



Policy Advisory Committee
18 October 2018
CPD scheme implementation

Classification	Public
Purpose	For discussion
Issue	Consideration of the content of the third CPD evaluation survey 2019 questions and timeline.
Recommendations	<p>To consider the updated risk log for implementation of the new CPD scheme and the draft CPD evaluation survey 2019 and their contribution to providing assurance about the progress of implementation of the CPD scheme.</p> <p>To consider the timeline for the CPD Survey.</p>
Financial and resourcing implications	None
Equality and diversity implications	The impact of the CPD scheme is being monitored from a variety of perspectives as part of our evaluation equality impact assessment.
Communications implications	Communication and engagement on the implementation of the new CPD scheme is on-going.
Annexes	<p>A. Current draft of CPD Evaluation Survey for feedback from PAC</p> <p>B. Risk Log for CPD Scheme Implementation (as at 5 October 2018)</p>
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Background

1. The CPD Evaluation Survey provides both a baseline to help the Council to understand how the implementation of the CPD scheme affects patterns of CPD over time as well as providing a tool which enables osteopaths to reflect on their own CPD.
2. It is one of a number of sources that can support Council to understand whether the new CPD scheme is being implemented successfully and whether (over time) the anticipated benefits are being realised. Other sources include the annual registration renewal data which will collect data about how much CPD has been undertaken, how many hours of learning with others have been completed, how far the osteopath has engaged with the new features of the scheme (CPD in the four themes of the OPS, an objective activity, CPD in consent and communication and peer discussion review) and also response to our communications through, for example, questions to GOsC, questions from face to face and online engagement and monitoring of social media about the CPD scheme.
3. Unlike the registration renewal data, completion of the CPD Evaluation survey is voluntary and therefore, it is not as generalisable as the registration renewal data (which all registered osteopaths are required to complete). But the CPD Evaluation Survey is still a credible data source. It can help us to understand the progress of the implementation of the CPD scheme before registration renewal data is available, and help inform our communications and other strategies to maximise awareness of and ability to participate successfully in the CPD scheme.
4. This paper provides an update about the proposed third longitudinal CPD Evaluation Survey. The purpose of the paper is to enable the Committee to consider the survey from last year, the current version of the risk log along with initial thinking from the Executive to explore how the CPD Evaluation survey can provide assurance to Council about the implementation of the scheme.

Discussion

The first CPD Evaluation Survey – 2016-17

5. In March 2017, the PAC considered the findings from the first baseline CPD Evaluation survey providing a picture of patterns of CPD prior to the implementation of the CPD scheme which took place between November 2016 and January 2017. This paper is available at: <http://www.osteopathy.org.uk/news-and-resources/document-library/about-the-gosc/pac-march-2017-item-3-continuing-professional-development-cpd/?preview=true>.
6. The Committee noted that the aim of the 'State of CPD' evaluation report was to provide a baseline against which the implementation of our CPD scheme can be

measured. The Committee also noted key findings from the 2016-17 baseline which included:

- At present high numbers of osteopaths are not undertaking feedback on their practice from external sources (the objective activity element of the CPD scheme should influence this finding over time).
- More than half of osteopaths responding to the survey undertook CPD in the area of communication and consent. (The communication and consent element of the CPD scheme should influence this finding over time).
- In terms of planning CPD and identifying learning needs, the survey identified that there is high confidence in the ability to reflect on CPD, although some challenges are identified and, particularly, recording CPD was reported as a challenge (as the scheme rolls out and further templates to support reflection and recording are used, we hope that this finding will be improved over time).
- A high percentage of osteopaths reported having a peer with whom they can discuss a case.

The second CPD Evaluation survey – 2017-18

7. A CPD update was presented to Council in November 2017. This paper is available at: <http://www.osteopathy.org.uk/news-and-resources/document-library/about-the-gosc/council-november-2017-item-12-cpd-implementation-scheme-update/?preview=true>. This paper explained some small changes that had been made to the CPD Evaluation Survey by staff with expertise in survey design and members of the CPD Partnership group (comprising osteopaths, patients and research representatives). The draft survey was also tested with staff prior to launch.
8. A CPD update paper was presented to the Policy Advisory Committee in March 2018. This paper is available at: (<https://www.osteopathy.org.uk/news-and-resources/document-library/about-the-gosc/pac-march-2018-item-3-cpd-update/?preview=true>). This paper outlined the second CPD evaluation survey findings and the communications response to assist with effective implementation of the new CPD scheme.
9. Overall, these survey findings show raised awareness of the CPD scheme and reassuring although varied levels of preparedness as follows:
 - Increased response rate to the 2017-18 survey (up from 7% to 10%)
 - Increased use of the four themes of the OPS to identify CPD needs or record CPD (up 13%)
 - Increased reporting of using feedback from external sources to feed into practice (up 3%)
 - Lower levels of feedback collected from patients (down 4%)
 - High levels of case based discussion activity (30% of respondents)
 - Levels of CPD in communication and consent have remained consistent (58%) and more courses featured in this area (up 6%)
 - Barriers to reflective practice reduced (down 2%)

- Increase in numbers of people reporting that they have a colleague who they can discuss their CPD with (up 5%)
- A reduction in people reporting that they have a trusted colleague that they can discuss concerns with (down 2%)
- A greater level of detail about the questions that people have about the CPD scheme compared to the previous survey.

CPD Evaluation Survey 2019

10. The first two surveys may be considered baseline surveys as they provide a picture of CPD before osteopaths have begun the new CPD cycle (although placed in a context of increased awareness and communications).
11. We aim to run the CPD evaluation survey again from March 2019 onwards (so slightly later than the November to February survey window used in previous years). This change in the timing is because more than half of the population on the Register will have started on their three year CPD cycle by then but equally, we want a regular insight into how the scheme is being implemented.
12. Before launch we want to seek the Policy Advisory Committee's input to the draft content and focus for the CPD Evaluation Survey 2019. The draft survey based on that used last year is at Annex A.
13. In thinking about the current survey and the information that will provide assurance to Council about the CPD scheme, the PAC may wish to consider and comment on the updated risk log at Annex B.
14. Executive thoughts about updating the survey include the following:
 - In its third year the focus is on osteopath's current CPD activities over the last 12 months and their 'preparedness' for the new CPD scheme. Broad themes of the survey include:
 - How many CPD hours osteopaths completed over the last 12 months
 - Who osteopaths undertake CPD with (e.g. osteopathic educational institutions, local, regional or shared interest groups or other networks (alumni or virtual networks))
 - How aware or prepared osteopaths feel for the new CPD scheme
 - Whether osteopaths have undertaken any of the new features of the new CPD scheme yet
 - How osteopaths select, record and reflect on CPD activities.
 - How osteopaths discuss CPD and concerns with others.
 - How osteopaths use the GOsC CPD resources and their preferred methods of communication
 - Questions, challenges or concerns osteopaths might have about the new scheme
 - What support osteopaths might need from GOsC to assist them in engaging with the scheme.

- To reflect on their current experiences of undertaking osteopathic CPD either as they begin to embark on their first three year cycle or under the existing scheme to think about how prepared they are for the new CPD scheme and how they can make it work for them and build on the data obtained last year. It may also allow osteopaths to think about how CPD contributes to safe practice.
- Questions will need to be updated to reflect the new wording, for example, rephrasing questions to 'over the last 12 months,' removing references to 'annual summary form' or in your 'last CPD year.'
- We would propose to remove questions related to the current CPD scheme, for example:
 - Do you use the planning and evaluation form template in the current Continuing Professional Development guidelines for osteopaths to organise your CPD for the year ahead?
 - Do you currently collect feedback from external sources (e.g. via patient feedback questionnaire, clinical audit or feedback from colleagues on your practice)?
 - Which CPD articles in the osteopath magazine have you referred to as part of your CPD?
 - Which CPD early adopter webinar series did you take part in?
 - How useful did you find the webinar series that you took part in as a learning experience?
- Survey areas that may be helpfully introduced are as follows:
 - Distinguishing if respondents are on the new scheme or not early on in the survey to enable cross tabulation between responses from those on the scheme and those not. (By March over 50% of the register will have started their first three year cycle)
 - Checking familiarity with the 'new/current CPD guidance'.
 - Updating our questions around the magazine including specific questions on the CPD launch issue
 - Specific questions about CPD content in the magazine and what that might look like
 - Asking about awareness of the CPD microsite and getting some feedback on what's useful, when and how they are using that and what more they'd like to see or reasons for not using.
 - Awareness and use of resources and workbooks etc - and what more they'd like to see.
 - Level of familiarity/interest in updated Osteopathic Practice Standards site
 - Whether they have undertaken an early or practice peer discussion review [also to help promote that as an idea].
 - Community – exploring whether osteopaths are part of a group or not (virtual or local), and trying to find out why if they weren't. Also to help us look at where there might be geographical gaps re regional/local groups through analysis of the demographic data.

Question 1: What particular areas or questions should or should not be in the CPD Evaluation Survey 2019 to provide assurance about the implementation of the CPD scheme?

Timeline

15. The indicative timetable for the third CPD evaluation survey (in terms of both reporting and communications mechanisms) is as follows:

Date	Action
Feb 2019	Final CPD evaluation survey produced and ready to go live on 1 March 2019
Feb 2019	<i>Communications:</i> Osteopath Magazine – small advert that it is coming
1 March 2019	CPD evaluation survey launched (Open for 16 weeks) <i>Communications:</i> Dedicated individual email to be sent out all osteopaths from the register <i>Communications:</i> e-bulletin- promotion <i>Communications:</i> Promote with key stakeholders: e.g. IO, OEI, regional groups, registration assessors and early adopters
March to June 2019	Promoted in general and targeted communications through LinkedIn, Facebook and Twitter feeds every two weeks throughout the duration of the survey opening dates.
15 March 2019	<i>Communications:</i> Promote through Facebook, Twitter and LinkedIn posts (general and targeted) as well as the March / April edition of the Osteopath and the e-bulletins during this period.
23 June 2019	CPD evaluation survey closes
October 2019	Analysis of findings presented to PAC for consideration
November 2019	Analysis of findings presented to Council along with communications implications

Question 2: Please consider and advise on the timeline and any implications in terms of the level of assurance to be provided to Council about the implications of the progress on implementation of the new CPD scheme.

Recommendations

1. To consider the updated risk log for implementation of the new CPD scheme and the draft CPD evaluation survey 2019 and their contribution to providing assurance about the progress of implementation of the CPD scheme.
2. To consider the timeline for the CPD Survey.