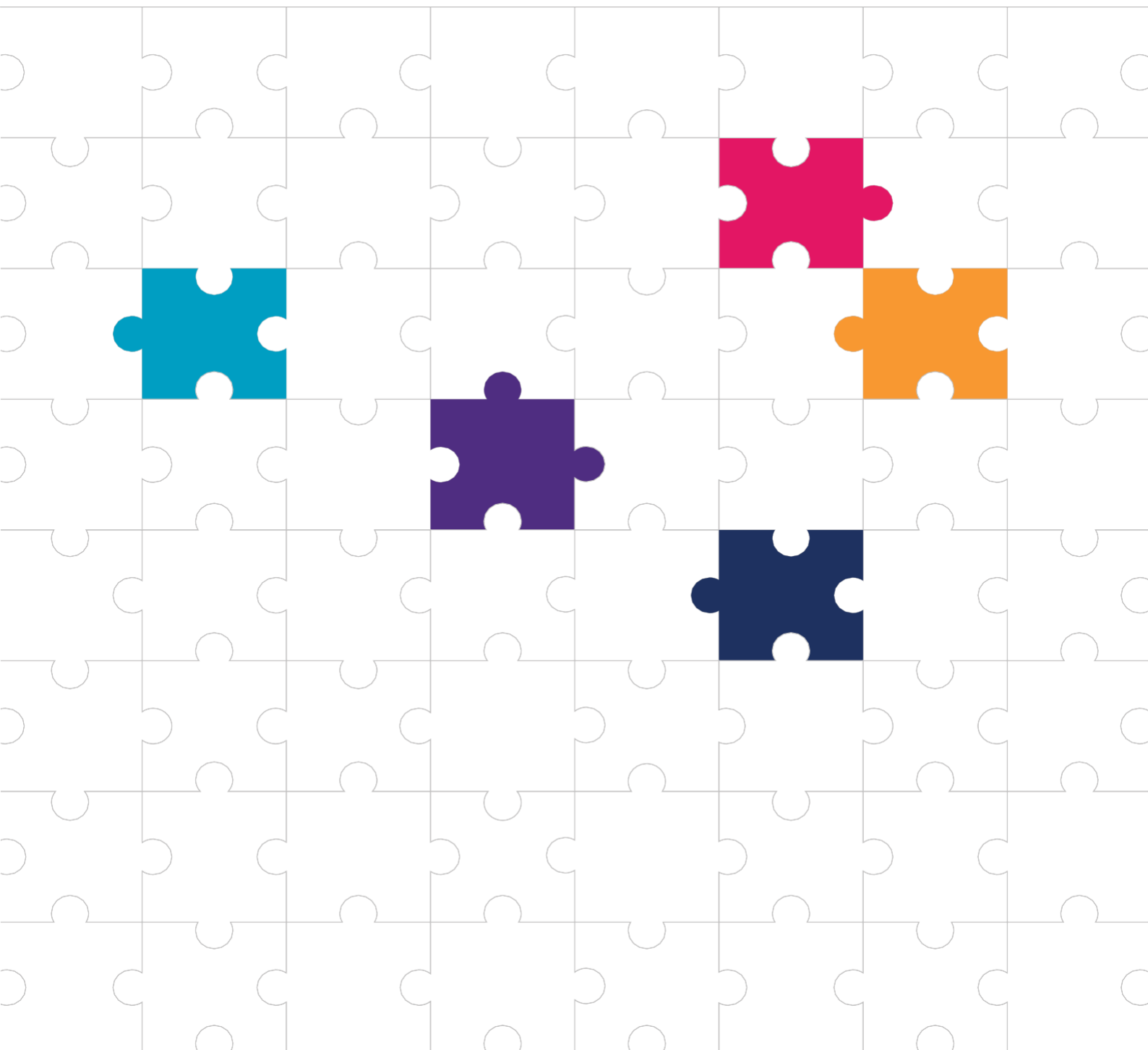




General
Osteopathic
Council

Continuing
Professional
Development

Continuing Professional Development Guidance



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Introduction

This guidance supports osteopaths in meeting the General Osteopathic Council (GOsC) Continuing Professional Development (CPD) scheme requirements. The CPD scheme provides assurance of continuing fitness to practise for every osteopath on the statutory Register, by encouraging osteopaths to develop their practice as members of a community of learning.

What counts as CPD?

Standard B3 of the Osteopathic Practice Standards (2018) states that osteopaths 'must keep professional knowledge and skills up to date'.

To achieve this, osteopaths must be professionally engaged, undertaking professional development activities and keeping up to date with factors relevant to ongoing practice (including the wider healthcare environment).

CPD is any activity that maintains, enhances and develops osteopathic professional practice. It includes any learning undertaken by an osteopath, for example discussion of CPD and practice with a colleague, courses, seminars, practical sessions, e-learning, reading, research, individual study, Peer Discussion Review, mentoring, and any other activities that can advance practice. Undertaking CPD is an ongoing aspect of professional practice (see 'What is professional practice below?').

CPD 'learning with others' additionally must involve interaction (both giving and receiving information to inform learning) with osteopaths, healthcare practitioners or other professionals. The key element here is the interaction with others, which may be online or in person.

CPD must be reflected on and recorded by the osteopath within their CPD records. There are a range of resources and templates at cpd.osteopathy.org.uk that can be used to help with this.

Creating a supportive culture

The CPD scheme is designed to promote engagement, professional support, discussion and 'learning communities' within osteopathy thereby ensuring high quality patient care and patient safety. In this way it puts patients at the heart of osteopathy.

This approach requires osteopaths to participate fully and show interest in CPD activities, helping colleagues to feel valued and promoting discussion about practice.

It relies on osteopaths:

- creating a respectful environment where colleagues can share details of their practice openly
- having the skills to give and receive constructive feedback
- demonstrating attitudes of curiosity and the ability to learn from every encounter with colleagues
- valuing the new knowledge and insights that colleagues and patients can bring.
- taking a proactive approach and encouraging opportunities to engage with colleagues
- learning and interacting with others in either structured activities or less formal ones.

Our CPD scheme aims to:

- Inspire and influence others through the shared aim of creating benefits for patients, practitioners and colleagues both within and outside the osteopathic profession.
- Be alert to changes in society, other health practices, and in the delivery of healthcare, to ensure that the services osteopaths deliver are meeting ever-changing expectations, supporting effective collaboration, empowering patients and putting patients at the heart of care.
- Develop, encourage and maintain excellent interpersonal skills within the profession and understand the impact on others of the practitioners' emotions and behaviours.

Features of the CPD Scheme

Over a three-year cycle, osteopaths will need to do 90 hours of CPD, comprising at least 45 hours learning with others, across all four themes of the Osteopathic Practice Standards, including at least one objective activity, and one or more CPD activities incorporating mandatory elements to benefit patients and complete a Peer Discussion Review.

Mandatory activities¹ currently include a. consent and communication, b. establishing and maintaining professional boundaries and c. equality, diversity, inclusion and belonging which have been identified from data held about concerns raised by patients.



¹ Note: This guidance came into force on xx/xx/2025. We strongly recommend, however, that even if you are part way through your CPD cycle on the date that the guidance comes into force, that you complete each of the mandatory cycles before it completes. This is because these have been identified as higher risk areas for concerns.

Range of practice: You should do CPD activities in all four themes of the Osteopathic Practice Standards:

- A.** Communication and patient partnership
- B.** Knowledge, skills and performance
- C.** Safety and quality in practice
- D.** Professionalism

Your CPD should also cover the breadth of your professional practice (including keeping up to date in adjunctive techniques), and which may include the clinical, education, research or management aspects of your role(s).

Objective activity

Your CPD needs to include at least one objective activity. An objective activity is where you seek external objective feedback about your practice and then analyse and reflect on this to show how it has informed your practice or CPD.

CPD benefiting patients: mandatory activities.

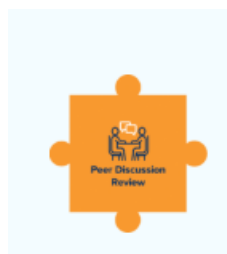
Mandatory activities² currently include a. consent and communication, b. establishing and maintaining professional boundaries and c. equality, diversity, inclusion and belonging which have been identified from data held about concerns raised by patients. These topics can be covered together or separately in one or more CPD activities. By incorporating these areas as mandatory CPD, we hope to increase knowledge and skills in these areas, support continuing good quality care and reduce the likelihood of complaints against osteopaths. There are resources on the CPD website to help osteopaths undertake CPD in these areas.

Keeping CPD records

You need to keep a record of your CPD that shows you have completed a three-year cycle of a minimum of 90 hours. This must include a minimum of 45 hours of 'learning with others' and include all the required elements of the scheme.

Peer Discussion Review

You need to complete a Peer Discussion Review towards the end of your three-year cycle. A Peer Discussion Review is a structured conversation with an osteopath or other health professional in which you discuss how you have completed all the elements of the scheme.



² Note: This guidance came into force on xx/xx/2025. We strongly recommend, however, that even if you are part way through your CPD cycle on the date that the guidance comes into force, that you complete each of the mandatory cycles before it completes. This is because these have been identified as higher risk areas for concerns.

Selecting a peer and completing the CPD cycle

Peers must be osteopaths or other health professionals.

Osteopaths may choose someone they know, or may find one through:

- an educational provider
- a regional group or advanced practice society
- a member of the Osteopathic Alliance, or
- they may choose to ask the Institute of Osteopathy, the GOsC or other organisations to help them to identify a peer.

Further detail about the Peer Discussion Review is outlined on page 12.

Range of practice

How do I demonstrate my CPD activities are relevant to my full range of my practice?

Over the course of a three year cycle, CPD should be appropriately balanced across the whole of an individual's practice and should reflect their breadth of work as an osteopath, whatever that looks like. This will include keeping up to date in relation to adjunctive therapies that you may use, as well as osteopathic clinical practice. It will also include activities in relation to education, research or management, depending on the roles you undertake.

Use of Artificial Intelligence (AI)

Artificial intelligence platforms are becoming increasingly capable in many areas, and may play a significant role in the provision of clinical care and practice management as they develop in the future. CPD activities which develop an osteopath's understanding of AI platforms and how these might contribute to effective patient care may prove useful area of focus.

For CPD records and reflections however, you should be honest and transparent - these should reflect your activities and your own thoughts about these rather than an AI generated version. Some may find AI useful in helping them better present their thoughts and reflections, but these should come from you in the first place.

The CPD cycle

Start and end dates of the CPD cycle

Start and end dates of the CPD cycles for all osteopaths (with reference to the dates of their initial registration or renewal) are set out on [the o zone](#).

How to structure your CPD across a three year cycle

Osteopaths should aim to balance an appropriate amount of CPD in each year of the cycle, completing all requirements by the **end of each three-year CPD cycle**. This will allow the osteopath to move into the next three-year cycle.

The example below shows how someone might choose to spread the activities across the whole of the cycle, as part of their usual self- directed CPD.

Some osteopaths may choose to undertake all their mandatory activities and topics in Year 1 and to continue undertaking self-directed activities in Years 2 and 3. Osteopaths should take steps to ensure that they meet all the requirements by the end of Year 3.

If it becomes apparent that exceptional circumstances will prevent an osteopath complying, the GOsC should be notified by the osteopath as soon as possible during the CPD cycle.

Cycle 1	Suggested CPD Hours	Example activities	Registration renewal
Year 1	30 hours of CPD (15 hours of learning with others)	Objective activity analysis and reflection plus other self-directed activities. At this point, some osteopaths may also like to identify their intended peer who will complete the Peer Discussion Review with them.	At the conclusion of the first year, as part of the registration renewal, osteopaths will be asked to declare what they have undertaken within their CPD cycle as part of their registration renewal. This will comprise the: a. number of CPD hours completed b. elements completed. The GOsC will aim to confirm that the osteopath is on track to complete the requirements of the CPD scheme by identifying what further CPD needs to be completed as part of the three-year CPD cycle. Osteopaths can show this to their peer.
Year 2	30 hours of CPD (15 hours learning with others)	CPD in consent and communication, plus other self-directed activities.	At the conclusion of the second year, as part of the registration renewal, osteopaths will be asked to declare what they have undertaken within their CPD cycle as part of their registration renewal. This will comprise the: a. number of CPD hours completed b. elements completed. The GOsC will aim to confirm that the osteopath is on track to complete the requirements of the CPD scheme by identifying what further CPD needs to be completed as part of the three-year CPD cycle. Osteopaths can show this to their peer.

Cycle 1	Suggested CPD Hours	Example activities	Registration renewal
Year 3	30 hours of CPD (15 hours learning with others)	CPD completed in all themes of the OPS and across all aspects of professional practice plus self-directed activities. Peer Discussion Review completed.	The osteopath will submit a completed Peer Discussion Review form, on request, to the GOsC which will confirm that the osteopath has completed: a. the CPD standards b. 90 hours of CPD (including 45 hours learning with others). The osteopath will move into the next CPD cycle. If all activities have not been completed, osteopaths will receive a warning that if they do not comply with the scheme within 28 days, they are at risk of being removed from the Register.

The Peer Discussion Review

Towards the end of the CPD cycle (normally during Year 3), all osteopaths must complete a Peer Discussion Review.

A Peer Discussion Review is a structured conversation with a peer who has been chosen by the individual osteopath. Peers can either be osteopaths or other health professionals.

Osteopaths are encouraged to select their peer early. It is important that osteopaths choose a peer with whom they are comfortable discussing their practice, areas of development and areas of strength, so that the process supports them and enhances their practice.

Many osteopaths will choose to identify a peer at the beginning of their CPD cycle and will discuss CPD and learning throughout the CPD cycle, thus undertaking aspects of the Peer Discussion Review at different stages. Other osteopaths may prefer to have one structured formal conversation towards the end of the cycle.

During the Peer Discussion Review structured conversation, the osteopath will discuss their osteopathic professional practice and their CPD activities to demonstrate that they have complied with the CPD scheme requirements and have therefore met the CPD standards. The Peer Discussion Review itself should take around an hour to an hour-and-a-half to complete in total.

The Peer Discussion Review provides the opportunity for a respectful and supportive conversation about practice.

Verification and assurance

The requirement to undertake CPD sends an important message to patients, the public and other health professionals and provides assurance that all osteopaths on the Register practise in accordance with published standards.

The GOsC randomly selects 5 to 10% of osteopaths each month to look at evidence of their CPD, such as records of the activities they have completed, provide them with feedback and support and answer any questions. This provides a level of quality assurance and checks compliance with the scheme

The verification and assurance process

The GOsC collects information so that we can:

- Be assured that osteopaths are meeting the requirements of the CPD scheme.
- Identify whether there are any support or resource gaps for osteopaths.
- Support osteopaths to meet the requirements of the CPD scheme.
- Provide feedback to the whole profession on how the scheme is progressing.
- Identify where there may be an extra need to encourage osteopaths to build learning communities.

You must complete an annual renewal of registration form (see example on p14), and as part of this you will make a declaration about what CPD activities you have done in that particular year of your three-year cycle.

Each year you will be asked to declare:

- The number of hours of CPD you have done in the past year.
- The number of hours you have done in the past year which are in the category 'learning with others'.
- Which of the four themes of the OPS you have covered in the past year.
- Whether an objective learning activity has been completed in the past year.
- Whether the mandatory topics (consent and communication, boundaries and equality, diversity, inclusion and belonging) have been completed in the past year.
- Whether you have identified your peer to carry out your Peer Discussion Review (it's a good idea to identify your peer within the first year if you can).
- Whether the Peer Discussion Review has been completed (this is likely to be in the third year of your cycle).

You must continue to keep a record of your activities including evidence underpinning the activities you have undertaken. This might include notes of a group practice discussion or a course certificate.

Example of a completed annual renewal of registration form

<p>Declarations</p> <p>By completing this form I declare that all information supplied in support of my application to re-register with the GOsC is, to the best of my knowledge, accurate and true. I understand that the Registrar may take steps to verify any information supplied by me.</p> <p>Indemnity insurance</p> <p>Section 37 of the Osteopaths Act 1993 and the GOsC (Indemnity Arrangements) Rules Order of 2015 require all osteopaths to hold an adequate indemnity arrangement.</p> <p>It is your responsibility to ensure that you hold continuous professional indemnity insurance cover at all times. If your practising status changes, for example to non-practising, or you return to practice, you must contact the GOsC so that your registration status can be updated on the Register. You should also contact your insurance provider to advise them of the change in your registration status so that they can arrange run-off cover insurance if you become non-practising, or reinstate full insurance cover when you return to practice.</p> <p>Please click the declaration statement to confirm that you have cover. Please be aware that you may be randomly selected for an audit, where you will be required to send us proof of your insurance.</p> <p><input checked="" type="checkbox"/> I declare that I hold an indemnity arrangement which meets the GOsC (Indemnity Arrangements) Rules Order of 2015. My insurer is:</p> <p>Example Insurer</p> <p>Character</p> <p>In the past year and to the best of your knowledge, have you been convicted of a criminal offence or are currently subject to any police investigations which might lead to a conviction, caution, reprimand, final warning, been party to civil proceedings, been subject to an adverse outcome from disciplinary proceedings from any other professional body, in the UK or any other country?</p> <p><input type="radio"/> Yes <input checked="" type="radio"/> No</p>	<p>Health and fitness</p> <p>Do you have any medical conditions, either physical or mental, which might jeopardise the wellbeing of patients whom you may treat or other fellow health care professionals? Do you have an ongoing medical condition, either physical or mental that requires regular medical review?</p> <p><input type="radio"/> Yes <input checked="" type="radio"/> No</p> <p>CPD</p> <p>You are required, over 3 years, to undertake 90 hours CPD of which a minimum of 45 hours must be learning with others. Over 3 years you will need to ensure you have undertaken activities across the four themes of the Osteopathic Practice Standards, an objective activity, an activity focused on communication and consent, and a peer discussion review towards the end of the three-year cycle.</p> <p>Please declare how far you have progressed in completing these requirements by completing the declaration below.</p> <p>In the past renewal year, I have undertaken 32 hours of which 18 hours are in the category of learning with others.</p> <p>I have undertaken activities which cover:</p> <p><input type="checkbox"/> Osteopathic Practice Standards Theme A <input checked="" type="checkbox"/> Osteopathic Practice Standards Theme B <input type="checkbox"/> Osteopathic Practice Standards Theme C <input type="checkbox"/> Osteopathic Practice Standards Theme D</p> <p><input checked="" type="checkbox"/> Objective activity <input type="checkbox"/> Communication and consent <input checked="" type="checkbox"/> I have identified my peer <input type="checkbox"/> I have completed and recorded my peer discussion review</p>
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Difficulty meeting the requirements

Osteopaths are required to complete the CPD requirements by the end of their three- year CPD cycle. Any osteopaths who are unable to complete the CPD requirement within the three-year cycle should contact the GOsC at the earliest opportunity to discuss this.

The GOsC has the statutory power to extend or vary the three-year CPD requirement if there is good reason. Osteopaths wishing to make such an application must do so in writing providing supporting evidence.

Failure to comply with the CPD requirements, without good reason, puts an osteopath at risk of their registration being removed.

Resources and examples

Resources to help osteopaths complete all the elements of the CPD scheme are available at cpd.osteopathy.org.uk.

If you have any queries, please get in touch:

Email: cpd@osteopathy.org.uk

Tel: +44 (0)20 7357 6655 x238



General
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