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MBODI
HPCSA**



USE OF TECHNOLOGY & INNOVATION IN STRENGTHENING GOVERNANCE AND REGULATION

HOW DO WE BECOME SMART REGULATORS

CONTINUING PROFESSIONAL DEVELOPMENT

DISCUSSION AREAS



CONTINUING PROFESSIONAL DEVELOPMENT

Documenting and tracking the skills, knowledge and experience that you gain both formally and informally as you work, beyond any initial training.

Health Professions Council of South Africa



CONTINUING PROFESSIONAL DEVELOPMENT

The means by which members of the profession maintain, improve and broaden their **knowledge, expertise and competence**, and develop the **personal and professional qualities required throughout their professional lives.**

Australian medical board



CONTINUING PROFESSIONAL DEVELOPMENT

Any learning outside of undergraduate education or postgraduate training that helps you **maintain** and **improve your performance**. It covers the development of your **knowledge, skills, attitudes** and **behaviours** across all areas of your professional practice. It includes both formal and informal learning activities.

General Medical Council



RESPONSIBILITY

- The **practitioners** have a responsibility to continually update their professional knowledge and skills for the end benefit of the patient or client.
- The **employers** and contractors have responsibility to ensure that their practitioners/providers are adequately capacitated for current and future service demands.

LEGISLATIVE FRAMEWORK

1. CPD programmes is always anchored in some form of legislation.
2. Compliance with certain conditions relating to CPD is **pre-requisite** for continued registration.



ATTRIBUTES OF CPD ACCREDITORS

The CPD accreditors must:

1. Be **responsive** to the health needs of patients.
2. Possess **expertise** to evaluate learning programmes across the range of competencies.
3. Promote develops and promote strategies to **improve range of competence and performance**.
4. Be committed to **enhancing lifelong learning** across the health educational continuum through the provision of a broad range of educational initiatives, assessment strategies, and tools.
5. Be **scholarly** in how they integrate and apply new evidence about effectiveness of CPD interventions, knowledge translation strategies or effective evaluation practices.
6. Ensure that their activities are based on an **assessment of needs**, use high-quality scientific **evidence**, are evaluated for achievement of outcomes across a range of competency domains.
7. Identify and manage external influence of competing (including commercial) interests.

- Canadian Medical Council



STANDARDISATION

The standardisation of the CPD program ensures:

1. Provide **consistency** amongst practitioners, even when they practice across borders
2. Provide **confidence** to the public that a minimum standard exists and that it is being met.
3. Ensure that there is consistency in healthcare service delivery with other health professionals and **around the world.**



CYCLE FOR CPD PROGRAMME

1. Refection

Good Medical Practice requires a practitioner reflect regularly on your standards of medical practice.

2. Scope of practice

For a practitioner to remain competent and up to date in all areas of your practice.

3. Individual and team learning

CPD activities should aim to maintain and improve the standards of practice and also those of any **teams** in which you work.

4. Identification of needs

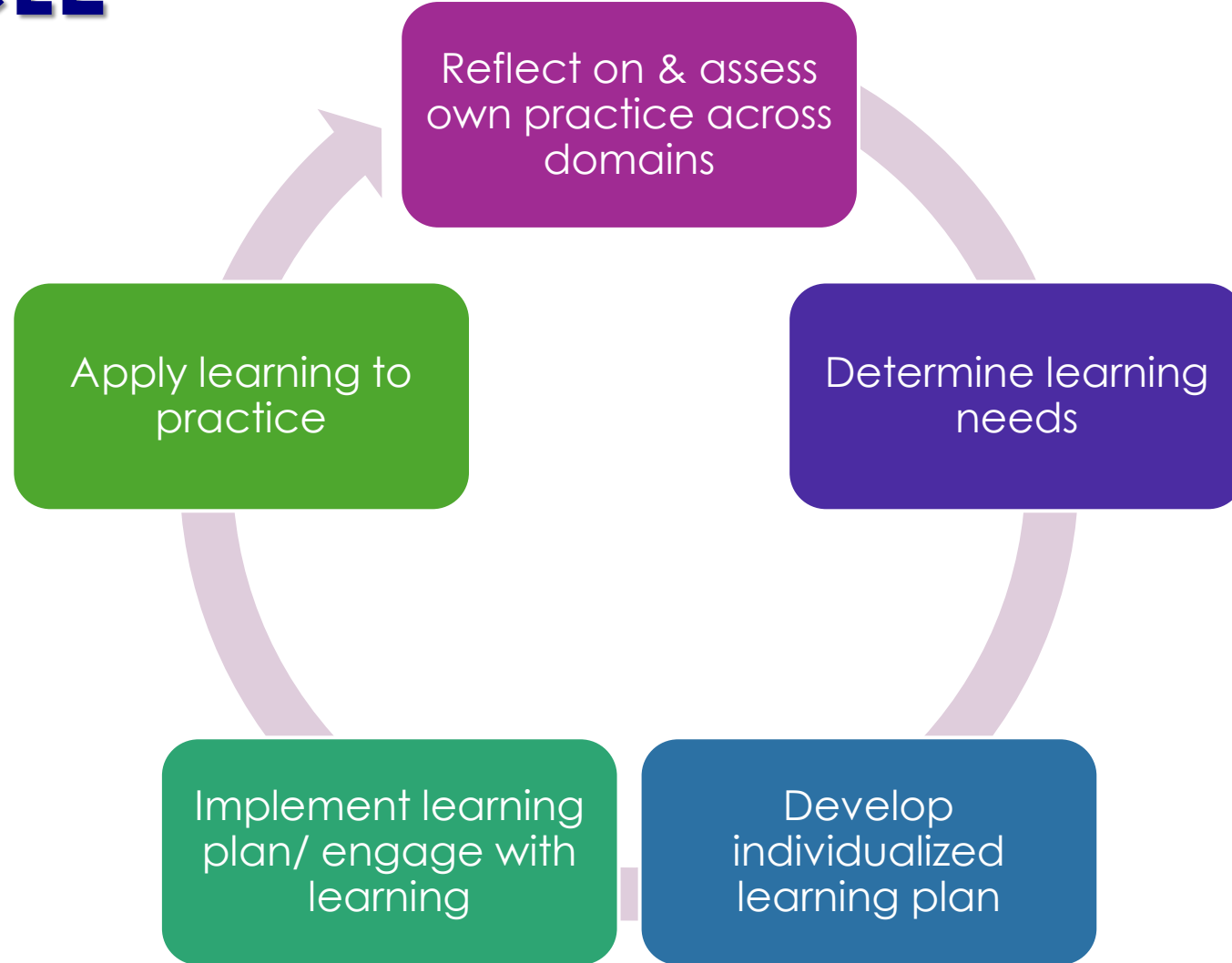
CPD activities should be shaped by **assessments** of both professional needs and the **needs of the service** and the patients/clients.

5. Outcomes

Refection is critical on what you have been learnt through the CPD and **record any impact (or expected future impact) on your performance** and practice.



CPD CYCLE



PRIMARY ROLE PLAYERS IN THE CPD PROGRAMME

1. Regulators

- Provide framework for CPD, including rules, regulations, policies and guidance.
- Regulators provide support to ensure that health workforce meet the necessary practice standards.

2. Practitioners

- Assume primary responsibilities to development of your **knowledge, skills, attitudes for themselves and their team**



PRIMARY ROLE PLAYERS IN THE CPD PROGRAMME

3. Organisations (Employers and contractors)

- Ensure that their and practising to the appropriate standards **workforce is up to date** practitioners are better able to maintain these standards in organisations that foster a culture of learning.

4. Patients and the public

- This guidance will also help patients and the public **to understand** what the practitioner's regulator expect to do to stay up to date and improve the safety and quality of care they provide. It may also encourage patients to **give feedback** to practitioners about areas where CPD may benefit their care.

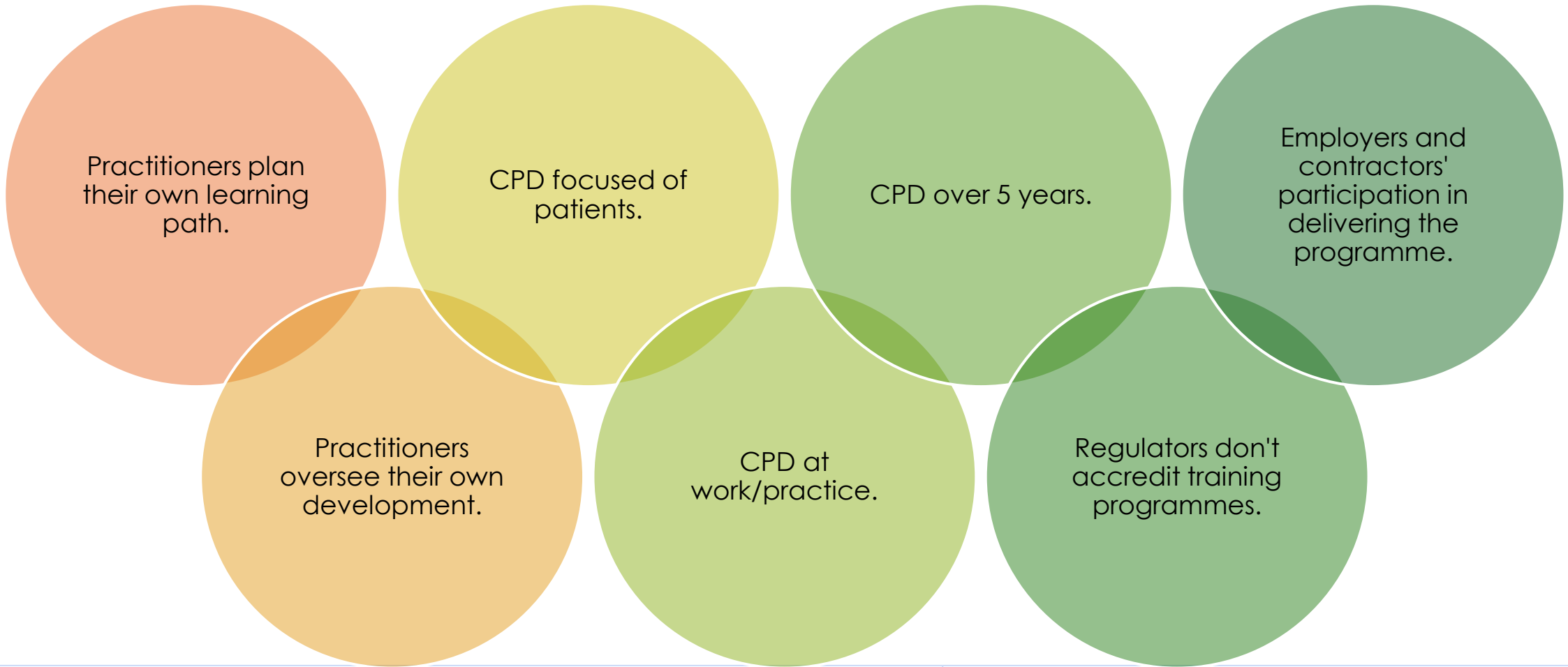
DOMAINS OF CPD

Establishing South African Domains of Practice				
	NZMC	GMC	FSMB	South Africa
Professionalism	X		X	X
Communication	X	X	X	X
Interpersonal			X	
Professional Care Knowledge/Skills	X	X	X	X
Collaboration and Management	X	X		
Scholarship	X			
Safety and Quality		X		X
Maintaining Trust		X		
Systems based practice			X	



TRENDS

Effective CPD programme ensures that:



CONCLUSION

CPD can strengthen networks, improve motivation and be empowering for healthcare professionals, especially for those working in more isolated and rural regions. The positive effects of CPD in turn can translate to attainment and retention of higher quality care. To effectively develop, implement and sustain a CPD system, leadership, especially from the healthcare practitioners, a framework, funding, CPD materials and activities that are accessible and responsive to local needs, monitoring and accreditation structures and an evaluation mechanism, are essential.

Merry et al. BMC Medical Education (2023)



dankie
enkosi
thank you
ngiyabonga
ke a leboha haholo
ndo livhuwa
ndza nkhenisa

