

Changes to CPD requirements

Report of the Registrar and Director of Policy – Special E,T&EBC 16/2/09

Recommendations

Members are recommended to:

1. Consider the responses to the consultation document.
2. Agree to implement the new standards from 1st April 2009.
3. Instruct the Registrar and Director of Policy to:
 - o communicate the changes to all registrants; and
 - o provide advice and support to dispensing companies and professional bodies on implementing the new standards
4. Note the ongoing dialogue with HPC about the timing and extent of future CPD compliance audits.
5. Conduct a five per cent random compliance on the 2007-9 HAC CPD scheme, to be conducted in July 2009.
6. Conduct a five per cent random compliance check on compliance with the new HAC CPD scheme, to be conducted in December 2009.

Background

In November 2008, Council agreed a recommendation from the Education, Training and Examining Body Committee to conduct a formal consultation on proposed changes to the Council's standards. A copy of the consultation document is given at appendix 1 to this report. The consultation ended on 31st January 2009.

The outcome of the consultation was as follows:

Type of respondent	No. of responses	Support proposals	Reservations	Do not support
Professional bodies	2	1		1
Dispensing companies	3	2		1
RHADs	7	4	3	
Total	12	7	3	2

Table 1: Number and type of consultation responses

A copy of each response is given at appendix 2 to this report. The key issues raised by respondents are:

- support the standards as proposed as right direction for profession;
- support the standards but believe that implementation time should be longer;
- new standards without audit will result in reduced performance or non-compliance
- wants to retain a points-based system;
- concerns about level of understanding by RHADs and what support will be available;

- lack of clarity about how scheme will operate; and
- wants minimum requirements for CPD.

The following issues arise from the responses to the consultation:

- further work is needed to explain the changes in standards, what these mean and how they sit alongside the CPD requirements of professional bodies;
- work should be done by the professional bodies to help RHADs assess their CPD needs, put together an appropriate programme of CPD activity, evaluate the learning outcomes achieved through this programme and record this activity in their CPD log; and
- with just over a year left before the HPC's standards come into force for RHADs, there is still a lack of understanding and misapprehension about the new standards, levels of compliance and implications for the profession. Work is needed to improve understanding and ensure the professional bodies are fit for their new roles within the HPC framework.

Members will be aware that the Council conducted a random CPD compliance audit in the final quarter of last year.

In April 2008, 1507 individual registered dispensers were asked to confirm that they had met our CPD requirements for 2006-8 or submit an action plan for achieving compliance. Sixty of these responded with an action plan (c4% of all registrants) and 1447 declared that they had met the requirements.

Two compliance checks were then conducted. The sixty individuals who submitted an action plan were asked to provide evidence that they had achieved the actions set out in their plan. A compliance audit was then conducted. The audit covered 38 individuals who had declared that they had met their CPD requirements for 2006-8 (2.5% of all registrants and 2.65% of those registrants that made a compliance declaration). The Registrar wrote to these individuals on 15th September 2008, requiring them to provide within 21 days evidence that they had met the requirements. Five people failed to respond and a further reminder letter was sent. By the end of this second deadline, all 38 had responded.

Three individuals have been referred to the Council's Investigating Committee as a result of this audit. These three individuals represent c8 per cent of the sample. The small sample size does not allow us to use this to estimate non-compliance across the registered population within a reasonable confidence level. Assuming for the 2007-9 CPD period that there is a similar level of compliance declarations and action plans submitted as last year, a sample size of between 5 and 8 per cent would be necessary to apply the results to the entire registrant population within an acceptable confidence level (CI 90% +/-3%).