

JOINT POSITION STATEMENT

A joint statement on continuing professional development for health and social care practitioners

A collaborative
statement from:



Royal College
of Nursing



THE SOCIETY OF CHIROPODISTS & PODIATRISTS



THE CHARTERED SOCIETY OF PHYSIOTHERAPY



Overview

Continuing Professional Development (CPD) is fundamental to the development of all health and social care practitioners, and is the mechanism through which high quality patient and client care is identified, maintained and developed.

Health and social care practitioners work in a range of settings, and all areas and grades are affected by statutory training requirements under *The Health and Safety at Work etc. Act 1974* (HMSO, 1974), which should be supported separately from the CPD referred to in this statement.

Qualified health and social care practitioners must meet their regulatory bodies' CPD requirements, and those working in the NHS must meet the Knowledge and Skills Framework (KSF) requirements by undertaking CPD.

It is important to note that both the KSF and the regulatory bodies' CPD requirements, must be supported to meet the continuing demand for a wider range of skills from practitioners.

We firmly believe that six days (45 hours) per year should be the

minimum time granted by employers (which will include 'writing up' time) to facilitate CPD, but we also recognise the importance of learning outcomes, as opposed to the fulfilment of hours.

Purpose of the joint statement

This statement has been agreed by the nursing, midwifery and allied health professional bodies listed on the cover in recognition of the fact that continuing professional development is fundamental to the development of all health and social care practitioners, and to the enhancement of quality patient/client care within uni- and multi-professional teams.

The purpose of the joint statement is to:

- ♦ influence health and social care employers
- ♦ influence UK-wide health and social care policymakers
- ♦ support workplace representatives and the union learning agenda
- ♦ facilitate the health care quality agenda
- ♦ facilitate the workforce modernisation agenda.

Enhancing quality care and service delivery

The professional bodies explicitly acknowledge that:

- ◆ the purpose of CPD is to enhance the quality of care that patients and clients receive from health and social care practitioners
- ◆ the connection between CPD and quality of care has been made explicit in UK Government and regulatory body documents (SEHD, 1999; DH, 1999, 2000, 2004; WAG, 2005)
- ◆ there is a demonstrable link between the application of CPD learning outcomes to practice and high quality care and service delivery (HPC, 2005; NMC, 2006)
- ◆ enhanced service delivery and patient/client care is not possible without appropriate resources and support
- ◆ initiatives such as Improving Working Lives have shown that staff who are given training and development opportunities are likely to be more motivated and satisfied at work, leading to increased staff retention (DH, 2000).

Access to appropriate and equitable resources

The professional bodies expect that:

- ◆ Six days (45 hours) per year protected CPD time should be the minimum time granted to support health and social care practitioners' CPD, above existing statutory and mandatory training and formal study leave arrangements. This is a realistic amount of time, and is in keeping with existing regulatory and professional body requirements
- ◆ the above allocation incorporates the documentation of learning outcomes from CPD alongside direct involvement in CPD activities
- ◆ employers will ensure appropriate staffing to maintain standards of care and service delivery when protected time is taken
- ◆ this provision should be made available to both qualified health and social care practitioners and support workers
- ◆ CPD is based on identifiable learning outcomes which demonstrate the value and impact of learning activities on health and social care delivery

- ♦ employers will go beyond the minimum protected time allocation when appropriate to ensure individual learning needs are met.

The range of learning activities

When defining the scope of CPD activities which can be undertaken within the protected time allocation, the professional bodies:

- ♦ use a broad definition of CPD, in accordance with existing professional and regulatory body protocols (HPC, 2005; NMC, 2006), which encompasses a mix of formal and informal learning activities appropriate to individual and service needs
- ♦ exclude training required under *The Health and Safety at Work etc. Act 1974* (HMSO, 1974), and other mandatory employer training, from the protected time allocation.

CPD and employers

The professional bodies recognise that support for CPD is required:

- ♦ across the spectrum of health care providers, including NHS employers, independent sector health care providers, the education sector (schools etc.), and social care employers
- ♦ from employers committed to providing staff with resources to maintain and develop health and social care services. Employer support for practitioner CPD is essential to ensure organisations have appropriately skilled staff to meet the demands for new and improved services for patients and clients
- ♦ to facilitate implementation of the KSF in the NHS.

Equality of access

Employers provide equal access to CPD, regardless of individual working patterns, to ensure that equality policies are implemented.

Benefits to patient/ client care

CPD has important implications for the public. Recipients of care have a right to access health and social care practitioners who possess up to date knowledge, skills and abilities appropriate to their sphere of practice.

In addition, the development and complexity of organisations continually demand a wider range of skills from practitioners. These increasing demands require efficient, supported and structured development for CPD for health and social care practitioners.

References and further reading

Department of Health (1999) *A first class service: quality in the new NHS*. London: The Stationery Office

Department of Health (2000) *Improving working lives standard*. London: The Stationery Office

Department of Health (2000) *The NHS plan: a plan for investment a plan for reform*. London: The Stationery Office

Department of Health (2004) *NHS Knowledge and Skills Framework (NHS KSF) and the development review process (October 2004)*. London: The Stationery Office

Health and Safety Executive (1974) *The Health and Safety at Work etc. Act 1974*. London: The Stationery Office

Health Professions Council (2005) *Standards for continuing professional development*. London: HPC

The Nursing and Midwifery Council (2006) *PREP handbook*. London: NMC

Scottish Executive Health Department (1999) *Learning together: a strategy for education training and lifelong learning for the NHS in Scotland*. Edinburgh: SEHD

Welsh Assembly Government (2006) *Designed for life: quality requirements in adult critical care*. Cardiff: Health and Social Care Department

Website contact addresses

www.ahpf.org.uk	Allied Health Professions Federation
www.baaudiology.org	British Academy of Audiology
www.badth.org.uk	The British Association of Dramatherapists
www.cot.org.uk	British Association of Occupational Therapists. College of Occupational Therapists
www.bapo.com	The British Association of Prosthetists and Orthotists
www.bda.uk.com	The British Dietetic Association
www.britishparamedic.org	British Paramedic Association. College of Paramedics
www.csp.org.uk	The Chartered Society of Physiotherapy
www.rcm.org.uk	The Royal College of Midwives
www.rcn.org.uk	Royal College of Nursing
www.rcslt.org	Royal College of Speech and Language Therapists
www.feetforlife.org	The Society of Chiropodists and Podiatrists
www.sor.org	The Society of Radiographers



Royal College
of Nursing

February 2007

Published by the Royal College of
Nursing
20 Cavendish Square
London
W1G 0RN

020 7409 3333

The RCN represents nurses and nursing,
promotes excellence in practice and
shapes health policies

RCNONLINE
www.rcn.org.uk

RCNDIRECT
www.rcn.org.uk/direct
0845 772 6100

Publication code 003 064

ISBN: 978-1-904114-42-0