Enhancing CPD

Quality Improvement and Best Practice

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Dr Ann O’Shaugnessy and Thelma Russell

European CME Forum 8th -10th November 2017
Professional Competence in Ireland

Maintenance & Recording of Professional Development
Legal Requirement since May 2011

Essential Safe patient care & Physician well-being
Medical Knowledge Accelerating

- Changing rapidly, expanding exponentially
- Life of information approx 5 years
Physician Burnout and Stress

- Expanding knowledge
- Public expectations
- ↑ Workload & insufficient time for family & personal life
  “No joy in medicine”

Burnout reduces innovation and productivity
CME is Effective

Extensive literature review

Ronald M. Cervero  ACCME 2014

CPD must be high quality, self directed & relevant, reflect objectives of workplace and be ongoing
Self-Directed CPD is Relevant and Effective

The Key to Success
D Davis Academic Medicine Aug 2017

The Jewel in the Crown
J Latham, J Cooter, Forum ICGP Sept 2017

Social Small informal groups- opportunities to:
Learn, discuss day to day problems, time management, build relationships and have fun
CPD Requirements
Macy Foundation Conference Atlanta June 2017
Competency-Based, Time-Variable Health Professions Education

- Curriculum based on needs analysis, define and plan learning activities
- Continuum of Education
- Enabling IT Technologies
- Robust Program of Assessment
- Audit and Outcome evaluations
Speed and efficiency key as no anaesthetics
Efficiently amputated a leg in 25 seconds
Operated so quickly accidently amputated assistant’s fingers
Both died of sepsis
A spectator died of shock- his coat tails and genitalia slashed
Patient outcome -300% mortality
Achieving Desired Results and Improved Outcomes

DE Moore J Contin Ed in the Health Professions 2009

Outcomes Framework

- Community Health
- Patient Health
- Performance
- Competence
- Learning
- Satisfaction
- Participation
Health Care Challenges & CPD Requirements

- ↑ Number of people living with chronic conditions and disability
- Aging population
- ↑ Diagnostics, therapeutics and demands
- ↑ Public expectations
Health Care Changes & CPD Requirements

• Focus on prevention & healthy lifestyle
• Integration and seamless service
  Primary care centres and ‘hospitals without walls’
• Information technologies
• Changes, reforms and new processes needed

*Towards Hospital 2026 (RCPI 2017)
*Slainte- Future of Health Care Report (Sept 2017)
*The transformation of CME in the United States JT Balmer
  Advances in Med Ed & Practice 2013
CPD A Partnership

- Doctor/Health Professional
- Colleges/ Educators & Accreditors
- Medical Council- Regulator
- Employer/ Dept of Health

All aim to provide optimum patient care
RCPI CPD Experience 2011-2017
CPD Framework (Irish Medical Council)

- Personal Development Plan
  Plan learning activities & obtain resources
- Learning Activities
  Participate & Reflect
- Performance Measurement
  Audit/ Quality Improvement
# Professional Competence Requirements

50 Credits plus 1 Clinical Audit each Year

<table>
<thead>
<tr>
<th>Learning Activity</th>
<th>Credits per Yr (50)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>External</strong> (Knowledge &amp; skills)</td>
<td>20</td>
</tr>
<tr>
<td>Outside work place</td>
<td></td>
</tr>
<tr>
<td><strong>Internal</strong> (Work place with Team)</td>
<td>20</td>
</tr>
<tr>
<td>Practice evaluation &amp; development</td>
<td></td>
</tr>
<tr>
<td>Personal learning</td>
<td>5</td>
</tr>
<tr>
<td>Research or teaching</td>
<td>2 desirable</td>
</tr>
<tr>
<td>Audit/Q Improvement project</td>
<td>1</td>
</tr>
</tbody>
</table>

Self directed & Relevant to Scope of Practice, 1 credit/hour

Personal Development Plan (optional) Recommended
Domains of Good Professional Practice

Skills required by every doctor

- Clinical Skills
- Relating to Patients
- Communication & Interpersonal
- Collaboration & Teamwork
- Patient Safety & Quality of Patient Care
- Professional
- Scholarship
- Management & Self Management

Include all over 5 year period
## RCPI CPD Enrolment Increasing

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011-12</td>
<td>2,528</td>
</tr>
<tr>
<td>2012-13</td>
<td>2,991</td>
</tr>
<tr>
<td>2013-14</td>
<td>3,064</td>
</tr>
<tr>
<td>2014-15</td>
<td>3,242</td>
</tr>
<tr>
<td>2015-16</td>
<td>3,813</td>
</tr>
<tr>
<td>2016-17</td>
<td>4,147</td>
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</tbody>
</table>

**Age Range**
25-92 years
Meeting all CPD Requirement Improving

(50 CPD credits in required categories & Practice Audit)

<table>
<thead>
<tr>
<th>Year</th>
<th>%</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011-12</td>
<td>58%</td>
<td>(1502)</td>
</tr>
<tr>
<td>2012-13</td>
<td>59%</td>
<td>(1767)</td>
</tr>
<tr>
<td>2013-14</td>
<td>67%</td>
<td>(2080)</td>
</tr>
<tr>
<td>2014-15</td>
<td>66%</td>
<td>(2088)</td>
</tr>
<tr>
<td>2015-16</td>
<td>63%</td>
<td>(3813)</td>
</tr>
<tr>
<td>2016-17</td>
<td>68%</td>
<td>(4147)</td>
</tr>
</tbody>
</table>

Annual Statement end of PCS year
50+ CPD Credits – by Affiliation 2015-16

- Fellows: 93%
- Members: 84%
- Non-Affiliates: 75%
Conducted an Audit 2015-16

- Fellows: 89%
- Members: 81%
- Non-Affiliates: 75%
Not Achieving CPD Requirements

- Age 25-35, 65+
- General Register 47%  
  (Junior doctors not in training program)
- No gender difference

General Register doctors need support
Personal Development Plan

- Provides an opportunity to reflect
- Define scope of practice
- Identify educational gaps and work load issues
- Plan learning activities and resources
- Inform Training Bodies of relevant educational needs

Recommended but not mandatory
### Personal Development Plan (PDP)

#### 1. Define your Area and Scope of Practice

<table>
<thead>
<tr>
<th>Area of Practice</th>
<th>Clinical</th>
<th>Non-Clinical</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope of Practice</td>
<td>Hospital with Peer Support</td>
<td>Other Environment with Peer Support</td>
</tr>
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</table>
# PDP: Plan Learning Activities

2. Identify your CPD needs and activities

<table>
<thead>
<tr>
<th>Plan your Activities</th>
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</thead>
<tbody>
<tr>
<td>Clinical (Practice) Audit</td>
</tr>
<tr>
<td>External</td>
</tr>
<tr>
<td>Internal</td>
</tr>
<tr>
<td>Personal Learning</td>
</tr>
<tr>
<td>Research &amp; Teaching</td>
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</table>
PDP: Educational Needs?

3. Courses you would like provided

<table>
<thead>
<tr>
<th>Learning Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching and Research</td>
</tr>
<tr>
<td>Quality Improvement</td>
</tr>
<tr>
<td>Audit</td>
</tr>
<tr>
<td>Leadership</td>
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<tr>
<td>Management</td>
</tr>
<tr>
<td>Patient Safety</td>
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<tr>
<td>Communication</td>
</tr>
<tr>
<td>Physician Wellbeing</td>
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<tr>
<td>Other</td>
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</tbody>
</table>
% Population Completing PDP by Year

- 2012-13: 38%
- 2013-14: 39%
- 2014-15: 40%

% of Total with PDP
Achieved All CPD Requirements

Plan: 81%  
No Plan: 56%

χ = 221.7; p ≤ 0.001
PDP Incentivised 2016-17

*2 Internal credits if performed before 30\textsuperscript{th} Sept 2016

<table>
<thead>
<tr>
<th></th>
<th>30 September</th>
<th>30\textsuperscript{th} April (End of CPD yr)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-16</td>
<td>133</td>
<td>1369</td>
</tr>
<tr>
<td>*2016-17</td>
<td>486</td>
<td>1511</td>
</tr>
</tbody>
</table>
Top 5 Learning Activities
Requested by participants

• Teaching and Research
• Quality Improvement
• Audit
• Leadership
• Management
CPD Appraisal RCPI

- Annual statement to each doctor
  Current year + previous 4 years
  Credits, domains and audit
- Performance Assessment –Audit/QI project each yr
- Communication & Professionalism
  Patient feedback optional tool
- Audit & Verification 3% (by member of own specialty)
  Plus 10% by Irish Medical Council
Support & Monitoring of Compliance

- Continuous individual PCS support as required
  (1600 contacts 2016/17: phone, email, face-to-face)
- RCPI Helpdesk for technical support (1031 enquiries)
- Online Resource Page
- Updating ePortfolio on behalf of participants
- Reports to each Faculty/Institute/ICHMT Board-Executive meeting
- Progress Reports to Participants
  - Quarterly and weekly during April
- Detailed feedback on Annual Statement
RCPI Initiatives and Quality Improvement

- **Enhanced ePortfolio**
  Faster log on & website access, Phones & tablet access
  Automated e-portfolio entry at meetings
- **Increased Communication**
  Regular Feed-back on progress to individual Participants
- **Personal Development Plan incentivised**
- **Simple and informative Guides on Prof Comp**
- **Provision of Relevant learning opportunities**
  Audit on line course & QI tools
- **Research** to identify: Areas of good practice and Barriers & enable provision of appropriate support
- **Additional support for vulnerable groups**
Summary

• CPD Key to success in provision of optimum patient care & physician well-being - Jewel in the Crown

• A Partnership:
  Doctor, Colleges/Educators, Medical Council and Employer

• Requires promotion, support and investment to succeed
Workshop

How do we Improve CPD?

- Collaborate:
  Brainstorm and generate ideas
- Rank and decide priorities
- Share with large group

Quality Improvement cycle
Group Brainstorming

• Each Group - 20 minutes to answer questions
• Then a further 10 minutes to complete the Ranking Tool for ideas
• Each group will report back to the full group
Challenges: How do we Improve CPD?

• How do we enhance participation and engage the non-engagers?
• How do we make CPD relevant to participants?
• Does completing a Personal Development Plan improve knowledge and Performance?
• How do we make the recording of learning activities efficient and valuable and not just a tick-box exercise?
• What are the requirements for a good quality educational event and what should doctors look for when choosing events to attend?
• How do we measure the effectiveness of a learning activity?
• Are Patient Feedback and Peer Review effective tools for Performance Appraisal?
• How do we measure practice outcomes e.g. Quality Improvement and Clinical Audit?
• Who should monitor compliance?
• What actions should be taken in cases of non-compliance?
# Rankings Tool

<table>
<thead>
<tr>
<th>Ideas</th>
<th>Ease of Implementation</th>
<th>Likelihood to Improve CPD</th>
<th>Total Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police</td>
<td>1</td>
<td>7</td>
<td>8</td>
</tr>
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Acknowledgements

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  • Pyers Walsh
Thank You for Your Attention