



OVERVIEW OF THE CONTINUING PROFESSIONAL DEVELOPMENT (CPD) FRAMEWORK

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Outline



Definition and Purpose of CPD



Principles of CPD



Goal and Objective of the CPD Guidelines



Minimum Standards



Types of CPD Activities



Roles and responsibilities



Definition and Purpose of CPD

- Definition of CPD
 - Continuing Professional Development (CPD) is defined as **training** that leads to **broadening** of knowledge and skills, and the **enhancement** of personal qualities resulting in **continuous improvement in the performance of professional duties**.
- Purpose of CPD
 - To **enhance professional competence** at all times through acquisition or improvement of knowledge, skills and attitudes in order to **improve all areas of health service delivery and professional performance**.
 - To entrench a culture of **lifelong learning**.



Principles of CPD



Respect: The basis of CPD is to enable the Practitioners empower the patients to participate fully in the management of their health.



Beneficence: CPD activities must be responsive to the patient's and population needs, and the Practitioner's interest.



Justice: CPD empowers Practitioners to achieve ethical equipoise in the management of their patients.



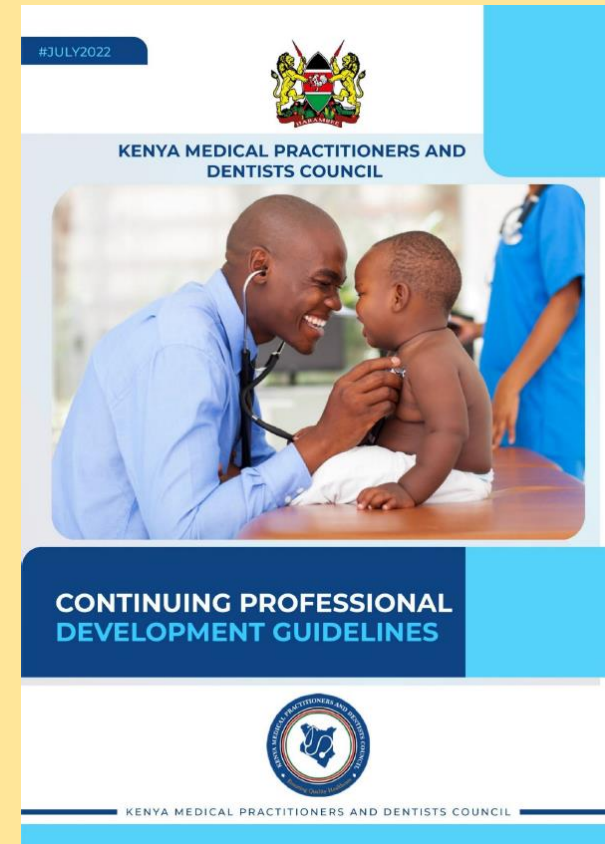
Trust: that all Practitioners and accredited CPD Providers will comply with the stated CPD regulations.



Evidence-based: All CPD activities shall be evidence based and be in line with accepted standards.

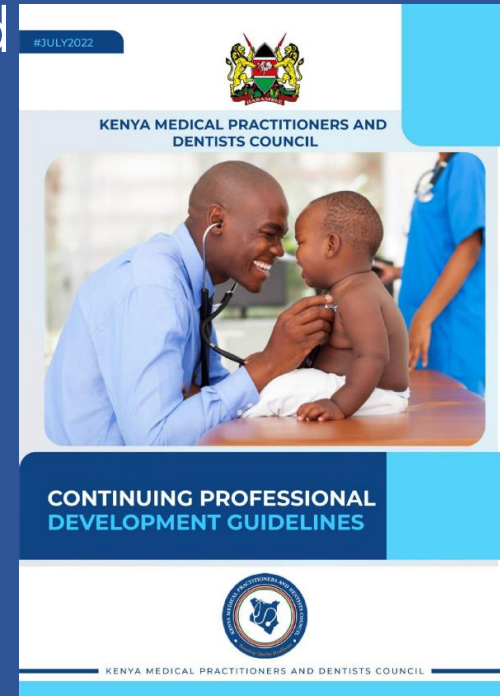
Goal and Objectives of the CPD Guidelines

- Goal of the CPD Guidelines:
 - To achieve a **structured and well-facilitated CPD program**
- Objectives of the CPD Guidelines:
 - To provide a framework through which the Council will ensure the running of an effective CPD program throughout the country.
 - To provide minimum standards for CPD provision.
 - To provide an avenue through which Practitioners are able to achieve the minimum CPD points.



Minimum Standards

- CPD activities should:
 - contribute to learning and improve quality of care, and
 - adhere to a basic minimum standard of quality.
- CPD Providers should:
 - set their short term and long-term objectives;
 - implement a structured learning plan, and
 - maintain records of what the Practitioners are learning and the progress that they make in order to keep track of the skills and knowledge that they provide.

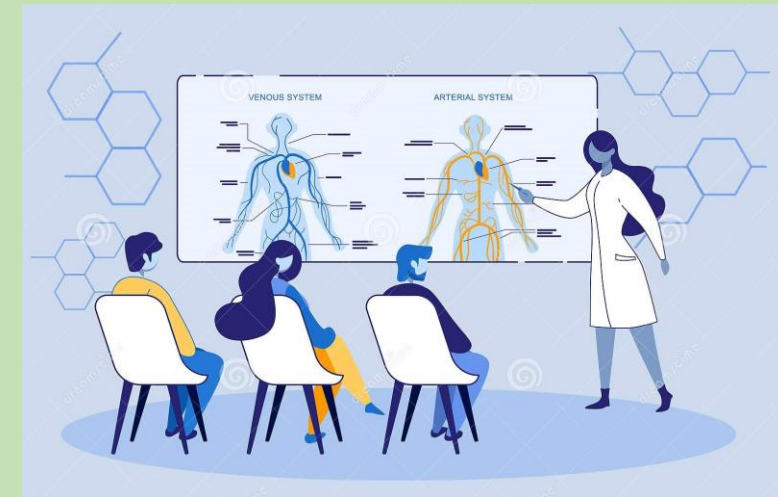


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Types of CPD Activities

- Formal Education and Training
 - Structured training programmes such as face-to-face education, distance learning, short courses and formal on the job training.
 - Activities include:
 - Offline and online training programmes;
 - Learning-focused seminars and conferences, workshops and events;
 - Lectures, and
 - Formal internship or fellowship training.
- Informal Learning
 - Also known as self-directed learning
 - Activities include:
 - Studying publications written by experts;
 - Perusing relevant case studies and articles;
 - Studying and revising for professional accreditation examinations, etc



Types of CPD Activities (cont'd)

- Conferences, Seminars, Workshops and Meetings.
- Presentations and Papers.
- Invited or external lecturing and examining.
- Supervising under- and postgraduate students' research projects.
- Development and review of curricula and course content.
- Media engagement on matters pertaining to health.
- Participation as Experts in regulatory activities organised by the Council.



Activities that do not earn CPD points

- Professional activities, whether structured or informal, that DO NOT earn CPD points include:
 - Routine ward rounds;
 - Class lectures;
 - Written assignments;
 - Staff and/or administrative meetings;
 - Benchmarking tours;
 - Viewing of exhibits and technological demonstrations;
 - Promotional meetings for products and/or services, and
 - Any activities that are undertaken as part of the Practitioners' job description or their expected day-to-day performance.



Roles and responsibilities: CPD Providers

- Comply with standards and guidelines governing CPD provision.
- Develop and update the CPD calendar of activities and submit to the Council for approval.
- Publicise and offer approved CPD activities.
- Upload CPD data (list of participants and thematic areas covered) onto the Council's database and maintain a copy of the same.
- Provide documentation of CPD activities and attendance.
- Facilitate the CPD activity logistics, content and designated trained coordinators.
- Offer appropriate partnership in resource-limited settings.
- Ensure timely renewal of accreditation.
- Notify the Council of any changes to CPD activities provided.
- Participate in CPD Provider engagements organised by the Council.
- Submit CPD reports to the Council quarterly or at such other intervals as the Council may prescribe.



Roles and responsibilities: Practitioners

- Register and maintain an online CPD account as mandated by the Council.
- Attain the mandatory CPD points required for annual licensure.
- Attend designated relevant CPD activities that contribute to professional development.
- Verify and ensure regular update of CPD points.
- Keep a record of CPD activities undertaken.
- Provide feedback to the Providers on the quality of CPD activities.
- Provide feedback to the Council on the quality and implementation of CPD Programmes.
- Participate in stakeholder fora organised by the Council.



Roles and responsibilities: The Council

- Conduct regular training needs assessment.
- Initiate CPD policy formulation and implementation.
- Accredite CPD Providers in line with the standards and guidelines.
- Approve the CPD activities developed by the providers.
- Approve and harmonize the CPD calendar of activities.
- Conduct quality audits on the providers of CPD activities.
- Develop and maintain a CPD activity database.
- Review and approve applications for the renewal of the CPD Providers' annual license.
- Review compliance and institute sanctions for non-compliance in line with the defined rules and regulations.



Roles and responsibilities: The Council (cont'd)

- Evaluate the impact of CPD activities on medical and dental practice in conjunction with stakeholders.
- Support practitioners and CPD Providers in resource-limited regions to enhance access.
- Define CPD activities and corresponding points to be allocated.
- Ensure authentication and validation of CPD returns.
- Ensure coordination and dissemination of information regarding CPD.
- Award CPD points to external activities (out of the country) in consultation with professional associations.
- Review online submission of CPD activities.
- Publish the list of accredited and licensed CPD Providers.



Participants' feedback



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Thank you!



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