



Continuing Professional Development - CPD

- the conscious updating of professional knowledge and the improvement of professional competence throughout a person's working life.
- a commitment to being professional, keeping up to date and continuously seeking to improve.
- the key to optimising a person's career opportunities, both today and for the future

Chartered Institute of Professional Development (2009).



UK - CPD

- The GDC (UK) states

'Compulsory CPD maintains public confidence in the 'dentists register' by showing

- dentists keep up to date
- so that they give their patients the best possible treatment and care'

www.gdc-uk.org



UK - CPD

- The GDC - not approve any education provider or course for verifiable CPD.
- The dental professional - responsible for deciding whether or not to count an activity as verifiable CPD.
 - Using professional judgement to decide whether or not it meets all four of the conditions for verifiable CPD.



GDC provide guidance on CPD

- recommend - all dentists (& DCPs) carry out CPD in core subject areas from the beginning of their CPD 5 year cycle.
- all dentists - should be able to advise on core CPD subjects whether or not they work in a clinical environment.



GDC - CPD requirements

- **Dentists**
 - Record 250 hours of CPD (every five-year cycle).
 - At least 75 hours must be verifiable CPD
- **DCPs**
 - Record 150 hours of CPD (every five-year cycle)
 - At least 50 hours must be verifiable CPD



Verifiable CPD-three core areas/topics

- **medical emergencies**
 - at least 10 hours in every CPD cycle
 - recommend CPD in medical emergencies every year.
- **disinfection and decontamination**
 - at least five hours in every CPD cycle
- **radiography and radiation protection**
 - at least five hours in every CPD cycle.
 - technicians can substitute radiography and radiation protection with materials and equipment
- If work in a clinical environment, also recommend keep up to date, by completing CPD (verifiable or general) in
 - **legal and ethical issues,**
 - **handling complaints**



CPD Activities which could count as CPD

- courses and lectures;
- vocational training or general professional training;
- study days;
- educational parts of professional and specialist society meetings;
- peer review and clinical audit;
- distance learning;
- multimedia learning staff training;
- educational workshops at conferences;
- reading journals;
- background research;
- private study.



Verifiable CPD?

Activity must meet all four of the following conditions.

1. **Keep a certificate** (or other type of documentary proof)
 - proving taking part in the activity.
 - certificate should come from the activity provider or organiser.
 - should show the number of hours you spent on the activity.
2. **The activity** itself must have:
 - i. **'concise educational aims and objectives**
 - ii. **'clear anticipated outcomes'**
 - iii. **'quality controls'** – chance to give feedback, with a view to improving quality.



Europe - CPD?



Education, Audiovisual and Culture Executive Agency Lifelong Learning: Erasmus

PROJECT NUMBER – 509961-LLP-1-2010-1-UK-ERASMUS-EMHE
AGREEMENT NUMBER - 2010 - 3317 / 001 - 001

Harmonization & Standardization of European Dental
Schools' Programs of Continuing Professional
Development for Graduate Dentists



Dent CPD - Background

- EU-citizens - wish to be assured that the practicing dentist
 - **has a degree or license** that meets EU-standards,
 - **maintain and up-date their knowledge and skills through CPD**



Dent CPD - Background



- **CPD essential to the maintenance of dentists' knowledge & skills**, underpinning safe clinical practice.
- **No harmonisation** on
 - the 'essential' content or
 - regulation of CPD for graduate dentists in the EU.
- CPD **provided by a variety of enterprises**, including
 - dental schools in higher education institutions (HEIs),
 - public sector organisations & industry.
- **Not all subject to quality management.**



Dent CPD - Outputs:

- **Inventory** by literature & internet search, survey & consensus methods
 - existing CPD programs & providers;
 - agreement on core components; identification of best practice.
- **Guidelines - organization, quality management & assurance of CPD programs.**
- **Guidelines for delivery of competence-based CPD modules & a core topic, exemplar teaching module.**
- **Dental CPD Reference Manual**
- Eur J of Dent Ed, Supplement, **publication**



Dent CPD - Impact.



- **Harmonization** of dental CPD across Europe should:
 - **enhance patient safety**;
 - **promote cooperation** between HEIs & professional organizations delivering CPD;
 - **promote freedom of movement** of graduate dentists through a **Europe wide recognition of their CPD**, central to the philosophy of lifelong learning.



Dent CPD - Impact.

- This project aims to
 - **modernise the strategic role** of dental schools in HEIs in the quality management and provision of CPD and
 - **develop cooperation** between universities and other professional stakeholders in the delivery of CPD.



Dent CPD - Impact.



- Specifically,
 - envisage an **agreement on 'essential' CPD topics** will be **adopted by the regulatory/statutory bodies** within each EU country, and
 - used to **validate the CPD** undertaken by graduate dentists in these essential topics.
 - in turn, provide a currency for use in **recertification processes extending beyond country boundaries.**



Dent CPD - Impact.

- Short term target groups
 - expect the good practice guidelines for program managers to be endorsed by the majority of dental schools and other CPD providers, in Europe, beyond the life of the project.
- Long term target groups
 - providers and users of dental CPD in developing countries
 - African, Asian and South American continents
 - links are already well established through the ADEE.



Survey Europe - CPD?



DentCPD



Questionnaire/survey Development

- Initial draft circulated and debated at SIGs at ADEE 09 and ADEE 10 – consensus on content
- Multiple revisions by Cardiff Team
- Consensus across project partners
- Piloted by a staff within partner institutions, mid-Nov - Further revisions
- Launch Dec 2010 – Jan 2011

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Questionnaire recipients consensus at ADEE 2010

- Dental associations members of the European Association of Dentists
- Members (including Dental schools) through ADEE network
- Individual attendees expressing an interest at SIG ADEE 09 and ADEE 10
- Other suggested contacts across the EU

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Results

- 169 responses by February 2011
- 27 countries response from within the EU



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Official, regulated system for CPD? (Q2)

Country Responses	n (%)
Yes, compulsory and regulated system for all dentists	13 (48%)
Yes, optional regulated system	7 (26%)
No but recommended amounts of CPD	3 (11%)
No official system	4 (15%)
Don't know	0
TOTAL	27

- All have a national regulatory body for dentists.
- All indicated graduate dentists are required to be recognised by this body before they can practice.
- 56% require annual registration.

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CPD Activities which could count as CPD

Updating method	n (single country)
Courses, including lectures, hands-on	26
Conferences	24
Organised seminars	18
Reading scientific journals or books	3
Clinical audit/peer review	3
Internet usage	2
Journal or study clubs	2
Case based discussions	1
Distance learning packages	1
Office/practice-based learning (formally organised)	1
Distance learning	1

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Which organisations provide the most CPD? (Q7)

CPD providing organisation	n (single country)
University Dental School	23
Professional Dental Association	21
Scientific Dental Society	11
Dental Postgraduate Dept	9
Commercial Company	6
National Regulatory Body	5
Private Education Org	3
State Organisation	2

- Organisations providing most CPD also tend to provide the 'best' CPD (update)



CPD Provision and Accreditation (Q5)

CPD providing organisation	Provides	Accredited to offer CPD points	Accredits providers
University Dental School	27	22	9
Professional Dental Association	26	21	13
Scientific Dental Society	25	19	8
Commercial Company	23	10	4
Dental Postgraduate Department/School	22	15	8
National Regulatory Body	20	12	6
Private Education Org	16	13	14
State Organisation	15	11	13

- Fewer than half the respondents (41%) felt that they knew the criteria for successful accreditation.



Which topics are currently (Q9) & should be compulsory (Q11)

- CPR & medical emergencies
- Cross infection control
- Radiation protection
- For some topics, considerable variation between current and desired position.



Personal views (Q16)

'I think that CPD should be obligatory for all dentists' 126 (75%)

'All countries should have an official, national, accredited CPD system' 119 (72%)

'More CPD should be available electronically (e-learning)' 85 (51%)

- Majority think CPD should be obligatory and that all countries should have an official system
- Only about half think more CPD should be available electronically



DentCPD - The Team

Cardiff University, UK

Jon Cowpe, Alison Bullock, Jan Davidge, Hannah Thomas, Sarah Bailey, Emma Barnes, Richard Thomas, Suzanne Phillips

National and Kapodistrian University of Athens, Greece

Argyro Kavadelia, Anastasia Kossioni, Kostas Tsiklakis

University of Helsinki, Finland

Terhi Karaharju-Suwanjo, Kimmo Suomalainen

Academic Centre for Dentistry (ACTA), Amsterdam, Netherlands

Henk Kersten, Eva Povel

Association for Dental Education in Europe (ADEE), Dublin, Ireland

Majella Giles, Damien Walmsley

Rīga Stradiņš University, Latvia

Una Soboleva, Andra Liepa

