

Education and training committee, 8 March 2010

Continuing professional development audit report 2009–10

Executive summary and recommendations

The attached document is the second written report on the CPD audit process. It also presents a review of the eleven professions audited during 2009 and 2010 including chiropodists / podiatrists and operating department practitioners who were selected for audit of their CPD for a second time during this period.

Decision

The Committee is asked to:

- Approve the attached document for publication, subject to minor editorial amendments and legal scrutiny.
- Approve production of the document on a bi-annual basis rather than annually.

Background information

This report is intended to provide a review of the CPD process during 2009 and 2010. It looks in detail at the standards, audit process, assessments and finally the audit results of the eleven professions who were selected for audit during this period. The results are for clinical scientists, prosthetists / orthotists, speech and language therapists, occupational therapists, biomedical scientists, radiographers, physiotherapists, arts therapists, dietitians, chiropodists / podiatrists and operating department practitioners. CPD assessors have contributed to the report, providing feedback and suggestions for those selected for audit in the future.

The report will be art-worked and ready for publication in Spring 2012. It will be distributed to professional bodies and other key stakeholders.

Resource implications

The publication falls within the Communications Department workplan. The Registration Department have worked closely with the Communications and Policy Departments to produce the document. The editing, design and production of the publication is being managed by the Publications Manager.

Financial implications

The publication falls within the Communications Department budget.

Date of paper - 27 February 2012

2009–10

Continuing professional development audit report

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Foreword

I am pleased to present the Health Professions Council's second report on our audits for continuing professional development (CPD).

During 2009–10 4,377 CPD audit profiles have been submitted and assessed by our 57 CPD assessors. This represents a tremendous amount of work on the part of those registrants selected for audit. We have become more and more aware over this year of how much work is invested in the profiles, as well as how much creativity and time is spent on undertaking CPD activities on an on-going basis. It is right that, as a regulator, we undertake regular scrutiny of those on our Register, and the feedback from the CPD assessors is that the quality of work submitted is, overall, very high across all the professions.

As registrants have become more familiar with the outcome-based approach that we promote through our CPD standards, they have commented on the benefits of the process that we set out, and the way in which the methodology encourages on-going reflection on practice, as well as a wide and flexible interpretation of CPD activities. We believe that this reflective approach is vital to keeping up-to-date and fit to practise as a professional. The work that is described in this report also demonstrates the commitment of the HPC's CPD assessors and employees to ensure that the assessment process is fair, transparent and efficient. I am grateful to them for their contribution to maintaining standards.

In the future, we will have the results of an external statistical report on these CPD profiles, which will go further than the descriptive data included in this annual report. We hope this analysis will add more to our understanding of the trends underlying CPD activity amongst the professions we regulate, and will further improve our efforts to maximise the impact of CPD activities on everyday practice.

Anna van der Gaag

Chair

Introduction

About us (the Health Professions Council)

We are the Health Professions Council. We are a regulator and our main aim is to protect the public. To do this, we keep a register of professionals who meet our standards for their training, professional skills, behaviour and health. We can take action if someone on our Register falls below our standards.

We currently regulate 15 professions.

- Arts therapists
- Biomedical scientists
- Chiropodists / podiatrists
- Clinical scientists
- Dietitians
- Hearing aid dispensers
- Occupational therapists
- Operating department practitioners
- Orthoptists
- Paramedics
- Physiotherapists
- Practitioner psychologists
- Prosthetists / orthotists
- Radiographers
- Speech and language therapists

Our main functions

To protect the public, we:

- set standards for the education and training, professional skills, conduct, performance, ethics and health of registrants;
- keep a register of professionals who meet those standards;
- approve programmes which professionals must complete before they can register with us; and
- take action when registrants do not meet our standards.

Continuing professional development and the HPC

Continuing professional development (CPD) is an important way in which professionals keep up to date throughout their careers. Our approach to CPD recognises the wide range of learning activities undertaken by our registrants to maintain, update and develop their professional skills and knowledge.

In 2006, following an extensive consultation exercise, we published our standards for continuing professional development (CPD) and CPD became a compulsory part of continuing to maintain registration with us. In July 2008, we commenced our CPD audits. Each time a profession renews its registration, we take a random sample of registrants and ask them to provide us with information about their CPD which demonstrates that they have met our CPD standards.

Our standards say that a registrant must:

1. maintain a continuous, up-to-date and accurate record of their CPD activities;
2. demonstrate that their CPD activities are a mixture of learning activities relevant to current or future practice;
3. seek to ensure that their CPD has contributed to the quality of their practice and service delivery;
4. seek to ensure that their CPD benefits the service user; and
5. upon request, present a written profile (which must be their own work and supported by evidence) explaining how they have met the standards for CPD.

About this report

This report describes the outcomes of the audits for the eleven professions who were audited in 2009 and 2010. It includes information about the audit process, statistics showing the outcomes of the audits and describes some trends we identified in the audits.

Below is a list of the audits that took place in 2009 and 2010, by profession and in the order that the audits took place.

- Clinical scientists
- Prosthetists / orthotists
- Speech and language therapists
- Occupational therapists
- Biomedical scientists
- Radiographers
- Physiotherapists
- Arts therapists
- Dietitians
- Chiropodists / podiatrists
- Operating department practitioners

The CPD audit process

Registration and CPD

Registrants must renew their HPC registration every two years and each profession has fixed renewal dates. Each time a profession renews its registration registrants are asked to sign a renewal form to confirm that they continue to meet the HPC's standards of conduct performance and ethics, the standards of proficiency for their profession, and have met the standards for continuing professional development.

CPD is linked to registration. This means that each time a profession renews its registration we also select a sample of registrants, asking them to send us a 'CPD profile' which provides information about their CPD activities and how they have met the CPD standards.

Selection

We currently select a random sample of 2.5 per cent of registrants to participate in the CPD audit each time a profession renews its registration.

A registrant has to be on the Register for a full two years before they can be selected for audit. This allows them time to undertake CPD which meets our requirements and avoids selecting those new to their profession or those returning to practice after a break.

The selection is random because CPD is an on-going requirement for all registrants. This means that a registrant could be selected to participate in an audit more than once in their professional career or, indeed, in consecutive audits.

Sample size

When the first audits took place in 2008, we selected five per cent of the first two professions to renew and asked them to complete a CPD profile. These professions were chiropodists / podiatrists, and operating department practitioners. Following the positive results of these audits, we subsequently reduced the sample size to 2.5 per cent. The sample sizes we chose were informed by research carried out on our behalf by the University of Reading.

We are confident that auditing 2.5 per cent of registrants is a proportionate approach which gives us a good picture of whether professionals are meeting our standards or not, while keeping costs down to manageable levels. However, we will continue to monitor trends in the audit outcomes to consider whether our approach should change in the future.

All of the 13 professions we audited when the CPD standards were introduced in 2006 have now been audited at least once. Since then two new professions – hearing aid dispensers and practitioner psychologists – have joined the register.

The first CPD audit for hearing aid dispensers will take place from May 2012 and the first CPD audit for practitioner psychologists will be from March 2013.

Assessing the profiles

CPD assessors

We have now appointed 80 CPD assessors. They work as partners of the HPC to undertake the assessment of CPD profiles, in the same way that our partners work with us on registrant assessments, fitness to practise panels and approving education and training programmes.

All of our CPD assessors receive training before they start assessing profiles.

CPD profiles are assessed at our offices in London, with the assessors working in pairs and recording their decisions together.

The assessors look at the profiles and accompanying evidence and discuss these before reaching a joint decision. As the CPD standards are the same for all the professions we regulate, we carry out 'cross-profession assessing'. This means that the second assessor may be from a different profession.

Assessment decisions

Assessors have a range of assessment decisions. They can:

- decide that the profile meets the CPD standards;
- request further information, to be supplied within 28 days (for example, this decision may be reached if the assessors need more information about a CPD activity or if evidence is missing);
- allow further time for the registrant to meet the CPD standards (this is a fixed period of three months and is open to the assessors where a registrant has shown that they are committed to CPD but needs more help in meeting the standards); or
- reject the profile.

Deferral

We recognise that, due to unavoidable circumstances, some registrants may need to defer (put off) their audit. For example, they may not be able to complete a CPD profile as a result of illness, family or personal circumstances or maternity leave. 'Deferral' offers those who cannot complete their CPD profiles due to circumstances beyond their control the opportunity to stay registered.

We ask that registrants write to us as soon as possible giving their reasons for deferring and evidence to support it. Anyone accepted for deferral is automatically included in the next round of CPD audits.

Appeals

Those selected for audit are given three months in which to submit a written profile which demonstrates how they have met the standards for CPD. Registrants are sent information to help them complete their CPD profile and several reminders are sent if a profile is not received within the timescale.

The CPD process has been designed so that a CPD appeal should only be necessary in those cases where the registrant has failed to engage with the HPC in the CPD process or has failed to meet the standards for CPD.

In cases where registrants fail to provide a CPD profile within the allowed timeframe, or if a submitted CPD profile is rejected by assessors, registrants are given notice that they will be removed from the Register in 28 days. They have the right to appeal against the decision within that 28 days.

If a registrant does make an appeal, this is considered by a panel. The panel includes at least one person from the profession concerned and a lay person.

The registrant can choose to attend their appeal hearing or they can ask that their appeal is considered on the basis of documents alone. The registrant is able to provide any information or documents they think would be helpful to their appeal. This might include a revised profile or additional evidence of CPD.

If the registrant exercises their right of appeal their name will remain on the Register pending the outcome of the appeal.

Assessor feedback

In the last CPD report, we asked our assessors what they thought was good and less good in the CPD audit submissions they looked at. Below are some key recommendations from CPD assessors who were involved in the audits during 2009–10 which they think would help registrants asked to complete a CPD profile.

Do

- Keep it simple. Use simple language to describe the CPD you have done, what you have learnt from it, and how it has benefited you and other people.
- Choose three to five CPD activities over the last two years. Tell us what you did, what you learnt, and the benefits to you and other people.
- Remember to include a dated list of all the CPD activities you have completed in the last two years to demonstrate that you have met CPD standard 1.

Don't

- Try to describe in detail every activity you have undertaken over the last two years. Selecting a small number of different activities that you feel benefited you the most and writing about each one is a better approach (see above).
- Send us evidence of all your CPD activities – we only need evidence to support that the activities you have written about have taken place.
- Include evidence which is confidential or includes confidential information – eg names of patients and clients. Please make sure that any confidential information is anonymised before you send it to us.

Audit results

In this section, we give statistics for the outcome of the CPD audits for the eleven professions covered in this report: clinical scientists; prosthetists / orthotists; speech and language therapists; occupational therapists; biomedical scientists; radiographers; physiotherapists; arts therapists; dietitians; chiropractors / podiatrists; and operating department practitioners.

For each of the professions we have included a table which outlines the outcome of the audit. We have then given some descriptive information about the trends in the audit data. We have also included graphs to illustrate the age range of those selected for audit. The audit outcomes are listed by profession, in the order that we audited each profession. The statistics that follow were drawn from data taken in September 2011.

Key to tables and graphs

The results of the CPD audits are presented by profession. We have categorised each registrant audited into one of seven different categories. An explanation of each is given below.

Accepted	The CPD profile met the CPD standards.
Deferred	The registrant was selected for audit but requested a deferral due to unavoidable circumstances, and we accepted their request.
Deregistered (voluntarily)	The registrant was selected for audit but did not participate in the audit and asked us to remove their name from our Register.
Deregistered (lapsed)	The registrant was removed from the Register because they did not pay the registration fee or send a completed renewal form to us.
Under assessment	The registrant's CPD profile is currently being assessed.
Removed	The registrant was removed from the Register because their profile was assessed as not meeting the CPD standards or the registrant failed to engage in the audit process.

Clinical scientists

We selected 2.5 per cent of all clinical scientists for audit in July 2009.

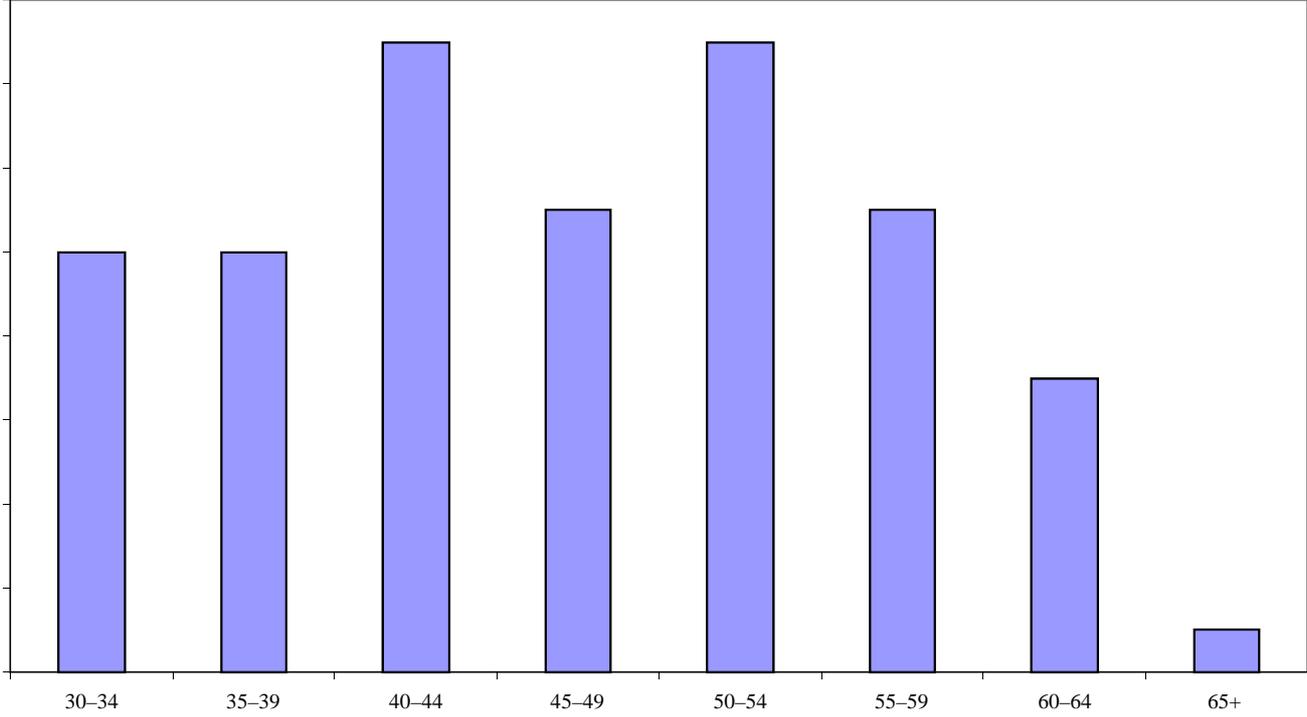
Table 1 – CPD audit of clinical scientists

Outcome	Number of registrants	% sample
Accepted	94	83.9
Deferred	7	6.2
Deregistered (voluntarily)	5	4.5
Deregistered (lapsed)	4	3.6
Under assessment	0	0
Removed	2	1.8
Total	112	100

- Approximately one in twelve registrants selected for audit were either voluntarily removed or lapsed from the Register, which reflects the average of the profession as a whole during the period covered by this report.
- The average age of those requesting to be voluntarily deregistered was 62 years. The average age of those selected for audit was 47 years old, compared to an average age of 49 for the profession as a whole.
- The gender of those selected for audit almost exactly reflected the gender of the profession as a whole, with 53.8 per cent of female and 46.2 per cent of males selected.
- One registrant appealed following a failure to submit a profile in time. The panel decided to remit the profile to the Education and Training Committee. The profile was then successfully assessed.

Graph 1 – Clinical scientists selected for CPD audit in 2009, by age

Clinical scientists selected for CPD audit 2009, by age range



Prosthetists / orthotists

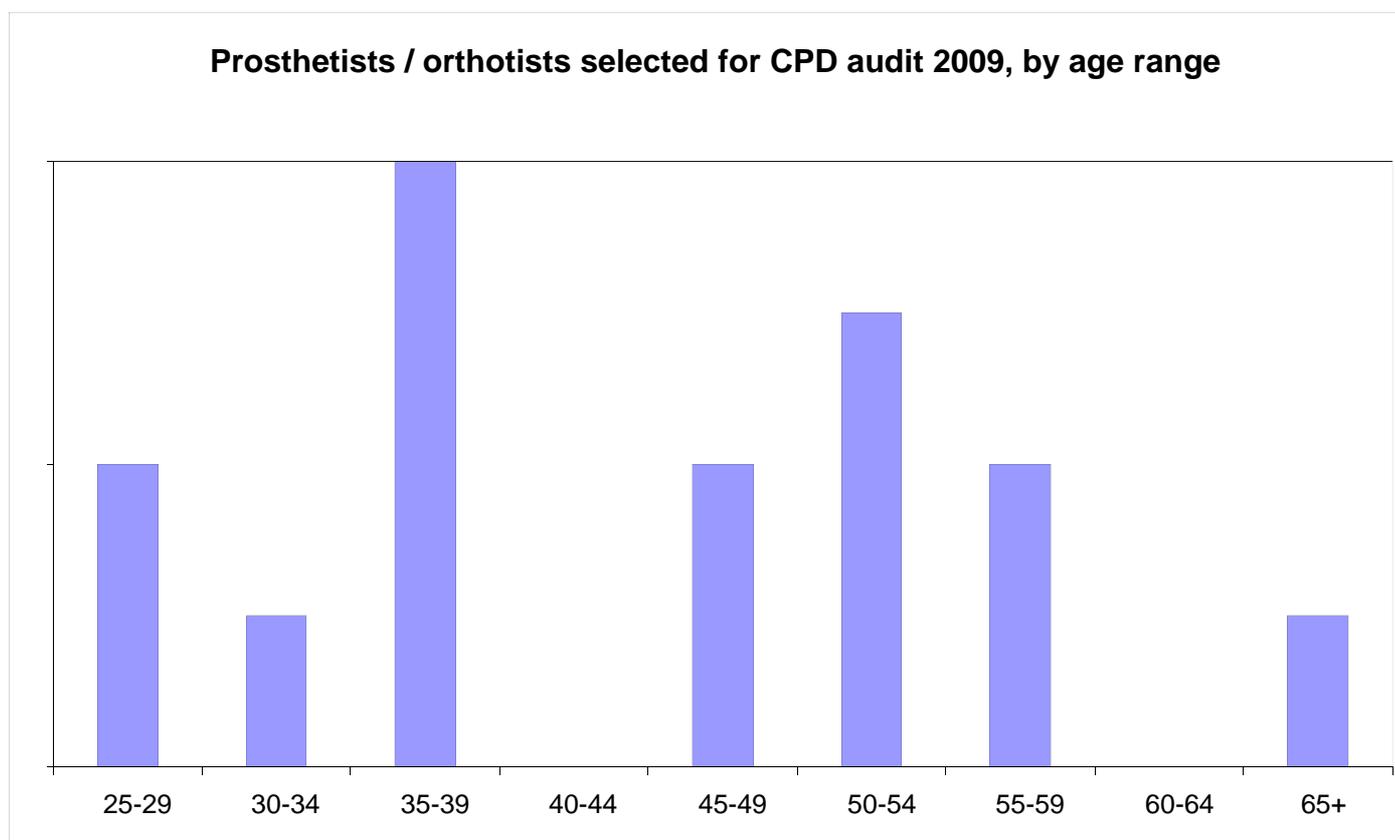
We selected 2.5 per cent of all prosthetists / orthotists for audit in July 2009.

Table 2 –CPD audit of prosthetists / orthotists

Outcome	Number of registrants	% sample
Accepted	17	77.4
Deferred	1	4.5
Deregistered (voluntarily)	2	9.1
Deregistered (lapsed)	1	4.5
Under assessment	0	0
Removed	1	4.5
Total	22	100

- Approximately one in seven registrants selected for audit were either voluntarily removed or lapsed from the Register, which compares to one in twelve across the profession as a whole during the period covered by this report.
- The average age for those requesting to be voluntarily deregistered was 53 years. The average age of those selected for audit was 45 years old, compared to an average age of 45 for the profession as a whole.
- The gender of those selected for audit almost exactly reflected the gender of the profession as a whole, with 40 per cent of female and 60 per cent of males selected.
- There were no appeals.

Graph 2 – Prosthetists / orthotists selected for CPD audit in 2009, by age



Speech and language therapists

We selected 2.5 per cent of all speech and language therapists for audit in July 2009.

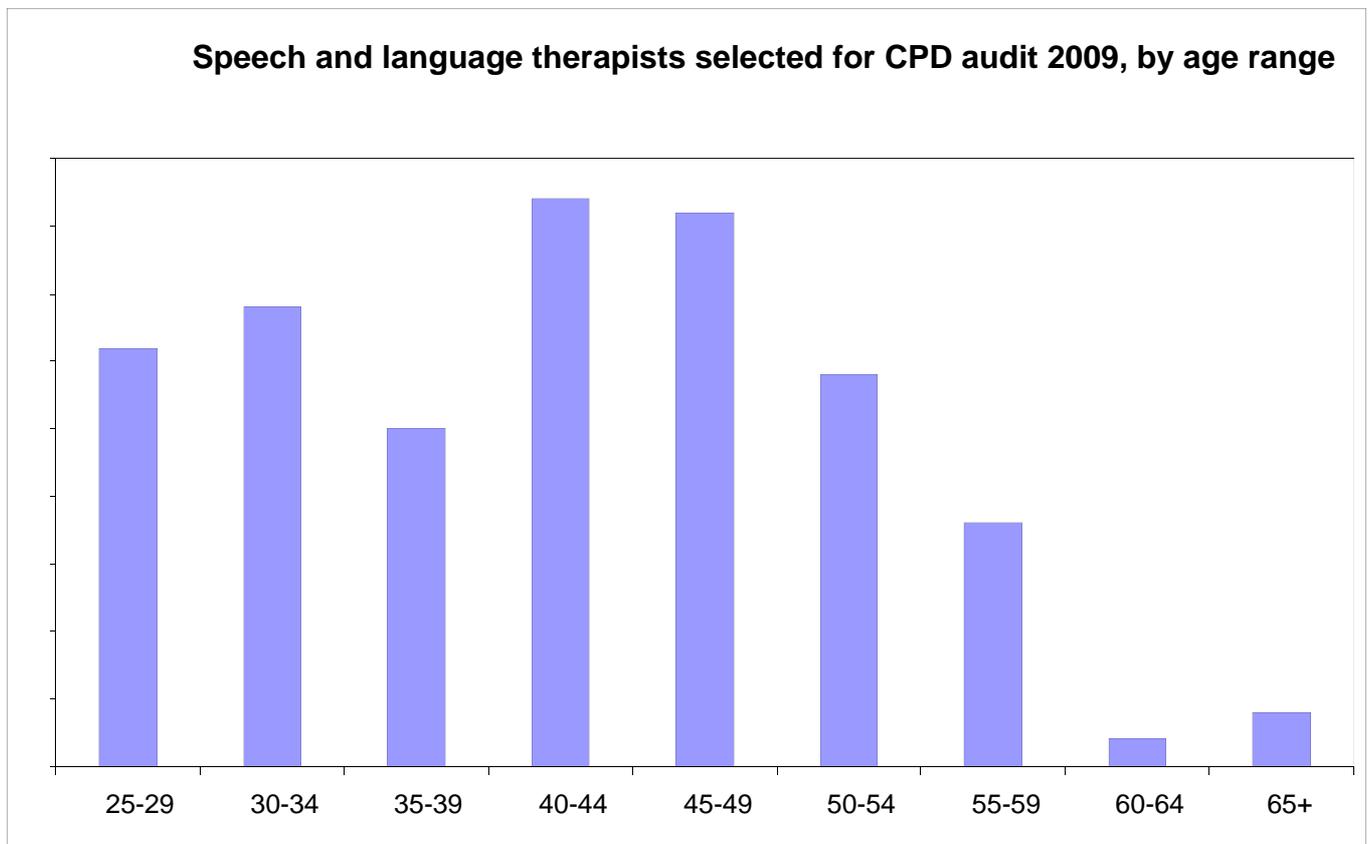
Table 3 – CPD audit of speech and language therapists

Outcome	Number of registrants	% sample
Accepted	252	82.6
Deferred	29	9.5
Deregistered (voluntarily)	15	4.9
Deregistered (lapsed)	9	3
Under assessment	0	0
Removed	0	0
Total	305	100

- Approximately one in twelve registrants selected for audit were either voluntarily removed or lapsed from the Register, which reflects the average across the profession as a whole during the period covered by this report.

- The average age for those requesting to be voluntarily deregistered was 50 years. The average age of those selected for audit was 44 years old, compared to an average age of 43 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender of the profession as a whole, with 96.9 per cent female and 3.1 per cent male selected.
- There were no appeals.

Graph 3 – Speech and language therapists selected for CPD audit in 2009, by age



Occupational therapists

We selected 2.5 per cent of all occupational therapists for audit in August 2009.

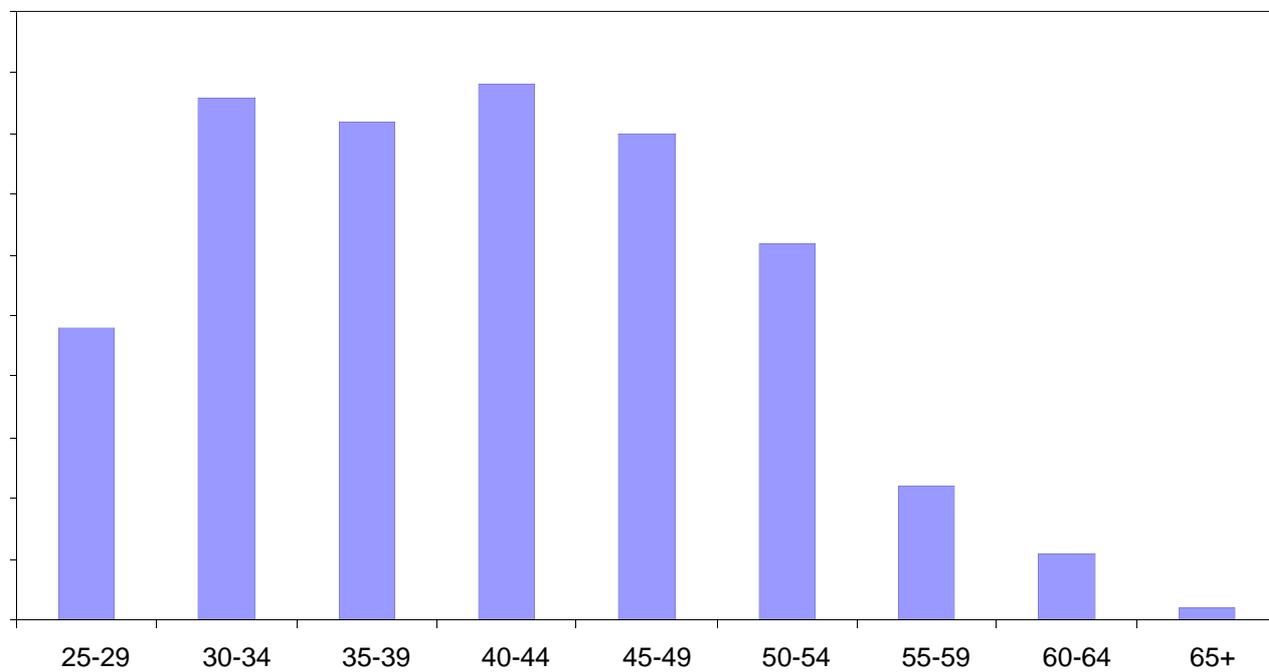
Table 4 – CPD audit of occupational therapists

Outcome	Number of registrants	% sample
Accepted	610	79.9
Deferred	82	10.7
Deregistered (voluntarily)	47	6.2
Deregistered (lapsed)	23	3
Under assessment	1	0.1
Removed	1	0.1
Total	764	100

- Approximately one in eleven registrants selected for audit were either voluntarily removed or lapsed from the Register, which compares to one in twelve across the profession as a whole during the period covered by this report.
- The average age of those requesting to be voluntarily deregistered was 47 years. The average age of those selected for audit was 42 years old, compared to an average age of 44 for the profession as a whole.
- The gender of those selected exactly reflected the gender of the profession as a whole, with 92 per cent female and 8 per cent male selected.
- One registrant appealed following a failure to submit a profile. The panel decided to dismiss the appeal and the registrant was removed from the Register.

Graph 4 – Occupational therapists selected for CPD audit in 2009, by age

Occupational therapists selected for CPD audit 2009, by age range



Biomedical scientists

We selected 2.5 per cent of all biomedical scientists for audit in September 2009.

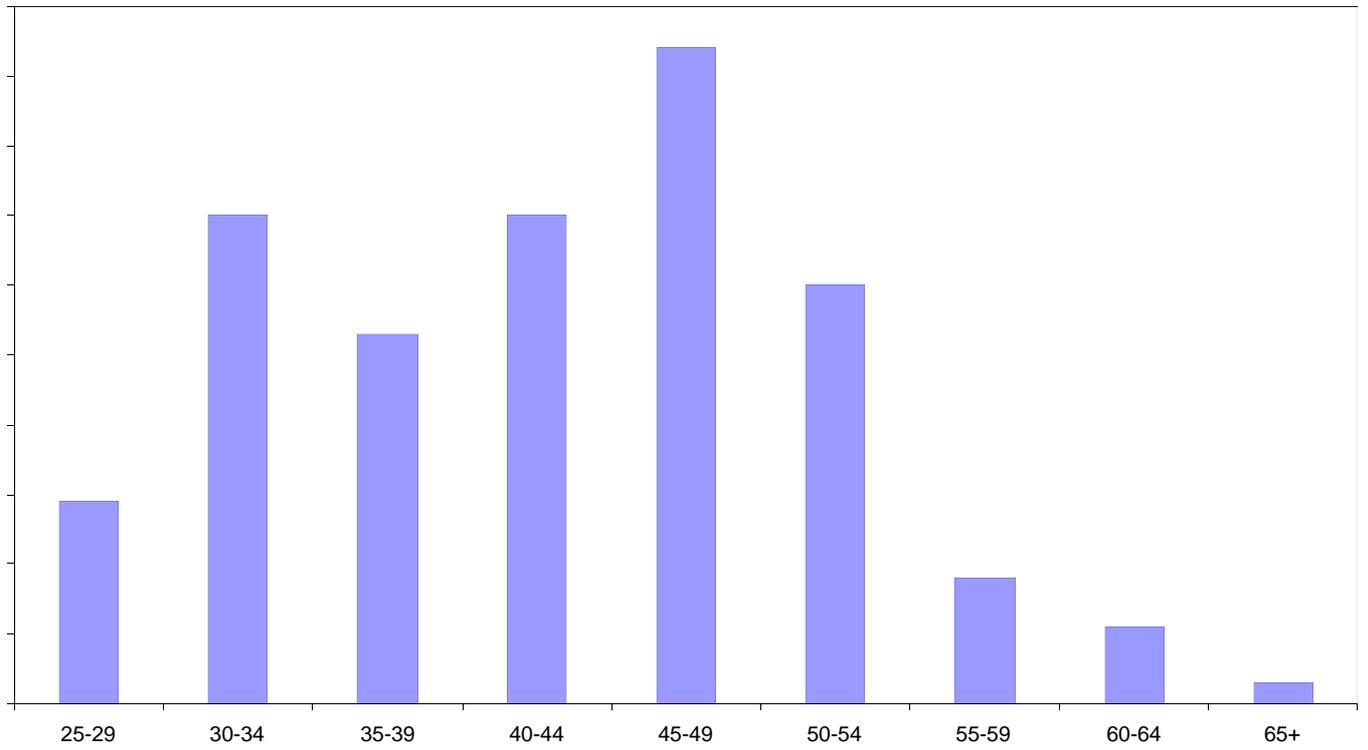
Table 5 – CPD audit of biomedical scientists

Outcome	Number of registrants	% sample
Accepted	473	83.9
Deferred	38	6.7
Deregistered (voluntarily)	28	4.9
Deregistered (lapsed)	19	3.4
Under assessment	5	0.9
Appealed	0	0
Removed	1	0.2
Total	564	100

- Approximately one in twelve registrants selected for audit were either voluntarily removed or lapsed from the Register, which reflects the average across the profession as a whole during the period covered by this report.
- The average age of those requesting to be voluntarily deregistered was 53 years. The average age of those selected for audit was 46 years old, compared to an average age of 46 for the profession as a whole.
- A total of 81.5 per cent of those selected were female and 18.5 per cent were male. This is not reflective of the profession as a whole, where 65.1 per cent of the Register is made up of females and 34.9 per cent males. However, this does demonstrate the random nature of the audit selection process.
- There were no appeals.

Graph 5 – Biomedical scientists selected for CPD audit in 2009, by age

Biomedical scientists selected for CPD audit 2009, by age range



Radiographers

We selected 2.5 per cent of all radiographers for audit in December 2009.

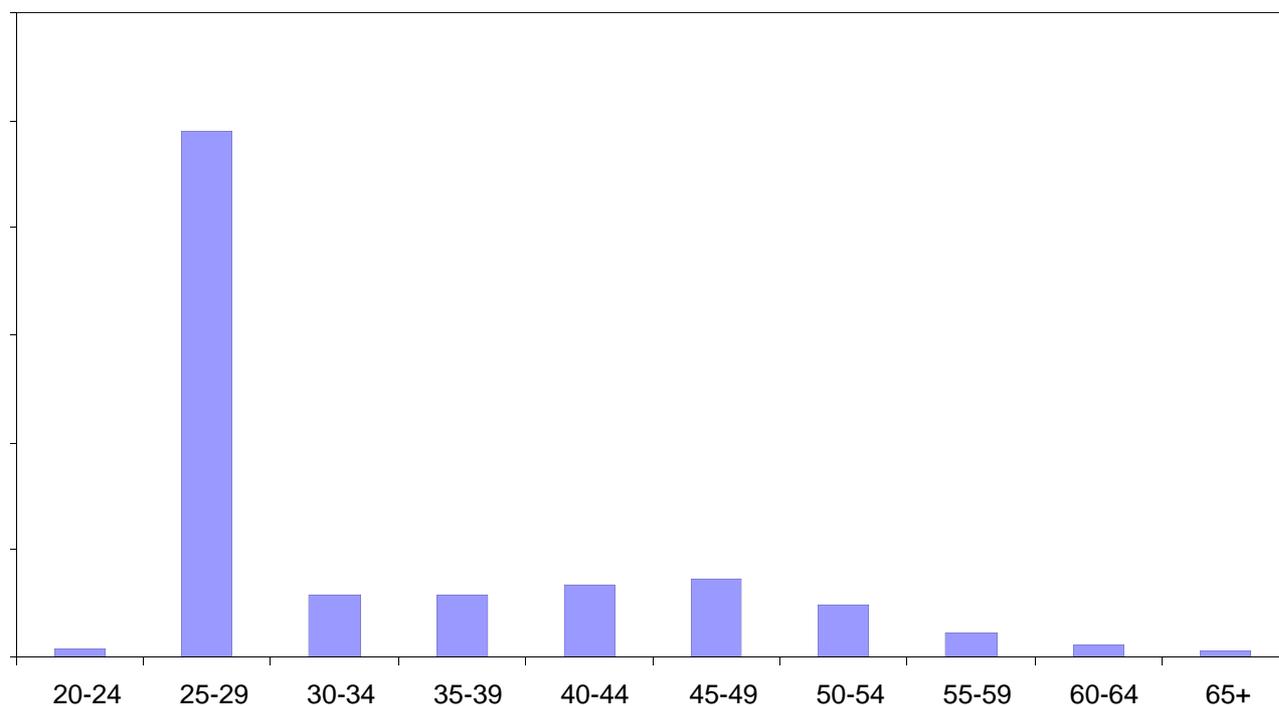
Table 6 – CPD audit of radiographers

Outcome	Number of registrants	% sample
Accepted	574	86.7
Deferred	34	5.1
Deregistered (voluntarily)	19	2.9
Deregistered (lapsed)	29	4.4
Under assessment	4	0.6
Removed	2	0.3
Total	662	100

- Approximately one in 14 registrants selected for audit were either voluntarily removed or lapsed from the Register, which compares to one in twelve across the profession as a whole during the period covered by this report.
- The average age of those requesting to be voluntarily deregistered was 53 years. The average age of those selected for audit was 43 years old, compared to an average age of 44 for the profession as a whole.
- The gender of those successfully audited closely reflected the gender of the profession as a whole, with 80.6 per cent of females and 19.4 per cent of males successfully completing the audit.
- There were no appeals

Graph 6 – Radiographers selected for CPD audit in 2009, by age

Radiographers selected for CPD audit 2010, by age range



Physiotherapists

We selected 2.5 per cent of all physiotherapists for audit in February 2010.

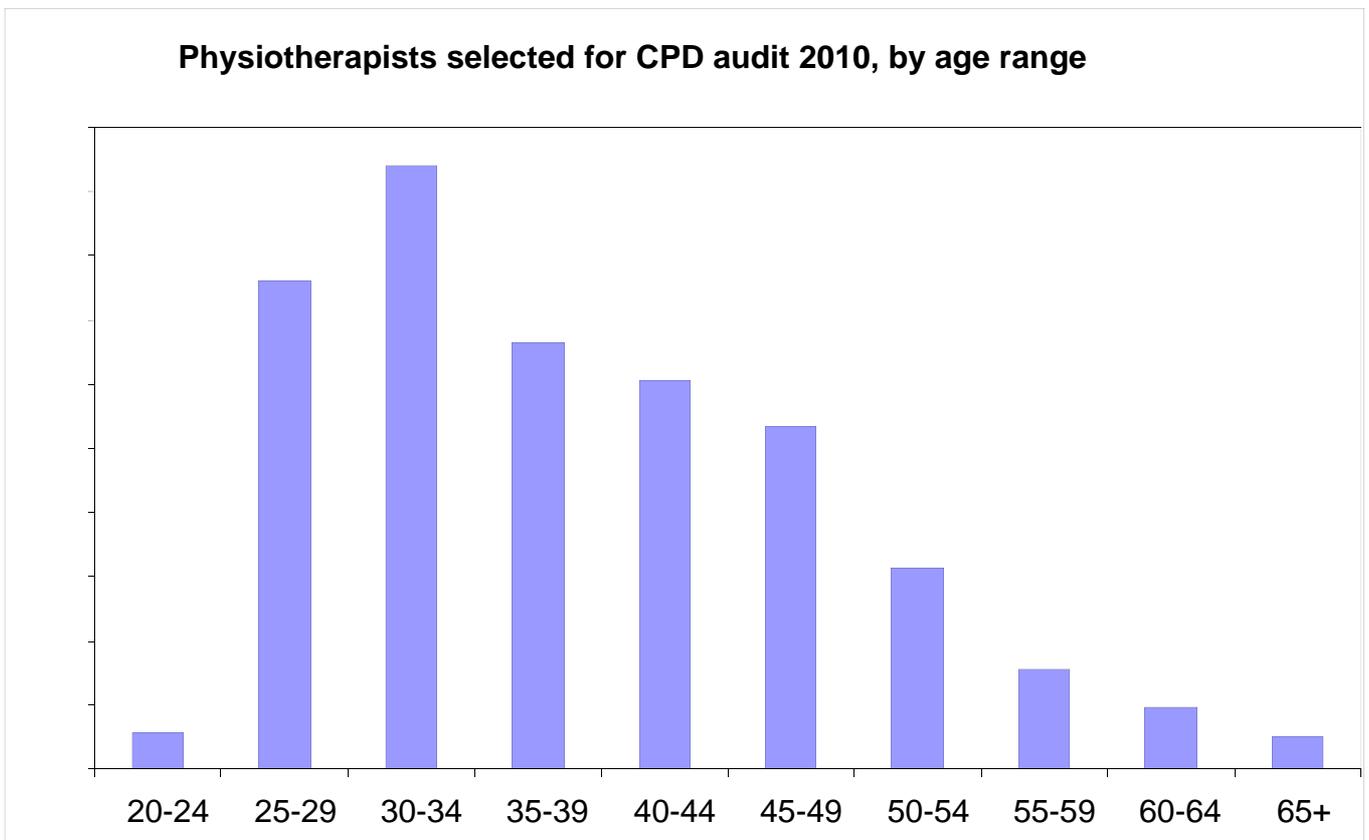
Table 7 – CPD audit of physiotherapists

Outcome	Number of registrants	% sample
Accepted	952	85.0
Deferred	80	7.1
Deregistered (voluntarily)	39	3.4
Deregistered (lapsed)	35	3.1
Under assessment	6	0.5
Removed	7	0.6
Total	1,119	100

- Approximately one in 15 registrants selected for audit were either voluntarily removed or lapsed from the Register, which compares to one in twelve across the profession as a whole during the period covered by this report.
- The average age of those requesting to be voluntarily deregistered was 50 years. The average age of those selected for audit was 40 years old, compared to an average age of 41 for the profession as a whole.

- The gender of those successfully audited closely reflected the gender of the profession as a whole, with 80.3 per cent of females and 19.7 per cent of males successfully completing the audit.
- There were no appeals.

Graph 7 – Physiotherapists selected for CPD audit in 2010, by age



Arts therapists

We selected 2.5 per cent of all arts therapists for audit in March 2010.

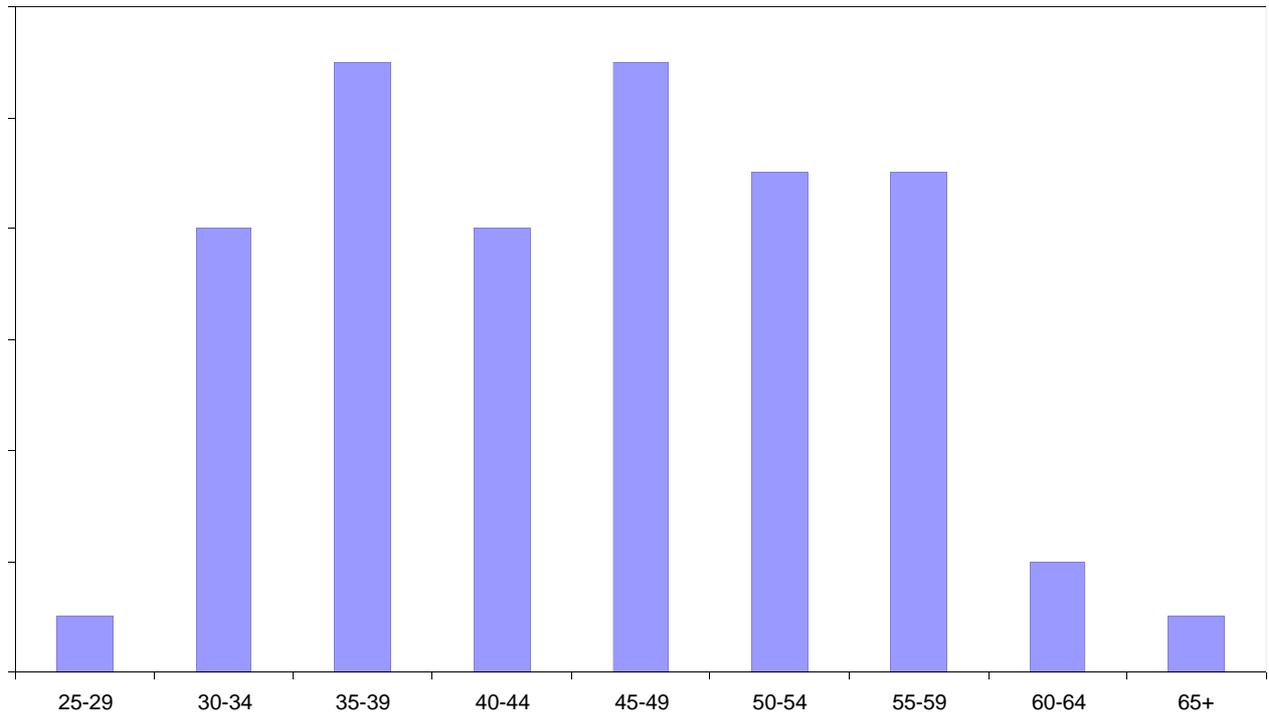
Table 8 – CPD audit of arts therapists

Outcome	Number of registrants	% sample
Accepted	54	77.1
Deferred	10	14.3
Deregistered (voluntarily)	2	2.9
Deregistered (lapsed)	4	5.7
Under assessment	0	0
Removed	0	0
Total	70	100

- Approximately one in twelve registrants selected for audit were either voluntarily removed or lapsed from the Register, which reflects the average across the profession as a whole during the period covered by this report.
- The average age of those requesting to be voluntarily deregistered was 40 years. The average age of those selected for audit was 45 years old, compared to an average age of 49 for the profession as a whole.
- The gender of those successfully audited closely reflected the gender of the profession as a whole, with 79.7 per cent of females and 20.3 per cent of males successfully completing the audit.
- There were no appeals.

Graph 7 – Arts therapists selected for CPD audit in 2010, by age

Arts therapists selected for CPD audit 2010, by age range



Dietitians

We selected 2.5 per cent of all dietitians for audit in April 2010.

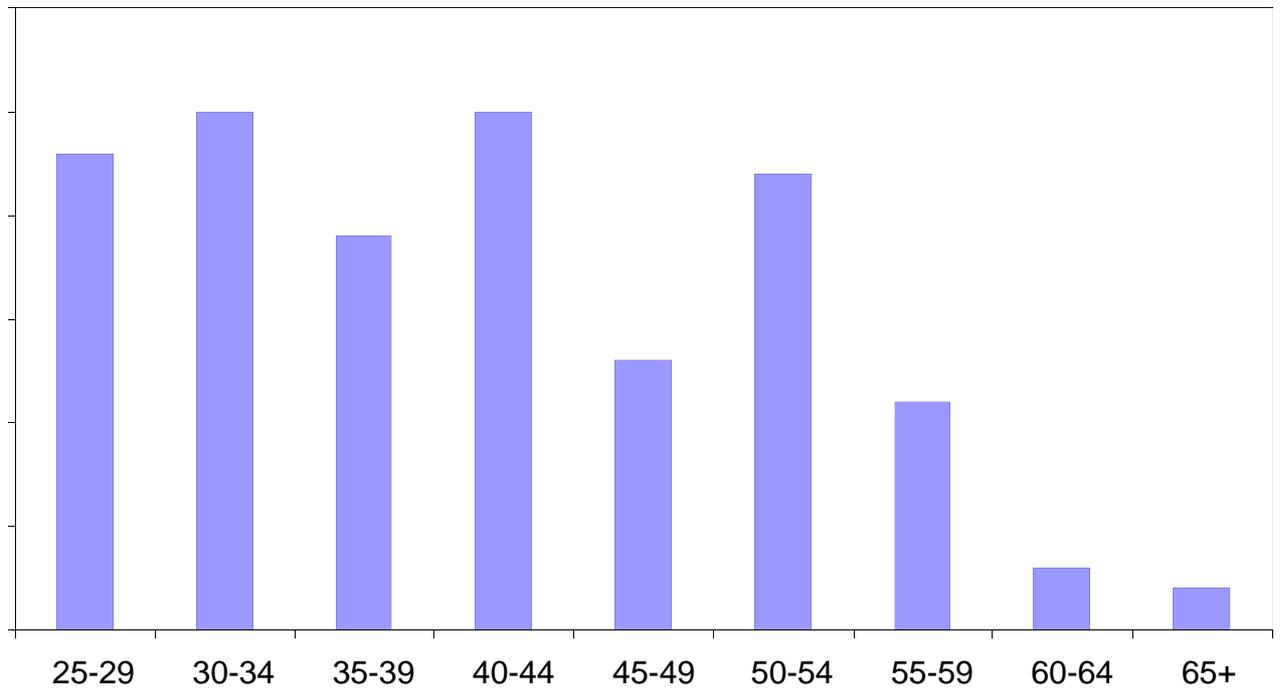
Table 9 – CPD audit of dietitians

Outcome	Number of registrants	% sample
Accepted	135	75.4
Deferred	22	12.3
Deregistered (voluntarily)	13	7.3
Deregistered (lapsed)	7	3.9
Under assessment	2	1.1
Removed	0	0
Total	179	100

- Approximately one in nine registrants selected for audit were either voluntarily removed or lapsed from the Register, which compares to one in twelve across the profession as a whole during the period covered by this report.
- The average age of those requesting to be voluntarily deregistered was 47 years. The average age of those selected for audit was 42 years old, compared to an average age of 42 for the profession as a whole.
- The gender of those successfully audited closely reflected the gender of the profession as a whole, with 97.2 per cent of females and 2.8 per cent of males successfully completing the audit.
- There were no appeals.

Graph 9 – Dietitians selected for CPD audit in 2010, by age

Dietitians selected for CPD audit 2010, by age range



Chiropodists / podiatrists

We selected 2.5 per cent of all chiropodists / podiatrists for audit in May 2010. This was the second CPD audit for this profession we previously audited 5 per cent of all chiropodists / podiatrists in 2008.

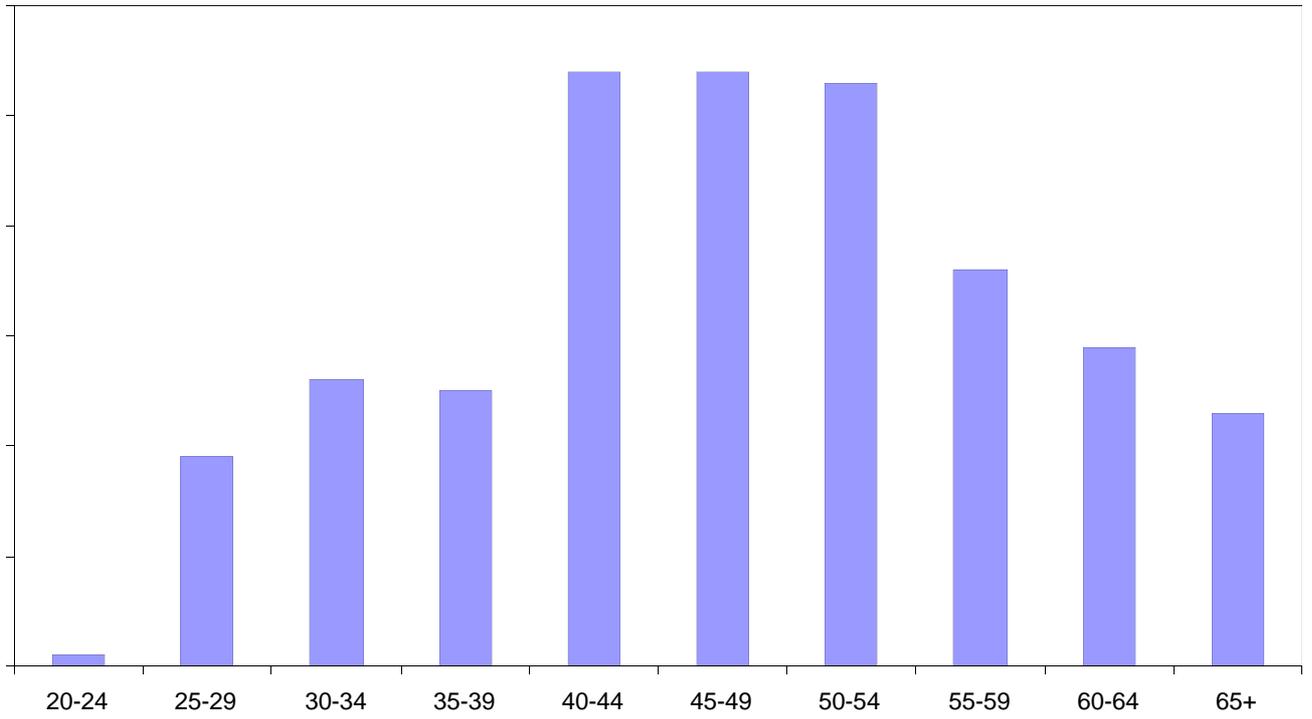
Table 10 – CPD audit of chiropodists/podiatrists

Outcome	Number of registrants	% sample
Accepted	241	74.8
Deferred	38	11.8
Deregistered (voluntarily)	18	5.6
Deregistered (lapsed)	14	4.3
Under assessment	10	3.1
Removed	0	0
Total	322	100

- Approximately one in ten registrants selected for audit were either voluntarily removed or lapsed from the Register, which compares to one in twelve across the profession as a whole during the period covered by this report.
- The average age of those requesting to be voluntarily deregistered was 55 years. The average age of the profession as a whole is 49 years.
- The gender of those successfully audited almost exactly reflected the gender of the profession as a whole, with 72.4 per cent of females and 27.6 per cent of males successfully completing the audit.
- There were no appeals.

Graph 10 – Chiropodists / podiatrists selected for CPD audit in 2010, by age

Chiropractors / podiatrists selected, by age range



Operating department practitioners

We selected 2.5 per cent of all operating department practitioners for audit in September 2010. This was the second CPD audit for this profession – we previously audited 5 per cent of all operating department practitioners in 2008.

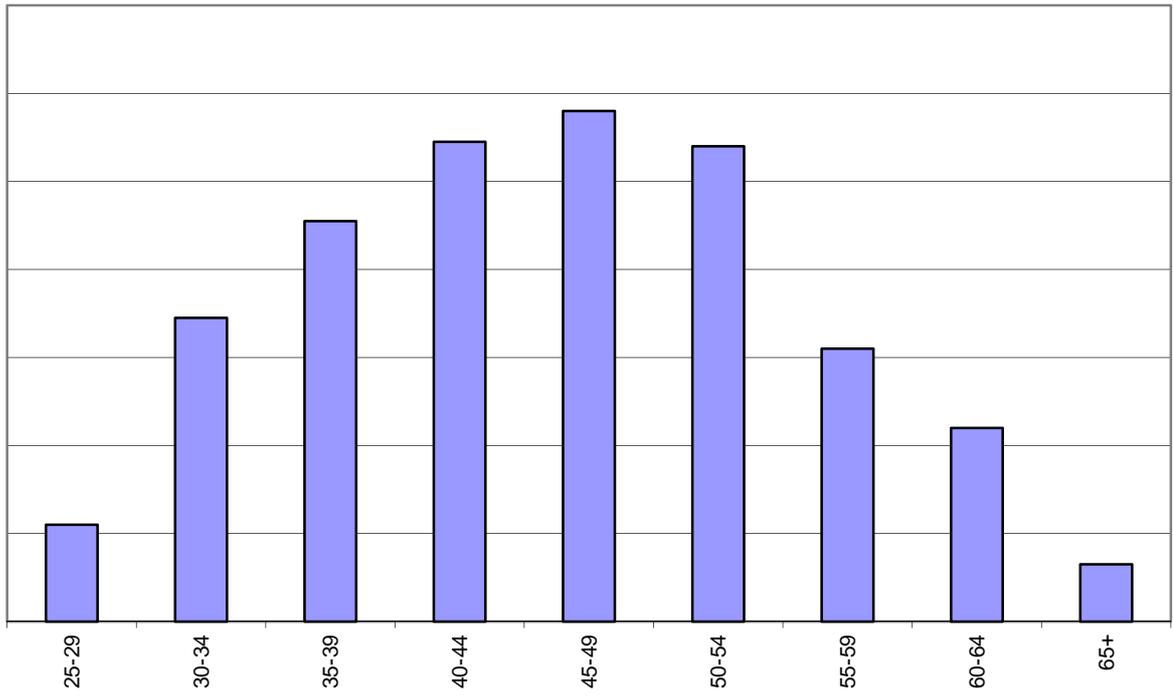
Table 11 – CPD audit of operating department practitioners

Outcome	Number of registrants	% sample
Accepted	184	71.3
Deferred	28	10.9
Deregistered (voluntarily)	7	2.7
Deregistered (lapsed)	13	5
Under assessment	24	9.3
Removed	2	0.8
Total	258	100

- Approximately one in thirteen registrants selected for audit were either voluntarily removed or lapsed from the Register, which compares to one in twelve across the profession as a whole during the period covered by this report.
- The average age of those requesting to be voluntarily deregistered was 57 years. The average age of the profession as a whole is 46 years.
- A total of 45.7 per cent of those selected were female and 54.3 per cent were male. This is broadly in line with the profession as a whole, where 53 per cent of the Register is made up of females and 47 per cent are males.
- There were no appeals.

Graph 11 – Operating department practitioners selected for CPD audit in 2010, by age.

ODPs selected for CPD audit 2010, by age range



Overall Audit Summary

This report looks at the outcomes of the CPD audits which took place in 2009 and 2010 for eleven out of the fifteen professions regulated by the HPC. This includes two professions (chiropodists / podiatrists and operating department practitioners) who have been audited for the second time.

In this section, we provide a summary of the outcomes of the audits across the eleven professions covered by this report, identifying possible trends and suggesting potential explanations for them.

In our last report, which covered 2008 and part of 2009, we made the following observations.

- The majority of registrants successfully completed their CPD audit, with most CPD profiles being accepted after their first assessment.
- In each of the professions, the proportion of registrants selected for audit who lapsed or voluntarily removed themselves from the Register was higher than for the profession as a whole. This was particularly the case for chiropodists and podiatrists where we observed that registrants selected for audit were twice as likely to choose not to remain registered than the profession as a whole.
- Those who chose not to remain registered after being selected for audit were generally in the 50+ age groups. We suggested that this might be because these registrants may be retiring from their profession.

However, given the audit sample sizes, we noted that the number of registrants involved is relatively small and we would need to monitor any future audits to see whether any trends we identify continue before we could draw any firm conclusions.

This remains the case, particularly given that this report only covers two professions who have been audited twice. However, we have identified some interesting trends in the audit outcomes and have been able to make some comparisons with the last round of audits.

Overall outcomes

In 2009–10 we selected 4,377 registrants for CPD audit and 80.2 per cent of these had their profiles accepted. This is an increase on the figure of 77 per cent included in our last CPD audit report. This indicates that the majority of registrants in the total sample engaged in the CPD audit process successfully. It also suggests that the guidance provided by us is enabling registrants to complete their CPD profiles in a way that demonstrates that they meet the CPD standards.

There was a small variance between the professions in terms of the number of registrants whose profiles were accepted. For example, the number of clinical scientists accepted was 83.9 per cent compared to 74.8 per cent of chiropodists / podiatrists.

In contrast to the trend we observed in our last CPD report, there was no clear trend in the data between the CPD audit and the likelihood of a registrant lapsing or voluntarily

deregistering. In the radiographers and operating department practitioners audits, registrants selected for audit were less likely to lapse or voluntarily deregister compared to the average across the whole Register. For most of the other professions covered in this report, the rate of lapsing and voluntary deregistration was in line with or close to the average across the Register as a whole. In the prosthetists and orthotists audit, one in seven registrants selected for audit lapsed or voluntarily deregistered, compared to the average of one in twelve across the Register as whole. However, prosthetists and orthotists is the smallest profession on the Register so the number of individuals involved is very small.

We have again included information in this document about the age profile of those selected for audit in each profession. This shows that the majority of those who lapsed or voluntarily requested to be removed from the Register were in the over 50 age range, as was the same in the 2008-9 report. This trend seems to indicate that these registrants are retiring from their profession.

Voluntary deregistration and lapsing.

Voluntary deregistration was variable across the professions. The overall average for those selected for audit was 4.9 per cent, with the lowest rate for operating department practitioners (2.7 per cent) and the highest for prosthetists / orthotists (9.1 per cent). A lower rate of 4% of those selected for audit lapsed, where there was no response from the individual selected.

Removals

Only 0.7 per cent (16 registrants) of those selected were advised of the decision to remove their name from the Register. This was because they had either renewed their registration with us but failed (despite reminders) to submit a CPD profile or because their profile was assessed as not meeting the standards. Less than one per cent shows that the vast majority are willing to engage with the process.

No arts therapists, dietitians, chiropodists / podiatrists, operating department practitioners or speech and language therapists were removed from the Register.

Chiropodists / podiatrists and operating department practitioners

Chiropodists / podiatrists and operating department practitioners have now been audited twice as referred to previously in the report. They were first audited in 2008. Although the samples audited were less this time round (5% sampled in 2008; 2.5% in 2010), consistency can be shown.

In contrast to the trend last time round, chiropodists / podiatrists audited for CPD were only slightly less likely to lapse or voluntarily deregister. The proportion of registrants lapsing or voluntarily deregistering reduced from 15.8 per cent in 2008 to 10.4 per cent in the second audit. For operating department practitioners, there was slight increase in the proportion lapsing or voluntarily deregistering, from 6.1 per cent in 2008 to 7.7 per cent this time round. However, registrants in this profession were still less likely to lapse or voluntarily deregister compared to the whole Register average.

Of the professions now audited twice, no chiropodists / podiatrists were removed in this round of audits and this was the same in the 2008 sample audited. Two operating department practitioners were removed in the 2008 audit and this is the same number for 2010. This shows a trend upwards as the sample audited in 2008 was 5 per cent compared to 2.5 per cent in 2010. However, the numbers involved are still very small.

Operating department practitioners	2008 (%)	2010 (%)
Accepted	79	71.3
Deferred	10.4	10.9
Deregistered (voluntarily)	2.5	2.7
Deregistered (lapsed)	3.6	5
Under Assessment	2.8	9.3
Appealed	1.3	0
Removed	0.4	0.8
Total	100	100

Chiropodists / podiatrists	2008 (%)	2010 (%)
Accepted	73.8	74.8
Deferred	10.2	11.8
Deregistered (voluntarily)	6.3	5.6
Deregistered (lapsed)	9.5	4.3
Under assessment	0	3.1
Appealed	0.2	0
Removed	0	0
Total	100	100

Deferrals

Although the sample size overall remains small, there are some emerging trends in the data worthy of note. There was some variation in deferral rates across the professions. The overall average was 9 per cent, with the lowest rate for prosthetists / orthotists (4.5%) and the highest for arts therapists (14.3%).

The figures for chiropodists / podiatrists and operating department practitioners also included a total of 113 registrants who had deferred during the previous audit in 2008 and were automatically re-selected in 2010.

The most common reasons for requesting deferral were being on, or having been on, maternity leave or health issues which meant that a registrant was unable to complete their CPD profile.

Under assessment

Those who are listed as being 'under assessment' include a small number of registrants whose registration lapsed after the renewal period and have subsequently been readmitted to the Register. If a registrant returns to the Register within two years of lapsing, they are asked to complete the requirements of the CPD process.

As this is the second time chiropodists / podiatrists and operating department practitioners have been selected, it follows that they have the highest number in this category, 10 and 13 respectively.

The outstanding cases also include registrants who have become the subject of fitness to practice proceedings after they were selected for CPD. In these cases, the CPD process is suspended until our Fitness to Practice Department have completed their investigations.

Appeals

Two appeals were made during the period covered by this report, both of which were made following a failure on the registrants' part to send their profile (or further information) to us in time rather than their not meeting the standards for CPD. One appeal was remitted to the Education and Training Committee for further assessment and the other was dismissed.

Conclusion

The descriptive statistics shown in this annual report demonstrate that registrants are undertaking CPD to support their learning and development, are receptive to the process and engage in a constructive and timely manner. The majority of profiles have demonstrated the links between on-going learning and benefits to practice and service users. The quality of the CPD profiles we have seen so far is high and demonstrates the commitment that registrants have to maintaining their CPD portfolios through a broad range of CPD activities.

In the future, we intend to commission further analysis of the CPD audits. This will extend our understanding of the relationships between different variables such as age, gender, and route to registration and we hope this will inform the way in which we undertake on-going analysis on CPD data in the future.

We hope that you have found this report informative. Since launching the first consultation on CPD in 2004 we have been committed to implementing a process for CPD that is valuable and fair to registrants. We look forward to producing the next report where we will be able to provide more comparable evidence across more professions with the same audit sample size of 2.5 per cent.

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Further information

The following publications are available from our website at www.hpc-uk.org/publications/brochures

- Your guide to our standards for continuing development
- Continuing professional development and your registration
- How to complete your continuing professional development profile

The following audio-visual presentation is available on our website at www.hpc-uk.org/registrants/cpd

- Continuing professional development (CPD)

Sample profiles can be downloaded in the registrant section of our website at www.hpc-uk.org/registrants/cpd/sampleprofiles

The following consultations are available from our website at www.hpc-uk.org/publications/consultations

- Continuing Professional Development – Consultation paper
- Continuing Professional Development – Key decisions
- Consultation on an amendment to the Health Professions Council Standards for Continuing Professional Development

You can find more information on the CPD professional liaison group (PLG) on our website at www.hpc-uk.org/aboutus/professionalliaisongroups/cpd

The Health Professions Order 2001 is available on our website at www.hpc-uk.org/publications/ruleslegislation.