CONSULTATION ON THE PROPOSED PHYSIOTHERAPY CONTINUING PROFESSIONAL DEVELOPMENT FRAMEWORK IN AOTEAROA NEW ZEALAND

Issued on 29 September 2019
Consultation closes 22 November 2019
INTRODUCTION

The Physiotherapy Board (Board) is reviewing current Continuing Professional Development (CPD) requirements and the Recertification guidelines.

The purpose of this consultation is to seek input on the proposed revised CPD framework and its requirements.

Your feedback is important to us, so please take some time to consider the proposed revised CPD framework and then answer the following questions via the online questionnaire.

OVERVIEW

The principal purpose of the Health Practitioners Competence Assurance Act 2003 (HPCAA) "is to protect the health and safety of members of the public by providing for mechanisms to ensure that health practitioners are competent and fit to practise their professions."

Under section 41 of the HPCAA, the Board implemented a Recertification Programme over 15 years ago. There have been minimal revisions to the programme since it was first implemented.

The questions we are asking in this consultation are:

- Do you overall agree with the proposed revised CPD framework?
- Do you think there should be a minimum number of hours of recorded CPD? If so, how many hours should be recorded?
- Do you agree with the main proposed CPD components of what, how, learn and use?
- Do you agree with the proposed annual peer responsibilities and requirements?
- Do you agree with the proposed revised reflective statements responsibilities and requirements?
Lifelong learning or CPD is an accepted component of professionalism, which includes the obligation to maintain and improve standards. Specifically, the necessity to keep professional knowledge and skills up to date in line with evidence-based or informed practice.

Participation in the Recertification Programme is mandatory for physiotherapists who hold an Annual Practising Certificate. Recertification includes an audit process.

Recertification is a requirement for all physiotherapists, not only for those practising in a clinical context. The programme is flexible enough to accommodate physiotherapists engaging in education, research, management and clinical practice.

The objective of the programme is to encourage all physiotherapists to engage in CPD activities that have the potential to influence and enhance their physiotherapy practice.

THE CURRENT SITUATION
The Board’s current recertification programme main components are:

1. A minimum of 100 hours of formally recorded CPD activity in four learning categories: Work-based, Professional activity, Formal education and Self-directed. There must be at least one activity in each category during each three-year cycle.
2. Three reflective statements covering the clinical, ethical and cultural areas of practice.
3. One Professional Peer Review.
4. Approximately five percent of the profession are audited annually.
PROPOSAL - FUTURE CPD

In March 2014, the Board received the report from a commissioned review of the recertification programme from Otago University School of Physiotherapy.

In July 2018, a Recertification working group was set up to fulfil the Board’s strategic plan to develop a recertification programme that considers international best practices, the Board recertification review (2014), and utilisation of enabling technologies.

According to research reviewed by the working group,¹ best available evidence suggests that effective CPD is characterised by the presence of (a) a clear need or reason for the particular CPD activities to be undertaken; (b) learning based on such an identified need or reason; and (c) follow-up CPD activities to reinforce the learning accomplished.

The proposed CPD framework incorporates these features and supports the Board’s strategic objectives of education and lifelong learning, health equality and equity for Māori, and the 2019 amendment to the HPCAA (section 118(i)) that expands the Board’s functions relating to the setting of standards of cultural competence to include “competencies that will enable effective and respectful interaction with Māori”.

PROPOSED CPD FRAMEWORK

This proposed framework recognises that a learning plan needs to be personalised and focused on the learning needs of the individual physiotherapist to be effective.¹²³

Two main changes are under consideration. There will no longer be a requirement to undertake CPD activity in the current four learning categories and the requirement to complete a specific minimum number of hours may be varied.


The Board proposes to provide an electronic template to be populated by the following components:

1. Updated **Curriculum Vitae**. This will have a standardised format to allow a peer or recertification reviewer to clearly identify the physiotherapist’s experience and expertise as it relates to roles they hold, or have held during the relevant CPD cycle.

2. Identify **WHAT** to learn
   - Reflection involves thinking about your practice and your approach to physiotherapy to identify your learning and development needs. Consideration should be given to the needs of the recipients of your services, including local, regional, and national populations, as relevant. Also, consider:
     - How do you think you are performing?
     - What you think you have learned from your experience to date?
     - What might you do better or differently in the future?
   - Along with practice considerations, specifically identify any cultural (Māori), ethical, business or non-clinical needs.
   - **Annually discuss your professional development plan (PDP) with a peer**

3. Plan **HOW** to learn (recommended 100 hours in each 3-year cycle)
   - **Annually discuss with your peer** the best options to enable your learning for the PDP.
   - Record your PDP specific to the learning needs.

4. **LEARN**
   - Via a method that is appropriate to the need, the person, and context that has been established above and reflect upon what you have learnt.

5. **USE** the learning
   - Record and evaluate your completed activities through an annual reflective statement covering:
     - demonstrate your up-to-date competence
     - how you have applied your learning into practice
     - the dissemination of your learning to others
     - establish your further learning needs.

6. Annual CPD **peer sign-off**
   - Your learning needs, mode of learning and the utilisation of that learning is documented and your professional peer signs to acknowledge this completion. This could coincide with the next year’s annual PDP peer discussion.

7. Annual professional **Peer Review**
   - This should demonstrate a positive critique of the pros and cons of the review highlighted with appropriate peer feedback.
   - An appropriate peer in this context is not limited to a physiotherapist with a current practising certificate. Another registered health practitioner with a current practising certificate could be an appropriate peer in some contexts, particularly for physiotherapists working in non-clinical or interdisciplinary roles.
   - It is proposed the electronic peer review format will be generic to cover the range of needs in this area.
8. Reflective Statements

- It is proposed that three reflective statements will be required in every three-year cycle to cover the essential ethical and cultural aspects of physiotherapy in Aotearoa New Zealand:
  - One ethical
  - One cultural
  - One cultural, specific to Māori health.

9. Annual Declaration with Annual Practising Certificate renewal

- I have reflected on my practice, and my learning and my development needs are being addressed through my CPD.
- I have kept and implemented a PDP that records:
  - My specific learning needs
  - How my learning needs were met
  - How my learnings were applied.

10. Recertification programme audit requirements

- Five percent of the practising physiotherapists will be audited annually for the previous three-year cycle.
The professional development report must be completed, including evidence of learning activities, using the Board template and must contain:
  a) A signed declaration
  b) CV
  c) PDP that has been reviewed and signed off annually by a registered health practitioner peer detailing:
     a. Specific learning needs
     b. How learning needs were met
     c. How learnings were applied
d) Annual peer reviews – evidence of one peer review of your practice conducted in the three-year cycle
e) Three reflective statements – ethical/cultural/Māori cultural.

LET US KNOW WHAT YOU THINK

HOW TO MAKE A SUBMISSION

Please provide your response using the online submission form which can be accessed by clicking the link here or through the Board’s website www.physioboard.org.nz under the ‘resources’ section.

Alternatively, you can email your response to j.warren@physioboard.org.nz, or send your written submission to:

The Registrar
Physiotherapy Board
PO Box 10734
Wellington 6143
The closing date for submissions is 12 November 2019.

The Board will not consider responses received after the stated deadline. All submissions are subject to being published confidentially. Please make a note in your written submission if you do not wish your response to be published.

CONSULTATION RESPONSES

Once the consultation period is complete, all submissions made on the proposed CPD framework will be considered by the Board. The Board will keep the profession and other interested parties informed on the outcome.