Continuing professional development & the requirements of registration

IRISH ASSOCIATION OF SOCIAL WORKERS

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Clíona Murphy

Professional Development Coordinator
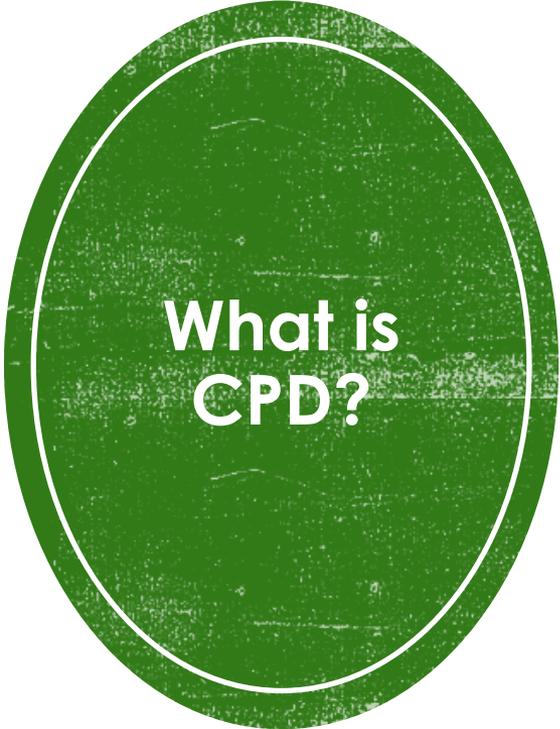
IASW
Irish Association of
Social Workers

This webinar will consider…

- CPD & the Requirements of Registration

- Supports to your Professional Development

- The CPD Cycle

- Recording your learning

- Audit

What is CPD?

- Continuing Professional Development (CPD) is the means by which health and social care professionals **maintain and improve** their **knowledge**, **skills** and **competence**, and **develop the professional qualities required** throughout their professional life. CPD is an integral component in the continuing provision of safe and effective services for the benefit of service users.

IASW supporting members' CPD

- CPD with the IASW
  - Member only page on www.iasw.ie with the essential documents needed to support you to meet CPD Requirements of Registration

- CPD Events and Courses
  - Members are given first opportunity to book places
  - At least 50% discount
  - Member only CPD opportunities

- Peer led CPD in Special Interest Groups

- Communications from office keep members up to date on new developments and opportunities relevant to social work

- CPD Committee to develop CPD resources and supports

CORU CPD Approach: Key Principles

- Registrants are autonomous and responsible learning professionals

- Flexible and appropriate regardless of role, career stage or sector

- A broad view of learning and learning activities

Code of Professional Conduct & Ethics for Social Workers

Section 10 Keep your professional knowledge and skills up to date

10.1 You must:

a. ensure that your knowledge, skills and performance are of a high standard, up to date and relevant to your practice

b. participate in continuing professional development (CPD) on an ongoing basis.

10.2 You should:

a. consider the support and guidance provided by your Registration Board regarding CPD

b. keep a record of the activities you have completed.

Every registrant is required to engage in CPD in order to continue to be compliant with their Code of Professional Conduct & Ethics
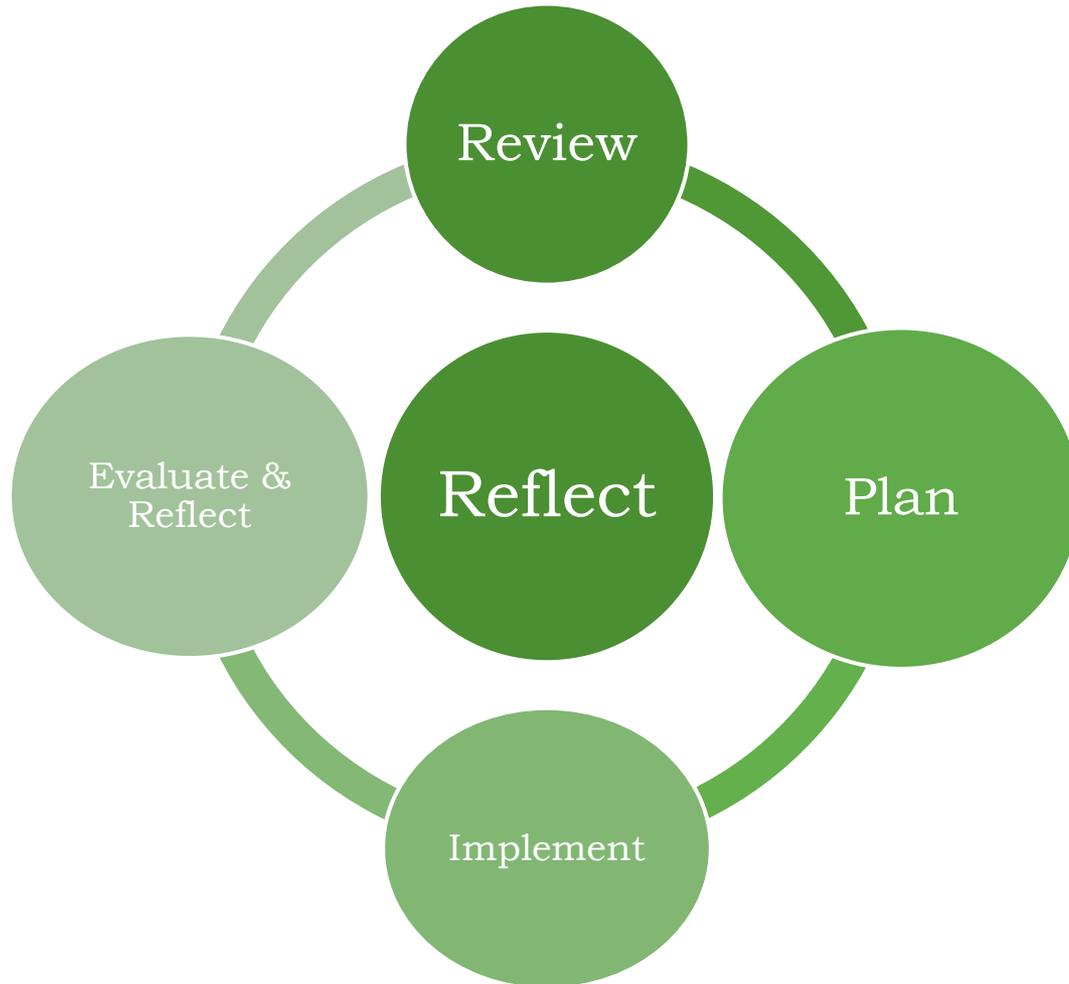
So where do I start?

CPD Cycle

Review

Where am I and where do I want to get to?

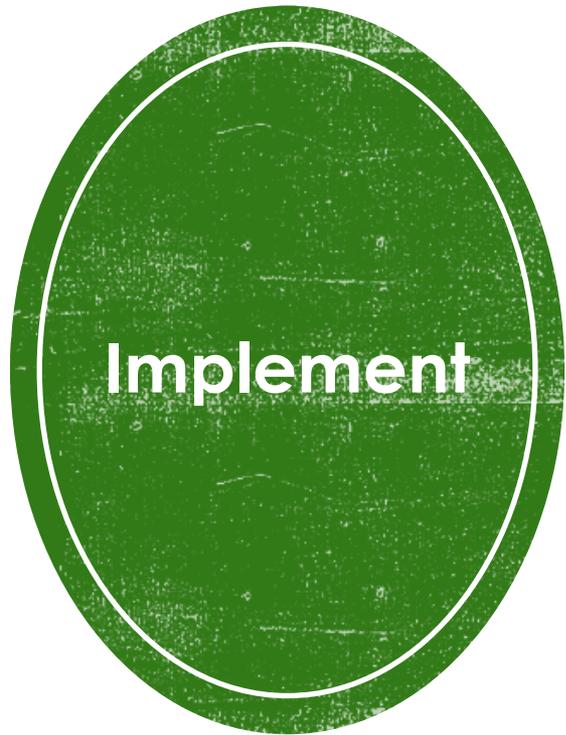# Review Informing Your Personal Learning Plan

- What's required to maintain and develop professional competence in your current and future practice?

- Is new learning, theory and/or skills development needed?

- Can use as a support to career development

Putting a structure on your learning - Your Personal Learning Plan

- Identify your learning needs – three will suffice

- Focus on outcomes
  - I will be able to…
  - I will understand…

- Think SMART - Specific, Measurable, Achievable, Relevant, and Time-Bound

- Align with CPD audit cycle

- Ensure you include a range of learning activities

- Plan to engage in learning on an ongoing basis

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Implement

- Put the learning plan into action

- Prioritise – what will you do first? What need will you address?

- Generally one hour of CPD learning activity is equal to one CPD credit

- It is the responsibility of the individual registrant to allocate CPD credits to each learning activity

- Record

- Many unforeseen unplanned learning opportunities – don't forget the day to day learning opportunities you take

- Plans change – review your learning needs. Are they still relevant?

- Record ensuring no identifying information

Evaluate and Reflect

- CORU's approach to CPD is outcomes focused

- How have you applied the learning to your work?

- Reflect on how learning integrated into your practice
  - What did I learn?
  - How have I applied that learning?
  - Did I achieve my learning outcomes?
  - Was there unplanned learning?
  - What difference does what I learned make to the people I work with?
  - What have I learned about my learning needs?
  - What has been the impact on my professional practice?

Recording your CPD

- CORU audit confirms whether you have a system and process in place to ensure knowledge, skills & performance of a high standard

- Range of supports exist including
  - Employer's CPD templates
  - Notebooks
  - CORU CPD Record Template
  - Reflective Practice Journals
  - HSELand
  - Reflective Practice Groups

Registration Requirements

Use the CORU CPD Record template

Both CPD records include sections on:

- Implementation of learning activities that achieved new or enhanced learning

- Evaluation and reflection of learning achieved

- Review of learning needs for the next 12 months

- Planned learning activities for next 12 months

- 30 CPD credits in each 12 month period

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Implement			Evaluate & Reflect	
Date and time spent When did you undertake this learning activity?	**Type of Learning Activity** What was the name of the activity?	**CPD credits** Approx. 1 CPD credit for every hour of new or enhanced learning achieved	**Learning Outcome** What have you learnt through completing this activity? How have your skills and knowledge improved or developed?	**Impact on practice** How have you integrated this learning into your practice? How has this learning made a difference to your capability and performance in your role?
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Implement			Evaluate & Reflect	
Date and time spent When did you undertake this learning activity?	**Type of Learning Activity** What was the name of the activity?	**CPD credits** Approx. 1 CPD credit for every hour of new or enhanced learning achieved	**Learning Outcome** What have you learnt through completing this activity? How have your skills and knowledge improved or developed?	**Impact on practice** How have you integrated this learning into your practice? How has this learning made a difference to your capability and performance in your role?
16th September 2020 – 2.5 hours	Multi agency case review/conference	2	In line with the Irish Association Social work code of practice, I consulted with others with a bon fide interest in meeting the needs of the service user. I had a case working with a very vulnerable service user who presented with complex needs/behaviours. At a case conference involving a broad range of professionals and services involved with this service user, such as child protection, Gardaí etc, it was identified that the behaviours displayed could be under the psychopathy test. Learning Outcomes: 1. I realised that the inter-professional nature of a case conference ensured the appropriate sharing of information, each agency had something to contribute whether it was identification of behaviours	• I have read further on psychopathy testing and applied this to my assessments in complex cases. • I have the knowledge and insight now to make an evidence-based case to my organisation for such an assessment to be completed for a service user. • I have identified a service that can complete psychopathy assessments.

Review	Plan
What do I want or need to learn in the next 12 months?	**What learning activities will I do to achieve this in the next 12 months?**
I have identified and applied for training on the Assisted Decision Making (Capacity) Act 2015 to further enhance my learning in this area.	I will specifically seek out opportunities for applying my learning in relation to Assisted Decision Making (Capacity) Act 2015 including attendance at webinars, review of resources on the SCIE website and discussion in supervision
Re Racism Webinar Identified further links and books to enhance my learning in this area.	I want to expand my confidence in addressing issues of race and ethnicity in practice. My plan is to create opportunities for dialogue and discussion e.g.in supervision, possibly a team book club to discuss relevant literature, attendance at one webinar at least during the year.
Challenges and opportunities relating to multi-disciplinary practice	I want to expand my knowledge to inform my practice teaching specifically relating to more critical understanding of MDP. I plan to make connections with colleagues from other disciplines at work to explore how we could do some joint CPD sessions around understanding professional roles and responsibilities.

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24-month cycle

Audit period

1st June 2023 to 31st May 2025

Submission period

30 working days

Audit

Selection for Audit

Random sample of eligible registrants

PLUS

Those who, in the previous audit for the profession:

- received an outcome of non-engagement;

- were granted a deferral;

- were deemed non-compliant.

Registration Boards can select a particular group or individual for audit at any time & may select registrants identified through complaints, Fitness to Practise processes or other mechanisms.

Deferral

- Considered on case by case basis

- If deferral request refused, CPD audit record needs to be submitted withing 30 days of issue of refusal notice

- Standard deferral requests include:
  - Maternity/paternity/carers/adoptive/parental or other statutory leave or career break where more than six months of which would fall within audit period
  - Serious illness
  - Death, critical or serious illness of a close family member

- Not usually considered for workload, work related or personal commitments or personal study

- Cannot request deferral more than once in an audit period

- No more than two consecutive deferral requests can be approved

New!!! Thentia Registrant System

- Those selected for audit will be notified through Thentia registrant system

- <u>NOT</u> a portal for recording CPD

- Use for CPD submission if called for audit
  - cut and paste from your CPD record

- CORU online information session Thursday, 5th June 12.30 – 1.00pm

Incorporated into Thentia system

Mechanism to self-declare engagement/non-engagement in CPD when renewing registration

Reasons for non-engagement in line with circumstances for audit deferral

CORU will engage with registrants who declare non-engagement with CPD – called for audit when declare re-engagement in CPD

New!!! Annual Renewal CPD Declaration

IASW – providing support & representing your views

- IASW informed by membership
- IASW representing membership
- IASW creating opportunities to influence

- A collective voice