

CPD; CONTINUING PROFESSIONAL DEVELOPMENT IN HEALTH CARE

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It is an international problem to keep the doctors up to date and competent in practice. Continuing professional development is development of the person as a whole. It is development of goal oriented individuals. Its focus is on planned changes (good changes) towards a better society. Its objectives are to provide most up to date and state of art services in various specialized fields of health care system.



“Focused struggle helps to achieve the objectives.”

It is a process by which own professional development keeps updated to meet the needs of patients and health services. Continuing Professional development and continuous medical education are synonyms to many people. Actually continued medical education is part of

continuing professional development. It is an important part of modernizing health care system¹.

It helps in development of skills and knowledge and attitude to enable competent practice that facilitates the training of young people² (The future team).

Continuing professional development (CPD) helps to achieve wide ranging competencies not only in high quality medicine but also competencies such as learning professional, economical, social, financial, and managerial skills.

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It is an international problem to keep the doctors up to date and competent in practice. Every hospital, every medical or non medical institution requires continuous innovations to compete and progress to provide most up to date and state of art services in the specified field.

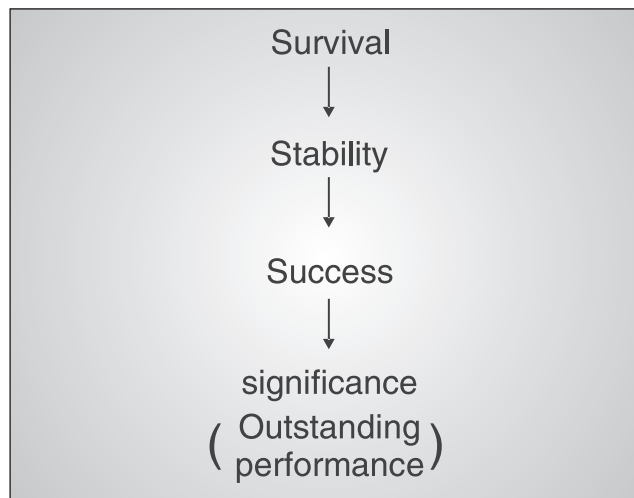
The learning should be relevant, continuous and up to date. The skills should be efficient, appropriate, up to date and objectively innovative. Leadership should be their attitude. Shouldering responsibility their aim. Continuing professional development allows doctors and demonstrates that they are keeping their skills up to date in practice. It is part of their re-validation process⁴.

OBJECTIVES

The objectives of continuing professional development in the field of medicine are to develop dedicated members of the medical team who are able to take up the responsibilities of;

- ▶ Clinician
- ▶ Subject specialist
- ▶ Trainer of future clinicians
- ▶ Medical teacher
- ▶ Medical administrator
- ▶ Reasonable finance manager
- ▶ Innovator

These doctors struggle to achieve a significantly superior professional status through following stages;



A learning module is to be followed to achieve good results.

THE BEST EXAMPLE

The Prophet Muhammad (PBUH) was sent to this world to lead whole of the world for ever even long after he has left us.

He was the best ;

- ▶ Person ever born.
- ▶ Teacher.
- ▶ Guide.
- ▶ Economist.
- ▶ Reformer
- ▶ Social & financial leader.
- ▶ Administrator.
- ▶ Commander.
- ▶ Most innovative.
- ▶ Most effective leader.
- ▶ Most dedicated and hard working person.

He is an example for individuals of this world & continues till the day of judgment. In fact, he was the best in everything you can think and even after your thoughts are finished.



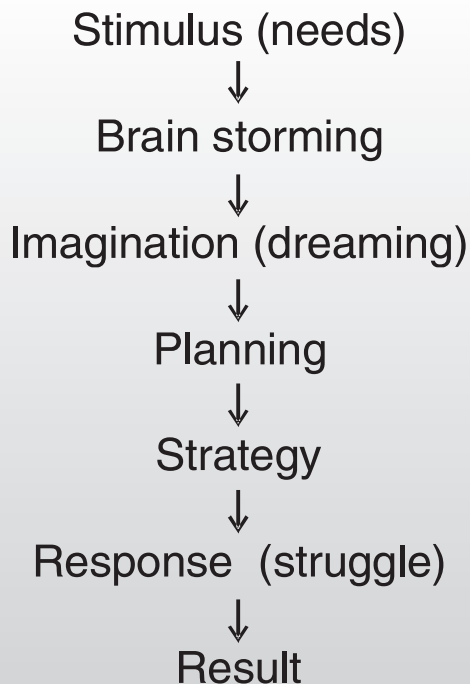
FUTURE PROGRESS

There have been always an initial stimulus for any kind of progress. There is need for improvement in certain fields.

Dawn breaks into a beautiful day everyday. People struggle. Every step may be fruitful. Everyone knows never to be able to achieve the unlimited but the hard work and dedication continues and adds to the joy and glory of struggle.

A constant struggle for new changes is adopted. Planning for future progress is made. The proactive behavior is shown in the flow chart below;

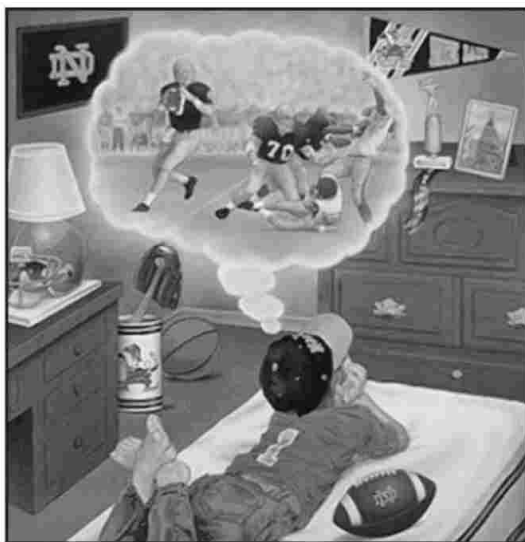
Proactive behaviour



The individual adults dream about various progressive activities & their own future.

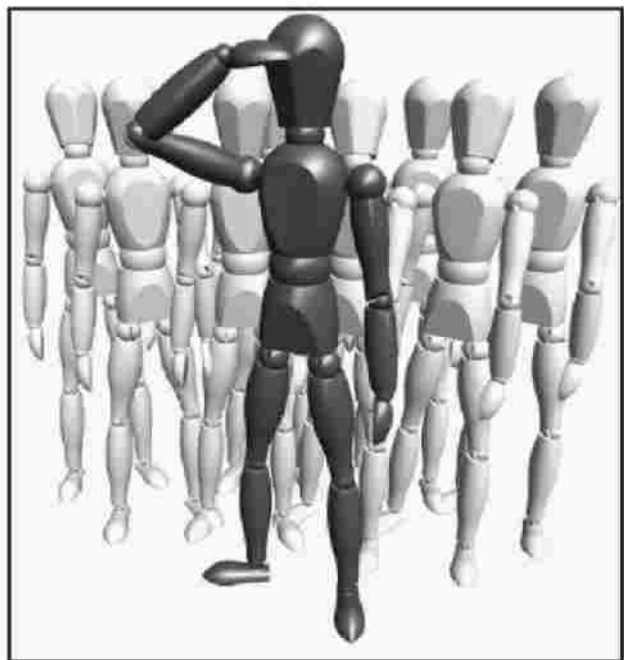
Always remember!

Dreams come true
But one has to work hard for it



LEADERS

Proactive people take the responsibility of bringing new changes. They set the goals for society to work on. The leaders are established. The visionary individuals take up the role of guidance. All individuals are different but every one has been sent to this world with some important purpose worth his/her birth. Every individual has some leadership & visionary qualities. In every 100 individuals, one will be on top & one at the bottom & rest in between. The leader is the person with right vision (innovative vision) and a team to follow him.



CHANGE

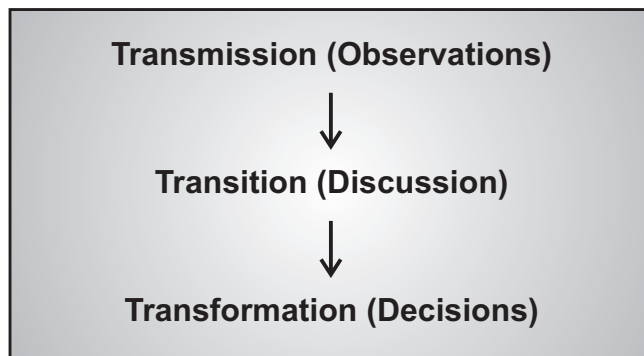
The dedicated members are able to carry out normal functioning, control, prevent and manage disasters. They are able to audit clinical and financial services as well. These members should learn to think and react independently and objectively. The continuous professional development team members plan to:

- ▶ Look after the patients to best of their abilities.
- ▶ Work with colleagues in the way that best serve patient's interests.
- ▶ Avoid abusing their positions as a doctor.
- ▶ Be honest and trustworthy.

A well organized national or international plan achieves reasonably acceptable results and can contribute to the national development through team work despite early learning failures with continuous and dedicated efforts.

Doctors or scientists by nature and possibly by their genetic make up are proactive and innovative. They are self directed and make their own decisions. Eventually success is achieved¹.

The successful change is achieved by highlighting the problems and possibilities in bringing about a change through deliberate means. It leads to increased capacity of autonomy as one moves from transmission through transition to transformative categories.



The training program is developed on a small set of tasks to maximize performance⁴. Cost, safety and efficacy of care are likely to be the gold standards of clinical performance.

Actual practice is the only true measure of performance⁴.

Health care professionals select various fields of medicine or surgery to serve the community. They are ready to accept responsibilities of providing state of the art health care services. They have interest in many areas but their main interest is in health care in general and their speciality in specific.

Identification of learning needs and plans to fulfil these needs are likely to be effective after appropriate measures. Choice of speciality is of prime importance.

The doctors, nurses and para medical staff (the medical



team) should have objective and problem solving approach which is to be discussed between peers and new plans are finalized in consultation with rest of the team members and peers. Health care is the aspect of continuing professional development directly related to the doctors, nurses, paramedical staff, patients and most of the society. The quality of doctors, nurses, paramedical staff and care of patients effects the society and government socially, economically and politically.

Their responsibilities and expectations of public and society are increased as they grow and achieve higher social and professional positions. They are expected to respond effectively.

A large number of patients belong to lower socio-economic and literate level. Their awareness about disease is minimum. They have to be informed about their problem very clearly and best plan to solve it. It may not be always possible so a system of health care service has to be organized to have reasonable amount of money for appropriate investigations and treatment. Every patient is an individual in his/her own field. There should be no categorization and no treatment is tailor made.

The medical team should continue to innovate to find out cost effective investigations, treatment modalities, shorter hospitalization and minimizing wastage in health care system services. The medical team collaborates to give organized services and cut down the duplication. The medical team improves its knowledge and skills to

offer better health care to the patients.

The patient care improvements are also carried out internationally. These are made economical both financially, disease control, prevention and treatment wise. The patients can further be helped by improving the hospital arrangements such as;

- ▶ Provision of medicine, meals and other facilities
- ▶ Improvements in environments (Horticulture)
- ▶ The patients get more help if they are given more information and guidance about the hospital services and enjoy better health care at lowest possible cost.
- ▶ Arrangement of donations and economization of energy to help the hospital administration.



The medical team joins in the continuing professional development (CPD) program with dedication to keep abreast with the improvements in their field of interest. If they don't, they are likely to be left out of progress in their field of profession and lose the leadership. It is essential to learn to enhance patient care and get recognition in competence and professionalism.

Surgical and medical innovations or developments in patient care is the most important part of professional development plan.

The senior doctors, junior doctors, trainee specialists,

house officers, nurses, paramedics and of course the well informed patients participate in innovative plans for professional development.

Participatory plan for innovations is developed by the members of the institution. The seniors have their role to play. Every one contributes in the progress of institution as per his/her capability. In fact the planning is not on seniority but participatory basis.

Participation is never 100%. It may be as less as 10%. The real innovators don't get disheartened by low participation. It is not the number but the dedication to the goals which makes a team successful. A winner team has to be developed by the team leader and the participants.

Medical expertise requires the ability to mobilize knowledge in action.

The ability to understand complex clinical situations and a significant depth of knowledge and skills over wide range of clinical and scientific areas⁶. The physicians and surgeons are under pressure to see more patients in less time while teaching medical students, interneers and residents.



There is definite improvement in clinical examination skills and knowledge of management skills.

TEAM DEVELOPMENT



The team is developed in a structured manner having best qualities of required status such as ;

- ▶ House officer
- ▶ Junior Registrar
- ▶ Senior registrar
- ▶ Assistant Professor
- ▶ Associate Professor
- ▶ Professor
- ▶ Principal
- ▶ Health Secretary
- ▶ Health Minister

Assessment of comprehensive performance almost involves certain interaction with some kind of mock and simulated patients⁵. The medical team not only improves its professional competence but also take important role of accounting, book keeping, finance management over and above its own special field. No program or innovation can be carried out without any financial requirement.

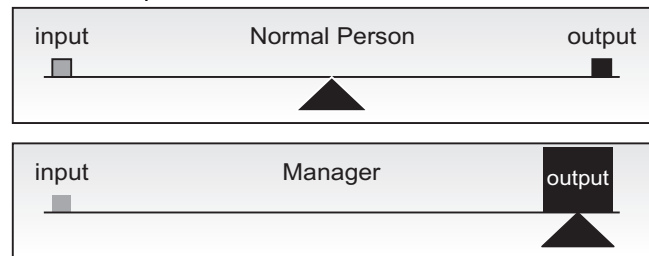
It is always wise to arrange the finances before the plan is implemented into practice. The plan must be worth the trouble and once the plan has been successfully carried out, it should earn more finances to cover the cost of plan and offer a reasonable financial advantage for future plans. The financial problems are further increased by the pace of innovations².

Isolated innovation and individual struggles even in the right direction fail to achieve results of National or international level. The goals for innovative plan are predetermined and these goals are easy, understandable, manageable and achievable. Their goals are of advantage to the majority if not to all the members.

Every objective plan with agreement of most of the peers and participants is finalized and final logistics with clear time table are documented and copies given to all participants for review and alternation and final implementation. The progress of plan is monitored and improved or accepted as such form time to time.

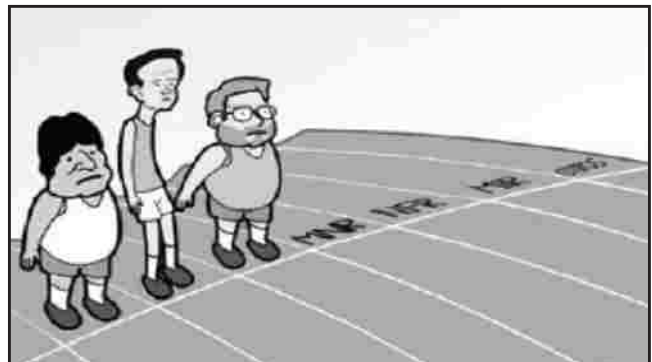
MANAGERIAL DEVELOPMENT

An effective manager brings about excellent results with minimum input.



Working managers (whether doctors or non doctors) make various plans to achieve these goals. The managers may get help from various Government and non Government organizations. The plans, are simple and not very complex. These are not too much taxing on any participants time or finances.

Efforts are made to keep the plan interesting so that participants don't quit the plan in the middle.



The continuing professional development is in fact a complete present and future planning with its active implementation. It is an emotionally positive experience to see one's efforts and struggle bringing not only the expected fruits but much more than that.

The competition within the dedicated team further improves the capabilities of team members and helps to raise the general standards of management. Learning experiences are best routed in workplace activities. The ground realities of the actual problems and best possible solutions are learnt at the workplace. The actual feed back and results can also be monitored at workplace⁵.

MONITORING



Continuous supervision or meticulous monitoring of any project is very helpful to achieve better performance and desired results. The main objectives of monitoring and evaluation are to;

- ▶ Enhance organizational and development learning.
- ▶ Updated decision-making
- ▶ Support substantive accountability

Monitoring is a continuing function that aims primarily to provide the management and main stakeholders of an ongoing intervention of a project, programme or outcome nature with early indications of progress, or lack thereof, in the achievement of results. Reporting the systematic and timely provision of essential information at periodic

intervals. It is an integral part of the monitoring.

Monitoring aims to ensure progress towards results. The Programme Manager has to analyze - and take action on programme and project activities contributing to the intended results within the strategic areas of support in the Strategic Results Framework (SRF). Programme Managers also monitor and document the contributions of soft interventions and strategic partnerships.



EVALUATION / ASSESSMENT

Work place learning of participants is assessed in various fields as;

- ▶ Knowledge outcomes
- ▶ Skills outcomes
- ▶ Affective (emotional) outcomes
- ▶ Motivational and attitudinal outcomes.
- ▶ Institutional outcomes
- ▶ Impact an practice outcomes
- ▶ Informational outcomes
- ▶ Awareness outcomes
- ▶ Management outcomes
- ▶ Material outcomes⁸

Continuous progress is achieved through this system to continued objective struggle to develop professionally.

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