

Continuing Professional Development Systems for Medical Physicists

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What is CPD?

- CPD is the planned acquisition of knowledge, experience and skills (both technical and personal) required for professional practice throughout ones working life

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What is difference between CPD and Continuing Education

CPD = Continuing Education

- + mentoring, teaching and examining
- + research publication and refereeing
- + professional contribution
- + initiating new techniques /
commissioning equipment

Why do CPD?

- CPD is an ethical and moral obligation for each medical physicist throughout their professional career in order to maintain the highest possible professional standards

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- May be required by government or professional body for renewal of licensing or certification
- To ensure employers keep their staff up-to-date with current practice.

Countries with Formal CPD Schemes

Australia

New Zealand

Hong Kong

Japan

South Korea

Taiwan

USA

Canada

South Africa

UK

Austria

Belgium

Czech Republic

Denmark

Finland

France

Germany

Greece

Italy

Netherlands

Norway

Romania

Spain

Sweden

Switzerland

Regions/Countries without Formal CPD Schemes

Central America

South America

Most of Asia

Most of Africa

Middle East

Former USSR

But there is general move towards implementing CPD

Difficult to implement if there are too few physicists

Who should decide how CPD much is necessary and what constitutes relevant CPD?

- Primarily the professional society**
- May be a government requirement - but usually it is consistent with what most professional societies would recommend**

Who should administer it?

- Usually a national professional medical physics organization operating independently
- Can be a government body (e.g. South Africa)
- Can be a national medical physics organization acting for the government (e.g. Italy)
- If required by government, often done as part of a comprehensive health professionals scheme

Types of schemes

- Points-based
- ‘Quality, not quantity’-based (e.g. UK system)

How much CPD is required

- In UK, not well defined
- With points-based systems, roughly a minimum of 4 – 8 days per year (averaged over 3 – 5 years)
- 24 hours/2 years in 2 USA states
- Needs to be a mix of activities

Over what period?

- Typically 5 years
- Shortest is 2 years (2 USA states)
- Longest is 10 years (ABR [USA])
- India is considering 10 years

Making it relevant to everyone

Needs change as

- Career develops
- Responsibilities change
- Move into/out of clinical responsibilities

What about remote physicists?

- May need to relax some requirements (e.g. may be allowed to accumulate higher number of points in some categories)
- May be granted extra points for attending a conference or local meeting

Leaving and re-entering the profession

- What if leave profession for a few years (e.g. family commitments)?
- May have to relax some requirements (e.g. allow a different mix of activities)

Some unique requirements

- **South Africa: 2 pts per year (out of 50) must be in professional ethics**
- **Florida: 2 hrs on prevention of medical errors**
- **Aids (somewhere in USA)**

Auditing

- Can be time consuming and costly
- Needs to be reasonably robust, but ultimately relies on integrity of physicists
- Do we need to ‘internationalize’ it?

Who should pay for administration?

- **Government**
- **Employer**
- **Professional society**
- **User**

A good system will be

- Flexible
- Relevant
- Robust
- Require minimal administration
- Meet the needs of the physicists
- Not be unreasonably achievable by a physicist
- Supported by the medical physicists
- Of benefit to the physicists as well as the community

THANK YOU