CPD, appraisal and revalidation in inclusion health

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Aims

- Brief run down of GP and nurse appraisal/revalidation
- Interprofessional practice – 4 domains
- Keeping up to date in inclusion health – the KHP experience
- CPD days in London and Brighton
- How to start CPD in your area

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GP and nurse appraisal and revalidation

- Why? Ensure fitness to practice (?)
- Developmental within a statutory framework
- Linked to your licence to practice/renewal
- Annual appraisal - Revalidation 3 or 5 year cycle
- **Learning and reflection**
- **Variety, quality & covers your scope of practice**
- Use your appraiser for advice/info/give info
- Maximise your PDP

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What is interprofessional collaborative practice

- Reflect on and develop ways of practicing that provides an integrated and cohesive answer to the needs of the client/family/population
- Continuous interaction and knowledge sharing between professionals, organized to solve or explore a variety of education and care issues
- Seeking to optimise the patient's participation
- Interprofessionality requires a paradigm shift
- Goal of patient centred care

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Core competencies

Value	Example relating to Interprofessional CPD
Values/ethics for interprofessional practice	Maintain competence in one's own profession appropriate to scope of practice High standards of ethical conduct and quality of care
Roles/responsibilities	Use the full scope of knowledge, skills and abilities …to provide care Engage in continuous professional and interprofessional development
Interprofessional communication	Express knowledge and opinions to team members… working to ensure a common understanding of information and treatment
Teams and team work	Integrate the knowledge and experience of other professions Apply leadership practices and use process improvement strategies Reflect on individual and team performance

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CPD in Inclusion Health
The KHP experience

Inclusion Health Generic CPD	Inclusion Health Clinical CPD	Mandatory/other Training
NRPF	BBVs and infectious diseases	Basic Life Support
Housing and immigration Law	Alcohol	Child and adult safeguarding
Care Act	Substance misuse/club drugs	Information Governance
Benefits and PIP	Sepsis (blood gases)	Organisation specific training
MCA and MHA	Pain management (in opiate dependents)	*Any patient groups that you see regularly*
Presenting to panel	Mental health (SMI, Personality disorder, Dual Diagnosis)	*Teaching course (offer to teach FY1/2/GP registrars)*
Commissioning of services Local service provision	Deep tissue abscess, leg ulcers and DVT	*Homeless health website* *Pathway conference links*
Research and evaluation skills Writing reports/tenders	Palliative and end of life care	*Anything that you need to stay up to date in your profession*

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Demonstrating competence = Holistic CPD

CPD: In house, face to face, online, post graduate courses

Quality and practice development: Audits and reviews

Log of case reviews, PUNs and DENs, teaching and training

Set up a frequent attenders meeting, shadow your colleagues

SEA: we complete a SRT at each clinical meeting

Complaints: what did you learn? What will you change?

Feedback and surveys: patients, colleagues, staff.

Consider using volunteers/students, or focus for 2 weeks, before the start of your service

Peer groups and supervision: small groups, consultants or another peer supervisor or external/local peer group

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CPD days and afternoons

- 2 so far…
- Brighton – full day with variety of topics and super expert speakers (next one is 18th Sept 2015 in Brighton)
- London – "afternoon tea with CPD", ALD
- Opening up CPD for the wider IH community
  - ***Clinical bit, practical skills, local service provision***
  - Using our network for core CPD
  - Feedback – "got the idea", networking is as important as learning
  - Small groups, involving service users, different starting levels,

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Organising your own CPD day

- Pick a topic – consensus decision
- Book a room and speakers – **well in advance**
- Sell it to speakers and cash in favours
- Time it carefully and avoid school holidays
- ? Frequency and attendees
- Free or cheap to attend
- Invite commissioners, med directors etc.

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Organising your own CPD day

- Set out learning objectives
- Make sure speakers know the audience
- Facilitated small groups, case based
- Plenty of time for questions
- Get feedback
- Plenty of refreshments and networking time

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Future

- Formalising core competencies ? faculty
- Framework of PG education and CPD
- Approved or accrediting CPD
- MSc in Inclusion Health

Thank you

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