



“CPD”

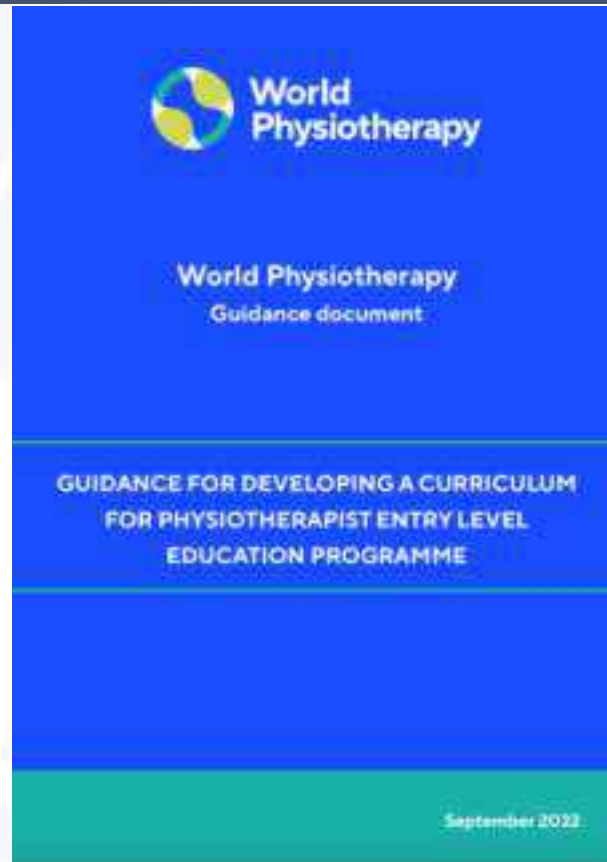
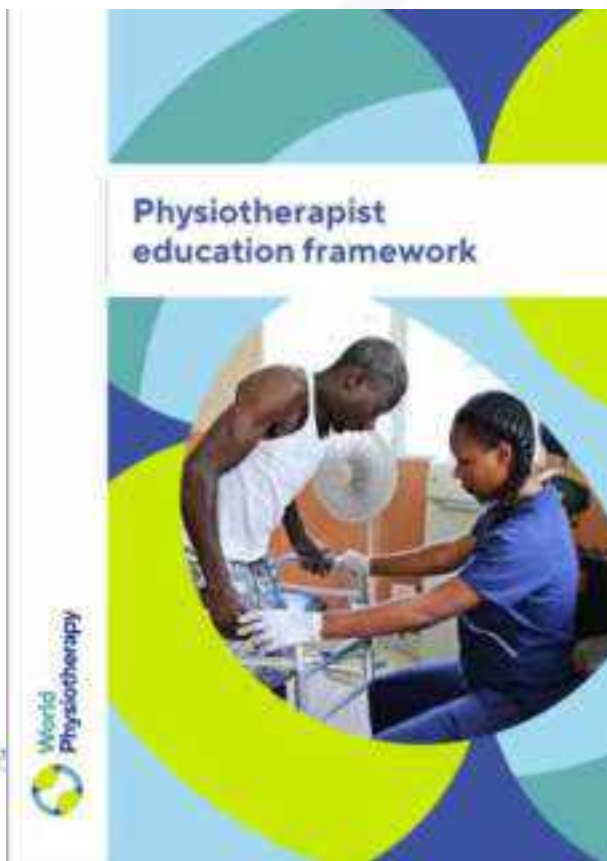
Continuing Professional Development Impact on the PT profession

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Honorary Profession
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WP guidelines for entry-level physiotherapy programs



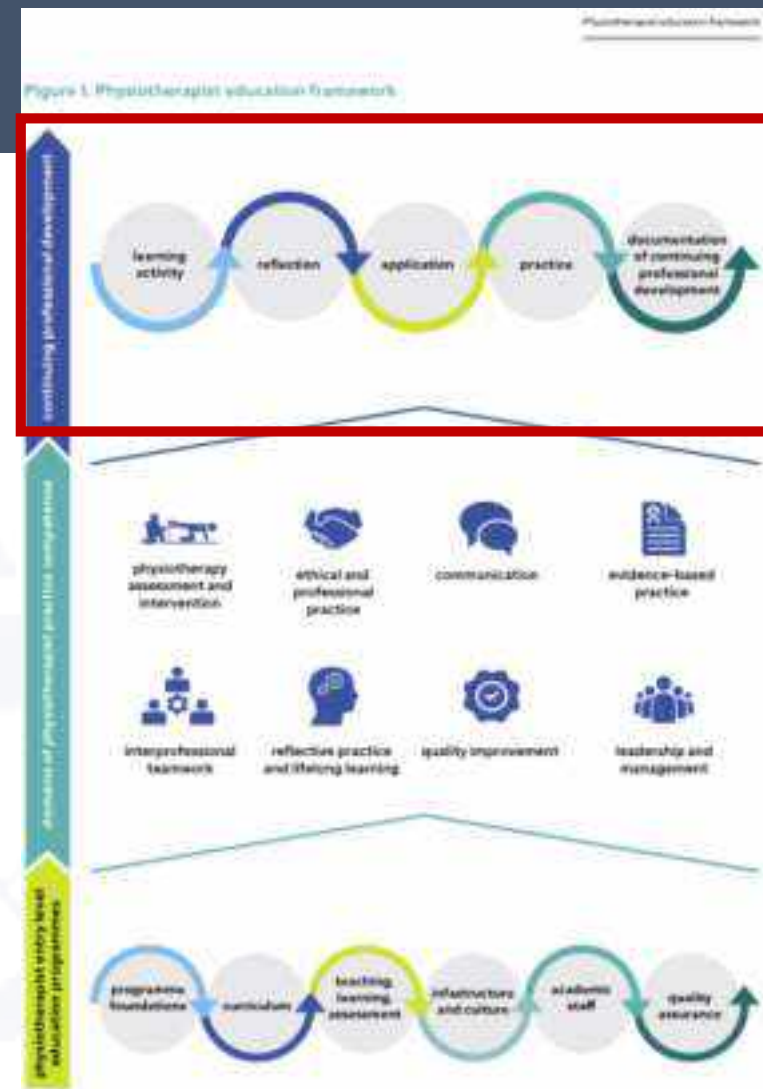
Setting a minimal standard for a **global entry-level** physiotherapy program





Physiotherapist Education Framework

- Physiotherapist entry level education programmes
- Domains of physiotherapist practice competence
- Continuing professional development





Continuing professional development

- **CPD = Continued/Continuous/Continuing Professional Development**
 - systematic, ongoing structured process of learning that underpins professional practice
 - self-directed, life-long learning to maintain continued competence as a physiotherapist
- **CPD learning opportunities**
 - Formal – lectures, seminars, workshops, post-entry level programmes of study
 - Non-formal – personal development, working with expert mentors, independent study, overseas attachments
 - Can be linked to:
 - Skill development
 - Specialisation
 - Interprofessional collaboration
 - Leadership and management
 - Health advocacy
 - Strategic policymaking
 - Supporting the practice education of student physiotherapists in clinical practice





Continuing professional development

- **Quality of CPD**

- CPD activity standards should be consistent with national policies and relevant World Physiotherapy policies and guidelines

- **Documenting CPD**

- Certificates of course attendance and participation awarded by the course organiser
- Certificates of achievement (successfully passed an assessed course)
- Self-portfolio





Australian Health Practitioner Regulation Agency (AHPRA) – Physiotherapy board

The screenshot shows the website for the Physiotherapy Board AHPRA. At the top, there is a navigation bar with links for 'About', 'Join the Board', 'Contact', and 'Login'. Below this is a secondary navigation bar with links for 'Registration', 'Registration standards', 'Codes and guidelines', 'Accreditation', and 'News', along with a 'Look up a practitioner' button. The main content area is titled 'Guidelines: Continuing professional development' and includes a download link for a PDF of these guidelines (416 KB). A list of 11 items is displayed, each with an 'Expand' button.

Physiotherapy Board
AHPRA

Go to AHPRA or National Board

About Join the Board Contact Login

Registration Registration standards Codes and guidelines Accreditation News Look up a practitioner

Home / Codes and guidelines / Continuing professional development

Guidelines: Continuing professional development

Codes and guidelines

Code of conduct

Continuing professional development guidelines

Guidelines for mandatory notifications

Professional indemnity insurance guidelines

Recency of practice guidelines

Advertising a regulated health service

FAQ and fact sheets

Supervised practice framework

Download a PDF of these Guidelines, Continuing professional development (416 KB)

Expand all | Collapse all

- 1. Who needs to use these guidelines? Expand
- 2. Summary Expand
- 3. Board monitoring of CPD Expand
- 4. Continuing professional development (CPD) Expand
- 5. The importance of CPD Expand
- 6. CPD learning activities Expand
- 7. The best way to learn Expand
- 8. Recording CPD Expand
- 9. Required CPD Expand
- 10. CPD records Expand
- 11. Action by the Board Expand





GUIDELINES: CONTINUING PROFESSIONAL DEVELOPMENT



The Physiotherapy Board of Australia - CPD registration standard requires:

- All physiotherapists practising in Australia must maintain a portfolio that documents their CPD and records learning aims and reflection of impact on practice.
- The CPD activity must contribute to both maintaining and improving competence in your **chosen scope of practice**.
- A minimum **of 20 hours of CPD must be completed annually**. You must declare your CPD activity to the Board, as evidence that you have met the requisite CPD standard.





GUIDELINES: CONTINUING PROFESSIONAL DEVELOPMENT



Board monitoring of CPD:

- **Your compliance with the CPD standard may be audited from time to time. You should maintain records of your CPD activity for 4 years in case your CPD activity is audited by the Board.**





GUIDELINES: CONTINUING PROFESSIONAL DEVELOPMENT



The Board's approach acknowledges that CPD is an interactive process by which health professionals can maintain, enhance and extend their knowledge, expertise and competence throughout their careers.

The importance of CPD:

- Consumers have the right to expect that physiotherapists providing regulated health services do so in a **competent and contemporary** manner.
- CPD can improve competence and result in better outcomes for patients and/or clients.
- CPD is important for the continued provision of safe and effective services by health professionals.





CPD learning activities

Formal learning activities

- Tertiary courses
- Accredited courses
- Work-based learning contracts
- Conferences, forums and seminars
- Undertaking research and presentation of work
- Courses leading to degree, higher degree and research degree
- Online learning (interactive discussion and chat rooms)
- In-service education programs
- Making presentations
- Videoconferencing

Non-formal learning activities

- Reflecting on experience in day-to-day activities
- Reading books, journals, internet
- Secondment and/or contact with other professionals
- Quality assurance activities, such as accreditation
- Participation in committees
- Information sharing at meetings
- Discussion with colleagues
- International clinical attachments / exchange and research collaboration





Recording CPD- CPD portfolio

Formal learning activities

Non-formal and incidental activities

Date	Activity	Time	Provider	Reflection	Date	Activity	Time	Provider	Reflection

Developm

Go



Formal learning: Non-formal and incidental activities

Date	Activity	Time	Provider	Reflection
12-16/8/12	12-16/8/16	6 hours	ABH Physiotherapy Dept	Lots to learn. Need more information about wound healing.
	September	10 mins x 24	Experienced staff members	Competent and independent to practise
30/10/12	3/11/16 and 10/11/16	2 hours	Burns Senior	Hand splinting much improved. Confident with plaster saw.
	1/12/2016	30 mins	Swiss Journal of Respiratory Physiotherapy	Maybe a useful additional tool but evidence not strong enough to use routinely.

Name

Registration

Relationship development
future choices

Develop

Aim to work

Improve care

Improve burn

One and

Split

Exer in O
Dip lect



Examples of cpd4physios (APA)

The image displays three screenshots of the cpd4physios website interface, illustrating the user experience for accessing continuing professional development (CPD) courses and certificates.

Left Screenshot: Shows the 'Enrolled courses' section with a 'Sort by' dropdown set to 'Recently added'. A course titled 'My patient is deteriorating...now what do I do' is listed as 'NOT STARTED'. Below it, another course titled 'APA lectures on demand' is also listed as 'NOT STARTED'. A 'VIEW COURSE' button is visible for the second course.

Middle Screenshot: Shows the 'Enrolled courses' section with a 'Sort by' dropdown set to 'Recently added' and a 'Category' dropdown set to 'All'. A course titled 'Inspiratory muscle training: from basics to new frontiers' is listed as 'IN PROGRESS'. The course cover features the text 'APA lectures on demand'. A 'VIEW COURSE' button is visible at the bottom of the course card.

Right Screenshot: Shows the 'Certificates' section with a 'Dashboard' link and a 'View certificates' link. A list of certificates is displayed, including:

- My patient is deteriorating...now what do I do
- Returning to work in the hospital setting
- COVID, exercise & physical activity - what next for physio?
- My patient is deteriorating...now what do I do
- Returning to work in the hospital setting
- COVID, exercise & physical activity - what next for physio?
- How do we advise patients about e-cigarettes?
- QLD chest trauma part 1: rib plating and the statewide trauma network
- Chest trauma part 2: pain management & physio models of care
- Should critically ill patients cycle in ICU?
- Chronic disease and comorbidities in diverse populations
- Inspiratory muscle training: from basics to new frontiers



Continuing professional development

- **Why is it necessary?**

- Changing healthcare and service delivery landscape
 - Need to stay “current” with physiotherapy and health advances
- Strengthening the evidence base for the profession
 - Practice must change in response to new evidence

- **Known benefits of engaging in CPD**

- Widen your social and professional network
- Provide you with more work and life opportunities
 - Show your employer your willingness to grow and develop
 - Add skills and knowledge → better prepared to meet any required qualifications
- Improve your confidence
 - Aware of contemporary evidence and global direction of the profession
 - Familiarisation with modern terminology
- Allows you to ‘stay’ current





Impact of CPD on advancement of the profession

- CPD is essential for building and sustaining a **quality** workforce
 - Evidence to show the public that the physiotherapy profession is
 - a **well-educated** workforce – contemporary in discovery and application of quality health care practices (disease prevention and management, promote well-being and quality of life for our clients)
 - **engaged in a reliable, structured, properly trained and regulated professional health workforce**
- **Maintain professional competitiveness in the healthcare market**



Australian Association of Physiotherapists
Fellow



Recent challenge faced by physiotherapist in Australia



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PHYS
ASSO

The APA firmly believes that SIRA's decision lacks merit and undermines the expertise and qualifications of physiotherapists. We are concerned that this change not only deviates from evidence-informed care, which has been successfully tested with physiotherapists and medical practitioners, but also seems to be a step towards a model of 'insurer-managed care', disguised under the label of 'Value Based Health Care'.

Removal of 'physiotherapist' in SIRA update

Dear Alice,

We would like to bring to your attention a significant pathway in the Low Back Pain Model of Care by the (SIRA).

SIRA has recently made a decision to replace the term allowing non-Ahpra regulated and limited scope exer

The APA is deeply concerned about the implications shown a concerning disregard for the feedback received and a lack of consideration for the well-being of patients. In response to this situation, we have issued a media release our concerns and urging them to reconsider their decision.

It is worth noting that nearly 200 physiotherapists, in compelling evidence during SIRA's public consultation, represents a dangerous oversimplification of guidelines. The submissions received by SIRA during the consultation our concerns about the potential risks to patient care referred to practitioners who may not possess the quality standards.

This bureaucratic decision was made without a comprehensive understanding of how a simple change in terminology can impact a patient's health journey. Therefore, the APA has unequivocally opposed and de-endorsed the document in its current state, as it omits the terms 'physiotherapist' and 'physiotherapy' from the Low Back Pain Model of Care.

We will keep you updated on our progress in addressing this matter. If you have any questions or concerns, please don't hesitate to reach out to our Member Support team at info@australian.physio or on 1300 306 622.

Sincerely,

Anja Nikolic
APA CEO

Scott Willis
APA National President



To maintain our competitiveness

Be equipped with the requisite skills!





Historic vs contemporary skills required of a physiotherapist

- Physical skills with **protocol-based** techniques
- **Tell** the patient what to do
- Focused on management of patient during **face-to-face** interaction
- **Independent** practice
- Leadership and advocacy skills **not** emphasised
- Evidence-based/ informed physical skills, with an emphasis on **individual functional/task** needs
- **Educate** your patient
- F-2-F management + **discharge planning** and an emphasis on self-care abilities
- Independent but **collaborative** interprofessional practice
- Leadership and advocacy skills **essential**





Awareness of contemporary issues faced by the profession

- **Embracing telehealth in Physical Therapy**
 - Paper work, confidentiality, IT skills, reimbursement
- **Advancing primary care physiotherapy**
 - Direct access
- **Advancing effective multidisciplinary care**
- **Public and Private health insurance**

Critically :

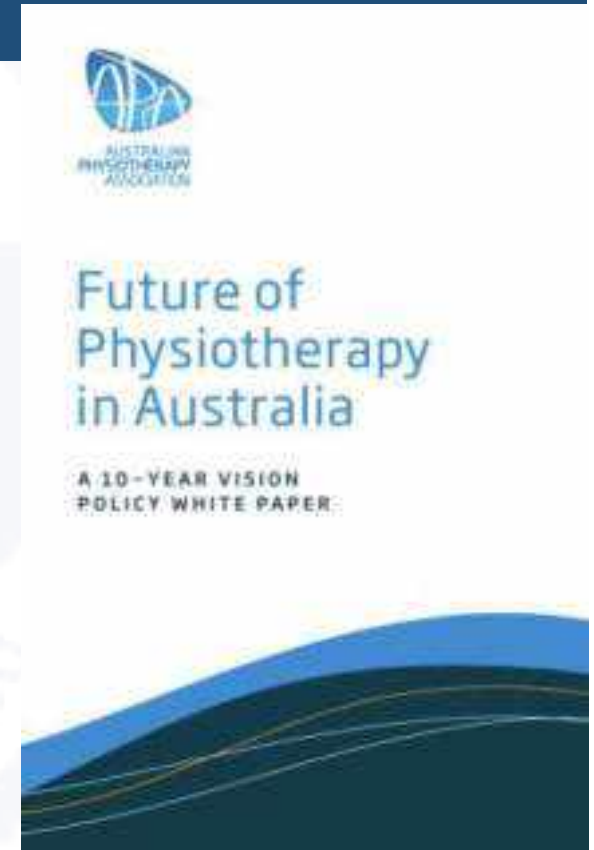
If we are not 'in' the battle and fight for our profession, PTs will be marginalised and replaced by another profession!





Advancing the profession – strengthening our **professional leadership** role

- Research
- Clinical education
- Representation on boards and committees
- Maintaining profession standards
 - **CPD!**



Australian Physiotherapy Association. (2022). Future of Physiotherapy in Australia: A 10-Year Vision Policy White Paper. Camberwell, VIC: APA, 2022.





Future of physiotherapists

Diagram 4 | Physiotherapy demand drivers | Key trends



Australia's ageing population and focus on aged care services¹



Projected rise of the number of Australians suffering from chronic pain, comorbidities and chronic diseases such as arthritis, osteoporosis and obesity²



Increased emphasis on wellness and preventive health³



Increased public awareness of physiotherapy services and benefits of physiotherapy⁴



Emerging long term impacts of COVID-19²



Push towards the inclusion of physiotherapy as a care component in mental health³



Expected growth across the NDIS, aged care and veterans' care programs⁴



Increasing role for physiotherapists to promote healthy active living (exercise and mobility) in primary care



Sources: 1 IBISWorld (2021); 2 Hensher, M., Angeles, M., de Graaff, B., et al. (2021); 3 Acil Allen (2021); 4 Commonwealth of Australia - Department of Health (2021)



Summary

- **Advancing the physiotherapy profession requires the combined effort of **all** physiotherapists**
 - It is not enough to have only a ‘few experts’
 - The public eye focuses on the standard of care and professionalism of the ‘majority’ of physiotherapists
- **All physiotherapists should**
 - ‘use’ the same language → deliver ‘coherent’ messages
 - be aware of global contemporary professional directions (engaging internationally)
 - Engage in or at least ‘support’ development of professional leadership and advocacy skills
- **CPD programs can keep all physiotherapists informed of the global evidence of PT professional developments**





CPD is undeniably
essential
for the
survival of the PT profession





Thank you



AAJ®