

The Chartered Society of Physiotherapy [CSP]

CSP Education Position Statement: Continuing Professional Development

Introduction

This position statement sets out the approach that the Chartered Society of Physiotherapy (CSP) takes to post-registration continuing professional development (CPD). As the UK's professional, educational and trade union body for physiotherapy, the CSP seeks to shape and support the development of CPD and career pathways for its members as described in this document.

This statement may be used with members to illustrate the CSP's approach to continuing professional development and to help them to make the case to their employers for supporting both their own learning and development and that of others. It also provides information for government departments and bodies, education providers, employers and other professional bodies or trade unions about our expectations of provision of CPD opportunities for members and their responsibility for maintaining appropriate levels of CPD. In doing this, we seek to influence and inform workforce planning and development at a national, regional and local level.

The position statement will be kept under review to ensure its currency and updated as necessary.

Scope

As the educational, professional and trade union body for 53,000 chartered physiotherapists, physiotherapy students and support workers, the CSP leads and supports the development of the UK's physiotherapy workforce to ensure that it continues to be fit for purpose as population healthcare and service needs change. This is achieved by working with and through members to influence and inform the strategic and policy developments shaping the education, employment and professional practices of the physiotherapy workforce at a national, regional and local level. Supporting and facilitating CPD opportunities for members is fundamental to achieving this objective.

CSP's approach to continuing professional development

CSP members are required to engage in CPD in order to remain registered with the HCPC. As stated in the NHS Constitution "employers have responsibility for investment in the skills and development of the people they employ". It is our expectation that all employers, whether in the NHS or other sectors, will facilitate CPD opportunities for their employees, and that all CSP members, whatever their working context, will allocate time to their learning.

The CSP supports the development of autonomous critical learners who can maintain professionalism, adapt their scope of practice in response to the changing evidence base, and lead and support the development of high-quality effective and efficient services that meet changing population needs. This objective is met by adopting an outcomes-based approach to CPD, focused on how members' learning relates to their ability to deliver appropriate physiotherapy practice that meets the needs of service users. CSP resources and approaches apply a blended critical approach to CPD that is responsive to developments in health and social care, education and technology. By these means members maintain and develop their skills, knowledge and competence in order to practice safely and effectively, to deliver person-centred care, demonstrate leadership and support their own learning and that of others.

In the light of ongoing changes in expectations of practice, the CSP supports its members' CPD to facilitate further development of values, behaviours, knowledge and skills to enhance their contribution to the delivery of excellent healthcare and health improvement. In order to deliver excellent healthcare members need access and engage with quality learning opportunities, and then to consolidate and integrate their learning into practice. It is crucial, therefore, for employers to facilitate individuals' learning and development in the form of physical access to learning communities, materials and technologies and/or time out of their working role to engage in learning and development activity.

From an organisational perspective, support for CSP members' CPD enables employers to address the governance issues emerging through the post-Francis agenda by assuring that the physiotherapy workforce can meet professional and regulatory requirements and continues to be fit for purpose.

Key references and further reading

The CSP continually refreshes and supplements the CPD resources we provide to members, and the following list is a selection of the materials that are available.

Developing/accessing quality learning opportunities

[CSP Learning & development principles](#)

[CSP Physiotherapy Framework](#)

[CSP quality assurance standards – section 3: learning & development](#)

[CSP Charitable Trust webpages – funding to support learning and development](#)

[Thinking about courses \(members\) – Frontline 20.07.2011](#)

[A beginner's guide to e-learning – Frontline 07.01.2015](#)

Becoming an autonomous critical learner/practitioner

[Professionalism section of CSP website](#)

[CSP CPD resources](#)

[Championing CPD Habits](#)

[CSP ePortfolio CPD information, tools and eLearning materials](#)

[Learning & development network on iCSP](#)

CPD and quality employment

[CSP Your business/Delivering under pressure](#)

[Grademix \[Downbanding\]: protecting the grades of members working in the NHS \(ERUS IP07\)](#)

[Safe and sound resources](#)

[CSP Championing CPD project \(learning champions\)](#)

References

Department of Health (2013) A mandate from the government to Health Education England

Department of Health (2013) The Cavendish Review

CSP (2011) *Code of members' professional values and behaviour*. Available at

www.csp.org.uk/code

West M et al (2014) *Developing collective leadership for healthcare*. London; the King's Fund.

Available at <http://www.kingsfund.org.uk/publications/developing-collective-leadership-health-care>

CSP (2012) *Quality assurance standards*. Available at www.csp.org.uk/standards

Department of Health (2013) The education outcomes framework. Available at

<https://www.gov.uk/government/publications/education-outcomes-framework-for-healthcare-workforce>