

Education and Training Committee, 5 June 2014

Continuing Professional Development audit report 2011-13

Executive summary and recommendations

The attached document is the third written report on the CPD audit process. It also presents a review of the 15 professions audited between 2011 and 2013 including chiropodists / podiatrists and operating department practitioners who were selected for audit of their CPD for a third time during this period.

Decision

The Committee is asked to approve the attached document for publication, subject to minor editorial amendments and legal scrutiny.

Background information

This report is intended to provide a review of the CPD process so far. It looks in detail at the standards, audit process, assessments and finally the audit results of the 15 professions who were selected for audit during this period. The results are for paramedics, orthoptists, speech and language therapists, prosthetists / orthotists, clinical scientists, occupational therapists, biomedical scientists, radiographers, physiotherapists, arts therapists, dietitians, chiropodists / podiatrists, hearing aid dispensers, operating department practitioners and practitioner psychologists. CPD assessors have contributed to the report, providing feedback and suggestions for those selected for audit in the future.

The report will be art-worked and ready for publication in Autumn 2014. It will be distributed to professional bodies and other key stakeholders.

Resource implications

The publication falls within the Communications Department workplan. The Registration Department have worked closely with the Communications and Policy Departments to produce the document. The editing, design and production of the publication is being managed by the Publications Manager.

Financial implications

The publication falls within the Communications Department budget.

Date of paper

19 May 2014

2011–13

Continuing professional development audit report

Contents

Foreword 6

Introduction 7

About us (the Health and Care Professions Council) 7

Our main functions 7

Continuing professional development and the HCPC 8

The standards 8

About this report 8

The CPD audit process 10

Registration and CPD 10

Selection 10

Sample size 10

Assessing the profiles 11

CPD assessors 11

Assessment decisions 11

Deferral 12

Appeals 13

Assessor feedback 14

Audit results 15

Key to tables and graphs 15

Paramedics 16

Orthoptists 20

| | |
|------------------------------------|-----------|
| Speech and language therapists | 24 |
| Prosthetists / orthotists | 28 |
| Clinical scientists | 31 |
| Occupational therapists | 34 |
| Biomedical scientists | 38 |
| Radiographers | 42 |
| Physiotherapists | 45 |
| Arts therapists | 49 |
| Dietitians | 53 |
| Chiropodists / podiatrists | 57 |
| Hearing aid dispensers | 61 |
| Operating department practitioners | 64 |
| Practitioner psychologists | 68 |
| Summary of audit results | 71 |
| Summary of deferral reasons | 72 |
| Overall audit summary | 73 |
| Conclusion | 76 |
| List of tables and graphs | 77 |
| Further information | 80 |

Foreword

I am pleased to present the Health and Care Professions Councils third report on our audits of continuing professional development (CPD).

We have assessed well over 11,500 profiles since the first audits began in 2008. A small number of individuals have been selected more than once, a reflection of the random nature of the audits. In our conversations with registrants over the years, we have found that the majority see the audit process as both challenging and valuable – Challenging, because it requires them to consider carefully the impact on their learning activities on practise, and to provide an account of this in writing to us and valuable, because the emphasis on self reflection and the outcomes of CPD activity provides them with an opportunity to articulate the benefits of their CPD activities over the previous two years. Submitting an audit profile has been described as an experience that has an impact on colleagues as well as the person who has been selected for the audit. These discussions with colleagues can bring additional learning and development to the team. Equally, for those who work independently, the audit process can provide an important focus for self-reflection and identifying further CPD activity.

There has been some discussion about the relationship between ‘revalidation’ and our CPD standards over the last year, as doctors are introduced to their new regulatory scheme. The HCPC views the CPD standards and audits for registrants as a robust process for assuring ‘continuing fitness to practise’ We prefer this term to the word ‘revalidation’, as we believe it more accurately describes what our process is there to do. We will be reviewing the CPD standards in 2015–16, but to date have no plans to change the way in which we undertake our audits.

Finally, what are the benefits and best methods for undertaking CPD activities? Evidence suggests that those who undertake CPD are less likely to find themselves the subject of a complaint or concern and are more likely to be, or become, reflective practitioners. The most effective methodologies for maintaining CPD are multi-layered, comprising a combination of activities including self-directed study, peer led discussions, appraisals, group activities and patient and user feedback. The evidence we have obtained from the audits to date suggests that registrants are undertaking these activities routinely, and, most critically, are using them as a mechanism to reflect on their practise and seek improvement in the way they work. Over the coming year, we will see the results of an external analysis of our CPD audits, which will further inform our understanding of this process.

Anna van der Gaag

Chair

Introduction

About us (the Health and Care Professions Council)

We are the Health and Care Professions Council. We are a regulator and our main aim is to protect the public. To do this, we keep a register of professionals who meet our standards for their training, professional skills, behaviour and health. We can take action if someone on our Register falls below our standards.

We currently regulate 16 professions.

- Arts therapists
- Biomedical scientists
- Chiropodists / podiatrists
- Clinical scientists
- Dietitians
- Hearing aid dispensers
- Occupational therapists
- Operating department practitioners
- Orthoptists
- Paramedics
- Physiotherapists
- Practitioner psychologists
- Prosthetists / orthotists
- Radiographers
- Social workers in England
- Speech and language therapists

We may regulate other professions in the future. For an up-to-date list of the professions we regulate, see www.hcpc-uk.org

Our main functions

To protect the public, we:

- set standards for the education and training, professional skills, conduct, performance, ethics and health of registrants;
- keep a register of professionals who meet those standards;
- approve programmes which professionals must complete before they can register with us; and
- take action when registrants do not meet our standards.

Continuing professional development and the HCPC

Continuing professional development (CPD) is an important way in which professionals keep up to date throughout their careers. Our approach to CPD recognises the wide range of learning activities undertaken by our registrants to maintain, update and develop their professional skills and knowledge.

In 2006, following an extensive consultation exercise, we published our standards for CPD and CPD became a compulsory part of continuing to maintain registration with us. In July 2008 we commenced our CPD audits. Each time a profession renews its registration, we take a random sample of registrants and ask them to provide us with information about their CPD which demonstrates that they have met our CPD standards.

The standards

Our standards say that a registrant must:

1. maintain a continuous, up-to-date and accurate record of their CPD activities;
2. demonstrate that their CPD activities are a mixture of learning activities relevant to current or future practice;
3. seek to ensure that their CPD has contributed to the quality of their practice and service delivery;
4. seek to ensure that their CPD benefits the service user; and
5. upon request, present a written profile (which must be their own work and supported by evidence) explaining how they have met the standards for CPD.

About this report

This report describes the outcomes of the audits for the fifteen professions who were audited between 2011 and 2013. It includes information about the audit process, statistics showing the outcomes of the audits and describes some trends we identified in the audits.

Below is a list of the audits that took place between 2011 and 2013, by profession and in the order that the audits took place.

- Paramedics
- Orthoptists
- Speech and language therapists

- Prosthetists / orthotists
- Clinical scientists
- Occupational therapists
- Biomedical scientists
- Radiographers
- Physiotherapists
- Arts therapists
- Dietitians
- Chiropodists / podiatrists
- Hearing aid dispensers
- Operating department practitioners
- Practitioner psychologists

The CPD audit process

Registration and CPD

Registrants must renew their HCPC registration every two years and each profession has fixed renewal dates. Each time a profession renews its registration registrants are asked to sign a renewal form to confirm that they continue to meet the HCPC's standards of conduct performance and ethics, the standards of proficiency for their profession, and have met the standards for continuing professional development.

CPD is linked to registration. This means that each time a profession renews its registration we also select a sample of registrants, asking them to send us a 'CPD profile' which provides information about their CPD activities and how they have met the CPD standards.

Selection

We currently select a random sample of 2.5 per cent of registrants to participate in the CPD audit each time a profession renews its registration.

A registrant has to be on the Register for a full two years before they will be selected for audit. This allows them time to undertake CPD which meets our requirements and avoids selecting those new to their profession or those returning to practice after a break.

The selection is random because CPD is an on-going requirement for all registrants. A random selection ensures all registrants have an equal chance of being selected for audit. This also means that a registrant could be selected to participate in an audit more than once in their professional career or, indeed, in consecutive audits.

Sample size

When the first audits took place in 2008, we selected five per cent of the first two professions to renew and asked them to complete a CPD profile. These professions were chiropodists / podiatrists, and operating department practitioners. Following the positive results of these audits, we subsequently reduced the sample size to 2.5 per cent. The sample sizes we chose were informed by research carried out on our behalf by the University of Reading.

We are confident that auditing 2.5 per cent of registrants is a proportionate approach which gives us a good picture of whether professionals are meeting our standards or not, while keeping costs down to manageable levels. However, we will continue to

monitor trends in the audit outcomes to consider whether our approach should change in the future.

All of the 13 professions that were regulated when the CPD standards were introduced in 2006 have now been audited at least once. Since then three new professions – hearing aid dispensers, practitioner psychologists and social workers in England – have joined the Register.

The first CPD audit for hearing aid dispensers took place from May 2012, the first CPD audit for practitioner psychologists took place from March 2013 and the first CPD audit for social workers in England will take place from September 2014.

Assessing the profiles

CPD assessors

We have now appointed 90 CPD assessors. They work as partners of the HCPC to undertake the assessment of CPD profiles, in the same way that our partners work with us on registrant assessments, fitness to practise panels and approving education and training programmes.

All of our CPD assessors receive training before they start assessing profiles. CPD profiles are assessed at our offices in London, with the assessors working in pairs and recording their decisions together.

The assessors look at the profiles and accompanying evidence and discuss these before reaching a joint decision. As the CPD standards are the same for all the professions we regulate, we carry out 'cross-profession assessing'. This means that the second assessor may be from a different profession.

Assessment recommendations

Assessors can make a range of recommendations. They can:

- decide that the profile meets the CPD standards;
- request further information, to be supplied within 28 days (for example, this decision may be reached if the assessors need more information about a CPD activity or if evidence is missing);
- allow further time for the registrant to meet the CPD standards (this is a fixed period of three months and is open to the assessors where a registrant has shown that they are committed to CPD but needs more help in meeting the standards); or
- recommend that the profile does not meet the standards.

Deferral

We recognise that, due to unavoidable circumstances, some registrants may need to defer (put off) their audit. For example, they may not be able to complete a CPD profile as a result of illness, family or personal circumstances or maternity leave. 'Deferral' offers those who cannot complete their CPD profiles due to circumstances beyond their control the opportunity to stay registered.

We ask that registrants write to us as soon as possible giving their reasons for deferring and evidence to support it. Anyone accepted for deferral is automatically included in the next round of CPD audits for their profession.

Appeals

Those selected for audit are given three months in which to submit a written profile which demonstrates how they have met the standards for CPD. Registrants are sent information to help them complete their CPD profile and several reminders are sent if a profile is not received within the timescale.

The CPD process has been designed so that a CPD appeal should only be necessary in those cases where the registrant has failed to engage with the HCPC in the CPD process or has failed to meet the standards for CPD.

In cases where registrants fail to provide a CPD profile within the allowed timeframe, or if a submitted CPD profile is rejected, registrants are given notice that they will be removed from the Register in 28 days. They have the right to appeal against the decision within that 28 days.

If a registrant does appeal, this is considered by a registration appeal panel. The panel includes a member of the HCPC Council (who acts as Chair), at least one person from the profession concerned and a lay person.

The registrant can choose to attend their appeal hearing or they can ask that their appeal is considered on the basis of documents alone. The registrant is able to provide any information or documents they think would be helpful to their appeal. This might include a revised profile or additional evidence of CPD.

If the registrant exercises their right of appeal their name will remain on the Register pending the outcome of the appeal.

Assessor feedback

In the last CPD report, we asked our assessors for feedback on the CPD audit submissions they looked at. Below are some key recommendations from CPD assessors who were involved in the audits between 2011 and 2013 which they think would help registrants asked to complete a CPD profile.

Do

- Keep it simple. Use simple language to describe the CPD you have done, what you have learnt from it, and how it has benefited you and other people.
- Choose three to five CPD activities over the last two years. Tell us what you did, what you learnt, and the benefits to you and other people.
- Ensure the activities you discuss are a mixture of learning types and span the last two years only.
- Remember to include a chronological dated list of all the CPD activities you have completed in the last two years to demonstrate that you have met CPD standard 1.
- Provide a clear, easy to follow portfolio of evidence.

Don't

- Try to describe in detail every activity you have undertaken over the last two years. Selecting a small number of different activities that you feel benefited you the most and writing about each one is a better approach (see above).
- Send us evidence of all your CPD activities – we only need evidence to support that the activities you have written about have taken place.
- Include evidence which is confidential or includes confidential information – eg names of patients and clients. Please make sure that any confidential information is anonymised before you send it to us.
- Include CVs.

Audit Results

In this section we give statistics for the outcome of the CPD audits for the fifteen professions we audited between June 2011 and March 2013.

For each of the professions we have included a table which outlines the outcome of the audit. We have also included some descriptive information, pie charts and graphs to illustrate some of the trends we identified in the audit. The audit outcomes are listed by profession, in the order that we audited each profession.

Key to tables, charts and graphs

The results of the CPD audits are presented by profession. We have categorised each registrant audited into one of six different categories. An explanation of these categories is given below.

| | |
|------------------------------|---|
| Accepted | The CPD profile met the CPD standards. |
| Deferred | The registrant was selected for audit but requested deferral due to unavoidable circumstances, and we accepted their request. |
| Deregistered (voluntarily) | The registrant was selected for audit but did not participate in the audit and asked us to remove their name from our Register. |
| Deregistered (did not renew) | The registrant was removed from the Register because they did not renew their registration appropriately before the renewal deadline. |
| Under assessment | The registrant's CPD profile is currently being assessed. |
| Removed | The registrant was removed from the Register because their profile was assessed as not meeting the CPD standards. |

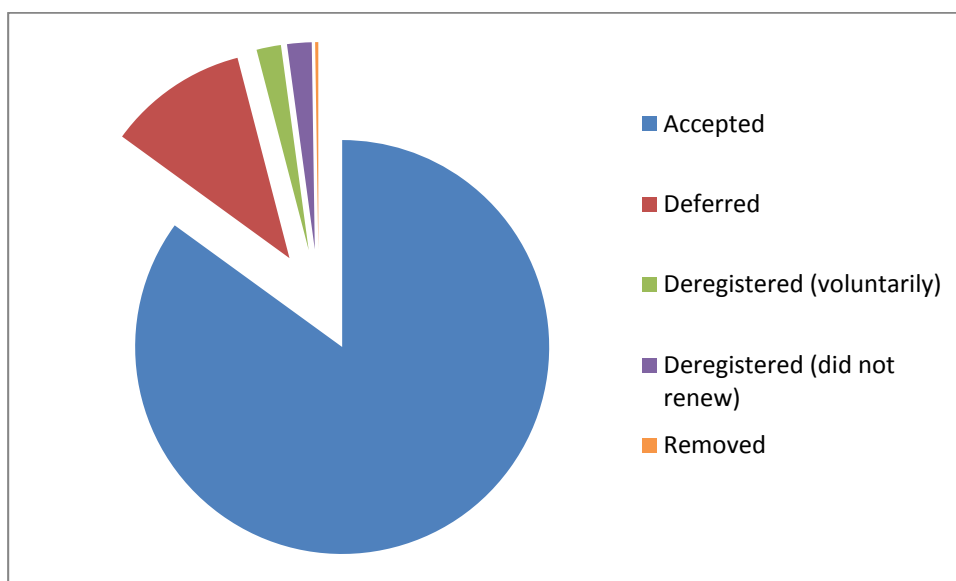
Paramedics

We selected 2.5 per cent of paramedics for audit in June 2011.

Table 1 – Outcome of paramedic CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|------------|
| Accepted | 357 | 85 |
| Deferred | 46 | 11 |
| Deregistered (voluntarily) | 8 | 1.9 |
| Deregistered (did not renew) | 8 | 1.9 |
| Under assessment | 0 | 0 |
| Removed | 1 | 0.2 |
| Total | 420 | 100 |

Graph 1 – Outcome of paramedic CPD audit

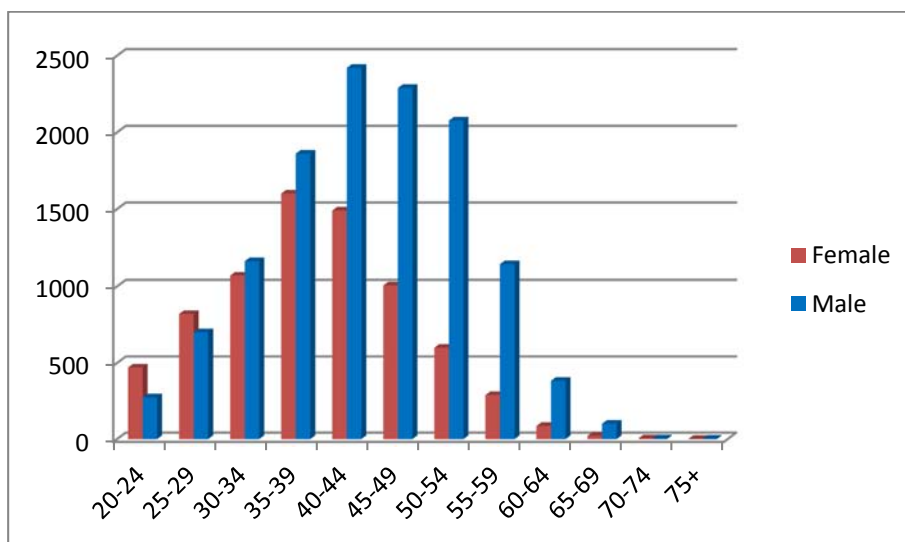


- The average age of those selected for audit was 46 years, compared to an average age of 42 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender of the profession as a whole; 36 per cent of those selected were female and 64 per cent were male.
- Approximately one in 26 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 32 registrants across the profession as a whole.

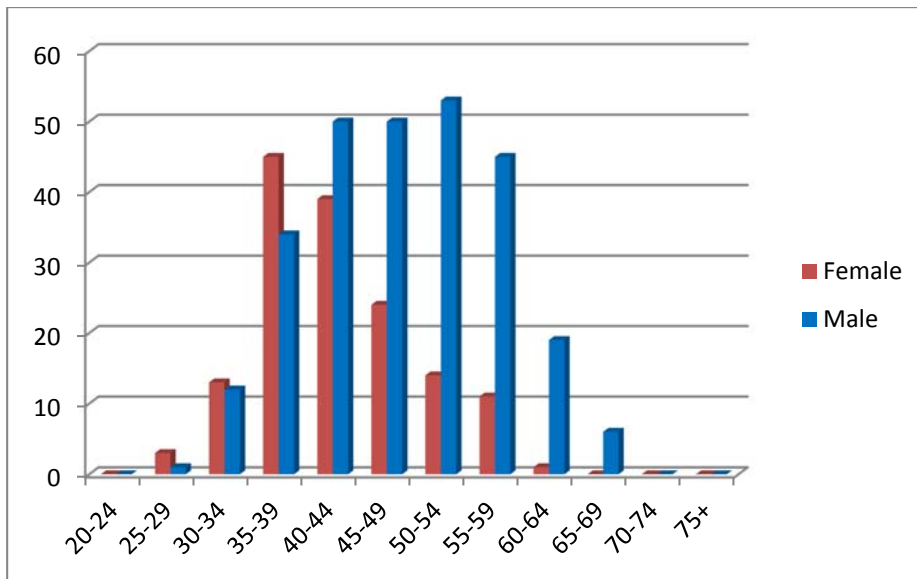
- The average age of paramedics selected for audit and requesting voluntary deregistration was 55 years. The average age of paramedics that requested voluntary deregistration in the profession as a whole was 60 years.
- The average age of paramedics selected for audit that did not renew their registration was 48 years. The average age of paramedics that did not renew their registration in the profession as a whole was 53 years.
- One registrant was removed from the Register for failing to submit a CPD profile, despite several requests. The registrant did not appeal this decision.

The following graphs illustrate the age range and gender split of paramedics as a profession as a whole and those selected for audit.

Graph 2 – Age and gender of paramedics across the whole profession



Graph 3 – Age and gender of paramedics selected for CPD



Deferrals

There were 46 successful deferral requests.

Table 2 – Reasons for deferral – paramedics

| Reason for deferral | Number |
|----------------------|--------|
| Maternity leave | 32 |
| Health | 8 |
| Family health | 4 |
| Employment situation | 1 |
| Domestic situation | 1 |

Comparison with previous audit

This was the second CPD audit for paramedics. Their first audit took place in June 2009. The table below compares the results from these two audits.

Table 3 – Comparison with previous audits – paramedics

| % | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under assessment | Removed |
|------------|------------|------------|----------------------------|------------------------------|------------------|------------|
| 2009 audit | 79.8 | 6.9 | 2.4 | 1.1 | 9.8 | 0 |
| 2011 audit | 85 | 11 | 1.9 | 1.9 | 0 | 0.2 |
| Difference | 5.2 | 4.1 | -0.5 | 0.8 | -9.8 | 0.2 |

This shows that more paramedic profiles were accepted in the 2011 audit than in the previous audit. There were also more deferral requests in 2011. It should be noted that when the 2009 data was collected, there were a higher number of paramedic profiles still under assessment.

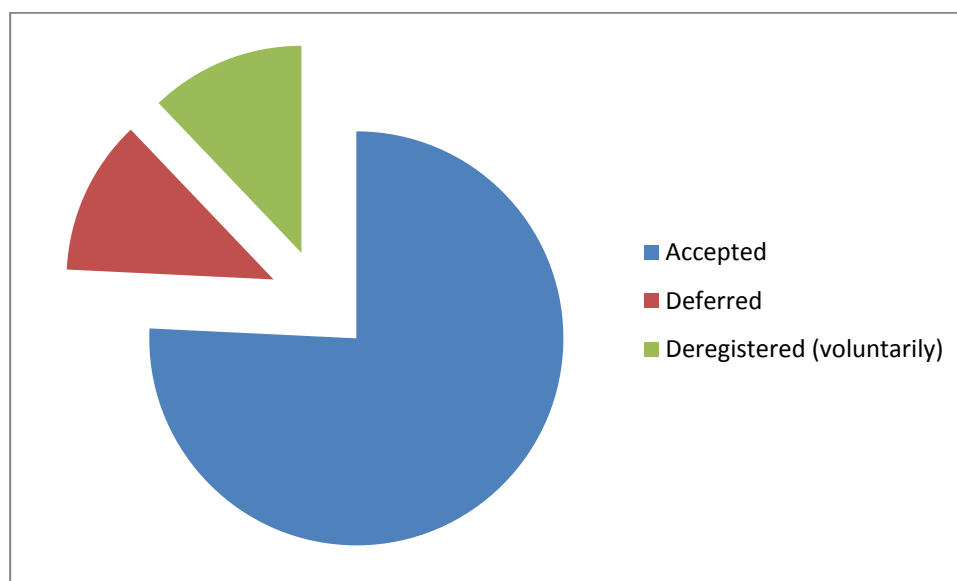
Orthoptists

We selected 2.5 per cent of orthoptists in June 2011.

Table 4 – Outcome of orthoptist CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|------------------------------|-----------------|
| Accepted | 25 | 75.8 |
| Deferred | 4 | 12.1 |
| Deregistered (voluntarily) | 4 | 12.1 |
| Deregistered (did not renew) | 0 | 0 |
| Under assessment | 0 | 0 |
| Removed | 0 | 0 |
| Total | 33 | 100 |

Graph 4 – Outcome of orthoptist CPD audit

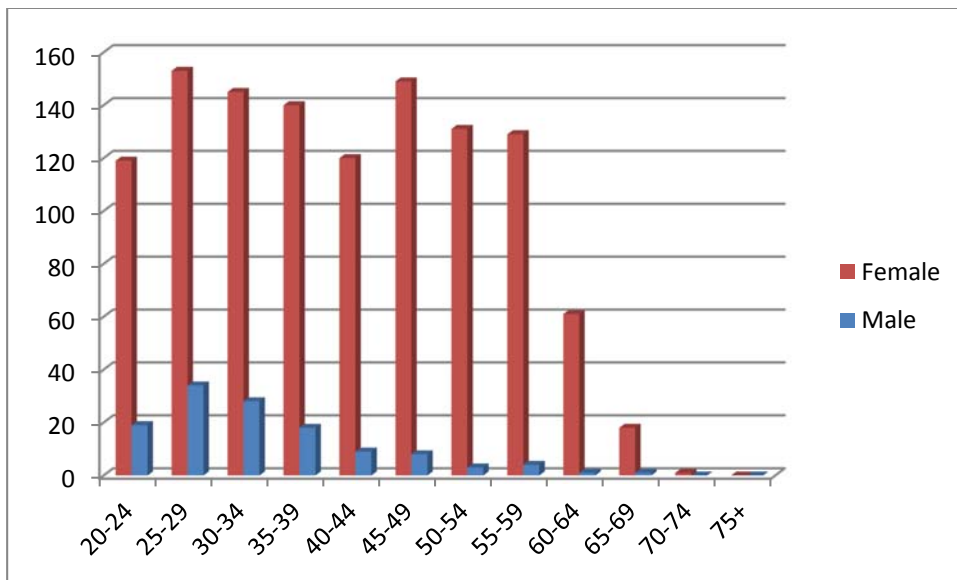


- The average age of those selected for audit was 48 years, compared to an average age of 40 for the profession as a whole.
- 94 per cent of those selected were female and six per cent were male. In the profession as a whole, 90 per cent are female and ten per cent are male.
- Approximately one in eight registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 16 registrants across the profession as a whole.

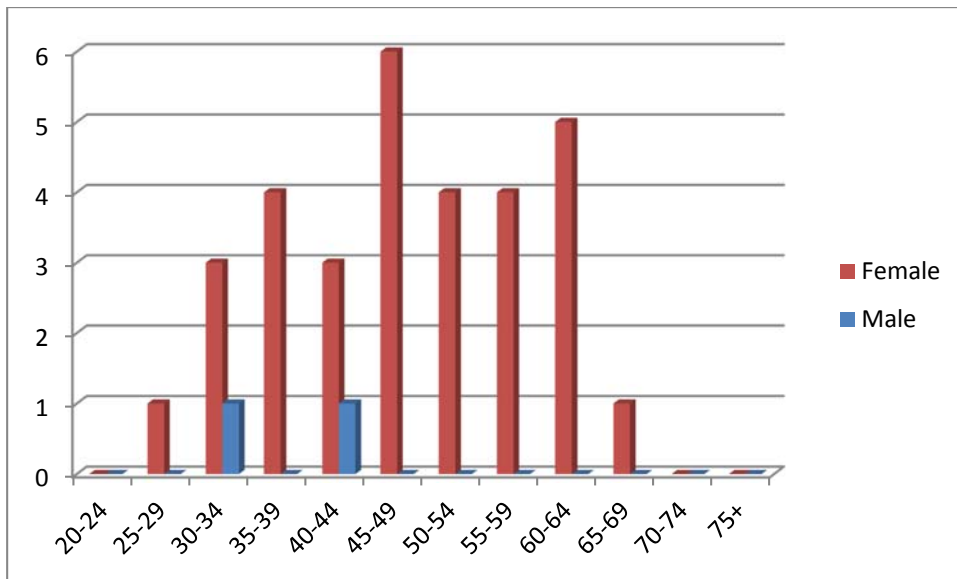
- The average age of orthoptists selected for audit and requesting voluntary deregistration was 59 years. The average age of orthoptists that requested voluntary deregistration in the profession as a whole was 50 years.
- The average age of orthoptists selected for audit that did not renew their registration was 37 years. The average age of orthoptists that did not renew their registration in the profession as a whole was 46 years.

The following graphs illustrate the age range and gender split of orthoptists as a profession as a whole and those selected for audit.

Graph 5 – Age and gender of orthoptists across the whole profession



Graph 6 – Age and gender of orthoptists selected for CPD



Deferrals

There were four successful deferral requests.

Table 5 – Reasons for deferral – orthoptists

| Reason for deferral | Number |
|----------------------|--------|
| Maternity leave | 1 |
| Health | 1 |
| Employment situation | 1 |
| Bereavement | 1 |

Comparison with previous audit

This was the second CPD audit for orthoptists. Their first audit took place in June 2009. The table below compares the results from these two audits.

Table 6 – Comparison with previous audits – orthoptists

| % | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under assessment | Removed |
|------------|----------|----------|----------------------------|------------------------------|------------------|---------|
| 2009 audit | 73.4 | 10 | 3.3 | 3.3 | 10 | 0 |
| 2011 audit | 75.8 | 12.1 | 12.1 | 0 | 0 | 0 |
| Difference | 2.4 | 2.1 | 8.8 | -3.3 | -10 | 0 |

This shows that more orthoptist profiles were accepted in 2011 than in the previous audit. There were also a higher number of deferral and voluntary deregistration requests. It should also be noted that when the 2009 data was collected, there were a higher number of orthoptist profiles still under assessment.

Speech and language therapists

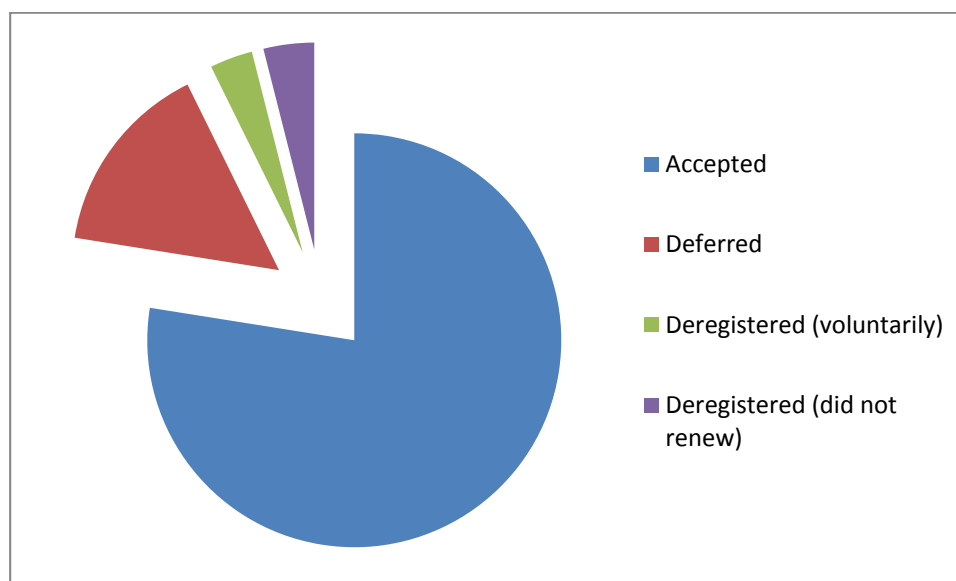
We selected 2.5 per cent of speech and language therapists for audit in July 2011.

Table 7 – Outcome of speech and language therapist CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|----------|
| Accepted | 255 | 77.5 |
| Deferred | 50 | 15.2 |
| Deregistered (voluntarily) | 11 | 3.3 |
| Deregistered (did not renew) | 13 | 4 |
| Under assessment | 0 | 0 |
| Removed | 0 | 0 |

Total **329** **100**

Graph 7 – Outcome of speech and language therapist CPD audit

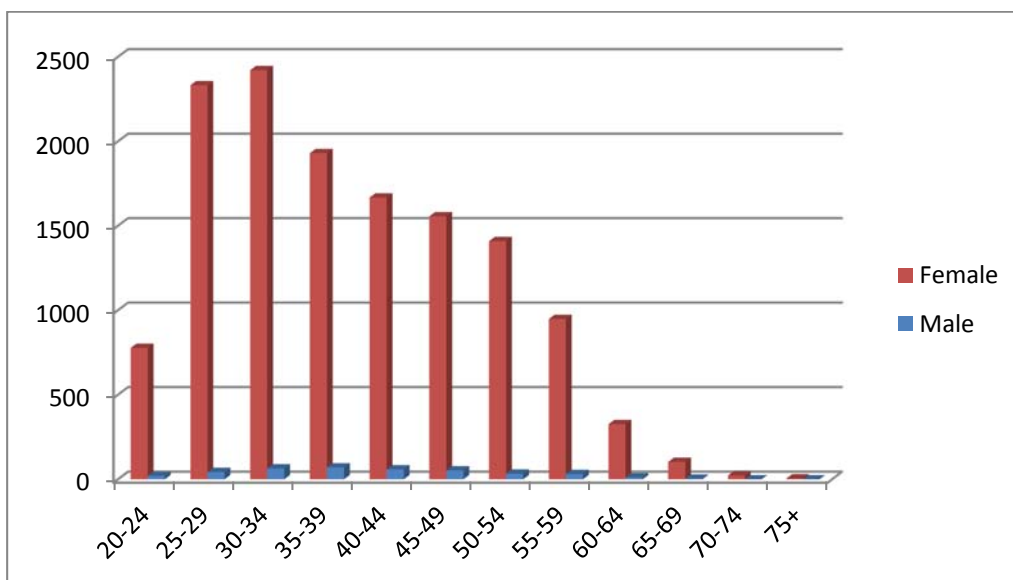


- The average age of those selected for audit was 43 years, compared to an average age of 39 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender of the profession as a whole; 98 per cent of those selected were female and two per cent were male.
- Approximately one in 14 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This reflects the average of the profession as a whole during the period covered by this report.

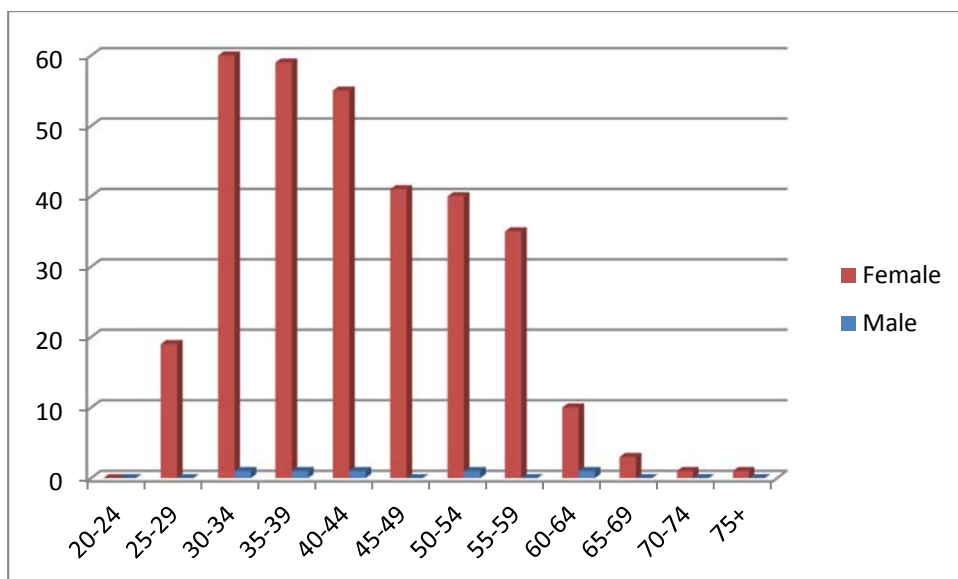
- The average age of speech and language therapists selected for audit and requesting voluntary deregistration was 54 years. The average age of speech and language therapists that requested voluntary deregistration in the profession as a whole was 51 years.
- The average age of speech and language therapists selected for audit that did not renew their registration was 43 years. The average age of speech and language therapists that did not renew their registration in the profession as a whole was 40 years.

The following graphs illustrate the age range and gender split of speech and language therapists as a profession as a whole and those selected for audit.

Graph 8 – Age and gender of speech and language therapists across the whole profession



Graph 9 - Age and gender of speech and language therapists selected for CPD



Deferrals

There were 50 successful deferral requests.

Table 8 – Reasons for deferral – speech and language therapists

| Reason for deferral | Number |
|-----------------------|--------|
| Maternity leave | 34 |
| Health | 7 |
| Family health | 3 |
| Employment situation | 1 |
| Domestic situation | 1 |
| Career break / travel | 4 |

Comparison with previous audit

This was the second CPD audit for speech and language therapists. Their first audit took place in July 2009. The table below compares the results from these two audits.

Table 9 – Comparison with previous audits – speech and language therapists

| % | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under assessment | Removed |
|------------|----------|----------|----------------------------|------------------------------|------------------|---------|
| 2009 audit | 82.6 | 9.5 | 4.9 | 3 | 0 | 0 |
| 2011 audit | 77.5 | 15.2 | 3.3 | 4 | 0 | 0 |
| Difference | -5.1 | 5.7 | -1.6 | 1 | 0 | 0 |

This shows that more speech and language therapist profiles were accepted in the 2009 audit. There were a higher number of deferral requests in 2011.

Prosthetists / orthotists

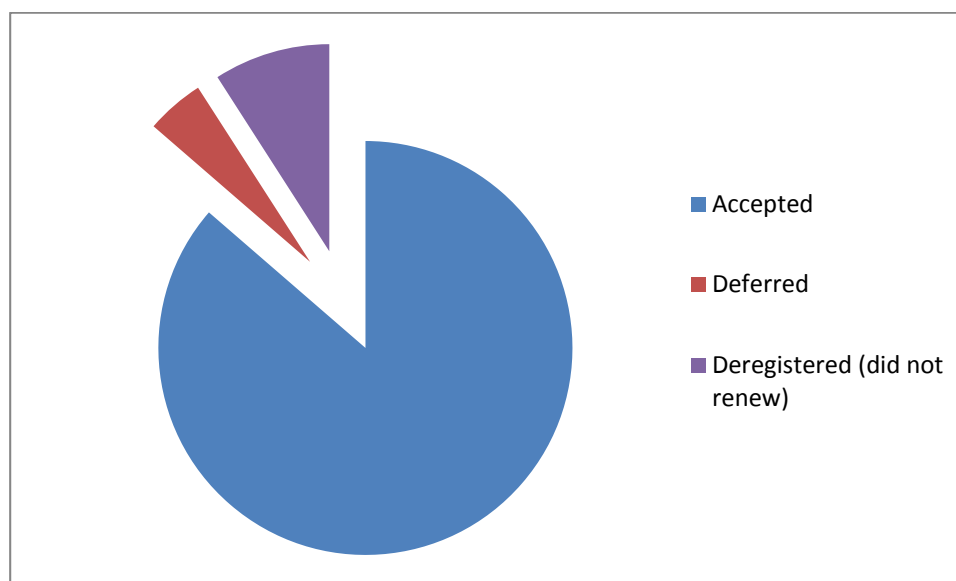
We selected 2.5 per cent of prosthetists / orthotists for audit in July 2011.

Table 10 – Outcome of prosthetist / orthotist CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|----------|
| Accepted | 19 | 86.4 |
| Deferred | 1 | 4.5 |
| Deregistered (voluntarily) | 0 | 0 |
| Deregistered (did not renew) | 2 | 9.1 |
| Under assessment | 0 | 0 |
| Removed | 0 | 0 |

Total **22** **100**

Graph 10 – Outcome of prosthetist / orthotist CPD audit

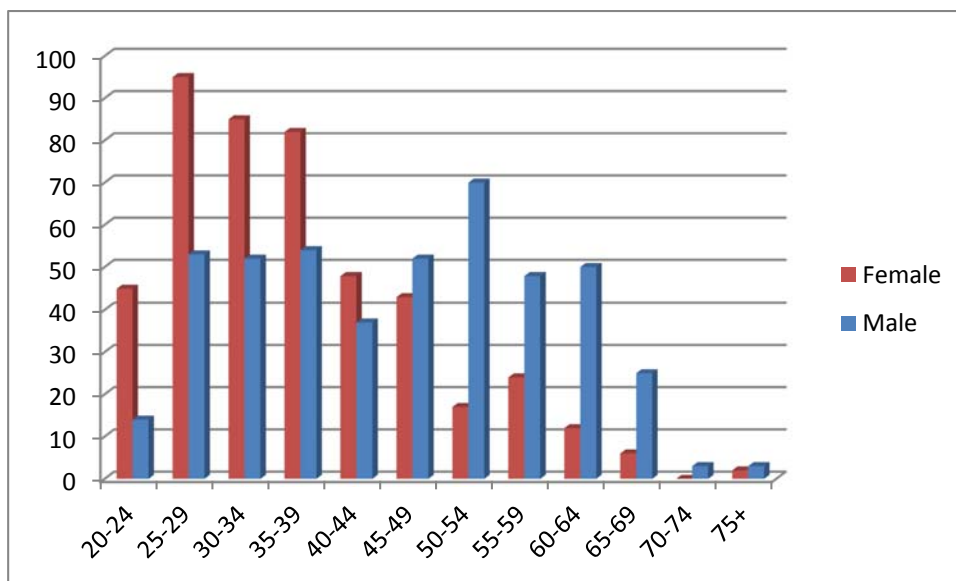


- The average age of those selected for audit was 47 years, compared to an average age of 41 for the profession as a whole.
- 55 per cent of those selected were female and 45 per cent were male. In the profession as a whole, there is almost a 50:50 split between male and female registrants.
- Approximately one in eleven registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 15 registrants across the profession as a whole.

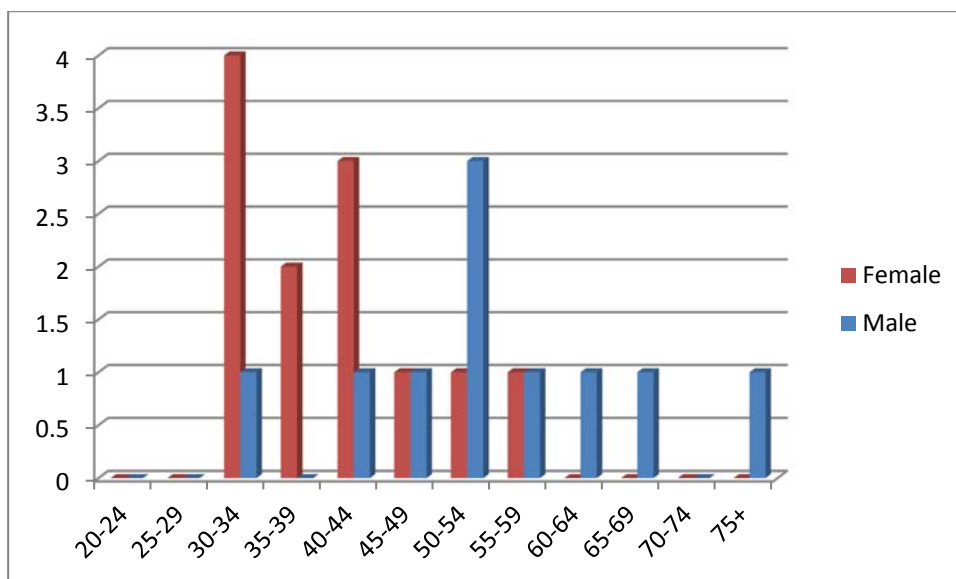
- No prosthetists / orthotists selected for audit requested voluntary deregistration. The average age of prosthetists / orthotists that requested voluntary deregistration in the profession as a whole was 60 years.
- The average age of prosthetists / orthotists selected for audit that did not renew their registration was 32 years. The average age of prosthetists / orthotists that did not renew their registration in the profession as a whole was 49 years.
- One prosthetist / orthotist was removed from the Register for failing to submit a CPD profile, despite several requests from us. They appealed this decision and, following a hearing, the panel allowed them to be reinstated to the Register and defer their audit for two years as there were extenuating circumstances that came to light at the appeal.

The following graphs illustrate the age range and gender split of prosthetists / orthotists as a profession as a whole and those selected for audit.

Graph 11 – Age and gender of prosthetists / orthotists across the whole profession



Graph 12 – Age and gender of prosthetists / orthotists selected for CPD



Deferrals

There was one successful deferral request.

Table 11 – Reasons for deferral – prosthetists / orthotists

| Reason for deferral | Number |
|---------------------|--------|
| Health | 1 |

Comparison with previous audit

This was the second CPD audit for prosthetists / orthotists. Their first audit took place in July 2009. The table below compares the results from these two audits.

Table 12 – Comparison with previous audits – prosthetists / orthotists

| % | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under assessment | Removed |
|------------|----------|----------|----------------------------|------------------------------|------------------|-------------|
| 2009 audit | 77.4 | 4.5 | 9.1 | 4.5 | 0 | 4.5 |
| 2011 audit | 86.4 | 4.5 | 0 | 9.1 | 0 | 0 |
| Difference | 9 | 0 | -9.1 | 4.6 | 0 | -4.5 |

This shows that more prosthetist / orthotist profiles were accepted in 2011 than in the previous audit. There were less voluntary deregistration requests in 2011 but there were more prosthetists / orthotists who did not renew their registration.

Clinical scientists

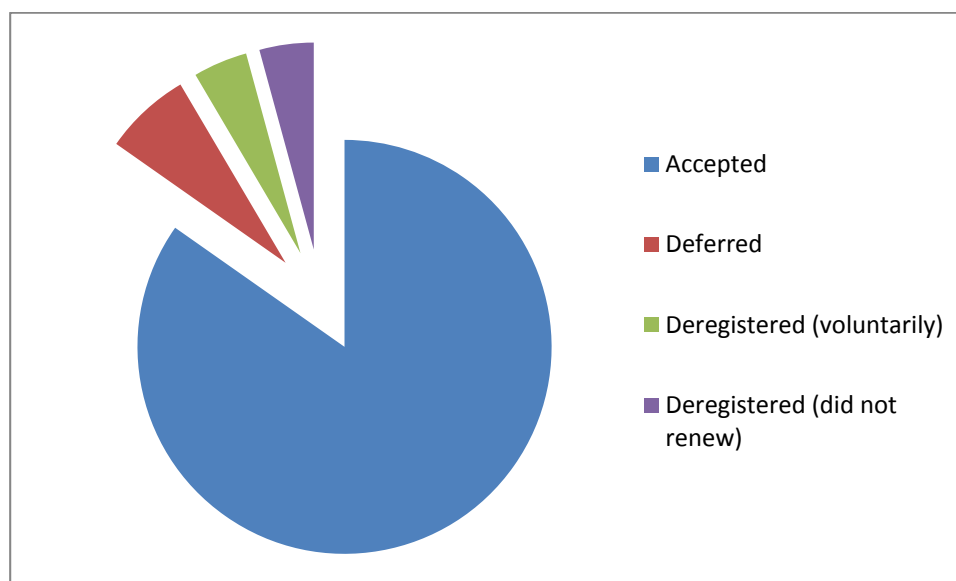
We selected 2.5 per cent of clinical scientists for audit in July 2011.

Table 13 – Outcome of clinical scientist CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|----------|
| Accepted | 100 | 84.8 |
| Deferred | 8 | 6.8 |
| Deregistered (voluntarily) | 5 | 4.2 |
| Deregistered (did not renew) | 5 | 4.2 |
| Under assessment | 0 | 0 |
| Removed | 0 | 0 |

Total **118** **100**

Graph 13 – Outcome of clinical scientist CPD audit

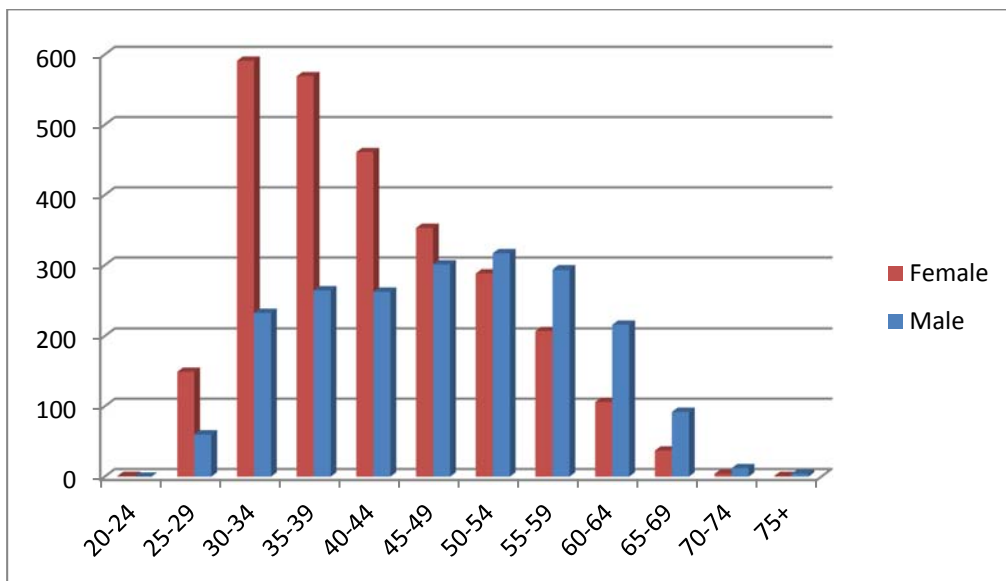


- The average age of those selected for audit was 48 years, compared to an average age of 44 for the profession as a whole.
- 63 per cent of those selected were female and 37 per cent were male. In the profession as a whole, 57 per cent are female and 43 per cent are male.
- Approximately one in twelve registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 15 registrants across the profession as a whole.

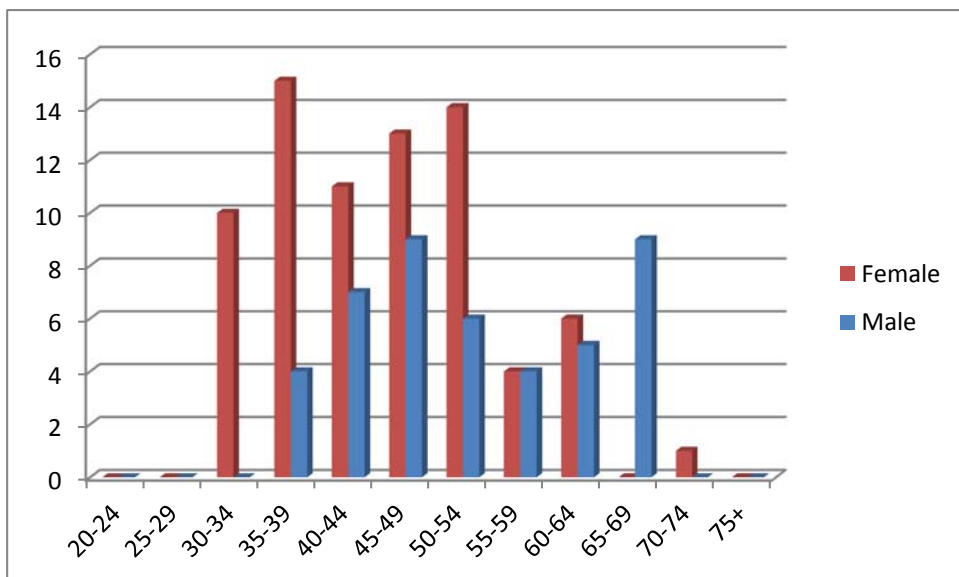
- The average age of clinical scientists selected for audit and requesting voluntary deregistration was 63 years. The average age of clinical scientists that requested voluntary deregistration in the profession as a whole was 62 years.
- The average age of clinical scientists selected for audit that did not renew their registration was 60 years. The average age of clinical scientists that did not renew their registration in the profession as a whole was 53 years.

The following graphs illustrate the age range and gender split of clinical scientists as a profession as a whole and those selected for audit.

Graph 14 – Age and gender of clinical scientists across the whole profession



Graph 15 - Age and gender of clinical scientists selected for CPD



Deferrals

There were eight successful deferral requests.

Table 14 – Reasons for deferral – clinical scientists

| Reason for deferral | Number |
|-----------------------|--------|
| Maternity leave | 3 |
| Health | 2 |
| Family health | 1 |
| Career break / travel | 2 |

Comparison with previous audit

This was the second CPD audit for clinical scientists. Their first audit took place in July 2009. The table below compares the results from these two audits.

Table 15 – Comparison with previous audits – clinical scientists

| % | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under assessment | Removed |
|------------|------------|------------|----------------------------|------------------------------|------------------|-------------|
| 2009 audit | 83.9 | 6.2 | 4.5 | 3.6 | 0 | 1.8 |
| 2011 audit | 84.8 | 6.8 | 4.2 | 4.2 | 0 | 0 |
| Difference | 0.9 | 0.6 | -0.3 | 0.6 | 0 | -1.8 |

The results of the 2009 and 2011 audits were very similar. There was a slight increase in the number of clinical scientist profiles that were accepted in 2011.

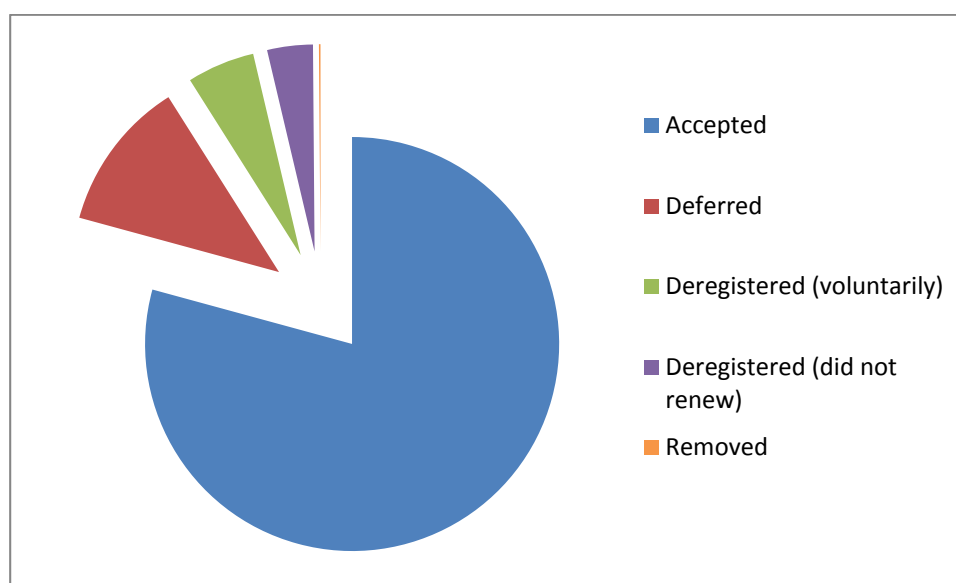
Occupational therapists

We selected 2.5 per cent of occupational therapists for audit in August 2011.

Table 16 – Outcome of occupational therapist CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|------------|
| Accepted | 645 | 79.2 |
| Deferred | 96 | 11.8 |
| Deregistered (voluntarily) | 43 | 5.3 |
| Deregistered (did not renew) | 29 | 3.6 |
| Under assessment | 0 | 0 |
| Removed | 1 | 0.1 |
| Total | 814 | 100 |

Graph 16 – Outcome of occupational therapist CPD audit

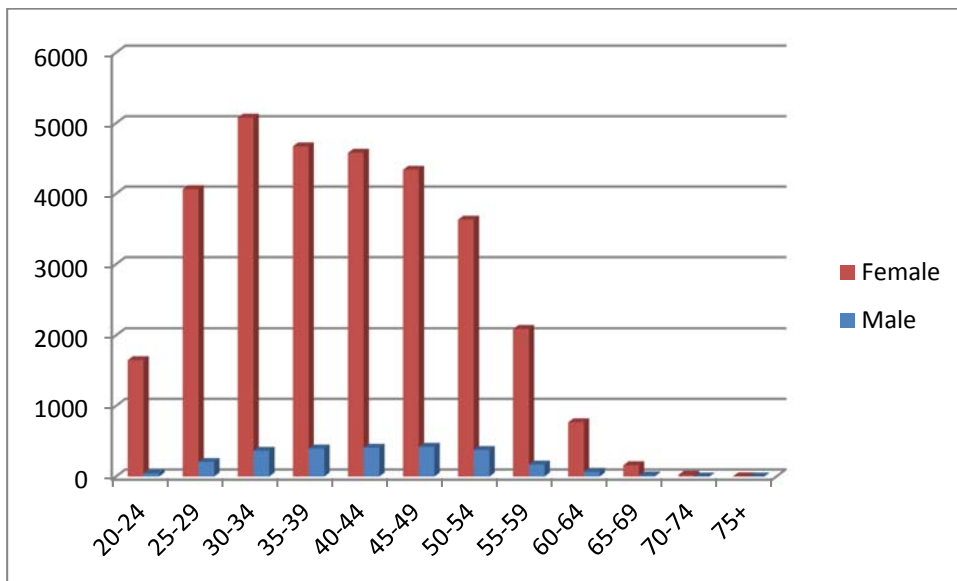


- The average age of those selected for audit was 43 years, compared to an average age of 40 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender of the profession as a whole; 94 per cent of those selected were female and 6 per cent were male.
- Approximately one in eleven registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 13 registrants across the profession as a whole.

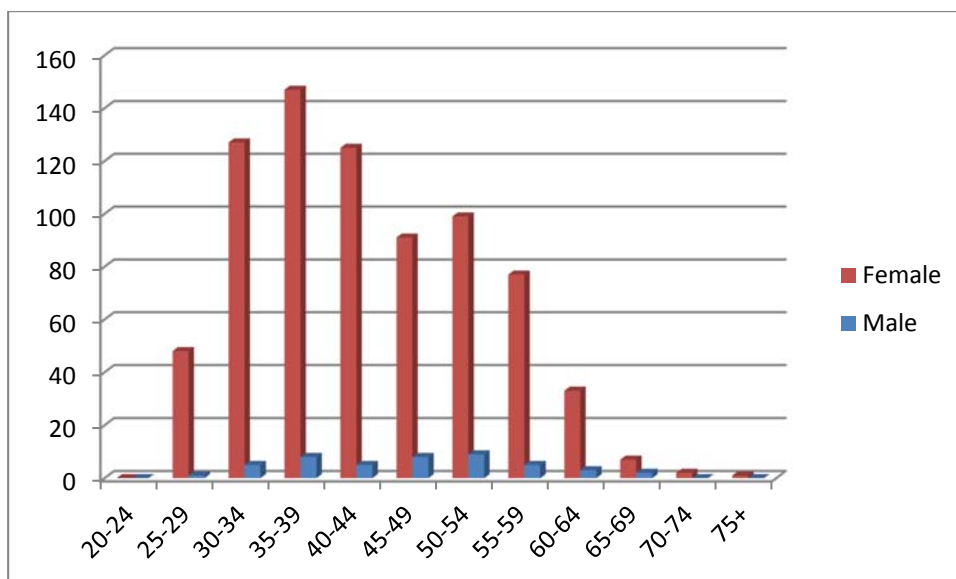
- The average age of occupational therapists selected for audit and requesting voluntary deregistration was 52 years. The average age of occupational therapists that requested voluntary deregistration in the profession as a whole was 51 years.
- The average age of occupational therapists selected for audit that did not renew their registration was 47 years. The average age of occupational therapists that did not renew their registration in the profession as a whole was 41 years.
- One registrant was removed from the Register for failing to send in further information following the initial assessment. They appealed this decision but the appeal was dismissed.

The following graphs illustrate the age range and gender split of occupational therapists as a profession as a whole and those selected for audit.

Graph 17 – Age and gender of occupational therapists across the whole profession



Graph 18 – Age and gender of occupational therapists selected for CPD



Deferrals

There were 96 successful deferral requests.

Table 17 – Reasons for deferral – occupational therapists

| Reason for deferral | Number |
|-----------------------|--------|
| Maternity leave | 58 |
| Health | 22 |
| Family health | 8 |
| Employment situation | 1 |
| Domestic situation | 4 |
| Bereavement | 1 |
| Career break / travel | 2 |

Comparison with previous audit

This was the second CPD audit for occupational therapists. Their first audit took place in August 2009. The table below compares the results from these two audits.

Table 18 – Comparison with previous audits – occupational therapists

| % | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under assessment | Removed |
|------------|----------|----------|----------------------------|------------------------------|------------------|---------|
| 2009 audit | 79.9 | 10.7 | 6.2 | 3 | 0.1 | 0.1 |
| 2011 audit | 79.2 | 11.8 | 5.3 | 3.6 | 0 | 0.1 |
| Difference | -0.7 | 1.1 | -0.9 | 0.6 | -0.1 | 0 |

The results of the 2009 and 2011 audits were very similar. There was a slight decrease in the number of occupational therapist profiles that were accepted in 2011.

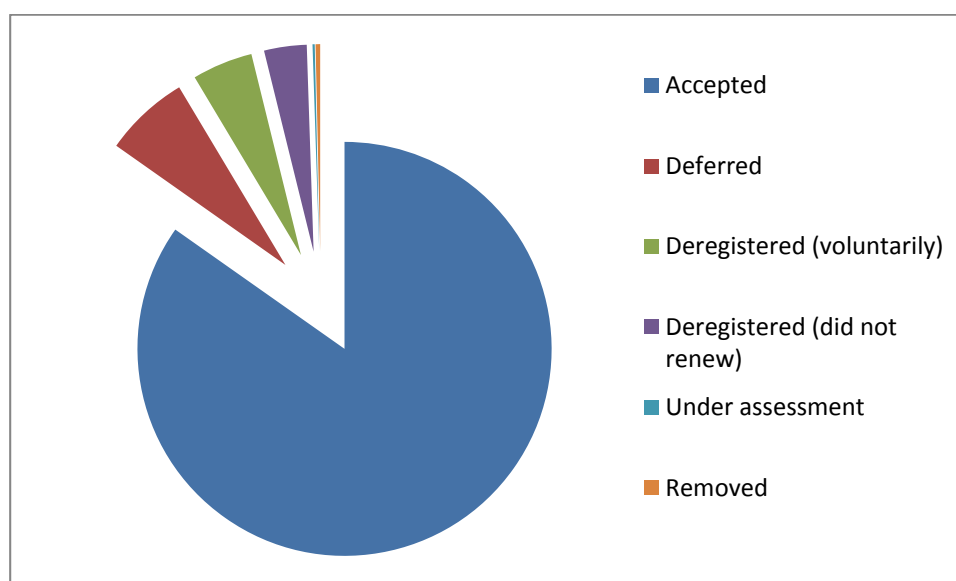
Biomedical scientists

We selected 2.5 per cent of biomedical scientists for audit in September 2011.

Table 19 – Outcome of biomedical scientist CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|------------|
| Accepted | 484 | 84.8 |
| Deferred | 38 | 6.7 |
| Deregistered (voluntarily) | 27 | 4.7 |
| Deregistered (did not renew) | 19 | 3.3 |
| Under assessment | 1 | 0.2 |
| Removed | 2 | 0.3 |
| Total | 571 | 100 |

Graph 19 – Outcome of biomedical scientist CPD audit

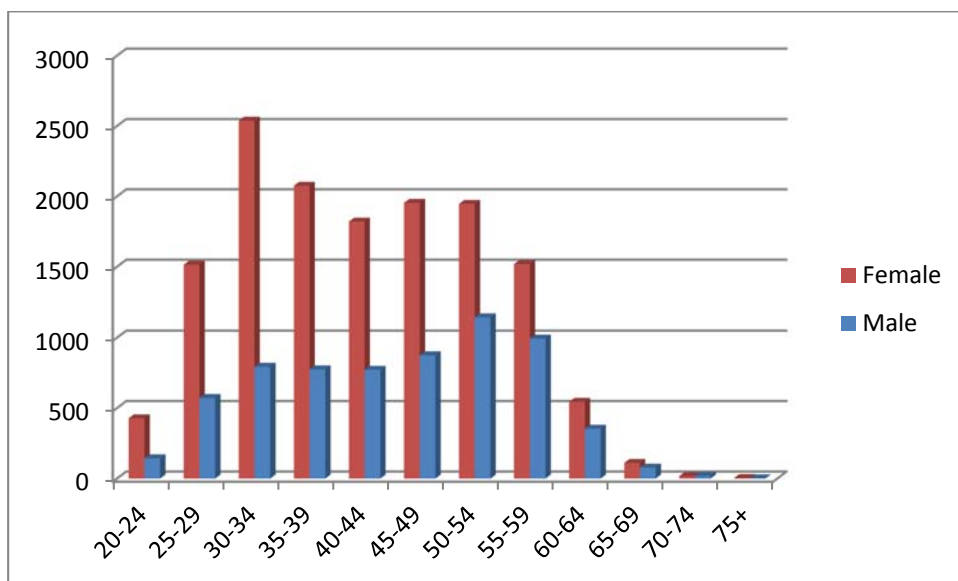


- The average age of those selected for audit was 46 years, compared to an average age of 43 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender of the profession as a whole; 67 per cent of those selected were female and 33 per cent were male.
- Approximately one in twelve registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 13 registrants across the profession as a whole.

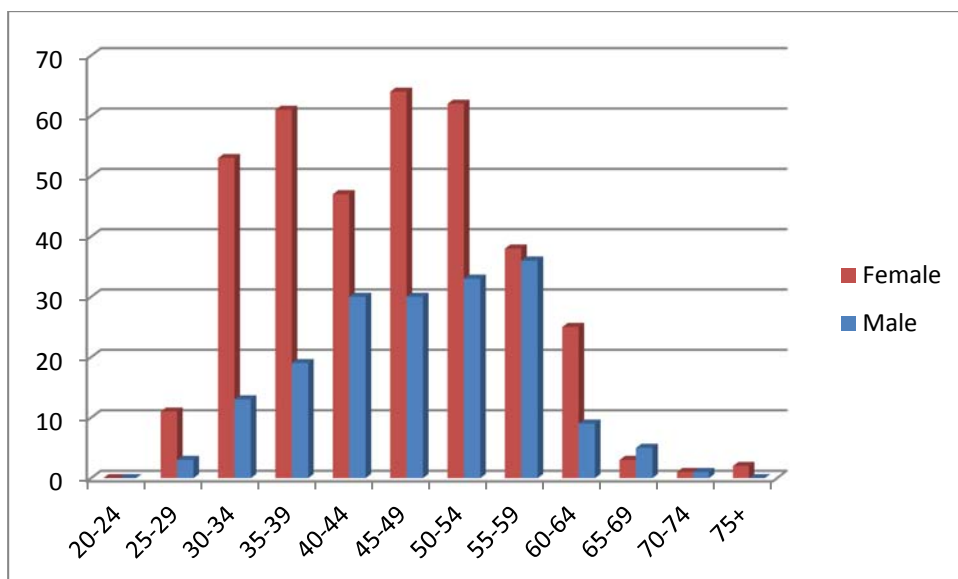
- The average age of biomedical scientists selected for audit and requesting voluntary deregistration was 57 years. The average age of biomedical scientists that requested voluntary deregistration in the profession as a whole was 59 years.
- The average age of biomedical scientists selected for audit that did not renew their registration was 47 years. The average age of biomedical scientists that did not renew their registration in the profession as a whole was 46 years.
- Two registrants were removed from the Register for failing to submit a CPD profile, despite several requests. Neither registrant appealed this decision.

The following graphs illustrate the age range and gender split of biomedical scientists as a profession as a whole and those selected for audit.

Graph 20 – Age and gender of biomedical scientists across the whole profession



Graph 21 – Age and gender of biomedical scientists selected for CPD



Deferrals

There were 38 successful deferral requests.

Table 20 – Reasons for deferral – biomedical scientists

| Reason for deferral | Number |
|----------------------|--------|
| Maternity leave | 16 |
| Health | 9 |
| Family health | 4 |
| Employment situation | 6 |
| Domestic situation | 3 |

Comparison with previous audit

This was the second CPD audit for biomedical scientists. Their first audit took place in September 2009. The table below compares the results from these two audits.

Table 21 – Comparison with previous audits – biomedical scientists

| % | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under assessment | Removed |
|------------|------------|----------|----------------------------|------------------------------|------------------|------------|
| 2009 audit | 83.9 | 6.7 | 4.9 | 3.4 | 0.9 | 0.2 |
| 2011 audit | 84.8 | 6.7 | 4.7 | 3.3 | 0.2 | 0.3 |
| Difference | 0.9 | 0 | -0.2 | -0.1 | -0.7 | 0.1 |

The results of the 2009 and 2011 audits were very similar. There was a slight increase in the number of biomedical scientist profiles that were accepted in 2011.

Radiographers

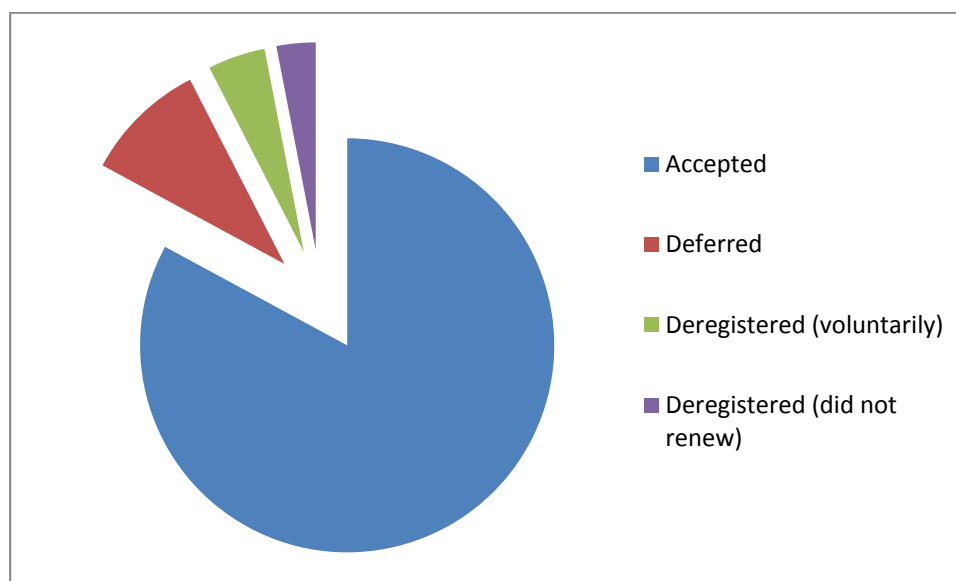
We selected 2.5 per cent of radiographers for audit in December 2011.

Table 22 – Outcome of radiographer CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|----------|
| Accepted | 572 | 82.9 |
| Deferred | 66 | 9.6 |
| Deregistered (voluntarily) | 31 | 4.5 |
| Deregistered (did not renew) | 21 | 3 |
| Under assessment | 0 | 0 |
| Removed | 0 | 0 |

Total **690** **100**

Graph 22 – Outcome of radiographer CPD audit

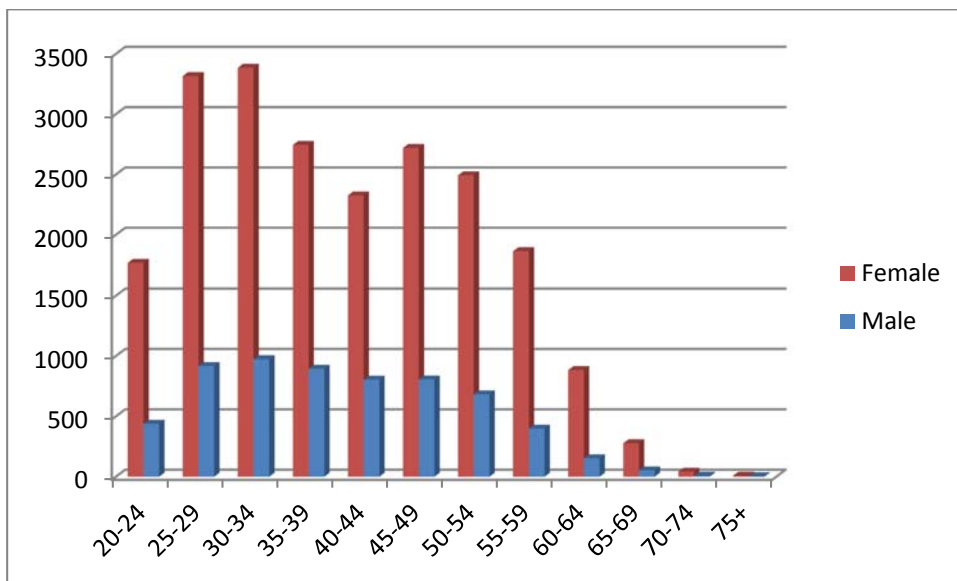


- The average age of those selected for audit was 44 years, compared to an average age of 40 for the profession as a whole.
- 81 per cent of those selected were female and 19 per cent were male. In the profession as a whole, 78 per cent are female and 22 per cent are male.
- Approximately one in 13 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 16 registrants across the profession as a whole.

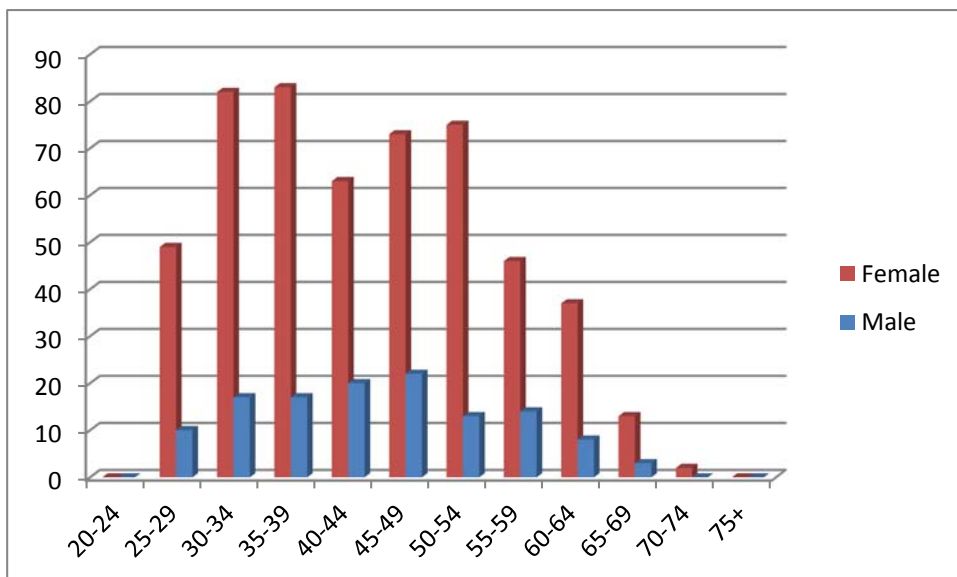
- The average age of radiographers selected for audit and requesting voluntary deregistration was 56 years. The average age of radiographers that requested voluntary deregistration in the profession as a whole was also 56 years.
- The average age of radiographers selected for audit that did not renew their registration was 46 years. The average age of radiographers that did not renew their registration in the profession as a whole was 42 years.

The following graphs illustrate the age range and gender split of radiographers as a profession as a whole and those selected for audit.

Graph 23 – Age and gender of radiographers across the whole profession



Graph 24 – Age and gender of radiographers selected for CPD



Deferrals

There were 66 successful deferral requests.

Table 23 – Reasons for deferral – radiographers

| Reason for deferral | Number |
|-----------------------|--------|
| Maternity leave | 32 |
| Health | 13 |
| Family health | 2 |
| Employment situation | 4 |
| Domestic situation | 2 |
| Bereavement | 4 |
| Career break / travel | 4 |
| Academic study | 5 |

Comparison with previous audit

This was the second CPD audit for radiographers. Their first audit took place in December 2009. The table below compares the results from these two audits.

Table 24 – Comparison with previous audits – radiographers

| % | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under assessment | Removed |
|------------|----------|----------|----------------------------|------------------------------|------------------|---------|
| 2009 audit | 86.7 | 5.1 | 2.9 | 4.4 | 0.6 | 0.3 |
| 2011 audit | 82.9 | 9.6 | 4.5 | 3 | 0 | 0 |
| Difference | -3.8 | 4.5 | 1.6 | -1.4 | -0.6 | -0.3 |

This shows there was a slight decrease in the number of radiographer profiles that were accepted in 2011. The number of deferral requests increased in 2011.

Physiotherapists

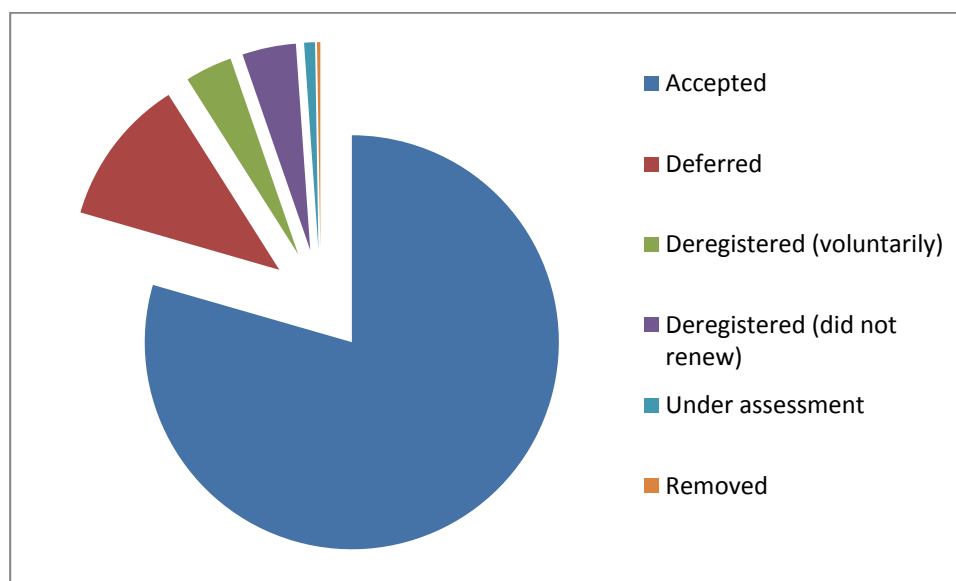
We selected 2.5 per cent of physiotherapists for audit in February 2012.

Table 25 – Outcome of physiotherapist CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|----------|
| Accepted | 929 | 79.5 |
| Deferred | 135 | 11.5 |
| Deregistered (voluntarily) | 43 | 3.7 |
| Deregistered (did not renew) | 49 | 4.2 |
| Under assessment | 10 | 0.8 |
| Removed | 3 | 0.3 |

Total **1169** **100**

Graph 25 – Outcome of physiotherapist CPD audit

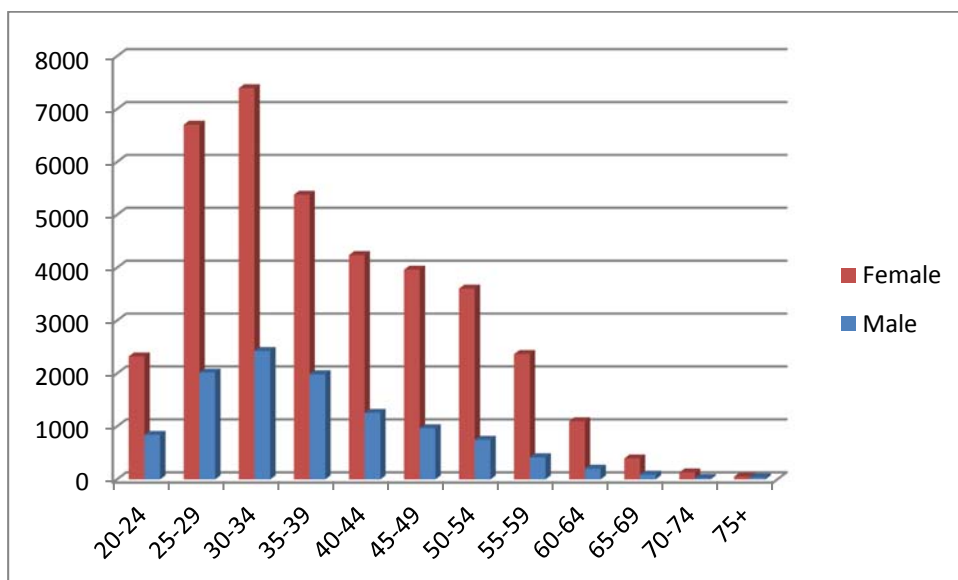


- The average age of those selected for audit was 41 years, compared to an average age of 38 for the profession as a whole.
- 81 per cent of those selected were female and 19 per cent were male. In the profession as a whole, 77 per cent are female and 23 per cent are male.
- Approximately one in 13 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 14 registrants across the profession as a whole.

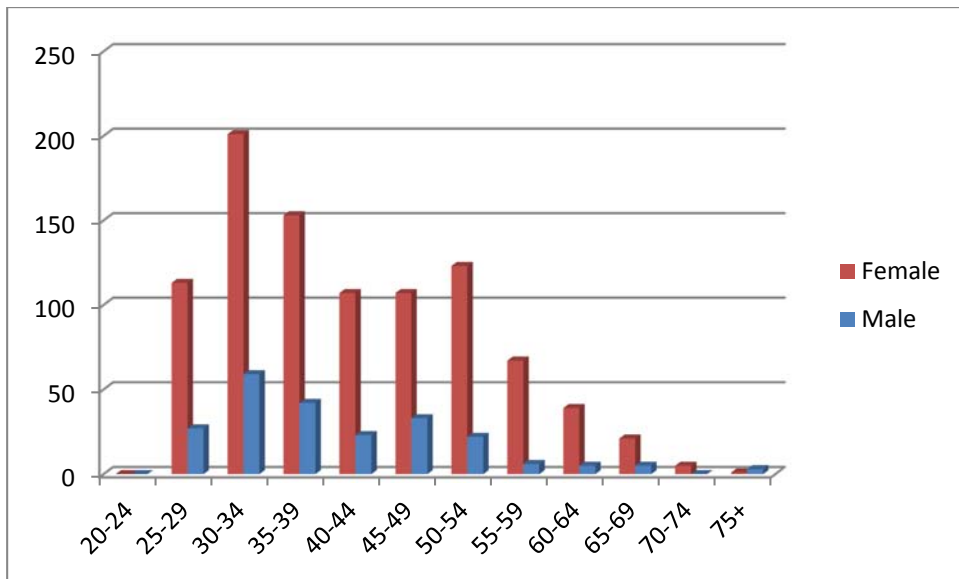
- The average age of physiotherapists selected for audit and requesting voluntary deregistration was 53 years. The average age of physiotherapists that requested voluntary deregistration in the profession as a whole was 52 years.
- The average age of physiotherapists selected for audit that did not renew their registration was 40 years. The average age of physiotherapists that did not renew their registration in the profession as a whole was 38 years.
- Three registrants were removed from the Register following the audit. Two failed to submit a CPD profile and one failed to submit further information requested by the assessors, despite several requests. None of them appealed this decision.

The following graphs illustrate the age range and gender split of physiotherapists as a profession as a whole and those selected for audit.

Graph 26 – Age and gender of physiotherapists across the whole profession



Graph 27 – Age and gender of physiotherapists selected for CPD



Deferrals

There were 135 successful deferral requests.

Table 26 – Reasons for deferral – physiotherapists

| Reason for deferral | Number |
|-----------------------|--------|
| Maternity leave | 65 |
| Health | 30 |
| Family health | 9 |
| Employment situation | 6 |
| Domestic situation | 8 |
| Bereavement | 8 |
| Career break / travel | 4 |
| Academic study | 5 |

Comparison with previous audit

This was the second CPD audit for physiotherapists. Their first audit took place in February 2010. The table below compares the results from these two audits.

Table 27 – Comparison with previous audits - physiotherapists

| % | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under assessment | Removed |
|------------|-------------|------------|-------------------------------|------------------------------------|---------------------|-------------|
| 2010 audit | 85.1 | 7.2 | 3.5 | 3.1 | 0.5 | 0.6 |
| 2012 audit | 79.5 | 11.5 | 3.7 | 4.2 | 0.8 | 0.3 |
| Difference | -5.6 | 4.3 | 0.2 | 1.1 | 0.3 | -0.3 |

This shows there was a slight decrease in the number of physiotherapist profiles accepted in 2012 than in the previous audit. The number of deferral requests increased in 2012.

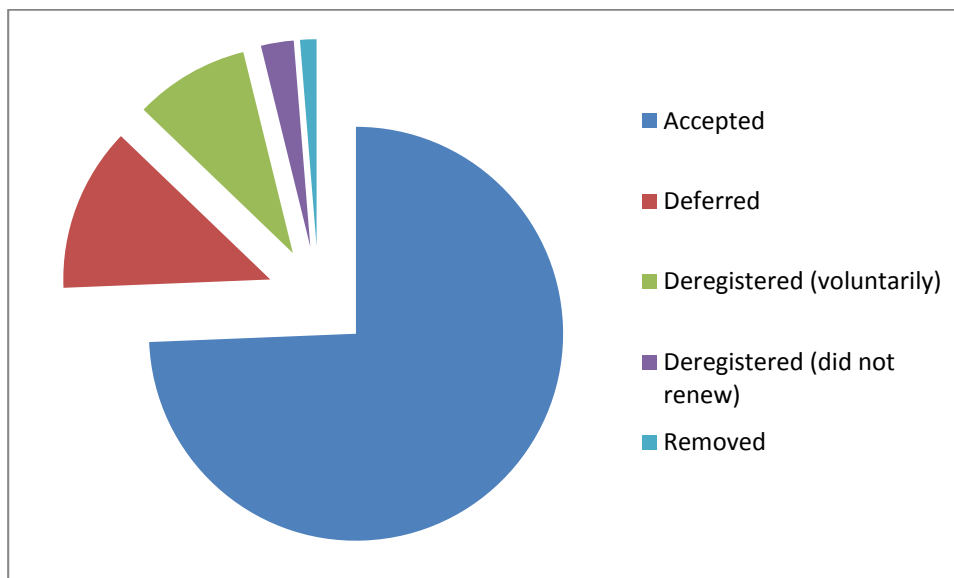
Arts therapists

We selected 2.5 per cent of arts therapists for audit in March 2012.

Table 28 – Outcome of arts therapist CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|------------|
| Accepted | 58 | 74.3 |
| Deferred | 10 | 12.8 |
| Deregistered (voluntarily) | 7 | 9 |
| Deregistered (did not renew) | 2 | 2.6 |
| Under assessment | 0 | 0 |
| Removed | 1 | 1.3 |
| Total | 78 | 100 |

Graph 28 – Outcome of arts therapist CPD audit

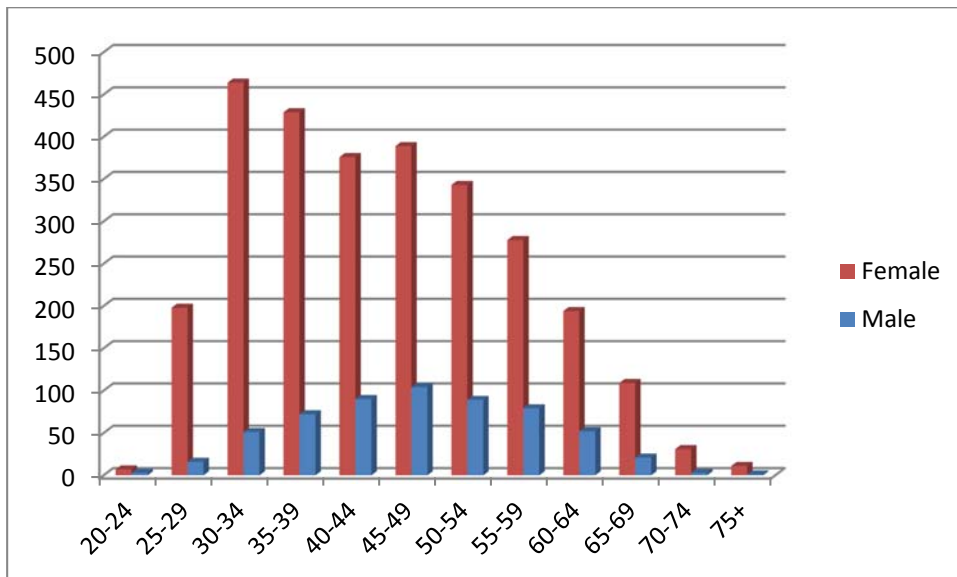


- The average age of those selected for audit was 48 years, compared to an average age of 45 for the profession as a whole.
- 87 per cent of those selected were female and 13 per cent were male. In the profession as a whole, 83 per cent are female and 17 per cent are male.
- Approximately one in nine registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in eleven registrants across the profession as a whole.

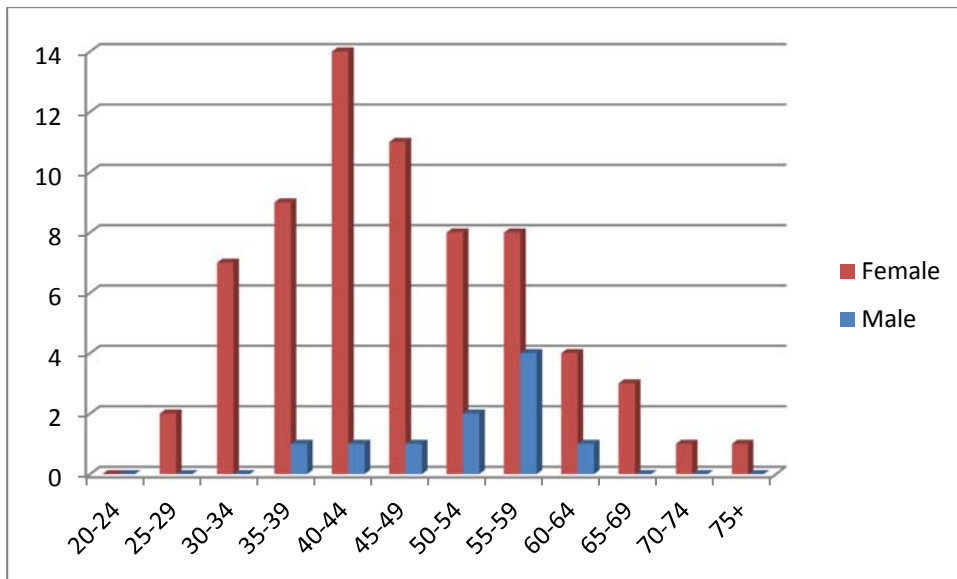
- The average age of arts therapists selected for audit and requesting voluntary deregistration was 61 years. The average age of arts therapists that requested voluntary deregistration in the profession as a whole was 55 years.
- The average age of arts therapists selected for audit that did not renew their registration was 37 years. The average age of arts therapists that did not renew their registration in the profession as a whole was 47 years.
- One registrant was removed from the Register for failing to submit a CPD profile despite several requests. They did not appeal this decision.

The following graphs illustrate the age range and gender split of arts therapists as a profession as a whole and those selected for audit.

Graph 29 – Age and gender of arts therapists across the whole profession



Graph 30 – Age and gender of arts therapists selected for CPD



Deferrals

There were ten successful deferral requests.

Table 29 – Reasons for deferral – arts therapists

| Reason for deferral | Number |
|----------------------|--------|
| Maternity leave | 4 |
| Health | 3 |
| Employment situation | 2 |
| Bereavement | 1 |

Comparison with previous audit

This was the second CPD audit for arts therapists. Their first audit took place in March 2010. The table below compares the results from these two audits.

Table 30 – Comparison with previous audits – arts therapists

| % | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under Assessment | Removed |
|------------|----------|----------|----------------------------|------------------------------|------------------|---------|
| 2010 audit | 77.1 | 14.3 | 2.9 | 5.7 | 0 | 0 |
| 2012 audit | 74.3 | 12.8 | 9 | 2.6 | 0 | 1.3 |
| Difference | -2.8 | -1.5 | 6.1 | -3.1 | 0 | 1.3 |

The number of accepted profiles, deferral requests and arts therapists who did not renew their registration decreased slightly in 2012. The number of voluntary deregistration requests increased in 2012.

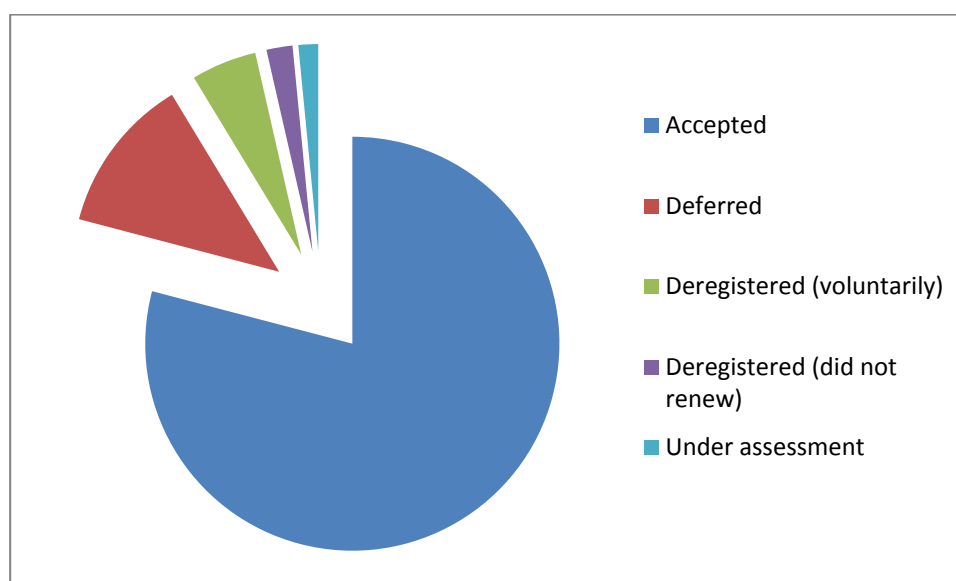
Dietitians

We selected 2.5 per cent of dietitians for audit in April 2012.

Table 31 – Outcome of dietitian CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|------------|
| Accepted | 155 | 79.1 |
| Deferred | 24 | 12.3 |
| Deregistered (voluntarily) | 10 | 5.1 |
| Deregistered (did not renew) | 4 | 2 |
| Under assessment | 3 | 1.5 |
| Removed | 0 | 0 |
| Total | 196 | 100 |

Graph 31 – Outcome of dietitian CPD audit

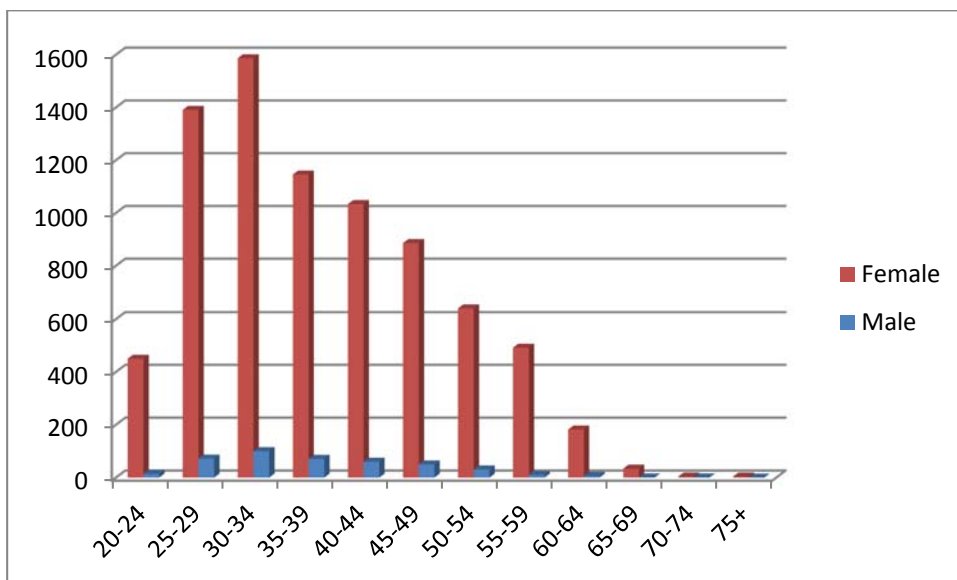


- The average age of those selected for audit was 41 years, compared to an average age of 38 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender of the profession as a whole; 94 per cent of those selected were female and 6 per cent were male.
- Approximately one in 14 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 16 registrants across the profession as a whole.

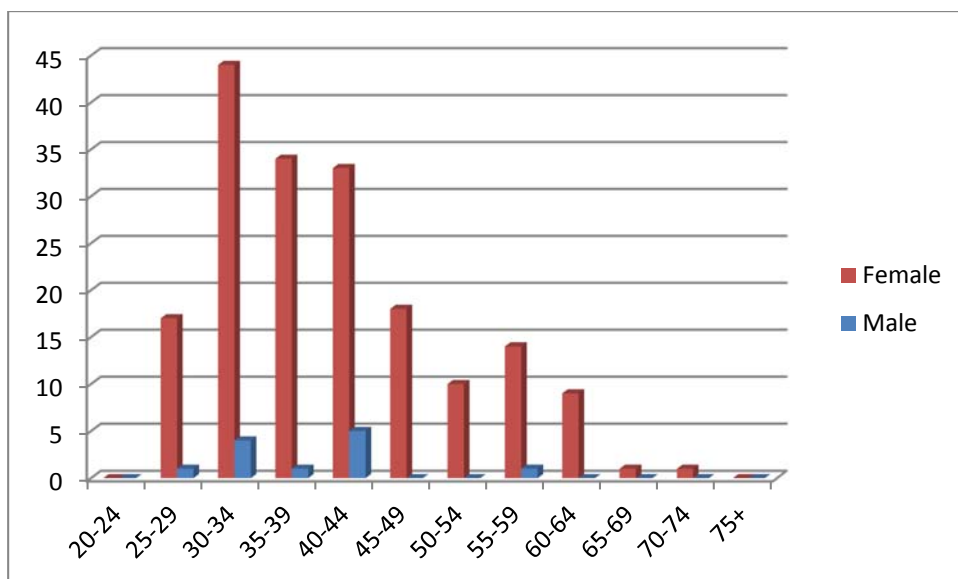
- The average age of dietitians selected for audit and requesting voluntary deregistration was 53 years. The average age of dietitians that requested voluntary deregistration in the profession as a whole was 50 years.
- The average age of dietitians selected for audit that did not renew their registration was 50 years. The average age of dietitians that did not renew their registration in the profession as a whole was 37 years.

The following graphs illustrate the age range and gender split of dietitians as a profession as a whole and those selected for audit.

Graph 32 – Age and gender of dietitians across the whole profession



Graph 33 – Age and gender of dietitians selected for CPD



Deferrals

There were 24 successful deferral requests.

Table 32 – Reasons for deferral – dietitians

| Reason for deferral | Number |
|-----------------------|--------|
| Maternity leave | 12 |
| Health | 6 |
| Employment situation | 4 |
| Domestic situation | 1 |
| Career break / travel | 1 |

Comparison with previous audit

This was the second CPD audit for dietitians. Their first audit took place in April 2010. The table below compares the results from these two audits.

Table 33 – Comparison with previous audits - dietitians

| % | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under assessment | Removed |
|------------|----------|----------|----------------------------|------------------------------|------------------|---------|
| 2010 audit | 75.4 | 12.3 | 7.3 | 3.9 | 1.1 | 0 |
| 2012 audit | 79.1 | 12.2 | 5.1 | 2.1 | 1.5 | 0 |
| Difference | 3.7 | -0.1 | -2.2 | -1.8 | 0.4 | 0 |

This shows that more dietitian profiles were accepted in the 2012 audit. The number of voluntary deregistration requests and dietitians who did not renew their registration decreased in 2012.

Chiropodists / podiatrists

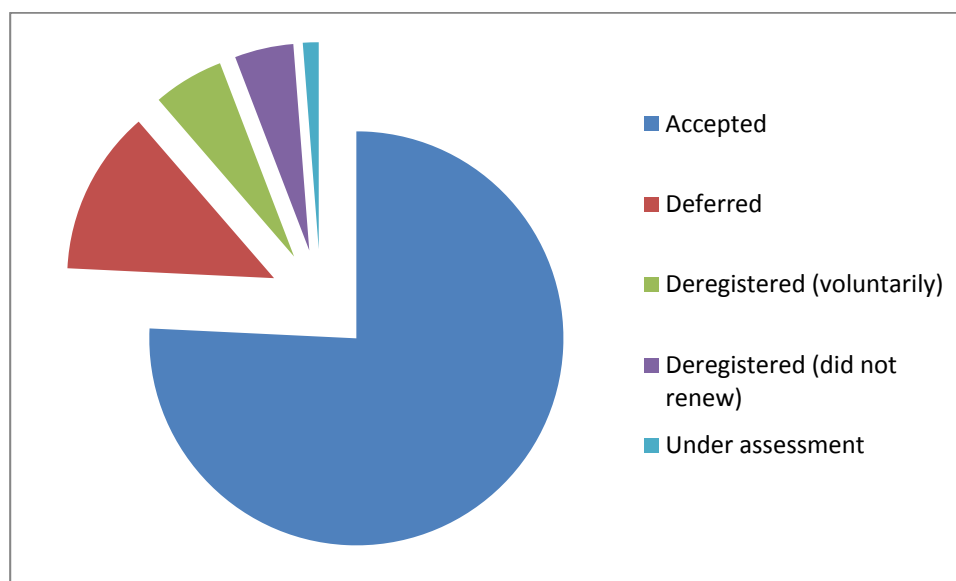
We selected 2.5 per cent of chiropodists / podiatrists for audit in May 2012.

Table 34 – Outcome of chiropodist / podiatrist CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|----------|
| Accepted | 247 | 75.8 |
| Deferred | 42 | 12.9 |
| Deregistered (voluntarily) | 18 | 5.5 |
| Deregistered (did not renew) | 15 | 4.6 |
| Under assessment | 4 | 1.2 |
| Removed | 0 | 0 |

Total **326** **100**

Graph 34 – Outcome of chiropodist / podiatrist CPD audit



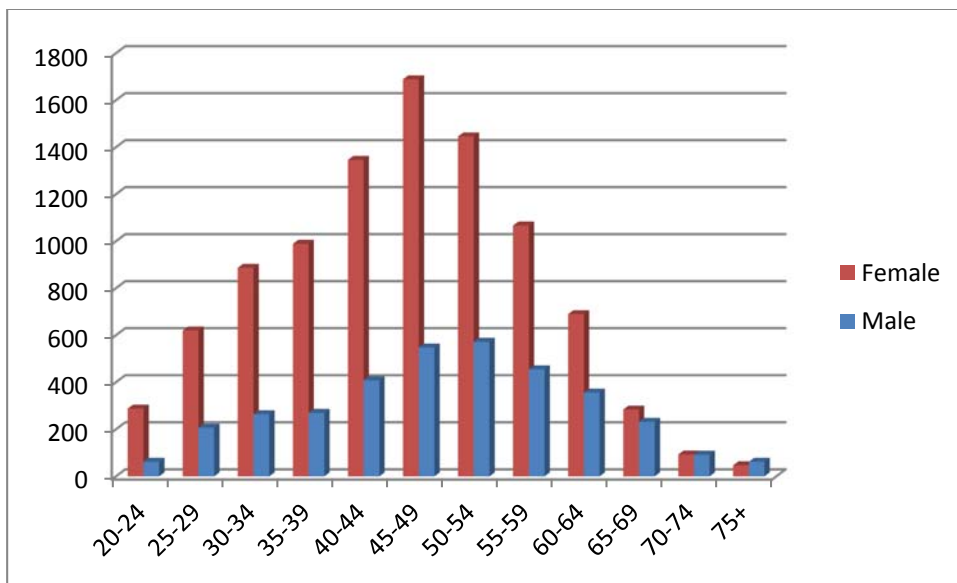
- The average age of those selected for audit was 50 years, compared to an average age of 47 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender of the profession as a whole; 74 per cent of those selected were female and 26 per cent were male.
- Approximately one in ten registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares

with approximately one in 13 registrants across the profession as a whole who were voluntarily removed or did not renew their registration.

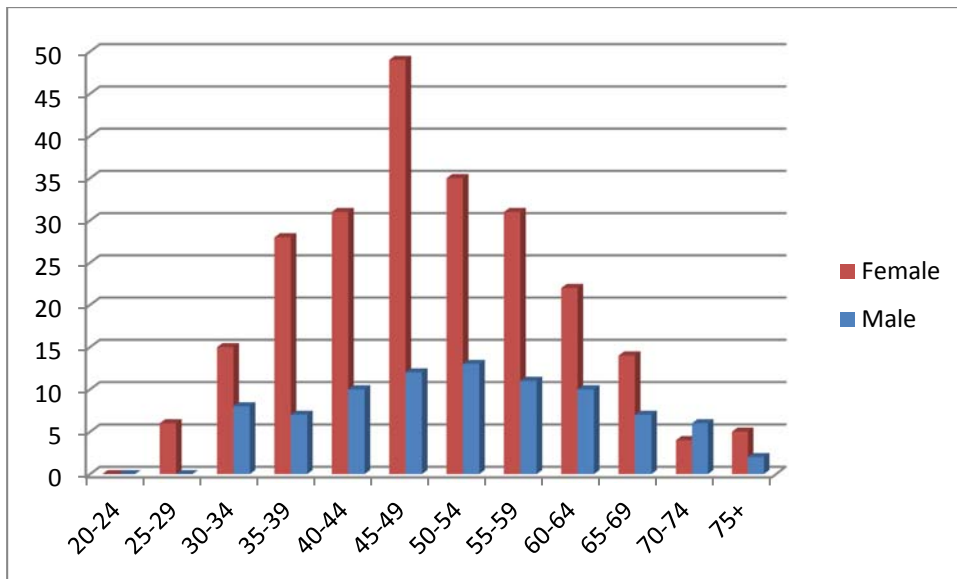
- The average age of chiropodists / podiatrists selected for audit and requesting voluntary deregistration was 64 years. The average age of chiropodists / podiatrists that requested voluntary deregistration in the profession as a whole was 61 years.
- The average age of chiropodists / podiatrists selected for audit that did not renew their registration was 57 years. The average age of chiropodists / podiatrists that did not renew their registration in the profession as a whole was 48 years.

The following graphs illustrate the age range and gender split of chiropodists / podiatrists as a profession as a whole and those selected for audit.

Graph 35 – Age and gender of chiropodists / podiatrists across the whole profession



Graph 36 – Age and gender of chiropodists / podiatrists selected for CPD



Deferrals

There were 42 successful deferral requests.

Table 35 – Reasons for deferral – chiropodists / podiatrists

| Reason for deferral | Number |
|---------------------|--------|
| Maternity leave | 10 |
| Health | 15 |
| Family health | 11 |
| Domestic situation | 2 |
| Bereavement | 4 |

Comparison with previous audit

This was the third CPD audit for chiropodists / podiatrists. Their previous audits took place in May 2008 and May 2010. The table below compares the results from these three audits.

Table 36 – Comparison with previous audits – chiropodists / podiatrists

| % | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under assessment | Removed |
|------------------------|------------|------------|----------------------------|------------------------------|------------------|-------------|
| 2008 audit | 73.8 | 10.2 | 6.3 | 9.5 | 0 | 0.2 |
| 2010 audit | 75.1 | 11.8 | 5.6 | 4.4 | 3.1 | 0 |
| 2012 audit | 75.8 | 12.9 | 5.5 | 4.6 | 1.2 | 0 |
| Difference 2010 v 2008 | 1.3 | 1.6 | -0.7 | -5.1 | 3.1 | -0.2 |
| Difference 2012 v 2008 | 2 | 2.7 | -0.8 | -4.9 | 1.2 | -0.2 |
| Difference 2012 v 2010 | 0.7 | 1.1 | -0.1 | 0.2 | -1.9 | 0 |

This shows the number of chiropractors / podiatrist profiles that are accepted has increased with each audit. The number of deferral requests has also increased with each audit.

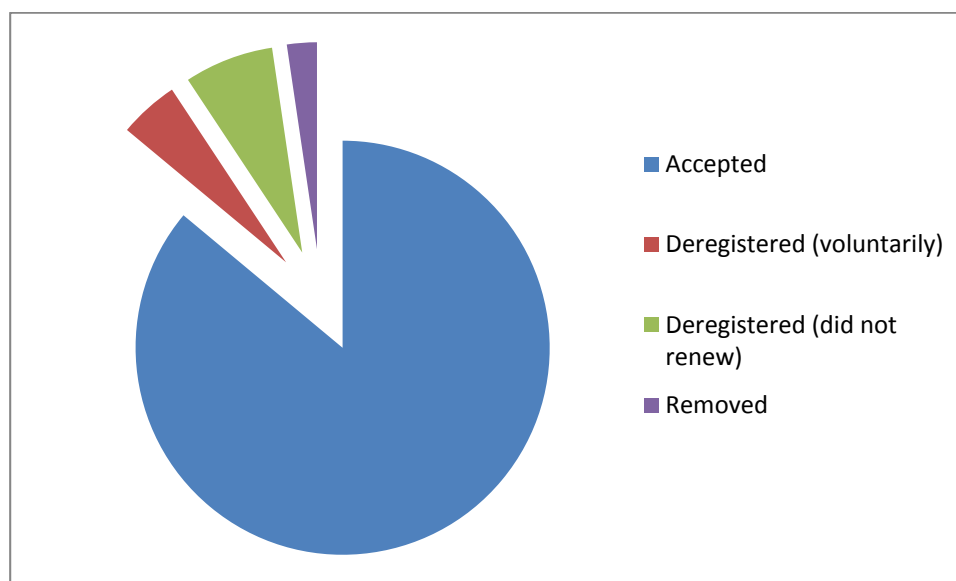
Hearing aid dispensers

We selected 2.5 per cent of hearing aid dispensers for audit in May 2012.

Table 37 – Outcome of hearing aid dispenser CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|------------|
| Accepted | 37 | 86 |
| Deferred | 0 | 0 |
| Deregistered (voluntarily) | 2 | 4.7 |
| Deregistered (did not renew) | 3 | 7 |
| Under assessment | 0 | 0 |
| Removed | 1 | 2.3 |
| Total | 43 | 100 |

Graph 37 – Outcome of hearing aid dispenser CPD audit

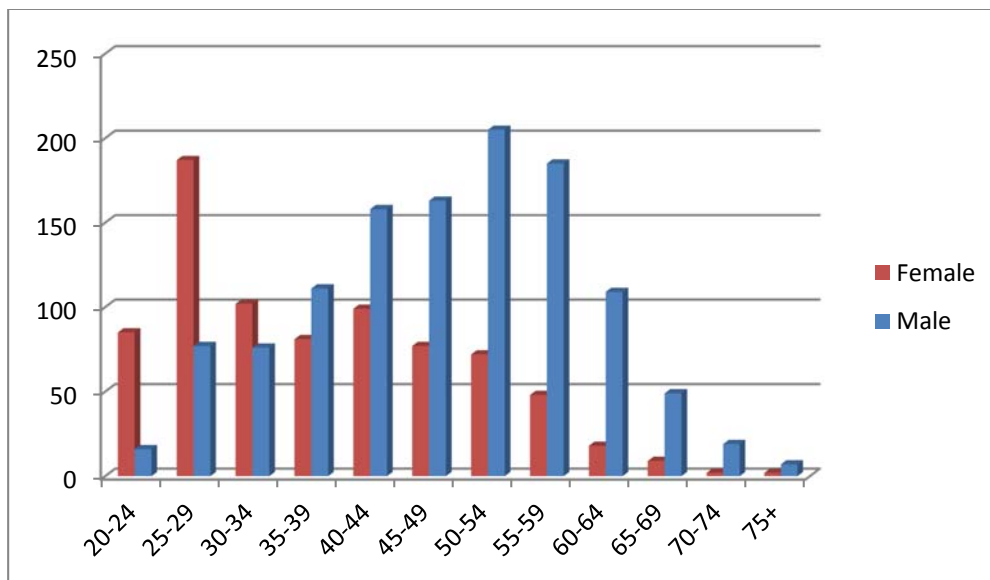


- The average age of those selected for audit was 50 years, compared to an average age of 44 for the profession as a whole.
- 23 per cent of those selected were female and 77 per cent were male. In the profession as a whole, 40 per cent are female and 60 per cent are male.
- Approximately one in nine registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This reflects the average of the profession as a whole during the period covered by this report.

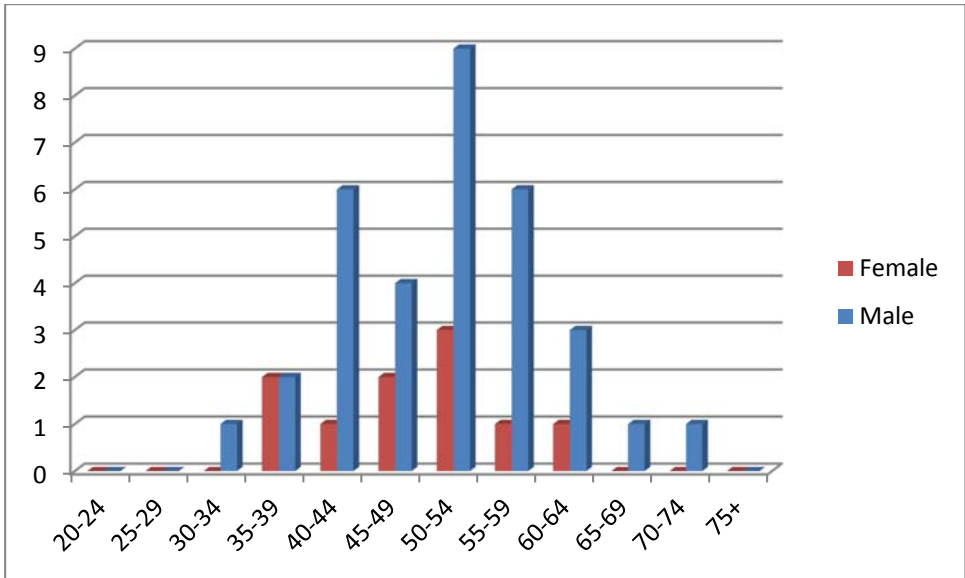
- The average age of hearing aid dispensers selected for audit and requesting voluntary deregistration was 53 years. The average age of hearing aid dispensers that requested voluntary deregistration in the profession as a whole was 59 years.
- The average age of hearing aid dispensers selected for audit that did not renew their registration was 54 years. The average age of hearing aid dispensers that did not renew their registration in the profession as a whole was 48 years.
- One registrant was removed for failing to provide a CPD profile, despite several requests. They did not appeal this decision.

The following graphs illustrate the age range and gender split of hearing aid dispensers as a profession as a whole and those selected for audit.

Graph 38 – Age and gender of hearing aid dispensers across the whole profession



Graph 39 – Age and gender of hearing aid dispensers selected for CPD



Deferrals

There were no deferral requests.

Comparisons with previous audits

This was the first CPD audit for this profession.

Operating department practitioners

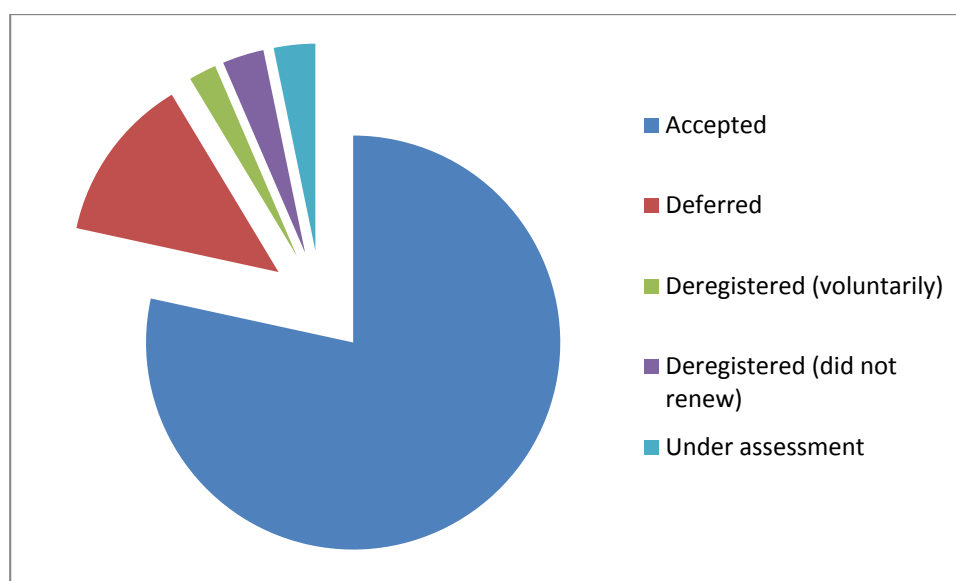
We selected 2.5 per cent of operating department practitioners for audit in September 2012.

Table 38 – Outcome of operating department practitioner CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|----------|
| Accepted | 218 | 78.4 |
| Deferred | 36 | 13 |
| Deregistered (voluntarily) | 6 | 2.2 |
| Deregistered (did not renew) | 9 | 3.2 |
| Under assessment | 9 | 3.2 |
| Removed | 0 | 0 |

Total **278** **100**

Graph 40 – Outcome of operating department practitioner CPD audit

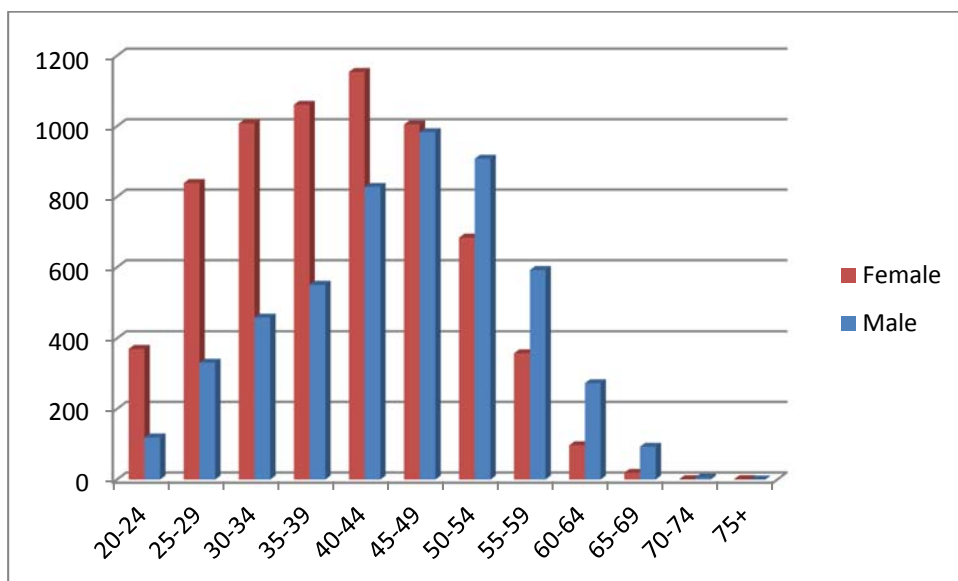


- The average age of those selected for audit was 44 years, compared to an average age of 42 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender of the profession as a whole; 57 per cent of those selected were female and 43 per cent were male.

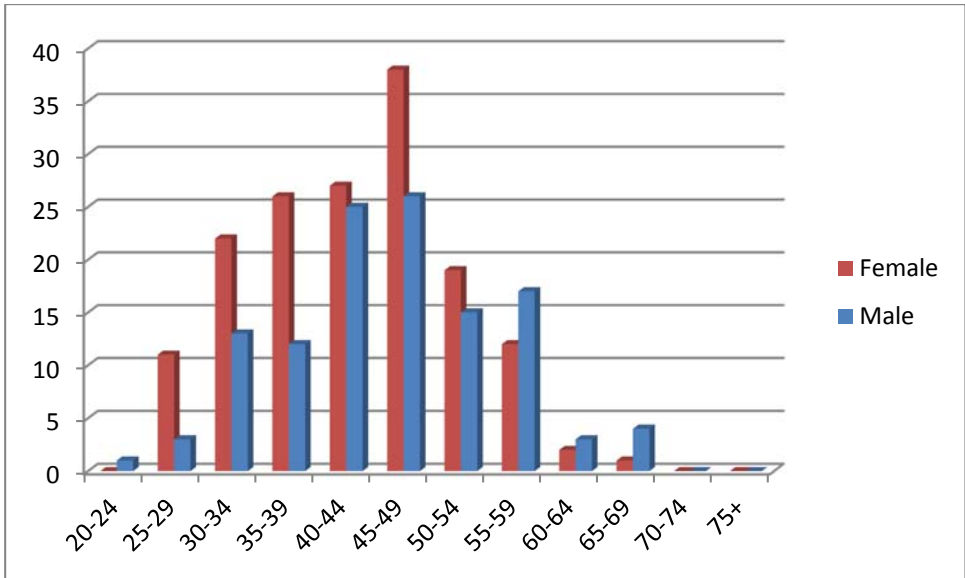
- Approximately one in 19 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 26 registrants across the profession as a whole.
- The average age of operating department practitioners selected for audit and requesting voluntary deregistration was 53 years. The average age of operating department practitioners that requested voluntary deregistration in the profession as a whole was 57 years.
- The average age of operating department practitioners selected for audit that did not renew their registration was 53 years. The average age of operating department practitioners that did not renew their registration in the profession as a whole was 47 years.

The following graphs illustrate the age range and gender split of operating department practitioners as a profession as a whole and those selected for audit.

Graph 41 – Age and gender of operating department practitioners across the whole profession



Graph 42 – Age and gender of operating department practitioners selected for CPD



Deferrals

There were 36 successful deferral requests.

Table 39 – Reasons for deferral – operating department practitioners

| Reason for deferral | Number |
|----------------------|--------|
| Maternity leave | 9 |
| Health | 14 |
| Family health | 6 |
| Employment situation | 2 |
| Domestic situation | 2 |
| Bereavement | 3 |

Comparison with previous audit

This was the third CPD audit for operating department practitioners. Their previous audits took place in September 2008 and September 2010. The table below compares the results from these three audits.

Table 40 – Comparison with previous audits - operating department practitioners

| % | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under Assessment | Removed |
|------------------------|-------------|------------|----------------------------|------------------------------|------------------|-------------|
| 2008 audit | 78.9 | 10.4 | 2.6 | 3.6 | 2.8 | 1.7 |
| 2010 audit | 71.3 | 10.9 | 2.7 | 5 | 9.3 | 0.8 |
| 2012 audit | 78.4 | 13 | 2.2 | 3.2 | 3.2 | 0 |
| Difference 2010 v 2008 | -7.6 | 0.5 | 0.1 | 1.4 | 6.5 | -0.9 |
| Difference 2012 v 2008 | -0.5 | 2.6 | -0.4 | -0.4 | 0.4 | -1.7 |
| Difference 2012 v 2010 | 7.1 | 2.1 | -0.5 | -1.8 | -6.1 | -0.8 |

This shows the number of operating department practitioner profiles that were accepted has increased between 2010 and 2012, although it should be noted that when the 2010 data was collected, there was a timing issue resulting in a higher number of profiles still under assessment.

Practitioner psychologists

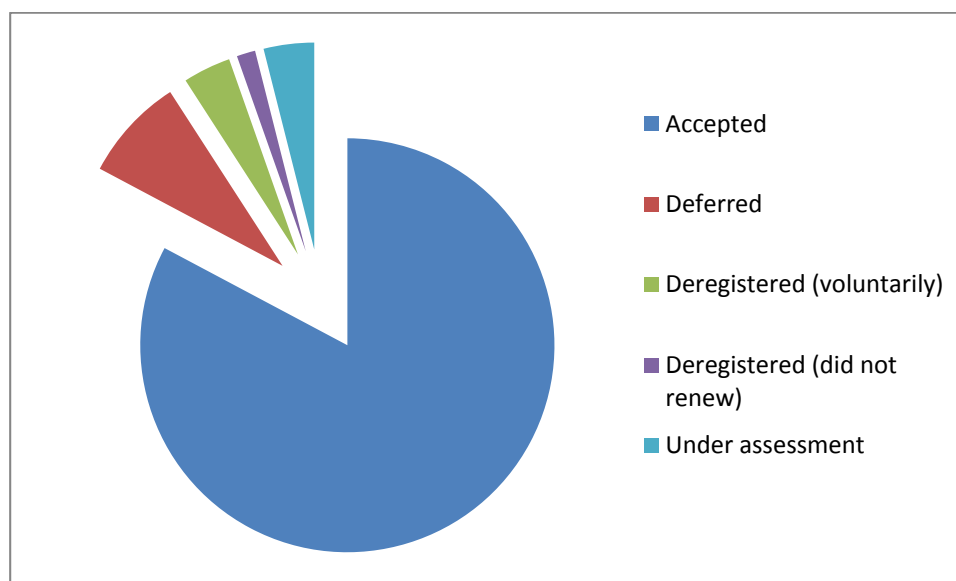
We selected 2.5 per cent of practitioner psychologists for audit in March 2013.

Table 41 – Outcome of practitioner psychologist CPD audit

| Outcome | Number of registrants | % sample |
|------------------------------|-----------------------|----------|
| Accepted | 404 | 83.8 |
| Deferred | 39 | 8.1 |
| Deregistered (voluntarily) | 18 | 3.7 |
| Deregistered (did not renew) | 7 | 1.5 |
| Under assessment | 14 | 2.9 |
| Removed | 0 | 0 |

Total **482** **100**

Graph 43 – Outcome of practitioner psychologist CPD audit

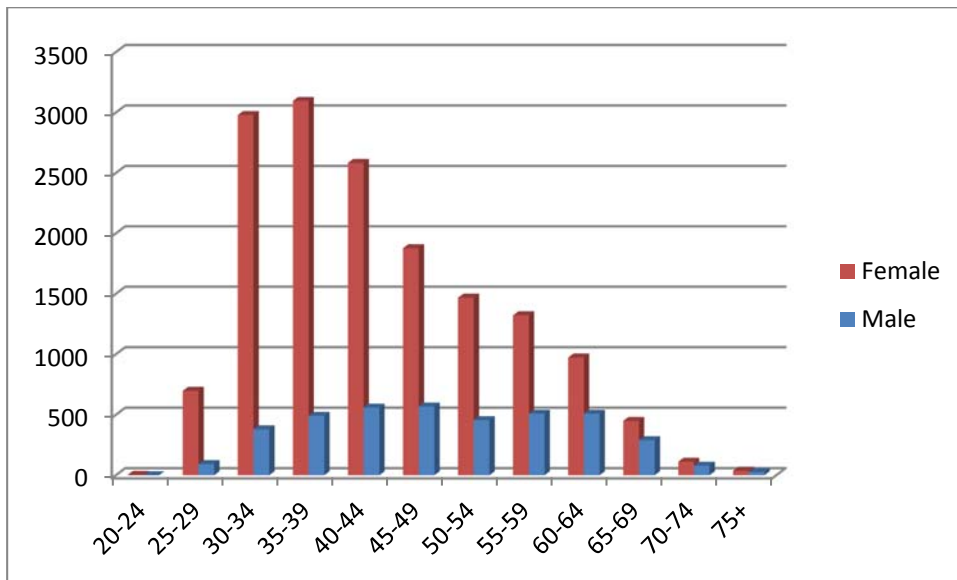


- The average age of those selected for audit was 47 years, compared to an average age of 45 for the profession as a whole.
- 76 per cent of those selected were female and 24 per cent were male. In the profession as a whole, 80 per cent are female and 20 per cent are male.
- Approximately one in 20 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 19 registrants across the profession as a whole.

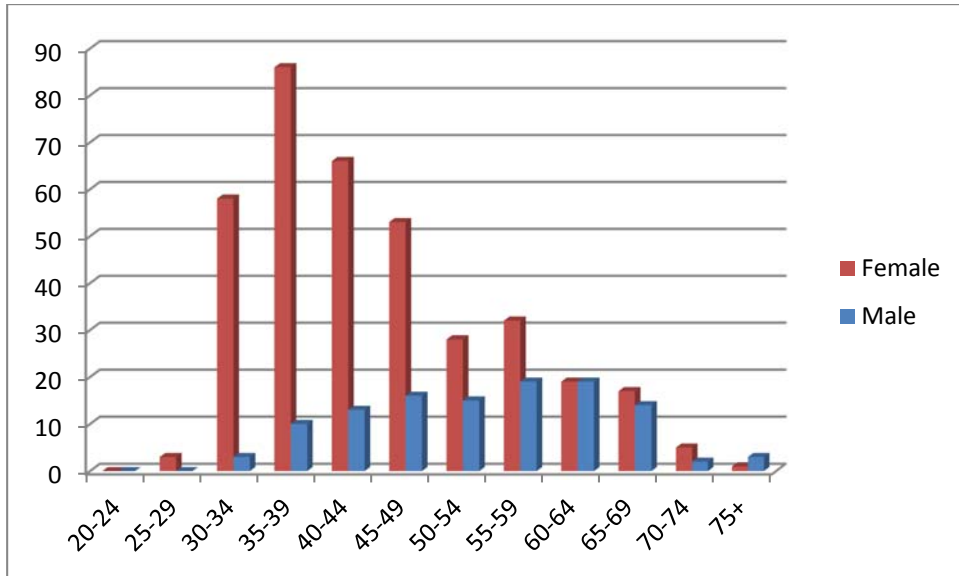
- The average age of practitioner psychologists selected for audit and requesting voluntary deregistration was 56 years. The average age of practitioner psychologists that requested voluntary deregistration in the profession as a whole was 58 years.
- The average age of practitioner psychologists selected for audit that did not renew their registration was 58 years. The average age of practitioner psychologists that did not renew their registration in the profession as a whole was 53 years.

The following graphs illustrate the age range and gender split of practitioner psychologists as a profession as a whole and those selected for audit.

Graph 44 – Age and gender of practitioner psychologists across the whole profession



Graph 45 – Age and gender of practitioner psychologists selected for CPD



Deferrals

There were 39 successful deferral requests.

Table 42 – Reasons for deferral – practitioner psychologists

| Reason for deferral | Number |
|----------------------|--------|
| Maternity leave | 27 |
| Health | 7 |
| Family health | 3 |
| Employment situation | 1 |
| Domestic situation | 1 |

Comparisons with previous audits

This was the first CPD audit for this profession.

Table 43 - Summary of audit results (percentages)

| Profession | Accepted | Deferred | Deregistered (voluntarily) | Deregistered (did not renew) | Under assessment | Removed | Total |
|---|-----------------|-----------------|-----------------------------------|-------------------------------------|-------------------------|----------------|--------------|
| Paramedics | 85.0 | 11.0 | 1.9 | 1.9 | 0.0 | 0.2 | 100.0 |
| Orthoptists | 75.8 | 12.1 | 12.1 | 0.0 | 0.0 | 0.0 | 100.0 |
| Speech and language therapists | 77.5 | 15.2 | 3.3 | 4.0 | 0.0 | 0.0 | 100.0 |
| Prosthetists / orthotists | 86.4 | 4.5 | 0.0 | 9.1 | 0.0 | 0.0 | 100.0 |
| Clinical scientists | 84.8 | 6.8 | 4.2 | 4.2 | 0.0 | 0.0 | 100.0 |
| Occupational therapists | 79.2 | 11.8 | 5.3 | 3.6 | 0.0 | 0.1 | 100.0 |
| Biomedical scientists | 84.8 | 6.7 | 4.7 | 3.3 | 0.2 | 0.3 | 100.0 |
| Radiographers | 82.9 | 9.6 | 4.5 | 3.0 | 0.0 | 0.0 | 100.0 |
| Physiotherapists | 79.5 | 11.5 | 3.7 | 4.2 | 0.8 | 0.3 | 100.0 |
| Arts therapists | 74.3 | 12.8 | 9.0 | 2.6 | 0.0 | 1.3 | 100.0 |
| Dietitians | 79.1 | 12.2 | 5.1 | 2.1 | 1.5 | 0.0 | 100.0 |
| Chiropodists / podiatrists | 75.8 | 12.9 | 5.5 | 4.6 | 1.2 | 0.0 | 100.0 |
| Hearing aid dispensers | 86.0 | 0.0 | 4.7 | 7.0 | 0.0 | 2.3 | 100.0 |
| Operating department practitioners | 78.4 | 13.0 | 2.2 | 3.2 | 3.2 | 0.0 | 100.0 |
| Practitioner psychologists | 83.8 | 8.1 | 3.7 | 1.5 | 2.9 | 0.0 | 100.0 |

Table 44 - Summary of deferral reasons (percentages)

| Profession | Maternity leave | Health | Family health | Domestic situation | Employment situation | Bereavement | Career break / travel | Academic study | Total |
|---|------------------------|---------------|----------------------|---------------------------|-----------------------------|--------------------|------------------------------|-----------------------|--------------|
| Paramedics | 69.5 | 17.4 | 8.7 | 2.2 | 2.2 | | | | 100.0 |
| Orthoptists | 25.0 | 25.0 | | | 25.0 | 25.0 | | | 100.0 |
| Speech and language therapists | 68.0 | 14.0 | 6.0 | 2.0 | 2.0 | | 8.0 | | 100.0 |
| Prosthetists / orthotists | | 100.0 | | | | | | | 100.0 |
| Clinical scientists | 37.5 | 25.0 | 12.5 | | | | 25.0 | | 100.0 |
| Occupational therapists | 60.5 | 22.9 | 8.3 | 4.2 | 1.0 | 1.0 | 2.1 | | 100.0 |
| Biomedical scientists | 42.1 | 23.7 | 10.5 | 7.9 | 15.8 | | | | 100.0 |
| Radiographers | 48.5 | 19.7 | 3.0 | 3.0 | 6.1 | 6.1 | 6.1 | 7.5 | 100.0 |
| Physiotherapists | 48.2 | 22.2 | 6.7 | 5.9 | 4.4 | 5.9 | 3.0 | 3.7 | 100.0 |
| Arts therapists | 40.0 | 30.0 | | | 20.0 | 10.0 | | | 100.0 |
| Dietitians | 50.0 | 25.0 | | 4.2 | 16.6 | | 4.2 | | 100.0 |
| Chiropodists / podiatrists | 23.8 | 35.7 | 26.2 | 4.8 | | 9.5 | | | 100.0 |
| Hearing aid dispensers | | | | | | | | | n/a |
| Operating department practitioners | 25.0 | 38.9 | 16.6 | 5.6 | 5.6 | 8.3 | | | 100.0 |
| Practitioner psychologists | 69.2 | 17.9 | 7.7 | 2.6 | 2.6 | | | | 100.0 |

Overall audit summary

This report looks at the outcomes of the CPD audits which took place between 2011–13 for fifteen out of the sixteen professions regulated by the HCPC. This includes two professions (chiropractors / podiatrists and operating department practitioners) which have been audited for the third time. It also includes eleven professions which have been audited for the second time.

In this section, we provide a summary of the outcomes of the audits across the fifteen professions covered by this report, identifying possible trends and suggesting potential explanations for them.

In our previous two reports (covering 2008–9 and 2009–10 respectively) we made the following observations.

- The majority of registrants successfully completed their CPD audit, with most CPD profiles being accepted after their first assessment.
- Those who requested voluntary deregistration after being selected for audit were generally in the 50+ age group. We suggested this might be because these registrants may be retiring from their profession.

The above observations remain the case and we have again noticed an increase in the number of registrants whose profiles were accepted as submitted, without the need for them to submit further information to the assessors. Our assessors have also noted an increase in the quality of the profiles being submitted, which suggests the guidance provided by us is enabling registrants to complete their CPD profiles in a way that demonstrates they meet the CPD standards.

Following feedback from registrants, HCPC employees and our assessors, we now include a template of a dated list as part of the profile we send to all registrants selected for audit. This encourages registrants to include a dated list of all their CPD activities over the last two years which helps to show they meet standard 1. The lack of a dated list of CPD activities is the most common reason registrants are asked for further information following the initial assessment of their profile. Since we made this change, the number of further information requests made by our assessors has decreased.

In our first report we noticed that in each of the professions, the proportion selected for audit that did not renew or voluntarily deregistered was higher than for the profession as a whole. In contrast to this, our second report found no clear trend in the data between the CPD audit and the likelihood of a registrant not renewing or voluntarily deregistering. In this, our third report, twelve out of the fifteen professions covered have a higher proportion of registrants selected for CPD that did not renew

or voluntarily deregistered compared to the profession as a whole. For two professions (speech and language therapists and hearing aid dispensers) the rate of not renewing or voluntarily deregistering is in line with the profession as a whole. Only one profession, practitioner psychologists, has a higher rate of not renewing or voluntarily deregistering across the profession as a whole compared to those selected for audit.

Out of the thirteen professions included in this report that have been through more than one audit, eight have seen an increase in the number of profiles accepted compared to their previous audit. Out of the five professions that saw a decrease in the number of profiles accepted, four of them (speech and language therapists, occupational therapists, radiographers and physiotherapists) had an increased number of deferral requests. Arts therapists also saw a slight decrease in the number of profiles accepted, but they had an increased number of registrants who voluntarily deregistered.

We have again included information in this report about the age profile of those requesting voluntary deregistration in each profession. This shows that the majority were in the over 50 age range, as was the case in our previous two reports. This trend seems to indicate that these registrants are retiring from their profession.

Deferrals

The rate of deferral was variable across the professions. The overall average was 9.9 per cent, which is a slight increase from the previous report which saw an average of nine per cent across the professions.

No hearing aid dispensers selected for audit requested deferral. The highest rate was amongst speech and language therapists (15.2%). As with previous reports, the most common reasons for deferring the CPD audit were being, or having been, on maternity leave or health issues, which meant the registrant was unable to complete their CPD profile.

Voluntary deregistration and not renewing

Voluntary deregistration was variable across the professions. The overall average for those selected for audit was 4.7 per cent, which is a slight decrease compared to the previous report which saw 4.9 per cent request voluntary deregistration. No prosthetists / orthotists selected for audit requested voluntary deregistration. The highest rate was for orthoptists (12.1%) although they are one of the smaller professions on our Register, so the numbers involved are very small.

A lower rate of 3.6 per cent of those selected for audit did not renew their registration. Again, this is a slight decrease compared to the previous report, which

saw 4 per cent of those selected not renewing their registration. No orthoptists selected for audit failed to renew their registration. The highest rate was for prosthetists / orthotists (9.1%). Again, they are one of the smaller professions on our Register so the numbers involved are very small.

Under assessment

Those who are listed as being 'under assessment' include a small number of registrants who did not renew their registration before the renewal deadline and have subsequently been readmitted to the Register. If a registrant who has been selected for audit returns to the Register within two years of lapsing, they are asked to complete the requirements of the CPD process.

The outstanding cases also include registrants who have become the subject of fitness to practise proceedings after they were selected for CPD audit. In these cases, the CPD process is suspended until our Fitness to Practise Department have completed their investigations.

Removals

Only 0.2 per cent (ten registrants) of those selected for audit were the subject of a decision to remove their name from the Register. Those decisions were made because they had either renewed their registration with us but failed, despite reminders, to submit a CPD profile (or further information) or because their profile was assessed as not meeting the standards.

This is a decrease compared to the previous report, which saw 0.7 per cent of those selected for audit being removed from the Register.

Appeals

Two appeals were made during the period covered by this report. In both cases the registrant had failed to submit their CPD profile (or further information) to us in time. In one case, the registrant was allowed to defer their audit as there were extenuating circumstances that came to light at the appeal. The other appeal was dismissed.

Conclusion

Our initial analysis is that there are no significant differences between the outcomes in different professions. Approximately 75–85 per cent of audits were accepted, and there was what appears to be a random fluctuation in the numbers of registrants in each profession deferring their audit, not renewing their registration, or voluntarily deregistering. Most professions have seen an improvement in the percentage of profiles that were accepted compared to previous audits.

The majority of profiles continue to demonstrate links between ongoing learning and benefits to practice and service users. The quality of the CPD profiles we have seen so far is high and continues to improve with each round of audits. This shows the commitment that registrants have to maintaining their CPD portfolios through a broad range of activities.

We hope that you have found this report informative. We are committed to implementing a process for CPD that is valuable and fair to registrants. Further analysis of our audits will be commissioned over the next twelve months which will further inform our understanding of this process.

List of tables and graphs

Tables

- Table 1 – Outcome of paramedic CPD audit
- Table 2 – Reasons for deferral - paramedics
- Table 3 – Comparison with previous audits – paramedics
- Table 4 – Outcome of orthoptist CPD audit
- Table 5 – Reasons for deferral - orthoptists
- Table 6 – Comparison with previous audits – orthoptists
- Table 7 – Outcome of speech and language therapist CPD audit
- Table 8 – Reasons for deferral – speech and language therapists
- Table 9 – Comparison with previous audits – speech and language therapists
- Table 10 – Outcome of prosthetist / orthotist CPD audit
- Table 11 – Reasons for deferral – prosthetists / orthotists
- Table 12 – Comparison with previous audits – prosthetists / orthotists
- Table 13 – Outcome of clinical scientist CPD audit
- Table 14 – Reasons for deferral – clinical scientists
- Table 15 – Comparison with previous audits – clinical scientists
- Table 16 – Outcome of occupational therapist CPD audit
- Table 17 – Reasons for deferral – occupational therapists
- Table 18 – Comparison with previous audits – occupational therapists
- Table 19 – Outcome of biomedical scientist CPD audit
- Table 20 – Reasons for deferral – biomedical scientists
- Table 21 – Comparison with previous audits – biomedical scientists
- Table 22 – Outcome of radiographer CPD audit
- Table 23 – Reasons for deferral – radiographers
- Table 24 – Comparison with previous audits – radiographers
- Table 25 – Outcome of physiotherapist CPD audit
- Table 26 – Reasons for deferral – physiotherapists
- Table 27 – Comparison with previous audits – physiotherapists
- Table 28 – Outcome of arts therapist CPD audit
- Table 29 – Reasons for deferral – arts therapists
- Table 30 – Comparison with previous audits – arts therapists
- Table 31 – Outcome of dietitian CPD audit
- Table 32 – Reasons for deferral – dietitians
- Table 33 – Comparison with previous audits – dietitians
- Table 34 – Outcome of chiropodist / podiatrist CPD audit
- Table 35 – Reasons for deferral – chiropodists / podiatrists
- Table 36 – Comparison with previous audits – chiropodists / podiatrists
- Table 37 – Outcome of hearing aid dispenser CPD audit
- Table 38 – Outcome of operating department practitioner CPD audit
- Table 39 – Reasons for deferral – operating department practitioners
- Table 40 – Comparison with previous audits – operating department practitioners

- Table 41 – Outcome of practitioner psychologist CPD audit
- Table 42 – Reasons for deferral – practitioner psychologists
- Table 43 – Overall summary – audit results, percentages
- Table 44 – Overall summary – reasons for deferral, percentages

Graphs

- Graph 1 – Outcome of paramedic CPD audit
- Graph 2 – Age and gender of paramedics across the whole profession
- Graph 3 – Age and gender of paramedics selected for CPD
- Graph 4 – Outcome of orthoptist CPD audit
- Graph 5 – Age and gender of orthoptists across the whole profession
- Graph 6 – Age and gender of orthoptists selected for CPD
- Graph 7 – Outcome of speech and language therapist CPD audit
- Graph 8 – Age and gender of speech and language therapists across the whole profession
- Graph 9 – Age and gender of speech and language therapists selected for CPD
- Graph 10 – Outcome of prosthetist / orthotist CPD audit
- Graph 11 – Age and gender of prosthetists / orthotists across the whole profession
- Graph 12 – Age and gender of prosthetists / orthotists selected for CPD
- Graph 13 – Outcome of clinical scientist CPD audit
- Graph 14 – Age and gender of clinical scientists across the whole profession
- Graph 15 – Age and gender of clinical scientists selected for CPD
- Graph 16 – Outcome of occupational therapist CPD audit
- Graph 17 – Age and gender of occupational therapists across the whole profession
- Graph 18 – Age and gender of occupational therapists selected for CPD
- Graph 19 – Outcome of biomedical scientist CPD audit
- Graph 20 – Age and gender of biomedical scientists across the whole profession
- Graph 21 – Age and gender of biomedical scientists selected for CPD
- Graph 22 – Outcome of radiographer CPD audit
- Graph 23 – Age and gender of radiographers across the whole profession
- Graph 24 – Age and gender of radiographers selected for CPD
- Graph 25 – Outcome of physiotherapist CPD audit
- Graph 26 – Age and gender of physiotherapists across the whole profession
- Graph 27 – Age and gender of physiotherapists selected for CPD
- Graph 28 – Outcome of arts therapist CPD audit
- Graph 29 – Age and gender of arts therapists across the whole profession
- Graph 30 – Age and gender of arts therapists selected for CPD
- Graph 31 – Outcome of dietitian CPD audit
- Graph 32 – Age and gender of dietitians across the whole profession
- Graph 33 – Age and gender of dietitians selected for CPD
- Graph 34 – Outcome of chiropodist / podiatrist CPD audit
- Graph 35 – Age and gender of chiropodists / podiatrists across the whole profession
- Graph 36 – Age and gender of chiropodists / podiatrists selected for CPD

Graph 37 – Outcome of hearing aid dispenser CPD audit

Graph 38 – Age and gender of hearing aid dispensers across the whole profession

Graph 39 – Age and gender of hearing aid dispensers selected for CPD

Graph 40 – Outcome of operating department practitioner CPD audit

Graph 41 – Age and gender of operating department practitioners across the whole profession

Graph 42 – Age and gender of operating department practitioners selected for CPD

Graph 43 – Outcome of practitioner psychologist CPD audit

Graph 44 – Age and gender of practitioner psychologists across the whole profession

Graph 45 – Age and gender of practitioner psychologists selected for CPD

Further information

The following publications are available from our website at www.hcpc-uk.org/publications/brochures

- Your guide to our standards for continuing development
- Continuing professional development and your registration
- How to complete your continuing professional development profile

The following audio-visual presentation is available on our website at www.hcpc-uk.org/registrants/cpd

- [Continuing professional development \(CPD\)](#)

Sample profiles can be downloaded in the registrant section of our website at www.hcpc-uk.org/registrants/cpd/sampleprofiles

The following consultations are available from our website at www.hcpc-uk.org/publications/consultations

- Continuing Professional Development – Consultation paper
- Continuing Professional Development – Key decisions
- Consultation on an amendment to the Health Professions Council Standards for Continuing Professional Development

You can find more information on the CPD professional liaison group (PLG) on our website at www.hcpc-uk.org/aboutus/professionalliaisongroups/cpd

The Health and Social Work Professions Order 2001 is available on our website at www.hcpc-uk.org/aboutus/legislation/orders/.