

WHY DO CPD (Continuous Professional Development)

CPD is a compulsory requirement for all members who wish to appear on the public registers commencing 1st January 2014.

Section 1

1) Aims:

Easy to understand.

Simple to do and easy for practitioners to fulfil the criteria.

Flexibility to meet the individual needs of a practitioner.

To recognise the many activities that most members already do.

To encourage practitioners to cover a range of subjects and activities.

It can be achieved wherever you live and whatever your resources allow, thus enabling practitioners to fulfil CPD criteria without financial outlay.

To acknowledge the commitment of practitioners embarking on further formal training.

2) What is CPD?

Continuing Professional Development (CPD) is the process whereby practitioners take responsibility for their own learning and development and apply it to improve their practice in the interests of clients and the development of the profession. The term CPD is used to cover all relevant activities undertaken by health practitioners to maintain, enhance and develop existing knowledge and skills acquired during the study and completion of their professional practitioners' qualification. Many practitioners, without consciously realising it, are already actively involved in CPD.

We feel that a clear distinction must be made between normal professional practise and work that is specifically aimed at the enhancement of practitioner skills

3) Why do we need CPD?

We all have a part to play in achieving competence and good practice. The best practitioners are usually those who reflect on their practice and strive to continuously improve the service they provide to their clients.

As part of voluntary self-regulation, the profession must have a CPD scheme in place to help maintain standards of professional practice and competence. Further development is needed to ensure that Shiatsu maintains and builds on the respect of the public and health care professionals alike. It may help to raise the profile of Shiatsu as a major therapy in what is a widening field of complementary therapies.

4) What is meant by '*Professional Practice*'

Your professional practice includes all of these:

Your service to clients

The application of your knowledge and skills in treating clients

The customer care that you provide to clients

The type of approach that you have to shiatsu

The specialisations in shiatsu that you have.

Your practice as a business, or as an employee

Your reputation

Your accessibility to potential clients

5) Who is required to undertake CPD?

All members are required to undertake CPD who wish to appear on the public registers.

Graduate and student members are not required to do CPD. It is a requirement for Registered Practitioners but graduate members are encouraged to do some CPD each year to update and enhance their learning and practice.

6) Why should I do CPD?

- To gain a deeper or broader knowledge and understanding of your profession
- To experience and develop new approaches
- To improve professional relationships with other professional practitioners
- To gain further professional satisfaction, enthusiasm and confidence.
- CPD can assist you in assessing your own practice. Through personal reflection you can more effectively focus your energy on areas for development.
- To create greater esteem for the profession in the eyes of the public with a possible increase in client numbers
- To create greater esteem for the profession in the eyes of other healthcare professionals who already do CPD. This may lead to increased referrals
- To improve your awareness of developments in the field of Shiatsu and gain much from supporting other members

7) How and when should CPD be undertaken?

Hopefully all registered and graduate members continuously reflect on how their practice is going and on the quality of service they provide to clients, which means that much informal CPD is done without even realising it. We are flexible about when and how this should take place.

8) Where should CPD be undertaken?

This should be flexible depending upon the location of the member's practice and the type

of CPD activity being carried out. Here are examples of the flexible approach:

- In the place of practice or at home
- In educational establishments
- On the telephone or emails, in communication with one or more colleagues
- By post
- In group settings, small informal meetings, area group meetings or large formal events
- Via the internet

9) Who decides what counts as relevant learning or development?

The only person who knows exactly what activity is relevant to your practice is **you**. This is why we are placing the responsibility for deciding what is relevant upon the individual members. So, if a counselling course that you plan to do is relevant to how you work with your clients then it should count. You need to be able to demonstrate to yourself that the activity would be of benefit to your practice. This may involve mainstream Shiatsu, a specialist area of Shiatsu or advanced training in Shiatsu. Other examples to convey the diversity of relevant activities include:

Other therapies – Learning or development in any other therapy where you can demonstrate learning relevant to your professional practice. Please note that this is not a carte blanche for all therapies to be included within the CPD program. You must be able to demonstrate how the activity benefited your Shiatsu practice.

Counselling – any aspect of learning which helps you to develop the therapeutic relationship side of your practice including courses in such elements as Neuro Linguistic Programming (NLP), listening skills, counselling, mentoring, life coaching, psychology and other similar areas.

Business skills – any learning which will enable you to develop the business side of your practice including marketing, bookkeeping, promotion, business planning and other similar areas.

Anatomy & Physiology, including Pathology (AP&P) and condition management – any learning which will enhance your understanding of AP&P in relation to your practice including refresher/advanced learning activities and/or research into conditions, systems and other areas directly relevant to your practice.

Other relevant medical approaches – any learning, including first aid and any other aspect of medical practice or healthcare, which you can demonstrate is relevant to your development as a practitioner.

Nutrition and cooking skills

10) I am a multi-discipline practitioner - will development in my other therapies count?

Many practitioners are trained in multiple disciplines. If the practitioner is able to demonstrate that an activity relating to another therapy is also relevant to their Shiatsu practice then it should count. We recognise that many skills and knowledge acquired are transferable between therapies or other health care professions. Many complementary therapy organisations already have CPD schemes. The remaining main organisations will follow suit very soon. Shiatsu practitioners who also belong to other organisations will carry out development activities to meet

their CPD obligations for other organisations. Our flexible approach means that development activity in non-Shiatsu activities may well count as CPD for Shiatsu.

11) I am also a nurse – will my nursing CPD count?

There is a great deal of professional development that nurses and other healthcare professionals are required to undertake by their employers that would be relevant to Shiatsu practice. However, it is for the individual practitioner to decide which development that they have undertaken, for another profession, contributes to their Shiatsu practice. CPD activities for other professions could apply to several categories of practice.

12) I am a part-time Shiatsu practitioner – do I need to do CPD?

Yes, many practitioners practise Shiatsu on a part-time basis. For this reason we have ensured that many of the possible CPD activities can be done quickly and easily. Many activities have little or no cost and can be done locally or even at home. People often think of CPD as solely attending courses and workshops. It is not just attendance at courses and workshops – it is much more than that. It is doing any activity that you have determined will genuinely help maintain or improve your practice. In other parts of this document there is advice and examples on low cost and relevant activities you can do.

13) How do the categories and values of other CPD schemes relate to that of Shiatsu?

This scheme requires practitioners to accrue an **average of 15 points per year**. Some of this total can be carried over and accrued over 3 years (15 points x 3 = 45 points), although a minimum of 7 hours must be attained per year. This means, for example, that you may do 7 points in year one, 15 in year 2 and 23 in year 3. As long as you do a minimum of 7 in any one year, and attain 45 over 3 years, you can choose when you get your points. In most of the criteria, 1 point equates to 1 hour. Other organisations may have different CPD categories and different point or time values for their activities. The categories will most probably be accepted but to ensure that they meet Shiatsu CPD requirements, members will need to ensure that they refer to the guidelines for **this** CPD scheme and not those of another organisation.