

NORTH WEST INSTITUTE OF DYNAMIC PSYCHOTHERAPY

Continuing Professional Development Policy

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1. Introduction

One of the central aims of the UKCP is to ensure the protection of the public. One of the ways of achieving this is by the continuing maintenance and improvements of standards of practice.

Item 3.3 of the Memorandum and Articles of Association of the UKCP states that one of the objects of the Charity is: **“to promote (or assist in the promotion, preservation and protection of public health by encouraging) high standards of training and practice in psychotherapy and the wider provision of psychotherapy for the public”**

Similarly, the UKCP Document entitled Ethical Guidelines states in section 2.8 that: **“Psychotherapists are required to maintain their ability to perform competently and to take the necessary steps to do so”**.

It is through the implementation of a formal and verifiable policy on continuing professional development that this becomes possible. CPD thus seeks to build on the reflective practice of psychotherapists; as, for example, facilitated by professional consultation/supervision. Thus CPD is about moving from passive experience to active attempts to learn from that experience. The purpose of CPD activity is to promote a culture of learning within the psychotherapy profession and help ensure the protection of the public through maintaining and improving standards of practice.

In order to allow for flexibility, the CPD policy allows for the possibility of individuals developing through work undertaken in any setting and not necessarily within their registering member organisation/s.

2. Aims

The NWIDP CPD Policy is intended to encourage the active reflection on experience in a way that allows the individual to specify what has been learned in relation to their identified developmental needs.

The NWIDP CPD Policy is also intended to be sufficiently flexible to allow for individuals to develop in ways that are personally meaningful and be achievable financially, emotionally, and in terms of time.

A definition of ‘Continuing Professional Development’

CPD activity is defined here as embracing a range of activities relevant to, and consistent with, the practice of psychoanalytic and psychodynamic psychotherapy and the ethical codes of the North West Institute of Dynamic Psychotherapy. These include:

- a. *Participation in NWIDP activities (i.e. attendance at or active involvement in meetings or other events organised by the NWIDP).
- b. *Post registration training courses – relating to psychoanalytical/psychodynamic therapy
- c. *Presentations and/or attendance at professional conferences.
- d. The development of clinical and supervisory skills [i.e. peer group learning, attendance at, or participation in, seminars, lectures, workshops, short or longer term courses].
- e. Undertaking formal research.
- f. Publication.
- g. Contributions to taught courses (including giving lectures, and leading seminars or workshops). To be CPD activity however, these activities should be undertaken **in addition to** the individual's normal duties and work.
- h. Developing management skills through undertaking further training.
- i. Receiving Specialist Consultation
- j. Self directed learning (including reading, informal research, personal therapy).

*50% of CPD must be in categories a – c.

The above list is not intended to be prescriptive, exclusive or exhaustive. The CPD undertaken by an individual might, therefore, embrace a variety of activities in addition to those listed here. However, it is important to demonstrate a relationship between an activity and expressed developmental need. There should also be evidence of reflection upon the outcome of activities undertaken.

It is expected that a minimum number of 30 hours per year (not including supervision) would be given over to CPD. As it is understood that this goal may be complicated by practitioners having periods of sick leave or maternity leave, this may be completed by an adjusted arrangement whereby the psychotherapist can spread the hours over a five year period, ie. 150 hours over five years.

It is expected that those practitioners who practice part time would complete their CPD requirements, not on a pro-rata basis but as if they were working full time. The emphasis of all CPD requirements is the continued promotion of standards of excellence within training and afterwards, and this can only be fulfilled where

the practitioner is willing to commit to a full programme.

Every psychotherapist will have an on going consultative or supervisory arrangement which involves regular meetings with an experienced practitioner whose therapeutic approach is in line with the flag statement of the UKCP Section/College to which the NWIDP belongs [the Analytic Psychologists and Psychoanalytic & Psychodynamic Section].

3. Implementation and monitoring of NWIDP CPD Policy

CPD is about moving from passive experience to an active attempt to learn from that experience. As such, individual practitioners need to be able to describe and specify what was learned or reconfirmed through their CPD.

It is expected that all full members of the NWIDP would be required to keep a log of their CPD activity. The log should consist of the following:

- i. A list of developmental needs
- ii. A record of CPD activity undertaken along with the amount of time involved. Also it is recommended that a significant proportion of the CPD undertaken by NWIDP members is relevant to, and consistent with, the practice of psychoanalytic and psychodynamic psychotherapy. It is also recommended that NWIDP members are mindful of the nature and extent of their clinical work when determining the type and amount of CPD activity undertaken.
- iii. A statement made in respect to each CPD activity selected by the individual specifying in terms of aims, methods and outcomes, what might have been learned.

Each year the Chair of the NWIDP will request a random audit of 5% of the membership. Those selected will produce a verifiable record of evidence that the individual member has done what he/she say they have done. Individual CPD will be expected to meet the standards set out in this policy. Certificates of attendance and/or programmes should be provided.

The UKCP holds the Chair of the NWIDP responsible for ensuring the membership maintains high standards of CPD.

Failure to adhere/comply to the NWIDP CPD policy may lead to sanctions or disciplinary action.