



# CPD Audit 2016: Veterinarians pass with flying colours

**Wayne Ricketts**, VCNZ, offers congratulations for a job well done.

**THE 2016 CONTINUING** Professional Development (CPD) audits have been completed and VCNZ is in the final stages of follow up and reporting back to the veterinarians concerned.

As in 2015 (the first year of audits), the results are pleasing. Of the 71 veterinarians audited, 56 fully achieved, 13 achieved with recommendations, and two are still in progress. Many of the audited veterinarians recorded far in excess of the minimum CPD requirements, reflecting the profession's commitment to lifelong learning.

This year VCNZ audited 2.5% of practising veterinarians. Most were randomly selected and a smaller number were selected on the basis of a recent complaint or notification where recommendations were made around upskilling, or where there was a failure to meet the audit requirements in last year's pilot CPD compliance monitoring.

Auditors were not told the reason why a veterinarian was being audited.

## THE AUDIT PROCESS

The audit process is intended to be constructive and educative. The CPD auditors (who are all veterinarians) assess whether a veterinarian's CPD is appropriate to maintain competence in his or her area of practice – regardless of whether this is in a clinical, educational, research, regulatory, management or consultancy role. CPD records should demonstrate how adequately individuals are participating in CPD activities and using them as a tool for maintaining and improving skills and knowledge.

The audit assesses:

- » the type and appropriateness of the CPD undertaken
- » the content and quality of reflective records, if used
- » whether the individual correctly classified CPD and correctly attributed the points
- » the adequacy of verification/evidence provided to confirm participation in CPD events.

In future the targeted pool will be extended to include any veterinarians with zero or minimal CPD declared for the previous two years.

Where issues arise, VCNZ's emphasis in the first instance is rehabilitative and supportive, with the council working with the veterinarian on ways to comply.

## BREAKDOWN OF RESULTS

Where issues were raised or suggestions made, these were generally about:

- » insufficient points in either Continuing Veterinary Education (CVE) or Collegial Learning Activity (CLA)
- » records lacking detail
- » reflective records lacking or being insubstantial
- » CPD being incorrectly categorised.

All veterinarians who achieved but with recommendations had exceeded the minimum required 60 points.

In some instances, veterinarians incorrectly categorised their CPD activities, most often classifying activities as CVE that actually could have been classified as CLA. If VCNZ had to pick the principal issue arising from the 2016 audit, it would be CLA.

## WHAT IS CLA?

CLA is planned or unplanned interactive engagement with colleagues that results in learning and most often takes place in the local environment.

CLA is interactive and, outcome oriented and promotes reflective practice. It may take place with veterinary or non-veterinary colleagues.

Engaging in reflective practice is associated with improved performance and professional and personal growth. Research in other professions indicates that the most effective CPD is based on the individual's work environment.

Examples of CLA include:

- » peer-to-peer learning, for example workplace learning, case presentations, discussion sessions and surgical rounds
- » participation in peer-group activities with an educational focus, for example journal and study groups
- » mentoring
- » professional body or group meetings, for example NZVA Regional Branch meetings, or team meetings
- » interactive forums at conferences
- » quality/performance management activities.

VCNZ has developed information on CPD. Visit [www.vetcouncil.org.nz/documentation/CPDInformationforVets.pdf](http://www.vetcouncil.org.nz/documentation/CPDInformationforVets.pdf).

For templates for recording CPD, see the CPD page under 'Veterinarians' on the VCNZ website. The council accepts My CPD records if you are an NZVA member. It is much easier for you (and your CPD auditor) if you use our templates or My CPD to record your CPD – and do this regularly.

It appears many of you are already very conversant with CPD and recording requirements. It also looks as if the majority of those veterinarians audited to date have embraced a more reflective and individually tailored approach to CPD, aimed at their specific learning needs. This is consistent with the council's view on CPD.

So, veterinary colleagues, give yourselves a pat on the back for these results. Keep it up. 🐾