

# Continuing professional development & the requirements of registration

IRISH ASSOCIATION OF SOCIAL WORKERS



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# This webinar will consider...

- CPD & the Requirements of Registration
- Supports to your Professional Development
- The CPD Cycle
- Recording your learning
- Audit
- Reflective Practice





## What is CPD?

- Continuing Professional Development (CPD) is the means by which health and social care professionals **maintain and improve** their **knowledge, skills** and **competence**, and **develop the professional qualities required** throughout their professional life. CPD is an integral component in the continuing provision of safe and effective services for the benefit of service users.

# IASW supporting members' CPD

- CPD with the IASW
  - Member only page on [www.iasw.ie](http://www.iasw.ie) with the essential documents needed to support you to meet CPD Requirements of Registration
- CPD Events and Courses
  - Members are given first opportunity to book places
  - At least 50% discount
  - Member only CPD opportunities
- Peer led CPD in Special Interest Groups
- Communications from office keep members up to date on new developments and opportunities relevant to social work
- CPD Committee to develop CPD resources and supports





# CORU CPD Approach: Key Principles

- Registrants are autonomous and responsible learning professionals
- Flexible and appropriate regardless of role, career stage or sector
- A broad view of learning and learning activities



# Code of Professional Conduct & Ethics for Social Workers

## **Section 10 Keep your professional knowledge and skills up to date**

10.1 You must:

- a. ensure that your knowledge, skills and performance are of a high standard, up to date and relevant to your practice
- b. participate in continuing professional development (CPD) on an ongoing basis.

10.2 You should:

- a. consider the support and guidance provided by your Registration Board regarding CPD
- b. keep a record of the activities you have completed.



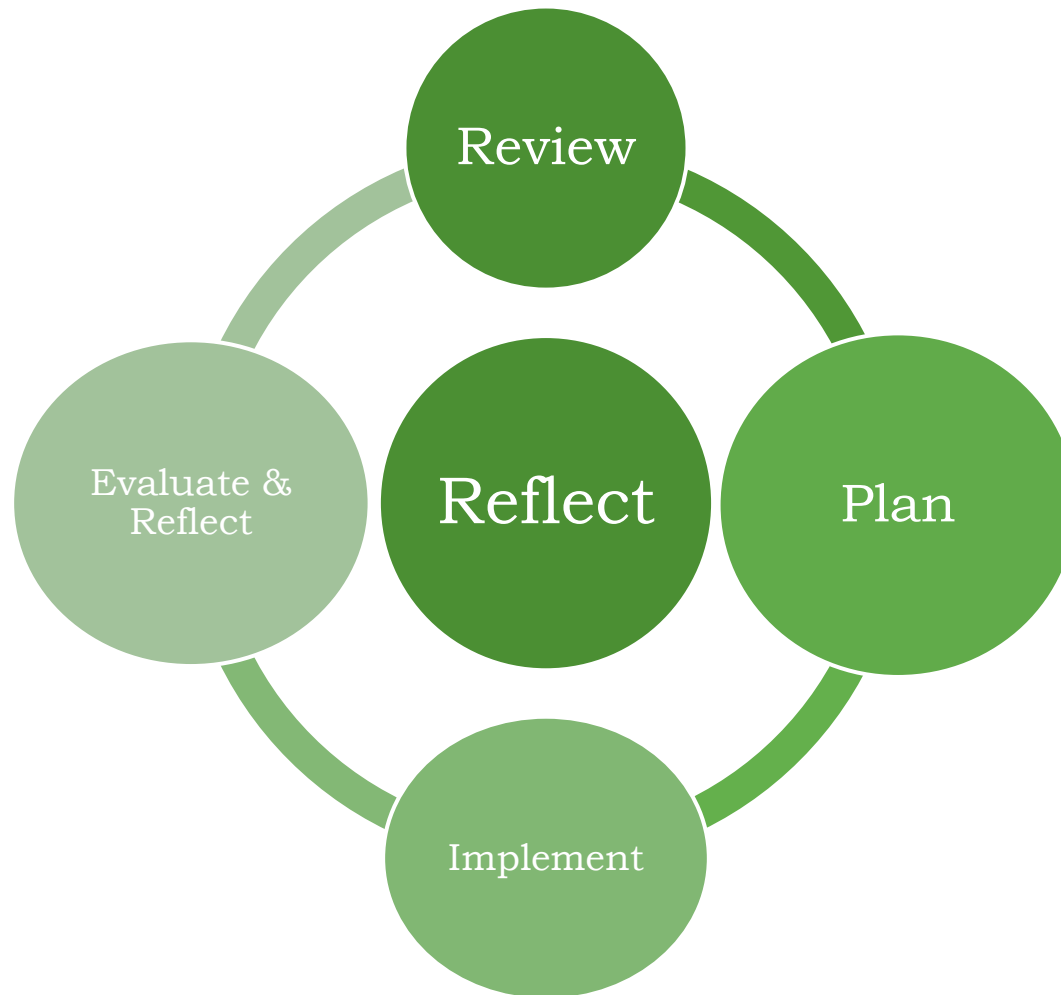


Every registrant is required to engage in CPD in order to continue to be compliant with their Code of Professional Conduct & Ethics





# CPD Cycle



(Adapted from Kolb's Learning Cycle)



# **Review**

Where am I  
and where do  
I want to get  
to?

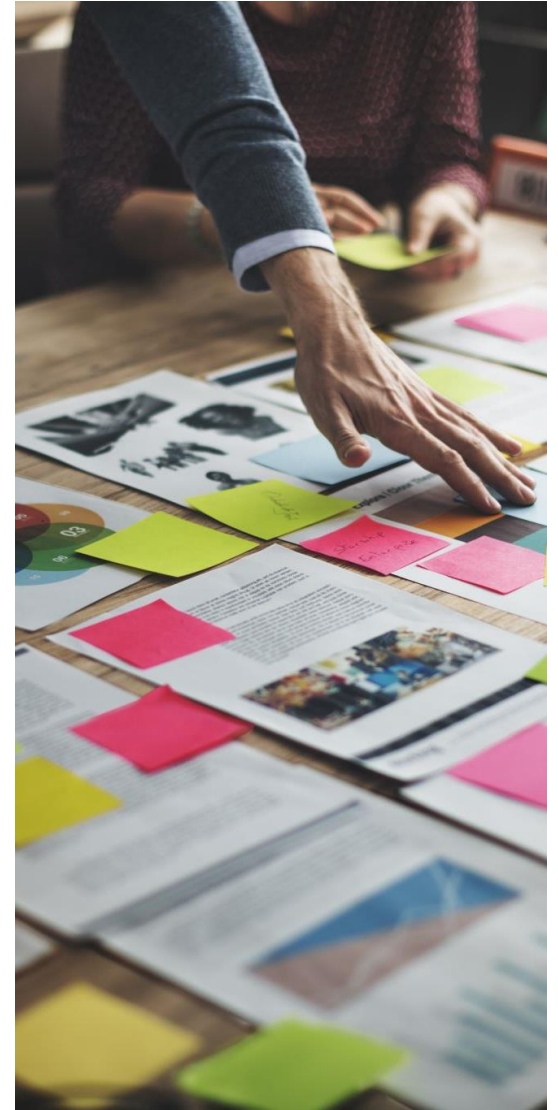
# Review Informing Your Personal Learning Plan

- What's required to maintain and develop professional competence in your current and future practice?
- Is new learning, theory and/or skills development needed?
- Can use as a support to career development



# Putting a structure on your learning - Your Personal Learning Plan

- Think SMART - Specific, Measurable, Achievable, Relevant, and Time-Bound
- Align with CPD audit cycle
- Ensure you include a range of learning activities





# Implement

- Put the learning plan into action
- Prioritise
- It is the responsibility of the individual registrant to allocate CPD credits to each learning activity
- Record ensuring no identifying information



# Evaluate and Reflect

- CORU's approach to CPD is outcomes focused
- How have you applied the learning to your work?
- Reflect on how learning integrated into your practice
  - What did I learn?
  - How have I applied that learning?
  - Did I achieve my learning outcomes?
  - Was there unplanned learning?
  - What difference does what I learned make to the people I work with?
  - What have I learned about my learning needs?
  - What has been the impact on my professional practice?



# Registration Requirements

Use the CORU CPD Record template

Both CPD records include sections on:

- Implementation of learning activities that achieved new or enhanced learning
- Evaluation and reflection of learning achieved
- Review of learning needs for the next 12 months
- Planned learning activities for next 12 months
- 30 CPD credits in each 12 month period



[illegible]



Ag Rialáil Gairmithe Sláinte  
agus Cúraim Shóisialaigh

Regulating Health +  
Social Care Professionals

| Review  | Plan   |
|---|--|
| <b>What do I want or need to learn in the next 12 months?</b>   | <b>What learning activities will I do to achieve this in the next 12 months?</b>   |
| I have identified and applied for training on the Assisted Decision Making (Capacity) Act 2015 to further enhance my learning in this area. | I will specifically seek out opportunities for applying my learning in relation to Assisted Decision Making (Capacity) Act 2015 including attendance at webinars, review of resources on the SCIE website and discussion in supervision  |
| Re Racism Webinar Identified further links and books to enhance my learning in this area.   | I want to expand my confidence in addressing issues of race and ethnicity in practice. My plan is to create opportunities for dialogue and discussion e.g.in supervision, possibly a team book club to discuss relevant literature, attendance at one webinar at least during the year.                              |
| Challenges and opportunities relating to multi-disciplinary practice  | I want to expand my knowledge to inform my practice teaching specifically relating to more critical understanding of MDP. I plan to make connections with colleagues from other disciplines at work to explore how we could do some joint CPD sessions around understanding professional roles and responsibilities. |

# Audit



Social Workers Registration Board have now moved to auditing a 24-month cycle



Audit period  
1<sup>st</sup> June 2023 to 31<sup>st</sup> May  
2025



Submission period  
30 working days





# Selection for Audit

Random sample of eligible registrants

## **PLUS**

Those who, in the previous audit for the profession:

- received an outcome of non-engagement;
- were granted a deferral;
- were deemed non-compliant.

Registration Boards can select a particular group or individual for audit at any time & may select registrants identified through complaints, Fitness to Practise processes or other mechanisms.



# If Selected for Audit...

You are required to submit **separate CPD records for each 12 month period**, demonstrating

- 30 CPD credits for the period 1 June 2023 to 31 May 2024
- 30 CPD credits for the period 1 June 2024 to 31 May 2025

Ensure that you

- Do not submit supporting documentation
- Remove identifying information
- Read the CPD Audit Guidelines documentation



# Deferral

- Considered on case by case basis
- If deferral request refused, CPD audit record needs to be submitted withing 30 days of issue of refusal notice
- Standard deferral requests include:
  - Maternity/paternity/carers/adoptive/parental or other statutory leave or career break where more than six months of which would fall within audit period
  - Serious illness
  - Death, critical or serious illness of a close family member
- Deferrals not usually considered for workload, work related or personal commitments or personal study
- Cannot request deferral more than once in an audit period
- No more than two consecutive deferral requests can be approved





**IASW –  
providing  
support &  
representing  
your views**

- IASW informed by membership
- IASW representing membership
- IASW creating opportunities to influence
- A collective voice