

Continuing professional development & the requirements of registration

IRISH ASSOCIATION OF SOCIAL WORKERS



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IASW

Irish Association of Social Workers

This webinar will cover

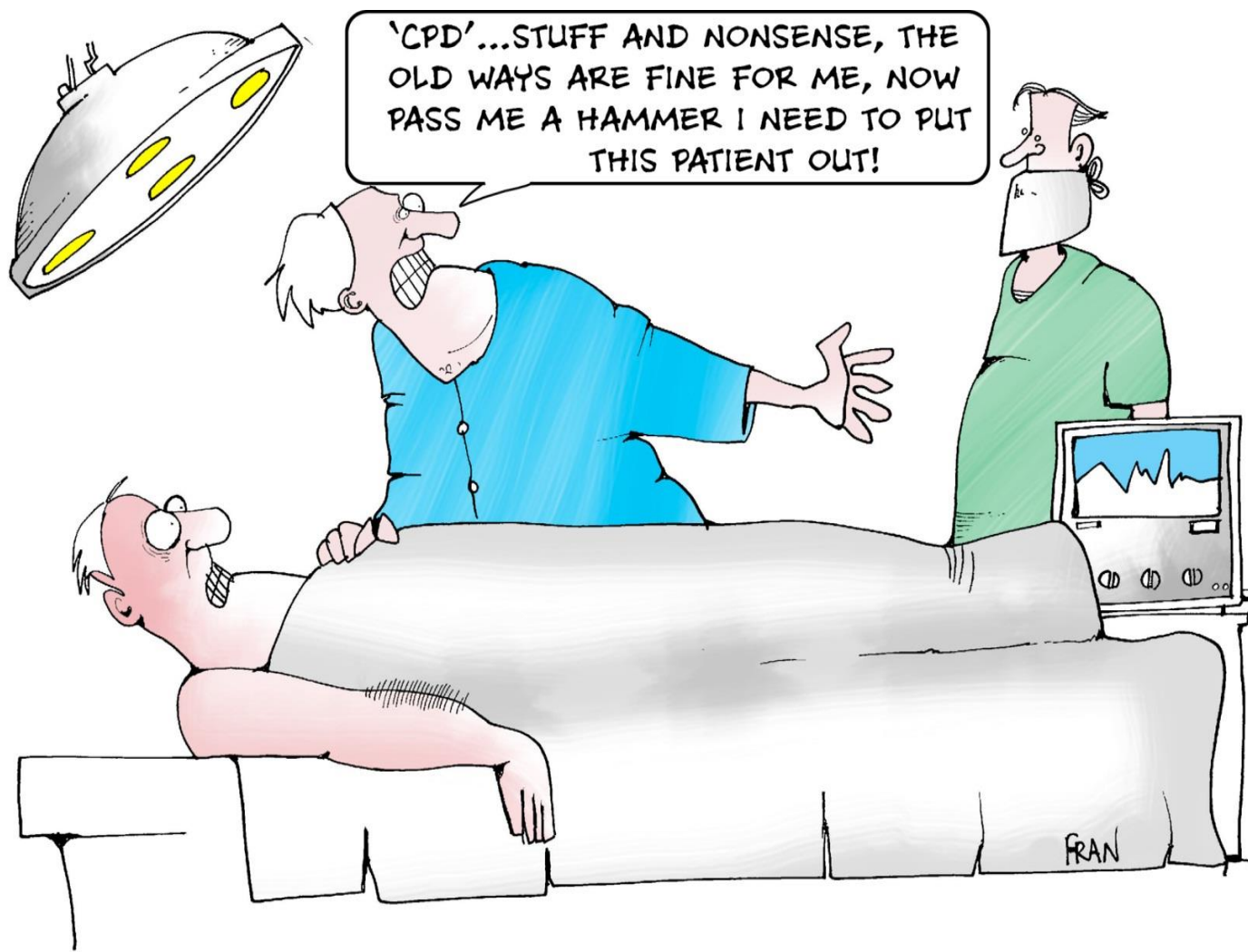
- What is CPD?
- What does the SWRB Code have to say about it?
- What support and guidance does the SWRB have to offer?
- Recording CPD
- Audit
- IASW supports to your professional development





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.



Benefits of CPD

To service users

- Critical to ensuring you have up to date knowledge and skills to deliver safe and effective services

To social work

- Better able to capture informal learning and practice wisdom [“Social work is a practice-based profession and an academic discipline...” (IFSW 2014)]
- Builds professional confidence
- Develops professional identity
- Better able to articulate what we do – to make sense and meaning
- Supports your career development



Code of Professional Conduct & Ethics for Social Workers

Section 9 Act within the limits of your knowledge, skills, competence and experience

You must:

- a. act within the limits of your knowledge, skills, competence and experience
- b. practice only in areas in which you have relevant knowledge, skills, competence and experience or are appropriately supervised



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.

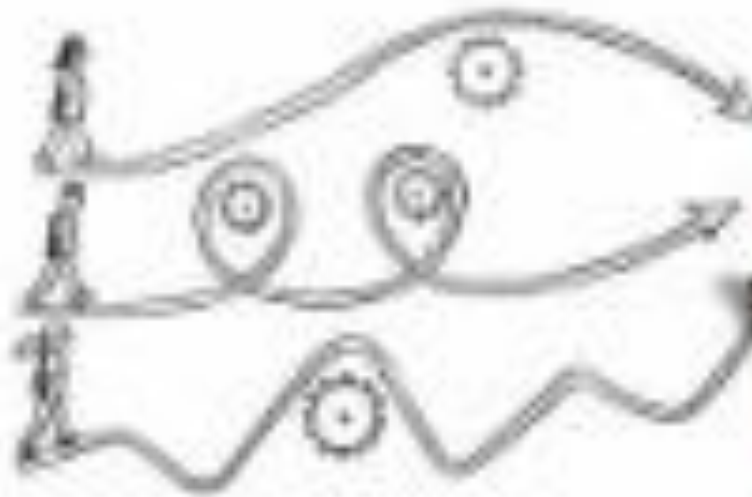


CORU CPD Approach: Key Principles

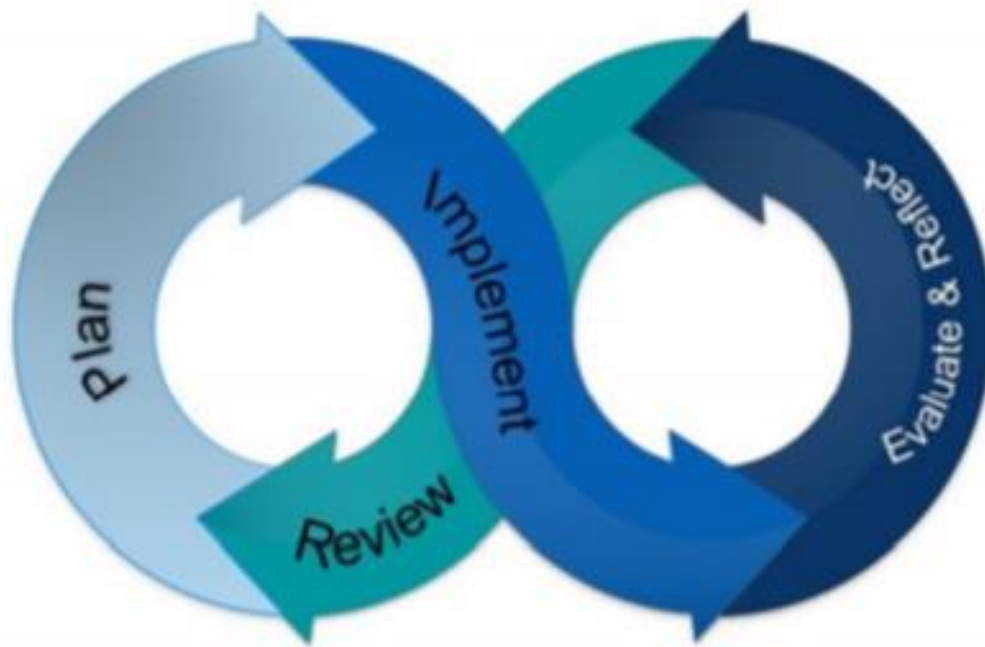
- CPD is about the maintenance and development of your professional competence to ensure you adhere to your Code
- Registrants are autonomous and responsible learning professionals
- Flexible and appropriate regardless of role, career stage or sector
- Maintaining and enhancing professional competence is a process that continues throughout a registrant's career



What is CPD?



CPD Process



The CPD Process

- Self directed
- Ongoing
- Range of learning activities
- Regular basis
- Minimum 30 CPD credits for each 12 month period
- Underpinned by reflection at each stage

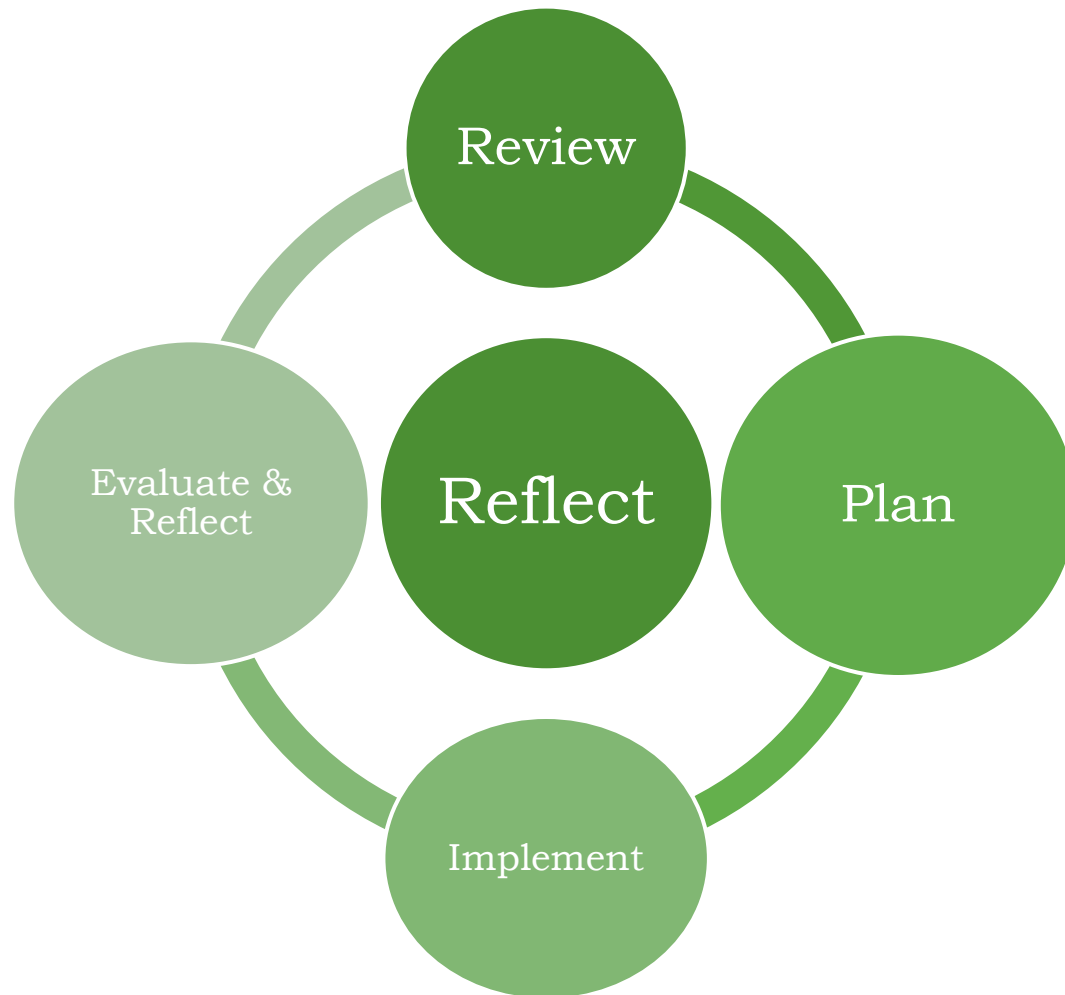
What structure have you put in place to support and record your CPD?



So what do I need to do?



CPD Cycle



(Adapted from Kolb's Learning Cycle)



Review

What do I
want or need
to learn in
the next 12
months?

Review

- What's required to maintain and develop professional competence in your current and future practice?
- Getting feedback from others by consulting with manager, supervisor, colleagues, service users, peers,...
- Reviewing key documents such as findings of inquiries, inspections, reviews, Code of Professional Conduct & Ethics, job description, organisational policies, service plans, national strategies, research, theory...



WHAT MOTIVATED YOU
TO BECOME A SOCIAL
WORKER?



WHAT ARE THE THINGS
THAT NOURISH AND
SUSTAIN YOU?



WHAT INSPIRES AND
UPLIFTS YOU IN YOUR
WORK?

Consider...



Your Personal Learning Plan

Your guide putting a structure on your learning

{There will also be unplanned learning to record!}

- Identify your learning needs
- Focus on outcomes
 - I will be able to...
 - I will understand...
- What learning activities will I do to achieve this in the next 12 months?
- Align with CPD audit cycle



Your Personal Learning Plan

- Take account of what's required to maintain your area of expertise, new learning and skills development
- Can use as a support to career development
- Ensure you include a range of learning activities
- Plan to engage in learning on an ongoing basis



Implement

- Put the learning plan into action
- Prioritise – what will you do first? What need will you address?
- Generally one hour of CPD learning activity is equal to one CPD credit
- It is the responsibility of the individual registrant to allocate CPD credits to each learning activity
- Many unforeseen unplanned learning opportunities – don't forget the day to day learning opportunities you take



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?
 - What difference does what I learned make to the people I work with?
 - What has been the impact on my professional practice?
 - Did I achieve my learning outcomes?



Recording your CPD

- CORU audit confirms whether you have a system and process in place to ensure knowledge, skills & performance of a high standard
- Record planned and unplanned learning
- Keep supporting documentation
- Range of systems exist including
 - Employer's CPD templates
 - Notebooks
 - CORU's Record Template
 - Reflective Practice Journals
 - HSELand





Ag Rialáil Gairmithe Sláinte agus Cúraim Shóisialaigh
Regulating Health + Social Care Professionals

Name:		CORU Registration Number:	
Audit period from:		Audit period to:	
Registration Board			

Implement			Evaluate & Reflect	
Date and time spent When did you undertake this learning activity?	Type of Learning Activity What was the name of the activity?	CPD credits Approx. 1 CPD credit for every hour of new or enhanced learning achieved	Learning Outcome What have you learnt through completing this activity? How have your skills and knowledge improved or developed?	Impact on practice How have you integrated this learning into your practice? How has this learning made a difference to your capability and performance in your role?



Audit

- 1st June 2021 ending on the 31st May 2022
- Audit date is 31st May 2022



Audit Requirements

Use CORU CPD audit template to submit a record of your:

- Implementation of learning activities that achieved 30 CPD credits
- Evaluation and reflection of learning achieved
- Review of learning needs for the next 12 months
- Planned learning activities for next 12 months



Engagement in analysis of experiences leading to new insight into oneself and/or one's practice

A defining characteristic of professional practice

Central to all stages of CPD

Reflective Practice



Qualities Underpinning Reflective Practice

- Open mindedness
- Whole heartedness
- Responsibility

(Dewey, 1933)

An approach that is about enquiry without judgement



An exclusive emphasis on technical 'know-how' ignores the knowledge that professionals generate through reflection in and reflection on professional practice (Carmel Halton, 2016)

Reflection is a way of making sense and meaning out of what you do – the reflector in professional practice takes responsibility, owns the challenges, vulnerabilities and takes responsibility to shift, change, transform...

Reflection supports us to acknowledge where we are and consider how best to act, to change and reconcile ourselves with a situation

Reflection challenges the measurable, quantifiable, technical view of the practice of health and social care professionals/ puts a focus on how the intervention is delivered

The Importance of Reflection in Professional Practice



Adapted from Rolfe et al (2001) Critical Guide to Reflection in Nursing & the Helping Professions: a User's Guide

What?

- Is the problem/ difficulty/ reason for being stuck/?
- Is my role in the situation?
- Was I trying to achieve?
- Actions did I take?
- Feelings did it evoke?
- Was good/bad?
- Were the consequences?

So What?

- Was going through my mind?
- Did I base my actions on?
- Does this tell me?/ About me?/our relationship?/my approach?...
- Other knowledge could I use?
- Is my new understanding of the situation?
- Can I do to improve the situation?
- Are the broader issues?

Now What?

- Do I need to do to improve the situation?/ move it on from being stuck?...
- Broader issues need be considered if this action is to work?
- Might be the consequences of this action?



IASW supporting members to meet CPD standard & requirements

- IASW Supervision Standards for Social Workers
- Members only CPD section on www.iasw.ie
- CPD events subsidised for members
- Seminars on CPD & requirements of registration
- IASW CPD policy is under review



IASW supporting members to meet CPD standard & requirements

- Advice and information
- Special Interest Groups
- Support for Council CPD events
- Support practitioner research through the journal, seminars and conferences
- Advocate on behalf of social work profession with CORU through ongoing contact, engagement in CORU-led fora and by collating member feedback to inform engagement with CORU consultations

