



EUROPEAN MIDWIVES
ASSOCIATION



PGEU GPUE
Pharmaceutical Group of European Union
Groupement Pharmaceutique de l'Union Européenne

EAHC/2013/Health/07

Study concerning the review and mapping of continuous professional development and lifelong learning for health professionals in the EU

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[D.4 FINAL REPORT]

ANNEX IV – SURVEY QUESTIONNAIRE



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Introduction

PLEASE NOTE THAT THIS WORD DOCUMENT IS INTENDED TO SUPPORT YOU IN COLLECTING THE NECESSARY INFORMATION TO COMPLETE THE SURVEY AND INPUT THE DATA INTO THE ONLINE TOOL.

THIS DOCUMENT CONTAINS ALL POSSIBLE QUESTIONS AND ANSWERS TO THE SURVEY, NOT ALL OF WHICH WILL APPLY TO YOU, IN PARTICULAR IN THE PROFESSION-SPECIFIC 'CONTENT' SECTION. IN CASE OF DOUBTS, PLEASE REFER TO THE ONLINE TOOL OR CONTACT THE CONSORTIUM PARTNER WHO SENT YOU THIS QUESTIONNAIRE.

INTRODUCTION

Continuous professional development (CPD) and lifelong learning (LLL) have become cornerstones of professional practice across all healthcare professions. Against a background of rapid developments in technical knowledge and skills, shifting care models, evolving team structures and regulatory changes, it is vital to ensure that education and training are integrated into professional life. With the organisation of the training of healthcare professionals being subject to the policy-making competence of the Member States, national interpretations of CPD offer a rich scope for research into differing approaches and present opportunities for the identification of recommendations and best practices as to methodology and content.

With this questionnaire, we aim to map the current situation of CPD for health professionals in the EU, to collect data on the structures and governance involved as well as its role in the wider context of professional practice. This survey will contribute to a study on the review and mapping of CPD and LLL for health professionals in the EU commissioned by the European Commission.

To collect this data, we are contacting you as the leading representative of your profession in your Member State. We are confident that your expertise will allow for a complete, up-to-date overview on CPD in your profession. If you believe other organisations are well-placed to contribute expertise, you are welcome to involve them in compiling your response. We would ask you to indicate this in question 4.

Please find the questionnaire on the following pages. We invite you to submit all responses in this online tool. The questionnaire does not have to be completed in one session, you can save draft versions before submitting the online response. To save draft versions, please enable cookies and use the same computer and browser to reaccess a draft you saved earlier. Please find [here](#) the questionnaire as a Word document for easier readability. We encourage you to use this Word document for collecting the necessary information.

We estimate that the input of data to this online tool will take approximately 45 minutes.

The questions will use a number of terms such as 'continuous professional development'. We offer explanatory descriptions of this terminology in the glossary on the following page. A link to this glossary can also be found at the top of each page. When a term is used, for which a description is available, it is marked with an *. We invite you to consult these descriptions to have a common understanding of the questions.

The deadline for responding to the questionnaire is 18 February 2014.

We thank you very much for your cooperation.

Sincerely,

Glossary of Key Terms

GLOSSARY OF KEY TERMS

Continuous Professional Development

The systematic maintenance, improvement and continuous acquisition and/or reinforcement of the lifelong knowledge, skills and competences of health professionals. It is pivotal to meeting patient, health service delivery and individual professional learning needs. The term acknowledges not only the wide ranging competences needed to practise high quality care delivery but also the multi-disciplinary context of patient care. [For example, this might include technical, scientific, regulatory and ethical developments, as well as research, management, administration and patient-relationship skills. Activities can be categorised as formal/informal and mandatory/voluntary.]

Continuous Medical Education

An element of CPD involving the development of specific clinical and technical skills within the field of medicine, primarily relating to physicians. Activities can be categorised as formal/informal and mandatory/voluntary.

Continuous Nursing Education

An element of CPD involving the development of specific clinical and technical skills within the field of health, relating to nurses. Activities can be categorised as formal/informal and mandatory/voluntary.

Continuous Midwifery Education

An element of CPD involving the development of specific clinical and technical skills within the field of health, relating to midwives. Activities can be categorised as formal/informal and mandatory/voluntary.

Continuous Dental Education

An element of CPD involving the development of specific clinical and technical skills within the field of health, relating to dentists. Activities can be categorised as formal/informal and mandatory/voluntary.

Continuous Pharmacy Education

An element of CPD involving the development of specific clinical and technical skills within the field of health, relating to pharmacists. Activities can be categorised as formal/informal and mandatory/voluntary.

Continuous Professional Development

Formal CPD

Activities undertaken intentionally with the objective of improving knowledge, skill and competences, which are planned and can be recorded, verified and certified. This may include learning activities such as attending courses, seminars, conferences, and workshops, teaching and preparing lectures, higher education programmes, blended learning, peer review, as well as other directed professional activities, including online courses / distance learning, and reading professional journals involving knowledge assessments, study visits, etc.

Informal CPD

Activities undertaken intentionally and contributing to the improvement of knowledge, skill and competences, which may or may not be recordable and verifiable. This may include incidental learning opportunities such as spontaneous interactions and conversations with colleagues and other health professionals, learning from mistakes and from feedback, but also planned learning activities such as attending in-service education programmes, self-directed professional reading of books and other types publications, participation in social media discussions, etc.

Mandatory CPD

CPD that is mandatory for a professional, on the grounds of predefined requirements set by a competent authority (e.g. regulator or professional body), sometimes related to relicensure, re-registration or revalidation. Regulatory CPD may require activities to fulfil, e.g., minimum requirements pertaining to the number of study days or credits to be gained in a set time period, the number of study days needed in a set time period, requirements for providing evidence of the CPD activity or other requirements. It may encompass both formal and informal CPD activities.

Voluntary CPD

CPD that is not mandatory for a professional on the grounds of predefined requirements set by a competent authority (e.g., regulator or professional body) and is in particular not related to relicensure, re-registration or revalidation, regardless of whether or not there are professional guidelines in place for the profession in question. It may encompass both formal and informal CPD activities.

Revalidation

The process through which registered health professionals demonstrate periodically that their knowledge is up-to-date and their continuing fitness-to-practise. It can be a tool for showing that CPD activities undertaken are appropriate for supporting and enhancing professional practice. It may be a prerequisite for relicensure and re-registration, and can be tied to professional appraisals.

Relicensure

The renewal of a professional license or certificate within a specified period of time, generally linked to assessment of a health professional's continuing fitness to practise.

Re-registration

Keeping one's name on an official public record of qualified/licensed/certified health professionals, as identified by the relevant regulatory authority in a given jurisdiction, generally linked to assessment of a health professional's continuing fitness to practise.

General Questions

* 1. Response on behalf of (please fill in the name of your organisation)?

* 2. Please confirm on behalf of which profession you are responding.

Dentists

Doctors

Nurses

Midwives

Pharmacists

* 3. Country

Continuous Professional Development

* 4. Contact (please fill in your name, position and email address)

5. Other organisation(s) involved in the response (please fill in the organisation(s) name, and name/position/email address of the contact person):

Structures & Governance

Please find the glossary of key terms for reference [here](#)

* 6. Is the practice of the profession subject to a licence from or registration with a national or regional competent authority (chamber/regulator/association/ministry/other)?

No

Yes, please name the competent authority with whom a professional must register or apply for a licence:

Mandatory CPD

Please find the glossary of key terms for reference [here](#)

* 7. Is the practice of the profession subject to mandatory CPD* requirements?

No

Yes

Mandatory CPD continued

Please find the glossary of key terms for reference [here](#)

* 8. What document establishes the requirement of mandatory CPD*? (multiple responses possible)

Law

Decree/governmental regulation

Code/regulation by professional body

Other

Please indicate the link/reference to the relevant documents

Continuous Professional Development

9. Is a professional's registration or licence to practice subject to review (e.g. relicensure, revalidation*, re-registration*) by the national or regional competent authority at regular intervals?

No

Yes, every XXX months (please specify below)

Please specify here:

Mandatory CPD Continued

Please find the glossary of key terms for reference [here](#)

10. Is the compliance with mandatory CPD requirements taken into account in this review?

No

Yes

Mandatory CPD Continued

Please find the glossary of key terms for reference [here](#)

11. What consequences does a professional face if they fail to comply with mandatory CPD requirements? (multiple responses possible)

Prosecution for breach of law

Immediate loss of licence to practise

Temporary suspension of licence to practise

Fine, followed by loss of licence to practise if requirement not fulfilled within certain delay

Reprimand issued by professional body

No consequence

Other (please specify)

Continuous Professional Development

12. Who monitors professionals' compliance with mandatory CPD requirements?
(multiple responses possible)

- Judiciary
- Ministry of Health
- Ministry of Education
- Professional body with regulatory competence
- Professional organisation
- Individual professional
- No monitoring of requirements
- Other (please specify)

13. Who enforces the consequences if a professional fails to comply with mandatory CPD requirements? (multiple responses possible)

- Judiciary
- Ministry
- Professional body with regulatory competence
- Professional organisation
- Other (please specify)

14. Is there a regional level of enforcement of mandatory CPD* requirements?

- No
- Yes, please describe

15. Are professionals intentionally encouraged with positive incentives, e.g. financial incentives, to comply with mandatory CPD requirements?

- No
- Yes, please describe

Continuous Professional Development

* 16. Who provides activities for mandatory CPD*? Please rank responses according to estimated frequency of use.

<input type="text"/>	<input type="text"/>	Professional body with regulatory competence
<input type="text"/>	<input type="text"/>	Professional organisation
<input type="text"/>	<input type="text"/>	Ministry of Health
<input type="text"/>	<input type="text"/>	Ministry of Education
<input type="text"/>	<input type="text"/>	Scientific societies
<input type="text"/>	<input type="text"/>	Higher Education Institutions
<input type="text"/>	<input type="text"/>	Private sector
<input type="text"/>	<input type="text"/>	Other, please list in next question

17. Please list other providers of activities for mandatory CPD* not mentioned in the previous question.

* 18. How are mandatory CPD* requirements formulated? (multiple responses possible)

- Minimum number of credits (national system)
- Minimum number of credits (European system)
- Minimum number of hours
- Minimum number of CPD activities
- Learning outcomes (skills, knowledge, competences acquired)
- Other, please describe

* 19. Please indicate the mandatory CPD* requirements for professionals. (multiple responses possible)

Number of credits (national system), please describe	<input type="text"/>
Number of credits (international/European system), please describe	<input type="text"/>
Number of hours, please describe	<input type="text"/>
Other, please describe	<input type="text"/>

Continuous Professional Development

Please find the glossary of key terms for reference [here](#)

20. Is the practice of the profession subject to a voluntary CPD framework?

No

Yes

Voluntary CPD continued

Please find the glossary of key terms for reference [here](#)

21. What is the basis of this voluntary CPD framework? (multiple responses possible)

Law

Decree/governmental regulation

Code/regulation by professional body

Ethical obligation

None

Other, please specify below

Please indicate the link/reference to the relevant documents

22. What consequences do professionals face if they fail to comply with a voluntary CPD framework? (multiple responses possible)

Reprimand issued by professional body

No consequence

Other (please specify)

Continuous Professional Development

23. Who monitors professionals' compliance with a voluntary CPD framework?
(multiple responses possible)

- Judiciary
- Ministry of Health
- Ministry of Education
- Professional body with regulatory competence
- Professional organisation
- Individual professional
- No monitoring of requirements
- Other (please specify)

24. Are professionals intentionally encouraged with positive incentives, e.g. financial incentives, to comply with voluntary CPD frameworks?

- No
- Yes, please describe

25. Who provides activities for voluntary CPD? Please rank responses according to estimated frequency of use.

<input type="checkbox"/>	Professional body with regulatory competence
<input type="checkbox"/>	Professional organisation
<input type="checkbox"/>	Ministry of Health
<input type="checkbox"/>	Ministry of Education
<input type="checkbox"/>	Scientific societies
<input type="checkbox"/>	Higher Education Institutions
<input type="checkbox"/>	Private sector
<input type="checkbox"/>	Other, please list in next question

26. Please list other providers of activities for voluntary CPD* not mentioned in the previous question.

Continuous Professional Development

27. Please indicate the recommendations for professionals in voluntary CPD frameworks. (multiple responses possible)

Number of credits (national system), please describe	<input type="text"/>
Number of credits (international/European system), please describe	<input type="text"/>
Number of hours, please describe	<input type="text"/>
Other, please describe	<input type="text"/>

Structures & Governance continued

Please find the glossary of key terms for reference [here](#)

*28. Is CPD integrated in national standards or guidelines for quality of care?

No

Yes, please describe

Development & Implementation

Please find the glossary of key terms for reference [here](#)

*29. Who initiates the development of policy on CPD? (multiple responses possible)

Ministry of Health

Ministry of Education

Professional organisation

Professional body with regulatory competence

National policy-makers

EU policy-makers

Employers

Other (please specify)

Continuous Professional Development

*30. Is there a system of accreditation for CPD activities in place?

Yes

No

Accreditation

31. Who is in charge of the accreditation of CPD activities? Please indicate if this relates to formal or informal* CPD activities. (multiple responses possible)

- Ministry of Health
- Ministry of Education
- Professional body with regulatory competence
- Professional organisation
- Higher Education Institutions
- Public accreditation agency, please describe
- Private accreditation agency, please describe
- Private sector, please describe
- Other, please specify below

Please specify your response and indicate the situation as regards formal* or informal* CPD activities.

Accreditation

Please find the glossary of key terms for reference [here](#)

32. Must formal CPD activities be accredited before being accessible for professionals?

No

Yes, for both voluntary CPD* and mandatory CPD*

Yes, but only if they are to fulfill mandatory CPD* requirements

Continuous Professional Development

33. Must informal CPD activities, where feasible, be accredited before being accessible for professionals?

No

Yes, please describe

34. On what basis is accreditation given?

Accreditation of individual CPD activity

Accreditation of CPD provider

Other, please describe

35. Is there a fee for the accreditation of CPD activities?

No

Yes. Please describe the amount of the fee

*36. What criteria are taken into account in the accreditation of CPD activities?
(multiple responses possible)

Duration of activity

Compliance with professional guidelines

Compliance with national policy

Compliance with EU policy

Price

Learning outcomes (skills, knowledge, competences acquired)

Other (please specify)

37. Please indicate links or references to frequently used quality assessment frameworks used in accreditation.

Continuous Professional Development

38. Do the criteria for the accreditation of CPD activities differ according to which provider offers them?

No

Yes, please describe

Development & Implementation continued

Please find the glossary of key terms for reference [here](#)

* 39. How are CPD activities funded? (multiple responses possible)

- Ministry of Health
- Ministry of Education
- Professional body with regulatory competence
- Professional organisation
- Employers
- Private/commercial sector
- Self-funded by participating professionals' fees
- Other (please specify)

40. Is the funding of CPD activities by commercial bodies subject to rules/regulations/agreements?

No

Yes, please describe and indicate relevant documents

Continuous Professional Development

* 41. Are there guidelines or codes of conduct in place to ensure the transparency and independence of CPD? (multiple responses possible)

- No
- Yes, in national law, please describe
- Yes, in a code/regulation by professional body, please describe
- Other, please describe

Please describe

* 42. Are CPD activities followed in another EU Member State recognised? (multiple responses possible)

- No
- Yes, formal CPD* activities are recognised
- Yes, informal CPD* activities are recognised
- Yes, for voluntary CPD* frameworks
- Yes, for mandatory CPD* requirements
- Partially, please describe

* 43. How is the completion of CPD activities recorded? (multiple responses possible)

- Pro-actively by the professional
- By the professional upon request by the competent authority
- By the CPD provider
- No recording obligation
- Other, please describe

Continuous Professional Development

* 44. How is the completion of CPD activities reported? (multiple responses possible)

- Pro-actively by the professional
- By the professional upon request by the competent authority
- By the CPD provider
- No reporting obligation
- Other (please specify)

45. Are there any rules on the way information on CPD activities can be communicated (e.g. prohibitions on advertising)?

- No
- Yes, please describe

Please find the glossary of key terms for reference [here](#)

Continuous Professional Development

* 46. What forms of delivery of CPD exist? (multiple responses possible)

- Case presentations
- Clinical audit
- Clinical care discussions
- Clinical hands on courses
- Conferences, symposia, lectures or seminars
- Formal practice based learning
- Informal practice based learning
- International live/face-to-face event
- National and regional live/face-to-face events
- Web-based learning (eLearning)
- Mobile learning (mLearning)
- Self-study (reading scientific journals or books, audiovisual educational means, etc.)
- Peer-to-peer
- Employer-based
- Multi-professional
- Offered by patients
- Research-based
- Study groups or quality circles
- Videos with case presentations
- Other, please describe

Continuous Professional Development

* 47. Please re-confirm on behalf of which profession you are responding, to access the profession-specific section of the questionnaire

- Dentists
- Doctors
- Nurses
- Midwives
- Pharmacists

Dentists

Please find the glossary of key terms for reference [here](#)

* 48. Which bodies are involved in the development of content of formal CPD* activities? (multiple responses possible)

- Professional body
- Ministry of Health
- Ministry of Education
- Scientific societies
- Higher Education Institutions
- Private sector, please describe
- Postgraduate education organisations
- Other, please describe

Please describe

Continuous Professional Development

*50. Beyond the structural CPD requirements (e.g. number of hours, number of credits) is there any prescribed content a dentist must follow? (multiple responses possible)

- No
- Accounting
- Anaesthesia
- Cardiopulmonary resuscitation (CPR)
- Communication with patients
- Conscious sedation
- Dental care of children
- Dental care of the elderly
- Dental care of the medically compromised patients
- Dental materials
- Early detection of systemic diseases (cancers, cardiovascular diseases, diabetes, etc.)
- eHealth and IT systems,
- Ergonomics
- Ethics and jurisprudence
- EU health policies and legislation
- Four-handed sitting dentistry
- Infection control
- Medical emergencies
- New technologies
- Other training courses in specific advanced clinical and technical skills and competences within e field of oral health
- Patient data protection
- Patient safety
- Practice management
- Radiation protection
- Smoking cessation
- Taxation
- Other, please describe

Continuous Professional Development

*51. Beyond the structural CPD requirements (e.g. number of hours, number of credits) is there any recommended content a dentist should follow? (multiple responses possible)

- No
- Accounting
- Anaesthesia
- Cardiopulmonary resuscitation (CPR)
- Communication with patients
- Conscious sedation
- Dental care of children
- Dental care of the elderly
- Dental care of the medically compromised patients
- Dental materials
- Early detection of systemic diseases (cancers, cardiovascular diseases, diabetes, etc.)
- eHealth and IT systems,
- Ergonomics
- Ethics and jurisprudence
- EU health policies and legislation
- Four-handed sitting dentistry
- Infection control
- Medical emergencies
- New technologies
- Other training courses in specific advanced clinical and technical skills and competences within e field of oral health
- Patient data protection
- Patient safety
- Practice management
- Radiation protection
- Smoking cessation
- Taxation
- Other, please describe

Continuous Professional Development

*52. Does a needs assessment take place to determine which CPD activities should be followed?

Yes

No

Dentists continued

*53. What type of needs assessment is carried out to determine which CPD activities should be followed? (multiple responses possible)

At the level of the individual professional

At the level of the profession

Other, please describe

*54. Is there a regulation on what percentage of CPD activities followed must relate to continuous dental education and what percentage must relate to personal and professional development?

No

Yes, please describe

*55. Are CPD activities relating to continuous dental education and those relating to personal and professional development accredited according to the same criteria?

Yes

No, please describe

*56. Is it mandatory for dentists to follow CPD activities on patient safety?

No

Yes

Continuous Professional Development

*57. How is patient safety addressed in CPD activities? (multiple responses possible)

- There is a mandatory patient safety module
- Patient safety is included in other mandatory modules
- Other (please specify)

Dentists continued

*58. Are there multi-professional CPD activities?

- No
- Yes, please describe which topics and which professions apart from dentists participate

*59. Do CPD requirements by the regulatory body differ for dentists according to any criteria?

- No
- Yes

Dentists continued

*60. According to which criteria do CPD requirements by the regulatory body differ?

- According to function (general dentist, specialist dentist, academic etc), please describe
- According to length of professional experience, please describe
- According to position (full-time/part-time/other), please describe
- According to other criteria, please describe
- Other, please describe

Continuous Professional Development

61. Are there formal CPD activities available free of charge?

- No
- Yes, for voluntary CPD* frameworks
- Yes, for mandatory CPD* requirements
- Yes, for both voluntary CPD* frameworks and mandatory CPD* requirements

*62. Who carries the cost of CPD activities followed? (multiple responses possible)

- CPD activities are free of charge
- Self-employed professional
- Salaried professional
- Employer
- Competent authority
- Other, please describe, in particular if costs are shared, subsidised

63. For the cost of participating in CPD activities, can professionals or other payers benefit from any financial reliefs, e.g. tax offsets, grants?

- No
- Yes, please describe

64. Are there rules governing the cost of CPD activities?

- No
- Yes, please describe

Doctors

Please find the glossary of key terms for reference [here](#)

Continuous Professional Development

65. Which bodies are involved in the development of content of formal CPD activities? (multiple responses possible)

- Professional body
- Ministry of Health
- Ministry of Education
- Scientific societies
- Higher Education Institutions
- Private sector, please describe
- Other, please describe

Please describe

	5
	6

*66. Beyond the structural CPD requirements (e.g. number of hours, number of credits) is there any prescribed content a doctor must follow? (multiple responses possible)

- No
- Yes, according to specialty
- Yes, relating to the combination of formal and informal CPD*
- Other, please describe

	5
	6

67. Is there a regulation on what percentage of CPD activities followed must relate to continuous medical education* and what percentage must relate to other types of CPD?

- No
- Yes, please describe

	5
	6

Continuous Professional Development

*68. Does a needs assessment take place to determine which CPD activities should be followed? (multiple responses possible)

- No
- Yes, at the level of the individual professional
- Yes, at the level of the profession
- Other, please describe

69. Are CPD activities relating to continuous medical education* and those relating to extra-medical professional development accredited according to the same criteria?

- Yes
- No, please describe

*70. Please indicate which of these topics is offered. (multiple responses possible)

- Communication with patients
- Patient safety
- eHealth and IT systems
- Patient data management
- Payment and reimbursement systems
- Intercultural communication skills

*71. Is it mandatory for doctors to follow CPD activities specifically addressing patient safety?

- No
- Yes
- Yes, as part of mandatory CPD* requirements

*72. Are there multi-professional CPD activities?

- No
- Yes, please describe which topics and professions are addressed

Continuous Professional Development

*73. Do CPD requirements differ for doctors of different specialities or posts according to any criteria? (multiple responses possible)

- No
- Yes, according to specialty, please describe
- Yes, according to length of professional experience, please describe
- Yes, according to position (full-time/part-time/other), please describe

Please describe

74. Are there formal CPD activities available free of charge? (multiple responses possible)

- No
- Yes, for voluntary CPD* frameworks
- Yes, for mandatory CPD* requirements
- Yes, for both voluntary CPD* frameworks and mandatory CPD* requirements

*75. Who carries the cost of CPD activities followed? (multiple responses possible)

- CPD activities are free of charge
- Professional
- Employer
- Competent authority
- Other, please describe, in particular if costs are shared, subsidised

Continuous Professional Development

*76. For the cost of following CPD activities, can doctors or other payers benefit from any financial reliefs, e.g. tax offsets, grants?

No

Yes, please describe

77. Are there rules governing the price of CPD activities?

No

Yes, please describe

78. In case of mandatory CPD, how many hours of paid working time per year may doctors spend on CPD activities, e.g. in the form of study leave?

None, CPD activities must be followed outside of working time

Not applicable, since there are no mandatory CPD* requirements

XXX hours, please specify

79. In case of voluntary CPD, how many hours of paid working time per year may doctors spend on CPD activities, e.g. in the form of study leave?

None, CPD activities must be followed outside of working time

Not applicable, since there is no voluntary CPD* framework

XXX hours, please specify

Nurses

Please find the glossary of key terms for reference [here](#)

Continuous Professional Development

80. Which bodies are involved in the development of content of formal CPD activities? (multiple responses possible)

- Professional body
- Ministry of Health
- Ministry of Education
- Scientific societies
- Higher Education Institutions
- Private sector, please describe
- Other, please describe

Please describe

	5
	6

*81. Beyond the structural CPD requirements (e.g. number of hours, number of credits) is there any prescribed content a professional must follow? (multiple responses possible)

- No
- Yes, according to specialty
- Yes, relating to the combination of formal and informal CPD*
- Yes, please describe

	5
	6

*82. Does a needs assessment take place to determine which CPD activities should be followed? (multiple responses possible)

- No
- Yes, at the level of the individual professional
- Yes, at the level of the profession
- Other, please describe

	5
	6

Continuous Professional Development

*83. Please indicate which of these topics is offered. (multiple responses possible)

- Nursing clinical practice
- Communication and patient records
- Patient safety
- eHealth and the use of new communication technologies
- Management
- Legal and professional issues
- Nurse Prescribing
- Chronic disease management

*84. Is it mandatory for professionals to follow CPD activities specifically addressing patient safety?

- No
- Yes
- Yes, as part of mandatory CPD* requirements

*85. Are there multi-professional CPD activities?

- No
- Yes, please describe which topics and professions are addressed

	5
	6

86. Are there formal CPD* activities available free of charge?

- No
- Yes, for voluntary CPD* frameworks
- Yes, for mandatory CPD* requirements
- Yes, for both voluntary CPD* frameworks and mandatory CPD* requirements

*87. Who carries the cost of CPD activities followed? (multiple responses possible)

- CPD activities are free of charge
- Professional
- Employer
- Competent authority
- Other, please describe, in particular if costs are shared, subsidised

	5
	6

Continuous Professional Development

*88. For the cost of following CPD activities, can professionals or other payers benefit from any financial reliefs, e.g. tax offsets, grants?

No

Yes, please describe

89. Are there rules governing the price of CPD activities?

No

Yes, please describe

90. In case of mandatory CPD, how many hours of paid working time may professionals spend on CPD activities, e.g. in the form of study leave?

None, CPD activities must be followed outside of working time

Not applicable, since there are no mandatory CPD* requirements

XXX hours, please specify

91. In case of voluntary CPD, how many hours of paid working time may professionals spend on CPD activities, e.g. in the form of study leave?

None, CPD activities must be followed outside of working time

Not applicable, since there is no voluntary CPD* framework

XXX hours, please specify

Midwives

Please find the glossary of key terms for reference [here](#)

Continuous Professional Development

92. Which bodies are involved in the development of content of formal CPD activities? (multiple responses possible)

- Professional body with regulatory competence
- Professional organisation
- Ministry of Health
- Ministry of Education
- Scientific societies
- Higher Education Institutions
- Midwifery education institutions
- Private sector, please describe
- Other, please describe

Please describe

*93. Beyond the structural CPD requirements (e.g. number of hours, number of credits) is there any prescribed content a midwife must follow? (multiple responses possible)

- No
- Yes, according to specialty
- Yes, relating to the combination of formal and informal CPD*
- Yes, please describe

94. Is there a regulation on what percentage of CPD activities followed must relate to continuous midwifery education* and what percentage must relate to extra-midwifery professional development?

- No
- Yes, please describe

Continuous Professional Development

*95. Does a needs assessment take place to determine which CPD activities should be followed? (multiple responses possible)

- No
- Yes, at the level of the individual midwife
- Yes, at the level of the profession
- Other, please describe

96. Are CPD activities relating to continuous midwifery education* and those relating to extra-midwifery professional development accredited according to the same criteria?

- Yes
- No, please describe

Continuous Professional Development

*97. Please indicate which of these topics is offered. (multiple responses possible)

- Clinical midwifery practice
- Client safety
- Public Health
- Communication, including the use of new and emerging technologies e.g. eHealth
- Leadership and Management
- Legal and professional issues, including client records
- Midwife Prescribing
- Midwifery Research & Ethics
- Obstetric emergencies including shoulder dystocia, post-partum haemorrhage, neonatal resuscitation etc.
- Electronic fetal monitoring (EFM)
- Counselling
- Antenatal screening
- Reflective practice/diary
- Clinical audit
- Evidence-based guidelines
- High-dependency/critical care
- Safeguarding/child protection
- Inequalities in health
- Mental health in pregnancy and postnatal
- Other (please specify)

*98. Is it mandatory for midwives to follow CPD activities specifically addressing patient safety?

- No
- Yes
- Yes, as part of mandatory CPD* requirements

Continuous Professional Development

* 99. Are there multi-professional CPD activities?

No

Yes, please describe which topics and professions are addressed

* 100. Do CPD requirements differ for midwives according to any criteria? (multiple responses possible)

No

Yes, according to specialty, please describe

Yes, according to length of professional experience, please describe

Yes, according to position (full-time/part-time/other), please describe

Please describe

* 101. Are there formal CPD* activities available free of charge?

No

Yes, for voluntary CPD* frameworks

Yes, for mandatory CPD* requirements

Yes, for both voluntary CPD* frameworks and mandatory CPD* requirements

* 102. Who carries the cost of CPD activities followed? (multiple responses possible)

CPD activities are free of charge

Professional

Employer

Competent authority

Other, please describe, in particular if costs are shared, subsidised

Continuous Professional Development

103. For the cost of following CPD activities, can midwives or other payers benefit from any financial reliefs, e.g. tax offsets, grants?

No

Yes, please describe

104. Are there rules governing the price of CPD activities?

No

Yes, please describe

105. In case of mandatory CPD, how many hours per year of paid working time may midwives spend on CPD activities, e.g. in the form of study leave?

None, CPD activities must be followed outside of working time

No set number of hours, depends on employer

Not applicable, since there are no mandatory CPD* requirements

XXX hours, please specify

106. In case of voluntary CPD, how many hours per year of paid working time may midwives spend on CPD activities, e.g. in the form of study leave?

None, CPD activities must be followed outside of working time

No set number of hours, depends on employer

Not applicable, since there is no voluntary CPD* framework

XXX hours, please specify

Pharmacists

Please find the glossary of key terms for reference [here](#)

Continuous Professional Development

* 107. Which bodies are involved in the development of content of formal CPD* activities? (multiple responses possible)

- Professional body
- Ministry of Health
- Ministry of Education
- Scientific societies
- Higher Education Institutions
- Private sector, please describe
- Other, please describe

Please describe

	5
	6

Continuous Professional Development

* 108. Please indicate the content of CPD* activities. (multiple responses possible)

- Communication
- Patient counselling
- Dispensing
- Disease management (obesity, smoking, cardiovascular, diabetes, asthma, ...)
- Pharmacotherapy, Evidence Based Medicine
- Self-medication
- Compounding
- Nutrition, Food supplements
- Phytotherapy
- Homeopathy
- Veterinary medicine
- Travel medicine
- Medicines administration, vaccination
- Pharmacovigilance
- Innovations
- Biosimilars
- Medicines use review.
- Pharmacoepidemiology
- Management (financial, marketing, staff training, ...)
- Other (please specify)

* 109. Are any of those courses linked to additional services provided in the pharmacy?

- No
- Yes

Comments

Continuous Professional Development

* 110. Is it mandatory for professionals to follow CPD activities specifically addressing patient safety?

- No
- Yes
- Yes, as part of mandatory CPD* requirements

* 111. Are patient safety components envisaged in the CPD activities in place?

- No
- Yes

Comments

	5
	6

* 112. Are there multi-professional CPD activities?

- No
- Yes, please describe which topics and professions are addressed

	5
	6

* 113. Are there CPD* activities available free of charge?

- No
- Yes, for voluntary CPD* frameworks
- Yes, for mandatory CPD* requirements
- Yes, for both voluntary CPD* frameworks and mandatory CPD* requirements

* 114. Who carries the cost of CPD activities followed? (multiple responses possible)

- CPD activities are free of charge
- Professional
- Employer
- Competent authority
- Other, please describe, in particular if costs are shared, subsidised

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Continuous Professional Development

* 115. For the cost of following CPD activities, can professionals or other payers benefit from any financial reliefs, e.g. tax offsets, grants?

No

Yes, please describe

116. Are there rules governing the price of CPD activities?

No

Yes, please describe

* 117. Time dedicated to mandatory CPD *

Paid working time

Outside of working time

Both

Not applicable, since there are no mandatory CPD* requirements

Comments:

* 118. Time dedicated to voluntary CPD*

Paid working time

Outside of working time

Both

Not applicable, since there is no voluntary CPD* framework

Comments:

Trends & Reflections

Please find the glossary of key terms for reference [here](#)

Continuous Professional Development

*119. In your organisation's opinion, is the CPD offer available in your Member State satisfactory?

Yes

No formal opinion

No, please describe how CPD could be improved

120. Has there been or do you foresee a shift in the institutional competence to regulate CPD?

No

Yes, please describe

121. Has there been or do you foresee a shift from voluntary* to mandatory* CPD or vice-versa?

No

Yes, please describe

Continuous Professional Development

*122. Has there been a shift in terms of the criteria which are taken into account in the accreditation of CPD activities ?

No

Yes, please describe

*123. Have there been developments in terms of CPD requirements in relation to competency frameworks or qualifications frameworks?

No

Yes, please describe

124. How often are CPD requirements reviewed?

Never

As required, no regular interval

Every x years, by x (please indicate the number of years and by whom it is reviewed)

125. Are there national studies on the impact of CPD on professional practice?

No

Yes, please provide the study and main finding of study

Continuous Professional Development

* 126. Please describe the most important barriers to participation in CPD activities?

* 127. Which new topics are being addressed by CPD activities? Please indicate three examples.

1

2

3

* 128. Is the offer of CPD activities specifically addressing patient safety increasing?

No

Yes

Please explain

* 129. How can European cooperation and exchange of good practice on CPD provide added value?

General Comments

Please find the glossary of key terms for reference [here](#)

130. You are welcome to add additional information relating to specific questions. Please mention which question you are referring to.

Thank you!

Continuous Professional Development

Please submit your response by clicking the button 'Done' below.

On behalf of the consortium, thank you very much for completing this survey!

