Continuous Professional Development of Health Professionals European Context

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Patient safety high on EU agenda:

Council Recommendation on patient safety, 2009

EU health ministers adopt Council conclusion on patient safety and quality of care, June 2014
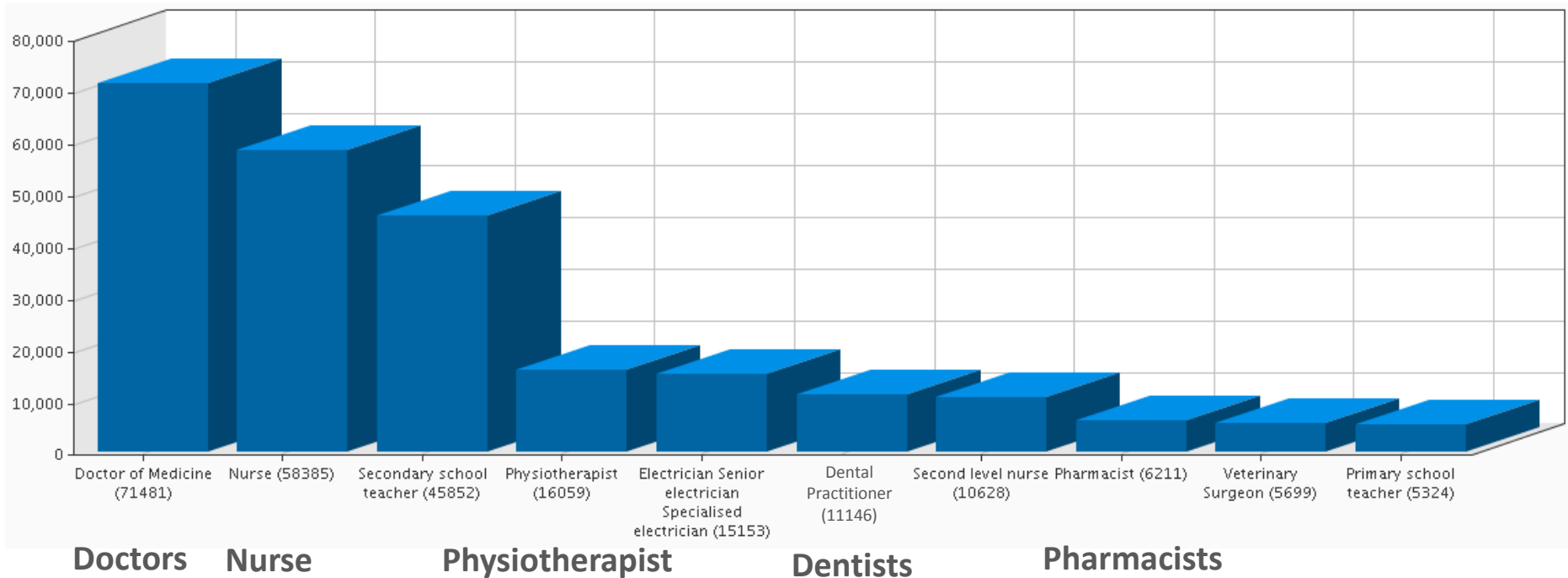
European Parliament report on safer healthcare, April 2015

2009

2014

2015

Top 10 most mobile regulated professions (2009-2014)

Source: DG GROW's Database on regulated professions

Mobility of Health Professionals: EU Directive Recognition of Qualifications

Member States are required to:

- Ensure that professionals update knowledge, skills and competences to maintain safe and effective practice and to keep abreast of professional developments. (Article 22)

- Report measures to the European Commission by January 2016

- Exchange information and best practice to 'optimise' CPD development – role of the Group of Coordinators

Health and Consumers

Challenge: Lack of information in EU

➢ Wide range of national approaches and mechanisms, diverse across the professions

➢ Lack of common accepted definitions

➢ Lack of country specific data

➢ Lack of common understanding

Study to map national approaches to CPD of health professions – January 2015

- Comprehensive & comparative overview of CPD for health professionals in 31 European countries

- Share good practice & facilitate a discussion: policy-makers, regulatory and professional bodies

EAHC/2013/Health/07
Study concerning the review and mapping of continuous professional development and lifelong learning for health professionals in the EU

Contract no. 2013 62 02

FINAL REPORT

Funded by the European Union
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This report was produced under the EU Health Programme (2008-2013) in the frame of a service contract with the Executive Agency for Health and Consumers (EAHC) acting under the mandate from the European Commission. The content of this report represents the views of the contractor and is its sole responsibility; it can in no way be taken to reflect the views of the European Commission and/or EAHC or any other body of the European Union. The European Commission and/or EAHC do not guarantee the accuracy of the data included in this report, nor do they accept responsibility for any use made by third parties thereof.

Unique Cross-Professional Study

The EU representatives of the 5 health professions & European Public Health Alliance

- Standing Committee of European Doctors (CPME)

- Council of European Dentists (CED)

- European Federation of Nurses Associations (EFN)

- European Midwives Association (EMA)

- Pharmaceutical Group of European Union (PGEU)

- European Public Health Alliance (EPHA)

EU Mapping Study on CPD

EU study findings in 7 areas:

1) **CPD systems**
2) Accreditation
3) Financing and Transparency
4) Barriers and incentives
5) **Patient safety and quality of care**
6) Trends in CPD structures
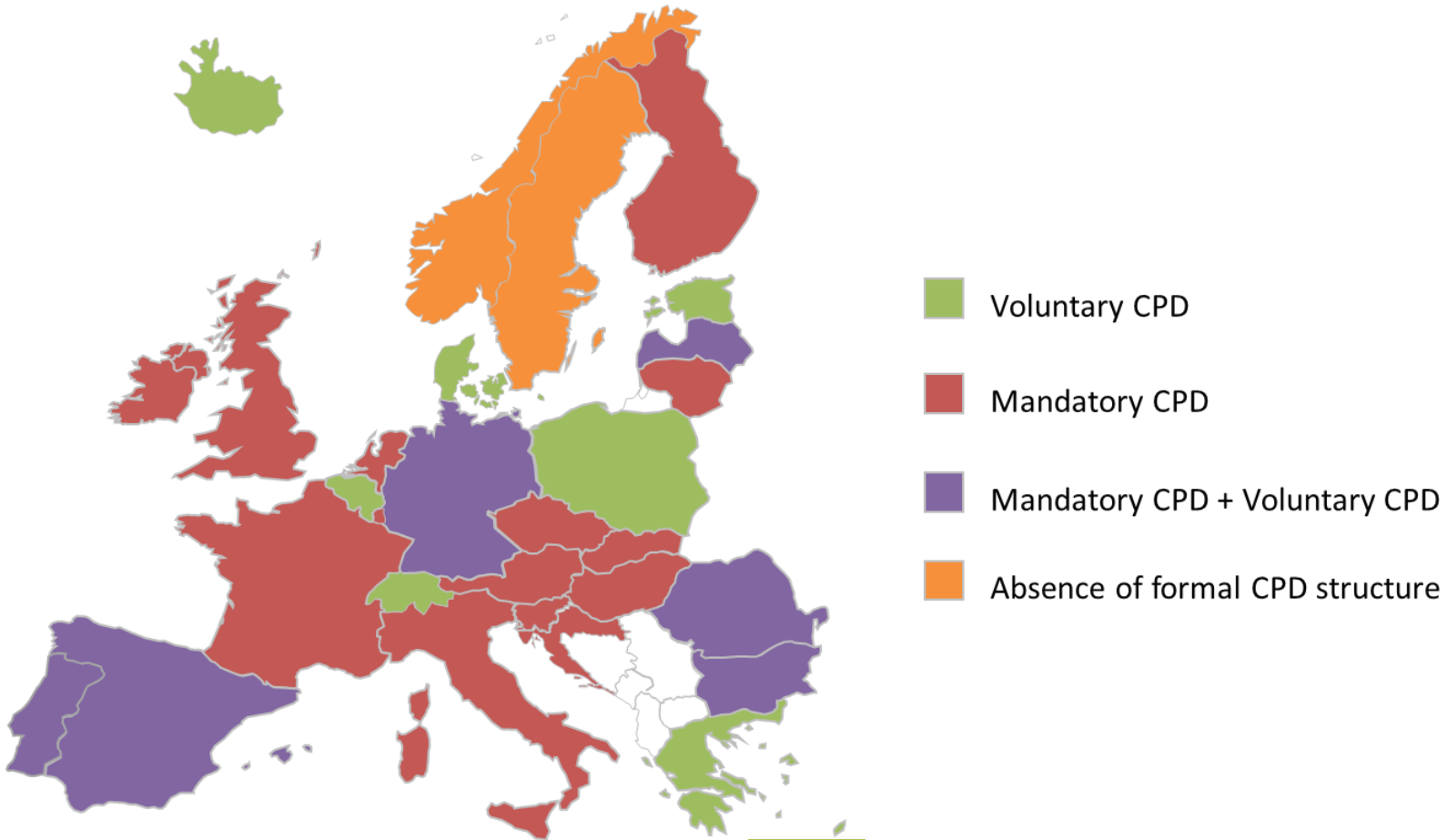7) **European cooperation**

- Main recommendations and key actions

Study Findings: 4 different systems of CPD in the EU

➢ CPD is **mandatory** for all professionals practising in a country. This is the most common situation for most health professions in most countries surveyed.

➢ a **voluntary** CPD framework is in place

➢ a voluntary CPD framework may in addition **co-exist** with a mandatory CPD requirement

➢ **No formal** CPD structures exist . This is the least common situation.

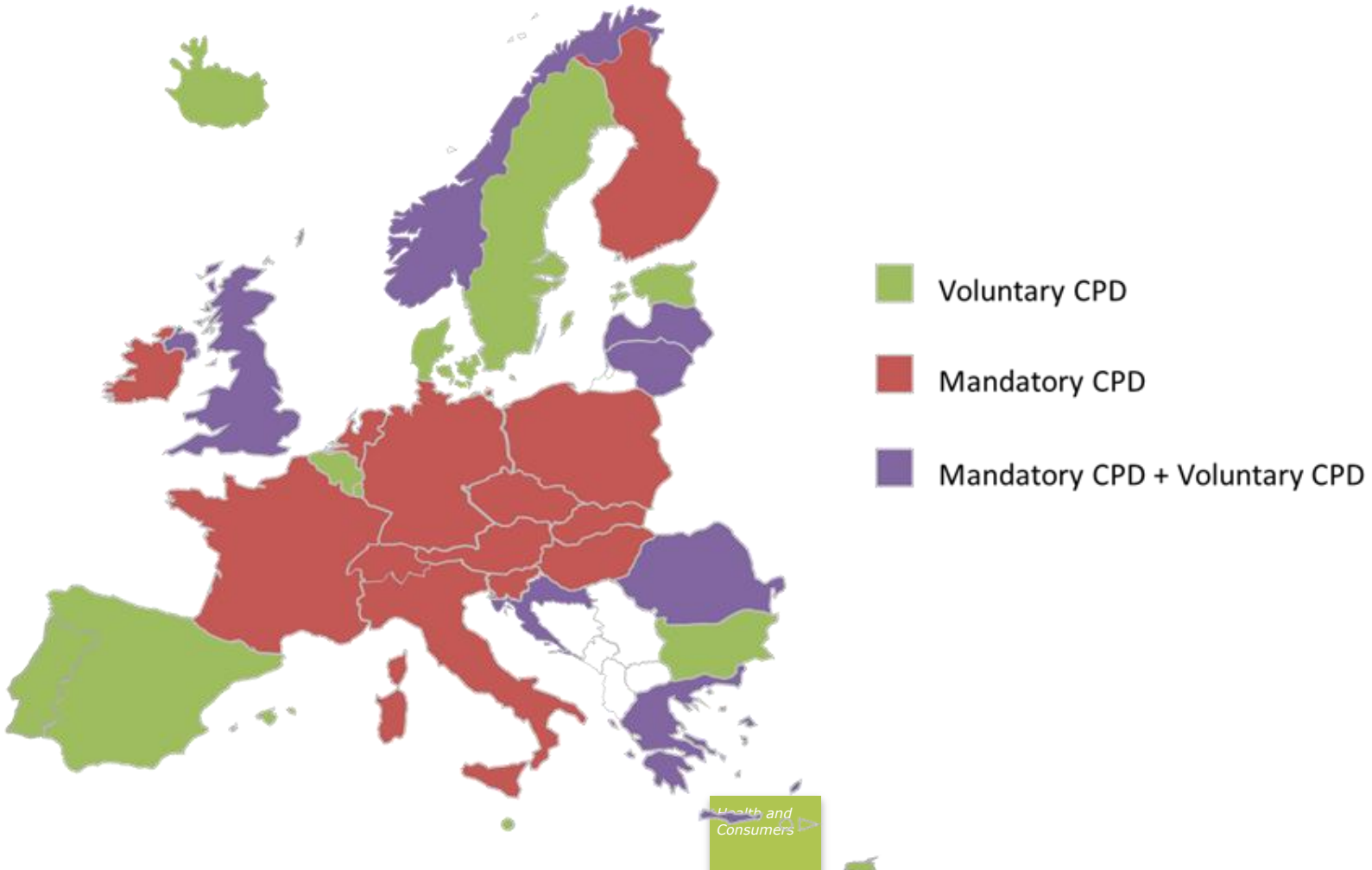➢ NOTE: Marked differences across the professions

CPD systems for Nurses

Legend:
- Voluntary CPD
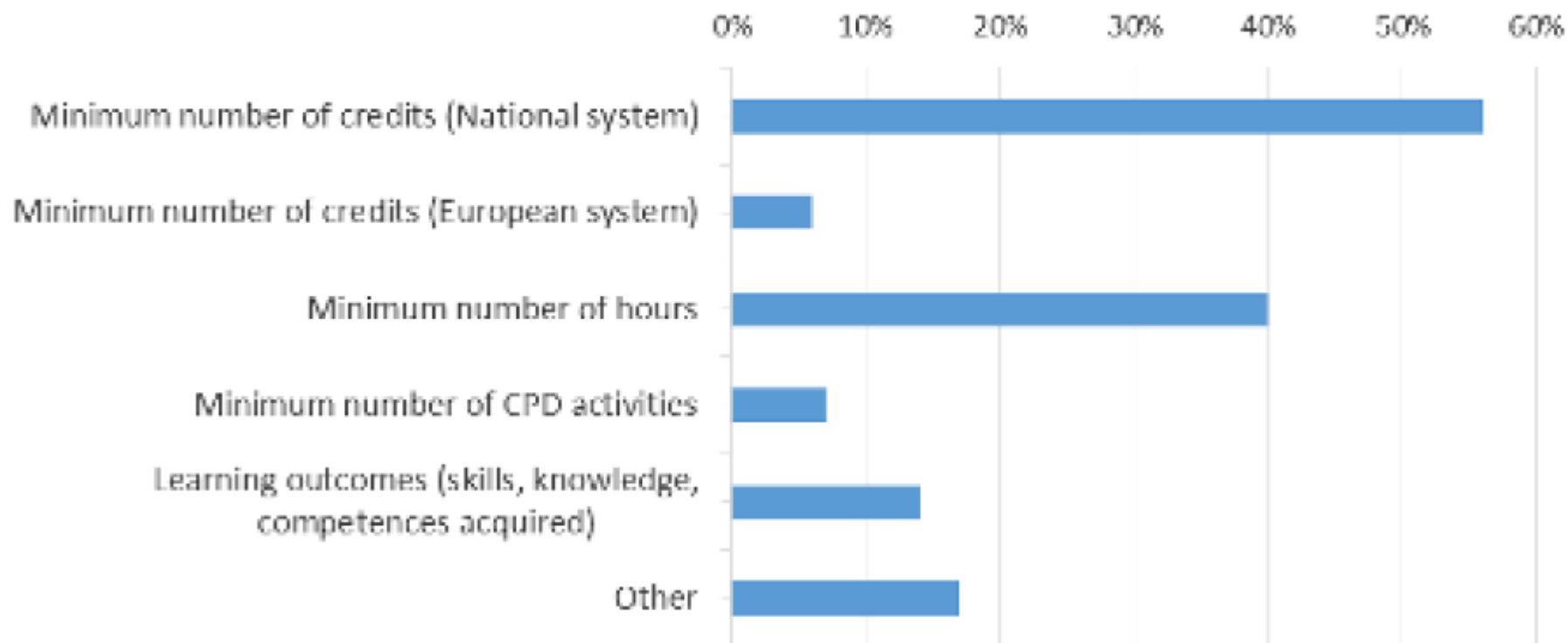- Mandatory CPD
- Mandatory CPD + Voluntary CPD
- Absence of formal CPD structure

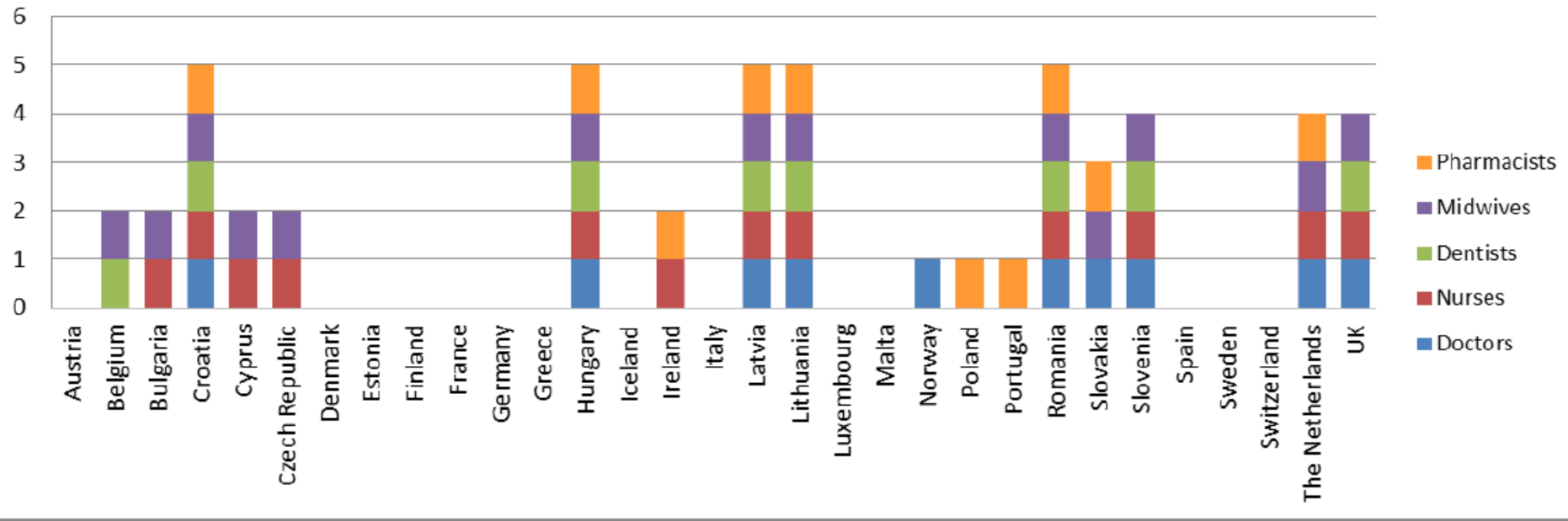# CPD systems for Doctors

Voluntary CPD

Mandatory CPD

Mandatory CPD + Voluntary CPD

CPD Systems

How are mandatory CPD requirements formulated?
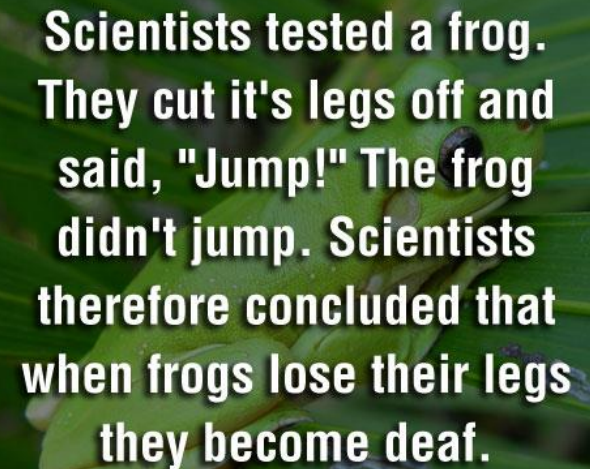
CPD – Linked to licence review

CPD Systems - Conclusions

- There is no evidence that one CPD structure is preferable to another

- Mandatory and voluntary CPD encompass many different arrangements

- Formal and informal CPD activities co-exist

Scientists tested a frog. They cut it's legs off and said, "Jump!" The frog didn't jump. Scientists therefore concluded that when frogs lose their legs they become deaf.
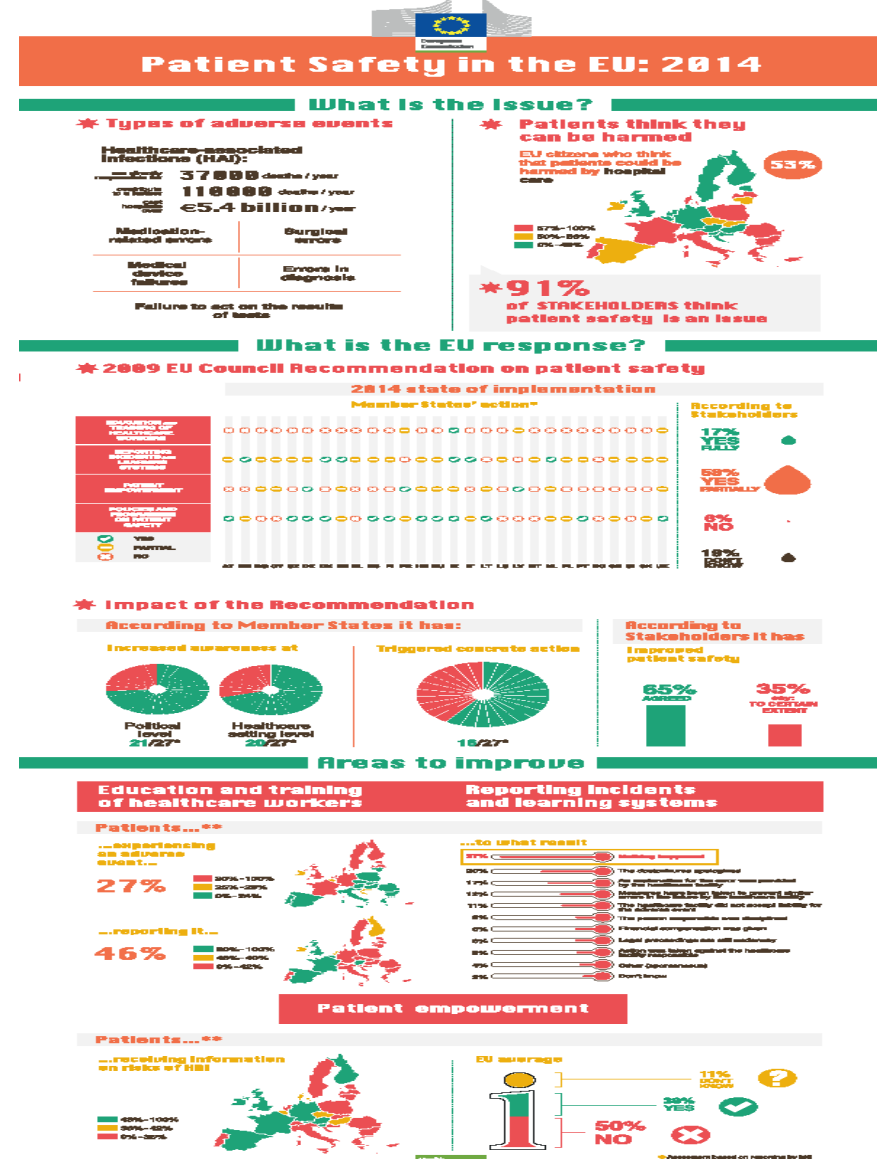
CPD and Patient Safety

- Very few studies, so lack of evidence on the impact of CPD on patient safety, care outcomes, clinical and professional practice. Out of 150 respondents to study survey, only 6 were able to share such studies.

- CPD activities on patient safety are available to professionals, but mandatory content only in a minority of cases.

- 15 countries had a formal requirement to include patient safety modules in one or more types of education.

- However, offer of CPD activities on patient safety seems to be increasing.

Patient Safety

2014 Report on "Embedding Patient Safety in Education and Training" (sub-group of Commission expert group on patient safety & quality of care)

Study Recommendations:

➢ **Exchange of best practice** should be further supported – European cooperation should facilitate this.

➢ **Further research** at European level on the impact of CPD activities on patient outcomes and patient safety should be undertaken.

➢ **Prioritise areas in CPD training** where a clear patient safety issue has been identified such as the use of new technologies or recorded incidents of patient harm.

➢ Patient safety should be **embedded within the basic education of health professionals** and be part of the **working culture and environment**. Employers have an important role to play

Workshop Objectives & Output

- Address the recommendations on CPD & patient safety and quality of care

- Workshop discussion questions

- Report on workshop conclusions

Workshop Objectives & Output

1) Expert group on European health workforce
& Expert group on patient safety & quality of care

2) contribution to the Professional Qualifications Directive to "optimise CPD" through information exchange.

3) Sharing expertise, knowledge and research to support national systems – "food for thought", inspiration and action

For further information

http://ec.europa.eu/health/workforce/policy/index_en.htm