



Consultation Outcomes: CPD Programme

In September 2021, the Chiropractic Board (the Board) published a consultation document proposing a revised framework that sets out the Continuing Professional Development (CPD) standards for chiropractors.

Consultation Overview

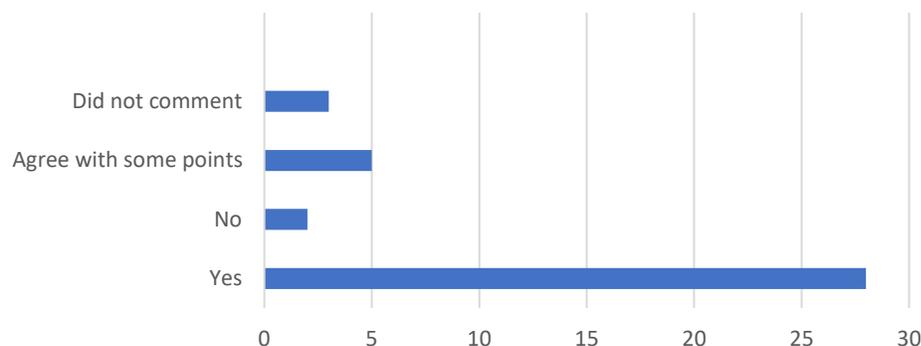
Consultation respondents were asked to provide their feedback via email. The following questions were put to the profession to consider when reviewing the proposal:

1. Do you agree with the proposed changes?
 - a. Change from two-year cycle to annual CPD requirements
 - b. Removal of the two-tiered groups?
 - c. Move from 50 hours over 2 years to 20 hours each year
 - d. Include at least one cultural safety CPD activity in each cycle
2. Do you have any other comments you would like to make?

38 individuals responded to the consultation.

Results

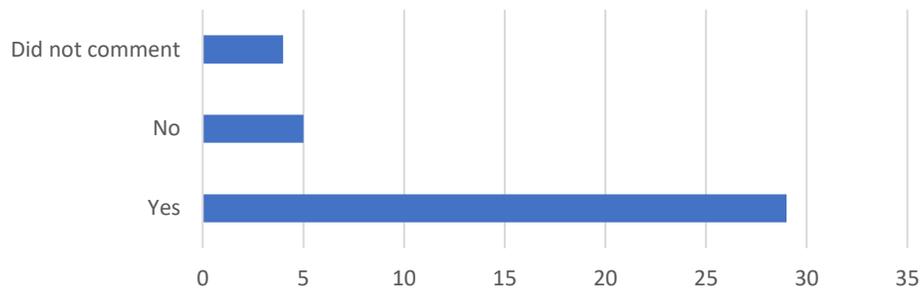
Did consultation respondents agree in general agree to the proposed changes?



There was general consensus that the changes are a good simplification of a process that has, at times, practitioner have felt quite cumbersome to work through. In past cycles, the amount of time required double checking where CPD activities fit (A or B) and recording has been considerable.



Did consultation respondents agree with the proposed change from a two-year cycle to annual CPD requirements



Key themes:

- 76% of respondents agreed this was a good move.
- Many comments suggested this move will make it easier to track activities.
- A respondent who did not agree with this proposal, thought a two-year cycle allows practitioners to pursue longer term or more in-depth courses and if issues are identified on a previous audit provides enough time for the practitioner to make changes to their program. They continued that a two-year cycle provides opportunity to work on multiple topics simultaneously.

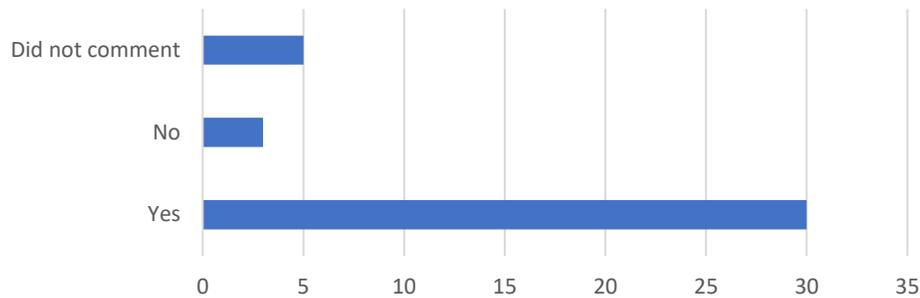
Annual Audit

There was one suggestion regarding the potential move from bi-annual audits to annual audits. It may be prudent to have annual CPD hour requirements, but audit only every two years. Otherwise, it may potentially lead to:

- i. Greatly increased workload of auditors, with an increase in associated costs.
- ii. Create an additional busy period for the Board administration team each year (instead of every two years).
- iii. Additional Committee/Board time and costs of considering larger numbers of marginal cases.



Did consultation respondents agree with the removal of the two-tiered groups?

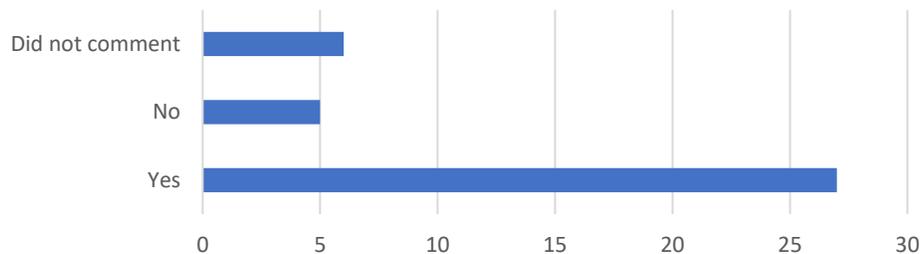


79% of respondents agreed to remove the two-tiered group activities

Key themes:

There were no additional suggestions, only consensus that the two groups added confusion to the CPD programme

Did consultation respondents agree with the move from 50 hours over 2 years to 20 hours each year?



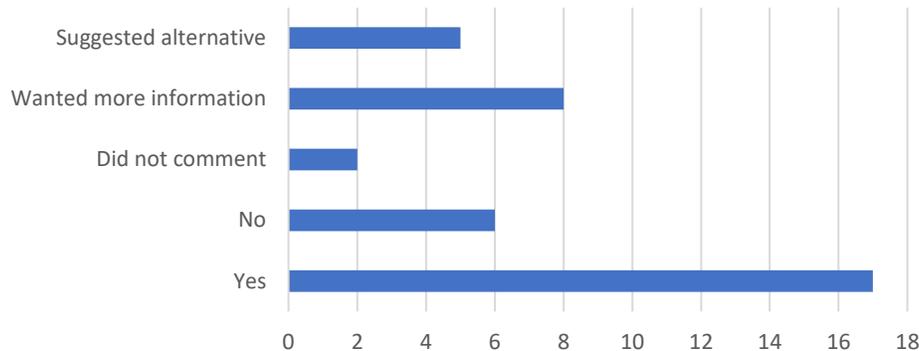
70% of respondents agreed to move from 50 hours over two-years to 20 hours each year.

Key themes:

- There were no additional comments or suggestions, other than one respondent suggesting 100 hours would be more appropriate.
- Those who apposed the move, did not provide a rationale.



Did consultation respondents agree with the inclusion of at least one cultural safety CPD activity in each cycle?



45% of respondents agreed this was a positive move, however, it is worth noting only 16% indicated they did not support this proposal, the rest (39%) were not sure or requested more information.

Key themes:

- Most comments related to requesting further information in the form of examples of what this includes, for example if it was limited to Māori or to all cultures and diversity.
- Many commented that an annual requirement was potentially difficult to achieve, and many asked the Board to consider it as a bi-annual requirement.

Other comments included:

- In the movement to less prescriptive style of regulation, it would be good to know why the Board felt a particular need to include this and what evidence there is that it will be beneficial to include every cycle. It seems like a step backwards to directing without any specificity.
- In effect, it is like maintaining a two-tier grouping. Just with only one item in the second tier. Practitioners should be aware already they need to have Cultural competence – and be expected to select CPD activities to maintain/enhance that alongside ALL other relevant aspects of competence.

Suggested alternative

A small number of respondents made alternative suggestions to one cultural safety CPD activity in each cycle:

1. Most suggestions were to include one cultural safety activity every two-years rather than each year.
2. Link the Board's Standards of Cultural Competency Policy to CPD.
3. Use the term "cultural awareness". The respondent felt cultural safety was potentially restrictive.
4. Highlight that Cultural competence/safety needs to be considered in CPD planning, but not make it mandatory every cycle.



General comments

The following highlights the key themes from the general comments provided by respondents.

- One respondent used this opportunity to express their opinion that people exiting the school they are massively under-trained in areas such as Physiology and that all graduates leaving the school without a degree in Physiology from Auckland University is massively under prepared.
- One respondent asked the Board to consider changing the CPD cycle to coincide with the Registration cycle due to the work to be done at the end of the CPD cycle (reflection) that needs care and attention.
- A Senior Lecturer and Chiropractic Coach and Mentor at the New Zealand College of Chiropractic suggested that as they follow the guidelines of the MOE and NZQA and the CCEA to graduate students competent to practice and pass all chiropractic boards worldwide; and because they provide and deliver the curriculum that serves as the foundation of their skills and knowledge; that the Board considers adding to the exemption list all full-time faculty members, as they provide the knowledge and skills to graduate a competent chiropractor.
- A respondent commented that overall, the proposed changes are a fantastic update! It is clear that a lot of work has gone into this project. The openness and less prescriptive nature of the new document is very good. They went on to make the following suggestions:
 - i. Activities: Current use of "Postgraduate" does not directly cover some courses/educational modules that may not meet full university level, but have extremely high study and learning requirements. Suggested that changing this to "formal certification", "formal study", or something similar would be better. After all, the practitioner would still need to justify content, etc. if required during audit. Over the years, they have completed several blocks of advanced training that, strictly speaking, are not "postgraduate" level, but these have contributed to their clinical knowledge and practise outcomes. Eg First aid/CPR, Rehabilitation, Nutrition, Advanced strength, and conditioning program design (for rehab and prehab) of some key demographics (athletes and first responder units).
 - ii. Clinical audit: These audits, if conducted well, are likely to have a very high payoff in terms of both clinician competence and public safety. Suggested allowing these to count for the full 20 hours of a cycle rather than 15. Auditing aspects of clinic in a thorough/meaningful way is likely to take more than 20 hours, noting that all hours would need to be clearly documented and justifiable."



Proposed amendments and recommendations

The following table outlines the suggested amendments to the Board’s CPD programme and recommendations in respect to the consultation feedback

<i>Proposed amendments</i>	<i>Registrar/GM Recommendations</i>
Move to an annual cycle	Approve this was well supported by the submissions received
All chiropractors who hold an APC must engage in at least 20 hours of CPD year.	Approve this was well supported by the submissions received
Remove the two-tiered system, with an emphasis on a need for a variety of CPD activities.	Approve this was well supported by the submissions received
Move to an annual audit	Consider at a later time. Many comments regarding the logistics of holding an annual audit, potentially becoming cumbersome with a small secretariat to manage the process. Suggest maintaining a two-year audit cycle, with the audit covering two years and review in 2023.
Inclusion of one cultural safety CPD activity each year.	Approve with suggested alteration: <ul style="list-style-type: none">• Rename to cultural and diversity awareness activity,• Consider a minimum of one activity every two years (or one audit cycle),• Include definitions of cultural and diversity

Recommendations

That the Board

1. reviews the key themes as presented:
2. reviews the above recommendations:
3. considers developing a “fact sheet” to guide the profession on cultural safety/awareness with some suggested activities:
4. any other action the Board deems appropriate.