



Continuing Professional Development Policy

Continuing Professional Development (CPD) is the professional and work related aspect of lifelong learning. It is an integral part of the process of adapting to change, and essential for maintaining and enhancing professionalism and competence for all members.

Principles

- CPD is both a professional expectation and an individual responsibility**, with the understanding that you will take a structured and self-managed approach to further learning through:
 - **actively engaging in CPD**
 - **maintaining a record of your CPD**
 - **applying learning from CPD to your professional practice**
- There is a range of formal and informal learning activities that may be used for CPD and it is recommended that you engage in a mix of CPD activities.
- Professional development is not purely about inputs (i.e. undertaking CPD activities); it also requires **a reflective outcomes-based approach**, which focuses on the learning gained from CPD and its application to current or future practice, together with the associated benefits for you, your clients and the services you provide.
- As all members who are registered with the Health and Care Professions Council (HCPC) are legally required to comply with their CPD requirements, we will not be undertaking CPD monitoring that might overlap with the HCPC's duties as the independent regulator. However, the Society may operate CPD monitoring processes in order to determine attainment and/or maintenance of a specific status/award e.g. Chartered Scientist status.
- The Society recommends that you set aside dedicated time for CPD. Whilst recognising that it is the learning outcome, rather than just the time spent that is important, the Society is aware that many members have asked for guidance as to the minimum amount of time needed for CPD. Bearing in mind that you will need to undertake varying amounts and different types of CPD at different stages of your career, the minimum amount of time needed for engagement in CPD is likely to be between $\frac{1}{2}$ and 1 day per month. Several of the Society's Divisions provide specific recommendations as to the amount of time that Chartered members should set aside for CPD activity.
- CPD is an individual responsibility and each time you sign to renew your membership you are agreeing to abide by the *Code of Ethics and Conduct*¹, and therefore the Society's CPD policy.**

Support for members

The Society is committed to offering a range of CPD support for members including:

- The provision of formal and informal learning opportunities (including e-learning courses, workshops and conferences)
- Guidelines on best practice in CPD
- *myCPD* (an online system for individual members to plan and record their CPD)
- Support in meeting the HCPC requirements.

¹ Page 15, 2.1 (ii): '*Psychologists should: Integrate ethical considerations into their professional practices as an element of continuing professional development*'