A national CPD system for all healthcare practitioners: The Qatar Plan

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Disclosures

Jennifer Gordon

- Paid employee of the Royal College of Physicians and Surgeons of Canada
- Global Education Advisory Boards: No honoraria
  - Merck Serono
  - Pfizer
Agenda

- Background / Context
- Summary of Work
- Lessons Learned
- Take-home Messages
- Questions?
Ottawa...Doha
Background

- Royal College Canada International
  - Royal College of Physicians and Surgeons of Canada - established CPD system
  - MOC Program mandatory for Fellowship; CPD linked to licensure
  - hybrid CPD accreditation system – providers/activities
  - substantive equivalency with AMA, UEMS, ACCME

- Supreme Council of Health
  - Qatar Council for Healthcare Practitioners
  - Emiri decree
  - Qatar National Vision (QNV) 2030 – “Advancing healthcare”
  - National Health Strategy (NHS) 2011-2016
    - intended to propel Qatar toward health goals contained in QNV 2030

QCHP collaboration with RCCI started in 2014
The Qatar Plan

O QCHP-AD – Accreditation Department of the Qatar Council for Healthcare Practitioners
    O Responsible for the implementation of a CPD/CME framework for all HCPs (physicians, dentists, pharmacists, nurses, allied health)

O CPD Participation Mandatory for:
    O All licensed healthcare practitioners in the State of Qatar
    O Sustaining (renewal of) licensure

O Established Educational Principles:
    O Continuous Improvement
    O Professional Development
    O Relevance
    O Reflection
    O Self-assessment

O CPD System:
    O CPD framework, CPD credit system
    O CPD accreditation system

Mandatory CPD coming...2016!
**Desired Outcomes**

- **CPD Framework, credit system**

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<thead>
<tr>
<th>Category</th>
<th>Accredited Group Learning</th>
<th>Self-Directed Learning</th>
<th>Accredited Assessment Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Category 1</td>
<td>Group Learning</td>
<td>Category 2</td>
<td>Accreditd Assessment</td>
</tr>
<tr>
<td>CPD Framework, credit system</td>
<td>Accredited</td>
<td>Self-Directed</td>
<td>Accredited</td>
</tr>
</tbody>
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- **Category 1: Accredited Group Learning**
  - 80 credits/cycle
  - At least 40 credits from Category 1
  - 40 credits across Categories 2 & 3
  - Online or Face-to-face

- **Category 2: Self-Directed Learning**

- **Category 3: Accredited Assessment Activities**
Desired Outcomes

The **CPD Accreditation System** for the State of Qatar will be:
- a hybrid system focused on both CPD provider organizations and individual CPD activities

The CPD Accreditation system for the State of Qatar will:
- Be based on a reasonable set of standards
- Demonstrate accountability and fairness
- Promote continuous improvement
- Encourage effective collaboration
- Value learning across a range of competencies
- Measure achievement of outcomes
- Promote mutual accountability – based on a national set of values and educational principles
- Serve as a mark of ‘educational quality’
- Value continuous improvement
- Facilitate HCPs’ access to high-quality educational resources

Principles & Values; Standards; Quality; Continuous Improvement
How to Achieve in 2 Years?

Coming together is a beginning; keeping together is progress; working together is success.

Henry Ford
Collaboration
Project Roadmap

Phase 1: Develop CME/CPD Standards
Phase 2: Develop Accreditation Standards
Phase 3: Develop Accreditation Process
Phase 4: Develop Accreditor and Surveyor Processes and Education
Phase 5: Develop Stakeholders Education Program
Phase 6: Expertise and Knowledge Transfer
Challenges / Lessons Learned

- **Scope**: One system across all health professions
  - All healthcare practitioners (physicians, nurses, pharmacists, dentists, allied health)
- **Distance; geography; timezones**
- **Time constraints – 2016 mandatory**
- **External Policies – e.g. Link to registration**
- **Change management critical**
  - Varied stakeholders
  - Communications (2-way); Training; Buy-in
  - Pilots

Involving Stakeholders in Process Key...Co-create!
Next Steps

- Launch CPD system – spring 2016
  - Mandatory reporting
  - Communications
  - Ongoing Support
  - International recognition
- Program evaluation
  - Continuous evolution
  - “Success”?
- Share lessons with others!
Take-home Messages

- National CPD systems can be developed and enhanced through international consultation and collaboration.
- Geography doesn’t have to be a barrier.
- Context is critical.
- Language is important.
- Share and learn from each other!
THANK YOU