What do other organisations do about continuing professional development?

Here is just a small selection of links to websites from other Professional Associations and organisations. No judgment is made about whether their approach to continuing professional development (CPD) is better or worse than our own. The purpose of this list is merely to give members an idea of the value that is placed on CPD in other organisations, the commitment required by other professions to their members, and the variety of strategies that are in place.

All links were active when last accessed on 7 September 2004.

**Australian Library and Information Association (ALIA)**


‘The ALIA continuing professional development [CPD] scheme maintains and broadens your knowledge and skills and assists in the development of personal qualities in order to enhance your career-long professional performance, and to have that commitment recognised by others. By taking a structured approach to your professional development, you demonstrate a formal commitment to enhancing your professional practice. The ALIA career development kit will help you develop a structured approach.

‘Within the ALIA CPD scheme, a points-based system allows you to structure your CPD so that you will have an appropriate mix of activities over a three-year period.’

**Optometrists Association of Australia (OAA)**

http://optometrists.asn.au/information/cpd

CPD is obligatory in this Association. This may be achieved through a wide range of activities from lectures and seminars to participation in a journal club, to participation in voluntary eye care projects, and participation in ‘education relevant to optometric practice (other than direct patient care)’.

Penalties exist for not doing sufficient CPD, including removal of name from the list used to refer the public to optometrists (including the search facility on the website) and also higher excess payment on professional indemnity insurance claims. The site also provides information to (prospective) CPD providers.

Members keep their own records of points accumulated for participation based on a schedule provided by OAA, submit them to the organisation, and then can check via the website for verification of their acceptance. Once they have achieved the required number of points for a year, a certificate is issued by OAA.

**Local Government Managers Australia, Queensland Branch (LGMA)**

http://www.lgmaqld.org.au

This organisation requires all its members and affiliates to commit to a CPD program. This may include structured (e.g. participation in accredited conferences) and unstructured (e.g. reading of journals and other publications) activities of the member’s choice, although there is a certain ratio to be achieved in accumulating the required number of CPD hours over a three year period. Those people located in rural areas are able to claim a higher ratio of unstructured activities due to lack of access to structured events. Members submit a registration form periodically to indicate what they have done and how many hours they claim for those activities.

**OT Australia (Australian Association of Occupational Therapists)**


The website includes a list of accredited CPD events, both local and international, from which members seeking to maintain accreditation may choose. A policy on mentoring/supervision as a CPD activity is included.

**Australian College of Health Service Executives (ACHSE)**

http://www.achse.org.au

The CPD Program is a major component of the College’s activities. Members are encouraged and in some cases required to undertake CPD (in the order of 25 hours per year). Much of the CPD program is provided through the activities of the State Branches. The National website includes listings of all upcoming CPD events, with links to State sites for further information.

Members are required to select and choose CPD activities of interest and keep records of their participation for audit purposes.

**CPD – Online Continuing Professional Development**

http://www.onlinecpd.net/index.asp?menu=1&content=

This is a Welsh organisation providing online CPD for engineers. They offer ‘convenient access to high quality interactive multimedia resources, reference information and collaborative communication systems, designed to meet the professional development requirements of the region’s engineering industry’.

**HIMAA**

http://www.himaa.org.au/HIMAA2_MAIN.htm or go to the HIMAA Home page and click on ‘HIMAA On-line Resources Centre’.

The HIM Resource Centre is a section of the HIMAA’s website. It includes links to a large number
of organisations relevant to health information managers, including some of those listed above, and is a ready source of information about CPD programs. For instance, the **Australian Association of Social Workers** site (www.aasw.asn.au) includes a documented policy on CPD and also a detailed logbook which outlines the rating system for CPD events, and provides guidance for planning and evaluating individual programs and a place for recording of activities undertaken. This information is then submitted at the time of membership renewal.

An Internet search on 'Continuing Professional Development' in Australia will elicit in the order of 16,000 responses. Why not take the time to have a look at what others are doing in this area so that you can participate in future deliberations of the HIMAA.

It is your career, after all.