

POLICY ON CONTINUING PROFESSIONAL DEVELOPMENT

Continuing professional development (CPD) is the means by which midwives develop and maintain knowledge, skills, attitudes, behaviours and clinical judgement through a self-directed process. It is also the means by which midwives broaden the interpersonal and interprofessional skills required to improve client care.

As part of the Quality Assurance Program, the College of Midwives of BC (CMBC) requires all midwives¹ to complete and document a minimum of forty-five (45) credits of CPD activities per 36 month (three year) period. These CPD activities are *in addition to* the mandatory courses required for continuing competency (Cardiopulmonary Resuscitation (CPR), Neonatal Resuscitation Program (NRP), and Emergency Skills). Upon identification of their learning needs, midwives will select CPD activities that enhance their professional currency and competency.

Accredited CPD Activities

CPD credits will be granted on the basis of criteria laid out in the *Continuing Professional Development Scoring Framework*. One, two or three credits per hour will be approved for each CPD activity based on these criteria.

Research shows that didactic or print-based material (flat media) has little or no effect on changing practitioner behaviour. Interactive, multi-modal, longitudinal learning interventions that include both technical and non-technical skills should comprise the bulk of CPD activities. Learning activities that include an improvement in knowledge, skills, attitudes, behaviours and client outcomes are more heavily weighted by the accreditation framework than activities concentrated exclusively on knowledge acquisition.

Proof of Completion

Midwives should maintain a contemporaneous record of their CPD activities using the *Continuing Professional Development Log* and retain all material related to proof of completion/attendance (certificates, reflective worksheets, etc.) where applicable. Midwives are required to submit their completed *Continuing Professional Development Log* on a three-year cycle. Proof of completion and/or attendance may be subject to audit and as such, all material related to activity completion should be kept for six years.

¹ Non-practicing registrants may be eligible for a pro-rated number of CPD credits depending on how many months they are non-practicing during their CPD cycle. Refer to the *Policy on Cessation of Practice Requirements for Continuing Competency in NRP, CPR, Emergency Skills and CPD* for more information.

References

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