

Rule Four – Policy on Continuous Professional Development (CPD)

Whilst we recommend this policy to all our members we require compliance by our accredited members and UKCP registrants.

This document should be read alongside the BASRT Codes of Ethics and Principles of Good Practice (June 2003), Supervision Guidelines and Criteria for Annual Renewal of Accreditation.

Continuous Professional Development (CPD) is the ongoing development of one's skills, theoretical understanding and practice. Members are expected to make a forward plan of their CPD needs, in discussion with their supervisor, and take responsibility for demonstrating their learning from the CPD activities they undertake.

BASRT believes that CPD is one way to ensure that members of the public are protected and offered an up to date professional service by the practitioners who are accredited by this Association.

Protection of the Public

1. All members sign up to our Codes of Ethics and Principles of Good Practice on an annual basis.
2. Accredited members must provide evidence that they meet the requirements laid down by our Professional Standards Board and as such are deemed competent to practice. Whilst competence to practice need only be proved once, continuity of practice and regular supervision and CPD are necessary for the maintenance and development of therapeutic skills.
3. We recognise that for various reasons during a practitioner's career, breaks in practice may occur. It is the responsibility of the individual practitioner to ensure they are competent to practice when they return to work.

CPD Requirements

1. In any year a minimum of 16 hours CPD is required, supported by certificates of attendance.
2. All accredited members are required to identify and attend to their own individual learning needs. To enable flexibility a plan of CPD identifying the individuals learning needs for the next three years is required. This should be discussed in supervision. CPD from a wide range of options can include: attendance at conferences, seminars or workshops; lectures, seminars and workshops given; publications and original articles written; training undertaken to teach, train or supervise; experience as teacher or trainer; experience as supervisor; journal clubs; relevant personal development.
3. Informal discussions with colleagues and private reading that are a normal part of practice would not constitute CPD.
4. All accredited members are subject to annual renewal of accreditation and as part of this scheme, they are required to sign that they have complied with the CPD Policy. It is possible for members who have been accredited for over three years, to ask for their CPD to be assessed over a three year cycle (ie 48 hours CPD over three years rather than 16 hours in one year). This allows for "lean times" due to illness or life events.
5. A proportion of accredited members, selected at random, will be subjected to a yearly audit in which they will be required to provide a detailed presentation of CPD activities undertaken, and submit their three-year CPD plan.
6. A minimum of 50% (eight hours a year) of total CPD must be taken specifically in the field of Sexual and Relationship therapy. The remaining (up to 50%) will be accepted from the wider psychotherapeutic or medical fields as relevant to the individual's knowledge and skills requirements.
7. Members who have been accredited for over three years may include relevant committee work as part of their CPD. This may be up to 10% of CPD hours.
8. BASRT considers it good practice for members to follow the BASRT Guidelines for Supervision, which are available from the website or the administrator. It is the responsibility of the practitioner to ensure their level of supervision is sufficient for the caseload they carry.
9. It is the member's responsibility to request supervision support (particularly in the first three years following Accreditation) formulate and monitor their personal CPD plan.
10. Members are expected to be aware of relevant mandatory legislation changes.
11. If a member has a break in practice it is up to the individual to ensure they are competent to practice when they return to work. A programme should be worked out

with their supervisor of, for example, additional study, CPD, more frequent supervision or some other specific training deemed relevant. The member is required to inform, in writing, the Chair of the Assessors Panel to avoid lapse of their accreditation. When ready, the member should write again including a statement signed by their supervisor, to confirm readiness to return to work.

12. The "Update" newsletter and BASRT's website will inform members of opportunities for CPD.
13. The Association has a nominated person to deal with members CPD queries. The administrator can supply contact details.