



QCHP
المجلس القطري للتخصصات الصحية
Qatar Council for Healthcare Practitioners
الاعتماد
Accreditation



NATIONAL CPD PROGRAM AND ACCREDITATION SYSTEM FOR THE STATE OF QATAR

2016-2018 Report

Accreditation Department -
Qatar Council for
Healthcare Practitioners
(QCHP-AD)



Table of Content

List of Tables	2
List of Figures	2
1. Introduction	3
2. Two Years of Implementation in Numbers	4
2.1. National CPD Accreditation System	4
2.2. National CPD Program	9
2.2.1. Healthcare Practitioners' Participation in the National CPD Program	9
2.2.2. Healthcare Practitioners' Satisfaction with the National CPD Program	11
3. International Recognition of Qatar's National CPD Program and Accreditation System	14
4. Research and Scholarly Work	15
5. Building Capacity of CPD Professionals	16
6. Orientation and Support for Healthcare Practitioners	18
7. Educational Resources for the Healthcare Practitioners	18
Annex: QCHP-AD Capacity Building and Orientation Events	20



List of Tables

Table 1: Processed CPD Provider Accreditation Requests under the National CPD Accreditation System.....	5
Table 2: List of Accredited CPD Providers in the State of Qatar.....	6
Table 3: CPD Activities Accredited by QCHP-AD.....	7
Table 4: Educational Opportunities and Granted Credits from CPD Providers.....	7
Table 5: Accredited CPD Activities per Target Audience.....	8
Table 6: HCPs’ E-Portfolio Activation and Usage.....	10
Table 7: CPD Activities submitted by HCPs through E-Portfolio.....	10
Table 8: Compliance with the National CPD Program Requirements.....	11
Table 9: Recognition of the National CPD Program and Accreditation System.....	14
Table 10: CPD Professionals Capacity-building Events Organized by QCHP-AD.....	16
Table 11: Orientation Events for Healthcare Practitioners.....	18
Table 12: BMJ Learning User Statistics.....	19

List of Figures

Figure 1: Availability of Accredited CPD Activities for Different Scopes of Practice.....	9
Figure 2: Perceived Difficulty in Completing Mandatory CPD Requirements.....	11
Figure 3: Perceived Benefit of Participation in the National CPD Program.....	12
Figure 4: HCPs’ Satisfaction with Different Components of the National CPD Program.....	12
Figure 5: Initiatives that Can Improve Participation in the National CPD Program.....	13
Figure 6: Scholarly Work of QCHP-AD.....	15



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1. Introduction

The State of Qatar has taken incredible strides towards making the country's healthcare among the best offered in the world. The Accreditation Department of Qatar Council for Healthcare Practitioners (QCHP-AD) is taking part in that and working to improve the lives of all people in Qatar through the development, update and implementation of the National Continuing Professional Development (CPD) Program and Accreditation System.

The National CPD Program and Accreditation System were launched on March 7 2016. Since that time, all healthcare practitioners in the country were mandated to participate in the National CPD Program to enhance their skill sets, upgrade, and maintain professional competence to a degree that would ensure improved service outcomes and quality patient care. CPD provider organizations (both accredited and non-accredited) are key partners in the implementation of a robust national CPD system in Qatar by providing learners access to high-quality educational resources. This is ensured through engagement with the National CPD Accreditation System.

This report will present the statistics, achievements and challenges of the first two years of implementation of the National CPD Program and Accreditation System.



2. Two Years of Implementation in Numbers

Although the National CPD Program and Accreditation System were launched on March 7 2016, the accreditation system's pilot phase started six months earlier. Moreover, according to QCHP-AD credit transfer policy (that was valid for the 1st two years of system implementation), healthcare practitioners were allowed to record up to ten credits from CPD activities completed in the immediate 6th month prior to the start of their 1st CPD cycle. Accredited CPD activities completed from September 7 2015 and onwards were allowed for the healthcare practitioners to be included in their e-portfolio.

2.1. National CPD Accreditation System

The QCHP has elected to implement a hybrid CPD accreditation system that embraces both CPD provider-based and CPD activity-based accreditation. Accredited CPD providers are allowed to accredit their own CPD activities in compliance with the standards and under direct supervision of QCHP-AD. QCHP-AD received nineteen (19) CPD provider accreditation requests since the announcement of the National CPD Accreditation System, sixteen (16) of them were successful and granted accreditation, two were unsuccessful (even after deferral of decision for six month) and one (1) is still in deferral. Further details about provider accreditation requests processed are presented in [table 1](#). Currently QCHP-AD has thirteen (13) accredited CPD Providers representing all sectors of healthcare facilities and academic institutions. Detailed list of accredited CPD providers is included as [table 2](#).



**Table 1: Processed CPD Provider Accreditation Requests under the National CPD Accreditation System
(January 1 2016- March 6 2018)**

	Governmental & Semi-Governmental Healthcare Facilities		Private Healthcare Facilities		Academic Institutions		All
	Accreditation Applications	Re-Accreditation Applications	Accreditation Applications	Re-Accreditation Applications	Accreditation Applications	Re-Accreditation Applications	
	Accredited	6	1	2	1	1	
Deferred	2 (1 in process)	0	2	0	0	0	4 (1 in process)
Rejected	1	0	1	0	0	0	2
All	8	1	3	1	1	5	19



**Table 2: List of Accredited CPD Providers in the State of Qatar
(March 6 2018)**

Accredited CPD Providers

Academic Institutions:

1. Qatar University (Health)
2. College of North Atlantic, Qatar (CNA-Q) - School of Health Sciences
3. Weill Cornell Medicine – Qatar (WCM-Q)
4. University of Calgary, Qatar - College of Nursing.

Governmental Healthcare Providers:

1. Primary Health Care Corporation (PHCC), Workforce & Training Dept.
2. Hamad Medical Corporation (HHC)
3. Sidra Medicine
4. Aspetar Orthopedic and Sports Medicine Hospital (ASPETAR)
5. Healthcare Department-Qatar Petroleum (QP)
6. Naufar Center

Private Healthcare Providers:

1. Al Emadi Hospital
2. Al Ahli Hospital
3. Aster DM Healthcare

From September 7 2015 and until March 6 2018, QCHP-AD (either directly or through its accredited CPD providers) accredited 1819 CPD activities (1,814 of which were conducted) that were assigned 12,134 credit hours and provided 83,110 educational hours ([table 3](#)). The activities provided 485,964 educational (attendance) opportunities and granted 2,481,920 CPD credits (2,115,018 of them from Category 1) to the Healthcare Practitioners (HCPs). Most of the educational opportunities and granted credits were provided by accredited governmental & semi-governmental healthcare facilities ([table 4](#)).

Table 3: CPD Activities Accredited by QCHP-AD
(September 7 2015 – March 6 2018)

	2015 (From September 7)	2016	2017	2018 (Till March 6)	Total
CPD Activities Accredited by QCHP-AD	23	740	898	158	1819
Accredited Hours*	136.5	4,913.4	6,119.8	964.25	12,133.95
Educational Hours**	242.25	34,638.65	41,190.05	7,038.75	83,109.7

*Accredited Hours are the sum of Credit hours assigned for all accredited activities

** Education Hours are the sum of credit hours assigned for offerings for all accredited activities.

Table 4: Educational Opportunities and Granted Credits from CPD Providers
(September 7 2015 – March 6 2018)

	Accredited Governmental & Semi-Governmental Healthcare Facilities	Accredited Private Healthcare Facilities	Accredited Academic Institutions	Non-Accredited Providers	Total
Total Participants (Educational opportunity)	434,866.00	18,728.00	20,154.00	12,216.00	485,964.00
Total Granted Category 1 Credit Hours/Credits	1,872,926.50	37,244.75	100,433.75	104,413.50	2,115,018.50
Total Granted Category 3 Credit Hours	181,626.55	73.00	1,205.00	546.00	183,450.55
Total Granted Category 3 Credits	363,253.10	146.00	2,410.00	1,092.00	366,901.10
Total Granted Credits	2,236,179.60	37,390.75	102,843.75	105,505.50	2,481,919.60



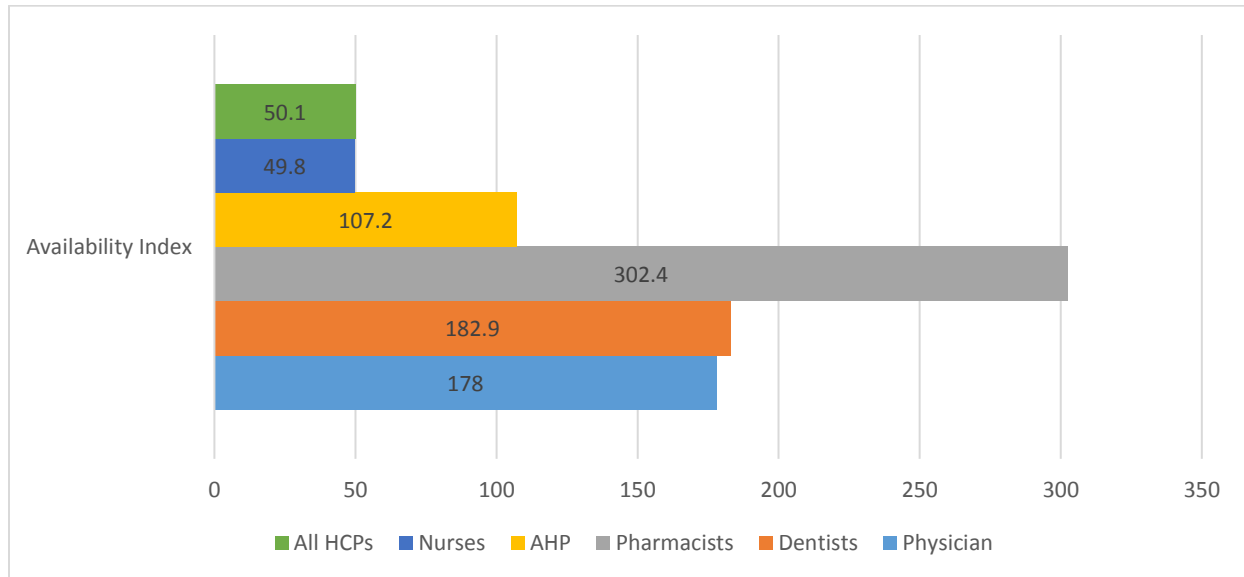
Mapping the accredited CPD activities per the scope of practice of its target audience (**table 5**) shows that Inter-professional Education (IPE) has played an important role in providing educational opportunities for some professions (e.g. dentists and AHPs) who were expected to lack the availability of specialized CPD resources. Although more than half (51%) of the accredited CPD activities targeted the nursing professionals, nurses had the lowest availability index (an index of accredited CPD Activities available per each HC profession) of accredited CPD activities targeting their profession (**Figure 1**). On the other hand, pharmacists (and to a lesser degree dentists and physicians) have highest availability index.

Although availability index is a crude index (as it does not take in consideration factors like the number of offerings, the accredited hours assigned and the number of allowed educational opportunities), it might provide an indicator for the need to increase the availability of accredited CPD activities for nurses.

**Table 5: Accredited CPD Activities per Target Audience
(September 7 2015 – March 6 2018)**

Profession	Accredited Profession-Specific CPD Activities		Accredited Interprofessional CPD Activities		Total Accredited CPD Activities
	Number	%	Number	%	
	Physician	254	24.9%	766	
Dentists	24	8.2%	267	91.8%	291
Pharmacists	152	22.0%	540	78.0%	692
Allied Health Professionals	161	18.9%	690	81.1%	851
Nurses	219	23.6%	709	76.4%	928
All HCPs	810	44.7%	1004	55.3%	1814

**Figure 1: Availability of Accredited CPD Activities for Different Scopes of Practice
(March 7 2016 – March 6 2018)**



*Availability Index= Total Accredited CPD Activities Targeting Profession/HCPs with Currently Active License X 1000.

2.2. National CPD Program

2.2.1. Healthcare Practitioners' Participation in the National CPD Program

As of March 6 2018, there were 36,193 HCPs registered with active license to practice in the state of Qatar, 98.4% of them have activated their e-portfolio and 94.5% have recorded, at least, one CPD activity in the e-portfolio ([table 6](#)).

From March 7 2016 until March 6 2018, healthcare practitioners have submitted 1,003,149 CPD activity through their e-portfolio. With the highest rate of submission (submission index) among the nurses ([Table 7](#)).



Table 6: HCPs' E-Portfolio Activation and Usage

(March 7 2016 – March 6 2018)

Profession	HCPs with Currently Active License	HCPs who activated E-Portfolio	HCPs who Submitted ≥1 CPD activity
Physician	5,729	5,597	5,305
Dentist	1,591	1,506	1,439
Pharmacist	2,288	2,203	2,111
Allied Health Practitioner	7,935	7,903	7,586
Nurse	18,650	18,401	17,767
Total	36,193	35,610	34,208

Table 7: CPD Activities submitted by HCPs through E-Portfolio

(March 7 2016 – March 6 2018)

Profession	Activities Submitted from All HCPs (2016-2018)	HCPs who Submitted ≥1 CPD activity	Submission Index*
Physician	127,281	5,305	24.0
Dentist	38,238	1,439	26.6
Pharmacist	60,075	2,111	28.5
Allied Health Practitioner	188,833	7,586	24.9
Nurse	588,722	17,767	33.1
Total	1,003,149	34,208	29.3

*Submission Index= n. activities submitted/n. HCPs. The index is crude as it does not take into account the submitted activity category and does not exclude accounts that were inactivated or removed.

The compliance with National CPD Program credit requirements, in the 1st 2 years of its implementation, averaged 88.65% ([table 8](#)). Although nurses had the highest rate of CPD activities submission, they were the least compliant with the program requirements (86.7%). This might be explained by the fact that they also have the lowest CPD activity availability index (49.8). On the other hand, pharmacists had the highest compliance rate (90.8%) and availability index (302.4).

Table 8: Compliance with the National CPD Program Requirements
(March 7 2016 – March 6 2018)

Profession	HCPs Due for License Renewal	HCPs Compliant with Credit Requirements	Compliance Rate*
Physician	3,710	3,339	90%
Dentist	1,259	1,112	88.3%
Pharmacist	1,789	1,626	90.8%
Allied Health Practitioner	3,880	3,466	89.3%
Nurse	5,849	5,072	86.7%
Total	16,487	14,615	88.6%

2.2.2. Healthcare Practitioners’ Satisfaction with the National CPD Program

Since December 1 2017, all healthcare practitioners are asked to complete a feedback form while submitting their credits for license renewal. Until March 6 2018, 4351 HCPs completed the form. [Figures 2, 3, 4 and 5](#) show simple analysis of the HCPs’ satisfaction with the National CPD Program.

Figure 2: Perceived Difficulty in Completing Mandatory CPD Requirements

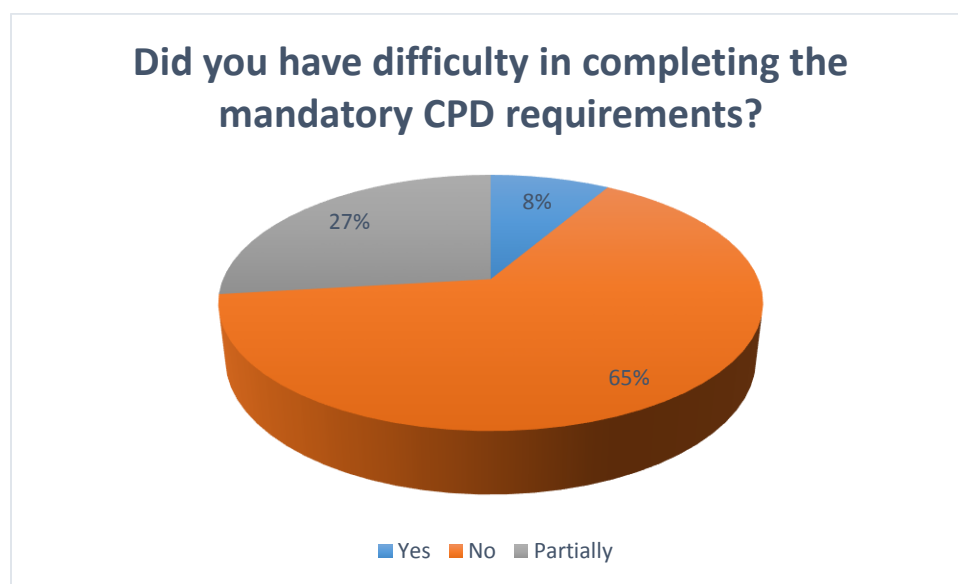


Figure 3: Perceived Benefit of Participation in the National CPD Program



Figure 4: HCPs' Satisfaction with Different Components of the National CPD Program

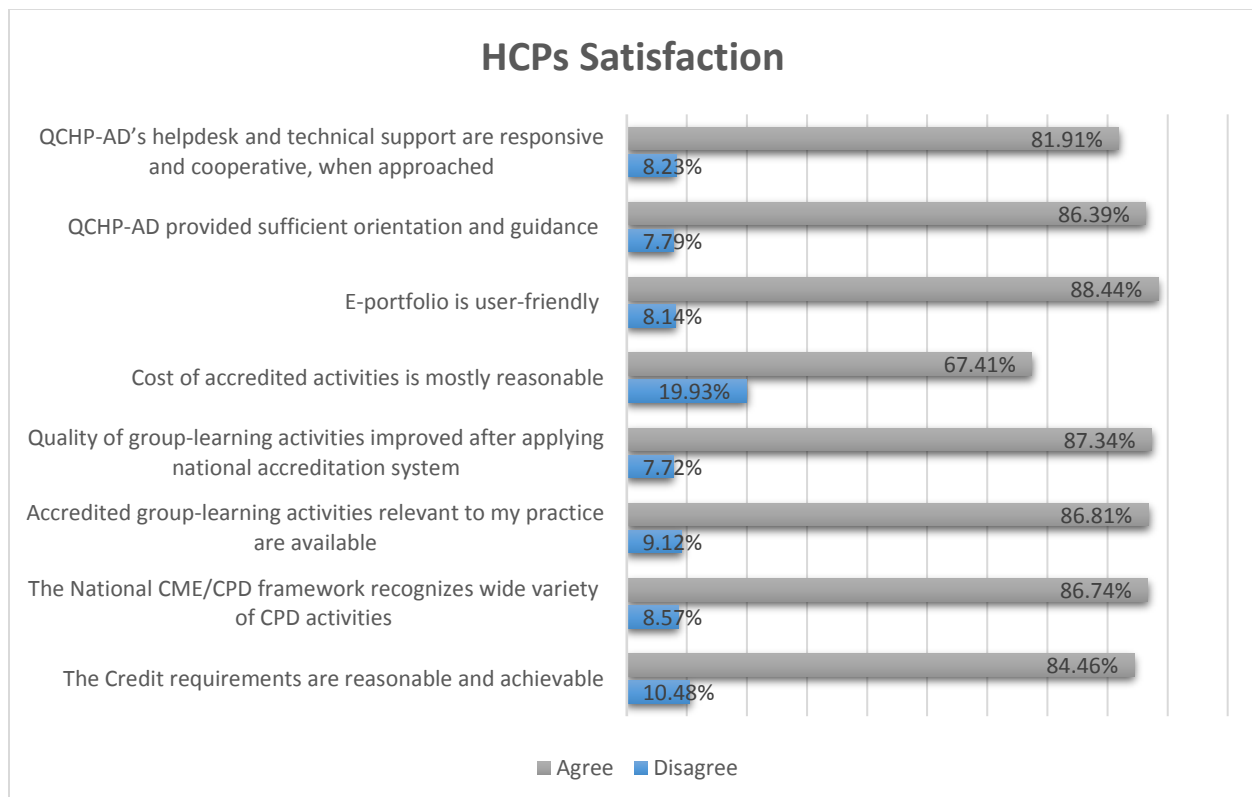
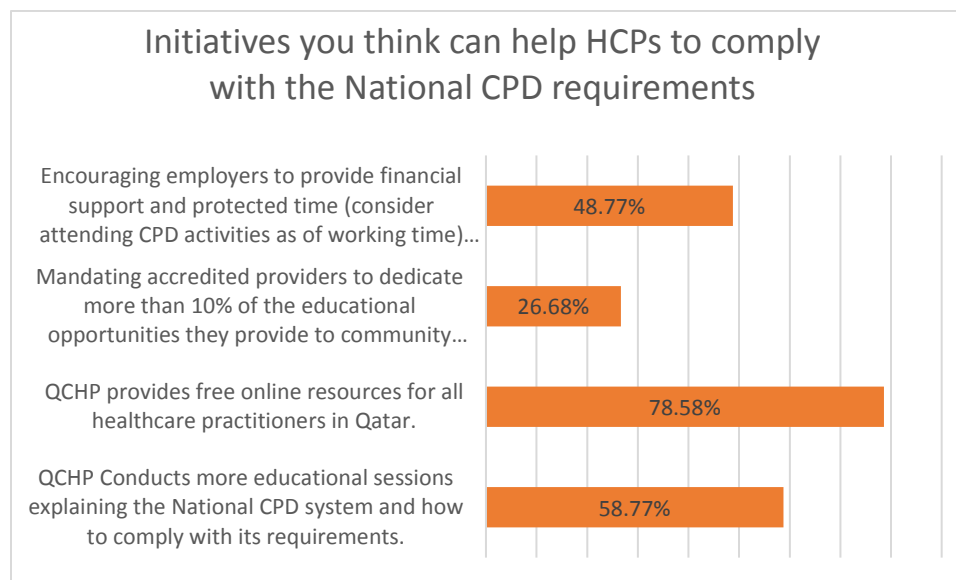


Figure 5: Initiatives that Can Improve Participation in the National CPD Program



The majority of HCPs (89%) agree that the National CPD Program, as is, was beneficial to them and added to their professional development. Around two thirds of (65%) of HCPs did not have any difficulty in complying with the mandatory CPD requirements and more than 80% of HCPs were satisfied with all aspects of the program (e.g. reasonability of CPD requirements, variety and availability of CPD activities recognized by the National Framework, orientation and support by QCHP, etc.). However, the cost of CPD activities was a concern for about 20% of HCPs. Healthcare practitioners voted on some initiatives that might help them better comply with the CPD requirements, of them Provision of free online CPD resources and more orientation and educational events by QCHP-AD were the two highest voted initiatives.



3. International Recognition of Qatar’s National CPD Program and Accreditation System

Within few months of their launch, QCHP-AD has reached global recognition of its National CPD Program and Accreditation System. The National CPD Program is now recognized by the American Academy of Family Physicians (AAFP), the American Medical Association (AMA) (January 2017) and the Royal College of Physicians and Surgeons of Canada (RCPSC). On the other hand, the National CPD Accreditation System is now recognized by the Accreditation Council for Continuing Medical Education (ACCME) and the Royal College of Physicians and Surgeons of Canada (RCPSC). **Table 9** details the mutual recognition agreements signed by QCHP-AD.

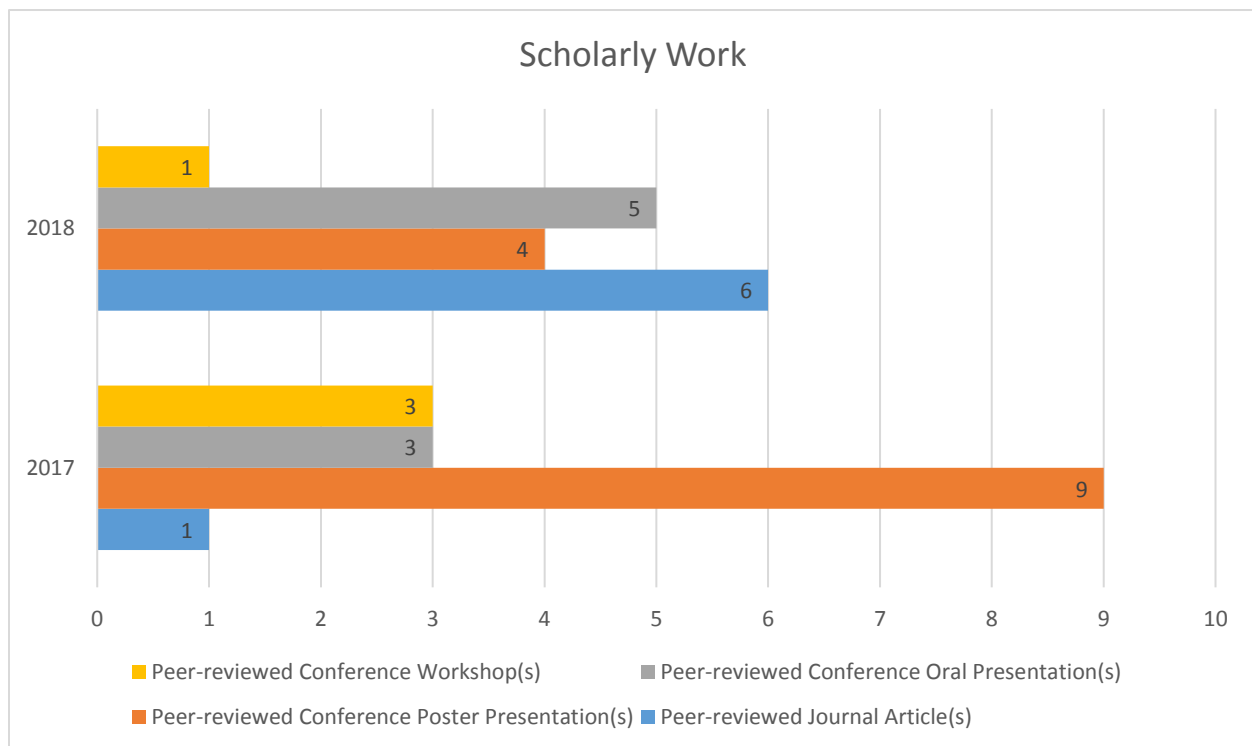
Table 9: Recognition of the National CPD Program and Accreditation System (March 2018)

Agreement	Start Date	Validity
Recognition of the National CPD Program		
1. Credit equivalency agreement with the American Academy of Family Physicians (AAFP).	March 2016	-
2. Credit conversion agreement with the American Medical Association (AMA).	January 1 2017	December 31 2018
3. Credit conversion agreement with the Royal College of Physicians and Surgeons of Canada (RCPSC).	January 1 2017	December 31 2021
4. Maintenance of Certification Program Exemption Agreement with the Royal College of Physicians and Surgeons of Canada (RCPSC).	January 1 2017	December 31 2021
Recognition of the National CPD Accreditation System		
1. Substantial Equivalency agreement with the Accreditation Council for Continuing Medical Education (ACCME).	December 2 2016	December 31 2020
2. Substantial Equivalency agreement with the Royal College of Physicians and Surgeons of Canada (RCPSC).	January 1 2017	December 31 2021

4. Research and Scholarly Work

Research is integral part of QCHP-AD’s work. It is perceived as an objective tool for evaluation, planning and quality improvement. During the first two years of the National CPD Program and Accreditation System implementation, QCHP-AD has conducted and published thirty scholarly work (Figure 6) of different formats including peer-reviewed journal articles, peer-reviewed conference presentations and workshops.

**Figure 6: Scholarly Work of QCHP-AD
 (2016-2017)**



5. Building Capacity of CPD Professionals

Ongoing efforts for building the capacity of the CPD professionals in the state of Qatar are taking place by QCHP-AD to ensure proper support, implementation and sustainability of Qatar’s National CPD Accreditation System. Such efforts started as early as in the planning phase of the system development and are expected to continue and evolve as the system is evolving. **Table 10** lists the recent capacity building events organized by QCHP-AD for CPD provider organizations, CPD accreditation surveyors and accreditors (QCHP-AD staff).

One of the most recent efforts to build the capacity of CPD Professionals in Qatar was the establishment of “Qatar’s Healthcare CPD Community” which is a platform intended to provide opportunities for CPD professionals to engage, collaborate and share inter-professional practices and expertise that support their roles in the field.

Table 10: CPD Professionals Capacity-building Events Organized by QCHP-AD

Title of Event	Target audience	Year	Total events
Introducing a Framework for CPD in Qatar - workshop	Leaders from Medical Education in Qatar	2014	1
CPD Accreditation summit 1, 2, 3 & 4 (in collaboration with RCCI)	Leaders from Medical Education in Qatar + Selected/nominated CPD Professionals from various organizations	2014-2015	4
CME/CPD in Qatar: Meeting the Experts	Leaders from Medical Education in Qatar + Selected/nominated CPD Professionals from various organizations	2014	3
1st Accredited CPD Providers Retreat	Accredited CPD Providers	2015	1
1st CPD Accreditation Surveyor Training (In collaboration with RCCI)	Selected/nominated CPD Professionals from various organizations	2015	1



Title of Event	Target audience	Year	Total events
QCHP-AD staff training program (Dr. Chitra Subramaniam)	QCHP-AD staff	2015	1
Leadership course for CPD Providers (Dr. Chitra Subramaniam)	CPD Professionals from Accredited CPD Providers in Qatar	2015	1
Newly Accredited CPD Providers' Refresher Workshop	CPD coordinators from Accreditation CPD Providers	2016-2018	8
CPD Provider-based Accreditation Orientation	Potential CPD Providers in Qatar	2017	1
CPD Activity-based Accreditation Orientation	CPD Providers submitting activities for accreditation	2017-2018	6
2nd CPD Accreditation Surveyor Training	Selected/nominated CPD Professionals from various organizations	2017	1
CPD Coordinators Workshop	CPD coordinators from Accreditation CPD Providers	2017	1
Electronic Annual Report for CPD Providers	CPD Professionals from Accredited CPD Providers in Qatar	2018	2
Leadership Course: Leadership skills for CPD Professionals	CPD Professionals from Accredited CPD Providers in Qatar	2018	1
Annual Accredited CPD Providers Retreat	CPD Professionals from Accredited CPD Providers in Qatar	2018	1
Qatar's Healthcare CPD Community Launch	CPD Professionals from Accredited CPD Providers in Qatar	2018	1

6. Orientation and Support for Healthcare Practitioners

Following the successful media campaign that preceded the launch of the National CPD Program, QCHP-AD continued to provide orientation and support for healthcare practitioners through different channels of communication including a dedicated hotline, electronic helpdesk, weekly open day and face-to-face meetings. In addition, QCHP-AD organized several orientation events and seminars for the healthcare practitioners to help them understand the National CPD program components and comply with its requirements ([table 11](#)).

Table 11: Orientation Events for Healthcare Practitioners

Title of Event	Target audience	Year	Total events
National CPD Program Orientation: PHCC and HMC	Healthcare Practitioners in Qatar	2015	2
BMJ Orientation (Training of Trainers)	Focal points from healthcare facilities with licensed HCPs	2015	9
E-portfolio Orientation (Training of Trainers)	Focal points from healthcare facilities with licensed HCPs	2016	9
BMJ Orientation (Training of Trainers)	Focal points from healthcare facilities with licensed HCPs	2016-2018	17
National CPD Program for Healthcare Practitioners event	Healthcare Practitioners in Qatar	2017-2018	6

7. Educational Resources for the Healthcare Practitioners

In addition to its role to ensure the availability and accessibility of outstanding educational resources offered by CPD providers in Qatar, QCHP-AD played a supporting role in the provision of quality educational resources to HCPs during the first two years of the National CPD Program implementation. The department organized several offerings (six) of accredited orientation seminars that provided 869 educational opportunity for licensed HCPs and granted them 1303.5 credit.

More importantly in this regards, QCHP-AD contracted a well-reputed online CPD resource (British Medical Journal (BMJ) Learning) which provides more than 1300 CPD activity (module). The resource was provided for the majority of physicians and nurses in the country free of charge. The first contract

was launched October 2015 and provided access for 10,176 HCPs who completed 221,562 learning modules ([table 12](#)).

Though the contract with BMJ Learning was intended to be provided for one year only (as a mean of support for the healthcare practitioners to comply with the new program requirements in its 1st year of implementation), the high demand and positive feedback provided by the healthcare practitioners urged QCHP-AD to re-contract BMJ Learning for another year starting December 2017 with a 50% increase of purchased user licenses.

Table 12: BMJ Learning User Statistics

Agreement	1st Contract (10/2015 – 09/2016)	2nd Contract (12/2017 – 3/2018 & ongoing)
HCPs registered on BMJ Learning	10,176	13,754 (15,000 Purchased licenses)
BMJ Learning modules started	310,344	76,255
BMJ Learning modules completed	221,562	67,710
BMJ Learning modules passed	135,538	39,815
BMJ Learning modules failed	86,024	27,895

Annex: QCHP-AD Capacity Building and Orientation Events



Introducing a Framework for CPD in Qatar (2014)



CPD Accreditation summit-2 (2014)



CME/CPD in Qatar: Meeting the Experts (2014)



1st Accredited CPD Providers Retreat (2015)



1st CPD Accreditation Surveyor Training (2015)



Leadership course for CPD Providers (2015)



National CPD Program and Accreditation System Launch (2016)



National CPD Program for Healthcare Practitioners (2017)



CPD Provider-based Accreditation Orientation (2017)



CPD Activity-based Accreditation Orientation (2017)



2nd CPD Accreditation Surveyor Training (2017)



CPD Coordinators Workshop (2017)



BMJ Orientation (Training of Trainers) (2017)



Leadership course: Leadership skills for CPD Professionals (2018)



Annual Accredited CPD Providers Retreat (2018)



Qatar's Healthcare CPD Community Launch (2018)