



“Continuous Development, Enhanced Performance”

NATIONAL CPD PROGRAM AND ACCREDITATION SYSTEM FOR THE STATE OF QATAR

2019-2020 REPORT

DEPARTMENT OF HEALTHCARE PROFESSIONS - ACCREDITATION SECTION



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1. Introduction

Qatar Council for Healthcare Practitioners (QCHP) has been established by the Amiri Decree No. 7 of the year 2013 in constant aspiration to excellence throughout the healthcare system. It was a non-profit governmental body that regulated the healthcare practice and medical education in the State of Qatar. The Accreditation Department (AD) was one of three (3) pillar departments of the QCHP.

Development of the National CPD Program and Accreditation System was one of the key legal mandates and achievements of the QCHP-AD.

Since the time of its launch (March 7, 2016), all healthcare practitioners (HCPs) 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.

The National Accreditation System, on the other hand, enabled QCHP-AD to ensure the quality of CPD activities provided to the HCPs in the country.

Although the Amiri Decree No. 14 of the year 2019 has changed QCHP from being an independent regulatory body to become one of the Ministry of Public Health's (MoPH) departments (Department of Healthcare Professions (DHP)), setting and implementing standards for CPD of healthcare practitioners continued to be the legal responsibility of the DHP (through its Accreditation Section (AS)).

This report presents the statistics, achievements, and challenges of the implementation of the National CPD Program and Accreditation System during the period from March 2019 – March 2020.



2. National CPD Program and Accreditation System Implementation in Numbers

DHP continued to oversee and monitor the progress in the implementation of the National CPD Program and Accreditation System through the year 2019 and early 2020. The following presents data driven from DHP e-portfolio and electronic portals.

2.1. National CPD Accreditation System

DHP-AS processed four (4) CPD provider requests during the period March 2019 – March 2020, two (2) of them were successful and granted reaccreditation to the applicant CPD provider organizations while two (2) other requests for accreditation were rejected. Further details about provider accreditation requests processed are presented in **table 1**.

Currently DHP-AS has thirteen (13) accredited CPD Providers representing all sectors of healthcare facilities and academic institutions. A detailed list of accredited CPD providers is included in **table 2**.



Table 1: Processed CPD Provider Accreditation Requests (March 7, 2019- March 6, 2020)

Decision	Governmental & Semi-Governmental Healthcare Facilities		Private Healthcare Facilities		Academic Institutions		Other Institutions (e.g. Professional societies)	Total
	Accreditation Applications	Re-Accreditation Applications	Accreditation Applications	Re-Accreditation Applications	Accreditation Applications	Re-Accreditation Applications	Accreditation Applications	
	Accredited	0	1	0	1	0	0	
Upgraded	0	0	0	0	0	0	0	0
Deferred	0	0	0	0	0	0	0	0
Rejected	0	0	0	0	0	0	2	2
All	0	1	0	1	0	0	2	4

Table 2: List of Accredited CPD Providers in the State of Qatar (March 6, 2020)

Governmental Healthcare Providers	Academic Institutions	Private Healthcare Providers
1. Primary Health Care Corporation (PHCC), Workforce & Training Dept.	1. Qatar University (Health)	1. Al Emadi Hospital
2. Hamad Medical Corporation (HMC)	2. College of North Atlantic, Qatar (CNA-Q)	2. Al Ahli Hospital
3. Sidra Medicine	- School of Health Sciences	3. Aster DM Healthcare
4. Aspetar Orthopedic and Sports Medicine Hospital (ASPETAR)	3. Weill Cornell Medicine – Qatar (WCM-Q)	
5. Healthcare Section -Qatar Petroleum (QP)	4. University of Calgary, Qatar - College of Nursing.	
6. Naufar Center		



From March 7, 2019 and until March 6, 2020, DHP-AS **approved** accreditation of 1,150 CPD activities (**table 3**). The approved activities are planned to provide 680,221 educational opportunities and grant up to 2,119,161.5 Category 1 and 211,051 Category 3 credits. On the other hand, fifty-four (54) activity applications were rejected.

Table 3: CPD Activities Approved for Accreditation by DHP-AS (2015 –2020)

	2015-2016 (7/9/2015 – 6/3/2016)	2016-2017 (7/3/2016- 6/3/2017)	2017-2018 (7/3/2017- 6/3/2018)	2018-2019 (7/3/2018 – 6/3/2019)	2019-2020 (7/3/2019 – 6/3/2020)
CPD Activities Accredited by DHP-AS	64	910	827	911	1150
Accredited Hours*	439.5	6,232	5,344.5	6,178.8	7,005.25
Educational Hours**	1,424	48,141.5	38,310.25	29,871.7	40,098.25

*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.

The accredited activities **conducted** during the same period (11,292 offering of 1,633 accredited CPD activity) provided more than 400,000 educational (attendance) opportunities and granted more than 1,760,000 CPD credits (more than 86% of which are 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 4: Educational Opportunities and Credits Granted by Conducted Accredited CPD Activities

(March 7, 2019 – March 6, 2020)

	Accredited Governmental & Semi-Governmental Healthcare Facilities	Accredited Private Healthcare Facilities	Accredited Academic Institutions	Total Accredited Providers	Non- Accredited Providers	Total
Total Participants (Educational opportunity)	370,050	9,426	5,060	384,536	16,427	400,963
% External (Non-employee) Participants	7.82%	6.94%	82.23%	8.8%	77.5%	11.6%
Total Granted Category 1 Credit Hours/Credits	1,342,429.50	14,611.75	27,583.75	1,384,625	142,980.25	1,527,605.25
Total Granted Category 3 Credits	233,041.50	0	895	233,936.50	0.00	233,936.50
Total Granted Credits	1,575,471	14,611.75	28,478.75	1,618,561.50	142,980.25	1,761,541.75
% Credits Granted to External (Non-employee) Participants	23%	22%	83%	24%	80%	28%



Inter-professional CPD activities continued to play important roles in providing educational opportunities for all healthcare practitioners (**table 5 and table 6**), especially for dentists and Allied Health Practitioners (AHPs).

Table 5: CPD Activities Approved for Accreditation by DHP-AS per Target Audience Profession

(March 7, 2019 – March 6, 2020)

Profession	Accredited Profession-Specific		Accredited Interprofessional		Total Accredited CPD Activities
	CPD Activities		CPD Activities		
	Number	%	Number	%	
Physician	140	22.2%	491	77.8%	631
Dentists	23	12.7%	158	87.3%	181
Pharmacists	114	24.4%	353	75.6%	467
AHPs	76	12.2%	547	87.8%	623
Nurses	93	16.2%	480	83.8%	573
All HCPs	446	38.8%	704	61.2%	1150

Table 6: Conducted Accredited CPD Activities per Target Audience Profession

(March 7, 2019 – March 6, 2020)

Profession	Accredited Profession-Specific		Accredited Interprofessional		Total Accredited CPD Activities
	CPD Activities		CPD Activities		
	Number	%	Number	%	
Physician	218	23.2%	721	76.8%	939
Dentists	26	10.3%	227	89.7%	253
Pharmacists	119	19.4%	494	80.6%	613
AHPs	137	14.9%	782	85.1%	919
Nurses	141	16.5%	716	83.5%	857
All HCPs	641	39.3%	992	60.7%	1633



Monitoring the availability of Category 1 credits for all healthcare practitioners in the State of Qatar is a priority for DHP-AS. For such purpose, **Credit Availability Index (CAI) is used**. Credit Availability Index (CAI) is a Key Performance Indicator (KPI) designed to be an estimate of Category 1 Credits (granted by conducted accredited CPD Activities) available for HCP per year. Although it must be interpreted as a crude estimate (as it considers the **available** and **not the actual credits granted** to each profession), it is considered by DHP as the **best available indicator** to monitor CPD activity availability and provide guidance for CPD activity planners to target healthcare professions with the lowest availability in their programs. **Figure 1** shows that Credit Availability Index (CAI) ranged from 55.9 Credits per year (for nurses) to 249.9 Credit per year (for pharmacists). Although all healthcare practitioners have credit availability that exceeds (in its lowest value) 250% of the average annual requirements (20 credits/year), there is a marked discrepancy in the credit availability that makes pharmacists, dentists and physicians more privileged than nurses and AHPs. Such discrepancy should be the focus of CPD activity planning for the coming years

Although the credit availability for external HCPs (HCPs not employed by the CPD provider) was anticipated to be an issue that faces the implementation of the National CME/CPD program, statistics (**table 4** and **figure 2**) show that 28% of total Category 1 Credits were granted to external HCPs and that the CAI for such practitioners, in the least privileged group (nurses), covered more than 300 % of their average annual requirements, which represents a great success for the National CME/CPD Accreditation System.



Figure 1: Availability of Educational Opportunities and Category 1 Credits per HCP (for All HCPs) (March 7, 2019 – March 6, 2020)

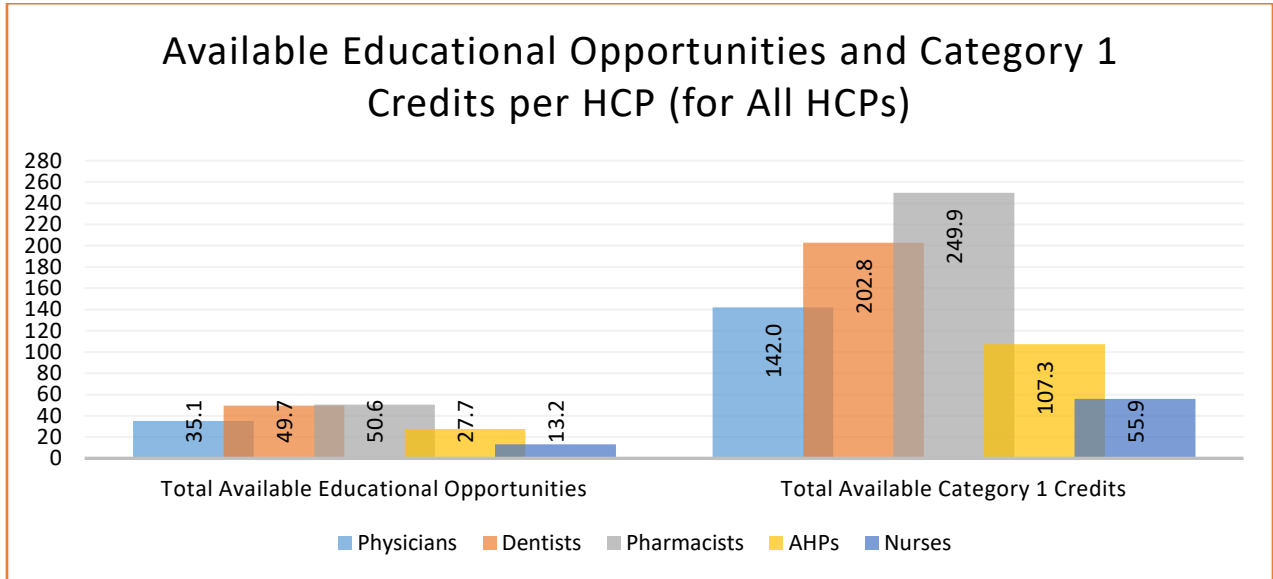
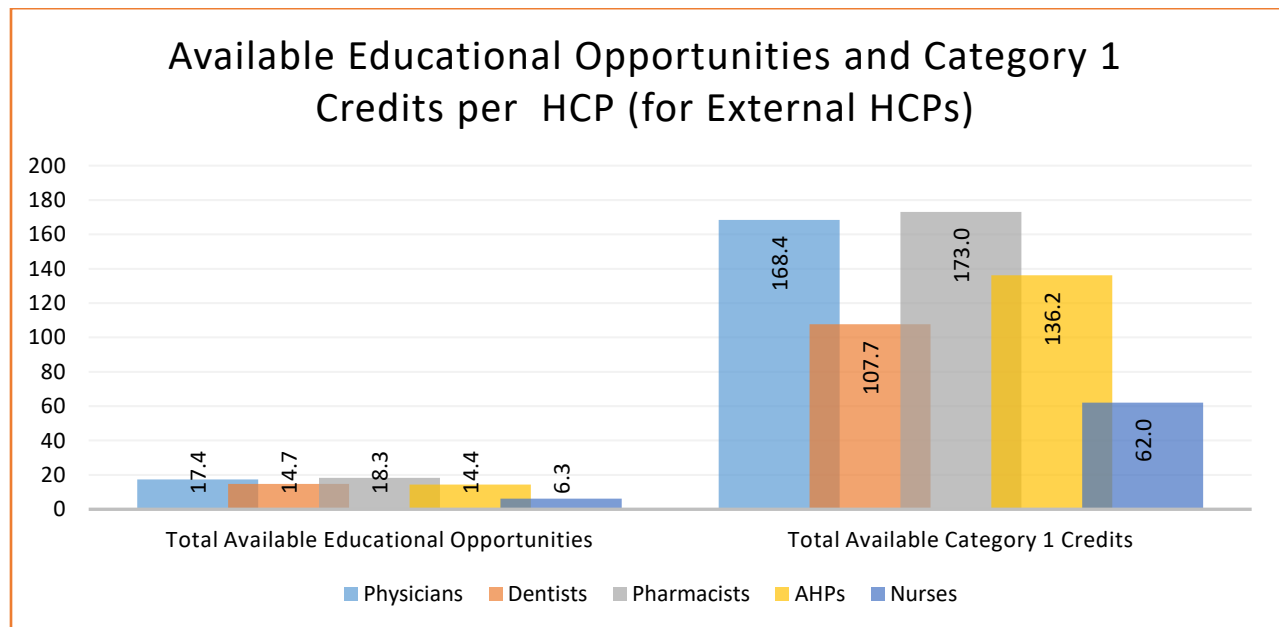


Figure 2: Availability of Educational Opportunities and Category 1 Credits per HCP (for External* HCPs) (March 7, 2019 – March 6, 2020)



* External HCPs: HCPs Not Employed by Accredited CPD Provider.



2.2. National CME/CPD Program

2.2.1. Healthcare Practitioners' Participation in the National CPD Program

As of March 6, 2020, there were 44,878 HCPs with active licenses to practice in the State of Qatar. From March 7, 2019 until March 6, 2020, healthcare practitioners have submitted 588,455 CPD activities through their e-portfolio accounts (**table 7**).

**Table 7: CPD Activities submitted by HCPs through E-Portfolio
(March 7, 2019 - March 6, 2020)**

Profession	HCPs with Currently Active Licenses	Activities Submitted from All HCPs (2016-2018)	Submission Index*
Physician	7,772	83,615	10.8
Dentist	1,864	24,054	12.9
Pharmacist	2,822	31,395	11.1
AHPs	9,579	123,370	12.9
Nurse	22,841	326,021	14.3
Total	44,878	588,455	13.1

*Submission Index= No. of activities submitted/ No. of HCPs.

**Table 8: Compliance with the National CPD Program Requirements
(March 7, 2019 - March 6, 2020)**

Profession	HCPs Due for License Renewal	HCPs Compliant with Credit Requirements	General Compliance Rate*	Corrected Compliance Rate**
Physician	3019	2708	89.7%	98.9%
Dentist	863	739	85.6%	97.9%
Pharmacist	1173	1058	90.2%	98.7%
AHPs	3779	3404	90.1%	99.0%
Nurse	7351	6322	86.0%	98.5%
Total	16185	14231	87.9%	98.7%

*General Compliance: % of HCPs compliant with the CPD requirements when due for license renewal.

**Corrected Compliance: % of HCPs compliant with the CPD requirements when due for license renewal, excluding non-compliant HCPs who did not appeal and missed the appeal window.



The compliance of HCPs with the National CME/CPD Program credit requirements in 2019-2020 averaged 87.9%, (for general compliance) and 98.7% (for corrected compliance) (**table 8**). The rates of compliance are slightly lower than those of the year 2018-2019 (**figure 3 and 4**).

Though dentists were privileged with almost four times as many available Category 1 credits as for nurses (**figure 1**), nurses had better compliance rates (general and corrected) than dentists. This reflects a worth-commending commitment of nurses to the National Program. It also indicates a poor compliance from dentists, an issue that needs to be further analyzed and addressed.

Figure 3: Yearly Comparison of HCPs General Compliance

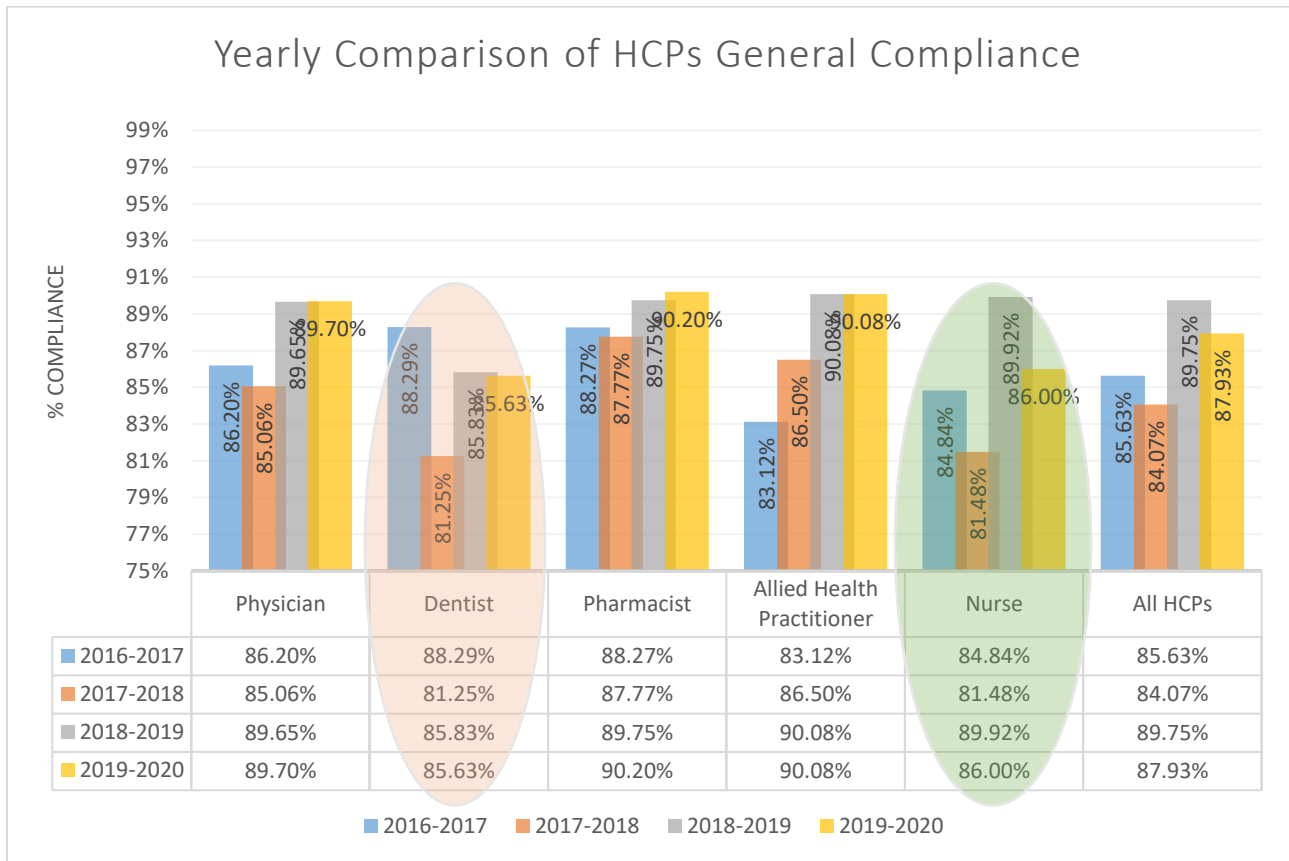
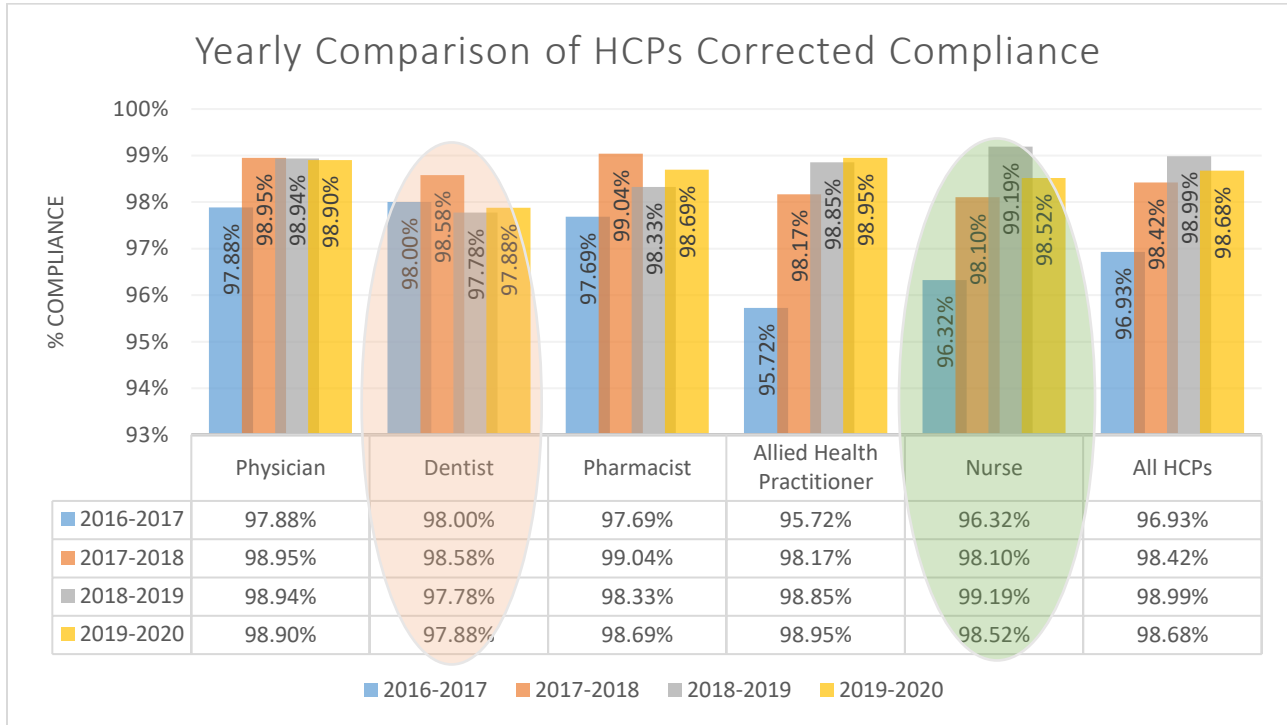




Figure 4: Yearly Comparison of HCPs Corrected Compliance



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. From March 7, 2019 to March 6, 2020, 15,801 HCPs completed the form.

The majority of HCPs (89.7%) continued to agree that the National CPD Program, as is, was beneficial to them and added to their professional development. More than two thirds of (67.5%) of HCPs explained that they 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 DHP, etc.). However, the cost of CPD activities continued to be a concern for about 18% of HCPs. Most of HCPs selected the provision of more free online CPD resources and educational events by DHP-AS as the two best initiatives that can be adopted to increase their compliance (**figures 5, 6, 7 and 8**).



Figure 5: Perceived Benefit of Participation in the National CPD Program

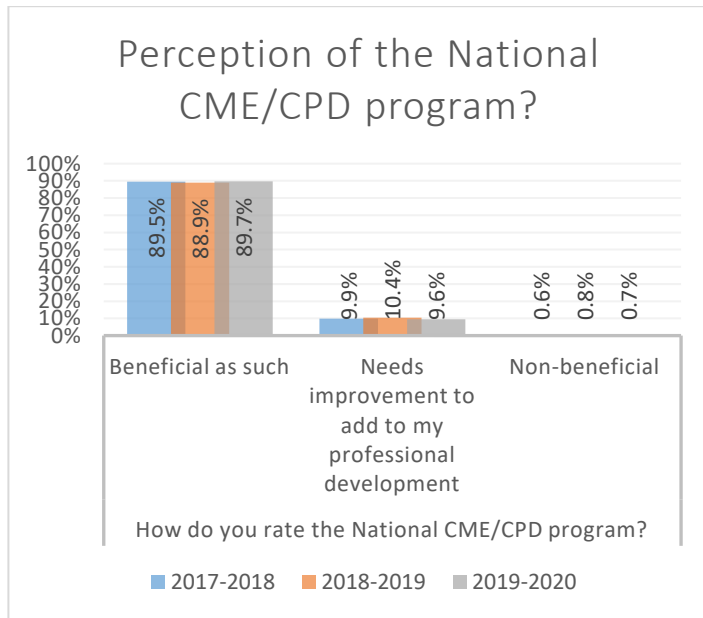


Figure 6: Perceived Difficulty in Completing Mandatory CPD Requirements

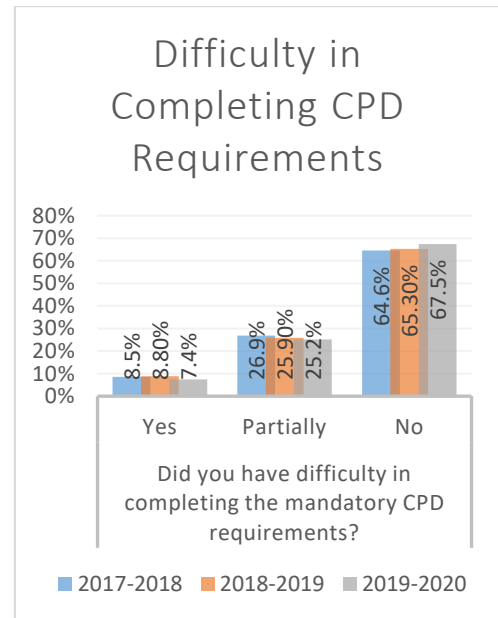


Figure 7: Initiatives that Can Improve Participation in the National CPD Program

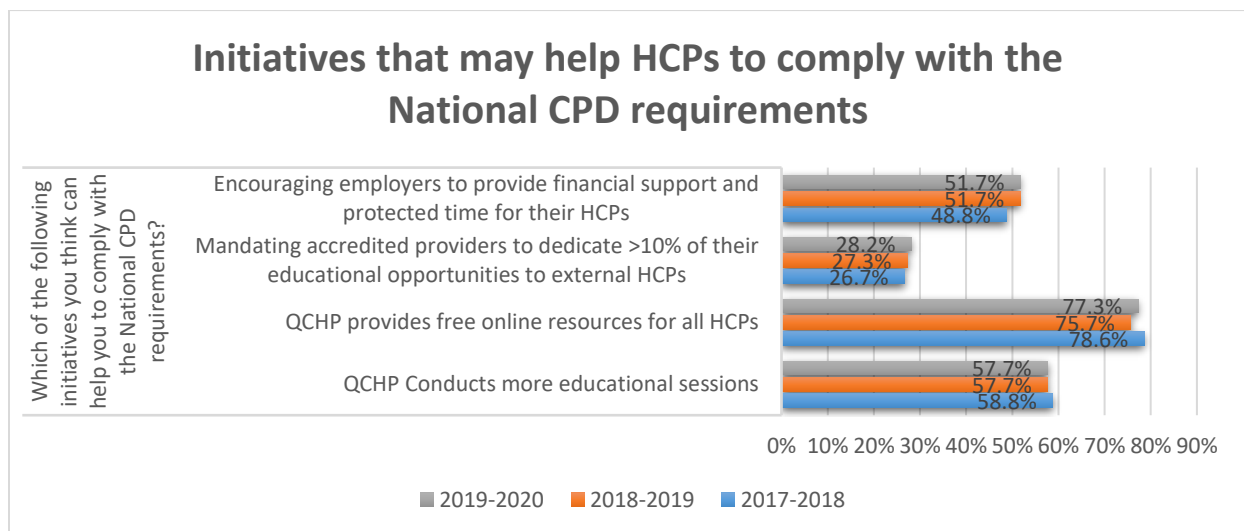
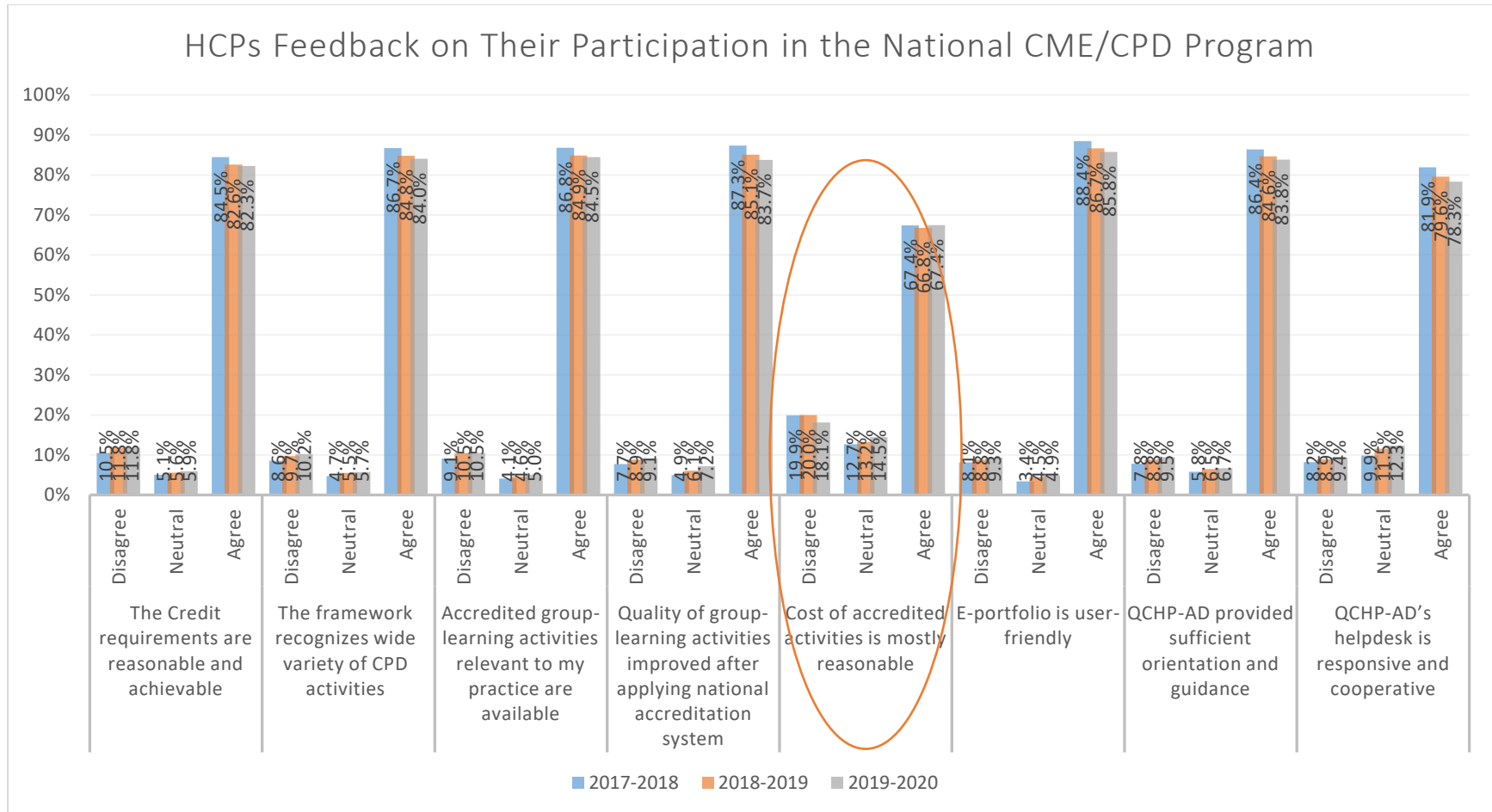




Figure 8: HCPs' Satisfaction with Different Components of the National CPD Program





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

DHP-AS maintained a global recognition of its National CPD Program and Accreditation System (**table 9**).

1. The National CME/CPD Accreditation System remains recognized as substantially equivalent to the accreditation systems of the Royal College of Physicians and Surgeons of Canada (RCPSC) and the Accreditation Council for Continuing Medical Education (ACCME) of the USA.
2. DHP-AS maintains a recognition of credit agreements with RCPSC, the American Medical Association (AMA), and the American Academy for Family Physicians (AAFP), by which CPD credits granted by DHP-accredited activities will be recognized as equivalent to Royal College Maintenance of Certification (MOC), AMA and AAFP credits, respectively, and vice versa.
3. DHP-AS maintains a unique agreement with the RCPSC, by which RCPSC will recognize fulfillment of DHP-AS CPD cycle requirements as equivalent and substitutive for participation in the RCPSC's MOC program.

Table 9: Recognition of the National CPD Program and Accreditation System (March 2020)

Agreement	Start Date	Validity
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 (Renewed on January 1, 2019)	December 31, 2022
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
5. Substantial Equivalency agreement with the Royal College of Physicians and Surgeons of Canada (RCPSC).	January 1, 2017	December 31, 2020
6. Substantial Equivalency agreement with the Accreditation Council for Continuing Medical Education (ACCME).	December 2, 2016	December 31, 2020



4. Research and Scholarly Work

DHP-AS has not published any research publication during the period between March 2019 – March 2020. However, several research projects have been initiated during this period and are expected to be published soon.

5. Building Capacity of CPD Professionals

To ensure proper implementation and sustainability of Qatar's National CPD Accreditation System, DHP-AS has several ongoing efforts to build the capacity of the CPD professionals in the State of Qatar. Such efforts started as early as during the planning phase of the system development and are expected to continue and evolve with the evolution of the system. During the period between March 7, 2019 and March 6, 2020, DHP-AS has conducted forty-two (42) open day events during which CPD providers (as well as healthcare practitioners) were provided orientation and support. In addition, four (4) CPD provider accreditation refresher workshops were conducted in the reporting period.

Qatar's Healthcare CPD Community continued to provide a platform for CPD professionals to engage, collaborate and share inter-professional practices and expertise. However, the community's initiatives were very limited during the year 2019 – 2020. DHP-AS has plans to revive and foster the activities of the CPD community in the coming years.

6. Orientation and Support for Healthcare Practitioners

DHP-AS continued to provide orientation and support for healthcare practitioners through different channels of communication including a dedicated hotline, electronic helpdesk, weekly open days and face-to-face meetings.



7. Educational Resources for Healthcare Practitioners

In addition to its role to ensure the availability and accessibility of outstanding educational resources offered by CPD providers in Qatar, DHP-AS played a supporting role in the provision of quality educational resources to HCPs during the year extending between March 2019 – March 2020. DHP-AS planned and conducted (in collaboration with major accredited CPD providers in the state e.g. HMC, PHCC, Aspetar, Qatar University-Health, etc.) several educational sessions under its two accredited regularly scheduled series of activities, “Basics of Healthcare” and “Updates in Healthcare”. The activities provided more than 1600 free educational opportunities for healthcare practitioners, especially those underprivileged HCPs not working for accredited CPD providers. **Table 10** outlines the sessions of the two activity series conducted during the year.

**Table 10: Educational Activities Provided by DHP-AS
(March 7, 2019 – March 6, 2020)**

Activity	Date	Number of Educational Opportunities Provided
1. Basics of Healthcare: Cultural Diversity in Healthcare.	April 2019	144
2. Basics of Healthcare: Introductory Research Approaches.	May 2019	47
3. Basics of Healthcare: Basics of Infection Control	June 2019	135
4. Basics of Healthcare: Ethics and Professionalism in Healthcare.	September 2019	155
5. Basics of Healthcare: Life Threatening Allergies	October 2019	162
6. Basics of Healthcare: Life Threatening Allergies – Repeated Session	November 2019	112
7. Basics of Healthcare: Ethics and Professionalism in Healthcare - Repeated Session	November 2019	141



Activity	Date	Number of Educational Opportunities Provided
8. Basics of Healthcare:		
a. Patient experience and clinical effectiveness.	December 2019	228
b. Acute Limb Compartment Syndrome.		
9. Basics of Healthcare: Cultural Diversity in Healthcare - Repeat Session	December 2019	165
10. Updates in Healthcare: Updates on Coronavirus Infections and Novel Coronavirus "2019-nCoV" Alert.	February 2020	325

The National Continuous Medical Education Framework

"Continuous Development, Enhanced Performance"

Accredited Education Providers



Qatar's National CME/CPD Accreditation System and Framework



Better
Educational
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Better
Competence

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Performance

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Patient Care