



# QATAR'S NATIONAL CPD PROGRAM AND ACCREDITATION SYSTEM

2023- 2024 REPORT

DEPARTMENT OF HEALTHCARE PROFESSIONS - ACCREDITATION SECTION



**“Continuous Development,  
Enhanced Performance”**

## Table of Content

List of Tables.....	2
List of Figures .....	2
List of Abbreviations.....	3
Important Definitions.....	4
Introduction.....	5
1. National CPD Program and Accreditation System Implementation in Numbers .....	7
1.1. National CPD Accreditation System.....	7
1.2. National CME/CPD Program .....	20
1.2.1. Healthcare Practitioners' Participation in the National CPD Program .....	20
1.2.2. Healthcare Practitioners' Satisfaction with the National CPD Program .....	23
2. Enhancements and Updates to the National CME/CPD Accreditation System and Program.....	28
3. International Recognition of Qatar's National CPD Program and Accreditation System.....	28
4. International Collaboration Efforts .....	30
5. Scholarly Contribution .....	30
6. Building Capacity of CPD Professionals.....	31
7. Orientation and Support for Healthcare Practitioners .....	31
8. Educational Resources for Healthcare Practitioners .....	31

## List of Tables

Table 1: Processed CPD Provider Accreditation Requests .....	8
Table 2: List of Accredited CPD Providers in the State of Qatar.....	8
Table 3: CPD Activities Approved for Accreditation by DHP-AS .....	9
Table 4: Conducted Accredited CPD Activities - Educational Opportunities and Credits Granted .....	10
Table 5: Accredited CPD Activity Types .....	13
Table 6: Accredited CPD Activities Conducted in Online or Blended Formats .....	14
Table 7: Percentage of Accredited CPD Activities Type Conducted in Online or Blended Formats.....	15
Table 8: Conducted Accredited CPD Activities - Target Audience Profession .....	16
Table 9: Conducted Accredited CPD Activities - Yearly Comparison.....	17
Table 10: CPD Activities submitted by HCPs through E-Portfolio.....	20
Table 11: Compliance with the National CPD Program Requirements .....	21
Table 12: Recognition of the National CPD Program and Accreditation System.....	29
Table 13: Educational Activities Provided by DHP-AS .....	32

## List of Figures

Figure 1: Availability of Educational Opportunities and Category 1 Credits (All HCPs) .....	18
Figure 2: Percentage Availability of Educational Opportunities and Category 1 Credits for External HCPs (from those available to All HCPs).....	19
Figure 3: Yearly Comparison of HCPs General Compliance .....	22
Figure 4: Yearly Comparison of HCPs Corrected Compliance .....	22
Figure 5: Perceived benefit of participation in the National CPD Program (Yearly Comparison) .....	24
Figure 6: Perceived difficulty in completing mandatory CPD requirements (Yearly Comparison) .....	24
Figure 7: Initiatives that can improve participation in the National CPD Program (Yearly Comparison) ....	24
Figure 8: HCPs' Satisfaction with Different Components of the National CPD Program (Yearly Comparison) .....	25
Figure 9: HCPs' Satisfaction with the National CPD Program (by Profession).....	26
Figure 10: HCPs' Satisfaction with the National CPD Program (by Sector) .....	27

## List of Abbreviations

<b>ACCME</b>	Accreditation Council for Continuing Medical Education.
<b>AD</b>	Accreditation Department.
<b>AS</b>	Accreditation Section.
<b>AHPs</b>	Allied Health Professionals.
<b>AAFP</b>	American Academy for Family Physicians.
<b>AMA</b>	American Medical Association.
<b>CME</b>	Continuing Medical Education.
<b>CPD</b>	Continuing Professional Development.
<b>DHP</b>	Department of Healthcare Professions.
<b>HMC</b>	Hamad Medical Corporation.
<b>HCPs</b>	Healthcare Practitioners.
<b>IACPDA</b>	International Academy for CPD Accreditation.
<b>MoPH</b>	Ministry of Public Health.
<b>NCGs</b>	National Clinical Guidelines.
<b>PHCC</b>	Primary Health Care Corporation.
<b>RCPSC</b>	Royal College of Physicians and Surgeons of Canada.
<b>QBMS</b>	Qatari Board of Medical Specialties.
<b>QCHP</b>	Qatar Council for Healthcare Practitioners.
<b>QP</b>	Qatar Petroleum.
<b>UCQ</b>	University of Calgary, Qatar.
<b>UDST</b>	University of Doha for Science and Technology.
<b>WCM-Q</b>	Weill Cornell Medicine, Qatar.

## Important Definitions

<b>Accredited Hours:</b>	The sum of Credit hours assigned for all accredited activities.
<b>Corrected Compliance:</b>	Percentage 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.
<b>Educational Hours:</b>	The sum of credit hours assigned for offerings for all accredited activities.
<b>External HCPs:</b>	HCPs not employed by the CPD provider organizations
<b>General Compliance:</b>	Percentage of HCPs compliant with the CPD requirements when due for license renewal.
<b>Inter-professional CPD Activities:</b>	CPD activities targeting and involving more than one healthcare profession
<b>Credit Availability Index:</b>	An estimate of Category 1 Credits (granted by conducted accredited CPD activities) available for HCPs per year.
<b>Submission Index:</b>	An estimate of CPD activities submitted per each HCP with active licenses per year.

## 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. The council was established as a not-for-profit governmental body regulating the healthcare practice in the State of Qatar.

The council had three (3) pillar departments. One of them (the Accreditation Department (AD)) was assigned the responsibility to accredit healthcare professional education and regulate the healthcare practitioners' participation in educational programs. Development of a National Continuing Medical Education (CME) / Continuing Professional Development (CPD) Program and Accreditation System, therefore, was one of the key legal mandates of this department.

The National CPD Program and Accreditation System were developed in collaboration with an international partner (the Royal College of Physicians and Surgeons, Canada) and were launched on March 7, 2016.

Since the time of the launch of the National CME/CPD Program, all healthcare practitioners (HCPs) in the country were mandated to participate in CPD activities to enhance their skill sets, upgrade their knowledge, and maintain their professional competence. The National CME/CPD Accreditation System, on the other hand, enabled QCHP-AD to ensure the quality of CME/CPD activities provided to the HCPs across 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 continue 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 CME/CPD Program and Accreditation System during the period from March 7, 2023 – January 6, 2024.**

**It's to be noted that the reporting period has been shortened to ten (10) months because, effective January 7, 2024, the DHP-AS introduced a new mandate that requires the CPD providers to directly report the attendance of their DHP-accredited CPD activities through the DHP's electronic system. As a result, attendance records of CPD activities shall be maintained on the DHP's electronic system and the CPD providers shall no longer be required to self-maintain such records, nor they are required to submit to the DHP annual reports, as the data provided in such reports shall be directly accessible to DHP in real time.**

## 1. 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 2023. The following presents data driven from DHP e-portfolio and electronic portals for the period between March 7, 2023, to January 6, 2024.

### 1.1. National CPD Accreditation System

DHP-AS processed four (4) CPD provider requests (3 re-accreditation and 1 CPD cycle upgrading requests) during the period March 2023 – January 2024, all of which were successful. Further details about the processed provider accreditation requests are presented in [table 1](#).

It's to be noted that, the DHP-AS, currently, has Twelve (12) accredited CPD Providers representing all sectors of healthcare facilities and academic institutions. However, one of those accredited CPD providers (University of Calgary, Qatar - College of Nursing) has expressed its intent to discontinue its CPD program in 2024, as the University will cease all of its operations on August 15, 2025. A detailed list of accredited CPD providers is included in [table 2](#).



**Table 1: Processed CPD Provider Accreditation Requests  
(March 7, 2023- January 6, 2024)**

Decision	Governmental & Semi-Governmental Healthcare Facilities		Private Healthcare Facilities		Academic Institutions		Other Institutions	Total
	Accreditation Applications	Re-Accreditation Applications	Accreditation Applications	Re-Accreditation Applications	Accreditation Applications	Re-Accreditation Applications	Accreditation Applications	
	Accredited	0	1	0	1	0	1	
Upgraded	0	1	0	0	0	0	0	1
Deferred	0	0	0	0	0	0	0	0
Rejected	0	0	0	0	0	0	0	0
Revoked	0	0	0	0	0	0	0	0
<b>All</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>4</b>

**Table 2: List of Accredited CPD Providers in the State of Qatar  
(January 2024)**

Governmental & Semi-Governmental Healthcare Facilities	Academic Institutions	Private Healthcare Facilities
1. Primary Health Care Corporation (PHCC), Workforce & Training Dept.	1. Qatar University (Health).	1. Al Emadi Hospital.
2. Hamad Medical Corporation (HMC).	2. University of Doha for Science and Technology (UDST).	2. Al Ahli Hospital.
3. Sidra Medicine.	3. Weill Cornell Medicine, Qatar (WCM-Q).	
4. Aspetar Orthopedic and Sports Medicine Hospital (ASPETAR).	4. University of Calgary, Qatar (UCQ) - College of Nursing.	
5. Healthcare Section -Qatar Petroleum (QP).		
6. Naufar Center.		

During the period between March 7, 2023, to January 6, 2024), the DHP-AS has received 561 CPD activity accreditation requests, out of which 542 CPD activities were **approved** for accreditation (**table 3**). The approved activities were **planned** to provide 23,619.5 educational hours and a maximum of 1,704,632 educational opportunities, 3,701,106.75 Category 1 Credits and 279,761.5 Category 3 credits.

It's to be noted that, although the reporting period was two (2) months shorter, and although the number of accredited activities appears low, the maximum educational opportunities and credits planned to be offered were the highest, when compared to all previous years, indicating a complete recovery of the accreditation system from the negative effects of COVID19 Pandemic.

**Table 3: CPD Activities Approved for Accreditation by DHP-AS  
(2015 –2024)**

Parameter	2015-2016*	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024*
<b>CPD Activities Accredited by DHP-AS</b>	64	910	827	911	1150	461	619	551	<b>542</b>
<b>Accredited Hours**</b>	439.5	6,232	5,344.5	6,178.8	7,005.25	2,338.75	3,435	2,970.5	<b>3,798.25</b>
<b>Educational Hours***</b>	1,424	48,141.5	38,310.25	29,871.75	40,098.25	19,905	19,128.25	19,407.25	<b>23,619.50</b>
<b>Maximum Offered Educational Opportunities</b>	NA	NA	NA	164,154	680,221	487,086	571,975	716,302	<b>1,704,632</b>
<b>Maximum Offered Category 1 Credits</b>	NA	NA	NA	736,310.50	2,119,161.50	1,168,826.75	1,641,875.25	2,092,644.00	<b>3,701,106.75</b>
<b>Maximum Offered Category 3 Credits</b>	NA	NA	NA	141,572.00	211,051.00	141,472.50	191,384.00	216,433.00	<b>279,761.50</b>
<b>Maximum Offered Credits</b>	NA	NA	NA	877,882.50	2,330,212.50	1,310,299.25	1,833,259.25	2,309,077.00	<b>3,980,868.25</b>

\*For All reporting years, statistics are for 1 year starting from March 7. However, for 2015-2016, statistics are for the period between September 7, 2015, and March 6, 2016, only, and for 2023-2024, statistics are for the period between March 7, 2023, and January 6, 2024, only.

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

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

During the same reporting period, the CPD providers **conducted 9,302 offerings** of 1,041 **DHP-accredited CPD activities**. Those activities provided more than 28,000 instructional (educational) hours, and 403,000 educational opportunities and granted, to the Healthcare Practitioners (HCPs), more than 1,400,000 CPD credits (about 76% of which were from Category 1).

Most of the educational opportunities (91.2%) and granted credits (91.2%) were provided by accredited governmental & semi-governmental healthcare facilities. ([table 4](#)).

**Table 4: Conducted Accredited CPD Activities - Educational Opportunities and Credits Granted**  
**(March 7, 2023 - January 6, 2024)**

Parameter	Accredited Providers				Non-Accredited Providers	Total
	All Accredited Providers	Gov. & Semi-Gov. Healthcare Facilities	Private Healthcare Facilities	Academic Institutions		
Number of Conducted Accredited CPD Activities	999	923	10	66	42	1,041
Number of Conducted CPD Activity Offerings	9,112	8,937	78	97	190	9,302
Total Instructional (Educational) Hours	26,566.75	25,967.00	96	503.75	1578.25	28,145.00
Total Participants (Educational opportunity)	392,173	367,569	7,876	16,728	10,931	403,104
External Participants*	52,202	35,539	972	15,691	7,528	59,730
% External Participants*	13.31%	9.67%	12.34%	93.80%	68.9%	14.8%
Total Granted Category 1 Credits	1,008,280.50	945,987.50	13,414.00	48,879.00	61,382.75	1,069,663.25
Total Granted Category 3 Credits	339,620.00	339,020.00	0.00	600.00	0.00	339,620.00
Total Granted Credits	1,347,900.50	1,285,007.50	13,414.00	49,479.00	61,382.75	1,409,283.25
Category 1 Credits granted to External Participants	285,665.75	237,854.50	5,696.00	42,115.25	38,161.00	323,826.75
Category 3 Credits granted to External Participants	60,387.00	59,787.00	0.00	600.00	0.00	60,387.00
Total Credits granted to External Participants	346,052.75	297,641.50	5,696.00	42,715.25	38,161.00	384,213.75
% Category 1 Credits Granted to External Participants*	28.3%	25.1%	42.5%	86.2%	62.2%	30.3%
% Category 3 Credits Granted to External Participants*	17.8%	17.6%	NA	100.0%	NA	17.8%
% Total Credits Granted to External Participants*	25.7%	23.2%	42.5%	86.3%	62.2%	27.3%

\*External Participants are HCPs not employed by the CPD provider organizations.

As regards the **categories** and **types** of the **conducted accredited activities** during the reporting period **(table 5)**, **the following can be noticed:**

- Most of the provided CPD activities (79.5%) were of DHP **Category 1**, whereas 19.3% were of **Mixed (1 & 3) Category** and only 1.2% were of DHP **Category 3**.
- **Educational rounds** were the most provided type of DHP-accredited CPD activities (58.1%), followed by workshops (28.9%) then simulation activities (13.1%).
- **Educational round** accounted for most of the educational opportunities provided to all participants (56.8%) and the majority of those provided to external participants (46.8%). However, being usually of short duration (averaging 1.1 educational hour), educational rounds ranked 3<sup>rd</sup> in granting CPD credits to all participants (accounting for 18.2%) and 4<sup>th</sup> in granting CPD credits to external participants (accounting for 8.8% only).
- **Conferences** were the activity type that provided the highest number of CPD credits to all participants (24%) and to external participants (48.7%), though representing no more than 0.5% of the total number of accredited CPD activity offerings conducted. **This can be attributed to** the significantly longer educational hours (averaging 15.3 hours) and higher educational opportunities (averaging 466.2 opportunities to all participants, and 234.6 opportunities to external participants) conferences provided, when compared to that of all conducted CPD activities (which were 3 educational hours, 43.3 educational opportunities to all participants, and 6.4 educational opportunities to external participants).
- **Online synchronous and blended learning activities** played a significant role in providing Category 1 Credits to external participants (accounted for 11.7% of total credits granted to external participants). This may be explained by the ease of access inherent in such activities, and the fact that this type of CPD activities might be the most convenient (from organizational and technical aspects) for the CPD providers to make available and

fulfill the percentage of educational opportunities (required by the DHP-AS) to be provided to external participants.

- **Simulation activities**, though being one of Category 3 activities, played an important role in providing credits to healthcare practitioners, especially the external participants (accounted for 12.2% of total credits granted to external participants).

As regards the **format of conducted accredited CPD activities** during the reporting period (**table 6** and **table 7**), the following can also be noticed:

- **Online and blended formats** continued to account for a significant share (45.2%) of conducted accredited CPD activity offerings.
- **Online and blended formats CPD activities** contributed to the provision of most of the educational opportunities (68.5% of all educational opportunities) and a significant proportion (40.6%) of total granted CPD credits. However, they contributed to only 19% of all provided educational hours, **which can be explained by** the fact that online and blended CPD activities tend to be shorter in duration than face-to-face activities (to ensure better participant engagement and optimum educational design).
- **Educational rounds** were the most common activity type conducted in online or blended formats. They accounted for 82.4% of all activity offerings conducted, 64.3% of all educational opportunities provided, and 34.7% of all credits granted in these formats.
- **Conferences** and **online synchronous and blended activities** had the highest contributions (32.7%, and 31.6%, respectively) to the credits granted by online or blended formats to the **external** participants.

**Table 5: Accredited CPD Activity Types  
(March 7, 2023 - January 6, 2024)**

Activity type		Conference	Seminar	Symposia	Workshop	Educational Rounds	Journal Clubs	Online synchronous and blended	All Category 1	Knowledge Assessment	Direct Observation	Simulation	Clinical Audits	Multisource Feedback	All category 3	All Activities
Conducted CPD Activity Offerings	Number	42	76	24	2,687	5,409	826	123	9,187	254	435	1,216	3	-	1,908	9,302*
	% of Same Category	0.5%	0.8%	0.3%	29.2%	58.9%	9.0%	1.3%	100.0%	13.3%	22.8%	63.7%	0.157%	-	100.0%	100.0%
	% of Total Activities	0.5%	0.8%	0.3%	28.9%	58.1%	8.9%	1.3%	98.8%	2.7%	4.7%	13.1%	0.032%	-	20.5%	100.0%
Provided Educational Hours	Number	643.75	298	169	13,299	6,110	899.5	571.5	21,991	524.25	1330.75	4,298	1.5	-	6,154	28,145
	% of Same Category	2.9%	1.4%	0.8%	60.5%	27.8%	4.1%	2.6%	100.0%	8.5%	21.6%	69.8%	0.024%	-	100.0%	100.0%
	% of Total Activities	2.3%	1.1%	0.6%	47.3%	21.7%	3.2%	2.0%	78.1%	1.9%	4.7%	15.3%	0.005%	-	21.9%	100.0%
Provided Educational Opportunities	Number	19582	4500	4695	53,898	229,001	29393	17860	358,929	46131	6231	22,773	9	-	75,144	403,104*
	% of Same Category	5.5%	1.3%	1.3%	15.0%	63.8%	8.2%	5.0%	100.0%	61.4%	8.3%	30.3%	0.012%	-	100.0%	100.0%
	% of Total Activities	4.9%	1.1%	1.2%	13.4%	56.8%	7.3%	4.4%	89.0%	11.4%	1.5%	5.6%	0.002%	-	18.6%	100.0%
Educational Opportunities Provided to External Participants	Number	9852	1641	1091	10,436	27,949	699	4886	56,554	3236	217	6,511	-	-	9,964	59,730*
	% of Same Category	17.4%	2.9%	1.9%	18.5%	49.4%	1.2%	8.6%	100.0%	32.5%	2.2%	65.3%	-	-	100.0%	100.0%
	% of Total Activities	16.5%	2.7%	1.8%	17.5%	46.8%	1.2%	8.2%	94.7%	5.4%	0.4%	10.9%	-	-	16.7%	100.0%
Credits Granted to All Participants	Number	337565.25	11134.25	28274	281,797	256,215	31325.5	123353.25	1,069,663	128862.5	40178.5	170,570	9	-	339,620	1,409,283
	% of Same Category	31.6%	1.0%	2.6%	26.3%	24.0%	2.9%	11.5%	100.0%	37.9%	11.8%	50.2%	0.003%	-	100.0%	100.0%
	% of Total Activities	24.0%	0.8%	2.0%	20.0%	18.2%	2.2%	8.8%	75.9%	9.1%	2.9%	12.1%	0.001%	-	24.1%	100.0%
Credits Granted to External Participants	Number	187058	2937.5	9865.5	44,447	33,792	700.5	45026.25	323,827	11869.5	1663.5	46,854	-	-	60,387	384,214
	% of Same Category	57.8%	0.9%	3.0%	13.7%	10.4%	0.2%	13.9%	100.0%	19.7%	2.8%	77.6%	-	-	100.0%	100.0%
	% of Total Activities	48.7%	0.8%	2.6%	11.6%	8.8%	0.2%	11.7%	84.3%	3.1%	0.4%	12.2%	-	-	15.7%	100.0%

\*This number is not a sum of Category 1 & Category 3 conducted offerings, as some of these offerings are mixed category offerings (i.e., counted twice, under Category 1 & Category 3).

**Table 6: Accredited CPD Activities Conducted in Online or Blended Formats  
(March 7, 2023 - January 6, 2024)**

Parameter	Accredited Providers				Non-Accredited Providers	Total
	All Accredited Providers	Gov. & Semi-Gov. Healthcare Facilities	Private Healthcare Facilities	Academic Institutions		
% of Conducted Accredited CPD Activities that had online/blended offerings	43.6%	47.2%	60.0%	51.5%	19.0%	42.7%
% Activity Offerings conducted in online/blended format	45.9%	45.5%	79.5%	55.7%	7.9%	45.2%
% Educational Hours provided by online/blended format activities	19.9%	19.6%	66.7%	28.0%	3.8%	19.0%
% Educational Opportunities provided by online/blended format activities	68.5%	67.2%	91.7%	86.3%	69.4%	68.5%
% Educational Opportunities provided for External* HCPs by online/blended format activities	70.1%	61.9%	72.2%	88.8%	79.3%	71.3%
% Category 1 Credits granted to ALL Participants by online/blended format activities	41.8%	40.9%	59.0%	54.1%	53.6%	42.5%
% Category 3 Credits granted to ALL Participants by online/blended format activities	34.6%	34.7%	0.0%	54.1%	NA	34.6%
% Credits granted to ALL Participants by online/blended format activities	40.0%	39.3%	58.7%	53.4%	53.6%	40.6%
% Category 1 Credits granted to External* HCPs by online/blended format activities	37.7%	34.4%	19.4%	58.5%	60.7%	40.4%
% Category 3 Credits granted to External* HCPs by online/blended format activities	19.3%	19.5%	NA	54.1%	NA	19.3%
% Credits granted to External* HCPs by online/blended format activities	0.0%	31.4%	19.4%	57.6%	0.0%	37.1%

\*External Participants are HCPs not employed by the CPD provider organizations

**Table 7: Percentage of Accredited CPD Activities Type Conducted in Online or Blended Formats  
(March 7, 2023 - January 6, 2024)**

Activity type	Conference	Seminar	Symposia	Workshop	Educational Rounds	Journal Clubs	Online synchronous and blended	All Category 1	Knowledge Assessment	Direct Observation	Simulation	Clinical Audits	Multisource Feedback	All category 3	All Activities
% Share of CPD Activity Offerings conducted in online/blended format	0.24%	0.14%	0.12%	0.76%	82.36%	13.03%	2.92%	99.57%	0.33%	0.00%	0.09%	0.00%	0.00%	0.43%	4,213
% share of Educational Hours provided in online/blended format activities	2.52%	0.17%	0.41%	3.76%	70.74%	11.23%	10.65%	99.48%	0.45%	0.00%	0.07%	0.00%	0.00%	0.52%	5,366.50
% share of Educational Opportunities provided in online/blended format activities	2.15%	0.88%	0.80%	0.70%	64.35%	8.92%	6.46%	84.26%	15.72%	0.00%	0.03%	0.00%	0.00%	15.74%	276,478
% share of Educational Opportunities provided to External HCPs in online/blended format activities	7.89%	3.35%	0.42%	2.39%	65.49%	1.54%	11.47%	92.56%	7.44%	0.00%	0.00%	0.00%	0.00%	7.44%	42,590
% share of Credits Granted to All Participants in online/blended format activities	15.11%	0.57%	1.62%	1.42%	34.67%	4.57%	21.53%	79.49%	20.48%	0.00%	0.02%	0.00%	0.00%	20.51%	572,995.25
% share of Credits Granted to External Participants in online/blended format activities	32.73%	1.33%	0.68%	1.38%	23.62%	0.46%	31.60%	91.80%	8.20%	0.00%	0.00%	0.00%	0.00%	8.20%	142,467.50



As regards the target audience of conducted accredited activities, **Interprofessional activities** (i.e., CPD activities targeting and involving more than one healthcare profession) continued to be the major contributor (67% of the total conducted CPD activities) to the CPD of HCPs in Qatar (**table 8**). This is encouraged and promoted by DHP-AS to foster the concept of team-based learning and ensure the availability of CPD activities, especially for some healthcare professions where profession-specific CPD activities might not be easily available (e.g., Pharmacists and Dentists).

**Table 8: Conducted Accredited CPD Activities - Target Audience Profession  
(March 7, 2023 - January 6, 2024)**

Profession	Accredited Profession-Specific CPD		Accredited Interprofessional CPD		Total Accredited CPD Activities
	Activities		Activities		
	Number	%	Number	%	
Physicians	141	21.1%	528	78.9%	669
Dentists	19	9.8%	175	90.2%	194
Pharmacists	10	3.4%	280	96.6%	290
AHPs	75	12.5%	525	87.5%	600
Nurses	99	15.2%	551	84.8%	650
<b>All</b>	<b>344</b>	<b>33.0%</b>	<b>697</b>	<b>67.0%</b>	<b>1041</b>

Although the current reporting period is 2 months shorter, the number of offered and provided/granted educational opportunities and credits were higher than the previous reporting year (**table 9**). This emphasizes the recovery of the National Accreditation System and CPD Program from the negative effects of the COVID-19 pandemic, and further highlights the “return to normal” state in the CPD provision in the country.

**Table 9: Conducted Accredited CPD Activities - Yearly Comparison  
(2019-2024)**

Parameter	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024***
Number of Conducted Activities	1,633	823	992	1,200	1,041
Number of Conducted Offerings	11,292	6,561	9,064	10,387	9,302
Provided** Educational opportunities	<b>400,963</b>	<b>266,196</b>	<b>314,702</b>	<b>378,632</b>	<b>403,104</b>
Granted** Category 1 Credits	<b>1,527,605.25</b>	<b>808,109.25</b>	<b>933,631.50</b>	<b>1,090,592.75</b>	<b>1,069,663.25</b>
Granted** Category 3 Credits	<b>233,936.50</b>	<b>67,015.50</b>	<b>91,069.75</b>	<b>259,975.25</b>	<b>339,620.00</b>
Total Granted** Credits	<b>1,761,541.75</b>	<b>875,124.75</b>	<b>1,024,701.25</b>	<b>1,350,567.65</b>	<b>1,409,283.25</b>
Offered* Educational opportunities	542,099	400,244	603,750	860,605	779,659
Offered* Category 1 Credits	2,057,419.00	920,647.00	1,561,845.00	2,037,106.25	2,156,345.25
Offered* Category 3 Credits	305,345.50	141,591.50	171,592.50	657,352.50	346,301.50
Total Offered* Credits	2,362,764.50	1,062,238.50	1,733,437.50	2,694,458.75	2,502,646.75
% Utilization of Offered Educational opportunities	74.0%	66.5%	52.1%	44.0%	51.7%
% Utilization of Offered Category 1 Credits	74.2%	87.8%	59.8%	53.5%	49.6%
% Utilization of Offered Category 3 Credits	76.6%	47.3%	53.1%	39.5%	98.1%
% Utilization of Offered Credits	74.6%	82.4%	59.1%	50.1%	56.3%
# Healthcare Practitioners with Active License	<b>44,878</b>	<b>44,384</b>	<b>46,595</b>	<b>47,704</b>	<b>52,025</b>
Planned* Credit Availability Index	45.8	20.7	33.5	42.7	41.4
Provided* Credit Availability Index	34.0	18.2	20.0	22.9	20.6

\*Offered/planned values are calculated per the maximum number of participants allowed to attend CPD activities (reported during accreditation process). \*\*Provided/Granted values are counted per the actual number of participants who attended the CPD activities.

\*\*\*While the reporting period of all years start at March 7 of the previous year and end on March 6 of the reporting year (12 months), the reporting period of the year 2023-2024 is from March 7, 2023 - January 6, 2024 (9 months).

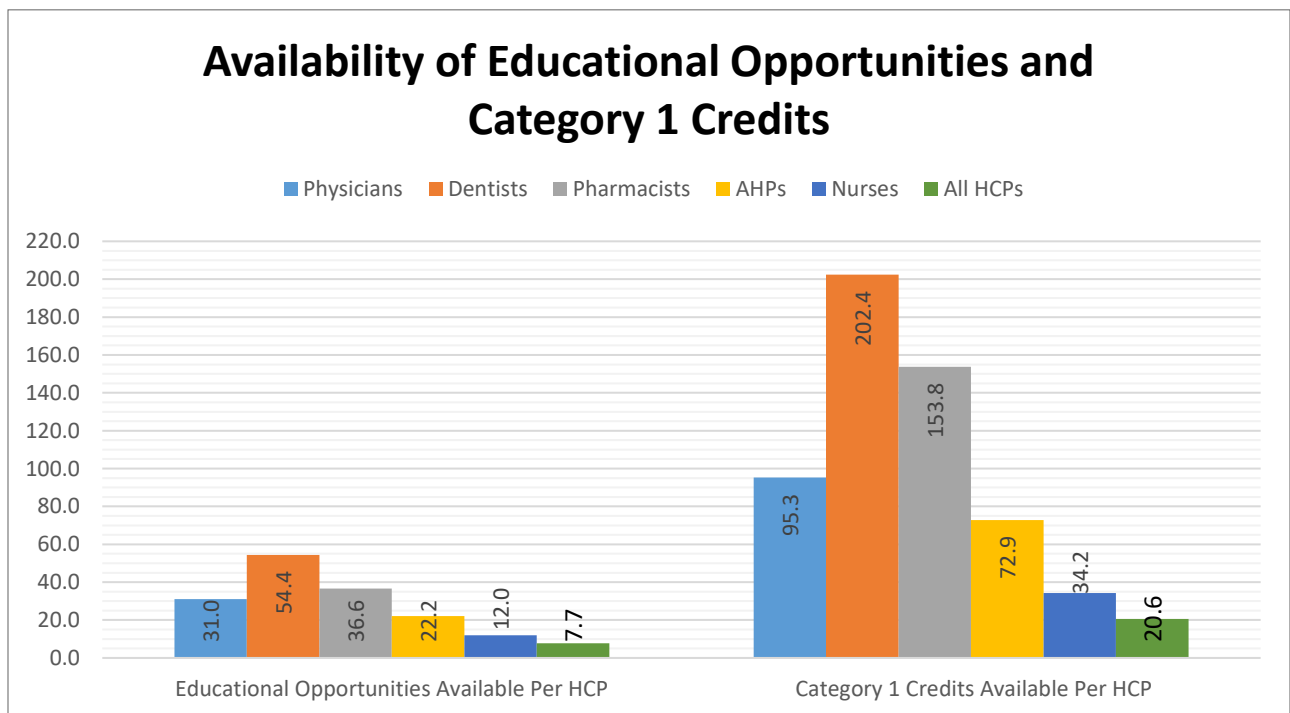
It can be noticed that the Provided Credit Availability Index (CAI)<sup>1</sup> for all HCPs (figure 1) is slightly lower than that of 2022-2023 (which was 22.9). However, considering that the current reporting period is 2 months shorter than the last year, a projected CAI (for a complete 12-month reporting year) is actually higher (24.7) than that of last year.

<sup>1</sup> Credit Availability Index (CAI) is an estimate of Category 1 Credits (granted by conducted accredited CPD activities) available for HCPs per year. CAI must be interpreted as a crude estimate (as it considers the available and not the actual credits granted to each profession).

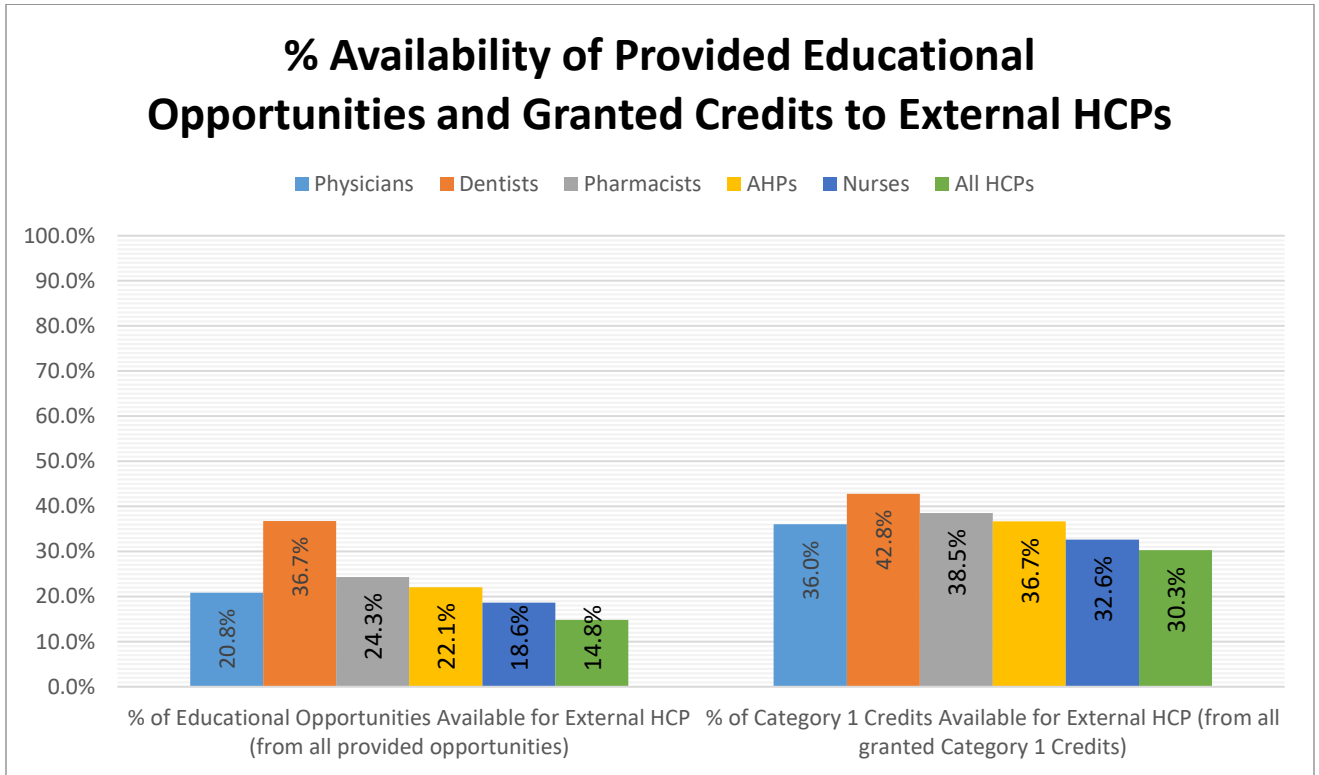
When it comes to credit availability for different healthcare professions, it can be noticed that the credit availability in its lowest value (for nurses) reached about 175% of the average annual requirements (20 credits/year). However, a marked discrepancy in the credit availability across professions can also be noticed, where makes dentists, pharmacists and physicians are way more privileged than nurses and AHPs (figure 1).

The average percentages of educational opportunities and credits made available to external HCPs (figure 2) markedly exceeded the percentages mandated (by the DHP) to be provided by CPD providers of DHP-accredited CPD activities (10% of educational opportunities and granted credits). Their distribution among different healthcare professions showed trends like that of All HCPs, making external dentists, pharmacists and physicians more privileged than nurses and AHPs (figure 2).

**Figure 1: Availability of Educational Opportunities and Category 1 Credits (All HCPs)**  
(March 7, 2023 - January 6, 2024)



**Figure 2: Percentage Availability of Educational Opportunities and Category 1 Credits for External HCPs (from those available to All HCPs) (March 7, 2023 - January 6, 2024)**



## 1.2. National CME/CPD Program

### 1.2.1. Healthcare Practitioners' Participation in the National CPD Program

As of January 6, 2024, there were 52,025 HCPs with active licenses to practice in the State of Qatar. From March 7, 2023, until January 6, 2024, healthcare practitioners have submitted 661,423 CPD activities through their e-portfolio accounts ([table 10](#)).

**Table 10: CPD Activities submitted by HCPs through E-Portfolio  
(March 7, 2023 - January 6, 2024)**

Profession	HCPs with Currently Active Licenses	Activities Submitted from All HCPs (2023-2024)	Submission Index*	% Audited	% Rejected from Audited
Physician	8,938	92,086	10.3	7.2%	22.6%
Dentist	2,208	27,065	12.3	7.9%	8.1%
Pharmacist	4,279	52,670	12.3	13.2%	24.9%
AHPs	11,209	145,737	13.0	6.7%	15.8%
Nurse	25,391	343,865	13.5	5.0%	15.4%
<b>Total</b>	<b>52,025</b>	<b>661,423</b>	<b>12.7</b>	<b>6.5%</b>	<b>17.8%</b>

\*Submission Index= No. of activities submitted/ No. of HCPs with active licenses.

Although the number of HCPs with active licenses increased by more than 9% from the last year reported value, the submissions of all HCP professions (except pharmacists) markedly decreased than those reported for the year 2022-2023 ([table 10](#)). Again, this can clearly be attributed to the fact that the reporting period in this report is 2 months shorter than the compared previous years, and this can be further demonstrated by comparing 2022-2023 submissions to projections for a similar reporting period in 2023-2024 (actual submissions in the current reporting period multiplied by 1.2). The comparison shows significantly higher values (than 2022-2023 reported values) for almost all projected submissions (e.g., 5.8% increase in overall submissions).

It is to be also noted (from **table 10**) that the DHP has audited 6.5% of all submitted activities (more than double the DHP policy-stated minimum), out of which 17.8% were rejected, for non-compliance with the DHP-AS' CPD recording policy.

**Table 11: Compliance with the National CPD Program Requirements  
(March 7, 2023 - January 6, 2024)**

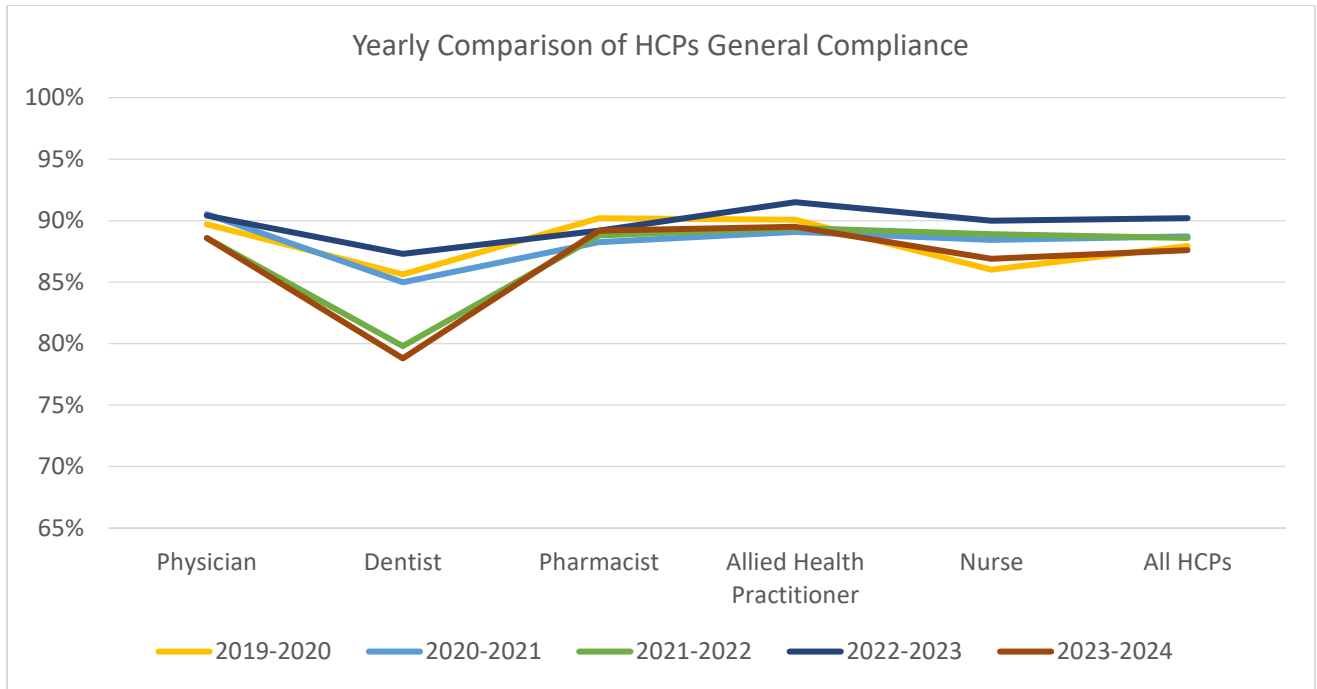
Profession	HCPs Due for License Renewal	HCPs Compliant with Credit Requirements	General Compliance Rate*	Corrected Compliance Rate**
Physician	598	530	88.6%	97.2%
Dentist	203	160	78.8%	93.0%
Pharmacist	473	422	89.2%	97.0%
AHPs	878	786	89.5%	96.1%
Nurse	1,754	1,525	86.9%	97.3%
Total	<b>3,906</b>	<b>3,423</b>	<b>87.6%</b>	<b>96.7%</b>

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

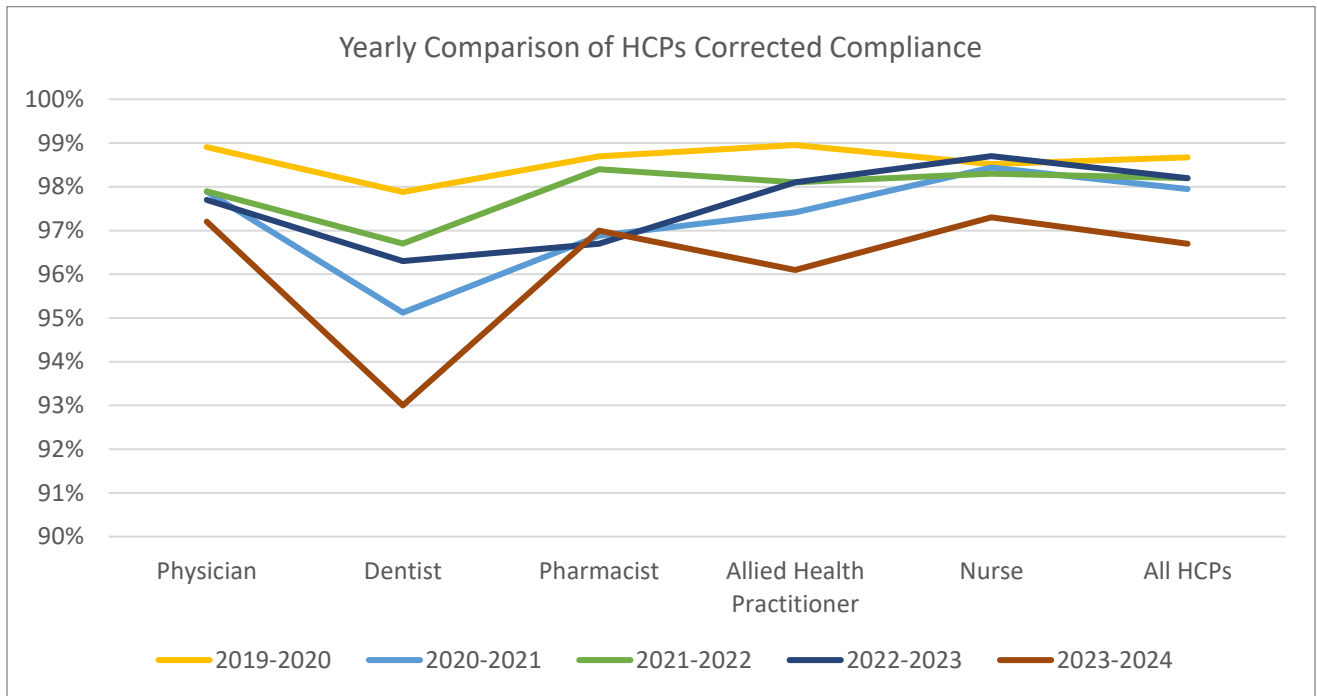
\*\*Corrected Compliance: % of HCPs compliant with the CPD requirements when due for license renewal, excluding non-compliant HCPs who did not appeal and missed the appeal window.

As regards the **compliance of HCPs with the National CME/CPD Program credit requirements** in 2022-2023, the general compliance rate averaged 87.6% whereas the corrected compliance rate averaged 96.7% (**table 9**).

**Figure 3: Yearly Comparison of HCPs General Compliance**



**Figure 4: Yearly Comparison of HCPs Corrected Compliance**



### 1.2.2. Healthcare Practitioners' Satisfaction with the National CPD Program

During the reporting period (March 7, 2023, to January 6, 2024), 5,449 HCPs completed a CPD cycle closure feedback form. An overwhelming majority of HCPs (90.4%) agree that the National CPD Program, as is, is beneficial to them and adds to their professional development (figure 5). In addition, more than 66% of HCPs expressed that they did not have any difficulty in complying with the mandatory CPD requirements (figure 6).

When asked about the initiatives that can help them comply with the National CPD requirements, most of the HCPs selected the provision of free online CPD resources and educational events by DHP-AS as the two best initiatives that can be adopted to improve their compliance (figure 7).

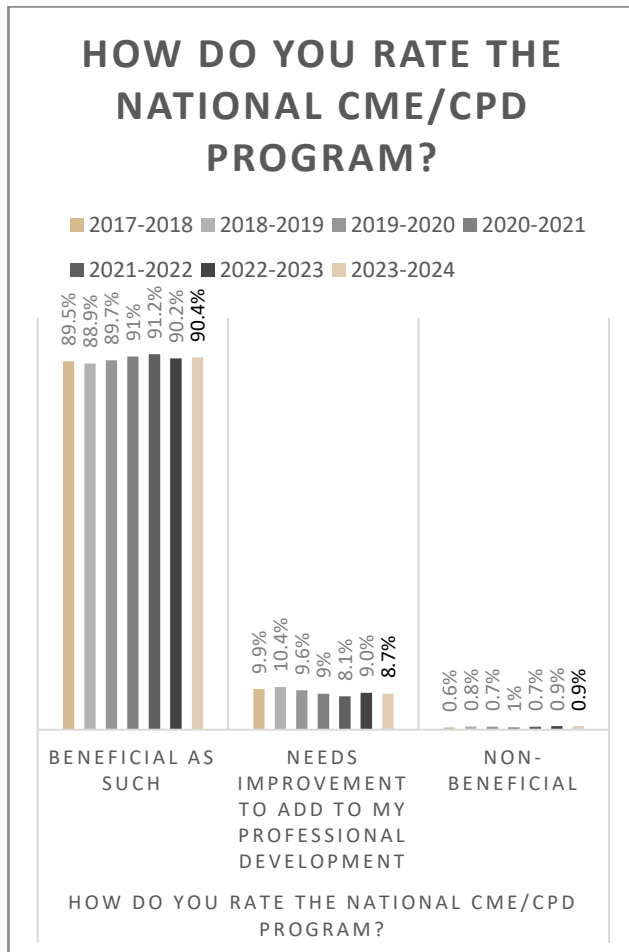
As regards satisfaction with different aspects of the National CME/CPD program, more than 80% of HCPs were satisfied with almost all aspects of the program (e.g., reasonability of CPD requirements, variety and availability of CPD activities recognized by the National Framework, orientation and support by DHP, etc.). Although regressing over the last few years, the cost of CPD activities, however, was still a concern for about 13% of HCPs (figures 8).

On average, nurses and AHPs (figure 9) showed the highest satisfaction with the different aspects of the National CME/CPD program.

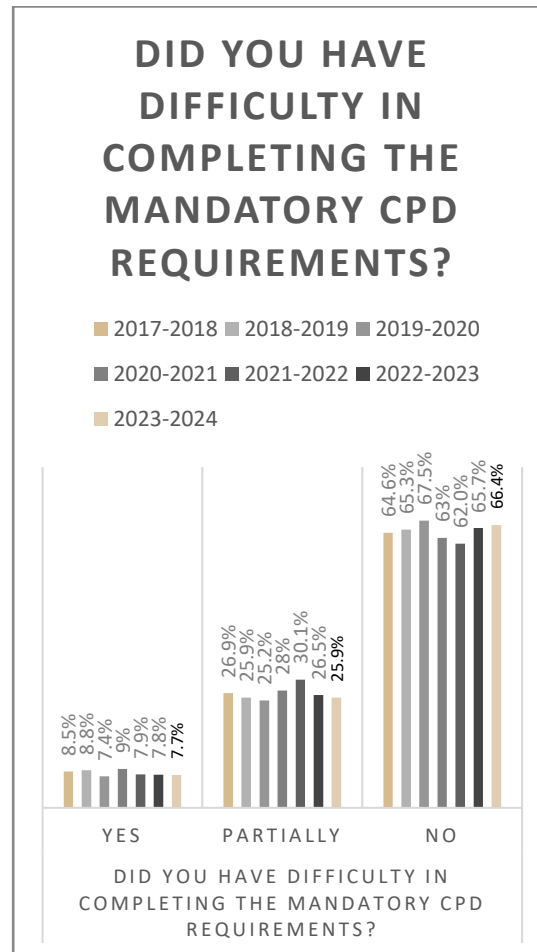
In contrast to last year statistics, however, HCPs from the private sector showed a higher satisfaction with different aspects of the National CME/CPD program (apart from the satisfaction with the cost of accredited CPD activities), when compared to the HCPs from the governmental and semi-governmental sectors (figure 10)



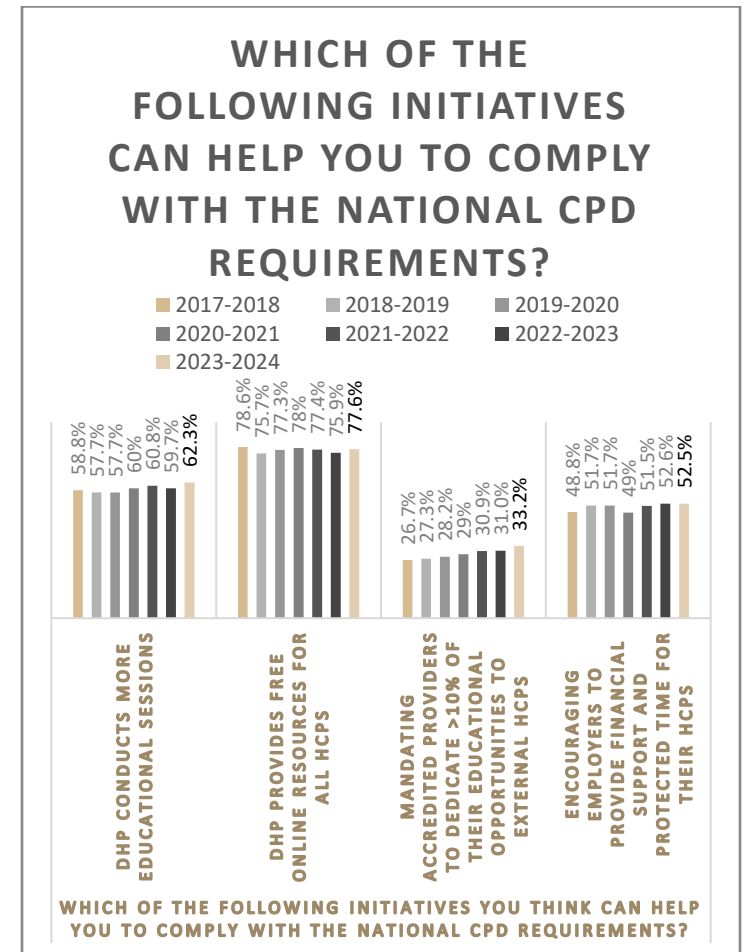
**Figure 5: Perceived benefit of participation in the National CPD Program (Yearly Comparison)**



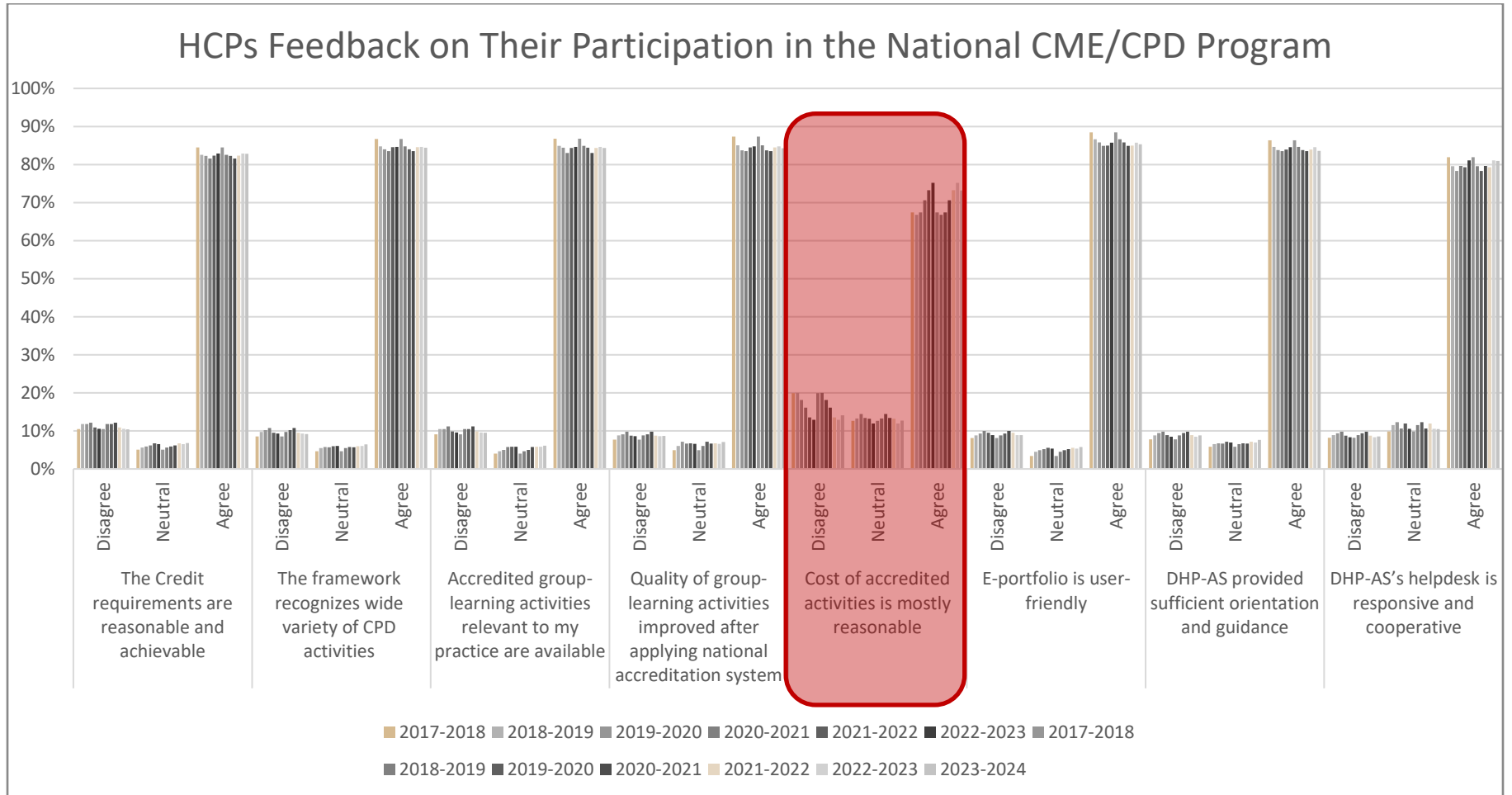
**Figure 6: Perceived difficulty in completing mandatory CPD requirements (Yearly Comparison)**



**Figure 7: Initiatives that can improve participation in the National CPD Program (Yearly Comparison)**



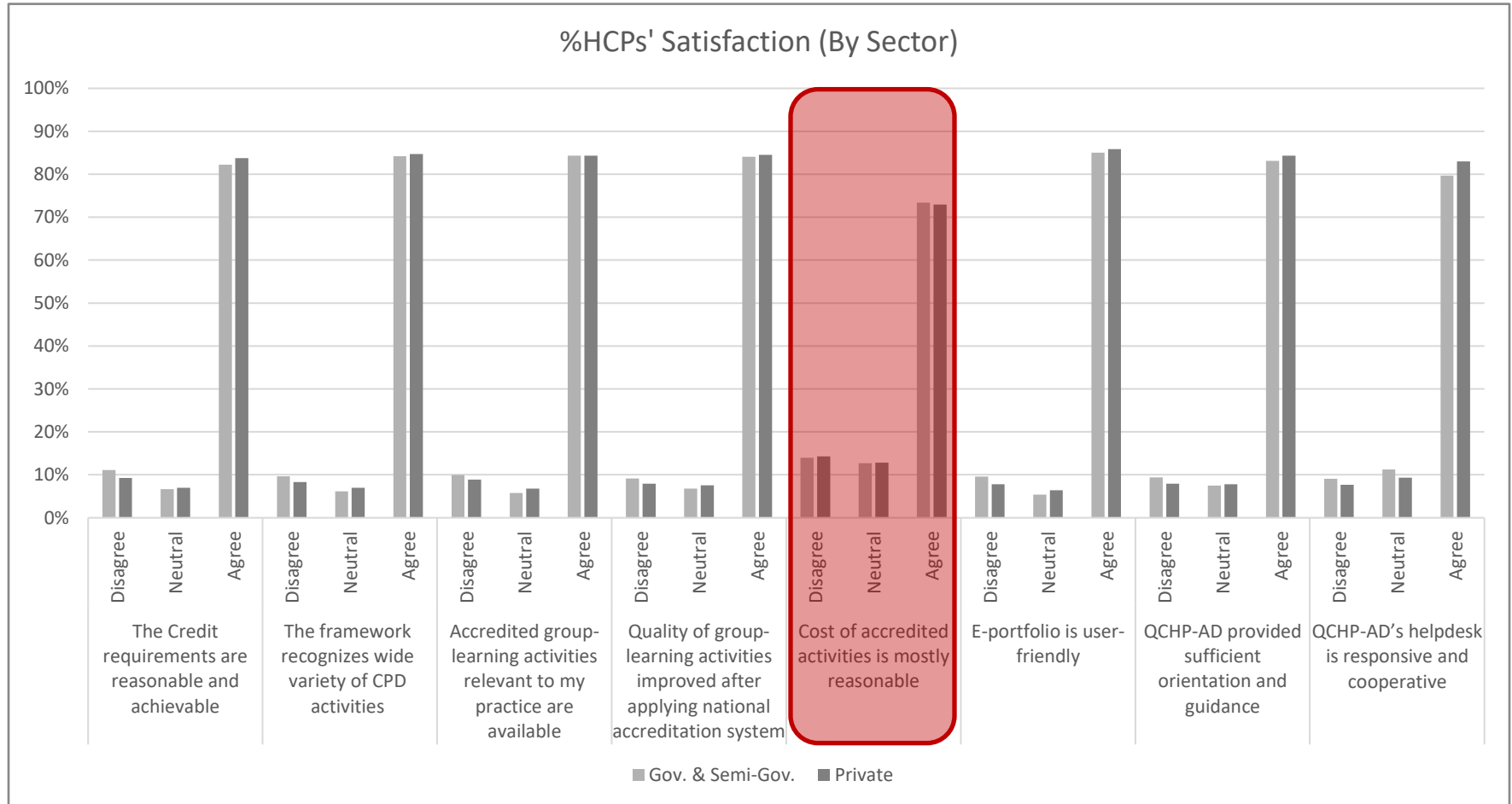
**Figure 8: HCPs' Satisfaction with Different Components of the National CPD Program (Yearly Comparison)**



**Figure 9: HCPs' Satisfaction with the National CPD Program (by Profession)**  
**(March 7, 2023 - January 6, 2024)**



**Figure 10: HCPs' Satisfaction with the National CPD Program (by Sector)**  
**(March 7, 2023 - January 6, 2024)**



## 2. Enhancements and Updates to the National CME/CPD Accreditation

### System and Program

The DHP-AS developed and implemented a change in its procedures and its electronic system, according to which attendance of DHP-accredited CPD activities (Category 1 and accredited assessment Category 3 CPD activities of the National CPD Framework) conducted in the State of Qatar (from January 7, 2024) cannot be self-recorded by the healthcare practitioners (HCPs) in their “CPD e-Portfolio” accounts. Instead, an e-Portfolio record of the DHP-accredited CPD activity attendance is made by direct reporting from the CPD activity provider. Healthcare practitioners, however, will continue to be able to self-record their participation in accredited (Category 1 and Category 3) CPD activities developed in Qatar and attended before January 7, 2024, and all those developed outside the State of Qatar, but all those submissions will need to be verified by the DHP-AS. This change aimed to improve the electronic system’s user experience (e.g., reduce administrative efforts on HCPs and abolish the need for self-maintaining attendance records and submission of annual reports by the CPD providers) and to provide better insights and control on conducted DHP-accredited activities and HCP-recorded accredited CPD activity participation.

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

In 2023-2024, the DHP-AS has **participated in the Substantive Equivalency (SE) pilot of the International Academy for CPD Accreditation (IACPDA)**. The Academy’s Committee on Substantive Equivalency has determined that the **DHP-AS’ application described and demonstrated compliance with each domain**. However, there was no SE decision granted, because the committee decided earlier not to grant any SE decision during

the pilot phase. Instead, feedback is being shared with applicants to inform their subsequent, official applications to the Academy after the pilot concludes.

In addition to the pilot phase, the DHP-AS engaged with several regional and international accreditation bodies in discussions for mutual recognition. However, discussions are still ongoing, and no new agreements were signed yet.

On the other hand, the DHP-AS maintained mutual recognition agreements it has with several international accreditation bodies (**table 12**).

**Table 12: Recognition of the National CPD Program and Accreditation System  
(January 2024)**

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	December 31, 2026 (Renewed on January 1, 2019, and 2023)
3. Credit conversion agreement with the Royal College of Physicians and Surgeons of Canada (RCPSC).	January 1, 2017	December 31, 2026 (Renewed in December 2021)
4. Maintenance of Certification Program Exemption Agreement with the Royal College of Physicians and Surgeons of Canada (RCPSC).	January 1, 2017	December 31, 2026 (Renewed in December 2021)
5. Substantial Equivalency agreement with the Royal College of Physicians and Surgeons of Canada (RCPSC).	January 1, 2017	December 31, 2025 (Renewed in December 2020)

Agreement	Start Date	Validity
6. Substantial Equivalency agreement with the Accreditation Council for Continuing Medical Education (ACCME).	December 2, 2016	December 31, 2024 (Renewed in December 2020)

#### 4. International Collaboration Efforts

DHP-AS perceives international collaboration as an important mean for visibility, benchmarking, knowledge exchange and capacity building.

In addition to its mutual recognition initiatives, DHP-AS is keen to be represented in international conferences and forums. Members of DHP team were keen, therefore, to participate in the Conference “2023 Cologne Consensus – A Meeting of the International Academy for CPD Accreditation”. The team actively engaged in the conference discussions and interactive activities and the DHP-AS acting head presented in two of the conference sessions.

DHP-AS also continued to support the efforts of the International Academy for CPD Accreditation (IACPDA) to implement a global system for “substantive equivalency between CPD/CME accreditation systems”. DHP-AS, represented by its acting head, has been selected for the inaugural membership of the committee deciding on IACPDA substantive equivalency. The committee shall oversee the implementation of the pilot phase, which is planned to be for 3 years.

#### 5. Scholarly Contribution

The DHP-AS resumed its contributions to the development and publication of scholarly activities in the field of CME/CPD and its accreditation. Represented by the Head of the accreditation Section, the DHP-AS has published one research article ([“Continuing](#)

Education as a Contributor to Mitigating Physician Burnout”) in 2023 and contributed to the development of another article, that was published later in 2024. In addition, the DHP-AS has plans for several research initiatives to follow, in collaboration with national and international researchers.

## **6. Building Capacity of CPD Professionals**

The DHP conduct one orientation workshop for CPD provider teams during the reporting period. The workshop focused on presenting the planned electronic system enhancement and the new roles required from the CPD providers and a demonstration of how to perform such roles. In addition, the DHP-AS kept open lines of communications with CPD providers and their professionals and made sure to provide appropriate support and guidance. This included issuing circulars, providing provider-specific meetings and discussions, and other means of professional support.

## **7. 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, and face-to-face meetings.

## **8. Educational Resources for Healthcare Practitioners**

In addition to its role in ensuring the availability and accessibility of outstanding educational resources offered by CPD providers in Qatar, DHP-AS plays a supporting role in the provision of quality educational resources to HCPs.



During the period between March 7, 2023, and January 6, 2024, DHP-AS planned and conducted several accredited CPD activities that provided more than 4,413 free educational opportunities for healthcare practitioners (**table 11**).

Being online synchronous, free of charge and providing high-quality CPD that is targeting all licensed HCPs, the DHP-provided activities are intended to provide an alternative for HCPs that secures (for most of them) CPD credits that are sufficient to fulfill their average annual CPD requirements in the State of Qatar. However, HCPs are encouraged to continue pursuing CPD activities that is most relevant to their planned career development and practice needs.

**Table 13: Educational Activities Provided by DHP-AS  
(March 7, 2023 - January 6, 2024)**

Activity	Session Title	Session Date	Number of Educational Opportunities Provided	CPD Provider
<b>National Clinical Guidelines Educational Round</b>	The Early Identification, Diagnosis, Management, And Prevention of Childhood Disabilities (Part 3)	15/03/2023 - 15/03/2023	205	DHP-AS (in collaboration with Healthcare Quality and Patient Safety Department of MoPH)
	The Recognition, Prevention and Management of Vitamin D Deficiency in Adults	28/05/2023 - 28/05/2023	2292	
	Chronic Kidney Disease in Adults	07/12/2023 - 07/12/2023	1899	
<b>Introduction to Radiology Clinical Examination Workshop</b>		06/01/2024 - 06/01/2024	17	DHP-AS (in collaboration with Examination Committee of Qatari Board of Medical Specialties)
<b>Total</b>			<b>4,413</b>	

The National Continuous Medical Education Framework

# “Continuous Development, Enhanced Performance”

Accredited Education Providers



Qatar’s National CME/CPD Accreditation System and Framework

