



# QATAR'S CPD FRAMEWORK: A LIFELONG EXPERIENCE THAT COMPLIMENTS HEALTHCARE QUALITY IMPROVEMENT

## BACKGROUND:

- 1 To ensure effective, relevant and accessible CME/CPD programs for all healthcare professionals in the state of Qatar, and thereby enhance their clinical competence throughout their professional careers.
- 2 To ensure all registered health care practitioners in the state of Qatar remain competent and safe to practice by mandating the CME/CPD Participation policy as a prerequisite to renewal of licensure.
- 3 For development that expands the opportunities and capabilities of all healthcare practitioners of Qatar to enable them to sustain a skilled national workforce capable of providing high-quality health services

## PROJECT:

Starting 2013, the Accreditation Department, Qatar Council for Healthcare Practitioners took the responsibility of establishing the National CME/CPD framework and accreditation system to realize the National Health Strategy 5.2.7., one of the NHS project.

The purpose is to improve the quality of care for better patient outcomes through engaging healthcare practitioners in lifelong learning by different processes of continually seeking, acquiring, renewing, and upgrading of knowledge, skills, and attitudes. The framework provides opportunities for formal, non-formal and self-directed learning relevant to their scope of practice and learning method that best suits the required competency. Our CME/CPD framework is in line with the international best practice and the current systems of learning and enhancing skills incorporates inter-professional, problem-based and team-based learning which are key to improving competencies and quality of care.

A systematic approach to acquiring these competencies based on its relevance and accessibility is the CME/CPD Accreditation system that will be in place in the form of mandatory participation policy for all healthcare practitioners in Qatar linking it to the renewal of licensure by 2016; this is a milestone to uplift the quality of care for better health outcomes and as part of national health strategy. A national CME/CPD framework has been developed in collaboration with Royal College Canada International and reinforced by a full CPD accreditation system that accredits CPD providers and programs to guarantee the quality of educational activities and promote lifelong learning amongst practitioners.

## CPD PROGRAM EXPECTATIONS:

"All health professionals are required to engage in continuing professional development as part of their professional obligation to patients, the public, and their health-care organizations to maintain their registration and licensure in Qatar".



## HYPOTHESIS :

Research has been conducted to study the impact of continuing professional development on quality of patient care<sup>(1) (2)</sup> and results reflected that CME/CPD is the foundation of professional development leading to improved performance and better health outcomes. Research findings were constituent in the fundamentals of our system. It is a mode of staying competent and current at the same time. Another feature of lifelong learning is motivation in the form of personal, professional and social growth that reflects in the day to day practice. The CPD programs developed based on the needs assessment and self-reflection define competencies to close practice gaps thereby completing the circuit of quality to deliver enhanced patient care. Knowledge assessment programs and feedback must be considered in the CPD design for better individual learning. Clear learning objectives with fair assessment of individual learning and evaluation of the program will help the learners reduce practice gaps and enhance the quality of care and overall learning.

Scientific evidence for practice, flexibility of format, easy accessibility, learning based on needs assessment, and incorporating quality initiatives in learning process should be the basic principles of CPD. These principles must finally be able to improve practitioner's knowledge, skills, attitude and enhance performance. Besides; developing the competencies of practitioners and ensuring accountability to public. Self-assessment and reflective practice are tools for measuring the process improvement at individual, institutional and national level.

Healthcare practitioners must realize that their career development enroute lifelong learning to improve and progress.

## CONCLUSIONS :

The path adapted by National Health Strategy based on the best practice has resulted in mandating CPD requirements for renewal of licensure for all licensed healthcare practitioners by providing opportunity to the healthcare practitioners to stay current and competent in their respective scope of practice:

- 1 Multitude of CPD activities, formal, non-formal and self-directed learning relevant to their scope of practice and learning method that best suits the required competency.
- 2 The CPD learning must be based on principles of education like continuous improvement, professional development, reflection and self assessment.

## TAKE HOME MESSAGE :

Lifelong learning and sharing lessons regarding clinical care helps improve patient outcomes and is a clear indicator of quality in care.

## REFERENCE :

- 1 *Continuing Medical Education and Quality Improvement: A Match Made in Heaven?* Kaveh G. Shojania, MD; Ivan Silver, MD, MEd; and Wendy Levinson, MD/Improving Patient Care/21 February 2012 *Annals of Internal Medicine* Volume 156 • Number 4
- 2 *The transformation of continuing medical education (CME) in the United States:* Jann Torrance Balmer/University of Virginia School of Medicine, *Advances in Medical Education and Practice* 2013;4/18 September 2014/ 2013:4
- 3 *Aligning Academic Continuing Medical Education With Quality Improvement: A Model for the 21st Century* Nancy L. Davis, PhD, David A. Davis, MD, Nathan M. Johnson, Katherine L. Grichnik, MD, MS, Linda A. Headrick, MD, MS, Susan K. Pingleton, MD, Elizabeth Bower, MD, and Ronald Gibbs, M/Academic Medicine, Vol. 88, No. 10 / October 2013/Copyright © by the Association of American Medical Colleges

LIFELONG  
LEARNING DRIVES  
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