

EFRS Statement on Continuous Professional Development (CPD)

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Rationale

Radiography in Europe is a degree based profession in the majority of countries but regardless of the route into the profession it is essential for all radiographers to recognise that their entry qualification is only the foundation of their professional life, providing the essential tools to start the professional learning process.

To provide a safe and competent workforce it is mandatory for all radiographers to participate in Continuous Professional Development (CPD) in order to maintain and improve their skills, taking into account it is also of major importance to guarantee the best care to patients, improve the health care process and develop a patient safety culture.

CPD is defined as the continuous learning process required to further develop and improve ones knowledge, skills and competences to work effectively and safely.

Benefits for Patients

- Patients across Europe have the right to receive an equal quality of imaging and treatment delivered by radiographers who possess up to date knowledge, skills and competences in their area of expertise. This delivery of a high quality service for patients can only be achieved by continuous life long learning including CPD.

Benefits of CPD for Organisations:

- Maximises staff potential by linking learning to actions and theory to practice;
- Promotes staff development leading to increased staff satisfaction and motivation in the workforce;
- Encourages staff to actively apply learning to their role and daily practice; provides a powerful tool for change if used as part of an appraisal process which will increase professional profile, and the quality of service delivered;
- Develops empowerment between the professional and the organisation, contributing for an effective implementation of its mission, vision, short and long term objectives.

Benefits of CPD for Radiographers

- Ensures knowledge of current developments in the fast moving field of technology, and the delivery of medical imaging and radiotherapy;
- Enables relevant updates in developing an efficient and safe environment for patients and staff;
- Describes other methods of health care delivery to patients, according to professional best practice standards and evidence based practice (EBP);
- Aids radiographers to focus on their future direction of their personal development as well as for horizontal and vertical career development;
- Provides opportunities for communication between professional bodies, clinical and academic radiographers, to develop relevant course and tools to support continuous learning which is necessary for current practice such as in the areas of emerging imaging modalities and radiation protection;
- Stimulates personal motivation to promote the best practice and optimum service delivery through understanding, competence and confidence.

CPD can be achieved through several ways:

- Work based learning including audit, establishment of a journal club to share research papers and outcomes Incidental learning by visiting other departments and specialist imaging areas and observing different techniques, modalities and innovative models of service delivery
- Time for reflective practice to enable radiographers to learn from their own experience to improve patient care and service delivery
- Self-directed study such as reading journals, participating in online learning including webinars, and e-learning.
- Formal and informal education for example courses, conferences, workshops, seminars and other similar activities.
- Scientific activities like writing professional articles, presenting papers in the local department and Conferences
- Initiating and taking part in radiographer-led and/or

Conclusion

It is the responsibility of each radiographer to document evidence of all CPD activities, such as a portfolio being in paper or electronic format. This should contain space for reflection on the activity and how this relates to the everyday duties of the radiographer and ultimately to improved patient care and service delivery. It is beneficial to both radiographer and management for the CPD activities to be reviewed jointly on an annual basis to discuss the CPD already carried out and how this relates to the growth of both the radiographer as a professional as well as the needs of the department, service delivery and quality of patient care.



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