

Policy to address the non-compliance of Registered Members in Continuing Professional Development (CPD)

Introduction

Since January 2005, it has been mandatory for Registered members of the Society to participate in CPD. The 2004 General Meeting saw a motion passed that amended the Society's Articles of Association to include the following;

15.4 All Registered Members are required to undertake Continuing Professional Development (CPD) under the relevant structures set up by Council

December 2006 saw the end of the first cycle of CPD for members. A monitoring system required Registered members to submit their logs by January 31st 2007. While the Society requires Registered Members to submit their logs of CPD activity, other membership categories were also encouraged to do so. Members were encouraged to submit CPD logs for the last three years, i.e. for the calendar years 2004 to 2006. Registered members were only required to do so for the last two years, but could do so for the full first cycle (2004-2006).

To date, the number of CPD logs received has been 336, with only nine of these logs from Graduate members of the Society. Given that the invitation to submit logs was to all members of the Society, it is disappointing that only nine out of almost 1,500 Graduate members chose to submit CPD logs, given the ethical responsibility on members to engage in CPD.

635 Registered members of the Society were required to submit CPD logs up to December 2006, when the first CPD cycle finished. The 327 submitted logs represent a 51% compliance rate which is a very disappointing rate.

Given that this was the first cycle of CPD, the Society has been keen to take a facilitative rather than punitive approach to CPD. All individuals that submitted logs will be provided with feedback and advice, as well as the opportunity to rectify the situation if their submission is believed to be inadequate. However, it is important for the Society that it deals appropriately with those Registered members who are not complying with the Society's policies on this matter.

Background

In the Society's Code of Professional Ethics (Revised version, 1998), the issue of Continuing Professional Development (CPD) is specifically addressed under the issue of 'Competence'.

The Code states that

2.0 COMPETENCE

Psychologists shall strive to ensure and maintain high standards of competence in their work. They recognise the boundaries of their particular competencies and the limitations of their expertise. They shall provide only those services and use only those techniques for which they are qualified by education, training or experience.

More specifically, the Code states that psychologists shall

2.4 Continuing Professional Development

- 2.4.1 *Maintain and develop their professional competence.*
- 2.4.2 *Participate in and contribute to continuing education and their own and colleagues' professional and scientific growth.*
- 2.4.3 *Keep themselves up to date with relevant knowledge, research methods, and techniques, through the reading of relevant literature, peer consultation, and continuing education activities, in order that their service or research activities and conclusions shall benefit and not harm others.*
- 2.4.4 *Perform their teaching duties on the basis of careful preparation, so that their instruction shall be current and scholarly.*

Given the mandatory requirement for engaging in CPD for Registered Members as outlined in the Society's Articles of Association, as well as the requirement for members to engage in CPD under the Society's Code of Professional Ethics, it is necessary for the Society to have a written policy to address Registered Members non-compliance with the Society's policies on CPD.

Policy to address the non-compliance of Registered Members in CPD

Council of the Society, at its meeting on the 15th of September 2007, agreed the following policy to address the non-compliance of Registered Members in CPD.

Non-compliance in CPD will be taken to be:

- a. the non submission by Registered Members of evidence of CPD activities via CPD logs
- or
- b. Registered members who submit logs but the logged activities fall significantly short of the required level. However as stated above, for this year only, feedback will be provided to such members. From 2008, the policy below will apply to these Registered members.

All Registered Members who do not comply with the Society's policy on CPD shall be;

- i. Removed from the Society's Register and their certificate of Registered membership shall not be renewed;
- ii. Shall have their name removed from the Society's list of Registered Psychologists on the PSI website;
- iii. Shall be subject to the provisions of Article 15 of the Society's Articles of Association if they continue to use the designation Registered Psychologist of the Psychological Society of Ireland when he/she is not on the Society's Register;
- iv. Required to engage in appropriate CPD activities for a period of one year or longer;
- v. Complete and submit a CPD log to the Society using the prescribed format;
- vi. Apply for re-admission to the Society's Register and pay the associated scrutiny fee.

All Registered members who have not yet done so are being invited again to submit CPD logs for the period 2004-2006 to the Society. All Registered members who do not submit CPD logs by **Friday the 30th of November 2007** will be subject to the non-compliance policy outlined above and will not have their Registered members certificate renewed for 2008.

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