

Continuing Professional Development

Sylvester Butao
OT- SOS Medical Centre
Children's Rehabilitation Program
Blantyre, Malawi

Recognising the GAP

Impact felt from OT School

- No CPD Framework
- Irrelevant CPD activities
- Lack of specialised OTs
- Focus on higher formal education
- Quality and methods of teaching-Local Versus International Tutors/Lecturers
- Compromised quality during field work placements
- Lack of access to literature-print and electronic

Ready for Practise- only OT in the section/department

- Too high caseload for new therapist
- No mentorship
- Limited/no time for self development
- In some cases, double as manager

The status of CPD African Countries

- RSA
 - Relatively good understanding of CPD
 - Registration and regulation established
 - Health professionals Council of South Africa
 - Framework in place, took time to implement
 - Must accrue at least 30 CPD Units/year
 - Random monitoring monthly
 - Disciplined if not collected full units

CONT...

- Legally registered
- Accredited Provider of CPD
- Occupational Therapy Association of South Africa (OTASA)
- Some activities cost too much
- Common difficulties accessing practice relevant activities

Uganda

- No legally registered OT Association-in the pipeline
- Association not allowed to run CPD
- Registration with the Allied Health Professionals Council
- ? No strict/organised CPD framework like Scoring/accumulation of units/points.
Employers support in-house programs...?are they CPD accredited.

Zambia

- Registration with Zambia Medical Council
- No established CPD program
- To remain registered, pay fees, practice, attend refreshers
- 2 years non payment- deregistered
- Some organised CPD for PTs
- Govt scarcely funds CPD activities
- NGOs fund some activities
- Govt pays salary if you go for formal studies
- Understanding of CPD focussed on formal qualifications

Tanzania

- Don't have formal registration to regulating board
- Can register with TOTA, but not really legally regulating body
- TOTA under the umbrella of Tanganyika Medical Board
- No established CPD for health professionals
- OT work without any formal auditing
- If you don't practice for five years you may be disqualified...?
- Attend field work supervisors

Tanzania

- Registered OT Association; Tanzania Association of Occup
- Low awareness and understanding of CPD
- OTs not officially registered
- If you don't practise for 5 years: not allowed to practise
- No auditing at all
- No CPD framework
- Don't have to register to practise
- Plans and proposals to roll out East African CPD. (Tanzania, Uganda, Kenya)

Sierra leon

- No recognition of Rehab, no register
- No OT association
- Promotion and awareness of rehab prof.
- CPD for other health professionals only for civil servants
- Govt not paying rehab workers in...just promises
- Understanding focussed on formal higher education
- But have access to some workshops

Malawi

- Medical Council of Malawi (MCM)-Registry
- MCM initiates CPD and awareness started in 2007
- Gaps Revealed during review meetings
- Program declared pilot
- No accredited OT/Rehab provider
- No Rehabilitation Facility accredited to provide CPD
- OTAM advised to apply for CPD accreditation

Cont...

- Most activities Medically biased
- Limited zeal in the implementation of the CPD
- Difficulties understanding the program
- Lack of professional relevance in activities available

The Cracks and GAPS

- Time not available
- Resources like funding issues
- Lack of awareness of what is available
- Limited education levels
- Lack of awareness
- Calm and gentle Gentle

Beyond Africa

- Highly structured CPD framework