

Appendix 1

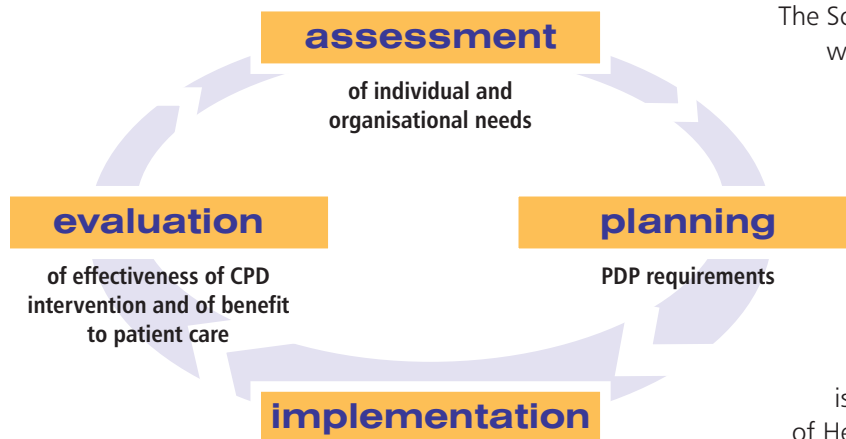
clinical governance in the NHS

Clinical governance

Clinical governance is about both continuous quality improvement and being accountable for quality improvement. As such, CPD is an integral part of clinical governance and it affects all health professionals working in the NHS.

The Department of Health's publication *A First Class Service: Quality in the NHS* outlines some important principles for CPD. *A First Class Service* relates to England, but the same principles and approaches apply in the other home countries.

The document describes a model of CPD, as illustrated below:



There are marked similarities between this model and the Society's. In relation to CPD the following points are made in *A First Class Service*:

- *"Continuing Professional Development (CPD) programmes need to meet both the learning needs of individual health professionals to inspire public confidence in their skills, but importantly they also need to meet the wider service development needs of the NHS."*

The importance of relating your individual learning or development needs to those of the NHS is emphasised by the Department of Health. It adds:

- *"CPD programmes are best managed locally to meet both local service needs and those of individual professionals."*

and

- *"We support the identification of professional and service needs... developed by individual health professionals in discussion and agreement with colleagues locally."*

The Society's CPD model is consistent with this: pharmacy technicians should drive the process of identifying learning needs, involving other health professionals locally through processes such as critical incident analysis, peer review and performance appraisal. Particular emphasis is placed by the Department of Health on *"supporting audit of practice and relating it to learning needs."*

A First Class Service makes it clear that CPD is not just about courses:

- *"A Personal Development Plan should take account of different learning preferences (such as peer group or individual learning), clearly identify where team or multi-professional learning offers the best solution, and take full advantage of opportunities for learning on-the-job. CPD does not necessarily mean going on courses."*