

Your CPD from 1 December, 2020



What do optometrists need to know?

In August 2019, the Optometry Board of Australia (OBA) announced changes to the Registration Standard and CPD Guidelines for optometry which become effective on 1 December 2020. The most significant changes are:

1. There will be a shift from a points-based system to a time-based system.
2. There will be a shift from a rolling, two-year CPD cycle to a one-year CPD cycle, which aligns with the annual registration period.

The registration period and its associated CPD cycle runs from 1 December to 30 November of the following year.

Why have the CPD standards been changed?

The OBA made the decision to change the CPD requirements in order to bring optometry into closer alignment with other regulated health professions, the majority of which have annual, time-based, CPD requirements.

According to the OBA, the changes are directed at ensuring good practice in adult education through self-directed learning that entrusts each optometrist to reflect on their own educational needs and to evaluate how the CPD activities they undertake address them.

Who are the organisations implementing, facilitating and supporting these changes?



The Australian Health Practitioner Regulation Agency (AHPRA)

AHPRA is the national organisation responsible for implementing the National Registration and Accreditation Scheme (the National Scheme) across Australia. AHPRA works with 15 National Health Practitioner Boards in implementing the National Scheme. The OBA is one of these boards.



The Optometry Board of Australia (OBA)

The OBA performs a number of key regulatory functions, including registering optometrists, developing key standards and guidelines for the profession, and handling notifications and complaints against optometrists.



Optometry Australia (OA)

OA is the peak professional membership body that represents and supports the largest community of optometrists in Australia. OA works to lead, engage and promote the profession and to provide professional support to members.

What are the new CPD requirements?

Requirement	Current system	New system
CPD Year	2 year cycle	1 year cycle
Units	Points	Hours
Minimum CPD required	80 points	20 hours or 30 hours for therapeutically-endorsed optometrists
Minimum Interactive Units	24 points of the 80 points face-to-face	5 hours per year
Minimum units of clinical activities	60 points of the 80 points	15 hours or 25 hours for therapeutically-endorsed optometrists
Maximum non-scientific units that will contribute to overall hours	20 points of the 80 points	5 hours
Minimum therapeutic (T) units	40 points of the 80 points	10 hours of the 30 hours
Learning Plan	Required	Required
Period of time evidence is required to be kept	At least the previous 2 completed registration periods	5 years
CPR Training	Every 3 years	Every 3 years

As of 1 December 2020, in order to retain registration as an optometrist, the following requirements apply...

- You must complete a minimum of 20 hours of CPD activities within each registration period (that is: from 1 December to 30 November).
- If you are therapeutically endorsed, you will be required to complete a minimum of 30 hours of CPD within each registration period, with at least 10 of those hours relating to a scheduled medicines endorsement.
- A minimum of 5 hours of the CPD completed must be interactive (see below).
- A maximum of 5 hours of non-clinical/non-scientific content can contribute to your annual total.
- You must develop and maintain a CPD portfolio (inclusive of a Learning Plan), which identifies your professional learning needs and the CPD activities undertaken to address them. The CPD portfolio will include a reflection on each CPD activity, outlining what has been learned and how it relates to your professional learning needs.
- You must keep evidence of all CPD activities undertaken and completed for a period of five (5) years.
- You must complete cardiopulmonary resuscitation (CPR) training every three (3) years.

What activities are considered ‘appropriate CPD’ under the new guidelines?

CPD activities that meet the standard should:

- Improve patient outcomes
- Be evidence-based
- Improve your competence (performance or behaviour) and keep you up-to-date in your chosen scope-of-practice and practice setting
- Build on your existing knowledge

CPD activities that meet the standard may comprise a broader group of activities compared to the traditional lectures, workshops and journal-reading sessions of the past. They may include evidence-based clinical discussions with colleagues or stakeholders and clinical audits undertaken to benchmark your patient outcomes.

The OBA provides useful guidance on what activities may or may not be considered CPD. To view their document entitled *Guidance - CPD activities that meet the standard*, visit: <https://www.optometryboard.gov.au/Registration-Standards/CPD.aspx>

Do my points prior to 1 December 2020 roll over?

No, the points do not roll over. 1 December 2020 marks a new CPD cycle for all registered optometrists. Your CPD record will commence at 0 hours on this date.

If I complete more than the required amount of CPD, can I assign the additional hours to the next registration period?

No, you cannot 'carry over' CPD hours from one year to the next. You cannot register as a health practitioner and undertake patient consultations if you have not completed the minimum requirements within each registration period.

Will Optometry Australia continue to accredit CPD events and activities?

The OBA will no longer require accreditation of CPD activities. The requirement to ensure that CPD activities are relevant and of appropriate quality now rests with each individual optometrist. To support members to this end, all CPD activities promoted via OA's *Institute of Excellence* will be quality-assured by Optometry Australia.

Optometry Australia will also continue to record the specific CPD activity and time allocation for all activities undertaken by members through the *Institute of Excellence*.

I'm a provider of CPD activities. How will I ensure they meet the standard?

While the OBA no longer requires accreditation of CPD, optometrists still need to know they are accessing quality CPD.

Through the OA Institute of Excellence...

- CPD activities are quality-assured
- CPD activities will be classified for members as interactive or independent, clinical or non-clinical/non-scientific, therapeutic or non-therapeutic
- CPD activities will be promoted via the OA *Institute of Excellence* and OA CPD calendar
- the time allocation for members who attend CPD activities will be collated and recorded in their learning plans

Will non-clinical/non-scientific CPD activities still count towards overall requirements?

Yes. As per the current system, you can continue to undertake non-clinical/non-scientific CPD activities. However, the amount of time that can be counted from these categories will be capped at a maximum of five (5) hours every year.

What does 'interactive' CPD content mean?

The OBA has specified that *interactive* CPD activities are those where there is a two-way flow of information between the presenter/facilitator and the audience/attendees.

Under the new guidelines, optometrists must ensure that at least five (5) hours of their annual total are 'interactive.'

Examples of interactive CPD include: workshops (where there is direct engagement between facilitator and attendees) and structured, evidence-based clinical discussions with colleagues (with appropriate note-taking/recording of discussions).

There seems to be a renewed emphasis by the OBA on optometrists developing personal learning needs, planning on how these are to be met and reflecting/evaluating this process. Why is this important?

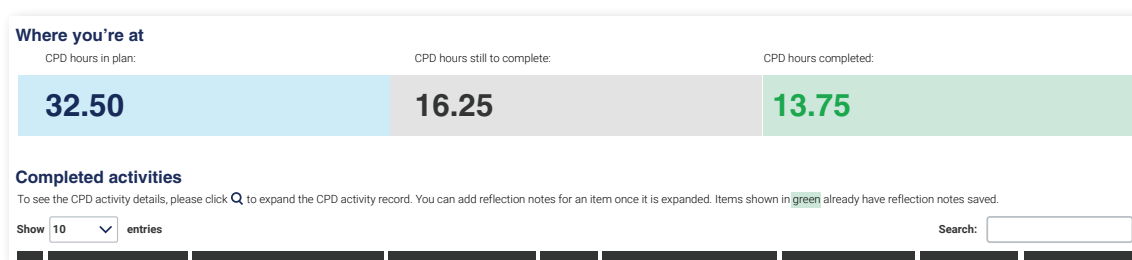
The OBA requires optometrists to develop their own individual CPD portfolio, which identifies individual learning needs, considers how they will meet these needs, and reflects on how education undertaken has met this need and will shape their future practice.

OA recognises this process is in accord with principles for effective adult learning and is developing resources to support members to effectively engage in the processes of identifying learning needs, planning to meet them, and reflecting on the learning that has been undertaken. Central to this will be an interactive, online learning plan, where members can record identified needs, upload planned and completed CPD activity details and record appropriate reflection/evaluation.

What is a Learning Plan (CPD portfolio)? How do I do one?

Your CPD portfolio features a Learning Plan which includes:

1. learning needs
2. planned activities (with description, date and time taken to complete activities)
3. reflection/evaluation



All OA members will have their individual learning plan template ready-to-go within OA's *Institute of Excellence*. Accessible online, this dynamic tool will help you plan your year of CPD by enabling you to add new CPD activities or remove previously-selected CPD activities as required.

In case of an OBA audit, your individual learning plan can be easily printed and presented as evidence. OA will also provide you with a CPD certificate in case of an audit.

We are here to help

Call our National CPD and optometrist advisor help desk on (03) 9668 8500, or email national@optometry.org.au



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