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The Experiences of and Attitudes Towards Continuing Professional Development of UK paramedics (EAT CPD)

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Background

- Paramedics are required to submit a CPD portfolio to the HCPC, to maintain the permission to practise.
- Literature focused on CPD of other healthcare professions, minimal focus on paramedics.
- BH interviewed paramedics about their *experiences* of engagement with CPD and compared the results to previous research from other healthcare professions.

Methods

- Interpretative phenomenological and thematic analyses of seven semi-structured interviews.

Results summary & table of experiences and attitudes

Identified themes:

- 1) Personal factors
- 2) Professional accountability
- 3) Employer investment and support
- 4) Covid-19

Novel Subthemes:

- 1) Personal responsibility
- 2) Covid-19 factors



Experiences

Time & cost of attending CPD events, and work-life balance all reduce engagement due to the personal impacts CPD creates.

Want more employer support to meet the professional requirements of CPD over and above statutory and mandatory education to improve day to day & evidence based practice.

Covid-19 impacted and continues to how, where, and activities available that provide evidence for CPD.

Belief that expectations and what constitutes CPD are not well understood especially for inexperienced paramedics.

Preference for practical activities, in smaller groups, with peers & stakeholders. Active activities (hands on) preferable to passive activities (lectures).

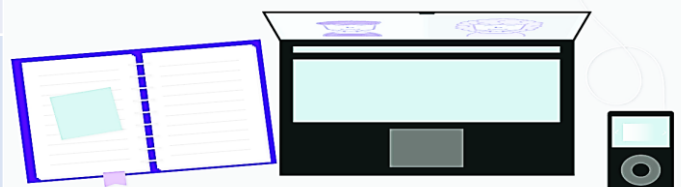
Attitudes

All participants agreed CPD is a personal responsibility to conduct.

It's a professional responsibility to ensure contemporary practice and to remain up to date. Also for diversity in career progression.

Service users benefit as patient care is improved as a result of CPD through up to date and novel practice.

Seek a variety of activities and happy to help others to improve the profession.



Discussion

- How, when, and why paramedics engage with CPD is multifaceted and individual.
- Variety is key to CPD and is undertaken for numerous reasons.
- Personal responsibility to conduct a professional duty, but greater support wanted.
- Increased collaboration between the professions, employers, regulators, and CPD providers should aim to improve awareness of professional CPD responsibilities and opportunities that are cheaper, of shorter duration, more frequent, and involve active, peer based learning.