What is outcomes-based CPD and what do I need to do?

Sue Paterson

The Royal College of Veterinary Surgeons (RCVS) is introducing a new outcomes-based model of CPD. The new RCVS CPD model will focus on quality, impact and relevance of CPD rather than just counting hours. There has been increasing recognition over a range of different professions that CPD records based on 'inputs' alone, for example, measuring the number of hours attending a lecture, do not necessarily prove that any significant learning has taken place or that this learning will be used to improve professional practice. By contrast, research has demonstrated that CPD activities focused on outcomes encourage professionals to reflect on what they have learned, how they will apply their learning and how it will improve their practice, which has a positive impact on professionalism and patient health outcomes.

In this session the chair of RCVS Education Committee, Sue Paterson, will describe the changes to the CPD requirement, the benefits of an outcome-based model and demonstrate how easy it will be to record and reflect your CPD using the new 1CPD app.

KEY LEARNING OBJECTIVES

- Be able to outline the benefits of an outcome-based continuing professional development (CPD) model
- Understand the stages of the CPD cycle
- Know how to record CPD and reflections using the new CPD recording platform and app

MULTIPLE CHOICE QUESTIONS

1. What is the focus of an outcomes-based CPD model?
 - (A) The impact the CPD that has had on your behaviour or in your role
 - (B) Counting hours
 - (C) External CPD events
 - (D) To develop new knowledge outside of your role
2. What is the name of the RCVS' new recording portal?
 - (A) RCVS CPD
 - (B) 1CPD
 - (C) CPD@RCVS
 - (D) My learning portal
3. What can be counted as CPD according to the RCVS' CPD Policy?
 - (A) Only clinical CPD
 - (B) Formal or face-to-face learning
 - (C) Any learning or development that is relevant to you as a professional
 - (D) Courses, congresses and online learning

Mind Matters initiative: about Schwartz Rounds; experience a Schwartz Round

Amy Martin

Part one of this double session will give you an overview of the Schwartz Rounds model, which is being piloted by the Point of Care Foundation and the RCVS-led Mind Matters initiative in a selection of UK veterinary practices.

A representative of the Point of Care Foundation, the charity that delivers Schwartz Round training and support in the UK, will discuss how this group reflective approach can provide an opportunity for staff from all roles within the veterinary team to come to terms with the emotional aspects of work. It is a model that has brought excellent results in the human medical field and, via this pilot, it is hoped that these benefits can be transferred into the veterinary sector.

The talk will then be followed by an opportunity to experience a Schwartz Round live, led by Amy Martin,

Practice Manager from Holly House Vets, the first practice in the UK to adopt Schwartz Rounds. This stimulating interactive session will give you an understanding of the approach and its impact.

Both sessions will be suitable for any member of the veterinary team.

KEY LEARNING OBJECTIVES

- Understand the impact of reflection in terms managing the emotional impact of veterinary work
- Understand how a Schwartz Round works
- Experience at first-hand how the model might work for your practice

MULTIPLE CHOICE QUESTIONS

1. Who is able to attend a Schwartz Round?
 - (A) Only members of the clinical team
 - (B) Only front of house staff
 - (C) Only management
 - (D) All members of the team

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2. What is the main function of a Schwartz Round?
- (A) To help debrief following an adverse incident
 - (B) To understand staff experience from a social and emotional point of view
 - (C) To provide one-to-one supervision
 - (D) To help solve a specific problem

3. How often and for how long do Schwartz Rounds usually take place?
- (A) Once a week for an hour
 - (B) Once a fortnight for an hour
 - (C) Once a month for an hour
 - (D) Once a month for half a day

A collaborative approach to delegation in practice: maximizing the role of the VN in the vet-led team

Lisa Bonnett and Louise Northway

We all know that teamwork and communication within veterinary practice are pivotal to success, satisfaction and well-being of all team members. Maximizing the potential of the veterinary and nurse teams improves motivation, efficiency and productivity. But what steps can we take to improve team work and communication to achieve the desired outcomes?

This lecture will discuss collaboration of the veterinary and nurse teams, from the perspective of a veterinary surgeon and registered veterinary nurse who work together in a large (10 veterinary surgeons and 18 nurses), busy, first-opinion practice in Buckinghamshire. We will focus on how our team collaborates, delegates tasks and responsibilities and works together.

Registered veterinary nurses abide by the RCVS Code of Professional Conduct. Within the Code nurses can undertake Schedule 3 procedures. Are you aware of what these procedures are? What are veterinary nurses able and not able to do? Which tasks require supervision and

which tasks require direction? Let us fill in some gaps from a real day-to-day perspective.

We will guide you through a typical day in our practice and discuss each role our nurses perform — from kennels and theatre to laboratory, pharmacy, front-of-house clinics and consultations. We will show you the various ways our veterinary and nurse teams work together and delegate tasks and responsibilities and the benefit of doing so.

Alongside delegation of procedures and tasks comes encouraging an inclusive, collaborative learning environment. We will explain the steps used to create such an environment, which include regular rounds, team meetings, clinical audits and debriefs when stressful or unexpected events occur. Sharing knowledge and responsibilities helps to enhance an individual's sense of self-worth and builds trust — another very important part of being a veterinary professional. We believe that having a happy and collaborative team helps to ensure a high level of patient and client care.

KEY LEARNING OBJECTIVES

- Understand ways you can maximize the role of the registered veterinary nurse in practice
- Understand ways you can create an open learning environment within your practice, to benefit all team members
- Understand that enabling nurses to do all they are qualified to do, within the remit of the code of professional conduct, will enhance motivation, productivity, efficiency and sense of self-worth of the veterinary nursing team