

GENERAL NATUROPATHIC COUNCIL CPD SCHEME

*General Naturopathic Council (GNC)
Continuing Professional Development (CPD)*

1.1 Introduction

The GNC has developed a CPD scheme for its registered organisations and their members. All organisation members are required to participate in CPD. The scheme is very user-friendly and the GNC will help during the process by providing guidance and support if required.

1.2 Consultation

The GNC looked at the schemes of other organisations while planning and finalising this document. The CPD scheme is intended to be:

- Easy to understand
- Simple to record
- Flexible to meet individual practitioner needs
- Able to provide recognition for the activities that most practitioners already participate in
- Achievable wherever you live and whatever your resources allow

1.3 What is CPD and why do we engage in it?

Continuing Professional Development (CPD) is the process whereby naturopathic practitioners take responsibility for their own learning and development and apply it to improve their practice in the interests of clients and the development of the profession. The term CPD is used to cover all relevant activity undertaken by naturopathic practitioners to maintain, enhance and develop existing knowledge and skills following the completion of their professional practitioner qualification.

1.4 Why does the GNC have a CPD scheme?

We all have a part to play in achieving competence and good practice. The best practitioners are usually those who reflect on their practice and strive to continuously improve the service they provide to their clients.

The GNC is one of a group of therapies being assisted towards voluntary self-regulation by The Prince's Foundation for Integrated Health. As part of voluntary self-regulation, the profession must have a CPD scheme in place to help maintain standards of competence.

1.5 Who is required to undertake the GNC CPD Scheme?

All full, and where applicable, probationary, members are required to undertake CPD as a condition of membership.

This includes full members who live outside of the UK and full members who are not currently practicing. Student members are not required to do CPD.

1.6 How and when should CPD be undertaken?

Hopefully all members continuously reflect on keeping their knowledge updated, how their practice is going and on the quality of service they provide to clients, which means that much informal CPD is done without even realising it.

We are flexible about when and how this should take place. The GNC asks for an average of 20 points per year, with a total of 40 points accrued in a two-year period. The activities are recorded on a CPD sheet (an example is at the end of this document).

CPD can be undertaken:

- In the place of practice
- On the telephone, in emails or faxes, in communication with one or more colleagues
- By post
- In group settings, small informal meetings, area group meetings or large formal events
- On the internet
- At home
- In educational establishments

1.7 What is meant by 'Professional Practice'?

Your professional practice includes all of these:

- Your service to clients
- The application of your knowledge and skills in treating clients
- The customer care that you provide to clients
- The type of approach that you have to naturopathic practice
- The specialisation in naturopathic practice that you have.
- Your practice as a business, or as an employee
- Your reputation
- Your accessibility to potential clients

1.8 Who decides what counts as relevant learning or development?

The person who knows what activity is relevant to your practice is you. This is why we are placing the responsibility for deciding what is relevant upon the individual members. So, if a counselling course that you plan to do is relevant to how you work with your clients then it should count. You need to be able to demonstrate to yourself and the GNC that the activity would be of benefit to your practice.

This may involve "mainstream" naturopathy or could be a specific area of naturopathy e.g. hydrotherapy. Other examples to convey the diversity of relevant activities include:

- Other therapies - learning or development in any other therapy where you can demonstrate learning relevant to your naturopathic practice. Please note that this is not a carte blanche for all therapies to be included within the CPD program. You must be able to demonstrate how the activity benefited your naturopathic practice.

- **Counselling** –any aspect of learning which helps you to develop the therapeutic relationship side of your practice. This may also include courses in such elements as Neuro Linguistic Programming (NLP), listening skills, counselling, mentoring, life coaching, psychology and other similar areas.
- **Business skills** –any learning which will enable you to develop the business side of your practice including marketing, bookkeeping, promotion, business planning and other similar areas.
- **Anatomy & physiology (A&P) and condition management** – any learning which will enhance your understanding of A&P in relation to your practice including refresher/advanced learning activities and/or research into conditions, systems and other areas directly relevant to your practice.
- **Other relevant medical approaches** –any learning of other aspects of medical practice or healthcare, which you can demonstrate is relevant to your development as a naturopath.

1.9 I am a part-time naturopathic practitioner - do I need to do CPD?

Yes, many naturopaths practice on a part-time basis. For this reason we have ensured that many of the possible CPD activities can be done quickly and easily. Many activities have little or no cost and can be done locally or even at home. CPD is not just attendance at courses and workshops. It is doing any activity that you have determined will genuinely help maintain or improve your practice. In other parts of this document there is plenty of advice and examples on low cost and relevant activities you can do.

1.10 How do the categories and values of other CPD schemes relate to those of the GNC?

The GNC scheme requires members to accrue an average of 20 points per year over 2 years. Points allocation helps to guide and diversify CPD activity. Other organisations may have different CPD categories and different values for their activities. To meet the GNC's CPD requirements members will need to ensure that they refer to the guidelines for the GNC's CPD scheme. However, if you carry out CPD activities for your membership of other organisations (e.g. for another therapy), that activity may also count towards your GNC CPD activities, providing that it contributes towards the development of your naturopathic practice. Likewise GNC activities that you undertake may well meet the CPD needs of other organisations.

	Description of CPD activity	Points allocation	Points limit per year
1	Practitioner exchange session	1 per hour	5
2	Informal learning activity	1 per hour	5
3	Promotion of naturopathy in the community	1 per hour	15
4	Giving mentoring or supervision	1 per hour	15
5	Volunteer naturopathic work	1 per hour	15
6	International naturopathy conference	1 per hour	15
7	National naturopathy conference	1 per hour	10
8	Reflective practice	1 per hour	10
9	Personal development	1 per hour	10
10	Naturopathy research project	1 per hour	20
11	Participation on naturopathic organisations' subcommittees or working parties	1 per hour	5
12	Contributing to the development of naturopathy as a profession	1 per hour	15
13	Attendance at relevant event	1 per hour	15
14	Delivery of relevant workshop, course or seminar	1 per hour	20
15	Delivery of naturopathic practitioner training	1 per hour	20
16	Publication of case study, article or review	1 per hour	5
17	Publication in peer reviewed magazine	1 per hour	20
18	Travel to attend a CPD activity	1 per 50 miles	5

