



(b) The member of the peer group who signed off the Form E will be approached separately for confirmation. He or she will be asked the following yes/no questions:

- Were the registrant's educational objectives properly discussed within the peer group?
- In your opinion was Form E completed correctly?
- Were the educational events attended appropriate to the registrant?

### CPD and appraisal

Continuing professional development is part of the regulatory framework for career-grade doctors, i.e. doctors who are not in training grades (Bouch, 2003). Evidence of participation in continuing professional development is necessary for annual appraisal. When CPD registrants return their Form E they will be issued with an annual certificate by the Royal College of Psychiatrists. For most members of the College these certificates will constitute the main evidence of satisfactory CPD for inclusion in appraisal/revalidation folders.

The Royal College of Psychiatrists will not issue psychiatrists with a Certificate of Good Standing for CPD in the following circumstances:

- The psychiatrist is not registered for CPD.
- The CPD registrant does not complete or return a Form E.

- The CPD registrant returns a Form E that is unacceptable (e.g. peer group members not listed, insufficient number of hours, illegible, incomplete).
- The CPD registrant is audited and fails to meet the criteria specified above.

Such registrants will not be regarded by the College as being in good standing for CPD.

### Implications of not being in good standing for CPD

Satisfactory participation in continuing professional development is essential for all career grade doctors. Psychiatrists who are not in good standing for CPD will not have evidence from the Royal College of Psychiatrists that can be included in the appraisal/revalidation folder. In this case it would be incumbent on the psychiatrist to assure the appraiser that the continuing professional development is appropriate and satisfactory. Possible mechanisms by which such assurance could be given might be:

- (a) participation in another CPD programme – for example the Royal Australian and New Zealand College of Psychiatrists Maintenance of Professional Standards programme (the Royal College of Psychiatrists has a reciprocal arrangement with this College);
- (b) at appraisal – the appraiser might look at the related paperwork of appraisees to ensure the individual has a

personal development plan with appropriate learning objectives and appropriate participation in educational activities.

### Conclusions

Continuing professional development is essential for all career-grade doctors and as such will be a vital component of appraisal and revalidation. Participation in the Royal College of Psychiatrists CPD scheme is the means by which most career-grade psychiatrists will be able to provide evidence for these processes. Auditing the scheme is essential for the purposes of quality assurance, to harmonise with the other Royal Colleges and Faculties and to satisfy the General Medical Council that the College's CPD processes are robust.

### References

ACADEMY OF MEDICAL ROYAL COLLEGES (2002) *CPD: The Ten Principles. A Framework for Continuing Professional Development*. London: Academy of Medical Royal Colleges.

BOUCH, J. (2003) (editorial) Continuing professional development for psychiatrists: CPD and regulation. *Advances in Psychiatric Treatment*, **9**, 3–4.

ROYAL COLLEGE OF PSYCHIATRISTS (2001) *Good Psychiatric Practice: CPD (CR90)*. London: Royal College of Psychiatrists.

**Joe Bouch** Consultant Psychiatrist and Director of CPD, **Robert Jackson** CPD and Postgraduate Education Officer, Royal College of Psychiatrists

## forthcoming events

The North London Centre for Group Therapy will be holding a group-analytic weekend workshop entitled '**Love and Power Bedroom to Boardroom**' on 25–27 June 2004. The workshop will take place at The North London Centre for Group Therapy. Further details can be obtained from Lesley Holmes, The North London Centre for Group Therapy, 138 Bramley Road, Oakwood, London N14 4HU (tel: 020 8440 1451; fax: 020 8449 3847; e-mail: NLCent@aol.com).

**The Pacific Rim College of Psychiatrists' XI Scientific Meeting** will be held in Hong Kong on 28–31 October

2004. Interested parties should contact the Meeting Secretariat, c/o Meeting Planners International (HK) Ltd, 22/F, Pico Tower, 66 Gloucester Road, Wanchai, Hong Kong SAR (tel: +852 2509 3430; fax: +852 2667 6927; e-mail: PRCP@mphk.com).

**Celebrating Women and Psychiatry: Inspiring Research, Teaching, Practice and Policy** will be held on 29–30 April 2004 in Stoke-on-Trent. This conference is being organised by the Mental Health Research Group at Keele University to highlight high quality research achievements

in British psychiatry by women, advances in understanding gender related issues, and innovations in practice and policy related to services for families. Seminars will be provided by a number of leading psychiatrists in their field on a broad range of topics aimed at mental health professionals, psychiatrists, psychologists, social workers, nurses, and general practitioners. For further information please contact Keele Facilities Management (tel: +(44)01782 584259; e-mail: j.deaville@kfm.keele.ac.uk) or visit their web site: <http://www.keele.ac.uk/depts/pc/conf.htm>.