

Continuing Professional Development (CPD)

Ministry of Health, responsible for safeguarding the public health, has been exerting its utmost effort through devising various health programs. Continuing professional development (CPD) is one of the many programs being implemented by the ministry.

CPD is a learning activity through which health professionals maintain and develop throughout their career to ensure that they retain their capacity to practice safely, effectively and legally. It is applied for all health professionals practicing in Ethiopia regardless of the type of profession and level of education.

Aims of CPD

- Maintain and develop competencies of health professionals
- Improve quality of health service (this is the ultimate aim of CPD)

Features of CPD

- Commences after completion of basic or postgraduate health professional education
- Trainings are inherent to the need of individual health professionals
- Training delivery modalities can be face-to-face, online or a combination of both (blended)
- In addition to training - lectures, seminars, conferences, study visits, publications, manual development and panel discussions are accounted as CPD activities
- It is linked with renewal of health professionals' license

Benefits of CPD

CPD benefits the public, health professionals and employers (health facilities). It helps to:

- Improve **health professionals** competency, confidence and job satisfaction
- Improve **organizational** performance
- Provide efficient and evidence-based quality health care services to the **community**

Requirements for health professionals' **License Renewal**

- 30 Continuing Education Unit (CEU) per year
- 90 CEU at the end of third year (one license period)
- CEU is collected from accredited CPD Providers and Courses

CPD credits can be collected from different categories of formal professional development activities. These activities are grouped into Category I and II. Each activity is assigned with predefined credit points (*get more info from implementation guideline*).

Category I	Category II
• Face to face	• Research works
• e-Learning	• Authoring health books
• Ethics	• Attending scientific conferences
• Blended (face-to-face + elearning)	• Document preparation
	• Workshops
	• Panel discussion

WHO plays WHAT role?

- Ministry of Health accredits accreditors who in turn accredit training providers (CPD Providers) and training materials and monitor overall implementation
- Regional health bureaus monitor CPD implementation at regional level and issue re-licensing of health professionals
- CPD Providers deliver learning activities for health professionals
- Employers create learning opportunities for health professionals
- Health professionals actively plan and engage in CPD activities relevant to their practice