

## CONTINUED PROFESSIONAL DEVELOPMENT © GCMT 2005

### POLICY AND PLAN

The General Council for Massage Therapies recognise that part of its duty, as a Self Regulating Body of the Massage profession is to ensure the continued development of qualified practitioners.

#### A Continued Professional Development programme will:

1. Enable the Massage Practitioner to develop and enhance his/her skills, both in practice and theory.
2. Benefit and protect the public by having a more informed and learned practitioner.

It will be necessary for the Practitioner to attain a total of **18 hours Continued Professional Development (herein after described as CPD) per year**. This can be achieved using such methods as described below. The hours can be achieved within three days if the training standard is met and the time completed each day is a minimum of 6 hours. Each day course will then have earned 6 hours.

One or more of the following examples would meet CPD requirements -

- a). Research** (Individual research leading to e.g., an article being published in a reputable massage journal) - max 6 hours CPD value in any one year.
  - II. Research and preparation leading to the publication of a book concerning areas in the field of massage will carry a maximum of three years CPD hours i.e. 54 hours.
- b). Individual Research/Study** (Individual research into associated areas of Massage) - max 4 hours CPD value in any one year.
- c). Full New Course Qualification (e.g. degree)** will carry a max of three years CPD hours i.e. 54 hours
- d). Professionally Facilitated Supervision** – on a one to one basis or within a supervision group. A supervision group is a medium for the discussion of professional issues relating to massage practitioner's work. This can cover many topics such as case studies, anatomical study and practice management.
- e). Seminar/lecture/workshop** – attendance of 1 day course = 6 hours  
half day = 3 hours.
- f). Attendance of organisation local branch meeting** – minimum 2 hours = 1 hour CPD value.

- g). Course Preparation and presentation** – non-teaching practitioners – one hour work = 1 hour CPD, the maximum CPD's earned in any one year is 12 hours.

***For those teaching as a profession, there are no CPD hours given for preparation work or teaching/lecturing.***

The courses will earn hours according to the content. There should be certified additional knowledge gain and/or advancement of practical skills specific to the practitioner's therapy or additional learning in other associated areas, which could be seen to enhance the practitioner's ability and knowledge.

It is a requirement that 50% of the total CPD hours must be earned by formal shared learning. The majority of practitioners work as self-employed and therefore do not have the opportunity of shared information and gaining new ideas from others. The General Council for Massage Therapy see this as an important area for development. Attending seminars and lectures or indeed local branch talks could of course cover this requirement.

A carry forward system will operate. This will be based on a three-year system of a total 54 hours; one third being taken into account for the first year with a maximum of two thirds carried forward to the following year.

Registered practitioners will be responsible for keeping an up to date portfolio of evidence of all CPD work he/she has completed. Upon request this portfolio of evidence must be presented to the GCMT Accreditation Panel, and contain sufficient evidence of the CPD work carried out.

The portfolio should contain such material as copy certificates, research summaries, and preparation work for presentations, receipts or tickets of attendance to conferences, workshops or lectures.

The practitioner will be responsible for providing the evidence required in a way, which is simple to assess. No recognition will be given where an area of work fails to provide such proof.

***CPD evidence should be presented to the panel within one year and each subsequent year of registration.*** An extension of this period of ***3 months grace for extenuating circumstances*** may be applied for to the panel. The circumstances must be presented to the CPD panel in advance of the due date.

There will be a penalty clause for those who fail to comply or if the committee so decide the practitioners name may be dropped from the register.