



Consultation Paper: Public Consultation

7 July 2014

Draft revised guidelines for continuing professional development

Public consultation

1. The Osteopathy Board of Australia is releasing the attached consultation paper on the review of the continuing professional development guidelines. You are invited to provide your comments on the consultation paper, including the questions in the response template, by 29 August 2014.

How your submission will be treated

2. Submissions will generally be published unless you request otherwise. The Board publishes submissions on its websites to encourage discussion and inform the community and stakeholders. However, the Board retains the right not to publish submissions at its discretion, and will not place on their website, or make available to the public, submissions that contain offensive or defamatory comments or which are outside the scope of the consultation.
3. Before publication, the Board will remove personally-identifying information from submissions, including contact details. The views expressed in the submissions are those of the individuals or organisations who submit them and their publication does not imply any acceptance of, or agreement with, these views by the Board.
4. The Board also accepts submissions made in confidence that will not be published on the website or elsewhere. Submissions may be confidential because they include personal experiences or other sensitive information. Any request for access to a confidential submission will be determined in accordance with the *Freedom of Information Act 1982* (Cwlth), which has provisions designed to protect personal information and information given in confidence.
5. Please let the Board know if you do not want your submission published, or want all or part of it treated as confidential.

Please provide feedback in a word document (or equivalent) ¹ by close of business close of business on Friday 29 August 2014 to osteoboardconsultation@ahpra.gov.au

Issued by the Osteopathy Board of Australia under the authority of Dr Robert Fendall, Chair, on 7 July 2014.

¹ You are welcome to supply a PDF file of your feedback in addition to the word (or equivalent) file, however we request that you do supply a text or word file. As part of an effort to meet international website accessibility guidelines, AHPRA and National Boards are striving to publish documents in accessible formats (such as word), in addition to PDFs. More information about this is available at www.ahpra.gov.au/About-AHPRA/Accessibility.aspx.



Guidelines for continuing professional development

Effective from: <<date>>

Review date: <<date>>

Introduction

These guidelines provide information about how to meet the Osteopathy Board of Australia's (the Board) *Registration standard: Continuing professional development*. You are expected to understand and apply these guidelines together with the standard.

Continuing professional development (CPD) is for maintaining and enhancing your professional work. It is an important part of professional life to continue to learn and develop, to maintain and enhance professional standards of practice. This is especially important for healthcare professionals whose actions may have direct consequences for their patients and public safety.

Who needs to use these guidelines?

These guidelines apply to all registered osteopaths, excluding those who:

- have non-practising registration, or
- have limited registration to sit an exam, or
- are students.

Summary of requirements

The Board requires the following CPD activities:

- a) a minimum of 25 hours of CPD in each annual registration period (1 December to 30 November), including four hours of mandatory topics approved by the Board, as well as
- b) a nationally recognised course in first aid, resulting in the maintenance of a current first aid certificate which is:
 - a. at least a senior first aid (level 2) certificate or equivalent updated every three years,
 - b. with the CPR component refreshed every 12 months².

The first aid and CPR components are stand-alone requirements that do not count towards the annual requirement of 25 hours of CPD.

The registration period is from 1 December to 30 November each year.

In each 12 month CPD cycle, you will be required to complete a minimum of four hours on one or more of the following mandatory topics:

² See Australian Resuscitation Council: Guideline 8 (December 2010) and Guideline 10.1 (March 2013)

- Osteopathy Board of Australia registration standards, codes and guidelines and overview of the National Law, particularly when new or updated versions are published
- social media policy
- advertising a regulated health service
- evidence based practice
- risk management
- record keeping
- informed consent
- effective communication
- professional boundaries, and
- confidentiality and privacy.

The Board expects you to cover different mandatory topics from year to year. The Board may refresh the list of topics through a fact sheet or revised CPD guidelines, giving sufficient notice for practitioners and providers of CPD to accommodate new topics.

1. What is continuing professional development?

CPD are activities carried out to maintain, enhance and develop existing knowledge and skills after completing a professional qualification.

The Board defines CPD as any learning carried out by an osteopath – such as lectures, seminars, courses, practical sessions, individual study or other activities – that can reasonably be expected to advance their professional development. An important aspect of the Board’s view of CPD is that this learning should be applied to your professional work.

Activities must be consistent with the ethical and professional standards set out by the Board in the various registration standards, codes, guidelines and other materials published by the Board. For example, formal learning activities must contain balanced, evidence based information and should be patient centred.

1.1 Why should I undertake CPD?

Undertaking CPD has benefits to both you and your patients.

Benefits for patients:

- improves the quality of the osteopathic care provided, as a result of the continuing development of the osteopath’s knowledge and skills
- reassures them that the osteopath is keeping up to date with evidence based research to inform practice
- increases access to treatment that is based on sound evidence based clinical rationale, and
- increases confidence in the professional abilities of the osteopath, leading to improved patient/practitioner relationships.

Benefits for you:

- Leads to greater esteem for the profession in the eyes of the public and other healthcare professionals
- Allows you to review best practice standards or evidence-based practice to improve your level of competency and treatment plan or service delivery
- provides an opportunity to focus on and plan your career
- evidence towards continuing competence and key achievements
- development of new knowledge and skills
- provides an opportunity to network and share knowledge with other practitioners

1.2 What types of activities can I do?

All CPD should be relevant to your professional work as an osteopath. The responsibility to choose CPD that is beneficial to your practice lies with you. Use your professional judgement to decide what

is appropriate. The Board may audit your compliance with the CPD registration standard to ensure you meet those requirements.

Appropriate learning activities are evidence based activities that encourage or enhance evidence based clinical practice and contribute to the maintenance and development of both clinical competencies and clinical practice with the expectation that these activities will contribute to minimising risk, as well as improving patient safety and health outcomes.

To this end, you are encouraged to spend some time identifying your own aims and objectives for CPD. You may wish to address areas of relative weakness in your professional work as an osteopath, or enhance existing skills, pursue career goals or professional interests. Please refer to Section 2.1 *Reviewing, reflecting and identifying your CPD learning needs* for further details.

You may find it useful to focus on issues which are commonly the subject of notifications, such as informed consent, record keeping and communication.

The CPD scheme allows flexibility to choose from a wide range of CPD activities, but it is important that these are suited to your needs. Table 1 offers examples of CPD activities you may wish to consider.

Table 1 – Examples of CPD activities

CPD activity	Description	Examples of evidence for CPD Record folder
Structured osteopathic training courses	Osteopathic training that benefits your professional practice	Certificate or proof of attendance, study notes
Structured non-osteopathic training courses	Training in non-osteopathic subjects that will advance your professional work as an osteopath	Certificate or other proof of attendance, study notes
Lectures	Attending lectures related to your professional work as an osteopath	Proof of attendance, lecture notes
Group or practice meetings	Discussion focused on a specific area of practice with clinical relevance	A declaration of attendance or meeting notes signed by you
Higher education	Further qualifications such as Bachelor of Science, Masters of Science, PhD or post-graduate diploma	Indicate how specific sections of your course of study advance your professional work as an osteopath. Study notes, research and other material produced in relation to this course should be included.
Teaching/mentoring/supervising and tutorials	Production of educational materials such as lesson plans and lecture notes, which have advanced your own professional work as an osteopath, group discussion	Copy of educational materials produced. Record of discussions
Publishing	Production of a publication in relation to your professional work as an osteopath	Copy of article, paper, journal, book
Distance learning	Learning delivered using means such as correspondence, television, telephone, email, internet, webcast,	Certificate or other proof of completion, study notes

	webinars etc.	
Reading and reviewing publications	Reading and reviewing articles, papers, journals and books in relation to your professional work as an osteopath	Review of text, summary notes or evidence of practical application
Internet research and online learning	Research conducted via the internet in relation to your professional work as an osteopath	Review of text, summary notes or evidence of practical application

Undertaking CPD for more than one healthcare profession

If you are registered in two professions and undertake CPD activities to meet the requirements of another healthcare profession, this may count towards your osteopathic CPD requirement if you can demonstrate that you are meeting the requirements for both professions and that these activities maintain and develop your professional work as an osteopath.

2. Managing your CPD

To ensure that CPD successfully contributes to effective professional learning and development, learning activities should ideally be:

- planned on the basis of an identified learning need
- relevant your individual needs as an osteopath
- related to osteopathic professional standards, and
- realistic and achievable.

A structured approach to managing your CPD is advised. A suggested method which may help you to achieve this is outlined below.

2.1 Reviewing, reflecting and identifying your CPD learning needs

Where am I now?

Before you embark on any CPD, take time to consider the stage you are at in your professional life. Consider the following questions.

- Where am I now in my professional life and what have I already achieved?
- What are my strengths and what areas do I need to develop further?
- What professional challenges have I found difficult in my work as an osteopath and not fully addressed?
- What development of my knowledge and skills would enhance my practise as an osteopath for the benefit of my patients?
- What learning activities are ongoing and what progress has been made?
- What previous CPD learning needs are to be reinforced or advanced?

Where do I want to be?

You should also consider your aims and objectives for the future. Consider the following questions.

- What areas of interest would I like to pursue further?
- What aspirations do I have for my career and what direction should I take?
- What areas of learning are vital for my career progression?
- What breaks in practice have I planned?

Ideas for answering these questions

Answering these questions will help you to identify your learning needs that can be addressed through CPD. It is important to be open and honest when reviewing and reflecting on your professional practice as an osteopath, so that the CPD you undertake is meaningful.

Some suggested ideas that may help you to answer these questions are provided below.

- Reviewing the Osteopathy Board's *Code of conduct* in relation to:
 - effective communication
 - confidentiality and privacy
 - informed consent
 - adverse events and open disclosure, or
 - professional boundaries.
- Experience in professional osteopathic practice:
 - a particular clinical problem or questions presented by a patient
 - a treatment that went particularly well
 - reviewing and implementing evidence based osteopathic treatment techniques
 - difficulty in communicating with a patient, or
 - practice audit.
- Interaction with others:
 - discussion with osteopathic colleagues, other healthcare practitioner colleagues, students and friends
 - participation in practice meetings, conferences or working groups
 - teaching activities
 - an appraisal from an employer, or
 - peer review of aspects of your professional osteopathic practice.
- Research and learning:
 - reading a clinical journal or textbook
 - reflection after completing a research project that generates new 'questions' you wish to explore
 - watching a television programme about a healthcare issue that would usefully be followed up with more detailed research, or
 - internet research into clinical problems or sources of patient advice.
- Previous CPD activity

If you have previously completed CPD then you should also reflect on past activities and how successful they have been in meeting your CPD aims. This will enable you to determine what progress you have made and which learning needs might be taken forward, with any necessary modification, to the new CPD period.

These will help you to reflect on areas of professional work as an osteopath where you may need to refresh or further develop your knowledge and skills.

In determining your learning needs it is important to be honest with yourself and open to new challenges. You should consider particularly how your patients are likely to benefit from how you choose to enhance your knowledge and skills.

Consider also the proportion of different activities that contribute to your professional work as an osteopath. These might fall into:

- clinical osteopathic practice
- educational activities, such as teaching, research, examining, publishing, mentoring, supervising including of overseas qualified osteopaths; and
- non-clinical activities, such as practice management, IT activities, writing, book reviews.

Identify your learning needs across a range of different areas of your professional work as an osteopath. The main focus should be on osteopathy, so you need to achieve a balance with other relevant CPD.

It may be helpful to make notes on your thoughts when reviewing your CPD learning needs. In this way you can refer to these throughout your registration year, and in subsequent years, to evaluate your progress towards meeting longer-term goals. You may choose to use the *Reviewing your CPD learning needs* form, an example of which is provided in Appendix A.

2.2 Planning your CPD

If you find that you have identified several areas of practice where you feel further development would be beneficial (that is, your learning needs), you should try to prioritise them. This will help you to plan whether the learning need should be addressed immediately, or at some point in the future, in other registration years.

Setting learning objectives

You will then be ready to decide exactly what you hope to achieve, by setting learning objectives for each of your learning needs.

Your learning objectives need to be realistic and achievable and follow the SMART principle.

- **Specific:** What exactly do I wish to learn?
- **Measurable:** How will I know when I have achieved my learning objective?
- **Achievable:** Have I been realistic in terms of time, cost and support constraints?
- **Relevant:** Is the objective really relevant to my identified learning needs to advance my professional development as an osteopath?
- **Timed:** What deadlines should I set for achieving the objective?

Prioritising learning

You should prioritise your learning objectives. This will enable you to plan short, medium and long-term learning activities. For example, some CPD, such as improved case history recording, could be completed by attending a one-day seminar. Others, such as a Masters degree, may take several years.

Bearing in mind that you will need to comply with the Board's CPD registration standard each year, you should look to break up these long-term learning needs into more manageable objectives for CPD purposes.

Set a time by which you should have completed each learning objective. This will help you to monitor your progress throughout the CPD year, as well as reviewing how realistic and achievable the objective is.

Selecting CPD activities

Consider what types of learning activity would best address a particular objective, as well as your personal circumstances. If you are located in a remote area, you may wish to place more emphasis on activities such as on-line courses and e-mail correspondence with other healthcare practitioners through distance learning.

The level of the activity should be carefully considered. Activities should not be selected if they are unlikely to consolidate or enhance existing knowledge. Along similar lines, when attending lectures or courses, the knowledge level of the person involved in the interaction should be appropriate for the activity being completed.

Similarly, when using reference materials such as books, scientific papers, journals, websites, etc., consider the appropriateness of the level and the audience that it is aimed at. Remember that your plan should be realistic and achievable, and compatible with the other important commitments in your life. Setting yourself unattainable goals or undertaking excessive amounts of CPD may be detrimental to your morale, your private life and your practice.

Other questions to consider:

- what activities will suit the way you learn
- what new learning activity have you not tried before, and
- what resources and opportunities are available?

When planning your learning activities, you may wish to use the *Planning your CPD* form, an example of which is provided in Appendix B.

2.3 Undertaking your CPD

Once you have identified your objectives, and have made a plan for the desired learning activities, you can put the plan into action. It will help keep CPD manageable if you try to follow the deadline you set for each objective. Keep notes and evidence of CPD activities completed, to form part of your CPD Record Folder which is a log or folio of activities. This will help you to reflect on what you have achieved and how successfully this addressed your original identified learning needs.

2.4 Evaluating your progress

Having implemented your plan of action, consider whether you have achieved your original learning objectives. The CPD activities may have succeeded in achieving your objectives; alternatively, you may find that only some of your aims were achieved, or that the activities did not help at all. This evaluation will allow you to re-assess your current situation and help plan for future CPD based on your experiences.

When evaluating your learning activities, you may wish to use the *Evaluating your CPD activities* form, an example of which is provided in Appendix C.

3. Compliance

3.1 Pro rata

If you are registered part-way through a registration period you must complete six hours of CPD for every three months of registration remaining in the registration period. You must also maintain a current senior first aid (level 2) certificate or equivalent, which is updated every three years with the CPR component refreshed every 12 months.

Pro rata does not apply to part-time practitioners.. Anyone holding registration for the full registration period who is covered by the standard must complete the full requirements.

3.2 Exemption

The Board may grant an exemption to the CPD requirements when there is compelling evidence that exceptional circumstances have created a significant obstacle to your ability to complete the Board's CPD requirements. The Board will consider each case individually on merit and may allow a full or partial exemption.

If you suspect you will be unable to meet these requirements, you should contact the Board (through AHPRA) as soon as possible for advice. Any request for a part or full exemption from CPD requirements must be submitted in writing. These requests are considered on an individual basis and you should not assume that a partial or full exemption is automatic.

3.3 Failure to comply

When applying to renew your registration each year, you must declare whether you complied with the CPD requirements in the prior registration period. The Board will also conduct a random annual audit of CPD compliance on a sample of registered osteopaths.

The Board may refuse to renew registration or impose conditions on registration if you have not met the CPD requirements.

Under section 128 of the National Law, failure to comply with the CPD requirements as stated in the registration standard may constitute behaviour for which health, conduct or performance action may be taken.

If the Board finds through your renewal declaration or during an audit that you have not met the CPD requirements for an osteopath, it may:

- require you to undergo an assessment

- undertake further CPD or supervised practice
- impose conditions on your registration, and/or
- instigate disciplinary proceedings.

An osteopath who knowingly makes a false declaration may be considered by the Board to have engaged in unprofessional conduct or professional misconduct. In these cases the Board may apply the disciplinary mechanisms available under the National Law. These mechanisms include sanctions ranging from cautioning or reprimanding the registrant to cancellation of the practitioner's registration.

3.4 Records

You must maintain an up-to-date portfolio of completed CPD activities – a CPD record folder – and keep the portfolio for five years. This is so that you have evidence of previous CPD activities if you are audited or if the Board needs to check your CPD history for another reason.

You must ensure that all activities included in the CPD record folder are described well, so that the following is clearly evident to any reviewer:

- type of activity
- subject/topic
- purpose, and
- number of hours the activity took to undertake.

The Board does not accredit CPD providers or courses but expects osteopaths to select CPD activities conducted by persons who have appropriate qualifications and expertise relevant to the CPD being provided. It is not necessary for CPD providers to be osteopaths.

The forms included in these guidelines as appendices are there to guide you through the process from reviewing your CPD learning needs, through planning and evaluation. While it is strongly recommended that you make use of these forms, it is not compulsory. If you wish to use your own methods/documentation for recording the relevance of CPD activities then you may do so as long as these cover the requirements of the standard and these guidelines.

4 Authority

Guidelines are developed under section 39 of the Health Practitioner Regulation National Law, as in force in each state and territory (the National Law) and are subject to wide ranging consultation. Under s. 41 of the National Law, guidelines are admissible in proceedings under the National Law as evidence of what constitutes professional conduct or practice for osteopathy.

5 Example CPD forms

The following appendices give examples of completed CPD recording forms.

Appendix A

Reviewing your CPD learning needs form – example

Appendix B

Planning your CPD form – example

Appendix C

Evaluating your CPD activities form – example

Appendix D

CPD annual summary form – example

These forms can be downloaded from the Board's website: www.osteopathyboard.gov.au

6 Review

These guidelines will be reviewed from time to time as required. This will generally be at least every five years. These guidelines replace the previously published guidelines from October 2011

Reviewing your CPD learning needs form – example

Name	CPD year	Registration ID	Signature	Date
Jennifer Naismith	1/12/2011 – 30/11/2012	xx	<i>Jennifer Naismith</i>	18/11/2011

Achievements in my professional work as an osteopath are: *(you may wish to summarise here and also attach your most recent CV)*

Running a successful practice and being a good employer for other osteopaths
 Clinic Tutor at Victoria University osteopathic program
 External examiner at the Southern Cross University osteopathic program
 Postgraduate diploma in paediatrics at RMIT University
 Regional coordinator for the Geelong Group of Osteopaths

Areas of strength in my professional work as an osteopath are:

Communication with, and being empathetic with, patients
 Treatment of sports injuries
 Good HVLA thrust technique
 Being a fair and considerate employer
 Enthusiastic tutor

Areas for development in my professional work as an osteopath are:

Use of computers in practice
 Research – knowledge of doing research and also in keeping up to date
 Updating knowledge for a range of problems, especially headache and spondylolisthesis
 Greater awareness of medico-legal issues affecting osteopathic practice

What are my short, medium and long term learning needs, and how are these relevant to my professional work as an osteopath?

Become more computer literate – to help practice efficiency
 Improve approach to patients presenting with headache – to improve confidence in my treatment in this area
 Pursue interest in treating children with coordination difficulties – long-term interest
 Update knowledge on informed consent – needs regular updating
 Learn more about spondylolisthesis – seen three patients recently with this and want to enhance my knowledge and skills in this area
 Get more involved in research – start slowly to see how things go and then look at the possibility of getting a research degree such as a Masters of Science

Planning your CPD form – example

Name	CPD year	Registration ID	Signature	Date
Jennifer Naismith	1/12/2011 – 30/11/2012	xx	<i>Jennifer Naismith</i>	18/11/2011

Identified learning need	My learning objective	Planned learning activity	Estimated CPD hours		Target completion date
			Learning by oneself	Learning with others	
Update knowledge on Osteopathy Board of Australia guidelines and risk management	Learn the most recent information on record keeping, informed consent and patient communication	Osteopathy Board of Australia mandatory CPD topics at Chiropractic and Osteopathic College of Australasia seminar		4	December 2011
Become more computer literate	Learn to use Microsoft Word efficiently to write patients' letters quickly	Take computer course in Microsoft Word	5		January 2012
Improve approach to patients presenting with headache	Improve my case history taking and clinical neurological examination for patients presenting with headache so notes are comprehensive and more efficient	Australian Osteopathic Association seminar		4	March 2012
Pursue interest in treating children with coordination difficulties	Get an introduction to the overall factors involved in treating children with coordination difficulties	Observe an osteopath experienced in this work (Deborah Carter)		2	May 2012
Update knowledge on informed consent	Learn the most recent information on informed consent particularly in relation to the treatment of children	Online e-learning course or reading latest information from relevant publications	2		July 2012
Learn more about spondylolisthesis	Update my knowledge and skills in the diagnosis, clinical examination and treatment of spondylolisthesis and for referral options	Study group, reading textbooks and journals	2	2	July 2012

Evaluating your CPD activities form – example

Name	CPD year	Registration ID	Signature	Date
Jennifer Naismith	1/12/2011 – 30/11/2012	xx	<i>Jennifer Naismith</i>	18/11/2011

Provider: N/A	Number of CPD hours claimed for this activity: 2
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Learning activity was planned/unplanned (<i>delete as appropriate</i>)
Description of activity Local group meeting with three other osteopaths – Helen Dale, Craig Easton, Suneesha Sondhi. Topic – treatment of spondylolisthesis Case presentations and sharing of treatment approach.
My learning objective related to this activity (<i>n/a if activity was unplanned</i>) Update my knowledge and skills in the diagnosis, clinical examination and treatment of spondylolisthesis and referral options.
What experience did I gain from this? (<i>What did I get out of it? What went well? What would have improved my learning?</i>) Discussion with group refreshed my clinical knowledge and diagnosis, and identified sources of recent research on spondylolisthesis. One of the group had contact with a local neurosurgeon with an interest in this area who was amenable to communicating with local osteopaths. Learned new treatment techniques that could be applied to the lumbar spine using minimal force. It was good to be able to share knowledge with colleagues in an open way and to be able to admit not knowing all the answers. The group aspect seemed to enhance the osteopathic practical approach that would have been lacking if I had just studied this area on my own.
How have I applied this to my professional work as an osteopath? My interest was generated by having three patients with spondylolisthesis in the last four months. This learning has helped my management of them. I have discussed one patient's problem with the local neurosurgeon. This has also helped my work as a Clinic Tutor at the Victoria University osteopathic program. Overall, I feel more confident managing the treatment of patients with this condition.
What further learning do I need in this area? This activity identified recent research papers on spondylolisthesis which I will obtain and read.

CPD annual summary form – example

Name	CPD year		Total CPD hours completed	Total CPD hours for learning with others	Signature	Date
	Start date:	End date:				
Jennifer Naismith	1/12/2011	30/11/2012	25	15	<i>Jennifer Naismith</i>	18/11/2011

Details of learning activity <i>Please provide information on the activity undertaken, the type of activity ie personal research, course etc, along with venue details if relevant</i>	Completion dates of activity <i>Must be within date range of above CPD period</i>	Number of CPD hours claimed		Relevance to professional work as an osteopath <i>Please provide a very brief overview (in less than 50 words as a guide) of how this activity is relevant to your professional development as an osteopath</i>
		<i>Learning by oneself</i>	<i>Learning with others</i>	
Subject/topic Mandatory CPD topics (,record keeping, informed consent and patient communication) Type of activity Course Venue Rydges Hotel, Melbourne	10/12/11		4	This course updated my understanding of what is required with regard to record keeping, patient communication and informed consent.
Subject/topic Treatment of spondylolisthesis Type of activity Group meeting with 3 other osteopaths Venue Local practice	15/3/2012		2	Discussion with group refreshed my clinical knowledge and diagnosis and identified sources of recent research on spondylolisthesis and also a local neurosurgeon with an interest in this area. Learned new treatment techniques
Subject/topic Computer course (Microsoft Word) Type of activity Distance learning via internet/CD-ROM Venue ICT Learning Solutions Sydney	February – April 2012	5		This course helped me to improve the efficiency of my communication with GPs by shortening the time taken to write letters about patients

Subject/topic Whose headache? Neurological assessment of headache Type of activity Course Venue RMIT University Melbourne	20/5/2012		4	This has improved my ability to rapidly assess my patients presenting with headache in terms of case history taking, clinical examination methods and in deciding when it is best to refer for further evaluation
Subject/topic Case presentations for patients' treatment Type of activity Practice meeting Venue My practice	14/6/2012		3	Learned from experience of colleagues where I was having difficulties with a particular patient's treatment relating to neck and arm pain. Able to share my experience in helping colleagues with particular difficulties in treating patients
Subject/topic Cauda equina and polymyalgia rheumatica Type of activity Reading and research Venue IJOM and internet research	17/9/2012	2		An article in the International Journal of Osteopathic Medicine (IJOM) about cauda equina and a colleague who had difficulty diagnosing polymyalgia rheumatic highlighted the need for me to refresh my knowledge in both areas
Subject/topic Treating children with coordination difficulties Type of activity Shadowing colleague (Deborah Carter) Venue Deborah Carter's practice	16/10/2012		2	This is an area of practice I plan to develop further and I learned valuable case history taking and practical treatment skills from Deborah who is very experienced in this field
Subject/topic The value of osteopathic treatment in treating infantile colic Type of activity Critique of a research paper for manual therapy journal Venue My practice	18/11/2012	3		Needed to review the process of critiquing scientific papers and apply to this particular paper. Has enhanced my ability to be more discriminating in seeking a rationale for choice of treatment