



Reflection and CPD





We want to provide our members with a CPD scheme that offers a flexible system of recording CPD that is easy to use and meets your requirements for achieving and maintaining your professional registration.

What is Reflection?

Reflection is the systematic enquiry into your practice, in order to improve your practice and deepen your understanding of your practice.

A key element of reflection in Continuing Professional Development (CPD) is to focus on whether the learning from undertaking CPD activities has led or may lead to changes within your current or future practice.

Reflection on CPD activities

Reflection on CPD activities involves looking back and evaluating activities and the achievement of learning outcomes for those activities in a critical manner.

Reflecting on your **CPD activities** will enable you to assess whether a **CPD activity has benefitted your practice and service delivery** in current and future situations and how undertaking a **CPD activity has benefitted service users**.

Reflecting on the **achievement of the learning outcomes** you have set for your CPD activities will help you assess whether (or not) you **achieved the learning outcomes** that you set out to achieve and **analyse why** this was the case.

Reflecting on the **achievement of the learning outcomes** you have set for your CPD activities will also help you **to identify future learning outcomes** and **plan future CPD activities** to enable you to achieve those learning outcomes.

There are some questions you can ask yourself that will help you to reflect on your CPD activities:

- What did I achieve/have I learnt from undertaking this CPD activity?
- How has this affected my current practice?
- How might this influence working practices in the future?
- What was the benefit to the service user?
- Does this learning make me a safe and effective practitioner?
- Will I be able to take on additional responsibilities?
- How does what I have learnt from this CPD activity link in with my previous learning?
- Will I do anything differently in the light of my learning?
- Have I identified further learning needs?
- What further learning could I undertake in the future?



HCPC and Science Council CPD standards, learning outcomes and reflection

Biomedical scientists registered with the Health and Care Professions Council (HCPC) **must** undertake CPD to stay registered with the HCPC. The HCPC have set [standards](#) which registrants must meet.

The Science Council also require registered professional scientists you need to annually revalidate their registration status, making an annual declaration that they comply with the Science Council CPD [standards](#).

HCPC and Science Council CPD standards include the requirements that registrants ensure their CPD:

- has contributed to the quality of their practice and service delivery, and
- benefits service users.

You can use reflection and learning outcomes for CPD activities to show that you meet the above HCPC and Science Council CPD standards.

You can use **learning outcomes** for your CPD activities to **plan your CPD activities and learning** around **enhancing your practice and benefitting service users**.

You can use **reflection** to show how your **CPD activities and learning** have **benefitted your practice, service delivery and service users**.

Reflective Practice and the IBMS CPD Scheme

Reflection on CPD activities and learning outcomes is essential to maintaining a high standard of CPD.

The IBMS CPD scheme has been designed to provide a framework for you to record learning outcomes and reflection for each CPD activity you undertake.

When you add an activity to your IBMS CPD ePortfolio you must also add reflective notes on the activity. You also have the option of adding learning outcomes to activities recorded in your IBMS CPD ePortfolio.

You must complete reflective notes for each of the 24 activities across three IBMS CPD categories to be eligible for the award of a CPD diploma under the new IBMS CPD scheme.

How the IBMS CPD scheme helps you meet HCPC and Science Council CPD standards

You will be able to use the reflective practice and learning outcomes recorded in your IBMS CPD ePortfolio to demonstrate that your CPD meets HCPC and Science Council standards by:

- contributing to the quality of their practice and service delivery, and
- benefitting service users

We have included headings under the reflective notes section for each CPD activity you record to enable you to show how your CPD meets the HCPC and Science Council standards, including:

- What learning did you undertake?
- Explain what you learned or achieved
- How have you applied this in your day to day practice?
- How could this benefit the service user?

FAQs

“What are CPD learning outcomes?”

CPD learning outcomes are the knowledge, understanding and intellectual, practical or transferable skills that you expect to gain through undertaking a CPD activity.

Examples of learning outcomes from CPD activities include:

After attending the course the attendee should be able to:

- Understand the principles of Portfolio Assessment
- Know and understand the requirements of the Specialist Portfolio
- Be able to conduct an assessment in line with the IBMS requirements
- Be able to competently and appropriately, arrange assessments with training officer/manager and complete reports for IBMS following an assessment
- Know and understand what is appropriate evidence of competence skills and knowledge
- Be able to perform an objective assessment of a candidate through questioning discussion and interview
- Be able to recognise and manage a situation where there may be doubts about the appropriateness of the candidate’s evidence, knowledge, experience or performance indicating they do not meet the standard sufficiently to be recommended for the award

After completing the module the student should be able to:

- Demonstrate a systematic understanding of the basic structure, components and all pervasive nature of blood and the immune system and how viruses utilise this in their spread
- Compare how the various viruses may interact with the host in acute disease, and more particularly when causing chronic effects with developing fatal outcomes
- Critically discuss the methods of viral transmission and replication in relation to infection and disease and options for vaccination, prevention and control
- Critically evaluate the types of virus-host cell relationships important in these disease processes, and the effects on the immunocompromised host

Learning outcomes:

- To be aware of the new developments in IBMS education
- To understand the principles and implementation of the new registration portfolio
- To know about the approval process for IBMS training approval
- To appreciate and share good practice in preparation for the new registration portfolio
- To be aware of the changes in the LJMU Biomedical Science degree programme

“How do I plan my future learning outcomes and CPD activities?”

There are some questions you can ask yourself that will help you to plan future learning outcomes and CPD activities:

- What are my professional learning needs (these may be identified in your Personal Development Plan at work)?
- How will I keep up-to-date with changes in my current/future role?
- What are my departmental training/learning needs?
- What are my current/future personal learning needs?
- How do I plan to address these needs?



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