



Federal Ministry of Health Ethiopia

Continuing Professional Development (CPD)
Guideline for Health Professionals in Ethiopia



October 2018



“Continuing Professional Development(CPD):
A pathway towards ensuring quality health service delivery

Overview of CPD

D

Outline

CPD is a range of all **learning activities**, health professionals undertaking **formally** or **informally** to

- Develop,
 - Update
 - Maintain
- Knowledge, Skill & Attitude**

Practice **safely, effectively** **legally** within their scope of practice

Change of disease pattern
Changing medical knowledge
Growing technology
Public demand for quality health care
Demand for greater accountability
Rapid organizational changes
Improves health care experiences and health outcomes for the community.

Some of Global Experience on CPD

Globally, CPD systems have grown at different rates in **structure** and **requirements**.

Expected Credits vary from country to country (example in Slovenia **10.7** and **150** in Bulgaria).

United Kingdom CPD is mandatory for all registered Medical Practitioners and other healthcare professionals

CPD directive and guideline developed and approved in 2018

National CPD Committee established

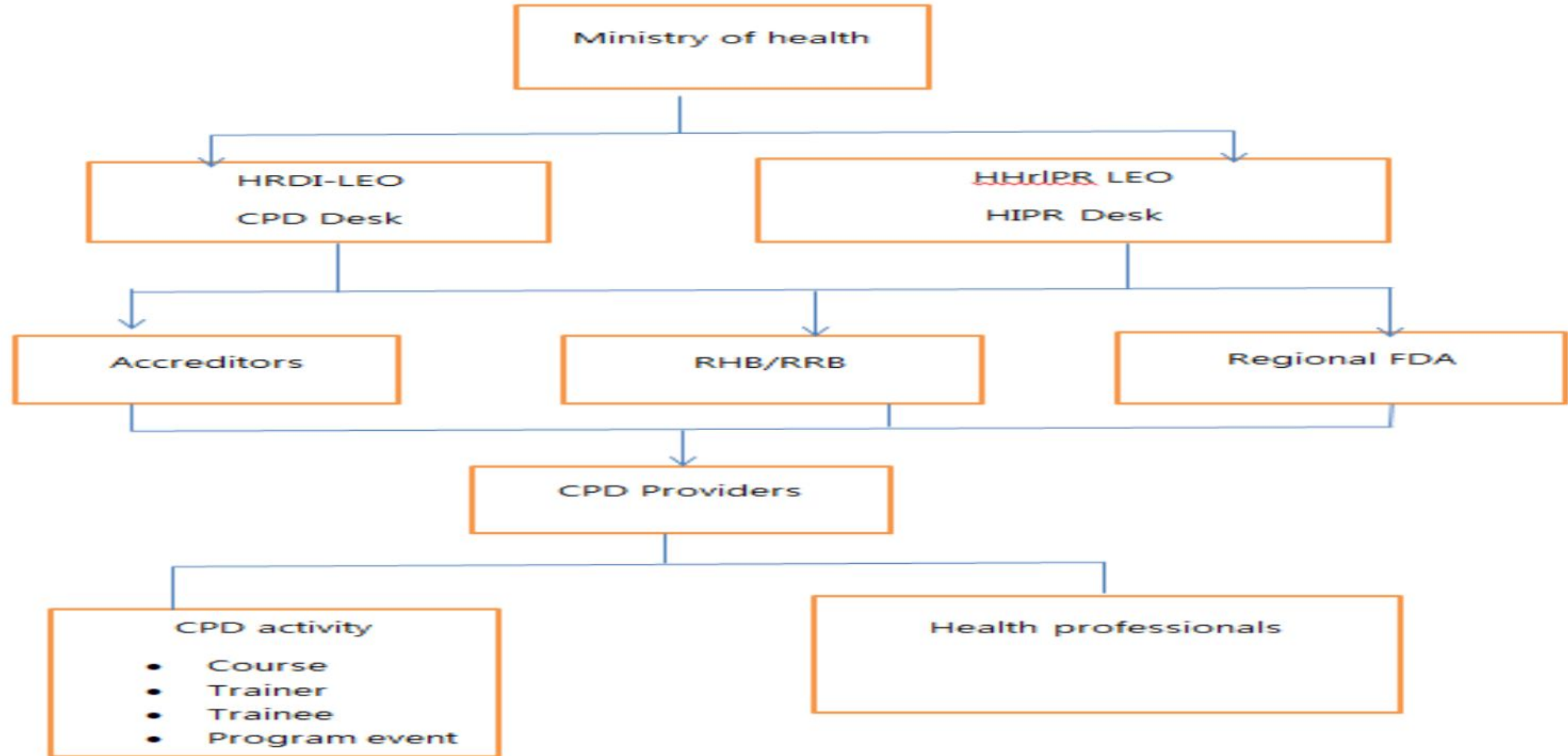
CPD is mandatory for all HPs practicing in Ethiopia

CPD is linked with re-licensing

CPD activities are accepted only if provided by **accredited providers and courses**

CPD should be need based

- Bottom up
- Top down approaches



ROLES AND RESPONSIBILITIES

FMOH

- ⦿ Notify timely the list of available **accreditors** and accredited CPD **providers**;
- ⦿ Perform M&E overall CPD implementation in the country
- ⦿ Maintain an up-to-date website with forms, related documents and list of accredited providers & courses;

ROLES AND RESPONSIBILITIES...

RHB/RRB

- ⦿ Establish regional CPD case team and committee
- ⦿ Coordinate CPD course need assessment in the respective region.
- ⦿ Advocate and facilitate continuing dev't of all HCWs.
- ⦿ Mobilize resources for CPD activities
- ⦿ **Manage & Report** the complaints raised against CPD accreditors and CPD providers to the MOH.
- ⦿ Develop&/or Adopt, maintain CPD database

ROLES AND RESPONSIBILITIES...

CPD Accreditors

- ⦿ Review, evaluate, assess and Accredite the application of Potential CPD Providers.
- ⦿ Review and accredit courses submitted by the providers
- ⦿ Monitor and Evaluate their respective CPD Providers.
- ⦿ Submit report to MOH

ROLES AND RESPONSIBILITIES...

CPD PROVIDERS

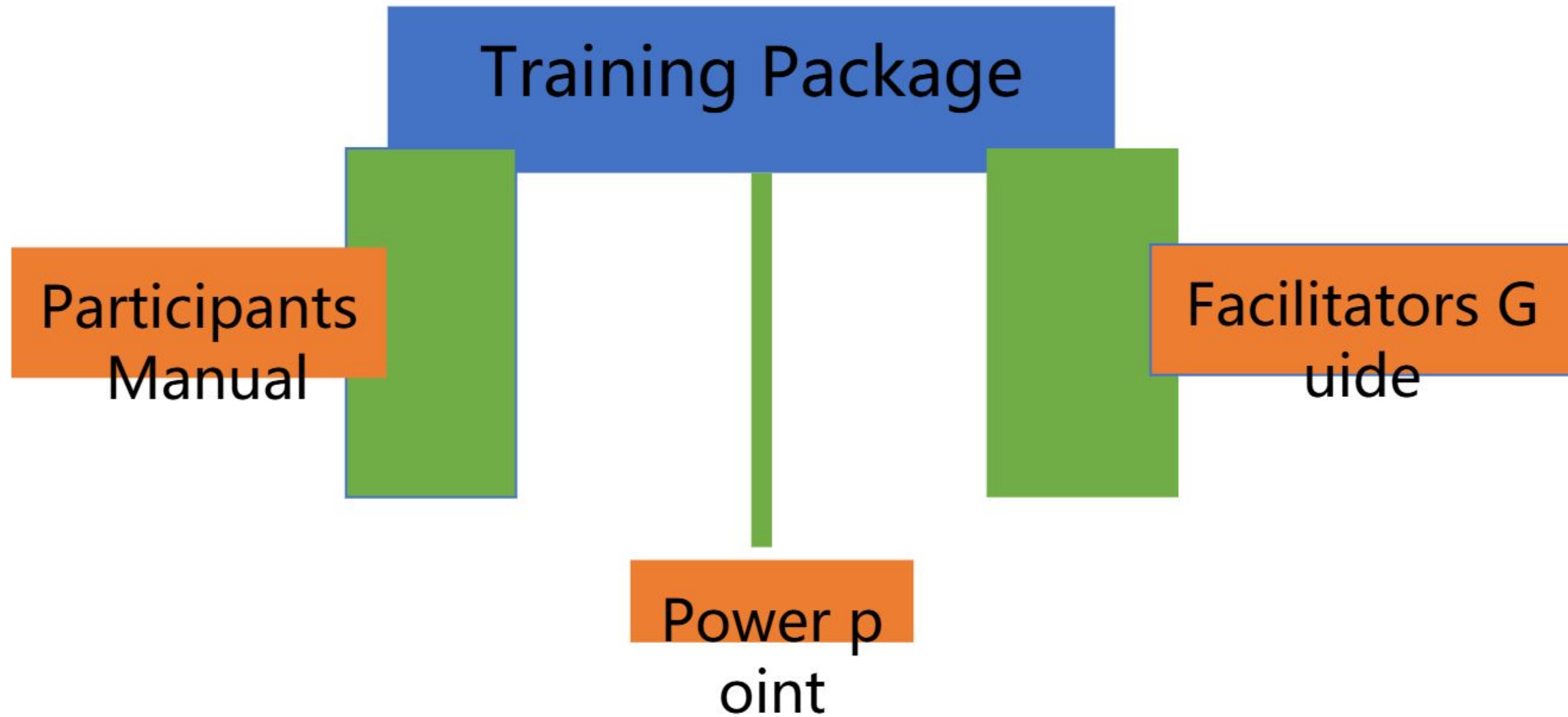
- ⦿ Prepare & apply required documentation to the accreditor when requesting accreditation & reaccreditation
- ⦿ Assign qualified **panel** of **experts** composed of **content**, program **experts** & **IDS** trained
- ⦿ The **iHRIS** officer of a CPD Provider register courses & trainees and submit to the Accreditor through iHRIS

ROLES AND RESPONSIBILITIES...

CPD PROVIDERS...

- ⦿ The provider can provide courses only after approved by an accreditor.
- ⦿ Meet agreed training quality in course design & delivery
- ⦿ Record keeping of entire event completion of the activity & retain for 5 years.
- ⦿ Report CPD activities to the RHB & the accreditor/MoH

Standard training package components



ROLES AND RESPONSIBILITIES...

EMPLOYER

- ⦿ Integrate the CPD program in the annual performance appraisal of HCWS;
- ⦿ Include the CPD offering schedule for their staffs, and report # of staffs who took CPD courses annually .
- ⦿ Notify on time information on CPD issues from the MoH/ RHB/PAs/ provider to its staffs.
- ⦿ Undertake CPD need assessment for their HCWs & support the professionals accordingly .
- ⦿ Avail time for their employees to participate in CPD

ROLES AND RESPONSIBILITIES...

Health Professionals

- ⦿ Judge the educational value of the activity or course & its appropriateness for the learning needs;
- ⦿ Complete the specified CEU of activities in each year;
- ⦿ Ensure possession of a certificate for every activities attended and keep for 3 yrs;
- ⦿ Health prof. registered > 1 profession shall be required to obtain the recommended CEU for each profession.



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MINISTRY OF HEALTH-ETHIOPIA

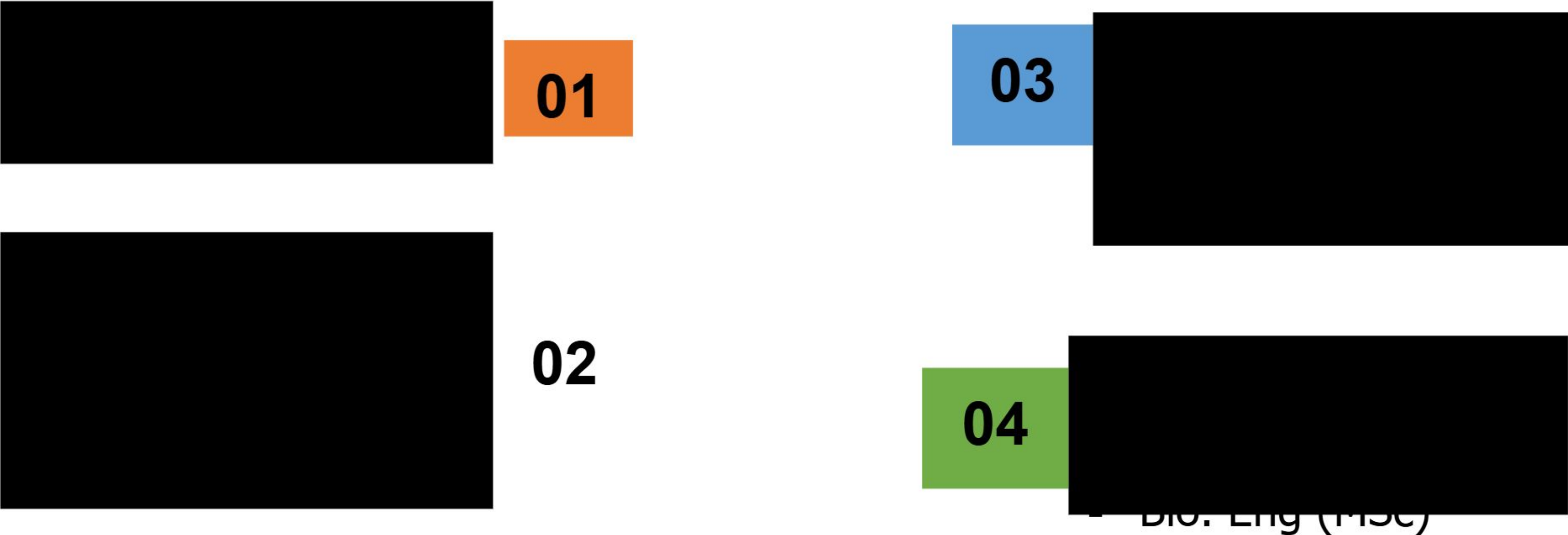
የዚግቶ ጤና ለሃገር ብልጽግና!
HEALTHIER CITIZENS FOR PROSPEROUS NATION!

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ሀምሌ 2016 ዓ/ም

አዲስ አበባ፣ ኢትዮጵያ

Currently CPD integrated with L/Renewal HPs



የተከታታይ ትምህርት መለኪያ (CEU) አሰጣጥ....

RHB, RRB & MoH ስልጠና ሲያዘጋጁ እውቅና ካላቸው ተቋማት ጋር የመግባቢያ ሰነዶችን በመፈራረም ለተሳታፊዎቻቸው (CEU) ማሰጠት ይችላሉ።

በምስክር ወረቀቱ ላይም የጋራ ፈራሚ መሆን ይችላሉ።

• በ2017 በጀት ዓመት የሙያ ፈቃድ ለሚያሳድሱ ባለሙያዎች :-

በ2015 እና 2016 በጀት ዓመት ከሚጠበቅባቸው በጥቅሉ 60 CEU እና በየሩብ ዓመቱ 7.5 CEU ማምጣት ይጠበቅባቸዋል ለምሳሌ

❖ ከጥቅምት 1/2017 ዓ.ም እስከ ታህሳስ 30/2017 ለሚመጡ ባለሙያዎች 15CEU በድምሩ 75 CEU ሲያቀርቡ የሙያ ስራ ፍጥነታቸው ይታደስላቸዋል።

❖ ከሚያዝያ 1/2017 ዓ.ም እስከ ሰኔ 30/2017 ለሚመጡ ደግሞ 30CEU በድምሩ 90 CEU ሲያቀርቡ የሙያ ፍጥነታቸው ይታደስላቸዋል።

Cat



I

- Formal & structured learning opportunities offered by accredited CPD providers
- scheduled and held at venue

Cat II

Self-learning nature

no formal training

diversified in nature (research, Ground round etc)

Why CPD Cat II ??

It is Cost-Effective

01



**To reach all H
ealth workers**

03

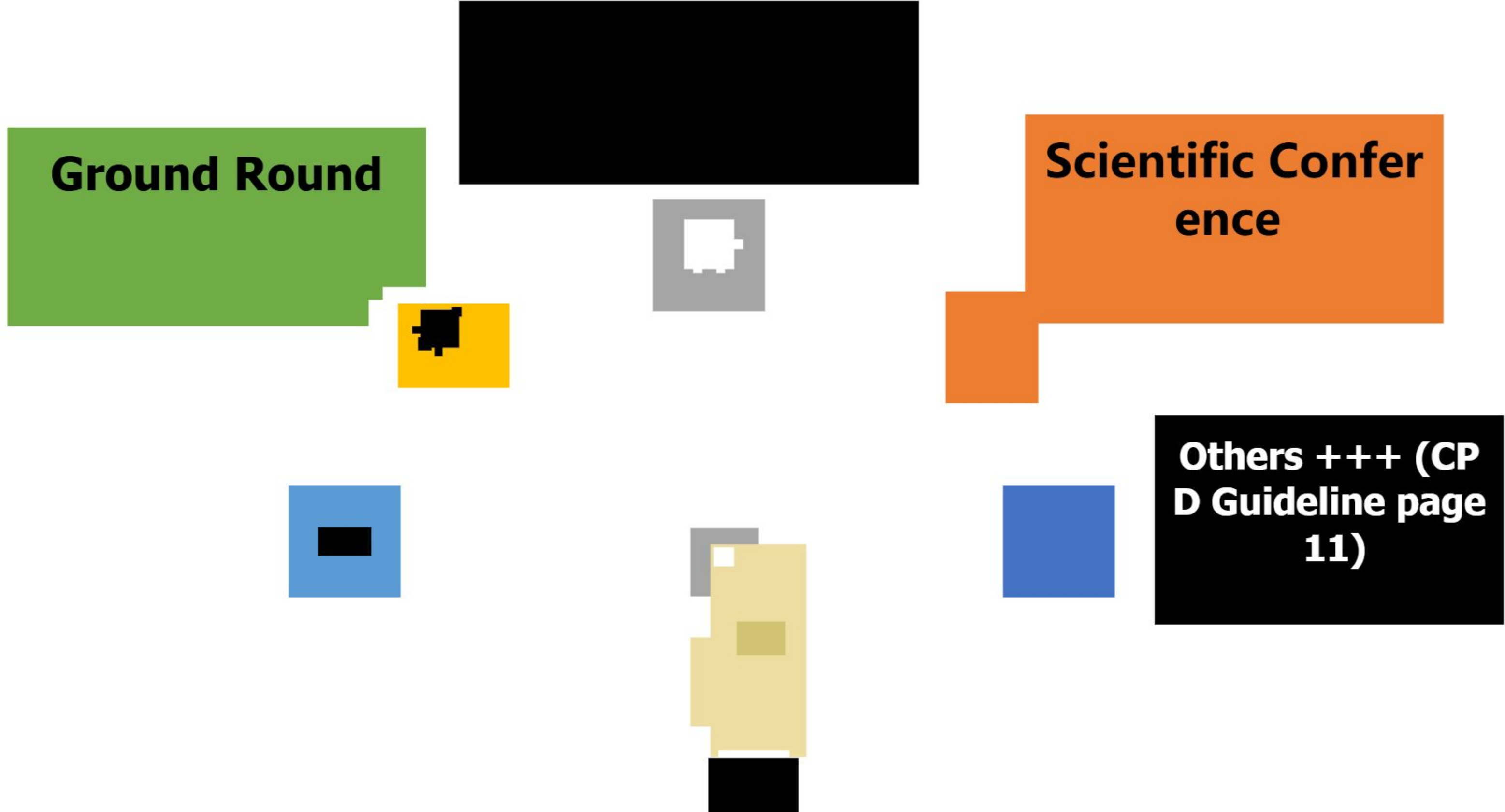
**Increase
Access**

02

**Inclusivi
ty & flexi
bility**

04

Activities of CPD Cat II



Activities of CPD Cat II ...

Seminars

Workshop

Case Repo
rts

And Othe
rs



Current Experience in CPD Cat II

01

D/t Hospitals
art implement

02

Significant # of
arners scored C

03

All regions are a

CEU allocation Table

Category 2	
Research(publish a research article in peer review journal) and writing a book on health and health related areas	
<ul style="list-style-type: none"> Principal author of a peer reviewed publication or chapter in a book 	15 CEU
<ul style="list-style-type: none"> Co-author/ editor of a peer reviewed publication or chapter in a book 	5 CEU
<ul style="list-style-type: none"> Review of an article/ chapter in a book/ journal 	3 CEU
<ul style="list-style-type: none"> Advice on masters or doctoral thesis(applies to non-routine tasks) 	3 CEU Per Thesis
<ul style="list-style-type: none"> External examiner of a Masters and/ or Doctoral thesis 	3 CEU Per Thesis
Training modules including e-learning courses developed by Technical Working Group(TWG)	
<ul style="list-style-type: none"> For each TWG member 	5 CEU per module
<ul style="list-style-type: none"> CPD Courses reviewer 	2 CEU per 1 CPD course

CEU allocation Table

Scientific Conference	
• Oral presentation(abstracts, scientific content)	10 CEU per presentation
• Poster presentation	5 CEU per presentation
• Attendance	0.25 CEU per 1 hour of attendance
Guest/ occasional lecturer at an accredited institution	3 CEU per lecture
Workshops	
• Delivering presentation/workshops	2 CEU per 1hour session
• Attendance	0.5 CEU per 1 hour of attendance
Moderating panel discussion	0.5 CEU per 1hr of engagement
Brief communication (Knowledge Sharing)	1 CEU per session
Structured Health Education session	1 CEU/ session
Educational visit (applicable when evidence generated)	2 CEU per visit
Case management sessions/Grand-round (with a maximum of six meetings per year.)	
• Delivering	2 CEU per session
• Attendance	0.5 CEU per attendance
Case report	
• Developing/Publish	5 CEU per case
• Presenting	2 CEU per case

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በኢትዮጵያ ፌዴራላዊ ዴሞክራሲያዊ ሪፐብሊክ

[የክልል ስም ይግባ]

[የተቆጣጣሪ አካል ስም ይግባ]

የአመልካች ሙሉ ስም _____

የሙያ ዘርፍ _____ የአመለካከት ቀን _____

ተቁ	የተከታታይ ሙያ ማሳልባት ርዕስ	የተከታታይ ሙያ ማሳልባት ዓይነት (CPD modality, eg: training, workshop, grand round, etc)	የተገኘው የተከታታይ ትምህርት መለኪያ (CEU)	የተከታታይ ሙያ ማሳልባት እንትስታሲው የተካሄደበት ማዕከል	የተከታታይ ሙያ ማሳልባቱ የተካሄደበት ቀን	ምርመራ

ያረጋገጠው ባለሙያ ስም----- ፊርማ: -----ቀን: -----

[Please enter the hospital's or Facility's Logo here]

[Please enter the name of the hospital/facility here]

Grand Round Sessions/Case Management Reporting format

[Enter Department Name Here]

List of Participants

No	Title	Full Name (First, Middle, Last) in BLOCK LETTERS	Profession	Department (s) Represented	Remark
1	Dr				
2	Prof				
3	Nr				
4					
5					
6					
7					
8					

NB: 1. The department must submit this form after every grand round /Case Management Session to the office of CPDC.

2. The department head must sign and put her /his titer on every page of this reporting format

Trusted e- Course sites

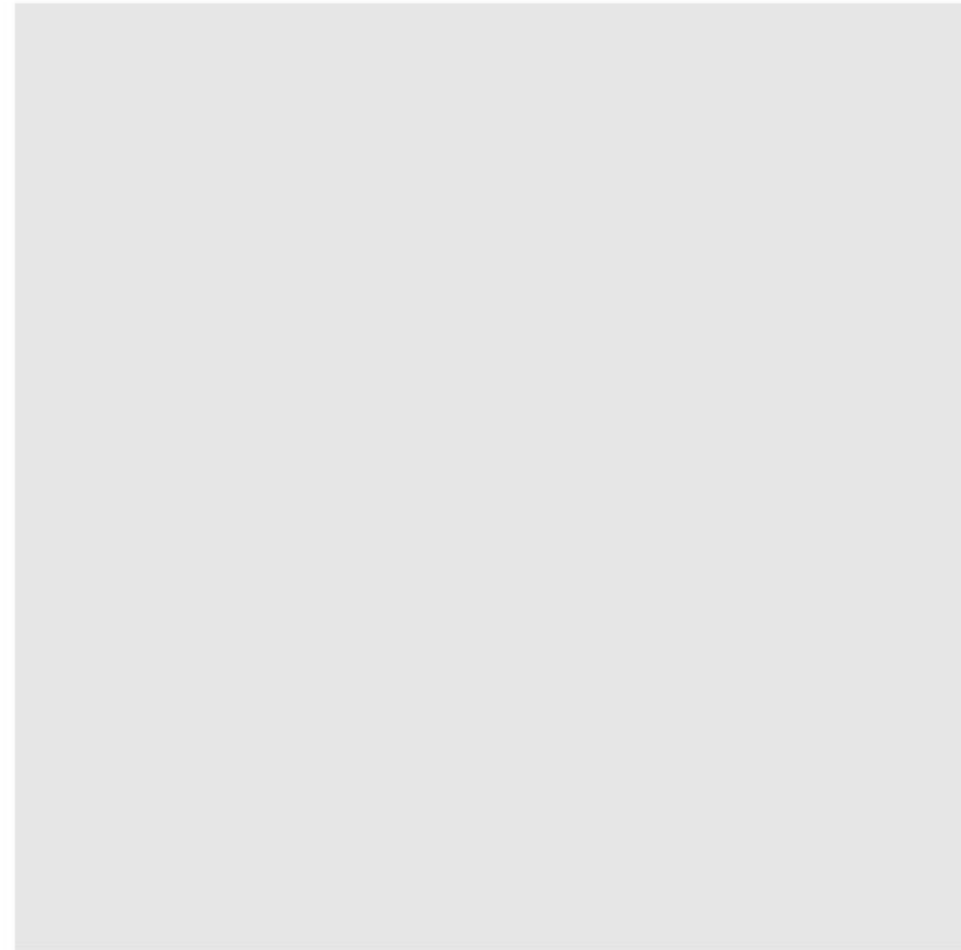
Currently Available e-Learning sites

- ✓ <http://cpd.moh.gov.et>
- ✓ <https://engagement.wcea.education/ena>
- ✓ <https://engagement.wcea.education/ema>
- ✓ <https://engagement.wcea.education/emwa>
- ✓ <https://engagement.wcea.education/ea>

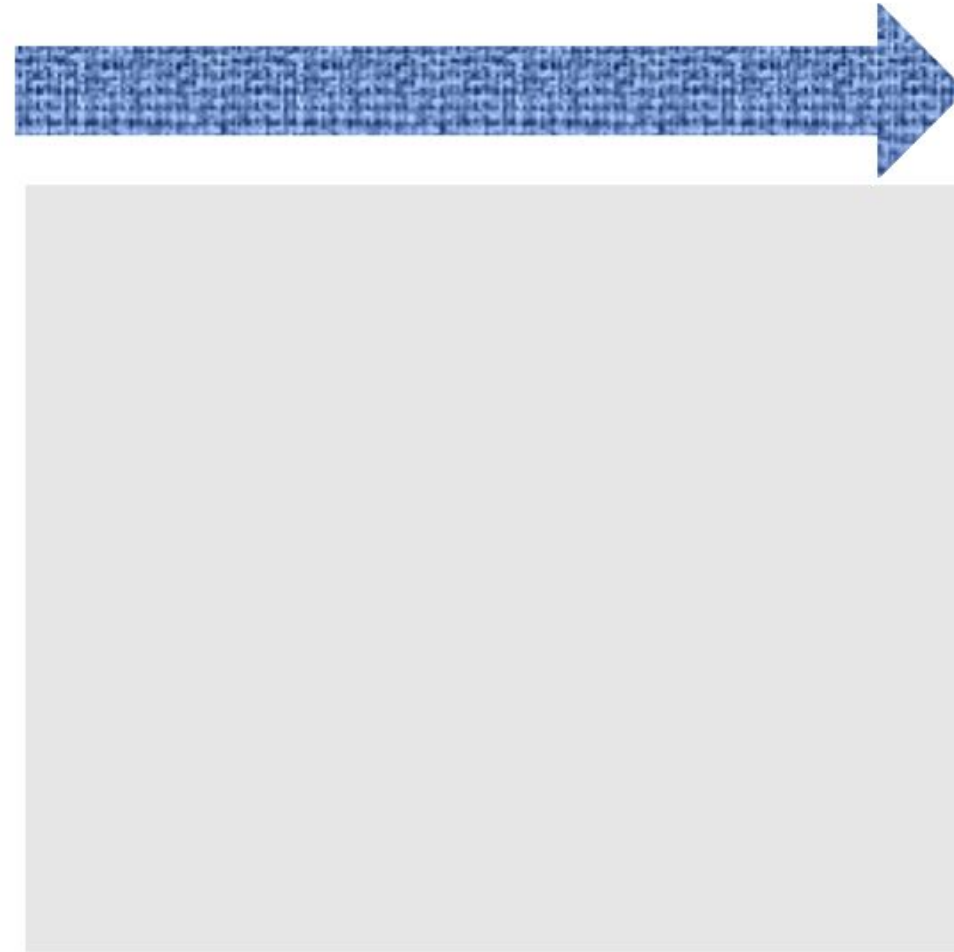
QR code verification system

- *The MOH e- Courses have unique QR code
- *Up on scanning the QR Code displays
 - ✓ Name of the participant
 - ✓ Title of the course
 - ✓ Date and Duration of course
 - ✓ CEU issued
 - ✓ Date of certified
 - ✓ Signature of CPD Director/logo stamp

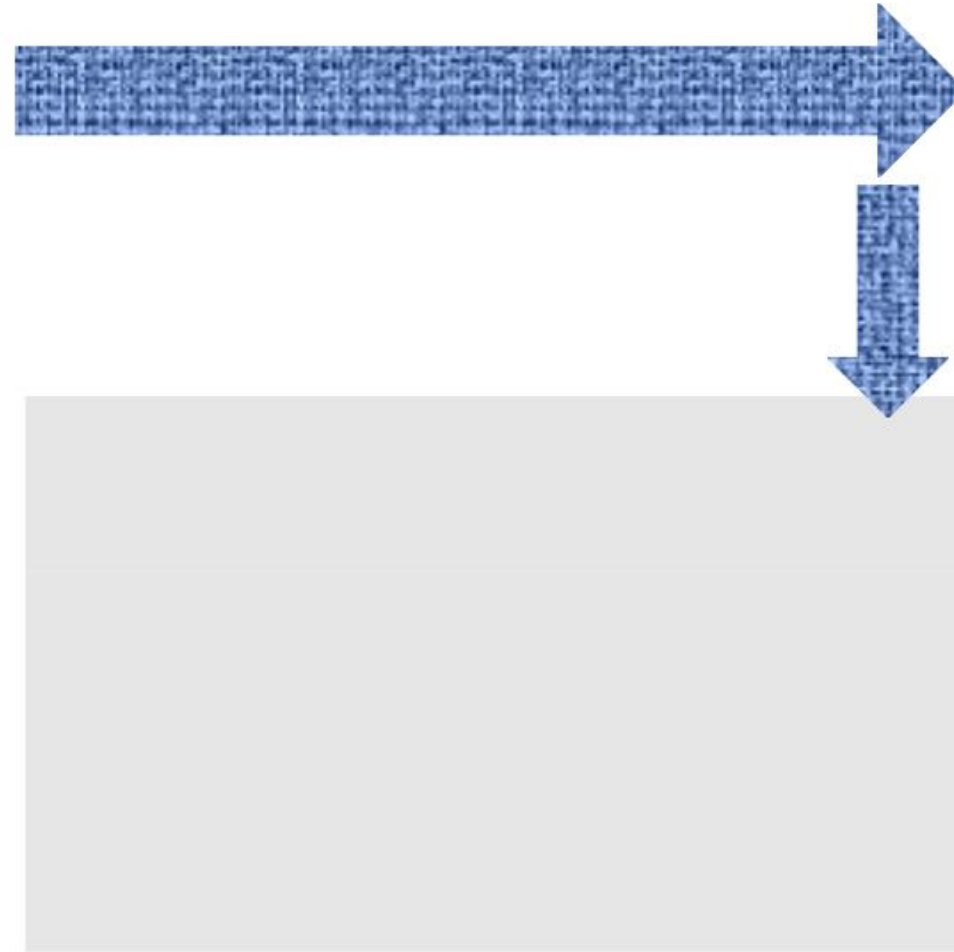
Verification challenge



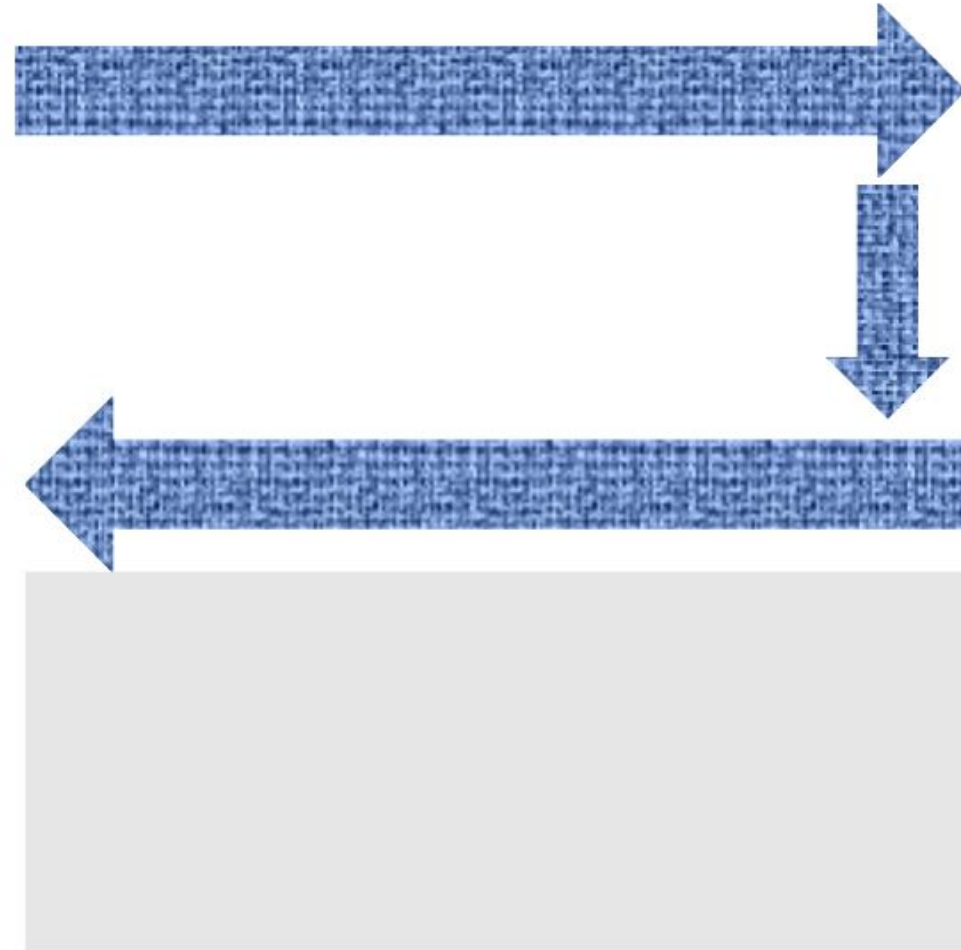
Verification challenge



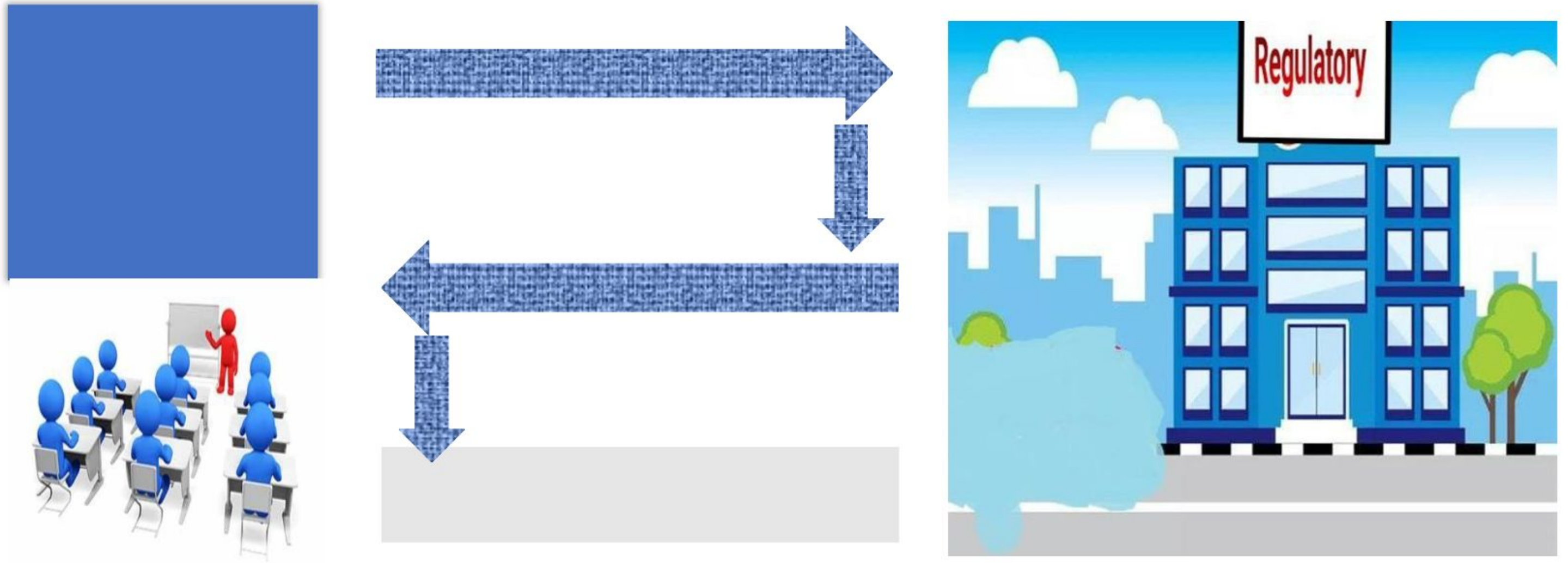
Verification challenge



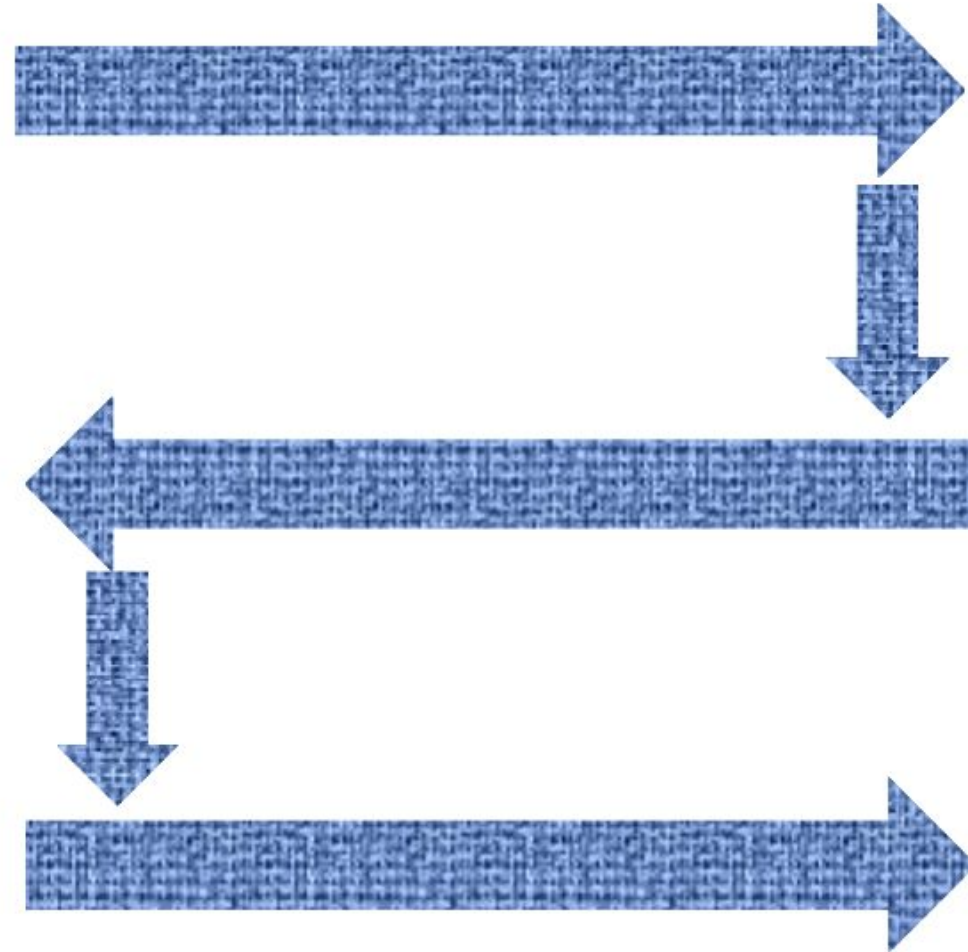
Verification challenge



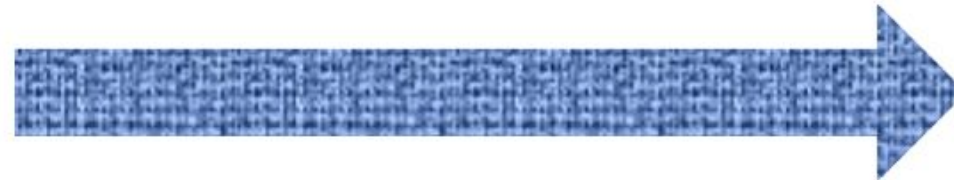
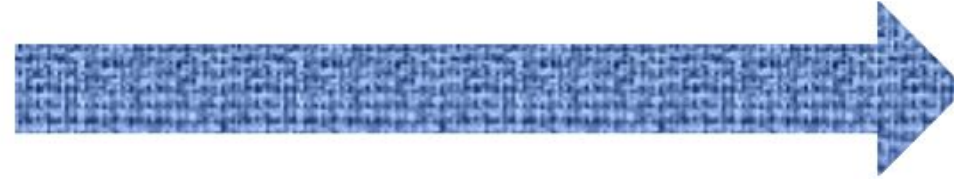
Verification challenge



Verification challenge



Challenge addressed



Sample Certificate





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MINISTRY OF HEALTH - ETHIOPIA
የኢንፎርሜሽን ቴክኖሎጂ ዘርፍ



Certificate of Completion

This is to certify that

Fikadu Asrat

has successfully completed the e-course
Human Resource Management for Health
provided by the CPD program of Ministry of
Health and awarded **10** CEU credit.

June 8, 2023

Assegid Samuel Cheru
LEO, Human Resource Development
and Improvement (MoH)



ZnMUYse57Z

Dr. Tegbar Yigzaw (MD, MPH, Ph.D.)
Chief of Party – HWIP, Jhpigo Ethiopia

Lessons learned:

Increase access & Uptake

Increased participation of health professions and PAs in CPD

1

2

Integration with re-licensing

Motivating stakeholders to get involved in CPD activities

Digital Technology

Increased access to CPD

3

4

Partnership & Networking

CPD have Improved

Ways forward

- Series of ongoing **advocacy/awareness** creation program
- System strengthening (strong **M&E** activity)
- Continuous CPD need **assessment**
- Align with RRB/Zonal Regulatory bodies for license renewal.
- Scale-up iHRIS implementation
- Mobilize resource for CPD **advocacy** and CPD activities.
- **Approve** training courses before providing/Cascading it.

Thank you!