



Federal Ministry of Health Ethiopia

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



**“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

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

## **Knowledge, Skill & Attitude**

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 **15** 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

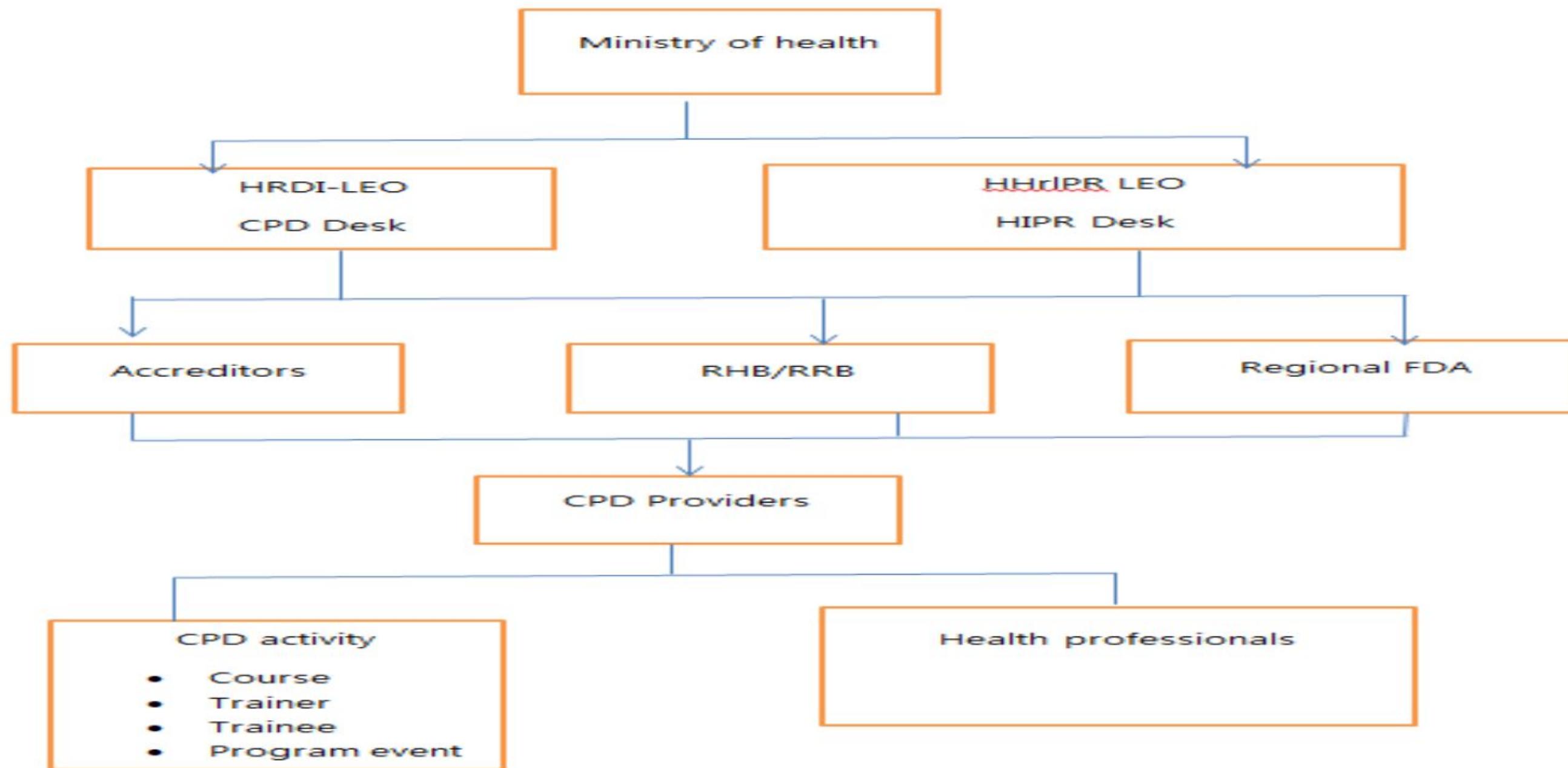
**CPD is mandatory for all HPs practicing in Ethiopia**

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 C PD providers to the MOH.
- Develop&/or Adopt, maintain CPD database

# ROLES AND RESPONSIBILITIES...

## CPD Accreditors

- Review, evaluate, assess and Accredit 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

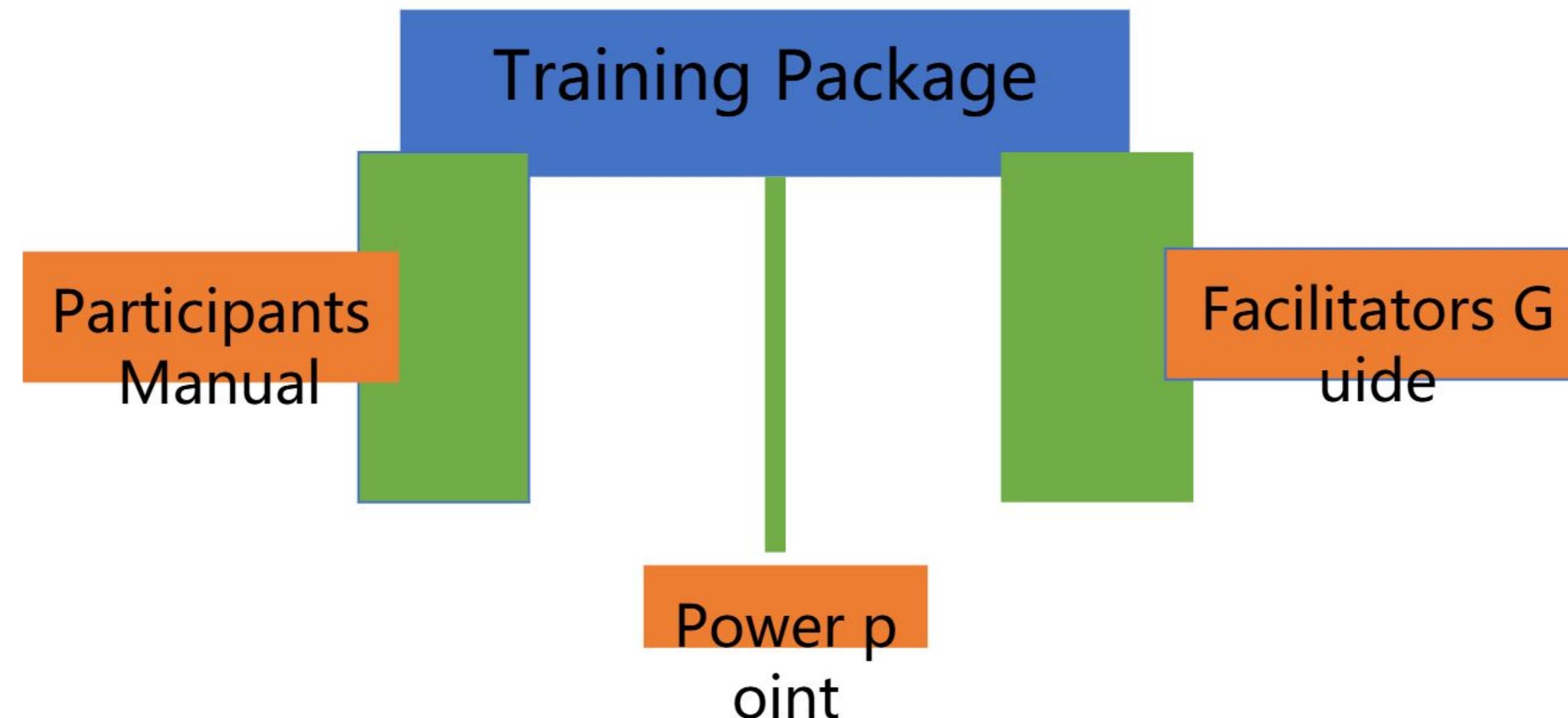
- Prepare & apply required documentation to the accreditor when requesting accreditation & reaccreditation
- Assign qualified **panel** of **experts** composed of **content**, program **experts** & **IDS** trained
- The **iHRIS** officer of a CPD Provider register courses & trainees and submit to the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



ፖ.ና ማኅበር - ኢትዮጵያ  
MINISTRY OF HEALTH-ETHIOPIA

የዘመን ጥና ለማንኛው በፊት በፊት  
HEALTHIER CITIZENS FOR PROSPEROUS NATION

የተከታታለ መያዥ ማኅበር ማስፈጸም መመሪያ

ሀምሌ 2016 ዓ/ም

አዲስ አበባ: ኢትዮጵያ

# Currently CPD integrated with L/Renewal HPs

01

03

02

04

BIO. Eng (MSC)



# የተከታታለ ትምህር ተመልከም (CEU) አስተያየት....

RHB, RRB & MoH ስልጠና ሰያዝና እውቅና ካላቸው ትቋማት የርመንግለያ  
ስነድናን በመፈጸመ ለተሳታፊዎች (CEU) ማስተካከል::

በምሳሌ ወረቅቱ አይደም የጋራ እርማ መሆን ይችላል::



- 02017 በጀት ዓመት የመ.ያ ሂ.ቁድ ለማያሳድስ ባለሙያዎች :-

02015 እና 2016 በጀት ዓመት ከማመበቅበቻው በጥቃለ ክፍል 60 C EU እና በየኋላ ዓመቱ 7.5 CEU ማምጣት ይመበቅበቻዋል  
ለምሳሌ

- ❖ ከጥቃምት 1/2017 ዓ.ም እስከ ታህሳስ 30/2017 ለማመበኝ ባለሙያዎች 15CEU በጀምሩ 75 CEU ሂደቀበበ የመ.ያ ሲሆን ቁጥርና ይችልበታዋል::
- ❖ ከማያሳድስ 1/2017 ዓ.ም እስከ ሲሆን 30/2017 ለማመበኝ ይግኝ የ 30CEU በጀምሩ 90 CEU ሂደቀበበ የመ.ያ ቁጥርና ይችልበታዋል::







## Cat I

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

## Cat II

Self-learning nature  
formal training  
diversified in nature (research, Ground round etc.)

# Why CPD Cat II ??

**It is Cost-Ef  
fective**

01



**To reach all H  
ealth workers**

03

**Increase  
Access**



04

**Inclusivi  
ty & flexi  
bility**

# Activities of CPD Cat II

**Ground Round**

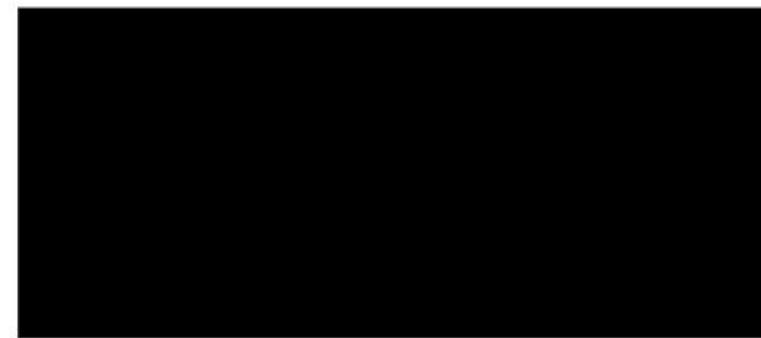
**Scientific Conference**

**Others + + + (CPD Guideline page 11)**

# Activities of CPD Cat II ...

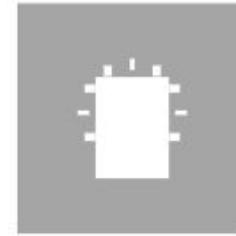
Seminars

Workshop



Case Repo  
rts

And Othe  
rs



# Current Experience in CPD Cat II

01

D/t Hospitals  
start implement

02

Significant # of  
earners scored C

03

All regions are s



# CEU allocation Table

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

# CEU allocation Table

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

## አካል 1 በጠና ባለሙያ ለመያ ማረኞ የሚቀርብ የተከታታይ መያ ማኑልበታ መለከታ(CEU) ማጠቃለያ ቅዱ

በኢትዮጵያ አዲስአበባ የጥናት-አያዥ ሽጭበለክ

[የከልል ስም ይገባ]

[የተቋማጓ አካል ስም ይገባ]

የከመልከት መል ስም \_\_\_\_\_

የመያ ክፍፍ

የከመልከትበት ቅዱ

ተቋ	የተከታታይ መያ ማኑልበታ ሰራሽ	የተከታታይ መያ ማኑልበታ ዓይነት (CPD modality, eg: training, workshop, grand round, etc)	የተገኘው የተከታታይ ትምህርት መለከታ (CEU )	የተከታታይ መያ ማኑልበታ አንድነታለው የተካሂወለት ማስኬል	የተከታታይ መያ ማኑልበታው የተካሂወለት ቁጥር	የርመራ

ደረጃው ባለሙያ ስም:----- ክፍፍ: ----- ቅዱ: -----

[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

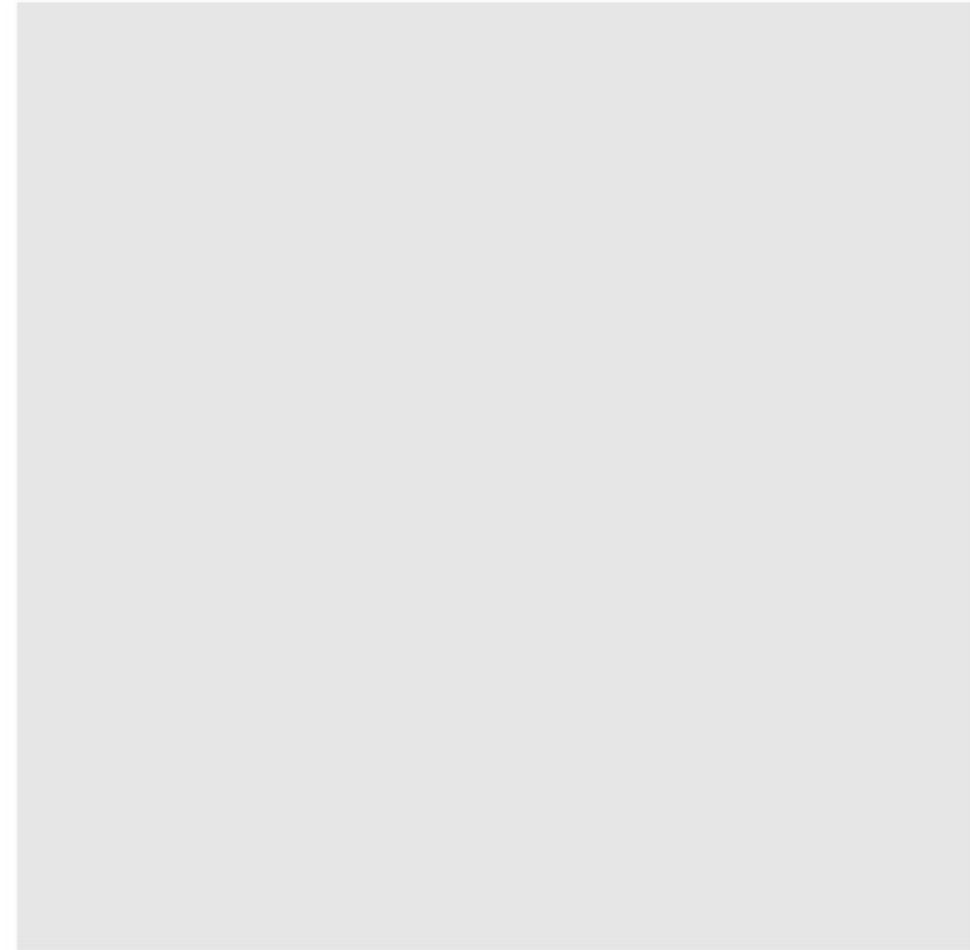
## Currently Available e-Learning sites

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

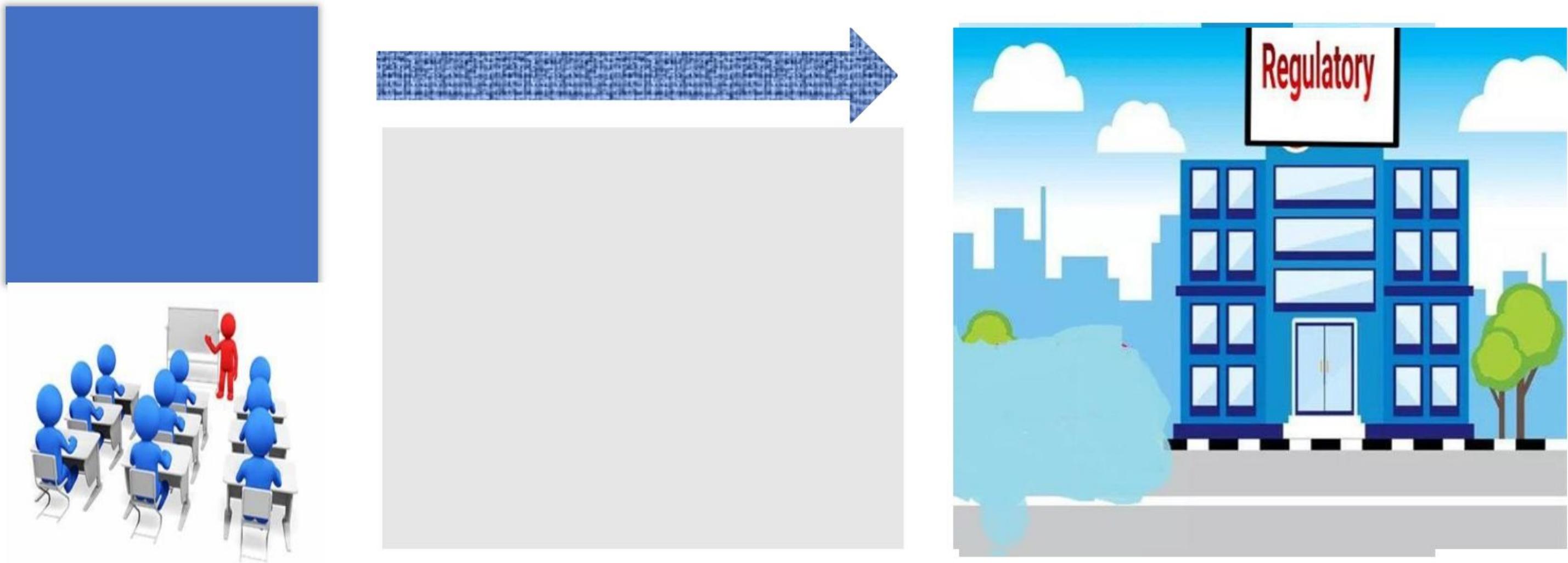
# QR code verification system

- \*The MOH e- Courses have unique QR code
- \*Upon 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

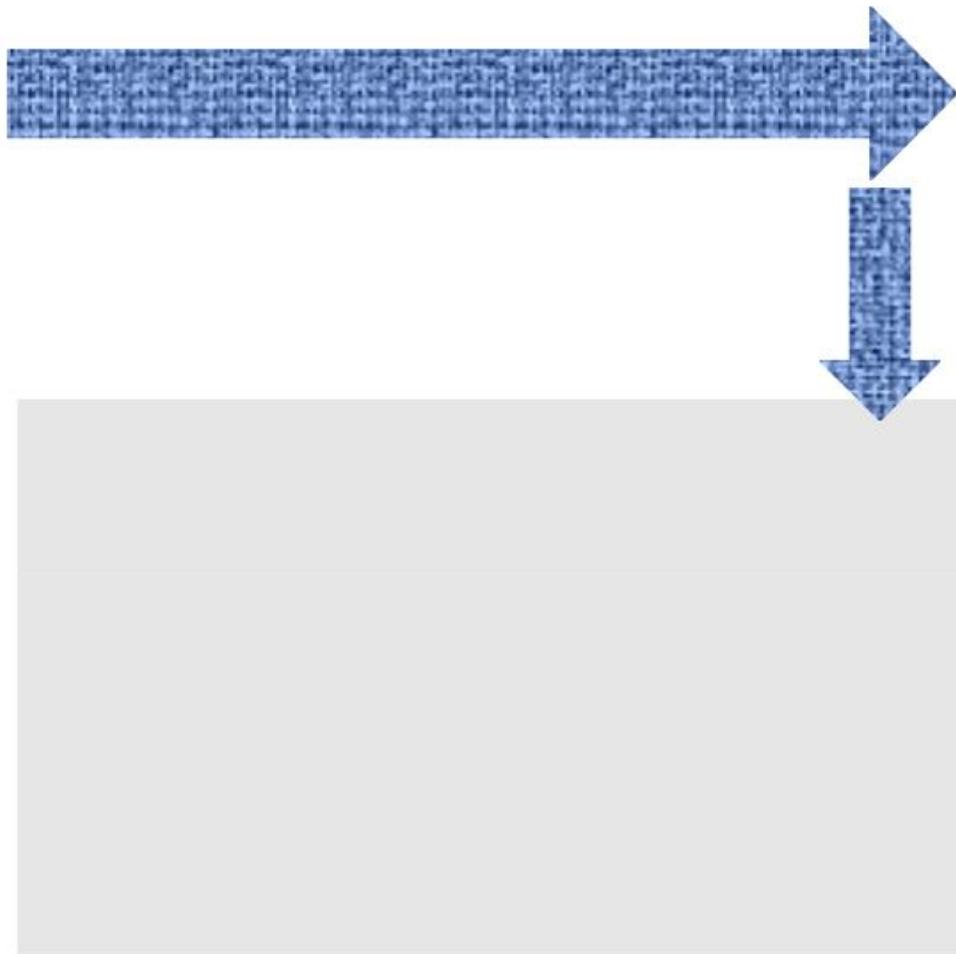
# Verification challenge



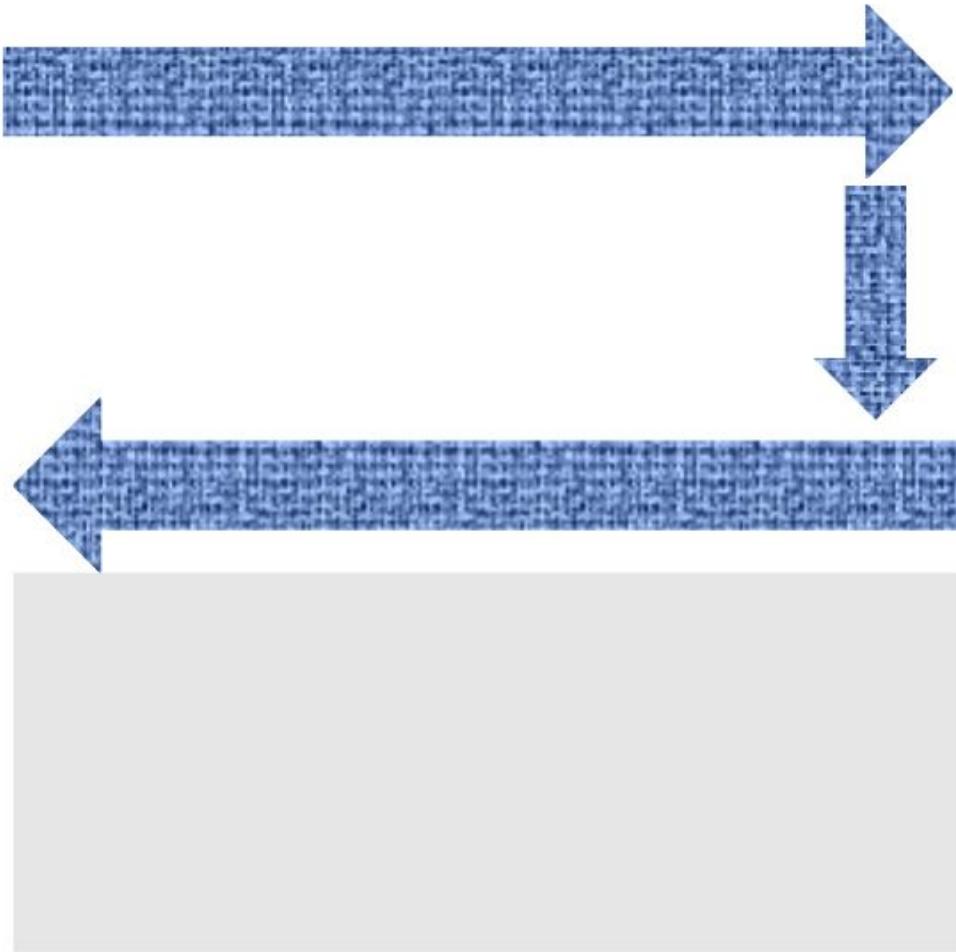
# Verification challenge



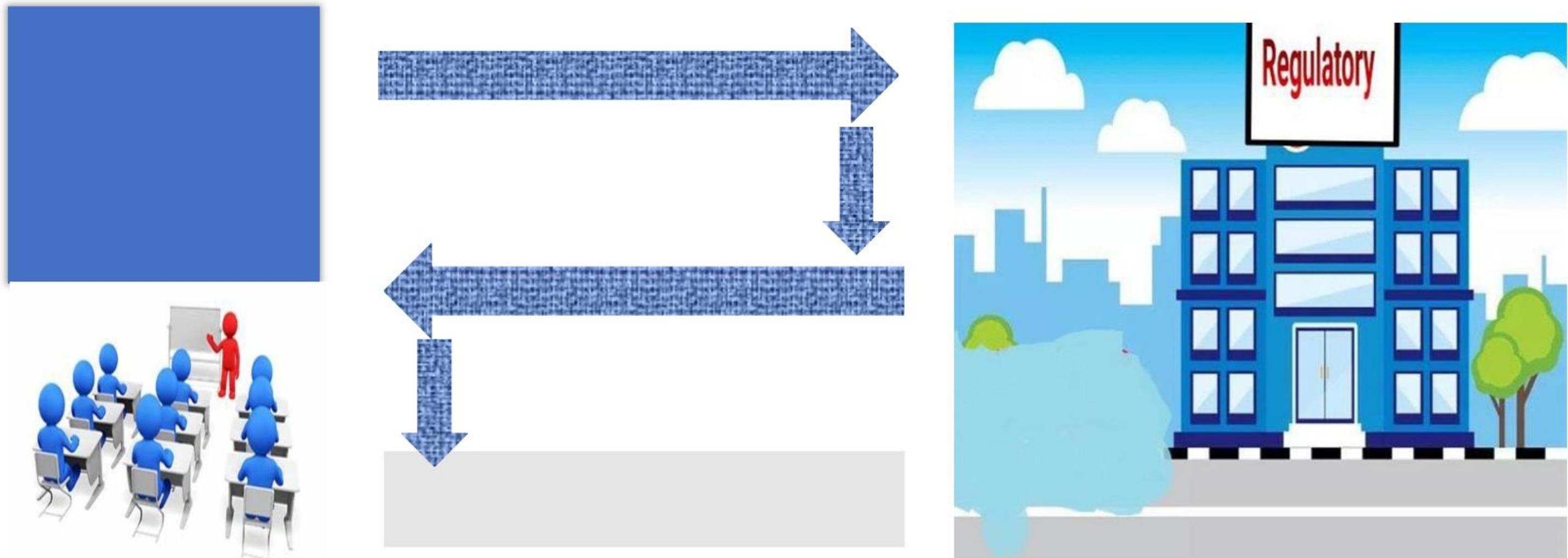
# Verification challenge



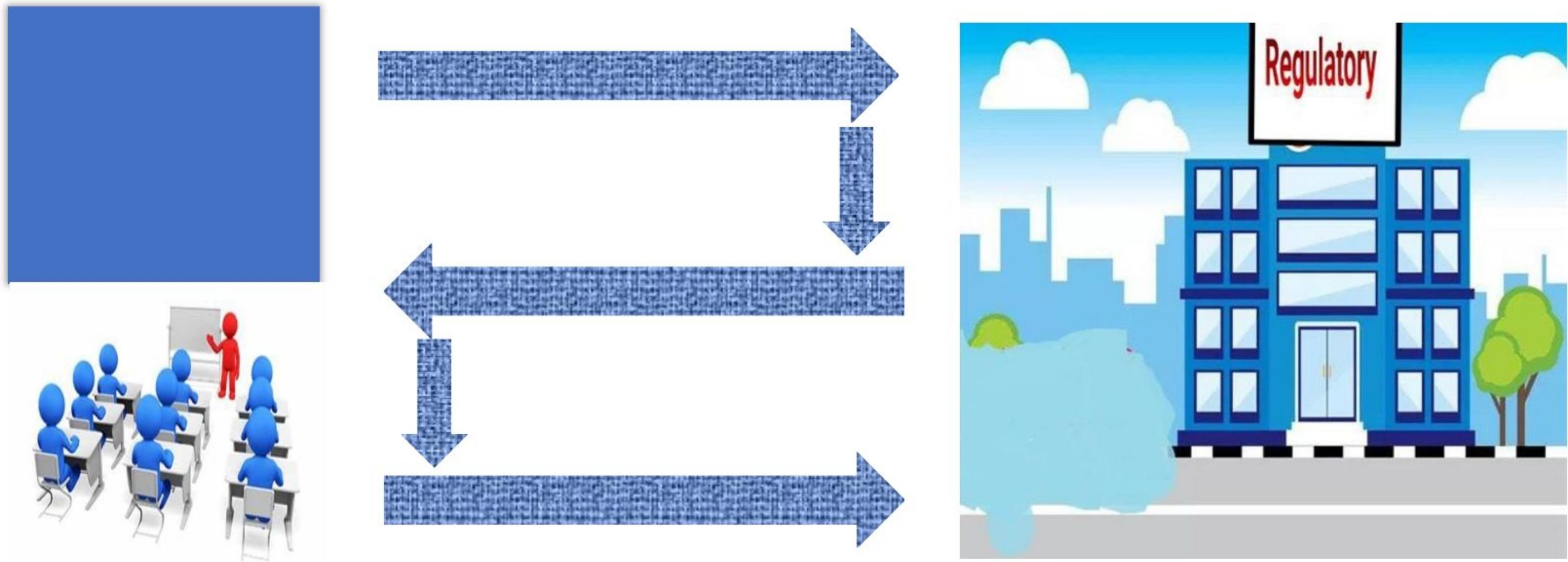
# Verification challenge



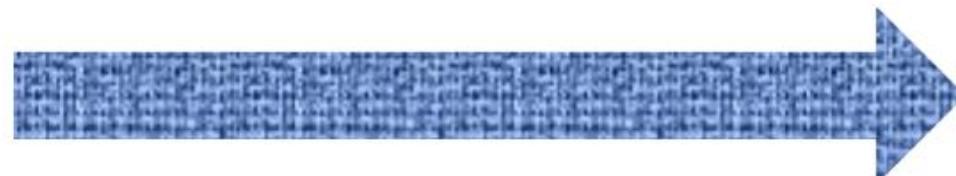
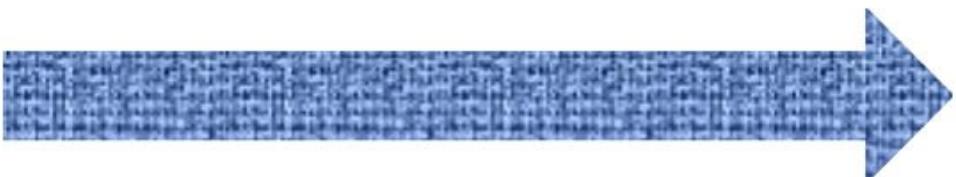
# Verification challenge



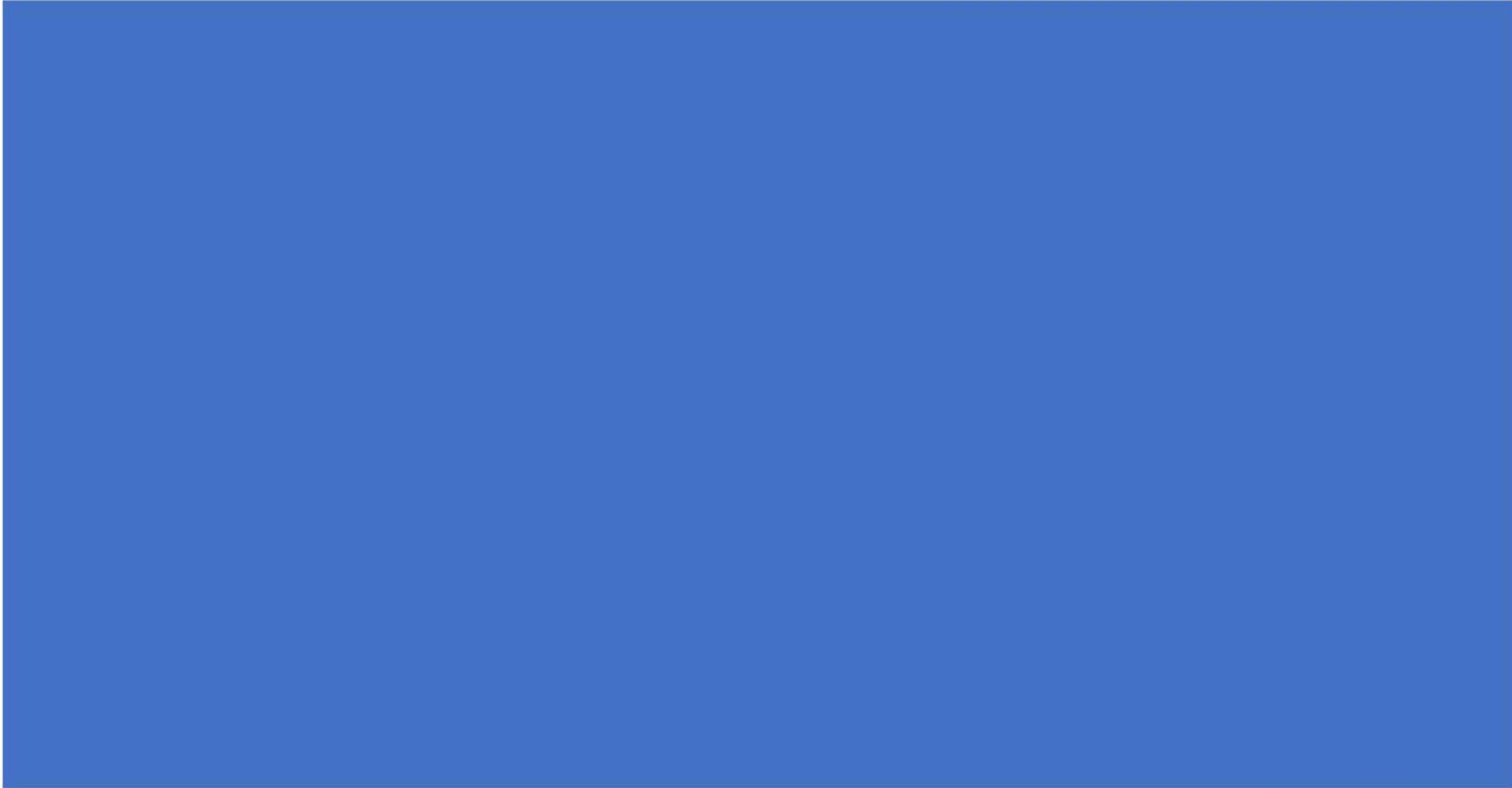
# Verification challenge



# Challenge addressed



# Sample Certificate





મ.૭ મનુસ્થિતિ - હિયર્સ  
MINISTRY OF HEALTH-ETHIOPIA  
1947/05/18/2019/04/27



# 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 Chera  
LEO, Human Resource Development  
and Improvement (MoH)



ZnMUYse57Z

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

# Lessons learned:

**Increase access & Uptake**  
Participation of health professions and PAs in CPD

1

**Integration with re-licensing**  
Motivating stakeholders to get involved in CPD activities

2

**Digital Technology**  
Increased access to CPD

3

**Partnership & Networking**  
CPD have Improved

4

# 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!