

# THE NEW MAINTENANCE OF PROFESSIONAL COMPETENCE

1<sup>st</sup> May 2025

## Introduction

From **1 May 2025**, a new revised, strengthened and more reflective Maintenance of Professional Competence Framework Model will be introduced. This updated model upholds high standards of professional practice while maintaining self-directed CPD processes that are relevant to each doctor's scope and stage of practice.

## Summary of Key Changes

- **Engaged vs Not Engaged in the Practice of Medicine:**  
A major change introduces the classification of either "Engaged in the Practice of Medicine" or "Not Engaged in the Practice of Medicine" status, which directly influences how the annual CPD requirements are applied.
- **Mandatory Professional Development Plan (PDP):**  
Completing a Professional Development Plan is now required, helping to reflect, plan and focus learning objectives that align with personal and professional goals.
- **The Practice Review Category:**  
The Audit/Quality Improvement category has been expanded to include Audit, Quality Improvement Projects and Practice Evaluation. A minimum of 10 credits (10 hours) is required in this category.
- **Renamed CPD Categories:**  
While the core activities have not changed significantly, the names of the CPD categories have been updated for clarity and transparency
- **Domains of Good Professional Practice**  
Doctors must ensure that they have documented engagement in all eight Domains of Good Professional Practice at least once every **three** years

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## New categories

- **Planning CPD (up to 5 credits can be recorded for this activity)**  
Your Professional Development Plan helps you reflect and plan learning events relevant to your scope and stage of practice. It is now a mandatory requirement and creating a plan attracts 3 CPD credits. The Medical Council encourages doctors to engage in peer review and also review their plan at the end of every year. In addition, you can claim 1 CPD credit if you have your Plan reviewed by a peer/colleague and 1 CPD credit if you reflect on your plan at the end of the year.
- **Practice Review (minimum of 10 credits required)**  
The Practice Review category includes Clinical or Practice Audit, Quality Improvement and Practice Evaluation projects
  - **Audit:** Reviewing care against criteria to improve standards
  - **Quality Improvement:** Implementing interventions for better outcomes
  - **Practice Evaluation:** Assessing your professional performance relating to your stage and scope of practice

- **Work-Based Learning (minimum of 15 credits required)**

This category includes activities previously recorded under the Internal category. It involves doctors' reflection of their clinical and non-clinical work. Examples include:

- Grand rounds, Journal clubs, Multi-disciplinary team meetings
- Management, Policy and Committee meetings
- Personal reading or study (journals, textbooks, web journals etc.)
- Research, Publications
- Teaching, Examining, Mentoring and Supervision
- In-house education provided by your employer

- **Accredited Continuing Education (CE) (minimum of 20 credits required)**

Accredited CE activity includes attendance at relevant educational events, conferences, courses, and workshops at local, national, international level. CE activity must be accredited in Ireland or in the State where it is delivered. Some examples include:

- Local, Regional, National, International accredited meetings
- Conferences/Seminars/Webinars. Presentations to scientific meetings
- Training Bodies, College, Medical Societies
- Education, Training and Simulation Programmes
- Courses, workshops, seminars, diplomas
- Online learning courses, modules, workshops
- Masterclass series also webcast
- Relevant academic qualification (degree, diploma, course)

### **Some Learning Activities Relevant to Retired Doctors**

- Health and clinical service policy
- Clinical leadership, management, committee participation
- Teaching, Examiner, Mentoring, SDR assessment
- CPD verification
- Patient incident assessment
- Medico-legal work, Professional Advisor, Voluntary, Others
- Practice review, audit, quality improvement

## What does it mean to be Engaged in the Practice of Medicine?

Engagement in the practice of medicine by a registered medical practitioner includes any of the following activities:

- Involvement in the act of diagnosing, treating or managing illnesses and medical conditions, including telemedicine consultations
  - Provision of medical advice or education
  - Prescription of medications
  - Performing medical procedures
  - Development of preventative programmes
  - Conducting relevant medical research
  - Taking any other actions which require medical knowledge and skills
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## How to meet the new CPD Requirements:

### **I am Engaged in the Practice of Medicine, what must I do to meet requirements?**

The Professional Competence year runs from 1 May to 30 April. During this 12-month period you must:

- Enrol in a Professional Competence Scheme and record CPD activities in your ePortfolio for Professional Competence
- Engage in and record a minimum of **50** hours of CPD activity per year, made up as follows:
  - Planning CPD – up to **5** CPD credits
  - Practice Review – minimum **10** CPD credits
  - Work-based Learning – minimum **15** CPD credits
  - Accredited Continuing Education – minimum **20** CPD credits
  - Assign all eight Domains of Good Professional Practice at least once in every **3** years

### **I am not Engaged in the Practice of Medicine, what must I do to meet requirements?**

The Professional Competence year runs from 1 May to 30 April. During this 12-month period you must:

- Enrol in a Professional Competence Scheme and record CPD activities in your ePortfolio
  - Engage in and record a minimum of **50** hours of CPD activity per year, made up as follows:
    - Planning CPD – up to **5** CPD credits per year
    - Practice Review/Work-based learning – minimum of **25** CPD credits
    - Accredited Continuing Education – minimum **20** CPD credits
    - Assign all eight Domains of Good Professional Practice at least once in every **3** years
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## Why is the Medical Council making this change?

The revised Professional Competence Requirements ensure that medical practitioners continuously evolve alongside the healthcare system's demands. By emphasising reflection and outcome-driven learning, the Medical Council aims to make CPD more relevant to daily medical practice, improving both patient care and the practitioner's skill set. CPD credits for practice review and quality improvements, along with the introduction of the 'Engaged' status and reflective practice reinforce the accountability and proactive engagement required for maintaining high standards in medical practice.