



Differentiating CPD Activities from Work-related Responsibilities

Continuing Professional Development (CPD) is your lifelong commitment through which you maintain and enhance your level of knowledge, skills, and judgement, and maintain professional standards of practice and individual competence. CPD includes those activities you pursue to maintain your professional competence and keep up with scientific developments in a changing practice environment of new veterinary medical innovations and advancements. CPD also involves developing expertise in a new area or scope for your practice. For example, you pursue CPD to learn a new diagnostic approach such as ultrasonography, or to care for a new animal species, such as sugar gliders.

CPD activities do not include your routine work-related responsibilities. In clinical practice, CPD activities do not include, for example, simply consulting a reference to look up a drug dose for a specific animal, or cage-side or stanchion-side treatment rounds between members of the health-care team to ensure continuity of care in a multi-professional practice. In Academic Practice, CPD does not include your core teaching responsibilities of a course you deliver each year. In Research or Consulting Practice, CPD does not include your routine research responsibilities or the project you have been hired to consult on.

CPD activities can be both organized learning events and self-directed learning activities. Organized learning events include conferences, seminars, wet labs, workshops, both live, small group, large group, and over the internet. CPD may also include your studies and training for additional professional credentials and peer-reviewed presentations you gave or articles published, above and beyond your core professional responsibilities.

Self-directed learning projects often relate to CPD opportunities identified on your Practice Profile and may be either a long-term goal or an emerging learning need. Self-directed learning usually involves investigating multiple sources or references (web page and textbook, or journal article and consult with a colleague). Multiple sources are used to validate and confirm your learning. Self-directed learning projects can be captured on a Document B sheet [Professional Learning Project], if you wish to make use of that tool.

A portion of your self-directed learning may also include environmental scanning to remain aware of new innovations or developments that may be relevant to your practice. Environmental scanning may involve reviewing a veterinary journal subscription, scanning a regular medical alert web service, or reviewing regular updates from a website (i.e. VIN). Environmental scanning addresses awareness, the first stage of professional development, but must be complimented with CPD activities which development foundational knowledge, develop application of skills, and support implementation in practice.

A key way to differentiate CPD activities from routine professional responsibilities is that CPD activities lead to professional reflection and to identifying the impact the new information may have on your practice.