



Reviewing CPD Requirements of Veterinarians in Ontario

Licensed veterinarians in Ontario are required to complete CPD activities each year. CPD Requirements (defined in By-Law 41.(1) include:

- 1. Development Activities**
 - (peer expectation: 50 hours/year or 150/3 years)
- 2. Professional Reflection**
 - Describe Practice Profile
 - Identify CPD Opportunities/Learning Objectives relevant to practice
 - Consider/ specify outcome/impact or key-takeaways for practice
- 3. Mandatory submission of Hours with annual license renewal**

Veterinarians are required to complete and record development activities. Peer expectations suggest that veterinarians should complete 50 hours of CPD each year or 150 hours over three years. The flexibility of a rolling three-year CPD cycle allows veterinarians to balance work responsibilities and professional or personal demands which may vary each year. The vast majority of veterinarians in Ontario have completed an average of over 75 hours of CPD activities each year.

Veterinarians are also required to document professional reflection. There are at least three opportunities to demonstrate and document professional reflection in the CPD Cycle. Veterinarians demonstrate professional reflection when they use the Professional Practice Profile and describe the reality of their unique practice. Professional Reflection is next demonstrated when a veterinarian identifies learning opportunities relevant to their practice on the third column of the Professional Practice Profile or as a learning objective on the CPD Plan. On the CPD Activity Log, professional reflection occurs when veterinarians consider the impact of the learning activity on practice, retain documentation for a professional library, and/or record a key take-away or practice pearl. The key take-aways or practice pearls become an index of the CPD activities completed that year.

The College of Veterinarians of Ontario – a council of veterinary peers and public representatives – is mandated to ensure the profession “maintains and develops standards of knowledge and skill” (*Veterinarians Act*). CPD must be documented in a peer reviewable manner. Peer reviewable means that CPD Tools clearly document your professional reflection and developmental activities so that a colleague reviewing the materials would recognize the logic of your choices (this is similar to a Medical Record being peer-reviewable.)

Licensed veterinarians in Ontario are required to meet generally accepted standards of practice in the performance of their services. They have a responsibility to engage in *effective and relevant* CPD in order to demonstrate their commitment to upholding the standards of the profession. The CPD Cycle Tools—Professional Practice Profile, Activity Log, and Summary Sheet—facilitate the process of documenting one’s CPD, which in turn is an indicator that veterinarians are meeting their professional and regulatory requirements.