
#myhcpcstandards

Reflective practice

hello

my name is...

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General data protection regulations

Professional Liaison Service

- Personal details for registration are used for this event and post evaluation survey only
- During this broadcast there is opportunity for you to ask questions with your name included
- Any comments may be used for future analysis, learning, evaluation and marketing
- **This event is being recorded**





Overview of the session

1. HCPC role and standards



2. How reflection is used in your
CPD



Using reflection in practice

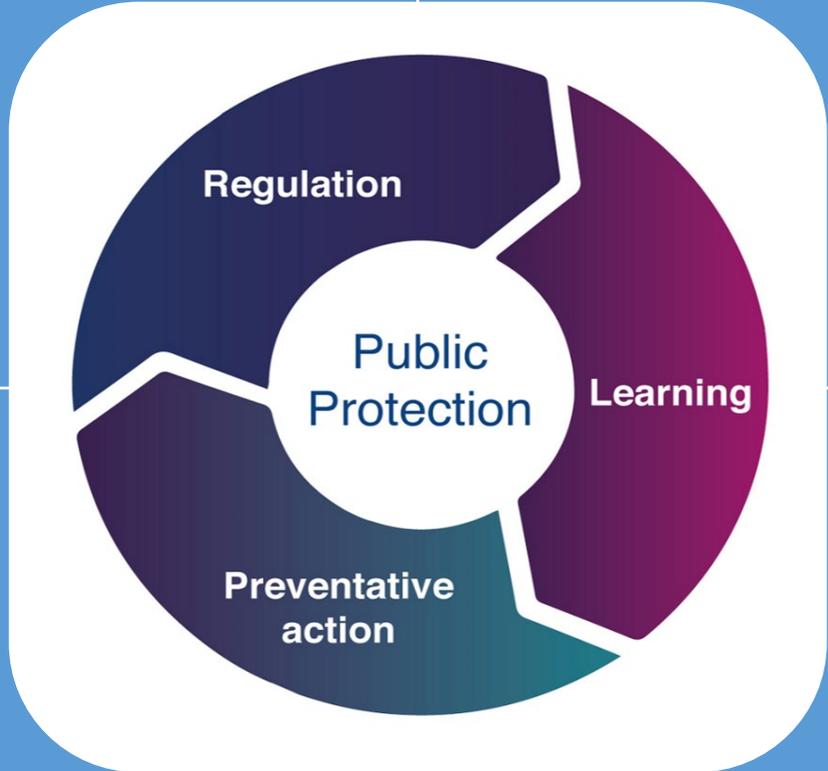


3. HCPC support for you

Maintaining and publishing a register of professionals



Setting appropriate Standards



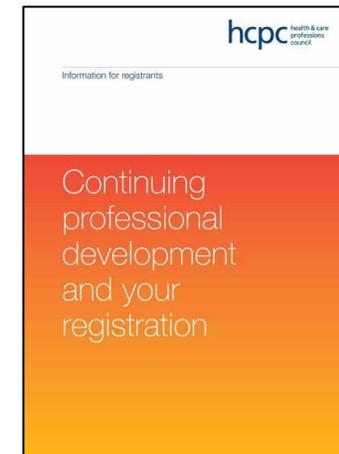
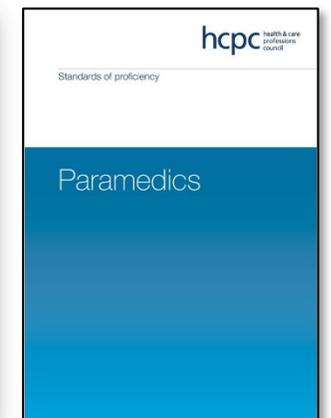
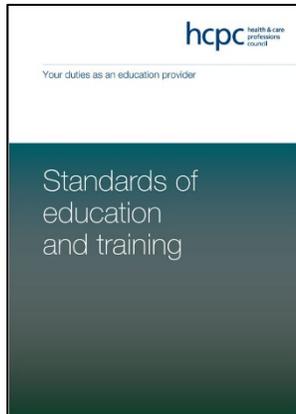
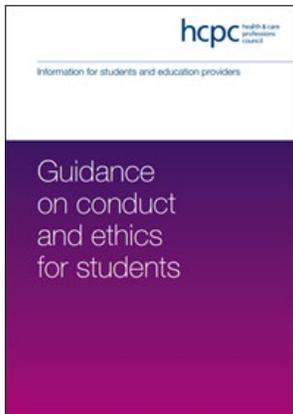
Responding to fitness to practise concerns

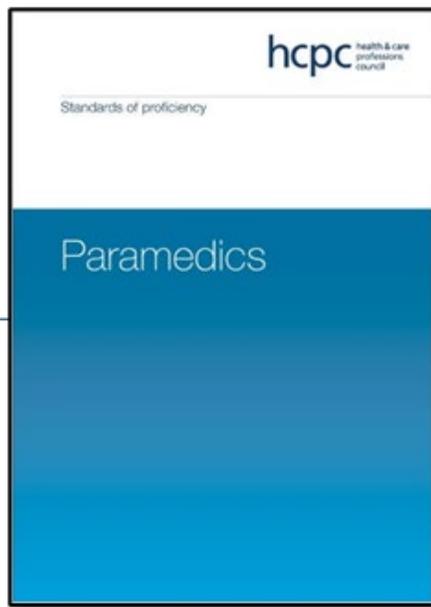


Quality assuring education

Our standards for you

Professional Liaison Service





New Standards of Proficiency

Reflect and review practice

Understand the value of reflective practice and the need to record the outcome of such reflection **to support continuous improvement**

Recognise **the value of multi-disciplinary reviews**, case conferences and other methods of review

Current Standards of Proficiency

Reflect on and review practice

Understand the value of reflection on practice and the need to record the outcome of such reflection

Understand the value of case conferences and other methods of review

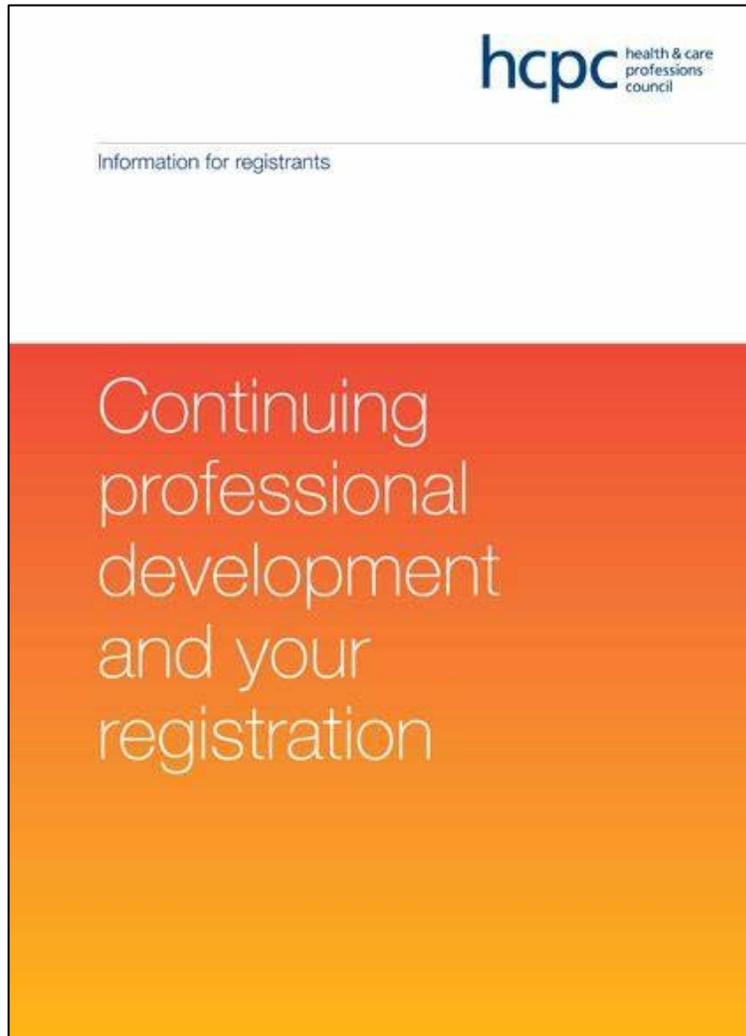
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hcpc health & care
professions
council

Information for registrants

Continuing
professional
development
and your
registration

- ✓ Reflection can form part of your CPD
- ✓ Used during your Work-based learning
- ✓ Notes you keep about your reflection can be submitted as evidence in a CPD audit.
- ✓ Remember to keep information about your service users confidential.

Reflections and CPD

Professional Liaison Service

The screenshot shows the HCPC website's navigation and content for CPD evidence. At the top, there is a red navigation bar with links for COVID-19, Cymraeg, Resources, Media centre, Contact us, My account, and Search. Below this is the HCPC logo and a 'Check the Register' button. A secondary navigation bar contains links for About us, Standards, Concerns, Registration, CPD, Education, and News and events. A breadcrumb trail reads: Home - CPD - CPD audits - Completing a CPD profile - CPD evidence. The main heading is 'CPD evidence'. The content area includes a paragraph: 'How you might supply evidence of what you've undertaken'. Below this is a sub-paragraph: 'When you put together your profile, you also need to send in evidence to support your personal statement.' To the right, there is a red call-to-action box with the text: 'CPD audit do's and don'ts' and 'Tips from CPD assessors to help you submit a complete CPD profile' with a right-pointing arrow.

‘Evaluations of courses or conferences you have been to’

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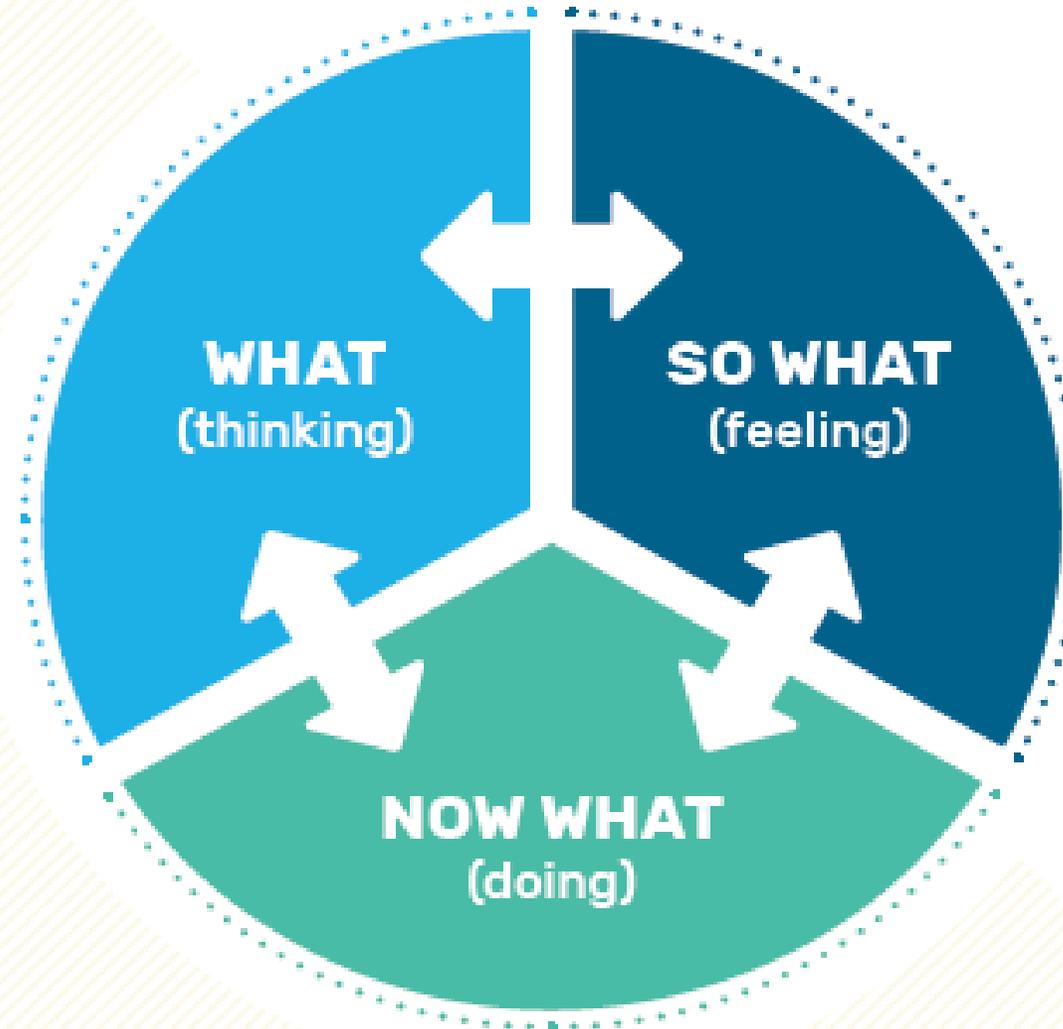
Using reflection in practice

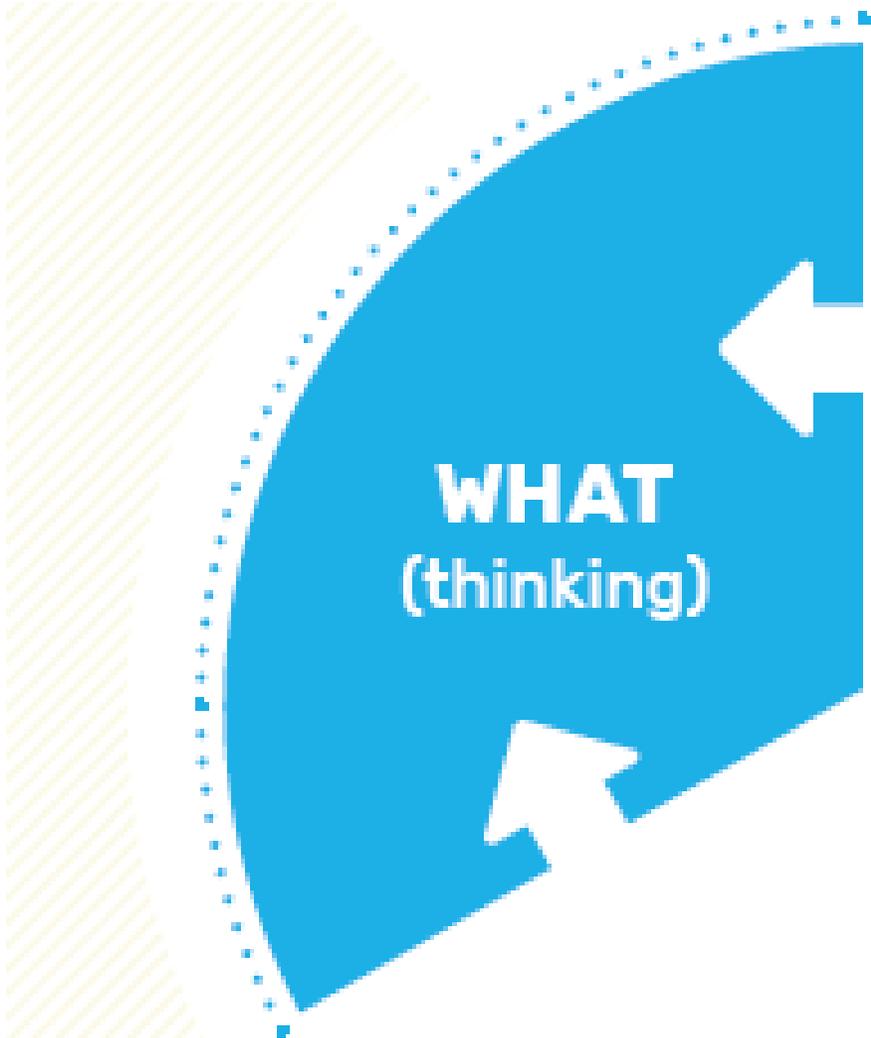
3. HCPC support for you

Reflective practice

Recognise, reflect, resolve: The benefits of reflecting on your practice

Rolfe et al (2001) model of reflection





WHAT
(thinking)

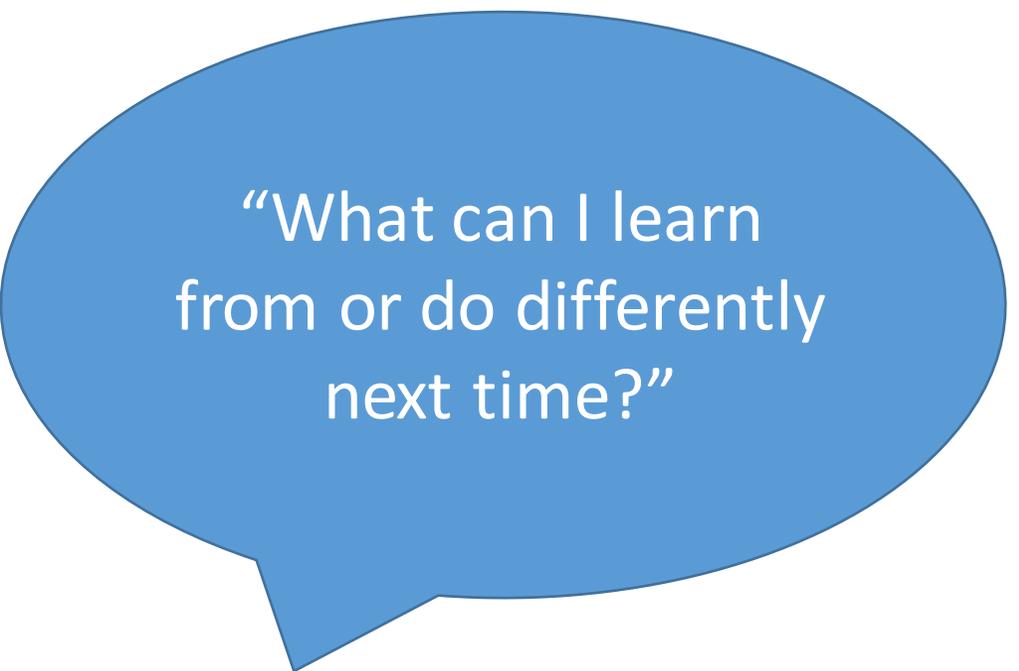
“What was I thinking
when I took the
actions or made the
decision that I did?”



“How did I feel at the time of and after the experience, why was it important?”



NOW WHAT
(doing)



“What can I learn
from or do differently
next time?”

Here are some tips to think about when you set out to reflect.

Positive outcome of challenging situation: Any kind of experience in your practise can be reflected on and provide useful insights. Don't feel like you have to choose a 'special' event.

Take a focused approach: There are no rules, but you will probably get the best impact if you approach your reflection with a specific focus in mind. Focus on what you want to learn from your reflection and think about how it relates to your role.

Learning: Focus on what you learned in an event and don't just provide an account of an event.

Resources: Aside from this toolkit, there are wide variety of resources to help with your reflection. Check with your employer, your professional body or union.

Confidential: When making your notes, respect everyone's confidentiality. Keep personal info about your service users and colleagues anonymised in your records and make sure that no one can be identified if you present your reflections somewhere.

A template for you to use

Reflective Practice Template

There is no right or wrong way to reflect on your practice. Different people learn in different ways and while one person may learn by reflecting on a positive outcome, another may find it most useful to focus on a situation they found challenging.

Below we have provided some prompts to help you add value to your reflection.

Some prompts will be more relevant than others depending on your event, your practise and whether you are reflecting as a group or an individual.

What happened?

I was working in occupational health as a staff Covid contact tracer.

It was my job to look up the staff names and then ring them with their Covid swab results - if it was positive or e mail them if it was negative. I looked up a result and sent an e mail to a nurse to say theirs was negative.

Later that morning I was passed an inbox item that asked me to call the sae nurse as she felt so ill and had been surprised at the result of the COVID-19 swab and wanted some advice.

I looked into her records and saw that in fact the result from the day before was positive for COVID-19 and that I had been looking at a previous swab from December 2010.

Would you call this a positive or challenging event?

This was a challenging event for me. As soon as I realised what had happened I felt sick. It reminded me of the time that I had made a medication error when I was first qualified.

I instantly rang the staff member to apologize and explain to her that I had been looking at the wrong date when I gave her the covid result.

She actually took it very well and said that she had expected to test positive.

Looking back

I immediately spoke to the occupational health manager, who was very supportive.

I followed this up with a written apology to the nurse and completed a Datix, an incident management form.

I reviewed how this had happened and what checks we would need to put in place to prevent it happening again.

I reflected that it would have been easy to call the nurse, but then not to tell my manager and complete the incident report.

Looking forward

I felt reassured that as I had dealt with the mistake by being open and honest then it had a positive outcome in terms of continuous improvement.

As a team we reviewed the way that results were looked up so that other members of the team wouldn't make the same mistake.

I reflected that if I had not been open and honest I would have been left feeling very uncomfortable about my actions.

Some concerns about use of your reflections

Gross negligence
manslaughter in healthcare

The report of a rapid policy review

June 2018

‘Widespread fears from healthcare professionals and representative groups that personal reflection where things have gone wrong, and in particular written reflection, might be used as evidence against them in criminal or regulatory proceedings’

Gross negligence
manslaughter in healthcare

The report of a rapid policy review

June 2018

*“The HCPC would not request
reflective material in the
investigation of fitness to practise
cases”*

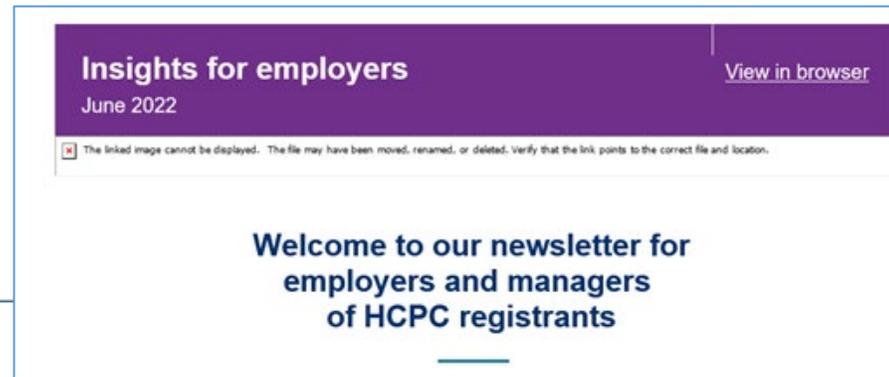
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- Implementing a more just and learning culture
- Managing concerns about an employee
- Supporting those involved in Fitness to Practise cases
- About our Professional Liaison Service
- Sign up for our Employer Insights webinars
- #myHCPCstandards webinars
- **Our next newsletter will focus on understanding supervision**

Enter our Student Competition

Being open when things go wrong is an essential skill for all health and care professionals. But, it is not always that easy to achieve in practice.

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July, 2022

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13:00-14:00

#myhpcstandards: Duty of candour

In this webinar we will explore the duty of candour requirements across the UK, some of the challenges in meeting these requirements and how to overcome these.

Microsoft Teams

[More details >](#)

Please complete the following survey to let me know what you thought about today's session:

<https://forms.office.com/r/vuS4s76gmn>



Getting in touch



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www.linkedin.com



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HCPuk



Professional liaison service:

Policy department:

Registration department:

Fitness to practise:

professional.liaison@hcpc-uk.org

policy@hcpc-uk.org

registration@hcpc-uk.org

ftp@hcpc-uk.org

NHS



Stay at Home

Save Lives

THANK YOU

