

# Free Downloads

The TRAMm Model, TRAMm Trackers and TRAMm Trail along with further information about our work is free to download from our website:  
[www.TRAMmCPD.com](http://www.TRAMmCPD.com)

Email: [Enquiries.TRAMmCPD@gmail.com](mailto:Enquiries.TRAMmCPD@gmail.com)

Web: [www.TRAMmCPD.com](http://www.TRAMmCPD.com)

**Are you and your team really engaging in Continuing Professional Development (CPD)?** Deb Hearle & Sarah Lawson

CPD is considered to be an essential complex concept which assures high quality practice within health and social care (NHSF 2002, HCPC 2011). In order that CPD addresses this core objective, regulatory bodies state that health and social care professionals should be engaged in the CPD process (HCPC 2014, RCS 2015). A concept analysis (Walker and Avant 2010), undertaken as part of a PhD produced [www.definingethics.com/CPD-engagement-continual-to-health-and-social-care](http://www.definingethics.com/CPD-engagement-continual-to-health-and-social-care)

Scan this code for more information

**1. CPD is self-initiated and voluntary**  
 1. Why are you undertaking the conference and what do you hope to gain?  
 2. Does your employer value and facilitate a culture of learning?  
 3. How are CPD opportunities identified for you and your team. Are there mechanisms in place to plan your CPD in groups?  
 4. Are you encouraged/required to undertake CPD in your work?

**2. CPD learning is embraced and applied in practice**  
 1. How well you implement your learning from attending the conference?  
 2. Do you act on your reflections?  
 3. Has your CPD impacted upon your practice/service delivery and if so how?  
 4. How have your learning informed your practice?

**3. CPD learning is recorded, evaluated and shared with others**  
 1. How do you ensure that you meet the HCPC/Professional Body?  
 2. How well you record the details of your CPD?  
 3. What mechanisms do you use to monitor and measure your progress?  
 4. How do you encourage your colleagues to undertake your learning?  
 5. Are you encouraging your colleagues to undertake your learning?  
 6. How do you ensure your colleagues are undertaking your learning?

**4. CPD is self-initiated and voluntary**  
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**5. CPD is self-initiated and voluntary**  
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**Methodology**  
 Literature was accessed via CINAHL, CINAHL, EMBASE, Medline, PsycINFO, Proquest, Scopus, using the search terms: engagement, work, workplace, work, professional, voluntary engagement, CPD, and life long learning.  
 Walker and Avants Lexicons (a 5 stage framework for undertaking a concept analysis) as follows:  
 1. Definitions, attributes and key characteristics  
 2. Defining Attributes  
 3. Antecedents and Consequences  
 4. Contradictory Cases  
 5. Empirical references

**REFERENCES**  
 Avants, W. (2010) 'Professionalism and the CPD process: a concept analysis of CPD in health and social care', unpublished PhD thesis, Cardiff University.  
 Avants, W. (2011) 'Professionalism and the CPD process: a concept analysis of CPD in health and social care', unpublished PhD thesis, Cardiff University.  
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 Avants, W. (2023) 'Professionalism and the CPD process: a concept analysis of CPD in health and social care', unpublished PhD thesis, Cardiff University.  
 Avants, W. (2024) 'Professionalism and the CPD process: a concept analysis of CPD in health and social care', unpublished PhD thesis, Cardiff University.

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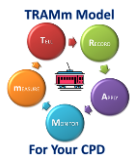


## About Us:

We are Occupational Therapists with a passion for CPD. We are currently undertaking doctoral research beginning to provide underpinning evidence for TRAMmCPD. Ethical approval has been awarded. Updates of our progress and results of our CPD Engagement research is included on our website and in our book.

## HCPC Standards for CPD 2017

1. Maintain a continuous, accurate, and up-to-date record of your CPD
2. Demonstrate your CPD activities are a mixture of learning activities relevant to your current or future practice
3. Seek to ensure your CPD contributes to the quality of your practice and service delivery
4. Seek to ensure your CPD benefits your service users
5. If selected for audit, submit written profile and evidence of own work which meets the above 4 standards

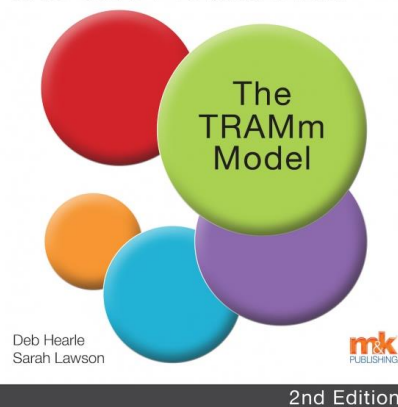


**TRAMmCPD**  
 United Kingdom

**TRAMmCPD**

*A framework for Continuing Professional Development for health and care professionals*

A Strategic Guide to  
Continuing Professional  
Development for Health  
and Care Professionals:



Our book

## TRAMmCPD

Continuing Professional Development (CPD) is a personal and subjective journey, as well as a professional responsibility and mandatory requirement. In order to be effective you need to *Tell* others, *Record* and *Apply* what you have learnt through your CPD activities, *Monitor* your progress and *measure*<sup>1</sup> the impact.

For the latest news and information please see our website: [www.TRAMmCPD.com](http://www.TRAMmCPD.com)

<sup>1</sup> The lower case 'm' is used to denote *measure* purely to differentiate it from *Monitor*. It has no significance in terms of importance

### The TRAMm Model

TRAMm - *Tell*, *Record*, *Apply*, *Monitor* and *measure*. A dynamic, interactive model which encourages interaction and provides a clear framework for maintaining and recording your CPD.

### TRAMm Tracker

An adaptable, effective tool for recording, monitoring and measuring your learning and CPD. Providing a continuous journey towards fulfilling the HCPC CPD Standards.

### TRAMm Trail

Strategically plan and record in a little more depth the most significant pieces of your CPD.

### TRAMmCPD

The TRAMm Model, TRAMm Tracker and TRAMm Trail, collectively known as TRAMmCPD, provide health and social care professionals with a framework to facilitate the journey through Continuing Professional Development (CPD).

Information is *free* to download from our website: [www.TRAMmCPD.com](http://www.TRAMmCPD.com)

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*TRAMmCPD helped me to organise everything I had gathered in the last 2 years, it helped me to panic less about being part of the HCPC audit process”* Band 6 Occupational Therapist

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### Book available

Hearle, D., and Lawson, S., (2020) *A Strategic Guide to Continuing Professional Development for Health and Care Professionals: The TRAMm Model (2<sup>nd</sup> ed)*  
Keswick: M&K Publishing

Available from major retailers, also available in eBook format from worldwide distributors such as:

- Apple iBookstore
- Amazon Kindle Store