

IRH CPD POLICY SUMMARY

All members of the Irish Register of Herbalists (IRH) are bound by the IRH Constitution and Code of Ethics (available on the IRH website). The IRH are committed to professional excellence and have set a particularly high benchmark with CPD. The IRH have created full guidance for members and check CPD achievements annually at membership renewal. All our members are actively involved in continuous professional development.

Article 3.4 of the IRH Constitution states:

All members must comply with the current Continuous Professional Development (CPD) policy.

The IRH Code of Ethics states:

It is a requirement that the practitioner fulfils all CPD (Continuing Professional Development) requirements set down by the IRH – all requirements are clearly explained in the CPD booklet sent to each practitioner each year.

1:1 – It is mandatory for practising members to complete 100 CPD points per annum and to show evidence of this at membership renewal. Lapsed members returning to full membership must also provide evidence of 50 CPD points before membership can be renewed.

1:2 – All members are issued with a comprehensive booklet which explains what CPD is, highlighting its beneficial effects in the continual pursuit of excellence. The booklet gives full details and some examples of how points are awarded.

1:3 - Members who cannot meet the requirement for health or other reasons must fill in a waiver form in advance of membership renewal.

1:4 - Failure to meet CPD requirements may incur a fine and possible termination of membership decided by the IRH Committee on a case by case basis.

1:5 – Members are to be fully audited at random and must be able to provide complete evidence of CPD activity for previous and current years. Evidence includes signed CPD forms issued for recognised seminars and workshops; letters of attendance on courses and so on.

The IRH have created a comprehensive CPD policy in line with the recommendations set out in *The Report on the Regulation of Complementary and Alternative Practitioners in Ireland* (2002). In its recommendation to the Department for Health and Children for the establishment of a working group the 2002 O'Sullivan Report suggested 4:9 (4:6):

The National Working Group should seek to develop an agreed approach to CPD with the bodies representing the individual therapies. A CPD system would be part of voluntary self-regulation in the first instance but should be considered for financial support from the Department if regulation were placed on a statutory basis in due course.

The Report of the National Working Group on the Regulation of Complementary Therapists to the Minister for Health and Children (2005), established in the wake of the 2002 Report also recommended an awareness of reflective practice and CPD and training of practitioners should be consolidated through continuous practitioner development.

The International review of the Academic Validation of Higher Education Programmes in the Complimentary Therapies (2011) Report to HETAC and the Minister for Health placed the onus on professional associations (such as the IRH) to ensure fitness to practice by commitment to continuous professional development (Summary of Findings 2/d).

The IRH CPD policy was developed by looking at other examples in the field and consolidating a policy based on the recommendations outlined in the above reports.