



## Continuing Competence, Ongoing Development

### *Full details of the current proposals*

#### 1. Introduction

This element of the overall project developed in a slightly different way, and the working party did make recommendations that were considered by the President's Committee of the Society. However, the decision of that committee was that no view should be taken until such time as the profession and other stakeholders had had an opportunity to comment on the suggestions and contribute their own views. Consequently the 'recommendations' have become 'ideas and suggestions' to stimulate thought within those responding – and it is the full outcome of the consultation which will be considered in due course by the Society.

#### 2. Initial recommendations of the working party

- The Working Party recommend the creation of a points-based CPD Scheme.
- The Working Party recommend that the Scheme be kept as simple as possible.
- Points would be earned for each hour of CPD undertaken. However, the points should be weighted to encourage study identified by the Society as being of benefit. The Working Party identified the following areas where they considered the points should be weighted to provide additional recognition to:
  - Group study
  - Active participation
  - Assessed study
  - Evaluation
  - Peer review
  - Personal Development Plans based on core competencies
  - Learning provided by Accredited Providers
- The Working Party recommends that monitoring continues. It was agreed that monitoring was essential for compliance with CPD. It was agreed that this should



continue to be done by way of random sampling. However, monitoring would be improved by increasing the use of IT and centralising CPD records.

- It is recommended that clear guidelines linked to relevant regulations must be given to the members, outlining their obligation to keep records and what records they must provide to the Society in order to verify their CPD requirements.
- It is recommended that the five-hour private study be abolished. This is considered to be simply a 'box ticking' exercise that is incapable of being monitored.
- It is recommended that members should be able to log their CPD hours on the Law Society's website.
- A searchable database of **all** CPD courses available to the Profession should be created on the website.
- It would be essential for the Society to effectively communicate the proposed changes to the CPD Scheme and assist the Profession with the transition to a revised Scheme.

**NOTE** *The Council of the Society has not yet committed to these proposals, but seeks the views of the profession and public.*

### 3. Benefits of a revised scheme

The benefits of a revised CPD scheme can be outlined as follows: -

- It should enhance the profile and reputation of the Profession as forward-thinking
- A revised Scheme would be more flexible and offer greater value for money
- It would help the Profession retain a competitive edge
- It can be used as a corporate marketing device for the Profession
- It can be used to assist risk management of the Profession
- Members may improve efficiency, confidence, networking and communication skills, and participating may reduce stress levels and help with risk management issues



To assist members the Society should offer guidance on how to plan and link CPD to business planning. Articles giving work examples of personal development plans should be published in the Journal. Workshops on CPD and links to business plans could be run through 'Update' (the Society's training provider).

## 4. Project Contact

For further details of this project please contact:

Neil Alan Stevenson – Deputy Director (Education and Training)

Tel. 0131 226 7411

[neilstevenson@lawscot.org.uk](mailto:neilstevenson@lawscot.org.uk)