

Continuing Professional Development Policy

A document setting out expectations for continuing professional development, reflective learning, and maintenance of competence.

1. Purpose

This policy supports safe practice, reflective improvement, and the ongoing development of practitioners while respecting the diversity of legitimate learning pathways within acupuncture and TCM.

2. Principle of continuing development

CPD is not merely the accumulation of certificates. It includes the process by which a practitioner maintains and improves knowledge, skill, clinical reasoning, ethical awareness, communication, and professional judgement.

3. Member expectations

Members should engage in regular and relevant CPD each year and be able to show how their learning relates to safety, competence, quality of care, or professional responsibility.

- Keep a simple annual CPD record or portfolio.
- Include a brief reflection on what was learned.
- Prioritise learning relevant to identified gaps or changing clinical responsibilities.

4. Acceptable forms of CPD

Acceptable CPD may include formal study, workshops, supervised clinical learning, peer discussion, case review, research reading, teaching, reflective writing, and other structured activities relevant to competent practice.

5. Flexible but accountable approach

The IAR intentionally adopts a proportionate CPD model. It does not require members to adopt any one ideology or external framework, but it does require ongoing competence and accountability.