

# GCMT



THE COUNCIL FOR  
MANUAL THERAPIES

# CPD GUIDANCE

PART 1 for Professional  
Associations

PART 2 for Professional  
Association Members

**Continuing Professional  
Development in Massage  
and Complementary Health  
Professions: A GCMT  
Perspective**



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## **Continuing Professional Development for Complementary and Alternative Medicine Healthcare Professionals: A GCMT Perspective.**

### **Introduction**

Continuing Professional Development (CPD) plays a vital role in upholding high standards within the Complementary and Alternative Medicine (CAM) healthcare profession in the UK, ensuring the safety of both therapists and the public. CPD aims to improve therapists' practical and theoretical skills, fostering the profession's growth through standardisation and evidence-based practice.

This guide provides a comprehensive overview of the GCMT's perspective on CPD, highlighting current challenges, considerations, and best practices. It is intended to assist GCMT Professional Associations (PAs) in guiding their members on CPD requirements. The guidance promotes a unified approach within GCMT while recognising that CPD criteria may differ between PAs due to their diverse membership. Although membership of GCMT or any PA is not a legal requirement in the UK, the GCMT supports both membership and annual CPD participation as valuable pathways for enhancing professional standards and fostering continuous development.

## **Continuing Professional Development for Complementary and Alternative Medicine Healthcare Professionals: A GCMT Perspective**

All healthcare professionals, whether employers, employees, or self-employed, legally have a duty of care to the public as described in the Health and Safety at Work Act 1974 [1]. This Act discusses the general duties of persons to protect themselves and others from risks to their health and safety. This applies to all professional services, including therapeutic interventions in a clinical treatment setting.

This guide is divided into two parts:

1. For the PA – A reference and policy document.
2. For members (therapists) of a PA – A guide to CPD, including how to submit their CPD.



## **Part One: For the PA as a Member of GCMT**

### **Current Landscape of CPD in the Profession**

The Professional Standards Authority (PSA) reported in 2020 that approximately two million unregulated health and social care roles exist in the UK, with only around 5% (90,000) registered under their Accredited Registers Programme [2]. The Complementary and Natural Healthcare Council (CNHC), the primary PSA register for CAM professions, recorded 6,032 registrants in 2018, demonstrating the need for standardised CPD frameworks across the profession [3].

Various PAs represent diverse therapists with different skills and qualifications. These associations provide differing CPD perspectives, leading to variations in education standards. Additionally, many therapists are not members of any PA and may not undertake CPD, which presents challenges for the profession. A single standardised CPD document is unlikely to suit all GCMT members; instead, a structured framework offering flexibility is recommended.



## Key Challenges in CPD

- **Lack of Consistency:** Variability in CPD standards across PAs creates confusion for therapists. Therefore, establishing a consistent CPD requirement is advantageous to our industry. Each PA should have a standardised lead CPD officer who oversees the process and reports back to the PAs board, where necessary. There must be a clear, fair and transparent process for CPD compliance,



## RESTRICTED ACCESS

Please contact GCMT to access the full document provided to GCMT members.

If you are a Therapist, contact your Professional Association for a copy.

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