Application of the TRAMM Model for Continuing Professional Development

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The TRAMM MODEL

Designed to encompass the five standards of continuing professional development (CPD) required to meet the Health Professions Council (HPC 2011) Standards of Proficiency. The TRAMM Model enables individuals to design their own CPD journey, providing a tool which encourages them to keep moving through the five stations. The journey can be taken in any direction.

Record (R)

Keeping a record of CPD is required by the HPC and may be reviewed at any time. May include CV, KSF mapping, Preceptorship, CPD portfolio, TRAMM Tracker, Reflection, evidence based practice.

Activity (A)

Activities undertaken to facilitate CPD, such as attending training, courses &conferences. Activities may include research, involvement in professional body / specialist section.

Tell (T)

Formulation of learning needs and dissemination of outcomes. Training, facilitating presentations, peer supervision, journal clubs, case studies publication & annual appraisals.

Mentor (Mn)

Mentoring, supervising staff & students, APPLE Accreditation, peer reviews, preceptor, development plans, competences & managing.
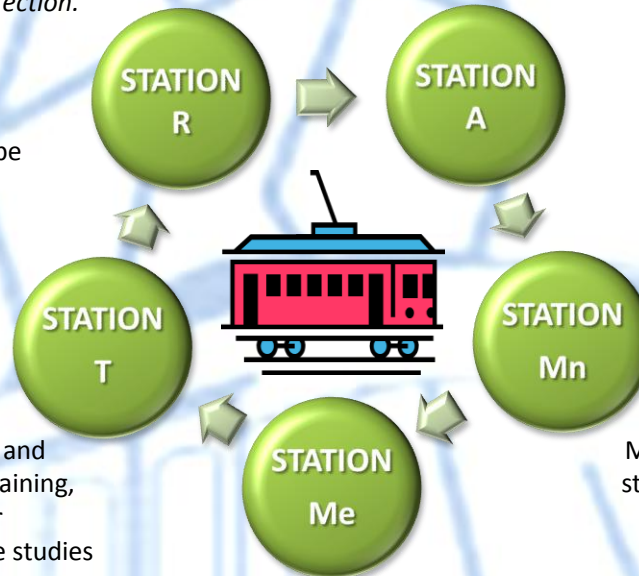
Measure (Me)

Setting specific individual goals allows a baseline to be set by which success of CPD can be measured. Also using outcome measures, TRAMM Tracker, audit, letters of commendation, appraisals etc.

STATION R — STATION A — STATION Mn — STATION Me — STATION T

The TRAMM TRACKER

The TRAMM Tracker provides a framework to record and measure TRAMM activities and HPC requirements. It offers the facility to ensure that CPD includes a mixture of activities, cross reference learning between stations, identify gaps and highlight learning needs alongside providing a method to index CPD portfolio.

TRAMM TRACKER

Date	Subject	Description	Certificate	Reflection	HPC Standard					TRAMM					Index	Notes
					1	2	3	4	5	T	R	A	Mn	Me		
June 2012	COT Conference	Attend and present at COT Annual Conference Glasgow	Y	Y	1	2	3	4		T	R	A			4	Design poster, attend, present and Tweet at COT 2012 Glasgow copies of reflection and notes in CPD file
Feb 2012	Research Medical Condition	Informal research carried out into a medical condition		Y	1	2	3	4		T		A			3	Internet research, discussion with colleagues, letter requesting information from consultant. Discussion with client and carers
Mar – Aug 2012	OT process	OT process and interventions carried out with client	Y		1	2	3	4		T	R	A		Me	2	Copy of assessment and case notes, maintaining confidentiality

SO FAR…

- Presented at Student Research Conference, Telford (2009).
- Presented at Higher Education Academy Conference in Edinburgh (2010).
- Published in O T News (Morris et al, 2011).
- Twelve month pilot UK wide (2011-2012).
- Presented at College of Occupational Therapists Conference, Glasgow (2012).

FUTURE…

- Plans for research
- Further publication
- Improved website

HPC Standards

Standard 1	Standard 2	Standard 3	Standard 4
Maintain a continuous, up to date and accurate record of CPD activities	Demonstrate CPD activities are a mixture of learning activates relevant to current or future practice	Seek to ensure that CPD has contributed to the quality of their practice and service delivery	Seek to ensure that CPD benefits the service user

Standard 5
Only applies when called for HPC audit. Upon request, present a written profile of own work, supported by evidence, which explains how standards have been met.

TRAMM Stations: Some Suggested Activities

TALK	RECORD	ACTIVITY	MENTOR (Mn)	MEASURE (Me)
• Supervision • Disseminating Information • Facilitating Training Sessions • Presentations • Journal Club • Peer Supervision • Annual Appraisals • Case Studies • Verbal reflection	• Current EBP • Publications • Service Evaluation • Audit • Reflection – Verbal/Written • Learning Contracts • CPD Portfolio • Annual Appraisals • Induction Material • Information Leaflets • Curriculum Vitae • TRAMM Tracker	• Planned in Advance • Learning from colleagues Tell • Research • Attending Conferences • Shadowing • Secondments • Rotation • Reflection • Further Education • Project Work • Benchmarking • Involvement in Professional Body/Member of Specialist Section/Interest Group • Preceptorship	• Formal/Informal Mentorship • Supervision staff/students • Establishing Development Plans • Peer reviews • Lecturing/ Teaching • Performance Indicators • Formative Assessment • Competences • Preceptor • Apple Accreditation	• Specific Individualised Goals • Informal Education Opportunities • Performance Indicators • Letters of Commendation • Standards of Proficiency • Skill Acquisition and Improvement • Applied Knowledge • Audit • Outcome Measures • Research • TRAMM Tracker