

The TRAMm Model

A Framework for Continuing Professional Development

www.TRAMmCPD.com

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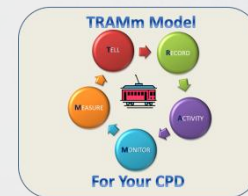
18 June 2013

Today...



- Highlight the Health & Care Professions Council (HCPC) standards for continuing professional development (CPD) and their requirements for audit
- Introduce the TRAMm model, TRAMm Tracker and TRAMm Trail and demonstrate how they can be used to direct and record CPD to help you meet the HCPC standards
- Have a go...

HCPC and CPD



Standard 1	Standard 2	Standard 3	Standard 4
<p>Maintain a continuous, up to date and accurate record of CPD activities</p>	<p>Demonstrate CPD activities are a mixture of learning activities relevant to current or future practice</p>	<p>Seek to ensure that CPD has contributed to the quality of their practice and service delivery</p>	<p>Seek to ensure that CPD benefits the service user</p>
<p>Standard 5 – only applies if chosen for audit</p>			
<p>Upon request, present a written profile of own work, supported by evidence, which explains how standards have been met</p>			

(HCPC 2012)

TRAMm and HCPC Audit



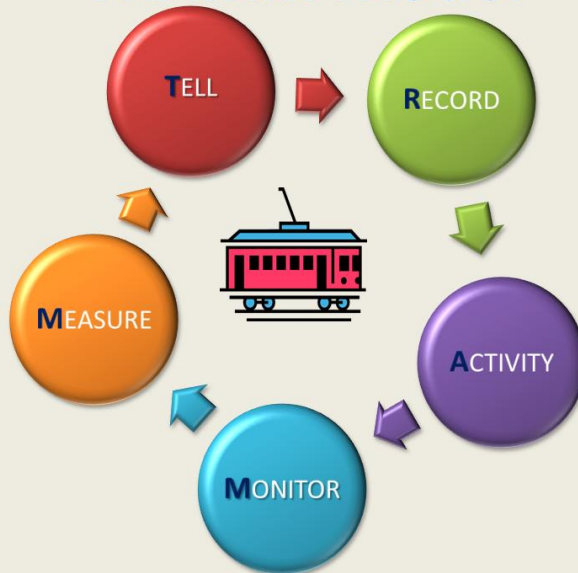
Occupational Therapists next audit August-October 2013

1. List of CPD activities *with dates* (**TRAMm Tracker**)
2. Summary of last 2 years work (500 words)
3. Statement of how standards met (1500 words)
 - X** Not necessarily essay standard
 - ✓ Bullet points
 - ✓ Notes
 - ✓ Choose 3 or 4 activities and reflect on how they have met the standards (**TRAMm Trail provides overview**)
4. Supporting Evidence only linked to what you have written in 3 (photocopies only) (**Relevant evidence and where to find it recorded on TRAMm Tracker**)

TRAMm Overview



TRAMm Model



For Your CPD

The 5 Stations

T – Tell

R – Record

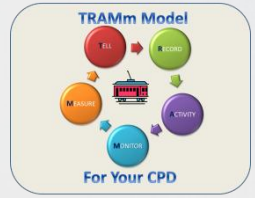
A – Activity

M – Monitor

m – Measure

Over to you!

Station T - TELL



Station

R - RECORD



- Reflections
- Publications
- CPD portfolio
- Curriculum vitae
- Information leaflets
- Audit
- Service Evaluation
- SOAP notes
- Preceptorship/KSF
- Learning Contracts
- Induction Materials
- Annual Appraisal
- TRAMm Tracker
- TRAMm Trail



Station

A - ACTIVITIES



Station

M – MONITOR



It is important that knowledge and skill development is monitored against the original aims of your CPD.

This can be done in ways such as:

- Formal/Informal Mentorship
- Formative Assessment
- Establishing Development Plans
- Reviewing CPD Development Plans
- Competencies
- Peer Reviews
- Supervision
- Accreditation of Practice Placement Educators (APPLE)

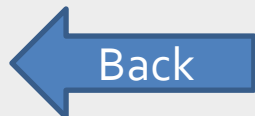


Station

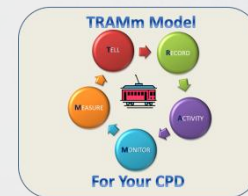
m - MEASURE



- 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



Your attendance & participation in TRAMm



TRAMm Tracker

Date	Subject	Description	Certificate	Reflection	TRAMm Trail	HCPC Standard					TRAMM					Index	Notes
						1	2	3	4	5	T	R	A	M	m		
18/6/13	Session 12: TRAMm Model for CPD																
18-20 June	COT 2013	Attended COT Conference Glasgow	C			1	2	3	4		T		A			1	Attended sessions: 1. Opening Plenary 12. TRAMM Seminar Abstract book in CPD file

TRAMm Trail

Activity:		Date:
Tell (T)	Record (R)	Activities (A)
Monitor (M)		Measure (m)
HCPC Standards met:		

TRAMm Tracker



Date	Subject	Description	Certificate	Reflection	TRAMm Trail	HCPC Standard					TRAMM					Index	Notes
						1	2	3	4	5	T	R	A	M	m		
18/6/13	Session 12: TRAMm Model for CPD	TRAMm Model for CPD with overview of HCPC standards and audit			T	1	2				T		A			3	Attended and participated in seminar, used Tracker and Trail. Copies in CPD file. Email TRAMMCPD for Information Pack
18-20 June	COT 2013	Attended COT Conference Glasgow	C			1	2	3	4		T		A			2	Attended: 1: Opening Plenary 12. TRAMM CPD Seminar Certificate & Abstract book in CPD file
Feb 13 – ongoing	Work with client	Child in hosp. Referred for adaptations for discharge home		R	T	1	2	3	4		T	R	A	M	m		See FACE assessment, case notes and client outcomes. Reflection and Trail on TRAMm usb

TRAMm TRAIL



The TRAMm Model for CPD

Date: 18 June 2013

Tell (T)	Record (R)	Activities (A)
<ul style="list-style-type: none"> Participated in general discussion within seminar Discussed how to use Tracker and Trail with people on table Discussed advantages of TRAMm with neighbour Disseminate CPD and TRAMm information with work colleagues 	<ul style="list-style-type: none"> Reflection written CPD portfolio reorganised using TRAMm TRAMm Tracker initiated TRAMm Trail initiated 	<ul style="list-style-type: none"> Participated in seminar, including filling in a TRAMm Tracker and TRAMm Trail Visited HCPC exhibitors stand for copy of <i>Standards for OT's and CPD and Your Registration</i> Emailed Enquiries@TRAMMCPD for information pack
Monitor (M)		Measure (m)
<ul style="list-style-type: none"> Discussed CPD requirements in Supervision using TRAMm to illustrate learning needs 	<p>HCPC Standards met: 1, 2, 3, 4</p>	<ul style="list-style-type: none"> Up to date CPD file Ongoing use of TRAMm Tracker TRAMm Trail for significant pieces of CPD

TRAMm Evaluation



- 85 OT's Evaluating Individually/Department
- Mentor → Monitor
- TRAMm Trail

NHS
Social Services
Students



Blackpool
Wigan
Southport
Coventry
North Wales
Canterbury
Cambridge
Dorset
Oldham
Cheshire
Norwich
Glamorgan

Evaluation Feedback...



Excellent
Simple
Concise
Relevant
Variety
Encouraged CPD
Personal Development
Thank You
Easy to Use
Evidence
Clear
Positive
Organised
Structure
User Friendly
Invaluable

Future Developments



- www.TRAMMCPD.com – includes TRAMm Information, Trackers and Trails free to download
- Hearle, D; Lawson, S; & Morris, R. (2014) *The TRAMM Model: A Strategic Guide to Continuing Professional Development for Health and Social Care Professionals*. M&K Publishers: Keswick
- Continued application by individuals and departments
- Other professions: AHP's, Social Work, Law

To Conclude...



CPD is a personal journey

The TRAMm model, TRAMm Tracker and TRAMm Trail provide the infrastructure and transport for both individual and organisation by providing:

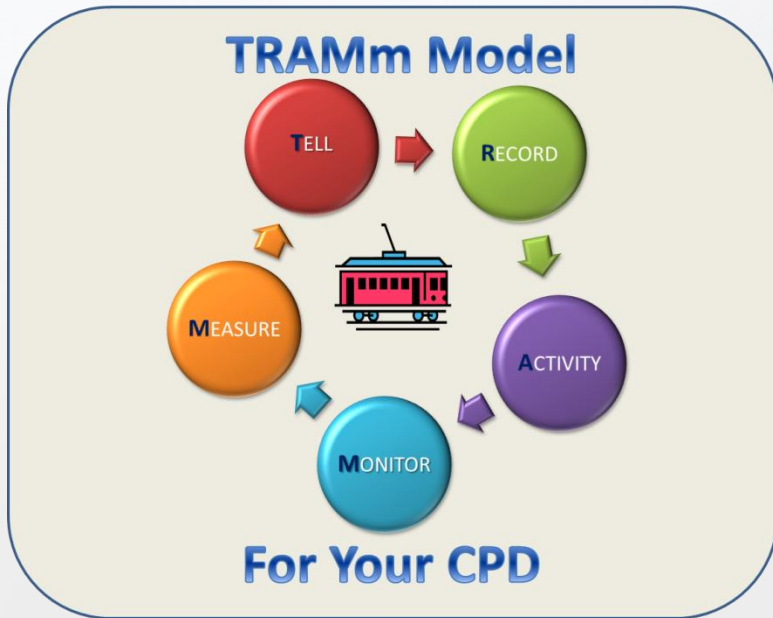
- A dynamic *model* designed to encourage professionals to plan, record and share their CPD
- A *framework* to structure and facilitate your journey through CPD
- A *process* that reflects the way individuals learn, absorb and apply new experiences

Find out more...



- www.TRAMMCPD.com
- Enquiries@TRAMMCPD.com
-  Follow us @TRAMMCPD on Twitter
- Quarterly TRAMm Newsletter
- Creativity Through Appreciative Inquiry. *Occupational Therapy News*. June 2011 College of Occupational Therapists 19(6) pp26-27
- Polglase, T; and Treseder, R. (2012) *The Occupational Therapy Handbook – Practice Education*. M&K Publishers Keswick Available for free download BAOT members [cot.co.uk – Library & Publications – eBooks]
- COT 2012 Poster: *Application of the TRAMM Model for CPD* can be viewed on F1000 Posters available at: <http://f1000.com/posters/browse/summary/1093000>

Questions?



www.TRAMmCPD.com

References



- Health and Care Professions Council (2012) **Continuing Professional Development and Your Registration** London: Health Professions Council
- Morris, R., Salmon, T., Lawson, S., Leadbitter, A., Morris, M., Margaret Mandizha-Walker and Hearle, D. (2011) Creativity Through Appreciative Inquiry. **Occupational Therapy News**. College of Occupational Therapists 19(6) pp26-27