

Continuing Professional Development for Speech and Language Therapists in the European Union

Background and introduction

In addition to initial education leading to a professional qualification granting the right to practise as a speech and language therapist – which is the subject of a European Directive on Mutual Recognition of Qualifications under certain conditions in the 15 current EU member countries – continuing professional development [CPD] is today considered to be not only an ethical requirement (since no professional would practise in the same way 20 years after qualifying), but also increasingly as an administrative requirement (or one laid down in contractual agreements), which allows for the regular accreditation of practitioners and thus permitting them to continue practising.

Moreover, some countries have already or are planning eventually to make continuing professional development for health professionals a formal requirement.

In view of the future expansion of the European Union to include 25 countries, it is appropriate to begin to consider this new portfolio at the European level.

What is the situation of continuing professional development within the speech and language therapy profession in Europe? This will be examined initially through this questionnaire, which will enable us to obtain a picture of the concepts and terminology used, and to conduct a survey which will map out the route towards greater harmonisation of practice and educational themes.

**In total 27 member countries are included in the survey
(duration of survey: Sept. 2003- Dec. 2008)**

I Detail of the respondent:

COUNTRY	CPLoL member organisation	Name of person completing the questionnaire	Position within the association
Austria	logopädieaustria	Claudia Graf	Delegate Initial Education/ Professional Practice
Belgium	UPLF	Marie-Claire Coets	General Secretary
Bulgaria	Bulgarian National Association of Logopedists (BNAL)	Rositsa Yakimova	General Secretary of the association

Cyprus	Association of Registered Speech Language Pathologists of Cyprus	Despo Minaidou	CPLOL representative
Czech Republic	AKL c R	Olga Havelková	CPLOL representative
Denmark	Audiologopædisk Forening (ALF)	Bent Kjær	CPLOL delegate
Estonia	Estonian Logopedists Union (ELU)	Veronika Raudsalu Merit Hallap	President of ELU CPLOL delegate
Finland	Finnish Association of Speech Therapist (FAST)	Pirkko Rautakoski	CPLOL representative, member of the International board of FAST
France	FNO	Jean Marc Kremer	CPLOL representative
Germany	DBL	Monika Rausch	President of DBL
Greece	PSL	George Kalomoiris	CPLOL representative Member of various committees
Iceland	Félag talkennara og talmeinafræðinga, FTT	Sigrídur Magnúsdóttir	Member, former chairman
Ireland	IASLT	Emma Gound	CPLOL Representative
Italy		I. Vernerò	CPLOL representative Referee pour l'ECM national
Latvia	LLA	Baiba Trinite	CPLOL representative
Luxemburg	Association luxembourgeoise des orthophonistes A.L.O	Anouk Klopp	CPLOL representative
Malta	Association of Speech-Language Pathologists, Malta	Gertrude Mizzi	Secretary
Norway	Norwegian Association of Speech and Language Therapists	Anne-Lise Rygvold	Associate professor
Poland	Polish Logopedist Union	Michael Bitniok	The President
Portugal	APTF - Portuguese Assoc. of Speech Therapists	Maria Emília Santos	President
Slovak Republic		Viktor Lechta Zsolt Cséfalvay	Vice President Vice President
Slovenia	SAL	Katja Bucik	president of board for international co-operation
Spain	ADUL	Marina Morevo Sánchez	Secretary
Sweden	SLOF	Ulrika Guldstrand	President
Switzerland	C/APSL	Geneviève de Weck & Michèle Kaufmann-Meyer	CPLOL representative and president of the Conferences of the Professional Associations of Logopedists of Switzerland

The Netherlands	NVLF	Bauke Leijenaar	CPLOL representative
United Kingdom	RCSLT	A. Patterson	CPLOL representative/Ex officio member Education and Workforce Development Board

II – DEFINITIONS

a. National Definition of “Continuing Professional development” (CPD)

COUNTRY	DEFINITION
Austria	there is no national definition
Belgium	Arrêté Royal 1334, article 3 N° 2: entretenir et metre à jour leurs competences professionnelles par une formation continue, permettant un exercice de la profession d’un niveau de qualité normal. La formation continue visée ci-dessus doit consister en etudes personnelles et en participation à des activités de formation.
Bulgaria	
Cyprus	n/a yet – in the process of preparing definition and standards
Czech Republic	une définition est annexée au document : demander laquelle...
Denmark	none
Estonia	none
Finland	CPD is a responsibility of each SLT and her / his employer and the aim is to be able to give each client the best possible treatment. The Principles of the Professional Ethics of the Finnish Association of Speech Therapists includes “He/she maintains and improves his/her professional knowledge, and keeps up with the development in the line throughout the professional career to be able to offer the clients the best possible treatment”. And there is a law for this.
France	la formation professionnelle continue concerne toutes les formes de mises à jour des connaissances pratiques et théoriques des praticiens, afin de délivrer les soins aux patients, conformes aux dernières données de la science et des techniques: lectures de revues spécialisées, participation à toutes sessions de formation continue, stages, groupes de travail et de réflexion, séminaires, et congrès scientifiques. La FPC est reconnue pour les salariés depuis 1971 (loi spécifique), et pour les indépendants depuis 1994 (taxe mutualisée de formation continue) ; de plus, depuis l’an 2000, l’assurance maladie participe au financement d’une formation continue pour les praticiens conventionnés, sur des programmes

	déterminés en partenariat avec la profession. Elle est devenue obligatoire pour les médecins...
Germany	la FC concerne toutes les lectures pratiques et théoriques relatives au diagnostic et à la thérapie logopédique, ainsi que la participation à des groupes de travail et aux congrès professionnels.
Greece	
Iceland	According to both "Regulations regarding education, rights and obligations of SLT's" and the SLT's "Ethical guidelines", Speech and Language Therapists in Iceland are expected to maintain and enhance their professional knowledge to always ensure good practice.
Ireland	Continuing professional development is defined as any activity that relates to the science and contemporary practice of speech and language therapy and results in the acquisition of new knowledge and skills or the enhancement of current knowledge, skills, and competencies for speech and language therapists to practice independently. (IASLT CPD Committee).
Italy	
Latvia	adult education – a multi-dimensional educational process of persons, which, ensures the development of the individual and his or her ability to compete in the employment market, during the course of a lifetime of a person; further education – continuation of previously acquired education and professional skill improvement in conformity with the requirements of the specific profession.
Luxemburg	Législation des professions de santé: La FC comporte des cours ou des stages de recyclage ayant pour objet la mise à jour des connaissances et leur adaptation aux exigences nouvelles en matière professionnelle.
Malta	
Norway	CPD is defined by the University of Oslo as maintenance and updating of competence within existing level of education and position. It consist of courses of shorter duration and do not lead to a formal exam or competence or degree. CPD is a responsibility of each SLT and her/his employer to be able to give each client the best possible treatment.
Poland	
Portugal	There is no national definition; CPD is voluntary, practitioners develop their professional skills on specific professional fields.
Slovak Republic	Postgraduate Study for Clinical Speech and Language Therapists
Slovenia	"Stalno strokovno izobraževanje"/ continuing professional development/
Spain	
Sweden	CPD is a prerequisite of the speech and language therapist's responsibility in treating the patient in a way that is up to date with empirical and reliable scientific data ; CPD is a responsibility of the practionner him-/herself, as well as of the employers of SLT in Sweden.

Switzerland	La formation continue désigne toutes les activités de perfectionnement qui s'adressent à l'ensemble des professionnels logopédistes, que cette formation conduise ou non à l'obtention d'un diplôme. Grâce à la formation continue, les personnes développent leurs aptitudes, acquièrent, enrichissent et améliorent leurs connaissances et leur qualification professionnelle en fonction de leurs propres besoins et de ceux de l'exercice professionnel.
The Netherlands	la formation continue professionnelle est nécessaire aux logopèdes pour assurer une bonne qualité des traitements aux patients.
United Kingdom	Continuing professional development (CPD) is a process in which practitioners, working to a structure of identified goals, refine existing, or learn new skills and apply these to the workplace. Members of the Royal College of Speech and Language Therapists must show evidence of continuing professional development annually as a condition of their continuing professional registration.
	13 countries supplied a definition

	b. Is CPD formally recognised as part of the practitioner's professional practice (or development)?
Austria	YES
Belgium	NO
Bulgaria	YES
Cyprus	NO
Czech Republic	YES
Denmark	NO
Estonia	YES
Finland	YES
France	YES
Germany	YES
Greece	NO
Iceland	YES
Ireland	YES for IASLT members.
Italy	YES
Latvia	YES
Luxemburg	NO
Malta	NO(recognized but not officially as a professional requirement)
Norway	NO
Poland	YES
Portugal	NO
Slovak Republic	YES
Slovenia	YES
Spain	YES
Sweden	YES

Switzerland	YES
The Netherlands	YES
United Kingdom	YES
	Yes: 19 countries No: 8 countries

c. Has CPD already been made obligatory for all (Speech and language therapy) practitioners?

	i. Employees (salaried)	ii. in private practice (self employed)
Austria	YES	YES
Belgium	NO	NO
Bulgaria	NO	NO
Cyprus	NO	NO
Czech Republic	YES	NO
Denmark	NO; in practice CPD is widespread though!	NO
Estonia	NO	NO
Finland	YES	YES
France	NO	YES (for those who have signed a contract of good practice with the Health Insurers)
Germany	NO	YES -since 2004 (one must prove one's involvement but conditions not yet fixed)
Greece	NO	NO
Iceland	NO	NO
Ireland	YES for IASLT members.	YES
Italy	YES	YES
Latvia	YES	NO
Luxemburg	YES	YES
Malta	NO	NO
Norway	NO	NO
Poland	NO	NO
Portugal	NO	NO
Slovak Republic	YES	YES
Slovenia	NO	NO
Spain	NO	NO
Sweden	NO	YES (legal requirement)
Switzerland	NO (only for those who work in the Social Security/Health sector)	NO (only for those who work in the Social Security/Health sector)
The Netherlands	YES	YES
United Kingdom	YES	NO
	Yes: 10 / NO: 17	Yes: 10 / NO: 17

d. If **YES**, does it lead to:

	i. Accreditation:	ii. Promotion in one's professional career	iii. Financial benefits(increased salary, allowances, incomes)
Austria	NO	NO	YES
Belgium			
Bulgaria		YES	YES- only for the salaried by the Ministry of Education
Cyprus	NO (not yet)	NO	NO
Czech Republic	YES	YES	YES
Denmark	NO	It may...	Depending on the character and the extent of the CPD salary may be increased
Estonia			
Finland			
France			
Germany	YES	YES	
Greece	NO	NO	NO
Iceland			
Ireland	NO	NO	NO
Italy	YES	No response	No response
Latvia	YES (in Latvia the process of accreditation is work in progress)	YES	
Luxemburg	Non	Non, sauf carrière fonctionnaire de l'Etat	Non, sauf carrière fonctionnaire de l'Etat
Malta			
Norway			
Poland			
Portugal		--	
Slovak Republic	YES	YES	
Slovenia	YES	YES	YES
Spain			
Sweden	YES	YES	
Switzerland	NO	NO	NO
The Netherlands	YES		
United Kingdom	YES leads to REGISTRATION	possibly but not automatically	No – possibly in some circumstances but not automatically
	YES: 9/27	YES:7/27	YES: 4/27

e. If it leads to accreditation:

	i. How frequently is this granted (every x years? or?)
Austria	
Belgium	
Bulgaria	
Cyprus	Not fixed yet but we suggest for 20 hours of CPD in a 3-year period
Czech Republic	
Denmark	
Estonia	
Finland	
France	
Germany	Conditions not yet fixed
Greece	
Iceland	
Ireland	Do not have a register
Italy	
Latvia	
Luxemburg	Pour les fonctionnaires de l'Etat: 30 journées de formation continue au moins attestées au cours de la carrière
Malta	Every year (should start in 2009)
Norway	
Poland	
Portugal	
Slovak Republic	Every 5 years
Slovenia	Every 3 years
Spain	
Sweden	Accreditation is attributed according to the CPD
Switzerland	
The Netherlands	Every 5 years if the practitioner produces proof of sufficient CPD credits
United Kingdom	annually

	ii. Does the inclusion of the professional on the relevant administrative register (which grants permission to practise) depend on obtaining accreditation?
Austria	
Belgium	
Bulgaria	NO
Cyprus	NO
Czech Republic	YES
Denmark	
Estonia	YES
Finland	
France	NO
Germany	Do not have a register

Greece	NO
Iceland	
Ireland	No
Italy	YES
Latvia	Do not have a register
Luxemburg	NO
Malta	NO
Norway	
Poland	
Portugal	
Slovak Republic	YES
Slovenia	NO
Spain	
Sweden	NO
Switzerland	
The Netherlands	YES
United Kingdom	YES
	YES:6

III. ORGANIZATION

a. Is CPD organized by:

	i. the state?	ii. the employers?	iii. the profession?	iv. other...
Austria	NO	YES	YES	related professions (like physiotherapists e.g.)
Belgium	NO	NO	YES	
Bulgaria	YES	YES	YES	
Cyprus	NO	NO (YES-only for the SLTs who work at the Ministry of Education or Health)	YES	
Czech Republic	YES	YES	YES	
Denmark	NO	YES	YES	Universities and Education establishments
Estonia	NO	YES	YES	universities
Finland	YES	YES	YES	Handicap organisations, Scientific associations, Universities etc.
France	NO	YES	YES	Universities, Continuing Education Organisations and more recently Insurance Social Security with

				the profession
Germany	YES	YES	YES	Private institutions, colleges, SLT training schools, Doctors and psychologists
Greece	NO	YES	YES	
Iceland	NO	NO	NO	
Ireland	YES	YES	YES	
Italy	YES	YES	YES	
Latvia	NO	NO	YES	universities
Luxemburg	YES	YES	YES	Foreign organisations
Malta	NO	YES	YES	ASLP, University
Norway	NO	YES	YES	
Poland	NO	NO	NO	
Portugal	NO	YES	YES	Private and public institutions, universities
Slovak Republic	YES		YES	Slovak Association of Logopedists with cooperation with Slovak Health University
Slovenia	YES	YES	YES	SAL
Spain			YES	
Sweden	YES	YES	YES	University Departments who deliver SLT courses, and linguistics, phonetics, psychology and remedial education
Switzerland	NO	YES	YES	Education establishments – Universities and Higher Education Institutions/ Specialized
The Netherlands	NO	NO	YES	universities
United Kingdom	NO	YES	YES	
	YES:10/27	YES:13/27	YES:25/27	

b. If it is organized by the profession, is it:

	i. by accredited professional organizations?	ii. by professional bodies recognized by the state?	iii. Other...
Austria	NO	YES	
Belgium	YES (non accredited associations)		educational Institutions
Bulgaria	YES	YES	
Cyprus	YES	YES	
Czech Republic	YES	NO	

Denmark	YES	NO	
Estonia		YES	
Finland	YES	YES	various including education establishments
France	YES	YES	
Germany	NO	NO	private institutes, universities, HE colleges, SLT schools, doctors, psychologists,
Greece	YES	YES	
Iceland			
Ireland	YES	YES	various including educational establishments
Italy		YES	new Italian legislation prohibits from now on that associations can directly organize CPD, organizations must be accredited and work in relationship with the professional syndicate
Latvia	NO	YES	
Luxemburg	YES	NO	
Malta	NO	YES (ASLP)	SLPs also attend conferences, courses, etc on their own initiative
Norway	NO	NO	By the Norwegian Association for Speech and Language Therapists. There are ongoing works to get the Association recognized as professional body.
Poland			
Portugal	YES	YES	
Slovak Republic	NO	YES	
Slovenia	YES	YES	
Spain			
Sweden	YES	YES	Private foundations
Switzerland	YES	YES (but the associations because there are no professional syndicates)	
The Netherlands	YES	NO	
United Kingdom	YES	YES	different Institutions
	YES: 15/27	YES: 17/27	

IV. FUNDING

a. Is CPD funded exclusively by ...

	i. the state?	ii. Employers?	iii. Practitioners?	iv. Other sources?
Austria	NO	YES	YES	No
Belgium	NO	NO (very rarely by the employers)	YES	
Bulgaria	YES	YES	NO	YES
Cyprus	NO	NO / yes (only for those working at the Ministry of Education or Health)	YES	YES
Czech Republic	YES	YES	YES	
Denmark	NO	YES	NO (very rarely)	
Estonia	NO	YES (sometimes)	YES (sometimes)	
Finland	NO	YES	YES	NO
France	NO	YES	YES (private practitioners)	Combination of benefits and health insurance for liberal professions in France
Germany		YES	YES	
Greece			YES	
Iceland	NO	NO	NO	NO
Ireland	YES (in the sense that the Dept of Health funds speech and language therapy departments)	YES (individual practitioners may contribute to/fund some of their own CPD)		
Italy	YES	YES	YES	
Latvia	NO	NO	YES	
Luxemburg	Yes	YES	YES	/
Malta	NO	NO – employer only funds cpd events he organises	YES	NO
Norway	NO	YES	YES	YES
Poland	NO	NO	YES	NO
Portugal	NO	NO	YES	It may be a combination of different sources
Slovak Republic	YES	NO	YES	
Slovenia		YES	YES	
Spain				
Sweden	NO	NO	NO	Explanation: no one of

				the above mentioned funds the education/CPD « exclusively » in Sweden; it might be a combination of many sources, sometimes a combination of all the above-mentioned.
Switzerland	YES (sometimes)	YES (sometimes)	YES (often)	
The Netherlands	NO	NO	NO	
United Kingdom	NO	YES	YES	
	YES : 7/27	YES:15/27	YES: 20/27	

	b. Are practitioners who undertake CPD given financial assistance (financial, tax or professional benefits)?
Austria	YES
Belgium	YES (fiscal)
Bulgaria	YES
Cyprus	NO
Czech Republic	NO
Denmark	
Estonia	YES
Finland	YES
France	YES (fiscal deduction for the « liberal » professions)
Germany	YES (sometimes)
Greece	YES (fiscal deduction)
Iceland	YES
Ireland	NO
Italy	YES
Latvia	YES
Luxemburg	YES (fiscal advantages)
Malta	NO
Norway	NO
Poland	NO
Portugal	YES (sometimes)
Slovak Republic	YES
Slovenia	
Spain	
Sweden	YES
Switzerland	YES
The Netherlands	YES
United Kingdom	NO
	YES: 17/27

c. If yes, is this by:

	i. the state?	ii. Employers?	iii. Mutual (insurance) funds?	iv. other
Austria	NO	YES	YES	
Belgium	YES	NO	NO	
Bulgaria	NO	YES	NO	projects
Cyprus				
Czech Republic				
Denmark				
Estonia	YES	YES	NO	
Finland	YES	NO	NO	
France	YES	YES	YES	
Germany	NO	YES	NO	in some cases societies offer CPD days
Greece			no response	
Iceland	NO	YES	YES	
Ireland				
Italy	no response	no response	YES	
Latvia	NO	NO	NO	professional benefits, financial by LLA
Luxemburg	YES	No	NO	
Malta				
Norway	YES	YES	NO	professional organizations or employers
Poland				
Portugal	YES	YES	NO	
Slovak Republic	YES	NO	NO	Slovak Association of Logopedists
Slovenia				
Spain	YES	YES	NO	
Sweden	YES	YES	YES	
Switzerland	no response	YES (sometimes)	no response	Educational establishments that offer free CPD days for taking students on placement,
The Netherlands	NO	NO	NO	
United Kingdom				
	YES: 10/27	YES: 11/27	YES: 5/27	

d. If yes, what form does this take?

	i. Payment per day of training?	ii. Tax reductions?
Austria	YES	YES
Belgium	NO	YES
Bulgaria	YES	NO
Cyprus		
Czech Republic		
Denmark		
Estonia	YES	YES
Finland	YES	YES
France	YES	YES
Germany	NO	YES
Greece	no response	YES
Iceland	YES	NO
Ireland		
Italy	YES	YES
Latvia	YES	NO
Luxemburg	YES	YES
Malta		
Norway	YES	YES (for Independent practitioners)
Poland		
Portugal	no response	YES (for independent practitioners)
Slovak Republic	YES	YES
Slovenia	YES	
Spain	YES / NO	
Sweden	YES	YES (for independent practitioners)
Switzerland	YES	YES (for private practice)
The Netherlands	YES	NO
United Kingdom		
	YES: 16/27	YES: 14/27

V. Types of Continuing Professional Development

	a. Sessions on theory	b. Practical sessions	c. Scientific conferences
Austria	YES	YES	YES
Belgium	YES	YES	YES
Bulgaria	YES	YES	YES
Cyprus	YES	YES	YES
Czech Republic	YES	YES	YES
Denmark	YES	YES	YES
Estonia	YES	YES	YES
Finland	YES	YES	YES
France	YES	YES	YES
Germany	YES	YES	YES
Greece	YES	YES	YES
Iceland	YES	YES	YES
Ireland	YES	YES	YES
Italy	YES	YES	YES
Latvia	YES	YES	NO
Luxemburg	YES	YES	YES
Malta	YES	YES	YES
Norway	YES	YES	YES
Poland	NO	YES	YES
Portugal	YES	YES	YES
Slovak Republic	YES	YES	YES
Slovenia	YES	YES	YES
Spain	YES	YES	YES
Sweden	YES	YES	YES
Switzerland	YES	YES	YES
The Netherlands	YES	YES	YES
United Kingdom	YES	YES	YES
	YES: 26/27	YES: 27/27	YES: 26/27

Types of CPD continued...

	d. Discussion seminars	e. Face-to-face teaching	f. Availability of supporting audio-visual material
Austria	YES	YES	YES
Belgium	YES	NO	NO
Bulgaria	YES	YES	YES
Cyprus	YES	NO	YES
Czech Republic	YES	YES	YES
Denmark	YES	YES	YES
Estonia	NO	NO	YES
Finland	YES	YES	YES
France	YES	NO	YES

Germany	YES	YES	YES
Greece	YES	NO	YES
Iceland	YES	YES	NO
Ireland	YES	YES	NO
Italy	YES	YES	YES
Latvia	NO	NO	YES
Luxemburg	YES	YES	NO
Malta	YES	YES	YES
Norway	YES	NO	NR
Poland	YES	NO	NO
Portugal	YES	YES	YES
Slovak Republic	YES	YES	NO
Slovenia	YES	YES	YES
Spain	YES	NO	YES
Sweden	YES	YES	YES
Switzerland	YES	NO	NO
The Netherlands	YES	NO	YES
United Kingdom	YES	YES	YES
	YES: 25/27	YES: 16/27	YES: 19/27

Types of CPD continued...

	g. Availability of electronic resources (inter-/intranet)	h. other	i. Does subscribing to recognized and referred scientific journals count as part of CPD?
Austria	YES		YES
Belgium	NO		YES
Bulgaria	YES		YES
Cyprus	YES		NO
Czech Republic	YES		NO
Denmark	YES		NO
Estonia	YES		NO
Finland	YES	Scientific publications people subscribe and read	YES
France	NO		NO
Germany	YES		YES
Greece	NO		NO
Iceland	NO		NO
Ireland	YES	Studying for higher degree eg Master's or Phd., membership of IASLT committee, membership of another organisation in field of professional interest, review of article/book + presentation to peers, observational visits + written reports	NO

Italy	YES		NO
Latvia	NO		NO
Luxemburg	NO		NO
Malta	NO		YES (but not accredited/recognized)
Norway	YES		NO
Poland	NO		YES
Portugal	NO		NO
Slovak Republic	NO		NO
Slovenia	YES		YES
Spain	YES		NO
Sweden	YES		YES
Switzerland	NO		NO
The Netherlands	YES		YES (from 2005)
United Kingdom	YES		YES
	YES:16/27		YES:11/27

VI. Frequency and length

a. How often do CPD sessions take place?

	i. once a year	ii. twice a year	iii. more often	iv. if more often, how frequently?
Austria			YES	about 20-25 topics per year (varies)
Belgium			NO very variable	
Bulgaria				There is no regular system of CPD in Bulgaria. The organization « Orthophonist du Monde » from France realised 6 formations per 7 years (2000 – 2007)
Cyprus			YES	at least 3 per year
Czech Republic			YES	2-3 times per year
Denmark			YES	there are numerous opportunities offered by different organizations
Estonia			YES	There are several sessions proposed, SLTs decide this alone, usually more than 2 times per year
Finland			YES	Ongoing all the time frequent opportunities across range of activities / client groups etc.
France			YES	offers hundreds
Germany				That is going to be fixed under new legislation in 2004
Greece		YES		
Iceland				

Ireland				
Italy			YES	
Latvia			YES	4 - 6 times per year
Luxemburg	/	/	/	SLTs decide this alone
Malta			YES	3-4 times a year by ASLP; about 3 by university; 5-6 by employer
Norway			YES	5-6 times per year + international degree courses. Since the CPD is arranged by the central/main Association as well as local departments, it is difficult to answer how many CPD sessions there are during one year. It is one annually arranged centrally and 2-3 local CPD's varying from the local department to an other.
Poland				It depends on individuals interest
Portugal			YES	It depends on individuals and institutions interests
Slovak Republic			YES	3-4 times a year
Slovenia			YES	
Spain			YES	That depends on each therapist
Sweden			YES	There is no level defined by the State ; but there are numerous sessions of CPD and SLTs chose their themes with short courses (one week)and longer ones (all year)
Switzerland				
The Netherlands			YES	6 times per year (there are more than 200 sessions annually and SLTs choose
United Kingdom			YES	ONGOING all the time frequent opportunities across range of activities/client groups etc
		YES:1/27	YES:18/27	

b. How long does a CPD session last on average? (1 hour = 60 minutes)

	i. six hours	ii. 12 hours	iii. more?	iv. if more than 12, how many?
Austria		YES	YES	there are also sessions which last 5 days
Belgium				
Bulgaria			YES	usually – 24 hours
Cyprus	YES			
Czech Republic		YES	YES	16 hours i.e. 2 days
Denmark	YES	YES	YES	2-3 days
Estonia		YES		
Finland				Very variable from one off sessions of some hours to whole day sessions and from 2-5 days sessions to courses lasting months.

France		YES		
Germany	YES	YES		
Greece				
Iceland				
Ireland				varies from one off sessions of one-three hours to courses lasting several days, to Master's Phd. These which would go on over several years. Each person is required to complete at least 10 X 3 hours sessions annually
Italy			YES	Minimum 12 hours up to several days, which may be over several months
Latvia	YES			
Luxemburg	/	YES	/	
Malta		YES		other cpds take approx 1hr per session
Norway			YES	The central sessions are either 3 or 4 days
Poland				It depends on individuals interest
Portugal	YES			Very variable from one off sessions one-three hours to whole day sessions or 5 days sessions
Slovak Republic			YES	16
Slovenia		YES		
Spain		YES	YES	
Sweden		YES	YES	
Switzerland			YES	(up to 50/60 hours in University programmes)
The Netherlands				(that depends, sessions can last one day or several)
United Kingdom			YES	(annually 30 hours is required for each SLT – sometimes 3 hrs per month)
	YES:5/27	YES:11/27	YES:11/27	

	c. How many hours are there in a day-long CPD session?
Austria	8
Belgium	
Bulgaria	8
Cyprus	6 hours
Czech Republic	6-9h
Denmark	6-8
Estonia	6
Finland	Normally 6 hours
France	6

Germany	that depends on the person and the type of CPD
Greece	
Iceland	
Ireland	6
Italy	
Latvia	6 Hours
Luxemburg	6-7 hours
Malta	3 (both for employer and university organized events)
Norway	4-7 hours
Poland	5
Portugal	6
Slovak Republic	8 hours
Slovenia	6 hours
Spain	
Sweden	from 6-8 h, depending on the CPD and sometimes 3 days together
Switzerland	6
The Netherlands	8
United Kingdom	6

VII. Participation

	a. Do all practitioners take part in CPD activities during the year?	b. If no, what proportion of the profession has access the CPD annually?
Austria	NO	Approximately 70%
Belgium	NO	
Bulgaria	NO	approximately 40-50%
Cyprus	NO	50%
Czech Republic	YES	
Denmark	NO	for some , 90% of practitioners, for others, 50%
Estonia	NO	60-70%
Finland	NO	80%
France	NO	50%
Germany	not really but that will change when the law is passed making it mandatory	
Greece	NO	
Iceland	NO	
Ireland	YES	
Italy	YES	
Latvia	YES	
Luxemburg	NO	All SLPs have access to CPD activities, SLPs attend on their own initiative

Malta	NO	All SLPs have access to CPD activities organized by the association. Yet, this CPD is not obligatory, as previously mentioned, so not all SLPs choose to attend.
Norway	NO	every Norwegian Speech and Language therapist
Poland	NO	70%
Portugal	NO	No statistics
Slovak Republic	NO	Approximately 70%
Slovenia	NO	depends on individual interest or of director decision
Spain	NO	No statistics
Sweden	YES all have to at least once for accreditation	
Switzerland	NO but all can access it	
The Netherlands	NO	80%
United Kingdom	YES	
	YES: 6/27	

VIII. Interprofessional activities

	a. In addition to the CPD sessions specifically for the speech and language therapists, are there joint Interprofessional sessions available to members of different professions?
Austria	YES
Belgium	YES
Bulgaria	YES
Cyprus	YES
Czech Republic	YES
Denmark	YES
Estonia	YES
Finland	YES
France	YES
Germany	YES
Greece	YES
Iceland	YES
Ireland	YES
Italy	YES
Latvia	YES
Luxemburg	YES
Malta	YES
Norway	YES
Poland	YES
Portugal	YES
Slovak Republic	YES
Slovenia	YES

Spain	NO
Sweden	YES
Switzerland	YES
The Netherlands	YES
United Kingdom	YES
	YES:26/27

b. if YES, with which professions:

	i. health?	ii. Education?	iii. Social services?	Other
Austria	YES	YES	NO	
Belgium	YES	Rarely		
Bulgaria	YES	YES	YES	Special Education
Cyprus	YES	YES	NO	
Czech Republic	YES			
Denmark	YES	YES	NO	
Estonia	YES	YES	YES	actors, singers
Finland	YES	YES	YES	psychologists, Handicap organizations
France	YES	NO	YES	
Germany	YES	YES	YES	
Greece	YES	YES	YES	
Iceland	YES	YES	YES	
Ireland	YES	YES	YES	mainly with other health professions including medical, occupational therapists and psychologists
Italy	YES	YES	NO	
Latvia	YES	YES	YES	
Luxemburg	YES	YES	YES	
Malta	YES	NO	NO	
Norway	YES	YES	YES	
Poland	YES	YES	NO	
Portugal	YES	YES		
Slovak Republic	YES	YES	NO	
Slovenia	YES	YES	YES	
Spain	YES	NO	NO	
Sweden	YES	YES	YES	
Switzerland	YES	YES	YES	psychologists
The Netherlands	YES	YES	YES	
United Kingdom	YES	YES	YES	doctors and psychologists
	YES:27/27	YES:22/27	YES:16/27	

IX. Official Texts

	a. Is CPD subject to specific regulatory texts?	b. If YES, what are they?
Austria	YES	http://www.logopaedieaustria.at/doc/Anerkennungsrichtlinien_Anbieter_2008.pdf
Belgium	YES	Grand Duchy laws
Bulgaria	NO	
Cyprus	NO	
Czech Republic	YES	
Denmark	NO	
Estonia	NO	
Finland	YES	The laws. For example: Act on health Care Professionals, 28.6.1994/559 (The law about health care professionals), 18 § Obligation to take part in further training : Health care professionals must maintain and improve their professional knowledge and skills required to carry on their professional activity and to familiarize themselves with the provisions and the regulations concerning them.
France	YES	law of 1971 on CPD , law of 1994, convention 2000 with Health insurance
Germany	YES	SGB V
Greece	NO	
Iceland	YES	According to "Regulations regarding education, rights and obligations of SLT's" Speech and Language Therapists in Iceland are expected to maintain and enhance their professional knowledge to always ensure good practice.
Ireland	NO has not been finalized yet	
Italy	YES	national law (annexe)
Latvia	YES	Law of Education, Minimum requirements or the contents of CPD Priorités recommended priorities in 2004
Luxemburg	YES	
Malta	NO	
Norway	NO	
Poland	NO	
Portugal	NO	
Slovak Republic	YES	regulations of the ministry of health
Slovenia		
Spain	NO	
Sweden	NO	
Switzerland	YES	Quality standards for SLTs
The Netherlands	NO	
United	YES	

Kingdom		
	YES:13/27	

X. Continuing professional development programmes

	a. Are CPD programmes and topics drawn up in collaboration with members of the profession?
Austria	YES
Belgium	YES
Bulgaria	YES
Cyprus	YES
Czech Republic	YES
Denmark	YES
Estonia	YES
Finland	YES
France	YES
Germany	YES
Greece	YES
Iceland	YES
Ireland	YES
Italy	YES
Latvia	YES AND NO
Luxemburg	YES and NO, certain sessions are organized with SLT others not
Malta	YES (feedback is obtained on topics of special general interest; final decision made by association committee in the case of cpd organized by ASLP)
Norway	YES
Poland	NO
Portugal	YES(usually yes)
Slovak Republic	YES
Slovenia	
Spain	YES
Sweden	YES and NO, certain sessions are organized with SLT others not
Switzerland	YES
The Netherlands	YES
United Kingdom	YES
	YES: 25/27

b. If YES, how is this structured or organized?

	i. which professional organizations or structures are involved?	ii. who are the other participants?
Austria	mainly colleagues who work for the CPD-group	other health care professions
Belgium		by the professional organisations or Universities

Bulgaria	Specialists working in Special Education unit at the Ministry of Education.	
Cyprus	the ARSLP of Cyprus	SLTs, members of other Health professionals depending on the subject
Czech Republic	Medical sector	Physiotherapy and Psychology sector
Denmark	All four Danish associations within the profession	
Estonia	ELU	University
Finland	Finnish Association of Speech Therapists, Scientific associations of our discipline, Associations of Dysphagia therapists, Neurological therapists etc.	Social and health ministry, Provincial governments, Universities
France	FNO education syndicates	FIF/PL and Health Insurers in the structure of FAF
Germany	DBL	les the other professional organizations in the SLT field: DBA, DBS, BKL...
Greece		
Iceland	FTT, The Icelandic Association for Speech and Language Therapists	School teachers, preschool teachers, nurses etc.
Ireland	IASLT	
Italy		
Latvia	LLA	universities and SLT associations
Luxemburg	ALO, medical-educational sector	Health and educational ministry, members of other Health professionals depending on the subject
Malta	Members of the association	
Norway	The Norwegian Association of Speech and Language Therapists and the University of Oslo	Sometimes resource centers for Speech and Language
Poland		
Portugal	APTF	Universities; hospitals; special education institutions, ...
Slovak Republic	Slovak Association of Logopedists	Chamber of Logopedists
Slovenia	The National Education Institute, Ministry of education and sport	
Spain		with different associations, Neurologists and other Health specialists
Sweden		
Switzerland	one of the professional associations	Universities or Specialist Higher Education Institutions
The Netherlands	University	

United Kingdom	RCSLT	Department of Health, NHS, Universities
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	c. If NO, which organization decides on the CPD themes and programmes?
Austria	
Belgium	
Bulgaria	Ministry of Education and the directors of biggest SLT centres
Cyprus	
Czech Republic	
Denmark	
Estonia	
Finland	
France	
Germany	
Greece	
Iceland	
Ireland	
Italy	
Latvia	
Luxemburg	the foreign organisations
Malta	ASLP committee
Norway	the employers or other professional or private organisations
Poland	Individual practitioner organizing CPD
Portugal	
Slovak Republic	
Slovenia	SAL
Spain	
Sweden	
Switzerland	
The Netherlands	
United Kingdom	

	d. Are CPD programmes published annually? e. if YES, by whom?
Austria	annually by the profession (by the journal "logoBILDUNG"), continuously on our website www.logopaediaustria.at and about monthly per E-Mail to all members
Belgium	NO
Bulgaria	NO
Cyprus	NO
Czech Republic	YES
Denmark	YES by the organizers but not regularly
Estonia	YES by ELU

Finland	YES - The Finnish Association of Speech Therapists lists all activities ongoing and gives links to a range of activities through website and publishes announcements in the paper. Others who arrange CPD programs give out their own information continually. There is definitive annual program as such.
France	YES by FNO (journal/ website), by the organizers, by FIF/PL, by Health Insurers
Germany	YES, by the DBL
Greece	YES by PSL
Iceland	NO
Ireland	NO
Italy	YES by www.sanita.it and http://ecm.sanita.it
Latvia	YES by the Universities programmes
Luxemburg	NO
Malta	NO
Norway	YES continually. It is difficult to say that the CPD activities are published annually since there are no official CPD programme, just courses, workshops and so on offered Speech and Language Therapists. But the Norwegian Association of Speech and Language Therapists as well as other are publishing important CPD activities during the year.
Poland	NO
Portugal	YES There is no official Programme, but the Portuguese Association of Speech Therapists lists many activities ongoing and gives links of activities through the website
Slovak Republic	YES on the web of the Slovak Assoc. Of Logopedists and Slovak University of Health
Slovenia	YES by The National Education Institute
Spain	YES by different institutions
Sweden	YES publication in the professional journal
Switzerland	YES some, by the organizers of the sessions
The Netherlands	YES by the University
United Kingdom	YES RCSLT publishes monthly programme, as well as other organizations
	YES: 19/27

XI. Links with research

	a. Is CPD linked to research?	b. if yes, what is the structure for this?
Austria	NO	
Belgium		
Bulgaria	sometimes	
Cyprus	NO	
Czech Republic		
Denmark		
Estonia	NO	
Finland	YES	Often there is collaboration between

		Universities and Professional body as well as between the Scientific associations of our discipline arranging CPD programs and Professional body to allow CPD for participants to be formally linked to research & development. The aim is that the contents of the CPD programs are evidence based or results of the research.
France	YES	with UNADREO (association for SLT research) and specific University departments
Germany	YES sometimes	with the university departments which are committed to research (voice and language pathologies), neurolinguistics departments
Greece	sometimes	
Iceland	NO	
Ireland	YES	It is recommended that activities are evidence based.
Italy	NO	
Latvia	NO	
Luxemburg	NO	
Malta	YES	Through the lectures/tasks and recommendations for further studies.
Norway	YES	Through the lectures/tasks and recommendations for further studies.
Poland	NO	
Portugal	sometimes	
Slovak Republic	NO	
Spain	YES	
Sweden	YES	with university departments who offer research doctorates for SLTs
Switzerland	NO	
The Netherlands	YES	with the research students and CPD
United Kingdom	YES	All activities strive for skills and knowledge to be evidence based. Often there is collaboration between Universities/Professional body to allow CPD for individual participants to be formally linked to research & development.
	YES:10/27	

October 6, 2009