



Supporting Prosthetists and Orthotists with HCPC CPD Audit

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What is the Health & Care Professions Council?

The Health & Care Professions Council (HCPC) are a regulator of health and care professions in the UK. Their role is to protect the public. They achieve this aim by setting standards for professionals' education, training, and practice. They approve pre-registration programmes which professionals must complete to register with the HCPC. They also keep a register of professionals, known as 'registrants' who meet their standards and will take action if professionals on the register fail to meet the standards set by the HCPC.

By law, people must be registered with the HCPC to work in the UK if they want to work in any of the 15 professions regulated by the HCPC. Prosthetists and Orthotists are regulated by the HCPC.

The HCPC only register people who meet their standards, to ensure they can practice safely and effectively.



Re-registering with the Health & Care Professions Council

You will need to renew your registration every two years by making your declaration and paying a fee.

Prosthetists/Orthotists next renewal date is July 1st 2025, registration will close on September 30th 2025.

You can renew your registration online at anytime during the renewal window.

What happens if I don't renew?

You will need to be registered in order to continue practicing as a Prosthetist/Orthotist and to continue using the protected title associated with our profession.

If you don't complete all steps of the renewal process before the renewal deadline, or if you remove your direct debit instruction without having an alternative payment method in place, your name will be removed from the register.

If your name is removed from the register, you must cease practicing and using the protected titles associated with our profession. The HCPC will contact you by email to let you know if your name has been removed from the register.

To add your details back on to the register you will need to complete a re-admission form.

What do I do if I no longer need to be registered?

If you no longer need to be registered with the HCPC, you can remove your name from the register.

To do this, log into your online account and click on the green de-registration banner. You will then need to answer some short questions and make the relevant declarations. The HCPC will notify you once your de-registration request has been processed.

What if I only want to take a temporary career break?

You can take a break of up to two years and remain on the register. However in order to renew your registration you need to have practiced your profession at some point during the two year registration period.

If you do not plan to practice for more than two years, you may request for the HCPC to remove your name from the register and apply for re-admission when you wish to practice again. This is a personal decision which you should make after first familiarising yourself with the re-admission and return to practice processes.

What if I am planning to work overseas?

Although there is no legal requirement to, you can choose to stay on the HCPC Register if you wish. As long as you continue to practice your profession outside of the UK you can renew or continue your registration as normal.

What do I do if I am retiring?

To de-register because of retirement, all you'll need to do is log into your online account and complete the online voluntary de-registration request form.

I submitted my re-registration application, but I haven't heard back, and the deadline is next week, what should I do?

Make sure that your manager/employer is aware. It is illegal for you to work as a Prosthetist/Orthotist if you are not on the HCPC register. If your registration has lapsed, you will need to temporarily work in an unregistered role, for example as a support worker, and you must also be paid at the rate of the temporary role.

How do I set up an online account?

You can create an online account at www.hcpc-uk.org/registration/registration-renewals/how-to-renew-online/log-into-your-online-account/

I have had a drink driving conviction since I last re-registered. Do I need to declare it?

When registering or re-registering with the HCPC, you'll need to make a professional declaration. Part of this declaration includes confirmation that you 'have not had any change to your good character'. A drink driving conviction would be classed as a change in your good character, and you will need to inform the HCPC of this conviction.

For more information go to: www.hcpc-uk.org/registration/health-and-character-declarations/what-is-a-health-and-character-declaration/

For more information about renewing your registration you can contact the HCPC registration team:

Telephone: 0300 500 4472 (open 9am-5pm, Monday-Friday)

Email: registration@hcpc-uk.org

Website: www.hcpc-uk.org/contact-us/registration/

What is the Health & Care Professions Council CPD audit?

Continuing professional development (CPD) is the way in which registrants continue to learn and develop throughout their careers so they keep their skills and knowledge up to date and are able to practice safely and effectively.

Each time you renew your registration, you'll be asked to sign a form to confirm that you continue to meet the HCPC's standards, including CPD. During each renewal the HCPC will randomly select 2.5 per cent of each profession and ask them to submit their CPD profile.

The selection criteria

The HCPC will only audit registrants who have been registered for two years or more. This means that if you are a recent graduate, they will not choose you for audit when you renew your registration for the first time. Similarly, if you have had a break in registration and have just come back onto the register, they will not choose you the first time you renew your registration.

The audit selection is computer-generated at random. As CPD is an ongoing requirement while you are registered, it is possible that you could be picked for CPD audit on multiple occasions.

Deferral

The HCPC recognise that, due to unavoidable circumstances, some registrants may need to defer their audit. For example, you may not be able to complete a CPD profile as a result of illness, family, or personal circumstances, or maternity leave. 'Deferral' offers those who cannot complete their CPD profiles, due to circumstances beyond their control, the opportunity to stay registered.

Registrants who would like to defer must submit their request via the CPD online system as soon as possible, giving their reasons for deferring and evidence to support it.

Anyone accepted for deferral is automatically included in the next round of CPD audits for their profession.



Being selected for CPD audit

If you are selected for audit, you'll be notified by email within 10 working days of the renewal window opening. You will also see this notice via your online account. You will still be required to renew your registration and pay the registration fee as you normally would. You will need to submit a CPD profile by the deadline, this must show the activities you have undertaken since your last renewal.

You will be required to provide supporting evidence that shows your CPD meets the standards set by the HCPC including a dated list to help the assessors identify any gaps of more than three consecutive months which have not been accounted for.



There are four main parts of your CPD profile:

- 1** A summary of your practice history
- 2** A statement of how you have met the HCPC's standards of CPD
- 3** A list of activities
- 4** Evidence to support your statement

The CPD audit covers the previous two years of practice. The HCPC offers guidance on completing your CPD profile and you can look at examples of CPD profiles which meet the HCPC's CPD standards.

HCPC state that 'any activity from which you learn or develop professionally can be considered eligible for CPD'. In line with the CPD standards, you need to undertake a mixture of activities, and the activities should seek to benefit your work and the people you work with.

The types of CPD activities you do can fall under the categories; work-based learning, professional activity, formal education, and self-directed learning.

What type of evidence can I use to show what I have undertaken?

Material you have produced could include:

- Information leaflets
- Critical reviews
- Documents about national or local processes
- Business plans
- Guidance materials
- Course assignments
- Course programme documents
- Articles for journals
- Research papers, proposals, funding applications
- Learning contracts
- Contributions to the work of a special-interest group
- Case studies
- Policies or position statements
- Reports (for example, on project work or audits or reviews)
- Procedures
- Guidelines for dealing with service users
- Action plans
- Presentations you have given
- Questionnaires
- Induction materials for new members of staff
- Contributions to the work of a professional body

Materials showing you have reflected on and evaluated your learning and work might include:

- Adapted documents arising from appraisals, supervision reviews, and so on
- Documents about following local or national schemes relating to CPD
- Evaluations of courses or conferences you have been to
- Personal development plans
- Approved claims for credit for previous learning or experience

Materials you have got from others:

- Testimonials
- Letters from service users, carers, students, or colleagues
- Course certificate

When you are describing how your CPD has benefited the quality of your work, or benefited service users, your personal statement may need to describe how you believe that this has happened. You may be able to support this with evidence of, for example, an altered way of working which you think has improved the quality of your work. You may have evidence of a meeting with your manager where you discussed using new skills you had learned, or you may have evidence of how you personally planned to make changes to systems or practices. If your record of CPD activities includes a place where you write about how you will use the knowledge you have gained, then this could be useful evidence. These types of evidence are evidence of the effects of your activities. This, alongside the evidence of your CPD activities themselves, will help to show the CPD assessors how you meet our standards.

The HCPC do not have detailed guidelines on how much evidence you should submit, but you should bear in mind that the CPD assessors will need to see enough information to be sure that the CPD activity has taken place.

Tips on completing your CPD profile

These tips are from the HCPC website.

- DOS**
- Keep it simple. Use simple language to describe the CPD you have done, what you have learnt from it, and how it has benefited you and your service user(s).
 - Choose four to six CPD activities over the last two years. Tell them what you did, what you learnt, and the benefits to you and your service user(s).
 - Ensure the activities you discuss are a mixture of learning types and were undertaken in the last two years.
 - Remember to include a dated list, in chronological order, of all the CPD activities you have completed in the last two years. This will demonstrate that you have met CPD standard 1.
 - Please explain any gaps of three consecutive months or more.
 - Double check your profile before submitting it, ensuring all relevant documentation is included.

- DON'TS**
- Try to describe in detail every activity you have undertaken over the last two years. Selecting a small number of different activities that you feel benefited you the most and writing about each one is a better approach.
 - Send us evidence of all your CPD activities. The HCPC only need evidence to support the activities you have written about to demonstrate CPD standards three and four.
 - Include identifiable information. This must be anonymised before including it with your CPD profile. This is any information you hold about a service user(s) that could identify them, such as names, addresses or any other personal information.
 - Include CVs.

The standards of continuing professional development

Continuing professional development is the way in which registrants continue to learn and develop throughout their careers so they keep their skills and knowledge up-to-date and are able to practice safely and effectively.

The HCPC standards of continuing professional development set out what the HCPC expect and require of registrants' continuing professional development. They are as follows:

1 **Maintain a continuous, up-to-date and accurate record of their CPD activities**

What the standard means

- You need to carry out regular CPD activities.
- You need to keep a record of what you do in whatever way is most convenient for you.
- You need to add to your record on an ongoing basis. If you are audited, the HCPC will be interested in what you have done over the previous two years.
- Your record needs to be a true reflection of the activities that you have carried out.

Keeping your record

The HCPC do not ask for a set format for recording your CPD. You might choose to keep a binder or folder including documents such as certificates and notes that you have kept relating to your CPD, or you might keep this record electronically. You might follow a format provided by your professional body or by your employer. Please make sure that you can access your record – for example, in case you leave your employer.

This is your personal record. The HCPC will not ask to see a complete copy, but if you are audited, they will ask you to give them details of the activities you have completed over the previous two years and send some supporting evidence. So, keeping a good record will mean that you can do this easily.

2 **Demonstrate that their CPD activities are a mixture of learning activities relevant to current or future practice**

What the standard means

- Your CPD must include a mixture of different types of learning.
- Your CPD must relate to your registration and practice as a health and care professional.

Your CPD must be relevant to your current or future practice. This means that your CPD should be related in some way to your registration as a health and care professional.

Your CPD will be relevant to your practice so will be individual to you. For example, if you are managing a team, some of your CPD might be based around your skills as a manager. If you work in private practice, some of your CPD might be about the skills you need to run a successful practice.

Your CPD can also support your career development. So some or all of your CPD might be about preparing you for a future role.

You are able to make your own decisions about the CPD that is most beneficial to you, your practice and your future career ambitions.

3 Seek to ensure that their CPD has contributed to the quality of their practice and service delivery

What the Standard means

- You should aim for your CPD to improve the way you work.
- If you are audited, describe some of the activities you have carried out, what you learnt and how this has improved your practice.

Quality of practice and service delivery

Your CPD should lead to you making changes to how you work which improves the service that you provide.

You do not necessarily have to make drastic changes to how you work. Some CPD activities might mean that you continue to work as you did before, but that you are more confident that you are working effectively. Others might help you gain new or improved skills or help you to make changes to working practices.

'Seek to ensure'

The term 'seek to ensure' is used in standard three because there may be some instances where the CPD activity you carried out to improve your practice is not as effective as you thought it would be. You cannot always anticipate the actual benefits of CPD activity. The important thing is to consider why the activity was not as helpful as you thought it would be, and how you might do things differently in future. As long as you can explain this if asked, you will still meet this standard.

4 Seek to ensure that their CPD benefits the service user

What the standard means

- You should aim for your CPD to benefit your service users.
- If you are audited, describe some of the activities you have carried out, what you learnt and how this has benefited your service users.

5 Upon request, present a written profile (which must be their own work and supported by evidence) explaining how they have met the Standards for CPD

What the standard means

- You only need to meet this standard if you are one of the registrants picked as part of a random sample for audit.
- You need to take part in the audit by sending a CPD profile containing information and evidence about how you have met the standards.
- The CPD profile must be your own work.

Your own work

If you are audited, the CPD profile must be your own work. A profile which was written by someone else, or included text from profiles produced by others, would not meet this standard.

If the HCPC suspect that a CPD profile is not your own work but, for example, includes plagiarised material, they would stop the assessment process and investigate this under their fitness to practice process.

This does not mean that you cannot ask a colleague for help, you can discuss your CPD audit with your colleagues if you feel you need help.



Frequently asked questions

Do I have to complete the audit if I am chosen?

Yes, you must complete the audit unless you have been granted a deferral until the next audit cycle.

If I have been on maternity leave and I have gaps in my CPD record but I don't want to defer what will happen?

You do not have to defer if you would rather not. When you are composing your list of CPD activities you will need to explain any gaps in your record which are three months or longer.

Can I request an extension to complete my CPD profile?

You will need to discuss this with the HCPC. They will be able to provide you with advice about your personal situation and the reason for requiring an extension. There are circumstances where the HCPC will agree to an extension.

If I was selected for the previous audit will I be selected again?

The audit selection is computer generated at random. Therefore, it is possible you will get selected on multiple occasions.

What happens if I get selected for CPD audit but I am planning to come off the register?

You should contact the HCPC registration department as soon as possible to explain your situation. They will be able to provide you with advice.

Can I use personal experience as a patient or carer towards my CPD evidence?

Yes, you can. This could count as evidence as long as it relates to the HCPC standards.

Can I include feedback form service users as part of my evidence?

Yes, you can include feedback from service users as long as it doesn't include identifiable information.



Which reflective logs are available?

There are many different reflective logs available and we recommend you use ones which will work well for you. BAPO members can access our online CPD templates.

I am planning to take a career break, what activities can I do which will count as CPD?

There are many CPD activities you can carry out while not in work, including the CPD activities that BAPO has on offer.

You can use BAPO's Career Development Framework, to identify what you already know and can do, as well as think about where you want to take your learning, development, and career next.

Suggestions for non-work based CPD activities include:

- Access databases, online journals, and e-books
- Record reflections from various experiences and sources
- Record the skills gained from other roles such as volunteering roles
- Watch BAPO's Tea Time Talks
- Attend BAPO's conferences



Useful contacts and resources

HCPC RENEWALS

Web: www.hcpc-uk.org/registration/registration-renewals/how-to-renew-online/log-into-your-online-account/

Telephone: 0300 500 4472 (open 9am-5pm, Monday-Friday)

REGISTRATIONS

Web: www.hcpc-uk.org/contact-us/registration/

Email: registration@hcpc-uk.org

CPD AUDIT

Web: www.hcpc-uk.org/cpd/cpd-audits/being-selected-for-audit/
www.hcpc-uk.org/cpd/cpd-audits/completing-a-cpd-profile/how-to-complete-your-cpd-profile/cpd-sample-profiles/

Media: Video from the HCPC on continuing professional development
www.youtube.com/watch?v=xMn49E1xK1c

REFLECTIVE PRACTICE TEMPLATES AND CASE STUDIES

Web: www.hcpc-uk.org/standards/meeting-our-standards/reflective-practice/case-studies-and-templates/
www.hcpc-uk.org/blank-reflection-template

Email: cpdprofiles@hcpc-uk.org



CPD audit stories

CASE STUDY: Dr Nicky Eddison - Consultant Orthotist



Which year were you audited?

I was audited in 2021.

How did you find the process?

I didn't think it was a difficult process but it was time consuming, we all have busy jobs and busy lives so when something unplanned adds to the workload it can be a challenge.

How did you mitigate the challenges?

My method was to get started straight away rather than put it off until later. I looked at the examples on the HCPC website to give me a better idea of what I needed to submit. That helped a lot as it can be confusing at first. I also reached out to a colleague who had been through the process before. They explained what type of evidence they had submitted and how they had prepared their submission, which gave me a much better understanding of what was required.

Was there anything which you thought was unclear about the process?

Yes, at first I wasn't sure exactly what counted as CPD. I thought it had to be formal training but in fact it can include all kinds of learning activities and experiences. Knowing this makes it much easier to prepare your evidence. For example, watching BAPO's Tea Time Talks counts towards your CPD activities, as does attending conferences.

What advice would you give Prosthetists and Orthotist chosen for CPD audit in the future?

Don't feel overwhelmed, reach out for support. There are colleagues who have gone through the process who are here to help you. Some of them can be reached via BAPO's mentoring programme.

Before you are selected for audit remember it's important to keep some kind of log of the CPD you are doing. This makes it much easier when it comes to putting all your evidence together.

CASE STUDY: Jenny Miller - Senior Orthotist



Which year were you audited?

I was audited in 2023.

How did you find the process?

My initial response to finding out I was being audited by HCPC was obviously mild panic. After 16 years as a registered Orthotist, and never knowingly having met an Orthotist who had been audited, I had hoped it would never happen. My assumption was that being audited would require a lot of work and stress. Thankfully this was a misconception and my experience was not what I expected.

How did you mitigate the challenges?

I started by visiting the HCPC website and reviewing the HCPC guidance on their audit process. The information I found there was helpful and reassuring. The CPD section of the HCPC website contained clear information regarding CPD to meet the standards, as well as a specific section on the audit process. The advice on completing your CPD profile and the evidence you can use to support your profile was well laid out and straight forward.

I personally found the sample profiles very helpful. Being able to see examples of how the audit paperwork was supposed to look really helped me plan my own audit response. It also made it less daunting to see it laid out and to get any idea of how much work was required to complete an audit.

Was there anything which you thought was unclear about the process?

I'll be honest, I haven't kept the best record of my CPD over the years, and this was part of my initial panic. Luckily all the CPD activities I have taken part in with my department and team were recorded centrally and I was able to use this to remind myself of how much CPD I have actually done. I also hadn't realised how much of my non-clinical work, such as service development and Trust-wide projects, would be relevant. When you look back on everything you do, meetings, courses, projects, etc., it can be surprising how much you do that meets the standards without even trying. From there, writing a summary of my role, listing my activities and adding my evidence was relatively straight forward. The online format made it easy to log in from home or work and to save my work as I went along. (But a thank you to our admin team who helped me scan stuff!).

Don't feel overwhelmed, reach out for support. There are colleagues who have gone through the process who are here to help you. Some of them can be reached via BAPO's mentoring programme.

Before you are selected for audit remember it's important to keep some kind of log of the CPD you are doing. This makes it much easier when it comes to putting all your evidence together and makes the task a lot easier.

What advice would you give Prosthetists and Orthotist chosen for CPD audit in the future?

My main take away from this experience has been to keep a better record of my reflections on courses I attend, for future reference. The overall experience I had did involve time and work on my part, but was not the stressful experience I feared it would be.

CASE STUDY: Pam Coulton - Director of Locum Notion



Which year were you audited?

I was audited in 2021.

How did you find the process?

The process was frankly a little overwhelming, largely as it happened during COVID, whilst operating a multi-site private practice, as well as a locum agency, and trying to keep a business running, with patient and staff safety at the top of my agenda. The audit is time intensive, and whilst it seems like during COVID may have been the perfect opportunity, for me personally, it was the worst possible timing.

How did you mitigate the challenges?

This was a challenge, but the key was allocating time to collate evidence, in an otherwise busy work schedule. As a business owner as well as a clinician, the audit was as much about managing workplace safety during the pandemic, as it was about CPD in the traditional sense, and it was important for me to make time to gather this, document it in an appropriate manner for the audit, and to ensure that all the criteria were met, and that nothing was overlooked.

Was there anything which you thought was unclear about the process?

As I've already highlighted, the HCPC were as keen to ensure that my management and business skills and practices were as up to date as my more traditional clinical CPD, which in many respects, was the easy part of the process. Knowing the extent to which I was expected to evidence signage, spatial management re social distancing, and provision of safety equipment beyond PPE for example, was unclear, and only became clear whilst engaging in the audit process.

What advice would you give Prosthetists and Orthotists chosen for CPD audit in the future?

The simple answer here of course is preparation. Having all course certificates, reflection on courses and learning, product and clinical practice papers filed and dated definitely makes this entire process so much more pain-free. For anyone working as a locum, I would advise maximising all CPD opportunities, and for anyone running a private practice, never forget that the business side of our professional life, is just as important in terms of evidencing progress and development, as anything else we do. The final and most important thing is to reach out. Many people have gone through this before, and people in a similar, if not the same situation as yourself. Make use of their experience, and don't be afraid to ask.

Support from your professional body

BAPO offers a mentor platform for all BAPO members. The platform is free to use and provides members with access to a range of professionals to support you on your career journey.

Who is the program for?

- Anyone who is looking for support in career development - mentee
- Anyone who is willing to share their experience to help others with their development - mentor

During the mentoring-process the mentor shares their personal skills, knowledge and experience with the mentee to enable him or her to explore their personal and professional situation. It is a two-way process in which the mentor and mentee work together to set and achieve predetermined goals and objectives.

Mentoring is a way of enabling the mentee to gain the skills, knowledge and confidence to perform at a higher level, and of giving them access to impartial, non-judgemental guidance and support.

We believe in the powerful impact mentoring can have on an individual's professional growth. Everyone has something to give, and everyone has something to learn. We hope this program will enable you to reach your full potential.

BAPO have specifically designed the platform to include access to colleagues who have completed the CPD audit process. If you are selected for audit you may find it useful to contact a mentor for support.

Website: <https://bapo.onpld.com/login>

Email: enquiries@BAPO.com

MENTORING



Your professional body

The British Association of Prosthetists and Orthotists was established to encourage high standards of prosthetic and orthotic practice. It is committed to continued professional development and education to enhance standards of prosthetic and orthotic care.

The British Association of Prosthetists and Orthotists is the only UK body that represents the interests of prosthetic and orthotic professionals and associate members to their employers, colleague Allied Health Professionals, and all groups that are involved in the field of prosthetics and orthotics. The British Association of Prosthetists and Orthotists enjoys the support of a high majority of the profession as members.

The British Association of Prosthetists and Orthotists undertakes the following activities on behalf of the profession:

- Lobbies to promote and maintain our members' clinical excellence, expert skills, and autonomous practice.
Produces guidelines for best practice.
- Works within an ethical code.
- Organises prosthetic and orthotic conferences.
- Manages and distributes information relating to members and our Allied Health Professional colleagues.
- Develops and runs educational courses for the prosthetic and orthotic profession.
- Actively promotes and enables Continuing Professional Development for members.
- Provides advice to members and other interested parties.
- Provides insurance for members.



For more information visit

www bapo.com

email enquiries@bapo.com

call 0141 561 7217



5 Ways to Wellbeing

Connection

- To people at home and work
- To nature and animals
- To spiritual elements
- To yourself

Give

- Your time
- To others
- To yourself
- To organisations like BAPO
- Allow others to give to you

Keep learning

- New skills
- Refine current skills
- Subjects that interest you
- With BAPO e.g. research hub or mentoring

Be active

- Physical activity benefits mental and physical health
- With activities you enjoy
- Small movements during the day can aid stress reduction

Take notice

- Being aware, mindful and taking notice helps to improve mental wellbeing
- Being in the present moment takes conscious effort
- Notice surroundings, bodily sensations and breathing
- Reflect on experiences



Mental Health Matters

- Everyone has mental health and BAPO recognises the importance of looking after the mental health and wellbeing of our members.
- Working within the health care sector can bring with it an emotional load, so we encourage our members to be proactive in looking after their mental health and wellbeing.
- Good mental health and wellbeing in the workplace leads to increased productivity and performance, so this work also benefits the patients/clients/service users in our profession.
- Gemma Cassidy was appointed as Mental Health and Wellbeing lead to BAPO in 2020. For more information on this work scan the QR code or email gemma.cassidy@bapo.com for more information.



Member exclusive benefits

The benefits of being a member of BAPO

Education

- A range of courses exclusively for BAPO members.
- Fee reductions for BAPO members.
- A range of courses fully funded for BAPO members.
- BAPO online CPD portfolio.



Insurance

- Complies with HCPC requirements.
- £10M individual insurance cover.
- Including UK public, product, and medical malpractice liability.
- Members can purchase additional private practice cover at a reduced cost compared to individual premiums.



Direct communication

- A full range of information services from the Secretariat team.
- Including the latest national and international job vacancies.
- News on national guidance affecting prosthetics and orthotics.
- Exclusive use of the BAPO logo on your website. *conditions apply



BAPOConnect

- A dedicated prosthetics and orthotics professional magazine.
- Delivered to your home address (or accessed electronically if you prefer) free of charge, three times per year.



Mentoring

- An online mentoring platform exclusively for BAPO members.
- Access to a range of skilled peers within and outside the prosthetic and orthotic profession.



Research hub

- Exclusive access to BAPO and Staffordshire University's Research Hub.
- Providing you with the opportunity to get involved with research and contribute to peer-reviewed research publications.



BAPO events

- A range of member exclusive discounts to BAPO events.
- Invitation to BAPO's Annual General Meeting.
- Voting rights for proposed changes at BAPO.
- Voting rights for BAPO's individual awards.



Support

- Members have the opportunity to receive individual help, guidance, and support from BAPO, when required. Including support with HCPC.



For more information visit

www.bapo.com email enquiries@bapo.com call 0141 561 7217



BAPO



@BAPO2



@BAPO.org



@_BAPO2_



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Tel: 0141 561 7217 E-mail: enquiries@bapo.com
www.bapo.com