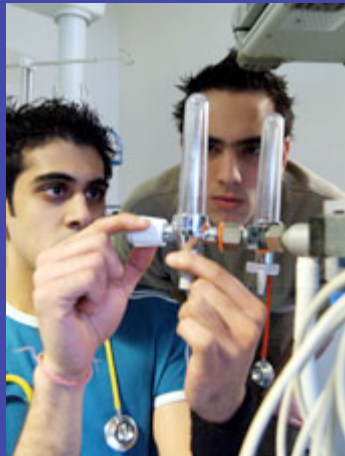


Professional standards and personal development



Thinking the unthinkable

My text for today

- The importance of professional standards and personal development planning in a changing environment. Why are these important and significant for health care librarians?

New rôles

- Outreach Librarians
- Clinical Librarians
- Knowledge managers
- Primary care knowledge managers
- Clinical Governance facilitators
- R&D facilitators
- Information analysts
- Lecturers and Trainers
- Electronic Resource Managers
- Webmasters
- Health Informaticians

The oldest profession?



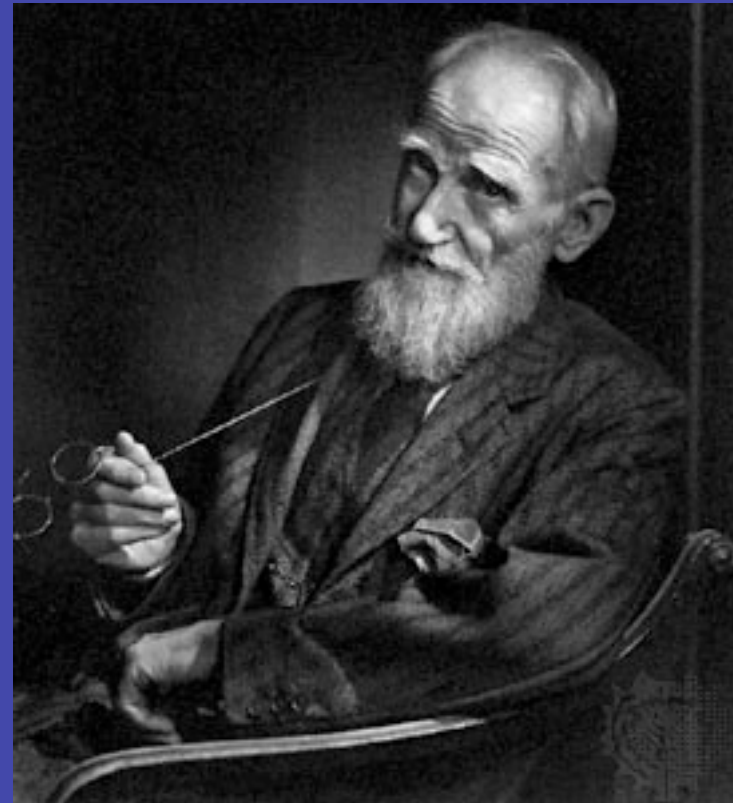
What's a profession?

- Control
- Regulate
- Educate

The conventional view

“All professions are
conspiracies against
the laity”.

George Bernard Shaw
The Doctors Dilemma
1911



Professional redefinition

- CILIP:
 - Framework of Qualifications
 - Body of Professional Knowledge
 - Health EAG
 - HLG Manifesto
- UKCHIP
- MLA/AAHSL: Building on Success Charting the Future of Knowledge Management within the Academic Health Center

The Future of the Professions (2001)

- **Council of Excellence in Management and Leadership**
 - **Impetus for change from**
 - **Technical development**
 - **Increased user expectations and knowledge**
 - **New managerialism**
- **Professions that succeeded were those who looked at the future and planned**

Challenges to professionals

- Developments in technology: expert systems
- New areas of work and tension with other professions
- Corporate whittling away at professional autonomy

A crisis

- The UK crisis of confidence in professions: high profile cases focus public concern on regulation of health professions: Bristol, Shipman
- Demographic challenges

Health as an exemplar

- Vanguard role
- Large, diverse
- Politically important
- Centre for change

Health EAG

- **Roles and opportunities for librarians**
 - Work cross-sectorally across health, social care and education
 - Work in multidisciplinary teams
 - Use traditional skills in new ways
 - Contribute to the development of evidence-based health care and services
 - Play a role in the development and cascading of critical appraisal skills in the workplace
 - Train and educate users in information skills
 - Promote the importance of information quality in clinical governance and risk management
 - Support rapid decision-making by making better quality information available
 - Work with a range of information providers, for example publishers and public health information analysts, in developing new services

EBM revolution

- EBM
- Changes in health care professions
- Flatter networked cultures: teams working, partnership, user needs
- Need for greater quality assurance. Value for money
- New ways of working and learning

Policy

- The shift of decision making from secondary to primary care
- A drive to modernise services and improve access to health care
- The need to ensure quality, safety and equity
- Patient and public involvement and empowerment
- Addressing the lifelong learning, demographic and workforce challenges
- Harnessing the technical revolutions of the digital age

Working with others

- Information professionals
- Archivists
- Records managers

Modernising professional education and CPD (1)

- Reaccreditation (?mandatory)
- New ways of delivering:
 - E-learning: Folio
 - Multiple learning styles
 - Performance indicators
- Network of mentors
- Complement NHS knowledge and skills framework
- Work with UKCHIP/MLA's AHIP

Modernising professional education and CPD (2)

- Need for accredited academic,ic modules in health information
- Audit and accreditation of LIS training and CPD providers

Influencing

- Policy work
- International dimension

Knight and Brice (1)

- Conclude that libraries are being reshaped in response to changes in:
 - The economics of information
 - Advances in computing and communication
 - Global information policies
 - Changes in teaching, research and scholarship

Knight and Brice (2)

- Expect health libraries to be
 - Centres of evidence
 - Libraries without walls
 - Centres of instruction
 - Filters
 - Centres for R&D

Knight, Thalia, Brice, Anne
Librarians, Surgeons and Knowledge
Surgical Clinics of North America, Vol. 86, No. 1. (February
2006), pp. 71-90