

## **Continuing Professional Development: advice for UKRT**

### **Introduction**

This document provides advice to UKRT registrants regarding Continuing Professional Development (CPD), with examples from real CPD records.

Should you have any questions regarding the information provided in this document or find that your questions are not addressed, please contact us at [toxreg@rsb.org.uk](mailto:toxreg@rsb.org.uk)

### **CPD and Re-Registration**

Members of the UKRT must re-register every 5 years for ongoing inclusion. The re-registration application must demonstrate continued engagement in the practice of toxicology and evidence an appropriate programme of CPD. The UKRT Panel will assess an individual's suitability for re-registration based upon evidence of continuing involvement in toxicology and the quality of the CPD record.

Applicants for re-registration are required to submit their CPD record covering the preceding 5 years. CPD records should be maintained using the Royal Society of Biology's online Learning for Life system unless the applicant uses another recognised CPD scheme, such as that offered by the Royal College of Pathologists. In all cases, the Panel must be able to review the applicant's account of the CPD activities undertaken. Where a scheme other than Learning for Life is used, a copy of the detailed record of CPD activities must be extracted and submitted as an attachment or copied into the applicant's Learning for Life record. Any submitted record must allow the Panel to determine that the minimum requirements for retention on the UKRT (such as points awarded, or time spent) are met.

For advice on recording your CPD, please refer to the Learning for Life document on the website.

At the end of each CPD year, an electronic certificate is automatically generated based on the information you have entered and if your CPD record indicates if you have achieved the minimum number of CPD points. Please be aware that possession of a CPD certificate does not confirm that your CPD record has been audited or approved as this is conducted by Panel members at the point of re-registration. This CPD certificate, simply confirms the information you have submitted via the Learning for Life system.

## **Reflective Notes**

Each CPD activity recorded in your portfolio should include appropriate reflection. Reflective notes are an important element of CPD. They help you to reflect on an educational activity or experience, enabling you to appreciate what learning took place, why you participated in the activity and how it affected you, your professional practice, or potentially the development of others. Frequently, it can also identify further learning and development actions. Together with the factual descriptions of the activities undertaken, your reflective notes record your professional development journey and allow the Panel to effectively evaluate the CPD you submit.

## **What Activities Qualify as CPD?**

The purpose of your CPD record is to demonstrate that you are actively engaged in the profession of toxicology and that your knowledge and capabilities are continually evolving and not becoming outdated. When assessing CPD, the Panel expects to see a breadth of activities, including both job-related and extracurricular activities. The former can include, for example, background reading in preparation for writing a report, participation in journal clubs and departmental seminars; while external activities such as conferences, attending public lectures, engaging in webinars and reviewing journal papers would all be considered appropriate.

The UKRT Panel recommend including as wide a range of activities as possible. If you are in any doubt as to whether to include a particular item, the Panel recommends you do so as you will never be “penalised” for including extra information. However, a lack of variety in the activities

recorded and/or insufficient details regarding the activity, can lead the Panel to query a CPD record, potentially delaying your re-registration.

Typically, activities recorded as CPD should be specific, dated activities. For example, if you read a journal article that contributed to your development, your CPD entry should state the full citation and the date you read the article, as well as a reflective note regarding the relevance to your work and the benefit gained from reading the specific article. An annual CPD record that contains a brief, generic entry stating something like “I read on average 12 papers a month that add to my knowledge” is insufficient evidence of learning and development and is not considered adequate.

### **Example CPD records**

The following two CPD records are real examples from UKRT registrants which demonstrate the variation and level of reflection required for continued UKRT registration.

## Year from 4 November 2018 until 3 November 2019

Category	Max. Pts	Items	Base Total	Pts Earned
Work Based Learning	20.0	2	12.0	12.0
Professional Activity	20.0	3	109.0	20.0 (*)
Formal/Educational	30.0	7	96.0	30.0 (*)
Self-directed Learning	10.0	1	25.0	10.0 (*)
Other	10.0		0.0	0.0
<b>Total Number of Points earned over the year:</b>				<b>72.0</b>

(\*) Indicates categories with capped totals

## Recorded Entries

### 2019-10-11 **Work Based Learning: Discussions with Colleagues**

As part of an exercise to facilitate collaborative work with [REDACTED] University [REDACTED] I helped organise a visit to the UK for two of their researchers to learn about various advanced analytical chemistry techniques available. Due to my workload, I was only able to join the two researchers for two visits during the week: to see the analytical chemistry facilities at [REDACTED]

[REDACTED] and be talked through various technologies by [REDACTED] experts, and a visit to the [REDACTED]

*Review:* The primary objectives for the week were to forge collaborative relationships with the researchers from [REDACTED] and to show them a range of advanced analytical chemistry techniques that they do not have access to - and often weren't aware of - at their university. Although workload prevented me from joining them for some other visits [REDACTED] the two visits I did attend were useful in also opening my eyes to what now is - and what still isn't - possible, using advanced microscopy techniques and assay techniques. [REDACTED] usually apply these techniques to analysing catalysts and R&D products, so it was interesting to talk with the chemists to explore how they would modify their approaches to handle biological materials. The visit to the [REDACTED] was especially interesting. They have the capability to, for example, show a section of ex-vivo skin to which a product has been applied, and show exactly where the various metals in the product have permeated to, through colour coding of different chemicals. One example showed very distinct layers as the different metals differentially permeated the skin. A new learning for me was also 'clustermarket' - used by the [REDACTED] - which was described to us as 'Airbnb for use of scientific equipment'.

The visits [REDACTED] included really useful discussions about how the techniques covered could be applied to the research areas of interest to [REDACTED] and myself (as collaborator and sponsor of some [REDACTED] research). We left with plans for some immediate additions to a current project, as well as ideas for future projects.

4 Hours, 8.0 Base Point(s)

2019-09-05

**Professional Activity: Networking with other professionals**

Following reading a scientific paper on respiratory sensitisation in mice from skin exposure to chloroplatinates\*, I contacted the lead author and had a telephone conversation with him for over an hour, during which we discussed the work as well as other related research he had done that was not published.

Review: Although my initial email correspondence with the paper's lead author seemed unpromising

follow-up emails resulted in an impromptu telephone conversation that lasted around an hour and 15 minutes. Being able to speak with each other directly, rather than simply via written messages, facilitated a much more open 'scientist to scientist' discussion during which we not only discussed the study that was published in the paper, but also other similar work they had done that had not been published, including work that did not produce the results they expected. Through our discussion, we arrived at a possible reason for the unexpected finding. We also discussed a similar project I may be involved in and explored how best it might be approached based on our various learnings from our experiences to date. As well as providing valuable insights into the work [redacted] had done, and learnings to consider in my own research, it also highlighted the advantages of speaking with people rather than relying on email.

1 Hour, 1.0 Base Point(s)

2019-06-25

**Work Based Learning: Experiential Learning**

The morning after a [redacted] sector meeting, hosted by a leading [redacted] company, I was taken on a tour of the platinum group metals refinery [redacted]. We walked through the [redacted] following the path of the [redacted] from arrival at the plant to exiting the plant as [redacted] metal or [redacted] intermediate chemical product. It also covered onsite wastewater treatment and emissions to air.

Review: Although I have visited a [redacted] before, it was useful to go walk through the process of [redacted] refining again, as well as to see a different refinery and see some of the differences in equipment and processes - that ultimately may lead to worker exposure to hazardous [redacted] intermediate chemistries - at different sites. Walking through different parts of the refinery also highlighted measures that had been taken to contain exposures to certain parts of the plant, including through the changing and PPE storage facilities. It similarly provided a valuable reminder of human nature, and that success in controlling chemical exposures relies on the positive engagement of workers - and that even in a modern company that has invested significantly in new equipment and processes to reduce chemical exposures, as well as worker training and awareness initiatives, sometimes workers will still take shortcuts, for example not storing their PPE correctly.

It was also a warm day - around 30 degrees C - and warmer in some areas of the [redacted] facility, which provided some first-hand experience of the need to ensure measures implemented to control worker exposures to chemicals - in particular PPE - are considered in light of the working conditions.

2 Hours, 4.0 Base Point(s)

2019-06-18

**Formal/Educational: Attendance at Training Course**

I attended Charles River's two-day [redacted] Genetic Toxicology Workshop in Den Bosch, The Netherlands. The workshop comprised a series of lectures on different genotoxicity assays, testing strategies, and alternatives to testing, complemented by a tour of CRL's genotoxicity laboratories

Review: The workshop provided a useful opportunity to recap on a wide variety of genotoxicity assays, confirm my knowledge is current, and to speak directly with Study Directors and experts about specific topics and testing programmes I have coming up, as well as network with existing contacts and develop new ones. The tour of the genotoxicity laboratories provided a valuable opportunity to witness the tests being performed, which provided greater clarity on some of the realities and practicalities, as well as consolidating the theory covered previously in the lectures.

14 Hours, 28.0 Base Point(s)

2019-06-11

**Formal/Educational: Distance Learning**

I attended a webinar organised by the US National Institute of Standards and TEchnology (NIST) and the National Nanotechnology Institute (NNI) titled: Practical Applications of 15 Years of NanoEHS Research: Measurements of Potential Ecotoxicological Risk.

*Review:* The webinar provided a quick useful reminder of some of the challenges in assessing the toxicity of nanomaterials, as well as new learnings. It was useful in the breadth of coverage, highlighting potential issues along the whole process of nanoecotoxicology testing, from procurement of test material, to storage, deipersion, measurement of toxicity endpoints, and characterisation of the nanomaterial in tissues. There were not always answers or concensus on how to tackle certain challnges, but greater knowledge of the issues was valuable (e.g. OECD Test Guidelines frequently specify that the exposure concentration during the test should change by less than 20% - but by what metric, e.g. mass, nanoparticle number, or surface area-based concentration?) and means that I will be more informed in my future assessment of nanoecotoxicology studies and potentially even a sponsor of some.

*1 Hour, 2.0 Base Point(s)*

2019-04-24

**Formal/Educational: Distance Learning**

I attended a webinar titled "New Approaches for Respiratory Sensitization", co-organised by the International Science Consortium of PETA (People for the Ethical Treatment of Animals), the US Environmental Protection Agency, and the Physicians Committee for Responsible Medicine. The webinar covered chemistry-based means of identifying respiratory sensitisers, presented by Dr Steve Enoch of Liverpool John Moores University, and in vitro models to identify respiratory sensitisers, presented by Arno Gutleb of the Luxembourg Institute of Science and Technology (LIST).

The chemistry-based assessment presentation covered structural alerts and the Direct Peptide Reactivity Assay (DPRA); the in vitro presentation briefly compared the mouse (the favoured in vivo model) with humans, before discussing air-liquid interphase culture, the GARDair assay by Senzagen, and VitralizeMe by LIST.

<https://www.piscltd.org.uk/nam-webinars/>

*Review:* It was a useful webinar to help stay up-to-date with me knowledge of tools for identifying respiratory sensitisers - and discriminating them from skin sensitisers. Here the chemistry-based techniques remain to my mind limited. Structural alerts are limited and simplistic on their own - and apply to organic chemistries, and the Lysine to cysteine reactivity ratio in the DPRA is not a reliable differentiator between respiratory and skin sensitisers. The progress in identifying structural alerts and their inclusion in the OECD QSAR Toolbox was interesting learning, though.

The second presentation on in vitro techniques was interesting and much of it was new - I had not even heard of VitralizeMe before. GARDAir focusses on genomics techniques to identify respiratory sensitisers, while VitralizeMe uses a 3D alveolar model cultured at the air-liquid interface and comprising alveolar type II epithelial cells (A549), endothelial cells (EA.hy926), macrophage-like cells (PMA-differentiated THP-1), and dendritic-like cells (non-differentiated THP-1), to which test compound is exposed via nebulisation, and assess for respiratory sensitisation potential by a panel of 11 endpoints comprising cell surface markers, cytokine release, and gene expression. [REDACTED]

*1 Hour, 2.0 Base Point(s)*

2019-04-15

**Formal/Educational: Attendance at Conferences or Scientific Meetings**

I attended the British Toxicology Society's annual congress, which was held jointly with the UK Environmental Mutagen Society (UKEMS) [REDACTED] in Cambridge.

*Files:* Certificate of Attendance BTS-UKEMS.pdf

*Review:* I had not attended the BTS annual congress for a number of years, having generally attended larger conferences such as Eurotox or SOT. In addition to the useful scientific programme - which due to the collaboration with UKEMS was focussed on genotoxicity - the congress also provided a useful opportunity to reconnect with a number of fellow toxicologists and the BTS itself.

*17 Hours, 34.0 Base Point(s)*

2019-02-27

**Formal/Educational: Attendance at Conferences or Scientific Meetings**

I attended a one-day meeting co-sponsored by the Royal Society of Chemistry (RSC) and the Interdepartmental Group on Hazards and Risks of Chemicals (IGHRC) on "Meeting the challenges of global chemicals regulations". The meeting inevitably included talks about the UK and chemicals regulation after Brexit, but also presentations focussed on other regions, such as USA's TSCA and South Korea's chemicals legislation (often called K-REACH), and more global perspectives.

*Review:* It didn't seem obvious why this meeting was organised in the format it was, mixing regulations of a couple of specific foreign countries (e.g. Korea and USA) with domestic challenges of Brexit and what chemicals regulations will apply after the UK leaves the European Union. Overall, it was still a useful update though, and provided some interesting insights into government, politics and trade deals - in particular the talk by Tim Harris of the Department for International Trade.

*6 Hours, 12.0 Base Point(s)*



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

*Review:* Although my co-authoring of the paper was unplanned, it did provide an opportunity and justification for dedicating time to upgrading my knowledge about the [REDACTED] and also the biological mechanisms behind the sensitisation potential of certain metals - in particular nickel for which the mechanism is different to that for 'low molecular weight chemicals' in general (typically organics), and seemingly was the reason behind the [REDACTED] conclusion that "[REDACTED]

Ultimately, I believe the manuscript was significantly improved by my alterations, despite the final manuscript seeming a product of two independent contributions rather than a collaborative effort - which may be picked up on during peer review. The manuscript has been submitted for publication.  
*25 Hours, 25.0 Base Point(s)*

2019-01-22

**Formal/Educational: Attendance at Conferences or Scientific Meetings**

I attended a one-day meeting co-sponsored by the Royal Society of Chemistry (RSC) and the UK Interdepartmental Group on the Hazards and Risks of Chemicals (IGHRC) on biomonitoring. This was the first IGHRC meeting since its evolution to consider environmental risks as well as human health (previously IGHRC was the Interdepartmental Group on the Health Risks of Chemicals), and several of the talks addressed ways in which biomonitoring is advancing understanding of exposures and risks to wildlife.

*Review:* [REDACTED] The organisation of the meeting was a positive move in that it was an open meeting held at RSC in London. It was a very interesting meeting, some of which was very relevant to my work [REDACTED] while other talks were of less direct relevance but nonetheless interesting and provided a rounded appreciation of how biomonitoring is currently used in the UK (e.g. the predatory bird scheme, the Cardiff Uni Otter Project, and the somewhat depressing Killer Whale Apocalypse). Some [REDACTED] companies use biomonitoring as part of their health surveillance programmes, but it is not common. As biomonitoring becomes more commonplace in research and life in general, though, this may change.

*6 Hours, 12.0 Base Point(s)*

2018-12-05

**Formal/Educational: Attendance at Conferences or Scientific Meetings**

I attended an event in Brussels organised by the European Precious Metals Federation (EPMF) on 'Conflict and opportunity: Chemical management, the Circular economy and Precious metals'. The speaker line-up included Geert Dancet (ex head of the European Chemicals Association), as well as representatives from ECHA, European Commission GD Grow and DG Environment, and industry.

*Review:* The event highlighted the challenges faced in moving the precious metals industry into a more circular modus operandi. Metals, including precious metals, would intuitively be considered prime candidates for and early adopters of a circular economy transition; however, the reality is more complex and challenging. The trade-off between the benefits of recycling substances containing Substance of Very High Concern (SVHCs) and of the related costs of keeping these substances in the economy without jeopardizing health and safety is the major consideration on which agreement is difficult. The current regulatory positions of the territories within which industry operates also makes moving to a more circular precious metals economy challenging - e.g. differences in defining waste and also then hazardous waste - and 'kafkaesque' was mentioned several times during the afternoon.

Overall, attendees from the public and private sector recognised the issues and identified the theoretical high-level discussions and decisions that need to take place to move this issue forward. It will be interesting to see how - and at what pace - this translates into action.

*3 Hours, 6.0 Base Point(s)*

2018-11-12

**Professional Activity: Professional Body Involvement**

I am a member of the Toxicology Group Committee of the [REDACTED]. In addition to regular email communications, the Committee meets four times a year (for approximately four hours each time). We organise toxicology-related scientific meetings and workshops on behalf of the [REDACTED] contribute to and review [REDACTED] Position Papers and Guidance notes, and represent links between the [REDACTED] and other toxicology-related professional societies such as the [REDACTED].

*Review:* My participation in this active committee provides a useful opportunity to be updated on various toxicology-related activities and events, as well as networking opportunities, on top of contributing to the work of the committee. In recognition of the excellent work of the Committee - and in particular the development of the [REDACTED] which I contributed to - we were recently awarded the [REDACTED] Inspirational Committee award.

*20 Hours, 40.0 Base Point(s)*

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

## Year from 17 February 2019 until 16 February 2020

Category	Max. Pts	Items	Base Total	Pts Earned
Work Based Learning	20.0	2	12.0	12.0
Professional Activity	20.0	5	34.0	20.0 (*)
Formal/Educational	30.0	3	44.0	30.0 (*)
Self-directed Learning	10.0		0.0	0.0
Other	10.0		0.0	0.0
<b>Total Number of Points earned over the year:</b>				<b>62.0</b>

(\*) Indicates categories with capped totals

## Recorded Entries

- 2019-11-11 **Formal/Educational: Attendance at Training Course**  
 1-hour lecture on the potential and limitations of computational toxicology, by David Woolley (ForthTox), held as part of [REDACTED] internal Continuing Education Programme for toxicologists. Certificate of attendance attached.  
*Files:* Cert\_of\_Attendance\_BAT-D\_Woolley\_comp\_tox\_11Nov2019.pdf  
*Review:* Philosophical approach, questioning when it might be useful "just because you can doesn't mean you should".  
 Limitations of comp tox approach, e.g. cannot predict the unexpected, contaminants, new developments, etc.  
 Example of data that was developed for other purposes being codified into systems and leading to wrong conclusions.  
 Main message: understand where the data comes from, can't use QSARs in isolation.  
 1 Hour, 2.0 Base Point(s)
- 2019-09-23 **Professional Activity: Technical Group Membership**  
 Member of [REDACTED] Working Group on [REDACTED]. There was only one whole WG meeting this year, where main agenda items were on developing a [REDACTED]. However, in the sub-group on [REDACTED] via email and calls, we developed two different draft methods to put forward to the wider Technical Committee, based on consistency within a product, versus across product batches.  
*Review:* Good discussions on what does "consistency" mean. But frustrating lack of data meant we could only agree on methods and no acceptance criteria.  
 5 Hours, 10.0 Base Point(s)
- 2019-07-17 **Formal/Educational: Writing Articles or Papers**  
 Co-author on: [REDACTED]  
 [REDACTED]  
 [REDACTED]  
*Review:* Very interesting as using a new data source. Obtaining [REDACTED] behaviour from videos downloaded from social media. My role had been mainly in the discussion, to put into context the effect the findings were likely to have on consumer exposure, but in the mean time I learned a fair bit about this new approach to data gathering. despite its obvious limitations, it has a few unique advantages as well and can certainly contribute to over weight of evidence approaches to information.  
 1 Hour, 2.0 Base Point(s)

- 2019-06-14 **Professional Activity: Presentation Giving or Discussant**  
Chaired a 1.5 hour session entitled [REDACTED]  
[REDACTED] at the Global Forum on [REDACTED]  
[REDACTED]
- Review:* I made sure the speakers in my session shared their work with each other beforehand, hoping to stimulate discussions and ensure no duplication. Also allowed me to prepare questions in case the audience had none. Keeping speakers to time was the big challenge!
- 1 Hour, 2.0 Base Point(s)*
- 2019-06-11 **Professional Activity: Technical Group Membership**  
Joined the [REDACTED], sub-committees on [REDACTED] and on toxicology. Had two full day meetings of each, but particularly the toxicology one was a lot of work (and educative).
- Review:* Urgent project for the toxicology group is to update the guidance on toxicological risk assessment of ingredients for [REDACTED]. I have contributed, amongst others, with a new section on [REDACTED] and the discussion with fellow committee members on which [REDACTED] may be appropriate for which subgroups of ingredients/emissions/contaminants, etc brought further useful insight of nuances.
- Note, the technical body participation is not officially part of my current role [REDACTED] [REDACTED] but because of my R&D background I am the most appropriate person to go so my boss supports the travel involved anyway.
- 5 Hours, 10.0 Base Point(s)*
- 2019-06-05 **Professional Activity: Lecturing or Teaching**  
Gave presentation at [REDACTED] conference in London [REDACTED]  
[REDACTED]  
[REDACTED]
- Review:* Highlighted challenges of developing standards in a technically still developing industry. Also requirement to future proof versus being sufficiently specific that standards are enforceable. Gave specific example of considerations in requirements for ingredient selection in [REDACTED] generic restrictions versus toxicological risk assessment requirement. Good discussion with several people afterwards, both from regulators and smaller companies.
- 1 Hour, 2.0 Base Point(s)*
- 2019-06-04 **Work Based Learning: Course Development**  
Attended [REDACTED] conference and preceding workshop on flavours, [REDACTED] London, UK. Agenda no longer available via link, so attach pdf.  
Attended two full days but will only claim 5 hours as already claiming an hour for giving a lecture here as well, and much of the talks were not that educative for me as my daily job means I'm already aware of developing regulations.  
[REDACTED]  
[REDACTED]
- Review:* Mainly regulatory professional audience. Outside of the lectures, good to hear people's thoughts on how the increasing adverse publicity about vaping may affect future regulations.
- 1 Hour, 2.0 Base Point(s)*

2019-03-01

**Professional Activity: Technical Group Membership**

My most active European standardisation working group this year was [REDACTED]. This multi-stakeholder group is responsible for developing standards to ensure the safety and quality of [REDACTED] so ranges from quality assurance aspects to toxicology of ingredients and [REDACTED]. I am the project lead on the [REDACTED] ingredient project. With a smaller sub-group we discussed and drafted the proposed requirements on ingredients selection, toxicological risk assessment and labelling for [REDACTED].

*Review:* Very educative activity due to the varied nature of the stakeholders. Discussions focussing on how to best balance the need for high level of consumer safety and realistic requirements given the various levels of toxicological competence of the mix of producers and enforcement authorities involved.

Several full day meetings and as project lead I spent several days drafting (and redrafting) the proposed document, but will claim 5 hours in line with committee membership guidelines.

*5 Hours, 10.0 Base Point(s)*

2019-02-20

**Formal/Educational: Attendance at Conferences or Scientific Meetings**

2019 annual conference of Soc of Research on [REDACTED] & associated pre-conference [REDACTED] workshop. See attached reflective notes.

[REDACTED]

[REDACTED]

*Review:* [REDACTED]. This conference provides the wider public health context as a result of the toxicology of [REDACTED]. Attendance benefits my external engagement work as I am more aware of the latest thinking of non-industry stakeholders of the benefits and challenges [REDACTED].

[REDACTED]

*20 Hours, 40.0 Base Point(s)*

2019-02-17

**Work Based Learning: Job Rotation, Secondments or Sabbaticals**

The last several years I'd been the Principal Toxicologist for [REDACTED]. As part of my broader continued professional development, from November 2018, I have taken on a new role within the same company, as [REDACTED]. The plan is to do this for approximately two years, to improve my understanding of the communication of science and evidence in a regulatory context. This should then improve my performance when I return to a regulatory toxicology-focussed role back in R&D.

*Review:* As anticipated, this year has been very educative in many ways. A main aspect is learning to look more at the context of information that only the content. Part of that is also trying to see the longer term strategy and aims of the different stakeholders.

There has been a lot of new aspects and learnings over the year, but am randomly putting in 5 hours so as not to claim on an aspect that is my daily job.

*5 Hours, 10.0 Base Point(s)*