



# Professional Registration Comparison Table

Health and Care Professions Council (HCPC), The Nursing & Midwifery Council (NMC)  
&  
The Society of health Play Specialists (SoHPS)

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	<b>HCPC</b>	<b>NMC</b> Charity Commission Data 2023 Income: £102,885,000 1095 Employees 11 Trustees	<b>SoHPS</b> Charity Commission Data 2023 HPSET Income: £30,4444 1 Employee (Registration Co-ordinator) 6 Registration Standards Committee members/assessors (voluntary) 2 co-opted assessors (voluntary)
<b>Audit cycle</b>	Every 2 years	Every 3 years	Every 3 years
<b>Audit sample</b>	2.5% 'We select a random sample of 2.5 per cent of registrants to participate in the CPD audit when a profession renews its registration.' <a href="#">Continuing professional development audit report 2015-17   (hcpc-uk.org)</a> Page 7. Published 30.07.2019	10% (anecdotal evidence): 'Each year we will select a sample of revalidation applications and request further information so we can verify the information provided.'	50% plus all first-time submissions, return to practice submissions & special circumstances.
<b>Fees</b>	£232.72 every 2 years (116.36 per year)	£120.00 annually	£36.00 annually
<b>Submission</b>	CPD Online	NMC Online	CPD Online
<b>Legal Basis</b>	'The professions we regulate have one or more designated titles that are protected by law and professionals must be registered to use them.' Physiotherapists Speech and Language Therapists Occupational Therapists Arts Therapists (inc. music therapists) Dieticians Chiropodists / podiatrists Hearing aid dispensers Operating department practitioners Practitioner psychologists Orthoptists Paramedics Clinical Scientists Prosthetists / Orthotists Biomedical Scientists Radiographers	'Nurses and midwives practising in the UK and nursing associates practising in England must be on our register'	'Although registration with the Society of Health Play Specialists (SoHPS) is currently voluntary, you're encouraged to register as this shows that you adhere to a code of professional conduct and are committed to continuing professional development (CPD).' <a href="https://www.prospects.ac.uk/job-profiles/health-play-specialist">https://www.prospects.ac.uk/job-profiles/health-play-specialist</a> Registration with SoHPS is open only to those who hold the recognized qualification from a course centre accredited by SoHPS. Registration is important because it provides official recognition that an HPS: <ul style="list-style-type: none"> <li>• is appropriately qualified for the role</li> <li>• possesses the specialized knowledge and skills for the job</li> <li>• adheres to SoHPS Professional Standards</li> <li>• maintains an audited record of continuing professional development</li> </ul> <a href="https://sohps.org.uk/registration/">https://sohps.org.uk/registration/</a>

	<b>HCPC</b>	<b>NMC</b>	<b>SoHPS</b>
<b>Format</b>	No set format. Quality not hours. Guidance document is available as a download on the website, includes list of CPD activities. <a href="https://www.hcpc-uk.org/resources/guidance/continuing-professional-development-and-your-registration/">https://www.hcpc-uk.org/resources/guidance/continuing-professional-development-and-your-registration/</a> Appendix 1.	Specified format via online revalidation and support documents. <a href="https://www.nmc.org.uk/how-to-revalidate-booklet.pdf">how-to-revalidate-booklet.pdf (nmc.org.uk)</a>	Specified format via online CPD Audit Profile. <a href="https://sohps.org.uk/cpd-profile/">https://sohps.org.uk/cpd-profile/</a>
<b>Support Docs</b>	Guidance document: Continuing professional development and your registration. How to Complete you profile What is CPD? What activities count as CPD (includes video) CPD examples Sample profiles HCPC CPD audit reports CPD frequently asked questions Email/phone contact available	What you need to do: <a href="https://www.nmc.org.uk/revalidation/requirements/">https://www.nmc.org.uk/revalidation/requirements/</a> Revalidation Completed forms & templates: <a href="https://www.nmc.org.uk/globalassets/sitedocuments/revalidation/completed-revalidation-forms-and-templates.pdf">https://www.nmc.org.uk/globalassets/sitedocuments/revalidation/completed-revalidation-forms-and-templates.pdf</a>  For Employers: <a href="https://www.nmc.org.uk/globalassets/sitedocuments/revalidation/employers-guide-to-revalidation.pdf">https://www.nmc.org.uk/globalassets/sitedocuments/revalidation/employers-guide-to-revalidation.pdf</a>	Profile Guidelines: <a href="https://sohps.org.uk/wp-content/uploads/SoHPS-Profile-Guidelines.pdf">SoHPS-Profile-Guidelines.pdf</a> <a href="https://sohps.org.uk/wp-content/uploads/SoHPS-Profile-Guidelines.pdf">https://sohps.org.uk/wp-content/uploads/SoHPS-Profile-Guidelines.pdf</a>  CPD Activity Examples: <a href="https://sohps.org.uk/cpd-activity-examples/">CPD Activity Examples – SoHPS</a> <a href="https://sohps.org.uk/cpd-activity-examples/">https://sohps.org.uk/cpd-activity-examples/</a>  Exemplar Profiles: <a href="https://sohps.org.uk/exemplar-profiles/">Exemplar Profiles – SoHPS</a> <a href="https://sohps.org.uk/exemplar-profiles/">https://sohps.org.uk/exemplar-profiles/</a>  Guide to reflective practice: <a href="https://sohps.org.uk/Guide-to-Reflection.pdf">Guide-to-Reflection.pdf (sohps.org.uk)</a> <a href="https://sohps.org.uk/wp-content/uploads/2024/07/Guide-to-Reflection.pdf">https://sohps.org.uk/wp-content/uploads/2024/07/Guide-to-Reflection.pdf</a>  Online Guidance sessions, booking accessed via the registrant’s user page: <ul style="list-style-type: none"> <li>• Mentor Guidance</li> <li>• Audit Profile Guidance</li> </ul> Advice is available via the Registration Co-ordinator, a quick link for email contact is available on the website.
<b>Register</b>	Yes – online check	Yes – Online check	Yes – Online check

	<b>HCPC</b>	<b>NMC</b>	<b>SoHPS</b>
<b>Standards</b>	<ol style="list-style-type: none"> <li>1. Maintain continuous, up-to-date, and accurate record of their CPD activities.</li> <li>2. Demonstrate that their CPD activities are a mixture of learning activities relevant to current or future practice.</li> <li>3. Seek to ensure that their CPD has contributed to the quality of their practice and service delivery.</li> <li>4. Seek to ensure that their CPD benefits the service user.</li> <li>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.</li> </ol> <p><a href="https://www.hcpc-uk.org/standards/">https://www.hcpc-uk.org/standards/</a></p>	<p>NMC Standards of proficiency and Code</p> <p><a href="https://www.nmc.org.uk/standards/standards-for-nurses/standards-of-proficiency-for-registered-nurses/">Standards of proficiency for registered nurses - The Nursing and Midwifery Council (nmc.org.uk)</a></p> <p><a href="https://www.nmc.org.uk/standards/standards-for-nurses/standards-of-proficiency-for-registered-nurses/">https://www.nmc.org.uk/standards/standards-for-nurses/standards-of-proficiency-for-registered-nurses/</a></p>	<p>SOCIETY OF HEALTH PLAY SPECIALISTS (SOHPS)</p> <p>Professional Standards June 2024</p> <p><a href="https://sohps.org.uk/wp-content/uploads/2024/07/SoHPS_ps.pdf">SoHPS_ps.pdf</a></p> <p><a href="https://sohps.org.uk/wp-content/uploads/2024/07/SoHPS_ps.pdf">https://sohps.org.uk/wp-content/uploads/2024/07/SoHPS_ps.pdf</a></p> <p>All registrants are required to confirm they adhere to the SoHPS Professional Standards as a condition of registration.</p>

	<b>HCPC</b>	<b>NMC</b>	<b>SoHPS</b>
<b>Evidence / Requirement</b>	<p>Materials you may have produced:</p> <ul style="list-style-type: none"> <li>• Information leaflets</li> <li>• Case studies</li> <li>• Critical reviews</li> <li>• Policies or position statements</li> <li>• Documents about national or local processes</li> <li>• Reports (for example, on project work or audits or reviews)</li> <li>• Business plans</li> <li>• Procedures</li> <li>• Guidance materials</li> <li>• Guidelines for dealing with service users</li> <li>• Course assignments</li> <li>• Action plans Course programme documents</li> <li>• Presentations you have given</li> <li>• Articles for journals</li> <li>• Questionnaires</li> <li>• Research papers, proposals, funding applications</li> <li>• Induction materials for new members of staff</li> <li>• Learning contracts</li> <li>• Contributions to the work of a professional body</li> <li>• Contributions to the work of a special-interest group</li> </ul>		

	<b>HPCPC</b>	<b>NMC</b>	<b>SoHPS</b>
<b>Evidence / Requirement</b>	<p>Materials showing you have reflected on and evaluated your learning and work:</p> <ul style="list-style-type: none"> <li>Adapted documents arising from appraisals, supervision reviews and so on</li> <li>Documents about following local or national schemes relating to CPD</li> <li>Evaluations of courses or conferences you have been to</li> <li>Personal development plans</li> <li>Approved claims for credit for previous learning or experience</li> </ul> <p>Materials you have got from others:</p> <ul style="list-style-type: none"> <li>Testimonials</li> <li>Letters from service users, carers, students, or colleagues</li> <li>Course certificate</li> </ul>	<p>Practice hours: 450  CPD: 35 hours CPD over 3 years, 20 to include participatory learning.  You must maintain accurate records of CPD you have undertaken.  Practice Related Feedback: 5 pieces of practice related feedback in the 3-year period since last registration.  Reflective Accounts: 5 reflective accounts in the 3-year period since last registration.</p>	<p>CPD: 36 hours CPD over 3 years, 24 to include participatory learning.  You must maintain accurate records of CPD you have undertaken.  Practice Related Feedback: 6 pieces of practice related feedback in the 3-year period since last registration.  Reflective Accounts: 5 reflective accounts in the 3-year period since last registration.</p>
<b>Profile/Portfolio Part 1 / Log</b>	<p>Summary of practice history (up to 500 words)  A statement of how you have met the standards (up to 1,55 words)  A dated list of CPD activities you have carried out since you last renewed your registration  Supporting evidence (evidence which shows that CPD activities written about in the profile have taken place.</p>	<p>Practice hours Minimum 450 hours:  Maintain a record of practice hours you have completed, including:</p> <ul style="list-style-type: none"> <li>dates of practice</li> <li>the number of hours you undertook</li> <li>name, address and postcode of the organisation</li> <li>scope of practice</li> <li>work setting</li> <li>a description of the work you undertook, and</li> <li>evidence of those practice hours should be recorded.</li> </ul> <p>Practice hours log</p>	<p>Summary of practice history &amp; current practice:  Registrants should give details of their work setting, scope of practice, and registration status during each of the 3 years.  The purpose is to provide a context for the information contained in the Profile. Describe your own work setting and your role within the wider professional team, including any adjustments to your role during the year.  This summary should be about you and your current role, rather than a generic job Description.  If there is no change to your work setting or job role across the 3 years of the audit period, you only need to complete the 'Current Practice' section in Year 1. For Years 2 and 3, simply state 'No change'.</p>

	HPCPC	NMC	SoHPS
<b>Profile/Portfolio Part 2 / Log</b>	<p>Statement: Explaining how standards 3 and 4 have been met.</p> <p>Suggestion: choose four to six CPD activities you have carried out and for each one describe:</p> <ul style="list-style-type: none"> <li>• what the activity was</li> <li>• what you learnt</li> <li>• how you think the activity improved the quality of your work and benefited service users.</li> </ul> <p>CPD must be continuous, if there is a gap of 3 or more months, explain why in the statement.</p> <p>Evidence of the activities written about have taken place. List of evidence: <a href="#">Continuing professional development and your registration   (hcpc-uk.org)</a> Appendix 2.</p>	<p>CPD: 35 hours CPD over 3 years, 20 to include participatory learning.</p> <p>Maintain accurate and verifiable records of your CPD activities, including:</p> <ul style="list-style-type: none"> <li>• the CPD method (examples of ‘CPD method’ are self-learning, online learning, course)</li> <li>• a brief description of the topic and how it relates to your scope of practice</li> <li>• dates the CPD activity was undertaken</li> <li>• the number of hours and participatory hours</li> <li>• identification of the part of the Code most relevant to the CPD,</li> <li>• you should record evidence of the CPD activity</li> </ul> <p>Examples of CPD activities: <a href="#">examples-of-cpd-activities-guidance-sheet.pdf (nmc.org.uk)</a> CPD record log: <a href="#">cpd-log.doc (live.com)</a></p>	<p>CPD: 36 hours CPD over 3 years, 24 to include participatory learning</p> <p>At least 12 hours of CPD activities per year. These should represent a range of both participatory and non-participatory activities, including: 8 hours of participatory learning (CPD activities you have actively engaged in with other professionals.) 4 Hours of non-participatory learning (CPD activities which you have undertaken on your own.)</p> <p>For each example of CPD listed, you should include the following: A brief description of the activity A summary of your own learning from the activity An evaluation of its impact on your professional practice Mentoring an HPS student or apprentice counts towards 50% of your CPD requirement for each year of the student’s placement (i.e. 4 hours participatory CPD/ 2 hours non-participatory CPD). The Part 3 Mentor Reflection and Evaluation may be included as one of your Reflections in Section Four.</p> <p>Profile Guidelines: <a href="#">SoHPS-Profile-Guidelines.pdf</a></p> <p>CPD Activity Examples: <a href="#">CPD Activity Examples – SoHPS</a></p>

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<b><i>Profile/Portfolio Part 3 / Log</i></b>		Practice Related Feedback: 5 pieces of practice related feedback. Notes on the content of the feedback and how you used it to improve your practice.	Practice Related Feedback: 6 pieces of practice related feedback. 2 examples of practice-related feedback received during the year and identify how the feedback influenced your future practice.



	<b>HCPC</b>	<b>NMC</b>	<b>SoHPS</b>
<b>Profile/Portfolio Part 4 / Log</b>		<p>5 written reflective accounts. Five written reflective accounts that explain what you learnt from your CPD activity and/or feedback and/or an event or experience in your practice, how you changed or improved your work as a result, and how this is relevant to the Code. Must use NMC form (page 47 of How to revalidate document). Reflective account sections:</p> <ul style="list-style-type: none"> <li>• What was the nature of the CPD activity and/or practice-related feedback and/or event or experience in your practice?</li> <li>• What did you learn from the CPD activity and/or feedback and/or event or experience in your practice?</li> <li>• How did you change or improve your practice as a result?</li> <li>• How is this relevant to the Code?</li> </ul> <p>Select one or more themes: Prioritise people – Practise effectively – Preserve safety – Promote professionalism and trust</p>	<p>5 Reflective Accounts. These should demonstrate your learning and development each year and must represent various aspects of your CPD. YEARS 1 and 2 should each include TWO Reflective Accounts: Reflection 1 must link to one of your CPD activities. Reflection 2 must link to one of the following:</p> <ul style="list-style-type: none"> <li>• One of your CPD activities (as above)</li> <li>• One of your examples of Practice-Related feedback</li> <li>• A new or challenging clinical experience</li> </ul> <p>You need to briefly (200-300 words) describe the experience before reflecting on it. YEAR 3 should include ONE Reflective Account:</p> <ul style="list-style-type: none"> <li>• The Year 3 Reflection must link to one of your CPD activities.</li> </ul> <p>Each of your Reflections must include the following:</p> <ul style="list-style-type: none"> <li>• Discussion of the benefits/potential benefits to the service you offer and to the people you work with.</li> <li>• Evaluation of the impact of the CPD activity on your professional practice.</li> <li>• Identification of your future learning and development needs.</li> <li>• A minimum of 2 links to the SOHPS Professional Standards quoted in full and integrated in the main body of your text (i.e., not as a footnote).</li> </ul>
Profile/Portfolio Part 5 / Log		Reflective discussion form	Annual reflection and CPD review / discussion with line manager

**Note: The current HPS CPD Audit is adapted (with permission) from the NMC model.**