

**Document AEMH 11-075 « Policy on Learning Needs Assessment »
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AEMH Policy Document on Learning Needs Assessment

1. For hospital doctors CPD (Continuing Professional Development) can be described as a continuing process outside formal undergraduate and postgraduate training that allows individual doctors to maintain and improve standards of medical practice through the development of knowledge, skills, attitudes and behavior. CPD should also encourage and support specific changes in practice and career development.
2. It is the opinion of the AEMH that learning needs assessment is the key to start the CPD process. Learning needs is the gap between current and desired knowledge which is best defined by the individual hospital doctor in the framework of the institution.
3. Perceived needs are stated by the individual doctor. Unperceived and misperceived needs are only detected in peer dialog.
4. AEMH accepts learning needs assessment as the key for CPD to focus more on quality improvement and quality assurance than on quality control. Incentives should be a national and a hospital initiative and responsibility.
5. It is the opinion of the AEMH that the expressions, assessment and learning needs assessment must be kept apart. The word assessment means the measurement of the performance of an individual at a particular point in time, usually against predetermined standards. Thus, assessments measure progress based on relevant curricula and should be used for medical students and for doctors in training.
6. There are plenty of different methods of learning needs assessment. It is the opinion of the AEMH that it is important to keep this process simple.

The AEMH is a professional association of and for European hospital physicians, who have final responsibility for the patients, with the primary goal to improve all aspects of hospital life in Europe.