



ENFORCEMENT COMMITTEE
FEBRUARY 18, 2015

SUBJECT: CONSULTANT TRAINING OPTIONS

E-6

ACTION: APPROVE BPM CONSULTANT TRAINING SCHEDULE

ISSUE

BPM must provide a Consultant Training Schedule for keeping BPM consultants current and in compliance with mandated training policies established by the Board.

RECOMMENDATION

Approve the recommended training schedule for Consultant Training to be held at the Western Foot and Ankle Conference to be held in June.

DISCUSSION

BPM medical consultants are podiatric physicians in good standing who are in practice or employed in the field of podiatric medicine in the community. BPM routinely utilizes podiatric medical consultant services on a part-time contract basis to review and evaluate quality of care issues as they arise.

BPM consultants conduct a first level review of quality of care complaints in order to determine whether the care and treatment provided by a member of licensed podiatric community fell within the standard of practice. The podiatric medical consultant role requires that he or she provide BPM with an informed, objective opinion regarding the standard of practice and provide an explanation as to the reasons that treatment or care may or may not have been appropriate on a case by case basis.

Pursuant to BPM policy regarding the selection, training and evaluation of consultants and adopted by the Board on February 11, 2011, Consultant Training must be organized every two years as practicable with each working consultant having participated in a BPM training session before undertaking BPM responsibilities in addition to completing quadrennial training thereafter.

BPM's newest consultants, approved late 2014, have not yet had the opportunity to complete a BPM training. Notwithstanding they have been certified as having received and reviewed the most current BPM Enforcement Manual. BPM enforcement work volume has required the enforcement unit to contract with the new consultants for case evaluation and review in order to meet performance measure objectives. Additionally, five existing members of the BPM consultant pool are due for training.

Historically, BPM consultant training has been held contemporaneously with the Annual Western Foot and Ankle Conference at the Disneyland Hotel. The last BPM consultant trainings provided were held in 2011, 2012 and 2013 at this venue. Unfortunately, due to a watershed transitional period in BPM executive leadership, consultant training was not held during the 2014 calendar year. A BPM staff survey conducted of consultants for training availability also indicated that a majority percentage would be unable to attend training during the 2014 calendar year.

Staff believes option "C" would permit the majority of consultants to participate in training during the 2015 calendar year. It is the least costly in-person training option. The Board may also entertain the possibility of holding trainings in both Southern California and Northern California and rotate every other year to minimize travel costs. Alternately, while a webinar would ultimately be the most cost effective option once developed, it would not allow for the full face-to-face participation and building of relationships the way in-person trainings offer. It would also take some time to develop a new training format. Should the Board desire to explore the webinar option, staff recommends moving forward with training at the Western for the 2015 calendar year and rolling out a webinar training for 2016

An summary analysis and evaluation of potential training possibilities for 2015 has been conducted with the following below listed options provided for Board consideration.

A. **Option A: Northern California Training Location (Bay Area)**

- i. Pros: Ideal location for Northern CA consultants who do not attend the Western. Travel costs for BPM staff is minimal.
- ii. Cons: Most costly option. Unsure of ability of all consultants to travel to this location for training.
- iii. Est. cost: \$9880
- iv. Held: Quarter 1 of FY15/16

B. **Option B: Northern California Training Location (Sacramento)**

- i. Pros: Ideal location for Northern CA consultants who do not attend the Western. No travel costs for BPM staff.
- ii. Cons: More expensive option, Unsure of ability of all consultants to travel to this location for training.
- iii. Est. cost: \$9760
- iv. Held: Quarter 1 of FY15/16

C. **Option C: Southern California Training Location (Western Conference)**

- i. Pros: Many of our consultants attend this event so travel costs are Minimized. Consultants located in Southern CA slightly outnumber those in Northern CA. The majority of consultants have responded that this is the most ideal location for training.
- ii. Cons: Not every consultant can attend and some have duties at the

Western that may prevent their participation even if in attendance. BPM staff will incur travel costs as well as costs for travel for those consultants who are not already attending the Western.

- iii. Est. cost: \$8000
- iv. Held: June 2015

D. Option D: Develop a Webinar Training

- i. Pros: Least expensive option, easy participation for all from wherever they are located. Very structured format.
- ii. Cons: Does not build relationships as effectively. Participation may be more limited and formalized. Developing a program may be difficult during a Sunset Review year.
- iii. Est. cost: \$5640
- iv. Roll out: 2016 calendar year

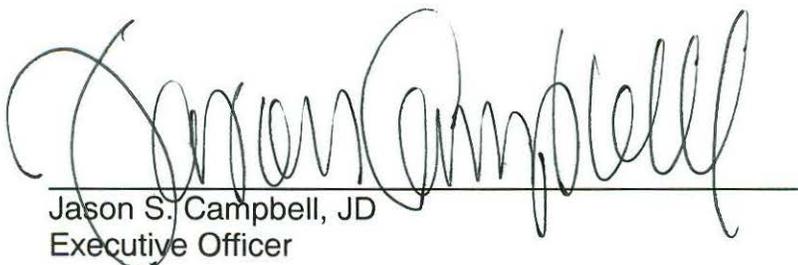
ATTACHMENTS

- A. Board Policy Decision: Selection, Training and Evaluation of Board of Podiatric Medicine (BPM) Medical Consultants

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POLICY DECISION: Selection, Training and Evaluation of Board of Podiatric Medicine (BPM) Medical Consultants

1. Potential DPM Medical Consultants shall be reviewed and nominated to the Consultant pool by the Board's Enforcement Committee.
2. New candidates must be approved by unanimous vote of the Board Members present at a noticed public meeting.
3. Following approval by the Board, Consultants shall certify in writing prior to beginning work that they have received and read the current *BPM Enforcement Manual*.
4. Likewise, all consultants shall so certify receipt and reading of each revision to the *BPM Enforcement Manual*.
5. Consultants shall be evaluated at least on an annual basis.
6. Staff shall organize training sessions for consultants every two years as practicable, and each working consultant must have participated in a BPM training session before beginning work and within the past four years at all times.
7. Consultants may serve for eight consecutive years, and have at least a two-year break in service before being eligible for re-nomination by the Enforcement Committee.

Method of Adoption: Board Vote

Date of Adoption: February 11, 2011