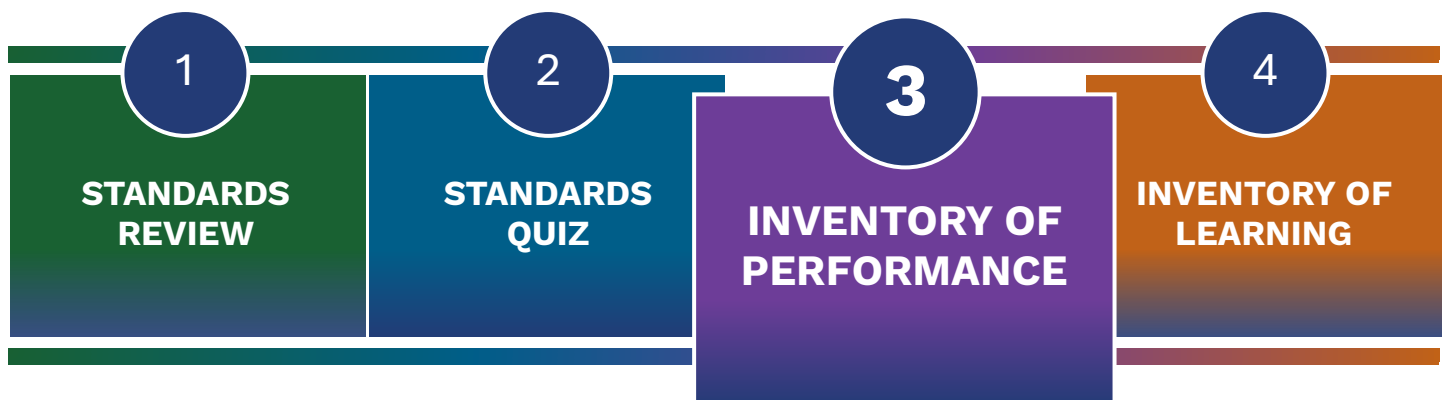


PQPP Background

The Professional and Quality Practice Program (PQPP) is the College of Health and Care Professionals of British Columbia (CHCPBC) quality assurance program under the Health Professions and Occupations Act (HPOA) that came into force in April 2026.

The PQPP includes four Continuing Professional Development (CPD) Annual Touchpoints. A PQPP Background is available for each activity, providing details to help you better understand what is involved and required, and how to prepare to get the most out of completing it. This Background is for the **Inventory of Performance**.



What is the Inventory of Performance (IOP)?

The IOP is a CPD annual touchpoint that licensees must complete each fall. Licensees consider professional, practice and personal factors that may impact their performance as a healthcare professional.

How does the College establish which factors are considered in the IOP?

The IOP leans on health professions research as well as College data at the population or group level to provide insights about factors that may impact performance of health professionals.

What factors impact performance?

Healthcare professionals' performance is impacted by many factors.

They fall under three main elements: Professional Competencies, Practice Context, and Personal Capabilities (more details in the chart below).

Professional Competencies	Practice Context	Personal Capabilities
Knowledge, skills, abilities	Setting, patient presentations, work environment, resources	Attributes, health and wellness
Examples: clinical knowledge, technical skills, reasoning, judgment, decision-making, scope-specific practices and documentation.	Examples: degree of isolation, patient complexity, workload, equipment, policies, staffing mix, team function, and access to learning opportunities for CPD.	Examples: communication skills, confidence, adaptability, physical and mental health, fatigue and stress levels, and emotional regulation.

From year to year, licensees may identify different performance factors that need attention. Challenges are not always preventable. The IOP helps licensees recognize and self-manage factors that could impact professional performance or patient safety.

Will I receive any feedback after I complete the IOP?

After completing the IOP, you receive an individualized report based on your answers that highlight factors that are known strengths to performance and those that present challenges. You can consider if, when, or where the factors apply to you and your practice. The individualized report offers coaching information to support how you can maintain or improve performance.

Will CHCPBC receive any information about my IOP?

Your answers and report are strictly confidential and for your use only. CHCPBC staff do not have access to your individual answers nor your IOP Report.

Your completion will be monitored. Aggregated and blinded information is available to CHCPBC for program monitoring purposes.

How long will it take to complete the IOP?

We anticipate completing the IOP will take 15-20 minutes including reviewing your individualized IOP Report.

When you are ready to complete your Inventory of Performance...

Once you have completed the Standards Review and Standards Quiz, log into your Licensee Portal and look for the IOP on your Home page, under PQPP. It will be available starting **October 1** each year. All touchpoints need to be completed by November 30.



PQPP Tip

As you complete the Inventory of Performance, consider if or how your factors for professional competencies, practice context, and personal capabilities can inform your plans for continuing professional development.

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**INVENTORY OF
PERFORMANCE**



College of
**HEALTH AND CARE
PROFESSIONALS OF BC**

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For more information: Visit the CHCPBC [website](https://www.chcpbc.org) or contact pqpp@chcpbc.org