

# CONTINUOUS PROFESSIONAL DEVELOPMENT FRAMEWORK

## Introduction

The Somaliland Nursing and Midwifery Association believe that the fundamental responsibilities of the nurse and midwife are to promote health, prevent illness, and alleviate suffering and rehabilitation. Professional nursing development includes the continuous upgrading and expanding of the scope of nursing practice along with the provision of the necessary knowledge and skills needed for this growth. Professional development strengthens both the profession of nursing and the practice of the individual nurses who comprise the profession. Nurses' impact upon their own professional development is related to general trends in career choice. Nurses can advance by: climbing the managerial ladder, expanding clinical expertise while remaining at the bedside, and/or upgrading one's organizational context

Nurses are the largest component of utilized human health resources both in Somaliland, and throughout the world, providing the lion's share of the population's health care ([International Council of Nurses, 2004](#); [World Health Organization, 2000](#)). As such, nurses' potential impact on the dynamics of the health care system as a whole, and on the health status of patients in particular, is substantial. The professional climate is changing. Increasing regulation, higher ethical standards and greater transparency are all being asked of professionals and the organizations that they represent. Many institutions recognize the importance of retaining public confidence and further raising standards of delivery of advice and guidance linked to learning and work. It is vital to ensure that the profession is able to guarantee the public the degree of professionalism they expect.

## The CPD Concept

This is the means by which members of a professional association maintain, improve and broaden their knowledge and skills and develop the personal qualities required in their professional careers and lives. It is also defined as the conscious updating of professional knowledge and the improvement of professional competence throughout a person's working life. It is a commitment to being professional, keeping up to date and continuously seeking to improve both for today and for the future. *A nurse/midwife who is oblivious of the latest*

*available knowledge, relevant to his or her area of practice and uses redundant methods cannot expect the public trust and confidence, such a nurse will not enhance the good standing and reputation of the profession (Honkey, (2000), The Nature and Purpose of Research in: The Research Process in Nursing 4<sup>th</sup> Edition Cormack, D. pg 10, Blackwell Scientific, Manitoba).*

The definition of CPD by ways of detailed explanation of each word is as follows; **continuing**, because learning never ceases regardless of age or seniority; **professional**, for it focuses on professional competencies in a professional role and **development** for its goal is to improve personal performance and enhance career progression.

### **SLNMA Mission Statement on the CPD Programme**

The Somaliland Nursing and Midwifery Association believes in developing and implementing quality educational activities that focus on improving the knowledge base of all health care practitioners in multidisciplinary programs that encourage a multidisciplinary model for the delivery of improved patient care and quality health care.

#### **To ensure appropriate professional conduct:**

The Somaliland Nursing and Midwifery Association believe in the concept of professional development through continuing education. Every nurse and midwife should undertake continuing education as a requirement for continued practice. Every nurse and midwife should therefore fulfill this by undergoing continuous professional development programmes that will keep her/him updated with the current trends in the nursing and medical fields.

### **The CPD plan**

This programme aims at addressing the continuing professional development [CPD] needs of the nurses, midwives and nurse trainers by contributing to their capacity. The plan focuses on the needs identified by various partners. The aims are to:

- Build on the core skills and competencies nurses, midwives and nurse tutors need to provide high quality nursing care and education
- Promote a culture of lifelong learning amongst the nurses and midwives

- Assist the institutions in the professional appraisals leading to the production of individual development plans
- Design, plan and deliver in partnership with relevant stakeholders
- Assist the technical in-house capacity of each institution as a resource for the implementation of the CPD programme.

When individuals become professionals, they undertake to model excellence in the workplace and keep professional skills current by committing to continuous professional development (CPD). CPD is a commitment to keeping up to date and continuously seeking to improve. It is the key to optimizing career opportunities, both today and into the future. Commitment to CPD ensures individuals routinely reflect on learning, and enables them to review their current knowledge and skill level to draw conclusions that will guide and focus their ongoing professional development plan.

**SLNMA supports the following key principles of CPD:**

- Professional development is a continuous process that applies throughout the working life of professionals.
- Individuals are responsible for controlling, managing and recording their own development.
- Individuals should decide for themselves their learning needs and how to fulfill them.
- Learning targets should be clearly articulated and reflect the needs of employers and clients, as well as practitioners' individual goals.
- Learning is most effective when it is acknowledged as an integral part of all work activity.
- CPD should comprise a balanced mix of activities which include work based activities, courses, seminars, and conferences, and self-directed informal learning.

**SLNMA and CPD Programme**

Before developing any CPD activities, a needs assessment was carried in January 2008 with an objective of determining the training needs of the qualified nurses and midwives in the healthcare institutions. This led to the development of adequate plans for the CPD programme activities. CPD activities are now being conducted in most of the institutions and individually.

The Somaliland Nursing and Midwifery Association perform the following functions in its endeavour to improve the standards of nursing and midwifery care among the professional nurses and midwives:

- To establish and improve the standards of the nursing and midwifery in all aspects and to safeguard the interests of all nurses and midwives.
- Ensuring that nurses and midwives keep abreast of the latest trends in their professional development.
- Registering nurses and midwives thus creating a database for documentation and follow up purposes.
- Provide continuing education opportunities which meet the needs of a diverse and rapidly changing profession.
- Coordinate offerings to provide curricular based courses of study, which enable health care practitioners to attain and enhance skills and knowledge necessary to meet challenges in all practice settings.

Results of a study done by the association in April 2008 revealed that most of the respondents “Nurses and Midwives” required nursing and midwifery refresher training courses. Further, the results revealed that the majority of nurses and midwives currently working in health facilities within Somaliland are those who graduated from the health institutes over twenty years ago. They required continuous professional training in their relevant areas of specialization in order to effectively perform their roles in the service delivery points.

Ongoing assessment of training needs periodically conducted by the CPD coordinator while in the regions reflect further the need for updating the nurses and midwives in the following areas; Information Communication Technology {ICT}, Reproductive Health, Obstetrics and Gynecology, Management Science, Mental Health, English Language and on most of the routine basic nursing procedures.

The SLNMA has a membership of **3000** qualified nurses and midwives currently deployed within the healthcare facilities in Somaliland.

## Achievements

✚ The CPD workshops have been conducted in six *of the six regions of Somaliland*. These are Maroodi Jeeh, Awdal, Togdheer, Sanaag, Sool and Sahil regions. Through its initiatives in conjunction with some stakeholders, **1500** qualified nurses and midwives have participated in the continuous professional updates through it was continue [the figure could be higher for the staffs attend workshops organized by other NGOs as individuals without necessarily passing through the SLNMA office].

✚ A lot of content has been delivered to the nurses and midwives in Somaliland:

- Emergency Obstetric and Neonatal care protocols
- Clinical nursing procedure including Catheterization and others
- CPD concept and relevance to nursing /midwifery practice
- Mentorship in nursing and midwifery
- Clinical effectiveness for nurses, midwives and nurse trainers
- STI
- Responsibility and accountability
- Infection prevention and control best practices
- Clinical teaching/instruction
- Clinical Placement and experience for staff and students
- Management in nursing and MCH services
- Documentation { reporting, charting and recording }

To the nurse trainers, the following has been covered in addition to the above:

- Concepts of teaching
- Teaching methods
- Educational objectives

- Methods of teaching in the clinical areas
- Measurements and evaluation
- Guidance and Counseling of students in the teaching/learning process
- Communication in the teaching/learning process

### **Challenges**

- Accreditation of Continuous Professional Development
- Limited number of Nurses and Midwives that are working in the Hospital and MCHs and they could not come sometimes to the CPD because of work load and some time it disturbs those attended the CPD trainings.
- Lack of adequate resource to change theory in to practice e.g. When they receive training about subject and they had the knowledge and skills from the CPD trainings.

With adequate funding, ensuring the full involvement of all the qualified nurses, midwives and nurse trainers in the programme remains our main goal.

## References

International Council of Nurses. (2004). Healthy *aging, public health and nursing Challenge*. Retrieved on April 14, 2004 from the World Wide Web at: [www.icn.ch/matters\\_aging.htm](http://www.icn.ch/matters_aging.htm)

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