



# Continuing Professional Development

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# Introduction

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- This session will look at various aspects of CPD through a series of typical examples of the nurses who come to see me in my role as a CPD advisor.
- The examples range from newly qualified nurses, to senior managers, all of whom have very different reasons for wanting, or needing to undertake CPD.



# Example 1

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- James registered as a mental health nurse three years ago.
- He has just been promoted to a band 6 post and eventually he wishes to be a ward manager.
- He has a Diploma in Nursing, but feels that his career prospects would be enhanced by a degree.



# Issues James needs to consider:

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- What exactly is a degree - 330/360 academic credits?
- Does he want a generic, or specialist degree?
- What courses has James already done and where?
- Has he had a discussion with his Trust regarding funding and study leave?



# James's B.Sc. pathway

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- APL awarded for Diploma in Nursing - 240 academic credits
- Had already done mentorship course, so 30 more credits
- Needs to do
  - Developing critical appraisal skills (core 30 credit level 6 module)
  - Legal and ethical issues (optional 30 credit level 6 module)
  - Developing professional practice (optional 30 credit level 6 module)



## Example 2

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- Shevaun has been registered as an adult nurse for fifteen years.
- She is currently a band 7 nurse in an intensive care setting.
- She does not have a Diploma in Nursing, but has undertaken numerous courses since qualifying, some with academic credit, others not.
- Her Trust has decided that all band 7 nurses require a degree.



# Issues for Shevaun to consider:

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- What AP(E)L might she be entitled to claim?
- Should she do a first degree, or should she consider a master's level degree?
- “I am not academic!”



# Shevaun's B.Sc. pathway

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- 120 credits awarded for being a registered practitioner.
- 120 credits awarded from previous courses and experience - assessed through an interview and examination of CPD portfolio.
- Developing critical appraisal skills module
- Work-based learning project (60 credit optional module)
- Mentorship module - Trust requirement



## Example 3

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- Linda is a community matron.
- The Trust she works for have decided that for this role, nurses need a master's level qualification.
- They have also stipulated that her programme must include the following modules
  - Consultation and assessment skills
  - Non medical prescribing



# Linda's M.Sc. pathway

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- Research methods (core 30 level 7 credit module)
- Understanding and managing complex conditions (core 15 credit level 7 module)
- Consultation and assessment (30 credits)
- Non medical prescribing (30 credits)
- Optional module (15 credits)
- Dissertation module (core 60 credit module)
- Total of 180 level 7 academic credits



## Example 4

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- Marcia works as an infection control nurse specialist in the private healthcare sector.
- She feels that an online M.Sc. would be best for her, as the course is not delivered locally and extensive travelling to a university, is not a realistic option.
- She has secured funding from a variety of sources.



# Issues Marcia needs to consider:

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- Will she enjoy and benefit from online learning?



## Example 5

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- Chris works part-time as a lecturer and part-time as a band 6 nurse in an intensive care setting.
- He registered as an adult nurse several years ago, with an M.Sc. in Nursing.
- He wishes to combine his academic interests and his clinical work.



# Issues Chris needs to consider:

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- Would a PhD, or a Professional Doctorate be best for him at this point?
- He decided on the PhD.



## Example 6

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- Sue currently works as a senior manager in a local Trust.
- She leads on a number of strategic Trust initiatives.
- She wishes to remain working in the clinical area and eventually hopes to become a director of nursing.



# Issues for Sue to consider:

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- Should she do a master's level qualification, or a doctoral level qualification.
- Should she do a PhD, or a Professional Doctorate?
- She decided on the Professional Doctorate.



# Conclusion

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- Need to consider:
  - Reasons for doing CPD (apart from, it is an NMC requirement)
  - How will it improve patient care?
  - What is the benefit to your Trust/employer?
  - What is the benefit to your ward/department?
  - How does it tie in with KSF and local appraisal process?



# Finally,

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- Don't forget that good quality CPD will not only enhance your knowledge, skills and confidence, but it will change you as a person and as a healthcare practitioner!