



ANMF (Vic Branch) Policy

Continuing professional development

The Australian Nursing and Midwifery Federation (Victorian Branch) (ANMF (Vic Branch)) has members employed in a diverse range of settings including but not limited to acute care, aged care, midwifery, maternal and child health, mental health, community health, medical clinics, occupational health and rural and remote area health.

The education and initial registration of registered nurses, midwives, nurse practitioners and endorsed midwives is regulated by accreditation processes and legislation, and underpinned by professional standards, codes and guidelines to ensure safe care for the public.

Continuing professional development as defined by the NMBA registration standard is:

The means by which members of the profession maintain, improve and broaden their knowledge, expertise and competence, and develop the personal and professional qualities required throughout their professional lives.¹

Professional development is a fundamental element in the maintenance of competency and contemporary nursing and midwifery practice and forms a requirement to maintain registration. The ANMF (Vic Branch) strongly supports nurses and midwives undertaking voluntary professional development activities in order to enhance their practice. Professional development can take various forms, including but not limited to reviewing journal articles, mandatory training / competency assessments, in-service education, conferences, informal or formal discussions and participation in accredited educational programs.

Position

It is the position of ANMF (Vic Branch) that:

1. Self-declaration of competence to practise remains the appropriate mechanism for nurses and midwives to renew their annual registration.
2. Individual nurses and midwives are responsible and accountable for identifying their own learning needs, including maintenance of their knowledge of legislative and technological change, as well as skills and competency regarding their clinical and professional practice.
3. Employers should ensure that professional development is adequate, accessible, with nurse educators and other resources available to maintain professional development activities.
4. Mandated learning does not necessarily lead to improved practice for nurses².

¹ <http://www.nursingmidwiferyboard.gov.au/Registration-Standards.aspx>

² Royal College of Nursing Australia 1996. *Mandatory Continuing Education for Nurses*. Discussion Paper

Policy

It is the policy of the ANMF (Vic Branch) that nurses and midwives:

1. continually self-assess their practice in order to identify areas of professional development that are integral to their role/s
2. be provided opportunities to maintain and develop their professional knowledge and skills through both formal and informal educational programs, in line with both career aspirations and current area/s of nursing and/or midwifery practice
3. be encouraged by their employer to undertake activities that are integral to their development
4. be provided by their employer with learning opportunities in all areas of practice
5. are encouraged to access paid professional development leave to undertake continuing professional development of their choice
6. are encouraged to pursue the inclusion of sufficient paid professional development leave in their industrial instruments to maintain competency
7. with direct clinical care responsibilities be backfilled in order to attend professional development
8. must keep records of their continuous professional development, The NMBA suggests all evidence should be verified, and it must demonstrate that the nurse or midwife has:
 - identified and prioritised their learning needs, based on their self-reflection and evaluation of their practice against the relevant competency or professional practice standards
 - developed a learning plan based on identified learning needs
 - participated in effective learning activities appropriate to their learning needs
 - reflected on the value of the learning activities or the effect that participation will have on their practice³

³ <http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Codes-Guidelines.aspx>