

Project Title

Continuing Professional Development Concerns of Senior Staff Nurses at the National University Hospital, Singapore

Project Lead and Members

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Organisation(s) Involved

National University Hospital; National Institute of Education

Project Period

Start date: Nov 2016

Completed date: Jan 2017

Aims

To explore senior staff nurses continuing professional development (CPD) values and their reasons for not fulfilling their CPD opportunities at an acute care hospital

Background

See poster appended/ below

Methods

See poster appended/ below

Results

See poster appended/ below

Lessons Learnt

Participation in communities of practice where professional development is driven by the needs of nurses as they engaged to learn and accomplish goals in lifelong learning.

Future research to compare national regulation schemes and to examine which CPD approach best reflects genuine learning by nurses.

Conclusion

See poster appended/ below

Project Category

Research, Healthcare Education & Training

Keywords

Research, Qualitative Research, Healthcare Education & Training, Nursing, National University Hospital, National Institute of Education, Continuing Professional Development

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Introduction

Literature has surfaced the known issues of perceived barriers and factors that influenced nurses ability to participate in continuing professional development (CPD).² The organization context such as culture, leadership and workload issues had an impact on nurses CPD for professional development and lifelong learning.¹

Few studies examine the career needs and expectations of the SSNs according to job grade.⁴ There are limited studies from the advanced Asean economy on the impact of workplace characteristic have on nurses' CPD participation.³

Aim

To explore senior staff nurses CPD values and their reasons for not fulfilling their CPD opportunities at an acute care hospital.

Methods

- Study design: Descriptive qualitative case study
- 10 SSNs working in the Medical & Surgical wards
- Semi-structured interview was conducted and data was analysed using thematic analysis
- Period of study conducted from Nov 2016 to Jan 2017
- Approval from NHG DSRB & NTU IRB Ethics

Research Questions

- 1) How do senior nurses value and regard their CPD opportunities?
- 2) What are the reasons for not fulfilling or satisfying their CPD opportunities?

Results - Emerging Themes

- **Factors For or Against CPD**
Themes: Value of CPD, Motives, Communication Plan, Relationship with Nurse Manager, Support.
- **Reasons for Not Fulfilling or Satisfying CPD Opportunities**

Themes	Sub Themes
Access and Different Opportunities to CPD	<ul style="list-style-type: none"> • Selection criteria for course nomination and sponsorship • Nurses interest in area of specialty • Managing work-life balance
Collaborate with Nursing Supervisors on Career and Development Plan	<ul style="list-style-type: none"> • Communicate on the short and long-term career goals and learning needs • Recognizing staff potential and be flexible to the needs of staff
Take Ownership in Learning and Developmental Needs	<ul style="list-style-type: none"> • Take active measures towards own learning and development • The purpose and outcomes from CPD

Conclusion

The study has shown the inter-relationship between the work environment and the CPD process. The case study approach has provided rich insight on the SSNs CPD needs at the acute care hospital.

Future Directions

Participation in communities of practice where professional development is driven by the needs of nurses as they engaged to learn and accomplish goals in lifelong learning. Future research to compare national regulation schemes and to examine which CPD approach best reflects genuine learning by nurses.

References

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Figure 1 Reasons For Not fulfilling CPD Opportunities