

Continuous Professional Development (CPD) for nurses and midwives in Cyprus



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What is Continuous Professional Development (CPD)?

The International Council of Nurses has defined Continuous Professional Nursing Development as:

“the establishment of higher levels of competence in the range of knowledge and skills needed to perform duties or support interventions, in clinical practice, management, education, research, regulation or policy-making” .

Why is Continuous Professional Development (CPD) important?

- CPD is considered as essential in supporting the current role of healthcare professionals but also as a facilitator for career progression.
- Nurses are worldwide encouraged to attend CPD training programmes.
- Regulatory bodies require from nurses to obtain a minimum number of CPD hours every year in order to be allowed to practice nursing.
- Well trained nurses are considered as capable of producing higher level of services to patients increasing satisfaction and patient outcome.

Why is Continuous Professional Development (CPD) important?

By attending CPD programmes professionals are more likely to:

- perform better in their job,**
- achieve greater level of knowledge**
- create potential for employment mobility**
- earn better salaries**
- boost their self confidence.**
- increase patient safety**

Organisations that offer CPD programmes to their employees:

- achieve higher level of staff skills**
- achieve improved moral and staff motivation**
- achieve a proved commitment to employers on the organisation commitment to professionalism.**

Continuing Professional Development (CPD) in Cyprus

- **CPD is mandatory for nurses and midwives since an amendment of the Nursing and Midwifery Laws in 2012.**
- **All nurses and midwives are required to renew their licence to practice on a four yearly basis having provided the Nursing and Midwifery Council with documents that show:**
 - **32 hours or 20 International Credits of CPD**
 - **25 days / 180 hours per year of practice.**

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CPD in Cyprus for nurses and midwives

- **Opportunities for CPD provided by various organisations, universities, companies and other bodies (e.g. Cyprus Nurses and Midwives Association, Nursing Services of the Ministry of Health) - conferences, seminars and short or longer training programmes.**
- **After consultation the Nursing Services of the Ministry of Health identify educational needs and develop a wide range of programmes.**
- **Participation in these programmes is not mandatory. However, participation is encouraged for the improvement of quality of nursing care and enhancement of patient satisfaction and outcome.**

CPD programmes of the Nursing Services of the Ministry of Health of Cyprus for 2013-2014

- 1. Infection prevention and control, a 50 hour programme focused on the prevention and management of infections in health care setting (health-care associated infections)**
- 2. Trauma management, a 180 hour programme**
- 3. Vaccination, an educational programme specially developed for health care visitors. It consists of 24 hours**
- 4. Nursing process, a 30 hour educational programme on nursing assessment (as part of nursing process)**

CPD programmes of the Nursing Services of the Ministry of Health of Cyprus for 2013-2014

5. **Intensive care nursing (adults, children, infants)**, a 9 month programme specially developed for those nurses working in Intensive Care Units.
6. **Training Programme for newcomers in the public hospitals nurses**, a 20 hours induction programmes
7. **Perioperative nursing**, a 9 month programme for perioperative nurses
8. **Pre-hospital care**, a 9 month programme for ambulance nurses

CPD programmes of the Nursing Services of the Ministry of Health of Cyprus for 2013-2014

- **Twenty to twenty five nurses participate in each programme, once or twice a week.**
- **Assessment is carried out utilising different methods (final exams, case studies, presentations etc) and a diploma is presented to successful participants.**
- **Each programme is evaluated by the participants and restructured if necessary. Many of the above programmes are developed in collaboration with universities (Department of Nursing, Cyprus University of Technology) and the medical and public health services of the ministry of health.**
- **Trainers include nurses, doctors, academics and speakers from other health related disciplines.**

CPD, Social Partners and the private sector

- **The employers of the private sector did not support the CPD of their nursing personnel.**
- **CPD would require:**
 - **leave from work**
 - **financial support**
- **Therefore was not considered as one of their priorities, for various reasons which conflicted with their entrepreneurial-business interests**

CPD, Social Partners and the private sector

- **After the introduction of the new amendments of 2012 Law concerning the License to Practice of all nurses and midwives, the employers are obliged to actively participate in the CPD of their personnel, not only by supporting them, but also by organizing their own in-service education programmes.**
- **This is done because, by law, their personnel are legally bound to possess a valid license to practice. This practice is essential for the legal operation of both public and private hospitals and clinics.**



CPD

**CONTINUOUS EFFORTS BY ALL
SOCIAL PARTNERS AND
COMPITEND AUTHORITY
FOR
QUALITY OF CARE AND PATIENT
SAFETY**

WE SHOULD ALWAYS HAVE IN MIND THAT

- ❖ **If you plan for one year, plant rice.**
- ❖ **If you plan for ten years, plant trees.**
- ❖ **If you plan for centuries, educate people.**



You are all welcome to our beautiful Island of Aphrodite for holidays and why not for CPD!!! 🤗





***Thank you for your
attention!***

