

# Enhancing Practice 2022 Conference

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*20:20 Vision – Transforming Our Future  
Through Person-Centred Practices*

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**WEDNESDAY 6 – FRIDAY 8 APRIL 2022**  
**SAGE HOTEL WOLLONGONG, NSW AUSTRALIA**

**#enhancingpractice2022**



working together  
to develop practice







**Concurrent Session 4**  
**Theme 4 PD Innovation**

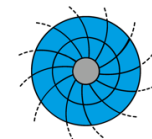
**7th April 11.50 am**  
**Interactive Session**

**FACTORS THAT OPTIMISE THE IMPACT OF  
CONTINUING PROFESSIONAL  
DEVELOPMENT LEARNING IN, FROM AND  
THROUGH THE WORKPLACE**



University of East Anglia

**SCHOOL  
OF HEALTH  
SCIENCES**



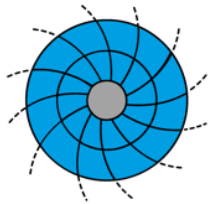
**ImpACT GROUP**



**Royal College  
of Nursing**



**The  
University  
Of  
Sheffield.**



# ImpACT Research Group

- Kim Manley CBE, Professor of Practice Development (in person)
- Carrie Jackson, Associate Professor for Practice Transformation (on film as a guest slot on slide 9!!)





# Synthesis and Critical Questions

- What works?
- Where are the gaps and challenges?
- What are the priorities?
- How can Continuing Professional Development (CPD) best influence the quality of health and social care with citizens and communities?

# Methods

- ‘How can nursing Continuing Professional Development (CPD) best influence the quality of health and social care for/ with people and communities?’
- Scoping and exploring the available literature, drawing on seminal texts and incorporating their own points of view and insights established from our experience in this particular field.
- Overview shared and discussed with a lay panel.
- The four issues discussed were:
  1. how to strengthen the focus on patient experience as the starting point for CPD;
  2. the lack of evidence of CPD effectiveness and accountability in its transfer to practice;
  3. evaluation of CPD effectiveness; and
  4. involving citizens in targeting CPD where it is most needed.

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RESEARCH ARTICLE

NursingOpen WILEY

## Contemporary Challenges of Nursing CPD: Time to change the model to meet citizens' needs

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### Abstract

The purpose of this paper is to present the evidence shared with a citizen consensus panel detailing key issues associated with how nursing CPD can best influence the quality of health and social care experienced by citizens and communities. It presents a summary of contemporary theory, research and evidence of the effectiveness of nursing CPD and outlines four key challenges: (i) how to strengthen the focus on patient experience as the starting point for CPD; (ii) the lack of evidence of CPD effectiveness and accountability in its transfer to practice; (iii) evaluation of CPD effectiveness; and (iv) involving citizens in targeting CPD where it is most needed. It briefly describes the methods used to facilitate public consultation through a citizen consensus panel as part of a collaborative project with the RCN Strategic Research Alliance in 2020 and outlines 7 themes identified as important by the public for future development. The main challenge for nursing is capitalizing on the workplace as a learning resource that can integrate learning with development, improvement, knowledge translation, inquiry and innovation. This requires skilled facilitators, particularly at meso-levels, and systems leaders with the full skillset to develop system-wide cultures of learning that enable everyone to flourish and create good places to work. The paper concludes that the development of CPD process measures would indicate how CPD investment contributes to person-centred, safe and effective care and system transformation and enable commissioners and education providers to optimize CPD's full potential.

### KEYWORDS

citizens panels, co-production, CPD impact, nursing CPD, transformation, workplace learning

### 1 | INTRODUCTION

Continuing professional development (CPD) for nursing is essential for career progression and maintaining person-centred, safe and effective evidence-informed care in the workplace (Jackson et al., 2015; Manley et al., 2018), yet is fraught with issues. It plays a crucial role in continued fitness to practice and patient safety, and

maintaining professional standards, and is effective only to the extent that learning is transferred to the workplace (Marvin et al., 2010). In the United Kingdom (UK), nurses are required to undertake 12 hr of CPD annually, compared to other countries which average 30 hr (European Union Health Programme, 2013; Tran et al., 2014). Every three years the regulator requires revalidation, to demonstrate practice is up to date for public protection.

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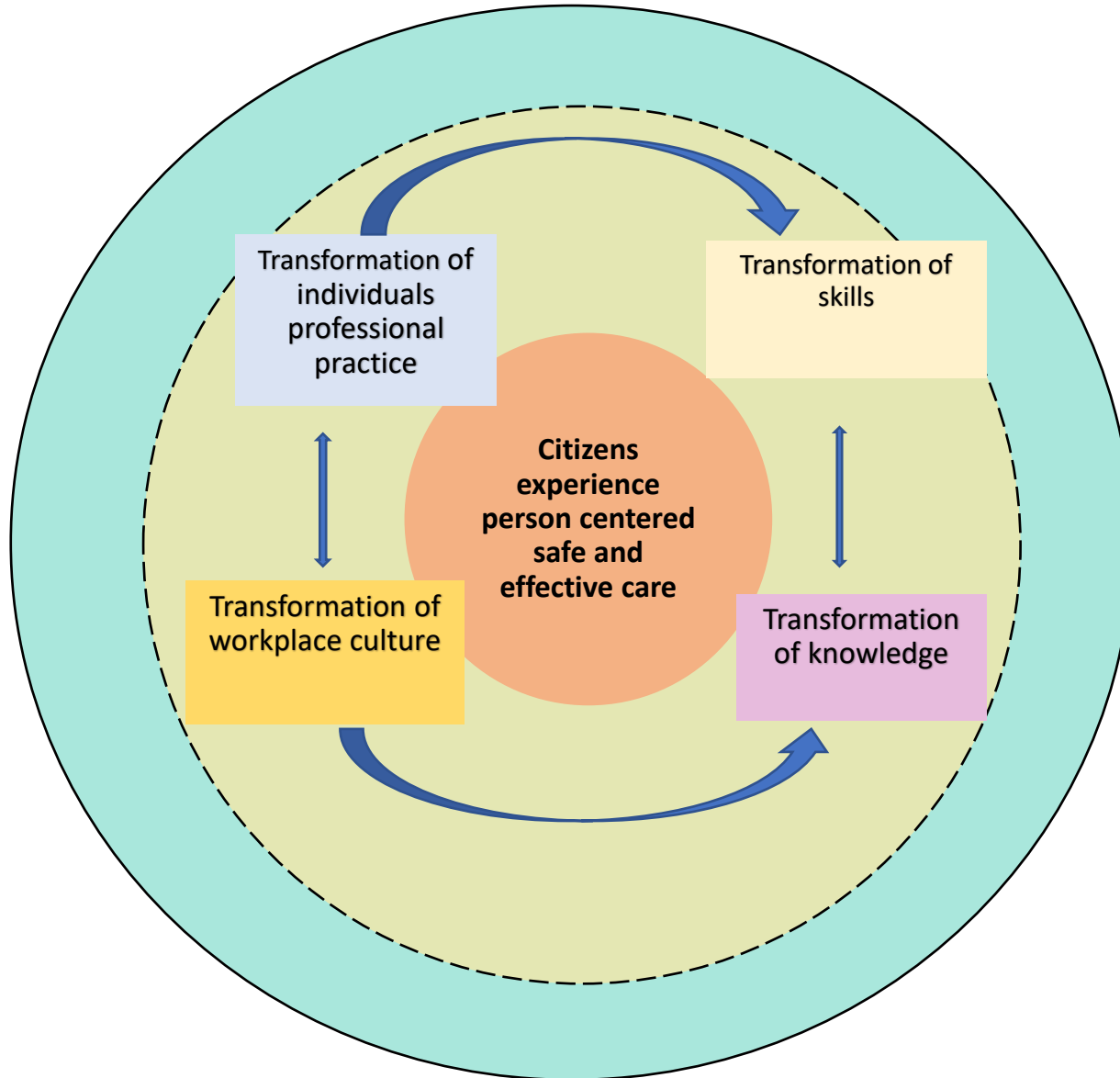
# Contemporary models of CPD: The research informing the lay panel

- CPD for transformation of the workforce
- Four new transformation theories
- CPD indicators of impact

Manley, K. and Jackson, C (2020)

Manley, K. et al (2018)

Jackson, C. Manley, K. et al (2015)







## What would this entail?

- Moving away from current professional silo approach to commissioning CPD
- Focus on maximizing the opportunity to learn, development, improve and innovate using the workplace as the main resource
- Starting with and integrating citizen and patient feedback into understanding impact of CPD on patient and staff outcomes
- Process evaluation measures being designed purposefully into CPD programmes of learning to capture impact at all levels of the system longitudinally
- CPD Impact measures co designed with citizens and practitioners
- Integrated multiprofessional career development frameworks wrapped around the citizens journey of care
- A whole systems approach to commissioning CPD
- Improved funding, research and evidence base for CPD and workforce transformation



An aerial photograph of a vast, layered canyon landscape, likely the Grand Canyon. The rock formations show distinct horizontal strata in shades of red, orange, and tan. A winding river, the Colorado River, is visible in the lower right, carving its way through the deep gorges. The overall scene is rugged and majestic.

## 7 areas discussed by the panel:

1. CPD is important for health professionals, patients and organisations
2. What sort of CPD is needed?
3. The link between CPD and retention of nurses and other health professionals?
4. Measuring how effective CPD is
5. Ensuring Access to CPD
6. Need for a supportive culture
7. More public involvement in CPD strategy







Any  
questions?



# Thank you

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