

POLICY STATEMENT ON CONTINUING PROFESSIONAL DEVELOPMENT FOR NURSES AND MIDWIVES



Commonwealth Nurses
and Midwives Federation

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The quality of nursing and midwifery care provided to individuals, families, and communities depends to a great extent on the expertise of individual nurses or midwives. Continuous change in the health needs of the population; new technologies, treatments and medicines; the reoccurrence of old diseases and the emergence of new diseases, requires nurses and midwives to expand their knowledge and understanding, and update their skills on a regular basis.

Continuing Professional Development (CPD) is a range of purposeful learning activities, both formal and informal, that nurses and midwives undertake throughout their career to improve performance in order to provide safe, ethical, legal, and effective care to individuals, families, and the community. CPD is any learning outside formal undergraduate or postgraduate education and covers the development of knowledge, skills, attitudes and behaviours across all areas of practice.

The CNMF considers that the provision of CPD for nurses and midwives is a shared responsibility between the individual nurse or midwife and professional regulatory bodies, professional associations, employers and government.

The CNMF recognises the importance of national continuing professional development (CPD) programs that ensure all nurses and midwives are able to continually improve their performance. In any context, CPD for nurses and midwives should be self-directed and based on an individual learning plan designed to meet identified gaps in the individual's knowledge and skill and be relevant to current or future practice.

The CNMF supports linking the requirement for a minimum level of CPD to re-licensure for nurses and midwives providing that CPD is equitably accessible to all nurses and midwives wherever they are located and barriers are addressed that limit access due to cost, geographical location or other barriers such as limited access to the internet.
