



Position **Ongoing Professional Development** statement

The purpose of this position statement is to outline support for ongoing professional development.

It is recognized that ongoing or continual professional development is a lifelong process of learning that enables the nurse to provide effective and responsive nursing care utilising the most current evidence based research, and nursing practices. Effective Professional Development interactions are grounded in a sound theoretical and philosophical base. They are structured to promote the clear links between evidenced based theory and clinical practice.

Professional development experiences are most successful if they are based upon Adult Learning Pedagogy, and the relevancy of the learning is explicit to the nurse, by linking their previous knowledge, background, experiences, and the current context of their role. Nursing knowledge is enhanced through continuous learning, shared through mentorship and supported through peer and inter professional dialogue.

Providers of professional development are required to have the qualifications, knowledge, skills, ability and professional experience, identified by a position description or course creator, in order to ensure the experience is evidence based, follows adult learning principles and links theory to practice, thereby assisting with the transition of knowledge to practice.

Nurse Leader Considerations

- Nurse leaders, Nurses and Educators should be involved in the planning and design of their professional development program.
- Nurse leaders and the nursing education sector work collaboratively to determine workforce requirements and the agreed settings in which learning develops the work ready graduate.
- Post-graduate clinical practice programs are developed and managed in collaboration with service delivery and the education sector.
- The Nursing Council of New Zealand framework for post-graduate education is based on the work developed by NENZ and NETS.
- Post-graduate education is essential for nurses undertaking advanced practice roles.
- Nurses benefit from career and academic advice in selecting the programme that suits their interest and future vision.
- Where a post-graduate clinical practice programme is crown funded, Nursing Council of New Zealand is the approval agent.
- Ongoing professional development needs to be reflected in the professional portfolio and within the Professional Development and Recognition Programme framework.
- Evaluate the effectiveness of investment in professional development.



Key Documents

Nursing Council of New Zealand. (2012). *Competencies for registered nurses*. Nursing Council of New Zealand, Wellington.

Nursing Council of New Zealand (2013). *Framework for the approval of professional development and recognition programmes to meet the continuing competence requirements for nurses*. Nursing Council of New Zealand. Wellington.

Written originally in collaboration with NETS (Nurse Educators in the Tertiary Sector)