



Position **Ongoing Professional Development** statement

This position statement sets out the NENZ view on the requirement for ongoing professional development for Nurses.

Ongoing professional development (PD) ensures that nurses remain current in their practice and that they increase their knowledge and skills over time.

NENZ believes that ongoing or continual PD is a process of lifelong learning that enables the nurse to provide effective and responsive nursing care utilising the most current evidence-based research, and nursing practices. Effective PD 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.

PD experiences are most successful if they are based upon Adult Learning Pedagogy, and the relevance 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 PD are required to have the qualifications, knowledge, skills, ability and professional experience, identified by a position description or course outline, 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.

Access to appropriate quality of and quantity of ongoing PD is essential to the provision of safe and effective care and must always be factored into the employment of a nurse.

Nurse Leader Considerations

- Nurses should be involved in the planning and design of their PD education.
- Post-graduate clinical practice programs should be developed and managed in collaboration with service delivery and the education sector.
- Post-graduate education is essential for nurses undertaking advanced practice roles.
- Nurses benefit from career and academic advice in selecting the education programme that suits their interest and future vision.
- Ongoing PD needs to be reflected in the nurse's professional portfolio.
- Professional Development and Recognition Programmes (PDRP) must ensure they have capacity to capture professional development hours and reflect learning from PD activity.
- PD hours should be noted by each nurse to ensure they are available, as required, for Nursing Council recertification purposes.
- Nurse leaders need to evaluate the effectiveness of PD activity to ensure it delivers value for money.



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.