



Continuing professional development position statement

1. Purpose

This position statement sets out the Australian Nursing and Midwifery Federation's (ANMF) expectations around continuing professional development (CPD) and the support employers should provide to help nurses and midwives meet their CPD obligations. See also the ANMF position statement: *Clinical (reflective) supervision*.

2. Definitions

The Nursing and Midwifery Board of Australia (NMBA) *Registration standard: Continuing professional development* defines **CPD** as 'the means by which members of the profession maintain, improve and broaden their knowledge, expertise and competence, and develop the personal and professional qualities required throughout their professional lives.'¹

3. Context

The NMBA's *Registration standard: Continuing professional development* requires nurses and midwives to complete a minimum number of CPD hours (currently 20 hours) directly relevant to their scope of practice. CPD activities can include postgraduate courses leading to qualifications; research; online education; short courses; practical experiences and clinical (reflective supervision).

4. Position

It is the position of the ANMF that:

1. All nurses and midwives have a professional responsibility to maintain competence in their area of practice and develop and maintain a contemporary knowledge and skill base so they can provide best practice nursing and midwifery care. This is the purpose of CPD.
2. All nurses and midwives must comply with the NMBA *Registration standard: Continuing professional development* and associated guidelines. This includes maintaining an accurate and up-to-date record of their CPD.²
3. Employers, should support nurses and midwives to meet their CPD obligations by:
 - providing CPD opportunities and encouraging participation
 - providing study and conference leave
 - funding full staff replacement for nurses and midwives on such leave
 - awarding scholarships and bursaries
 - subsidising the cost of CPD
 - implementing other initiatives to facilitate participation and relieve costs.

¹ Nursing and Midwifery Board of Australia. 2016. *Registration standard: Continuing professional development*. Available at: <http://www.nursingmidwiferyboard.gov.au/News/2016-02-01-revised-standards.aspx>.

² The Nursing and Midwifery Board of Australia CPD guidelines, fact sheet and exemption advice are available at: <http://www.nursingmidwiferyboard.gov.au/News/2016-02-01-revised-standards.aspx>.



4. To this end, employers should negotiate clauses in enterprise agreements that provide access to CPD and supportive entitlements such as:
- paid CPD, conference, seminar and study leave
 - CPD allowances that can be used at the discretion of individual nurses and midwives.

5. Position statement management

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