Association between registered nurses' experiences of continuing professional development and their sharing of information gained

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Make today matter
Outline

- Introduction
- Problem statement
- Purpose
- Methodology
- Results
- Recommendations
- Limitations
- Conclusion
Introduction

- Current information era
- Knowledge is a vital resource
- Gap between available evidence-based clinical information and practice
- Fiduciary duty to improve professional knowledge and skills base
- Continuous professional development (CPD) the vehicle
Knowledge acquired should be shared
Knowledge sharing
Quality of continuous professional development programmes questionable
Problem statement

- Public hospital, Mpumalanga province, South Africa
- Registered nurses attend continuous professional events
- Incidents of poor nursing care are escalating
- Local newspapers report on complaints raised by community
- Not clear if knowledge gained are shared
Purpose and research questions

- **Purpose**
  - To determine the association between how registered nurses experience continuous professional development events and their practice of sharing the information gained at these events

- **Research questions**
  - What are registered nurses’ experiences of continuous professional development?
  - What are the practices followed by registered nurses when sharing the information acquired at continuous professional events?
Methodology

- Design - quantitative, descriptive design
- Setting – 212-bed regional hospital, Mpumalanga Province, South Africa
- Population – 126 registered nurses who complied with inclusion criteria
- Sampling - Total population sampling (75 participants)
Data collection – self-developed, structured questionnaire

- Three sections – demographic information, staff development, and sharing of information
- Cronbach’s alpha to ensure reliability (between .00 and +1.00)
- Face and content validity
- Pilot tested – two registered nurses
- Data collected over a one-month period November 2015
- 75 questionnaires returned
- Ethics approval, principles of beneficence, respect for human dignity and justice
- Data analysis – descriptive statistics
  - t test to assess the experiences of registered nurses
  - Chi-square to assess the level of association between registered nurses and sharing of information
Results

- Opportunities to attend CPD events
- Recognised the benefits of CPD
- Attendees those with less professional experience
- Association between experiences of CPD and the way in which and with whom information was shared
Results

- Strong association between professional qualification and sharing of information
- Professional qualification i.e. general nursing and midwifery
- Qualification in general nursing strongly associated with giving a verbal report at a staff meeting
- Qualification in midwifery strongly associated with giving a verbal report to the nursing management and giving a presentation at an in-service training session
- The position held strongly associated with submitting a written report to management
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<thead>
<tr>
<th>Demographic variables</th>
<th>Frequency</th>
<th>(%)</th>
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<tr>
<td>Sex</td>
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<tr>
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<td>8</td>
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<tr>
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<tr>
<td>Other</td>
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Frequency of CPD events

- Weekly: 22.67%
- Monthly: 37.33%
- Quarterly: 32.00%
- Never: 8.00%
How often are CPD events attended?

- Always: 26.67%
- Often: 42.67%
- Seldom: 25.33%
- Never: 5.33%
Motivation to attend CPD events

- The results show that 90.67% of the participants are indeed motivated to attend, while 9.33% indicated that they are not
CPD opportunities available / CPD opportunities attended

Seminars
- CPD opportunities available: 2.00
- CPD opportunities attended: 2.00

Workshops
- CPD opportunities available: 73.00
- CPD opportunities attended: 72.00

Conferences
- CPD opportunities available: 9.00
- CPD opportunities attended: 9.00
Reasons for attending CPD events

- Gain new knowledge: 27.10%
- Gain new skills: 21.50%
- Get a new job: 2.80%
- Professional competence: 26.17%
- Stay informed: 19.63%
- Be prompted: 2.80%
Enhancement of leadership and organisational skills

- 55% Strongly agree
- 25% Agree
- 18% Disagree
- 2% Strongly disagree
Activities during CPD events

- **Take notes**: 80.00% Yes, 20.00% No
- **Collect hand outs**: 85.33% Yes, 14.67% No
- **Attend all sessions**: 80.00% Yes, 20.00% No
Association between how often CPD events are presented and sharing of information - verbal report to management

- **Never**: 1.33% Yes, 6.67% No
- **Quarterly**: 4% Yes, 28% No
- **Monthly**: 20% Yes, 17.33% No
- **Weekly**: 9.33% Yes, 13.33% No
Association between how often CPD events are presented and sharing of information – presentation at in-service training session

- Never: 0% Yes, 8% No
- Quarterly: 5.33% Yes, 26.67% No
- Monthly: 14.67% Yes, 22.67% No
- Weekly: 8% Yes, 14.67% No
Sharing of information

- Submit written report to nursing management: 25.33% (No) 74.67% (Yes)
- Verbally report to nursing management: 25.33% (No) 65.33% (Yes)
- Verbally report at staff meeting: 17.33% (No) 82.67% (Yes)
- Present at in-service training session: 34.67% (No) 65.33% (Yes)
- Share information with unit staff: 16% (No) 84% (Yes)
- Discuss informally with colleagues: 49.33% (No) 50.67% (Yes)
- Keep it to yourself: 5.33% (Yes) 94.67% (No)
Recommendations

- Registered nurses should:
  - Be committed to CPD
  - Be motivated to participate in CPD activities

- Nursing managers should:
  - Invest in the CPD of registered nurses
  - Create a culture of CPD
  - Monitor attendance
  - Emphasise the need for senior staff to act as role models by engaging in CPD
  - Ensure that registered nurses are motivated in the working environment
  - Ensure that working hours are adjustable and flexible
Future research and limitations

- Future research
  - Urban and rural hospitals – is there a difference in how registered nurses’ experience CPD and their practice of sharing the information gained from CPD opportunities

- Limitations
  - One public hospital
  - The questionnaire presented pre-selected questions, so these specific topics may have excluded other topics from further discussion
Conclusion

- Registered nurses responsible to maintain professional competence throughout nursing career
- Attend different CPD opportunities
- Strong association between registered nurses’ experiences of CPD and their practice of sharing information gained at CPD opportunities
References


Thank You