

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

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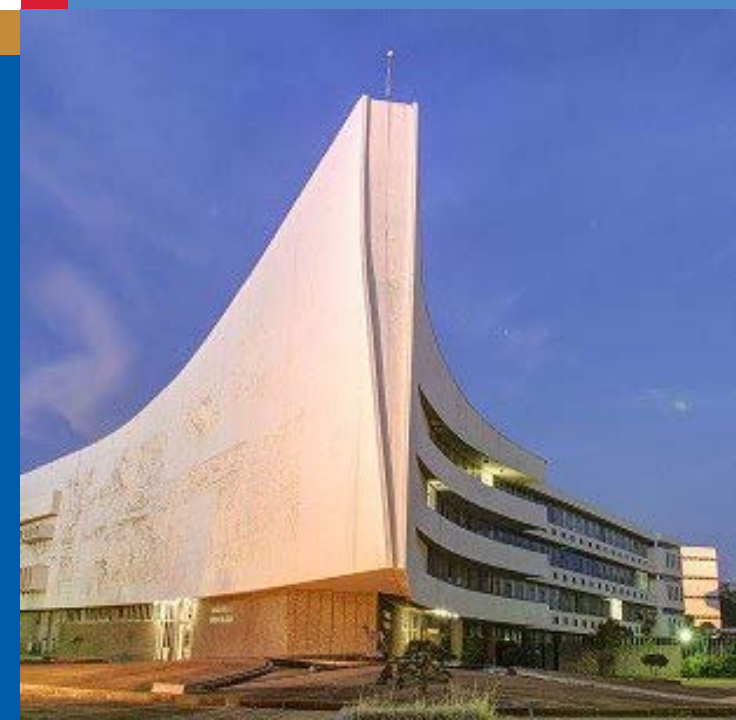
Make today matter



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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



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- 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)



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- 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



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- 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



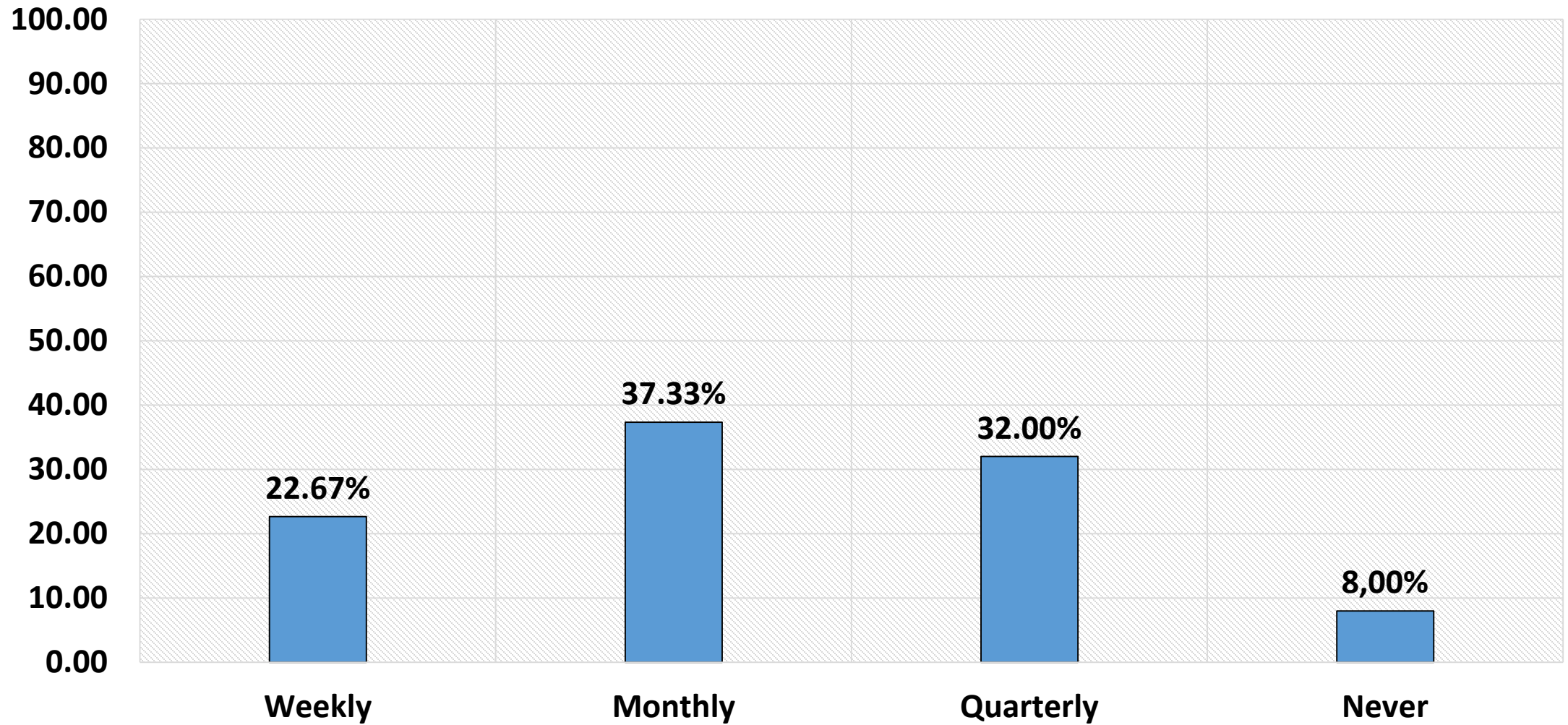
Results

- 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

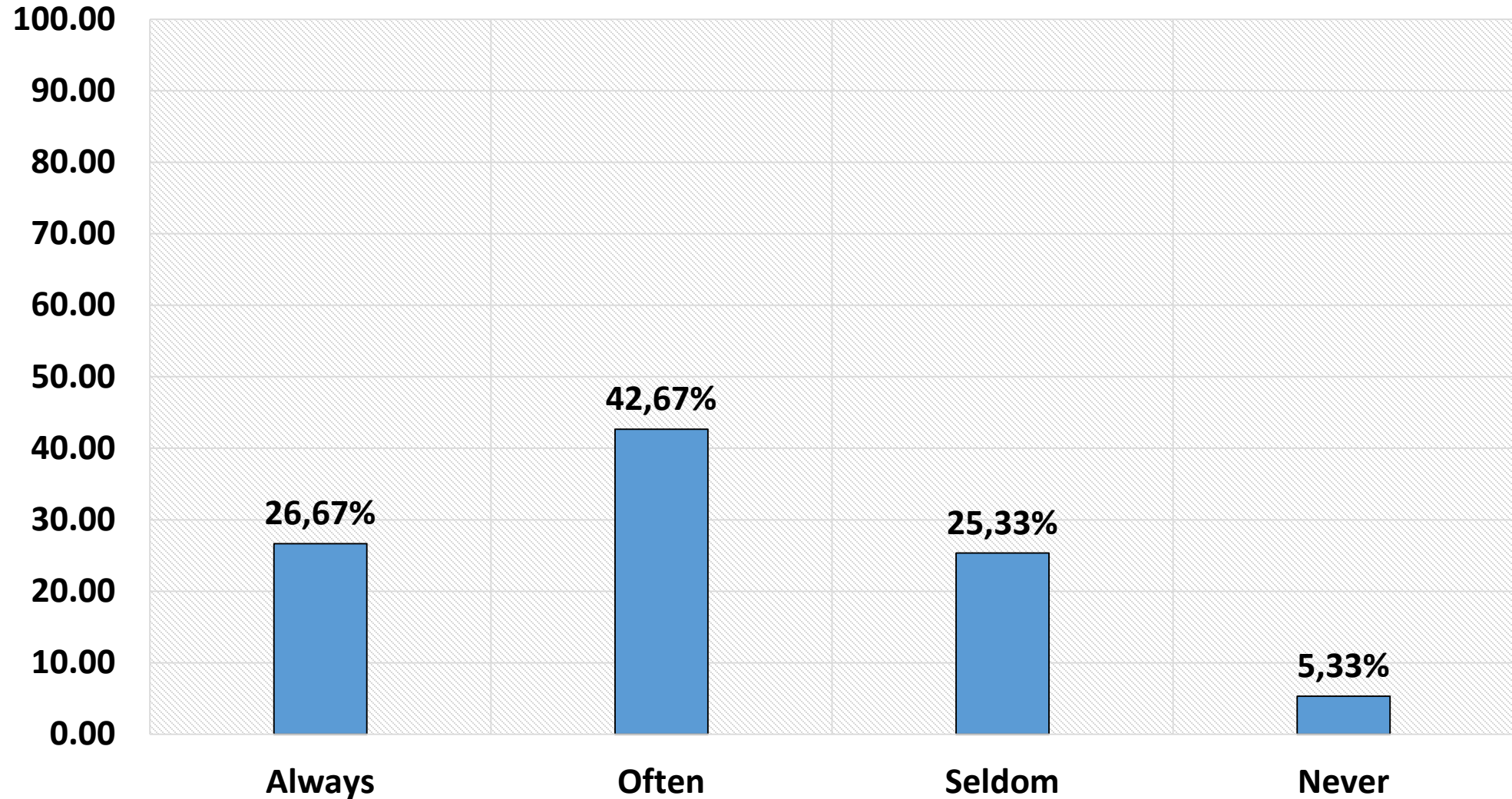


Demographic variables		Frequency	(%)
Sex	Male	8	10.7
	Female	67	89.3
Position held	Operational manager grade 3	8	10.67
	Professional nurse grade 2	37	49.33
	Professional nurse grade 1	29	38.67
	Not indicated	1	1.33
	Total	75	
Qualification	General nursing	74	30.96
	Midwifery	49	20.50
	Community nursing	28	11.72
	Psychiatric nursing	20	8.37
	Nursing administration	21	8.79
	Primary health care	3	1.26
	Paediatric nursing	4	1.67
	Trauma nursing	0	0.00
	ICU	4	1.67
	Nursing education	15	6.28
	Other	21	8.79
	Total	239	100

Frequency of CPD events



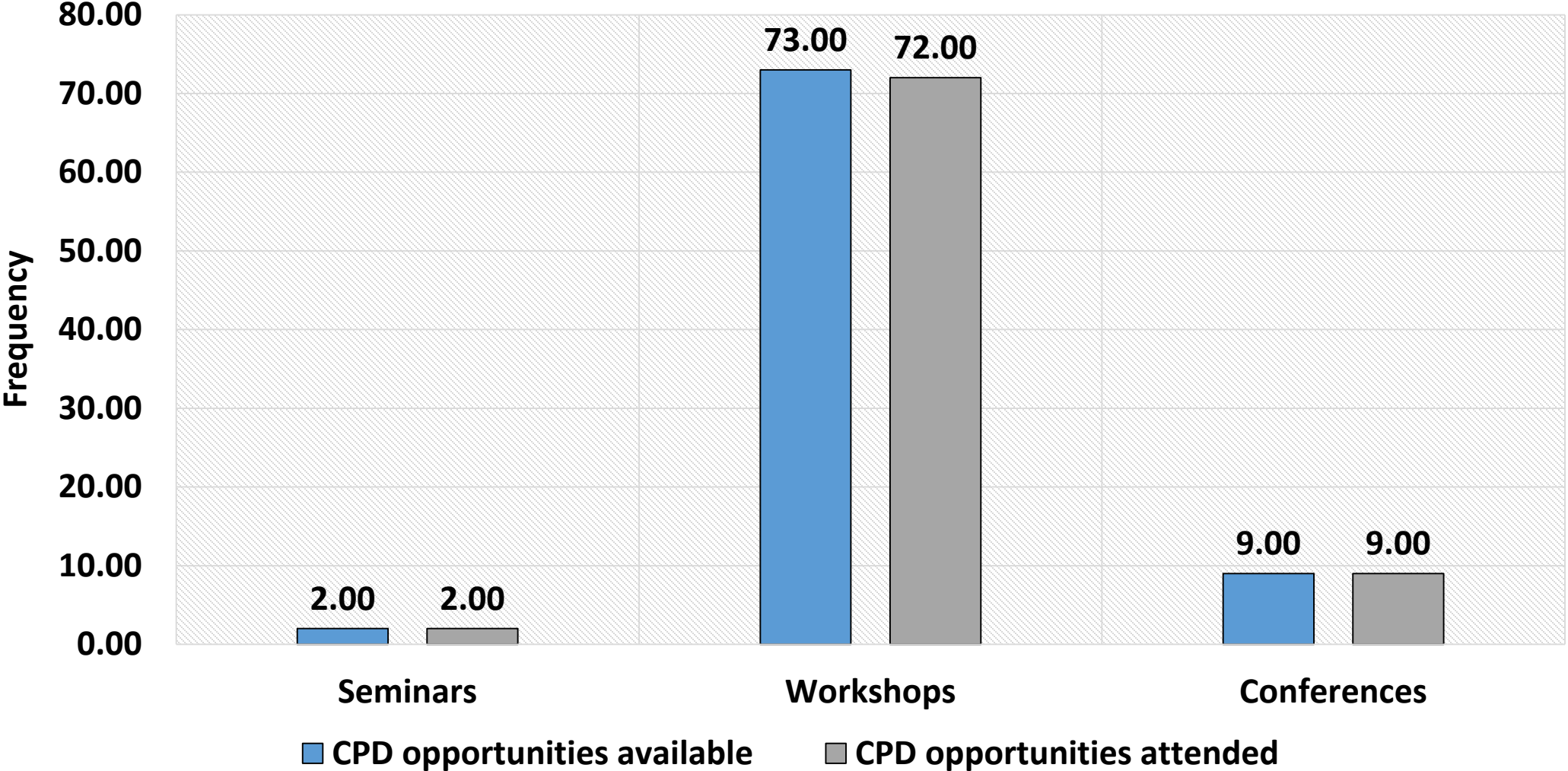
How often are CPD events attended?



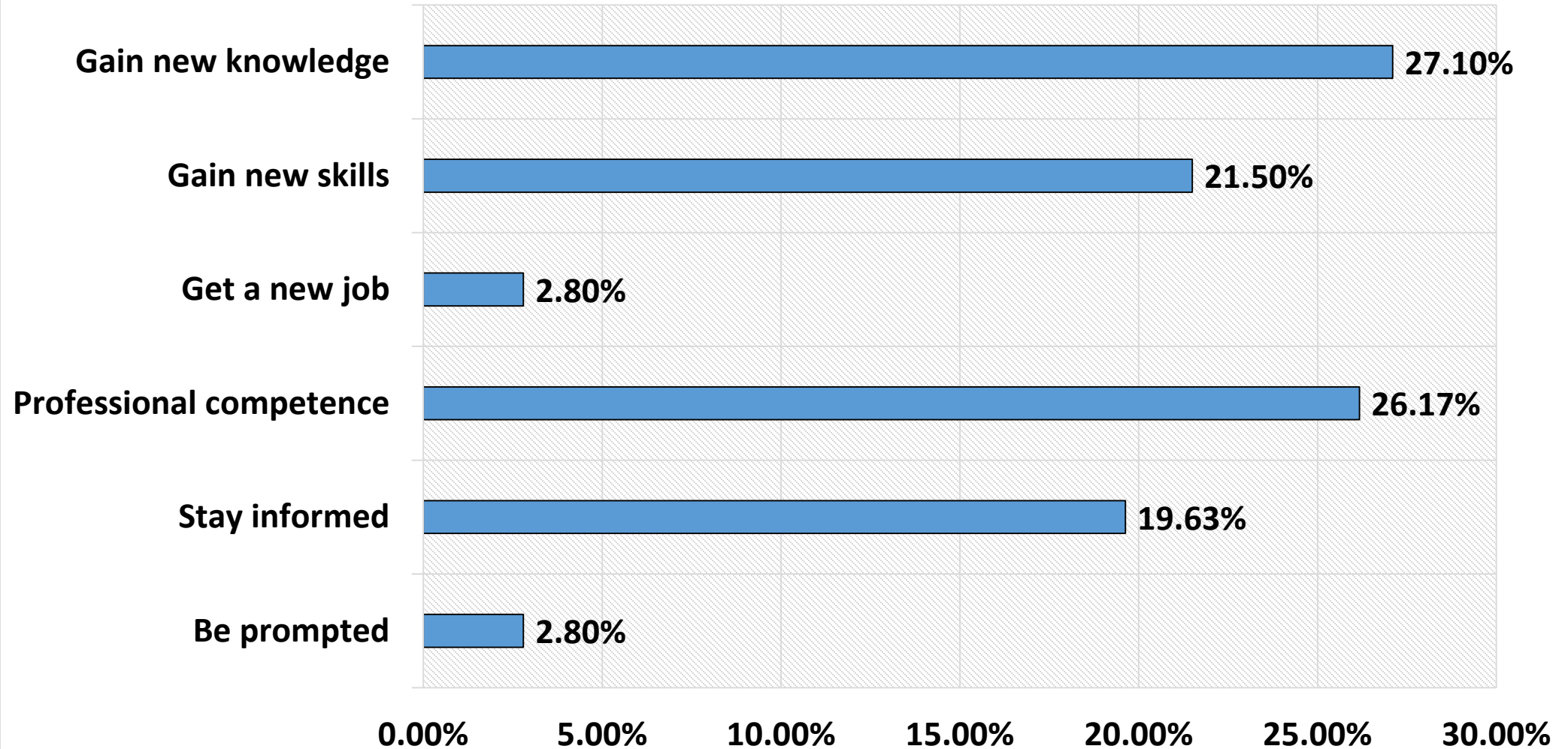
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- Motivation to attend CPD events
 - The results show that 90.67%% of the participants are indeed motivated to attend, while 9.33% indicated that they are not



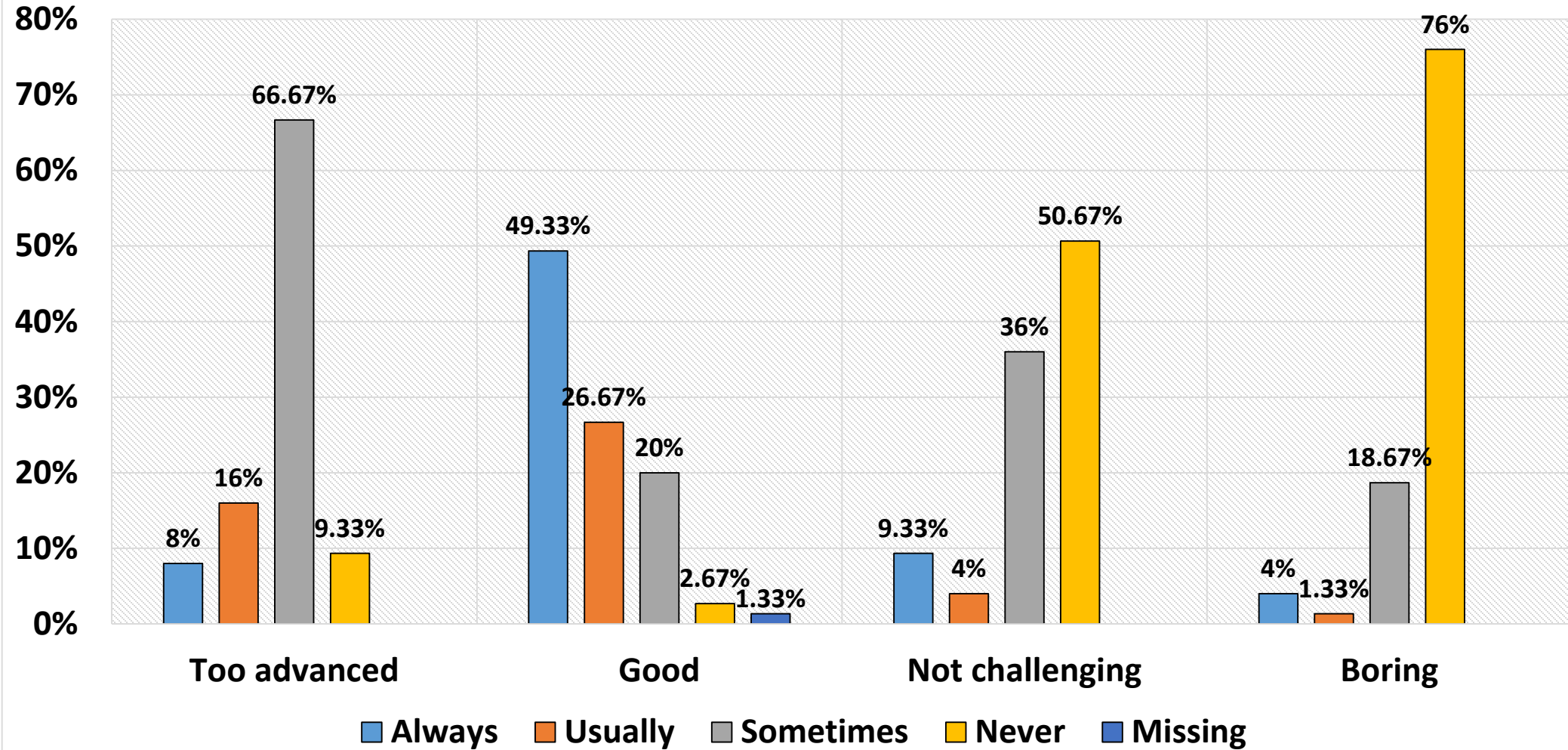
CPD opportunities available / CPD opportunities attended



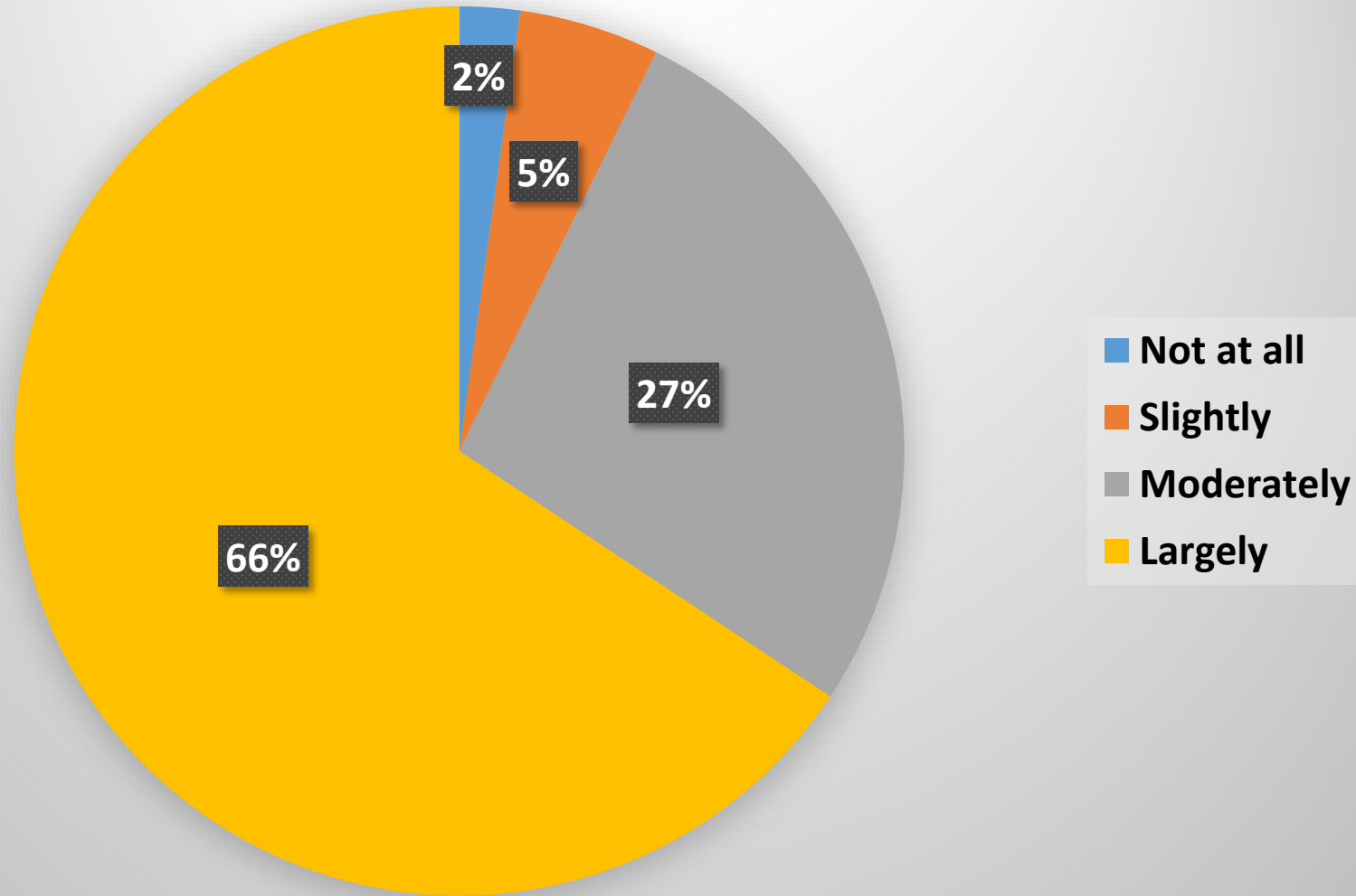
Reasons for attending CPD events



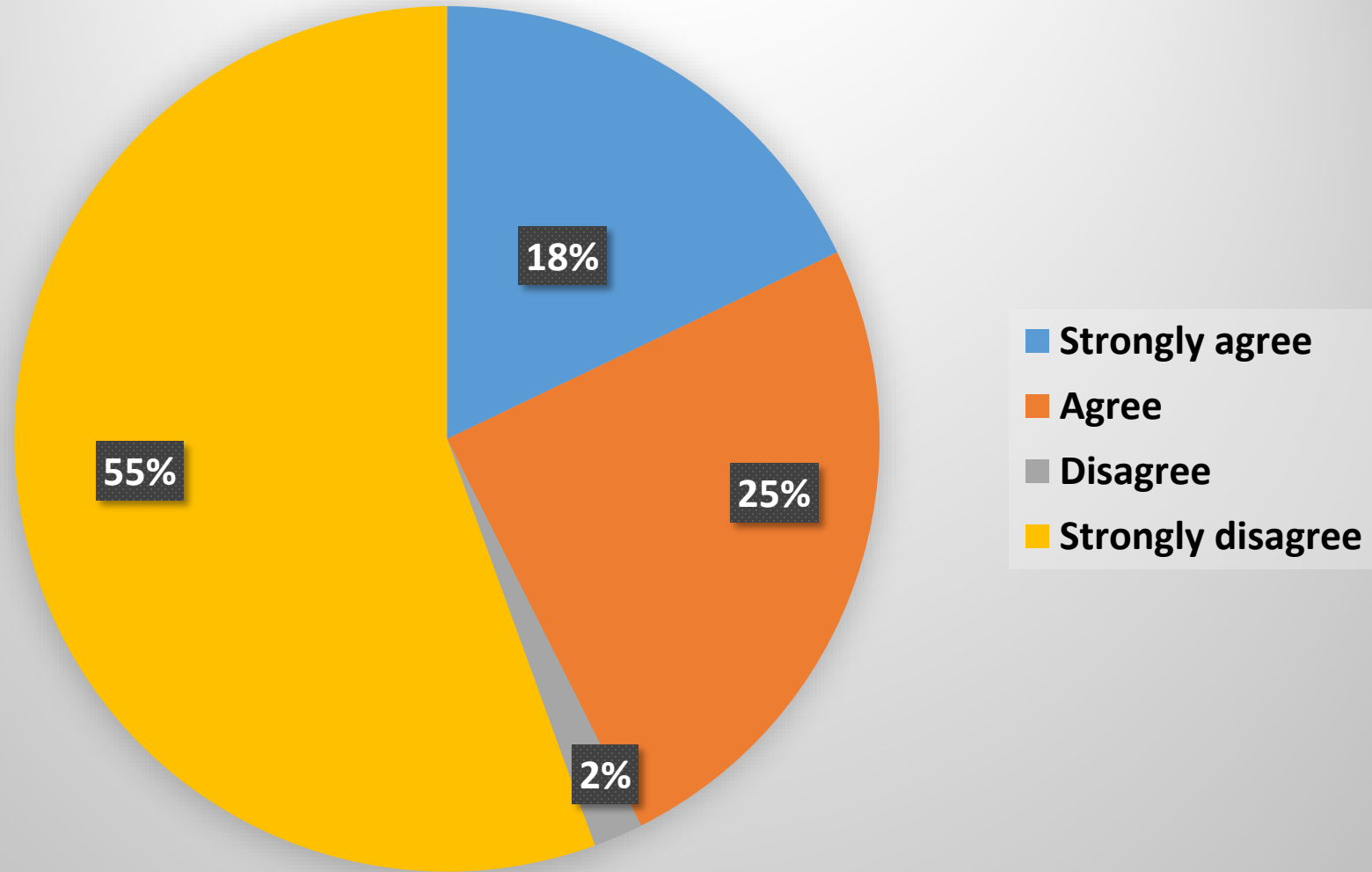
Rating content of CPD events



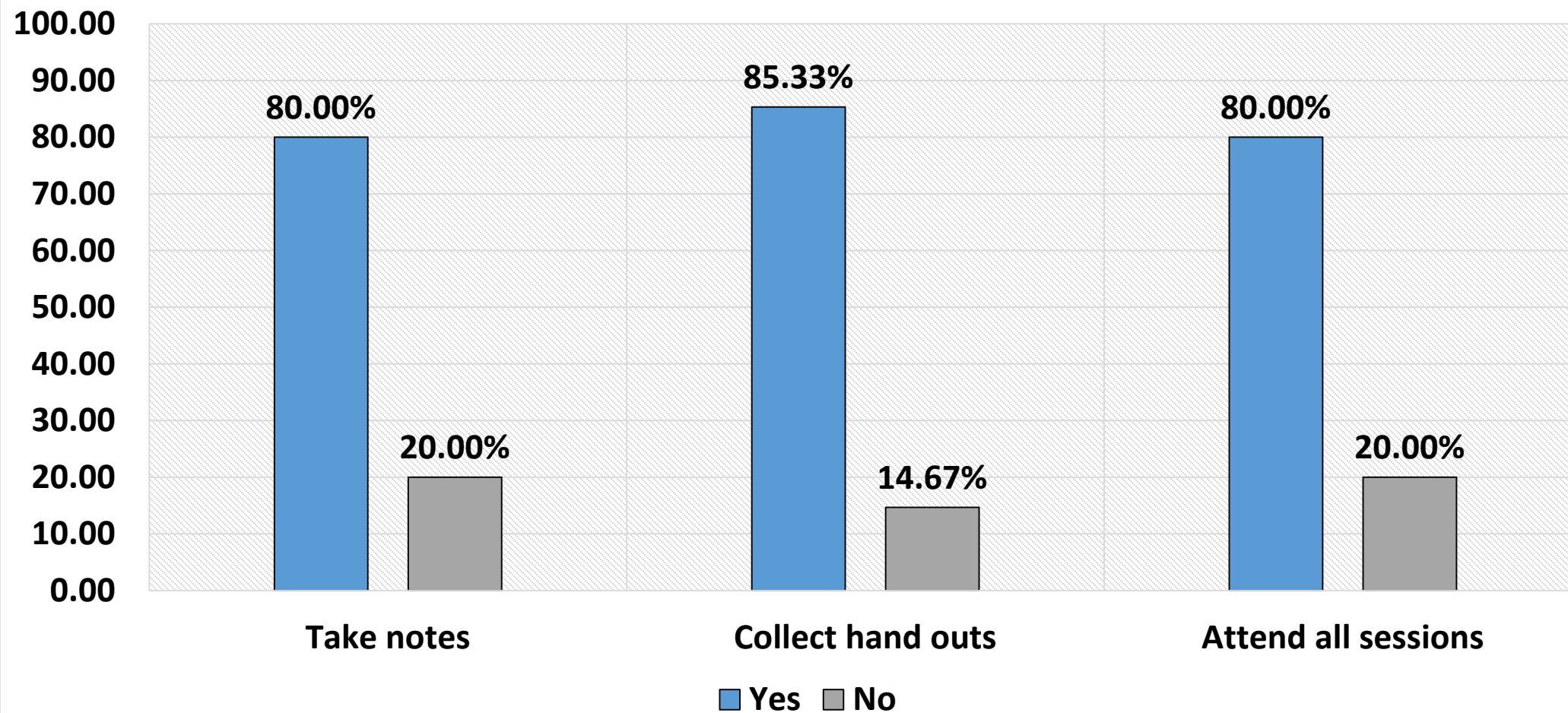
Improvement in practice



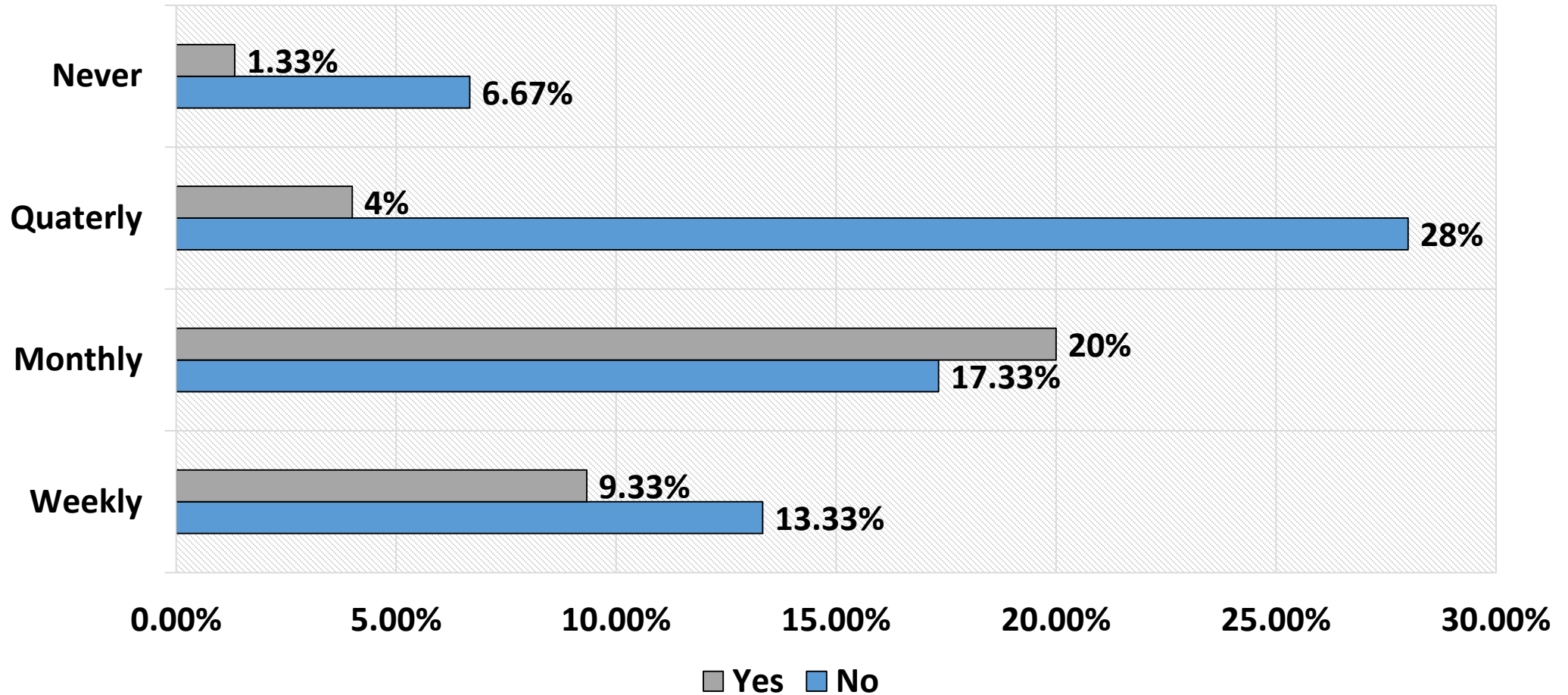
Enhancement of leadership and organisational skills



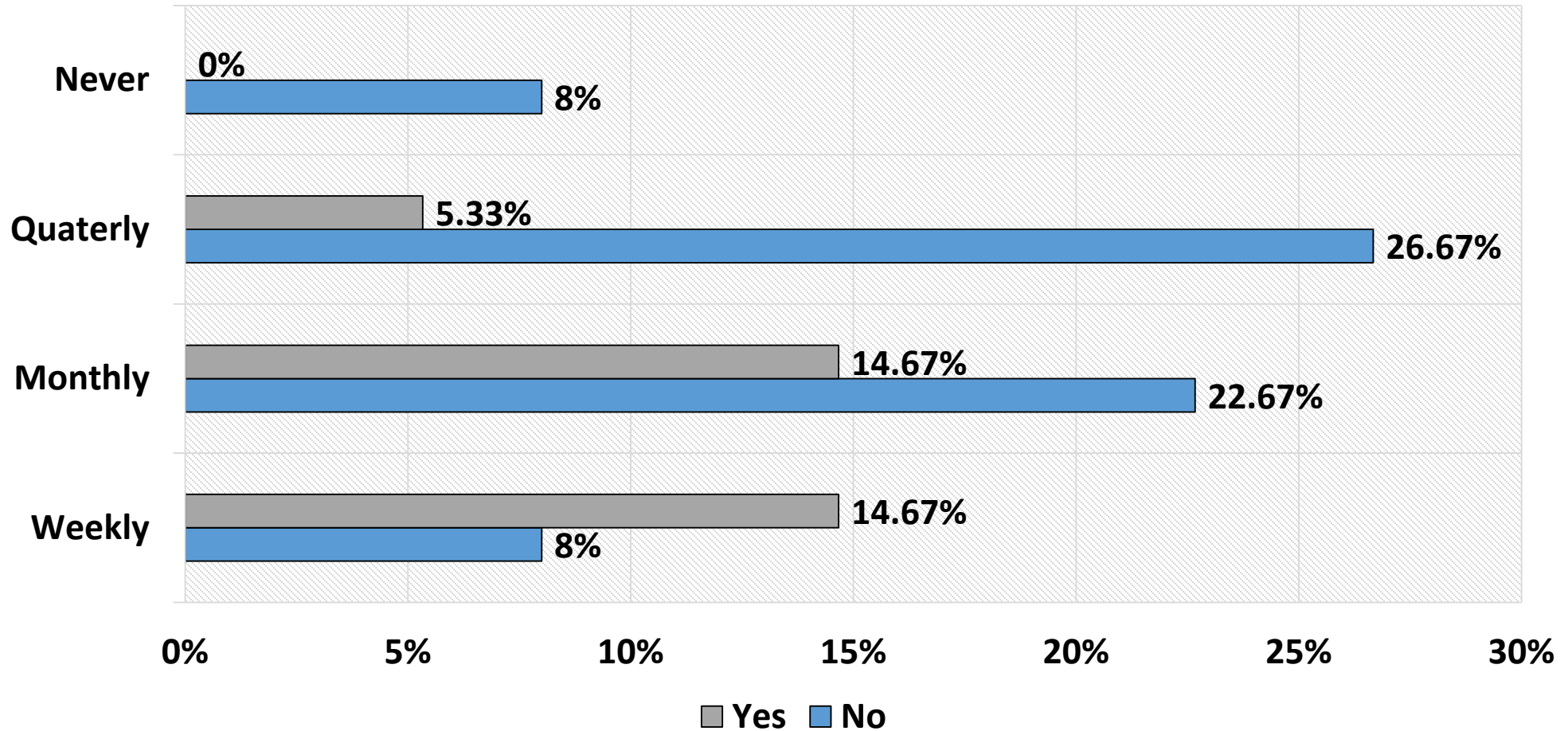
Activities during CPD events



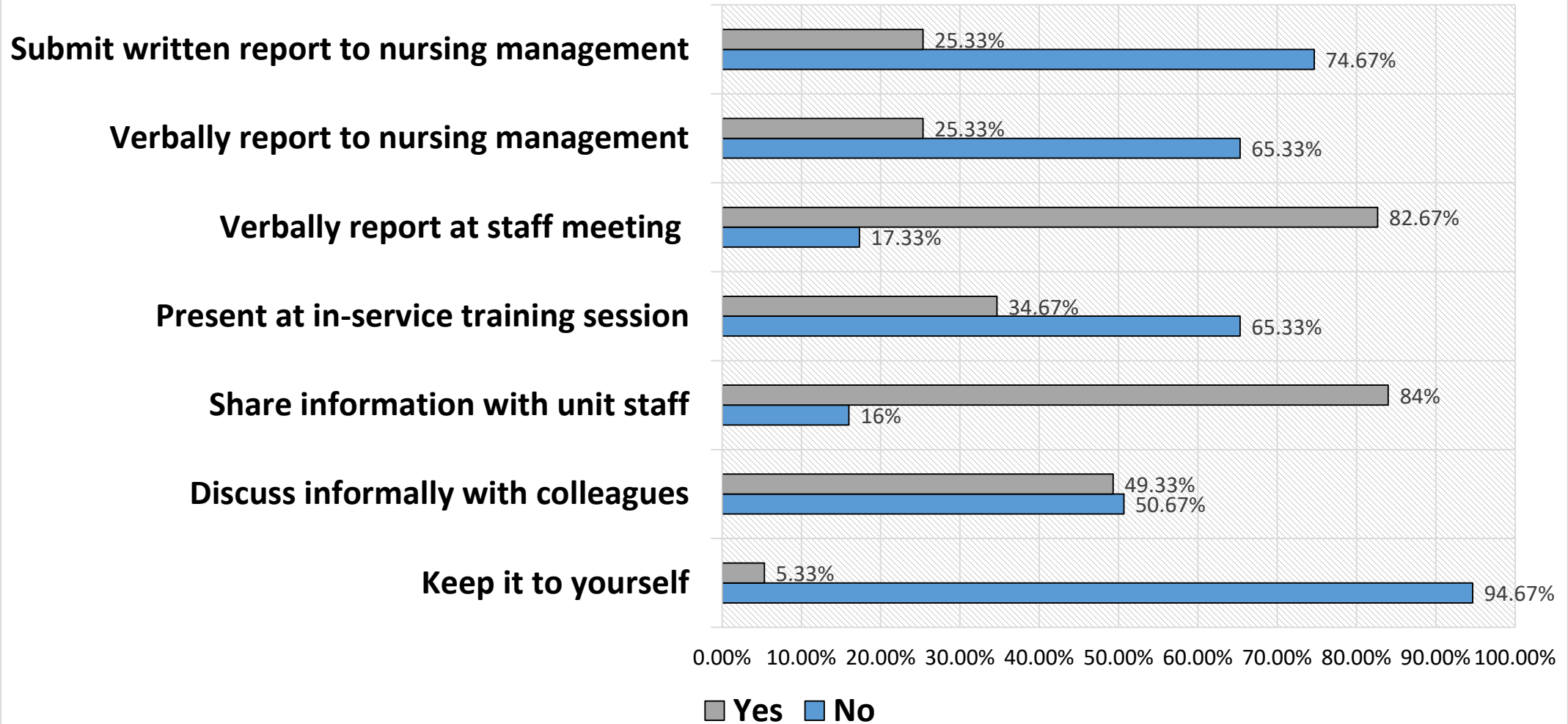
Association between how often CPD events are presented and sharing of information - verbal report to management



Association between how often CPD events are presented and sharing of information – presentation at in-service training session



Sharing of information



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



Furture 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



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Thank You



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