



## Nursing and midwifery education: continuing professional development

The Nursing and Midwifery Board of Australia (NMBA) *Registration standard: Continuing professional development*<sup>1</sup> states that continuing professional development is:

*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.*

Continuing professional development is necessary for nurses and midwives to keep up to date with the rapidly changing health care environment and the professional practice required of nurses and midwives.

### **It is the policy of the Australian Nursing and Midwifery Federation that:**

1. Continuing professional development is an individual responsibility and should be supported by the employing health or aged care provider. All nurses and midwives have a professional responsibility to maintain competence relevant to their context of practice and to have a contemporary knowledge and skill base in order to provide best practice nursing and midwifery care.
2. All nurses and midwives should be provided with continuing professional development, relevant to their context of practice, and be able to participate in continuing professional development and lifelong learning opportunities.
3. Continuing professional development activities could include, but is not restricted to: post graduate courses leading to qualifications; research; online education; short courses and practical experiences.
4. Employers, should support nurses and midwives to maintain their continuing professional development by providing study and conference leave, staff replacement for nurses and midwives on study leave, and assistance with the cost of continuing professional development, such as awarding scholarships.
5. All nurses and midwives are required to maintain a record of continuing professional development activities in accordance with NMBA requirements.
6. Nurses and midwives should refer to, and be familiar with the NMBA *Registration standard: Continuing professional development*<sup>2</sup>, *Guidelines: Continuing professional development*<sup>3</sup>, *Fact sheet: Continuing professional development*<sup>4</sup> and *Policy: Exemptions from continuing professional development*.<sup>5</sup>
7. The ANMF is supportive of clauses negotiated in enterprise agreements for nurses and midwives that provide for access to professional development and associated entitlements, including access to paid professional development, conference and seminar leave, as well as access to a continuing professional development allowance, the use of which is at the discretion of the individual nurse or midwife.

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*Reviewed and re-endorsed November 2013*  
*Reviewed and re-endorsed May 2016*  
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#### References

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. Ibid
3. Nursing and Midwifery Board of Australia. 2016. *Guidelines: Continuing professional development*. Available at: <http://www.nursingmidwiferyboard.gov.au/News/2016-02-01-revised-standards.aspx>
4. Nursing and Midwifery Board of Australia. 2016. *Fact sheet: Continuing professional development*. Available at: <http://www.nursingmidwiferyboard.gov.au/News/2016-02-01-revised-standards.aspx>
5. Nursing and Midwifery Board of Australia. 2016. *Policy: Exemptions from continuing professional development*. Available at: <http://www.nursingmidwiferyboard.gov.au/News/2016-02-01-revised-standards.aspx>