



**HIGH LEVEL GROUP ON
HEALTH SERVICES AND MEDICAL CARE**

CPD within the Nursing Profession

***Paul De Raeve, General Secretary
European Federation of Nursing Associations (EFN)***

EU Guidelines for a Continuing Professional Education Programme for Nurses in Public Health (29/09/2005)

EFN providing EU certificate (credits)

EU database on students, teachers and institutions (exchange best practice)

A decorative graphic consisting of several thick, overlapping green curved lines that spiral outwards from the bottom right towards the top right of the slide.

The Bologna Process: EFN priority list

- 1. Nursing Curricula**
 - 2. Competencies – link EU Directive**
 - 3. Accreditation - link Health Services**
 - 4. Continuous Professional Development**
 - 5. Life Long Learning**
- 
- A decorative graphic consisting of several thick, light green curved lines that swirl together in a clockwise direction, starting from the bottom left and moving towards the top right. The lines have a slightly textured, brush-like appearance.

PhD

2nd lv P. Master 1y

Master Nursing Ed. 2 y

1st lv P. Master 1 y

Bachelor Nursing Ed. 3 y

High School - 5 years

Pre-HighSchool - 3 years

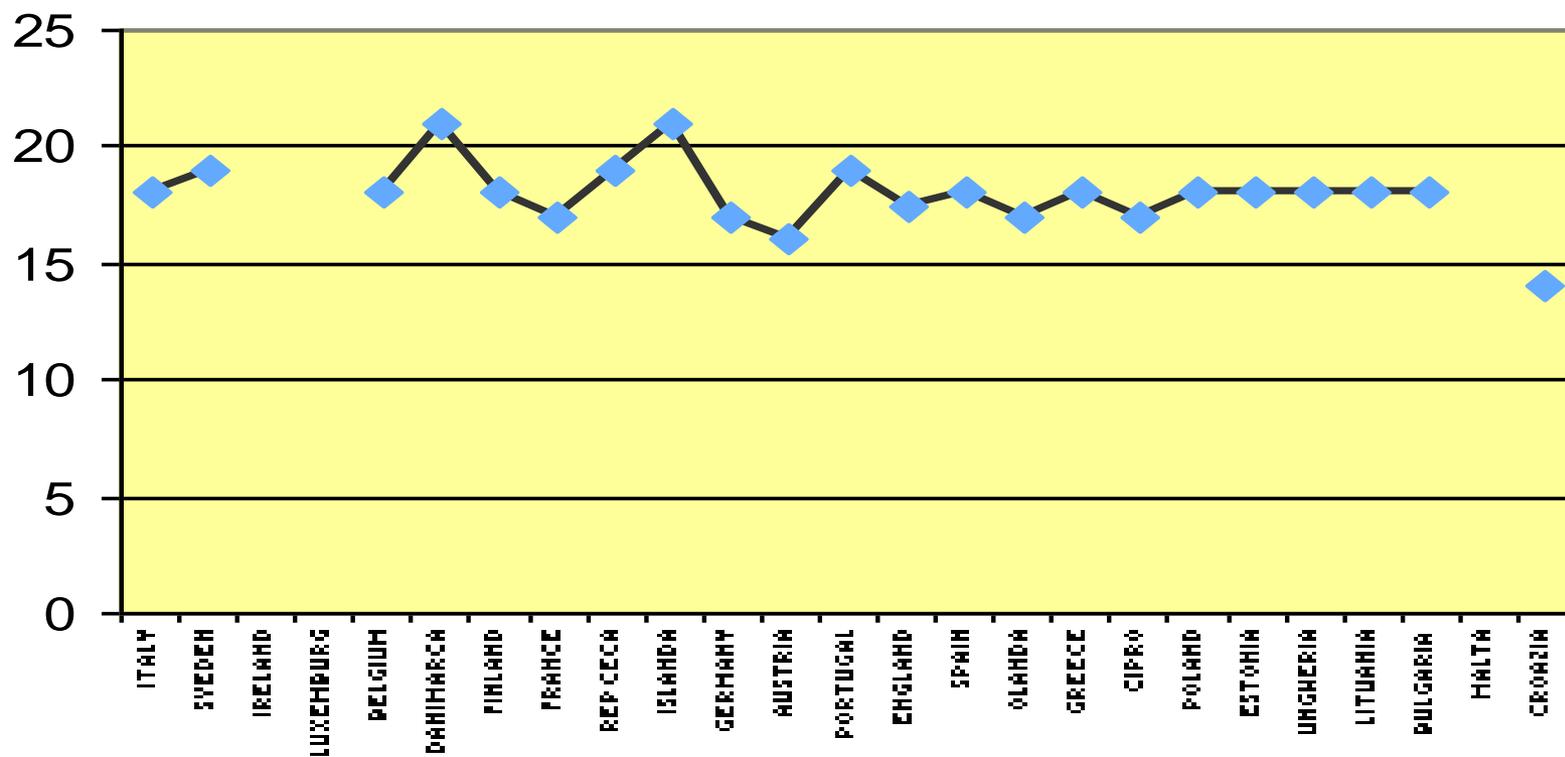
Elementary - 5 years



Some EFN Questions

- What age are usually students entering Nursing?
- Is there a national law governing the entrance exam?
- Is there a national law governing exit title?
- Is there a national standard for curriculum?
- If yes, who is responsible for proposing and setting the standard?
- Does a credit system exist for nurse education?
- What faculty has primary responsibility for leading basic nursing programs?

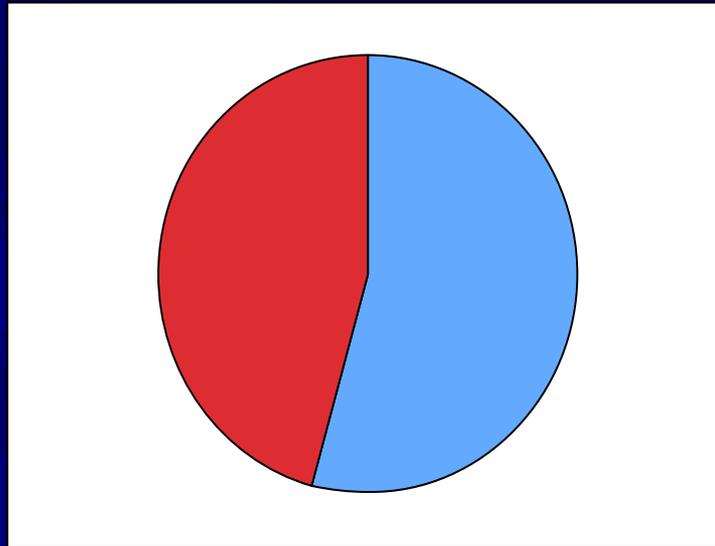
AGE ENTERING NURSING



SELECTION EXAM

NO

Sweden
Ireland
Belgium
Denmark
Chech Rep.
Iceland
Luxembourg
Austria
UK
Netherlands
Estonia
Malta



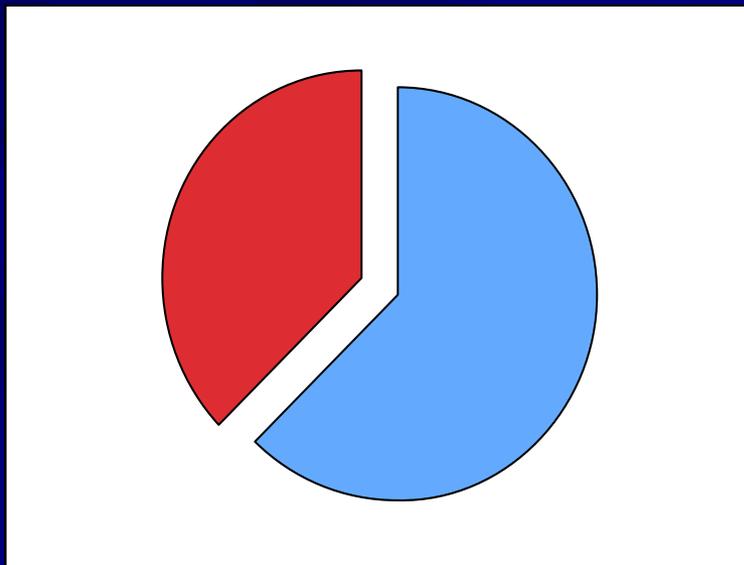
YES

ITALY
FINLAND
FRANCE
GERMANY
PORTUGAL
SPAIN
GREECE
Cyprus
POLAND
Hunagrie
LITUANIA
BULGARIA
Croatia

EVALUATION EXIT EXAM

NO

ICELAND
SWEDEN
DENMARK
PORTUGAL
UK
SPAIN
GREECE
ESTONIA



YES

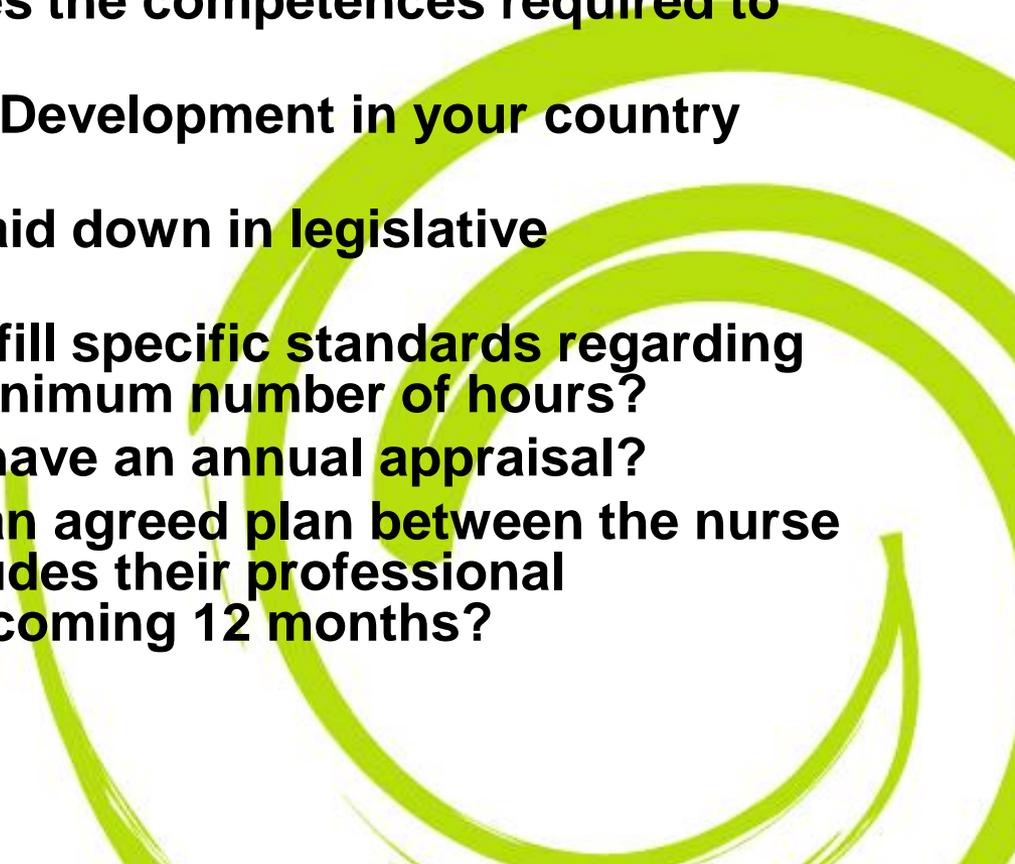
ITALY
LUXEMBOURG
BELGIUM
FRANCE
CZECH REP
GERMANY
AUSTRIA
FINLAND
CYPRUS
POLAND
HUNGARY
LITHUANIA
BULGARIA
MALTA
CROATIA

CPD DEFINITION

A continuous process of personal growth, to improve the capability and realise the full potential of professional people at work. This can be achieved by obtaining and developing a wide range of knowledge, skills and experience, which are not normally acquired during initial training or routine work, and which together develop and maintain competence to practice.



CPD Questions for NURSES

- **In your country, who certifies the competences required to become a nurse?**
 - **Is Continuous Professional Development in your country compulsory?**
 - **Is there a National system laid down in legislative requirements?**
 - **Is there a requirement to fulfill specific standards regarding Continuous Education, a minimum number of hours?**
 - **In your country, do nurses have an annual appraisal?**
 - **If yes - would this result in an agreed plan between the nurse and their manager that includes their professional development needs for the coming 12 months?**
- 



CPD Questions for NURSES

- **On average, how many study days (sd) or credits (C) per year does a nurse take in your country?**
- **Does the nursing regulator require the nurse to provide evidence that they are professionally (clinical practice) up to date?**
- **How is Continuous Professional Development funded in your country?**
- **Is there a demand for cross-border recognition of Continuous Professional Development undergone in neighbouring countries?**

EFN CDP Process

- CDP questionnaire in process of amendments by EFN Bologna Working Group
- Final questionnaire to EX COM 13/1/2006
- Outcomes presented next EFN General Assembly Malte April 2006
- Endorsement Policy Document on CDP

