



Project to Develop a National Framework for Continuing Competence

DRAFT 3

May 2008

FEEDBACK QUESTIONNAIRE

Please use this questionnaire to respond to the third draft of the National Framework for Continuing Competence. The form is deliberately provided in Word format for ease of responding electronically.

In order to respond to this questionnaire, you will need to review the **third** draft of the National Continuing Competence Framework. This, together with the supporting literature is also available on the ANMC website at www.anmc.org.au.

This feedback form should **preferably be emailed** to cashley-coe@anmc.org.au, or may be faxed to Christine Ashley-Coe, Research and Policy Advisor, ANMC
Fax. No: 02 6257 7955

Final dates for submissions to this draft:

8 July 2008.

DEMOGRAPHIC INFORMATION

Whilst it is not essential to identify yourself, it will be particularly valuable for the research process if your area of practice is identified.

Title: **Surname:** **First name:**

Contact phone number: **Email address:**

Place of work: **Position:**

Please indicate if you work primarily as a nurse or a midwife

Registered Nurse Midwife

Enrolled nurse
(Division 2)

Please tick which best describes the type of work, or area in which you currently work:

Clinical nursing Clinical midwifery

Senior manager Administrator Educator

Academic Regulator Government

Other (please describe)

Australian Nursing Federation – Federal Office

Have you provided written feedback to previous drafts of this framework?

Yes

No

FEEDBACK

1. Is the format of the Framework clear and easy to understand? Please comment.

The standard, measurement criteria and guidelines for providing evidence format adds clarity to the document and is consistent with other ANMC projects.

2. Are the components of the Framework clear and easy to understand? Please comment.

All components of the framework could be undertaken by nurses and midwives without the requirement for minimum practice, minimum CPD hours and two forms of assessment.

The linking of mandatory minimum continuing professional development hours and mandatory minimum practice hours to ongoing registration is not supported.

Although it is desirable to obtain professional feedback and support it is not always possible or relevant. There may be no suitably qualified or experienced reviewers and it may not be feasible to seek professional review from professional organisations, members of professional interest groups or from nurses or midwives who work in similar roles. There should be options for the method of assessment. It should be a choice of self assessment or professional review.

3. Are the Framework diagrams (Diagrams 1, 2 and 3) clear and easy to understand? Please comment.

Diagram 1 – ANMC Continuing Competence Framework

The requirements in this diagram refer to incorrect page numbers for this document. Portfolio should refer to page 7, assessment to page 8, practice hours to page 12, and CPD to page 10.

The assessment component should require a choice of assessment against the national competency standards (self assessment or professional review) in addition to the self declaration of competence.

Minimum practice hours should not be stipulated in this framework. Practice hours necessary for competence will vary greatly for individual nurses and midwives. Setting minimum practice hours does not necessarily provide further protection of the public, nor can it assure competence to practice.

CPD hours stipulated in this framework are an arbitrary figure. Currently the Australian Capital Territory Nursing and Midwifery Board is the only regulatory authority to stipulate a requirement for minimum CPD hours. Hours required are one third (30 hours over three years) of those proposed for the national framework. The framework should provide detail of recommended CPD activities and hours but minimum hours should not be stipulated.

Diagram 2 – Maintaining Competence to Practise

All of the components of this diagram could be achieved without mandating minimum CPD and practice hours. Some individuals may need far less hours to achieve competence than the framework requires and some may need far more. This model supports those organisations looking to make a profit from offering CPD programs rather than ensuring that nurses and midwives are actually competent to practise.

The assessment component should require a choice of assessment against the national competency standards (self assessment or professional review). Steps 1 and 2 should be combined to read 'Undertaking self assessment or participating in a professional review'. This would allow nurses and midwives flexibility in achieving the assessment component of the framework where professional review may be difficult or entirely unachievable.

Diagram 3 – Examples of Effective CPD Activities

Ensuring competence also requires revision of existing knowledge and demonstration of skills. As such, mandatory continuing education such as CPR training or manual handling should be included as CPD for all nurses and midwives.

The framework should provide detail of recommended CPD activities and hours but minimum hours should not be stipulated.

4. Are all terms included in the glossary described clearly? Please comment.

The terms in the glossary are described clearly and address the terms referred to in the draft framework.

5. Are there any terms missing from the glossary?

Definitions of self directed CPD, formal CPD and effective CPD should be included in the glossary of terms.

OTHER

6. Do you have any other comments regarding this draft of the Framework?

An acceptable alternative framework proposed by the ANF is one that supports a strengthening of the current requirements for the demonstration of competence in a framework that offers greater flexibility. Nurses and midwives should be required to provide a professional portfolio that details self assessment or participation in a professional review, the setting of professional goals, participation in relevant CPD and practice, and reflection on the impact of continuing competence activities. There should not be a mandatory requirement for minimum practice hours, minimum CPD hours and two forms of assessment.

Thank you for your valued feedback.

Please continue to monitor the progress of this project by checking the ANMC website:
www.anmc.org.au.

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