



NURSES AND MIDWIVES COUNCIL OF MALAWI

CONTINUING PROFESSIONAL DEVELOPMENT PROGRAMME (CPD)



INTRODUCTION

As the regulatory body for Nursing and Midwifery in Malawi, The Nurses and Midwives Council of Malawi (NMCM) is committed to facilitating Continuing Professional Development (CPD) for all registrants in the NMCM registers.

The Nurses and Midwives Act No. 16 of 1995 gives the Nurses and Midwives Council of Malawi the mandate to regulate nursing and midwifery training, education and practice.

CPD is important in working towards and maintaining high standards of nursing and midwifery care as well as professionalism and competence of those that provide that care.

WHAT IS CPD?

Continuing Professional Development (CPD) is a process of lifelong learning aimed at improving and broadening knowledge, skills and attitudes, necessary for provision of quality nursing and midwifery care.

CPD is 'continuing' because there are always new developments happening in nursing and midwifery which must be incorporated into practice.

CPD is 'professional' because it is directly linked to professional competence.

CPD is about 'development' because the goal is to improve performance by assisting in gaining a deeper understanding of professional roles and responsibilities.

CPD REQUIREMENTS

Every Community Midwifery Assistant (CMA), nurse or midwife in Malawi must identify individual learning needs, as well as employers need to identify institutional learning needs, and obtain the required number of CPD points per year in order to be eligible to apply for re-registration with the NMCM. Newly qualified nurses are not exempted.

CPD points for self assessment (SA): 3, for peer evaluation (PE): 3, for performance appraisal (PA): 4, for Learning Action Plan (LAP): 5 Making a total of 15 CPD Points.

#	Cadre	15 points through SA, PE, PA, LAP	+ CPD activities	Total CPD Points required
1	CMA	15	+ 10	25
2	NMT	15	+ 15	30
3	RNM	15	+ 20	35
4	Advanced Practitioner	15	+25	40

The content of any CPD session must be related to nursing and midwifery or health related topics with a focus on improving theoretical and practical knowledge, skills or attitude. The CPD Coordinator will lead the CPD committees at their institutions, coordinate the CPD programme and report bi-annually to the NMCM about CPD.

A record of CPD activities is to be kept by the individual nurse/midwife in their CPD LogBook, issued from the NMCM. It should include:

- The date when the CPD session was attended
- The topic of the CPD session, duration (hours) and number of CPD points awarded
- The name and signature of the CPD presenter, as well as of the CPD coordinator.

COMPULSORY CPD MODULES

NMCM has prescribed the following 10 compulsory CPD modules, of which 2 have to be completed annually, with each accounting for 3 points:

- Emergency Triage Assessment and Treatment (ETAT)
- Infection Prevention
- Fire awareness
- Customer care (Team work, performance appraisal, conflict resolution)
- Disaster preparedness and management
- Clinical teaching (mentorship, preceptorship)
- Professionalism
- Population Health (Gender, Youth friendly health services, NCDs, family planning)
- Utilization of emerging medical technologies
- Quality improvement.

CMAs are not required to attend the "Clinical Teaching" module and the content for their compulsory modules needs to be levelled.

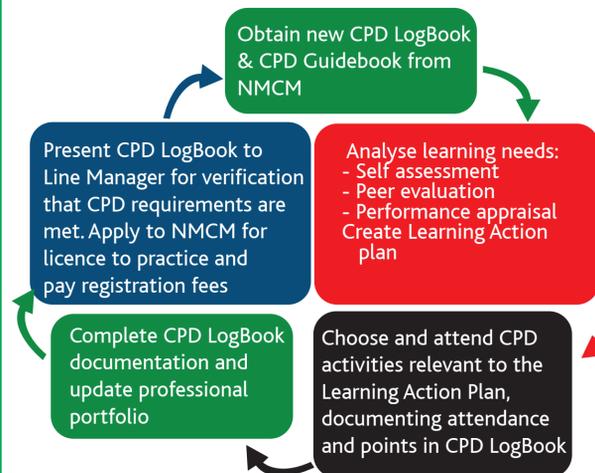
EXEMPTIONS

Retired practitioners and not active in service, and those in school for further studies in Nursing and Midwifery are exempted from CPD upon written application. However, they are not exempted from paying annual registration fee at NMCM.

ALLOCATION OF CPD POINTS

Points	CPD activity
1	- Attending a CPD session (duration of at least 1 hour) - Being mentored - Attending a journal club
2	- Presenting a CPD (if this is a learning need) - Mentoring (practical skill) - Research participation (e.g. data collection) - Attending a conference within Malawi - Attending external CPD (if topic not offered by own institution) - Facilitating a journal club - E-Learning activities
3	- Attending CPD or conference outside Malawi
5	- Conducting research - Presenting on a conference - Publication as co-author - Engagement in clinical practice for non-bedside nurses (1 full shift)
10	- Publication in a journal or book (corresponding author)

THE CPD CYCLE



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