

Continuous Professional Development (CPD)



Cyber-Sight Nurse Education Resource

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Why is CPD Important for Nursing?

- Practice moves on, we need to keep up or our practice becomes outdated
- Job satisfaction
- Knowledge is power
- The need to spread new knowledge with others

In the modern world of evidence based practice, we must not get left behind

Why is CPD Important for Nursing?

- The purpose of CPD is to enhance the quality of care that patients receive from health care practitioners
- There is a link between the application of CPD outcomes to practice and high quality care and service
- CPD helps to advance practice by introducing new techniques and processes

What Is Evidence Based Practice?

- It's not hearsay
- It's not the result of a single (bad) paper
- It's not what you are told to do
- It's not what we've always done

It is - a careful consideration of all the information available and a decision based on this and the particular situation in which the clinician and patient find themselves

So What is Evidence?

How do we know what we know?

We use:

- Common knowledge – that which we all know
- Experiential knowledge - such as how to swim or ride a bicycle: *the things we learn by experience which will always be part of what we know.*
- Mutual knowledge – how we all know that spiders are more frightened of us than we are of them
- Craft based knowledge – that which goes with the job
- Tacit knowledge – that which we don't know we know
- Formal knowledge – the systematic exploration and sifting of evidence

Knowledge in Real Life – and Work

In “civilian” life and in professional life we use all three sorts of knowledge.

- Common knowledge
- Experience
- Scientific knowledge

Different Types of Evidence

- Common knowledge
 - Clinical observation.....and real life
- Experience
 - Clinical observation.....and years of practice
- Scientific knowledge
 - National and international research
 - Local research

Finding Evidence

Guidelines	Service Evaluation	Case studies
Small scale studies	Randomised Controlled Trials (RCTs)	Expert opinion
Summaries of evidence	Clinical experience	Systematic Reviews and meta-analysis

Formal Knowledge - *National and international Research Studies*

- Widely available
- Systematic review
- Rigorous (?)
- Accessible?
- Research priorities
- Local relevance?
- Timeliness?

Formal knowledge - Local Research Evidence

- Small-scale studies to investigate a local problem
- Whole population sample?
- Rigour
- Nature of outcomes and claims to their applicability

Informal Knowledge - Clinical Observation

Examples of clinical observation knowledge:

- Heat helps to break down posterior synechiae
- 'deep' foreign body sites fill with ointment and become 'boggy' - better with drops

*Try to find explanations (often basic science)
which explain what you observe*

Boundaries of Informal Knowledge

- Local application – sometimes for a single case
- Context - specific
- Inevitable exceptions
- Need for review and up-dating
- Possible differences in perception between team members
- Risk of misinterpreting the situation

Expert Knowledge

“An expert is someone who has made all the mistakes that can be made, but in a very narrow field.”

Niels Bohr

What Counts as Evidence?

- Knowledge of varying nature and from a variety of sources.
- Claims made must be commensurate with the strength of the evidence presented.
- For local use and within a given context, informal knowledge is often both adequate and effective.
- For wider application, or for situations of potential major impact, stronger evidence is required.

Finding Evidence

- Standards and Guidelines Produced by Peer and License groups as a recommended practice idea
- Books (These can be dated so make sure you have the most up-to-date book that you can find as your reference)
- Journal Articles (Always check the quality of the article's research and the quality of the journal)
- Internet (Be aware that the anyone can place information on the internet so make sure your web-sites are reputable and up-to-date)
- Colleagues (Always make sure that the colleagues you ask for evidence or help are also up-to-date with their standards and evidence based knowledge)
- Experts (Can assist with specific and detailed evidence because they are a specialist)



It has been estimated that:

2 million articles are published in 20,000 biomedical journals annually and this would form a stack 500m high

“To keep up to date with current literature a general physician would need to read and appraise 19 original articles a day - every day”

We Need to be Selective about Evidence Choices

What you need to do:

- Set objectives for CPD and find relevant evidence
- Share the work and your new knowledge with your team so you can work together to improve and implement practice changes
- You can never know enough...but you'll never know it all
 - Set realistic targets!

Applying our Knowledge and Evidence in Practice

What you need to do:

- Evaluate if the evidence you have found is 'true' and 'up-to-date'
- To evaluate the evidence you need to:
 - Critically analysis the content and context
 - Examine the expertise of the writer on the subject

What you need to do to be able to apply your new knowledge to practice:

- To apply the evidence we need clinical expertise
- Discuss your new knowledge with your team and supervisor to determine ways to implement changes to meet the practice recommendations
- Continue to work with your team and supervisor and encourage a supportive 'knowledge sharing' team culture

Application in Practice - Clinical Expertise is the Key

- Without clinical expertise, practice risks becoming unsuitable or inappropriate for an individual patient.
- Without current best evidence, practice risks becoming rapidly out of date, to the detriment of patients.

Sackett et al 1996

Applying Evidence

- Practice is not just about the application of scientific or pseudoscientific rules
- Research generalises, considers probabilities, may be situational
- Patients are individuals
- Evidence is supposed to enhance practice

Will the research/evidence help me in caring for my patients?

If You Know - You Can Pass It On

When you learn something new that is useful to patient care you can help continue to improve patient care by teaching and sharing your knowledge with:

- Hospital Staff - teach and empower
- Nursing colleagues ...and question practice!
- To Patients - give them the information they need

Experts and Practitioners are Individuals Too

When seeking knowledge from experts keep in mind that:

- They vary in what they regard as reliable evidence
- Definitions of appropriate evidence reflect interests and biases
- Experience leads to systems of belief – evidence may challenge those beliefs
- Evidence may be ignored
- Values are important
- They may come from a different hospital system or background which does not reflect or apply to your practice

To Help Our Patients Nurses Need to

- Keep up to date with their CPD
- Be open to new ideas and changes
- Accept evidence that conflicts with what we believe or have always done when the evidence and standards are provided and support new ideas
- Use evidence well
- Help other nurses to learn new things, share your new knowledge and help answer their questions

How Does this Impact on Educating the Patient?

With up-to-date knowledge you can help the patient:

- Make an educated and informative decision about their care
- Be comforted to know they are receiving the best care
- Be aware of what to expect with the care
- Assist you to identify if their status had changed or they need help
- Be compliant with care when they are being empowered

How Can You Help the Patient through Education?

- Employing evidence that the patient can see
- Talking through the 'why?'
- Making the patient a partner in their care, rather than someone who has things done to them
- Making the best decision for **that** person, with them...

Empowers them - knowledge is power

Patients Who Feel Like Partners

By educating the patient, they will feel like a partner and are likely to:

- Tell you more
- Tell you the truth!
- Work with you
- Use their medication as you've agreed

Live as if you were to die tomorrow.

Learn as if you were to live forever.

Ghandi

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It Is Really Not a New Concept!

- Do not believe in anything simply because you have heard it
- Do not believe in anything simply because it is spoken and rumoured by many
- Do not believe in anything merely on the authority of your teachers and elders
- Do not believe in traditions because they have been handed down for many generations

But after observation and analysis, when you find that anything agrees with reason and is conducive to the good and benefit of one and all, then accept it and live up to it

(Gautama Buddha 430 AD)

Quiz

1. True or False: Continual Professional Development is important to help nurses make informed and educated practice choices? T/F
2. True or False: Evidence can be found in reputable journals? T/F
3. True or False: The best colleague to ask for help is someone who does not do CPD, is not interested in change and does not work towards improving patient care? T/F
4. True or False: Nurses who do CPD can provide better support and education to the patients, thus empowering them to be involved in their care? T/F
5. True or False: If you wanted to apply research to your circumstances you can conduct small local research of your own as a means of measuring and supporting your practice improvement? T/F

References

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