



Continuing Professional Development Among Nurses in the Philippines: A Review

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DOI: <https://doi.org/10.55248/gengpi.4.423.36354>

ABSTRACT

Continuing Professional Development (CPD) in the Philippines is comparatively new. The purpose of this review was to determine nurses' awareness and participation in CPD in the Philippines. Continuing Professional Development (CPD) involves not only educational activities to enhance competence in knowledge and skills but also communication, professionalism, technologies and working strategies. This review will help us emphasize the best practices to promote effective CPD programs. With all the challenges they faced for the meantime the nurses still support, adopt and still promote the Development of Nursing Career.

Keywords: Continuing Professional Development, Nurses, Philippine, CPD

Introduction:

Continuing Professional Development (CPD) remains to be a critical concern among nurses internationally and locally. In the Philippines, the Nursing Law of 2002 requires nurses to maintain competence by continuing learning through continuing professional education"[1]. In 2016, mandatory CPD was introduced through Republic Act (RA) 10912 or the CPD Act. The primary purpose of the CPD law is to promote, upgrade, and improve the competence of Filipino professionals in the country [2]. The CPD law requires all regulated professions, including nursing to obtain CPD credit units as a mandatory requirement for the renewal of the Professional Identification Card (PIC) (Republic Act 9173 section 17) Apart from being a legal requirement, the International Council of Nurses Code of Ethics (ICN 2021) [2] and the Code of Ethics for Registered Nurses in the Philippines [4] direct significance of nurses commitment to maintaining competence done continual learning.

One of the driving forces in the implementation of CPD is a direct necessity of the Philippines to gear toward ASEAN harmonization and globalization. To maintain global competitiveness, there is a need to align the competencies and qualifications of Filipino professionals with the international standards and practice (Crispino& Rocha 2021) Besides, the nursing profession must respond accordingly to the call of globalization and keep up with the advancement and changes in the healthcare system[6]. CPD can assist nurses in responding to the rapid changes in the healthcare arena as well as in taking proactive actions with the current developments in nursing education practice [6-7].

Method:

The participants randomly from a list of registered nurses in the country. The items on the survey tool were based on the relevant provisions of the Republic Act No. 10912 or the CPD Act of 2016 and Professional Regulatory Commission (PRC). Learning objectives will impart the best CPD Delivery methods in learning. Updating knowledge, competency development and Performance demonstration from the registered nurses in the Philippines. Metasynthesis is a form of systematic review method used to review qualitative studies in order to develop theory, to search and understand phenomena or create newfound knowledge, thereby creating significance from that knowledge. In this review, we present a metasynthesis based on the interpretation of qualitative results from topically related qualitative data gathered.

Related Literature:

Continuing Professional Development (CPD) is an essential component of the career progression of professionals under the regulation of the Philippine Professional Regulation Commission (PRC). It is a requirement to be fulfilled by Filipino professionals for the purpose of upgrading their knowledge, skills, values, and competencies. Updating of professional titles also adds to the required professional development (Cervantes, 2022) [8]. Pursuant to Resolution No. 10, s. 2017 of the Professional Regulatory Board of Nursing, Filipino nurses are mandated to comply with 45 CPD credit units upon renewal of their professional licenses every four years, from 2019 onwards (PRC, 2018). Exceptions to this requirement are newly licensed professionals, overseas Filipino workers, and senior citizens outside of professional practice (Cervantes, 2022). Advantages of Continuing Professional Development to Nurses. While Continuing Professional Development purposefully looks after the general public's interest, it counts several advantages specific to the nursing profession. One apparent advantage determined among studies is that healthcare professionals are able to improve their standards of practice through consistent advancement of competencies, abilities, and behavior (Crispino & Rocha, 2021) [9]. It logically follows that when these professionals acquire CPD units themselves through training, workshops, and even continuing education, they deliver better nursing care services. Other advantages include achieving personal and professional growth, being informed regarding the organizational and social updates pertaining to the profession, keeping pace with the current standards, developing, and widening professional's functions and duties, and acquiring and refining the needed skills for career development (Andrews, 2010; Bernd 2017; Peek 2000; Rodriguez, 2021; Turn2004) [10]. Disadvantages of Continuing Professional Development to Nurses. The advancements brought by Continuing Professional Development to the nursing profession oftentimes come underrated due to the number of its disadvantages. CPD being costly is one identified drawback for professionals (Palma 2020). Due to time and budget constraints for understaffed healthcare teams, not all are favored to attend training, workshops, graduate studies, and the like.

CPD promotes motivation, commitment and satisfaction among professionals (Harvyatia and Safril 2018) [11]. It is considered a necessity to practice the profession effectively and to improve one's knowledge and skills (Al-Sulaiti 2020) [12]. A recent literature review has identified that self motivation, relevance to practice, preference for workplace learning, strong enabling leadership and a positive workplace culture are key factors to enable the impact of nursing CPD (King 2020) [13]. Nurses' perception of the importance of CPD activities were found to be a key factor influencing their participation (Brekelmans 2016). Lack of awareness during the change continues to be a top contributor to resistance among those affected by the change (Noven Hoven 2016) [14]. The limited awareness about the new CPD Act Implementation. Awareness allows someone to become proactive rather than reactive to circumstances (Harrison, 2020). Nurses have the professional responsibility to participate in CPD, which is key in maintaining their skills and motivation to work as well as providing safe care to patients (Steven 2018). The CPD program is a requirement in the renewal of professional license and the accreditation system for the practice of professions. Health care professionals must accomplish the required credit units every compliance of 3 years, as specified by their respective board PRC (Oducado and Palma 2020) (PRC 2015,2017). The CPD law will establish approaches that would develop and upgrade the competence of the health care professionals in line with the global standard of practice, considering their involvement in uplifting the overall welfare, economic growth, and development of the country (official gazette of the Philippines

2016). The CPD is indeed a multifaceted notion that guides health care professionals to improve their work and practice with in the dynamic of their environment and workplace (Golnik 2017) [15].

Results & Discussions:

Through these Programs, awareness and education about the CPD program among nurses in the Philippines is to ensure their compliance with the CPD law and to continuously enhance their professional competencies as the result of the study. CPD providers must plan educational intervention to meet known gaps considering the learners' needs and desired to apply the knowledge and skills to be acquired. CPD purposefully looks after the general public's interest, it counts several advantages specific to the nursing profession. One apparent advantage determined among studies is that healthcare professionals are able to improve their standards of practice through consistent advancement of competencies, abilities, and behavior. (Crispino & Rocha, 2021). Despite what the law proposes to be a channel of career advancement, adversely, CPD activities with opportunities of earning units are not readily available for all professionals (Palma., 2020).

This suggests that employment status may also have a significant relationship with nurses' level of awareness on continuing professional development. In their Study titled "Factors Associated with Continuing Professional Development Participation among Malaysian Registered Nurses," Chin Chia Min and colleagues (2018) found that nurses who had a permanent employment status were more likely to participate in CPD activities than those who had a temporary or contractual employment status. Employers and policy makers may need to consider ways to support CPD participation among nurses with temporary or contractual employment status to promote their professional development and improve patients outcome. CPD providers must plan educational intervention to meet known gaps considering the learners' needs and desired to apply the knowledge and skills to be acquired. CPD purposefully looks after the general public's interest, it counts several advantages specific to the nursing profession. One apparent advantage determined among studies is that healthcare professionals are able to improve their standards of practice through consistent advancement of competencies, abilities, and behavior. (Crispino & Rocha, 2021).

Conclusions:

Addressing the popular information gaps regarding the CPD law identified in the study may assist in increasing nurses' support in the implementation of the mandatory CPD among nurses in the Philippines. There is a need for increased awareness in Education about the CPD program among nurses in

the Philippines to ensure their compliance with the CPD law and to continuously enhance their professional competencies. The popular activities with approved credit units are seminars, training, and conferences. On the other hand, activities without approved credit units, such as tours and visits and authorship of books, manuals, designs, etc., have lower participation.

Acknowledgement:

The researchers would like to acknowledge St. Bernadette of Lourdes College, St. Alexius College, Immaculate Conception Medical Center of Central Luzon, Inc., Brokenshire Hospital, and Mayoyao District hospital for their support in this research endeavor.

Conflict of Interest:

No conflict of interest among authors.

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