



**National Framework for
Continuing Nursing Education
2015**

Mission

The mission of the Continuing Education Program is to improve patient outcomes by educating nurses on the application of evidence-based nursing.

Goals

1. Provide nurses with up-to-date knowledge, skills, and attitudes in order to promote a learning culture and improve work efficiency and effectiveness
2. Promote professional development and career advancement
3. Enhance the application of evidence-based nursing
4. Promote patient safety and quality of care
5. Develop nursing leaders

Definition of Continuous Education (CE)

The definition of NCQAC (2010) will be adopted; which is “systematic professional learning experiences obtained after initial licensure designed to augment the knowledge, skills, ‘attitude’ and judgment of nurses and enrich nurses’ contributions to quality health care. The education hours should relate to the nurse’s area of professional practice or areas identified through reflection and self-assessment for professional growth and development or ‘the organizational needs’. [Nursing Care Quality Assurance Commission (NCQAC), September, 2010].

Definition of in-service Education/ training:

Learning experiences provided in the work setting for the purpose of assisting staff members in performing their assigned functions in that particular agency or institution. (ANA, 2000)

Ways to get Continuous Nursing Education (CNE) hours

- A CNE activity should meet the definition of continuing education and the JNC standards for continuing nursing education.

- Providers for continuous education activities should disclose any conflict of interest if they have any potential to benefit personally or professionally or financially from providing the educational activity.
- Attending approved CNE activities (ex: workshops, seminars, conferences, online accredited courses...) that are dealing with issues related to nursing practice and education.
- Completion of a nursing research project as principal investigator, co-investigator or project director.
- Publishing a nursing related article in a peer review nursing or healthcare journal.
- Enrolling at a college or university in courses that are specifically provided for the purpose of continuing education and relevant to nursing practice.

Minimum Standards for CNE activities

1. A number of 10 CNE hours is required per a year.
2. The activity must be at least 60 minutes/1 contact hour in length.
3. The educational activity will be calculated according to the number of contact hours
4. Completion of a research project will be calculated as 10 CE hours for first author, 8 for second and third author; and 5 for fourth and above authors.
5. Publishing a research or clinically focused articles in a peer-reviewed Journal.
6. A CNE activity should reflect the needs of nurses to respond to changes in the health care system in order to provide quality care in a safe environment. The activity might be in areas related to:
 - a. Professional nursing practice and special health care problems;
 - b. The biological, physical, psychological, social and behavioral sciences;
 - c. The ethical & legal aspects of professional nursing practice;
 - d. Management of health care personnel and patient care;
 - e. Teaching and learning process for health care personnel or for patients; and
 - f. Evidence-based nursing
7. Written objectives, in measurable terms, are prepared and made available to participants.
8. Content relates to the program objectives and nursing or health care.
9. Instructor qualifications are provided in writing to participants.
10. A written schedule is provided to participants which indicates content and corresponding time frames.
11. A written method is established to determine whether the participant has achieved stated objectives of the activity.
12. A certificate of completion is provided to participants.
13. Any obligatory requirements by the employer is not considered CNE activities such as but not limited to:
 - In-service training
 - Reviewing and refreshing nurses information
 - General nursing orientation programs

ROLES & RESPONSIBILITIES:

Roles of JNC:

- Develop a national framework and standards for CNE
- Put the Legislations and standards that control the CNE nationally and ensure the adherence for it in health care organizations
- Provide CNE courses and activities for national nurses
- Accredit CNE programs
- Establish centers of excellence in each governorate to accredit courses with JNC
- Conduct, facilitate and coordinate CNE activities
- Prepare accredited trainers through TOT programs
- Encourage institutions to put strategies that facilitate CNE
- Connect CNE with professional development/ clinical ladder

Role of Institutions:

- Develop policies , procedures , standards and guidelines for CNE
- Develop CNE unit in each institution , with a mission and vision
- Provide support for CNE (ex. Resources)
- Include CNE in the nursing strategic plan and develop CNE annual plan, annual calendar, and monthly education activities schedule.
- Encourage exchange of expertise between different education units, nationally, regionally and internationally
- Plan for and providing CNE activities
- Maintain personal education profile for each nurse
- Update CNE activities plans with JNC standards
- Link nurse participation in CE with evaluation / annual appraiser / incentives

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