

FOR BCCNM REGISTERED MIDWIVES

# Policy on Continuing Professional Development

Continuing professional development (CPD) is a means by which midwives develop and maintain knowledge, skills, attitudes, behaviours and clinical judgement through a self-directed process. It is also a means by which midwives broaden the interpersonal and interprofessional skills required to improve client care.

As part of the Quality Assurance Program, the BC College of Nurses & Midwives (BCCNM) requires all midwives<sup>1</sup> to complete and document a minimum of forty-five (45) credits of CPD activities per 36-month (three year) period. These 45 CPD credits *must be in addition to* those accrued from completion of mandatory continuing competency courses (Cardiopulmonary Resuscitation (CPR), Neonatal Resuscitation Program (NRP), Fetal Health Surveillance (FHS) and Emergency Skills). Upon identification of their learning needs, midwives will select CPD activities that enhance their professional currency and competency.

## Accredited CPD Activities

CPD credits will be granted on the basis of criteria laid out in the *Continuing Professional Development Scoring Framework*. One, two or three credits per hour will be approved for each CPD activity based on these criteria.

Research shows that didactic or print-based material (flat media) has little or no effect on changing practitioner behaviour. Interactive, multi-modal, longitudinal learning interventions that include both technical and non-technical skills should comprise the bulk of CPD activities.

Learning activities that include an improvement in knowledge, skills, attitudes, behaviours and client outcomes are more heavily weighted by the accreditation framework than activities concentrated exclusively on knowledge acquisition.

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<sup>1</sup> All registrants are required to comply with the *Policy on Continuing Professional Development* unless they are nonpractising for 12 or more consecutive months. For each 12-month period spent non-practising, CPD credit requirements will be decreased by 15 credits per cycle.

## Proof of Completion

Midwives must maintain a contemporaneous record of their CPD activities and retain all material related to proof of completion/attendance (certificates, reflective worksheets, etc.) where applicable. Proof of completion and/or attendance may be subject to audit and as such, all material related to activity completion should be kept for six years.

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