Explaining nurses’ engagement with professional development: A mixed methods study

Dr. Samantha Heath, Unitec, Massey University
Prof. Bobbie Hunter, Massey University
Dr. Sally Clendon, Massey University

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ABOUT THE RESEARCH CONTEXT
3.5 million CPD hours
22 Approved CPD programmes
20 District Health Boards
1 Nurses’ Union
80+% Compulsory participation rate
4+ million patients
58,300 nurses
20% Voluntary participation rate
1 Regulator (Nursing Council)
A research timeline demonstrating that NZ nurses had never been asked to give voice to their preferences for this form of CPD.

The disparity in engagement rates between voluntary and compulsory programmes needed some explaining.

A research timeline demonstrating that NZ nurses had never been asked to give voice to their preferences for this form of CPD.

To connect this study with existing work, but to have the capacity to add more detail and understanding.

My own involvement with these types of programmes over 20 years and seeing them from an educators point of view.
1. What do nurses understand about the CPD programme?
2. What are nurses’ attitudes to the CPD programme?
3. What factors do nurses identify as affecting their decision to participate in the CPD programme?
4. How do nurses explain current levels of CPD programme engagement?
ABOUT THE RESEARCH DESIGN: Explanatory-Sequential

PHASE 1
Postal survey mailed to participants across the organisation. 129 eligible for the study. 64% response rate (n = 86)

ANALYSIS
Surveys analysed, Results interpreted Questions developed for Phase 2.

PHASE 2
Semi-structured interviews with 14 volunteers. Nurses voice to explain curious findings

INTEGRATION
How have nurses’ explained the curious findings and what does this mean?
02

ABOUT THE SURVEY
Explanatory-sequential mixed methods
ABOUT THE SURVEY

TOP INFLUENCING FACTORS

DEMOGRAPHIC DATA

PORTFOLIO COMPLETION

- 28% Yes
- 72% No

Number of years since registration

- Cert: 0.21
- Dip: 0.21
- BNurs: 0.57
03

ABOUT THE INTERVIEWS
Explanatory-sequential mixed methods
My own experience? The remuneration wasn’t worth it. Nurse A

In my opinion, the point presented is more important than academic style presentation. Nurse F

‘It doesn’t make me a better nurse.’ Nurse O
‘It seems very sad to me that there is more negative out there than positive about it.’ Nurse H

‘...you say, CPD or competencies and everyone seems to have a panic reaction.’ Nurse M

We saw Nurse X go through the process and she always put a lot of pressure on herself and was quite vocal with how difficult it was and I think people hear that.’ Nurse K
ABOUT THE INTEGRATION
Explanatory-sequential mixed methods
<table>
<thead>
<tr>
<th>Associated Survey theme</th>
<th>Quantitative data</th>
<th>Qualitative data examples</th>
<th>Associated Interview code</th>
<th>Data convergence?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Time</strong></td>
<td>Top ranked factor influencing CPD engagement</td>
<td><em>My lack of computer skills is an influence i.e. Time it would take me to type for myself</em></td>
<td><em>Time to learn new skills</em></td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Financial allowance</strong></td>
<td>Ranked 10th as a factor influencing engagement</td>
<td><em>‘...it wouldn’t encourage me to do it. That wouldn’t be the carrot for me.’</em></td>
<td><em>Money as motivation</em></td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Portfolio completion</strong></td>
<td>28% participants had completed a portfolio</td>
<td>Initially seeing what she went through. She actually submitted her portfolio three times and had it sent back. And again it impacted on me, because she is this person was an epitome of an expert and you sort of think – oh god. What else do you want from me? Do you want a pound of flesh as well?</td>
<td><em>Vicarious experience</em></td>
<td>Yes</td>
</tr>
</tbody>
</table>
There are clear challenges for the profession in developing post-registration education sufficiently that it is appealing to the cross-section of women and men that choose nursing as a career. Professional development needs to be manageable whilst positively impacting health outcomes.

Our endeavour to achieve such a balance should be relentless.

Patients’ lives depend on it.

(Heath, 2019)
References


THANK-YOU!

Does anyone have any questions?
sheath@unitec.ac.nz
0272692869
https://www.unitec.ac.nz/

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