

Policy on Staff Development

Policy Procedure Protocol Guideline

Office of the Nursing and Midwifery Services Director (ONMSD): Consortium of Centres of Nursing and Midwifery Education (CCNME)

Title of PPPG Development Group:	Consortium of Centres of Nursing and Midwifery Education (CCNME)		
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1.0 Purpose

The purpose of this policy is to assist staff in the CCNME to identify opportunities to build on or further develop their knowledge, skills and abilities. The CCNME recognises that there is a strong correlation between the importance of developing staff and the quality of education and training provided.

2.0 Scope

This policy applies to

CCNME Management Team	Academic Council and Committees	CCNME Programme Teams
✓	✓	✓

3.0 Policy Statement

The CCNME supports Continuous Professional Development (CPD) to promote ongoing staff development. Undertaking CPD acts as a central mechanism for improved motivation, increases job satisfaction and enhances confidence which grows capacity to operate successfully in a dynamic and changing environment. The arrangements that are currently in place within existing governance structures for supporting staff with CPD will continue to apply. Collaborative working within the CCNME promotes opportunities to further enhance and develop knowledge, skills and experience; strengthen educational links; build communities of practice and encourage innovation in the use of teaching and learning methodologies and technologies.

4.0 Roles and Responsibilities

	Academic Council and Committees	CCNME Programme Teams
Responsible for Implementation	✓	✓
Responsible for Monitoring & Review	✓	✓

4.1 Academic Council and Committees

- 4.1.1 Provide oversight and monitoring of all academic matters as it relates to Quality Qualifications Ireland (QQI) programmes of education;
- 4.1.2 Examine the Annual Quality Enhancement Report from the Quality Enhancement Committee and consider the implication of recommendations from each of the committees;
- 4.1.3 Respond with recommendations to the CCNME Management Team where additional resources may be required to fulfill its function to enhance quality standards through identified staff development;

4.1.4 Promote best practices through shared learning and representation among Communities of Practice.

4.2 CCNME Programme Teams

4.2.1 CCNME staff are encouraged to further develop/enhance their knowledge and expertise re teaching and learning via Continuous Professional Development (CPD);

4.2.2 CCNME staff are encouraged to explore teaching activities, materials, resources, the use of technology and online platforms for synchronous learning;

4.2.3 Programme teams are encouraged to develop Communities of Practice, and engage in national and international fora.

5.0 Document Control

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	V.1.0	04/11/2022
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Supporting Documentation	<ul style="list-style-type: none"> • Data Protection Commission. (2018). <i>Data Protection Legislation</i> [online]. Available from: https://www.dataprotection.ie/who-we-are/data-protection-legislation [accessed 16 July 2021]. • European Association for Quality Assurance in Higher Education (ENQA). (2015). <i>Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG)</i> [online]. Available from: https://www.enqa.eu/wp-content/uploads/2015/11/ESG_2015.pdf [accessed 22 April 2022]. • <i>Freedom of Information Act 2014</i>. No. 30/2014 [online]. Available from: https://www.irishstatutebook.ie/eli/2014/act/30/enacted/en/html [accessed 31 January 2022]. • <i>Qualifications and Quality Assurance (Education and Training) Act 2012</i>. No. 28/2012, s.57 [online]. Available from: https://www.irishstatutebook.ie/eli/2012/act/28/enacted/en/html [accessed 31 January 2022]. • Quality and Qualifications Ireland (QQI). (2016). <i>Core Statutory Quality Assurance Guidelines developed by QQI for use by all Providers</i> [online]. Available from: https://www.qqi.ie/sites/default/files/media/file-uploads/Core%20Statutory%20Quality%20Assurance%20Guidelines.pdf [accessed 30 January 2022]. 	
Related Policies & Procedures	<ul style="list-style-type: none"> • Policy on Staff Communication [PDF, 4 Pages] • Procedure on Staff Communication [PDF, 4 Pages] 	

	<ul style="list-style-type: none">• Procedure on Staff Development [PDF, 3 Pages]
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