



NURSING AND MIDWIFERY COUNCIL OF NIGERIA
(Established by Nursing and Midwifery Registration etc. Act.Cap.143, Laws of the Federation of Nigeria, 2004)

**GUIDELINES FOR CONTINUING EDUCATION
PROGRAMME FOR PRIVATE PROVIDERS**

Introduction

The Nursing and Midwifery Council of Nigeria is a parastatal of the Federal Government of Nigeria established by decree 89 of 1979 as amended by Act Cap. No.143, Laws of the Federation of Nigeria, 2004. It is the only legal, administrative, corporate and statutory body charged with the performance of specific functions for Nurses and Midwives on behalf of the Federal Government of Nigeria in order to ensure the delivery of safe and effective nursing and midwifery care to the public through quality education and best practices. The Council is mandated by Law to regulate the standards of Nursing and Midwifery Education and Practice in Nigeria and to review such standards from time to time to meet the changing needs of the society.

The world is now a global village and therefore citizens of the world resident in Nigeria as well as Nigerians must be able to access quality health care. In pursuance of its statutory obligations and functions, the Council in 2010 introduced the Mandatory Continuing Professional Development Programme (MCPDP) to improve, renew and update the knowledge, skills and ability of all nurses and midwives and to ensure that appropriate and high quality nursing and health services are rendered to individual patients/clients, families and communities.

The Nursing and Midwifery Council of Nigeria is concerned with establishing, monitoring and evaluating the standard of nursing education and practice including the registration, licensure and re-licensure of professional nurses in Nigeria.

Specific Objectives of Mandatory Continuing Professional Development Programme

- a. Regularly update practitioners in line with the dynamism of change.
- b. Maintain continuity in professional education and practice
- c. Meet health team needs
- d. Set and maintain standards
- e. Meet needs of employers
- f. Meet needs demanded by change in nursing and society, new diseases, new drugs and increasing awareness

Modalities for MCPDP Accreditation

1. Organisations that are Nurse and Midwife driven will be an added advantage

2. Certificate of registration with Corporate Affairs Commission (CAC)
3. 30% of Board membership should be made up of Nurse and Midwives who must possess current NMCN license.
4. The provider shall apply to the Council for approved be commencement.
5. A comprehensive document highlighting the contents, resource persons and their qualifications
6. Application fee of ₦50, 000.00 (non-refundable) shall be made payable to Nursing and Midwifery Council of Nigeria.
7. Inspection visit will be carried out to the head office of the provider before commencement.
8. A Council representative shall monitor the conduct of the initial programme and the Organization must inform the Council of subsequent programme.
9. Certificate of attendance must be signed by the provider and Council's representative
10. Approval fee of ₦250, 000.00 shall be paid by the provider to NMCN after approval
11. Registration shall last for a period of three years and renewable subject to Council's evaluation after completion of renewal form and payment of ₦100,000 payable to the Council.
12. 5% of the total income shall be remitted to the Council.

Scope

The programme shall cover all aspects of clinical nursing and midwifery as well as basic medical sciences, social sciences and health management sciences.

Private providers are encouraged to develop CPDP for their specialties.

Such sub specialty areas include:

- Nursing Anaesthesia
- Accident and Emergency Nursing
- Burns and Plastic Nursing
- Cardio thoracic Nursing
- Critical Care Nursing
- ENT Nursing
- Midwifery

- Nephrology Nursing
- Oncology Nursing
- Ophthalmic Nursing
- Paediatric Nursing
- Perioperative Nursing
- Management/Leadership
- EthicoLegal issues etc

Delivery method / Coverage of activities

- Lectures
- discussions
- Practical demonstrations
- Clinical practices
- Where possible automated simulation should be used

Method of Acquisition

- Each nurse or midwife is expected to participate in any recognized and accredited NMCN MCPDP.
- Every nurse or midwife is expected to earn a minimum of 6.0 CEU which is equivalent to 60 continuing education contact hours within each three-year cycle of licensure.
- 3 units of these CEU i.e. 30 contact hours must mandatorily be from the Nursing and Midwifery organized MCPDP.
- Foreign based Nurses requesting for renewal of licensing should present:
 - Evidence of attendance of accredited Continuing Education Programme and recognized by the Council
 - Evidence of cumulative 60 contact hours over a period of 3 years
- Registered nurses and midwives currently undergoing full time nursing programme are exempted from MCPDP until completion of their programme.
- Fresh graduates of any accredited full time Nursing programmes are also exempted within one year of graduation.

Continuing Education Units (CEU) Awards

Credit units (CUs) are weights given to courses or educational programmes conducted in formal institutions of learning. They are calculated on the basis of contact hours with formal educational

programmes in educational institutions. In such formal programmes, 1 credit unit equals to 13-15 contact hours of lectures and about 45 hours of practical exposures.

On the other hand, a continuing education unit (CEU) is a nationally recognized measure of weighing participation in an approved non-credit continuing education programme. One continuing education unit is defined as ten contact hours of participation in an organized continuing education experience under responsible sponsorship, capable direction and qualified instruction ([www. http://files.eric.ed.gov/fulltext/ED089142.pdf](http://files.eric.ed.gov/fulltext/ED089142.pdf)).

In view of the above, allocating continuing education unit to MCPDP will apply the internally accepted approach of awarding continuing education units to the programme using 10 contact hours to make one CE unit. The calculation of CEU for any MCPDP will comply with this approach.

The primary purpose of continuing education unit is to provide a permanent record of individuals who have complete one or more noncredit educational experience.

Calculating Continuing Education Credit

Number of instructional minutes or contact hours is calculated for only didactic and or experimental learning. Non instructional parts of an activity like breaks, lunch or housekeeping information are not counted. To be eligible for credit, each session or activity must be at least 60 minutes.

Credit will be awarded on the basis of the sum of individual sessions' credit and not total instructional minutes.

Who approves courses for CEU awards

The Nursing and Midwifery Council of Nigeria

Criteria for awarding CEUs

Continuing Education Unit (CEU) may be awarded based on programmes meeting the following criteria:

- Purpose: Specific objectives of the programme along with a statement of rationale, purpose and goal are made before initiation of the programme.
- Planning: The programme meets the educational needs of the group being served and there is representation from the clientele.
- Instruction: qualified instructional personnel are selected for all education activities.
- Performance: Regular attendance or participation in the programme is normally the minimal requirement; however, the planning committee or course direction may establish alternative criteria for evaluation performance.
- Records and registration: A permanent confidential and transferable record on all CEU awards is kept by the office of continuing professional education.
- Every nurse or midwife is expected to earn a minimum of 6.0 CEU which is equivalent to 60 continuing education credit/contact hours within each three-year cycle of licensure.

- 3 units of these CEU i.e. 30 contact hours must mandatorily be from the Nursing and Midwifery organized MCPDP.
- Other recognized Nursing conferences, workshops and seminars by all nursing specialties and sub specialties that are recognized by NMCN will earn a maximum of 2 units.

Types of events that may be approved to award CEUs

- Nursing and Midwifery Council of Nigeria approved conferences and workshops that are designed to expand the knowledge and skills of nurses are eligible for CEUs.
- Conference certificates from ICN, ICM, WACN-AGM/BGM and NANNM that shows the credit unit earned will be recognized as stated but not more than 3 units.
- Also other recognized international conferences that shows the credit unit earned will be recognized as stated but not more than 3 units.

MCPDP Venue

Venues for MCPDP shall have the following facilities:

- Conducive learning environment
- Efficient audio visual facilities
- Efficient public address system
- Decent toilet facilities
- Good catering services

Financing MCPDP

Employers of Nurses are encouraged to sponsor nurses and midwives for MCPDP activities. However, nurses/midwives have the responsibility to professionally update themselves.

Monitoring and Evaluation

The accredited MCPDPs are expected to install internal mechanisms to monitor and evaluate their activities to ensure sustained quality, acceptability, relevance and continued improvement of the programme.

Nursing and Midwifery Council of Nigeria representative shall be at all MCPDP sessions to monitor quality and compliance with laid down rules. In addition, programme evaluation forms shall be filled by participants at the end of the programme. There shall be pre and posttest for each session.

Certification

Issuance of certificates for MCPDP activity is the sole responsibility of the MCPDP provider, but for the private providers, Council's logo will be embossed on the certificates. The certificate will also carry the providers registration number allocated by the Council. The Council shall be a party to the signatories on the attendee certificates for programmes organized by registered private providers.

Interested Providers can down load the application form from Nursing and Midwifery Council of Nigeria website <http://www.nmcn.gov.ng>. They should complete and send the hard copy with relevant documents of their organization and evidence of payment of application fee to NMCN