



SE3 – Commitment to Professional Development

SE3: Provide a description and supporting evidence of the organization's action plan for registered nurses' progress toward obtaining professional certification. Include:

- *How the target was established.*
- *What strategies were utilized to achieve and maintain the target ($\geq 51\%$).*
- *How the nurses are supported to achieve or maintain certification.*

Introduction

Professional development is a fundamental component of the Professional Practice Model (PPM) of KFSHRC-J. Professional certification is promoted as a strategy to enhance practice and safety, build capability and capacity to deliver services within the hospital, and promote the growth of nurses and the nursing profession. While each nurse is responsible for maintaining their own development and skills, Nursing Affairs has structures and processes in place to support and promote a range of developmental activities, including setting goals for Registered Nurses (RNs) to attain and maintain professional certifications. **Evidence SE3.1 Nursing Development and Saudization (NDS) Department Scope of Service, Nursing Professional Development Sub-Council (NPDS) Committee Formation Orders with Membership of the NPDS.**

How Professional Certification Targets Are Established

All activities undertaken by Nursing Affairs are consistent with organizational strategy and with the Nursing Affairs Strategic plan. The latter is derived from the organization's strategic plan. There are two strategic objectives within the KFSHRC General Organization's strategic plan, which specifically implicate professional certifications. These are:

- **Strategic Objective (SO1):** Deliver world class customer experience, quality and safety of care to our patients.
- **Strategic Objective (SO4):** Be a knowledge leader, through education, research and innovation to support our goals and bring value to the Kingdom of Saudi Arabia.

Nursing Affairs develops its operational and professional goals based on the organization's strategic plans. The shared governance model ensures that the Nursing Affairs professional certification goals are cascaded and operationalized at the divisional, departmental, unit, and individual levels. This process is outlined below.

Action Plan to Support Nurses to achieve certification

Strategic Planning for Certification:

Each year, Nursing Affairs holds its annual Strategic Planning and Review Day event, which reviews achievements and progress against the goals for the current year and sets out plans for the year ahead, in line with organizational strategy. This event brings together all key stakeholders within Nursing Affairs from Executive Nurse Leadership, Program Directors, Unit Leadership, Clinical Nurses, and representatives of Central and Unit councils. At this event, the Professional Development Sub-Council (PDS), previously known as the Professional Development Council (PDC), and recently changed to the Nursing Professional Development Sub-Council (NPDS) in February 2022, presents the annual report, including progress toward meeting the NPDS annual goals established for professional certification. This event provides the opportunity for members of the Nurse Executive Team to share future growth areas in terms of operational activity and consider new priorities for professional certifications.

Setting Goals and Targets for Certification:

Following annual strategic review and planning (December annually), the NPDS solidifies goals, including targets for professional certification targets, and develops the budget required to achieve the same. One of the objectives of the NPDS is to promote RN specialty certifications. These objectives are informed by the needs of the organization, departments, and units. Within the Nurse Executive Council (NEC), organizational certification and division-specific certification goals are set, taking into consideration certification rates achieved in the preceding year. In 2020, Nursing Affairs set a goal to achieve an annual increase of 2.5% (approximately 9-10 nurses) in professional nursing certifications. This percentage increase was decided based on the available Nursing Affairs budget, utilizing the 2019 baseline of 30.28% (394 nurses) of nurses already holding certifications, to progress towards the ANCC target of equal or greater than 51%.

Evidence SE3.AD1 NEC Minutes 04 February 2020; Evidence SE3.AD2 NEC Minutes 18 August 2020. The goals are ratified annually in January by the NEC, which is the highest-level decision-making body in nursing and is chaired by Kathy Sienko, O.B.E., BSN (Hon) RN, MSc, FInstLM., Executive Director, Nursing Affairs (ED, NA). Progress against the goals is presented to the NEC on a quarterly basis, and goals are adjusted as required. **Evidence SE3.2 Professional Development Sub-Council (NPDS) Goals 2021; NPDS Professional Development Support Flyer, 2021**

Strategies for Achieving / Maintaining Professional Certification Goals and Targets

- **Conducting Needs Assessment:** The needs assessment process is another strategy used to gather information to identify professional certification gaps linked to organizational and professional goals. The needs assessment **conducted in 2020** identifies the level of interest in certification amongst nursing staff. That process is described in Educational Needs Assessment Phases in the Professional

Development plan, 2022. **Evidence SE3.3 Educational Needs Assessment Overview**

- **International Equivalency (IE):** KFSHRC-J has an international workforce from Magnet® and non-Magnet institutions who come from countries with different professional development and certification traditions. To encourage the widest participation, our strategies for achieving and maintaining professional certification goals and targets promote diversity, equality, and inclusion by focusing on IE as defined by the American Nurse Credentialing Centre (ANCC). That is, accredited certification, accredited skills-based courses, accredited work-based courses, and formal university-based courses. KFSHRC-J has developed an approved list of appropriate activities, as shown in Table SE3.1 below.

Table SE3.1: KFSHRC-J Professional Development Activities List according to the ANCC Approved List, IE

American Nurses Credentialing Centre (ANCC) approved list	KFSHRC-J Application (IE)
<p>Accredited certification (validates an individual’s knowledge, skills and abilities in a defined role and clinical area of practice, based on predetermined standards) <i>*Reviewed and updated annually (September)</i></p>	<p>Blood and Bone Marrow Transplant Certification, Pediatric Bone Marrow Transplant, Academy of Medical Surgical Nursing Certification, Certified Manager, Certified Chemotherapy Administration, Canadian Nurse Educator Certification, Neuroscience Nursing Certification, Certified Registered Nurse Infusion (CRNI), Emergency Nurse Certification, Certified Professional in Healthcare Quality (CPHQ).</p>
<p>Accredited skills-based training courses (STTI, ICN, country regulatory bodies, ANCC, international nursing associations, WHO collaborating centers in nursing and midwifery) <i>*Reviewed and updated on a monthly basis in collaboration with Academic and Training Affairs Department</i></p>	<p>Accredited skills-based training courses, i.e., Country Regulatory Body approved programs: Vascular Access Device, Epidural Skills Program, Central Venous Catheter Training Program, Basic Life Support, Pediatric Advanced Life Support and Advanced Cardiac Life Support, Basic Life Support Instructor, Pediatric Advanced Life Support Instructor and Advanced Cardiac Life Support Instructor. Breast Feeding Hospital Initiative (Baby Friendly) Course. Human Investigator Program (HIP).</p>
<p>Accredited workplace-based courses (STTI, ICN, country regulatory bodies, ANCC, international nursing</p>	<p>Department of Emergency Medicine Up-skilling Program, Pediatric Hemodialysis Upskilling Nursing Program, Fundamental Oncology Nursing Program, Fundamental Critical Care Course, Critical Care Up-</p>

associations, WHO collaborating centers in nursing and midwifery) <i>*Reviewed and updated monthly</i>	skilling Program, Bone Marrow Transplant Nursing Program, Evidence Based Practice Workshop, Renal Transplant Upskilling Nursing Program, Preceptor Workshop, Charge Nurse Workshop and Research Workshop.
Formal university-based courses <i>*Reviewed and updated annually April – September</i>	Masters of Science in Nursing, Bachelor of Science in Nursing and Post Graduate Diplomas in Nursing Specialties, Bridging program.
Individual self-directed accredited Continuing Medical Education (CME) activities <i>*Ongoing</i>	CME accredited nursing courses, accredited certificates, accredited skills-based training courses, accredited work-based course and formal university-based courses.

ACTION PLAN: Nurses to Achieve and Maintain Professional Certifications

- Accredited Skills Based Training Courses:** Skills based training opportunities are offered monthly through the education calendar by NDS in partnership with expert clinical staff. NDS identified a selected range of skills-based training courses which were approved for Continuing Medical Education (CME) credits by the Saudi Commission for Health Specialties (SCFHS) to enable nurses to accrue the necessary mandatory educational credits for professional re-licensing purposes and to support the completion of education requirements to maintain clinical privileging. A sample of these is shown with dates when offered in Table SE3.2 below.

Table SE3.2: Selected Sample of SCFHS Approved Professional Development Opportunities Skills Based Training Courses

Educational Opportunity	CME credits approved by SCFHS
Chemotherapy workshop <i>*Offered Feb/April/June/Nov</i>	7
Chest Tube Therapy workshop <i>*Offered Feb/Apr/Jun/Aug/Oct/Dec</i>	4
Venous Access Device workshop <i>*Offered Feb/Aug/Nov</i>	5
Bone Marrow Transplant workshop <i>*Offered Mar/Aug/Oct</i>	5
Epidural and PCA workshop <i>*Offered Feb/Apr/Jun/Oct</i>	6

Basic ECG workshop Arrhythmia Interpretation workshop *Offered Jan/Mar/May/Jul/Sept/Nov	6
Pediatric Advanced Life Support *Offered monthly	12
Advanced Cardiac Life Support *Offered monthly	14
Hospital Acquired Pressure Injuries *Offered monthly	7
Falls *Offered monthly	7

- **Formal University-Based Courses:**

Saudi and non-Saudi Nurses are supported to pursue formal university-based courses via distance learning and in-person options. These include Bachelor's and Master's via the Malaysian Allied Health Services Academy (MAHSA) University, and via local institutions i.e., King Abdulaziz University, Jeddah and King Saud bin Abdulaziz University for Health Sciences, Jeddah. KFSHRC-J has established academic partnerships with government universities within Saudi Arabia. Nurses are supported with flexible scheduling to allow attendance at universities as well as provided with academic examination leave to take examinations.

- **Nursing Scholarships:**

Scholarships are offered to enable Saudi nurses to access formal university-based education at Bachelor's, Master's, and Doctorate levels, in line with the Nursing Affairs five-year scholarship plan. During 2019-2021 due to the COVID-19 pandemic, scholarships were suspended. In 2022, four Master's Scholarships have been offered in the specialties of Oncology Nursing, Surgical Nursing, and Emergency Nursing.

- **International Collaborations:**

The NDS department and the NPDS utilize partnerships with external collaborations and international certification organizations to promote certifications. These include certifications achieved through partnerships with:

- Academy of Medical-Surgical Nursing (AMSN) in the United States of America (USA). KFSHRC-J established the AMSN Chapter, Jeddah, partnership in 2015 and continues to date.
- Infusion Nurses Society (INS), USA, partnership established in 2020 and continues to date.
- Canadian Association Schools of Nursing (CASN). Eighteen certifications have been achieved through this organization, partnership established in 2019 and continue to date.

- **Study Groups:**

Certification learning support groups were formed to assist RNs in preparation for final certification examinations. Study groups are utilized to encourage and provide practical support to nursing staff to pursue professional certifications within various

specialties, i.e., Infusion Nurse, the AMSN Chapter creation. Recent successes have been achieved with certifications in AMSN, Blood and Bone Marrow Transplant Nursing, Oncology Nursing Certification, Neuroscience and Stroke Certification, Certified Manager, Canadian Nurse Education Certification, Infusion Nurse Certification, Emergency Nurse Certification, Certified Professional in Healthcare Quality and Patient Safety Certification.

- **Career Clinics:**

Nurses can attend career clinics, explore their ambitions and desires for certification, and receive dedicated support from nurse educators from NDS.

- **Financial Support:**

Nursing Affairs provides financial support to enable RNs to obtain/maintain membership of identified professional organizations. The NPDS requests financial reimbursement for financial support for nurses who successfully achieve professional certifications. This support is also extended to cover reimbursement of examination fees and other expenses such as travel and accommodation for nurses who were required to take examinations in other cities within Saudi Arabia. **Evidence SE3.4 Financial Support of Professional Development Opportunities IPP: NA-J-ADM-SOP-13, Professional Development Plan 2021; Evidence SE3.5 PDC Minutes (03) May 20, 2019**

These structures and processes form the action plan for RNs progress towards obtaining/maintaining professional certifications within the organization.

Outcome:

In 2021, the NPDS overstretched the set goal of 2.5% annual increase, to support 17 nurses (4.32%) to achieve certification by December 2021. **Evidence SE3.AD3 NEC Minutes 18 May 2021.** By December 2021, Nursing Affairs overachieved the set goal of 2.5%, with a total of 18 nurses (4.57%) obtaining certification as outlined in Table SE3.3, equating to 53.70% at the end of 2021.

Table SE3.3: 2021 Overview of International Nursing Certifications Achieved at KFSHRC

Certification Authority	Certification Obtained	Number of Nurses Achieving Certification
Academy of Medical-Surgical Nursing (USA)	CMSRN	4
Infusion Nurses Society (USA)	CRNI	6
Canadian Association Schools of Nursing (CASN)	CCNE	8

References:

American Nurses Credentialing Centre (ANCC.) (2019). Magnet Application Manual; American Nurses Credentialing Centre, Silver Spring, Maryland.