

Establishment of a common regulatory framework for continuous professional development of nurses in Cambodia

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Abstract

The implementation of a new Law on Regulation of health practitioners (National Law) on the 19th November, 2015 resulted in the introduction of a renewable license to practice for all health practitioners including nurses, midwives, doctors, dentists and pharmacists in Cambodia. One of the four mandatory requirements identified for license to practice was Continuing Professional Development (CPD).

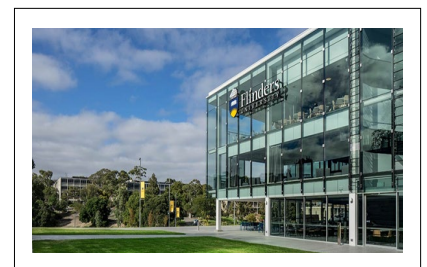
A new public (Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH) and private (B Braun Medical Industries Sdn Bhd) development partnership provided technical advice to the Cambodian Council of Nurses and Cambodian Midwives Council (CMC) to establish and implement the new mandatory CPD requirements for the issuing of a renewable license to practice in accordance with the National Law.

Research evidence has shown that within 5 (five) years of graduation from pre-service education, the knowledge gained becomes obsolete and so without meaningful CPD, professional practice is performed poorly and can lead to a higher risk for the patient, client and community (i.e. morbidity and mortality). While undertaking CPD is not in itself a guarantee of a health practitioner's competence, it is a key indicator for assuring quality of health care. The Cambodian Council of Nurses (CCN) regulates all nurses, the largest number of health practitioners in Cambodia, and has very limited human and financial resources to effectively regulate all nurses in an efficient and cost-effective manner.

Applying a contemporary, evidence-based and resource efficient approach resulted in the development of a Common Regulatory Framework for Continuous Professional Development for all health practitioners for the five regulated health profession Councils to individually approve and implement. This was considered an important mechanism to continually improve the quality of each health profession's workforce; provide contemporary, safe and quality care to patients and ensure the efficient use of each Council's resources in Cambodia, a low middle income country.

Biography

Alyson S is Principal Consultant for Alyson Smith Consulting Pty. Ltd. and provided consultancy services to Deutsche Gesellschaft fuer Internationale Zusammenarbeit (GIZ) GmbH and private sector partner, B Braun Medical Industries Sdn. Bhd. to develop the Common Regulatory Framework for Continuing Professional Development for five health profession Councils in Cambodia. She worked in a range of executive and senior leadership positions in health profession regulation at state, national and international level; nursing and midwifery education and accreditation as well as health care policy and quality improvement at state and national level. She is a member of the Australian Institute of Company Directors (AICD) and is a Board Director for the Cambodian Association of Nurses; the Rural Doctors Workforce Agency SA and Doctors Health SA (South Australia). She is Deputy Chair for the South Australian Region of the Australian College of Nursing and a reviewer for Human Resources for Health journal.



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