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# CONTINUING NURSING PROFESSIONAL DEVELOPMENT (CNPD)

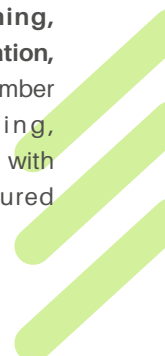
Nursing Professional Development Program under Mission Niramaya

## Executive Summary

The Continuing Nursing Professional Development (CNPD) program, launched under Uttar Pradesh's Mission Niramaya in 2022, aims to strengthen nursing education and practice by enhancing teaching methods, pedagogy, soft skills, research, and

clinical competence among faculty. Quality assessments revealed that 77 percent of institutions were rated C, D, or E, with only 23 percent ranked high, highlighting an urgent need for reform. The program offers sessions **on Teaching - learning methods and**

**pedagogy, curriculum planning, research and publication, simulation, and clinical practice.** An 8 - member committee oversees planning, approvals, and quality assurance, with institutions following a structured application process.





## Key Highlights of the program



Since August 2023, 20 sessions have been conducted, and approximately 9000 faculty members have been trained, with measurable improvements between pre-test and post-test evaluations, along with participants earning certificates and credit points.



Future priorities include expanding seminars and simulation-based learning, adopting interactive and participatory methods, and fostering inter-state collaboration to enhance engagement and learning outcomes.

## Introduction and Background

Nursing is a distinct and respected profession of the healthcare workforce, plays a vital role in care delivery, education, administration, and research, but faces challenges such as weak governance, untrained practitioners, and poor policy coordination.

Uttar Pradesh (UP) is one of India's most densely populated states, and the need to enhance nursing standards has become a crucial focus to ensure the well-being of the population and the overall healthcare ecosystem. The key strategies for professional advancement include regulating nursing practice through dedicated acts, implementing quality assurance measures, accrediting nursing services, and shifting from theory-based to competency-based education through instructional reforms<sup>1</sup>.

To strengthen the professional competence of nurses, the Government of Uttar Pradesh launched Mission Niramaya, a flagship program, on October 8, 2022, under the leadership of Chief Minister Shri Yogi Adityanath. This initiative aims to revamp the nursing and paramedical sectors. The initiative is led by the Uttar Pradesh State Nursing Council (UPSNC), which operates under the Uttar Pradesh State Medical Faculty (UPSMF) in Lucknow and falls under the jurisdiction of the Department of Medical Education. It receives technical support from Jhpiego, the Uttar Pradesh Technical Support Unit (UPTSU), and Samagra<sup>2</sup>. **CNPD** is one of the programs conceptualized by the UPSMF under the umbrella of Mission Niramaya to enhance the teaching methods, pedagogy, soft skills, and research capabilities of registered nursing faculty.



## About Continuing Nursing Professional Development (CNPD)

Continuing Nursing Professional Development (CNPD) is an ongoing process for nurses to continue learning, developing and maintaining the knowledge and skills required to provide safe and effective care to their patients. It involves a range of activities, such as attending workshops, conferences, online courses, and participating in clinical supervision<sup>3</sup>.

## Rationale for the CNPD Program<sup>2</sup>

The CNPD program was initiated to address critical gaps in nursing education and practice revealed by quality assessments. With 77% of institutions rated C, D, or E by the UPSMF, significant gaps were identified in teaching methods, clinical skills, and faculty quality. A preliminary needs assessment conducted in Uttar Pradesh, covering 1,969 nursing faculty and 3,900 in-service nurses, highlighted a clear requirement for a Continuing Nursing Professional

Development (CNPD) program. Additionally, there was strong demand for clinical skills training amongst different cadres of nurses. The majority of master's and doctorates also expressed a need for language and soft skills training, along with teaching skills development. Therefore, CNPD was launched as one of its kind initiatives to ensure ongoing competency development across all nursing cadres and improve the overall quality of nursing services in the state.

<sup>1</sup> <https://www.tnaonline.org/news/Announcement/memorandum-of-seventh-central-pay-commission/104.html#:~:text=1.1Nursing%20scenario%20in%20India,nurses%20for%20tertiary%20care%20institutions.&text=In%20India%2C%20there%20are%20approximately,the%20country%20is%20also%20increasing>

<sup>2</sup> [https://niramaya.upsmfac.org/focus\\_areas.html](https://niramaya.upsmfac.org/focus_areas.html)

<sup>3</sup> <https://www.1nurse.com/blog/story/2023/04/19/importance-continuing-professional-development-nurses/>



## The objectives of the CNPD program are as follows:

1. To promote continuous updates for professional development among nursing faculty
2. To foster excellence in teaching, clinical skills, research, and scholarly activities among nursing faculty and in-service nurses
3. To develop clinical practice skills and empower clinical nurses at all levels of the healthcare delivery system
4. To encourage engagement in innovative teaching methodologies and quality pedagogical practices
5. To facilitate collaboration and networking among nursing faculty and in-service nurses
6. To enhance the overall quality of academics and clinical care, thereby meeting quality-nursing standards

## Process of the CNPD program

The CNPD program includes the following activities:

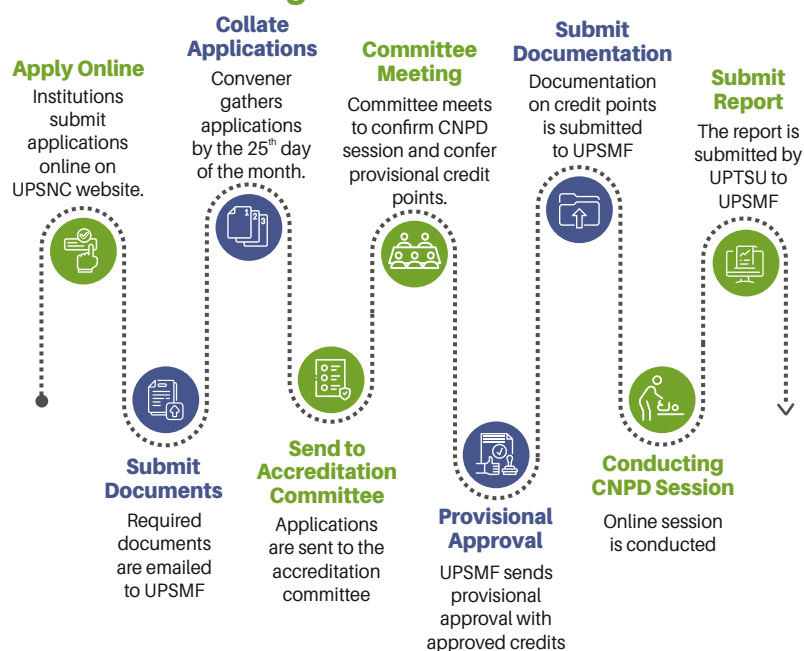
- Formation of the CNPD Committee
- Process to organize CNPD
- Incentives for Experts/ Guest speaker

### 1. Formation of the CNPD Committee

The Uttar Pradesh State Nurses and Midwives Council has formed an 8-member CNPD Committee, comprising representatives from government, autonomous and private nursing institutes, to plan, implement, and evaluate the CNPD program. Chaired by the **Secretary, UPSMF, and supported by the Nursing Consultant as Secretary-CNPD Committee**, the committee sets guidelines and

consists of representatives from public and private nursing institutions. Out of the selected representatives completing one year term, 50% members will be replaced with new representatives and the remaining 50% will be replaced at the end of the second year through the same application process initiated by UPSMF.

### 2. Process to organize CNPD sessions



At the institutional level, to conduct a CNPD session, institutions must apply online to UPSNC and email supporting documents to UPSMF, including a request letter, declaration, proposed agenda, resource persons' CVs, budget, pre- and post-test questionnaires, certificate draft, filled checklist, and proof of payment.

Applications submitted by the 25<sup>th</sup> of each month are compiled by the CNPD convener and reviewed by the CNPD accreditation committee in a meeting held by the 5<sup>th</sup> of the following month, with a quorum of at least 7 out of 12 members.

Upon approval, UPSMF issues a provisional letter to the institution along with the credit points. Documentation evidencing adherence to the agenda and quality assurance must be submitted before the session.

After the event, UPTSU submit the attendance list of the participants and video recordings to UPSMF through email.

### 3. Incentives for Experts/ Guest speaker

Remuneration for resource persons (online/offline) for CNPD sessions organized by UPSMF will vary depending on the category of the resource person mentioned below:

- Level 1:** More than 20 years of experience
- Level 2:** 10-20 years of experience
- Level 3:** Less than 10 years of experience

## Registration Fee:

A nominal fee is charged by UPSMF from participants for attending CNPD sessions.

## Topics Covered under CNPD sessions

### CNPD sessions focus on:

- Teaching-learning methods and pedagogy (linked to classroom effectiveness)
- Curriculum and academic planning (aligned with competency-based reforms)
- Soft skills and communication (for mentoring and patient care)
- Research and publication (to build scholarly capacity)
- Simulation and skill enhancement (for hands-on practice)
- Clinical and professional practice (to strengthen service delivery)

## Impact of CNPD Program

The impact of CNPD sessions is reflected in the significant improvements observed between pre-test and post-test evaluations. Continuous professional development enables nursing professionals to strengthen their knowledge, skills, and practices, contributing to improved patient outcomes and enhanced healthcare quality. From 14 August 2023 to 30 July 2025, approximately 9000 faculty members were trained across 20 sessions.

## Recognition:

The registered participants and resource persons for any CNPD activity are provided with **certificates and 1 credit point per session**.

## Way Forward

Suggestive measures to enhance CNPD engagement for Nursing Faculty



**Organize seminars, webinars, and workshops:** As a step forward, arrange seminars, webinars, and hands-on workshops to extend learning opportunities and maintain ongoing engagement with the target audience



**Design Participatory Session Formats:** Structure the sessions using a participatory approach that balances theoretical thinking and hands-on learning.

**Example:** Use of High-fidelity mannequins or technologies, Low fidelity mannequins, Partial task simulators, Online simulation process, etc.



**CNE points for Career advancement:** Nursing students and faculty can attend CNPD sessions for career advancement opportunities.



**Testimonial and interviews of Participants Experience:** Develop a multimedia presentation or video series featuring interviews with current CNPD faculty, showcasing their daily schedules, clinical/field experiences, study routines, and extracurricular activities to provide an authentic portrayal of the CNPD student experience.



**Plan Simulation sessions:** Simulation-based education and learning is an answer to the theoretical training of faculty and helps them to develop knowledge, skills and attitudes, while creating a sense of security both for the patient and the healthcare professional.



**Diversified Learning:** The program should attract nursing faculty/ nursing students from other states to participate in order to enhance learnings and ensuring wider reach and diverse perspectives, making sessions more engaging and collaborative.



**Organize Interactive Activities:** Conduct quizzes using tools like Mentimeter, along with brainstorming sessions, scenario-based discussions, and role-plays to make the sessions interactive and engaging.

## Conclusion

The CNPD program is organized to support the professional growth and development of Registered Nurses and Registered Midwives (RNRN). By providing financial support, resources, and opportunities for continuous learning and collaboration, the CNPD aims to enhance teaching effectiveness, research productivity, and overall

academic/service. Recognition through credit points, along with proposed enhancements such as simulation-based learning, participatory formats, and cross-state collaboration, will further strengthen engagement and ensure sustained quality improvements in nursing services across the state.

