

Forms of complementary vocational training in nursing

(Formy uzupełniającego kształcenia zawodowego w pielęgniarstwie)

Agnieszka Rafalak^{1,A,D}, Zbigniew Kopański^{2,F}, Małgorzata Schlegel-Zawadzka^{1,E}

Bożena Grygiel^{1,B,C}, Margita Kollárová^{3,B,E}

Abstract – Introduction. At a time of progressing changes, both in the field of medicine, new challenges are being posed to people working as nurses, such as: modern medical technologies, transformations in the health care system, an ageing population, and increasing public health awareness. Striving for professionalism builds the need for constant improvement of qualifications, updating and broadening of professional knowledge.

Aim of the study. The aim of the study was to discuss various forms of complementary vocational training in nursing in Poland. **Selection of materials.** The search was conducted in the Scopus database for the period 2011-2019, using the terms nursing, professional qualifications in Poland, professional training. The literature found in the Google Scholar database was analysed for the highest number of quotations. The literature selected in this way was used as material for the preparation of this work.

Conclusions. In Poland, after the transformation of the political system, there has been a significant development of professional development in the profession of a nurse. This is evidenced by a wide range of post-graduate education opportunities - both formal and informal.

Key words - nursing, professional qualifications, professional training.

Streszczenie – W dobie postępujących zmian zarówno w dziedzinie medycyny przed osobami wykonującymi zawód pielęgniarstwa stawiane są nowe wyzwania takie jak: nowoczesne technologie medyczne, przekształcenia w systemie ochrony zdrowia, starzejąca się populacja ludności, zwiększenie stopnia świadomości zdrowotnej społeczeństwa. Dążenie do profesjonalizmu zawodowego buduje konieczność stałego podnoszenia kwalifikacji, uaktualnianie oraz poszerzanie posiadanej wiedzy zawodowej.

Cel pracy. Celem pracy było omówienie różnych form uzupełniającego kształcenia zawodowego w pielęgniarstwie w Polsce.

Dobór materiału. Poszukiwania przeprowadzono w bazie Scopus za okres 2011-2019, używając pojęć *pielęgniarstwo, kwalifikacje zawodowe w Polsce, szkolenie zawodowe*. Znalezione piśmiennictwo w bazie Google Scholar przeanalizowano pod kątem

największej liczby cytowań. Tak wyselekcjonowane piśmiennictwo posłużyło za materiał do opracowania niniejszej pracy. **Wnioski.** W Polsce po transformacji ustrojowej nastąpił znaczący rozkwit doskonalenia zawodowego w zawodzie pielęgniarstwa. Dowodem na to jest szeroka oferta możliwości kształcenia po-dyplomowego – doskonalenie o podłożu formalnym jak i nieformalnym.

Słowa kluczowe – pielęgniarstwo, kwalifikacje zawodowe, szkolenie zawodowe.

Author Affiliations:

1. Collegium Masoviense – College of Health Sciences, Poland
2. Faculty of Health Sciences, Collegium Medicum, Jagiellonian University, Poland
3. University of Health Sciences and Social Work of St. Elizabeth Bratislava, Slovakia

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- A. The idea and the planning of the study
- B. Gathering and listing data
- C. The data analysis and interpretation
- D. Writing the article
- E. Critical review of the article
- F. Final approval of the article

Correspondence to:

Prof. Zbigniew Kopański MD PhD, Faculty of Health Sciences, Collegium Medicum, Jagiellonian University, Piotra Michałowskiego 12 Str., PL- 31-126 Kraków, Poland, e-mail: zkopanski@o2.pl

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I. POST-GRADUATE EDUCATION

At a time of progressing changes, both in the field of medicine and in the current world, new challenges are being posed to those working as nurses, such as: modern medical technologies, transformations in the health care system, an ageing population, and increasing public health awareness. The profession of a nurse has been described as a profession of public trust - it is characterized by a high level of professionalism, and in the pursuit of full professionalisation and autonomy of nursing, an important element required is the continuous improvement of qualifications, updating and broadening of professional knowledge. [1,2] The professional development of nurses is also regulated in the Code of Professional Ethics. [3] With Poland's accession to the European Union, there was a time of intensive development of post-graduate education in the profession of a nurse. There was a need to adjust the nursing practice to European standards. [4] Postgraduate training in the profession of nurse is regulated in the following legal documents, the most important of which are [5]:

- Act of 15 July 2018. the professions of nurse and midwife,
- Ordinance of the Minister of Health of 30 September 2018 on post-graduate education of nurses and midwives
- Regulation of the Minister of Health of 12 December 2014 on the list of fields of nursing and fields applicable in health care in which specialisation and qualification courses may be conducted.

A new era has come for Polish nursing. Nursing belongs to one of the many medical professions which constantly needs to update its professional knowledge. This is justified in Article 61 of the Act of 15 July 2018, which states that further training in the profession of nurse is an obligation, and that every nurse has the right to participate in various forms of supplementary nursing training. [1] It is also worthwhile to bring closer the article 18 point 1 of the Act on the professions of nurse and midwife, which presents the basic principles of the profession, obliging nurses to pursue the profession with due diligence, based on professional ethics, bearing in mind the observance of patients' rights, with due care for their safety, using indications of current knowledge. [6] The obligation to use the acquired medical knowledge is certainly interdependent with the duty of continuing education, and the definition of continuing education is a process of complementing the knowledge acquired during studies with new issues, result-

ing from the development of medical discipline, to be used in the health system[7]. According to W. Okoń, vocational training means improving one's professional qualifications through participation in various forms of education, but also self-education, due to the fact that the requirements and specifics of professional work are constantly changing. W. Okoń has distinguished three functions of professional development: compensatory, implementation and renovation.[8] It can be argued that with the developments following the political transformation, there has been a significant boom in the development of the nursing profession. This is evidenced by a wide range of post-graduate education opportunities - both formal and informal. The informal ones include in-company employee trainings, scientific conferences, scientific research conventions, symposia, but also specialist literature - scientific journals. [9] But also the selfeducation process plays an important role here. One of the many definitions states that "is a learning process conducted consciously with the possibility of using various forms of help from other people or institutions", or "deliberately undertaken work on one's own person, in particular the development of one's own knowledge, skills, views and beliefs". [10] The formal improvement is legally sanctioned and is enshrined in the Nurses and Midwives Professions Act.[9] Article 66 of the Act on the professions of nurse and midwife lists four forms of postgraduate training: Specialised training, called "specialisation"; qualification course; specialised course, further training course. [18] There are different modes of post-graduate education, and can be evening, extramural or mixed. Post-graduate education is provided by organisational units which have been authorised under the regulations on post-graduate education; these are primarily medical universities, research and scientific institutes in the field of medical sciences, schools with specific teaching and research facilities, but also natural persons and legal entities which have obtained permission from the District Council of Nurses and Midwives, relevant to the area of education. [12] The qualification procedure for admission to the above mentioned courses and submission of applications for the possibility of taking the state examination as of 1 May 2017 is carried out through the System for Monitoring the Education of Medical Employees. This programme is an ICT system and the establishment of the Training Monitoring System was to serve as a tool for rapid information flow. The main tasks of the Training Monitoring System are to supervise post-graduate education and the course of specialisation training of medical workers. [14] Nurses who have a contract of employment have the right to attend training courses at their request, with or without a referral from their employer. A trainee may then apply for a certain

part of the day's leave or unpaid leave without retaining the right to remuneration. [7] The Centre for Postgraduate Education of Nurses and Midwives was established on September 21, 1991, on the basis of an order of the Minister of Health and Social Welfare. It is a budgetary unit, under the authority of the Minister for Health, which aims to ensure the postgraduate training of nurses throughout the country. [14] It operates on the basis of the Ordinance of the Minister of Health of 21 March 2012 on the Centre for Postgraduate Education of Nurses and Midwives. The activities of the Centre for Postgraduate Nurses and Midwives' Training include, among other things, control over the implementation of activities resulting from the Act of 15 July 2018, drawing up regulations concerning the state examination, organisation of the state examination, all matters related to specialisation training - administration of a register of nurses and midwives with specialisation and presentation of a diploma of obtaining the title of a specialist. The Centre for Postgraduate Nurses and Midwives' Training closely cooperates with the General Council for Nurses and Midwives, Medical Centre for Postgraduate Training, training organisers, professional and scientific associations of nurses, medical consultants, research workers, university educators and local and government administration. [15]

II. SPECIFIC TRAINING

Specialised training hereinafter referred to as 'specialisation' is one of several forms of professional development in the profession of nurse. The main aim of using the specialisation is to gain knowledge and skills in a given area of study and to become a specialist in a given area of nursing. The absolute conditions are [18]:

- the nurse has the right to exercise her profession,
- professional experience of at least two years in the last five years.

Nurses who have been qualified and admitted after the procedure by the Training Monitoring System. The necessary time for specialisation training shall be no less than 15 months and no more than 20 months. The programme of specialisation training is contained in the regulation of the Minister of Health, while the framework programme of training covers the general professional block and the specialist block. A person who has been qualified for specialisation training receives a specialisation card from the organiser, which includes pass marks for the individual modules, as proof of completion of the training. [7] Nursing areas in which the following specialisations are conducted:

anaesthesia and intensive care, surgery, oncology, internal medicine, geriatric, oncology, long-term care, surgery, paediatric, palliative, emergency, psychiatric, family, occupational health care nursing, epidemiology, neonatology. [17] The state examination is the final result of specialisation training. The condition for accession is that the nurse applies for admission to the examination by means of the Training Monitoring System. It is conducted in writing. It takes place separately for each of the nursing disciplines. The requirement to take the specialisation examination is payment of a fee, which constitutes state income. Ultimately, the Centre for Postgraduate Nurses and Midwives' Training after the examination is conducted by means of the Training Monitoring System. [18]

III. QUALIFICATION COURSE

The second form of postgraduate education is a qualification course. Its main objective is to acquire knowledge and skills in the field of nursing necessary for the provision of services. The prerequisites for participation in the qualification course are the following [18]:

- possession of the right to practise by a nurse,
- seniority of at least 6 months.

Nurses who have been qualified and admitted after the procedure by the Training Monitoring System. These are the areas in which qualification courses for nurses are conducted: anaesthesia and intensive care, surgical, geriatric, cardiological, internal medicine, nephrological with dialysis, neonatological, neurological, oncological, surgical, long-term care, paediatric, palliative, psychiatric, family, emergency, teaching and educational environments, transplantation, occupational health, epidemiological. [17,18] The final examination shall be conducted in either theoretical (written or oral) or practical form. [12] To take this test, you must have both theoretical and practical classes, as documented on the qualification course card. The duration of the course is not less than 6 months. [7]

IV. SPECIALISED COURSE

Another form of postgraduate education is a qualification course. According to the Act, this course is aimed at acquiring knowledge and skills necessary to perform specific professional activities - nursing, diagnostics, prevention, rehabilitation or treatment. The following require-

ments must be met in order to participate in this course: Possession of a nurse the right to exercise the profession. Nurses who have been qualified and admitted after the procedure by the Training Monitoring System. Duration of the course - not longer than 3 months. The specialist course finishes with an examination, and the prerequisite for taking it is that you have completed both theoretical and practical training, as confirmed on the course sheet.[17,18] The form of the final examination is decided by the organiser of the course. There is a great deal of freedom. [18] The offer of the areas where the courses are conducted is wide. Here are some of them: dialysis therapy, educator in diabetes, endoscopy, compression therapy, interpersonal communication in nursing, treatment of wounds, comprehensive nursing care in diseases of the visual organ, care of a child with cancer, nursing care of sick adults in systemic treatment of cancer, care of children with otolaryngological diseases, care of diabetics using continuous subcutaneous insulin infusion therapy, care of children and adolescents with diabetes, care of a patient undergoing diagnostic and therapeutic processes using open sources of radiation, care of a patient with an intestinal stoma, care of a patient with chronic obstructive pulmonary disease, prescribing of medicines and prescriptions, nursing of mechanically ventilated adult patients, paediatric home palliative care, basics of palliative care, basics of sign language, protective vaccination, rehabilitation of people with chronic mental disorders, cardiopulmonary resuscitation, cardiopulmonary resuscitation of the newborn, acute pain therapy in adults, treatment of chronic pain in adults, performance of spirometric examination, performance and evaluation of skin tests, performance of helicopuncture, decompression of pneumothorax and performance of the access to the hospital, performance and interpretation of electrocardiographic recording in adults, interview and physical examination. Intestinal and parenteral nutrition.[19]

V. FURTHER TRAINING COURSE

The last type of postgraduate education in nursing is a further education course. Its aim is to update and broaden existing knowledge and professional skills. The programme can be taken by a nurse who can take it [14]:

- he has the right to exercise his profession,
- she was qualified for the course through the Training Monitoring System.

It is the shortest form of training, the programme and duration of the training is determined by the organiser, and

the final examination is also decided by the tutor himself. [6]

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