

## Appraisal Gold: How to Link FEN Webinars to PDPs

When it's time for appraisals, it can often feel like you're just ticking boxes on a checklist. But there's a way to transform this process into an uplifting and insightful opportunity for growth.

Emergency nurses frequently grapple with a big puzzle: crafting Personal Development Plans (PDPs) that truly make a difference. With jam-packed schedules, limited educational resources, and the urgent nature of their work, finding the right balance might seem daunting.


### Welcome to the Faculty of Emergency Nursing (FEN).

Offering a methodical and validated learning framework, FEN effortlessly blends its resources into the professional growth and revalidation processes. With a vast array of over 200 webinars tailored specifically for emergency nursing, FEN can be your secret weapon, turning PDPs from tedious paperwork into meaningful initiatives.

Here's your starting point:

#### Step 1: Dive into Your Role and Career Aspirations

FEN categorises its webinars under clinical, leadership, fellowship, assessment, and initial acuity assessment, allowing you to tailor your learning objectives based on your nursing band, area, or career goals. Whether you're new to emergency nursing, aiming for a management role, or seeking to sharpen advanced skills—there's something available for everyone.

 **Tip:** Refer to FEN's program guides to align competencies with key PDP goals.

#### Step 2: Personalise Learning to Address Development Needs

A common pitfall in appraisals is setting vague objectives. FEN mitigates this by offering specific webinars that address identified knowledge gaps or career aspirations.

- **"Deepen understanding of urgent conditions in older patients"** can be linked to FEN's "Emergency Care in the Frail Elderly" webinar.
- **"Boost leadership skills in clinical team settings"**? Choose the "Leadership in Action" webinar.
- **"Prepare for initial assessment roles"**? Explore FEN's "Initial Acuity Assessment Series."

 It's specific, targeted, and actionable.

### **Step 3: Leverage Evaluations for Reflective Practice**

Every FEN webinar concludes with a structured evaluation. While necessary for CPD certification, it's also vital for reflection. It encourages reflection on:



- Critical learning outcomes
- Clinical practice application
- Correlations with NMC Code domains

Perfect for portfolios and appraisal discussions.

### **Step 4: Assemble a Stress-Free CPD Portfolio**

As revalidation deadlines loom, the rush for proof of learning intensifies. Luckily, FEN eases this burden.

With downloadable CPD certificates from each evaluation, both individual and department portfolios can be updated smoothly. Nurses need only to ensure:

 Verified learning  Practical application  Alignment with professional standards

Managers and appraisers can easily track achievements and synchronise them with departmental goals.

### **Bonus Tip: Foster and Recognize Engagement**

Enhance the value of FEN participation during appraisals by:

- Tying webinar completion to TOIL (Time Owed in Lieu)
- Giving shout-outs during team meetings
- Integrating webinar insights in team feedback sessions

Even the smallest recognitions can drive a significant cultural shift.

FEN isn't just a CPD provider—it's a comprehensive development toolkit.

When PDPs transcend basic paperwork, nurses feel acknowledged, empowered, and eager to advance. That's the real gold in appraisals.



**Care  
Learn  
Develop  
Network**