

## How to Deliver CPD Without Pulling Staff Off the Floor

Let's face it: the phrase "protected learning time" can feel more fantasy than reality in a busy emergency department. Between bed shortages, rising patient acuity, and staffing pressures, pulling nurses off the floor for traditional training can seem like a logistical nightmare.

But the need for Continuing Professional Development (CPD) hasn't gone away—if anything, it's never been more urgent.

So, what's the answer?

The Faculty of Emergency Nursing (FEN) has found a way to make CPD work with the rhythm of the department, not against it. Here's how you can deliver meaningful, high-quality development without taking staff away from the clinical environment:



### 1. Shift From Scheduled to On-Demand

FEN's webinars are recorded and accessible 24/7. That means nurses can watch them before or after shifts, during quiet periods, or even at home. No rosters need rearranging. No departments left short. Learners get autonomy over when and how they learn.

### 2. Tie Learning to Practice

Each FEN webinar comes with an evaluation that prompts learners to reflect on:

- What they've learned
- How they'll apply it
- Which NMC Code domains it supports

This makes CPD a meaningful extension of clinical work—not an abstract academic exercise.

### 3. Bring the Learning into the Team

Encourage team-wide engagement. Run a short debrief on key takeaways from a webinar during handover. Build webinar discussions into team meetings or appraisals. Use the learning to spark practical conversations about service delivery.

### 4. Use Assessment to Cement Skills

FEN's assessment tools (Mini-CEX, DOPS, ESLE) let senior nurses assess practical skills on the shop floor. These aren't just tick-box tools—they're structured, focused, and tailored to emergency nursing. You're turning everyday clinical encounters into structured learning opportunities.

### 5. Reward and Recognise

Completed evaluations generate CPD certificates. These can be added to portfolios, used in revalidation, and acknowledged during appraisal. Celebrate participation—whether through a CPD wall, recognition board, or small incentives.

### 6. Be Strategic with Time

You may not be able to pull nurses off the floor for lengthy training sessions—but could you offer them Time Owing in Lieu (TOIL) to complete professional development at a time that works for your service. Just two hours per month of flexible TOIL could enable a nurse to complete 12 webinars a year with 100% TOIL, or even 24 webinars annually with 50% TOIL. It's a small investment that pays off in upskilled, empowered staff—without disrupting the flow of the department.

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## **No Time to Train? Train Smarter.**

Delivering CPD doesn't have to mean losing a pair of hands. With the right tools and a culture that sees learning as part of the job, not separate from it, emergency departments can build capability without compromising care.

And that's where FEN excels.

When development is accessible, practical, and embedded in daily life, you don't just tick a CPD box. You build confident, capable teams who grow with their practice—and stay because they feel supported.

**FEN makes that possible. No rota gaps required.**