

No Time for Training? Build a Smarter CPD Strategy

Let's be honest—“protected learning time” is often more wishful thinking than reality in emergency departments.

Staff shortages, constant patient flow, surging demand—CPD (Continuing Professional Development) can feel like a luxury no one has time for. But here's the truth: when we skip meaningful development, we don't just lose learning—we risk losing confidence, capability, and even staff.

That's where the **Faculty of Emergency Nursing (FEN)** changes everything.

FEN understands that emergency nursing isn't 9 to 5. It's reactive, pressured, unpredictable. That's why FEN offers a smarter CPD strategy—one that builds learning *into* the rhythm of the ED, not against it.

Here's how.

1. CPD That Moves at Your Pace

Forget classroom bookings and tight schedules. FEN webinars are available 24/7, so your team can learn when it suits them. Before shift. After shift. On a quiet night. Even from the sofa at home.

Whether you want to develop clinical knowledge, sharpen leadership skills, or prep for initial acuity assessment, it's all there—on demand.

2. Bite-Sized, Evidence-Rich Learning

FEN webinars are packed with relevant content, tailored to emergency care. Each session lasts around two hours and includes a mandatory evaluation to consolidate learning.

It's focused, practical learning that ties directly to day-to-day roles. And with over 200 webinars available, you can design personalised pathways for every nurse in your department.

3. Learning That Sticks—and Counts

Each webinar comes with an evaluation that prompts:

- Reflection on what was learned
- How it will change practice
- Links to the NMC Code for revalidation

This creates portfolio-ready CPD certificates that go beyond attendance—they show *impact*. Ideal for appraisals and NMC revalidation.

4. Assessment That Happens on the Floor

Traditional assessments can be hard to organise—but FEN's assessment tools (Mini-CEX, DOPS, ESLE) allow senior nurses to assess clinical competence as part of day-to-day care.

No classroom required. Just real-time, relevant evaluation that reinforces learning.



5. Make Time Work for You

Can't release staff for training days? You're not alone. But with FEN, maybe you can offer nurses **time back in lieu**.

Give just two hours of TOIL (Time Owed in Lieu) each month, and your nurses could complete:

- 12 webinars/year with full TOIL
- 24 webinars/year with half TOIL

That's a complete development pathway—without compromising the rota.

Smarter CPD Starts Here

Training doesn't have to mean taking nurses off the floor. With FEN, CPD becomes part of the workflow—accessible, strategic, and impactful.

The result? A more capable, confident workforce. Nurses who feel supported, respected, and ready to grow.

No time to train? Start training smarter.