

The Role of Nursing Guidelines on Successful License Renewal for Nurses and Midwives in Ubungo District Public Hospitals in Tanzania

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ABSTRACT

In the recent years, nurses and midwives are struggling to keep their knowledge current and skills relevant through to changing requirements and situations. Through engaging in continuing professional development (CPD), care givers become updated knowledge and practice to provide quality care to patients. This study sought to unveil the role of CPD on license renewal of midwives and nurses with a special focus on Ubungo district as Ubungo has more health Centres as compared to other districts in Dar es Salaam. Specifically, the study sought to determine the role of nursing guidelines on successful license renewal for Nurses and Midwives in Ubungo District Public Hospitals, The study was guided by the Kirkpatrick Model as the theoretical framework. The study used descriptive research design while simple random and purposive sampling techniques were used to select members of sample size who were 99 respondents. The target population of the study included all public hospitals, dispensaries and health centres located in the Ubungo district. The data was collected using documents review, in-depth interview, and structured interviews, and then analyzed using content analysis, narrative analysis, and descriptive analysis. Findings revealed that the CPD acquisition and license renewal guidelines are available at the Tanzania nursing and midwifery council(TNMC) website, however, they require registration and login to access them. The license acquisition process was through paper document submission at the TNMC office and later on changed to online in 2022. Apart from insufficient computers and limited internet access, some challenges result from nurses and midwives negative attitude towards license renewal as they tend to not renew them until there is a tactical advantage such as a promotion. Management staff at the hospitals also does not focus on license renewal as they focus more on accomplishment of daily tasks, and only care when a malpractice occurs. CPD points determine the eligibility of the license renewal applicant. The study concludes that the online availability of CPD guidelines is a good way of reaching all stakeholders. The study recommends awareness raising activities regarding access to the guidelines, raise more awareness regarding the online license renewal system, and design more effective and efficient means of stakeholder outreach.

Keywords: Midwives, Nurses, Nursing Guidelines, Public Hospitals, Successful License Renewal, Ubungo District

I. INTRODUCTION

The changes in policies for strengthening health systems have evolved from the provision of basic healthcare services to primary healthcare services with an emphasis on community level (Balayi, & Jarvis, 2020). As midwives and nurses play the central role the provision of healthcare services and strengthening health systems, there was a need to ensure quality nursing and midwifery services. Continuing Professional Education was thereafter introduced in order to outline strategies and key components that would assure high quality midwife and nursing services (Balayi, & Jarvis, 2020). Globally, Continuing Professional Development (CPD) is evolving around the world as it is increasingly recognized as an important part of the health education continuum particularly for midwives and nurses (Deering, 2024). Alignment is taking place among health accreditors in academia, postgraduate education and practice. Changes and advances in North America, Australia and Europe are influencing changes in countries in the rest of the world. This has led to the emergence of CPD professionals who have built the necessary skills needed to develop CPD activities worldwide. These changes result in CPD being recognized as a critical element of the health care system, and filling gaps in health care for individual consultants, teams, patients and the system (Palma et al., 2020).

According to Griffith and Tegenah (2020), nurse professionals and nursing managers insist on commencing continuing education and engaging in workplace leadership, professional performance approaches, assessment and systematic license renewal. In order to maintain, develop, and improve professional skills, knowledge, and attitudes, health workers engage in a variety of structured and informal activities known as continuing professional development (CPD). Therefore continuing professional development is a systematic and ongoing process of education, in-service training, learning, and support activities that builds on initial education and training. In recent years, several government efforts have made suggestions for altering the way healthcare is provided in order to accommodate the population's

changing requirements. The right education and development opportunities must be made accessible to create a workforce with the skills necessary to implement these efforts. Given the short-term budgetary restrictions that the public sector will experience, the existing structure is not sustainable (Julian & Ruiz, 2020).

There are various elements that either inhibit or lead to nurse involvement in professional development activities including work, family, financial, personal, and career (Silwal & Panta, 2021). Compulsory CPD program adopted by the nursing and midwifery board of Australia was focused on an annual accumulation of a certain number of CPD points awarded as nurses involved in an array of CPD engaged in activities pertinent to their field (Sharma, 2021). One point was given for each CPD hour attended; with a maximum of 30 points needed to be accumulated to be eligible for renewal of registration and this was used when applying for an annual renewal of registration (Saputra & Yustan, 2020).

CPD with mobile learning on a smart phone and usual guiding visits not only advances the awareness and abilities of midwives and nurses but also offers a solution to improve accessibility in rural areas through improved communication and transport as well as improved career advancement for health workers working remotely (Oermann et al., 2021). A revised CPD environment in the African area is required to increase the relevance and responsiveness of nurses and midwives as important drivers of the Global Health Indicators (Balayi & Jarvis, 2020). Many nations in sub-Saharan Africa are enforcing or growing requirements for nurses and midwives to undergo CPD in mandate to resume their license. CPD can help maintain important improvement in each pre-employment schooling and practice settings, and guarantee that nurses and midwives who graduated before latest pre-employment reforms are able to provide the equal extent of care as new and destiny ones graduates (Kemei & Etowa, 2021). Lesotho nursing leaders evolved the country's first CPD program for health workers. The development of a CPD program in Lesotho has brought nursing practice into line with legal standards for the workforce. Registered nurses and midwives have to gain and uphold expertise to offer quality care and to present their fitness to the community, leaders and the professional society on current issues (Mnguni, 2023).

In Tanzania, according to the Tanzania Nursing and Midwifery Council (2022), nurses and midwives must achieve 30 points of active learning within 3 years to be eligible for renewal of a professional license. The Council has developed a CPD policy and logbook for nurses and midwives in Tanzania. Individual nurses or midwives must document and deliver all CPD activities and points obtained to the council throughout the license renewal term. However, with the CPD requirement upon license renewal, not much has been uncovered regarding the role of CPD on license renewal for nurses and midwives. The Ministry of Health and Social Development's 2017, Basic Standards of Health Centers for Level I and II Hospitals indicate that no health practitioner shall conduct their trade in a hospital without having a professional license from the competent organization (sections 11.1.4 and 11.1.5 of Chapter 5). Additionally, the Nursing and Midwifery Act of 2010 has a provision that says a person shall not be qualified to perform services as a Nurse or Midwifery unless he is officially registered and issued a license, and this provision can be found in section 21 (1).

However, according to the Controller and Auditor General's (CAG) report on the 2021 central government audit, the CAG pointed out that three hundred and twenty (320) healthcare professionals from five referral hospitals are practicing their profession without an active professional license; these individuals are going about their work without a corresponding one authorization. One of the reasons for this is that the hospital does not validate the status of the required licenses for healthcare professionals to work there. In the absence of a valid professional license, the professional services provided may not be at the intended level, and in the event of a patient's medical malpractice, hospital management may not be able to hold the staff member accountable for their actions (Mlambo et al., 2021).

Dar es Salaam is one of Tanzania's most populated cities, with a population of over 5.5 million Tanzanians. As a result, that, the potential for unethical action is larger than in any other part of the country. With Ubungu District having the highest number of health centres of different types at different levels, it is critical to investigate the variables influencing the renewal of nursing and midwifery licenses, with a special emphasis on Ubungu District Public Hospitals (Mwinuka & Farrelly, 2022).

1.1 Statement of the Problem

The Ministry of Health and Social Development's 2017, Basic Standards of Health Centers for Level I and II Hospitals indicate that no health practitioner shall conduct their trade in a hospital without having a professional license from the competent organization (sections 11.1.4 and 11.1.5 of Chapter 5). Additionally, the Nursing and Midwifery Act of 2010 has a provision that says a person shall not be qualified to perform services as a Nurse or Midwifery unless he is officially registered and issued a license, and this provision can be found in section 21 (1). However, according to the Controller and Auditor General's (CAG) report on the 2021 central government audit, the CAG pointed out that three hundred and twenty (320) healthcare professionals from five referral hospitals are practicing their profession without an active professional license; these individuals are going about their work without a corresponding one authorization. One

of the reasons for this is that the hospital does not validate the status of the required licenses for healthcare professionals to work there. In the absence of a valid professional license, the professional services provided may not be at the intended level, and in the event of a patient's medical malpractice, hospital management may not be able to hold the staff member accountable for their actions (Mlambo et al., 2021).

Nursery and midwifery professions in health care systems have been exhausted globally and given a crucial consideration but the case is different in Tanzania as various aspects of continuing professional development have not been exhausted enough in the existing literature (Mwinuka, & Farrelly, 2022)

1.2 Research Objective

The study sought to investigate the role of nursing guidelines on successful license renewal for nurses and midwives in Ubungo District Public Hospitals.

II. LITERATURE REVIEW

2.1 Theoretical Literature Review

2.1.1 The Kirkpatrick Model

The Kirkpatrick Model of Training Evaluation, developed by Donald Kirkpatrick in the 1950s, is a widely recognized framework for assessing the effectiveness of training programs (Kirkpatrick, 1959). This model is particularly relevant to the study of Continuing Professional Development (CPD) and its role in license renewal for nurses and midwives. The model consists of four layers of evaluation, each of which builds on the preceding one:-

Reaction: This level assesses participants' feelings towards the training or learning experience. Evaluate the satisfaction of nurses and midwives with professional development activities, including content, delivery methods, and overall experience (Manley et al., 2021). Evaluating reactions is crucial as positive feedback indicates engaging and relevant training, leading to increased motivation and application of knowledge. A survey following a CPD workshop helps determine if nurses found the contents relevant to their everyday activities and the training was provided in an interesting manner .

Learning: This level analyses the training's impact on knowledge, skills, and attitudes. Moorley and Chinn (2020) suggests that nurses and midwives should assess their clinical abilities, knowledge of latest standards, and attitudes towards their vocation. For example, a CPD program could assess nurses' awareness of new infection control practices before and after training to measure their progress. Measuring learning outcomes ensures that the training program meets its educational objectives. This can be achieved through pre- and post-tests, practical demonstrations, or case studies. For example, a CPD program could assess nurses' awareness of new infection control practices before and after training to measure their progress.

Behavior: This level evaluates the extent to which participants apply what they learned on the job. In the healthcare setting, this could involve assessing how nurses and midwives incorporate new knowledge and skills into their daily practice (Nooruddin & Bhamani, 2020). Behavior change is crucial because it demonstrates the practical application of training in real-world settings. This can be measured through direct observation, feedback from supervisors, or self-assessment tools. Nurse managers can evaluate the effectiveness of new patient communication approaches by observing interactions between nurses and patients following a CPD session.

Results: The third level evaluates how the participants' enhanced performance impacts the organization or environment. Nyelisani et al. (2023) suggest that healthcare improvements could lead to better patient outcomes, increased efficiency, and higher quality care. This level evaluates the training program's overall influence on organizational goals and patient care. An effective CPD program on wound care management can lead to reduced infection rates and faster patient recovery. Evaluating results helps to justify the investment in CPD programs by linking them to tangible improvements in healthcare delivery.

The Kirkpatrick Model is particularly relevant to this study for several reasons: Comprehensive understanding of CPD: The model provides a structured approach to understanding of guidelines for the effectiveness of CPD programs, which is crucial for understanding their role in license renewal. Nyirahabimana and Magagula (2023), propose a multi-faceted assessment of how professional development activities help nurses and midwives maintain their competence based on established norms. Evaluating reaction , learning, behaviour, and results can provide stakeholders with a thorough knowledge of the effectiveness of CPD programs. This multi-level evaluation covers all aspects of training, including immediate participant satisfaction and long-term organizational impact.

The concept links CPD programs to improved clinical practice by emphasizing behaviour change and outcomes. Marandu (2021) emphasize the significance of continuing professional development in the license renewal procedure. The emphases is on real-world application guarantees that training world application guarantees that training leads to

actual advantages in health care services. Evidence suggests that continuing professional development (CPD) improves world application guaranteed that training leads to actual advantages in healthcare service. Evidence suggests that continuing professional development (CPD) improves patient outcomes and can justify policies requiring license renewal. This relationship is crucial for demonstrating the benefits of CPD programs to regulatory agencies and healthcare organizations. It ensures that nurses and midwives are competent and up-to-date with best practices.

2.2 Empirical Review

2.2.1 The Role of Nursing Guidelines on Successful License Renewal

Global Context

Nursing guidelines play an important role in the license renewal procedure for role in the license renewal procedure for nurses and midwives globally. Griffith and Tengahan (2020) discovered that nurses in the UK require ongoing education to maintain competency and certification with governing authorities. The study reviewed UK nursing policies and emphasized the need for clear standards to ensure nurses achieve professional development obligations. The researchers emphasized the importance of clear rules for renewing nursing licenses and maintaining high standards of practice

Casey et al. (2020) undertook a thorough evaluation of CPD guidelines from foreign nursing regulatory agencies. The examination of 32 nations; regulatory systems found considerable differences in CPD requirements and inclusion into license renewal processes. The study emphasized the importance of evidence-based guidelines that include the needs of individual practitioners, healthcare systems, and patient safety.

Sherman and Chappell (2019) studied how CPD programs have evolved in many nations, including the US. The study found considerable variances in CPD structure and delivery globally, highlighting the need for standardized criteria to maintain uniformity and license renewal processes. Researchers discovered that countries with more organized and though rules had greater percentages of successful license renewal processes. Researchers discovered that countries with more organized and through rules had greater percentages of successful license renewals and reported improved nursing abilities.

According to Johnson and Johnson's (2020) global study of nursing regulatory organizations, nurses and midwives make up the majority of healthcare workers worldwide. The study emphasized the importance of CPD guidelines for professionals to retain and develop their abilities, which directly affects license renewal processes. The study found that evidence-based practice is increasingly being integrated into nursing guidelines, aligning CPD activities with current health care workers worldwide. The study emphasized the importance of CPD guidelines for professional to retain and develop their abilities, which directly affects license renewal processes. The study found that evidence-based practice is increasingly being integrated into nursing guidelines, aligning CPD activities with current healthcare breakthroughs practice and license renewal. A mixed-methods study of over 500 nurses revealed that competency-based guidelines their awareness of professional expectations and allowed for more targeted CPD activities. This resulted in smother license renewal processes and increased job satisfaction among nurses. Chigavazira et al. (2018) found that incorporating structured self-assessment tools into regulatory guidelines led to a 15% increases in successful first-time license renewals for 300 nurses over two years.

African Context

However, contrasting results were found by Ihudiebube-Splendor. (2020) in eastern Nigeria. Their qualitative study, involving focus groups with nurses, showed that many caregivers perceived mandatory CPD as having little value. The researchers noted that clearer guidelines and better communication of CPD benefits could help address these negative perceptions. They suggested that involving nurses in the guideline development process could increase buy-in and improve the perceived relevance of CPD activities.

In Ghana, Osei (2020) conducted a mixed-methods study examining factors influencing nurses' perceptions of professional development. They found that while individual aspects like age and work experience were perceived as more valuable than CPD, clearer guidelines on how CPD contributes to professional growth could enhance its perceived value. The study recommended the development of career-stage specific guidelines to make CPD requirements more relevant to nurses at different points in their professional journey.

An examination of nursing policies in Malawi, Zambia, and Kenya revealed that rules linking CPD activities to national health goals were more likely to national health goals were more likely to be adopted by nurses and result in successful license renewals. The study emphasized collaboration among regulatory organizations, healthcare institutions, and educational facilities to formulate and execute guidelines.

Tanzanian Context

In Tanzania, the Tanzania Nursing and Midwives Council (TNMC) oversees CPD license renewal [processes]. Tanaka et al. (2020) investigated the implementation of CPD principles in Tanzania. Surveys and interviews with nurses and midwives revealed that implementing clear standards and a logbook system for tracking CPD units increased involvement in professional development activities. The study found a 30% increase in CPD compliance rates after using these standardized principles.

Marandu (2021), studied the factors affecting CPD program Utilization in Tanzania. A survey of nurses in several locations revealed that understanding of CPD rules, Level of education, geography, and internet availability all had a substantial impact on CPD participation and license renewal. The study emphasized the need for accessible and flexible standards to meet the various demands of nurses in urban and rural settings.

Tanzania's Ministry of Health, Gender, Children, and Elderly values continuing professional development standards for improving nursing and midwifery services (United Republic of Tanzania, 2016). The Policy review highlights the need for standards that encourage practical training and use of new information in healthcare settings. The paper outlines aims to create comprehensive guidelines that address emerging healthcare concerns and technological improvements.

Mboineki and Zhang (2019) examined the impact of TNMC recommendations on nursing education and practice in Tanzania. Interviews with nursing educators and practitioners revealed that with nursing educators and practitioners revealed that while the recommendations are available for professional growth, they need to be updated more frequently to reflect changing healthcare demands. The researchers suggested a frequent review procedure for CPD guidelines to maintain their relevance and efficacy.

III. METHODOLOGY

3.1 Research Design

This study used a descriptive research design. Descriptive research designs strive to characterize the features of population or phenomenon under study. It addresses enquires concerning what, where, when, and how something happens. This strategy is effective for gathering current knowledge about a topic without changing variables or establishing cause-and-effect relationships (Sharp et al., 2019). To evaluate the impact of CPD on license renewal for nurses and midwives in Ubungo District Public Hospitals, a descriptive research design was adopted for numerous reasons. Descriptive research provides insights into existing CPD practices among nurses and midwives in Ubungo District Public Hospitals. researchers can discover patterns trends by describing current CPD involvement and its impact on licenses.

. It explored how CPD influenced successful license renewal, the challenges faced by nurses and midwives during the process, and the effectiveness of the existing policies and guidelines that regulated CPD acquisition and professional license renewal. The study was conducted within the context of the public healthcare sector in Ubungo District.

3.2 Study Population and Sample Size

The population for this study entails the public hospitals, dispensaries, and health centres in Ubungo District. Based on Ubungo District report, there is one referral hospital namely Mloganzila, two district hospitals namely Sinza and Baruti respectively. Moreover, Ubungo district has four health centres namely Mbezi, Kimara, Makurumla. Last but not least, Ubungo District has a total of fourteen (14) dispensaries namely Kwembe, MalambaMawili, Amani, Kiluvya, Kibwegere, MpigiMagohe, Goba, Kwembekati (Mpakani), Msewe, Mavurunza, Makuburi, Manzese, Mburahati, and Mabibo. As the study focuses on nurses, midwives, health practitioners, managerial health staff, and government officials. Overall, the total population of Ubungo District Health workers, practitioners, and managerial staff is 8,700 (URT, 2016).

In order to obtain the robust number of study participants, this study applies the Slovin's formula (Tejada & Punzalan, 2012). The formula denotes the sample size as 'n', the target population as 'N', and error rate as 'e'. The size of the sample obtained was 99. In order to minimize the error rate, the researcher considers a 10% error rate. As 'N' and 'e' are now known.

3.3 Sampling Design and Procedure

Sampling technique refers to the method used to select a subset of individuals or items from a larger population to represent that population for research or statistical analysis. It is a crucial aspect of research methodology as the quality and reliability of study findings often depend on the sampling technique employed (Simkus, 2023). The study

used simple random sampling technique to select operational staff as well as purposive sampling technique to select senior staff. Simple random sampling is a basic probability sampling technique where each member of the population has an equal chance of being selected. Through using simple random sampling for operational staff, the researcher aimed to ensure that each operational staff member had an equal opportunity to be included in the study. This helped in obtaining a representative sample that reflects the characteristics of the entire operational staff population.

3.4 Data and Collection Approaches

Data collection is a cluster of techniques employed to obtain discoveries from appropriate sources aimed at resolving study queries, experimental hypothesis, and evaluate outcomes (Kombo, & Tromp, 2006). For the purpose of obtaining sufficient appropriate data, this study employed document review, in-depth interviews, and structured interviews. Respondent were the Ward In-charges, Municipal Heads of Departments, Registrar of Nursing Officials, TNMC Council Members, as well as Midwives and Nurses from Sinza, Baruti, Kimara, Mbezi, and MalambaMawili.

3.5 Data Analysis

Data analysis is a process of scrutinizing, converting, and molding the collected inputs to ascertain valuable information in making study conclusions (Turner, 2020). In order to attain effectiveness in analysis of this study’s collected data, the most suitable analysis techniques were content analysis, narrative analysis, and descriptive analysis.

IV. FINDINGS & DISCUSSION

4.3 The Role of Nursing Guidelines on Successful License Renewal for Nurses and Midwives in Ubungo District Public Hospital

The first objective of the study sought to determine the role of nursing guidelines on successful license renewal for Nurses and Midwives in Ubungo District Public Hospitals.

Regarding the guidelines, government officials from medical authorities confirmed that the standard guidelines for continuous professional development exist. However, some nurses and midwives informed the researcher that they only saw the guideline the first time they applied for licenses after their graduation, but they have never seen them afterwards. TNMC officials informed the researcher that the guidelines are available in the TNMC website. However, one has to first create an account and register themselves in the website in order to access the guidelines. Different respondents had different comments as quoted below.

I know that there are guidelines for acquiring CPD, but I have not seen them for some years now (In-depth Interview, P1, March 2023).

On this regard, an official from TNMC added.

We have the guidelines both in our website and here at the office, it’s just that people are not interested in having them (In-depth Interview, P2TNMC Official, March 2023).

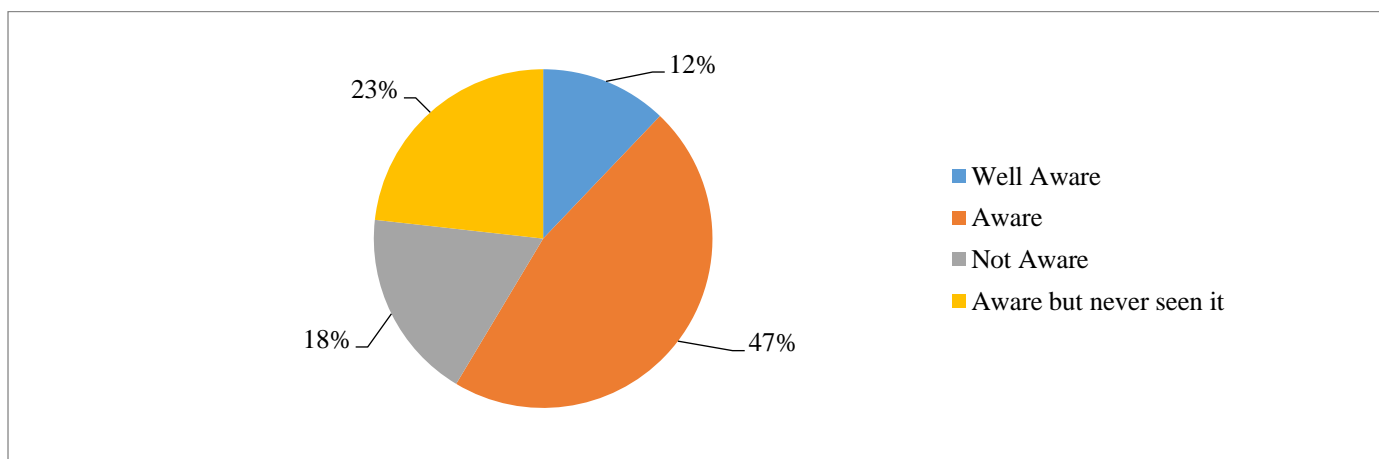


Figure 1
CPD Guideline Availability Awareness

From the figure above, 47% of respondents were aware of the CPD guideline, 23% were aware of it by have never seen, 18% were not aware and 12% were well aware of CPD guideline.

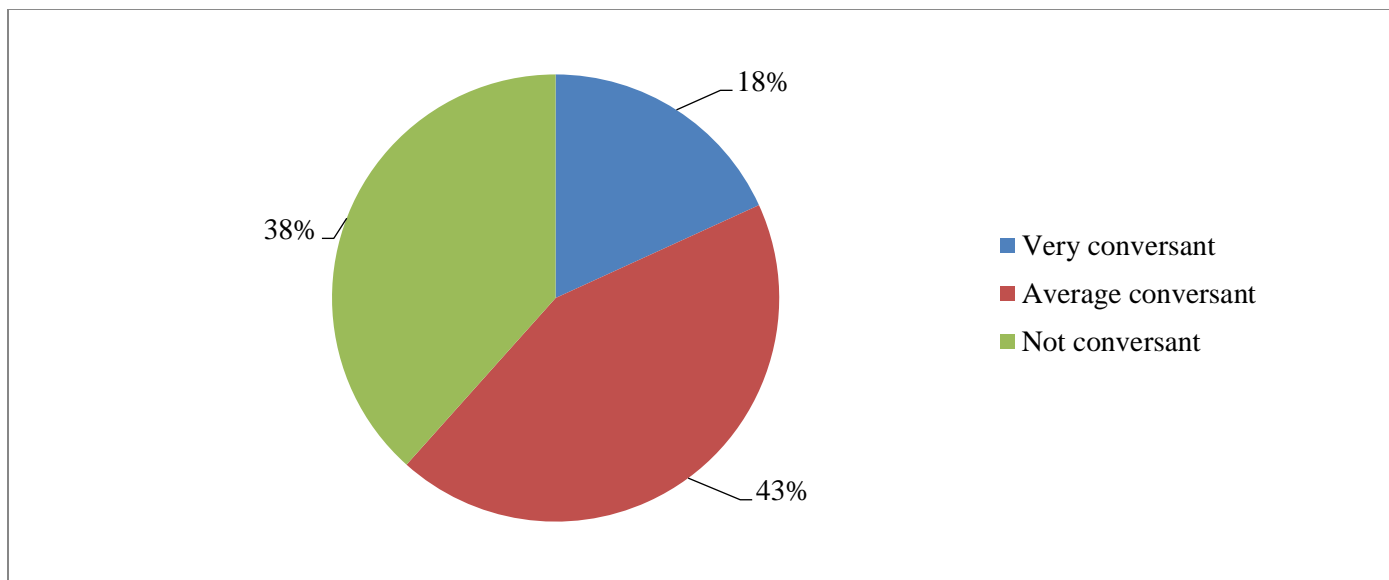


Figure 2
Respondents' Conversant Level of the CPD acquisition Guidelines

From the figure above, 43% had average conversant about CPD acquisition guidelines, 38% were not conversant at all and 18% were very conversant about CPD acquisition guidelines.

Interviews with the midwives and nurses revealed the followings.

The CPD acquisition guidelines are barely available. You only hear of them but when you want to get a hold of them, you start going through different people and none of them has it (In-depth Interview, P8, May 2023).

On this aspect, a Midwife from MalambaMawili (Mbezi) commented.

We barely ever see the CPD guidelines; we just know what needs to be done based on what we hear from our superiors and co-workers (In-depth Interview, P9, May 2023).

As for the access to the CPD acquisition and license renewal guidelines, only TNMC officials have them in their offices. But for Nurses and Midwives, the access is limited because they normally have to first register online or pay a visit to the TNMC office.

Figure 3 below indicated that 37% have no access to CPD acquisition guideline, 25% have inconvenient access, 20% have limited access and 18% have access to CPD acquisition guideline.

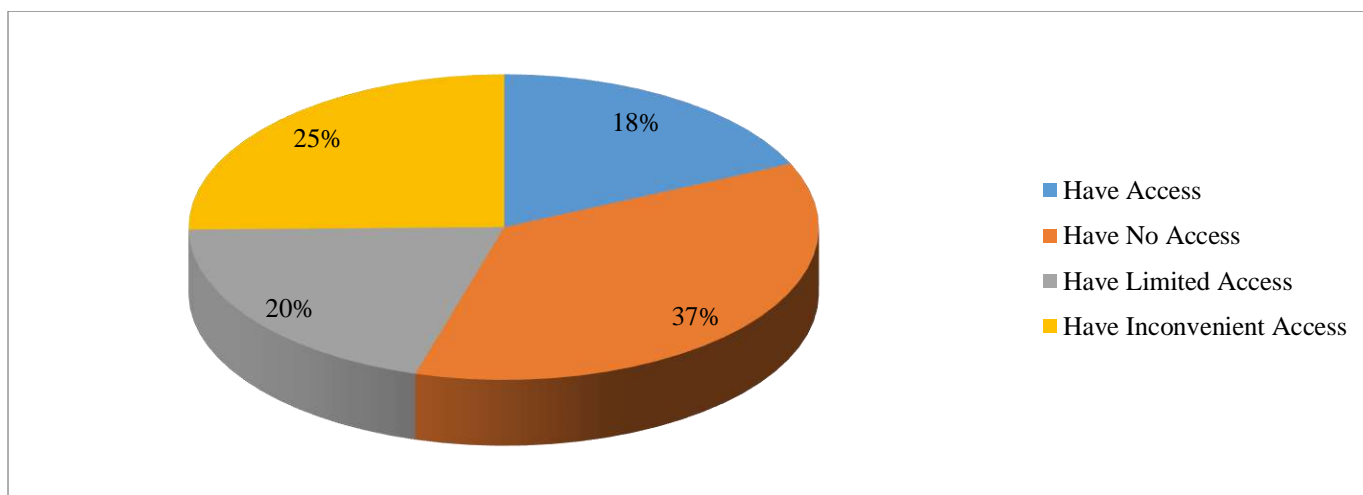


Figure 3
Access to CPD Acquisition Guideline

Below is what respondents commented regarding access to the guidelines.

We can access them through their website, but I have visited the website a couple of times with no success (In-depth Interview, P10, June 2023).

On this same aspect, a Midwife from Mbezi hospital added.

What I know is that the only assured way of accessing the CPD acquisition guidelines is by going to the TNMC office (In-depth Interview, P11, June 2023).

Through the TNMC website, parties are required to first register in order to access the guidelines. But there are no prerequisites for accessing the standard CPD acquisition and license renewal guidelines at the TNMC office. Any registered Nurse or Midwife can visit the TNMC office to access the guidelines. However, most of the Nurses and Midwives do not possess the CPD acquisition and license renewal.

Figure 4 below indicated that 19% possess CPD guidelines while 81% do not possess CPD guidelines.

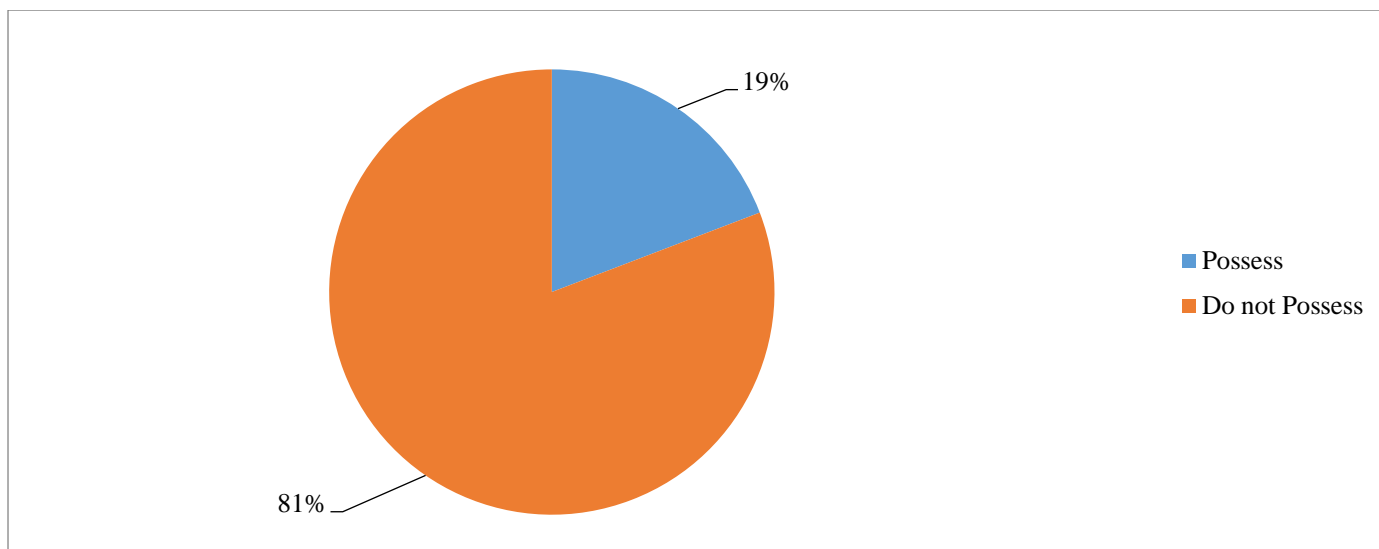


Figure 4
CPD Guidelines Possession Percentage
Source: Field Data (2023)

When asked regarding the matter, below is what different nurses and midwives had to say.

You can go to the TNMC office and make a copy of the guidelines. However, when you come back to the hospital with it, people will be borrowing from you because it is the only available guideline, and it gets lost eventually (In-depth Interview, P12, July 2023).

A Midwife from Kimara added.

If the online copy was easily accessible, we would have been having the PDF even in our smartphones, but the truth is they are not (In-depth Interview, P13, July 2023).

Different respondents also revealed,

You may end up asking the entire ward, no one might have the guidelines, until you go to the TNMC office. What is the use of the modern technology? (In-depth Interview, P14, March 2023).

A Midwife from Malamba Mawili hospital added.

Saying that the guidelines are available online is just a way TNMC cleanse themselves, but honestly you cannot find them online, you will only waste your time visiting their website (In-depth Interview, P9, March 2023).

There are no officially announced restrictions in acquisition of the CPD and license renewal guidelines. However, given their scarce availability, Nurses and Midwives see it as if there are some unofficial restrictions. Below is what different respondents commented.

TNMC acts like there are no restrictions in accessing the guidelines, but there actually are. Because one has to create an account in the TNMC website to access them. Meaning they are only available for registered nurses and midwives (In-depth Interview, P15, July 2023).

A Ward In-charge from Sinza added.

I think the only restriction is that one must be a nurse, midwife, or an in-charge, someone who responsible to nursing field (In-depth Interview, P1, July 2023).

So far none of the respondents has ever received a notification for any update made to the guidelines. It can be presumed that it is either the changes made to the guidelines are not communicated to all stakeholders, or no changes have been made to the guidelines since 2010. Below is what respondents had to say.

I am not aware if any change has ever been made to the CPD acquisition guidelines. However, almost each nurse went through different processes during license renewal (In-depth Interview, P16, March 2023).

A Midwife from Baruti added.

Maybe they have, maybe they have not. We are not well informed about any changes made by the TNMC(In-depth Interview, P13, March 2023).

The observed weaknesses regarding the guidelines are the lack of clarity in the fields to be filled, lack of clarity in attachments, and its scarce availability. Most respondents regard the guidelines to be of a poor standard. Figure 6 below indicates the level of clarity in the CPD acquisition guidelines.

Figure 6 indicated that 42% of respondents the online CPD recording form was unclear, 32% was clear, 18% was very clear and 8% was very unclear.

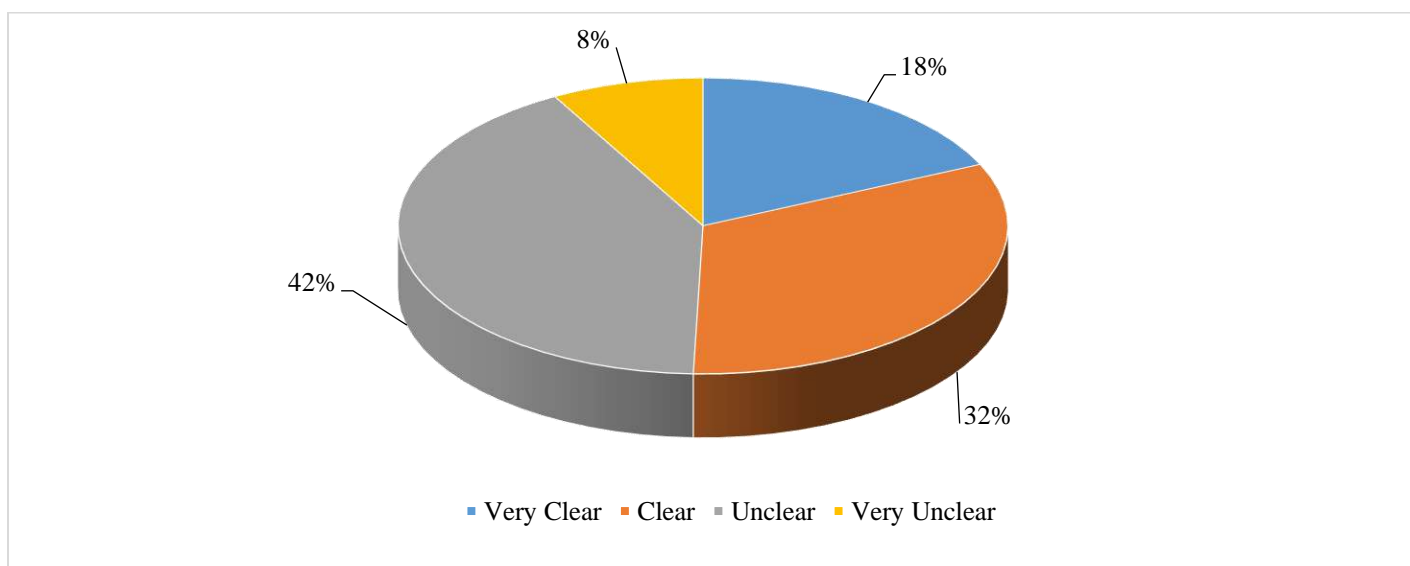


Figure 6
The Level of Clarity in the Online CPD Recording Form

Respondents feedback regarding clarity is as quoted below.

I do not know about the online application, but the manual one I used was unclear in so many sections (In-depth Interview, P17, April 2023).

A Midwife from Malamba Mawili added.

It required lots of back and forth movements just to be informed of all the required attachments during my last license renewal (In-depth Interview, P9, April 2023).

V. CONCLUSIONS & RECOMMENDATIONS

5.1 Conclusion

The study concludes that Continuing Professional Development (CPD) plays a crucial role in the license renewal process for nurses and midwives in Ubungo District Public Hospitals. While CPD guidelines exist and are available online through the Tanzania Nursing and Midwifery Council (TNMC) website, many nurses and midwives lack easy access to these guidelines and are unfamiliar with the online renewal system. The transition from paper-based to online license renewal, though an improvement, has been met with challenges, especially among older nurses who struggle to adapt. Despite the convenience of CPD-acquired points through seminars, symposiums, and training, logistical issues such as the scarcity of computers and internet access hinder the effectiveness of the online system. Additionally, the study found that management in healthcare institutions does not always prioritize the timely renewal of staff licenses.



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