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TOPIC

PERCEPTIONS OF MIDWIVES ON CONTINUING PROFESSIONAL
DEVELOPMENT (CPD) IN THE MIDLANDS PROVINCE IN ZIMBABWE.

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A DISSERTATION SUBMITTED TO THE NATIONAL UNIVERSITY OF
SCIENCE AND TECHNOLOGY IN PARTIAL FULFILLMENT OF THE
MASTER OF SCIENCE DEGREE IN MIDWIFERY EDUCATION.

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Abstract

The focus of this study was on the perceptions of midwives on continuing professional development with reference to Nurses Council of Zimbabwe credit points for re-registration of midwives. The research question originated from years of experience in nursing education and concern about midwives engagement in continuing professional development. A phenomenological qualitative approach was adopted based on the phenomenological assumptions that midwives are open systems who can make own decisions and can narrate their experiences. The four participants were selected from midwives working at Mnene district hospital by convenient sampling with experiences varying from 2 to 18 years. The ethical considerations started by getting clearance from the Medical Research Council (MRCZ/B/714) which are based on the Declaration of Helsinki (2013). The participants were not coerced, they made informed choice to participate or not. Confidentiality was maintained through anonymity and coding and storage of data in a way which is not accessible to unauthorized persons. Respect, justice, beneficence, and the right to privacy was observed throughout the research.

Data was collected through in-depth interviews and focus group interviews. Interviews were audio taped and transcribed verbatim. Data analysis was conducted using content analysis by Giorgi (1985) at the idiographic and nomothetic levels was conducted through open coding, categorisation and constant comparative analysis. The 4 key themes which emerged were lack of motivation, role confusion, dis-illusion and non-supportive environment that midwives experienced.

Conclusions were drawn and recommendations in relation to individual professionals, regulatory body the Nurses Council of Zimbabwe, institutions and future researchers. CPD is critical for midwives to be able to maintain their professional and competence updated in-order to offer quality care which meets the international standards. The midwives should organise research networking to encourage midwives to carry out researches.

Key concepts: CPD, NCZ, midwives, quality care and attitudes.