What is CNE?

Continuing nursing education is considered as nursing education attained after basic RN or EN training. Conversion degree studies and specialty programmes are also regarded as CNE since they are undertaken after the basic qualification.

Why should there be CNE?

CNE is basically a professional responsibility. Every nurse is personally responsible for upkeeping professional practice. It is also in line with the world trend for professional quality and perhaps re-licensing purpose, apart from its contribution to personal growth and career development.

How is CNE calculated?

The unit of calculation is points. Each point is equivalent to a 1-hour didactic learning. The number of points awarded for each learning event will depend on the nature of learning activities (refer to the Summary of CNE Points & Activities table for reference). All educational activities provided in-hospital will have CNE points predetermined.

Additionally, each RN/EN is expected to have 3 hours update on basic life support (CPR) every 3 years. The baseline is reviewed and revised periodically to reflect general needs and aspirations, yet within realistic limits. Hopefully all nurses can achieve that baseline within the specific time.

How much CNE should a nurse receive?

There is no limit as to the quantity of CNE one can receive. However, a baseline to promote the overall quality of nursing is recommended by the Nursing Council of Hong Kong (HKNC). Colleagues should keep a record of all their CNE activities and keep these records for at least 6 years. A CNE cycle starts on 1 November and ends on 31 October of the third year. During each 3-year CNE cycle, 45 CNE points for RNs and 30 CNE points for ENs are recommended.

What courses are recognized as CNE point earning?

To ensure the quality of continuing nursing education, HKNC and CNE provider institutes and organizations accredit educational activities with CNE points.

Kowloon Central Cluster has been accredited as a CNE provider institute by HKNC since December 2005. The hospital will take initiation in organizing and coordinating nursing programmes. At present, lots of education opportunities are provided within and outside each clinical department.

Guidelines for selecting CNE

To obtain the maximum advantage from CNE, each colleague should:

- identify own strengths, weaknesses and areas for further development
- obtain feedback from peer and/or supervisor
- identify learning activities to meet self improvement and ensure feasibility for accomplishment
- actualize the identified activities
- evaluate the actions taken

<table>
<thead>
<tr>
<th>CNE Points</th>
<th>Activities</th>
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<tbody>
<tr>
<td>1</td>
<td>Each hour of a learning activity</td>
</tr>
<tr>
<td>10</td>
<td>Principal researcher in one completed research project with publication in professional related journal</td>
</tr>
<tr>
<td>2</td>
<td>Co-researcher in one completed research project with publication in professional related journal</td>
</tr>
<tr>
<td>5</td>
<td>Author/co-author of an article published in health care related journal</td>
</tr>
<tr>
<td>45</td>
<td>Sole author/editor of a published book on nursing/health care related areas</td>
</tr>
<tr>
<td>10</td>
<td>Author/editor of a chapter of a published book on nursing/health care related areas</td>
</tr>
<tr>
<td>2</td>
<td>Joint author/editor of a chapter of a published book on nursing/health care related areas</td>
</tr>
<tr>
<td>1</td>
<td>Any 3-hour clinical practicum/structured visit to hospitals or health care institutions</td>
</tr>
<tr>
<td>5</td>
<td>Each presentation in health care related scientific international/national conference [excluding those lecture/presentation that are part of an educator job expectation]</td>
</tr>
<tr>
<td>2</td>
<td>Each presentation in health care related scientific conference</td>
</tr>
<tr>
<td>1</td>
<td>Each poster presentation in health care related scientific conference</td>
</tr>
<tr>
<td>1</td>
<td>Each presentation in approved nursing courses/seminar</td>
</tr>
</tbody>
</table>

Adopted from Manual for Continuing Nursing Education System (NCHK, 2006).
Further, eLearning can also be an alternative mode of learning. HAHO and QEH have established many eLearning coursewares. The colleagues can master their learning at their own time, place and pace. The eLearning centre can be accessed through:

Intranet: http://ihc
Internet: http://www.ha.org.hk/ihc

Who will monitor the CNE achievement of each nurse?

The colleagues will maintain an updated record of the CNE points gained in the “Nursing Professional Portfolio” which is a self-retainable database. It can help nursing staff to organize their experiences and accomplishments into a manageable data. Their supervisor will mark a periodic check on the level of achievement.

It can be downloaded from eLearning Centre. The intranet direct link is:


Who can be a supervisor?

Any nurse, at least of Nursing Officer grade and one rank above the staff concerned, can be the staff’s supervisor. These supervisors can therefore be NO, NE, NS, APN, WM, DOM, SNM, SNO and so on.

What are the roles of the supervisor?

The supervisor has to
- determine the relevancy and amount of each educational activity for the purpose of point earning
- facilitate the achievement of CNE