

# Professional Development Model for Portuguese Nurses

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New challenges facing society in Portugal, the complexity of problems and approaches in health, and patients' expectations for quality nursing care require new responses and strategies for the professional development and regulation of nurses.

To meet these, the Portuguese Order of Nurses – Ordem dos Enfermeiros have developed the **Professional Development Model (PDM)** which covers Competence Certification (CCS) and Clinical Nursing Specialties Individualization Systems (CNSIS).

The CCS is related to the process of awarding the professional title of nurse and specialist nurse. The CNSIS enhances the specialty nature of the PDM, and is designed to promote and protect the quality of nursing care provided to the population, based on the need to provide patient-focused quality care.

The table below provides further information on the PDM.



<h2>COMPETENCE CERTIFICATION SYSTEM</h2>	<h2>CLINICAL NURSING SPECIALTIES INDIVIDUALIZATION SYSTEMS</h2>
<ul style="list-style-type: none"> <li>The professional is required to undertake a Supervised Professional Practice period for the conferral of the nurse title. To register as a Specialist Nurse, certification of competences in a clinical field of specialization is required.</li> </ul>	<ul style="list-style-type: none"> <li>The CNSIS is a matrix of clinical specialties and highlights the common and specific competences required in the different areas of each specialty.</li> </ul>
<ul style="list-style-type: none"> <li>To obtain the nurse title the candidate must be registered as a temporary nurse. This requires nurses to take responsibility for their own actions and enable them to develop the required decision making skills.</li> </ul>	<ul style="list-style-type: none"> <li>There are ten areas of clinical specialization in nursing. They are: maternal health obstetrics and gynecology; child health; adult health; mental health; health of the elderly; critical care; palliative care; rehabilitation; family health; and public health.</li> </ul>
<ul style="list-style-type: none"> <li>The Portuguese Order of Nurses proposes that these periods of Supervised Professional Practice should take place within the framework of a clinical supervision model and be combined with a process of recognition and validation of competences.</li> </ul>	<ul style="list-style-type: none"> <li>This matrix will also help to identify and recognize new specialty areas. It hopes to ensure the continued development of the profession, and its ability to adapt to meet patient requirements and expectations.</li> </ul>

This **PDM model** marked the history of Nursing in Portugal, the beginning of a new relationship with the citizen, taking on a social responsibility, to promote the defense of the quality of nursing care rendered to the population. For further information please contact: [gri@ordemenfermeiros.pt](mailto:gri@ordemenfermeiros.pt)