Developing practice

To Develop Clinical Nursing Excellence Within a Culture of Practice Development That Is Supported by the Clinical Governance Framework

Enhance the Contribution of Practice Development Nurses to Trustwide Nursing Developments, With a Consistent Approach to Role & Function

Following a review of the Practice Development Nurse (PDN) roles and responsibilities, an annual Trustwide PDN programme has been developed. Key projects facilitated by the PDN team include:

- Essence of Care
- Annual Training Update
- Cannula Care Audit Project
- A Three Day Induction Programme for Newly Qualified Nursing Staff, Complemented by the Development of a Local Support Group

Standardise the Development and Approval of Clinical Guidelines, Policies and Protocols

- A framework has been developed by the Clinical Governance Support Team, within which Trust policies and guidelines will be formally ratified by the Trust Board. A draft policy has been developed for Trustwide consultation.

Undertake a Review of Approaches to Clinical Supervision and Preceptorship, Ensuring Uniformly High Quality Processes

- A 12 month clinical supervision action learning pilot has commenced May 2005. The action learning model is intended to assist in the development of critical thinking skills, communication, reflection, and problem solving skills.
- A Trustwide preceptorship programme has been developed, with implementation supported by the PDN team. With a 6 month preceptorship period, the programme aims to assist newly qualified staff to consolidate learning and support role transition.

Establish a Competency Based Framework to Support Professional Practice and Monitor Professional Competence

- In addition to the implementation of the KSF framework, a number of competency frameworks are also being developed for health care assistants and use of medical devices.

Ensure Equal Access for All Nursing Staff to Education & Training Opportunities

- Co-ordinated by the PDN team, a training needs analysis is now undertaken on a 6 monthly basis. Training uptake is monitored with formal reporting processes now in place.

Develop and Strengthen Links With Academic Organisations

As a direct outcome of the Heyman Scholarship scheme, international partnerships have been forged with prestigious academic centres and professional bodies, enabling the development of local clinical excellence, including:

- Working with the Arnold Palmer Memorial Hospital, Orland to develop clinical guidelines on neonatal abstinence syndrome
- Ongoing partnership with the Mayo Clinic, USA and the American Society of Gastroenterology to develop local capsule endoscopy services and lead on European training

Promote & Enhance the Profile of Nursing Research

- Appointment of Clinical Governance Co-ordinator with responsibility for Research and Development.
- Pilot Research Day in October 2005 Training with Women’s Service Research Forum, with the view to roll out across the Trust in 2006 aimed at Nursing Staff
- Clinical Governance Co-ordinator proactively supporting and encouraging Nurses to submit to Research Journals

Establish a System for Dissemination of Good Practice and Learning Points

Processes for disseminating good practice have improved and include:

- Professional forums
- Trust Board visits
- Increased use of the intranet
- Heyman Scholarship
- Presentations
- Development of a multidisciplinary approach to the weekly clinical education meetings

Promote the Routine Use of Clinical Audit

- On completion of the pilot in 2002, Essence of Care activity has continued, with annual plans to benchmark all topics.
- All clinical audit activity and outcomes are now reported quarterly

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