This ppt presentation has been developed to support a consistent message locally, nationally and internationally as to the aim of the Effective Practitioner initiative. It is being made available as a full ppt presentation with accompanying notes which can be downloaded and used by individuals, organisations or teams.

Slides will be updated as the initiative evolves and it is recommended that the most up to date version is accessed from the website at http://www.nes.scot.nhs.uk/initiatives/effective-practitioner

Organisations may choose to add in slides to individualise the content to their local context. The proviso is that the key messages remain the same and slides relating to local context are titled as such.
This diagram although busy on a ppt slide is useful in articulating the range of learning and development opportunities throughout the Career Framework for Health. It is available as part of a handout which can be obtained from ep@nes.scot.nhs.uk

Support at other levels include:
At level 2-4: the HCSW toolkit which includes guidance on induction standards and codes for our support staff.
At Level 5: Flying Start NHS: is a resource for all NMAHP’s to access during their first year post registration to consolidate and build confidence.
At Level 5 and 6 Effective Practitioner: This initiative is targeted at all NMAHP’s who are primarily although not exclusively providing direct patient care. Resources are equally useful to those in roles other than direct care roles.
At level 6 Senior AHP Development Framework: This is specifically targeted at those AHP’s who lead teams and manage services. Clearly many staff at this level will find Effective Practitioner resources useful in their clinical practice.
At level 7 Senior Charge Nurse Educational Development Framework: This complements the advanced practice toolkit. It is a framework which is supporting charge nurses and team leaders. It is also being used as a basis for the AHP support and development framework.
At level 7 The Advance Practice Toolkit is a comprehensive resource for workforce development.
At level 8 Consultant nursing and midwifery and allied health professions are established and are leading the development of practice in clinical, education, leadership and research.

Looking at the sections on the right you can see that Leadership is across all levels. As are Clinical Academic Careers: both research and education. Also that learning links to the KSF and where relevant the Scottish Credit and Qualification framework aligns academic level of different types of learning. You will also see mentorship (or some other form of support and supervision) should exist at every level.

There is quite a lot of info in here but it does show how everything joins up throughout the career framework.
What is the Effective Practitioner Initiative?

- A national initiative providing work based learning resources and support for Nurses, Midwives and Allied Health Professionals across NHS Scotland providing direct care.

- It assists practitioners to meet the Quality Ambitions for NHS Scotland through the delivery of safe, effective, and person-centred care.

- A useful resource to dip in and out throughout a practitioner’s career. (It is not an on-line programme).

- It recognises and values the critical role this large group of staff play in the day-to-day care delivery in NHS Scotland.

The Effective Practitioner is a national initiative providing work based learning resources and support for Nurses, Midwives and Allied Health Professionals across NHS Scotland to be used in the workplace.

It assists practitioners to meet the three Quality Ambitions within the Healthcare Quality Strategy for NHS Scotland through the delivery of safe, effective, and person-centred care.

It will support those “Practitioner” and “Senior Practitioner” as described on the Career Framework for Health.

Adding that it is not a Programme with a start, middle and end. It is an ongoing support to help staff do their jobs well and can be accessed at different times and in different ways to support practice.

Note to presenters: It may be useful to provide copies of the 2 sided leaflet describing the Healthcare Quality Strategy which is available to download on the NES web pages for Effective Practitioner.
Impact of Effective Practitioner

• Assists individuals and teams to maximise their contribution to the delivery of quality patient care.
• Supports practitioners to evidence their ongoing development for KSF, revalidation, and CPD purposes.
• Provides managers, educators and organisations with a ready resource to support their staff

This slide summarises what the effective practitioner initiative can do to help practitioners and organisations.

It can assist individuals and teams to maximise their contribution to the delivery of quality patient care. It isn’t intended to be “something else that has to be done”. It is intended to be useful to individuals and teams to enable them to do what they have to do anyway and to assist them to maximise their contribution to patient care.

It also provides them with lots of ways to evidence how they are meeting their KSF and show that they meet the requirements of the regulatory bodies i.e. NMC and HPC for professional revalidation.

It also provides resources for continuing professional development as the practitioners progress horizontally or vertically in their careers.
This is a copy of the promotional A5 flier. – which gives the key messages

If so Effective Practitioner…

- makes it easy for you to keep up to date
- saves you time by directing you to helpful learning resources
- helps you to provide evidence for KSF, PDP and fulfilling requirements to maintain registration

You’ll find self-assessment tools; bite-sized learning activities and signposts to great resources. There will always be something new to help you in your job and career.

Managers, educators and supervisors can signpost staff to the Effective Practitioner resource and support them to use the resources for work-based learning and career development.
This is a screen shot of the Home page of effective practitioner. The website was launched on 7th June 2011.

On the home page: the main banner rotates with different images and messages.

There are four sections:

1. Pages for practitioners to assist them to self assess, access learning activities and resources to help them in their work
2. Pages for managers, supervisors, educators to help them to support their staff and implement effective practitioner locally
3. Learning and Development activities arranged in 5 sections including a section on recording learning and signposts to other useful resources and activities
4. A library of all the resources on the site plus links to information such as policy documents and current work

The will be an increasing range of multimedia such as podcasts / digital stories to support learning,

There is no log in required on the site .. However if anyone would like individualise the site for themselves. They can use a function which allows them to do that and create their own Resource Space E.g save, tag and share. This function would need an athens password which all NMAHP’s in NHS Scotland can easily access but it is important to know that it is entirely optional.
There is always something new on the site.
This is a screen shot of the new resources which became available in Feb 2012.
This addresses 12 priorities areas which are relevant to the majority of practitioners irrespective of their health care setting.
Each area is supported by information, activities and links.
There are further learning resources being developed to help practitioners to “Learn in the workplace” and another to support “Clinical Decision Making.”
This section is for those who support staff e.g. managers, supervisors, educators etc.
It gives these staff guidance on how they can support their staff.
Development and Evaluation

Further development of resource in progress:
- Learning in the workplace end April 2012
- Clinical decision making end April 2012
- Talking heads for use of site up to end May 2012
- Report of first 9 months from launch and baseline data May 2012
- Mobile enablement of a frequently used pages mid 2012
- Mobile application in early 2013
- Introductory booklet to give a taster of effective practitioner in hard copy format
- Continually responding to needs of the Boards and Practitioners

Evaluation: Baseline data collection

This slide provides an update of work in progress to further develop the EP resources.
The aim to continually respond to need will be informed by regular communication with the user groups and responding to direct feedback from stakeholders through the EP national team.

Crucially, its success will be dependant on the degree to which individuals will find it helpful to do deliver safe, effective, person centred care. Local ownership and support is central to implementation and much of the development work has been through communicating directly with practitioners and managers through a strong user reference group and through local communication and testing out. Evidence is being generated through baseline evaluation with ongoing evaluation as the initiative develops.
This is a national initiative has been commissioned by the Scottish Government and has been developed by NHS Education for Scotland with strong collaboration with practitioners, managers, educationalists and a wide range of stakeholders representing NHS Boards, Educational Institutions, Service Users, and Professional organisations.

The role of the Managers, Senior Charge Nurse and Senior AHP, and practice education staff is important in supporting and empowering level 5/6 practitioners to deliver on the quality strategy for person centred safe and effective care. The supporting infrastructure is being strengthened through NHS Board leads for Effective Practitioner, the Practice Educators (N&M) and Practice Education leads (AHP)

A report of raising awareness and baseline data will be made available in May 2012
Getting involved

Access the web resource at
www.effectivepractitioner.nes.scot.nhs.uk

Join the Fact to face or Electronic User reference groups via the NES web pages

Contact the Effective Practitioner Team at
ep@nes.scot.nhs.uk

Supporting and Valuing Nurses, Midwives and Allied Health Professionals in Practice

Anyone can become involved in the development of effective practitioner. To do so there is a contact form on the web pages.

We are always looking for level 5 and 6 nmahps to review the resource and give us feedback
If you want to be kept up to date with development – Sign up for alerts on the home page

Thank you