Developing Bank Nurses utilising Effective Practitioner

SUMMARY OF THE PROJECT
To allow a selected individual (Bank Nurse) to develop skills as a facilitator to engage, enquire and observe how ward-based socialisation and education can be developed to enhance confidence and competence for bank staff.

To utilise learning to support Bank Staff to enquire and access learning tools to ensure Continuing Professional Development (CPD). This group of staff have been identified as requiring support with ongoing learning and development.

Utilisation of Effective Practitioner for bank staff will promote safe, effective, person-centred care. This model would also assist with risk management to address lack of training due to capacity and funding issues.

USING EFFECTIVE PRACTITIONER
Resources utilised included: leaflets, booklets, marketing materials and the support of the Nursing and Midwifery Practice Educator, NHS Education for Scotland.

Search Tool, Videos & Self Assessment Tools on the Effective Practitioner Website were particularly useful, as was the ability to print resources for future reference, for use at home or in the clinical areas.

Ability to send information to ePortfolio that had been utilised in Effective Practitioner website was also beneficial, as this can then be used as evidence for re-registration; e-KSF and CPD.

Face-to-Face Sessions were well received by bank staff.

Practice Educator is a useful resource.

Effective Practitioner has changed participants practice particularly around initial encounters with patients, increased empathy.

Encouraged staff to access IT e.g. nhs.net email addresses and network accounts to allow access to learning resources in clinical areas.

Positives
- Can be accessed from home; don’t require password; can be utilised no matter at what level of learning – novice to masters degree level.

Negatives
- Distracting layout
- Self assessment lengthy if completed fully in one go
- Limited information on clinical conditions
- Learning activities appear lengthy so can be off putting
- Lack of time to access
- Lack of IT skills.

Other - Bank Staff challenging to engage due to nature of work – face-to-face contact with line manager.

SHARING LESSONS
Provides evidence of CPD/Preparation; Effective Practitioner Leaflets helpful; Utilising Bank Staff Nurse as Facilitator increased engagement and promoted this within clinical areas.

“I used the website to gain up-to-date information”

“I am more aware of the importance of keeping updated with recent research, information and skills”

“It makes me think about what I am doing during patient care, it gives me guidance for my nursing practice”