

Effective Practitioner
In Practice 2015



Getting Started

Show the Impact of Effective Practitioner

Get Connected



Post Registration

Career Development Framework

for Nurses, Midwives & Allied Health Professionals

Effective Practitioner **In Practice** 2015

Welcome to **Effective Practitioner in Practice** showcasing examples of how the initiative is being used to support nurses, midwives and allied health professionals (NMAHPs) to enhance person-centred, safe and effective care in Scotland.

Each article focuses on just one aspect of using Effective Practitioner starting with generating ideas for improving practice. Followed by progressing the improvement by setting learning outcomes, selecting suitable learning resources and taking forward actions. Some examples of building the evidence of impact and finally sharing the learning with others in a different ways.

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SECTION 1 Getting Started

1. Start with a good idea

Effective Practitioner in Practice is testament that NMAHPs have brilliant ideas about how they can enhance their practice to improve services. Here are two examples from NHS Forth Valley to get us started.



Irene and her Team see their idea come to fruition

In NHS Forth Valley, District Nurse, Irene Warnock had an idea to use Effective Practitioner to review and assess practice in the Community Nursing team. She took her ideas to the team and together they decided to increase access and use of evidence to support a person-centred approach to care. They wanted to use skills learned to undertake their KSF Performance Review with the aid of ePortfolio. The team wanted support to use values-based reflective practice to increase job satisfaction and motivation, and enhancing personal resilience.

Allison Ramsay, Lead Nurse for Learning Disabilities, also from NHS Forth Valley had an idea to use Effective Practitioner to improve clinical practice in supporting people with learning disabilities in prisons by working collaboratively with colleagues in the Scottish Prison Service.

The aim was to establish links and networks to build close working relationships and develop a joint Prisoner Healthcare and Learning Disability Nursing workshop inclusive of all grades of staff.

2. Set learning outcomes

NHS Highland: Educational Resource for NHS Highland Bank Staff – Jennifer Bremner

NHS Highland wanted to introduce a new way of supporting staff who work exclusively through the Bank.

The aim was to support Bank staff to develop their skills and knowledge and provide evidence for their KSF/PDP review. The learning outcomes stated what was expected of participants when they had completed their learning.



Jennifer Bremner

The learning outcomes they identified were:

- Bank-only staff will meet the NHSS requirement to participate in a KSF/PDP
- Bank-only staff will be aware of the learning resources available to support practice – Effective Practitioner, Knowledge Network, ePortfolio, Releasing Time to Learn
- Bank-only staff will utilise Effective Practitioner tools to evidence skills/competency
- Bank-only staff will identify personal development opportunities required for KSF/PDP review using Effective Practitioner self-assessment tool
- Bank-only staff will complete KSF/PDP and have a system available for evidencing skills/competency
- KSF/PDP reviewers will have evidence available to sign off KSF/PDP reviews.

Having these clear aims and outcomes, and by using the resources, this project progressed and was successful.

SECTION 1 Getting Started

3. Select suitable learning resources

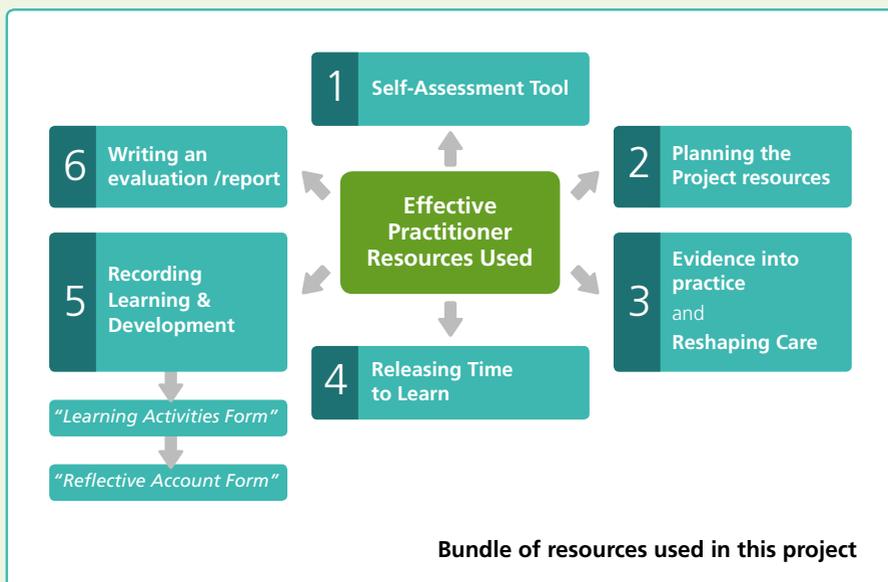
NHS Fife: Evaluation of Introduction of Cognitive Stimulation Therapy by Mental Health Occupation Therapy in Fife

Gail Hogg, an Occupational Therapist working in Mental Health in NHS Fife, reviewed the learning resources available on Effective Practitioner and selected those that would be useful in evaluating the introduction of Cognitive Stimulation Therapy.

The resources she identified as being useful are presented in the diagram below.



Gail Hogg presenting her work



4. Have an Action Plan

NHS Lanarkshire: Enhancing role development and leadership capacity within Long-term conditions team of Band 6 District Nurses

Having a plan of action with timescales and outcomes means that individuals and teams are clear about what they want to achieve and when they have achieved it.

In NHS Lanarkshire, the team led by a Senior Nurse, Caroline Mitchell, progressed an action plan to develop Band 6 staff using Effective Practitioner. This was to ensure that Band 6 staff have leadership skills and knowledge to support the integration agenda; to prepare staff for leadership positions in the near future.

With an aging workforce and the potential for over 50% of team leaders in the Long Term Conditions team retiring within the following 2 years, the need to take a focused approach to support Band 6 nurses to have the skills to be future team leaders was identified.

Time was set aside for team leaders to develop their own knowledge and skills, to identify the resources that would be most useful, to develop a learning plan, to identify staff learning needs and to put the plan into action.

To sustain this initiative they created a plan that each team leader could use with Band 6 staff in their team to cascade the learning to all team members.



Leadership resources on Effective Practitioner

SECTION 2**Show the impact of
Effective Practitioner**

5. What has been the outcome of the project?

The benefit of individuals, teams and organisations investing time and resources can be demonstrated by having a focused approach to measuring impact.

In NHS Greater Glasgow and Clyde, Pauline Johnston, Practice Development Podiatrist, and the podiatry services team wanted to support their patients to self manage. The team compiled a workshop that could be delivered to the 185 podiatry staff across NHS Greater Glasgow and Clyde. They have created a facilitator pack and short PowerPoint to support the workshop.

The self-management workshop has been included in the service learning and development plan. An additional output to the project is a patient resource leaflet/shared goal tool. This leaflet signposts to self-management tools, provides foot health information while also encouraging the patient to take an active part in their own treatment. The pilot has been successful and the plan is to implement across the service.



6. Short- and long-term Impact across agencies

NHS Western Isles: Recreational activities in the Western Isles - Participation and Inclusion of Children with Additional Support Needs



Project Lead, Orla McDonagh, Occupational Therapist for Children Services articulated the impact of the project that she and her team had achieved in Western Isles

Short-term aim of the project:
We will understand the current opportunities, facilitators and barriers that children with additional support needs meet in relation to participation in recreational activities in the Western Isles. This will be measured by pre-project questionnaires to service-providers, schools, and service-users.

What have we achieved so far:
 We do have a better understanding of the current opportunities, facilitators and barriers that children with additional support needs meet in relation to participation in recreational activities in the Western Isles.

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SECTION 2**Show the impact of Effective Practitioner****Long-term aim of the project:**

There will be increased access and inclusion to recreational activities within the Western Isles for children with additional support needs. This will be measured by pre-project and post-project questionnaires to service providers and service users.

What have we achieved so far:

We have provided direct support to the local sport centre, where they have identified learning and support needs with regard to supporting children with additional support needs in swimming lessons. We plan to support more children to engage in recreational activities within their communities.

"I wish there could be activities available more suited for ABD"

"It's heart-breaking when your child can't take part"

"We are unaware of any such activity that our daughter can attend."

"Children without special needs get swimming lessons etc. Why can't kids with special needs get the same opportunities?"

"Trained staff at the sport centre who know how to work with children with special needs could help."

7. Build on your success

NHS Lothian: Implementing Person-centred care through enhancing the clinical learning environment

Maria Pilcher, Clinical Educator and Karen Dickson, Senior Charge Nurse, showed how innovative ways of engaging staff can impact on care and staff development. Staff learning using Effective Practitioner resource and enhancing the learning environment were key to implementing person-centred care.

Staff have been able to access support for role development and to provide evidence of their development. They have proactively identified learning opportunities to meet their regulatory requirements, NHS mandatory training requirements and to facilitate career progression. Staff also have increased confidence to challenge and support colleagues and escalate concerns.

The plans to sustain this impact include a series of events and initiatives. For example, holding a celebrating success event and ensuring that future initiatives to support staff development are put in place, including making the most



Maria using a creative approach to get her message across

of the link nurse role in holding a palliative care café event and developing a training matrix.

NHS Lothian is planning an evaluation to identify whether the impact they can see now is sustained and compare their progress against existing baseline data.

SECTION 2

Show the impact of
Effective Practitioner

8. Share your experiences

NHS Tayside and NHS Grampian: Presenting at conference

Sharing what happens in your project allows other people to tap into what you have done and for others to learn from your experience. It can help your ideas be picked up by other areas, and to grow and spread. Jacqui Robertson, Community Staff Nurse, found that the using Effective Practitioner really helped her in developing an interactive and updatable algorithm for Gender-Based Violence

Sharing information about this project at the Effective Practitioner National Conference and recording a podcast has helped Jacqui tell a wide range of people about the algorithm. As a result, interest in using the algorithm has been shown by other Health Boards.

Moving to NHS Grampian, the focus was on NMAHP leadership development. Gill Mckenzie-Murray and the team presented how they used Effective Practitioner resources to develop leadership skills for Band 6 NMAHPs.



Jacqui Robertson talks to delegates



Gill Mckenzie-Murray

9. Share the Learning

NHS Ayrshire and Arran: publish their projects

Improving the patient experience in ICU through use of alternative and augmentative communication strategies

Sharing improvements in practice locally, nationally and internationally means others can use the learning in their own area. Senior Charge Nurse David Kimmett, Staff Nurse Nina McGinley and Speech and Language Therapist Linda Page are sharing how their project has had great impact to the patient experience within ICU.

They published a blog via the Ayrshire Health website and have received positive feedback from health professionals and members of the public worldwide.

NHS Ayrshire and Arran: Implementing evaluation and research skills in AHP practice



This is just one of a number of posters at the National event.

They also submitted a poster to The Person Centred Care Session and The Scottish Intensive Care Society Meeting to share with attendees and hope to publish in a professional journal sharing details of their study.



SECTION 3 Get involved

10. Get involved

We hope **Effective Practitioner in Practice** has given you a flavour of how the initiative can help **NMAHP individuals and teams to enhance practice in any setting**. There are many more examples on the website at www.effectivepractitioner.nes.scot.nhs.uk.

The Effective Practitioner Web Resource has everything you need to get you started. It is regularly updated to ensure it meets your needs. Nursing and Midwifery Practice Educators, AHP Practice Education Leads and the Effective Practitioner Team in NHS Education for Scotland are also in an ideal position to signpost you to resources.



If you didn't know – there is also an Effective Practitioner mobile application available on the Apple and Google Play stores

11. Stay Connected

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Stay Connected
Sign up today for the latest updates



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Contact the team through the website or just email us at: ep@nes.scot.nhs.uk with your ideas for making Effective Practitioner even better.



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effective
practitioner
*Supporting and Valuing Nurses, Midwives
and Allied Health Professionals in Practice*



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