

## Practice Development Nurse

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**Department:** Health & Community Services

**Division:** Care group

**Reports to:** Lead Nurse

**JE Ref:** HCS1194

**Grade:** NM06

**JE Date:** 20/03/2023

### Job purpose

The practice development nurse is a registered nurse who has acquired additional specialist knowledge and experience. They will lead practice development projects / initiatives (nursing & multi-professional) and manage the development and facilitation of practice development of nurses in clinical practice to promote the continuous improvement of patient care within the speciality.

They will be responsible for ensuring that clinical practice within the care group is up to date utilising guidelines, evidence-based standards, research, and audit. To lead the development, co-ordination, delivery and evaluation of speciality specific education programmes and sessions for qualified and unqualified nursing staff and when appropriate other multi-professional staff within the service and the professional development of new nursing staff.

### Job specific outcomes

- Lead and facilitate the analysis of data and prepare reports of findings of practice development projects and make recommendations for clinical practice and service delivery.
- Coordinate the collection and assessment of data related to educational needs utilising Training Needs Analysis (TNA) or other agreed tools to support the management team and staff in designing comprehensive and tailored educational programmes. They will actively develop and participate in Education, Training and Development Programmes and will utilise principles of teaching and learning in the education of patients, carers and colleagues
- Participate in staff induction programmes and assist junior staff to identify and meet their learning objectives this will include newly qualified nurses following preceptorship programmes.
- The practitioner will act as a role model by acting in a consistent, fair, timely and decisive manner in line with the Organisation's Values by demonstrating the use of emotional intelligence and ethical behaviour in managing staff and departments expectations.
- Promote excellence in practice across the organisation by raising the standards of care for patients/service users in line with local and national Quality Assurance agenda and policies. Contribute to and support clinical competence within clinical practice to facilitate

the acquisition and enhancement of clinical skills in line with the NMC Future nurse proficiencies, competency assessment frameworks, Jersey Care Model and JNAAS.

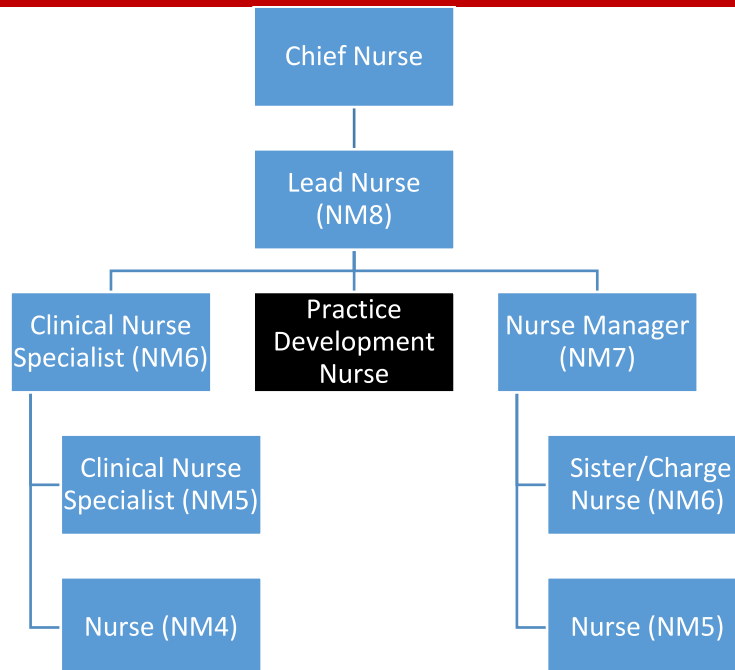
- Influence and negotiate with the multi-professional team, to contribute to the development of their own practice, to improve service delivery for patients/service users, demonstrating high standards of professional evidence-based practice.
- The post holder will disseminate clinical knowledge and expertise in specialty throughout the organisation. He/she will actively develop and participate in Education, Training and Development Programmes and will utilise principles of teaching and learning in the education of patients, carers and colleagues. They will participate in Staff Induction Programmes and will assist junior staff to identify and meet their learning objectives.
- Promote an inclusive learning culture by assisting all staff and learners to develop skills and competences within speciality areas through support, supervision, educational and professional development.
- Promote a culture of evidence-based practice by contributing to developing and maintaining protocols, documentation, systems, key performance indicators, standards policies and guidelines consistent with the requirements of clinical governance.
- Support ward managers to mitigate risk and improve patient care through the dissemination and implementation of outcomes from incident reviews, patient/service user's complaints and feedback, in compliance with local and national policies. Actively engage staff to reflective on practice to enable an honest and trusting environment where the culture of openness, reporting and safety consciousness is encouraged.
- Support individuals and clinical teams to translate research into practice developing specific audit activity in line with organisational and speciality specific objectives, creating reports and delivering findings in order to create a culture of learning and change. These will include establishing action plans and monitoring successful changes in practice.

### **Statutory responsibilities**

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

## Organisation chart



## Person Specification

### Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<p>NMC Registration</p> <p>Teaching/mentorship award or qualification</p> <p>1<sup>st</sup> Degree in health related field</p> <p>Evidence of current post graduate study towards an MSC in Clinical practice or equivalent</p> <p>Proven teaching and assessing skills.</p>	<p>MSc in clinical practice or equivalent</p> <p>Post graduate certificate in education.</p>
<b>Knowledge</b>	<p>Knowledge and experience of teaching both in a formal and informal setting</p> <p>Has generalist and specialist knowledge</p>	<p>Previous Practice Development Experience</p>

	<p>and skills within Nursing/ability to practice and support colleagues in all areas of Nursing services.</p> <p>Excellent level and breadth of knowledge of practice across speciality service</p> <p>Working knowledge of JNAAS, and regulatory body requirements</p>	
<b>Technical / Work-based Skills</b>	<p>Proficient with Microsoft Office (i.e. Word, Excel and PowerPoint), and IT systems e.g. electronic care records.</p> <p>Be able to compile reports and deliver presentations</p>	<i>ECDL</i>
<b>General Skills/Attributes</b>	<p>Flexible approach to working hours &amp; practices across the full range of clinical shifts</p> <p>Professional appearance &amp; behaviour</p> <p>Good previous attendance record</p> <p>A team player able to work well with others &amp; demonstrate commitment to team and organisational objectives and changes in practice</p> <p>Excellent verbal and non-verbal communication and interpersonal skills, able to deal with stressful and conflict situations demonstrating tact, diplomacy, persuasion as well as authority</p> <p>Ability to work effectively in a busy environment to influence change</p>	

	<p>Ability to problem solve, anticipate and forward plan across a range of situations, in a positive, collaborative manner.</p> <p>Ability to inspire confidence in others and demonstrate strong leadership abilities and act as a role model.</p> <p>Ability to plan own workload and set realistic targets for achievement</p>	
<b>Experience</b>	<p>5 years post qualifying experience as a registered Nurse.</p> <p>Experience working across professional disciplines and levels within an organisation.</p> <p>Experience of policy development</p> <p>Experience in collating, interpreting and analysing data and produce clear, concise reports.</p>	<i>Experience working in Practice Development.</i>
<b>Criteria relating to Safeguarding</b>	<p>Demonstrate compliance with local policies and procedures in relation to the safeguarding of children and adults.</p>	

**This next section is for Job Evaluation purposes only (Please remove everything below this point when using the JD elsewhere e.g. for recruitment / consultation purposes)**

## **Additional job information**