

Practice Development Lead

Department: Health & Community Services

Division: Chief Nurse

Reports to: Deputy Chief Nurse / Associate Chief Nurse

JE Reference: HCS1292

Grade: NM06

JE Date: 11/03/2024

Job purpose

The Practice Development Lead (PDL) is a registered nurse/midwife/Allied Health Professional who will be professionally responsible for all Practice Development Nurses/Midwives/Allied Health Professionals. They are responsible for practice development (nursing & multi-professional) across Health & Community Services. They will be responsible for ensuring that HCS is compliant with evidence-based practices, quality and safety initiatives, quality assurance and regulatory inspection.

The Practice Development Lead will work with their Practice Development Nurses/Midwives to manage the development and facilitation of practice development in nursing/midwifery clinical practice to promote the continuous improvement of patient care.

The Practice Development Lead will foster a culture of empathy and compassion to enhance patient satisfaction, engagement, and outcomes. They will work collaboratively to promote an environment that values and prioritises the emotional well-being of patients and service users.

Job specific outcomes

- The Practice Development lead will implement, and manage preceptorship programs for new registrants and allied health care professionals. They will be responsible for evaluating the outcomes of the program to ensure that the program objectives continue to align with the requirements of professional registration and organisational goals.
- Support and professionally manage the Practice Development team to work alongside healthcare professionals to identify ongoing learning needs and to develop tailored practice development programmes that align with the requirements of their respective professional registrations and developments in practice.
- To provide professional leadership and be responsible for the development, implementation, and evaluation of the HCS Induction programme in collaboration with Care Group leads and key stakeholders.
- Work alongside other Senior Nurses in the development of an organisational wide clinical supervision model that will promote excellence in practice and a culture of supervision and improvement.

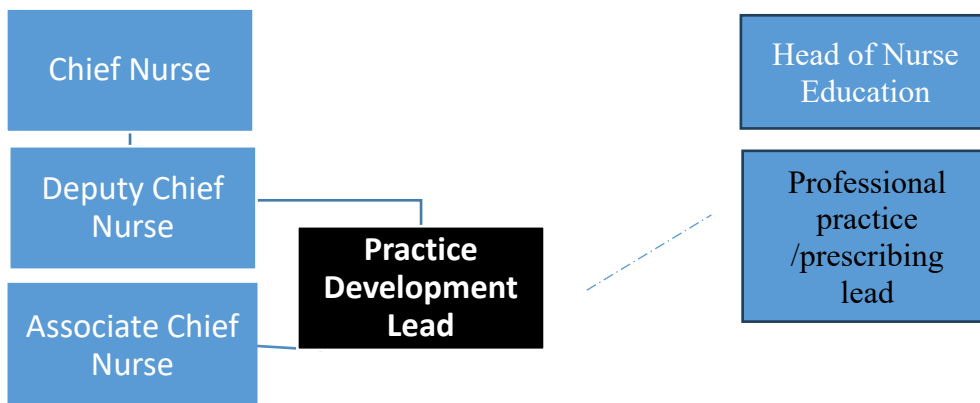
- Promote excellence in practice across the organisation by raising the standards of care for patients/service users in line with local and national Quality Assurance agenda and policies. Contribute to and support clinical competence within clinical practice to facilitate the acquisition and enhancement of clinical skills in line with professional body requirements and competency frameworks
- 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 and service development.
- 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, and competency assessment frameworks.
- Lead and facilitate the analysis of data and prepare reports of findings of practice development projects and make recommendations for clinical practice improvements to meet service delivery.
- 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 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 line 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.
- 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.
- Will foster a culture of continuous learning and practice development, enabling professionals to deliver high quality care whilst maintaining compliance with their professional registration obligations.

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
<p>Qualifications</p>	<p>5 years post qualifying experience as a registered Nurse/Midwife.</p> <p>Teaching/mentorship award or qualification</p> <p>Evidence of current post graduate study towards an</p> <p>Bachelor's degree in a health-related subject.</p> <p>Registered with the NMC.</p> <p>Master's degree in health professional/ education/health sciences</p>	<p>Post-graduate Certificate in Education/Simulation/Clinical Skills or willingness to complete within an agreed time from commencement of post.</p>
<p>Knowledge</p>	<p>Knowledge and experience of teaching both in a formal and informal setting</p> <p>Previous Practice Development Experience</p> <p>Has generalist and specialist knowledge 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>Knowledge of quality assurance standards and regulatory body requirements.</p> <p>Evidence and commitment to relevant continuing professional development in accordance with the NMC.</p> <p>Possess the analytical ability to continually assess and evaluate education and skills development strategies, reflecting upon and responding to feedback, identifying areas for further development.</p> <p>Knowledge and understanding of current policies and procedures related to clinical skills training.</p> <p>Proven track record of contribution to the development of practice in teaching and learning support.</p> <p>Experience of leading evidence-based service improvement and innovation through service/practice development initiatives and scholarly activity.</p> <p>Experience of supporting teaching and learning in a variety of settings (clinical and classroom).</p>	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Proficient with Microsoft Office (i.e. Word, Excel and PowerPoint), and IT systems e.g. electronic care records.</p>	<p>Experience working with Virtual Learning Environments.</p>

	<p>An ability to support learners both academically and pastorally.</p> <p>Demonstrable organisational and administrative skills.</p> <p>Ability to work under pressure and within tight time constraints, whilst remaining calm and able to use initiative to make informed decisions.</p> <p>Excellent communication and presentation skills.</p>	
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Flexible approach to working hours & practices across the full range of clinical shifts.</p> <p>Excellent interprofessional and communication skills, demonstrating assertiveness, and ability to build effective professional relationships.</p> <p>Ability to work autonomously, be highly motivated and conscientious and exhibit the capacity for professional decision making.</p> <p>Capacity to engage with and work within clinical and academic teams. Proven leadership skills and ability to be a role model for others. A strong team player who can lead professionally as a role model.</p> <p>Experience and confidence in prioritising</p>	

	<p>and managing own workload.</p> <p>Ability to work flexibly, under pressure and to tight deadlines.</p> <p>Reasoning skills and ability to problem solve.</p> <p>Flexible and adaptable, willing to challenge and innovate.</p> <p>Evidence of change management skills. High level of competence in IT skills and an ability to harness IT as a teaching tool.</p> <p>Strong relationship building skills.</p> <p>Establish a positive ethos and motivate and inspire others.</p>	
<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></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> <p>Balance of innovative/forward thinking, analytical skills with reflective practice</p>	
<p>Criteria relating to Safeguarding <i>Other requirements needed to confirm suitability to work with</i></p>	<p>Demonstrate compliance with local policies and procedures in relation to</p>	

<i>vulnerable people e.g. attitudes, skills, experience etc.</i>	the safeguarding of children and adults	
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