

Role Profile

Practice Development Nurse

Job Title **Practice Development Nurse**

Reports to Head of Nursing and Quality

General scope of post This role will lead/facilitate practice education developments (practice learning) and support Registered Professionals in OSJCT to make the necessary changes in their practice as required by the profession and the organisation. The post holder will ensure that Registered Nurses newly appointed to OSJCT, and existing Nurses have effective supervision and assessment regarding their competence to practice.

Key Accountabilities

- Lead on the development and implementation of the 'Competency Framework for Registered Nurses working in a Care Home with Nursing' ensuring mentors and supervisors are skilled to provide effective supervision, assessment and make informed decisions in relation to the assessment and judgement of the Registered Nurse's competence to practice, whilst working within the framework of the Trust.
- Lead on the Return to Practice process, ensuring a working knowledge of current programme requirements, practice assessment strategies and relevant changes in education and practice are implemented effectively across the Trust and key stakeholders are engaged.
- Assist with the implementation of preceptorship programmes through collaborative working; ensuring all programmes meet the required Nursing and Midwifery Council requirements and other standards. Effectively support Return to Practice and preceptorship programmes through developing and maintaining effective working relationships with the HEI's. The role will require the incumbent to be a sign off mentor, making and supporting others to make the judgement about whether a student/learner has achieved the required standards of proficiency for safe and effective practice and for their entrance or re-entrance to the register.
- Work clinically with newly appointed Registered Nurses on request, particularly if they have specific learning needs identified, incorporating carrying out the daily personal care of residents for the purpose of advising, teaching and assessing.
- In collaboration with the Learning and Development Team develop bespoke programmes of study, to ensure that all care employees have the relevant clinical skills to deliver appropriate evidence based practice. Contribute to the delivery of these including direct teaching on educational and clinical programmes.
- Advise on the selection process for Assistant Practitioner (level-5 Higher Apprenticeship) and in conjunction with Learning and Development Team ensure the training programme reflects national directives, developments in research and change in OSJCT policies and procedures.
- Contribute to the development and review of clinical and safety related policies and procedures as part of the clinical governance framework, ensuring that training requirements are identified and implemented in conjunction with the Learning and Development and Clinical Governance Team.
- Working with the Head of Nursing and Quality, Operational Management and Human Resources the post holder will support the development of:
 - the model of nursing in care homes
 - advancing clinical nursing practice
 - sharing of good practice through a professional forum
- To support OSJCT strategy and the delivery of the CNO's Vision for Nursing:

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- Leading Change, Adding Value.
- Promote a commitment to continuous development and improvement, ensuring that within scope of the role:
- Resources are deployed across the business in the most efficient and effective manner
- Employees are supported and encouraged to participate in professional development opportunities, appraisal and competence assessments
- Budgets are appropriately managed
- Relevant OSJCT policies and procedures are complied with
- Compliance with mandatory and statutory training
- At all times the post holder will adhere to and apply the Nursing & Midwifery Council (NMC) code of conduct, and all other relevant guidance from the NMC, follow and promote the OSJCT values and be professionally accountable and responsible for all aspects of own work.

Number of
Direct Reports

This role has no direct reports

Financial
Responsibility

This role has no financial responsibility

Knowledge,
skills &
Abilities

Relevant qualification in nursing and registration with the NMC
Substantial and relevant post-registration experience
Evidence of implementation of a range of practice development initiatives
Experience of providing mentorship and or practice supervision/ assessment to students in practice
Working knowledge of Care Quality Commission Regulations, Mental Capacity Act, Health and Safety, Safeguarding and all other relevant legislation and policies
Knowledge of current issues affecting education in health and social care, including quality monitoring issues

Person Specification

ESSENTIAL	DESIRABLE
<u>Qualifications</u> Must have a relevant qualification in nursing and registration with the NMC	Educated to Masters Level
<u>Experience</u> Substantial and relevant post-registration experience Evidence of ongoing professional development Evidence of implementation of a range of practice development initiatives Experience of providing mentorship and or practice supervision/ assessment to students in practice Experience of effective working within teams	Experience gained in a not for profit organisation Recognised qualification relating to teaching
<u>Technical and job specific requirements</u> Working knowledge of Care Quality Commission Regulations, Mental Capacity Act, Health and Safety, Safeguarding and all other relevant legislation and policies Demonstrable knowledge of issues within nursing and the quality agenda Demonstrate ability to compile reports from information and deliver presentations. Excellent verbal and written skills Good time management Presentation skills Basic IT skills Demonstrates understanding and experience of mentor/student assessment processes. Knowledge of current issues affecting education in health and social care, including quality monitoring issues	
<u>Behavioural Qualities</u> Has a collaborative nature and is able to understand and incorporate others' perspectives Ability to work without direct supervision and across professional boundaries Behaves in line with the NMC code of conduct Evidence of first class interpersonal skills and the ability to use them to work effectively to motivate and develop colleagues. Emotional maturity – is self-aware and able to recognise, interpret and respond to people's	

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emotional state Is professional at all times and demonstrates evidence of OSJCT value	
<u>Ability to meet job requirements</u> Must be able to drive as frequent travel required across all Trust regions (clean driving licence required) and regular working from Witney office Occasional overnight stays in other regions Will need full DBS clearance	