Multiple practice initiatives being continually introduced.
Meeting varied educational needs of senior vs. junior staff.
Integrating National Standards at the ward level.
Facilitating Practice Development using the Essentials Of Care framework.
Ongoing - clinical incidents, new equipment, poor performance in audit results.

National Standards teams formed but little engagement and no ownership.
Care erosion - Disassociation between evidence and practice - despite indications for intervention.
EOC program lagging - No dedicated time for PD.
Difficulty feeding back progress of Clinical Improvement (CI) Initiatives.
No individual accountabilities for staff – staff hesitant to 'step up'.
Staff challenge-support matrix: 50% staff trending towards apathy or burnout.

Integrate EOC framework and NSQHS teams into strategic education plan using PD principles.
Capacity building in Practice Development.
Increase staff engagement in CI initiatives using Practice Development principles and person centred approach in collaboration with NUM.

Practice Development methodologically is an evidence based approach that creates a person centred, positive workplace culture.

The Essentials of Care framework is underpinned by Practice Development principles, providing an evidence based, structured process informing practice.

TAKE-AWAY TIPS

- Establish Values and Ways of Working (WoW)
- Anchor to Values and WoW if cognitive dissonance is encountered whilst facilitating critical reflection
- Regular dedicated PD time and good communication channels enhance uptake and sustainability

Evidence
- Graham Plumer, CNE Medical 3 TTH
- Lily Jones, NED Coordinator NNSWHD
- Casey McCarron, NE Professional Development TTH
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