

***Leading Care:
Supporting Learning and Development
for the role of Experienced Ward
Sister/Charge Nurse***

***Development Programmes
Outline Descriptors***

Outline Descriptors for the Learning and Development for Experienced Ward Sister/Charge Nurse

AIM	To continuously develop and support the experienced ward sister/charge nurse in carrying out the escalating responsibilities of the post, leading to participation in organisational and regional strategic policy and direction.
RATIONALE	To ensure a regional approach in the development a community of confident, highly skilled, experienced ward sister/charge nurse, in the diversity of organisational and regional leadership and managerial qualities
INTENDED PARTICIPANTS	Experienced ward sister/charge nurse
LENGTH	Approx 3-6 days annually depending on an individual's learning and development
MAPPING TO	Job Description and Knowledge And Skills Framework- Six Core Dimensions plus specific dimensions of: HWB2-Assessment and care planning to meet health and wellbeing needs HWB5-Provision of care to meet health and wellbeing needs G4-Financial Management G2- People Management

LEARNING AND DEVELOPMENT THEMES:

INDICATIVE CONTENT

To be delivered at a higher achievement level to accommodate consolidation of Leadership and Management skills

Learning and Development

Depending on the individuals learning and development and the competencies achieved during the first two years the consolidation of leadership and management skills will include analytical application and monitoring of:

1. Strategic Risk management procedures
2. Root cause analysis and application of Problem solving techniques
3. Critical Thinking
4. Manage and rectify complaints at a local level.
5. Managing Audit
6. Professional Accountability and Delegation
7. Political Intelligence impact on Health
8. Transformational Leadership
9. Thinking Differently
10. Stakeholder Mapping

Skills for Effective Leadership and Management

Programme content should include assessment and measurement of:

1. Interpretation of own behaviours and impact on others- Personality Types
2. Reflection and self evaluation of own development needs
3. Ability to assess and facilitate learning and development of others
4. Appraisal of staff and analyze the learning needs of others
5. Development of personal development plans linking with Corporate Objectives
6. Leading and managing the team including performance management
7. Conflict-resolution skills
8. Work-life balance
9. Workforce Planning

Change Management

Programme content should include assessment and measurement in the Modernisation of Services to include:

1. Knowledge and skills of Improvement – People and Processes
2. Service Improvement methodology
3. Implementation of change
4. Measurement and evaluation
5. Sustainability

Skills to Promote a Positive Patient Experience

Programme content should include learned skills in methods and application of professional governance and accountability through maintaining and monitoring:

1. Standards relating to Patient experience
2. Environmental standards
3. Person centred cultures
4. Professional Standards – NMC
5. The impact of personal and professional values
6. Meaningful patient and public involvement
7. Quality of the service
8. Legislation and impact on practice area

Skills to Deliver Organisational/Regional Objectives

Programme content should include learned skills in methods and application of monitoring

1. Organisational culture and impact
2. Implementation of strategy/ translation of vision into goals
3. Service improvement
4. Financial Governance



For further Information, please contact

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This document can be downloaded from the NIPEC website

www.nipec.hscni.net

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