

Expanded Roles in Healthcare:

A model for Ethical and Clinical Implementation

Philippa Potter

Associate Director of Nursing. Salisbury NHS Foundation Trust. UK

Jerry Warr

Reader in Practice Development. Bournemouth University. UK

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**A continuous systematic process of
ensuring everyday practice is
effective.**

Integral to professional care
Central to corporate and clinical
governance

Success in Salisbury

- A development framework that works
- Safe system underpinning practice
- Reduction of risk
- Assurance to patients and the public
- Safe for the practitioner

Sustaining changes in practice is a
key challenge

Action Learning
Academic – Practice Relationship

- Commitment to user involvement/ ethically based
- Recognition that desired practice approaches are clinically and cost effective
- Commitment to team development and learning
- Recognition that change needs to be practitioner owned and organisationally supported

How do we do it?

- Practice Development Strategy
- Practice Development Forum
- Framework for Expanded Practice
- Framework for Specialist Nurses
- Action Learning Group

Practice Development Strategy

- To focus effort and mark achievements
- Systematic developments
- Carefully evaluated
- Disseminated

- Leads developments
- Oversees programmes e.g. Essence of Care
- Influences policy e.g. Nurse Prescribing
- Embeds learning

Potential

- Obtaining resources for improvements
- Service development
- More effective behaviour of others
- Better widespread practice
- Improving patient outcomes
- Succession planning

Framework for Expanded Practice

- Enables practitioners to expand practice and develop new skills
- Ensures practice remains dynamic and responsive to changing care and service needs

- [Developing Expanded Practice Form1](#)
- [Developing an Expanded Practice Protocol Form 2](#)

Framework for Specialist Nurses

- Maintenance of post registration education and practice
- Systematic approach to the employment, development and monitoring of CNS roles
- Guidance on establishing the role
- Role evaluation

- Focuses on personal and professional learning
- Encourages and supports self and others in improvement
- Develops reflective learning
- Creates an environment for learning and growth

ALG model

- Facilitation leading to self-sufficiency
- Agreed ground rules
- Group ownership
- Use of structured model
- Focus on process

ALG Goals

- Using own experience
- Using others' experience
- Not rushing to solutions
- Synthesising
- Articulating learning
- Evaluating actions

In Conclusion...

- You need to be systematic
- You need an infrastructure
- You can mix business and learning
- Organisational values need to be in place to operationalise strategy

