

Practice Development

Practice Development in South Eastern Sydney Illawarra Health

Practice Development (PD) has been defined as:

A continuous process of improvement designed to promote increased effectiveness in patient-centred care. It is brought about by enabling health care teams to develop their knowledge and skills and in doing so, transform the culture and context of care. It is enabled and supported by facilitators who are committed to systematic, rigorous and continuous processes of change that will free practitioners to act in new ways that better reflect the perspectives of both service users and service providers (Garbett and McCormack 2002).

The benefits of Practice Development include:

- Improved patient care
- A good work environment
- Better meeting of targets
- Organisational innovation and service improvement.

The following Practice Development processes have been developed through the International Collaborative Research and Practice Development projects over a number of years:

- Facilitation
- Clinical supervision and action learning
- Critical companionship
- Transformational leadership processes
- Creative arts
- Using and developing evidence

(The Royal College of Nursing, 2007. www.rcn.org.uk)

Reference: Garbett, R. and McCormack, B. 2002, Nursing Times, Vol.7, No.2, 87-100.

Within SESIH, Practice Development has been identified as one of our priorities and an area of strategic focus in 2007 and onwards. The Area Nursing and Midwifery team is facilitating practice development through supporting and developing:

- Learning opportunities - educational and experiential programs
- Tools and techniques
- Policy and practice guidelines
- Collaborations and alliances enabling clinical research.

For further information on SESIH Nursing and Midwifery Practice Development initiatives contact:

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A range of projects and related activities are underway in the following facilities across SESIH:

- Prince of Wales Hospital
- St George Hospital
- Sydney Children's Hospital, Randwick

Following are outlines of the Practice Development process at each of these facilities.

Prince of Wales Hospital

Building on efforts of the past five years and under the recent stewardship of Professor Brendan McCormack, jointly appointed as a visiting professor to both the hospital and the University of Sydney (October 2006 to April 2007), a Practice Development program of work has been established at the Prince of Wales, Sydney and Sydney Eye Hospitals.

Current Practice Development projects include:

- Essentials of Care
- New Graduate Nurse
- Localised Workplace Development - Aged Care and Acute Care
- REACH
- Collaborative Transitions
- Patient Flows
- Facilitation and Leadership Development Program

Further information on Practice Development at these hospitals may be obtained from:

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St George Hospital

Interested nurses at St George Hospital have begun exploring different ways in which the principles and processes of Practice Development may be incorporated into various aspects of their work, and as a result, several projects have commenced, including:

- Practice Development in the Community Access Unit
- Community Nursing Model of Care Redesign
- Haemodialysis Unit
- Practice Development Interest Group
- State-wide Leadership Program

Further information on Practice Development at the hospital may be obtained from:

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Sydney Children's Hospital, Randwick

It is the goal of Sydney Children's Hospital to improve the health outcomes of children and families in their care.

The Practice Development Unit (PDU) contributes to this goal by creating an environment of challenge and support, in which all health professionals may engage in ongoing practice improvement.

The PDU strives to work in a manner consistent with the philosophy of Practice Development. This includes: respecting the knowledge and contribution of all staff; practice approaches which are based on best evidence and are cost effective; fostering a culture which embraces team development for delivery of effective practice; and working with practitioners and the organisation to employ systematic approaches to change.

Key areas are:

- Generate increased understanding of issues and identify strategies for improving multidisciplinary teamwork and workplace culture
- Capacity building for the facilitation of the principles and processes of Practice Development for practice improvement at Sydney Children's Hospital
- Support staff in evaluating their clinical practice, utilise evidence-based practice and undertake clinical research within a culture of community learning and mutual support
- Collaborate internationally, nationally and locally for contribution to theoretical and empirical work in the areas of knowledge utilisation and evidence-based practice.

Further information on Practice Development at the hospital may be obtained from:

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