

Constructing professional development in hospice rookies.

How do we measure growth?



Care
Compassion
Understanding



Mary Mahoney

Head of Education

Laura Myers

Lecturer Practitioner

AIMS

The aim of this work is to ensure that newly appointed hospice staff can develop the skills to deliver specialist palliative care and demonstrate professional development.

Voluntary sector hospices must demonstrate that their care provision is:

- value for money
- specialist
- delivered by a competent workforce.

WHAT PEOPLE SAID

A new nurse using development materials:

"I'm really enjoying it".

"It gives me structure to show what I have learnt".

"I am more confident".

Reflecting on practice:

"If something like this happened again, I would like to think that I would stand up to anyone thinking that the person was just a 'nuisance'".

"Find out how we understand when someone with dementia is in pain/needs the toilet/is upset or happy".

Action plans in assignments:

"Since exploring this topic, I will always assess pain during movement or change of position if the person is bed-bound and evaluate the response to analgesia to determine its appropriate use".

"Above all, we need to strive to facilitate open and honest communication with our patients and families but we should also strive to be open and honest with ourselves and our fellow HCPs".

APPROACH TAKEN

• 70% - hands on experience

- Refine skills
- Make decisions
- Address challenges
- Interact with others
- Learn from mistakes
- Receive feedback on performance.

• 20% - learning from others

- Social learning
- Coaching
- Mentoring
- Collaborative learning
- Encouragement and feedback.

• 10% - formal learning

- Classroom/ written assignment
- Learning event
- E-learning.

Jennings, Charles 70:20:10 Framework Explained 2013

CONCLUSION

Professional development is demonstrated through:

- Written assignments
- Reflections
- Professional portfolios.

Professional growth relies on the engagement and ability of the individual and the range and quality of the learning activities.

Measurement of professional growth relies on appropriate tools. In order to deliver specialist palliative care, a hospice must have an open and supportive culture that actively promotes a learning environment to bring about professional growth.

For more information please contact:

Mary Mahoney

marymahoney@stch.org.uk



T: 01293 447333

www.stch.org.uk

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