

AlfredHealth Nursing Professional Practice Framework



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Alfred Health Nursing Professional Practice Framework

Alfred Health is a dynamic health service that values the contribution of nurses and their important place in healthcare. This is a quality workplace for talented, compassionate and smart nurses who want to practice nursing at its' highest levels and are ready to meet the demands in the ever-changing health system.

Patients and the community trust our nurses to deliver safe, appropriate care. We are a trusted profession and with that, comes a responsibility to practice nursing to the best of our ability. As individual nurses, we are each responsible for the safety and quality of our professional practice to ensure our care is safe, effective, integrated and evidence based.

We have developed the **Alfred Health Nursing Professional Practice Framework** to define the key elements of nursing practice. Our overall aim is to *advance nursing practice to improve the care and experience of patients.*

The Nursing Professional Practice Framework (Figure 1) is comprised of five domains that are crucial to maintain high standards, lead change and add value to health care. Comprehensive Care is the foundation domain. The remaining four domains underpin and support Comprehensive Care by building knowledge, expanding evidence based practice, innovating and leading improvements:

- 1. Comprehensive Care – Every Patient. Every Time. (Foundation Domain)**
- 2. Leadership**
- 3. Professional Development**
- 4. Research and Informatics**
- 5. Workforce**



Figure 1

Domains in Detail

5 domains of practice comprise the Nursing Professional Practice Framework



Comprehensive Care is evidence based and delivered in partnership with patients and families.

Comprehensive Care. Every Patient. Every Time (Figure 2) describes the foundations of nursing care.

The objectives of this domain include:

- Engage patients and families in improving care
- Ensure nursing provides a quality and safety approach to patient care
- Recognise and building on areas of success in clinical practice



Leadership is enabled and encouraged at all levels of nursing practice.

Through nursing leadership, we will provide a positive and supportive environment to deliver safe, high quality clinical care to patients.

The objectives of this domain include:

- Build courageous, responsive, competent and compassionate leaders
- Support nurses to be clear and able to contribute to our strategic direction and purpose
- Create a culture where leaders can emerge and grow



Professional Development is advanced through education, learning and training.

The objectives of this domain include:

- Create and embed a model of professional development
- Embed a patient centred culture in education and professional development
- Develop and implement an inter-professional education model
- Develop, collaborate and enhance relations with key partners and stakeholders



Research and Informatics advance our nursing practice.

The objectives of this domain include:

- Build capacity and training in research and practice
- Generate evidence and apply evidence to nursing practice
- Incorporate data into practice to support decision making



Resilience is evident in the Nursing **Workforce Development** to lead innovation and add value.

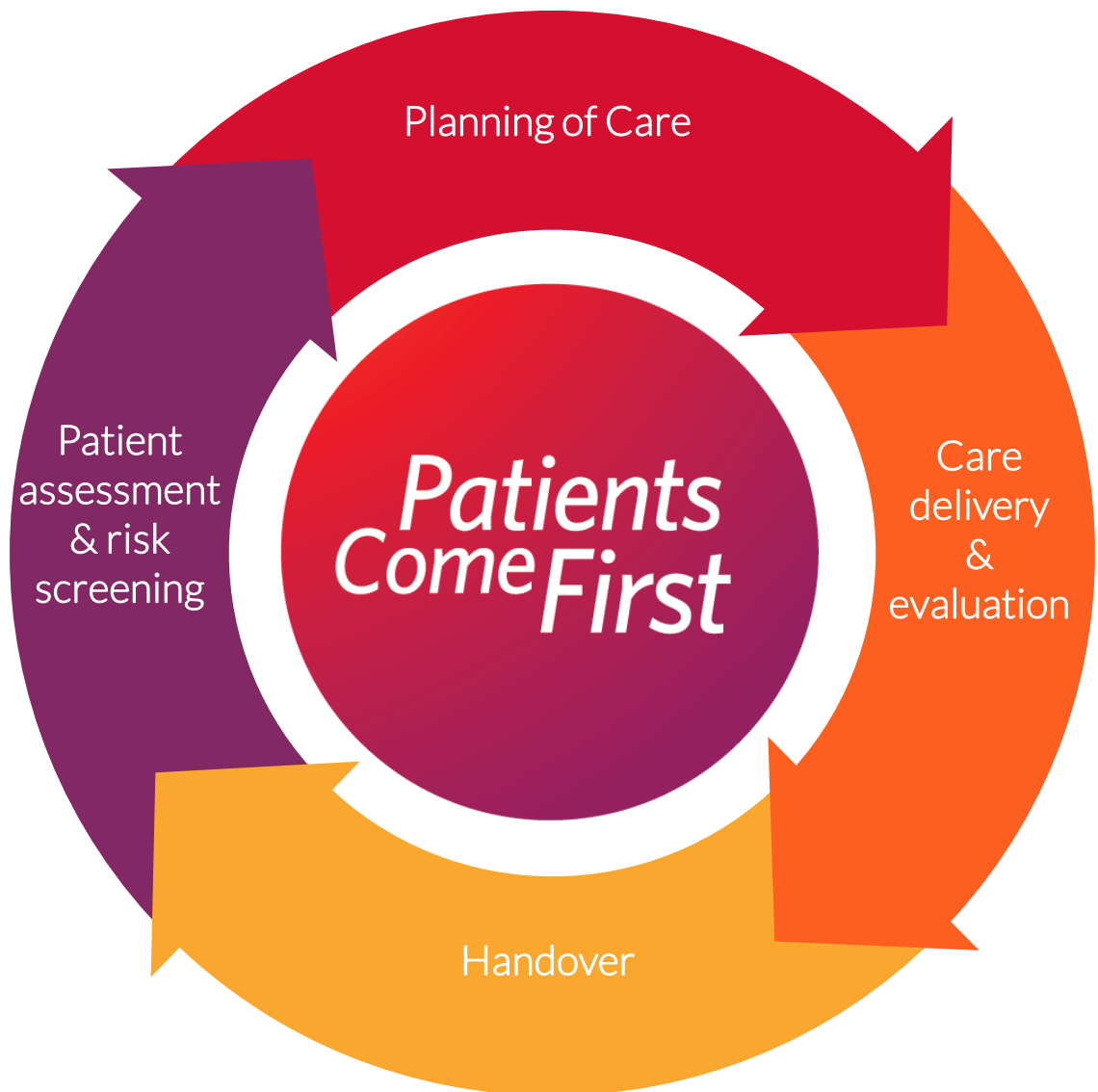
The objectives of this domain include:

- Develop a flexible, skilled and responsive workforce to meet emerging community needs
- Value and empower nurses to innovate and lead improvement
- Develop a strategic plan to recruit and retain talented nurses now and into the future



Every Patient. Every Time.

Figure 2.



| Planning of Care | Care delivery & evaluation | Handover | Patient assessment and risk screening |
|---|--|--|---|
| <p>What matters to the patient</p> <ul style="list-style-type: none"> • Patient stated goals <p>Care Plans</p> <ul style="list-style-type: none"> • Essentials of care • Harm minimisation | <p>Personal Care</p> <ul style="list-style-type: none"> • Hygiene • Elimination • Nutrition/ Hydration • Oral Care • Body Image • Foot Care • Eye Care • Functional Maintenance • Sleep • Mobility <p>Clinical Monitoring & Care</p> <ul style="list-style-type: none"> • Vital Signs • Fluid balance • Pain prevention & management • Medication Safety • Recognise deteriorating patient • Identify & escalate changes and concerns <p>Privacy & Dignity</p> <ul style="list-style-type: none"> • Respectful care • Confidentiality • Consent • End of life care • Restraint use minimised <p>Patient Engagement</p> <ul style="list-style-type: none"> • Patient feedback & concerns • Listen to family & significant others • Ask & respond to questions | <p>Promoting Self Care</p> <ul style="list-style-type: none"> • Patient & family involvement • Patient education / teach back • Discharge planning • Referral • Promote well-being <p>Documentation & Communication</p> <ul style="list-style-type: none"> • Transfer • Discharge • Handover / bedside handover • Reporting care • Interdisciplinary communication & pain engagement | <p>Preventing Risk & Promoting Safety</p> <ul style="list-style-type: none"> • Admission / Risk assessments • Allergy Identification • Pressure injury prevention • Falls minimisation • Infection prevention & isolation • Behavioural management • Sensory deficit management • VTE prophylaxis • Care environments managed <p>Patient Concerns</p> <ul style="list-style-type: none"> • Pre-morbid function • Presenting concerns & needs |

From Words to Action!

The Nursing Professional Practice Framework is an essential reference for nurses working in clinical practice, education, management or nursing research. We hope the framework assists nurses to be excited about nursing practice, encouraged with their career options and satisfied with their contribution to quality of life for patients and families.

The Nursing Professional Practice Framework **Action Plan** (see Part B) sets out the actions to achieve the objectives of each domain. The oversight of the Nursing Professional Practice Framework and Action Plan is the responsibility of the **Nursing Executive Committee**.

The following nursing groups are responsible for working on and delivering the action plans in partnership with nurses at all levels of Alfred Health:

Nursing Clinical Care & Knowledge Translation Meeting will oversee and coordinate action plans for:

- Comprehensive Care
- Nursing Research & Informatics

Nursing Workforce & Professional Development Meeting will oversee and coordinate action plans for:

- Nursing Leadership
- Nursing Professional Development
- Nursing Workforce

Your Contribution is Important

We are keen to hear from all nursing staff on how we can improve our services to patients! We encourage nurses to contribute to the ongoing development of the Nursing Professional Practice Framework through nursing education sessions, meetings, forums and communication channels.