

Professional Development

Nursing in St. Vincent's' offers an abundance of opportunities for professional growth and development.

We provide

- **An autonomous and supportive environment**
- **Exposure to the latest advances in treatment**
- **Diverse patient populations**
- **Continuous challenges to stimulate critical thinking skills**

St Vincent's' is strongly committed and supportive of career development for nurses.

Nursing Practice Development Professional Development

The Nursing Practice Development Department is committed to supporting ongoing professional development of its staff.

Some examples include:

- Clinical Supervision.
- Facilitation Skills Development Programme.
- Leadership Development Programmes.

How to apply for a position

You can contact the nursing personnel department on **01 2774180** or alternatively you can forward your CV or request more information by emailing **nurseopenday@st-vincent's.ie**

Mission Statement

The following philosophy underpins all we do.....

"We strive for excellence in meeting the holistic needs of our patients in a caring and healing environment in which the essential contribution of each member of staff is valued. The values of human dignity, compassion, justice, quality and advocacy, rooted in the mission and philosophy of the Religious Sisters of Charity, guide us in our work. We will, within the foregoing context, make every effort to maintain excellence in clinical care, teaching and research.

Comh mheas, comh bhá, comh pháirtíocht agus comp oibre bunsraith ár gcuid saothar uile.

Function

The function of the Nursing Practice Development Department is to enhance and develop nursing practice with the aim of providing a quality service for patients.



Core Values of Hospital

Human dignity
Compassion
Justice
Quality
Advocacy

Thinking about a Career in Nursing Practice Development?



Information for nurses interested in working in Nursing Practice Development

How would you like to be part of a dynamic team, involved in leading, co-ordinating and evaluating changes in nursing practice to promote high standards of patient-focused care. Participate in the development of nursing and multidisciplinary policies, and ensuring the provision of a quality learning environment for student nurses.

Nursing Practice Development

Centre for Nurse Education
St. Vincent's University Hospital,
Elm Park,
Dublin 4.

Phone: 012774524
Email: nurseopenday@st-vincent's.ie
<http://www.st-vincent's.ie>

Nursing Practice Development Philosophy

“The ethos of the Nursing Practice Development team is to continually develop and maintain best practice in nursing. We incorporate the values of the organisation into our work.

We support, guide and encourage registered nurses, as they impart knowledge, skills and attitudes to both student and candidate nurses.

We facilitate and guide all learners in their endeavour to learn.

We have a strong team spirit, and together we strive to create partnership with our colleagues in the clinical areas and with all other disciplines to encourage an holistic client-centred approach to care.

We aim to promote an environment of life-long learning through facilitation. We will continue to develop nursing practice with an enthusiastic and positive attitude.”

Role and Function of Nursing Practice Development Department

The team facilitates pre and post registration nursing staff in developing nursing practice to promote high standards of patient-focused nursing care. The team liaises with the Nurse Education Centre, informing the Director of Education of the in-service post registration educational needs of nursing staff. Nursing Practice Development contributes to many multidisciplinary projects, for example Inter disciplinary policies, Accreditation, Student Nurse Education programmes, and are members of a wide range of committees at local, regional and national level. The work of these committees ranges from working groups which produce the tools staff need to improve practice and support student nurses, to conducting research to define policies, to introducing curriculum changes in collaboration with the Department of Health and Children and An Bord Altranais for the BSc in Nursing programme.

Nursing Practice Development Profile

The Department is situated in the Nurse Education Centre, opposite the main hospital building.

Led by the Nursing Practice Development Co-ordinator, the team of 11 nurses at CNM2 level comprises of Clinical Facilitators, Overseas and Medical/Surgical nursing, Clinical Placement Co-ordinators (7), Nursing Practice Development (x 2) and Administration Support.

Ongoing and future developments in Nursing Practice Development

Ever changing clinical demands and local and national policy continuously inform and influence future developments. Some examples include:

- The development of an Action Learning set for CNM1s
- The development of a Journal Club initiative for pre registered Overseas Nurses during their adaptation and assessment period
- The development of registered nursing staff to facilitate and support the student nurse on the four-year BSc in Nursing
- Pioneering an in house development programme for nurses in medical and surgical areas from student nurse role to staff nurse role
- The introduction of Quasar computer package to facilitate nurses in auditing within the Clinical area
- The introduction of Professional Development Portfolios as a means of helping staff to provide documentary evidence of their clinical and academic achievements enabling them to focus and direct their development

Orientation

All new staff members joining Nursing Practice Development from outside the hospital must attend an orientation week which is applicable to all nursing staff.

Appropriate orientation will be given to new staff members in the area of the Department in which you are employed.

Nursing Positions Available

Contact Nursing Human Resource Department who will advise on positions available.

Duty Patterns

The Nursing Practice Development Department functions Monday to Friday.

Flexible working hours may be agreed in consultation with the Director of Nursing and Nursing Practice Development Co ordinaator in line with service and operational needs.

Example of working hours: 7.45a.m. - 16.15p.m.

Annual Leave

Holidays for full time nursing staff (pro rata for part-time) are planned in the following way:

- **78 Hours (2 weeks) by the end of April.**
- **156 Hours (4 weeks) by the end of August.**
- **All remaining leave by the end of December.**

All Leave must be taken within the calendar year, as it cannot be carried forward. Leave must be arranged/agreed following consultation with the N.P.D. Co-ordinator.

Study Leave

Ongoing development and education of staff is actively encouraged, this is supported by a comprehensive Nursing Study Leave Policy.