

Grow Your Own

Developmental Roles within Specialist Nurse Education

Introduction

With the aging specialist nurse population within SWBH and lack of local in-house interest of general nurses to progress into the development of Clinical Nurse Specialist Role, a business plan was formulated and implemented within the Gastroenterology department following research provided by ACP, Jo Harvey. There was concern for the lack of succession planning for Cancer, Liver and IBD. The plan suggested the team aimed for Band 5 development posts to enable successful candidates to learn from the experts to develop specialist skills required to sustain current services and fulfill the growth of the team and also bridge the deficit of retirement. The wider vision, having a workforce to support the contingency planning moving forward to the future MMUH.

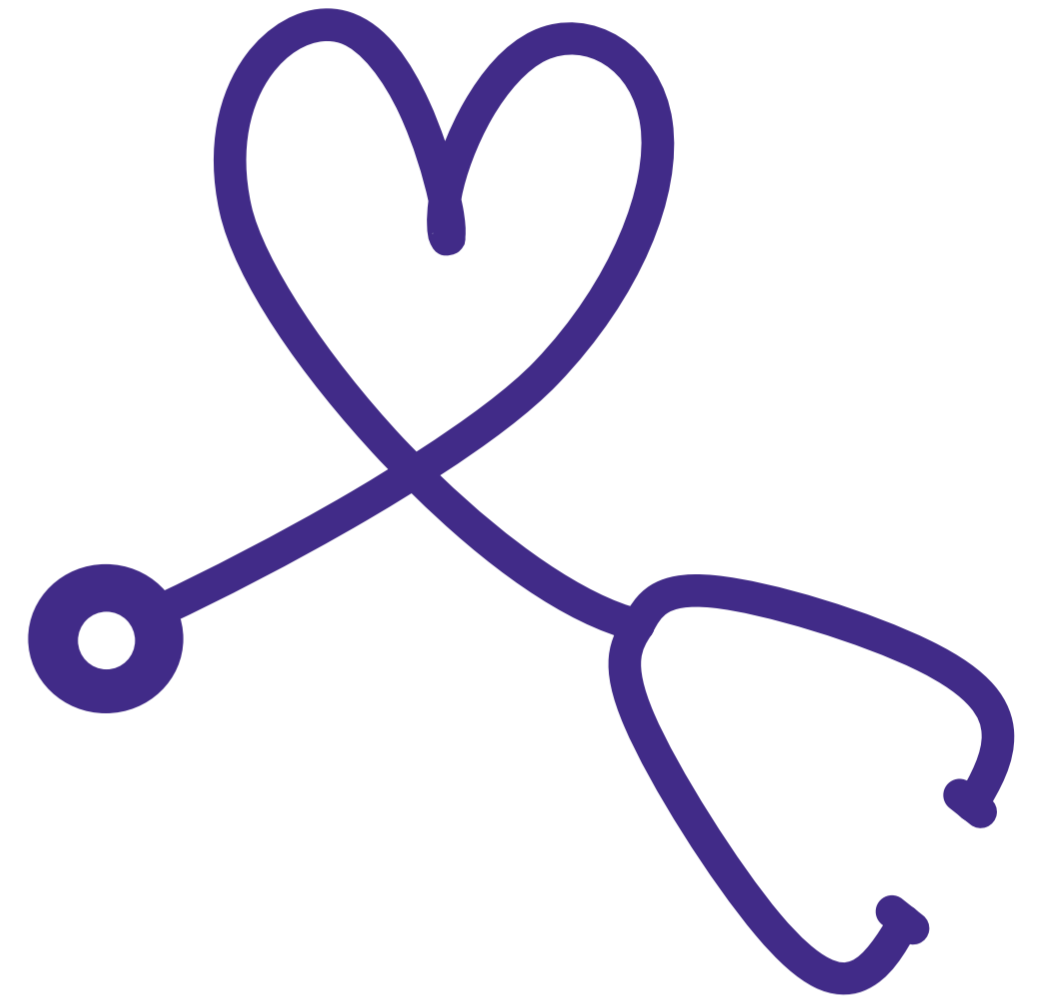
Method

Our team leader completed her Masters program and a workforce review for our team. From this work it was decided what the educational needs and developments would be for our band 5 nurses.

We did this by creating nurse-based competencies, developed training opportunities and supervision from the CNS team.

Results

- Within our Gastroenterology CNS team in the first phase, we have successfully developed a band 5 nurse in UGI HPB/Cancer, who developed further into a band 6 role and is currently training as an ACP at band 7.
- In the next phase a second band 5 UGI/HPB nurse is currently also in post.
- 2 IBD developmental nurses have been successfully appointed and are working towards band 6 roles.
- A Liver band 5 nurse was also appointed however, 3 months into the role they individually decided not to pursue their development and the post is vacant with the potential to recruit again.



Conclusion

As a CNS team, we have learnt collectively the importance of providing training and developing roles. Throughout this process we have successfully developed nurses within our sub specialities which has enabled the gastro team to develop further and within SWBH the concept of “grow your own” can be adapted and implemented in other workforce areas.

Nationally, the concept of “Grow your own”, has been recognised as an educational program and is successfully being utilised within trainee nurse associates and adopted within other workforces within the NHS.

References:

- Health Education England (2015). The Shape of the caring review (Raising the bar). Available at: <https://www.hee.nhs.uk/our-work/shape-caring-review>
- NHS Employers website: www.nhsemployers.org



Our developmental nurses Grace, Jess and Olivia

