

CONCEPTUAL FRAMEWORK FOR PRACTICE DEVELOPMENT ACROSS INTERDISCIPLINARY AND CULTURAL BOUNDARIES IN RENAL DIALYSIS

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PROBLEM: Recruitment and retention of staff has proved difficult particularly in areas where highly developed technical skills are required, e.g. haemodialysis. The notion of developing practice across traditional boundaries, in correlation with training and development of a non-native workforce is well researched and evidenced. In the author's workplace, however, this is a new initiative, requiring development of a comprehensive practice development framework.

PURPOSE: To identify a structure that would provide support and guidance for mentors, supervisors, multi-disciplinary team members and patients, and assist in assessment of competency analysis within the specialist area.

DESIGN: A framework was designed and implemented reflecting the practice development need. Efficacy was measured using feedback questionnaire for staff and MDT members and patient satisfaction survey. Recruitment and retention figures made available at Trust level.

FINDINGS: There was a positive impact on the workforce in terms of stress reduction. Patient satisfaction rated highly. Development of a framework felt to be beneficial and informative in providing evidence-base for future innovations in recruitment and retention policy.

CONCLUSION: Conceptual analysis of constructs of practice development framework has demonstrated beneficence in cost-effectiveness; quality of care delivery; organisation of assessment criteria; providing evidence-base for specialist practice area; developing practice across traditional and cultural boundaries and development of existing practice initiatives.