

NURSING & MIDWIFERY PRACTICE

Abstract

The Nursing & Midwifery Professional Practise Framework (the Framework), created by Western Health's nursing and midwifery staff, is proudly presented by the nursing and midwifery leadership team. This chapter is included about the areas of practice, professional practice framework.

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I. INTRODUCTION

Nursing has always been seen as a service to the sick, elderly, and destitute. Nursing has gradually grown to cover care for patients with various disabilities and even healthy individuals as a result of advancements in medical research. The delivery of nursing care and services has undergone a revolution to cover a variety of locations, including hospitals, hotels, schools, communities, businesses, offices, and military support. Additionally, nurses work in private hospitals, clinics, and nursing homes for the elderly. Nurses have the power to revolutionise the healthcare sector in India and around the world as they make up the largest group of health professionals.

The most important and integral members of the healthcare team are nurses. Along with helping or caring for those who are ill or disabled, they also provide their shoulders to the patient's loved ones so they can cry or grieve through difficult times. Given the growing demand for nurses in various roles, such as carers, family health nurses, and hospice nurses, the practise of nursing in India has experienced rapid growth in recent years.

The evolution of the nursing profession has a lengthy history all across the world. Accounts of nursing care and the nurse's contribution to the treatment of the ill and damaged date back well before it was traditionally practised. However, without taking into account nursing and scientific medical knowledge, that job was restricted to providing care and assistance for injuries. The Civil War was the first time in documented history that nurses used anaesthetic in the United States. In the 18th century, nurses frequently served as the women's only source of assistance.

The Nursing & Midwifery Professional Practise Framework (the Framework), created by Western Health's nursing and midwifery staff, is proudly presented by the nursing and midwifery leadership team. The systems, structures, and procedures that support the growth of our nursing and midwifery team's competencies and capabilities are represented by our model for the Nursing and Midwifery Professional Practise Framework.

In the past three years, as we adopted and continued to develop novel, person-centered models of care, we have seen a large increase in the annual participation in our early career and post-graduate programmes. The health staffs of Western Health are vast, diversified, and crucial, with more than 5,000 nurses and midwives.

Nurses and midwives are at the forefront of providing healthcare, giving the population essential care throughout their whole healthcare journey. With a daily emphasis on the care and welfare of their patients and customers, our nurses and midwives deliver comprehensive and integrated care across Western Health, serving a community of close to 1 million people.

Our nurses and midwives offer treatment in a range of settings, including tertiary and subacute institutions, ambulatory care facilities, community care facilities, aged care facilities, and correctional facilities. At every stop along the patient's journey through the healthcare system, our nurses and midwives play a critical role in fostering health and offering high-quality care.

The goals of the professional practice framework are:

- Be clear about the expectations and ideals for our nurses and midwives when they are working and learning.
- Give you a constant, unbiased way to evaluate your skills, as well as to examine, measure, and compare your performance and accomplishments.
- Aid in developing and directing future growth plans and helping you advance your career goals.

To ensure that it satisfies the needs of nurses, midwives, and Western Health, the Framework is intended to be read in conjunction with Western Health's Strategic Priorities.

It Informs:

- Position Descriptions of all nurses and/midwives
- Performance and development planning (Appraisal cycle)
- Career and education pathways
- Workforce planning recruitment, interviewing and orientation activities

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The five areas of practice that make up the Framework are as follows:

- Evidence-based practice.
- Leadership.
- Research.
- Education & Learning
- Practical expertise
- Collectively, this enables all nurses and midwives to deliver Best Care to our community.



1. **Evidence Based Practices:** The principles of evidence-based practice are used by nurses to determine the best choices for patient care. When nurses use the most recent scientific information in their practice, they approach their work from a thorough, patient-centered viewpoint. The use of evidence-based practice in nursing is discussed in this article along with the benefits it provides to staff members, patients, and organizations.
2. **Leadership:** Clinical leadership includes:
 - A clinical leader is defined by the Australian Commission on Safety and Quality in Health Care (2017) as a clinician who has management or leadership positions within a health service organisation and who has the power to affect behaviour, practise, or performance.
 - Doing the right thing at the right time by the right person is referred to as governance. This is achieved by applying the best available data to a clinical issue in the manner desired by the patient or consumer and by a team or individual who has the necessary training and resources. (Gray, 2005)
 - Any nurse or midwife who has the power to alter behaviour, practise, or output. To be a leader, you don't necessarily need to hold a formal managerial position.
3. **Research:** A crucial component of what supports our professional practise is research. It propels advancements in nursing and midwifery practises as well as clinical decision-making. Research recognises the significance of merging experience from business, community, and academia to inform the delivery of Best Care and provides academic and professional leadership to staff and students. Nurses and midwives are knowledge creators who direct research, cooperate on research, take part in research, read about research, and use what they learn to practise. To provide real benefits for consumers, the community, workers, students, and academics, we aim to increase the research culture and strengthen research capacity.
4. **Education & Learning:** Nursing and midwifery professionals will always be required to participate in continuing professional development (CPD) in order to encourage ongoing learning and education in the workplace, stay current with best practises, maintain and grow their skills, knowledge, and attributes, and acquire expertise. Our education framework supports our nurses' and midwives' commitment to work in a setting of continual learning throughout their professional careers in a variety of methods, including induction and orientation, preceptorships, competency acquisition, etc.
5. **Practical Expertise:** The care that nurses and midwives provide, prescribe, or assign is within their accountability and responsibility. Making critical clinical decisions is essential and supports the provision of safe, evidence-based care. Nurses and midwives participate in committees and decision-making procedures as well as clinical decision-making and the creation of the clinical plan. Development of internal and external policies, standards, and practises.

II. PRACTICAL APPLICATION OF THE PROFESSIONAL- PRACTICE FRAMEWORK

Using the Professional Practice Framework, it can:

- Lead both formal and informal feedback sessions.
- Peer review with guidance.
- Clearly state what practice standards the organization expects.
- Help determine the need for professional growth.
- Provide direction and assistance with career planning and future goal-setting.
- Initiate a conversation about clinical supervision.
- Reflect on your existing job and experience while doing a self-evaluation.

1. Leadership

- Look for chances to take on leadership responsibilities.
- Participate in an outside committee as a representative of your department or profession.
- In group meetings at work, fill in for more seasoned workers or your manager.
- Acquire knowledge of the duties associated with management, such as financial management or rostering needs. Learn about the responsibilities of management, such as budgeting and scheduling.
- Enroll in management training or look for training options.
- Encourage staff members in their early careers and those with less experience by displaying initiative.
- Be a role model for others by acting in a way that complies with the professional code of conduct and the values of Western Health, and speak out when others act in a way that does not live up to your standards.
- Participating in the hiring process, including reference checks, can help you support your boss.
- Join the unit portfolio by offering your services.
- Take the helm of departmental redesign or improvement projects.

2. Research

- Utilize data to back up patient care and practice improvements.
- Lead projects for high-quality units.
- Participate in studies on the system level.
- Encourage evidence-based practice and disseminate research in internal and external forums.
- Participate in the creation and submission of an ethical submission.

At a Higher Level, the nurse or midwife working at Proficient or Expert level may

- Engage in research to enhance and develop care delivery techniques.
- Conduct and participate in medical research.
- Take the initiative to lead local efforts for quality or practice improvement and/or to participate in or oversee programs for quality or practice improvement at the organizational or program level.

- Contribute to the creation of nursing- and midwifery-led research.
- Research-based vs clinical practice

3. Evidence-based medicine

- Launch inventions that encourage ongoing progress.
- Take part in inquiries into upsetting incidents and practice reflection in both the individual and group settings.
- Participate in novel initiatives to enhance patient and consumer outcomes and experiences, employee employment outcomes and experiences, etc.
- Participate, when necessary, in the updating of policies and guidelines

At a Higher Level

- While interacting with other medical professionals, significant external stakeholders, and locals, act as an ambassador for Western Health as a fantastic place to work.
- Puts initiatives into practice, assesses them, and adjusts them as necessary.
- Inspire and encourage staff to contribute to and achieve inter-professional team goals by articulating an inspirational organizational vision.
- Make an organizational contribution to strategic planning.
- Contribute to the creation and implementation of systems for managing clinical risk.

4. Learning & Education

- Assist in updating the instructional resources made available to patients, customers, and their family members and caregivers.
- Support new hires by playing the role of an orientation buddy.
- Become a preceptor to help and guide students, young professionals, and new employees.
- Sign up for a professional network or a forum for a niche interest.

At High Level

- Support and promote patient education programs that, by fostering continuity, contribute to the maintenance and improvement of therapeutic interactions.
- Take the initiative and encourage activities that involve the patient or customer as a member of the care team.
- Promote education among others, including patients, consumers, families, and healthcare professionals.
- Create and promote a culture of learning.
- Take measures to guarantee that systems, procedures, and/or support resources are in place to enhance learning via reflection.

5. Clinical Expertise

- Attend pertinent training sessions and seminars.
- Earn a post-graduate degree in your area of specialization.
- Follow a nurse or midwife who is more skilled or who has additional training.
- Participate in "discovery days" in different units/departments.
- Participate in training that uses simulations.

- Participate in or conduct unit-based in-service training.
- Set an example of optimal practices and use current research as a source.
- Determine possibilities for clinical practice improvement and talk about them with your boss.

At High Level,

- Provide knowledgeable counsel on clinical matters.
- Identify the most important concerns in complicated, confusing, and ever-changing circumstances.
- Have an impact on and participate in the change of healthcare services on a larger scale (program, division, and site).
- Create, use, and advance new and appropriate care delivery methods.
- Take the proper steps in challenging situations to improve care and prepare for change. Practice standards and guidelines for nurses and midwife

III. PRACTISE STANDARDS AND GUIDELINES

The Practise Standards and Guidelines that follow discuss the professional obligations of the nurse and midwife and should be regarded as the broad framework within which a nurse or midwife is required to practise. The Decision-Making Framework, CPA, and guidance materials, in addition to these specific standards, set forth the requirements of NMBI for the registered nurse or midwife prescriber. The clinical governance frameworks needed at the local, state, and federal levels to enable safe and ethical implementation of nurse and midwife prescribing are supplemented by the practise standards and guidelines.

The practise of prescribing necessitates a variety of complicated abilities, including thorough consultation, precise diagnosis, information-sharing, and documentation. The chance of a medication error is decreased by consultation with a patient or service user during the prescribing procedure and by correctly filling out a prescription.

The rationales are as follows:

1. Safe and efficient prescribing techniques will enhance patient/service user outcomes and lower the frequency of medication-related adverse events.
2. The nurse or midwife prescriber performs their duties within an interdependent system that values their competence and draws on the knowledge of their peers in medicine, nursing, and pharmacy (NMBI and HSE, 2015).
3. A variety of patient/service-user populations are receiving prescriptions from nurses and midwives with the ability to prescribe a wide range of drugs that may interact.

Minimising risk and optimising efficacy are two important components of appropriate prescribing practise (Naughton, C. et al. 2013). It's critical to keep in mind that prescribing is a complicated procedure that could result in unintended repercussions and undesirable outcomes when attempting to minimise risk. Therefore, it is crucial that the nurse or midwife prescribing the prescription has a complete grasp of the medication, including any potential side effects and any drug interactions.

The patient's or service user's preference must be respected during the prescribing consultation. In this regard, there are two guiding principles: first, the nurse or midwife prescriber should pay attention to the patient's or service user's wants and concerns; second, they should make sure the patient or service user is educated and informed so that s/he knows his/her prescription regimen.

Objectives: The objectives for the Practice Standards are to:

- Offer professional advice to nurse and midwife prescribers regarding their prescriptive power which also includes management of medication.
- Give nurse and midwife prescribers the opportunity to illustrate the essential skills and guiding values that will promote safe, knowledgeable, efficient, and moral practise.
- Ascertain that the proper clinical and self-governance processes are in place in relation to the prescriber's scope of practise for the nurse or midwife.
- Remind the general public of the nurse or midwife prescriber's professionalism and competency requirements set forth by the NMBI.

The standards and recommendations provided in this book are meant to serve as a road map for best practise, but they must always be combined with expert opinion.

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