Metro South Addiction and Mental Health Services

Nursing Professional Practice Model
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What is the background of our Professional Practice Model?

The Metro South Addiction and Mental Health Services (MSAMHS) Nursing Professional Practice Model (PPM) is symbolic of our journey to enhance nursing development, provide excellent care to our patients and reflects the ideals and values of MSAMHS Nursing workforce. The PPM is the result of extensive consultation and collaboration with our staff.
Mission, Vision & Values

The Meaning of our Professional Practice Model

The design of the PPM schematic is representative of all of the key elements nurses at MSAMHS said were integral to our practice. It identifies the values and components that enable person-centred care with a recovery focus and depicts what makes nursing at MSAMHS different from other areas of practice across the service.

The words encircled in the purple outer circle represent the values held by MSAMHS' nurses. These values are recognised as the building blocks to addiction and mental health nursing.

The phrases in the blue circle represent the five key elements that inform our practice and create an environment where both our patients and staff can flourish and grow.

The central design reflects:

» We practice in a way that is person-centred
» The leaves represent the capacity for growth and the importance of a connection to loved ones and community
» The foundation of HOPE which is essential to our practice and our patients journey to healing and recovery
» We acknowledge the courage and use of self as a therapeutic tool as integral to MSAMHS nursing
» The colours used are a representation of growth, creativity, autonomy, harmony and hope across cultures

Mission

We aspire to provide kind, respectful addiction and mental health nursing care, promoting and enhancing the health and wellbeing of the community through acceptance, collaboration and hope.

Vision

To be recognised leaders in addiction and mental health nursing, providing innovative nursing care that is holistic, safe and therapeutic.

Values

» Kindness
» Respect
» Courage
» Compassion
» Honesty
» Integrity
» Hope
The PPM consists of five components, surrounded by the nursing values which guide Addiction and Mental Health Nursing Services at Metro South Health. The components identify the importance of creating a positive practice environment which embraces professional development through:

• Unique care delivery that contributes to an optimal patient experience and improved outcomes
• Reward, recognition & shared decision making
• Encouraging nurses independence
• Encouraging collaborative practice
• Quality care that leads to teamwork

Patient Experience

The patient experience is central to all that MSAMHS’ nurses do. Engagement with each person is respectful of the individual, their personhood, choices and expectations of health care. MSAMHS’ nurses work in partnership to instil hope and understand the significance of connection to family and community. The patient experience reflects the nurse patient relationship and the belief that people can and do recover. Nurses use of self as a therapeutic tool supports self-reflection and holds a space for people to believe in themselves and their ability to heal and create transformational change.

Shared Governance

Nursing involvement in shared decision making is valued at MSAMHS and nurses have an equal voice in influencing patient care. Nurses are encouraged to participate, lead nursing and inter-professional opportunities that promote and contribute to shared decision making.

Shared governance acknowledges the importance of nurses’ roles in the mitigation of risks, ethics, compliance with standards, effective communication strategies as well as the effective administration of nursing services.

Nurses Independent and Collaborative Practice

Nurses practice both independently and collaboratively to enhance the patient experience. Every team member is recognised as being critical to the delivery of person-centred care. Collaborative practice is enabled by nurses building relationships which are underpinned by respectful and effective communication and teamwork. Independent and collaborative practice is essential to creating a positive practice environment through the sharing of knowledge which enables optimal health outcomes and patient experiences.
Professional Practice Model components

Development, Recognition and Reward

Ongoing professional development, recognition and reward is promoted within MSAMHS nursing. The PPM serves as a framework for building and sustaining a positive practice environment through valuing professional development both informally and formally recognising nurses and nursing practice and its link to the provision of quality patient care outcomes.

Practice Environment

The practice environment promotes a safe and healthy workplace where team function flourishes and the patient experience is enhanced. Standards of practice guide and enable nurses to work to their full scope and potential. A positive practice environment will value the contribution of nurses, leading to increased staff retention and quality of the nurse/patient relationship. The contribution of nurses is valued and the positive function of the practice environment can be seen through the retention of nurses and the quality of the nurse patient relationship.

Summary

The PPM reflects the standards of excellence for which its nursing staff will become known. It represents the fundamental concepts and values that underpin professional nursing practice and patient care provision.

Metro South Addiction and Mental Health nurses practice recovery focussed care that encompasses the person and their significant others, recognising the uniqueness of the individual, their needs and expectations of health care and treatment. Our practice and interactions with all people including patients, families and colleagues is strengthened by the foundation of the values in the PPM.
Acknowledgements

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Participants at the Inaugural Metro South Addiction and Mental Health Inaugural Clinical Nursing Summit September 2016:


Addiction & Mental Health Nursing Services, Professional Practice Model Working Group

References


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