Karen Dawber
Director of Nursing & OD
Developing the Ward Managers role in nursing appraisal

- Appraisal process for nurses
- Developing competence and insight
- Effective appraisal – tips for success
- Nurse revalidation? The future
Our vision

Why quality and safety?

- What would you or your family look for around quality and safety of hospitals when given choice of a hospital?
- What do you think makes people choose one hospital over another?
- What do you think makes staff want to work here?
How we do it - QPS

**Quality**

Excellence for patients
Through safety, effectiveness and providing a good experience

**People**

Caring for our staff
Through leading, engaging and developing you.

**Sustainability**

Here for our community
Through good governance, financial viability and developing services.
The appraisal process for nurses
Developing competency and insight through appraisal

INSIGHT

“The worst time to have a heart attack is during a game of charades.”
Tips for Success

• Prepare
• Allocate time
• Discuss
• Listen
• No surprise
• Gather views
• Develop
• Check!
Nurse revalidation

Garlic bread?
What was the past?
NMC Code 2008

• Knowledge and skills for safe and effective practice
• Work within the limits of competency
• Knowledge and skills up to date
• Develop your competence and performance
“A system of revalidation for nurses – similar to that being rolled out for doctors – would be highly desirable”
“nurse appraisals would be strengthened, made more consistent and explicitly include values and behaviours”,

High Quality, Safe Healthcare
Quality People Sustainability

Warrington and Halton Hospitals
NHS Foundation Trust
Thanks!
Final thought.....

Behind every great DOCTOR is an even greater NURSE.

Nurses Rock

Exploring the relationships in acute and community health settings, Journal of Research in Nursing, Vol. 12 (1) pp. 57-70


https://www.ewin.nhs.uk/resources/item/717/empowering-your-ward-managers-work-based-learning-programme

Gulati, S (2012) Face up to doing the dreaded appraisals, Nursing Times; Vol. 108, 11 pp.33


KSF – 2013 - Summary descriptions of KSF core dimensions