



Ordem dos Enfermeiros

Portugal

Professional Development Model

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Professional Development Model

three broad perspectives structure of the Symposium

- I – Political and Global Analysis
- II - Professional proposals
- III - Labor and unions perspective



Professional Development Model

- I - Political and Global Analysis



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Professional Development Model



Professional Development Model

- II - Professional proposals



Professional Development Model

Nursing Board

- is the professional body that represents qualified nurses in the several nursing fields
- 8 president committees:
 - General Nursing Care
 - Training
 - 6 specialized standing committees (Community, Rehabilitation, Medical and Chirurgical, Infant Health and Paediatrics, Maternal Health and Obstetrics, Mental and Psychiatric Health).



Professional Development Model





Professional Development Model

Nursing Board

- guaranteeing the quality of nursing care
- competences:
 - Recognizing the individual character of each nursing speciality;
 - Granting professional titles following the proposal of the respective committee;
 - Discussing and proposing action plans regarding scientific and cultural matters in the several fields of nursing;
 - Defining quality standards for nursing care;



Professional Development Model

Nursing Board

- Promoting the development of scientific and professional relationships among nurses from the several nursing fields, both nationally and internationally;
- Issuing opinions on interdisciplinary issues regarding nursing specialities;
- Coordinating the activities of all the committees;
- Issuing opinions on the recognition of new nursing specialities;
- Proposing the recognition of specialities to the directive council;
- Supporting the jurisdictional council regarding professional issues related to specialities and general care.



Professional Development Model

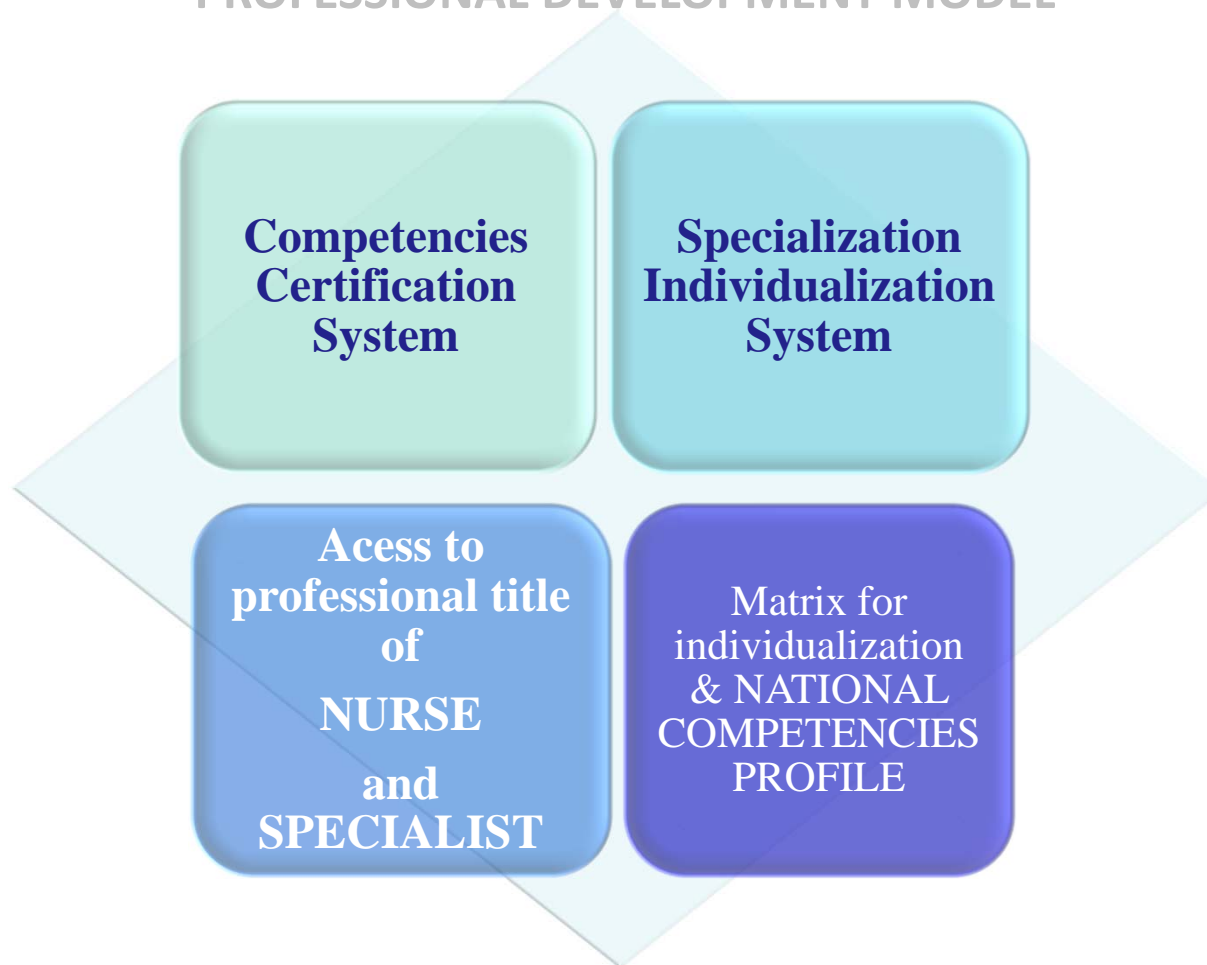
Professional Development

- framework of the development of the *process of competences*
 - design a **System for the Certification of Professional Competences**
- framework of the process of construction of **System of specialties individualization**
 - lead to the acquisition of competences that will support the attribution of the Title of Specialized Nurse



Professional Development Model

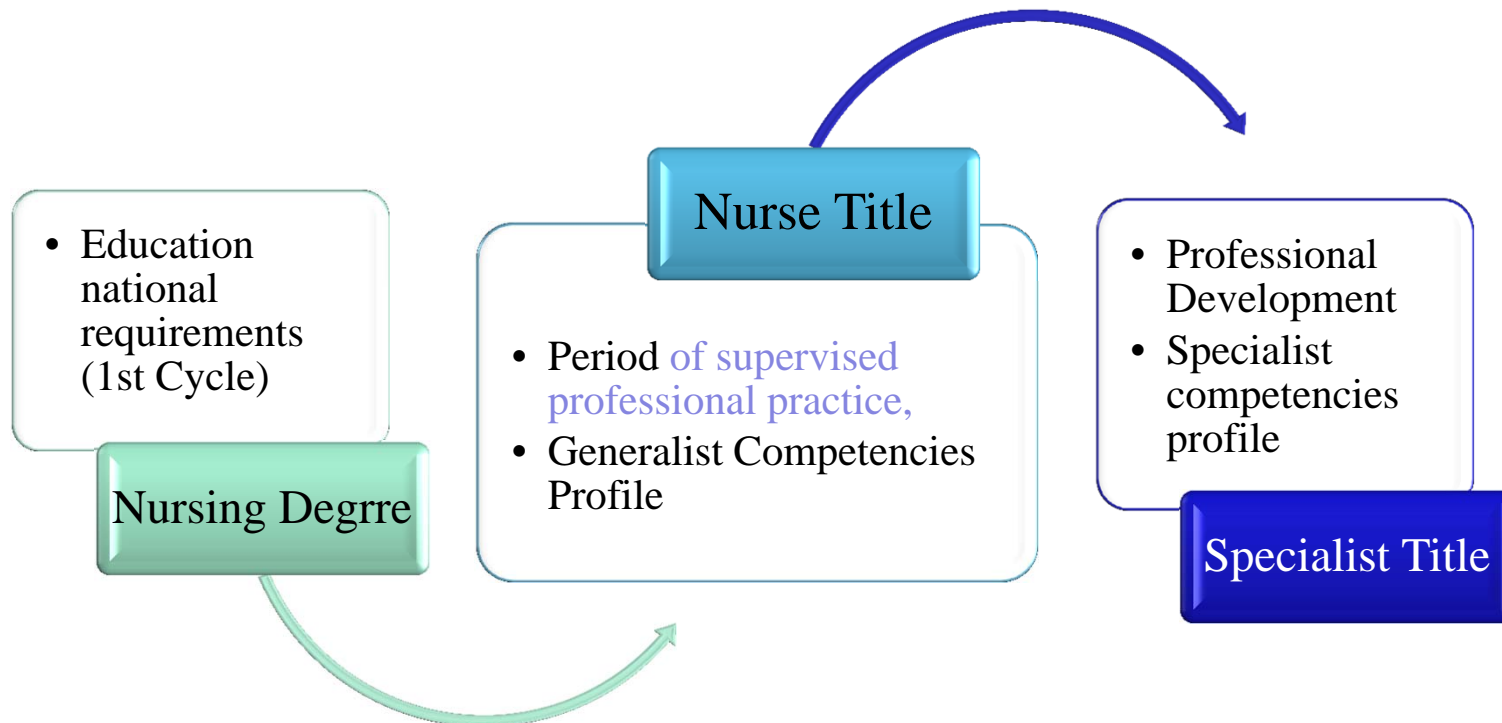
PROFESSIONAL DEVELOPMENT MODEL





Professional Development Model

Supervised Professional Practice





Professional Development Model

Supervised Professional Practice

Table 2: Key points of difference between mentoring, clinical supervision and preceptoring

Element	Mentoring	Clinical supervision	Preceptoring
Context	Outside the immediate work setting	Within the work setting, but away from the immediate work area	Within the work setting
Time	Long time-frame with a progression of relationship phases	Long time-frame with a progression of relationship phases	Short period, usually 2–12 weeks
Relationship reporting	Confidential discussions; minimal reporting on relationship status in a formal setting	Confidential discussions; minimal reporting on relationship status in a formal setting	Formal reporting on the progress of the preceptee
Level of commitment	High level of commitment; may require a time commitment outside of the work setting	High level of commitment; hopefully conducted within working hours, but away from the work setting; may require a time commitment outside of the work setting	Lower level of commitment; conducted solely in the work setting
Outcomes	Broader outcomes that can encompass improved clinical practice, career progression, scholarly endeavour, personal achievement	Improved clinical practice	Clinical skill development

Several models and practices

-Clinical supervision

-Preceptorship

-Mentoring and

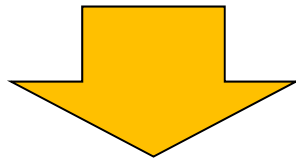
Mentorship



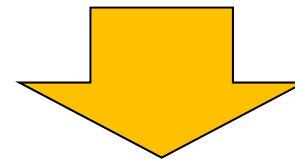
Professional Development Model

Supervised Professional Practice

Is a formal process of attendance of the professional practice, which intend to promote the autonomous decision taking, valuing to protection of the clients and the care safety, through processes of reflection and analysis of the clinical practice



Induction to Professional Practice
(Transition to practice)



Transition to new role
(specialist)



Professional Development Model

Cinical Supervisor

Nominated
or proposal??

volunteer

Selection Criteria

Matrix of criteria
Under certification

Clinical
Supervisor
competencies

Profile
Certification



Professional Development Model





Professional Development Model





Professional Development Model

Specialization Individualization System

- Defining specialization areas – estrutural axe, organizational axes
 - Estrutural axe - Target (Person / Groups)
 - Organizational axes – Health/disease processes, environment
 - Specialized field of intervention
- Matriz with criteria to define a specialized area
- Competencies structure – domain, competence, unites of competence, evaluation criteria



Professional Development Model

PERSON
In a vital cycle stage

Motherhood, Obstetrics and
Gynecological Health

Health of the Child and Young

Health of the Adult

Health of the Elder

PERSON
On the vital cycle

Mental Health

Person in Critical Situation

Person in a Chronic and Palliative
Situation

Rehabilitation

GROUPS
Family - Community

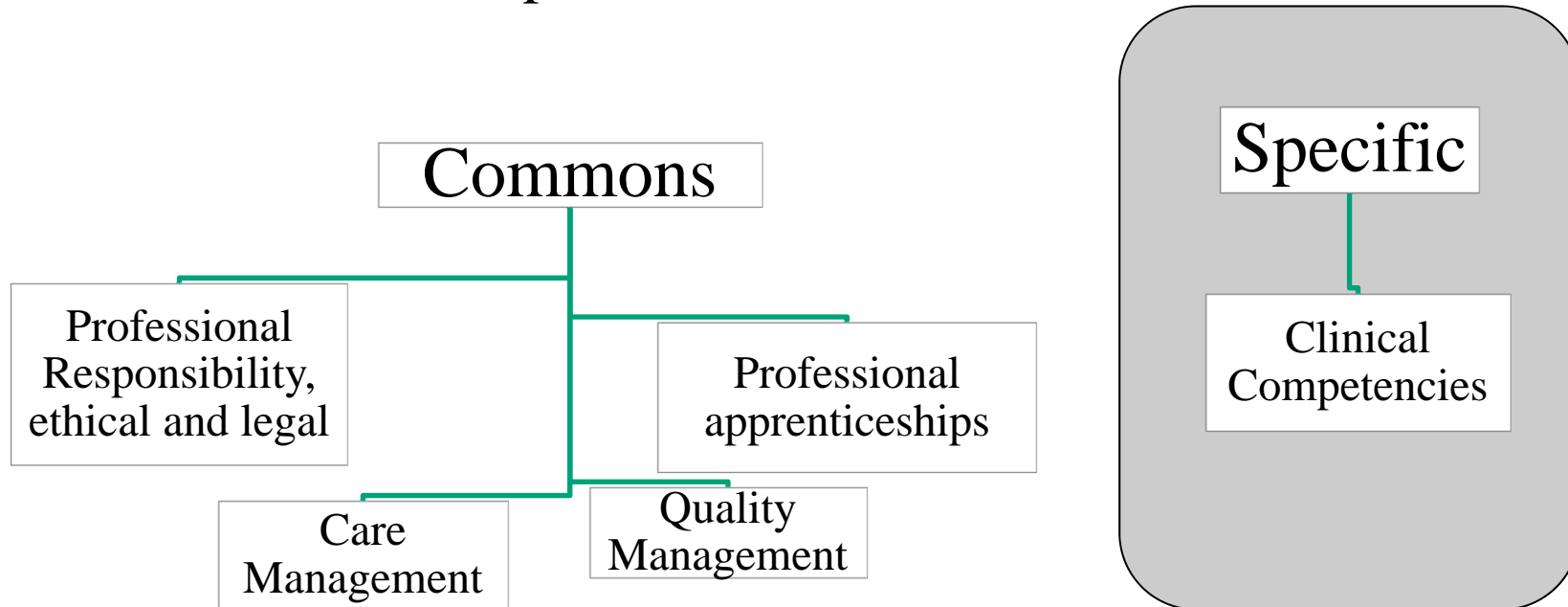
Family Health

Public Health



Professional Development Model

Domains of competencies Specialist Nurse





Professional Development Model

The best way to preview the future,
it is create it.

P. Drucker



Professional Development Model

Thank you

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