

Personal Development Plan (PDP) - Staff Nurse Role				
Name: Aimal Khan				
Job Role: Staff Nurse (adult)				
Essential Criterion	Current Status	Actions for Development	Timeline	Resources Needed
Blood Handling and Administration	No formal training in blood handling and administration, which is essential for patient safety.	Complete a certified course in blood handling and administration to ensure compliance with NHS safety standards (Kimi, 2024).	3 months	Hospital-provided training programs, online courses.
Patient Administration IT Systems	Limited experience with NHS patient administration software, crucial for accurate patient records.	Attend NHS-specific training on patient administration systems (e.g., EPIC, Cerner) to gain practical skills in electronic record-keeping (Owen, 2020).	1 month	Workshops or online NHS training modules.
Complaint Handling and Resolution	Basic knowledge of policies but lacks practical experience.	Participate in training focused on complaint handling and resolution, including mock scenarios to improve response skills (Anne, 2022).	2 months	Access to complaint management workshops, NHS policy resources.
Leadership and Delegation Skills	Some delegation experience but limited formal training in leadership.	Enrol in a structured leadership course covering team management and decision-making in healthcare settings, with mentorship sessions (Anne, 2022).	6 months	In-house leadership courses, mentorship from senior nursing staff.
Clinical Audit Skills	No direct experience with clinical auditing, an essential skill for maintaining care standards.	Attend workshops on clinical audits and work under the guidance of a senior nurse to participate in an actual audit (Team, 2021).	4 months	Clinical audit workshops, mentorship opportunities.

Advanced Infection Control Training	Basic infection control knowledge, lacking advanced techniques for high-risk departments.	Complete advanced infection control certification, focusing on ICU and ER protocols to enhance patient and staff safety (Kimi, 2024).	3 months	Access to infection control courses, hospital infection prevention resources.
Safeguarding and Adult Protection Awareness	Basic understanding, no in-depth practical experience in safeguarding vulnerable adults.	Undertake specialized safeguarding training, including observational learning in complex cases, to ensure patient welfare (Owen, 2020).	4 months	Safeguarding training resources from the hospital's safeguarding team.
Health and Safety Risk Awareness	Limited knowledge, no formal health and safety risk assessment experience.	Enrol in a health and safety risk management course, focusing on hazard identification and prevention in healthcare settings (Team, 2021).	3 months	Certification programs for health and safety, access to NHS guidelines.

References

Anne, M. (2022). *Professional development: Five strategies to support nurses' growth*. [online] Wolters Kluwer. Available at: <https://www.wolterskluwer.com/en/expert-insights/5-strategies-to-support-nurses-growth> (Accessed 28th Oct. 2024).

Kimi (2024). *Examples of nursing career goals and how to reach them*. [online] Western Governors University. Available at: <https://www.wgu.edu/blog/examples-nursing-career-goals-how-reach-them2204.html> (Accessed 29th Oct. 2024).

Owen (2020). *The scope and variance of clinical nurse specialist job descriptions*. [online] British Journal of Nursing. Available at: <https://www.britishjournalofnursing.com/content/professional/the-scope-and-variance-of-clinical-nurse-specialist-job-descriptions> (Accessed 27th Oct. 2024).

Team, E. (2021). *10+ essential nurse duties, roles, and functions*. [online] Nurse Theory. Available at: <https://nursetheory.com/nurse-duties-roles-functions/> (Accessed 28th Oct. 2024).