

Role Development Guide

Assessing the Need for Role Development

- Driving forces for the role development are explored
- Service objectives are clearly stated – in terms of benefits to patients / clients and the organisation

- An option appraisal to address the service objectives has been explored
- All relevant stakeholders have been identified
- A communication strategy has been produced
- The impact of the role development on other roles has been assessed
- All resource requirements have been identified
- The life span of the role development has been agreed – i.e. pilot, temporary or permanent
- The evaluation strategy for the role development has been agreed

Planning for Role Development

Type of Role Development

- The competencies required have been agreed
- The availability of nurses or midwives with the required competencies has been determined
- The type of role development has been agreed
- The time frame for implementation has been agreed
- The role has been developed in line with the NMC Code of Conduct (2015)

Leadership and Management

- Strategic Level*
- Senior management support has been secured for the role development
 - Key stakeholders have been involved in the development process
 - The necessary resources have been sourced
 - The strategic impact of the role development has been considered
 - The sustainability of the role development has been considered
 - The barriers to the role development have been identified and addressed
- Operational Level*
- A lead has been identified for the role development
 - All recruitment issues have been addressed
 - Line management and support issues have been addressed
 - Supervision and professional support arrangements have been put in place

Competence Development

- The appropriate competencies have been identified
- Appropriate learning activities for competency development are identified
- Post holder involved in the assessment of learning and development needs
- Post holder maintains a portfolio

Professional Accountability

- The parameters of accountability for the role development have been agreed
- Professional regulations issues have been addressed

Governance Requirements

- Appropriate protocols and guidelines have been drawn up and agreed in collaboration with other relevant professionals
- A risk assessment for the role development has been completed
- Supervision and professional support arrangements have been agreed

Evaluation and Future Considerations

- An evaluation strategy has been agreed
- Baseline data for the role development has been collated
- Appropriate data collection tools have been employed
- The career development potential of the role development has been highlighted
- The communication and dissemination of evaluation findings have been agreed