Reflection of Practice

Hmmm.
Reflection - Think about it!

- Reflecting on issues is a useful process for solving problems and learning

- For Nurses - The NMC’s new Nurse Revalidation procedures ask for a minimum of 5 reflections from the 3 years between revalidating

Reflections need to show a clear link to one of the themes of the NMC Code

- Prioritise people
- Practise effectively
- Preserve safety
- Promote professionalism and trust
NMC Code of Conduct
Revised 2015

The Code
Professional standards of practice and behaviour for nurses and midwives
The Code presents the professional standards that nurses and midwives must uphold in order to be registered to practise in the UK.

Effective from 31 March 2015, this Code reflects the world in which we live and work today, and changing roles and expectations of nurses and midwives. It is structured around four themes – prioritise people, practise effectively, preserve safety and promote professionalism and trust. Developed in collaboration with many who care about good nursing and midwifery, the Code can be used by nurses and midwives as a way of reinforcing their professionalism. Failure to comply with the Code may bring their fitness to practise into question.

All registered Nurses and Midwives were sent a copy of The Code to their home address earlier in 2015.
The difference between thinking and reflection

• Thinking about something can also be dwelling on something. Some people over think. There is no end stage/solution to a thought process, it is a continuous cycle. It can go on for a long time.

• Reflecting starts as thinking but follows a set process to lead towards an end result. It can be done quite quickly.
The Reflective Cycle (Gibbs 1988)

This was the most commonly used model in Nurse and Midwife training in the last 20 years.
Description
What Happened?

Keep it brief and concise

Keep to the facts and try **not** to add your opinion and own thoughts

Try to be objective and uninvolved, think of it as an event that you were not part of as if you were looking from the outside
Think about your emotions and your gut reaction

Did you have any triggers or knee jerk reactions e.g. flying into a rage

Did any physical symptoms manifest e.g. sweaty palms
How did it all end up?

However painful think how bad some of it may have been – on anybody’s part, including your own.

Think of some positives within the situation
Analysis

What sense can you make of the situation?

What actually happened?

Were the desired results achieved?

Did any of it make sense?
Conclusion

What else could you have done?

Could you have done anything any differently?

Could you have involved anybody else?

Did you manage your emotions and reactions well enough?
Use the learning from what you could have done differently

Formulate a plan of action for a similar event or even revisit the same event/person - this doesn’t have to be a 3 page plan just key points
Examples of Reflective Practice

- Attendance at a course
- Attendance at a conference/event
- Involvement in a serious incident e.g. a missing patient or a fire
- Disagreement with a relative or carer
- Praise or recognition from somebody
- Handling a difficult conversation
16/4/15 Today I had an argument about Mr. X with a colleague. She wanted him to be moved into a side room as he was dying. I knew his family were on the way and it would look bad if we were mid move as they arrived. I was a bit “off” with her for interfering as he was my patient after all. I was really stressed but felt I was handling it well enough already.

He died shortly after in the same bed space with his family around him. They came straight to him on arrival as he had been in that space for 10 days. It wasn’t so great that this was all in the middle of a ward though.

The situation was very urgent and stressful and we were both a bit last minute with this decision. On reflection, I shouldn’t have been funny with her as she had his privacy and dignity needs in mind and also the privacy of the family.

I will apologise to her next shift and in future I will try to plan ahead more when a patient is dying and try to arrange a side room for the right reasons. The family could have waited whilst we completed the move.
Stop and write one

• Write a reflection on a recent event following Gibbs Cycle

- **Description** What Happened?
- **Feelings** What were you thinking and feeling?
- **Evaluation** What was good/bad about it?
- **Analysis** What sense can you make of the situation?
- **Conclusion** What else could you have done?
- **Action plan** What will you do next time?

• If you prefer follow a different model you are more familiar with
How will reflecting make you feel?

- **Less stressed** – you have taken time to calm down and think through the issue
- **Sleep better** – many “issues” at work can keep us awake as we lay in the quiet
- **Proud** – you have made a difference
- **Confident** – yes, you do know what you are doing after all!
- **Proactive** – you didn’t dwell on it or leave it unsolved
- **Team Player** – you took the feelings of others into consideration
- **Professional** – you managed it in a focused, tactical way and used reflection as a learning tool
The NMC have designed some templates which start off with this narrative

Template: Reflective accounts record log

You are required to record a minimum of five written reflections on the Code, your CPD and practice-related feedback, as outlined in ‘How to revalidate with the NMC’. Please fill in a page for each of your reflections, ensuring you do not include any information that might identify a specific patient or service user. You must also discuss these reflections as part of a professional development discussion (PDD) with another NMC registrant and may be required to upload a signed PDD form.
The NMC template asks the following questions and as you can see this is a shorter version of Gibb’s Cycle. More importantly it asks you to relate it to The Code, which is an essential requirement.

Reflective account:

• What was the nature of the CPD activity/ practice-related feedback?

• What did you learn from the CPD activity and/or feedback?

• How did you change or improve your work as a result?

• How is this relevant to the Code?

• Select a theme: Prioritise people - Practice effectively - Preserve safety - Promote professionalism and trust
The Trust are arranging many awareness sessions about Revalidation in the coming months, check the dedicated oneHR site for information 

link here