

4 Pillars of Practice What Are They and How Can They Support Your Learning and Development?



**Clinical
Practice**



**Facilitation
of Learning**



Leadership



**Service
Improvement**

Aims and objectives

- Demystifying the 4 pillars of practice
- Illustrate how to use the 4 pillars in practice to support your learning and development
- Provide signposting to resources



Time for a quick poll

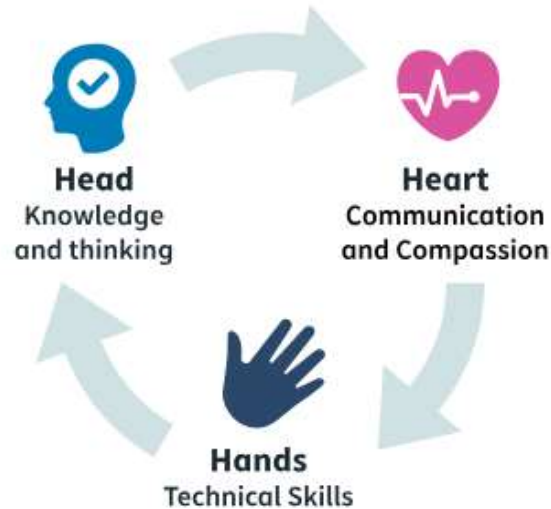
Are you aware of
the 4 pillars of
practice?





The 'Clinical Practice Pillar' for NMAHP Support Workers could also be referred to as the 'Operational Skills Pillar' for other roles within the Support Workforce.

- Decision Making
- Problem Solving
- Organising
- Planning
- Risk Assessment



- Communication
- Team working
- Empathy
- Showing dignity and respect

- Practical procedures
- Techniques
- Mandatory Training
- Policies, guidelines, and protocols
- Record Keeping

Lets explore the other 3 pillars . . .



We all play a role in teaching and learning of others as well as our own



We are all leaders regardless of our role, we play a part in shaping culture in the workplace



Small changes make a big difference

Facilitation of Learning

- Your learning
- Helping and supporting others to learn



Leadership

- What makes a good leader
- Role modelling

*"self-awareness and self-love matter.
Who we are is how we lead"* - Brene Brown



Service Improvement

- What is service improvement?
- Everyone can influence change



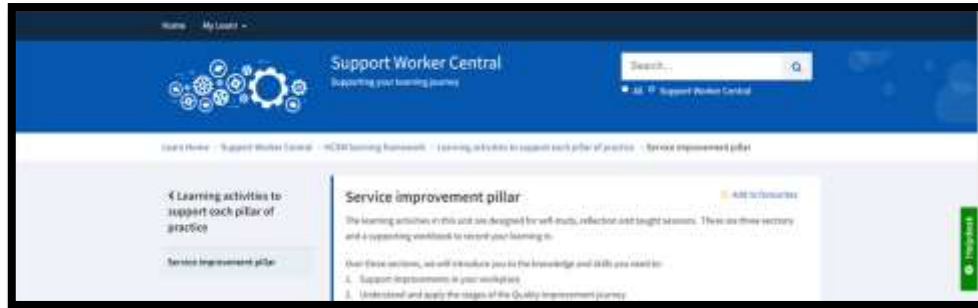
Service improvement



<https://vimeo.com/775034614>

How did I use the pillars to develop?







Questions



Resources

4 Pillars of Practice and Development & Education Framework for NMAHP HCSWs -
<https://learn.nes.nhs.scot/39970>

Learning activities to support the 4 Pillars of Practice
<https://learn.nes.nhs.scot/51700>

Support Worker Central
<https://learn.nes.nhs.scot/34351/support-worker-central>

Support Workforce Hub (business/admin & estates/facilities)
<https://learn.nes.nhs.scot/34519>

Sign up for HCSW Newsletter (clinical)
<http://eepurl.com/gt3fF9>

Turas Professional Portfolio
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Time for a quick poll

Would you feel confident to use the 4 pillars of practice to support your development?



This resource may be made available, in full or summary form, in alternative formats and community languages.
Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how
we can best meet your requirements.



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