



Leading the Way

The Big Conversation Feedback Priority 2 - How We Develop our Professions

The Nursing and Midwifery strategy for NHSGGC launched in May 2025. In November and December 2025, your local champions and teams held Big Conversations about Priority 2 - How We Develop our Professions. This poster lays out the top 3 themes that you told us matter to you from each question and includes some of your quotes from the data received.



Q1. What does the term Professional Practice mean to you?

Your top 3 themes were -

- Evidence Based and Best Practice
- Professional Behaviours and Role Modelling
- Learning, Development and CPD

Professional Practice is about maintaining the safety of our profession and supporting the development and extension of our practice. Extending and transitioning nursing roles to help support the delivery of quality

Professional Practice is about practising within guidelines and within limitations, continuous professional development, evidence based practice, being the professional/ nurse you want to be

To me, Professional Practice is the consistent demonstration of high-quality, person-centred, safe and effective care, underpinned by the four pillars of practice, it evolves across roles and levels, with each pillar contributing to developing a well rounded practitioner who can meet the needs of modern healthcare. It also means creating a culture where learning is valued, reflection is encouraged, and staff are supported through structured education pathways and workplace learning

My ambition is to develop a workforce that feels supported, confident and empowered to grow across the career framework, whether that means progression or excelling within a current role

Need to support systems that support professional practice such as supervision

Q2. What are your ambitions for your Professional Practice?

Your top 3 themes were -

- Learning and Development
- Leadership and Role Modelling
- Quality and Standards

Q3. What are you and / or your team's priorities for developing Professional Practice in your area?

Your top 3 themes were -

- Workforce Support and Supervision
- Learning and Development
- Quality and Safe Practice

Clinical supervision, discussing professionalism, supporting practice and behaviours that are professional and also supporting staff when professionalism falls short of what's expected

Embedding protected learning time meaningfully so staff can engage in statutory, mandatory and profession-specific learning without compromise

Building a professional practice environment that is sustainable, future-focussed and aligned with the ambitions to be a world class centre of excellence for nursing and midwifery education and career