Massachusetts General Hospital
Founding Member, Mass General Brigham

MGH Professional Practice Model

The Massachusetts General Hospital Nursing & Patient Care Services (N&PCS) Professional Practice Model (PPM) is the framework that guides professional practice across multiple disciplines including the profession of nursing. The intent of the model is to provide clinicians the opportunity to explore, develop, learn and articulate their contributions to patient care. The PPM is comprised of nine interlocking components. Every element of the PPM "interlocks" to ensure the delivery of seamless, knowledge-based patient care.

VISION & VALUES

We have a shared vision and value accountability, respectability, diversity, resource effectiveness and our core value— relationship-based care.

STANDARDS OF PRACTICE

These exist to ensure that the highest quality of care is maintained regardless of the number of professionals providing care, or the experience of those professionals.

NARRATIVE CULTURE

Clinical narratives are an effective way to share and reflect on clinical practice. They reveal the clinical reasoning and knowledge that come from experiential learning.

RELATIONSHIP-BASED CARE

Our core value of relationship-based care and our belief that the patient/family-provider relationships are critical to the development of our Professional Practice Model, which we define as interdisciplinary, patient- and family-centered care.



PROFESSIONAL DEVELOPMENT

It is essential to our ability to provide quality care, to achieve personal and professional satisfaction, and to advance our careers. Our activities include orientation,in-service training, formal and continuing education, and clinical advancement activities.

CLINICAL RECOGNITION & ADVANCEMENT

The Clinical Recognition Program marks the acquisition and development of clinical skills and knowledge as clinicians pass through four phases: entry, competent, advanced clinician, and clinical scholar. In addition, a myriad of recognition awards for excellence in clinical practice, education and research exist.

COLLABORATIVE DECISION-MAKING

Built on the premise of "teamness" and team learning—the network of relationships between people who come together and implement actions or strategies toward a desired outcome.

RESEARCH & EVIDENCE-BASED PRACTICE

The possession of a body of knowledge from research is the hallmark of a profession. Research is the bridge that translates academic knowledge and constructed theories into direct clinical practice.

INNOVATION & ENTREPRENEURIAL TEAMWORK

Members of the interdisciplinary teams that comprise Patient Care Services are committed to working together to identify issues in care delivery and, more importantly, identify strategies to enhance care delivery.

Copyright © 1996 Massachusetts General Hospital, updated 2006, 2012, 2016, 2026.