

Northumberland, Tyne and Wear NHS Foundation Trust

Trust Board Paper

Meeting Date: 22nd March 2017

Title and Author of Paper: Update on NTW Nursing Strategy: Delivering Compassion in Practice 2014 – 2019. Mid-Point Review

Gary O'Hare, Executive Director of Nursing and Operations

Executive Lead: Gary O'Hare, Executive Director of Nursing and Operations

Paper for Debate, Decision or Information: Information

Key Points to Note:

In response to the recent publication of the National Frameworks and Reviews ie

- Five Year Forward View for Mental Health
- Leading Change Adding Value
- Raising The Bar Shape of Caring Review
- Strengthening the Commitment,

A mid-point stock take of NTW's nursing strategy was undertaken, including its strategic aims and commitments, to ensure that it echoes the current expectations as outlined in the above publications.

After reviewing the documents alongside the nursing strategy, it can be confirmed that the strategy continues to provide a sound and flexible framework to enable the nursing workforce to grow and develop to meet the needs of patients within the changing culture of care provision and economic climate.

The NTW nursing strategy continues to deliver the required outcomes to ensure safe effective and patient centred nursing care. Attached is an update to reflect the review

Risks Highlighted: None

Does this affect any Board Assurance Framework/Corporate Risks: No
Please state Yes or No
If Yes please outline

Equal Opportunities, Legal and Other Implications: None

Outcome Required / Recommendations: Content of the paper to be noted.

Link to Policies and Strategies: NTW Nursing Strategy

**NTW NURSING STRATEGY:
DELIVERING COMPASSION IN PRACTICE 2014 – 2019**

MID POINT REVIEW

Background

In 2014 the five year nursing strategy 'Delivering Compassion in Practice' was launched. The strategy reflected the unprecedented change and reform within the National Health Service and nursing, as the largest professional group, faced some of the greatest leadership challenges as roles and responsibilities change in line with health reforms and public expectations.

The aim of the strategy is to strengthen and maximise nursing's influence on policy development, build capacity, capability and the flexibility to take on new roles and freedoms, lead service change and enable the development and dissemination of best practice not only within the Trust but also on a local, national and international stage.

This strategy does not exist in isolation, it is intended to interact with, and support the Trust's strategic direction, workforce, governance, involvement and inclusion, and service strategies, and aims to be focused, action led and dynamic to allow for continuous improvement.

The Nursing Strategy aims to:

- Set the future direction for the nursing and care workforce.
- Provide a clear framework for the Trust nursing and care workforce to deliver the Trust vision and strategy and embed our values.
- Provide a framework for professional governance and assurance and development requirements for underpinning the strategy.
- Provide a framework for professional communication across the nursing workforce.
- Provide a platform to build and strengthen nursing leadership.

We are now mid-way through the life cycle of the strategy and, as in recent months some critical national documents have been published, it is now timely to ensure our strategy reflects the principles and direction of travel as outlined in these documents ensuring the strategy remains fit for purpose.

National Context

Five Year Forward View for Mental Health

This independent report sets out the start of a ten year journey to reflect changing public attitudes to mental health and the growing commitment among communities, workplaces, schools and government to change the way we think about mental health shifting towards prevention and transformation of NHS care. For nursing staff this will mean:

- Ensuring physical health needs have equal importance to mental health needs.
- Championing the needs of people with mental health needs to reduce stigma and discrimination.
- Influencing and participating in the reshaping of the way care is delivered, increasing access to the right care at the right time.
- Driving down variations in the quality of care ensuring the improvement of outcomes for patients.

Leading Change, Adding Value: A framework for nursing, midwifery and care staff

This framework is designed to build upon Compassion in Practice and is directly aligned with the Five Year Forward View and its vision is to integrate health and social care services, improve the adoption of preventative measures and narrow three crucial gaps in:

- **Health and wellbeing:** a greater focus on prevention is needed to enable health improvements to continue and to counter pressure on services.
- **Care and quality:** health needs will go unmet unless we reshape care, harness technology and address variations in quality and safety.
- **Funding and efficiency:** without efficiencies, a shortage of resources will hinder care services and progress.
- **Raising the Bar: Shape of Care Review:** The Shape of Caring Review, made a series of recommendations to strengthen the capacity and skills of the nursing and caring workforce. A key recommendation was for Health Education England (HEE) to explore the need for a defined care role acting as a bridge between the unregulated and regulated nursing workforce. Following consultation a two year pilot programme has been launched to develop a Nursing Associate role which has scope to practise across all fields of nursing and in all health and care settings, with parity of esteem for mental and physical health, and will:
 - Supplement, augment and complement the care given by Registered Nurses.
 - Build the capacity and capability of the health and social care workforce to care across different settings.

- Widen access and entry to the nursing profession making caring a career.
- Support career progression enabling a greater skill mix in the caring and nursing workforce to work flexibly and responsively.

Strengthening the Commitment

The Report of the UK Modernising Learning Disabilities Nursing Review recommended that:

- Commissioners and service providers are required to ensure that specialist learning disabilities services for complex and intensive needs (including assessment and treatment services across all sectors) employ sufficient numbers of appropriately prepared and supported registered learning disabilities nurses. This highlights the need to support and develop the availability of specialist and advanced clinical skills and knowledge of learning disabilities nurses in all settings.
- Updated, strategic plans for pre and post registration learning disabilities nursing programmes are necessary for each country of the UK to support flexibility and ensure an efficient and sustainable model of delivery for the long term. This highlights the need for appropriate numbers of places on pre-registration learning disabilities nursing programmes to meet future workforce requirements.

The recent changes to the funding of registered nurse training and the workforce demographics require continued emphasis on supporting the undergraduate learning disability nursing programme.

NTW Position

In response to the recent publication of the National Frameworks and Reviews a mid-point stock take of NTW's nursing strategy was undertaken, including its strategic aims and commitments, to ensure that it echoes the current expectations as outlined in the above publications.

After reviewing the documents alongside the nursing strategy, the nursing strategy continues to provide a sound and flexible framework to enable the nursing workforce to grow and develop to meet the needs of patients within the changing culture of care provision and economic climate.

The NTW nursing strategy is a live document which has board level ownership led by the Executive Director of Nursing and Operations and it is regularly reviewed by both senior and front line nurses within the Trust's Nurse Education Forum, Professional Nursing Forum and at the Annual Nursing Conference. Nurses are asked to share their experiences linked to the strategy which makes it a true reflection of nursing in NTW and actively demonstrates the commitment to embed continuous improvement and excellence in care delivery.