

Nursing and Midwifery Strategy 2018-2020

The Nursing and Midwifery strategy is the overarching strategy for delivery of nursing and midwifery care. It sets out their contribution in delivering the Trust's strategic priorities.

The Nursing and Midwifery strategy encompasses the Trust 5 strategic priorities and the nursing and midwifery roles in delivering these priorities.

Element	Nursing and Midwifery commitment	2018/19	2019/20	KPIs
SP1 To provide outstanding care to all patients	As nurses and midwives we will ensure the care for our patients and their families is personalised and informed by what matters to them	Refresh ward and department metrics and ward accreditation programme	Roll out metrics and accreditation across all wards and departments	Refreshed metrics; learning from incidents; improved harm free care
SP2 To support each other to do a great job	As nurses and midwives we will support our workforce with the expertise, knowledge and skills to provide safe care for our patients.	Develop practice development plan for each ward and clinical department Establish a professional and practice development unit and maximise utilisation and opportunities within the skills labs	Refresh of practice development programme Further development of professional and practice development unit	Practice development plans; ward accreditation; 15 steps Executive walk rounds
SP3 To inspire excellence	As nurses and midwives we will deliver evidence based care, by reducing unwarranted variations and standardising best practice	Increase uptake of research engagement amongst RN / RM Offer opportunities for research engagement	Enhance research opportunities across the RN / RM workforce	Clinical supervision uptake; Research engagement uptake; revalidation performance
SP4 To get the most from our resources	As nurses and midwives we will recruit and retain our most valuable asset – our staff. As nurses and midwives we will effectively and proactively manage all our resources.	Extend new branding to all SFH jobs and widen the assessment centre approach. Explore opportunities for working with HEI around pre-registration workforce Maximise utilisation of Model Hospital work Maximise benefits realisation from consumables work stream	Pilot new ways of working with HEI Improve benchmarking position against model hospital	vacancy rates; agency spend; new roles and opportunities; Nursing taskforce steering group performance
SP5 To play a leading role in transforming the health and care off our community	As nurses and midwives we will provide a service to our local community that people can trust, feel safe within and be proud of.	Engagement within the local community and stakeholders around ECC agenda	Model hospital WAUs guide workforce productivity.	ECC awareness and uptake

Potential risk	How the risk might arise	How the risk is being mitigated
A critical shortage of workforce capacity & or capability which affects safe staffing or quality of care	National shortages in key professions; age demographics; Trust reputation; agency market factors; limited time for training; industrial action	Explore new roles and opportunities. Explore new opportunities with HEI Retention collaborative with NHSI Explore opportunities for developing overseas HCA to RN

Element	KPI	2018/19 Target	Q1 BRAG	2019/20 Target
	Actively listen to patients' feedback and provide monthly stories to Trust Board as examples of learning.	All Public Trust Board meetings		All Public Trust Board meetings
To provide outstanding care	Ward and department metrics refreshed and monitored on a monthly basis with month on month improvement	Metrics refreshed 30.6.2018. % age improvement	On Track	
	Promote a culture of shared learning – SI's and significant incidents shared alongside learning at all corporate meetings with nurses, midwives, AHPs to ensure wider dissemination	All corporate meetings	All N.M AHP Corporate Mtg	All corporate meetings
	Ensure that the RN/ RM and HCA induction is aligned to the nursing agenda and nursing and midwifery strategy and all staff are issued with a copy of the strategy and understand their pledges and commitments	All staff by 31.3.2019	All new starters issued with strategy and discussed	100%
To support each other to do a great job	Develop and adhere to a practice development plan for each ward and clinical department, using expertise from specialist nurses.	85% by 31.03.2019	Plans in progress	100% by 31.3.2020
	Develop and deliver our ward and department accreditation programme – refresh the scoring matrix and extend roll out across all department	85% of all wards / departments implemented refreshed programme	Revised and on track	100% of all wards and departments utilised refreshed programme
	Develop a refreshed model of clinical supervision across nursing and midwifery and offer opportunities for staff to participate -policy revised and launched and training provided	Training provided and clinical supervision offered to 30% RN and RM		Training provided and clinical supervision offered to 50% RN and RM
To inspire excellence	Promote and support research delivery to ensure we are able to offer our patients the latest advances in care and treatments – increase the number of nurses engaged in	8 RN / RM to be engaged as part of their substantive post within clinical areas in research	On track for delivery. 2 RN in post	Increase by 15% year on year beyond 2019

	research - Increase engagement of RN/RM in research through part time secondment opportunities	activity		
	Support all nurses and midwives to meet all the criteria for revalidation	100%	On track	100%
	Undertake an annual staffing review, which will be based on acuity and dependency and signed off through the Divisions and Chief Nurse	100% by 31.5.2018 for the year 2017/18	Completed for 2017/18	100% by 31.5.2019 for the year 2018/19
To get the most from our resources	% of Band 5 Registered Nurse vacancies	Reduce to 12% by 31/03/19	Recruited NQN. However risk with NQN. Risk around retirement profile and increase in A4C pay impact on RR	10% by 31/03/20
	Consistently adhere to the safe staffing guidance / SOPs, based on acuity and dependency – staffing fill levels	95% by 31.3.2019	No breaches Q1	95%
	Promote 'every contact counts' amongst our patients and local community through the Public Health officers	Recruit to 2 WTE Health promotion officer posts by June 2018 - Raise awareness of ECC across the Trust	Appointed and group established	Programme of ECC rolling out across the Trust ? CQUIN TARGET
To play a leading role in transforming the health and care of our community	Patient satisfaction – care is explained in an understandable way	90% patient satisfaction by 31.3.2019	On track	95% patient satisfaction by 31.3.2020
	Staff as part of our local community recommend the trust as a place to receive their care	4.10	On track	4.20