

Connecting our Communities, Realising our Ambitions
Reimagining Nursing and Midwifery in NHS Lothian

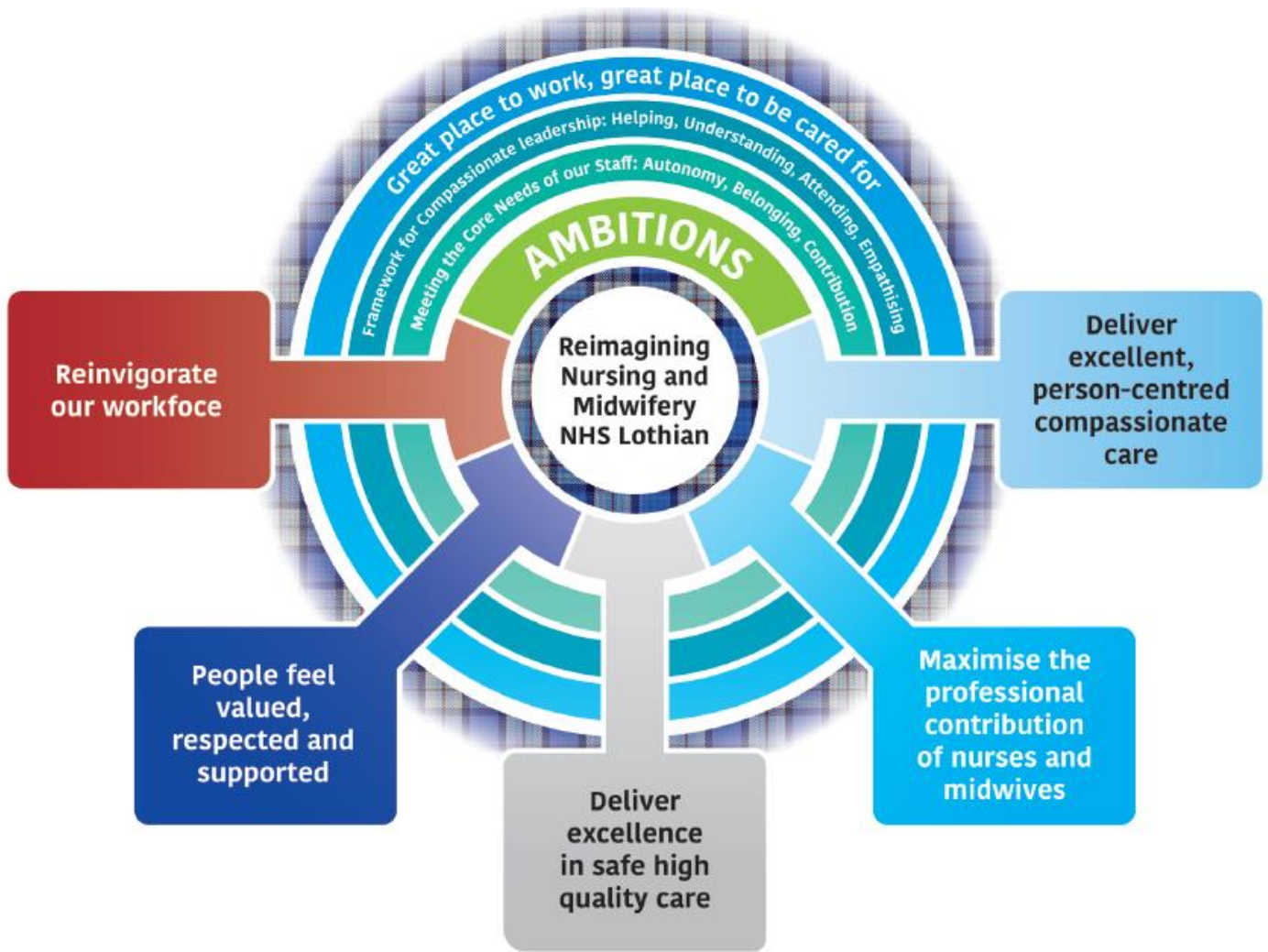
**NHS Lothian Nursing & Midwifery
Strategic Plan
One Year On**

#greatplacetowork #oneyearon

A great place to work and be cared for!

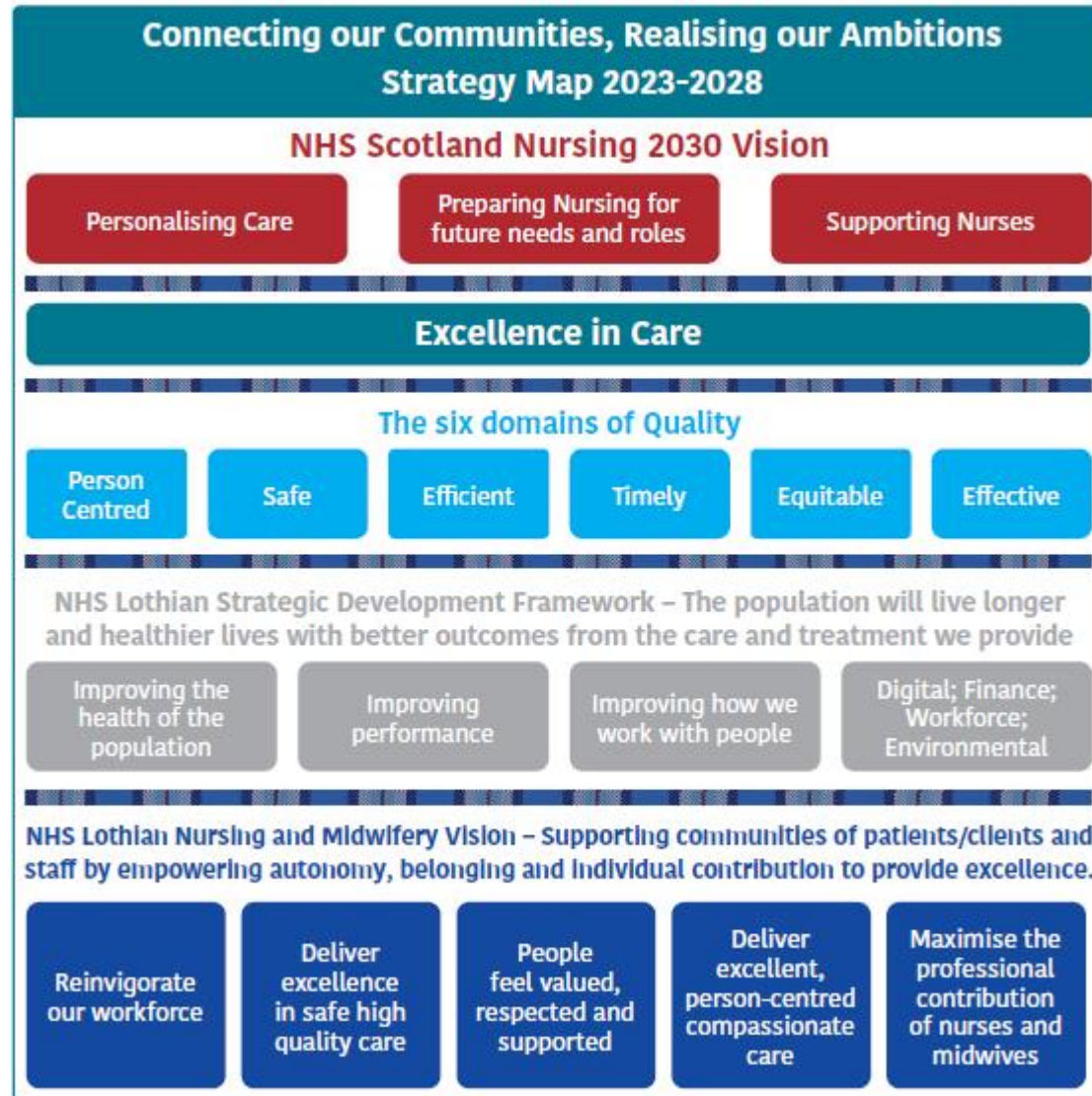
Our Vision

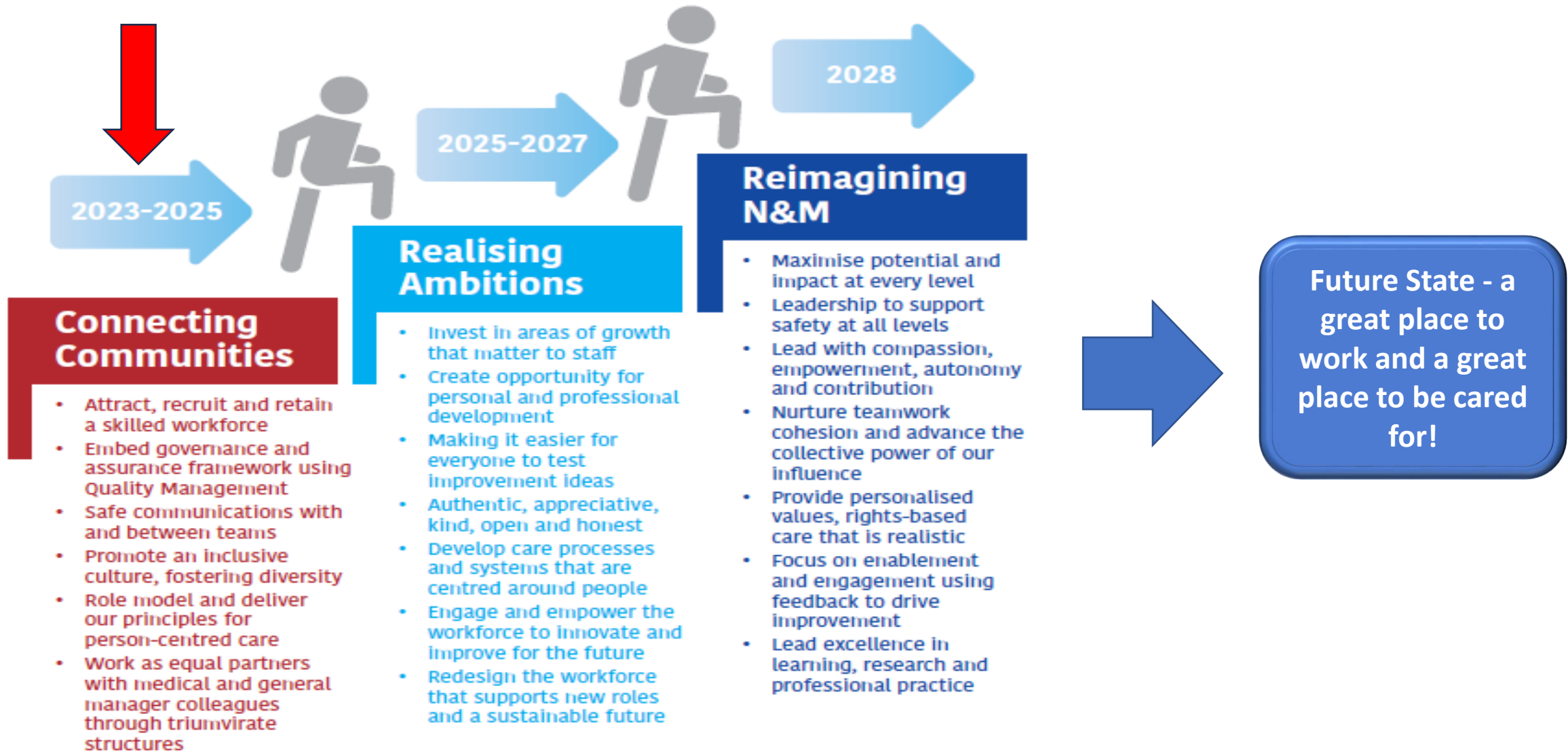
Supporting communities of patients/clients and staff by empowering autonomy, belonging and individual contribution to provide excellence.





The Context

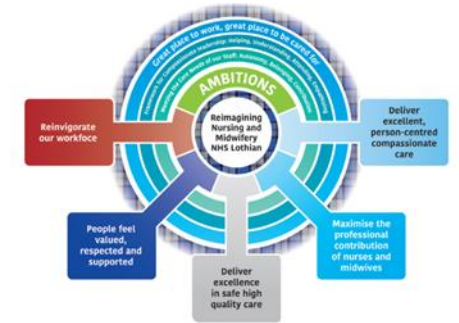




Connecting our Communities

What did we commit to 23/24?

1. Attract, recruit and retain a skilled workforce
2. Through quality management embed a governance and assurance framework
3. Safe communications across and between teams – compassionate leadership
4. Promote an inclusive culture that fosters diversity
5. Role model and deliver our principles for person centred care
6. Work as equal partners with our medical and general manager colleagues through triumvirate structures



Strategic Plan Implementation Group

Planning of the
Quarterly Forums

Compassionate
Leadership and Team
Objectives

Recruitment and NQN
Experience

Person Centredness and
BME Career Progression



Objective Templates for
teams and individuals

Branding and
Recruitment wording

Job Packs and Interview
Questions

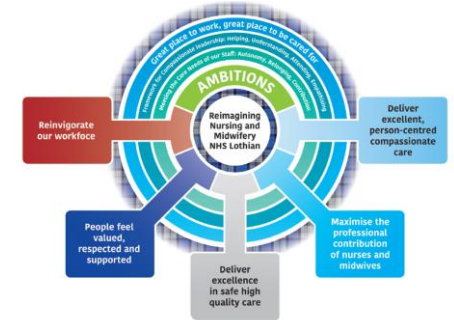
Lothian Area Nursing and Midwifery Advisory Committee (LANMAC)

- Statutory Advisory Committee for Nursing and Midwifery
- The Voice of Nursing & Midwifery
- 54 members from across NHS Lothian
- 4 meetings per year
- Opportunities for involvement in wide range of initiatives
- Seeking representatives from:
 - Midwifery & Health Visiting
 - Support Workers
 - Senior Charge Nurses



Visit our intranet page for more information!

Highlights from Leaders



- Strengthen the Generic Recruitment Processes One, Application, Interview, Decision
- **926** applications to our NQN advert - **30% increase** since last year
- Promoting Anchor Institute by widening access to careers in healthcare
- Developing systems of workforce governance through collaborative working with staff bank and teams - **91% reduction** in the use of agency and 10 weeks with no off-framework agency.
- Developed and tested an online organisational feedback survey now being rolled out across a number of healthcare settings

Highlights from Leaders



- Submission of **EiC data** and development of assurance processes through LACAS, with the use of MEG
- Systems and processes developed to align the quality data to legislative requirements set out in the **Health and Care Staffing Act**.
- Development of **Community Nursing Workforce Review** to support, with education and career development to support retention
- **‘Earn as you Learn’** – OU registered nurse programme rolled out to community hospitals
- **Lothian Care Academy** supporting quality learning and education supporting career pathways and recruitment and retention

Highlights from Leaders



- Ensuring equal opportunities for staff development in Midwifery
- Service reconfiguration that supports staff to feel autonomy, belonging and contribution
- Supporting Midwives to support women
- New Strategy for the Management of Aggression training
- Education and development career pathway for Bands 2-7 , supporting those who want to transition to registered practice, consolidate or advance their practice

Highlights from Leaders



- Development of a **workforce redesign toolkit** to support services and teams to skill mix which is aligned to the nursing workforce and workload tools
- Roll out of **NEWS on TRAK** to 183 clinical environments
- New **LACAS Critical Care** standards rolled out
- One of 5 boards to show a **sustained reduction in falls** of more than **9%**
- Only 3 hospitals in Scotland have shown a **sustained reduction in cardiac arrests** and two of these are in Lothian St John's and Western General Hospital
- Building Research Capacity Annual report
- New Clinical and Academic homes developed across NHS Lothian