

Bringing the Strategy To Life in RIE



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Acute Nursing Strategy

Acute Priorities:

1. **Workforce recruitment: retention, rotation, succession planning, flexible working**
2. **Assurance on patient outcomes (LACAS, Datix, SAE, complaints and KPIs)**
3. **Developing our Learning System**

Next Steps for Acute Team

- **As an Acute Nurse Director Group we are committing to the delivery of the priorities**
- **We will communicate the priorities throughout our teams, up to SCN level**
- **We will link our team and individual objectives to our priorities**
- **Nursing meetings, agendas, one to ones and appraisals will be aligned to the priorities**
- **We will support each other, share our learning, measure and celebrate our successes**



RIE Celebrating Success Carlton Hilton Hotel 02/02/2024



NHS Lothian
Charity

Welcome

Today is all about celebrating what we have achieved and setting the landscape for the next year.

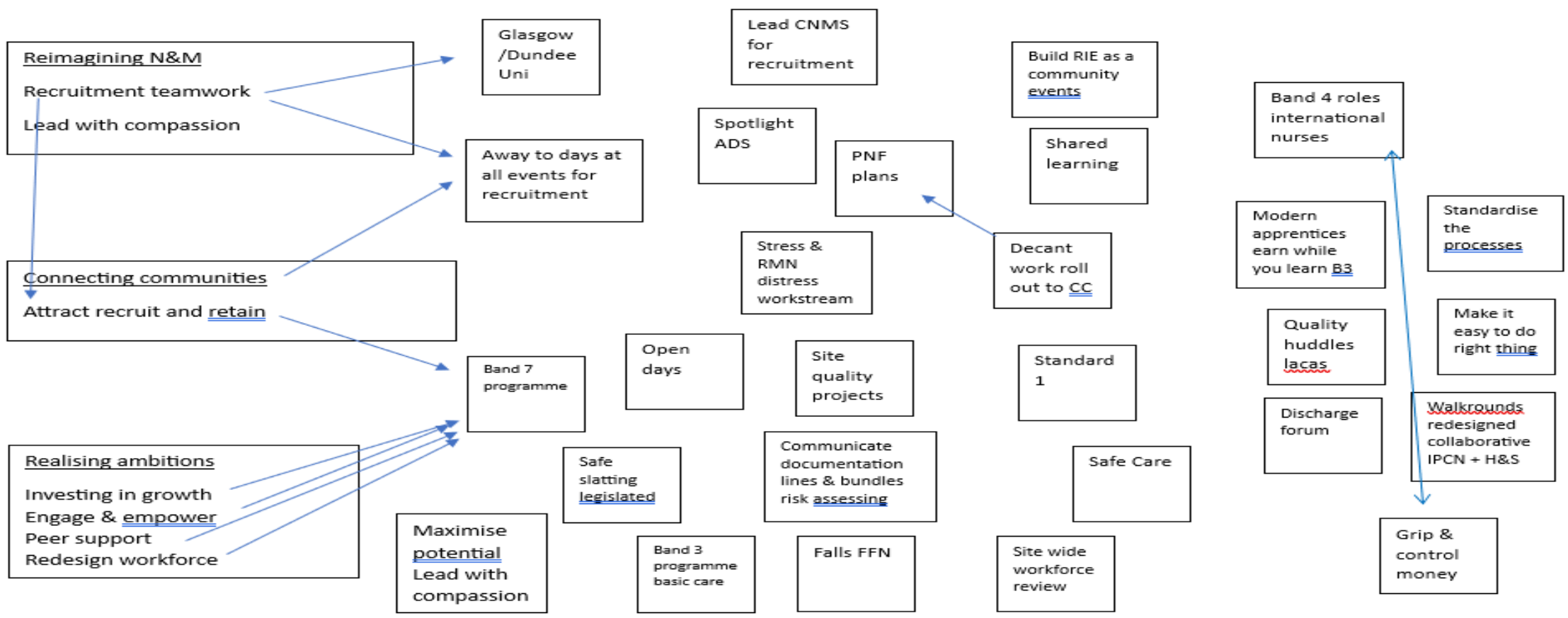
There will be some serious conversations and planning but also some fun and time together.

Aims

- Teamwork
- Support
- Understanding
- Sharing



RIE and Strategy Priorities





Nursing and Midwifery

A great place to work

Parts of Strategy.

- Reininvigorate the workforce

Value staff and their wellbeing

Lead with compassion

Redesign the workforce

- Connecting communities

Attract recruit and retain

Peer support

- Realising ambitions

Invest in growth

Engage and empower

Peer support

Succession planning

How will we make it live.

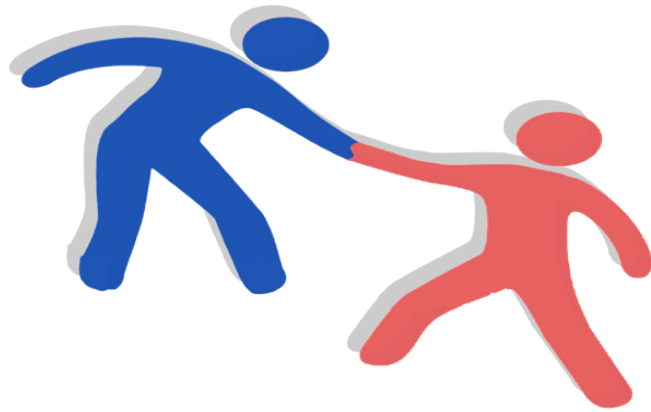
- Touch points during shifts.
- Roster fairness
- PDPs
- Inform teams *nothing about me without me*
- Wellbeing days.
- Band 7 Programme with peer support and mixed directorates
- Band 3 programme with peer support and building a supportive community
- Rotational posts
- PNF restructure to align to strategy and quality
- Every recruitment event we will be there support any staff wanting to come to us
- Fundamentals of care embedded and lived



Nursing and Midwifery

A great place to work

RIE Peer Support Development Programme 2024



Rolling Programme Band 7

- Every Month starting March- Sept 2024
- 4 Days in programme
- Band 7 commitment to attend all 4 Days
- CNM support to ensure time allocated to attend

Day one

- Understanding of Site Pressures/ED/Prep Stat
- Acute Nurse Strategy
- LACAS/AUDITS
- SAE's
- Complaints
- DATIX
- Health & Safety

Day Two

- Generic Recruitment/Job train Platform
- Explanation of B2/B3/B4 Roles
- Understanding of Systems – eESS/Tableau
- MEG/Excellence in care
- Workload Tools
- Safecare/Healthroster

Day Three

- Establishments/Finance/Understanding of budgets/Non pays/Agency Spend-Costs
- Human Resources- Flexible Working/probationary periods/sickness/managing attendance at work/Conflict/difficult conversations/buddy system with HR

Day four

- How to Develop Band 6 Charge Nurses/ support them/one to one's/team meetings.
- Organisational Development –
- Compassion Fatigue
- Leadership
- Professional Behaviours
- Stress Bucket

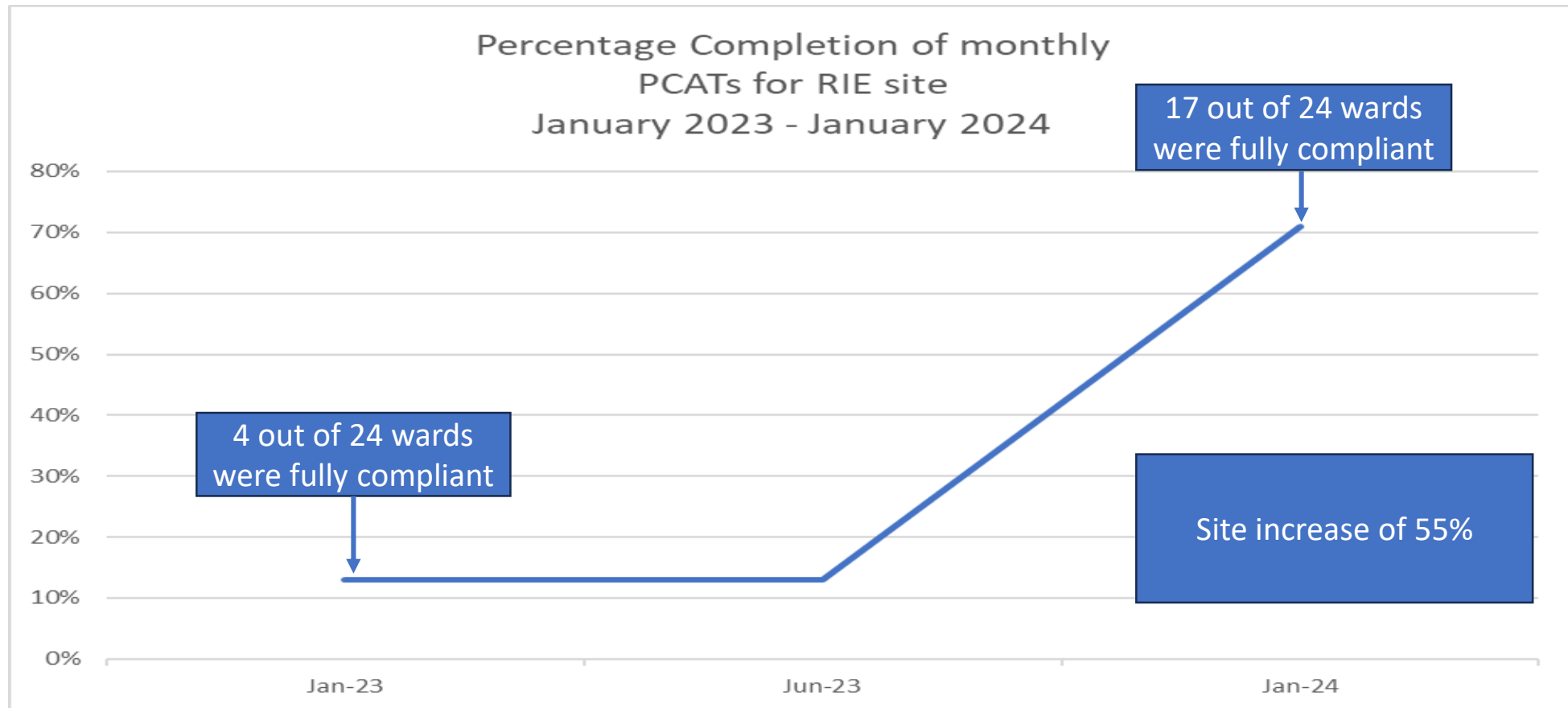
Rolling Programme Band 2/3

- One day to capture all band 2/3's on site
- Peer support sought from interaction site wide
- Two days each month will be held
- Basic Fundamentals of Nursing Care
- Person Centred Care

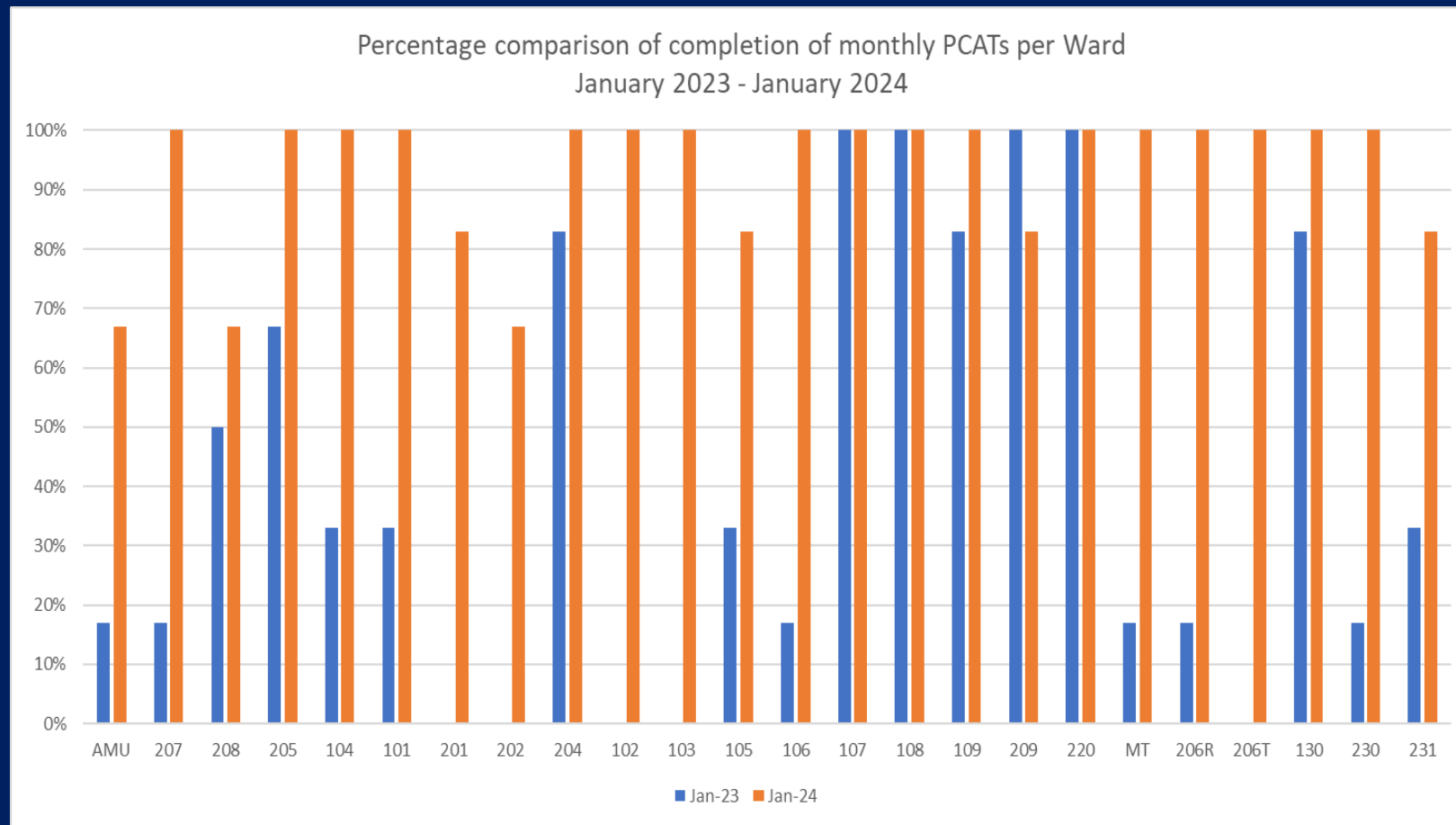


Lothian Accreditation and
Care Assurance Standards

RIE - PCAT



PCAT compliance per Ward



20 out of 24
Wards have
increased
compliance
with their PCAT
submissions
(5 per month)

Professional Nurse Forum

The way ahead for 2024

- Each directorate has a month.
- At the PNF it will be a combination of:
 - A speaker of your choice on a topic of your choice (linked to current challenges or standard 1).
 - Your quality improvement journey so far and a key project you have been working on to share learning. Also a site over view of the board.
 - A patient story from either a complaint or an SAER to share learning from incidents.