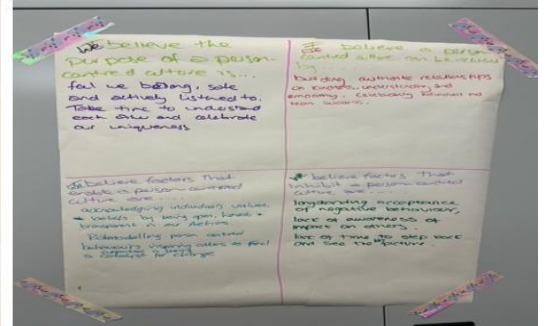


Embedding the strategy into community nursing in West Lothian

Leanne Grant, CNM, District Nurse, Queens Nurse
Laura Miller, CTL, District Nurse, Queens Nurse

Where to begin?



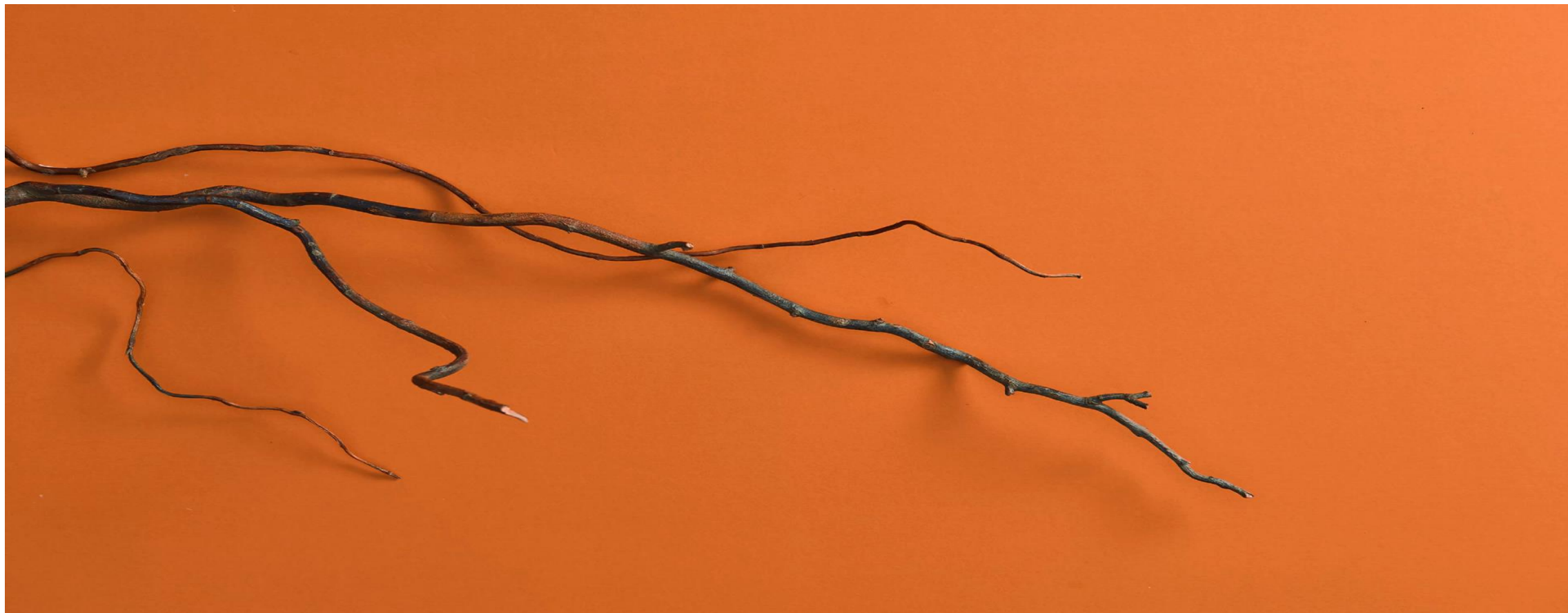


Appraisals

Team Objective for District Nursing CTL's in West Lothian:

- What:** Nursing & Midwifery strategy - focus on attracting, recruiting and retaining a skilled nursing workforce
- How:**
- Ensure new staff have induction and orientation
 - Support professional development through meaningful PDPs
 - Support teams with clinical competency
 - Encourage and facilitate clinical supervision for all team members
- Measure:** TURAS appraisal / Clinical skills passports / 'Stay' interviews

Impact: Grow & Spread



Career Conversations

- **Stay and grow conversations**
- **Building on a safe space at work**
- **Building on authentic relationships**
- **Seeing behind the work mask**
- **Compassionate leadership**
- **Linking to the strategy**
- **Career template**

Impact: Celebrating the positive

The best thing about my job are the relationships I build with the people I see and also my team!

I feel I make a difference in my role.

I love that we get to meet different people and follow them through their journey.

I feel able to develop in my role.

I feel the team is very open and it feels safe to ask any questions or ask for help.

I look forward to coming to work as I work with a great team and I enjoy getting to know the people we visit and their families.

I love that we share our learning.

Work well, settled in, good team working.

I feel appreciated as I get to make a difference.

I feel appreciated by my team and also by the people I see.

I enjoy working with my team, building relationships.

I love that in community we get to see the big picture.

I feel well supported and everyone supports each other.

I feel able to support my teammates and also ask them for help when needed, the good teamwork helps.

I feel able to ask anything.

I look forward to working with my colleagues.

Next Steps...

Review 1 year on – SWOT analysis

Branching out

New appraisals 2024/25

Restorative supervision for everyone

Deliver excellent person-centred compassionate care

Questions, comments or feedback?

