



Moving the Deckchairs!

Mags Cantley, Health and Care Staffing Lead

Reinvigorating the workforce — Nursing & Midwifery strategy plan 2023-2028

We will do this by:

Collaborating with staff through career and retention conversations and develop opportunities for leadership, academic and fulfilling career pathways. Specific focus on supporting nurses and midwives with protected characteristics.

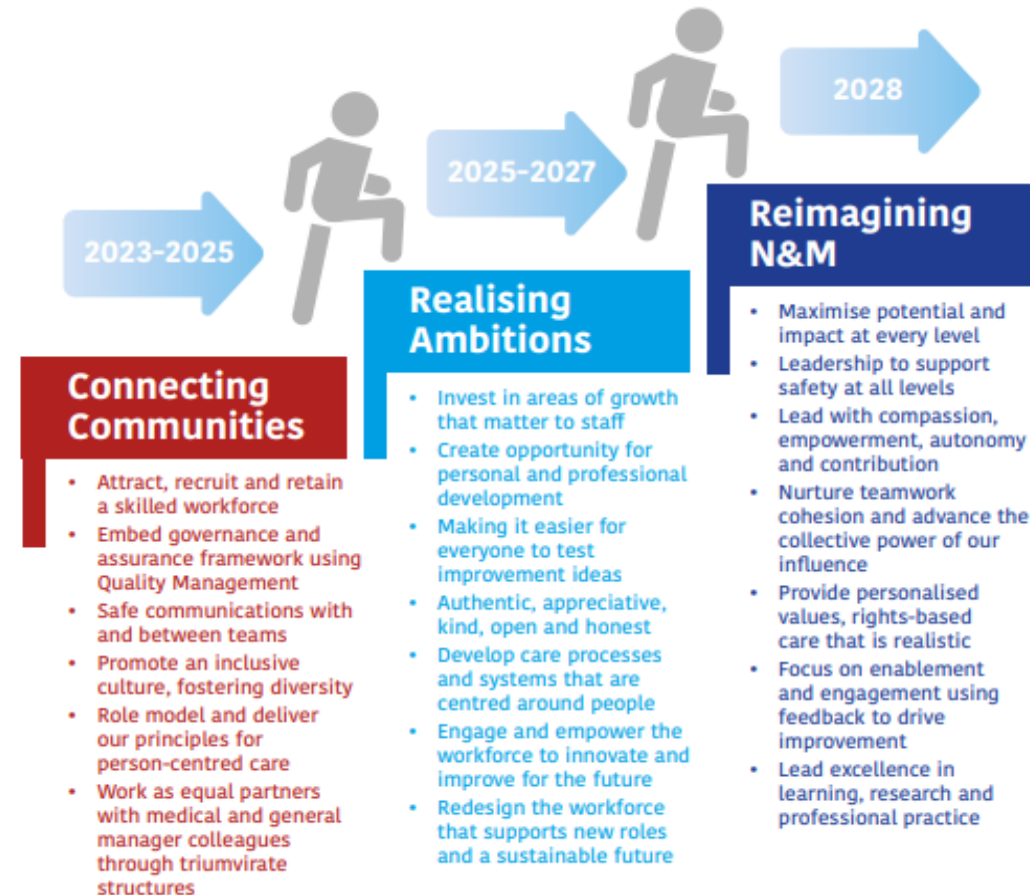
Becoming a member of the Florence Nightingale Foundation Academy, which will be available to all nurses and midwives and also lead to the development of focussed leadership programmes.

Developing an employee and service designed Recruitment Strategy to attract and retain a Nursing and Midwifery workforce that is effective and accessible to our local communities as well as being open to regional, national and international recruits.

Supporting each other to use our NHS Lothian 'Work Well Strategy' to promote, support and encourage staff to look after their own health and wellbeing.

Utilising the NHS Education for Scotland (NES) NMAHP Development Framework for learning and development to develop staff to work across the four pillars of practice. Embed models of preceptorship that support new staff and also those who are in new roles.

Complying with the duties of the Health & Care (Staffing) (Scotland) Act (2019) and utilising the Common Staffing Method to make robust and evidence-based decisions regarding staffing requirements and skill mix. Ensure robust monitoring of supplementary staffing.



How it all began...



Associate Nurse Director had a vision

‘There are no Registered Nurses coming through the pipeline

‘ Due to current financial climate, there is no more money’

‘Move the deckchairs and use what we have’



The appropriate people were identified and invited to join the work group

Who was involved?



Gillian McAuley – Nurse Director Acute Services



Agnes Ritchie – Associate Nurse Director SJH



Karen Wilson – Deputy Associate Nurse Director SJH



Neil Russell – Assistant Finance Manager

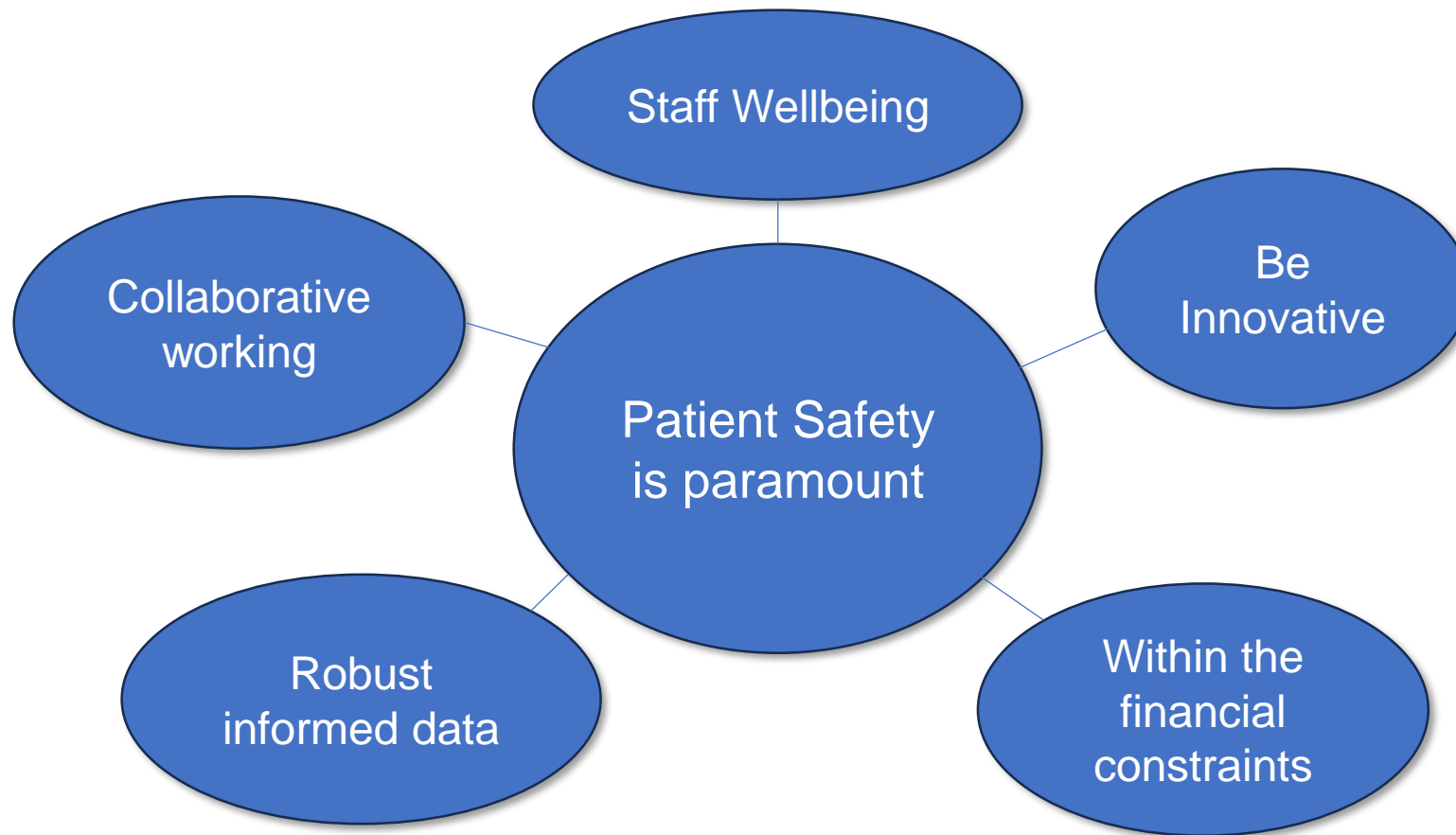


Maria Georgiou – Programme Manager S&V Team
Cheryl Dickson – Senior Project Manager S&V Team



Mags Cantley – Health & Care Staffing Lead H&C Staffing Team

Objectives





Let the work begin...

Ward	Healthroster current FE	Finance Current FE	Proposed FE	OCC Based (rwte)	Difference from proposed FE	DEP Based (rwte)	Difference from proposed FE	PJ (rwte)	Difference from proposed FE
Ward 08	33.48	33.36	37.5	32.08	-5.42	32.05	-5.45	39	1.5
Ward 21	35.08	33.36	37.5	35.06	-2.44	34.08	-3.22	41.6	4.1



Once the data was collated

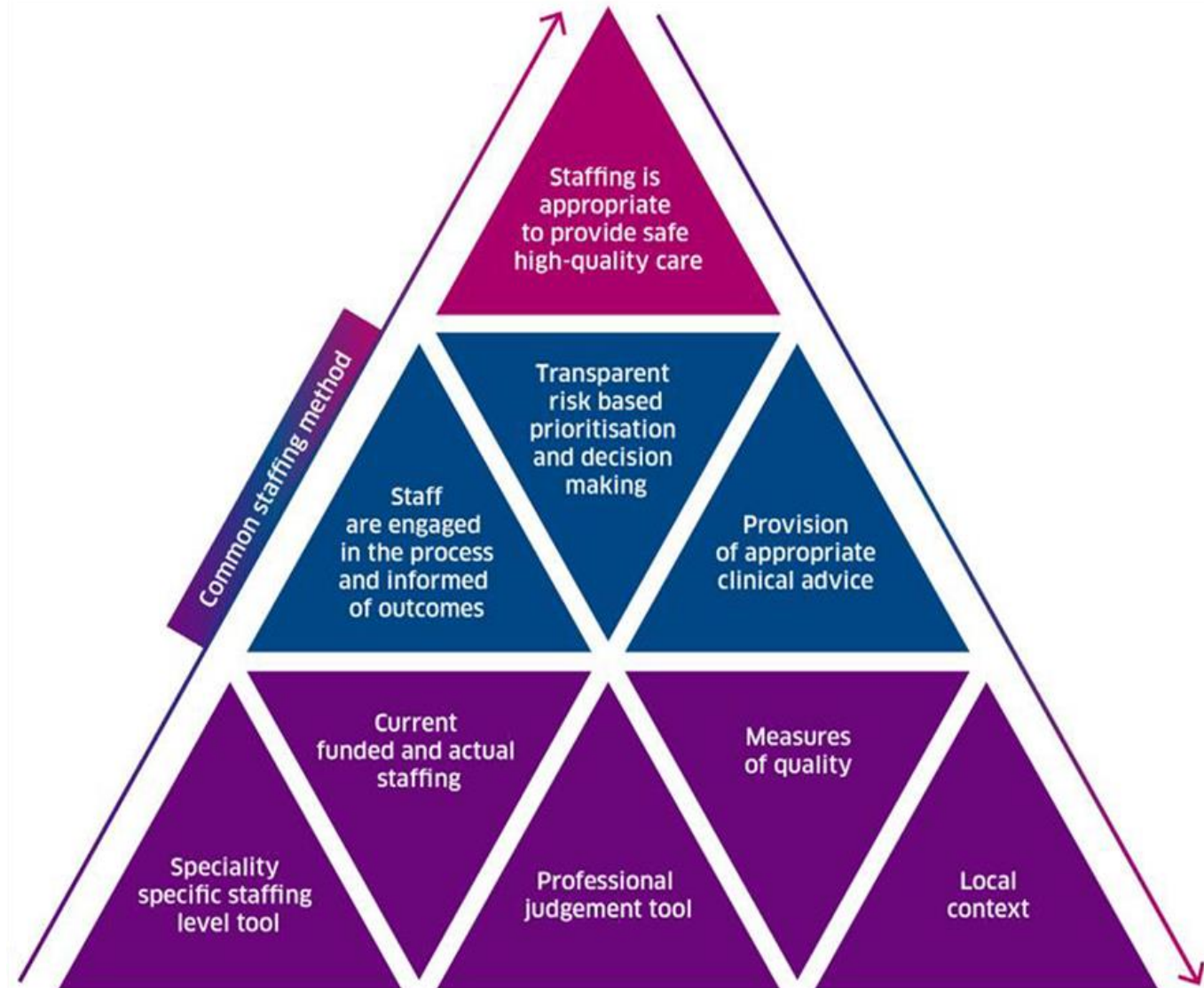


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Legislative Requirement:

12IJ duty to follow the Common Staffing Method



Assurance & Governance

St John's Hospital Adult Inpatient Skill Mix Proposal	
Report Title:	St John's Hospital Adult Inpatient Skill Mix Proposal
Date of report:	January 2024

Proposed staffing/skill mix for SJH wards							
Ward	Cost Centre	Bed Numbers	Days		Nights		Notes
			RN	NRN	RN	NRN	
14	S03016	30	4	4	2	3	
25	S03035	30	5	3	3	3	

- A paper proposing the skill mix change was presented at the Acute Nursing Workforce Governance Group.
- Using this methodology Band 7's are now in a supervisory role, although support clinically if required.
- Where assurances were given regarding affordability and the robust methods used for these proposals.
- It was agreed and work began with eRostering ensuring that the rosters were accurate and reflected the new skill mix.

What next?



- Other sites are replicating the methodology that SJH have used
- S&V Team and MC have developed a template that the sites are using as a 'Health Check'
- Work is underway to automate this template and add it to the TURAS platform.
- With all this robust data available – following the CSM annually will become part of the 'norm'. A tool kit is being developed to support staff to do this.



Thank you