

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

# NHS Lothian Nursing & Midwifery Strategic Plan One Year On

#greatplacetowork #oneyearon

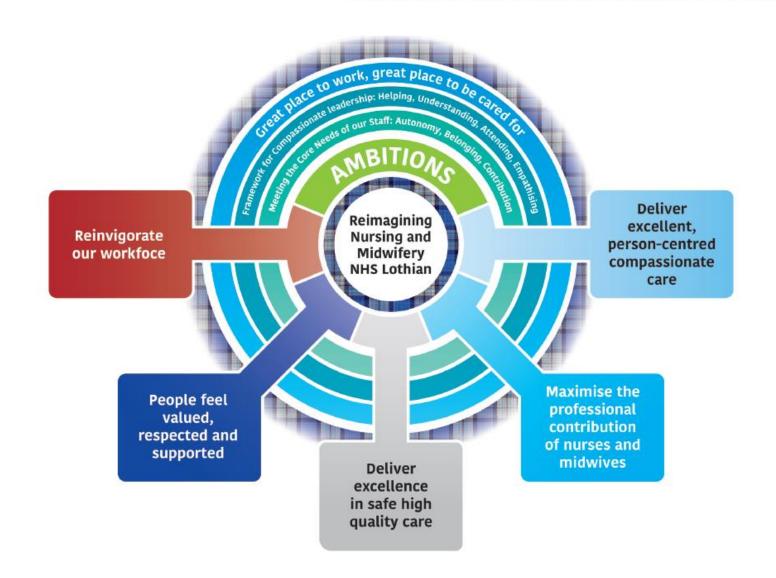


#### A great place to work and be cared for!

#### **Our Vision**

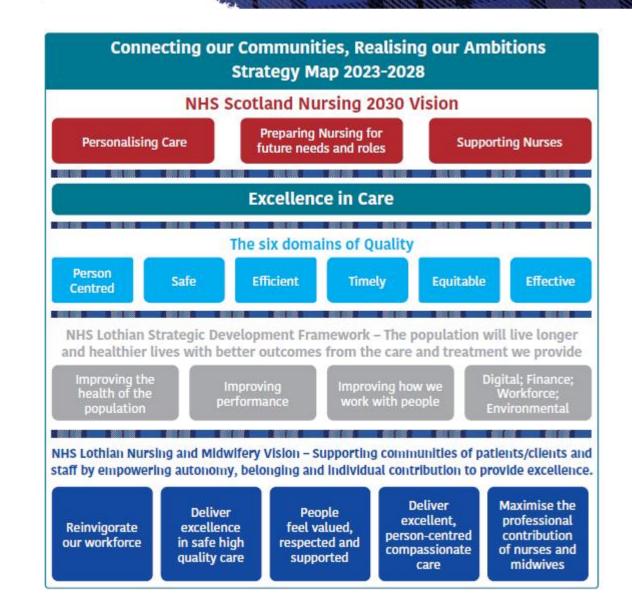
Supporting communities of patients/clients and staff by empowering autonomy, belonging and individual contribution to provide excellence.















Connecting Communities

- Attract, recruit and retain a skilled workforce
- Embed governance and assurance framework using Quality Management
- Safe communications with and between teams
- Promote an inclusive culture, fostering diversity
- Role model and deliver our principles for person-centred care
- Work as equal partners with medical and general manager colleagues through triumvirate structures

Realising Ambitions

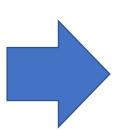
- Invest in areas of growth that matter to staff
- Create opportunity for personal and professional development
- Making it easier for everyone to test improvement ideas
- Authentic, appreciative, kind, open and honest
- Develop care processes and systems that are centred around people
- Engage and empower the workforce to innovate and improve for the future
- Redesign the workforce that supports new roles and a sustainable future

Reimagining

2028

#### N&M

- Maximise potential and impact at every level
- Leadership to support safety at all levels
- Lead with compassion, empowerment, autonomy and contribution
- Nurture teamwork cohesion and advance the collective power of our influence
- Provide personalised values, rights-based care that is realistic
- Focus on enablement and engagement using feedback to drive improvement
- Lead excellence in learning, research and professional practice



Future State - a great place to work and a great place to be cared for!



## 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



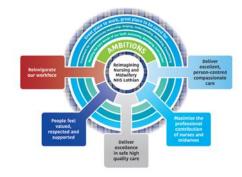
Visit our intranet page for more information!





- 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





- 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





- 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





- 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 that 9%
- Only 3 hospitals in Scotland has 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