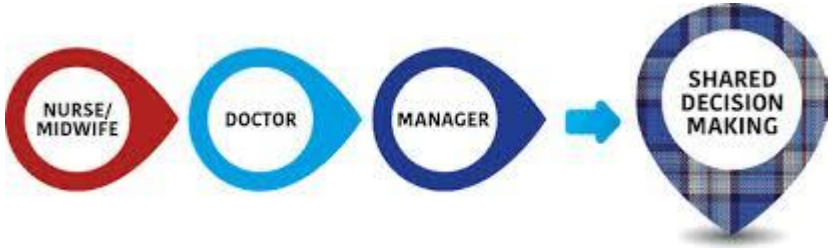
# Reinvigorating our workforce & maximizing professional contribution of nurses and midwives

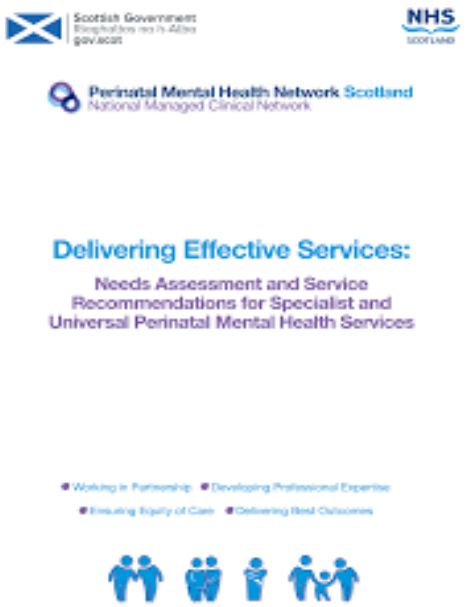
## NHS Lothian Community Perinatal Mental Health Team

Susan McConachie Regional Perinatal Nurse Consultant; Agnes Murphy Team Lead

# Reclaiming the Role of the Nurse

- **Team established 2007**
- **Growth of team 2019**



# SWOT Analysis

| | |
|---|---|
| **S**<br>Autonomy<br>Pay<br>Valued opinion<br>Holding risk<br>Team support<br>Non-medical prescribing<br>Accredited psychological skills | **W**<br>Autonomy<br>Not using therapeutic skills<br>Lack of promotion<br>Visibility<br>High levels of responsibility |
| **O**<br>Specialist in perinatal care<br>Defining our Role | **T**<br>Autonomy<br>Defining Nurses Role |

# What's Preventing us Being Autonomous

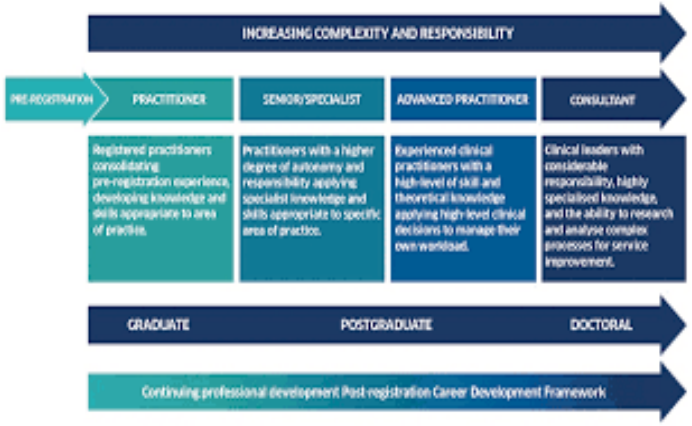
- Team Expansion
- Leadership
- Only nurses seen as needing support at drop ins
- Risk management holding the risk
- NHS banding structure
- Risk Assessment documentation onus on nurse
- NHS Culture
- Use of psychological skills diminished.

## What strategies can we consider for nurses to be more autonomous in the team ?

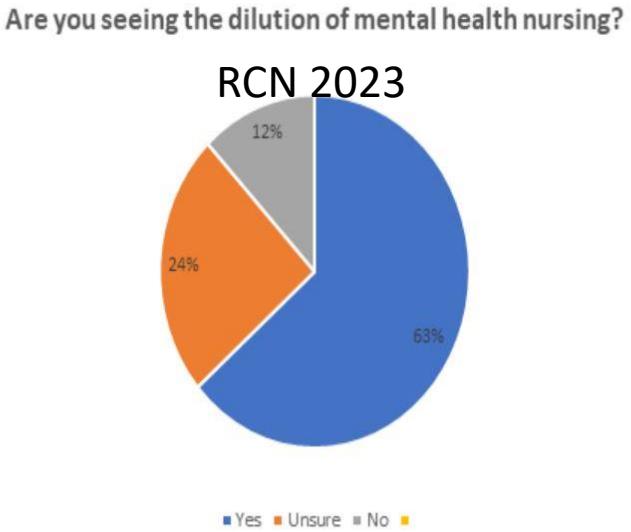
- ❑ Update of Induction Pack
- ❑ Review of Roles and Responsibilities in the Team
- ❑ Protected CPD time
- ❑ Journal Clubs
- ❑ Nurses given equal professional courtesy
- ❑ Regional and National networking
- ❑ QI projects
- ❑ Maintain External Supervision for Nurses Delivering Therapies

# Achievements so far

- ✓ Templates developed for MDT meetings to include CPN / |Midwife slots
- ✓ Review of professional slots during the working week to include nurses
- ✓ Increase in nursing leadership visibility
- ✓ Increased nursing leadership and ownership of role
- ✓ Teams channel for nurses with own resources
- ✓ Nurses volunteering to take lead on QI sessions
- ✓ Lunch and Learns
- ✓ Commitment of ongoing review of all identified and new barriers


INCREASING COMPLEXITY AND RESPONSIBILITY
PRE-REGISTRATION
PRACTITIONER
SENIOR/SPECIALIST
ADVANCED PRACTITIONER
CONSULTANT
Registered practitioners consolidating pre-registration experience, developing knowledge and skills appropriate to area of practice.
Practitioners with a higher degree of autonomy and responsibility applying specialist knowledge and skills appropriate to specific area of practice.
Experienced clinical practitioners with a high level of skill and theoretical knowledge applying high-level clinical decisions to manage their own workload.
Clinical leaders with considerable responsibility, highly specialised knowledge, and the ability to research and analyse complex processes for service improvement.
GRADUATE
POSTGRADUATE
DOCTORAL
Continuing professional development Post-registration Career Development Framework

2030
NURSING
A VISION FOR NURSING
IN SCOTLAND


Are you seeing the dilution of mental health nursing?
RCN 2023
12%
24%
63%
Yes
Unsure
No

NHS
Lothian
Connecting our Communities, Realising our Ambitions
Our Vision
Nursing and Midwifery Strategic Plan

CARERS TRUST
SCOTLAND
Mental Health Nursing Review
Scottish Government is undertaking a review of mental health nursing this year.
We want to hear from unpaid carers their views and experiences of mental health nursing to inform the review.
To take part in this consultation, please contact Beth Friel
bfriel@carers.org
07791 231090
by 29 Feb 2024

Mental Health and Wellbeing
Delivery Plan
2023–2025
COSLA

Guidelines on mental health nursing
2024
ICN
International Council of Nurses

See Me
End mental health discrimination

All of this was 'part of the job', part of being a mental health nurse, 'mucking in' and 'getting on with it'. At times I questioned my own decisions, compassion and empathy for others. I continued to work with my team, being led by doctors who it felt like didn't know what was really happening on the ward floor.

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NHS
Essex Partnership University
MENTAL HEALTH NURSES' DAY
Sipo is a community mental health nurse based in Thurrock.
"I enjoy empowering my patients and supporting them to see life beyond their illnesses."
Sipo
2024

2024
mental health nurses day
NHS
Cheshire and Wirral Partnership
I appreciate Mental Health Nurses because...
of their amazing ability to meet our patients where, and how, they are each day, and nurse them with compassion, care and understanding.
- Isla Wilson, CWP Chairperson