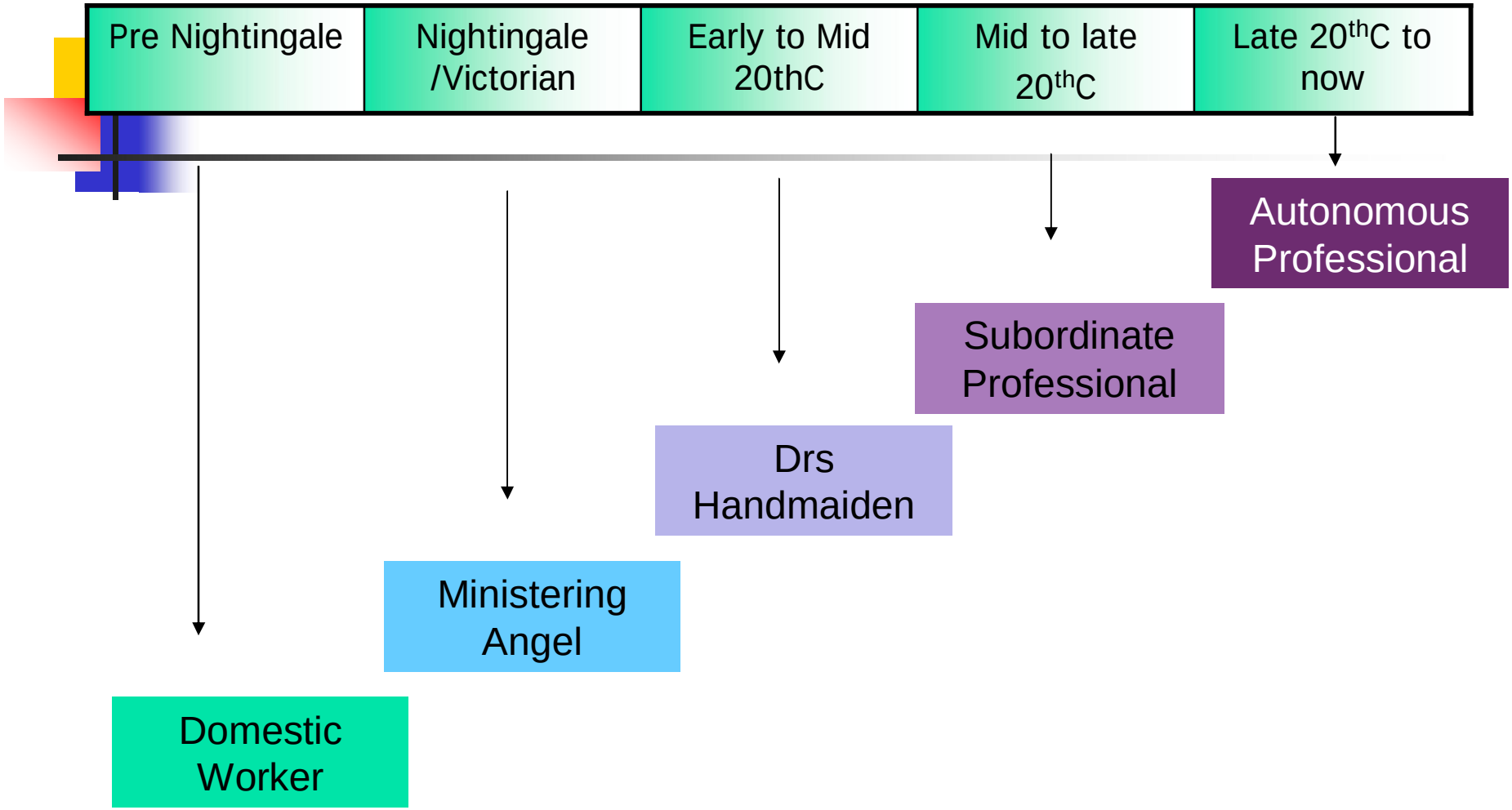
3rd Annual Future of Nursing Summit

Developing and maintaining career pathways

Dame Christine Beasley
Chief Nursing Officer

10th February 2009

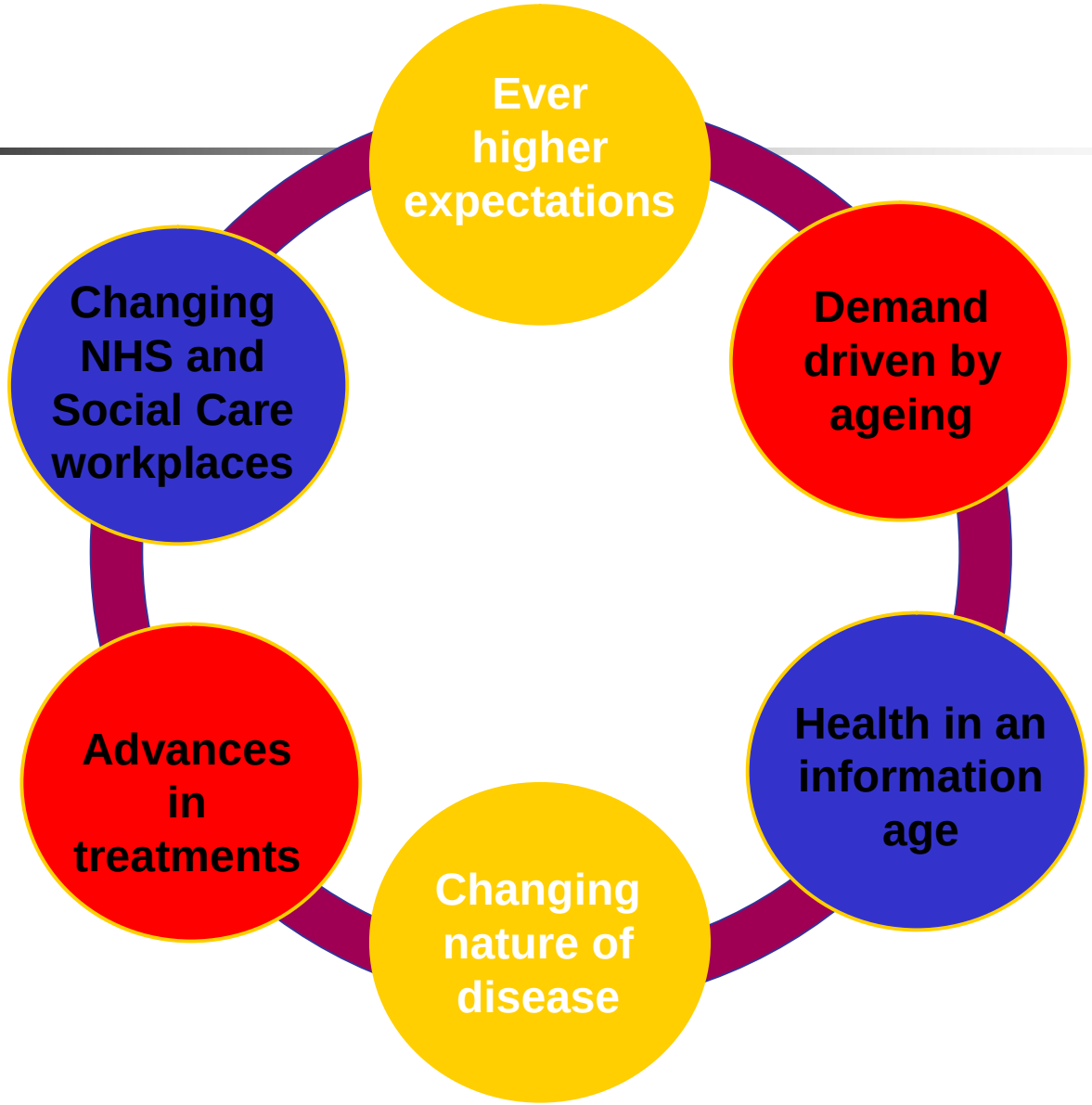


(Chiarella, 2002)

Standing on the shoulders of giants

- Changes in Nurse education
- Professional pay
- Research
- Clinical careers
- New roles
- Nurse led

Global challenges for healthcare and society



We are on a journey

Coming from…	Going to…
▪ Hospital based care	✓ Community-centred
▪ Single point of entry	✓ Multiple entry points
▪ NHS as employer	✓ Alternative employers/models
▪ Advanced skills not defined	✓ Standardisation of advanced skills
▪ Role dictated by title	✓ Needs of patients
▪ Hierarchically managed	✓ Self-directed, multi-professional
▪ Outdated image	✓ Opportunity and diversity

We have to attract retain & engage the future workforce

Reflect different values

Traditionalist	Boomer	Generation X	Generation Y
Born 1928-1945	Born 1946-1964/5	Born 1965/6-1976-80	Born 1980-2000

Rethink retirement ?

At what age do you plan to retire?

Source: *The New Employee/Employer Equation*, The Concours Group and Age Wave, 2004

20% at age 50 years or under
21% at age 51 - 60 years
25% at age 61 - 65 years
16% at age 66 – 75 years
1% at 75 or over
34% Never

Many Employees Plan Not to Retire…

- Reconsider “retirement”
- Design careers that fits with peoples lives (career breaks, caring responsibilities etc)
- Recruit at multiple entry points
- Invest in development
- Offer lateral career opportunities
- Engage hearts and minds

What we want to do...

- Get it right - not just messing round the edges
- Clarify the nursing contribution in a modern society
- Provide ‘good’ careers
- Careers that can take you through different life - stages
- Streamline role definitions
- Establish unambiguous professional benchmarks
- Drive workforce planning & pre & post registration education
- Make sure we have the right skills

Still requires Personal responsibility

“There is no such thing as a career Path – it is crazy paving, and you lay it yourself”

- ***Sir Dominic Cadbury***

The future is not a destination like Birmingham or Bristol, waiting for our arrival – it is something **we** have to create.

Muir Grey (2006)