Department of Health

Truly modernising nursing careers

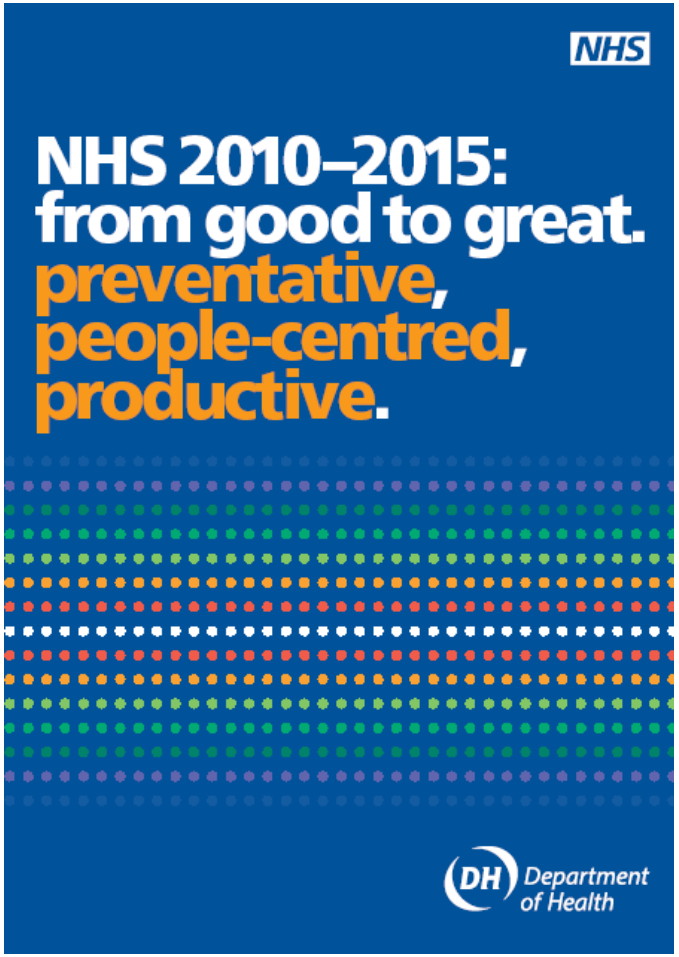
Professor David Foster
Deputy Chief Nursing Officer

Department of Health

The approach to the challenge is a focus on both quality and productivity

"Our best chance lies in focusing on improving quality and productivity, linked together by innovation driving sustained improvements across the system."

David Nicholson, 'The Year', May 2009



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From → To

Unacceptable variations → Expecting Excellence

The values in the Constitution

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Respect and dignity

We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.

Commitment to quality of care

We earn the trust placed in us by insisting on quality and striving to get the basics right every time: safety, confidentiality, professional and managerial integrity, accountability, dependable service and good communication. We welcome feedback, learn from our mistakes and build on our successes.

Compassion

We respond with humanity and kindness to each person's pain, distress, anxiety or need. We search for the things we can do, however small, to give comfort and relieve suffering. We find the time for those we serve and work alongside. We do not wait to be asked, because we care.

Improving lives

We strive to improve health and wellbeing and people's experiences of the NHS. We value excellence and professionalism wherever we find it - in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.

Working together for patients

We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities, and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.

Everyone counts

We use our resources for the benefit of the *whole* community, and make sure nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that when we waste resources we waste others' opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

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The Nursing Contribution – Quality & Productivity Challenge

- Nursing needs to demonstrate its contribution
- Outcome indicators
- Patient feedback
- Implement High Impact Actions
- **Take the lead and act now**

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High Impact Actions

1. Your skin matters
2. Staying safe – preventing falls
3. Keeping nourished – getting better
4. Promoting normal birth
5. Important choices – where to die when the time comes
6. Fit and well to care
7. Ready to go – no delays
8. Protection from infection

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Shaping the Workforce

Modernising Nursing Careers (2006)

- Create a more flexible and competent workforce
- Equip nurses with skills and capabilities

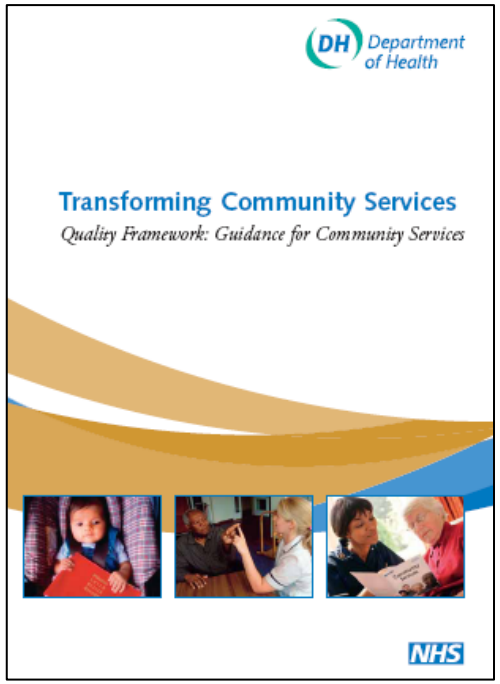
High Quality Care for All (2008)

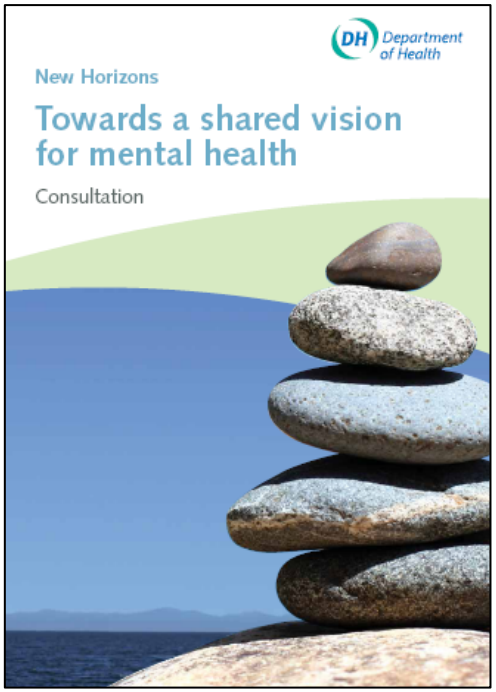
- A vision for nursing – leaders, partners, practitioners
- Improve quality of nursing care
- Attract the best candidates for nursing

Midwifery 2020 (2008)

- Maximising the contribution of midwives
- Support a more consistent service

Shaping Services





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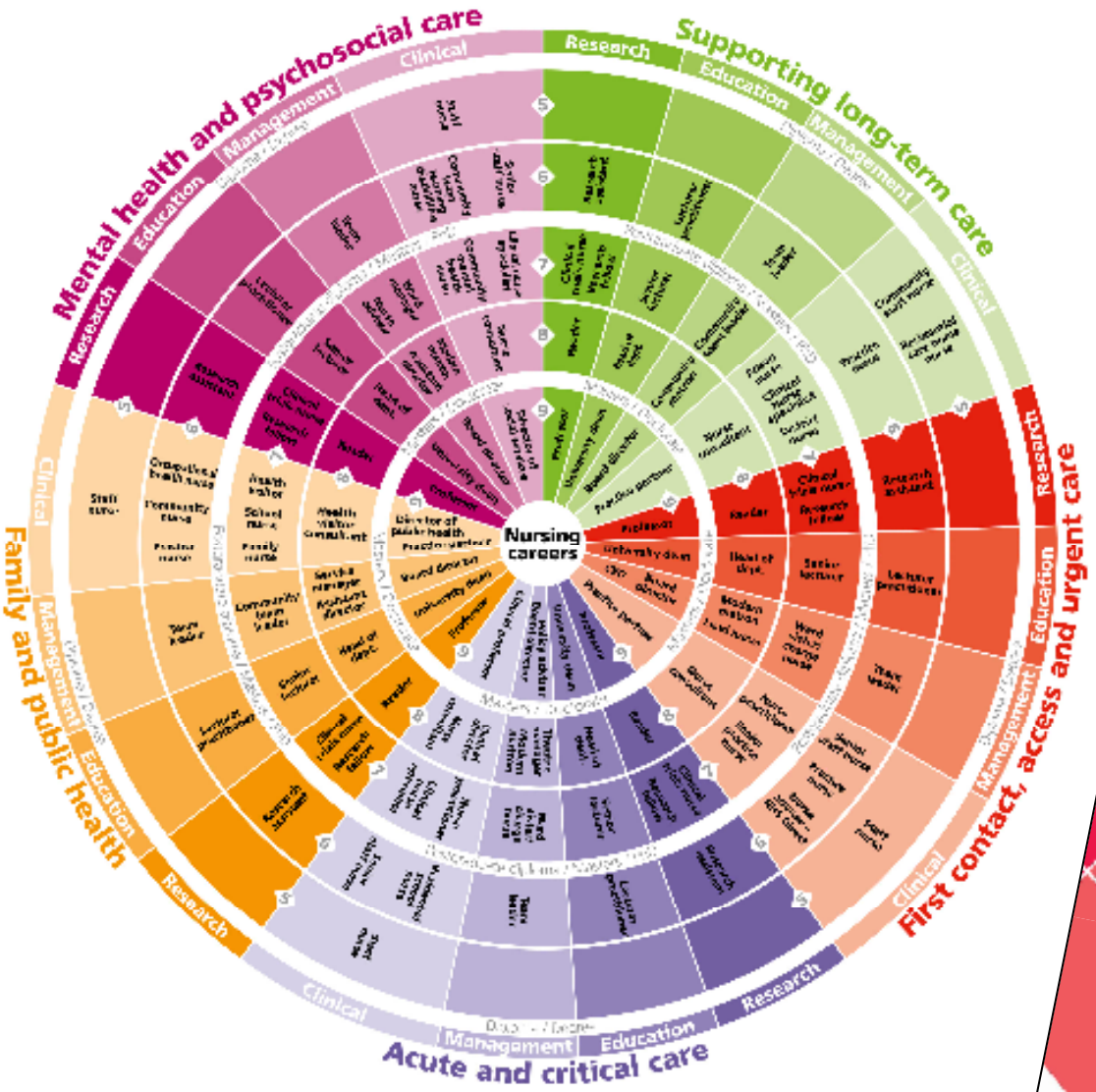

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Operating Framework: Characteristics of a health system that can deliver the change

- Early and more upstream intervention
- Greater co-production - people taking greater ownership of their health
- More standardisation of pathways
- More care closer to home
- Fewer acute beds
- Reduced unit costs
- Reduced variation

PCTs will need to commission transformed and integrated pathways to optimise health gains and reduce health inequalities.

Providers and practitioners will need to ensure services and practices focus on 'predict and prevent' as well as 'diagnose and treat'

Critical success factor is greatly increasing the integration of services

Making it real…..

NHS
Institute for Innovation and Improvement

"… I am afraid to go out alone now in case I fall"

"…very slow to get the help I needed once in the community I felt no-one wanted to bother with an 80 year old"

"…hope I do not fall again it was a very frightening and caused me to lose my confidence"

In a Trust in of 800 beds there are around 24 falls per week
Associated healthcare costs are £92,000per year
Hip fracture estimated to double by 2050
Hip fracture which occurs in approximately 60,000 people a year costs the NHS approximately £1.7 billion and is associated with 14,000 deaths annually

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Evolutionary complacency is not an option

"It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is the most adaptable to change"

Charles Darwin