Leading Change, Adding Value. “Future Forward”: A new Strategy for Nursing, Midwifery and Care staff – Mentoring the Next Generation

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• Compassion in Practice strategy ends...
Towards a new strategic approach…

Engagement took place across the country for many months spanning the health and care system, including:

- Patients and public
- Frontline Staff
- Senior nursing and midwifery leaders
- NHS England regions and directorates
- Vanguards
- Independent sector
- Voluntary organisations
- Academia

✓ Co-production approach
Emerging themes

The themes and priorities were explored at the summit. They were:

- Population health and prevention
- Personalisation agenda
- Ensuring productivity, safety and effective staffing
- Optimising service transformation, innovation and improvement
- Building and sustaining the future workforce
This emerging framework was recognised to be too large and following testing led to a reduction in the total number of priorities and a professional agreement as to which should be included.

- Sets out the priorities and ambitions for *leading change and adding value* with the 6Cs as the continuing value base.
- National, evidence based, modern, outcome focussed strategy with a clear improvement methodology.
- Articulates the clinical contribution to delivering healthcare improvement whilst supporting a financially sustainable, high value NHS.
Leading change, adding value

• A strategic framework for nursing, midwifery and care staff

• Based on the ‘Triple Aim’ concept, balancing patient and staff *experience*, clinical *outcomes* and effective use of *resources* in all areas.

• Using evidence based ‘Right Care’ methodology to reduce *unwarranted* variation, identifying what success looks like and using the relevant metrics/outcome indicators.

• All actions contributing to support the 10 NHS priorities.
Visual representation

Our Shared Ambitions

Our Values - 6Cs

National Priorities

Better Experience
Better Outcomes
Better Use of Resources

Our Triple Aim Outcomes

more value to individuals
more value to professions
more value to populations

Demonstrating impact
Equality & diversity
Informatics & technology
Leadership & culture
Reducing unwarranted variation
Workforce development, education & training
Ambitions ‘Adding value’…

Nurses, midwives and care staff from across England have told us we can achieve our aim by focusing on three shared ambitions:

- Adding more value to the *professions*
- Adding more value to *individuals*
- Adding more value to *populations*
Proposed commitments: Adding value for *professions*:

- We will have the right staff in the right places – to improve safety, effectiveness, experience and productivity

- We will evidence the impact of what we do

- We will have an engaged, fulfilled and healthy workforce

- Staff will have the education, training and development to gain the skills they need
Proposed commitments: Adding value for *individuals*:

- We will be centred on the individuals receiving care
- We will recognise the role of families, carers and others who are important to individuals
- We will enable the use of technology for the benefit of individuals
Proposed commitments: Adding value for populations:

• Public health will be a core part of our work
• We will grow the public's understanding of their own role in their care
• Services will be relevant to our local populations and continuously adapting through co-design
• There will be improved links to support community-based care
Future Forward: The next generation

• Compassionate leadership is essential at all levels of practice

• The 6Cs must be equally applied to staff and students as well as the people we care for

• Patients, public and carers AND STUDENTS are active/informed partners in planning, delivery and evaluation of care

• Inter and intra disciplinary nursing approach

• Striving for sustained and accountable improvements in nursing practice, policy and education means valuing the ART and Science of our work.
Engaging to transform

How we learn, experience and respond to issues personally and professionally shapes the workforce we produce and ultimately the communities in which we live.

Students are not only our best asset for preserving high quality health and social care in the future, they are our only hope.
“I have an almost complete disregard of precedent, and a faith in the possibility of something better. It irritates me to be told how things have always been done. I defy the tyranny of precedent. I go for anything new that might improve the past..... I cannot afford the luxury of a closed mind”

― Clara Barton, *The Story Of My Childhood*
Thank you