

The QNI's Annual Conference
Healthcare in the Community 2022



Inspired Intrepid Indispensable

Creating a Supported Community
Nursing Workforce

Day 4 summary
10 - 14 October 2022



Day 4: Integrated

Welcome from
Dr Crystal Oldman CBE,
QNI Chief Executive

Thank you to our sponsor:





1. 'How visibility of community services data is transforming care delivery in Wales - Gold Sponsor: Civica'

Tracey Boka, Professional Nurse Advocate, District Nursing, Betsi Cadwaladr University Health Board

Jane Roberts, Head of Nursing, Betsi Cadwaladr University Health Board

- 46 community nursing teams, they work in different environments, rural, valleys, all of these affect our case loads and patients populations. 800 staff visiting 3000 patients daily
- Picture across Wales - 2017: paper based systems; no visibility of capacity & demand in community; nurses managing own caseload - siloed; unstandardised care; unable to evidence how busy the teams are; work stress, high turnover of staff; confused patient experience.
- Neighbourhood district nursing pilot 2018: aims were to tackle pressure on hospitals; bring community services to the fore; better understanding of capacity and demand; investment in technology; ensure services are resourced effectively; continuity of care, more time with patients.
- We now have 6 out of 7 of our health boards using this around Wales, so that's very much brought us in the 21st century.
- From a quality perspective, it's improved our safety, our admin time has been greatly reduced, so more time with patients, we can now use that data to inform our planning for the future.



2. 'A Conversation with the Chief Nurses of the UK'

Paul Labourne, Nursing Officer for Primary & Community Care, Integration and Innovation Welsh Government

- I pay tribute to all of you for the work you do and I recognise how tough it is and how tough it will be over the next few weeks.
- Wales is twice the size of Yorkshire, but with only 3.1 million people. Wales has an ageing society, more 65 years old and over, than people under 60.
- Community nursing in Wales has been inspired to be creative, it's enabled a sand-box environment to try new things. They've been intrepid to pursue the things that work. Community nursing is indispensable and we will have to data to prove it.
- To have multi-professional teams you need different professions coming together and working together. I have no qualms about giving voice to nursing within the group of professions in the community.
- Developing a community nursing vision and framework, will standardise our service provision, simplifying, collaboration. We're also developing our community of practice at local regional national levels. Ensuring the service becomes more data driven. Aims: matched resources against demand, more responsible to service need and demand. Tailored visits to need of the patient. We're getting to grips with the power of the data is going to give us. We've also introduced professional nurse advocates, our next step is to lever this data and use it to improve practice.



2. 'A Conversation with the Chief Nurses of the UK'

Maria McIlgorm, RN, Chief Nursing Officer, Northern Ireland

- Population of NI is 1.89 million, births 21,900, deaths, 16,700, children 395,800. We have an Integrated Health and Social Care System, 5 Health and Social Care Trusts and 1 Ambulance Trust.
- Key issues highlighted by the nursing workforce include safe staffing, the need to value staff and having effective and compassionate leadership.
- Work is underway to help strengthen induction and leadership programmes for new and current nurses in Northern Ireland
- District Nursing Framework 2018-2026: paving the way for developing a world class service that will be an innovative collaborative transformed service available 24 hours, 7 days a week wherever the patient lives.

Neighbourhood District Nursing Model

- A community nurse-led model of care to ensure a population health focus where district nurses lead the assessment, planning and co-ordination of care in self-organised teams.
- Coproduction and collaborative team approach that empowers staff



Health & Social Care Workforce Strategy: Delivering for Our People

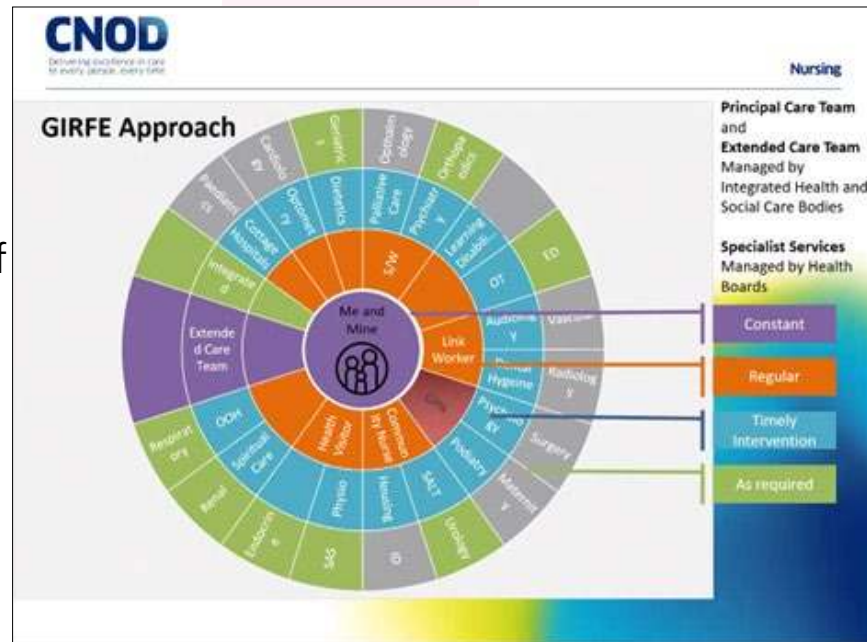
- The vision of health and social care being a rewarding and fulfilling place to work for everyone, with the best possible staffing and expertise levels in place
- The second action plan focuses on a range of actions to proactively support staff to remain physically and mentally well at work



2. 'A Conversation with the Chief Nurses of the UK'

Professor Alex McMahon, RMN, RGN, Chief Nursing Officer, Scotland

- Over 700 wte District Nurses (level 6), just under 1700 wte GPNs (level 5-7). Teams are made up of over 3000 level 2-5 practitioners and circa 330 wte level 7 SCN and ANP roles.
- Current standards well out of date and overdue for review. CNO work to update approach included consensus view that: there is recognition that current approach to SPQs are outdated and that they do not meet employers or practitioners needs; it's important to ensure that advances in contemporary practice are recognised across the whole nursing and midwifery family, so that advanced practice should be formally recognised.
- Community nursing is a valued aspect of the workforce in care delivery across Scotland.
- The voice of community nurses will be vital to the development of the National Care Service.
- If you would like to contribute email laura.whitelaw@gov.scot



2. 'A Conversation with the Chief Nurses of the UK'

Professor Deborah Sturdy OBE, RN, FRCN, FQNI, Chief Nurse Adult Social Care, Department of Health and Social Care

- There's a crisis in the nursing profession across the globe. But I think we are the generation that can be the difference around social care nursing and bring it in the fold. And bring it the recognition it deserves.
- The relationship we've built with the QNI and the Care Home Nurses network particularly through challenging times and the IPC network and the #SPQ work: to see these things, this movement and this support is fantastic.
- I can't do this alone, I need all of you to help. We have a place around that table and that is vital.
- On 3rd November we're launch ted talks for social care nursing. We have an opportunity to use these nurse led services in a very positive way to benefit our profession wisely.
- We have a professional opportunity here to part of shaping the future doing things differently and being part of the solution and not being seen as a problem which is historically how social care has been seen.
- We can't do what we've always done to get us where we want to be.
- We need to do some radical thinking about where we're going to recruit from, to seize the opportunity for nursing to be part of the solution.
- The tenacity and energy of nursing, we'll get through this next challenge and we will better for it. We can be the generation that changes this for social care nursing.



2. 'A Conversation with the Chief Nurses of the UK'

Charlotte McArdle, RN Deputy Chief Nursing Officer England.

- Your care has made a real difference to patient care. Thank you for your commitment and leadership during this difficult time. Our collective priority remains that you and your teams are supported both professionally and personally.
- Over the coming months we will be working to digitalise the Community Nursing Safer Tool to make it more accessible for staff and organisations
- We are working in partnership with the QNI to develop speciality qualification in community mental health standards – a piece of work we are leading on for all four nations.
- There is no ward like home.
- We have started some work looking at community currencies which will help us understand the tangible impact community nurses have on avoiding admissions and supporting people in community settings
- We are in the process of commissioning training to support nurses who wish to undertake the DNSPO or SCPHN to complete readiness master classes.
- We are also working with HEE to ensure we have accurate numbers of nurses with DNSPO or SCPHN qualifications with a view to explore gaps and increase training places as required.
- Nursing and Midwifery Strategy in England can be found here:
<https://www.good-governance.org.uk/teamCNO>



3. 'Supporting the Development of Advanced Practice in the Community Panel Discussion'

NMC Regulation of Advanced Practice: *Andrea Sutcliffe, Chief Executive, Nursing and Midwifery Council*

Chair: *Professor Brian Webster-Henderson, Deputy Vice Chancellor, University of Cumbria*

- Background to regulation advanced practice: in the past we've been discouraged from doing that.
- Regulating things is a good thing! We need to make sure we are doing this properly, that means something for everyone who is involved. Is this something that we look across the different professions?
- Being a born regulator I know that we have to do is justify regulation on the basis of it being necessary for public safety but we can make that argument, setting those standards, be clear how people without that qualification should be educated, it will provide assurance to the public. There are some added benefits to regulation, it will assist career progression.
- Whilst as the NMC as the relgator we are exploring this. We cannot do this as an island we have to do this with everyone else involved, such as the chief nurses and their teams, the policy makers, employers and resprensative bodies, and the professionals on our register and indeed the public that we serve.
- We'll be asking all of you to get involved, as it benefits the pubic and benefits professionals which is what we're here for.



3. 'Supporting the Development of Advanced Practice in the Community Panel Discussion'

Credentialing of Advanced Practice by the RCN : [Helen Whyley, Director, RCN Wales](#)

- We know that the Department of Health will be updating the medical act and after that they will update the nursing and midwifery order.
- Credentialing is an opportunity for nurses to show their skill in their practice, their leadership and their research.
- Nurses must show they work within the 4 pillars of advanced practice: clinical practice, leadership and management, education, and research.
- Having standards is helpful wherever they are in the UK.
- We're also working on an overarching framework bringing it all together. We hope this will support recruitment and retention. We've been redefining principles of practice, we'll be delighted to share what with you at a later date. Regulation is an assurance for public and professionals.



3.'Supporting the Development of Advanced Practice in the Community Panel Discussion'

Accreditation by the HEE Centre for Advancing Practice – feedback on the success and application to community nursing workforce: [Beverley Harden](#), AHP Lead, Deputy CAHPO, NHS England

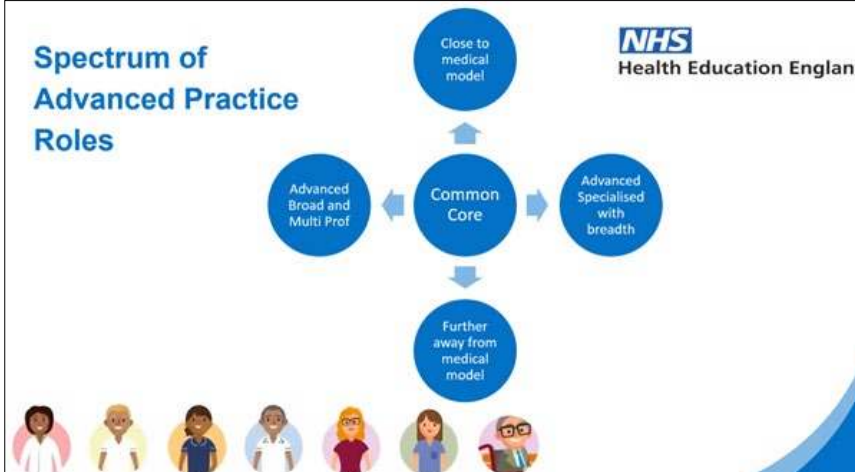
- This is an exquisite level of practice which needs to be better understood.
- It's important to recognise the value of the different professions in Advanced Practice while understanding what is core across them and where diversity enhances the offer.
- We need different skills in different spaces. It's one thing doing it in a hospital and another thing doing it in someone's else home where help is miles away. It's tough work.

Working alongside community nursing



- Virtual ward and community work in NHSE has highlighted the need for advancing practice
- Many examples of advanced roles across community services
- HEE will work with the QNI to enable stakeholders to engage in the professional conversations as to the workforce needs across the advancing practice spectrum
- Undertake, in partnership, an exploration of the alignment between education and training in specialist community nursing and in advanced level practice in England to determine required next steps
- Map across existing relevant frameworks (SPQ, QNI voluntary standards, advanced practice, primary care)
- Map NMC standards for post registration programmes (2022) and the Centre for Advancing Practice Standards of Education and Training
- Agree next steps working with the assets within community nursing

Spectrum of Advanced Practice Roles



3. 'Supporting the Development of Advanced Practice in the Community Panel Discussion'

Advanced Clinical Practice in Community: *Steph Lawrence MBE, ON, FQNI, Chief Nurse, Leeds CHCT*

- Advanced practice is all around us, it's about how we practice rather than a title.
- I believe that most community nurses are practicing at an advanced level whether general nurses, disability nurses etc. They all work in that sphere.
- We have to recognise community practice for what it is.
- It's not like nursing in the hospital, things like IPC are not like they would be in a hospital. I believe there's a difference between advanced practice and working at an advanced level.
- Our colleagues in community children's nursing also work at an advanced level and our GPNs - I want to give them a shout out too - just because they work in a surgery it's not any less autonomous, and can be really challenging. Our GPNS are also working at that advanced level. Shout out for health visitors and school nurses too. They are also practicing at advanced level but in a different kind of way. They're not not necessarily looking at co morbidities but they are constantly risk-assessing everything around that child and family.
- It's absolutely about keeping people at home for as long as possible and maintaining their independence. Certainly what we deliver in peoples'



3. 'Supporting the Development of Advanced Practice in the Community Panel Discussion'

Advanced Clinical Practice for Mental Health Nurses: Professor Michael Brown, Director of Graduate Studies, Queen's University, Belfast

- Historically people with Down Syndrome, for example, didn't survive much beyond 9 or 10 years, now they are living into older age.'
- You need to take that lifespan approach (increases in ADHD eating disorders, substance misues, particularly in young adults etc)
- I think that the nursing contirbuiton is an important one and it will be an major one but we need to think about population need and how are we going to care for and support them.
- We need to enable it so that people are building skills rather than replicating them. We need to get smarter and not create monsters of frameworks.
- So my take home message is there's going to be more people with complex needs, mental health needs etc and areas like this are ripe for the development of advanced roles.





Simply scan this QR code above, with your phone and it will take you to the donate part of the QNI website.

Please consider donating to the QNI - your donations are very important to us as a charity and enable us to continue our support of all nurses in any setting in the community in health and in social care. It also allows us to organise a free conference like this one - and come back and do it again next year. Thank you.

EVENT STATISTICS



270 delegates



299 likes

102 retweets

20.1k

impressions



Thank you to Professor Brian Webster-Henderson, Deputy Vice Chancellor, University of Cumbria who chaired 'Supporting the Development of Advanced Practice in the Community Panel Discussion'

COMMENTS

A selection from delegates:

Thank you @TheQNI for a fabulous conference evening, worth the mad dash home to be able to join and experience more great debate from amazing speakers #QNI2022 #QNIMagic

Thanks for a fab conference session @TheQNI really great format

thank you everyone for your contributions this evening. it has been great

Fabulous online conference, well organised and rich with content, really enjoyed this evening regarding advance nurse practice

Thank you all it's has been very enlightening.

Thank you to everyone for a really inspiring and motivating evening. So much energy and passion to take away to the workplace! Thank you to all speakers and QNI team.

Thank you, great debate, great opportunity to ask questions in a safe arena.

Great evening really interesting. The 4 hours have flown by!! Thank you

Just come off the @TheQNI conference. Such an amazingly inspiring array of speakers. Really felt privileged to have been listening

Great thank you for this evening, a lot of work has gone into this, well done everyone

Thanks to you all - cant wait until tomorrow morning. Joining on my day off and missing another wild swim so that says everything - it says its an amazing conference that is not to be missed - even if you can catch up later xxx