Forum launched to develop nursing and midwifery profession

The Northern Trust has officially launched the Practice Development Forum for Nursing and Midwifery at a recent nursing and midwifery professional engagement event.

The Forum is chaired by Elizabeth Graham, Assistant Director for personal centred practice, nursing innovation and development and consists of representatives from all Trust divisions across nursing and midwifery services who meet regularly to discuss and share ideas on how regional strategy can be implemented into everyday practice. The Practice Development Forum supports and promotes practice development and quality improvement initiatives and works collaboratively at all levels of the organisation to support individuals and teams.

Over 80 delegates attended the launch recently at Fern House in Antrim with participation from health care assistants, nurses, midwives and specialist community public health nurses.

The programme for the launch was based around five themes of Quality 2020 - the regional Department of Health 10-year strategy aimed at protecting and improving quality in health and social care in Northern Ireland.

Attendees also undertook a self-assessment of the Quality 2020 leadership Attributes framework.

Under each of the five themes the objectives of the workshop were set:

Transforming the Culture
Creating a new and dynamic culture that is willing to embrace change, innovation and new thinking that can contribute to a safer and more effective service.

Strengthening the Workforce
Developing staff so that they are equipped with the skills and knowledge they will require to deliver the highest quality.

Measuring the Improvement
Exploring more reliable and accurate means to measure, value and report on quality improvement and outcomes.

Raising the Standards
Putting in place robust and meaningful standards against which performance can be assessed, involving service users, carers and families in their development, and monitoring and reviewing of standards.

Integrating the Care
Integrating Care across all sector and professional boundaries to benefit patients, clients and families.

Speakers from various backgrounds shared their experiences, ideas, thoughts and innovations that reflected the quality 2020 strategy themes. Following each theme there was opportunity provided for facilitated reflective discussion within each division of nursing and midwifery.

Discussions were facilitated by members of the Practice Development Forum. Feedback from each division was captured throughout the day and subsequently used to enable each division of nursing and midwifery to devise an action plan moving forward

Trust Speakers

Eileen McEneaney, Northern Trust Executive Director of Nursing and User Experience opened the event. She outlined the changing context of care for HSC, recognising that delivering care is complex and how the Professional Nursing and Midwifery Council Code must underpin the practice of all nurses and midwives. She made reference to the Minister’s 10-year strategy for health, and the implications for services as outlined by Professor Bengoa and the expert panel who led the recent review of health and social care services in Northern Ireland. Elizabeth Graham then introduced the various speakers to the event:

The Breaking Barriers, Driving Standards Programme is led by the Person Centred Practice, Nursing Innovation and Development Team in partnership with the Trust’s Organisation Development Team. An example of the work undertaken by a staff member on the programme was presented. Sharon Cooper, Community Paediatric Nurse gave a presentation on the development of an electronic induction initiative to enhance learning for children’s nursing students.

The Developing Practice in Health Care Pathway provides staff with the opportunity to receive academic credit for practice based learning while engaging in critical reflection and gaining knowledge in Practice Development theories and tools to enhance their areas of practice. Students on this pathway can work toward both degree and Masters level. Three students on the DPHC Pathway shared their experiences.

Cathy McCoy, Emergency Department Sister examined how she could protect her sense of self in the busy Emergency Department environment, while also enabling her team with the delivery of person centred care.

Sarah Henderson, Colorectal Nurse spoke about her learning as a journey of opportunity and how she had achieved her work and life balance while embracing practice development into her specialist post.

Cathy Hamilton, Practice Development Midwife described how she had success in learning from practice in practice, leading change in practice and empowering colleagues
to deliver high quality, safe and effective care.

A number of NHSCT staff have been successful over the past years in securing funding from the Foundation of Nursing Studies (FONS) to take forward practice development projects within their teams to improve person-centred care. One example of this work was provided by Mental Health colleagues.

**Tom Andrews**, Mental Health Nurse celebrated the development of a medication initiative - a team idea which involved service users, thereby giving a more person-centred dimension to his work.

Other quality improvement initiatives and innovations were presented.

**Mandy Ellis**, Practice Development Facilitator described her innovation to provide virtual learning to 19 nursing homes successfully developing a virtual learning community in the independent sector.

A video especially commissioned by the Person Centred Care, Nursing Innovation and Development Team showcased a selection of the nursing and midwifery innovations successfully taken forward this year.

These included:
- Paediatrics- Patient/Family Information Leaflet
- Maternity- Partnership approach to care with new mothers
- Mental Health- Martha McMenamin Scholarship
- Acute- Improving experience for patients with dementia in acute care ward
- Acute- Engagement with service users to enhance staff education and learning

**Invited speakers**

**Dr Kerry Jones**, Magnet Programme Director, Nottingham University Hospital delivered an extremely thought provoking presentation on exploring the needs of early career nurses and midwives in the workplace, and shared flexible strategies on how to recruit and retain our valuable nursing and midwifery workforce amidst the current workforce crisis.

**Professor Tanya McCance**, Director of the Institute and Health Research and Head of the Person-centred Practice Research Centre at the Ulster University and Dr Naomi Baldwin, Lead Nurse for Patient Safety, NHSCT, spoke about data gathering which needs to be meaningful and have purpose for it to be effective.

A family representative gave a moving talk on their experience of two wards in the Northern Trust. Their story highlighted that communication with patients and families is fundamental to the delivery of care and could be the defining component to a positive, negative or distressing experience.
Roisin McSwiggan, Lead Nurse for Workforce, NHSCT, presented on aligning, through nurse recruitment, the values of the interview candidates with that of the organisation’s CORE values. She provided an update on the international nurse recruitment drive currently underway.

Nick Carson, Acting Head of Organisation Development /Learning & Development, NHSCT, presented the outcomes by division of the recent Northern Trust staff survey, highlighting the top three successes for each division and identified shortcomings.

If you would like to find out more about the Practice Development Forum or any of the initiatives which have been highlighted, please contact Elizabeth Graham, Assistant Director for Person Centred Practice, Nursing Innovation and Development, email Elizabeth.graham@northerntrust.hscni.net or phone 9442 4651.
Photo 1: Members of the Professional Development Forum for Nursing and Midwifery: (Back row) Elizabeth Graham, Assistant Director, Person Centred Practice Nursing Innovation and Development; Ruth Bailie, Lead Nurse, Person Centred Practice Nursing Innovation and Development; Mary Neeson, Lead Nurse Surgical; Helen Davis Surgical Nurse Practitioner; (Front row) Eileen McEneaney, Executive Director of Nursing.

Photo 2: Sister Sheila Kinoult facilitates delegates during a reflective piece of work.

Photo 3: Dr Kerry Jones, Workforce Lead, Birmingham Children’s Hospital

Photo 4: Dr Gavin Lavery Clinical Director, Patient Safety Forum

Photo 5: Professor Tanya McCance, Director Institute of Nursing and Health Research and Head of the Person Centred Practice Research Centre, Faculty of Life and Health Sciences, Ulster University