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Introducing the PwSI within Nursing, Midwifery and Allied Health

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NMAHP PwSI Project



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- NHS Education for Scotland funded project
 - Develop NMAHP roles in community settings
 - Support a shift in the balance of care
 - Develop educational infrastructure

NoS NMAHP PwSI



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- Core component of workforce development in Remote and Rural Steering Group report
- Priorities
 - Paediatrics
 - Mental Health
 - Adult Learning Disabilities

A workforce solution in Remote and Rural Health Care



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- Current model

- Specialist practitioners
- Community based generalists
- Referral to the centre
- Outreach by specialists
- Sustainable?
- Desirable?

- New model

- Specialists supporting generalists
- Formalised networks of supervision and support
- Team based “special interests”
- Maximise local care delivery

PwSI



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- A practitioner with a special interest is defined as a nurse, midwife or AHP working in an *expanded role* within
 - primary care or community setting
 - across the interface between community and secondary care
 - or within an RGH to support the patient care pathway
 - may be part of an obligate clinical service network

PwSI



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- **Benefits:**
 - Shifting the balance of care
 - Role development
 - Recruitment and retention
 - Succession planning
 - Local care
 - Sustainable teams
 - Networked care
- **What it is not:**
 - A specialist
 - Replace specialists
 - Operate independently
 - Additional workforce

Project Plans



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- Develop selection criteria
- Establish and support the development of education and networks across the North of Scotland
- Develop competency framework in each clinical area
- Generate sustainable cross boundary approach to workforce planning

Project Outcomes



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- Broaden range of health care services delivered by health care teams
- Reduce dependence on specialist services
- Deliver care as locally as possible
- Improve retention of staff in remote and rural areas by providing career development



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Thank you for listening

Questions?