



Visible, Accessible & Integrated Care: Report of the Review of Nursing in the Community

Susan O'Rourke, National Project Officer
Fiona Sharples, Project Manager, NHS Highland
Shifting the Balance Conference,
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Why the Review?

- Profile of patients in Scotland is changing
- Workforce challenges
- Shift care from hospital to home
- Get the right skills in the right place when needed

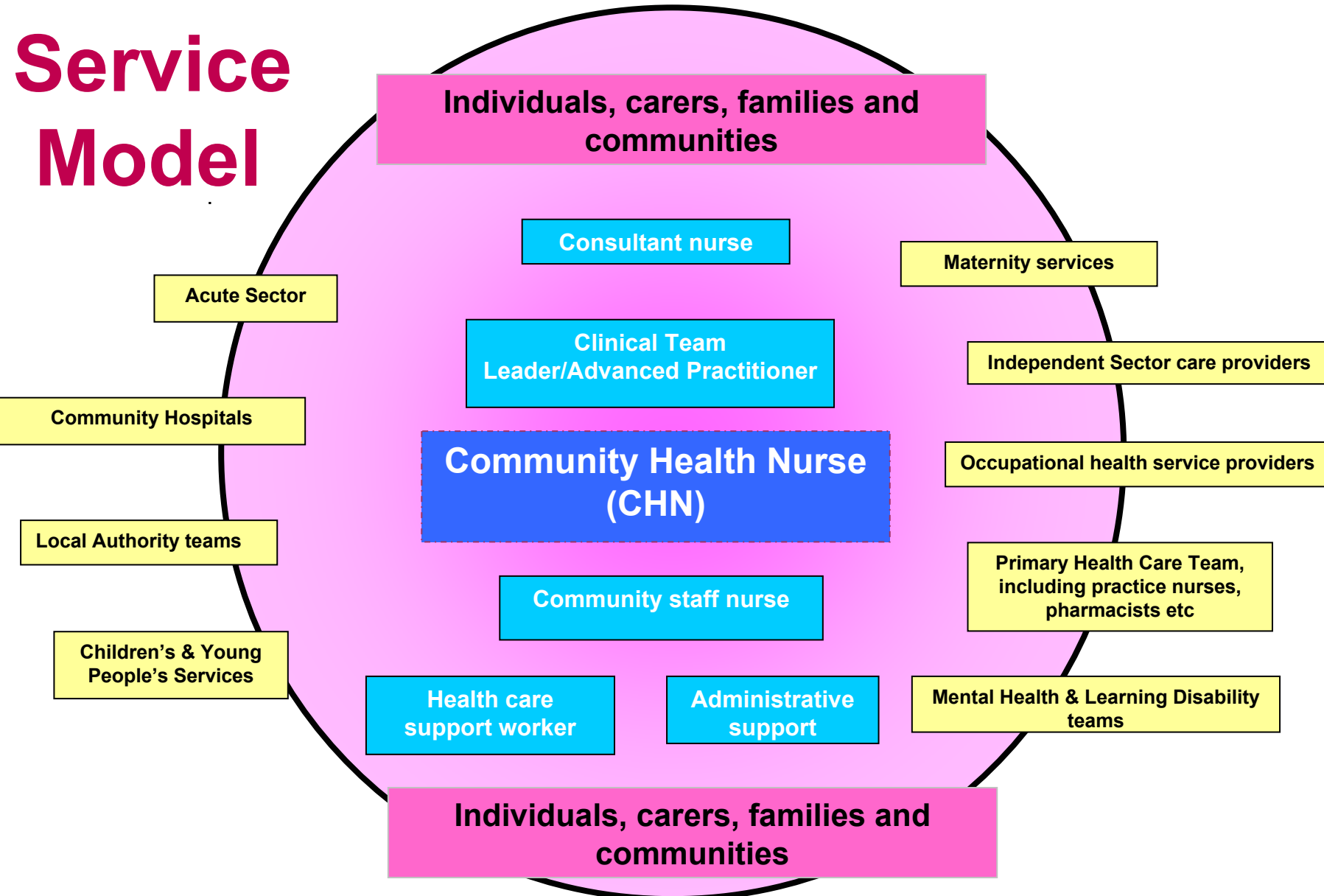
What the Review found

- Numerous practice & service models across Scotland
- Dependent on senior nurses
- Limited research evidence of impact of nursing services
- Lack of a common vision for nursing contribution
- Call for a generalist approach
- Little use of IT in practice

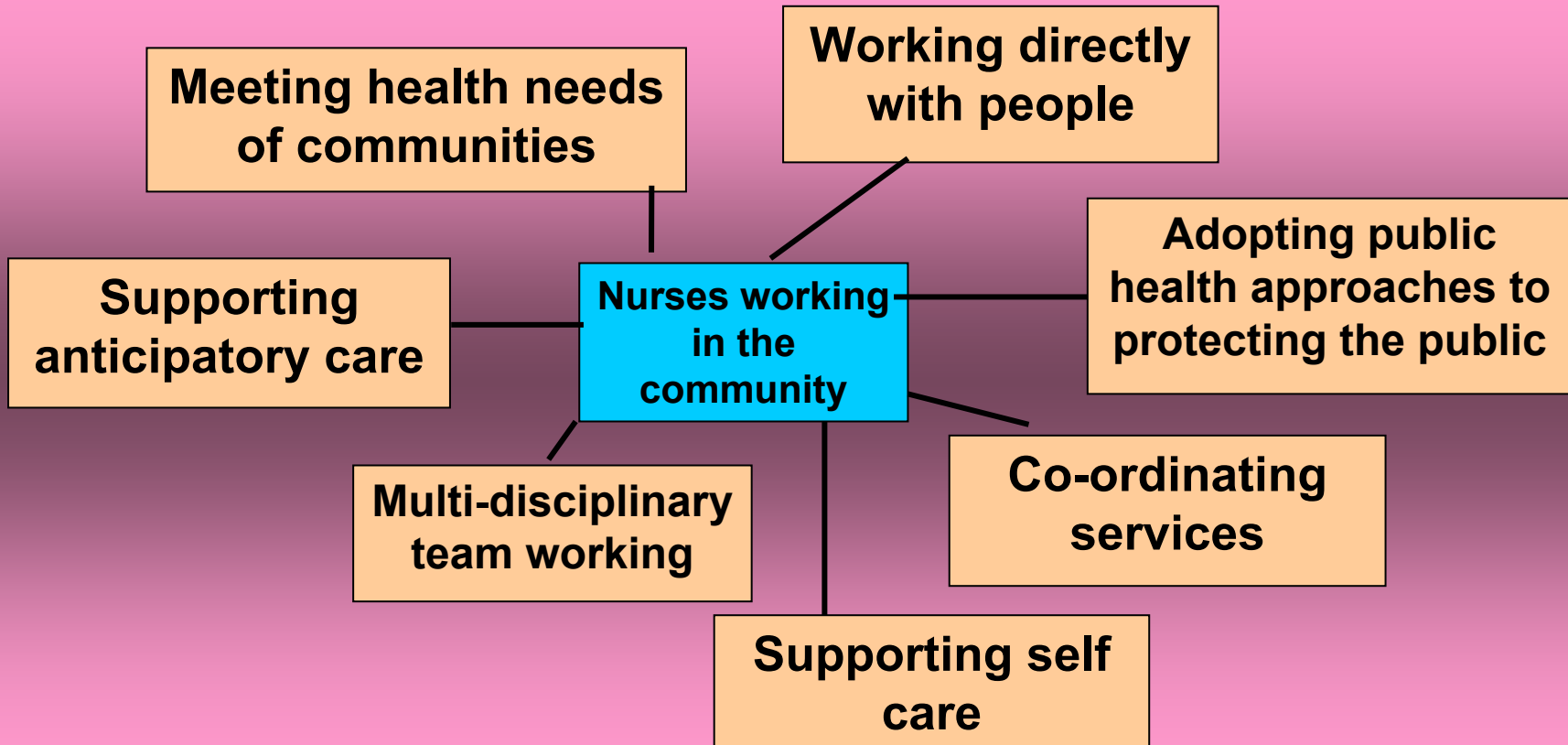
Review's Conclusions

- Current models both unsustainable & undesirable
- Need for a national framework to support practitioners, service delivery, workforce planning & educationalists
- Need to develop evidence base

Service Model



Practice Framework



CHN - underlying principles

- A skilled generalist role
- First point of contact to nursing service, referring on to specialists where a greater degree of expertise is required.
- A model based on health rather than illness
- Caring for families and communities rather than just the individuals within them.

Opportunities

- Single point of contact
- Builds flexible and responsive service
- Builds on current practice
- Promotes public health approach
- Improves career structure
- Improves clinical leadership

Opportunities

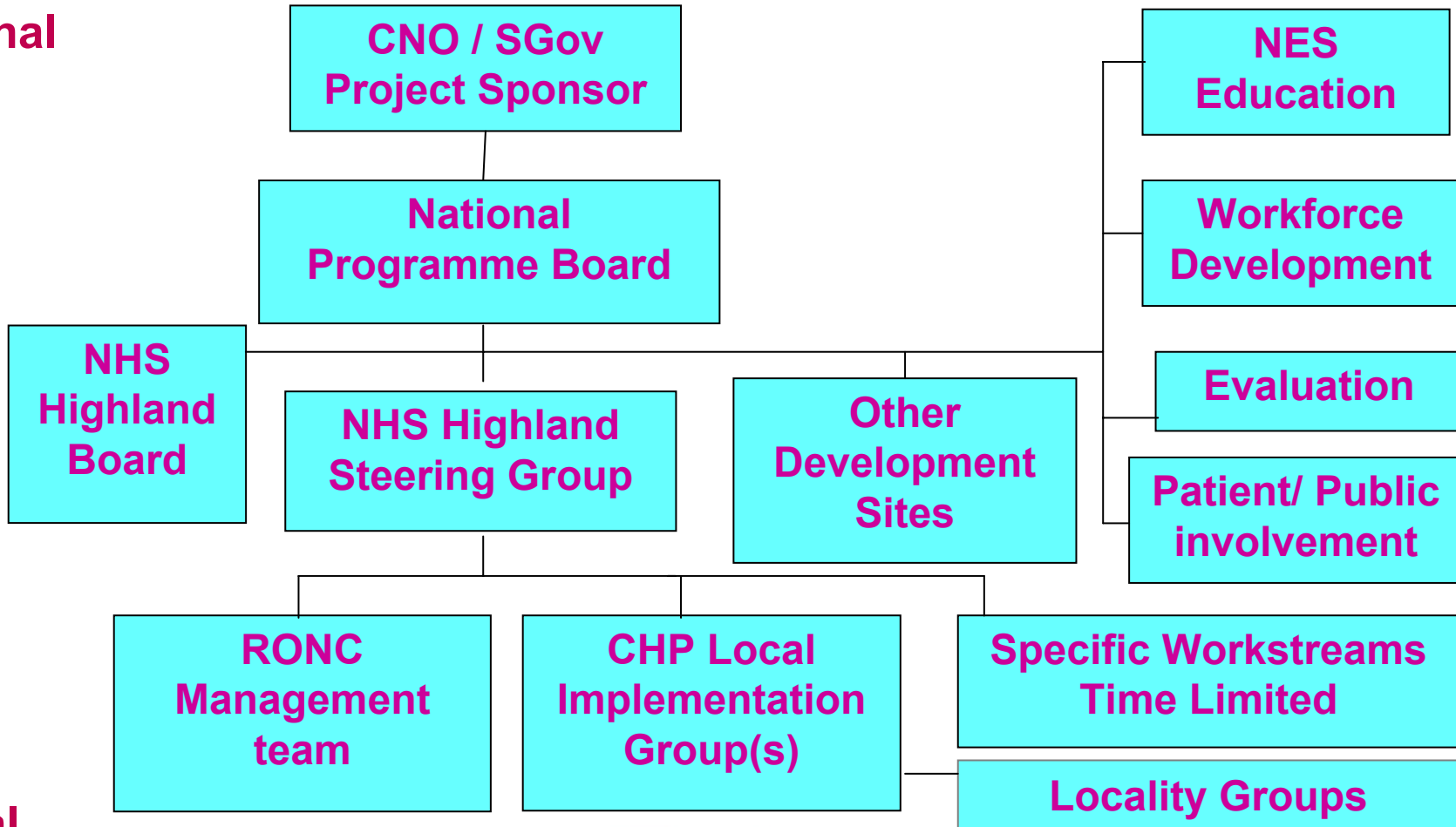
- Shift the Balance of Care
- Meet health and workforce challenges
- Prevent ill-health
- Promote self care
- Treat people faster
- Develop a proactive approach
- Fundamental shift in how current services are delivered

Governance & structure

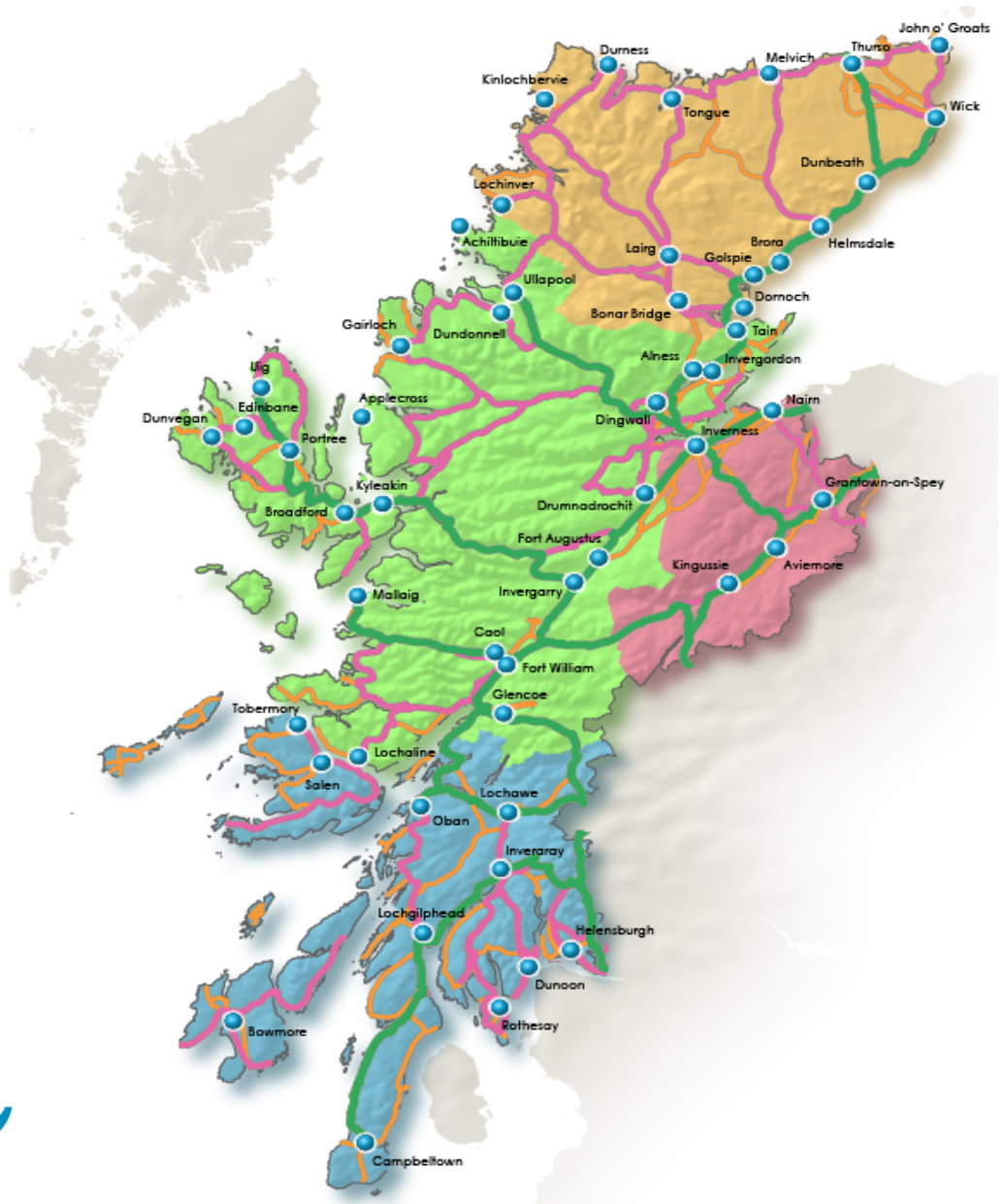


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Local



Where are we now ?

- Agreed Local Pilot Sites – Tain, Thurso, Badenoch & Strathspey, Helensburgh, Mid Argyll & Kintyre
- Evolutionary process, not a big bang
- Capability Frameworks
- Job Descriptions
- KSF outlines development
- Developing Implementation plans
- Working on the actions in the plans!

Key milestones

Workforce / Workload

- Baseline demographics of workforce
- Baseline of knowledge & skills - capability
- Understanding of the local population and workload to enable focus on need and priorities
 - SGHD Community Nursing Professional Judgement tool
 - SGHD 1 day Community Nursing team census on 24 April
 - local Public Health profile based on national work
 - SGHD Community Benchmarking tool due in June

Key milestones

Education

- 5 step Work Based Learning approach
- PDP/LDP developed by NES
Educationalist group to support above process
- Provide staff with the identified transitional education based on individual needs

Key milestones

Evaluation

- Baseline of all Development sites
- Evaluation of the new service model

Working Together Towards Change

- Keeping the process and energy active engagement and involvement
- Building on what is already happening
- Sharing, learning & finding common solutions

Thank you

Questions, Comments & Discussions

