



## **TRANSFORMING NURSING AND MIDWIFERY ROLES**

### **Aim**

- 1.1 To highlight to Committee the ongoing work the Scottish Government Chief Nursing Officer (CNO) office and Scottish Executive Nurse Directors (SEND) are putting in place to ensure the community nursing and midwifery workforce are prepared and ready to ensure care is provided for patients and the public as close as possible to home or in a homely setting.

### **Background**

- 2.1 Healthcare policy, and NHS Borders Clinical Strategy, places considerable emphasis on transferring care out with hospitals, closer to the community and peoples' homes, supporting improved child and family health outcomes through prevention, early identification and intervention and on reducing health inequalities with particular focus on key priority areas such as mental health and wellbeing.
- 2.2 This means that there is a need to clarify and strengthen the critical role nurses, health visitors and midwives play within these areas together with improving community services and care. In partnership with SEND the CNO is working across agencies and partnerships to address the sustainability of acute health services, reform unscheduled care, shift the balance of care from hospital to community and home settings, where appropriate, and strengthen and refocus the contribution of health visitors, school nurses and midwives.

### **Summary**

- 3.1 Future service configuration will be led by population need and innovate approaches will be critical to any required transformational change. In addressing this the CNO in partnership with SEND are establishing an overarching steering group responsible for directing and coordinating future work in relation to role development within nursing and midwifery.
- 3.2 Professor Fiona McQueen, CNO will chair the Transforming Nursing and Midwifery Roles group. The group will report to the Sustainability of Services Taskforce and ultimately the Health and Social Care Management Board (HSCMB).
- 3.3 Overarching Steering Group – Transforming Nursing and Midwifery Roles**
- 3.4 The purpose of the Group will be to oversee the development of current and new nursing and midwifery roles that support NHS Scotland to achieve the 2020 vision. The key objectives of the Group are to:

- Support improved child and family health outcomes through the provision of consistent universal services, assessment and evidenced based pathways of care;
- Monitor progress with implementation of a revised Health Visiting role, redesigned education provision and review evaluation once completed;
- Monitor progress piloting a refocused School Nursing role, determine the way forward post pilot;
- Seek to reduce inequalities and maximise health improvement opportunities with particular focus on key priority areas such as mental health and wellbeing;
- Support implementation of the Children and Young People Act and Adult Care and Support Bill, sustainability and provision of 7 day services and improvements in unscheduled care;
- Assist NHS Boards in the provision of person centred, safe and effective community nursing services;
- Agree principles for key components of a refreshed District Nursing role with a focus on anticipatory care, intermediate care, the frail, elderly and those requiring palliative care;
- Identify requirements for contemporary District Nursing educational preparation and Continued Professional Development (CPD), commissioning provision as required;
- Agreeing principles for a model of care/caseload management, including referral criteria, care pathways and other associated requirements;
- Drive and support implementation of a refocused District Nursing role in practice;
- Agree principles for and components of Advanced Practice roles clarifying roles, standards and identifying sustainable models of educational provision within a nursing career framework model, commissioning as appropriate;
- Consider the need for national consistency regarding Specialist Nursing role;
- Consider future care for people that may impact on other nursing roles in the community.

3.5 The first three key areas to be reviewed are:

- Children and Young People
- District Nursing
- Advanced Practice

### **3.6 Children and Young People**

3.7 Already established, this Group will report into the Transforming Roles Group and have responsibility for provision of a cohesive Health Visiting, School Nursing, Public Health and children's nursing contribution to NHS Scotland and wider Scottish Government work streams. This Group will deliver the objectives below:

- Support improved child and family health outcomes through the provision of consistent universal services, assessment and evidenced based pathways of care;
- Seek to reduce inequalities and maximise health improvement opportunities with particular focus on key priority areas, such as mental health and wellbeing;
- Support implementation of the Children and Young People (Scotland) Act 2012;
- Oversee implementation of the National Plan for Health Visiting and School Nursing, as specialist Public Health nursing roles which will assist NHS Boards in the provision of person centred, safe and effective community nursing services, improving child and family outcomes;
- Oversee completion and implementation of work on a revised Health Visiting role;

- Drive and support implementation of a refocused Health Visitor role in practice;
- Implement requirements for contemporary Health Visiting educational preparation and CPD, commissioning provision as required;
- Develop and oversee a programme of national evaluation;
- Optimise the Public Health, children's nursing and nursery nurses contribution to relevant work streams;
- Monitor progress piloting a refocused School Nursing role; determining the way forward post pilot;
- Agree principles for and components of sustainable models of educational provision for School Nursing in Scotland;
- Develop a refocused consistent role for Community Children's Nurses across Scotland, recommending appropriate models of educational provision and driving and supporting implementation as agreed;
- Develop sustainable models of supervision for Health Visiting and School Nursing;
- Agree and support implementation of Advanced Practice roles and career frameworks within Health Visiting, School Nursing and wider children's services;
- Consider future care for people that may impact on other nursing roles in the community;
- Develop a consistent approach to immunisation delivery for children's services, feeding into national work streams.

### **3.8 District Nursing**

3.9 Following discussions of current district nursing practice with local professional leads and managers across Health Boards, in September 2014 CNO/SEND agreed to undertake work required to refocus, clarify and maximise the role of District Nurses in Scotland. Four recommendations were agreed:

1. To develop national guidance clarifying the role and unique contribution of the District Nurse, Advanced Nurse Practitioner and wider team.
2. Consider development of a national model for resource allocation and caseload weighting.
3. Review the underpinning evidence base.
4. Review current and future District Nurse education, CPD and career pathways.

3.10 Reporting into the Transforming Nursing Roles Group this work has an anticipated completion of initial recommendations by April 2016. The key objectives of the work stream are:

- To support implementation of the Adult Care and Support Bill (2012), provision of 7 day services and improvements in unscheduled care – making recommendations as appropriate;
- Support people to be cared for at home;
- Avoid acute admissions through focussing on anticipatory care and by offering a care management function to improve coordination of support services;
- To agree principles for key components of a refreshed District Nursing role with a focus on anticipatory care, intermediate care, the frail, elderly and those requiring palliative care;
- Identify requirements for contemporary District Nursing educational preparation and CPD advising on commissioning provision as appropriate;

- Agreeing principles for a model of care/caseload management, including referral criteria, care pathways and other associated requirements;
- Ensure review of best available evidence to support decision making;
- Drive and support implementation of a refocused District Nursing role in practice;
- Consider future care for people that may impact on other nursing roles in the community;
- Review and consider alternative models of provision as relevant;
- Seek to reduce inequalities and maximise health improvement opportunities with particular focus on key priority areas.

### 3.11 Advanced Practice Roles

3.12 The purpose of this work stream will be to agree principles for and components of all Advanced Practice roles across nursing and midwifery in Scotland ensuring appropriate educational preparation and career development. Reporting into the Transforming Nursing Roles Group the key objectives for this work stream are:

- To support the work of the Joint Improvement Teams and sustaining 7 day services through offering viable, sustainable alternative models which clearly define and present consistent models of advanced practice;
- Review, define and clarify nursing and midwifery advanced practice roles;
- Articulate the unique contribution of advanced practice within nursing and midwifery within the context of the 2020 Vision;
- Define expected standards and levels of practice;
- Identify and agree educational preparation, qualifications and skills and competencies required to work at an advanced level;
- Develop and recommend sustainable models of educational provision within a nursing career framework model advising on commissioning as appropriate;
- Consider the need for national consistency regarding specialist nursing roles;
- Drive, support and monitor implementation as directed.

### Recommendation

The Health & Social Care Integration Joint Board is asked to **note** the proposal and be assured that NHS Borders is fully engaged with the national work programme.

<b>Policy/Strategy Implications</b>	Implications on the whole organisation in respect of community nursing/midwifery.
<b>Consultation</b>	N/A
<b>Risk Assessment</b>	N/A
<b>Compliance with requirements on Equality and Diversity</b>	Complaint.
<b>Resource/Staffing Implications</b>	Yes

Approved by

<b>Name</b>	<b>Designation</b>	<b>Name</b>	<b>Designation</b>
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