

Action Plan arising from ECG / TYC workshop as agreed at ECG meeting 10th January 2013

Recognition and Management of the Deteriorating Patient: - Nurse Lead = Elizabeth Graham

Key Message	Action Points	Responsibility	Update
<p>The nursing and midwifery workforce require enhanced knowledge and skills in recognising the deteriorating patient and the process of escalation and referral relating to:</p> <ul style="list-style-type: none"> • Physical and / or psychological illness • Long Term Condition management 	<ul style="list-style-type: none"> • Current and future education and training programmes should be enhanced with additional clinical skills relating to the recognition and management of the deteriorating patient. • Applicable to nursing, midwifery, nursing assistants and across all sectors including care homes 	<p>All Education Providers in partnership with ECG and Trust Education Leads Link to ongoing work relating to MEWS/ PEWS</p>	<p>FC, PMcM & EG to meet with education providers to discuss and monitor progress. Resource bid to allow enhancement to clinical skills to nursing assistants and those working in care home sector</p>
	<ul style="list-style-type: none"> • Alert training should be promoted across all service areas including community settings. • Access to alert training to be extended to relevant nursing home facilities 	<p>HSC Trust education leads through ECG process. Clinical Education Centre to link to independent nursing homes</p>	<p>Additional resource allocation to be made available within 2013/14 ECG plan for Alert training. TYC training budget to be secured</p>
	<ul style="list-style-type: none"> • Critical skills frameworks “Caring for acutely ill patients in a ward setting” developed to respond to pandemic flu should be updated by Critical Care Network 	<p>Linda Mulholland, Critical Care Network Lead</p>	<p>Linda Mulholland confirmed that the critical skills frameworks are under review</p>
	<ul style="list-style-type: none"> • The Pocket book ‘A tool for the assessment of the acutely ill adult’ should be purchased and distributed alongside alert training 	<p>Linda Mulholland Critical Care Network Lead</p>	<p>Linda Mulholland has endorsed use of this tool and has ordered 20,000 copies.</p>

Communication: - Nurse Lead = Caroline Lee

Key Message	Action Points	Responsibility	Update
<ul style="list-style-type: none"> • There is a need to work in partnership with the patient, family and carers to ensure person centred care • Working in multi disciplinary, multi agency, integrated care teams will need to be strengthened and should be underpinned by effective communication skills • Difficult and challenging conversations will require enhanced communication skills 	<ul style="list-style-type: none"> • Specific communication skills should be identified for nurses working in new ways, e.g. autonomous practitioner; delegation; lone working; raising and escalating concerns; difficult and challenging conversations; recovery orientated practice; brief interventions; patient empowerment; working with families and carers 	Education providers to develop new programmes / study days / masterclass to facilitate the transition to new ways of working. Applicable to acute and community settings	FC, PMcM & CL to meet with education providers to discuss and monitor progress
	<ul style="list-style-type: none"> • Consider how relevant core competences relating to communication could be identified and described for use across all levels of Nursing Practice 	Proposal for NIPEC to develop core communication competences for nursing.	CNO to raise with NIPEC
	<ul style="list-style-type: none"> • Education providers should work with service providers to ensure that current and future nursing education programme reflect how MDT working and integrated care teams enhance patient centred care in current practice. 	Where and if relevant new communication networks and ways of working are developed – these are to be integrated into education provision e.g. ICP on schizophrenia should be included in relevant training programmes and held up as good practice	Trust education leads through Education Strategy Group. TYC update to be included as agenda item at ESG

Healthcare Support Worker:- Nurse Lead = Lynn Fee

Key Message	Action Points	Responsibility	Update
<ul style="list-style-type: none"> There is a need for a regional approach to the development of the HCSW using a skills escalator framework to training and development for Agenda for Change Bands 2 to 4 Delegation, accountability and regulation to be addressed 	<ul style="list-style-type: none"> Utilising the model applied to Maternity Support Workers: <ul style="list-style-type: none"> develop agreed core elements of job description for HCSW devise a regionally agreed skills training and development programme using a escalator model. Address delegation concerns with use of a delegation framework with role specific guidance <ul style="list-style-type: none"> Consider Traffic light system as used in the Maternity Support Worker model 	<p>Proposal for NIPEC to develop a PID for Nursing Care Assistant Project utilising the model applied to Maternity Support Worker Project</p>	<p>CNO to raise with NIPEC</p> <p>Lynn Fee to take forward initial project plan on behalf of Education Leads</p>

Partnership and Collaboration- Independent Sector :- Nurse Lead = Frances Cannon

Key Message	Action Points	Responsibility	Update
<ul style="list-style-type: none"> Registered Nurses and Healthcare Assistants working in the independent sector should be able to access courses to provide enhanced clinical skills Independent sector are keen to identify and utilise additional student nursing placement opportunities to aid recruitment and enhance partnership working 	<ul style="list-style-type: none"> Review and extension of Home Manager development programme supported by PHA and delivered by RCN to Staff nurses working in care homes 	<p>RCN in partnership with relevant others. Programmes to run 2014/15 to facilitate capacity issues in Independent Sector</p>	<p>Resource bid to allow enhancement to leadership, delegation and management skills to those working in care home sector</p>
	<ul style="list-style-type: none"> There is a need to facilitate access for nurses and assistants in care homes to clinical skills updates 	<p>Frances Cannon to lead stakeholder meeting with independent care home providers and CEC to progress</p>	<p>Resource bid to allow enhancement to clinical skills to nursing assistants and those working in care home sector</p>
	<ul style="list-style-type: none"> Practice Education teams should review and maximise the placement opportunities in the Independent Sector 	<p>Practice Education Coordinators and placement leads within universities</p>	<p>Trust education leads through Education Strategy Group.</p>

Technology:- Nurse Lead = Paul McCabe

Key Message	Action Points	Responsibility	Update
<ul style="list-style-type: none"> The contribution and application of technology in practice to support the delivery of care should be promoted 	<ul style="list-style-type: none"> Ensure advances in nursing practice that support the use of technology are incorporated into education programmes. This action will ensure that nurses undertaking education programmes exit with increased technology awareness. 	Education Providers in partnership with Trust Education Leads Scoping of technology application required	PMcC to scope examples of technology in nursing practice and report through ECG and ESG
	<ul style="list-style-type: none"> Need for innovations to maximise the opportunities afforded by technology application in nursing practice 	Claire Bucher, ICT lead, PHA to coordinate this action in partnership with providers	CNO to submit resource bid to further progress this action in partnership with PHA

Patient Empowerment:- Nurse Lead = Frances Cannon

Key Message	Action Points	Responsibility	Update
<ul style="list-style-type: none"> Health promotion /healthy lifestyle choices and self management were identified as key patient empowerment skills 	<ul style="list-style-type: none"> Current and future education programmes need to incorporate health promotion / healthy lifestyle messages coupled with skills and intervention/approaches to help patients to self manage conditions which should include: <ul style="list-style-type: none"> ➤ Crisis Prevention ➤ Recognition of early warning signs ➤ Crisis Intervention - self help 	Education Providers in partnership with Trust Education Leads Link to Long Term Condition Alliance	FC to facilitate meeting between Michelle Tennyson, PPI lead; Heather Monteverde, Chair LTC Alliance and Education lead to discuss and consider options.

Leadership and Management:- Nurse Lead = Brendan McGrath

Key Message	Action Points	Responsibility	Update
<ul style="list-style-type: none"> • Nursing workforce transformation will require learning needs analysis to identify skills gaps to meet required service delivery change • Workforce development is required to support and enhance workforce planning decisions • TYC will lead to increased accountability and responsibility for registrants. Nurses and midwives want clear guidance in relation to delegation processes • There is a need to bolster capacity and capability within teams and individuals to lead and manage teams and services into the future • Managers of the future need to be resilient and demonstrate emotional intelligence 	<ul style="list-style-type: none"> • To support transformation change for Nursing and Midwifery, there is a need for a TYC Nursing Workforce and Development Co-ordinators to work with Workforce and Education Leads to facilitate and drive reform and modernisation including the identification of new roles and new ways of working. 	<p>NIPEC to facilitate recruitment process wrt job description etc. HSC Trusts and PHA to undertake individual recruitment. FC to provide opportunity for regional partnership working and establish TYC Nursing workforce and development Forum.</p>	<p>Resource bid to appoint time limited nursing secondments to support workforce planning and development</p> <p>FC & BMcG to progress initial JD and Profile</p>
	<ul style="list-style-type: none"> • TYC Nursing Workforce and Development Co-ordinator to identify the areas where transitional funding will be required to develop staff to work in new ways e.g. extension of Community Nurse In-reach Module (CNIR) 	<p>Individual Trusts as per identified need</p>	<p>Resource bid to facilitate workforce transformation through availability of transitional costs</p>
	<ul style="list-style-type: none"> • Ensure delegation and accountability for ward and team leaders is supported through relevant study days / master classes • Link to DHSSPS / Joyce Cairns leading on regulation HCSW through development of a Code of Conduct for Employees and Employers 	<p>Education providers to develop new programmes / study days / masterclass to facilitate the transition to new ways of working. Applicable to acute and community settings</p>	<p>NIPEC (Glynis Henry) as member of Policy group considering regulation HCSW to provide link back to ESG</p>
	<ul style="list-style-type: none"> • Strengthen emphasis on Leadership Centre and proposals to support leadership skills required to deliver TYC aims 	<p>Link to Quality 2020 leadership group chaired by Charlotte McArdle</p>	<p>Caroline Lee to provide feedback through CMcA</p>