Innovative Approaches to Education

Chair: Dr Catherine O’Keeffe, Health Education North West London

Promoting a ‘whole systems approach’ to Education
David Sines, Health Education North West London
Sally Armstrong, Ealing CCG

Improving Student Nurse Placements in Community Settings
Darren Jones, &
Tracy Stevenson, Central London Community Healthcare Trust

Monday 9 February 2015
Twitter: #transformLDN
Promoting a ‘whole systems approach’ to Education

Professor David Sines
Emeritus Professor of Community Healthcare, Health Education North West London
Shaping a healthier future

Transforming community and general practice nursing in London – the art of the possible

9th February 2015
In North West London we have one of the most ambitious visions for health and care transformation in the country; outcome based integrated health and care centered around the citizen...

- Improved hospitals delivering better care 7 days a week, more services available closer to home
- Whole Systems Integrated Care programme
  - Multi-disciplinary Care co-ordinated around the patient, led by the GP
- Primary Care transformation programme
  - Better out of hospital services, greater access to GPs at convenient times and locations 7 days a week
- Self management
  - People are empowered to manage their own wellbeing and health
We are committed to a 3-5 year vision for Whole Systems integrated care

Our shared vision of the WSIC programme...

> We want to improve the quality of care for individuals, carers and families, empowering and supporting people to maintain independence and to lead full lives as active participants in their community

... supported by 3 principles

1. People will be empowered to direct their care and support and to receive the care they need in their homes or local community

2. GPs will be at the centre of organising and coordinating people’s care

3. Our systems will enable and not hinder the provision of integrated care
We are planning new hubs in Primary Care and are progressing with co-commissioning…

- 396 out of 404 practices are part of the NW London PM Challenge Fund programme:
  - GP Practices are working together to form networks
  - Most boroughs are offering weekend opening and 8 to 8 services.
  - Tele-appointments will be available
  - Patients will be able to see their care record online.
  - Hubs and premises are being developed.
  - The CCGs, working with NHSE and LMCs, are developing proposals for co-commissioning. The CCGs have entered shadow arrangements and we expect them to be operating fully in April 2015.

To support primary care transformation, HENWL allocated funding for primary care workforce development in 2014/15:

- Network development support
- Primary care CPPD
- Multi-disciplinary education leads have been identified within CCGs and Networks to drive the workforce agenda, with support from HENWL via a regular Learning Set.
- The Primary Care and Community Forum brings together the wider stakeholders to develop the community education strategy.
- 96% response rate to the PMCF practice survey baseline workforce headcount, allowed validation of previous WF modelling.

The long term aim is to shift workforce capacity from the acute into primary care to support future service change, but the practicalities of this will be challenging.
Workforce is a key enabler for all elements of transformation

The diagram below summaries the key themes that are shaping the workforce plans

- **Support new roles** to deliver network based Primary Care services
- **Support the existing workforce** with enhanced CPPD funding
- **Develop the capacity in Primary Care to train** existing and future workforce to support future service models

- **Support new multi-disciplinary service teams** across organisational boundaries
- **Develop new roles to support holistic care delivery and integrated working**
- **Develop trust between professions and disciplines** to foster collaboration

- **Develop education and training infrastructure** to enable multi-professional learning
- **Ensure staff learn and develop in the setting most appropriate to the delivery of care**
- **Develop innovative education and training paths** to support new roles and new ways of working
Examples of HENWL support to SaHF to date

- **Supporting staff and learners through change** as a result of service reconfiguration, minimising attrition and protecting the educational experience through investment in mentors and individual development opportunities.

- **Investing in support to enable new services and teams to deliver**, e.g. Urgent Care Centre teams stepping in to replace A&E services.

- **Managing the process of moving pre-registration learners and postgraduate doctors in training**.

- **Aligning the HEE and HENWL workforce and education planning processes** to ensure that our investment in the workforce supports the future service vision for North West London, integrating data sources and validating plans against service strategy and clinical commissioning plans.

- **Extended consultation on future workforce requirements** underway to steer additional investment in new and innovative roles.

- **Significant investment in the development of General Practice teams** and the establishment of GP delivery networks to support Primary Care Transformation and Whole Systems Integrated Care.

- **Investment committed for the development of Community Learning Networks** to further support Whole Systems Integrated Care and Primary Care Transformation.
Promoting a ‘whole systems approach’ to Education

Sally Armstrong
Practice Nurse and Ealing CCG Practice Nursing Lead
Developing the Primary Care Nursing Workforce

Sally Armstrong, Practice Nurse

9th February 2015
Building Foundations

- Recruitment of 30 practice nurses to train to be mentors
  - Can mentor nurses new to practice nursing
  - Can mentor HCA’s undertaking the Care Certificate
  - Can mentor new mentors..
Increasing the PN workforce numbers

- HENWL would like 80% more PN’s
- Currently recruited 30 nurses to undertake:
  - Basic LMC training course
  - Smears, Imms & Ear Care courses
  - Completion of practice based placements including competency assessments
To Date...

- 13 mentors trained, 7 underway
- 9 trainees in practices, 9 starting February and 12 starting in March
- Majority still doing existing job whilst doing the training and practice placements
- Some have already been offered posts
Other initiatives

- Essential Training
- CPPD Package
- Appraisal & Revalidation Toolkit
- Incentives Package
Improving Student Nurse Placements in Community Settings

Darren Jones
Associate Director of Quality, Networked Community Nursing & Rehabilitation

Tracy Stevenson
Head of Clinical and Professional Education, Quality and Learning Directorate, Central London Community Healthcare Trust
Innovative approaches to education - Darren Jones & Tracy Stevenson

Improving student nurse placements in community settings

Our Vision:
To lead out-of-hospital community healthcare
General understanding of community nursing

Currently pre-registration nursing students have limited amount of placement learning experience within the out of hospital environment
Why student nurse placements are important?
- It enables us to grow and provide

Highly skilled staff with both the right professional and clinical skills along with the right compassion, kindness and respect for our patients

Excellent care is about people and personal relationships, not solely organisations and processes

Excellent care and support for our patients is underpinned by a human connection between staff, people requiring care and their families
In order to ensure that students are fit for registration in a changing healthcare landscape, it is vital that we increase the opportunity for students to understand and gain community experience and to then consider post registration opportunities within a community environment.
What we are doing….

• Working in partnership with the Florence Nightingale Faculty of Nursing & Midwifery, Kings College London (KCL).

• Developing, implementing and evaluating a placement circuit for BSc adult nursing students which successfully prepares them for registration, whilst emphasising out of hospital clinical placements. One acute placement /year will be undertaken within an acute hospital setting.

• Aiming for a programme that focuses on out of hospital care, community and primary care, which meets all NMC competencies.

• Encouraging the students who successfully complete the programme to join the CLCH Registered Nurse workforce.
How this project fits with our model of career development

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<tr>
<th>Pre registration</th>
<th>Post registration</th>
<th>On-going career</th>
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| • CLCH staff work in partnership with our local higher educational institutes in the recruitment of pre registration students  
  • CLCH provide an excellent learning environment for our local students in order to promote the benefits of working within the community setting | • As part of the organisation’s robust recruitment process, all perspective clinical staff have to undergo a literacy and numeracy assessment process  
  • New members of the district nursing team are employed within a six month probationary period, in which time specific competencies/development programme outcomes have to be achieved  
  • All staff have to undertake annual refresher training programmes e.g. Infection prevention & control | • Annual personal appraisal and development reviews allow our staff and leaders to develop and instigate ongoing learning and development  
  • Staff are encouraged by their peers and the organisation to take up opportunities for further learning in conjunction with our local HEIs |

Competencies & Skills aligned to specific bands of staff
Future potential opportunities

- Rotational posts between general practice i.e. practice nursing/community nursing and hospital care

- Project could be replicated across other professions such as allied health professionals

- Improve the transition of patient care from hospital to the community, through a greater understanding of service provision
Move community from....

Central London Community Healthcare
NHS Trust

Barnet | Hammersmith and Fulham | Kensington and Chelsea | Westminster

Your healthcare closer to home
Transforming community and general practice nursing in London – the art of the possible