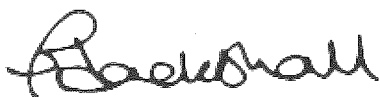2 0 1 8

C A R
COMPASSIONATE
RESPECTFUL

NHS
Kettering General Hospital
NHS Foundation Trust

KETTERING GENERAL HOSPITAL

NURSING & MIDWIFERY
ACHIEVEMENTS IN
2018

INTRODUCTION

In 2018, the 70th Birthday of the NHS, I was delighted to present our Nursing and Midwifery Framework of Excellence and today only 7 months into our 3 year plan I am even more delighted to be able to present our fantastic progress to date. The following represents just a small sample of the work that each and every one of you has been involved in to improve care and the culture within which we work even better. There is a 'buzz' about the place that has been quiet for some time which is identified in the early data available from the October 2018 Staff Survey

Your commitment to continuous professional, cultural, quality and workforce improvement is to be commended, thank you.
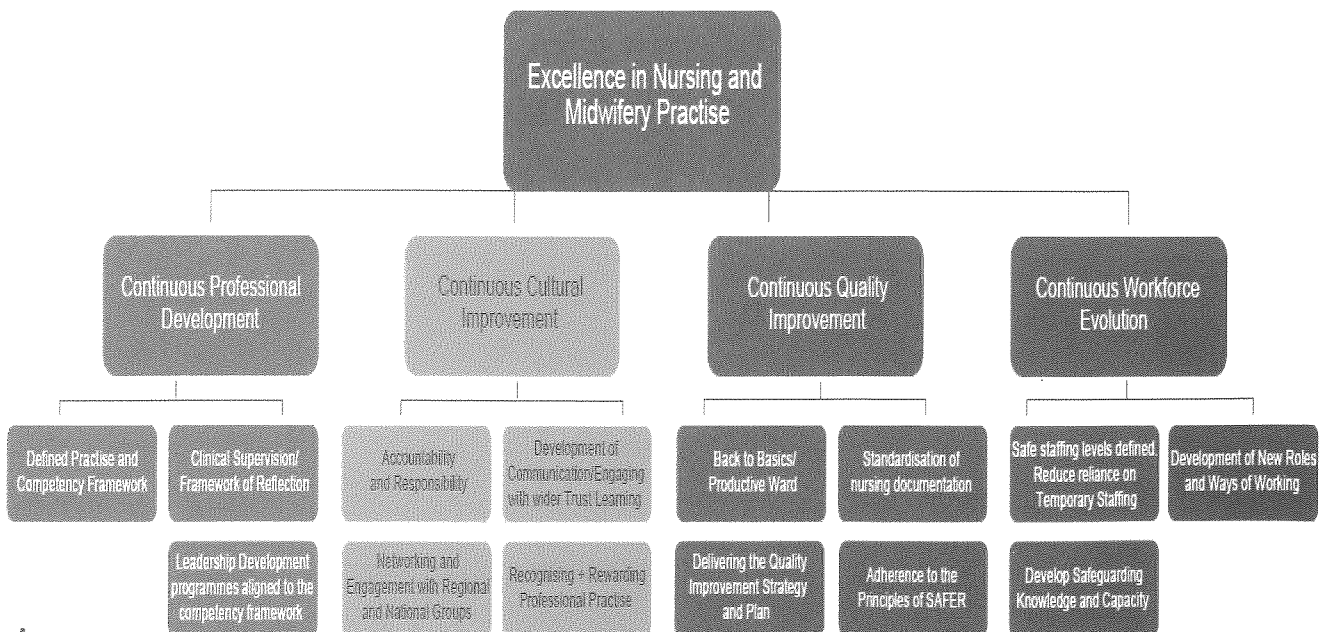
Leanne Hackshall

Director of Nursing and Quality

Framework of Excellence Overview

Excellence in Nursing and Midwifery Practise

- **Continuous Professional Development**
  - Defined Practise and Competency Framework
  - Clinical Supervision/ Framework of Reflection
  - Leadership Development programmes aligned to the competency framework

- **Continuous Cultural Improvement**
  - Accountability and Responsibility
  - Development of Communication/Engaging with wider Trust Learning
  - Networking and Engagement with Regional and National Groups
  - Recognising + Rewarding Professional Practise

- **Continuous Quality Improvement**
  - Back to Basics/ Productive Ward
  - Standardisation of nursing documentation
  - Delivering the Quality Improvement Strategy and Plan
  - Adherence to the Principles of SAFER

- **Continuous Workforce Evolution**
  - Safe staffing levels defined. Reduce reliance on Temporary Staffing
  - Development of New Roles and Ways of Working
  - Develop Safeguarding Knowledge and Capacity

CONTINUOUS PROFESSIONAL DEVELOPMENT

Sisters shared their Leadership Development Programme projects to Board members in November

An event was held during Sisters Forum in December to celebrate all of the fantastic work that Sisters have achieved in 2018!

"Ensuring nurses and midwives have the right education, knowledge and skills to fulfil their roles and responsibilities."

There have been 238 combined Registered Nurses and Registered Midwives who have revalidated since January 2018. We have now almost completed the first cycle of revalidation and those who were the first to do so will be preparing to go through the process a second time in April 2019.

CONTINUOUS PROFESSIONAL DEVELOPMENT

KGH completed a £600,000 new state-of-the-art simulation training suite for its doctors and nurses in December
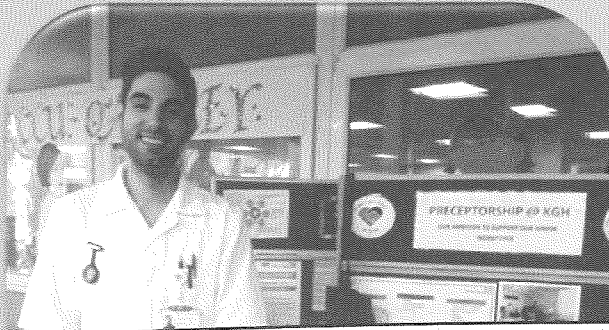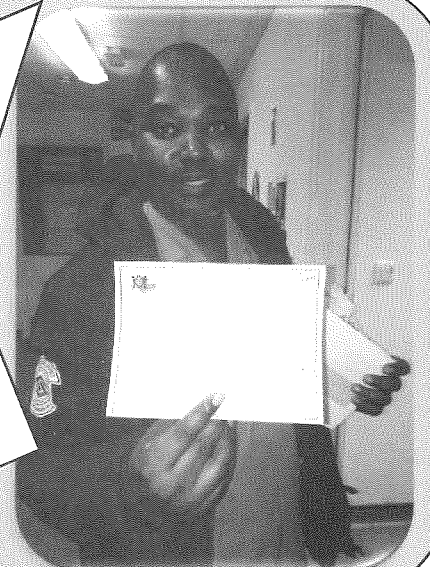
In 2018, we saw the launch of our new Preceptorship Programme including the Preceptorship "Boost" Programme, with 95 staff completing preceptorship and 58 staff who started on the programme.
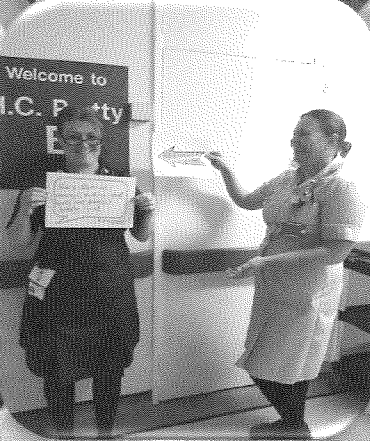
Team KGH supporting our learners!

There were 79 Mentors and 43 Practice Supervisors in the Trust who were noted as 'exceptional' by our Nursing & Midwifery Students.
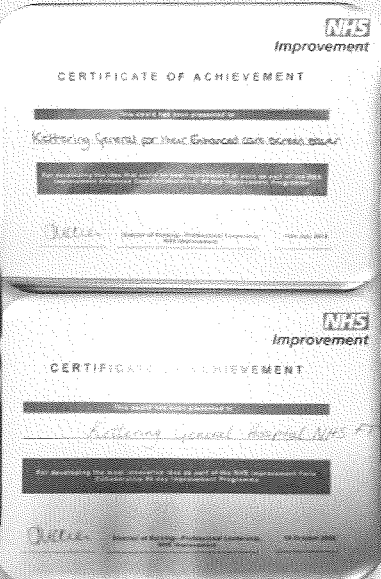
CONTINUOUS CULTURAL IMPROVEMENT

These were just some of the amazing comments that were received and photographs taken on Nurses Day of our superb Nursing & Midwifery staff in May!

CONTINUOUS CULTURAL IMPROVEMENT

The Falls Collaborative and Enhanced Care Collaborative both won an award for developing the most innovative ideas by NHS Improvement. We as a Trust have been recognised as one of the few Trusts engaged with each of the collaboratives.

The Trust introduced Mindfulness sessions

"Thank you Sarah Fereday for joining us today. The session provided both patients and staff with an excellent insight into the benefits of mindfulness and managing chronic pain"
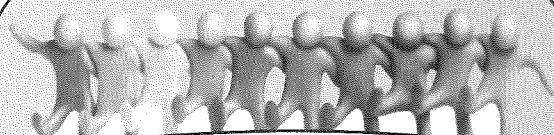
"Thank you for a wonderful session – now time to breathe…"

"To be the best!"

KGH held a 'Dragon's Den' event in October, with many innovative projects winning part of the £100k prize that was up for grabs.

Our own WhatHaveYouDoneForMeLately KGH Facebook page is a great example of the power of positive self-marketing.

CONTINUOUS QUALITY IMPROVEMENT

It was DDU's 1st Birthday!

Barnwell B, the Pressure Ulcer Heroes of 2018!

The wards had lots of success with Ward Accreditation with 10 achieving Bronze and 7 achieving Silver!

KGH
Excellence in Care Accreditation

CONTINUOUS QUALITY IMPROVEMENT

In May, KGH were visited by the NHSi IPC representative, whom after a site wide review gave us a rating of Red. The next 7 months paved the way for, learning, ownership and now empowerment of the nursing teams and by December, upon their return rated us Green. The reasons for this was the ability to articulate the changes made, the assurance that staff understood their responsibilities and knew who and how to escalate concerns.

In 2018, Maternity have:
- Introduced MEOWS in community
- Updated MEOWS to include NEWS2 and updated Sepsis Bundle
- Trained 2 midwifery sonographers to undertake 3rs Trimester scanning to identify 'babies at risk'
- Maternity Acuity Tool (Birth-rate plus) rolled out on delivery suite
- Working collaboratively with Northampton General hospital through the LMS
- Achieved HEE money to facilitate study session to address maternity safety initiatives.

All wards have been working hard to improve discharges throughout 2018.

Long Stay Wednesdays commenced in July when there were 180 superstranded and 354 stranded patients.

As of 6th January 2019, there has been a decrease of 111 superstranded and 271 stranded patients.
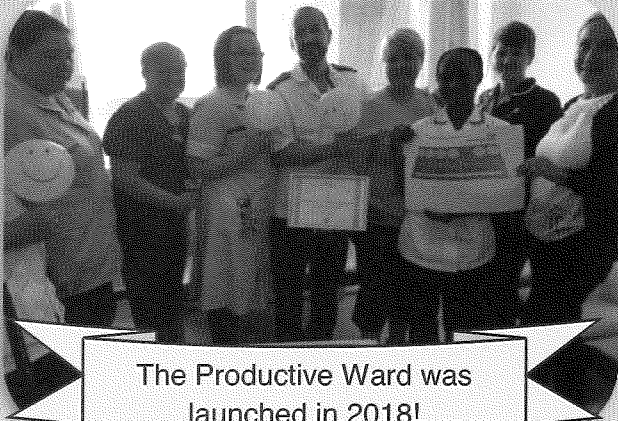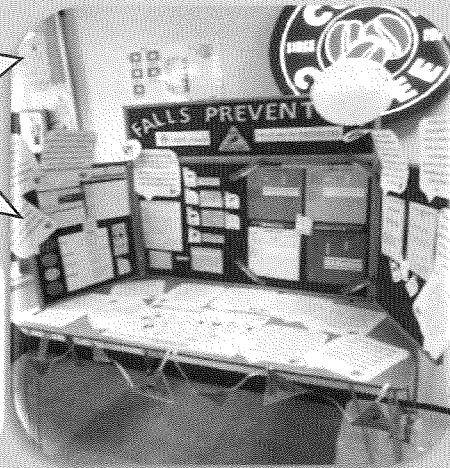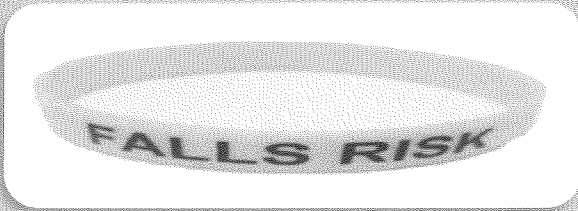
Well done everyone!
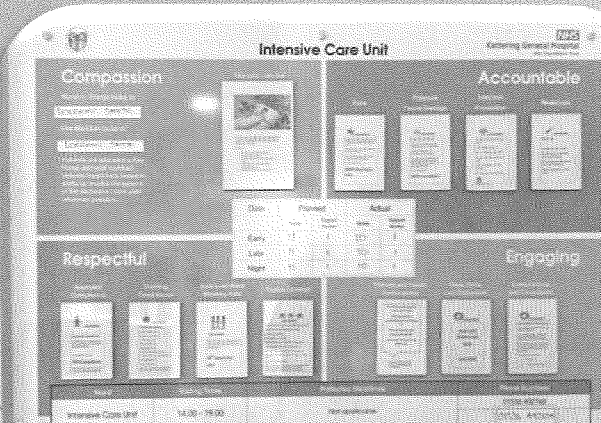
Hot Boards were introduced to the wards

CONTINUOUS QUALITY IMPROVEMENT

Across the Trust we are continuing to improve the number of patient falls

FALLS RISK

The Productive Ward was launched in 2018!

The Macmillan team held events in October to support staff and patients

"For improved patient experience and outcome"

KGH was introduced to News 2 and the Cardiac Centre won the challenge

We are working hard to reduce the number of Pressure Ulcers developed within the hospital

KGH introduced the Senior Nurse On Shift Out of Hours in November to support wards, capacity team and on call manager to ensure high quality of care and clinical safety continues to be delivered to our patients across the Trust outside of normal working hours.

CONTINUOUS WORKFORCE EVOLUTION

There were many successful Nursing Recruitment Events across the Divisions throughout the year

The first cohort of Trainee Nursing Associates were in their final year of University!
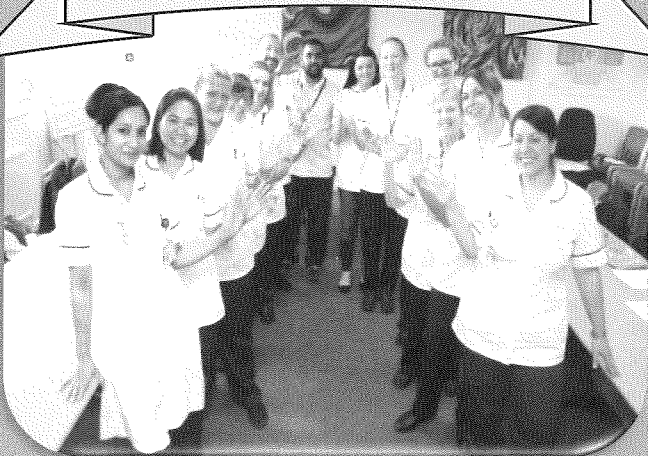
The International Return to Practice programme ensured even more successful candidates

KGH welcomes all new Student Nurses into 2019!

"To provide safe staffing of current and future patient pathways and service requirements."

CONTINUOUS WORKFORCE EVOLUTION

58 International Return to Practice Nurses have passed since January 2016.

As of January 2019, 5 Nurses will be sitting their first OSCE exam and 6 will be joining the programme. There are currently 16 candidates who are waiting to commence onto the programme.

There is a continuously rolling advert for the International Return to Practice Nursing post.

Two Trust recruitment days were held in February and September of 2018.

There were also evening recruitment events for Harrowden C, Lamport & Twywell, Discharge Lounge, Barnwells, DASU, DDU and Naseby.

Theatres also ran weekend events from the Treatment Centre.

Staff have attended recruitment events externally at Nottingham University.

The TNA role was developed by the Department of Health after a gap in care provision between HCA and RN was recognised following the 'Shape of caring review' in 2015. Health Education England has been developing the role to fit into the existing workforce. This utilises existing experienced healthcare assistants and develops them by expanding their knowledge and skills. It is a mixture of both academic and work based learning. This new role will be regulated by the Nursing and Midwifery Council. Here at KGH we were one of the test sites across England to commence this new role:

- The first cohort of 17 are about to qualify at the end of January 2019.
- There are 14 in the second cohort due to finish in July 2020.
- There are 12 that have just been recruited into the third cohort who will finish January 2021.

Work is underway to develop a career pathway and role development for our existing Assistant Practitioners within the Trust.

#WatchThisSpace

KGH supported:

- 165 Adult Nursing Students
- 27 Child Nursing Students
- 45 Midwifery Students
- 2 EU Adaptation
- 3 Return to Practice Nurses

Alongside our AHP Students

#Developing a culture of learning

Healthcare Assistants throughout 2018 have continued to support the Nursing & Midwifery teams to deliver safe and effective care.

Thank you to each and every one of you!

CONTINUOUS WORKFORCE EVOLUTION

As a Trust we continue to explore new ways of working introducing new roles, skill mixing and diversity within the workforce, some examples include:
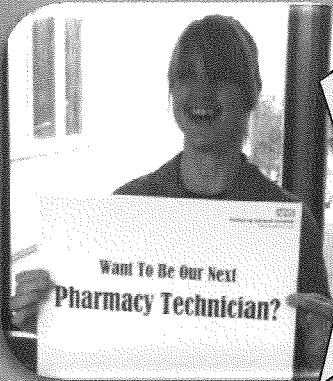
Paramedics working in the Emergency Department

Discharge Co-ordinators working across the Trust supporting safe discharges and patient flow
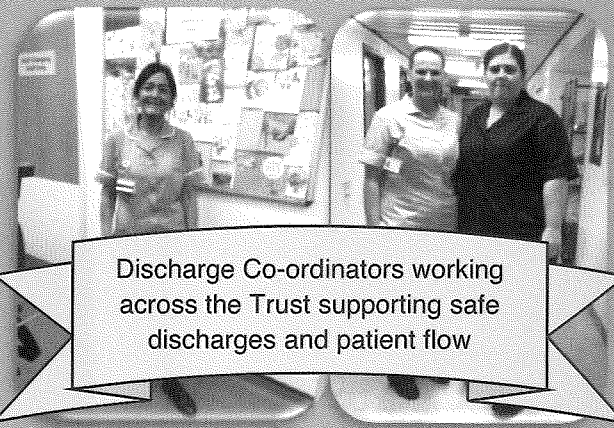
Technicians on the wards has helped to ensure safe and effective medication management for our patients

Want To Be Our Next Pharmacy Technician?

Matrons Assistants are supporting Sisters on the wards in administration tasks freeing up nurses to allow them more time to care for patients

We continue to increase staffing year on year and the NQB data for 2018 identifies that the average overall fill rate for Registered Nurses was 93.8%, and for Non-Registered staff was 99.2%.

To support the retention within the Trust, a Project Board has been set up for Nursing chaired by the Non-Executive Director. Four sub groups – to be chaired and led by the Divisional Heads of Nursing – are in development, these are:

1. Recruitment
2. Retention
3. Development / CPD
4. Onboarding

These groups will report to the Board on a regular basis on progress and actions. To further support the Recruitment and Retention agenda, National and Regional meetings/workshops are being attended by Deputy Director of Nursing & Quality and Divisional Heads of Nursing.

MY PERSONAL ACHIEVEMENTS IN 2018 AND GOALS FOR 2019

Please use the below space to write down all of your personal achievements in 2018 and what resolutions you have for 2019

Our Journey to Outstanding...