

**'LIBERATING OUR TALENTS': ANNUAL REVIEW (September 2004)
SUMMARY REPORT**

'Liberating Our Talents'
*Enabling Nurses to Deliver the NHS Plan
in Leicester City West PCT*

**REPORT ON IMPLEMENTATION
&
PLAN FOR 2005/6**

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PROGRESS REPORT

PROGRESS REPORT		PRIMARY OBJECTIVE 1: PLANNING SERVICES IN A NEW WAY			
<i>Ref</i>	<i>Timescale</i>	<i>Action</i>	<i>Lead</i>	<i>Progress</i>	<i>Next Steps</i>
1/38	2003	Undertake a baseline audit of District Nursing, School Nursing, Practice Nursing and Health Visiting?	Director of Nursing Research and Development	COMPLETE	Carry Forward Results
2/38	2003	Audit the role and function of practice nursing, identify core competencies, and scope the capacity and capability to address programmes of change	Director of Nursing Research and Development	COMPLETE	Carry Forward Results
3/38	003	Develop and pilot the role of the primary care nurse	Director of Nursing Research and Development	COMPLETE	Evaluation Required
4/38	2003/2004	Scope the capacity, capability and competencies required to move towards integrated health and social care and inform the development of LIFT	Director of Clinical Services	PROGRESS MADE	Carry Forward
5/38	2003/2004	Expand skill mix in Health Visiting and School Nursing	Director of Clinical Services	COMPLETE	Evaluation Required
6/38	2003/2004	Develop a model for engaging nurses in the implementation of the CHD and Diabetes NSF	Director of Nursing Research and Development	COMPLETE	Development of COPD Model Required
7/38	2004/2005	Develop training and learning packages for health needs assessments	Director of Public Health	PROGRESS REQUIRED	Carry Forward
8/38	2004/2005	Develop a Public health model for School Nursing and Health	Director of Public	INITIAL	Ongoing

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		Visiting	Health	PROGRESS	
9/38	2004/2005	Develop a single point of access for District Nursing	Director of Clinical Services	INITIAL PROGRESS	Carry Forward
10/38	2005/2006	Identify the potential for nurse led services to facilitate UHL pathway project redesign and identify the skills requires to make/receive referrals, admit/discharge and order diagnostic	Director of Clinical Services	INITIAL PROGRESS	Carry Forward

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PROGRESS REPORT		PRIMARY OBJECTIVE 2: DEVELOPING NEW ROLES, AND NEW AND EFFECTIVE WAYS OF WORKING			
<i>Ref</i>	<i>Timescale</i>	<i>Action</i>	<i>Lead</i>	<i>Progress</i>	<i>Next Steps</i>
11/38	2003	Develop capacity to deliver good practice in infection control	Director of Nursing Research and Development	COMPLETE	Carry Forward
12/38	2003	Support the expansion of the phlebotomy service	Director of Clinical Services	INITIAL PROGRESS	Carry Forward
13/38	2003	Develop continence service to support the implementation of the DOH good practice guidance and continence Strategy	Director of Clinical Services	COMPLETE	Ongoing
14/38	2003	Implement the recommendations of the Laming enquiry	Director of Clinical Services	COMPLETE	Ongoing
15/38	2003/2004	Develop and support flexible and equitable access to education, training and development through the implementation of a robust training needs analysis process which links to the Trusts business plan and workforce planning and development mechanisms	Director of Human Resources	INITIAL PROGRESS	Carry Forward
16/38	2003/2004	Develop the role of the mentor to facilitate placements for pre/post grad students, cadet students and return to practice students	Director of Clinical Services	COMPLETE	Ongoing
17/38	2003/2004	Implement the Policy and Procedures for the protection of Vulnerable Adults	Director of Clinical Services	COMPLETE	Ongoing
18/38	2003/2004	Develop the role of the Health Care Assistant to support the interface between District Nursing and Practice Nursing	Director of Nursing, Research and Development	COMPLETE	

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19/38	2003/2004	Implement extended nurse prescribing, develop mechanisms for supporting nurse prescribers and auditing prescribing practice	Director of Clinical Services	COMPLETE	Ongoing
20/38	2003/2004	Develop the service model for looked after children in primary care	Director of Clinical Services	INITIAL PROGRESS	Carry Forward
21/38	2003/2004	Support the development of Nurse Practitioners and identify their broader remit in the process of change	Director of Nursing, Research and Development	COMPLETE	Ongoing
22/38	2004/2005	Identify the role of the nurse consultant in intermediate care	Director of Clinical Services	ABANDONNED	Funding not available
23/38	2004/2005	Work with Eastern Leicester PCT to develop and implement the model for translation and interpreting services	Director of Clinical Services	COMPLETE	Ongoing

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PROGRESS REPORT				PRIMARY OBJECTIVE 3: SECURING BETTER CARE	
<i>Ref</i>	<i>Timescale</i>	<i>Action</i>	<i>Lead</i>	<i>Progress</i>	<i>Next Steps</i>
24/38	2003	Build leadership capacity in clinical roles to reflect modern matrons	Director of Clinical Services	COMPLETE	Further Development
25/38	2003/2004	Develop an effective clinical supervision framework	Director of Nursing Research and Development	COMPLETE	
26/38	2003/2004	Support the implementation of the improving working lives initiative	Director of Human Resources	COMPLETE	
27/38	2003/2004	Implement the Trust Nursing recruitment and retention strategy	Director of Nursing Research and Development	INITIAL PROGRESS	Implementation of Strategy
28/38	2003/2004	Pilot, evaluate and implement Clinical Benchmarking	Director of Nursing Research and Development	COMPLETE	Ongoing
29/38	2003/2004	Develop capacity and competence of link nurses role for Continence, Tissue viability, Infection control, HIV / Sexual Health, and	Director of Clinical Services	COMPLETE	Ongoing

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		Palliative Care,			
30/38	2003/2004	Utilise local and national clinical networks and information systems to support individuals and teams	Director of Nursing Research and Development	COMPLETE	Ongoing
31/38	2003/2004	Identify and develop NVQ Assessors to support the development of unqualified staff	Director of Human Resources	COMPLETE	Ongoing
32/38	2003/2004	Pilot, evaluate and mainstream the District Nurse competence framework	Director of Nursing Research and Development	COMPLETE	Ongoing
33/38	2003/2004	Implement a consistent approach to appraisal and Personal Development Planning mechanisms	Director of Clinical Services	COMPLETE	Ongoing
34/38	2003/2004	Develop preceptorship and orientation mechanisms	Director of Nursing Research and Development	ACHIEVED LOCALLY	
35/38	2003/2004	Develop mechanisms to ensure poor performance is identified, appropriately managed and linked to the appraisal process and	Director of Nursing Research and Development	COMPLETE	Ongoing

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		training and development mechanisms.			
36/38	2003/2004	Develop formal mentorship, shadowing and buddying mechanisms to increase the variety and quality of practice placements	Director of Nursing Research and Development	COMPLETE	Ongoing
37/38	2004/2005	Develop the role of the practice educator	Director of Nursing Research and Development	COMPLETE	Ongoing
38/38	2004/2005	Promote core Leadership values, knowledge, skills and competencies through the LEO programme and in house Leadership development programme	Director of Nursing Research and Development	COMPLETE	Ongoing

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DRAFT PRIORITIES 2005/6

<i>Planning Services in a New Way</i>				
<i>Ref</i>	<i>Priority</i>	<i>Timescale</i>	<i>Action</i>	<i>Lead</i>
1	High	April 2005	Ensure workforce is fit for purpose and the needs of the community local and national policy and NMC Regulation by refocusing: <ul style="list-style-type: none"> • School Nursing Review • District Nursing Audit • Health Visitor Review/Audit 	Director of Clinical Services
2	High	September 2005	Develop Strategy for Nursing Models for Chronic Disease	Director of Nursing Research and Development
<i>Developing New Roles and Effective Ways of Working</i>				
<i>Ref</i>	<i>Priority</i>	<i>Timescale</i>	<i>Action</i>	<i>Lead</i>
3	High		Complete implementation of Laming Recommendations particularly in relation to: <ul style="list-style-type: none"> • Safeguarding agenda. • Children • Vulnerable adults – training. • Dissemination of policies, audit of learning & practice. 	Director of Nursing Research and Development
4	High	September 2005	Ensure Capacity is built to deliver Good Infection Control <ul style="list-style-type: none"> • Develop system akin to link nurses/therapists Associates/Fellow • Additional resources for implementing audit findings & change (hand washing) • Secure Funding required 	Director of Nursing Research and Development
5	Medium	September 2005	Develop Model for 'Looked After' Children	Director of Clinical Services
6	High	September 2005	Provide Flexible & Equitable Training and Education. <ul style="list-style-type: none"> • Complete training needs analysis • Implement mandatory training (moved to 8 below) 	Director of Nursing Research and Development

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			<ul style="list-style-type: none"> • Implement mandatory PDPs & appraisals [see 10 below] • Develop culture of learning from critical incidents/near misses • Establish Programme of Nursing Care Audits 	
7	High	April 2005	Extend range of supplementary prescribers and ensure trained staff are aligned into positions where they can practice.	Director of Clinical Services
8	High	September 2005	Build capacity and capability and manage skill change:- <ul style="list-style-type: none"> • 100% Nursing Workforce to comply with mandatory training requirement including Health & Safety; Safeguarding. • 50% Nursing workforce fully conversant with Public Health agenda [? Link with item '6' above: edit together?]	Director of Clinical Services
Securing Better Care				
<i>Ref</i>	<i>Priority</i>	<i>Timescale</i>	<i>Action</i>	<i>Lead</i>
9	High	April 2005	Implement the Trust recruitment and recruitment policy for Nursing by:- <ul style="list-style-type: none"> • Raising awareness amongst staff • Liaison with HR to ensure this [what?] meets the clinical need of patients/future patients. 	Director of Nursing Research and Development / Clinical Leads
10	Medium	April 2005	Put in place consistent approaches to support and development mechanisms (linked with career progression) for new and existing nursing workforce. To include:- <ul style="list-style-type: none"> • Ensure 100% of all nursing workforce have annual appraisals and Personal Development Planning (to involve identification of poor performance and plan to implement remedial actions) • Preceptorship & competencies, knowledge and skills workshops across all staff groups with staff aware of their role & responsibility as mentors, preceptors, 	Director of Nursing Research and Development

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			<p>buddy and in peer review.</p> <ul style="list-style-type: none"> • Close liaison with HR re KSF [meaning?] 	
11		April 2005	Develop active nursing roles & in clinical governance. (This was about essence of care-benchmarking). Appraisal; Supervision; Education [Overlap/Duplication: Review with 8-10 and 12]	Director of
12	High	September 2005	To develop an effective clinical supervision framework. Ensuring that clinical supervision needs to appear as part of the PDP process. 100% registered nurses use clinical supervision framework [Overlap/duplication : Review with 8-11]	Director of
14	High	September 2005	Influence development of NVQ's to ensure they meet the needs of all services and staff roles and enable xx% of skilled unregistered [staff] enter higher education	Director of Practice Educator. Clinical Leads
15	High	September 2005	Review and evaluation the role of the link nurse, drawing upon learning from roles in other services so that network specialist clinical skills, knowledge and experience and improved within the complete nursing workforce	Director of Clinical Services