



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

Modernising Nursing Careers in Wales

DR JEAN WHITE

Welsh Assembly Government



Activity in Wales



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

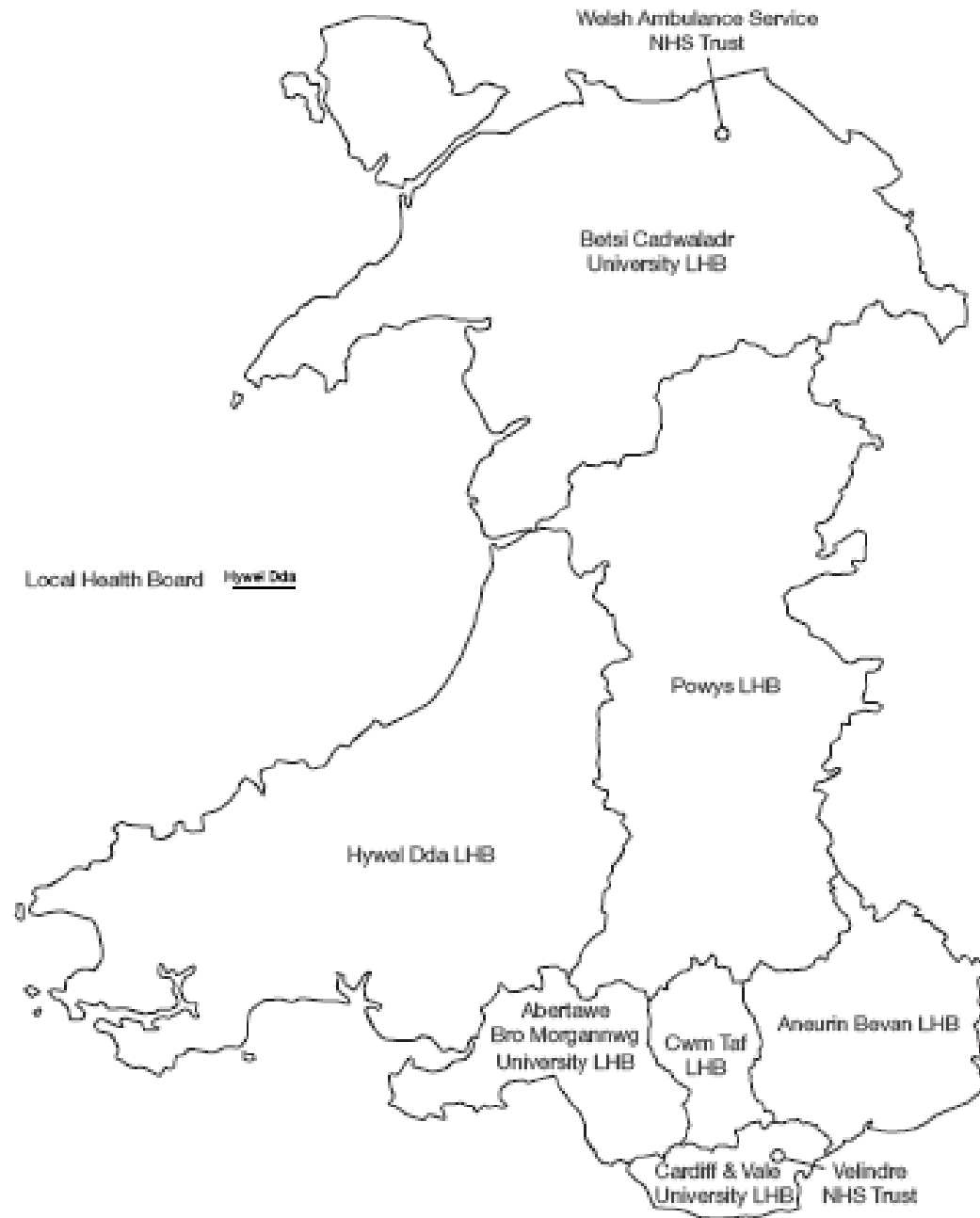
- Post Registration Career Framework for Nurses
- Leadership preparation - Nurse Executives
- Family Nurse - consultation
- Community Nursing - consultation
- Free to Lead: Free to Care (Empowering ward sisters/charge nurses)

Nursing in Wales



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

- 35,500 nurses and midwives
- Realising the Potential strategy 1999
- Designed to Realise Our Potential renewed strategy 2008
- All graduate pre-reg prep since 2004
- All Wales Fitness for Practice Initiative
- Strong partnership working and networks
- Major re structuring of NHS in progress



WALES



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

Post Registration Career Framework for Nurses in Wales



Consultation

November 2008

Post Registration Career Framework for Nurses in Wales - consultation



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

1. Is built around four key dimensions: Facilitated Learning & Development, Research, Clinical/Professional Practice and Leadership/Management

Developed from existing Welsh Non Medical Consultant standards and Scottish work on Advanced Practice

2. Career Advice at key points
3. Management and leadership preparation at all levels.

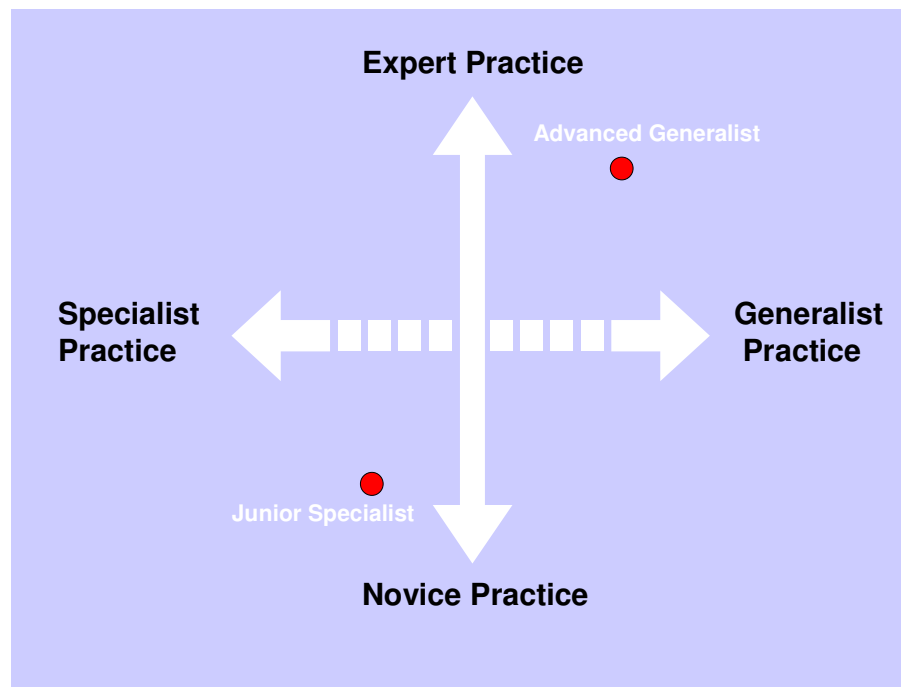
Linked to the Free to Lead: Free to Care Initiative. Anyone planning to be a ward sister/charge nurse or is in post must do the new Welsh leadership/management programme.

Post Registration Career Framework for Nurses in Wales - consultation



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

4. Recognition of specialist and generalist practice up to advanced level. Education and training to prepare practitioners for roles – emphasis on knowledge and skills preparation that can be transferred.



Post Registration Career Framework for Nurses in Wales - consultation



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

5. Consolidation phase – increased rotation/taster experiences – some to be linked to patient pathways – include education, research, inpatient and community/primary care.

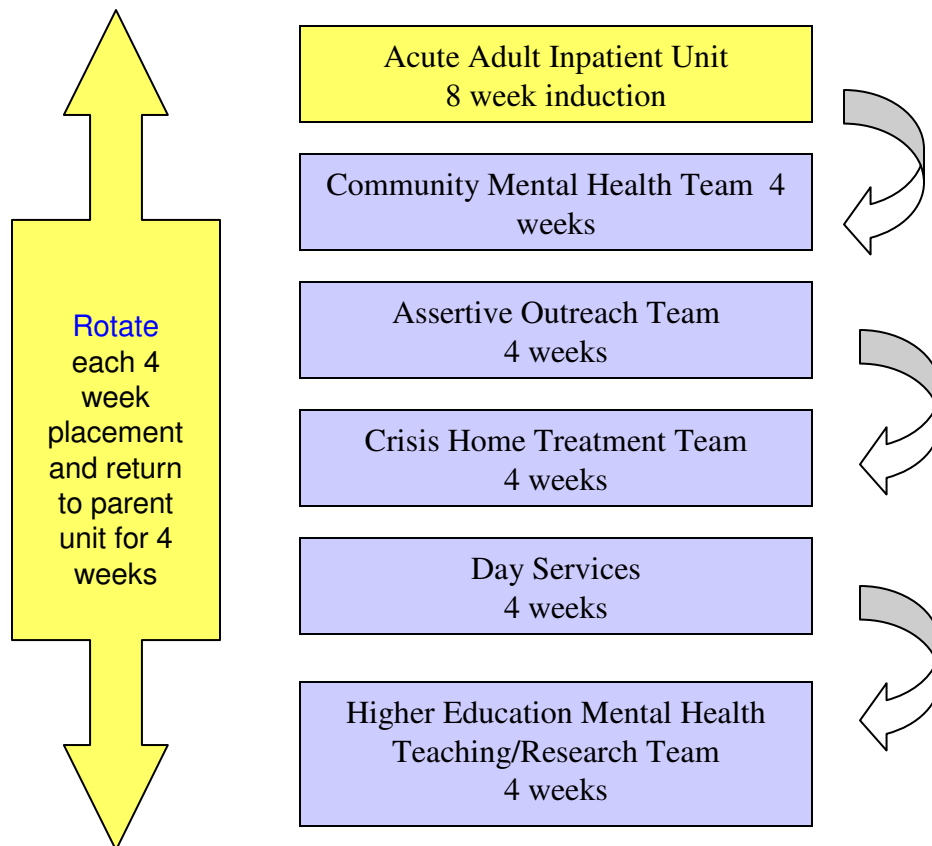
Linked to NMC work on Preceptorship.

Example of a rotation scheme and options in acute mental health setting



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

The graduate nurse would be employed as part of the inpatient unit and have an 8 week induction and then rotate between the parent unit **for 4 weeks** and the negotiated rotational placements **for 4 weeks** – rotation experiences listed below are in no particular order. Remainder of the year spent in the inpatient unit



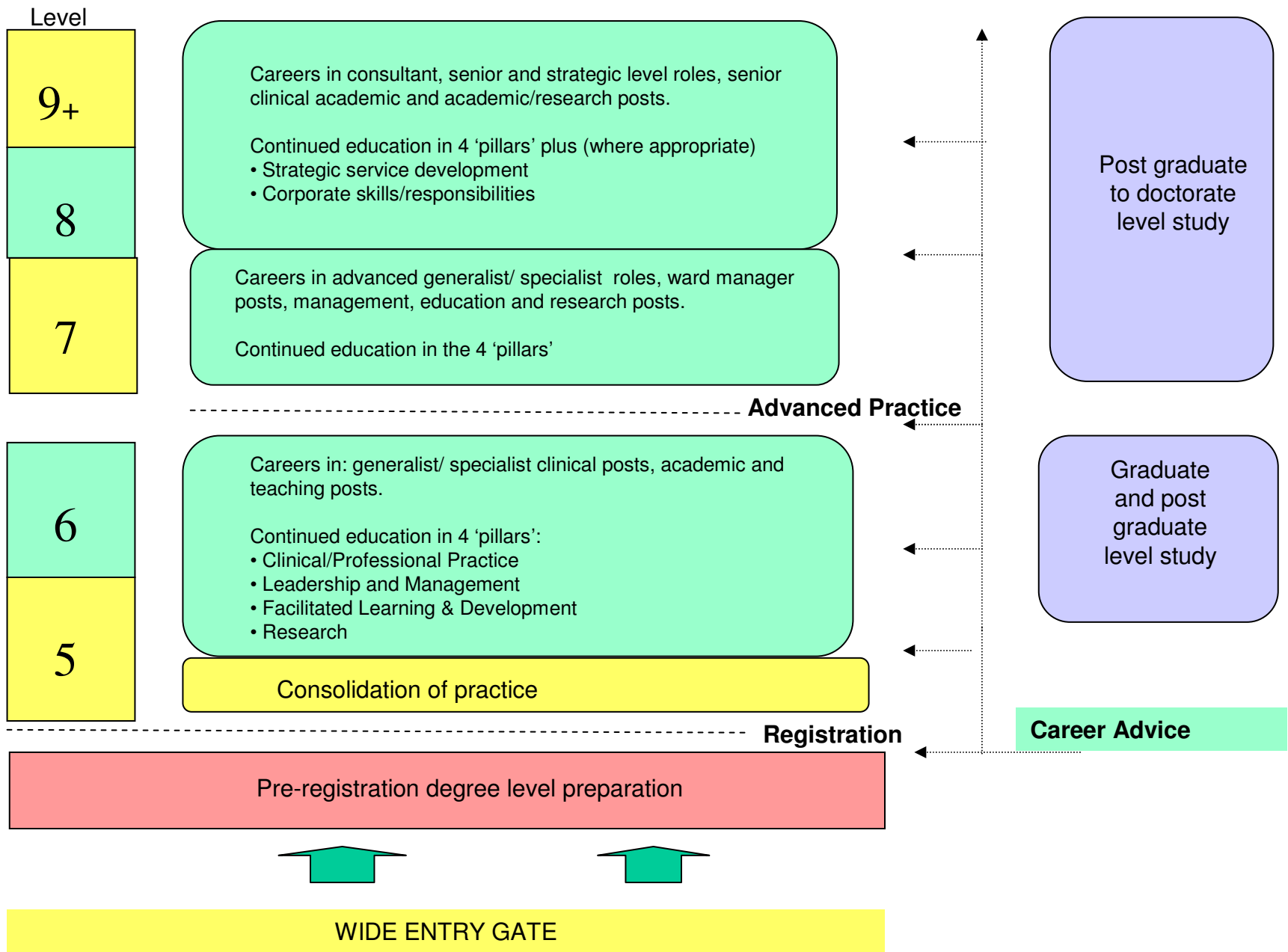
Post Registration Career Framework for Nurses in Wales - consultation



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

6. Maintenance of current Non Medical Consultant standards – possession of masters degree mandatory
7. Flexible approach to clinical academic careers – greater movement between education and service
8. Investment in research capacity building managed by Wales Office of Research and Development.
 - a. Research Capacity Building Collaboration Wales
 - b. Clinical Research Collaboration (Cymru)– 10 thematic research networks

Overview of the career framework



Leadership for Nurse Executives



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

- Welsh Assembly Government project on 'Nurture Ability & Develop Future Nurse Leaders'. Report on CNO website.
- Involvement with Burdett Trust for Nursing project, run by King's Fund, on bringing 'bedside into the boardroom'.
- Setting out national Job description and Behavioural competencies for Nurse Executives in new Local Health Boards.

Free to Lead: Free to Care



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

- Ministerial initiative. Project led by RCN Wales.
Project aim:
 - “To make recommendations and to develop an action plan to ensure that sisters/charge nurses have the authority, knowledge, skills and are empowered to improve the environment of care and patient experience”
- Recommendations accepted by Minister summer 2008.
- CNO leading implementation of recommendations – work ongoing.

Free to Lead: Free to Care



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

Work streams:

1. Care environment , eg visiting times, flowers, storage
2. Environmental cleanliness
3. Fundamentals of Care, eg Nutritional Care pathway, audit linked to inspection regime.

Links with wider Dignity in Care programme

4. Wales Dress Code and Uniform
5. Educational preparation for the role of ward sister/charge nurse

Work in 2009



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

- Implementation of the post registration career framework
- Implementation of the recommendations from the Family Nurse and Community Nursing consultations
- Possibly look at the leadership and management preparation of senior staff who support Nurse Directors
- Continue to support UK wide work – eg NMC pre-reg, White Paper work (Trust, Assurance and Safety), Scottish pilot for reg HCSW, MNC

