NHS England launches new framework to guide staff

**Leading Change, Adding Value outlines ten practice commitments for nurses and midwives**

By Chris Longhurst @news_rcni

THE SUCCESSOR to the Compassion in Practice strategy for nurses, midwives and care staff was launched last month to guide nurses in their practice for the next four years.

Leading Change, Adding Value has been described by NHS England as a ‘framework not a strategy’ that avoids using jargon and can be implemented by nurses and midwives at a local level, in hospitals and in the community.

It has also been designed to complement the NHS chief executive Simon Stevens’ strategy the Five Year Forward View, which runs until 2020, by showing nurses the role they can play in establishing key health policies.

It was launched at the same time as the Nuffield Trust’s Reshaping the Workforce to Deliver the Care Patients Need report, which states that expanding the skills of nurses, healthcare assistants (HCAs) and other non-medical staff is the only way the NHS can meet the changing demands of patient care.

The report found traditional workforce planning has focused on recruiting large numbers of staff with identical skills, which it says is costly and time-consuming, and called for the roles of HCAs, nurses, advanced practice nurses and physician associates to be enhanced.

Planning for NHS England’s new framework began last summer, with 11,000 suggestions for content being sent in by nurses and midwives via meetings, emails and social media.

The three most requested elements were:

- Retain the 6Cs: compassion, courage, care, commitment, competence and communication.
- Ensure ownership: make the framework relevant at a local level.
- Engage with nurses and midwives.

After reviewing the suggestions, Ms Cummings and her team developed ten commitments as the basis for the new framework (see box).

Ms Cummings said: ‘All nurses have a role to play in promoting our profession and I want them to understand what this framework means to them as individuals. While a huge amount of work will continue to be done in hospitals, we have to look to the future, where care in communities and direct to patients in their homes is key.

‘This framework is about positioning nurses as leaders across the board and how we in authority support them.’

Bag scheme helps keep tabs on drugs

PATIENTS VISITING Heart of England NHS Foundation Trust hospitals are being encouraged to store their medication in distinctive green bags to improve safety.

The bags are issued to patients who attend outpatients, admissions units and the emergency departments at Heartlands, Solihull and Good Hope hospitals, so staff are aware of what medication patients need as they move around the hospital. West Midlands Ambulance Service will also use them to collect medicines in an emergency.

**The ten commitments**

Under the framework, nurses, midwives and NHS England will pledge to:

1. Promote a culture where improving health is a core component of practice.
2. Increase the visibility of nursing leadership in preventing illness.
3. Help individuals and communities to manage their own health well.
4. Focus on high-value care.
5. Work in partnership with individuals, their families and carers.
6. Actively respond to what matters most to staff and colleagues.
7. Lead and drive research.
8. Have the right education, training and development to enhance practice.
9. Have the right staff in the right places and at the right time.
10. Champion the use of technology and informatics to improve practice.

Find out more Leading Change, Adding Value is available at www.england.nhs.uk/leadingchange

Reshaping the Workforce to Deliver the Care Patients Need is at tinyurl.com/jrkrjvk

Matron’s a rapper

A SURGERY matron has written a rap as a memorable way to prompt staff, patients and visitors to wash their hands.

Vicky Cartwright of University Hospitals of Leicester NHS Trust rewrote the lyrics to a 1990s rap and stars in the video. She said: ‘I thought this would be a fun way to remind staff and patients.’

Watch the video at vimeo.com/161770151