Connecting Nurses, Celebrating Nursing in London

3 November 2016

#CapitalNurse
Claire Johnston
Director of Nursing & People Camden & Islington NHS FT

Flo Panel-Coates
Chief Nurse, UCLH

#CapitalNurse
CapitalNurse
Background to the programme

Caroline Alexander
Chief Nurse
Bart’s Health NHS Trust

#CapitalNurse
Programme established in July 2015 following months of discussions

Collaboration & Collective action – Directors of Nursing, HEE in London, NHS England, HEIs, NHSI, CCGs, RCN, Unison

Aims

Ensure the on-going supply of an appropriately skilled nursing workforce to meet the changing requirements of health care within London.

Ensure structures and workforce are in place to ensure efficient processes to deliver high quality person-centred care across the Capital
What is good about working in London?

- Good Transport
- Variety
- Cultures
- Location
- Pay
- Experience
- Opportunities
- Range of
- Colleagues
- London
- Chance
- Develop
- Patient
- Access
- Wide
- Range

#CapitalNurse
Working in London as a Capital Nurse

Opportunities

- Dynamic city: work in the greatest city in the world
- Diverse workforce
- Pioneering healthcare establishments; cutting edge practice and research
- Unique opportunities to develop your career

Challenges

- Hard work: long shifts, sometimes inflexible
- Living and travelling in London is expensive
- Better induction/preceptorship needed
- Complicated recruitment processes
- Valuing staff
London life for NHS workers
Changes between 2010 and 2015:

- **Salaries**
  - Salaries across the NHS in London have increased by 3.8%
  - Nurses' salaries increased by 3.5%
  - Healthcare assistant pay increased by 0.9%

- **Transport**
  - Average London housing prices have increased by 37%
  - Rail fares have increased by nearly 25%

- **Housing**
  - Average London rents have increased by 37%

- **Outside London, rents have increased by nearly 30%

NHS faces a nursing shortage, review for RCN

Patient care in the NHS could suffer because of a future shortage of nurses, according to workforce research carried out for the Royal College of Nursing.
Why this programme is so important to me ....
Why I am proud to be a Capital Nurse ....
Nursing in the Capital
The ‘CapitalNurse’ Programme

Professor Oliver Shanley OBE
Incoming Chief Nurse for London
NHE England & NHS Improvement  #CapitalNurse
Thank you
Changes and challenges:

- Pressure on resources
- Increased workload
- Fewer opportunities for development
- Recruitment difficulties
- Impact on the existing workforce
- Increasing guidance and evidence
- Population need and demand
Nurses don’t work in isolation

• What happens elsewhere in the system also has an impact on our practice

• Sustainability and Transformation Plans (STPs)
  • new models of care
  • different settings
  • changing roles
Changes to education funding

• Move from paid tuition and bursaries to loans
• Relationship between student, university and placement provider will change
• Sensitive to possible impact on different groups – age group, field of practice, geography...
• All of us will have to do things differently
Our response to opportunities ...

- Speaking up, influencing & leading the agenda
- Raising awareness of the value & contribution of nursing – CNO Framework – Leading Change, adding value
- Collective leadership, using networks.
- Sharing & learning from each other
- Inspiring the next generation

#CapitalNurse
The CapitalNurse Programme has four work streams:

- **Training** - Attracting students to choose nursing degree programmes in London
- **Recruitment** - Employment of the graduate nurse
- **Retention** – Promotion, career progression & ‘nurse’ friendly’ employment processes
- **Productivity** – Minimising use of Agency Nurses
My Commitment

• Affirm importance of Capital Nurse

• Collaborative approach for nurses and nursing across London

• Build our next generation

• Celebrate your hard work and success

#CapitalNurse
Being a CapitalNurse

Dame Professor Christine Beasley

Chair of the London and South East Local Education and Training Board, Health Education England

Developing people for health and healthcare

www.hee.nhs.uk
Why CapitalNurse is so important to HEE...

• HEE has a mandate from Government

• The mandate cannot be delivered by HEE alone
Why CapitalNurse is so important to HEE...

- HEE is committed to identifying ways to support the development of a more flexible workforce
- HEE will lead workforce planning and education commissioning across the health system to secure the future supply of the workforce
Nursing is fundamental to the future of health and care …

- Delivering the Five Year Forward View
- Delivering the Sustainability & Transformation Plans

CapitalNurse is central to the delivery of health & care strategy across London
Why I am proud to be a Capital Nurse ....

Capital Nurse from 1962 to 2016!

- Student
- Staff nurse/Sister
- District Nurse
- Professional leader
- Manager Policy maker
- Non Executive Director / Trustee
“Great Nurses for Greater London”

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Being a Capital Nurse

Rachel Kent
Staff Nurse
Camden & islington NHS Foundation Trust

#CapitalNurse
Care Academy

Training days, once a month, covering both mandatory training or other training relevant to roles.

An opportunity to talk about our experiences and provide peer support and supervision.

Requests to cover particular subject the majority of people felt they needed.

Out of 64 new graduates, only 8 people left the Trust at the time of this presentation.
CAPITAL NURSE PROGRAMME 2016
Assessment centre test

Feedback
Support
Action
Change
How many nurses does it take to save lives, fix the nursing shortage, sort out the economy, translate Doctor speech and handwriting, and keep the NHS on budget???
"Stay back, you guys! This stuff has killed 99.99% of our fellow germs!"
What We Do

The Mental Health Law Hub service offers practical, up-to-date information on mental health law.

We support mental health professionals through the implementation of the Mental Health Act 1983 and the Mental Capacity Act 2005.

We perform statutory administrative duties such as scrutiny of statutory documents; provide training and legal advice to service users, carers and professionals alike. We also devise policies and guidance notes.

We aim to ensure that the Trust operates within the legal framework of the mental health legislation.

Our Mission

To give the highest quality of support and expertise in all areas of mental health law to health professionals, service users their relatives and/or carers and to ensure all procedures prescribed by law are adhered to.

Our Twin Aims

To ensure that service users, family members and carers have access to mental health law information

To ensure that all mental health professionals are fully confident in regards to mental health law.

Our advice is available to everyone regardless of race, gender, sexuality, age, nationality, disability or religion.
Staff Governor  Police  L.A.S
Locked in by labels

A mental illness diagnosis may lead to discrimination, including from health professionals, says Rachel Kerr.

A diagnosis of a mental illness is a sticky label that is difficult to shake off. The health service reputation for había-people with mental illness, according to the latest statistics, those who are diagnosed with mental illness are more likely to be discriminated against than those who are not diagnosed. People with mental illness often experience a lack of understanding and support from others, which can lead to a sense of isolation and stigma.

Mental health professionals are trained to identify, diagnose, and treat mental illnesses, but some may not always recognize the impact of discrimination on patients. This can lead to a lack of trust and confidence in the healthcare system.

Feeling pain

One patient is happy that “my doctor knows best.”

Regarding some joint problems, I was told that I would rate the pain on a scale of one to ten. I wonder whether that is accurate, because pain is not simple as that. There are certain things, such as pain, that are easy to gauge, but others can be much more complicated.

It is important to recognize that discrimination and stigma are real issues for those with mental illness. It is crucial to promote awareness and understanding of mental health issues to reduce discrimination and improve access to care.
TRIUMPHANT

ACCOMPLISHED

OVER-COMING

HARDSHIPS

FRIENDSHIPS

DIFFICULT

CHALLENGING

WORTH IT

EXHAUSTING

TRIUMPHANT
Qualify as a nurse

Find secret to promote career progression

World domination

Become caring senior manager
CHIEF NURSE
TRUST DIRECTOR
MASTERS DEGREE
**Agenda for Change pay bands and points from 1 April 2013**

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Good leadership is fundamental to successful management. A key characteristic of a Good Leader is the ability to set clear goals, lead by good example, and create an environment that fosters clear communication, encouragement, support, recognition, and stimulates work. Good leaders also foster a focus on team needs, integrity, and expect the best. The Leadership Academy emphasizes these principles to develop effective leaders in the NHS.
Nurse shortage 'could last for years'

By Nick Triggle
Health correspondent

Bank of England governor Mark Carney says prices will rise on products such as food because of the fall in sterling.

LIVE Carney on inflation
Next chief warns on inflation
Tesco and Unilever end dispute
SUPPORT. MOTIVATE. INSPIRE. LEARN. EMPOWER
(SMILE :-)
Time for your Questions & Comments

#CapitalNurse
Afternoon Plenary

Connecting Nurses, Celebrating Nursing in London

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Nurses – Living and working in London

Ben Morrin
Director of Workforce
University College London Hospitals

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Nurses – Living and working in London

Bernell Bussue
Director of the Royal College of Nursing for London

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Next Steps & Closing Remarks

Jane Clegg & Chris Caldwell

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