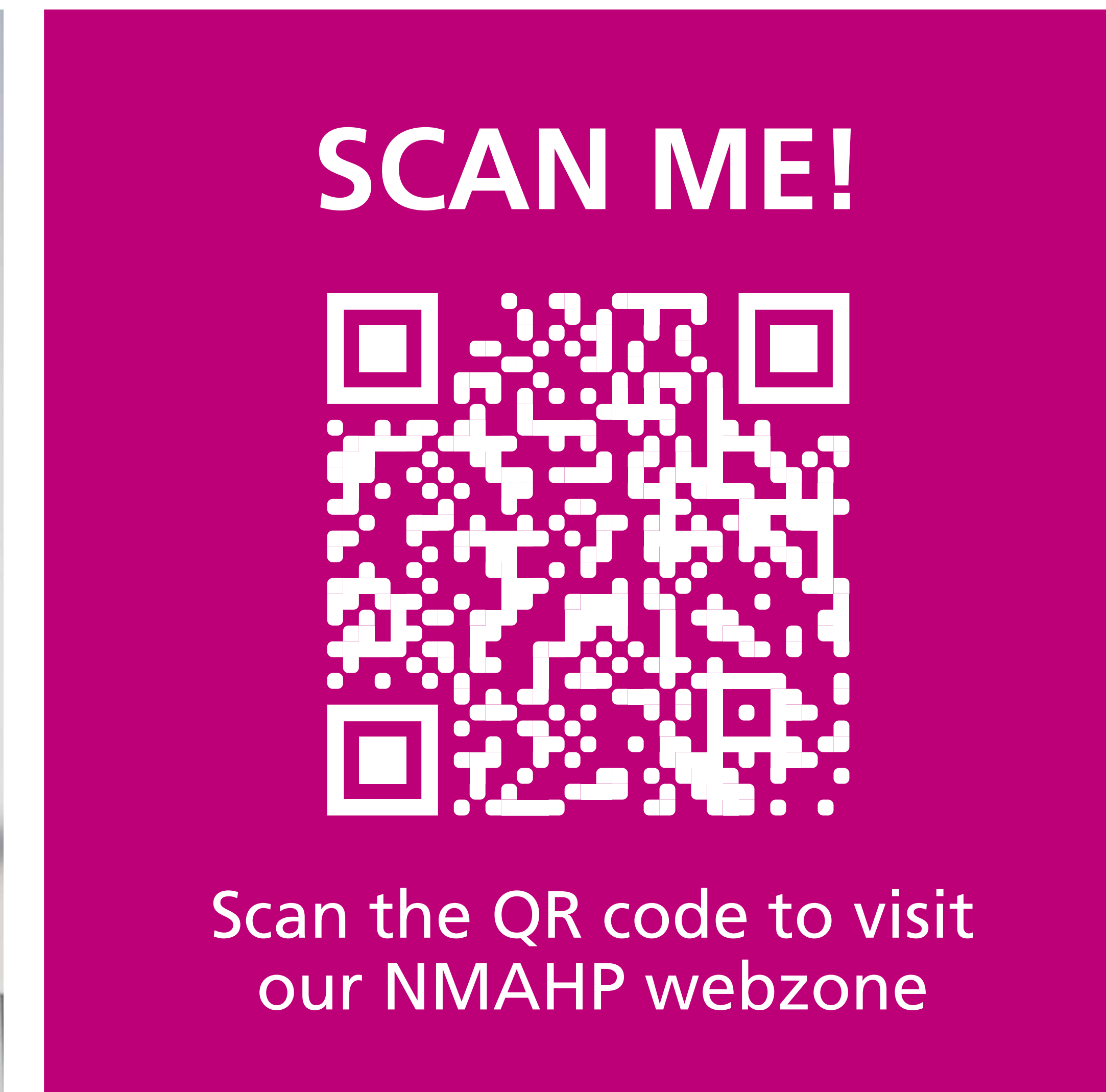


Our Nursing, Midwifery and Allied Health Professionals Strategy

2022 – 2027



Healthcare at its best
with people at our heart

Our Strategy

As the largest collective workforce, the nurses, midwives and allied health professionals of Newcastle Hospitals are made up of almost 7000 individuals working across acute and community care settings.

The uniqueness of our contribution as highly specialised professionals is delivered through our shared vision of achieving local excellence and global reach through compassionate and innovative healthcare, education and research.

This, combined with our values and our pride and professionalism is what makes Newcastle's nurses, midwives and allied health professionals so proud and passionate about who we are and what we do.

We held the Big Event in March 2020 which provided a creative platform to bring together and listen to the collective voice of our nurses, midwives and allied health professionals, enabling us to reflect on our history and share views on what the future holds.

Little did we know that we were about to experience significant challenges as a result of the Covid-19 pandemic where our professional skill and clinical expertise have been vitally important in our Trust's response.

Our collective experiences in our professional role, our health and wellbeing, our aspirations alongside the learning from the last two years have helped us to develop the narrative to shape and inform this strategy.

Together we pledge to work collaboratively to deliver on these aspirations and commitments by having an accessible, visible and understandable strategy.

A strategy which recognises both the exclusivity and uniqueness of our individual professional groups, whilst demonstrating what makes nurses, midwives and allied health professionals across Newcastle outstanding.

We are proud to have been rated as outstanding twice by the CQC, most recently in May 2019.

This is our strategy and throughout the next five years, we will continually engage and communicate with staff and agree together our high impact actions each year to lead us towards our goals.

We will work together to continuously improve the quality of care for our patients and ensure all of our staff are supported to liberate their potential and be the best they can be.

Our aspiration is to develop Newcastle Hospitals locally, nationally and internationally as a centre of excellence for nurses, midwives and allied health professional leadership, education, clinical practice and academic research.

This strategy outlines six key priority areas, and how we propose to achieve our aspirations.





Our key priorities

Improve quality and reduce patient harms

We are committed to ensuring our staff have the autonomy to influence decisions on how care is structured and delivered to create a culture of innovation, whilst continually striving to generate opportunities to improve clinical outcomes in a supportive culture.

We will focus on using evidence, research and best practice to underpin our delivery of patient care to reduce avoidable harm. Our Harm Free Care Leaders in each clinical area will have expert knowledge and skills to lead improvement and reduce patient harm.

We will continue to provide the highest quality, compassionate care to our patients and their families demonstrating continuous improvement year on year, measured by local, national and international clinical and professional standards.

We will support patients to make informed choices about their own health and wellbeing whilst continually learning from their experience to improve quality of care and the services we provide, in our hospitals, our outreach clinics and in the community.



Patients

Putting patients at the heart of everything we do. Providing care of the highest standard focussing on safety and quality.

Develop a nursing, midwifery and allied health professional workforce strategy, plan and metrics for improvement

We are recognised for strong professional leadership, committed to safe staffing frameworks and empowering everyone to understand their role and contribution.

We will have a nursing, midwifery and allied health professional workforce plan reflective of the right numbers, skill mix and training to deliver excellent care with clear improvement measures.

We will be the employer of choice for nurses, midwives and allied health professionals, and be known as a high quality training provider, both now and in the future, supporting staff to liberate their potential through the delivery of innovative education and lifelong learning.

We will ensure our nurses, midwives and allied health professionals at every level is representative of the local population.



Performance

Be outstanding, now and in the future.

Develop leadership capacity, capability and resilience

We are encouraging and empowering our nursing, midwifery and allied health professional leaders to influence and shape high quality care locally, regionally, nationally and internationally.

We will design and deliver innovative and bespoke training to nurture our current and next generation of clinical leaders ensuring they are confident, capable and equipped to lead their teams and services with compassion and inclusivity.

We will have an inclusive, visible, credible framework of leadership across nursing, midwifery and allied health professionals modelling the range of potential career progression and leadership opportunities across the professions.



People

Supported by Flourish, our cornerstone programme, we will ensure that each member of staff is able to liberate their potential.

Engagement for improvement

We are actively engaging with our staff, to learn from them, ensuring they feel valued, listened to, respected and supported to contribute and shape care provision.

We will continue to develop capability and capacity for improvement specifically in front line nurses, midwives and allied health professionals, supporting staff of all levels to access opportunities and training to facilitate clinical effectiveness and improvements in care.

We will nurture an open and collaborative workforce known locally, regionally and nationally for quality improvement.

We will build on our sense of pride in the place that we work and the care that we give ensuring staff feel a sense of genuine belonging, empowering them to influence and shape the way care is delivered.



Partnerships

We will be an effective partner, developing and delivering integrated care and playing our part in local, regional, national and international programmes.

Increase research opportunities and impact, whilst strengthening our academic links

We are a strong research partner with a growing reputation as a national leader fostering innovative clinical academic careers, and attracting external funding and national fellowships through our unique mentorship approach and collaborative working.

We will continue to attract, cultivate and retain a research informed and active workforce, who autonomously engage in, lead and translate research into practice at any level.

We will influence regionally and nationally to remove perceived barriers, and enable research activity within clinical roles and the progression of clinical academic careers.

We will strengthen our research capacity through innovative research related training and development opportunities, through internally led programmes and partnership with Higher Education Institutions.

We will support our NHS partners to build research capacity, by sharing our expertise and experience, development opportunities and maximising opportunities for cross organisational collaboration on research priorities.



Pioneers

Ensuring that we are at the forefront of health innovation and research.

Lead the digital healthcare agenda

We are using digital technology to improve patient safety, clinical practice and most importantly patient experience.

We will be attentive to the impact of technology and to the change in care delivery ensuring we utilise technology to augment professional practice and care.

We will empower nurses, midwives and allied health professionals to shape and drive digital transformation through education, leadership and support, to allow them to provide clinical expertise in all aspects of the patient journey.

We will explore and implement new innovative digital technologies to provide safer effective care for our patients, supported through real time reporting and improvement, freeing up time to care and improving patient outcomes.

We will embrace pioneering digital technologies to provide clinical decision support, explore the use of artificial intelligence and advanced devices to provide enhanced communications, interactive digital collaboration and sharing of knowledge.



Pioneers

Ensuring that we are at the forefront of health innovation and research.

Making it happen

Our Strategy's key priorities are borne out of The Big Event held in March 2020 and reflect the collective vibrant and positive voices of our nurses, midwives and allied health professionals.

It is important therefore, that the key priorities in this document help support and shape actions at a Trustwide level and within individual wards and departments.

High impact actions

Each year we will set a number of Trust wide high impact actions which are deliverable and can be measured.

Whilst we want to ensure these high impact actions are relatable to all staff, due to the diverse nature of our clinical services, individual departments or professional groups can also agree their own local high impact actions.

Sharing best practice

It is also important that we recognise, celebrate and share best practice.

A key focus each year will be to capture and share examples of outstanding practice so that we can demonstrate and celebrate the high quality care we strive to provide, and the compassionate, pioneering spirit our professions are so proud of.





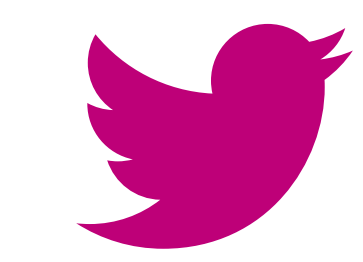


The Newcastle upon Tyne Hospitals
NHS Foundation Trust

Find out more

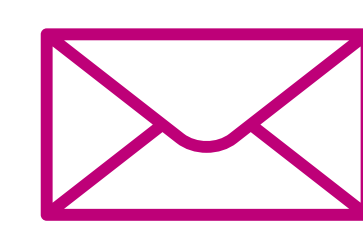


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with people at our heart