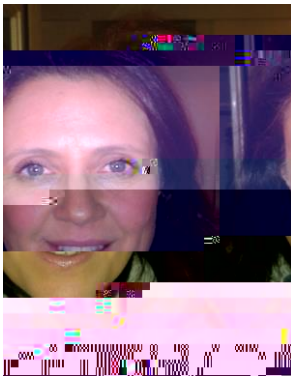


The Chief Nurse Excellence in Care Fellowship Programme

Dr Louise
Bramley



Prof. Joanne
Cooper



Dr Joseph
Manning

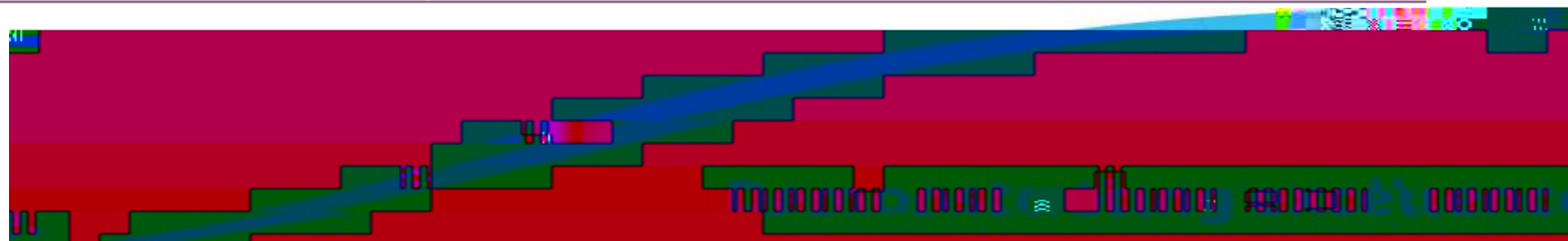


#teamNUH

Context

Context	

Context	



Responding to our staff

Over 5000 nurses at NUH (53% Band 5)

Staff **consistently** reported a desire to remain in clinical practice but wanted an in-house, locally

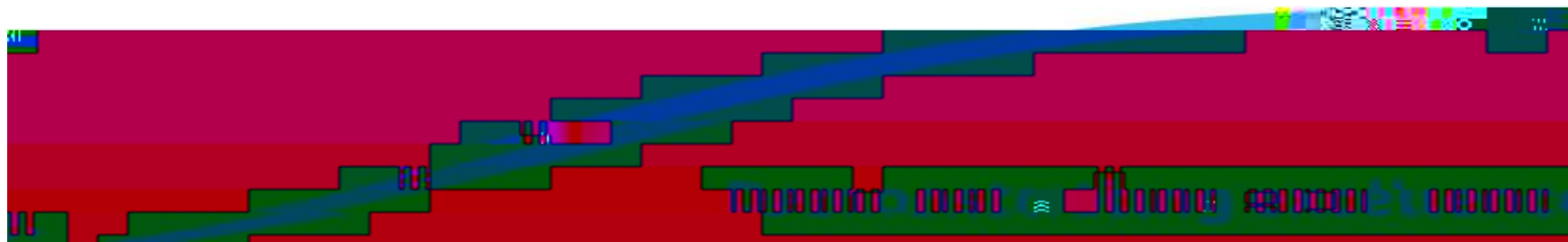
opportunity that offered:

Early career opportunities for insight, exposure and skill development in evidence-based practice,

the opportunity to experience the challenges



NHS



Partnership approach between corporate nursing and divisional nursing leads

Recruited via competitive process

1 day per week out of direct patient care

Personal development opportunity

Fellowship in action (1)

Case study 1: Improving the care of mental health patients within the Emergency Department

Jodi Shaw (Staff Nurse)

Fellowship in action (2)

Case study 2: Enhancing the care of patients with neutropenic sepsis

Sharon Leighton (Staff Nurse)

Patients with suspected neutropenic sepsis are admitted to hospital and given intravenous antibiotics as a first line treatment.

Audits focusing on diagnosis, length of stay and treatment, suggested that a substantial number of patients could avoid admission and antibiotic treatment.

A trial of routine analysis of full blood count using a ward based machine reduced the inappropriate use of antibiotics by 77%.

Redesign of the patient pathway reduced admissions by 44%.



Fellowship in action (3)

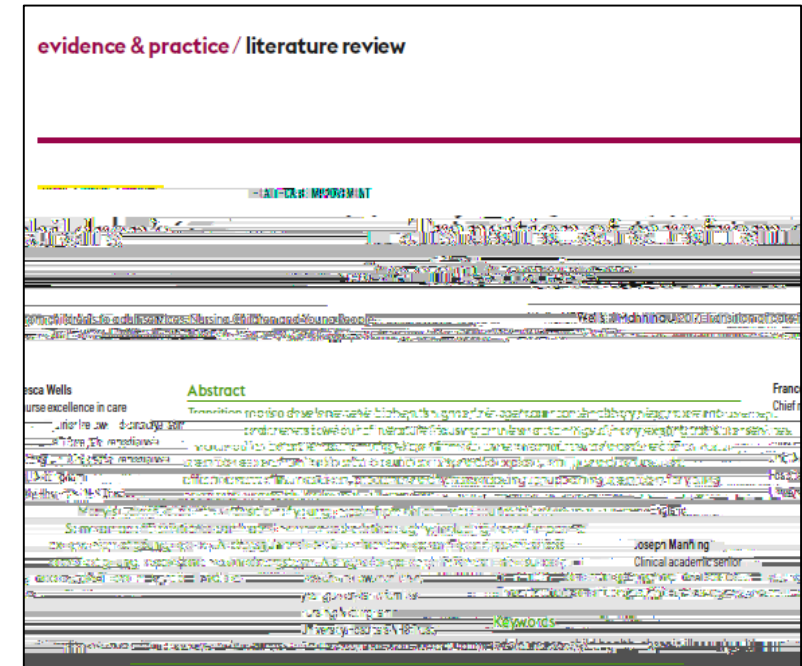
Case study 3:

adult services

Frankie Wells (Staff Nurse)

Transition from childhood to adulthood is a time of physical, emotional, social and psychological change for young people. CYP with complex health needs transition = additional challenges. A literature review informed implications for practice. Foundation for organisational strategy to improve patient experience and outcomes

adult services. *Nursing Children and Young People*. 29, 8, 30-34.
doi: 10.7748/ncyp.2017.e897



Results and impact (2)

Pilot cohort of 6 fellows in 2016, with further 22 fellows to date

The entire original cohort has been retained in the organisation

Many moving into junior leadership positions

“These roles allow individuals to explore opportunities, evoke change, work with the wider team and uncover their own unique approach to nursing”

“The Chief Nurse Excellence in Care Junior Fellows has given me opportunities I would never have had to meet Directors/Matrons of Nursing within NUH and receive their mentorship, support and advice. These opportunities have helped me to develop my work network within [trust] and my own leadership skills . . . and I feel the past 6 months to be the highlight of my career so far”

Results and impact (3)

Individual exposure, insight and growth:

- Understanding of the broader context of leadership within the NHS
- networking with other departments/organisations
- Abilities to support and mentor newly appointed fellows to sustain and grow the programme

Initiatives and projects have been disseminated:

- Published articles about their projects in peer-reviewed academic journals.
- Shortlisted for national nursing awards
- The Academy of Fabulous NHS Stuff, a National NHS website for healthcare innovation and improvement.

Success in developing talented individuals has resulted in:

- Wider adoption of these posts by other senior divisional leaders
- National interest in the programme in other professional groups and NHS Trusts

