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NW England Mental Health and Learning Disability Trusts - Directors of Nursing Network



Project Newsletter

Edition 3, Oct 2014

Promoting the value and context of nursing

Welcome

In this edition we are focusing on work underway in Project Area 1. We have also included advance notice of an event being held in the Spring to showcase all of the projects.

Inspiring cultural change through leadership and training

BACKGROUND

A critical element of the changes described in 'Compassion in Practice' and the second 'Francis' report was about ensuring the right context and organisation culture to enable 'care' and 'compassion' to become the norm.

The DoNs network believe that if change in nursing services is to be effective, it will need to be nurse led. This in turn means that nurses need to be empowered to play that role.

Having reviewed existing initiatives across the 9 Trusts and wider national work, two programmes in leadership have been developed;

- *Soul of Leadership*
- *Companions in Compassion*

The programmes were developed collaboratively with colleagues across the network and key individuals and organisations outside, including Prof Stephen Wright, the RCN and the University of Chester.

A more detailed update report can be found [here](#). The key points are set out below

The 4 areas of development

Area 1

[Inspiring cultural change through leadership and training.](#)

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Area 2

[Developing options for guided reflective practice to improve the quality and consistency of the nursing offer.](#)

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Area 3

[Improving physical health care for Mental Health and Learning Disability service users.](#)

Gail Briers
Director of Nursing and

Key points are set out below.

SOUL OF LEADERSHIP

Focusing on nurses in Band 5, this programme aims to increase knowledge and confidence in delivering compassionate care and leading others to provide it. The programme runs over 4 days.

Two courses have been completed to date, involving 19 staff. Other courses are planned through to January 2015.

COMPANIONS IN COMPASSION

Companions will champion compassionate care within the clinical environment and can be any band of registered nurse. The aim is to create an overall critical mass of staff who begin to influence culture and leadership within the clinical environment, with a clear focus on care delivery. Companions will also have the opportunity to join the national Care Maker initiative. The programme runs for 5 days.

To date courses have run in 4 Trusts, involving a total of 24 staff.

INITIAL EVALUATION

Feedback from course participants is very positive and the courses appear to be resonating deeply with all of those who attend. They have already identified potential benefits for service users and themselves as immediate outcomes - including greater personal awareness, improved ability to support others in developing compassionate care and greater personal confidence in raising concerns as key outcomes. Importantly, some have indicated that the courses have reminded them of the reasons they went into nursing.

All participants on the Soul of Leadership courses have completed a measurement tool called the Insight Inventory, which will enable comparison of results over time. In addition, colleagues are currently working up a proposal for a fringe event at the RCN Congress 2015.

GOING FORWARD

Embedding the work in current practice will be a critical step beyond March 2015 – each Trust will need to consider whether it wishes to continue to support the work, either individually or collectively. In this respect, there are clear links to the work being done on clinical supervision in Project Area 2. Further results from the evaluation process will help and may also assist in supporting the sharing of the emerging good practice process across wider networks.

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Area 4

[Developing common principles to guide nurse staffing levels and skill mix.](#)

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Showcase Event - Friday 27th March 2015

The overall project is scheduled for completion at the end of March next year. To recognise that and to enable the learning gained to be shared, the DoNs Network is planning a Showcase event for 27th March 2015.

The aims of the day will be to;

- Present the 4 project areas more widely within the nine NW Trusts and to the outside world
- Celebrate other areas of excellence in MH and LD nursing in the North West

A separate group has been established to plan the event and they will be finalising the programme shortly. At this stage we can confirm that it will be held in Manchester, starting at 10am and finishing at 4pm.

Please add the date to your diaries now and we will be in touch with further details in the near future.

In the interim, if you would like further information, please contact [Sarah Nield](#) at Symmetric.

Participating Trusts

5 Boroughs Partnership NHS Foundation Trust

Calderstones Partnership NHS Foundation Trust

Cheshire and Wirral Partnership NHS Foundation Trust

Cumbria Partnership NHS Foundation Trust

Greater Manchester West Mental Health NHS Foundation Trust

Lancashire Care NHS Foundation Trust

Manchester Mental Health and Social Care NHS Trust

Mersey Care NHS Trust

Pennine Care NHS Foundation Trust

For further information about the overall project please contact Sarah Nield:

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