

Delivering the 'DN Principles' through 'Genie' workforce transformation

"We undertook a systematic approach to understanding the district nursing workforce, which supported the work of the All Wales District Nursing Workforce Group, but also identified service improvement and performance management issues within the Aneurin Bevan University Health Board. I would class the work as evolutionary, revolutionary and exemplary" **Richard Desir, All Wales DN Workforce Lead**

June - July 2018

Outcomes

Part 1: "Where are we now?"

Understand the gap between the district nursing principles and current working practices across ABuHB.

Findings:

- Current establishments were founded on historical and incremental change over time, not based on professional judgment or population need.
- There was significant variation between the teams in terms of staffing, roles, responsibilities and equality of patient access to care.
- Largely static activity over the past two years, but increasing complexity of care reported and indicated in the data.
- A need to examine the way district nursing services are provided to meet the demand of the populations served, integrate with other services, provide equity of access and meet the district nursing principles framework.

Part 2: The vision for the perfect District Nursing Team

Collaborative workforce designed and aligned with the district nursing principles:

- Set agreed, evidence based 'safe' staffing standards
- Standardised team roles and responsibilities.
- Identifying internal processes that can be changed to increase capacity/reduce demand to maximise time available to deliver more complex care.
- Workforce development and education plan
- In Reach, 'Hospital at Home', promotion and measurement of self-care.
- Shared training for nursing across organisational boundaries.
- All RN's have core skills with 'special interest' aligned to locality patient needs.
- Professional judgement and autonomy for Band 7's, with delegation to HCSW in line with the All Wales HCSW' framework.
- Improving/reducing documentation by using standardised forms and technology.
- Improving CHC process.
- Promoting and communicating the role of District Nursing in providing patient-centred care.

Benefits realised:

- ✓ Reduced handoffs and duplication
- ✓ Maximised use of resources
- ✓ New roles
- ✓ Expedited discharge / reduced need to access acute care
- ✓ Patient care in the most appropriate setting
- ✓ Agreed best practice models and standardised working practices
- ✓ Increased RN capacity
- ✓ Reduction and management of demand
- ✓ Most appropriate professional delivering care.
- ✓ Safer more affordable care
- ✓ Agreed reporting requirements, baseline data collection and outcome measures

"The patient at the centre of care"