



Nursing, Midwifery & Care

Staff Priorities 2022-2025



In order to support the Trust Strategy, our Nurses, Midwives and Care Staff will:

- Provide outstanding individualised care to our patients and those important to them
- Be proud to work here, supported by our knowledge, skills and confidence to work at our best
- Be supported and valued for our individual and collective contribution
- Be visionary and forward thinking, by leading the way with ambition and energy



To achieve this we will:

Best for People

- Provide access to meaningful CPD activities
- Ethically recruit to Nursing, Midwifery and Care Staff vacancies, including international recruitment
- Strive to retain our experienced staff, utilizing flexible approaches to workforce planning
- Create a career pipeline for our professions, with pathways for career progression and succession planning, recognizing the variety of roles available
- Welcome and embrace difference, ensuring equity, inclusivity and diversity
- Celebrate our successes
- Ensure our staff feel confident and competent to work autonomously and within the scope of practice
- Provide opportunities to develop our aspiring leaders, and support a culture of compassionate leadership
- Provide a positive learner experience
- Support our staff to develop the necessary resilience to fulfill our roles
- Identify and provide opportunities for clinical, peer and restorative supervision
- Provide a programme to support mentorship and coaching, particularly reciprocal mentoring
- Harness every opportunity to support the health and wellbeing of our staff

Best for Patients and the Public

- Reduce unwarranted variation and reduce avoidable harm
- Promote self-care where this is possible
- Use a variety of ways to communicate clearly and consistently with patients and those important to them
- Use patient and user feedback to enhance experience
- Develop ways to meaningfully engage with patients and users to inform new ways of working

Best for Performance

- Implement a programme of accreditation
- Role model exemplary leadership behaviours
- Embed a programme of establishment reviews, utilising data, tools and professional judgement
- Increase our participation in research and development
- Reduce unwarranted variation and use intelligent data to inform improvements
- Utilise QI methodology to undertake rapid and longer-term learning and improvement
- Seek digital and technological solutions to our challenges

Best for Place and Best Partner

- Reduce health inequalities, including but not limited to people with a learning disability, and or Autism or a mental health illness
- Work with partners to improve pathways of care
- Identify opportunities to work with voluntary organisations
- Include patients and carers as partners in care
- Be active participants in professional networks, locally, regionally and nationally
- Contribute to delivering the Integrated Care Board quality agenda
- Recognise the Trust's aspiration to be an Anchor Institution and seek ways to support this

Best for Planet

- Identify opportunities to reduce waste
- Influence procurement options and streamline supplies, for example, via the Wound Care Formulary
- Identify ways to support staff to work and deliver services flexibly in order to reduce our carbon footprint
- Place a pivotal role in medicines optimisation
- Continue our commitment to the UNICEF baby friendly initiative

