

# **Frontline services: Putting the NHS workforce at the heart of healthcare**

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# Workforce challenges & solutions

- Nurse Education
- Recruitment
- Retention
- Workforce development
- The work of the QNI



## Why do nurses leave the profession, other than retirement?

**Working conditions**  
(eg. staffing levels, workload)

**44%**

**A change in personal circumstances**  
(eg. ill-health, child care responsibilities)

**28%**

**Disillusionment with the quality of care provided to patients**

**27%**



**Concerns about being able to meet revalidation requirements**

**26%**



**Leaving the UK**

**18%**



**Poor pay and benefits**

**16%**



Nurses who left the profession but then decided to return:

**Top reason for initially leaving:**

**Lack of flexibility**

**Other reasons:**

**Ongoing education and training opportunities**

**Pay**

**Pressure of work**



Source: The NMC survey of people who had left the register between June 2016 and May 2017.

Total number of respondent: 4,544

Of these, 2,240 did not cite retirement as a reason for leaving. For this group, these are the top reasons for leaving.

Source: Health Education England – oral evidence

# Recruitment



Safe, sustainable and productive staffing  
An improvement resource  
for the district nursing  
service

# Retention





**Predictability  
of the  
caseload**

**Types of  
housing**

**Patchwork of  
other services**

**Population  
profile**

**Patient  
needs**

**Staff  
safety**

**Geography**



# Geography





# Weather and accessibility





# Levels of acuity and managing demand



# Resources to support nurses moving to the community



Transition to Community Nursing Practice



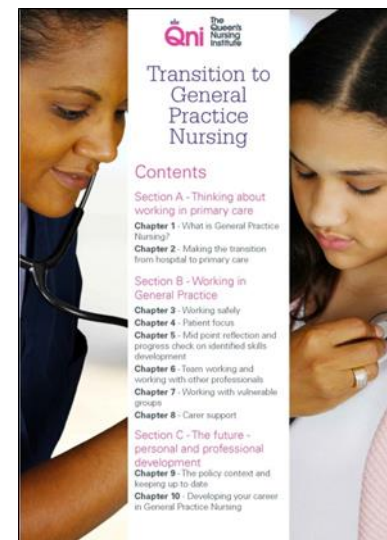
## Transition to Community

More healthcare than ever before is being delivered in community and primary care and more nursing roles are now located there too. To help nurses to make that transition into the community, the QNI has developed a free series of educational guides:

The five resources focus on:

- District Nursing
- School Nursing
- General Practice Nursing
- Homeless Health Nursing
- Care Homes Nursing (coming soon)

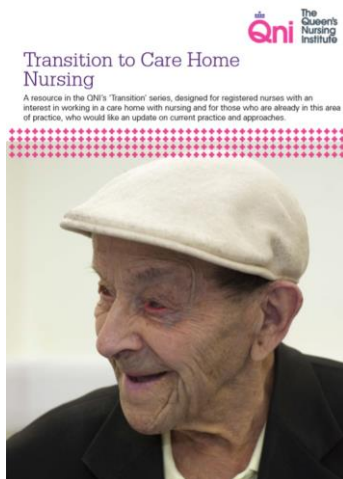
To access the online resources, go to



## Transition to General Practice Nursing

### Contents

- Section A - Thinking about working in primary care
- Chapter 1 - What is General Practice Nursing?
- Chapter 2 - Making the transition from hospital to primary care
- Section B - Working in General Practice
- Chapter 3 - Working safely
- Chapter 4 - Patient focus
- Chapter 5 - Mid point reflection and progress check on identified skills development
- Chapter 6 - Team working and working with other professionals
- Chapter 7 - Working with vulnerable groups
- Chapter 8 - Career support
- Section C - The future - personal and professional development
- Chapter 9 - The policy context and keeping up to date
- Chapter 10 - Developing your career in General Practice Nursing



## Transition to Care Home Nursing

A resource in the QNI's 'Transition' series, designed for registered nurses with an interest in working in a care home with nursing and for those who are already in this area of practice, who would like an update on current practice and approaches.



## Transition to the School Nursing Service

### Contents

- Section A - Thinking about working in a school setting
- Chapter 1 - Introduction
- Chapter 2 - Reflection
- Section B - Working in the community
- Chapter 3 - Developing your role
- Chapter 4 - Supporting developmental needs
- Chapter 5 - Integrating care of children with additional health needs
- Chapter 6 - Safeguarding
- Chapter 7 - Mid point reflection
- Chapter 8 - Team working
- Section C - Policy
- Chapter 9 - Working safely
- Chapter 10 - Policy
- Chapter 11 - Developing your career in community nursing

## QNI survey of care home nurses (2017)

*‘Embrace it fully as a real opportunity – it’s like no other setting. You have time to get to know the service users, bond as a staff team, gain confidence in clinical decision making, meet health as well as social care needs, see people as people rather than an illness, really get to know them as individuals and value their contribution to society’*

*‘Its more diverse and interesting than you think’*



# District Nursing: evidence



## Vision

*Focusing on the future  
of district nursing*



## Vision

5 years on

*Reassessing the Future  
of District Nursing*



150TH ANNIVERSARY OF DISTRICT NURSING  
1899-2009

WEB VERSION 1.1

# District Nursing Education Report 2016/17



The QNI/QNIS Voluntary  
Standards for District Nurse  
Education and Practice

2015

# General Practice Nursing: evidence





# Primary care home



If you are lucky enough  
to be someone's employer,  
then you have a moral  
obligation to make sure  
people do look forward to  
coming to work in the  
morning.

John Mackey  
Whole Foods CEO

# Aneurin Bevan's speech to the Royal College of Nursing 2 June 1948

“Nurses – I can say this as the doctors are not here – are the most important part of the Health Service”

.....we never shall have all we need.



**70**  
**YEARS**  
**OF THE NHS**  
**1948 - 2018**



Thank you

[www.qni.org.uk](http://www.qni.org.uk)



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