

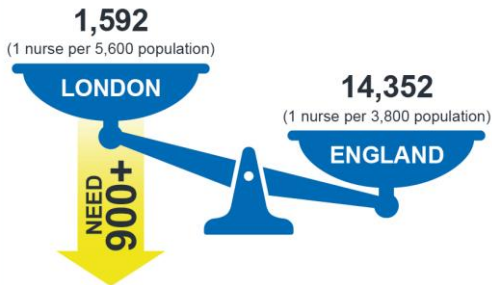
CAPITAL nurse

Chris Caldwell, Programme Director

CapitalNurse: How are we doing?

Why CapitalNurse?

NUMBERS OF PRIMARY CARE NURSES IN LONDON*



*compared to the rest of the country

CAPITAL nurse

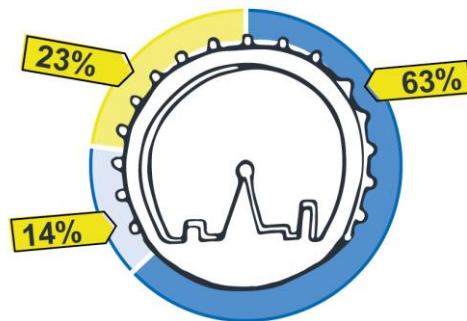
NUMBERS OF NURSES IN THE NHS IN LONDON



As of 31 August 2017 FTE

CAPITAL nurse

PROPORTION OF OVERSEAS NURSES IN LONDON

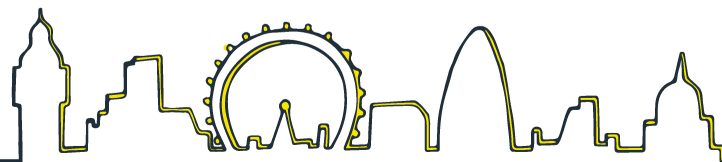


Nationality

● UK ● EU ● non-EU

CAPITAL nurse

... our burning platform

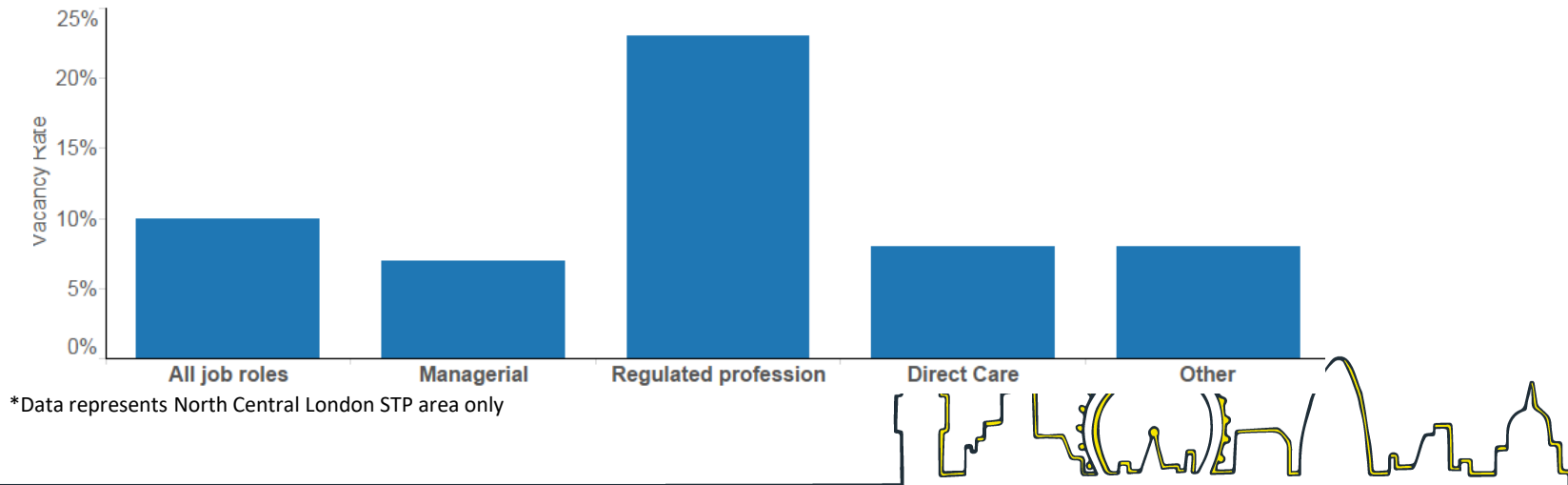


Social Care

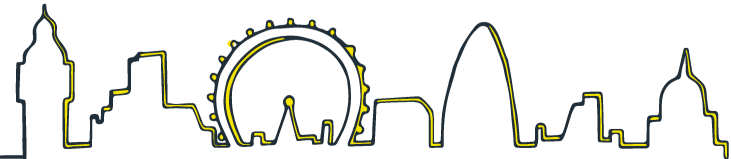
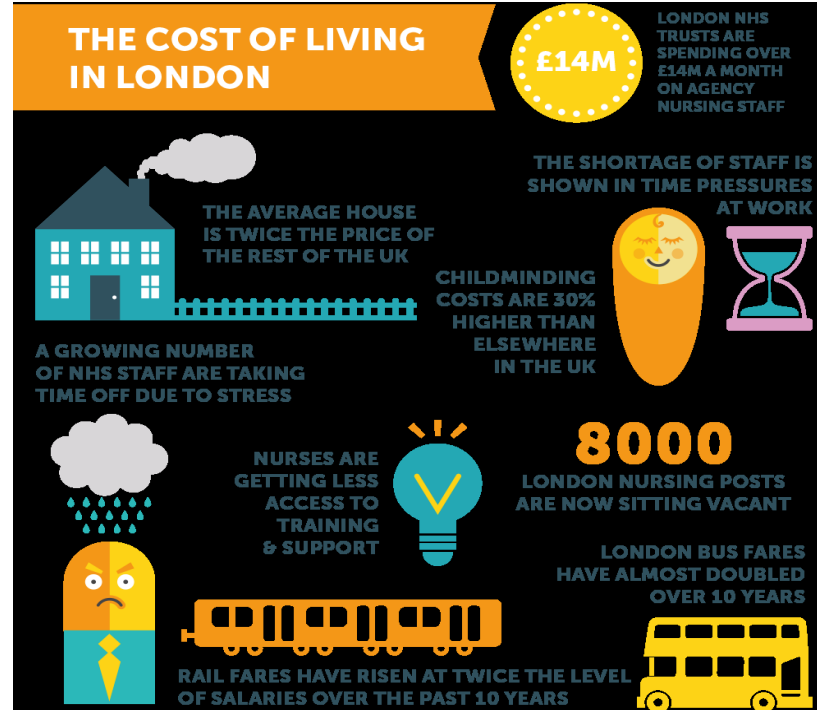
Social Care workforce estimates

	All job roles	Job groups			
		Managerial	Regulated profession	Direct Care	Other
North Central London STP area total	35,000	2,900	1,500	25,000	3,500

Social Care workforce vacancies



Living & working in London ...



From home to work in the Capital

From Home to Work

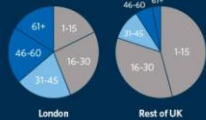
High-paying jobs draw workers from far, far away

In this depiction of daily commutes, London shines like the Sun in the constellation of Southern England. Like all stars, it has an immense gravitational pull. Whether by car, train or tube, thousands travel into the capital each day from all directions. Including this 'commuter belt' beyond the Greater London Authority boundary makes the capital one of the largest metropolitan areas in the EU with a population of more than 13 million.

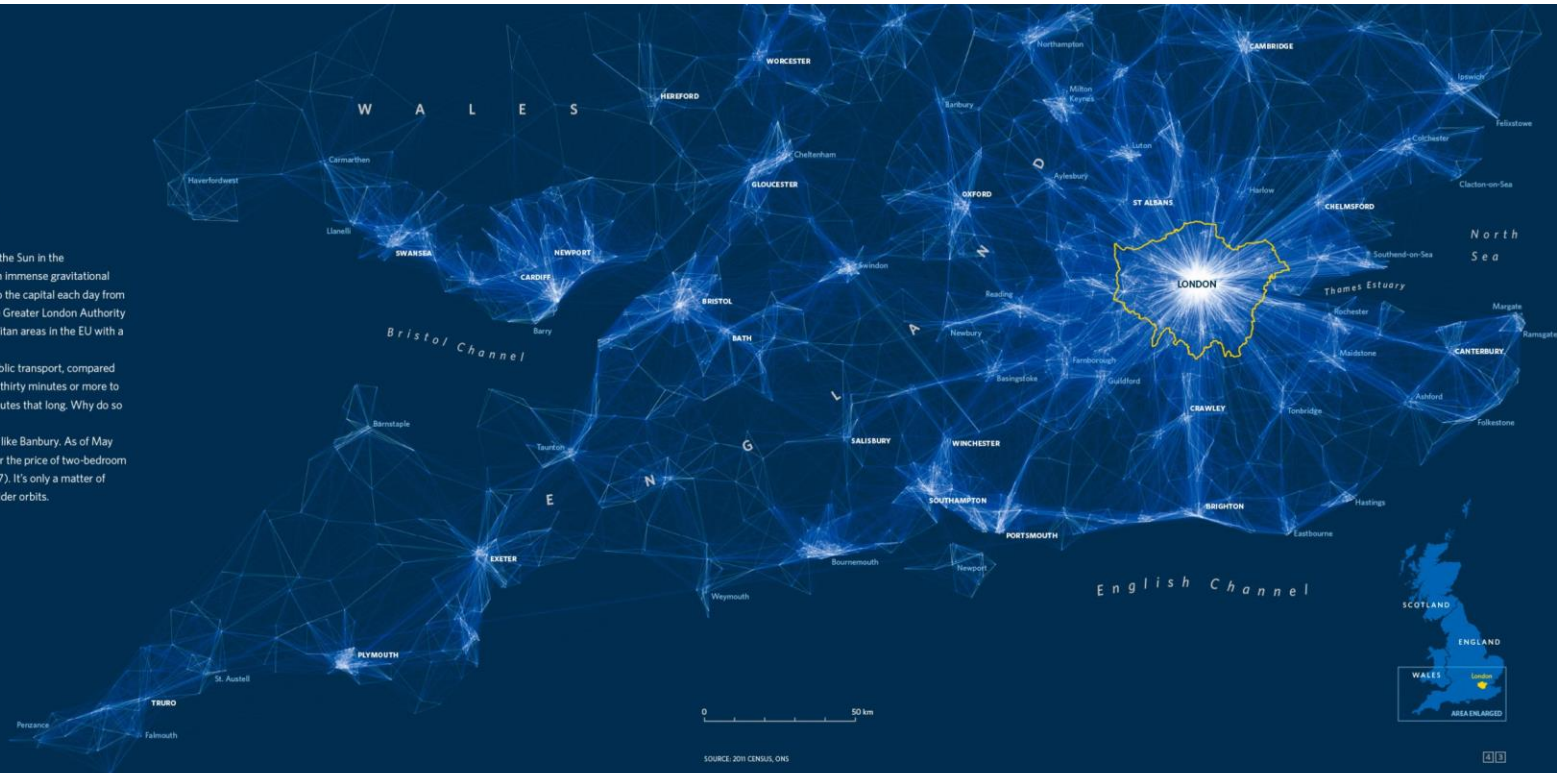
Half of London's workforce make their journey by public transport, compared with only 9% in the rest of the country. Still, most need thirty minutes or more to get to work. Elsewhere in the UK, only 20% have commutes that long. Why do so many live so far away?

For one, London salaries go further in satellite towns like Banbury. As of May 2014, a five-bedroom converted barn there was going for the price of two-bedroom flats along the Underground's Central Line (see pp. 66-7). It's only a matter of time before faster trains propel commuters into even wider orbits.

Commuting times in minutes by region of workplace
October-December 2009



WHERE WE ARE



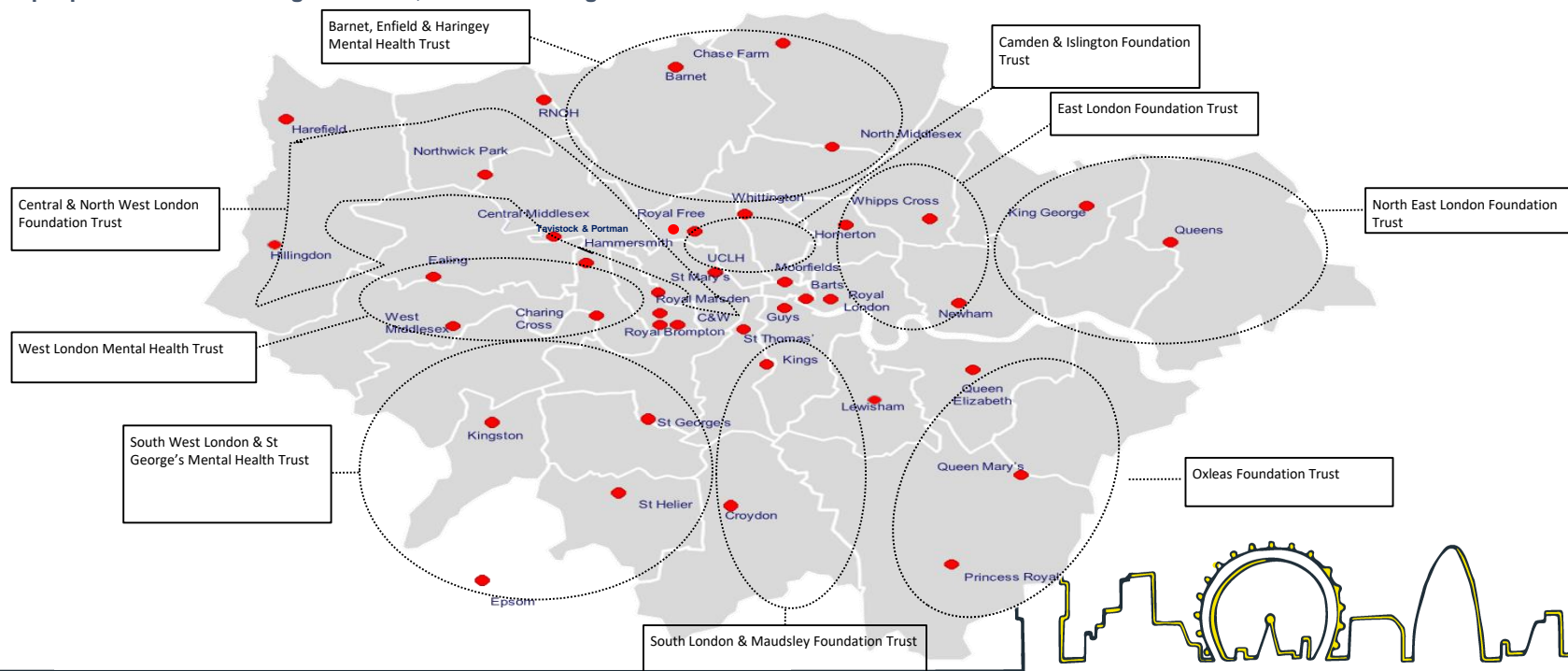
But London has a lot to offer...



London's Provider Landscape

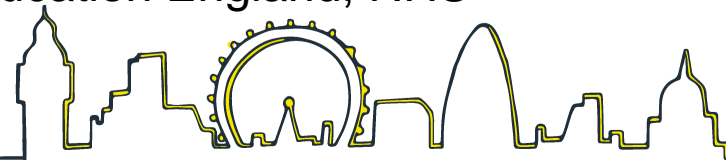
London's provider landscape includes :

- 26 Acute Trusts,
- 10 Mental Health Trusts, (5 also provide community services)
- 2 community trusts
- London Ambulance Service.
- 1590 general practices
- 2 CICs
- Multiple private healthcare organisations, some delivering NHS services



What is CapitalNurse?

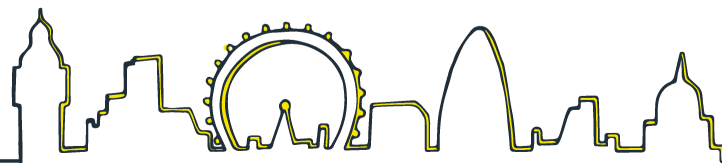
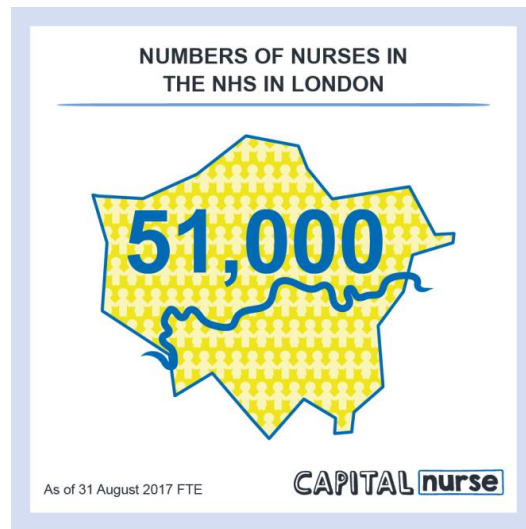
- The CapitalNurse Programme was established in July 2015 to secure a sustainable nursing workforce for London.
- It is a programme of collective action between Directors of Nursing and HR Directors from service providers, Health Education England, NHS England, NHS Improvement, education providers, STPs, trade unions and professional organisations.
- We have all agreed to collaborate to deliver the programme's mission on behalf of the people of London.
- CapitalNurse is jointly sponsored by Health Education England, NHS England and NHS Improvement.



CapitalNurse ... our vision

Our vision is to **get nursing right** for London:

Ensuring that London has the **right number of nurses**, with the **right skills** in the **right place**, working to deliver **excellent nursing** wherever it is needed by the people of London.

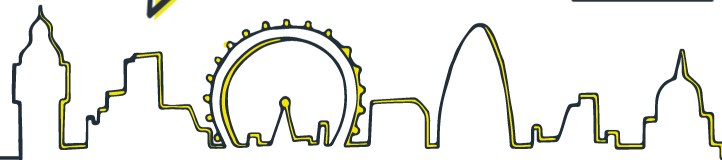


CapitalNurse ...approach

Our approach is to **engage, involve** and **collaborate** with organisations and individual nurses.

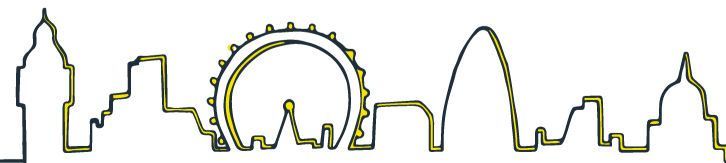
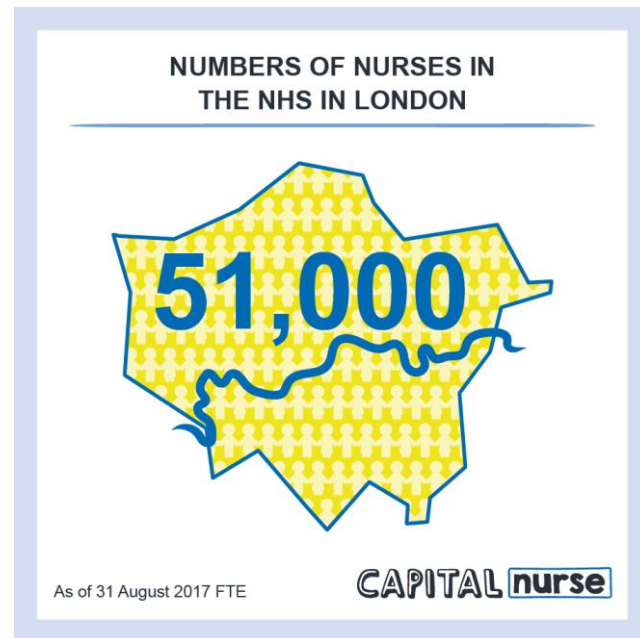
As a programme of **collective action** CapitalNurse belongs to all nurses in the capital - we must all take responsibility for the delivering its vision.

We are bringing nurses together to **celebrate nursing** and share ideas and good practice.



The work streams

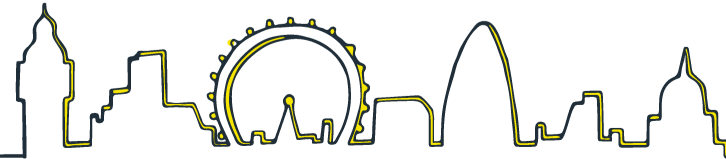
1. **Training registered nurses** -
Attracting students to choose nursing degree programmes in London, ensuring an excellent training experience & guaranteeing employment
2. **Retaining** registered nurses -
streamlining employment processes, preceptorship, career progression & 'nurse friendly' employment practices





Training

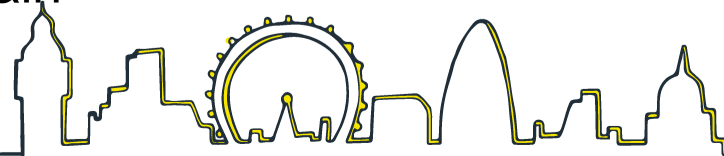
- Education Partnerships in a new landscape
- Guaranteed employment
- Streamlining recruitment processes
- Researching new registrant choices
- **Next steps**
 - Learning in practice
 - A new digital PLPAD
 - Promoting all routes into all fields of nursing





Retention

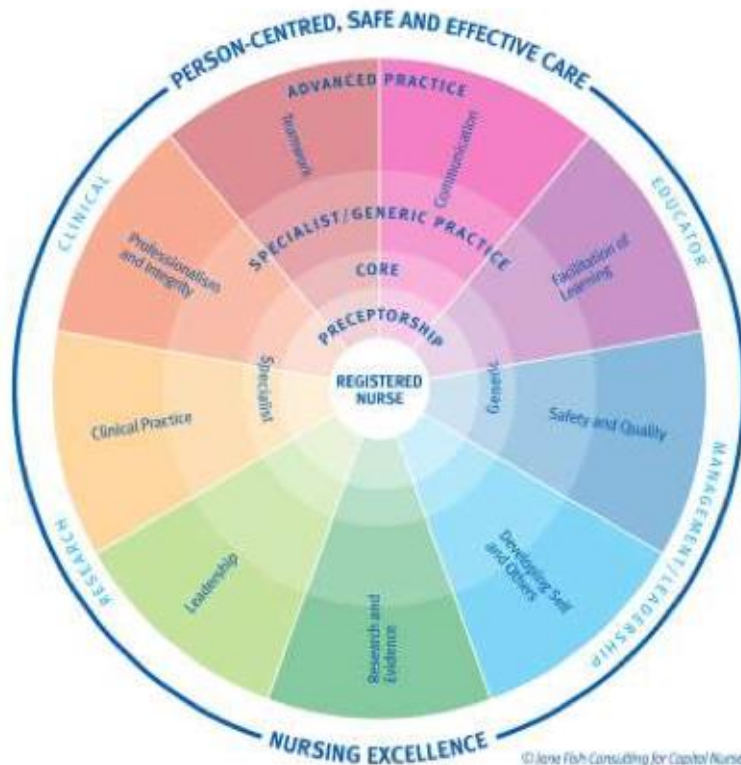
- Career framework
- Preceptorship best practice framework
- SACT Passport
- Other work in specialism
- **Next steps** – expand, embed; (economic) impact; sustain



CapitalNurse work

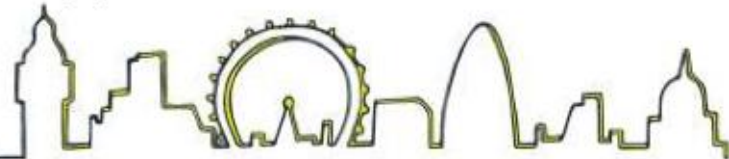


Career framework tool



© Jane Fish Consulting for Capital Nurse, 2016

- Personal development tool
- Self assessment in relation to the nine domains
- Record of professional development
- Feedback from peers and service users
- Reflection
- Career conversation
- Supports NMC revalidation



Preceptorship framework launch

- CapitalNurse preceptorship framework launched in September
- Offers a best practice, high quality and harmonised approach across London that will help organisations support staff with the transition from student nurses to registered practitioner
- Co-designed with nurses from a number of settings including newly registered nurses, directors of nursing, preceptorship and education leads and nursing academics
- The tool will be developed further as feedback is received and evaluated to continue to help organisations and nurses.





London SACT passport launch

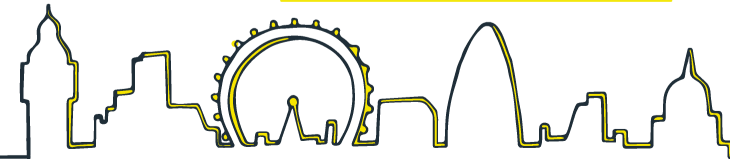
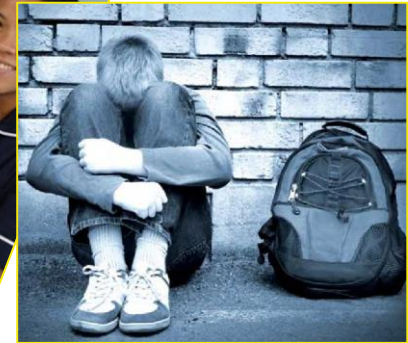
- Launch of the CapitalNurse/UKONS Systemic Anti-Cancer Therapy (SACT) passport in September 2017
- A first for a nursing specialism in London in terms of the idea of a standardised and portable approach to training and competency
- Ensures that SACT training is patient-centred, consistent, up-to-date and standardises best practice across London
- Aims to support nurses' career development, offer them greater choice of work place and will strengthen care and the consistency of nursing support for patients receiving treatment for cancer.



Streamlining postgraduate training and development

Current work areas:

- Cancer nursing
- Older people nursing
- Children & young people's mental health
- Urgent and emergency care
- Neonatal nursing
- Critical Care
- Theatre nursing
- Perinatal mental health
- iv therapy administration passport



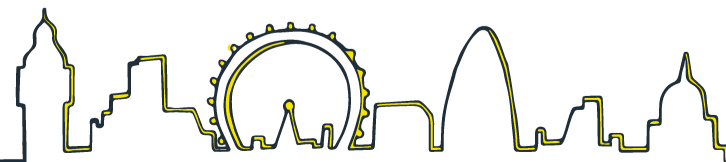
CapitalNurse across Social Care & Health



South West London
Health and Care Partnership



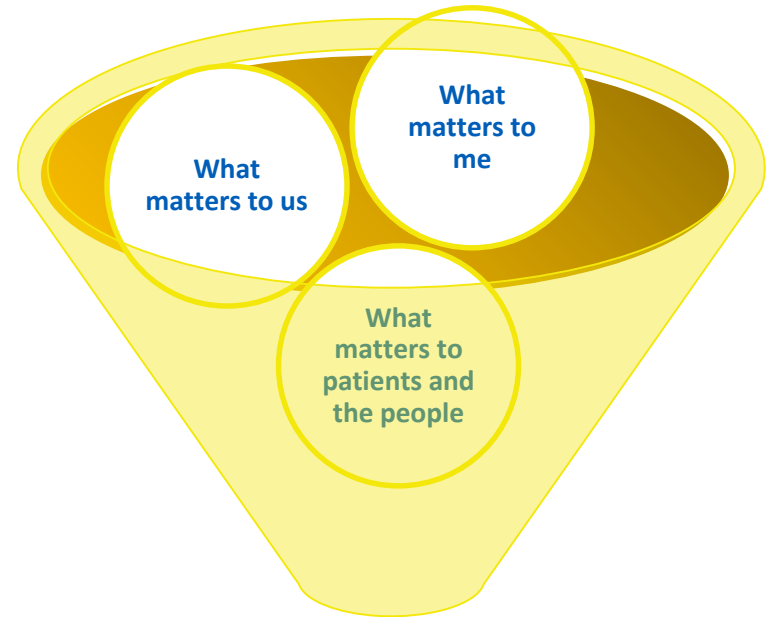
**Creating networks & building
system leadership capability**



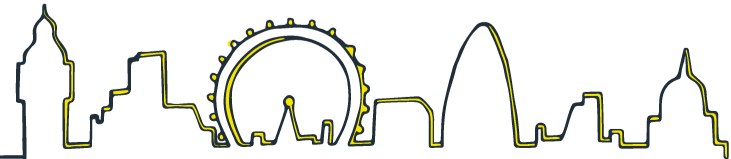
Asking “What matters?”

Nurse friendly employment practices

- Person-centred practice
- Creating ‘Joy in work’



Securing & sustaining the workforce



For more information ...

visit <https://hee.nhs.uk/our-work/capitalnurse>

email capitalnurse@hee.nhs.uk

or join the conversation on Twitter ([@capital_nurse](https://twitter.com/capital_nurse))

