

GLASGOW SUMMARY  
FACING THE FUTURE – REPORT ON ACTIVITIES



Facing The Future  
Action Plan Update Report

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	<b>Primary Care Trust</b>	<b>North Glasgow Trust</b>	<b>South Glasgow Trust</b>	<b>Golden Jubilee National Hospital</b>
<b>Careers</b> <ul style="list-style-type: none"> <li>• One Year Job Guarantee</li> <li>• Return to Practice</li> <li>• GOPiP (Glasgow Overseas Professionals into Practice)</li> </ul>	<p>In place</p> <p>RTP Programme available in Mental Health nursing</p> <p>Agreement reached with GCU to accommodate each application as appropriate</p>	<p>In place</p> <p>RTP Programme available – in partnership with SGT</p> <p>Agreement reached with GCU to accommodate each application as appropriate</p>	<p>In place</p> <p>RTP Programme available – in partnership with NGT</p> <p>Agreement reached with GCU to accommodate each application as appropriate</p>	<p>Advertised for applicants for RTP Programme but no interest shown</p>
<b>Flexibility</b>	<p>Support part-time and flexible hours of working</p> <p>Adolescent Unit piloting ‘annualised hours’</p> <p>Continue to explore other options</p>	<p>Flexible hours available to staff including 12 hour shifts, job share, part-time employment, self-rostering and term time contracts</p> <p>Nurse Bank</p>	<p>Flexible hours available to staff including 12 hour shifts, job share and part-time employment</p> <p>Childcare facilities</p> <p>Gym</p> <p>Nurse Bank</p>	<p>Annualised hours scheme in operation</p> <p>‘School Hours’ contracts offered</p> <p>Nurse Bank</p>
<b>Leadership</b> <ul style="list-style-type: none"> <li>• RCN Programme – pan Glasgow</li> <li>• In-House Programmes</li> </ul>	<p>24 completed, 15 currently undertaking the programme</p> <p>Programme available for all G &amp; H grade staff – 434 completed programme, 240 further places available</p> <p>Programmes are being developed for Lead Nurses and D, E &amp; F grades</p>	<p>24 completed, 12 currently undertaking the programme</p> <p>Programmes available for all F and G grade staff and Heads of Departments – 100 completed, 39 currently undertaking programme</p> <p>Programmes are being developed for D &amp; E grades</p>	<p>19 completed, 12 currently undertaking the programme</p> <p>In-House programmes currently being developed</p>	<p>A programme is in place for Team Leaders to undergo 4 days per year of management/leadership training</p> <p>NVQ Management Training offered and taken up by some staff</p>

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<b>Education &amp; Training</b>	<p>Effective communication mechanisms have been established with NHS Education for Scotland. All Trusts work closely with the Higher Education Institutions to ensure appropriate practice placements for students and to underpin these with effective mentorship. Practice Placement Criteria have been agreed for all mentors and there is an ongoing programme of training for mentors</p> <p>Practice Development Nurse posts established</p> <p>Continue to investigate SVQ/HNC options</p>			
<b>New Roles</b>	<p>Lead Nurse</p> <p>Diabetic Specialist Nurse</p> <p>CPN Liaison</p> <p>Nurse Prescribers</p> <p>Primary Care Support Worker</p> <p>Heart Failure Nurse</p> <p>Learning Disability Primary Care Nurse</p> <p>Nurse Led Community Addiction Teams</p> <p>Adolescent Psychiatry – Lead Nurses, Practice Development Nurses, Clinical Nurse Specialists</p>	<p>Emergency Nurse Practitioners</p> <p>Nurse Prescribers</p> <p>Extended Practice</p> <p>Operating Department Practitioners</p> <p>HNC students</p> <p>Consultant Midwife</p> <p>Consultant Nurse</p> <p>Clinical Nurse Specialists</p> <p>Critical Care Outreach</p>	<p>Emergency Nurse Practitioners</p> <p>Nurse Prescribers</p> <p>Extended Practice</p> <p>Operating Department Practitioners</p> <p>HNC students</p> <p>SVQ 3 Nursing Care Assistants</p>	<p>Theatre Nurse has undertaken the ‘Perfusionist’ course</p> <p>Two nurses now ‘Clinical Analysts’ within the IT Department</p> <p>‘Surgical Assistant’ post in place</p>

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<b>Working Conditions and Tools for the Job</b>	<p>All organisations will continue to implement relevant PIN Guidelines            All organisations are fully committed to the provision of sound competency based educational and practice programmes to equip staff to develop their skills and enhance their roles            All organisations have joined the West of Scotland Nurse Agency Review Group</p>			
• IT	<p>IM &amp; T Strategy in place</p> <ul style="list-style-type: none"> <li>- All G &amp; H grade community nurses have access to IT</li> <li>- Developing clinical nursing information system</li> <li>- Implementing PIMS in Mental Health and Addictions</li> </ul>	<p>Draft Strategy for Nursing and Midwifery            Re-launching Nursing Web page</p>	<p>Strategy being updated            Yearly action plan            Web site being developed -            Practice Development site</p>	<p>IM &amp; T part of Nursing strategy            Intra and Internet access on desk top computers in all nursing areas            Computerised Clinical Information System – OASIS            Appointment of Office Systems            Training personnel</p>
<b>Employment Packages</b>	<p>The GGNHS – Pan Glasgow Recruitment Group will make recommendations regarding the harmonisation of packages to include the review of recruitment procedures, exit interviews and advertising</p>			
<b>Research &amp; Evaluation</b>	<p>Nine nurses actively involved in research            27 involved in previous four years (Database held by R &amp; D Department currently being updated)            Three senior nurses undertaking clinical doctorates            Exploring opportunities for further research activities</p>	<p>The Trust has established a new post of ‘Joint Reader’ with GCU            There are 178 Nurses/Midwives actively involved in research</p>	<p>Nursing &amp; Midwifery Research Committee (includes representation from GCU)            Nursing &amp; Midwifery Practice Development Committee (includes representation from GCU)</p>	

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<b>Recruitment Fairs</b>	A key strand of all organisations strategies is to attract staff is participation in national and local recruitment events. Trusts currently working in collaboration to ensure a pan Glasgow approach at such events			
<b>Pan Glasgow Recruitment Group</b>	A group has been established and includes representation from all four Glasgow Trusts as well as both Higher Education Institutions, the Golden jubilee Hospital and NHS 24. The group will review the issues identified in the action plan and will consider recommendations made by the National Implementation Group and associated sub-groups. It will also recommend how these actions will be implemented locally			