



Facing The Future

Action Plan

Update Report

LOMOND & ARGYLL SUMMARY
FACING THE FUTURE – REPORT ON ACTIVITIES

Theme – Careers

Identified Actions	Progress to Date
Sharing a good practice event/s	Launch of NMPDU Best Practice Statements – Trust-wide 2002. Launch of ‘Framework for practice for Nursing & AHPs’ and Research Bursary Scheme – March 2003
Creation of Nurse Consultant posts	Awaiting approval within A&C for Palliative Care Nurse Consultant post before submission to SEHD
Return to Practice courses	Satellite course from Paisley University currently being developed and implemented in Argyll – Liz Mudie leading (Feb 2003)
Nurse Cadet schemes – working in partnership with further and HEIs.	Look at developing Healthcare students – HNC in Care pilot - ?Sept 2003

Theme – Leadership

Identified Actions	Progress to Date
Protected Time – ensure protected time for leadership development	All nurses on ‘Courage to Change’ Leadership development programme have protected time Current Community Nurse Team Leadership programme – all identified Leadership Facilitators will have protected time as part of their leadership development January 2003 - ongoing
Audit & Evaluation of leadership programmes	Ongoing evaluation of ‘Courage to Change’ – Ernie Elliot as lead Ongoing evaluation of Community Nurse Team Leadership programme – Pat Tyrrell & Ellen Hudson to lead
Development of a career development action plans – to include action on implementation of best employment practice and career devt. For staff	Director of Nursing to Lead – Plans still to be developed

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Theme – Education and Training

Identified Actions	Progress to Date
Recognition & investment in Preceptorship as part of One Year Guarantee	Ongoing identification and training for preceptors throughout the Trust
Co-ordinated approach to placement/allocation of students	Commencement of Practice Placement Audit Cycle – Paisley University, April 2003
Training to reduce defensive practice	Rolling Training programme developed by Complaints and Clinical Risk Development Manager - from April 2003 throughout Trust
CPD – to enable equal access to and dedicated time for CPD	Develop programme of Clinical Supervision to commence in Lomond & Argyll and for roll-out to A&C 2003. Identify need for future DNs, CPNs and Public Health Nurses (workforce planning)

Working conditions and Tools for the job

Identified Actions	Progress to Date
Admin support to clinical leaders	All clinical leads have admin support in the Trust
Communication – new innovations	Development of Trust Intranet
Access to IT and training	Computers currently being rolled out to all nurse bases throughout the Trust. Access to e mail and Internet and training ongoing
Explore ways of demonstrably valuing expertise at every level	Sharing Best Practice events, Trust-wide and at local events, acknowledging progress, achievements and developments through range of newsletters, LHCC Oracles etc.

Theme – Research & Evaluation

Identified Actions	Progress to Date
More use of exit interviews to ascertain why nurses are leaving	HR to offer all those leaving the Trust, the option of having an exit interview or complete exit questionnaire. Findings to be collated by HR. Plan to be developed for dissemination of relevant findings to

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	other key personnel. Currently an A&C implemented programme underway in line with Staff Governance standards.
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