

A Summary of Actions from the National and Local Conventions

Theme – Careers

Identified Actions	Action taken nationally	Action taken locally
Implement return to practice placements locally in a way that encourages flexible working	The Managed Information Programmes are currently doing this and are being evaluated.	7 people successfully completed the Return to practice programme last year and were employed by, what was then, both Trusts in the Borders. 6 Return To Practice nurses are currently undertaking the Pan Lothian and Borders taught course and a further 2 nurses aim to undertake the RCN Distance Learning programme. The choice of both programme and clinical placement area when available encourages flexible working.
Eighteen more nurse consultants will be created in Scotland by NHS Boards	Currently 14 consultant nurse midwife posts in place. Two new posts have been approved and we are awaiting date of appointment. 8 posts are currently under development. 6 posts are being considered. A number of initiative supporting the development of these posts are underway in partnership with local NHS Trusts.	NHS Borders has appointed a Nurse Consultant for Paediatrics. The successful applicant takes up post at the end of September 2003.
Every nurse and midwife in training will be guaranteed a year's employment on qualification within NHS Scotland from Autumn 2002, if they wish. The aim is to offer a commitment to a life of employment for every nurse and midwife in Scotland, based on their skills and contribution. The effectiveness of the programme will be evaluated.	Guarantee to place as pilot for those exiting training in Autumn 2002 and Spring 2003.	NHS Borders is committed to employing newly registered nurses either in substantive posts within clinical areas or on the nurse bank if there are no substantive posts at the time of registration.

Theme - Leadership

Identified Actions	Action taken nationally	Action taken locally
<p><i>Competency and Core elements:</i> National Competency Framework Foster leadership skills pre registration</p> <p>Develop Action Learning Sets locally Facilitated Action Learning groups across organisations Robust appraisal systems that aid development</p>	<p>Will consider for future developments Would be integral to competency based frameworks Developed locally, e.g. RCN Leadership Programme As above Leadership competencies will assist in appraising against leadership qualities</p>	<p>A new appraisal system has been ratified by the Board and roadshows have been organised to communicate this to staff. Training programmes in relation to appraisal have also been arranged.</p>
<p><i>Leadership development:</i></p> <ul style="list-style-type: none"> • Rotational Posts to encourage Leadership • Other specifics to build leadership and capacity • Role models in clinical areas • More creative opportunities to shadow • Ability to ‘fast track’ people who demonstrate leadership potential • Senior staff more visible and ‘walk the job’ 	<p>Work needs to be done on developing ‘Core Elements’ Opportunities to then be identified</p>	<p>A draft Leadership and Management Strategy has been developed which will be discussed by the Board Management Team in October. The strategy encompasses elements such as action learning sets, shadowing, mentoring, and secondments. A secondment policy is in place within NHS Borders</p>
<p>NHS Trusts and Boards will be expected to support the continuing development of clinical leaders through the RCN programme and other evaluated development programmes as a signal of commitment to generic leadership development in NHS Scotland. An audit of development needs over a three-year period, including integration into development programmes for other health care leaders, will form part of local health plans.</p>	<p>Working towards 1000 clinical leaders in Scotland. As at Nov 2001, 240 attended RCN Leadership Development programme.</p>	<p>12 Clinical Leaders have successfully completed the RCN Clinical Leadership Programme in 2002 and 14 G Grade nurses are currently undertaking this year’s programme. We have also developed a further 10 senior nurses, including midwives through our own NHS Borders Leadership Development Programme.</p>

Theme – Working Conditions and tools for the job

Identified Actions	Action taken nationally	Action taken locally
Communication. Think more innovatively about communication strategies and more inclusive ways of communicating with Nurses e.g. information about development plans, use of payslips, internet, via locally identified personnel	To be developed locally – (in partnership)	NHS Borders has a draft communication strategy which will shortly go out for the first of a two stage consultation process
NHS Trust Chief Executives will be asked to confirm to the Chief Nursing Officer that all nurses have access to information technology and the internet in accordance with national policy during 2002.	5000 European Computer Driving Licence (ECDL's) made available across Scotland with a further 5000 to follow.	Within NHS Borders an ECDL pilot was run in March 2003. Since then 61 members of staff have commended the start up course with a total of 16 of these being nursing staff.

Theme – Research & Evaluation

More use of exit interviews to ascertain why nurses are leaving.	To be taken forward locally.	The use of exit interviews is being developed and is included in the new NHS Borders Recruitment and Retention Strategy.
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