

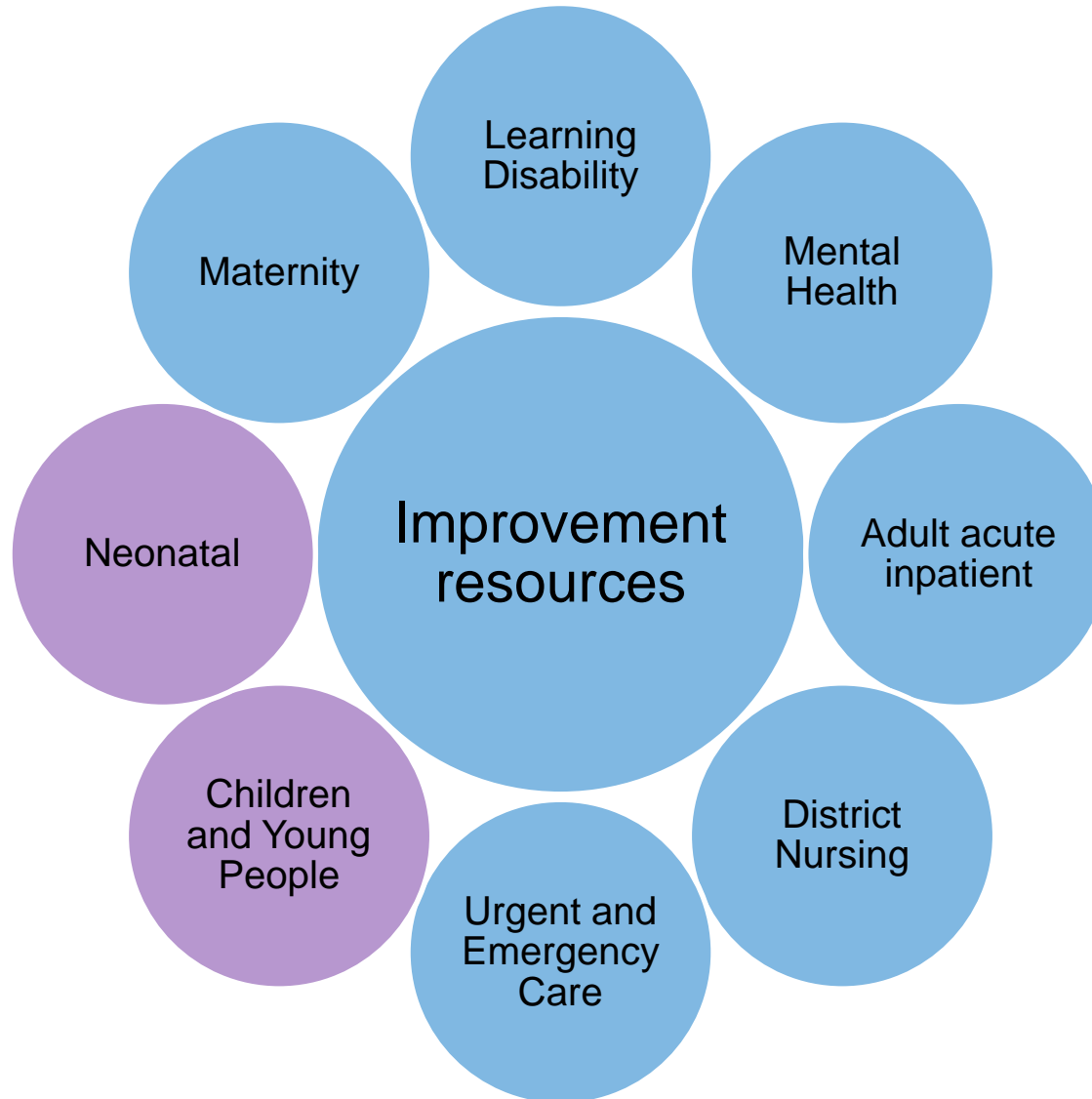
# Safe, sustainable and productive staffing for Neonatal and Children and Young People's services-

## Two Improvement resources

Birte Harlev-Lam  
Clinical Director – Maternity and Children  
NHS Improvement



# Safe, sustainable and productive staffing improvement resources



# Neonatal Resource

## Summary

- Designed to be used by those involved in clinical establishment setting for nurses working in neonatal care
- From the ward manager/sister/charge nurse to the board of directors.
- Boards are responsible for the the delivery of safe, effective, compassionate and responsive care within available resources (NQB 2016).
- Pulls together the guiding principles underpinning staffing in neonatal services.
- Reflects current practice and outlines a systematic approach for identifying the organisational, managerial and local factors that support safe staffing.
- Informed by and builds on the NICE QS4 for neonatal specialist care (2010), the DH *Toolkit for high quality neonatal services* (2009) and the BAPM *Service standards for hospitals providing neonatal care* (2010).

# Resource for children and young people's inpatient wards

## Summary

- No standard model exists for children and young people's inpatient wards. This improvement resource therefore includes all inpatient wards caring for 'infants, children and young people under the age of 18', based on the Royal College of Paediatrics and Child Health's agreed definition (2015), with special consideration given to young people with long-term conditions up to the age of 25 (Department of Health 2012).
- Outlines a systematic approach for identifying the organisational, managerial and ward factors that support safe staffing and includes:
  - decision support tools in workforce planning
  - factors in calculating uplift
  - the role of peer comparison
- The resource builds on standards and recommendations from the Royal College of Nursing (2013), Royal College of Paediatrics and Child Health (2014), Paediatric Intensive Care Society (2015) and Care Quality Commission (2016).
- It is informed by a comprehensive evidence review of the research relating to staffing systems for children and young people's wards (Hurst 2016), commissioned for this improvement resource.
- There are separate standards and guidance for children's critical care services levels 1, 2 and 3 and retrieval (Royal College of Paediatrics and Child Health (2014) and the Paediatric Intensive Care Society, 2015).

Safe, Effective, Caring, Responsive and Well- Led Care		
<p><b>Measure and Improve</b></p> <ul style="list-style-type: none"> <li>-patient outcomes, people productivity and financial sustainability-</li> <li>-report investigate and act on incidents (including red flags) -</li> <li>-patient, carer and staff feedback-</li> </ul>		
<ul style="list-style-type: none"> <li>-implement Care Hours per Patient Day (CHPPD)</li> <li>- develop local quality dashboard for safe sustainable staffing</li> </ul>		
Expectation 1	Expectation 2	Expectation 3
<p><b>Right Staff</b></p> <ul style="list-style-type: none"> <li>1.1 evidence based workforce planning</li> <li>1.2 professional judgement</li> <li>1.3 compare staffing with peers</li> </ul>	<p><b>Right Skills</b></p> <ul style="list-style-type: none"> <li>2.1 mandatory training, development and education</li> <li>2.2 working as a multi-professional team</li> <li>2.3 recruitment and retention</li> </ul>	<p><b>Right Place and Time</b></p> <ul style="list-style-type: none"> <li>3.1 productive working and eliminating waste</li> <li>3.2 efficient deployment and flexibility</li> <li>3.3 efficient employment and minimising agency</li> </ul>

# Safe, sustainable and productive staffing improvement resources

## Who was involved (Neonatal)?

<b>Michelle McLoughlin</b>	Chief Nurse, Birmingham Women's and Children's NHS Foundation Trust Chair, Neonatal safe, sustainable and productive staffing improvement resources workstream
<b>Birte Harlev-Lam</b>	Clinical Director – Maternity and Children, NHS Improvement Professional Lead for Neonatal safe, sustainable and productive staffing improvement resources workstream
<b>Linda Hunn</b>	Associate Director/Lead Nurse Trent Perinatal and Central Newborn Networks
<b>Mary Passant</b>	National Programme of Care Manager (Women's and Children's Specialist Services)
<b>Martyn Boyd</b>	Manager Northern Neonatal Networks Chair Neonatal Networks Managers Group
<b>Ruth Moore</b>	Network Manager/Lead Nurse Staffordshire, Shropshire & Black Country Newborn & Maternity Network
<b>Denise Evans</b>	Lead Nurse Yorkshire & Humber Neonatal ODN Chair Neonatal Nurses Association
<b>Liz Moore</b>	Quality Improvement Officer (Maternity) West Midlands Clinical Networks & Clinical Senate

# Safe, sustainable and productive staffing improvement resources

## Who was involved (CYP)?

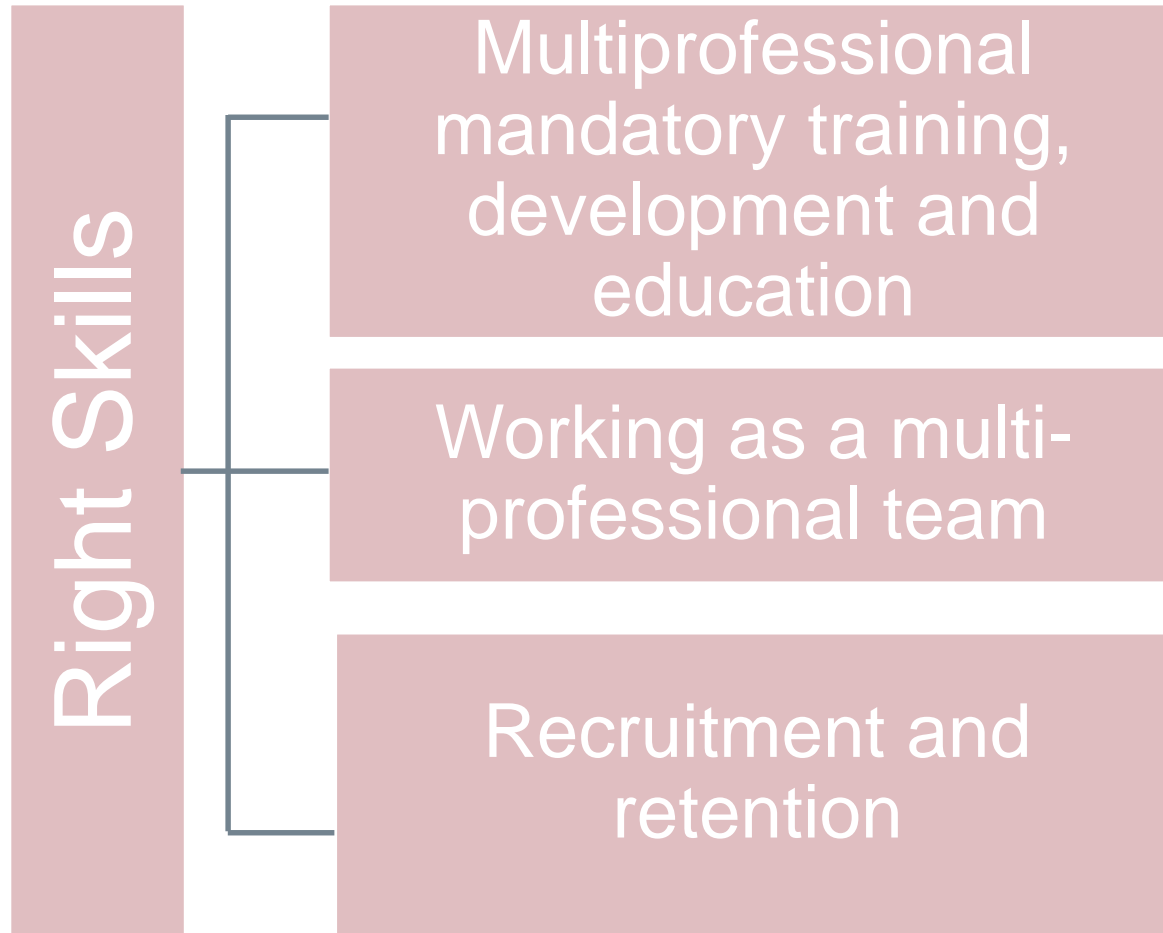
<b>Michelle McLoughlin</b>	Chief Nurse, Birmingham Women's and Children's NHS FT Chair, Neonatal safe, sustainable and productive staffing improvement resources workstream
<b>Birte Harlev-Lam</b>	Clinical Director – Maternity and Children, Professional Lead for workstream
<b>Ann Casey</b>	Clinical workforce lead
<b>Fiona Smith</b>	Professional Lead for Children and Young People's Nursing
<b>Carol Williams</b>	Independent Nursing and Healthcare Consultant for the RCN
<b>Hilary Cass</b>	Senior Clinical Advisor for CYP
<b>Juliette Greenwood</b>	Chief Nurse
<b>Kath Evans</b>	Experience of Care Lead – maternity, children and young people
<b>Keith Hurst</b>	Independent Researcher and Analyst
<b>Linda Hunn</b>	Associate Director and Lead Nurse
<b>Mary Passant</b>	National Programme and Care Manager for Women and Children
<b>Michelle Morris</b>	Consultant Speech and Language Therapist/Clinical Lead for Enhanced Service Development/Designated Clinical Officer - AHP representative
<b>Sally Shearer</b>	Chief Nurse
<b>John Courtney</b>	Former Assistant Chief Nurse – Nursing Workforce
<b>Kerry Jones</b>	Lead for Clinical Workforce Redesign
<b>Yvonne Heward</b>	Lead Nurse for Education and Workforce Development

## Expectation 1

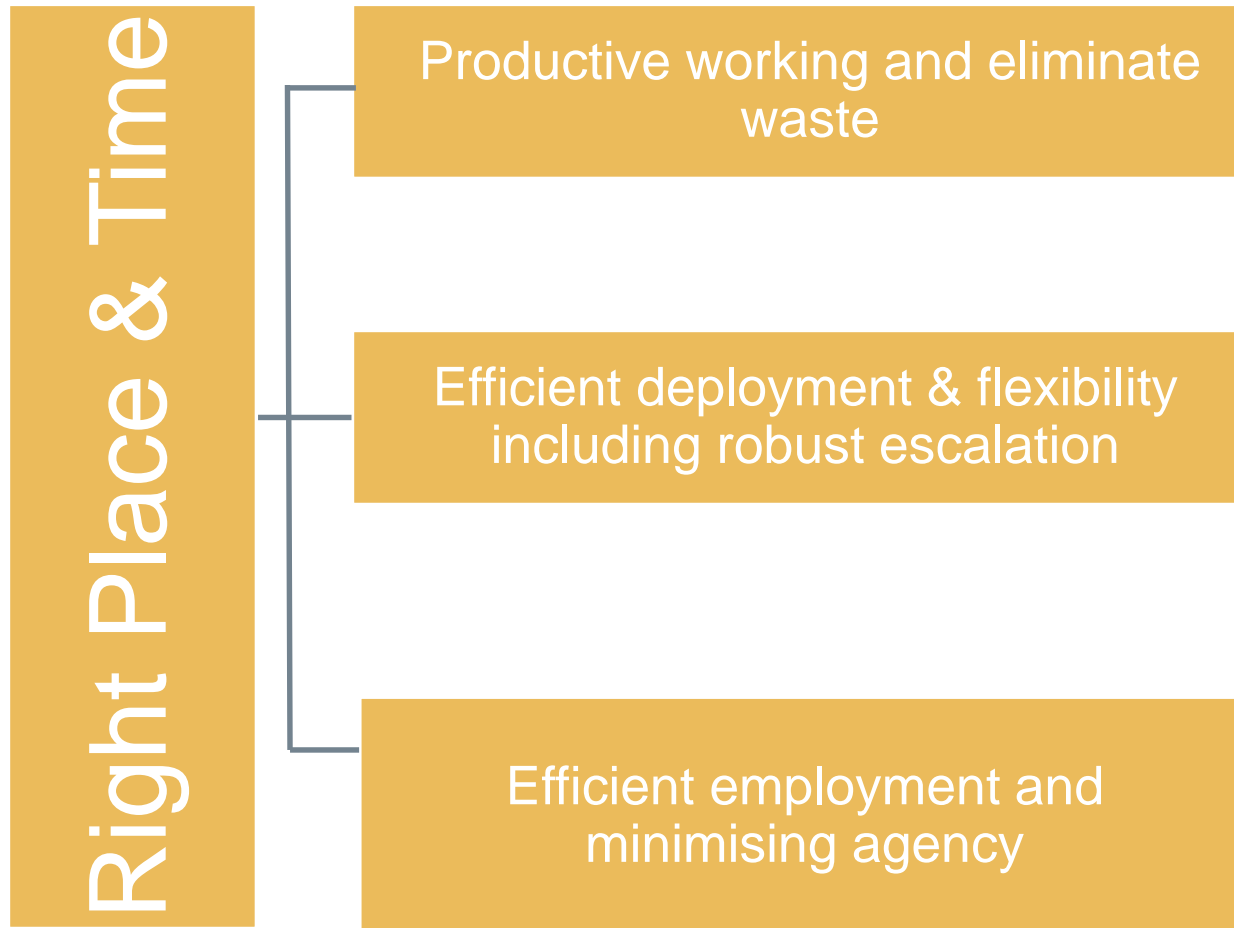


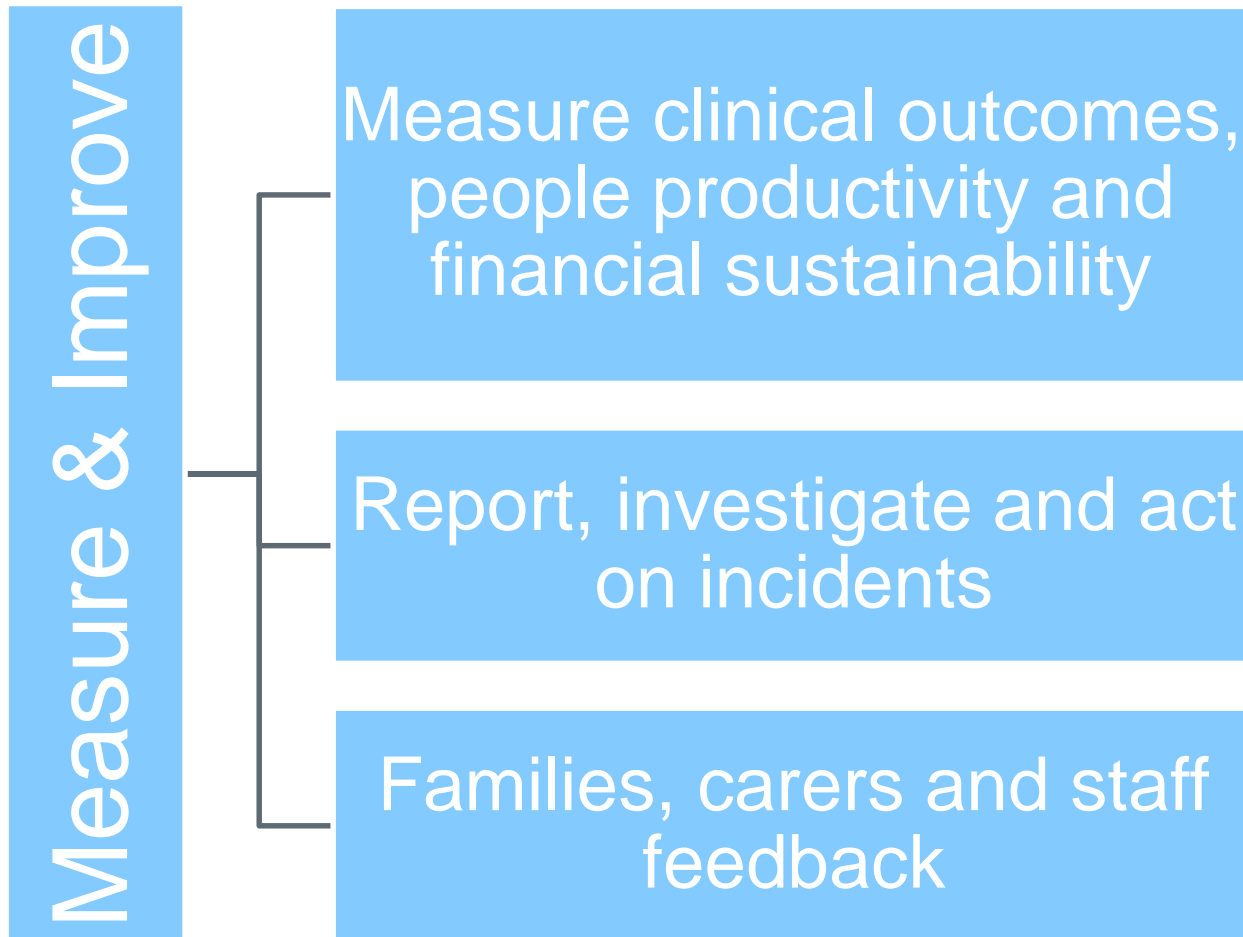


## Expectation 2



## Expectation 3

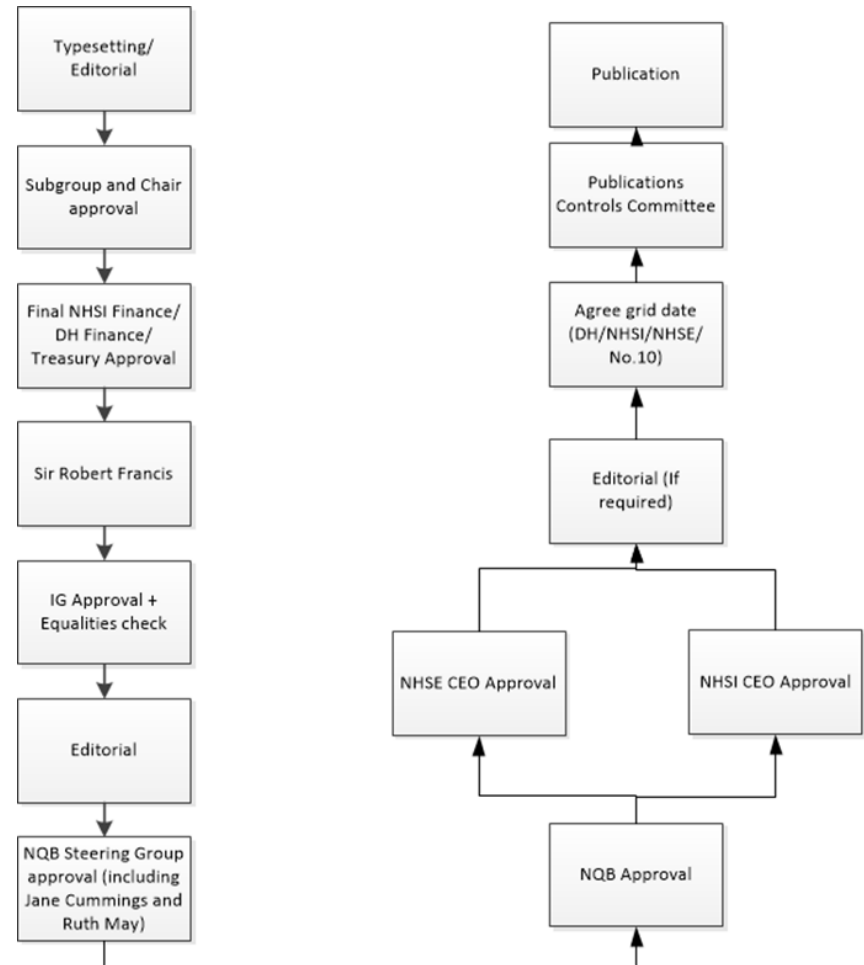




# Safe, sustainable and productive staffing improvement resources

## Implementation plan

- Start of engagement planned for mid October
- Engagement Webinar planned early November
- Process for publication



# Questions

[b.harlev-lam@nhs.net](mailto:b.harlev-lam@nhs.net)

[michelle.mcloughlin4@nhs.net](mailto:michelle.mcloughlin4@nhs.net)

[ed.mclaren@nhs.net](mailto:ed.mclaren@nhs.net)