REPORT TO
DUNFERMLINE & WEST FIFE CHP COMMITTEE
THURSDAY 13 MARCH 2014

MODERNISING NURSING IN THE COMMUNITY

PAULINE SMALL, ASSOCIATE NURSE DIRECTOR
1. INTRODUCTION

1.1 Within NHS Scotland there is a clear need to ensure efficient and effective use of resources and services within community nursing. This must be aligned to the appropriate use of knowledge and skills to deliver against agreed corporate priority areas to support health improvement, patient safety and quality care delivery.

1.2 In view of current priorities to increase care delivery within the community, support health promotion and protection, tackle health inequalities, support long term conditions managements and delivery anticipatory care, there was an identified need to consider the future delivery model for Community Nursing Services.

1.3 Previous reports to Dunfermline and West Fife CHP Committee in January 2012 and March 2013 summarised progress made in recent years with the review of Community Nursing Services at national and local level. These reports detailed the overarching vision for Community Nursing in Fife and included the frameworks which had been developed for both Public Health Nursing and District Nursing locally.

1.4 This report provides an update on progress from March 2013 to March 2014.

2. BACKGROUND

2.1 Community Nursing Services require to be focused and designed to deliver the following:

- National Strategy;
- NHS Fife corporate priorities including HEAT targets and the balanced score card;
- NHS Fife Strategies (including partnership working);
- Local population health needs;
- Multi-disciplinary and multi-agency working which is patient focused;
- Integration of Health and Social Care Partnership.

2.2 There is agreement and commitment to developing a shared Fife vision and associated work plan that can be delivered flexibly to meet local needs within the CHPs focusing on the four following priority areas within the Balanced Score Care:

- Health improvement;
- Staff and Patient Experience and safety;
- Planning for service improvement;
- Delivering efficiency.

3. PROGRESS DURING REPORTING PERIOD

3.1 Public Health Nursing Services – Future Focus (CEL 13) was published in June 2013. This directed a refocusing of Public Health Nursing roles, responsibilities and titles.

3.2 The CEL specified that the existing Public Health Nursing (PHN) role as defined within Nursing for Health 2001, should be refocused and the titles of Health Visitor
and School Nurse reintroduced. It also specified that the role of the Health Visitor should focus on 0 to 5 years (including preconception) and the School Nurse should focus on school years (5 to 19 years).

3.3 This refocusing of the PHN role will support the delivery of targeted interventions, delivered by a specialist workforce, who will be better equipped to address the specific needs of the respective age groups and their families. A new national Children, Young People and Families Nursing Advisory Group is taking forward work to support NHS Boards.

3.4 Following the publication of CEL13, it is now acknowledged within NHS Fife, that the Health Visitor and District Nursing Frameworks developed previously will now need to be reviewed to consider the changes to the PHN role as follows:

- Define the core work for Community Nursing Services which will focus on these priority areas;
- Ensure that where relevant, core work is aligned to strategy and targets and that delivery against this can be evidenced;
- Develop a workplan that outlines priorities for service redesign and/or health improvement;
- Engage the workforce in developing and delivering this work.

3.5 The community nurse staffing resource continues to be reviewed by the Lead Nurses across Dunfermline and West Fife CHP.

3.6 Skill mix has been introduced into the CHP for a number of years now, however, it is recognised that this work requires to be built on and a detailed plan clarifying future action developed. Currently, as each vacant post comes up, a review is undertaken to determine the best option for replacing the post and skill mix is introduced wherever possible. All community nursing teams in the CHP will be completing the revised Community Workload Assessment Tool in 2014. Lead Nurses are in the process of providing extra information in order to receive workload reports on individual teams. This will ensure we have the desired mix and numbers of staff within our teams across the CHP.

Health Visitor (HV) Workforce

3.7 Dunfermline and West Fife CHP continue to review caseload numbers taking account of Health Plan Indicators (HPI) which have now been reduced to core and additional only. The 27 month assessment has been successfully implemented within NHS Fife and most of the Boards in Scotland. NHS Fife has embedded into practice a recognised assessment tool called Ages and Stages Questionnaire 3 (ASQ3) and Ages and Stages Social and Emotional Questionnaire (SE) this tool can be used at all stages of development up to 60 months.

3.8 Lead Nurses have reviewed the grade of nurse allocated to undertake childhood immunisations. There is additional pre-school and school age immunisations to be included in the current immunisation programme from 2014 and further additions in 2015. The implications for delivery are significant and are currently being considered by the Area Immunisation Steering Group within NHS Fife.
3.9 It has been identified that within the current workforce 9 out of 39 Health Visiting staff are 55 years or over. This is considered within Dunfermline and West Fife CHP workforce planning and development work. We currently have 4 WTE Health Visitor vacancies within the CHP which we have been running with for over 6 months due to difficulties in recruiting to the HV posts. This has resulted in increased pressure across the CHP as HV’s are coping with the vacant caseloads with temporary backfill from Staff Nurses.

School Nurse Workforce

3.10 Where possible integration of School Nursing with Health Visitor Teams has taken place within neighbourhoods’ 1 and 2 (Kelty, Cowdenbeath, Crossgates and Lochgelly, Cardenden and Rosewell) and neighbourhood 4 (Dalgety Bay and Inverkeithing). In light of the recommendations from CEL13 this is currently being reviewed to ensure the roles are defined for HV’s and School Nurses.

3.11 Within the School Nursing Teams we continue to review the workload in light of the additional work such as Looked After Children reviews, the new immunisation programme and the implementation of a Nurse Led Enuresis service for school age children.

3.12 The School Nursing Teams have successfully implemented the required changes to the Childhood Immunisation Programme as specified within the Major Changes to Immunisation Programmes 2013-2016. This has been achieved within existing resources.

Family Nurse Partnership (FNP)

3.13 NHS Fife were successful in bidding for funding to implement the FNP Project in early 2012. The FNP Team were recruited, trained and began recruiting clients Fife wide in August 2012. During 2013 NHS Fife was offered the opportunity to expand the FNP Project. As of 17 February 2014 we now have Team B in place, consisting of 1 FNP Supervisor, 6 Family Nurses and an Administrator/Data Manager. This team will begin to recruit to the programme on 17 March 2014.

3.14 The Family Nurses must undertake extensive training to allow them to deliver this intensive programme to the young parents. The majority of Team A have completed the training programme and Team B have commenced the programme. Targets as agreed with the Scottish Government are being met. Fife has been recognised as a high performing Board in FNP and the programme has been well received within NHS Fife and our partner agencies.

District Nursing

3.15 NHS Fife is required to consider succession planning for District Charge Nurses and review training requirements.

3.16 The number of Band 6 staff at each base has been reviewed and has now been completed resulting in one Band 6 per base.

3.17 There has also been a reduction in Bands 6 and 7 working unsocial hours.
3.18 The reduction in the prescribing of silver dressings is on target. Other wound dressings are being reviewed with a view to reduce the spend by 20% in 2014.

3.19 It has been identified that within the current workforce, 5 out of 21 District Nursing staff are 55 years of over this year.

**Integrated Community Assessment and Support Service (ICASS)**

3.20 The Hospital at Home Team commenced within Dunfermline and West Fife CHP in April 2012. Staff continue to undertake advanced nursing skills training. This new service has been well received by the community nursing teams, GPs and patients.

3.21 There have been 1004 patients treated by this new service.

4. **FURTHER WORK**

4.1 Additional work is currently ongoing in relation to the following:

- Early Years Strategy;
- Implementation of Children and Young People’s Bill;
- District Nursing Skills Requirements and options for future education provision;
- Nursery Nurses being more widely used locally;
- Introducing an Immunisation Team to support the School Nurse Teams and GP Practices across the Fife CHPs to deliver the additional immunisations.

4.2 The Modernising Nursing in the Community Toolkit was launched within NHS Scotland in 2012. This is providing community teams of nurses and other disciplines with information, evidence, key resources, examples of good practice and educational contacts to support them in their work with people across the lifespan.

5. **RECOMMENDATIONS**

5.1 Dunfermline and West Fife CHP Committee is asked to:

- **Note** the progress with Modernising Nursing in the Community within Dunfermline and West Fife CHP.

**PAULINE SMALL**
Associate Nurse Director

March 2014