REPORT TO

DUNFERMLINE AND WEST FIFE COMMUNITY HEALTH PARTNERSHIP COMMITTEE

THURSDAY 14TH MARCH 2013

MODERNISING NURSING IN THE COMMUNITY

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MODERNISING NURSING IN THE COMMUNITY

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 management and deliver 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 2011 and January 2012 summarised progress made in recent years with the review of Community Nursing Services at national and local level. The report 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 during 2012.

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.

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 CarD:

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

2.3 The Public Health Nursing and District Nursing Frameworks were developed to deliver the following:

- 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. PROGRESS TO DATE

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

3.2 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 completed the Community Workload Assessment Tool in November 2012. We 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.

Public Health Nursing (Health Visiting)

3.3 Dunfermline and West Fife CHP have undertaken a review of 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 re-introduced across Scotland. NHS Fife has purchased a recognized assessment tool called Ages and Stages.

3.4 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 2013. The implications for delivery are significant and are currently being considered by the Area Immunisation Steering Group within NHS Fife.

3.5 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.

3.6 Within West Fife Locality further skill mix has resulted in the reduction of a Band 7 Team Leader post. We now have two Team Leaders covering two neighborhoods each.

Public Health Nursing (Young People – School Nurse)

3.7 Where possible integration of Public Health Nursing Young People with Public Health Nursing Teams has taken place within neighbourhoods’ 1 and 2 (Kelty, Cowdenbeath, Crossgates and Lochgelly, Cardenden and Rosewell) and neighbourhood 4 (Dalgety Bay and Inverkeithing). We are having difficulty recruiting to these posts and are reviewing skill mix within these teams.
3.8 Within the Dunfermline Team we continue to review the workload in light of the additional work such as Looked After Children reviews, new immunisation programme and the potential of a Nurse led enuresis service.

**Family Nurse Partnership (FNP)**

3.9 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 in August 2012.

3.10 The Family Nurses have undergone extensive training to allow them to deliver this intensive programme to the young parents. Targets as agreed with the Scottish Government are being met and the programme has been well received within NHS Fife and our partner agencies.

**District Nursing**

3.11 Re-deployment of staff has taken place. The new workload assessment tool will determine any additional moves required.

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

3.13 There has also been a reduction in Bands 6 and 7 working unsocial hours.

3.14 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% for 2013/2014.

3.15 It has been identified that within the current workforce, 5 out of 23 District Nursing staff are 55 years or over this year.

**Integrated Community Assessment and Support Service**

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

3.17 There have been 369 patients treated by this new service.

### 4. FURTHER WORK

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

- Early Years Strategy;
- 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 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.

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