

**Executive Director of Nursing, Midwifery
and AHP's
Report to Trust Board
12th June 2019**

Mentorship

Statistics

The Mentor Register continues to be held electronically and managed locally by Ward Sisters/Charge Nurses/Team Leaders, with professional oversight and management responsibility residing with the Practice Education Team. Each Directorate receives status reports regarding availability of Mentors, Sign-off Mentors and Practice Teachers on a 6 monthly basis. SHSCT, at the time of reporting, have 945 mentors who are currently available to mentor students. The Practice Education Team support Ward Sisters/Charge Nurses/Team Leaders to maximise the availability of mentors, as well as delivering training for staff to meet the requirements for entry onto and maintaining entry on the Mentor Register. This continues to be of paramount importance with the welcome increasing number of pre-registration students commencing nursing and midwifery programmes.

Mentor Statistics per Directorate/Division

Directorate	Number of Mentors/ Sign-off Mentors/ Practice Teachers	Available	Unavailable*
ACUTE	678	410	268
CYPS	248	186	62
OPPC	258	185	73
MHLD	210	164	46
Totals	1394	945	449

**Mentors/Sign-off Mentors/Practice Teachers are sometimes unavailable to mentor students due to criteria lapsed, leave, or other reasons as to why they cannot support a student*

Student Capacity

SHSCT currently have capacity to accommodate a maximum of 391 pre and post registration students at any one time across 145 approved practice areas. Due to ongoing requirements to increase practice placements, the Practice Education Team continually work with service colleagues to scope capacity. This year, 3 new practice placement areas have been opened to accommodate students as follows:

- A&D LD Community Epilepsy Specialist Service
- C&B Recovery College
- A&D Complex Care Team.

We are also in the process of opening 2 further placement areas i.e. DHH Direct Assessment Unit and Trust wide MH Liaison team.

Governance of Continual Professional development activity

The Practice Education Team continues to facilitate educational programmes and updates for mentors, sign-off mentors and Practice Teachers throughout the year, which are Nursing and Midwifery Council requirements. Statistics can be viewed in Table 2 below:

Mentors/Sign-off Mentors/Practice teachers CPD activity statistics

Programme/Activity Title	Number of programmes/sessions facilitated Apr 18 – Mar 19	Number who completed activity
Mentorship Preparation Programme/APEL	2	114
Nursing and Midwifery annual update	89	1146
Triennial review	N/A	231
Progression to sign-off mentor status programme	13	47
Model of support	2	18
Supervising mentor preparation programme	11	66
Practice Teacher Forum	2	29

Band 5 new registrant Induction Programme

The Trust induction programme developed as part of the Trust's recruitment strategies to both attract registered nurses to work in SHSCT and to support newly registered nurses, continues to run twice a year. The programme, delivered in a blended approach by Clinical Education Centre, Practice Education Team and in-house SHSCT staff, now runs over a 3 day period to include corporate and professional induction, e-learning, administration of medicines and preceptorship training. During the period April 2018 to March 2019, 123 new registrants have been facilitated to undertake the programme.

Post –registration Nursing and Midwifery Education Commissioning 2018-2019

The Trust continues to conduct annual learning needs analysis for Registrants and works closely with DoH to secure funding for those education programmes that are essential for the nursing and midwifery workforce to continue to deliver a high standard of care. It must be noted that there have been particular challenges because of a reduced budget allocation over the last few years which has necessitated a prioritisation of essential programmes across the region in order to comply with the DoH funding allocation. Transformational monies facilitated a welcome increase in the number of programmes commissioned for 2018 – 2019.

Process to Support Work Experience for school pupils

In November 2018 a new process for facilitating work experience opportunities for school/college pupils Senior Nursing and Midwifery Governance Forum was introduced within nursing and midwifery in the Trust.

This initiative has provided an opportunity to both develop the potential workforce of the future and promote the SH&SCT as the employer of choice. Following engagement with representatives from the local schools and colleges, Work Inspiration, and nursing & midwifery managers, Nursing and HR successfully developed an innovative and efficient process to ensure that all pupils requesting nursing work experience within SH&SCT would be facilitated. To support the process, a practice learning programme for pupils whilst on work experience placements was developed along with information packs containing pupil allocation flow charts, clear guidance on roles and responsibilities, evaluation forms, and Pupil Progress Report templates.

Following review and sign-off at Senior Nursing and Midwifery Governance Forum in November 2018, the process was implemented across the Trust in December 2018. In the three-month period since implementation 100% of the pupil work experience nursing placement requests have been facilitated, 80 pupils in total, a 91% increase from the same period the year previous where only 7 pupil placements were able to be facilitated. In the same period last year, we facilitated placement for 7 pupils in nursing. Verbal feedback thus far from the schools and colleges has been extremely positive. The process has also enabled pupils undertaking Level 3 and 4 Health and Social Care qualifications to undertake nursing placements within the Trust for the very first time.

Nurse Recruitment

A Band 5 recruitment Day took place on the 7th December 2018. The event was jointly co-ordinated by SHSCT HR and Nursing workforce and Education team, for recruitment to adult, mental health, learning disability and CAHMS fields. Table 1 provides a breakdown of the status of the commencement of employment for those staff who were successful at interview.

Table 4 December 2018 recruitment numbers across Branches of Nursing

Branch of Nursing	External candidates (including those from other HSC Trusts)		3rd Year Nursing Students registered in February 2019		3rd Year Nursing Students due to register in September 2019		Internal candidates (already working for SHSCT)		TOTAL	
	Offered	In post*	Offered	In post*	Offered	In post*	Attended	Transferred*	Offered	In post*
Adult	28	10	6	4	58	N/a	14	1	106	14
Mental Health	6	4	1	1	13	N/a	1	1	21	5
Learning Disability	5	2	0	0	5	N/a	5	0	15	2
CAMHS	5	2	0	0	0	N/a	4	1	9	2
Combination (i.e. eligible for more than one branch)	1	0	0	0	7	N/a	0	0	8	0
TOTAL	45	18	7	5	83	N/a	24	3	159	23

**As of the end of April 19*

The Trust are actively working with HR colleagues to embed communication links with all candidates offered posts and facilitate their commencement in the organisation as quickly as possible.

Recruitment schedule for Nursing and Midwifery 2019-2020

An annual recruitment plan for all bands of staff bands 2-7 including pre-registered nursing has been developed for 2019-2020 by SHSCT HR and Nursing workforce and Education team. Recruitment will be focused to specific clinical areas as well as the pre-registered workforce throughout the year. The first recruitment event is occurring on the 7th June 2019 for the Daisy Hill site Medicine and Surgery covering Bands 5-7.

MSc Pilot Adult Nursing Ulster University

The Ulster University have been commissioned by the DoH to provide a 2 year MSc for newly qualified adult registered nurses and there will be a cohort of 30 students recruited (6 per trust) to commence this programme in September 2019. Dr T.McAloon is working on behalf of NIPEC to lead the implementation of this project and the Trust will be coordinating this project through a Trust implementation group.

International Recruitment

Regional nursing international recruitment continues and is due to complete March 2020. For SHSCT, 40 nurses have been recruited and are working across the Trust in acute and non-acute wards. The HSC continues to hold a 100% OSCE pass rate, which is unparalleled in the UK.

Development of a Leadership, Support and Development Programme for Band 6 staff

In December 2018 transformational monies were allocated regionally which facilitated the uplift of 34.25 WTE Band 5 nursing staff to Band 6 Clinical Sister across wards within Acute, Non-acute and MH in-patient areas to ensure that appropriate senior nursing cover was present on designated wards over a 24/7 period and facilitate the Ward Sister/Charge Nurse to fulfil the 100% supervisory role.

Work is currently underway by the EDN team in partnership with Clinical Education Centre to develop a leadership; support and development programme for these newly uplifted band 6 nurses. Feedback from engagement with some of the newly appointed band 6 ward sisters, triangulated with the outcomes in the IPT and the Band 6 job description will form the content of the 3-day programme. The first programme is scheduled to commence June 2019. Key elements include role clarification, professional leadership, NQI's, workplace culture, quality improvement, patient flow, and managing change.

Caring Cultures Programmes

In autumn 2018 a cohort of nine registered nurses from within a range of learning disability services, the Practice Education Team and Nursing Governance in SHSCT attended a Regional Creating Caring Cultures (CCC) programme. The programme which was endorsed by Chief Nursing Officer Charlotte McArdle was facilitated by the Foundation of Nursing (FoNS) and delivered via three residential workshops. The purpose of the Creating Caring Culture Programme was to help nurse-led teams within learning disability services to create healthcare workplaces that are person-centred, conducive to the delivery of high-quality care and that provide a supportive place for staff to work by focusing on the seven ribbons of the CCC rainbow using a range of Practice Development approaches. It provided the opportunity for participants to reflect on their role, consider working relationships to ensure the delivery of person-centred care. Several key actions were identified by the group one of which included the development of a Learning Disability Nursing Forum within the SHSCT to enable the sharing of knowledge and influencing Learning Disability Nursing practice. The cohort continues to meet on regular basis to progress their identified actions in collaboration with a facilitator from FoNS. A second cohort with Mental Health staff has just commenced the programme.

Nursing and Midwifery Workforce Action Plan

A final Nursing and Midwifery Workforce Action Plan was approved by the Senior Management Team and was launched during International Nurses Week celebrations (13th-17th May 2019). Key priorities for the next two years have been identified within the Nursing and Midwifery Action Plan to address challenges regarding attraction, recruitment, retention and utilisation of the nursing and midwifery workforce within the organisation. These are being progressed within three work streams and

progress will be monitored. You can view the action plan at <http://www.southerntrust.hscni.net/about/4195.htm>

International Nurses and Midwives celebration and 100 years Learning Disability Nursing

To mark International Nurses and Midwives Days and 100 years Learning Disability Nursing a series of engagement events took place across the Trust from 13th-17th May 2019. These events enabled nursing and midwifery staff to meet with senior staff and be acknowledged for the excellent work they do. A variety of local businesses contributed several prizes for raffles. As part of the 'Nursing Now Campaign' Trust staff visited a local primary school where school children had the opportunity to interact with our nursing staff.



Director of Nursing Report - Nursing Governance

Nursing and Midwifery Revalidation

Since the new revalidation arrangements came in to effect on 1st April 2016, **3,202** NMC registrants in the SHSCT have revalidated. We have now completed the first 3 year revalidation cycle which ran from 1 April 2016 to 31 March 2019.

As per the HRTPS download on 3 May 2019, the total number of registrants employed within the SHSCT is **3165**. The table below sets out the number of nurses and midwives who have completed the revalidation process each year.

Year	Total Number of staff requiring revalidation	Total Number Revalidated on time	Reasons for not revalidating
Year 1 (01/04/16 to 31/03/17)	1056	1053	Career break (1) Redeployed (1) Long term sick leave (1)
Year 2 (01/04/17 to 31/03/18)	1016	1014	Career break (1) Long term sick leave (1)
Year 3 (01/04/18 to 31/03/19)	1093	1093	N/A

New Adult Nursing Documentation Booklet

The new regional Person-Centred Nursing Assessment and Plan of Care booklet will be phased in with all new adult admissions from Monday 3 June 2019.

A series of awareness sessions have been delivered to assist hospital based nursing teams across the Trust to transition to the new document. NIPEC has also produced a number of web-based resources to assist teams, including a webinar on relevant changes available via the NIPEC website.

This document is to be used to care for people **aged 18 years and over**. If a person under 18 years is admitted to the clinical area, expert guidance should be sought in relation to completing nursing documents e.g. the risk assessments that are suitable for the person. The Executive Director of Nursing Team is presently working collectively with the operational teams in Acute and Children's and Young People's Directorates to agree a framework of support for adult nurses.

PACE (Patient Centred Assessment Care Planning and Evaluation)

The PACE framework for nurse care planning is an element of the regional nursing and midwifery documentation project which is lead on behalf of the CNO by NIPEC.

The 'PACE' framework is a method to improve the quality of nurse care planning. PACE was tested via a pilot in February 2016 in four of the HSC Trusts. The subsequent findings were presented to the CNO and Executive Directors of Nursing in July 2016 and a decision was taken to seek support for implementation through transformational funding to fully implement.

The implementation of the PACE framework is supported by transformational funding with the allocation of 1.0wte Band 7 Nurse to support and facilitate nursing teams in using the PACE framework. The first cycle of supporting six acute and non-acute in patient wards has been completed and a further six wards have started the process. The PACE framework has also been extended to CYP, Mental Health Directorates who are various stages of implementation.

The EDoN maintains oversight of the progression of this project presently via the Senior Nursing and Midwifery Governance Forum.

IHI Improvement Advisor Programme

The Project Lead for implementation of PACE / Recording Care has commenced the Institute of Health Care (IHI), Improvement Advisor Programme and is undertaking a quality improvement project which focuses on involving patients in bedside handovers and bedside recording of care. This will determine if bedside handover and bedside recording of care actively encourages the patient to participate in their own care and co-produce their care-plan.

Nursing Quality Indicators

The NQI Framework combines process, outcome, patient experience and nurses' knowledge indicators as applied to individual patients. The Framework Domains are set out below:

- Domain 1 Safe and Effective Process Indicators
- Domain 2 Safe and Effective Outcome Indicators
- Domain 3 Patient experience
- Domain 4 Staff Experience

Domains 1 and 2 are reported as part of the Governance report.

The overarching themes arising from Domains 3 and 4 are summarised as follows:-

88% of patients felt the quality of nursing care could not have been better, they felt that nursing care was good and then were kept informed of their care. 12% did however say that additional staff would be welcomed.

The majority of nursing staff felt they worked in a good team but again they indicated that more substantive nursing staff in their teams would be welcome and makes teams operate better.

A number of improvement projects are commenced to aim to address some of the issues raised.

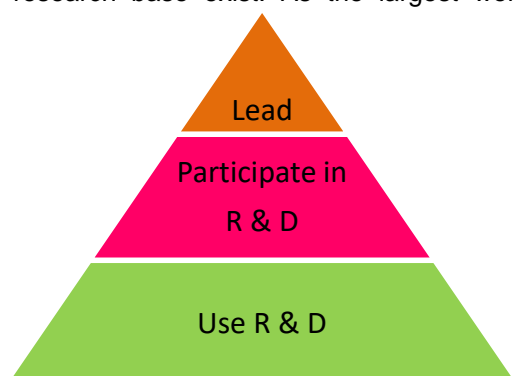
- SHSCT Nursing and Midwifery Workforce Plan
- QI Projects to reduce noise at night in the Trauma and Orthopaedic Ward
- QI Project to focusing on bedside handover
- Embedding of Allocate System

It is encouraging to note the positive themes relating to the patients perspective on the quality of care nurses are providing.

Unlocking the potential of Doctoral Nurses and Midwives in the Southern HSC Trust

A rich and diverse health research environment helps patients and invigorates the workplace (Carrick-Sen et al, 2016).

The Southern HSC Trust has a strong research history, contributing to the development of new knowledge, especially in the context of clinical trials. However untapped opportunities to grow the research base exist. As the largest workforce, within patient facing health and social care, the potential for research activity exists at multiple levels within the nursing and midwifery workforce. Not least within the Nursing Governance Team, where three doctoral researchers are located, each contributing their own unique research expertise and critical thinking skills in their specific role to support, influence and enhance the research capacity among their nursing and midwifery colleagues. With the growth in MSc Doctoral level nurses and midwives, there is potential to



introduce a suite of initiatives which will further develop evidence based practice and research capacity for nurses and midwives.

A consensus workshop, to determine an infrastructure and pathway to further increase research activity in this workforce and build on existing and new collaborations with local, national and international colleagues and external agencies is planned . This will lead to a burgeoning research culture, which has the potential to provide a pathway for aspiring researchers who wish to remain in clinical practice by maximising academic, clinical and personal development skills/knowledge leading to the best use of evidence in practice, optimal patient outcomes and innovation.

Carrick-Sen, D; Richardson, A; Moore A; Dolan, S (2016), *Transforming Healthcare Through Clinical Academic Roles in Nursing, Midwifery and Allied Health*

Professions: A Practical Resource For Healthcare Provider Organisations, AUKUH, London
https://www.bda.uk.com/professional/research/transforming_healthcare_through_clinical_academic_roles_in_nursing_midwifery_and_allied_health_professionals

Midwifery

Getting Ready for Baby Programme

Funding from the PHA has ceased for the Transformational Getting Ready For Baby (GRFB) programme. The Trust has committed to sustaining and delivering this programme by integrating it into core midwifery services with plans to widen and expand access to the programme and the localities in which it is provided. Currently the programme is being delivered in 3 localities within the Trust and work is ongoing to establish the programme in the Armagh & Dungannon areas in addition to those already established. Suitable accommodation is limiting the ability of further roll out, but work is ongoing to identify suitable areas. The overall success of this programme has been reported widely and statistical information will continue to be collated, but feedback is that first time mothers and their partners are more prepared and confident in preparation for the birth of their baby. Evidence of breastfeeding rates on discharge has also increased with 63% of women on the programme breastfeeding on discharge which has assisted in increasing overall breastfeeding rates for the Trust to 51% for 2018/19.

Antenatal Care & Black and Minority Ethnic Population

Birth rate within the Trust has been consistent in the last few years at approximately 5600-6000, however the complexities of women is continuing to rise. Regionally the Trust has the highest number of pregnant women from BME population with the majority of these women using the services in South Tyrone and Craigavon. These women are complex in their needs and 10% of women booking within these areas require interpreting services throughout their pregnancy. This has a significant impact as the availability of interpreters particularly Tetum and Romanian and is an ongoing constraint for the midwifery and medical staff on a daily basis. Outcomes for women who have inadequate use of antenatal care such as access to sufficient interpreting services is identified to have higher mortality rates and as such is evidenced in recent MBACE report.

The IMWH Division continues to work on reducing the caesarean section rate which has consistently been 32%, with little variation in the last 10 years. It is however acknowledged that as the complexity

of women has increased significantly maintaining this percentage is difficult but the division strive to reduce this whilst being cognisant of morbidity and mortality rates.

MQI's

Regionally there are plans within the maternity collaborative to have maternity quality indicators which will be measurable standards for all maternity units. The IMWH division are considering the possibility of adopting NHS England Safety Thermometer which will measure both qualitative and quantitative data for maternity services and provide a baseline to assess patient care against a national dataset.

Midwifery Staffing

Increased training numbers for student midwives has been welcomed regionally, however recruitment of midwives remains an ongoing challenge for the Southern Trust. To ensure new staff are supported and sufficiently mentored, the option for midwives to return following their retirement is continuing and ensures that the skills and experience of those senior staff is retained within the Trust. The division continues to work with universities, Human resources and BSO to maximize all opportunities for recruitment as and when possible. Consideration to job fayres in Scotland and England are also being discussed as an approach of further staffing possibilities.

Allied Health Professions

1.0 National Recognition: Allied Health Professions

National Advancing Health Care Awards

Allied Health Professionals in the Southern Trust were recognised amongst the best in the UK at the 2019 Advancing Healthcare Award for innovative healthcare practice that makes a real difference to patients' lives. The Trust's AHP flexible pool workforce development was awarded Finalists in the category of "maximising resources for success" which is sponsored by the Department of Health NI. The flexible pool workforce was developed as a corporate priority by the Assistant Directors AHP Steering Group with support from HR and Finance leads to address large scale temporary gaps in the predominantly female workforce due to maternity leave, work life balance and high turnover rates. This award recognises the crucial role of AHP leadership in driving forward service transformation to ensure safe, sustainable, and effective quality services provided in the right place at the right time by the right people. This model resulted in improved productivity and flexibility of the AHP workforce; enhanced patient experience through shorter waiting times and service continuity; greater staff retention, building a stronger reputation for Southern Trust as a great place to work showing the way for other Trusts to follow.



Photo 1: Carmel Harney, AD AHP Governance, WFD and Training and Mandy Gilmore, Professional Lead Nutrition and Dietetics.

CYP - Neo- Natal AHP service picks up award at 2018 NI AHP Awards

Photo 2 - Jayne Wilson Physiotherapist and Fionnuala McKerr SLT, receiving Regional Award for recognition of improved therapeutic interventions and safety to Neonatal Services, CAH.



2.0 ALLIED HEALTH PROFESSIONS- WORKFORCE

Workforce Reviews - Update

The Regional AHP Workforce Reviews carried out in partnership with the Trust AHP Professional leads, the PHA, DoH, the respective professional bodies and Trade Unions which followed the evidenced based sequenced six-step methodology (outlined within the Skills for Health, Regional HSC Workforce Planning Framework) are nearing completion.

Physiotherapy/ Podiatry/Prosthetists/Podiatry/Speech and Language Therapy

The Physiotherapy, Podiatry, Prosthetists, Podiatry, Speech and Language Therapy, Dietetic professions has completed their Reviews which have been signed off by the steering group and are due to be presented to Top Management Group (TMG) in the DoH in May/June 2019 for approval.

OT, Orthoptics and Diagnostic and Therapeutic Radiography

The OT, Orthoptics and Diagnostic Therapeutic Radiography professions and are in the final stages and are due to be submitted to the DoH for approval by early June 2019.

Early findings from the reviews is the need to increase the NI undergraduate training numbers, progress accelerated training routes for the larger AHP professions, secure some of the profession specific graduates to the HSC who may migrate to the private sector, market HSC as a great place to work and look at recruitment options outside of NI.

Implementation Plan for the AHP Workforce Reviews

DoH have advised that an AHP Workforce Review **Implementation Steering Group** will be established in late June 2019 with input from DoH, Trusts, UU, PHA and Trade unions to oversee the successful operationalisation of the 11 distinct workforce reviews. To ensure that an increased supply of undergraduates is achieved, that the wider recruitment outside NI is enacted as an interim measure, that the AHP support and advanced roles are fully developed and maximised to progress the transformation agenda.

Paramedics

The DOH has recently designated paramedics as Allied Health Professions and they are moving to a graduate only profession with HCPC registration status by 2021. The DOH has appointed an AHP Lead to a 3 year secondment post to support the Paramedic profession through these changes. In moving towards a graduate only profession the interim steps required mean that the current cohort of 47 paramedic students (who have mostly been working as paramedics for a number of years) now have a requirement to complete the foundation degree (a Foundation Degree is a Level 6 qualification - BSc is Level 7- MSc is Level 8). At the DoH request HSC Trusts are facilitating the clinical facing element of this training through the provision of placements in Acute Hospitals. SHSCT have hosted 5 of these students between February and April 2019 with medical, nursing and AHP staff supporting this learning.

Further arrangements to support the growth in placements, clear lines of accountability and effective governance is being formally progressed by the DoH and NIAS in collaboration with UU and the Trusts.

AHPs: Advanced Practice Framework

The Regional AHP Advanced Practice Framework has been approved by the Top Management Group (TMG) at DoH and will be launched in June 2019.

DoH have advised that an **Implementation Oversight Group** will be established to oversee the successful operationalisation of the AHP advanced practice careers outlined in the framework to support the ongoing transformation agenda within and beyond the HSC towards the wider inter-sectoral community planning HWB agenda.

3.0 RECRUITMENT UPDATE

Local Recruitment- Event Planning

SHSCT attended the recruitment fayre at the annual Ulster University (UU) on 14th May 2019 as part of the AHP Professions adopting an HSC wide approach with the support of the Strategic Resourcing Innovation Forum (SRIF) and UU to more successfully harness the new graduates of 2019 into employment. A fresh and innovative HSC wide approach to marketing NI as a great place to work to capture the new AHP graduates through more E friendly regular engagement processes, attractive job profiling, streamlining and fast tracking recruitment methodologies.

Beyond NI Recruitment - Event planning

The DoH have agreed to establish a Regional AHP Recruitment working group involving membership from the Trusts, PHA, DoH, the Strategic Resourcing Innovation Forum (SRIF) and Trade unions to execute a recruitment plan to recruit AHPs outside NI. Many NI students study for their AHP careers in universities/colleges in the UK, Scotland, Wales, and in the Republic of Ireland and whilst there are some pockets of successful recruitment activity by some of the AHP professions to some parts of UK and ROI a large scale recruitment drive to attract this workforce using proven methods applied through social media, digital and corporate engagement and marketing will be taken forward.

4.0 TRANSFORMATION

A key Transformation Project being led by AHPs is the new Dysphagia Support team who are changing practice on a system wide level to improve quality and safety of patient/client care.

Dysphagia Support Team

As part of the Transformation funding each Trust were tasked to develop a Dysphagia service. SHSCT are the only Trust in NI to have fully established their Dysphagia Support Team, consisting of a Band 8a Dysphagia Coordinator, one Band 7 Dietitian and one Band 7 Speech and Language Therapist, and 2 Dysphagia Assistants (Band 4) who are successfully implementing the objectives set out in the regional thematic review on Choking.

Photo 3 - Louise Campbell, Project Lead, Dysphagia Support Team and Arleen Watt, Band 7 Dietitian, Dysphagia Support Team



Photos 4 & 5 - Trust staff attended interactive events/stands across SHSCT for Swallowing Awareness Day on 13th March 2019.



Paediatric Dysphagia

SLTs from Rapid Response, CDC, Neonatal and special schools teams held a number of successful events in the SHSCT area on National Swallowing Day on 13th March to improve awareness of the impact of dysphagia

on children and young people.



Photo 6 -MDT Ceara Special School -swallow awareness day

Photo 7-Swallow Awareness Session - Ceara Class



Photo 8, Award Winning “Play and Say” Hilary McFaul Acting SLT Manager and Kiera Gilmore, SLT.

CYP SLT Play and Say

The pre-school speech and language therapy service to children with delayed language has been transformed through the development of the play and say project which has been nominated and shortlisted for a number of quality improvement awards. Since winning the dragon’s den challenge the team have been progressing the development of video animations to make the programme accessible in a number of languages.

CYP- Special Educational Needs (SEN) Transformational project-Progress Update

SHSCT have successfully recruited their project lead, Pauline Leathem and band 4 data manager, Ciara Sweeney. The objectives for this project are:

- Implement a timely process in requesting relevant health advice as part of the Statutory Assessment process.
- Provide a mechanism to collect requests for Statutory Assessment and map timeframes in providing this within the 6 week timeframe.
- Implement the proformas, processes and guidance documents drafted across each of the professional groups.
- Ensure compliance with professional standards and guidance across each of the relevant professional groups.
- Deliver training to relevant staff on SEN legislation and new frameworks developed to help support children with possible and confirmed SENs.

The team have completed their stakeholder mapping and engagement with stakeholder groups finalising their baseline of current timelines on which to measure improvement. A training programme will be rolled out from June – September 2019.

5.0 CONTINUOUS PROFESSIONAL DEVELOPMENT

Supporting Patient-Flow

In Craigavon Area Hospital the role of “rehab assessor” has been developed – when patients are identified as suitable for rehab in a non-acute setting. AHP staff complete an assessment of suitability for rehab and it ensure all tests and information are available for the medical staff to deem patients medically fit.

Physiotherapy have taken on this new role to identify and work with patients in the early part of the day to enable same day transfer to occur. This offers a more patient centred and responsive care pathway where previously patients would have waited from 2-5 days for this transfer to occur.

Physiotherapy Over to You Scheme

The Over to You Scheme was set up and developed in 2001, in response to an identified and unmet rehabilitation need within the local population.

It is a Physiotherapy Led exercise programme run in Partnership with Leisure Services in the Newry & Mourne Legacy trust area.

The “Over to You” Scheme, initially funded by Big lottery, was piloted as a Physiotherapy Partnership with Leisure Services in the Newry & Mourne legacy Trust area. Trust investment secured this innovative service.

- A recent Audit (2018) was completed on looking at the complexity of patients seen on the Over to You Scheme and on how effective these conditions were improved or managed throughout the programme.
- Outcomes were assessed using the MSK-HQ Outcome Tool and the Hospital Anxiety & Depression Score (HADS) was used for patients with specific Mental Health conditions.
- Of the 60 patients audited, overall 96% of patients had an improvement on the MSH-HQ result regardless of their condition.

Direct patient feedback received as follows:-

“Exercise has helped with the physical pain as well as the anxiety and depression”

“My mind is sharper”

“Improved confidence”

“I can walk normally down the stairs now”

Dietetics:

E-Health

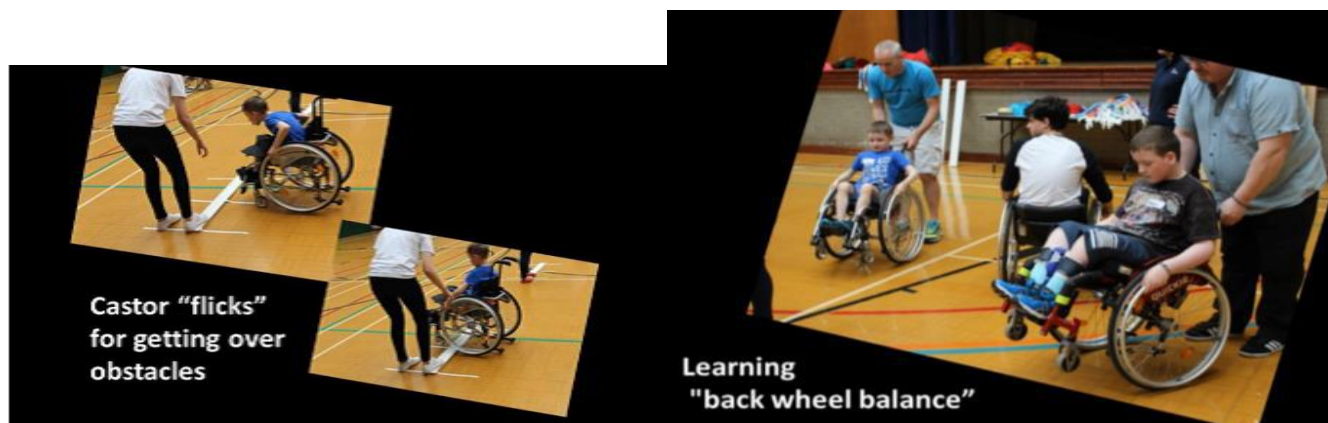
With the successful implementation of the remote tele-monitoring ‘Health Call Under nutrition Service’ for patients requiring oral nutrition support in Nursing Homes within SHSCT, the Dietetic service is now extending the service for patients in the clinic setting and in their own homes. This technology will continue to drive quality, provide safe and effective care, whilst supporting patients in their own home. Earlier intervention for patients at risk of malnutrition improves treatment compliance resulting in improved nutritional status. The service also maximises dietetic resources and improves skill mix.

Trust-wide Occupational Therapy Professional and Quality Improvement Developments

As part of the Regional Children’s Wheelchair Training Programme, the SHSCT Wheelchair Resource Team and the Regional Clinical Specialist Occupational Therapist, are launching the Lough Neagh Wheeler’s Children’s Wheelchair Skills Club in June 2019.

The purpose of the club is to offer wheelchair skills training to children and their families through the medium of group games in a fun environment.

Examples of skills teaching includes;





18 Occupational Therapists from different directorates, Disability, Children and Young People, Acute and OPPC, have volunteered to support the running of the club which will meet 4 times per year in the Seagoe Centre, Craigavon from 10:30am – 12:30am on a Saturday morning during June, October and December, March. Sessions have a structured teaching plan and are delivered in partnership with adult wheelchair users from all over NI, including the Southern Trust and are known as “Wheelchair Skills Training Buddies”.

Stroke Services

Occupational Therapists the stroke services in the SHSCT are preparing to participate in a “*Randomized controlled trial (RCT) of mirror box therapy in upper limb rehabilitation with sub-acute stroke patients.*”

This research project, being led by the School of Health Sciences, University of Ulster, has secured funding from SEUPB, (Special EU Programmes Body), under the Cross-border Healthcare Intervention Trials in Ireland Network (CHITIN). WHSCT, NHSCT, and North Eastern Health Board in ROI are also participating in this research project, as well as Trinity College Dublin.

Previous research using mirror box therapy in treatment has been carried out with people who had their stroke more than six months earlier and found that it improved movement in the affected arm. This research will use mirror box therapy with people in hospital who have had a stroke within the past three months. The researchers want to find out whether using the mirror box as part of occupational therapy rehabilitation helps people to recover greater use of their arm than standard occupational therapy rehabilitation. Improved upper limb functioning after a stroke can make the difference between the person being independent or needing help with everyday tasks such as washing, dressing, feeding, walking and carrying out household activities.

Autism Services

Occupational Therapists from the SHSCT ASD/Autism Services have, as part of a regional working group, developed a training programme to build capacity within the occupational therapy workforce to assess for and provide intervention for children presenting with ASD. The programme, *Autism Spectrum Disorder in children 0-18 years and its implications for Occupational Therapy assessment and intervention*, is being delivered in September 2019, through the CEC by occupational therapists who are clinical specialists in ASD, and is targeted at Band 7 and 6 Paediatric Occupational Therapists who work with some but not exclusively ASD children within the community, hospital, nursery, residential or school-settings.

Scaffold

Occupational Therapist Aisling Mitchell has joined this therapeutic team for Looked After Children in SHSCT. This is offering a new service to residential homes as part of an MDT and is the first posts of its kind in Northern Ireland.

Bridges -MDTs

The Bridges which is an evidenced based self- help, self- management approach to training that is uniquely co-designed and co-produced with HSC professions, service users, and the wider sectors for

specific condition areas will commence across all Directorates for Dysphagia to support a Culture of “Dysphagia Friendly Communities”. In addition CYP are continuing to roll out further Bridges approach to develop children’s AHP services in child centred, impact based service models.

To date 70 of the 80 community physiotherapists have been updated in their knowledge of respiratory conditions, in the use of specialist equipment in use in community settings and in training families and carers to be empowered to use such respiratory equipment and physiotherapy adjuncts. A first of its kind programme programme will be offered Physiotherapists in the region

6.0 ASSURANCE AND ACCOUNTABILITY

Professional Registration

On 31st March 2018 all AHP professions were 100% compliant with professional registration. There were no lapses in registrations over the time period from December 2018 to March 2019.

Supervision

Compliance with Supervision period ending 31st March 2019

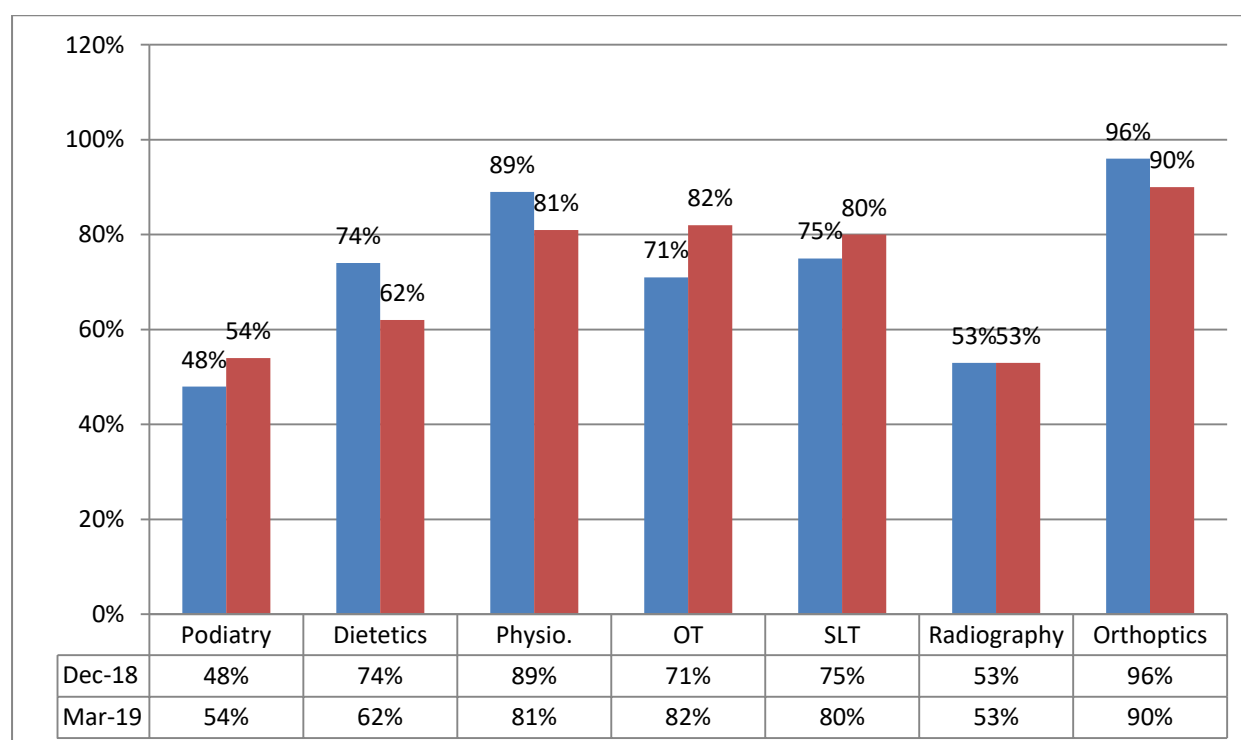


Figure 1 .1 Supervision Compliance by AHP staff

Figure 1.1 sets out the supervision compliance activity for all the AHP disciplines. The continued pressures within unscheduled care coupled with recruitment challenges have impacted on formal

supervision activity within some areas of Acute and community services. Whilst informal supervision continues to be a feature on a daily basis formal supervision has been challenging for some areas of care.

The AD for AHPs has worked with the professional heads of service in the last quarter to maximise the deployment of other supervision methods (group supervision, peer supervision, skype) which has maintained or increased compliance levels.