



Our Trust Vision

5 Star Patient Care

Delivered with compassion and pride by exceptional Nurses, AHPs and Midwives

Our Nursing, AHP and Midwifery Commitments

Our Nursing, AHP and Midwifery Objectives

★ Care

We will deliver kind, safe, effective, person-centred care

- Focus on fundamentals of nursing care and a 'back to basics' approach for everything including:
 - Infection Prevention and Control
 - Nutrition and hydration
 - Privacy and dignity
 - Care planning
 - Professional standards
- Eliminate corridor care and 'boarding' of patients by working with colleagues across all multi-disciplinary teams
- Effectively communicate, showing kindness and respect, with patients, families and colleagues
- Implement a robust system of clinical and professional supervision
- Lead with professional pride, ensuring full compliance with uniform policy and clean and tidy clinical areas

★ Communication

We will value and champion staff voices, embedding visibility to create a culture of compassionate leadership

- Chief Nursing Officer, senior nurses, AHPs and midwives to role model and implement the Trust values of Kind, Open and Inclusive, and the Trust Behavioural Standards
- Establish 'listening and engagement' forums for nurses, AHPs and midwives across MWL
- Involve a wide range of staff, respecting variance in cultural perspective and background to deliver our vision and commitments
- Chief Nursing Officer led monthly 'quality' walk rounds to encourage 2-way communication, raise visibility of senior leaders, role model compassionate leadership and promote high standards of care
- Embed and showcase 'Beacons of Excellence' and 'you said, we did', communicating these across MWL
- Introduce 'Living our Values Award' for exceptional care

★ Systems

We will strengthen collaboration, integration and shared learning across MWL

- Establish cross divisional meetings and collaboration forums to share learning, best practice and maximise staff and patient experiences
- Introduce Trust-wide patient safety collaboratives
- Develop key role profiles and set clear role expectations for nurse, AHP and midwifery leaders at all levels, to ensure clarity of responsibilities and promote effective team working
- Establish collaborative leadership development opportunities for Band 7 roles and above
- We will listen to and learn from patients, and share this across Clinical Divisions and the wider Trust

★ Pathways

We will grow a skilled, confident and future ready workforce

- Establish structured career pathways, from newly qualified to consultant level clinical practice, and pathways to senior leadership roles
- Implement a series of development and training opportunities including:
 - Band 5-6
 - Band 6-7
 - Advanced Clinical Practitioner and specialist roles
 - Aspiring leaders / executives
- Establish clinical-academic opportunities and pathways in partnership with Higher Education Institutions (HEIs)
- Implement an MWL approach to job planning for specialist, Advanced Clinical Practitioner and consultant roles
- Promote coaching, clinical supervision, mentorship and shadowing to develop pathways for future leaders

★ Safety

We will deliver and grow research, innovation, quality improvement and digital initiatives

- Ensure nurses, AHPs and midwives in appropriate roles (eg ACP and consultant practitioners, Chief Nursing Information Officer, digital midwives etc) have dedicated time for research, innovation and improvement
- Establish effective links with Higher Education Institutions (HEIs) and other innovation and improvement bodies, and grow the number of joint initiatives and bids
- Establish a culture of research, innovation and quality improvement
- Integrate NHS IMPACT methodology into everyday practice
- Maximise the use of digital tools for patient care, safety and learning

Enablers

Leadership: Chief Nursing Officer will lead this work with and through divisional and corporate nurse, AHP and midwifery leaders.

Inclusion: Dedicated delivery groups will be established to develop and deliver this vision and commitments, with measurable goals, underpinned by MWL continuous improvement methods.