

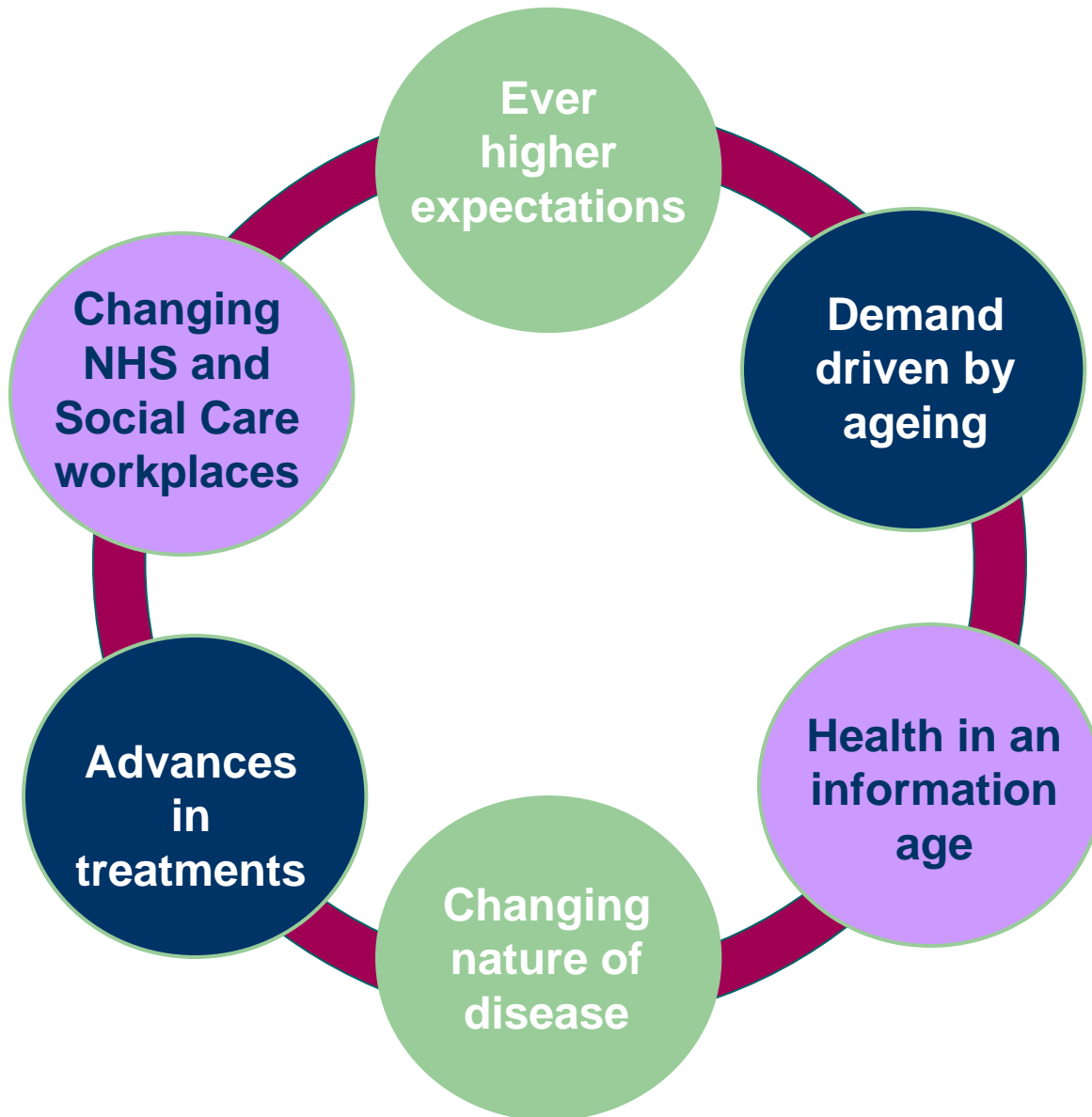
Modernising Nursing Careers and the Impact on Post-Graduate Career Pathways

David Foster

Deputy Chief Nursing Officer

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Global challenges for healthcare and society



1

Building capacity in the system

- NHS Plan saw greatest investment in the history of the NHS
- More doctors, more nurses, better facilities

2

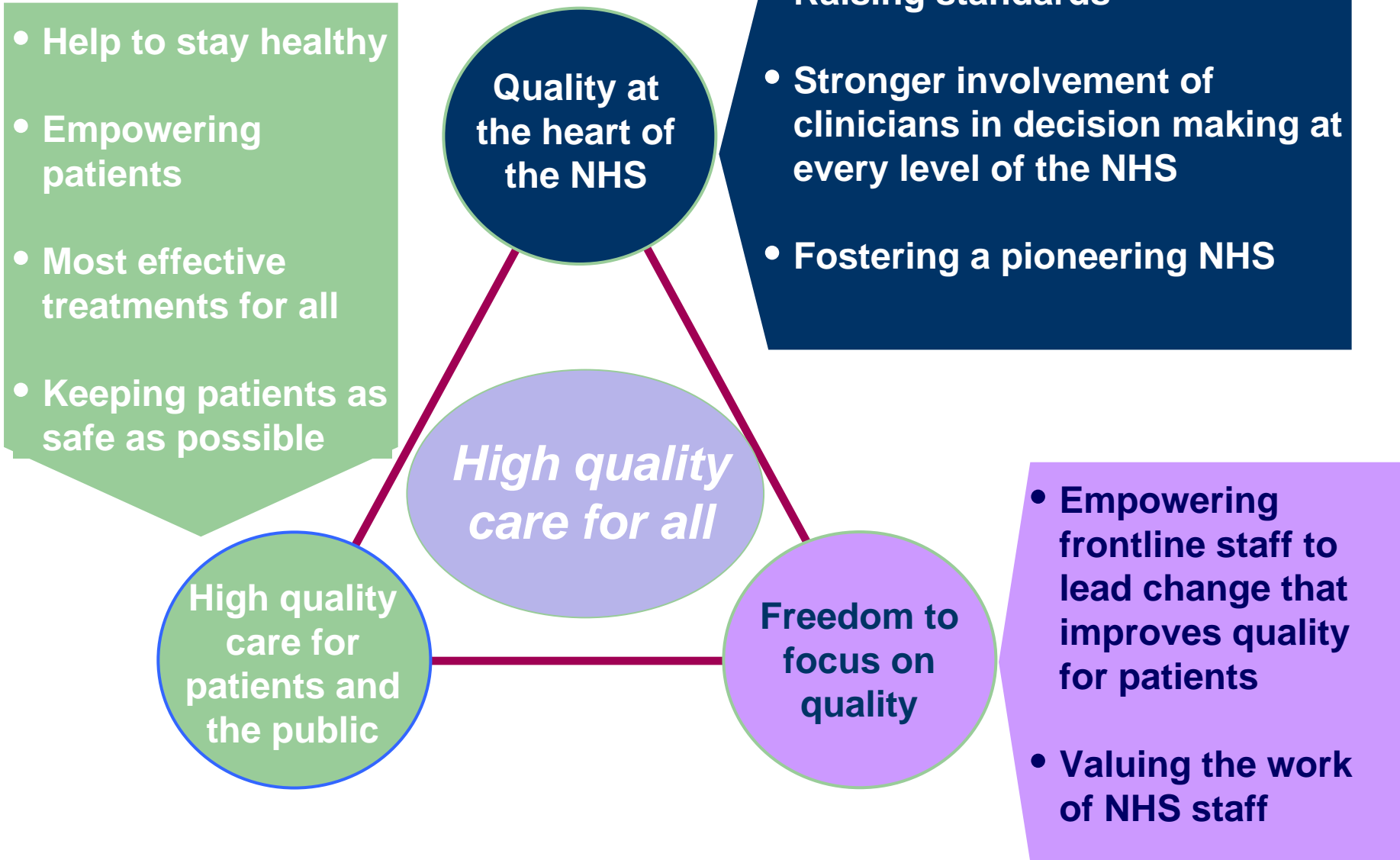
Introducing the reforms

- Patient choice and payment by results
- Foundation trusts
- Stronger commissioning

3

High quality care for all

- NHS Next Stage Review local clinical visions, national enabling report and NHS Constitution



Workforce – to enable local vision

NHS Next Stage Review



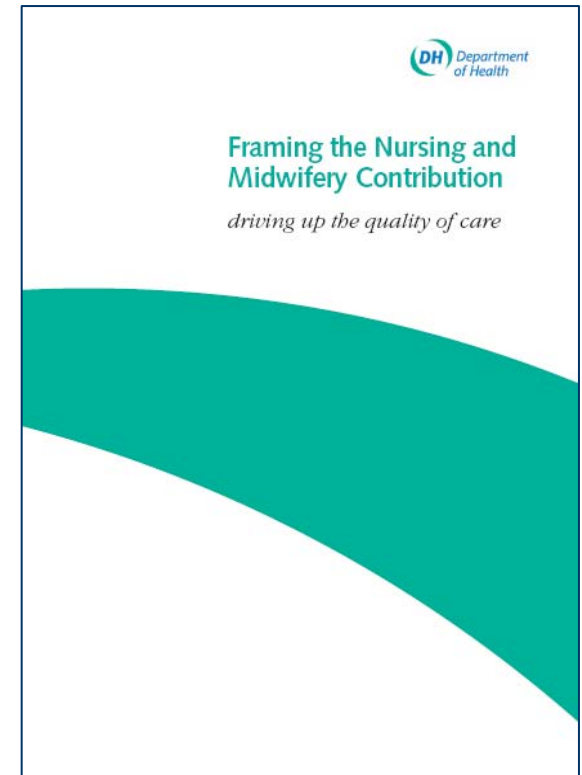
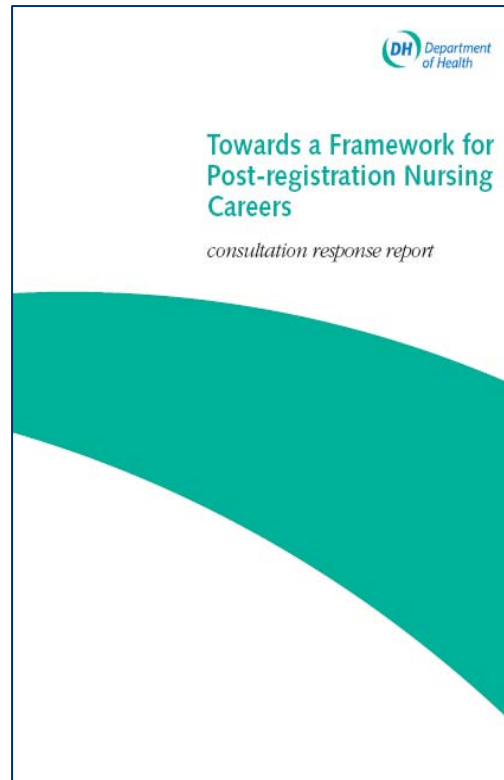
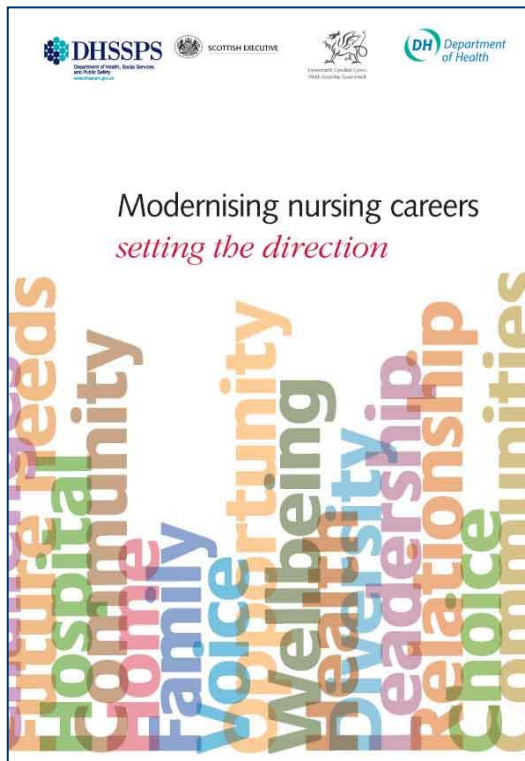
NHS Constitution



A High Quality Workforce



The stage has already been set for nursing and midwifery...



We are on a journey

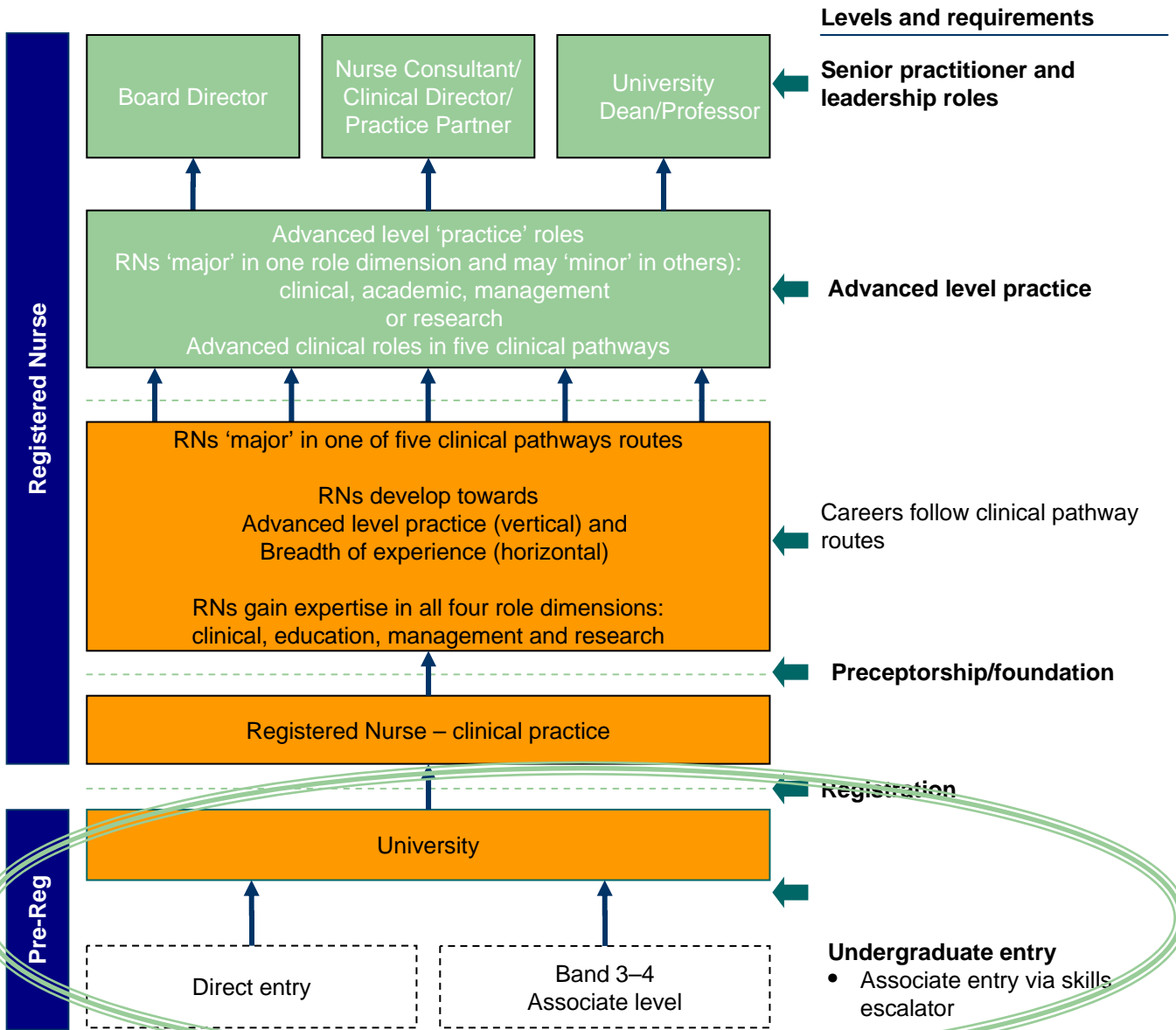
Coming from...

- Hospital based care
- Single point of entry
- NHS as employer
- Advanced skills not defined
- Role dictated by title
- Hierarchically managed
- Outdated image

Going to...

- ✓ Community-centred
- ✓ Multiple entry points
- ✓ Alternative employers/models
- ✓ Standardisation of advanced skills
- ✓ Needs of patients
- ✓ Self-directed, multi-professional
- ✓ Opportunity and diversity

Modern Nursing Careers Path



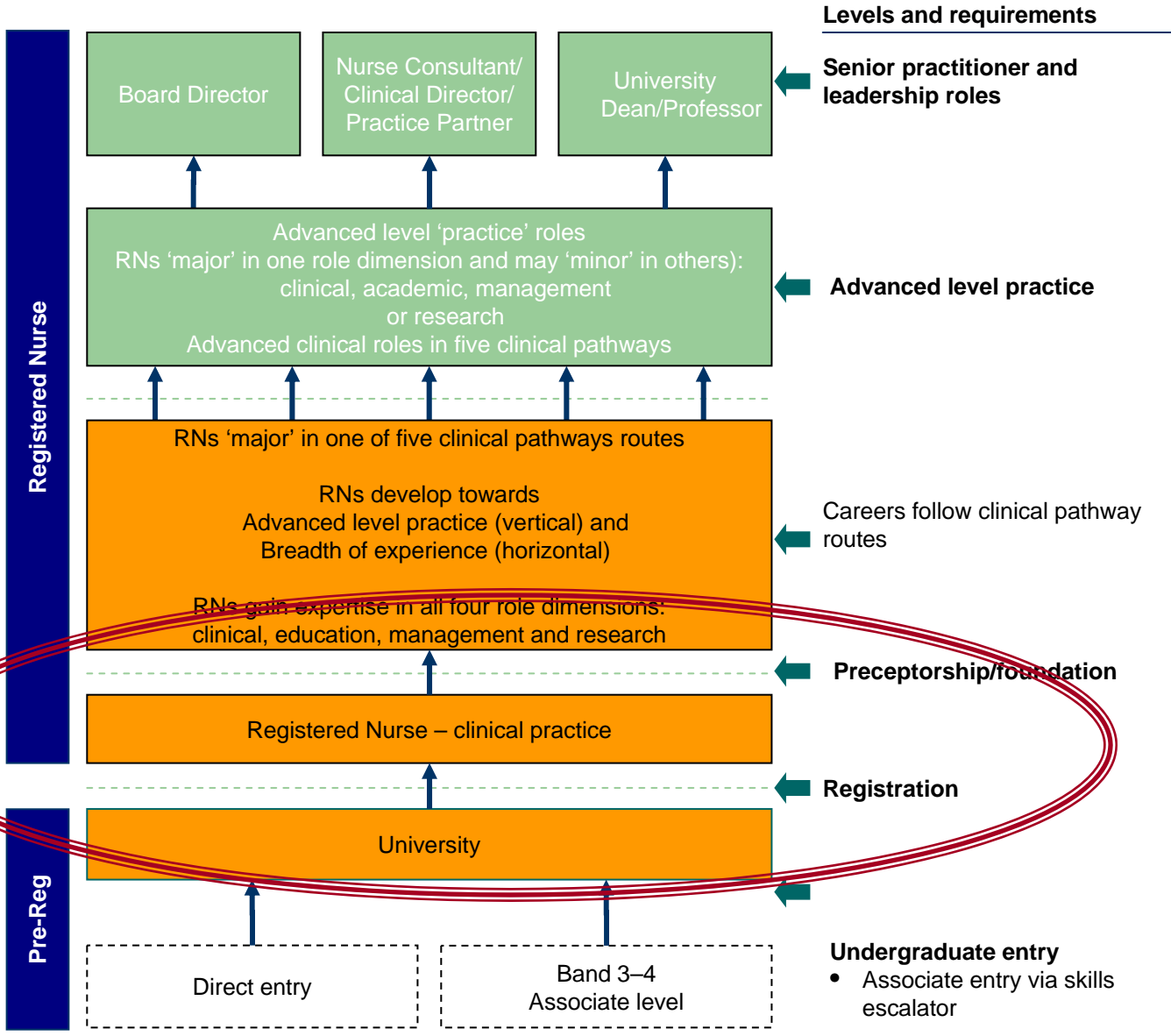


Pre Entry

- Widen access and encourage diversity
(e.g. a route in for school leavers, mature entrants on second career, existing healthcare assistants)
- Updating the image of careers
- Updating careers information and advice
- Improving our recruitment



Sample careers path

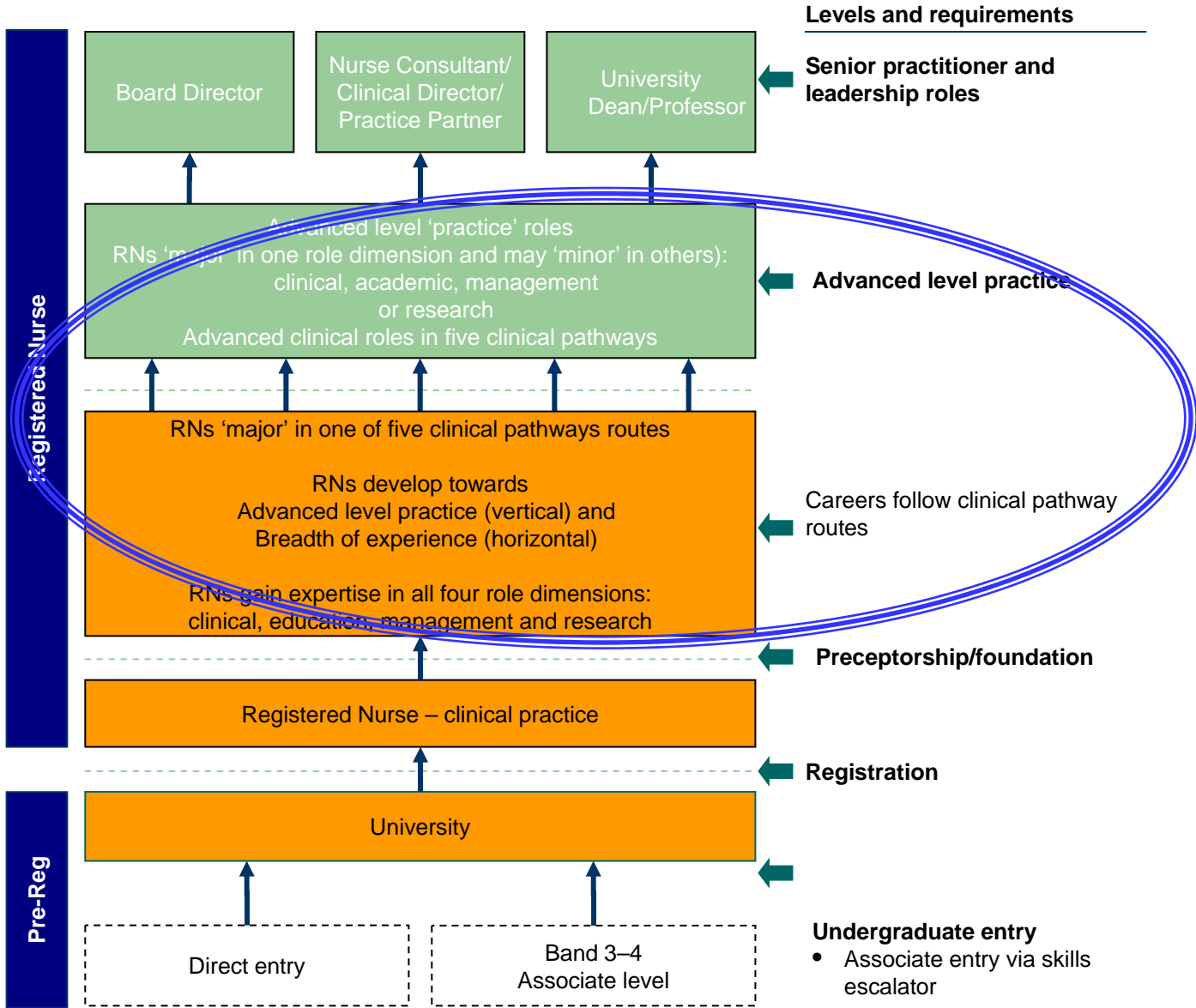




Entry and registration

- Graduate level registration
- NMC review of pre-registration standards
- Health focussed
- Preceptorship

Sample careers path

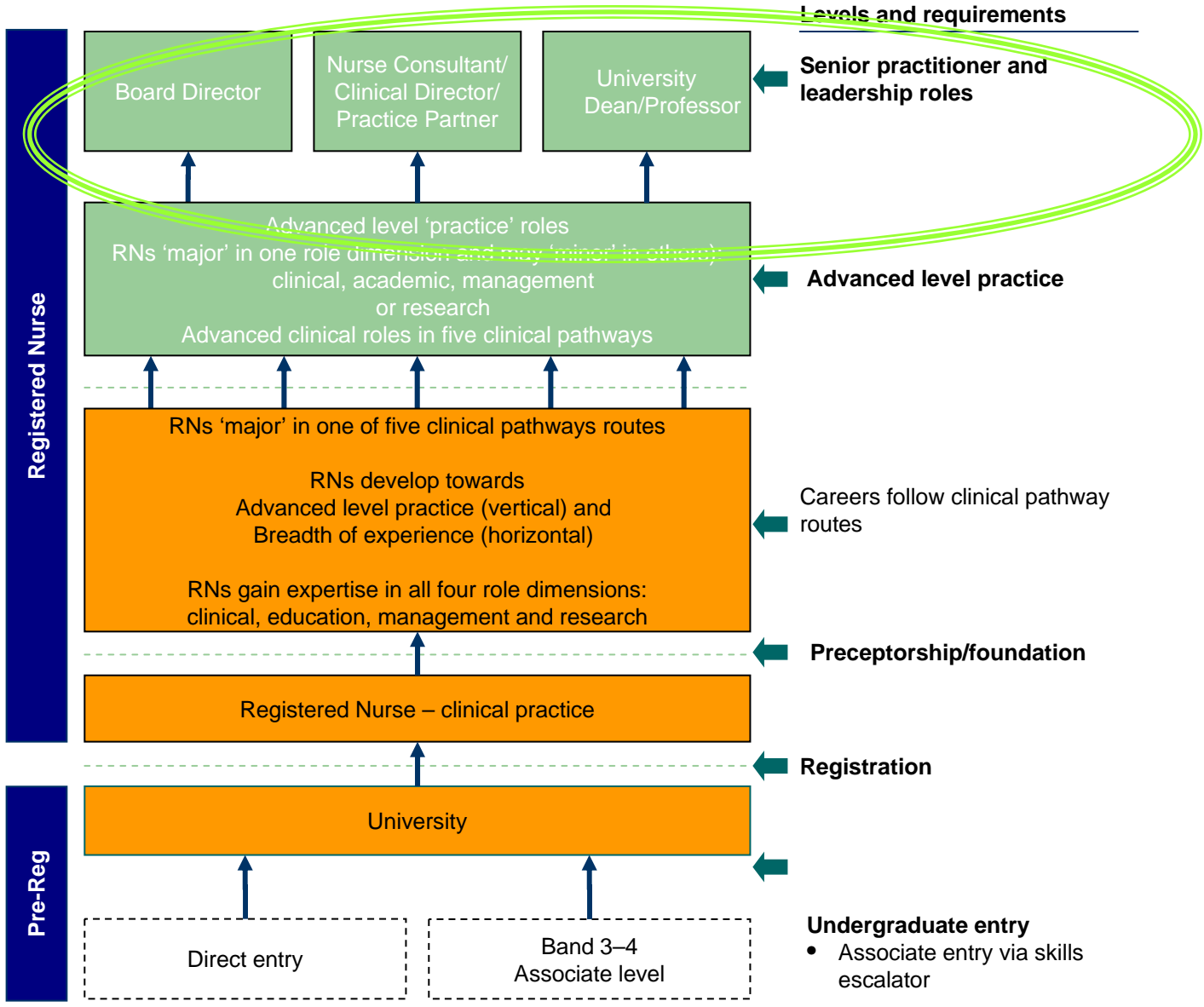




Post graduate registration

- Promote health focused careers
- Clinical academic and education careers
- Pathway based careers
- Leader, Practitioner, Partner
- Standards for advanced and autonomous roles

Sample careers path

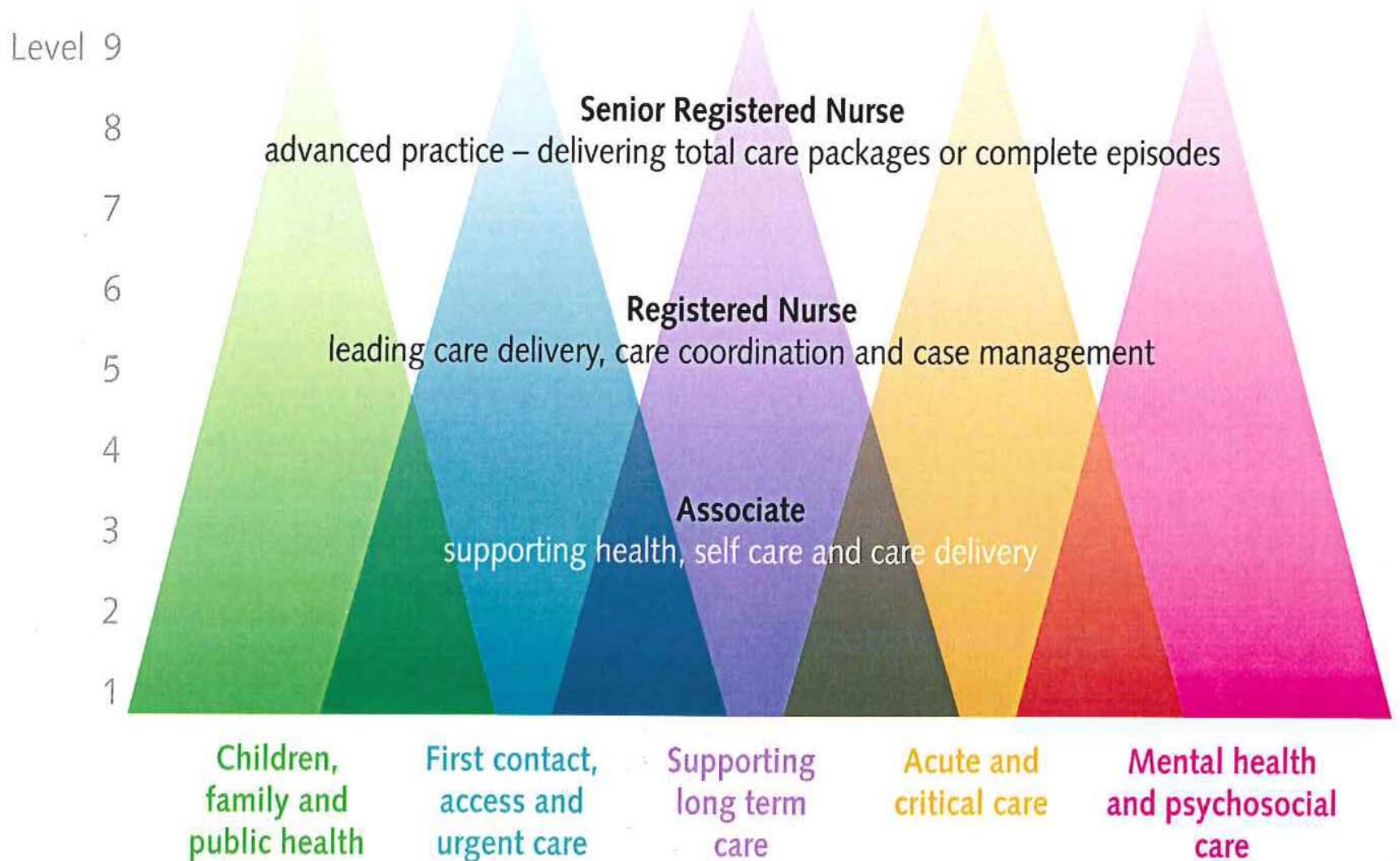




Post graduate careers

- Developing future leaders for service including commissioning, education and research
- Social entrepreneurs

Five proposed pathways



Unresolved challenges and tensions

- **Exclusive profession ↔ Extensive workforce – family of nursing**
- **Giving care ↔ overseeing care**
- **Non-graduate ↔ Graduate**
- **Generalist practice ↔ Specialist practice**
- **Patients as recipients ↔ Patients as leaders**
- **Employees ↔ Social Entrepreneurs**

Commission on the Future of Nursing and Midwifery

- Forward thinking
- New and bold ideas
- Nurses and midwives in control
- Take a central role in design and delivery of services
- Pivotal role played by ward sisters, charge nurses and community team leaders

Still requires personal responsibility

“There is no such thing as a career path – it is crazy paving, and you lay it yourself”

Sir Dominic Cadbury