

Leading on Quality in the 21st century health service....the nursing and midwifery response

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Chief Nursing Officer

Tús Áite do
Shábháilteacht 1 Othar
Patient Safety 1 First



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Our Collective Challenge

EMBEDDING SUSTAINABILITY TO THE CURRENT HEALTHCARE SYSTEM THROUGH COST OPTIMIZATION

2012 TOTAL GLOBAL HEALTH EXPENDITURE
SOURCE: WORLD HEALTH ORGANIZATION



US\$6.5 TRILLION = US\$948 PER PERSON

TOTAL HEALTH CARE SPENDING PER PERSON

TOTAL GOVERNMENT HEALTH CARE SPENDING PER PERSON

HIGHEST **US\$8362**
LOWEST **US\$12**

US\$6906
 US\$2

CURRENT AND PROJECTED HEALTH CARE COST IN THE U.S.
SOURCE: CENTERS FOR MEDICAID AND MEDICARE SERVICES

	%	HOSPITAL SERVICES	PHYSICIAN & CLINIC SERVICES	PRESCRIPTION DRUGS
2014	5.3 % INCREASE FROM PREVIOUS YEAR	\$971.8 BILLION	\$603.7 BILLION	\$297.7 BILLION
2024	5.8 % INCREASE PER YEAR	\$1755.1 BILLION	\$1034.8 BILLION	\$564.3 BILLION

WHAT ARE THE FACTORS AFFECTING HEALTH CARE SUSTAINABILITY?



AGEING POPULATION



SHIFT TO CHRONIC CARE



ECONOMIC PRESSURES

HOW CAN WE ACHIEVE HEALTH CARE SUSTAINABILITY?

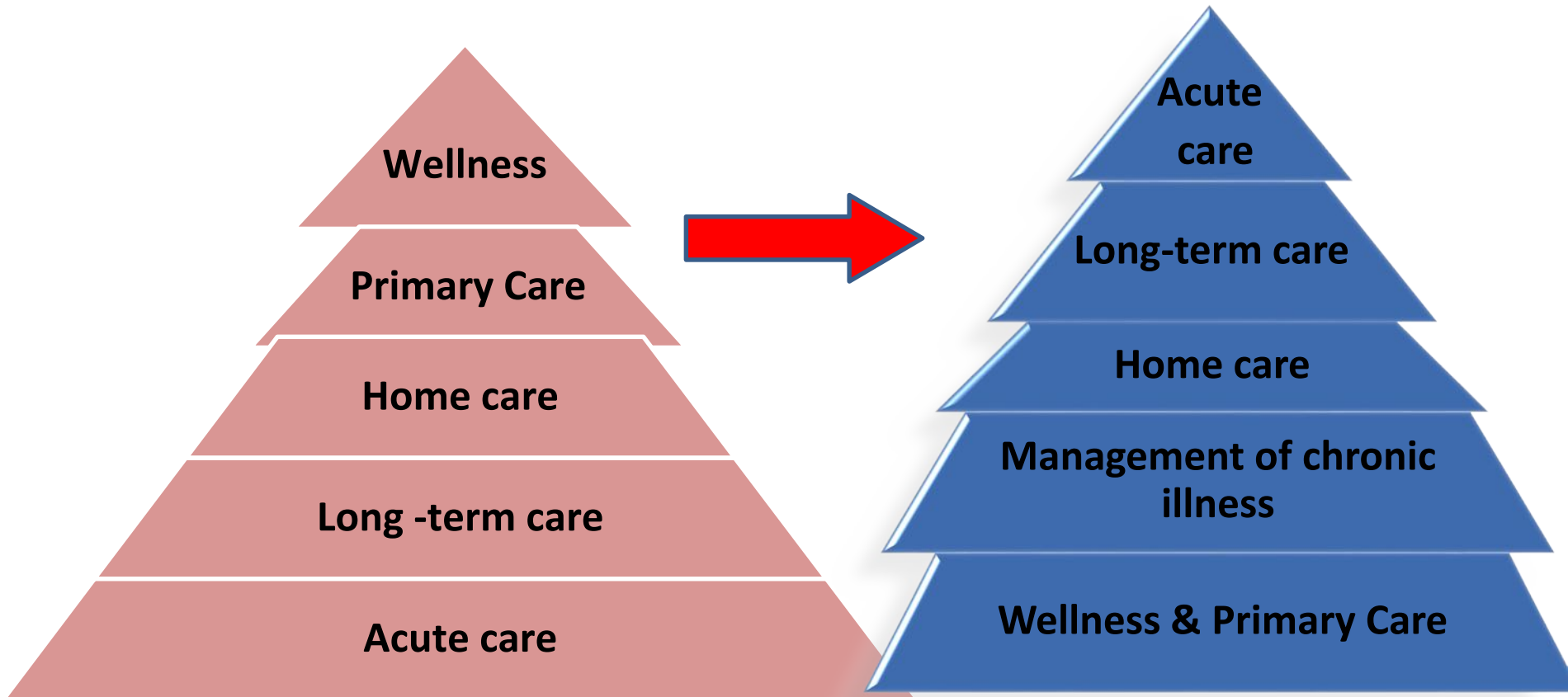


HEALTH CARE COST OPTIMIZATION



IMPROVED POPULATION HEALTH

The Future Health Service



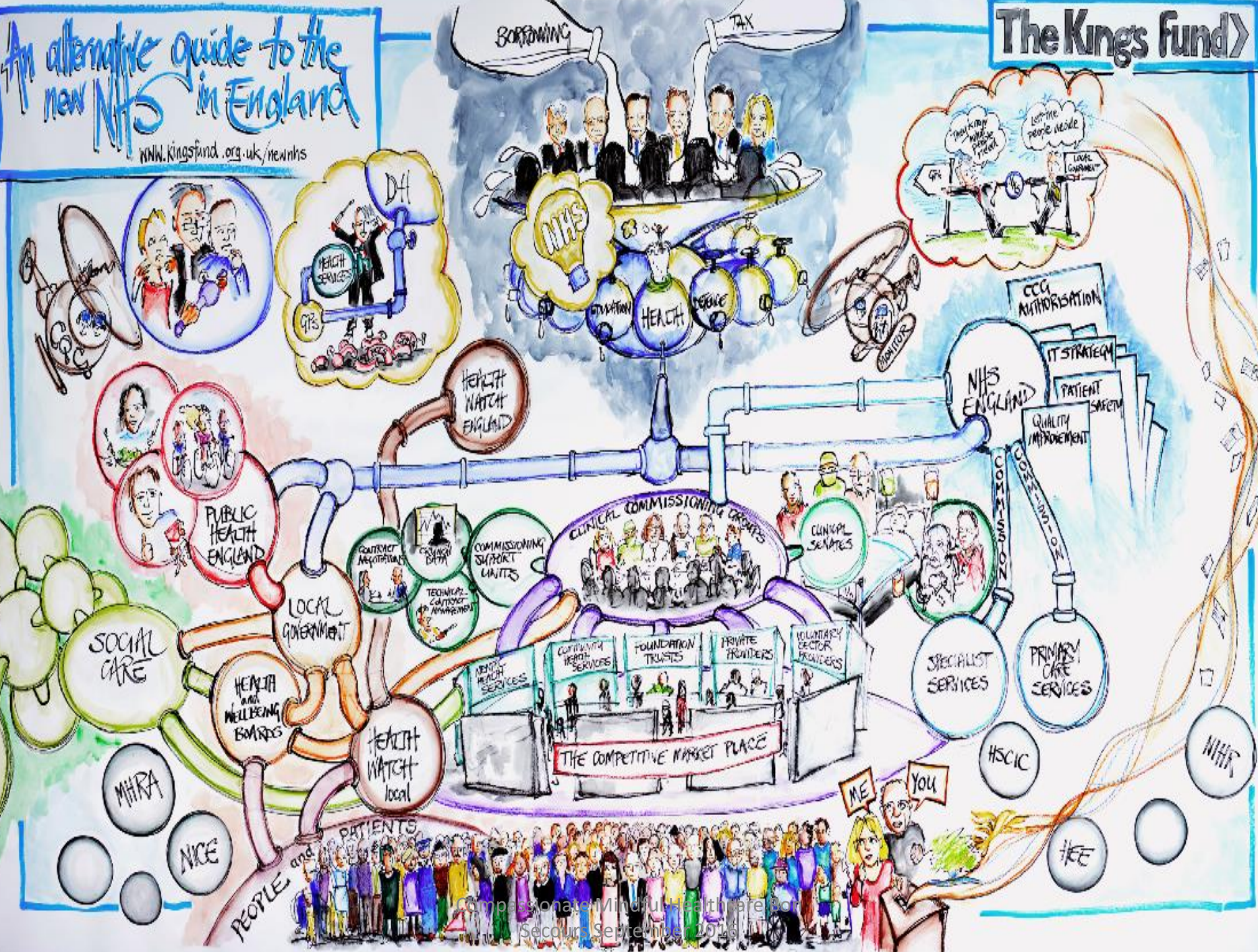
Our Current Health System

A Transformed Health System

An alternative guide to the new NHS in England

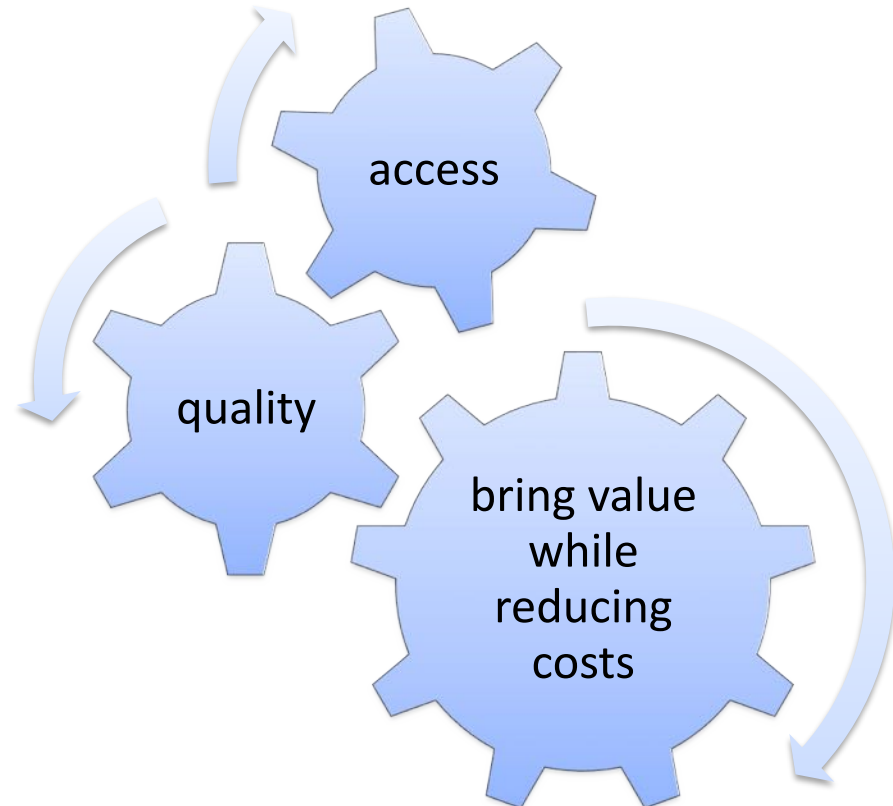
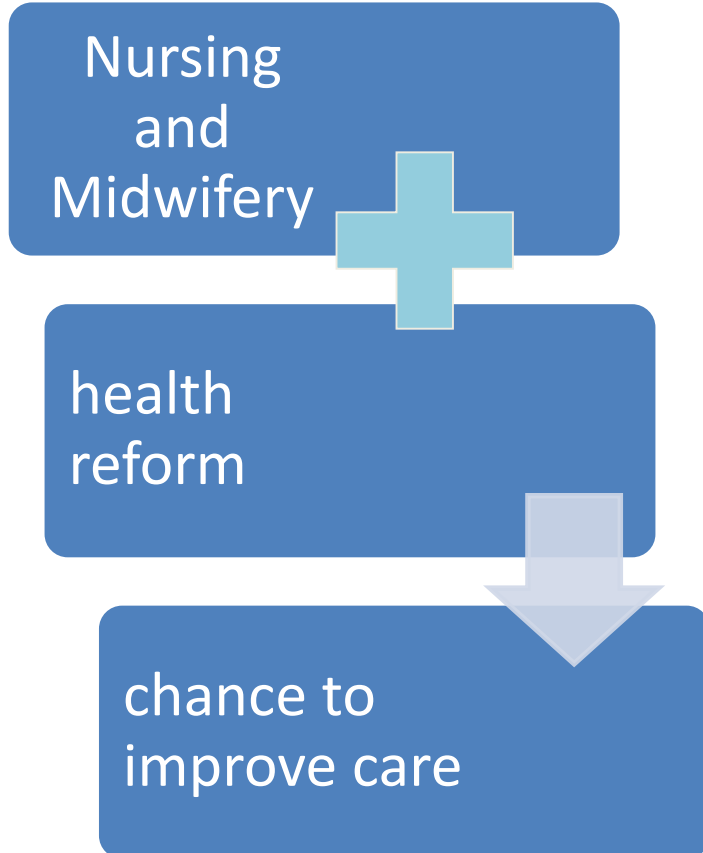
www.kingsfund.org.uk/newnhs

The Kings fund



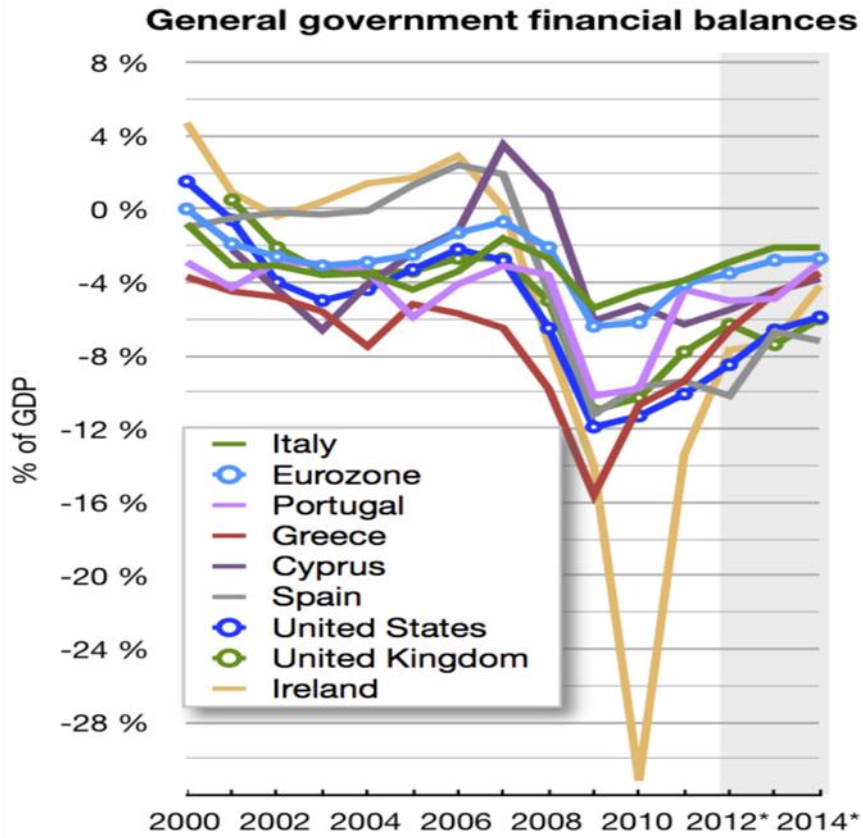
Future of Nursing and Midwifery

Nursing and Midwifery are inextricably, and rightly so, linked to societies future and the future of healthcare

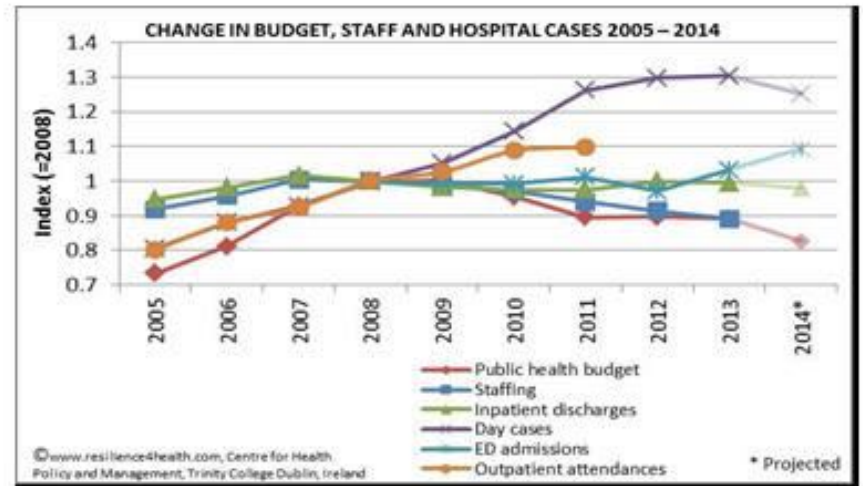


Economic Crisis

- Reduced number of nurses and midwives from the health service by approx 5,000
- Reduced undergraduate supply
- Recruitment moratorium
- Incentivised retirement schemes



Impact on Health Services



CHIEF NURSES OFFICE



MISSION & VALUES

Maximise the capacity of nursing and midwifery
to strengthen the health system and optimise
service provision in the interests patients their
families and the wider community

Critical thinking



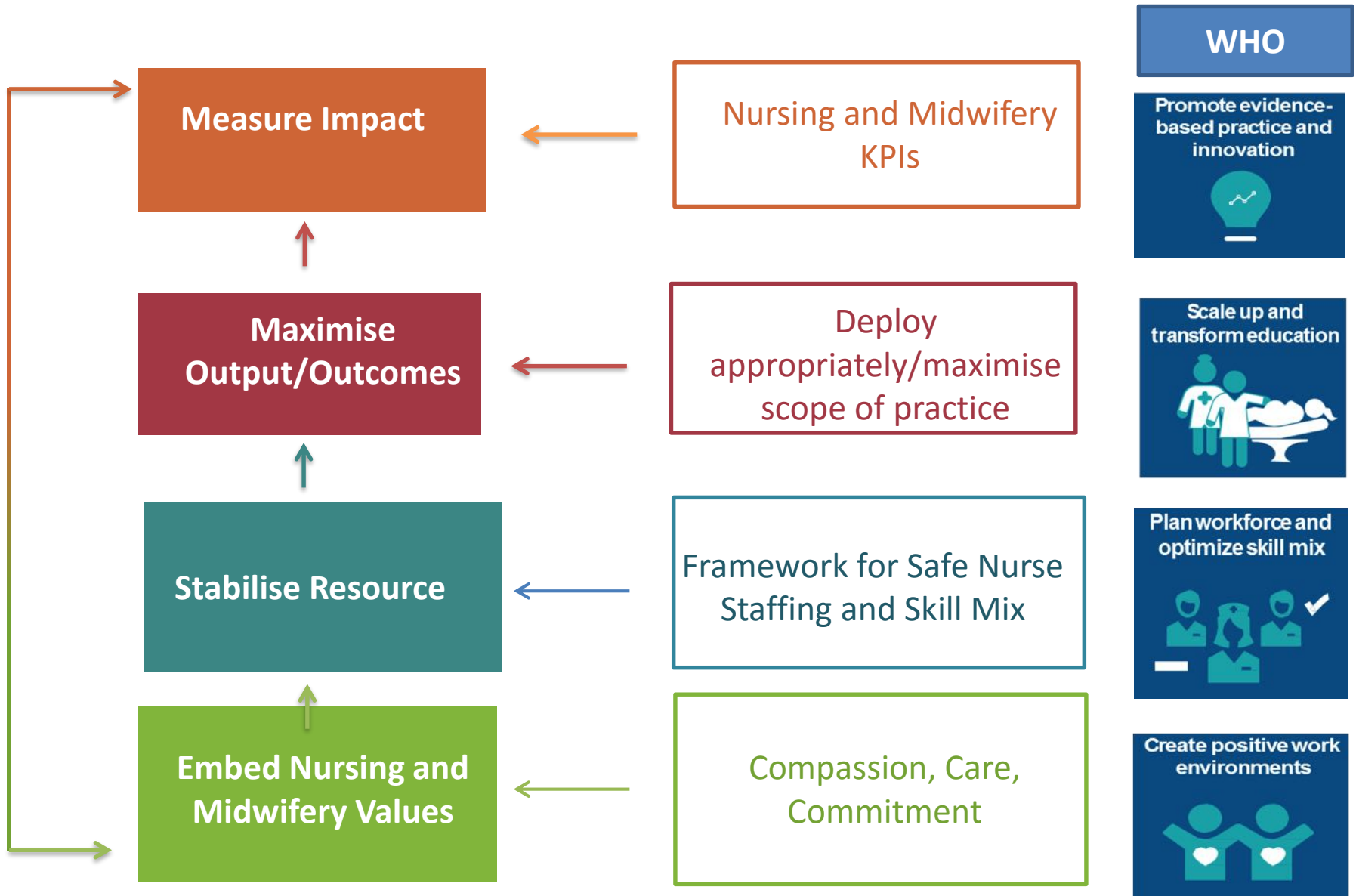
Critical caring



Critical acting



Strategy of the Chief Nursing Office



How - Honest Conversation

“Strategy? It isn’t too complex really, just A to B as fast as you can”

“Shake the boat to see if we could knock him out”
(regarding their father)

“Close the eyes and pull like a dog”

“We’re well used to a bit of wind, that kinda thing wouldn’t phase us at all.”



“You’ve just been asking us questions and we’ve been answering them”



Values : Care, Compassion and Commitment

Integration

Underpinning Principles the Policy is Addressing

Hospital Avoidance

Patient flow

Early Discharge

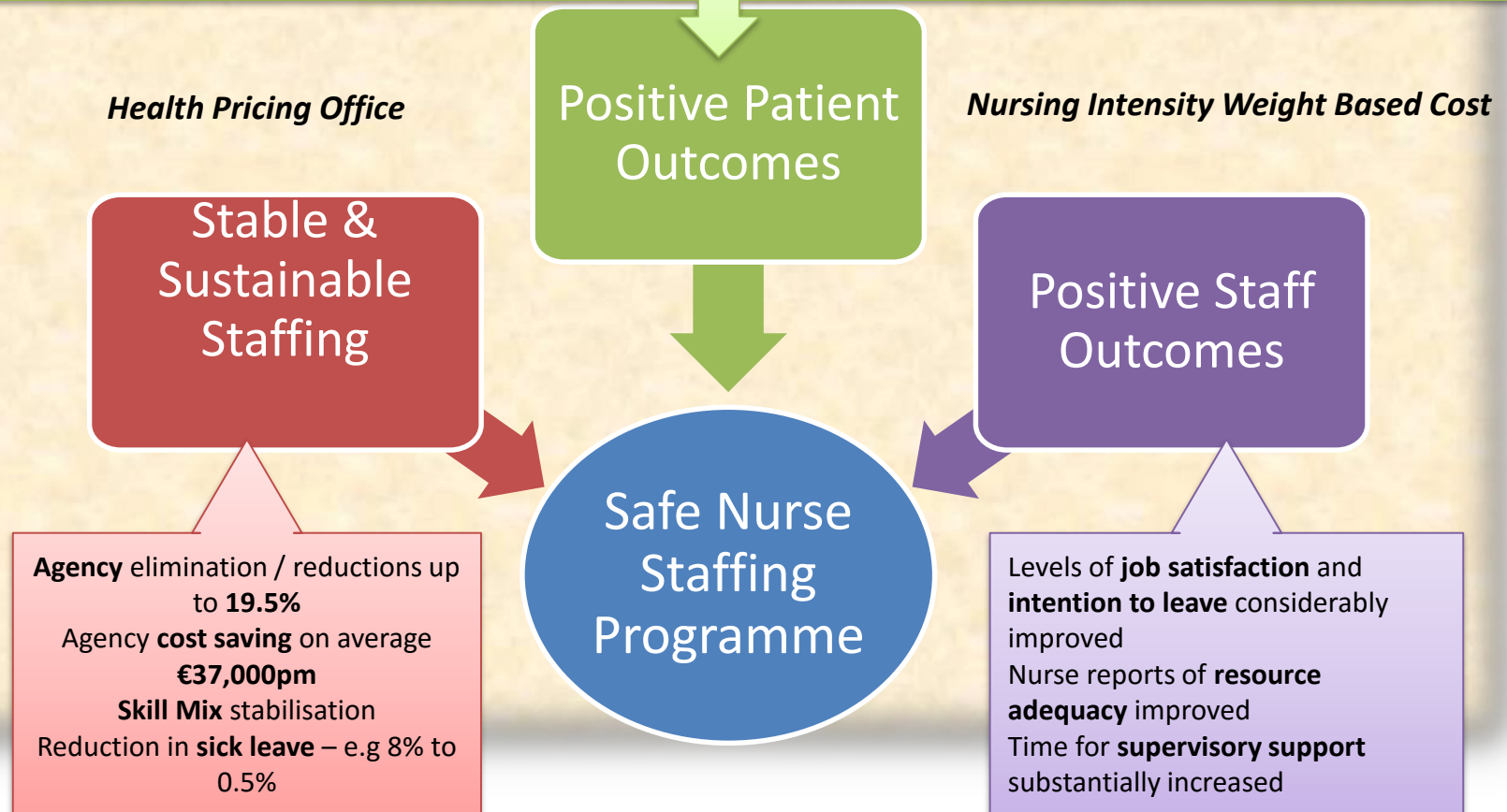
Access and choice of health services

Waiting Lists

Optimisation

Taskforce Early Results

Nurse Sensitive Outcomes decreased by 2.96%; Daily **Safety CLUEs** reduced by 1.26 activities per shift



Maximise Outputs/ Outcomes

Deploy Appropriately



Community nursing and
midwifery response to
Integrated Care

Maximise Scope of
Practice

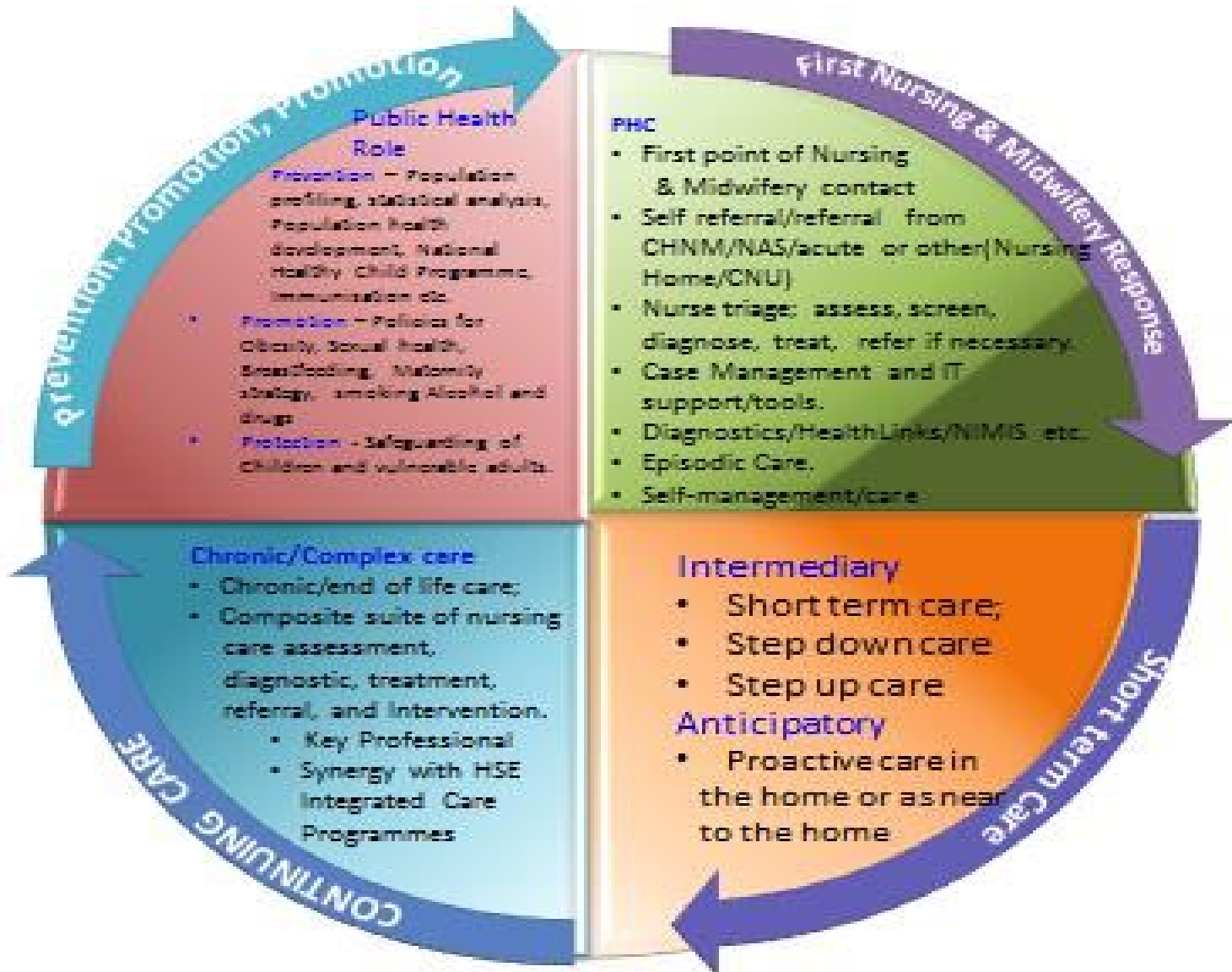


Graduate, Specialist and
Advanced Practice

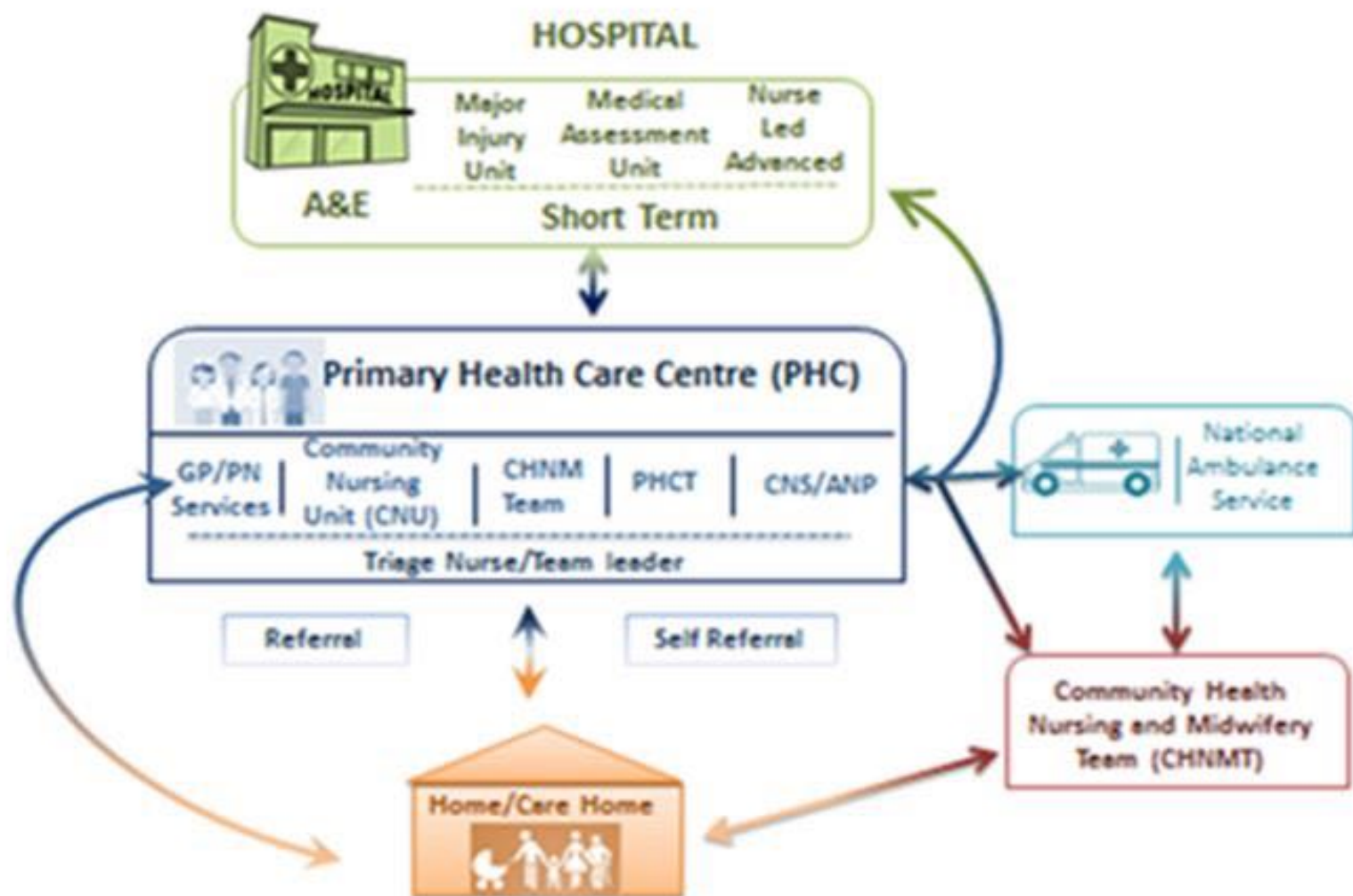
Selection of nurses and midwives



Model of community nursing and midwifery integrated care



Pathways of care



Strategy for Advanced Practice

A policy direction for Graduate, Specialist and Advanced Practice in Nursing and Midwifery to meet service need



Set Direction

- Determine values
- Turn vision into action
- Focus on patients
- Focus on the future
- Understand external environment



Visible viable character

- Evidence base
- Outcomes
- Output
- Impact



Mobilise Commitment

- Engagement – build collaborative relationships
- Manage the boundaries
- Share power and authority



Engender Organizational Capital

- Build strategic alliances
- Build critical mass
- Manage Change & Make Change happen



Objective - What does success look like?

1. Create a framework to meet service need Develop a critical mass of RANP/RAMP's in a flexible, timely fashion (700 by 2021 = 2%)
2. Broad-based of service providers to meet current, emerging and future service needs;
3. Credentialing pathway
4. Integrated education with other healthcare professionals for integrated delivery of care



Create a critical mass of Registered Advanced Nurse Practitioners

Change how we utilise and deploy the nursing resource

Measure impact and effectiveness of the new framework

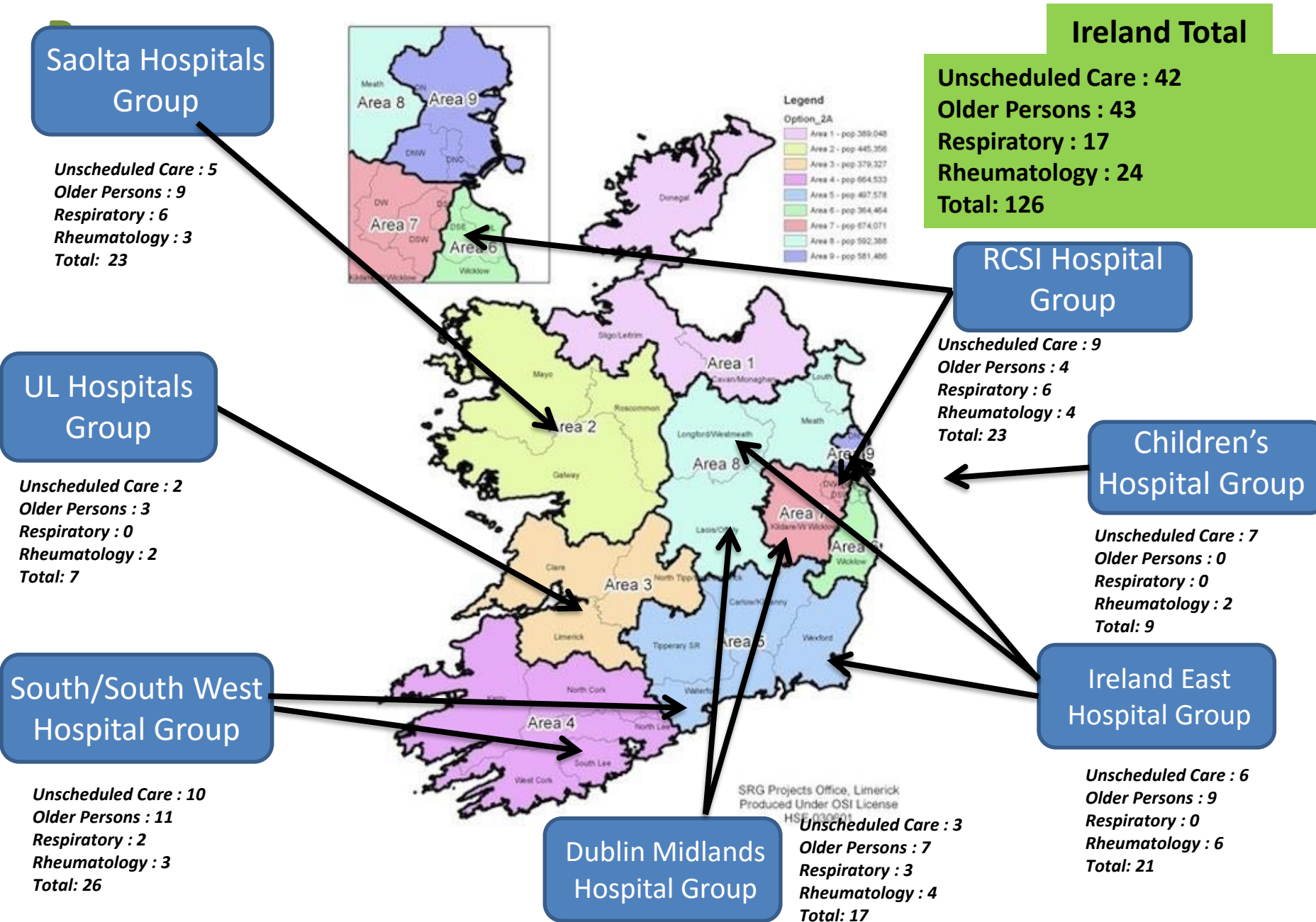
A policy on the development of Graduate, Specialist and Advanced Nurse Practice

Outcomes

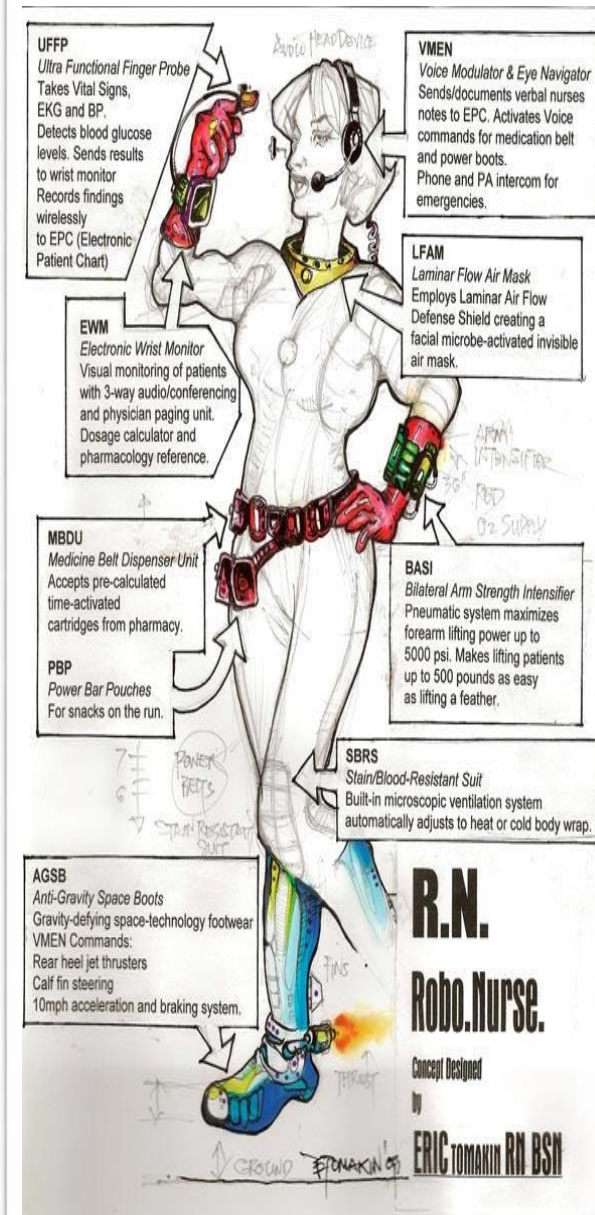
Example: Rheumatology

- **Increased quality of care**
- **27,000 additional nurse-led out patient reviews annually**
- **Potential savings of 15 million euro per year**

Hospital Groups used in the Selection



Reinventing Leadership



What- Leadership



Who are we leading?



Omg she blocked me

www.Olaaia.com



Jesus grandma! It's not that hard! Go into Settings...select Wi-Fi....Select it! Tap it with your finger...oh for fuck sake!

Tracking my cookies?

They will never get my recipe!

Tension in Role of CNO: Two Domains

A Venn diagram consisting of three overlapping circles. Two large blue circles are positioned on the left and right, overlapping each other in the center. A smaller red circle is positioned in the center, overlapping both blue circles. The text is distributed as follows: the left blue circle contains 'Public Service Leader with Corporate Identity and Responsibility'; the right blue circle contains 'Nursing and Midwifery Leader who is an Agent of Transformation'; and the red circle contains 'Realisable Goals For Nursing and Midwifery'.

Public Service
Leader with
Corporate
Identity and
Responsibility

Realisable Goals
For
Nursing and Midwifery

Nursing and
Midwifery
Leader who is
an
Agent of
Transformation

Using Systems Effectively!

Yes!

**I have the mouse in
the upper right corner,
I click and... nothing!**

Doesn't work!



How- Data and Evidence

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WWW.ANDRETOONS.COM

Natural and Political
OBSERVATIONS
Mentioned in a following INDEX,
and made upon the
Bills of Mortality.

BY
Capt. JOHN GRAUNT,
Fellow of the Royal Society.

With reference to the Government, Religion, Trade, Growth, Air, Diseases, and the several Changes of the said CITY.

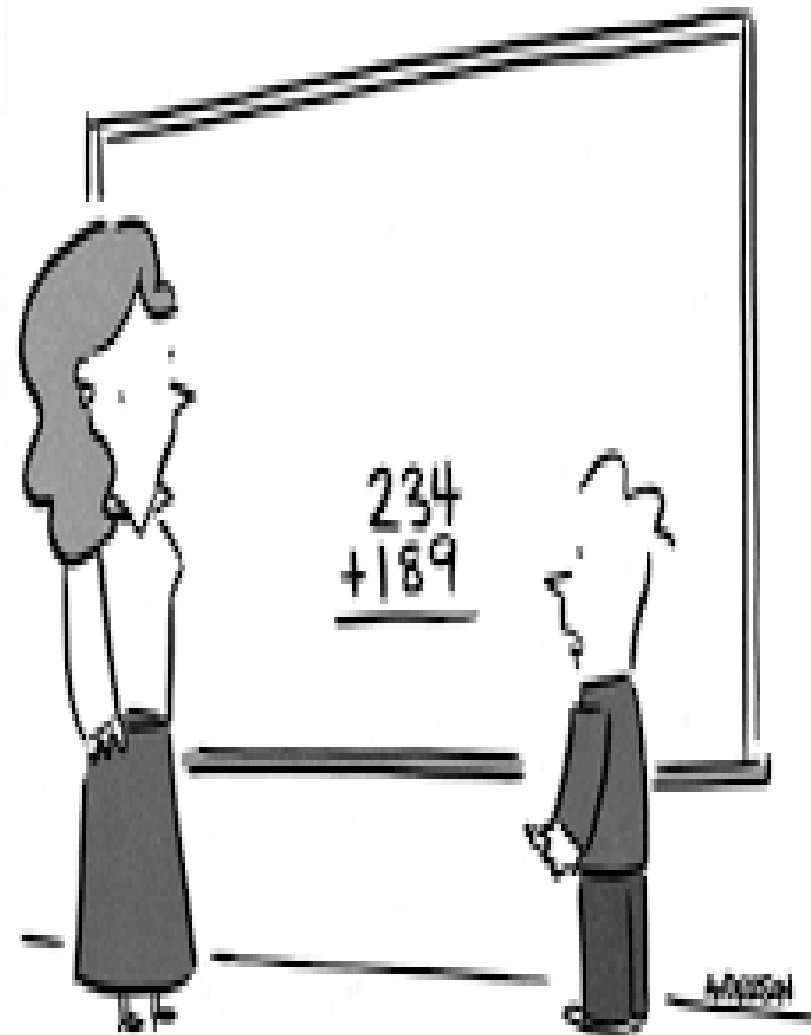
— Non, in ut miratur Turba Labora,
Contentus paucis Laetioribus. —

The Third EDITION,
much Enlarged.

LONDON,
Printed by John Martyn, and James Allestry,
Printers to the Royal Society, and are to be sold at the
Sign of the Bird in St. Pauls Church-yard.
MDC LXXV.

The Table of CASUALTI

The Years of our Lord	1647	1648	1649	1650	1651	1652	1653	1654	1655	1656	1657	1658	1659	1660	1661	1662
Abortive and Still-born	331	358	327	351	389	381	384	435	487	419	467	471	544	499	431	
Ague	916	815	859	891	780	834	864	974	743	892	169	176	909	1095	579	711
Ague and Fever	1280	1211	731	970	1018	1211	182	1771	689	875	999	1800	2303	2148	950	1091
Apoplexy and Suddenly	68	74	64	74	100	111	111	86	92	102	113	138	91	67	22	34
Bleach																
Blinded																
Blind	4	1			6	6								8	13	8
Bleeding																
Bloody Urin, Scouring and Flux	155	170	101	189	935	702	200	386	108	368	362	233	346	251	440	436
Burnt and Scalded	3	6	10	5	11	8	5	7	10	5	7	4	6	6	3	10
Calenture																
Cancer, Gargere and Fiftula	20	19	11	19	31	53	36	37	23	31	24	33	61	52	20	14
Wolf																
Canker, Sore-mouth and Threath	66	36	54	42	48	51	53	72	44	81	19	17	73	68	6	4
Child-bed	163	106	114	127	304	211	134	192	177	301	216	228	206	194	280	157
Chrisme and Infants	110	124	105	99	137	180	103	134	108	139	103	144	151	111	250	176
Colick and Wind	101	71	85	82	74	102	84	101	85	120	111	139	116	167	48	57
Cold and Cough																
Consumption and Cough	1433	1200	138	1581	3350	2410	161	168	166	112	777	1010	1281	1448	1517	1911
Convulsion	684	491	510	491	509	451	601	838	701	1027	107	841	743	731	51	87
Cramp																
Cut of the Stone																
Droopie and Tympany	181	434	431	408	444	556	617	704	600	700	631	911	646	870	113	151
Drowned	47	40	50	27	40	30	53	30	43	49	63	60	57	48	48	31
Excessive Drinking																
Exposed																
Fainted in a Bath																
Falling-Sickness																
Flux and small Pox	159	403	150	184	521	427	139	811	1291	821	815	209	172	354	71	46
Foned dead in the Streets	6	6	6	8	7	7	11	4	3	4	9	11	2	6	18	13
French Pox	18	19	11	18	21	20	20	20	29	23	23	53	51	31	17	14
Yeast																



"Does this count as big data?"

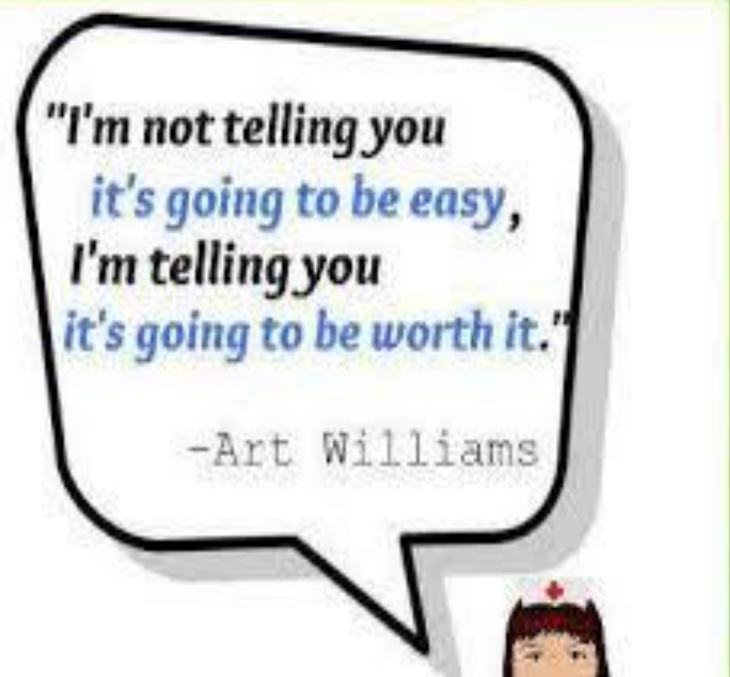
Nursing Midwifery Impact Collective Challenge



Why - Our Legacy



**CREATE
A BETTER
STORY**



*"I'm not telling you
it's going to be easy,
I'm telling you
it's going to be worth it."*

-Art Williams

- Bridge the gap between access and coverage
- Co-ordinate increasingly complex care
- Fulfil our potential as primary care givers to the full extent of their education and training
- Enable the full economic value of our contribution across care settings to be realised
- Change the reference point from which nursing is judged.

Reflect... Find Your Values.....and
Make Courageous Choices



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