

The New World of Digital Nursing and Midwifery Leadership



Lucy Brown
Deputy Director – FNF Academy

Background



The NHS Long Term Plan



The NHS long-term plan set an **ambitious vision for the future** dependent on **digital technologies and improved use of data** to respond to growing demand and provide the best, most efficient care for patients.

In 2017 Secretary of State commitment as the concept emerged from Making IT Work: Harnessing the Power of Health Information Technology to Improve Care in England (the Wachter review) outlining **the need to develop and invest in the capability and capacity of digital change leaders (including specifically CIOs, CCIOs and CNIOs).**

Topol review in 2019 echoed the need to prepare the healthcare workforce to deliver the digital future

The NHS Digital Academy was established however many nurses and midwives needed a bespoke tailored leadership development pathway

The nursing and midwifery workforce is pivotal to achieve this vision.

The use of data and digital solutions will transform nursing into a digitally enabled profession which enhances the hands-on caring role and relationship with every patient

To achieve this, within nursing across NHS provider organisations in ICSs, requires **digital maturity, cultural change and strong leadership.**

The future vision for nursing and midwifery:

1. Nurses are empowered to practice and lead in a digitally enabled health and social care system, now and in the future.
2. Nursing practice is fully supported by the use of digital technology and data science.



- The FNF is **developing digital nursing and midwifery leaders** who can drive the information and technology transformation of the NHS, a key aim to ensure they become the pipeline of aspirant senior nursing and midwifery leaders in the NHS.



Digital Scholarships and Fellowships

- Commenced in 2019, growing year on year with over **50 scholars and fellows** delivering **innovative large scale digital change projects**
- Digital Leaders Scholarship programme commenced in 2019 open for those on track to becoming **CNIO's/Senior digital leaders** in the next two years or for those already **leading digital change** and aspiring to take up systems system leadership roles.



- System C and the Florence Nightingale Foundation (FNF) have joined forces to design a new leadership development training programme for **early digital career nurses, midwives, pharmacists and allied health professionals** embarking on a career in digital healthcare leadership.



Expanding the Digital Nursing and Midwifery Network

Digital Revolution

Simon Noel, Chief Nursing Informatics Officer at Oxford University Hospitals NHS Foundation Trust, and FNF scholar Dione Rogers, Deputy Chief Nurse/Chief Nursing Informatics Officer at Barking, Havering and Redbridge University Hospitals, are **leading the digital revolution** and putting their energies and influence into getting the clinical workforce digitalised.



The Perfect Partnership



Jane Dwelly
Vice President International - CHIME



College of Healthcare
Information Management Executives

Digital Health Leadership Academy for Nurses and Midwives



The Benefits of being an FNF Scholar



Dione Rogers
FNF Aspiring Director
Digital Scholar 2020

JANUARY
2020

**GAIN CONFIDENCE,
CHALLENGE MYSELF & WRITE SOMETHING**

**MASTERS , DYSLEXIA , NETWORKS, AWARDS.
NEW POST & FRIENDS FOR LIFE**

March 2022

"PAPER OUT OF POCKETS"

“We would not have gotten through the pandemic without it”,

IPC Lead Nurse – Holly Slyne

MILESTONE ANNOUNCEMENT

Today we have achieved over

200,000

Handovers
using Careflow Connect

Handover Summary 30/10/2020

Handovers	Distinct Users	Distinct Patients	Profiles Used
200.57K	1089	12.75K	5

Handovers by Year, Month, Week & Day

Mandated for all handovers

Nurses, AHP's and Pharmacy go live

Doctors go live

In less than a year

We have found

- Standardised handover using SBAR
- Clear to read
- Patient centred
- All in one place – no searching for staff to give an update
- Auditable
- Reduced bleeps by over 400 per day
- Positive feedback from clinicians
- Allows for remote working
- Information at the fingertips when its needed

paper out of pockets'

'Purging the pager'

My FNF

Mentor Natasha Phillips

National CNIO



Leadership
Presence
Breathing
Inspirational Speakers
Politics
Digital Age
Imposters Syndrome
Value based leadership
Direction
Insight

My
personal
budget



COACHING
Pippa Gough

PERSONAL GROWTH &
SKILLS

**WINDSOR STRATEGIC
LEADERSHIP COURSE**

KNOWLEDGE, SKILLS, CONFIDENCE &
DIRECTION



**CHIME FALL
FORUM... 2022**

INNOVATION,
NETWORKING &
PRACTICAL APPLICATION



Interview with Dione Rogers

Expanding FNF's National and Global Reach



Rob Cutforth
Senior Learning Technologist
Florence Nightingale Foundation

The Florence Nightingale Foundation has invested in a Learning Management system to offer programmes to a global audience.

Our programmes will focus on helping nurses and midwives enhance their leadership and communication skills and to take ownership to improve quality and use their authority to influence change.



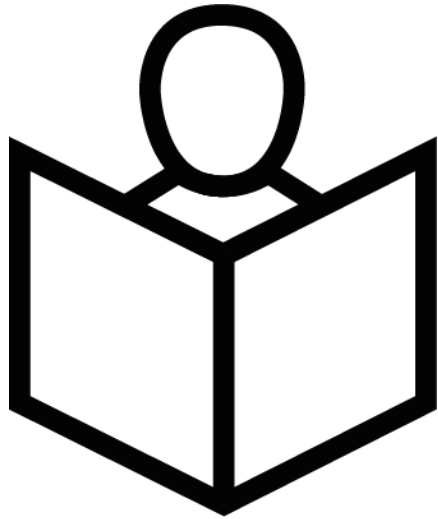
Distance Learning: The good and the bad

Advantages

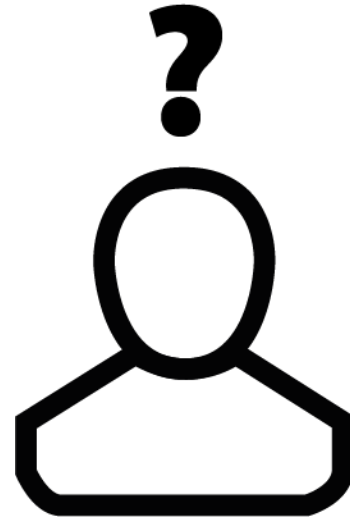
- Opens FNF programmes to a global audience
- Takes advantage of externally-developed content (Curate v Create)
- Material available 24/7
- Learning is user-paced so they can do it when it best suits them

Disadvantages

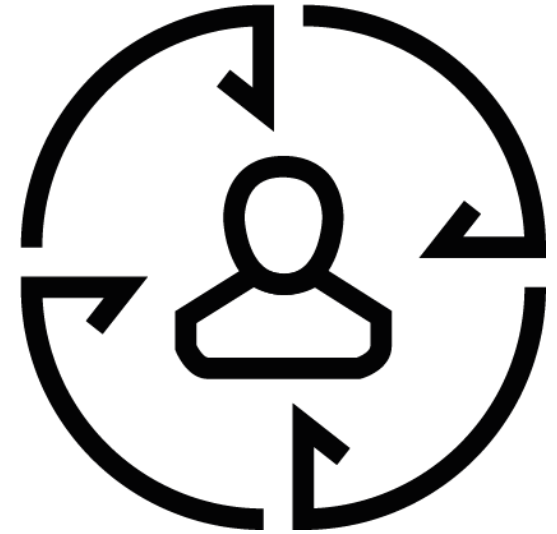
- Scholars feel disconnected from the organisation and from each other
 - Difficult for scholars to get help if they are struggling.
 - Often seen as a “box tick”
 - Scholars can get bored and skip to the end without doing the activities
-



Tells a story



Problem-based



Personalised

The screenshot displays the LMS interface. At the top, a progress bar shows '29% COMPLETE 11/37 Steps'. Navigation links for 'PREVIOUS LESSON' and 'NEXT LESSON' are visible. The sidebar on the left lists the course structure:

- DEVELOPING HEALTH CARE SUPPORT WORKERS TO BE INFECTION PREVENTION CONTROL CHAMPIONS
- Module 1: Personality Preferences and Performance in Teams
 - 1.1 – Introduction to Personality Preferences and Performance in teams
 - 1.2 – MBTI: The Myers Briggs Type Indicator
 - 1.3 – Take the questionnaire!
- Module 2: Fundamentals of Quality Improvement
 - 2.1 – Welcome
 - 2.2 – Elizabeth
 - 1 QUIZ
- QI Quiz 1 – Introduction

The main content area features a video player showing a woman, Elizabeth, in blue scrubs. To the right of the video is a transcript:

Elizabeth is a health care support worker at St Elsewhere hospital. She has been in this role for about 10 years now and loves working there. She enjoys the contact with patients and families, and the fact that she knows she makes a difference to their experience every day.

In her job she is responsible for caring for patients and families on her ward. Her job is to keep them safe and to attend to their needs. This can include:

- Feeding
- Washing
- Dressing when they need help
- Monitoring their observations and flagging anything that is outside the normal range to the trained nurse

Our LMS

- Unlike typical VLEs, ours is fully customisable and allows us to use the latest learning technologies
- Moving our coursework online allows us to attract a global audience
- Enables us to partner with other organisations such as RADA and The Kings Fund
- Storytelling approach to eLearning combined with live sessions and tools for the students to learn collaboratively keeps them engaged.

FLORENCE NIGHTINGALE FOUNDATION

29% COMPLETE 11/37 Steps

PREVIOUS LESSON NEXT LESSON

Hello, robertflorence-nightingale-foundation-org-uk!

DEVELOPING HEALTH CARE SUPPORT WORKERS TO BE INFECTION PREVENTION CONTROL CHAMPIONS

Module 1: Personality Preferences and Performance in Teams

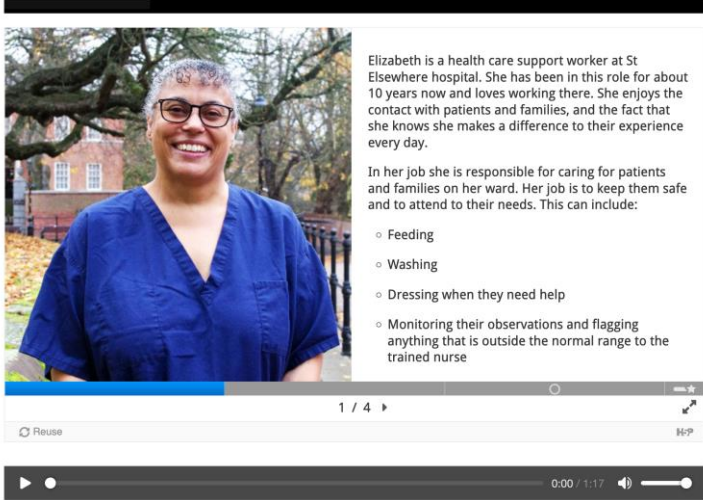
- 1.1 – Introduction to Personality Preferences and Performance in teams
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- 1.3 – Take the questionnaire!

Module 2: Fundamentals of Quality Improvement

- 2.1 – Welcome
- 2.2 – Elizabeth

1 QUIZ

QI Quiz 1 – Introduction



introduction1

Watch Later Share

Introduction

Watch on YouTube



Florence Nightingale Foundation - Ed

RENAME SCORE

How would YOU define quality in care?
Please add one or two suggestions and comment on the others.

- Delivering healthcare in an equitable way is important
- Improving Quality is important to ensure a safe workplace

Made with padlet



Over to you: Discuss on each table

1 quick win and 1 long term idea

How can the FNF further support the Digital Health agenda?



**FLORENCE
NIGHTINGALE
FOUNDATION
ACADEMY**



Thank you

Any Questions?

**Contact [lucy@florence-nightingale-
foundation.org.uk](mailto:lucy@florence-nightingale-foundation.org.uk)**

Twitter @LucyBrownFNF
