



Improving together

Building a safer and more sustainable nursing workforce

The nursing and midwifery team regularly use Improving Together to explore and develop solutions to the complex challenges relating to maintaining safe staffing.

A substantial investment in growing, supporting and developing a more sustainable workforce has helped to reduce spend on agency staff by £3 million in a year.

While focusing on the recruitment and retention of substantive staff, agency staff provide a valuable short-term solution to unforeseen staff shortages in teams across the Trust.

Improvements have been made to ensure the most effective use of agency staff, including a standardised process for requesting support, helping to speed up decision making.

Staffing problems are now escalated through clinical divisions, giving the senior nursing team a clearer picture of issues and supporting forward planning.

The healthcare support worker role has also been developed, enabling many staff to perform additional supervised clinical duties.

This new approach to how we plan our workforce is helping to ensure we have the right mix of staff in each area, meaning teams can work more efficiently. It is also helping us to focus on supporting the top contributing areas and giving us a better understanding of local workforce issues.

Nursing teams often feel very busy, but with the support of the Transformation and Improvement Hub, Improving Together is giving a fresh perspective and more insight into one of the Trust's biggest challenges.