

#TEXT Eileen Thomas Nursing Director-Monday

#CODE I2

interest is patient centre. Medical-Clinical Practice at University. Should be up-to-date with research. Previous holder was traditional, concerned with compliant development.

#END CODE

#CODE B2

New approach to improving care she's trying to introduce: direct observation and evidence like critical incidents, complaints is approach trust key evidence if review direct observation?????????

#END CODE

#CODE K2

Trust had developed strategy for risk reporting

#END CODE

#CODE D1

nurses were disempowered. Had effect on morale-could impose change by going with new structure- but also need to change culture.

Development of middle range of nurses-encouraged them to follow clinical nurse development programme.

22 Nurses in confidence building test. The individual staff posts back filled to enable nurses to allow for nurse training. This will then facilitate other nurses

#END CODE

#CODE C2

Quality of patient care very important- she spends one quarter of time spent on wards

#END CODE

#CODE C5

efforts to encourage more patient participation: groups set up and annual conferences

#END CODE

#CODE NC

conference one a year 50% patient, 50% Nurses

How long do you spend with patients each day?

Patient asked 'What do you want from the shift?'

#END CODE

#CODE D1

All nurses 50% Clinical practice

Planned to have a nurse consultant. There is a nurse consultant on stroke care. Has led to huge improvement; specialist help did not used to be sought - now have it immediately available

Example patient -who wanted to return home after stroke

#END CODE

#CODE K1

Ian Reid leads for clinical governance; have regular informal meetings to discuss; research committee started to help with CG work

#END CODE

#CODE D1

prior to 1998, severe staff shortages, low morale; standard two qualified nurses per shift; 3 vacancies now and regular reliance on agency nurses; 'situation far from perfect'

#END CODE

#CODE D10

4 per cent staff turnover in trust

#END CODE

#CODE H3

some of nurses have been on palliative care course, also use MacMillan nurses

#END CODE

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