

**BOD 115/2015**

(Agenda item: 21)

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

# Board of Directors

# 29 July 2015

# Nursing Strategy

**For: Approval**

Our Nursing Strategy has been developed through participation to highlight the individual contribution of all 2,864 nurses and health care support workers towards achieving excellent patient care. The Strategy sets out clear ambitions for achieving excellence in nursing and care, with a well engaged and developed workforce. The Strategy emphasises the need to value and retain our nurses. The impact of the Strategy will need to engage every team through effective collective leadership and cultural change.

Nurses’ pride and achievements in nursing and care will be our biggest asset to retaining nurses, care staff, recruiting new staff and improving patient experience and outcomes. By fully harnessing the existing and potential skills and talents of our nursing workforce to work in new ways, we will contribute significantly towards achieving our Trust’s values and Vision to provide Outstanding Care by Outstanding People.

**Executive Summary**

The Nursing Strategy contains an Executive Summary as an integral part of the document.

There are 6 Actions which we are committed to over the next three years:

1. What do patients want from their nurses.
2. Valuing Nurses, taking pride and looking after ourselves.
3. Ensuring high professional standards.
4. Developing career pathways.
5. Contributing fully to effective multi-disciplinary practice.
6. Developing and supporting effective nursing and clinical leadership.

Progress in achieving these actions will be reported to the Quality Committee every 6 months supplemented with an Annual Report to the Board of Directors.

The Nursing Senior Leadership team led by the Director of Nursing is accountable for the actions.

Our collective leadership from the board / extended executive to clinical teams will ensure its success.

Elements within the Strategy have been developed in discussion with nurses, patients, leaders and Governors. Sources of feedback from patients, carers and nurses have also been utilized. The Strategy has been reviewed in detail through its development by the Nursing Leadership Teams and also at the Board Seminar on 17 July 2015. Detailed comments have been incorporated into the final document for approval. Once approved the document will be prepared for publication and include pictures and vignettes.

The Nursing Strategy will be formally launched through a Nursing Conference to be held at the beginning of September.

**Recommendation**

For Approval

**Author and Title:** Ros Alstead, Director of Nursing and Clinical Standards, on behalf of the Senior Nursing Leadership Team

**Lead Executive Director:**

Ros Alstead, Director of Nursing and Clinical Standards