



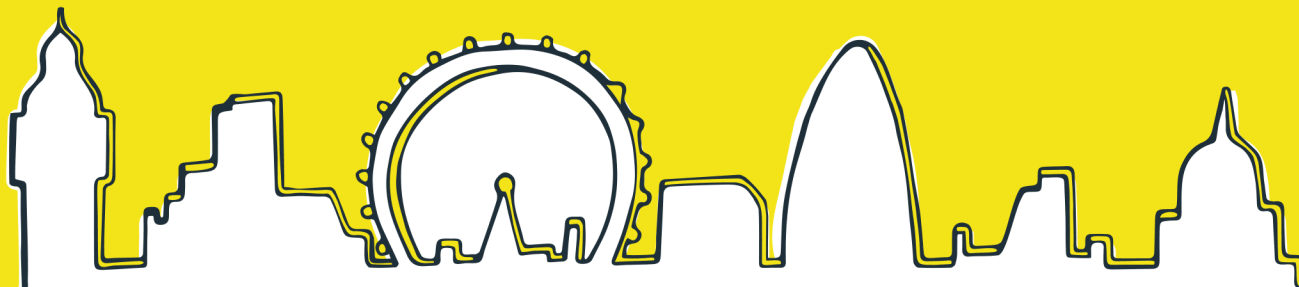
CAPITAL nurse

**Reaching
Forward Together**



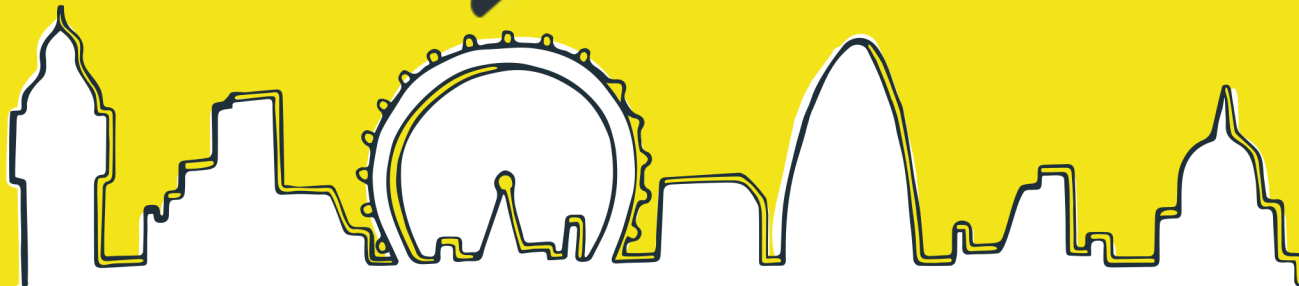
CapitalNurse is jointly sponsored by Health Education England, NHS England and NHS Improvement

Welcome back



**Keep the
conversation going
on Twitter
@Capital_Nurse**

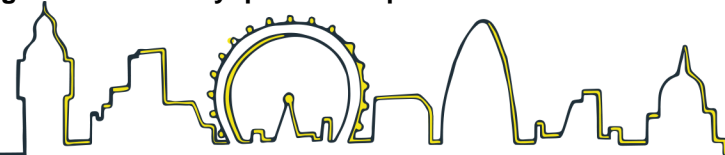
#CapitalNurse



Afternoon workshops – please note change of rooms

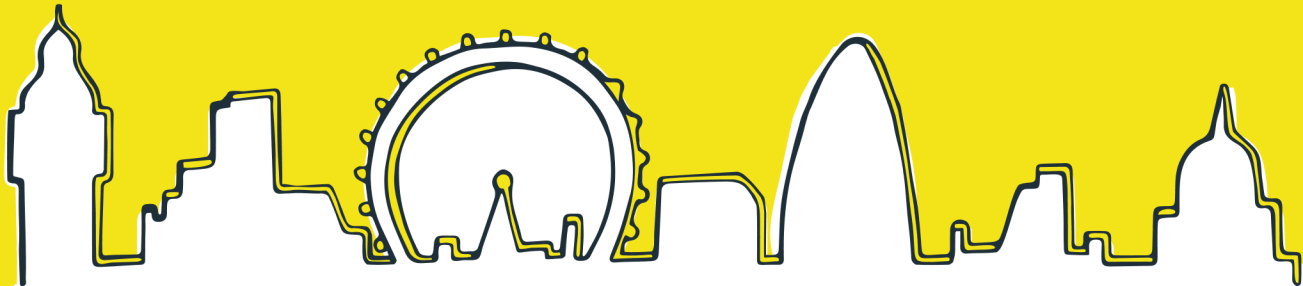
Afternoon workshop changes

- **John Major room:** Market place
- **Box 52/53: Showcasing the CapitalNurse Career Framework tool**
CapitalNurse retention workstream
- **Box 56/57: Celebrating preceptorship**
CapitalNurse preceptorship project leads
- **Box 43: Streamlining nurse recruitment to ensure success**
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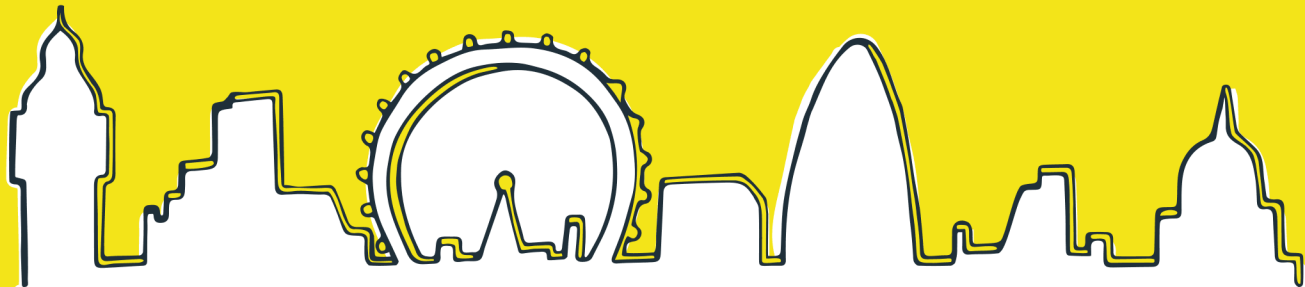


Claire Johnston

CapitalNurse Project Director,
North London Partners in
Health & Care

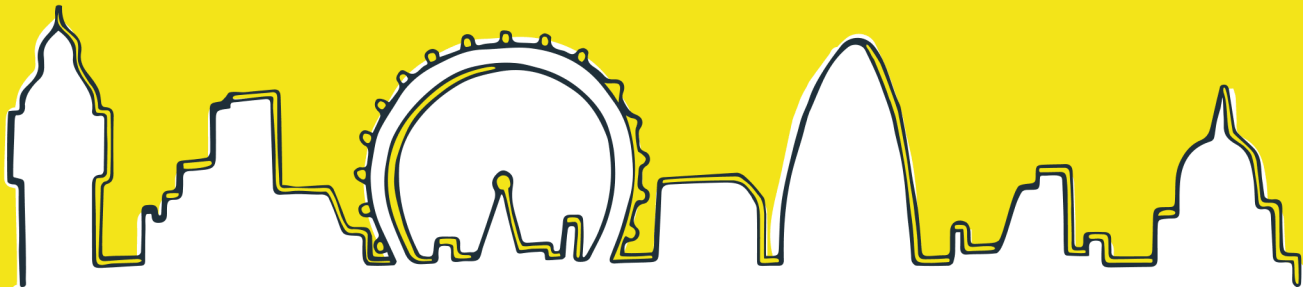


How are we doing so far?



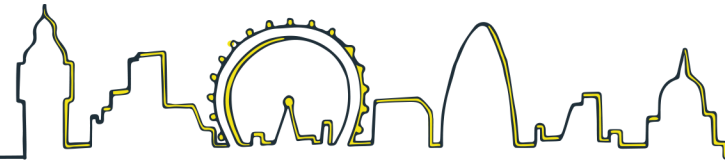
Panel discussion

Number crunching: telling the
CapitalNurse story through data



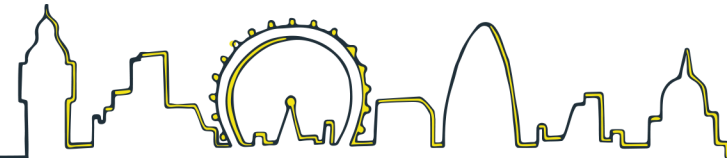
What does the data we have tell us about being a nurse in London?

1. Pay is not in the top three reasons for nurses leaving London
2. **Nearly 20% of new graduate nurses leave their NHS trust within a year**
3. Universities retaining student nurses - best ever results - 85% adult & MH in 2016/17
4. **Gender pay gap a concern - 10 years for a woman to achieve B7 – 6 years for men**
5. 17% of London's nurses are from the EU and 21% are global nurses – more in care sector



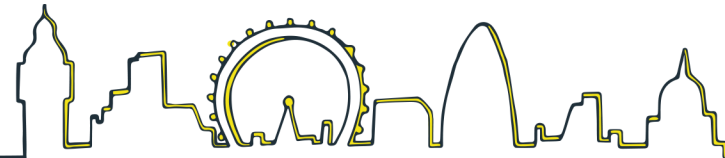
Every nurse on our planet has a voice - use yours to make a data story

6. After five years post-registration nearly 50% (46%) of nurses have left London's NHS. Where to is not fully understood.
7. Retention rates deteriorated between 2011 - 2016 - had they stayed the same we would have retained an extra 2000 nurses. Adult student nurse commission is 2000 p.a.
8. Applications to undergraduate courses fell by 18% in 2017 **BUT** course uptake is the same
9. Significant reduction in EU nurses since 2016 linked to IELTS set at 7.0. 20% of nurses achieve 7.0 but 80% 6.5. 15,000 international nurses 15/17 scored 6.5
10. The average daily commute for a London nurse 13.56 miles each way - a 27 mile round trip. *Source - Royal College of Nursing, March 2018*



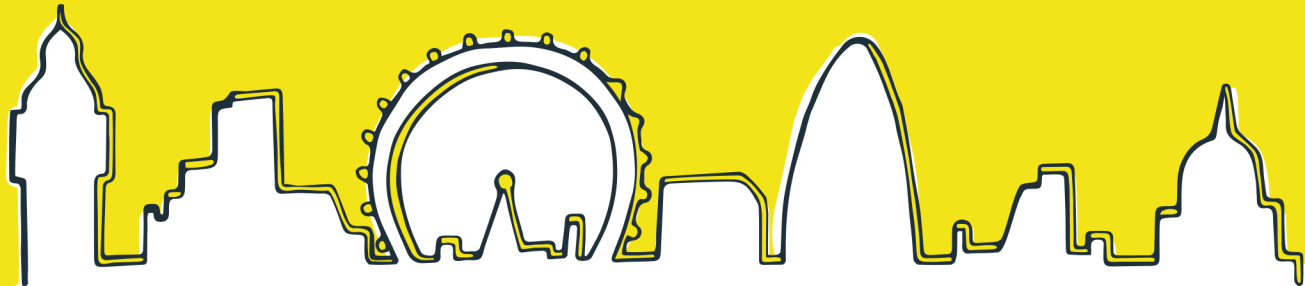
**‘WHEN THE EVIDENCE CHANGES,
I CHANGE MY MIND.
WHAT DO YOU DO?’**

John Maynard Keynes



Lisa Bayliss-Pratt

**Chief Nurse and Interim Regional
Director for London,
Health Education England**



Being a registered nurse in London: Thinking strategically about a life time career in nursing - a perspective from HEE



**Lisa Bayliss-Pratt, Chief Nurse and Interim
Regional Director for London & South East HEE**

Developing people

for health and

healthcare

Aims

- The role of HEE
- Working in health and care in London – what the data tells us
- Why we need a national workforce strategy – what it intends to achieve
- Focusing on the nurse registered –a lifetime career
- Why engaging with CapitalNurse is important – locally and beyond

Role of Health Education England

Health Education England (HEE) exists for one reason only: to support the delivery of excellent healthcare and health improvement to the patients and public of England by ensuring that the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place.

The NHS workforce in London

- 8.8m people
- 173,757 WTE staff in 36 NHS trusts
- Increased since 2012 – 5% last year
- **But** demand is growing
- Nurse vacancy 13%
- Nurse turnover 15%
- Over a five year period more than 50% of London's newly registered nurses leave the NHS

London's primary and social care workforce

- 6115 whole time equivalent staff work in primary care
- Practice nurse ages indicate potential for increased retirement rates over next 10 years
- Over 217,000 staff employed across all social care
- Only 6% staff are directly employed by Local Authorities
- Small proportion are from regulated professions (3%)
- Vacancy rate in professional groups is 24%
- More than half of registered nurses in social care are over 50

The national health and care workforce strategy - the what and the why

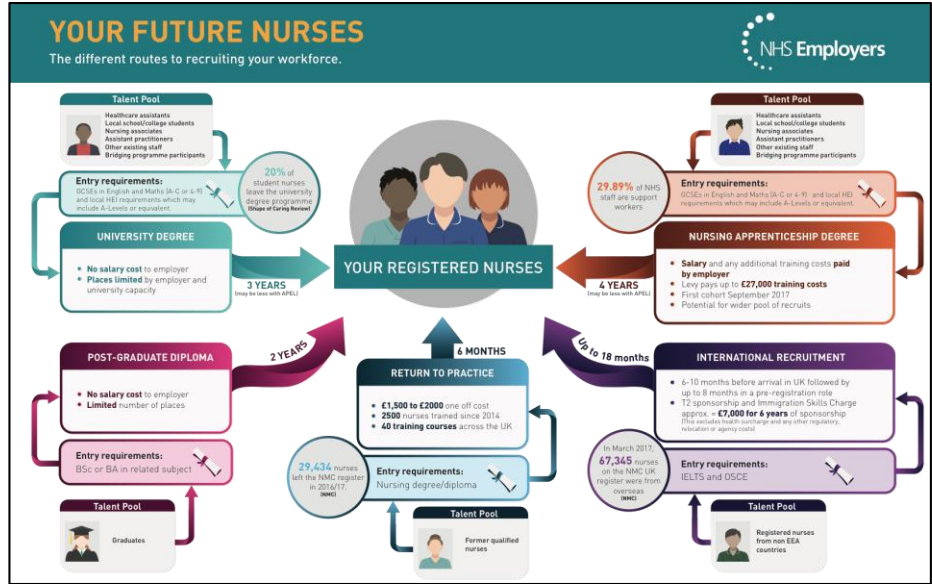
- First system-wide workforce strategy for twenty five years analyses the transformation the NHS workforce needs for the future
- Looks back to 2012 and forward to 2027 and sets out the actions that will start that journey
- Produced by HEE, with NHSE, NHSI, PHE, DH and others as partners
- Consultation now and final strategy published in June/July 2018 to coincide with NHS 70.

A workforce strategy for the whole NHS to improve the quality of care for patients now and in the future by ensuring a workforce in the right numbers, with the right skills, values and behaviours in the right place at the right time.

Recognises that change can be difficult and complicated but we can succeed together.

Work underway

- New role development
- More routes into nursing
- Action to improve retention
- CapitalNurse



The nurse registered - a life time career



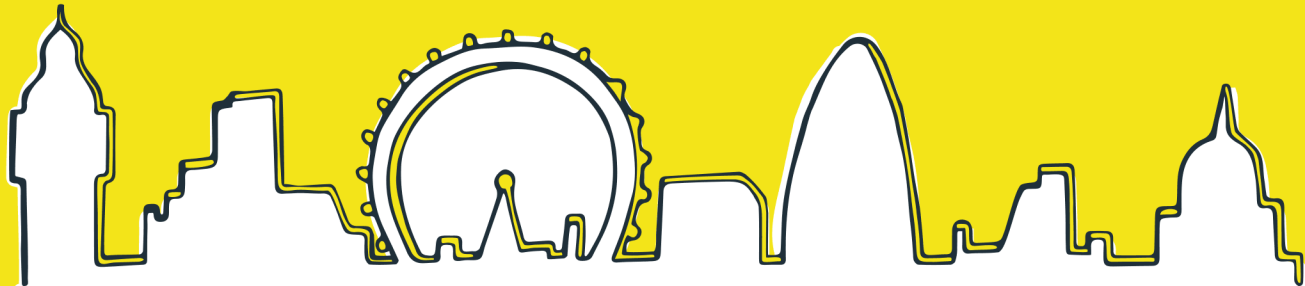
“A clear postgraduate development pathway must be put in place to provide the flexibility required to enable sustainability over time as patients and service-user needs change along with the services provided”

Why CapitalNurse is important

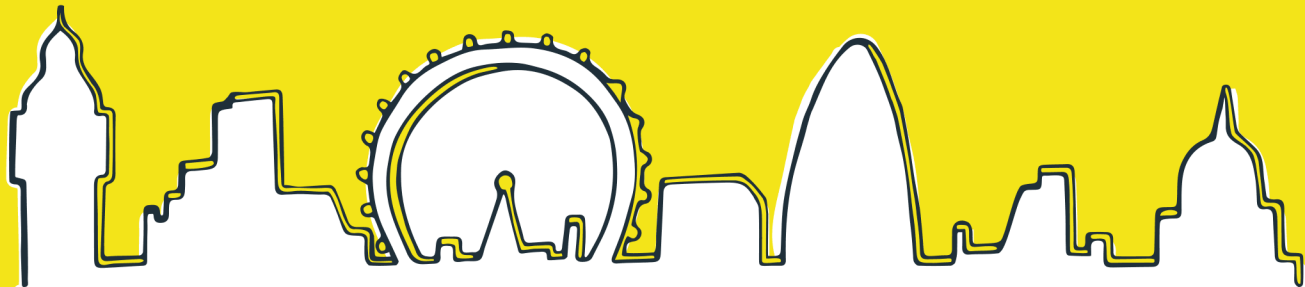
- Energising and inspiring each other
- Sharing and spreading
- Promoting a positive image of nursing.



Transition time



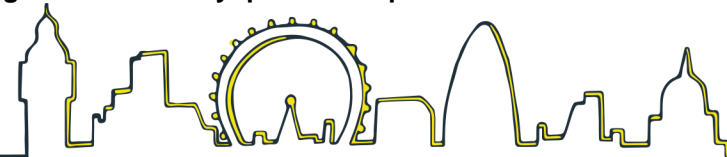
Workshops and market place



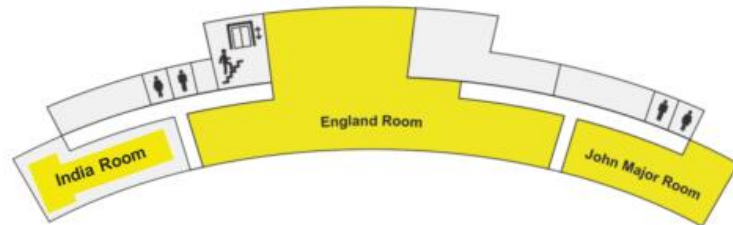
Afternoon workshops – please note change of rooms

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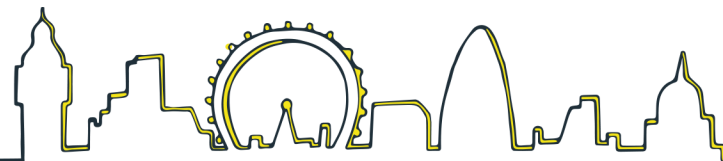
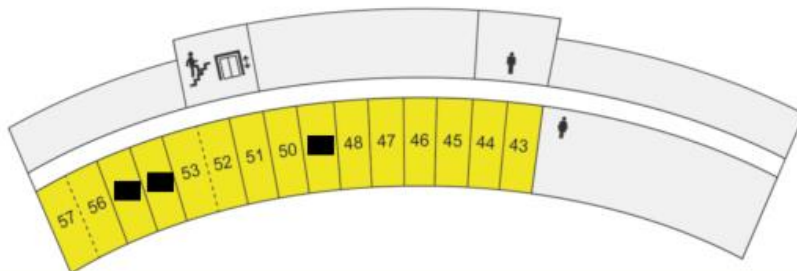
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Level 2 – Main room and marketplace



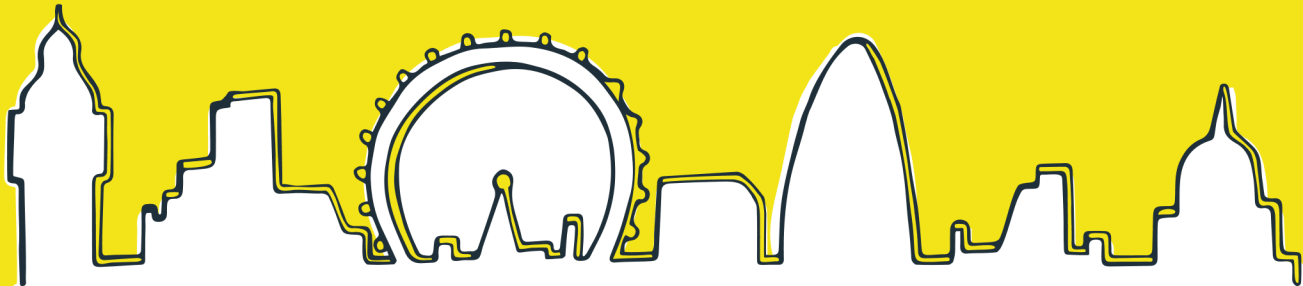
Level 3 – Workshops and masterclass



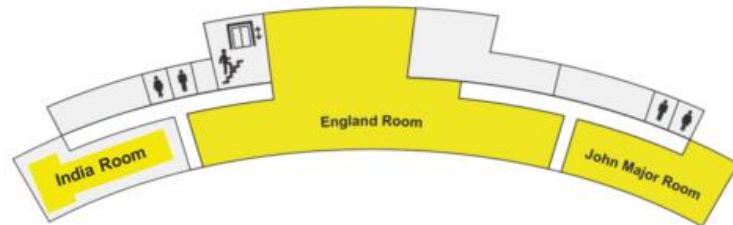
Afternoon break

10 minutes

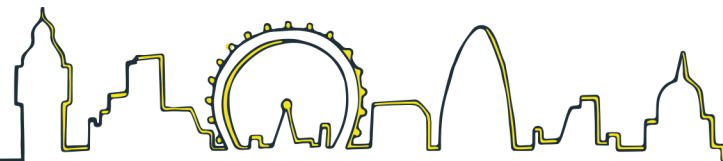
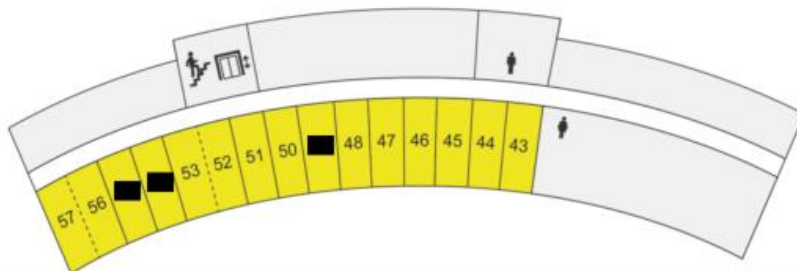
Don't forget to visit the exhibitor stalls
in the India room



Level 2 – Main room and marketplace



Level 3 – Workshops and masterclass



Celebrating nursing

**Chris Caldwell and
David Foster**

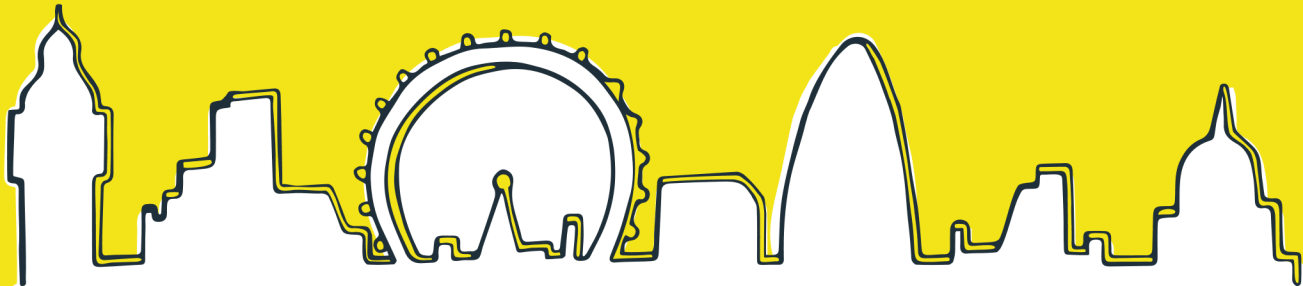
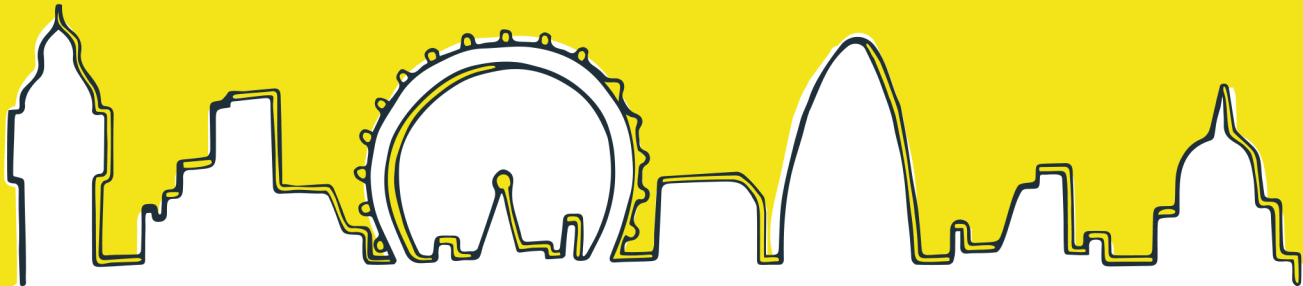
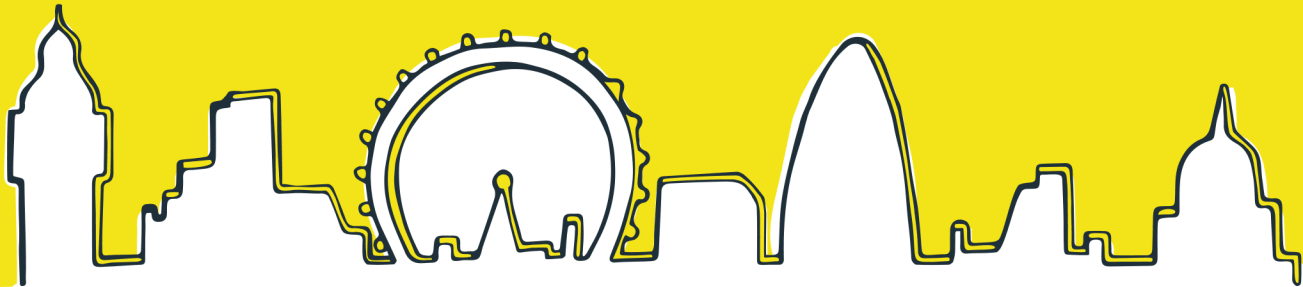


Table discussions:

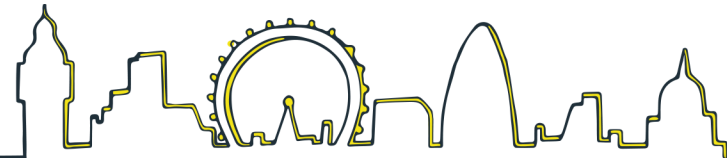
So, how was your expo?



Spotlight on some inspirational CapitalNurses

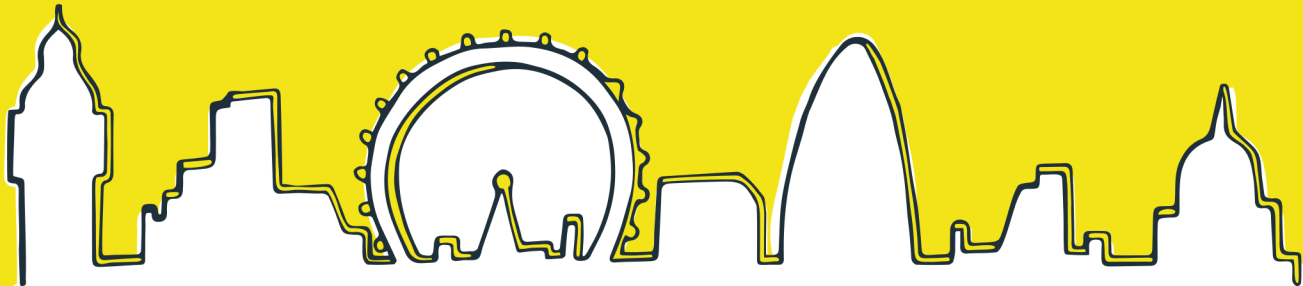


Inspirational nurses

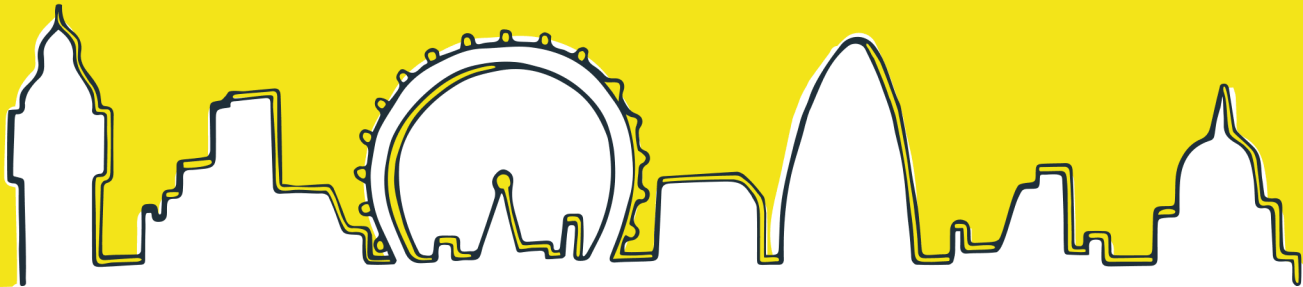


Angela Thompson

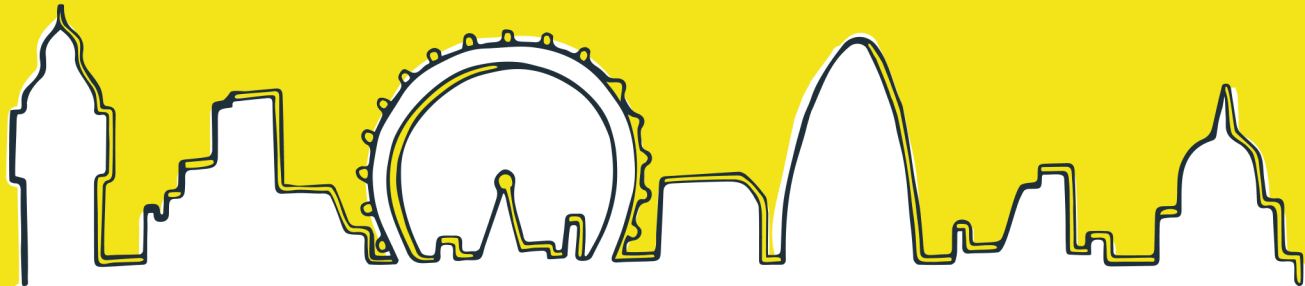
Director of Nursing and Deputy
Chief Nurse,
NHS Improvement, London



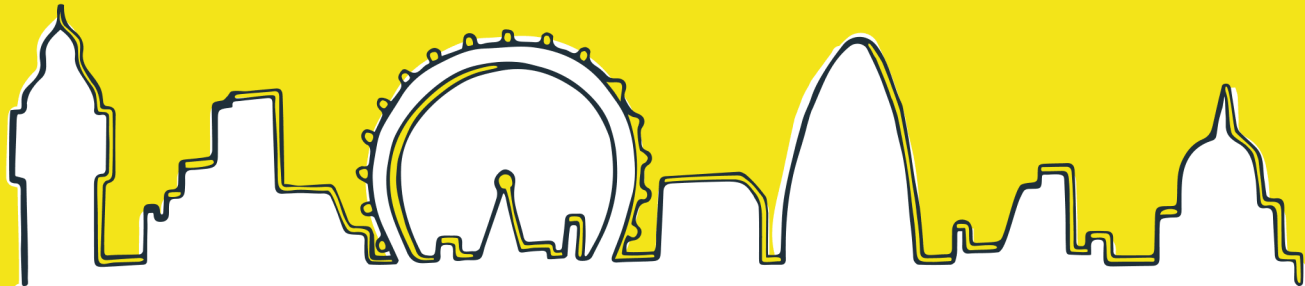
Reflections of the day



Nursing in London through the words of the poet Molly Case



**Thank you,
please fill in your
feedback forms**



**Keep the
conversation going
on Twitter
@Capital_Nurse**

#CapitalNurse

