

Nursing Now Cymru The North Wales Approach

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Nursing Now Fellowship

“NURSING NOW” Fellowships - North Wales: A Leadership and Innovation programme

- Fellowships for qualified nurses (over 1 year) and for pre-registration nurses
- Project focusing on the Nursing Now ‘triple impact’ and the four pillars of advanced practice (as appropriate): Clinical Practice, Education, Research and Leadership (To be presented at the CNO conference in 2020)
- Bespoke support and training for **Nursing Now Fellows** such as:
 - BU: Research / project management supervision; accreditation of activity for CPD through Bangor University; completion of accredited modules/MOOCs as appropriate;
 - BCUHB: ‘Proud to Lead’ competence framework / leadership development

Nursing Now Fellowship

- 4 pre and post registration fellowships planned (pre-reg post September)
- Dragons Den approach including:
 - Bangor University
 - Corporate Nursing
 - Quality Improvement Team
 - Wales for Africa
- Initial round of applications had 2 applicants
- 1 Cardiology project looking at support for patients post NSTEMI
- 1 LD project yet to present due to A/L
- Offer of targeted support for delivery from Dragons including time, coaching and formalised training



Bangor University Pledge

“NURSING NOW” Studentships: Leadership and Innovation focus

- Postgraduate Research Pathway
 - Masters by Research: Partnership between BU / BCUHB / industry - Nursing Now focus
 - Masters by Research “Nursing Now” Scholarship award - £1000 stipend towards fees

“NURSING NOW” Student prize: Leadership and Innovation

- Two £500 prizes for the best undergraduate nursing dissertation, measured against relevant ‘triple impact’ criteria



PRIFYSGOL
BANGOR
UNIVERSITY

Nightingale Challenge



“It is essential that nurses are enabled to play a bigger role in multi-disciplinary teams, working to their full potential to innovate, to lead and to advocate,” Annette Kennedy, President of the International Council of Nurses (ICN) 2019

The Nightingale Challenge asks every employer of nurses and midwives to accept the challenge with the aim of having at least 20,000 nurses and midwives aged 35 and under benefiting from this in 2020, with at least 1,000 employers taking part. Each employer will determine how best to respond to the Nightingale Challenge but their programmes must include an opportunity for personal development, to learn about leadership and the wider organisation, and are not purely clinical. Examples of programmes could include any mix of formal course, mentoring, shadowing or learning from other professionals or sectors.

Nightingale Challenge

BCUHB was the first organisation in Wales and in the first 100 globally to sign up to supporting at least 20 newly qualified nurses and midwives (within 2 years of qualifying) to undertake leadership training.

- Development of a bespoke Leadership course incorporating:
 - ❖ Lived experience and shop floor learning
 - ❖ Action learning sets
 - ❖ Confidence building and communication skills
 - ❖ Reflective learning
 - ❖ Values based leadership
 - ❖ Improvement methodology and implementing in practice
 - ❖ Human Factors
- Course will run from October 19 to April 20 and will be a legacy programme from Nursing Now
- Seeking formal ILM accreditation for the course



“NURSING NOW” Gender Equality

- A media project to look at the contribution of LGBT nurses – celebrating BCUHB Stonewall Top 100 position and equality in Nursing
- Opportunity to share the work we have done Globally and to raise the profile of LGBT Nursing in countries where nurses may be disadvantaged or persecuted
- Visual project planned to be undertaken by media school either within FE or HE and presented at CNO conference in 2020



Building on International Partnerships

“NURSING NOW” International partnerships: Leadership and Innovation development (mutual learning)

- Wales for Africa links: Quthing (BCUHB and BU); Kenya (BCUHB); Ethiopia (BCUHB)
- SHS, Bangor University and the National Health Training College Lesotho Partnership – MoU
- Linking Nursing Now Fellowships to deliver improvements in Wales for Africa programme

