

Supporting our workforce in new ways of working

Learning improvement skills

A programme to develop quality improvement skills among our workforce was launched in summer 2017. It is planned that 150 health and care staff will be trained in 'quality, service improvement and re-design' this year and a further 150 colleagues in 2019.

Initial feedback from the first people to join the course has been very positive. The learning gained will help equip leaders with the tools and techniques they need to implement transformational change.

Trainers on the programme are from Nottingham University Hospitals, Nottinghamshire Healthcare, and Nottingham CityCare Partnership.

Addressing recruitment and retention

Healthcare provision is constantly evolving, and the healthcare workforce must also evolve to meet changing needs. This involves ensuring staff numbers and skill mix keep pace with change and are adequate to maintain safe levels of care.

Like many other NHS organisations, Sherwood Forest Hospitals wanted to address issues of staff recruitment and retention. The Trust formed a Medical Taskforce Programme with membership of the taskforce drawn from across the organisation. A review of job plans, rotas and career opportunities has seen medical vacancies halved in the last six months of 2017 and a significant reduction in spending on agency staff.

This programme has been shortlisted in the Health Service Journal 2018 Value Awards for workforce efficiency.

Training our urgent care staff to meet new demands

A new partnership has been formed to train the urgent and emergency care workforce and create multi-skilled practitioners.

The Nottinghamshire Urgent and Emergency Care Partnership, led by Nottingham CityCare, aims to provide high quality training opportunities, build career opportunities and support staff retention. Better skilled and equipped staff will be in a better position to provide excellent urgent and emergency care services.

The partnership has been able to host training sessions locally, providing learning opportunities for many clinicians at a time, as well as obtain discounts on external training courses.

