



CfCE

Centre for Care Excellence

A Model for Practice
Transformation



Liz Lees-Deutsch

Professor for Nursing Practice
Centre for Care Excellence
Centre for Healthcare Communities.



CfCE

Centre for
Care
Excellence





CfCE

Centre for
Care
Excellence

Professor Emma Wadey

Deputy Director Mental health Nursing
NHS England





Professional Nurse Advocates A Model of Practice Transformation



Professor Emma Wadey Ph.D RN
MH

Professional Nurse Advocates: A Model of Practice Transformation

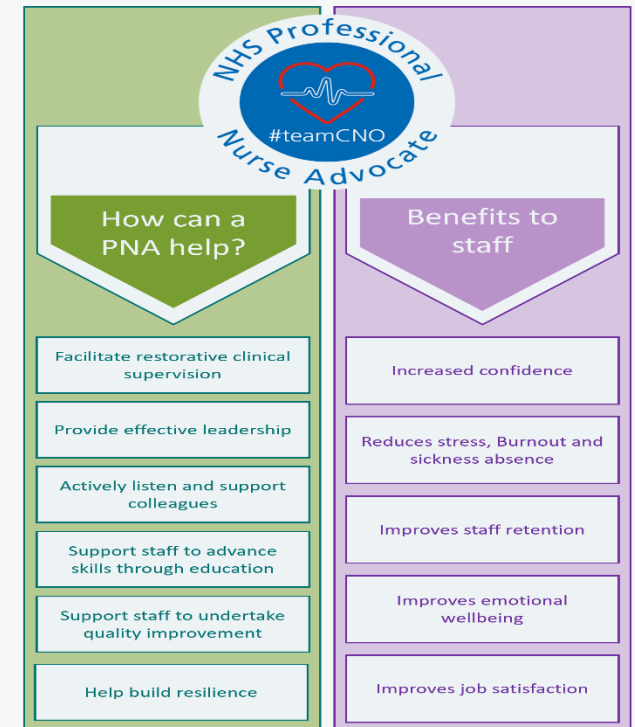
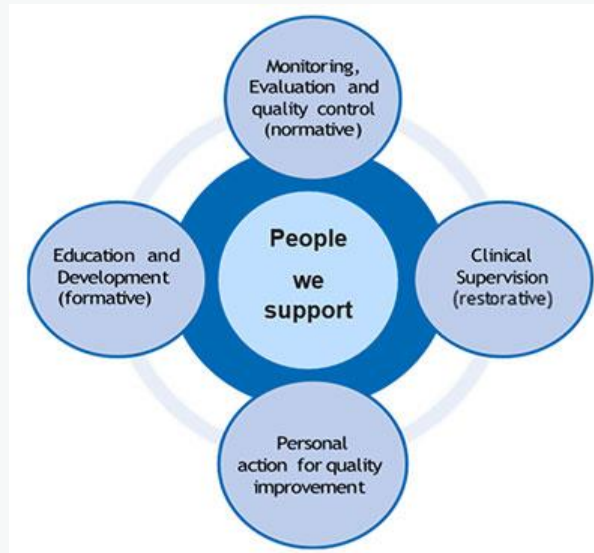
Why?



- Emotional burden of care giving
- Secondary trauma and moral injury
- Workforce pressures – shortages vs demand and acuity
- Ongoing suicide risk factors in healthcare staff – especially female nurses
- Ongoing impact of COVID
- Invisibility
- Growing call for action

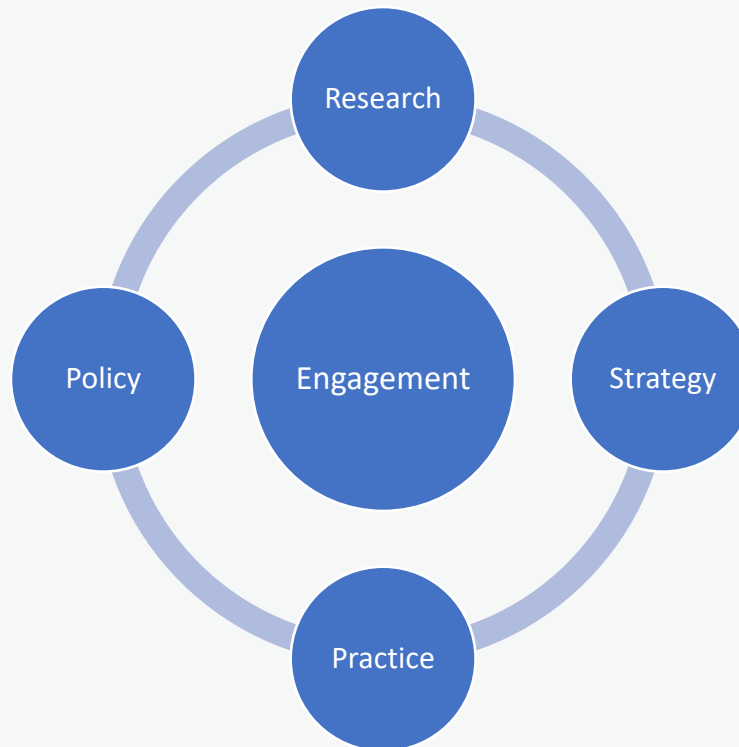
Professional Nurse Advocates: A Model of Practice Transformation

Who?



Professional Nurse Advocates: A Model of Practice Transformation

How?





Professional Nurse Advocates: A Model of Practice Transformation

What



PNA Training Programme

10,933 training places offered over Years 1 to

3 (March '21 – March '24)



PNA Live Webinars

12 webinars

March '21 – January '24

12 webinars reaching 4,661 attendees



Psychological Booster Sessions

2,120 sessions

November '21 - March '24

Psychological booster sessions offered to all
qualified PNAs



Restorative Sessions

54,367 sessions

April '22 – March '24

Restorative sessions conducted by PNAs



Career Conversations

34,105 conversations

September '22 – March '24

Career conversations delivered by PNAs



Quality Improvement (QI) Projects/Programmes

2,770 QI project/programmes

Quality improvements projects/programmes
currently underway in March 2024,
supported by PNAs



Ass. Prof Liz Lees-Deutsch



Prof Rosie Kneafsey



Prof Shea Palmer



Prof Amanda Adegboye



Dr Aiden Chantry



Dr Natasha Bayes



Mariam Khan

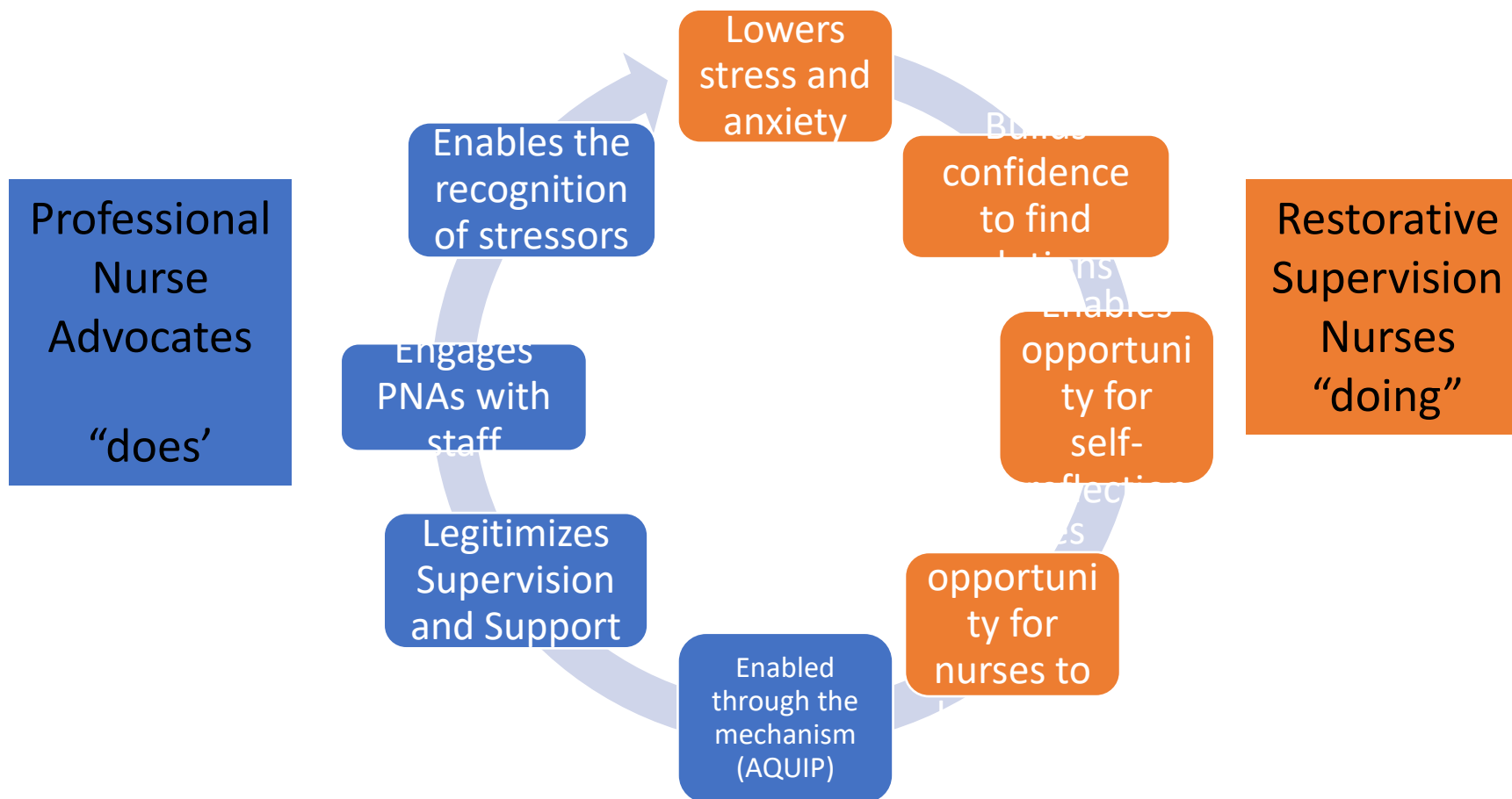


Eadie Simons





Bringing together PNAs and RCS



Professional Nurse Advocates: A Model of Practice Transformation



Research: Coventry University

1. Prior to the PNA Programme, the delivery of restorative support and clinical supervision for nurses was not well developed, despite some pockets of good practice.
2. Regional and site Lead PNAs needed more time to drive the PNA Programme strategy, they were juggling 'many other' priorities which created challenges for implementation at site level.
3. Disparity in the PNA Programme assessment strategy across HEIs and, the requirement for work-based learning in current NHS pressures, was proving hard, but was achievable to accommodate.
4. Adequate '*time*' release of nurses, and access to '*office space*' was needed for PNAs to facilitate RCS and career conversations, these elements, at site level are critical to sustain the programme delivery.
5. More work was needed to develop and promote all elements of the A-EQUIP model in practice, particularly quantifiable improvements in patient care from QI work.
6. Nurses felt restorative clinical supervision and career conversations were making a difference to morale but more understanding regarding if/how progression is enabled through the RCS model, is needed.
7. The creation of a 'PNA movement' through the programme, has created much needed support for nurses and is the transformative element of nurse empowerment and greater satisfaction at work

Professional Nurse Advocates: A model of Practice Transformation

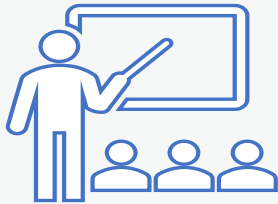
Impact

- Change to NHS contract
- Embedded in rational policy & practice eg safe and effective staffing guidance
- Reduction in nurse turnover
- Retired nurses returning to practice
- Improved morale
- Nurse empowerment
- Greater satisfaction at work
- Nurse led quality improvement initiatives e.g., Menopause clinics
- Reduction in nurse burnout
- Increase in opportunities eg advanced practice and promotions
- Nurse led research!



Professional Nurse Advocates: A model of Practice Transformation

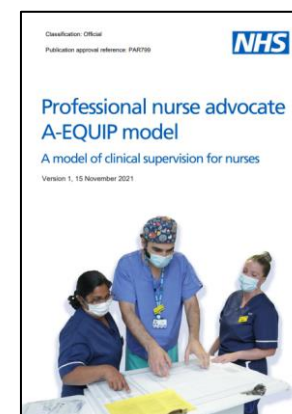
Next Steps:





PNA Programme Key Links

- **National Professional Nurse Advocate Implementation Guide** published December 2021: <https://www.england.nhs.uk/publication/professional-nurse-advocate-a-equip-model-a-model-of-clinical-supervision-for-nurses/>
- **Skills for Health e-learning modules** published December 2021: <https://www.e-lfh.org.uk/programmes/professional-clinical-nursing-leadership/>
- **NHS Standard Contract 2022/23**: <https://www.england.nhs.uk/wp-content/uploads/2022/03/02-full-length-standard-contract-22-23-particulars.docx>
- **PNA webpages** - <https://www.england.nhs.uk/nursingmidwifery/delivering-the-nhs-ltp/professional-nurse-advocate/>
- **FuturesNHS Platform**
<https://future.nhs.uk/ProfessionalNurseAdvocate/grouphome>



Professor Emma Wadey Ph.D RNMH

emma.wadey@nhs.net

@nursingemma

