• Leading Better Care - repositions the SCN as ‘visible embodiment of clinical leadership’ SCN role as pivotal in delivering safe and effective care

• Education Framework

• Toolkit supports learning and development to SCN responsibility Dimension 3; To manage and develop the performance of the team, Capability 3:3 Managing the practice setting

• Toolkit developed as a work-based guide to support workforce planning issues relevant to the role

• Toolkit offers the opportunity to develop an understanding of workload and workforce planning and help with the use of workload measurement tools
NHS Forth Valley and The University of Stirling work collaboratively to deliver a 4 day education programme for the Nursing and Midwifery Workload and Workforce Planning Educational Toolkit; all NHS FV Senior Charge Nurses undertake this programme, which offers academic credit at SCQF Level 9 through a work based learning (WBL) platform.
Portfolio of Evidence

- This was a requirement to produce the evidence which gives a structured account of learning from the Work Based Module.

- Consists of 4500 words of which 500 required to be a brief summary of learning. The other 4000 words may be several short extracts for example a significant reading or a literature review or a few in depth or lengthy pieces of work. All evidence is then mapped to the learning outcomes of the course.
Attending workshops and networking events was one of the main benefits of participating in this planned programme of learning, it provided time and thinking space among like minded people and offered an opportunity to share ideas, experiences and learning e.g. sharing advice with existing workforce issues and ability to change practice.

Beneficial to have participants from nursing across the organisation and was helpful to have participants with differing levels of experience.
Learning Outcomes

• To understand the importance of measuring nursing and midwifery workload
• To be able to describe the factors that influence nursing and midwifery workload
• Determines the most appropriate workload data to collect
• Identifies the evidence base for workload measurement tools
• Critically analyses the NHS Scotland triangulated approach to workload measurement
• Interprets workload data and applies to decision-making in own area of practice
• Identifies and debates challenges and opportunities relating to workload measurement
My Portfolio (4000 words)

I had previously prepared a business case for additional staffing when my patient groups altered after organisational change. The level of acuity of patients increased dramatically without an increase in my ward establishment.

As a result of the evidence provided in the business case using the Professional Judgement approach and other data collected, my Establishment was increased.

On reflection having now completed the workforce toolkit, I did not challenge the increase in the WTE I was given as I was told Finances were tight, I was grateful for that extra nurse on every shift, I now realise that the evidence I had collected and the knowledge I now have, the increase should have been greater. My portfolio consisted of evidence to reflect an advancement in working practices and level of knowledge of workforce and how to exercise autonomy in critical thinking and judgment.
The programme has:

★ provided me with further knowledge to participate more in decision making

★ increased confidence in the use of the tools

★ increased awareness of organisational issues

★ increased awareness of long term planning/ global issues
The NMWWP Learning Toolkit supports our Senior Charge Nurses to understand workforce planning and to support the workload measurement tools in use across NHS Forth Valley. We are confident that our Senior Charge Nurses, equipped with workforce and workload skills, can ensure that they have the right staff at the right place with the right skills at the right time, making a real difference to improved patient outcomes and experience of care.
Completion of the Toolkit enables the SCN to achieve Capability 3.3

**Managing the Practice Setting**

The SCN implements and maintains effective workload measurement and workforce planning, ensuring compliance by self and others with professional standards, legislation, national and organisational policies, contributing to the management of the ward/department budget.
As a SCN we are now being given the tools to fulfil our role:

- Education Framework
- Workforce Toolkit
- CQI’s

Our biggest challenge as a Charge Nurse has always been “never enough time to do all that is required of us”. However following the Review of the SCN Role in the near future we are to be given that time.