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| Health Visiting ProgrammeWeekly News |
| Issue 42: 5th September 2013 |
| **For information – Recent papers and publications** |
| NNRU research study available: Start and Stay: The Recruitment and Retention of Health Visitors. New research, completed by the National Nursing Research Unit, reveals that health visitors are motivated by a primary desire to make a difference to children and families. This is the key to recruitment and retention of the health visiting workforce. The researchers used an asset based approach to explore the experiences of students and qualified health visitors, identifying motivations and aspirations that encourage students to start and qualified practitioners to stay with their careers as health visitors. The research reveals that students and practitioners remain committed to their career choice, even in periods of heightened workload pressures, when service managers and practice teachers shape working and learning environments in ways consistent with health visitor’s ideology of practice. The project was led by Dr Karen Whittaker with support from Professor Jill Maben, Director of the National Nursing Research Unit and Professor Dame Sarah Cowley, Emeritus Professor of Community Practice Development and Health Visitor, who was honoured with a DBE in the 2013 New Year’s Honour lists for services to health visiting. The report is available [here](http://www.kcl.ac.uk/nursing/research/nnru/publications/Reports/Start-and-Stay-report-FINAL.pdf) and further details can be found here: <http://www.kcl.ac.uk/nursing/newsevents/news/2013/Health-visitor-workforce-motivated-by-making-a-difference-to-children-and-families.aspx>  |
| **Delivering a Transformed and Sustainable Health Visiting Service by April 2015**This paper proposes the way forward for the next phase of service transformation for the health visiting service. Please note that it is subject to further consultation with the Local Government Association (LGA) |  |
| **Securing Excellence In Commissioning For** **Healthy Child Programme 0-5 Years 2013 – 2015** |  |
|  | **East of Eng HV prog@HealthVisitors** | **We are also on http://mediafunnel.com/wp-content/uploads/2011/11/flickr-logo.jpg**Visit [www.flickr.com/healthvisitors](http://www.flickr.com/healthvisitors) to see the photographs from July’s Building Community Capacity Conference |
| We are now up to **127** followers which is excellent. Keep on following for some more updates! |  |
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| **Spreading the word more widely - sharing practice****Community Hub Development Project** |
| The “Excellence” cluster within South West Essex business unit of North East London Foundation Trust covers the Tilbury and Chadwell St Mary areas within Thurrock. The cluster is made up of health visitors, school nurses, community staff nurses, community nursery nurses, health improvement practitioners and administrators.The team are actively involved in establishing a community hub within the Chadwell St Mary area. A community hub has the potential to bring services together in one place to help local people to become empowered and more self-sufficient. It will provide a focal point for Chadwell residents using local knowledge, people and resources.To ensure the success of the project they aim to involve as many local groups as possible in designing, developing and operating the hub. The working group currently consists of local residents, health visitors, school nurses, ward councillors, housing representatives, library staff, children’s centre staff, Essex police, GPs, Chadwell Scouts, Thurrock Lifestyle Solutions, Thurrock Council Assistant Chief Executive and the Community Hub programme manager. The hub will operate from the existing library building. It is in an ideal central location and will be redesigned in a smart, practical and welcoming way that supports many different uses and is friendly and accessible to all.There are many existing services that will be brought together and coordinated through the hub; health related advice and information to prevent unnecessary visits to hospital/GP surgeries, housing repairs, benefit applications, form filling, PCSO police beat surgeries, general signposting, lists of agencies and contacts, promotion of local events/activities, youth facilities, ward councillor surgeries, Thurrock Mind, help with CV writing, support, IT training, access to the internet via free Wi-Fi. Working in such a collaborative way with local residents and partner agencies has provided the “Excellence” cluster with a key opportunity for building community capacity. |
| *Lucy Putney**Health visitor implementation officer* |  *For more information please contact:**Lesley Linehan* *Excellence cluster team leader**Lesley.linehan@nelft.nhs.uk**01375 843111*  |
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| **Supporting Newly Qualified Health Visitors in practice**With Call to Action yielding higher numbers of newly qualified Health Visitors (NQHVs), it is vital that there is a framework in place within practice to support and develop their skills.The Nursing and Midwifery Council defines preceptorship as *‘a period to guide and support all newly qualified practitioners to make the transition from student’* (NMC 2006). This is reinforced by the Department of Health guidelines which call for protected time for the newly qualified to immerse themselves in their locality and recommends using a restorative model of supervision for support (DoH 2012).Within West Essex we are keen to support both newly qualified Health Visitors and those returning to practice. With this in mind we wanted to create a robust preceptorship package which was both user friendly and educationally valid. A workplace mentor has been identified for new members of the team and will act as a resource on a day to day basis. Workplace mentors are pivotal to the success of helping to develop new team members and we are fortunate in that we have many experienced health visitors who are willing to undertake this role. We have also introduced a preceptorship pack which can be shared with the workplace mentor. The pack contains suggestions for the newly qualified to consider but is not totally prescriptive as it is intended to be a flexible working document and as such has sufficient space for documenting personal development along with reflections on practice.We are also introducing action learning sets with the aim of bringing together all of the NQHV’s on a six weekly basis as a developmental process. Guided by a facilitator, the group will identify any practice issues they wish to analyse and then act cohesively to reflect, learn and consider actions to resolve any dilemmas they have.We are meeting as a group at the end of September, the first session is quite structured as it will include a session on Building Community Capacity to which the Locality Managers have been invited, this will give us the opportunity examine the very different localities within West Essex and may inform the projects which the NQHV’s will undertake. Following this, although the group will be facilitated, the NQHV’s will be encouraged to take ownership of the group and to set the terms of reference.Preceptorship aims to support new Health Visitors to become confident and knowledgeable practitioners. This can be achieved by giving individuals time to find out about their workplace and locality. In addition, supervision, group support and personal mentors should successfully combine to assure the delivery of high standards of care. It is envisaged that this support will enable the practitioner in achieving and demonstrating the required competency for practice as well as providing direction for their future Health Visiting career (D0H 2012).ReferencesDepartment of Health Publications: A Health Visiting Career (2012) London HM GovernmentNMC (Nursing and Midwifery Council 2008) Code of Conduct/The Prepp Handbook |
| *Paulette Stephens**Locality Manager/Education Lead**SEPT/West Essex* | **South Essex Partnership University NHS Foundation Trust** |
| **For information - Autumn Communities of Practice Events**Local Communities of Practice events are now being planned to take place in October. Please speak to your Locality Lead to get involved. – Rowena for Cambridgeshire and Peterborough, Helen for Norfolk and Suffolk, Jenny for Essex and Sue for Beds and Herts (contact details below). |
| **Reminder – spreading the word more widely – sharing practice**Please ensure you get your article in to us in plenty of time.The sharing practice article contents that we have received so far have been excellent. Details of the next scheduled articles listed below:- |
| **12 September – North East Essex**19 September – South East Essex26 September – Mid Essex3 October - Hertfordshire | Articles of up to 200 words in Word format highlighting an innovation or area of good practice (including contact details) are to be sent to Sophie Lakes, sophie.lakes@nhs.net by the Wednesday |
| **Contacts** |
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