

Community Nursing Healthcare Policy Update

Week ending 22nd September 2017

Nursing

Almost half of nurses are seeking new employment

A [survey](#) of 450 nurses in the UK found that 45% of those in permanent positions are actively seeking new employment.

The 'What Nurses Want Report 2017' focused on four key factors which impact upon the workforce – training, cultural organisational 'fit', work-life balance and pay. The findings include the following:

- Pay was the biggest determinant in nurses seeking new roles, with 53% frustrated about their current level of pay
- 44% were unhappy with opportunities for development and training
- 35% were unhappy with the 'cultural fit' in their workplace. Similar levels of respondents reported having left a position as a result of their work environment and a further third considered doing such
- 29% felt organisational and cultural values were missing from their workplace
- 22% reported issues with senior colleagues and leadership
- 90% of respondents felt colleagues were key determinants in the level of workplace happiness and 84% said the same regarding their manager
- 71% of respondents were either satisfied or very satisfied with their work-life balance
- Approximately 20% did not feel valued by their employer.

General Practice

CQC Inspections

The Care Quality Commission (CQC) published a [report](#) on the quality and safety of general practice in England.

- GP practices are consistently the highest ranking care sector rated by the CQC
- 79% of GP practices received ratings of good and 4% outstanding overall on first inspection
- Of those practices which received ratings of outstanding or good, nursing teams, by and large, had been invested in and were valued

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- Following re-inspections the number of GP practices rated good had increased to 86%
- 8% of practices required improvement and 2% were inadequate. This means that one in ten practices must improve the quality of care. 27% of those practices initially rated as requiring improvement and 6% rated inadequate all needed to improve safety
- 80% of practices initially rated as inadequate improved their overall rating following re-inspection.

The Royal College of General Practitioners (RCGP) [commented](#): *"... the fact that GPs are rising to the challenge in the face of ever-increasing demand, does not make it sustainable – we urgently need more investment in general practice, and thousands more GPs, as pledged in NHS England's GP Forward View"*.

The Health Foundation [commented](#): *"It is encouraging that under difficult circumstances GP practices have been able to improve their performance against the CQC's measures of quality. Our own research has shown that despite the pressures facing the health service, the overall quality of care that people receive across the NHS is, on the whole, bearing up ... GPs and commissioners need more support to provide both prompt access to a GP and the greater continuity valued by GPs and patients alike. This could help address the likely pressures on hospital beds this winter by reducing the number of admissions to hospital among older people"*.

The Nuffield Trust [commented](#): *"It's good to see today's report showing that the vast majority of GP practices provide good or outstanding care, and that standards are rising ... But more work is needed to ensure access to the best primary care for all patients ... the lack of comprehensive national data on what happens in general practice is a serious stumbling block. We still do not even know how many consultations take place each year, or who receives them: this needs to be addressed"*.

NHS

NHS – public opinion

The King's Fund commissioned a [survey](#) on the public's opinion of the NHS. The survey found the following:

- Public support towards the NHS remains high
- 77% of the public feel the NHS be kept in the form it is currently in
- The founding principles of the NHS (funded through tax, free at the point of use and available to everyone) remain supported by 90% of the public
- 66% of the public are prepared to pay more tax so as to increase NHS funding

- 65% believe that it is an individual's responsibility to keep healthy, whilst 7% think the NHS is responsible for this
- 31% of the public believe that services and treatment should be determined by local need, whilst 66% believe services and treatments should be available to all, rather than based on where people are living
- 29% of the public think decisions about services and treatments should be the sole responsibility of qualified health professionals, whilst 56% would like to be consulted and 14% have an active involvement.

Mental Health

Young People

The National Children's Bureau, UCL and University of Liverpool [published](#) a report on mental ill-health among children and young people.

The research involved children participated in the Millennium Cohort Study (19,517 children born in 2000-01, across England, Northern Ireland, Wales and Scotland) and surveyed parents when their children were aged three, five, seven and fourteen. The research identified the following points:

- 24% of girls and 9% of boys suffer from depression at the age of 14
- Greater levels of emotional symptoms (anxiety, depression etc.) were reported in 14 year olds from poorer socioeconomic backgrounds
- Between the age of three to eleven similar numbers of boys and girls suffer from emotional problems
- Disruptive behaviour increased from mid-childhood to adolescence but was more prevalent in boys than girls across all ages
- There are differences in the perceptions of children's own mental health and their parent's perception.

National Mental Health Director at NHS England, Claire Murdoch, [commented](#): *"This year the NHS will treat an additional 30,000 children and young people, supported by an additional £280 million funding. The report demonstrates how critical it is that all services – schools, youth services as well as the NHS – play their part in spotting problems early, and offering solutions"*.

Mental Health Workforce

The NHS Confederation's Mental Health Network published a [report](#) assessing what the future mental health workforce should look like.

Current mental health policy is centred around 'The Five Year Forward View for Mental Health' and 'The Future Mind Strategy for Children and Young People'. The former also

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refers to a workforce development strategy, which advises how a further 19,000 positions will be developed by 2020/21. However, wider policy and factors will influence the mental health workforce. This includes Brexit, sustainability and transformation partnerships, changes in education funding and the development of new roles such as nursing associates.

According to the NHS Confederation's Mental Health Network, there are [currently](#) around 200,000 full-time equivalent mental health workers. A range of factors have impacted upon the workforce. This includes:

- A fall in the number of nurses working in services
- A static number of psychiatrists
- The impact of austerity on local authority budgets
- A growing number of community and voluntary sector organisations providing mental health support

Recommendations include the following:

- Promoting careers in mental health at colleges and schools
- Enhancing new skills in training courses in order to meet future demand
- Mental health providers ensure staff's wellbeing is supported
- Ensuring existing staff are able to access development and training opportunities.

The Health Foundation [commented](#): *"This report demonstrates the difference that specialist mental health staff can make in primary care and the community. However, the number of mental health nurses has dropped by 13% between 2009 and 2016. The ongoing push to reduce spending on agency staff has driven recruitment of nurses in acute hospitals, but without a coherent plan to increase the overall number of nurses there is a risk this may lead to shortages in other areas, including mental health".*

Publications

Person-centred care

The charity National Voices published a [report](#) on person-centred care in the health and care systems. Focus within health and care services has increasingly been placed on providing person-centred care, but the research identified many challenges to this. The findings include the following:

- The way in which person-centred care is currently measured is inadequate.
- There is real variation in the degree to which people experience patient-centred care. Whilst some aspects of care are consistently person-centred, others are not.

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- Person-centred care has improved. Of those inpatients who had an operation, 76% had received a full explanation about what would happen during their procedure. 86% of patients felt their GP listened to them.
- There has been improvement in how involved people are with decision about their care and how much control they have. 78% of cancer patients felt as involved as they wanted to be in decisions made about their treatment. 33% of people using adult social care services felt they had as much control as they would like over their daily lives, whilst 44% had 'adequate' control.
- Person-centred care in general practice and inpatient care has started to deteriorate.
- 3% of those with a long term condition had a written care plan.
- There is currently no measurement for the degree to which care is coordinated. The number of delayed discharge transfers out of hospital has increased by 64% over the past five years and 46% of inpatients do not feel they have enough support to manage their condition and recover upon leaving hospital.
- Better support is needed for carers and family involvement needs improvement. Just 23% of carers reported having a social care assessment and 63% reported that their GP was aware they were a carer, but did nothing differently as a result.