



T: 0131-244 2314 F: 0131-244 3465
E: fiona.mcqueen@gov.scot

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Dear Colleague

Developing the 2030 Nursing Vision – Engagement toolkit

Today, I am launching a large scale engagement to develop a 2030 Vision for Nursing in Scotland. I am writing to ask for your help in carrying out local engagement sessions and promoting the online survey.

The goal is to produce a vision for maximising the nursing contribution to health and well-being which is informed and supported by the nursing workforce, students and stakeholders. The Vision will set out what nursing needs to look like by 2030 and capture the things we do well, along with the things that need to change and be done differently. During this week commencing, I will launch one of the five engagement themes each day through social media. You can join in with the launch by following me on Twitter @FionaCMcQueen. Please use your own social media and other channels to promote this work where you can. The hashtag for the Vision is #2030NursingVision.

To do this I am asking for your help in hosting local engagement sessions so that nurses, student nurses, or representatives of the profession can contribute. I am hoping that, with your help, at least 5% of the existing workforce and student nurses will participate and have their say. People who are not able to take part in your local engagement conversations will still be able to have their say through an on-line survey [2030 Nursing Vision Survey](#) and I would be grateful if you could raise awareness of this.

An engagement toolkit is available to help you host local engagement sessions. It contains:

1. Guidance notes (Appendix 1)
2. Slides with speaking notes (Appendix 2 and slides attached to email)
3. A hand-out (Appendix 3)
4. Feedback form (Appendix 4)

A communications toolkit is also available to help promote this work – details about this are contained in Appendix 5 as well as a link to access both toolkits.

I would be grateful if you could carry out the engagement sessions between mid-October and early-December and return your feedback to my team by **9 December**.

For NHS colleagues, we have been in touch with the NHS OD leads and they will support this work where they can.

Please can you provide us with the name of the person who will be coordinating the engagement locally so that we can liaise directly with them as the work progresses.

Once all the engagement feedback has been collated and analysed we may need to seek further input from you to check our understanding of the emerging messages and explore any issues that are not clear. I intend to publish the 2030 Vision in summer 2017.

As you are aware, work on the NMC Review of Standards for Education will begin in late 2016. We expect that much of what is said in our discussions on the future of nursing in Scotland will also be used to feed into the NMC review work.

I would like to thank you in advance for your help and support with this important work. If you have questions about any aspect of the engagement process please contact Gillian Stocks, in my team Tel 0131 244 5615 or email NursingVision2030@gov.scot

Yours sincerely



Professor Fiona McQueen
Chief Nursing Officer

Links

The on-line survey is available here - [2030 Nursing Vision Survey](https://response.questback.com/scottishgovernment/gtv8az6aqn)
<https://response.questback.com/scottishgovernment/gtv8az6aqn>

The engagement toolkit and communications toolkit are on the Scottish Government website - [2030 Nursing Vision](http://www.gov.scot/Topics/Health/NHS-Workforce/Health-Professionals/2030-nursing-vision)
<http://www.gov.scot/Topics/Health/NHS-Workforce/Health-Professionals/2030-nursing-vision>

or on NHS SHOW website: <http://www.scot.nhs.uk/developing-a-2030-vision-for-nursing>

Engagement on the #2030NursingVision has started – see <http://www.gov.scot/Topics/Health/NHS-Workforce/Health-Professionals/2030-nursing-vision>

For more information on the care of Older People with Dementia in Hospitals, please visit: www.knowledge.scot.nhs.uk/dementiainhospitals

Guidance notes on developing the 2030 Vision for Nursing

This guidance outlines the approach we are asking you take with your local engagement conversations. However, it is for you to arrange the engagement sessions and tailor them to your local circumstances.

1. Please carry out the engagement sessions between mid-October and early December and return your feedback by 9 December to NursingVision2030@gov.scot If you have any questions about any aspect of the process please contact Gillian Stocks on Tel 0131 244 5615
2. An on-line survey is available so that people who are not involved in your local engagement conversations can have their say. The survey will take about 10 minutes to complete and is available here [2030 Nursing Vision Survey¹](#) Please promote the on-line survey as widely as possible to encourage a good response.
3. We are hoping that you will be able to gather the views of at least 5% of your local nursing workforce, students or stakeholders. Please try to ensure a good mix of grades and roles are represented as well as a good gender mix. Please let us know, using form 1, how many people participated along with the grades of nurse participants.
4. A communications toolkit is available to help you publicise the engagement conversations and the online survey and to encourage people to get involved. The communications toolkit is available from [2030 Nursing Vision²](#)
5. We suggest that you allow 90 minutes for each engagement session and that the room is set up to enable small group discussions to take place. The time could be split as follows:
 - 20 minutes introduction and introduction to the five themes (5 video clips are available. You may want to use a couple of them as part of your introduction)
 - 30 minutes for small group discussions on the 5 themes
 - 40 minutes for feedback and agreeing key points for recording and feeding back.
6. Slides and suggested speaking notes are provided to help you set out the background and the themes we are asking participants to explore. An optional hand-out is also available to remind participants of the contextual information.
7. Discussions should take place in small groups and participants should be asked to consider each theme from their own perspective.
8. Groups should be asked to feedback 1 or 2 key messages on each question. We are asking you to capture and share with us, up to three points for each question. Please provide feedback in the template provided, giving a maximum of 150 words for each question. If participants would like to provide feedback on any additional issues please do so using the final section on the feedback form.

¹ <https://response.questback.com/scottishgovernment/gtv8az6aqr>

² <http://www.gov.scot/topics/Health/NHS-Workforce/Health-Professionals/2030-nursing-vision>

Slides with speaking notes - developing the 2030 vision for nursing

Slides with speaking notes are available. They cover the following content.

1. Introduction - what we are trying to achieve

The Chief Nursing Officer has asked us to get involved in a large scale engagement to think about the future of nursing. Nurses, student nurses and a wide range of stakeholders from across health and social care are being asked to contribute to:

- Developing a vision for maximising the nursing contribution to health and well-being in 2030.
- Improving understanding about the things we do well and the things that need to change to deliver the nursing vision for 2030.
- Developing an early contribution to help inform the NMC review of the current pre-registration nursing education standards.

2. Background

- The NHS is Scotland's biggest employer and nurses and midwives make up 55% of the entire NHSScotland workforce, and within that of 85% of the clinical workforce.
- Women make up 90% of Nursing and Midwifery staff and men are 10%.
- Nurses are central and essential to the successful delivery of the National Clinical Strategy, Health and Social Care Integration and the on-going reform and transformation of services.

3. Engagement process

This engagement builds on earlier conversations with the workforce and the profession and is part of a 4 stage engagement and communication process.

The stage 1 work, which has already completed involved:

- The 'Future Conversations' work in 2015 which was a collaboration between the Chief Nursing Officer, RCN and the Scottish Executive Nurse Directors to understand nursing in the changing world.
- Early in 2016, the Chief Nursing Officer hosted a national event 'Maximising the nursing contribution to health and well-being in Scotland' to explore the things that participants want to leave behind and those they would want to take forward to the future.

Stage 2 is the current large-scale engagement that seeks to involve at least 5% of students and the workforce through local engagement conversations, the on-line survey, and digital communications.

Stage 3 will be an opportunity to check the emerging messages and explore any issues that are not clear. The intention is to publish the 2030 Vision in summer 2017.

Stage 4 will be after the Nursing Vision for 2030 has been published and will seek to inform the public about the changing role of nursing and the vision for future.

4. Themes - the work carried out to date has helped to identify the 5 themes that will be explored as part of this engagement. The themes are:

- Modernising roles and public perceptions of nursing
- Staff experience
- Preparing nurses for future needs and roles
- Working in health and social care teams
- Nursing practice and health promotion/public health

Each of these themes is introduced with some high level contextual information which is followed by questions for groups to discuss and provide feedback on.

5. Discussion themes and questions

Please discuss each theme and agree the key points to feedback from your discussion. The overall feedback to the Chief Nursing Officer will capture up to three points on each theme.

Modernising roles and public perceptions of nursing

The work we do and nursing roles have changed significantly over the past twenty years or so. The main changes that we are experiencing now are the integration of health and social care and the provision of more services in the community rather than in hospital. Despite these changes, public perceptions of nursing can be a bit dated. To help manage expectations and prepare people for future changes, we may need to update the public about modern nursing.

- a) How would you like people to think about nursing? What 3 words or phrases would you like people to associate with nursing?
- b) What can nursing contribute to health and well-being by 2030?
- c) Think about the good examples of care and compassion that you have seen, heard about, or demonstrated recently. What should 'care and compassion' look like in the context of a future nursing workforce?

Staff experience

The population of Scotland is, on average, living longer and there is an increasing number of older people. While many older people will enjoy better health than their predecessors, they will still have significant health needs and there will be an increasing demand for health and social care services.

We need to ensure that the nursing profession attracts and retains enough people so that we have a sufficient workforce for the future. Building resilience is key to achieving this. Although the number of qualified nurses has increased significantly, overall, we know that some roles are particularly difficult to fill and recruitment is a real issue in some geographic areas. We also recognise that more needs to be done to retain the invaluable experience of older nurses and bring nurses who are not working back into the profession.

- a) How can we position nursing as a really attractive career choice for new entrants?

- b) What do we do well and what needs to change to make all nurses feel valued and want to remain in the profession?

Preparing nurses for future needs and roles

NHS Scotland has one of the most skilled workforces in the world and we have a proud tradition of nurse education and training. 'Setting the Direction' sets out the strategic aims of the profession. Looking to the future we need to ensure that we continue to have a capable, versatile nursing workforce with transferable skills. To do this we need to ensure a continued focus on nurse education and what the best approach might be.

You may be aware that work on the NMC Review of Pre-registration Education Standards has begun and the new standards are expected to be agreed in Autumn 2017. We expect that much of what is said in our discussions on the future of nursing in Scotland will feed into the NMC Review.

The Standards set out what nurses should be able to do at the point of registration, i.e. what the public can expect from newly qualified, graduate nurses. The way we prepare our nurses at pre-registration level and the skills they develop post-registration level are interlinked. We need to provide clear and consistent career pathways for nursing with education and training running alongside that is consistent and high quality.

- a) How should pre-registration training change to reflect the population needs as we move towards 2030?
- b) How should post-registration training reflect these changes?
- c) What is needed from the clinical skills aspects of (pre and post-registration) nurse training and how could this be enhanced?
- d) How should the role of nursing evolve to reflect the population needs as we move towards 2030?

Working in health and social care teams

In the future, there will be more people with multiple conditions and more care will be provided in the community. Clinicians will need to work increasingly in teams across specialisms and be supported by better information sharing and clinical decision support systems. The clinical team will work collaboratively with social care staff, and increasingly signpost patients to third sector organisations that provide community-based support.

The healthcare we provide will be proportionate and relevant to individual patient's needs and we will use minimally disruptive interventions. This it will be delivered by teams of professionals united by common professional values and with effective clinical leadership.

- a) What role should nurses play in the context of more care being provided in the community (integrated health and social care)?

Nursing practice and health promotion/public health

We know that some lifestyle choices results in too many early deaths in Scotland. The healthcare system has a key role in supporting and empowering people to live well and nurses can make a significant contribution to prevention and anticipatory care. Nurses can help people take more responsibility for their own health, support them to tackle their personal health challenges, including long term conditions, and enable them - as far as possible - to retain independence and control.

- a) What role should nursing play in health promotion and public health?
- b) Identify 3 things that need to change to make this possible?

6. What will happen next?

The engagement feedback will be returned to the Scottish Government and to be collated and analysed. They will identify the key messages and may need to come back to us to check our understanding of the emerging messages and explore any issues that are not clear.

The Chief Nursing Officer intends to publish the 2030 Vision in summer 2017.

People who are not able to participate in the organised engagement sessions can still make their views known by completing an online survey [2030 Nursing Vision Survey](#)³

Thank you for participating in this engagement and sharing your vision for the future of nursing.

³ <https://response.questback.com/scottishgovernment/gtv8az6aqn>

Hand-out for 2030 Nursing Vision engagement conversations

This document provides some information on the five themes we are asking you to think about and discuss. After your discussion please agree the key points to feedback.

1. Modernising roles and public perceptions of nursing

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- a) How would you like people to think about nursing? What 3 words or phrases would you like people to associate with nursing?
- b) What can nursing contribute to health and well-being by 2030?
- c) Think about the good examples of care and compassion that you have seen, heard about, or demonstrated recently. What should 'care and compassion' look like in the context of a future nursing workforce?

2. Staff experience

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We need to ensure that the nursing profession attracts and retains enough people so that we have a sufficient workforce for the future. Building resilience is key to achieving this. Although the number of qualified nurses has increased significantly, overall, we know that some roles are particularly difficult to fill and recruitment is a real issue in some geographic areas. We also recognise that more needs to be done to retain the invaluable experience of older nurses and bring nurses who are not working back into the profession.

- a) How can we position nursing as a really attractive career choice for new entrants?
- b) What do we do well and what needs to change to make all nurses feel valued and want to remain in the profession?

3. Preparing nurses for future needs and roles

NHS Scotland has one of the most skilled workforces in the world and we have a proud tradition of nurse education and training. 'Setting the Direction' sets out the strategic aims of the profession. Looking to the future we need to ensure that we continue to have a capable, versatile nursing workforce with transferable skills. To do this we need to ensure a continued focus on nurse education and what the best approach might be.

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- a) How should pre-registration training change to reflect the population needs as we move towards 2030?
- b) How should post-registration training reflect these changes?
- c) What is needed from the clinical skills aspects of (pre and post-registration) nurse training and how could this be enhanced?
- d) How should the role of nursing evolve to reflect the population needs as we move towards 2030?

4. Working in health and social care teams

In the future, there will be more people with multiple conditions and more care will be provided in the community. Clinicians will need to work increasingly in teams across specialisms and be supported by better information sharing and clinical decision support systems. The clinical team will work collaboratively with social care staff, and increasingly signpost patients to third sector organisations that provide community-based support.

The healthcare we provide will be proportionate and relevant to individual patient's needs and we will use minimally disruptive interventions. This it will be delivered by teams of professionals united by common professional values and with effective clinical leadership.

- a) What role should nurses play in the context of more care being provided in the community (integrated health and social care)?

5. Nursing practice and health promotion/public health

We know that some lifestyle choices results in too many early deaths in Scotland. The healthcare system has a key role in supporting and empowering people to live well and nurses can make a significant contribution to prevention and anticipatory care. Nurses can help people take more responsibility for their own health, support them to tackle their personal health challenges, including long term conditions, and enable them - as far as possible - to retain independence and control.

- a) What role should nursing play in health promotion and public health?
- b) Identify 3 things that need to change to make this possible?**

2030 Nursing Vision - Feedback Forms

Form 1 - Participants

Please tell us about the people who took part in your engagement conversations. We will use this information to check whether participants represent the profile of the workforce. If not, we will try to redress this with any follow-up work.

1. How many people took part altogether?

Total	
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2. Who took part and how many?

Nurses	
Student nurses	
Stakeholders	
Others	

3. If relevant, please say (roughly) how many nurses were from each grading band?

Bands 1-4	
Band 5	
Band 6	
Band 7	
Band 8	

4. What was the gender mix of the participants?

No. of males	
No. of females	

Please return your feedback by 9 December to NursingVision2030@gov.scot If you have any questions about any aspect of the process please contact Gillian Stocks on Tel 0131 244 5615

Form 2 - Engagement feedback

Please use this form to provide feedback on the engagement themes. Please provide a maximum of 100 words per question.

Theme 1: Modernising roles and public perceptions of nursing

a) How would you like people to think about nursing? What 3 words or phrases would you like people to associate with nursing?

b) What can nursing contribute to health and well-being by 2030?

c) Think about the good examples of care and compassion that you have seen, heard about, or demonstrated recently. What should 'care and compassion' look like in the context of a future nursing workforce?

Theme 2: Staff experience

a) How can we position nursing as a really attractive career choice for new entrants?

b) What do we do well and what needs to change to make all nurses feel valued and want to remain in the profession?

Theme 3: Preparing nurses for future needs and roles

a) How should pre-registration training change to reflect the population needs as we move towards 2030?

b) How should post-registration training reflect these changes?

c) What is needed from the clinical skills aspects of (pre and post-registration) nurse training and how could this be enhanced?

d) How should the role of nursing evolve to reflect the population needs as we move towards 2030?

Theme 4: Working in health and social care teams

a) What role can nurses play in the context of more care being provided in the community (integrated health and social care)?

Theme 5: Nursing practice and health promotion/public health

a) What role should nursing play in health promotion and public health?

b) Identify 3 things that need to change to make this possible?

Other nursing issues – please use this box if you want to provide feedback on any additional nursing issues.

Please return your feedback by 9 December to NursingVision2030@gov.scot If you have any questions about any aspect of the process please contact Gillian Stocks on Tel 0131 244 5615

Engagement toolkit and communications toolkit

The following resources are available to support and promote the engagement around the 2030 Nursing Vision.

- Slides with speaking notes and a hand-out -
- Five short video clips covering the engagement themes – you could play a couple of these at your engagement conversations to provide context for the theme and to stimulate debate. Alternatively, you could ask participants to look at them in advance of the engagement sessions.
- A poster - to promote the engagement conversation date and time and the online engagement opportunity
- A web banner – for use on your intranet to promote this work
- A newsletter or website article promoting this work

The above resources are available to download from the following locations:

Scottish Government website - [2030 Nursing Vision](http://www.gov.scot/Topics/Health/NHS-Workforce/Health-Professionals/2030-nursing-vision)

<http://www.gov.scot/Topics/Health/NHS-Workforce/Health-Professionals/2030-nursing-vision>

or on NHS SHOW website: <http://www.scot.nhs.uk/developing-a-2030-vision-for-nursing>

Alternatively, we can send most items to you by email.

Contact us

If you have any questions please contact Gillian Stocks on Tel 0131 244 5615 or email NursingVision2030@gov.scot