

Report to the Allan Brooking NHS Travel Fellowship

Introduction and background

This Report sets out the outcome of a visit to the health care services in Queensland, Australia, 20 - 27 November 2005 which was supported by a generous contribution of £1,000 from the Allan Brooking NHS Travel Fellowship.

At that time I was employed by the South West Hampshire Primary Care Trust and the University of Southampton as an Associate Director for Workforce Innovation. My role required me to develop:-

- A workforce model for the new Lymington Hospital in the New Forest. A PFI Hospital due to open in January 2007
- Deliver an inter-professional competency based education programme for nurses, therapists, social workers and rehabilitation assistants working in intermediate care teams across Hampshire and the Isle Of Wight
- To teach on the Foundation Degree In Health and Social Care at the University of Southampton and work with the local PCT's in developing new roles for the graduates of this programme

Key Objectives

The purpose of my one week visit to Brisbane, Australia was to:-

- Explore new roles and working practices being developed at the Prince Charles Hospital in Brisbane and by the North Lakes and Surrounds Health Partnership in order to inform developments in Health Care in Hampshire
- To participate in the Health Workforce Innovation Workshop held in Brisbane 22-23 November 2005. I presented the work/ research that I was co-leading with Professor Debra Humphris on inter-professional learning and team work in Intermediate Care
- To establish links with key personnel in Health Care and the Universities in Brisbane and bring back information on new roles in health care to inform my work back in the UK

Knowledge Gained and Disseminated

I spent the week guided by Gloria Wallace District Manager, Prince Charles Hospital and Health Service District and Professor Wayne Gibbon from Queensland University. The Itinerary included full day visits to the Prince Charles Hospital, Redcliffe Hospital (North Lakes Project) and Queensland University. The key learning that I brought back to the UK is:-

- Education programmes to improve health outcomes in chronic disease (Janie Smith) which I fed into the Long Term Conditions Committee at the Strategic Health Authority and used this work to inform the section I completed on workforce requirements for the Community Services Strategy for SW Hampshire PCT. I also co – led a working group to develop community matrons and associate practitioners in long term conditions for SW Hampshire PCT using the information obtained from Australia, in particular the models for educating indigenous health workers in lone working and maintenance of competency standards.
- Further development of competency skill sets for therapy and nursing staff drawing on the ideas from the role of associate practitioners developed by the Redcliffe-Caboolture Ambulatory Care Project. These helped inform the further development of the competency frameworks used in the Intermediate Care Practice Training Programme. This programme educated nearly 90 staff from Intermediate Care Teams across Hampshire in inter-professional knowledge and skill sets delivered in 4 cohorts of up to 25 staff per cohort. The last cohort was underway as I left to take up the new post at St. George's Hospital in May this year. I am currently writing a paper on this education programme with Professor Humphris which will be submitted for publication later this year. I maintained a twinning with the North Lakes development team and we regularly exchanged competency standards and job descriptions via e mail throughout the period of January to May 2006.
- Learning from the work of Bonnie Sibbald, University of Manchester (who presented at the Workshop in Brisbane) on research into the effectiveness of Nurse Practitioners. This link was made at the Workforce Conference in Brisbane. This together with information obtained from the work being undertaken in the Emergency Department at the Prince Charles Hospital to develop advanced practitioners was used to inform a working group which I led (December 2005 – April 2006) to define the roles of Nurse Practitioners working in the Minor Injuries Unit, Lymington Hospital. We also developed a job profile for an Associate Practitioner in preparation for the new 'Walk - In' Centre planned for the new PFI hospital in Lymington.

Professor Wayne Gibbon visited me in the UK in March 2006 and I met Gloria Wallace in London in May 2006 to maintain our partnership working and share information.

Current Position

I changed jobs on 22nd May 2006 to take up post as Therapy Services Manager at St. Georges NHS Trust, London. At the time of my departure both the Hampshire and Isle of Wight Strategic Health Authority and the SW Hampshire PCT were undergoing a re-organisation. The Lymington PFI

hospital was due to go out to tender and therefore the work I was leading in developing the new workforce model was put on hold pending this decision.

As a result of the job change and changes to my personal circumstances the partnership I developed with health care colleagues in Australia has elapsed temporarily whilst I lead a major re- structuring programme for Therapy Services at St. George's Hospital. However, I intend to resurrect my contacts with Brisbane Health, particularly as I am now in an acute trust. I am keen to pick up the ongoing work with Professor Wayne Gibbon in the development of Advanced Practitioner Physiotherapists in Emergency Care which has direct relevance to St. George's Hospital emergency services. I am also intent on establishing a twinning with the Therapy Services Manager at the Prince Charles Hospital to work together on the refocusing of therapy professions in acute hospital settings.

Summary

In Summary the visit to Brisbane, Australia in November 2005 had a significant impact in informing the work I completed for the SW Hampshire PCT on workforce models and in particular the competency frameworks and job profiles for both advanced and associate practitioners for the new PFI Hospital and for the Community Services Strategy. Information from Education programmes to improve health outcomes in chronic disease used by the indigenous populations in Australia were fed into the Long Term Conditions Project at the Strategic Health Authority.

I was also able to disseminate information from the NHS to colleagues in Brisbane Health Care which cemented true partnership working. I am therefore grateful to the Allan Brooking NHS Travel Fellowship for enabling me to develop this partnership with Australian colleagues in healthcare which greatly assisted my work in both the PCT and the University of Southampton at the time. By re-establishing these links in my current role, I anticipate that the partnership will continue to add benefits to the advancement of practice in therapy services in the UK.

Information available in hard copy if required:-

- Itinerary for the week 20-27 November 2005
- The presentation made at the Health Workforce Innovation workshop 22-23 November 2005

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