

Developing the non-medical workforce – the development of new roles



Why

- Reduction in patient waiting times
- Streamlined patient pathways seamless care
- Increased patient satisfaction
- Increased medical availability for more complex procedures
- Improved recruitment and retention of healthcare personnel

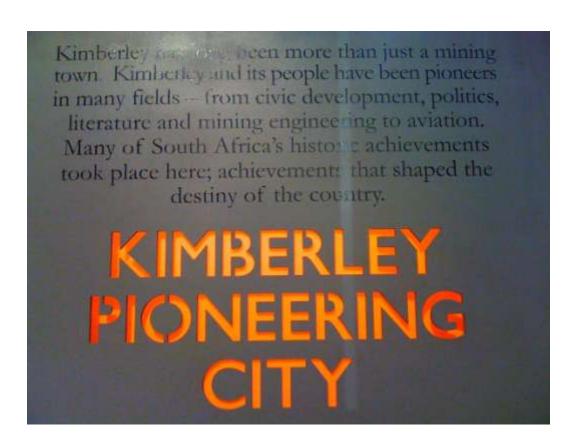


Key enabling strategies

- Identify local health service needs
- Patient centred service design
- Identify roles and responsibilities fit for purpose
- Long term planned and managed strategy
- Collaborative working between health service and higher education

Enabling strategies

Pioneers



Enabling strategies

- Visionary and informed leadership and management
- Multi disciplinary teamwork and training
- Development of job plans with incentives for progression
- Organisational readiness
- Patient acceptance

Enabling strategies – clarity of new roles

Defining

- Practice standards
- Roles and responsibilities
- Boundaries of practice

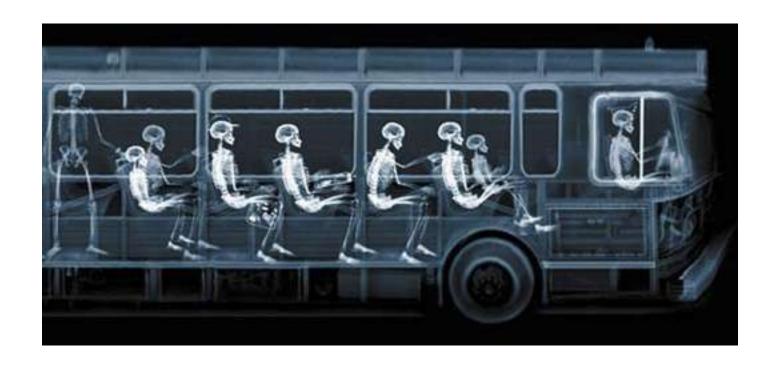
Defined and agreed

- Ministry of Health
- Leaders of health service providers hospital and primary care centre managers
- Professional groups
- Service delivery team approach

Team identifies and works towards commonalities

- Values respect and working as a team
- Aim towards patient centred care
- Language/communication
- Standards of care

Teamwork



Where

- Acute and emergency care
- Critical care
- Radiology/Radiotherapy services
- Primary care

Acute and emergency care

- Emergency Nurse Practitioner
- Improved waiting times and patient satisfaction
- Improved clinical documentation quality

Acute and emergency care

 "more accurate than A&E SHOs in history taking, recording visual acuity, describing ocular anatomy, and making provisional diagnoses. A significant reduction in out of hours ophthalmic workload may be achieved inif ENPs were to see all eye emergencies."

Critical care

- Nurse practitioner training to request and identify cvp line position
- Enables continuation of treatment

Radiology/Radiotherapy services

- Radiographers reporting clinically relevant report
- Bariums
- IV contrast agent
- Prescribing
- Counselling

Primary care

- Nurse practitioners
- Assess and treat within protocols
- May include prescribing drugs, requesting X-rays and blood tests
- E.g. Diabetic nurses monitor patients, change medication
- Consult doctor when required

Thank you

