

# The QNI International Community Nursing Observatory

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#adne2020

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Association of District Nurse &  
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# **The QNI International Community Nursing Observatory**

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Professor of Healthcare & Workforce  
Modelling**

 **@alisonleary1**

**Nursing is most seen when it isn't there**

***“I want to know how many district nurses we need. It should be easy as they only do four things.”***

# **Nursing work is really really really complex!**

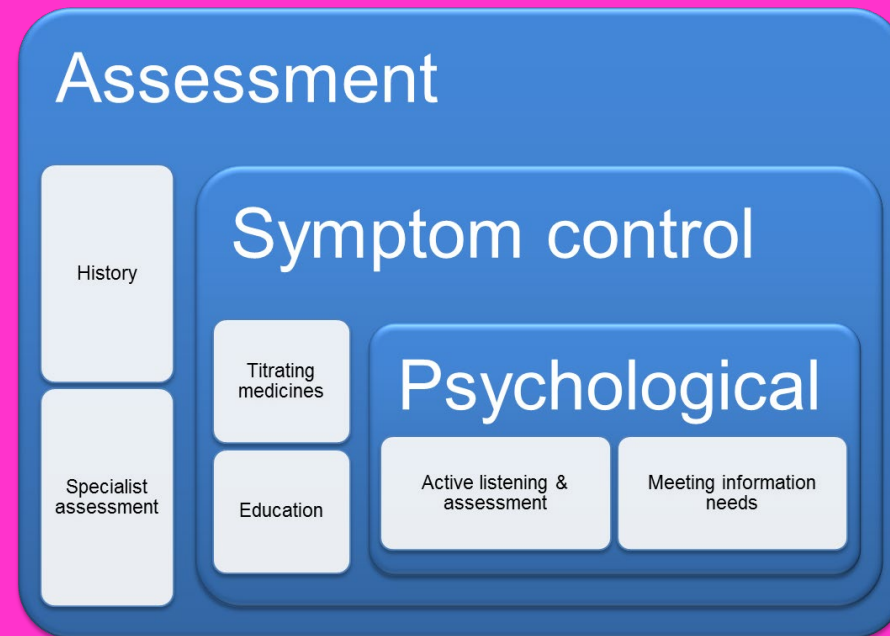
**There is no magic solution, no magic number**



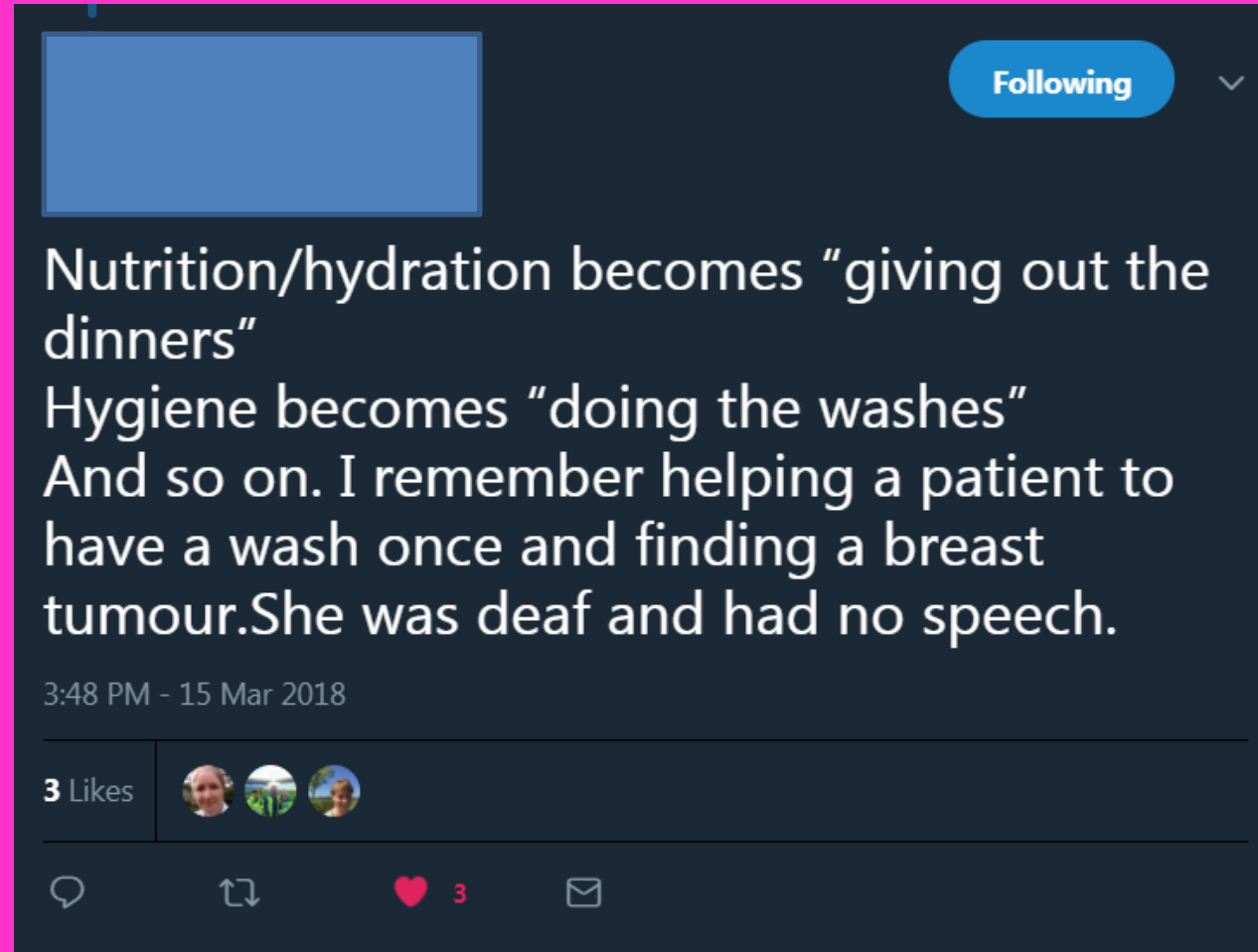
# Work as imagined



# Work as done



# Dangers of reductionism





WORKFORCE

МОБКЕОБСЕ



Workload



SAFETY  
FIRST



Demand

# What expert nursing can offer

- A good return on investment
- High quality-expertise that's accessible and flexible for patients & families
- Safe-consistent care delivered by a stable workforce
- Expert & capable new product not a competent replacement



# How do nurses keep patients safe?

- **Vigilance**
- **Clinical acumen & reasoning, application of knowledge in context**
- **Rescue**
- **Mitigate rookie factor**
- **Prevent Kerplunking!**





## Some challenges

- We don't know much about the community workforce
- No agreed "language"
- Hard to articulate how we affect outcomes
- Hard to evaluate cost effectiveness
- Decision making on important issues not based on evidence
- Don't define important concepts like "safe care" or management of care

# Showing impact and workload IS possible

The Impact of Diabetes Inpatient Specialist Nurses in North Central and South West London: A service evaluation.

Alison Leary, Elaine Maxwell, Jessica Lawler, Dave Bushe, Rob Cook.  
LONDON SOUTH BANK UNIVERSITY & BIRMINGHAM CITY UNIVERSITY. JULY 2019

Treatment Function May 2011	Total within 18 weeks	% within 18 weeks	Average (median) waiting time (in weeks)
Gastroenterology	87,729	90.4	6.2

Treatment Function May 2017	Total within 18 weeks	% within 18 weeks	Average (median) waiting time (in weeks)
Gastroenterology	169,518	92.4%	6.9

<https://www.england.nhs.uk/statistics/statistical-work-areas/ftt-waiting-times/ftt-data-2011-12/#on12>



2019 World Conference on Lung Cancer  
September 7-10, 2019 | Barcelona, Spain

[wclc2019.iaslc.com](http://wclc2019.iaslc.com)

#WCLC19

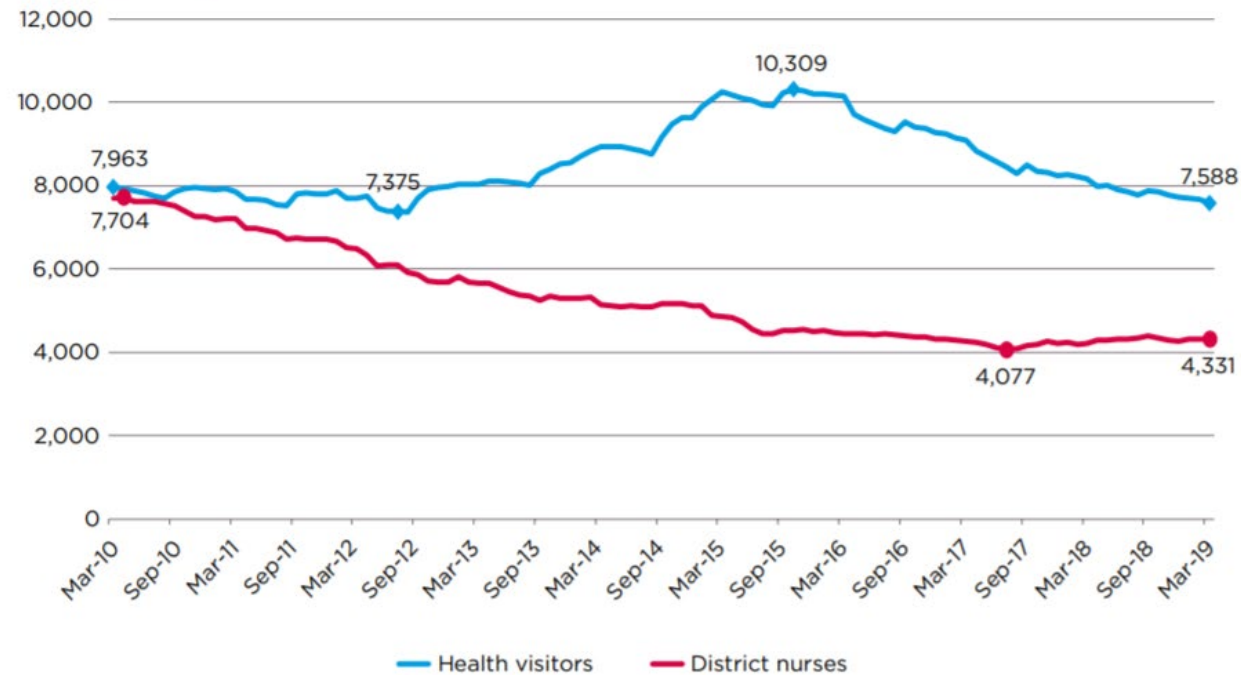
Conquering Thoracic Cancers Worldwide

## Early nurse specialist contact is associated with greater receipt of therapy.

- Assessment by an LCNS was the strongest independent predictor for receipt of anticancer therapy, with early LCNS assessments being particularly associated with greater receipt of surgery
- Receipt of surgery is less likely where nurse specialists have large caseloads (>250).
- Therapy receipt is more likely if key nursing interventions are routinely provided.
- Managing nurse specialists' workload could address disparities in therapy uptake.

# Workforce & workload

Figure 15: England, registered nursing workforce (FTE), health visitors and district nurses (2010 to 2019)



Source: NHS Digital

# Who are nurses?



# Challenging perceptions

District Nursing - Driving Quality Care at Home

Each person who visits always asks me how I'm feeling; they are

Employment and Pay Professional Development

SCH NURSE

help News and Events About EGM

## Care Home Journey

An online resource to support nursing care in older peoples care homes

# We say who we are, not what we do

**Voiced**

**Compassion  
Empathy  
Virtues i.e.  
courage**

**Psychological  
care**

**Silent**

**Skill,  
knowledge,  
expertise,  
alleviation of  
suffering**

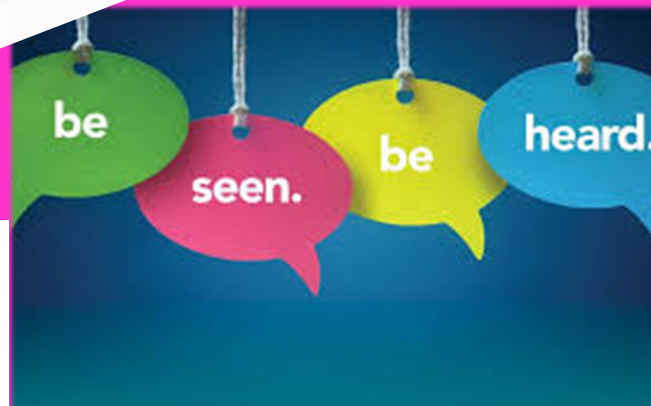


**EVIDENCE**

FACTS  
~~MYTHS~~



**INFLUENCE**



  
**KEEP  
CALM  
AND  
JUST OWN  
IT**



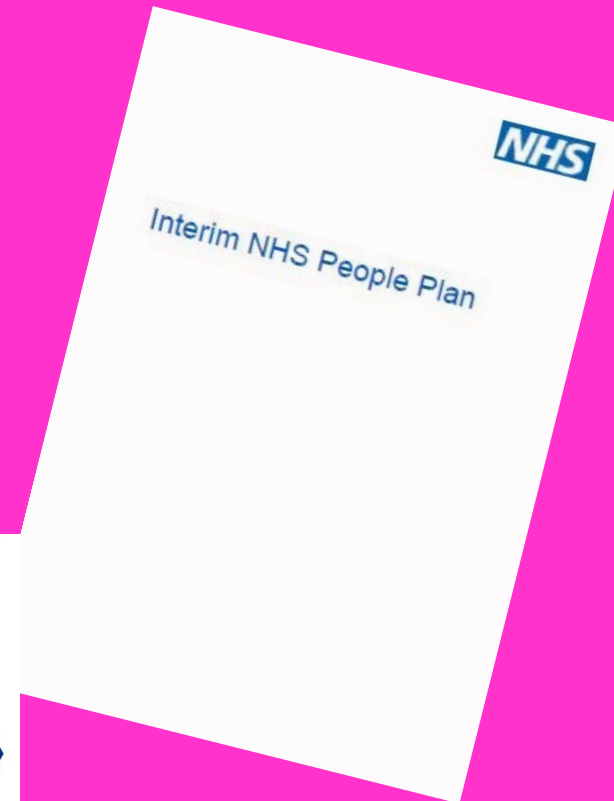
**What can we do?**



**Good quality data  
can help us...**

- **Understand the workload**
- **Understand acuity**
- **Understand risk**
- **Link activity to outcomes**

# Scanning the horizon



## Primary care networks – key to the future



- Primary care networks are small enough to give a sense of local ownership, but big enough to have impact across a 30-50K population.
- They will comprise groupings of clinicians and wider staff sharing a vision for how to improve the care of their population and will serve as service delivery units and a unifying platform across the country.





## Recognising community nursing as a safety critical profession

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Healthcare is expensive but nurses are part of the solution-not the problem

# So far

- Exposed experiences of the care home workforce during the initial stages of covid19
- Undertaken and analysed DN survey
- Analysis of GPN survey for NHSE and QNI
- Initial calculations for investment in DNSPQ
- Undertaking workforce modelling at population level for DN
- Providing evidence to NMC Post reg review

# Impact

- Covered by 33 news outlets including trade and MSM (not always accurately!)
- Generated over 200 messages of support or consumer impact narratives
- Resonates with public, staff, employers and parliamentarians and other researchers
- Amnesty International and CQC now conducting enquires.



# Join us



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[HOME](#) / [NEWS](#) / [QNI LAUNCHES NEW NATIONAL SURVEY OF DISTRICT NURSE TEAM LEADERS](#)

## QNI launches new national survey of District Nurse team leaders

11 June 2019



We cant do  
it without  
you!

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# International Community Nursing Observatory

Data analysis to enhance service planning and delivery in health and social care settings



*“If you think it's expensive to hire  
a professional to do the job, wait  
until you hire an amateur.”*

**Red Adair**

**Thank you**

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