



**Nursing and Midwifery Strategy  
2013 - 2018**

**Summary Document**



## FOREWORD

In setting out the ambitious and challenging standards to be reached over the next five years, the Groups Nursing and Midwifery Strategy is based on solid foundations. In essence, delivering the Nursing and Midwifery Strategy is all about empowering people - our staff, the patients and their relatives and carers. Improving engagement with our staff which is supported through the new Group structure will ensure that people remain at the heart of everything we do.

This strategy has been developed by our Senior Nursing Group and has identified 4 key objectives. These objectives drive the deliverance of high quality and safe nursing care to all our patients and their carers. The strategy is underpinned by Governance Frameworks and National Standards for Safer Better Healthcare to ensure safe and effective practice.

Our aim is to have the best trained, most flexible, dedicated nursing workforce across the Group and to be the employer of choice in the West. We are proud to launch this plan and deliver on exemplar care.

## THE 8 STANDARDS OF SAFER BETTER HEALTHCARE



## THE 4 THEMES OF THE NURSING AND MIDWIFERY

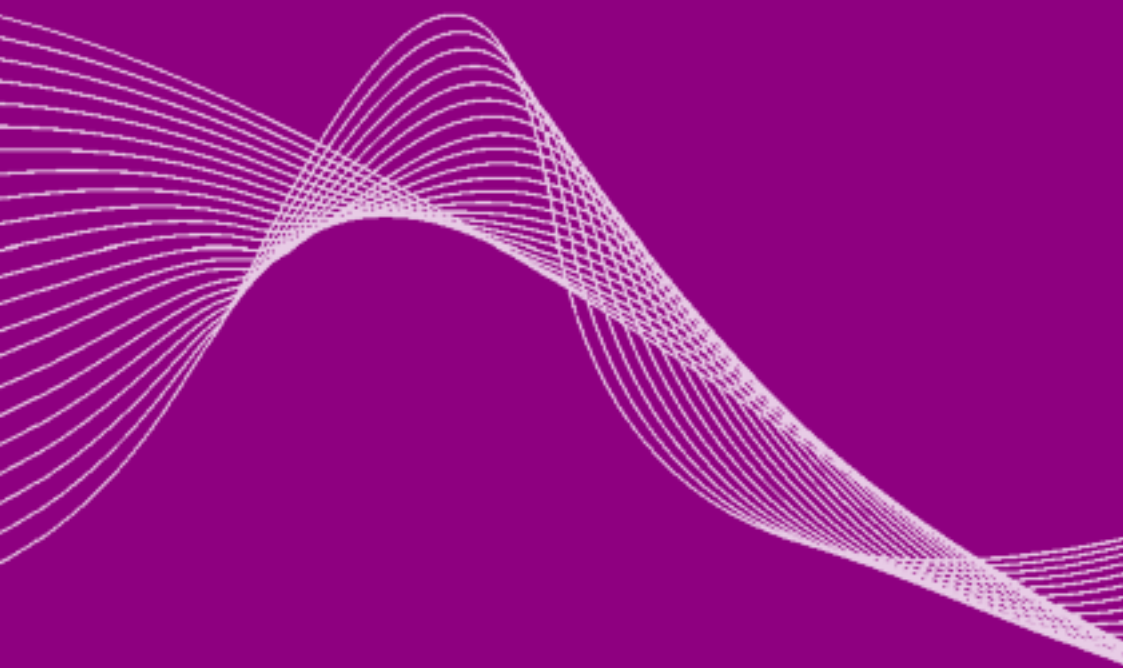
### STRATEGY

While delivering improvements within these quality dimensions, we will build on the capability and capacity in 4 key areas of nursing and midwifery:

1. Leadership, Management and Clinical Governance.
2. Workforce.
3. Use of Resources.
4. Use of Information.







## 1. LEADERSHIP, MANAGEMENT AND CLINICAL GOVERNANCE

Our aim is “to enable nurses and midwives achieve the required outcomes” by providing safe high quality care within the group hospitals in order to “enable people to lead healthier and more fulfilled lives (The Strategy of the Office of Nursing and Midwifery Services Director 2012-2015).

**To achieve this we will focus on:**

- a) Active engagement with service users, carers, family members and public with an open culture and interdisciplinary working
- b) Provide single line accountability for care from “patient to board”
- c) Nursing leaders promoting risk management, clinical effectiveness and a quality improvement culture

## 2. NURSING/MIDWIFERY WORKFORCE

Delivering clinical excellence and taking pride in working within this group is our aim and we recognise that nurses/midwives need support to do this.

We will ensure our nurses and midwives are proud of being part of the GRUH Group nursing and midwifery workforce and the “Group” of choice for pre-graduate and post graduate students.

**To achieve this we will focus on 3 objectives:**

- a) Recruitment and retention
- b) Education, training and development
- c) Workforce plan for the group

### **3. EFFECTIVE USE OF RESOURCES**

Demand for resources within healthcare is increasing due to aging populations, advances in medical techniques and limited financial support due to the downturn in the economy.

**To achieve this we will focus on:**

- a)** Improving outcomes through innovations and measurement
- b)** Plan and manage the use of resources efficiently

### **4. USE OF INFORMATION**

Information is used to create knowledge, “but not just in the sense of data and facts, but in the form of representations that provide meaning and context for purposive action” (Choo, 2002; 45). To ensure we deliver a safe service, we use information to plan, manage, deliver and monitor our services.

Information needs to be timely, accurate, valued, reliable, relevant, legible and complete (National Standards for Safer Better Healthcare, 2012).

**To achieve this we will focus on 3 objectives:**

- a)** Using high quality information to support effective decision making
- b)** Governance and management of information to inform group strategy
- c)** Development of Key Performance Indicators and performance management culture



## VISION FOR NURSING IN THE GALWAY ROSCOMMON UNIVERSITY HOSPITAL GROUP TO ENSURE SAFE, EFFECTIVE PERSON CENTRED CARE WITH BETTER HEALTH AND WELL BEING



## CONCLUSION

The goal of the Nursing and Midwifery Strategy for the Galway Group is to identify priority developments driven by service need in line with corporate vision. The strategy further develops communication within the Group. It establishes the professional identity of Nursing/Midwifery.

Continuous quality improvement through innovative approaches to skill-mix, professional development and the promotion of the essence of care. There will be an increased focus on the education and professional development of the fundamentals of care that encapsulates compassionate care. Strong leadership will reinforce the values and standards of care. Feedback will encourage change and support the development of a skilled workforce.

The strategy sets out to develop nursing and midwifery to be at the heart of patient care, and ensure the Group as the organisation of choice by the public and patients.



