



Guy's and St Thomas'
NHS Foundation Trust



Nursing Education at GSTT

Guy's and St Thomas' NHS Foundation Trust

Guy's and St Thomas' NHS Foundation Trust is among the UK's busiest and most successful NHS foundation trusts. It consists of St Thomas' Hospital, Evelina London Children's Hospital, Guy's Hospital, London and integrated adult and children's community services. The Trust provides a full range of hospital and community services for people in Lambeth, Southwark and Lewisham, as well as specialist care for patients from further afield including cancer, renal, orthopaedic and cardiovascular services.

Guy's is home to the largest dental school in Europe and a £160 million Cancer Centre opened in 2016. As part of our commitment to provide care closer to home, in 2017 we also opened a cancer centre and a kidney treatment centre at Queen Mary's Hospital in Sidcup. St Thomas' has one of the largest critical care units in the UK and one of the busiest emergency departments in London. It is also home to Evelina London Children's Hospital. The Trust has one of the largest critical care units in the UK and one of the busiest A&E departments in London.

We have an annual turnover of £1.5 billion and employ around 16,200 staff.

Last year, the Trust handled 2.5 million patient contacts, including:

- 1.28m outpatients
- 89,000 inpatients
- 111,000 day case patients
- 205,000 emergency and urgent care attendances
- 810,000 in community services
- 6,567 babies delivered

The Trust has 665 beds at St Thomas', 288 at Guy's, 144 at the Evelina London Children's Hospital and 64 in the community.

Care Quality Commission (CQC) rating

Patients are at the heart of everything we do and we pride ourselves on ensuring the best possible patient experience as well as safe, high quality care. In our comprehensive Care Quality Commission (CQC) inspection in 2015/16 we achieved a 'good' overall rating. Evelina London Children's Hospital and our emergency department were rated as 'outstanding'. We are proud to have one of the lowest mortality rates in the NHS.

Guy's and St Thomas' NHS Foundation Trust values

Our values help us to define and develop our culture – what we do and how we do it.

Making people aware of the Trust values, making them part of our culture and demonstrating them through the organisation helps us develop a shared way of acting.

Our values are a key part of everything that we do as an organisation, from being included in staff job descriptions and in our publications, through to our work on leadership development and performance management. Our five values are listed below:



1. Put patients first
2. Take pride in what we do
3. Respect others
4. Strive to be the best
5. Act with Integrity

Every day we aim to provide the most exceptional care to our patients from dedicated staff who follow our five values. Take a look at our video at <http://gti/services/organisational-devt/values-behaviours/our-values.aspx> to see what our values mean to them.

The Nightingale Academy

St. Thomas' Hospital was the birthplace of modern nursing, where Florence Nightingale opened her first School of Nursing, defining the profession and pushing forward the boundaries of nursing practice. To build upon her legacy and to continue to embody her values, the Nightingale Academy was established in 2017. The academy provides the framework to achieve our ambitious strategy for Nurses and Midwives at Guys and ST Thomas'.

Our 2020 goal is to have a national and international reputation for providing and leading in evidence based care, delivered with kindness, to each individual and those they care about. Our Nurses and Midwives will:

- Be proud and restless to always improve
- Make patients and carers feel safe and cared for
- Demonstrate strong, vibrant, effective leadership at all levels
- Be a role model to attract and retain staff
- Develop and support the students
- Be a confident and caring member of the multidisciplinary team

Nursing leaders at the Trust embody Florence Nightingale's values of kindness and compassion, partnered with a commitment to evidenced based and skilled nursing care to our patients. We are passionate and committed to developing nursing practice and the profession. The workforce are empowered to lead nursing and midwifery practice forward by innovation, evaluation and research, putting patients first and providing the best care and services.



There are 3 hubs in the academy: **The Workforce Hub** ensures staff are safe, skilled and fit for providing healthcare, leading on recruitment and retention initiatives. **The Practice Innovation Hub** ensures that care is evidence based and reduces variation with our Nightingale Programme, whilst leading in advanced and specialist practice, in all areas across the trust. The **Education and Research Hub** leads our award to recognise our outstanding Nurses and Midwives, the Nightingale Nurse Award and established Clinical Academies. These academies build clinical communities and reward team commitment, learning and development. We work with two universities to provide the best in educational, simulation and clinical practice learning.

Nursing Visiting Professional Programme (VPP)

The Nursing Visiting Professional Programmes (VPP) were established to recognise the wealth of experience and expertise that, as a large teaching hospital in the centre of London, Guy's and St Thomas' has to offer in relation to leadership and clinical expertise. The Trust has acclaimed international success through patient care campaigns, including our nationally recognised campaign caring for patients with dementia, and is home to several award winning nurses and midwives. The VPP is a great way to share our knowledge and expertise with others.

Who should attend?

The nursing programme is aimed at registered nurses and midwives currently working outside of the UK, who wish to broaden their knowledge of health care and gain insight into nursing in the NHS. Experience of working in a hospital environment is not essential but would be an advantage for those attending. Our Bespoke Leadership VPP, is aimed at Senior Nurses wishing to expand their knowledge and skills in all aspects of healthcare leadership.

Duration

The nursing placements that we offer normally run for two weeks, but they can run between two weeks and eight weeks. This is to enable a comprehensive experience and an opportunity to learn about what it is like to work as a registered nurse or midwife at Guy's and St Thomas' NHS Foundation Trust.

Format

The nursing programme is delivered by the Nightingale Academy. Mornings are usually based in our Education centre, where lectures, discussions, simulation and action learning is facilitated. The afternoons are spent in clinical areas, working alongside our teams, observing clinical practice and attending relevant meetings. It is an observational programme, we will endeavour to align visiting nurses with a mentor from within the clinical environments that they have pre-chosen. The mentor will ensure the VPP's learning and development needs and expectations are met. There is a wide selection of departments to be placed within, so we ask that any visitors inform us of their specific areas of interest well before they come, to ensure we can provide it. Each Friday, visitors spend time with our Senior Nurses and attend our clinical review and safety briefing and innovation discussions.

Overall aims

The nursing programme has been devised so that visiting professionals can experience the full authentic experience of Guy's and St Thomas' NHS Foundation Trust. There are many unique offerings and benefits that attending the nursing programme can provide.

These include:

- Developing and extending your work portfolio by gaining experience of working in one of the largest teaching hospitals in Central London
- Sharing knowledge and expertise with Senior nurses
- Gaining direct experience of working within the NHS
- Providing visitors with the opportunity to create networks and links for future learning and development
- Working in and exposure to specialised departments, advanced practice and ward leadership.
- Being inspired to develop practice in their home country as a result of their VPP at GSTT.

Available departments

The Visiting Professional Programme has been designed by the Chief Nurses Office to ensure that those visiting Guy's and St Thomas' NHS Foundation Trust gain the most from their experience. This is why we ask those wishing to visit to specify which departments they are interested in observing.

The following departments have available spaces for visiting professionals:

- Acute Medicine – A and E and acute admissions
- Cardiovascular Services
- Children's Medicine and Neonatology
- Children's Surgery and Intensive Care
- Community
- Gastroenterology & Endoscopy and GI Surgery
- Genetics, Rheumatology, Infection, Dermatology and Allergy (GRIDA)
- Imaging
- Medical Specialities
- Oncology and Haematology and Cellular Pathology
- Palliative Care
- Perioperative, Critical Care and Pain
- Surgery – general, orthopaedics and plastics
- Transplant, Renal and Urology
- Women's Services

An example of our bespoke Leadership VPP

In November 2018 the Nightingale Academy provided an eight day leadership programme for senior nurses from The Hong Kong Hospital Authority.

Purpose

The purpose of the VPP was to broaden the understanding of healthcare leadership overseas. Eight nurse leaders from Hong Kong were chosen in a competitive application process, locally to attend a two week leadership course run by the Nightingale Academy. The visitors will received an overview of professional nursing development within the UK, techniques which are used to develop nurse leaders and application of leadership theories in practice, through observing leadership in clinical practice

Delivery

The course was based on the NHS Leadership Academy framework and the Trust Values to examine the qualities, skills and experience necessary to become an effective nurse leader. The classroom used blended learning, a mix of classroom based teaching and observation of senior nurses in practice.

Outcomes

The visitors developed a better understanding of the role of a UK nurse leader. Gaining an insight into the varying leadership roles and the impact these have on the specific clinical areas, wider trust and the health care system as a whole.

An example of the programme

| Day | AM | PM |
|-----------|---|-----------------------|
| Monday | Welcome Meeting (Commercial)/Library Access / OH sign off and HR contracts Lunch with Faculty Tour of St. Thomas Hospital Florence Nightingale Museum Tour | |
| Tuesday | Welcome to GSTT Objectives for the course/ facilitated development discussion Leadership in the UK and at GSTT: Leading with care – different types of leadership styles | MDM/ward round/shadow |
| Wednesday | <u>Our values: Strive to be the best</u> How nursing has developed over the 70 years of the NHS Career pathways in nursing: examples from across the profession Current challenges in the nursing workforce | MDM/ward round/shadow |
| Thursday | Evelina Senior Nurses meeting The value of working with others to improve care for patients | MDM/ward round/shadow |
| Friday | <u>Our values: Take pride in what we do</u> | Feedback session |

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| | Reducing variation and consistency in practice Nurse led services – where nurses are leading in clinical care and impact | Weekly trust wide senior nurses meeting – Safe in our hands |
| Monday | <u>Our values: Respect others</u> Resilience and Wellbeing Supportive clinical environment, how to have effective conversations Speaking up | MDM/ward round/shadow |
| Tuesday | <u>Our values: Act with integrity</u> How do leaders share their vision and inspire a shared purpose and common goal How do we provide assurance that our patients are safe and receiving the best care | MDM/ward round/shadow |
| Wednesday | Nightingale Academy Conference | |
| Thursday | <u>Our values: Put patients first</u> Patient experience and involvement Complaints and investigations – Duty of Candour Safeguarding - looking after the most vulnerable of our patients | MDM/ward round/shadow |
| Friday | MDM/ward round/shadow | Feedback session Reflection & Evaluation SIOH Close of Programme |

Enquiries

To discuss your requirements and further information regarding our VPP please contact:

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