

Nursing Strategy

2019 - 2022



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Statement from the Director of Nursing

It gives me great pleasure to launch the new Cygnet Nursing Strategy. This new strategy is the result of engagement with nurses across the business on matters that affect them most. I would like to say a big thank you to all who contributed, along with a plea to all our Nurses and Managers to help drive this important strategy forward.

The strategy aims to build on our excellent nursing workforce by ensuring ongoing development opportunities for Nurses, whilst also ensuring there is a dedicated nursing career pathway that recognises advanced clinical skills.

The strategy is comprised of 5 objectives, each of which are detailed below. Each objective is backed by a number of actions that will ensure delivery of the main objective. The objectives cover a range of areas from education to clinical standards and service user experience.

Clinical excellence is a main priority for Cygnet Health Care, and the Nursing Strategy echo's this with the objective of developing a clinical strategy for the business.

I hope you enjoy the Nursing Strategy Launch Event, and find the education sessions valuable.

I look forward to working with you all to deliver this exciting strategy and embedding it across the business.



David Wilmott

Director of Nursing, Cygnet Health Care Limited



Objectives and Actions

Objective 1

Objective	Actions
To have a robust career framework in place for Nurses, to enable them to have a rich and rewarding career with Cygnet Health Care.	<ul style="list-style-type: none">To identify new and innovative roles to support the Nursing workforce and identify clear structures of progression for our Nursing colleagues.
	<ul style="list-style-type: none">Review our ward based Nursing structure to include the new and exciting Nurse Associate role.

Objective 2

Objective	Actions
To implement a Clinical Strategy for the organisation that values all members of the Multi-Disciplinary Team, to enable us to deliver evidence based practice in line with local and national standards.	<ul style="list-style-type: none">To develop the Cygnet Clinical Strategy to ensure that our Nursing staff are always providing the best possible mental health care which is delivered in line with evidence based research and best practice.
	<ul style="list-style-type: none">To continue to support our staff to help reduce mental health stigma, and ensure a collaborative approach to care delivery with our service users.

Objective 3

Objective	Actions
To implement the Cygnet Academy of Health that prepares and educates our professional Nursing Staff to deliver high quality, person centered care.	<ul style="list-style-type: none">To establish the Cygnet Academy of Health, and develop a portfolio of courses to provide further education and development to our Nursing workforce on specialist Nursing areas.
	<ul style="list-style-type: none">Ensure our Nursing staff are able to access resources to support revalidation and provide Continuing Professional Development.
	<ul style="list-style-type: none">To establish a culture of continuous improvement, supplemented by a training programme for staff to equip them with the tools to conduct locally identified Quality Improvement Projects.

Objectives and Actions

Objective 4

Objective	Actions
To implement the patient experience and service user engagement strategy that places co-production at the heart of our work. This will ensure that service users are working in partnership with our Nursing colleagues.	<ul style="list-style-type: none">• To fully implement the People's Council at all sites and ensure that the priorities of our service users are incorporated into our work plans.
	<ul style="list-style-type: none">• To develop a training package via the Cygnet Academy of Health to provide or service users with access to training to enable them to participate in service improvement projects and other initiatives alongside our Nurses.

Objective 5

Objective	Actions
To make Cygnet Health Care an attractive option for Nurses throughout their professional career. Ensuring we provide an environment for care where we embed the values of the organisation, whilst also ensuring that our Nurses are cared for, valued and provide a strong and unique contribution to the multi-disciplinary team.	<ul style="list-style-type: none">• To develop the i-care programme for our clinical leaders, alongside the visionary leaders programme to provide tailored leadership training to our staff.
	<ul style="list-style-type: none">• To evaluate the organisational Nursing structure to incorporate innovative new roles supporting career frameworks.



Statement from the Chief Executive Officer

Nurses are of a great importance to the success of our business, and as such, I am pleased to see this Nursing Strategy sets out our commitment to develop our greatest asset.

Cygnets integrity relies upon each member of our staff being able to work in line with our values, whilst also ensuring our staff are cared for in line with them. Our values shape everything we do, along with laying out a path for how care should be delivered to our service users to ensure they continue to receive the highest standards of care possible.

The objectives outlined within this strategy share a commitment from the Cygnet Executive Management Team to continually strive for improvements and provide our staff with the tools to continually further their knowledge and experience.

2018/19 has been an exciting time for Cygnet, with our colleagues from the Danshell Group bringing with them a wealth of knowledge and experience that we hope to share across the Cygnet Group. The Cygnet Nursing Strategy provides a framework for this, and sets the path for learning and experience to be shared across our Nursing workforce to enhance their practice, and ultimately deliver the highest standards of professional nursing care



Tony Romero

Chief Executive Officer, Cygnet Health Care Limited



Notes