



The Ives Review Workshop

17th May 2023

Objective:

To inform the direction for embedding the findings of The Ives Review in education, research and practice by bringing together all key parties who have contributed to the evidence gathering and formation of the report.

Outcome:

Gather and collate feedback from key parties to contribute to the post-implementation strategy and associated action plan

Establish a network of champions for The Ives Review and identify their future contribution

Attendees:

30 people attended from a wide variety of organisations. These included provider organisations, higher education institutions (HEIs), NHS England, Department of Health and Social Care and arms length bodies. All attendees have had involvement in the development or provision of evidence to The Ives Review and were in a position to influence it's implementation.



"We need to start to think differently and build on all the great work already being done. We need collective leadership."

Natasha Phillips
CNIO, NHS
England

Agenda:

Natasha Philips (CNIO, NHS England)

- Overview of the review and findings
- Association with key policy drivers, resource planning and workforce implications
- Gratitude to contributors

Jeanette Ives-Erickson (International Co-Chair)

- Considerations for embracing the digitally enhanced future of global nursing and midwifery practice

James Freed (Director of Digital Health Academy, NHS England)

- Commitment to investment in the operationalisation of the findings and wide spread dissemination

Rush Endacott (Director of Nursing and Midwifery, NIHR)

- Role of NIHR in supporting and investing in nurse led/ informed research exploring digital transformation of care, optimisation of data and future advancements in areas such as artificial intelligence and genomics

Round table discussions on implementation of actions under 5 Themes:

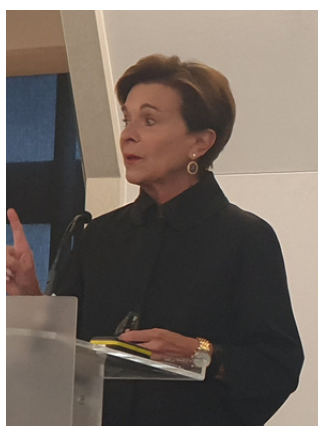
- Future workforce
- Current workforce
- Specialist workforce
- Educators
- Leaders

Natasha Phillips

- Thank you to project management team and panel chairs
- Summary and next steps

Over Arching Key Messages:

- The future is digital therefore digital literacy is a core, not a specialist, competency for all nurses and midwives.
- Nurses and midwives must be central to enabling, leading, implementing and embedding this transformational change agenda.
- They require the right education across the new, current and specialist workforce so they can fully engage and to enable a level playing field with other stakeholders/ healthcare disciplines.
- Digital is a set of tools which can enable effective person centred practice.
- Data has the potential to identify and address health inequalities.
- Measuring the impact on nursing and midwifery related outcomes is key and therefore the control of data is paramount.
- The findings must not sit on a shelf. Emphasis on personal and collective agency to take forward into education, practice and research.



"Do not put this report on a shelf, there's way too much at stake."

**Jeanette
Ives-Erickson
International
Co-Chair**

Round Table Summary

1. Future workforce

- In collaboration with Council of Deans for Health, engage in dialogue with HEIs to understand current state of play and provide support, tools and resources) to develop required infrastructure and skills.
- HEIs must collaborate with placement provider organisations to ensure preparation for practice reflects current advancements in technology and systems. Access to demo Electronic Health Records (EHRs) are a facilitator to this.
- Acknowledged that there is high variation across HEIs and "what good looks like" for a digitally informed curriculum design and delivery needs to be established and standards set. This should be facilitated by the NMC as part of the programme approval and validation processes.
- Digital maturity of an organisation is a key recruitment and retention
- Showcasing the digital aspects of nursing roles may attract people with different motivation and skills sets into nursing. Challenges outdated image which is still informing decisions to pursue this career pathway. However be wary of concerns we are losing the heart of nursing to technology.

2. Current Workforce

- Lack of understanding and knowledge of digital opportunities, within day to day delivery of care, and also lack of understanding of opportunity of career pathways and diversity. And feeling 'it's not my role'. Need visibility of those leading/doing digital work. Need to direct people to education and learning. Competency framework? Need a safe space for those who have found themselves in digital roles to ask questions. Remember younger people often don't want a career for life. need strong messaging from chief nursing position re how digital nursing is enabling better care.
- Don't silo workforce into those who can and those who can't.
- Allies – ourselves! Need to champion ourselves and be kind and move forward practically. Industry partners. Broader multi-disciplinary teams. And educators.
- We need the ability to measure across different areas of practice. Introduce a competency framework? Link to digital specialists – make sure those roles are visible. Visible leadership – move towards a more engaged workforce.
- Success. Recognising differences between diff orgs – the communities they serve AND the workforce. Digital not seen as a siloed area. When you walk into any ward anywhere and you ask what data are you recording, how is it used and where does it go.

3. Digital Specialist Workforce

- Currently a lack of standardisation in previous experience and qualifications required to undertake digital specialist roles. Additionally wide variation in job descriptions and Agenda for Change role banding.
- A competency framework would be welcomed.
- Longer term workforce planning and visible leadership is required to embed and give security and authority to the specialism. This is essential if nurses and midwives are to have equitable influence.
- Research to demonstrate measurable improvement led by digital specialists is required.
- All of the above would contribute to the credibility of the speciality.
- Ultimately they are specialists in transformational change leadership – digital is the tool.



"Digital can help to give us that evidence of unmet need."

Ruth Endacott
Director of Nursing
and Midwifery,
NIHR

4. Educators

- Compliments finding of future workforce round table.
- NMC viewed as key driver for HEIs and practice to invest in developing educators to teach digitally enabled person centred practice as integral, not separate to practice. Currently there is minimal requirement to do this.
- Suggest national digital skills learning passport enabled by access to technology which simulates current and future digital enabled practice.
- Current students and recent post graduates are potential trail blazers and should be encourage to drive this change. This will require a flip to traditional career pathways into education (ie years of clinical experience qualifies nurses and midwives to teach)
- Education is underpinned by research – the evidence base for digitally enable care needs investment.
- Educators role is to prepare students for a VUCA world (Volatile, Uncertain, Complex, Ambiguous) and to become competent in analysing and interpreting data to inform care decisions, service planning, identify/ address inequalities.
- Collaboration between practice and HEIs are essential – educators are the bridge.

5. Leadership

- Compliments findings of digital specialist workforce.
- Reframe required – currently limited view centred around implementing EHR.
- Limited by project based and fixed term contracts.
- Evidence to demonstrate impact on patient safety and costs savings is required to influence Board investment. This should be integrated into all digital change projects using Quality Improvement methodology.
- Key role is to engage the wider workforce in value of digital and data – providing a bridge between the technology and the frontline to improve quality of care.
- Change driven by frontline needs and drivers.
- Sharing and scaling best practice – good clinical documentation is key.



"Our aim is to deliver a better and better service. Digital is just a tool to get us there."

James Freed
Director of Digital
Health Academy,
NHS England

Summary & Next Steps

- The feedback from round tables triangulated with The Ives Review findings and validated their accuracy.
- Whilst we await direction on the timing and format of publication all stakeholders in the room were encouraged to take the findings forward through their own sphere of influence.
- NMC and Council of Deans for Health already engaged and working on how they will ensure implementation of findings.
- Findings also feeding direction into CNO England Nursing and Midwifery Strategy due for publication in Sept 2023.



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