

Recruiting for the values of the NHS

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Outline of the presentation

- Past Drivers for the nursing values project
- Present Scope and approach of the nursing values project
- Future Themes of the recommendations

Past - Drivers for the nursing values project

- Concerns about quality of care reflected in the report published by the Future Forum - January 2012
- Public concern arising from reports relating to the Mid Staffordshire NHS Trust and Winterbourne View Hospital cases
- Demands that nurses should demonstrate compassionate care as well as clinical skills
- Future forum views: "recruit for values, educate for knowledge and train for skills"
- Prime Minister commissioned Nursing and Care Quality Forum

Present - Scope of the nursing values project

To examine:

- Evidence to support concern of a lack of compassion
- Existing arrangements for recruiting nurses to pre-registration education
- Use of existing recruitment and selection tools
- Ways in which candidates with poor attitudes are identified during recruitment and practice placements
- Use of feedback from patients and others to nursing students

Make recommendations on:

- How best to recruit into pre-registration nurse education to produce a nursing workforce with the right set of values and behaviours
- The content of curricula and clinical placements
- Transition from nurse education to employment

Present - Approach of the nursing values project

- Critical review of current published national and international evidence base
- Expert reference group of twenty eight key stakeholders established
- Workshops held to provide an overview of current practices
- An appraisal of related projects and studies across the UK
- Report for Nursing and Midwifery Professional Advisory Board and Health Education England

Future – Themes of the recommendations

- **Theme One:** Establishing core values for compassionate care in recruitment arrangements within organisations responsible for nurse education and employment
- **Theme Two:** Entry criteria - sifting for core values and behaviours
- **Theme Three:** Selection processes - recruiting for core values and behaviours
- **Theme Four:** The learning pathway – learning to be a nurse: theory and practice for compassionate care
- **Theme Five:** Transition into employment – a nursing career built on values for compassion in practice

Report expected March 2013

Some early conclusions

- It is possible to make improvements, including streamlining and more rigour, to every stage of the recruitment and selection process and to make values central to process
- Plenty of evidence of good practice in HEIs preparing nurses for entering the profession and employment
- Those engaged in education, selection and recruitment need to share the values-based approach to nursing care (also referred to in Francis report) and work in partnership

Thank you for listening

- Any questions?