



NEWS

The Newsletter of the Early Clinical Career Fellowships

Welcome to the ECCF Newsletter 2012

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It has been a very busy year for Early Clinical Career Fellowship (ECCF) in NHS Scotland and we are delighted to share some of the activity with you. Several of the Fellows have contributed to this newsletter and we hope the content provides a flavour of their progress through their learning journey.

NHS Education for Scotland (NES) hosted a national event in November to celebrate the conclusion of the ECCF pilot. The photo shows some of the Fellows from the pilot, 2011 and 2012 cohorts, who attended. Alex Neill, the Cabinet Secretary for health and wellbeing, congratulated the Fellows stating, “we ourselves in the National Health Service at ministerial level believe that the continuation of this type of programme is absolutely essential for the future” and that he was “looking forward to working with some of you (the Fellows) as tomorrow’s leaders”.

Professor Angela Wallace, Executive Nurse Director and Chair of the National Steering Group for ECCF used the theme of “Running Up That Hill” from the London Olympic Closing Ceremony for her thought-provoking presentation about nursing and midwifery leadership. During the event the Fellows shared their research and experiences with the 70 delegates, while also helping with the event on the day.

It was a great day and a joy to hear so many good news stories. Photos,



ECCF Fellows at the National Celebration Event

interviews and video footage are all available on the NES website and we encourage you to view them.

An evaluation of the ECCF pilot is in progress which will report in early 2013. Examples of the experience and impact of ECCF on practitioners and clinical practice will be included within the report. An ongoing evaluation of ECCF by NES is in place to track the extent to which ECCF prepares nurses and midwives to be the clinical leaders of tomorrow.

A total of 38 Fellows were recruited to ECCF during 2011 and 2012, and the ECCF model has been refined from the lessons learned during the pilot.

An ECCF Network is now in place to enable the Fellows and NHSScotland to maximise mutual benefit from the investment in ECCF.

This offers a communication network so that Fellows will continue to hear about continuous professional

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Ross Cheape, ECCF Fellow contributes to discussion at the National Celebration Event

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development opportunities, and providing NHSScotland with access to motivated individuals who will ensure high standards of care through strong clinical leadership.

We would like to offer our sincere congratulations to all the Fellows and wish them continued success in their future careers.

Health needs of Homeless Young People

Jennifer Grant, ECCF Pilot Fellow, NHS Fife.

I passionately believe that prevention, protection and promotion of health are paramount to attaining, maintaining and sustaining the health and well-being of our Scottish population. I undertook an MSc in Public Health during ECCF, and am now studying to gain a specialist practitioner qualification to practice as a Public Health Nurse.

My MSc dissertation considered the experiences of homeless young people aged 18 - 25 years old, accessing health services when living in temporary supported accommodation. I previously worked with homeless young people (HYP) and recognise that these individuals rarely considered their health until it was acutely compromised or emphasised by other people. They often access emergency services inappropriately, which has an impact on NHS resources. It is imperative that HYP identify the importance of managing their health, recognise how to appropriately access health services and are supported to self manage.

In order to provide support for HYP, their views about health services must be understood by analysing their experiences of accessing health services. An exploratory qualitative research approach

was utilised to analyse a sample of homeless individuals, living in supported accommodation. The six semi-structured interviews produced qualitative data. Analysis identified four common themes between participant's experiences that determined perceptions of health, healthcare needs, and barriers to accessing health services and required tailored services for HYP.

Although the study was small scale it provided rich and valuable information from the perspectives of the homeless participants from a population that have been rarely researched.

The research results enabled a deeper understanding of culturally sensitive issues which can enhance and contribute towards further research of homeless populations. This may aid the development of tailored services to meet the needs of this population and highlight the requirement for future support to access health services; to aid health promotion, manage ill health conditions and reduce NHS treatment costs.

These research results have been utilised by support workers to support residents to recognise their health as a priority and access appropriate health services before health conditions become acute.

Sharing the evidence by Getting Published

Elaine Armstrong, ECCF 2011 Fellow, NHS Tayside

I was involved in the implementation of the Scottish Recovery Indicator in my Community Mental Health Team. I used my experience to highlight the benefits and challenges of using the tool and shared my experience by writing a journal article for publication.

The Scottish Recovery Network (SRN) was launched in 2004 as an initiative designed to improve recovery from mental health problems. The main goals of the SRN are to raise awareness of recovery, encourage empowerment of service users, develop an evidence base and influence policy and practice. The SRN is funded by the Scottish Government with additional project income from NHS Education for Scotland. <http://www.sri2.net/>

I found the writing of the article really enjoyable as the subject is a passion of mine. I carried out the audit myself therefore found it relatively trouble free to write. I did not think for one minute it would be published. The publication and the feedback from other professionals including William Ellis, who developed the audit tool has been really positive.

This experience has given me confidence in my own ability to develop further both personally and professionally. I also feel if you maintain your passion and enthusiasm and find ways of delivering your message through writing, positive changes can be made.

I am hoping to write more for further publication.

Ref:

Armstrong E (2012) Implementing the Scottish Recovery Indicator: a community nursing perspective *Mental Health Nursing* 32 (1) 10-12

Research:

Improving care planning for crisis admissions

Dan Warrander, ECCF 2012 Fellow, NHS Grampian

I gained a place on ECCF 2012 and began master's study at the University of Aberdeen. I have a clear vision that my dissertation will research the care of patients with personality disorders who are admitted to acute psychiatric care environments.

I would like to use this research to develop a universal care plan for crisis admission of patients with personality disorders. This could involve regular discussions between medical and nursing staff; planned discharge dates and involvement of the patient and their family. I am still at the planning stage and will be progressing this over the next year.

I am aware of differing views of the diagnosis and treatment of patients with personality disorders. Regardless of this, patients with personality disorder are regularly admitted to acute psychiatric wards for crisis admission.

The complex nature of personality disorder often sees distress communicated through self-harming behaviour. I have found that this frequently leads to a request from medical staff for constant direct observation; a decision based on assessment of immediate risk of harm to self or to others.

In my experience, I have seen constant observation being used for extended periods of time, which I believe takes personal responsibility away from the patient, and creates a dependence on the ward environment. A crisis admission can in some cases become an extended stay of up to months at a time, which I feel may be detrimental to the patient.

I hope that my research will support positive risk taking and reduced length of stay through the development of a universal care plan.

ECCF leads to an exciting opportunity

Sharlyn Taylor, ECCF pilot fellow, NHS Fife

I heard about the Nurse First Project through my involvement in ECCF. This is a leadership and development programme for healthcare professionals within community settings who have identified a 'gap' in services or have a desire to change things within their organisation. Through working on my dissertation, I had discovered that there could be an improvement in services for children and adolescents with learning disabilities who come into contact with the criminal justice sector. So I decided to try and gain a place on this programme.

I submitted an application form outlining my idea and was selected for interview. Fortunately I gained a place on the programme and started in September 2012. I am on the course with many inspirational people who have already implemented successful projects, so I now know it can be achieved! We have also had presenters who have themselves implemented

social innovation projects, further emphasising, if you want change then make it happen!

However, it's a daunting task trying to gain support for your project, and indeed speaking to relevant people. I'm also extremely nervous about pitching my project idea to commercial companies in the attempt to gain funding. So fingers crossed!

It's a long road ahead, but exciting, and I wouldn't have been able to do it without support, to enable me to convince the course leaders that my project fitted their criteria. Also doing the master's programme through the ECCF, I was able to see a potential 'gap' within the forensic service, which hopefully, I can address. I would encourage others to seek out similar opportunities to improve practice.

For further information access
<http://www.nursefirst.org.uk/>

Promotion for ECCF Pilot fellow

Jennifer Cowie, ECCF Pilot Fellow, NHS Tayside

My name is Jennifer Cowie and I was a member of the original ECCF Cohort, gaining Fellowship in 2007. Upon qualifying as a Registered Mental Health Nurse with a Bachelor of Nursing Degree, I quickly realised that having a MSc would be beneficial for further development in my career. Whilst the selection process was vigorous and demanding, being offered a place made the effort very worth while.

Being a Fellow offered a unique opportunity to become involved in a variety of developmental issues, and one that my own NHS Board were keenly supportive of. Being involved in the Action Learning Sets continued to provide personal development and leadership scenarios which were put into practice in my own clinical area.

Having completed my MSc in 2011, I quickly gained my current post as a Practice Education Facilitator in NHS Tayside. At interview the opportunities and development I had gained through the ECCF provided the foundation for all my answers and the opportunity to broaden my experiences. The opportunities from the Fellowship allowed me at clinical level to gain much experience into the role of senior nursing and this then assisted in a rapid learning curve which I utilised wisely into my own career choice.

I am proud of being an ECCF Fellow and am aware that the programme is a sound basis for anyone who wishes to advance their own clinical career in many areas of nursing practice. I would recommend the ECCF programme as a fantastic career development opportunity.

Reflections of Action Learning

Fiona Cook, Action Learning Set Facilitator and members of an ECCF Pilot set

This action learning set has been meeting in Edinburgh since 2009 and all are part of the ECCF Pilot. The group is very committed to each other and have been faithful attenders throughout the fellowship, recognising the value of deep personal and professional reflective learning developed in this way to complement their structured academic learning.

Using images, the group has recently reviewed their participation in the set and wanted to share their experiences. We asked ourselves the following question:

? *What has been the value of action learning in the ECCF journey personally and professionally?*

L *picked images of a fairground picture and a cairn of stones*

"I think that in the midst of all the challenges and the scary bits and the struggles at work, this has given us a platform of being together and helped us see the fun side of what we are doing. It has helped us all be together, it has helped me become more confident in work and hold my head high when I might have been trampled...I am more confident to be myself and to know that I am good at my job. This is definitely unique in my life."

A *picked an image of a peeling apple*

"from the start to now this shows the different layers that I have...I don't think I would be personally where I am at work now if it wasn't for this ... and for changing through the years. It puts things into perspective when I don't know where to turn; getting challenged about things instead of giving a quick fix....it helps you think of things that you would never think of. I am learning to see the person behind behaviours and am more curious about what's going on for them."

A *picked an image of green traffic light*

"This gives us the green light. You are allowed to feel here and that helps you deal with things...we can talk about things here that we can't talk about anywhere else...it has helped me understand that the world is your oyster and I can do what I want to do - it has helped me open doors for my career. It helps me understand the impact I have on others...ALS awakens you...What we learn here I have taken into my personal life as well.... I feel different"

V *picked an image of a flower and a linked chain*

"I feel the ECCF has helped me blossom as a nurse - hence why I chose a picture of a flower. It has helped me to recognise that being a nurse is about so much more than clinical skills. It has given me a quiet confidence and the ability to be much more emotionally honest with myself and others. I am also not afraid to say something which might provoke tears in others. The ECCF is a good way of networking, this is why I picked the linked chain. It was also appropriate as we are all links in a chain and the ALS girls are now part of our own wee chain, stronger together. Although it has been tough at times, I cannot imagine how I would have coped without ALS and having a confidential space with impartial yet compassionate people to listen to me, support me and challenge me through it all."



N *chose an image of a train track*

"I have seen ECCF as a journey and for me the ALS were the rails, the framework for the journey, helped to keep us on track and not getting derailed along the way... a light in the dark tunnel because sometimes it's been challenging and difficult...it's like a dose of sanity when things are difficult. When things are spiralling out of control we could come here and be open and honest and go away feeling relieved. I am more reflective through the questioning techniques.... and can analyse more about what's going on for me and am able to look at things from different angles."

F *picked images of a staircase, silhouette of a building and a field of poppies*

"the staircase reminds me of how we need to grow and develop and how ALS helps us with that...it also helps to define us as people as we become more self aware and more aware of how we impact on others...the poppies look frail and vulnerable but they are actually strong and can grow anywhere as long as they are rooted in the ground which is what I believe ALS can provide - a grounding"

In short, ALS has helped us:

- Learn how to be vulnerable and how that can strengthen us
- Have our fears affirmed and listened to - not being dismissed
- Develop a questioning process to understand ourselves and others - we can use it in all areas of life
- Learn how we impact on others
- Learn that everybody has capacity to change
- Learn how to give and receive feedback
- Learn how to provide safety in a group with structure and process
- Identify personal strategies for dealing with challenging issues

More information on ECCF and this newsletter is available in both PDF and Accessible word online at: www.nes.scot.nhs.uk. Further copies of this Newsletter can be made available on request, in large print format and community languages, by emailing eccf@nes.scot.nhs.uk or by calling 0141 223 1612.