



# NEWS

*The Newsletter of the Early Clinical Career Fellowships*

## Editorial

*Lee Nicholson, Early Clinical Career Fellow*

### Welcome!

***As a member of the ECCF Newsletter Editorial Team I hoped that you enjoyed our first issue of the newsletter and found it to be helpful and informative. This issue of the newsletter aims to provide readers with ideas and inspiration of what they can do to develop or to be more involved academically, professionally or as part of the ECCF.***

Ruth Parkinson, an Early Clinical Career Fellow who has recently had an article published (Congratulations Ruth!), passes on her pearls of wisdom by providing us with handy hints for getting an article published. Something that I am sure we will all be thinking about in the near future!

There has also been an excellent opportunity for Fellows to attend additional Master Classes or events such as the "NHS Education for Scotland Nursing and Midwifery Consensus Event" which was attended by Laura Walker and "Delivering the Future" which was attended by Laura Gilmore. Both fellows provide an invaluable

insight of the events they attended and what they have both taken away from it.

Words of encouragement and support have been provided by Rory Farrelly whilst highlighting the importance of the ECCF within the Nursing and Midwifery Work Plan in NHS Greater Glasgow and Clyde.

However, it is Susan Miller's article on "The Week in the Life of a Fellow", that truly encapsulates the busy life of a fellow...definitely mine anyway!

We hope you enjoy this issue.

*Lee Nicholson*

*The ECCF Editorial Team.*



## What is ECCF?

Ann Rae, Educational Projects Manager, NHS Education for Scotland

Early Clinical Career Fellowships are being piloted in NHSScotland on behalf of the four UK countries. They are one of a number of initiatives throughout the Career Framework for Health to develop the nursing and midwifery workforce of today and the future.

The fellowships support highly enthusiastic and motivated nurses and midwives at an early stage in their career to develop personally, professionally and academically. Fellows complete Flying Start NHS™ and part-time Master study, they are supported through action learning, clinical coaching, mentorship and masterclasses. The Fellows can have a positive impact on patient care delivery both now and in the future through focused support and maximisation of their leadership potential.

There are almost 100 Fellows taking part in the pilot, 41 Fellows commenced in 2007/2008 and 58 Fellows commenced in 2008/2009. All branches of nursing and midwifery are represented and 14 out of 16 NHS Boards have fellows in clinical practice.

The first cohort are due to complete in late 2010 / early 2011 with the final group completing in 2012 / 2013. Evaluation of the pilot has been completed by the University of Northumbria and the results are being disseminated nationally. Career progression of the Fellows will be reported as part of a longer term approach to the modernising careers agenda.

Information about the Career Framework for Health is available at

[http://www.nes.scot.nhs.uk/effective\\_practitioner/](http://www.nes.scot.nhs.uk/effective_practitioner/)

More information on ECCF is available at

<http://www.nes.scot.nhs.uk/nursing/eccf/>

## Motivated and Enthusiastic

Rory Farrelly, Nurse Director, NHS Greater Glasgow and Clyde (Acute Services)

What a great delight to be sharing the experience of the ECCF in NHS GGC from a strategic management level. I recently spent time with quite a number of the ECCF within NHS GGC and their motivation and enthusiasm is great to see and very infectious – keep it up folks! From this fantastic meeting there was evidence from the ECCF that “job satisfaction” and “motivation to achieve” was of a high calibre with them all focussing on the patient experience and service excellence at the same time supporting change and redesign. I know that Senior Nurses and Midwives in NHS GGC are right behind the ECCF and once again another example of nurses and midwives being valued and it is something that qualified nurses/midwives must and can aspire to.

Certainly within our Nursing and Midwifery Work Plan in NHS GGC the Fellowships are part of the work plan linking this agenda to the career framework and of course succession planning as this has not always been a strong attribute of nursing and midwifery across NHSScotland and the UK.

There is no doubt that the ECCF in GGC are contributing and creating very positive learning environments and ensuring the patient and relative experience is enhanced and all staff learning from them while in practice will contribute to the multi-professional teams practice and I have no doubt it will be palpable for patients and relatives to see.

This is a great opportunity for nurses and midwives to achieve Masters level practice and education which will enable the profession to really develop and implement the higher levels of the career framework in a consistent and structured way across NHSScotland.

## The Future of Nursing and Midwifery

Laura Walker: Early Clinical Career Fellow

The Early Clinical Careers Fellowship has presented many of us with opportunities and recently I was fortunate enough to secure a place at the NHS Education for Scotland Nursing and Midwifery Consensus Event held at Crieff Hydro. The focus of the event was on Nursing and Midwifery Education and Workforce Development towards 2020.

As a midwife I have been exposed to a similar project that maternity services are commissioning known as ‘Midwifery 2020: The future of our profession.’ The ideas behind this gave me some thoughts as to what to expect from the NES consensus event, and as I imagined some key themes were apparent in both; education and career progression, patient quality services, and evolving workforce and workload.

My initial feeling on arrival at the conference was one of concern, I perused the delegate list and realised how many chief executives, consultants and directors were attending and felt somewhat out of

my depth. However, I began to ease and mingle when I realised I had something to contribute, the role of the ECC Fellow is relevant, particularly with much of the focus on creating a dynamic workforce and modernising careers. A few speakers spoke of clinical academic careers and advanced practitioner roles underpinned by quality education and support frameworks. This is what I view the ECCF to offer or at least to provide the transition towards for many of us.

There were discussions surrounding challenges faced by health boards, universities, local authorities and patients; some speakers I related to more than others, some issues were more apparent than others. However, importantly for me was that I was able to gain insight into our professions from more than a clinical perspective, I began to look at the proverbial ‘bigger picture’ and appreciate strategic level issues which justifies the ECCF project and what it offers all of us in my view.

## Clinical Coaching at the Golden Jubilee National Hospital

Lorna Mitchell, Practice Development Nurse, Golden Jubilee National Hospital

We have a total of 5 Fellows at The Golden Jubilee National Hospital for whom I am Clinical Coach. I enjoy the role and find their enthusiasm and motivation infectious. I am impressed by their insight into many of the daily challenges they encounter and their understanding of the national context and wider agendas.

I understand Fellows in other health boards have individual Clinical Coaches, within our Board it was felt having one Coach for all the Fellows would provide a greater level of support initially.

As Clinical Coach for the Fellows, my role is to provide support for the Fellowship, provide a strategic overview of their roles within our organisation and NHSScotland as a whole, link the many facets of the Fellowship and support personal and professional development.

As time is a limited resource for us all I usually meet with the fellows as a group. We agreed the format of meetings at the beginning of the process and discussed expectations of the Clinical Coach role. We meet every 2 months and our sessions have covered a variety of topics including policy drivers within the NHS; National and board specific strategies/reports; research and development support; accessing resources within GJNH; support with local challenges and career guidance and opportunities within the organisation.

More recently, I have invited Fellows to individual meetings which may be more beneficial at this stage of their continuing development. Following a session with NES for Clinical Coaches, I feel more confident in the role of coach and able to optimise the value of the role to the Fellows.

## Public Services Leadership- Changes and Challenges Masterclass

Laura Gilmore, Early Clinical Career Fellow

Effective leadership is central to tackling the transformational changes that lie ahead for NHSScotland. Six Fellows from the Early Clinical Careers Fellowship were invited along to attend the ‘Public Services Leadership - Changes and Challenges’ masterclass at the Beardmore Hotel in Glasgow on 11th November 2009 to discover how clinical leaders play a key role in improving the health of Scotland and reforming how healthcare is delivered.

‘Public Services Leadership - Changes and Challenges’ brought together a range of senior leaders from across the public services to examine and compare the leadership challenges faced. The masterclass outlined the financial challenges and increasing public demands for Scotland’s public services as the recession bites.

The day also featured two 90-minute workshops led by a senior public leader to enable the ECCF Fellows to gain an insight into their personal

leadership journey and understand the changes and challenges faced by that specific service. One of the workshops described how organisations are not rigid structures but relationships and put forward some suggestions how clinical leaders can positively influence others and bring about change. A highlight of the day was the invaluable networking opportunities that enabled fellows to meet key clinical leaders and gain insight into their leadership style and challenges.

The ‘Public Services Leadership - Changes and Challenges’ masterclass was well evaluated by the Fellows who attended. Each Fellow took away different elements that they enjoyed. It was an experience that was valued by all and it is hoped that they can utilize and build on the knowledge and expertise they gained from the session and reflect it into their own clinical practice.

## Simon Sikora Action Learning Facilitator provides a visual representation of Action Learning



## Mastering in Early Career

*Katrina Wright, Early Clinical Career Fellow*

After completing Flying Start I decided to apply for the Masters Degree in Health Studies at the University of the West of Scotland Dumfries Campus. This course is a generic programme allowing me to tailor my learning to my work environment both within the acute ward setting and community. A few months later I was accepted and the hard work started!

So far, I have undertaken assignments on inequalities in health, men's health, social marketing and health economics. These in turn have allowed me to research diabetes, testicular cancer and teenagers and alcohol, all of which have been beneficial to me in my working environment.

I am now in the process of undertaking an independent study module and, like all the other modules, I am able to choose my own topic. I have chosen to link this module with my research module and dissertation which means I means I will have undertaken some research before I hit the big one! This was a tip from my lecturer - keep it in mind, it might reduce your workload! My chosen topic for the last three papers is nursing, stress levels and burnout....something we all have probably suffered from in the last year.

I have found this course very interesting, and it has allowed me to tailor my learning needs. In attending a local campus I have been able to access staff and support which I have found very important being the only fellow in my area.

## Getting it Published

*Ruth Parkinson, Early Clinical Career Fellow*

When the words "why don't you try and get this published" were uttered, my initial reaction was to laugh. However, as the idea sunk in, I began to think that with a little effort, someone may be interested in reading the article I'd written.

I sent my article to two journals that rejected it. Undeterred, I then tailored my journal search to the article subject matter and resubmitted it. This time, instead of rejecting the article, they wrote back requesting some changes. The changes required were fairly substantial and entailed a lot of work. Frustrated but determined, I made the necessary alterations.

Finally, the article came out in print in December 2009, seven months after I first sent it to the publisher. My handy hints for publishing are:

- Read the criteria of each journal carefully on their website and ensure that the submitted paper meets them.
- Be prepared to make changes.
- Some journals are really strict on deadlines for changes. Others less so!
- If you feel that a change is unreasonable, justify to the publisher why the paragraph/section should be left unchanged.
- Don't be surprised if the publisher takes ages to get back to you following acceptance. This is normal.
- Be patient. Apparently, patience is a virtue but definitely one that you will need. There will be times where you wish you had never written the thing – it's all worth it in the end!

Parkinson, R., 2009. *Nurses' attitude towards people who are homeless. Diversity in Health and Care.* 6 (4), pp. 227-240.

## Multitasking. Now that's the kind of module I want to study...a week in the life of a Fellow!

*Susan Miller, Early Clinical Career Fellow*

*"Why on earth do you want to do that? How do you manage to fit it all in?"*

Has anyone else heard these questions?

It's Sunday night, I'm shattered, and yes, I'm enjoying a small glass of chardonnay while reflecting on my week.

This week I've completed my required clinical hours, attended my MSc classes, handed in one assignment, attended a Masterclass and managed to juggle life with no obvious domestic disasters; my child appears to have attended school and the required multitude of extracurricular activities, there's food in the fridge, domestic administration appears up to date... I'm now waiting for the housework fairy to make an appearance! I've also managed to maintain some semblance of contact with family and friends!

My favourite question from the aforementioned family, friends and colleagues...

*"What can you gain as a newly qualified nurse from that kind of thing anyway?"*

This week I've improved my practice through concentrating on enhancing the experience of the patients in my care. Time spent at University and on my assignment has enabled me to focus my efforts on improving the standard of discharge planning within my sphere of practice. The Masterclass has enabled me to analyse the decisions I've made. As I continue with the ECCF I'm increasingly motivated, hungry and excited about nursing, its future and my part of this profession.

***Multitasking? Maybe that's the kind of module I should be teaching!***

The editorial team would value feedback on this newsletter and any suggestions for future articles. They can be contacted through the project staff email address

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