**2030 Nursing Vision - Hand-out for engagement conversations**

This document provides some information on the five themes we are asking you to think about and discuss. After your discussion please agree the key points to feedback.

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| 1. **Modernising roles and public perceptions of nursing**   The work we do and nursing roles have changed significantly over the past twenty years or so. The main changes that we are experiencing now are the integration of health and social care and the provision of more services in the community rather than in hospital. Despite these changes, public perceptions of nursing can be a bit dated. To help manage expectations and prepare people for future changes, we may need to update the public about modern nursing.   1. How would you like people to think about nursing? What 3 words or phrases would you like people to associate with nursing? 2. What can nursing contribute to health and well-being by 2030? 3. Think about the good examples of care and compassion that you have seen, heard about, or demonstrated recently. What should ‘care and compassion’ look like in the context of a future nursing workforce? |
| 1. **Staff experience**   The population of Scotland is, on average, living longer and there is an increasing number of older people. While many older people will enjoy better health than their predecessors, they will still have significant health needs and there will be an increasing demand for health and social care services.  We need to ensure that the nursing profession attracts and retains enough people so that we have a sufficient workforce for the future. Building resilience is key to achieving this. Although the number of qualified nurses has increased significantly, overall, we know that some roles are particularly difficult to fill and recruitment is a real issue in some geographic areas. We also recognise that more needs to be done to retain the invaluable experience of older nurses and bring nurses who are not working back into the profession.     1. How can we position nursing as a really attractive career choice for new entrants? 2. What do we do well and what needs to change to make all nurses feel valued and want to remain in the profession? |
| 1. **Preparing nurses for future needs and roles**   NHS Scotland has one of the most skilled workforces in the world and we have a proud tradition of nurse education and training. ‘Setting the Direction’ sets out the strategic aims of the profession. Looking to the future we need to ensure that we continue to have a capable, versatile nursing workforce with transferable skills. To do this we need to ensure a continued focus on nurse education and what the best approach might be.  You may be aware that work on the NMC Review of Pre-registration Education Standards has begun and the new standards are expected to be agreed in Autumn 2017. We expect that much of what is said in our discussions on the future of nursing in Scotland will feed into the NMC Review.  The Standards set out what nurses should be able to do at the point of registration, i.e. what the public can expect from newly qualified, graduate nurses. The way we prepare our nurses at pre-registration level and the skills they develop post-registration level are interlinked. We need to provide clear and consistent career pathways for nursing with education and training running alongside that is consistent and high quality.   1. How should pre-registration training change to reflect the population needs as we move towards 2030? 2. How should post-registration training reflect these changes? 3. What is needed from the clinical skills aspects of (pre and post-registration) nurse training and how could this be enhanced? 4. How should the role of nursing evolve to reflect the population needs as we move towards 2030? |
| 1. **Working in health and social care teams**   In the future, there will be more people with multiple conditions and more care will be provided in the community. Clinicians will need to work increasingly in teams across specialisms and be supported by better information sharing and clinical decision support systems. The clinical team will work collaboratively with social care staff, and increasingly signpost patients to third sector organisations that provide community-based support.  The healthcare we provide will be proportionate and relevant to individual patient’s needs and we will use minimally disruptive interventions. This it will be delivered by teams of professionals united by common professional values and with effective clinical leadership.   1. What role should nurses play in the context of more care being provided in the community (integrated health and social care)? |
| 1. **Nursing practice and health promotion/public health**   We know that some lifestyle choices results in too many early deaths in Scotland. The healthcare system has a key role in supporting and empowering people to live well and nurses can make a significant contribution to prevention and anticipatory care. Nurses can help people take more responsibility for their own health, support them to tackle their personal health challenges, including long term conditions, and enable them - as far as possible - to retain independence and control.   1. What role should nursing play in health promotion and public health? 2. Identify 3 things that need to change to make this possible? |