Improving Care for Frail, Older People
Developing a clinical module for nurses and AHPs

Overview of the Project
This project was set up to improve the clinical skills of nurses and AHPs working with frail older people in hospital, intermediate care and the community including nursing homes. This includes a competency framework which can be used to assess skills in practice.

The project forms part of a regional Frail Older Peoples’ Pathway Development group with membership from health, social care and clinical commissioning groups designed to improve and set standards for the care for this group of people and their carers in all settings.

Leadership Challenges

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<th>Challenges</th>
<th>Leadership Skills</th>
<th>Outcomes</th>
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<tr>
<td>Engaging clinical staff</td>
<td>Engagement, Creating Vision, Communication</td>
<td>Clinical staff included in project group, Clinical module designed by clinicians</td>
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<td>Supporting change</td>
<td>Developing guiding coalition, Understanding culture</td>
<td>Project team in key influencing roles</td>
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<td>Sustainability</td>
<td>Engagement of clinicians and leads, Evaluation</td>
<td>Bursary awarded to fund pilot, Use of PDSA/double loop learning</td>
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Leadership Skills:
- Engagement
- Creating Vision
- Communication
- Supporting change
- Developing guiding coalition
- Understanding culture
- Sustainability
- Engagement of clinicians and leads
- Evaluation

Results
- A project team has been set up with key stakeholders and this group will take forward implementation and evaluation.
- The module and competency framework have been developed through consultation with clinicians.
- Funding applications have been successful for a pilot module and evaluation through an RCN professional bursary award.
- The pilot intervention will be evaluated through clinician/tutor/mentor feedback and through patient feedback on outcomes of care.
- The opportunities for generating financial and commercial opportunities will be explored following the pilot.

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