

## 1. Background

In 2010, the Centre For workforce Intelligence (CWI) reported on General Adult Psychiatry and highlighted that the 3 month vacancy rate for Consultants in England is highest in the South Central Region at 4.9% (CWI 2010). In the Wessex region, recruitment to ST4-ST6 positions in August 2015 was at 25% vacancy rate (Health Education England 2015). As a result, this has impacted on patient care and delays in medical review and treatment.

## 2. Three main drivers for improvement

- Improving patient experience by effective case management
- Developing vision and clinical leadership roles as well as career pathways for nursing staff
- The impact of service demands on medical time will help with service recruitment and retention, (R&R)

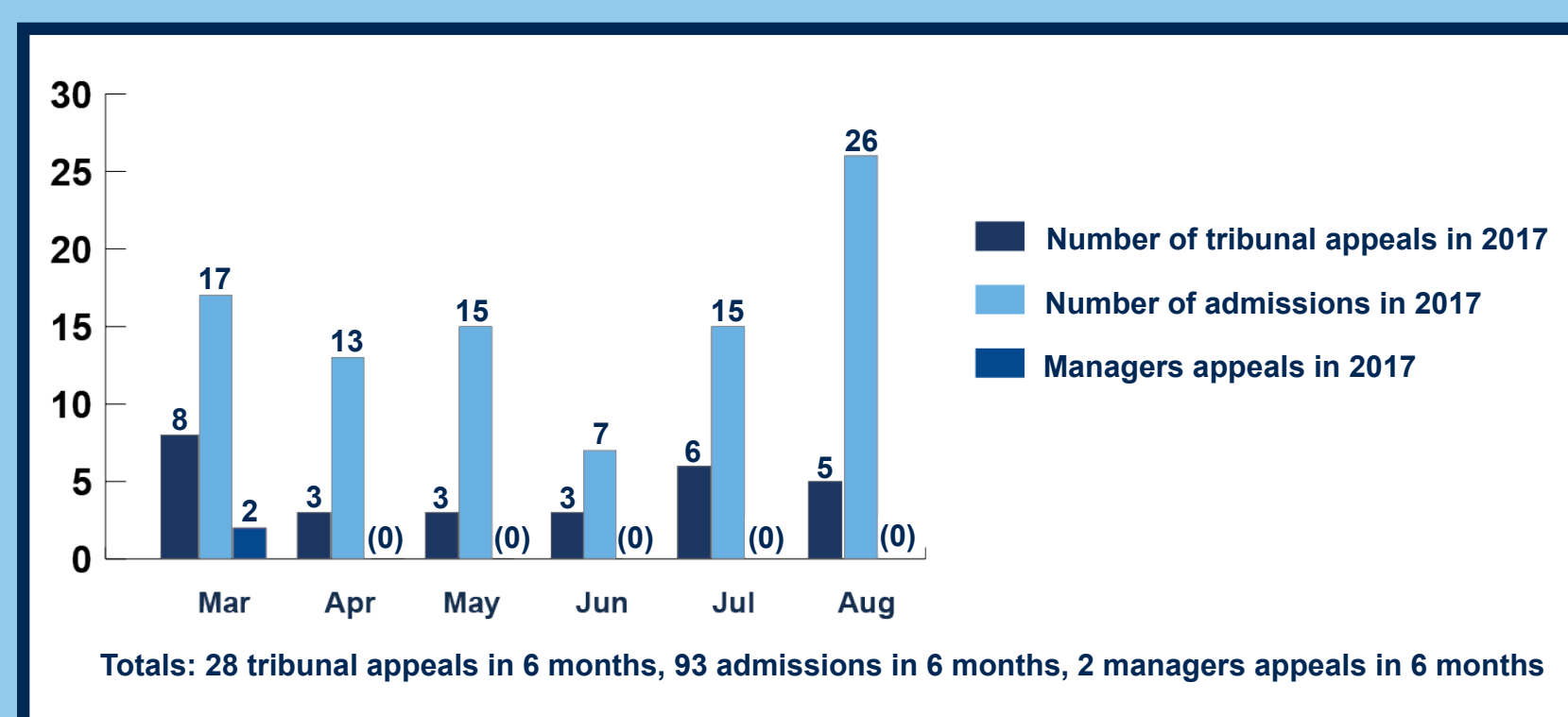
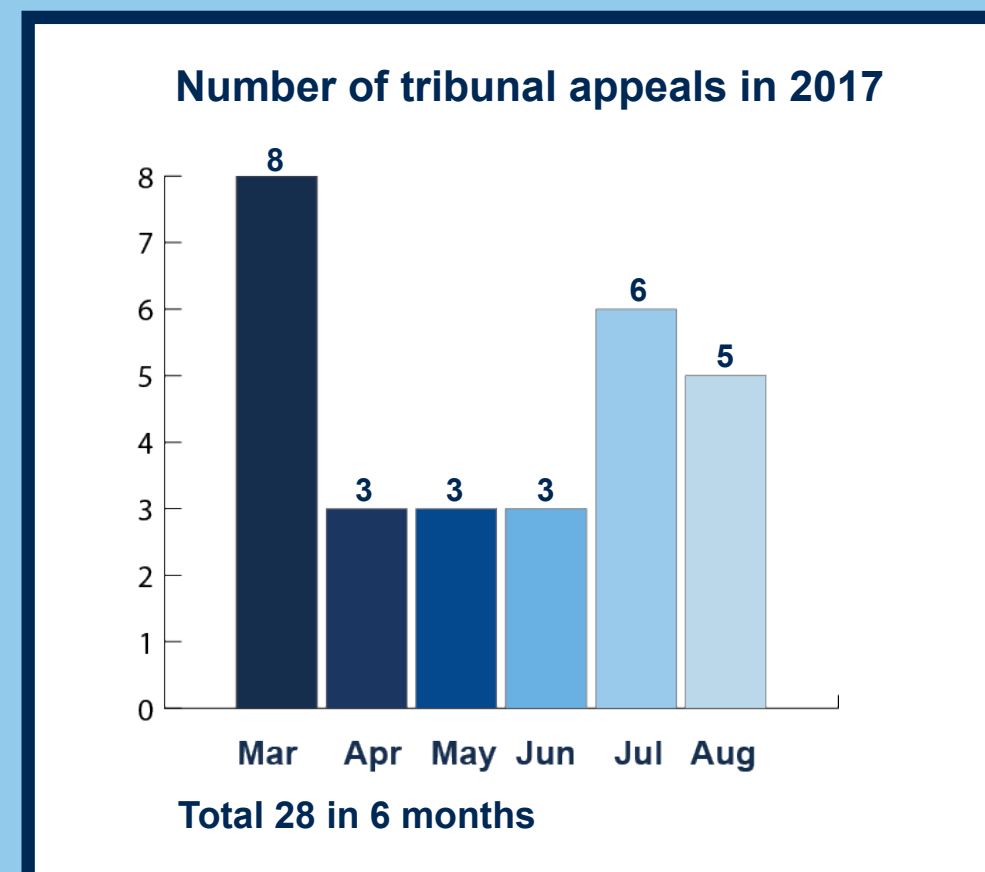
## 3. Project Aim

- Demonstrate that Advanced Nurse Practitioner's can fulfil the role of AC with the right training and up-skilling, to bridge the gap in service
- Identify a need for ANP to have AC status
- Identify positive impact i.e. patient care and efficiencies savings

## 4. Project Design

- Enrol on South West approved by RC Psych - AC training
- Demonstrate competencies in my portfolio for submission by July 2018
- Retrospective data collection of appeal against detention in current Psychiatric Intensive Care Unit
- Interview five consultant psychiatrists re identify mean time to complete reports tribunal
- Cost of current service provision

## 5. Findings



## 6. Mean time (MT) – interviewed 5 consultant psychiatrists

- Section 2 — 4 hrs
- Section 3 — 5 hrs

## 7. Consultant Psychiatrists pay

- 10 Session per week
- 1 Session = 4 hrs
- 1 hr = £50

## 8. Advanced Nurse Practitioner pay

- 1hr = £25
- Time taken to complete report
- S2 – 4hrs
- S3 – 5hrs

## 10. Cost analysis

28 + 2 = 30 sessions for report writing  
 30 sessions to attend hearings  
 30 + 30 = 60 sessions x 4hrs  
 =240 hrs x £50 = 12k per 6 months for consultant psychiatrist  
 6k per 6 months for Advanced Nurse Practitioner with AC status

## 9. Tribunal time

- 1 session = 4 hrs

## 11. Conclusion/Next steps

- Further develop the AC role for ANP within Dorset
- Work with consultant psychiatrists to review the positive impact of ANP-AC to see how this new role can be embedded in practice across the organisation
- Ensure a fairer workload distribution to improve productivity and maintain sustainability
- Real risk - R&R could become critical within 1-3 years or sooner, which can lead to patient care being compromised and services struggling to provide good quality care.