

Shared Governance Councils: Empowering staff to have collective ownership to improve practice

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Description

There are documented staff morale challenges within the NHS. Shared governance empowers staff to have collective ownership to develop and improve practice while managers have a facilitative leadership role in the decision making process.

Aim

To empower staff to speak up, to feel confident to share their thoughts and expertise and to challenge where appropriate

- Establish 5 councils by the end of first year, increasing numbers each year thereafter
- Develop facilitation and support resources
- Measure staff confidence and capture improvements made
- Share the learning from councils
- Establish route to the Board through Leadership Council

Methodology

Philosophy has been to work with enthusiasts. Actions taken to establish Shared Governance Councils within the organisation are detailed below:

1. Awareness of work in Nottingham - Invited lead facilitator to speak at Leadership Forum to build the will
2. Enthusiasts developed a Proposal document
3. First council formed to test our processes
4. Facilitators identified and started to assist enthusiasts to establish councils
5. Progress shared at each 'Celebrating Excellence' day encourage spread
6. Leadership Council formed to bring together and Director to assist with problem solving
7. Established evaluation tools

Outcome

5 councils established in the first year and continuing to increase
Skilled facilitators in place and have developed a resource pack.
Membership of all councils is multi-disciplinary
Improvements, progress and challenges shared by council chairs at Leadership Council resulting in shared learning and problem solving
Councils present progress and improvements at each Celebrating Excellence day
Director chairs each Leadership Council hence establishing a route to the Board

Improvements shared at 'Celebrating Excellence' days include:

- Baby changing facilities,
- Information folder
- Age appropriate gowns
- Breast feeding pillows,
- Suitable breast feeding environment
- Council improvement boards
- White boards for patient use
- Refresh of patient day room

Feedback from council members highlight growing enthusiasm, skill and staff morale. Progress has been successful and future plans include expansion in the number of councils established.

"I've worked in the NHS for 38 years and first time been able to put ideas into practice"

"It's a step in right direction, it empowers staff, and increases staff satisfaction"

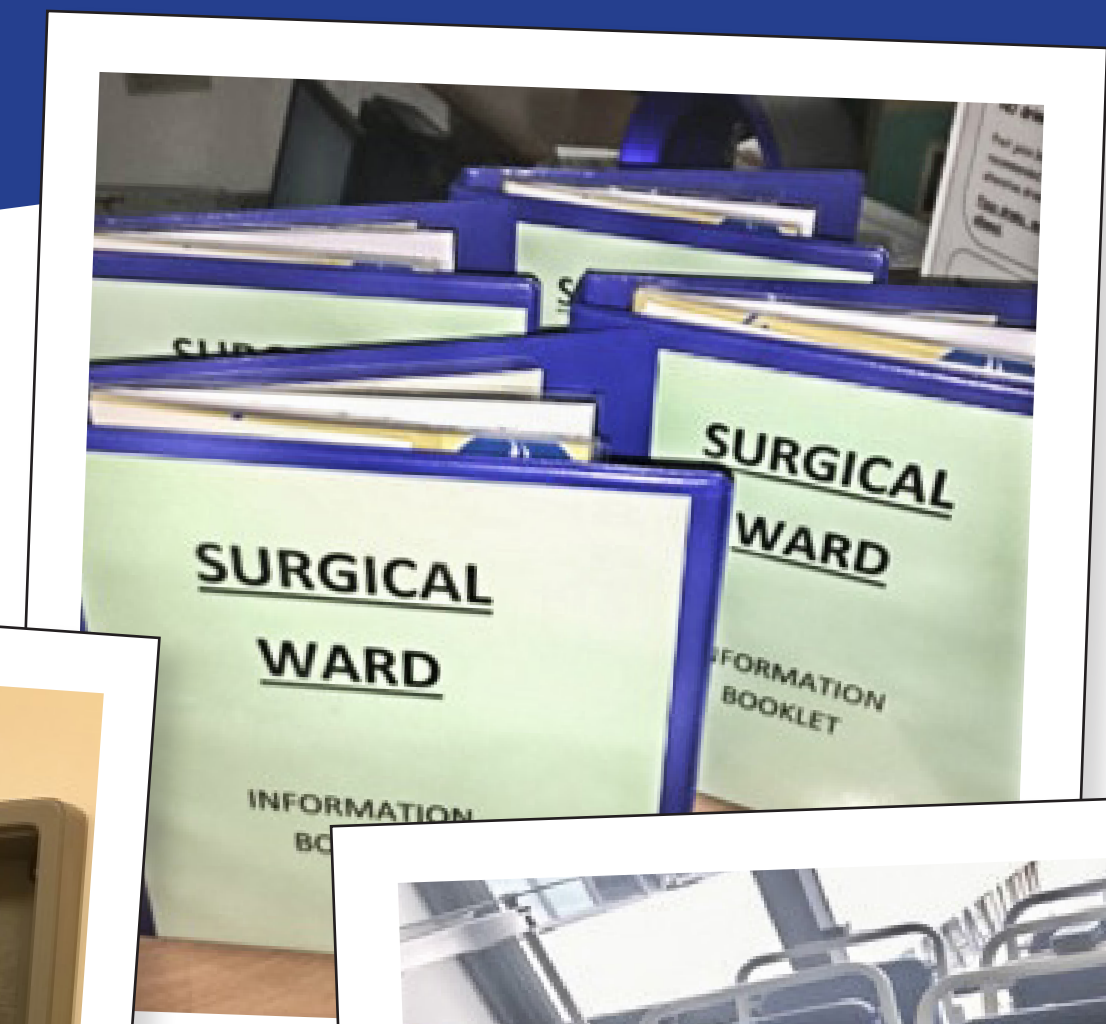
"Council can influence change and can influence how department works"

"Makes my job easier"
Senior Charge Nurse



ENHANCE AUTONOMY
AND A STRONG
PROFESSIONAL VOICE

VALUED, RECOGNISED
AND REWARDED



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