



Nurse First Application



WHAT WE ARE LOOKING FOR

People who are unhappy with the status quo and think that services could be much better.

People who have strong personal motivation who are not afraid of challenging the system and their own organisation.

People who are resilient and can learn as much through failure as through success.

People who are creative problem-solvers and who can see that always following "the rules" doesn't always get the results.

People who are driven and who can keep going when the going gets tough. We want people who think that wanting to change the world isn't a stupid idea.

About the programme

Nurse First is a partnership between:

- the Queen's Nursing Institute,
- Buckinghamshire New University,
- the Shaftesbury Partnership and
- Johnson & Johnson.

This is an opportunity unlike any you've had before in healthcare. Take what you know about your community and your patients, throw in your ideas about how this could be so much better and then mix this with skills about innovation, business and leadership to make these changes really happen.

The programme is designed for healthcare professionals who are unhappy with the status quo and want to step outside the traditional clinical role to create real changes in their field.

Through completion of the project work and the core modules that comprise Nurse First, we develop a cadre of front line leaders for community healthcare. Participants of the Nurse First course will:

- Have developed their own leadership skills and be able to demonstrate leading a change process in their organization.
- Have demonstrated the ability to think and work more innovatively and have created innovation in local service delivery.
- Be confident in developing and presenting business cases and proposals to senior management teams and boards.
- Have developed skills in influencing people within and outside their organisation and demonstrated the ability to work across organisational boundaries.

- Be able to demonstrate a working grasp of health finance and be able to develop outline costings and cost/benefit analysis of ideas.
- Have a good understanding of how to create new organisations and the relative advantages/disadvantages of different organisational structures and models.

The core of the development programme involves you taking an idea from concept to making it real and fully-funded by the end of 12 months. We are going to teach you how to get the resources you need, how to build alliances, how to communicate and work collaboratively with other community groups and how to overcome resistance and deal with skeptics.



The programme involves 21 days of residential development, professional coaching, expert advisors, and access to some of the UK's leading innovators and social entrepreneurs. You will meet leaders of organisations creating social change in healthcare, community development, education, fair trade, community development and health and find out how to apply these tools and techniques in your own community and organisation.

The course is open to all healthcare professionals, not just nurses.

www.nursefirst.org.uk

Application process

The application form can be downloaded at www.nursefirst.org.uk/apply.php and is in the form of a Word Document. You need to fill the form in and then email a copy of the finished form to dave@nursefirst.org.uk. The deadline for the October 2013 cohort is **5pm Friday 30th August 2013.**



The Application Form is divided into several sections as follows:

SECTION ONE - Your Details

This section simply collects basic contact details as well as providing us with an idea of what your current role entails.

SECTION TWO – Your Experiences And Reflections

This section asks 4 questions:

- 1) What have been your biggest challenges implementing new ideas?
- 2) When have you managed a project and what went well and what went badly?
- 3) Tell us about an example where you have improved the care you delivered?
- 4) Describe your greatest failure so far. What did you learn from this and how would you coach someone else to avoid repeating it?

This section is aimed at understanding your experiences and what you have learned from your successes and failures. Feel free to use examples from your current role, other clinical roles, other groups or organisations you have been involved in, etc

SECTION THREE – Your Personal Values And Drivers

This section asks 2 questions:

- 5) Who are your heroes and what is it about them that inspires you?
- 6) What attracted you to the Nurse First programme and what do you hope to gain?

This section is aimed at understanding your personal values and what drives you. We want to understand what motivates you and particularly what you want from the programme.

SECTION FOUR – Your Aspirations

This section asks 3 questions:

- 7) What would you love to change about your service or organisation?
- 8) How would you measure the success of this change and prove that it was effective?
- 9) When you retire, what changes do you want to have made on the NHS?

This section is aimed at understanding what kind of changes you want to make in the short-term and in the long-term. We also want to understand what success means to you.



SECTION FIVE - Any Other Information

This section asks the following question:

Is there any other information that you want to provide in support of your application? This can also include links to external blogs, videos, websites, posters, etc.

You don't need to put anything in this section if you do not want to but this is a space to allow you to emphasise anything that you feel has not been captured by the previous questions. It is also an opportunity to demonstrate your creativity and if you have any blogs, videos, posters, podcasts, etc that demonstrate your creativity and innovation, you can add links to them here.

You also need to indicate in this section how the course fee will be paid or whether you are applying for a free bursary.

If your organisation will be paying this, then we will need to invoice your manager before the course begins. If you are self-funding or being paid for by another source, then this will also need to be paid before the course begins. The course fees are £3,000 for the Nurse First programme without the Post-Graduate Diploma in Social Innovation and £6,000 for the Nurse First programme with the Diploma.

Once you have completed the form, please save a copy for yourself and then email a copy of the finished form to dave@nursefirst.org.uk. The deadline for the October 2013 cohort is **5pm Friday 30th August 2013.**

The interviews will take place in September 2013.

Q&A

Q: How much does it cost?

A: The course fees are £3,000 for the Nurse First programme without the Post-Graduate Diploma in Social Innovation and £6,000 for the Nurse First programme with the Diploma. If your organisation will be paying this, then we will need to invoice your manager before the course begins. If you are self-funding or being paid for by another source, then this will also need to be paid before the course begins.

Q: What about accommodation and travel?

A: Accommodation is provided within the fee for the 21 day's residential element but you will need to fund your own transport to the venue.

Q: Do I have to be a nurse?

A: No. You can be any registered healthcare professional who is working directly with patients or clients in the community.

Q: Do I need my organisation's support?

A: Yes. Your manager will have to approve your study leave for the 21 days and they will need to sign the application form.

Q: Where is the course going to be held?

A: The October 2013 cohort will be held in Buckinghamshire and the March 2014 cohort will be held in Manchester.

Q: Are the 21 days done in one block or is it spread across the year?

A: The 21 days are spread out in 7 blocks of 3 spread throughout the year.

Q: Do you have to submit any assignments whilst doing the course?

A: The assessment is done through a reflective diary that you keep throughout the programme as well as a detailed description of the final project or service that you set up.

Q: Is there an age limit to application?

A: There isn't an age limit for the application but we want people who are still working clinically with patients and clients in the community. We want staff who are working in the community who are not in a senior managerial position but would like to be able to promote change or innovation.

Q: When does the course begin?

A: The October 2013 cohort will be held in Buckinghamshire and the March 2014 cohort will be held in Manchester.

Q: After completion are there expectations to come back to report or be involved in future work?

A: You will be expected to have introduced a new project or service by the end of the programme and you will need to write a report on this at the end. We also expect you to become part of an alumni of "Nurse First" graduates who will continue to work and network together as the programmes grow and increase. This network will also provide support to you for the rest of your career.

If you have any other questions, then feel free to contact us directly.



Approaching your manager - Hints and Tips

Q: Why do I need to approach my manager?

A: If you are selected for interview, we will send you a form which will need to be filled in by your manager. It is important that your organisation supports you applying for the programme because :

- you will need study leave to attend
- you will need to work with your manager and other people in your organisation to implement your project idea
- your manager may be a tremendously valuable resource to you as your project develops

Q: What will it cost the organisation?

A: The cost of the programme is £6,000 with a Post-graduate Diploma in Social Innovation and £3,000 without a Diploma. This includes the cost of the accommodation. If you receive a free bursary then your organisation will not have to pay any fees.

Your organisation will also need to allow you 21 days of study leave (in 7 three-day blocks over a year) and to fund your travel expenses to the venue.



Q: What are the benefits to my organisation?

A: There are 3 key benefits to your organisation of you attending the Nurse First programme.

Firstly, you will be addressing a major challenge to your organisation. We expect you to identify a significant problem or challenge in your area and develop an innovative solution to this.

Secondly it is likely to bring in additional funding to the organisation. As well as identifying a major challenge to your organisation and coming up with an innovative way of solving this, we expect you to raise the funding for a pilot programme and get the pilot up and running. Many of the Nurse First projects have brought in between £10,000 and £100,000 of funding for their pilots.

Thirdly, it will lead to service innovations that will raise the profile of your organisation as an innovative and forward-thinking organisation.

Q: How much study leave will I need?

A: You will need 21 dates of study leave over the year, broken down into 7 blocks of 3 days (approximately 6 weeks apart).

Q: What should I say to my manager?

A: We suggest emphasising the benefits to the whole organisation and the opportunities for bringing in additional funding.

Q: Can I get some advice about this?

A: Feel free to email or ring us if you would like some further advice about your particular circumstances.