



# Empowering nurses and encouraging bottom up change through a band five forum.

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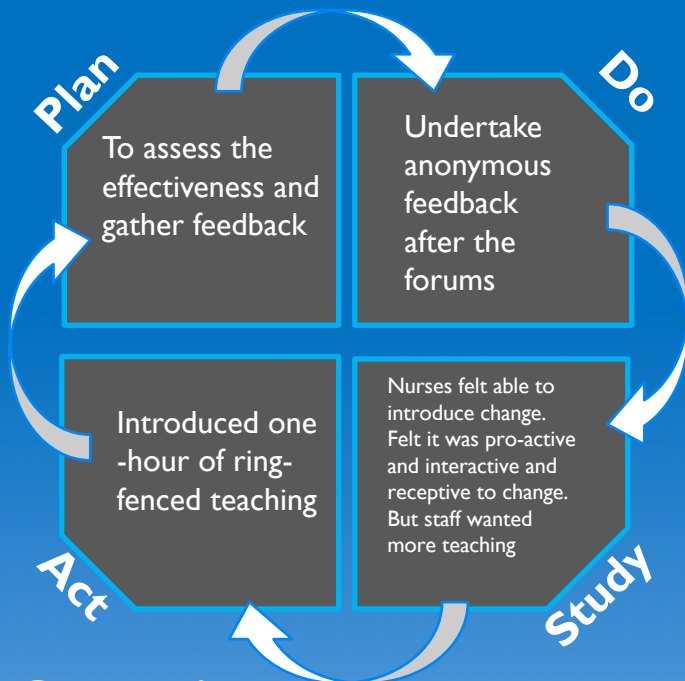


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## What is a band five forum?

- Voluntary meeting of band fives,
- Paid for their time,
- Led by a band five (with senior support)
- Used to discuss issues, encouraging candour, speaking up, escalating concerns and examining different ways of working to improve patient care,
- Allows for teaching, updates and education with invited specialists,
- Platform to improve care and teamwork,
- Allows for an open and patient-centered culture through teamwork (The Kings Fund, 2013).

## Plan-Do-Study-Act



## The impact of the forum

We have introduced:

- Pod Leader role,
- Admission checklists,
- Bereavement box and Bereavement cards,
- Walkie talkies for the unit to aid communication.

We have had teaching/updates from:

- Lead nurse/matron,
- Link nurses,
- Assessing psychological distress,
- SNODs,
- Bereavement care,
- CNS updates,
- Research updates,
- Literature searching.

## Conclusion

- Feedback has been positive and evolved to the department's needs.
- Has responded to Safety Learning Reports.
- Allowed change to be directed by band fives; developing their leadership skills, empowering the workforce and motivating them.
- Ensures our unit is open, provides a platform to discuss issues and come to an appropriate solution.

### References

Gluyas, H. (2015) Effective Communication and teamwork promotes Patient safety. *Nursing Standard* 29 (49):pp.50-57.

The King's Fund (2013) **Patient-centred leadership Rediscovering our purpose.** The King's Fund: London.