



# **Time to Lead**

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## **What do our patients want?**

**Strong, effective clinical leadership, to make them feel safe, secure and cared for**  
**Reduce the variability in care and to be their advocates and guardians**

# What does the NHS want from us?

- Competent, effective workforce, responsive to changing priorities
- To be respected practitioners, partners and leaders
- Strong clinical leadership at all levels
- To reduce the variability in care
- Champions of care quality

We have an opportunity now,  
this must not be lost

- Health Care For All
- Nursing & Midwifery Commission

# What do we need to do?

- Grasp the opportunity – but do we do that well
- Build the confidence and competence of the workforce
- We need to empower nurses & midwives to fill their full potential
- We need to ensure nurses & midwives have the skills and resources

# Personal Journey

2005

- To many off ward nurses you have a target to reduce by 20%
- No clear leadership model
- No voice for nursing & midwifery
- Gap between the Board and the ward

# 2009

- No reduction in the size of the workforce
- Strong visible clinical leadership
- Nurses at the heart of decision making
- Respected, effective leadership model
- Major positive impact on the standard of care with an improvement in the patients experience
- No gap between the Board and the Ward

# How?

- Demonstrated the added value
- Clearly articulated the nursing & midwifery contribution
- Put senior nurses back at the heart of the organisation, led from the front
- Built a leadership model and invested, giving time and development

'Hardest thing I have ever done, but the most rewarding, we still have a long way to go but we have demonstrated that if you get the leadership right it will make an enormous difference'