Paul Rafferty

Deputy Chief Nurse

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Paul is Deputy Chief Nurse at York Teaching Hospital NHS Foundation Trust. Paul joined York Trust in July 2020. He has a first class honours degree and successfully achieved a Post Graduate Diploma in Advancing Quality, Safety and Governance in Health and Social Care.

Paul has worked in several large University Teaching Hospitals in the North of England across West Yorkshire and more latterly the North East of England where has held senior leadership roles. He has successfully led teams to achieving outstanding clinical standards and outcomes for patients, firstly at Bradford Teaching Hospitals NHS Foundation Trust where he led his team to winning “Team of the Year” for improvements to patient care by implementing a programme known as “Proud to Care” with the 6Cs embedded as part of this. Paul’s track record includes:

* A reduction in avoidable harm from pressure ulcers and falls,
* Complaints and PALS reductions,
* Increase in compliments and
* Reduced staff turnover

Paul has delivered ward and community accreditation programmes and focussed on embedding quality improvement across all of his services. His focus is on relentlessly improving patient experience via staff experience. His track record includes improving culture and breaking down barriers to issues affecting staff and patient experience.

Paul is actively involved in National work-streams, working with the Nursing and Midwifery Council advising their Executive via the Professional Strategic Advisory Group. He was also a member of the national strategy group for reducing pressure ulcers which is being led by NHS Improvement. Paul has picked up additional post graduate study and is completing Elizabeth Garrett Anderson Programme via the NHS Leadership Academy. He frequently coaches and develops junior staff into senior roles. Outside of work Paul is a huge rugby union fan and enjoys downtime in his campervan around the UK to help keep himself resilient and recharged.