

Enhancing Healthy Child Programme staff wellbeing through a nurse leadership programme - Professional Nurse Advocate A-EQUIP

The PNA A-EQUIP Model

The PNA model was developed in 2020, building on the positive implementation and evaluation of the Professional Midwifery Advocate (PMA) model (NHSE, 2016).

The PNA A-EQUIP model (NHSE, 2021) provides the structure for a nationally funded clinical professional leadership and advocacy development programme for nurses and health visitors (HVs) in England.

There are four elements of the PNA A-EQUIP model underpinned by Proctor's model of Clinical Supervision (Proctor, 1986):

- monitoring, evaluation and quality control (normative)
- education and development (formative)
- restorative clinical supervision (restorative)
- personal action for quality improvement (QI)

The PNA programme provides professional support and development of the workforce as outlined in the NHS Long Term Plan (NHS, 2019) and contributes to the system wide COVID-19 recovery.

The implementation of the model is endorsed by Ruth May Chief Nursing Officer in England.



National Evaluation of PNA A-EQUIP - [SUSTAIN](#) a Mixed Methods study sets out recommendations to further support and embed the programme.

Can the PNA A-EQUIP model support Healthy Child Programme (HCP) workforce challenges?

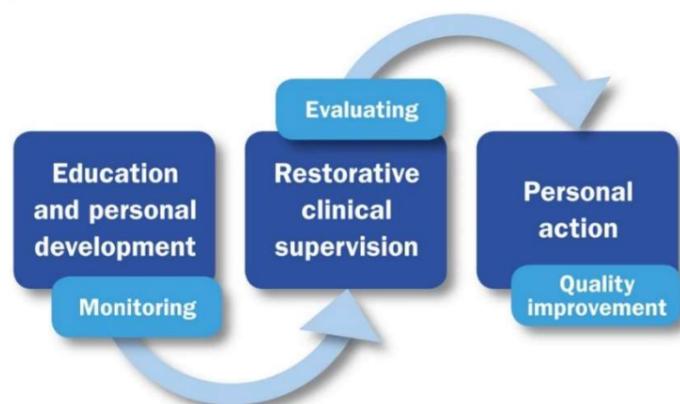
The PNA A-EQUIP supports the development of, and the health and wellbeing of nurses, midwives, HVs, enabling them to effectively lead, advocate and deliver improvements to patient care.

The HCP, is a national evidenced based framework for children and young people aged 0-19, led by OHID and commissioned by LA PH Teams. The HCP delivers universal and targeted support to families contributing to the **Best Start in Life** through a PH improvement and prevention lens (HM Government, 2021, Marmot, 2020).

In England and our region, there are multifaceted workforce challenges within the HCP influenced by ...

- increasing levels of health and wellbeing needs, family crises and safeguarding needs (NSPCC, 2023; Institute of Health Visiting, 2023; Boddy, 2022)
- service recovery post-COVID-19
- the cost-of-living crisis on family health and wellbeing (Boddy, 2022)
- a significant decrease in workforce numbers (NHSD, 2022)

Applying the model to support HCP staff wellbeing and quality improvement in the region



The PMA Model (Macdonald, 2019)

The evidence suggests that implementing the PNA A-EQUIP model within the HCP workforce increases staff wellbeing, practitioner resilience and a sense of team and organisational belongingness. Achieved through:

- advocating for the patient, the nurse and healthcare staff
- providing clinical supervision using a restorative approach
- enabling nurses to undertake personal action for quality improvement
- promoting the education and development of nurses

OHID has been working with LA PH commissioners and providers in the region to raise awareness of PNA A-EQUIP and to explore the opportunities, benefits, and challenges of implementation.