

Michelle Samson CV. Updated Dec 23.

Education

Diploma in Higher Education in Nursing Studies 1991-1994
BSc (Hons) Professional Studies (Cancer Care Pathway) Completed 2000
MSc Advanced Practice Completed 2012
PGCert Specialist Practice 2018
PGCert Leadership and Management 2020

Other Relevant Courses

ENB 998- Teaching and Assessing in the Clinical Area 1996
ENB 237 Care of the Adult with Cancer completed 1997
NEBS Introduction to Management Certificate 2001
Leading an Empowered Organisation (LEO)
Non-medical Prescribing and Pharmacology Course completed 2014
Physical Assessment and Clinical reasoning completed 2014

Nursing Posts

D grade Care of the Elderly Admissions Ward - Sep 1994- Oct 1995

This was my first nursing post, and it was a great experience for learning how to care for the acutely unwell patient. I regularly managed a group of patients and staff and occasionally managed the entire ward in the absence of senior nurses.

D + E grade Oncology Ward Oct 1995-May 1998

During this time, I developed skills in caring for patients with cancer. The range of patients to care for was very varied. During these years I was mentoring and assessing students and healthcare assistants, doing regular informal teaching. I was also regularly in charge of the ward.

F Grade Oncology Ward- June 98-March 2001

This role included delivering a high standard of holistic care to people with cancer. This role enabled me to really develop my communication, management and leadership skills. I also started to participate in audits and became interested in changing aspects of the service delivery on the ward.

Ward Manager Oncology Ward April 2001- Jan 2005

I was responsible for the safe running of the ward ensuring all staff were safe to practice and were up to date with their training enabling them to deliver excellent care. I was responsible for developing the nursing service on the ward, leading many changes. I was responsible for the professional development of the nursing team and regularly held teaching sessions/days

as well as informal teaching for nurses, students, AHP's and doctors. I was a role model for the nurses and worked in a multi-disciplinary team.

Locality Matron 2005-2007

I was responsible for the professional development of the district nurses, I was also the cancer and palliative care professional lead. I was the project lead responsible for developing an IV service in the community. This involved devising policies, patient leaflets, care plans as well as supervising and training district nurses in this role. I was the Gold standard Framework facilitator for the PCT, this involved teaching for district nurses and GP's and visiting GP practices to encourage local sign up to the framework.

Lung Cancer Nurse Specialist UHBT April 2007-March 2013

I was the lung cancer nurse specialist for the trust and was the key worker and was responsible for ensuring all patients get a cancer diagnosis in a timely manner. I devised and kept up to date the patient information that patients and their family will need at various parts of their cancer journey. I ensured patients only have appropriate investigations that will alter their management whilst adhering to their wishes. I regularly taught in the clinical areas and trust wide, and I have students and new staff nurses and junior doctors shadowing me as part of their development. I was able to ask patients their view on where the specialist nurse is needed within the pathway during the interviews I completed as part of my MSc dissertation.

Macmillan Lead Acute oncology Haematology Nurse Commenced July 2013

I set up the acute oncology service at North Bristol NHS trust, working closely with the Emergency department, the acute assessment units and the haematologists and oncologists. The service started taking referrals in September 2013 and there were 100 referrals in the first six weeks- so there was a huge need for the service. The service is now embedded in the trust, and are regularly receiving referrals from all departments in the hospital. I have developed a new system for the haematology patients out of hour's calls and this is providing a robust system with better support for patients and staff. I regularly teach in the trust and in the local University. After obtaining a Macmillan grant, I have developed and chair the Southwest Acute oncology nurse's forum. In partnership with Macmillan and the local university we devised an educational day for acute staff in acute oncology, another event is planned to provide acute oncology education for community staff including paramedics.

Deputy Head of Nursing, Surgical Division Dec 2019-Aug 2022

Within the deputy divisional director of nursing role, I further developed my leadership and management skills and have been involved in skill mix reviews, managing complex HR issues, devising and supporting a complaints recovery plan as well as the daily operational issues of maintain safety during winters and times of organisational pressures. For six months of this post there was no head of nursing so me and the other deputy took on this role for

half the division each; this meant representing the division or nursing and working with the executive teams regularly. The last years have brought unique challenges with Covid 19 which has exacerbated the existing workforce issues; yet despite these challenges I've been very proud of how well the teams have worked together to continue to deliver safe services. In the Covid recovery (between waves) the level of surgery completed has been remarkable and demonstrates what effective teamwork, communication and passion can achieve.

Quality is a huge part of all my roles, and I believe in continuous improvement; previously when one of my wards was failing and was not in line with peers in terms of patient outcomes and staff measures such as staff retention and sickness were poor. I recognised the issue and worked with the whole team to improve the situation. I devised an improvement plan and more importantly worked with the team to provide the psychological safety required to talk about challenges and mistakes as well as celebrating success to learn from both situations. I believe you can support the teams but also hold people to account when they are not delivering the level of quality expected.

Perform Aug 2022-April 2022

Following long term sickness, I was approached for secondment leading the continuous improvement team; this meant working with the divisions to enable them to deliver the trust strategy and working with all divisions on several projects related to the three-priority work-streams- Urgent Care, the Elective programme recovery plan and Workforce. I enjoyed this post but realised I wanted to be back in a nursing role.

Trust Advanced Practice Lead. Since May 2022

Since May 2022 I have been the trust advanced practice lead, this role is very exciting and allows me to provide frameworks and governance for advanced practice roles with North Bristol NHS Trust. I have developed a working party, steering group that feeds into the multi-professional group. I have a great patient representation on the steering group. I have just delivered our first advanced Practice conference this month.

Service Lead for Continuous Improvement Team since May 2023

This post is leading a team of practitioners to assist the senior managers in the organisation to deliver their improvement priorities. Linking all priorities to the trust strategy and using lean methodology to deliver the work and to present the progress to the trust executives. I am leading some of the work regarding deteriorating patients which is a long-term trust piece of work to assure that people that deteriorate in our service have their deterioration recognised, escalated and treated within a timely manner. Part of this work is linking advanced practice into a new outreach model for delivering the best care to sick and deteriorating patients.