**An example of the toolkit in use in Hampshire and Isle of Wight Strategic Health Authority (now part of NHS South Central)**

Jane Rogers, Consultant Midwife, University Hospitals Southampton NHS Foundation Trust reported on her experiences of using the toolkit in two different ways.

*1. Using the toolkit in the training of midwifery consultants.*

Following the launch of 'Capturing impact. A practical toolkit for nurse consultants' in July 2011, Jane, who was then working as the lead for Consultant Midwife Training in Hampshire and Isle of Wight Strategic Health Authority began to use the toolkit with trainee midwife consultants. The trainee midwives were undertaking a 3 year part-time programme to prepare them for consultant level practice. Progression to the next year of the programme was assessed at the end of each year through the completion of a professional portfolio. Integral to this was the requirement for the trainee consultants to demonstrate the added value that their roles brought. The toolkit was used to provide a framework to guide the trainees to illustrate not just what they had done in the preceding year, but what impact these activities had on their patients, on the staff with whom they worked and on their organisations.

For example, one trainee introduced the "Normal Birth Pathway", a nationally acclaimed tool for all women in labour. For the women the benefits are receiving evidence based care, inclusion in decision making and a greater chance of a normal uncomplicated birth; for the staff an improved knowledge base and ease of documentation; for the organisation a lower Caesarean rate (saving money) and improved audit trail (it was a great help with NHSLA audit).

As part of their training programme, the trainee midwife consultants were also encouraged to use the toolkit and the framework for capturing impact to help them prepare for job interviews and to illustrate to prospective employers how the role of a consultant midwife could add value to the organisation and represented good value for money. They were encouraged to use the toolkit build a case showing that the costs of employing a midwife consultant was likely to be offset by cost savings or income generation through a variety of mechanisms e.g. ensuring the organisation met targets such as CQUINS targets.

*2. Using the toolkit to in order to inform the strategic decisions about how to make best use of consultant roles in a multi-site NHS Foundation Trust*

The framework for capturing consultant impact within the toolkit was also used to scope the activities of nursing, midwifery, pharmacy and Allied Health Professional consultants at the University Hospital Southampton NHS Foundation Trust.

By using the framework to gather together information on not just the activities of the full range of consultants within the organisation but their *impact* on patients, staff and organisational targets and priorities, through a comprehensive scoping exercise, the consultants were able to communicate effectively with the senior managers and the Trust Board their contribution within the organisation. In turn this allowed the organisation to have a clear vision of where the consultants fitted within the Corporate Framework and allow informed decisions to be made about how to make best use of the skills of this diverse group.