



**Dr Jonathan Webster, PhD, MSc, BA(Hons), DPS(N), RGN**

**Professor of Practice Development, Norfolk Initiative for Coastal & Rural Health Equalities (NICHE) - Anchor Institute, University of East Anglia.**

**Honorary Professor of NMAHP Research, James Paget University Hospitals NHS Foundation Trust & Associate Facilitator, The Foundation of Nursing Studies.**

Jonathan has been involved in national & international work related to older persons' care; practice & system transformation; leadership development; workplace culture; practice development; quality improvement & clinical assurance. His professional interests lie in developing person-centred cultures of practice that enable those involved in health & care to work in partnership with service users & their supporters through practice development, service transformation & action research.

His career stretches over 30 + years working for the NHS & across Higher Education. Jonathan, a Registered General Nurse since 1990 has worked in both secondary & community settings in the UK & Australia. His clinical practice expertise is older people's nursing having held two Consultant Nurse posts for Older People. During this time, he led programmes of education, practitioner centred research, evaluation & practice development having held honorary gerontological & practice development fellowships with the Royal College of Nursing Institute.

Jonathan's first commissioning role was in 2009. In 2011 he became North West London PCTs Cluster Director of Nursing & Quality, before becoming the Director of Quality & Nursing for 5 of the CCGs holding-the Board role for Nursing. Between July 2017 & August 2019, he was seconded to NHS England/ Improvement initially in the London Region as Director of Nursing & latterly in the South East Region as Interim Regional Chief Nurse.

Jonathan joined UEA in July 2020 as Professor of Practice Development & Co-Director of the IMPACT Research Group. His role moved into NICHE when it formed in January 2023.

#### **Publications, 2004 - Present**

##### **Journal**

- **Webster J**, Buscher A, Marriott-Statham K, McGee M, Stagge M, Rushton J, (2023), Frailty 5 – Comparing perspectives from Australia, Germany and the UK, Nursing Times (online) September 2023/ Vol 119: 9
- Rushton J, Andrews N, Bolton S, **Webster J**, (2023), Frailty 4 – Care settings and digital healthcare during a period of decline, Nursing Times (online) August 2023/ Vol 119: 8
- Hardy S, **Webster J**, Jackson C, Willmoth S, (2023), The Centenary of Caring Project: A Co-

Created Public Art Exhibition Expressing How COVID-19 Impacted on Health and Social Care Settings in East Anglia, *Journal of Arts & Humanities*, Vol 12, Issue 4, pp 51-62,  
Doi:<https://doi.org/10.18533/jah.u214.2327>

- **Webster J**, Hackney M, Ashby L, Field J, (2023), Frailty 3 – Supporting People with Learning Disabilities and Frailty, *Nursing Times* (online) July 2023/ Vol 119: 7
- Rushton J, Tyrell I, Astle A, Chilink Z, Littlejohn G, **Webster J**, (2023), Frailty 2 – Identifying, assessing and screening frail older people, *Nursing Times* (online) May 2023/ Vol 119:6
- **Webster J**, Rushton J (2023), Frailty 1 – Recognising the Syndrome & Delivering Person-centred care, *Nursing Times* (online) May 2023 / Vol 119: 5
- **Webster J**, Sanders K (2022), Workplace Culture is crucial to our vision for healthcare (invited Editorial), *Nursing Older People*, DOI: 10.7748/nop.34.3.5.s1
- **Webster J**, Sanders K, Cardiff S, Manley K (2022), Guiding Lights for Effective Workplace Cultures: enhancing the care environment for staff & patients in older people’s care settings, *Continual Professional Development, Nursing Older People*, DOI: 10.7748/nop.2022.e1377
- Whitehouse C, Tinkler L, Jackson C, Hall H, **Webster J**, Hardy S, Copping J, Morris P, Manley K (2022), Embedding research (ER) led by nurses, midwives & allied health professionals (NMAHPs): the NMAHP ER Model. *BMJ Leader*, DOI:10.1136/ leader-2021-000578
- Cardiff S, Sanders K, **Webster J**, Manley K (2020), Guiding Lights for Effective Workplace Cultures that are good places to work, *International Practice Development Journal*, Vol 10, Issue 2.
- Sanders K, **Webster J**, BenOmar S (2015), Working collaboratively to develop a patient experience definition & strategy to inform clinical commissioning, *International Practice Development Journal*, Vol 5, Issue 2, Article 2
- Hardy S, Jackson C, **Webster J**, Manley, K (2013), Educating advanced level practice within complex health care workplace environments through transformational practice development, *Nurse Education Today*, Vol 33, pp 1099-1103
- Manley K, Sanders K, Cardiff S, **Webster J** (2011), Effective Workplace Culture: the attributes, enabling factors & consequences of a new concept. *International Practice Development Journal*, Vol 1, No 2.
- **Webster J** (2011), Dementia Care in General Hospital Care, *Quality in Ageing & Older Adults*, Vol 12, No 2, pp 86 – 94
- **Webster J** (2011), Ideas & Influences, *International Practice Development Journal*, Vol 1, No2, pp 1-3
- Bellman L, **Webster J**, Jeans A (2010), Knowledge transfer & the integration of research, policy & practice for patient benefit, *Journal of Research in Nursing*, Vol 16, No 3, pp 254 – 270
- **Webster J**, Healy J, Maud R (2009), Nutrition in hospitalised patients (CPD), *Nursing Older People*, Vol 21, No 10, pp 31- 37
- **Webster J**, Coats E, Noble G (2009), Enabling dignity in care through practice development with older people, *Practice Development in Healthcare*, Vol 8, No 1, pp 5-17
- Maud R, **Webster J** (2009), Improving nutrition for older people in hospital by assessing current practice, *Nursing Times*, Vol 105, No 5, pp 18-19
- Manley K, **Webster J**, Hale N, Hayes N, Minardi H (2008), Leadership role of Consultant Nurses working with Older People: a co-operative inquiry, *Journal of Nursing Management*, Vol 16, pp 147-158
- **Webster J** (2008), Editorial, Recognising, valuing & celebrating care for Older People, *Journal of Nursing Management*, Vol 16, pp 97-98
- **Webster J**, Dewing J (2007), Growing a Practice Development Strategy for Community Hospitals, *Practice Development in Healthcare*, Vol 6, No 2, pp 97-106.
- **Webster J** (2007), ‘We all need to challenge practices that do not value a person’s right to dignity’, *Nursing Times*, Vol 103, No 15, p 10
- **Webster J**, Steventon N (2007), Dignity in Care, *Ageing Matters*, Spring 2007, pp 1-2.

- **Webster J**, Manley K (2006), Can we keep quality care alive? Nursing Standard, Vol 21, No 3, pp 12-15.
- **Webster J** (2005), A New Way of Seeing, Ageing Matters, Spring, pp 6-7
- **Webster J** (2004), Leading the switch to patient-centred care, Professional Nurse, Vol 20, No 2, pp 20-21
- **Webster J** (2004), Person Centred Assessment with Older People (CPD), Nursing Older People, Vol 16, No 3, pp 22-26
- **Webster J** (2004), Empathy is an essential skill for nurses, Nursing Times, Vol 100, No 19, p 18
- **Webster J**, Byrne S, (2004), Strategies to enhance privacy & dignity in the care of older people, Nursing Times, Vol 100, No 8, pp 38-40

#### Journal Papers Awaiting Publication

- Whitehouse C, Hall H, Shiju M, **Webster J**, Yazbek J, Applying the triple bottom line framework of sustainability to explore the impact of the multi-professional JPUH Research, Evaluation and Quality Improvement scholarship programme, The Lancet Planetary Health – *accepted*

#### Book

- Sanders K, **Webster J**, Cardiff S, Manley K (2021), Recognising & Developing Effective Workplace Cultures across Health & Social Care that are good places to work (Book Chapter) in the 2nd Edition of International Practice Development in Health & Social Care. Editors: Wilson V, Manley K, Oye C. Publishers: Wiley.
- Sanders K, O'Dell J, **Webster J** (2013), Learning to Become a Practice Developer (Book Chapter) in Practice Development in Nursing (2nd Edition) & Healthcare, Editors: McCormack B, Manley K, Titchen A. Publishers: Wiley-Blackwell
- Williamson G, Bellman L, **Webster J** (2011), Book: Using & Doing Action Research in Nursing & Healthcare Practice, Publishers: SAGE Publications.
- **Webster J**, Sanders K (2011), Enabling Dignity in Care through Practice Development (Book Chapter) in Dignity in Healthcare, Editors: Matiti M, Bailey L, Publishers: Radcliffe Publications Limited.
- **Webster J** (2009), Expertise in Nursing Older People (Book Chapter), in Expertise in Nursing, Editors: Hardy S, McCormack B, Manley K, Titchen A, Publishers: Wiley-Blackwell.

#### Commissioned Reports

- **Webster J**, Sanders K (2022), Guiding Lights for Effective Workplace Cultures, An Evaluation Report, Commissioned by NHS England/ Improvement.
- Hardy S, Jackson C, **Webster J**, Manley K (2021), Learning from COVID Across the System, Commissioned by Norfolk & Waveney Health & Care Partnership.
- **Webster J** (2020), An Investigation Report for System Learning: COVID-19 Outbreak Control, Commissioned by University Hospitals Bristol & Western NHS Foundation Trust on behalf of the Bristol & South Gloucestershire CCG.

#### PhD Thesis

Webster J (2007), Person Centred Assessment with Older People. An action research study to explore registered nurses understanding of person-centred assessment within a framework of emancipatory practice development.

## Conference Presentations, 2004 - Present

- NICHE Conference (2023), Guiding Lights for Effective Workplace Cultures - Poster
- RCN Education Forum Conference (2023), Norfolk & Waveney ICS Teaching & Learning Care Home Programme - Poster
- Norfolk & Waveney ICS: Inaugural Conference (2022), Norfolk & Waveney Teaching & Learning Care Home Programme - Poster & Concurrent Session.
- 6<sup>th</sup> European Nursing Congress Conference (2022), Highlights & Successes of Workplace Learning Aiming to Improve Person-Centred Care, Guiding Lights for Effective Workplace Cultures (co presented with K Sanders) - Seminar.
- South Australian, Practice Development Nurses e-Symposium (2022), Guiding Lights for Effective Workplace Cultures a Programme Evaluation (co presented with K Sanders) - Seminar.
- Enhancing Practice Conference, Basel Switzerland (2018), Recognising & Developing Person Centred, Safe & Effective Workplace Cultures (co presented with K Manley, S Cardiff & K Sanders) - Workshop.
- National Children & Adult Services Conference (2015), How was it for you? Assessing the impact of the Care Act on Adult Safeguarding - Workshop.
- Healthcare Conferences (2014), Developing Generic Pathways for Frail Older People, Keynote (co presented with R Sainsbury) – Keynote.
- Enhancing Practice 10, Belfast (2010), The place & influence of culture within practice development (co presented with K Sanders) - Concurrent.
- Dementia Care – A Positive Future (2010): Seeing the person not the patient; opportunities & challenges in general hospital care - Keynote.
- Healthcare Events (2009), Nursing Older people on the Wards: Providing Seamless Care for Older People: Providing Seamless Care for Older People: linking Primary & Social Care – keynote.
- Through a Glass Darkly (2009), National Council for Palliative Care, Nursing Older People in Hospital – keynote.
- One Voice, Age Concern/ Help the Aged (2009), Enabling Dignity in Care through Practice Development with Older People – keynote.
- Nursing Older People, RCN (2009), Enabling Dignity in Care through Practice Development with Older People – Concurrent.
- 8<sup>th</sup> International Practice Development Conference, Koninhshof, the Netherlands, (2008), Enabling Dignity in Care through Practice Development with Older People - Concurrent.
- Towards Professional Wisdom, University of Edinburgh (2008), Person-centred assessment with older people. An action research study to explore registered nurses understanding of the process of person-centred assessment within a framework of emancipatory practice development - Concurrent.
- Healthcare Events (2008), Chair & presenter: Person-Centred Assessment with Older People - Keynote.
- National Council for Palliative Care (2007), Clinical Context of Care – Therapeutic Nursing - Keynote.
- SBK Healthcare, Care of Older People (2006), Privacy & Dignity in the Care of Older People, Policy, Guidance & Practice - Keynote.
- 3rd International Rehabilitation & Intermediate Care Nursing Forum conference (2005), Growing a Practice Development Strategy for Community Hospitals, Symposium Presentation - Concurrent.
- Nursing & Older People: Partners in Care (2005), Growing a Practice Development Strategy for Community Hospitals (co presented with J Dewing) - Concurrent.
- Nursing & Older People: Partners in Care (2005), Person centred assessment with older people. An action research study to explore registered nurses understanding of the process of person centred assessment within a framework of practice development - Concurrent.

- Australian Association of Gerontology (2004), Person centred assessment with older people. An action research study to explore registered nurses understanding of the process of person centred assessment within a framework of practice development - Concurrent.
- Transforming Chronic Care Programme – Managed Care Information Exchange Event, Surrey & Sussex Strategic Health Authority (2004), Complex Case Management - Poster.
- British Society of Gerontology (2004), Person Centred Assessment with Older People, an Action Research Study - Concurrent.
- National Lecturer Practitioner Conference, The National Lecturer Practitioner Forum & Bournemouth University (2004), Critical Companionship – enabling learning & development through guided reflection (co produced with R Cooper) – Poster.
- Primary Care (2004), Stirling Events, Person Centred Assessment with Older People - Concurrent.