

**Future Nurse Future Midwife  
 Working Group Meeting  
 Thursday 13 February 11:00 – 13:00 Venue: D2  
 Conference Room Castle Buildings, Stormont Belfast  
 Minutes**

**In Attendance**

Angela McLernon (AMcL) Co-Chair  
 Heather Finlay (HF) Co-Chair  
 Carol McGinn (CMcG)  
 Carol Chambers (CC)  
 Clare Marie Dickson (CMD)  
 Dale Spence (DS)  
 Dawn Ferguson (DF)  
 Donna Gallagher  
 Fiona Bradley (FB)  
 Frances Cannon (FC)  
 Jan Webb (JW) *By Teleconference*  
 Jenny McNeill (JMcN)  
 Joanne Fitzsimons (JF)  
 Karen McCutcheon (KMcC)  
 Kerrie McLarnon (KMcl)  
 Neal Cook (NC)  
 Owen Barr (OB)  
 Pamela Craig (PC)  
 Patrick Gallagher (PG)  
 Paul Canning (PCa)  
 Sharon Conlan (SC)  
 Sharon McRoberts (SMcR)  
 Sheelagh O'Connor (SOC)  
 Stephanie Flack (SF)  
 Sue West (SW)  
 Yvonne Connolly (YC)

**Organisation**

NIPEC  
 DoH  
 WHSCT  
 BHSCT  
 SEHSCT  
 DoH  
 SHSCT  
 OU  
 NIPEC  
 SEHSCT  
 OU  
 QUB  
 SEHSCT  
 QUB  
 NHSCT  
 UU  
 UU  
 NHSCT  
 DoH  
 CEC  
 SHSCT  
 SEHSCT  
 BHSCT  
 FSHC  
 NMC  
 BHSCT

**Apologies**

Ann Geraghty  
 Bernadette Gribben  
 Breeda Henderson  
 Caroline Diamond  
 Eilish Boyle  
 Fiona Bradley  
 Peter Barbour  
 Rhonda Brown  
 Rita Devlin  
 Shona Hamilton

**Organisation**

FSHC  
 NIPEC  
 Student/New Registrant  
 NHSCT  
 NIPEC  
 NIPEC  
 DoH  
 BHSCT  
 RCN  
 NHSCT

**1. Welcome and Apologies**

HF welcomed attendees, introductions were made and apologies noted as above.

**2. Chair's Opening Remarks**

HF noted that the last working group meeting was stood down due to industrial action and provided an overview of activity - The Northern Ireland launch of the midwifery standards had taken place on 15<sup>th</sup> January 2020, and the FNFM Midwifery workshop will be taking place on 27<sup>th</sup> February 2020. A lot of work was underway to finalise FNFM material and resources, an implementation workshop is planned for 10<sup>th</sup> February 2020. QUB and UU have had successful approval visits and more approval visits are planned in March for UU and OU.

**3. Previous Meeting Minutes**

Minutes for the Working Group meeting, held on the 14<sup>th</sup> November 2019, were agreed as an accurate and final record.

### **3.1 Update on Actions**

FC provided an update on actions from the last meeting (see appended Action Table).

### **4. Update from the NMC**

SW shared a presentation detailing NMC activity and engagement which is appended to these minutes. A Return to Practice NMC webinar will be available soon, SW will share this with the Working Group **ACTION**.

### **5. Programme Board Update**

The Programme Board meeting on 10<sup>th</sup> January 2020 was stood down; they will next meet on 5<sup>th</sup> March 2020.

### **6. Future Midwife**

DS provided an updated from the Midwifery Expert Reference Group (MERG):

- Events - The Future Midwife launch in NI was a successful event, the Midwifery Expert Reference group met yesterday and also held a meeting with stakeholders to look at the Northern Ireland Practice Assessment document (NIPAD)/Midwifery Ongoing record of Achievement (MORA). A workshop will be held on 27<sup>th</sup> February 2020 with stakeholders and a wide range of presenters.
- Discussions are underway regarding the MORA as to how this will be implemented and be shaped for Northern Ireland. Initial discussion has been held around grading and assessment in practice.
- A scoping exercise is being undertaken re Examination of the newborn and work is underway within DoH regarding exploring continuity of care/carer.
- NMC Webinars for midwifery are happening soon and have been promoted via MERG.

AMcL advised that there is no outcome yet for the funding bid for the project from 1 April 2020. NIPEC has received a letter of comfort regarding staffing until the end of April 2020. Further contact has been made to the Chief Nursing Officer for confirmation of funding/advice regarding staffing and processes linked to the project from this date.

### **7. Update on Work-streams**

#### **7.1 Curriculum Development**

FC advised that the DOH (Rodney Morton) is leading discussions with Practice Partners and the Universities in relation to the proficiencies relating to challenging behaviour.

#### **7.2 Practice Assessment Document (NIPAD)**

NC advised that support videos have now been developed for preparation programmes for the use of the NIPAD. Further to discussions at the FNFM Programme Board, Universities are now looking at options, costs and resources for an electronic option for the NIPAD.

#### **7.3 Standards for Student Supervision and Assessment (SSSA)**

CMD and KMcC advised that significant progress has been made with the content, media and resources for the preparation programmes for staff who are 'transitioning' and those who are 'new to role':

- Visual media for the programmes have been reviewed and some are being reworked to ensure they resonate with Nursing and Midwifery in Northern Ireland, which will support local engagement. E-Learning and face to face options exist across the modules. Academic assessor training is being developed by the AElS.
- AElS have also informed the curriculum updates in the programmes and the resources for NIPAD have been developed.
- Practice Assessor Database Meetings have been held it is agreed that Trusts will maintain their own and AElS will hold databases for the Independent and Voluntary sector.

CMD and KMcC expressed thanks to FC and the FNFM Professional Officers who been significantly involved in developing the programmes and instrumental in this work.

OB noted some delays (3 weeks) he had experienced when signing up to HSC leadership (external to FNFM programme) and queried whether any similar issues would occur for preparation programmes. SSSA to follow up **ACTION**.

#### **7.4 Practice Learning Environments (PLE)**

SMcR and DG advised PLE updates:

- The new PLE Audit document is complete and in use currently. The existing Audit will be extended until September 2022. Some work is underway across the AElS to provide additional guidance regarding the experience/exposure section of the new Audit.
- Organisational Readiness meetings are held monthly and reports are now being submitted to monitor and track placements and audits – the aim is to identify an increase of at least one student per placement. This data will be translated into a pivot table, reported to NIPEC and feed into FNFM Programme Board and Working Group.
- Clarity has been established with AElS regarding capacity for students in PLEs, and the new figures will not be planned against until September 2020 onwards. AElS noted that there are still some shortages based on current numbers available.
- DG advised that there are conversations taking place regarding Northern Ireland practice Learning Collaborative taking responsibility for FNFM work/outcomes following the exit strategy to ensure continuity.

AMcL noted an expected increase of 300 Nursing students in Northern Ireland per annum over the next three years; AMcL is speaking with the CNO to open up discussion regarding capacity to support students and ways to address challenges to absorb this increase in practice which needs to be set within the context of changes to roles and responsibilities of PETs with the introduction of the new NMC Education standards.

FC read out wording options for use in Policy regarding pre-registration students undertaking skills under direct and indirect supervision. The Working Group agreed with the inclusion of the statement and this will be shared by email once the wording has been refined. **ACTION**

## 7.5 Engagement & Communication (EC)

CMcG advised EC updates:

- Roadshows have been promoted but industrial action has affected attendance levels for some. Engagement at roadshows has been good with positive feedback. Some roadshows are being merged into pilot preparation programmes for mentors transitioning to Practice Assessors.
- Midwifery information has/is being updated on FNFM information, flyers and penguin stands.
- Consideration being given to a CNO podcast for September 2020.
- Lots of local launch events/awareness weeks/canteen roadshows, nominated person awareness sessions, walked wards with leaflets, great engagement and high energy. A variety of methods being utilised.

## 8. Organisational Updates

Reporting by exception at the meeting; no issues were raised.

## 9. Risk Register

The risk regarding industrial action will be reduced to low and kept on the risk register until all ballots are completed. **ACTION**

## 10. AOB

FC provided an update on the Independent sector/hospices:

- Homes who already have students have been contacted by AEs and engagement days are happening. Communications have been shared via RQIA and PHA/KF promoting info/how to flyers and fact sheets/letter.
- Additional correspondence has been sent to independent sector to register for HSC Leadership Centre. There are 1750 spaces and 800 people signed up so far.

Work is underway to submit information/reports to programme Board in May to request endorsement/agreement for programme roll out.

## 11. Future Meetings

12th March 2020 11:00 – 13:00 in DoH D2 Room

Meetings for April 2020 onwards are currently being confirmed.

## Appendix One

NMC Presentation – See separate attachment FNFM\_WG\_MTG\_13022020\_Appendix One

**New Actions (13<sup>th</sup> Feb 2020)**

Ref	Detail	Owner/s	Due	Status
AP54	SW shared a detailed presentation detailing NMC activity, which is appended to these minutes. A Return to Practice NMC webinar will be available soon, SW will share this with the Working Group	SW		New
AP55	OB noted some delays (3 weeks) when signing up to HSC leadership (external to FNFM programme) and queried whether any similar issues would occur for preparation programmes. SSSA to follow up.	SSSA Work Stream New		New
AP56	FC read out wording options for use in Policy regarding pre-registration students undertaking skills under direct and indirect supervision. The Working Group agreed with the inclusion of the statement and this will be shared by email once the wording has been refined.	FC		New
AP57	The risk regarding industrial action will be reduced to low and kept on the risk register until all ballots are completed.	FC		New

**Actions in Progress**

Ref	Detail/Update	Owner	Due	Status
AP50	FC will work continue to work with HSC Leadership re Independent and Voluntary Sector to ensure access to HSC leadership platforms and training. YC is also involved in work to enable this. Update 12 <sup>th</sup> Feb – Engagement Ongoing via SSSA	FC		Ongoing
AP51	FC will seek confirmation that e-learning resources can be re-accessed once training is completed and whether confirmation of training completion data can be access from HSC Leadership Centre, and how this would happen. Update 12 <sup>th</sup> Feb – Engagement Ongoing via SSSA	FC		Ongoing
AP52	SCOM, FC to follow up on this re e-learning platforms. Update 12 <sup>th</sup> Feb – Engagement Ongoing via SSSA	FC		Ongoing
AP40	Interested organisation to contact SW to assist with NI examples. DG to coordinate BHSCT examples via Practice Learning Environment (PLE) Work Stream. 15 <sup>th</sup> Oct Update FC to Follow up with organisations. 14 <sup>th</sup> Nov Update – FC to follow up	All and DG/ PLE Work Stream		Ongoing

AP43	Face to face delivery of preparation programmes may need further consideration for Independent Sector Services, as some establishments do not have computers. CMD to consider this via the SSSA Group.	CMD		Ongoing
AP49	A discussion took place regarding engaging with 'other healthcare professionals'/Social Work and AHP colleagues. Suggestions included local engagement, an FAQ and/or communique. Info/content to be drafted for local implementation groups to use as a brief to discuss with staff locally Update 14 <sup>th</sup> Nov – On Next EC Work Stream Meeting agenda, FAQ to be developed Update 13 <sup>th</sup> Feb – CNO meeting set up but to be rearranged	BMcG/EC Work Stream		Ongoing
<b>Actions Completed (since the last meeting)</b>				
Ref	Detail	Owner/s	Update	Status
AP33	Engagement and Communication work stream to progress the possibility of connecting with a placement student re digital marketing and the use of Prezi/interactive digital mediums. Update – Production Company being used and students involved in Engagement and Communication work	EC Work Stream		Closed
AP48	BMcG advised that other groups are asking HSC Trusts to demonstrate increases in practice placements – could the PLE group demonstrate or evidence this? FC to look at whether this should and can be evidenced/provided via FNFM. 14 <sup>th</sup> Nov Update – Work underway with PLE Work stream to address, reporting template to capture Update 13 <sup>th</sup> Feb – Tracked Organisational readiness reporting	FC/PLE Work Stream		Closed