

Future Nurse Future Midwife Working Group Meeting

Wednesday the 8th of July 2020 11:00 – 13:00

Held via Video Conference

Attendee	Organisation	Apologies	Organisation
Heather Finlay (HF)	DoH	Angela McLernon (Co-Chair)	NIPEC
Frances Cannon (FC)	NIPEC	Donna Gallagher	OU
Pamela Craig (PC)	NHSCT	Paul Canning	CEC
Bernadette Gribben (BG)	NIPEC	Janet Webb	OU
Sharon Conlan (SC)	SHSCT	Stephanie Flack	FSHC
Sheelagh O'Connor (SOC)	BHSCT	Dawn Ferguson,	SHSCT
Clare-Marie Dickson (CMD)	SEHSCT	Rita Devlin	RCN
Verena Wallace (VW)	NMC	Jenny McNeill	QUB
Neal Cook (NC)	UU	Ann Geraghty	FSHC
Rhonda Brown (RB)	BHSCT	Kathy Fodey	PHA
Joanne Fitzsimons (JF)	SEHSCT	Brendan McGrath	WHSCT
Kerrie McLarnon (KMCL)	NHSCT	Breeda Henderson	Student/ Registrant
Fiona Bradley (FB)	NIPEC	Pat Gallagher	DoH
Sue West (SW)	NMC		
Sharon McRoberts (SMcR)	SEHSCT		
Karen McCutcheon (KMcC)	QUB		
McGinn Carol (CMcG)	WHSCT		
Paul Carlin (PC) (OBO Donna Gallagher)	OU		
Dale Spence	DoH		

1. Welcome and Apologies

Noted as above.

2. Chair's Opening Remarks

HF advised that a number of the NMC Emergency Standards will be withdrawn by the end of September 2020. Some of the emergency standards will be retained to allow flexibility and provide a more stable learning environment and to ensure current final year students can complete their courses and become fully registered professionals as they planned.

3. Previous Meeting Minutes (12th of May 2020)

These were agreed as a final and accurate record.

3.1 Update on Actions

An update is provided in the Actions Table at the end of these minutes.

4. Update from the NMC

SW provided an overview of the NMC update briefing (Appendix One) circulated by Anne Trotter to FNFM Programme Board and Working Group. Additional updates include:

- The emergency standards will be replaced by the recovery standards – an end date is yet to be confirmed.
- An extension has been agreed for midwifery programmes until September 2022 should programmes wish to extend their planned dates.
- NMC webinars have recommenced (including Community, Specialist Practice and SCPHN) with over 1200 engagements at events to date.
- OSCE centres will reopen on the 20th of July 2020.
- The NMC's strategy is now published on the NMC's website
- HF advised that DoH will be issuing guidance shortly regarding when paid contracts will cease for nursing students.

5. Programme Board Update

The FNFM Programme Board met on the 1st of July 2020, the main item for discussion was transitioning arrangements for FNFM. It was subsequently agreed to establish the Northern Ireland Practice Learning Collaborative (NIPLC) to support the transition of work and embed in practice.

5.1 Transitioning

FC advised that Future Nurse pre-registration programmes are due to commence from September 2020 and Future Midwife from September 2021. It is now timely that aspects of FNFM work are mainstreamed incrementally into practice and aligned to the role and function of Practice Education Teams within Trusts as part of the transition towards full implementation of the new NMC Education standards. Other work will be continue to be progressed through the FNFM Project to support the implementation of Future Midwife.

The FNFM Programme Board agreed to establish the NIPLC whose aim will be to ensure that the NMC Education Standards (2018) are embedded in practice from September 2020 and monitor the implementation of the regionally agreed FNFM products and resources. The NIPLC will report to the FNFM Working Group /Programme Board (until these are stood down). NIPLC will be co-chaired by two representatives (one from education and one from practice) and the draft terms of reference and membership are currently being reviewed by the FNFM Programme Board. It is anticipated that the NIPLC will first meet in mid-August.

6. Future Midwife (Midwifery Expert Reference Group/MERG)

MERG last met on the 27th of May 2020 and will meet again this afternoon. The NMC Emergency Standards have expedited the introduction of the Standards for Student Supervision and Assessment (SSSA) in Midwifery and awareness training is currently being rolled out by the FNFM Professional Officers, with positive feedback received.

- MERG Curriculum Development - an approval date has been established for 11th November 2020 for QUB's Midwifery Programme.
- Midwifery Ongoing Record of Achievement (MORA) – This work stream has reviewed survey responses regarding the assessment & grading of students in practice – the highest response indicated achieved/not achieved as preferred option. Work is underway to reflect this in the Midwifery curriculum and MORA. Work is also underway to establish resources to support the use of the MORA as well as Midwife specific scenarios for FNFM Preparation Programmes.
- Practice Learning Environments (PLE) – this work stream reviewed and amended the PLE Educational Audit and it is now in use across both Nursing and Midwifery PLEs – feedback has been positive.

7. Update on Work-streams

7.1 Curriculum Development

No further updates available or required (nursing).

7.2 Practice Assessment Document

The three universities have submitted a request to DoH for funding to procure and develop an electronic NIPAD (ENIPAD) – outcome not yet advised. An ENIPAD Task and Finish Group is being established, Co-Chaired by the three universities, and will meet on the 9th of July with Practice and University representation.

7.3 Standards for Student Supervision and Assessment

This work stream met on the 26th of June 2020 and agreed that their objectives had been met. Outputs included a range of resources such as the Model for SSSA, the Guide for those supporting SSSA in practice, Preparation programmes and relevant supporting materials. The work stream will remain available to support midwifery ahead of their approval event in November. Thanks was noted to all colleagues involved in this work stream and who supported the development of all resources.

7.4 Practice Placements

This work stream met on the 19th of June 2020 and agreed that their objectives had been met. In relation to increasing PLE capacity the target to increase placements by 1 per PLE remains in progress with some increase identified, however Covid-19 has presented challenges across PLEs and capacity. BMcG & SMcR are currently working on a risk management framework to support the opening-up of community placements and WHSCT are meeting with different community groups to address challenges to supporting students in the current situation. It is anticipated that an action plan will be developed to resolve challenges and mitigate the risks identified.

PLEs in the Independent Sector - Concerns have been raised regarding availability of student placements in Independent Sector PLEs and completion of audits due to Covid-19 response and pressures. The Independent Sector/Non-HSC task and finish group last met on the 16th of June 2020 – attendance and engagement has been significant and a range of actions are being taken forward, including:

- focus on audits and virtual completion of same
- a range of supporting information leaflets and resources being developed to support PLE's to take students
- access to preparation programme & awareness training - both face to face by the AElS and HSC learning
- universities actively engaging with the independent sector to support the re-opening of PLEs.

7.5 Engagement & Communication

This work stream last met on the 25th of June 2020. Upcoming activity includes:

- a Twitter Chat/webinar to promote engagement and answer questions (it was agreed this should be paused due to demand on staff time and competing demands)
- a CNO Video to launch Future Nurse
- local Trust videos to launch Future Nurse
- a countdown clock commencing in August on NIPEC's webpage
- FNFM communique – July edition to profile organisational activity regarding preparation programmes.

8. Organisational Updates

The Organisational Readiness Group continues to meet monthly - it is anticipated that the remit of this group will be subsumed into the NIPLC once established. To date circa. 1000 staff are recorded to have completed FNFM preparation programmes. Concerns regarding PLE capacity are being monitored and responded to through this group also.

9. Risk Register

The risk register has been updated with relevant Covid-19 risks and mitigation relating to delays in audits/preparation programmes, PLE capacity and staff availability.

Universities noted that reduced community placement/preparedness will impact on Trusts regarding increased student placements. The three universities will be sharing student flows to assist with balanced planning regionally.

FNFM Working Group members noted that all areas are working hard to open and increase PLEs for students and are continuing to reconfigure where possible within the current situation.

10. AOB

KMcC raised a query whether Personal Protective Equipment (PPE) training for students could have a standardised regional 'passport' system so that students do not have to repeat training across different PLEs. It was suggested this request be raised with chair of Infection Prevention (Naomi Baldwin). KMcC will raise this and report back at next FNFM Working Group. **ACTION.**

11. Future Meetings

It was proposed and agreed that NIPLC will meet on 13th of August and the FNFM Working Group meeting on the same date will be stood down. The next FNFM Working Group meeting will be on the 16th of September 2020.

Date	Time	Venue (reviewed as appropriate)
Thurs 13th August 2020	11:00 – 13:00	Stood Down
Wed 16th September 2020	11:00 – 13:00	Lecture Theatre, Castle Buildings, DoH
Thurs 8th October 2020	11:00 – 13:00	Lecture Theatre, Castle Buildings, DoH
Thurs 12th November 2020	14:30 – 16:30	TBC
Thurs 10th December 2020	14:30 – 16:30	TBC
Thurs 14th January 2021	11:00 – 13:00	TBC
Thurs 11th February 2021	14:30 – 16:30	TBC
Tues 9th March 2021	11:00 – 13:00	TBC

Actions

New Actions (from 8 th July 2020)		
Ref	Detail	Owner/s
AP60	Query whether Personal Protective Equipment (PPE) training for students could have a standardised regional 'passport' system so that students do not have to repeat training across different PLEs. It was suggested this request be raised with chair of Infection Prevention (Naomi Baldwin). KMcC will raise this and report back at next FNFM working Group.	KMcC
Actions in Progress		
Ref	Detail/Update	Owner
AP40	Interested organisation to contact SW to assist with NI examples. DG to coordinate BHSCCT examples via Practice Learning Environment (PLE) Work Stream. 15th Oct Update FC to Follow up with organisations. 14 th Nov Update – FC to follow up 12 th May 2020 update – FC to provide post-roll out.	All and DG/ PLE Work Stream

AP58	<p>NIPAD e-portfolio – AEIs are progressing MyProgress as a likely provider for an e-portfolio; meetings will be set up with AEI and practice stakeholders if this is progressed. OU advised they are using OneFile – further discussion regarding this will be arranged between AEIs.</p> <p>8th July 2020 update – ENIPAD Task and Finish Group being established.</p>	AEIs
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Actions Completed since 12th May 2020

Ref	Detail/Update	Owner
AP43	<p>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.</p> <p>12th May 2020 update – AEIs working with this sector re delivery and support</p> <p>8th July 2020 update – AEIs delivering webinars as face to face delivery limited due to Covid-19. PHA has sourced additional funds via DoH to facilitate the wider sign up of new non-HSC organisation individuals for access to e-learning preparation programmes.</p>	Complete
AP59	<p>NIPEC will undertake a scoping exercise to establish the remaining FNFM work relating to Nursing and Midwifery.</p> <p>8th July 2020 update – Completed and work identified to transition as part of NIPLC</p>	Complete

Appendix One: NMC education and standards update for Northern Ireland Future Nurse / Future Midwife programme board

To	Programme board members
From	Anne Trotter, Assistant Director, Education and Standards
Date	6 July 2020
Regarding	NMC update on education and standards

Purpose of briefing

1. To provide the Northern Ireland Future Nurse Future Midwife programme board with updates on NMC items in relation to education, standards and quality assurance of education, now and impacts to the implementation of our new standards in light of the Covid-19 emergency.
2. To provide a summary link to the 2 July 2020 Council meeting and brief updates on decisions following Council's discussions.

Background

3. We published our new Future Nurse (FN) Standards of proficiency and standards for pre-registration nursing programmes (Part 3) in 2018 together with our new Education Framework (Part 1), Standards for student supervision and assessment (Part 2) and new nurse and midwife prescribing standards and associated programme standards.
4. In 2019 we published new Future Midwife (FM) standards of proficiency and new standards for pre-registration midwifery programmes.
5. In 2019 we also published an independent evaluation of our current post registration standards, Specialist Community Public Health Nursing (SCPHN) and Specialist Practice Qualifications (SPQ), and convened a post registration standards steering group with Dr David Foster as the independent chair.
6. Transitional arrangements were also agreed by Council to support approved education institutions and their practice placement partners as they proceed to design and seek approval of new programmes in line with our QA framework.
7. Inevitably the Covid-19 emergency has affected the implementation of new standards and has led to our Council the extending the transition period for commencing pre-registration nursing programmes and prescribing programmes and agreed to the publication of emergency education standards for nursing and midwifery education in March 2020.
8. Our Council is discussing our approach to recovery as the emergency moves into new phases of planning and timelines across the four UK countries at their open meeting on 2 July 2020.

Future Nurse, Return to practice and nurse/midwife prescribing

9. Although a significant number of approval events have taken place some were due to take place between March-July 2020. Due to Covid-19 several institutions have deferred their approval visits due and others have decided to continue and undertake their approval virtually. Inevitably this will impact on the number of approvals during the next academic year, however plans are in place to manage these.
10. In Northern Ireland all three pre-registration nursing providers have held their approval events for the new nursing programme. At the time of July's programme board The Open University intimated that they were waiting for confirmation of approval. I can confirm that the approval letter was sent on 26 May 2020.
11. We have reviewed how we present the supporting information on our website and additional information on proficiencies for both nursing and midwifery will be available soon. This means our supporting information grows and supports our stakeholders when considering ways to implement and inform people about the new standards. We are also recording webinars across the standards and all these will be uploaded as they are completed. We hope to publish these updates on 14 July so do keep an eye out on our web pages.

Future Midwife

12. The three devolved administrations had taken the decision to seek approval of new midwifery programmes for a September 2021 start with some AEs in England seeking approval for September 2020 start. Development of a new curriculum is underway at Queen's University Belfast and Verena Wallace is supporting the engagement activity for this. They are seeking approval (Gateway 4) in November 2020.
13. We have received feedback from lead midwives for education who have requested that we extend the transition period to September 2022. We have listened fully to the request from the LME forum chair due to the impact of the Covid-19 emergency and Council will be asked to consider an extension to the transition period at their early July meeting.
14. As with all other new standards we continue to support implementation activity and our senior midwifery advisers will be recommencing virtual webinar engagement soon.

Post registration standards review project

15. In preparation for a review of our involvement in post-registration standards, we published an independent evaluation of our specialist community public health nursing and specialist practice qualification standards in May 2019. We have established a UK wide post registration steering group (PRSSG) that is supporting the future direction of our work in this area, chaired by Dr David Foster OBE. The steering group met virtually on 24/25 June 2020 and supported the work undertaken that supports the continuation of the project.
16. We updated Council in May on what steps we have put in place to continue the project during the emergency and remain committed to co-production of evidence informed standards that we can all be proud of. An update paper is going to the late July 2020 open Council virtual meeting.
17. We have resumed the virtual standards discussion groups for SCPHN and small group SPQ discussion engagement. We have secured participation from colleagues in Northern Ireland. We are seeking further representation from nurses who work in general practice and those who are children's community, community learning disabilities and community mental health nurses.
18. Our plans engage virtually with wider stakeholders during this pre consultation phase has now started. Two webinars have been held so far with approximately 1200 in attendance. Further webinars and virtual roundtables are scheduled for July and early August. Our intention to publish new standards in late summer/autumn 2021 remains in place. Further information can be found [here](#).

Update on Emergency standards and plans for recovery

19. The emergency standards continue to be in place offering flexibility for AEs and practice placements to enable students to support the workforce at this time. We understand that over 25,000 students across the UK have moved into extended placements under our emergency standards with the necessary support in place to continue with their studies. This is an outstanding achievement and demonstrates the full commitment to collaboration and partnership working that took place. This level of partnership bodes well for the implementation of new standards for our future nurses and midwives.
20. Due to the success of this aspect we have taken the decision not to invite student nurses in their final six months onto the temporary register. Our full statement can be found [here](#).
21. We would welcome any update on impacts and future plans for opening of AEs, programme recruitment and start dates for 2020-21 academic year.
22. We have provided FAQs in response to enquiries we receive and continue to update as needed. These can be found [here](#).
23. As reported at the programme board Council will be discussing what needs to happen when moving out of the Covid-19 emergency and into the recovery phase at their early July meeting. The link to the Council paper can be found [here](#) (see page 85).
24. By way of update; Council agreed to:
 - 24.1. approve the withdrawal of the Covid-19 Emergency Education Standards on 30 September 2020
 - 24.2. approve the draft Recovery Standards that will take effect from 30 September 2020
25. In addition Council agreed to extend the implementation date of the Standards for pre-registration midwifery programmes to September 2022.

Temporary registration and update

26. We continue to monitor the emergency situation and monitor the different groups who have been invited to join the temporary register. This includes those nurses and midwives who had lapsed from our register over the last five years and those overseas registrants who had already applied to join our full register, were at the stage that they were eligible to undertake the OSCE¹ component of the test of competence, and are already in the UK.
27. We have provided further information for those who have returned to the temporary register who may wish to use their practice hours while on the temporary register as part of their intention to return to the full NMC register. This can be found [here](#) in the FAQ section but states:
 - 27.1. If you have been off our permanent register for less than five years, you may opt in to join our temporary register. If you are currently on an RTP course you can defer your course and return at a later date. Your education institution should be able to advise you whether they will grant you Recognition of Prior Learning (RPL) for the hours you complete in practice while on the temporary register.
 - 27.2. Alternatively if the hours you have practised on the temporary register fulfil the criteria for admission (450 hours over three years or 750 hours over five years) then you could apply for readmission.

¹ NB: the OSCE test centres are currently closed and discussions with the test centres are taking place about the safe re-opening of these centres.

28. By way of update:

28.1. More than 13,000 people had joined the temporary register across the UK. Temporary registration removal guidance had been put in place. There were three areas where the NMC had decided not to use the emergency powers available: temporary registration of students; temporary registration of partial lapsers and temporary prescribing powers. These decisions had been taken following consultation with partners and representative bodies, recognising that there was now less demand for rapid expansion of the workforce than initially anticipated and these measures were not needed for the foreseeable future.

28.2. In support of the new recovery planning phase and following Council meeting on 2 July we announced the reopening of the three OSCE test centres. Further information can be found [here](#).

Summary and wider updates

29. We are committed to continue to work in partnership with you on all aspects of our work, both now during the emergency, planning for recovery and moving forward to support the implementation of our new standards.

30. Our Covid hub provides information and advice has been well received. We continue to update this hub as we move towards recovery and planning, and have a range of FAQs that take account of emerging queries and joint statements. Please continue to check in regularly with this hub that can be found [here](#).

31. We have published a statement from the NMC Chair on recent Council member recruitment that can be found [here](#) and highlights the actions that will be taken to ensure that appropriate membership of Council can take place that includes the registrant membership of people with both nursing and midwifery expertise.

32. We have now published our new Strategy for 2020-2025 and further information can be found [here](#). In line with the direction of travel and ambition of the new strategy we have had an organisational restructure. This means that the education and standards directorate has been renamed as Professional Practice. There is a named director for Northern Ireland, Edward Walsh who is the Executive Director of the Communications and Engagement directorate.

33. At the 2 July Council meeting Council were updated on the issues for the NMC arising from the Black Lives Matter movement. This paper can be found [here on page 32](#). An earlier blog from our Chief executive and Registrar Andrea Sutcliffe CBE can be found [here](#).

Further information

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Professional Practice

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