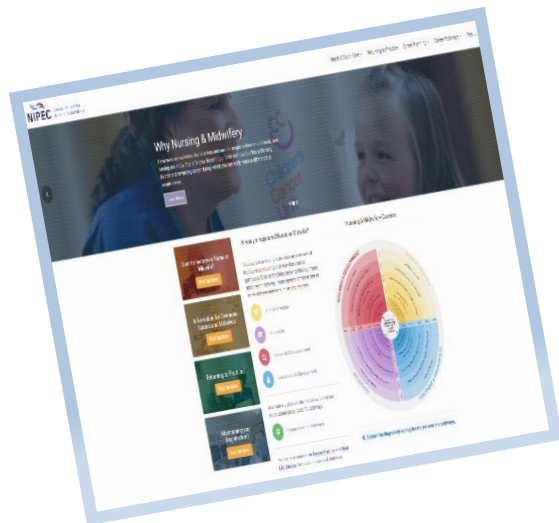


RNLD Professional Development Forum 19th June 2018 Agenda

- **Welcome**
- **Launch of the Learning Disabilities Nursing Career Pathway**
- **Outcome Measurement Framework Update**
- **KPI for RNLD Nursing – Update**
- **RNLD RCN Nurses Network update**
- **Update: NI Collaborative (priorities 2018-19)**
- **Date next meeting**

Launch of the Career Pathway Learning Disabilities Nursing

Professor Charlotte McArdle
Chief Nursing Officer, DoH



19th June 2018

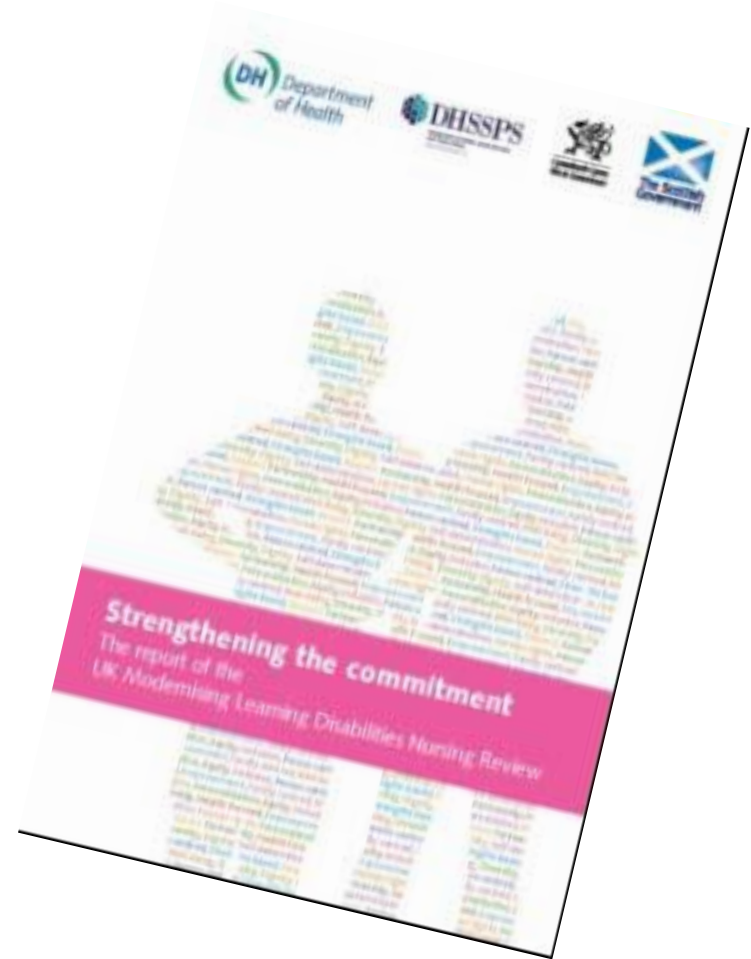


Maurice Devine
Assistant Head of CEC
Chair of the Career Pathway Registered Nurses
Learning Disabilities
&
Frances Cannon
NI Action Plan Project Lead
Senior Professional Officer
NIPEC

Aim of the project:-

Under the theme of Strengthening Capacity the NI Collaborative are specifically asked to:-

Contribute to and provide a learning disabilities nursing perspective to the regional Career Pathway Project, being facilitated by NIPEC and in doing so, assist health and social care service providers and learning disabilities nurses to identify/consider/pursue the range of career progression pathways that are available to them.



Project Steering Group

Maurice Devine Chair of the Career Pathway Registered Nurses Learning Disabilities

Frances Cannon (Project Lead, NIPEC) supported by Ursula Gaffney Professional Officer

DOH
Chief Nursing Officer
NI Collaborative

Steering Group

**Career Pathway
Learning
Disabilities
Nursing**

Five HSC Trusts

PHA

RQIA

Independent Sector

Staff side
Organisations:
RCN /Unison Unite

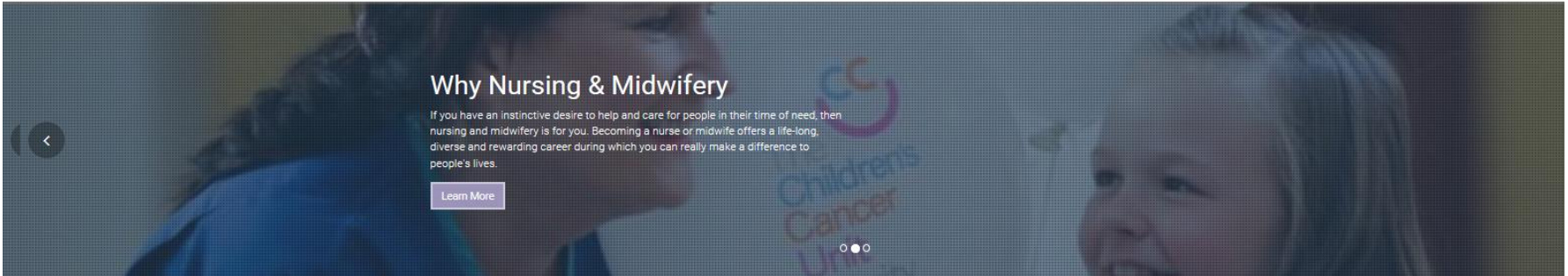
Clinical Education
Centre

Ulster
University

Queen's
University Belfast

Open
University

NIPEC Career Pathway



Why Nursing & Midwifery

If you have an instinctive desire to help and care for people in their time of need, then nursing and midwifery is for you. Becoming a nurse or midwife offers a life-long, diverse and rewarding career during which you can really make a difference to people's lives.

[Learn More](#)

Want to become a Nurse or Midwife?

[Find Out More](#)

Information for Overseas Nurses and Midwives

[Find Out More](#)

Returning to Practice?





[Find Out More](#)

Maintaining your Registration?

[Find Out More](#)

Already a registered Nurse or Midwife?

The diagram on the right provides an overview of the four main nursing and midwifery career pathways. Click on the links below to find out more about each pathway. Most careers combine one or more of these elements in varying degrees.

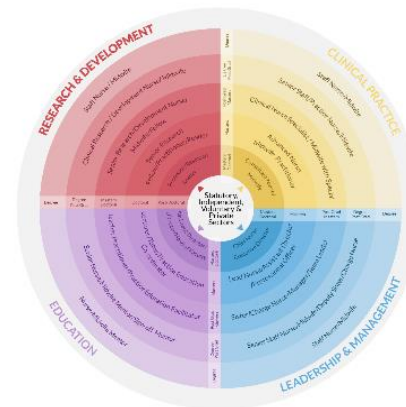
-  Clinical Practice
-  Education
-  Research & Development
-  Leadership & Management

Alternatively, click on the link below to find out more about career specific pathways.

-  [Career Specific Pathways](#)

You can also search the [Career Profiles](#) and [Real Life Stories](#) from local nurses and midwives.

Nursing & Midwifery Careers



 Explore the diagram by rolling the mouse over the pathways.

Real Life Stories



Owen Barr
Professor of Nursing
and Intellectual
Disabilities, UU



Joanne Blair
Nurse Lecturer, QUB



Maurice Devine
Assistant Head of
Clinical Education
Centre



NIPEC Career Pathway: Learning Disabilities Nursing

<http://www.nursingandmidwiferycareersni.hscni.net/career-pathways/career-specific-pathways/>



Frances Cannon
Project Lead
SPO NIPEC

Career Pathway Learning Disabilities Nursing

Are you interested
in a career in
Learning Disabilities
Nursing?

Clinical
Domain

Management and
Leadership
Domain

Do you want to
further develop
your career as a
Learning Disabilities
Nurse?

Education
Domain

Research and
Development
Domain



This web based Career Pathway for Learning Disabilities Nursing provides information to support professional and career development, whether you're an aspiring Learning Disabilities Nurse or you want to further develop your career in this field of practice.

For more information visit:

<http://www.nipec.hscni.net/resource-section/lear-dis-nur-home/>

Nicki Patterson

- Chair of the NIPEC Career Pathway Governance Group



Outcomes Measurement Framework

Demonstrating the impact of Registered Nurses Learning Disabilities (RNLD) interventions

Introduction

The purpose of this document is to bring together a range of evidenced based outcome measurement tools which could be utilised by RNLDs to help demonstrate the impact of their contribution in providing safe effective person centred care for people with Learning Disabilities.

The tools and resources included have been provided by RNLDs from the five HSC Trusts working with people with Learning Disabilities across the life span.

This documents provides the name, a brief overview of the tools, and where to find out further information. For ease of access the tools and resources are presented alphabetically additionally where services currently using the tools are included.

As Registered Nurses for people with learning disabilities it is expected that nursing care is based on a person-centred assessment - which captures the individual's strengths and abilities whilst identifying and recognising particular needs which can be addressed through specific nursing interventions. In collaboration with the person with learning disabilities their needs should be prioritised and a plan of care agreed - based on the best available evidence. It is acknowledged that RNLDs work as part of interdisciplinary teams to provide the best care and meet all the needs of people in such situations, nursing care plans forms part of the overall interdisciplinary approach to care, but are still clearly identifiable as a nursing document.

Furthermore, Registered Nurses need to evaluate the outcomes of the care they provide and to be able to demonstrate the positive effect it is having on the person's health. Registered Nurses must also quickly recognise any detrimental impact of the care provided and adapt the care to improve a person's health and well-being and prevent any harm. Therefore, Registered Nurses need to have in place approaches and tools to monitor the effectiveness of the care they provide and establish the outcome of care provided is having on the person receiving nursing care.

Outcomes Measurement Framework



Outcomes measurement tools included should help provide clear evidence of the impact of the contribution of the RNLD in providing safe effective person centred care for people with learning disabilities.

Sharing good practice

Clear information to support the successful achievement of agreed objectives can be used to highlight the contribution of RNLDs to the lives of people with learning disabilities. Equally, lessons learnt from situations where limited progress occurred can also provide important learning. Nurses should take opportunities to share these insights with colleagues (maintaining anonymity of the person using nursing services). In particular sharing information relating to how it was possible to clearly demonstrate evidence of progress, or the need for review of objectives and the steps to achieve these, is vitally important to the delivery of safe effective care.

Selecting an approach – key points to consider?

- Relevance – what is it you are trying to gather information on?
- Copyright and costs – consider are there copyright implications and cost. Is there cost or copyright restrictions on the use of the instrument – who do you need to liaise with to gain permission for use.
- Need for education – is there a training issue related to use of the tool?
- Understanding for the person with learning disabilities / family / carers / colleagues – is there an easy read version

Approaches / tools that could be used to demonstrate impact of RNLD interventions

Name	Brief overview	For further information
Abbey Pain Scale	Pain Assessment Tool for use with patients with cognitive impairment Including patients with Dementia who cannot verbalise or have communication difficulties	https://www.apsoc.org.au/PDF/Publications/Abbey_Pain_Scale.pdf
Braden Scale	The Braden Scale for Predicting Pressure Ulcer Risk, is a tool that was developed in 1987 by Barbara Braden and Nancy Bergstrom. The purpose of the scale is to help health professionals, especially nurses, assess a patient's risk of developing a pressure ulcer.	https://www.in.gov/isdh/files/Braden_Scale.pdf .

Outcomes Measurement Framework

<p>CAMHSSS-measures satisfaction with the service</p>	<p>The CAMHS Satisfaction Scale (CAMHS SS) measures the following seven dimensions of satisfaction with mental health services:</p> <ol style="list-style-type: none"> (1) Overall satisfaction, (2) Professionals' skills and Behavior (3) Information, (4) Accessibility of services, (5) Effectiveness of treatment, (6) Relatives' involvement, and (7) Types of intervention offered. 	<p>http://www.corc.uk.net/outcome-experience-measures/camhs-satisfaction-scale/</p>
<p>CORE Outcome Measure</p>	<p>CORE Outcomes Measurement Tools CORE – OM</p> <p>The CORE Outcome Measure (<i>'Parent' measure</i>)</p> <p>The CORE-OM is a 34-item generic measure of psychological distress, which is pan-theoretical (i.e., not associated with a school of therapy), pan-diagnostic (i.e. not focused on a single presenting problem), and draws upon the views of what practitioners considered to be the most important generic aspects of psychological wellbeing health to measure. The CORE-OM comprises 4 domains:</p> <ul style="list-style-type: none"> • Well-being (4 items) • Symptoms (12 items) • Functioning (12 items) • Risk (6 items) 	<p>http://www.coreims.co.uk/About_Measureme nt_CORE_Tools.html</p>
<p>Disability Distress Assessment Tool (DisDat)</p>	<p>The Disability Distress Tool is intended to help identify distress cues in people who because of cognitive impairment or physical illness have severely limited communication.</p> <p>Designed to also document a person's usual content cues, thus enabling distress cues to be identified more clearly.</p> <p>NOT a scoring tool. It documents what many staff have done instinctively for many years thus providing a record against which subtle changes can be compared. This information can be transferred with the client or patient to any environment.</p>	<p>http://www.wihb.scot.nhs.uk/LD/toolkit/disdat%20Assess%20tool%2009.pdf</p>

Key Performance Indicator

Nursing and Midwifery Key Performance Indicators (KPI)

Demonstration of Improvements in Practice

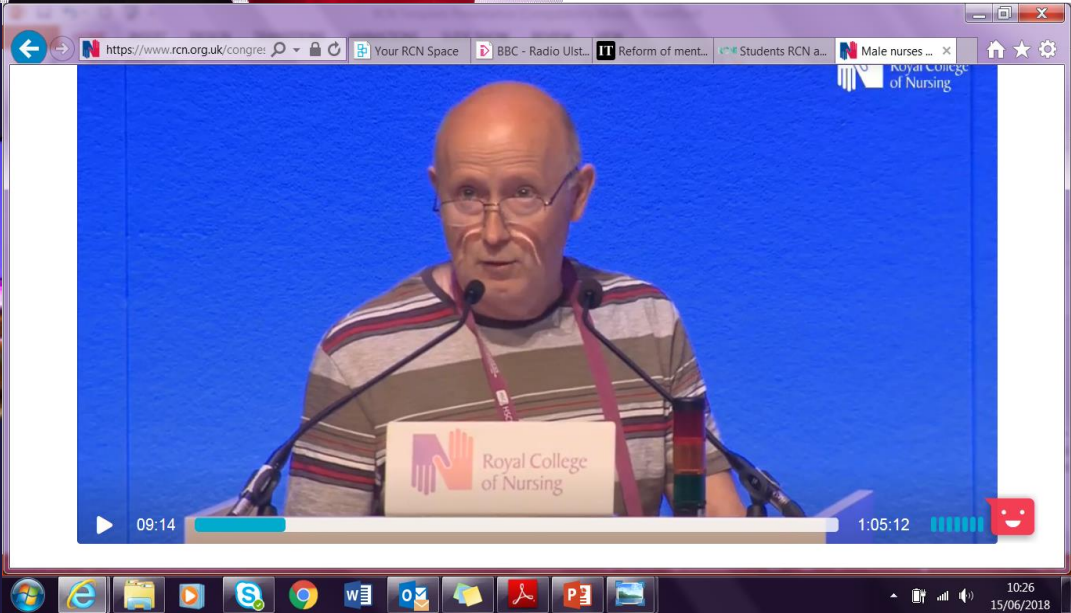
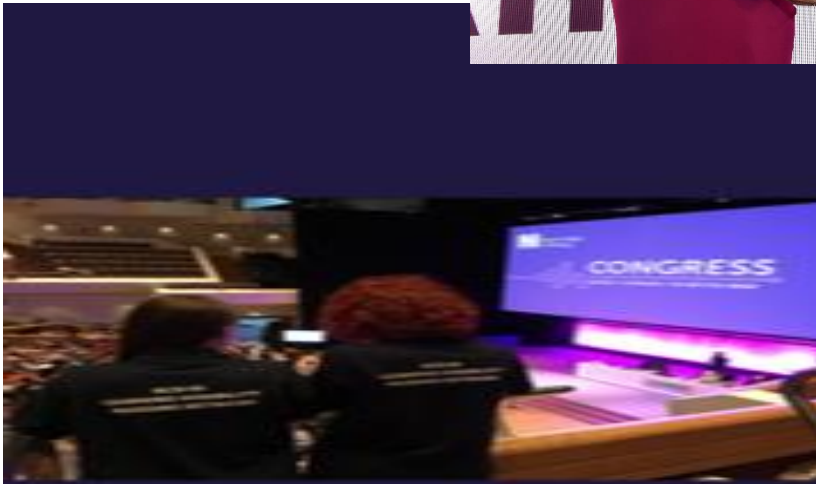
Learning Disabilities Nursing: - Public Health / Health Improvement

Practice Area:	Learning Disabilities Nursing Public Health / Health Improvement
Timeframe:	TBC
Key Performance Indicator (KPI):	% of clients with Learning Disabilities receiving care from a Registered Learning Disabilities Nurse who have a nursing intervention in their plan of care targeting health improvement ¹
Rationale for Monitoring	<p>There is strong evidence² that people with learning disabilities have poorer physical and mental health needs when compared to the general population. In addition many have difficulties accessing and using general health services. Learning Disabilities Nurses have expertise in facilitating and supporting access to general health care services. They are ideally placed to contribute to the prevention, early- intervention, strengths-based and public health approaches that are increasingly being applied to the general population to address health needs and can be used or adapted for people with learning disabilities. Public Health interventions are key recommendations of Strengthening the Commitment³ and a key strategic intention set out within "Delivering Together"⁴.</p> <p>This KPI will support Learning Disabilities Nurses to be proactive in preventative and public health focused interventions, promoting the assessment and development of person centered care plans where relevant in relation to mental and physical health problems.</p>

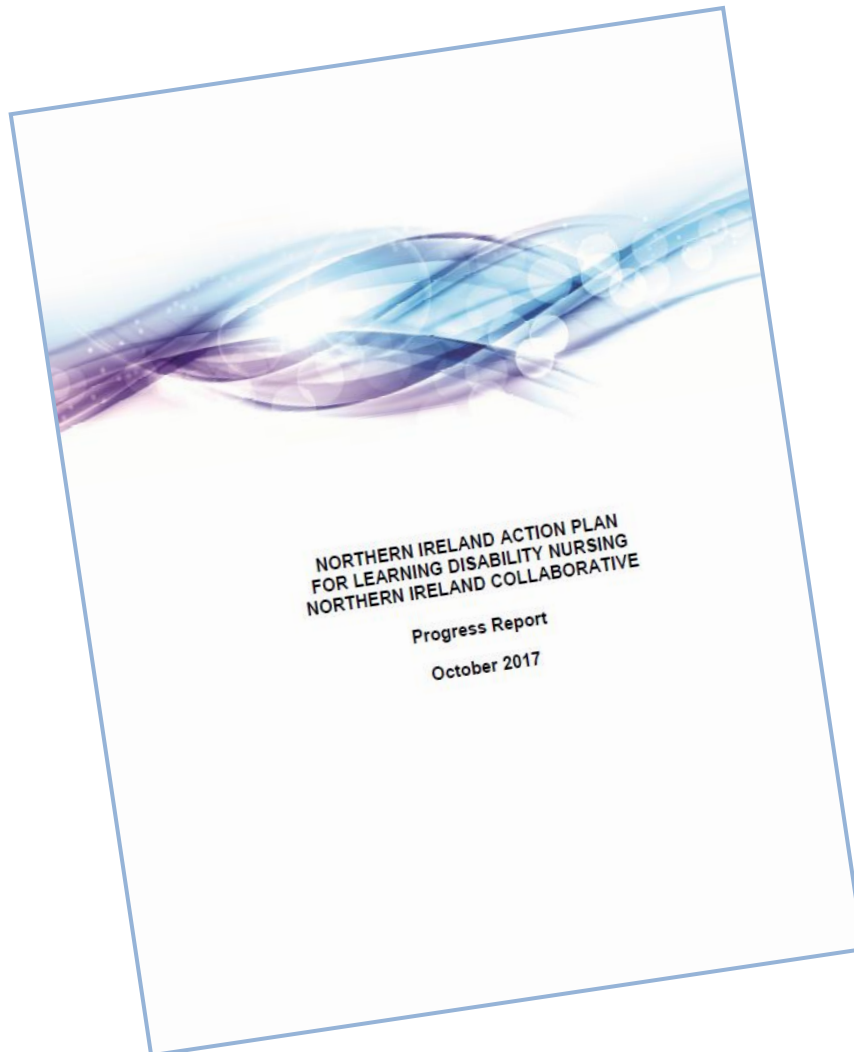
Key Performance Indicator

Methods of Data Collection (Regionally agreed)	<p>Through the review of x (TBC) number of notes of clients in:</p> <ul style="list-style-type: none"> ➢ Community Learning Disabilities Nursing Teams ➢ Hospital settings for people with Learning Disabilities <p>audit the number of those who have a nursing intervention in their plan of care targeting health improvement.</p> <p>Spread Plan: Registered Learning Disabilities Nurses working in specialist team/services as registrants.</p>			
Date reporting of the KPI's	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
Demonstration of Improvement	<p>Evidence of nursing intervention in the clients plan of care targeting health improvement e.g may include</p> <ul style="list-style-type: none"> • Weight Management Programme • Mindfulness • Anxiety/stress management • Sleep hygiene • PBS • Exercise programme • Dietary Advice/ Education • Oral Hygiene advice 			

Additional



Annual Report



http://www.nipec.hscni.net/download/projects/current_work/promote_profdevelopment/strengthening-commitment/resources/Collaborative-Annual-Report-Dec17.pdf

Priorities 2018-2019

- Support the contribution of RNLDs to the outworking of a number of key strategic drivers
- Facilitate a workshop to agree local action plans to support the Learning Disabilities Nursing workforce in the following:
 - the management of people who may present with challenging behaviour
 - current risk assessment and management process
 - effective responses to safeguarding relating to adults and children with Learning Disabilities
- Support the on-going implementation and further development of KPIs specific to Registered Nurses -Learning Disabilities
- Support an implementation plan to embed the Outcomes Measurement Framework
- Visibly promote scholarships and development opportunities

And Finally

**Date next RNLD Professional Forum meeting -
17th October 2018 Venue TBC**

Thank you for coming and safe onward journey