



**Northern Ireland Practice and Education
Council for Nursing and Midwifery**

**Evaluation Process for Post-Registration
Education Programmes Commissioned by the
Department of Health and Public Safety**

Final Report

Published by the Northern Ireland Practice and Education
Council for Nursing and Midwifery (NIPEC)

*'All rights reserved. This document may not be reproduced, stored in a retrieval system,
transmitted or utilised in any form either in whole or part without prior written permission
from NIPEC.'*

Copyright © Northern Ireland Practice and Education
Council for Nursing and Midwifery (NIPEC)

Index

Section	Page number
1.0 Introduction and background	1
2.0 Initiative plan and progress	1
3.0 Outcomes	3
4.0 Implementation	4
5.0 Initiative evaluation	4
6.0 Conclusion	4

1.0 Introduction and background

- 1.1 The Department of Health, Social Services and Public Safety (DHSSPS) commissions Post-Registration Education for Nurses and Midwives from a range of providers across Northern Ireland, which includes universities, in-service education consortia, and independent providers. Programmes are also funded for provision by training units at Health and Social Care (HSC) Trust level, in relation to delivery of local in-service education. The commissioning process is managed through the DHSSPS Education Commissioning Group (ECG). Commissioned programmes include:
- Study days
 - Individual modules
 - Courses of two or three modules
 - Programmes of six modules leading to an NMC regulated programme such as Specialist Practice Qualifications.
- 1.2 It is important that it can be clearly demonstrated that the education and development activities commissioned by the DHSSPS provide value for money. In particular, it is essential that the knowledge and competence gained by individuals completing the programmes can be seen to have a potentially positive impact on improvements in professional practice and service development.
- 1.3 The ECG held a workshop on 23rd October 2009 to consider commissioned activity for the 2010 – 2011 Commissioning Cycle. It was agreed at this meeting that it would be useful to develop an evaluation process that could assist the ECG in determining that the commissioned education activities are providing value for money and fitness for purpose. The Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC) was requested by the DHSSPS to take forward an initiative to develop a process for evaluation of DHSSPS commissioned post-registration nursing and midwifery education programmes.

2.0 Initiative plan and progress

- 2.1 The initiative was established as a short, time-limited activity and it was agreed that a Working Group, facilitated by NIPEC and comprising nominated HSC Trusts and Education Provider representatives would take forward the work. The membership of the Working Group is attached at Appendix One.
- 2.2 At an initial scoping meeting with Working Group members, held in June 2010, it was decided that it was not feasible to develop a full evaluation framework with tools and resources due to the current economic constraints in the Trusts and their capacity to collect and analyse data. It was agreed that the evaluation process would be based on activities already established by education and service providers, with a focus on enhancing the processes to evidence the impact that the learning activities make on

improving practice. The aim of the initiative was agreed as that of developing an evaluation process to determine the impact that individual nurses' or midwives' learning interventions have on practice and service delivery in their area.

2.3 The objectives of the initiative were to:

- I Document the evaluation processes which are currently used by education providers.
- II. Develop a process that builds on those currently in use to evaluate the impact of the learning activity on practice.
- III. Explore the use of learning agreements for use by line manager and learner.
- IV. Consider the feasibility of a framework to support this.

2.4 It was agreed at the Scoping Meeting that information would be collected over the summer months in relation to the evaluation processes used by the education providers. The initial meeting of the Working Group was held in October 2010 and the group met on three other occasions, with the final meeting being held in February 2011, with electronic communications between meetings to provide feedback and comment. The final draft evaluation process has been submitted to the DHSSPS Education Strategy Group for final agreement. This will take place through Chair's action to facilitate implementation as identified at para 4.0 of this report.

2.5 The methodology for the work included:

- Reviewing and writing up of processes established by the education providers
- Identifying an evaluation process, involving education and service providers, that could be implemented within resource constraints
- Developing guidance regarding implementation of individualised Learning Agreements within HSC Trusts
- Developing a paper that would describe the evaluation process
- Receiving feedback and comment from Working Group members and key staff within education and service provider organisations
- Considering implementation of the evaluation process

2.6 Achievement of objectives

- I. Document the evaluation processes which are currently used by Education Providers

This objective was fully achieved.

Information was received from all education providers and one face to face meeting was held with nominated representatives. The evaluation processes were written up and presented at the first meeting of the Working Group in October 2010. The processes were also incorporated into the final paper describing the evaluation process.

- II. Develop a process that builds on those currently in use to evaluate the impact of the learning activity on practice.

This objective was fully achieved.

An evaluation process was developed and published. The process addressed the areas of: curriculum development; selection of learning and development activities; evaluation by education providers; and evaluation by HSC Trusts.

- III. Explore the use of learning agreements for use by line manager and learner.

This objective was fully achieved.

The published paper includes guidance on implementing individualized learning agreements. This aspect is seen as an essential component to facilitate evaluation by programme participants and line managers regarding the output from each learning activity and impact on practice.

- IV. Consider the feasibility of a framework to support this.

This objective was fully achieved.

It was agreed at this time that the development of an evaluation framework would not take place due to the resource constraints in Trusts in relation to their ability to collect and analyse data. It was agreed that the process would include an exception reporting requirement to ensure that issues re quality and relevance of programme provision were addressed by Trusts and education providers.

3.0 Outcomes

3.1 An evaluation process was developed and addressed the following areas:

- Curriculum development, to ensure the programme met identified service needs in the first instance and was developed using expertise from education and service providers
- Selection of learning and development, to establish clearly that the programme participants and their line managers have selected the relevant activity that will meet identified learning needs
- Programme evaluation by education providers, to describe the various evaluation activities already established by education and service providers

- Programme evaluation by HSC Trusts, to ensure ongoing evaluation during programme delivery and evaluation following programme completion.
- 3.2 The evaluation process will be published on the NIPEC website once it is approved by DHSSPS Education Strategy Group. The draft process, dated March 2011, can be viewed at www.nipec.hscni.net/pw_dhsspspostregeeducation.htm

4.0 Implementation

It is recognised that much of the process developed as a result of the initiative is already in place, with the exception of the Learning Agreement. It is envisaged that the Learning Agreement process is implemented, in the first instance, in a format to test utility. It is recommended that the ECG selects a sample of commissioned activity across all the HSC Trusts to pilot the process in Semester One of Academic Year 2011-2012. This pilot will address the implementation of the Learning Agreement, as outlined in Section 5, of the Evaluation Process document (see para 3.2 above) and will not address the follow-up evaluation, as outlined in para 5.7. The review of the outcome of the pilot should be completed at the end of March 2012. The working group will reconvene to review the implementation of Learning Agreement and determine any changes required. It is recommended at that point that the Education Strategy Group should develop a strategy for full implementation, which may take up to five years.

5.0 Initiative evaluation

It is important for NIPEC to consider the quality of the implementation of its initiatives. A questionnaire, copy attached at Appendix Two, was issued to members of the Working Group. Ten questionnaires were issued and seven were returned, representing a 70% return. All respondents indicated that they were satisfied with the overall organisation of the meetings. For all other elements of the questionnaire, all respondents indicated that they strongly agreed or agreed with the management of the initiative. No additional comments were provided with suggestions for improving the overall management of the initiative.

6.0 Conclusion

Measurement of the impact of learning on improvements in patient and client care and the patient experience, together with enhanced service delivery, is critical to the ability to demonstrate that value for money is being achieved within the DHSSPS nursing and midwifery post-registration education funding processes. The above process has been articulated to assist education providers and their service partners in making this transparent. It is recognised that this is a very complex process and particularly challenging at a time when economic constraints are being met within the health and education sectors.

Membership of the Working Group

Teresa Barr	Assistant Director of Nursing and Midwifery Education	Beeches Management Centre
Lesley Barrowman	Senior Professional Officer	NIPEC (Chair)
Bob Brown	Assistant Director of Nursing, Learning and Development	South Eastern Health and Social Care Trust
Paula Fearon	Professional Officer	NIPEC (until 30 November 2010)
Donna Fitzsimons	Senior Manager of Nursing, Research	Belfast Health and Social Care Trust
Patricia Gillen	Co-ordinator of Post Registration Education (Commissioned and Non Commissioned Business)	University of Ulster
Kevin Gormley	Assistant Director of Education, Post-Registration and Postgraduate Taught	Queen's University, Belfast
Elizabeth Graham	Assistant Director of Nursing, Education and Development	Northern Health and Social Care Trust
Loretta Gribben	Nurse Education Consultant	Beeches Management Centre (from 1 November 2010)
Glynis Henry	Assistant Director of Nursing, Workforce Development and Training	Southern Health and Social Care Trust
Pauline McMullan	Business and Contracts Manager, Post Registration Education Commissioning	DHSSPS
Annetta Quigley	Nurse Manager, Workforce, Planning & Development	Western Health and Social Care Trust
Hilary Todd	Education Manager	Nursing Education and Development Consortium, North and West
Marie Nesbitt	Director of In Service Education	Nursing Education and Development Consortium, North and West

**EVALUATION PROCESS FOR DHSSPS COMMISSIONED POST-REGISTRATION
EDUCATION**

INITIATIVE EVALUATION QUESTIONNAIRE

WORKING GROUP MEMBERS

As part of the evaluation of this initiative NIPEC is seeking feedback from Working Group members on the effectiveness of the management of the initiative.

In order for your answers to be saved on the attached form, it will be necessary for you to save the form to your desktop, and once completed re-attached it to the return email to us.

I would be grateful if you would complete this questionnaire by please clicking on the tick box to indicate your answer. You will notice that there is a shaded box at the “Other Comments” section; this is a text form field which will allow you to input unlimited text, please remember to use carriage return. As this form is a protected document it will only allow you to input at the grey shaded boxes.

The abbreviations represent the following comments:

SA = Strong agree; A = Agree; D = Disagree; SD = Strongly disagree; N/A = Not applicable

Additional comments are welcome if you feel that the tick box does not adequately reflect your views.

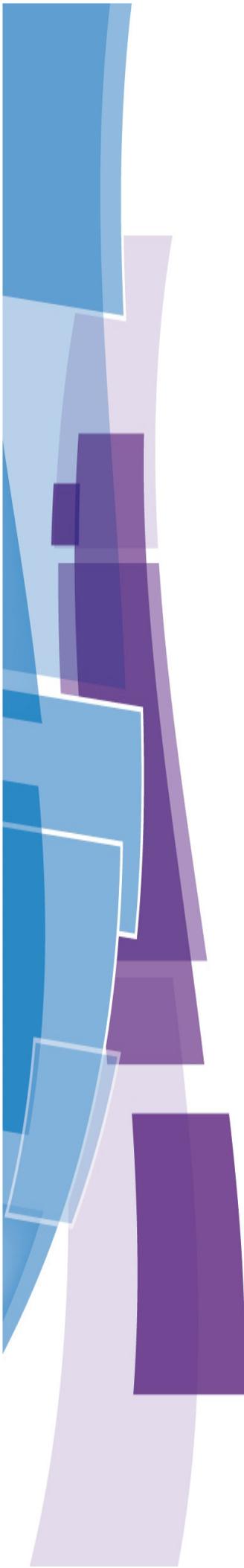
1. Organisation of the meetings.	Yes	No
I always received an agenda and relevant notes at least 7 days before the date of the meetings.	<input type="checkbox"/>	<input type="checkbox"/>
The circulated and tabled papers were relevant for my needs.	<input type="checkbox"/>	<input type="checkbox"/>
The information presented in the papers was easy to understand.	<input type="checkbox"/>	<input type="checkbox"/>
The briefings on agenda items were adequate for my needs.	<input type="checkbox"/>	<input type="checkbox"/>
The frequency of meetings was appropriate.	<input type="checkbox"/>	<input type="checkbox"/>
The schedule of dates for Working Group meetings was helpful in planning my attendance.	<input type="checkbox"/>	<input type="checkbox"/>

2. Discussion/debate at the meetings.	SA	A	D	SD	N/A
The duration of the meetings was adequate for the business.	<input type="checkbox"/>				
There was sufficient time for discussion of items at meetings.	<input type="checkbox"/>				
In general a consensus of views was arrived at during discussions.	<input type="checkbox"/>				
My attendance at meetings enabled me to adequately represent my stakeholder group.	<input type="checkbox"/>				
Members input to discussion at meetings was encouraged and valued.	<input type="checkbox"/>				
The structure of the meetings enabled members to make a positive contribution to the development of the initiative outputs.	<input type="checkbox"/>				

3. Overall management of the Initiative	SA	A	D	SD	N/A
The overall management of the initiative facilitated a regional approach to the development of the outputs.	<input type="checkbox"/>				
4. Structure of the Initiative					
The initiative plan and work programme ensured the initiative objectives were achieved.	<input type="checkbox"/>				
5. Communication and Consultation during the Initiative					
Communication from NIPEC ensured that I kept up to date with the progress of the initiative.	<input type="checkbox"/>				

Please include any other comments which would have improved the management of the project:

Thank you for taking the time to complete this feedback sheet. Please return this form via e-mail to: julie.edgar@nipec.hscni.net by 9TH March 2011



For further Information, please contact

NIPEC

Centre House
79 Chichester Street
BELFAST, BT1 4JE

Tel: 028 9023 8152

Fax: 028 9033 3298

This document can be downloaded from the NIPEC website
www.nipec.hscni.net

April 2011