



## PERIOPERATIVE NURSING CAREER PATHWAY

### STEERING GROUP MEETING

**Meeting held via Zoom on Tuesday 7 June 2022 at 09:30am**

#### **Present**

Janet Johnson, Chair, Belfast HSC Trust	JJ
Kate Agnew, Northern HSC Trust	KA
Tracey Campton, Belfast HSC Trust	TC
Ruth Collins, Association for Perioperative Practice (AfPP)	RC
Hilary Cummings, Southern HSC Trust	HC
Patrick Gallagher, Clinical Education Centre	PG
Jennifer Hamilton, South Eastern HSC Trust	JH
Laura Kyle, Western HSC Trust	LK
Daphne Martin, Queen's University Belfast	DM
Theresa Maynes, Ulster University	TM
Cathy McCusker, NIPEC	CMcC
Cathy McDowell, South Eastern HSC Trust	CMcD
Linzi McIlroy, Royal College of Nursing	LMcI
Shauna McKenna, Belfast HSC Trust	SMcK
Tracey McKittrick, Directors of Human Resources Forum	TMcK
Gillian McLean, Northern HSC Trust	GMcL
Helena Murray, Southern HSC Trust	HD
Katy Rennick, Department of Health	KR
Eunice Strahan, Project Lead, NIPEC	ES
Tracey Wallace, Western HSC Trust	TW

#### **Apologies**

David Calvin, Public Health Agency  
 Dr Will Donaldson, Royal College of Anaesthetists  
 Linda Gibson, South Eastern HSC Trust  
 Emmajane Kearney, Southern HSC Trust  
 Prof Mark Taylor, Royal College of Surgeons

### **DRAFT ACTION NOTES**

<b>Agenda Item</b>	<b>Notes &amp; Actions</b>	<b>Action By</b>
<b>1.0</b>	<b>Welcome &amp; introductions &amp; apologies</b> Janet Johnson welcomed everyone to the first Steering Group meeting. Introductions were made. Apologies noted as above.	
<b>2.0</b>	<b>Background to the Project</b> <ul style="list-style-type: none"> <li><b>Setting Context</b></li> </ul>	

	<p>Janet thanked all stakeholders for their engagement and nominations and provided background to the work.</p> <p>The perioperative report and implementation plan was agreed at the Rebuilding Services Management Board by Minister and Permanent Secretary. PHA is taking forward most of the recommendations in the implementation plan and NIPEC is tasked with leading the development of the career pathway in partnership with PHA.</p> <p>All Career Pathways align with Delivering Care and also the strategic direction highlighted in Nursing and Midwifery Task Group report 2020.</p> <p><b>Action:</b></p> <p><b><i>Eunice Strahan to share Perioperative Nursing Report with Steering Group</i></b></p> <p>Roles and responsibilities of the group were outlined.</p> <ul style="list-style-type: none"> <li>• Members are representing their organisation and in particular for Trusts; members are expected to keep EDoNs &amp; Perioperative Teams updated about the work</li> <li>• All members ensure the views of the Senior Nurses leaders are represented in the outputs developed in the career pathway.</li> <li>• Contribute to the development of the outputs and test these within your organisation and with the individuals you represent, as required.</li> <li>• Resources will be developed which are the core for the perioperative pathway. The importance of agreement on the core elements of the career pathway which everyone can sign up to was emphasised.</li> <li>• <b>Presentation on Perioperative Nursing Report</b></li> </ul> <p>Cathy McCusker delivered a presentation summarising the background to the work.</p> <p><b>Action:</b></p> <p><b><i>Eunice to share presentation with group</i></b></p> <p>There was discussion around the following and further clarification to be sought in relation to:</p> <ul style="list-style-type: none"> <li>• Strategic direction for Band 4 roles</li> <li>• Development for ODPs</li> </ul> <p>The importance of the Perioperative Lead Nurse role was shared and this is in addition to the ANP and Consultant Nurse role; the latter two will be developed as part of the career pathway.</p>	<p>ES</p> <p>ES</p>
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	<p>It was noted that the remit of the Steering Group is the development of a perioperative nursing career pathway for registered and non-registered nursing staff and this does not include ODPs.</p> <p>It was also noted that not all Trusts employ ODPs although recruitment for some perioperative posts are open to both Registered Nurses and Registered ODPs. South Eastern Trust have Band 6 and 7 ODPs employed. Linzi McIlroy was concerned that the same job description was used for ODPs and Registered Nurses.</p> <ul style="list-style-type: none"> <li>• <b>NES Career Development Framework &amp; Education Development Framework</b></li> </ul> <p>Above frameworks have been shared with group and will inform the work moving forward. There is a lot of consistency already with NES work &amp; Perioperative Care Collaborative curriculum.</p>	
<p><b>3.0</b></p>	<p><b>Draft Project Plan</b></p> <ul style="list-style-type: none"> <li>• <b>Aims and Objectives</b></li> </ul> <p>Aim &amp; Objectives were discussed and agreed. One addition to the objectives was to include submission of the career pathway to CNO for approval. Update in ToR also.</p> <p><b>Action:</b></p> <p><b><i>Eunice to update objectives in Project Plan and ToR and send out to Group</i></b></p> <p>Jeni Hamilton noted a reference to Endoscopy suites in the background section of the project plan – it was agreed this should be removed. The Steering Group agreed that endoscopy nurse roles were not included in the career pathway although perioperative nurses may undertake endoscopy procedures.</p> <p><b>Action:</b></p> <p><b><i>Eunice to remove reference to endoscopy suites in project plan</i></b></p> <ul style="list-style-type: none"> <li>• <b>Steering Group Membership &amp; Draft ToR</b></li> </ul> <p>Membership of the Group was reviewed. There was discussion around the importance of having representation from service users. QUB have service user contacts. It was also noted that there were service user representatives on the General Surgery Review</p>	<p>ES</p> <p>ES</p>

	<p>Steering Group chaired by Mary Hinds.</p> <p><b>Action:</b></p> <p><b><i>Daphne Martin to ask for a service user representative from QUB</i></b></p> <p><b><i>Eunice to liaise with Mary Hinds regarding a service user representative from the General Surgery Review Group</i></b></p> <ul style="list-style-type: none"> <li><b>Equality Screening</b></li> </ul> <p>An Equality Screening Template has been drafted. This will be sent out with the action notes. Group members to send any comments/revisions back to Eunice. The implementation of any of the elements of the career pathway in the specific organisations will need their own equality screening to be completed.</p> <p><b>Action:</b></p> <p><b><i>Eunice to share Equality Screening template with group</i></b></p> <p><b><i>Group to feed back any comments to Eunice</i></b></p> <ul style="list-style-type: none"> <li><b>Communicating about the Project</b></li> </ul> <p>NIPEC website has been updated to include a page on Perioperative Nursing Career Pathway. This will be updated following each Steering Group meeting. Facebook &amp; Twitter will also be used to promote the project and progress.</p> <ul style="list-style-type: none"> <li><b>Core Roles for the Pathway</b></li> </ul> <p>It was proposed and agreed that the following roles should be considered for the pathway:</p> <ul style="list-style-type: none"> <li>• Perioperative Nursing Assistant</li> <li>• Perioperative Senior Nursing Assistant</li> <li>• Perioperative Staff Nurse</li> <li>• Perioperative Senior Staff Nurse</li> <li>• Perioperative Specialist Nurse</li> <li>• Perioperative Advanced Nurse Practitioner</li> <li>• Consultant Nurse</li> </ul> <p>A discussion followed regarding with which role to commence. It was agreed that the Staff Nurse and Senior Staff Nurse roles should be developed first, commencing with the Staff Nurse.</p> <p>It was also agreed that it would be beneficial to hold a workshop with key stakeholders to discuss and agree the components of senior clinical roles in this area of practice. It was suggested that Trust representatives would deliver a short presentation detailing</p>	<p>DM</p> <p>ES</p> <p>ES</p> <p>ALL</p>
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	<p>all perioperative roles that currently exist within their respective Trusts and also that Education providers would feedback regarding what education currently exists for perioperative nursing staff.</p> <p><b>Action:</b></p> <p><i>Janet to discuss workshop agenda with Eunice and Cathy</i></p>	<p>JJ, CMcC, ES</p>
4.0	<p><b>Writing Group Membership</b></p> <p>Cathy explained that the work of Writing groups usually commences with core competencies, then education requirements for each role and finally job descriptions. One representative will be required from each Trust, one from Education Provider, RCN and AfPP. HR and Staff Side would also be included in the development of the JDs.</p> <p>It was emphasised that the writing group members will be representing their Trust/Organisation and it is important that they communicate back to their Trust/Organisation about the pathway, obtain agreement for decisions etc. It was agreed that the First Writing Group Meeting will be held on Thursday 30 June 2022 at 09:30 via zoom.</p> <p><b>Action:</b></p> <p><i>Eunice to email the group a list of nominees required for the Writing Group with replies requested by Friday 10 June 2022.</i></p> <p><i>Eunice to send Writing Group members details of first meeting on Thursday 30 June 2022 at 09:30</i></p>	<p>ES</p> <p>ES</p>
5.0	<p><b>Next Steps</b></p> <p>As above: to establish and progress Writing Group and to hold Workshop.</p>	
6.0	<p><b>Dates &amp; Times of Future Meetings</b></p> <p><b>Action:</b></p> <p><i>Next Steering Group Meeting to be held in September; date and time to be forwarded to group.</i></p>	<p>ES</p>