



## PERIOPERATIVE NURSING CAREER PATHWAY

### STEERING GROUP MEETING

**Meeting held via Zoom on Tuesday 20<sup>th</sup> September 2022 at 09:30am**

#### **Present**

|   |      |
|---|------|
| Janet Johnson, Chair, Belfast HSC Trust                     | JJ   |
| Tracey Campton, Belfast HSC Trust                           | TC   |
| Ruth Collins, Association for Perioperative Practice (AfPP) | RC   |
| Patrick Gallagher, Clinical Education Centre                | PG   |
| Laura Kyle, Western HSC Trust                               | LK   |
| Daphne Martin, Queen's University Belfast                   | DM   |
| 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 |
| Katy Rennick, Department of Health                          | KR   |
| Eunice Strahan, Project Lead, NIPEC                         | ES   |
| Tracey Wallace, Western HSC Trust                           | TW   |
| Amanda Jackson, RQIA  | AJ   |
| Cora Regan, DoH   | CR   |
| David Calvin, Public Health Agency                          | DC   |
| Emmajane Kearney, Southern HSC Trust                        | EK   |
| Evelyn Mooney, Open University                              | EM   |
| Catherine Burns, Western HSC Trust                          | CB   |
| Oonagh McCloy, RCN Perioperative Nurse Forum                | OMcC |
| Paula Forrest, BHSCT  | PF   |
| Susan Abraham, Service User representative                  | SA   |

#### **Apologies**

Dr Will Donaldson, Royal College of Anaesthetists  
Linda Gibson, South Eastern HSC Trust  
Prof Mark Taylor, Royal College of Surgeons  
Gillian McLean, Northern HSC Trust  
Helena Murray, Southern HSC Trust  
Theresa Maynes, Ulster University  
Jennifer Hamilton, South Eastern HSC Trust  
Hilary Cummings, Southern HSC Trust  
Kate Agnew, Northern HSC Trust  
Ann Speed, Unison  
Maura McKenna, Regional Trade Union

## DRAFT ACTION NOTES

| Agenda Item | Notes & Actions   |
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| 1.0         | <p><b>Welcome &amp; introductions &amp; apologies</b></p> <p>Janet Johnson welcomed everyone to the second Steering Group meeting.</p> <p>Introductions were made for the benefit of new members and those attending their first Steering Group meeting;</p> <ul style="list-style-type: none"> <li>- Susan Abraham – Service User representative</li> <li>- Oonagh McCloy – RCN Perioperative Nurse Forum</li> <li>- Amanda Jackson – RQIA</li> <li>- Cora Regan – Professional Lead for Imaging DoH</li> <li>- Emmajane Kearney, Southern HSC Trust</li> <li>- David Calvin, Public Health Agency</li> <li>- Paula Forrest, BHSCT</li> <li>- Evelyn Mooney, Open University</li> </ul> <p>Apologies noted as above.</p>   |
| 2.0         | <p><b>Action notes, Steering Group meeting held on 7 June 2022</b></p> <ul style="list-style-type: none"> <li>• <b>Matters Arising</b></li> </ul> <p>The Chair noted that all actions from the Matters Arising 7th June 2022 have been completed. Notes from the 7<sup>th</sup> June were accepted as accurate.</p> <ul style="list-style-type: none"> <li>• <b>ODP Role</b></li> </ul> <p>Eunice Strahan advised that Maria McIlgorm CNO has asked for a sub group to be formed to review the inclusion of ODP roles in the career pathway.</p> <p>Katy Rennick noted that this had been flagged at the workshop and discussed at the last meeting.</p> <p>Janet sought nominations for the sub-group from the Steering Group. The following members were agreed: Katy Rennick, Cora Regan, Ruth Collins Tracey Wallace, Emmajane Kearney, Tracy McKittrick, Cathy McDowell/Jeni Hamilton, Eunice Strahan/Cathy McCusker. ODPs to be nominated from SEHSCT, BHSCT and WHSCT. Nominations to be sought from Education Providers. Ruth also suggested having someone from College of ODPs.</p> <p>Janet advised that the group would be responsible for scoping the ODP role for NI in line with the rest of the UK, opportunities for the ODP role and what was needed including recommendations for education programmes.</p> <p>Linzi McIlroy queried if the ODP Pathway is to be separate, or integrated in the Nursing Career Pathway? It was agreed that we are developing a Nursing Career Pathway and considering the scope for the professional</p> |

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|                   | <p>roles for ODPs in the perioperative environment</p> <p><b>Action:</b></p> <p><b>Membership of ODP Sub Group to be confirmed.</b></p> <ul style="list-style-type: none"> <li> <p><b>Band 4 Role</b></p> <p>Katy advised that there hasn't been a further update from DoH.</p> </li> <li> <p><b>Update Project Plan</b></p> <p>Eunice presented potential changes to the aim of the Project Plan to include the establishment of a sub-group to review the inclusion of ODP roles in the career pathway.</p> <p>The background includes:</p> <p>Following a Perioperative Workshop to consider the senior clinical roles in the Perioperative Career Pathway Chief Nursing Officer requested the Steering Group establish a sub-group to review the inclusion of Operating Department Practitioner (ODP) roles in the career pathway.</p> <p>The aim was updated to:</p> <p>The Project Steering Group will work with key stakeholders to develop a perioperative nursing career pathway to support the development of registered and non-registered nursing staff and review the requirement for an ODP staff pathway.</p> <p>Objectives were updated to include:</p> <p>Review the requirement for an ODP pathway.</p> <p>The updated project plan will be sent out with draft action notes from the meeting.</p> <p><b>Action:</b></p> <p><b><i>Eunice Strahan to share updated project plan with papers for next meeting.</i></b></p> </li> </ul> |
| <p><b>3.0</b></p> | <p><b>Feedback from Steering Group Workshop 27 July 2022</b></p> <p>Eunice gave an update on the workshop report shared with the group and the following comments were discussed.</p> <ul style="list-style-type: none"> <li> <p><i>Clarify if this is a clinical career pathway as the Perioperative Nursing Project (DoH, 2021) was very clinically focused and resulted in Band 7 roles being removed in at least one HSC Trust</i></p> </li> </ul>   |

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|                   | <p>Cathy confirmed this is a clinical career pathway and the leadership roles are part of the Leadership Framework which is another workstream being led by NIPEC. Leadership is a domain within all the roles in the clinical career pathway which fits with the collective leadership strategy.</p> <ul style="list-style-type: none"> <li>- <i>Scrubs colours are confusing for staff and patients e.g. surgeons mix up HCAs with nurses which can have severe consequences if a nurse task is delegated to an HCA. Steering Group to consider regional agreement of scrubs colours as part of this project?</i></li> </ul> <p>It was agreed this did not need to be raised with the Regional Uniform Group.</p> <p>Ruth suggested that if the WHO checklist is correctly utilised, there is no need for differently coloured scrubs.</p> <p>It was agreed that the Perioperative Leads in the Trusts should discuss the use of differently coloured hats or name badges on hats and to advise the Steering Group of the agreed way forward for this.</p> <p><b>Action:</b></p> <p><b><i>Perioperative Trust Leads to discuss the use of differently coloured hats/names on hats and advise Steering Group of regionally agreed way forward.</i></b></p> <ul style="list-style-type: none"> <li>- <i>Steering Group to consider education requirements within job descriptions, as not everyone has a degree.</i></li> </ul> <p>Cathy confirmed that JDs include equivalency where a Degree is asked for. It was also confirmed that Staff Nurse and Senior Staff Nurse roles only asked for NMC Registration.</p> |
| <p><b>4.0</b></p> | <p><b>Update from Writing Group</b></p> <p><b>Perioperative Staff Nurse</b><br/>Eunice provided an update. Eunice stated that the Writing Group members are very engaged and the meetings have been productive.</p> <p>The Writing Group met on 30<sup>th</sup> June; &amp; have developed competencies and educational requirements for the Perioperative Staff Nurse role using the NES Career Development Framework for the Perioperative Nursing, Midwifery and Health Professions (NMAHP) Workforce – these are being tested with the Perioperative Teams and Trust Leads were asked to submit all comments back to Eunice by 7 October 2022.</p> <p><b>Perioperative Senior Staff Nurse</b><br/>A further Writing Group meeting was held on 24<sup>th</sup> July to draft the competencies for Perioperative Senior Staff Nurse role; there isn't an equivalent role in the NES Career Development Framework.</p>   |

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|                   | <p>The draft competencies have been shared with the Steering Group. The educational requirements have to be developed.</p> <p>A further meeting of the Writing Group to finalise the Perioperative Staff Nurse and Perioperative Senior Staff Nurse competencies and educational requirements was agreed and Janet requested that feedback on the competencies and educational requirements for the roles to be sent to Eunice by 7 October at the latest.</p> <p><b>Action:</b></p> <p><b>Perioperative Leads to respond with their comments by 7<sup>th</sup> October 2022.</b></p>   |
| <p><b>5.0</b></p> | <p><b>Equality Screening</b></p> <p>Eunice confirmed the equality screening template will be updated to reflect the changes to the Project Plan.</p>  |
| <p><b>6.0</b></p> | <p><b>Next Steps</b></p> <ul style="list-style-type: none"> <li>- ODP Sub-Group to be established. Perioperative Nursing Assistant, and Perioperative Senior Nursing Assistant are the next roles to be developed as part of the pathway. The Writing Group to commence these once the Staff Nurse and Senior Staff Nurse roles are completed. Shauna McKenna offered to be co-opted onto the Writing Group for the development of the Nursing Assistant &amp; Senior Nursing Assistant roles.</li> <li>- Feedback from Steering Group on the Perioperative Staff Nurse and Senior Staff Nurse competencies and education requirements by 7 October 2022.</li> <li>- Writing Group meeting 20<sup>th</sup> October 2022</li> <li>- Janet asked David Calvin for an update on Delivering Care at the next Steering Group meeting.</li> <li>- Association for Perioperative Practitioners (AfPP) study day on 4<sup>th</sup> February 2023. Janet confirmed that we will be happy to present the Career Pathway work.</li> <li>- Susan Abraham stressed the importance of feeding back the positive user experience to nurses and supporting them through stressful times caring for patients.</li> </ul> <p><b>Action:</b></p> <p><b>David Calvin to provide an update on Delivering Care at the next steering group meeting.</b></p> <p><b>Action:</b></p> <p><b>Eunice to share Writing Group dates with Susan Abraham</b></p> |
| <p><b>6.0</b></p> | <p><b>Dates &amp; Times of Future Meetings</b></p>  |



**Action:**

***Next Steering Group Meeting to be held on Tuesday 15<sup>th</sup> November  
9.30am via MS Teams***