



PERIOPERATIVE NURSING CAREER PATHWAY

STEERING GROUP MEETING

Meeting held via Zoom on Tuesday 7th March 2023 at 09:30 via MS Teams

Present

Cathy McCusker (acting Chair)	NIPEC Career Pathways Lead	CMcC
Eunice Strahan	NIPEC Project Lead	ES
Susan Abraham	Service User	SA
Kate Agnew	NHSCT	KA
Catherine Burns	WHSCCT	CB
Tracey Campton	BHSCT	TC
Ruth Collins	AfPP	RC
Donna Gallagher	OU	DG
Patrick Gallagher	Clinical Education Centre	PG
Jennifer Hamilton	SEHSCT	JH
Maria Hunt	BHSCT	MH
Emmajane Kearney	SHSCT	EK
Laura Kyle	WHSCCT	LK
Oonagh McCloy	RCN	OMcC
Ann McDonald	BHSCT	AMcD
Tracey McKittrick	SET	TMcK
Gillian McLean	NHSCT	GMcL
Katy Rennick	DoH	KR
Chris Carton (notes)	NIPEC	CC

Apologies

David Calvin, PHA	Maura McKenna, Regional Trade Union Forum
Hilary Cummings, SHSCT	Shauna McKenna, BHSCT
Will Donaldson Royal College of Anaesthetists	Linzi McIlroy, RCN
Paula Forrest Belfast HSC Trust	Helena Murray, SHSCT
Linda Gibson SEHSCT	Cora Regan DoH
Amanda Jackson, RQIA	Ann Speed, Unison
Janet Johnson, Chair, BHSCT)	Prof Mark Taylor Royal College of Surgeons
Daphne Martin, QUB (Fearghal Lewis OBO)	Tracey Wallace, WHSCT
FL	
Theresa Maynes, UU	
Cathy McDowell, SEHSCT	

DRAFT ACTION NOTES

Agenda Item	Notes & Actions
1.0	Welcome and introductions/apologies Cathy McCusker welcomed everyone to the Steering Group meeting as acting Chair in Janet Johnson's absence.

	<p>Apologies noted as above.</p>
<p>2.0</p>	<p>Action notes, Steering Group meeting held on 15 November 2022</p> <p>Matters Arising</p> <ul style="list-style-type: none"> • Updated Project Plan The project plan has been updated with the objective regarding the ODP pathway (completed). It was also agreed to publish the updated project plan on the NIPEC website. • Educational requirements for Perioperative Senior Staff Nurse The Perioperative Leads met and the above was agreed with the Writing Group on 1 February 2023. (completed) • Core competencies and Educational Requirements for Perioperative Staff Nurse, Senior Staff Nurse, Nursing Assistant & Senior Nursing Assistant Above shared with the Steering Group. (completed) • Current Job descriptions (JDs) JDs have been forwarded by all Trusts. (completed) • Core competencies and educational requirements for all roles developed and agreed by the Writing Group Above sent to Steering Group members (completed & discussed as agenda item) • ODP sub-group meeting ODP sub-group met on 20 January 2023. (completed)
<p>3.0</p>	<p>Update from Sub-Group to review the requirement for an ODP pathway</p> <p>Katy Rennick provided an update regarding the ongoing work to scope the requirement for an ODP Pathway. KR advised the initial focus of the group to:</p> <ol style="list-style-type: none"> 1. Scope the role of the ODP in NI and the rest of the UK 2. Scope current opportunities which are available to develop the ODP Workforce 3. Understand the educational programmes that are available for ODPs that could be employed to support the role in the future <p>Some members of the ODP sub-group met with Mike Donnellon (UK Chair of the CODP Education and Standards Committee) and Bill Kilvington (Patient Safety Lead College of ODP's) on 21 February 2023. Mike & Bill shared a wealth of information on the various roles of ODPs in the UK, the breadth of experience of ODPs and the routes into the profession and also provided a link to an ODP careers website (which illustrates the breadth of roles ODPs undertake). CODP – ODP Microsite</p> <p>RC referred the Sub Group to the “National Safety Standards for Invasive Practitioners”.</p>

	<p>A National ODP day is being held in the UK on 14th May 2023.</p> <p>Some points that were discussed:</p> <ul style="list-style-type: none"> • Pre-Registration programmes in Wales • Apprenticeship programmes (these show low levels of staff attrition) • A move to degree programmes for all ODPs this year • Post Registration Practice and Advanced Practice <p>It was noted that the ODP role is both flexible and adaptable; however, in terms of Advanced Practice, ODPs cannot currently prescribe.</p> <p>It was discussed and agreed that it would be helpful if Mike and/or Bill could speak at the next Perioperative Nursing Career Pathway Steering Group meeting and raise awareness of the ODP role. Mike Donnellon has already agreed to a follow-up meeting if requested.</p> <p>JH queried the availability of funding for ODP Programmes; KR responded that commissioning does not fall under the remit of the CNO for pre reg programs, the work currently being completed could certainly be shared with Workforce Policy Directorate (WPD) colleagues, however responsibility for commissioning falls under their remit.</p> <p>RC shared that AfPP will also be trying to raise the profile of ODPs in NI.</p> <p>ACTION: KR to share link for ODP careers website</p> <p>ACTION: Mike Donnellon to be invited to upcoming Steering Group meeting</p> <p>ACTION: RC will link in with KR to offer AfPP support to the ODP Sub Group</p>
<p>4.0</p>	<p>Update from Writing Group</p> <p>ES noted that here have been 2 Writing Group meetings since the last meeting of the Steering Group (14th December 2022 and 1st February 2023). ES thanked the writing group for the time they have taken to engage and their contribution to date.</p> <p>Perioperative Nursing Assistant</p> <ul style="list-style-type: none"> • Core competences and educational requirements have been agreed by the Writing Group and have been shared with the Steering Group along with an induction booklet which has been adapted from BHSCT. There was some discussion around CSUs and their correct title in each Trust would be reflected as a footnote in the document. The group agreed to exclude GMP (General Medical Products training as it is not applicable to all Trusts. The Perioperative Nursing Assistant core competencies and educational requirements were agreed by the Steering Group. <p>Perioperative Senior Nursing Assistant</p> <ul style="list-style-type: none"> • Core competences and educational requirements have been agreed and

disseminated to the Steering Group. The scrub role was discussed; 2 Trusts, WHSCT & BHSCT, the Band 3 does scrub.

It was agreed that scrub competencies will not be included in the SNA role; the core competencies and educational requirements for this role were agreed. It was agreed that a new role should be developed, Senior nursing assistants who have been trained and developed competence to scrub, the competencies and education requirements of the NES Assistant Perioperative Practitioner role will be shared with the Writing group to develop this role and a role title to be agreed. Eunice will seek suggestions for the role title from the Steering Group which will be shared with the Writing group.

Perioperative Staff Nurse

- Core competences and educational requirements have been agreed by the Writing Group for this role and were shared with, and agreed by the Steering Group.

Perioperative Senior Staff Nurse

- The Perioperative Leads have met and are developing the induction booklets for anaesthetics, theatre & recovery. the educational requirements for the role have also been compiled and sent out for comment. It was noted that clarity is required around the induction and consolidation periods from Perioperative Staff Nurse to Senior Staff Nurse that all Trusts can agree to. DG offered to commence a review of the NHSCT TAR Course for micro-credentialing – the other Perioperative Trust Leads to follow this up with OU. CMcC asked that the Writing Group present the education for Perioperative Staff Nurse & Senior Staff Nurse at the next Steering Group meeting – so that the members can clearly see the distinction and the progression

Perioperative Specialist Nurse

- The NES competencies that the Writing Group agreed were sent to the Steering Group. These remain in draft as medical colleagues will be consulted with in order to progress the educational aspect of this role and also of the roles of ANP and Consultant Nurse. Ms Claire Jones (HPB Consultant Surgeon BHSCT) is meeting with ES, CMcC, and JJ on 14.03.23 to discuss the development of these senior clinical roles as part of the pathway. RC advised that it may be useful to link in with Ms Juliette Murray, Perioperative Chair for Royal College of Surgeons in Scotland.

ACTION: Perioperative Nursing Assistant – all group members to provide the job title of “CSUs” in their respective Trusts.

ACTION: Suggestions for the title of the new scrub role to be sent to group members by 24.03.23.

ACTION: Perioperative Senior Nursing Assistant – ES to provide NES

	<p>(Assistant Perioperative Practitioner competencies) to Writing Group for review for new additional role with scrub remit</p> <p>ACTION: Perioperative Senior Nursing Assistant – RC to send competencies for AfPP SNA role to ES/CMcC for feedback by 24.03.23</p> <p>ACTION: KA to share NHSCT TAR course with DG for progression of micro-credentialling. Other Perioperative Leads to follow-up with DG regarding micro-credentialling for their in-house courses</p> <p>ACTION: Perioperative Staff Nurse & Senior Staff Nurse - Writing Group to clarify the education requirements for both roles that fits the requirements of all Trusts & facilitates career progression</p> <p>ACTION: Perioperative Specialist Nurse - RC to share Ms Juliette Murray’s details with ES and initiate contact.</p>
<p>5.0</p>	<p>AfPP Study Day – Update</p> <p>ES provided an update on the AfPP study Day on 4th February 2023, where both she and JJ presented the Perioperative Nursing Career pathway, and the work completed to date.</p> <p>RC and TC expressed appreciation for the update on the career pathway and that positive feedback had been received from attendees. It was noted that some attendees were not aware of the career pathway, and there was some discussion around a communication drive, through local HSC Trust roadshows with Perioperative Trust Leads, to raise awareness.</p> <p>RC suggested an update piece for the AfPP journal.</p> <p>ES and CMcC provided an update on the pathway, and progress to date, on 6th March 2023 to QUB Perioperative Students.</p> <p>ACTION: RC to follow-up with AfPP potential for article on NI Perioperative career pathway</p> <p>ACTION: Steering Group members to provide dates to ES & CMcC to attend Trusts perioperative forums/meetings for a potential “roadshow” update on the career pathway work to date.</p>
<p>6.0</p>	<p>Next Steps</p> <ul style="list-style-type: none"> • CMcC/JJ/ES to meet with Ms Claire Jones (BHSCT) to discuss senior clinical nursing roles in the pathway and how practitioners would be supported in practice • Further develop Education component for Staff Nurse & Senior Staff Nurse roles – set a date for Writing Group • Perioperative Leads to meet to continue to progress work with induction



	<p>booklets</p> <ul style="list-style-type: none">• Dates to be set for next Steering Group/Writing Group meetings.
7.0	<p>Dates & Times of Future Meetings</p> <p><i>Next Steering Group Meeting - Thursday 8th June 2023 9.30am – 11.30am via Teams</i></p> <p><i>Next Writing Group meetings - Tuesday 28th March 9.30am – 12.30pm</i></p> <p style="text-align: center;"><i>Monday 17th April 1.30pm – 4.30pm</i></p> <p><i>Third meeting to be planned at meeting on 28 March</i></p>