

NIPEC PARTNERSHIP  
WORKING WITH THE  
INDEPENDENT SECTOR

LINDA GRAHAM  
REGIONAL MANAGER  
SPA NURSING HOME  
GROUP  
CO-CHAIR WORKFORCE  
DEVELOPMENT GROUP  
ECCF

Cherith Rogers, RN, QN  
Regional Area  
Manager/Assistant  
Operations, Healthcare  
Ireland





## HOW IT BEGAN

**ECCF WORKFORCE GROUP IDENTIFIED THE NEED FOR DEVELOPMENT OF A CAREER PATHWAY FOR STAFF PROGRESSION WITHIN THE INDEPENDENT CARE HOME SECTOR. THE AIM OF THE GROUP WAS TO PRODUCE A FRAMEWOK TO ENABLE A CONSISTENT APPROACH TO CAREER PROGRESSION ACROSS THE SECTOR. THIS IN TURN SHOULD ENHANCE THE PROFILE OF STAFF AND AID WITH RECRUITMENT AND RETENTION.**





## GROUP MEMBERS- CHAIR GILL FINLAY

REPRESENTATION FROM NURSING, RESIDENTIAL HOMES, NISCC,  
RCN, TRUSTS, NIPEC

# CONSIDERATIONS

**The independent sector has had little Investment in training and development of staff in comparison to NHS staff.**

Variety of different organisational structures in the independent sector and size from large providers to stand alone homes

Differing Roles depending on the categories of care that each service provides

FIRST MEETING OF THE TASK AND FINISH GROUP

**NIPEC HAS ALREADY DEVELOPED A CAREER PATHWAY FOR GENERAL PRACTICE NURSING AND WERE INSTRUMENTAL IN OFFERING GUIDANCE ON HOW TO COMMENCE THIS WORK AND SHARING THIS PATHWAY WITH THE GROUP**

WE WERE GIVEN VERY CLEAR GUIDANCE ON 4 KEY AREAS TO LOOK AT IN ORDER TO HAVE A STRUCTURE TO THE DEVELOPMENT OF THE PATHWAY

# Areas for review



## SKILLS & COMPETENCIES

What are the core competencies for each role on the career pathway. What clinical skills are required.

## LEADERSHIP AND MANAGEMENT

Level of responsibility and accountability. Governance and quality improvement. Delegation.



## EDUCATION

What are the personal development needs and level of education/experience required for each role.

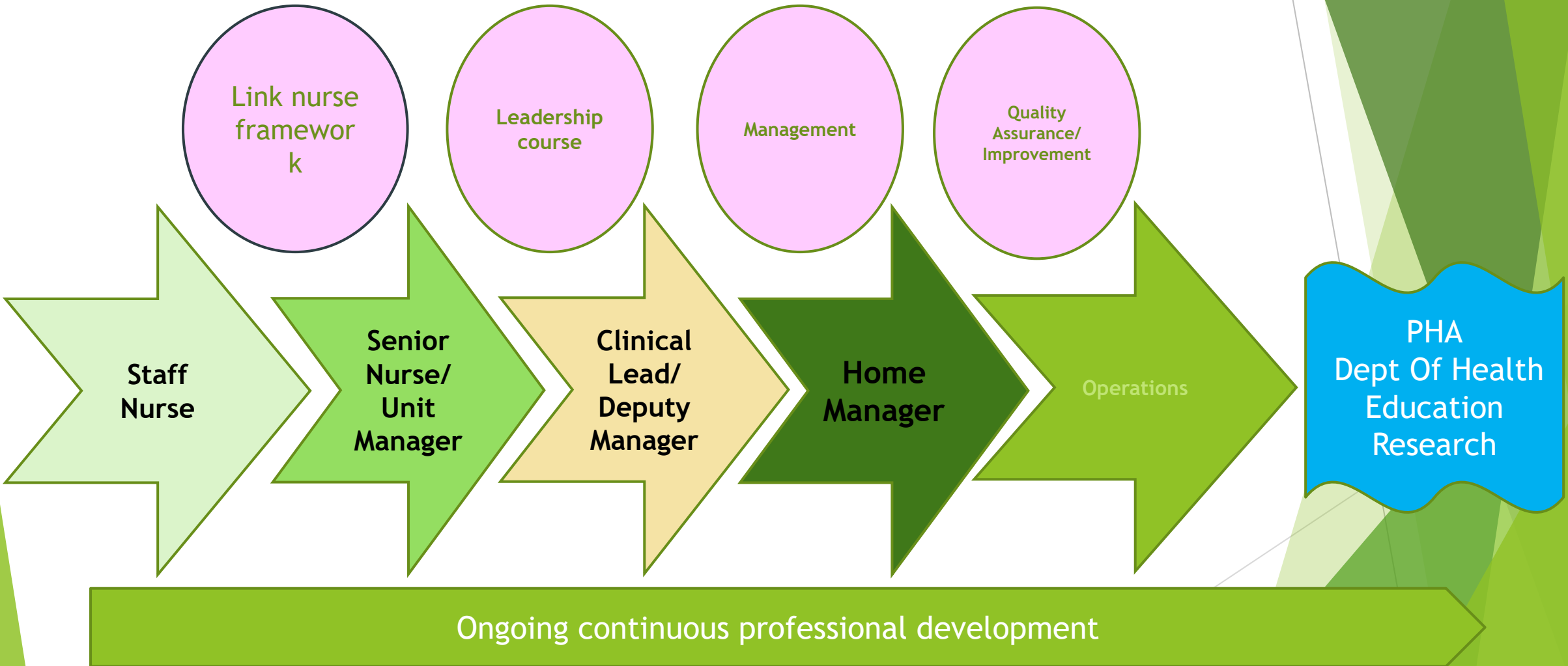
## JOB DESCRIPTION

Key descriptions from across the sector - each company will have slight variation what are the common themes.

# Skills, Competency/ Education Development & Leadership

- Changes within care home nursing over last 10 years
- Complexity, frailty and acuity
- Development of clinical training - Post Graduate certificate in: Non Medical Prescribing, Nursing Care of the Older Person in Care Home Settings
- Leadership training - limited opportunities for Independent sector vs HSC. QNI - Aspiring Leaders, Executive Nurse Leadership

# OUR VISION - Nurse career pathway





# CAREER PATHWAY EXAMPLE/ LINK NURSE FRAMEWORK

Need for a care home specific link nurse frame work which encompasses both HSC and independent sector - work started in 2021

Opportunities for career pathways within care homes - Bank CA to Regional Manager - opportunities for both clinical and non clinical roles



PITCH DECK

Development for  
social care  
workforce career  
pathway

- Highlight the importance of investment to support continuing professional development of the current workforce
- Linking with higher education institutions to further develop the research base in our sector and aid nursing development.
- Work in partnership with NIPEC and NISCC to embed professional accountability infrastructures for nurses and employers across all independent sector settings.



- A lack of a long-term strategy for social care will only exacerbate the pressures on the NHS.
- The main barrier to working in partnership is the lack of parity between the NHS and the independent sector in terms and conditions, pay and investment in education training and development.
- Until there is some consistency, and an improved career structure that better reflects the skills and importance of the work carried out in the independent sector, the NHS will continue to be the more attractive option for people working in health and social care and this will mean that social care is going to struggle to meet workforce number demands for the ageing population.
- The future of health and social care must be based on collaboration and partnership working at a local level.
- The main challenges to planning, developing and delivering health and social care is the current workforce shortages with the NHS and independent sector competing for the same clinical roles, This is especially challenging for providers that cannot facilitate large fees for Learning and development opportunities.
- We need to raise the profile of the independent sector workforce to access funding for training and development and access to educational settings.

## Finally

Thanks to NIPEC for their guidance and support to enable the task and finish group to develop the framework for the pathway I am delighted that Nipec are taking this work forward and I look forward to future working with NIPEC