



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

**Northern Ireland Implementation of
NMC Post-registration Standards for
Specialist Community Public Health Nursing &
Community Nursing Specialist Practice Qualifications**

Project Plan



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Introduction

The Chief Nursing Officer (CNO) has commissioned Northern Ireland Practice and Education Council (NIPEC) to lead on the effective implementation of the NMC post-registration standards for Specialist Community Public Health Nurses (SCPHN) and Community Nursing Specialist Practice Qualifications (SPQs). NIPEC will undertake this important programme of work in partnership with Department of Health (DoH) and key stakeholders, with the education programmes aligned to the new NMC standards by September 2024.

2.0 Strategic Context

The Nursing and Midwifery Council (NMC) regulate nurses, midwives and nursing associates in the UK and exist to protect the public. It also sets standards of education, training, conduct and performance so that nurses, midwives and nursing associates can deliver high quality care throughout their careers.

The Nursing and Midwifery Order 2001¹ (the Order) requires the NMC Council to establish the standards for education and training which are necessary to achieve the standards of proficiency for admission to the register, as required by Article 5 (2) of the Order.

The NMC has a duty to review the standards of proficiency it sets for the profession it registers on a regular basis to ensure that standards remain contemporary and fit for purpose in order to protect the public.

Between 2018 and 2019 the NMC published the following new proficiencies and standards for nursing and midwifery education:

- Standards framework for nursing and midwifery education (2018)
- Standards of proficiency for registered nurses (2018)
- Standards for pre-registration nursing programmes (2018)
- Standards for student supervision and assessment (2019)
- Standards of proficiency for midwives (2019)
- Standards for pre-registration midwifery programmes (2019)
- Standards for prescribing programmes (2019)
- Standards for Return to Practice programmes (2019)

¹ The Nursing and Midwifery Order 2001 (legislation.gov.uk) accessed at: <https://www.legislation.gov.uk/uksi/2002/253/>

The NMC commenced a programme of work in 2019 to renew and update the post-registration standards for SCPHN and Community Nursing SPQs. The new standards² were published in July 2022 and include:

- Standards of proficiency for specialist community public health nurses (SCPHN)
- Standards of proficiency for community nursing specialist practice qualifications (SPQs)
- Standards for post-registration programmes

The updated proficiencies and programme standards reflect the changing landscape and ambition for public health and the care and treatment of people in the community. The standards are evidence-based and are designed to ensure that people can access highly skilled, specialist support and care, close to home.

The NMC Standards of proficiency for specialist community public health nurses (SCPHN) include the following fields of practice:

- SCPHN Health Visitor
- SCPHN School Nurse
- SCPHN Occupational Health Nurse
- SCPHN Public Health Nurse

The new NMC Standards of proficiency for community nursing specialist practice qualifications (SPQ) include the following fields of community nursing practice:

- SPQ Community children's nursing
- SPQ Community learning disabilities nursing
- SPQ Community mental health nursing
- SPQ District nursing
- SPQ General practice nursing and
- SPQ Community nursing in health and social care practice

The NMC have included an additional SPQ for community nursing in health and social care practice. This SPQ will support nurses working in new emerging community roles who require additional levels of knowledge and skills to reach their maximum potential.

²<https://www.nmc.org.uk/standards/standards-for-post-registration/standards-for-post-registration-programmes/>

It is recognised that the implementation of the new post-registration standards and proficiencies will have implications for the Health and Social Care (HSC) system in Northern Ireland (NI) and a programme of work needs to be taken forward to ensure that the new programmes are approved and embedded into education and practice by September 2024.

NIPEC will adopt a regional approach to support the implementation of the new standards in partnership with key stakeholders.

3.0 Project Aim & Objectives

NIPEC will lead this programme of work in support of the DoH to introduce and ensure effective implementation of the new standards for SCPHN and community nursing SPQs.

3.1 Aim

The overarching aim of the Steering Group is to oversee and ensure the out workings of the new NMC post-registration standards are cohesively embedded into education and practice by September 2024.

3.2 Objectives

The objectives associated with this project are to:

- Support the AEI's to implement the new NMC standards, for SCPHN and community nursing SPQs into their education programmes, using the principles of co-production and co-design with full implementation by September 2024
- Work in partnership with key stakeholders to ensure resources, systems and processes are in place for the implementation of the new standards within practice
- Update the DoH Specialist Career Framework to reflect the new NMC post-registration standards and proficiencies
- Develop effective engagement and communication strategies to prepare the education and healthcare systems for the implementation of the new standards.
- Make recommendations to support the development and transformation of Specialist and Advanced level practice

4.0 Methodology Overview

4.1 NIPEC will establish a Steering Group co-chaired by the Chief Executive of NIPEC and Deputy Chief Nursing Officer (DCNO). Representation on the Group (see Appendix 1) will be sought from the following organisations and bodies:

- Approved Education Institutions (AEI) NI
- HSC Clinical Education Centre
- HSC Trusts,
- Staff Side Organisations,
- Human Resources
- NMC
- UK colleagues as appropriate
- Independent, community and voluntary sector

4.2 Using a coproduction approach this Group will meet on a regular basis to provide oversight and agree appropriate governance arrangements to support achievement of the project aim and objectives and provide regular update reports in line with the project structure to the CNO.

5.0 Project Work Plan and Timescales

The project will commence in January 2023 with establishment of the Steering Group with completion by August 2024. See Appendix 2 for projected timescales.

6.0 Resources

6.1 NIPEC will provide professional project management support to enable the successful achievement of the project aim and objectives in the timescales approved by the Steering Group.

7.0 Dissemination and Implementation

7.1 Communication and consultation processes will be used as appropriate, taking account of the most effective manner in which to facilitate stakeholder engagement, whilst ensuring efficiency and equity in the processes.

7.2 It is envisaged that stakeholder engagement will begin as soon as the Steering Group is established and will use various mechanisms including the NIPEC website, and the use of key stakeholders' communication

mechanisms. This will reflect the progress of the project and encourage individuals to contribute to and participate in the project at various stages.

8.0 Equality and Governance Screening

8.1 As required by Section 75, Schedule 9, of the Northern Ireland Act, 1998 Equality Screening will be carried out.

To ensure NIPEC and its stakeholders are meeting its legal obligations and responsibilities under various Corporate Governance areas, the project plan, its aims and objectives and outcomes will be examined and screened for any issues relating to the following areas:

- Risk Management
- Privacy Impact Assessment (PIA)
- Personal Public Involvement (PPI)
- Data Protection Information Assessment (DPIA)

A summary of these considerations and any action required is documented in Appendix 3.

9.0 Project Risks

9.1 The risks associated with this project have been identified as:

- The availability of appropriate skills and resources
- The continuing period of change underpinned by ongoing financial challenges across the HSC and beyond
- Stakeholders willingness and availability to take part in the project process

A risk register will be developed and reviewed by the Steering Group to effectively manage the identified risks.

10.0 Evaluation

10.1 Ongoing evaluation of the management of the project will be conducted through NIPEC and will ultimately feed into the progress and outcomes of the project. This evaluation will address the achievements of the objectives outlined in the project plan and the project management process.

Appendix 1

Membership of the Post-Registration Standards Steering Group

NAME	TITLE	ORGANISATION
Linda Kelly	Chief Executive (Joint Chair)	NIPEC
Mary Frances McManus	Deputy Chief Nursing Officer (Joint Chair)	DoH
Michelle Angelone	Children's Community Learning Disability Nurse	UU
Professor Owen Barr	Professor of Nursing and Intellectual Disabilities	UU
Fiona Bradley	Senior Professional Officer (Project Lead)	NIPEC
Sharon Burnside	Head of Nursing and Midwifery Education and Workforce Development	SHSCT
Hilary Campbell	Lead Nurse, Public Health Women and Children's Services	WHsCT
Sadie Campbell	Consultant District Nurse	NHSCT
Professor Neal Cook	Head of School of Nursing	UU
Rachael Corry	SPQ District Nursing	UU
Deirdre Cunningham	Nurse Consultant (District Nursing)	PHA
Debbie Duncan	Lecturer (Education) School of Nursing & Midwifery	PHA
Tracie Fleming	Assistant Director Nursing Workforce, Learning & Regulation	NHSCT
Fiona Flynn	Northern Ireland Hospice	NI Hospice
Donna Gallagher	Professional Lead Nursing	OU
Deborah Goode	Senior Lecturer in Nursing	UU
Diane Lyttle	Lecturer in Nursing	UU
Daphne Martin	Senior Lecturer (Education)	QUB
Cathy McCusker	Senior Professional Officer	NIPEC

Eilidh McGregor	Paediatric Nurse Consultant	PHA
Linzi McIlroy	Senior Professional Development Officer	RCN
Dr Patricia McNeilly	Nursing Officer (Education & Regulation)	DoH
Paula Morton	Nurse Education Consultant	CEC
Karen Murray	RCM Director N.I.	RCM
Michael Riddell	Human Resources Representative	NHSCT
Marian Robertson	Nurse Lead	Eastern GP Federation Support Unit
Ethel Rodrigues	Lead Professional Office for Education & Ireland	UNITE
Siobhan Rogan	Assistant Director, Mental Health & Learning Disability	PHA
Siobhan Slavin	Nurse Consultant (Early & School Years)	PHA
Elaine Smyth	Occupational Health Service	SEHSCT
Anne Speed	Head of Bargaining & Representation, UNISON	UNISON, NI
Dr Dale Spence	Midwifery Officer	DoH
Bernie Torley	Inpatient Service Manager	Southern Area Hospice Services
Anne Trotter BEM	Assistant Director Education & Standards	NMC
Deirdre Webb	Assistant Director, Public Health Nursing	PHA

Project Work Plan and Timescales

	Activity	Target
1.	NIPEC Stakeholder engagement event	29 th November 2022
2.	Agree project plan, Terms of Reference, programme of work and decide on engagement as appropriate	January / March 2023
3.	Establish a Steering Group to achieve expected outcomes	January 2023
4.	Convene Steering Group meetings in line with project plan & time scales	Ongoing from January 2023
5.	Work in partnership with key stakeholders to ensure resources, systems and processes are in place for the implementation of the new standards within practice	Ongoing from January 2023
6.	Establish effective engagement and communication strategies	Ongoing from January 2023
7.	Update the CNO with progress reports	On a monthly basis and as required
8.	Update the DoH Specialist Career Framework to reflect the new NMC post-registration standards and proficiencies	To commence in 2023 and complete by September 2024
9.	N. Ireland launch of the implementation of the new post-registration standards	August 2024
10.	Make recommendations to support the development and transformation of Specialist and Advanced level practice	August 2024

Outcome of Screening Assessment

Screening Assessment	Comments
Risk Management questions	
<ul style="list-style-type: none"> • Have any risks been identified? If no - no further action is required. If yes then, <ul style="list-style-type: none"> • What is the potential impact of these? • How can these be mitigated or have alternatives options been identified which would have a lower risk outcome? • Where negative impacts are unavoidable, has clarity been given to the business need that justifies them? 	A project risk register will be developed and will be reviewed and managed by the Steering Group
Privacy Impact Assessment questions	
<ul style="list-style-type: none"> • Will the project/initiative use personal information and/or pose genuine risks to the privacy of the individual? • Will the project/initiative result in a change of law, the use of new and intrusive technology or the use of private or sensitive information, originally collected for a limited purpose, to be reused in a new and unexpected way? 	No No
Personal and Public Involvement questions	
<ul style="list-style-type: none"> • Will the project/initiative require input from patients/clients? If no - no further action is required. If yes - please apply NIPEC's Personal and Public Involvement Policy.	The Steering Group will seek to have input from service users through existing organisation PPI forums and Service Users and Carer groups in the education provider organisations.



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