



**NORTHERN IRELAND PRACTICE AND EDUCATION COUNCIL
FOR NURSING AND MIDWIFERY**

**PROJECT STEERING GROUP MEETING
REGIONAL CAREER PATHWAY GOVERNANCE GROUP**

Thursday 7 December 2017 at 10.00am

Attendance

Nicki Patterson, SEHSCT (Chair)	NP
Eileen Dunlop, Four Seasons Healthcare	ED
Breedagh Hughes, RCM	BH
Cathy McCusker, NIPEC, (Project Lead)	CMcC
Brian McGowan, Ulster University	BMcG
Fiona McGuigan, Belfast HSC Trust	FMcG

Teleconference

Dawn Ferguson, SHSCT	DF
Dr Kevin Gormley, QUB	KG
Roisin McSwiggan, NHSCT	RMcS
Janet Montgomery, IHCP	JM

Apologies

Frances Cannon, NIPEC
Lynne Charlton, PHA
Rita Devlin, RCN
Deirdre Cunningham, CEC
Heather Finlay, DoH
Donna Gallagher, OU
Allison Hume, NHSCT
Hilary Maguire, Hospices
Linzi McIlroy, RCN
Heather Monteverde MBE, Macmillan

Action Notes

Item No	Notes	Action by
1	Welcome and Introductions Nicki Patterson welcomed everyone to the meeting, this was followed by introductions. Roisin McSwiggan in attendance on behalf of Allison Hume.	

2	<p>Apologies Noted as above.</p>	
3	<p>Action Notes of Previous Meeting 8 December 2016 Action notes agreed.</p>	
4	<p>Matters Arising Maura McKenna's representation of Regional Trade Union Forum corrected in previous notes</p> <p>Workforce Leads and Heads of Midwifery were sent the career pathway website review template. The only comments received were from Sharon McRoberts, SEHSCT, who stated that she was happy with the content and queried should Practice Nurses feature on the website. Cathy McCusker confirmed that NIPEC are undertaking a project, chaired by Maura Devlin MBE, to develop a career pathway for the General Practice Nursing Workforce which will commence early January. This will initially be developed on the NIPEC website with a view to linking it to the career pathway website, if approved by this Group.</p>	
5	<p>Website Review</p> <ul style="list-style-type: none"> Existing content and update required/suggested <p>The Group members agreed that some content on the websites including podcasts, real life stories and vignettes on the home page required to be updated. Cathy to send a request to all those who have a podcast and real life story to update their content, as relevant. Also to remove Brenda Devine and Carole McKenna's vignette's and Caroline Lee to update hers on the website.</p> <p>Cathy to send out a request to all the Group members to request the submission of a vignette from themselves or a staff member/pre-registration student so that the career pathway will have a wide range of individuals promoting careers in nursing and midwifery.</p> <p>It was agreed that it would be useful if the website could be updated to enable the various panels in each of the career pathways (clinical practice, education, research & development and leadership & management) to link directly to the real life stories, career profiles of the roles</p>	<p>CMcC</p> <p>CMcC & all Group Members</p>

<p>they relate to. Cathy to explore this with the design company Aurion.</p>	<p>CMcC</p>
<p>Brian McGowan had suggested other necessary updates regarding terminology in the education pathway: Tutor should be replaced by Lecturer / Lecturer (Education) followed by Senior Lecturer, then Reader and then Professor; Teacher Practitioner to be replaced with Practice Teacher. Also include Teaching Fellows in the pathway. Cathy to liaise with Brian, Kevin & Donna to make sure the web page is updated accurately.</p> <p>The recruitment section of the website will also need updated when the new pre-registration standards are confirmed by NMC.</p> <p>Dawn Ferguson had also suggested the following updates:</p> <ul style="list-style-type: none"> remove HSC recruit version 1; the remaining one to be called HSC recruit include real life stories from Advanced Nurse Practitioners to include Neonatal, Children's and General Practice. Nicki suggested that PHA should be approached to consider the development of a career pathway for neonatal nursing as part of the Delivering Safer Care Project. Cathy to request via email. 	<p>CMcC/BMcG/KG/DG</p>
<p>Janet Montgomery requested to include her organisation as an employer in this section on the website. Janet to send Cathy the web-link and logo for website.</p>	<p>CMcC</p>
<p>Amend the real life stories section to read: Real Life stories from Nurses and Midwives working in NI. Promote Nurses and Midwives from outside NI. Cathy to send inspirational story template to Roisin McSwiggan – Philippine Deputy Ward Sister Eileen Dunlop- Nurse from Four Seasons Breedagh Hughes – Polish Midwife, Mater RCN – contact details for Patient Choice Award Winner.</p>	<p>CMcC/PDeeney/BH</p>
<p>Statistics</p> <p>The website statistics were shared with Group members and the following were agreed to try to enhance visitors to the site:</p> <ul style="list-style-type: none"> RCN congress 2018 in Belfast, Directors of Nursing Stand Nicki suggested that the career pathway website 	<p>CMcC/RMcS/ED/BH</p>

Comment [CM1]: Completed 15 Dec 2017

Comment [CM2]: Sent 14 Dec 2017

<p>could be promoted and she would suggest this to the Chair of their organising Group. Nicki suggested if the stand was in front of a wall that the website could be projected onto it. Also website leaflets should be available.</p> <ul style="list-style-type: none"> • QUB, Ulster and OU to include web-link on their sites. Students who are not successful in their application for nursing/midwifery to be encouraged to try other routes or reapply. • It was agreed for Cathy to investigate if the website could have a pop-up window to ask visitors how helpful the site was what they liked about it and how it could be improved. • It was agreed that once the website was updated with all the necessary changes NIPEC should send out a post on facebook and twitter about the website being updated. Also to email to Education Authority and Regional Colleges to promote the website to post primary schools including careers teachers, Resource Colleges and • Suggested new content eg. Specialist Practice, Advanced Nursing Practice & Consultant Nurse & Midwife roles Cathy to send inspirational story template to capture the following: Consultant Nurse/Midwife roles: Nicki for Deirdre Lewis Breedagh for Shona Hamilton and Margaret Rogan Advanced Nursing Practice roles Brian McGowan - for Children's and Primary Care Breedagh re neonatal. Specialist Nursing Practice roles Pat Deeney Roisin McSwiggan for Jeannie Donnelly <p>Other roles in Management, Planning, entrepreneurial Nicki to draft with Cathy paragraph for this new "tile" to demonstrate the added value registrants bring to roles that do not require them to be a nurse/midwife, eg Prof. Bronagh Blackwood, Rosemary Wilson and others.</p> <p>Healthcare Assistant role was identified as one which should be profiled on the site. Nicki advised that this could</p>	<p>CMcC</p> <p>KG, BMcG, DG</p> <p>CMcC</p> <p>CMcC</p> <p>CMcC</p> <p>CMcC</p> <p>NP BH</p> <p>BMcG BH</p> <p>PD RMcS</p> <p>NP/CMcC</p>
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	be the work for this Group through 2018/19. Janet and Eileen could assist with the development of this section as well as OU; to include scoping what was available. It would be important that this would reflect the regional work regarding Nursing Assistants.	JM/ED/DG/CMcC
6.	<p>Career specific pathways development</p> <ul style="list-style-type: none"> • Senior Nurse Out of Hours The Group viewed the website developed for Senior Nurse Out of Hours and agreed that it could now be linked to the career pathway website. • Midwifery Cathy advised that Lorna Lawther was working on this and if it was ready before this Group was next due to meet in June Cathy would email the Group to review the website for its suitability to be linked to the career pathway website. • Older People's Nursing Cathy advised that work is slow on gathering inspirational stories and podcasts for the site and that she was engaging with the RETAIN project to get the career pathway completed. Eileen offered to get some inspirational stories for this pathway as did Janet Montgomery and Roisin McSwiggan. Cathy to send them inspirational stories template for this with the aim of getting this information by March 2018. 	<p>CMcC</p> <p>CMcC</p> <p>ED/JM/RMcS</p> <p>CMcC</p>
7.	<p>Promotional activities</p> <p>Roisin McSwiggan confirmed that the Nursing Workforce Leads promote the website at the relevant careers fairs. It was agreed that it would be useful to have the website leaflet to add to the pack for the careers fairs. Cathy to email Roisin the leaflet pdf.</p> <p>Cathy has spoken to students at South Eastern Regional College with Heather Finlay and the course tutors and students find the career pathway website very useful. NIPEC also promotes the website at its stakeholder events. Nicki stated that she would post a tweet to promote the website.</p>	CMcC
9.	<p>Date and Time of Next Meeting</p> <p>Plan for June 2018, Cathy to send out date. Post meeting Date confirmed 22 June 2018 at 10am, Meeting Room, Second Floor, NIPEC.</p>	CMcC