

**Regional Collaborative for NI Action Plan:  
Strengthening the Commitment for Learning Disability Nursing**

**Meeting 13th October 2015 @ 2.00pm  
Muckamore Hospital, Antrim BT41 4SH**

**Notes of meeting**

**In attendance**

Glynis Henry, CEC, Chair  
Frances Cannon, NIPEC  
Owen Barr, UU  
Esther Rafferty, BHSCT  
Donna Morgan, NHSCT  
Eileen Dealey, WHSCT  
Molly Kane, PHA  
Wendy McGregor, RQIA  
Mary Neeson, WHSCT  
Bryce McMurray, SHSCT  
Leslie-Anne Newton, ARCUK  
Laurence Taggart, UU

**Apologies**

Maurice Devine, CEC  
Peter Griffin, QUB  
Lauren Bell, QUB  
JP Watson, FSHC  
Carol Cousins, FSHC  
Lorraine Kirpartick, FSHC  
Gordon Moore, FSHC  
Sharon McRoberts, SHSCT  
Philip, Rooney, NHSCT

| <b>Agenda Items</b> | <b>Notes and Action</b>  | <b>Person Responsible</b> |
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| <b>1.</b>           | <b>Welcome and Introductions</b><br><br>Glynis opened the meeting, apologies were noted as above.  |                           |
| <b>2.</b>           | <b>Membership</b><br><br>It was noted that Lauren Bell will be the new Pre-registration student representative. Lauren was unable to attend today.<br><br>Glynis welcomed the Post-registration representative Mary Neeson from WH&SC Trust.<br><br>DM noted that as Philip Rooney had been covering in her absence he should now be taken off the circulation list. |                           |

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|    | <p>Glynis also noted correspondence from Anne Campbell, Chair of the RCN LD Nursing Network requesting to have representation and membership of the Collaborative.</p> <p><b>To note: All present agreed.</b></p> <p><b><u>Action Point:</u></b><br/> <b>Glynis to write back to Anne Campbell</b></p> <p>Glynis advised that she had attended a NIPEC Recording Care project workshop and extended an invitation to Michelle Burke the NIPEC Recording Care Professional Officer to the Learning Disabilities Learning Event; as one of priorities of the Recording Care Project centres around Learning Disability Nursing. Glynis noted that Michelle will be linking with all the HSC Trusts.</p> <p>Glynis also noted that Maurice has recently been recognised in the Nursing Times Leaders 2015 awards.</p> <p>Glynis advised the group that the StC four countries Leads had been asked to meet Minister, Mary Lynch, RoI who are currently reviewing their LD services in response to a number of HQIA Inspection reports and inquires. This meeting coincided with the StC UK/RoI Steering Group meeting which was hosted in the DoH in Dublin on the 30<sup>th</sup> September 2015. The RoI, CNO, Siobhan O'Halloran, is very keen that the RoI be aligned in some way to work of the UK countries and had arranged for Mary Lynch to meet the UK leads and hear about the work linked to StC report. The meeting was led by the CNO. Glynis reported that the Minister seemed to have been impressed by the work on the UK Steering Group and also by the information shared on behalf of the NI Collaborative. Susan Kent, DCNO, RoI, based on information shared has asked to be invited to the Learning Event, this has been agreed.</p> | GH |
| 3. | <p><b>Notes of previous meeting 1<sup>st</sup> July were agreed in principle.</b></p> <p>Esther Rafferty raised concerns under <b>Point 4</b> regarding the RCN LD Nursing Network and the fact that non RCN members could not participate in the LD Nursing Network.</p> <p>It was highlighted that RCN governance arrangements require that nurses wishing to participate in any RCN Network to be a member of the RCN. Esther emphasised that a number of staff in the BHSCT did not have RCN membership and would therefore, in her view, be “disadvantaged”.</p> <p>The specifics of governance arrangements were appreciated after the formal establishment of the RCN Learning Disabilities Nursing Network.</p> <p>Esther Rafferty advised she intends to escalate her concerns with the BHSCT Director of Nursing.</p>  |    |

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|                  | <p>It was acknowledged that the NI Action Plan clearly stated that the Collaborative should work with the RCN in the establishment of network and as such that had been progressed. The rationale/benefits of an organisation such as the RCN hosting the LD network were expressed by a number of members. It was further acknowledged that the first meeting of the network had only taken place on the 3<sup>rd</sup> of June and at that time it had been agreed to allow the network a period of time to bed down and establish working arrangements and plan of activities. It was highlighted that it is anticipated that the RCN Network would be planning a number of workshops/conferences and these would be open to non RCN members.</p> <p>Lesley Anne suggested that ARC might be able to host a LD Nursing Network. Glynis indicated that this option would be one that the Collaborative could bear in mind.</p> <p>It was the firm view of the Collaborative members that it would not be viable nor prudent to have two LD Nursing Networks in NI.</p> <p>It was also highlighted that the NI Action Plan had been consulted upon widely and had been signed off/endorsed and launched by the CNO. It was also postulated that if this concern had been expressed through the consultation phase Departmental colleagues would have addressed it appropriately.</p> <p><b><u>Action Point:</u></b><br/> <b>It was agreed that the issues raised should be escalated to the CNO.</b></p> <p><b>Esther Rafferty identified she intends to escalate her concerns with the BHSC Trust Board.</b></p> | <p><b>GH/FC</b></p> <p><b>ERafferty</b></p> |
| <p><b>4.</b></p> | <p><b>Matters Arising</b></p> <p>All actions were deemed closed except matters arising.</p> <ul style="list-style-type: none"> <li>• <b>Service Use Engagement</b></li> </ul> <p>It was anticipated Maurice would give an update regarding the framework to support Service User Engagement and the possibility of sourcing funding to develop an Easy Read version of the NI Action Plan. However, Maurice is off on unplanned leave at present therefore this was postponed to next meeting of the Collaborative. It was agreed that Molly Kane would provide links for Martin Quinn the PHA PPI lead to Leslie- Anne from ARC.</p> <p><b><u>Action Point:</u></b><br/> <b>Molly Kane to provide links for Martin Quinn the PHA PPI Lead to Leslie- Anne Newton from ARC.</b></p> <ul style="list-style-type: none"> <li>• <b>Learning Event 23 October 2015</b></li> </ul> <p>Glynis set out the background and rationale for the Outcomes Measurement in LD Nursing Learning Event.</p>  | <p><b>MK</b></p>                            |

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|           | <p>Frances talked through the programme. Collaborative members agreed to act as co-facilitators in the facilitated discussion planned for the afternoon session. There were discussions regarding the agreed invitation list. Leslie-Anne suggested she would invite LD Nurses working in the organisations affiliated to ARC. It was agreed she could use two places and would send out an invite via the ARC circulation list.</p> <p>It was also highlighted that the IND/VOL Sector may not necessarily be fully represented by FSCH.</p> <p><b><u>Action Point:</u></b><br/> <b>Frances to Liaise with FSHC, JP Watson to check if FSHC represented the IHCP and if not Frances to contact IHCP and extend an invitation to the event.</b></p> <p><b><u>Action Point:</u></b><br/> <b>Leslie Anne to invite two LD Nurses working in the organisations affiliated with ARC.</b></p>   | <p>FC</p> <p>LAN</p> |
| <p>5.</p> | <p><b>Learning Disabilities Workforce Review</b></p> <p>It was noted the LD workforce review has been circulated for comment to the Collaborative members prior to this meeting. Glynis asked members to check for accuracy and send comments back to Frances by the 20<sup>th</sup> October; preferably on a word document.</p> <p><b><u>Key messages stemming from the Learning Disabilities Workforce Review</u></b></p> <ul style="list-style-type: none"> <li>• The workforce review thus far has accounted for 642 LD Nurses. This means that there is a difference of 146 between the information provided by the NMC and that gathered via the survey.</li> <li>• 11% or 52 Learning Disabilities nurses were reported as being legible to retire imminently and the figures would suggest this will rise year on year</li> <li>• There is an LD nursing workforce could be described as an aging workforce – it is suggested that there is an apparent need for succession planning</li> <li>• Line management &amp; professional supervision is in place in the main</li> <li>• There are a number of LD reporting to non-NMC registrants – few LD nurses were reported as holding senior service management positions.</li> <li>• There is reported hospital retraction in line with strategic drivers and therefore a need for service development /modernisation</li> <li>• A key message was repeatedly reported that is to say - there is increase in complexity of need and people with LD living longer and associated co-morbidities.</li> <li>• A need for additional educational programmes to meet</li> </ul> |                      |

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|    | <p>service requirements particularly re: complex needs was expressed.</p> <ul style="list-style-type: none"> <li>• Increased need for (designated roles) in for example epilepsy and behaviour management</li> </ul> <p>Supported living particular needs regarding:</p> <ul style="list-style-type: none"> <li>• ability to practice LD nursing linked to regulation legislation</li> <li>• ability to meet requirements of revalidation</li> <li>• perception that there is a deskilling of LD nursing</li> </ul> <p>Discussion: Significant work has been undertaken to ensure as many LD Nurses have been identified. It was recognised that the report is at point in time and a “snap shot” of the LD nursing workforce and must be considered in that context. Leslie Anne suggested that there may be LD nurses working in organisation affiliated with ARC who may not have been captured.</p> <p><b><u>Action Point:</u></b><br/> <b>Frances to liaise with Leslie-Anne and provide the list of organisations who have been sent the LD Workforce scoping tool. Leslie-Anne to check list and disseminate to any of ARC’s relevant affiliated organisations which she thought might not have already been targeted</b></p>  | FC/LAN |
| 6. | <p><b>UK Steering Group Update</b></p> <p><b><u>Structure and leadership</u></b><br/> Jean White CNO Wales is now the lead for Strengthening the Commitment and has taken over from Ross Moore.</p> <p><b><u>PBS Framework</u></b><br/> The UK Steering Group signed off the PBS Framework. The Framework will be sent out to HEIs providing pre-registration learning disabilities nursing by the Academic Network on behalf of the UK Steering Group and HEIs will be asked to map their programmes against this.</p> <p><b>To Note</b><br/> Glynis asked Collaborative members how PBS is being rolled out or implemented in the HSC Trusts. Esther advised PBS is well embedded in the Children’s inpatient service BHSCT and is being rolled out in Adult inpatient services, Eileen advised WHSCT is rolling out PBS.</p> <p><b><u>LDN Research: a position paper</u></b><br/> The UK Steering Group signed off the research position paper which has been endorsed by the academic network.</p> <p>The research subgroup will take forward the recommendations within the paper including:</p> <ul style="list-style-type: none"> <li>• further review of published learning disability nursing research is undertaken possibly using the same methodology</li> <li>• That data is systematically gathered regarding the number</li> </ul> |        |

of learning disability nurses holding research degrees (PhD/ MPhil/ MRes) and the number currently studying for such qualifications.

- That a review is undertaken of how research is taught within under graduate and post registration learning disability nursing programmes.
- That opportunity for research placements, internships and to become members of research teams are created for both nursing students and registered nurses.
- Promote wider dissemination of information concerning research projects in progress and also research findings. Use of social Media
- That the LD Nurse Blog is further developed to provide more pages to assist nurses with understanding key aspects of the research process.
- That membership of the research work stream core team within LIDNAN is extended to include student members and also registered nurses working in clinical practice.

**Renew, Refresh, Refocus:-**

- Last year's KPIs – to be inserted into the UK steering Group StC Refresh Renew Refocus paper.

**To Note**

NI was commended on the quality of its KPI return.

**Agreement of UK StC KPIs**

It was agreed that the following four key areas be developed into an action plan that would then complete the Renew, Refresh, Refocus paper.

- **Working across the lifespan** – UK level focus on children and families (Scoping existing roles, literature review, case studies to demonstrate added value and potential role development, children's HEF, commissioning guidelines).
- **Public health** (as part of health inequality theme, and potential opportunity to incorporate learning disabilities into the 5 CNO work to develop a personal and population health framework)
- **Leadership** – (Further develop leadership students and potential cascading of mentorship from UK StC Group)
- **Positive Behaviour Support** (wider scope in terms of mental health and forensic)

**Pod cast**

A pod cast has been prepared by the mother of a child with a LD which highlights the contribution of the LD nursing. The pod cast has been supported by NES. The UK Steering Group are keen to

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|    | brand the pod cast as a resource signed off by the four countries<br><br><b>Action Point:</b><br><b>Frances to circulate links to the pod cast to the Collaborative for comment /endorsement</b>  | FC |
| 7. | <b>HEF Pilot update</b><br><br>Esther Rafferty provides an update regarding the pilot of the HEF in the BHSCT.<br><br><ul style="list-style-type: none"> <li>• The HEF is currently being piloted in Donegore Ward in Muckamore. A setting within which care is provided to females who present with challenging behaviour.</li> <li>• Feedback thus far suggests the use of the HEF is extremely helpful in the informing the care planning process and in evaluating and demonstrating the outcomes of nursing care</li> <li>• Rhona Brennan is leading and supporting staff in Donegore to implement the HEF consistently</li> <li>• Esther recognised that implementation has not been without its challenges and is time intensive</li> <li>• The use of the HEF is led by nurses and nursing</li> <li>• Rhona has now been asked to take on a Lead role in rolling out the HEF within the hospital setting</li> <li>• Esther highlighted the use of the HEF is hospital based in BHSCT</li> <li>• HEF is not integrated into PARIS and is free to access and use</li> <li>• Esther noted that the BHSCT is also piloting the use of HONOS which is medically driven.</li> </ul> |    |
| 8. | <b>Communiqué</b><br>The next communiqué will primarily focus on the Learning Event   |    |
| 9. | <b>Next Steps</b><br><br>It was agreed that the next Collaborative meeting should entirely focus on the following:<br><br><ol style="list-style-type: none"> <li>a) Mapping the NI Action Plan to the KPIs identified by the UK Steering Group and the recommendations arising from the StC Living the Commitment document. It was agreed that this should be a workshop style meeting with the aim of prioritising the work of the Collaborative for the next year</li> <li>b) Sign off of the LD Workforce review paper</li> <li>c) Sign off the Collaborative annual report on the NI Action Plan for CNO</li> </ol>   |    |

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|     | <p><b><u>Action Point:</u></b><br/> <b>Frances to work with Glynis to agree format of the workshop</b><br/> <b>Prepare a draft annual report for CNO</b></p>   | FC /GH |
| 10. | <p><b>AOB</b></p> <p>Laurence Taggart advised that there are newly released NICE guidelines regarding:</p> <ul style="list-style-type: none"> <li>• Responding to Behaviour which is Challenging related to service users with Learning Disabilities</li> </ul> <p>Laurence also advised there are NICE guideline due imminently regarding the Needs of Older people with LD</p> <p>Laurence highlighted the need for LD nurse in NI to register as a stakeholder with NICE so as NI has representation and a voice in the development of NICE Guide lines</p> <p>Donna Morgan highlighted that Jenny Mills NHSCT has been nominated for a Nursing Times "Rising Star" Award</p> <p><b><u>Action Point:</u></b><br/> <b>Frances to ensure onward dissemination to the Collaborative</b></p> <p><b><u>It was agreed to change the date of the April meeting planned for the 5<sup>th</sup> April to the 26th April 2016</u></b> to coincide with the StC UK steering group meeting due to take place in Belfast. Venue as yet to be agreed.</p> |        |
| 11. | <p><b>Date time next meeting</b></p> <p>Next meeting 12<sup>th</sup> January 2015.<br/> <b>Please note</b> change of venue agreed as <b>Fern House, CEC Antrim</b></p> <p>12<sup>th</sup> January 2016 @ 2.00pm<br/> <b>Venue: Fern House, CEC, ANTRIM</b></p> <p>26<sup>th</sup> April 2016 @ 2.00pm <b>(Please note this change of date)</b><br/> <b>Venue: TBC</b></p>  |        |