

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

**Meeting 26th April 2016 @ 2.00pm
Conference Room 1, 3rd Floor, Centre House,
79 Chichester Street, Belfast**

Notes of meeting

In attendance

Glynis Henry, CEC, Chair
Frances Cannon, NIPEC
Maurice Devine, CEC
Esther Rafferty, BHSCT
Donna Morgan, NHSCT
Eileen Dealey, WHSCT
Briege Quinn, PHA
Laurence Taggart, UU
Peter Griffin, QUB
Lorraine Kirkpatrick, FSHC
Violet Graham, FSCH
Sharon McRoberts, SHSCT (Teleconference)
Gordon Moore, SEHSCT
Geraldine Brown, SEHSCT
Barbara Tate, SEHSCT
Michelle Burke, NIPEC

Apologies

Owen Barr, UU
Wendy McGregor, RQIA
Mary Neeson, WHSCT
Bryce McMurray, SHSCT
Leslie-Anne Newton, ARCuk
Lauren Bell, QUB
JP Watson, FSHC
Carol Cousins, FSHC
Anne Campbell, RCN

Agenda Items	Notes and Action	Person Responsible
1.	<p>Welcome and Introductions</p> <p>Glynis welcomed Susan Kent, Deputy Chief Nursing Officer, ROI Briege Quinn, PHA who replaces Molly Kane, Geraldine Brown and Barbara Tate, two Learning Disabilities nurses who completed the RCN Leadership Programme and Michelle Burke, Professional Officer who will be presenting under agenda item 5 Recording Care.</p>	

	As a means of introduction and welcoming new and visiting members Glynis gave an overview and background to the establishment of the Collaborative.	
2.	<p>Membership</p> <p>Rosemary Dilworth from the Priory Group has requested membership of the Collaborative. Discussions ensued regarding Independent Voluntary representation on the Group. In the main a number of members of the Collaborative indicated that that representation from the Priory Group would be welcome. It was agreed that a conversation would be had with IHCP to test that view.</p> <p>There was a view that the work of the Collaborative and the Communiques disseminated quarterly from the Collaborative was not reaching as many front line staff as would be hoped.</p> <p>Members were asked to facilitate the circulation of the Communiques within their organisations. It was also agreed that RQIA would be approached to clarify if it has a definitive list of Independent/Voluntary providers and assuming a positive response, seeks RQIA's assistance in issuing the Collaborative Communiques accordingly.</p> <p>It was noted that Olivia Boyda is on long term sick and has indicated she will not be available to attend meetings. Esther Rafferty advised she would in her role be positioned to represent Learning Disabilities Nurses working in Children's services. It was suggested that representation from practice level would be also be valuable. It was agreed that Barbara Tate who was in attendance at the meeting worked in this area and as a development opportunity should become a member of the Collaborative.</p> <p><u>Actions Agreed</u></p> <p>The Collaborative to write to the IHCP Lead Officer to test the suggestion that representation from the Priory Group be included in membership.</p> <p>Frances to liaise with RQIA to establish if they hold a definitive list of Ind/Vol organisations and assuming a positive response request RQIA to send the NI Collaborative Communique to those organisations.</p> <p>Collaborative members to create a list of Ind/Vol organisations from which they commission services, which could be added to the Collaborative engagement and communication group.</p>	<p>GH/FC</p> <p>FC</p> <p>All</p>
3.	<p>Notes of previous meeting</p> <p>Action Notes of previous meetings held pm 13th October 2015 and 12th January 2016 were agreed as accurate</p>	

Matters Arising

- **Engagement and Communication Framework**

Maurice advised the Framework has been prepared and reviewed by Glynis and Frances subject to minor amendments it will be shared with the Collaborative members for comment/feedback with a short turn around. Glynis thanked Maurice for the work thus far.

- **Correspondence**

Senior Nurse Tool kit Programme RCN

It was acknowledged that whilst the RCN Senior Nurse Tool Kit Programme was available and open to all fields of practice. Nonetheless, a specific Leadership programme within Learning Disabilities Nursing would be useful. In the first instance, given the ECG annual cycle it was agreed that in this year HSC Trusts' senior nurses would request places on the Senior Nurse Tool kit Programme through the ECG.

Discussion also ensued on how to try to make best use of ECG funding and opportunities. It was noted that in the past a 3 year commissioning approach has proved helpful. It was agreed that HSC Trusts would look at this again. SMCR will also raise the issue of the needs of LD nurses at the ECG table.

Agreed Action

Agreed Learning Disabilities Senior Nurse request Learning Disabilities Nursing specific Senior Nurse Tool kit Programme through the ECG.

- **Three year plan for Learning Disabilities Nursing**

Recognised need for a coordinated 3 year learning and development plan for Learning Disabilities Nursing- this has been attempted in the past with limited effect.

Agreed Action

Learning Disabilities Senior Nurse/Collaborative membership to meet to agree a 3 year plan - This could be informed by the Learning Disabilities Nursing workforce review.

Sharon McRoberts to raise Collaborative concerns regarding education commissioning for Learning Disabilities Nursing at the ECG and the need for concerted efforts to ensure their needs are represented

	<ul style="list-style-type: none"> • Patient Dependency Mental Health and Learning Disabilities Nursing It was noted that a Patient Dependency Mental Health and Learning Disabilities Nursing tool had been circulated for comment by the Delivering Care /Normative Staffing Group 	
4.	<p>NI Action Plan</p> <ul style="list-style-type: none"> • LD Workforce Review The review which is a description of the Learning Disabilities Workforce is in its final draft. Conversations have been had with DCNO regarding the context of the review – The final draft report will be submitted to DCNO for consideration and at the same time shared with the Collaborative. <u>To note:</u> The imminent number of staff due to retire in light of age profile/MHO status and the NHS pension scheme was highlighted by Collaborative members. It was noted that this is included in the workforce review • NI Collaborative Annual Report A final draft of the Annual report prepared for CNO was tabled. Glynis advised a date has been arranged for it to be presented to CNO. An embargoed version of the report will be shared with Collaborative members. <u>Action Agreed</u> The Annual Report which is embargoed until it is endorsed by CNO is to be shared with Collaborative members. • Collaborative Priorities A table of priorities for the Collaborative stemming from the last meeting was tabled. (Appendix 1) The priorities as identified by the two groups on the day had been mapped to the STC Steering Group KPIs and the NI Action Plan. The table identified the priorities as detailed in the Annual report to CNO. Discussion There is an identified need to develop a Career Framework for Learning Disabilities Nursing. It was agreed this would address the actions as detailed at priorities 1 and 2. Priorities 3 & 4 could be combined as the development of a KPI should be included within an Outcomes Measurement Framework for Learning Disabilities Nursing. 	FC

	<p>NI has been asked by the StC steering group to take forward work at a four/five Country level actions relating to “Leadership” and therefore this priority would be addressed in that context.</p> <p>Priority 6 re: Professional Development Learning Disabilities Nursing Forum/Network is being progressed – i.e. an update to the NI Action Plan has been endorsed by CNO and has been communicated to the HSC.</p> <p>Glynis advised that she intends to convene a number of small Task and Finish groups drawing from the membership of the Collaborative to take these work streams forward. These groups will be tasked to take forward specific aspects of work and report back to the Collaborative including.</p> <p>Group A - Learning Disabilities Nursing Career framework building on the NIPEC Career pathway</p> <p>Group B - Outcomes measurement Framework for Learning Disabilities Nursing drawing on the outputs from the Learning Event on the 23rd Oct 2015.- may require another learning event</p> <p>Group C – Building Leadership for Learning Disabilities Nursing - building on the actions already identified by the StC Steering Group</p> <p>The update to the NI Action Plan which has been endorsed and communicated by CNO will support the establishment of a Professional Development Learning Disabilities Nursing Forum/Network. Members noted that relevant correspondence has recently been received from the CNO’s Office.</p>	
5.	<p>Recording Care Project</p> <p>Michelle Burke Professional Office, NIPEC gave an overview of the work the Recording Care Project Chaired by Alan Corry Finn is progressing for Learning Disabilities services. Michele noted that the Recording Care Project has identified and agreed regional data sets particular to Learning Disabilities nursing which it is anticipated will be incorporated into local documentation.</p>	
6.	<p>UK/Rol StC Steering Group Update</p> <p>The UK/Rol StC Steering Group met on the 26/4/16 before the Collaborative meeting. Caroline Lee DCNO represented DHSSPSNI attended the Steering group meeting. The Chair of the Steering Group is Sue Beacock DCNO Wales</p> <p>It is anticipated the frequency of the UK/Rol Steering Group meetings will be reduced with at least one meeting being delivered via teleconference.</p>	

Update

Key actions for the Steering Group going forward

Frances reported that much of the meeting centred on agreeing the key actions for the UK/RoI Steering Group going forward. Four key areas have been identified.

1. Developing the unique role and contribution of the learning disability nurse working with children and families with learning disabilities.
2. Developing, embedding and sustaining Positive Behaviour Support within Learning Disability Nursing Services
3. Strengthening leadership within learning disability nursing
4. Learning Disability Nurses will expand their role in Public Health

It was considered appropriate that each country whilst contributing to all the actions stemming from the identified areas should take the lead in one specific aspect. NI has been asked to lead on **Leadership**. Caroline Lee DCNO has agreed in principle that NI will take the lead in drawing up a range of actions to be progressed at a five country level in relation to Leadership within Learning Disabilities Nursing. CNO's Office will be responsible making the necessary arrangements to coordinate and collate how each country takes forward the actions, reporting back to the UK/RoI StC Steering group and contributing to an annual report to Jean White (Lead CNO for StC).

Other updates:

Review of pre-registration standards

NMC are reviewing pre-registration standards for all fields of practice –NI is represented, Owen Barr is a member of the NMC review group.

Workforce data

The StC UK Steering group plan to aggregate the data regarding the Learning Disabilities across the 4 countries – this should help inform the NMC and local work force plans - Caroline Lee DCNO **attended this meeting and is aware of this work.**

Research Leadership Group

The meeting of the Research Leadership group is planned and NI is asked to field a representative – **Action** Laurence Taggart to attend.

Nurse Consultant Group

The meeting of the Nurse Consultant group for is planned and NI is asked to field a representative - Glynis advised that this may not be possible at this time as there are no Nurse Consultants in the LD field in NI at this moment in time.

StC Annual Conference

Wales is funding an Annual StC conference, date 21-22 November in the All Nations Centre Cardiff.

	Collaborative members were asked to hold the date and being thinking about possible initiatives for submission. Each country will be allocated approx. 50 places	
7.	<p>AOB</p> <ul style="list-style-type: none"> • Peter Griffin asked that if anyone around the table is aware of RNLDS who would be in a position to mentor a pre-registration student to please contact him directly. • Maurice added that it is important that the learning disabilities research agenda is supported by Collaborative colleagues. 	
8.	<p>Date time next meetings 7th July 2016 @ 2.00pm – Fern House, Antrim</p>	

Priorities 2016-2017
Group Work feedback following NI Collaborative Workshop 12th January 2016

Group A	Group B	STC KPI	NI Action Plan
Finalise workforce review:- Extract key messages and focus on key areas including <ul style="list-style-type: none"> ➤ Supported living (roles & titles) ➤ Career pathway for Learning Disabilities Nurses ➤ Education Commissioning for Learning Disabilities Nurses workforce 	Sign off Learning Disabilities Nursing Workforce Review and submit to CNO <ul style="list-style-type: none"> ➤ Raise awareness of the NIPEC Careers Pathway with Learning Disabilities Nurses ➤ Use NIPEC Career Pathway as a foundation to build a tailored pathway for Learning Disabilities Nurses This would: <ul style="list-style-type: none"> ➤ include an articulation of skills and competencies ➤ Inform education commissioning annually and 3 yearly 		Strengthening Capacity /Capability <ul style="list-style-type: none"> ➤ <i>Develop a specific suite of competencies that clearly articulates the knowledge, values and skills of Learning Disabilities Nurses in specific aspects of care</i>
Development and agreement of a KPI	Development of regional KPI		Strengthening Quality <i>Link with Regional KPIs</i>
Framework for Outcomes Measurement	Develop a suite of outcomes tools		Strengthening Quality
Children :- early interventions by Learning Disabilities Nurses Behavioural support /Proactive interventions/Health inequalities		Children & families with Learning disabilities with have access to skills knowledge and competence of RNLD	Strengthening Capability :- <i>maximise contribution of Learning Disabilities nurses across the life span but particularly during early years and adolescence in preventative & proactive health care</i>
	Scoping of Preceptorship within Learning Disabilities Nursing :- seek assurance that preceptorship is in place		Strengthening Quality <i>Ensure pre-registration students have access to effective preceptorship</i>
Support and develop leadership	RCN Leadership Programme	Strengthening	Strengthening the Profession <i>Support the development of aspiring leaders</i>

	<ul style="list-style-type: none"> ➤ What is in place to support leadership programme undertaken by the RNLDS at RCN ➤ How is employer/ Collaborative supporting these participants post completion of the programme? ➤ What have they achieved? ➤ What are the future needs regarding the programme? 	Leadership within LD services	
	Practice Placements /mentorship availability Are there sufficient opportunities for RNLDS to become mentors		Strengthening Quality <i>Ensure pre-reg -students have access to effective practice learning and mentorship</i>
<ul style="list-style-type: none"> ➤ Embed the Network for Learning Disabilities Nurses – take cognisance of the work already taken forward 			Strengthening the Profession Note: Amendment to NI Action Plan March 2016 endorsed by CNO
Positive Behaviour Support <ul style="list-style-type: none"> ➤ How is PBS being embedded in practice ➤ Possible undertake a review 		Developing & embedding and sustaining PBS within LD services	Strengthening Capability <i>Ensure learning Disabilities nurses are prepared equipped in the management of violence aggression</i>
Service User Event <ul style="list-style-type: none"> ➤ Possibilities/consider link with Patient Experience /Sense maker 			Strengthening Quality <i>Ensure key themes service user feedback inform improve and develop the practice of RNLDS</i>
General /Acute Hospital Settings Learning Disabilities nurses in general hospital settings			Strengthening Capacity <i>Examine potential for transferability of skills ...in acute liaison</i>
		RNLDS will expand their role in Public Health	Strengthening Capability <i>maximise contribution of Learning Disabilities nurses across the life span but particularly during early years and adolescence in preventative & proactive health care</i>

Promote /encourage Evidence based practice			Strengthening the Profession <i>Encourage Learning Disabilities nurses to access and take up nursing research</i>
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Priorities submitted in Collaborative Annual Report to CNO March 2016

Short -Term 2016-2017

1. Agree key actions to address the messages arising from the Learning Disabilities nursing workforce review
2. Raise awareness of the NIPEC Careers Pathway with Learning Disabilities Nurses.
3. Agree a Key Performance Indicator (KPI) specific to Learning Disabilities Nursing.
4. Develop an Outcomes Measurement/Framework for Learning Disabilities Nursing within the 5 HSC Trusts in the first instance.
5. Work to support development of leadership potential in Learning Disabilities nurses in practice.
6. Take forward arrangements as agreed with CNO to address the action in the Action plan relating to the establishment and embedding of a Professional Development Learning Disabilities Nurses Network

Longer - Term 2017- 2018

1. Use NIPEC's Career Pathway as a foundation to build a tailored career pathway for Learning Disabilities Nurses.
2. Take steps to explore how the Positive Behaviour Support Framework developed by LIDNAN can be embedded in practice