

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

**Meeting 7<sup>th</sup> July @ 2.00pm**  
**Classroom 3, Clinical Education Centre, Fern House,**  
**Bush Road ANTRIM BT41 4SH**

**In attendance**

Glynis Henry, CEC, Chair  
Frances Cannon, NIPEC  
Maurice Devine, CEC  
Owen Barr, UU  
Lauren Bell, pre registration, rep student  
Barry Mills attending on behalf of Esther Rafferty, BHSCT  
Susan Maxwell attending on behalf of Donna Morgan, NHSCT  
Briega Quinn, PHA  
Lorraine Kirkpatrick, FSHC  
Violet Graham, FSCH  
Sharon McRoberts, SHSCT  
Paul Mills attending on behalf of Gordon Moore, SEHSCT  
Barbara Tate, SEHSCT  
Wendy McGregor, RQIA  
Anne Campbell, RCN  
Rosemary Dilworth, Creagmoor  
Melissa Steele, BHSCT

**Apologies**

Bryce McMurray, SHSCT  
Eileen Dealey, WHSCT  
Laurence Taggart, UU  
Peter Griffin, QUB  
Leslie-Anne Newton, ARCuk  
Carol Cousins, FSHC

<b>Agenda Items</b>	<b>Notes and Action</b>	<b>Person Responsible</b>
1.	<p><b>Welcome and Introductions</b></p> <p>Glynis Henry welcomed everyone to the meeting and noted apologies as above.</p> <p>Glynis also welcome Melissa Steele BHSCT who was the “Nurse of the Year-Award Winner” in the Category: Patient Choice and who has come to the meeting to talk about her experience of her achievement.</p>	

2.	<p><b>Notes of previous meeting</b></p> <p>Action Notes of previous meetings held 26<sup>th</sup> April 2016 2016 were agreed as accurate.</p> <p><b>Matters arising –</b></p> <p><b>Update on actions</b></p> <ul style="list-style-type: none"> <li>• Wendy reported that the development of an RQIA definitive list of Ind/Vol sector organisations has been progressed.</li> <li>• Collaborative members reported they are working to create local lists – this may cause a degree of duplication but it was felt necessary as there are some organisation and Independent service providers who are not registered with RQIA.</li> <li>• It was acknowledged the LD Lead Nurses were commissioning the Senior Nurse Toolkit as one of the number of leadership’s programmes via ECG to note Glynis emphasised the need to keep to the forefront of minds leadership programmes for learning disabilities nurses.</li> <li>• Trust representatives 3 year education commissioning plan, to date has not been progressed. Glynis highlighted the need for 3 year planning of education commissioning to ensure programmes are viable and Lead Nurses are actively succession planning for professional leadership and specialist practice roles in the field of LD.</li> </ul>	
3.	<p><b>Presentation “Nurse of the Year-Award Winners”</b></p> <p>Melissa Steele gave a presentation regarding her “Nurse of the Year-Award Winner”  <i>Category: Patient Choice Award</i></p> <p>Lorraine Kirkpatrick gave a Presentation “Nurse of the Year-Award Winner”  <i>Category: Inspiring Excellence in Mental Health in Learning Disability (see attached )</i></p>	
4.	<p><b>NI Action Plan</b></p> <p><b>Description of Learning Disability Workforce NI and the NI Collaborative Annual Report</b></p> <p>The NI Collaborative Progress Report and the Description of LD Workforce report have been presented to CNMAC on 10<sup>th</sup> June 2016. Both reports were received positively and a number of congratulations offered to all concerned in this work. Key priorities which CNMAC would like the Collaborative to concentrate on were (1) career pathway for LD nurses (2) development of KPI/s.</p> <p>The Collaborative Progress Report highlighted the priorities listed as 1-7 below. The Report of the Description of the LD Nursing Workforce makes a number of conclusions including the following:  <i>‘Given the information submitted through the review it is</i></p>	

*challenging to see a clear career pathway for those LD Nurses who aspire to middle to senior professional posts'.*

**Progress Report Priorities - Short -Term 2016-2017**

1. Agree key actions to address the messages arising from the Learning Disabilities nursing workforce review.
2. Raise awareness of NIPEC Careers Pathway and take steps to ensure it reflects and represents Learning Disabilities Nursing.
3. Use NIPEC's Career Pathway as a foundation to build a tailored career pathway for Learning Disabilities Nurses (2016 - 2018).
4. Agree a Key Performance Indicator (KPI) specific to Learning Disabilities Nursing.
5. Develop an Outcomes Measurement/Framework for Learning Disabilities Nursing within the 5 HSC Trusts in the first instance.
6. Work to support development of leadership potential in Learning Disabilities nurses in practice.
7. 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.

Glynis advised the Collaborative that the priorities have been collated and it was agreed they would be progressed as follows:

**Priorities 1, 2 and 3** – The focus will be on the building of a career pathway for LD nurses – It was agreed that a Task and Finish Group should be established with Maurice as Chair and Donna as Vice Chair.

**Action Point:**

**Maurice to convene a task and finish group to progress work.**

MD

**Priority 4** – Prof Tanya McCance will be critical to informing on how best to articulate one or more KPIs for LD nursing. Therefore a teleconference has been booked with Tanya to brief her on the work of the NI Collaborative and CNO's request that we develop 1 (or more) KPIs for LD nursing. The teleconference call is arranged for 22nd July at 10am. It had been arranged to include Wendy, Bryce, Owen Maurice Glynis and Frances in the teleconference call. Tanya is keen to be briefed as to what we are considering as KPIs before the teleconference on the 22<sup>nd</sup>. Paul Millis will join the KPI task and Finish Group.

**Action Point:**

**Frances to send information gathered from the learning event regarding KPIs to Tanya. Briege to share mental health KPIs with Collaborative via Frances**

FC and BQ

**Priority 5** – Recommend to the Collaborative that a Task and Finish Group be established under Owen's chairmanship with a time frame to produce a final version of the framework of March 2017.

	<p><b><u>Action Point:</u></b>  <b>Owen to convene a task and finish group to progress this work. The following collaborative members expressed an interest in being part of the group: - Lorraine Kirkpatrick, Barbara Tate Anne Campbell.</b></p> <p><b>Priority 6</b> – The UK STC Steering Group has also asked NI to progress work on leadership. Caroline (Deputy CNO) has agreed to this. Maurice anticipates being involved from a Departmental perspective when he picks up work with the Department on 1 day per week basis. There seems to be a synergy and relationship between this and the career framework referenced above.</p> <p><b><u>Action Point:</u></b>  <b>Maurice to take this work forward when he picks up work with the Department on 1 day a week.</b></p> <p>CNO would be keen to see if there has been impact of the RCN leadership programme on the cohort of participants who completed it– that could be useful evidence to inform future commissioning of further leadership programmes for LD Nurses.</p> <p><b><u>Action Point:</u></b>  <b>Maurice and Frances to link and liaise with Rita (RCN) to seek to convene an Impact Assessment Workshop inviting the cohort of participants who completed the programme along to measure the impact and improvements of the programme in practice.</b></p> <p><b>Priority 7</b> – Glynis reported a meeting took place (July 6<sup>th</sup>) in NIPEC for Glynis and Frances to meet Janice Smyth and Angela McLernon to discuss and agree detail of a Professional Development Learning Disabilities Nurses Network/Forum in line with modification to NI Action which had been issued via CNO’s office.</p> <p>NIPEC/RCN in partnership will host the LD Nursing PD forum which will be open to all LD nurses. The chair will be a member of the Collaborative, and the forum will be expected to progress work on behalf of the Collaborative. Letter will go out to the system regarding the establishment of the professional Development Forum jointly from RCN Glynis and NIPEC.</p> <p><b><u>Action Point:</u></b>  <b>Frances to prepare a draft letter on behalf of Janice Angela and Glynis to be sent out to the system including the Independent and Voluntary Sector.</b></p>	<p><b>OB</b></p> <p><b>MD</b></p> <p><b>MD and FC</b></p> <p><b>FC</b></p>
<p><b>5.</b></p>	<p><b>UK Steering Group Update</b></p> <p>The next Meeting is on the 20<sup>th</sup> July 2016</p> <p><b>Update</b>  NI was asked to share their scoping tools, with a view to using these across the 4 countries Wales is planning to redo their LD workforce scoping.</p>	

	<p><b>For information:</b>          Josh Kernaghan who was the student on the steering group and now a staff nurse is planning to progress work relating to newly qualified LD nurses – experience of preceptorship.</p>	
6.	<p><b>LIDNAN Update</b></p> <p>Frances reported that the Learning and Disabilities Nursing Academic Network (LIDNAN) Conference is tomorrow in Leeds. She is planning to deliver a presentation on Learning Disability Nurse Education – A Northern Ireland perspective by video conferencing. The presentation draws on material provided by Peter from QUB, Owen and Laurence from Ulster University &amp; Maurice from CEC. It also intends to give high level messages from the Description of the LD workforce in NI – Report</p>	
7.	<p><b>AOB</b></p> <p>a. Jill McLeod Clarke is progressing work on behalf of the NMC to review the pre-registration nursing standards. Owen Barr represents NI on this review. The work of the group will be disseminated for consultation in due course. Both Owen and Glynis urged the NI Collaborative members to respond to the consultation.</p> <p>b. Owen asked Collaborative members to consider “<b>what the competencies of a registered nurse are</b>”. I.e. what should a nurse be able to do at the point of registration for each field of practice. Feedback should be sent directly to Owen.</p> <p>c. Lack of sign off mentors could seriously compromise a student’s ability to complete provided courses particularly Specialist Practice programmes</p> <p><b>Action Point: S</b>  <b>Sharon McRoberts to raise this with the workforce leads</b></p> <p>d. Glynis advised the collaborative members that she was retiring and this would be her last meeting. She advised she would be meeting with CNO to update her on the work of the Collaborative and make a suggestion as to who should be the new Chair.</p> <p>e. Maurice paid tribute to Glynis’s contribution to the Collaborative and also highlighted that this will also be Gordon Moore’s final meeting as he too is retiring.</p>	SMcR
8.	<p>Date time next meetings  <b>24<sup>th</sup> October 2016 – Venue: NIPEC, Centre House, 79 Chichester Street, Belfast</b></p>	

Agenda Item	Action	By Whom
Item 4	<p><b>NI Action Plan</b></p> <p><b>Progress Report Priorities - 2016-2017/18</b></p> <p><b>Priorities 1, 2 and 3 – Career Pathway Learning Disability Nursing</b></p> <p>Maurice to convene a task and finish group to progress work.</p> <p><b>Priority 4 – KPI’s Learning Disability Nursing</b> Frances to send information gathered from the learning event regarding KPIs to Tanya. Briege to share mental health KPIs with Collaborative via Frances</p> <p><b>Priority 5 – Outcomes Measurement Framework</b> Owen to convene a task and finish group to progress this work. The following collaborative members expressed an interest in being part of the group: - Lorraine Kirkpatrick, Barbara Tate, Anne Campbell.</p> <p><b>Priority 6 – Leadership</b></p> <p>Maurice to take this work forward when he picks up work with the Department on 1 day a week.</p> <p>Maurice and Frances to link and liaise with Rita (RCN) to seek to convene an Impact Assessment Workshop inviting the cohort of participants who completed the programme along to measure the impact and improvements of the programme in practice.</p> <p><b>Priority 7 – Professional Development Learning Disabilities Nursing Network</b></p> <p>Frances to prepare a draft letter on behalf of Janice, Angela and Glynis to be sent out to the system including the Independent and Voluntary Sector.</p>	<p>Maurice Devine</p> <p>Frances Cannon</p> <p>Briege Quinn</p> <p>Owen Barr</p> <p>Maurice Devine</p> <p>Maurice Devine and Frances Cannon</p> <p>Frances Cannon</p>
Item 7	<p><b>AOB</b></p> <p><b>C. Lack of Sign off Mentors</b></p> <p>Sharon McRoberts to raise this with the workforce leads</p>	<p>Sharon McRoberts</p>

