

DEVELOPMENT FRAMEWORK FOR NURSES AND MIDWIVES

Minutes of the Project Group Meeting held on 7 April 2004, Centre House, Belfast.

Present

Paddie Blaney
Michaela Barr
Tanya McCance
Lesley Barrowman
Cathy McCusker
Brendan McGrath
Linda Woods (In attendance)
Jacqueline Doyle (In attendance)
Sharon McCreilly (Shadowing Dr Tanya McCance)
Kay Kane
Julie McConville

Paddie Blaney welcomed everyone to the meeting. Jacqueline Doyle (Secretary for Development Framework) was introduced to those attending the meeting. Sharon McCreilly, Staff Nurse at Craigavon Area Hospital shadowing Dr Tanya McCance was also welcomed to the meeting. Cathy McCusker delivered the Development Framework presentation at 9.45 am. The individual Sub-groups met from 10.00 to 12.00. Paddie Blaney informed the meeting that the Development Framework Project Document is now available on the website. Copies were available for all at the meeting.

1 Apologies:

Geraldine Connolly
Pat McGreevy
Barbara Bradley
Thérèse McKernan (attended Sub-group meeting only)
Margaret Devlin (attended Sub-group meeting only)
Luke McSorley

2 Minutes of the Previous Meeting dated 19 March 2004:

The minutes of the previous meeting held on 19 March 2004 were agreed. One amendment to previous minutes to include Thérèse McKernan attending the meeting of 19 March 2004.

3 Feedback from Sub-groups:

3.1 Role Development and Career Structures

Brendan circulated a report detailing the work of the Sub-group. The Sub-group considered key messages from a number specific papers.

ACTION

3.1
Sub-group to
continue to
review
literature

The report lists in more detail the areas that were covered within the literature review and analysis.

The Sub-group focused on broader role development using the example of Health Visiting and found that the drivers related to the 3 main driving forces to developing roles identified in the literature earlier may be useful for the group to apply.

The Sub-group will continue to review literature on how roles have developed and possibly explore in more depth the broader role developments other disciplines in nursing/midwifery.

Brendan asked would the Project Group support the approach of continuing to explore broader role developments using the previous framework? Paddie suggested that the Project Team and subgroup should have more discussion about this to clarify thinking.

3.2 Performance and Competency:

Tanya circulated a report detailing the work to date of the Sub-group. A draft set of definitions has been developed, these require further consideration by the Sub-group members prior to the next meeting.

The 8 areas of the competency framework were considered and it was agreed to combine 2 areas (interprofessional and interagency working) and rename them as Partnership working. The next step was to identify 5-6 core generic competencies against each of the main areas. This will be based on frameworks already identified from literature. Copies of relevant competency frameworks have been sourced since last meeting and will be sent to members of the Sub-group. Each member has been allocated 1-2 main areas to consider before the next meeting.

At this point Paddie Blaney asked a question regarding the area of 'Poor Performance'. Tanya replied this was an area where more work and clarification was needed. Paddie suggested getting in touch with Liz McAnulty the Director responsible for conduct in NMC to come and speak to the Sub-group on poor performance definition.

3.3 Learning and Portfolios:

Lesley provided a Sub-group progress report. Literature reviews have been carried covering areas as listed in the progress report. The group further identified areas for more detailed work. Refer to Sub-group progress report of 7 April 2004.

Lesley suggested that at the next Sub-group meeting a brainstorming session around 'the product' would be useful to develop descriptors of the learning required from a range of scenarios and exemplars on how this can be achieved. The group will conclude the literature review and start to draft a background paper and begin to develop a range of guidance tools for

ACTION

**3.2
Sub-group to
define
definitions**

**Tanya to draft
set of
definitions
before next
meeting. Send
members
copies of
additional
competency
framework**

**Paddie to
contact Liz
Mc Anulty**

**3.3 Sub-group
to look at
identified areas
of detailed
work**

**Next meeting
conclude
review, draft
background
paper, develop
guidance tools**

employers and practitioners.

Lesley discussed with the Project Group if the Sub-group was on the right track and if there were any gaps. The Project Group agreed that they were on the right track and that nurses and midwives are looking for guidance on the correct pathways to help them develop and make choices.

Paddie asked for feedback from all the Sub- group members at the meeting as to how they thought the Project was going. Margaret Devlin remarked that the literature review was a momentous piece of work. This was acknowledged and noted.

3.4 **Communication and Consultation:**

Cathy and Brendan are in the process of contacting Directors of Nursing in each trust with the view to delivering awareness sessions in May/June. Brendan, Paddie and Edmund met with David McCarvey to draft an article for the Belfast Telegraph to raise the Public's awareness of the Development Framework. The following stages were also discussed as possibilities:-

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|----------------------------|-------------------|
| • Article in telegraph | Post Easter |
| • Media Partnership | June-September |
| • Consultation PR activity | November-December |

Other awareness activities include:-

- | | |
|--|---------------|
| • Presentation to Trust Nurses Association | 25 May 2004 |
| • Presentation to NIPEC Links Network | 25 May 2004 |
| • Presentation to RCN Board | 19 April 2004 |
| • Article in RCN fortnightly members magazine | |
| • Trust Newsletters and other staff side news sheets to be targeted | |
| • Updating the website | |
| • Some awareness sessions already facilitated and leaflets given out | |
| • Project Manager to attend Chief Officers (Health & Social Services Councils) meeting in June to discuss engaging the public. | |

Paddie asked Cathy to have the awareness sessions called 'Awareness and Testing Sessions' as this then allows for feedback from the sessions. This was noted and agreed.

Michaela asked Cathy about using ex nurses as a reference group. Cathy stated she had already targeted the leaflet at some ex nurses and that they would be considered as a reference group. Cathy stated that she would arrange for Michaela to attend the next Communication & Consultation Sub-group.

ACTION

3.4 Cathy to continue to schedule awareness sessions

Cathy to arrange for Michaela to attend Sub-group

