



Department of
Health

An Roinn Sláinte
Máinnystrie O Poustie



INVESTORS
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NIPEC Engagement and Communication Strategy and Workplan

**To support the implementation of
NMC Post-registration Standards for Specialist
Community Public Health Nursing &
Specialist Practice Qualifications¹**

November 2023

¹ In N.Ireland, the NMC post-registration standards will apply to NMC approved Community Specialist Practice Qualifications programmes and non-community nursing Specialist Practice Qualifications programmes also.

1.0 Introduction

The Chief Nursing Officer (CNO) commissioned the Northern Ireland Practice and Education Council (NIPEC) to lead on the implementation of the NMC post-registration standards for Specialist Community Public Health Nurses (SCPHN) and Community Nursing Specialist Practice Qualifications (CNSPQ) into the education and practice settings by September 2024.

As the implementation of these standards will have significant implications for the future nursing and midwifery workforce in Northern Ireland, it is important that both the NMC Approved Education Institutions (AEIs) and their practice learning partners work collaboratively to ensure a consistent, effective approach is applied that will support the student in meeting the proficiencies and outcomes for their approved programme.

NIPEC will undertake this important programme of work in partnership with the Department Health (DoH) and key stakeholders.

2.0 The NMC post-registration standards

The NMC post-registration standards were published in July 2022 and include:

- Standards of proficiency for specialist community public health nurses (SCPHN)
- Standards of proficiency for community nursing specialist practice qualifications (CNSPQs)
- Standards for post-registration programmes.

The NMC Standards of proficiency for specialist community public health nurses (SCPHN) include the following fields of practice:

- SCPHN Health Visitor
- SCPHN School Nurse
- SCPHN Occupational Health Nurse
- SCPHN Public Health Nurse

The new NMC Standards of proficiency for community nursing specialist practice qualifications (CNSPQs) include the following fields of community nursing practice:

- SPQ Community Children's Nursing
- SPQ Community Learning Disabilities Nursing
- SPQ Community Mental Health Nursing
- SPQ District Nursing
- SPQ General Practice Nursing
- SPQ Community Nursing in Health and Social Care Practice

The updated proficiencies and programme standards reflect the changing landscape and ambition for public health and the care and treatment of people in the community. The new standards² are evidence-based and are designed to ensure that people can access highly skilled, specialist support and care, close to home.

² [Standards for post registration - The Nursing and Midwifery Council \(nmc.org.uk\)](https://www.nmc.org.uk/standards-for-post-registration)

It is agreed that in Northern Ireland, the NMC post-registration standards will apply to non-community SPQ programmes also.

3.0 Context

NIPEC commenced this programme of work in January 2023 by convening a post-registration standards Steering Group with key stakeholders to oversee and provide strategic and professional direction on the implementation of the NMC post-registration standards by September 2024.

In support of this work, a post-registration standards Collaborative was established in April 2023, to work in partnership with the AEIs and their practice partners in taking forward programmes of work to ensure regional, standardised implementation and organisational readiness of the NMC post-registration standards (Figure 1).

Figure 1. Infrastructure to support the implementation of NMC Post-registration Standards for SCPHN & Community Nursing SPQ in N. Ireland.



In the first phase of this work, (April to September 2023), the post-registration standards Collaborative agreed a Work Plan and achieved specific pieces of work to align the new post-registration standards within the education and practice settings in N. Ireland.

This second phase will now concentrate on engaging and communicating with our Health and Social Care (HSC) clients and organisations/professional groups to ensure they are updated and prepared to implement the NMC post-registration standards in September 2024.

4.0 Aim and Objectives

Aim

This Engagement and Communication Strategy aims to support the regional implementation of the NMC post-registration standards into practice by ensuring information, advice and support is provided to our key stakeholders in a timely, coherent and co-ordinated approach.

Objectives

The objectives of the strategy are to;

1. Support the HSC Practice Education Teams in the dissemination of information to support and update key stakeholders on the new NMC post-registration standards
2. Update the FNFM resources both on the NIPEC website and HSC Learn to reflect the new NMC post-registration standards
3. Increase awareness and share information widely on the NMC post-registration standards across the wider HSC

5.0 Implementation

The implementation of this strategy will require key stakeholders to work in partnership, to prepare, communicate and implement the necessary information and resources, within well-defined timelines. NIPEC will engage with the following organisations and professional groups to facilitate this to happen:

- Department of Health (DoH)
- Nursing and Midwifery Council (NMC)
- HSC Trusts
- Approved Education Institutions (AEI's)
- Public Health Agency (PHA)
- HSC Clinical Education Centre (HSC CEC)
- Independent / private sector
- GP Federations
- Professional bodies
- Staff side organisations

This engagement and communications strategy will support the delivery of the above three key objectives through the establishment of a detailed work plan (Appendix 1.) under the following three headings (Figure 2).

1. Preparation
of staff across
the HSC

2.
Preparation
of resources

3. Increasing
Awareness
across the
HSC

NIPEC will establish an Engagement and Communications sub-group with HSC Trusts and AEI's members to:

1. Agree the work plan which will include key deliverables and timescales
2. Work in partnership with stakeholders to establish effective communication and engagement systems through a range of appropriate methods and formats.

The engagement and communications sub-group will report directly and provide regular updates to the post-registration standards Collaborative against the agreed objectives and delivery of planned actions

The work plan will be reviewed regularly to ensure alignment with the overall project plan.

6.0 Risks

A risk register has already been established by the Steering Group to ensure risks, and issues, are appropriately managed and monitored. This group will report all identified risks as required.

7.0 Evaluation

Evaluation of this strategy will be conducted through NIPEC and will ultimately feed into the progress and outcomes of the overall project plan.

Stakeholder Engagement and Communications Work Plan

Appendix 1

Activity	Description	Timescales	Owner/s	Status
1. PREPARATION OF STAFF ACROSS THE HSC				
Host a workshop with HSC Practice Education Teams (PETs) to: 1. Provide an update on the NMC Post-registration Standards and 2. Agree an engagement and communication plan to support implementation of the NMC Post-registration Standards across the HSC.	1. Provide an overview of the Post-registration Standards to the PETs and update them on work completed to date.	December 2023	NIPEC	Completed
	2. Update from NMC.			
	3. Overview of the new programme curriculum and structures			
	4. Agree an implementation plan to promote and disseminate information and accompanying resources both at local and regional levels across the HSC.			
Continuous communication with PETs, keeping them informed.	1. Inform PECs and managers of workplan & time commitments	January 2024	Lead PEFS	
	2. Agenda item on PET meetings	Monthly	Lead PEFS	
	3. PEFs to attend UU update session	Date to be confirmed by UU.	Lead PEFS	
	4. PET newsletter	TBA	Lead PEFS	
Communicate information on the selection criteria to commissioners of education programmes (HSC Trust Education Leads & Divisional Nurses and Heads of Service)	1. Link with ECG lead to identify potential post-reg edu progs being commissioned for Sept 2024	January 2024	NIPEC Lead PEFS & PECs	Completed

	2. Highlight changes to commissioners on the new post-reg programmes and provide clarity on the recruitment and selection process – including the criteria, length of programme, block placements, 2 x PAs, and option/s for part-time (discretion of Trust)	January 2024	Lead PEFS & PECs	
Update HSC nursing and midwifery senior management teams on progress on the implementation of new Post-registration Standards.	1. Arrange regular updates to senior nursing and midwifery teams in HSC Trusts on the new post-reg programmes and provide clarity on the recruitment and selection process – including the criteria, length of programme, block placements, 2 x PAs, and option/s for part-time (discretion of Trust) who will cascade info down.	Starting Jan 2024 and on a 4-6 weekly basis	Lead PEFS & PECs	
	2. Develop resource/information/guidance pack for managers to share with potential applicants (using resources in Section 2 below).	Jan – Feb 2024	Lead PEFs	
	3. Raise awareness with potential applicants of new programmes and changes - ??AEI to develop webinar for more information.	TBC	AEI	
	4. Oversee staff ensuring they have the required entry criteria on to programmes		PECs	
	5. Seek clarity on interview processes for HSC recruit applications and Eol applications.	Jan 2024	Post- reg Collaborative	
	6. Keep updated on HSC Trusts Practice Learning Agreements in reference to self-funding applicants.	TBC	Post-reg Collaborative	

	7. Increase awareness of Learning Agreement Template.	On-going	Lead PEFs & PETs	
Identify the PAs and PSs to support the Post-reg programmes incl the V300	1. Scoping/mapping exercise for the current PA/ PS's available to support <ul style="list-style-type: none"> • SPQ • CSPQ • SCPHN V300 programmes	January 2024	Lead PEFS & PECs	
	2. Education Audits to be updated in each HSC Trust.	March 2024	Lead PEFS & PECs	
	3. Commence a rolling register in each HSC Trust	? June 2024	Lead PEFS & PECs	
	4. How to capture and record students who have successfully completed the post-registration programmes	? June 2024	Lead PEFS & PECs	
Update staff on the new Post-registration Standards and implications for practice.	1. Plan the delivery of a number of information sessions/road shows across HSC Trusts (using resources in Section 2 below).	February 2024	Lead PEFS & PECs	
	2. Target the Sept 2024 intake programmes first cascading to smaller areas of practice, including Band 5 induction staff, bank and agency staff.	March (once progs confirmed by ECG)	Lead PEFS & PECs	
2. PREPARATION OF RESOURCES				
Review and align Future Nurse Future Midwife (FNFM) existing documents to NMC Post-registration Standards	1. Identify from NIPEC website and LearnHSCNI the resources that require updating to reflect the inclusion of the NMC Post-registration Standards	March 2024	Lead PEFS & PECs	

Develop a suite of information resources including presentations and media resources to support implementation of Post-registration Standards.	1. Work with PETs to develop and agree the content of: <ul style="list-style-type: none"> • FAQs for managers, applicants and different groups • Raising awareness/updating Powerpoint presentation • Facts sheet • Resource pack for managers • Resource pack for applicants • Guidance for using Education Audit • Media resources 	Jan – March 2024	Lead PEFS & PECs	
	2. Support staff to attend AEI preparation programmes	Date TBC by UU	UU	
	3. Publish NI SSSA Model and Guide	Feb 2024	NIPEC	
Include Service User involvement in regional recruitment and selection	1. Develop regional bank of questions	Feb 2024	Lead PEFS & PECs	
Increasing Awareness across the HSC				
Design regional promotional materials	1. Agree, design and develop the content to be used for the regional promotional materials i.e. posters/ flyers and penguin pop-ups 2. PET's disseminate info across the HSC to include: <ul style="list-style-type: none"> • Webinars and podcasts/ local videos • Walkabouts • Drop-in clinics • Plan and attend community team meetings • Keep notice boards updated • Staff intranet broadcasts • Launch days/Countdown clock 	Starting Jan/ Feb 2024	Lead PEFS & PECs	

Produce IT products for regional dissemination on web-based platforms	<ol style="list-style-type: none"> 1. Agree, design and develop the IT products, such as video clip, pod casts, and/ or webinars. screensaver on HSC computers, Logo/QR codes, 2. Add to the NIPEC website and HSC intranet sites 	Starting Jan 2024	Lead PEFS & PECs	
Post information and updates on the progress of the Post-registration Standards project, news and events on social media sites	<ol style="list-style-type: none"> 1. Tweet via the NIPEC account at least once every two weeks 	Starting Jan 2024 and on a monthly basis to start.	NIPEC Senior Communications Officer & NIPEC Associate	
Update the Post-registration Standards project web page on the NIPEC website	<ol style="list-style-type: none"> 1. Publish regular updates on the NIPEC website. 	Starting Jan 2024 and on a monthly basis to start.	NIPEC Senior Communications Officer & NIPEC Associate	
Disseminate NIPEC Communique - to all stakeholders providing regular updates on the Post-registration Standards project	<ol style="list-style-type: none"> 1. Develop the project communique and circulate across the HSC. 	Every 4- 6 weeks	NIPEC Senior Communications Officer & NIPEC Associate	
Disseminate NMC information	<ol style="list-style-type: none"> 1. Signpost to NMC information resources and guidance 	Every 4- 6 weeks	NIPEC Senior Communications Officer & NIPEC Associate	
	<ol style="list-style-type: none"> 2. NMC to develop an animation 		NIPEC to consult with NMC	



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This document can be made available on request and where reasonably practicable in an alternative format.

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