

## Future Nurse Future Midwife Working Group Meeting

**Wednesday 16<sup>th</sup> of September 2020 11:00 – 13:00**  
**Held via Video Conference**  
**Minutes**

Attendee	Organisation	Apologies	Organisation
Heather Finlay (HF) <i>Co-chair</i>	DoH	Ann Geraghty Brendan Mcgrath	FSHC WHSCT
Angela McLernon (AMcL) <i>Co-chair</i>	NIPEC	Carol McGinn Kathy Fodey	WHSCT PHA
Bernadette Gribben (BG)	NIPEC	Neal Cook	UU
Caroline Diamond (CD)	NHSCT	Owen Barr	UU
Clare-Marie Dickson (CMD)	SEHSCT	Pamela Craig	NHSCT
Dale Spence (DS)	DoH	Peter Barbour	DoH
Dawn Ferguson (DF)	SHSCT	Sheelagh O'Connor	BHSCT
Fiona Bradley (FB)	NIPEC	Stephanie Flack	FSHC
Frances Cannon (FC)	NIPEC	Sue West	NMC
Gail Doak (GD)	SHSCT	Yvonne Connolly	BHSCT
Janet Webb (JW)	OU	Jenny McNeil	QUB
Joanne Fitzsimons (JF)	SEHSCT	Donna Gallagher	OU
Karen McCutcheon (KMCC)	QUB		
Kerrie McLarnon (KMCL)	NHSCT		
Patrick Gallagher (PG) <i>(OBO Donna Gallagher)</i>	OU		
Paul Canning (PC)	CEC		
Rhonda Brown (RB)	BHSCT		
Rita Devlin (RD)	RCN		
Sharon Conlan (SC)	SHSCT		
Sharon McRoberts (SMcR)	SEHSCT		
Shona Hamilton (SH)	NHSCT		
Verena Wallace (VW)	NMC		

### 1. Welcome and Apologies

HF welcomed everyone to the meeting and noted apologies as above.

### 2. Chair's Opening Remarks

HF confirmed that the last FNFM Working Group meeting scheduled for the 13<sup>th</sup> of August was stood down. The first meeting of the Northern Ireland Practice Learning Collaborative took place on this date. The Future Nurse pre-registration programmes will commence on 14<sup>th</sup> September 2020 and Future Midwife in September 2021. On July 2<sup>nd</sup> 2020 the NMC Council ratified the Recovery Standards which will supersede the NMC Emergency Standards, effective from the 30<sup>th</sup> of September 2020.

### 3. Previous Meeting Minutes (8th July 2020)

Minutes of the previous meeting were agreed as accurate.

#### 3.1 Update on Actions

FC provided an update on actions, as detailed in the appended Actions Table.

### 4. Update from the NMC

VW advised updates as follows:

- NMC will move from the Emergency Standards to the Recovery Standards at the end of September – a copy will be forwarded ACTION.
- NMC will to monitor the impact of current events on students and approvals across the UK.
- An extension to the midwifery programme is now available (September 2022) though the majority are planning to proceed with a 2021 programme date.

- Initial work re EU directive linking to Brexit. Midwifery – consulting soon on things like hours, number of births and post natal visits/examination. Major piece of work.
- FTP hearings are back in Scotland and England.

## 5. Programme Board Update

The last meeting was held on the 4<sup>th</sup> of September 2020, key updates include:

- MAPPA update - Rodney Morton, PHA, joined that last Programme Board meeting – two MAPPA meetings with programme providers have been held and a meeting with AEs to discuss a regional approach to delivery of the training is being convened.
- Practice Learning Environments: The importance and the need to increase student capacity in both Nursing and Midwifery PLEs was emphasised and it is acknowledged there are challenges regarding increasing capacity of student within practice placements. Reasons include: impact of Covid19 in the HSC and Independent Sector, reconfiguration and amalgamation of some services; a reticence to take students in community settings. Regarding community settings, CNO highlighted that PHA supporting advice should be followed. CNO has asked for monthly update on PLE capacity reported through the NIPLC.
- Job Description (JD): insertion of narrative in JD on responsibilities regarding role of practice supervisor/assessor and whether it would have an effect on Banding - this is being taken forward regionally. Feedback from Yvonne Connelly WG rep would suggest this will not be an issue however Rita Devlin reported that this discussed at trade unions pre-covid and she was not aware of a definitive response. Meeting expected tomorrow and RD will follow up.

## 6. Northern Ireland Practice Learning Collaborative

NIPLC met on 13<sup>th</sup> of August 2020 and 14<sup>th</sup> September 2020 – it was noted and agreed that this group now subsumes the remit of the Organisational Readiness group as well as the SSSA work stream and PLE (Nursing) work stream. Key updates:

- Updates to organisational tracking data with a focus on PLE capacity and impact with an extraordinary meeting being scheduled to look at PLE concerns.
- SSSA Preparation (circa 3000) and programme evaluation planned (6-12 months)
- Audits – These are being reviewed to check capacity post-covid
- 400 places (63 are Children's) needed for QUB for upcoming student placement.
- PLE capacity figures are changing daily due to Covid situation. Query whether it was worthwhile doing the addendum on audits – focus on figures only for organisation readiness data.

Clarification was requested re regionally monthly figures are reflective of reviewing formal addendums and PETs are working to increase areas. Acknowledging the challenges and the fact that figures can change from day to day. Data will be updated and then reviewed through extraordinary meeting NIPLC.

HF thanks Co-chairs and organisations for their focus on this work and for progressing and continue to look at ways to resolve placement capacity issues noting there is still more to do though. Some students have written to the minister regarding concerns over placements, which have been responded to.

## 7. Update on Work Streams

### 7.1 Curriculum Development

No update for nursing.

### 7.2 Practice Assessment Document

Exemplars of NIPADs will be on the FNFM internal sharepoint site. ENIPAD Task and Finish Group is now established – Co-chaired by the 3 Universities TOR and membership agreed. My Knowledge Map are involved as a provider. Project activity and time lines mapped and agreed – working to deliver ENIPAD for October/November 2020.

### **7.3 Supervision and Assessment**

Circa 4500 staff have completed FNFM Practice Supervisor/Assessor (Nursing) training.

The SSSA members last met 22nd June; the Terms of Reference were reviewed and objectives agreed as met. The work stream intended to meet on one more occasion prior to the midwifery NMC Approval event planned for the 11th November however, FNFM Programme Board agreed that the remit of this work stream will be subsumed into the NIPLC.

Thanks was noted to all AElS and practice partners for the work undertaken and completed, especially Preparation Programmes. An evaluation for preparation programmes is planned to take place in 6-12 months' time (April 2021).

### **7.4 Practice Learning Environments (PLEs)**

The FNFM Programme Board had requested that PLE Educational Audits (PLEEAs) are completed by the end of April 2020 and that each PLE should increase capacity by at least one student placement. Despite the significant disruption across services during the Covid-19 response 98% of audits are complete and increase of 60% capacity of student placements; remaining audits are being progressed and monitored.

There has been a significant drive by the FNFM Professional Officers, Practice Education Teams and the AElS to increase capacity within PLEs amidst the identified challenges of accessing community settings during the Covid-19 response. The expectation is that prior to September the PLEEA should be revisited to check student capacity. It was noted that the AElS continue to meet frequently re mapping student placements. The importance and need to increase capacity in both Nursing and Midwifery cannot be over emphasised and this has been raised at Programme Board and CNMAC.

The last meeting of PLE work stream was on 19th June 2020, the Terms of Reference were reviewed and objectives agreed as met. FNFM Programme Board agreed that the remit of this work stream will be subsumed into the NIPLC.

### **7.5 Engagement & Communication**

The last FNFM communique was circulated for July and the next one is due end of September 2020 – this will be an infographic for Future Nurse and also detail updates for Future Midwife.. A Future Nurse Launch Countdown Clock has been placed on NIPEC to run from 17th August to 14th September 2020. Charlotte McArdle, Chief Nursing Officer, will officially mark the implementation of Future Nurse with a short video on 16th September 2020 and shared with the HSC Trusts. Promotional videos are also being prepared across the HSC Trusts.

## **8. Independent Sector**

Meetings were held with Non-HSC Sector/Independent Sector representatives on the 16th of June, 22nd July and the next will be on 17th September 2020. Representation and attendance has been excellent with Non-HSC members enthusiastic to identify new PLEs and to identify ways to support practice/student capacity amidst significant challenges posed by Covid-19.

A range of resources have been developed with Non-HSC and AElS, to support the Non-HSC Sector/Independent Sector to have students in practice and to access the FNFM Practice Supervisor Practice Assessor Preparation Programmes at the HSC Learning:

- FNFM Key Information for NISCC Staff and Health and Social Care Professionals
- FAQs - Students in Registered Nursing Homes and Residential Care Homes
- How to access the free FNFM preparation programmes through the HSC Learning Centre – sent via PHA and RQIA and a range of other networks.
- A Step by Step Guide to carrying out a PLEEA

Information regarding how students are prepared (regarding COVID19 prior to placements) is underway – this will be shared with Non-HSC organisations to provide assurances of the information and training that students have had prior to placement.

## 9. Future Midwife

The Midwifery Expert Reference Group (MERG) continues to meet monthly (last met on 13th August 2020 and will next meet today). The introduction of the NMC Emergency Standards and Recovery Standards (2020) has expedited the introduction of the SSSA in Midwifery and the FNFM Professional Officers, Trust Heads of Midwifery, Practice Education Teams and Facilitators have worked to provide SSSA awareness training and support midwives and students in practice. Practice Assessor/Supervisor "Interim preparation" is now under development to increase capacity, which will be reviewed and agreed by MERG as well as a focus on staff completing the sign-off mentor programme and transitioning to SSSA roles.

**MERG: Midwifery Curriculum Development (MERG CD):** Development of the Midwifery Curriculum is underway and the NMC approval visit will take place on 11th of November 2020 at QUB. An MERG CD engagement event is planned for 16th September 2020 for QUB to present their curriculum to stakeholders.

### **MERG: Midwifery Practice Learning Environments (MERG PLEs)**

This work stream last met on 7th September 2020. Significant work has taken place to consider and agree the clinical allocation of students, non-NMC registrant placements, core experience (sexual health, mental health and family planning) and 2-3 additional experiences. Audits will be completed by September with an expectation that there will be an increase in student capacity across all PLEs.

This work stream is also focusing on maximising the student's learning experience and ensure they are supported to meet the continuity of midwifery care and carer - The Continuity of Care/r Northern Ireland report (commissioned by the DOH) has been finalised and shared with MERG group. MERG PLE consider COC in the context of the Future Midwife proficiencies.

**MERG: Midwifery On-Going Record of Achievement (MORA)** Following the review of 226 survey responses regarding the assessment of student midwives in practice it has been established that that 'achieved/not achieved' will be adopted for use within the MORA and the Midwifery curriculum. Midwifery practice based learning scenarios have been developed for the Midwifery 'New to Role' Practice Supervisor Practice Assessor Preparation Programme. A MORA handbook is also being developed to support the use of the MORA and is aligned to the NIPAD handbook layout and content where applicable. .

## 10. Risk Register

As noted within these minutes, concerns regarding student capacity in both Nursing and Midwifery PLE continue to be highlighted – related risk and mitigations remain on the FNFM Risk Register and are reviewed and updated.

## 11. AOB

CMD noted that her FNFM membership will conclude due to no longer being required to Co-chair SSSA work stream and a change of role. HF thanked CMD and all the co-chairs for all their hard work and also noted the contribution, dedication and commitment from the FNFM Professional Offices - CNO has received exceptional feedback regarding their contributions. Partnership and regional working have been key to the success of the FNFM project.

## Future Meetings

It was agreed that the meeting on 8<sup>th</sup> October could be paused - the date will remain in the diaries for the working group and if needed could and a meeting could be repurposed. **AP61**

Date	Time	Venue (reviewed as appropriate)
Thursday 8th October 2020	11:00 – 13:00	Lecture Theatre, Castle Buildings, DoH
Thursday 12th November 2020	14:30 – 16:30	TBC
Thursday 10th December 2020	14:30 – 16:30	TBC
Thursday 14th January 2021	11:00 – 13:00	TBC
Thursday 11th February 2021	14:30 – 16:30	TBC
Tuesday 9th March 2021	11:00 – 13:00	TBC

<b>New Actions from this meeting</b>		
Ref	Detail	Owner/s
AP61	It was agreed that the meeting on 8 <sup>th</sup> October could be paused - the date will remain in the diaries for the working group and if needed could and a meeting could be repurposed. Advice to be provided early October, when need established.	FC
<b>Ongoing Actions from previous meetings</b>		
Ref	Detail/Update	Owner
AP40	Interested organisation to contact SW to assist with NI examples. DG to coordinate BHSCT examples via Practice Learning Environment (PLE) Work Stream. 15 <sup>th</sup> Oct Update FC to Follow up with organisations. 14 <sup>th</sup> Nov Update – FC to follow up 12 <sup>th</sup> May 2020 update – FC to provide post-roll out.  Update: To be provided post roll out once students have commenced.	All and DG/ PLE Work Stream
<b>Closed Actions since last meeting</b>		
AP60	Query whether Personal Protective Equipment (PPE) training for students could have a standardised regional 'passport' system so that students do not have to repeat training across different PLEs. It was suggested this request be raised with chair of Infection Prevention (Naomi Baldwin). KMCC will raise this and report back at next FNFM working Group.  Update: Progressed at Programme Board - agreed that QUB would link in with CEC to consider options for training and access. Students cannot access leadership centre as they are not Trust employees. Heads of School and CEC have reviewed training from Universities and have confirmed that this training is equivalent standard to the training delivered at CEC. A letter is expected from Heads of School to programme Board confirming details shortly. Action Closed	KMCC
AP58	NIPAD e-portfolio – AEIs are progressing MyProgress as a likely provider for an e-portfolio; meetings will be set up with AEI and practice stakeholders if this is progressed. OU advised they are using OneFile – further discussion regarding this will be arranged between AEIs. 8 <sup>th</sup> July 2020 update – ENIPAD Task and Finish Group being established. Update: KMCC – UU and QUB have contracts agreed with MyKnowledgeMap, and OU are in the procurement process. A large volume of work is underway - ENIPAD will be available for NMP, SPQ and Undergraduate Programmes. Pilot will be done 12 <sup>th</sup> October ahead of students starting. OU are developing their own and will need to explore options around the interface with NI ENIPAD. Group established and work on ENIPAD progressed. Action Closed	AEIs