

Communique RE: Post Registration MSc in Nursing Project 2019

What is this Project?

The DOH has Commissioned a project to test and deliver a prototype of a 2-year Rotation Post Registration MSc level Nurse Development Programme commencing in Ulster University Sept 2019

Project Aim

To support nursing workforce stability & retention & develop future nursing leaders who can deliver transformational change and improve outcomes for patients & service users

Objectives

- To develop, test & deliver a prototype of a two-year rapid access MSc in Nursing
- To recruit 30 band 5 nurses into permanent positions
- To explore & facilitate the placement rotation on the MSc through the Voluntary/Independent sector
- To recommend processes which will evaluate the impact of MSc education on supply/retention & ability to lead transformational Practice
- To make recommendations to the DOH regarding future commissioning of this model for the wider workforce

Project Governance

The Steering group reports directly to the Chief Nursing Officer and guides the working group, which lead three task and finish groups

Recruitment Timeline

BSO advertisement	20/5/19
Closing date	4/6/19
Interview Date	29/6/19

Project Governance Structure

- NIPEC Project Manager
- UU Project lead
- Steering group
- Working group
- Subgroups
(HSC, UU, Staff Side, Independent/Voluntary Sector & PPI representation)



Working group members



Curriculum planning group members



Recruitment

- 30 band 5 nurses equally across the 5 HSC Trusts
- Single application process ranking HSC Trusts of choice
- All Trusts involved in interviewing
- One interview for both band 5 and MSc place

Selection Criteria

- Graduate in Sept 2019
 BSc (hons) Adult Nursing from a Northern Ireland University
- 2:1 or above degree classification
- Commit to a 2 year rotational programme
- Apply for a full time HSC post

Rotation

2-year course
 4 placements (3 Hospital/Community, 1 Independent/Voluntary Sector)
 Preceptorship will be completed during the first placement

Placement Support

- One band 7 (0.5) per HSC Trust for 9 months to support MSc Trainee, HSC & Independent/Voluntary Sector for programme start up
- 6 Month Preceptorship mentor first Placement
- MSc Trainee Clinical Facilitator band 6 and/or above provided in remaining 3 placements
- Ongoing support from Trust clinical Education team once 0.5 band 7 finishes

HSC Trusts Communication Structure

- Trust Local Implementation Teams includes*
- Assistant Director of Nursing
 - Practice Education Team
 - Placement ward sister /Charge Nurse
 - HR representative

Internal Communication with

- Ex Director of Nursing
- Learning and Development forum
- Senior Nursing Team
- Wider Nursing Workforce

FAQ

Question	Response
<p><u>Recruitment:</u></p> <p>a) Why only Adult Nursing? b) How will the course be advertised? c) What is the selection / interview process?</p>	<p>a) Adult nursing was selected as this is a small scale pilot project which will inform the CNO's future decisions on commissioning MSc level education for the wider nursing workforce b) The course will be advertised using normal BSO/HSC and UU/QUB processes. There will also be the use of social media c) A regional approach via BSO will be taken to recruitment/selection as opposed each individual Trust. There will be one application submitted and applications will rank which HSC Trust they are applying for. All Trusts will be involved in interviewing which will take place on one day. Normal band 5 application processes will be used with additional MSc entry requirements applied.</p>
<p><u>Placement:</u></p> <p>a) What is the purpose of rotations? b) Where will the placements be? c) Can we choose placements? d) Will I be supernumerary? e) Who are the mentors – what training will they have?</p>	<p>a) Rotations will provide insight into employment opportunities in HSC, Voluntary and Independent sectors b) Placements will depend on what is accessible within your employing HSC Trust but is likely to be: Adult acute medical/surgical, community, nursing homes and Northern Ireland Hospice. c) As a result of the complexity of placement flows through hospital, community and the Independent/Voluntary sector there will be no option for self-selection of placement areas. Placements will be provided as much as possible close to your HSC band 5 appointment clinical area. You will be given the 2 year rotation flow at the start of the MSc. d) You will be a permanent full time band 5 nurse with a period of supernumerary status as part of your induction. e) Experienced Clinical Facilitators (Mentors) will be selected in all approved placement areas and will be provided with training.</p>
<p><u>Course Structure:</u></p> <p>a) What is the annual routine for the 2 years? b) What will the modules be? c) What are the benefits of completing the course?</p>	<p>a) This is a 2 year course with a 3 semester year. Year 1 - 3 modules Year 2 - 1 module plus dissertation Protected study time 2 days per week. b) The modules will focus on leadership, transformational change, advanced communication skills, research and a dissertation c) The benefits include: development of leadership skills at an early career stage to lead change and improve outcomes for patients; fully commissioned MSc with DOH paying all university fees; additional placement support; protected study time.</p>
<p><u>Band 5 Post:</u></p> <p>a) Will there be a P/T option? b) Where will my post be at the end? c) Will I be a band 6 at the end of the course?</p>	<p>a) For the pilot project the post is full time. b) On completion of the MSc through discussion with your employing HSC Trust you will be aligned to a dedicated clinical HSC location. c) Band 6 appointments will be through the normal HSC recruitment and selection processes. You would be required to demonstrate leadership skills and impact on care through the application process to achieve a band 6 post. Completion of the MSc will enable you to gather evidence to support a band 6 application.</p>