

**Professor Charlotte McArdle**  
Chief Nursing Officer



Department of  
**Health**

An Roinn Sláinte  
Máinnystrie O Poustie  
[www.health-ni.gov.uk](http://www.health-ni.gov.uk)

C5.14  
Castle Buildings  
Stormont Estate  
BELFAST  
BT4 3SJ

Tel: 028 9052 0562

Email: [charlotte.mcardle@health-ni.gov.uk](mailto:charlotte.mcardle@health-ni.gov.uk)

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**By e-mail**

**Trust Directors of Nursing**

Dear Colleagues

## **INDUCTION PROGRAMME FOR BAND 5 NURSES AND MIDWIVES**

You will be aware that NIPEC has undertaken a Review of Induction Programmes for Band 5 Nurses and Midwives across the five HSC Trusts.

The key findings of the review found that:

- When a nurse or midwife, takes up a new post in a Trust they are routinely required to undertake an induction programme.
- Current induction programmes include topics and subjects which are regarded as mandatory training, including Life Support and Safeguarding.
- Attendance on induction programmes frequently does not take into account a nurse or midwife's prior learning - whether this is learning during their pre-registration NMC education programme or as a registered nurse or midwife.

This includes areas covered by mandatory training and other topics such as record keeping and medicines management which should be regarded as Continuous Professional Development (CPD).

As such, nursing and midwifery staff taking up a post in a new area of practice are often required by their organisation to repeat or undertake training they have already undertaken within recommended timescales.



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The broad recommendation from the review of induction which has been endorsed at the CNO EDoN meeting on 15 January 2018 is that:

“... based on the concept of passport type arrangement, a regionally agreed CPD Framework should be developed for nurses and midwives beginning at pre-registration...”

You will be aware that the NMC are committed to introducing new Nursing and Midwifery Education Standards. As discussed on 15 January initiation of the work to develop the CPD Framework by NIPEC will depend on workload and timescales for the implementations of the new NMC standards. Until such times that this is completed and being mindful of current financial constraints and staffing pressures in the system, I am writing to ask that you:-

- review induction processes in your organisation to ensure as far as possible duplication of training/learning is minimised;
- ensure that prior learning undertaken through recognised organisations such as HEI's and CEC, is fully recognised and not repeated inappropriately;
- highlight to managers that nurses or midwives do not need to unnecessarily repeat programmes they have undertaken within the recommended timescale whilst working in another area within your organisation, as part of preregistration training or through another organisation.

CPD which includes mandatory training and induction should always be tailored to the needs of individual nurses and midwives taking into account prior attendance at mandatory and CPD training events.

Yours sincerely



**Charlotte McArdle**  
Chief Nursing Officer

cc: Caroline Lee  
Heather Finlay  
Angela McLernon