Northern Ireland Practice and Education Council for Nursing and Midwifery

Safeguarding Adults

Development of a Core Competency Framework

Project Plan

2017

NIPEC

CONTENTS

PAGE

1.0 Introduction

1.1 Following the successful development of the Safeguarding Children: Core Competency Framework (2012), the Chief Nursing Officer (CNO) requested the Northern Ireland Practice and Education Council (NIPEC) to work in partnership with the Public Health Agency (PHA) on the development of a Safeguarding Adults: Core Competency Framework for Nurses and Midwives.

1.2 Safeguarding Adult Nurses are employed throughout the Health and Social Care Services (HSC) and an initial meeting in December 2015, was held with a number of them. The purpose of the meeting was to explore the level of support in place for the Safeguarding Nurses and to ascertain what would assist them to fulfil their role in supporting and advising nurses and midwives.

1.3 Safeguarding adults is complex and challenging so the discussion raised at the meeting focused on the differences between the roles and responsibilities of the Safeguarding Nurses. The benefit of having a core competency framework was also discussed and it was agreed that such a framework would provide support to them and give guidance and support to nurses and midwives in their roles and responsibilities in safeguarding adults.

1.4 It is the intention that development of any competency framework would ensure it is supported by local evidence based guidance and policy and from the literature both national and international.

1.5 NIPEC and the PHA will work in partnership along with key stakeholders in the development of this competency framework which will be within an agreed timescale. It is anticipated that a Steering Group will be established to oversee the project, chaired by an Executive Director of Nursing.

2.0 Background

2.1 Safeguarding is part of everyday nursing and midwifery practice in any setting. The NMC[1] encourages nurses and midwives to reflect on their personal and team practice and make changes where necessary to prioritise safeguarding.

---

[1] http://www.nmc.org.uk/standards/safeguarding/introduction-to-safeguarding-for-adults/

2.2 The NMC has an online safeguarding hub, which is a gateway to share and access examples of safeguarding best practice, resources, training tools, policies and guidelines.

2.3 In addition, the NMC state nurses and midwives should have the skills to confidently recognise and effectively manage situations where they suspect a person in their care is at risk of harm, abuse or neglect, including poor practice. The NMC refer to *The Code: Professional standards of practice and behaviour for nurses and midwives (NMC,2015)*[2] as the foundation of good nursing and midwifery practice, and see the *Code* as a key tool in protecting the health and wellbeing of the public.

2.4 For all registrants employed in the HSC it is important that they (nurses and midwives) know their local safeguarding policies. These policies should provide specific details for the different care settings and areas of practice. In addition, all nurses and midwives should be mandated to attend training in the safeguarding of adults.

3.0 Project– Aim and Objectives

3.1 Overarching Aim

To develop a competency framework for all nurses and midwives that will reflect the skills and knowledge required to safeguard adults.

3.2 Objectives

I. Identification and prioritisation of the key competency areas to be included in the competency framework, which reflects current Northern Ireland context and Department of Health (DoH) Policy .

II. Development of a competency profile from the areas identified and prioritised, reflective of the Nursing and Midwifery Council's (NMC) *The Code Professional Standards of Practice and Behaviour for Nurses and Midwives* and Safeguarding Standards, and will outline the relevant knowledge and skills required by nurses and midwives working with adults receiving care from the health and social services.

---

[2] Nursing and Midwifery Council (2015) The Code: Professional standards of practice and behaviour for nurses and midwives. London (NMC,2015)

III.   Review the requirement of a learning and development framework that will complement the regional NIASP[3] framework.

IV.   Development of a proposed implementation strategy to facilitate wide usage of the competency framework and possible learning and development framework.

V.   Submission of a final project report to DoH.

4.0 Methodology Overview

4.1   It is intended to develop this competency framework over a period of 12 months, commencing April 2017

4.2   A Steering Group will be established to oversee the project direction and programme of work (appendix 1) chaired by an Assistant Director of Nursing.

4.3   The Steering Group will meet regularly as agreed with the Group throughout the development of the competency framework.

4.4   Senior Professional Officer, Karen Murray (NIPEC) will lead the project in partnership with the Public Health Agency (PHA), Health and Social Care (HSC) and other stakeholders.

4.5   Agree membership of the Steering Group and Terms of Reference (appendix 2).

4.6   Throughout the project, appropriate engagement and representation from key stakeholders will be conducted via mechanisms agreed by the Steering Group.

4.9   The on-going progress and evaluation of the project will be available to view on NIPEC's website.

5.0 Resources

5.1 NIPEC will co-ordinate, host and provide professional expertise as well as administrative support to the project, applying a project management approach. Individuals on the Steering Group and any additional groups, have a

---

[3] Northern Ireland Adult Safeguarding Partnership (2016) Training Strategy and Framework 2013 (Revised 2016) HSCNI.

responsibility to represent their organisation effectively, by full attendance at meetings relating to the project.

5.2 Participating organisations will undertake to ensure that relevant staff are released for all required meetings for the duration of the project, and will support further participation in activities/groups if required, to achieve the objectives and take forward agreed recommendations of the project.

6.0 Equality and Governance Screening

6.1 As required by Section 75, Schedule 9, of the Northern Ireland Act, 1998, any equality implications of this project/workstream/initiative have been considered. In addition, consideration has been given to the terms of the Human Rights Act 1998.

As a result of these considerations a screening of the project/workstream/initiative has been undertaken and can be viewed at http://www.hscbusiness.hscni.net/services/2166.htm. Using the Equality Commission's screening criteria, no significant equality implications have been identified. This project/workstream/initiative will therefore not be subject to an equality impact assessment.

7.0 Evaluation

7.1 The project will be evaluated on an on-going basis, evidenced through the verification of the accuracy of data presented.

7.2 On-going progress will be reported to the Chief Nursing Officer and Executive Directors of Nursing and Midwifery through Executive Nurse Directors/Chief Nursing Officer meetings and representatives on the project group.

7.3 The competency framework will be subjected to a period of testing to ensure a robust and fit for purpose model is developed.

8.0 Dissemination

8.1 Communication and consultation will be on-going throughout the project, using various mechanisms such as email, teleconferencing facilities and face-to-face meetings.

The progress of the project will be communicated via the NIPEC website and social media platforms. Members of the Steering group will be encouraged to disseminate information related to the work of the project within their own organisations as appropriate.

On completion, the project will be summarised in a Final Report which will be available to view on NIPEC's website.

8.2 Dissemination of the outputs and report of the project will be the responsibility the Department of Health, through the offices of the Chief Nursing Officer.

Programme of Work April 2016 - April 2017

Activity	Target	Related objective
1. Establish a Steering Group	Aug 2017	All
2. Agree project plan, terms of reference, programme of work and decide on engagement as appropriate	Aug 2017	All
Development the Competency Framework for Nurses and Midwives in Safeguarding Adults (NI)		
3. Identification and prioritisation of the key competency areas to be included in the competency framework	May-Oct 2017	i
4. Development of a competency framework from the areas identified and prioritised, reflective of the Nursing and Midwifery Council's (NMC) The Code *Professional standards of practice and behaviour for nurses and midwives and Safeguarding Standards*	Nov-Dec 2017	ii
5. Review the requirement of a learning and development framework which will support the competency framework	Feb 2018	iii
6. Development of a proposed implementation strategy to facilitate wide usage of the competency framework and possible learning and development framework	Feb 2018	iv
7. Hold stakeholder workshops to consult on and refine: the competency profile any associated learning and development framework and the proposed implementation strategy	Feb-Mar 2018	ii, iii, iv
8. Submission of a final project report to DoH	April 2018	v

Membership of the Steering Group

Name	Designation	Organisation
Geraldine Brown	Assistant Director of Nursing for Secondary Care (Chair)	WHSCT
Eleanor Ross	Consultant Nurse	PHA
Joel McFetridge	Safeguarding Nurse	BHSCT
Raymond Mc Cafferty Norma McIntyre	Safeguarding Nurse	NHSCT
Louise Magee	Safeguarding Nurse	SEHSCT
Louise Hall	Mental Health Nursing	SHSCT
Vacant	Safeguarding Nurse	WHSCT
Sibymol Joseph	Safeguarding Nurse	SHSCT
Joyce McKee	Regional Adult Safeguarding Officer	NIASP
Kathy Fodey	Director	RQIA
Janet Montgomery	Director	IHCP
Lorraine Thompson		FSHC
Melanie McClements	Assistant Director of Older Peoples Services	SHSCT
Maura McKenna	Union	
Joanne Blair	Lecturer	QUB
Seana Duggan	Lecturer	UU
Eilish Boyle	Senior manager	CEC
Martina Doolan	Team Leader NHSCT	RCM
Rosaline Kelly		RCN
Jane Greene	Consultant Nurse	SHSCT
Valerie McConnell	Social Care Commissioning Lead MH & LD	HSCB
Karen Murray	Senior Professional Officer (Project lead)	NIPEC

Membership of the Expert Reference Group

Name	Designation	Organisation
Eleanor Ross	Consultant Nurse	PHA
Karen Murray	Senior Professional Officer (Project lead)	NIPEC
Joel McFetridge	Safeguarding Nurse	BHSCT
Raymond Mc Cafferty Norma McIntyre	Safeguarding Nurse	NHSCT
Louise Magee	Safeguarding Nurse	SEHSCT
Megan Miller	Safeguarding Nurse	WHSCT
Sibymol Joseph	Safeguarding Nurse	SHSCT
Joanne Blair	Lecturer	QUB
Seana Duggan	Lecturer	UU
Eilish Boyle	Senior Manager	CEC
Jane Greene	Consultant Nurse	SHSCT
Ann Marie Fox	Manager Adult Safeguarding	BHSCT
Jenny Fitzsimmons	Safeguarding Lead	SEHSCT

Draft Terms of Reference for Steering Group Membership

Members of the group will:

TOR1 - Agree a project plan, timescales and methodology for the project

TOR2 - Contribute to the achievement of the project aims and objectives

TOR3 - Undertake on-going monitoring of the project against the planned activity

TOR4 - Participate in activity related to the production of the project outcomes

TOR5 - Participate in respectful, open debate

TOR6 - Welcome and provide constructive challenge

TOR7 - Manage information related to the project responsibly, ensuring confidentiality as required

TOR8 - Disseminate the work of the project within their organisation as appropriate

Membership of Project Board is non-transferrable, other than in exceptional circumstances and with prior agreement of the Chair

For further Information, please contact:

NIPEC
Centre House
79 Chichester Street
BELFAST, BT1 4JE
Tel: 0300 300 0066

This document can be downloaded from the NIPEC website www.nipec.hscni.net

May 2017