

**PROJECT STEERING GROUP
DEVELOPMENT OF A CAREER PATHWAY
FOR DISTRICT NURSING SERVICES**

Meeting Thursday 14 November 2019

Present

Gabby Tinsley, Belfast Trust, (Project Chair)	GT
Claire Cartin, Western HSC Trust	CC
Veronica Cleland, South Eastern HSC Trust	VC
Fiona Devlin, Royal College of Nursing	FD
Gillian McAleer, Belfast HSC Trust	GMcA
Colleen McCabe, Southern HSC Trust	CMcCa
Cathy McCusker, NIPEC (Project Lead)	CMcCu
Ashley Ramsey, Northern HSC Trust	AR
Michael Riddell, Northern HSC Trust	MR

Teleconference

Mary Frances McManus, DoH	MFMcM
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Apologies

Alison Baxendale, NIPEC Council
 Deborah Coleman, Queen's University Belfast
 Deirdre Cunningham, Clinical Education Centre
 Rose McHugh, Public Health Agency
 Maura McKenna, Regional Trade Union Forum
 Marion Ritchie, Unison
 Hilary Thompson, Ulster University

ACTION NOTES

Agenda Item	Notes	Action by
1.0	Welcome & introductions Gabby Tinsley welcomed everyone to the meeting.	
2.0	Apologies Apologies as noted above. It was agreed to seek an interim replacement for Hilary Thompson on the Group. Cathy McCusker to contact Sonja McIlpatrick, Ulster University.	CMcCu

<p>3.0</p>	<p>Action notes from meeting held on 9 October 2019 Action notes agreed.</p> <p>Matters arising</p> <ul style="list-style-type: none"> • Removal of Non-medical prescribing component of specialist practice – no information yet re this • Prescribing compass reports – Rose McHugh provided the following update: Information on dispensed prescriptions that were written by Non-Medical Prescribers employed in Trusts, which District Nursing Staff are, is provided quarterly to the Trust Non-Medical Prescribing (NMP) Lead and Head of Pharmacy. Rose requested that District Nursing leads make contact with the Trust NMP Lead or Head of Pharmacy • No update from Maura McKenna re regionally agreed JDs for Neighbourhood District Nursing; although this is not part of this piece of work. 	<p>District Nursing Leads</p>
<p>4.0</p>	<p>Neighbourhood District Nursing (NDN) – Update</p> <p>Rose submitted a written update for the meeting, in her absence.</p> <ul style="list-style-type: none"> • Continuing with the evaluation of Neighbourhood District Nursing and having recently met with CNO there is a need to demonstrate Value for Money and economic impact. Moving forward we should consider if this Education Programme should be built into District Nurse programmes. • A Neighbourhood District Nursing patient leaflet is being tested with service users. The Information and Technology work stream has developed a regional District Nurse leaflet and referral access criteria which is being tested. • The development of Quality Indicators has been progressed and DNs will need to know them. The Career Pathway Steering Group would like information on the indicators. • Sharon Aldridge-Bent and Rose have been out visiting the Neighbourhood District Nursing prototype sites and one of the clear distinctions with this model is the population health approach; District Nurses are undertaking population health needs assessment to identify priorities. It is agreed that this really needs to be built into the District Nurses SPQ programme. • Frailty is becoming more prominent as a long term condition. Rose has established links with the Frailty Network, and aims to test frailty and the adoption of the Rockwood Frailty Tool within the BHSCT Neighbourhood District Nursing team, recognising the importance of the Multi-Disciplinary Team. 	

<p>5.0</p>	<p>Feedback from Sub-Groups & Discussion</p> <p>Steering Group members reviewed feedback received from HSC Trusts and RCN on the competencies for the Community Staff Nurse and District Nurse roles. Sharon Aldridge-Bent had also sent feedback on the District Nurse competencies which will be reviewed by the Sub-Group. The Sub-Group will amend the competencies in light of the feedback received and a final version will be sent out to the Steering Group for wide circulation.</p> <p>It was agreed that the Education Requirements should be renamed “<i>Education requirements to develop knowledge and skills</i>”. Amendments received from HSC Trusts and RCN were agreed in relation to the content of these documents for both Community Staff Nurse and District Nurse roles and will be shared with the Sub-Group and when amended will be sent out to Steering Group members for sharing widely. The following were agreed</p> <p><i>Community Staff Nurse – Education Requirements</i></p> <p><i>Remove</i></p> <ul style="list-style-type: none"> • verification of death – undertaken by various staff roles in each Trust. May be included as core in time. • Complex wound care • Sensory impairment • Mental capacity act (level 3) will be in regional induction <p><i>Add/Move</i></p> <ul style="list-style-type: none"> • Under nutrition heading – include awareness of dysphagia • Keep sub cutaneous fluid administration • Check wording of motivational interviewing with Deirdre Cunningham and what else to clarify what we mean • Frailty move under long term conditions and include intervention and management • Keep community prescribing V150 <p>All District Nursing Leads were advised to discuss the decisions we had agreed back in their Teams and with the Directors of Nursing to ensure that we have regional agreement.</p> <p><i>District Nurse – Education Requirements</i></p> <p>If Nurse has come straight into DN SPQ programme they may not have attained all the competencies & education requirements for the Community Staff Nurse role and the third role this is required for the District Nurse role so it should be added onto the requirements if not yet achieved.</p>	<p>CMcCu & Sub-Group</p>
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	<p><i>Remove</i> V300 as core for this role Safeguarding – part of regional induction Public Health Strategy document name and year</p> <p><i>Add/move</i> SPQ should have managing staff elements in it to help improve retention of District Nurses in posts following SPQ programmes eg. Role play, case studies performance management</p>	
6.0	<p>Next steps</p> <ul style="list-style-type: none"> • Finalise competencies and education requirements for the Community Staff Nurse and District Nurse role • Commence development of the competencies for the role between Community Staff Nurse and District Nurse. 	CMcCu & Sub-Group
8.0	<p>Date & time of next meeting</p> <p>Next meeting planned for 16 January 2020 @ 1.00pm in the Meeting Room, Second Floor, NIPEC.</p>	