

**Northern Ireland Practice and Education Council
for Nursing and Midwifery**

**NORTHERN IRELAND ACTION PLAN FOR LEARNING DISABILITY NURSING
NORTHERN IRELAND COLLABORATIVE
Progress Report**

Sept 2014 - March 2016



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Abbreviations

Association for Real Change (ARC)

Belfast Health Social Care Trust (BHSCT)

Chief Nursing Officer (CNO)

Clinical Education Centre (CEC)

Department Health Social Services Public Safety (DHSSPS)

Dialectic Behaviour Therapy (DBT)

Health Equalities Framework (HEF)

Health Social Care (HSC)

Key Performance Indicator (KPI)

Learning Disabilities/Children and Adolescent Mental Health Service (LDCAMHS)

Learning/Intellectual Disability Nursing Academic Network (LIDNAN)

Northern Ireland (NI)

Northern Ireland Practice Education Council (NIPEC)

Practice Development (PD)

Public Health Agency (PHA)

Regulation Quality Improvement Authority (RQIA)

Republic of Ireland (RoI)

Royal College of Nursing (RCN)

Senior Professional Officer (SPO)

Southern Health Social Care Trust (SHSCT)

Strengthening the Commitment (StC)

Background

In July 2012 the UK Learning Disability Nursing Review, “Strengthening the Commitment”¹ was released. Since then a Northern Ireland Action Plan (the Action Plan) has been developed to take forward its recommendations. Following a period of consultation the Action Plan was officially launched by the Chief Nursing Officer June 2014. The Action Plan is available at: http://www.nipec.hscni.net/RegionalCollaborativeforNIActionPlan_NOTES.aspx

The Action Plan sets out a clear direction of travel and priorities for registered nurses - Learning Disabilities in Northern Ireland for the next three to five years.

It is the first such professional action plan to be published by the DHSSPS in Northern Ireland for this field of practice. It is relevant to nurses working within the statutory, independent, or voluntary sectors and education providers and intends to provide a clear strategic direction and add impetus to further the development of an effective, competent high quality nursing and health care support workforce.

The Northern Ireland Collaborative

In June 2014 the Northern Ireland Collaborative was convened to lead drive, support and monitor the delivery of the Action Plan. The Collaborative comprises representation from; the Independent/Voluntary sector; the five Health and Social Care Trusts, nursing students at pre and post registration level, Education Providers, NIPEC, the PHA, RQIA, RCN and ARC. A full membership list can be viewed at Appendix 1 and Terms of Reference for the Collaborative can be viewed at Appendix 2.

At the request of the Chief Nursing Officer Dr. Glynis Henry CBE, Head of HSC Clinical Education Centre chairs the NI Collaborative. Project support is provided by Frances Cannon, Senior Professional Officer (SPO), NIPEC.

UK StC Steering Group

Each of the UK countries has established specific arrangements to support the implementation of the recommendations arising from The Report of the UK Modernising Learning Disabilities Nursing Review: Strengthening the Commitment (2012). At four nation level a UK wide Steering Group comprising representation from Department of Health from the four UK countries, Learning Disabilities Nurse Consultant Group, Learning/Intellectual Disability Nursing Academic Network (LIDNAN)², the Independent Voluntary Sector and pre and post registration Learning Disabilities nursing students meets four times a year. Meetings rotate across the four countries. The Steering Group

¹ **The Scottish Executive** (2012). *The Report of the UK Modernising Learning Disabilities Nursing Review: Strengthening the Commitment*. Edinburgh; Scottish Government.

² LIDNAN was developed as a response to Recommendation 16 from *Strengthening the Commitment: the report of the UK review of learning disabilities nursing* (Scottish Government 2012).

aims to promote collaborative working; share learning and reduce duplication of effort, it also supports, where appropriate a four country approach to progressing certain of the recommendations arising from the Strengthening the Commitment (StC) Nursing Review. Northern Ireland is represented on the UK Steering Group by Frances Cannon SPO, NIPEC. This facilitates UK wide networking opportunities demonstrates local and national commitment to the development of Learning Disabilities nursing and brings positive value to the influencing of local developments within NI. It also provides an opportunity to profile across the UK, the contribution of Learning Disabilities nurses in Northern Ireland identifying tangible improvements and celebrating success.

Review and evaluation

The review and evaluation of progress of the implementation of the Action Plan is a dynamic on-going process however, there is a requirement for the Collaborative to provide a formal report of progress on an annual basis to the Chief Nursing Officer (CNO). The purpose of this annual report is to provide an update to the CNO on progress made against the Action Plan including the key priorities identified by the Collaborative for the period 2014-2015. Since the Collaborative was established in September 2014, the CNO has been apprised on the work of the group from that time through to the present day, in the understanding that the first report should include the period 1st Sept 2014 – 31st March 2016 and that thereafter an annual report (1st April-31st March).

Collaborative Priorities




The first meeting of the Collaborative took place on the 16th September 2014. Since then six meetings have taken place with an average attendance of 14 members at each meeting. At the first meeting a number of key priorities to be progressed for the period 2014-2015 were agreed by the Collaborative members. These are presented in Table 1 which provides a high level summary of progress to date and a RAG³ status indicating levels of achievement. The detail relating to how these priorities have been progressed is included within the body of this report aligned to the four themes within the Action Plan. A number of other initiatives aside to the identified priorities have been progressed throughout the year as opportunities arose, these will also be reported and aligned to the four themes as follows:

Themes:

- Strengthening Capacity,
- Strengthening Capability,
- Strengthening Quality
- Strengthening the Profession.

³RAG, Red = Significant issues. Amber = Issues which can be addressed. Green = On target.

Table 1: NI Collaborative Priorities 2014-2015

NI Action Plan Priority	Progress	Status
<p>Theme: Strengthening Capacity Undertake a review of the Learning Disabilities Nursing workforce, to include all sectors</p>	<p>Learning Disabilities Nursing Workforce including all sectors is complete. The final report will be available via the NI Action Plan NIPEC webpage</p>	
<p>Theme: Strengthening the Profession In collaboration with the RCN establish a Regional Professional Development Network for LD nursing staff in all sectors</p>	<p>In June 2015 the RCN established a Learning Disabilities Nursing Network which continues to meet:- <i>please see further update relating to this priority under the Strengthening the Profession section at page 11.</i></p>	
<p>Theme: Strengthening Quality Establish processes to capture the demonstrable outcomes of Learning Disabilities nursing interventions.</p>	<p>To specifically address this requirement a Regional Learning Event was planned and delivered. The Event aimed to develop and agree a process of measuring and demonstrating the outcomes of Learning Disabilities nursing practice – as a result and based on the learning from that Event the Collaborative will as a priority for 2016-2017 develop an Outcomes Measurement/Framework for Learning Disabilities Nursing within the 5 HSC Trusts in the first instance. <i>Further detail can be found at page 9</i></p>	

At the outset the membership of the Collaborative appreciated a need to engage and communicate with both service users and stakeholders, so in addition to the priorities identified the Collaborative developed the following:

- Engagement and communication strategy
- Framework for engagement with service users

Engagement and Communication Strategy

The work of the Collaborative is underpinned by a robust engagement and communication strategy which aims to ensure effective communication that is accurate, timely and relevant through a range of appropriate methods and formats including:

- NI Action Plan NIPEC webpage accessible at <http://www.nipec.hscni.net/RegionalCollaborativeforNIActionPlan.aspx> webpage
- Regular NI Action Plan communiques
- Dissemination of a range of relevant information including information from the UK Steering group

- Delivery of information sessions/road shows across Northern Ireland related to the NI Action Plan targeted at frontline Learning Disabilities Nurses.

Stakeholders identified and included in the engagement and communication strategy play a key and pivotal role in the communication and the dissemination of information to frontline learning disabilities nurses and interested colleagues.

Framework for engagement with service users

From the outset the membership of the Collaborative were acutely aware of the importance of involving and engaging with service users/people with learning disabilities in the work streams stemming from the Action Plan. Following discussions it was agreed to engage with ARC (a membership organisation) to seek its perspective on how such engagement might be approached. As a result a senior representative from ARC was invited to become a member of the Collaborative and after much consideration a consensus emerged that a Framework to support engagement of service users should be developed. The intention is to support engagement with and access to service user views through already established groups across a range of organisations represented through the membership of the Collaborative. The Framework can be accessed on the NIPEC website.

Progress Report

This report sets out the Actions under the four themes as detailed in the Action Plan (2014) followed by the detail of progress to date relating to each theme.

High level Priorities for 2016-2017 as collectively agreed by the Collaborative members at a meeting in January 2016 are also included within the body of this report.

Finally some issues to be considered by the CNO are raised in the final paragraph - "Going Forward".

Theme: Strengthening Capacity

This section of the action plan addresses some of the key considerations underpinning efforts to strengthen capacity through developing the learning disabilities nursing workforce in relation to location and employment; strategic workforce planning; new ways of working; new roles and career choices.

The NI Collaborative will:

- Produce a workforce review/plan for registered nurses - learning disabilities in Northern Ireland that will consider all sectors and locations where these nurses work and will include nursing support staff.
- As part of this work, a data set, identifying the location of employment of registered nurses - learning disabilities in N. Ireland will be developed and will help inform decision making in a number of different contexts and levels such as:
 - succession planning
 - appropriate staffing levels/skill mix
 - pre-registration nursing programme recruitment
- Identify the need for and support the development of extended specialist and advanced roles for registered nurses - learning disabilities, to ensure an expert skills base is available and responsive to the current and emerging needs of people with learning disabilities.
- As a consequence of the Transforming Your Care agenda, it will be a priority to examine the community nursing infrastructure to assess the level and type of nursing support available to people with a learning disability in a range of community settings.
- Other priority areas in this regard include: acute liaison, challenging behaviour, mental health, epilepsy, forensic care, crisis support, psychological and physical health needs/interventions.

NI Action Plan (2012)

Progress update: Strengthening Capacity

- During 2015 the Collaborative initiated work to undertake a review of the learning disabilities nursing workforce, across NI to include all sectors. This significant piece of work sought to establish where Learning Disabilities nurses are employed; line management and professional supervision arrangements; implications of anticipated service developments at local level and indications of associated educational/development needs. The findings are based on the information submitted and reflect data obtained at a point in time. Data was gathered during the period April to September 2015. It is understood that other countries attempted to undertake a workforce review but Northern Ireland's scale and scope appears to have been the reason which facilitated the completion of this exercise locally.
- A range of data regarding the demography of the Learning Disabilities nursing workforce has been collated. The findings highlight:
 - The need for robust succession planning due to imminent retirements.
 - The acuity and complexity of needs of patients admitted to hospital are increasing. In order to respond effectively Learning Disabilities nurses will need to be supported by their employers to access a range of learning and

development opportunities to acquire additional skills to meet the needs of people with learning disabilities and where appropriate extend or develop new nursing roles.

- The needs of people with Learning Disabilities are being addressed via a community based model rather than hospital based services. This has an impact on the skills required of the Learning Disabilities Nurse who as a result of service modernisation will require access to a range of learning and development opportunities to acquire new, expanded and additional skills to effectively meet the needs of service users.
- The full report can be accessed via the NIPEC NI Action plan webpage. The knowledge gained by undertaking this review will be instrumental in informing the Collaborative in its efforts to strengthen the capacity and capability of the Learning Disabilities nursing workforce going forward.

Theme: Strengthening Capability

NI Action Plan: Ensure a competent and flexible registered nurse learning disabilities workforce for the future by maximising their contribution: working with people of all ages; addressing health needs and providing specialist services.

- As roles and locations of employment expand, develop a specific and targeted suite of competencies that clearly articulate the knowledge, values and skills required by registered nurses - learning disabilities in specific aspects of care.
- Ensure that the specific nursing skills and competencies of registered nurses - learning disabilities workforce are utilised appropriately and to best effect across the range of settings within which they work. It is particularly important that the nursing expertise of these Registrants is fully maximised and that an increasing emphasis is given to preventative and proactive health improvement approaches as core day to day nursing practice. This is relevant across the lifespan but is particularly necessary during early years and adolescence.
- Ensure that registered nurses - learning disabilities who work in in-patient and/or assessment and treatment services, with those with the most intensive and complex needs, are equipped with the appropriate staffing levels, skills and competence to ensure the highest possible standard of patient safety and experience in these “high risk”. The NI Collaborative will give particular focus to:
 - Introducing patient-centred service improvement practices and cultures that ensure that positive therapeutic relationships and effective communication with people with learning disabilities and carers are at the heart of nursing practice.
- A targeted drive to ensure that registered nurses - learning disabilities are adequately prepared equipped and supported in a) the management of violence and aggression, b) current risk assessment and management processes and c) effective responses to safeguarding incidents (children and adult).
 - Contributing to the achievement of a workplace culture that supports the reporting of incidents and concerns, learning from things that go wrong and contributing to the implementation of action plans arising from incidents.
 - The development of beacon wards/centres of nursing excellence in such settings

NI Action Plan (2012)

Progress update: Strengthening Capability

- The UK Strengthening the Commitment Annual Conference was held in Derby on the 18th June 2015. The theme for the conference was *Sharing the Success* which aimed to celebrate the contribution of Learning Disabilities nursing to the delivery of person centred care of people with learning disabilities.
- The Collaborative was instrumental to ensuring the capabilities of Learning Disabilities Nurses from across NI were represented at this conference. Abstracts were submitted by Learning Disabilities nurses from a range of settings including education, clinical practice and also from student nurses. The CNO DHSSPS was a guest speaker on the day and in total ten Learning Disabilities nurses' from NI attended the conference. Each country was awarded a winner and a highly commended poster presentation place.
- The NI winner was Olivia Boyda whose presentation described the development of a specialist community learning disability nursing team which can meet the needs of children and young people with learning disabilities and additional emotional behavioural, psychological and mental health needs within a Learning Disabilities/ Children and Adolescent Mental Health Service (LDCAMHS) model.
- There were six poster presentations from NI:
 - Rhona Brennan from the BHSCT won highly commended for her poster under the theme of Strengthening Quality and Strengthening Capability. Rhona's abstract *Least Restrictive Most Effective* described how patients who present with behaviours that challenge are being cared for in an inpatient setting using least restrictive, most effective evidence based care approaches and practices while ensuring that the Human Rights of each individual are upheld and promoted.



For further information contact:

Rhona Brennan, Ward Sister, Belfast Health & Social Care Trust

rhona.brennan@belfasttrust.hscni.net

Other Northern Ireland abstracts included:

- **Title: Adapted Dialectical Behaviour Therapy (DBT)**
Within the BHSCT *Adapted Dialectical Behaviour Therapy* (DBT) is being used as a treatment for inpatients with a learning disability who have difficulties in areas such as emotional dysregulation, interpersonal dysregulation, behavioural dysregulation self dysregulation and cognitive dysregulation.



For further information contact:

Colette Caldwell Behaviour Nurse Specialist, Belfast Health and Social Care Trust collette.caldwell@belfasttrust.hscni.net

➤ **Title: Learning Disability Crisis Response Service**

The SHSCT have developed a *Learning Disabilities Crisis Response Service* to effectively support Learning Disabilities clients with complex needs to remain in the community. The service provides short term assessment, support and treatment for individuals with learning disabilities and their families in an effort to effectively support clients to remain in their own home and avoid unnecessary admission to hospital where possible.



For further information contact:

Gavin Crilly, Crisis Response and Home Treatment Practitioner Southern Health and Social Care Trust. Gavin.Crilly@southerntrust.hscni.net;

➤ **Title: Intellectual Disability CAMHS**

This project aims to ensure that every child and young person, including those with an intellectual disability living in the Southern Health and Social Care Trust, has access to CAMH services, equal to that of their non-disabled peers – nothing more, nothing less



For further information contact:

Siobhan Rogan, Intellectual Disability CAMHS Manager & Senior Practitioner Intellectual Disability CAMHS, Southern Health and Social Care Trust Siobhan.Rogan@southerntrust.hscni.net

➤ **Title: Student Nurses Experience**

Since winning student nurse of year 2014 award Jenny has aimed to highlight the need for learning disabilities nursing within Northern Ireland as a specific field of nursing practice. Jenny's abstract focused on her elective placement to Romania with eight other nursing students and how since becoming a registrant she actively promotes learning disability nursing to students and professionals, highlighting the need for this specific field of nursing



For further detail and information about the StC Annual Conference and the NI contribution visit the NI Action Plan webpage on the NIPEC website.

Theme: Strengthening Quality

This section addresses some of the key considerations underpinning quality in relation to demonstrating quality outcomes; quality improvement; preparing and developing registered nurses-learning disability; maximising recruitment and retention; developing the workforce and accessing supervision.

NI Collaborative will:

- Develop and agree a process of measuring and demonstrating the outcomes of nursing practice.
- Link with the Regional Key Performance Indicators (KPIs) project to consider the introduction of relevant KPIs within settings where registered nurses - learning disabilities work.
- Ensure that key themes and issues identified via patient experience measures (locally and regionally) inform, improve and develop the practice of registered nurses - learning disabilities.
- Collaborate and link with HSC Trusts, other employers of registered nurses - learning disabilities and education providers, to ensure that registered nurses - learning disabilities are enabled to access post- registration education and training that is reflective of current and emerging strategic policy, demographic changes and professional developments.
- Collaborate and link with HSC Trusts, other employers of registered nurses - learning disabilities and education providers, to ensure that pre-registration students of learning disabilities nursing have access to effective and appropriate practice learning and mentorship.
- Collaborate and link with HSC Trusts, other employers of registered nurses - learning disabilities and education providers, to ensure that newly qualified registered nurses - learning disabilities have access to effective preceptorship.
- Support and advice upon the provision of robust professional governance and accountability structures for learning disabilities nursing within all HSC Trusts and those who work in the independent and voluntary sector.
- Ensure that all registered nurses - learning disabilities actively participate in and have access to, professional advice and professional nursing supervision from a suitable registered nurse - learning disabilities who practise in the field of learning disabilities nursing.
- Encourage, support and enhance the educational and developmental opportunities which should be available for non-registered nursing support staff.

NI Action Plan (2012)

Progress update: Strengthening Quality

- During 2015 and at the time of writing this report the Health Equalities Framework (HEF) (an outcomes framework) is being piloted in the BHSCT. Senior Learning Disabilities nurses from BHSCT have through the process shared lessons acquired and experiences from the pilot with the Collaborative.
- To specifically address the requirement set out by the Action Plan relating to demonstrable outcomes of Learning Disabilities nursing interventions, a Regional Learning Event was planned and organised by the Collaborative. The event which was funded via and hosted by the Clinical Education Centre on the 23rd of October 2015 aimed to develop and agree a process of measuring and demonstrating the outcomes of Learning Disabilities nursing practice.

- The event provided an opportunity for the audience to hear about a range of outcomes tools to:-
 - increase their awareness of the various evidenced based outcome tools available to measure the contribution of Learning Disabilities nurses
 - consider identification of relevant KPIs within settings where registered nurses - learning disabilities work
- Nominations were agreed locally by the Collaborative representatives. The full to capacity audience comprised 71 participants from a range of key organisations.
- Feedback from the event will inform the work of the Collaborative in progressing this key action during 2016-2017. There was a general consensus that a Learning Disabilities Nursing Outcomes Measurement Framework should be developed encompassing a range of outcomes tools ranging from person centred care plans to regional KPIs and this should form one of the key priorities for the Collaborative in 2016-2017. A full report from the Learning Event can be accessed on the NIPEC NI Action Plan webpage
- In regards to the action relating to professional supervision within this theme, findings emerging from the Learning Disabilities Nursing Workforce Review, would suggest that there are arrangements for professional supervision for Learning Disabilities Nurses with an appropriate registered nurse across all settings.

Theme: Strengthening the Profession

This section addresses some of the key considerations underpinning modernising the Registered Nurse-Learning Disabilities workforce in relation to; leadership and management; promoting the profession and research and evidence

The following actions will be taken in Northern Ireland to support these national recommendations

- Enhance professional leadership capacity and potential within registered nurses - learning disabilities in Northern Ireland.
- Explore and commission, models and approaches to leadership and practice development, to support the development of current and aspiring clinical leaders of learning disability nursing in Northern Ireland across all sectors.
- Ensure that Northern Ireland is represented on the national initiative to enhance leadership potential in final year learning disabilities nursing students and to take steps to build on this locally.
- Take steps to ensure that Northern Ireland is represented at the national UK academic network and that there is local involvement on and contribution to relevant national initiatives.
- In collaboration with the Royal College of Nursing, establish a Regional Professional Development Network for learning disabilities nurses to include HSC Trusts, the education sector and the independent/voluntary sector.
- Encourage and support registered Nurses - learning disabilities to access and take up nursing research activity including awards, scholarships and publications. Such activity should be encouraged in the aspects of clinical practice, policy and strategic direction

NI Action Plan (2012)

Progress update: Strengthening the Profession

- A key priority of the Collaborative during 2015 was to raise awareness of the NI Action Plan. The Collaborative therefore planned and delivered regional information seminars for frontline learning disabilities nurses and other key stakeholders. Six seminars were delivered; one in each of the five HSC Trusts and one in Four Seasons Health Care; 93 staff attended in total. The sessions were extremely well received and participants actively participated and contributed to discussions. For some it was their first opportunity to hear about the Action Plan for others they had previously contributed to its development and/or had inputted to the UK Modernising Learning Disabilities Nursing Review. A summary report of the information seminars can be accessed on the NIPEC NI Action Plan webpage.
- More recently the Chair of the Collaborative and the Project Support SPO met with representatives of the Priory Group to discuss the various work streams. Currently the Priory Group is the largest employer of Learning Disabilities nurses within the Independent Sector and the Collaborative have been specifically requested to provide information sessions for nurses working in that setting. This will be progressed in the incoming year.
- During 2015 -2016 the Collaborative engaged with the Royal College of Nursing, which established a Regional Learning Disabilities Nurses Network to include HSC Trusts, the education sector and the independent/voluntary sector as documented in the Action Plan. The network had its inaugural meeting on the 3rd June 2015 and the Chair of the Collaborative was invited to update the Network on the work of the Collaborative.
- At a Collaborative meeting in October 2015 a concern was raised by a member that as the Regional Learning Disabilities Nurses Network was hosted by the RCN, non RCN members were unable to participate as anticipated.
- The Chair of the Collaborative escalated this concern to CNO and through extensive engagement and negotiation with representatives from the relevant organisations agreed a potential solution. The solution will require an amendment to the wording within the Action Plan which is being progressed with endorsement of the CNO. The Collaborative are confident that the proposed solution will see the establishment and embedding of a regional Professional Development Learning Disabilities Nurses Network in 2016-2017 inclusive and open to all Learning Disabilities Nurses.
- During 2014/15 the Collaborative supported four third year student nurses studying at Queens University, to undertake a national two day leadership event organised by Positive Choices. The students were invited to work with key practice partners

from all sectors to support the development of flexible visible leadership within learning disabilities nursing.

- In 2015 CNO commissioned RCN to deliver a Leadership Programme specifically for Learning Disabilities nurses. The Collaborative were key to the planning and design of the programme content; which aimed to help participants develop leadership knowledge and skills to ensure the delivery of safe and effective care in all Learning Disabilities nursing settings using Practice Development (PD) methodology.
- 19 Learning Disabilities nurses from across all sectors including the HSC Trusts, the Independent Sector and Education providers successfully completed the Leadership Programme.
- During 2016 – 2017 the Collaborative plan to provide on-going support to these nurses and facilitate leadership development opportunities including; attendance at meetings of the Collaborative and involvement in regional projects stemming for the work of the Collaborative.
- A Senior Lecturer in Learning Disabilities Nursing from Queens University Belfast, is a member of the NI Collaborative represents NI on the LIDNAN.
- In 2014 the UK Steering Group for Strengthening the Commitment asked LIDNAN to undertake a piece of work that would map existing learning outcomes within undergraduate programmes that related to Positive Behaviour Support and consider a national approach to ensuring students were equipped during their training with the relevant level of skills and competence in this area. Through the Collaborative NI has been represented and has contributed to the development of the framework. Via the Collaborative the Framework has been disseminated to service providers for consideration. Although it applies to undergraduate education programme providers it has implications for service providers through student practice placements.
- The NI Collaborative contributed to the development of the Learning Disabilities Nursing Research Position Paper also prepared by the LIDNAN
- In March 2015 the RCN and CEC co-hosted a Learning Disabilities *Delivering the Commitment Conference*. The Collaborative actively contributed to the preparation and delivery of an extremely well attended and supported conference. This conference brought Learning Disabilities nurses from all agencies and settings across Northern Ireland together, to develop a sense of local and personal ownership for success of the NI Action Plan.

The specific aims of this conference were as follows:

- To profile and celebrate the contribution of learning disability nursing in a range of statutory and independent/voluntary sector settings.
 - To identify the range of career pathways available to learning disability nurses.
 - To highlight the impact of the national Strengthening the Commitment initiative on learning disability nursing practice.
 - To provide an opportunity for networking.
- As Chair of the Collaborative Dr Glynis Henry was specifically invited to contribute to a meeting of the StC Steering Group meeting with RoI, Minister of State Ms Kathleen Lynch in the Department of Health, Dublin which coincided with the UK StC Steering Group meeting in September. Minister Lynch was keen to hear about the work of the four countries stemming from the StC UK Report. The meeting was led by the RoI CNO. The Minister seemed to have been impressed by the work on the UK Steering Group and also by the information shared on behalf of the NI Collaborative. RoI since September have joined the UK StC Steering Group which has now become a five country Steering Group.
 - The Collaborative proactively contributed to a UK 'Three Year On' *Strengthening the Commitment Report* by offering a number of case studies illustrating the valuable contribution of Learning Disabilities nurses and nursing to person centred care. Two case studies are included in the report including the RCN Learning Disabilities Nursing Leadership programme and the Learning Disabilities Crisis Response Home Treatment Service based at the SHSCT. A number of other initiatives from NI are included in a fact file section within the report. The StC three year on report was launched at the Sharing Success Conference: Strengthening the Commitment Living the Commitment and has been disseminated via the Collaborative Engagement and Communication Group. The 3 years on Report can be accessed at <http://www.nursingtimes.net/Journals/2015/06/19/s/m/d/JRA-Strengthening-report.pdf>

Other Significant Achievements

- **Rising Star Award**
Jenny Millis Learning Disabilities Staff Nurse in the NHSCT was supported by the Collaborative and nominated and recognised for a Nursing Times "Rising Star Award".



- **MBE- Maurice Devine**

Maurice Devine Assistant Head of CEC and a member of the NI Collaborative was recognised as a Nursing Times “*Nurse Leader*” award earlier in the year and more recently he was awarded an MBE



Progress Update: Summary

Significant work has been progressed by the Collaborative in the last year not only to meet the identified priorities 2014-2015 but also to meet a number of other related aspects of the NI Action Plan. There is no doubt that the work of the Collaborative has played a part in enhancing the profile of NI’s Learning Disabilities nurses at regional and national levels.

It would be fair to say that the priorities and initiatives taken forward in 2014 – 2015 has been ‘ground work’ which will inform and shape the priorities of the Collaborative in the forthcoming year and beyond. It is also fair to say that most the work progressed in 2014-2015 has focused on three areas within the action plan; Strengthening Capacity, Strengthening Quality and Strengthening the Profession. It is anticipated that the workforce review and the actions agreed to address the key messages emerging from it will guide the work of the Collaborative in strengthening the capability of the Learning Disabilities Nursing field of practice and will form the basis of the key priorities in 2016-2017.

Priorities 2016-2017

On the 12 January 2016 the Collaborative took the opportunity to identify and agree priorities for 2016-2017 mindful of the recommendations and implications of the following:

- Strengthening the Commitment: Living the Commitment (2015) report which has identified four key action areas for cohesive and collaborative action across all four countries
- 2015-2018 Action plan phase 2/KPIs identified by the UK StC Steering group–still to be finalised.
- *Draft* key messages stemming from the Learning Disabilities Workforce Review
- Key messages for the Learning Disabilities Nursing Outcomes Measurement Learning Event.

Broad consensus was achieved on the short term and long term key priorities as detailed below. Work is underway to finalise the detail of these priorities

Short -Term 2016-2017

- Agree key actions to address the messages arising from the Learning Disabilities nursing workforce review
- Raise awareness of NIPEC Careers Pathway and take steps to ensure it reflects and represents Learning Disabilities Nursing.
- Use NIPEC's Career Pathway as a foundation to build a tailored career pathway for Learning Disabilities Nurses (2016 - 2018)
- Agree a Key Performance Indicator (KPI) specific to Learning Disabilities Nursing.
- Develop an Outcomes Measurement/Framework for Learning Disabilities Nursing within the 5 HSC Trusts in the first instance.
- Work to support development of leadership potential in Learning Disabilities nurses in practice.
- Take forward arrangements as agreed with CNO to address the action in the Action plan relating to the establishment and embedding of a Professional Development Learning Disabilities Nurses Network

Longer - Term 2017- 2018

- Use NIPEC's Career Pathway as a foundation to build a tailored career pathway for Learning Disabilities Nurses.
- Take steps to explore how the Positive Behaviour Support Framework developed by LIDNAN can be embedded in practice
- Scope preceptorship within Learning Disabilities Nursing:-seek assurance that preceptorship is in place.

Going Forward

Until recently the four Country StC Steering Group was chaired by Ros Moore CNO Scotland, since January 2016 Jean White, CNO Wales has taken on this role. There have also been changes at Programme Director level. The former post holder made a significant contribution to the co-ordination of work at four country level. Given the essential nature of this work, discussions with CNO colleagues are underway to agree alternative arrangements. It is anticipated all countries including NI will be intrinsically involved and making a critical contribution to the new arrangements. That being the case the CNO DHSSPS is asked to give consideration as to the future operational arrangements for NI and to note that the Collaborative is very willing to support the CNO in her endeavours in this regard.

Membership of the Collaborative March 2016

- Dr. Glynis Henry, CBE, Head of Clinical Education Centre: Chair
- Maurice Devine, Assistant Head Clinical Education Centre
- Frances Cannon, Senior Professional Officer, NIPEC (Project Lead)
- Bryce McMurray, Assistant Director of Mental Health & Learning Disability Services, SHSCT
- Sharon McRoberts, Assistant Director of Nursing SEHSCT *joined the group January 2015*
- Eileen Dealey, Head of Service & Professional Lead Nurse, WHSCT
- Donna Morgan, Head of Service, Learning Disability, NHSCT
- Gordon Moore, Community Service Manager, SEHSCT
- Esther Rafferty, Associate Director of Learning Disability Nursing, BHSCT
- Olivia Boyda, Lead Nurse for Children's Learning Disability, WHSCT
- Carol Cousins, Managing Director Four Seasons Health Care
- J.P. Watson, Director of Operations, Four Seasons Health Care
- Lorraine Kirkpatrick, Regional Manager for Four Seasons Health Care
- Siobhan Rogan replaced by Wendy McGregor, Mental Health and Learning Inspector, RQIA *joined the group November 2014*
- Peter Griffin, Nurse Lecturer, Queens University
- Professor Owen Barr, Head of School, Ulster University
- Molly Kane, Regional Lead Nurse Consultant Mental Health, Learning Disability & Prison Health , PHA
- Laurence Taggart, Reader Lecturer, Ulster University *joined the group January 2015*
- Leslie-Anne Newton, NI Director, ARCuk *joined the group January 2015*
- Sara Boyd, Pre Registrant, Queen's University Belfast *joined the group November 2014 left the group July 2015*
- Rachel McMaster, Post-Reg, WHSCT *joined the group January 2015 left the group April 2015*
- Lauren Bell, Pre-Reg Student, Queen's University Belfast *joined the group October 2015*
- Mary Neeson, Post Reg Student, WHSCT *joined the group October 2015*

NORTHERN IRELAND ACTION PLAN FOR LEARNING DISABILITY NURSING REGIONAL COLLABORATIVE

TERMS OF REFERENCE

BACKGROUND

In June 2014, the Chief Nursing Officer launched The Northern Ireland Action Plan for Learning Disabilities Nursing which sets out a clear direction of travel and proposed priorities for registered nurses - learning disabilities in Northern Ireland for the next three to five years.

It is the first such professional action plan to be published by the DHSSPS in Northern Ireland for the learning disability nursing profession. It has equal relevance to learning disability nurses in the statutory, independent, or voluntary sectors and within education and is also intended to provide impetus and direction for the development of an effective, competent high quality health care support workforce.

The action plan provides focus and direction on how local learning disability nurses working in practice, education, management and/or research, can best contribute to the care of service users in the future.

Within the action plan, it is stated, "To lead, drive, support, monitor and deliver this action plan the DHSSPS will establish a N.I. Learning Disabilities Nursing Regional Collaborative by May 2014 to support delivery of the actions. The group should have representation from service user groups; the independent sector; all five of the health and social care organisations; educational providers, NIPEC; the Health and Social Care Board, Public Health Agency and take into account other stakeholders as necessary."

The Chief Nursing Officer has asked Dr. Glynis Henry, CBE, Head of Clinical Education Centre to chair this group and has requested that the group be facilitated by NIPEC, specifically by Frances Cannon.

This regional collaborative will aim to identify key priorities for action, both on a short term and longer term basis and will secure implementation of the recommended actions on a priority basis.

Membership

The regional collaborative will be comprised of individuals from a range of relevant organisations and sectors and will involve service user and carer representation as part of the process of implementation.

Membership currently, is as follows:

- Dr. Glynis Henry, CBE, Head of Clinical Education Centre: Chair
- Maurice Devine, Assistant Head Clinical Education Centre
- Frances Cannon, Senior Professional Officer, NIPEC (Project Lead)

- Bryce McMurray, Assistant Director of Mental Health Learning Disability Services, SHSCT
- Sharon McRoberts, Assistant Director of Nursing SEHSCT
- Eileen Dealey, Head of Service & Professional Lead Nurse, WHSCT
- Donna Morgan, Head of Service, Learning Disability NHSCT
- Gordon Moore, Community Service Manager, SEHSCT
- Esther Rafferty, Associate Director of Learning Disability Nursing, BHSCT
- Olivia Boyda, Lead Nurse for Children's Learning Disability, WHSCT
- Carol Cousins, Managing Director Four Seasons Health Care
- J.P. Watson, Director of Operations, Four Seasons Health Care
- Lorraine Kirkpatrick, Regional Manager for Four Seasons Health Care
- Wendy McGregor, Mental Health and Learning Disability Inspector, , RQIA
- Peter Griffin, Nurse Lecturer, Queens University
- Professor Owen Barr, Head of School, Ulster University
- Molly Kane, Regional Lead Nurse Consultant Mental Health, Learning Disability & Prison Health , PHA
- Laurence Taggart, Reader Lecturer, Ulster University
- Leslie-Anne Newton, NI Director, ARCuk
- Sara Boyd, Pre Reg Student, Queen's University Belfast
- Rachel McMaster, Post Registered Student, WHSCT

The Regional Collaborative will meet quarterly and its aims are:

- To initially carry out a baseline scoping exercise of current progress and achievement in meeting the recommendations within the Northern Ireland Action Plan across all relevant organisations.
- To identify local and regional priority areas for action, establish local action plans and be accountable for delivery of same within the host organisation.
- To take responsibility for providing awareness and encouraging participation across all specific and specialist areas relating to learning disability nursing within the host organisation.
- To provide a regional resource through the sharing of knowledge, expertise, service development, and innovation that will promote, influence and enhance best practice and consistency in learning disability nursing practice within services across N. Ireland.
- To provide strategic direction and leadership for all of the nursing fields of practice and specialisms who work with people with learning disabilities in Northern Ireland.
- Where required to identify and co-opt other members on to the regional implementation group.
- To ensure that Northern Ireland is fully and adequately engaged with the other 3 countries of the UK in the context of the national Strengthening the Commitment review of Learning Disabilities Nursing.
- To agree and ensure a robust and formal process of feedback to the DHSSPS.

Individual group members of the collaborative will:

- Take a leadership role for specific elements of the work stream on behalf of the group
- Work to identified timescales for specific workstreams
- Act as advocates for the implementation of the action plan in local areas, facilitating action and communicating progress to relevant others
- When requested give timely feedback to the group or to those in work streams on proposals, decisions or actions
- Engage actively and regularly with the process of implementation
- Provide a briefed replacement when absence from meetings is unavoidable.

Review and evaluation

Review and evaluation of progress will be a continual dynamic of the work of the regional collaborative. However, there is a formal requirement for the collaborative to provide a formal report of progress on an annual basis to the Chief Nursing Officer. The format and structure of the reporting template will be for collaborative members to agree and develop.



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

April 2016