



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

Progress Report

October 2017

In June 2014 the Northern Ireland Collaborative was convened to lead, drive, and support and monitor the delivery of the Action Plan. The Collaborative comprises representation from; the Independent/Voluntary sector; five Health and Social Care Trusts, nursing students at pre and post registration level, Ulster University, Queen's University, NIPEC, the PHA, RQIA, RCN and ARC. A full membership list can be viewed at Appendix 1, the Collaborative intend to refresh the current Terms of Reference which will available on the NIPEC website.

When the Collaborative was established Dr. Glynis Henry CBE, Head of HSC Clinical Education Centre chaired the meetings. In September 2016 the Collaborative bade farewell to Dr Glynis Henry who retired. We would like to acknowledge her commitment and diligence in chairing the Collaborative since it was first convened. Since then Professor Owen Barr, at the request of the Chief Nursing Officer, has chaired the Collaborative and we wish him every success as he leads the



Collaborative in taking forward the NI Action Plan. Project support continues to be provided by Frances Cannon, Senior Professional Officer (SPO), NIPEC. To disseminate the work of the Collaborative a Communique is disseminated on a quarterly bases to a range of interested stakeholders.

UK StC Steering Group

Since the end of 2016 Maurice Devine, Assistant Head of the Clinical Education Centre represents Northern Ireland on the UK Strengthening the Commitment Steering Group which continues to meet on a six monthly basis. The Steering Group's current emphasis, agreed with the four UK CNO's, is to identify the central requirements and objectives for the learning disabilities nursing profession related to four high impact areas including:-

- working across the lifespan
- public health
- high quality interventions (broadening out from PBS)
- leadership

Through local arrangements each country will consider these areas within their own context. It is anticipated the Steering Group will produce a range of core documents to support the development of practice in these areas which will endeavour to reflect the key policy direction of all four countries.

Collaborative Priorities






Since our last report in March 2016 the Collaborative continues to meet on a quarterly basis with an average attendance of 14 members at each meeting. In our last report we identified the priorities of the Collaborative for 2016-2017. These are presented in Table 1 which provides a high level summary of progress to date and a RAG¹ 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 reporting period 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.

¹RAG, Red = Significant issues. Amber = Issues which can be addressed. Green = On target.

Table 1: NI Collaborative Priorities 2016-17

NI Action Plan Priorities 2016-2017	Progress	Status
Theme: Strengthening Capacity Learning Disabilities Career pathway	A project group chaired by Maurice Devine support by NIPEC has been established to develop a web-based NI Career Pathway/ Framework for Registered Learning Disabilities Nursing. This will sit within the career specific pathway section of the NIPEC Nursing and Midwifery Career Pathway website	
Theme: Strengthening the Profession In collaboration with the RCN establish a Regional Professional Development Network for learning disability nursing staff in all sectors	Through the Collaborative NIPEC and the Royal College of Nursing have worked in partnership to establish a Regional Professional Development Network/Forum for Learning Disabilities Nurses. The Forum is open to RNLDs working across all settings including, HSC Trusts, the Education Sector and the Independent/voluntary sector	
Theme: Strengthening Quality Establish processes to capture the demonstrable outcomes of Learning Disabilities nursing interventions.	A final draft of an outcomes measurement Framework specifically applicable to Learning Disabilities Nursing has been prepared and shared with the Collaborative members. The purpose of the Outcomes Measurement Framework is to act as a resource for RNLDs to enable the demonstration of the outcomes of nursing practice.	
Strengthening the Profession Evaluation of the RCN Leadership Programme	During 2017 the CNO through the NI Collaborative, requested NIPEC to engage with the participants who had completed the programme <i>to undertake an impact measurement evaluation</i> . Nine participants contributed to the evaluation a full copy of the report can be accessed on the NIPEC website	
Strengthening Quality Link with the Regional Key Performance Indicators (KPIs) project to consider the introduction for relevant KPIs within settings where RNLDs work	Significant work has been progressed and it is anticipated the first KPI developed by the Collaborative will be released in January 2018 – find further detail on page 4 of this progress report.	

Strengthening Capacity

- The Collaborative plan to use the November 2017 RNLD Forum to provide an opportunity for Learning Disabilities nurses to contribute to the work of the Nursing and Midwifery Task Group (NMTG) Workforce subgroup. The aim of the next forum meeting is to capture the views of RNLDs and identify workforce priorities for the profession. The report prepared by the Collaborative - A Description of the Learning Disabilities Nursing Workforce in NI – is being utilised by the Nursing and Midwifery Task Group (NMTG) to inform the focus of this workshop.

Strengthening Capability

- A project group chaired by Maurice Devine supported by NIPEC has been established to develop a web-based NI Career Pathway/ Framework for Registered Learning Disabilities Nursing. This will sit within the career specific pathway section of the NIPEC Nursing and Midwifery Career Pathway website. The project group includes representations from five HSC Trusts, Independent Sector, Staff Side Organisations, Public Health Agency (PHA) Department of Health (DOH), Royal College of Nursing (RCN), Queen's University Belfast, Ulster University, Regulation Quality Improvement Authority (RQIA) and the Clinical Education Centre (CEC).
- For the first time in four years places on the Specialist Practice Programme - Learning Disabilities Nursing at Ulster University has been commissioned and delivered, additionally 12 registrants have undertaken the Contemporary Issues in Learning Disabilities Nursing.

Strengthening Quality.

- A draft Learning Disabilities Nursing KPI was presented in June 2017 at the Regional KPI Steering Group. The Regional KPI Steering group gave some valuable feedback which was used to redraft the KPI which currently reads as follows-

....% of clients with Learning Disabilities on the case load of a Learning Disabilities Nurse who have a nursing intervention in their plan of care targeting health improvement....

- It is anticipated that this iteration of the KPI will be presented at the regional KPI Steering group in December 2017 and will be rolled out and implemented in practice from January 2018.
- A final draft of an Outcomes Measurement Framework specifically applicable to Learning Disabilities Nursing has been prepared and shared with the Collaborative members. The purpose of the Outcomes Measurement Framework is to act as a resource for Registered Learning Disabilities Nurses to enable the demonstration of the outcomes of nursing practice. The framework provides a short synopsis of the tool and a link to web based resources. The Collaborative members have been instrumental in developing the Outcomes Measurement Framework which identifies tools most frequently used by RNLDs.
- A new Regional Hospital Passport has been launched to help improve the experience of hospital visits for people with a learning disability across Northern Ireland and support hospital staff in making any necessary reasonable adjustments to their practice. The Public Health Agency (PHA), in partnership with the Regional General Hospital Forum: Learning Disabilities, Health and Social Care Trusts, and people with a learning disability and their careers, developed the passport which holds details about the personal contact details, person's communication abilities, medical history, their abilities and needs in relation to personal care, and staying safe and happy. The launch took place in Stormont on 9th May 2017 and is available for download at <http://publichealthagency.org/publications/hsc-hospital-passport>
- The Health Equalities Framework (HEF) was piloted within the one Trust during 2015/2016. Nursing staff positively evaluated the impact of using the HEF tool in practice, with comments including:

“HEF validates the decision making process”

“HEF helps demonstrate the unique contribution of the role of the learning disability nurse”

- Since the pilot a programme for implementation of the HEF across the Trust has been progressed, supported by additional specific training for staff. It is anticipated that the use of HEF across the hospital site will be operational from end of January 2018. Champions on each ward are being identified to give additional support to the Ward Teams. Following full implementation it is planned that a review will take place in May 2018 to formally evaluate the impact on practice of using the HEF as an outcomes measurement Tool.
- The HEF training has made available to all HSC Trusts – to date a small number of Learning Disabilities Nurses from other organisations have accessed the training.
- Through the work undertaken in the preparation of - ***A Description of the Learning Disabilities Nursing Workforce in Northern Ireland – A Report***, the Collaborative established that there are professional governance and accountability structures for learning disabilities nursing within all HSC Trusts and for those who work in the independent and voluntary sector.

Strengthening the Profession.

- Through the Collaborative NIPEC and the Royal College of Nursing have worked in partnership to establish a Regional Professional Development Forum. The Forum is open to RNLDs working across all settings including, HSC Trusts, the Education Sector and the Independent/voluntary sector. The forum is chaired by Donna Morgan, Professional Lead for Learning Disabilities Nursing, NHSCT supported by Rosaline Kelly Professional officer RCN. The first meeting was held on the 2nd March 2017, and it plans to meet three times a year. The average attendance is 55 RNLDs nurses from across all settings. The Forum aims to provide a platform for



Registered Nurses Learning Disabilities to exchange best practice, explore professional issues and promote networking opportunities. The Forum maintains strong links with the RCN RNLD Nursing Network.

- In 2015 in association with the NI Collaborative the Chief Nursing Officer (CNO) commissioned the Royal College of Nursing (RCN) to plan and deliver a bespoke Senior Nurse Leadership Development Programme for Registered Nurses Learning Disabilities. The programme was delivered between 5th February 2015 and the 13th March 2015 finishing with a consolidation day on 26th March 2015. A total of 19 participants attended the programme, five from the independent sector and 14 from five Health and Social Care (HSC) Trusts, with a Band mix ranging from band 5 to band 8a. During 2017, the CNO through the NI Collaborative, requested NIPEC to engage with the participants who had completed the programme *to undertake an impact measurement evaluation*. Nine participants contributed to the evaluation. The evaluation highlighted that attendance at the programme was a really valuable experience which introduced the participants to a range of leadership concepts, tools and resources, some participants suggested that the implementation and embedding of learning in practice could be enhanced by the use of learning sets and /or mentorship arrangements. A full copy of the report can be accessed on the NIPEC website. The Collaborative specifically co-opted participants who had completed the Senior Nurse Leadership Development Programme unto the Career Pathway work stream as a means of enhancing and developing their leadership potential.
- The Collaborative collectively on behalf of the RNLDs in NI co-ordinated and submitted a response to the NMC Consultation on the NMC draft pre-registration Nurse Education Standards and the Educational Framework.
- The Collaborative submitted a response to the Consultation on the Reform of Adult Care and Support.
- Northern Ireland continues to have representation at the national Learning/Intellectual Disability Nursing Academic Network (LIDNAN)² and contributes to relevant national initiatives. Northern Ireland hosted the last

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).

meeting in the Ulster University, Belfast Campus on the 7th July 2017. Most recently the LIDNAN group also co-ordinated and submitted a response to the NMC Consultation on the NMC draft pre-registration Nurse Education Standards.

- Wendy McGregor, Learning Disabilities and Mental Health inspector, RQIA, and a member of the NI Collaborative presented at the StC UK Annual Conference, Cardiff in November 2016. Her presentation was entitled ***learning from You learning for Me.***



Learning Disabilities nursing was extremely well represented at the 2017 RCN Nurse of the Year awards with four RNLDs making the finalist list including:

- Paul McAleer from the NHSCT who won the Inspiring Excellence in Mental Health & Learning Disability for his role in delivering the 'Second Chance for Change' psychodrama project. Second Chance for Change, delivered by the Northern Trust's Promote Team in collaboration with Educational Shakespeare Company, which gives service users living with a learning disability the opportunity to reflect on personal traumatic events, identify positive changes and realise their potential for development.
- Sara McCann, an Epilepsy Nurse specialist, also from the NHSCT won the Learning Disability Award Category. Sarah developed a Nurse Led Epilepsy Clinics to ensure the additional health care needs of people with learning disabilities were being continually met.
- Yvonne Diamond from Priory Adult care was the runner up in the Chief Nursing Officers Award. Yvonne was jointly nominated for her achievements in developing a new pathway for people with complex mental health issues as a consequence of acquired brain injury.
- Siobhan Rogan who is an Advanced Practitioner



and Manager for the Intellectual Disability CAMHS in the Southern Health and Social Care Trust received the overall **RCN Nurse of the Year 2017** award. Siobhan was recognised for her inspirational work in establishing a Child and Adolescent Mental Health Service (CAMHS) that is fully inclusive of Children and Adolescents who have an Intellectual Disability in Northern Ireland.

Overall this was an excellent achievement for the Learning Disabilities Nursing Profession at the Nurse of the year awards in Northern Ireland.

Other Events

- Belfast hosted the prestigious **Bridging the gap: from evidence to improved health for persons with intellectual and developmental disabilities** conference which attracted a range of international speakers and numbers of other international delegates from the world of Learning Disabilities Nursing.
- Margaret Donnelly from the BHSCT won the prestigious nurse of the Year Radox Award. Margaret works in Muckamore Hospital in the BHSCT. The award recognises excellence in day-to-day patient care, innovation, and after-care, and those who endeavour to improve the standards of healthcare provision, and the health of our population.
- The RCN NI Learning Disability Nursing Network hosted a very successful conference in September 2017 – **“Celebrating Excellence in Person Centred Care in Learning Disability Nursing”**, attended by 80 delegates, including colleagues representing the Irish Nurses and Midwives Organisation; Registered Nurses Intellectual Disability Section. Participants included Charlotte McArdle, CNO, Janice Smyth, Director RCN NI, and Damien Hughes, Consultant Psychiatrist, as well as powerful stories delivered by relatives. The RCN NI Nurse of the Year finalists were interviewed about the work that contributed to winning their awards, by the ARCNI/TILLI Group Roving Reporters. Feedback for the event was overwhelmingly positive with

one delegate stating *“Well timed conference- nursing is difficult, lots of barriers and resource issues but this Person-Centred Care event reminded me about the important values underpinning why we are learning disability nurses*

- The 2018 Positive Choices Conference is being hosted in Dublin in early 2018.

Progress Update: Summary

Significant work has been progressed by the Collaborative in the last year not only to meet the identified priorities 2016-2017 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 the work of RNLDs in Northern Ireland at regional and national levels.

Priorities 2018-2019

At the next meeting, scheduled for January 2018, the Collaborative will take the opportunity to identify and agree priorities for 2018-2019 mindful of the recommendations and implications of the following:

- The priorities of STC UK Steering Group as outlined earlier
- Actions already progressed
- Long term objectives set out in the first Annual Report including:-
 - 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.

Appendix 1

Membership of the Northern Ireland Regional Collaborative

Name	Title	Organisation
Professor Owen Barr (CHAIR)	Head, HSC Clinical Education Centre	CEC
Maurice Devine,	Assistant Head, HSC Clinical Education Centre	CEC
Frances Cannon	Senior Professional Officer	NIPEC
Esther Rafferty	Associate Director of Learning Disability Nursing.	BHSCT
Donna Morgan	Head of Service Learning Disability	NHSCT
Sharon McRoberts	Assistant Director of Nursing Workforce and Education	SEHSCT
Kieran McCormick	Regulated Services Manager Adult Services	SEHSCT
Siobhan Rogan	Director of Mental Health and Disability (Acting)	SHSCT
Barbara Tate	Lead Nurse, for Children's Learning Disability	SEHSCT
Eileen Dealey	Head of Service & Professional Lead Nurse	WHSCT
Lorraine Kirkpatrick	Regional Manager representing Independent Sector	FSHC
Laurence Taggart	(RCN LD nursing forum rep)	RCN LD nursing forum
Wendy McGregor	Mental Health & Learning Disability Inspector	RQIA
Peter Griffin	Nurse Lecturer & Learning Disability Nursing (Professional Lead)	Queen's University of Belfast
Briega Quinn	Nurse Consultant	PHA
Deirdre McNamee	Public Mental Health and Learning Disability Nurse	PHA
Rosaline Kelly	Senior Professional Development Officer	RCN
Emma Flynn	Pre Registration, rep students	Queen's University of Belfast
Ailish McMeel	Post Registration rep student	Ulster University
Circulation only Leslie-Anne Newton	NI Director	ARC NI

CEC – Clinical Education Centre
NIPEC – Northern Ireland Practice and Education Council for Nursing & Midwifery
BHSCT – Belfast Health & Social Care Trust
NHSCT – Northern Health & Social Care Trust
SEHSCT – South Eastern Health & Social Care Trust
SHSCT – Southern Health & Social Care Trust
WHSCT – Western Health & Social Care Trust
FSHC – Four Season Health Care
QUB – Queens University of Ulster
UU – Ulster University
RCN – Royal College of Nursing
RQIA – Regulation & Quality Improvement Authority
PHA - Public Health Agency



FSHC – Four Season Health Care
ARC NI – Association for Real Change

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