

**NORTHERN IRELAND PRACTICE AND EDUCATION COUNCIL  
FOR NURSING AND MIDWIFERY**

**PROJECT STEERING GROUP  
DEVELOPMENT OF PROFESSIONAL GUIDANCE FOR  
CONSULTANT NURSE AND MIDWIFE ROLES**

**Thursday, 30 March 2017 at 10.00am, Meeting Room, Second Floor, NIPEC**

**Attendance**

Maurice Devine, CEC	MD
Heather Finlay, DoH	HF
Jane Greene, Southern HSC Trust	JG
Carmel Kelly, South Eastern HSC Trust	CK
Annemarie Marley, Belfast HSC Trust	AM
Garrett Martin, RCN	GM
Cathy McCusker, NIPEC, (Project Lead)	CMcC
Sharon McRoberts, South Eastern HSC Trust	SMcR
Marion Ritchie, Unison	MR
Verena Wallace, DoH	VW

**Web-conference**

Allison Hume, Northern HSC Trust	AH
Brenda Kelly, Belfast HSC Trust, representing RCM	BK
Siobhan McIntyre, PHA	SMcI

**Apologies**

Brenda Creaney, Belfast HSC Trust (Chair)  
 Owen Barr, Ulster University  
 Dawn Ferguson, Southern HSC Trust  
 Dr Kevin Gormley, QUB  
 Shona Hamilton, Northern HSC Trust  
 Moira Mannion, Belfast HSC Trust  
 Lisa McGarrity, RCM (student rep.)  
 Brian McFetridge, Western HSC Trust  
 Annetta Quigley, Western HSC Trust

**Draft Action Notes**

<b>Item No</b>	<b>Notes</b>	<b>Action by CMcC unless otherwise recorded</b>
<b>1</b>	<b>Welcome and Introductions</b> Cathy McCusker welcomed everyone to the meeting, and gave	

	<p>sincere apologies from Brenda Creaney, unfortunately this was totally unavoidable that Brenda was unable to attend today and she asked Cathy to Chair the meeting on her behalf. Brenda proposed that this meeting will be used to make sure that we complete a final review of the <i>Professional Guidance</i> and that a meeting for final sign off and thank you to the group for all your hard work will be held on 9 May 2017 in Board Room BCH. Cathy advised that a final Project Report will be drafted for that meeting. Following that meeting Brenda and Cathy will present the <i>Professional Guidance</i> to CNO and Executive Directors of Nursing at the CNO Business Meeting at end of May 2017.</p>	
<b>1</b>	<p><b>Apologies</b> Noted as above.</p>	
<b>2</b>	<p><b>Action notes from previous meeting 26 September 2017</b> Agreed.</p>	
<b>3</b>	<p><b>Matters Arising</b> Only outstanding item is consideration of the Role Development Guide. It was agreed that NIPEC should review this Guide within its own programme of work.</p> <p>Siobhan McIntyre also commented that the previous Action Notes (Agenda Item 6) refers to a title of Nurse Commissioning Consultant and this is no longer applicable for Public Health Agency.</p>	
<b>4</b>	<p><b>Draft Professional Guidance (for approval)</b> Cathy then took everyone through the <i>Professional Guidance</i> and amends and asked for any final comments about the guidance</p> <ul style="list-style-type: none"> <li>The Foreword had been amended as requested by Charlotte to reflect that the Consultant roles are the pinnacle of the clinical practitioner career. CNO has further augmented the forward with the following paragraph:  <i>“...This was intended to allow nurses and midwives to combine their role as clinician with the ability to have strategic influence and provide strong professional clinical leadership across the Health and Social Care System. Health and Wellbeing 2026 Delivering Together sets out ambitious plans to transform health and social care. Delivering on this agenda requires all of us to work differently and at the top end of our practice. I want to see this clinical and expert leadership role reinvigorated to lead the transformational changes required to deliver the world class service described by Ministers”.</i></li> </ul> <p>Heather Finlay advised that a further couple of sentences</p>	

	<p>were still required to re-inforce the strategic professional clinical leadership aspect of these posts. Cathy and Heather to finalise this and forward to the Group.</p> <ul style="list-style-type: none"> <li>• In the foreword the guidance should be reviewed “three-yearly” rather than periodically and insert “professional” relevant resources.</li> <li>• p.7 revise statement 9 to state “Lead and support authentic stakeholder engagement, through co-production and co-design, to facilitate improvement in services and patient/service user experience”. The Group agreed that this wording must also be reflected in p.6 and in Table 1 and Appendix 1.</li> <li>• p.7, statement 8 to be revised and divided into 2 statements. Keep “As an expert conduct/contribute to systematic reviews of clinical practice”</li> <li>• remove Serious adverse incidents Jane, to draft revised wording and agree with other Nurse and Midwife Consultants.</li> <li>• p.8 Remove the word “Effectively” at the start of statement 7 and amend to “process”.</li> <li>• p.10 statement 6 use revised wording “Maintain a publication record in relevant professional, peer reviewed journals and present at local, national and international conferences”.</li> <li>• amend Table 1 p. 4 and in appendix 1. <ul style="list-style-type: none"> <li>○ insert “experience” after outcomes second bullet point in clinical practice &amp; scope</li> <li>○ replace “Effective” with “live NMC registration” across all three roles</li> <li>○ include in consultant role may require NMC non-medical prescribing</li> </ul> </li> </ul> <p>Discussion took place around existing nursing and midwifery posts which comprised a consultancy function such as those in CEC and PHA. It was agreed that this <i>Professional Guidance</i> document was for Consultant Nurse and Midwife roles in clinical practice that met the requirements of the DHSSPS policy 2000 &amp; 2004; the other posts fell outside the remit of this Group.</p>	
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<p><b>5</b></p>	<p><b>Review Project Plan</b></p> <p>The objectives of the project plan were reviewed and it was agreed that the following were completed:</p> <ul style="list-style-type: none"> <li>• explore the current roles and responsibilities of Consultant Nurse and Midwife roles across Health and Social Care</li> <li>• agree a definition for Consultant Nurse and Midwife roles developed in light of the DHSSPS policy circular and current literature</li> <li>• align Consultant Nurse and Midwife roles to the <i>Advanced Nursing Practice Framework</i> (DHSSPS 2014), in particular, to the core competencies, educational requirements and ongoing continuous professional development.</li> </ul> <p>Regarding the next two objectives:</p> <ul style="list-style-type: none"> <li>• develop a career framework to support Consultant Nurse and Consultant Midwife roles</li> </ul> <p>It was agreed that although we have not got a bespoke career framework the Professional Guidance including core competencies is more relevant for these roles. It was agreed that development of a specific section on the career pathway website to promote Consultant Nurse and Midwife roles and their particular career journeys would be more beneficial. Cathy agreed to include this as a recommendation in the final project report and that NIPEC could take this work forward. Already the emergency care career pathway included a Consultant role and the same was already being planned for Older People, Learning Disabilities and Midwifery.</p> <ul style="list-style-type: none"> <li>• explore the adoption of the Role Development Guide (NIPEC 2006) to guide the approach to strategic workforce planning for the development and succession planning for Consultant Nurse and Midwife roles.</li> </ul> <p>The group agreed that the <i>Role Development Guide</i> requires to be reviewed and updated as it is eleven years old. This should be taken forward by NIPEC.</p>	
<p><b>6</b></p>	<p><b>Next Steps</b></p> <ul style="list-style-type: none"> <li>• final Sign-off &amp; Thank-you Meeting  <i>9 May 2017 @ 2pm, Board Room, A Floor, Belfast City Hospital</i></li> </ul> <p>Cathy advised that the next step will be to send out the</p>	

	<p>Professional Guidance to the Group to finally agree the last amends. Cathy is also responsible for drafting the Final Project Report with Recommendations which will include:</p> <ul style="list-style-type: none"><li>• develop a section on career pathway website for consultant nurse and midwife roles</li><li>• NIPEC Role development guide to be reviewed &amp; updated</li><li>• The importance of growing the number of Consultant Nurse and Midwife posts and ensuring that there is appropriate professional and infrastructure support to ensure these roles are sustained across HSC</li></ul> <p>The final sign off of the Professional Guidance, review of Project report and thank you meeting will be held on 9 May 2017 in Board Room BCH. Invites also to EDoNs Heads of School and Head of CEC.</p>	
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