



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

Perioperative Nursing Career Pathway

PROJECT PLAN

June 2022

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1.0 Introduction

Following the publication of the Perioperative Nursing Project Report, recommendations and implementation plan the Chief Nursing Officer commissioned NIPEC to develop a career pathway for Perioperative Nursing Careers. A project Steering Group chaired by Janet Johnson, Director Anaesthetics, Critical Care, Theatres, Sterile Services and Surgery in Belfast Health and Social Care Trust (BHSCT), was established by NIPEC comprising key stakeholders from the Public Health Agency (PHA), NIPEC, HSC Trusts, Education Providers and Professional Bodies/Staff Side organisations.

2.0 Background

Perioperative nursing is the area of practice comprising the care provided to people before, during, and after surgical and invasive procedures. Perioperative nurses practice in a wide range of specialties such as; surgical suites, ambulatory surgery centres and day procedure units.

Much preparatory work in relation to the development of the perioperative nursing career pathway was completed through a Steering Group chaired by Mary Hinds during 2020 and 2021. The Steering Group's project report¹ which was published identified a number of areas for improvement within perioperative nursing careers in HSC Trusts in Northern Ireland (NI). The recommendations were presented to the Rebuilding HSC Services Management Board in July 2021 and it was agreed that NIPEC and PHA will:

*'establish a regional forum, which will take forward the regional development of core roles within the Perioperative Nursing Career Pathway. This will include review of both the registered nurse and the nursing support role. This will be taken forward in line with the Nursing and Midwifery Careers Guidance Framework in partnership with key stakeholders including other health care providers and will comprise essential competencies; knowledge and skills; job descriptions and increased opportunities for training and education for nursing and support roles.'*¹

The rebuilding of Health Services in NI following the impact from the Covid-19 pandemic requires a stable perioperative nursing workforce which has the capacity and capability to meet the challenges associated with the changing needs of the service and the population of NI.

¹ Department of Health (2021) *Perioperative Nursing Project Report*. Belfast: NIPEC.

The Nursing and Midwifery Task Group Report Implementation Framework² provides further detail on the approach to achieve the development of the nursing workforce for example investing in the educational development of postgraduate specialist nurses in addition to advanced and consultant nurse roles across all fields of practice.

The perioperative environment also includes Operating Department Practitioner roles, although small in number, and the development of the career pathway should not be detrimental to the career progression of individuals in these roles.

The Perioperative Nursing Project Report also identified the need to support the development of perioperative nurses in leadership and clinical education roles and these should be progressed within the leadership and management and education career pathways as they are also essential to the safe and effective functioning of the perioperative environment.

The purpose of the creation of a career pathway for perioperative nursing is to develop roles with innovative and exciting education and development opportunities and associated job descriptions which help to recruit and retain theatre nurses and ensure the delivery of safe, effective, person-centred and compassionate care for the population of NI.

3.0 Project Aim and Objectives

3.1 Aim

The Project Steering Group will work with key stakeholders to develop a perioperative nursing career pathway to support the development of registered and non-registered nursing staff.

3.2 Objectives

To achieve this purpose, the Steering Group will meet the following objectives:

- Review NHS Education for Scotland Career Framework and Education Framework for Perioperative Practice and their relevance for NI perioperative nursing roles.

² Department of Health (2020) *Nursing & Midwifery Task Group: Next steps framework – A three phased approach 2020 – 2026*. Belfast: DoH

- Development of core competencies and education requirements for regionally agreed core roles in perioperative nursing career pathway
- Development of regionally agreed JDs for the core perioperative nursing roles.
- Submit Perioperative Career Pathway to CNO for approval.
- Perioperative nursing career pathway and resources submitted for inclusion on nursing and midwifery careers website.

3.3 Scope of the Project

The components of the perioperative nursing career pathway will be developed, during the first phase of the project, commencing in June 2022. It is intended that phase two will see the inclusion of the perioperative nursing career pathway on the nursing and midwifery careers website.

4.0 Methodology

A Steering Group will be established, chaired by Janet Johnson, and comprising Senior Nurses from the following organisations: HSC Trusts, PHA, Clinical Education Centre, DoH, Royal College of Nursing, Trade Unions, Queen's University Belfast, Ulster University, Open University and NIPEC. Also included on the Steering Group will be Human Resources representation and NIPEC Council (Appendix 1). Service User representation will be sought through existing HSC Trust fora.

Given the challenges of holding meetings and progressing project work the project will maximise the use of digital technologies to engage with stakeholders and achieve the various project outcomes for example Zoom calls for meetings.

The outputs developed will be tested with colleagues in service and with education providers before being signed off by the Steering Group and submitted to the Chief Nursing Officer for approval.

5.0 Resources

- 5.1** NIPEC will provide professional project management support for the Steering Group meetings.

6.0 Dissemination and Implementation

- 6.1** Communication and consultation processes will be ongoing throughout the project using various mechanisms including the NIPEC website, along with utilisation of key stakeholders' communication mechanisms. This will reflect the progress of the

project and encourage individuals' to contribute to and participate in the project at various stages.

7.0 Equality and Governance Screening

This project plan has been screened for equality implications as required by Section 75 and Schedule 9 of the NI Act 1998.

As a result of these considerations the screening has identified some equality impacts for a number of groups and outlines the way these will be addressed.

The equality screening has been published and can be accessed at <http://www.hscbusiness.hscni.net/services/2166.htm>

In addition, to ensure NIPEC and its stakeholders are meeting its legal obligations and responsibilities under various Corporate Governance areas, the project plan, its aims and objectives and outcomes have been examined and screened for any issues relating to the following areas:

- Risk Management
- Privacy Impact Assessment (PIA)
- Personal Public Involvement (PPI)

A summary of these considerations and any action required is documented in Appendix 2.

8.0 Evaluation

- 8.1 Ongoing evaluation of the management of the project will be conducted through NIPEC and will ultimately feed into the progress and outcomes of the project. This evaluation will address the achievements of the objectives outlined in the project plan and the project management process.

Membership of Steering Group

Name	Role/Organisation
Janet Johnson	Chair, Belfast HSC Trust
Eunice Strahan	Project Lead, NIPEC
Cathy McCusker	Career Pathways Lead, NIPEC
David Calvin	Public Health Agency
Tracey Campton Shauna McKenna	Belfast HSC Trust
Kate Agnew Gillian McLean	Northern HSC Trust
Linda Gibson Jennifer Hamilton Cathy McDowell	South Eastern HSC Trust
Hilary Cummings Emmajane Kearney Helena Murray	Southern HSC Trust
Catherine Burns Laura Kyle Tracey Wallace	Western HSC Trust
Paula Forrest	Workforce Leads
Tracey McKittrick	Directors of Human Resources Forum
Katy Rennick	DoH
Linzi McIlroy	RCN
Ann Speed	Unison
Maura McKenna	Regional Trade Union
Patrick Gallagher	Clinical Education Centre
Evelyn Mooney	Open University
Daphne Martin	Queen's University Belfast
Theresa Maynes	Ulster University
TBC	Council Member, NIPEC
Ruth Collins	The Association for Perioperative Practice (AfPP)
Prof Mark Taylor	Royal College of Surgeons
Dr Will Donaldson	Royal College of Anaesthetists
TBC	RQIA
TBC	Service User

Outcome of Screening Assessment

Screening Assessment	Comments
Risk Management questions	
<ul style="list-style-type: none"> • Have any risks been identified? If no - no further action is required. If yes then, • What is the potential impact of these? • How can these be mitigated or have alternatives options been identified which would have a lower risk outcome? • Where negative impacts are unavoidable, has clarity been given to the business need that justifies them? 	No
Privacy Impact Assessment questions	
<ul style="list-style-type: none"> • Will the project/initiative use personal information and/or pose genuine risks to the privacy of the individual? • Will the project/initiative result in a change of law, the use of new and intrusive technology or the use of private or sensitive information, originally collected for a limited purpose, to be reused in a new and unexpected way? 	No No
Personal and Public Involvement questions	
<ul style="list-style-type: none"> • Will the project/initiative require input from patients/clients? <p>If no - no further action is required. If yes - please apply NIPEC's Personal and Public Involvement Policy.</p>	The Steering Group will seek to have input from service users through existing Trust PPI forums.



For further Information, please contact

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This document can be downloaded from the NIPEC website
<https://nipec.hscni.net/>

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