



PERIOPERATIVE NURSING CAREER PATHWAY

STEERING GROUP MEETING

Meeting held via Zoom on Tuesday 15th November 2022 at 09:30am

Present

Janet Johnson, Chair, Belfast HSC Trust	JJ
Susan Abraham, Service User representative	SA
Kate Agnew, Northern HSC Trust	KA
Catherine Burns, Western HSC Trust	CB
David Calvin, Public Health Agency	DC
Tracey Campton, Belfast HSC Trust	TC
Patrick Gallagher, Clinical Education Centre	PG
Jennifer Hamilton, South Eastern HSC Trust	JH
Amanda Jackson, RQIA	AJ
Emmajane Kearney, Southern HSC Trust	EK
Theresa Maynes, Ulster University	TM
Oonagh McCloy, RCN Perioperative Nurse Forum	OMcC
Cathy McCusker, NIPEC	CMcC
Linzi McIlroy, Royal College of Nursing	LMcI
Shauna McKenna, Belfast HSC Trust	SMcK
Gillian McLean, Northern HSC Trust	GMcL
Katy Rennick, Department of Health	KR
Eunice Strahan, Project Lead, NIPEC	ES
Tracey Wallace, Western HSC Trust	TW

Apologies

Ruth Collins, Association for Perioperative Practice (AfPP)	Maura McKenna, Regional Trade Union Forum
Hilary Cummings Southern HSC Trust	Tracey McKittrick, Directors of HR Forum
Dr Will Donaldson Royal College of Anaesthetists	Evelyn Mooney Open University
Paula Forrest Belfast HSC Trust	Helena Murray Southern HSC Trust
Linda Gibson South Eastern HSC Trust	Cora Regan DoH
Laura Kyle, Western HSC Trust	Ann Speed Unison
Daphne Martin, Queen's University Belfast	Prof Mark Taylor Royal College of Surgeons
Cathy McDowell, South Eastern HSC Trust	

DRAFT ACTION NOTES

Agenda Item	Notes & Actions
1.0	Welcome & introductions & apologies Janet Johnson welcomed everyone to the Steering Group meeting. Apologies noted as above.
2.0	Action notes, Steering Group meeting held on 20 September 2022 <ul style="list-style-type: none"> Matters Arising The Chair noted that all actions from the Matters Arising 20 th September 2022 have been completed. It was agreed that the Perioperative Trust Leads take forward the implementation of differently coloured hats/names on hats within

	<p>their respective areas. The Action Notes from the 20th September 2022 meeting were accepted as accurate.</p> <ul style="list-style-type: none"> Updated Project Plan ES presented the current draft of the project plan, and noted that KR was to check that CNO was happy with the revised wording of the project plan. Once agreed the project plan will be shared with Steering Group members. Updated Equality Screening Template ES advised that when the project plan is confirmed, the equality screening template will be updated. <p>Action:</p> <p><i>Eunice Strahan to share updated project plan with papers for next meeting once Katie Rennick has got confirmation from CNO.</i></p>
<p>3.0</p>	<ul style="list-style-type: none"> ODP Pathway KR provided an update on the findings of the ODP Scoping exercise and thanked all group members for their Trusts detailed responses. The findings were as follows: <ul style="list-style-type: none"> - Within the Trusts there are currently 14 ODPs (15.43 WTE): 3 WTE - BHSCT; 9.43 WTE – SEHSCT; 1.0 WTE - SHSCT; and 2.0 WTE - WHSCT. In addition, 1.0 WTE - NHSCT have retired ODP who continues to bank with the department. - The Agenda for Change banding for ODPs varies across the Trusts; The majority of ODPs in SEHSCT are Band 6 - Anaesthetic Practitioners, in addition there is one Band 7 Anaesthetic Co-ordinator. - In the other Trusts the majority of ODPs are employed in Anaesthetics with some working across ED and MRI. There are also Band 5 ODPs in theatres in scrub and circulating roles. - There are currently no perioperative courses on offer for ODPs in Northern Ireland. The universities are of the view that there is an opportunity for a multi-disciplinary approach to learning, particularly given the review into Post Reg Education. - RC provided some background to KR on the work of ODPs in England and Scotland. - JJ queried the reporting structures in GB; KR confirmed that they work as part of an integrated team with Nursing. - It was concluded that the baseline information gathered will be useful for the first meeting of the ODP sub-group to agree next steps. Job descriptions have also been requested from the Trusts. - ES noted that when it was previously discussed it was believed that there were 20-30 ODPs in the system. It was confirmed that the original figure was reached by checking those on the HCPC register. Although it was

	<p>agreed that ODPs may also work in the Independent Sector, the career pathway is for those working in the Trusts.</p>
<p>4.0</p>	<p>Update from Writing Group ES noted that there have been 2 Writing Group meetings since the last meeting of the Steering Group (20th and 27th October), and good progress has been made. She thanked the Writing Group for their enthusiasm and contribution to date.</p> <p>Perioperative Staff Nurse</p> <ul style="list-style-type: none"> - Core competences and educational requirements have been agreed and shared with the Steering Group. <p>Perioperative Senior Staff Nurse</p> <ul style="list-style-type: none"> - Core competences have been agreed and the Perioperative Leads were to meet on 14th November, but the meeting has had to be rescheduled. Educational Requirements will be discussed at the rescheduled meeting and then shared with the Writing Group. <p>Nursing Assistant</p> <ul style="list-style-type: none"> - Core competences and educational requirements have been agreed by the Writing Group and shared with the Steering Group <p>Senior Nursing Assistant</p> <ul style="list-style-type: none"> - ES and CMcC have been working on core competencies and educational requirements for this role, and have shared them with the Writing Group. When they have reviewed them they will be shared with the Steering Group. - JJ asked ES to clarify that the core competencies and educational requirements already shared with the group are ready to go out to the Trusts for final consultation/approval. JJ would like to recirculate the most up to date versions. ES has advised that once confirmed the Nursing Assistant and Senior Nursing Assistant competencies and education requirements will be confirmed with the Writing Group at another meeting before forwarding to the Steering Group for final approval. - JH raised concerns that scrubbing may be included in the Band 3 job description. There was some discussion around scrubbing and which bands were required to scrub. SMcK reinforced that Band 3s who scrub are delegated to by the nurse in charge of the list, depending on the skill of the individual. There is no expectation that a Senior Nursing Assistant will make an assessment/clinical judgement of a patient; this will be carried out by the registrant. CMcC noted that the focus will be on what the role requires, rather than the banding at this stage and no matter what is created for the job descriptions, it will have to be regionally agreed first, so everyone will have input. - JJ added that skill mix is important; the right numbers of staff available within each operating theatre. JJ asked the Writing Group to ensure that the roles and JDs are future proofed

	<ul style="list-style-type: none"> - ES asked for HSC Trusts to submit JD's if they have not already done so. <p>Action: Perioperative Leads to agree date to develop educational requirements for Perioperative Senior Staff Nurse</p> <p>Action: Core competencies and Educational Requirements for Perioperative Staff Nurse, Senior Staff Nurse, Nursing Assistant and Senior Nursing Assistant to be shared with the Steering Group ahead of the next Steering Group meeting so that final versions can be agreed</p> <p>Action: Group members to send the JDs from their respective Trusts.</p>
<p>5.0</p>	<p>Update on Delivering Care</p> <p>DC provided a brief overview on the current phase (1B) of Delivering Care.</p> <ul style="list-style-type: none"> - A gap analysis has been done; it shows a gap of WTE in the region of 500 spread out over all the posts. This showed the current workforce has a high % of Perioperative Staff Nurses compared to Senior Perioperative Staff Nurses. - It was passed to the Oversight Board, and has since been submitted to the CNO on 20/10/22. - For the skill mix, 85% of staff are going to be registered, and 15% unregistered. - Of the 15% unregistered, 80% will be Senior Nursing Assistants, and 20% Nursing Assistants. - Of the 85% registered, 90% will be band 5/6/7 - Perioperative Staff Nurse, Senior Staff Nurse, Specialist Nurse, and 10% will be Advanced Nurse Practitioner and Consultant Nurse. - The model also provides for a lead nurse and a nurse in charge. - Clinical Education Facilitators are also be identified at a ratio between 1/50 - 1/75 - DC noted that although the monies for Delivering Care are ring-fenced, ODPs are not within the Delivering Care model, so other funding mechanisms must be used. - KR noted that the paper has been received by CNO and is currently under review. Regionally, there are 467 non-registered staff vacancies and 2124 vacancies for nurses and midwives. - KR advised that Delivering Care has a budget of £60m from New Decade

	<p>New Approach. This is to cover all the phases of Delivering Care, in all the Trusts. There has been £25m already put forward, and a further £35m is expected over the next three years. When the CNO approves the paper, it goes back to PHA and for costings.</p>
<p>6.0</p>	<p>Next Steps</p> <ul style="list-style-type: none"> - It has been agreed that the Perioperative Staff Nurse and Senior Staff Nurse Competencies etc will be circulated to group members when agreed by the Writing Group - Date to be agreed for Writing Group for week commencing 12th December - Date to be agreed for Perioperative Lead Nurse meeting (30th November 9.00 at Royal Victoria Hospital) - Association for Perioperative Practitioners (AfPP) study day on 4th February 2023. JJ confirmed that we will be happy to introduce the Career Pathway work, JJ will do the introduction and but would prefer that someone who worked on it does the presentation. This will be discussed at an upcoming meeting. - ODP's – KR noted that it would be good for the group to meet before Christmas, and will send a poll for dates. <p>Action: Up to date core competencies and educational requirements for all roles developed and agreed by the Writing Group to be sent to Steering Group members before next Steering Group meeting.</p> <p>Action: KR to issue a poll to agree a date before Christmas to discuss ODPs</p>
<p>7.0</p>	<p>Dates & Times of Future Meetings</p> <p>Action: <i>Next Steering Group Meeting to be held on Thursday 26th January 2023 9.30am via MS Teams</i></p>
<p>8.0</p>	<p>Any other business</p> <p>SA stated that she is happy to contribute to the development of educational programmes. CMcC confirmed that the Writing Group would send SA the educational content for programmes for her suggestions. This was acknowledged as a very important and valuable contribution.</p>