



**Summary Report**  
**Stakeholder Engagement Meeting**  
**on the Implementation of the**  
**NMC Post-registration Standards**

29th November 2022

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## **Introduction**

This summary report details the key points and proposed actions from the stakeholder event held on the 29<sup>th</sup> November 2022 to discuss the new NMC post-registration Standards (2022)<sup>1</sup>.

## **Background and Context**

The Chief Nursing Officer (CNO) commissioned the Northern Ireland Practice and Education Council (NIPEC) to lead on the implementation of the NMC post-registration standards for Specialist Community Public Health Nursing (SCPHN) and Community Nursing Specialist Practice Qualifications (SPQs) in Northern Ireland (NI).

These new standards were published in July 2022 and they include:

- Standards of proficiency for specialist community public health nurses:
  - Health visitor
  - School nurse
  - Occupational health nurse
  - Public health nurse
- Standards of proficiency for community nursing specialist practice qualifications:
  - Community children's nursing
  - Community learning disabilities nursing
  - Community mental health nursing
  - District nursing
  - General practice nursing and
  - Health and social care nursing
- Associated standards for post-registration programmes

The updated proficiencies and programme standards reflect the changing landscape and ambitions for public health and the care and treatment provided to people in their community. The evidence-based standards are designed to ensure that people can access highly skilled, specialist support and care, close to home.

An additional SPQ for 'health and social care nursing' has been included. This new qualification will be appropriate for people whose roles are not represented by the five community SPQs which require a higher level of knowledge and skills in settings near to, or in people's homes.

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<sup>1</sup> <https://www.nmc.org.uk/standards/standards-for-post-registration/standards-for-post-registration-programmes/>

As Northern Ireland's Specialist Practice Framework applies to all Specialist Nursing roles education programmes for non-community SPQs will also require to be updated to reflect the new NMC standards and proficiencies.

NIPEC will undertake this important programme of work in collaboration with Department of Health (DoH) and key stakeholders, to ensure that the education programmes will be ready to commence by September 2024. Similar systems and processes that were previously used in the implementation of Future Nurse Future Midwife (FNFM) standards will be applied to this work where relevant.

### **Stakeholder Engagement Event - Plan and Approach**

In partnership with the DoH, NIPEC hosted a morning engagement event on 29th November 2022, with key stakeholders to collectively discuss the implications and out workings of the standards on the current and future workforce of SCPHN and community SPQ nursing in NI. It was anticipated this engagement event would help inform key decision-making for the implementation of the new standards. NIPEC planned the stakeholder event to coincide with the NMC launch of the post-registration standards in the afternoon of 29 November 2022, also in Belfast.

Senior nurses and midwives representing NIPEC stakeholder organisations were invited to the event including DoH, PHA, Health and Social Care Trusts, education providers, GP Federations and staff side (see Appendix 1: Workshop Delegate List). NIPEC's Stakeholder Engagement event was opened by Linda Kelly, Chief Executive, (NIPEC) who outlined the aim and structure of the event. Anne Trotter Assistant Director: Education and Standards (NMC) then provided an overview of the new post-registration standards and Mary Frances McManus, Deputy CNO, (DoH) presented the relevance of the post-registration standards in future proofing the nursing and midwifery workforce in NI. (see Appendix 2: Workshop Agenda) Two sessions of facilitated discussion were then held with delegates:

### **Part 1: Round table discussions and feedback**

Delegates were given the opportunity to discuss the key benefits and challenges associated with the implementation of the new standards. The feedback from this session was facilitated by NIPEC Senior Professional Officers; Fiona Bradley and Cathy McCusker and is presented in the answers to Questions 1 to 3 below.

**Table 1.**

**Q1 What are the anticipated benefits of the implementation of the new standards for the patient/client and within practice?**

| New Approach  | Professionalism  | Skills   | Public Health   |
|---|--|--|---|
| <p>Opportunity to reset direction and future proof the nursing profession.</p> <p>Very positive and ambitious.</p> <p>Opportunity to refresh the NMC standards.</p> | <p>Enhance person centred care while promoting professionalism, autonomy and clarity of role.</p> <p>Promote standardisation to reflect current skills, experiences and competencies</p> <p>Continuity of language and consistency across pre and post nursing and midwifery programmes</p> <p>Reduce confusion in regard to “specialist nurse”</p> <p>Important to be strategic in the implementation of the new standards.</p> | <p>Enhance specialist practice with patient receiving expert clinical care.</p> <p>Targeted skill set delivered to the right person with the right skills at the right time in the right place.</p> <p>Transferability of the skill set including complex decision making leading to improved clinical outcomes facilitated by an autonomous practitioner.</p> <p>Shift to prevention and early intervention with an educational role.</p> <p>Recognition of the specialist role with bridge to advanced practice.</p> | <p>High public expectations.</p> <p>Update and reflect on population health needs.</p> <p>Providing public with assurances and patient empowerment.</p> |

## Q2 What are the anticipated challenges to the implementation of the new NMC standards?

| Prescribing  | Qualifications   | Curriculum  | Implementation   |
|--|--|---|--|
| <p>Need for a mechanism and legislation to enable non-medical prescribing within Trusts across all service areas.</p> <p>V100 and V150 are restrictive.</p> <p>Length of the V300 programme will require consideration.</p> <p>Reaching consensus and a shared understanding of the definition of prescribing, keeping revalidation in mind.</p> | <p>Clarification on the academic qualifications required for the practice supervisor of SPQ students.</p> <p>Support nurses without a degree qualification with career progression.</p> <p>Reassurance that existing NMC qualifications remain valid.</p> <p>New standards can be a stepping stone to advanced practice.</p> | <p>PAD document will need development and agreement.</p> <p>Promote multidisciplinary learning.</p> <p>Length of programme will require review if V300 is included.</p> | <p>Engaging the workforce for the transition with change management strategies to embed these in practice.</p> <p>Operational considerations and level of practice needed.</p> <p>What will supervision and assessment look like and readiness of the workforce?</p> <p>Access to programmes and consideration of staff who are non-graduates.</p> <p>English language requirements need to consider equality, diversity and inclusivity</p> <p>Consideration of non-community SPQ will be required.</p> |

### **Q3 Should these new NMC standards be applied to the current SPQ programmes?**

There was overall agreement to this question with the recognition that the education programmes for non-community SPQ will also require to be updated to reflect the new NMC post-registration standards and proficiencies.

### **Part 2: Round table discussions and feedback**

A second session of facilitated discussion was led by Professor Owen Barr in response to the following four questions:

**Q1. Are the 5 fields of SPQ likely to be commissioned**

**Q2. Is there an appetite for commissioning the new Health and Social Care Nursing SPQ and if so what fields?**

**Q3. What SCPHN programmes should be commissioned?**

**Q4. What prescribing should be included in the SPQ and SCPHN programmes?**

From the discussions, it was agreed that the following points would be taken forward to the first Steering group meeting:

- Commissioning of education programmes should take place on a 3-year cycle and this would include consideration of full time or part-time programmes.
- The V300 programme to be included in both SCPHN and SPQ programmes to future proof and align with NMC review of advanced practice
- The 5 Community SPQs are required
- The new Health and Social Care Nursing SPQ should be commissioned to include for example, Homeless Health, Frailty, Dementia and Nursing Home Practice
- SCPHN programmes to be commissioned for health visiting, school nursing, occupational nursing and public health nursing

### **Conclusion**

Linda Kelly closed the event and thanked everyone for their active engagement and feedback. She advised that the feedback from the event would be shared at the first Steering Group meeting planned for January 2023. Participants were encouraged to read the new post-registration standards and share feedback from the event with their teams and colleagues.

## **Next steps**

- The first Steering Group meeting planned for January 2023 will take forward the programme of work for the implementation of the new NMC post-registration standards for SCPHN and Community Nursing and other SPQs.
- NIPEC will employ various communication and consultation processes to facilitate effective stakeholder engagement including use of its social media platforms for example Facebook and Twitter. Project updates will also be provided on NIPEC's main website.



## Appendix 1: Workshop Delegate List

| Name                     | Organisation  | Job Title   |
|--------------------------|---------------|---|
| 1. Bradley, Siobhan      | BHSCT         | Practice Education Facilitator                                |
| 2. Hastings, Jack        | BHSCT         | Practice Education Facilitator                                |
| 3. McCrea, Mairead       | BHSCT         | Practice Education Facilitator                                |
| 4. Olsen, Carl           | BHSCT         | Practice Education Facilitator                                |
| 5. Parkes, Caroline      | BHSCT         | Occupational Health Manager                                   |
| 6. Finlay, Heather       | CEC           | Head of HSC CEC   |
| 7. McManus, Mary Frances | DoH           | DCNO  |
| 8. McNeilly, Patricia    | DoH           | DoH Nursing Office DoH  |
| 9. Nixon, Denise         | DoH           | Post Registration Education, DoH commissioner                 |
| 10. Rennick, Katy        | DoH           | Nursing Officer Workforce, Education, & Regulation            |
| 11. Henry, Glynis        | GP Federation | Lead Nurse  |
| 12. Armstrong, Jill      | NHSCT         | L.N. Learning & Development                                   |
| 13. Fleming, Tracie      | NHSCT         | Assistant Director of Nursing                                 |
| 14. Gault, Susan         | NHSCT         | Head of Public Health Nursing                                 |
| 15. McBride, Pamela      | NHSCT         | Lead Nurse  |
| 16. McKnight, Ian        | NHSCT         | Practice Education Facilitator                                |
| 17. O'Loughlin, Caroline | NHSCT         | Practice Education Facilitator                                |
| 18. Boyle, Eilish        | NIPEC         | NIPEC Associate   |
| 19. Bradley, Fiona       | NIPEC         | Senior Professional Officer                                   |
| 20. Kelly, Linda         | NIPEC         | NIPEC Chief Executive   |
| 21. McCusker, Cathy      | NIPEC         | Senior Professional Office                                    |
| 22. Trotter, Anne        | NMC           | NMC Assistant Director  |
| 23. Mooney, Evelyn       | OU            | Practice Education Coordinator Nursing Learning & Development |
| 24. Cunningham, Deirdre  | PHA           | Nurse Consultant PHA (DN)                                     |
| 25. Kinoulty, Sheila     | PHA           | Nurse Consultant  |
| 26. McCorkell, Gillian   | PHA           | Nurse Consultant  |
| 27. Roberts, Emily       | PHA           | Designated Nurse, Safeguarding Children PHA                   |
| 28. Slavin, Siobhan      | PHA           | Nurse Consultant PHA  |

|                          |        |   |
|--------------------------|--------|---|
| 29. Fitzsimons, Donna    | QUB    | Head of School  |
| 30. McNeill, Jenny       | QUB    | Lead – Midwifery Education  |
| 31. Mitchell, Gary       | QUB    | Senior Lecturer   |
| 32. Fitzsimmons, Joanne  | SEHSCT | Practice Education Facilitator  |
| 33. McVeigh, Sonya       | SEHSCT | Practice Education Coordinator -Nursing Learning & Development        |
| 34. Wilson, Pauline      | SEHSCT | Consultant Public Health Nurse  |
| 35. Bunting, Margaret    | SHSCT  | Lead Nurse for School of Nursing & Midwifery                          |
| 36. Ferguson, Dawn       | SHSCT  | Assistant Director N&M SHSCT  |
| 37. McKinstry, Sharon    | SHSCT  | ICT Manager (DN)  |
| 38. McLoughlin, Suzanne  | SHSCT  | Lead Nurse for HIV/AIDs   |
| 39. McKee, Helene        | SHSCT  | Consultant Public Health Nurse  |
| 40. Barr, Professor Owen | UU     | Professor UU  |
| 41. Crumlish, Bridin     | UU     | Academic Lead – Education, Lecturer                                   |
| 42. Goode, Debbie        | UU     | Academic Lead, Post Registration                                      |
| 43. Long, Aishlinn       | UU     | ICT Manager   |
| 44. Thompson, Hilary     | UU     | Pathway Leader, Course Director SPO on programme – Specialist Nursing |
| 45. Tracey, Julie        | UU     | Lecturer in Nursing   |
| 46. Walton, Evelyn       | UU     | Lecturer in Nursing   |
| 47. Mallon, Wendy        | UU     | Teaching Fellow   |
| 48. McElhinney, Cheryl   | WHST   | MDT Lead, Health Visiting   |
| 49. McGeady, Leeanne     | WHST   | District Nurse  |
| 50. McGrath, Brendan     | WHST   | Assistant Director of Nursing   |
| 51. Ward, Celine         | WHST   | SCPHN (School Nursing)  |

## Appendix 2: Workshop Agenda

### NIPEC STAKEHOLDER ENGAGEMENT MEETING

#### NMC Post-Registration Standards for Specialist Community Public Health Nursing (SCPHN) & Community Nursing Specialist Practice Qualifications (SPQ)

Date: 29<sup>th</sup> November 2022

Time: 10am - 12.30

Venue: Conference Hall, Main Building Stranmillis University College,  
Stranmillis Road, Belfast, BT9 5DY

### AGENDA

- |     |   |  |
|-----|---|--|
| 1.0 | <b>Welcome and introduction</b>   | Linda Kelly,<br>Chief Executive, NIPEC   |
| 2.0 | <b>Overview of new NMC post-registration standards</b>  | Anne Trotter BEM,<br>Assistant Director of<br>Professional Practice,<br>NMC  |
| 3.0 | <b>NI strategic context</b>   | Mary Frances<br>McManus,<br>Deputy Chief Nursing<br>Officer, DoH   |
| 4.0 | <b>Part 1: Round table discussions and feedback on:</b> <ul style="list-style-type: none"><li>• The anticipated benefits of the implementation of the new standards for the patient/client and within practice.</li><li>• The anticipated challenges to the implementation of the new standards.</li><li>• Should these new NMC standards be applied to the current SPQ programmes?</li></ul> | Fiona Bradley<br>Senior Professional<br>Officer, NIPEC<br><br>Cathy McCusker, Senior<br>Professional Officer,<br>NIPEC |

|            |  |  |
|------------|--|--|
| <b>5.0</b> | <b>Part 2: Round table discussions and feedback on the following questions:</b>  | <p>Prof. Owen Barr<br/>Professor of Nursing and Intellectual Disabilities,<br/>Ulster University</p> <p>(Independent Chair,<br/>NMC Community<br/>Nursing Standards)</p> |
|            | <ul style="list-style-type: none"> <li>• Are the following 5 fields of practice (General Practice Nursing, District Nursing, Community Children’s Nursing, Community Learning Disabilities Nursing, Community Mental Health Nursing) all likely to be commissioned?</li> <li>• Is there an appetite for commissioning additional fields and if so in which field (e.g. Homeless, Palliative Care, Nursing Home, Forensic)?</li> <li>• What SCPHN programmes should be commissioned (Health Visiting, School Nursing, Occupational Health Nursing, Public Health Nursing)?</li> <li>• What prescribing should be included in the SPQ and SCPHN programmes?</li> <li>• Is there a preference as to part time or fulltime options? If so which fields of practice requires which option?</li> </ul> |  |
| <b>6.0</b> | <b>Q &amp; A</b>   | <p>Anne Trotter, NMC<br/>Prof Owen Barr, UU<br/>Mary Frances<br/>McManus, DoH</p>  |
| <b>7.0</b> | <b>Next steps</b>  | <p>Linda Kelly, NIPEC</p>  |
| <b>8.0</b> | <b>Close &amp; Lunch</b>   |  |