

### Introduction

In May 2018 the NMC published [education standards](#) which will shape nursing and midwifery for future generations. Charlotte McArdle, The Chief Nursing Officer (CNO), has asked NIPEC to lead on a programme of work to support the DoH in introducing the standards in Northern Ireland (NI). Click [here](#) to view a short video produced by the NMC on “How to use our education standards”.



Welcome to the 6th edition of the Future Nurse Future Midwife (FNFM) Communication which focuses on the FNFM Roadshows, an update on the FNFM work streams and an overview of a FNFM Workshop held on the 6<sup>th</sup> September for the Trust's Practice Education Teams (PETs), University representatives and key staff involved in supporting student learning and development in the Independent Sector.

Previous FNFM communications can be viewed [here](#).

### FNFM Roadshows

The seven FNFM Roadshows in 2019 have booked up fast, but please do [visit the NIPEC website](#) to check availability for the 2020 FNFM Roadshows, which now includes two new dates in the Southern Health and Social Care Trust.



FNFM Professional Officers Carol McGinn and Kerri McLarnon and UU Lecturer Seana Duggan with some participants who attended the first FNFM Roadshow in CEC Altnagelvin.



FNFM Professional Officers Sharon Conlon and Joanne Fitzsimons with Billie Joan Rice (QUB) in CEC Craigavon.

The FNFM Roadshows deliver essential information on the upcoming changes relating to nurse and midwifery education and are open to all nurses, midwives and other registered healthcare professionals interested in supporting students. Attendance at a FNFM Roadshow offers two hours of participatory CPD learning. Please discuss your attendance with your line manager.

The FNFM Roadshows will provide you with an opportunity to review samples of new FNFM documentation and resources, including the NI Practice Assessment Documents, the regional Practice Learning Environments Education Audit Tool and the NI Model for Standards for Student Supervision and Assessment with supporting guidance. You will also be able to avail of FNFM information leaflets and be

signposted to additional FNFM resources. The FNFM Roadshow Presentation and additional information leaflets can be viewed [here](#).

## Future Midwife



On the 18th of November 2019 the NMC published and digitally launched the [Future Midwife: Standards of proficiency for midwives](#). The NMC plan to officially launch the Future Midwife Proficiencies in each country, starting in Northern Ireland in January 2020.

In anticipation of the publication of the Midwifery Standards a NI FNFM Midwifery Expert Reference Group (MERG) has been established and held their first meeting on the 15th October 2019.

The Group is Co-Chaired by Dr Dale Spence, Midwifery Officer (DoH) and Caroline Diamond, Head of Midwifery and Gynaecology (NHSCT) and includes representatives from the NMC, HSC Trusts, QUB, RCM, PHA, Midwifery Students, NIPEC and other key stakeholders.

The Co-Chairs and some of the MERG are also members of the FNFM Working Group, Programme Board and other FNFM work streams. The overarching aim of the MERG is to oversee arrangements to cohesively embed the outworking of the new Future Midwife: Standards of pre-registration midwifery programmes and the Future Midwife: Standards of proficiency for midwives (2019).

Stemming from the MERG, three particular work streams are being established as follows:

- Curriculum Development: Co-Chairs - Fiona Bradley, Senior Professional Officer (NIPEC) and Dr. Dale Spence, Midwifery Officer (DoH).
- Midwifery Practice Assessment Document: Co-Chairs - Wendy Clarke, Head of Midwifery and Gynaecology (SHSCT) and Clare Hughes, Lecturer (Education) Midwifery (QUB).
- Practice Learning Environments: Co-Chairs - Dr. Jenny McNeill, Lead Midwife Education (QUB), Brenda Kelly, Divisional Midwife/Head of Midwifery (BHSCT) and Maureen Millar, Head of Midwifery and Gynaecology (WHSCT).

It has been agreed by the CNO that the Future Midwife pre-registration programme will commence from September 2021. Further information on the MERG can be viewed [here](#).

## FNFM Work Stream Updates - Summary

The FNFM work streams continue their work in preparing evidence required by the NMC for the implementation of the education standards from September 2020 (Nursing) and September 2021 (Midwifery). The first NMC approval visit took place in October for Queens University Belfast. Further approval visits will take place in the coming months for NMC approved programmes delivered by Ulster University, the Open University and Queens University Belfast.

**Curriculum Development (CD):** Through a number of events across the fields of practice this work stream has sought to ensure that the 2020 curriculum for pre-registration nursing programmes aligns to NI Strategic Policies and Transformation Agenda. A similar approach will be adopted for the Midwifery curriculum when the content of the curriculum is known.

**Northern Ireland Practice Assessment Document (NIPAD):** Through this work stream a regional NIPAD has been developed which has been adapted for the four fields of nursing practice. Discussions are underway as to how to secure an electronic NIPAD.

NIPAD Key messages:

- NIPADs have been adapted for each field of nursing practice supported by a Student Handbook
- Midwifery are progressing the development of a PAD through the MERG
- Post-registration programmes, including Nurse and Midwife Prescribing, Specialist Practice and Specialist Community Public Health Nursing have adopted a modified version of the NIPAD

**Practice Learning Environments (PLE):** Significant work has been progressed to explore how current PLE's could be enhanced and broadened in the context of the NMC Standards (2018). The current focus is on how placements in the Independent Sector can be maximised. PLE's for midwifery will be explored further via the MERG

PLE Key messages:

- Changing the narrative from i.e. medical placement or surgical placements- rather using the placement to achieve a whole range of proficiencies to maximise learning opportunities
- New Practice Learning Environment Education Audits will roll out imminently



**Standards for Student Supervision & Assessment (SSSA):** This work stream has agreed the regional model for SSSA from September 2020. The current focus is the development of a suite of preparation programmes for practice supervisors, practice assessors, academic assessors and the nominated person. It is anticipated these programmes will be available online and/or through face to face sessions from early spring 2020.

SSSA Key messages:

- SSSA will replace the SLAiP
- SSSA applies to all pre and post registration NMC approved programmes - Nursing and Midwifery
- Commences from September 2020 for Nursing Programmes and September 2021 for Midwifery programmes
- There will be transitioning arrangements.

### The NI FNFM Implementation Workshop

On the 6<sup>th</sup> of September 2019 a FNFM Implementation Workshop was held at The Pavilion, Stormont with 58 participants from the Practice Education Teams across the five HSC Trusts, representatives from the three Universities and key stakeholders from the Independent Sector attending.

The aim of the workshop was to share, in detail, final drafts of the products, resources and work of the FNFM project to date and provide a forum for participants to consider implications for practice going forward. Frances Cannon, NI FNFM Programme Lead opened the workshop and the Co-Chairs of the five work streams, supported by the FNFM Professional Officers provided participants with a detailed update on work stemming from their particular work stream.

Following some lively discussions each local group drew up a FNFM Implementation Action Plan which they will use as a guide to take forward their FNFM implementation strategy. The actions to support local implementation include:

- ✓ the development of NIPAD exemplars
- ✓ the sharing of case studies to show how the NMC proficiencies could be achieved across a range of practice settings
- ✓ sharing NMC information regarding the role of practice supervisor in social care settings
- ✓ sharing plans to address potential local implementation challenges
- ✓ a follow-up work shop will be progressed in the coming months to share best practice and ensure the standardisation of regional implementation.



FNFM Implementation Workshop Participants on the 6<sup>th</sup> of September 2019

Participants who attended the workshop will be the local FNFM champions as we move forward in implementing the NMC education standards from September 2020 (Nursing) and September 2021 (Midwifery).

A copy of the NI FNFM Implementation Workshop can be viewed [here](#).

## **FNFM Communication**

If you would like to be included in future FNFM communications please send an email to [Lheanna.Kent@nipec.hscni.net](mailto:Lheanna.Kent@nipec.hscni.net)

Project Manager: Frances Cannon, Senior Professional Officer, NIPEC: frances.cannon@nipec.hscni.net

Please also visit us on  <https://www.facebook.com/nipec/> or  @nipec\_online

FNFM Website: <https://nipec.hscni.net/service/fnfm/>



## **Keeping You Updated**

The FNFM Professional Officers will be available to keep you updated via the HSC Trusts' communication hubs and intranet.

**Sharon Conlan**  
SHSCT



**Rhonda Brown**  
BHSCT



**Kerrie McLarnon**  
NHSCT



**Carol McGinn**  
WHSCT



**Joanne Fitzsimons**  
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**Bernadette Gribben**  
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