

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

***Promoting a Career
in
Perioperative Nursing***

**Project Plan
February 2021**

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1.0 Introduction

The Chief Nursing Officer has commissioned a Steering Group comprising key stakeholders from the Public Health Agency, NIPEC, HSC Trusts, Education Providers and Professional Bodies/Staff Side organisations to improve the recruitment, and retention of nurses into the perioperative environment and also enhance this career pathway. This will be achieved primarily through the development of a Career Pathway in perioperative Nursing and other actions as detailed in the objectives below. The work will be completed taking account of the work of Delivering Care Phase 1b.

2.0 Background

Perioperative nursing is the nursing 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, day procedure units, endoscopy suites, interventional radiology departments and mobile surgical units.

In doing so, the perioperative nurse assesses the person — collects, organises, and prioritises their data; establishes nursing diagnoses; identifies desired outcomes; develops and implements a plan of person-centred nursing care; and evaluates that care in terms of outcomes achieved by and for the individual. As with nurses in other specialties, the perioperative nurse collaborates with other healthcare professionals, makes appropriate referrals, delegates and supervises other personnel in providing safe and effective person-centred care. Crucially the perioperative nurse functions as the person's advocate during times of significant vulnerability and therefore the importance of supporting the ongoing development of this role in the perioperative environment in Northern Ireland (NI).

The Department of Health through 'Transforming your Care'¹ and following this 'Delivering Together'², recognised the crucial role of the workforce in the transformation of the HSC services. The workforce strategy, Health and Social Care Workforce Strategy 2026: Delivering for Our People³ published in May 2018, acknowledged the need to "*resolve fundamental problems with supply, recruitment and retention of the health and social care workforce*". This strategy aims to ensure that the reconfigured health system has the optimum number of people, skills and expertise to deliver treatment and care by 2026.

¹ Department of Health (2011) *Transforming your care: a review of health and social care in NI*. Belfast: DoH

² Department of Health (2016) *Health& wellbeing 2026: delivering together*. Belfast: DoH

³ Department of Health (2016) *Health and social care workforce strategy 2026*. Belfast: DoH

The crucial role of nurses in the Transformation of services was reiterated by the Chair of the Nursing and Midwifery task Force who commented in the final report⁴, *'I believe the transformation of nursing and midwifery services is essential to the stability and sustainability of the NI health and social care system.'* He further said that the recommendations of the report will, transform health and social care service *'through enhancing the roles that nurses and midwives play within and across multidisciplinary teams (MDTs).'* The Implementation Framework⁵ provides further detail on the approach to achieve this for example investing in the educational development of postgraduate specialist nurse training and a career framework to support the development of advanced and consultant nurse roles across all fields of practice.

All Trusts have faced challenges in the recruitment of sufficient nursing staff in a range of environments but there have been particular challenges in the perioperative environment. This shortage of nursing staff has not only contributed to cancelled theatre lists and increasing waiting times for people and their families, but has at times reduced the ability of nursing staff to extend their roles and advance their practice in the pursuit of better outcomes for those in their care.

This Project, which reflects the strategic direction outlined in the Nursing and Midwifery Task Group Implementation Framework⁵, aims to maximise the role of perioperative nursing through the development of a career pathway supported by innovative and exciting education and development opportunities and coordinated recruitment and retention programmes ensuring students and registrants get the opportunity to experience this exciting aspect of nursing.

⁴ Department of Health (2020) *Nursing And Midwifery Task Group (NMTG) Report and Recommendations*. Belfast: DoH

⁵ Department of Health (2020) *Nursing & Midwifery Task Group: Next steps framework – A three phased approach 2020 – 2026*. Belfast: DoH

3.0 Project Aim and Objectives

3.1 Aim

The Project Steering Group will work with key stakeholders to promote a career in perioperative nursing and develop a 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:

a) Recruitment.

Promotion of a career in perioperative nursing to reduce the number of vacancies in the perioperative nursing workforce through the development of a local/national recruitment drive in partnership with HSC Trusts.

b) Review of practice placements.

Working in partnership with HSC Trusts and education providers to review current student nurse placement opportunities and develop a plan to increase placements in the perioperative environment.

c) Career development in perioperative nursing

Develop a comprehensive career pathway for perioperative nursing focusing in the first instance on Orthopaedic nursing. In taking this work forward the group will:

- Share knowledge and expertise to inform and develop the core roles in the perioperative nursing career pathway & agree for each role:
 - Core competencies
 - Core education and learning requirements
 - Core job descriptions/ personnel specifications.

d) Promotion of a career in perioperative nursing

Develop a microsite on NIPEC's main website hosting all the resources and seek permission for it to be available to access on the NI nursing and midwifery careers website.

3.3 Scope of the Project

This Project will be completed in accordance with the action-time log (Appendix 1), however this is dependent on the support and cooperation of HSC Trust and Education providers.

4.0 Methodology

A Steering Group will be established, chaired by Mary Hinds, Associate Leadership Centre 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 2). Service User representation will be sought through existing HSC Trust fora and qualitative data will be sourced through a survey issued on Citizen Space.

Given the challenges of holding meetings and progressing project work during the Covid-19 pandemic 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
- Survey monkey/Citizen Space to engage with nurses and other stakeholders
- Facebook & Twitter and organisations websites

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 and administrative support to support the Steering Group meetings.

5.2 An assessment will be taken of the additional resources required for the recruitment drive to promote perioperative nursing employing appropriate digital media and personnel. Scoping of practice placements in the perioperative environment may also result in the need for additional resources.

5.3 Any additional NIPEC support required will be discussed and agreed by NIPEC's business team.

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 3.

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.

Perioperative Nursing Career Pathway Project

Appendix 1

Action-Time Log

	Target Date	Action required by	Date completed
General			
Draft Project Plan with timescales to CNO and draft letter for DN		M Hinds & C McCusker	29/09/20
Letter to DNs/Senior Nurses seeking nominations to Steering Group	1/10/20	CNO & NIPEC	9/10/20
Establish Steering Group	12/10/20	M Hinds & C McCusker	9/10/20
Recruitment Drive			
Review of previous recruitment documentation	15/10/20	Perioperative Nurse Leads & Workforce Leads	15/10/20
Consider other potential incentives to support recruitment			
Development of cameos for recruitment drive – for each Trust	5/11/20		4/12/20
Assessment of cost of revisions		Mary Hinds	18/10/20
Assessment of vacancies by Trust including anticipated vacancies	15/10/20	Perioperative Nurse Leads	3/11/20
Coordination of links to local adverts			
Finalise recruitment documentation			
Launch of virtual Recruitment Drive	1/11/20	M Hinds & C McCusker & HSC Trusts	
Revised	w/c 11/01/20		
Practice Placements			
Coordination of information on current placement opportunities in Trusts	6/11/20		23/11/20

Link with Universities to assess the opportunities for peri operative student nurse placements			3/12/20
Indication of what is required to increase these			14/12/20
Development of Practice Placement Plan	12/12/20	M Hinds & C McCusker	
Career Pathway			
First steering Group meeting	6/11/20		6/11/20
meetings of sub-group to draft Core competencies & Education Requirements for Core roles – agree priority order Nursing Assistant Senior Nursing Assistant Staff Nurse Senior Staff Nurse Perioperative Specialist Nurse Perioperative Advanced Nurse Practitioner Perioperative Consultant Nurse Steering Group members to advise which is most important role to start with	17/11/20		
Test core competencies & education requirements with service			
Draft JDs/Personnel Specification for the roles & test with service – JDs sent for job matching/evaluation			
Sign off by Steering Group			
Draft of Career Pathway to CNO & onward to Nursing Leadership for comment	23/12/20	CNO Nursing Leadership	
Review comments & undertake further detailed work & planning for ECG	31/3/21	M Hinds & C McCusker	
Develop microsite to host resources – when finalised seek permission to be linked to nursing and midwifery careers website			

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Membership of Steering Group

Name	Role/Organisation
Mary Hinds	Chair, Associate, Leadership Centre
Cathy McCusker	Project Lead, NIPEC
Siobhan Donald Desmond Lowry	Public Health Agency
Janet Johnson Aisling Pelan	Belfast HSC Trust
Kate Agnew Pauline McGaw Pamela Craig	Northern HSC Trust
Jeni Hamilton Roisin Devlin	South Eastern HSC Trust
Helena Murray Sharon Burnside EmmaJane Kearney	Southern HSC Trust
Carol Reid Sally Martin	Western HSC Trust
Noeleen McCreanor	Human Resources
Heather Finlay Patricia Cosgrove	DoH
Linzi McIlroy	RCN
TBC	Unison
Ann Kerrin	Clinical Education Centre
Patrick Gallagher	Open University
Prof. Karen McCutcheon	Queen's University Belfast
Theresa Mayne	Ulster University
Dr Vinod Tohani	Council Member, NIPEC
Prof Mark Taylor	Royal College of Surgeons
Dr Will Donaldson	Royal College of Anaesthetists

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, <ul style="list-style-type: none"> 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? 	The electronic brochure & careers website will promote careers in Perioperative Nursing but only with the individuals consent and will be submitted by the individual No
Personal and Public Involvement questions	
<ul style="list-style-type: none"> Will the project/initiative require input from patients/clients? If no - no further action is required. If yes - please apply NIPEC's Personal and Public Involvement Policy.	The Steering Group will seek to have input from service users through Citizen Space survey and 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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