

Nursing and Midwifery Digital Health Capability Framework all-Ireland Collaboration

Project Plan



Northern Ireland Practice & Education Council
for Nursing and Midwifery



Office of the
Nursing & Midwifery
Services Director

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Background to the Project

Republic of Ireland Context

The health service is planning, prioritising and investing in digital capabilities that support Sláintecare and Health Service Executive (HSE) imperatives and ambitions for improving services. As the largest professional group of registered health practitioners in Ireland nurses and midwives play a vital role in digital health and in planning for future implementation of connected digital health.

A Digital Roadmap for Nursing and Midwifery (2019) has recently been developed to facilitate national engagement on what actions need to happen for nursing and midwifery and to initiate and progress strategic and policy decisions about information and digital technology in nursing and midwifery.

One of the key goals of the Roadmap is to build a digital workplace. Recognising the changes in healthcare due to the advent of digital technologies and taking into account all aspects of professional practice, developing digital capabilities for nursing and midwifery is a fundamental component of this to provide support for individuals and organisations within the professions.

Northern Ireland Context

Northern Ireland (NI) has embarked on a ten-year transformation Programme to digitally enable Health and Social Care (HSC) services. The programme includes a number of major projects: the adoption of a citizen-focused Electronic Health Care Record (EHCR) across integrated, multi-professional services, taking into account the diverse range of health and social care needs of the population; digital shared services; development of technology enabled care services; and mobilisation of the workforce. The Programme of work supporting the digital future for Health and Social Care in NI seeks to ensure that the appropriate building blocks are in place to improve the health of the population; the quality and experience of care; the support given to the workforce; and the future sustainability of services. A component part of this work is focused on the digital capabilities of the HSC workforce as an enabler for change and driver to achieve improved outcomes.

In addition to this policy direction, the Chief Nursing Officer for Northern Ireland published the Nursing and Midwifery Task Group Report (NMTG) in March 2020¹, with a chapter focused on maximising digital transformation, outlining the need for investment in both infrastructure and the skills of nurses and midwives.

¹ Department of Health. (2020). Nursing and Midwifery Task Group (NMTG) Report and Recommendations

AIDH Engagement

The Australian Institute of Digital Health (AIDH) have recently developed a capabilities framework for Australian nurses and midwives. This work was completed in partnership and for the Australian Digital Health Agency with the input and support of the major nursing and midwifery professional associations, education and representative bodies. Following extensive national consultation, the Framework was released in October 2020.

Loretto Grogan, National Clinical Information Officer for Nursing and Midwifery approached AIDH to explore the possibility of adapting the Framework for the Irish healthcare setting. AIDH responded with a proposal which was welcomed by the Nursing and Midwifery Services Director, ONMSD National Digital Advisory Group and the Digital Capabilities Development Group.

Alongside the AIDH proposal, colleagues in Northern Ireland were also approached by Loretto Grogan, to suggest a collaborative arrangement in the development an All-Ireland framework for nurses and midwives. This proposal was discussed with key nursing and midwifery leaders in Northern Ireland, and in particular the office of the Chief Nursing Officer, gaining approval to progress.

There is an opportunity to leverage off the work completed to date and the knowledge gained through the project to contribute to the development of a Framework for Ireland.

The Framework in Australia

The National Nursing and Midwifery Digital Health Capability Framework for Australia (the Framework) has been created to:

- define the digital health knowledge, skills and attitudes required for professional practice
- complement existing individual knowledge, skill, and attitudinal frameworks, and
- provide a solid basis for tailored learning

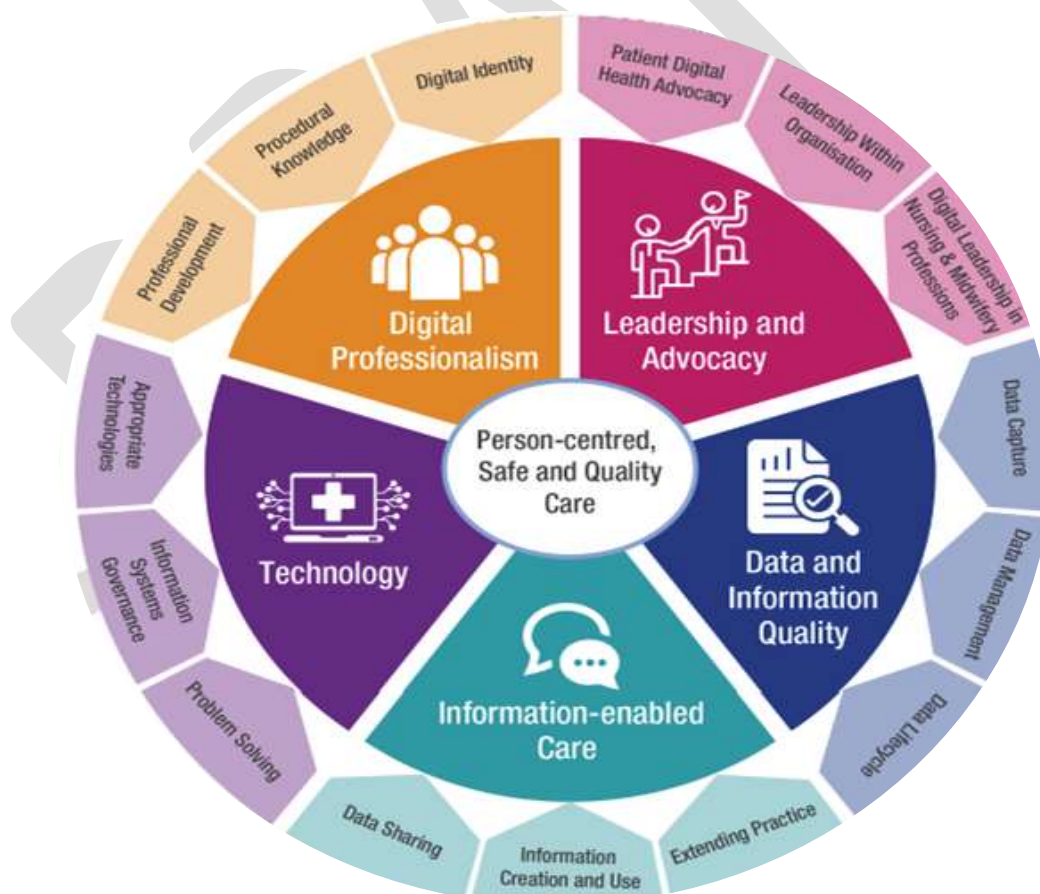
It outlines the capabilities required to support individuals and organisations in extending their digital health development rather than providing a rigid set of competencies. It is intended to enable and inform and is not intended to be adopted as a professional standard but should be used as a resource to guide individuals, employers and educators in their workforce and professional development planning and delivery.

Most importantly, the Framework intends to promote and encourage positive attitudes in relation to the increasing introduction and adoption of technology and innovation.

The Framework consists of five domains:

- Domain 1 – Digital Professionalism
- Domain 2 – Leadership and Advocacy
- Domain 3 – Data and Information Quality
- Domain 4 – Information-enabled Care
- Domain 5 – Technology

The 5 domains sit within the context of nurses and midwives' roles, workplace settings and the professional standards that apply to their practice. It recognises the breadth of the disciplines of nursing and midwifery and the fact that they operate within existing professional structures and rules.



Purpose

The project seeks to build a digital health capabilities framework for the nursing and midwifery workforce in the Republic of Ireland (ROI) and Northern Ireland. Following engagement with and agreement from AIDH the ONMSD and colleagues from NIPEC and Digital Health and Care Northern Ireland (DHCNI) in collaboration with key stakeholders and AIDH will adapt the Australian Framework for healthcare setting across the Island of Ireland. The project commenced in September 2020 and is scheduled to complete end of Q1 2021.

Key Deliverables

Key deliverables for the project are:

1. Establishment of the project following confirmation from AIDH to endorse and support the development an all-Ireland Digital Health Capability Framework for Nurses and Midwives
2. Stakeholder engagement and project awareness
3. Report from wide-ranging, all- Ireland representative national consultation
4. Formally reviewed and endorsed all-Ireland Digital Health Capabilities Framework for Nurses and Midwives
5. Framework launch

Project Approach

A collaborative co-design approach with AIDH and key stakeholders will be used to adapt the framework for the Irish and Northern Irish healthcare setting. A wide-ranging, representative all-Ireland consultation will take place. Key stakeholders will be engaged in the framework adaptation and be asked to participate and / or review. Stakeholders will be kept informed about progress and have the ability to raise any concerns or issues that may need to be addressed. The desire is for the framework to be practical and relevant to the nursing and midwife professions, their employers, and to be embraced as a key contribution to the health workforce generally.

Phase 1 Establish Project

Project establishment will include a number of engagements with AIDH to propose the project and agree collaboration, key deliverables and project scope. A joint planning meeting was held on the 8th October with AIDH to include key stakeholders from services, professional and regulatory bodies and Higher Education Institutions present for the first hour.

Project Governance, a Project Plan, Stakeholder Engagement Plan, and Communications Plan will be developed.

Risks and Issues will be tracked and managed through the life of the project with any significant risks being highlighted to the Capabilities Development Group for guidance and input. A formal **Risks and Issues Register** will be maintained for the life of the project.

Phase 2 Engage Stakeholders

A dedicated phase of stakeholder engagement will commence at the start of the project getting key individuals and organisations informed and interested. This will continue through to the Framework launch where there will be more-broader and targeted approaches and activity to engage key stakeholders both within the nursing and midwifery and broader health workforce.

Key activity in this phase includes:

- Inform the ONMSD National Digital Advisory Group and the Digital Health Capabilities Framework Development Group (sub-group of the National Digital Advisory Group)
- Inform the key principal stakeholders i.e. Department of Health (North and Republic), Office of the Nursing and Midwifery Services Director, NIPeC, Nursing and Midwifery Board of Ireland.
- Inform and update national and regional forums on the project
- Inform and update all services through all-Ireland communication networks
- Formally launch the project through a number of webinars
- Develop an online survey to send out to the individuals attending the consultation workshops and collate feedback
- Establish points of contact for organisations and interested parties to get in touch if they require further information or wish to get more involved

Key stakeholders will be identified and managed via the complementary **Stakeholder Engagement Plan for both jurisdictions of Northern Ireland (NI) and the Republic of Ireland**. Communications will be managed by a supporting **Communications Plan**

Phase 3 Consultation

Consultation and feedback will be built around online survey, written submission feedback and a series of workshops. This will involve 2 stages, pre-consultation engagement and a series of 12 consultation workshops. This will take the approach of a gap analysis:

- Current state of the AIDH Framework
- Desired state of the Framework for nurses and midwives in the Republic of Ireland and Northern Ireland
- Identify the gaps
- Identify the clarifications, amendments and additions required to address the gaps

Pre-consultation engagement will comprise the provision of the Framework (as published by the Australian Digital Health Agency and the Australian Institute of Digital Health on 28th October 2020) to nominated participants who will attend the consultation workshop to include a Framework feedback survey. The survey will enable initial feedback from participants to inform the semi-structured questions and focus for the workshops.

Consultation workshops will be held over a 2 week period. It is anticipated there will be wide-ranging representation of all roles from across the nursing and midwifery spectrum to include staff nurses, Clinical Nurse Managers, Clinical Nurse/Midwife Specialists, Advanced Nurse/Midwife Practitioners, Practice Development, Assistant Directors of Nursing, Directors of Nursing and Executive Directors of Nursing. The workshops will incorporate the following areas:

1. Acute Care
2. Mental Health
3. Older Persons Services
4. Intellectual Disability
5. Midwifery
6. Children's Nursing
7. Public Health
8. Integrated Care

The workshops will also include the following groups:

9. Senior nursing and midwifery colleagues
10. Higher Education Institutes, Centres for Nursing and Midwifery Education and other fundamental education providers
11. Students
12. Professional organisation colleagues

Outcomes from the workshop will be validated with attendees and will articulate an agreement on the adaptation of the framework for the all-Ireland healthcare setting. Essentially, it will confirm *'what are we introducing'*. A Report on the outcomes of the consultation workshops and the proposed adaptations required on the framework will be delivered to the Digital Health Capabilities Framework Development Group for advice and endorsement.

Expected deliverables from this stage include: Report outlining the possible clarifications, amendments and additions required to address the gaps identified through the consultation process

Phase 4 Adaptation of Framework for ROI/NI and Endorsement

This is the phase of formal review, adaptation, acceptance and endorsement of the Framework for the Republic of Ireland and Northern Ireland. It will be a four week phase and will be commenced following the collation and reporting of the data from the consultation phases.

Initial drafts for endorsement will be delivered no later than mid-February 2021. Appropriate feedback and buy-in from stakeholders will be sought at various points prior to submitting for formal endorsement.

At the end of this process the drafts will be submitted for formal review with key stakeholder groups, the Capabilities Framework Development Group, the ONMSD National Digital Advisory Group, Northern Ireland's Central Nursing and Midwifery Advisory Committee (CNMAC) and Office of the Chief Digital and Information Officer NI.

Phase 5 Launch

Once formally approved, release communications can be confirmed leading up to formal announcement by the ONMSD and NIPEC/DHCNI. A launch event will be organised (within public health guidelines at the time of organising). HSE/HSC communication will be engaged to assist with marketing and promotion.

A collaborative 'think in' session will be scheduled at the conclusion of the project to discuss outcomes and next steps. This will also be communicated widely.

High-Level Activity Schedule

Phase		Activity	Deliverable	Date Complete
1	Establish Project	<ul style="list-style-type: none"> Engagement with AIDH and endorsement to adapt the Framework for ROI Establish project governance Develop Project Plan Develop Stakeholder Engagement Plan Develop Communications Plan 	<ul style="list-style-type: none"> Approved Project Plan Terms of Reference for Capabilities Development Group 	30 Nov 2020
2	Engage Stakeholders	<ul style="list-style-type: none"> Engage ONMSD National Digital Advisory Group and describe the program of work Engage and inform key stakeholders e.g. ONMSD, Department of Health, NMBI Identify and inform all stakeholders regarding the program of work and expected output 	<ul style="list-style-type: none"> Webinar outlining the background and context of the Framework Webinar to formally launch the project 	30 Nov 2020
3	Consultation	<p>Pre-consultation:</p> <ul style="list-style-type: none"> Establish consultation nominees Develop online survey Circulate framework and survey Organise facilitators and virtual workshops <p>Consultation Workshops</p> <ul style="list-style-type: none"> Conduct 11 workshops comprising areas identified Write up outputs Validate workshop outputs with attendees 	<ul style="list-style-type: none"> Report outlining validated consultation outputs 	25 Jan 2021
4	Adaptation of framework for ROI and Endorsement	<ul style="list-style-type: none"> Adapt the Framework to reflect outputs from the consultations Formal review of drafts with key stakeholder review groups, capabilities framework development group, and the ONMSD National Digital Advisory Group and CNMAC Endorsement of the Framework for ROI and NI 	<ul style="list-style-type: none"> Adapted Nursing and Midwifery Digital Health Capabilities Framework for ROI and NI 	14 February 2021
5	Launch	<ul style="list-style-type: none"> Organise launch event Engage with HSE/HSC Communications to assist with marketing and promotion Formal release of Capabilities Framework 	<ul style="list-style-type: none"> Launch event ONMSD, NIPEC, DHCNI and AIDH 	01 March 2021

Timeline

The Project has a 6-month timeline.

