

NIPEC 2024/12
(replacing NIPEC/20/07)



**NORTHERN IRELAND PRACTICE AND EDUCATION
COUNCIL FOR NURSING AND MIDWIFERY**

Quality Strategy

March 2024

Any request for the document in another format or language will be considered

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Quality Strategy

2024 - 2028



Introduction:

Since NIPEC first published its Quality Improvement Strategy in 2019 our systematic approach to Quality Improvement has grown. The strategy provided a framework in order to build knowledge and skills, standardise processes and encourage innovation to deliver the objectives of the organisation.

The external context that had shaped that strategy has now changed with the rebuild following the pandemic, rising demand for services, constrained funded growth and increased stakeholder expectations. Therefore, as an organisation, we are now moving forward in our thinking of adopting Quality at a system level.

This Quality Strategy, *Lead, Inspire & Improve*, sets out our ambitions for quality in a way that is designed to be meaningful to our staff and our partners ensuring we work together to deliver excellence in all that we do and enhance our organisational learning. This strategy will support the delivery of the Corporate Plan over the next four years.

Our Definition of Quality:

Quality can be perceived differently by different people and the dictionary defines it as “the degree of excellence” but in reality, quality is often determined by an organisation’s users and stakeholders.

NIPEC is defining Quality as:

“Meeting and exceeding the expectations of our staff and our partners and continuing to improve”

The first step in improving quality is through a commitment from all staff who need to have the right skills in order to be able to achieve transformational change. This strategy will include a range of ideas we will test and through which we expect to see a number of measurable outcomes.

Our Quality Vision:

To create a culture where our commitment to Quality is demonstrated through inspiring our staff and our partners to deliver excellence across the professions by promoting high standards of practice, education and professional development. We strive to achieve successful outcomes through using continuous improvement creating opportunities to be innovative and to learn together.

Our Objectives:

Our *Lead, Inspire & Improve* strategy sets out to:

- Value our staff through growing and strengthening our culture of enquiry and continuous improvement
- Support our workforce by building trust and psychological safety through collective leadership
- Inspire Nurses and Midwives across sectors and organisations to deliver excellence through safe, effective and person-centred compassionate care

- Work in partnership across inter-professional groups to ensure we deliver population focused services
- Create innovative solutions to ensure efficient use of resources and achieve sustainability for the organisation
- Continuously pursue equity in all that we do

Our Priorities:

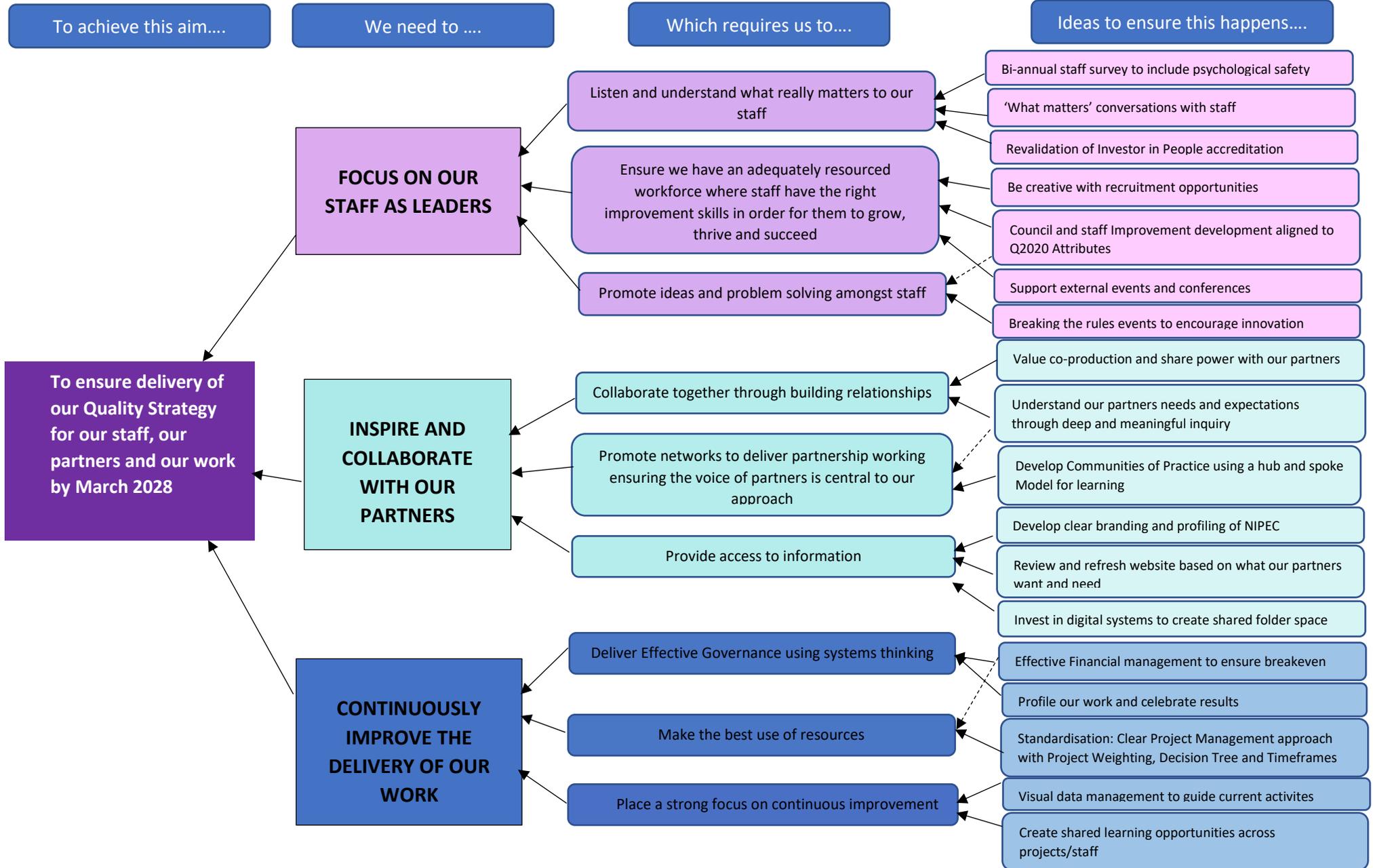
In NIPEC we firmly believe that in order to deliver high quality, it needs to be grounded in collaboration and truly understanding our staff and our partners. We see our partners as those who play an active part in supporting NIPEC to undertake its business, those who have an interest in what we do and who help to implement our work across the system. Our partners are also those who will be affected by the changes we introduce, this could include frontline staff, senior managers and people within our communities. We want to focus our priorities (See figure 1) around themes that will enable us to deliver excellence for the professions and allow us to learn from each other. We want to strengthen the confidence and pride in NIPEC as an organisation enabling people to lead with pride, inspiring others through our work and continuously striving to improve all that we do.

Figure 1: Our Priorities



Our priorities set out within this strategy will focus on our staff as leaders, inspire and collaborate with our partners and continuously improve the delivery of our work. The driver diagram below sets out the approach we will take and ideas for change to enable us to achieve our desired outcomes.

How will we achieve this?



How will we know we have succeeded?

We will use a range of measures to demonstrate the success of this strategy ensuring they are meaningful and support delivery of our corporate priorities.

FOCUS ON OUR STAFF AS LEADERS

Our Goal:

- Increase knowledge and skills in Improvement
- Improve staff psychological safety
- Make NIPEC a great place to work

Which will be measured by:

- % trained against the Q2020 Attributes Framework
- Bi-Annual staff psychological safety survey
- Bi-Annual staff survey

INSPIRE AND COLLABORATE WITH OUR PARTNERS

Our Goal:

- Increase opportunities for involvement and co-production
- Listen to and learn from our partners
- Improve access to our programmes of work using

Which will be measured by:

- Partners activity relating to professional participation
- Feedback of partners experience and impact of the work
- No of people accessing digital platforms

CONTINUOUSLY IMPROVE THE DELIVERY OF OUR WORK

Our Goal:

- Achieve recognition as a quality employer focused on continuous improvement
- Demonstrate delivery of work programmes within set timeframes
- Deliver annual financial breakeven

Which will be measured by:

- liP accreditation and learning (3 yearly)
- Progress and endorsement of practice improvement focused projects to agreed timescales
- Monthly financial achievement