

Review of the Perioperative Non Medical Workforce in the HPSS

Minutes of the Advisory Group Meeting

Thursday 6th October 2005 @ 10.30am

D2 Conference Room, Castle Buildings

Present:

Nicki Patterson	DHSSPS
Maureen Scott	Royal College of Nursing
Ruth Smith	Ulster Community Hospitals Trust
Kieran Fitzpatrick	Belfast City Hospital HSS Trust
Geraldine Magill	Greenpark Healthcare Trust
Daphne Martin	Queens University Belfast
Brendan McGrath	NIPEC
Janet Johnson	Royal Group Hospitals
Pamela Robinson	DHSSPS
Pamela McCreedy	KPMG
Chrissy Wright	KPMG

In attendance:

Stephen Davis	DHSSPS (Minutes)
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1. Welcome, Introductions and Apologies

Nicki Patterson welcomed everyone to the meeting and noted that apologies had been received from Jackie McGrellis, Janice Smyth, Dr Tracy Power, Helen Booth, Stephen McConnell and Joyce Cairns.

2. Minutes of Last Meeting

The Group agreed that the minutes of the last meeting were an accurate account.

3. Matters Arising

There were no other matters arising to be discussed by the group.

4. Update on Progress from KPMG:

Pamela McCreedy and Chrissy Wright (KPMG) then presented the group with an updated progress report, noting that they were currently in the process of drafting the full report.

Literature Review

It was felt by the group that this was currently not comprehensive enough. It had been anticipated that information over and above that which is already known would have been included to help inform the process. The concerns raised by the group included:

- It was felt that the literature review is limited in its scope. There is no inclusion of any evaluation studies of role developments for nurses in areas such as surgeons' assistants, nurse anesthetists or nurses performing a limited range of surgical procedures. There is also no inclusion of literature on development of the ODP role.
- It was expected that there would be a wide sweep of all databases so that the review included all pertinent literature as well as the reports summarised to support the recommendations contained within these reports. Strengthening is required with relevant evidence-based literature from Northern Ireland and the United Kingdom. An article published by Daphne Martin in 1997 outlines the programme of education available in Northern Ireland for specialist practice in anaesthetic nursing and defines the role remit and advantages to patient outcomes. Daphne also published an article from research into the role of the theatre nurse and perioperative visiting in 1994, and Helen McGarvey also published results of research carried out in Northern Ireland looking at the role of the theatre nurse. These studies highlight important issues for quality patient care.
- The review needs to indicate the width and depth of literature used and reason for including those reported upon. It had been expected that the document would have explored current alternative roles implemented across the UK and the

benefits or otherwise of these roles. Documents contained within the review should have been referenced, and possibly some of their recommendations mentioned.

- Error made regarding WTD – this has a reference period of 17 weeks and night shift workers should average 8 hours where the work has been risk assessed to identify special hazards.
- The report refers to the modernisation initiatives. It discussed the perioperative practitioner role and this individual will admit, clerk, history take etc. This is the **Pre** opposed to peri op role. The modernisation agency currently has 12 advanced anaesthetic practitioners on 5 pilot sites undertaking supervised roles within anaesthesia. They are able to undertake some roles unsupervised following training and competency assessment e.g. biers blocks, retrobulbar blocks etc. KPMG's document comments that there is a potential to increase theatre capacity and impact on SHO rota's as a result of these roles however, it should state that the risks associated with alternative roles that address medical staff issues may drain the already limited pool of staff available to undertake the nursing roles within the perioperative setting.
- There is no mention of the following reviews and articles being researched:
 - A scoping exercise done by the Health Authority in Cheshire for their area which is available on-line.
 - The comprehensive Review completed by the Scottish Health Board/Authority which is similar to our own Review, also available on-line.
 - The AAGB&I recommendation for Theatre Assistance for the Anaesthetists either 1 or 2 – this has been supplied to KPMG.
 - Numerous journal articles in AfPP, AODP and Nursing Times etc.
 - The Lewin Report and the Bevan Report which are still to be surpassed as Theatre staffing directives, and a recent article was published in 2005 “How far have we come since Lewin?”
- It was hoped to see some of the results from the Modernisation Agency Initiative pilots and a summary of key developments in other non-medical perioperative workforces in the UK which would help inform the recommendations about the way forward.

- The literature review seems to be a review of the various studies / reports / proposals which would have an impact on theatres as opposed to developments in the roles within theatres. Also stated repetitively, is extending the role of the non-medical perioperative workforce to cover deficiencies in medical cover, whilst supporting the development of staff in Theatres, if Theatre staff are going to fill the gap in medical cover, who's going to fill the gap in theatre.
- Benchmark information being available regarding NetCare which involves ODPs running the theatres aided by support staff. This needs to be set in context but should be included.
- Information regarding how ODPs are used in England should be included – their responsibilities / roles / training etc.
- Accountability issues such as the management of controlled drugs.
- The management of theatres by ODPs – what they can / can't do.
- Programme for ODPs – what they learn as opposed to entry requirements.
- % ratio between nurses and ODPs who are in managerial positions
- Grading positions of ODPs

Pamela informed the group that all comments regarding the literature review will be fed back to Paul Sheridan. Brendan McGrath also highlighted an inaccuracy in respect of the commentary for DHSSPS Review of nursing, midwifery and health visiting workforce where reference is made to NIPEC's role in support of the developing of the role of the Physician's assistant.

Management & Human Resource Questionnaires

The majority of these have been received, with three Trusts currently outstanding with the Management Data, and two Trusts are also outstanding with their Human Resource Data. Concerns regarding staffing levels which are worked out per session will be addressed during validation.

Staff Questionnaire

To date, the regional average response rate received from the staff questionnaire was 30%, with a variance of returns ranging from 10% to 60% across the Trusts involved. It was acknowledged that the opportunity had been provided to all members of staff

involved in the review process to contribute & comment through the staff questionnaire, and indeed significant information has already been received to date which has helped inform the review. It was noted that a reminder will be issued to try and push for more returns.

Focus Groups

The focus group sessions had gone well, with a good attendance at all the sessions. Various issues were raised in terms of Staffing / Training / Recruitment & Retention / Roles & Skills. It was noted that similar messages were coming from all of the Board areas. Information which was received regarding the training of student nurses is to be validated with Queens University Belfast / University of Ulster & Open University. Clarification is required on the length of time currently being allocated to student placements in the perioperative environment.

Consultations with Key Stakeholders

This is currently going well, with meetings already conducted with NIPEC, Association of Perioperative Practice, Association of Anaesthetists, EHSSB and QUB School of Nursing & Midwifery. Still to be arranged are consultations with the Association of ODPs, Royal College of Nursing and also the British Association of Anaesthetic Nurses. It was noted that the commissioning nurses' views were expressed through the consultation with the EHSSB.

Pamela informed the group that she would be involved in one-to-one interviews with managers in order to help validate the data received. It is hoped that clinical representation may also be included in this process.

5. Anticipated Time-Frame for Fraft Final Report

It is anticipated that the draft report will be completed by the end of October 2005. This will then be made available to Nicki Patterson so that it can be forwarded to the rest of the group in advance of the next meeting being held in November 2005.

6. Any Other Business

There was no other business discussed.

7. Date & Time of Next Meeting

~~Thursday 17th November 2005 @ 10am, C2.2 Conference Room, Castle Buildings.~~

This meeting has been deferred whilst KPMG await outstanding returns from 2 Trusts which will inform the full report.

N.B. Next meeting will now take place on *Tuesday 13th December 2005 @ 10am*, in *D2 Video Conference Room, Castle Buildings*