

Modernising Nursing Careers and Midwifery 2020

Clinical Career Framework /
Learning & development
framework

Christine Boomer & Moira Davren



Department of
**Health, Social Services
and Public Safety**

www.dhsspsni.gov.uk

Opportunity

- **The approach we are going to speak about offers Nursing and Midwifery an integrated approach enabling the workforce to meet professional development, practice development, career development and organisational agendas**
- **Meets future context & healthcare needs**



Department of
**Health, Social Services
and Public Safety**

www.dhsspsni.gov.uk

Strategic Context

- **RPA**
- **Patient Experience**
- **Person Centred Care**
- **KPI's**
- **Supervision Standards / NMC standards**
- **Safer patient initiative**
- **KSF/ Organisational review**
- **Modernisation of Careers**



Framework development

- Investment in learning
- Integration of learning into practice
- Attributes v's competencies
- Developing expert practice
- Work based approach



Department of
**Health, Social Services
and Public Safety**

www.dhsspsni.gov.uk

Research findings

- **Developing patient focused activities**
- **Staff development e.g. increased self confidence & leadership skills**
- **Feeling valued (supporting & motivating staff)**
- **Knowledgeable staff**
- **Shift in approaches to learning**
- **Developing facilitators (of change and development)**
- **Cultural change**



How does this meet the modernisation agenda?

- **Changing context of healthcare**
- **Being in anticipatory mode**
- **Heightened critical awareness of professional attributes**
- **Developing personal development plan to meet learning needs – enhancing competencies**

A Community of Leaders



Department of
**Health, Social Services
and Public Safety**

www.dhsspsni.gov.uk

User narrative - impact on practice



Department of
**Health, Social Services
and Public Safety**

www.dhsspsni.gov.uk

“Well it is a good thing at least it will lead you into something. It is not being so stagnant like if this book is not made then I would just sit on my ass do nothing with my career” D(2)

“I know that if I was starting nursing now and there was this project going on and that you had a mentor and that you had to feel safe and confident and competent before you went to the next level. I think that it’s a brilliant idea I am just sorry I am not starting now you know instead of coming out at the other end because there is so much support and to guide and teach” E(8)

“it has helped me to develop some of my personal qualities and skills to enable me to be a more effective leader” SN(6).

“I could see the fact that I used the reflective model with that person it did influence behaviour but then influenced the behaviour of the team at the same time” G(2).

“ I have developed more confidence” D(2)



Department of
**Health, Social Services
and Public Safety**

www.dhsspsni.gov.uk



Department of
**Health, Social Services
and Public Safety**

www.dhsspsni.gov.uk