



SETTING THE DIRECTION
FOR NURSING AND MIDWIFERY
EDUCATION:

DELIVERY PLAN 2015-16

Setting the Direction for Nursing and Midwifery Education: Delivery Plan 2015-16

This document sets out the Setting the Direction Delivery plan for 2015-16. Setting the Direction is the Scottish Government strategy for nursing and midwifery education and aims to ensure nursing and midwifery education continues to meet population needs, with a particular focus on future workforce needs with integrated health and social care services, changing demographics and the vision of population health improvement and reduced inequality. It is a key part of *Everyone Matters: 2020 Workforce Vision*¹ (Scottish Government 2013) and will be informed by concurrent policy development on *Transforming Nursing Roles* and *Excellence in Care*.

This Delivery plan builds on the strategic aims document published in February 2014 <http://www.gov.scot/Publications/2014/02/4112>, the work of the sub-groups which followed, the actions that have already been initiated and sets out some new areas for action. In line with Setting the Direction, the plan emphasises the need to develop national approaches where possible and includes indicative dates to complete the actions.

The plan will be regularly reviewed leading to development of a 2016-17 Delivery plan with further actions from Setting the Direction. Progress will be monitored and reported through the Sponsor Group, a Stakeholder Reference Group and existing groups including CNO-Academic Heads, CNO-SEND (Scottish Executive Nurse Directors), and NHS Education Scotland (NES) Performance Management processes. Regular national student engagement events will be held and meaningful student engagement sought.

[1] <http://www.gov.scot/Publications/2013/06/5943/3> In line with *Everyone Matters: 2020 Workforce Vision* (Scottish Government 2013)

SD Aim 1

Develop a sustainable national approach to post-registration and postgraduate education and continuing professional development

Objectives

Focus for 2015-16

Introduce a national commissioning model for post-qualifying education that supports development of nurses and midwives across career pathways from registration to the specialist and advanced roles that will be required by a changing population and aligns with workforce planning and national policy objectives.

Actions

We will:

Develop an outcomes-based approach to funding existing NES-led programmes, and emerging priority areas.

Commission an analysis of a range of funding models for post-qualifying education including central commissioning models and act on recommendations, to build a national model which meets workforce requirements in Scotland.

Work with partners to develop ongoing 'test beds' for central commissioning:

- Phase 1 – 2014-16 focus on the Scottish Government-funded, NES-managed programme to commission and evaluate a national approach to commissioning for Advanced Practice education.
- Phase 2 – In 2015-16 identify the priorities for 2016-17 informed by the Transforming Nursing Roles workstream.

Identify and agree priority career pathways for development in 2016-17.

Identify and prioritise national Continuing Professional Development provision, that is flexible, high quality and timely and monitored through the national commissioning model.

In 2015-16 identify the educational requirements needed to support professional revalidation and continue to support the development and uptake of the NES e-portfolio.

We will further invest in:

A national commissioning model to support the provision of post-registration education in line with new Career Pathways.

SD Aim 2

Embed NHSScotland values[16] and professionalism in all aspects of nursing and midwifery education, research and practice

Objectives

Focus for 2015-16

Ensure consistent approaches underpinned by evidence to values-based **recruitment and selection** in all universities, which informs, and is informed by, values-based recruitment for the whole workforce (*Everyone Matters: 2020 Workforce Vision* (2013))

Actions

We will:

Support the midwifery pilot of national pre-registration recruitment in 2015-16 and act on recommendations for 2016-17 intakes.

We will further invest in:

A national approach to values-based recruitment and selection approaches during 2015-16 so that a new recruitment process is implemented in 2016-17, which assures the public that all successful nursing students have undergone values-based selection for entry to the programme and are working towards NHSScotland (NHSS) values.

The development of newly qualified nurses and midwives through a review and refresh of the NES Flying Start Programme®.

SD Aim 3

Deliver dynamic pre-registration nursing and midwifery education

Objectives

Focus for 2015-16

Review pre-registration education to ensure practitioners are equipped to meet population needs; are able to work flexibly in a range of settings; able to manage complexity in the changing health and social care context.

Actions

We will:

Work with the other UK countries and the Nursing and Midwifery Council (NMC) to consider the current and future structure of pre-registration nursing aligned with future service needs.

Strengthen the NES performance management process to monitor how pre-registration curricula are responding to the Scottish Government priorities in particular; addressing health inequalities; population health improvement (including student health); early years and families; and the key demographic drivers of increasing complexity, older people and dementia.

In line with the eHealth strategy, review health informatics and technology in current pre-reg curricula and make recommendations to ensure that nurses and midwives are prepared to deliver care in a digital age.

Assure that Mental Health, Adult and Learning Disability students completing pre-registration programmes by 2016 are prepared to the skilled level of the Promoting Excellence framework and that Midwifery and Child Health students are prepared to the Dementia Informed level of Promoting Excellence. This will be monitored through the NES performance management process with an increasing focus on assessment of knowledge and skills attainment.

In 2015-16 formally review the existing Learning Disabilities pre-registration national model, and make recommendations for the provision of pre-registration Learning Disabilities education in time for the planning of 2017-18 intakes.

We will further invest in:

A new national approach to the provision of Return to Practice programmes in NHSS and the Care Home sector in 2015-16.

Access to pre-registration nursing by reviewing current access arrangements and pathways for support workers from a range of health and social care sectors to access nursing programmes.

SD Aim 4

Enhance the quality of the practice-learning environment for staff and students

Objectives

Focus for 2015-16

Develop a **national approach** to ensure that all practice environments are underpinned by a learning culture that promotes and enhances evidence-based patient care and which complements and enhances the National Excellence in Care (Care Assurance) framework.

Actions

We will:

Sustain substantial Scottish Government investment in 2015-16 and 2016-17 in Care Home Education Facilitators (CHEFs) and maximise the impact of the role across the care home sector and in particular in Specialist Dementia Care settings.

Strengthen practice-learning support (including capacity considerations) including the role of mentors, Practice Education Facilitators (PEFs), Practice Teachers and other support roles.

We will further invest in:

The roll out of a national online system that captures student feedback consistently and demonstrates the quality of practice learning environments to SENDs and Higher Education Institutes (HEIs), and which aligns and contributes to the National Excellence in Care system currently in development. Support the implementation sites in 2015-16 and full implementation plans for 2016-17.

SD Aim 5

Strengthen clinical academic collaboration to ensure that research and evidence underpin and drive improvements in quality

Objectives

Focus for 2015-16

Develop an approach to **support academic, research and practice colleagues** interchange spending more time in different environments.

Actions

We will:

Set out Clinical Academic Research Pathways and review current initiatives with Nursing Midwifery and Allied Health Professionals Research Unit and the Higher Education sector including Clinical Academic Research Career (CARC) fellowships.

Support NHS Boards with their partner universities to establish focused research and education hubs to develop clinical academic research capacity and capability and clinical practice to improve care outcomes.

We will further invest in:

Early Clinical Career Fellow (ECCF) initiatives 2015-16, and act on recommendations from the 2015 review of Cohorts 2011 and 2012 and consider opportunities for strengthening to meet population needs in 2016-17.

SD Aim 6

Develop an infrastructure to deliver efficient, responsive and sustainable education

Objectives

Focus for 2015-16

Implement an improved flexible and robust pre-registration **education commissioning model**.

NB. See also Strategic Aim 1:

Introduce a national commissioning model for post qualifying education

Actions

We will:

Establish two review workstreams:

In 2015-16 we will set out the key principles for commissioning pre-registration education and implement in 2016-17 an improved commissioning model that takes full account of nursing and midwifery workforce development and education commissioning, including flexible routes, levels of study and governance.

In 2015-16, we will set out a new process for the management and governance of pre-registration commissioning, including an enhanced data set.

We will further invest in:

Enhanced data, which captures the characteristics and destinations of pre-registration students, including a new data set which tracks and evaluates nursing and midwifery workforce from pre-registration education to employment in NHSS and captures employment in Social Care settings and the rest of the UK.

In 2015-16, set out the requirements for new formal arrangements for commissioning including a review of Memorandum of Understandings with HEIs.

Setting the Direction Summary is available at:

<http://www.gov.scot/settingthedirection>

A web version of this leaflet is available at:

<http://www.gov.scot/settingthedirectionsummary>



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