

UK Committee Children and Young People's Nursing

11th February 2020

Royal College of Nursing

NOTES

Attendees

In person

Dave Clarke (Chair), Professor in Nursing, Leicester University

Angela Horsley, Head of Children, Young People and Transition, NHSE/NHS Improvement (Speaker)

Dr Alison Twycross, Senior Lecturer in Children and Young People's Nursing, Open University

Julia Berchall-Seale, Assistant chief Nurse in royal Manchester Children's Hospital, Director of Nursing at Central Manchester University Hospitals NHS Foundation Trust (CMFT)

Suzanne Watts, CYP Staying Healthy Forum Chair, RCN CYP Staying Healthy Forum

Alison Morton, Director of Policy and Quality, IHV

Mark Whiting, Consultant Nurse, Hertfordshire Community NHS Trust

Chris Gordon, Pathwayhead, Health Visiting, UKSC, Educationalists for Health Visiting and School Nursing

Lucy Carpenter, Administration, Royal College of Nursing

Teleconference

Lucy Hunte, National Programme Manager – Apprenticeships, Health Education England (HEE) (Speaker)

Katrina McNamara, Honorary Secretary, Association of British Paediatric Nurses

Claire O'Mara Chair, Neonatal Nurses Association

Helen Bauld, Chair, SPENS

Jean Davies, CYP Professional Issues, RCN CYP Professional Issues Forum (May not be dialling in from the start)

Dr. Richard Wilson, Faculty of Child and Adolescent Psychiatry, Royal College of Psychiatrists

Fiona Smith, Royal College of Nursing, Professional Lead for Children and Young People Helga Charters, Associate Director of Nursing, The Newcastle upon Tyne Hospitals NHS Foundation Trust

Caron Eyre, Deputy Chair, ACCN Representative

Carol Williams, Independent Nursing and Healthcare Consultant

Penny Greenwood, Professional Officer - Nursing Professional Leadership team, Department of Health - Public Health England

Apologies

Maggie Clarke, SAPHNA representative

Margaret Jeal, Action for Sick Children

Chris Gildersleve, President, Association of Paediatric Anaesthetists

Professor Jane Coad, Professor of Children and Family Nursing, Nottingham University

Debbie Fallon, Chair of CYP Academics, CYP Academics

Kate Pye, ACCN Representative / Deputy Chief Nurse

Claire Harness, Deputy DNS Sheffield Children's Hospital
Alison Robertson Chief Nurse, Great Ormond Street Hospital
Ken Hull, CYP Continuing and Community Care Forum
Darren Darby, Director of Nursing, Corporate, Great Ormond Street Hospital
Eirlys Thomas, Chair of All Wales Children's Senior Nurses Forum
Sally Payne, Professional Advisor – Children & Young People and Families, Royal College of Occupational Therapists
Janice Allister, Children's Lead, Royal College of General Practitioners
Anne Trotter, NMC
Gillian Priday, CYP Specialist Care Forum Chair, RCN Specialist Care Forum
Dr Camilla Kingdon, Vice President for Education and Professional Development, RCPCH

1. Welcome and apologies

Dave Clark welcomed all in the room and on the telepod to the meeting and thanked for attendance. Dave read out apologies of those unable to attend.

2. Matters arising

Notes from last meeting addressed with no comments.

Update from Jane Coad (see attached presentation)

Updates from Fiona to let everyone know about upcoming publications

- Breastfeeding in Children's wards has been updated and will be out in March
- "RCN maximising nursing skills in caring for children and young people in Emergency care settings" – revised – supporting ED's to upskill non children's nurses in ED – develop competencies to support ED's

NICE Working group putting out a statement – Noted to be careful with wording

Acknowledge workforce issues

Problems in smaller surgery's – attracting and keeping these nurses

Useful Intercollegiate document – looked at from nursing and allied professional point of view

Linking with children and young person's long-term plan

Supporting teams and organisations

- Children and young people in day surgery – Being published in March time. The previous 4 documents have been updated and amalgamated into one document – Contains updates on various stages of day surgery

3. Professional Nursing issues across the UK

4. Moving on safely - A national approach to improve healthcare transition and prepare for adulthood (see attached presentation)

Introduced and welcomed Angela and her work: Children and young people in transition in NHS England and improvements

Update from Angela regarding the national piece of work she is leading on:

"Moving on safely" – Safety in healthcare transition is important

Working on the Healthcare transition collaborative

Updated the young people figures -11.7 million is down to 11.4 million aged between 10-24

Effects of poor healthcare can last a lifetime – if we resolve earlier, issues may not be there or as bad in later life

Late teens are a peak age for health risks for lifetime complications

If you get transition right you can avoid some things

Statistics in PowerPoint regarding health risks and mental health for England

Improving transition- social care and education as well as health care –there is a responsibility to improve it

NHS long term plan (2019) children and young people were included in this.

Moving to a '0-25 years' service – children, young people and young adults

Talk and big focus around transition – young person to gain independence

National measure to improve transition – NICE Guidance – specifications around transition (as well as adult mental health)

'Ready steady go' and 'Hello' Toolkit

Transition at older age – 10 steps

Reports around transition becoming better – transition to adult mental health services – currently not good

Childrens service were rated requiring improvement or inadequate in 2017

Breakthrough collaborative training – pockets of good practice around England but nothing is standardised

Letter to directors of nursing to ask if they would like to be part of the collaborative with the aim to improve healthcare transition and the experience

Aim to implement sustainable change which is cost effective and safe

Free events (only personal expenses to pay for) – Launch event in Manchester, 30 day in Birmingham, Celebratory in London

Cohort 1 – May 2019

Had 32 trusts take part - 31 trusts finished

Childrens services, adult services, physical health and mental health

Steering group – changes for each cohort

Collaborative is 150 days long

26 trusts for cohort 2

Launch of cohort 3 (22 trusts) – February 5th

After launch day go away with project plan – on 30 day come back with the project plan

Quality improvement methodology input.

Strategy to roll out throughout programme

Following 30 day event Angela visits – talks through aim and can be clear of aim and output towards the end of the improvement journey.

Important at the end of 150 days celebrate product at that stage – Learn from each other and promote ideas. Teams more confident of improvement skills at the end of collaboration. The end is just the start of the project, to celebrate the product they have at this stage

Use sustainability framework

Promoted twitter feed #teamtransition – capturing work from 3 cohorts

Project team- where they are at the moment. What they have in place and what they need to do for the transition

Sustainability model

Future collaborations – large agreement

Teams who want to be involved – slide 30

Collaboratives useful for people to share

Evaluation – teams are learning about quality improvement methodology

CQC – methodology developed to wards - aim to have work endorsed by CQC

Sustainable - business as usual rather than a project

Questions:

Caron – Birmingham collaborative: Timeline and visit focused them. Learning experience

Penny Greenwood – Links with children and young people in the community – transition. Steering group for this but Angela open for input and joining to group.

Jean Davis – Bangor – sustainability model – underestimated usefulness – early enough to identify areas of work needed before the project. Immediate strengths and support required. Project success – using the model

Julia – involved in the first collaborative – echoes Caron's views of timeline focusing – starts a good journey

Suzanne – young people gender transition. Transgender confusing with transition discussed here. Content to have improving healthcare transition. Young people agreed. May have to change the name in time but it's currently fine.

How early on transitioning agenda should start – depends. Some say 11. Need to consider the transition from neo natal to children etc

Work being done with universities

Comfort break

Welcomed all back to the meeting

5. RCN CYP Nurse Leaders' summit findings (see attached presentation)

Dave introduced his update

RCN CYP forums got an FGG bid for funding to host summit - Summit held in 2019

Invited 40 children nurse leaders

Included: Mental health, Learning Disability, neonatal, research, education, healthcare management, health visiting, school nursing, ACCN representatives etc.

Members represent RCN and children's nursing externally.
Coming back with the message that they're not sure the voices are being heard. Not sure of key messages from RCN
How as forums can we demonstrate the key messages?

RCN - Safe staffing guidance being renewed – Led by Fiona and forum members involved. Keen for children's nursing to have a voice in the campaign
In document: - Guidance to educate and develop adult nurses who want to become children's nurses

- Ratio of children to non-children's nurses
- Contribution of mental health and learning disability nurses

Conversations around staffing and safe staffing for children's nursing
Lack of children's nurses now
Children's nursing has a voice in safe staffing campaign

Caron informed about having to recruit international nurses who are adult nurses. Doing the registered nurse conversion. Those trained on the old standard may take longer for second access registration courses. This doesn't address the issue of overseas nurses.

Fiona is pushing the NMC on overseas nurses who have sufficient children's experience to enable second registration
NMC standards don't allow standalone courses, currently require you to APEL against a current programme. The standard says a registered nurse has to APEL more than 50% of programme.
Suggested to HEE to identify universities who APEL. If someone has more expertise it's better and quicker. New overseas recruits applying for children's register are now getting through, progressing.
Caron asked other specialist children's hospitals what they're doing. It is currently competency based and unstable around the country. Ideally want a national standard

Alison will update – working on OU

Trying to get competency framework
Health needs shown in PowerPoint and looking at how they still exist today

CYP voice – service, technologies – practice, education. Values voices and the difference it makes

Leadership – who are the leaders now? Used to have big names
Carol Williams – Leaders today – Meant to be risk taking, innovative, emphasis on compliance, standards. Nurse leaders just don't have time. We have lost what used to be expected of leaders. Insiders not outsiders of organisations. Workload issues so they don't generally have time to do external events or even internal events.
Meeting KPI. Leadership development – taught to manage teams to meet standards – not typical leadership of stepping out of the box. Lead themselves then service.
Culture of nursing is to not do unsocial hours. RCN members to give children's nurses the opportunity to do leadership programme

CYP Education – Growing workforce / educate current workforce

- Future now – transforming to schools, children nursing programmes – to give them more knowledge
- Supporting staff to do doctorates.

CYP Research – Encouraging children’s nurses to be researchers

Forum away day issues discussed from RCN perspective – looking to move it on in the next year

RCN Professional committee – issues to them. Voice – membership push it forward

6. Update of Nurse Apprenticeship schemes and focus group (children, neonatal and SCHPN)

Suzanne will take over from 3:30

Welcomed Lucy

PowerPoint – Context, figures and update. 912 currently on registered nurse apprenticeship

Career pathway work – Nursing Associate to Registered Nurse to Advanced Clinical Practitioner

Targeted support to reach the 50,000 nurses

L7 Specialist Community and Public Health Nurse (SCPHN) approved – ready for delivery

No start – new department for education rule of EPAO in principle.

L7 District Nurse - Scope demand. Concerns over capacity and availability

Standard for SCP approved so development has started including all routes of nursing. Need permission to proceed but has employer interest

Suzanne – SCHPN - 13,000 funding band from institute for apprenticeships – maximum cut paid to university to deliver programme

SCP – focus on CYP – plans around SCP in mental health and learning disability

EPAO – ongoing conversations around concerns

Lucy will circulate updates

Mark – Community children’s nursing (low number) – CYP group on programme

L5 health place specialist – Ready for delivery and has interest from paed units

CYP steering group November:

Myth busts, ongoing support (slides)

Additional pathways and routes into programmes

Feedback and moving in the right direction – alternative route into nursing

Questions

Level 8 clinical academic apprenticeship – early stages. HEI colleagues wanted to develop. No content outline yet - Update at next meeting

Skills for health website - HASO have a link to everything once it is live

Lucy will circulate

Progress on pre reg children’s nursing pathway – running the apprenticeship – Carol Williams. Apprenticeship is available

GOSH using BPP – Starting in March/April time

OU Validating on 9/10 March. Universities are validating route.

7. Reports from members

Written updates received attached.
Suzanne taking over from Dave

UKSC: Chris – Key findings from present standards. New standards coming out and old withdrawn by 2023.

Community and district nursing
Clinicians aren't putting themselves forward to undertake nursing
HEE Withdrawing funding to community children's nursing

Alison:

Institute of Health Visiting:

3 Demands to government:
Strengthening of the health visiting grant
Child and family same level of support irrelevant of where you live
National health visiting work force plan – numbers, case load size
Responsive to local need – too flexible. Regardless of where you live you should have access to the same level of support based on level of need, not where you live
Quality of health visiting services
PHE healthy child programme – 4-year programme, currently in year 0 – revision to health visiting model. Written own vision for England to guide
Documents out. Lead by example

Service user survey – 1000 parents nationally – criticism - service not as wanted and not delivered to standard wanted
Health visitors can't deliver the service they want to deliver – autonomy and capacity diminishing

Recruited from Channelmum – from 4 nations. Voice that cannot be ignored
Some getting great service – some are not – responsive service
Not enough time to devote quality committed patient care
Continuity of care

SAPHNA

Updates – Information on Website?

Jean Davies:

Bangor: YONM – contribute to celebrations
Aim to be proactive and successful

Professional Issues forum:

Challenging and trying to rectify how things work
Difficult for chairs and forums to contact members – no RCN email for them and unwilling to use personal/work emails
Updating website to be made more user friendly
Social media accounts for forums to get engagement – contact members

Unless you know about forums difficult to have this information
Suggestions to engage with membership: difficult for forums (UK wide)

8. Any other business

Update evidence base nursing are having a twitter chat focused on child and adolescent mental health 12/02

Chris Gordon is stepping down. New UKSC person to attend next meeting – will update

9. Future Meeting dates and topics

Reminder of dates of next meetings:

19th May 2020 13.00-16.00

20th October 2020 13.00-16.00

Apologies, future agenda items and written update papers to be sent to cypadmin@rcn.org.uk.
Please return your completed report by **Monday 4th May 2020**