



Clinical Education Centre

for Nurses, Midwives and Allied Health
Professionals



Looking Forward

A Strategy for the
HSC Clinical Education Centre 2018 – 2023



Introduction

The World Health Organisation (WHO) defined health as ‘a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity’ (WHO 1948). As well as supporting the development of clinical skills and therapeutic interventions, the Clinical Education Centre (CEC), delivers a wide variety of programmes that are person-centred and focused on prevention, early intervention, rehabilitation, supporting independence and wellbeing, palliative and end of life care.

Michelle O’Neill, Minister for Health, in the foreword to Delivering Together 2016 said that we must move beyond simply managing illness and instead ensure that our health service supports people to stay well; physically, mentally, emotionally and to have meaningful integrated roles in society. Both the Nursing Midwifery Council (NMC) and the Health and Care Professions Council (HCPC) now require service users and carer involvement in education and training programmes.

The HCPC standards for Education and Training for Allied Health Professionals (AHPs)** (amended June 2017) reflects this requirement. This direction of travel is further supported by the NMC in their work to develop new standards for pre-registration nursing and midwifery curricula. There is a clear signal for change in the way Nurses, Midwives and Allied Health Professionals will do their work in the future and the CEC is ideally placed to support them to deliver the Minister’s vision in Health and Wellbeing 2026, Delivering Together (DoH 2016).

The CEC has consistently provided a range of education programmes which have involved people with lived experience. Since the formation of CEC there has been an increasing demand from our core clients, the HSC Trusts. This is anticipated to increase further with the development of new NMC Standards and the requirement to involve people with lived experience.

**AHPs in Northern Ireland include Dietitians, Occupational Therapists, Physiotherapists, Speech and Language Therapists, Orthoptists, Radiographers (Therapeutic and Diagnostic), Podiatrists, Music Therapists, Art Therapists, Drama Therapists, Prosthetists and Orthotists

Given the challenging financial climate, the CEC must consider efficiencies and the use of technology to enhance delivery of education to Nurses, Midwives and AHPs. CEC are committed to developing a Digital Learning Strategy. This will support HSC staff to deliver education in an increasingly digitalised environment.

This strategy document sets out CEC's values, principles, vision and mission for the next five years and will support a focused approach to implementing our core priorities. This strategy underpins the Business Services Organisation's (BSO) corporate objectives. BSO's objectives are to:

- Deliver High Quality, Valued Services to Our Customers
- Develop Our Services in Partnership with Our Customers
- Demonstrate Continuous Improvement in Pursuit of Excellence
- Help Our People Excel at What We Do

Context

Healthcare is a very dynamic and constantly changing environment and the HSC Nursing, Midwifery and AHP workforce must be supported and enabled to meet those changes.

CEC is well placed to provide support, as its primary purpose is to provide in-service education to Nurses, Midwives and AHPs. Since the formation of CEC as a regional body in 2011 there have been five strategic reviews and reforms of health and social care in Northern Ireland (Transforming Your Care (2011), The Right Time, The Right Place (2014), Review of HSC Structures (2015), Systems Not Structures (2016) and Health and Wellbeing 2026 (2016)).

Service demand is increasing astronomically at a time when the financial climate is particularly challenging. The population demographics have led to an even greater need for prevention, early intervention, rehabilitation and management of patient/clients of all ages. These challenges will require CEC to transform its traditional way of working and to seize opportunities for creative solutions to education and learning that fully facilitates safe and effective care.

In order to meet the challenges of growing demand and budgetary pressures, a series of Values Clarification Workshops were held with staff and CEC core clients (the DoH and HSCTs) to clarify the key priorities for the future. The outputs from these workshops have formed the basis of this strategy and this Strategy will form the basis of CEC direction over the next 5 years.

CEC Values

CEC strives to share its values with all stakeholders. These values will guide how we work, the decisions we make and the way we treat our customers and staff.

- » Care and compassion
- » Dignity and respect
- » Openness, honesty and responsibility
- » Quality
- » Teamwork
- » Inclusivity

We demonstrate these values through the way we work by

- » Striving for excellence in education delivery
- » Being open, listening and learning
- » Taking responsibility and leading by example
- » Responding quickly and confidently
- » Looking ahead and being creative
- » Respecting and valuing each other
- » Working in partnership for a clear common goal

CEC Educational Principles

Our approach to the delivery of high quality education is built around:

- » Working in partnership with our statutory sector partners and users to be responsive to their specific needs
- » Delivering education on four sites to be as close as possible to our users workplace
- » Planning, developing and delivering education to support patient / client centered care
- » Involving and integrating patient / clients in the delivery of education programmes
- » Promoting learning that is motivational, aspirational, and relevant to practice
- » Enabling personalisation of learning so that it is adaptable to different needs and styles
- » Providing evidence-based education that is informed by the most recent regional, national and international guidelines, policies, legislation and best practice
- » Achieving regulatory standards and aspiring to achieve more
- » Evaluating and sharing the effectiveness of our education and any lessons learnt
- » Enabling the transfer of best practice across the nursing, midwifery and AHP workforce in Northern Ireland
- » Responding to the Private / Independent Sector needs



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The CEC Vision is:

Designing and Delivering Education for Today
and Transforming Education for Tomorrow

The CEC Mission is:

Design and deliver education that supports Nurses,
Midwives and Allied Health Professionals to be the best
that they can be

The CEC Strategic themes are:

- » A motivated and highly skilled workforce
- » Enhanced educational infrastructure with education delivered close to our stakeholders in an environment conducive to learning
- » Designing and delivering high quality, creative, innovative, evidence-based education
- » Creating opportunities for collaborative working with other professionals, the public and the third sector to deliver regional educational priorities

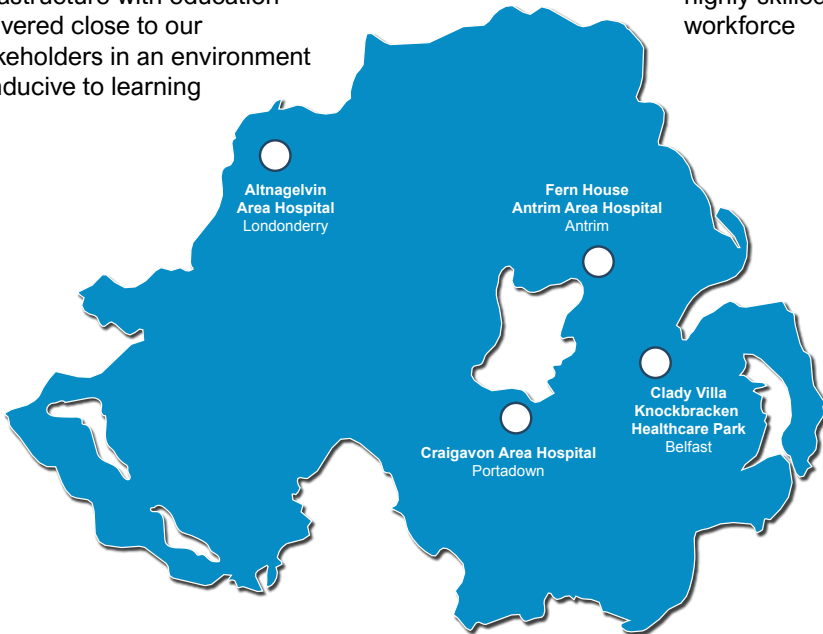
Strategy for HSC Clinical Education Centre 2018 - 2023

Our Vision: Designing and Delivering Education for Today and Transforming Education for Tomorrow

Our Mission: Design and deliver education that supports Nurses, Midwives and Allied Health Professionals to be the best that they can be

Enhanced educational infrastructure with education delivered close to our stakeholders in an environment conducive to learning

A motivated and highly skilled workforce



Creating opportunities for collaborative working with other professionals, the public and the third sector to deliver regional educational priorities

Designing and delivering high quality, creative, innovative, evidence-based education

Strategy for HSC Clinical Education Centre 2018 - 2023

BSO Corporate Objective	Strategic Theme	Making it happen	What are the measures of success
Help Our People Excel at What We Do	A Motivated Highly Skilled Workforce	1. CEC will value and invest in their staffs' development	Staff Survey
		2. CEC will invest in their staff to ensure all have the opportunity to update and maintain their clinical and teaching skills	Staff Survey
		3. CEC will investigate opportunities to align itself to the Council of Deans to further support their staff	Membership of Council of Deans (COD)
		4. CEC will support and equip staff with the ability to use educational technologies effectively	A bespoke development programme will be sourced and made available to all teaching staff
		5. CEC will carry out a staffing review to ensure all staff with the right skills are in the right place to deliver programmes appropriate to their level of expertise.	Complete Review
		6. CEC will work closely with DoH to review opportunities for strengthening an interdisciplinary approach to the delivery of programmes	Funding will be made available to enhance an interdisciplinary approach to education delivery

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BSO Corporate Objective	Strategic Theme	Making it happen	What are the measures of success
Demonstrate Continuous Improvement in Pursuit of Excellence	Enhanced educational infrastructure with education delivered close to our stakeholders in an environment conducive to learning	1. CEC will continue to invest in its infrastructure to ensure all classrooms are equipped with the most up to date teaching equipment	Yearly Audit
		2. CEC will regularly review its website to ensure it is up to date, current and relevant	Yearly Refresh
		3. CEC will maintain a presence on Social Media - Twitter	Measure number of tweets and retweets quarterly
		4. CEC will develop a yearly Education Delivery Plan to inform their Programme Planning and to assist HSCTs in identifying and planning the educational needs of their staff whilst remaining as responsive as possible to key stakeholders	Prepare an EDP
		5. CEC will maintain its presence on four sites within NI	



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Demonstrate Continuous Improvement in Pursuit of Excellence	Designing and delivering high quality, creative, innovative, evidence based education	1. CEC will work in partnership with core stakeholders to prioritise programme delivery in light of reduced/reducing capacity	Agreed Priorities with DoH and HSCTs
		2. CEC will deliver high quality face to face educational experiences, enhanced with a variety of technologies	Participant Feedback
		3. CEC will invest in making available the best learning spaces and technologies to their clients	Participant Feedback
		4. CEC will invest in developing Human Factors and simulation type training	Participant Feedback
		5. CEC will continue to build its online resources and develop its e-learning portfolio and webinar menu.	Review of e-learning resource
		6. CEC will work closely with core clients to showcase the impact on practice of their educational programmes	Yearly showcase event

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BSO Corporate Objective	Strategic Theme	Making it happen	What are the measures of success
<p>Deliver High Quality, Valued Services to Our Customers</p> <p>Develop Our Services in Partnership with Our Customers</p>	<p>Creating opportunities for collaborative working with other professionals, the public and the third sector to deliver regional educational priorities</p>	1. Set out a clear process for patient/client involvement in education programmes. This will include co-production where appropriate. The measures of success should be Develop a Patient/Client Involvement Guide.	Develop a Co-production Guide
		2. CEC will be open and transparent and share evaluation reports and review programmes in partnership with core clients	Feedback from Clients
		3. CEC will be as responsive as possible to Education Requests from core clients in line with its capacity and clients SLA Activity	Response rates to ERFs CEC will meet its SLA
		4. CEC will agree yearly regional priorities with DoH and CEAG	
		5. CEC will renegotiate the SLA if budget is reduced recurrently	CEC will create an educational collaborative forum
		6. CEC is fostering links with NIMDTA, NISCC, NIPEC to build relationships and opportunities for collaborative working and for delivery of programmes to multidisciplinary teams	
		7. CEC will work closely with the PHA to secure new funding to develop new programmes for a multidisciplinary audience	Monitor number of MDT events
		8. CEC will link to cross-border and UK /World-wide initiatives to secure new funding streams to enhance collaborative leading edge education practice	CEC will monitor funding bids

Measuring our Success

The CEC Strategic Themes will be delivered by aligning key annual activities to the Clinical Education Centre Business Plan and reporting to the Clinical Education Advisory Group.



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