

## NMC

### **Dr David Foster OBE, Chair of the Post-registration Standards Steering Group, said:**

*“It has been a privilege to be the independent chair for this review of post-registration standards especially because this is a once in a generation chance to modernise this part of the NMC’s regulatory framework. The new standards will protect patients and the public and will also create new opportunities for the profession to practise in an ever changing environment.*”

*“I am grateful to everyone who has contributed to drafting the new standards – it has not been easy for all sorts of reasons - but the energy and commitment of all those involved has been amazing. It is now time to consult on these new draft standards. They are an impressive start but they are not cast in concrete - your contribution to this consultation could help improve them.*”

*“I am on record as saying this consultation must be ‘meaningful ’and I genuinely hope you will be able to give us your views. The consultation questions have been crafted to help make the process as smooth as possible for you. Although it is a difficult time, please tell us what you think and help us make the new standards purposeful for the next generation. Thank you.”*

## CNOS

### **Ruth May, the Chief Nursing Officer for England, said:**

*“This consultation has significant implications for nursing and midwifery colleagues right across health and social care. Please read and respond to ensure you have a voice in shaping post-registration standards for the future of our professions.”*

### **Professor Charlotte McArdle, the Chief Nursing Officer for Northern Ireland, said:**

*“I would like to take this opportunity to ask all Specialist Community Public Health Nurses (SCPHN) and community nurses to engage and become involved with the consultation of the review of the NMC SCPHN and Specialist Practice Qualification (SPQ) standards. It is your chance not only to create and shape the future of your profession, but to ensure that the standards deliver the best possible outcomes for our people and our communities. Please take the next step, let your voice be heard and engage in the up and coming consultations to influence the way forward for your profession.”*

**Professor Amanda Croft, Chief Nursing Officer for Scotland, said:**

*“Scotland has a strong public health agenda, and an ambitious transforming roles programme for post-registration nursing. There has never been a more important time to have the best qualified nurses, and for the public to be protected. The NMC is reviewing its post-registration standards and this is the chance to ensure Scotland’s voice is heard. Please make some time to make your contribution.”*

**Gareth Howells, Interim Chief Nursing Officer for Wales, said:**

*“As the professional roles of nurses and midwives continue to evolve and expand to meet the health and wellbeing needs of the population and the demands of health services, it is essential that views are sought on the future requirements of the professions.*

*“The NMC is currently reviewing the standards of proficiency and the associated programme standards for post-registration community and public health roles. This is to ensure practitioners are equipped with the knowledge, skills and attributes they need to deliver high quality care now and in the future.*

*“Through the consultation the NMC wants to hear from a wide range of people’s views on the new draft standards to ensure all voices are heard and that a collaborative consultation process takes place. Do take the time to get involved and make sure your voice is heard.”*

## **Royal Colleges**

**Yinglen Butt, Associate Director of Nursing for the RCN, said:**

*“The RCN has collaborated with the NMC and acknowledge that this significant post registration standard review has been long overdue. Our members and particularly those with a Specialist Practice Qualification want to contribute to this consultation. We are planning engagement webinars as well as our usual consultation feedback to facilitate opportunities for our members to make a meaningful contribution.*

*“The Long-term Plan sets out an ambitious road map when complexity of care will continue in the diverse environments of a post covid era. We must get it right for those being trained by ensuring they have bespoke SPQ standards of proficiencies that enable them to provide the right and safe care to meet their unique user need.”*

## Educators

### **Mark Radford, Chief Nurse, Health Education England and Deputy Chief Nursing Officer for England, said:**

*“Ensuring that community nursing standards reflect the needs of all involved is absolutely crucial in ensuring the provision of the very best quality care. To do this we need to make sure that as many people as possible get to have their say about what these standards include.*

*“I’d like to encourage anybody who this affects, particularly those who are working in nurse education, to respond to the public consultation and make sure their voices are heard.”*

### **Gwendolen Bradshaw, Independent chair, programme standards, said:**

*“As you are aware, the NMC is developing new standards of proficiency and new programme standards for both SCPHN and SPQs that will be applicable across all four countries of the UK. The launch of the consultation on the draft standards is an important landmark in the development journey we are collectively undertaking.*

*“The proposed programme standards have benefited from the invaluable input from so many practitioners. I should therefore, like to thank everyone who has participated in the drafting of the standards to date and through the consultation, I look forward to hearing from a wider audience.*

*“Understandably, the pandemic we are currently experiencing may make it more challenging to find the time to read through the draft standards and to provide feedback. Yet I would urge you kindly, to take a look at them and even if you are not able to read the documents in full, to provide whatever feedback you can? Your participation in this will be so appreciated because this consultation offers such an important opportunity to help shape our professional standards for the future.*

*“Please remember these are your standards for your profession and your insight and vision can make all the difference to their development. As we’re developing standards for a very fast changing and unpredictable future please be as creative and innovative as possible in your thoughts towards this feedback.*

*“So, it’s over to you and I look forward to your response to the consultation. Please be assured that every single response will be read and considered and will be treated with the absolute professional discretion it deserves.”*

### **Liz Fenton, Deputy Chief Nurse for Health Education England, said:**

*“Nurses working in community settings have a wealth of expertise, skills and clinical knowledge that mean that people can be cared for in or close to their homes.*

*“I’d like to encourage you to take the time to respond to this consultation whether you are in practice, education or leadership roles. Getting as broad and diverse a range of views as possible will mean that the final set of standards will contribute to the provision of the very best care, both now and in the future.*

**Dr Simon Cassidy, Programme Manager Education Wales for Health Education and Improvement Wales, said:**

*“It is vital we develop on the themes generated from NMC consultations on post registration standards in 2020, and particularly important that the future direction of services benefits from the co-production and expertise of wider communities of practice and the populations they serve.”*

**Heather Bain, Academic Strategic Lead at Robert Gordon University, said:**

*“While many question if post-registration standards are needed if all nurses and midwives are accountable practitioners at the point of registration, this is a unique and important opportunity, to ensure any future standards align to the future nurse and advancing nursing roles including those in the community. Therefore, it is essential that registrants working in all areas of practice consider these proposed standards.”*

**Amanda Holland, SCPHN Programme Manager at Cardiff University, said:**

*“As programme manager of the SCPHN health visiting programme at Cardiff University’s School of Healthcare Sciences, I encourage everyone involved in health visiting practice to contribute to the NMC’s consultation of the draft SCPHN standards. This is a unique opportunity for you to influence the development of regulatory standards that should encompass the breadth and uniqueness of the specialist role of health visitors, now and in the future.”*

## **Occupational Health**

**Deborah Edmonds, Independent Chair for Occupational Health Nursing, said:**

*“As occupational health nurses, we’re in a unique position to influence beyond the health and care sector into workplaces across the UK. This consultation is a great opportunity for us to shape the future of our profession. We need to take this opportunity and demonstrate the ambition we all have for our profession. I’m proud to have been involved in developing these new ambitious draft standards that have the potential to really redefine occupational health nursing. However, it’s only through the involvement of occupational health nurses working in a wide range of settings across the country that we’ll find out if they really work.”*

**Anne Harriss, President of the Society of Occupational Medicine, said:**

*“This is the first time that our regulator, the NMC, has consulted so widely on the standards to be incorporated in post-registration programmes. It is essential that we all contribute to this consultation. It is our opportunity to shape the content of NMC approved Specialist Community Public Health Nursing courses, including those preparing occupational health nurses (OHNs). This is an opportunity to ensure that courses prepare occupational health nurses that are able to meet the challenges of both the present and*

*the future. When giving feedback to the NMC bear in mind that universities are required to incorporate all the NMC standards into the degree programmes they approve.*

*“Nurse prescribing has been mentioned as a possible standard. Before responding on this element, reflect on whether this an essential requirement for all OHNs and in all areas of OH practice. A significant amount of teaching and learning time will be required to become competent and safe to prescribe. Prescribing would be part of the practice element of the programme and it may be difficult for those students who not working service where medication is issued. It is already difficult to include everything that OHNs need for their specialist practice other elements would need to be left out or the courses would need to be lengthened, perhaps by one semester or longer adding to course costs. Issuing medication to clients is already possible using patient group directions. As it is already possible to undertake a stand-alone course to become an independent prescriber does this need to be a standard for OH programmes?”*

### **Nikla Sumesar–Raj, Occupational Health Nurse, said:**

*“The spotlight now turns to us, community based nurses. These new Post Registration Standards set out our future defining parameters which will raise our specialisms out of the shadows. They will give us the opportunity to measure our contribution to influencing positive changes to population health and well-being, from a different perspective. These new Standards will help us to take the delivery of health services out of the realm of institutionalised care and into the path of the day-to-day lives of the population. The new Standards are an opportunity to explore a new dimension in healthcare provision which meets the needs of a population on their terms and in their natural element.*

*“As Community based Nurses we will now have available to us a wider range of tools to use to influence change in population behaviours. Therefore, please take the time to review the new Standards and offer your considered opinion on their possible effectiveness.”*

### **Jyoti Patel, Occupational Health Nurse, said:**

*“Nursing is a safety critical profession so the NMC consultation for new draft standards is pivotal for the future of SCPHN and Specialist Practitioner post-registration education and practice. I encourage all SCPHN & Specialist Nurses to offer their views to the NMC and participate in this consultation: have your say, influence future education and safe, effective clinical practice in your (these) Specialist areas. Whether you agree/ disagree, have suggestions or concerns about these draft standards, your experience and clinical expertise matters so make a contribution & submit your view. Your comments are necessary and are welcome.”*

## **Health Visiting**

### **Jane Harris, Independent Chair for Health Visiting, said:**

*“We’re at a really important stage in the process. We have a set of draft standards and we really need to know what you think. It’s an opportunity for everybody to have their say. I know how passionate health visitors are about your profession and how deeply you care about the families, the individuals, the parents and the communities you serve. Our professional standards shape who we are, what we do and the impact we have. Wherever*

*you are in your career, I know you'll have something important to share. So have your say, let the NMC know what you think and let's make these standards the best they can possibly be."*

*"I'd encourage all those working in school nursing to get involved and help shape these new standards. With your input, we can maximise our opportunity as school nurses to support improvements in physical, mental and emotional health and wellbeing in our population. This is about the future of school nursing – have your say."*

**Alison Morton, Acting Executive Director for the Institute of Health Visiting, said:**

*"We thank the team at the NMC for their considerable efforts to ensure that the future SCPHN standards are shaped by as many practitioners as possible through their public consultation process. These new standards provide a much-needed opportunity to build on the advances in the evidence base for universal child and family health visiting and ensure that the profession is equipped to address the pressing public health challenges that we face as a society now, and in the future. It is vitally important that the views of health visitors are heard and help shape these new standards – there is no better voice for health visiting than that of health visitors themselves. We encourage all health visitors to respond either individually, or by linking into the engagement work that we will be leading at the iHV over the coming weeks."*

**Jane Beach, Lead Professional Officer, Unite CPHVA said:**

*"Whilst we absolutely recognise the demands being placed on community practitioners, especially at this time, we encourage our members to get involved and respond to this important consultation. Their views can help shape and influence the future of their professions."*

**Janet Taylor, National Chair, CPHVA executive committee, said:**

*"It is vital that members are involved in the debate about SCPHN standards of education. This will protect and shape the future of public health nursing."*

**Amanda Holland, CPHVA Executive Wales Chair, said:**

*"As CPHVA Executive Wales Chair and as lead for regulation, I represent the Executive on the NMC SCPHN health visiting standards development group. I believe I have been fortunate to have been involved in the development of drafting the standards for health visiting, but I also believe it's crucial that you are involved in this important work and that your views and your opinions are heard too. I urge you to make the most of the opportunity to contribute to the consultation phase of the standards. You can influence the future regulation of our unique profession. Tell us what works and what doesn't work. What can be improved? Make sure your voice is heard now, before it's too late."*

## Social care

### **A Department of Health and Social Care spokesperson said:**

*“Community nurses are highly skilled and do an incredible job providing care and advice to those in need, including supporting them to remain living in their own homes.*”

*“It is important we bring post-registration qualifications up to date to better reflect and recognise the skills and care standards required today, and in the future, from our specialist nurses. We encourage staff and interested organisations to share their views with the Nursing and Midwifery Council by 2 August.”*

### **Oonagh Smyth, CEO, Skills for Care said:**

*“We know the professionalism and skills thousands of nurses in adult social care is delivering high quality, relationship-based care so we welcome the consultation by the Nursing and Midwifery Council on post-registration standards and a new specialist practice qualification for our sector.*”

*They want to hear the views of nurses and employers about how the proposed qualification will work, and what is required for the draft standards to reflect rewarding and challenging nursing roles in adult social care. I would urge you to take this opportunity to engage with a consultation that will help create standards that benefits both nurses and the people they work with.”*

## General Practise/Primary Care Nursing

### **Jenny Aston, council observer for the Royal College of General Practitioners (RCGP), said:**

*“I would like to encourage you to take part in the NMC consultation on post-registration standards. It is vital that nurses working in general practice and primary care use this once in a generation opportunity to influence the standards which set the framework for future nurses. You are the best placed to comment on what characteristics nurses need to deliver the best care over the next ten years.”*

### **Dr Michael Mulholland, council member of the Royal College of General Practitioners (RCGP), said:**

*“General practice is a team profession with many types of nurses being key members of the primary care team, delivering patient care. As such, it’s vital that GPs, and others working in primary care, have a voice in this consultation, which will shape standards for post-registration nursing.”*

**Dr Kate Lovett, Dean of the Royal College of Psychiatrists (RCPsych), said:**

*“It is impossible in modern healthcare not to work in close collaboration with other professions. I warmly welcome this important consultation of postgraduate training of nurses. I would encourage every doctor to take time to support it and to help shape future high quality training opportunities to deliver the workforce our patients deserve.”*

**Nav Chana, Clinical Director for the National Association of Primary Care (NAPC), said:**

*“It’s been good to be involved in this important public consultation for the development of new standards for community nursing practice which will hopefully align with the delivery of high quality and sustainable models of care both now and in the future. In order to do this, there needs to be engagement with a broad range of views to ensure the standards are fit for purpose and ultimately contribute to improving population health outcome.”*

## **Health and Justice/Prisons**

**Fiona Grossick, National Clinical Quality Lead for Health & Justice for NHS England & Improvement, said:**

*“I welcome the inclusion of our health and justice nursing workforce in the Specialist Practitioner Qualifications Standards and would encourage all our services to engage in this consultation.*

*“The health and justice nursing workforce is a valued and key role for delivering high quality healthcare to some of the most vulnerable people in our communities. It is therefore key, that through this consultation, we ensure these post-registration standards reflect the vital role nurses play in delivering high-quality care and improving outcomes for our population.”*

**Stella Hannaway, Head of Transformation for Spectrum Community Health said:**

*“Offender health nursing is driven by both passion and knowledge in equal measure. It’s a unique and challenging environment for nurses, and the specialism has been thriving quietly for many years. The opportunity to directly influence and promote prisons and places of detention is now timely and never more relevant given the recent recognition nationally for nurses in this community.”*



## School Nurses

### **Barbara Morgan, Independent Chair for School Nursing, said:**

“School nurses lead services which aim to improve the health and wellbeing of the school age population and they are champions for children’s rights. We work collaboratively across health, education and other services and are an integral part of a broader evidence based public health service. Through health education, health promotion and early interventions, school nurses are committed to reducing health inequalities across the life course.

### **Diane Irvine, Specialist Community Public Health Nurse (School Nurse) for Maybole Health Centre, said:**

*“I have thoroughly enjoyed being included in the focus group reviewing NMC post-registration standards. As a practicing Specialist Community Public Health Nurse (School Nurse) within NHS Ayrshire and Arran Health and Social Care Partnership. I feel it is important to be involved in the decision making process to ensure that the practical side of reviewing and implementing is understood at ground level. A true operational approach is very welcome and means that the clinicians involved feel valued, included and supported. In turn this means a motivated response to change.*

*“By being involved in the consultation it allows the opportunity to raise the profile of the actual role. This will, through time, ensure that maximum impact can be achieved and can only help to promote school nursing (SCPHN) as a career option for nurses in the future.”*

### **Bernadette Lally, school nurse with Southern Health and Social Care Trust in Northern Ireland, said:**

*“As a Specialist Community Public Health Nurse (SCPHN) in School Health I feel privileged to be part of an innovative, creative and specialist professional team serving and making a difference to the lives of children, young people and their families. With expertise, knowledge and understanding related to the complex biopsychosocial needs of children in the 21st century I support and promote fundamental lifelong health and wellbeing throughout the child’s journey into adulthood. Collaborative working supporting a family approach whilst always advocating for the child as central, working with various generations of adult and child concurrently requires professional skills and competence.*

*This autonomous work as a SCPHN in School Health is now far reaching beyond the school gates and beyond traditional roles perceived to be a Nurse in Schools.*

*“Nurses in School Health have the opportunity to make a difference to the next generation of SCPHN in School Health ensuring they have the knowledge, skills and competence required by contributing their valuable insight of what is required to address the 21st century needs for children young people and their families in the development of these standards.”*

**Dr Mark Whiting, WellChild Professor of Community Children's Nursing at the University of Hertfordshire, said:**

*"I was delighted to be invited to participate in the early stages of this consultation, working alongside colleagues to ensure that Community Children's Nurses have been involved at each stage of reviewing the draft specialist practice standards. I would encourage all colleagues to participate in this consultation in order to ensure that the needs of children, young people and their families are fully reflected in what I hope will be a set of standards that are really fit for the future."*

## District Nurses

**Beverley Hope, District Nursing student in England, said:**

*"It is important for students to be involved as they have first-hand experience and knowledge of what can be improved and what works well. To be part of the process is rewarding and gives students a voice to encourage the next generation of students to continue the excellent and multi-faceted work of the district nurse."*

## Community Nurses

**Paul Edwards, Director of Clinical Services for Dementia UK, said:**

*"I fully support colleagues to take part in this consultation. Many nurses have inputted into the development of these standards and now it is your chance to help us shape our future. As we move into ever more integrated and complex care in specialist nursing, it is important that we get the expectations of specialist nursing practice right, not just to ensure the standards now, but to build for the future and inspire the next generation of specialist nurses. Now is the time for you to have your say."*

**Davina Richardson, Children's Specialist Nurse for Bladder & Bowel UK, said:**

*"The consultation on post-registration standards in nursing invites us to comment on the proficiencies that have been identified as required for specialist post-registration education and practice. This is an opportunity to influence both the validity and integrity of our post-registration education programmes and professional standards of practice; to ensure that the standards not only contribute to maintenance of public confidence in our profession, but also that the standards apply to all specialities and that educational programmes are fit for purpose and produce specialists who are autonomous, experienced and safe leaders of nursing care, capable of contributing to research and continuing improvement in standards of care and patient safety."*

**Rohit Sagoo, Founder of British Sikh Nurses, said:**

*“It is imperative that the new SCPHN standards reflect the voluntary, non-profit and charity organisations that carry out pockets of important grassroots work carried within communities that assist in bridging the gap between the work of the Specialist Community Public Health Nurses and the hard to reach communities. Within the process of developing the new standards, this gives these outreach organisations an opportunity to have their say in how to forge a better understanding of community cohesion and partnership working between SCPHN’s and the wider community.”*