

**NIPEC CLINICAL
CAREER PATHWAY**



**STAFF NURSE & SENIOR STAFF NURSE
SPECIALIST NURSE
ADVANCED NURSE PRACTITIONER
CONSULTANT NURSE AND
CONSULTANT MIDWIFE**

**ROLE FRAMEWORKS -
PRACTICE LEVEL 5 - 9**



Context

[NIPEC Nursing and Midwifery Career and Development Model](#) will support the establishment of a dynamic, future-ready nursing and midwifery workforce through three integrated career pathways:

- Clinical Practice,
- Operational Management,
- Education & Research.

Each pathway will provide structured progression and competency frameworks across all [Levels of Practice](#) from non-registered staff, newly registered staff nurse/midwife to advanced/expert roles. The careers resources will empower nursing and midwifery professionals to develop expertise, meet the reform agenda and deliver optimum care through having the *right person* delivery the *right care*. By investing in these pathways, we will strengthen workforce resilience, enhance patient/population outcomes and position nursing and midwifery as cornerstone professions in a modern health system [nursing and midwifery career pathways](#) aim to guide career development for staff working in a wide range of roles and practice settings: unregistered staff, through to newly qualified nurse/midwife level and onto experienced and expert practice levels.

- Improve career development and job satisfaction for staff by outlining knowledge, skills and behaviours expected at each Level of Practice and support individuals to learn skills and experience that enable them to progress within their career journey.
- Promote a more agile workforce through recognising competencies that are transferrable across roles outlined within the three core career pathways.

NIPEC aim to empower our staff, promoting continuous professional development opportunities in every setting across the health and social care system in Northern Ireland through the [Learning & Development Framework | Nursing and Midwifery Careers NI](#)

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Clinical Practice Career Pathway



Most nurses and midwives choose to work in a role which enables them to deliver direct patient and client care. There are numerous opportunities available work in a wide variety of areas and roles in clinical practice. A nurse or midwife, may choose to specialise in one area of practice or work across different areas during their career.

[Roles Frameworks](#) aligned to the career pathways, support staff to make decisions regarding their career journey (a health care support worker, a nurse or midwife). The clinical practice role frameworks will support an understanding the competencies (knowledge, skills and behaviours) expected at all [Levels of Practice](#) in the clinical setting. Moreover, the wider Career and Development Model will support you to consider opportunities to develop competencies that are transferable across roles outlined in the three core pathways The clinical practice career pathway outlines role frameworks at each level of practice 2-9. Each Role Framework contains key information including:

- a role descriptor
- professional registration requirements (Levels 5-9)
- expected education and/or experience
- competencies (knowledge, skills and behaviour statements) required for each role and associated level of practice
- assessment and development tool to support your development

Access the role frameworks aligned to the Clinical Practice Pathway (with associated assessment tools) here: [Clinical Pathway Role Frameworks](#)

- Level 2-4, Assistant/Support Worker, (under development)
- Level 5: Registered Staff Nurse,
- Level 6: Registered Senior Staff Nurse,
- Level 7: Specialist nurse,
- Level 8: Advance Nurse Practitioner,
- Level 9 Consultant Nurse.



Career & Development Model
for Nursing & Midwifery



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