

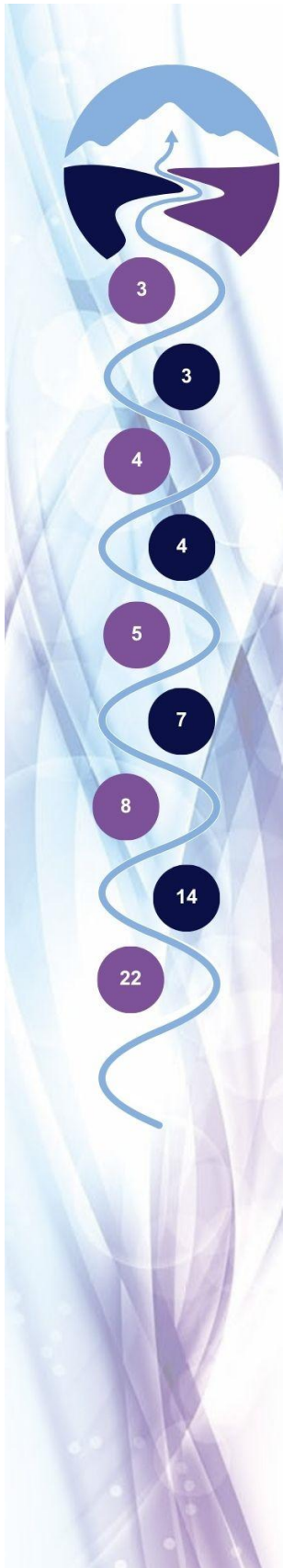
NIPEC CLINICAL CAREER PATHWAY



ENHANCED NURSE PRACTITIONER LEVEL OF PRACTICE 7 ROLE FRAMEWORK



Career & Development Model
for Nursing & Midwifery



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1. INTRODUCTION

As the largest professional group, nurses play a pivotal role in healthcare provision. Nurses practise autonomously and are responsible for the delivery of safe, effective, compassionate and quality person-centred care that respects and maintains dignity and human rights. Their unique combination of knowledge, skills, compassion and dedication makes them indispensable in preventing ill-health and promoting and maintaining the health and well-being of individuals and communities across the lifespan^{1,2}.

2. BACKGROUND

Northern Ireland Practice and Education Council for Nurses and Midwives (NIPEC) have compiled a suite of Role Frameworks which are building blocks to support career progression and professional development. Examples of Role Frameworks have been regionally agreed for a Nursing Assistant, Senior Nursing Assistant, Ward Sister/Charge Nurse and Team Leader, Specialist Nurse, Advanced Nurse Practitioner and Consultant Nurse/Consultant Midwife.

This Role Framework has been developed for Registered Nurses working in enhanced roles at level 7 and outlines the key knowledge, skills, behaviours and educational requirements which enable high standards of care. It aims to provide consistency, structure, guidance and direction in relation to career progression. The Framework also provides clear expectations for nursing practice across a range of roles and settings. These roles can span wide areas of health and social care aligned to local and national legal, regulatory, professional and educational requirements. This includes but is not limited to the delivery of safe and effective care for a range of people across the continuum of care with an understanding of the wider determinants of health to promote wellbeing, protect health and prevent ill health. All nurses and midwives on the NMC register must practise in line with the NMC Code³.

¹ [NMC Standards for competence for registered nurses](#)

² [Standards of proficiency for registered nurses - The Nursing and Midwifery Council](#)

³ [The NMC Code](#)

A number of key strategies and frameworks have been considered in developing this framework. These resources may be helpful in supporting a career journey. See Appendix 1.

3. WHO THE FRAMEWORK IS FOR?

This Role Framework is for:

- registered nurses working in registered nursing: enhanced roles at Level 7;
- nurses working towards or undertaking additional education to progress their careers;
- people who receive care
- people who work with nurses practising in registered nursing: enhanced roles at level 7;
- individuals in organisations who play a role in recruiting, managing, delivering and assuring the quality of governance processes and service delivery;
- professional organisations, policy makers and commissioners, and
- those who have a role in educating, supervising and supporting nurses practising at registered nursing: enhanced level 7.

4. PARTNERSHIP WORKING

This Framework was developed in collaboration with key stakeholders as part of the overall development and implementation of the nursing and midwifery career and learning and development framework.

5. LEVELS AND PILLARS OF PRACTICE

Levels of Practice⁴ outline the expectations of roles at practice levels 2–9 for nurses, midwives and related support roles. They span from Level 2 Support

⁴ [Career Framework for Health](#)

Worker/Assistant to Level 9 Consultant Nurse/Consultant Midwife/Director/Professor (Figure 1).

Figure 1: Level of Practice and Role Overview	
Level of Practice	Role Overview
2	People at level 2 require basic factual knowledge of a field of work. They may carry out clinical, technical, scientific or administrative duties and provide safe, effective, person-centred care under the direction of a registrant.
3	People at level 3 require knowledge of facts, processes and general concepts in a field of work. They may carry out a wider range of duties than the person working at level 2 and will have more responsibility, with supervision by a registrant.
4	People at level 4 require factual and theoretical knowledge in broad contexts within a field of work. Work is guided by standard operating procedures, protocols or systems of work and they may have responsibility for supervision. BSc (Hons) or MSc to Registered Nurse and Registered Midwife.
BSc (Hons) or MSc to Registered Nurse and Registered Midwife	
5	People at level 5 will have a comprehensive, factual and theoretical knowledge on registration. They use knowledge to solve problems creatively, make judgements which require analysis and interpretation, and actively contribute to service development, supervision or training.
6	People at level 6 require a critical understanding of detailed theoretical and practical knowledge, are specialist and/or have management, education and leadership responsibilities. They demonstrate initiative and creativity in finding solutions with responsibility for team performance and development.
7	People at level 7 have a critical awareness of knowledge and issues in the field and at the interface between different fields. They are innovative and have a responsibility for developing and changing practice and/or services in a complex and unpredictable environment.
8	People at level 8 require highly specialised knowledge, some of which is at the forefront of knowledge in a field of work. They are leaders with considerable responsibility, and the ability to research and analyse complex processes. They may lead policy, research, education or service delivery and improvement and have clinical, management or education responsibilities.
9	People working at level 9 require knowledge at the most advanced frontier of the field of work and at the interface between fields. They will have responsibility for the development and delivery of a service to a population or leading research at the highest level of the organisation.

Source of Figure 1: Adapted from www.skillsforhealth.org.uk

The **Levels of Practice** reflect role development and progression similar to the Knowledge and Skills Framework⁵. The **Level of Practice** does not equate to the banding of Agenda for Change, which is related to remuneration.

The levels are aligned to four **pillars of practice**: Clinical Practice, Education and Learning, Leadership and Research and Development (Figure 2). It is the underpinning knowledge, skills and behaviours outlined in the 4 **pillars of practice** which determine the **level of practice** of each role. This will enable a standardised

⁵ Knowledge and Skills Framework.

approach to the design and delivery of models of nursing and midwifery roles across service provision to support delivery of safe and effective person-centred care.

Figure 2: Pillars of Practice



Source of Figure 2: Adapted from Post Registration Career Development Framework (NES 2010)

The Pillars of Practice outline the breadth and range of knowledge, skills and behaviours required to practice safely and effectively across the wide variety of roles and settings, as described below:

Clinical Practice: It is important that individuals acquire key clinical knowledge, skills and behaviours appropriate to their specific job to ensure the delivery of safe and effective person-centred care. This will support workforce planning and workforce modelling to enable the right people, with the right skills are in the right place at the right time.

Education and Learning: The pillars of practice will define educational requirements to support individuals to maintain and advance their knowledge, skills and behaviour throughout their career journey.

Leadership: The leadership pillar of practice promotes the importance of the role of registrants in inspiring and managing practice, demonstrating professionalism and accountability at every level.

Research and Development: This pillar focuses on advancing nursing and midwifery practice through evidence-based care, continuous learning and dissemination of practice to improve healthcare outcomes.

A **Staff Assessment & Development Tool** (Appendix 2) will help staff, in consultation with their line manager, to reflect on their current job role and identify areas where further training and development could enhance or advance their skills in each pillar of practice.

6. CONTINUOUS PROFESSIONAL DEVELOPMENT

In addition to the educational requirements specific to the roles, individuals should also have access to a range of ongoing professional development activities to enable them to continue to enhance their knowledge and skills throughout their career. Induction specific to the role and area of practice will be completed which will complement the core education requirements for the role.

These include:

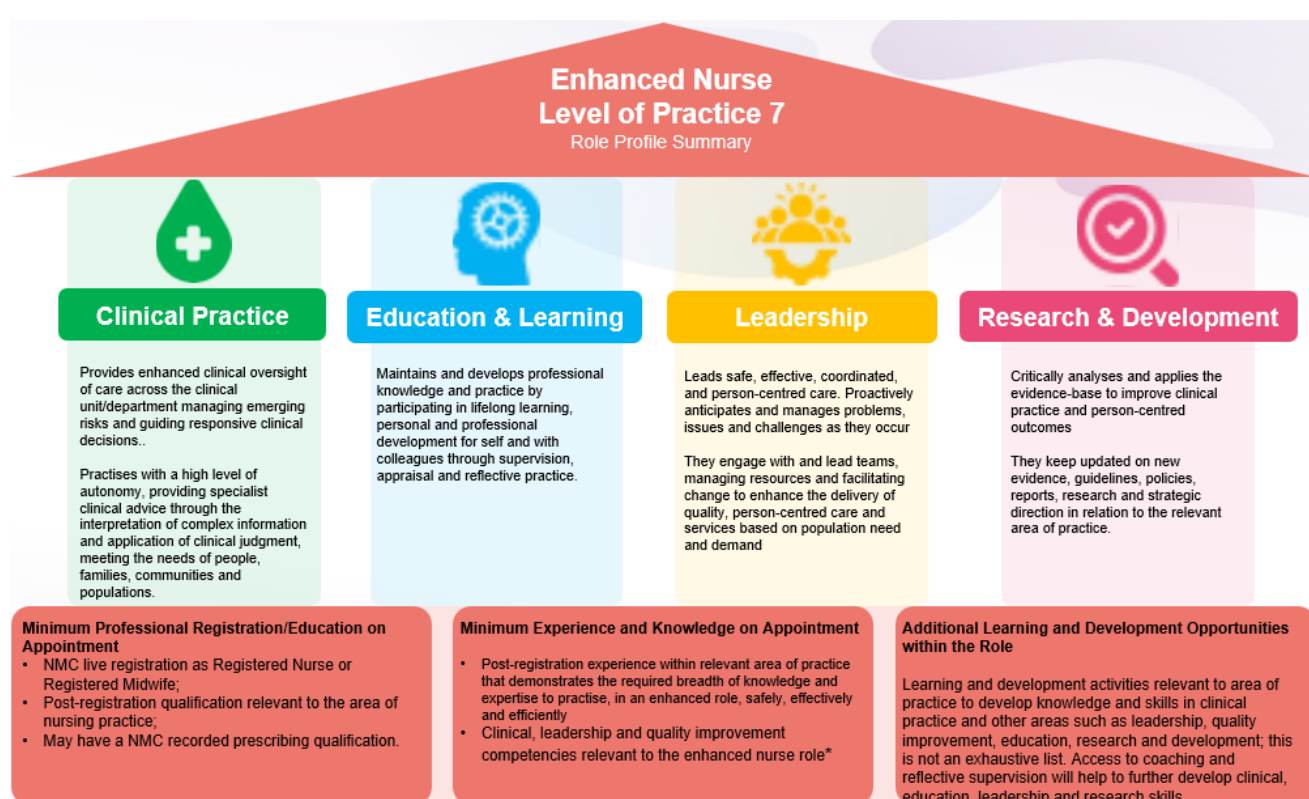
- Mandatory training;
- Learning through practice;
- Appraisal, preceptorship (where relevant) and personal development planning, and
- Access to post graduate commissioned and non-commissioned learning and development programmes available through a range of education providers.

Further information and support for Learning and Development can be found on the Northern Ireland Nursing and Midwifery Learning and Development Framework: ([Learning & Development Framework | Nursing and Midwifery Careers NI](#)).

7. KNOWLEDGE, SKILLS AND BEHAVIOURS FOR ENHANCED NURSE (LEVEL OF PRACTICE 7)

A profile summary for the role of Registered Nurse Enhanced Role, Level of Practice 7, is outlined in Figure 3:

Figure 3: Registered Nurse: Enhanced Role Profile Summary



* Clinical, leadership and quality improvement competencies relevant to the enhanced nurse role are regionally agreed/determined by the nursing leads of the service area.

REGISTERED NURSE: ENHANCED ROLE DESCRIPTOR

Key Knowledge, Skills, Behaviours

Clinical Practice

The Registered Nurse: Enhanced Role, practises autonomously and delivers safe, effective, compassionate person-centred care in collaboration with members of the interdisciplinary team meeting the needs of people, families and communities. They provide enhanced clinical oversight of care across the clinical unit/department, managing emerging risks and guiding responsive clinical decisions. They practice with a high level of autonomy, providing specialist clinical advice through:

- interpretation of complex information and application of clinical judgment,
- decision-making in assessment, diagnosis and management of care.
- promotion of health, the prevention of illness and the care of ill, disabled and dying people.

Ability to:

- Demonstrate accountability and responsibility to lead the delivery of safe, effective and person-centred care, providing specialised expertise and clinical oversight across the unit/department, in addition to being an effective member of the inter-disciplinary team.
- Holistically assess, plan, implement and direct complex care/interventions and evaluate effectiveness and outcomes.
- Use a wide range of skills and strategies, including advanced communication skills to support people in making decisions on complex matters or in complex, challenging and unpredictable situations.
- Use and evaluate technology, digital and information systems to collect, analyse and share complex information effectively and concisely for a range of situations and contexts to ensure safety and continuity of care and to improve health outcomes

- Promote and Influence others to incorporate non-judgemental, values-based care into practice, demonstrating equality, equity, diversity and inclusion⁶, challenging discriminatory behaviours and acting to improve inclusion
- Work collaboratively and act as an advocate for people⁷ and empower them to share in decision-making about their care to improve health literacy and to maximise their health and well-being
- Critically understand and apply relevant legal regulatory and governance requirements, frameworks, guidance⁹, policies and professional and ethical frameworks; embedding them into practice.
- Promote, monitor and maintain health, safety and security of self and others, by adhering to health and safety legislation and policies
- Act on concerns and/or incidents, (including escalation, reporting and responding) in accordance with local reporting policies and procedures and professional standards; including people in need of safeguarding
- Ensure completion of person-centred risk assessments and implementation of plans of care, for example: Care Bundles, Mental Capacity Act⁸ etc

Key Knowledge, Skills, Behaviours

Education & Learning

The Registered Nurse: Enhanced Role will have a comprehensive factual and specialised theoretical knowledge within the area of practice and awareness of the boundaries of that knowledge including evidence of continuous professional development.

Ability to

- Role model accountability for own professional development and the maintenance of professional competence and NMC revalidation⁹.

⁶ Nursing and Midwifery Council (NMC) (2022) *Our EDI aims*. London: NMC.

⁸Department of Health (DoH) (2016) *Mental Capacity Act*. Belfast: DoH.

⁹Nursing and Midwifery Council (NMC) (2021) *Revalidation*. London: NMC.

- Engage in, support and facilitate a wide range of learning activities, assessment, complex decision making and organisational skills and reflective supervision to improve care and practice in self and others.
- Create an effective and supportive environment that ensures learning opportunities for others.
- Act as an experienced supervisor, assessor, teacher, mentor, facilitator for: pre-registration and post-registration nurses; new team members; non-registered healthcare/nursing staff; and other healthcare professionals supporting others to take on these roles to ensure best practice standards and a culture of excellence.
- Lead the development of a positive learning culture for the interdisciplinary team supporting positive team development and cohesion across disciplines and agencies.
- Engage in learning needs analysis, educational audit and evaluation of educational interventions. Review data collected to plan and lead on a positive learning environment, manage talent and succession plan.
- Implement lessons learned from audit, adverse incidents and complaints
- Lead the development and facilitate use of education materials for students, staff and people and evaluate effectiveness and impact.

Key Knowledge, Skills, Behaviours

Leadership

The Registered Nurse: Enhanced Role, Leads safe, effective, coordinated, and person-centred care. Proactively anticipates and manages problems, issues and challenges as they occur. They engage with and lead teams, managing resources and facilitating change to enhance the delivery of quality, person-centred care and services based on population need and demand.

Ability to

- Utilise the Collective Leadership Framework for Nursing and Midwifery to assess, develop and demonstrate leadership capabilities through:

- gaining insight into self and own behaviours through reflective practice and acting on feedback;
 - demonstrating compassionate leadership;
 - demonstrating enhanced skills in motivating, influencing and negotiation;
 - role modelling professional ethics, values and best practice as per NMC Code and in specific to the relevant area of expertise;
 - valuing and promoting equality, and diversity; and
 - respectful practice ensuring a culture of inclusion.
- Engage in activities to promote self-care and enhance the team's health and well-being.
 - Demonstrate accountability for own professional practice and hold others to account as per NMC Code.³
 - Work autonomously as an equal partner with a range of other professionals, and in interdisciplinary teams.²
 - Appropriately manage and delegate to others in accordance with the regional framework guidelines¹⁰ and organisational governance arrangements, and in the area of practice.
 - Role model highly developed verbal, non-verbal and written communication skills, including communicating on complex information at an appropriate level to a range of audiences, ensuring accessibility and inclusivity.
 - Actively promote a supportive and just culture, where constructive feedback is received positively and regarded as a learning opportunity.
 - Display creativity and innovation in exploring and implementing possible solutions to problems and evaluating their effectiveness, in particular for the area of practice.
 - Review lead and manage staff, financial and other resources required to deliver safe effective person-centred care, making professional risk based decisions when necessary to resolve resource issues.
 - Use recognised workload assessment and skill mix tools to ensure safe and effective person-centred care.

¹⁰ Northern Ireland Practice and Education Council (NIPEC) (2019) *Deciding to Delegate: a decision support framework for nursing and midwifery*. Belfast: NIPEC.

- Develop and utilise local governance structures, frameworks, strategic drivers and policy to improve care.
- Provide leadership for quality improvement and service development (in particular for area of practice) to enhance people's wellbeing and experiences of healthcare.¹¹
- Contribute to workforce development through personal and professional development of individuals and teams aligned to organisational priorities, in particular for the area of practice.
- Lead on restrictive practice protocols to minimise use and promote the principle of least restriction possible following requirement for decision making, reporting and governance (DoH, 2023).
- Co-produce strategies and plans for service design with people, families and staff to improve care outcomes and which achieves a safe, inclusive and healthful culture.

Key Knowledge, Skills, Behaviours

Research & Development

The Registered Nurse: Enhanced Role leads the development and implementation of strategies to improve care, treatment and services for the people in their care. They apply quality improvement methodologies; lead evidence-based initiatives; influence decision-making, and creative problem solving.

Ability to

- Act as a role model for the wider team by promoting a positive culture in quality improvement, research and evidence-based practice.
- Demonstrate the ability to search, critically appraise and evaluate evidence to inform person-centred practice, in the area of practice.
- Promote adherence to research governance, including Good Clinical Practice, ethics, data protection and confidentiality.

¹¹ Northern Ireland Practice and Education Council (NIPEC) (2024) *A Collective Leadership Framework for Nursing and Midwifery*. Belfast: NIPEC

- Lead on, enable and contribute to quality improvement projects, service improvement initiatives, clinical audit and research activity¹².
- Disseminate and implement good practice and learning emerging from quality indices, audit, research and quality improvement activity to enhance practice and peoples experience of care.
- Contribute to the wider research agenda through initiating or supporting nursing led research and improvement activity, especially within the area of practice.

Minimum Professional Registration & Education Level & Experience

Registered Nurse: Enhanced Role

- NMC live registration as Registered Nurse or Registered Midwife;
- Post-registration qualification relevant to the area of nursing practice;
- May have a NMC recorded prescribing qualification

Experience on appointment

Post registration expertise within specialty/area of practice that demonstrates the required breadth of knowledge and expertise to work in an enhanced role within specific service area/area of practice and lead safely, effectively and efficiently. Clinical, leadership and quality improvement competencies relevant to the enhanced nurse role; regionally agreed/determined by the nursing leads of the service area.

Additional Learning and Development Opportunities

Learning and development activities relevant to their area of expertise to develop their knowledge and skills in clinical practice and other areas such as, leadership, quality improvement, research and development; this is not an exhaustive list. Access to coaching and reflective supervision will help the registered nurse: enhanced role to further develop their clinical, management and leadership skills.

¹² National Health Service (NHS) England (2023). *Improving patient safety culture- a practical guide*. London: NHS England.

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APPENDIX 1

In developing this Framework, the following have been considered:

- [A Collective Leadership Framework for Nursing and Midwifery](#)
- [Career Framework for Health](#)
- [Delegation Decision Framework](#)
- [Enabling professionalism - The Nursing and Midwifery Council \(nmc.org.uk\)](#)
- [Knowledge and Skills Framework](#)
- [Mental Capacity Act | Department of Health \(health-ni.gov.uk\)](#)
- [NI Preceptorship Framework](#)
- [NMC standards for competence for registered nurses](#)
- [Nursing and Midwifery Task Group \(NMTG\) Report & Recommendations](#)
- [Our EDI aims - The Nursing and Midwifery Council \(nmc.org.uk\)](#)
- [Person-Centred Nursing | Wiley Online Books](#)
- [Quality 2020](#)
- [Reflective Supervision Framework | NIPEC](#)
- [Safeguarding Adults Core Competency Framework](#)
- [Safeguarding Children Learning and Development Guidance for Nurses Midwives and AHPs 2022.pdf](#)
- [Shaping Our Future: A Vision for Nursing & Midwifery in NI: 2023-2028](#)
- [Standards of proficiency for registered nurses - The Nursing and Midwifery Council](#)
- [The NMC Code](#)
- [World Health Organisation - Health Topics - Nursing \(who.int\)](#)
- [5 Principles to Improve the Patient Experience \(hbr.org\)](#)
- [Standards of proficiency for community nursing specialist practice qualifications \(SPQ\) - The Nursing and Midwifery Council](#)
- [Standards for post-registration programmes - The Nursing and Midwifery Council](#)

SELF-ASSESSMENT AND DEVELOPMENT TOOL

This Self-Assessment and Development Tool should be used to map the knowledge, skills and behaviours required for the enhanced role in the service within which the nurse is working.

Please review the knowledge, skills and behaviours in the Enhanced Nurse Role Framework and add those which require “A Lot” or “Some Development” to the blank rows under each of the 4 pillars of practice, rating the development. It is recognised that nurses will have additional specific clinical, leadership and quality improvement competencies required for the enhanced nurse role and these can be also added in the blank rows under the relevant pillar of practice.

Name	
Organisation	
Role	
Date	



CLINICAL PRACTICE

Knowledge, Skills & Behaviours	Rating	Evidence to Support Achievement
	<input type="checkbox"/> I am well developed <input type="checkbox"/> I need some development <input type="checkbox"/> I need a lot of development	
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CLINICAL PRACTICE

Knowledge, Skills & Behaviours	Rating	Evidence to Support Achievement
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EDUCATION & LEARNING

Knowledge, Skills & Behaviours	Rating	Evidence to Support Achievement
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EDUCATION & LEARNING

Knowledge, Skills & Behaviours	Rating	Evidence to Support Achievement
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RESEARCH & DEVELOPMENT

Knowledge, Skills & Behaviours	Rating	Evidence to Support Achievement
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RESEARCH & DEVELOPMENT

Knowledge, Skills & Behaviours	Rating	Evidence to Support Achievement
	<input type="checkbox"/> I am well developed <input type="checkbox"/> I need some development <input type="checkbox"/> I need a lot of development	
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LEADERSHIP

Knowledge, Skills & Behaviours	Rating	Evidence to Support Achievement
	<input type="checkbox"/> I am well developed <input type="checkbox"/> I need some development <input type="checkbox"/> I need a lot of development	
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**I need some
development**

**I need a lot of
development**



Career & Development Model
for Nursing & Midwifery



For further information, please contact



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