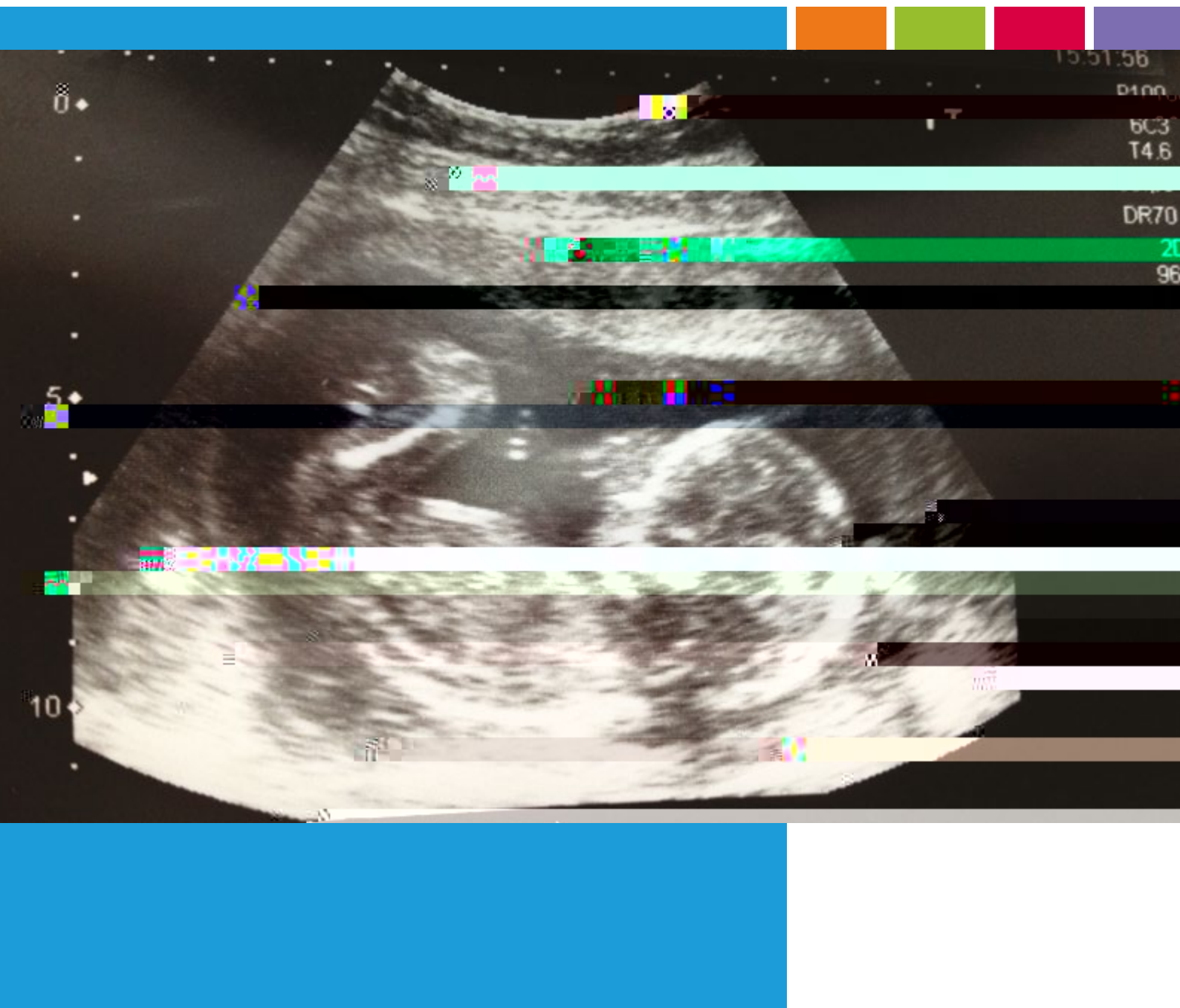


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Education and Career Progression Framework for Fertility Nursing Consensus Statement



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Notes to readers

Background

An RCN Education and Career Progression Framework for
Fertility Nursing rcn.org.uk/Professional-Development/publications/rcn-education-and-career-progression-framework-for-fertility-nursing-009-926-uk-pub

Impact
Assessment of the Education and Career Progression Framework for Fertility Nursing rcn.org.uk/Professional-Development/publications/impact-assessment-of-education-and-career-progression-framework-for-fertility-nursing-009-927-uk-pub

[Appendix](#)

Staffing for safe and effective care

Key points

Workforce planning is critically important.

Clarity around roles should form part of unit configuration.

Quality service provision must include consideration of staff development and wellbeing.

Nursing Workforce Standards

Implementation of the framework

Key points

Implementation requires:

- a flexible approach to integrating existing systems
- commitment to enhance individual and corporate goals and ambitions
- acknowledgement that all nursing staff have a right to career progression, and

Continuing professional development

Key points

Professional development will enhance practice provision.

Continuing development will support individual commitment and retention of staff.

An action plan is required locally to ensure all staff have equitable access to professional development to meet their needs, as well as those of the employer.

The RCN supports

Nursing Workforce Standards

“The time needed for all elements of practice development must be taken into consideration when defining the nursing workforce and calculating the nursing requirements and skill mix within the team.”

- a. Practice development encompasses clinical supervision, assessment, supervision and teaching, continuing professional development (CPD), revalidation and lifelong learning. Practice development must align to the needs of people who use services.
- b. Comprehensive workforce planning should be undertaken and include a workforce learning needs analysis, commissioning and provision of training and education. Facilities for regular professional reflection and clinical supervision should also be in place to support ongoing learning and best practice development.
- c. As a minimum, all inductions must include explanation of the governance structure within the team and organisation, and the routes of escalation of nursing issues such as nursing workload, nursing workforce and safety concerns.

“Registered nurses and nursing support workers must be appropriately prepared and

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Ultrasound scanning

Key points

Ultrasound scanning is an advanced skill.

A postgraduate certificate in ultrasound is recommended in terms of clinical expertise, ability to analyse and synthesise information, and for clinical governance.

National standards for education in ultrasound scanning are required to protect patients and nurses.

[career-development/coaching-register](#)

leadershipacademy.nhs.uk/

Political awareness

Conclusions

Appendix

Impact Assessment of the Education and Career Progression
Framework for Fertility Nursing

Nursing Education and Career Progression Framework for Fertility

