

Abstract Details

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Fertility nursing education and career progression framework

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Study question:

Fertility nursing is a specialist area of practice where nurses are at the forefront of an emerging care setting, do we need to provide an educational framework to support this?

Summary answer:

Fertility nursing encompasses the care and practices undertaken by any registered nurse/midwife providing fertility care, an educational framework is paramount for those individuals.

What is known already:

Fertility nurses have increased levels of responsibility. Political drivers, workforce requirements and nursing care require multidisciplinary collaboration; whilst it is recognised that not every nurse/midwife will aspire to masters level advanced practice, all are expected to reach the maximum potential expected of their role in the context of competence and knowledge.

Equally the need for nurses to become specialists in their particular field of practice, to enhance overall service provision, through clinical leadership and be recognised as expert practitioners includes understanding the socio economic and political dimensions to delivering care, and ensuring service meets the needs of those seeking fertility care.

Study design, size, duration:

A career progression and education framework has been constructed by senior fertility nurses, professional stakeholders and peers. The framework has been published and shared with professional stakeholders for review. The framework is a publication and booklet for fertility nurses and Health care assistants throughout the UK and contains tools for self assessment for competency. The project was the focus of the group for 2017 and has taken a total of 5 months to complete.

Participants/materials, setting, methods:

The project group consisted of 12 core contributors, 3 external advisers and a wider group of stakeholders. The work was mainly constructed by individuals of the core group and forwarded to the group chair for amalgamation and proofing. Teleconferences and face to face meetings took place to discuss project content and for any amendments to be made. Each member of the core group were responsible for separate parts of the document.

Main results and the role of chance:

This Fertility Nursing Education and Career Progression Framework is intended to facilitate a conversation, and enable the building of a career pathway for all nurses and healthcare assistants in fertility services. The aim is to ensure development and progression of knowledge and expertise towards enhancing the quality of service provision in Fertility Nursing Care.

This framework could also be used by individual nurses to assess their ongoing competence, and prepare for re validation

All newly appointed nurses and HCA's should have an identified mentor to support their continuing professional development.

This Fertility Nursing Education and Career Progression Framework is intended to inspire individual nurses and HCA's to progress their career to continue to provide a quality service for those seeking fertility advice and management across the care provision.

Limitations, reasons for caution:

This project serves as a reminder that anyone providing care should not undertake a procedure unless competent to do so, whilst considering how they can best ensure competence and confidence to carry out activities that expands their scope of practice.

Wider implications of the findings:

Negative - Professional bias from other members of the MDT, increased costs for employers and increased training needs.

Positive - Improves patient care and satisfaction, Morale boosting, better skill mix, provides a key pathway for career progression

Trial registration number:

not applicable

Keywords:

Fertility Nursing
Career Progression
education