

RCN Policy Unit

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Modernising Nursing Careers 2

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Introduction

This paper is an update on a previous RCN policy briefing on *Modernising Nursing Careers*¹ (MNC) published in April 2007. MNC is a UK wide document with the following four aims:

- Develop a competent and flexible workforce
- Update career pathways and career choices
- Prepare nurses to lead in a changed health care system
- Modernise the image of nursing and nursing careers

The timescale for MNC is to complete it by 2010 with the first MNC registered nurses emerging in 2014.

Work Streams

Work is in progress in a variety of areas, for example: combined clinical, research and education careers; involvement of the independent sector in nurse education; competency transferability between employment sectors.

There are also four major work streams underway each led by one of the four countries on behalf of the UK:

- Advanced and specialist roles (Scotland)
- Fast track schemes for future nurse leaders (Wales)
- Leading and co-ordinating care (Northern Ireland)
- Careers framework and post graduate career pathways (England)

In addition the Nursing and Midwifery Council is leading a review of pre – registration education content and level.

These five work stream areas will have a very significant impact on what registered nursing is and how registered nurses practice in the future. It is expected that (first) consultations on career frameworks and pathways, and the content and shape of pre – registration education will take place autumn 2007.

¹ Departments of Health (2006) *Modernising Nursing Careers* www.dh.gov.uk/cno

RCN Response and Work

The RCN has commissioned specific work to aid members' knowledge and understanding of the context and implications of MNC that will be available on the RCN web policy pages autumn 2007.

This includes:

- A paper scoping the evidence regarding what is known about the current outcomes of pre – registration nurse education
- A paper outlining options for how nurse education could be funded in the future
- A discussion paper by Professor Dame Jill Macleod Clark outlining her vision of nurse education and career pathways for the future
- Modelling future nursing workforce scenarios

In addition the RCN is devising a communication strategy in order to ensure that consultations receive the widest possible coverage and response.

Further updates on MNC will appear in the future.