

PROFESSIONAL, MANAGEMENT AND SUPPORT DIVISION  
DEPARTMENT OF HEALTH AND CHILDREN

**BI-ANNUAL OUTLINE OF ACTIVITIES OF THE  
NURSE/MIDWIFE ADVISERS, NURSING POLICY  
DIVISION**

**2001 AND 2002**

November 2003

PREFACE

This report focuses on the activities of the Nurse and Midwifery Advisers in the Nursing Policy Division of the Department of Health and Children during the years 2001 and 2002. The Advisers wish to acknowledge the continued advice and the expert help that is so freely given by colleagues in the Nursing Policy Division and by all the staff in the Department of Health and Children.

The Nursing Policy Division has been in existence since 1998, having evolved from a recommendation of the *Report of The Commission on Nursing, A Blueprint for the Future (1998)*. The implementation of the recommendations contained in the Report of The Commission on Nursing, constitutes a significant part of the work of all staff in the Nursing Policy Division. The fundamental role of the advisers in the implementation of the recommendations will be elaborated upon throughout the text.

This report is based on the framework of the Business Plan formulated by the Nursing Policy Division, the development of the Health Strategy (2001) and other related professional activities in which the Nurse and Midwifery Advisers have been involved. It has been compiled to inform both those within the Department of Health and Children, and also the members of the Nursing and Midwifery Profession about the activities of Nurse/Midwifery Advisers.

The current Nurse/Midwifery Advisers within the Nursing Policy Division are:

Chief Nursing Officer

Mary McCarthy

Nurse and Midwifery Advisers

- Mary Godfrey (Paediatrics)
- Patricia Larkin (Midwifery)
- Julie Ling (Care of the Older Person / Palliative Care)
- Mary McArdle (Intellectual Disabilities)
- Tracy O’Beirne (General / Acute Services)
- Maeve O’Connor (Education)
- Mary O’Neill (Community)
- Cormac Walsh (Mental Health)

The Chief Nursing Officer and the Nurse and Midwifery Advisers play an essential role in strengthening the central planning and strategic development of nursing and midwifery in Ireland. They provide advice to the nursing and midwifery profession, the Department of Health and Children and other government departments. The Nurse and Midwifery advisers influence health care policy formulation and contribute to the shaping and reform of the Irish health system.

Mary McCarthy  
Chief Nursing Officer

BI ANNUAL REPORT OF THE ACTIVITIES OF THE NURSE/MIDWIFERY ADVISERS FOR THE YEARS 2001 - 2002

Chief Nursing Officer

Mary McCarthy

Nurse Advisers (December 2002)

- Mary Godfrey (Paediatrics)
- Patricia Larkin (Midwifery)
- Julie Ling (Care of the Older Person/Palliative Care)
- Mary McArdle (Intellectual Disabilities)
- Jenny Hogan (General Nursing)
- Mary O’Neill (Community)
- Cormac Walsh (Mental Health)
- Maeve O’Connor (Education)

Nurse Researchers

- Maureen Flynn (until October 2002)  
(Study of the Nursing and Midwifery Resource, Project Team Health Strategy)
- Elizabeth Farrell (until August 2002)  
(Study of the Nursing and Midwifery Resource)
- Una Lynch (October 2001-September 2002)  
(Strategy for Nursing and Midwifery in the Community)
- Aileen Lynch (from December 2002)  
(Medical Manpower Planning Task Force Nursing and Midwifery Steering Group)

Executive Director, National Implementation Committee

Siobhan O’Halloran (from April 2001 – December 2002)

Nurse Advisers who resigned 2001/2002

- Peta Taffe (Chief Nursing Officer)
- Martin Farrell
- Deirdre Fitzsimons
- Mary Brosnan
- Anna Lloyd
- Anna Plunkett
- Noreen Aylward-Murphy
- Jenny Hogan

Administrative Support

Joan Timoney (from September 2002)

Principal Officer

Bernard Carey (until April 2002)  
Marie Kennedy (until June 2002)  
Kieran Feely

Assistant Principal Officers

Sandra Walsh  
Susan Reilly  
Teresa Cody

Administrative Officer

Laura Mc Garrigle

Higher Education Officer

Maeve Hickey  
Carolyn O’Neill

Executive Officer

Caitriona Mason

Clerical Officer

Fiona Wheeler

Origins	Role
1997- Chief Nursing Officer appointed	1) Support Minister for Health and Children
1998- Commission on Nursing recommended appointment of nurses and midwives to support Chief Nursing Officer	2) Implementation of the Commission on Nursing 3) Strengthen planning, policy and strategy development

#### Role of Nurse/Midwifery Advisers

- Strengthen professional leadership
- Provide professional expertise
- Contribute to overall role of Nursing Policy Division
- Provide support to other divisions in the DoHC and other government departments
- Collaborate with nursing bodies, agencies, associations
- Strengthen relationships with nursing, health care service providers
- Promote North-South initiatives
- National and International representation

#### Contextual Policy and Strategy

Report of the Commission on Nursing (1998)

Quality and Fairness, A Health System For You (2001)

Primary Care, A New Direction (2001)

#### IMPLEMENTATION OF THE RECOMMENDATIONS OF THE REPORT OF THE COMMISSION ON NURSING (1998)

A **Monitoring Committee**, chaired by Kieran Feely, continues to review progress on a quarterly basis. The Chief Nursing Officer, Mary McCarthy is also a member of this committee. The First and Second Annual Progress Report of Monitoring Committee (2001) are available at <http://doh.ie/publications/conpr2.ie> Action plan is agreed for 2002-2003.

#### Pre-registration Nursing/Midwifery Education

- **Transfer of student nurse application system** in 2001 to Central Applications Office in partnership with An Bord Altranais.
- **Pre-registration Nursing Degree Programme:** In April 2001, the National Implementation Committee was established with responsibility to implement the four-year undergraduate, pre-registration nursing education degree programme. On 1st November 2001, the Minister for Health and Children, announced the implementation of the degree programme commencing Autumn 2002. As part of this implementation the Government announced a capital building and equipment programme costing €233 million to facilitate the full integration of nursing students into the higher education sector. Thirteen higher education institutions throughout the country are involved in the delivery of the nursing programme. There are 1,640 places annually for general, psychiatry and mental handicap nursing and will result in a total student nursing population of 6,560 over the four years of the programme. Nurse Advisers were involved in issues related to the development and implementation of the nursing degree programme and negotiation of the transfer of nurse teachers from the health

service to the third level sector.

- **Direct entry to midwifery**, a pilot programme was established in June 2000 as a tripartite arrangement between University of Dublin Trinity College, Our Lady of Lourdes Hospital Drogheda and Rotunda Hospital Dublin.
- **Sponsorship scheme** for 40 experienced health care assistants to train as nurses, whilst retaining their salary during the four years of the degree was undertaken.
- **Working groups** were established in October 2001 for paediatrics, and in December 2001 for midwifery to prepare a strategy for the further integration within the third level sector.

#### Continuing Professional Development

The Nursing Policy Division supported the work of National Council for the Professional Development of Nursing and Midwifery

Nursing and Midwifery Planning Development Units (NMPDU's) were established throughout 2001 and maintain close contact with the Nursing Policy Division.

Initiatives to enhance professional development of nursing and midwifery including, fees initiative for nurses and midwives undertaking specialist nursing courses and payment of fees for part-time nursing degrees were support by the Nursing Policy Division.

Centres of Nurse Education are being developed in eighteen sites.

#### Recruitment and Retention

- 1) **Effective Utilisation of Professional Nursing and Midwifery Skills (2001)** recommended that Health Care Assistants and other non-nursing personnel should be employed as members of the healthcare team to assist and support the nursing and midwifery function. A Review Group was established in January 2001 to examine and recommend standard criteria for the entry requirements, educational qualifications and training. The pilot training programme for Health Care Assistants commenced in Autumn 2001 and an initial report was issued in December 2001. The Review Group identified the need for an independent and external evaluation to assess the effectiveness of the pilot programme in a variety of health care settings. The University of Ulster, under the supervision of Professor Hugh McKenna was awarded the tender for the evaluation of the Health Care Assistants training programme and this will be available in 2003. Recommendations ensuing will influence the extension of the programme on a national basis.
- 2) **State Enrolled Nurse Initiative (SEN)** launched in February 2001; enables SEN's to become registered nurses, by availing of a grant to undertake a conversion course in the UK. On completion and registration, a commitment to work in the Irish health service is expected.
- 3) **Guidance for Best Practice on the Recruitment of Overseas Nurses and Midwives** published December 2001 is to assist employers in ensuring best practice is followed in international recruitment. Available on <http://www.doh.ie/publications/bpronm.html>.
- 4) **Government to Government Recruitment Initiative** in collaboration with the ERHA NMPDU is investigating recruiting nurses from Spain in preparation for 2005, when there will be no nurses graduating. A memorandum of agreement is under discussion.
- 5) Forum on three Dublin Maternity Hospitals was established in 2002 to explore recruitment retention issues in midwifery.

**PUBLISHED POLICY DOCUMENTS**

The Nursing Policy Division has been involved with the formulation of a number of policy documents including:

- A Nursing Vision of Public Health. All Ireland Statement on Public Health and Nursing (2001)  
  
This statement represents the outcomes of a series of workshops, in Newry, attended by senior nurses from the North and South of Ireland. This vision represents the starting point for greater understanding and collaborative action by all nurses in the North and South of Ireland on public health issues that are common to each.
- Effective Utilisation of the Professional Skills of Nurses and Midwives: Report of the Working Group (2001)  
  
This report addresses a recommendation of the Report of the Commission of Nursing relating to the effective utilisation of the professional skills of nurses and midwives.
- National Evaluation of the Role of the Clinical Practice Co-ordinator (2001)  
  
This research study was commissioned by the Department of Health and Children in response to the recommendation Report of the Commission of Nursing that there be a national evaluation of the role of the clinical placement co-ordinator and continued development of the post.
- Guidance for Best Practice on the Recruitment of Overseas Nurses and Midwives (2001)  
  
This document was published to assist employers in ensuring best practice is followed in international recruitment.
- The Nursing and Midwifery Resource. Final Report of the Steering Group. Towards Workforce Planning (2002)  
  
This study assists in forecasting for the purpose of workforce planning to ensure an adequate supply of nurses to meet future health system requirements.
- National Study of Turnover in Nursing and Midwifery (2002)  
  
This study examined the turnover of nurses and midwives in employment and the underlying reasons for turnover.
- Proposed Framework for the Development of Clinical Specialism and Advanced Practice in Mental Handicap Nursing (2002)  
  
This report outlines a project undertaken by the Nursing Policy Division to initiate discussion on the future development of clinical specialism, advance practice and supporting educational programmes for mental handicap nurses in Ireland.

**WORK IN PROGRESS**

**Strategy for Research in Nursing and Midwifery**

This strategy encourages and supports nurses and midwives to pursue a career in research. It identifies research priorities and establishes a database of nursing and midwifery research. It is due for publication in 2003.

**Empowerment of Nurses and Midwives**

Four central themes were identified and subgroups were established for each to develop actions plans to include management development; service planning; communication and meaning of empowerment. Service planning video prepared and distributed in 2001. Meaning of empowerment study undertaken by Dublin City University, final report due in 2003.

**Nursing and Midwifery in the Community**

Action 20 in Primary Care: A New Direction (2001) identified the need for a Strategy for **Nursing and Midwifery in the Community (NAMIC)**. A project team working in partnership with a Steering group are guiding the development of NAMIC. Subgroups were established to work on priority areas early in 2002. Widespread consultation undertaken nationally and written submissions invited. Website available at <http://www.namic.ie>. Literature review was undertaken as evidence base and policy context for strategy. Anticipated publication in 2003.

**Nurse/Midwifery Advisory Fora**

Aim to provide

- effective communication between nurses, midwives and the DoHC
- expert advice to Nursing Policy Division through a variety of mechanisms
- contribute to policy and strategy development

Midwifery and Paediatric Nurse Advisory Fora established in 2001  
Mental Health and Intellectual Disability Nurse Advisory Fora established in 2002

Members of each forum work in a variety of capacities from student nurse to Director of Nursing and represent clinical practice, education, management and statutory bodies, An Bord Altranais, National Council for the Professional Development of Nursing and Midwifery and the Nursing and Midwifery Planning and Development Units.

Chairperson of each forum is the relevant nurse/midwifery adviser.  
Meetings are held quarterly.

**From Vision to Action. Strengthening the Nursing Contribution to Public Health**

Collaborative efforts between Nurse Advisers in the Department of Health and Children, Dublin and the Department of Health, Social Services and Public Safety in Belfast, culminating in *From Vision to Action. Strengthening the Nursing Contribution to Public Health*. This document describes an 18 -month project to strengthen nursing leadership, education and practice development for public health. For publication in March 2003 in tandem with a relevant conference. Available on <http://www.dohc.ie>

## LATEST DEVELOPMENTS

### Care of the Older Person and Palliative Care

Julie Ling, Nurse Adviser, with specific responsibility for the older person and palliative care was appointed in October 2002.

### Medical Manpower Planning Task Force Nursing and Midwifery Steering Group

Established to examine the implications for nurses and midwives of the proposed EU directive to reduce the hours of NCHD's to 48hrs/week by 2010. Aileen Lynch, Project Officer appointed in December 2002 to work with Task Force and Steering Group. The East Coast Area Health Board and the Mid-Western Health Board identified as pilot sites to test the proposed reconfiguration of services. The Steering Group, is chaired by Mary McCarthy and representatives from the two pilot sites, An Bord Altranais, HSEA, National Task Force on Medical Staffing, National Council for the Professional Development of Nursing and Midwifery and various trade unions are involved. A discussion paper generated from the Steering Group's work to be published in 2003.

### Web-site

The Nursing Policy Division has commenced the development of a web-site. The aim of this web-site is to inform the nursing and midwifery profession and the public the role and activities of the nurse advisers. The web-site will contain future annual reports of the Nurse/Midwifery Advisers.

## CONFERENCE PRESENTATIONS

Feedback and Workshop for Directors of Nursing on Research conducted on Professional Practice Environments, Office for Health Management, April 2001

The Irish Health System, North South Nursing Public Health Network, May 2001

Devising National Policy and Strategy, Middle Nurse and Midwife Managers Programme, May 2001

Update on Study of the Nursing and Midwifery Resource, Alliance of Nursing Unions, May 2001

Study of the Nursing and Midwifery Resource – approach and standardised processes. Dataset subgroup, Dublin Academic Teaching Hospitals, June 2001

Health Services Organisation and Professional Nursing Practice Environments. European Health Management Association Conference, June 2001

Workforce Planning. Nursing and Midwifery Planning and Development Units, July 2001

Use of the Nursing Work Index Revised. Clinical Governance Subgroup, Dublin Academic Teaching Hospitals, August 2002

Workforce Trends and Projections. Institute of Public Administration, MA in Health Care Management, August 2001

Workforce Planning for Nursing in Ireland. Royal College of Surgeons in Ireland, BSc in Practice Development, September 2001

Nursing and Midwifery Input to Policy Development. Irish Nurse Management Network Annual Conference, October 2001

Nursing Practice Environments Perceived by Staff Nurses and Directors of Nursing. 2nd Annual Conference, Department of Nursing Studies, University College Cork, October 2001

Health Strategy Theory to Delivery, INO November 2001

Development of Nursing and Midwifery. Building on the Blueprint. National Council Conference, November 2001

Magnet in Action. Middle Nurse Managers Management Development Programme, December 2001

Quality and Fairness. A Health System for You. Association of Irish Nurse Managers, December 2001

Quality and Fairness – A Strategic Approach for Nurse Managers AINM Conference, April 2002

International Public Health Nursing – Diversities and Commonalities, Belfast, August 2002.

The Way Forward for Sick Children's Nurses. National Children's Hospital Conference, November 2002

Building on the Health Strategy – Challenges for Nursing and Midwifery, November 2002



REPRESENTATION AT INTERNATIONAL CONFERENCES

Council of International Hospitals membership meeting, London

European Health Management Association, Spain

Magnet Hospital Conference, United States

Midwifery: Recruit, Retain and Return. Royal College of Midwives, London

Paediatric Nursing Conference, Bristol

The European Meeting of the Foundation for Quality Management, The Hague

World Health Assembly, Geneva

Round Table on Recruiting from Broad. National Consultative Committee on Racism and Interculturalism

Quality in Health Care Forum

Study of International Mobility and Migration of Nurses, meeting with Professor Jim Buchan, Edinburgh

Nursing a New Era for Action. International Council for Nurses, 22nd Quadrennial Congress

Meeting with representative from the National Review of Nursing Education, Australia

Global Nursing Partnerships: Strategies for a Sustainable Nursing Workforce. International Conference of Government Chief Nurses

Creating our Future Today – New Challenges, New Direction. 5th Annual National Magnet Hospital Conference

A Delicate Balance managing the staff maximising capacity in an era of shortage. Council of International Hospital Membership Meeting

International Confederation of Midwives Conference, Geneva

World Conference on the Promotion of Mental Health and Prevention of Mental and Behavioural Disorders, London.

All Ireland Fatigue Coalition Conference, Belfast.

International Conference of Midwives, Vienna.

COMMITTEES AND WORKSHOPS

**International**

World Health Assembly

European Council of Ministers

International Council of Nurses

Standing Committee of Nurses of the European Union (PCN)

Chief Nursing Officer’s Group

**Department of Health and Children**

Principal Officers Forum

Medical Staffing – Steering Group

Medical Staffing – subgroup education

Medical Staffing – subgroup NCHD hours

Empowerment of Nurses and Midwives

Service Planning (sub-group)

Meaning of Empowerment (sub-group)

Egyptian Liaison

Interdepartmental Steering Group (Degree)

Patient Escort Review Group

Social Care Workers Review Group

**Health Service Employers Agency**

Consultative Group on Nurse Education Centres

DoHC/Alliance/HSEA Paediatric Midwifery Tutors

**An Bord Altranais**

Board member

Fitness to Practice

Midwifery Sub-Committee

Nurse Prescribing

Candidate Register / Reporting from Register

Public Health Nursing Education Working Group

**Nursing Policy Division**

Policy Division Meetings

Monitoring Committee – Commission

National Implementation Committee

Paediatric Nurse Teachers Working Group

Midwifery Teachers Working Group

Midwifery Advisory Forum

Direct Entry Midwifery Group

Paediatric Nursing Advisory Forum

Study of the Nursing and Midwifery Resource

National Study of Turnover in Nursing and Midwifery

Effective utilization (7.63)

Review group on Health Service Care Staff (4.55)

NAMIC Steering Group

NAMIC Project Team

Practice Working group

Policy and Structures working group

ICT working group

Consultative Committee / Research Strategy

Cancer Institute Cancer Consortium

All-Ireland Public Health Steering Group

Leadership sub-group

Education sub-group

Practice development sub-group

**Health Research Board**

Advice on Clinical Fellowships

**Other**

Advisory Committee - Service Quality

St. Michael’s House Nursing Advisory Group

Cross border research (health promotion and Community nurses working in isolated border areas)

ADDITIONAL INTERNATIONAL ALLIANCES

Chief Nursing Officers, WHO and Global Alliance

European Operating Room Nurses Association

International Federation of Nurse Educators (FINE)

National Cancer Institute, Washington

Sigma Theta Tau

United Kingdom / Ireland – King’s Fund Leadership Programme