

REGULATION MATTERS

ISSUE 1 - NOVEMBER 2011

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Introducing our new newsletter **Regulation Matters**

An Bord Altranais is delighted to publish this first edition of our new newsletter, *Regulation Matters*. The new layout clearly reflects the functions of the Board and has taken on board your responses to a survey conducted in 2010 on what you wanted in your newsletter. It will be published twice per year (Spring and Winter) and delivered to all nurses and midwives on the active register. Improving our communication with you is one of the Board's main strategic initiatives for 2011. However, communicating about regulation in an engaging way can be challenging. For that reason, we would encourage you to send us your thoughts on our communications to editor@nursingboard.ie. By taking the opportunity to give us your views, you will enable us to improve our communications and understand your needs better.

New online CPD Course Directory

An Bord Altranais is committed to supporting a continuing education agenda, underpinned by patient safety and evidenced based practice. Continued Professional Development (CPD) consists of planned learning experiences which are designed to augment the knowledge, skills and attitudes of registered nurses and registered midwives for the enhancement of nursing and midwifery practice, education, administration and research.

In November 2010, the Board of An Bord Altranais approved the establishment of an online CPD Programme Directory. The Directory holds all approved Category 1 education and training programmes for the professions. It was launched in October 2011.

In-service training/education, seminars, study days, conferences and continued professional development activities that are not accredited by an academic awarding body, university or college can be submitted to An Bord Altranais for Category 1 Approval. Education providers requesting Category 1 approval submit a Category 1 Approval Submission Template and must meet the criteria set down by An Bord Altranais for this approval. This approval is for one year at which time Educational providers must re-apply. Currently, over five hundred courses have An Bord Altranais Category 1 Approval and are available to view on the online directory.

At the touch of a mouse, Category 1 courses can be searched for by topic, geographical region and/or through a key word search. The easy to use search facility will mean that registered nurses and registered midwives can quickly and simply access

data in relation to in-service and continuing education programmes to address their own learning needs.

Programmes awarded An Bord Altranais Category 1 approval will in future be assigned An Bord Altranais Continuing Education Units (ABA CEU). This is in part resulting from the findings and recommendations of the evaluation of the An Bord Altranais Category 1 policy and process which revealed that Board approval should be based on a system of 1CEU=1 Hour. A review of the directory will be conducted within twelve months where users and educators will be provided with the opportunity to review and evaluate the directory.

If there are any questions or comments in relation to the directory please contact Mr Thomas Kearns, Education Officer, Post Registration Education and Standards at tkearns@nursingboard.ie or (01) 6398555. If you are an educator and wish to submit a course to be reviewed for An Bord Altranais Category 1 approval, refer to the Policy for the Approval of Courses document and the Category 1 Approval Submission Template available at www.nursingboard.ie/en/edu-category_1.aspx

Appointment of new Chief Executive Officer



Dr Maura Pidgeon (RGN, RM, BSc, MBA, PhD) commenced her appointment as Chief Executive Officer of An Bord Altranais on 11th July 2011. Maura

has previously held

executive roles as the Director of Nursing at the Mater Private Hospital and as the Head of Department of Nursing & Health Sciences at Letterkenny Institute of Technology. Commenting on her appointment, Mrs Anne Carrigy, President of An Bord Altranais said she was delighted to welcome the appointment of Maura as the new Chief Executive. Mrs Carrigy said that "The Board and I look forward to working with Maura in these challenging times for both regulation and the profession as we strive to protect the public. We want to assure the CEO and the executive of our support as we move forward and embrace a new nurses and midwives act in the next twelve months."

Information on Fitness to Practise Inquiries

An application to An Bord Altranais for an inquiry into the Fitness to Practise of a nurse/midwife may be made on the grounds of 'Alleged professional misconduct' and/or 'Alleged unfitness to engage in such practice by reason of physical or mental disability'. In 2010, 17 such inquiries were conducted and completed. The table provides a summary of the categories of inquiries as well as giving examples of some of the allegations proven. Note that an inquiry may include one or more categories. Further details on inquiries from 2010 are available on www.nursingboard.ie under the Reporting Misconduct section.

CATEGORY	EXAMPLES OF ISSUES PROVEN IN 2010 INQUIRIES
Clinical practice/ Competence (8 inquiries)	Failure to provide appropriate standard of nursing care to patient proven in 5 inquiries Poor medication management practices proven in 3 inquiries
Behaviour (6 inquiries)	Forging of colleagues signature or employment references proven in 4 inquiries. Physical and/or verbal abuse of patient or colleague proven in 2 inquiries Inappropriate behaviour towards patients proven in 1 inquiry
Drug/Alcohol abuse (7 inquiries)	Attending work whilst under the influence of alcohol/drugs proven in 5 inquiries Theft or misappropriation of medications from the clinical area proven in 6 inquiries Inappropriate self administration of medication proven in 4 inquiries
Failure to adhere to conditions (1 inquiry)	Failure to comply with one or more of the conditions attached to registration following a previous inquiry

Decisions following Fitness to Practise Inquiries

Details of the allegations proven against each of the individuals can be found on www.nursingboard.ie.

NAME (P.I.N.)	FINDING*	SANCTION	CONFIRMED BY HIGH COURT
Ms. Susamma Wilson (P.I.N. 97560)	(a)	Admonished.	n/a
Mr. Conor Brian Boylan (P.I.N. 65004)	(a)	Admonished.	n/a
Ms. Anja Pawlak (P.I.N. 99730)	(a)	Censured. Conditions were attached to the retention of her name on the Register.	09/05/2011
Ms. Kathleen Philomena O'Carroll (P.I.N. 26784)	(a)	Advised A condition was attached to the retention of her name on the Register.	27/06/2011
Ms. Ivanna (Evanna) Mary O'Connor (P.I.N. 116374)	(a)	Admonished Conditions were attached to the retention of her name on the Register.	24/08/2011
Ms. Mary Colette McMahon, (Grean) (P.I.N. 55990)	(a) & (b)	Erasure	24/08/2011
Ms. Mary Carmel Quinn (P.I.N. 16852)	(a)	Erasure	24/08/2011
Mr. Pre-Eminant Ndlovu (P.I.N. 116359)	(a) & (b)	Erasure	24/08/2011
Ms. Jane Boursin Kenny (P.I.N. 41458)	(a)	Censured	n/a
Ms. Jisha Sara Mathews (P.I.N. 116520)	(a)	Admonished	n/a
Ms. Anet Peter Mundanthanam (P.I.N. 114739)	(a)	Censured	n/a
Ms. Agata Maria Ganczarska (P.I.N. 117349)	(a)	Admonished	n/a
Ms. Anne-Marie Ackerley (P.I.N. 101090)	(a)	Censured	n/a
Ms. Irene Brennan (P.I.N. 90018)	(a)	Advised A condition was attached to the retention of her name on the Register.	20/05/2010

*(a) is 'Professional misconduct' (b) is 'Unfitness to engage in such practice by reason of physical or mental disability'

Decisions following an Application to the High Court Pursuant to Section 42 of the Nurses Act, 1985

Section 42 (1) states that: "Where a nurse is convicted in the State of an offence triable on indictment or is convicted outside the State of an offence consisting of acts or omissions which would constitute an offence triable on indictment if done or made in the State, the Board may decide that the name of such person should be erased from the register."

NAME (P.I.N.)	CONVICTION	SANCTION	CONFIRMED BY HIGH COURT
Alexandra Maria Dinis De Freitas (P.I.N. 127330)	Eight offences of Theft contrary to Section 4 of the Criminal Justice (Theft and Fraud Offences) Act 2001.	Erasure	30/5/2011
Mr. John Paul (Parambil) (P.I.N. 104308)	An offence under Section 2 of the Criminal Law (Rape) (Amendment) Act, 1990, as amended by Section 37 of the Sex Offenders Act 2001.	Erasure	27/6/2011

Professional Responsibility and Payment of Annual Retention Fee

As a registered nurse and/or midwife, you have responsibilities to maintain your name on the Register of Nurses. You may check your details on our website at www.nursingboard.ie/en/search_register.aspx and you may update your details using our online services.

Public Protection: For the protection of the public, the titles 'nurse' and 'midwife' are protected by law in Ireland under Section 49 of the Nurses Act, 1985. You cannot use the title or do anything that implies you are a nurse or midwife if you are not registered with An Bord Altranais. This provision of the Nurses Act, 1985 also protects the professional reputation of nursing and midwifery.

Professional and legal responsibility: The practice of nursing or midwifery includes clinical practice and nursing/midwifery management, education or research. If it is a prerequisite of your job that you are a nurse or midwife, then you must have your name on the Active Register. Your employer will request proof that you are on the Active Register.

Payment of the Annual Retention Fee: Retention of your name on the Active Register requires that you pay the Annual Retention Fee of €88.00. This is next due for payment on the 1st January 2012. A Retention Fee notice will be sent to you, at your address on the Register, at the beginning of November 2011. Details of methods of payment will be included in the notice.

Change of address: All correspondence from An Bord Altranais to you is sent to your address on the Register. You must inform us of any change in your address. The easiest and quickest way to do this is by using the 'Change of Address' facility on www.nursingboard.ie. Change of address notifications may also be sent in by post or email to registration@nursingboard.ie. Changes of address will not be accepted by phone.

Inactive Register: If you are not engaged in the practice of nursing or midwifery in Ireland, you have the option to apply to have your name transferred to the Inactive Register, e.g. retired, on a career break, working abroad. Details of how you can apply to do this will be included with your Retention Fee notice. If you are retired and want to transfer to the Inactive Register, you must apply to do so.

Erasure from the Register: Nurses and midwives on the Active Register that do not pay their Annual Retention Fee will be sent a reminder notice. If you do not respond to this, your name will be placed on a list for application to the High Court for erasure from the Register for non-payment of the Annual Retention Fee.

Healthcomplaint initiative launched

Minister of State Roisin Shortall, TD, launched the initiative on *How and Where to Complain about Health and Social Care Services* at a conference in Dublin Castle on 19th September. Healthcomplaints is a toolkit which provides information and support about how and where to make complaints on services in health or social care.

It consists of a guide for the public, a leaflet, a poster, a staff training guide and the website www.healthcomplaints.ie. An Bord Altranais was one of a number of agencies involved in the creation of these resources and materials which included complaints handling bodies, health and social care providers, regulators of services, professional regulators and service user representatives. Presenting at the launch, Dr. Maura Pidgeon, welcomed the initiative which she compared to a GPS navigation system, a tool that would help the public get to the right place to make their complaint.



Dear Registrant

It is an honour and privilege for me to serve as the new Chief Executive of An Bord Altranais, and I very much look forward to working with you in what will be a challenging and exciting future.

I will provide leadership by drawing on my experience nationally and internationally as a clinician, and educationalist at senior management level.

Safeguarding patients and clients - the public is our reason for being, and we achieve this in three ways:

The first is through setting the Standards and Requirements for the Educational Preparation of individuals (candidate nurses and midwives) to gain entry to the Register. Secondly, when on the Register we provide Public Protection through the provision of Professional Advice and Guidance to nurses and midwives (Registrants). The standard of formal professional development of registrants is assured through the approval of a vast array of Educational Programmes at Minor, Major and Special award levels. Finally, the public is safeguarded against impaired standards of practice through the robust Fitness to Practise Function.

The future will present us with undoubted challenges, but with these challenges, there are opportunities to strengthen and build on the integrity of the Irish nursing regulatory system to safeguard the public. I refer specifically to the Nurses & Midwives Bill 2010 (soon to be enacted). I would like to highlight just a few of the many changes proposed in the Bill which will strengthen our ability to safeguard patients and clients:

- The Board of An Bord Altranais will have a lay majority membership which will facilitate a wider participation of key stakeholders in the public interest.
- The changes proposed to the Fitness to Practise Function will be strengthened further through the establishment of Preliminary Proceedings and Health Committees.
- The establishment of a Mandatory Professional Development System will provide assurance to the public that Registered Nurses and Midwives have maintained the standard level of competence to deliver safe care.

Moreover the Bill provides for a Code of Conduct for each Nurse and Midwife. A review of the existing 'Code of Professional Conduct for each Nurse and Midwife' is in process and will go out for public consultation in the near future. This consultation process invites you as registrants and members of the public to engage and participate in the development of the Code of Professional Conduct.

As nurses and midwives I know you always want to do the very best you can for your patients and clients and I hope that working with you through the challenging times ahead that you will come to see the value of An Bord Altranais as the Regulatory Body in enhancing your ability to continue to practice at the highest level.

I am delighted to launch the first edition of the new newsletter. I hope "Regulation Matters" will be of interest to you as it is not simply a new title for the newsletter, but rather it is intended to be an expression of the relevance of An Bord Altranais to you as Registered Nurses and Midwives.

Yours sincerely,

Dr Maura Pidgeon
Chief Executive Officer

Summary Minutes of Board Meetings - June 2011

The Board meeting was held on Wednesday and Thursday 15/16th June. The Board meeting extends over two days, with day one assigned to the Fitness to Practise report and day two to the general business of the Board, to include the Chief Executive Officer and Chief Education Officer's reports. On day one, the Board considered 5 reports of the Fitness to Practise Committees of Inquiry and agreed their findings (details regarding their decisions are available on our website). The Board also considered a report on the monitoring of conditions attached to the names of 23 registrants in the Register. The Board was briefed regarding Section 44 Orders/Undertakings for 19 nurses.

On day two, the Board considered a report on Advanced Nurse and Midwife Practitioners which showed the number of applications (n=123) processed by the Committee for Advanced Practice. It was agreed that all ANP/AMP persons previously processed by the National Council for the Professional Development of Nursing and Midwifery must have applied to An Bord Altranais for registration before the 31st July, 2011 and that after that date they could no longer use the title ANP/AMP if not registered.

The Board considered the Ethics Committee's current draft of the Review of the Professional Code of Conduct for each Nurse and Midwife and agreed to have a workshop for Board members in July to discuss the principles outlined in the draft document.

The Board considered the Midwifery Report of the site visit undertaken at the University of Limerick and Associated Healthcare Agencies and agreed to its continued approval, as recommended with conditions. The report of the site visit undertaken at the University of Galway and the associated healthcare agencies was also considered and the Board agreed to its continued approval as recommended, with conditions.

The Board considered a report on the curriculum documentation (RGN, RPN) received from the National University of Ireland, Galway and accepted the report subject to the recommendations being addressed within three months, and before the new academic year begins.

An update on the current issues being addressed in relation to the Nurses and Midwives Bill 2010 was presented to the Board, to include:

- The procedures required under the provisions of the Nurses and Midwives Act in order to carry out elections;
- The organisational impact of audit by the C&AG and developments in-house;
- Development of a new organisational communications strategy;
- Transfer of staff from the NCNM;
- Financial and risk analysis in regard to the new legislation.

The Board was informed of a number of meetings that took place in the previous 2 months:

1. Meetings with the Department of Health:
 - Review of governance arrangements between An Bord Altranais and the Department;
 - Review of the Public Service Agreement arrangements and the achievements made by the agencies under the agreement;
 - Review of the proposed provisions of the Nurses and Midwives Act.
2. A meeting took place on 15th April, 2011 with the Heads of Universities/Institutes of Technology meeting to discuss:
 - Recent developments on the registration of ANP and AMP persons and posts;
 - The review of the Directive 2005/36/EC;
 - Mature nursing and midwifery application competitions;
 - Review of the Requirements and Standards for Education Programmes;
 - Review of the Code of Professional Conduct for each Nurse and Midwife.
3. A meeting took place on 18th April, 2011 with the Directors of Centres for Nurse and Midwifery Education (CNME) to update them on current Board work. The CNME Directors outlined the work being undertaken in their centres.

A full summary report on the Board meeting is available at www.nursingboard.ie/en/about_us.aspx

Responses to Written Consultations

An Bord Altranais participates in consultations through written submissions. Consultation refers to initiatives that listen to and take on board the views of stakeholders and the general public, through requests for feedback on different issues. Since Spring 2011 An Bord Altranais has responded to the consultations below that are available to view on www.nursingboard.ie

Submission: European Commission

Subject: Review of EU Directive 2005/36 Consultation Paper on the Professional Qualifications Directive

Submission: National Cancer Control Programme

Subject: National Cancer Nursing Strategy

Submission: HIQA

Subject: Draft National Quality Assurance Criteria for Clinical Guidelines

Submission: Oireachtas Committee on Justice, Defense and Equality

Subject: Proposed changes to mental capacity law in Ireland

Submission: Department of Health

Subject: Review of the Mental Health Act, 2001

Submission: Pharmaceutical Society of Ireland

Subject: Draft Interim Accreditation Standards Pharmacy Education Programme

Board Meetings open to Nurses, Midwives and the Public

Nurses, midwives and members of the public are invited to attend Board meetings at our premises (18–20 Carysfort Avenue, Blackrock, Co. Dublin). The next meeting is on Thursday, 17th November 2011 at 10.00am.

Those who wish to attend will be given observer status and will be present during discussions of agenda items apart from those subject to legal confidentiality or items which are deemed by the Board to require confidentiality.

There will be an opportunity to make comments or ask the Board questions when the meeting has concluded. The Board can accommodate approximately 20 persons on a first come first served basis. Any person interested in attending the meeting should contact Ms. Mary Flynn Tel: (01) 639 8528 or email: mflynn@nursingboard.ie

The Board and its Committees

The governing body of An Bord Altranais is its Board. Currently under the Nurses Act, 1985 the Board consists of twenty-nine members, seventeen of whom are elected by nurses and midwives and twelve of whom are appointed by the Minister for Health representing the Department of Health, the Health Services Executive (HSE), voluntary hospitals, third-level institutes and the general public. The Board's purpose is to ensure that An Bord Altranais meets its mission to protect the public, by promoting high standards of professional education and training and professional conduct among nurses and midwives. The Board meets at least five times per year and more often as required. The term of office of the Board is five years.

The main functions of the Board are to maintain the register of nurses and midwives in Ireland and to give guidance to the nursing and midwifery profession generally on all matters relating to ethical conduct and behaviour. The Board is also obliged to carry out such functions as may be assigned to it from time to time by the Minister for Health in relation to any directive or regulation affecting the practice of nursing and midwifery and the persons engaged in such practice.

In order to achieve its objectives, the Board has established a number of Committees. Current Committees include Fitness to Practise, Registration Appeals, Finance and General Purposes, Audit, Education & Training, Midwifery and Ethics. In addition to these Committees, the Board may establish Committees of limited duration to oversee special projects, such as the development of 'Professional Guidance for Nurses Working with Older People'.

To help familiarise nurses, midwives and the public with the various Committees of An Bord Altranais, forthcoming editions of this publication will focus on the current work, operation, functions and membership of specific Committees.

An Bord Altranais representation on external Committees and Groups.

An Bord Altranais is represented by Board members and staff on a number of external Committees and Groups. A listing of the external Committees and Groups is available on our website at www.nursingboard.ie/en/board_committees.aspx

FEPI Update

FEPI (the European Council of Nursing Regulators) held a General Assembly on the 5th and 6th July 2011 in Belgrade (Serbia). During the meeting chaired by the President of An Bord Altranais and President of FEPI Mrs. Anne Carrigy a critical analysis of the text of the modified version of the Directive on Mutual Recognition of Professional Qualifications (2005/36) was undertaken. A response to the consultation was prepared and submitted by 20th September 2011.

Issues discussed and for which consensus was reached related to the following relevant aspects of the current Directive 2005/36/EC:

- minimum requirements for the recognition of qualifications;
- criteria and conditions for free circulation across EU Member States;
- role of competent authorities both in the professional's Member State of origin and in the hosting Members State;
- online access to administrative and professional information regarding professionals through the provision of European Professional Cards by regulators;
- the issues linked to permanent establishment, long-term mobility and temporary mobility;
- requirements to access undergraduate and post-graduate education, duration and educational contents of an education programme to become a registered nurse (entry level), and the necessity for regulators to set standards for language skills of health care professionals.

Dr. Anne-Marie Ryan attended the meeting on behalf of An Bord Altranais.

Board Member Profile



Mrs. Anne Carrigy
President

Mrs. Anne Carrigy was first elected to the Board of An Bord Altranais in 2002 representing nurses engaged in general nursing administration and was first elected President of An Bord Altranais on 8th January 2003. Anne was once again elected to the Board and as President of An Bord Altranais in 2007. In her role as President, Anne chairs a number of standing committees such as Education and Training and Ethics.

During her career Anne was the Director of Nursing at the Mater Misericordiae University Hospital from 1st July 1998 to 15th June 2008. She was seconded from this post to the interim HSE as a member of the Change Management Team from April 2004 to June 2005. From 1st October 2005, she assumed the role of Head of Corporate Affairs responsible for Risk Management, Quality and Accreditation, Training and Education, Health and Safety and Health Promotion.

Anne's career further progressed in 2008 to her taking the position of Director of Serious Incident Management Team and to National Lead Acute Hospital Services, HSE in April 2010. Anne retired in 2010.

Currently, Anne represents An Bord Altranais on the Medical Council and is President of FEPI since 2009.

Anne has received a number of honors for her contribution to the nursing profession including the title of Honorary Clinical Lecturer in Nursing Leadership by University College Dublin (2004), Honorary Fellow of the Faculty of Nursing & Midwifery, Royal College of Surgeons in Ireland (2006), the Honorary title Adjunct Lecturer in UCD (2007) and Adjunct Associate Professor in UCD (2010).

Nursing and Midwifery Scope of Practice Q&A

This column responds to queries from nurses and midwives with regard to their scope of practice. The queries that are published are addressed in a manner that protects the identity of the individual nurse, midwife or healthcare facility.

Q I have not practiced nursing for the past 6 years because I was raising my children. I have stayed on the Active Register during this time. I am now considering what my options are for nursing employment. I am wondering if I am required to do a return to nursing practice course before I can apply for a nursing position somewhere. What does An Bord Altranais advise?

A The *Scope of Nursing and Midwifery Practice Framework* (An Bord Altranais, 2000) and the *Code of Professional Conduct for Each Nurses and Midwife* (2000) emphasise the need for nurses and midwives to be competent and accountable for their practice.

There is currently no legal requirement for a nurse/midwife who has not been in active practice to undertake a Return to Practice course. However, An Bord Altranais strongly recommends that a registered nurse/midwife who is returning to practice after an absence of five years or more should complete the course before being employed as a nurse/midwife. This recommendation is also applicable to nurses returning to practice in one discipline of nursing, having practised for many years in another discipline of nursing or in midwifery. This is so that the nurse will have an opportunity to update her/his knowledge and clinical skills in order that she/he is a competent provider of nursing care. A prospective employer may require the nurse/midwife to undertake such a course.

The Return to Practice courses are provided to enable nurses/midwives returning to practice to update both their theoretical knowledge and their clinical skills and to facilitate the attainment of competence and confidence in the provision of nursing/midwifery care. The courses include both theoretical instruction and supervised clinical practice.

Nursing and Midwifery Career Development Post Registration Courses booklet published by An Bord Altranais (most recent edition June 2011) provides a listing of the Return to Practice courses that have current An Bord Altranais approval. The booklet can be downloaded from our website www.nursingboard.ie.

The individual Centres for Nurse/Midwife Education determine the timing and frequency for providing the courses so you must check with the specific centre. In today's current health care environment the availability of these courses may be limited due to a variety of factors, e.g. budgetary constraints, public moratorium on

hiring nurses/midwives in the public health services.

If you cannot avail of a Return to Practice course or even if you are able to register and complete one you should reflect on your own learning needs. Self assessment regarding the competencies (including theoretical knowledge and clinical skills) required for providing safe, effective competent nursing/midwifery care is a key starting point in your return to practice as professional nurse/midwife. The *Requirements and Standards of the Nurse Education Programmes* (An Bord Altranais, 2005) may be a good starting point for you to review and examine specific aspects of nursing competency.

If you are seeking employment in a specific practice setting discuss with your potential employer, the Director of Nursing/Midwifery, Practice Development Coordinator or other appropriate individual(s) the organisational and nursing/midwifery supports that you can avail of for updating your competencies and attaining new ones required for the nursing/midwifery position you are interested in.

Keeping current with the professional guidance from An Bord Altranais is also important for you as you reenter the workforce. There are three e-learning programmes, competency assessment; scope of practice and medication management that are accessible for reviewing on our home page. Our eZine and newsletter provide regular updates on nursing and midwifery regulatory matters and professional guidance for all registrants.

Of important note is that the proposed Nurses and Midwives Bill (2010) will require all registered nurses and midwives to maintenance and demonstration of professional competence to An Bord Altranais.

Q I am a nurse and midwife and I will shortly be commencing a new job as a Practice Nurse. Part of my job will involve the provision of antenatal/postnatal care to women attending the practice. I have not practiced as a midwife for a number of years and have some concerns. What should I do?

A Before a Practice Nurse can provide antenatal/postnatal care, she/he must be a midwife whose name is entered in the Midwives Division of the Register maintained by An Bord Altranais.

An Bord Altranais would refer you to *Practice Standards for Midwives July 2010* and the *Scope of*

Practice Decision – Making Framework 2000 (An Bord Altranais).

Registered midwives in Ireland are accountable for their own practice, whether they are employed by a health care provider or self employee (*Practice Standards for Midwives, An Bord Altranais 2010*). In situations where an individual has not practiced as a midwife for a number of years then the issue of competence has to be considered and measures must be taken in order to develop and maintain competence (*Scope of Practice Decision-Making Framework ABA 2000*).

A review of the Practice Standards and the Scope of Practice documents in relation to your current role maybe helpful to you.

If the nurse / midwife is out of practice for less than 5 years, then information on updating knowledge and skills may be obtained by contacting the Nursing and Midwifery Planning and Development Unit, Centre of Midwifery Education and Maternity Hospital in the local area. The Irish Practice Nurses Association (www.irishpracticenurses.ie) and the Practice Development Co-ordinator in the area can also be contacted for information regarding supports available.

If a nurse /midwife is returning to practice after an absence of five years or more she /he should complete a Return to Nursing/Midwifery Practice course or undertake education and training to ensure competent practice. Details of these courses may be obtained from An Bord Altranais.

Sign up to the An Bord Altranais eZine

An Bord Altranais launched its monthly eZine in July of this year. The eZine is an electronic newsletter and is a new way of communicating with you to provide updates on clinical practice, education, events and other matters of interest. You can sign up for free to the eZine at www.nursingboard.ie. After you sign up you will receive the eZine containing the most recent news from An Bord Altranais to your email address every month.



Review of Code of Professional Conduct

The Code of Professional Conduct for Each Nurse and Midwife was last revised in 2000 to incorporate the key elements from the Scope of Nursing and Midwifery Practice guidance. The Subgroup of the Ethics Committee of An Bord Altranais is directing the current review of the Code. The Subgroup has held five meetings to date and in the past six months they have done significant work in drafting a revised code for public consultation.

The Board of An Bord Altranais at its September meeting approved the draft of *Code of Professional Conduct and Ethics for Registered Nurses and Midwives*. The content of the draft Code has been influenced/guided by the proposed Nurses and Midwives Bill (2010). The Code forms part of the regulatory and professional guidance framework for registered nurses and registered midwives. Professional accountability, competency and the quality of professional practice are based on this framework.

An Bord Altranais will be undertaking consultation activities with all stakeholders in the coming months, to obtain the views of the public, service users, nurses and midwives, health service providers, and many others about what they think about the draft Code. A number of different approaches will be used to gather this feedback. These will include a request for written submissions, survey sampling and focus group/workshops. Up to date information about our consultation and the specific details and timelines for these activities will be available on our website www.nursingboard.ie.

An Bord Altranais encourages all nurses and midwives to actively participate in the consultation on the draft Code of Professional Conduct and Ethics for Registered Nurses and Midwives. This input will be important as the Code will be there to guide nurses and midwives in their day to day practice, and help them to understand their responsibilities in caring for service users in a safe, ethical and effective way.

For further information about the Review of the Code of Conduct contact Kathleen Walsh, Professional Officer, Standards of Practice and Guidance, at kwalsh@nursingboard.ie.

Update on Nurse Prescribing

The implementation of nurse and midwife prescribing continues across the health services. At the time of writing this update, the Register lists 333 Registered Nurse Prescribers and 340 Candidates for the Nurse Prescribers Division. Revisions are underway for An Bord Altranais's structure, processes and documentation for the regulatory and guidance frameworks for nurse and midwife prescribing.

The report findings of the *Evaluation of An Bord Altranais Regulatory Framework for Prescriptive Authority* (An Bord Altranais, April 2009) and the recommendations of the *National Independent Evaluation of the Nurse and Midwife Prescribing Initiative* (University College Dublin, June 2009) have informed the Board's move to revise some key elements of the framework. These elements include:

- the application form for registration in the Registered Nurse Prescribers Division
- the Collaborative Practice Agreement (CPA) Guidance documentation
- the CPA Form
- the CPA renewal and termination processes.

We have consulted with stakeholders including the HSE Office of the Nursing and Midwifery Services Director for these revisions. The Registration, Education and IT Departments within the Board are working to finalise the documentation and reporting systems needed to support these changes. It is anticipated that Registered Nurse Prescribers, Directors of Nursing/Midwifery, Prescribing site coordinators and others involved with prescribing within the health service sector will be formally notified in the coming months. Our Frequently Asked Questions section for prescriptive authority on our website will also detail these changes.

International interest about the Irish approach to introducing, implementing and regulating nurse and midwife prescribing continues. An Bord Altranais Executive and staff met with nursing regulators from the College of Nurses of Manitoba Canada to share our experiences on this expansion of nursing and midwifery practice.



L to r: Ms Kathleen Walsh, Ms Tammy Murdoch, Dr Maura Pidgeon, Dr Anne-Marie Ryan

News IN BRIEF

New staff in An Bord Altranais

The Board, the CEO and the staff warmly welcome three new staff members to our offices. **Ms. Mary Kennedy, Ms. Christine Hughes** and **Ms. Jenny Hogan** have joined the organisation on secondment from the National Council for the Professional Development of Nursing and Midwifery.

Update on Nurses and Midwives Bill 2010

A new Planning and Development (P&D) Department is being established within the function of the CEO Office with the overall aim to ensure compliance with the organisational requirement to implement the provisions of the proposed new legislation, the Nurses and Midwives Act, under which the organisation will operate once the legislation is passed into law. The P&D Department will lead the programme of projects within the organisation in the implementation of the new legislation.

PROGRAMME UPDATE

1. Progression of Bill through Oireachtas

The Bill, at Amendment stage, was passed by Dáil Éireann on 11th October, 2011. At the time of writing the Bill was moving to the second stage hearing in Seanad Éireann

2. Procedures for Elections and appointment of Board members

Meetings were held with the Department of Health to review the Board structure as detailed in the new legislation and to discuss the election procedures which will be issued by the Department to support the holding of elections under the provisions of the new legislation.

3. Financial and Risk Analysis in respect of new Act

A meeting was held with representatives of the Board's Internal Auditors to discuss the completion of financial and risk analysis in relation to the new Act. They are currently drafting their proposal in relation to the project.

Publications of interest

The Irish Longitudinal Study on Ageing (TILDA): Fifty plus in Ireland 2011: First results from TILDA, May 2011



To develop an environment for ageing well, we need to look at the older Irish citizen and explore factors which control successful aging. This can only be done with the help of a nationally representative survey of our older population that will act as the basis on which we can plan appropriate health, medical, social and economic policies.

The report is available to download from TILDA website: www.tcd.ie/tilda/participants/

Children First: National Guidance for the Protection and Welfare of Children www.dcy.gov.ie/documents/child_welfare_protection/ChildrenFirst.pdf



Children First is the National Guidance that promotes the protection of children from abuse and neglect. It states what organisations need to do to keep children safe, and what different bodies, and the general public should do if they are concerned about a child's safety and welfare. The Guidance sets out specific protocols for HSE social workers, Gardaí and other front line staff in dealing with suspected abuse and neglect. Children First was first published in 1999.

The principle and substance of this document (2011) are unchanged. The Guidance has been updated to reflect new policy, legislation and organisation – the establishment of the Health Service Executive, Health Information & Quality Authority, and the Department of Children and Youth Affairs.

Useful Websites

www.mdeireland.com

MDE Ireland (formerly CMACE Ireland) aims to promote safer pregnancy by conducting confidential reviews into maternal deaths and using its findings to formulate and disseminate recommendations.



www.bump2babe.ie

Bump2babe is a new Consumer Guide to Maternity Services in Ireland, launched by Cuidiu (Irish Childbirth Trust). It is a valuable resource for parents-to-be, midwives and other health professionals in the maternity services.

pathways.nice.org.uk

NICE Pathways is an online tool for health and social care professionals that brings together all related NICE guidance and associated products in a set of interactive topic-based diagrams.



Library

Office Hours: Monday to Friday from 10.00-13.00 and 14.00-17.00.

Library Contact Details:

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E-mail: library@nursingboard.ie

The following articles may be obtained from the library by completing the article request form on our website and forwarding it along with payment to the library (see www.nursingboard.ie/en/publications.aspx).

Library Articles 1-6

1 Clinical Leadership/Ireland

Fealy, Gerard et al; "Barriers to clinical leadership development: findings from a national survey", *Journal of Clinical Nursing*, v. 20 (13 & 14) July 2011, pp. 2023 – 2032 (10 pages)

2 Intellectual Disability/Ireland/Respite/Nursing

McConkey, Roy, et al "Access to respite breaks for families who have a relative with intellectual disabilities: a national study", *Journal of Advanced Nursing* v. 67 (6) June 2011, pp. 1349 – 1357 (9 pages)

3 Ireland/Healthcare Delivery/Recession

Carney, Marie, "Challenges in healthcare delivery in an economic downturn, in the Republic of Ireland", *Journal of Nursing Management*, v. 18 (5) July 2010, pp. 509 – 514 (6 pages)

4 Student Nurse/Competency Assessment/Preceptors/Ireland

Butler, Mary Pat et al "Competency assessment methods – Tool and processes: A survey of nurse preceptors in Ireland", *Nurse Education in Practice*, v. 11 (5) September 2011, pp. 298 – 303 (6 pages)

5 Epilepsy/Ireland/Patient Experiences

Varley, J et al, "The health care journeys experienced by people with epilepsy in Ireland: What are the implications for future service reform and development?" *Epilepsy & Behaviour*, v. 20 (2) February 2011, pp. 299 - 307 (9 pages)

6 Clinical Nurse Specialist/Ireland/Framework

Doody, Owen et al. "The development of clinical nurse specialist roles in Ireland", *British Journal of Nursing*, v. 20 (14) 2011, pp. 868 – 872 (5 pages)