

NATIONAL COUNCIL for the
PROFESSIONAL DEVELOPMENT of
NURSING & MIDWIFERY

newsletter
SUMMER 2002

ISSUE
6



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“the COUNCIL exists to promote AND develop the PROFESSIONAL ROLE of NURSES AND MIDWIVES IN ORDER to ENSURE the DELIVERY of QUALITY NURSING AND MIDWIFERY care to patients/clients IN a CHANGING HEALTHCARE ENVIRONMENT.”



National Council for the
Professional Development
of Nursing and Midwifery

An Chomhairle Náisiúnta d'Éiríocht
Chairteáil an Ailmainn agus
an Chéimíochais

EDITORIAL

In this, the summer edition of the newsletter, as well as the usual items of news, we are pleased to be able to announce the dates and theme for our second annual conference, we have reports back on some of the continuing education programmes for which funding was made available and we produce the first two of a new series of features on the Nursing and Midwifery Planning and Development Units and on individual nurse and midwife specialists. These features will be continued in forthcoming editions of the newsletter.

The National Council is currently preparing discussion papers on the future role of nurses and midwives. I would like to thank those of you who have already made submissions to us. We look forward to receiving any further submissions from any individuals or groups.

The National Council will be taking responsibility for the determination of the appropriate level of qualification and experience for entry into specialist nursing and midwifery practice, the accreditation of specialist nursing and midwifery courses for the purpose of Clinical Nurse Specialist/Clinical Midwife Specialist and Advanced Nurse Practitioner/Advanced Midwife Practitioner appointments, and the accreditation of post-registration courses. To this end the National Council will publish guidelines on the development of post-registration courses in the near future.

The theme for this year's conference is *Building on the Health Strategy - Challenges for Nurses and Midwives*. The conference will examine the primary care focus of the strategy, with particular emphasis on developing and advancing community nursing and midwifery. The vision on which the strategy is based is built on the pillars of equity, people centredness, quality and accountability. It sets out a series of national goals under the headings of better health for everyone, fair access, responsive and appropriate care delivery and high performance. The framework for change that will enable the achievement of these goals include the strengthening of primary care, developing human resources, organisational reform, reforming acute hospitals, funding and information. The development of primary care is therefore a central theme in the strategy and it is incumbent on all nurses and midwives to inform themselves as to how their role can contribute to the further advancement of strategies for strengthening primary care.

In forthcoming issues of the newsletter, it is our intention to develop a number of themes based on the strategy document. In this way, we hope to encourage all nurses and midwives to inform themselves in detail about the content and direction of the strategy and to emphasise the importance of this document to the development of nursing and midwifery over the coming years.

The National Council sees itself as part of a coordinated national structure for the advancement and development of nursing and midwifery in Ireland. In partnership with the Nursing Policy Division of the Department of Health and Children and the Nursing and Midwifery Planning and Development Units (NMPDU), there exists now in Ireland an integrated structure for the development of nursing and midwifery in a manner that meets the specific needs of the services in each of the regions of the country. For this reason, and to emphasise the importance of partnership, we have started a series in this newsletter that will feature each of the NMPDUs. This is entirely consistent with our emphasis on the Health Strategy, as it is through these partnerships that the work of the Council can be made most effective in assisting in implementing the strategy.

It is with great pleasure that we report on the results of some of the continuing education programmes for which funding was made available and which were reported on in detail in the last newsletter. It is our intention to continue to encourage the development of innovative approaches to additional continuing education for nurses and midwives in areas that reflect their own professional development needs and the needs of the services. We will also periodically report back on the outcomes of these programmes. It is hoped that they can serve as benchmarks for future developments and stimulate even more innovation.

Finally, it is through the work of individual nurses and midwives that the aims and objectives of the Council and of the Health Strategy will be achieved. For that reason, we are starting in this edition the first in a series that will highlight the work of nurse and midwife specialists throughout the country in different care settings.

Yvonne O Shea
Chief Executive Officer

DISCUSSION PAPERS: THE FUTURE PROFESSIONAL DEVELOPMENT OF NURSING & MIDWIFERY IN IRELAND

Since the publication of the *Report of the Commission on Nursing: A Blueprint for the Future* (Government of Ireland, 1998) nursing and midwifery in Ireland have undergone many changes driven by forces both within and external to the profession. The Commission on Nursing described nursing and midwifery in Ireland as it was in the mid-1990s, and its report has been the impetus for so many recent developments, such as the establishment of the National Council for the Professional Development of Nursing and Midwifery and its various roles and functions, the establishment of the Nursing and Midwifery Planning and Development Units, the transition of pre-registration nursing education to a four year degree programme in 2002, and the review of guidelines in relation to the administration and application of non-prescribed drugs by nurses and midwives.

The National Council "exists to promote and develop the professional roles of nurses and midwives in order to ensure the delivery of quality nursing and midwifery care to patients/clients in a changing healthcare environment" (National Council Mission Statement). Having published criteria and guidelines for the establishment and development of Clinical Nurse Specialist/Clinical Midwife Specialist (CNS/CMS) and Advanced Nurse Practitioner/Advanced Midwife Practitioner (ANP/AMP) posts and conducted the approval of CNS/CMS posts under the Immediate Career Pathway, the National Council can now focus on its important role in guiding developments in all nursing and midwifery roles, in keeping with its mission statement.

The National Council is currently preparing discussion papers on the future professional development of general, psychiatric, paediatric, care of the older person, and mental handicap nursing and midwifery in Ireland. In February 2002 the National Council wrote to Directors of Nursing/Midwifery, Principal Nurse/Midwife Tutors, and other personnel in services providing nursing/midwifery care to patient/client groups and their families/carers, inviting them and their staff to contribute to this process in the form of written submissions relating to the specific areas within their branch of nursing or midwifery.

Issues that are likely to be addressed include the development of generalist, specialist and advanced practice roles, identification of new roles, developments needed in existing roles in order to support contemporary health policy and patient/client need, and the structures and supports needed for the development of nursing/midwifery roles. There are a number of health-related strategy and other documents widely available which are likely to inform the submissions and the development of the discussion papers. These include:

Activities of Irish Psychiatric Services 2000 (Health Research Board, 2001)
AIDS Strategy: Report of the National AIDS Strategy Committee (Department of Health and Children, 2000)
Annual Report of the National Intellectual Disability Database Committee 1998/1999 (Health Research Board, 2000)
Building Healthier Hearts: The Report of the Cardiovascular Health Strategy Group (Department of Health and Children, 1999)
Building on Experience: National Drugs Strategy 2001-2008 (Department of Tourism, Sport and Recreation, 2001)
Children First: National Guidelines for the Protection and Welfare of Children (Department of Health and Children, 1999)
Effective Utilisation of Professional Skills of Nurses and Midwives: Report of the Working Group (Department of Health and Children, 2001)
Guidelines on Good Practice and Quality Assurance in Mental Health Services (Department of Health and Children, 1998)
Inequalities in Health in Ireland - Hard Facts (Department of Community Health & General Practice, Trinity College, Dublin)
Inequalities in Mortality 1989-1998: A Report on All-Ireland Mortality Data (Institute of Public Health in Ireland, 2001)
Making Knowledge Work for Health: Towards a Strategy for Research and Innovation for Health (Health Research Board, 2000)
National Environmental Health Action Plan (Government of Ireland, 1999)
Primary Care: A New Direction (Department of Health and Children, 2001)
Quality and Fairness: A Health System for You (Department of Health and Children, 2001)
Report of the National Advisory Committee on Palliative Care (Department of Health and Children)
Report of the National Physical and Sensory Disability Database Development Committee (Health Research Board, 2001)
Requirements and Standards for Nurse Education Programmes (An Bord Altranais, 2000)
Review of the Scope of Practice for Nursing and Midwifery: Final Report (An Bord Altranais, 1999)
The National Children's Strategy: Our Children - Their Lives (Government of Ireland, 2000)
The National Health Promotion Strategy 2000-2005 (Department of Health and Children, 2000)
The Nursing and Midwifery Resource: Interim Report of the Steering Group 2000 (Department of Health and Children, 2000)

The closing date for receipt of submissions was extended to the end of May 2002. However, the National Council will consider submissions received after this date and is always willing to take into account your views on the development of nursing and midwifery.

CONTINUING EDUCATION PROGRAMMES FOR NURSES AND MIDWIVES

The previous issue of the National Council's newsletter contained a report on programmes allocated additional funding in 2001. In this issue we are publishing further information on those programmes which have been completed and evaluated.

North Eastern Health Board

Irish Nurse Management Network's National Conference 2001: "Exploring Developments and Investing in the Nurse Manager of the Future"

The Irish Nurse Management Network is a professional development and support group for middle-level nurse managers. Its one-day national conference took place on 11 October 2001 and was organised by staff from Our Lady's Hospital, Navan.

The topics and speakers on the programme were *Management Competency Empowerment* (Ann Judge, Management Development Specialist, Office for Health Management), *Personal Development Planning* (Caroline O'Regan, Management Development Specialist, Office for Health Management), *A Health Service for All* (Michael Shannon, Director of Nursing, Letterkenny General Hospital) and *A New Health Strategy* (Maureen Flynn, Nurse Researcher, Department of Health and Children).

A total of 72 nurse and midwife managers attended from a variety of health care settings, including general hospitals, specialist hospitals, intellectual disability services, health centres and hospices. Most of the participants who completed and returned evaluation forms (n=52) rated the conference as excellent or very good.

North Western Health Board

National Conference: "The Reception, Care and Medical/Legal Aspects of Rape/Sexual Assault"

The idea for this conference originated with the nursing staff in the Accident and Emergency Department in Letterkenny General Hospital (LGH). The conference was run over two days (15 and 16 October 2001) in Letterkenny and was organised by staff in LGH, the NMPDU and the North Western Health Board, and Gardai in Letterkenny. It provided a comprehensive overview of the immediate reception and subsequent medico-legal examination of the adult or child presenting as a result of rape and/or sexual assault.

A multidisciplinary approach was taken to the formulation of a co-operative team response to rape and sexual assault. The content of the conference included relevant Irish legislation, the "Letterkenny experience," medical roles and procedures, psychological aspects and counselling, and forensics. The nurse speakers included Mary Murray (Paediatric Link Nurse, LGH), Anne Flood (Nursing Practice Development Co-ordinator, LGH), Anne McHugh (Clinical Placement Co-ordinator, LGH) and Sharon Crowley (Forensic Clinical Nurse Specialist, USA).

A total of 198 delegates attended, of whom 143 returned completed evaluation forms. Evaluation of the conference was overwhelmingly positive, with many delegates seeking to obtain further information on the topics covered. Immediately following the conference, a workshop was held by a number of the organisers with a view to examining possible developments in nursing concerned with rape, sexual assault and forensics. The NMPDU will follow up on the issues raised at this workshop.

Southern Health Board

Regional Seminar: Caring for Patients with Dementia

This one-day seminar took place in Blarney on 6 December 2001 and was repeated the following day in Killarney. It was organised by the NMPDU in the Southern Health Board and the National Dementia Centre. Registered General, Psychiatric, Mental Handicap and Public Health Nurses working with older people in the region (including practice nurses) were invited to attend. The programme was designed by the Dementia Services Information Centre, St James's Hospital, and delivered by a facilitator from the centre.

A total of 85 nurses from the region attended the seminars. Evaluations showed that the information on the sub-types of dementia was relevant, the theme of an holistic approach to care was well developed, and there were many ideas and innovations which could be integrated into the participants' practice.

If you are interested in setting up or developing a continuing education activity for nurses and midwives, you may be able to obtain additional funding from the National Council via the NMPDU in your health board area. Further details and an application form are available on request or from the National Council website.

NURSE and midwife PRESCRIBING PROJECT



The *Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products* Project is being undertaken by the National Council and An Bord Altranais in partnership and funded by both parties. The project commenced in September 2001 following the appointment of Kathleen Walsh (Project Officer) and Denise Carroll (Project Assistant).

The steering committee of the project is a multidisciplinary group comprising representatives from nursing, midwifery, medicine, pharmacy, education, health board management and the public (see Box 1). The terms of reference of the project are shown in Box 2.

Box 1

Nurse and Midwife Prescribing Project Steering Committee Membership

Ms Sheila O'Malley, Committee Chairperson -
An Bord Altranais
Dr Cecily Begley - Director of Higher Education in Nursing and
Midwifery
Dr William Blunnie - Irish Medical Council
Mr Colum Bracken - Nursing and Midwifery Planning
and Development Units
Mr John Byrne - An Bord Altranais
Ms Antoinette Doocey - An Bord Altranais
Ms Mary Farrelly - Scope of Practice
Mr Pearse Finnegan - National Council
Mr Pat Gaughan - Chief Executive Officer Group
Ms Margaret Hanahoe - Co-ordinator, Community
Midwife Programme
Dr Velma Harkins - Irish College of General Practitioners
Ms Colette Hempenstal - Public Representative
Ms Marie Keane - National Council
Ms Eileen Kelly - An Bord Altranais
Mr Matthew Lynch - Pharmaceutical Society of Ireland
Dr Kathleen Mac Lellan - National Council
Ms Mary Mahon - Association of Irish Nurse Managers
Ms Ann Martin - An Bord Altranais
Ms Mary McCarthy - Chief Nursing Officer, Department of Health and
Children
Mr Tom McGuinn - Chief Pharmacist, Department of Health and
Children
Mr Stephen McMahon - Public Representative
Ms Kathryn McQuillan - National Council
Ms Jacinta Mulhere - An Bord Altranais
Ms Mary Power - Nursing Alliance
Ms Yvonne O'Shea - National Council
Ms Valerie Small - Advanced Nursing Practice

The second meeting of the steering committee was held on 12 March 2002. Guest speaker Mark Jones (Primary Care Policy and Practice Advisor, Royal College of Nursing, London) described developments in nurse prescribing in the United Kingdom from its inception in 1989 to its implementation in its present form in 2002. The legislative and regulatory issues surrounding the implementation of pilot sites for nurse and midwife prescribing and the criteria for the selection of pilot sites were presented by the Project Team and subsequently discussed by the committee members. Further examination of these topics occurred at a meeting held on 30 April 2002.

A sub-committee was set up with responsibility for revision of the An Bord Altranais document *Guidance to Nurses and Midwives on the Administration of Medical Preparations 2000*, and development of an education programme concerned with nurse/midwife prescribing. This sub-committee first met on the 30 April.

The Project Team invites any comments or questions about this review and can be reached at An Bord Altranais (telephone 01 6398 500 or e-mail kwalsh@nursingboard.ie and dcarrroll@nursingboard.ie).

Box 2

Terms of Reference of the Nurse and Midwife Prescribing Project

- Review of current practice, identifying relevant issues
- Review of appropriate international literature and experience
- Review of national and international legislation related to nurse and midwife prescribing
- Review of *Guidance to Nurses and Midwives on the Administration of Medical Preparations 2000* (An Bord Altranais)
- Review of intra- and inter-professional boundaries and their implications for nurse and midwife prescribing
- Consideration of circumstances in which nurses and midwives might prescribe
- Identification of pilot sites suitable for the initiation of nurse and midwife prescribing
- Consideration of documentation necessary to support nurse and midwife prescribing
- Initiation and evaluation of nurse and midwife prescribing in pilot sites
- Produce detailed guidelines including a framework for nurse and midwife prescribing where appropriate

NURSING AND MIDWIFERY PLANNING AND DEVELOPMENT UNITS

Functions of the Nursing and Midwifery Planning and Development Units

The Nursing and Midwifery Planning and Development Units (NMPDUs) were established in accordance with recommendations of the Commission on Nursing.¹ Their general functions are as follows:

- Strategic planning and quality assurance of nursing and midwifery services in a health board area;
- Co-ordinating the delivery of nursing and midwifery services and improving co-operation between health board and voluntary bodies in the delivery of nursing and midwifery services;
- Liaising with centres of nursing education in the provision of continuing education for nurses within the health board area;
- Working in partnership with the Chief Nursing Officer in the Department of Health and Children in planning/policy development of nursing and midwifery issues;
- Assisting in improving internal communications with nurses and midwives in a health board area (6.20 & 7.17); and
- Nursing and midwifery workforce planning at a regional level.²

The Commission on Nursing suggested a number of other general roles and functions for the NMPDUs. These may be categorised as Management and Leadership, Continuing Education and Training, Development of the Clinical Career Pathway and Development of the Profession (see Box 1). The Directors of the NMPDUs are employed on fixed term contracts and report to the Chief Executive Officer of the health board in which they are located. The Commission on Nursing stressed that these directors would "not have a direct reporting responsibility for senior nurse and midwife managers in individual institutions, but [would] operate at a strategic planning level in a manner similar to the Chief Nursing Officer at the Department of Health and Children" (7.18).

The staff of the units are recruited from nursing and midwifery staff within a health board area for periods up to two years, in order to allow for a greater exposure of nurses

and midwives to the planning and policy development functions within health boards, to enable the NMPDUs to make greater use of the nursing and midwifery resource within a health board, to strengthen the operation of the unit and to assist in the development of the nursing and midwifery management function throughout a health board. This issue of the newsletter contains information on the NMPDUs in the South Eastern and North Western Health Boards (SEHB and NWHB).

Working Together for the Profession

During the last eighteen months the National Council's executive staff have met the Directors of the NMPDUs both as a group and on an individual basis in their own health board areas. The regional meetings provide an invaluable opportunity for the executive staff to meet senior nurse and midwife managers, representatives of the third level institutions and other interested groups of nurses and midwives, and to learn about developments and challenges at both regional and local levels.

The National Council and the Directors of the NMPDUs are jointly involved in the creation of and processing of applications for CNS/CMS posts under the intermediate³ pathway and ANP/AMP posts (accreditation of ANP/AMP posts is a function of the National Council).⁴ Monitoring of these posts is a function shared by the National Council and the NMPDUs: details of vacancies, new appointments and new posts are passed to the NMPDU by the Director of Nursing/Midwifery, and from there to the National Council.

In accordance with their continuing education and training functions (see Box 1), the NMPDUs process applications for additional funding from the National Council for continuing education programmes in their respective health board areas.⁵ Any organisation wishing to provide an educational activity for nurses and/or midwives should contact the NMPDU in their health board area to receive an application form or any other assistance they may require.

This newsletter sees the beginning of a series of information features on each of the eight NMPDUs, starting with the North Western and South Eastern Health Boards.



References

- 1 Government of Ireland (1998) *Report of the Commission on Nursing: A Blueprint for the Future*. Dublin: Stationery Office.
- 2 Department of Health and Children (2000) *Nursing and Midwifery Resource: Interim Report of the Steering Group*. Dublin: Department of Health and Children, p87.
- 3 National Council for the Professional Development of Nursing and Midwifery (April 2001) *Clinical Nurse/Midwife Specialists – Intermediate Pathway*. Dublin: National Council for the Professional Development of Nursing and Midwifery.
- 4 National Council for the Professional Development of Nursing and Midwifery (May 2001) *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts*. Dublin: National Council for the Professional Development of Nursing and Midwifery.
- 5 National Council for the Professional Development of Nursing and Midwifery (February 2001) *Criteria and Processes for the Allocation of Additional Funding for Continuing Education by the National Council*. Dublin: National Council for the Professional Development of Nursing and Midwifery.

NMPDU Contact Details			
Health Board	Director	Address	Telephone
Eastern Regional Health Authority (ERHA)	Sheila O'Malley	Stewart's Hospital, Palmerstown, Dublin 20	(01) 620 1738
Midland (MHB)	Patrick Glackin	MHB, 10 Church St, Tullamore, Co Offaly	(0506) 28070
Mid-Western Health Board (MWHB)	Nora O'Rourke	MWHB Head Office, Catherine St, Limerick	(061) 483306
North Eastern (NEHB)	Colum Bracken	St Brigid's Hospital, Ardee, Co Louth	(041) 685 0715
North Western (NWHB)	Jim Brown	Iona House, Main Street, Ballyshannon, Co Donegal	(072) 22106
South Eastern (SEHB)	Joan Phelan	Office Complex, Kilcreene Hospital, Kilkenny	(056) 85629
Southern (SHB)	Catherine Killilea	1 Holbar House, East Douglas Village, Cork	(021) 436 1137
Western (WHB)	Mary Courtney	Personnel Development, Merlin Park Regional Hospital, Galway	(091) 730115

Box 1

The General Roles and Functions of the NMPDUs

Management and Leadership

- Developing strategies to improve communication and integration between nursing services in community care areas, at the same time recognising the particular social, demographic and geographic characteristics of each health board area (8.18)
- Developing, monitoring and reviewing the co-ordination and development of multidisciplinary nursing services within a community care area (7.17 & 8.18)
- Reviewing significant issues in relation to inter-nursing disciplinary and inter-agency co-operation arising from the handling of selected cases (7.17 & 8.18)

Continuing Education and Training

- Overseeing the detailed provision of continuing nursing and midwifery education within a health board area (6.21 & 7.17)
- Submission of development plans to the National Council when applying for additional funding to support continuing nursing and midwifery education (6.22)
- Payment of fees in respect of post-registration courses or bursaries to support students on post-registration courses (6.22 & 6.49)
- Identifying inter-nursing disciplinary and inter-agency training needs and promoting the development of an inter-nursing disciplinary and inter-agency training strategy (7.17 & 8.18)

Development of the Clinical Career Pathway

- Development of an ordered and coherent approach to the progression of specialisation and the development of a clinical career pathway for nursing and midwifery (6.24)
- Involvement in determining the final numbers and areas of work for Clinical Nurse Specialists/Clinical Midwife Specialists (CNSs/CMSs) and Advanced Nurse Practitioners/Advanced Midwife Practitioners (ANPs/AMPs) (6.56)
- Guiding the development of CNS/CMS and ANP/AMP posts in the health board area (6.59)
- Reviewing the plans and job specifications for CNS/CMS and ANP/AMP posts (6.59)
- Monitoring the development of CNS/CMS and ANP/AMP posts, including investigating failure to develop posts within a health board, in all areas of nursing and midwifery (where a service need is apparent) and making representation accordingly (6.62)

Development of the Profession

- Fostering nursing and midwifery research at health board level (6.21)
- Assisting practice nurses in their professional development (8.53)

SOUTH EASTERN Health BOARD NMPDU

Mission Statement

Our mission is to strategically plan and develop a quality driven nursing and midwifery service to meet the needs of an evolving society.

The Nursing and Midwifery Planning and Development Unit (NMPDU) acknowledges that individual service providers define the quality of the service delivered. Enabling the individual service provider to carry out their role effectively through the development and support of best practice lies at the heart of our mission statement.

Aims and Strategies

The functions of the SEHB NMPDU are operationalised within five strategic themes, namely workforce planning, practice development, communication, continuing professional development and quality of service.

The NMPDU will aim to:

- Provide professional leadership for nurses and midwives in the South East
- Promote and support excellence in practice
- Work in partnership with the Nursing Policy Division, DoHC, in planning and policy development of nursing and midwifery issues
- Plan and implement continuing professional development and education that are responsive to professional service and consumer needs
- Liaise with the National Council on issues pertaining to specialist and advanced practice and in the establishment of innovative projects that support and embrace professional and service needs
- Establish a work force planning system to ensure effective delivery of service in line with national health strategies
- Facilitate the development of policies and systems that strengthen and support the quality of nursing and midwifery services
- Develop an interagency communications strategy to include all nurses and midwives in the health board's area



Staff of the SEHB NMPDU: Mirian Bell, Mark White, Eithna Coen, Joan Phelan.

- Support and provide development opportunities for senior nurse managers
- Provide support to facilitate the change process in a collaborative environment
- Foster a culture of research and enquiry
- Establish a mechanism that facilitates and encourages cross-agency interactions
- Contribute to the development of policies and initiatives for nursing and midwifery services at national level
- Facilitate the implementation of national policies and initiatives at regional level

Current Projects

Below is a list of continuing professional development projects, to which additional funding was allocated by the National Council, running in the South Eastern Health Board (SEHB) and the organisations and/or services involved.

Advanced Life Support in Obstetrics (ALSO)

Maternity Departments in the SEHB, ALSO Faculty, UK, NMPDU

Clinical Audit Project in Acute Mental Health Services

Mental health nurses working in acute settings, Nurse Practice Development Co-ordinator in Mental Health; NMPDU

Clinical Supervision Project for Public Health Nurses in Two Community Care Areas

Public Health Nurses; NMPDU

Diploma/Degree Programme in Mental Health Nursing

Mental health nurses in the SEHB and Midland Health Board (MHB); NMPDUs (SEHB and MHB), Sheffield Hallam University and Rampton Hospital

Education Programme and Strategy Development for Post-Natal Depression

Obstetric/midwifery Services, mental health services, public health nursing services; NMPDU

Leadership Programme for Midwifery Managers

Midwifery personnel at hospital and community level.

Change Management Training; NMPDU

Project to Enhance Practice in Gerontological Nursing

All clinical settings where the older person is in receipt of nursing care; NMPDU

Project to Support and Enhance the Role of the CNS/CMS

Clinical Nurse Specialists/Clinical Midwife Specialists in the SEHB, directors of nursing; NMPDU

Project to Support Change in Acute Mental Health Services in Carlow/Kilkenny

Mental health services in Carlow/Kilkenny, Change Management Training and general management; NMPDU

Project to Support the Establishment of a Postgraduate Diploma in Gerontological Nursing

Nursing staff in Care of the Older Person Hospitals; NMPDU

Other continuing professional development activities in the SEHB include:

- Development of postgraduate programmes in line with professional and service needs, and
- Collaboration in the development of a regional framework for mentorship/preceptorship programmes.

SEHB NMPDU Staff

Joan Phelan	Director (Former Project Officer for Continuing Nurse Education, SEHB)
Miriam Bell	Professional Development Officer (with responsibility for continuing nurse education, practice development and career planning)
Eithna Coen	Midwifery Development Officer (with responsibility for continuing midwife education, practice development and service development)
Mark White	Project Officer for Workforce Planning (with responsibility for developing and implementing a systematic regional approach to nursing/midwifery human resource planning)
Elaine Connolly Alison Galbraith Margaret Hickey	Clerical Officers

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Telephone	(056) 85629
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E-mail	phelanj@sehb.ie
Health Board Website	www.sehb.ie

Other Activities in 2002

Workforce Planning

- Continuing development of effective systems for nursing and midwifery workforce planning in line with recommendations arising from the Nursing and Midwifery Resource Study
- Collection of data of turnover rates in individual hospitals and areas
- Agreement of a model of induction/orientation with all stakeholders

Practice Development

- Implementation of the Regional Strategy for Scope of Professional Practice
- Assessment of the implementation of continuing education programmes at clinical level
- Establishment of regional substance abuse guidelines for maternity services
- Recruitment of a Practice Nurse Facilitator for the region
- Co-ordination of the Regional Record Keeping Strategy

Communication

- Development of a Regional Interagency Communication Strategy*
- Liaison with the Department of Health and Children and the National Council in relation to the ongoing implementation of the Report of the Commission on Nursing

Quality of Service

- Development of a regional strategy to increase utilisation of maternity/obstetric services by Traveller women
- Collaborative preparation of a site for the post of Emergency Nurse Practitioner in Waterford Regional Hospital
- Identification and establishment of specialist and advanced practice posts in collaboration with service managers

NORTH WESTERN Health BOARD NMPDU

Priorities in the North West

The priority areas are practice development, human resource planning, the planning and development of continuing nurse education, and the identification and creation of CNS/CMS and ANP/AMP posts. Other specific areas to be addressed in the short-term include:

- Addressing the quality agenda, clinical audit and the development of a nursing risk management strategy
- Development of a co-ordinated approach to multidisciplinary nursing services within a community care area
- Development of an interagency and interdisciplinary nursing training strategy
- The integration of public health issues into all aspects of planning and development
- The rolling out of practice development and dissemination of best practice and research across the health board area
- Involvement in the strategic development of the preregistration education degree programme and in the future planning of centres of nursing education within a multidisciplinary context

Aims and Strategies

The NMPDU's strategic and policy development roles reflect the general functions recommended by the Commission on Nursing (see page 6). The unit is also developing responses and action plans to complement the NWHB's strategic direction in relation to care of older persons, mental health, information technology, consumer issues, health promotion, public health and people with intellectual disabilities.

The key strategic aims are to:

- Develop reliable and accurate human resource planning processes
- Provide a clear view of the mix and skills of the nursing resource required to support changing health care needs and to improve quality patient outcomes
- Ensure that high quality education and training is provided/purchased to equip the NWHB with the right staff and skills to develop high quality health care



Staff of the NWHB NMPDU: Paula Kavanagh, Martin McMenamin, Teresa O'Malley, Assumpta Golden, Jim Brown.

- Act as a catalyst where excellence in clinical practice and development can flourish
- Develop new models of care and cross-boundary working arrangements
- Strengthen nursing by ensuring that practice is underpinned by research, evidence-based practice and clinical outcomes
- Work in collaboration with heads of nursing services, the management team and other key stakeholders.

Current Projects

Here is a list of continuing professional development projects, to which additional funding was allocated by the National Council, running in the North Western Health Board (NWHB) and the organisations and/or services involved.

Facilitator to Develop the Curriculum for a Higher Diploma in Nursing Studies (Community Nursing)
St Angela's College, Sligo; Cregg House, Sligo; NMPDU (joint project with WHB)

Family Planning and Reproductive Sexual Health
School of Nursing and Midwifery, Queen's University, Belfast; Multidisciplinary Education Centre, Altnagelvin Hospital, Co Derry; NMPDU; Primary Care Facilitators, Western Area Health Board, NI; practice nurses, public health nurses and midwives in the region

Patient-Centred Care Project

Medical and surgical nursing staff, Sligo General Hospital; NMPDU

Regional Practice Development Project of Gerontological Nursing

Regional care of the older person services, including acute, rehabilitation, continuing care, community care and mental health service; NMPDU

Other continuing professional development activities in the NWHB include:

- Identification of further higher diploma level courses in collaboration with service managers in readiness for the academic year commencing 2003
- Commencement of preceptorship training programmes in preparation for the pre-registration nursing degree programme
- Identification of inter-disciplinary nursing and -agency training needs with a view to promoting the Health Care Assistants training strategy

Other Activities in 2002

Human Resource Planning/Workforce Development

- Continuing involvement in the Payroll, Personnel, Attendance, Recruitment System (PPARS) Project
- Recruitment of a senior nurse to develop a strategic plan for the nursing workforce within the context of the *Final Report of the Nursing and Midwifery Resource* (to be published at a later date)

Practice Development/Research

- Development of practice in mental health, intellectual disability and care of the older person services, and acute hospitals
- Recruitment of a Co-ordinator of Nursing Practice Development and Nursing Research for the region
- Identification of and development of CNS/CMS, ANP/AMP and other specialist posts

NWHB NMPDU Staff

Jim Brown	Director (Former Director of Nursing, Letterkenny General Hospital)
Anita Gallagher	Unit Manager
Paula Kavanagh	Workforce Planning
Assumpta Golden	Continuing Education & Role Development
Martin McMenamin	Practice Development Co-ordinator (Mental Health)
Teresa O'Malley	Practice Development Co-ordinator (Intellectual Disabilities)
Ann Gallen	Workforce Planning

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Health Board Website	www.nw hb.ie



NEWS



Nursing and Midwifery Research Development Officer Appointment

The *Report of the Commission on Nursing* stated that the Nursing Policy Division in the Department of Health and Children (DoHC), in consultation with appropriate bodies, should draw up a national strategy for nursing and midwifery research (Government of Ireland, 1998, par. 6.77). In response to this the Chief Nursing Officer at the DoHC convened a consultative committee, representative of those with a core interest in research, to draft a research strategy for nursing and midwifery in Ireland. This strategy will be published in the near future.

Ms Sarah Condell takes up the post of Nursing and Midwifery Research Development Officer in early June. This is a joint appointment between the National Council for the Professional Development of Nursing and Midwifery and the Health Research Board (HRB). She will play a key role in the promotion of research in nursing and midwifery and will take the lead in the implementation of the nursing and midwifery research strategy. This will involve close co-operation with the Nursing and Midwifery Planning and Development Units in the health boards in the development of research strategies that are linked to the needs of the services. She will also be involved in the development of a database on research activities. On behalf of the HRB, she will assist with the Board's fellowship scheme of career support in clinical research for nurses and midwives and other related research initiatives.

National Strategy for Nursing and Midwifery in the Community: Update

The National Strategy for Nursing and Midwifery in the Community (NAMIC) is being prepared by a team based in the Nursing Policy Division of the DoHC. It is progressing well and is on schedule for dissemination in the autumn. A series of regional consultation meetings with the profession began in February 2002 in Letterkenny. The final date for consultation was 2 May 2002. In addition to meeting with the profession the project team has been consulting widely with the public and has met with a range of user groups, including older people, carers, parents, people with mental health problems and people living on the streets.

Due to demand the closing date for written submissions was extended and to date over 240 submissions have been received from individuals and groups.

Four working groups were established in February to develop working papers to inform the final strategy document. The groups are chaired by members of the NAMIC steering committee, as shown below:

- Practice - Rosemary Ryan
- Education - Kathleen Mac Lellan
- Policy and Structure - Mary Power
- Information, Communication and Technology - Antoinette Docey

Regular updates on NAMIC may be obtained by visiting the website at www.namic.ie.

NEWS



Nursing and Midwifery Council Established in the UK

The Nursing and Midwifery Council (NMC) is an organisation set up by the British Parliament under the *Nursing and Midwifery Order 2001* to ensure nurses, midwives and health visitors provide high standards of care to their patients and clients. This organisation supercedes the United Kingdom Central Council for Nurses, Midwives and Health Visitors (UKCC). The current council was appointed by the British Government as an interim council to oversee the transition from the UKCC to the NMC. The first elected council is likely to take effect from April 2005.

The key tasks of the NMC are to:

- Maintain a register listing all nurses, midwives and health visitors;
- Set standards and guidelines for nursing, midwifery and health visiting education, practice and conduct;
- Provide advice for registrants on professional standards;
- Quality assure nursing and midwifery education;
- Set standards and provide guidance for local supervising authorities for midwives; and
- Consider allegations of misconduct or unfitness to practise due to ill health.

Alongside the core functions, the NMC also offers the following services:

- An automated registration confirmation service for employers;
- Free and confidential professional advice by telephone;
- Free publications to keep practitioners, students and the general public informed about the NMC's work;
- A range of events including roadshows, open days and consultative conferences; and
- A quarterly news magazine, *NMC News*, mailed to practitioners throughout the UK and overseas.

For further information on the NMC, visit their website at www.nmc-uk.org.

National Council Website

Watch out for our re-designed website with some added features. You can download a Powerpoint presentation about the National Council to assist you in staff development/education, or view the Conference Papers or Poster Presentation Abstract from our 2001 Conference.

If you wish to advertise professional events on our website free of charge, please contact Mary Farrelly at the National Council, giving the following details:

Title of event
Key speaker(s)
Date of event
Time of event
Venue
Cost (if any)
Organised/hosted by
(hospital, health board, etc)
Contact person
Contact phone number
Contact fax number
Contact e-mail address
Contact address
Website/page

CLINICAL focus: the CLINICAL midwife specialist in Lactation

Nicola Clarke is a Clinical Midwife Specialist (CMS) in lactation at the National Maternity Hospital (NMH), Dublin. She has been a practising midwife since 1982, but her experience with mothers, babies and children dates back to her earlier training as a paediatric nurse. In 1990 she qualified as a Child Breastfeeding Counsellor and three years later as a Certified Lactation Consultant accredited by the International Board of Lactation Consultant Examiners. More recently she was awarded the degree of Master of Science in Midwifery at Trinity College, Dublin. Nicola's other educational achievements include a Diploma in Nursing and various certificates from the Royal College of Surgeons in Ireland. However, it is her clinical practice and professional development in breastfeeding that gives her the most satisfaction.

"My clinical practice in breastfeeding support really took off when I was employed as part of the breastfeeding education team in the National Maternity Hospital in 1995," recalls Nicola. "This team had been set up in response to the National Breastfeeding Policy for Ireland and the World Health Organisation and UNICEF's Baby Friendly Hospital Initiative (BFHI), which is aimed at protecting, promoting and supporting breastfeeding in maternity settings. There was an intensive education programme for all midwifery staff from 1995 to 1997. We documented the numbers of mothers we were dealing with, the number of enquiries from callers looking for support services, from women ringing the wards and clinics. From the information we gathered we were able to show that there was a specific need for a breastfeeding support service for mothers."

This service was set up in 1997 in the form of a drop-in clinic and was run on a weekly basis initially. Nicola continued to audit the service thereby obtaining evidence to support its further development. "By March 2000 it had been extended to three mornings a week," says Nicola. "By November that same year, there was clearly a need for a full-time post in breastfeeding support and I was delighted to be appointed. The service is still growing - since January last year another midwife has been working with me on a part-time basis of ten hours a week. And there's room for more development!"

So what is it like working as a clinical midwife specialist? "My day is very varied," replies Nicola. "While I am always available to mothers and staff in the support network, I try to have a planned approach to my work. On Mondays I'm involved in education issues. On Tuesdays I try to work on neo-natal intensive care unit (NICU) issues. My practice development days are Wednesdays when I work on the wards. I also work



Nicola Clarke. Clinical Midwife Specialist (Lactation). National Maternity Hospital, Dublin

with the student midwives in clinical placement. On Thursdays I'm involved in BFHI work and on Fridays I run the drop-in clinic.

"My case-load varies from six to ten women a day. I carry out personal consultations in the clinics and wards. In addition I provide telephone support and follow-up. While my main role is to support mothers, I am a resource to my midwife colleagues and I try to empower them to deal with establishing breastfeeding."

As a clinical midwife specialist, she also has to audit her work. This involves record keeping and providing information for the NMH's annual clinical report on, for example, the numbers of mothers initiating breastfeeding and rates of breastfeeding on discharge.

Nicola has a dual reporting relationship with two Assistant Directors of Nursing, one of whom has responsibility for the hospital's breastfeeding services and the other for liaison with the clinical midwife specialists in the NMH. She is also a member of the National Advisory Committee for BFHI, and carries out related work at national, regional and local levels. Nicola urges midwives not to be put off by the administrative details and duties required by committee work, saying that there is a great deal of satisfaction to be gained from this area of midwifery. It also ensures accountability for practice and assists in furthering the understanding of the holistic and complex nature of midwifery care to a wider audience.

As well as being passionate about promoting and supporting breastfeeding, Nicola is quick to advocate for education and support for her midwife peers, and is keen to acknowledge all the support she has received from her colleagues in the NMH.

SECOND NATIONAL CONFERENCE 2002

poster presentation

Is your practice developing in line with the Health Strategy?

Are you developing a nursing/midwifery service?
Do you want to share a practice development?

Present a poster at the

Second Conference
of the
National Council for the Professional
Development of Nursing and Midwifery
20-21 November 2002

Building on the Health Strategy: Challenges for Nurses and Midwives

The posters will be judged by a guest speaker
and a prize awarded.

Criteria for Judgement

- *Appropriateness of content*
 - *Clarity of text*
 - *Visual presentation*

CLOSING DATE FOR SUBMISSIONS:

Friday 27 September 2002

For an application form and further details, please
contact the Conference Organiser at

Tel: 01 8825300

E-mail: admin@ncnm.ie

Website: www.ncnm.ie

National Council for the Professional
of Nursing and Midwifery
National Conference 2002

Building on the Health Strategy: Challenges for Nurses and Midwives

Venue: Alexander Hotel, Fenian Street, off Merrion
Square North, Dublin 2
Dates: Wednesday 20 November and repeated
Thursday 21 November 2002
Time: 08.30 - 16.00

There is no charge for the conference and lunch will be provided.

To apply for a place, please complete and return the
booking form below.

Please note that places are limited. The closing date for receipt of
applications is Friday 8 November 2002.

National Council for the Professional Development of
Nursing and Midwifery
National Conference 2002 Booking Form

Name

Address

Tel. No.

Place of Work

Job Title

Please tick date you wish to attend:

Wednesday 20 November

OR

Thursday 21 November

Return booking form to:

Conference Organiser
National Council for the Professional Development
of Nursing and Midwifery
6-7 Manor Street Business Park
Manor Street, Dublin 7

Tel: (01) 8825 300 Fax: (01) 8680 366

E-mail: admin@ncnm.ie

NATIONAL COUNCIL CONTACT DETAILS

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