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NATIONAL COUNCIL FOR THE PROFESSIONAL DEVELOPMENT OF NURSING & MIDWIFERY

leading professional development to support health service delivery

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Winter 2006

ISSUE

24



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CONTENTS

■ Editorial	2
■ Sixth National Conference 2006	3
■ Health Service Reform Programme	6
■ Nurse and Midwife Prescribing: Project Implementation	7
■ Third-Level Education for Professional Development	8
■ Clinical Focus: Advanced Practice in Diabetes Nursing	10
■ Research Resource	12
■ Diversity Awareness	13
■ Publications Update	14
■ News and Updates	16
■ Nursing and Midwifery Planning and Development Units	18
■ Centres of Nurse Education	22

“ 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 le Níodúlaíocht agus
Glúntúlaíocht in Iascaireacht agus
in Chóirleáil*

The National Council's sixth annual conference was attended this year by around 1,000 nurses and midwives. An account of the contents of the conference is contained in this newsletter and abstracts of speakers' presentations are available on our website at www.ncnm.ie. The annual conference has become one of the most important events of the year for nurses and midwives – affording as many as possible the opportunity to come together to discuss issues of central importance to the development of the profession. The title of this year's conference was *Developing Services for Patients and Clients: Nurses and Midwives Promoting Innovation and Change*. The conference was addressed this year by the Minister for Health and Children Mary Harney, TD and the Chief Executive of the Health Service Executive, Professor Brendan Drumm.

In this edition of the **NCNM Quarterly Review**, we report on the increasing number of advanced nurse practitioner (ANP) posts. There are currently thirty-five accredited ANPs and forty-eight approved posts. Also featured is an interview with Helen Burke, the first accredited ANP in diabetes in the west of Ireland.

Dr Tracey Cooper has recently taken up the post of first Chief Executive of the long anticipated Health Information and Quality Authority (HIQA). At present HIQA is working on an interim basis (iHIQA) pending the enactment of primary legislation. We take this opportunity to wish Dr Cooper every success in her new role and look forward to co-operating with and supporting the work of HIQA.

The National Council has approved three new guidance documents for nurses and midwives in Ireland. The first is **Guidance for Nurses and Midwives on the Development and Implementation of Integrated Care Pathway: Improving the Patient Journey**. This publication aims to promote the use of integrated care pathways by nurses and midwives in order to improve the patient's journey. The second is a two-part document, **Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack**. Part one contains a report on a study of nursing and midwifery interventions and the measurement of their outcomes taking place in Ireland. Part two contains the *Guidance and Resource Pack*, which aims to assist

nurses, midwives and services to select and assess nursing and midwifery interventions as part of a quality improvement initiative.

Finally, ***A Guide to Sharing Practice and Quality Developments with other Colleagues*** is intended to help nurses and midwives prepare details of practice and quality developments for inclusion on the National Council's all-Ireland on-line practice and quality database.

Yvonne O'Shea
Chief Executive Officer

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Sixth National Conference

Developing Services for Patients and Clients: Nurses and Midwives Promoting Innovation and Change



Pictured at the Conference (from left): Tony Morris, Kathleen Mac Lellan, Minister Mary Harney, Yvonne O'Shea and Mary McCarthy

The National Council's sixth national conference was launched at Croke Park by the Minister for Health and Children, Mary Harney, TD, her third appearance at the conference since taking up this office in 2004. The national conference maintains its reputation for being a forum for nurses and midwives of all grades and disciplines to share developments and network.

In her opening address Minister Harney complimented the National Council on its continuing good work at the forefront of continuing professional development for nurses and midwives. Aidan Browne was keen to stress that the health service reform programme is only at an embryonic stage. Professor Brendan Drumm focused on the need for continuing improvements in service delivery. These could be achieved, he said, by greater levels of integration within the health system and by effective leadership from nurses, midwives and other clinicians in management roles. The model of care delivery that has been identified for the North-East was highlighted as a possible model to be rolled out nationally. He and several other speakers drew attention to the important contribution that advanced nurse and midwife practitioners and clinical nurse and midwife specialists can and will make to the health system as further reform takes place.

Speakers' presentations are available to download from the National Council's website (www.ncnm.ie).



Professor Brendan Drumm, CEO, Health Service Executive



A view of the conference



Marian Gaynor and Phil Dillon (Sacred Heart Hospital, Carlow)



Dolores Tempany and Mary Fleming (Mount Carmel Hospital)



Elaine Healy (St Mary's Hospital) (left) with Rosemary McDevitt (Connolly Hospital)



Mary Kirkham (University Hospital, Birmingham)



Niamh Keane and Mary Clarke-Moloney (Mid-West Region)



From left: Siobhan Oates (Brothers of Charity Roscommon), Anne McClean (Wexford Intellectual Disability Services), Mary O'Connor (Brothers of Charity, Roscommon), Dearbhall Barron (Wexford Intellectual Disability Services), Mairead Nally and Gabrielle Barrett (Brothers of Charity, Roscommon)



Siobhan Horkan and Annette Horan (Paediatric Unit, Portiuncula Hospital, Ballinasloe)

Poster Presentations

There were 150 poster presentations on display over the two days of this year's conference. Several speakers, including Professor Drumm, alluded to the high standard of the work and how the posters demonstrate nurses' and midwives' ability to think creatively and constructively about quality improvement and service reform.

Conference Poster Winners

Wednesday 15 November

First prize

Una Murphy, Michelle Kearney, Janet Murphy, Tina Byrne and Dearbhal Barron (Wexford Residential Services for Intellectual Disability): *Positive Effects of a Quality Management System on People with an Intellectual Disability.*

Runners-up

Mary Grehan and Leah Coyne (Waterford Healing Arts Trust): *Time Out: Improving the Patient's Experience through the Arts.*

Margaret Harrington (Mayo Mental Health Service): *The Light at the End of the Tunnel.*

Noreen Geoghegan, Jacinta O'Shea, Sarah Jane Elliffe, David Spiro and Eamon Keenan (Addiction Services, Bridge House, Dublin): *Assessment of the Effectiveness of a Patient-Oriented Harm Reduction Information Booklet on Cocaine Use amongst Intravenous Substance Misusers.*

Ann Coughlan (Cork Mental Health Services): *Becoming Solution-Focused.*

Orla Callender (Orthopaedic Dept, Our Lady's Hospital for Sick Children, Dublin): *Trampoline Injuries in Children.*

Research Prizes

Paula McBrearty, Bernadette Carpenter, Cora O'Connor and Ciaran Conlon (Emergency Dept, Mater Misericordiae University Hospital, Dublin): *An Evaluation of the Time of Attendance of the Minor Injury Patients to the Emergency Department in a Dublin City Hospital.*

Sylvia Murphy (Clare Primary and Community Care, Newmarket-on-Fergus): *An Exploration of the Attitudes of Attenders and Non-Attenders towards Antenatal Education.*

Thursday 16 November

First Prize

Dermot McCann, Elaine Healy, Fiona Dunne and Breda Hayes (St Mary's Hospital, Dublin): *A New Beginning: Developing Essence of Care in a Residential Hospital.*

Runners-Up

Claire Hayes (School of Nursing and Midwifery, University College, Cork): *Fathers' Experiences of Seeking Information on Cystic Fibrosis.*

Ger Finn, Pat Reale and Aine Donnellan (Dept of Liaison Psychiatry, Mid-Western Regional Hospital, Limerick): *The Impact of a Liaison Psychiatric Nurse in an Emergency Department on the Admission Rates in the Limerick Mental Health*

Service, 1999-2005.

Ger Crimms (South Infirmary-Victoria University Hospital, Cork): *An Educational Needs Analysis of Nursing Staff in an Acute Hospital Setting.*

Jean O'Sullivan and Ruth Lernihán (South Infirmary-Victoria University Hospital, Cork): *The Lived Experiences of Registered General Nurses Precepting Undergraduate Nursing Degree Students in Ireland.*

Deirdre Stack and Rose Kirby (Mayo Mental Health Service, Castlebar): *Healthy Living Group.*

Research Prizes

Edna Woolhead (Rotunda Hospital, Dublin): *Identification and Management of Neonatal Nosocomial Infection.*

Bettina Korn and Lynda Horan (St James's Hospital and Merchants Quay Ireland, Dublin): *Respiratory Health Status in Homeless People.*

Speakers at the National Conference 2006

Professor Cecily Begley, Director School of Nursing and Midwifery Studies, Trinity College, Dublin

Mr Aidan Browne, National Director of Primary, Community and Continuing Care Services

Ms Sarah Condell, Research Development Officer, National Council

Mr Declan Devane, Lecturer in Midwifery/Doctoral Student, Trinity College, Dublin

Professor Christine Duffield, Professor of Nursing and Health Services Management, University of Technology, Sydney

Professor Brendan Drumm, Chief Executive Officer, Health Service Executive

Ms Catherine Killilea, Director of Nursing and Midwifery Planning and Development Unit, HSE (South)

Dr Geoff King, Director, Pre-Hospital Emergency Care Council

Ms Mary Kirkham, Lead Nurse Specialist, Uro-Oncology, University Hospital, Birmingham

Dr Kathleen Mac Lellan, Head of Professional Development and Continuing Education, National Council

Ms Liz Murphy, Clinical Nurse Specialist (Health Promotion), St Mary's, Drumcar

Dr Orlaith O'Reilly, National Lead Chronic Illness, Population Health

Ms Bridget Roche CNM II, St Patrick's Hospital, Waterford

Ms Siobhan Rothwell, ANP (Emergency), Our Lady of Lourdes' Hospital, Drogheda

Mr Michael Scanlan, Secretary General, Department of Health and Children

Ms Frances Spillane, Assistant Secretary, Department of Health and Children

Chairpersons

Ms Paddie Blaney, Chief Executive Officer, NIPEC, Northern Ireland

Mr Eugene Donoghue, Chief Executive Officer, An Bord Altranais

Mr Tony Morris, Principal Officer, Department of Health and Children

Ms Yvonne O'Shea, Chief Executive Officer, National Council

Health Service Reform Programme



e-Learning Centre for Healthcare Staff

The National e-Learning Project was launched in August 2003 in response to two Government initiatives – the *Action Plan for People Management* (Dept of Health & Children et al, 2002) and the e-Health agenda within *New Connections – A Strategy to Realise the Potential of the Information Society* (Government Action Plan, 2002).

The work of the National e-Learning Project has culminated in the roll-out of the Learning Centre, an online e-learning environment available to all healthcare staff in both the statutory and the voluntary sectors. The Learning Centre was launched as a pilot at the end of 2005, and has recently been approved for continuance as a central part of the Health Service Executive's (HSE) commitment to the delivery of life-long learning for all healthcare workers. There are currently in excess of 6,500 users registered with the Learning Centre.

The Learning Centre encourages users to plan their learning, by assessing their current knowledge using, for example, the Competency Assessment tool available on the site. Planning one's learning is seen as central to a successful learning path, ensuring that the learner has the facilities and time to undertake the proposed study. Learners have access to a wide range of learning courses, from Clinical Audit to Project Management and Technical Courses. The full list of courses is available at <https://elearning.hseland.ie/tohm/tohm2005/svmCourseList.asp>

Users new to the Learning Centre must register online, a simple process that takes about five minutes. Help is always just a call or an e-mail away. Users must also have access to an e-mail account. Where users do not already have an e-mail address at work or at home, there are numerous free options available on the internet.

Once registered, logging on is simple, and the courses and all other materials are available at any time, and from any location, including home or the local library, as well as from work. This allows learners the flexibility to plan and manage their own learning.

Many of the courses now available have been purchased from e-Learning producers, but a significant number have been written and developed by health professionals within the HSE, including the excellent Clinical Audit and Communications courses.

Throughout 2007, the Learning Centre will be enhancing its programmes with particular emphasis on clinical programmes. Learning Centre manager Pat Kenny says he is looking forward to welcoming many new learners to the Centre. The Learning Centre is available at www.hseland.ie/learningcentre.

First Chief Executive of Interim Health Information and Quality Authority

Dr Tracey Cooper has taken up the post of first chief executive of the anticipated Health and Quality Authority (HIQA). The former deputy head and director of operations at the NHS Clinical Governance Support Team in the UK, Dr Cooper has been in post since August 2006 and has signalled her enthusiasm for the work ahead of her.

At present the HIQA is working in an interim capacity (i-HIQA) pending the enactment of the relevant primary legislation. As a new, unique, independent and pioneering organisation, HIQA is being established as part of the health service reform programme. Its mandate is to ensure that world-class information, quality and health technology assessment standards are applied in Ireland's health and personal social services - across the public, private and voluntary sectors. It will also incorporate the Office of the Chief Inspector for Social Services, the Irish Health Services Accreditation Board and the National Cancer Registry of Ireland. HIQA will be based in Cork City as part of the Government's decentralisation programme.

For more information on the HIQA contact:
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Nurse and Midwife Prescribing: Project Implementation

The Department of Health and Children (DoHC) is in the process of devising the regulations for prescriptive authority for nurses and midwives and for the supply and administration of medicinal products using medication protocols. Until such time as these regulations are published, the Project Implementation Team now reviews some key points regarding these two areas of medication management.

The Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products: Final Report (An Bord Altranais & National Council, June 2005) sets out five recommendations and accompanying actions to support the professions' call for expanded practices involving medications.

Prescribing by nurses and midwives

Recommendation 4 called for prescriptive authority to be extended to nurses and midwives. This authority would be subject to the regulations under the relevant legislation by the Minister for Health and Children and regulation by An Bord Altranais (ABA). The DoHC consulted with stakeholders and interested parties and asked for submissions on the subject. The analysis of these responses will inform the process and structure for the future regulations.

The National Council and ABA support independent prescriptive authority for nurses and midwives with use of an open medication formulary subject to the individual's scope of practice. This model of prescribing has been initiated in various countries (see the *Final Report* for details) with the appropriate legislation and professional regulations established. It is anticipated that the regulations devised by the DoHC will provide direction for the regulatory framework of ABA in the education and registration of nurses and midwives with prescriptive authority. Clinical governance structures at national and local levels will also need to be developed to ensure that controls are in place to ensure safe and appropriate prescribing.

Supply and administration of medications using medication protocols

Three of the *Final Report's* recommendations focused on the use of medication protocols. The supply and administration of medicinal products using medication protocols by nurses and midwives

require a firm legal basis and guidance for their use. ABA has previously provided guidance and background on the current legislation associated with the use of medication protocols, *The Use of Protocols in Relation to Medicinal Products* (the article originally appeared in ABA's newsletter Winter 2004 and may be accessed at www.nursingboard.ie under the *News* section). However, specific clear legislation for medication protocol use, particularly in community health care settings, is needed to enable safe and appropriate practices to continue and be developed.

Medication protocols are written directions that allow for the supply and administration of a named medicinal product¹ by a nurse or midwife in identified clinical situations. A medication protocol involves the authorisation of the nurse/midwife to supply and administer a medication to a group of patients in a defined situation who may not be individually identified before presentation for treatment. It does not constitute authorisation to prescribe medications as it relates solely to the nurse or midwife determining whether the specific medication detailed in the protocol is appropriate for the patient or client.

If the established criteria, as described in the medication protocol, are not met by the patient/client, then the medication protocol is unsuitable/inappropriate and the nurse or midwife should discuss the individual's need with the medical practitioner. The use of such protocols is dependent on considering the specifics of the clinical situation, ensuring patient safety and acceptance of accountability of the involved health care professionals. Medication protocols are developed by a multidisciplinary team based on evidence of best practice. The medication protocol should adhere to particular standards, such as identifying who is responsible and competent to carry out the protocol, state specific inclusion and exclusion criteria and include a review date.

Whilst the majority of care should be provided on an individual, patient-specific basis, the supply and administration of medicines under medication protocol can support more timely delivery of quality health care and optimally utilise the skills of healthcare professionals. Examples of clinical situations where medication protocols might be

1. Controlled drugs cannot be supplied under protocol owing to restrictions set out in the *Misuse of Drugs Act 1984*.

Third-Level Education for Professional Development

used include influenza vaccinations in an occupational health clinic, aspirin for cardiac chest pain, or suspected myocardial infarction in the emergency department.

Conclusion

As the agenda progresses towards establishing the structures and processes to enable and support expanded medication management practices through prescriptive authority and the use of medication protocols, it is important that nurses and midwives possess a general understanding of these practices.

The Project Implementation Team is continuing with the revision of the *Guidance to Nurses and Midwives on Medication Management* (An Bord Altranais, 2003) and on the development of an interactive e-learning programme for nurses and midwives.

Further information about the project is available from the Project Implementation Team.

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Dr Marie Carney, Head of the UCD School of Nursing, Midwifery and Health Systems

UCD School of Nursing, Midwifery and Health Systems

Ireland has a long tradition of excellence in nursing and midwifery practice. The School of Nursing, Midwifery and Health Systems at University College, Dublin (UCD) has played a leading role in fostering nursing and midwifery scholarship, providing professional leadership and contributing to the development of nursing and midwifery as professional disciplines. This school is the largest and oldest university school of nursing and midwifery in the country (the original nurse tutors' diploma programme commenced in the 1960s) and has a student body of around 1,600. Dr Marie Carney (Head of the School) leads a team of sixty-two academic staff, of whom approximately 65% have either completed or are completing doctoral studies. The Head of Undergraduate Teaching and Learning is Dr Gerard Fealy, the Head of Postgraduate Teaching and Learning is Dr Abbey Hyde, and the Head of Research and Innovation is Professor Pearl Treacy, who is also Professor of Nursing.

The School has well-established links with hospitals for promoting the integration of education, research and practice and for student placements. Associated hospitals include the Mater Misericordiae University Hospital, St Michael's Hospital, Dun Laoghaire, Our Lady's Hospice, Harold's Cross, Our Lady's Children's Hospital, St John of God Hospital, Stillorgan, St Vincent's University Hospital, Elm Park, and the National Maternity Hospital.

UCD has adopted a new academic structure of five colleges and thirty-five schools within the last year and has also introduced the new modularised curriculum – Horizons. Students now have increased choice and flexibility with the availability of elective

modules that allows them to pursue areas of interest outside their chosen degree programme. The School of Nursing, Midwifery and Health Systems is based within UCD's College of Life Sciences. New administrative structures have also been put in place and the Nursing, Midwifery and Health Systems Programme Office provides support to all the undergraduate nursing and midwifery programmes.

The School is located in a purpose-built state-of-the-art facility funded by the Department of Health and Children, within the Health Sciences Centre in Belfield. Teaching facilities include a suite of six clinical skills laboratories, student resource rooms and computer laboratories. The School brings together the teaching expertise of its lecturing staff as well as the clinical co-ordinators and facilitators supported by administrative teams.

Postgraduate Opportunities

Following consolidation of professional training, graduates may pursue postgraduate studies in nursing and midwifery that include graduate diploma, graduate certificate, masters' degrees and Ph D studies. The School offers a diverse range of specialist postgraduate programmes in such areas as emergency nursing, critical care, cancer nursing, peri-operative nursing, diabetes nursing, palliative nursing, public health nursing, gastrointestinal, spinal injury, renal, rheumatology, gerontology, stroke and brain injury.

Programmes are also offered at master's degree level in advanced nursing and midwifery practice, management, education, public health nursing and clinical practice. There are plans to introduce a master's degree in health systems and the ERASMUS MSc (Nursing) (Advanced Nurse Practice in Leadership) in 2007. The advanced practitioner programme at UCD provides the template for the development of similar programmes in many other European countries.

Research

The School incorporates the Nursing, Midwifery and Health Systems Research Unit, a dedicated research facility that is particularly suited to social and clinical research in health care. As a constituent part

of a dynamic interdisciplinary education and research environment, this Research Unit is expanding its remit to include interdisciplinary collaboration in health systems research. The unit complements the existing research infrastructure of UCD that includes the Conway Institute of Biomolecular and Biomedical Research, the National Institute for Bioprocessing Research and Training, the Geary Institute (Research for the Social Sciences), the Humanities Institute of Ireland, and the Urban Institute of Ireland.

The focus of the Research Unit's research agenda is in topic clusters entitled *Disease-Specific*, *Older Persons*, *Health Systems*, *Maternal and Child Health*, and *Professional Preparation and Practice Development*. The disease-specific and health systems clusters incorporate a particular focus on cancer care and palliative care. With its well-established partnership arrangements with Dublin's major teaching hospitals and other health service providers, the unit is particularly well placed to conduct clinical research. To date, the unit has attracted a large proportion of the funding available for research in nursing in Ireland and has also attracted funding from other agencies, such as the National Council on Ageing and Older People, and its doctoral programme is expanding and attracting some of the leading scholars in nursing and midwifery. The Research Unit is currently undertaking a number of nationally funded research projects in the areas of professional policy, clinical practice and mental health.

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Clinical Focus: Advanced Practice in Diabetes Nursing



**Helen Burke, Advanced Nurse Practitioner (Diabetes),
University College Hospital, Galway**

Earlier this year, the National Council approved a further two advanced nurse practitioner (ANP) posts in diabetes, both of which are located in the west. Helen Burke is the first ANP in diabetes in the west of Ireland and works at University College Hospital, Galway (UCHG). In this post, she aims to meet the needs of adults and children with diabetes mellitus using HSE (West) services in Galway, parts of Mayo, Roscommon and Clare.

Formerly Helen was a clinical nurse specialist in diabetes at UCHG and, as such, was involved in the development of the new ANP post. The two-fold catalyst for the post was the establishment of a dedicated diabetes day centre at the hospital in 2001 and the increasing numbers of adults and children with diabetes (the Institute of Public Health in Ireland has estimated that numbers and prevalence are highest in the western area). Initial discussions about the ANP post commenced in 2002 and coincided with the introduction of a masters' degree programme in health sciences at the National University of Ireland, Galway (NUIG).

"I had worked in diabetes care for fifteen years," says Helen, "and had undertaken the master's degree at NUIG [the advanced practice strand], so the ANP post seemed to be a natural progression from my clinical nurse specialist role. My particular goals as an ANP are to facilitate the holistic care of adults and children with diabetes and promote self-care and empowerment, as well as preventing the onset or progression of complications." In the last three years Helen has seen a fifty per cent increase in the numbers attending diabetes services at UCHG. Approximately 6,000 people with diabetes attended the combined adult and paediatric services in 2005; 110 children currently attend the paediatric diabetes service and referrals for specialist diabetes nurse education services had increased by thirty-four per cent.

Site preparation for the post required the development of guidelines for the ANP's clinical practice. These were drawn up collaboratively by the director of nursing, other senior nurses and the consultant endocrinologists and consultant paediatrician at UCHG. The guidelines cover conducting a comprehensive health history and clinical examination, reviewing adults attending the diabetes day centre, managing adults and children attending the various clinics, requesting blood tests and medication management. Site preparation also required the post to be included within the hospital's service plan; this was achieved in 2004 with support from the hospital's general manager.

Helen's caseload comprises children aged from 0-12 years, adolescents aged from 12-18 and young adults aged from 18-26. She also sees patients with type 2 diabetes and newly referred patients, and conducts an annual review clinic and review clinics for patients with either type of diabetes. She is based primarily in the diabetes day centre, but also works in the paediatric outpatients' department where she conducts paediatric and adolescent clinics. Helen also takes part in a consultant's ward round every week. While autonomous in her own practice, Helen works closely with a multidisciplinary team consisting of consultant endocrinologists, consultant paediatricians, dieticians, a research nurse, a clinical nurse specialist, staff nurses, chiroprapist, podiatrist and a psychologist. She can receive referrals from any member of the multidisciplinary team.

The National Diabetes Working Group set up by the Department of Health and Children (DoHC) has indicated that key areas for future development include information on the needs of people with diabetes, the delivery of multidisciplinary integrated care (i.e., integration of primary and specialist hospital care), and information on clinical outcomes. The themes contained within the Working Group's recommendations concern complementary national and regional strategies for integrated, high-quality and efficient care of people with diabetes. Helen and her colleagues can be said to have anticipated many of the proposed developments in the DoHC's report. For example, Helen's study of ways in which healthcare professionals can assist adolescents to comply with their treatment regime has led to a restructuring of adolescent clinics within her service, with more flexible clinic times, increased levels of telephone and e-mail support, and the implementation of National Institute for Clinical Excellence (NICE) guidelines on the care of children and adolescents with diabetes.

The importance of networking is an underlying theme of the DoHC's model for patient care and Helen is already doing her fair share of this. She is a member of the Irish Diabetes Nurse Specialist Association, the Diabetes Services Advisory and Diabetes Guidelines Advisory Groups of the HSE (West), the Federation of European Nurses in Diabetes Association and the Diabetes Federation of Ireland. Helen works closely with the Diabetes Federation of Ireland in the delivery of education programmes for patients with type 2 diabetes attending primary care services. Not only does her participation in these groups enable her to keep abreast of clinical and service developments, but it also keeps her in touch with other nurses and with service users.

UCHG has a number of short- and long-term goals for its diabetes service. Helen looks forward to the establishment of a full-time paediatric nursing post that will facilitate support for families in the community and introduction of a diabetes education programme in local schools. Other programmes in the pipeline include the implementation of the internationally known Diabetes Education and Self-Management for Ongoing and Newly Diagnosed (DESMOND)

programme for people with type 2 diabetes. Helen will be a co-investigator in the MIND (Monitoring Individuals' Needs in Diabetes) study commencing in January 2007. "These projects will build on what we have already achieved," says Helen, "and will help all of us at UCHG to work with our service users to achieve successful clinical and quality of life outcomes for all patients with diabetes."

References and Websites

Department of Health and Children (2006) *Diabetes: Prevention and Model for Patient Care*. Department of Health and Children, Dublin. Download from www.dohc.ie.

Institute of Public Health in Ireland (2006) *Making Diabetes Count. A Systematic Approach to Estimating Population Prevalence on the Island of Ireland in 2005*. Institute of Public Health in Ireland, Dublin and Belfast. Download from www.inispho.org.

National Council (2004) *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (2nd ed). National Council, Dublin.

National Institute for Clinical Excellence (2004) *Diagnosis and Management of Type 1 Diabetes in Children and Young People*. Download from www.nice.org.uk.

Diabetes Federation of Ireland – www.diabetesireland.ie
Federation of European Nurses in Diabetes Association – www.fend.org

Irish Diabetes Nurse Specialist Association
- www.ncnm.ie/irishdiabetes

Research Resource

HRB Clinical Research Training Fellowships in Nursing and Midwifery

A reminder that the next closing date for applications to this scheme is 15 December 2006. Applications should be made on-line through the e-Grants system - see www.hrb.ie for details on how to register. There is also a Frequently Asked Questions (FAQ) guide on the website or see the Research Resource in the *NCNM Quarterly Review* (Issue 16).

Update on Research Strategy

The Research Committee met on 4 July and 5 December 2006. The project plan for this strategy continues to be on track. Work has now commenced on Recommendation Three of the *Research Strategy for Nursing and Midwifery in Ireland*, that of developing a database of nursing and midwifery research.

Cochrane Fellowships

Congratulations to the two nurses who were awarded Cochrane Fellowships in 2006. Margaret McCann (School of Nursing and Midwifery, Trinity College, Dublin) will look at *Interventions for Preventing Infectious Complications in Haemodialysis Patients with Central Venous Lines* and Dr Michelle Butler (School of Nursing, Midwifery and Health Systems, University College, Dublin) will look at *Hospital Nursing Staffing Models and Patient Outcomes*.

Cancer Consortium

The Nurses' Working Group of the Cancer Consortium continues to develop a cancer nursing agenda within the consortium and several activities have occurred in 2006. The third All-Ireland Cancer Conference was held in the Waterfront Hall in Belfast on 13-15 November 2006. Many nurses from both sides of the border attended to hear a keynote address by Professor Karen Cox entitled *Developing and Testing New Treatments for Cancer: How Can Trial Participants' Views Enhance Cancer Clinical Trial Management*. In addition, seven nurses made presentations in concurrent sessions. Others presented posters which gave a flavour of the types of research initiatives occurring in cancer nursing on the island of Ireland, namely epidemiology, prevention, treatment, survivorship, palliative care, service organisation and clinical.

Two nurses from Beaumont Hospital were selected to undertake the five-week clinical trials training programme for cancer nurses in the National Cancer Institute (NCI), Washington. Aine Byrne and Clodagh McHugh joined Lorraine McKenna and Aishleen Brunton from Belfast City Hospital on this exciting initiative. The group met in August for an orientation day in St James' Hospital, Dublin, which included a telesynergy link to Washington. As well as learning more about the NCI, the day allowed an exploration of the nurses' learning needs so that a tailored training programme is available for each individual during their stay in Washington.



Clinical Trials Training Orientation Date, August 2006.

Back Row: Ruth Boyd and Ruth Hall (Belfast City Hospital), Mary Day (Department of Health and Children). Front Row: Lorraine McKenna (Belfast City Hospital), Clodagh McHugh, and Aine Byrne (Beaumont Hospital) and Aishleen Brunton (Belfast City Hospital)

A distance learning e-module on clinical trials has been developed by Queen's University, Belfast and will commence in January 2007. Three nurses with varying experiences of clinical trials nursing have been asked to give feedback on the module to the Health Research Board so that its applicability to nurses working in clinical trials in the Republic of Ireland can be assessed.

More information on the activities of the Cancer Consortium can be found at www.allirelandnci.org

Diversity Awareness

European Year of Equal Opportunities for All

In 2005, the European Commission designated 2007 to be *European Year of Equal Opportunities for All* as part of a concerted effort to promote equality and non-discrimination in the European Union (EU). The European Year is the centrepiece of a framework strategy designed to ensure that discrimination is effectively tackled, diversity is celebrated and equal opportunities for all are promoted.

The four core themes of the European Year proposed by the Commission are:

1. Rights – raising awareness of the right to equality and non-discrimination
2. Representation – stimulating a debate on ways to increase the participation of under-represented groups in society
3. Recognition – celebrating and accommodating diversity
4. Respect and tolerance – promoting a more cohesive society.

The Equality Authority is Ireland's national co-ordinating body for events taking place.

For further information log on the website of the European Year hosted by the European Commission - http://ec.europa.eu/employment_social/equality2007/index_en.htm. You can also log on to the Equality Authority's website (www.equality.ie).

Patient Mobility in the European Union

Europe for Patients is a project involving an international multidisciplinary team and drawing on legal, health policy, health services research and health management perspectives, covering all of Europe, including the new Member States of the EU. The project's objective is to contribute scientific evidence that will enable policy makers at EU and national level to take concerted and co-ordinated action to allow Europe's citizens/patients to benefit from enhanced mobility in Europe.

According to the *Europe for Patients* website, an increasingly integrated Europe offers opportunities for patients to benefit from greater patient mobility:

- Better access to health care in border regions/other countries

(such as purchased care for UK residents in Belgium or long-term residents in Spain)

- Greater access to centres of excellence (with the additional benefit of concentration of European excellence)
- Sharing of capacities across borders, thus more efficient use of existing capacities (with the benefit for health authorities).

The *Europe for Patients* team builds on current research of the subject and on established relationships with those involved in the development of first policy papers under the Belgium presidency (the Ghent conference of December 2001). Its recently published ***Patient Mobility in the European Union: Learning from Experience*** (Rosenmöller, McKee & Baeten, Eds, 2006) contains a chapter on cross-border care on the island of Ireland and can be downloaded from www.iese.edu/en/events/Projects/Health/Home/Home.asp.

Women and Sexually Transmitted Infections

The Women's Health Council (WHC) has recently published *Women and Sexually Transmitted Infections: A Gendered Analysis* (WHC, 2006) which advocates the adoption of a gender-sensitive approach to sexual health in general and sexually transmitted infection (STI) prevention and screening in particular. The incidence of notified STIs in Ireland has increased significantly in recent years, with a 173.8% rise in the general population in the decade between 1994 and 2003. Gender, claims the WHC, plays a crucial role in relation to the prevention, screening and treatment of STIs, as in many other health matters. It influences sexual attitudes and behaviours and affects the ability and willingness to access information and services in relation to screening and treatment, hence the WHC's call for gender-sensitive sexual health initiatives.

To obtain a copy of ***Women and Sexually Transmitted Infections*** contact the Women's Health Council, Block D, Abbey Court, Irish Life Centre, Abbey St Lower, Dublin 1.
T: 01878-3777
E: info@whc.ie
W: www.whc.ie (follow the links to *Publications & research*).

Publications Update

Health Service Management

Launched by Professor Brendan Drumm, CEO of the HSE, in June 2006, ***Health Service Management: Culture, Consensus and the Middle Manager*** (Carney, 2006) endeavours to provoke and stimulate professionals to examine the behavioural, professional, environmental and structural factors underpinning healthcare management and, thereby, to adopt a multidisciplinary approach to strategic management in health service organisations. It focuses on the middle manager in healthcare delivery and explores the culture that healthcare operates in and the importance of professionals being committed to delivering excellent management in the most effective and efficient manner. Written by Dr Marie Carney (Head of the UCD School of Nursing, Midwifery and Health Systems – see the feature on pages 8-9), the essence of the book centres around how, when a strong culture of excellence in patient care delivery exists, a high level of commitment to the strategic aims of the organisation is also present.

As a result of this positive culture, Carney argues, patient services can be enhanced if both clinicians and non-clinicians are willing to take greater responsibility for ensuring that strategic consensus is nurtured. This integrated approach is what she refers to as the “consensus model of healthcare.”

This book is based upon Dr Carney’s doctoral dissertation and should attract a readership from those nurses and midwives, especially middle managers, who are interested in how the culture of healthcare organisations can affect the quality of patient care.

Marie Carney (2006)

Health Service Management: Culture, Consensus and the Middle Manager

Oak Tree Press, Cork

ISBN: 1904887112

Management of Pain

Management of Pain: A Practical Approach for Health Care

Professionals (Mac Lellan, 2006) is a newly published text aimed at both undergraduate and qualified health professionals seeking a broad-based introduction to the topic of pain management. As such, it provides learning outcomes for each chapter, keyword definitions throughout the text, reflective exercises, case studies and “rapid recaps”. Its straightforward style helps *Management of Pain* to get across some quite complex concepts and information. The topics indicated by the chapter headings (e.g., definitions of pain, policy issues, interventions, professional and organisational roles) only go so far in providing clues to the breadth of information contained throughout the book. The references to evidence-based practice, audit of practice and outcomes, integrated and multidisciplinary approaches, and cultural diversity complement the factual information about pain and specific pain interventions.

Management of Pain is written by an Irish nurse with expertise in pain management. It also contains chapters on complementary and alternative therapies and on pain management in palliative care by Lynne Wiggins and Deborah Hayden.

Management of Pain: A Practical Approach for Health Care Professionals

Kathleen Mac Lellan (2006)

Nelson Thornes, Cheltenham

ISBN 0-7487-9621-5

The Research Process in Nursing

Since the first edition of ***The Research Process in Nursing*** was first published over twenty years ago, this classic and popular text on “how to do research” has become a familiar feature on course reading lists. Now in its fifth edition, editors Kate Gerrish and Anne

Lacey have replaced Desmond Cormack and so some changes can be anticipated. This reviewer compared the text with that of the third edition published ten years earlier. The overall format of the book largely remains the same, although there is a greater number of contributors, with Professor Senga Bond the only survivor in ten years. Not surprisingly, the chapters that she has co-written for this fifth edition show little change in content and style.

The book continues to provide comprehensive overviews of the steps in the research process and so will retain its place on the novice nurse and midwife researchers' reading list. The inclusion of new features (a glossary of research terms, key points at the beginning of each chapter and contemporary further reading and website references) and chapters on systematic reviews, evidence-based practice and user involvement means the book has become a resource for more experienced researchers, too. (Readers should note, however, that websites are frequently redesigned and specific pages are archived.) Although the greater grounding in policy is another welcome development, the understandable UK focus may be off-putting to the international reader. It raises the issue that an Irish version of this text is required.

The Research Process in Nursing (5th ed)

Kate Gerrish and Anne Lacey (Eds) (2006)

Blackwell Publishing, Oxford

ISBN-10: 1-4501-3013-X

ISBN-13: 978-1-4051-3031-4

**Survival Guide for Ward Managers,
Sisters and Charge Nurses**

The pocket-sized ***Survival Guide for Ward Managers, Sisters and Charge Nurses*** (Thomas, 2006) claims to be an "indispensable guide for every ward manager's office" and to provide everything

you need to know to be able to run a ward or department within healthcare. The book is broken up into sixteen chapters: the first eight concentrate on the basic skills required for the ward manager's role (e.g., *Manage and Treat Your Staff Well*); the next four give information on how to be more effective in the role (e.g., *Be Politically Aware*); and the last four discuss common problems and offer solutions and advice on where to go for the best advice.

Although this book is set in the context of the UK's National Health Service, many of the problems and solutions are global. Sections such as "staff who refuse to look professional or wear proper uniform" will resonate with all nurse and midwifery managers and those who like to rebel!

Jenny Thomas (2006)

***Survival Guide for Ward Managers, Sisters
and Charge Nurses***

Churchill Livingstone, Edinburgh.

See www.elsevierhealth.com

ISBN-13: 978-0-443-10324-7 ISBN: 0 443 10324 0



News and Updates

Advanced Nurse Practitioner Posts Increasing

Another four advanced nurse practitioners (ANPs) were accredited by the National Council in September 2006. They are:

- Ann O'Sullivan, ANP (Neonatology), Coombe Women's Hospital, Dublin
- Helen Burke, ANP (Diabetes), University College Hospital, Galway
- Louise Lynam, ANP (Emergency), Adelaide and Meath Hospitals incorporating the National Children's Hospital, Tallaght
- Janice Richmond, ANP (Oncology), Letterkenny Regional Hospital

An interview with Helen Burke (the first ANP in diabetes in the west of Ireland) appears on pages 10-11.

The National Council has also approved the site preparation and job descriptions for three more ANP posts at:

- Midland Regional Hospitals (Tullamore, Portlaoise and Mullingar) (in oncology)
- Mayo General Hospital, Castlebar (in diabetes)
- Portiuncula Hospital, Ballinasloe (in oncology).

There are currently thirty-five accredited ANP post-holders and forty-eight approved posts. The National Council, through its continuing education funding processes, has provided support for project officers to undertake the site preparation and development of job descriptions for ANP posts.

For more information on establishing ANP and advanced midwife practitioner posts log on to www.ncnm.ie and follow the links to ANP/AMP. This section of the website now includes the ANP/AMP information pack, ANP/AMP statistics and frequently asked questions. Alternatively, you can telephone the National Council at (01) 8825300.

New Guidance Documents by the National Council

The National Council has approved three new guidance documents for nurses and midwives in Ireland. The first is ***Guidance for Nurses and Midwives on the Development and Implementation of Integrated Care Pathways: Improving the Patient Journey***. This publication aims to promote the use of integrated care pathways by nurses and midwives in order to improve the patient's journey within the reforming health system. A considerable body of international literature on the concept was examined to identify the best evidence and the most effective and efficient approaches to integrated care pathways. The development of the document was informed by consultation with key professionals with expertise and/or experience of this concept in Ireland. National standardised terms and definitions have been incorporated into the document where possible to promote and build on the current body of knowledge and practice in the Irish healthcare system.

The second new two-part document, ***Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack***, contains a report on a study of nursing and midwifery interventions and the measurement of their outcomes taking place in Ireland (Part 1). Using the data gathered in this study the National Council developed the ***Guidance and Resource Pack*** in Part 2, the aim of which is to assist nurses, midwives and services seeking to select and assess nursing and midwifery interventions as part of a service quality improvement initiative or other type of enterprise.

Finally, ***A Guide to Sharing Practice and Quality Developments with Other Colleagues*** is intended to help nurses and midwives prepare details of practice and quality developments for inclusion on the National Council's all-Ireland on-line practice and quality database (see Issue 22).

The integrated care pathways document and the interventions resource pack will be available early in 2007 on request from the National Council and to download from the website. The guide to the practice and quality database is already available.

The CD-ROM of the *Guidelines for Portfolio Development for Nurses and Midwives* (2nd ed, February 2006) is now available on request from the National Council. You can still request hard copies or download the document and the Word version of the sample record sheets from our website (www.ncnm.ie – follow the links to *Publications/National Council publications*).

Survey - Supporting Staff Nurses and Staff Midwives

In order to support the National Council's focus on the continuing professional development needs of staff nurses and staff midwives, we have designed a questionnaire which aims to find out what your continuing professional needs are and what the National Council can do for you.

If you wish to fill out the questionnaire and you have access to the internet:

- Log on to www.ncnm.ie
- Go the section called *Staff Nurses/Midwives*
- Follow the links to *Questionnaire*
- Complete the questionnaire and submit.

If you would prefer to receive and fill out a hard copy please contact Jenny Hogan at 01-882 5314 or jhogan@ncnm.ie.

International Philosophy of Nursing Society

Launched in September 2003, the International Philosophy of Nursing Society (IPONS) seeks to bring together individuals from different countries into an international network to promote and support the growing discipline of philosophy of nursing.

The aims of IPONS are to:

- Promote and establish philosophy of nursing, and health care in general, as a credible and important field of philosophical and critical inquiry
- Establish a growing international network for this purpose
- Conduct and support philosophical inquiry in a manner that informs and engages with health care practice, theory, research, education and policy from a national and international perspective

- Support philosophical inquiry into nursing and health care across cultures and countries, including those who may find it difficult for their voices to be heard.

IPONS, in association with Blackwell Publishing, has its own journal *Nursing Philosophy*, which is published four times a year. Members of IPONS also organise and host the Annual International Philosophy of Nursing Conference now in its tenth successful year. There is also an international e-mail discussion list on which members can initiate and contribute to debate over various issues.

For more information about IPONS and how to join log on to www.ipons.dundee.ac.uk or e-mail the Treasurer, John Drummond, at [E: j.s.drummond@dundee.ac.uk](mailto:j.s.drummond@dundee.ac.uk).

Annual Critical Care Conference

Organised by Critical Care Committee, St Vincent's University Hospital, Dublin

Date: Friday 23 February 2007

Time: 9.00 – 16.00

Venue: Education and Research Centre, St Vincent's University Hospital, Elm Park, Dublin 4

Cost: €50

For further information contact:
Joan Killeen or Annette Gerety
T: 01-2774608
E: j.killeen@st-vincents.ie

Nursing and Midwifery Planning and Development Units

Managing and Sustaining Quality in Healthcare

The nursing and midwifery, planning and development unit (NMPDU) in Tullamore hosted its fourth annual regional conference in April 2006. Attended by almost 200 delegates, the conference afforded nurses and midwives from the Health Service Executive (Dublin/Mid-Leinster) the opportunity to come together to discuss issues of central importance to the development of the profession and of the services. This year's theme was *Managing and Sustaining Quality Healthcare through Diversity and Skill-Mix*, and was particularly appropriate because of the recent international nurse recruitment drives and the rollout of the national SKILL (Securing Knowledge Intra Lifelong Learning) project.

In his opening address Aidan Browne (National Director, Primary Community and Continuing Care) stated that nurses and midwives will play a pivotal role in the integration of services. Patrick Glackin (Director, NMPDU, Tullamore) gave an overview of the major projects and initiatives which are being led or facilitated by the unit at national and regional levels, for example, the National Recruitment and Retention Project, the skill-mix agenda, the development of an influenza pandemic training programme, and patient-centred practices in older person services.

The main topics covered in the concurrent sessions were:

- Preceptorship
- The NMPDU's regional pulmonary outreach project
- Diversity at the Midland Regional Hospitals
- Mental health and psychiatric consultation liaison nursing
- Integrated rehabilitative care for older persons by public health nurses
- Supported living for people with intellectual disabilities
- Integration of health care assistants
- Midwifery practice development
- Insulin initiation in primary care.

The prize for the best poster presentation (*The Development of Person-Centred Practice in Nursing across Two Continuing Care/Rehabilitation settings for Older People*) was awarded to a team comprising staff from St Mary's Care Centre, Mullingar; Birr

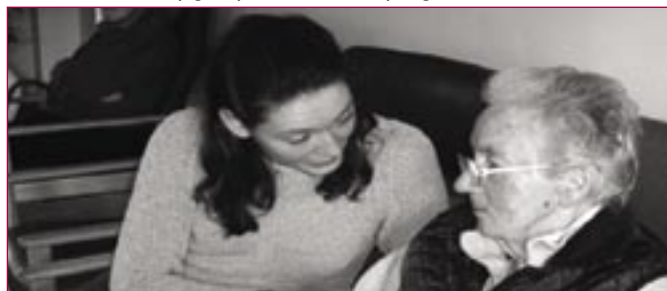
Community Nursing Unit; the NMPDU; University of Ulster; and a UK-based independent consultant.

Essence of Care in Connemara

The Essence of Care project at Clifden District Hospital and St Anne's Community Nursing Unit, Clifden has now been completed with benchmarks established in the following areas: Resident Activities; Food and Nutrition; Communication; Personal Hygiene and Dressing; Maintaining a Safe Environment; Education Needs of Staff; Implementation of Policies and Procedures (St. Anne's); and Documentation/Record Keeping/Care Planning.

Funded by the National Council, this project has shown how important it is for all staff to have a vision for long-stay care of older people in order to achieve best practice. The process for achieving the goals associated with the vision began with an initial audit and assessment of the working environment and the distribution of a wish list to residents, patients and staff. Based on the findings of these activities action plans were devised and roles allocated. The work was evaluated at regular intervals for the duration of the project and open communication was fostered.

The clinical link facilitator led this project using a combination of facilitation models (the task-specific "Oxford Model" and the holistic "critical companionship model" of facilitation). On-site education sessions enabled staff to take time out from work and reflect upon the various aspects of caring for older persons. One of the recommendations emerging from the project concerns the need for community nursing units to continue to establish links with the various community groups and voluntary organisations.



Elizabeth Wilschut (recreational therapist) and Monica Joyce (resident) at St Anne's Community Unit, Clifden.

For more information on the Essence of Care initiative in Connemara, contact:

Claire Welford, Clinical Link Facilitator (NMPDU, HSE – West) and Lecturer in Gerontology (NUI Galway)
NMPDU, HSE (West), HR Building, Merlin Park Hospital, Galway.
T: 087-1224237
E: claire.welford@mailn.hse.ie

To obtain Essence of Care resources log on to the website of the NHS Clinical Governance Support Team and follow the links to Programmes/Essence of Care.

Clinical Audit Network in the HSE (West)

The re-alignment of the HSE's administrative areas has enabled nurses and midwives working at a regional level to form new networks and alliances. Staff at the NMPDUs in the former Western, Mid-Western and North-Western Health Boards have recently established a working group to look at the possibilities for computerised audit systems in the new western region. Members of the group are Paula Kavanagh, Anne Keane, Martin McMenamin, Randal Parlour, Lorna Peelo-Kilroe, Mary B Rice, Geraldine Ryan-Delaney and Claire Welford. Their work will build upon extensive trials of software packages previously undertaken in the North-West.

The working group aims to develop a clinical audit strategy and a clinical audit business plan for the HSE (West). Having first identified a suitable IT audit system, the group aims to develop an implementation plan which will include an education and training programme to support clinical audit functions in the HSE (West) (Primary, Community and Continuing Care – Older People Services).

To find out more about the clinical audit network in the HSE (West) contact:

Claire Welford, Clinical Link Facilitator (NMPDU, HSE – West) and Lecturer in Gerontology (NUI Galway)
NMPDU, HSE (West), HR Building, Merlin Park Hospital, Galway.
T: 087-1224237
E: claire.welford@mailn.hse.ie

Improving Care for Older People through Practice Development

Three practice development projects concerning care for older people have begun in the mid-west. Cappahard Lodge, Ennis, is part of the Old Age Psychiatric Services and provides a home for forty-three older adults with mental health needs; Carrigoran House, Newmarket-on-Fergus, is a voluntary not-for-profit care home providing a home for 152 mainly older adults, while the Community Hospital of the Assumption (CHOA) in North Tipperary is a new build offering a service to seventy-two older adults.

The projects both aim to enhance person-centred care for the people living at all three locations and to develop a person-centred workplace and culture among the staff. The projects focus on laying the groundwork so that the person-centred culture established in the short term will be sustained in the longer term. Small groups of nursing staff and nursing and care staff (known as practice development facilitators or PDFs) are meeting on a monthly basis to learn about practice development, how person-centred care can be enhanced and how they can facilitate others to move towards a more person-centred culture.

The project will achieve its aims through the following reflection and active learning/action cycles:

1. Self-exploration
2. Establishing a shared vision through values clarification
3. Personal change (through moving from self-interest to common interests, freeing oneself from old systems and ways of working)
4. Changing teams and systems
5. Facilitation and taking action based on valuing others.

This framework will be used to develop a project strategy, co-ordinate the various emerging project action plans and to ensure learning is provided to enable the PDFs to develop skills in facilitation which they can use in the workplace with others.

This practice development work is supported by the NMPDU in Limerick, with funding from the National Council. External facilitation

is provided by practice development consultant Jan Dewing and on-site facilitation and/or support is provided (see contact details below).

For more information on the practice development older people project with contact:

Lorna Peelo-Kilroe, Practice Development Facilitator (Older Persons Services), NMPDU, HR Dept,
31-33 Catherine Street, Limerick.
T: 061-483248 or 087-6601791
E: Lorna.Peelo@mailh.hse.ie

Michele Hardiman, Assistant Director of Nursing, Dept of Acute Psychiatry, Ennis Regional Hospital, Ennis, Co Clare.
T: 065-6863218
E: MicheleB.Hardiman@mailh.hse.ie

Mairead Greene, Assistant Director of Nursing, Community Hospital of the Assumption, Thurles, Co Tipperary.
T: 0504-21055
E: Mairead.Greene@mailh.hse.ie

Caroline McMahon, Assistant Director of Nursing, Newmarket-on-Fergus, Co Clare.
T: 061-368100

Person-Centred Developments in Nursing and Midwifery

The principal aim of the NMPDU in Limerick (HSE West) is to collaborate with its key stakeholders in planning and developing a quality-driven nursing and midwifery service for the population of the Limerick, Clare and North Tipperary in line with national and corporate health strategies. It is also guided by one of the core principles of the current health strategy, *Quality and Fairness – A Health System for You*, namely person-centred services. As the new structures of the Health Service Executive become more established, it is imperative that the focus remains on this core principle.

It was appropriate, therefore, for “person-centredness” to be the theme for the NMPDU’s third annual conference, which took place in April 2006. Nora Irwin O’Rourke, director of the NMPDU, set the

scene for the day by sharing the experiences she and her parents had of using the health services in recent years. Aidan Browne (National Director, Primary, Continuing and Community Care) assured the audience of his commitment to supporting developments in person-centred care.

The keynote speakers at the conference were Prof Brendan McCormack (Director of Nursing Research and Practice Development, Royal Group of Hospitals, Belfast and University of Ulster) and Dr Keith Hurst (Senior Lecturer, Health and Social Care Group, Leeds University). Prof McCormack gave an overview of a research project he was leading, the aim of which was to evaluate the effectiveness of person-centred nursing when introduced into a range of clinical areas within an acute hospital setting. Dr Hurst discussed the appropriate selection and application of methods for estimating the size and mix of nursing teams, citing examples from the UK and discussing the implications for the Irish health service.

Other speakers and chairpersons comprised representatives from local acute, community, public health and intellectual disability services, the Nursing Policy Division at the Department of Health and Children and the National Council.

Expanding Practice in Nursing and Midwifery

The NMPDU in Cork hosted its third annual conference in October 2006. Topics and issues explored were developing leadership capacity (Geraldine Cunningham, Interim Director, Royal College of Nursing), expanding practice (Kathleen Mac Lellan, National Council; Ann O’Driscoll, Head of Medical Defence and Risk Management, Hayes McGrath Solicitors), developing midwife-led services (Patricia Hughes, Director of Midwifery, Unified Maternity Services, HSE – South), and setting up primary care services (Liz Davidson, Nurse Practitioner, Aberdeen).

Exemplars of innovative approaches to care delivery were given by Patrick Cotter (Advanced Nurse Practitioner (Emergency), Cork University Hospital), Deirdre Burns (Early Intervention Team Leader, COPE Foundation), Helen Sweeney and Lisha Hennessy (Public Health Nurses, West Kerry Primary Care Team).

For more information on the Cork NMPDU's conference, contact:

Christine Grandon (Professional Development Officer),
NMPDU, HSE (South), Unit 8A, South Ring Business Park,
Kinsale Road, Cork.

T: 021-4927466

E: Christine.Grandon@mailp.hse.ie

Policy, Procedure and Guideline Development for Practice Nurses

Policy, procedures and guideline development groups for practice nurses have been established within the HSE (South) (Cork and Kerry) in the last two years. The aim was to provide practice nurses in the Cork and Kerry region with on-going support in developing policies, procedures and guidelines for clinical practice. The participants received an initial two-day training programme on the development of policies, procedures and guidelines followed by a series of workshops. These follow up sessions supported the on-going development of this initiative and a peer review group was established.

Each participant was required to develop a small number of policies while simultaneously having access to, and use of, other participants' policies (to be adapted as required). The practice nurses were encouraged to develop policies within their workplace in collaboration with the general practitioner, the multidisciplinary team and other relevant stakeholders, and with reference to national or local policy and relevant evidence. Such was the success of this initiative that the participants have developed their network and continue to provide mutual professional support.

For more information on the practice nurses' initiative contact:

Marie Courtney, Professional Development Co-Ordinator
(Practice Nursing),
NMPDU, HSE (South), Unit 8a, South Ring Business Park,
Kinsale Road, Cork

T: 021-4927460

E: marie.courtney@mailp.hse.ie



Petrina Duff and Kathleen Griffin at the Tullamore NMPDU's fourth annual conference.



Mary Day, Geraldine Galvin, Keith Hurst, Margaret Hennessey, Anne Keevey and Fidelma Carroll at the Limerick NMPDU's third annual conference.

Centres of Nurse Education



Kathleen Mac Lellan, Aidan Browne, Nora Irwin O'Rourke and Brendan McCormack at the Limerick NMPDU's third annual conference.



At the Cork NMPDU's third annual conference.
Back row: Helen Walsh, Catherine Killilea, Christine Grandon, Anne O'Driscoll.
Front row: Mary McCarthy, Kathleen MacLellan, Patrick Cotter, Deirdre Burns, Patricia Hughes, Geraldine Cunningham, Liz Davidson.

Waterford, HSE (South)

Since the re-alignment of the Health Service Executive (HSE) areas, the centre of nurse education (CNE) at Waterford Regional Hospital (WRH) is one of five such centres in the HSE (South). The team at Waterford co-ordinates continuing professional education programmes for nurses and midwives across South Tipperary and counties Carlow, Kilkenny, Waterford and Wexford. The CNE has its origins in the school of nursing at WRH and the school of psychiatric nursing at St Otteran's Hospital. Following the convergence of these schools in 2003, the CNE has a regional remit and is overseen by a board of management which is chaired by the director of the nursing and midwifery planning and development unit (NMPDU) in Kilkenny. The director of the CNE Jim O'Shea and his staff work closely with their colleagues in the NMPDU to plan and deliver a comprehensive suite of programmes for nurses and midwives in the south-east.

The CNE team aspires to excellence in the provision of needs-led and practice-based continuing professional education (CPE) programmes. They aim to ensure that all programmes are accessible and learner-centred by collaborating with all key stakeholders to plan, deliver and evaluate programmes, thus ensuring high-quality educational initiatives. As well as their colleagues in the NMPDU, their key partners include directors of nursing, practice development teams and frontline nursing and midwifery staff throughout the south-east.

The centre is guided by the following principles:

- Developing strategic and systematic approaches to CPE
- Ensuring collaborative approaches and promoting integrated ways of working
- Ensuring the availability of a suitably qualified, competent and diverse workforce
- Promoting integration of theory and practice
- Promoting evidence-based practice.

The CNE's recent education needs analysis has formed the basis for its 2007 Education and Training Prospectus. Box 1 (on page 23) lists the new programmes to be offered in 2007 (including these new ones,

there are fifty programmes planned in total). Currently going through a period of development and change, the CNE's mission statement, aims and strategic objectives are being drawn up in consultation with the board of management.

Contact Details

Centre of Nurse Education, HSE (South), Waterford Regional Hospital, Dunmore Rd, Waterford.

Ms Ann Wall/Ms Helen Burke (Administration)

T: 051-842726

E: AnnF.Wall@maila.hse.ie or HelenM.Burke@maila.hse.ie

Ms Sandra Kennedy (Administration)

T: 051-848961

E: Sandra.Kennedy@maila.hse.ie

Ms Breda Adamson (Specialist Co-Ordinator)

T: 051-842839

E: Breda.Adamson@maila.hse.ie

Ms. Sinead Ronayne (Acting Specialist Co-Ordinator)

T: 051-842656

E: Sinead.Ronayne@maila.hse.ie

Ms Cathriona Greene (Continuing Education Officer)

T: 051-842007

E: Cathriona.Greene@maila.hse.ie

Mr James O'Shea (Director)

T: 051-848534

E: James.OShea@maila.hse.ie

Box 1. Overview of New CPE Programmes at the Centre of Nurse Education, Waterford in 2007*

- Adult Venepuncture Programme for Non-Acute Services
- Cardiovascular Health Management for Nurses in Primary Care
- Communication and Management of Challenging Behaviours in Older Persons with Dementia
- Dealing with Alcohol Misuse in Acute Care Settings
- Debriefing and Self-Care Strategies for Healthcare Professionals Following the Death of a Patient
- Education Programme for Healthcare Professionals on Psychiatry of Later Life
- Education Programme for Senior Staff Nurses
- Gastrostomy Tube Re-insertion Programme
- Generic Train- the-Trainer Programme
- Leadership and Management Competency Development Programme for Frontline Managers
- Male Urethral Catheterisation Programme
- Management of High-Dependency Respiratory Adult Patients within Critical Care Settings
- Management of Patients Following a Stroke: Acute and Rehabilitative Care
- Motivating Clients/Patients to Change Addictive Behaviours
- Nursing in the General Practice Setting: An Overview
- Overview of Intellectual Disability Nursing for Non-Intellectual Disability Registered Nurses
- The Promotion of Health for People with an Intellectual Disability
- Therapeutic Activities for Patients/Clients in Residential Care

** N.B. The complete prospectus for 2007 is subject to approval by the Board of Management and will available from the CNE (see contact details).*



SEASONS GREETINGS 2006
FROM
THE NATIONAL COUNCIL OF NURSING
AND MIDWIFERY