Office of Nursing and Midwifery Services Priorities 2017

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Area Director of NMPD, West
ONMSD Role and Function

• provides professional guidance and expertise at a corporate level and to health service providers locally.

• provides a focal point for nursing and midwifery within the public health system and is the critical professional link between the Department of Health, Office of the Chief Nurse, the Nursing and Midwifery Board of Ireland, the HSE Directorate and its Divisions, Higher Education Institutes, Directors of Nursing and Midwifery and other stakeholders.

• provides expertise that is pivotal to the analysis, application, implementation and evaluation of legislation and health policy to the nursing and midwifery resource within health services nationally. This comprises an analysis of legislation, national and international policy and wider literature as well as nursing and midwifery specific data and identifying key actions necessary for the implementation of policy in every location where care is delivered.
ONMSD Role and Function

- supports the Clinical Strategy and Programmes Division by providing individual staff resources leading on specific aspects of programmes as well as the collective contribution of the ONMSD to the integrated care programmes. The ONMSD has a key enabling and leadership function in realising this contribution.
- supports Quality Improvement (QI) by providing individual staff resources to the Quality Improvement Division leading on specific QI projects as well as the collective contribution to QI education, practice, project development, research and resources.
- collects and analyses data nationally that informs and supports decision making pertaining to nursing and midwifery related factors. This results in the application of an integrated evidence based standardised approach nationally by nurses and midwives within services.
- is a budget holder and provider for design development and delivery of continuous professional development for nurses and midwives incorporating education, clinical and leadership development, research, innovation and advancing clinical practice.
Office of Nursing and Midwifery Services
Priorities 2017

Our Vision

Achieving Excellence [1] in Nursing and Midwifery Care

This vision statement will contribute to the realisation of the HSE’s vision – ‘A healthier Ireland with a high quality health service valued by all’

Our Mission

Leading and enabling nursing and midwifery professions to provide quality [2] care, by:

– Influencing policy and promoting person-centred practice
– Strengthening capacity and capability within the workforce
– Supporting the delivery of service priorities and reform

[1] Excellence is defined as the quality of being outstanding or extremely good
[2] Quality is defined as care that is person-centred, safe, effective and leads to better health and well-being or a peaceful death
Activity Levels (Annual Report 2015)

- CNME Footfall 44,926
- Number of programmes delivered by CNMEs 1,717
- Leadership training 2,067
- Sponsorships (post-graduate/masters) 1,550
- Research and Innovation Funded Projects 290
- Practice Development Initiatives supported 176

– Recruitment and retention of nurses and midwives
– Ensuring a nursing & midwifery workforce that’s fit for purpose
– Informatics and EHR agenda
– Measurement for assurance and professional accountability
– Education and training & professional development
– Building leadership capacity
– Political uncertainty
Goals of the HSE

Goal 1: Promote health and wellbeing as part of everything we do so that people will be healthier.

Goal 2: Provide fair, equitable and timely access to quality safe health services that people need.

Goal 3: Foster a culture that is honest, compassionate, transparent and accountable.

Goal 4: Engage, develop and value our workforce to deliver the best possible care and services to the people who depend on them.

Goal 5: Manage resources in a way that delivers best health outcomes, improves people’s experience of using the health service and demonstrates Value for money.
Business Plan 2017

• In excess of 60 National Projects included in the ONMSD Business Plan aligned to the five strategic Goals of the HSE
ONMSD Business Plan Priorities 2017

Goal 1
- Wound Management Policy
- Immunisation Project
- Services to Survivors of Thalidomide
- Nurture Programme
- Sexual Assault Trauma Unit Services

Goal 2
- Nurse Prescribing of Medicinal Products and Ionising Radiation
- Venepuncture and IV Cannulation
- Use & management of a CVAD for children in the community
- Dementia Capacity Building
- Pronouncement of Expected Death by Registered Nurses
- Service Improvement Framework for Public Health Nursing
- Safe Administration of Medications by Public Health Nurses
- Nursing care of Children and Adults with Eating Disorders
- Mental health nursing graduate entry programme
- Psychiatric/Mental health nursing Conference
- Peri-natal mental health education programme.

Goal 3
- Caring Behaviours Assurance System – Ireland
- Nursing & Midwifery Values
- Quality Care-Metrics

Goal 4
- Nurse Midwife Medicinal Product Prescribing
- Electronic Rostering
- QQI Training for HCAs
- Action Learning Facilitation Programme
- Mentorship programme
- Leadership training
- National Clinical Programmes training
- Nursing and Midwifery e-learning governance
- Sponsorship of public health service employees wishing to train as nurses/midwives
- RTP programmes for nurses/midwives
- Implementing the National Emergency Department Nursing Workforce Planning Framework

Goal 5
- CNSp and CMSp
- ANP and AMP
- Level 8/9 sponsorships
- Home Births
- Review of models of service delivery for tissue viability services in the community
- A Vision for Psychiatric/Mental health Nursing

Wound Management Policy
Promote health and wellbeing as part of everything we do so that people will be healthier

*Our Ambition*

- The ONMSD will support and advocate for the role of nurses and midwives and have an increased focus on promoting the positive physical and mental health of patients and service users.

*What we will do:*

The ONMSD will influence HSE policy, practice and education to ensure that health and well being is promoted through:

- Wound Management Policy
- Immunisation Project
- Sexual Assault Trauma Unit Services
- Electronic health and informatics
Provide fair, equitable and timely access to quality, safe health services that people need

Our Ambition

• The ONMSD will support nurses and midwives to provide and assure safe and quality care to patients and service users and to continually strive to provide this in innovative ways based upon the best available evidence.

What we will do:

• Nurse Prescribing of Ionising Radiation
• Venepuncture and IV Cannulation
• Dementia Capacity Building
• Mental health nursing graduate entry programme
• Nursing care of Children and Adults with Eating Disorders
• Psychiatric/Mental health nursing Conference
• Research and Innovation.
Foster a culture that is honest, compassionate, transparent and accountable

Our Ambition
• The ONMSD will support nurses and midwives to build open, respectful and trusting professional relationships with patients, service users, the public and all staff.

What we will do
We will support the development of an enabling environment that fosters a culture of that is person centred in all our interactions through:

• Caring Behaviours Assurance System – Ireland
  Further expansion
  National evaluation

• Nursing & Midwifery Values – (Care, compassion and commitment)
  • Conference May 16th at Dublin Castle - launch of a Bursary Award for initiatives demonstrating these values in practice.
  • Booking now open on https://nmvaluesconference2017.eventbrite.ie.

• Quality Care-Metrics
  • Develop a suite of evidence-based Quality Care Metrics through national consensus and a robust academic framework for Acute Hospitals, Midwifery, Older Persons, Community/PHN, Mental Health, Children’s and Intellectual Disability.
  • Develop Clinical a Dashboard Proof of Concept to enable Quality Care Metric reporting.
  • Develop information and learning in regard to Quality Care-Metrics on HSELaND.
Engage, develop and value our workforce to deliver the best possible care and services to the people who depend on them

Our ambition

• We will strengthen capacity and capability, by developing and testing innovative approaches to leadership, professional development and advancing nursing and midwifery professional practice. This includes responding to estimated future needs of the nursing and midwifery professions based on demographic and epidemiological changes in the population, in addition to monitoring advances in technology and clinical treatments and care.

What we will do

• Education and professional development – programme design development and delivery role of the ONMSD will continue to be delivered through the Centres for Nursing and Midwifery Education who play a key role in supporting nurses and midwives in mandatory education, continuous professional development, and in the development of new competencies and maintenance of core competencies. In addition, return to practice programmes, nurse prescribing of medicinal products, QQI Training for HCAs.

• Leadership: following consultation and needs analysis of services with Nursing and Midwifery leaders, Leadership and Management Development Programmes for nurses and midwives will be designed commissioned and delivered through the National Leadership and Innovation Centre for Nursing and Midwifery (NLIC ) and Nursing and Midwifery Planning and Development Units (NMPDUs). These include;
  – Mentorship programme
  – Clinical Leadership Development Programme for Intellectual Disability Staff
  – Leading in Uncertain Times programme
  – Inaugural leadership summer school for Chief Nurses and DONMS
Engage, develop and value our workforce to deliver the best possible care and services to the people who depend on them

• **Education commissioning**: the Office has and will continue to commission at a national level education programmes such as Medicinal Product Prescribing, X-ray Prescribing, and Sexual Assault Forensic Examination. Leadership and Management Development Programmes

• **Bespoke level 8 training supporting national clinical programmes**
  – Anaesthetic Recovery Room Foundation Education Programme
  – Critical Care Education Foundation Programme
  – Acute medicine Unscheduled Education Foundation Programme
  – Emergency Nursing foundation education programme
  – Pre Assessment Nursing foundation education programme
  – Frailty Education (train the trainer) for 100 Nurses

• **Educational sponsorship**: Level 8 and Level 9 programmes in accordance with service needs and developments

• **Workforce planning**
  – Support the pilot project of the draft (DoH) framework in 3 hospitals
  – National Workforce Planning project for Children’s nursing
Manage resources in a way that delivers best health outcomes, improves people’s experience of using the service and demonstrates value for money

Our Ambition

• We will work to ensure that nursing and midwifery will play a central role in the reformed health service, will build on existing strengths and talents and will contribute in new ways to the delivery of health care in all care settings.

What we will do:

• **Capacity Building:** Supporting services in developing specialists and advanced practice nursing and midwifery roles (Acute Medicine).

• **Higher Diploma in Midwifery Sponsorship Programme:** Deliver a strategy for recruitment of sufficient candidates for the next H. Dip Midwifery Programme

• **National Implementation Steering Group for Home Births**

• **A Vision for Psychiatric/Mental health Nursing:** Undertake an evaluation of the implementation of the recommendations in “A Vision for Psychiatric/Mental health Nursing”

• **Strategy for Older Persons Nursing in development** – expected end of 2017
Thank You