

# **Regional Centre of Nursing and Midwifery Education**

## **Annual Report 2020**

**HSE-Dublin North**

**Connolly Hospital**

**&**

**St Ita's Campus**

**February 2021**



Seirbhís Sláinte  
Níos Fearr  
á Forbairt

Building a  
Better Health  
Service



Regional Centre of  
**Nurse & Midwifery**  
Education, Connolly Hospital/  
St. Ita's Campus, Portrane

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## Foreword

I am pleased to present the 2020 annual report for the Regional Centre of Nurse and Midwifery Education (RCNME). This report reflects the achievements and outcomes for the RCNME over the last year.

2020 was a year like no other. At the beginning of the year we began with our usual schedule of programmes, however; in March with the onset of the COVID-19 pandemic everything changed. Since then the team in the RCNME has responded rapidly to service needs, adapted training, implemented innovative and new ways of working and designed new programmes, while also ensuring the provision of quality assured education and training for registered nurse and midwives.

I would like to acknowledge the effort and commitment by all staff in the RCNME, they have worked tirelessly to meet all training needs in the region.

We also recognise the valuable contribution of the Board of Management, the Office of Nursing, Midwifery Services Director, and the support from Hospital Management at Connolly Hospital & St Ita's Campus. I would in particular like to thank Anne Brennan, Director of Nursing, Midwifery, Planning and Development for her ongoing support of the RCNME.

All programmes in the Centre run in collaboration with the clinical services, I would also like to extend our gratitude to the clinical nursing staff of all grades that have made a significant contribution in the successful provision of programmes.

There have been many changes to the staffing in the RCNME in 2020. Firstly, I would like to wish Veena Lasrado well in her new post in Tullamore and wish her well in her future endeavours. Also I would like to welcome Elizabeth Campbell (Acting Nurse Tutor) who joined the team in November 2020.

Finally I would like to acknowledge the retirement of our friend and colleague Ken Brennan, Director RCNME (2003-2020). We would like to thank him for his valued contributions over the last 17 years and wish him well in his retirement, he will be greatly missed.

Vivienne Browne

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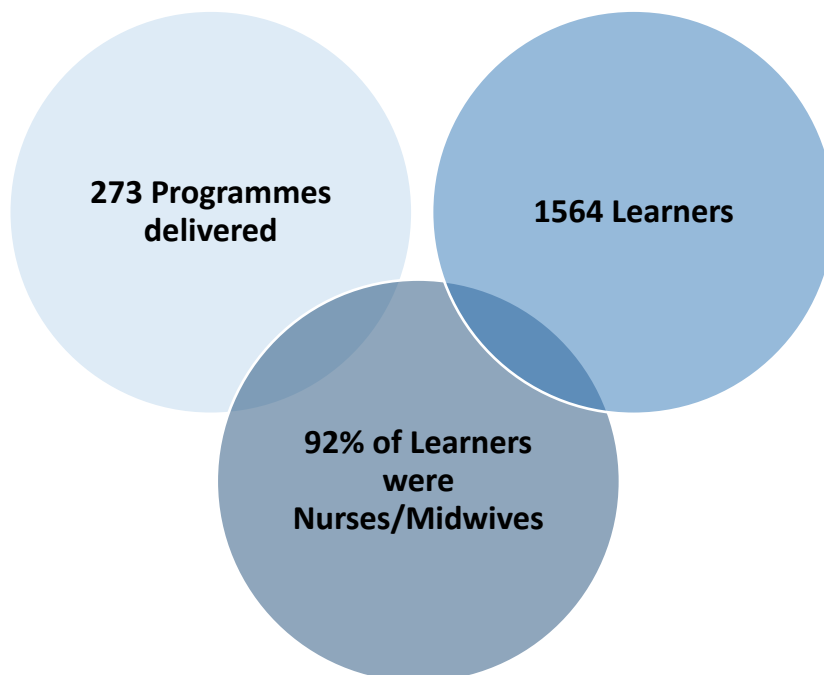
## 2. OVERVIEW OF REGIONAL CENTRE OF NURSE AND MIDWIFERY EDUCATION

The Regional Centre of Nurse and Midwifery Education (RCNME) is bi-located on Connolly Hospital & St Ita's Campus in Dublin North. The Centre provides education and training for nurses, healthcare assistants and other professionals grades in order to enhance patient care, service delivery and to promote professional and competence development of nursing and midwifery. Central to the provision of education and training is to enhance patient safety and quality of care reflecting the priorities of the Health Service. The RCNME makes a contribution to the knowledge and skills of healthcare professionals that in turn has a positive influence in the economic, social and health of society in general and of the HSE regions served by the RCNME.

The RCNME works in collaboration with Directors of Nursing & Midwifery in the region represented by a Board of Management to support the strategic objectives set out in the HSE National Service Plan and the HSE Corporate Plan 2020.

There are 38 services in the catchment area served by the RCNME including Acute, Maternity, Paediatric, Specialist Services, Older Adult, Mental Health Services, Addiction, Intellectual Disability Services, Community Public Health Nursing Services which collectively employ almost **6,500 nurses** and midwives (approximately 15% of the national public Nursing & Midwifery workforce). This year **1564 healthcare personnel** attend for training in the RCNME annually, accessing over **273** scheduled education programmes in which all programmes are approved by Regulatory, Professional and Academic bodies as appropriate.

The RCNME reports to the Nursing, Midwifery, Planning and Development (NMPD) located in HSE Swords HQ as part of the Nursing and Midwifery Service Director (ONMSD) and also work closely with RCNMEs nationally. The RCNME also links with stakeholders such as HEI's, NMBI, and other HSE agencies.



### 3. PROGRAMMES

The RCNME began 2020 with a full suite of programmes, in March in response to the COVID-19 pandemic the staff in the RCNME adapted training and re prioritised work. They also engaged at a national level with other Centres to devise new programmes to support existing staff and new staff to adapt to their working environments during the pandemic.

### 4. RESPONSE TO COVID-19

The staff in the RCNME had to adapt training, implement innovative and new ways of working and designed new programmes to respond to the current circumstances. Face to face sessions had to adapt to ensure a safe environment for participants, this was achieved by reducing the number of attendees for each session and this subsequently resulted in an increase in the frequency of sessions. This created an added burden to staff to deliver more sessions to meet the huge demand for training. Figure 1 below demonstrates the comparisons between number of programmes delivered in 2019 versus 2020 and number of attendees in the same two years. In 2020 there was an increase of 50% of programmes delivered, however the number of learners decreased by 27% due to social distancing and the need to ensure a safe learning environment for staff.

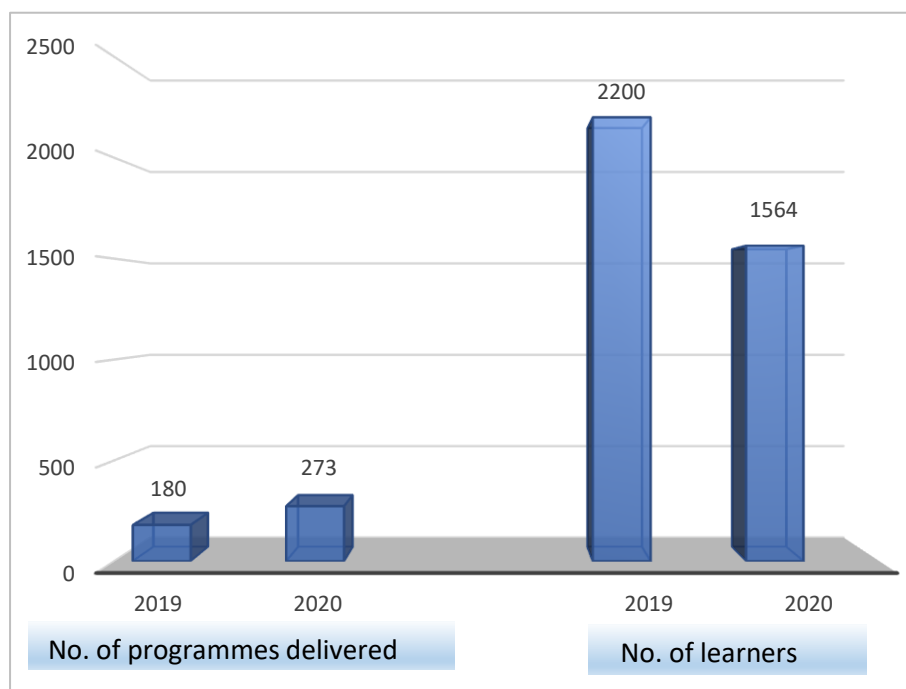


Figure 1

## 5. ICT ADAPTATION

The method of delivery changed in 2020 to integrate online platforms. This involved staff been trained on these online platforms, upgrading of IT systems and adapting of existing programmes for online delivery. The staff in the RCNME also liaised with clinicians, assisting them with the conversion of their lectures to the online platforms.

## 6. CLASSROOM MANAGEMENT SYSTEM

A new booking system for learners to access the RCNME suite of programmes went live in December 2020. This system is hosted on HSElanD.ie and it allows learners register for courses online using an automated booking system. The system also allows for monitoring of numbers booked for courses and to record attendance. There is also a facility for learners to evaluate programmes online and subsequently to receive certificates.

The staff in the RCNME received training on the system over a 4 month period and this training was delivered online. This system is supported in the RCNME by our Administrator Shamine Bhika.

## 7. NEW PROGRAMME DEVELOPMENT & INITIATIVES

The RCNME was involved in 3 new initiatives and developed 4 new programmes this year:

### 7.1. INITIATIVES

**Optional 'Seasonal Peer 'Flu Vaccination Programme' Q&A:** These sessions were designed to support Peer Flu Vaccinators in their role, post completion of online learning, it gave the vaccinator the opportunity to engage online with education, peer 'flu CHO lead and medical vaccination experts. Two separate live sessions were facilitated by the RCNME and sixty peer 'flu vaccinators availed of this.

**Online Mental Health Nursing Journal Club – Clinical Supervision for Mental Health Nurses:** This online journal clubs focus was to gave an overview of the HSE (2019) Clinical Supervision for Mental Health Nursing policy and guidance documents that also included details of the three-day RCNME Clinical Supervision programme for nurses working in mental health services.

**Resource Pack for Registered Nurses and Registered Nurses Returning to Professional Nursing Practice (Mental Health) in response to COVID-19 outbreak 2020:** This resource was developed to update registered nurses (mental health) transitioning to practice during the current COVID-19 emergency situation and equip them with appropriate practical skills for essential safe care. The aim of this resource is to provide the registered nurse with guidance to accessing resources to make the transition back to professional nursing practice in response to COVID-19 2020 Pandemic. It is anticipated that the registered nurse will access the resources based on self-assessment of competency and identified learning needs. The resource is self-directed and contains direction to eLearning Programmes accessible on HSE hseland.ie.

## **7.2. NEW PROGRAMMES**

**7.2.1 Electrocardiography (ECG) Education Training Programme for Registered Nurses: Train the Trainer Education Programme:** this programme was developed to provide effective and confident trainers in the specific skill of recording a 12 lead ECG, who will successively deliver this training to registered nurses within their organisations. The overall aim of the programme is to enable the trainees (registered nurse) to: a) Gain the required knowledge and essential skills of recording a 12 lead ECG; b) Demonstrate the ability to instruct other registered nurses in the skill of recording a 12 lead ECG.

The Train the Trainer programme is delivered over a 4 – 6 week period. This training involves the trainee attending four “Train the Trainer” sessions or 14 hours contact time during which they progress from the level of observer to an independent trainer, and meet the appropriate standards as outlined in the programmes Instructor’s monitoring tool. Programme delivery is based on service needs. This programme received category 1 approval from **NMBI and** was awarded **14 CEU’s**

**7.2.2 Recording a 12 Lead Electrocardiograph (ECG) For Registered Nurses:** The programme was developed in response to a service need identified within the Mental Health and Intellectual Disability services. The aim of the programme is to facilitate registered nurses to develop and update their requisite knowledge, skills and competence to accurately record a 12 lead ECG. The programme consists of 2 hours theoretical content followed by 1.5 hours practical session. This programme received category 1 approval from **NMBI** and was awarded **3.5 CEU’s**

**7.2.3 Essential Physical Health Care Nursing Skills Programme:** This programme aims to equip the nurse with the knowledge and skills to deliver safe and competent physical health nursing care within their scope of practice. The programme will be delivered using a blended learning approach, theoretical and clinical skills content will be facilitated by expert clinicians. Theoretical content will be delivered online (four days) with learners integrating this theory into practice through face to face clinical simulated scenarios (one day). The programme will be assessed using a questionnaire. The programme has been awarded **NMBI** post registration Category 1 approval with **32.5 CEU’s**. It is planned to initially offer this programme to nurses working in mental health services with a planned delivery in Spring 2021.



## 8 INTRODUCTION OF NEW NATIONAL PROGRAMMES

### Infection Prevention & Control Link Practitioners Programme

The RCNME was involved in the developed of two programmes for Link Practitioners in the area of Infection Prevention and Control in collaboration with NMPDU Dublin North. . The first programme was a Foundation Programme Infection Prevention and Control for Health Professionals and the second a Link Practitioner Programme- Infection Prevention and Control. The pilot for both programmes was rolled out by the NMPDU Dublin North. Following on from the pilot roll out it was decided to merge the two programmes and the new version will run nationally in each Centre of Nurse Education from February 2021. The overarching aim of the programme is to provide the IPC link practitioner with an opportunity to advance and practice their knowledge and skill safely in infection prevention and control in a contemporary healthcare practice.

## 9 ACTIVITY 2020

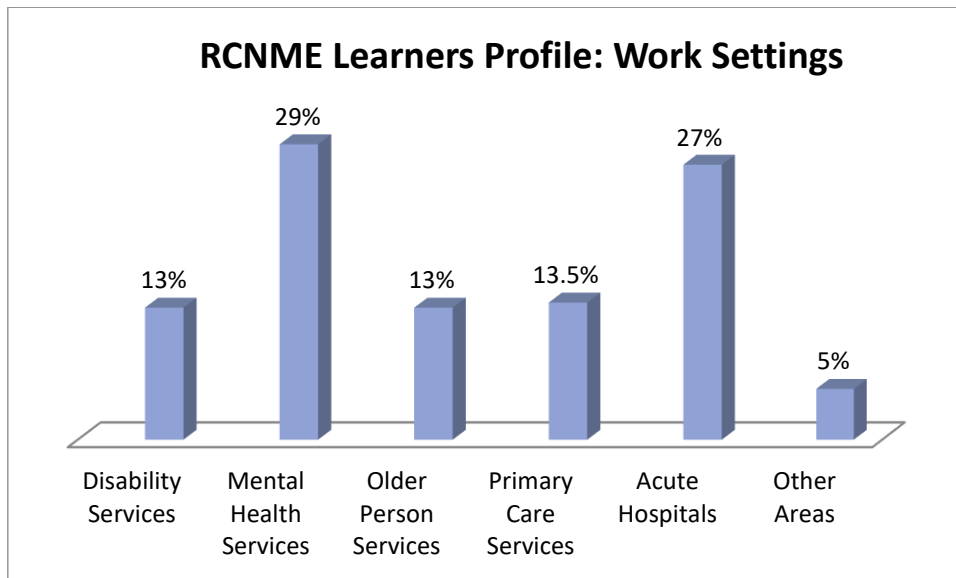
The RCNME delivered 273 programmes to 1564 participants in 2020. This increase in programmes numbers and decrease in participant's numbers since last year is due to the restriction in numbers attending classroom sessions due to COVID-19. The following is a list of the programmes provided over the last year the number of times the programmes ran and total number of staff who attended:

Name of programme	No. of programmes provided	Overall total of all staff who attended
Academic Writing	1	8
AED Refresher	1	1
Anaphylaxis Training	35	130
Assist	1	22
Assessors Course Venepuncture	1	4
Assessors Course Venepuncture & IV cannulation	1	13
Basis Life Support	33	91
Certificate in Cognitive Behavioural Therapy for Nurses QQI level 8	1	8
Clinical Supervision for Mental Health Nurses –Online Journal club	1	5
Combined Venepuncture & Peripheral Intravenous Cannulation Blended Learning Programme	13	34
Community Assessment Hub training	2	18
Diabetes Management Training	3	19
Enhancing and Enabling Well-Being for the Person with Dementia	1	16
Final Journeys Training	2	29

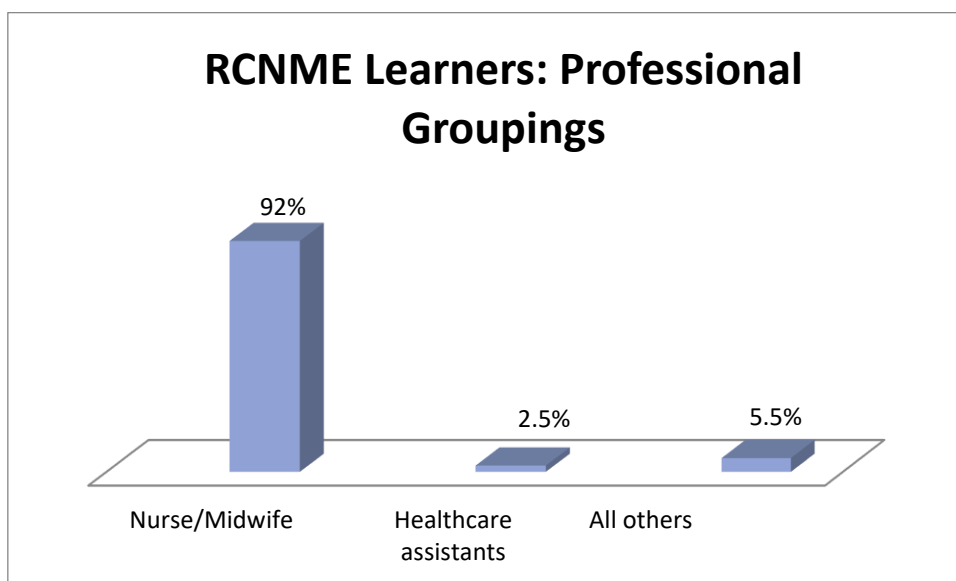
Foundation Programme Infection Prevention and Control for Health Professionals	1	16
Heart Saver	1	4
Inanimate Manual Handling	1	3
Intravenous Administration of Medications a Blended Programme for Nurses	37	86
Introduction to Theory and practice of Clinical Supervision	2	12
IPC including Hand Hygiene and Donning and Doffing	36	286
Link Practitioner Programme- Infection Prevention and Control	1	16
Male Urethral Catheterisation and Suprapubic Re-Catheterisation Training for Nurses and Midwives Assessors Course	1	1
Male Urethral Catheterisation and Suprapubic Re-Catheterisation Training for Nurses and Midwives	1	11
Managing Actual and Potential Aggression (MAPA)	12	96
Medical Surgical Programme Enhancing Clinical Practice	1	8
Nurses Midwives & the Law	1	17
Open Disclosure Awareness session	4	65
Optional 'Seasonal Peer 'Flu Vaccination Programme' Q&A	2	58
Oxygen therapy for Nurses	5	45
People Moving & Manual Handling	20	103
Peripheral Intravenous Cannulation Blended Learning Programme	1	3
Policy, Procedure, Protocol and Guideline Training	1	6
Preceptorship	1	22
Recording 12 lead ECG Train the Trainer Education Programme	1	4
Recording 12 lead ECG Workshop for Nurses	3	11
Return to Nursing Practice Programme-Intellectual Disability	1	2
Return to Nursing Practice Programme - General	1	10
Safeguarding Vulnerable Adults	2	13
School Immunisation Protocol	2	21
STORM	2	32
Subcutaneous Fluids	9	50
Suicide Bereavement Training	1	14
TMVA Breakaway	11	81
TMVA Breakaway/Control and Restraint	1	12
TMVA Control & Restraint	2	21
Understanding Self Harm	2	5
Venepuncture Blended Learning Programme	9	16
Wellness Recovery Action Plan (WRAP)Level 1	1	13
WRAP review	1	3
<b>Totals</b>	<b>273</b>	<b>1564</b>

## 10 PROFILE OF LEARNERS

The following is a representation of the work settings the learners on our programmes are from:



The following is the professional groupings profile:



## 11 PROFESSIONAL DEVELOPMENT OF STAFF

The staff in the RCNME are committed to continuing professional development, from January to March staff attend conferences, workshops clinical supervision and formal education programmes to upskill in their areas of expertise. With the onset of the pandemic staff training moved online and staff are now engaging in distance learning, blended learning, e-learning, and self-directed learning. Appendix 1 contains a list of all the training attended by staff.

### 11.1 STAFF MEMBERSHIP OF NATIONAL AND LOCAL GROUPS

RCNME Board of Management, Dublin North.	Connolly Hospital Library group.
Quality and Qualifications Ireland Quality Assurance Consortium Oversight Group.	National Anaphylaxis Education Group
National Advisory Committee Nurse Referral for Radiological Procedures.	National Strategic Psychiatric/Mental Health Nursing Group.
ONMSD Return to Nursing and Midwifery Practice (RTNMP) Steering Group.	National working group – Developing a guidance framework in Psychosocial Interventions for nurses working in mental health services.
Association of Directors of Centres of Nursing and Midwifery Education.	Provider Quality Assurance with QQI: Policies, Procedures, Protocols & Guidelines (PPPGs) Dublin North East Development Team, 2018 –present.
National Critical Care Clinical Facilitators Group	National working group to develop a ‘Guidance Document on Infection Prevention and Control Practices in Relation to Delivering Face to Face Education during the COVID-19 Pandemic’

## 12 QUALITY ASSURANCE

The RCNME plays a key role in supporting registered nurses and midwives in mandatory education, CPD and in the development of new competencies and maintenance of core competencies that leads to personal and professional growth. The Centre aims to provide the highest quality of standards in education and training that is evidenced based and supports best practice whilst developing nurses/midwives and healthcare professional’s capacity for independent critical thinking and lifelong learning in response to service needs. Quality assurance is maintained by ensuring that the needs of learners and the organisation are met. The Centre quality assures programmes through the Nursing & Midwifery Board of Ireland approval process, collaborates and co-operates with other professional bodies in achieving the aims of the RCNME whilst offering awards validated by Quality and Qualifications Ireland which are recognised nationally and internationally.

## **13 QUALITY AND QUALIFICATIONS IRELAND**

Quality and Qualifications Ireland (QQI) was established as a state agency by the Quality Assurance and Qualifications (Education Act 2012). Its main responsibility is to maintain standards of education within the national framework of qualifications. In addition, it acts as an awarding body, set standards for those awards and validates education programmes. It also has the responsibility of reviewing the effectiveness of provider's quality assurance. The RCNME is accredited with QQI since 2009.

### **13.1 REENGAGEMENT**

The RCNME is reengaging with QQI to receive Quality Assurance for the next 5 years. For the first time the RCNME is collaborating with the ONMSD in 2021 and all Centres of Nursing & Midwifery Education to submit one document for approval by QQI, upon receiving Quality Assurance all Centres in the country will have the ability to deliver programmes at levels 5-8.

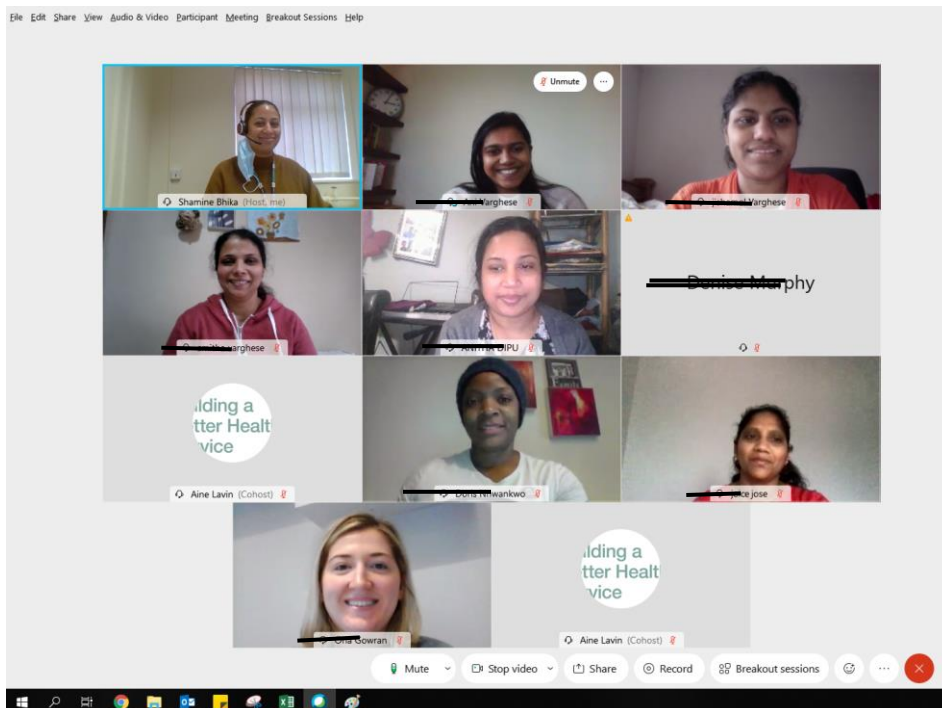
### **13.2 PROGRAMME REVIEW**

Upon receiving Quality Assurance the RCNME will then have to revalidate five Level 8 programmes, the first stage in this process is to carry out a 5 year review of previous programmes delivered in the RCNME. A programme review was completed in 2020 for each of the 5 programmes listed below: PG21920 -Certificate in Nurse Authority to Prescribe Ionising Radiation (X-Ray) (8S19558); PG 21919- Certificate in Cardiovascular Nursing (8S11882); PG 21920-Certificate in Diabetes Nursing (8S11883); PG20463-Certificate in Psychosocial Interventions for Nurses (8S16096) and PG21918-Certificate in Basic Cognitive Behavioural Skills for Nurses (8S19551). This review will now inform the development of a revised curriculum for each programme. The RCNME will endeavour to complete the next steps in the process for 3 of these programmes in 2021 which will result in the revalidation of these programmes with QQI.

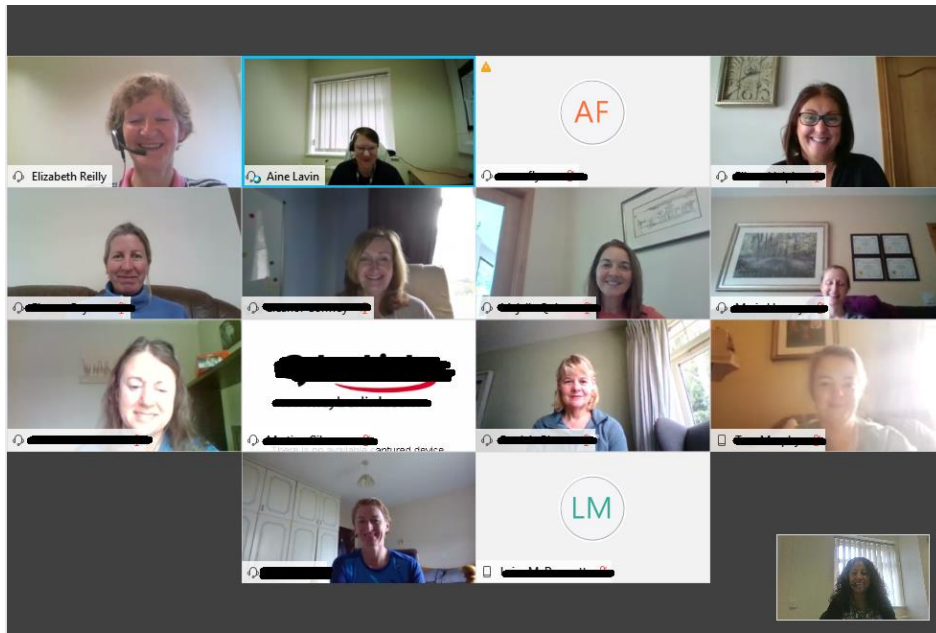
## 14 A SNAPSHOT OF RCNME PROGRAMMES, FACILITATORS AND LEARNERS IN 2020



*James Lynch, Specialist Coordinator with some of the participants on the Clinical Supervision Programme*



*Shamine Bhika with participants of the Medical Surgical Nursing Programme- Enhancing Practice*



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*Elizabeth Reilly & Aine Lavin with participants of the Return to Nursing Practice Programme*

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*Veena Lasrado*

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*Ken Brennan*

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## 15 APPENDIX

### STAFF CONTINUING PROFESSIONAL DEVELOPMENT 2020

Programmes	Venue
39th Annual International Nursing & Midwifery Research and Education Conference	RCSI
A workshop for professionals & key contact people, providing support to those bereaved by suicide	Taylor House
AHA BLS 2020 update	Online
An Introduction to Children First	HSELand
National Anaphylaxis Education Programme for Healthcare Professionals.	HSELand
Anaphylaxis Instructor Train the Trainer	Taylor House
ANTT Aseptic Non Touch Technique	HSELand
Breaking the Chain of Infection	HSELand
Business Case and Project Management Workshop	online
Carbohydrate Counting	HSELand
Clinical Link Role	Mental Health Day Hospital
Clinical Supervision	School of Nursing DCU
Communicating Effectively through Open Disclosure	HSELand
Community Nursing Record	HSELand
COMPASS e-learning programme incorporating the National Early Warning Score	HSELand
COVID 19 Medication Management	HSELand
COVID 19 Recognition and Assessment among people with an Intellectual Disability	HSELand

COVID-19 Return to Work Induction Webinar	HSELand
Display Screen Equipment: User Awareness	HSELand
Guide to Fluid Balance	HSELand
Hand Hygiene for Clinical Staff	HSELand
Hand Hygiene for HSE Non-Clinical Staff	HSELand
Healthcare Records Management	HSELand
IHF CPR Instructor Recertification	Tayleur House
IITD Virtual Classroom Essentials Programme Programme endorsed by the Irish Institute of Training & Development.	Online delivered by Flex Labs
Inanimate Manual Learning	RCNME, Connolly
Integral Valve Oxygen Cylinder Guide	HSELand
Intravenous Administration of Medications for Nurses & Midwives (RCNME, Dublin North)	HSELand
Introduction to the Irish National Early Warning System: Nursing NSCP Focus	HSELand
Lecture delivered – <b>Solution Focused Practice</b> . Post Grad Dip Nursing programme	School of Nursing & Midwifery, Trinity College Dublin.
Manual Handling and People Handling e-learning Theory Module	HSELand
Manual Handling and People Handling e-learning Theory Module Manual Handling Practical	HSELand Tayleur House
MAPA recertification	Online
Medicines Management	HSELand
MUST Training (Malnutrition Universal Screening Tool)	HSELand
National Clinical Supervision Symposium	MC William Park Hotel, Mayo

Online Book Launch of ' <i>Supervision in the Helping Professions</i> '.	Open University Publishing McGraw Hill
Online STORM facilitation 1 day	Microsoft teams
Online Training for Existing STORM Facilitators	Facilitated online by STORM UK
Palliative Care Needs Assessment Module 1	HSELand
Palliative Care Needs Assessment Module 2	HSELand
Presentation delivered via live webinar - Mental Health Nursing Clinical Supervision.	NMPDU (Dublin South, Kildare & Wicklow) Online webinar "Introduction to Clinical Supervision & Application in Practice"
Professional Diploma in Clinical Supervision	School of Nursing, Psychotherapy & Community Health, DCU
Reflect, Recover, Renew: Celebrating the International Year of the Nurse and Midwife in Ireland 2020	Online
Safe selection and use of fire extinguishers training	Connolly Hospital
SAP Navigation	HPSA Hub ELearning
St Mary's Campus 6th Nursing Showcase	St Mary's Hospital Phoenix Park
Staff Webinar with Paul Reid CEO, Anne O Connor & Colm Henry	Online Cisco Webex
The Flu Vaccine- protect yourself, protect others	HSELand
Time Administration (Time Managers Workplace)	HPSA Hub ELearning
TUH Falls Assessment and Prevention	HSELand