# Table of Contents

<table>
<thead>
<tr>
<th>Goal 1</th>
<th>Promote health and wellbeing as part of everything we do so that people will be healthier</th>
<th>6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal 2</td>
<td>Provide fair, equitable and timely access to quality, safe health services that people need</td>
<td>10</td>
</tr>
<tr>
<td>Goal 3</td>
<td>Foster a culture that is honest, compassionate, transparent and accountable</td>
<td>18</td>
</tr>
<tr>
<td>Goal 4</td>
<td>Engage, develop and value our workforce to deliver the best possible care and services to the people who depend on them</td>
<td>25</td>
</tr>
<tr>
<td>Goal 5</td>
<td>Manage resources in a way that delivers best health outcomes, improves people’s experience of using the service and demonstrates value for money</td>
<td>37</td>
</tr>
</tbody>
</table>

Regional Centre for Nursing & Midwifery Education (Connolly Hospital) - Annual Report 2016 | 41 |
## NMPD Staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>James Lynch, Interim Director</td>
<td><a href="mailto:james.lynch@hse.ie">james.lynch@hse.ie</a></td>
</tr>
<tr>
<td>Caroline Kavanagh, NMPD Officer</td>
<td><a href="mailto:caroline.kavanagh1@hse.ie">caroline.kavanagh1@hse.ie</a></td>
</tr>
<tr>
<td>Anne Brennan, NMPD Officer</td>
<td><a href="mailto:anne.brennan4@hse.ie">anne.brennan4@hse.ie</a></td>
</tr>
<tr>
<td>Lorraine McNamee, NMPD Officer</td>
<td><a href="mailto:lorraine.mcnamee@hse.ie">lorraine.mcnamee@hse.ie</a></td>
</tr>
<tr>
<td>Emma Fleming, NMPD Officer</td>
<td><a href="mailto:emma.fleming@hse.ie">emma.fleming@hse.ie</a></td>
</tr>
<tr>
<td>James Fullam, Research fellow, REACH Programme</td>
<td><a href="mailto:james.fullam@hse.ie">james.fullam@hse.ie</a></td>
</tr>
<tr>
<td>Martina Giltonane, N&amp;M Quality Care-Metrics Project Officer</td>
<td><a href="mailto:martina.giltonane@hse.ie">martina.giltonane@hse.ie</a></td>
</tr>
<tr>
<td>Deirdre Duggan, Senior Administrator</td>
<td><a href="mailto:deirdre.duggan@hse.ie">deirdre.duggan@hse.ie</a></td>
</tr>
<tr>
<td>Lorna Byrne, Administrator</td>
<td><a href="mailto:lorna.byrne1@hse.ie">lorna.byrne1@hse.ie</a></td>
</tr>
<tr>
<td>Annabel McGeever, Administrator</td>
<td><a href="mailto:annabel.mcgeever@hse.ie">annabel.mcgeever@hse.ie</a></td>
</tr>
</tbody>
</table>

### Team Members
(from left to right): Annabel McGeever, Deirdre Duggan, Lorraine McNamee, Caroline Kavanagh, James Lynch, Martina Giltonane, James Fullam, Anne Brennan, Emma Fleming, Lorna Byrne
Dear Colleagues,

I am very pleased to present the Nursing and Midwifery Planning & Development (NMPD) HSE Dublin North Annual Report 2016. The priority of the NMPD is to provide leadership, support excellence and build capacity for nurses and midwives to enhance healthcare delivery and improve patient care and service delivery. The NMPD has the following functions:

- Strategic development of nursing and midwifery;
- Promotion of standards of care;
- Supporting services so that nurses and midwives provide optimum patient centred care;
- Supporting professional development;
- Enhancing practice for nurses and midwives;
- Fostering workforce development through workforce planning initiatives.

The intent of this report is to present the achievements and advancements of the NMPD throughout 2016 which reflects the achievement of the NMPD priority and functions. These accomplishments are reported under the five goals of HSE Corporate Plan 2015-2017.

In the Dublin North area the collaboration, engagement and team working approach between the Directors of Nursing and Midwifery regionally, the Regional Centre of Nursing and Midwifery Education (RCNME), our academic partners in RCSI and DCU and our stakeholders with the NMPD has contributed significantly to an open, transparent and learning culture within Nursing and Midwifery services. Nurses and midwives have innovated, provided governance, demonstrated leadership through embracing change, leading teams and developing clinical capacity to meet the current and future needs of the Nursing & Midwifery professions and the healthcare community in a changing landscape and economy.

I wish to acknowledge the contribution and engagement of all Directors of Nursing and Midwifery in the region, the Directors and staff of the RCNME, Connolly Hospital, and in Children's and Midwifery and all the nurses, midwives, organisations and stakeholders whom we work with on an ongoing basis.

2016 marked the retirement of Ms Eithne Cusack who for many years served as both Interim Area Director & Director NMPD Dublin North. In this time she provided visionary leadership and built capacity for nurses and midwives in the region and also nationally. Whilst engaging at a national and corporate level Eithne always remained focused on developing nursing and midwifery at the coal face. Her many achievements were acclaimed by scores of nurses and midwives in the lead up to her retirement. For much of this time she was ably supported by Ms Annabel McGeever (Administrator) and Annabel has also moved from the NMPD. The NMPD team would like to acknowledge the commitment and great efforts of both Eithne and Annabel and to wish them well for the future.

Finally I wish to thank the staff of this NMPD for their enthusiasm, expertise and team spirit. Their immense dedication and commitment has resulted in the successful functioning of the NMPD during a period of change throughout 2016.

James Lynch,
Interim Director,
Nursing & Midwifery Planning & Development,
HSE Dublin North.
Goal 1
Promote health and wellbeing as part of everything we do so that people will be healthier

Nurses and midwives have an increased focus on promoting positive physical and mental health of patients and services users. The NMPD supports nurses’ and midwives to have a positive impact on people’s health and wellbeing by promoting healthy lifestyle choices. We aim to implement HSE policy, practice and education to promote health and wellbeing across the services.

1.1 Recovery College
Recovery is at the core of aspirations for mental health services development (Department of Health 2006) and developing recovery orientated services is a priority for the National Mental Health Operational Plan (HSE, 2016). Mental health nurses are striving to enhance their knowledge and skills towards delivering recovery orientated care as cited in the Vision for Psychiatric/Mental Health Nursing (HSE 2012). As a positive feature of the national initiative ‘Advancing Recovery in Ireland’, Recovery Colleges are perceived as beneficial community focused means to enhance recovery orientated knowledge and practice.

In 2016, the NMPD supported nurses in the Mental Health Services in Louth/Meath, Dublin North and Dublin City University to establish this initiative within Dublin North/North East region.

The aim of this initiative is to develop a framework, resources, infrastructure and initial programme of courses for a Recovery College in Dublin North/North East region.

Key objectives include:
• Establishing a catchment wide partnership between service user, community groups and mental health services towards this aim.
• Establishing a functional Recovery College with designated learning spaces in the community, course providers and a College Co-ordinator.
• Developing an online resource as a feature of the Recovery College.
• Embedding a participatory community of practice that will use the college resources, provide input and evaluate the effectiveness of the programmes delivered.

The Recovery College steering group and working group launched the Recovery College on 10th October 2016 in Dublin City University. Mr John Kelly was appointed Recovery College Co-ordinator.

The Recovery College takes an empowering and inclusive educational approach to mental health and well being. With a focus on health and wellness, the college aims to create a culture of recovery in the community by providing transformative educational courses, resources and creative spaces that are accessible to anyone who wants to learn about mental health recovery.

Supporting students to build on their inherent strengths and resources, the college provides spaces that are mutually respectful, where personal and professional experience are equally valued. The Recovery College is a space where students choose their own courses, to gain new understandings and explore the potential of recovery in ways that suits them. The Recovery College is not a place of clinical treatment or therapy.
The Recovery College:
1. Encourages students to “find their own solutions and embrace distress as a part of ordinary life” (Repper; 2013).
2. Breaks down barriers by opening enrollment to everyone interested in mental health recovery and by offering courses that are co-designed and co-delivered by people with both personal and professional experience.

With a focus on integration, the Recovery College makes wellness and recovery resources available to the whole community.

The Recovery College provided a suite of programs in October/November 2016 including:

<table>
<thead>
<tr>
<th>Life skills recovery</th>
<th>Enriching Life</th>
<th>Relationships</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learning together</td>
<td>Mindfullness and Compassion</td>
<td>Dramatic Arts for Wellness</td>
</tr>
<tr>
<td>Dundalk Institute of Technology</td>
<td>Dublin City University</td>
<td>Dublin City University</td>
</tr>
</tbody>
</table>

Programmes for 2017 include:

<table>
<thead>
<tr>
<th>Health and Wellbeing</th>
<th>Life skills</th>
<th>Enriching Life</th>
<th>Relationships</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understanding and Renegotiating Trauma</td>
<td>‘Out on a Limb’</td>
<td>My Community, my Wellbeing</td>
<td>Exploring the Social self through Drama</td>
</tr>
<tr>
<td>Recovery: Learning together</td>
<td>Recovery: Learning together</td>
<td>Act the Maggot, personal development through artistic expression</td>
<td>Infected with Happiness</td>
</tr>
</tbody>
</table>

Further information available on www.recoverycollege.ie or Tel: 01 700 8887 or email john.w.kelly@dcu.ie.

Pictured across: Recovery College Working Group on 26th October 2016
Top row left to right: Anne Ellis (Family member), Mark Cunningham (Lecturer Dundalk Institute Technology), Rose Marie Murphy (Assistant Director of Nursing Louth Meath Mental Health Service), Dr Liam MacGabhann (Lecturer Dublin City University), Anne Brennan (NMPD Officer, NMPD Dublin North), Dr Mary Farrelly (Lecturer Dublin City University). Bottom row: John Kelly (Recovery College Co-ordinator).

Missing: Imelda Noone (Nurse Practice Development Co-ordinator Mental Health Service Dublin City), Rose Bennett (Nurse Practice Development Co-ordinator Mental Health Service North County Dublin), Kathy Murdock (Assistant Director of Nursing St Vincent’s Hospital Fairview), Karly Upton (Student), Gareth Lee, (Service User Representative) and Martha Griffin (Lecture Service User by Experience, Dublin City University)
1.2 Contribution to Policy Development and Consultation
The NMPD team collaborated with relevant stakeholders to implement the following directional plans for nurses and midwives. The NMPD in partnership with Directors of Nursing and Midwifery contributes to and informs healthcare policy development at Government, ONMSD, HSE, regional and local level through representation on steering and multidisciplinary groups and through leadership of nursing and midwifery specific groups that identify and develop the necessary policies to address policy gaps.

Throughout 2016, the NMPD team participated on numerous committees, working groups and health related fora making valuable contributions informed by their vast levels of knowledge and experience:

The Director and NMPD Officers participated on the following national groups:

- ONMSD Quality Care Metrics Mental Health Work-stream Working Group (Chair);
- Perinatal Mental Health/Mind Mothers Elearning Programme Working Group (Chair);
- National Steering Group – Implementation Vision for Psychiatric/Mental Health Nursing (Secretary);
- Director NMPD Group (Secretary);
- HSELand ELearning Governance Group;
- Nursing & Midwifery Hub HSELand Group;
- Return to Nursing/Midwifery Practice Curriculum Development Group;
- National Working Group – Eating Disorders;
- ONMSD – Advanced Nursing & Midwifery Practice (ANP/AMP);
- Mental Health Division (2016) National Mental Health Standards Steering Group;
- Mental Health Division (2016) National Mental Health Standards Education and Training Sub Group;
- RCSI Critical Care Workforce Planning Working Group;
- National ONMSD Clinical Nurse Specialist/ Clinical Midwife Specialist (CNSp/CMSp) Support Network;
- National Nursing and Midwifery Quality Care-Metrics (QCMs) Project Officer Group;
- National Nursing and Midwifery QCMs Academic/NMPD Group;
- Public Health Nursing Service QCMs Work-Stream and Core Academic/NMPD Group;
- Mental Health Services QCMs Work-Stream and Core Academic/NMPD Group;
- Intellectual Disability QCMs Work-Stream and Core Academic/NMPD Group;
- Clinical Information and Analytics Group (CIAG);
- Clinical Information and Analytics Group (CIAG) for dashboard development;
- Irish Nurse and Midwife Practice Development Group;
- HSE Open Access Research Advisory Group;
- Eating Disorder Nursing Guidance Group;
- National Practice Development Co-ordinators Group;
- All Ireland Gerontological Nurses’ and Midwives Association;
- Irish Institute of Mental Health Nursing.

The NMPD worked with nurses, midwives, senior managers, educationalists and support staff across healthcare settings in Dublin North to establish and utilise communication networks. This has enabled the development of practice in the areas of role development and expansion, competency development, care quality measurement, education and research.
To promote effective communications networks, the NMPD was involved in the following meetings in 2016:

- Governance Meetings;
- NMPD/RCNME Team Meetings;
- HSE Dublin North NMPD Meetings;
- ONMSD/NMPD Meetings;
- RCNME Boards of Management Meetings;
- Professional Advisory Group Meetings with School of Nursing DCU;
- NMPD Financial Governance Meetings;
- ONMSD/NMPD Financial Governance Meetings;
- Directors of Nursing/Midwifery Meetings;
- REACH Meetings;
- Vision for Psychiatric Nursing National Steering Group & Regional Working Group Meetings;
- Regional NMPD/Area Director meetings;
- Professional Nursing & Midwifery Forums for DON’s/PDC’s/ANP’s;
- Regional Practice Development Forum Meetings;
- CNSp/CMSp meetings;
- Advanced practice meetings;
- NMPD officers facilitated and supported the delivery of Values for Nurses & Midwives in Ireland - National Awareness Programme (NMBI, ONMSD & Department of Health).
Goal 2

Provide fair, equitable and timely access to quality, safe health services that people need

The NMPD in partnership with Directors of Nursing and Midwifery supported nurses and midwives in the region in the provision of a safe and equitable service. We continually strive to provide this in innovative ways based upon the best available evidence. The NMPD continued to proactively support research capacity of nurses and midwives in the Dublin North region and we aimed to develop capacity of nurses and midwives to understand and contribute to evidence based practice for the delivery of safe and quality care.

2.1 Strengthening the Research Capacity and Capability of Nurses and Midwives; (REACH)

NMPD Dublin North supported research and innovation through REACH (Research Excellence Across Clinical Healthcare) which is a nursing and midwifery research capacity development programme. It is a project which supports nurses and midwives in clinical settings to develop service led clinical research and create a culture of research and reviewing evidence within the workplace.

Dr James Fullam replaced Dr Linda Nugent as project lead for REACH in January 2016. Over the course of 2016 REACH built on the considerable work carried out by Dr Nugent in 2014-2015. REACH activities in 2016 were supported by Prof Thomas Kearns (RSCI). New research groups and projects were also developed. From a regional perspective, the organisation of a research conference and a series of research workshops provided the opportunities for the dissemination of local research and skill development in the region.

2.1.1 REACH Evaluation

One of the major projects undertaken over the course of 2016 was an evaluation of the REACH programme from its inception in 2013, up to and inclusive of December 2016. This evaluation will be presented in an article that is currently in the final stage of development. The article will provide the rationale for the programmes development in the context of the relevant Irish and international literatures on research capacity building for nurses. The outputs and associated processes of the programme over the time period have been collated and will be presented with reference to an established research capacity building framework. This evaluation is based on document analysis and confirmatory meetings with individuals that participated in the programme. Limitations of the programme and the method of analysis will be discussed. Finally recommendations for future practice and strategy will be presented. It is anticipated that the article will be submitted for publication in early 2017.

2.1.2 Review of the Nursing Role in the Addictions Service

This project led by Ms Aine Hall (A/DoN, HSE Addiction Service) is aimed at developing a nursing practice framework for nurses working in the addiction service. REACH provided initial guidance on the development of this project, primarily focused on the application of an appropriate research methodology, and additional advice and commentary on the existing literature in the area. Subsequently REACH provided support for a research funding application to the Dublin North NMPD to support a research partnership with a Higher Education Institute to progress the project. Specifically REACH provided advice with regard to a proposed methodology, and editing of the application. This funding proposal was successful and it is planned that this project will proceed in January 2017.
2.1.3 REACH Workshop Series 2016 - “Kickstart your Research– a Series of Workshops to Plan and Progress your Research”

Building on the work of REACH with regard to regional skill development and research education, a new series of workshops was developed and delivered as part of a collaboration between the Regional Centre for Nursing and Midwifery Education (RCNME), NMPD Dublin North (REACH) and Dr.Steeven's Library. The aim of these workshops was to enhance participant’s knowledge and understanding of research. Participants were invited to submit specific research queries before and during the classes. Dr James Fullam (REACH) delivered sessions on research design, research methods and critical appraisal, Mr Gethin White (Dr Steeven's) delivered sessions on literature searching, database use and quality appraisal. Ms Veena Lasrado (RCNME) co-ordinated the sessions and all associated administration.

The sessions were aimed at nurses with little or no experience in conducting clinically based research. Instruction was delivered in an interactive style, using participant’s own ideas and experiences to guide the class. Originally designed for 10 participants, this was increased to 12 places due to demand. Nurses from a variety of services and settings attended the workshops. The sessions evaluated very well, both in terms of structure and content.

2.1.4 Other REACH Projects/Research Support provided:
- Rotunda Midwife Research Group;
- Preparation for electronic nursing records (Connolly Hospital Blanchardstown);
- Complementary Therapy Nursing & Contracture Management in residential settings (St Clare’s Home, Claremont).

2.2 Research and Innovation Conference 2016

The “Nurses and Midwives: Leading Research and Innovation in Healthcare” conference, hosted by the NMPD, HSE Dublin North, was held on the 26th April. This regional conference provided an opportunity for nurses and midwives to showcase local research and innovation across the services, while invited guest speakers spoke on topical issues pertinent to the profession.

Guest speakers included: Professor Anne Matthews (Dublin City University); Professor Jonathan Drennan (University of Southampton); and Mr Phelim Quinn CEO (Health Information Quality Authority). The conference hosted twenty oral presentations and thirty posters, representing the region's services. The quality of these was inspiring. Augmenting this, selected nurses/midwives, who have been supported by the NMPD Dublin North, presented innovative practice and research, speakers included: Ms Clare Lewis (Older Persons, HSE Dublin North and County & RCSI); Ms Maura Shanahan (Cappagh Hospital); Ms Aliona Vilinsky-Redmond (Rotunda Hospital & Trinity College Dublin); and Dr Mary Farrelly (Dublin City University).

A panel discussion on advancing research and innovation, chaired by Mr Thomas Kearns (RCSI), provided opportunity to interact with the day’s speakers. Closing the day, Mr James Lynch, Interim Director, NMPD Dublin North, presented prizes to the top poster presentations, and also paid tribute to Ms Eithne Cusack for her service to the professions. Selected presentations available at http://goo.gl/alo70i
Some of the Conference Speakers
From left to right:
Ms Clare Lewis, Clinical Case Manager Older Persons, CNM2, HSE Community Healthcare Organisation Area 9; Ms Sheila McGuinness, Chief Nursing Officer, Group Director of Nursing and Midwifery, RCSI Hospitals; Mr James Lynch, Interim Director, NMPD HSE Dublin North; Professor Anne Matthews Head of School of Nursing and Human Sciences, DCU; Ms Eithne Cusack, Interim Area Director, NMPD, HSE Dublin North East; Mr Gerry O’Neill Chief Officer, HSE Community Healthcare Organisation Area 9; Professor Jonathan Drennan, Professor of Healthcare Research, University of Southampton; Ms Maura Shanahan, CNM2, Cappagh National Orthopaedic Hospital.

Pictured above:
Ms Caroline Kavanagh (NMPD) presenting flowers to Ms Eithne Cusack at the Research & Innovation Conference to mark Eithne’s retirement.
2.3 Nursing and Midwifery Quality Care-Metrics

The Nursing and Midwifery Quality Care-Metrics’ (QCM) initiative is supported at a national level by Ms. Mary Wynne, Interim Office of the Nursing and Midwifery Services Director (ONMSD), in order to assist services to provide assurance of the quality and standards of nursing and midwifery care provided. The aim of this initiative is to measure the quality of fundamental nursing care against national standards, as set out by Irish regulator bodies in both healthcare and the nursing and midwifery professionals nationally. Ms. Anne Gallen Director of the NMPD North West is the National Lead for this initiative.

Through the support of the Director of the NMPD and the assigned Project Officer for Nursing and Midwifery QCMs, QCMs implementation has continued to progress in Dublin North throughout 2016 with expansion of this initiative within services and the implementation of QCMs within new organisations particularly Intellectual Disability services. There are 18 organisations engaged in this initiative in Dublin North. Handheld technology in collaboration with National ICT has been supported by the NMPD Dublin North in order to support point of entry data acquisition and reporting ensuring more clinician time spent with patients.

2.3.1 Quality Care-Metrics National Clinical Dashboards

Throughout 2016, the Project Officer for Nursing and Midwifery QCMs in collaboration with Project Officers in the North West and Mid-West worked with the Office of Chief Information Officer and clinical representatives from hospital groups to develop a standardised national nursing and midwifery clinical information and analytics system for QCMs and national clinical dashboard to support effective decision making and provision of safe care. The use of dashboards makes data easily accessible and embeds data measurement into routine clinical practice for all nurses and midwives. Scoping exercises are currently underway to identify a national implementation strategy.

2.3.2 Quality Care-Metrics National Research Project

In order to enable a consistent, robust and standardised approach to quality measurement for nurses and midwives; that will achieve consensus from the professions, a national research project is currently underway. This national project will review, using a robust process, the nursing and midwifery QCMs that have been developed to date and further develop new QCMs to ensure they are technically sound, valid, credible, appropriately evidenced based and aligned to national and international standards. The study, co-ordinated through the NMPDs is academically supported by three universities - University College Dublin (UCD), University of Limerick (UL) and the National University of Ireland Galway (NUIG).

A systematic literature review is currently being carried out by the research team to ensure all metrics and indicators have a strong evidence base. Questionnaires will be issued out to all interested nurses and midwives as part of an ‘eDelphi’ process to identify relevant metrics and indicators. An eDelphi is an electronic means and method for developing consensus of opinion from respondents within their domain of expertise on a specific topic by using a series of questionnaires to collect data. This will enhance the credibility of the indicators, facilitating their acceptance by practitioners, the public and the wider healthcare system.

Through the work of the NMPD Directors and Project officers for QCMs seven national work-streams were established in 2016 (Table 1). Each of the seven work-streams consists of key clinical professionals ensuring grade representation and geographical spread. The purpose of the work-streams is to review the eDelphi findings and to identify, agree and develop the priority metrics sensitive to nursing and midwifery. Each work-stream is guided academically to ensure that the outputs are valid and rigorous, will establish the academic processes for metric development and support the work-streams to achieve a core minimum dataset for measurement and reporting.
Table 1: Seven National Nursing and Midwifery QCMs Work-streams

<table>
<thead>
<tr>
<th>Work Stream</th>
<th>Public Health Nursing Service</th>
<th>Children's Services</th>
<th>Acute Services</th>
<th>Intellectual Disability</th>
<th>Older Person Services</th>
<th>Midwifery Services</th>
<th>Mental Health Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Institution</td>
<td>UCD</td>
<td>UCD</td>
<td>UCD</td>
<td>UL</td>
<td>UL</td>
<td>NUIG</td>
<td>NUIG</td>
</tr>
</tbody>
</table>

Each work-stream is managed and supported by the Directors of the NMPDs and assigned Project Officers for QCMs. The NMPD Dublin North Director chairs the Mental Health work-stream working group. The Project Officer for QCMs in Dublin North is leading and co-leading the Public Health Nursing Service, Intellectual Disability Service and Mental Health Service work-streams. The Project Officer also led the development of a national research flyer which is currently being disseminated to advertise and recruit participants for the national eDelphi surveys.

2.3.3 Quality Care-Metrics PhD Research

Throughout 2016 the Project Officer for Nursing and Midwifery QCMs, Ms Martina Giltenane, continued to progress her PhD research study and has developed a QCM to measure the practice of the PHN at the first postnatal visit. The QCM was developed using a ‘modified Delphi’ technique with a group of national and international experts. The QCM is currently being tested in one public health nursing area to establish feasibility, reliability, acceptability and sensitivity to change.
NURSING & MIDWIFERY QUALITY CARE-METRICS

NATIONAL RESEARCH PROJECT

INTRODUCTION

Quality Care-Metrics (QCM) are indicators for measuring and monitoring the quality of nursing and midwifery care delivered against agreed standards in healthcare services (HSE, 2015).

This national project will review, using a robust process, the nursing and midwifery QCM that have been developed to date and further develop new QCM ensuring they are technically sound, valid, credible, appropriately evidenced based and aligned to national and international standards. This will enhance the credibility of the indicators, facilitating their acceptance by practitioners, the public and the wider healthcare system.

**METHODOLOGY FOR QCM DEVELOPMENT**

<table>
<thead>
<tr>
<th>Informed By</th>
<th>Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evidence</td>
<td>Systematic review</td>
</tr>
<tr>
<td>Nursing and Midwifery</td>
<td>*eDelphi survey</td>
</tr>
<tr>
<td>Expertise</td>
<td>Work-stream</td>
</tr>
<tr>
<td>Priorities in Practice</td>
<td>consensus meeting</td>
</tr>
</tbody>
</table>

**EDELPHI SURVEY**

The target population will be all nurses and midwives working in all areas.

ROUND 1     Consensus on Metrics
ROUND 2
ROUND 3     Consensus on Indicators
ROUND 4

HAVE YOUR SAY!

**WHAT METRICS MATTER TO YOU? GET INVOLVED AND HAVE YOUR SAY**

*eDelphi is an electronic means and method for developing consensus of opinion from respondents within their domain of expertise on a specific topic by using a series of questionnaires to collect data.

**WORK-STREAMS**

Nursing and Midwifery Quality Care-Metrics standardised across seven workstreams:

- **Children's Services**
- **Intellectual Disability Services**
- **Public Health Nursing Services**
- **Acute Services**
- **Older Person Services**
- **Mental Health Services**
- **Midwifery Services**

**HAVE YOUR SAY - EMAIL YOUR EXPRESSION OF INTEREST TO PARTICIPATE IN THIS RESEARCH STUDY**

(email the appropriate work-stream)

<table>
<thead>
<tr>
<th>Work Stream</th>
<th>Academic Institution</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Health Nursing Services</td>
<td>UCD</td>
<td><a href="mailto:publichealthmail@ucd.ie">publichealthmail@ucd.ie</a></td>
</tr>
<tr>
<td>Children's Services</td>
<td>UCD</td>
<td>child.medscared.ucd.ie</td>
</tr>
<tr>
<td>Acute Services</td>
<td>UCD</td>
<td>acute.medscared.ucd.ie</td>
</tr>
<tr>
<td>Intellectual Disability Services</td>
<td>UL</td>
<td><a href="mailto:qualitymetrics@ul.ie">qualitymetrics@ul.ie</a></td>
</tr>
<tr>
<td>Older Person Services</td>
<td>UL</td>
<td><a href="mailto:qualitymetrics@ul.ie">qualitymetrics@ul.ie</a></td>
</tr>
<tr>
<td>Midwifery Services</td>
<td>UCD</td>
<td><a href="mailto:midwifery@ucd.ie">midwifery@ucd.ie</a></td>
</tr>
<tr>
<td>Mental Health Services</td>
<td>UCD</td>
<td><a href="mailto:mentalhealth@ucd.ie">mentalhealth@ucd.ie</a></td>
</tr>
</tbody>
</table>
2.4 An exploration of the patient and family/carer experience of implementing the pressure ulcer prevention care bundle (known as SSKIN) within a regional quality improvement collaborative in Dublin North East

Pressure ulcers (PUs) are common, costly and impact negatively on patients’ quality of life. In 2014 - 2015 a regional quality improvement collaborative was established within the HSE entitled ‘Pressure Ulcers to Zero’, utilizing the SSKIN care bundle in PU prevention. The primary aim of this collaborative was to reduce the incidence of avoidable PUs within the former Dublin North East (DNE) region and to increase the capacity and capability of frontline clinical teams to improve the care they deliver. Results from the collaborative positively showed an overall reduction in the incidence of avoidable PU’s by 73% over a 6 month timeframe. As the involvement of patient and family/carer is a central component of health care delivery, and was indeed identified as a central driver in this collaborative approach, the stimulus for a research study to be undertaken was born, and so in 2015 this qualitative descriptive study set out to explore the patient and family/carer experiences and involvement within the collaborative including use of the SSKIN care bundle in PU prevention. The NMPD HSE Dublin North provided the bursary for this research study to be undertaken as part of a MSc by Research in the RCSI, Dublin.

The unique results of this study have and will continue to assist health care professionals in increasing their understanding of patient and family/carer experiences that in turn will support the delivery of safer and better quality care of patients in PU prevention. The research findings continue to hold significant value for further roll out of the collaborative to its national level in its endeavour to reduce the incidence and prevalence of PUs and attaining a goal of getting ‘Pressure Ulcers to Zero’.

**Update on the work to date:**
- The results of this research have been disseminated to collaborative team participants
- Presentation of research findings at Local, National and International Conferences in late 2015 and throughout 2016.
- Recipient of the ‘Lillian Bradley Memorial Award’ for her presentation at the Wound Management Association of Ireland (WMAI) Biennial Conference 2015
- The research was shortlisted and runner up in the ‘Patient Well-Being Award’ category at the Journal of Wound Care Awards 2016

**Future Work:**
- Continue to present the research findings to future collaborative teams and stakeholders of the ‘Pressure Ulcer to Zero’ quality improvement collaborative
- Continued presentation of findings at Local, National and International conferences
- Publication in a peer reviewed journal.

**Pictured across:**
Ms. Emma Fleming, NMPD Officer, NMPD HSE, Dublin North presenting the findings of her research study at the European Pressure Ulcer Advisory Panel (EPUAP) Conference, Ghent, Belgium
2.5 Evaluation of the Rapid Access Chest Pain Assessment Clinic

In 2016, NMPD Dublin North supported an evaluation of clinical outcomes of patients referred to a rapid access chest pain assessment clinic in the Mater Misericordiae University Hospital led by a Registered Advanced Nurse Practitioner (RANP) – Ms Lisa Browne.

This study is designed to examine the effectiveness of this ANP led rapid access chest pain assessment clinic and to look at variables of quality, specifically; incidence of Acute Coronary Syndrome(s), Major Adverse Cardiac Event rate 30 days after discharge, the referring GP perceptions of the service and waiting times between referral and assessment.

The study is due to commence in February 2017 and is expected to be completed by late 2018. It aims to provide evidence that an appropriately supported ANP model of rapid cardiac assessment is safe and effective and to continue to outline the value that may accrue from further investment in it or similar ANP led services.
Goal 3

Foster a culture that is honest, compassionate, transparent and accountable

The NMPD in collaboration with key services supports nurses and midwives to build open, respectful and trusting relationships with patients, service users, the public and all staff. We support the development of an enabling environment that fosters a culture that is person centred in all our interactions. The values of care, compassion and commitment will guide honesty and openness in the delivery of services.

3.1 Community Virtual Ward

Ms Clare Lewis (Clinical Case Manager) with support from NMPD Dublin North and as part of her PhD (School of Nursing & Midwifery, Royal College of Surgeons Ireland) has led the development of a Community Virtual Ward (CVW) in North Dublin Primary Care Services. This model of care has been developed to support older persons to remain at home for longer and avoid hospital admission. This is achieved through appropriate risk stratification of clients’ needs using various assessment tools, as well as a comprehensive holistic assessment to ensure prioritisation of care with timely mobilisation of services and defined periods of monitoring. Ms Lewis is supported by a multidisciplinary team including specialists in gerontology and chronic disease management, palliative care and hospital bed management; the Emergency Department including the Frailty Intervention Team; the Community Intervention Team who support out of hours for those on the cusp of a hospital admission; the primary care team including the patients GP, community nurses, services for older persons and allied health professionals. The CVW operates on a traffic light system of red (high risk), amber (moderate risk) and green (low risk) with a defined number of virtual beds in each virtual ward that are managed by the clinical case manager for older persons.

The CVW has been operational within North Dublin Primary Care Clinical Case Management Service since November 2014. Within this period there have been significant reductions in unplanned hospital admissions and emergency department presentations. As a result, the model of care will be the framework for a new integrated care team working across primary and secondary care supporting older persons at home during critical periods of illness and/or functional decline. This team will include an additional clinical case manager, physiotherapy, occupational therapy, social work and a community geriatrician. Furthermore, as part of a pilot programme the Outreach Beaumont Hospital Occupational Therapy team have been working within the CVW model of care with regards to case management and prioritisation.

Ms. Lewis (supported by the NMPD) is completing a PhD examining predictors of risk through a CVW model of care. This study is exploring if risk scores influence transfer to lower levels of risk in a high risk population. As part of outputs for the study Ms Lewis has completed a paper for publication (awaiting publication) and delivered the following presentations:

- Preliminary results from her study at: Present your Research in 3 minutes, The Royal College of Surgeons Ireland National Medical Research Day;
- A community virtual ward supporting older persons with complex health and social care needs at the 35th Annual International Nursing and Midwifery Research Conference Royal College of Surgeons Ireland;
- “A CVW working across service boundaries” at the National Integrated Care Conference.

Ms Lewis was awarded National Community Nurse of the Year 2016 by the Institute of Community Health Nursing. She was highly commended for her professional commitment to nursing in the community and for ensuring that her practice is evidence based and is enhancing the quality of care for those in her care.
Ms Lewis was selected to participate in the National Digital Research Centre (NDRC) pre-accelerator programme. This was a joint initiative with the HSE eHealth Ireland. The CVW received a commendation to acknowledge the commitment of a nursing health care professional in driving and improving change through the vision of health care technology. Subsequently a CVW digital platform is in the preliminary stages of development.

The CVW was one of seven projects from over four hundred entries selected to be the Overall Winner of the 2016 Health Service Excellence Awards.

Pictured left to right: Dr Alan Martin, Consultant Geriatrician Beaumont Hospital; Dr Linda Nugent, Lecturer and Programme Director Royal College Surgeons Nursing and Midwifery; Louise O’Regan, Senior Occupational Therapist; Mary Walshe, Area Manager HSE CHO 9; Clare Lewis, Clinical Case Manager Older Persons; Eithne Cusack, Area Director Nursing and Midwifery Planning and Development Unit; Joan Naughton, Clinical Nurse Manager St Joseph’s Day Hospital & Ivan Clancy, Senior Physiotherapist. 
Photo credit: Angela Halpin
3.2 National Steering Group – A Vision for Psychiatric/Mental Health Nursing

In 2012 the Office of Nursing and Midwifery Service Directorate (ONMSD) published ‘A Vision for Psychiatric / Mental Health Nursing – A shared journey for mental health care in Ireland’ to ensure a nationally co-ordinated recovery orientated approach to mental health nursing. This report outlines a strategic policy framework for psychiatric / mental health nursing to facilitate the full implementation of the type and range of specialist services outlined in ‘A Vision for Change: Report of the Expert Group on Mental Health Policy’ (Government of Ireland 2006). This policy details an accessible, client centred, community based, recovery orientated, multidisciplinary approach to mental health care service delivery. Psychiatric nurses have reviewed this policy and in consultation with all of the relevant stakeholders including service users, family and carers have identified a range of recommendations that will strengthen both nursing leadership and clinical practice within a multidisciplinary clinical environment.

The findings and recommendations are organised under the following four themes:

1. Adopting a recovery approach
2. Improving outcomes and service quality
3. Developing clinical nursing capacity
4. Enhancing organisational effectiveness

3.2.1 National/Regional Working Groups

In 2013 the ONMSD established a National Steering Group (which continued in 2016) to lead, advise and monitor the implementation of the recommendations of this report nationally. Priorities were identified by the National Steering Group and co-ordinated through the establishment of four regional groups within the HSE chaired by Area Directors of Mental Health within their respective region.

Structure for Implementation of the Recommendations of Vision for Psych/Mental Health Nursing
Activities that have progressed in 2016 as a result of the work/priorities from the National Implementation Steering Group include Risk Assessment & Safety Planning ELearning programme and Clinical Supervision education programmes.

### 3.2.2 Risk Assessment and Safety Planning for Nurses Working in Mental Health Services - ELearning Programme

Following the publication of *Best Practice Principles for Risk Assessment and Safety Planning for Nurses Working in Mental Health Services* (Higgins et al. 2015) this ELearning programme was developed by Trinity College Dublin on behalf of the ONMSD for nurses working in mental health services nationally. It was launched by Mr Rory Doody (Recovery Development Advocate) at the Irish Institute of Mental Health Nursing conference on May 20th 2016. It is available to access on HSELand (www.hseland.ie).

The purpose of the programme is to:
- Provide a policy context for risk assessment and safety planning;
- Explore the relationship between recovery principles, risk and safety planning;
- Present an overview of contemporary approaches to risk assessment and safety planning;
- Situate risk and safety within the perspectives of service users, families, practitioners and services.

The learning package comprises of seven separate learning units that consist of learning objectives, evidence informed information and resources associated with risk assessment and safety planning. Voice-overs and video footage complement the information presented throughout each unit.

The programme which has Nursing and Midwifery Board of Ireland Category 1 approval (10 CEU’s) will take approximately six hours to complete and upon completion the nurse can access a Certificate of Completion.

Launch of the Risk Assessment and Safety Planning for Nurses Working in Mental Health Services - ELearning Programme

From left to right: Eithne Cusack Interim Area Director HSE Dublin North East, Agnes Higgins Professor in Mental Health School of Nursing & Midwifery Trinity College Dublin, Mary Wynne Interim Nursing and Midwifery Services Director & Assistant National Director Office of the Nursing & Midwifery Services Director, Rory Doody Recovery Development Advocate West Cork, Ann Sheridan Lecturer and Researcher Mental Health UCD School of Nursing, Midwifery & Health Systems, Aisling Culhane Research & Development Advisor Psychiatric Nurses' Association.
3.2.3 Clinical Supervision Programmes

Following the publication of ‘A Clinical Supervision Framework for Mental Health Services in Ireland’ (ONMSD 2015) a three day NMBI Category 1 Approved Programme ‘Introduction to Theory and Practice of Clinical Supervision’ was developed by Mr. James O Shea (ONMSD Lead for Mental Health Nurse Education) & Ms. Caroline Kavanagh (Project Officer for A Vision for Psychiatric/Mental Health Nursing ONMSD) to prepare clinical supervisors in undertaking their role. This programme was circulated to RCNME’s nationally and is currently being rolled out to services.

A Level 9 Clinical Supervision module was also delivered by the Irish College of Humanities and Applied Sciences (ICHAS).

- Mr Jim O’Shea (ONMSD Lead for Mental Health Nurse Education) acted as ONMSD liaison with ICHAS and Area Directors of Nursing for the duration of the programme;
- Module delivery for nurses in mental health services commenced in September 2016 and ran until December 2016;
- The module was delivered in three hubs – Cork, Portlaoise and Dublin;
- The module was delivered using a blended learning approach incorporating live video link, podcast, online library and face-to-face sessions;
- Fifty nine nurses registered for the programme – Final results will be available following the programme board meeting in February 2017;
- Evaluations from students were positive relating to their experience of completing the module.

3.3 Guidance Document for Nurses Caring for People with an Eating Disorder

In Ireland, approximately 200,000 people are affected by some form of eating disorder with 400 new cases presenting each year (DoHC 2006). Eating disorders are serious, often persistent mental health disorders associated with high levels of impairment to everyday functioning and development, and a high burden on families and carers. They can be associated with life-long physical, psychological, educational and social impairment and in some cases can be fatal. According to the Health Research Board (HRB), Activities of Irish Psychiatric Units and Hospitals (2015):

- Almost 12% of all admissions for under 18s to Irish psychiatric units and hospitals had a primary diagnosis of eating disorders.
- Females accounted for 87% of all admissions of those affected by eating disorders.

A National Eating Disorder Nursing Steering Group has been established to develop a guidance document for nurses caring for adults, adolescents or children with an eating disorder. This group is comprised of key nursing stakeholders involved in providing nursing care to such service users that present with a variety of paediatric, community and adult locations nationally.

This document aims to enhance nurses understanding of eating disorders, provide information to assist them in assessing, managing and engaging therapeutically with individuals across the life span experiencing an eating disorder. It is proposed to align this work to the National Clinical Programme for Eating Disorders.

3.4 Peri-Natal Mental Health

Pregnancy and birth are major life changing events for expectant parents and it is important that the emotional aspects of adjusting to parenthood are acknowledged and supported. The recently published Creating a Better Future Together: National Maternity Strategy 2016 – 2026 (DoH 2016) has identified mental health problems for women in the perinatal period as an area of concern. It is estimated that 15-25% of women will develop a mental health problem either during pregnancy or within the first year post pregnancy (NICE 2007), thus calling for recommendations that women in maternity services (and their infant and partners) have access to quality and coordinated care across maternity, primary, and mental health services and disciplines (Austin et al. 2011,
DoH 2016). For this reason, midwives, nurses, practice nurses and public health nurses are central in the delivery of care to this cohort of women and play a vital role in identifying women who may be at risk. Attaining the necessary skills to screen, assess, support and provide appropriate referrals for these women, their babies and partners is extremely important to midwifery and nursing practice.

In conjunction with NMPD Dublin North, The Regional Centre of Midwifery Education, The Coombe Hospital, The Rotunda Hospital and The National Maternity Hospital, the School of Nursing & Midwifery, Trinity College Dublin has been commissioned to complete a research study on perinatal mental health with an emphasis on care in maternity, public health care and GP practice settings. To date a scoping survey exploring midwives, public health nurses and GP practice nurses' knowledge base, views and level of skill relating to perinatal mental health has been completed. In addition, a scoping exercise to explore current practices in screening, assessment and management of perinatal mental health issues in maternity services (tools, policies and referral practices etc.) has also been completed. A report on the results of this study will be completed in March 2017. Subsequently, it is intended that the results of this research study will contribute to the design and development of an Elearning programme in alignment with Best Practice Principles. It is anticipated that these learning tools will equip non-specialist mental health nurses and midwives with knowledge and skills in engagement, screening and assessment of perinatal mental health issues and skills to support women (and their families) and facilitate referrals to primary care and/or specialist mental health services. This work is currently ongoing with a completion date of both the Elearning programme and the Best Practice Principles scheduled for April 2017.

3.5 Scoping Exercise on the feasibility of developing a Mental Health Nursing Graduate Entry Programme

Following a request to the ONMSD to develop strategies to support nursing workforce planning and in particular the shortage of Registered Psychiatric Nurses within the HSE Mental Health Services; it was considered necessary to be innovative regarding developing diverse entry routes into mental health nursing. Subsequently a graduate entry programme was flagged as a possible route to educate future mental health nurses.

The NMPD HSE Dublin North agreed to support a scoping initiative to explore the feasibility of developing a Mental Health Nursing Graduate Entry programme and the School of Nursing & Midwifery, Trinity College Dublin were commissioned to complete the exercise. This will include a review of the literature, analysis of graduate entry nursing programs offered within the UK and Allied Health Sciences delivering graduate entry programmes in Ireland. A final report will be compiled with a view to a completion date of early February 2017.

3.6 Regional Nurse Practice Development Professional Forum

The Regional Nurse Practice Development Forum was established in 2016 by NMPD Dublin North to provide an opportunity for support and decision making in relation to Nursing & Midwifery Practice Development through the use of formal and informal networks. It is led by NMPD Officers and includes practice development co ordinators and clinical nurse managers from Mental Health, Older Persons’ Care, Acute, Midwifery, Community, Children’s, Intellectual Disabilities, Orthopaedics, Practice Nursing and Palliative Care. Meetings are held quarterly and the forum facilitates opportunities to participate in meaningful conversations about the practice environment.

Hynes (2004) defines practice development in the Irish context as the “continuing questioning of practice” and all that informs that practice at local, national and global level. The author of this definition Ms Geralyn Hynes (Associate Professor Palliative Care/Director of Research Trinity College Dublin) attended a recent regional practice development forum and led a stimulating and thought provoking discussion on practice development in the Irish context. Presentations were also delivered to the forum during the year by Ms Ann O’Connor Infection Prevention and Control CNSp CHO 9, Ms Sheila Enright CPC Beaumont on the “Development and Implementation of Clinical Dashboard” and Ms Imelda Noone and Ms Rose Bennet NPDC’s Mental Health on
Coaching. Regular notifications from the International Journal of Practice Development are emailed to the forum and the networking and interaction has proved very positive for the group.

Pictured below are forum members.

Back Row (L-R) Esther Irwin Claremont Services, Lorraine McNamee & Anne Brennan NMPD, Fiona Dunne St. Mary’s Hospital, Gwen Regan, Dublin North PHN Services, Front Row (L-R) Rosemary Masterson, Cappagh Hospital, Denise Murphy, St. Vincents Fairview, Liz McKeon St Joseph’s ID, Lorraine Ledger St. Michael’s House

Missing from Photo: Caroline O’Connor TSCUH, Aisling Kehoe Dublin North PHN Services, Brenda Horgan Dublin North City PHN Services, Rose Bennett St. Ita’s Hospital, Imelda Noone Mental Health Services Area 7, Mary Maher St. Francis Hospice, Geraldine McNally & Reshma Kakkattuchalli Lusk Community Unit, Rhonda Forsythe, Professional Development Co-ordinator for Practice Nurses, Liz Whelan MMUH
Goal 4

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

The NMPD in partnership with Directors of Nursing and Midwifery has a role in the ongoing structural and service re-design to ensure services are safe and sustainable. The NMPD aims to strengthen the capacity and capability of nursing and midwifery across all services. It promotes innovative approaches to leadership, professional development and professional practice. Nursing and midwifery expertise contributes and informs the health care commissioning process at all levels. The NMPD and its aligned Directors of Nursing and Midwifery supports and commissions education and training to sustain the professional development of the nursing and midwifery workforce in the region.

4.1 Professor of Clinical Nursing

Dr Kate Irving has recently been appointed to the Professor of Clinical Nursing post which is a joint initiative between NMPD Dublin North and the School of Nursing & Human Sciences DCU.

The aim of the initiative is to build research and capacity among nurses and midwives in the Dublin North region. Professor Irving will work within a professional clinical and healthcare environment to develop research and practice and develop policy relevant to the services and the NMPD’s strategic service plan. She will provide a pivotal academic and clinical leadership role within the nursing and midwifery services in the region and also with the School of Nursing and Human Sciences DCU. She will lead and develop clinical research and practice in nursing, including its design and conduct, as well as its application in developing nursing practice.

The purpose of this role will be to provide guidance and support to nurses and midwives to develop clinical practice. This role will inform direction and leadership of evidence based care and support alignment with service outcomes. Professor Irving will also be accountable for providing vision and leadership to talented nurses and midwives in clinical practice.

This strategic commitment and focus on clinical practice should increase the footprint of the professions research capacity and input at every level of healthcare delivery in the region.

A Steering Group (Chaired by the Director of the NMPD Dublin North) will be established in early 2017 to provide governance regarding the collaboration between the NMPD Dublin North and DCU for this initiative and will agree on a plan of work for the post.
4.2 National Casting Techniques Programmes for Registered Nurses

The Casting Education Centre at Cappagh National Orthopaedic Hospital was officially opened on the 20th October 2016 by Mr. James Lynch, Interim Director NMPD Dublin North. This is the result of an ambitious project undertaken by the Nursing Department at Cappagh Hospital. A Level 8 Professional Certificate in Musculoskeletal Casting and Splinting has been developed and is awaiting RCSI and NMBI approval. Presently, there is no casting techniques programme available in the Irish Health Service, resulting in the need for staff to gain a qualification in the UK.

The delivery of this nurse education programme will enhance the provision of safer, better patient care. It will also reduce waiting times at Orthopaedic/ Fracture and Emergency Departments by increasing the number of nurse led clinics. It is proposed that every Orthopaedic & Trauma unit will work towards having nurses with this specialist qualification that can manage the service, provide support and supervision for other health care staff.

Part of the project, supported and funded by the NMPD Dublin North, was the building of an Education Centre which contains a fully equipped practical room and a teaching area.

Since its opening, the centre has been providing both one and two day courses suitable for emergency department nurses & clinic nurses involved in fracture management. These Basic Casting Techniques programmes combine anatomy & physiology with practical skills to promote best practice in the area of Casting Techniques and Splinting.

The Professional Certificate in Musculoskeletal Casting and Splinting is due to commence in 2017.

Pictured above in the Casting Education Centre are (l-r) Kathy O’Sullivan, Director of Nursing Cappagh, James Lynch, Interim Director NMPD HSE Dublin North, Gordon Dunne, CEO, Maura Shanahan Clinical Facilitator Casting Education Centre and Sr. Anne Curry, Sisters of Charity.
4.3 Provision of Nurse and Midwife Continuing Professional Development via the Centres of Nursing & Midwifery Education (CNMEs)

CPD activities are provided for nurses and midwives in the region by CNME's in line with identified service need.

4.3.1 Regional Centre for Nurse and Midwifery Education (RCNME)

It is critical that nursing & midwifery supports the alignment of the system to deliver on Future Health (DoH 2012), to do so an education infrastructure is required; consisting of both physical and human resources.

As part of the re-development and refurbishment of Tayleur House (St. Ita’s Campus, Portrane); classrooms for the RCNME are currently being developed on the second floor of an existing building. This development will provide classroom facilities, meeting rooms of high technical specification for nurses and midwives. Its primary function is to ensure the design, development and delivery of education programmes that respond to legislative, professional and health policy imperative and service need. It is anticipated that this facility will open in April 2017 and will support other multi-disciplinary education and training.

The NMPD supports HSE Nursing & Midwifery services in the provision of service specific CPD programmes. Some programmes are delivered through the RCNE and some through specialist providers. One such programme is Return to Nursing Practice.
4.4 Return to Nursing Practice

In response to a HSE / Department of Health recruitment initiative to increase the number of nurses available to the Irish Health Service, the Centre of Nurse Education (CNE) located on the Mater Misericordiae University Hospital (MMUH) campus in collaboration with the Regional Centre of Nursing and Midwifery Education (RCNME), located on the Connolly Hospital Blanchardstown (CHB) campus, developed a six weeks Return to Nursing Practice education programme. The programme was supported by the Nursing & Midwifery Planning Development Unit, HSE Dublin North and approved by NMBI.

The six weeks programme consisted of two weeks theory, delivered in the CNE at the MMUH and four weeks clinical practice which took place across the following three campuses, the MMUH, St. Ita’s Intellectual Disabilities Services, Portrane and CHB. The RTNP participants were supernumery and under the supervision of a named preceptor for the duration of their placements.

A total of 15 nurses successfully completed the programme, many of whom have since returned to work.

The RCNME, Connolly Hospital, acknowledge the support and services of Ms. Elaine Hanley, Director of the CNE, MMUH and Ms. Aileen Gill, Nurse Tutor, in bringing this programme to fruition. Our next programme will commence June 2017.

Back row: left to right (standing) : Jennifer Hawes, Anne Marie O’Meara, Angela Sheehy, Ida McIntosh, Claire Finnan, Sheila Barrett, Ken Brennan, Director RCNME Connolly, Aileen Gill, Nurse Tutor, James Lynch, Interim Director NMPD, Josephine O’Carroll, Caitriona Tan & Caroline King

Front row: left to right (sitting): Niamh Cleary, Nora Mary Kilcullen, Patricia Murphy, Tanya King, Director of Nursing, MMUH, Elaine Hanley Director CNE MMUH, Elizabeth Reilly, Nurse Tutor, Laura McGlynn and Dara Dervan.
4.5 Provision of Continuing Professional Development education and training not available in the Centres of Nursing & Midwifery Education (CNMEs)

The NMPD supports continuous professional development education and training not available through CNME’s in response to service developments and quality initiatives.

4.5.1 Continuous Professional Development, NMDPU Dublin North

The following agencies received funding from NMPD Dublin North for various projects in 2016 under Continuous Professional Development:

- St. Joseph’s Intellectual Disability Service
- Lusk Community Unit
- Regional Library & Information Service
- Regional Mental Health Services
- Public Health Nursing Service, North West Dublin
- Public Health Nursing Service, Dublin North
- St. Mary’s Hospital
- Regional Centre for Nurse Education, Connolly Hospital
- HSE Addiction Services
- St. Vincent’s Hospital, Fairview
- Connolly Hospital
- Dublin North City Mental Health Services
- Public Health Nursing Service, Dublin North City
- Claremount Residential and Daycare Services

4.6 Research & Innovation projects funded in 2016

A key function of the NMPD is to support the professional development of nursing and midwifery practice. Funding for nursing and midwifery innovation and research initiatives was made available by the Nursing and Midwifery Planning and Development Unit in 2016. A summary of the projects funded is outlined below:

<table>
<thead>
<tr>
<th>Service</th>
<th>Project</th>
</tr>
</thead>
</table>
| Mater Misericordiae University Hospital | • International Recruitment Campaign for Specialist Nurses  
  • Nursing Conference “Nursing through the Ages”; Celebrating 125 Years in Nurse Education  
  • Rapid Access Chest Pain Assessment Clinic  
  • ANP in Acute Medicine |
| Beaumont Hospital | • ICT Supports to undertake the Pilot Framework for Safe Staffing and Skill Mix  
  • Inaugural Beaumont Hospital ENRiCh Conference (Enhancing Nursing through Research and Innovation in Clinical Practice) |
| Rotunda Hospital | • Lactation Support for Mothers who have preterm babies in the neonatal unit (NICU) to contribute to improving the health, nutrition and wellbeing of infants  
  • Education Programme: Midwifery management of epidural (Neuraxial) Analgesia including the Administration of Top up Bolus Analgesia  
  • ANTT Implementation Programme Bundle for Health Care Organisations and Facilitated Staff Training  
  • Post Natal Depression (PND) Screening Co-ordinator  
  • ANP/ANM High Risk Pregnancy |
<p>| Clinical Case Management, Services for Older Person, CHO 9 | • Community Virtual Ward Model |
| St Mary’s Hospital | • Bereavement Project |</p>
<table>
<thead>
<tr>
<th>Service</th>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lusk Community Unit</td>
<td>Introduction of the DAWN System</td>
</tr>
<tr>
<td>St Michaels House</td>
<td>Medication Management</td>
</tr>
<tr>
<td></td>
<td>CNSp Acute Hospital Liaison Nurse - Intellectual Disability, St Michaels House</td>
</tr>
<tr>
<td>Daughter of Charity</td>
<td>Clinical Supervision for Nurse Managers and PICs</td>
</tr>
<tr>
<td></td>
<td>IADNAM Conference</td>
</tr>
<tr>
<td></td>
<td>Support for Infection Control Audit</td>
</tr>
<tr>
<td>St Francis Hospice</td>
<td>Clinical Supervision: Supporting Effective Clinical Practice</td>
</tr>
<tr>
<td></td>
<td>15th Kaleidoscope International Palliative Care Conference – Standing on Shifting Sands, The Changing Context of Palliative Care</td>
</tr>
<tr>
<td>North Dublin Mental Health Service</td>
<td>Development of an ANP Post in Early Intervention Psychosis</td>
</tr>
<tr>
<td></td>
<td>Development of an ANP Post in Dementia and Behaviour Psychology Symptoms of Dementia (BPSD)</td>
</tr>
<tr>
<td></td>
<td>Development of an ANP Post in Health Promotion and Physical Healthcare in Community Rehabilitation</td>
</tr>
<tr>
<td>Dublin North City Mental Health Service</td>
<td>Development of an ANP Post in Cognitive Behaviour Therapy</td>
</tr>
<tr>
<td></td>
<td>Development of ANP Post in Emotional Dysregulation Care in Adult Mental Health Services</td>
</tr>
<tr>
<td></td>
<td>Development of an ANP Post in Liaison psychiatry</td>
</tr>
<tr>
<td></td>
<td>Supervision Consultation for Clinical Supervision</td>
</tr>
<tr>
<td>Coolmine Therapeutic Community</td>
<td>Practice Development Workshop</td>
</tr>
<tr>
<td></td>
<td>Clinical Supervision Initiative – Development of Clinical Supervision Framework</td>
</tr>
<tr>
<td>Public Health Nursing North West Service</td>
<td>Supporting Nursing Practice Development Co-ordinator role</td>
</tr>
<tr>
<td>Public Health Nursing Dublin City Central</td>
<td>Supporting Nursing Practice Development Co-ordinator role</td>
</tr>
<tr>
<td>Addiction Services</td>
<td>Review of the Nursing Role in the Addiction Service</td>
</tr>
<tr>
<td>National Mental Health/Irish College of Humanities &amp; Applied Science</td>
<td>Level 9 Clinical Supervision module for nurses in mental health services</td>
</tr>
<tr>
<td>Trinity College Dublin</td>
<td>Scoping Exercise on the feasibility of developing a Mental Health Nursing Graduate Entry Programme</td>
</tr>
<tr>
<td>HSELand</td>
<td>Development and uploading of Risk Assessment &amp; Safety Planning ELearning Programme</td>
</tr>
<tr>
<td>Mental Health/HSE</td>
<td>Guidance Document for Nursing Caring for Children, Adolescents and Adults with an Eating Disorder</td>
</tr>
<tr>
<td>Regional Centre for Nurse Education - Coombe / Rotunda / National Maternity Hospital</td>
<td>Research study on Peri Natal Mental Health with an emphasis on nurses &amp; midwives caring for women, development of an ELeaning programme and best practice principles.</td>
</tr>
</tbody>
</table>
4.7 Master Classes

In 2016 the NMPD hosted the following Master Classes:

4.7.1 Work Engagement- Effective Strategies for Sustaining High Quality Engaging Healthcare

The NMPD hosted a Master Class on Work Engagement facilitated by Dr Michael Leiter a world renowned expert on the psychology of work. His ground-breaking research on job burnout and work engagement has produced widely acclaimed books.

The Health Strategy 2015-2017 (DOH 2015) aims to deliver a public service ethos of independence, impartiality, equality, fairness and respect. This is based on the highest standards of professionalism and leadership based on a culture of accountability, efficiency and value for money. In order to deliver this vision nurses’ and midwives need to be motivated and enabled to lead and develop their teams. The Health Services People Strategy 2015-2018 identifies the need to have a workforce that is engaged, developed and valued to deliver the best possible care and services to people who depend on them.

The philosophy underpinning the master class was to engage senior nurses and midwives in building effective teams for the future. It introduced strategies for maintaining engagement during times of change and times of tight resources for sustaining high quality engaging healthcare for civil and supportive teamwork. Evaluations from the workshop were very positive with participants commenting that the content was relevant to their working environments. The workshop had Nursing and Midwifery Board of Ireland Category 1 approval.

4.7.2 Wellness Workshop

The Wellness workshop was hosted by NMPD Dublin North and held in St. Mary’s Hospital Phoenix Park. It was presented by Mr Michael Comyn a business and stress coach specialising in resilience and fatigue management. He gave a very insightful and practical workshop on the history of resilience research and how to manage personal wellness. He delved into and explored sleep, stressless eating, exercise, emotional intelligence and the coherent brain. Michael gave the participants tools and exercises on how to build up resistance and endurance and avoid future emergencies. He also used a series of engaging video clips and scenarios to stimulate participants thinking and also how to action plans for personal wellbeing and self esteem. The feedback from the workshop was very positive and participants felt it had relevance both from a personal and work perspective. The workshop had Nursing and Midwifery Board of Ireland Category 1 approval.
Nurses and Midwives are supported to undertake postgraduate education programmes in line with HSE Circular 020/2014 and based on identified service need.

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate Foundation Training Group Analysis</td>
<td>1</td>
</tr>
<tr>
<td>Stand Alone Module in Epilepsy</td>
<td>1</td>
</tr>
<tr>
<td>Certificate in Advanced Nursing</td>
<td>1</td>
</tr>
<tr>
<td>Certificate in Vascular Health and Disease</td>
<td>1</td>
</tr>
<tr>
<td>Professional Certificate in Advanced Health Assessment</td>
<td>3</td>
</tr>
<tr>
<td>Post Graduate Diploma in Advanced Leadership</td>
<td>1</td>
</tr>
<tr>
<td>Post Graduate Diploma in Gerontological Nursing</td>
<td>2</td>
</tr>
<tr>
<td>Post Graduate Diploma in Dementia</td>
<td>1</td>
</tr>
<tr>
<td>Post Graduate Diploma in Nursing (Advanced Leadership)</td>
<td>1</td>
</tr>
<tr>
<td>Post Graduate Diploma in Intensive Therapy Nursing</td>
<td>2</td>
</tr>
<tr>
<td>Post Graduate Diploma in Coronary Care</td>
<td>2</td>
</tr>
<tr>
<td>Post Graduate Diploma in Child Protection &amp; Welfare</td>
<td>2</td>
</tr>
<tr>
<td>Post Graduate Diploma in Nursing</td>
<td>1</td>
</tr>
<tr>
<td>Post Graduate Diploma in Mental Health Nursing</td>
<td>2</td>
</tr>
<tr>
<td>Post Graduate Diploma in Mental Health Psychosocial Intervention</td>
<td>2</td>
</tr>
<tr>
<td>Post Graduate Diploma in Mental Health (Child Adolescent &amp; Family)</td>
<td>1</td>
</tr>
<tr>
<td>MSc Autism Spectrum Disorder</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Nursing Healthcare Practice</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Mental Health</td>
<td>10</td>
</tr>
<tr>
<td>MSc in Clinical Supervision</td>
<td>1</td>
</tr>
<tr>
<td>MSc in General Nursing Practice</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Nursing Child health and wellbeing</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Nursing and Healthcare Quality Improvement</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Intellectual Disability Nursing Practice</td>
<td>5</td>
</tr>
<tr>
<td>MSc in Community Health</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Lean Sigma Systems</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Sexuality Studies</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Psychosocial Interventions</td>
<td>2</td>
</tr>
<tr>
<td>MSc in Wound Management and Tissue Viability</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Coaching</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Cognitive Behavioural therapy</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Cognitive Psychotherapy</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Health Informatics</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Nursing</td>
<td>3</td>
</tr>
<tr>
<td>MSc in Gerontological Nursing</td>
<td>2</td>
</tr>
<tr>
<td>MSc in Healthcare Management</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Leadership</td>
<td>3</td>
</tr>
<tr>
<td>MSc in Nursing (Advanced Leadership)</td>
<td>2</td>
</tr>
<tr>
<td>MSc in Health Service Management</td>
<td>2</td>
</tr>
<tr>
<td>MSc in Quality and Safety in Healthcare Management</td>
<td>1</td>
</tr>
<tr>
<td>MSc in Arts of Healthcare Management</td>
<td>1</td>
</tr>
<tr>
<td>MSc Quality &amp; Safety in HC Management</td>
<td>1</td>
</tr>
</tbody>
</table>
4.9 Reimbursement of funding for Specialist Nursing Courses (Post Grad & Masters) for Voluntary Organisations, Dublin North

Nurses and midwives in the Voluntary Sector in Dublin North may apply for reimbursement of funding for specialist nursing courses (refer to Circular 020/2014). Each application is approved by the nurse/midwife’s Director of Nursing/Midwifery. The employing organisation will make a decision (ensuring that the application meets specific criteria outlined in the circulars above and that the programme is consistent with local service needs and HSE priorities) whether to fund the application. The voluntary organisations are then reimbursed in accordance with HSE service priorities and available funding.

The following voluntary agencies received funding under this initiative in 2016:

- St. Francis Hospice
- Daughters of Charity
- St. Vincent’s Hospital, Fairview
- St. Michaels House
- Rotunda Hospital
- Children’s University Hospital, Temple Street
- Cappagh Orthopaedic Hospital
- Orthopaedic Hospital Clontarf

4.10 Leadership and Management Development

Bespoke leadership and management development activities are supported in response to local requirement.

4.10.1 Ensuring Professional Practice & Accountability for Clinical Nurse/Midwife Managers I & II (including PHN’s)

The NMPD commissioned Joe Wolfe & Associates to provide a 6 day management and leadership development programme aimed at ensuring professional practice and accountability for Clinical Nurse/Midwife Managers. Three programmes consisting of a total of 54 participants at CNM I and CNM II level took place in 2016. The central focus is to support Clinical Nurse/Midwife Managers with the implementation and monitoring of professional practice and standards and with the development of their leadership competencies, thereby enhancing the quality of patient care and safety. The NMPD facilitated participants on this programme to avail of coaching provided by an existing panel of Coaches from Dublin North PEAK Coaching Network.

Feedback was sought both verbally and written and these programmes evaluated very positively with participants identifying the coaching provided as crucial to the augmentation of skills learned during the programme.
4.10.2 Leadership Development Programme for Directors of Nursing/Midwifery and Assistant Directors of Nursing/Midwifery in the Dublin North Region.

The NMPD commissioned a Leadership Development Programme provide by Choice Dynamic International, aimed at enhancing the capability of Directors of Nursing/Midwifery and Assistant Directors of Nursing/Midwifery to lead and influence the corporate agenda for health care systems. Two Leadership Development Programmes were provided to senior nurse/midwife managers and a total of 40 participants completed this programme within the Dublin North East Region.

The goal of the programme was to:
• Empower and enable effective leadership;
• Stimulate innovation;
• Lead on vision and values in relation to safety and patient centred care;
• Influence the corporate agenda;
• Enhance Performance management at every level.

A key component of this Leadership and Development programme was for the participants to present a “Service Initiation and Innovation Project” supported by a business case using the principles of the TV programme Dragons Den.
4.11 Coaching

4.11.1 Advanced Diploma in Personal Leadership and Executive Coaching for Senior Nurse/Midwife Managers

The Nursing & Midwifery Planning and Development (NMPD) Dublin North commissioned an *Advanced Diploma in Personal Leadership and Executive Coaching for Senior Nurse/Midwife Managers* facilitated by Kingstown College, Dublin. The Advanced Diploma in Personal Leadership and Executive Coaching programme consists of six modules. The programme commenced in November 2016 and participants are expected to complete the programme in April 2017. In line with the Health Service Executive (HSE) People Strategy 2015-2018 the NMPD is committed to developing a culture of coaching within individual organisations to assist nurses and midwives to develop and reach their full potential. Candidates undertaking this course will be invited to go on a journey of self-discovery to effect positive changes in their lives in addition to acquiring the knowledge and skills required to engage effectively as coaches with individuals who are travelling their own journey. Successful candidates will be invited to join the PEAK Dublin North Coaching Network. PEAK was established in 2013 comprising of coaches who were successful in attaining the above mentioned diploma. To date individuals who have been coached by PEAK members attribute many benefits of it. These include increased confidence, improved interpersonal relationships, improved ability to deal more effectively with conflict, improved work performance and managerial skills and improved well being.
Pictured above: Participants undertaking the Advanced Diploma in Personal Leadership and Executive Coaching 2016

4.11.2 PEAK Dublin North Coaching Network

In 2012, the NMPD commissioned a Personal Leadership and Executive Coaching for Senior Nurse/Midwife Managers and participants that completed the programme established PEAK Dublin Coaching Network. Coaching is a partnership approach where two individuals work together to unlock an individual's full potential to maximise his or her own performance by exploring areas of their life that may be holding them back in a secure and confident environment.

The aim of the PEAK Dublin North East Coaching Network is:

- To develop, disseminate and strategically implement a HSE Coaching approach within Nursing and Midwifery services in Dublin North.
- To actively raise awareness and promote this strategy across all levels in nursing, midwifery and allied health professionals.
- To develop a promotional presentation to inform all staff and managers of the benefits of coaching, share this at induction, in service training, continuing professional development and any other suitable platforms.
- To provide coaching and mentoring structures and services within HSE nursing and midwifery.
- To provide support through coaching for newly appointed Clinical Nurse Managers.
- To utilise coaching as a personal and professional development tool for career pathways.
- To provide peer support/supervision for those providing the coaching services.

A number of senior nurses within the Dublin North Region have completed the Advanced Diploma in Personal and Executive Coaching and provide coaching sessions to nurses within the healthcare service. Biography details are available from the NMPD website.
Goal 5

Manage resources in a way that delivers best health outcomes, improves people’s experience of using the service and demonstrates value for money

Nursing and midwifery will build on existing strengths and talents and contribute in new ways in the delivery of healthcare in care settings. These resources will provide their service in the most efficient and effective way and provide quality care and positive experiences for those availing of the service. To this end NMPD Dublin North supports services in the planning and development of specialist and advanced nursing and midwifery practice.

5.1 Advanced Nurse/Midwife Practice in Dublin North

Registered Advanced Nurse/Midwife Practitioners (RANP/RAMP’s) utilise sophisticated clinical knowledge and critical thinking, and demonstrate expert skill in diagnosis and treatment of acute and or chronic illnesses within an agreed scope of practice. They provide unique nursing contributions to patient care by offering healthcare interventions and promoting healthy lifestyles for patients/clients, their families and carers in a wide variety of settings in collaboration with other healthcare professionals. RANP/RAMP’s utilise advanced clinical nursing/midwifery knowledge and critical thinking skills to independently provide optimum patient/client care through caseload management of acute and/or chronic illness. Nurses practicing at an advanced level incorporate professional leadership, education and research into their clinically based practice. Advanced nursing and midwifery practice is carried out by autonomous, experienced practitioners who are competent, accountable and responsible for their own practice. The role of the RANP/RAMP’s is highly clinically focused and is tightly regulated by the Nursing and Midwifery Board of Ireland.

The NMPD office in Dublin North continues to provide direct assistance to sites and candidates in the development of Advanced Practice Posts within the region. Through participation in the ONMSD network for Advanced Practice Development, the NMPD office continues to liaise with the NMBI Advanced Practice Development Officer Dr. Mary Doolan and act as a conduit of information between NMBI, the ONMSD and Dublin North sites.

Development of RANP/RAMP Posts in Dublin North

Ms. Caroline Kavanagh nominated lead; supported by Ms. Lorraine Mc Namee worked in collaboration with Directors of Nursing and Midwifery and services in Dublin North to provide assistance in developing Registered Advanced Nursing and Midwifery Practice site posts.

Work to date

- Directors of Nursing and Midwifery in Dublin North have provided the NMPD with information on posts currently in development.
- Sites have been informed of the protocol re developing RANP/RAMP job descriptions which must be reviewed by the NMPD prior to submission to the Nursing and Midwifery Board of Ireland.
- Funding is available from the NMPD through the Innovation and Research stream of funding to support sites to develop Registered Advanced Practice posts.
- Work is ongoing with Advanced Practice Candidates in Dublin North.
- A Regional and National database has been developed to capture all Advanced Practice role development.
- SOP Guidelines have been developed to standardise the approach to RAN/MP post development.
SLA’s/MOU’s have been standardised to support candidates in the development of Advanced Practice Posts.
The ONMSD Advanced Practice Group contributed to the development of a National Acute Medicine RANP job description.

**Future work proposals**

- The NMPD Dublin North will continue to provide support to sites and candidates involved in Advanced Nursing and Midwifery post development.
- The NMPD will continue to act as a conduit for the flow of information between NMBI and sites in Dublin North.

**Six RANP Posts/Sites were accredited in the Dublin North Region in 2016**

- Heart Failure, Mater Misericordiae University Hospital (MMUH)
- Emergency and Assessment Maternity, Rotunda Hospital
- Gastroenterology, Connolly Hospital Blanchardstown
- Cognitive Behaviour Therapy (CBT), Dublin North City Mental Health Services
- Community Older Persons Care, Mater Misericordiae University Hospital (MMUH)
- Acute Medicine, Mater Misericordiae University Hospital (MMUH)

I wish to congratulate the respective Directors of Nursing and Midwifery and Registered ANP’s and AMP’s on this achievement and development in the region.

**Pictured above:** Ms. Caroline Kavanagh ANP Project Officer NMPD Dublin North, Dr. Mary Doolan Advanced Practice Development Officer NMBI, Ms. Kavita Nagarajan RANP Acute Medicine MMUH and Mr. John Murray Vice-President of the Nursing and Midwifery Board of Ireland.
5.2 Update on Clinical Nurse/Midwife Specialists in Dublin North

Background

Since the publication of The Report of the Commission on Nursing: A Blueprint for the Future (Government of Ireland 1998) the clinical career pathway for nurses and midwives has been adopted enthusiastically throughout the Irish health system. This report recognised the fundamentals and roles for the nurse and midwife specialist. With the establishment of the National Council for the Professional Development of Nurses and Midwives (NCNM) in 1999 came a clear definition of a Clinical Nurse/Midwife Specialist (CNSp/CMSp) and the introduction of a framework for the national development of the CNSp/CMSp role. Since its inception this framework has facilitated the national development of CNSp/CMSp roles across the nursing and midwifery profession in services and organisations throughout Ireland. To date, the latest edition of the framework document, Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts (2008) 4th edition, continues to guide CNSp’s/CMSp’s in their role, as well as services/healthcare organisations in the development of CNSp/CMSp posts in accordance with service requirements.

Until the time of their disbanding in 2011 the NCNM, with assistance from the local NMPDU’s, monitored the on-going development of nursing and midwifery specialities and determined the appropriate level of qualification and competence for entry into specialist nursing and midwifery practice. In addition the NCNM maintained a National Database of all approved CNSp’s/CMSp’s and their specialities. In 2014 as part of an interim process the ONMSD through the NMPDU’s, under the delegated authority from the Department of Health, took over the process for approving CNSp’s and CMSp’s nationally for statutory and voluntary organisations of the HSE to allow for entry onto a National ONMSD Database. The NCNM (2008) Framework continues to guide the interim application and approval process.

The NMPD HSE Dublin North plays a fundamental role in supporting CNSp’s/CMSp’s in their development and provides direct assistance and guidance to services within the region. NMPD Dublin North recognises the invaluable contribution that the CNSp/CMSp plays in leading out in the delivery of quality care to patients and service users. An integrative review of the nursing and midwifery Dublin North services in 2016, has identified 370 CNSp’s/CMSp’s working in a range of specialities. Ms. Emma Fleming is the nominated lead within the NMPD HSE Dublin North and she works in collaboration with Directors of Nursing and Midwifery and services in the region in developing nurses and midwives working within specialist practice.
Work to date

- Directors of Nursing and Midwifery in Dublin North have provided the NMPD with information on CNSp’s/CMSp’s working within services as part of an initial regional review.
- The NMPD Dublin North have developed a local database to capture all CNSp’s/CMSp’s and specialities within the Dublin North region. This local database has been cross-referenced with historical records and with the Interim ONMSD National CNSp/CMSp Database.
- Services have been informed of the rationale, criteria and application process for CNSp’s/CMSp’s to be included onto the Interim ONMSD National CNSp/CMSp Database.
- The volume of applications for inclusion onto the ONMSD National CNSp/CMSp Database has increased in 2016. Work is ongoing in processing applications.
- Through participation in the ONMSD National CNSp/CMSp Support Network Group, a nationally agreed CNSp/CMSp job description template has been disseminated to all services within the Dublin North region. This template provides support to Directors of Nursing/Midwifery and Service Managers in the preparation of a job description for CNSp/CMSp within services.
- Work is ongoing with the CNSp’s/CMSp’s in Dublin North to support and guide them in their role and with their educational requirements.
- Funding is available from the NMPD to support individuals in their educational and professional development.
- A Training Needs Analysis (TNA) among CNSp’s/CMSp’s has been completed to identify and determine the development and leadership needs of this group. The results of this TNA will assist in the development of a professional development programme for CNSp’s/CMSp’s within the Dublin North region which will be delivered in Spring 2017.

Future work proposals

- The NMPD Dublin North will continue to provide guidance and support to services and to individuals on CNSp/CMSp role development.
- The NMPD Dublin North will provide a Professional Development Programme for CNSp’s/CMSp’s in 2017. The first programme is scheduled to commence in Spring 2017.
- Assembly of a regional CNSp/CMSp Professional Forum
- The NMPD Dublin North will continue to provide guidance and support to services on the application process for inclusion onto the Interim ONMSD National CNSp/CMSp Database.
- The NMPD Dublin North will continue to participate in the ONMSD National CNSp/CMSp Support Network Group.