Welcome to the third newsletter of the Office of the Nursing and Midwifery Services Director. It has been a busy summer for everyone. The ONMSD received a Taoiseach Public Service Excellence Award in July at Dublin Castle for the Nurse and Midwife Prescribing Initiative. Congratulations also to the Bridging the Gap Initiative Roscommon and Forensic Nursing, Team, Donegal, on also receiving awards.

We celebrated the centennial year of the death of Florence Nightingale in August at Dublin Castle. The National Leadership and Innovation Centre was established and launched the same day. A series of National Networking events are planned in the autumn and will provide a good opportunity to network with colleagues. I hope you enjoy this issue.

Dr. Siobhan O’Halloran

The National Leadership and Innovation Centre for Nursing and Midwifery has recently been established within the HSE Office of the Nursing and Midwifery Services Director and was launched at the recent Florence Nightingale Centenary Celebrations. The aim of the Centre is to work with nurses and midwives in building innovation and leadership skills, knowledge and networks to transform healthcare or patients and the public.

**The Team** consists of:
- **Michael Shannon**- Area Director/ Acting Deputy Director (ONMSD Lead)
- **Cora Lunn**- Interim Director
- **Elaine Fallon**- Leadership and Innovation Advisor
- **Loretto Grogan**- Leadership and Innovation Advisor
- **Michelle Frawley**- Administrator

The Centre will focus on developing the following four key areas:
- Developing leadership skills
- Building workforce capacity
- Supporting innovation
- Influencing cultural change

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Florence Nightingale 12 May 1820 – 13 August 1910

Florence Nightingale said in 1859

“It may seem a strange principle to enunciate as the very first requirement in a Hospital that it should do the sick no harm”

A one-day conference to mark the centennial year of the death of Florence Nightingale and the International Year of Nursing took place in Dublin Castle on September 7th.

The event, organised by the Department of Health and Children, the HSE and the Irish Nurses and Midwives Organisation (INMO) gave nurses and midwives from throughout Ireland the opportunity to celebrate the valuable contribution of Irish nurse and midwives to health care over the past century.

The Minister for Health and Children, Ms Mary Harney TD spoke of “the significant development of the role, function and education of nurses and midwives in the last 100 years. Florence Nightingale would be very proud of the achievements of nursing and midwifery in Ireland in response to service need,” she said.

A special feature of the centenary celebration was the ‘Ceremony of the Florence Nightingale Lamp’, a ceremonial event in which a Nightingale lamp was passed from one generation of nurses to the next. The event’s organisers felt that by coming together to commemorate Florence Nightingale, nurses and midwives are restating their commitment to Nightingale’s principles of good nursing.

According to Dr Siobhan O’Halloran, Nursing and Midwifery Services Director, HSE, “nurses and midwives in Ireland have good reason to commemorate Nightingale’s centenary. Aside from her importance as the founder of modern nursing, Nightingale had close connections with Ireland. She visited Dublin in 1852 to observe the work of the Irish Sisters of Charity.

Excellent speakers such as Dr Beverley Malone, CEO of the National League of Nursing, USA, spoke about Nightingale’s leadership and caring qualities in nursing and Dr Marie Manthey, President Emeritus, Creative Health Care Management, USA, who highlighted nursing values from Nightingale’s time to the 21st century.

The conference’s afternoon session, facilitated by Tommie Gorman, RTE’s Northern Ireland Editor celebrated the variety of experiences of Irish nurses and midwives and Nightingale’s influence on their practice. Nine speakers from different nursing disciplines spoke about their experiences of nursing as a career. Liam Doran, General Secretary of the INMO, spoke about his time as an Intellectual Disability Nurse. “Florence Nightingale is not traditionally associated with Intellectual Disability Nursing but her courage, integrity and insistence upon the highest standards of care were hallmarks of the best practice nursing that I encountered, and sought to deliver, as a nurse working in the field of intellectual disability. Florence Nightingale was a leader whose strengths and vision have, without question, stood the test of time.”
Launch of HSE National Guidelines for the Management of Pre-gestational and Gestational Diabetes Mellitus

The Nursing and Midwifery Planning and Development Unit, HSE (Dublin North) supported by the National Council, have developed National Guidelines for the Management of Pre-Gestational and Gestational Diabetes Mellitus from Pre-Conception to the Postnatal Period (HSE, July 2010) for use in the management and treatment of women with diabetes mellitus (Types 1 and 2) in pregnancy who use primary, secondary and tertiary health services.

The evidence-based guidelines were developed by a team mainly comprising clinical nurse and midwife specialists and advanced nurse and midwife practitioners in diabetes and in neonatology, and were launched in August 2010 by Professor Richard Firth, Clinical Lead for Diabetes in the HSE.

The Guidelines will be used to standardise the prevention, detection and treatment of women with pre-existing diabetes mellitus in pregnancy and gestational diabetes mellitus.

By fostering best clinical practice and assisting clinical decision-making through the use of the guidelines, integrated care pathways will become more established within the health services.

The NMPDU plan a comprehensive health promotion campaign for health professionals, clients and the general public aimed at raising awareness of diabetes and the risks associated with pregnancy and supporting the implementation of the guidelines.

E-Rostering Initiative

The Office of the Nursing and Midwifery Services Director are exploring a national initiative in e-Rostering. A national steering group has been set up. A workshop with service managers and unions was held in Donegal in August, in which discussions took place in relation to Donegal ISA leading the Pilot. The following objectives are planned.

Develop & strengthen nursing capacity in Donegal ISA by providing an e-rostering system to introduce self rostering and to achieve the optimal match between staff levels, service activity levels and patient dependency

♦ Develop a Guiding Framework to support the introduction of E-Rostering to include the following:
  • Roster Governance, Decision Guidelines and Audit
  • Self Rostering Guidelines
  • Development of specification criteria to inform the procurement and selection of an E-Rostering System that is transferable across all employee groups within the Health Service Executive and funded agencies.
  • Conduct an analysis of existing E-Rostering systems in use nationally with a view to informing the Guiding Framework and procurement criteria.
  • Engage in a process of Communication & Consultation with a broad range of key stakeholders in Donegal to inform the development of the above objectives.

L-R) Dr Anne Flood, Letterkenny General, Liam Doran, INMO, Dr. Siobhan O’ Halloran, Director ONMSD, Annette Kennedy, INMO, Mary Frances O’ Reilly, NMPDU HSE West, Julian Theseria, Intellectual Disability Service Donegal, Bernie Walsh - Employee Relations HSE West, Patrick Glackin, Area Director NMPD, Edith Mullin, Older Person Service Donegal, Dolores Gallagher, Public Health Nursing Donegal, Catherine Cannon, CNME Donegal, Kevin Mills, Mental Health Service Donegal, Anne Gallen, NMPDU HSE West
One of the first activities of the National Leadership and Innovation Centre for Nursing and Midwifery is the delivery of a series of National Networking Events for Senior Nurse and Midwife Managers and Directors.

These events will provide a good opportunity to network with colleagues and to learn more about the development of the National Leadership and Innovation Centre.

Guest speakers will attend each of the events which are being held in each of the four regions.

**Butler Report**

Continued work is progressing in relation to the Butler Report. However, further consideration by the HSE and all stakeholders remains outstanding with regard to the review of the CNME's (Butler Report).

At the request of the INMO, the matter has been referred back to the Labour Relations Commission. As stated previously by the HSE any future discussions must take account of actual developments that have occurred over the recent past and most particularly in the Voluntary / Acute hospital settings.
HSE/NCCP launches National Community Cancer Care Programme

Ms Mary Wynne Office of the Nursing and Midwifery Services Director HSE and Dr Marie Laffoy National Cancer Control Programme (NCCP) launched the National Cancer Control Education Programme for Community Nurses in the Centre for Nurse Midwifery Education (CNME) Letterkenny, Donegal on June 23rd 2010. Eleven Public Health Nurse participated in the six-month pilot programme.

This programme is in response to the recommendations of The National Cancer Strategy (2006), which involves reforming and restructuring services with the key objective of improving patient outcomes. The HSE/NCCP are committed to supporting the integration of cancer services across primary care settings and acute hospital services, through the provision of a standardised cancer education and training programme for community nurses.

The collaborative approach between acute cancer service providers, community nursing services and CNMEs will provide and promote sustainable learning, so as education and practice are augmented and seamlessly transferred to the community in an efficient, effective and safe manner.

We in the CNME are delighted to be part of this national pilot programme and will continue to work collaboratively with all stakeholders in the journey ahead to ensure the success of the programme. Further information can be obtained from Catherine Cannon A/Director CNME Donegal Email: catherine.cannon@hse.ie

Cognitive Behavioural Skills for Practice: A Model for Delivery in the Irish Mental Health Service

The Centre of Nurse Education (CNE) and the Nursing and Midwifery Planning and Development Unit (NMPD), HSE South (Carlow, Kilkenny, South Tipperary, Waterford, Wexford), supported by the National Council and Directors of Mental Health Nursing, have developed an innovative model for the delivery of Cognitive Behavioural Therapy (CBT) training for the Irish Mental Health Services.

This multidisciplinary programme focuses on enhancing skills for clinical practice amongst Nurses and Allied Health Professionals. CBT is amongst the most extensively evaluated of interventions with a broad range of psychosocial problems with a substantial body of research evidence supporting its efficacy.

It is therefore essential that frontline mental health professionals have the requisite skills and competencies to provide treatments based upon these evidence based approaches. In developing our programme we have a number of success indicators in mind:

• Delivering high quality training derived from evidence based CBT methods,
• Ensuring integration of theory and practice,
• Linking to service developments & change initiatives,
• Ensuring access, transfer and progression in learning,
• Supporting collaborative working and multidisciplinary interventions.

The programme offers a model of training which may be adapted within the HSE Mental Health Services at National level. A number of HSE areas in Dublin and Cork have already expressed an interest in collaborating with us and four Nurses from the North Lee Mental Health Services will participate in our next programme in Waterford. For further details on this model of training, please contact the Centre of Nurse Education on 051 842656 or Sandra.Kennedy@hse.ie.
Maureen took up her position within the Health Service Executive, in October 2007, where she has responsibility for the introduction of nurse and midwife medicinal product prescribing in the HSE Dublin Mid Leinster Area. She was appointed national lead for the project in July 2010. Prior to this she held the position of Assistant Director of Nursing at St. Vincent’s University Hospital with responsibility for the Intensive Care and High Dependency Units, Thoracic and Vascular Surgery, Hepatitis C and Liver Transplantation services (2002-2007).

Since April 2010 there has been a significant rise in the number of nurses and midwives registered as nurse prescribers (RNP’s) with An Bord Altranais. There are now 215 RNP’s (including 5 from private health service providers).

The candidate and registered nurse prescribers are from 71 clinical areas and 123 (44 acute hospitals and 79 primary and community services) health service providers across the four administrative areas of the HSE.

From 1 July 2010 to 31 August 2010, RNP’s working in 53 health service providers reported writing 3,020 prescriptions for 2,600 individual patients involving 4,371 items. It is anticipated that from 2011, the education programme will also be provided by three additional Higher Education Institutions: University College Dublin (three educational pathways); Dublin City University; and National University Ireland Galway.

Maureen was previously employed as a Nurse Researcher with the Nursing Policy Division at the Department of Health and Children (1998-2002). Her main role was leading the Study of the Nursing and Midwifery Resource, which culminated in the publication of the final report – Towards Workforce Planning in September 2002. She was also a member of the Project Team preparing the Irish Health Strategy Quality and Fairness a Health System for You (2001).

In 1997 Maureen was appointed Nurse Researcher with the Irish Commission on Nursing during this time she worked with the Central Statistics Office in undertaking a national survey of the perception of nurses and midwives, she coordinated the preparation of six literature reviews on behalf of the Commission and was the principle author of the report Management in the Health Services: The Role of the Nurse (1998).

Maureen trained as a Registered General Nurse at St. Vincent’s University Hospital, Dublin, Ireland where she worked as a Theatre Nurse, Anaesthetic and Recovery Room Sister and Anaesthetic Sister Course Co-ordinator. Maureen has thirteen years Operating Department Nursing experience.

During this time she established the first post-registration course for Anaesthetic Nurses in Ireland in 1992. She has completed both a Masters Degree in Education and an MSc in Health Services Management at Trinity College Dublin.

Since the enactment of legislation and regulations giving prescriptive authority to nurses and midwives in May 2007, 471 nurses and midwives have been funded by the Office of the Nursing and Midwifery Services Director, Quality and Clinical Care Directorate, HSE, to undertake the six-month education programme provided in the Royal College of Surgeons Ireland (RCSI) and University College Cork (UCC).

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