



Oifig an Stiúrthóra Seirbhísí
Altranais & Cnáimhseachais

Office of the Nursing &
Midwifery Services Director



ANNUAL REPORTS 2021 & 2022

Our Vision, Mission and Values

Our vision is to achieve excellence in nursing and midwifery care

Our mission is to lead and enable nursing and midwifery professions to provide high-quality care by:

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

We have five core values that outline our beliefs, philosophy and principles that drive our work and relationships with our stakeholders. These core values are care, compassion, commitment, trust and learning.

Visit our website for further details hse.ie/go/onmsd

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Welcome to the Office of Nursing and Midwifery Services Director (ONMSD) Annual Report for 2021 - 2022

On behalf of the Office of Nursing and Midwifery Services Director (ONMSD, Health Service Executive (HSE), I am pleased to introduce the ONMSD's annual report for 2021-2022. This report serves as a summary of some of the activities and achievements of the ONMSD for the period 2021 and 2022 and demonstrates the role the ONMSD has in supporting excellence and building capacity within nursing and midwifery professions across all divisions of the HSE.

The ONMSD works to strategically lead and support nurses and midwives to deliver safe, high-quality, person-centred care. As part of our key function in supporting the Office of the Clinical Programme Implementation & Professional Development, Chief Clinical Officer, we work in partnership with the Department of Health Office of the Chief Nurse, and the Nursing and Midwifery Board of Ireland, and with nursing and midwifery services across all

HSE structures. This approach has led to an open, transparent, learning culture that demonstrates innovation, governance and leadership in order to meet the current and future needs of the nursing and midwifery professions and the Irish healthcare system, within a changing landscape and economy.

A large amount of change and developments have taken place over the term of this report. The ONMSD team and its functions span a broad spectrum of interventions which are too numerous to mention but at the core is our drive for ongoing development of the capacity and capability of the nursing & midwifery workforce. The ONMSD continues to provide funding and support for the continuous professional development of nursing & midwifery, scope / role enhancement, skills acquisition and leadership development. The ONMSD also provided support and expertise during the development of the Framework

for Safe Staffing and Skill Mix and continues to support its ongoing implementation with the services areas. In collaboration with the Chief Nursing and Midwifery Information Officer (CNMIO), the ONMSD provides leadership and input in supporting digital health capacity and capability through for e.g. the development of a Digital Roadmap for Nursing & Midwifery and an all-Ireland capability framework. Our office also collaborates with the HSE Spark Innovation Programme, in partnership with National Doctors Training Programme and National Health and Social Care Professionals Office. We are also pleased to have sponsored the Nursing and Midwifery National Fellowship in Innovation. We continue to develop and implement national guidelines / protocols such as eating disorders a guide for nurses. We collaborated with Sláintecare Office DOH&HSE and HSE Communications to develop the HSE Health Passport App for persons with an intellectual

disability. The ONMSD continues to support and work in collaboration with National Integrated and Clinical Care Programmes to ensure nursing & midwifery contribution to models of care and patient pathways. Our office continues to support the ongoing COVID-19 agenda, the infection prevention and control / immunisation initiatives required and playing our part in enabling undergraduate student clinical placements & course progression to remain in so far as is possible uninterrupted.

I wish to acknowledge the contribution and engagement of all Directors of NMPDU's, Centres of Nursing & Midwifery Education, the NCLC, Areas Directors NMPDU's, ONMSD National Leads, the ONMSD Administration Team and all the organisations and stakeholders who we work with on an ongoing basis. Finally I wish to acknowledge the work of Lorna Peelo-Kilroe and Sinead Phelan in compiling this report.



Dr Geraldine Shaw,

Nursing and Midwifery Services Director, ONMSD / Asst National Director Clinical Programme Implementation & Professional Development,
Office of the Chief Clinical Officer

Introduction

Our Team

The ONMSD is lead by a Director Dr Geraldine Shaw, and supported by a leadership team of Area Directors of Nursing and Midwifery Planning and Development Units, National Leads, Directors of Nursing and

Midwifery Planning and Development Units and Directors of Centres for Nursing and Midwifery Education and the Administration Team.

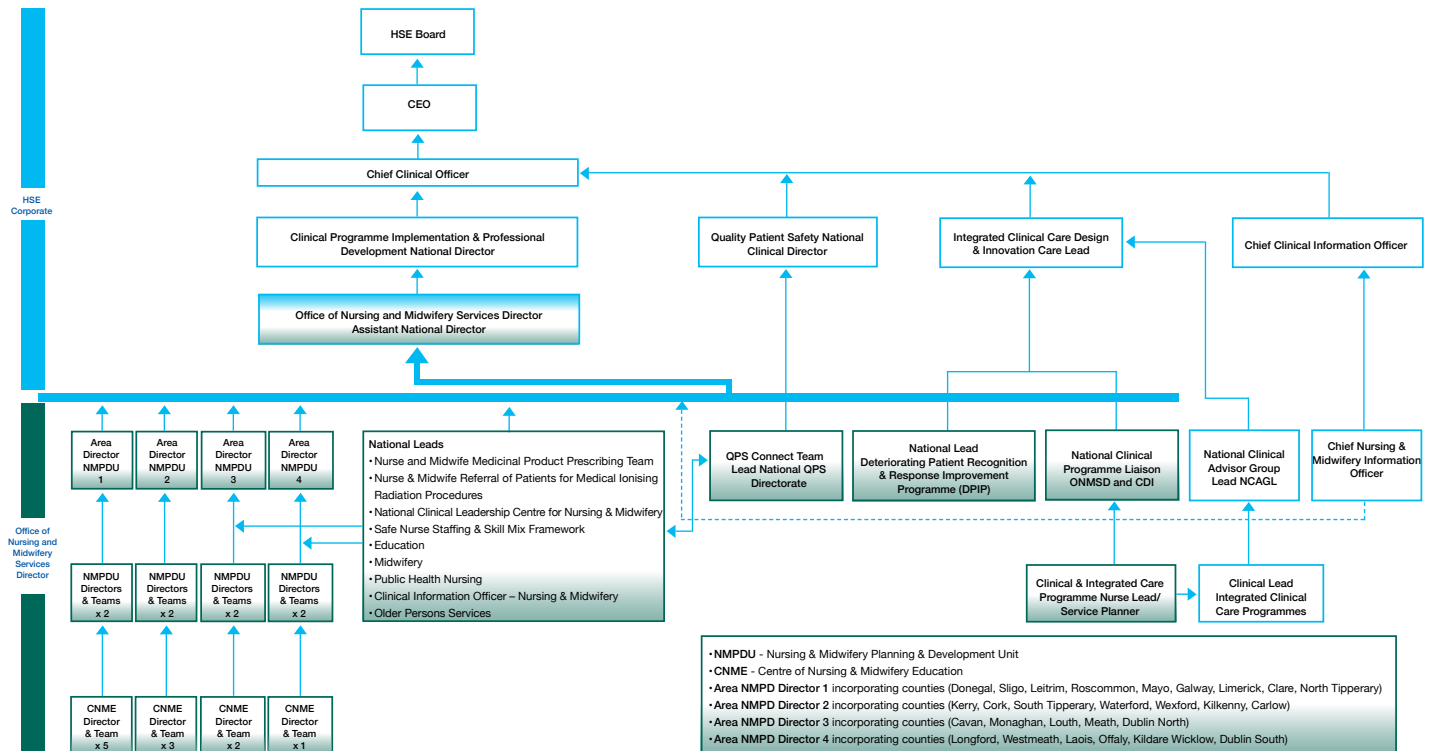
Organisational Structure of the Office of the Nursing and Midwifery Services Director

The ONMSD is led by an Assistant National Director and is the HSE corporate nursing and midwifery Office of the Clinical Programme Implementation & Professional Development Division of the HSE Office of the Chief Clinical Officer.

Through a national hub and spoke model, the ONMSD consists of:

- Area Directors of Nursing and Midwifery Planning and Development Units
- Directors of Nursing & Midwifery Planning and Development Units
- Directors of HSE ONMSD Centres of Nursing & Midwifery Education
- National Leads for specific portfolios
- Director of National Clinical Leadership Centre
- Administration Team

Organisational Structure of the Office of the Nursing and Midwifery Services Director



Our Strategic Position within the HSE

The ONMSD works to strategically lead and support nurses and midwives to deliver safe, high-quality, person-centred care. Our office is one of the departments within the HSE Chief Clinical Officer (CCO).

Strategic Priorities

We are strategically linked to the HSE Office of the Chief Clinical Officer (CCO) have a key function in supporting the key priorities and objectives of the CCO. Our activities and projects are broadly aligned to the following four overarching strategic priority areas aligned to the CCO:

1. Clinical Expertise by empowering clinical nurses and midwives to be innovative, collaborative leaders to design and deliver evidence and needs-based practice within a dynamic health and social care arena.
2. Quality and Safety through the development of knowledge, skills and capability to ensure the continuous improvement of nursing and midwifery quality and safety in our health service.
3. Service Change and Transformation by being leaders of change and innovation to positively transform the care and practice experiences of people using and providing our services.

4. Service User Engagement that positively seeks to engage and responds to service user experiences, feedback and opinions.

As well as supporting the key priorities of the CCO we support the key priorities of our health care system through various projects and activities. Some of these projects include:

- Report of the Expert Review Body on Nursing and Midwifery, 2022
- COVID-19 Guidance and Immunisation Guideline
- Office of the Chief Nurse Strategic Policy Direction
- ONMSD Strategic Plan, 2022-2024
- Labour Relations Commission Nursing & Midwifery Agreements
- National Maternity Strategy, 2016 - 2026
- Patient Safety Strategy
- Performance and Accountability Framework, 2017
- HSE Key Performance Indicators
- Sláintecare
- HSE Corporate and Service Plans
- Other national strategies

What We Do

Our ultimate aim is to help people who use the health service to improve their quality of life and wellbeing. We undertake a number of projects and programmes in collaboration with other agencies to support this aim. Recent examples of collaborative projects include:

- Collecting and analyzing data that informs and supports national decision-making as it relates to nursing and midwifery and provide expertise that is central to the analysis, implementation and evaluation of legislation and health care policy.
- The implementation of robust nursing and midwifery measurement systems required for assurance and quality improvement in our profession.
- Managing and coordinating the design, development and delivery of continuous professional development (CPD) for nurses and midwives. This incorporates education, clinical leadership development, research, innovation, specialist and advanced practice.
- Providing guidance and expertise at corporate, regional and local level and being a focal point for nursing and midwifery within acute and community services.

Our Professional Links

The ONMSD continuously develops our professional links and interface with nurses and midwives to support practice, innovation, excellence and professional development. There is strong collaboration with Group and Regional Directors of Nursing/Midwifery, Directors of Nursing/Midwifery/Public Health Nursing, mental health services, intellectual disability services, children's nursing services and professional links have been established for example:

- HSE Directorate and Leadership Team
- Office of Health and Social Professionals
- The Department of Health (DoH)
- DoH Office of the Chief Nurse (CNO)
- Nursing and Midwifery Board of Ireland (NMBI)
- Higher Education Institutions and Technological Universities
- Health Information and Quality Authority (HIQA)
- Professional Nursing and Midwifery Associations
- Other stakeholders both nationally and internationally

About this Report

This annual report captures the overarching activities undertaken by the ONMSD, including the work of the Area Directors of NMPDUs, National Leads, NCLC, NMPDUs and CNMEs, for the period 2021-2022.

The following info-graphic captures the focus of what we do. A summary of our principle projects captured under our four strategic priorities as well as our response to COVID-19 during this time, will be presented.

- **Clinical Expertise**
- **Quality and Safety**
- **Service Change and Transformation**
- **Service User Engagement**
- **COVID-19 Response (2021-22)**



Glossary of terms

ADPHN - Assistant Director Public Health Nursing

AMP - Advanced Midwife Practitioner

ANP - Advanced Nurse Practitioner

cAMP - Candidate Advanced Midwife Practitioner

cANP - Candidate Advanced Nurse Practitioner

CCNME - Consortium of Centres for Nursing and Midwifery Education

CDoN - Chief Director of Nursing

CEU - Continuing Education Unit

CIT - Community Intervention Team

CPD - Continuous Professional Development

CME - Centre for Midwifery Education

CMM - Clinical Midwife Manager

CMS - Clinical Midwife Specialist

CNE - Centre for Nurse Education

CNM - Clinical Nurse Manager

CNME - Centre for Nursing and Midwifery Education

CNS - Clinical Nurse Specialist

COVID-19 - Coronavirus Disease 2019

DoH - Department of Health

DoM - Director of Midwifery

DoN - Director of Nursing

DPHN - Director Public Health Nursing

EWS - Early Warning Score

GUH - Galway University Hospital

HEI - Higher Education Institution

HSE - Health Service Executive

INEWS - Irish National Early Warning System

INMO - Irish Nurses and Midwives Organisation

MDT - Multidisciplinary Team

NCEC - National Clinical Effectiveness Committee

NCLC - National Clinical Leadership Centre for Nursing and Midwifery

NPD - Nurse Practice Development

NUIG - National University Ireland Galway

ONMSD - Office of the Nursing and Midwifery Services Director

NMPDU - Nursing and Midwifery Planning and Development Unit

OPS - Older Persons Services

PDP - Professional Development Plan

PNA - Psychiatric Nurses Association of Ireland

PPPGs - Policies, Procedures, Protocols, Guidelines

PUH - Portiuncula University Hospital

QI - Quality Improvement

RANP - Registered Advanced Nurse Practitioner

RAMP - Registered Advanced Midwife Practitioner

RCNME - Regional Centre for Nursing and Midwifery Education

RCSI - Royal College of Surgeons in Ireland

RM - Registered Midwife

RGN - Registered General Nurse

RN - Registered Nurse

RNID - Registered Nurse Intellectual Disabilities

RPHN - Registered Public Health Nurse

SIPTU - Services Industrial Professional and Technical Union

SOP - Standard Operating Procedure

TNA - Training Needs Analysis

UCD - University College Dublin

ULHG - University of Limerick Hospitals Group

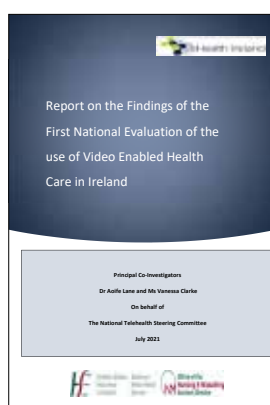
Our Publications

The ONMSD publishes guidelines, reports and other documents to support nurses and midwives in their professional practice. The following publications were developed by the ONMSD for the period 2021-2022. To access these publications please click on the document and to access our many other publications please visit <http://hse.ie/go/onmsd>

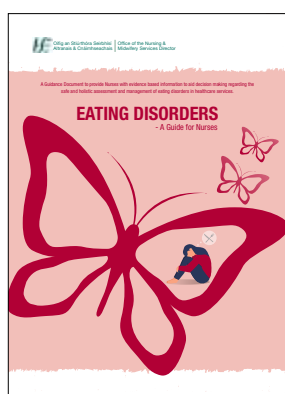
1. ONMSD Strategic Plan



2. First National Evaluation of the use of Video Enabled Health Care in Ireland



3. Eating Disorders – A Guide for Nurses



4. Perinatal Mental Health Care: Best Practice Principles for Midwives, Public Health Nurses and Practice Nurses



5. National Transfer Document and Health Profile for Residential Care Facilities

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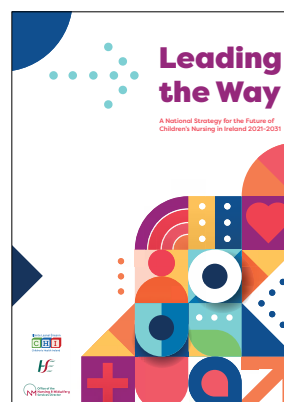
6. National Transfer Document for use when an Older Person is Transferred from a Residential Care Setting to an Acute Hospital

**NATIONAL TRANSFER DOCUMENT
FOR USE WHEN AN OLDER PERSON
IS TRANSFERRED FROM A
RESIDENTIAL CARE SETTING TO AN
ACUTE HOSPITAL**

7. All-Ireland Nursing & Midwifery Digital Health Capability Framework



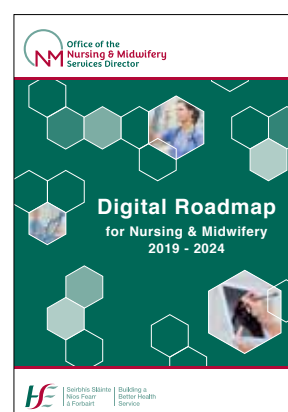
10. Leading the Way, A National Strategy for the Future of Children's Nursing in Ireland 2021-2031



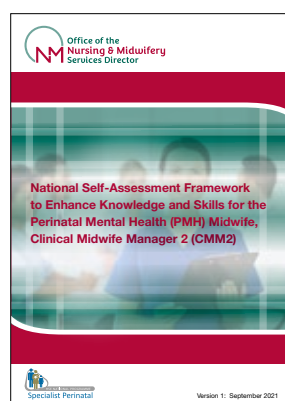
8. Annual Report of the Nursing and Midwifery Contribution to the Spark Innovation Programme 2020



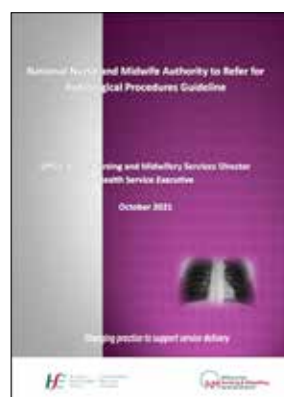
11. Digital Roadmap for Nursing & Midwifery 2019 – 2024



9. National Self-Assessment Framework to Enhance Knowledge and Skills for the Perinatal Mental Health (PMH) Midwife, Clinical Midwife Manager 2 (CMM2)



12. National Nurse and Midwife Authority to Refer for Radiological Procedures Guideline



Workforce Planning



Support domestic & overseas **Recruitment**

Enable implementation **Safe Nurse Staffing & Skill Mix**

Support **Retention** - ONMSD Sponsored Programmes

- PHSE, PHN, Post reg Midwifery & Children's, SATU

Enhanced Community Care Structures - developing Nursing **career pathways**

Promoting N&M as careers **Student** Nurse/Midwife Clinical Placement

1

Clinical Expertise

The ONMSD will focus on building a sustainable workforce by strengthening the clinical expertise of Nurses and Midwives and Health Care Assistants under our governance and function, by developing their capability and capacity to meet the demands of the changing context for health and social care, as we move towards an integrated healthcare system.



Expansion of Roles

Advanced N&M Practitioners **AN/MP's**, Candidate AN/MP's
Clinical N&M **Specialists CNS/CMS**
Medicinal Product & Radiological **Prescribing**

Education & Training



CNME's delivering **Classroom based & Online programmes**
Education & Training programmes Level 5 - 8 (NFQ) aligned to **QQI**
Commissioning foundation education programmes
eLearning programmes

Strategic & Clinical Leadership



Innovative leadership, Executive support, Professional guidance & expertise
at **corporate & service** level
Influencing policy and promoting **person centred** practice
Building and strengthening **capacity & capability** with the N&M workforce
Supporting the delivery of **service priorities** and reform

Child and Family Health Needs Assessment

The aim is to provide clear guidance to Public Health Nurses/Midwives (PHNs) on a standardised approach to undertaking a Child and Family Health Needs Assessment (CFHNA) in the Public Health Nursing Service, which is evidence-based and complies with best practice. Completion of the online learning modules and attendance at the CFHNA workshops will ensure standardised use and understanding of the CFHNA.

The CFHNA was developed by the Midland PHN service in 2005 and the evaluation confirmed the benefits of the assessment tool for RPHNs/RMs and families. The CFHNA is included as a national tool in the National Standardised Child Health Record used by PHNs.

In 2021, the ONMSD developed a national Guideline on the Use of the Child and Family Health Needs Assessment Framework for the Public Health Nursing Service which was approved by HSE Community Operations. The CFHNA tool supports the work of the RPHN/RM and focuses on three key areas, parenting capacity, child developmental needs and family and environment issues.

A national blended education programme was launched in March 2022 to support the implementation of this guideline and the use of the CFHNA tool within public health nursing services. This is a collaboration between ONMSD, National Healthy Childhood Programme, Tusla and HEIs.

Three programmes have been developed:

- National Education Programme CFHNA for PHNs.
- National Education Programme CFHNA for PHNs (HEI)
- CFHNA Facilitator Education Programme

Development of the programmes

- Education Group – subgroup of the CFHNA Steering Group
- Module Leads – CNMEs and HEIs
- Blended Programme

Pilot of the programme

- HEI students in UCD and NUIG
- Steering Group, Education Group, sample of PHN.
- Smart survey, email feedback, review

Programme implementation

- 83 PHNs/ADPHs and 11 CNME Nurse Tutors have completed the Facilitator CFHNA education programme to support the delivery of the CFHNA workshops.
- CFHNA workshops through the CNMEs commenced in May 2022
- 497 PHNs have registered for the programme to August 2022
- Resource manual has been developed to support the PHN
- Comments from PHNs who have attended the programme:
‘Excellent information’ ‘Inclusion of Tulsa’ ‘Excellent workshop’ ‘Very well ran’ ‘Very practical course’ ‘Peer mixing very helpful’ ‘Scenarios discussion invaluable to promote optimum service’ ‘I really learned a lot’ ‘Case studies excellent varying up to complex’

Future plans

From May 2022 facilitators have been offered online ‘Question and Answer sessions – facilitators for CFHNA for PHN’ to support their role in the implementation of the programme.

- From September 2022 this will increase to twice monthly
- Facilitators have been supported through the national education group with peer support for the initial workshops as requested
- PHNs will be offered online question and answer sessions – reflection and discussion on CFHNA monthly from September 2022
- The programme and its impact on service delivery will be reviewed in Q3 2023

NMPDU West, Mid West

Role Development

The NMPDU WMW supports the development of advanced and specialist practice across the continuum of care. Advanced practice services are developed as a direct response to service need and population health demand, in line with Sláintecare and the Enhanced Community Care (ECC) models of care.

There are currently 103 registered advanced nurse/midwife practitioners (RANPs/RAMPs), and 37 candidate advanced nurse/midwife practitioners (cANPs/cAMPs) progressing through the candidacy programme in the west, mid-west region. A number of new candidate advanced practitioner posts in paediatric services, and women's health services were developed throughout 2021.

During 2021, we collaborated with our NMPD North West colleagues and the Saolta Group to facilitate three workshops for advanced practitioners from the region.

The ongoing support and development of the clinical nurse/midwife specialists' role in services was maintained during 2021 adding to the already established 316 CNS/CMS posts in the HSE West Mid-West region.

Education and Training

The three centres of nursing and midwifery education (CNMEs) work under the umbrella of the NMPDU. They strategically develop, coordinate and provide evidence based education and training for nurses, midwives and healthcare support staff, to facilitate their continuing professional development (CPD) and ongoing competencies. This is done in partnership with relevant stakeholders and in accordance with local service plans and national delivery plans.

Research and Development

The NMPDU was involved in the following four research projects throughout 2021, two of which carried over to 2022:

a. Education and training needs of staff nurses looking after cancer patients in the Saolta Group

This study was undertaken in conjunction with the Saolta University Healthcare Group and the Managed Clinical and Academic Network (MCAN). The study commenced in 2021. The aim of this study was to undertake a training needs analysis (TNA) of the education and training needs of staff nurses who look after cancer patients on general and cancer specialist wards within the Saolta University Health Care Group. The TNA will inform the cancer managed clinical and academic networks (MCAN), service managers, and educators about the identified education and training needs amongst nurses caring for oncology patients within the Saolta Group and build on current in-service education and training.

b. The factors that facilitate or hinder the researcher role in advanced nursing and midwifery practice

The Chief Director of Nursing and Midwifery, Saolta University Healthcare Group commissioned a study to look at the factors that facilitate or hinder the researcher role in advanced nursing and midwifery practice. The study commenced in 2021, and is being undertaken in conjunction with the Saolta Group and the University of Galway. The study aims to gain an understanding of the researcher role among nurses and midwives in advanced practice roles in the Saolta Group, and to scope out what supports advanced practitioners, who work in the Saolta Group, need to assist them in their research role.

The results will support the planning and delivery of research education and training requirements, with the final goal of creating research capacity among advanced nurse and midwife practitioners.

c. National database of Student Liaison Allocations Officers (SALO's)

The NMPDU was requested by the ONMSD in January 2021 to compile a national database of arrangements for payment of allowances and travel to student nurses and midwives while they are on placement from HEIs across Ireland. The project involved making contact with all HEIs and student liaison officers from within the health services and compiling a detailed profile of the local arrangements for payment of allowances and travel to student nurses and midwives.

d. Central Vaccination Centre Service User Survey

A survey was designed and distributed to service users who received a vaccine at each of the eight vaccinations centres throughout the Saolta University Healthcare Group during August, 2021. A total of 14,475 responses were received. The objective of the survey was to gain an understanding of the experiences of people who received a vaccine at one of the Saolta University Healthcare Group vaccination centres. A final report was written up on the combined responses from the eight vaccination centres and an individual report was also compiled for each centre.

Workforce Planning

Our NMPD supports workforce planning through our involvement in various projects and groups. We provide expertise and guidance to the following groups in support of the professional development of nursing and midwifery:

- Enhanced community care implementation
- Working with HEI's – embedding inter professional education and collaborative practice in healthcare in undergraduate programmes within health sciences
- Critical care workforce planning steering groups, Saolta and ULHG
- Provide professional expertise and guidance to those groups in support of professional development of nursing and midwifery
- Supported and delivered leadership programmes in the region
- Knowledge development and innovation

CNME Donegal

The Centre for Nursing & Midwifery Education (CNME) Donegal offers a wide range of Continuing Professional Development opportunities for registered nurses and midwives in the North West of Ireland. The team in the CNME Donegal work closely with clinical partners/services to ensure that the education and training provided meets the needs of each service in order to optimise the provision of safe and effective care.

Person Centred Planning & Implementation for Intellectual Disability Services

This programme was developed and delivered to support both the Registered Nurse for Intellectual Disability (RNID) and Care Assistants within the Donegal Intellectual Disability Services (DIDS), to provide person centred care to adults with intellectual disabilities accessing the services. Person centred care has been identified as a priority training need within the DIDS, in line the HSE New Directions Policy document and HIQA standards.

This programme enables participants to explore the human rights and support needs of individuals with an intellectual disability across the lifespan and to gain the knowledge and skills to plan, implement, assess and evaluate a person centred plan for an individual with an intellectual disability. The requirements to support individuals with intellectual disabilities to live independent lives and to meet their full potential are illustrated throughout this programme. Participants are supported to identify and overcome the barriers/challenges, such as legal and environmental factors in care delivery.

This is a 2 day programme, delivered face-to-face, incorporating a didactic teaching approach and group work, while enhancing communication and teamwork. Participants are guided to accurately complete the relevant HSE documentation to ensure continuity of care. This programme aims to provide the participants with the knowledge and skills to enhance and enrich the lives of those with intellectual disabilities accessing the intellectual disability services.

Impact

This programme was evaluated using a written evaluation at the end of each 2 day event using a qualitative approach. Feedback is overwhelmingly positive as demonstrated below:

'Very well presented, descriptive and unique'

'Really enjoyed the teamwork and lots of information'

'I enjoyed the videos and all the learning'

'I have gained confidence in planning bigger goals for the service users'

Future plans

There have been 2 sessions of this programme successfully completed to date. Further programmes are in the process of being scheduled monthly for 2022/23.

CNME Galway

The Team

The CNME Galway is made up of twelve team members including the Director, Specialist Coordinators, Nurse Tutors and Administrative staff. Our vision remains steadfast as we continue to empower our nurses and midwives through the provision of quality education and training designed to enhance the learners' knowledge, skills and attitude and to promote a patient safety culture.

Returning to Normal Physiological Birth: Growing the Practice of Normal Birth and Midwifery Led Care in Ireland Conference

The aim of the conference is to highlight the importance of promoting normal birth and the knowledge around physiology and the impact that it can have on the outcomes for mothers and babies.

Impact

This conference promoted awareness around normal physiological birthing practice in Ireland. It was held in November 2022 as a result of a collaboration between the CNME Galway and PUH. A total of 191 people received certificates of attendance for this important event. There was a large geographical spread with attendees from countries such as Denmark, Canada, the UK, the Philippines, Greece, Spain, Uganda, Malta, Austria and the Caribbean.

Future plans

As a result of the conference there will be a repeated PUH CNME virtual event on the 22/11/2022 called 'Challenging Practice in Maternity Care'. Details were circulated widely and will be advertised on Twitter. As this virtual conference was so successful, we will be staying on line this year, as we can now reach a far wider audience online and we have the ability to enlist expertise from across the world.

Maternal Mental Health Symposium

The aim of this symposium was to promote awareness about the importance of supporting maternal mental health in Ireland. By increasing the health care professional's knowledge of maternal mental health issues, such as post-natal depression or psychosis, it can have a positive impact on the outcomes for mothers and infants.

Impact

This important symposium was held in September 2021, as a result of a collaboration between the CNME and the maternal mental health team in GUH. The symposium was dedicated to the sharing of ideas for good practice in the field of maternal mental health. The conference promoted collaboration by hearing from those with expertise in the area. We also heard from a guest speaker who kindly shared their own personal experience of a maternal mental health journey. The symposium provided the opportunity to discuss ways to improve the service and the importance of early access to specialist care. It provided a wealth of learning and a deepened understanding of the importance of early detection and diagnosis of maternal mental health concerns. This fantastic day was attended by over 200 participants online and the evaluation and feedback were excellent. Mary Walsh, Specialist Co-ordinator in Midwifery, CNME Galway, facilitated the symposium and there was a wide representation across the profession at this event.

Below is just a flavour of the overwhelming response that was received via email since the event and also some of the comments, from the chat box transcripts, given on the day:

- *A sincere thank you to all for the opportunity to attend this outstanding conference - As a midwife it has been an incredible privilege. Thank you again*
- *Brilliant day everyone . . . very inspiring*
- *As a student midwife, this was so inspiring*

Future plans

Alongside this Maternal Mental Health Symposium there is an ongoing commitment to support the Perinatal Mental Health (PMH) team in the provision of PMH training twice yearly and we plan to run another symposium on the topic in 2023.

Webinar Workshops 'Supporting Role Development Specialist Posts in Intellectual Disability Services'

This webinar series focused on exploring the role development within the practice specialist posts in the Intellectual Disability (ID) service. The new webinar workshops were facilitated in collaboration with the NMPDU Galway.

Additional new programmes in Intellectual Disability to be co-ordinated this year include:

- The ownership of Epilepsy and how that ownership can enhance quality of life
- Care management and care management planning for nurses supporting people with an intellectual disability
- Supporting People with Intellectual Disabilities with the Assessment and Management of Pain.
- Disability for the QQI Care of the Older Person module in the CNME, Galway

Stroke Care and Management Programme

The aim of this programme was to support nurses working in the Acute Stroke Unit in GUH in the provision of specialised education and training. The focus was on stroke pathophysiology, syndromes, acute management, specific and timely interventions and treatments, relevant to post-stroke inpatient care. The final day provided a valuable insight into the role and purpose of the key members of the stroke multidisciplinary team in order to promote teamwork, continuity of care and synergy between health care professionals, who holistically manage each individual stroke and rehabilitation patient.

Impact

This programme resulted in nurses in the acute stroke unit being trained to a high standard in specialised stroke care for patients. The training comprised of a suite of three masterclasses and provided education, training and support for nurses working in the Acute Stroke Unit in GUH as part of their continuing professional development plan.

Future plans

In the future, this important series masterclass may lead to the development of a level 8 programme. This is a regional initiative, CNME Galway.

Galway Roscommon Mental Health Services – Nursing Services Strategy (2022- 2027)

The aim of this important framework, is to develop a nursing strategy for the Galway Roscommon Mental Health services within this region. The Regional CNMEs in Galway and Castlebar work very closely with the Galway Roscommon Mental Health services and the implementation group, to assist in facilitating the learning needs of mental health nursing staff in this region, as part of objectives of this strategy document. The mission of the Galway Roscommon Mental Health Nursing Services Strategy (2022- 2027) is 'Working Together for the Highest Quality Mental Health Service' and the underpinning values of this publication include Care, Compassion, Trust and Learning.

The strategy has provided a framework for the development of mental health nursing services in the Galway Roscommon region, over the next five years. This is a national initiative in Mental Health Nursing.

Promoting Diversity and Equality in Mental Health Practice - The Traveller Voice

Working in partnership with the Galway Traveller Movement and the local Co-ordinator for the CHO2 Traveller's Mental Health, the CNME Galway hosted this successful event. The primary learning goal of this series of important virtual workshops, was to support and equip mental health professionals with new learning to enable them to improve the quality of mental health services for Travellers. The unique aspect of this training was that it was co-facilitated by incredible traveller ambassadors.

Impact

Contemporary issues were highlighted as part of the learning of this series of virtual workshops, such as gaining an insight through the lived experience of some of the remarkable traveller ambassadors.

Future plans

It is envisioned to run this workshop again in 2023 for staff of CHO2 Community Health Care West Region. This is a national initiative in Mental Health Nursing.

Train the Trainer Male Urethral Catheterisation Educational Workshop

This new 'Train the Trainer' programme facilitated the acquisition of the skills required to safely perform a Urethral or Suprapubic Catheterisation, by using simulated urethral manikins. The aim of this important workshop was to give the participant's the opportunity to acquire the skills of safe male urethral catheterisation and to perform suprapubic catheter changes. Part of the programme involved teaching a patient how to perform 'Clean Intermittent Self Catheterisation' (CISC).

Impact

As a result of this successful programme, participants gained an opportunity to train under the direct supervision of experienced ANP facilitators in Urology. Time was allocated to explore trouble shooting-complications experienced with male catheterisation and to gain an overview of the anatomy and physiology of GU Tract. A blended learning approach was used to facilitate the completion of the theory modules on line before attending the practical face to face workshop.

After the programme, participants undertook an assessment of skills and competency acquisition in clinical practice using a competency assessment tool and the GUH catheterisation policy to guide their scope of practice. On completion of all the steps, the train the trainers can now supervise other colleagues who wish to achieve competency in this important clinical skill.

Future plans

A male urethral and superpubic catheterisation workshop is running again in the CNME, Galway on the 23/09/2022. Regional initiative CNME Galway.

A Nursing Management of Adults with Type 2 Diabetes Workshop

It is estimated that there are 537million adults living with diabetes, a prevalence of one in every 10 people alive with the number expected to rise to 643million by 2030 and 783 million by 2045 (International Diabetes Federation, 2021).

Sláintecare 2017 strategy was established to transform health and social care services. Its vision of a health system right place, right time and by the right person.

The Chronic Disease in Ireland Framework 2020-2025 focused on improving the standard of care for the 4 major chronic diseases including diabetes and this supports people to live well within the community.

This programme aimed to enhance the practical skills necessary to effect the optimum nursing management of the adult with type 2 diabetes mellitus (T2DM) in the community. This important programme was designed to complement the learner's knowledge and skills after they completed the new eLearning module 'The Nursing Management of Adults with Type 2 Diabetes Mellitus' and 'Diabetic Foot Screening' on www.HseLanD.ie.

Impact

As a result of this programme community nurses gained valuable hands-on experience working with blood glucose meters, insulin delivery devices and injectables that are all necessary to promote safe, quality patient care. On the programme, the learners managed hypoglycaemia using role play and the importance of nutritional management and healthy eating was addressed through problem-solving activities and reflective discussions. The 'at risk' foot was taught using a practical hands-on technique. This beneficial day used a variety of practice based scenarios to support nurses working with patients with diabetes across the community.

Future plans

This successful programme will be running again in Portlincula University Hospital on the 13/10/2022. It is a regional initiative CNME Galway.

Implementing Interprofessional Education (IPE) by the Medium of Simulation

This education is intended to support IPE across all disciplines in healthcare by the medium of simulation thereby creating an opportunity for the MDT to share, improve and to learn new knowledge and skills resulting in improved team working skills in clinical practice and improve patient safety. The Irish Centre for Applied Patient Safety and Simulation (ICAPSS), in collaboration with CNME Galway, supports and promotes the use of simulation-based education across all disciplines of health care members.

Impact

Participating in simulation has allowed health care providers to learn, rehearse and practice in a safe environment. Simulation also supports the development of medical devices, the testing of procedures and protocols, quality improvements and research activities. This initiative supports active nursing participation alongside their colleagues to improve team working and safe patient care. This is facilitated by involving nursing facilitators, medical colleagues and simulation experts in the development of new simulation programmes to enhance the learning experience and ultimately promoting patient safety and quality of care. Simulation based learning (SBL) is delivered using manikins, partial-task trainers or simulated patients to achieve the desired learning outcomes.

Future plans

- Alignment of the key priority areas outlined in the National Strategic Guide for the Implementation of Simulation on Clinical Sites. For more information visit: <https://nuigalway.ie/strategicsimulationguide/downloads/Guide-to-Simulation-Implementation.pdf>
- Support nurses who wish to complete the Postgraduate or Master's programme with ICAPSS and NUI Galway called 'Healthcare Simulation and Patient Safety'
- Faculty development in the design, delivery and debriefing of simulation
- To promote IPE simulation and share developed IPL scenarios locally and nationally for its implementation

that supports simulation

- To continue interprofessional collaboration in developing new simulation programmes that will have positive outcome on staff and patient

If you would like to become involved in the design and delivery of simulation programmes or want to know more about simulation, please contact the ICAPSS team by using one of the following:

- Link: <https://forms.office.com/r/PbmmaQmRJL>
- Email: simulation@nuigalway.ie

This is a regional programme. The ICAPSS centre is located in NUI's Clinical Science Institute (CSI) at the Galway University Hospital Campus.

An International Nurse Induction Week

The CNME Galway supported the NPD department and the ICAPSS team in the roll out of a GUH 5 day Nurse Education and Induction Programme, which recruited 33 international Nurses in August 2021. A large number of clinical skills stations and two low fidelity simulations were facilitated at this worthwhile event. This programme received excellent feedback and evaluation which went on to inform the foundation of the subsequent induction weeks for international nurses.

Impact

This programme of education and training aimed to embed the nurses with new knowledge and skills, to help prepare them to on-board onto the Irish Healthcare system. The week was filled with a comprehensive agenda to support new nurses to be safe and competent clinical practitioners. This programme aimed to embed the ethos and core values of the HSE – Care, Compassion, Trust & Learning.

Future plans

This successful programme is running in August 2022 & October 2022. This is a regional initiative CNME Galway.

HSE Inaugural National Midwifery Conference 2022

Held on 5/5/2022 to celebrate International Day of the Midwife

On 5th May 2022 midwives from around the country came together in Dublin at the National Midwifery Conference co-hosted by the ONMSD and the National Women's and Infants Health Programme (NWIHP).

The atmosphere was one of celebration and delight in being able to meet after such a long time separated due to the COVID-19 pandemic. Attendees were treated to a programme of renowned international, national and local speakers with topics spanning the past, present and future of midwifery. A key theme for discussion at the conference was progress made in relation to Ireland's National Maternity Strategy (2016-2026).

Each year, International Day of the Midwife is celebrated worldwide on 5/5/2022 and it was very appropriate to have Professor Fran McConville, Midwifery Adviser, WHO, provide a keynote address at the conference and share global achievements in midwifery as well as opportunities and challenges. The year – 2022 – marks 100 years since the foundation of the International Confederation of Midwives (ICM), the international organisation which leads celebrations of the day in 120 countries.

Minister Stephen Donnelly attended and spent time after his speech fielding Q&As from the audience on current midwifery related issues and concerns –all which went down very well.

Our CEO, Paul Reid, also addressed the conference and acknowledged the significant contribution midwives made during the pandemic and continue to make as we go through the recovery. Insight was given into progress with Sláintecare and the developments in relation to the new Regional Health Areas (RHAs).

Topics discussed at conference

The range of topics on the programme also included; historical journey of midwifery in Ireland (Dr Philomena Gorey), the professional journey of midwifery (Dr Denise O'Brien), the future of midwifery (Angela Dunne), the NHS experience of Continuity of Carer (Professor Trixie McAree), postnatal maternal morbidity (Caroline Brophy), multidisciplinary approach to maintaining normality in complex pregnancies (Professor Michael O'Connell & Orla Cunningham), innovation and collaboration (Janet Murphy & Claire Bulfin), MIDSIGHT –inside the mind of a student midwife (Carol Desmond & Bernadette Toolan), Policy and Practice/CNO Office (Georgina Bassett), Waterbirth (Paula Barry and Tracey Armstrong/service user), Leadership in Midwifery (Mary Brosnan), All Ireland Midwifery Network (Dr Maria Healy & Professor Patricia Leahy-Warren) and the Irish National Maternity Bereavement Experience Survey (Anna-Maria Verling). Close of the conference was made by Margaret Quigley.

Document launch

Two important documents were launched on the day; the National Standards for Infant Feeding in Maternity Services 2022, HSE Baby Friendly Initiative, a resource that will support the continued provision of a high quality service for women and babies in Ireland and, the updated Practice Standards for Midwives 2022, launched by the NMBI, which will further support good professional practice and a woman-centered approach to care.

Impact

Over 130 midwives attended from across the country and two significant maternity/midwifery documents were launched on the occasion. Thirty four posters from services were displayed throughout the day demonstrating midwifery and maternity unit progress in three categories:

1. The maternity unit's progress with their quality improvements published in response to the National Maternity Survey (NMS) Listening, Responding and Improving 2020
2. Developments/progress within any of the 3 pathways of care Supported, Assisted, Specialised
3. Research/Audit in practice. Awards were given in each category

In addition, four videos were developed and released to show the different roles midwives have in hospitals and communities across Ireland.

Future plans

The conference was very well evaluated with the majority of the feedback forms showing either very good or excellent ratings. Planning for the next conference on 05/05/2023 is underway. Submission of an article was made to the Autumn Edition of HSE Health Matters and currently engaging with UCD Lecturer and DOM in NWIHP to write up a paper about the conference for publication in an academic journal.

Nurse and Midwife Medicinal Product Prescribing

The aim of the Nurse and Midwife Medicinal Product Prescribing initiative is to enhance the health system's capacity to respond to service need by maximising nurse and midwife prescribing as a key competency in collaboration with the multidisciplinary team.

The National Nurse and Midwife Medicinal Product Prescribing team provide strategic clinical leadership and direction in the management and implementation of Nurse and Midwife Medicinal Product Prescribing by supporting and advising local health service providers. This includes the provision of professional education programmes, support and advice regarding continuous professional development for candidate/registered nurse/midwife prescribers and other key stakeholders.

Impact

Since the enactment of legislation and professional regulation in May 2007 giving prescriptive authority to nurses and midwives, 2367 nurses and midwives have been funded by the ONMSD, to undertake the education programme (as of Dec 2021). Currently, 2041 nurses and midwives are registered as registered nurse/midwife prescribers (RN/MPs) (including private health service providers) with the NMBI as of June 2022.

The candidates and Registered Nurse/Midwife Prescribers (RN/MPs) are from 221 HSE and HSE funded health service providers. The HSE funded candidates and RN/MPs work across 229 clinical areas.

It is recognised that prescribing practice requires an inter-professional approach to the provision of safe patient care and should be planned in a collaborative manner. The sharing of information and advice by interprofessional team members is important in promoting evidence-based high quality prescribing, which is a key objective of all prescribers.

The benefits of nurse and midwife medicinal product prescribing have been consistently reported in the literature. The evidence suggests that as nurses and midwives take on new roles and responsibilities, the authority and ability to prescribe medicinal products has improved both access to medicines and the timeliness of interventions for those seeking treatment.

Future plans

To continue to provide leadership for the ongoing implementation and evolution of the initiative including Enhanced Community Care and Integrated Care Programmes where registered nurse/midwife prescribers will be an essential element of care provision.

Statistics

Numbers of Nurse and Midwife funded per HSE area to December 31st 2021:

DML: 707 DNE: 808 South: 536 West: 616 Total = 2367

Service areas involved includes:

Irish Prison Service, Care of the Older Person, Intellectual Disabilities, Mental Health, Public Health Nursing, Specialist Services, Hospitals.

Numbers of Nurses and Midwives funded and registered with NMBI as RN/MPs per Hospital Group and CHO Area to December 31st 2021 HSE:

Hospital/CHO Group	Funded	N/MPs
Children's Hospital Group	67	58
CHO Area 1	71	49
CHO Area 2	89	71
CHO Area 3	51	37
CHO Area 4	108	84
CHO Area 5	97	70
CHO Area 6	37	29
CHO Area 7	63	49
CHO Area 8	63	49
CHO Area 9	74	62
Dublin Midlands Hospital Group	303	245
Ireland East	374	308
RCSI Hospital Group	254	199
Saoilta Group	331	248
South West Hospitals	265	209
University of Limerick Hospital Group	101	83
Prison Services	19	13
Totals	2367	1863

Source: Office of the Nursing and Midwifery Services
Director – 31 December 2021

Deteriorating Patient Improvement Programme (DPIP) 2022

Development of an early recognition/warning tool for Older Persons in HSE residential care settings nationally

Implementation of a EWS tool for use in the frail older population living within HSE residential care settings will support clinical staff in their clinical decision-making by providing a clinically validated and nationally recognised standardised approach to the; detection, recognition, response and management of clinical deterioration in their patients. DPIP is leading this project to determine the requirements and scope for developing early recognition/tools for older persons in HSE residential care settings and to identify which EWS would prove beneficial for implementation in Irish HSE residential care settings.

Impact

Early detection of acute clinical deterioration in frail older persons is vital as they are at higher risk of mortality and morbidity compared to their non-frail counterparts. The in-patient INEWS Track and Trigger tool is not validated for use outside of the acute care setting or in the frail older person population. It is envisaged that the implementation of an evidence-based EWS tool will help standardise the detection of early deterioration of older persons in HSE residential care settings, so that interventions can be delivered earlier thus avoiding preventable ED transfers and admissions to acute care.

Future plans

The 2022 programme deliverables will see the completion of a stakeholder analysis and literature review pertaining to the development of an early recognition tool for older people in HSE residential care settings. In 2023 the project will focus on creating working groups of different stakeholders and the scoping and development of a tool ready for trial and testing in 2024 within chosen HSE residential care settings.

Vital Signs Automation (VSA) – Digital INEWS

DPIP are partners in this project that is collaboratively led with Acute Hospitals Division, eHealth & disruptive technologies and HSE medical devices. The replacement of the paper based INEWS chart with a digital INEWS system will significantly improve the efficacy and efficiency of recording vital signs and the track and trigger component of INEWS. DPIP's role is to provide guidance & expertise and seek assurance that the VSA – digital system will retain the integrity of INEWS V2 and ensure that the development of SOPs for data capture, analysis, reporting & audit pertaining to clinical & operational outcomes are consistent and standardised across the participating hospitals and are aligned with the NCEC Guideline No. 1 INEWS.

Impact

This project is aligned with the DOH priority to have an increased focus on eHealth initiatives and digital solutions that enable better management and use of health information and access to that information by clinicians and patients. There is significant national and international evidence that conversion from a paper based INEWS to a digital system will yield significant benefits to patient care and safety and to the efficiency and proficiency of services including reduction in length of stay, improved patient flow and appropriate escalation of care and improved efficacy and response to the deteriorating patient.

Future plans

Subject to the successful 2023 estimates bid for a significant scaling up of the project which includes full implementation in selected model 3 & 4 hospitals. DPIP will be central to the development of the project tender and strategic planning of this important national project.

Promoting and Supporting the Development of Clinical Nurse Specialists and Clinical Midwife Specialists (CNS/CMS)

From a Nursing and Midwifery workforce perspective there is a need for investment in CNS/CMS posts across all acute and community services to meet organisational goals. To support the rollout of the Enhanced Community Care model within the implementation of Sláintecare, there is a requirement for further recruitment of CNS/CMS in order to meet identified service needs.

The ONMSD CNS/CMS Support Network members from the eight NMPDU's continue to work in partnership with directors and line managers within all services across acute, community and mental health services, to support the development of job descriptions, provide guidance regarding clinical and educational requirements, assist as appropriate to promote CNS/CMS employment within services and provide CPD programmes to aid retention of staff. A record of CNS/CMS's within services are held on an interim ONMSD database for workforce planning purposes.

In order to address the targeted recruitment of CNS's to new posts within the integrated ECC teams, the ONMSD are working collectively with Community Strategy and Operations and services to focus on opportune and timely solutions.

The ONMSD continues to work collaboratively with the Office of the Chief Nursing Officer (OoCNO), DoH and the Nursing and Midwifery Board of Ireland (NMBI) to implement the recommendations on CNS/CMS from the DoH (2019) A Policy on the Development of Graduate to Advance Nurse and Midwife Practice.

Impact

To support the recruitment and retention of CNS and CMS's to meet service needs, the ONMSD are working with key stakeholders including national HSE HR to address changing eligibility criteria and explore proposed career development pathways for nurses and midwives who express an interest in CNS/CMS posts.

Future plans

The ONMSD will continue to work with the OoCNO, NMBI and key stakeholders to progress the implementation of DoH policy. The CNS/CMS Support Network will continue to engage with all services and actively promote the recruitment and retention of CNS and CMS across all service sites. Work will continue with Community Strategy and Operations and service leads to specifically address the shortfall in recruitment of CNS's to community integrated teams. The ONMSD will build on work that has commenced to develop a digital solution designed to improve the process for entry of CNS and CMS onto the interim ONMSD database.

Developing and Maintaining Nursing and Midwifery eLearning Programmes

The responsibility of the ONMSD and HSeLand Digital Learning Governance Group is to agree and implement the governance arrangements for programmes and tools which have been sponsored/commissioned through the ONMSD and are hosted on HSeLand for nurses and midwives. This includes:

- Designing of new eLearning programmes
- Having oversight of the reviewing, updating, approval and maintenance of digital learning programme and tools
- Bespoke and off the shelf digital programmes and tools

The governance arrangements offer assurance that relevant, accurate and evidence-based learning and developments are being provided to nurses and midwives. In addition effective quality management and risk are identified and addressed and metrics and activity data is provided to demonstrate engagement and completion of programmes.

The ONMSD eLearning Governance Group is chaired by an Area Director and is comprised of representation from the CNME, Children's Education, Centres of Learning & Development, NMPDU, ONMSD and HSeLanD. The members are required to work to meet the goals of the ONMSD and in line with HSeLanD Governance Protocols and eLearning Development Methodology.

During 2021 ONMSD sponsored programmes included COVID-19 related education and training as well as non-COVID programmes.

ONMSD sponsored/ commissioned digital programmes and tools for nurses and midwives

The ONMSD continued its work with teams across Nursing and Midwifery through the continued development of eLearning programmes and learning resources deployed on HSeLanD. Some of the notable developments included The National Frailty Education Programme: The Fundamentals of Frailty, The Nursing Management of Adults with Type 2 Diabetes Mellitus and Observing and Responding to Seizures.

Future plans

Continue to coordinate and manage the work of the ONMSD and HSeLanD Digital Learning Governance Group to ensure robust governance arrangements are upheld for the review, assurance and maintenance of eLearning programmes and initiatives for nurses and midwives on HSeLanD. Continue to respond in a timely manner to the increasing number of requests from services for the development of eLearning programmes designed to meet identified service needs. Respond as appropriate to urgent requirements and requests from services and/or the organisation (e.g. COVID) in order to support the professional development of nurses and midwives and ensure in as far as possible that our staff are competent to deliver safe, quality care.

Interprofessional Education and Collaborative Practice in Healthcare

In line with the goals of Sláintecare the future of healthcare in Ireland includes a culture of integration and participation for a new coordinated model of service delivery, with more multidisciplinary approaches to healthcare across services.

Interprofessional education (IPE) is defined as occurring when two or more professions learn with, from and about each other to improve collaboration and the quality of care (CAIPE, 1997). Effective IPE improves collaborative practice and provides meaningful opportunities for students from single-professions to engage with other disciplines.

IPE is regarded as an integral part of the redesign of healthcare systems to promote interprofessional teamwork both pre-qualification and post qualification to deliver quality patient care. IPE is therefore recognised as a means of creating a practice-ready workforce who can work together to reduce medical error and improve healthcare outcomes.

For the purposes of this pilot project an IPE Steering Group was convened with representatives from the Office of Nursing & Midwifery Services Director (ONMSD), all Schools within the College of Medicine and Health (CoMH) UCC, healthcare clinicians across acute and community services, patient/service user representatives and student representatives.

The aim of this pilot project was to deliver IPE workshops to a cohort of 3rd, 4th and 5th year undergraduate students and graduate entry students across CoMH, UCC.

Evaluation

Three multidisciplinary workshops were delivered to MDT healthcare students as follows in February 2022:

- Paediatrics (Diabetes) – 38 participants
- Young Adult (Inflammatory Bowel Disease) – 29 participants
- Older Adult (Frailty) – 32 participants

The workshops were facilitated by clinical and academic facilitators. Additional patient/service user representatives participated in each of the workshops.

The students worked collaboratively, deliberated the cases, had discussions with service users and contributed to a management plan discussion.

The validated Interprofessional Collaborative Competency Attainment Scale (ICCAS) tool was administered pre and post workshop to measure Interprofessional competencies. Additional qualitative questions were also included in the post-workshop survey. The recommendations made by the students were to offer more IPE workshops in their undergraduate programme and many students reported that the inclusion of the patient representatives was hugely beneficial.

This initiative was jointly evaluated between ONMSD, HSE and UCC and the findings indicate that this is a beneficial and effective way to deliver IPE across a range of healthcare disciplines. It is planned that these findings will inform future work in this area with the potential to influence behaviour and ultimately positively impact future outcomes for service users.

Future plans

This initiative aims to encourage students to develop teamwork and communication skills, appreciate their professional role and the roles of others within the MDT. IPE is fundamental in preparing students to enter and remain in the healthcare workforce, where teamwork and collaboration are competencies that are considered essential for safe and effective patient care.

It is imperative that a sustainable collaboration between health service providers and educators in the preparation and development of the future healthcare workforce is maximised. Consistent with Sláintecare Implementation Strategy & Action Plan (2021-2023) the focus will be on ensuring the workforce has the right capacity and capabilities to deliver change, as well as the effective support that will enable the delivery of safe, integrated care across healthcare settings.

Updating and Maintaining Nursing and Midwifery Hub

In April 2021, the ONMSD launched a redesign of the Nursing and Midwifery Hub on HSeLanD.

The Nursing and Midwifery Hub is a platform on HSeLanD designed to host digital tools and resources designed for staff learning and development to facilitate the delivery of excellence in healthcare. The hub is managed by the ONMSD and provides guidance on a range of resources and supports in the key areas of professional development, leadership, quality improvement and research as follows:

- Improving knowledge, skills and competence through continuing professional development and includes a link to the ONMSD Classroom Management System Guide
- Supporting nurses and midwives to identify professional goals for the benefit of themselves, their service users and their workplace by accessing the video on the Digital PDP tool
- The NCLC provides leadership development opportunities on behalf of the ONMSD in collaboration with a range of partners. This section includes the Clinical Leadership Competency Framework
- Supporting nurses and midwives to use their ideas and QI methods to improve care and quality of services. This section provides guidance in relation to Quality Care Metrics and Person-Centred Approach
- Research supports increasing knowledge and encouraging critical thinking relating to practice. This section also highlights the HSE Library services, resources and research support

Designed and developed by the ONMSD with the HSeLanD team, the hub has been redesigned with a key focus on improving user experience to better serve Nurses and Midwives through the creation of more defined resources aligned to the core areas of CPD, PDP, Leadership, Quality and Research.

The redesigned layout, structure and navigation of the Nursing and Midwifery Hub will continue to support the rollout of local and national initiatives, allowing Nurses and Midwives to find out what is current, access relevant documentation, and collaborate and learn together online.

HSE Graduate Nurse Rotation Pilot

Develop a graduate nurse rotation process enabling general nurse graduates to work in acute, community and social care services. Promote recruitment and retention of graduate nurses and midwives. Promote recruitment of nurses to community and social care services as required within service re-design and Sláintecare.

Develop support structures for nursing services and graduates in the pilot process. Evaluate and report on the graduate rotation pilot in the context of recommending as a process for retention of graduates and expanding opportunities of work in community care settings.

Impact

The pilot project for 2021 and 2022 graduates progressing. A number of graduate nurses responded to the HSE Graduate Nurse Rotation posts. Directors of Nursing in Acute Hospitals, Older Persons Services and Directors of Public Health Nursing are supportive and enabling of the pilot rotation. Evaluation of experiences of graduate and service nurses is ongoing. An exploration of similar initiatives in other health services provide evidence of impact, e.g. NHS Grampian, Scotland.

Support the recruitment and retention of nurses and midwives through collaborative working with stakeholders

Within the HSE there are challenges in recruitment and retention of nurses and midwives to critical clinical and leadership posts. The ONMSD, in collaboration with senior nurses and midwives within services and HSE HR, identify and respond to nursing and midwifery supply and demand.

Nursing and midwifery supply gaps are identified and action plans are developed to address gaps. The ONMSD work with senior nursing and midwifery leaders in operational services, NMBI, National HR, DoH, HEIs, and Dept Justice & Equality. This includes aligning education and professional development to service needs and models of clinical care, e.g. development of advanced practice and clinical specialist education and competence, critical care nurse education, sponsorship programmes for specialist posts (midwifery, mental health and public health nursing).

The ONMSD contribute to nursing and midwifery strategic workforce planning through the HSE Cross-Divisional Health Workforce Planning Steering Group. This includes contribution to the Projections of Workforce Requirements for Public Acute Hospitals in Ireland, 2019–2035: A regional analysis based on the Hippocrates Model (ESRI, 2022). Through membership of an expert implementation group (EIG) of the HSE HR Recruitment Reform and Resourcing Programme challenges and potential solutions are identified to promote recruitment and retention. The ONMSD contribute to the DoH Technical Assistance Project on Health and Social Care Workforce Planning in Ireland where scenario-based projections of health and social care workforce supply and demand will be developed to inform strategic health and social care workforce planning in Ireland. The ONMSD are central in providing robust national governance and structures to implement the Safe Nurse Staffing and Skill Mix Frameworks (Phase I and II).

Safe patient care is dependent on sufficient health care workers being educated to meet population needs in the most appropriate setting. A collaborative approach to recruitment and retention of nursing and midwifery in the HSE provides an integrated response at national level. The Safe Nurse Staffing and Skill Mix Framework provides an evidence based approach to nurse and health care assistant staffing on medical and surgical wards and emergency departments.

Projections of Workforce Requirements for Public Acute Hospitals in Ireland, 2019–2035 <https://doi.org/10.26504/rs147>

Implementation of the Enhanced Community Care Programme (ECCP) – Nursing Resource

The aim is to promote recruitment and retention of nursing posts to enhanced community care teams.

Through the ONMSD contribution to the ECCP steering group, and collaborative working with the ECCP strategic team, a number of community nursing resources were developed. The investment in nursing posts support enhancement of community health network teams, specialist chronic disease management and older persons care teams, and community intervention teams. Collaboration with Directors of Public Health Nursing (DPHN) have enabled DPHNs to review the community nursing workforce status at a national level.

A ECCP nurse workforce planning group was convened where work was undertaken at a national level. This included: a review of community RGN job specification, development of a nationally agreed Transition to Community Nursing Toolkit, and development of additional Nurse Practice Development Coordinators and Clinical Skills Facilitator posts for the Dublin Area, where retention is a challenge. The ONMSD, with ECCP Programme and HR, undertook a targeted and integrated approach to domestic and international nurse recruitment for community nursing posts.

Transition to Community Nursing Toolkit is used by DPHNs to support safe and effective transition of nurses to community nursing teams- CRGNs, PHNs, CNSs, ANPs, ADPHNs. Additional Nurse Practice Development Coordinators and Clinical Skills Facilitators approved and recruited to Dublin areas (CHO, 6, 7 & 9) to promote recruitment and retention of nurses in community areas. Targeted national and international nurse recruitment campaigns promote community nurse recruitment.

Professional Development Planning Framework for Nurses and Midwives

In 2017, the ONMSD published the Professional Development Planning (PDP) Framework for Nurses and Midwives <https://healthservice.hse.ie/about-us/onmsd/cpd-for-nurses-and-midwives/pd-planning-framework.html>. The PDP Framework aims to ensure that all nurses and midwives have access to a Professional Development Plan. HR Circular 010/2017 specifies the need to provide a key focus on engagement to stabilize the nursing and midwifery workforce and improve the retention of staff (HSE 2017). The basic principle of PDP is that the nurse or midwife has the opportunity to meet with their line manager to discuss and plan their professional development goals in line with individual, organisational, and service user needs. In January 2020, the Chief Executive of the HSE launched the Performance Achievement (PA) process for all staff in the HSE, and funded agencies of the HSE. This has led to the co-existence of a dual process for the professional development of nurses and midwives nationally. In addition, NMBI are progressing the Monitoring the Maintenance of Professional Competence Scheme (MMPC) as set out in the Nurses and Midwives Act 2011. The HSE PDP Framework requires review in the context of PA and MMPC.

The PDP Oversight Group was reconvened in July 2022 to review and revise the PDP Framework. The National PDP Oversight Group members represent senior nurse and midwife leaders from operational services, NMBI, national HR, HSeLanD, INMO, SIPTU, PNA and ONMSD.

Impact

The National PDP Oversight Group are reviewing and revising the PDP Framework in the context of; learning from implementation to date, the HSE Performance Achievement process; required upgrades on the Digital PDP, and the NMBI MMPC scheme. The feasibility and appropriateness of nurses, midwives and their line managers using the PDP framework to fulfil the mandatory professional and employment requirements will be considered and agreed.

The capacity and capability of the Digital PDP, available on HSeLanD, to support the revised PDP Framework will be considered and agreed by the National PDP Oversight Group.

Design and Development of a National Termination of Pregnancy eLearning Programme (HSeLanD)

The overall aim was to develop a national standardised on-line education programme for midwives, nurses, doctors and other healthcare professionals to equip them with the knowledge and skills to provide high quality, safe, empathetic care to women opting for a termination of pregnancy (TOP) within the confines of the Health (Regulation of Termination of Pregnancy) Act 2018.

The programme was requested by the Directors of the CNME, was funded by the National Women and Infants Health Programme and under the leadership of the Office of the Nursing and Midwifery Services Director (ONMSD).

The programme was developed in partnership with Aurion Learning and a TOP Education HSeLanD Content Writing Group was set up. Subject matter expertise was represented by midwives, nurse specialist in foetal medicine, advanced practice midwifery and advanced practice nursing, GP, Obstetrician and CME. Work of the group involved the scribing of content and storyboards for the eLearning programme and went through several draft cycles to perfect. The eLearning programme was completed in eight months.

Impact of initiative, project or activity (include and quantitative and qualitative data).

Available on HSeLanD the Termination of Pregnancy eLearning programme contains 2 parts and takes approximately 90 minutes to complete. It includes interactive content, patient stories, knowledge checks, assessment of learning and extend my learning aspects for those who wish to undertake further learning or who want practical activities to help transfer the learning into their local area of work. The online programme compliments the face to face ONMSD National Termination of Pregnancy curriculum developed in 2020 which has been delivered by the CME Dublin and which is available to all staff nationally. The online programme acts as pre-course reading to the CME virtual course.

Future plans

Learners can dip in and out of the eLearning programme at any time and can find it by searching for 'Termination of Pregnancy' in the search box on HSeLanD or the clinical skills and ONMSD course catalogue.

Framework for Safe Nurse Staffing and Skill Mix

Phase I: in General and Specialist Medical and Surgical Care Settings in Adult Hospitals

This phase of the Department of Health Framework for Safe Nurse Staffing and Skill Mix in General and Specialist Medical and Surgical Care Settings in Adult Hospitals in Ireland (2018) <https://www.gov.ie/en/publication/2d1198-framework-for-safe-nurse-staffing-and-skill-mix-in-general-and-speci/> identifies the assumptions, elements, external factors and nursing workforce planning governance structures to determine safe nurse staffing and skill mix for registered nurses and healthcare assistants in inpatient adult wards.

Phase I utilises Nursing Hours per Patient Day model as a measurement of patient acuity and dependency. Implementation of Phase I has commenced in all Model 4 sites. A total of 112 wards have had staffing adjustments in the Model 4 sites. To date €25 million has been allocated to Phase I implementation in the Model 4 sites.

Commencement of Phase I - Model 3 and 2 sites is planned for 2023.

TrendCare™ is the procured acuity and dependency software system to support implementation of Phase I. TrendCare™ a system for workforce planning and workload management and is currently live in three Model 4 sites and the existing pilot Model 3 and 2 sites. A further Model 4 site will go live by end 2022. TrendCare™ will be introduced in remaining Model 4, 3 and 2 sites on a phased implementation plan.

Phase II: Adult Emergency Care Settings

This phase of the Department of Health Framework for Safe Nurse Staffing and Skill Mix in Adult Emergency Care Settings in Ireland (2022) <https://assets.gov.ie/226687/1a13b01a-83a3-4c06-875f-010189be1e22.pdf> is the second step in a programme of work being undertaken to develop, strengthen and advance, systematic and comprehensive approaches to the determination of safe nurse staffing and skill mix in emergency care settings. The scope of Phase II includes Emergency Departments (ED) and Injury Units.

Phase II utilises the Nursing Hours per Patient Presentation model as a measurement of patient acuity and dependency. ED attendances based on the breakdown of Manchester Triage Categories™ are utilised in the calculation of staffing requirements. A total of €2.8 million has been allocated to Phase II in HSE National Service Plan, 2022 with further funding allocated in the HSE Winter Plan 2022/23 to complete implementation of Phase II in all Emergency Departments. Implementation is commencing in all sites, with Local Implementation Groups being established in all sites and recruitment in process for the required adjusted positions and existing vacancies.

Get up, Get dressed, Get moving

The ONMSD in collaboration with the National Health & Social Care Professionals (HSCP) Office and the National Clinical Programme for Older People issued a “Call to Action” in December 2018, for services to promote independence and embed the concept of early and ongoing mobilisation into culture and practice across the continuum of health and social care.

To this end a national network has been established to develop a scalable, sustainable model of “Get up, Get dressed, Get moving” with wide representation across health and social care; including ONMSD, National HSCP Office, Health and Wellbeing, Primary Care, Acute Care, Mental Health, voluntary, statutory and non-profit organisations (NGO) and residential care. Get up, Get dressed, Get moving (GUGDGM) seeks to promote independence and embed the concept of early and ongoing mobilisation into culture and practice across hospital and residential care settings. The Get up, Get dressed, Get moving network supports inter-professional, integrated collaboration, learning to work together and respecting one another’s perspectives in healthcare. It allows multiple disciplines to work more effectively as a team to help improve patient outcomes (WHO, 2015).

The objectives of the national Get up, Get dressed, Get moving network are:

- To develop a repository of resources to support the implementation of Get up, Get dressed, Get moving in residential care and the acute hospital settings
- To engage with a number of acute hospitals to gather data on the impact of Get up, Get dressed, Get moving on falls and lengths of stay in hospitals in Ireland

Impact

25 hospitals actively participated in the challenge with 45 wards participating in total.

- Email communication, webinars and the MDT approach to the challenge were all reported as enablers to participating in the challenge. Staffing levels were reported to be a barrier to participating.
- Team comments in relation to participating in the challenge included:

“Provided a positive atmosphere for staff on the ward - Greater sense of team work - It was rewarding for staff to focus on a different aspect to their role, very meaningful in light of the current pandemic”.

“To facilitate early discharge, patients become active with their physiotherapy”

“Improved their sense of identify e.g. wearing their own clothes - Subjectively patients appeared brighter on the wards.”

“We are fully supportive of the GUGDGM initiative as it provides great health benefits to patients by encouraging mobility and supporting functional independence. Getting dressed into day clothes can help patients to feel better in themselves and help them to maintain their normal daily routine”.

Future plans

To use data from a GUGDGM 60-day acute hospital challenge to explore the cost benefits of Get up Get dressed Get moving in the Irish context

- To use the findings from a GUGDGM 60-day acute hospital challenge to inform the national roll out of Get up, Get dressed, Get moving in all hospitals in Ireland, as appropriate
- To use the findings from a GUGDGM 60-day acute hospital challenge to inform the development of Get up, Get dressed, Get moving for residential, mental health and ID services, as appropriate

National Frailty Education Programme

Frailty is an emerging science and the National Frailty Education Programme was developed to provide healthcare professionals with the knowledge and skills required to provide care to older people living with frailty, wherever they access health services. The programme philosophy is based on the belief that education increases knowledge and enhances healthcare professionals' skills in the clinical area. The programme is a combined work-stream of the ONMSD and National Integrated Care Programme for Older People (NICPOP) and has been developed in partnership with The Irish Longitudinal Study on Ageing (TILDA). This is the first collaboration of a longitudinal research study with health services to translate evidence-based longitudinal research into clinical education and practice to improve patient care. The programme aim is to provide healthcare professionals with an enhanced understanding of frailty and frailty assessments; thereby ensuring earlier recognition of frailty, improved healthcare management, and better outcomes for older adults living with frailty.

In early 2020, due to the outbreak of the COVID-19 pandemic face to face education had to cease. The impact of COVID-19 on older adults and the increased prevalence of frailty on this cohort meant the development of and access to an eLearning programme became a priority. A business case was forwarded to the Director ONMSD, who provided funding for the development of an eight-module frailty education programme.

Impact

The online learning programme became available to access in May 2021 on HSeLanD. Between 6th and 14th May 2021, Frailty modules were accessed a total of 667 times by a total of 139 individual learners. However, data collection could not take place from May as all activity on the HSeLanD platform was suspended due the cyber-attack on all HSE systems. Service was resumed approximately 5 weeks later, in June 2021, on an interim HSeLanD platform. Service did not return to the main HSeLanD platform until August 2021.

Data collection therefore took place between August and December 2021, during which time the eLearning programme was accessed 3864 times by a total of 644 learners. Learners accessing the modules came from diverse backgrounds including nursing professions, health and social care professionals and healthcare assistants, identifying themselves by 107 unique job roles.

Future plans

Blended learning, also known as hybrid learning, is an approach to education that combines online educational materials with traditional place-based classroom methods. A revised programme will be delivered using this model. It is proposed that each facilitator network will adapt the blend of modules delivered online or in the classroom based on their local needs and the expertise available to deliver the programme modules. All networks however, are required to deliver the Comprehensive Geriatric Assessment module in a classroom setting and ensure that the programme continues to be delivered in an inter-professional, integrated manner.

National Self-Assessment Framework

In 2020, the need for a guiding document to support new and existing perinatal mental health (PMH) Midwife CMM2s in their transition to specialist clinical practice was identified, by the Specialist Perinatal Mental Health Programme (SPMHP).

Approval for the project was obtained from the Director of the ONMSD. The national working group was convened and chaired by National Lead for Midwifery, ONMSD. The group was representative of Hub and Spoke PMH Midwife CMM2s, specialist and advanced practice PMH midwives, the Specialist Perinatal Mental Health Programme, CNMEs, the National Women and Infants Health Programme, Perinatal Psychiatry, Chief Directors of Nursing and Midwifery and Development Units and the ONMSD.

There were two subgroups. The 'framework sub-group' undertook a review of existing nursing and midwifery competency and capability frameworks and the 'content sub-group' reviewed existing national and international perinatal mental health professional competency documents.

The framework is underpinned by NMBI Principles (NMBI, 2021) and outlines core standards expected of the PMH Midwife CMM2 who is required to self-assess their ability to achieve the indicators and descriptors for each standard.

Self-assessment should prompt completion of the HSE Professional Development Plan (PDP) in collaboration with their line manager as outlined in the Professional Development Planning for Nurses and Midwives Information Guide (HSE, 2017).

The National Self-Assessment Framework can be used as part of a suite of supports (Support Package) available to the PMH Midwife CMM2 including the PDP, the Handbook for Spoke Perinatal Mental Health Midwives, Clinical Supervision and Peer Group Clinical Supervision.

Impact

The final document was officially launched at a virtual webinar on 30/11/2021 by Minister Mary Butler, TD and Minister of State for Mental Health and Older Persons. It is intended that the Self-Assessment Framework will inform the PMH Midwife CMM2's professional development thus enhancing the care of women with mild to moderate perinatal mental health problems. The framework is available for use by all Hub (based in specialist teams) and Spoke (liaison or stand-alone site) PMH Midwife CMM2s and Directors of Midwifery as a resource for further development of the role and as a benchmark for competency guidance.

Future plans

- Document distributed to PMH Midwife CMM2s and Directors of Midwifery to be implemented at local level
- SPMHP to consider adapting the 'National Policy Clinical Supervision for Psychiatric/Mental Health Nursing' for the PMH Midwife CMM2
- Available in publications section on ONMSD website.
- Plan to evaluate impact after one year (ONMSD & SPMHS)

The National Clinical Leadership Centre for Nursing and Midwifery

The National Clinical Leadership Centre for Nursing and Midwifery (NCLC), supports clinical leadership in line with the ONMSD strategic priority of clinical expertise, for nurses and midwives of all grades in Ireland through its:

- Clinical Leadership Competency Framework
- Clinical Leadership Programme Pathway
- Clinical Leadership Development Initiatives
- Clinical Leadership Workshops
- COVID-19 Support

The work of the NCLC is influenced by the expertise within the team, the oversight of the NCLC governance group who represent all disciplines of nursing and midwifery and national policies such as the CNO Expert Review Report (2022), Sláintecare and others. The NCLC has built strong collaborations with national and international leadership professionals which enables shared learning for the mutual benefit of all parties.

The NCLC Team

Ms Marie Kilduff, Director

Ms Mags Williams, Deputy Director

Dr Aoife Lane, Leadership Advisor

Ms Ann Gilmartin, Leadership Advisor

Ms Claire Fagan, Leadership Advisor

Ms Niamh Mann, Administrator

Clinical Leadership Competency Framework (CLCF)

The Clinical Leadership Competency Framework (CLCF) is an e-learning resource, designed to provide health care professionals with the necessary knowledge and tools to support their clinical leadership competency development. The CLCF consists of 7 clinical leadership competencies: Self Awareness, Communication, Decision Making, Empowerment, Quality and Safety, Teamwork and Advocacy.

Target Audience

The CLCF is a virtual resource that has been designed to support all Nursing and Midwifery grades up to and including CNM and CMM Grades 2 or equivalent. Within the Health and Social Care Professions, the CLCF is applicable for those in Staff Grade and Senior Grade roles.

Benefits of using the CLCF

The CLCF is a flexible and individualized mode of learning where health care professionals can assess their leadership strengths and developmental needs on a virtual platform. Users are supported to record their learning using the Digital Professional Development Planning (Nurses and Midwives) and My PDP (HSCP). In an effort to support staff during the pandemic, the extensive suite of leadership resources was updated in 2021 to include a number of COVID-19 related items. An official national virtual launch of the CLCF took place in October 2021. The key note speaker was Professor Michael West, Professor of Organisational Psychology, Lancaster University, who presented an excellent overview on the importance of compassionate leadership in health care. There were over 300 attendees at the launch and the feedback was excellent. Please click on https://youtu.be/EuaY_05d2Oo to view the launch.

How do I access the CLCF?

Go to HSeLanD, click on hubs and resources and click on directly CLCF tile.

Clinical Leadership Programmes

The clinical leadership programmes provides an opportunity for nurses and midwives of all grades to engage in leadership development. The programme supports participants to take part in some or all of the stages to meet their leadership development needs in their role. All programmes are delivered using an interactive style of facilitation with the use of

breakout rooms which supports active engagement in group work while encouraging shared learning and collaboration.

Clinical Leadership Development Programme for Staff Nurses and Staff Midwives

This two day virtual clinical leadership development programme offers staff nurses and staff midwives a clinical leadership foundation programme. A blended learning approach supports interactive online engagement and self-directed learning using a programme workbook. The target audience was staff nurses and staff midwives.

Objectives

- Understand the importance of self-awareness in clinical leadership
- Explore core values that may impact on clinical leadership
- Demonstrate personal effectiveness through communication
- Build confidence by cultivating empowerment and advocacy
- Understand the importance of decision making to promote quality improvement
- Explore the impact of teamwork on service user care
- Recognise the importance of self-care as a clinical leader

The programme was tested in 2021 with 12 participants and feedback from the participants informed the final programme content, design and delivery. This programme was delivered to 30 participants in 2022.

Participants Comments

“Excellent. The programme has given me a thorough overview of the qualities needed to be a clinical leader.”

“This was a very insightful course. It challenged my previous perception of leadership and what it entails in the round. I learned new approaches to collaborative teamwork through theory and discussion. I found it very interesting and informative.”

Peta Taaffe Clinical Leadership Programme

The Peta Taaffe Clinical Leadership Programme supports the leadership development of CNMs 1 and 2 and CMMs 1 and 2 and equivalent grades.

This Clinical Leadership programme supports the development of leadership knowledge and skills for participants, thereby enhancing their impact in the workplace. The target audience was CNM 1 and 2 and CMM 1 and 2 and equivalent grades.

Objectives

Participants will be given the opportunity to:

- Explore the concept of clinical leadership and reflect on their own leadership capabilities
- Reflect on personal effectiveness, emotional intelligence and political awareness to allow participants a greater insight into their personal leadership style
- Explore ways of supporting a team to optimise communication and care delivery
- Enhance skills for building relationships, negotiation & enabling critical conversations
- Build knowledge on quality improvement and change management
- Utilise peer support and shared learning
- Develop tools to support self-care and resilience

This virtual programme, delivered over 2.5 days, takes a blended learning approach using a combination of online content delivery and offline self-directed learning. The programme was delivered to 40 participants in 2021 before the decision was taken to deliver the one day ICARE programme for Clinical Nurse and Midwife Managers 1 and 2 and equivalent grades.

Participants Comments

“The group interaction worked very well” and I “found breakout rooms very interesting”.

“Every aspect of the day was presented very well. It has definitely enhanced my practice going forward”.

The Future Leaders Programme

The Future Leaders Programme has been designed and delivered virtually by the NCLC team in collaboration with colleagues from the RCSI, Institute of Leadership. A variety of learning approaches are used to support senior nursing and midwifery leaders, including facilitated interactive sessions e.g. dialogue and appreciative inquiry, guest speakers, reflective leadership practice and action learning sets.

The target audience was CNM 3, CMM 3, ADoN and ADoM grades or equivalent.

Objectives

Participants will have the opportunity to:

- Discuss their leadership challenges and demands
- Interact, network and learn from other corporate/ executive leaders as they face the challenges of tackling demanding and difficult change issues
- Look beyond their functional and professional mind-set towards more collaborative and integrative work patterns
- Enhance their leadership capacity by developing personal awareness, confidence, authority and organisational awareness

The programme was delivered virtually to 36 participants in 2021 and 33 participants in 2022.

Participants Comments

"Being involved in the action learning set helped me to gain a broader understanding of a variety of other potential workplace issues/challenges. It was very interesting to hear the views of others and explore possible solutions together."

"Excellent to hear the wonderful speakers - huge leaning in listening to the lived experience. Workshops excellent."

"I have a greater knowledge of dealing with a wide range of people and situations and feel better at coping with various situations."

Executive Leaders Programme

The Executive Leaders programme was delivered to 50 participants in 2021 and 2022. Each programme consists of 4 half-days delivered virtually, which aim to use a variety of learning approaches considered helpful for people operating at senior executive level including:

- Executive challenge action learning sets
- Facilitated interactive sessions e.g. dialogue and appreciative inquiry
- Guest speakers
- Psychometrics for personal development
- Professional Executive Leadership Coaching
- Reflective leadership practice

The target audience for this programme were Directors of Nursing and Midwifery and equivalent grades.

Objectives

Participants have the opportunity to:

- Understand working within a systems leadership perspective, diagnosing complex situations and working with others to design relevant interventions
- Work through models of collective and compassionate leadership when dealing with others
- Remain resilient and adaptable under pressure and build a leadership identity and presence that is authentic at the individual and systems levels
- Be supported to take time to reflect on their own personal and professional needs in a facilitated learning set

Participants Comments

"I really enjoyed the course, was in awe of presenters and the ease with which they imparted their knowledge. I would not change it as I feel honoured to have participated and feel lucky to have been able to be in the presence of such Giants of Leadership".

"The programme provided exceptional benefit with integration across Hospitals and Community & Acute sector also. It was wonderful to meet new people and the presentations were excellent".

NCLC Development Initiatives

ICARE Programme for all Nurses and Midwives

In the summer of 2021, due to the ongoing impact of the pandemic and the HSE cyber-attack, it was extremely difficult for staff to be released to attend programmes. In light of this, the NCLC collaborated with colleagues internationally to explore how the leadership needs of healthcare professionals were being met in other countries. During this exploration, the ICARE programme was identified, which was developed by Health Services 360 in 2018 and adapted for delivery in the UK, Australia and New Zealand during the pandemic. From Sept 2021 to Sept 2022, 866 nurses and midwives of all grades participated in the programme.

The aim of the ICARE leadership programme is to support nurses and midwives of all grades to take time to pause and reflect on their leadership journey

during the pandemic and to use this learning to help themselves and others not just to survive, but to be the best they can possibly be in these challenging times.

The target audience was all grades of nurses and midwives up to and including ADoNs and ADoMs. The ICARE programme for DoNs and DoMs commenced in May 2022.

Participants Comments

'I cannot say enough about this course and really needed it in the current climate. I feel recharged and energized after undertaking it. Thank you so much, you actually don't know how much this has helped me.'

'Great to share experiences and learn from being aware of my own values and what's important to me. That will reflect in my work life.'

'I wish this programme is mandatory for everyone.'

NCLC Mentoring Implementation Programme

The NCLC has supported 34 services to implement mentoring into their organizations through their national mentoring implementation programme.

In May 2021, the ONMSD, CNO and NMBI proposed that the 2021 nursing and midwifery graduates should be offered mentoring as an additional support, in recognition of the impact of the pandemic during the final two years of their undergraduate programme. The NCLC led on this national initiative on behalf of the ONMSD, CNO and NMBI.

The NCLC Mentoring Implementation programme offers the opportunity to establish and maintain a structured mentoring process for nurses and midwives, within their organization. The target audience was all grades of nursing and midwifery

Attendance Numbers

To date over 400 nurses and midwives have volunteered to become mentors and training is ongoing through the NCLC mentoring training programme.

Feedback

The NCLC have commissioned a Higher Education Institute to evaluate the experiences of mentors and mentees who have engaged in the National Mentoring Programme. This research began in quarter 4 2022.

ONMSD/NCLC/CNO Nightingale Challenge Programme

As part of the Nursing Now global campaign, the ONMSD and CNO accepted the challenge in late 2019 to support the leadership development of 20 nurses and midwives in the first 10 years of their career. Two distinct leadership programmes were delivered in 2021; one led by the National Clinical Leadership Centre for Nursing and Midwifery (NCLC) for 15 participants on behalf of the ONMSD and the other by the CNO office to 5 participants. In 2022, it was agreed that both the ONMSD and CNO would collaborate to design and deliver a joint programme for 20 participants.

The aim of the programme is to equip and empower the next generation of nurses and midwives as leaders, practitioners and advocates in healthcare (Nursing Now 2022). The target audience is staff nurses (from all disciplines) and staff midwives in the first 10 years of their career.

Participants Comments

"This was an excellent opportunity, and a really educational and challenging programme. The knowledge and experience shared by the facilitators and presenters was in-depth and extensive. I would encourage anyone I meet to apply for this course as it would really allow them to advance in their chosen career path".

"I would like to say I enjoyed the Programme immensely. It has influenced me to move forward in my own career and I'm grateful to have had the opportunity to be part of a great bunch of people".

"Thanks for putting together and delivering an incredible programme. I learned so much and participated in things I never would have even considered before and I have certainly really grown from this experience".

Florence Nightingale Foundation Scholarship Programme

The NCLC have been collaborating with the Florence Nightingale Foundation (FNF), UK since 2017 to sponsor senior nursing and midwifery leaders annually to undertake the FNF Scholarship programme.

This scholarship offers a unique and world-renowned programme of leadership deliberately designed to promote excellence in practice. On completion of their scholarship FNF Scholars join an illustrious alumni of nursing and midwifery leaders with global reach and impact.

Objectives

- To develop the scholars' personal leadership capability
- To assist scholars in developing their roles and career objectives
- To ensure scholars deliver an improvement project in their clinical area

The target audience is Directors of Nursing and Midwifery or above grades and the attendance numbers for 2021 n = 1 and 2022 n = 3

Participant Feedback

'The FNF scholarship has afforded me the opportunity to really stretch my leadership capability through the programme content, networking opportunities, mentoring and participating in the Royal Academy of Dramatic Arts (RADA) programme. I feel I have developed personally and professionally so that I now have the confidence to be the authentic, compassionate leader that I am and to use my leadership knowledge and skills to lead myself and others optimally'

Children's Health Ireland Children's Nursing Junior Leadership Fellowship Programme

The Children's Nursing Junior Leadership Fellow is an initiative of the Chief Director of Nursing in partnership with the National Clinical Leadership Centre for Nursing and Midwifery.

This is a 9-month mentor supported leadership programme which aims to develop the leadership potential of early career nurses and grow our next generation of nurse leaders.

Benefits

Participants will:

- Have the opportunity to develop knowledge, skills and expertise to support their professional development
- Be allocated a mentor to support their development.
- Be facilitated in Clinical leadership development by the NCLC
- Attend an ICARE Leadership day facilitated by the National Clinical Leadership Centre for Nursing and Midwifery
- Have the opportunity to shadow a senior colleague and attend at least 4 senior meetings with a senior colleague
- Become a Chief Director of Nursing Junior Leadership Fellow

NCLC Workshops

NCLC Business Case Development and Project Management Workshop

As part of their roles many nurses and midwives are required to make and present business cases and engage in project management. This interactive virtual workshop supports participants to develop skills in both areas. It is facilitated by Dr Gearoid Hardy (Hardy and Associates) in partnership with the NCLC. In 2021, 91 participants attended and in 2022, 41 participants have, so far, attended.

The workshop supports nurses and midwives to develop knowledge and skills in business case development and project management. The target audience was Clinical Nurse and Midwife Managers 2 grades (or equivalent) or above.

Participant Feedback

'This was the best study day I have attended in recent times. The presenter was excellent and pitched it for everyone'

'Excellent day wonderfully delivered. Great analogies used. I will find the TOOLS shared very helpful'

ONMSD Strategic Plan 2023 – 2025

Strategic planning is a process that seeks to set the strategic direction and plan to advance an organisation aligned to corporate strategic priorities. In early 2022, the ONMSD established a working group to design develop and publish the next iteration of the ONMSD Strategic Plan 2023 – 2025. The working group consisted of a broad representation of personnel from the ONMSD family and extensive consultation was undertaken with internal and external stakeholders during the development phase. The Strategic Plan was launched in October 2022 and is available on the ONMSD website at:

<https://healthservice.hse.ie/about-us/onmsd/onmsd-strategy-2023-251.pdf>

The ONMSD Strategic Plan is aligned to the four strategic priorities of the HSE Office of the Chief Clinical Officer. The four strategic priorities are:

- **Clinical Expertise**
- **Quality and Safety**
- **Service Change and Transformation**
- **Service User Engagement**

The Strategic Plan outlines what we will do to progress the professions of Nursing and Midwifery and our Health Care Assistant workforce under our governance and function in order to maximise high quality care delivery and healthcare outcomes. Key priorities to further build capacity and capability will include strengthening education, continuing professional development, clinical leadership and digital competence. The Strategic Plan will serve as the framework to guide the nursing and midwifery contribution to the programme of healthcare reform in Ireland for the next 3 years.

CNME West, Mid West (Limerick, Clare and North Tipperary)

The CNME HSE West Mid West is currently:

- Providing learning events in line with training needs as per service requirements within the Mid West and within the CNME available resources. Such learning events are advertised via the CMS (Classroom Management System) and updated stats are provided on a monthly basis via CMS
- Part of the CCONME (Consortium of Centres of Nurse and Midwifery Education) and has supported with the development of QQI Level 5- 8 programmes.
- Is leading with the development of a Comprehensive Health Assessment QQI Level 8 programme
- Supported the development of Psychosocial Interventions for Nurses and Midwives
- Is supporting the development of Certificate in Diabetes Mellitus Self-Management Education and Support (adults)

Involvement in Local Commitments

- Preceptorship, teaching and assessing local steering group
- Clinical leadership programme curriculum planning group
- Midwifery & Obstetric Midwifery Forum
- Local Implementation Group (LIG) for Nurse Referrers of Medical Ionising Radiation (X-ray, Adults & Children)
- Midwifery Partnership Group (University of Limerick (UL), University Maternity Hospital (UMH) Limerick and CNME)
- National Clinical Leadership Centre – Clinical Leadership Programme
- CNME Health & Safety National Healthcare Communication Programme
- National Healthcare Communication Programme
- Research and Governance
- Research and Innovation Conference planning
- UMH multidisciplinary education and training
- Curriculum development for specific education and training programmes

Regional Commitments

Regional Children & Young People's Nurse Education Group West, Midwest Northwest.

National Commitments

- National Midwifery Education Group
- QQI Teaching & Learning Assessing Strategy work stream
- Promoting the profession of nursing and midwifery
- National Anaphylaxis Education
- National QQI Mandatory changes - Learner Support
- QQI Workshops - Blended Learning Strategy Workshop
- QQI National Co-ordinators Group (Aug 2021 to date)
- Consortium of CNME Steering Group - Steering Group Chairperson
- National Return to Nurse and Midwifery Practice Steering Group
- NCLC Governance Group
- National Midwifery Education PhD guidance
- National Clinical Leadership Centre Governance
- National Clinical Leadership Centre Mentorship Programme - curriculum design
- NMBI review of need for RNT and RMT register

NMPDU Dublin South, Kildare and Wicklow

Supporting the expansion and the development of Advanced Nurse Practitioner / Advanced Midwife Practitioner (ANP/AMP) roles

To support the implementation of the Policy on the Development of Graduate to Advanced Nursing and Midwifery Practice (Department of Health, 2019) and to increase the number of Advanced Nursing Practitioner and Advanced Midwifery Practitioner (ANP/AMP) posts in the Health Service Executive (HSE and HSE Section 38's) from 2% to 3% of the total nursing and midwifery workforce.

Impact

The ONMSD collaborates closely with the CNO, NMBI, HEIs and senior nursing and midwifery leaders across acute and community services. These relationships play a crucial role in progressing the strategic direction of Advanced Practice in Ireland.

The ONMSD Advanced Practice Network Group consists of a national lead and NMPDU Officers from each of the eight NMPDUs nationally. They provide a standardised approach to support the development of ANP/AMP services throughout the HSE, and HSE funded agencies (Section 38). The ONMSD publication, A National Guideline for the Development of Advanced Nursing and Midwifery Practitioner Services, and its associated toolkit, provides guidance to services in developing ANP/AMP services in response to current and emerging health service's needs, available at <https://healthservice.hse.ie/about-us/onmsd/advanced-and-specialist-practice/establish-practitioner-posts.html>

The ONMSD support Directors and line managers within and across all acute and community regional services in supporting ANP/AMP roles in the implementation of Sláintecare and the Enhanced Community Care Model.

Examples of our other work

The ONMSD also work with clinical programmes at national level in supporting the development of newly emerging posts in areas of practice posts. An NMPDU Officer represents the NMPDU on a National Forum for Older Person ANPs. There are also NMPDU Officer representation on network groups for the National Women and Infants Health Programme. In 2021, NMPDU Officers formed an Intellectual Disability Network Group for this small but growing cohort of ANPs.

In 2021, the ONMSD created the opportunity for a RANP Respiratory to feature at the weekly HSE COVID-19 Press Briefing, presenting the impact of the Advanced Practitioner during COVID-19. In December 2022, the HSE Sláintecare Communications supported promotion of the role in the production of a webinar featuring “the role of Advanced Nursing and Midwifery Practitioners in implementing the Sláintecare health reform programme”.

In the transformation of health services, digital skills are crucial. NMPDU officers are key in supporting the implementation of video enabled care for ANP/AMPs.

A Consortium of five HEIs contracted by the HSE, provides an Advanced Nursing and Midwifery Practice broad based education programme. The ONMSD Advanced Nursing and Midwifery Practice Lead chairs this group.

The ONMSD has produced an Advanced Nursing Practice Data Collection Summary Report. This scoped the development of a system to measure the impact of ANP/AMP.

In April 2020, the ONMSD produced the first Report on the Geographical Spread of Advanced Nurse and Midwife Practitioners, which provided information on the number, location and services provided by ANP/AMPs nationally. In 2021, the DOH Letter of Determination made available €11.9 million for a HSE National Service Plan 2022 new development initiative to expand the number of AN/MPs in 2022 service. In 2022, the ONMSD, on behalf of the HSE, administered the funding process for 149 posts including education costs.

Future plans

- Work with the CNO DoH to evaluate the role of ANP/AMPs; Recommendation 28 Review of the Expert Body on Nursing and Midwifery
- Develop guidance with key stakeholders on transition from one area of Advanced Practice to another
- Develop a standardised professional development programme for Registered ANP/AMPs
- Publish a newsletter highlighting the impact of ANP/AMPs in practice

Mental Health Programmes

A number of programmes specific to staff working in mental health services. The aim is to provide nurses working in mental health services with the theoretical knowledge and practical skill set to effectively apply the learned theory and practice to the clinical area.

The programmes include brief solution focused therapy, care planning within a mental health context, critical incident management (ligature training), positive behaviour training, professional management of complex behaviours (refresher &/ or disengagement), Reinforce Appropriate, Implode Disruptive training, risk management in mental health (practical guide) and the recovery approach to mental health (practical guide).

Based on the teaching philosophy of andragogy the programmes utilise the students' experience and theoretical knowledge to build a knowledge base in relation to the matter. With discussions, case studies, reflection, self-directed study, physical demonstration the programmes enable the participants to build confidence, knowledge and clinical capabilities in the relevant area.

Impact

Attendance at programmes varied from 20 - 250 participants. The impact of education has been evident with improved understanding of legal responsibilities and compliance with regulations, protocols and the utilisation of risk assessment tools and toolkits.

Future plans

Continue to provide the programmes as required through identified service need. Available to Cork Mental Health Services.

NMPDU North East (NE)

Advanced Nursing and Midwifery Practice Portfolio

A key goal of this policy is to 'Create a Critical Mass of RANP/RAMP's through a developmental pathway for graduate and specialist nurses and midwives. Currently there is 2% of the Nursing and Midwifery workforce practising at ANP/AMP level. A key recommendation of the expert review body report is to 'progress a revised target of 3% of the nursing and midwifery workforce practising as Advanced Nurse and Advanced Midwife Practitioners.'

There are currently 43 Registered Advanced Nurse Practitioners (RANPs) working across a variety of disciplines in the North East region, with a further 4 ANP posts in recruitment. There are 52 posts within the acute and 22 in community. There are 8 integrated posts: 4 are integrated with the community for Older Person Services and 4 for Chronic Disease Management.

The role of the NMPDU is to provide support, guidance and advice on the development of Advance practice roles across all disciplines. The NMPDU Officer liaises with DON, DOM and Heads of Service /GM on services needs and assists with the development of a job description utilising the nationally agreed templates. Academic links with Trinity College Dublin, University College Dublin and University of Limerick. There is also ongoing support and educational links with RCSI for ANP/AMP's are also maintained and regular consultations take place to ensure a focused cohesive approach to ANP/AMP role development and progression.

Impact

The NMPDU is currently working with 24 cANP and 3 cAMP in clinical practice supporting them towards NMBI registration. The NMPDU Officer provides advice on role and service development, guidance on achieving educational goals and clinical supervision and the completion of the required service level agreements (SLA's) and memorandum of understanding (MOU). Each cANP/cAMP is supported by a local implementation group which the NMPDU Officer, Ann Lister is a member also. Clinical supervision, access

to support structures, progress on learning outcomes, agreed referral pathways, governance and reporting relationships are items discussed and agreed by the LIG. From a National perspective NMPDU established a support forum for RANP's and candidates in Intellectual Disability and presented to the Clinical Care programme on their respective roles, supported by the NMPDU project officer.

Future plans

Following the recent DOH funding to support the further development of advanced practice posts in 2022, the NMPDU will continue to support RCSI Hospital Group, Ireland East Hospital Group, Community Health Organisation One (Cavan & Monaghan regions) and Community Health Organisation Eight (Louth & Meath regions) to operationalise and develop these posts within service.

Post Registration Education Funding and Service Improvement Funding for Nurses and Midwives

The ONMSD provides guidance and funding support to assist registered nurses and midwives to improve their knowledge, skills and competence through Continuing Professional Development (CPD). CPD is an integral component in the ongoing delivery of safe quality care for the benefit of service users.

Funding for Nursing and Midwifery Service Improvement innovation initiatives is available annually and supports new service improvement and innovations in nursing and midwifery practice.

The NMPDU - NE communicates information on its two funding schemes to the services in January/February every year. The NMPDU is guided by key documents ONMSD Standard Operating Procedure 020/2014.

- Post graduate education (3rd level) - ongoing
- Service improvement funding - Closing date April of 2022

Impact

The availability of expert advice, guidance and financial support demonstrates the NMPDU's continued commitment to providing educational support to enhance clinical practice and professional practice. Academic funding support is provided for a range of educational opportunities ranging from short courses, modules, Post-Graduate Diploma's and Master of Science programmes. Attendance at relevant conferences and short courses is also supported. To date in 2022 the NMPDU has financially supported 221 nurses to undertake formal academic study and supported 529 nurses to undertake 86 short CPD programmes.

For service improvement and innovation 17 service improvement projects were approved in 2022. An example of one of these service innovation projects, which NMPDU North East supported was the following:

Innovation Funding Project Development of Liaison Service for ID in an acute hospital and regional disability services

The Intellectual Disability Liaison Service was established in January 2021. This was a new service Innovation involving a partnership of acute and regional organisations.

The primary aim of this service was to enable the fullest extent the integration of health services (Acute and Community) for people with Intellectual Disabilities, including safe and appropriate access: right person, right place, and right time.

The service was launched officially on 21st March 2022.

To support this, an information leaflet to promote service was produced, a point of contact in ED/bed management was maintained. Development of ID alerts were established and contacts with disability services across the region was maintained to support and facilitate this project. The NMPDU supported each of the agencies through service implementation.

Future plans

The NMPDU will launch the new year 2023 Formal Academic Funding in January 2023 to support registered nurses and midwives undertake programmes of study for their continued professional development. Service innovation funding will be formally advertised in early 2023. For all our service innovations we encourage and support the formalised gathering of data to support service improvement evaluations and outcome measurement.

Older Persons Services Portfolio

Within the North East region the HSE provides a broad range of services for older people in our community, including in-patient acute services, step down/rehabilitation services, convalescent care services, respite care services, day services, community services including support from PHNs, CRGNs, home helps and residential care service.

The Older Persons Services (OPS) NMPDU link officer provides support and guidance to nursing colleagues working within Older Persons Services and Community services by embracing and promoting awareness of the key principles which underpin nursing care for older persons, whether it be community or hospital based.

Impact

The NMPDU continues to assist and guide nurses working in OPS with the implementation of health strategies such as Sláintecare and the National Clinical and Integrated Care Programmes for Older People.

Future plans

In collaboration with the Directors of Nursing in Louth, Meath, Cavan, Monaghan Community Healthcare OPS and community/primary care services; the NMPDU continues to promote the use of the National Transfer Document as a tool to assist the safe and effective handover of an older person being transferred from the residential care setting to an acute care setting.

Framework for Safe Nurse and Midwife Staffing and Skill Mix-Emergency Department (North East Region)

To improve safe staffing levels in the Emergency Department and to ensure the workforce has the capacity and capability to provide safe and effective care. There is an increasing demand both now and into the future to ensure that there is sufficient nursing and midwifery workforce available. To assist in determining the future predicted safe levels of nursing and midwifery WTE and meet the visions, aims and goals of Sláintecare, the NMPDU continues to support the Department of Health, HSE and service areas in implementing the Safe Nursing and Skill-Mix frameworks

Impact

In collaboration with the ONMSD and NMPDU's nationally, the NMPDU has engaged with colleagues and stakeholders in the region, as required, to promote and support the implementation of Phase 1 and 2 of the Framework for Safe Nurse Staffing and Skill Mix for the General and Medical Setting in Acute Services, and the Emergency Department Setting. Within the region, the current site that is being assisted by the NMPDU is at the early stages of safe staffing project. The revision of its staffing establishment completed and an additional 8 WTE funded through National Service Plan.

Future plans

Review of the educational preparation of the Emergency Nursing team in the hospital from a workforce planning perspective, supported by the NMPDU officers.

Professional Development Planning (PDP) for Nurses and Midwives

To promote and roll out PDP across one hospital group in collaboration of NMPDU North East with Dublin North NMPDU.

Impact of initiative, project or activity

Presentation provided to >80 nurses and midwives in the hospital group. Video recorded on how to use Digital PDP in collaboration with Dublin North NMPDU. Significant increase in use reported in one hospital.

Future plans

Plans to record full information session on video for wider distribution within the hospital group and re-energise the PDP framework approach to nurses and midwives across the other disciplines and settings.

RCNME Tullamore

QQI Level 5 Certificate in Health Service Skills

(5M3782) - Activities of Living Patient Care Module 5N3707

The aim was to facilitate learners to develop the requisite knowledge, skills and competence to adopt an activities of living approach to the delivery of care for patients/service users, and to safely perform associated skills, while working under the direction and supervision of a registered nurse/midwife.

Impact

The completion of the activities of daily living module improved the ability of healthcare assistants to give patients and service user's person-centred care. They can now perform crucial tasks like monitoring vital signs, maintaining fluid balance chart, and undertaking urinalysis.

Future plans

The Activities of Living Patient Care Module 5N3707 is offered again responding to the needs of acute and long-term care services.

Perineal Suturing Workshop

This Expansion of Practice Programme Midwives was co-developed and facilitated by the RCNME, Tullamore, with the Centre for Midwifery Education at the Coombe Women & Infants University Hospital, in response to a greater appreciation of woman centred care and a desire to provide continuity of midwifery-led care.

Effective perineal management is an important role of the midwife during labour and birth as perineal trauma has the potential to cause significant short and long-term morbidity for women. Identification, correct classification and the technique used to repair perineal injury are procedures that require knowledge and skills to ensure that the tissues involved are correctly

aligned to facilitate healing and minimise postpartum morbidity. Valuing the continuity of the midwifery care experience for women following childbirth and acknowledging their roles as lead practitioners for normal birth, midwives are embracing the important midwifery skill of assessing and managing perineal trauma, incorporating the suturing of first and second degree perineal tears and episiotomies.

The aim is to equip midwives with the knowledge and skills pertinent to the recognition, assessment and repair of perineal trauma following labour and delivery.

Impact

This programme ensures the guided and supervised simulated practice of perineal infiltration; incision; alignment; suturing technique; digital assessment and associated evidence based practice to facilitate perineal healing following first and second degree tears and/or episiotomies, minimising postpartum morbidity. The midwife then proceeds to successfully engage in supervised practice and competence assessment in perineal management and eventually practice independently and maintain competence in accordance with individual scope of practice and local policies, procedures, protocols and guidelines. This initiative, while promoting the aim of the National Maternity Strategy (DoH 2016) enables every woman access the right level of care, from the right professional, at the right time and in the right place, based on her individual need.

Future plans

Aware of the potential for perineal trauma to cause significant short and long-term morbidity for women, the role of the midwife during labour and birth in effective perineal management is truly respected. Understanding the impact of this procedure on a woman's quality of life in the postnatal and emerging years, the promotion of such midwifery skills and competencies to ensure the implementation of evidence related to reduced maternal morbidity associated with obstetric injury is much welcomed and will be promoted ongoing through continued provision of this workshop.

Nursing Care and Management of Moderate and Severe Alcohol Withdrawal and /or Substance Abuse

The symptoms of alcohol withdrawal generally start within 12-48 hrs, varying in range from mild to serious. It depends on how much a person has drunk, type of alcohol and over what duration of time. Critical for risk of seizure activity is 48-72hrs post last drink. A substance taken into the body modifies or affects chemical reactions in the body while affecting body function physically, mentally, or emotionally. An opiate has strong sedative and painkilling effects. A person can have long-term drowsiness as well as fall into a coma and stop breathing. The length of time in the system and the specific effects vary depending on the substance used.

The aim of this programme is that staff will learn about what causes drug and alcohol abuse, the complaints presented at the emergency department, the social issues associated with them, and how to care for and manage this patient population. Also, staff must be aware of their own feelings and beliefs, which may influence their interactions with patients experiencing alcohol or substance abuse withdrawal symptoms.

Impact

Educate nurses working in acute and addiction services on the health effects of addiction, provide them with a suitable assessment tool, diagnostic tests, and information on recovery, as well as details on local services and resources that can be used to care for patients or service users experiencing severe alcohol withdrawal or drug abuse.

Future plans

Continue delivering this education programme in conjunction with clinical nurse specialists who work in acute, mental health, and addiction care services.

The Nursing Management of Adults with Type 2 Diabetes Mellitus (T2DM) Practical Workshop

This one-day practical workshop is designed to complement the knowledge and skills the Registered Nurse has gained following completion of the eLearning module The Nursing Management of Adults with Type 2 Diabetes Mellitus on www.hseland.ie.

One Nurse Tutor/Specialist co-ordinator was a member of the national curriculum development team for the development of the pre-requisite e-Learning module The Nursing Management of Adults with Type 2 Diabetes Mellitus on www.hseland.ie.

Competency and proficiency in T2DM in the management of T2DM, endorsing clinical expertise and safe quality, nursing care in the management of the person with diabetes.

The aim is to provide the registered nurse with the requisite skills and attitude to enhance those practical skills necessary to effect the optimum nursing management of the adult with T2DM. Through experiential learning and hands-on experience emphasis is placed on the optimal functioning, preventing, recognising, assessing and managing the complications of T2DM with all scheduled sessions, complimenting and supporting this purpose and as a follow on from existing e-learning module.

Impact

Increased and enhanced knowledge and proficiency in recognising, assessing and managing the person with T2DM. Using role play, patient empowerment is promoted by utilising motivational interviewing techniques and specific behavioural approaches, positively influencing adults' self-management of their diabetes.

Future plans

Continued collaboration with the ANP & CNS in Diabetes, Multidisciplinary team and community partners in the provision of this chronic illness programme in line with Enhanced Community Care networks provision of care and Living Well at Home concept.

Nursing Management of Adults Undergoing Elective Total Hip Replacement and Total Knee Replacement Surgery

It is recognised that nursing staff experienced in the care of trauma and orthopaedic patients are essential for good quality safe care and, that every orthopaedic patient should receive competent and individualised nursing care, so that they are enabled to move from dependence to optimum independence. For nursing staff in specialised areas such as orthopaedics, it can take time to acquire the confidence to provide competent care based on the specialised needs of the patient population. The provision of education through orthopaedic workshops however has been found to improve the confidence of nurses in transitioning into the specialty of orthopaedics. This one day programme was developed in response to the service needs request to support newly appointed staff to the orthopaedic unit.

The aim is to facilitate registered nurses to develop further their knowledge and skills to provide safe, collaborative, holistic evidence-based nursing care for adult patients undergoing total hip replacement and total knee replacement surgery.

Impact

Increased knowledge and skills in managing the patient undergoing total hip replacement and total knee replacement surgery in reducing the risks of complications and maximising patient safety.

Future plans

Provide further programmes, as required by service needs, facilitating newly appointed nursing staff to this specialised area of practice.

Postnatal Depression (PND) Screening for Registered Public Health Nurses

Public health nurses as part of the multidisciplinary healthcare team are in an ideal position and have the knowledge, skills, competence and clinical judgment to assess and identify mothers experiencing mild to moderate PND and anxiety and to offer appropriate interventions and support. Clinical guidelines issued by the National Institute for Health and Clinical Excellence (NICE) recommend the use of brief case finding questions to identify possible postnatal depression, with the use of self-report measures, such as the Edinburgh Postnatal Depression Scale and Clinical Interview, as part of subsequent assessment for routine monitoring.

The aim is to facilitate registered public health nurses to develop their knowledge of, and skills in, postnatal depression screening and anxiety and the provision of appropriate interventions.

Impact

Treatment of PND and anxiety is a major public health concern as it spans both maternal and infant mental health. The health and safety benefits gained from screening, identifying and detecting postnatal depression and anxiety as early as possible, and offering appropriate therapeutic interventions, leading to clinically significant outcomes for women, their families and children, is widely documented. This programme of education supports public health nurses in developing their awareness around those factors influencing the risk of mothers' developing postpartum depression and anxiety, which in turn promotes early detection and subsequent management.

Future plans

This programme of education is currently undergoing review in light of national developments within the public health nursing service. It is proposed that a revised format will be ready for roll out in Spring/Summer 2023.

Domestic, Sexual and Gender Based Violence (DSGBV) Programme

This programme was developed in response to the National Action Plan on Women Peace and Security (2015-2018) specifically under Pillar 3: Protection, Relief and Recovery. The HSE Policy on Domestic, Sexual and Gender based Violence, (2010) identified the need for specific skills and awareness as core elements of good practice, central to strategic planning and the provision of prevention and intervention initiatives regarding domestic or sexual violence. Co-facilitated by the ANP in Sexual Assault Forensic Examination and her staff from the Sexual Assault Treatment Unit (SATU) at Regional Hospital, Mullingar, An Garda Síochána and the Rape Crisis Centre, this programme promotes skill development to recognise and respond to victims of DSGBV in vulnerable or at risk communities in a timely and compassionate manner.

The aim is to support nursing, midwifery and other health professionals in their provision of individualised holistic and responsive care for women and men who have experienced domestic, sexual and gender based violence.

Impact

This programme has provided attendees with the knowledge essential to respond appropriately to ensure victim safety, recognise signs, indications and consequences of abuse, making referrals as appropriate to specialist services and improve understanding of the dynamics of DSGBV.

Future plans

This programme of education will continue to be provided in accordance with service need.

Paediatric Venepuncture

The RCNME Tullamore responded to the urgent requirements of nursing staff in the Midlands Regional Hospital, Mullingar Paediatric Department, to facilitate the development of competence in carrying out Paediatric Venepuncture. The programme was delivered onsite in Regional Hospital, Mullingar in collaboration with CNME Mayo/Roscommon.

The aim is to facilitate registered nurses to expand their practice and through supervised practice and competency assessment develop their competence in carrying out paediatric venepuncture.

Impact

A timely response in delivering this education programme, ensured registered nurses became proficient in carrying out Paediatric venepuncture, resulting in optimised care for children, and reduced delay in gathering and processing vital blood tests. Prior to delivering this programme locally, registered nurses would travel to CCNME (Dublin).

Future plans

RCNME Tullamore continues to monitor and evaluate training needs, ensuring this programme will be delivered as clinical need arises.

National Schools Immunisation Programme

A national programme was delivered to registered public health nurses/midwives to gain competence in and increase clinical knowledge of the immunisation of all school-aged children as part of the school vaccination programme. Vaccinations are delivered to children in the school setting. The programme was delivered on line through www.HseLand.ie and as a face-to-face half-day programme.

The aim is to develop/increase the registered public health nurse/midwife's knowledge of current medicine protocols and associated competence in the administration of vaccines to school aged children.

Impact

Registered nurses/midwives have the necessary skills and knowledge in the use of medicine protocols along with competence in safely and proficiently vaccinating school aged children as part of the schools vaccination programme.

Future plans

This programme is provided yearly to registered PHNs/Midwives as part of the National Schools Immunisation Programme on/before commencement of the school year.

Nursing Management of the Adult with Renal Disease

Provide evidence based nursing care and management of the Adult with Acute and Chronic Renal Disease. The aim is to enhance the confidence, competence, knowledge of, and skills in, person-centred, evidence based, holistic nursing management of adults with renal disease with particular emphasis on renal replacement therapy, renal nutrition, renal pharmacology, psychological challenges, renal vascular access, renal hemodialysis, kidney transplant, and renal palliative care.

Impact

This two day blended programme was delivered in the RCNME Tullamore with external live streaming and virtual delivery from clinical renal experts at regional and national level. We are delighted to acknowledge that two of the facilitators, Jini Jacob and Sani George are appointed as the first Irish Renal Advanced Nurse Practitioners (ANP) at the Midland Regional Hospital Tullamore (MRHT) Renal Unit.

Future plans

Provide further renal programmes of education in 2023 facilitating multi-disciplinary staff.

Clinical Skills Enhancement Programme for Nurses working within the Older Persons Residential Setting

This programme of education was co-developed and facilitated by the RCME, Tullamore, the Centre for Learning and Development, Tallaght University Hospital and the Centre for Learning and Development, St. James's Hospital. It was initiated in response to an identified need from one strand of the 'Framework for Nursing Care' developed as part of the Nursing and Midwifery Planning and Development Unit (NMPDU) Dublin Mid Leinster (DML) Quality Improvement Initiative (2015 – 2019) 'Reducing Admission Rates and Length of stay for Older Persons > 65 years into the Acute Hospital Services from Residential Community Nursing Units and Nursing Homes', in an effort to provide enhanced care in the Older Person

Residential Setting and hence reduce the requirement for admission to and length of stay within the Acute Services.

Competency and proficiency in support of the early recognition of the deteriorating older person, supported by a broad enabling evidence based knowledge will inadvertently promote the ongoing care of our older persons at home, endorsing clinical expertise and safe, quality care in the specialism of older person services.

The aim is to provide the nurse with the requisite theoretical and clinical knowledge, skills and attitude to work effectively within the area of Older Persons Care, ensuring the provision of skilled, quality person-centred nursing care when required to the resident. Significant emphasis is placed on recognising, assessing and managing the deteriorating resident with all other scheduled educational sessions, complimenting and supporting this purpose. Participants engaged in simulated practice on Day 5 through designated scenarios, using the ABCDE assessment tool in an effort to emulate and transfer such skills to clinical practice.

Impact

Increased and enhanced knowledge and proficiency in recognising, assessing and managing the deteriorating resident.

Future plans

It became evident that an agreed standardised national tool be utilised for this purpose for which the National Lead, Older Person Services has agreed to undertake. Standardisation of other complimentary residential assessment tools/ frameworks e.g. in relation to nutrition, skin integrity etc. would also prove beneficial in the overall assessment of the older person in support of the continued facilitation of this programme. The facilitators then recommend that this programme be put forward for programme development through the Consortium of Centres of Nursing and Midwifery Education at Level 8 on the national framework of qualifications.

Digital Health

Digital Literacy Programme

The digital literacy programmes will equip nurses and midwives to utilise the digital tools they already have, build on digital literacy skills, and assist the team to build change capacity with confidence.

Statistics

Digital Skills	Number registered
Excel Advanced	384
Excel Basic	541
Foundation programme	127
Outlook Advanced	241
Outlook Basic	250
Total	1543

Future plans

- Review the feedback
- Identify the digital capability needs of the nurses and midwives
- Facilitate face to face session for the basic skills
- Develop e-learning programme and asynchronised programmes such as video

Inaugural National ONMSD Better Together For Digital Healthcare Conference May 20th 2022

The aim is:

- To showcase digital healthcare across nursing & midwifery and highlight the inter-professional collaborations that are an essential aspect of successful digital adoption in healthcare
- To provide an opportunity to network, strengthen alliances and create an opportunity for discussion in the digital healthcare landscape post COVID-19 in Ireland through provision of network tables, display stands, poster competition and a designated discussion room
- To provide opportunity for the patient experience to be included in the digital health journey through Irish Platform for Patient Organisations, Science and Industry

Impact

- Very successful in-person and online attendance
- Generation of new projects of work arising from the sharing of best practice and innovative ways of working such as the remote monitoring in Gestational Diabetes
- Greater awareness of the need to build digital capability and capacity across the health service

Support the Implementation of Telehealth

Enabling the contribution of nurses and midwives to the development of effective digital health systems and solutions in order to enhance the quality of service delivery, healthcare data and outcomes and to share the learning from digital health innovations. Supporting nurses and midwives in embracing digital solutions to connect with service users and families to enable them to participate in their own healthcare through digital health platforms.

The aim is:

- To provide a structured approach towards Video Enabled Care (VEC) adoption in nursing & midwifery
- To support the strengthening and building of new use cases in nursing & midwifery in the delivery of online therapies and remote monitoring

Impact

Structured collaborative approach with Virtual Health Team, Nursing and Midwifery Information Officers and e-Health community teams to provide information and sign posting, project brief and change management support for local working teams, share best practice, support quality and safety approach (scope of practice, SOP development, evaluation and use case development).

Direct impact on nurses & midwives ability to engage with Telehealth and offer a sustainable blended approach to chronic disease management and acute ambulatory care services.

Future plans

Complete sign off and disseminate the National Telehealth SOP to support services to scale up quickly offering a sustainable blended care approach. Continue to work with Virtual Health Team and CNMIO's to explore opportunities in community services such as Mental Health and ID community living to reduce unnecessary travel induced trauma or resource dependency and explore the social use case model.

Explore the potential of Telehealth to increase the provision of safe and appropriate triage / online therapies in areas such as mental health, child psychology, early development and social inclusion and how this might impact on the growing waiting lists in these areas.

National Evaluation of Video Enabled Care

The aim was to conduct a national evaluation with health care professionals and patients of Video Enabled Care.

Impact

- Significant learning from evaluation which enabled us to improve and enhance the service provided to staff and patients.
- Learning shared and disseminated throughout the organisation

Future plans

To grow and strengthen telehealth implementation

Evaluation of Online Antenatal Education

Carry out an evaluation of online Antenatal Education Classes that were commenced nationally due to the COVID-19 pandemic in 2020.

The aim for this quality improvement initiative was to:

- Design an online antenatal education evaluation tool that can be adapted and used by the 19 maternity units.

The objectives of the pilot evaluation were to:

- Test the effectiveness of the evaluation tool by carrying out a small scale pilot study over a six week period across five maternity units
- Obtain the service users' experience of attending online antenatal education classes during the pandemic and evaluate these recommendations against the National Standards for Antenatal Education in Ireland 2020 <https://www.lenus.ie/handle/10147/627247>

Summary of key findings:

- There was a high level of satisfaction with the class (98%) and (87%) reported they would be happy to continue with online classes.
- Almost all of the respondents (99%) either agreed or strongly agreed that the class was interactive, that they were given the opportunity to ask questions and that the class helped them learn.
- Almost 100% rated the health care professional's ability to communicate information as very good or good.
- 30% participants would choose a blended approach which is a combination of face-to-face and live online classes.
- The four major benefits of online classes were; not travelling to class, no transport/parking costs, the convenience of an online option and feeling safer due to the COVID-19 pandemic.
- Just over one quarter (26%) of the participants reported that the class was less personal than face-to-face classes.
- 23% respondents reported that they did not feel prepared to feed their baby they cited the need for face to face classes were necessary for breast feeding preparation.
- A recurring theme throughout the qualitative data was that participants cited there was no opportunity to meet other women, get a tour of the labour ward or to develop a relationship with the midwife.

Future plans

- A single national evaluation tool has been designed and is ready for use by the 19 maternity units in Ireland
- The report findings on the feedback of online classes will assist two work stream groups in their body of work in the implementation of the National Standards for Antenatal Education, which is overseen by the National Women's and Infant Health Programme, (NWIHP)

Development of an All-Ireland Digital Health Capability Framework

The framework was developed to:

- Define the digital health knowledge, skills and attitudes required for professional practice
- Complement existing individual knowledge, skill, and attitudinal frameworks
- Provide a solid basis for tailored learning

Impact

Deliver a standardised All-Ireland Nursing & Midwifery Digital Health Capability Framework for healthcare professionals to use as a platform to engage in build digital capability and capacity in nursing & midwifery.

The framework:

- Is accessible and understandable across a broad range of healthcare contexts
- Can be used by individual nurses and midwives to assess their own digital health capabilities and to identify learning and developmental needs or inform personal and professional development plans relevant to their current or future workplace or role
- Can be used by health services as part of their continuous quality improvement activities to assess organisational capacity and educational requirements
- Can be used to develop tools to assist in extending the digital health capabilities
- Will provide direction for career advancement planning in digital health or other nursing and midwifery specialties

Future plans

Plan is to implement the capability framework. High level implementation plan developed with six key area to benchmark implementation.

Development of an assessment tool kit to support the All Ireland Digital Capability Framework (DCF)

The purpose of the toolkit was:

- To scale up the assessment tool for use by all nursing and midwifery and other healthcare professionals
- To explore additional tools such as organisational readiness assessment tool to support HCPs to have the 'experiential learning' that supports building digital capability knowledge and skills
- Map the digital educational journey to the assessment tool to facilitate sign posting and interactive learning opportunities

Impact

- Deliver a standardised digital assessment tool for healthcare professionals to use as a platform to engage in building digital capability and capacity in nursing & midwifery
- Grow and strengthen the tool kit of resources for HCPs and the organisation to support the implementation of the DCF
- Promote a positive narrative and awareness around digital clinical safety and the role of the clinician in co-design

Future plans

To engage with relevant stakeholders and collaborate with a number of potential pilot sites to develop the project over Q1 2023.

NMPDU Midlands

Development of Advanced Practice Nurses and Midwives

In November 2021, Minister for Health Stephen Donnelly TD requested that the number of nurses and midwives practicing at an advanced level across the health service be increased from 2% to 3% of the workforce over two to three years (Oireachtas, 2022) https://www.oireachtas.ie/en/debates/question/2022-03-22/876/#pq-answers-875_876).

This objective is reiterated by the Expert Review Body Report on Nursing and Midwifery (2022) recommendation 10 <https://www.gov.ie/en/publication/32783-report-of-the-expert-review-body-on-nursing-and-midwifery>

In 2022, the Midland Region was successful in obtaining Department of Health funding for 12 candidate Advanced Nurse Practitioner and Advanced Midwife Practitioner posts across both acute and community care.

Impact

The role of the NMPDU in this development was to liaise with Directors of Nursing and Midwifery and Service Directors to develop job descriptions, interview candidates, set up and advise on Local Implementation Groups.

An NMPDU (Midlands) Officer provides advice on role and service development, guidance on achieving educational goals, clinical supervision, and the completion of the required service level agreements and memorandum of understanding.

All twelve of these posts have now been filled and Local Implementation Groups are ongoing with all services.

Education and Continuous Professional Development Funding Streams

The Office of the Nursing & Midwifery Services Director

(ONMSD) provides guidance and funding support to progress the leadership and professional capability of the nursing and midwifery workforce through the development, delivery and funding of post graduate education (ONMSD Strategic Plan, 2023-2025).

Impact

Post Graduate Funding (Formal Education) - Number of applicants funded in 2022:159. Continuous Professional Development - Number of applicants funded in 2022: 80. The plan is to continue to fund education in line with ONMSD policy.

Safe Staffing and Skill Mix – Phase 2 - Emergency Departments (Midlands)

The ONMSD Strategic Plan 2023-2025 on safe staffing and skill mix states that it supports a sustainable clinical workforce. It does this by building and optimising clinical skills and expertise in workforce planning through continuing support for the implementation of the following:

- Framework for Safe Nurse Staffing and Skill Mix in General and Specialist Medical and Surgical Care Settings in Adult Hospitals in Ireland 2018 (Phase1)
- Framework for Safe Nurse Staffing in Emergency Care Settings (Phase 2)
- Framework for Long Term Residential Care and Community Settings (Phase 3)

The Director for NMPD Midlands is a member of the Safe Staffing Framework Implementation Group for three Model 3 Hospitals in Midland Region. Uplift of staffing in Emergency Departments x 2 persons identified. This project remains in the early stages in the Midlands.

Future plans

Continue to support the roll out of the programme in Longford, Westmeath, Laois, Offaly offering support with interview and development of staff as required.

NMPDU Dublin North

NMPDU Dublin North team are: Anne Jesudason, Sarah Roche, Maria Flaherty, Mariead Hallinan, Anne Brennan, Deirdre Duggan and Lorna Byrne.

The Power of Nurses and Midwives to Influence Change

NMPDU Team Dublin North hosted a conference 'The Power of Nurses and Midwives to Influence Change' on 18th May 2022 in Dublin.

The conference showcased the wide range of clinical initiatives, and research projects, funded and supported by the NMPDU Dublin North. We provided a platform for nurses and midwives to present their own clinical work and service innovations, to network with their peers, and to raise awareness around pertinent issues within clinical nursing/midwifery practice.

Programmes offered

1. NMPDU Dublin North in conjunction with RCNME colleagues and clinical partners delivered a hub and spoke Return to Nursing Practice Programme. Attendance and successful completion of eight week blended learning programme:
26 from General Nursing
2 from Mental Health Nursing
2 from Intellectual Disability Nursing
2. Dublin North facilitated and supported masterclasses relating to Perinatal Mental Health, Domestic Violence, Alcohol Addiction and Eating Disorder
3. NMPDU Dublin North facilitated a blended Professional Development Programme for Clinical Nurse Specialists and Clinical Midwife Specialists in 2022

Eating Disorders - A Guide for Nurses, A Guidance Document

On the 6th September 2022, the NMPDU Dublin North, in conjunction with ONMSD launched Eating Disorders - A Guide for Nurses, A Guidance Document to provide Nurses with evidence based information to aid decision making regarding the safe and holistic assessment and management of eating disorders in healthcare services.

The National Clinical Programme for Eating Disorders (2018) is a key component for the Clinical Design & Innovation Division. This programme applies to HSE Mental Health Services for children, adolescents and adults with eating disorders throughout all clinical stages of the disorder working collaboratively with other relevant clinical programmes in terms of presentations in other settings.

The vision of this document is that adults with eating disorders will receive evidenced-based quality nursing care to promote their recovery. It is set within the context of working within a multi-disciplinary team across all public healthcare environments applying to services working with adults at all stages of their eating disorder from screening and early intervention through to recovery.

‘Mind Mothers’ Research Project

The Office of the Nursing and Midwifery Services Director in partnership with Directors of Midwifery, Directors of Public Health Nursing, and the Professional Development Coordinators for Practice Nursing commissioned research to explore perinatal mental health practices, policies, processes and the education needs of midwives, practice nurses and public health nurses in this area of care. This research titled “Mind Mothers” and led by the School of Nursing and Midwifery, Trinity College Dublin, made recommendations in relation to policy, practice, education and research. One such recommendation, highlighted the need to develop ‘Best Practice Principles’ for midwives in maternity services and nurses in primary care services to support the emotional wellbeing of women, their babies, partners and families during the perinatal period.

This 2022 updated document consists of 25 key principles that address collaborative practice, informed decision making, proactive planning, emotional safe care, and multidisciplinary working. It provides evidence based guidance to underpin the practice of staff when caring for women during the perinatal period and will be used in conjunction with the Mind Mothers: An eLearning Programme in Perinatal Mental Health for Midwives, Public Health and Practice Nurses.

This eLearning programme has also been reviewed and updated in 2022. The Best Practice Principles will assist midwife/nurse practitioners to assess and develop a plan of care with women in relation to their mental health support requirements, thereby improving the experience and outcomes for women during the perinatal period and referring appropriately to specialist services e.g. Specialist Perinatal Mental Health Services.

NMPDU West, Mid West

Workshop on Understanding the Menopause

Working collaboratively the CNME Sligo, Leitrim and West Cavan & CNME Donegal a very successful day was held in Sligo June 24th regarding the menopause. 'The change of life', 'the climacteric', 'perimenopause', 'post menopause', call it what we will, it is an unavoidable fact that all women go through the menopause. However, for many women this natural process is a time of anxiety and distress due to the various symptoms that can accompany it. It is proposed that there are 34 menopause symptoms. Therefore the CNME Sligo Leitrim and West Cavan (SL&WC) and CNME Donegal worked together to develop a workshop which would inform nurses and midwives about this often taboo topic.

The aim of the workshop was to ensure that nurses and midwives would develop a greater understanding of the menopause. This in turn may lead to a more knowledge and greater understanding of the impact of the menopause on themselves, their colleagues and their patients/ service users. The day was designed and submitted to NMBI for accreditation. The workshop received NMBI Category 1 approval for 6 CEUs.

Topics of workshop

The workshop was held on June 24th in Sligo and with over 80 people attending there was considerable interest in the topic. Experts from practice shared their knowledge and expertise on topics that included:

- what is menopause?
- what are the symptoms that women present to GP
- the role of HRT?
- an overview of the menopause clinic in Ireland, the rationale for this clinic, and who it provides a service for
- the future of menopause services in Ireland
- the causes of osteoporosis, the risks associated with osteoporosis, its diagnosis and prevention
- the effects of menopause on cognitive function, cardiac function, potential for weight gain and effects on the skin
- cervical screening and sexual health

There was blood pressure monitoring and cholesterol testing which many attendees availed of. There was a demonstration of the Emsella chair which is thought to reduce some symptoms of the menopause.

Evaluation of workshop

The day was very well evaluated with a demand to repeat it. Therefore another day is proposed in Donegal September 21st 2022.

New Programmes Developed for 2022

1. Perioperative Study Day

The aim was to provide knowledge to underpin the specialist clinical skills that offer best evidence-based care to patients undergoing surgery.

2. Parkinson's Disease Study Day

The aim was to provide health professionals with knowledge of Parkinson's disease from a diagnostic, therapeutic, and management perspective, providing opportunities to better understand the challenges of this disorder and its treatment.

It is anticipated that participants will improve their knowledge and skills to better recognise symptoms and variations of the disease and have greater awareness of acute deterioration of the disease. It will improve care planning and support people with Parkinson's Disease to manage their condition.

The study day was very well received, and on request for all allied healthcare professionals to be offered the opportunity to avail of this study day, workshops have been provided between September to December.

3. Eating Disorder Programme

The aim of this programme is to provide the latest best-practice guidelines for the assessment, care and management of people with eating disorders, and provide information on policy, referral criteria and exclusion criteria for the Sligo/Leitrim Community Mental Health Service catchment teams.

The focus of the programme was to increase awareness of eating disorders and the role of the Sligo/Leitrim Eating Disorders Service, their local policy for the referral, assessment and treatment of individuals with eating disorders. There were learning opportunities for participants to identify the criteria for diagnosis of an eating disorder in line with best practice guidelines, identify the predisposing and precipitating factors associated with eating disorders, develop relevant knowledge regarding the physical and psychological signs and symptoms, prognosis, complication and outcomes of appropriate care associated with eating disorders.

4. Professional Issue, Reporting & Accountability for Registered Nurses & Midwives

This programme provided an opportunity to keep up to date, share experiences, get expert advice & share knowledge.

5. Clinical Audit for Nurses and Midwives

An opportunity to learn how to do clinical audit and auditing for nurse prescribers

6. Decider Skills Training, Therapeutic interventions in Mental Health

7. Positive Behaviour Support, Positive Behaviour Solutions

8. Psychosocial Interventions: therapeutic skills for nurses & midwives

9. Trauma Informed Care, Compassionate Interventions in Health & Social Care

10. Behaviour Family Therapy for Mental Health Nurses

CNME Cavan, Monaghan, Louth and Meath (CML&M)

The education team for the CNME CML&M is committed to the development and delivery of education programmes using flexible and innovative methods for registered nurses and midwives across all specialties to support service delivery.

Our programmes assist on-going maintenance of clinical competence and promotes the delivery of evidence-based care while also ensuring a positive learning experience.

We are committed to supporting and advancing the learning needs of all other service personnel within the context of contemporary health care.

The CNME provides education and training to 23 services across all specialties. The following educational programmes are new initiatives created/facilitated/delivered during 2021 – 2022 in response to individual specialist service need. These education programmes were in addition to our annual prospectus.

Mental Health Services

Therapeutic Interventions and Solutions in Dementia Care

In collaboration with our colleagues in Mental Health Services, this online programme was created to assist the learner to develop skills to implement therapeutic interventions and practical solutions to support the person to live well with dementia.

Impact

The learner is able to access this training at any time via our classroom management system. It is also a resource for staff to access at any time. 150 learners to date have accessed this programme.

An Introduction to Family Therapy

This training provided an introduction to the underlying

theory and principles of family therapy. The training included exploration of different approaches and models of family psychotherapy to enable the learner to develop and apply family therapy skills in their client work.

Impact

This training enabled nurses working in mental health services to enhance their therapeutic interventions through the application of family therapy interventions.

An Eating Disorder 2 Day Programme

This intensive two-day training programme provided basic principles of supervision, family therapy, multi-family therapy and complex case discussion for all staff working in Child and Adolescent Mental Health Services (CAMHS).

Impact

This facilitated CAMHS teams to present and discuss case studies and allowed for sharing of therapeutic interventions leading to safer practice for children accessing their service.

A Ligature Cutting and Ligature Knife Training Course

This course is specifically designed for staff who are working with adults, teenagers or children who self-harm and are at risk of attempting suicide by use of a ligature through self-strangulation / hanging. It facilitates the discussion of a ligature knife cutter policy and procedure, how to conduct a ligature point risk assessment, ligature removal, related first aid and scene preservation in the event of a death of a service user.

Impact

There is always a possibility that staff working in Mental Health Services may be first on the scene of

an attempted suicide using a ligature. It is therefore important that they have had the opportunity to explore how this situation is safely managed. This training provides staff with the chance to undertake the practical component of removing a ligature using a knife cutter, the opportunity to practice first aid in the safety of the classroom and to have knowledge on how to preserve the scene in the event of death.

Older Person Services

Ear Examination and Ear Irrigation Blended Learning Programme

The aim of this education programme is to enhance registered nurses knowledge of ear conditions and to support their skill and competency to safely assess, examine and when necessary, perform ear irrigation for the removal of impacted ear wax. This training comprises of a virtual webinar (4 hours) and a Classroom-based Workshop (2 hours) over 2 days.

Impact

This training programme is for nurses working in Intellectual Disability Services and Older Person Residential Care settings and is delivered in collaboration with our practice nurse colleagues. It has enhanced nurses' skills to perform this examination and intervention in the person's own care setting and has reduced the need for them to attend their GP or A/E for the removal of ear wax.

Troubleshooting PEG Tube - A Blended Learning Programme

This blended learning programme is aimed at nurses who care for patients with a Percutaneous Endoscopic Gastrostomy (PEG) tube. It will provide the learner with the knowledge and skills to assist in the daily care of PEG tubes and management of common PEG tube complications.

Impact

This training programme has reduced the need for patients to attend their GP or A/E for the management of common PEG tube complications.

Intellectual Disability Services

Autism Awareness Training: Understanding Autism (Webinar)

The overall aim of this online programme is to enable nurses, midwives, and health and social care professionals to have a greater understanding of autism. This programme intends to support and enable healthcare professionals with the knowledge, skills and awareness to make reasonable adjustments in their care environments when supporting people with autism.

Impact

Health care professionals across all care settings will, at some time, care for a person with autism and it is therefore important to have an understanding of Autism and related conditions associated with Autism. It is also important to have knowledge on the unique communication and informational needs a person with autism may have.

Preceptorship Programme for Intellectual Disability Nurses

One of the intellectual disability services we support are about to commence student placements within their service for the first time. This programme is to support nurses working in Intellectual Disability with the understanding of the concept of preceptorship for the students allocated a placement within their residential care settings.

Impact

This training supports the placement of students within the intellectual disability service.

Tracheostomy Care Study Day

This training provides the learner with the theory and practice using training manikins in the care of tracheostomies. It encompasses the relevant anatomy and physiology, humidification, suctioning, care and changing of tracheostomy tubes. It also explores the various types of tubes and the use of a speaking valve. Information on how to respond to emergency situations such as tube becoming blocked or becoming dislodged is also provided.

Impact

This training was provided specifically for staff in intellectual disability to enable the admission of a patient with a tracheostomy to avail of respite care within their service.

The Person in Charge in Intellectual Disability Services: Clinical Nurse Management & Leadership Education Programme

The three CNME's within CHO Area1 collaborated on the creation of a person in charge in Intellectual Disability Services: Clinical Nurse Management & Leadership Education programme. This 5 day programme was delivered over a period of 8 weeks. This education programme was for all nurses in the role of person in charge (PIC) across the counties of Cavan, Monaghan, Donegal, Sligo and Leitrim. It offered an opportunity to explore the challenges of managing a team, the role of the PIC in leading by example, and to discuss quality initiatives to enhance care and safety of clients.

Impact

Each participant presented a quality initiative, which they planned and implemented during the duration of the programme.

Public Health Services

General Wound Assessment: Introducing Cavan/Monaghan Wound Assessment Chart

This online podcast on the General Wound Assessment Chart is specifically for Public Health Nurses and Community Registered Nurses working in Cavan and Monaghan. It describes how to complete the wound assessment chart as per HSE 2018 guidelines using the Cavan/Monaghan Wound Assessment Chart implemented in 2020.

Impact

This podcast can be accessed at any time and is also used as a resource and a refreshment tool for staff.

Child and Family Health Needs Assessment (CFHNA) National Education Programme for Public Health Nurses

This education programme supports the revised National Child and Family Health Needs Assessment documentation. It introduces the national framework and the legislation, policies, procedures and guidelines associated with this documentation. The CFHNA framework is explored and discussion occurs on how to complete the assessment tool.

Impact

This training supports the revised comprehensive Child and Family Health Needs Assessment undertaken by Public Health Nurses.

Specialist Palliative Care Services

Drug Administration Using a Syringe Pump

In collaboration with the specialist palliative care team, the CNME team are creating a bespoke on-

line training programme on the management of drug administration using a syringe pump. This education programme is underpinned by the HSE North East Specialist Palliative Care team's policy on drug administration using a syringe pump and will only be accessed by staff working in the counties of Cavan, Monaghan, Louth and Meath.

It is anticipated that the programme will be available on our classroom management system in January of 2023. The education programme will consist of theory which will be completed on-line and will be a pre-requisite to attending the practical workshop.

Impact

The online component of this education will be available to staff as both a resource and a refreshment tool for staff.

Acute Hospital Services

Induction Programme for Nurses in Our Lady's Hospital Navan - Meath

The CNME have created a bespoke on-line induction programme in collaboration with the practice development team in Our Lady's Hospital Navan.

Impact

New staff can undertake the online elements of their induction programme at a time, which is suitable to them and they can complete the programme at their own pace prior to attending the practical workshops.

Midwifery Services and Related Services

Perineal Suturing Blended Education Programme

This education programme is delivered over one and a half days. The first day consists of theory, which is delivered virtually followed by a half-day practical workshop. This programme provides an overview of the anatomy and physiology of the pelvic floor structures and their significance to trauma sustained during childbirth. The importance of a complete clinical assessment

is discussed with an outline classification of perineal tears. Different suturing techniques are described and practised over the duration of the programme.

Impact

This education programme enhances the skills of midwives in the art of perineal suturing which improves quality of care of women following childbirth.

Midwifery Transition to Practice Programme

The CNME have designed a Theoretical Transition to Practice Programme (TTPP) for new graduate midwives to assist them to successfully take up their roles. The programme includes a series of on-line webinars, the completion of a Personal Development Portfolio (PDP) and the assignment of a professional mentor who will support the new graduate in the clinical setting.

Impact

This programme assists the smooth transition from being a student to a registered midwife in clinical practice. In providing this added support it can reduce stress, enhance self-confidence and promote good decision-making.

Midwifery Update for Midwives in General Practice

This education programme provided a midwifery update for midwives working in general practice. It delivered an overview of the key components for maintaining wellness as part of good antenatal care and aimed to enhance skills to identify minor disorders of pregnancy. Management of perinatal mental health was also explored and how to assess the importance of supporting women and their families in relation to infant feeding.

Impact

This education programme promotes integrated care between GP and hospital midwifery services.

CNME Mayo & Roscommon

The aim of the CNME Mayo/Roscommon is to strategically plan, develop, procure, co-ordinate and provide evidence based education and training for nurses, midwives and healthcare support staff to facilitate their continuing professional development and ongoing competency. Stakeholders include nurses, midwives and other healthcare professionals across Community Healthcare West and Saolta Hospital Group. The number of nurses and midwives in this area is 1600 approximately.

Our team:

Paula Scully (Administrative Assistant), Annette Cuddy (Director), Averyl Farrell (Midwife Tutor), Cora Appelbe (Nurse Tutor), Grainne Glacken (Specialist Coordinator), Mairéad Loftus (Specialist Coordinator), Ruth Hoban (Specialist Coordinator, moved to nurse midwife prescribing team May 2021), Philip Beirne (Principal Nurse Tutor)

Our work is focused on the four strategic priorities but for the purposes of this report we have positioned it as capturing under quality and safety.

We are involved in a number of national, regional and local education, development and training programmes and groups and below is a sample of some:

- We develop, collaborate and provide of QQI programmes such as - the development of a QQI Level 8 Certificate in Gynaecology Nursing; QQI L5 Medicines Management Education Programme for Staff Employed in Disability Service; FETAC Level 5 QQI; Quality & Qualifications Ireland (QQI) Governance Implementation Group (Chair of Further Education & Training Committee)
- We are involved in a number of groups with a focus on children's services including - Leading the Way, A National Strategy for the Future of Children's Nursing in Ireland 2021-2031 Implementation Advisory Group; Child and Family Health Needs Assessment (CFHNA) Steering Group and Lead for CFHNA Education Subgroup; National education programmes to support the Implementation of National Policy on Continence in Children & Young People; Regional Children's and Young People's Nurse Education Group, (RCYP) HSE West/Midwest/

Northwest; Saolta Critically Ill Child and Injured Child Education Group, and more.

We offer Peer Group Clinical Supervision/ Preceptorship: Teaching and Assessing.

During 2021 our activity includes a total of 194 learning events were scheduled across Mayo and Roscommon in 2021. A total of 4,530 candidates attended learning events in this period. During May 2021 the HSE experienced a cyber-attack which effected attendance during this time.

The general feedback from our participants include: "The overall programme was excellent". "The quality of speakers more than I expected". "The speakers were very clear". Being on Webex made it more / easily accessible on my work IT equipment vs the other online platforms".

Training for Vaccination Centres

On request from SAOLTA Group Director of Nursing, the CNME Mayo/ Roscommon, in collaboration with CNME Galway, developed a suite of programmes to support new vaccinators recruited for the mass Vaccination Centres. The programmes that were provided were:

1. Anaphylaxis Programme with 55 programmes delivered and 205 attendees
2. Basic Life Support with 48 programmes delivered and 114 attendees
3. Injection Technique Programme with 45 programmes delivered and 158 attendees

From May 2020 CNME Mayo/Roscommon responded to the changing healthcare environment and the challenges of education by implementing blended learning strategies to support learners.

Return to Nursing Practice Programme (RTNP)

CNME Mayo/Roscommon was requested to deliver a bespoke RTNP Programme for staff returning to work in Mayo Community Living Services. Six staff undertook this programme, commencing in August 2021, and all completed in October 2021.

In 2022, this programme was offered nationally using a “hub and spoke” approach. CNME Mayo/Roscommon are involved in supporting a candidate in clinical practice and facilitating general and mental health lectures online and face to face.

Our stakeholders include nurses, midwives and other healthcare staff across Community Healthcare West and Saolta Hospital Group. The number of nurses and midwives in this area is approximately 1,600.

Regional Children’s and Young People’s Nurse Education Group

West/Midwest/Northwest

The aim of the ‘Regional Children’s and Young People’s Nurse Education Group West/Midwest/Northwest’ (RCYPNG) is to strategically identify, develop, deliver, and evaluate programmes in response to service need and professional developmental needs of nurses working with children and young people in the West/Midwest/Northwest Region.

In quarter four (Q4) 2016 in response to stakeholder requests, the Centre of Nurse and Midwifery Education (CNME) Mayo/Roscommon identified a significant gap in education for nurses engaged in the care of children in the region. It became apparent that this was not just a local issue, that it was a service need across the region.

The RCPYNG encompasses the five CNMEs within the NMPDUs, within the five regions i.e. CNME Mayo/Roscommon, CNME Galway, CNME WMW, CNME SL&WC, CNME Donegal.

The emphasis is on collaboration and combining of resources among the CNMEs, service providers, interdisciplinary and interagency working both in the acute services and community, while acknowledging individual and collective responsibility and accountability as a key strength of the group.

At the outset linkages have been developed at a national level with a number of key stakeholders including the Children’s Health Ireland (CHI), Centre of Children’s Nurse Education (CCNE), Public Health Nursing, and National Programmes for Paediatrics and Neonatology.

It encompasses all services caring for children and young people in the region creating a capacity and capability within the region to respond to nurses’ and midwives’ educational needs.

Impact

The critical success factors that were identified included:

- It is notable that this is the first project of its kind nationally
- The local, regional and national connectivity which has been established and continues to evolve, both within nursing and across disciplines and agencies, in keeping with the ethos of Sláintecare (2017) and the HSE National Model of Care for Paediatric Health Services in Ireland
- Its adaptability to clinical needs and evolving educational approaches exploring new mediums to support its clinical stakeholders
- Publication of inaugural 'Report on Regional Children's and Young People's Nurse Education Group HSE West, Midwest & Northwest 2017-2019' <https://healthservice.hse.ie/filelibrary/onmsd/regional-cyp-nurse-education-group-hse-westmidwestnorthwest-report.pdf>
- Identified as a practice exemplar in 'Leading the way: a national strategy for the future of children's nursing in Ireland 2021-2031' <https://healthservice.hse.ie/filelibrary/onmsd/leading-the-way-a-national-strategy-for-the-future-of-childrens-nursing-in-ireland.pdf>

Future plans

The RCYPNG group continues to explore innovative means to build sustainable capacity within the capability of the CNMEs and services in the region:

- To meet the demand for education and training for nurses and midwives working with children and young people across all healthcare settings within the region
- To publish the Report on Regional Children's and Young People's Nurse Education Group HSE West, Midwest & Northwest 2020-2021 in Q4 2022
- To continue to support realisation of the objectives of strategic priority 3 of 'Leading the way: a national strategy for the future of children's nursing in Ireland 2021-2031'
- To support the proposal to extend this model to other regions nationally

CNME Kerry

With the accreditation of the Consortium of Centres of Nursing and Midwifery Education (CCNME, QQI, 2022) to deliver QQI Level 5-8 programme the CNME, Kerry and Bantry General Hospital is presently working in collaboration with the Limerick CNME in developing a Level 8 (10 credit) module on Comprehensive Health Assessment of the Adult/ Child/ Infant for submission to QQI in September 2022.

Other collaborations include the development of the National Certificate in Psychosocial Interventions Level 8 (20 credit) award and a maternity diabetes module. There is representation from the CNME on the QQI Oversight Group and on work streams for the Learning Management (LMS) and Classroom Management (CMS) Systems.

The CNME provides a wide range of programmes and courses to our stakeholder groups including acute services, older person's services, maternity services, children's services, mental health and intellectual disability services.

Here is a small sample of the breath of the training, courses and programmes we provide:

- Training in anaphylaxis
- Basic life support training including neonatal resuscitation programme
- Breastfeeding/ care of women in labour /water birth education
- Working with Psychosis
- Risk Assessment & Management Skills for Suicidal Presentations
- Domestic violence
- Peripheral venepuncture and IV cannulation
- Final Journeys / Enabling and Enhancing Quality of Care for the Person with Dementia in the Acute Setting / Making Every Contact Count (MECC)
- HCA QQI Activities of Living Patient Care
- National Early Warning Score
- Care for an Infant with Tongue Tie
- Regulation 15 Individual Care Plan Champions Training Programme

NMPDU South West Cork Kerry

Advanced Nursing and Midwifery Practice Portfolio

A key goal of A Policy on the Development of Graduate to Advanced Nursing and Midwifery Practice DoH (2019) www.gov.ie/publications is to 'Create a Critical Mass of RANP/RAMP's through a developmental pathway for graduate and specialist nurses and midwives.

Currently there is 2% of the Nursing and Midwifery workforce practising at ANP/AMP level. A key recommendation of the expert review body report is to *'progress a revised target of 3% of the nursing and midwifery workforce practising as Advanced Nurse and Advanced Midwife Practitioners'* (recommendation 10 page 10)

There are currently forty-eight Registered Advanced Nurse Practitioners (RANPs) working across a variety of disciplines in the Cork/Kerry region. The role of the NMPDU is to provide support, guidance and advice on the development of Advance practice roles across all disciplines. The NMPDU Officer liaises with DON, DOM and Heads of Service /GM on services needs and assists with the development of a job description utilising the nationally agreed templates <https://healthservice.hse.ie/about-us/onmsd/advanced-and-specialist-practice/advanced-practice.html> Academic links with University College Cork are also maintained and regular consultations take place to ensure a focused cohesive approach to ANP/AMP role development and progression.

Impact

The NMPDU is currently working with twenty-six candidate Advanced Nurse Practitioners (cANP) in clinical practice supporting them towards NMBI registration. The NMPDU Officer provides advice on role and service development, guidance on achieving educational goals and clinical supervision and the completion of the required service level agreements and memorandum of understanding. Each cANP is supported by a local implementation group which one of our team member NMPDU Officer also is a member.

Clinical supervision, access to support structures, progress on learning outcomes, agreed referral pathways, governance and reporting relationships are items discussed and agreed by the LIG.

Future plans

Following the recent DOH funding to support the further development of Advanced Practice posts in 2022, the NMPDU will continue to support the South South West Hospital Group and Community Health Organisation 4 to operationalise these posts within service.

The strategy for the National Clinical Programme for Older People (ICPOP) is the development of comprehensive integrated services across primary and secondary care for older persons. Five cANPs have been appointed to the newly established community hubs. The cANPs will be supported by the NMPDU Officer in identifying clinical learning needs and caseload identification based on service needs. As these ICPOP cANPs are moving away from the traditional supervision structure found in the acute sector the NMPDU Officer will guide and support the candidates to identify and establish clinical supervision, governance and reporting relationships.

Post Registration Education Funding and Development for Nurses and Midwives

The Office of the Nursing & Midwifery Services Director (ONMSD) provides guidance and funding support to assist registered nurses and midwives to improve their knowledge, skills and competence through Continuing Professional Development (CPD). CPD is an integral component in the ongoing delivery of safe quality care for the benefit of service users.

The NMPDU conducts two Formal Academic Funding Campaigns each year in spring and autumn. The campaigns coincide with the Education Bodies academic intakes. The NMPDU is guided by key documents ONMSD Standard Operating

Procedure 2022 - 016 for funding of Post Registration Education for Nurses and Midwives sponsored by HSE HR Circular 020/2014 and the 'NMPDU Cork/ Kerry Guideline for Funding Support for Continuing Professional Development for Nurses and Midwives February 2022. <https://healthservice.hse.ie/about-us/onmsd/cpd-for-nurses-and-midwives/apply-for-funding/nmpdu-south-west.html>

Impact

The availability of expert advice, guidance and financial support demonstrates the NMPDU's continued commitment to providing educational support to enhance clinical practice and professional practice. Academic funding support is provided for a range of educational opportunities ranging from short courses, modules, Post Graduate Diplomas and Master of Science programmes. Attendance at relevant conferences and short courses is also supported. To date, in 2022, the NMPDU has financially supported 320 nurses to undertake formal academic study and supported 298 nurses to undertake short CPD programmes.

Future plans

The NMPDU will launch the spring 2023 Formal Academic Funding Campaign later this year to support registered nurse and midwives undertake programmes of study commencing January to April, 2023.

In addition to this the NMPDU will support a key recommendation from the COVID-19 Nursing Homes Expert Panel: Final Report <https://www.gov.ie/en/publication/3af5a-covid-19-nursing-homes-expert-panel-final-report/> In light of this report the ONMSD has secured additional funding to support nursing staff in residential services to complete a Post Graduate Diploma in Gerontology.

Older Persons Services Portfolio – NMPDU Link Officer Cork and Kerry

Within the Cork and Kerry region the HSE provides a broad range of services for older people in our community, including in-patient acute services, step down/ rehabilitation services, convalescent care services, respite care services, day services, community services including support from PHNs, Community RGNs, home helps and residential care service.

The Older Persons Services (OPS) NMPDU link officer provides support and guidance to nursing colleagues working within Older Persons Services by embracing and promoting awareness of the key principles which underpin nursing care within the gerontological setting, whether it be community or hospital based.

Impact

The NMPDU continues to assist and guide nurses working in OPS with the implementation of health strategies such as Sláintecare and the National Clinical and Integrated Care Programmes for Older People.

Future plans

In collaboration with the Directors of Nursing in Cork Kerry Community Healthcare OPS, the NMPDU continues to promote the use of the National Transfer Document as a tool to assist the safe and effective handover of an older person being transferred from the residential care setting to an acute care setting.

As a means of supporting Directors of Nursing in OPS, the NMPDU is working alongside the National Lead for Older Person Services on the development of a national OPS Director of Nursing Forum. This forum which will provide an opportunity for DONs to share their expert knowledge base and provide them an opportunity to contribute, influence and participate in the future developments of services at both a local and national level

Framework for Safe Nurse and Midwife Staffing and Skill Mix Cork and Kerry

Preliminary Census data enumerated in April 2022 demonstrates that there is a 12.7% population increase in Cork and Kerry since the 2016 census. (<https://www.cso.ie/en/releasesandpublications/ep/p-cpr/censusofpopulation2022-preliminaryresults/introduction/>)

To meet the healthcare needs of an increasing population, effective workforce planning is a key priority for all health care service managers. The main policy driving change in the Irish health work force is the Sláintecare, which highlights the significant role nurses and midwives contribute in enhancing the care of the population. To identify levels of staff recruitment and retention, the Strategic Workforce Planning & Intelligence Unit provides data on a monthly basis on the Nursing and Midwifery workforce. The whole time equivalent (WTE) workforce report data for May 2022 ascertains that Cork and Kerry regions combined currently has a Nursing and Midwifery workforce of 8,230 WTE, an increase of 22 WTEs on April 2022 data returns. <https://www.hse.ie/eng/staff/resources/our-workforce/workforce-reporting/>

There is an increasing demand both now and into the future, to ensure that there is sufficient nursing and midwifery workforce available. To assist in determining the future predicted safe levels of nursing and midwifery WTE and meet the visions, aims and goals of Sláintecare, the NMPDU continues to support the Department of Health, HSE and service areas in implementing the Safe Nursing and Skill-Mix frameworks.

Impact

In collaboration with the ONMSD and NMPDU's nationally, the NMPDU has engaged with colleagues and stakeholders in the region, as required, to promote and support the implementation of Phase 1 and 2 of the Framework for Safe Nurse Staffing and Skill Mix for the General and Medical Setting in Acute Services, and the Emergency Department Setting. It is expected that with the continued use and implementation of the Trendcare™ Workforce Planning and Management System in service settings, this will support senior nursing / midwifery managers in their analysis and evaluation of operational data such as rostering, staff leave, performance and productivity etc. and ultimately assist them in determining the appropriate WTE required for safe care delivery.

Future plans

Nationally, Phase 3 of the Framework for Safe Nurse Staffing and Skill Mix in General and Non-Acute Care Settings commenced in December, 2020. Following the publication of COVID -19 Nursing Homes Expert Panel report which was undertaken by the DOH in 2020, the initial focus of Phase 3 is currently on Long Term Residential Care (LTRC) Settings for Older Adults including HSE community hospitals and community nursing units. One of the nominated pilot sites for the framework is based in a West Cork Long Term Residential Unit. The NMPDU in Cork and Kerry will continue to offer support and guidance to colleagues during the pilot phase as they progress in their development and study of creating a Safe Staffing Tool and Framework for OPS.

Specialist Practice for Nurses and Midwives – Clinical Nurse Specialist (CNS)/Clinical Midwife Specialist (CMS)

The Report of the Expert Review Body on Nursing and Midwifery (Government of Ireland, 2022) - Recommends that the ONMSD, with the Higher education institutions, to develop and offer Continuing Professional Development programmes in line with service need for registered nurses and midwives with the initial focus to facilitate the development of:

- Advanced leadership, supervision, and delegation capabilities.
- Digital health and communication.
- Data analytics and decision making.

The Framework for the Establishment of Clinical Nurse/Midwife Specialist posts recognises the contribution of the role of CNS/CMS to high quality patient/client care within the Irish health service (NCNM, 2008) The CNS/CMS career pathway offers nurses the opportunity to work within an inter-professional carer pathway while incorporating professional development.

The NMPDU Cork/Kerry supports the aims of the framework by:

- Representation on the national CNS/CMS support network of evolving services
- Providing advice and guidance on the content of the job descriptions as required
- Maintaining a repository of nationally approved job descriptions to use for guidance of services as required
- Collaborating with colleagues nationally to develop a series of webinars to support the development of CPD for Clinical Nurse/Midwife Specialists
- Developing and maintaining links with acute and CHO services to improve the reliability of information on CNS/CMS numbers in service. This work is ongoing
- Update of local database to improve information retrieval
- Database records are a key source of information on progression of specialist practice in Acute and Primary Care
- Provide the source of information as requested nationally on total CNS/CMS numbers
- Progress on current recruitment campaign

Impact

Database for CNS and CMS is updated through active links with services. A programme of webinars targeting the learning needs of Clinical Nurse Specialists/Clinical Nurse Midwives is at an advanced stage of development with delivery planned for Q4 2022.

Future plans

The NMPDU will continue to guide and support services in developing CNS/CMS posts in line with National Council for Nursing and Midwifery Framework 4th Edition (2008). NMPDU Cork/Kerry will work with services and continue to progress the ONMSD process which promotes consistency in the content and structure of the job description and thereby upholds the standardisation in the development and maintenance of the role of the CNS/CMS nationally.

CME - Cork University Maternity Hospital

Making Every Contact Count **Impact**

The aim of Making Every Contact Count (MECC) is to provide healthcare professionals with effective tools and knowledge to carry out a brief intervention with patients or service users.

Part 1: Complete the HSeLanD eLearning training programme consisting of 8 x 30-minute eLearning modules.

Part 2: Enhancing your Brief Intervention Skills Workshop: An opportunity to complete an 'Enhancing your Brief Intervention Skills' workshop.

The Making Every Contact Count training - One Conversation Can Change a Life Training:

- Introduction to behaviour change - providing a foundation in behaviour change theory and techniques including the underlying principles of a patient-centred approach
- A skills into practice module - demonstrates the skills of how to carry out a brief intervention across a range of topics through a suite of video scenarios using real-life healthcare professionals

Focusing on:

1. Introduction to Behaviour Change
2. Tobacco Free
3. Alcohol and Drug Use
4. Get Ireland Active
5. Healthy Food for Life
6. Talking about Overweight & Obesity
7. Promoting Mental Health & Wellbeing
8. Skills into Practice

In 2022, CUMH has successfully ran 3 educational sessions on MECC. The impact of these education sessions has resulted in 27 members of the multi-professional team in CUMH being trained on effective tools and knowledge to carry out a brief intervention with patients or service users. This intends to impact positively on patient's quality of care – through opportunistic encounters 'One Conversation Can Change a Life Training'. The introduction of the breath carbon monoxide monitoring has commenced for pregnant women in CUMH.

Future plans

From September to December 2022 there are four scheduled training sessions for MECC in CUMH. Furthermore this September, 3 staff from CUMH and the Centre of Midwifery Education will attend a MECC train the trainer course in Dublin. The expansion of qualified instructor's aim to increase the frequency that MECC courses can be facilitated in CUMH in collaboration with Midwife Majella Phelan CMM2 Smoking Cessation and the Health Promotion & Improvement Department, Cork Kerry Community Healthcare promotion.

TEARDROP

(TEARDROP: Teaching, Excellent, pArent, peRinatal, Deaths-related, inteRactions, tO, Professionals)

The TEARDROP workshop has been designed to address the educational needs of all health professionals involved in maternity and new-born care in managing perinatal death and pregnancy loss and is based on the National Standards for Bereavement Care Following Pregnancy Loss and Perinatal Death. The TEARDROP workshop is facilitated by the Multidisciplinary team within Cork University Maternity Hospital (CUMH). The learning stations include: Communication; Investigation and Management; Perinatal Pathology; Fatal Fetal Anomalies; Termination of Pregnancy & Perinatal Palliative Care; Pregnancy After Loss and Risk Factors, Audit & Reporting. Staff attending the TEARDROP workshop are divided into small groups and rotate around the different workshops. The small-group learning strategy provides the staff attending the education the opportunity to work collaboratively, and promotes team-building skills which are essential for working within the maternity setting.

Impact

The impact of the TEARDROP education has resulted in a large number of the multi-professional team across the Ireland South Women & Infants Directorate receiving this education promoting a multidisciplinary collaborative approach to implement the National Standards for Bereavement Care Following Pregnancy Loss and Perinatal Death in practice when providing caring for women and their families experiencing perinatal death and pregnancy loss.

Introduction Programme for 3rd Trimester Ultrasound Scanning for Registered Midwives

The aim of this programme is to provide education for midwives to be able to perform a limited ultrasound as part of routine prenatal care in the third trimester of pregnancy. Having the skill to perform ultrasound should enable the midwife to obtain images of the fetus that, when used along with other clinical assessments, enables management decisions to be made more quickly and with greater confidence. The ability to perform and/or interpret a limited obstetric scan in the third trimester may allow for rapid diagnosis of fetal status, save the pregnant woman delay and additional cost, and allow the woman to remain under midwifery management.

The introduction programme for 3rd trimester ultrasound scanning for registered midwives was facilitated over a 5 week period in the evening from 18.00-20.00. The PowerPoint presentations and key reading resources were uploaded to the classroom management system. A virtual class was set up to facilitate the midwives were unable to attend the face to face education.

Impact

The increase number of midwives who have successfully undertaken the Introduction programme for 3rd trimester ultrasound scanning for registered midwives, has resulted in women receiving a faster diagnosis of fetal status, save the pregnant woman time in waiting for a referral to the fetal assessment department. The women are therefore permitted to remain under midwifery management. The result of Introduction programme for 3rd trimester ultrasound scanning for registered midwives, has reduced the number of women referred into the fetal assessment department.

Future plans

A second series of lunch time education sessions are in the process of being developed.



Public Health Collaboration

Work in **collaboration with Public Health** on guidelines for:
COVID-19, **Immunisations**; School Immunisations & Vaccines
Support development of new nursing structures in **Public Health Protection & Surveillance**

2

Quality and Safety

The ONMSD will embrace a culture of quality and safety and build the necessary knowledge, skills and abilities of Nurses and Midwives and Health Care Assistants under our governance and function, to support them to lead and drive quality and safety improvements in clinical practice.



Clinical Care Design & Innovation

N&M Leadership support
National **Clinical & Integrated Care**
Programmes implementation
Deteriorating Patient Recognition & Improvement
Early Warning Systems



Quality Initiatives & Research

Collect & Analyses **Data** to inform decision-making
Quality Care Metrics **QCMS** ECC metrics
Spark Innovation Programme N&M **Research Priorities**



National Policies, Protocols & Guidelines

Shaping the Future of ID Nursing Anaphylaxis
Children's Strategy Mind Mothers **Mental Health**
Pronouncement of Death by Registered Nurses
Wound Management, Central Venous Access Device for a Child
Occupational Health Nursing Strategy

National Systemic Anti-Cancer Therapy (SACT) Competency Programme for Nurses Working in Cancer Care

The rationale for the development of the programme:

- Service request on the back of service need, staff turnover and requirement for competent SACT administrators to cope with the increase in treatment regimens and complexities of SACT
- Numerous different programmes being run in different hospitals nationally
- Access was mostly restricted to staff attending their own hospital programmes making it very challenging for Band 2 & 3 hospitals to access programmes.

The aim of the programme is to standardise the education and assessment of SACT administration and patient care, to ensure consistently safe and high-quality SACT practice. Upon completion of the programme, registered SACT administrators are then free to move between employers within Ireland or the UK without the need for retraining, which will be more efficient and effective for services.

By the introduction of this national programme for SACT administration, it will ensure training is consistent throughout the country, standardising knowledge, competency and best practice, as well as providing specialisation in cancer care nursing which in turn will enhance professional confidence and job satisfaction. Cancer patients will benefit for the same high quality nursing care from nursing staff no matter where in the country they are being treated.

Impact

- Agreement from all 13 Type 1 & 2 SACT hospitals and nurse education facilities (see paragraph below) to run this programme through their CNME/CLD but with ongoing specialist input from the cancer team to deliver the lectures
- Access to the facility and specialist co-ordinator to run the programme
- Programmes will be available every month to ensure staff nurses can easily feed into any programme in any of the 13 participating hospitals so centres will only need to run their programme once annually

- National registration and certification is through HSeLanD and nurses will be prompted on an annual basis to be reaccredited through HSeLanD
- Education and training of SACT nurses will be standardised nationally so no matter which programme they attend, they will all receive the same training and assessment
- If SACT nurses wish to move hospitals, they will no longer require retraining when they move to another facility

The programme was launched in February 2022 and has now been running for 6 months. It has taken place in 6 sites to date: through the CNME/CLD of the Midlands Regional Hospital Tullamore, Tallaght University Hospital, St James's Hospital, Galway University Hospital, Letterkenny University Hospital and University Hospital Limerick. The feedback has been really positive. Some quotes:

"Thank you to all for the opportunity to attend this wonderful course. I appreciate everyone's input and time".

"Yes it has met my expectations and all topics were explained really well. Brilliant teaching/ learning".

A total of 55 nurses from all around the country have now completed the 2 day programme and are in the process of completing their UKONS SACT Competency Passport. A total of 36 SACT Assessors have been accredited by UKONS (UK Oncology Nursing Society) to support and guide nurses to complete their Passport.

Future plans

We are developing a practical video in collaboration with UCD and St. Vincent's cancer nursing team. It is a step by step guide on how to safely administer SACT. Nurses will be able to access it before and after their practical session to maximise their learning outcomes.

Also, there has been huge interest from the private hospitals requesting access to the national programme. It is our vision that all SACT nurses are trained to the same level and have access to the same programme no matter where they work. We are in the process of developing a national pathway with all parties involved.

Summary of National Cancer Control Programme Nursing Projects

2 day & 3 day Nurse Education Programme

- Programme design being reviewed prior to re-applying for NMBI accreditation
- Working Group being convened from hospitals delivering the programme to review the design and content

Psycho-oncology Nurse Education Programme

- Waterford and Tullamore are considering plans for running the programme
- Plans for setting up the Psycho-Oncology Nursing Forum will be reviewed after new nurses are in post

Targeted Therapies Nursing Education Programme

- First programme delivered on 28th & 29th March 2021 with 91 participants
- Sessions recorded for further delivery of the programme and will be facilitated with different panels and co-ordinators - content being edited at present
- Next steps being considered

Clinical Trials Nurse Education Programme

- Preliminary scoping piece - reviewing the possibility of a Clinical Trial Nurse from Ireland going on secondment to Toronto for one year to review what learnings can be taken from the Canadian model
 - Funded by the ICS & NCCP and work being led by ICS
 - ICS touching base with team in Canada for an update on the feasibility of this programme
- Mater interested in being a pilot site

NCCP Educational Framework for Oncology Nurses

- Existing framework from 2012 to be reviewed and updated
- Programme of work will include a literature review and review of the UK model
- Steering Group being convened and TOR being drafted

Workforce Planning (incl. HSCPs)

- Phase 1; Work undertaken to scope oncology / haematology nursing configuration in ambulatory care settings funded by ONMSD, commissioned and awarded to Trinity
- Final report completed in September 2022, phase 2 includes DOH meeting with Chief Nursing Office
- Cancer Nursing Census template finalised and sent out to services nationally
- Working Group being set up to review the scoping findings and census template - membership under review

Cancer Genetics & Family History Service Development

- Patient education piece being developed by ANP at St James
- 1/2 day education programme being planned and will be facilitated by ANP in St James's Hospital
- Funding available for 5 places at the RCPI certificate course

Geriatric Oncology Service Development

- Geriatric Oncology handbook being developed - ANP in Waterford reviewing booklet structure
- Geriatric Oncology Nursing Forum being set up and first meeting being arranged for November (TOR in draft)

Cancer Survivorship - Patient Treatment Summary & Care Plan - Colorectal Patient Passport

- Rollout to final sites (Mater & Vincent's Hospitals) being progressed
- App development under consideration as part of future phases of work when new PM starts

Patient Treatment Summary & Care Plan (Breast Cancer)

- Treatment Summary Minimum Dataset reviewed by NCCP Clinical Advisor and QIP committee - next steps for patient engagement and finalising the dataset to be reviewed as part of the Upper GI development
- Majority of the minimum dataset fields are present on NCIS but fields are blank (MDM module currently not being used outside of Head & Neck, Gynae, Lymphoma & Prostate in Galway)
- Development of the breast treatment summary will be considered as part of the Breast Care Nurses Forum (next meeting will be held in November)

Prostate Risk Stratification

- Follow up recommendations for post-surgery and post RT prostate cancer patients developed and out for consultation - when finalised they will be published on the NCCP website
Fortnightly meetings with prostate ANPS at the phase 1 sites Mater, Galway & Limerick being held to progress the following components of care: stratification protocol, needs assessment & care planning, virtual monitoring, treatment summary development and patient navigator/support worker job description
- Project manager resources under review - business case developed
- Risk Stratification Framework to be updated and sent to executive for sign off of revisions prior to publication on the NCCP website
Meetings planned with Citizens Health Portal to discuss portal development for sharing questionnaire and tests results with patients and GPs
- Test of NCIS for tracking patients on self-managed follow up pathways ongoing - meeting being held in September to discuss next steps
- CASE nurse submission under review with ICS & TruNorth
- Recruitment of Patient Support Worker posts at phase 1 sites progressing

Cancer Thrive & Survive

- National online programmes ongoing
- Further new leader training planned for September
- Plans for young adult programme in Q3/Q4 progressing
- Programme Co-ordinator attended HSE working group on assessor training

- Work completed on updating leaders manual and reviewed with SMRC, manuals printed and delivered to active leaders
- Work to begin on updating the master trainers manual in 2023
- Options for developing a CTS promotional video under review
- Mercy Hospital staff attending new leader training in Sept - they will be a new hospital site delivering the programme
- Research project commencing with Maynooth University on the use of connected health technologies for delivering survivorship programmes. Participants from CTS and LACES (Life and Cancer - Enhancing Survivorship) taking part

LACES (Life and Cancer - Enhancing Survivorship) - End of Treatment workshop

- Programme running online using Microsoft Teams and open to cancer patients nationwide
- Report on patient feedback in the first 6 months being compiled
- Reduction in referrals to the programme being seen - working with hospitals to identify champions to increase awareness of the programme and increase referrals
- Face to face programme delivery started in Limerick
- Men only sessions being provided
- Research project commencing with Maynooth University on the use of Connected Health Technologies for delivering survivorship programmes. Participants from CTS and LACES taking part

Nursing Site visits 2021/2022

- NCCP nursing team met with Nurse Managers, Staff nurses, CNS and ANPs in the 26 hospitals that deliver SACT treatments
- Report on the outcomes from the site visits being prepared for Exec/SMT

QQI Health Service Skills Programme

The aim of the QQI Health Service Skills Award is to educate healthcare assistants/support staff to contribute to safe, quality person centred care, in a variety of Health and Social care settings. The learner achieves the necessary competency standards of knowledge, skills, attitude and behaviour to deliver quality care, while working under the direction and supervision of the Registered Nurse/Midwife. Galway CNME are currently facilitating 10 modules that are available for learners to access who are working in the Acute, Older Person, Mental Health and ID services.

Impact

This award has greatly impacted on the delivery of service, as it has enabled the learner to acquire the knowledge, skills and competence to enhance their role in healthcare. It has promoted the provision of high standards of patient centred care using evidence based practice. In addition, it supports the progression to further and/or higher education and training. Health Service Skills is the Major Award for Healthcare assistants who are working in the Hospital sector and the award is made up of 120 credits on the NFQ at Level 5.

Future plans

This programme will be running again in yearly beginning in September 2022.

National Infection Prevention & Control (IPC) Link Practitioner Programme (2021)

The aim of this programme was to provide the IPC link practitioners with an opportunity to advance their IPC knowledge and skills, safely in the healthcare setting. In addition, it improved access to IPC supports around decision-making in relation to care and service delivery. The National Infection Prevention and Control (IPC) Link Practitioner programme was held in the Clayton Hotel in June 2021.

Impact

As a result of this important programme, a support network was developed from healthcare workers who attended this beneficial five day, blended learning programme. It was co-ordinated by Kathleen Leahy and the Galway CNME was one of the first centres to facilitate it, in response to the COVID-19 pandemic. Speakers were from; the CHO2 IPC team, the HSE National Director of Nursing office, Infection Prevention & Control and AMRIC teams. National evaluations of this programme are ongoing.

Future plans

This National programme is being facilitated again in September & November 2022. As a result of participating in this programme the CHO2 IPC team continue to support and educate the IPC link practitioners. This is a national initiative.

CNME Donegal

Development of a new virtual preceptorship workshop

The aim of this workshop is to increase accessibility and attendance of the preceptorship workshop during the COVID-19 pandemic.

The CNME Donegal had always delivered a comprehensive preceptorship programme in collaboration with the practice development Clinical Placement Coordinators (CPC's) and the lecturing staff from Atlantic Technical University (ATU) (Formerly LYIT). In recent years this involved the learner completing an online element with a face to face workshop attendance in preparation for the preceptorship role. The CNME Donegal began delivering the virtual workshop in place of the face to face version in October, 2020. This process was accelerated due to the ongoing pandemic and the reduction or absence of face to face teaching in an attempt to ensure safety and follow National public health guidance. This change happened to coincide with the availability of CPD for nurse tutors and facilitators in the centre in the 'virtual class essentials'. Also the newly implemented classroom management system had just been established that allowed the learner to view and book programmes electronically/remotely. Catherine Kelly, CPC for Intellectual disability service, Donegal and Philippa Mc Gavigan, Nurse Tutor, CNME Donegal, began developing a programme in consultation with key staff in ATU that would ensure quality learning outcomes were achieved, without the need for face to face teaching.

The programme outline and pre requisites have been designed to include the key content but with different methods of teaching. Each learner must complete the current e-learning module in advance of enrolment onto the virtual workshop as a mandatory requirement, removing the need to manually check certificates of e-learning. The online platform used is Cisco Webex. Interactive tools are used for teaching and assessment of learning such as Kahoot, videos, mentimetre and breakout rooms to facilitate scenarios and online discussion. This is all supplemented by resources provided to each learner for self-directed learning and reference.

Impact

To date (August 2022) a total of 346 preceptors have completed the new version of the programme, feedback from attendees is immensely positive with the majority preferring the online format, however this will be reviewed constantly to meet the needs and preferences of the attendees (see an extract of feedback below).

100% of respondents answered yes, it did meet their expectations, 100% would also recommend to a colleague.

33% are 'somewhat confident' as a new preceptor following attendance of the course, whilst 67% are 'very confident' for their new role.

'I think the programme worked well. I wouldn't change anything'

'Found it a very helpful meeting'

'I found the course good with loads of information'

This was a local initiative but we linked in with other CNMEs to share information and format, some are planning to trial the same programme, including midwifery services at LUH.

CNE Cork

The CNE Cork responded to the identified service needs for education of nurses recruited to CUH. The CNE provides continuing professional development and education for Registered Nurses in areas such as Chemotherapy; Deteriorating Patient; Haemovigilance and Blood Administration; Medication Management; Multi-modal Analgesia Delivery Systems; Non-invasive Ventilation Support e.g. CPAP, BiPAP; Tracheostomy Care; Nutrition Support; Stroke; Wound Care. Training is provided for nursing staff on clinical equipment new to the hospital e.g. healthcare infusion systems, defibrillator.

The main programmes provided in 2021-2022 related to the adaptation and assessment programmes for nurses trained outside of Ireland, induction programmes for newly qualified nurses (general programmes and integrated programme) and regular induction programmes for nurses newly appointed to CUH to ensure that service needs are met. Programmes are provided for Mental Health Services and there is continuous in-service education and training on a face-to-face basis adapted in response to Government guidelines during the COVID-19 pandemic.

Adaptation and Assessment Programme for Nurses Trained Outside of Ireland

The aim of the programme is to facilitate nurses trained outside the Republic of Ireland to undertake a period of adaptation and assessment prior to recognition of their qualification. The purpose of the adaptation and assessment is to assist the candidate nurse to be recommended for registration with NMBI.

The Adaptation programme consists of a two week theoretical component and a minimum six-week clinical placement. The theoretical component is delivered face-to-face and the content is based on the recommended topics from NMBI Compensation measures for nurses trained outside of Ireland (NMBI, 2019). A variety of teaching and learning strategies are utilised to build on the knowledge and expertise of

the candidate nurse. The candidate nurse is required to undertake a number of e-learning programmes providing some aspects of blended learning.

The candidate nurse works on an allocated ward/unit that has previously been audited and approved by NMBI as a learning environment. Each candidate nurse is allocated a preceptor/ associate preceptor/ supervisor who works with him or her on a daily basis. The supernumerary supervised clinical placement facilitates the candidate nurse to adapt to the Irish healthcare system, to develop and demonstrate the required knowledge, attitudes and skills to be deemed competent within their scope of practice. Under NMBI guidelines, the supervised clinical placement can be extended up to ten weeks (total of twelve weeks).

In addition to providing the theoretical input, the registered nurse tutors of the CNE are link tutors for each of the candidates. The role of the link tutor is to act as a point of contact for the candidate nurse and the clinical staff and to provide support. To monitor candidate progression by visiting with the candidate nurse, preceptor and clinical nurse manager on a weekly basis to provide continuous support. To ensure adequate feedback mechanisms exist between candidate and staff. To monitor quality assurance by ensuring that the candidate nurse and ward staff adhere to NMBI guidance on adaptation and assessment.

Impact

The 8-12 week Adaptation and Assessment programmes were provided on a monthly to six weekly basis in 2021 and 2022.

Number of candidate nurses attending in 2021 = 163 and 2022 = 142

Future plans

Due to the ongoing shortage of nurses in Ireland, it is envisaged that this adaptation and assessment programme for nurses trained outside of Ireland will continue every 6 weeks for the near future. This programme is available for Cork University Hospital.

Induction Programmes for

Registered General Nurses

The aim of the programme is to provide education, training and support for registered nurses and newly qualified and integrated programme nurses transitioning to work in Cork University Hospital.

The Induction Programmes are focused on Registered Nurses new to the hospital, Induction Programmes for Newly Qualified Nurses and Induction Programmes for Newly Qualified Nurses who have completed an integrated (adult and paediatric) undergraduate programme.

The programme provides addresses statutory and mandatory education. It also includes corporate induction and direction in professional development. This one-week programme, of face-to-face content, includes pre-programme requisites with the completion and certification of a number of e-learning modules and of pre-programme reading of specific policies, procedures, protocols, guidelines and relevant national documents.

The content is delivered by the Registered Nurse Tutors (R.N.T's) of the CNE with additional support from clinical nurse specialists. Delivered using a variety of teaching and learning strategies including a mix of blended learning. Numbers attending: 2021 = 103 and 2022 = 114

Future plans: To continue this valuable programme that assists registered nurses in their transition into CUH.

Cardiopulmonary Resuscitation

Focus of programmes:

- (a) Basic Life Support for Healthcare Providers
- (b) Heart Saver AED
- (c) Instructor Recertification
- (d) Advanced Cardiac Life Support

Cork University Hospital is a Recognised Training Site of the Irish Heart Foundation. Cardiopulmonary resuscitation is mandatory training for all disciplines of clinical staff employed in the health services. The Irish Heart Foundation/American Heart Association validates current education programmes and staff are required to refresh their skills at two-yearly intervals.

The programme delivered, (a) or (b) above, is determined by the acuity of the clinical site. One instructor in the site is an accredited faculty member of the Irish Heart Foundation and re-assesses instructors linked to the site on a two-yearly basis (programme (c) above).

Impact

The programmes are facilitated on an on-going basis, (a) to ensure that patients are treated effectively and efficiently in accordance with their clinical needs and (b) to ensure that health service staff have the opportunity to ensure that their mandatory training is kept up to date. Attendance numbers for these programmes as follows:

- Basic Life Support and CPR or Healthcare Providers (incl. Adaptation, Reg. Induction, Newly Qualified): 2021 = 570 and 2022 = 519
- Heart Saver AED programme: 2021 = 306 and 2022 = 205
- Advanced Cardiac Life Support: 2022 = 12

Future plans

Continue to provide the programme as required through identified service need.

Personal Protective Equipment

Focus of training on:

(a) Gown (b) Hazmat Suits

The advent of the COVID-19 pandemic in March 2020 provided all services with the challenge of securing Personal Protective Equipment (PPE) for staff and ensuring that staff were utilising PPE appropriately to prevent the acquisition and spread of infection.

Bespoke face-to-face PPE education was facilitated for all healthcare staff, with a focus on the most contemporaneous knowledge about COVID-19, the indications for donning and doffing and the opportunity to practice donning and doffing PPE in a protected environment.

A metric checklist and specific practical session on donning and doffing hazmat suits were developed and facilitated for staff working in designated areas (Emergency Department and Covid Intensive Care Unit).

Impact

The intensive efforts to provide face-to-face education and ensure all staff had the opportunity to practice donning and doffing PPE in a safe environment led to reduced staff infections with COVID-19. It also allowed the organisation to judiciously allocate the different types of PPE to the most appropriate areas.

Attendance at Donning and Doffing of PPE:

2020 = 2109, 2021 = 305, 2022 = 253

Future plans

All Induction and Adaptation programmes incorporate a practical donning and doffing session in their programmes. Continue to provide the programme as required through identified service need. Available locally to CUH.

Provision of Manual Handling Mandatory Education in CUH

The aim of this training is to provide HSE staff with the knowledge and skills to safely undertake manual handling and people handling tasks relevant to their work activities.

Three PMH programmes follow the statutory National Health and Safety Function, Workplace Health and Wellbeing Unit Manual Handling programmes. They are tailored and delivered to support HSE staff to provide safe patient care (when assisting individual patients to move, own wellbeing, ergonomics and moving equipment) within infection control requirements and updates in equipment.

- PMH Adaptation RGN
- PMH Induction RGN
- PMH for CUH staff (health care assistants, porters, physiotherapists, procurement, catering & housekeeping)

In addition spinal handling and team leader training is provided to staff who work with patients who have a suspected/confirmed spinal cord injury, to ensure staff in The Emergency Department, Intensive Care Unit and Neurosurgery on the Trauma Floor utilises the correct techniques and equipment to maintain alignment and protect the spinal cord. A further workshop is facilitated for people identified to work as team leaders when caring for a patient with a spinal injury.

Impact

HSE staff are supported to adapt and maintain core manual handling skills and develop new competencies in response to working within a COVID-19 environment and the changing needs of service users.

Attendance at Manual		
Handling Programme	2021	2022
PMH Adaptation RGN Day 1	163	142
PMH Adaptation RGN Day 2	163	142
PMH Induction RGN	109	111
PMH for Staff	21	107
PMH for Portering Staff	0	27
PMH for Portering Staff	0	24
Spinal Handling	19	19
Totals:	475	572

The evaluation form PMH NFHS is completed after each programme and indicate high staff satisfaction.

Future plans

Continue to provide the PMH Programmes as required through identified service need for HSE Staff.

Deteriorating Patient Improvement Programme (DPIP) 2022

Support Acute Hospitals in the Adoption of INEWS V2

The Irish National Early Warning System (INEWS) now refers to an early warning system rather than an early warning score. This project work is focused on establishing the total number of acute hospitals who have adopted INEWS V2 and identify supports needed for those in process of adoption or who are yet to adopt. This includes acting as a coaching resource and providing supporting materials and documentation for use in the adoption of INEWS V2. DPIP will liaise with acute hospitals to facilitate use of the INEWS audit tools, & guide the establishment of governance teams, promote safety huddles and provide guidance for their establishment and develop supporting resources. Additional project work includes collaborating with the NCP – CC to support the development of an ANP outreach response model and creation of a key dataset for those ANPs, working with resuscitation officers nationally to develop a standardised audit tool to collate in-hospital cardiac arrest data.

Impact

NCEC guidelines provide guidance and standards to improve the quality, safety and cost effectiveness of healthcare. Full implementation of INEWS V2 in acute hospitals will assure clinical staff that INEWS V2 provides evidence based, clinically validated guidance to assist them in the recognition, response and management of their clinically deteriorating patients. Other outcomes from this project work will be consistent, measurable & reliable data pertaining to in-hospital cardiac arrests across all acute hospitals and a sustainable outreach model to support critical care ANPs as their service evolves.

Future plans

Following full adoption of INEWS v2 across acute hospitals there will be focus on supporting hospitals to develop a sustainable governance model and processes to ensure DPIP KPI target of 100% is achieved and the work undertaken is aligned with the specific HIQA standards pertaining to the deteriorating patient.

Situation Awareness for Everyone (SAFE) Programme

Situation Awareness for Everyone (SAFE) is a collaborative programme between DPIP and the RCPI which is funded by OMNSD. SAFE is facilitated by expert faculty and clinical leads to improve communication build a safety culture and enhance outcomes for patients in Irish hospitals. SAFE brings multidisciplinary teams together with patient representatives and peers to explore patient safety risks and potential harms in a clinical system, develop and implement bespoke patient safety interventions using QI methods to enhance safe and person-centred care.

Since 2018, 228 clinical staff have participated in the SAFE collaborative making up 57 consultant led teams from multiple specialist areas including Maternity Care, ED, Respiratory and Renal medicine, spanning 30 acute hospitals and all hospital groups. The SAFE programme represents an excellent opportunity for multidisciplinary frontline clinical teams to further develop QI and patient safety skills to tackle a specific problem area in an early warning system of their choice. As well as QI theory, the SAFE programme includes situation awareness methodology and the planning or improving of safety huddles on the wards.

CNME Sligo, Leitrim & West Cavan

Impact

INEWS advocates an anticipatory approach to care which acknowledges the vulnerability of patients with 'no' or 'low' INEWS scores. It involves proactive management of risk to enable the earlier recognition of the potential for deterioration using clinical judgement, situation awareness and an appropriate tiered response model. The SAFE programme provides participants with the tools to form safety huddles with their team. Safety Huddles provide a platform to anticipate and communicate clinical concern, creating a culture of psychological safety where healthcare professionals feel comfortable seeking help and advice from one another and from senior colleagues. These small actions deliver big impact.

Future plans

DPIP are exploring funding options to continue to collaborate on the SAFE programme and consider developing wider programmes that includes the principles of the SAFE programme and other QI methodology, clinical knowledge and skills which will enhance the implementation of the INEWS V2 within acute hospitals.

We have developed a number of new programmes in 2022 relating to quality and patient safety in response to requests and training needs analysis undertaken with our key stakeholders. They include:

1. Professional Issues for Nurses and Midwives
2. Accountability, Documentation, NMBI Guidance
3. Patient Safety and Quality Assurance
4. Human Factors and Risk Management
5. Advanced Neuro Assessment for Nurses and Midwives: Neurological Assessment and Objective Structured Clinical Examination
6. Leadership for Nurses and Midwives: Emotional Intelligence, Teamwork and Communication
7. Dignity at Work for Nurses and Midwives: Dignity at Work Policy and Grievance Policy
8. Social Media Awareness for Nurses and Midwives: Policies and Guidance on its use

NMPDU South East

Sponsorship for Public Health Service Employees wishing to Train as Nurses/Midwives

This national scheme aims to provide an opportunity for employees in the Irish Public Health Services currently encompassed under the Support Service Grades such as Health Care Assistants/Multi Task Attendants, who are directly involved in the delivery of care to patients/clients within a nursing context the opportunity to avail of sponsorship to train as a nurse/midwife.

This scheme, managed nationally through the NMPDU South East (SE) is administered under HR Circular 40/2020: Sponsorship for Public Health Service Employees wishing to train as Nurses/Midwife in the following areas:

- An acute/non-acute hospital
- A community care area
- Intellectual disability services
- A long-term care facility
- A mental health service

The provisions of this circular are dependent on the availability of funding and resources and the capacity to sponsor applicants each year which is based on HSE priorities, available funding and HSE policy with 30 places were awarded in 2022.

Impact

The NMPD SE received and processed 111 applicants for this scheme in 2022.

A condition of the scheme requires the student to engage in a four year learning contract followed by a five year commitment to work in the Irish Public Health Service. The NMPDU SE conducted a review of the employment status of sponsored students since 2012. This review revealed a 98% employment retention rate for successful students as a registered nurse.

Shaping the Future of Intellectual Disability Nursing in Ireland: Supporting people with an intellectual disability to live ordinary lives in ordinary places

Changes in demographics, emerging health needs and a renewed movement to support people with intellectual disabilities live ordinary lives in ordinary places necessitated consideration of nursing in intellectual disability. To this end, a comprehensive examination of the contemporary role of the Registered Nurse in Intellectual Disability was conducted.

This report “*Shaping the Future of Intellectual Disability Nursing in Ireland: Supporting people with an intellectual disability to live ordinary lives in ordinary places*” (figure 1) provides a blueprint to direct Nursing in Intellectual Disability in Ireland into the future. <https://healthservice.hse.ie/about-us/onmsd/quality-nursing-and-midwifery-care/shaping-the-future-of-intellectual-disability-nursing-in-ireland.html>

In order to implement the recommendations of the report, an implementation structure was established. This includes an overarching steering committee and a professional development and education sub group. These nationally representative groups work collaboratively to advance the recommendations of the report. The role of the Steering Group is to guide and support the implementation of the recommendations emanating from the report and is achieved through a co-chair arrangement between the ONMSD and Community Operations.

NMPDU, West Mid West

Impact

- Business case developed for Advanced Practice service development
- Six webinars hosted between 2021-2022
- Evidence based report on hospital admissions by people with an intellectual disability between 2016-2020 using National Quality Assurance Improvement System (NQAIS) clinical data: Presenting problems/conditions that result in people with an intellectual disability being admitted to hospitals in the Republic of Ireland - An analysis of NQAIS Clinical data from 2016-2020 was completed in 2021
- Undergraduate clinical student placements and paper published in peer review journal. The Irish perspective on placement opportunities accessed by students on undergraduate Nursing (Intellectual Disability) programmes: A quantitative descriptive study. British Journal of Learning Disabilities, 1-14 <https://onlinelibrary.wiley.com/doi/10.1111/bld.12466>

Future plans

Following on from inaugural conference in 2019 a second in person conference is planned for 2023. Work ongoing on the implementation of the recommendations.

Quality Care-Metrics (QCM)

An NMPD project officer is the regional contact for the implementation and development of quality care metrics across the seven work streams in voluntary and HSE funded services in HSE West Mid-West. This role involves participating in the day-to-day management and ongoing implementation of QCM in the region, and nationally through membership of the ONMSD Nursing and Midwifery Quality Care-Metrics Project Officer Group. The NMPD project officer supports each of the QCM leads in their service, and provides expertise and online training across the seven care groups. In 2021, there were 1,122 data collectors on Test Your Care.

Safe Staffing DOH Policy

The NMPD Director sits on local implementation group for Saolta and ULHG. The remit of the group is to support the Department of Health (DOH) policy on safe staffing. The NMPDU contributes to the implementation of this policy by supporting the national lead and the safe staffing coordinators on local sites.

Clinical Supervision

The peer group clinical supervision (PGCS) initiative was introduced in our region in 2018 at the request of directors of nursing and midwifery. To date, 25 clinical sites are supporting the implementation of PGCS, and 97 nurses and midwives have completed the module: '*Clinical Supervision: Supporting Continuing Professional Development*' in the University of Galway. An external evaluation of the initiative is underway and is due for completion in 2022.

NMPDU North East

Research Group Forum

The North East Nursing and Midwifery Research Group (NMRG) is a consortium of clinicians from NMPDU, representatives of all clinical strands of nursing and midwifery (clinical and practice development), academic partner, library services and nursing management. As part of the celebration of the International Year of the Nurse and the Midwife, this group were the driving force behind our hosting of a symposium “*Creativity and Innovation in Nursing and Midwifery Celebrating the International Year of the Nurse and the Midwife*”, to showcase service innovations, quality improvement initiatives and research projects implemented by nurses and midwives in the North East area. The group invited national and international speakers to provide additional insights into the potential of nurses and midwives to influence practice through creativity and provide updates on current important areas of research influencing practice. The symposium was cancelled on two previous occasions; firstly due to the onset of the COVID pandemic; and secondly due to the cyber-attack on the HSE. An online event was successfully held on the late 2021. The symposium sought to afford time and space for nurses and midwives to come together albeit virtually and to provide an opportunity for reflection and networking. Nurses and midwives from all areas of the country were invited to attend.

Impact

Over 120 delegates attended the symposium and all those who responded to the post symposium evaluation survey felt that the topics were relevant to their area of practice, interesting and varied. Over half (55%) of respondents felt that the virtual symposium offered a similar standard as face-to-face. Reported benefits of the virtual environment included the option of “switching” between the four parallel sessions and the convenience of not having to travel. Some respondents missed the opportunity for face-to-face networking and some issues with connectivity were noted. The option to access recordings of presentations after the symposium was welcomed. Supported Mental Health Services in undertaking a

research project to explore factors influencing the use of coercive treatment in three acute mental health units in CHO 1.

Future plans

The remit for planning and development comes under the remit of the NMPDU-NE Research group. This group as part of their terms of reference, support the development of research, evidence based practice and outcome measurement. The next symposium is under development, as a mechanism to celebrate research and innovation of our nurses and midwives here in the north east region. In the interim, the Research Group led by NMPDU continues to support and drive research, evidence based practice and outcomes measurement in the north east region.

An NMPDU Officer is a member of the national team undertaking a scoping exercise to identify national nursing and midwifery research priorities- due for completion 31/12/2022.

Quality Care Metrics

Quality care metrics measure the quality of nursing and midwifery clinical care processes aligned to evidence based standards through identified metrics and indicators that have been agreed through a national consensus framework.

As healthcare services begin to return to a “new normal” and adapt and incorporate the additional challenges of COVID-19 into everyday clinical practice and service delivery, the continuation of delivery of care that is quality focused, safe, patient centred, compassionate, effective and efficient is crucial.

The NMPDU are supporting services with QCM through a number of formats e.g. onsite visits with QCM Leads as requested, promotion of the 5 HSeLanD QCM modules, providing guidance and advice to QCM Leads on how to use the tools available to collect QCM data, facilitating the set-up of new users and adding additional location sites in existing services using QCM, and supporting QCM leads with staff queries in relation to QCM processes.

Impact

The demands and priorities in response to COVID-19 and Cyber resulted in reduced data collection. In March 2022, a 12 month look back review was undertaken to establish the percentage of service areas who had continued to collect data either partially or in full during March 2021 and March 2022 period. There was a significant decrease in QCM data collection during this period in Community Care services. A clean up of users engaged in QCM per site was completed March 2022, users imputing data NE= 321 across 18 services. Two new sites have now come on stream.

The NMPDU continues to support and assist the local QCM leads in nursing and midwifery services to embed into practice the essence of Quality Care Metrics as a system to support, measure and improve the quality and safety of care being delivered in service settings and to promote education and training.

In 2022 the NMPDU-NE officer, Ann Lister was engaged with a national working group to develop a Maternity Dashboard for QCM which is now complete and handed back to services.

Future plans

The NMPDU NE continues to support and contribute to the development of codes for the remaining QCM Suites (PHN, Intellectual Disability and Older Persons Service). It is anticipated that these final datasets will be ready for publication on the SNOMED platform in Q4 2022.

CHO Midlands Louth Meath (MLM) Quality, Safety & Service Improvement Governance Committee (QSSI)

Quality Improvement (QI) aims to make a difference to patients by improving safety, effectiveness and experience of care by using a systematic approach to solving problems, thought testing & learning. QI empowers those closest to the improvement, staff on the frontline, an opportunity to identify and test ideas.

The CHO MLM Quality, Safety and Service Improvement Governance Committee (QSSIGC) will provide leadership, oversight, and direction with regards to the quality of service provision, the safety of patients, service users and staff and ensuring that there is a culture of continuous improvement within the CHO. The QSSIGC will seek assurance from the individual care group governance structures and services within CHO MLM through the monitoring of key quality performance indicators and quality standards in order to provide assurance to the Chief Officer and senior leadership team of the CHO on high quality service provision and safety across the service.

The committee oversees and develops, where necessary, quality and safety monitoring systems for compliance with regulations and standards, service user experience and safety, and national policy, focusing on community healthcare wide measures and service plans. This will enable the Chief Officer to provide assurance of CHO governance to the national Community Operations Management Team which includes the National Quality and Safety Lead for Community Operations. The overall aim of the QSSIGC is to develop, deliver, champion, implement and evaluate a comprehensive quality and safety and improvement programme with associated structures, policies and processes which are the vehicle for promoting a culture of continuous quality improvement across the CHO.

Impact

The primary objective of the committee is to seek assurance that services provided within MLMCHO are safe, person centred and meet the legislative and HSE organisational requirements. In order to meet this objective the committee will:

- Oversee the development of a MLMCHO QSSI strategy and associated improvement programme that reflects the strategic intent and objectives set out in the HSE Patient Safety Strategy 2019-2024 and by the HSE National Quality Improvement Team 'By all, with all, for all: a strategic approach to improving quality 2020-2024
- Secure assurance from Care Group Quality and Safety Committees on the implementation of the actions required within the QSSI strategy and that services conform to regulatory and legal requirements
- To monitor performance against key strategic quality and safety goals set out in the HSE Patient Safety Strategy 2019-2024 and escalate where performance in these areas fall short of that which is expected
- Enable and support a culture of continuous quality improvement through the development of an education programme which utilises improvement methodology, and is supported by the HSE Quality Improvement Team. The National Head of Quality & Patient Safety and guided by the HSE Change Management Framework Health Services Change Guide
- To seek creative solutions for the development and resourcing of quality improvement initiatives and projects, which NMPDU North East supports nurses and midwives with development and funding
- To act as a forum for cross care group learning to include comparative analysis of relevant data from community settings to include patient experience
- Communication approaches and systems that will support and encourage teams to actively partake in QI initiatives within their service areas

Future plans

The QSSIGC will continue to meet quarterly with representation by the Directors of NMPDU North East and Midlands, to support and develop quality improvement nursing and midwifery practices across the North East Region.

Trauma Informed Approach to Nursing and Midwifery Management

The purpose of the Trauma Informed Approach Steering Group is to introduce the concept of a Trauma Informed Approach to directors of nursing and midwifery across all disciplines of nursing/midwifery in the HSE North East region including HSE funded services.

The aim is to:

- To improve nursing and midwifery staff (including students) health and wellbeing
- To enhance the nursing and midwifery management response to nursing and midwifery staff (including students) who experience trauma in the workplace
- To impact positively on recruitment of nursing and midwifery staff
- To impact positively on nursing and midwifery staff retention

Impact

Increased awareness amongst directors & assistant directors of nursing & midwifery of the impact of vicarious trauma and secondary traumatic stress experienced by nurses and midwives and the response of nursing and midwifery managers in working with these staff.

Future plans

Trauma Informed Approach awareness webinar planned for 2023 with subject matter expert from UCC. Further planned engagement with the Employee Assistance Programme and National Health & Safety Function - Work Positive survey.

NMPDU Midlands

Inaugural Midlands Midwifery Conference, 2022

The Midlands NMPDU and RCNME organised and hosted an inaugural midlands maternity conference in 2022. The theme of the conference was *Woman-centred Care through Collaborative Midwifery and Obstetric Practice*.

The aim of the conference was to bring speakers and attendees together from a regional, national and international perspective to share experiences from the past and learning for the future. There were 85 attendees on the day from both within and outside the midlands region and the conference was very well evaluated.

Speakers included the NHS Deputy Chief Midwifery Officer for England, NHS Professor of Maternal Fetal Medicine, National Lead Midwife, NWIP, National Perinatal Epidemiology Centre speakers, Clinical Risk staff from State Claims Agency, Director of Midwifery NMBI, a local Service User and advanced and specialist midwifery staff from within the midlands region.

Quality Care-Metrics

Quality care metrics measure the quality of nursing and midwifery clinical care processes aligned to evidence based standards through identified metrics and indicators that have been agreed through a national consensus framework (National Guideline for Nursing and Midwifery quality Care-Metrics Data Management).

The NMPDU supports services to engage in QCM by continuous engagement and training, including on-site and online meetings. The NMPD Officer Midlands leading on QCM encourages use of the online HSeLanD training resource as well as providing leadership and guidance to QCM individual service leads.

Impact

Within the 5 Acute Services (Acute adult, Children's, Maternity) all have collected information on QCMs during 2021/2022. However COVID-19 has impacted the capacity of services to keep collections and action planning activity up to date.

Within the community, there was good engagement from Older Persons Residential Services with 8 of the 9 Services collecting information (89%). However the challenges experienced during COVID-9 pandemic has resulted in ongoing reduced engagement from Mental Health, Public Health Nursing and Intellectual Disabilities Services.

We plan to continue to engage with Community Services in particular to increase uptake of QCM on an ongoing basis.

Service Improvement Innovation Funding

The strategic professional development of nursing and midwifery is supported by funding for Nursing and Midwifery Service Improvement Innovation initiatives. Projects funded by us must support the strategic aims of the ONMSD or HSE.

A total of 32 projects were supported across all services including acute and community with a focus on integration where appropriate. The first research collaborative between OP residential/PHN services and the Technological University of the Shannon (TUS) was commenced.

Future plans

It is hoped to run the Research Collaborative with TUS for a further year provided year 1 objectives are realised.

RCNME Dublin North (DN)

Return to Nurse Practice Programme 2022

The purpose of the Return to Nursing and Midwifery Practice Programme (RTNPP) is to provide nurses and midwives who wish to return to nursing and midwifery practice following an absence of 5 years or more, with the opportunity to update their professional knowledge, skills, attitudes, behaviours and be deemed competent to return to clinical nursing practice.

The RTNPP 2022 was delivered using a collaborative approach of a Hub and Spoke Model. Nine Centres for Nurse & Midwifery Education (CNME) collaborated together to deliver the programme for General, Intellectual Disability and Mental Health using this model.

The Hub (RCNME DN) was responsible for delivery of two weeks theory of the programme. The Spoke was responsible for pre documentation clearance, two clinical skills training days, grading of assignments and the six weeks clinical placement.

The nine centres involved were the: RCNME South; CNME Galway; CNME Mayo/ Roscommon; CNME Donegal; CNME LC&NT; Kerry CNE; CNME SL&WC; RCNME Tullamore; CNME DN.

Impact

The three programmes delivered (general, mental health and intellectual disability) were coordinated by the RCNME DN which involved liaising with named coordinators from each centre identified above. These coordinators also assisted in the delivery of elements of the theory programme. This collaboration between centres helped to ensure a streamline programme and reduced the resources necessary if each centre ran the programme individually. Of the participants, there was 29 general nurses, 2 intellectual disability nurses and 4 mental health nurses who started the programme. Five withdrew from general and two from mental health. In total 27 nurses completed the programme and are now eligible to apply for nursing post in the HSE.

Future plans

It is planned to continue with this model of delivery and to rotate the responsibility of the site that will be the hub each year and to continue the collaboration between centres. This programme is a national initiative.

Introduction of 3 new programmes to Connolly Hospital in response to COVID-19

Each of the following programmes were designed and developed in response to the COVID-19 Pandemic and requested from Connolly Hospital in order to enhance the skills of competencies of nursing staff and promote the delivery of high quality nursing care.

1. An Introduction to Cardiac Rhythm Analysis for Nurses (3 day programme) (October – November 2021)

It was identified that cardiac monitoring was taking place in units where staff had no prior training in cardiac rhythm analysis. The centre responded to this request and a 4 day programme was designed. The aim of this programme is to enable nurses to acquire the knowledge, skills and attitudes to competently assess, implement and evaluate the care required for patients with cardiac rhythm related abnormalities.

Impact

Upon evaluation of this programme, nursing staff reported feeling more confident in caring for patients with cardiovascular compromise requiring telemetry monitoring and all of the 8 participants expressed an interest in furthering their education in cardiovascular nursing.

2. The Nursing Management of a Patient with a Tracheostomy: Using a Multi-Disciplinary Approach to Care (October 2021 & June 2022)

The Nursing Management of a Patient with a Tracheostomy Programme was also requested by Connolly Hospital and this half day programme was designed to equip nursing staff with the knowledge and skills to safely manage a patient with a tracheostomy which incorporates a multi-disciplinary approach to care.

Impact

Upon evaluation of this programme, nursing staff reported a greater sense of understanding as to why patients require an insertion of a tracheostomy, recognising early warning signs or 'ref flags' associated with clinical deterioration and importantly what to do in the event of an airway emergency. Nursing staff engaged in simulation sessions and found these activities to be very beneficial to their learning. One impact of this programme is the initiation of nursing staff to establish 'Tracheostomy Emergency Care Boxes' on their wards which promotes patient safety and the delivery of quality care.

3. The Nursing Management of a COVID-19 positive (+) patient requiring CPAP (October 2021-January 2022)

The aim of this programme is to equip nursing staff with the knowledge and skills to safely manage a COVID-19 positive patient requiring CPAP (continuous positive airway pressure) for the management of hypoxaemia.

Impact

Upon evaluation of this programme, nursing staff reported a greater sense of confidence in the management of a Covid-19+ patient on CPAP and their required nursing care needs. The ability to recognise early deterioration and escalate care appropriately was also reported as a significant advantage of completing this programme. The CNM reported that nursing staff appeared more confident in the overall management of a patient requiring CPAP once they had completed the programme.

Future plans

All 3 programmes will continue to run. Following evaluation of the first 'An Introduction to Cardiac Rhythm Analysis for Nurses' programme, the participants requested an additional day for another practical workshop. Nursing Executives in Connolly Hospital approved this additional day and the programme has been reviewed by NMBI and awarded 28 CEUs. The next programme will commence on September 5th in the RCNME.

Male Catheterisation and Supra-Pubic Training Programme for Registered Nurses

The aim of the Male Catheterisation (MC) and Suprapubic Re-Catheterisation (SPC) training programme is to facilitate registered nurses with the skills to develop competence in MC insertions and SPC changes with particular emphasis on enhancing quality of life for patients within acute and community services. The programme comprises of theoretical instruction, a practical workshop and a clinical competency assessment with the learning outcomes focusing on the enhancement of foundational knowledge leading to the application and integration of new knowledge and skills within the acute and community environment.

RCNME along with key stakeholders within acute and community services determined the scope for the training for MC insertion and SPC changes and the training enables registered nurses to identify, develop and maintain this essential skill and competency in order to deliver high quality, safe, efficient and cost effective care to their patients (Casey et al. 2016). As a result of the COVID-19 Pandemic, community services within the Dublin North region have observed a significant rise in the number of male patients living at home with indwelling catheters and patients with SPCs. Therefore this programme aims to directly enhance the provision of quality care within community and acute services and aims to reduce the

need for patients attending outpatient appointments for catheter changes.

Impact

The principles of the *Sláintecare Implementation and Action Plan 2021-2023* permeate throughout this programme with the patient accessing appropriate care pathways that focus on an integrated care approach with both primary and acute services. Furthermore, this programme also adheres to one of the key focuses of the *Sláintecare Strategic Action Plan* by implementing an *Enhanced Community Care* approach which allows patients to access care services within the community and/or in their home in order to avoid hospital admissions. Since March 2021 there have been 5 MC and SPC programmes facilitated by the RCNME with a total number of 48 Community RNs, PHNs, RNs working in CITs and RNs working in Connolly Hospital attending training. Out of this number 49% of staff are now competent and carrying out frequent MC and SPC changes per month (>2 per month to maintain competency).

Future plans

Due to increased demand from Community services for training, it is proposed by the end of the year a further 10-15 staff in the community will have received training in MC and SPC changes in the community.

Infection Prevention and Control (IPC) Link Practitioner Programme

The IPC Link Practitioner Education Programme was designed to provide an IPC Link Practitioner with an opportunity to advance and practice their knowledge and skill safely in IPC in contemporary health practice. When the IPC Link Practitioner completes the programme they will act as a local resource and role model for their service, whilst also being members of a wider network of IPC experts. The IPC Link Practitioner will increase awareness of infection prevention and control issues locally whilst also motivating their colleagues to improve infection prevention and control practices.

The programme is a collaboration between the RCNME DN working in partnership with CHO9 ADON

in IPC. The programme is facilitated by RCNME DN via a blended learning approach incorporating e-learning modules and live webinars integrated with classroom-based workshops. An environment of active learning is the main focus of this programme which enables participants to critically evaluate their own learning needs and take responsibility for their ongoing professional development.

Impact

The RCNME has successfully facilitated six IPC link practitioner programmes since April 2021, with a total number of 59 participants from the community health and social care settings. The programme has been effective in achieving continuity in Infection prevention and control through establishing the partnership with the link practitioners in the community and social care settings. The programme has also been reported successful in enabling more person-centred IPC action plans and consultation process by the IPC team in the CHO9 area.

Future plans

The RCNME continues to facilitate IPC Link Practitioner programmes and has two programmes scheduled for September and November. The participants also receive ongoing training and support from the IPC clinical nurse specialists and CNMs in their service areas upon completion of this programme. The IPC team in CHO9 also conducts follow-up meetings with IPC Link Practitioners.

National Nurse and Midwife Immunisation Working Group

Seasonal Influenza Peer Vaccination Programme (SIPVP)

This programme is a HSE priority to increase the uptake of seasonal influenza vaccine by healthcare workers in healthcare facilities. The programme involves:

- The ONMSD in collaboration with the National Immunisation Office (NIO) develops medicine protocols for the SIPVP to facilitate RNs and RMs to administer the influenza vaccines safely and effectively to healthcare workers.
- The ONMSD and CNME's developed an online education programme to facilitate RNs and RMs employed in the HSE and HSE funded agencies (Section 38) to develop, maintain and update the requisite knowledge, skills and competencies to safely administer these vaccines under medicine protocol.

Impact

The administration of influenza vaccines prevents the active spread of the influenza virus to peer health care workers and vulnerable people/patients/children. In 2011/2012 seasonal influenza vaccine uptake among healthcare workers was only 18%. The SIPVP was introduced in 2015 and in 2020/2021 the uptake increased to 71%. Key factors:

1. Convenient times
2. Convenient locations
3. Opportunistic vaccination
4. Expanded access to the seasonal influenza vaccine in healthcare facilities

Education Programme

Following the transition from face to face to online in 2019 the number of nurses and midwives that completed the education programme increased 10 fold.

Schools Immunisation Programme

- The NIO in partnership with the Office of Nursing and Midwifery Services Director (ONMSD), develops Medicine Protocols for the administration of vaccines by Registered Nurses/ Registered Midwives/Public Health Nurses (PHNs) to children/students in primary and/or second level education or equivalent through the Schools Immunisation Programme (SIP).
- The ONMSD and CNME's develop an online education programme to facilitate Registered Nurses/Registered Midwives/PHNs employed in the HSE and HSE funded agencies (Section 38) to develop, maintain and update the requisite knowledge, skills and competencies to safely administer these vaccines under medicine protocol.

In 2019/20 the national uptake of the Human Papillomavirus (HPV) stage 2 (considered to have completed a two dose course) was 76.2%. This is an increase of 2.5% compared to 2018/19.

Estimated uptake by gender:

- females 78.4%
- males 75%

The lessons learnt from the SIPVP and SIP initiatives were invaluable when developing medicine protocols and the education programme for COVID-19 vaccination programme.

Future plans

It is envisaged that both initiatives will continue to evolve year on year into the future.

National Programme for Infection Prevention & Control Link Practitioners

Promote the provision of evidence based Infection, Prevention and Control (IPC) practices

The aim is to provide the IPC link practitioner with an opportunity to advance and practice their knowledge and skill safely in infection prevention and control in contemporary healthcare practice. Existing National Infection Prevention & Control Guidelines and National IPC e-learning modules will facilitate further learning and support.

Impact

This programme supports participating service areas to establish the IPC link practitioner role in their area. The IPC link practitioner acts as a local resource and role model for their service, whilst also being members of a wider network of IPC experts. He/she increases awareness of infection prevention and control issues locally whilst also motivating their colleagues to improve infection prevention and control practices.

Future plans

Continued delivery of this programme using a blended approach of both face-to-face and online teaching/learning strategies, in conjunction with the CNME (Ardee) and IPC CNSs from CHO 8.

Nursing Management of the Adult with a Tracheostomy

Provide evidence based nursing care and management of the adult with a tracheostomy

The aim is to facilitate RNs to enhance their knowledge of, and skills in, caring for an adult with a tracheostomy.

Impact

This programme equips RNs caring for adult patients with tracheostomies with the requisite knowledge, skills and competence to safely and effectively care for these patients to minimise risk to the person and help meet all of the patient's physical and psychological needs.

Future plans

There are plans to continue delivery of this programme as evidence based tracheostomy care is central to the prevention of complications, such as tube displacement or haemorrhage and to enhancing the quality of care provided to patients with a tracheostomy.

Training Programme for the Development of Policies Procedures Protocols and Guidelines (PPPGs)

The aim is to educate staff on the importance of developing and implementing robust evidence based PPPGs to promote safe, quality care in clinical practice.

This will facilitate Registered Nurses and Registered Midwives to support implementation of the PPPG Framework (2016) and provide guidance in meeting the NCEC Standards for Clinical Practice Guidance when they are developing PPPGs.

Impact

This programme supports and guides nurses and midwives in the development of PPPGs in accordance with the HSE Framework (2016).

Future plans

Continue to deliver this programme in collaboration with local HSE librarian colleagues.

Use of McKinley T34 Syringe Pump Workshop

The use of a syringe pump in palliative and end of life care contributes to a holistic and patient-centred approach to care. Patient safety is a priority for patients and healthcare providers and the Patient Safety Strategy 2019- 2024, places patients and service users at the heart of improving safety. A culture of patient safety with an emphasis on transparency and learning, in addition to measurement and monitoring will continuously address the quality, safety and experience of care.

The aim is to facilitate registered nurses to develop and update the requisite knowledge, skills and competence to safely use the McKinley T34 syringe pump for the administration of medication by the subcutaneous route to palliative care patients.

Impact

The use of a single type of syringe pump to avoid potentially harmful mistakes is advocated.

Future plans

This programme of education has been reviewed and now incorporates the preparation of medication for administration by the McKinley T34 syringe pump. This programme with input from the Palliative CNSs will continue to be scheduled through the centre.

Paediatric Neurosurgery Outreach Programme

In collaboration with the Paediatric Neurosurgical Department at Children's Health Ireland (CHI) Temple St, Dublin, a national paediatric neurosurgery outreach education programme was delivered across two sites in the Midlands, Midland Regional Hospital, Portlaoise and Regional Hospital Mullingar, promoting and enhancing specialist knowledge and skill development, through local provision.

The aim is to provide health care professionals within all disciplines with evidence based resources in caring for the child with a neurological deficit, therefore improving quality of care provided to these children in our peripheral paediatric centres.

Impact

Healthcare professionals in the Midlands have an increased knowledge base and competence in caring for children with neurological deficits, while also fostering relationships with experts in the field through networking opportunities at the programme.

Future plans

The RCNME Tullamore will collaborate with practicing health care professionals in the Midlands and develop further programmes as required through ongoing collaboration with CHI.

Return to Nursing Practice Programme (RTNP)

Recruitment of nursing staff from within the domestic market is a priority both within the HSE and DoH. The HSE and ONMSD have agreed in principle to co-ordinate the provision of RTNPP to all nurses who wish to return to nursing practice in both the public and private healthcare environments/sectors. The opportunity to undertake the RTNP affords Registered Nurses the opportunity to update their clinical knowledge and skills; thereby enhancing confidence in their ability to provide high quality patient centred care on return to clinical nursing practice.

The aim is to provide registered nurses who wish to return to clinical practice following an absence of five years or more with an educational opportunity to develop further and expand their knowledge, skills and competence necessary for the integration of theory and practice in a changing healthcare environment in line with NMBI recommendations.

Impact

The Return to Nursing Practice Programme (RTNPP) provides registered nurses who wish to return to clinical practice after a period of absence (5 years or more) with an opportunity to update their professional knowledge, skills, attitudes, behaviours and be deemed competent to return to clinical nursing practice.

Future plans

There are plans to provide RTNP in 2023 due to the growing demand for this programme from RNs who are keen to return to clinical practice after a period of absence (5 years or more). In keeping with the principles of the Hub and Spoke model, the RCNME Tullamore, as a spoke centre, will co-ordinate the clinical placements for participants on the RTNP in collaboration with other participating CNMEs.

Open Disclosure Skills Workshop

The HSE is dedicated and committed to providing safe and high quality health care to patients. However, it is acknowledged that professionals working in health and social care services we are not infallible. The desired outcome for patients and their families is not always the final outcome. There are many variables in our work and sometimes, despite our best plans and efforts, things can go wrong. In some instances our actions may have impacted on the end result, but not always. It is the policy of the HSE that incidents are identified, managed, disclosed and reported and that learning is derived from them. We want our services to support an open, honest, timely, compassionate and consistent approach to communicating with patients and their families when things go wrong in relation to their healthcare. This is called open disclosure. Open disclosure is the professional, ethical and humane response to patients and their families involved in or affected by adverse events in health care.

The aim is to build the capacity of attendees to prepare for and manage open disclosure meetings with patients, services users and their relevant person following patient safety incidents.

Impact

An Open Disclosure Skills workshop was delivered in the RCNME Tullamore in collaboration with HSE Lead for Open Disclosure and Quality and Patient Safety Manager; Women and Infant Service, Dublin Midlands Hospital Group. The focus of this national open disclosure programme is to ensure that open disclosure happens. All persons involved in or affected by patient safety incidents, including patients, their families/support persons, staff and organisations, are provided with adequate support in the immediate aftermath of a patient safety incident and on an ongoing basis. A standardised framework is provided for the management of open disclosure discussions and all staff are aware of their professional, regulatory, legal and ethical obligations in relation to engaging in open disclosure.

Future plans

Further workshops are scheduled for 2023 in collaboration with the Open Disclosure Team that attended the train-the-trainer programme.

National Systemic Anti-Cancer Therapy Programme (SACT) for Nurses Working in Cancer Care

National Cancer Care Programme (NCCP) Oncology Medication Safety Review Report (2014) recommended specialist competency training to be developed and implemented, and that competency should be assessed at a minimum annually for all SACT nurses.

NCCP SACT Model of Care (2022) recommends that all staff nurses who are naïve in the administration of SACT are expected to undertake the National SACT Competency Programme for Nurses Working in Cancer Care. The National Programme Design team developed this programme collaboratively with representation from CNME Directors representatives, nurse tutors, clinical experts, NCCP and UK representatives. The pilot programme was launched on the 21st and 28th of February 2022 through the RCNME in Tullamore and the CLD in Tallaght University Hospital. 21 nurses from around the country attended the 2-day programme either online, face-to-face or blended. Local clinical experts in oncology/pharmacology facilitated the programme.

The desired outcome is to standardise the education and assessment of SACT administration and patient care nationally, to ensure that nursing staff are confident and competent in consistently safely handling and administering high quality SACT, as well as providing holistic care to cancer patients and their families.

Impact

The SACT nursing competency training and assessment is facilitated now in a standardised format nationally. Nurses from any publicly funded hospital where SACT is being delivered to adult patients (25 hospitals), can feed into any programme nationally, provided through CNMEs. This has enabled greater collaboration and learning from nurses in the different hospitals. Cancer patients will benefit for the same high quality nursing care from nursing staff no matter where in the country they are being treated.

Future plans

After the pilot programme, the programme is available every month in a different location via the local CNME/CLD. Following successful completion of this programme and their UKONS SACT Competency Passport, nurses are then free to move between employers without the need for retraining. They are registered as a SACT administrator on HSeLanD and will be prompted annually to be re-accredited.

RCNME South East

Infection Prevention & Control Link Practitioner Programme for Non Acute Services

The aim of the Infection Prevention & Control Link Practitioner (IPCLP) Programme for Non Acute Services is to support the national rollout of the IPCLP Programme Framework in Community and Social Care Settings 2021/22 and develop IPCLP roles within the southeast.

As per the IPCLP Programme framework, there is a growing awareness amongst health care managers and policy makers of the scope for harnessing the potential of IPC Link Practitioners to support the entire health care team to provide safe, quality care to patients/service users in a wide variety of clinical settings.

The programme utilises a blended learning approach with live virtual classrooms, pre-recorded webinars and face-to-face classroom sessions. During 2021 and 2022, a total of 66 learners completed the programme from a variety of settings including Intellectual Disability residential services, Care of the Older Person and Mental Health residential services.

These learners act as champions for IPC; ensuring PPPGs are adhered to, conducting IPC audits and acting as a link between their service and the IPCNs.

The role of the link practitioner in relation to audits may be expanded continuing to ensure a continuing high quality adherence to IPC policy. We also plan to run further programmes in conjunction with the IPCNs to allow each service at least one link practitioner in their setting.

Specialised Rehabilitation Units (SRUs) National Education Webinar

The overall aim of the Specialized Rehabilitation Units (SRU's) National Education Webinar was to support the implementation of the Model of Care for People with Severe and Enduring Mental Illness and Complex Needs nationally.

A collaborative approach was employed between the HSE's Mental Health Operation Teams, SRU's and the RCNME SE. Inspired by the HSE's Mental Health Services commitment to continue improving the quality of services offered by the SRUs to People with Severe and Enduring Mental Illness and Complex Needs across all community healthcare organisations, a working group was established to inform the development of an online national education webinar, which was co-ordinated by the RCNME-SE.

The focus of this education was to ensure all CHO Mental Health Staff in Acute Approved Centres, GA-CMHTs, Community Rehabilitation Teams (CRT) and Community Residences fully understood the entire SRU process including referral, assessment, admission and discharge processes.

The webinar was accredited by the NMBI and the Royal College of Physicians Ireland (RCSI) with 3 CEU's available on programme completion. The webinar took place on 9th June 2022 and 159 people attended online.

Impact

While informal feedback from the webinar on the day was very positive, the overall impact of the webinar will be measured in clinical practice and it is expected that the impact of this education will be determined by observing:

- An increase seen in SRU referrals being sent from all CHOs throughout the country
- SRU admissions represented equally by all CHOs
- An increase seen in SRU referral forms being fully completed and meeting the inclusion criteria
- An increase seen in SRU referrals being signed by and stamped by Head of Service
- A reduction seen in issues and specifically delays in SRU discharges as each CHO ensures that a Community rehabilitation residence is available for service user's on discharge from SRU's

The webinar was recorded and is now available online as a National Programme on HSeLanD titled, "Specialised Rehabilitation Units, National Education Programme: Recording & Resources". The programme includes further resources and information for learners to enhance their learning.



Continuous Professional Development

Professional Development Planning **PDP**, N&M Hub,
Facilitate **Interprofessional Education**
& Collaborative Practice

3

Service Change and Transformation

The ONMSD will work collaboratively across the organisation to support the development of a dynamic nursing and midwifery and health care assistant workforce. We will provide the necessary expertise and leadership for service change and transformation in the implementation of Sláintecare, the Enhanced Community Care Programme, the Models of Care, Patient-Centred National Strategies and the Report of the Expert Review Body on Nursing and Midwifery (2022).



Sláintecare

Supporting services to implement Sláintecare
Collaborating with Community Strategy & Planning
ONMSD National Clinical Programme **Nurse Leads**
Developing a **Model of Care** for the Islands of Ireland



Digital Health

N&M Digital Health **Capabilities Framework**
Digital Roadmap N&M Terminologies
Community Virtual Ward, **Telehealth**
ONMSD website



Policy & Strategy

Support OoCNO in **analysis & application** of legislation
Support the **implementation of policy**
Report of the Expert Review Body on N&M (2022)

ONMSD Consortium of Centres of Nursing and Midwifery Education (CCNME) submission to Quality and Qualifications Ireland (QQI) for Quality Assurance Agreement

The Consortium of Centres of Nursing and Midwifery Education (CCNME) represents thirteen HSE Centres of Nursing and Midwifery Education including the National Clinical Leadership Centre (NCLC) and ten Section 38 Voluntary Centres who have come together for the purpose of achieving Quality Assurance (QA) Agreement and subsequent QQI accreditation as a single approved provider of programmes of education at Level 5 to Level 8 on the National Framework of Qualifications. This was identified as an ONMSD priority by the ONMSD Director in 2018, and was achieved through a robust governance structure and project plan.

Focus and purpose of CCNME

The initiative commenced in 2018 and a significant commitment of time, effort and expertise was required to achieve QQI accreditation.

The primary focus of the CCNME was to work collaboratively for QQI accreditation purposes to address the continuing education and professional development needs of registered nurses, registered midwives and healthcare assistants and those who support the nursing and midwifery function.

The purpose was to standardise education programmes, improve value for money, increase economies of scale, pool resources, prevent duplication and standardise QA. The CCNMEs aim to have a dynamic, responsive and coordinated approach in the development of comprehensive curricula that is relevant to the learner's specific need. It will also provide the learner with the education and training required to advance their knowledge, develop new and existing skills, support new service developments and expansion of practices.

A suite of policies, procedures, protocols and guidelines (PPPGs) was developed to meet the standards for QQI quality assurance. This was achieved through a collaborative approach by all centres.

Achievements to date

A QQI Quality Assurance agreement was achieved by the CCNME in June 2022. On validation of a programme, the CCNME will be an approved single provider of education at Level 5 to Level 8 on the National Framework of Qualifications.

A total of 90 PPPGs were developed by the CCNME to meet the 11 QQI Quality Assurance standards. This ensures a robust quality assurance framework for the provision of high standard, accredited education programmes to support the development of healthcare professionals to deliver safe and effective person centred care. The suite of PPPGs set out CCNMEs expectations regarding the development, delivery and management of validated education programmes and applies to all staff working within the CCNME. Centres in the Consortium must comply with the QA standards to provide any QQI validated programmes.

In addition to this, the development of the CCNME created a solid foundation for cooperation and collaboration in working towards a common goal of quality education. It offers CCNME flexibility to develop innovative approaches to education, while being accountable for the development, delivery and management of approved programmes in line with QQI standards.

Future plans

The CCNME is now commencing the implementation phase; this involves the establishment of the governance framework and subsequent submission of programmes for QQI validation.

RCNME Tullamore

Shaping the Future of Intellectual Disability (ID) Nursing

Philosophical shifts over time promoted the transition from a custodial to a more independent community-based environment and from a medical to a social model of care. The definition has changed to reflect the shift from the medical paradigm to a person-centred ecological approach to disability, which now defines it in terms of the supports needed rather than deficiencies or disabilities.

The aim is to inform participants about the Shaping the Future of Intellectual Disability Nursing in Ireland report and the evolving role of RNIDs, who offer health and social services to people with intellectual disabilities as well as to their families and caregivers.

Impact

A significant priority for the HSE is ensuring that people with intellectual disabilities receive the best possible health and social care, and Shaping the Future of Intellectual Disability Nursing in Ireland sets forth a clear direction for the future of intellectual disability nursing.

Future plans

The RCNME Tullamore will collaborate with practicing RNIDs, people with intellectual disabilities, and other stakeholders to develop educational programs that offer evidence based approaches for their practice.

Doppler Studies

This expansion of practice programme is a one-day programme for Community RNs and PHNs working in community-led leg ulcer clinics. Venous leg ulcers are effectively assessed by doppler ultrasonography, providing clear anatomical and physiological information for the diagnosis, treatment and real-time guiding during surgical treatment.

Doppler ultrasound assessment of Ankle Brachial Pressure Index (ABPI) by nurses working in community nurse-led leg ulcer clinics is considered an expansion of practice that contributes to the nursing management of patients with venous and/or arterial disease. Audits of Doppler ultrasound assessment of ABPI suggest that practice varies widely and a considerable proportion of patients do not have ABPI assessed.

The aim is to enable registered general nurses and/or public health nurses working in community nurse-led leg ulcer clinics to develop their knowledge and skill in conducting hand held Doppler ultrasound assessment of ABPI, enhancing their synthesis of assessment data, clinical decision-making and nursing management of adult clients with venous and/or arterial disease.

Impact

This programme ensures standardisation of doppler ultrasound assessment of ABPI among RGN and PHNs working in community nurse-led leg ulcer clinics, reducing the likelihood of variation in clinical practice.

Future plans

Continue to deliver this expansion of practice programme in collaboration with local RANP in tissue viability and lymphoedema care, while also supporting the community assessment hubs.

The Myers-Briggs Type Indicator® (MBTI®) Personality Inventory

The underlying assumption of MBTI is that we all have specific preferences in the way we interpret our experiences, and these preferences lie beneath our interests, needs, values, and motivation. Insight into self and others, promotes self-awareness among staff, thereby facilitating change management and service transformation.

The aim is to explore the personality inventory, based on Carl Jung's theory of psychological type. This programme is designed to support the understanding and application of this theory into everyday nursing, midwifery and HCA's practices.

Impact

This programme was delivered in collaboration with local NMPDU project officer in response to a need identified for HSE COVID-19 swabbing staff in Mullingar. It was facilitated to provide the team with insight into their working preferences and how this may impact on them and the team in general. This cohort had worked through the stress of COVID-19, some with no healthcare background, and some who were not used to working in stressful team situations where team cohesiveness was crucial to successful working. The programme was embraced and evaluated positively, with much gratitude expressed by the two cohorts involved.

Future plans

Provide further programmes in 2023 facilitating teams or newly appointed nursing & midwifery and/or HCA staff.

Consortium of Centres of Nursing and Midwifery Education (CCNME) Membership of Consortium

The CCCNME was established as a single provider to support its application for Quality and Qualifications Ireland (QQI) for accredited education. The RCNME Tullamore have, and continue to significantly contribute to and support this priority.

A nurse tutor/specialist co-ordinator from the RCNME in Tullamore provided ongoing support and significant input to the Education Lead and Project Lead QQI Quality Assurance (QA) agreement (part-release) to enable this priority. She was also a member of the QQI QA Oversight Group (OG), policy, procedure,

protocol and guideline (PPPG) steering group, role of expert advisor Higher Education Training (HET), PPPG Governance Group, member of the QQI CCNME Panel Representative group, Governance Workstream, Learner Support Workstream and Teaching, Learning and Assessment Workstream.

Two other nurse tutors from the RCNME Tullamore engaged with and contributed to the Dublin/Mid-Leinster PPPG development team and Learner Support Workstream. One nurse tutor/specialist co-ordinator is programme lead for the Certificate in Diabetes Mellitus Self-management Education and Support (Adults) while the other nurse tutor/specialist co-ordinator is both a member of the Certificate in Diabetes Mellitus Self-management Education and Support (Adults) and the Certificate in Nurse Authority to Refer for Radiological Procedures (Adults and Children; Adults; Children).

The director of the RCNME Tullamore and one nurse tutor/specialist co-ordinator are members of the CCNME QA Implementation Group, Academic Council. The director is also appointed chairperson of CCNME Higher Education and Training General Programme Committee and one nurse tutor/specialist co-ordinator is appointed chairperson of the Quality Enhancement Committee.

The aim of this consortium is to standardise education programmes, improve value for money, pool resources, prevent duplication and standardise quality assurance of QQI accredited programmes of education.

Impact

Standardised development and facilitation of QQI accredited programmes of education for registered nurses and midwives, healthcare assistants and those who support the nursing and midwifery function at Level 5 to Level 8 in response to service need.

Future plans

Continue to contribute to the CCNME and support ongoing its role and function. Engage with and execute programme development and facilitation.

Spark Innovation Programme (ONMSD Collaboration)

Spark Innovation Programme

The Spark Innovation Programme is a frontline staff-led initiative that seeks to support, promote and recognise innovation amongst healthcare staff. The HSEs Office of the Nursing and Midwifery Services Director (ONMSD) commenced a collaboration with the spark programme in 2019. This collaboration enables nurses and midwives to participate in Spark programmes and events.

The Spark Programme urges all Nurses and Midwives, NCHDs, Health and Social Care Professionals with a problem solving mind, a desire to learn about design and innovation and more than anything are excited about seeing their ideas come to fruition to get involved to help navigate their problem solving journey.

In 2020 the ONMSD and Spark Programme Collaborative Group was formed to guide, oversee and promote the ONMSD collaboration with the Spark innovation programme. This group led the development of the first Nursing/ Midwifery Innovation fellowship which was advertised in 2021 and appointed in 2022.

Spark aim

Through pursuing three strategic aims spark nurtures innovation and change:

(i) engage and empower frontline staff; (ii) create a supportive ecosystem for health innovators; and (iii) develop systematic capability.

Seven Pillars of the Spark Innovation Programme

Innovation and design principles are undoubtedly a departure from the day-to-day clinical roles that most in the HSE might be used to. Spark operates under seven pillars to move to a future in innovation:

1. Engagement- providing multimodal engagement opportunities for an innovation collective across the health service (twitter/ newsletters/ workshops etc)
2. Initiatives- creating opportunities to develop skills, secure micro funding, access mentorship and embed innovation (E.g. Spark seed, Hospital/ Community Innovation fund)
3. Design - implementing user informed change and innovation (design weeks/ bootcamps/ design expertise engagement)
4. Network- gathering and connecting internal and external partners (promoting successful innovation projects)
5. Research- contributing to research in the frontline innovation space both nationally and internationally.
6. Pioneering- leading the way with new product and services and ways of working through pilots and validation studies
7. Professional development- developing staff capability for agency and impact

The ONMSD provides significant resources (finances and staff support) to the spark innovation programme. This enables all nurses and midwives across the HSE with an interest and passion for innovation and improvement in patient care to apply and participate in the many spark innovation programmes.

Benefits and outcomes

Numerous innovation projects led by nurses and midwives were funded in 2021 and 2022, tailored support, practical guidance on implementation and measurement of success and promotion of projects from this programme.

For example, in the Summer 2022 call for application for support from Spark seed of the 104 applications 44 were from nursing/ midwifery, 18 projects pitched and Spark are supporting 7 of these projects on their next step of their innovation journeys including funding offered to the total of 18,500 euro. In the current Autumn seed of the 79 applications, 40 are nurses and midwives and 23 have been shortlisted to pitch their innovation ideas.

The overall Spark Ignite winners, this year were Bernadette Higgins (ADON) and Anne Murray (CNM2), from the Mid-West Public Health Department, with their project, “Wee Catch It” – a solution to the challenges of collecting a clean catch urine sample in patients with incontinence (see photo attached).

“As nurses, patients are at the centre of all we do. We want to be able to deliver the best patient experience we can in an efficient, simple, comfortable, safe and cost-effective way. “Wee Catch It” does all this. The idea is that it will improve the process for the healthcare worker; provide education; promote appropriate and timely treatment; and reduce the risk of harm to patients and the wider population.”

The impact of supporting innovation, and particularly supporting those nurses and midwives who engage in it goes beyond the obvious benefits for patient care. By providing an environment where innovation is embraced and encouraged, nurses and midwives can get immense satisfaction and recognition outside their much appreciated daily roles and endeavours. In a healthcare setting where innovation is openly discussed and supported this can support and encourages psychological safety and increase job satisfaction.

Quote from a recent nurse involved in a Spark Initiative:

“I cannot explain how happy I am to receive this funding. I really am truly grateful to you and your team for giving people like me (small nurses in a big health system) the opportunity to make a difference in people’s lives...”

*I cannot put into words (which is unusual) how truly grateful I am for Spark, being involved with your programme has been the most constructive, educational and beneficial time I have spent. I look forward to continuing our relationship and conversation about the *my project*

Thanks again... this means so much to me and our patients”

The nursing and midwifery contribution to health care innovation is seldom publicised or shared amongst ourselves and the wider public. For the last two years the spark team have captured the nursing and midwifery contribution in an Annual Report published online for 2020 and 2021. The reports set out the number of nurses and midwives applying for spark seed, spark ignite, spark COVID call and design workshops. They provide an overview of the successful ideas funded, reflections, case studies and testimonials. Many of these initiatives have resulted in significant improvements in the health of patients, populations and health systems.

Nursing and Midwifery Innovation Fellow

The ONMSD is testing an exciting interim role for nurses and midwives creating a one-year National Nursing and Midwifery Innovation Fellowship – this test of concept commenced in April 2022. The fellowship in Innovation gives a clinical nurse or midwife the opportunity to develop their innovation and leadership skills and shape the spark programme.

Amy Carroll is the current Nursing and Midwifery Fellow (2022 to 2023). She started her fellowship in April 2022. Amy is a midwife/ Clinical Placement Coordinator based in Kilkenny. One of her core goals is to ensure that the reality and challenges specific to nursing and midwifery are kept at the forefront when planning Spark initiatives. Amy provides tailored support, practical guidance on implementation and measurement of success, and promotion of projects. Half way through her fellowship Amy toured the country presenting at numerous conferences, and nursing and midwifery meetings promoting the Spark Innovation Programme and encouraging nurses and midwives with a problem solving mind to become involved with the programme. She has led the Spark Seed initiative which provides micro funding and practical guidance. In her iterations of this initiative she has opened the design thinking workshops to every applicant and provides tailored one to one support to all applicants at whatever stage they exit the call. Since commencing her role, Spark seed has seen record applications from nurses and midwives- in the most recent seed call half of the applicants (40) were nurses and midwives!

Spark Innovation Programme (2021), Annual Report of the Nursing and Midwifery Contribution to the Spark Innovation Programme 2020. Dublin: Health Service Executive <https://healthservice.hse.ie/filelibrary/onmsd/annual-report-of-the-nursing-and-midwifery-contribution-to-the-spark-innovation-programme-20201.pdf>

Spark Innovation Programme (2022), Annual Report of the Nursing and Midwifery Contribution to the Spark Innovation Programme 2021. Dublin: Health Service Executive <https://healthservice.hse.ie/about-us/onmsd/onmsd-blog/spark-innovation-programme-2021.pdf>

CNE Cork

Stroke Nursing Education Programme

Priority educational areas of evidence-based stroke care for nurses are swallow screening, therapeutic movement and positioning and continence promotion.

The aim of this programme is to:

- Ensure Stroke Unit nursing staff will receive education to improve care and meet key performance indicators (KPIs)
- Identify a champion who will promote and monitor implementation of quality, evidence-based practice.
- Ensure implementation of the nationally agreed KPI of every person having a swallow screen completed within 4 hours of admission
- Implement individualised moving and therapeutic positioning
- Ensure continence promotion is the culture of best practice

Assessing, managing and promoting continence care and nursing management of the patient with dysphagia was developed and facilitated in 2020/2021, with updates in 2022. Delivery for new staff is as per service requirement. Making every contact count in therapeutic movement and positioning is undergoing final elements of development in collaboration with the National Rehabilitation Hospital (NRH). All components are NMBI Category 1 approved.

Impact

Following implementation of Nursing Management of the Patient with Dysphagia the Irish National Audit of Stroke (2019) reflected that CUH had 83% [national average = 67%] and (2020) 88% [national average = 68%] completed swallow screens at 4 hours.

NMPDU North East

First National Evaluation of Video-Enabled Care in Ireland

<https://healthservice.hse.ie/filelibrary/onmsd/report-on-the-findings-of-the-first-national-evaluation-of-the-use-of-video-enabled-health-care-in-ireland.pdf>

The onset of the COVID-19 pandemic in March 2020 resulted in an acceleration of the introduction of video enabled care (VEC) across health services in the Republic of Ireland. The Nursing and Midwifery Telehealth Advisory Group sought to evaluate satisfaction with VEC delivered by nurses and midwives in order to identify areas for improvement and inform the future development of VEC. This evaluation was later extended to all healthcare professionals (HCPs) and their patients/clients under the auspices of the National Telehealth Steering Committee.

Over 1,500 healthcare professionals and patients/clients completed online surveys between October and November 2020. An easy read version of the survey was available for any patient/client who preferred this option. Quantitative and qualitative analysis of responses was undertaken and a report of findings prepared. The report was formally launched in December 2021.

Impact

Respondents reported high levels of satisfaction with VEC. Significant numbers of patients/clients identified as benefits of VEC the avoidance of travel, convenience, shorter waits on the day, shorter waiting times for an appointment, financial savings and avoidance of absenteeism from work. Many HCPs experienced advantages to using virtual platforms including fewer interruptions than with face to face consultations, less time required for the consultation, reduced non-attendance rates and potential for increased appointment numbers.

Reported disadvantages centred predominantly around poor internet connectivity and inappropriateness of VEC for specific patients/clients or particular health conditions which do not lend themselves to remote healthcare practice.

Future plans

Key recommendations from this evaluation are focussed on developing an evidence-based national policy to support safe, appropriate use of telehealth and developing digital infrastructure and capacity.

Implementation of these recommendations has commenced with a focus on improving internet connectivity; strengthening supports for telehealth implementation; and increasing digital capabilities. With the easing of COVID-19 restrictions, HCPs and patients/clients can now engage in shared decision-making to determine which consultations are best suited to VEC. This will ensure that VEC represents a long-term viable option of delivering high quality, person centred, cost effective healthcare.

Nursing Strategy Development

The aim is to facilitate the development of a nursing strategy of one acute hospital service which is undergoing significant transformation to support a collaborative approach to change management and strategic plan for the nursing service which will support healthcare reform.

Impact

Staff engagement sessions conducted with significant number of the nursing team including healthcare assistants (HCAs) ensured that all voices were heard.

Future plans

Further work to be progressed with the Nursing Strategy Steering Group in the hospital which consists of representation of all grades of nurses and HCAs. Another community nursing group have also sought the assistance of the NMPDU to support them in developing their strategy.

NCLC Clinical Leadership Development Programme for Staff Nurses and Staff Midwives in the North East

The aim of this project is to deliver the 2 day NCLC Clinical Leadership Development Programme for Staff Nurses and Staff Midwives in collaboration with the CNME (Ardee). NMPD officer and Director CNME trained to facilitate and deliver this programme which has been developed by the NCLC.

Two programmes being provided in quarter 3, 2022 with 16 participants booked onto each programme. Future plans are to deliver more programmes in 2023 and to commence delivery of CNM Leadership Development Programme.

Clinical Nurse Manager (CNM) 2 Ward Leaders Guide

The aim of this project is the development of a CNM2 Ward Leaders Guide for one acute hospital to provide a source of information on induction and orientation to the role of CNM2

Facilitation of two co-design workshops held with CNM2 in collaboration with the Nurse Practice Development Coordinator. A draft Ward Leaders Guide in development and for consultation with the CNMs and hospital nurse management team. Future plans include finalising of the Ward Leaders Guide and implementation process to commence early 2023.

Workforce Planning: Graduate Intention Survey 2022

To understand how to utilise workforce data in promoting nursing and midwifery recruitment and retention across the service, including mobility of the workforce- specifically looking at our graduate nurses and midwives.

The aim of the survey was to elicit information from final year nursing and midwifery students on the following:

- Intentions upon registration
- Preferences for the location and type of post they wish to take up
- Interest in undertaking post graduate education
- Key factors that are important to recruit and retain graduate nurses and midwives
- The level of interest of general nursing students in an Integrated Graduate Rotation option

This information will enable a better understanding of the factors that impact nursing and midwifery graduates in their employment intentions.

Response rate of 23% -375 participants.

Presentation of findings to Local Joint Working Groups with the aim to get their feedback. It is intended to repeat this survey in 2023.

Clinical Nurse/Midwife Specialists: Review of Clinical Nurse/Midwife Specialist applications and numbers

The aim of project is to increase the number of CNS/CMS in the North East recorded on the ONMSD Interim Database for CNS/CMS.

Database for CNS/CMS is updated through active links with services with a total of 200.5 CNS/CMS in the North East Region.

- Acute - including Paediatrics, Physical Disability & Occupational Health - 75
- Community Services - CDM and OPS, Palliative Care - 44.5
- Maternity – 13
- Mental Health – 59
- Intellectual Disability - 9

Future plans

To continue to process CNS/CMS applications for the ONMSD Interim Database and advise services and individual nurses & midwives on this career pathway.

Promotion of the Professions in Nursing and Midwifery

Aim of project is to promote recruitment and post-graduate supports available within the HSE North East region. NMPDU NE hosted a stand at Career's Fair in Dundalk Institute of Technology (DkIT) to target future graduates and contributed to the Irish Times Higher Options Nursing and Midwifery stand in Dublin, to target senior cycle secondary students.

Impact

DkIT Careers Fair: Representation from all nursing and midwifery services in the North East were present to promote recruitment and retention of our nursing and midwifery graduates coordinated by the NMPDU. Provision of information on supports available through the NMPDU for post-graduate education funding, continuous professional development and career planning.

At the Dublin event, NMPDU officers represented as part of the national promotion of Nursing and Midwifery, through engagement with students and teachers.

NMPDU team returned in late 2022 to give a presentation to the final year students as they prepare for graduation in the DkIT

Nursing and Midwifery Digital Healthcare

Digital health transformation signifies a fundamental change in how technology people and processes combine to significantly enhance healthcare. It requires strategic vision and commitment to re-think and retool the three attributes of the organisational culture, processes and its technology (OECD, 2019). The ONMSD Nursing and Midwifery Digital Health Group was set up in response to the COVID-19 pandemic to provide immediate and reactive support to nursing and midwifery services with the implementation of digital health systems and solutions.

The fundamental role of the group is providing leadership connecting national developments to regional and local services to ensure the nursing and midwifery voice is embedded within all digital development and the full potential of digital health in providing person-centred, safe quality, connected care is realised.

The NMPDU North East supports the initiative aims by ensuring:

- Active membership of the National Nursing and Midwifery Digital Health Group
- NMPDU officer presented the findings of the National Evaluation of Video Enabled Care at the National Nursing and Midwifery Digital Health Conference in May 2022
- The development of digital analytics capability within the North East region
- Actively engaging nursing and midwifery colleagues within services to provide guidance on the implementation and optimisation of Video Enabled Care opportunities
- Referral to available resources such as the implementing online appointments and video communication within each of the services - to support sustainability of digital opportunities
- Using links with services to communicate the digital literacy programme
- NMPDU officer involved in the development of a repository of national available courses/programmes in digital health
- Establishing links with key personnel for digital health locally within CHO 1 & 8 (Louth/Meath/Cavan/Monaghan areas) and acute services

The introduction of video enabled care within HSE services is providing multiple benefits across a wide range of stakeholders. Future plans includes continued work with services by NMPDU to support them to navigate the digital new ways of working.

CNME Sligo, Leitrim, West Cavan (SL&WC)

Person in Charge (PIC) Programme for Intellectual Disabilities (ID) Services

This programme was developed and delivered as a collaboration between the CNME SL&WC, the CNME Donegal, and the CNME Dublin North East. A training needs analysis was undertaken with all Managers in the CHO1 areas to ascertain their training needs. This programme was identified as one of the priorities from that exercise.

The aims of the programme were:

- To empowering them to critically reflect on their leadership role
- To empower participants to examine theories and policies underpinning leadership, strategy and change management
- To develop both their confidence and leadership skills within the role of PIC in clinical practice

The programme consisted of 2 days in-person training in Sligo & Donegal, 8-10 hours of virtual/online classes with protected time off the unit to participate and 6 hours of self-directed learning to undertake recommended reading, and the development of their chosen QI to ensure it is fit for purpose at work level.

Education Fair: Post-graduate Guidance for Nurses and Midwives July 2022

There are so many education and development opportunities for nurses and midwives, however sometimes it is difficult to decide which path to take. Therefore the CNME SL&WC held an education fair with our academic partners from NUIG and St Angela's College Sligo.

Nursing & Midwifery Conference

A collaboration between the CNME SL&WC, Sligo University Hospital (SUH) CNME, St Angela's College Sligo hosted a Nursing and Midwifery Conference with the focus on Innovation, Research and Success - Supporting, Showcasing and Sharing. Speakers were nursing and midwifery experts from across all services who presented their work.

The afternoon was divided into two streams:

Stream 1:

Focused on Older Persons Services on the topic of falls, chaired by the ONMSD National Lead for Older Persons Services who gave the opening address. Speakers in this session were local nursing experts who presented on innovation and integration.

Stream 2:

Focused on ANP (ANP) and advanced nursing practice, chaired by the North West lead for ANP/ CNS who gave the opening address on developments in advanced nursing roles. Speakers presenting in stream 2 were nurses in ANP and Candidate ANP roles. At this session a simulation demonstration was presented by the local Simulation Educators from SUH.

Overall the day was very well attended and evaluated. This demonstrated the need for more events where nurses and midwives can show case their great work.

Clinical Supervision Programme

At CNME SL&WC we greatly value clinical supervision. Since 2019, in collaboration with project leads from the NMPDU Northwest, we have offered awareness sessions to staff in practice areas across the sector to help raise awareness of the true essence of what clinical supervision is and how significantly it can be in enhancing healthcare for those providing and receiving care.

We have delivered this HSE three day endorsed programme to nurses working in Mental Health Services and the feedback from participants has been strongly positive. With this in mind, this year we have expanded the programme by offering it to all disciplines within nursing and midwifery. We recognise that clinical supervision is not a new concept and that the benefits have been enjoyed in many allied health fields since the 1970's. The advantages of having regular clinical supervision have been largely non-contestable with strong published evidence suggesting that it supports professional practice and reflection. Evidence demonstrates that it also supports continuing professional development, improves wellbeing, improves work environments and culture, and enables better and safer patient/service user outcomes. We strongly advocate for building an infrastructure in practice areas that can accommodate regular clinical supervision for staff. Because of this overwhelming evidence the CNME SL&WC will continue to offer the programme to those practice areas who have identified it as a service need. We also welcome others who wish to develop this support in their practice/service area to join us for the 3 day programme to learn more about how clinical supervision works in practice.

New Programmes Developed in 2022

1. Competency Based Interview Preparation: how to prepare for competency based interview with sample questions and answers.
2. Designing an Academic Poster for Nurses and Midwives: how to design an academic poster.
3. CNME SL&WC, CNME Donegal, CNME Galway & CNME Mayo/Roscommon have come together to develop a series of webinars on the subject of menopause.
4. Stress and Resilience for Nurses and Midwives: stress its impact and strategies to mitigate its effects

The number of persons who accessed the CNME, SL&WC for the period January to November 2022 = 2,394.

HSE Graduate Nurse Rotation Pilot

The aims of this pilot is to develop a graduate nurse rotation process that enables general nurse graduates to work in acute, community and social care services, to promote recruitment and retention of graduate nurses and midwives, and to promote recruitment of nurses to community and social care services as required within service re-design and Sláintecare.

The focus is on developing support structures for nursing services and graduates in the pilot process. An evaluation report is under development on the graduate rotation pilot in the context of recommending as a process for retention of graduates and expanding opportunities of work in community care settings.

Impact

The pilot project for 2021 and 2022 graduates is progressing. A number of graduate nurses responded to the HSE Graduate Nurse Rotation posts. DoNs in Acute Hospitals, Older Persons Services and DPHNs are supportive and enabling of the pilot rotation. Evaluation of experiences of graduate and service nurses is ongoing. An exploration of similar initiatives in other health services provided evidence of impact, for example in NHS Grampian, Scotland.

NMPDU West, Mid West

eHealth and Digital Healthcare

An NMPD eHealth project officer works with the National Nursing and Midwifery Digital Health Group. Projects supported included:

- The national deployment of video enabled care across all services as part of the digital COVID-19 response
- The consultation process in nursing & midwifery services supporting the development of the All-Ireland Nursing & Midwifery Digital Capabilities Framework
- The development of a patient evaluation survey for the use of video enabled care and a published 'Report on the Findings of the First National Evaluation of the use of Video Enabled Health Care in Ireland' (HSE, July 2021)
- Roll out of the Nursing & Midwifery Digital Skills foundation course during the summer of 2021
- The planning and development of the National Nursing and Midwifery Digital Healthcare Conference for May, 2022

NMPDU South West Cork Kerry

Service Improvement Innovation Funding

A key function of the ONMSD / NMPDU is to support the professional development of nursing and midwifery practice. Funding for Nursing and Midwifery Service Improvement Innovation initiatives is available annually and is available to HSE and HSE funded organisations (Section 38). The initiative supports the application for funding for service improvement and innovation projects that will create new service improvement in nursing and midwifery practice

Impact

A commitment of funding for specific projects provides the service the opportunity to embed the innovation into clinical practice, audit the influence of the project on practice and inform further service developments. The initiatives listed below are examples of supported projects that benefited both service users and providers:

1. Introduction of Rainbow Badges to promote inclusion
2. Development of ADHD Care Bundles
3. Development of Individualised Care Pathway for Peri-operative patients with an Intellectual disability (Acute Services)
4. Assisted Decision Support Co-Ordinator (ID Services)
5. Establish an Education 'Mixed reality' hub (Older Persons residential services)
6. Practice Development Co-Ordinator (Public Health)

Future plans

Service Improvement Innovations funded in 2021-2022 demonstrated the scope of the NMPDU campaign and the continued commitment to the delivery of innovative solutions to support service development, excellence in patient care and addressing educational needs in the community sector. Each service improvement innovation project funded submit an annual report and a final project report to the NMPDU.

Workforce Planning

Recruitment and Retention of Nurses in Older Persons Services (OPS) and Community Services in Cork and Kerry

Preliminary Census data enumerated in April 2022 demonstrated that there is a continued upward trend of an aging population increase in Cork and Kerry since the 2016 census. To meet the healthcare needs of this increasing and aging population, the effective recruitment and retention planning of nurses to work in Older Person Services and community based services will be critical in implementing the Sláintecare Strategy. The current allocation of nursing and midwifery WTE in Cork and Kerry is almost divided equally between acute care services and community care services.

Pilot Nurse Graduate Rotation Programme

The Pilot Nurse Graduate Rotation programme is a national ONMSD workforce planning initiative, developed in collaboration with HSE, for new nurse graduates. Graduates who undertake this programme are facilitated, through a supportive framework process, to have an opportunity to enhance their clinical knowledge, skills and experience in both acute care and community healthcare service settings over an 18 month period.

The local NMPDU officer in Cork and Kerry, in partnership with the nurse management teams in the OPS and Community Service areas, are providing a key role in professional support and guidance to the graduates currently undertaking the pilot programme, which will assist them in their transition from novice to expert nurse and help signpost them as they excel in their nursing career.

National Overseas Induction Programme for RGNs recruited into HSE OPS

The local NMPDU officer is part of the NMPDU / ONMSD Workforce Planning sub group working in consultation with HSE departments, such as the HSE HR International Recruitment section, in exploring the development of a National Overseas Induction Programme for RGNs who are recruited to work in HSE Residential Care Older Person services. It is envisaged that when completed a standardised national induction programme for newly recruited overseas nurses into OPS settings will be available that will support overseas nurses in having the specific knowledge base and skillsets required to care for older persons in residential care settings and ensure the care they deliver is in compliance with statutory regulations of NMBI and HIQA.

Both graduates in the region have completed their acute service placement in June 2022, and commenced their 9 month placement in a community healthcare environment of their interest. On completion of the programme the graduates will be requested to complete an evaluation survey to gain feedback on the programme and identify any recommendations which will assist in future planning and development of graduate rotation programmes.

Promotion of the Professions in Nursing and Midwifery

Context

Central Statistics Office (CSO) (2016) Census of Population 2016. An age profile of Ireland: Highlights an aging population in Ireland which will increase demand for health services.

Health Services People Strategy 2019 -2024: “Priority 4 Work force planning and Intelligence”

This initiative commenced in 2019 for the purposes of promoting the careers of Nursing and Midwifery in secondary schools. The driver for the initiative was based on current research which indicated the numbers entering these professions worldwide were well below requirements. A presentation was developed targeting students in the senior cycle – Transition Year, 5th and 6th year.

The NMPDU Cork/Kerry supports these aims by ensuring:

- Representation on the National Promotion of the Nursing and Midwifery Professions in schools
- Communication with local school principals to provide presentations to school leavers about a career in nursing
- Identifying appropriate events/career fairs to promote Nursing and Midwifery as a career
- Participation in the working group reviewing and updating the careers portal website
- Participation in the working group to examine appropriate communication strategies
- Initial work commenced to engage with HSE communication to ascertain the suitability of social media as a platform for reaching the target audience

Leading an Empowered Organisation (LEO)

(In partnership with Choice Dynamic International)

LEO is a high impact personal and transformational leadership development programme for leaders in middle and front line roles. It combines advanced personal development training in relationship management, leading change and empowering practices. The goal is to inspire a “can do” culture with the focus on developing and/or sharpening core skills required to influence and enable change within the working environment.

Impact

At the request of the directors of nursing/midwifery across services in Cork and Kerry, the NMPDU continues to support the facilitation of the LEO programme with the support of trained facilitators in clinical practice. The programme is delivered every month to facilitate nurses and midwives across all services and is run with maximum capacity. Feedback from services on programme delivery indicates that the LEO programme is empowering clinical staff to facilitate new ways of working and providing participants with practical tools to perform their roles effectively and create an environment in which other colleagues can grow and develop

Future plans

In order to sustain the delivery of the LEO programme and build internal capacity within services there is a requirement to train a greater number of facilitators across clinical services. The NMPDU is committed to supporting services in the delivery of this invaluable programme and will financially support and host the delivery of the Choice Dynamic International, LEO train-the-trainer programme for thirteen nurses and midwives from across all service areas in September 2022.

RCNME South East (SE)

The RCNME-SE adopts the principles of adult learning encouraging participants to critically evaluate their own learning needs and take responsibility for their professional development. The RCNME-SE educators recognise that participants have unique experiences that contribute to their active engagement in life lifelong learning. We ensure that the learning environment is one where enquiry, problem solving, reflection, collaboration, and autonomy feature significantly. The objective is to foster a learning environment that will encourage development of requisite skills and confidence in learners to develop their professional roles and enhance their clinical practice in the healthcare environment.

Mission Statement

"The Regional Centre of Nursing & Midwifery Education South East (RCNME-SE) is committed to providing relevant, timely and research informed Continuing Professional Development (CPD) to Registered Nurses and Midwives working in the HSE South East. We will continue to collaborate with key stakeholders in the identification, planning and delivery of education programmes that meet needs and surpass expectations. We value nurses and midwives and their impact on patients, families and within MDTs and so strive to provide education that engages, empowers and supports enquiry across all disciplines of Nursing/Midwifery."

Adoption of the HSE Health Passport for People with Intellectual Disability in Acute, Community and Intellectual Disability Services in the Wexford Region

With the support of the RCNME and NMPDU SE, nurses from three distinct HSE facilities, Wexford PHN Service, Wexford General Hospital, and Wexford Residential Intellectual Disability Service, worked collaboratively to implement the HSE Health Passport for people with intellectual disability across community, acute and intellectual disability services in the Wexford region.

This initiative recognised the benefits of using the HSE Health Passport to:

- support people with intellectual disability communicate aspects of their health and social care needs
- facilitate healthcare professionals understand the co-existing and presenting conditions of people with intellectual disability
- make the required reasonable adjustments for their safety, health care and well-being

A working group was established and comprised of the initiating nurses along with members of their senior nursing management team, NMPDU, RCNME and Care Collaboration representatives. A collaborative approach was adopted and the work of the group culminated in the launch and implementation of the HSE health passport in Wexford services and development of an online education programme hosted in the RCNME-SE catalogue on HSeLanD.

The initiative has inspired change and motivated others to provide appropriate, equitable and better informed care for those with intellectual disability in Wexford. It was launched during a webinar on the International Day of Persons with Disabilities and attended by more than 70 participants. An information programme on HSeLanD RCNME-SE catalogue is available to staff with over 50 staff having accessed this to date.

Scan the QR code below to access the Health Matters article on this regional initiative:



Development of Online Learning Programmes in Response to Service Need

As COVID-19 impacted health service delivery, the RCNME-SE rapidly adapted to the use of online learning in an effort to meet the challenging needs of our frontline colleagues. We created the following online programmes to meet service need:

- IM Injection Technique in the Context of COVID-19 Vaccinations
- Clinical Safety Updates
- RCNME South East Regional Sharps Awareness
- Preceptorship Updates Programme

The development of these programmes required a rapid pivot to online learning by the RCNME team who demonstrated innovation and flexibility in responding to need, further enhancing and strengthening relationships with all disciplines across the South East region. These online programmes demonstrate the accessibility of online learning and its ability to meet the needs of a service.

The IM Injection Technique (intramuscular) programme was developed in response to an urgent need across services in the region due to the large-scale COVID-19 vaccination programme. This education programme needed to be developed promptly and reach as many staff as possible. Therefore, online learning was the most suitable approach and the RCNME-SE developed a short refresher programme for updating and refreshing healthcare professionals in the skill of IM Injection.

Clinical Safety Updates is a programme the RCNME-SE coordinates in conjunction with an acute service,

which encompasses mandatory training as well as education specific to the needs of the service and its various staff. This education could not be halted indefinitely and therefore a decision was made to pivot to online learning and with the support of the Nurse Practice Development and programme facilitators, this was made possible.

The Clinical Safety Updates programme comprises three sections to include all staff working within the acute service.

1. Clinical Safety Updates: Non Clinical Staff Only
2. Clinical Safety Updates: HCAs & HSCPs Only
3. Clinical Safety Updates: Nurses & Midwives Only

Sharps Awareness education is mandatory training for all staff. However, this was not easily accessible due to COVID-19 and facilitators were increasingly challenged to meet demand. The RCNME-SE worked with the key stakeholders and developed an online programme of education.

Preceptorship updates programme has been developed in collaboration with nurse practice development to support the delivery of two yearly updates to nurses and midwives working as preceptors in clinical areas. This short online programme is available to those that have completed a one-day preceptorship education programme and is designed to update and reinforce key preceptorship principles to nurses and midwives.

This programme was launched in March 2022 and has been attended by 143 nurses/ midwives to date. The RCNME-SE education team in collaboration with Nurse Practice Development is currently further progressing this online programme using online development software to create an interactive and engaging learning experience for participants.

Future plans

The RCNME-SE plan to continue development of online education where required and update existing education. Continued development of nurse tutors/ specialist coordinators skills in creating online programmes/education is ongoing and recognised as a priority.

CNME Donegal

Bereavement Webinar Series: 'Understanding the effect of traumatic bereavement over the lifespan'

Throughout the COVID-19 pandemic, bereavement, in its many forms, was very much in the spotlight, in particular the trauma and sequelae that can be associated with bereavement. All professionals working in the health sector should be 'trauma informed' in their practice. The aim of this webinar series was to provide the opportunity for professionals to come together virtually to explore the impact of bereavement across the lifespan. The target audience for this webinar series was primarily Health & Social Care Professionals but other disciplines such as Garda Síochána, individuals working within the education sector and voluntary organisations were invited also. The webinar series ran over a 6 week period, each Wednesday for an hour and a half.

The 6 webinars discussed and explored the effects of traumatic bereavement across the lifespan; pregnancy loss and neonatal death, the young child and pre-teen, the adolescent and teenager, suicide & vicarious trauma, the individual & the professional and finally a personal experience- one father's story. This was supported and facilitated by experienced experts in psychotherapy, psychology and counselling.

Impact

Over the course of the 6 webinars 1169 participants attended online, from all areas of the country. Feedback was overwhelmingly positive with attendees identifying with the issues discussed on a personal and professional level. The new survey tool, acquired by the CNME - SmartSurvey™ allowed a simple method of capturing this feedback and presenting it in a comprehensive manner. The WebEx platform was used to host the webinar series and this allowed for attendee discussion and interaction with the panel as well as gathering of important information regarding the audience.

Having attended this webinar- will what you have learned aid you in carrying out your role as a professional?

100% of respondents answered yes.

'Well done, amazing webinars, really useful'

'A really great webinar- congratulations'

'A lot in this webinar I can identify with – both personally and professionally'

Future plans

The learning that resulted from the development and design of this webinar series has given the CNME team the tools and confidence to develop similar large scale programmes in the future, that can reach a national audience. For the attendees, it is clear from the feedback and interactions on the webinar series that vicarious trauma in the healthcare setting is a huge issue and many are dealing with the effects of the decisions, situations and conversions they have had to face during the course of their daily work over the course of the pandemic. The CNME Donegal is currently planning further activities and events that will help address these issues and support staff.

Acute Oncology Nursing Service Development

Ireland's National Action Plan in response to COVID-19, published by the DoH in March 2020, outlined the multi-agency actions required in response to the COVID-19 crisis (DoH, 2020). The need to maintain critical and ongoing services for essential patient care was emphasised. Twenty six Acute Oncology Service (AOS) nursing posts were approved for appointment to the hospitals delivering National SACT.

The Acute Oncology Service (AOS) was developed to ensure:

- Oncology/haematology patients who present with complications of treatment are triaged and managed in a timely manner so that their care needs are met efficiently and effectively
- A validated triage tool is used in the 26 Systemic Anti-Cancer Therapy (SACT) centers in Ireland
- Compliance with the National Cancer Strategy (2017) key performance indicator, ensure that patients on active treatment receive appropriate admissions in emergency situations
- The introduction and development of the acute oncology nursing posts is supported by the NCCP nursing team

Role of the Acute Oncology Nursing Service

- Provides a specialist nurse-led, access route for oncology/haematology patients who are experiencing a disease or treatment related complication and ensures patients are triaged, assessed and managed using a validated tool. A hospital review maybe necessary and where possible patients are discharged home in a timely manner. This access to specialised cancer nursing care for vulnerable patients receiving SACT has resulted in hospital avoidance for some patient during COVID-19 and beyond
- Enhances links with community services such as CITs, GP's and public health nurses to provide additional patient support where required
- Submits key quality metrics to the NCCP on a monthly basis which demonstrates the efficacy of the service

Impact

The positive impact of the introduction of theses specialist nursing posts has been realised and recurring funding has been secured.

Future plans

- Currently the service is operational Monday to Friday. There are plans to expand the hours of service and to establish a full Acute Oncology ANP led service where appropriate
- Requirement to build resilience in this services nationally (two CNS posts and 1 ANP post have been allocated as part of the 2022 National Service Plan)
- Build on the international relationship with UKONS (UK Oncology Nursing Society) who are international leaders in this field
- Support standardisation of AOS practice nationally, e.g. work in progress on national fever guidelines

ONMSD and National Integrated and Clinical Care Programmes

The ONMSD continues to support and work in collaboration with National Integrated and Clinical Care Programmes with nursing and midwifery input to improve systems in support of patients, nurses and midwives through, for example:

1. National Critical Care Education

In 2021, the ONMSD supported the delivery of the National Foundation Education Module - (Foundation) in Critical Care Nursing. This module was delivered collaboratively by University College Cork and University College Dublin, with 2 cohorts completing the module. The ONMSD supported 128 nurses to complete this module in 2021.

In Feb 2022, the last cohort of the initial service level agreement (SLA) completed the module in Critical Care Nursing, with 82 successfully completing. The ONMSD has now agreed to fund additional nurses into 2028, through a SLA with UCC and UCD, with 2 cohorts per year.

2. Development of a HSeLanD Redeployment to Critical Care Module

A HSeLanD educational module, to support education for staff who may need to be redeployed to critical care due to a surge in critical care capacity requirements during extraordinary times, such as Covid 19, has been developed by SMEs in Critical Care education. This work was supported by the ONMSD and the module is now available on HSeLanD.

The ONMSD supported 1.0 whole time equivalent Nurse Lead in the National Clinical Programme for Critical Care throughout 2021 and 2022. This support enabled/ contributed to:

- Membership and significant contribution to the National Multi-Disciplinary Critical Care & Respiratory CCOVID-19 Major Surge Working Group which oversaw our National Critical Care response throughout the pandemic

- Development of a National Critical Care Nursing Workforce and Workforce Planning report which will inform critical care capacity increase workforce requirements
- Development, implementation and expansion of ANP led Critical Care Outreach services. There are now 52 funded ANP posts for critical care, with service development at different stages across 14 sites. This is aligned with the INEW 2 and the work of the Deteriorating Patient Improvement Programme

3. National Clinical Programme Anaesthetics (NCPA)

• National Education and Training Needs Survey for Surgical Nursing Report

This report was completed and published in 2021 and is available on:

<https://www.hse.ie/eng/about/who/cspd/ncps/anaesthesia/resources/surgical-nurse-education-training-needs-analysis-report-2019.pdf>

• IEHG (Ireland East Hospital Group) core competency framework for perioperative staff 2021

The ONMSD supported members of IEHG perioperative group in the development of a core competency framework for staff in first six months in theatre. This framework has been shared with all hospital groups.

• Foundation Programme for Nurses/Midwives in Pre-Admission Unit Care

South East Technological University continues to deliver this programme in 2021 and 2022 with 24 students completing the programme in 2021 and 27 students completing the programme in 2022.

- **Guidance for opioid prescribing for acute non cancer pain, postoperative pain and post procedural pain published in 2022**

This guidance document is available on <https://www.hse.ie/eng/about/who/cspd/ncps/anaesthesia/resources/guidance-for-opioid-prescribing.pdf>

- **Clinical Guideline for Unexpected Intraoperative Life Threatening Haemorrhage**

Represented ONMSD on development CGD published in 2022 and available on

<https://www.gov.ie/en/publication/05800-unexpected-intraoperative-life-threatening-haemorrhage/>

- **HSE Policy and Procedure for Safe Surgery, 2022**

Chaired stakeholder group established to review and update HSE Policy and Procedure for Safe Surgery (2013).

Secured funding to develop an interactive national education module for completing Safe Surgery Checklists as recommended in the policy. The development of this commenced in 2022.

- **Model of Care (MOC) for Pre Admission Units (2014)**

Stakeholder group established in 2022 to review and update MOC for Pre-Admission Units.

- **Transforming Theatre Programme 2021/22**

This theatre improvement initiative is a collaboration with HSE, NCPA & NCPS and focused on South South West Hospital Group to implement change and improvements across the perioperative service. The programme uses agreed standard metrics to capture data on perioperative patient flow.

Collaboration & Communication



External: CNO office DoH, NMBI, Educations Bodies, Staff Organisations, HIQA

Internal: HSE Board & Executive Management Team, Office of HSPCs, Acute Hospital Div, Community Strategy & Planning, HR Depts, National QPS Team
OoCIO, Chief GDoN/M's, Areas DoN's MHS, DoN/M's/Services/DPHN's

4

Service User Engagement

The ONMSD values the unique contribution of service users to ensure safe healthcare delivery and experience. We will develop and improve the ways in which the ONMSD engage and form partnerships with service users and their families that will contribute to a meaningful and active role in their care experience.

Our teams will support the values of care, compassion, commitment, trust and learning in everything we do.

Inclusion of Patient/Service Users



Multidisciplinary IV medicines Administration Group
Interprofessional Education & Collaborative Practice in Healthcare
Older Persons Services Groups

Supporting Patient Advocacy



National Consent Policy
Assisted Decision Making Forum

NMPDU North East (NE)

Multiple forums for targeted service user engagement of nurses and midwives in the North East Region

The aim of the initiative is to review all engagement forums to ensure membership representation. To build our knowledge, skills and capacity to engage and support our nurses and midwives in the North East region. Forums range from cross divisional DoN/MS, clinical leadership, practice development, research, educational and implementation support.

Impact

Group memberships and terms of reference reviewed to support the building of key relationships between group members, the importance of representation of different levels and aspects of nursing and midwifery. NMPDU North East acts as a conduit to add to the value of interdisciplinary synergistic working to maximise the design and delivery of nursing and midwifery services to embed the values and principles of personalised, coordinated and enabled care.

Future plans

Continue to maximise our opportunities for membership on interdivisional groups, to ensure that we incorporate the views of our service users in the planning, implementation and evaluation of the work of the NMPDU, while supporting them to embed the values and principles of personalised, coordinated and enabled care.

Creation of a HSE Health Passport APP and Promotional Video for People with Intellectual Disabilities

The aim of the project is to work collaboratively with the Health Passport Ambassadors, Sláintecare Team and HSE Communications to develop an APP that is a digital replica of the hard copy HSE Health Passport that will provide easier access to the passport for people with intellectual disabilities.

Impact

Within 2 weeks of its availability on the Google Play Store the HSE Health Passport App had 5,500 downloads across 33 countries.

Future plans

The ONMSD funded and led on the development of the HSE Health Passport APP and promotional YouTube video for people with intellectual disability. The APP is accessible through the Google Play Store. Further promotion, spread and scale of the APP is through HSE National Disability Services.

HSE Health Passport APP Promotional Video:
https://youtu.be/TpsAIOZ_EiU

NMPDU West, Mid West

Service Improvement Initiatives

The NMPDU supports innovative initiatives which bring about new service improvements in nursing and midwifery practice. Throughout 2021, we supported 47 projects from within the services through our Service Innovation Programme. Some examples of projects we supported included:

- A maternity services virtual tour for expectant mothers and fathers
- A patient information leaflet for mental health services
- Financial support for furnishing a consultation room for bereaved families within maternity services
- Supported an older persons residential care service to introduce a project which assists people living with dementia to navigate their surroundings with visual cues which helps to reduce disorientation
- Oxygen education booklet for patients living with chronic respiratory disease

National Transfer Document

The National Transfer Document, (NTD) which was commissioned by the ONMSD and developed by the University of Limerick was launched during 2021. It provides nurses with an opportunity to give accurate handover of clinical information which is essential to the delivery of safe care. It is available at <http://hdl.handle.net/10147/627131>

CNME Donegal

The National Healthcare Communication Programme (Maternity)

The National Healthcare Communication Programme (NHCP) was developed in response to feedback from the National Patient Experience Survey that identified key areas for improvement in healthcare in relation to communication. This programme consists of four modules that supports healthcare staff to develop and maintain effective communication skills with patients, their families and with colleagues. There is evidence to suggest that good communication improves patient experience and outcomes (NHCP, 2019) and it is well documented that effective communication is vital amongst healthcare professionals and multi-disciplinary teams in the safe provision of care. Effective communication is central to the themes of the National Standards for Safer Better Maternity Services (HIQA, 2016).

The CNME Donegal worked collaboratively with key staff from the Maternity Unit in Letterkenny to facilitate the delivery of the National Healthcare Communication Programme locally. Three senior members of staff from the Maternity Unit, Letterkenny University Hospital and the Midwifery Tutor from the CNME Donegal attended a 'Train the Trainer' course in Dublin and are currently delivering Modules 1 and Module 2 of the programme. The delivery of the NHCP in the CNME Donegal addresses a Quality Improvement Plan (QIP) put in place by the Maternity Unit, Letterkenny University Hospital. The QIP 'Listening, Responding and Improving' highlighted local themes that arose from the National Maternity Experience Survey with the aim of improving healthcare practice in communication skills and shared decision making with women during pregnancy, labour, birth and postnatal period.

Impact and future plans

The COVID-19 Pandemic interrupted the roll out of this Programme as face-to-face delivery was not possible. However, the Maternity Unit has since allocated protected time - 1 day a month, to ensure all staff will be able to attend this programme over time. Feedback from staff that have attended has been very positive. The impact of this Programme in relation to the Service User will be established when the next Maternity Experience Survey is rolled out.

RCNME Tullamore

Wellness Recovery Action Planning (WRAP)

Co-facilitated by Project Lead, NMPDU West, and a service-user, WRAP provides a systematic, planned approach, which assists people in recovering and maintaining wellness. It has been designed by people with mental health difficulties and provides individuals' with a means of managing their own recovery.

The aim is to ensure participants' understand recovery concepts and their application to the development of a personal WRAP is a personalised wellness and recovery system borne out of and rooted in the principle of self-determination.

Impact

WRAP is a wellness and recovery approach that helps people to decrease and prevent intrusive or troubling feelings and behaviours; increase personal empowerment; improve quality of life and achieve their own life goals and dreams.

Future plans

The Wellness Recovery Action Planning (WRAP) program was first offered to employees in the mental health care context, but it is now available to employees in other care settings.

Inaugural Midlands Midwifery Conference

"Promote woman centred care through collaborative midwifery and obstetric practice"

The aim was to provide an educational platform for our midwives in the midlands to showcase their advancements in maternity care, while engaging with those experts from the UK who have made significant strides in promoting collaborative care, maintaining and promoting a strong emphasis on quality and safety in practice.

Impact

The voice of a mother, Malvina, touched the hearts of all present as she shared her personal experiences of maternity care. Much credence was afforded to her valued input, heightening awareness and stimulating attendees in listening to and hearing Malvina's story, elevating it to the heart of future collaborative decision-making, as attendees embrace an evolving journey towards woman-centred care. Midwifery colleagues representing various units all around the country were inspired and enthused by chairpersons and speakers, each passionately representing their individual areas.

Future plans

Continue to provide a platform to maintain and promote the continuous professional development of midwives, supporting their significant contribution towards collaborative practice.

RCNME South East (SE)

Education & Training Prospectus

The RCNME-SE is committed to the delivery of high quality evidence based programmes including local, regional and national programmes utilising a range of modes of delivery.

The development of an education & training prospectus has been an ongoing activity for many years. The first prospectus was developed in 2008 and since then it has become an invaluable marketing tool to engage with nurses and midwives across the region.

The aim of the prospectus is to provide all the required information to assist Registered Nurses and Registered Midwives in the development of their practice and the provision of evidence-based care for all who use the health services in the South East.

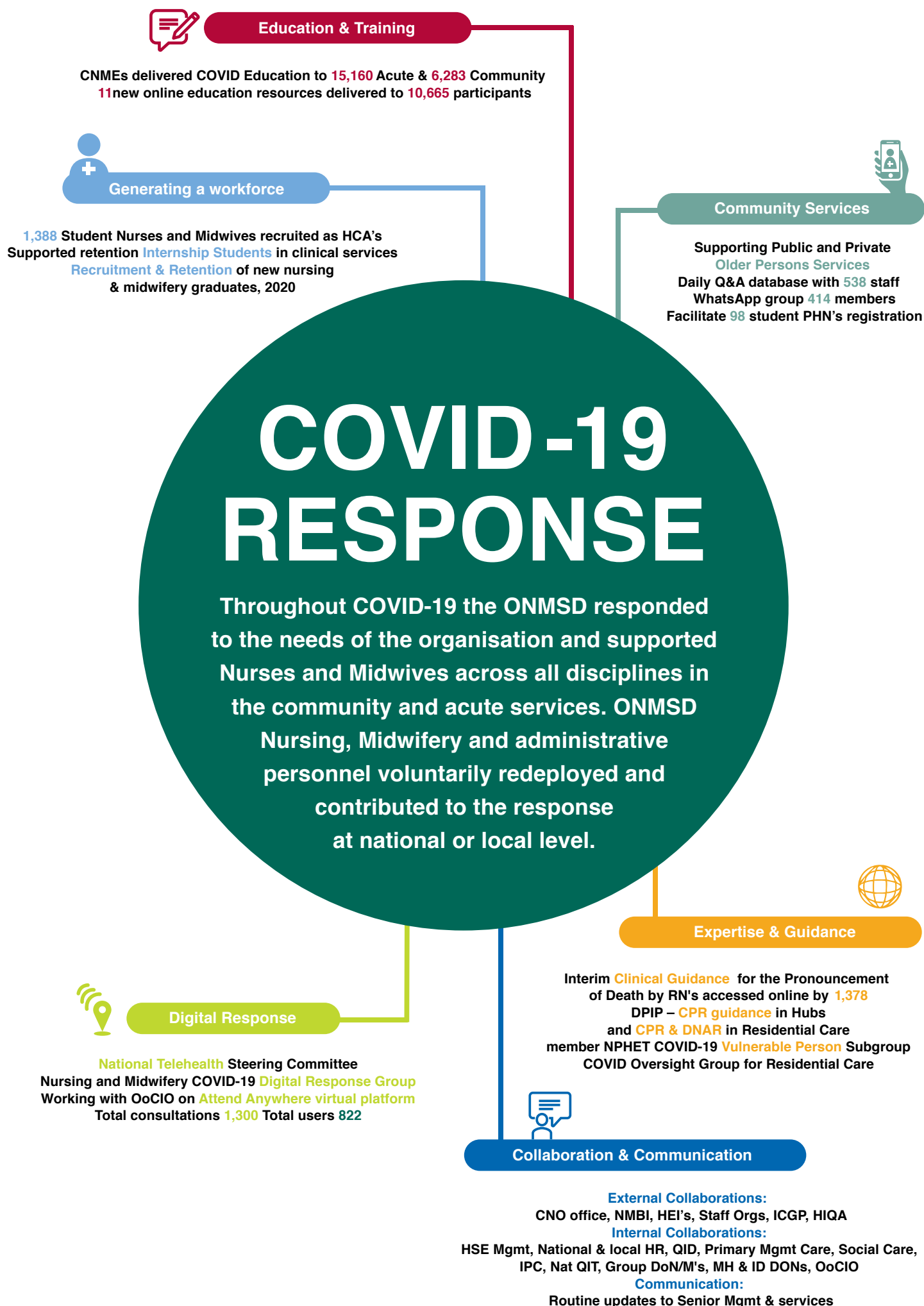
Year on year, the prospectus provides all information pertaining to CPD programmes that are available from the RCNME for a specific timeframe.

Over the year the prospectus has progressed into an interactive document by using such technologies as Adobe Acrobat DC Pro and hosting the prospectus online.

Readers of the prospectus can easily navigate the prospectus using hyperlinks within the document. They are one click away from emailing a member of the team and are able to use hyperlinks to contact us, join our mailing list or enrol for a programme on HSeLanD.

The current prospectus is available within the RCNME-SE course catalogue on HSeLanD and on the HSE South East regional shared network drive.

<https://www.hseland.ie/ekp/servlet/>



ONMSD Response to COVID-19

The ONMSD established a COVID-19 Working Group with a number of work streams designed to respond to the urgent challenges encountered by services, this included assisting with workforce planning, developing new education and training resources, developing new guidelines for service delivery as well as vaccination guidelines, augmenting the digital response and working collaboratively with our multidisciplinary colleagues. The ONMSD engaged with HSE departments, the Office of the CNO, and other external agencies such as the Education Bodies in COVID-19 related activities.

Impact

The current ONMSD Hub and Spoke model facilitates an efficient system of connectivity with frontline services and with national decision makers. This model significantly contributed to our ability to support both national and local COVID-19 service needs. The ONMSD continues to work in collaboration with the National Immunization Office in the updating of existing vaccination resources and guidelines as well as supporting the development of new guidelines as required.

The ONMSD has responded to service requests as a result of the COVID-19 crisis by redeploying staff, developing education and training resources, collaborating with multidisciplinary colleagues and participating in working groups with other HSE departments and external agencies. Examples of ongoing delivery of COVID-19 related education and training by CNMEs in response to service needs include:

- Nursing Management of a COVID-19 Positive Patient requiring CPAP
- Obtaining a COVID-19 swab in residential care settings
- Infection Prevention and Control
- Basic Life Support for Healthcare Providers
- National Anaphylaxis Education Programmes for Healthcare Professionals
- Immunization Education Programmes
- End of Life Care
- Intravenous Cannulation and Venepuncture in Adults and Children

The ONMSD is constantly reviewing the status of the activities undertaken to support services including the provision of education and training resources and expertise on professional nursing and midwifery practice as new ways of working are established.

Interim Clinical Guidance for the Pronouncement of Death by Registered Nurses in Identified Services in the Context of the Global COVID-19 Pandemic

The purpose of this Interim Clinical Guidance is to outline the role of the registered nurse in the safe pronouncement of death in adults (over 18 years of age) across HSE and Section 38 designated centres for older persons registered by HIQA, and specialist palliative care services only.

This Interim Clinical Guidance came into effect on 30th April 2020 and will remain in place only for the duration of the COVID-19 Emergency Period as determined by the Government of Ireland.

This Interim Clinical Guidance provides guidance on the nurse's role for expected and unexpected death events.

Impact

The Interim Clinical Guidance has been adopted mainly across older person residential services. As of 31st July 2022, 4129 staff have completed the HSeLanD on-line education programme that accompanies this guidance.

Future plans

The ONMSD will lead out on the development of a new policy commencing in Q3 2022 that will replace the Interim Clinical Guidance when the Global COVID-19 Pandemic is declared over.

NMPDU West, Mid West

ONMSD COVID-19 Response

The NMPDU staff, along with our healthcare colleagues, rose to the challenges of the COVID-19 pandemic by supporting the increased demand for education and training, the new ways of working in digital response, and through direct support to services via redeployment.

Six members of our team were redeployed either part-time or full-time to contact tracing centres, COVID-19 testing centres, COVID-19 vaccination centres, occupational health department and nursing homes. The three CNMEs were involved in the delivery of staff education and skills training, to ensure the maintenance of safe clinical practice.

Our NMPDU played a pivotal role in enabling and empowering nurses and midwives to take full advantage of the potential that digital technologies can bring to the healthcare environment in terms of improving the patient experience and health outcomes.

One NMPDU staff member was redeployed to the nursing and midwifery digital response group. This group supported:

- The rapid deployment of telehealth across the healthcare service
- The development of a nursing and midwifery 'use case portfolio' for telehealth
- The national roll out of the COVID-19 Care Tracker (CCT) and the local adoption in the Community COVID-19 Assessment Hubs

How COVID-19 Impacted Us

The consensus among our team is that while there were many challenges associated with the COVID-19 pandemic, it also presented new opportunities. Many of us experienced new work environments, learned new skills (or honed up our old skills), and we got to work directly with service users. The introduction of remote working has changed the dynamic in our team and it offered the opportunity of flexible working arrangements. We have experienced the pandemic as both healthcare workers but also as individuals and family members. It has helped us to reassess our lives and our priorities and make us more aware of the impact of the service that we deliver.

Nursing and Midwifery Clinical Leadership: COVID-19 Support

NCLC Team supported the establishment of the City West Vaccination Centre

Jan 2021 to Mar 2021

In January 2021, Ireland was experiencing the significant impact of the 3rd wave of COVID-19 which put immense strain on our health service and sadly, resulted in the loss of many lives. During this time, the national vaccination centres were being developed at pace to meet the urgent need to vaccinate the Irish population of adults over the age of 18. In response to this national need, the NCLC team was redeployed to support the recruitment process for the vaccination centre. While it was challenging to meet the targets presented, the recruitment team established clear processes which led to the successful recruitment of skilled staff for the vaccination centre.

The commitment and dedication of all involved was truly admirable. The City West vaccination centre, like the others that have been established, has been hugely successful and it was an honour to be involved in its development. The outcomes achieved in all the vaccination centres in such a short time are testament to excellent leadership, commitment and dedication.

Nursing and Midwifery Clinical Leadership during COVID-19

Sharing the Learning Webinar Series

In the summer of 2020, having returned from a period of redeployment, the NCLC team collaborated with services to identify their leadership needs at this time. During this process, it was evident that nurses and midwives had and were demonstrating significant leadership as they responded to the ongoing impact of the pandemic. The NCLC made the decision to develop a webinar series to facilitate nurses and midwives to present and share their clinical leadership experiences and innovations.

The NCLC Director collaborated with the CNO and RCSI to develop and present the 'Nursing and Midwifery Clinical Leadership during COVID-19: Sharing the Learning Webinar Series'

This webinar series provided a platform for nurses and midwives to present and share their clinical leadership experiences during the pandemic. The target audience was all grades of nurses and midwives.

Webinar Links:

- Webinar 1 - Learning from our Senior Leaders
- Webinar 2 - Learning from Older Person Services
- Webinar 3 - Learning from Midwifery Services
- Webinar 4 - Learning from Public Health Services
- Webinar 5 - Learning from Acute Services
- Webinar 6 - Learning from Mental Health Services
- Webinar 7 - Learning from Intellectual Disability Services
- Webinar 8 - Learning from Children's Health Services
- Webinar 9 - Learning Past, Present and Future
- Webinar 10 - Learning from UK NI & SI FNF Scholars

These webinars are available on the following link:

<https://healthservice.hse.ie/about-us/onmsd/onmsd-specific-programmes/nclc-webinar-series-clinical-leadership-in-covid-19-sharing-the-learning.pdf>

Feedback on Webinars

'I would like to congratulate the presenters for representing public health nursing and demonstrating excellent leadership and innovation'.

'It is wonderful to see the leadership that has been provided at this time, at many levels within acute care services. It is particularly gratifying to listen and witness such leadership in a newly qualified nurse'.

'It was wonderful to see panelists from 5 countries come together to share their leadership experiences, they were all excellent and it was inspiring to listen to them'.

Undergraduate Student Clinical Placements Response during COVID-19 Pandemic

Clinical placements are an essential part of student nurses and midwives' education and training. Placements are required in order to successfully complete courses and meet regulatory and/ professional requirements. HSE support for clinical placements is essential to ensure that the HSE has a sustainable workforce into future years.

The ONMSD worked in collaboration with Department of Health, NMBI and HEIs and clinical partners in order to facilitate safe and appropriate clinical placements and clinical learning for 1st to 3rd year student nurses and midwives during the COVID-19 pandemic.

The aim was to minimise disruption to supernumerary rostered clinical placements for students whilst taking cognisance of the following:

- The risk of exposing patients to infection from non-essential exposure
- The risk for student nurses and student midwives
- The risk to other members of staff
- The requirement to manage footfall in clinical areas
- The ongoing capacity of clinical areas to meet the demands for educational support and supervision of student nurses and student midwives.

Impact

A mandatory 2 week suspension of all supernumerary clinical placements was initiated in January 2021 followed by a gradual resumption of placements in early February. The ongoing monitoring and oversight of clinical placements for a total of 5573 supernumerary students continued for the academic year 2020-2021.

Future plans

Undergraduate student clinical placements and associated supports will be considered further in the context of the implementation of the relevant recommendations from the Report of the Expert Review Body on Nursing and Midwifery (2022).

NMPDU Midlands

Impact of the implementation of the role of nurses who serve as Infection Prevention and Control Link Practitioners

A research study to describe the perceived impact of the implementation of the role of nurses who serve as Infection Prevention and Control Link Practitioners (IPC) in Community Health and Social Care Settings in Midlands, Louth, Meath CHO. This study will be carried out by a Research Team from University of Limerick.

The aim of this research is to explore the perceived impact of the IPC Link Practitioner role in Community Health Social Care Settings in MLM CHO where the IPC Link Practitioner has been in post for more than six months. The study is currently in progress. The expected outcome of the study will be a greater insight into the perceived impact and value of the IPC Link Practitioner role, which was introduced nationally during the COVID-19 pandemic. This is the first such study into the perceived impact of the role. It is expected that a number of joint NMPDU/UL publications will follow.

Evaluation of Online Antenatal Education

The ONMSD Nursing and Midwifery Digital Health Group was set up in response to the COVID-19 pandemic to provide immediate and reactive support to nursing and midwifery services with the implementation of digital health systems and solutions. The role and function of the group has developed since its inception in response to the changing and evolving health service. A final report on this is expected to be available in December 2022. One particular project in this brief was the development and evaluation of an online Ante-natal Class Evaluation Form. The aim for this quality improvement initiative was to design an online antenatal education evaluation tool that can be adapted and used by the 19 maternity units.

Impact

Intention was to obtain the service users' experience of attending online antenatal education classes during the pandemic, and evaluate recommendations against the National Standards for Antenatal Education in Ireland 2020. This was achieved by:

- Designing an evaluation form
- Testing the effectiveness of the evaluation form by carrying out a small scale pilot study over a six week period across five maternity units.

Summary of key findings

- There was a high level of satisfaction with the class (98%) and (87%) reported that they would be happy to continue with online classes
- Almost all of the respondents (99%) either agreed or strongly agreed that the class was interactive. They felt that they were given the opportunity to ask questions and that the class helped them learn
- Almost 100% rated the health care professional's ability to communicate information as very good or good
- 30% participants would choose a blended approach which is a combination of face-to-face and live online classes
- The four major benefits identified of online classes were: (1) not travelling to class, (2) no transport/parking costs, (3) the convenience of an online option, and (4) feeling safer due to the COVID-19 pandemic
- Just over one quarter (26%) of the participants reported that the class was less personal than face-to-face classes
- 23% respondents reported that they did not feel prepared to feed their baby. They cited that face-to-face classes were necessary for breast feeding preparation
- A recurring theme cited by participants was not having the opportunity to meet other women, get a tour of the labour ward, or to develop a relationship with the midwife

Future plans

A single national evaluation tool has been designed and is ready for use by the 19 maternity units in Ireland. The report findings on the feedback of online classes will assist two work stream groups in their body of work on the implementation of the National Standards for Antenatal Education, which is overseen by the National Women's and Infant Health Programme (NWIHP).



Oifig an Stiúrthóra Seirbhísí
Altranais & Cnáimhseachais

Office of the Nursing &
Midwifery Services Director