



Ionad Ceannaireachta Cliniciúil Náisiúnta
um Altranais agus Cnáimhseachais

National Clinical Leadership Centre
for Nursing and Midwifery

The National Clinical Leadership Centre for Nursing and Midwifery

Florence Nightingale Foundation Scholarship Network



**Office of the Nursing and Midwifery
Services Director**

Overview of the Florence Nightingale Foundation Scholarship Programme:

The Florence Nightingale Foundation (FNF) is a UK based charity that supports nurses and midwives to improve care and save lives. The FNF Senior Leadership Scholarship is a programme that supports participants to undertake a bespoke programme of leadership development geared to their individual needs.

The Scholarship has three broad aims:

- Development and enhancement of the Scholar's leadership skills
- The Scholar will be supported to identify their career objectives and maximise their professional impact
- The Scholar will develop and deliver an improvement project

NCLC FNF Network:

The NCLC have been sponsoring senior nurses and midwives since 2018 and have established the NCLC FNF Network for those undertaking their Scholarship programme and those who have graduated.

Purpose of the FNF Network:

Members of the network use their individual and collective FNF Scholarship experience to support the leadership development of nurses and midwives nationally by:

- Contributing to the work of the NCLC by presenting on NCLC leadership programmes, webinars and workshops
- Presenting at local, national and international healthcare conferences and events
- Using every opportunity to share their FNF experience and learning with nurses and midwives locally, nationally and internationally
- Contributing to the development of the nursing and/or midwifery professions in Ireland and globally
- Consistently building their network and collaboration nationally and globally to optimise opportunities for shared learning
- Informally mentoring all grades of nurses and midwives to support their professional and leadership development
- Guiding senior nurses and midwives by providing them with formal mentoring

FNF NETWORK MEMBERS

2018 to 2019

Ms Mary Brosnan

Director of Midwifery and Nursing; National Maternity Hospital, Holles Street, Dublin



Mary is the Director of Midwifery and Nursing in the National Maternity Hospital and Adjunct Associate Professor in the School of Nursing, Midwifery and Health Systems, UCD. Mary is a Registered Midwife, Registered General Nurse and has completed an MSc in Organisational Behaviour, a Diploma in Quality and Leadership and a Diploma in Employment Law. She represents midwifery on many national committees, such as on the National Maternity Strategy Taskforce 2016-2026. Mary was the Honorary President of the Irish Association of Directors of Nursing and Midwifery

(IADNAM) from 2014 to 2016 and was awarded an Honorary Fellowship ad Eundem of the Faculty of Nursing and Midwifery in the RCSI in 2017.

In 2018, Mary was successful in her application for the FNF Scholarship programme and became the first registered midwife in Ireland to be awarded an FNF Scholarship. Her reason for applying was to broaden her network and expand her horizons within midwifery and nursing. As part of the programme, Mary had the opportunity to study with other nursing and midwifery leaders from Ireland and the UK, to meet leaders from other professions such as CEOs in technology companies, charities and politicians and to gain other leadership perspectives which has helped her to really embrace her leadership role.

As part of her Scholarship, Mary was facilitated to avail of a travel bursary to visit some new Australian maternity hospitals. This was so beneficial to her role on the project team to build the new National Maternity Hospital. Mary also undertook a short course on negotiation skills in Harvard Business School which has been invaluable in her current role. All of these diverse and wonderful opportunities were possible due to the Scholarship. Since completing her Scholarship, Mary has worked with the NCLC team to support other Scholars and promote leadership opportunities for the next generation of nurse and midwife leaders.

FNF NETWORK MEMBERS

2018 to 2019

Ms Eileen Whelan

Chief Director of Nursing, Midwifery & Quality; Dublin Midlands Hospital Group



Eileen is the Chief Director of Nursing & Midwifery (CDoNM) & Quality in the Dublin Midlands Hospital Group (DMHG). She was appointed CDoNM in March 2015 when she was simultaneously appointed to the post of Director of Quality and Patient Safety (2015 – 2020). During the COVID-19 pandemic, Eileen provided leadership at group and national level for Critical Care planning and escalation, and the COVID-19 Vaccination Programme. In June 2022 she was appointed interim National Director for the COVID-19 Vaccination, Test and Contact Tracing Programme.

Eileen is dedicated to driving the quality & safety agenda for patients and their families. She has a proved track record of nursing and midwifery leadership and of working closely with multi-disciplinary and executive teams to improve standards of services for patients. She is committed to enhancing the patient experience and improving the experience of the staff who deliver the care. Eileen is committed to the reform agenda set out in the Sláintecare Strategy and she is a member of the Regional Health Advisory Group leading on the future integration of health services in Ireland.

Eileen believes that receiving the award of the Senior Leaders Florence Nightingale Scholarship has provided her with unique opportunities to grow and to enhance networks with other healthcare and non-health leaders nationally and internationally. The experience has enhanced her appreciation of health systems and her overall focus on population health. The support from the National Clinical Leadership Centre for Nursing and Midwifery has been central to an exceptional Scholarship experience.

Eileen is an adjunct Professor at the School of Nursing and Midwifery Trinity College Dublin and a Fellow of the Faculty of Nursing & Midwifery, RCSI. She is a MBA graduate from the Smurfit School of Business, UCD (2003), and is a Fellow of the NHS Education for Scotland, Scottish Patient Safety Fellowship Programme (2013 -2014). She was the first registered nurse in Ireland to receive the prestigious award of a Florence Nightingale Scholarship in March 2018. Eileen completed her undergraduate nursing studies in University Hospital Limerick and gained postgraduate qualifications and experience in Ireland and Internationally. Eileen is a “retired snowboarder” and enjoys skiing, cycling, hill walking and GAA (Limerick Hurling & Kerry Football).

FNF NETWORK MEMBERS

FNF Scholarship Programme 2019 to 2020

Ms Eileen Caruthers

Director of Nursing; Specialist Palliative Care Louth, Meath, Cavan & Monaghan



Eileen qualified as a Registered General Nurse in London in 1991 and has worked in oncology and palliative care since 1997. She holds a degree in Palliative Care Nursing and in 2011, she completed an MSc in palliative care at Kings College London. Eileen has a keen interest in organisational change and leadership. Eileen applied for the FNF Scholarship in 2019 as the service within which she works was embarking on a significant change in terms of working culture and the expansion of services to include two inpatient hospices.

Participation in the Scholarship afforded Eileen the opportunity to explore and develop her leadership practice and focus on systems that enable a coordinated and integrated approach to care delivery. The experience allowed her to prepare for the stretch that was required of her in terms of her strategic thinking and influencing. Being part of the FNF Scholarship was invaluable in terms of building a supportive and influential network of peers. Eileen is currently the Honorary President of the Irish Association of Directors of Nursing & Midwifery.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2019 to 2020

Mr Neil Dunne.

Director of Public Health Nursing; Dublin South City, Dublin South, Kildare & West Wicklow CHO



Neill is a Registered General Nurse, Registered Midwife, Registered Children's Nurse, Registered Public Health Nurse, Registered Advanced Nurse Practitioner and has an MSc in Advanced Practice. Neil has worked as a Director of Public Health Nursing services based in primary care Dublin South City, CHO7 since 2015. He provides clinical leadership and management support to various specialist community nursing teams such as the Community Intervention Team (Southside CIT), Continence Promotion Unit, Integrated Care Chronic

Disease, Older Persons Teams/ICPOP and the development community CNS/ ANP roles.

Neil is a Scholarship graduate on the Florence Nightingale Foundation Senior Leaders Program 2019-2020. He is currently the chair of the National Directors of Public Health Nurse Forum. Completing the FNF Scholarship in 2019 afforded Neil the opportunity to critically look at his leadership role within public health nursing. The implementation of Slaintecare health policy and the roll out of Enhanced Community Care has had a significant impact on the wider delivery of community nursing services within the Republic of Ireland. The strategic development of nursing in the community requires a clear vision and effective leadership to integrate our health services under new regional structures.

The current community nursing workforce requires targeted support through this change process. Compassionate leadership skills, which are key to supporting staff and nursing management in this time of change, have been strengthened through his participation in the FNF Scholarship.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2019 to 2020

Ms Breda Fallon

Director of Nursing; University Hospital Limerick Group



Breda is a Registered General Nurse who has worked in health care for over 20 years. Her post registration qualifications include a Diploma, H Dip and an MSc in Nursing. Breda has worked as a member of multiple dynamic and progressive acute care teams to ensure patient care was maintained at the highest standard. She specialised in cardiac and intensive care nursing whilst consistently advancing her academic knowledge. Breda has held many senior nursing roles ranging from Clinical Nurse Manager to Director of Nursing.

In her early nurse management career, Breda supported the pilot sites for a nurse prescribing pilot project in University Hospital Limerick. She held a key leadership role in the implementation of the Smaller Hospitals framework (2013) for cardiology services in the Mid-West region. This progressed to the implementation of the Acute Coronary Syndrome programme within the Mid-West.

Throughout the Covid -19 pandemic Breda led the nursing teams, supporting the role out of the strategic plan for Covid and Non- Covid emergency care pathways.

As a Director of Nursing, she supported the operational and strategic priorities for nursing care within the mid-west region for acute medical and paediatric nursing. Breda is currently leading, managing and supporting the change process for nursing and midwifery leadership during the health care reform transition.

In 2019, with the support of the ULHG, Breda secured a place on the Scholarship senior leader programme with the Florence Nightingale Foundation (FNF) in the UK. This Scholarship is a unique and prestigious award offered to a small group of nurse leaders in the UK and Ireland. The FNF senior leader's Scholarship supports the Scholar to enhance their individual leadership qualities and supports the application of this in the health care setting. It is a uniquely personal and professional development journey.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2019 to 2020

Ms Patricia O Gorman

Nursing & Midwifery Informatics Officer; University Limerick Hospital Group



Patricia is a Registered General Nurse and holds a Bachelor of Science Degree in Nursing. Having worked as an RGN for 12 years in New York in the critical care setting, she returned to Ireland and took up the position as the Assistant Director of Nursing in medicine and operations the ULH Ennis in 2004. Patricia has worked through medical, surgical reconfiguration and the embedding of the directorate structure in the ULHG. She has worked in the medical directorate in UHL and held the position of Operational Director of Nursing in Nenagh and Ennis hospitals. This role required her to support

specialist and advanced nurse progression, frailty and care of the elderly. Patricia has worked on initiatives such as “What Matters to you” and a “Falls collaborative” which led to Ennis hospital having the National Best Patient Experience results in 2018.

Patricia was the clinical lead for the Midwest vaccine programme supporting Limerick, Clare and North Tipperary and leading out on the only Nurse led pharmacy in Ireland. She successfully completed her degree in management practice in 2017 and became a Florence Nightingale Scholar programme participant in 2019. Patricia has also completed a degree in International Human Resources to support international recruitment and cultural diversity.

Patricia completed a level 9 programme in Healthcare Data Analytics in NUIG and an integration collaboration to support Digital transformation in the ULHG and CHO3. She currently leads on the CNME Mid-West Leadership and Management programme for Nursing & Midwifery across the HSE Midwest which supports integration of Mental Health, Intellectual Disability, Public Health, Older Persons and Acute Services. Patricia is an adjunct professor and supports the undergraduate programme in UL. She is also a member the Winsor Alumni.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2020 to 2021

Mr Paul Gallagher

Chief Director of Nursing & Midwifery; Ireland East Hospital Group



Paul is a Registered Psychiatric and Registered General Nurse and holds an MBA and qualifications in critical care nursing. He was appointed as the Chief Director of Nursing & Midwifery, Ireland East Hospital Group, in May 2018, a role that he is relishing. He is professional lead for over 5500 nurses & midwives, a role that requires strategic and operational engagement with 16 Directors of Nursing & Midwifery. Paul joined the corporate management team of St. James's Hospital, Dublin, as Director of Nursing in August 2006. He has a strong interest in clinical research,

and continues to work closely, both nationally and internationally, with academic partners.

Paul was nominated by the Minister for Health to represent Directors of Nursing & Midwifery on the Board of the NMBI in April 2013. He was immediately elected President and he and his fellow Board members were responsible for overseeing the introduction of the *Nurses and Midwives Act, 2011*.

In acknowledgement of Paul's contribution to the professions of Nursing and Midwifery, he has been awarded the following titles:

- Adjunct Professor, School of Nursing, Midwifery & Health Sciences, University College Dublin.
- Adjunct Associate Professor, School of Nursing and Midwifery, Trinity College Dublin and
- Fellow of the Faculty of Nursing & Midwifery, RCSI

Paul completed the Senior Leaders Scholarship with the Florence Nightingale Foundation in 2021. This important programme provided Paul with an opportunity to network with senior colleagues from Ireland and the UK. His research project focussed on Advanced Practice integration and this work was published in the Journal of Nursing Management. During this time, Paul also completed the Windsor Leadership Programme.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2020 to 2021

Ms Una Tomany

Regional Director of Nursing; Community Healthcare Cavan, Donegal, Leitrim and Monaghan



Una qualified as a Registered Nurse in Intellectual Disability, RNID in 1993 and has held a number of positions across residential, day and community services prior to taking up her first management role within Disability Services in 2004. Una progressed her career over the next 10 years taking opportunities to gain experience in key leadership roles in nursing management within the HSE. This led to her first appointment as a Director of Nursing in 2014 within Cavan Monaghan Disability Services.

In 2017, Una was appointed Regional Director of Nursing for CDLMS, Cavan Donegal, Leitrim, Monaghan and Cavan. As an experienced director, her proactive approach has resulted in many positive outcomes for Service Users. Una has a reputation for strong, visible, clinical leadership and her drive to ensure disability services continues to develop in line with policy whilst improving the quality of services provided to service users. Throughout her career, Una has engaged in continuous professional development and education having completed Degree, Masters and Higher Diploma programmes.

In 2021, Una completed the Florence Nightingale Scholarship programme. Her reason for applying for the Florence Nightingale Scholarship programme was to further advance her communication, negotiation and networking skills to successfully lead teams within Disability Services. Una also wished to enhance her approach to work collaboratively with Senior Management Boards and key stakeholders both internal and external to Disability Services. She has developed her networking skills which are essential in her role. Developing in this area has provided her with the opportunity to liaise with professionals working in alternative services creating huge opportunities to do something great for service users. Networking has not only been of benefit to Una but to others. It has been a privilege for her to introduce colleagues to people she has met through completing the programme.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2021 to 2022

Ms Rachel Kenna

Chief Nursing Officer; Department of Health



Rachel Kenna is the Chief Nursing Officer (CNO) for Ireland and was appointed to the post in June 2020. Rachel was formerly a Deputy Chief Nursing Officer leading on nursing and midwifery policy for patient systems, safety, and governance. She is a Registered Children's and General Nurse and has extensive clinical and managerial experience, spanning 30 years in Ireland and the UK across a wide variety of clinical areas.

Prior to her roles in the Department of Health, Rachel was Director of Nursing in Ireland's largest Children's teaching Hospital with national responsibility for the provision of quaternary and tertiary healthcare services. The CNO role is an important strategic leadership and influencing role providing professional policy direction and evidence-based expert advice for Government on nursing, midwifery, and general health policy development. Rachel has a real interest in health policy and brings a knowledgeable clinical practice, patient, system and governance perspective to its development and implementation. The development of flexible nursing and midwifery policy to ensure the professions are in the best position to meet population need is a particular focus for Rachel and includes a real passion about nurturing the next generation of healthcare leaders.

As an Assistant Secretary in the Department of Health, the CNO in addition to Nursing and Midwifery policy has a wide health policy portfolio. These include professional regulation oversight (medical council, CORU and NMBI), strategic workforce planning across the health service, population health screening and the National Patient Safety Office. Rachel's interest in global health policy includes active membership of the WHO European region Government Chief Nursing and Midwifery Officers Hub contributing to strengthening the nursing and midwifery workforce to improve health outcomes. She is educated in a wide range of areas to support her in her role and holds an MSc in Child Protection and Welfare, a BSc in Nursing Management, a Higher Diploma in Professional Practice, Critical Care Nursing, Leadership and Quality in Healthcare, a Diploma in Human Rights and Equality and a Professional Diploma in Governance. Rachel applied for the Florence Nightingale Scholarship at a significant point in her career. As a new Government Chief Nurse, Rachel saw the opportunity to build on her leadership skills but more importantly build her capacity as a leader. The Scholarship offered a broad approach to facilitate this with plenty of flexibility. There was invaluable networking and learning through being part of a group with a range of colleagues from different experiences and roles. Rachel still benefits from the connections made with all the leaders on her programme. The FNF Scholarship has also assisted Rachel in building her own team where two of her senior leaders have also become Scholars.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2021 to 2022

Ms Marie Kilduff

Director, National Clinical Leadership Centre for Nursing and Midwifery



Marie is a Registered General Nurse, Registered Nurse Tutor and holds a Dip Management, H Dip Oncology Nursing, Grad Dip Psychotherapy and Counselling, Advanced Diploma in Executive Coaching and an MSc Nursing Education. During the course of her career, Marie has acquired a depth of knowledge in clinical practice, leadership, education and management. Through her roles, committee membership and engagement in post registration education, Marie has consistently advanced her leadership

knowledge and skills while also developing strong connections with leadership professionals globally.

During the Covid 19 pandemic, Marie was redeployed to lead on the national training programme for HSE Contact Tracing. During this time, Marie led a team of multidisciplinary professionals who delivered training to over 1800 contact tracers, nationally. In her current role, Marie uses her experience, expertise, strategic vision and national and international networks to guide the NCLC team in the design and delivery of leadership programmes and initiatives, in line with national and international best practice.

Prior to her current role, Marie held the position of Assistant Director of Nursing at the Mater Misericordiae University Hospital where she demonstrated clinical and professional leadership by providing strategic direction for the development of oncology and haematology nursing. In her career, Marie has also worked as a Lecturer in Nursing in University College Dublin which enabled her to develop her academic, leadership and organisational expertise. Marie is a past president of the Irish Association of Nurses in Oncology (IANO) and during her term, her inclusive leadership style supported members to lead and deliver on innovative initiatives in cancer care. She had published in peer reviewed journals, presented as a guest lecturer in many universities and spoken at national and international conferences. Marie is a qualified integrative psychotherapist and an ICF accredited coach. Marie is a fellow of the Faculty of Nursing and Midwifery, RCSI and a member of the Winsor alumni.

Marie completed the FNF Senior Scholarship programme in 2022. She applied for the Scholarship as she wanted to broaden her global network and build on her leadership expertise. The FNF Scholarship was a unique experience which provided significant opportunities to develop strategic and executive leadership skills. Since completing the FNF Scholarship Marie has used her learning to guide the FNF Scholar network, to inform the NCLC road map and to build international networks with leadership experts.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2022 to 2023

Ms Anne-Marie Carroll

Director of Nursing; Laura Lynn Ireland's Children's Hospice



Anne-Marie initially trained in Intellectual Disability nursing in the UK and developed a special interest in nursing care and support of children with medical complexity and their families. She holds a BSc Nursing Management, a PGDip Healthcare Risk Management & Quality and a PGDip Healthcare Management. Anne-Marie is a mentor, professional coach and a FNF Scholar. In 2006, she was appointed as Director of Nursing in the Children's Sunshine Home and played a key role in developing the nursing and clinical services in LauraLynn, Ireland's Children's Hospice when it opened in 2011.

Anne-Marie's FNF Scholarship journey began in 2022, her interest was sparked during the NCLC Executive Leadership programme. Although she has worked for many years in her current role, every day is a school day and the FNF Scholarship presented an opportunity not to be missed! Being assigned a mentor, participating in programmes focussed on her presence and impact, a unique residential programme reconnecting with nature and her authentic self, professional coach accredited training and connecting with peers all contributed to her rich personal and professional growth. In addition to these amazing opportunities, Anne-Marie led on a Quality Improvement project 'Development & Implementation of a Model of Clinical Supervision for Healthcare Professionals in Children's Palliative Care', a topic close to her heart that she knows will benefit many nurses as they support children with life limiting conditions, and their families to navigate their journeys.

In summary the FNF Scholarship has been a transformative journey towards self-assurance reflection and growth, which Anne-Marie is eternally grateful for.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2022 to 2023

Ms Karen Greene

Deputy Chief Nursing Officer; Department of Health



Karen is a Registered Nurse and has spent her clinical and management career in Beaumont Hospital specialising initially in neurosurgery. She held the position of Director of Nursing from 2015 to 2020 which included responsibility for regional and national services. Karen is Deputy Chief Nursing Officer in the Department of Health, since 2020 with responsibility for nursing and midwifery workforce policy including leading the ongoing

development of Safe Nurse Staffing and Skill Mix policy across various care settings.

Karen holds a number of qualifications including a master's in leadership development and Organisational Change and personal and executive coaching. Karen is a fellow of the Faculty of Nursing and Midwifery in the Royal College of Surgeons, Ireland. She has undertaken two global Scholarships in leadership and policy and has a keen interest in workforce planning and global health policy and the contribution of nurses and midwives to achieving improved health outcomes. Karen completed the Global FNF Scholarship in 2023 which supported her to further build successful international collaborations.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2022 to 2023

Ms Margaret McKiernan

Director of Nursing, Mercy University Hospital



Margaret is a Registered General Nurse who has holds a Diploma in ICU/CCU, a BSc and an MSc Nursing. She has over 30 years of experience in the acute hospital sector in a number of clinical and leadership roles, both in Ireland and the UK. In her current role as Director of Nursing, she is responsible for all aspects of the professional leadership and management of the Department of Nursing in Mercy University Hospital (MUH), through the delivery of safe high quality equitable and integrated care.

Margaret's clinical background is in critical care nursing and her specialist and research interests are in healthcare communication, end of life care and inclusion health. She represents acute hospitals nationally on the HSE/Irish Hospice Foundation Oversight Group and is the acute hospital representative in Cork on the LGBT Interagency Group and the Trauma Informed Cities Working Group. Healthcare delivery is complex and the Florence Nightingale Foundation (FNF) Scholarship afforded her the opportunity to understand her influence as a senior leader and how to exercise her authority and maximise her impact for the greater benefit of the department of nursing and the wider hospital.

Margaret is now a proud member of a global FNF alumni nursing network in which people learn from each other and continue to have the opportunities for connection with healthcare systems, nationally and internationally. Margaret has learnt from and has been humbled by the experience and nursing knowledge of her fellow Scholarship recipients and this learning is now reflected in her daily work. Her role as Director of Nursing is to hold the space of nursing and ensure the unique contribution nursing makes to every patient encounter as an integral part of the wider multidisciplinary team, is clearly articulated and understood.

The Scholarship was also a unique opportunity to carry out a quality improvement project which will contribute to improving clinical care and impacting positively on outcomes for clinical staff and patients' families through more effective communication (using the ISBAR plus tool). The overall aim of the project was to provide and evaluate an evidence-based education programme to improve challenging communication by clinicians with families of patients over the phone.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2022 to 2023

Ms Margaret Quigley

**National Lead for Midwifery; Office of the Nursing and Midwifery Services
Director (ONMSD), HSE.**



Margaret is a Registered General Nurse and a Registered Midwife. She has a post-registration Advanced Diploma in Midwifery (ADM), BSc (Honours) Degree in Midwifery Studies, MSc in Healthcare Management and is a graduate of the Timoney Leadership Institute –Advanced Leadership Programme (2019). She was bestowed with a Fellowship by Election of the Faculty of Nursing and Midwifery, RCSI (FFNMRCI by Election) in 2021. Margaret also possesses a Diploma in Business and Executive Coaching.

As the National Lead for Midwifery, her role is to strategically provide midwifery expert leadership, guidance, and support to the ONMSD Director and work collaboratively with the National Women and Infants Health Programme. Margaret sits on various national committees representing midwifery and is currently leading out on the development of a national education programme for antenatal educators, as part the implementation of the 2020 National Standards for Antenatal Education in Ireland. Margaret has been a midwife for over 35 years in various clinical, management, operational, education and leadership roles both in the UK and in Ireland. She was the Director of Midwifery in UL Hospitals Group up until October 2019 where she led out on many woman-centred initiatives.

Margaret applied for the FNF Scholarship in 2022, having moved into a senior national leadership position in the HSE and was looking to stretch and develop herself further, both professionally and personally. She was attracted to the unique format of the programme including the extensive international networking possibilities, the personal presence and impact aspect of the programme and the coaching and mentoring opportunities. Margaret's project focused on how a strategic leadership post like hers could be maximised. She held conversations with lead international midwives to share excellence in policy and strategic workings and apply the learning. Margaret obtained an invaluable amount of information from the conversations and connections, which ultimately informed the requested submission she made to the CNO office on the Midwifery Advisor role. As an additional FNF Project, Margaret collaborated with HSE Library Knowledge Support Team, to produce a quarterly Midwifery Bulletin, which provides featured articles from core midwifery journals as well as upcoming events and CPD opportunities.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2023 to Present

Ms Georgina Bassett

Deputy Chief Nursing Officer; Department of Health



Georgina is a Registered General Nurse who holds a PGDip Gerontological Nursing, PGDip Business Studies, and an MSc Healthcare Management. She is a fellow of the Nursing and Midwifery Faculty, RCSI and an RCSI Honorary Reaching Associate. Georgina is a Deputy Chief Nursing Officer (DCNO) in the Department of Health, Ireland. She is an experienced nurse leader providing strategic leadership and expert advice to support government health policy and the

Sláintecare reform programme through maximising the contribution of nursing and midwifery to achieving health goals.

Georgina is a former Honorary President of the Irish Association of Directors of Nursing and Midwifery and has worked across national expert groups involved in developing and implementing policies, programmes, models and frameworks to support nursing and midwifery leadership and practice.

Georgina has undertaken the Florence Nightingale Foundation Global Leadership Scholarship 2023/2024 to support her professional development and expand her networks. It has afforded her great opportunities to stretch herself, sharing experiential learning with fellow Scholars across the globe to learn new skills and gain a broad perspective on leadership and health systems. The Florence Nightingale Scholarship network in Ireland provides on-going support and a mechanism for Scholars to lead changes in policy and practice.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2023 to Present

Ms Petrina Donnelly

Chief Director of Nursing & Midwifery HSE Dublin & North East Hospitals



Petrina is a Registered General Nurse. She holds an Advanced Diploma in Medical Law, Personal and Executive Coaching, BNS in Nephrology and Transplantation, MSc in Organisational Change and Leadership, and is a fellow of the Faculty of Nursing and Midwifery, RCSI. Petrina is the Chief Director of Nursing and Midwifery for HSE Dublin & North East Hospitals. Previous career roles include Director of Nursing for a Private Residential Care Group, Deputy Director of Nursing Model 4 hospital and Directorate Nurse Manager for the National Kidney Transplant and Nephrology Service. Petrina commenced the Florence Nightingale Foundation Global Scholarship in 2023.

Applying for the Scholarship provided Petrina with an opportunity for personal and professional growth. The FNF programmes continue to grow internationally and being selected onto the global programme has provided her with the opportunity to meet and network with senior Nurse and Midwifery global leaders – Global challenges require global solutions.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2023 to present

Ms Vandana Iqbal

Director of Nursing; Clonskeagh Community Nursing Unit, Older Person Service, Community Health Care East



Vandana has 28 years of varied experience in nursing and her career has predominantly focused on quality improvement, safety systems, staff health and wellbeing, global migration trends and human factors. Vandana started her career in Christian Medical College, Ludhiana, India and progressed through various clinical roles in her nursing career. Florence Nightingale's legacy inspired her to apply for the Florence Nightingale Leadership Scholarship, which provided a unique opportunity to develop her nursing career and improve clinical

and staff outcomes. Fellow Irish Scholars and NCLC supported her in refining her project.

One of the important key learning for her is that networking is essential and connecting with people with similar passions creates opportunities for working towards better service user and staff outcomes. Engaging in FNF programme has provided her with an in-depth personal development plan based on individual assessment and support of a highly skilled and experienced mentor. It has provided her with an opportunity to network with nurse leaders from around the globe and supported her in being aware of her personal presence and Impact.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2023 to present

Ms Sharon Slattery

Director of Nursing; St James Hospital, Dublin.



Sharon has over 35 years of experience working in an acute academic teaching hospital, of which 18 years were spent working in senior leadership roles. She has worked internationally and has held multiple promotional posts within St. James's Hospital (SJH), Dublin. In the autumn of 2018, Sharon was appointed as the hospital's Director of Nursing. She is passionate about the overall development of nursing, with a special interest in developing advanced nursing roles, collaborating closely with the Irish Health

Service Executive (HSE) and their Clinical Care Programmes in developing, appointing, and supporting advanced nursing practice posts for both Clinical Nurse Specialists and Advanced Nurse Practitioners through clinical leadership and research.

Presently Sharon is leading on the Magnet4Europe Project in SJH. St James's Hospital are making substantial inroads into the Pathway to Excellence Programme® award and are on target to achieve this later in 2024. Sharon is also an Adjunct Associate Professor in Trinity College Dublin. She would describe herself as having a passionate belief in the value and hugely important role that the nursing profession has to offer. Sharon applied for the Global FNF Scholarship as she believes that the experience gained from engaging in the programme will benefit nursing and also provide her with a pathway to continue her own personal and professional development. To date she has thoroughly enjoyed being challenged and engaged in conversation and debate with national & international colleagues.

Sharon has learned much to date and feels that there is much more benefit, for nursing, SJH and for her personally to be gained in her continuation in the programme. Many thanks to Marie & the ONMSD for their ongoing support. Sharon is looking forward to completing her journey.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2024 to present

Ms Deirdre Feehely

Director of Nursing and Midwifery eHealth, Nursing and Midwifery Information Officer, HSE Health Region South West



Deirdre was appointed as Nursing and Midwifery Information Officer (NMIO), Director of Nursing and Midwifery for eHealth for the HSE South West Health Region, in 2022. Deirdre is a Registered General Nurse and undertook training as a Nurse at both the Mercy and South Infirmary Cork Voluntary Hospitals and graduated from UCC. She is dual Masters qualified in both Digital Health care and Nursing Studies and holds both a Lean Six Sigma

Black Belt and project management qualifications. Deirdre is the co-chair of the National Digital Working Group for Older Persons.

Deirdre has extensive clinical and leadership experience across both the acute and community areas, where she was formerly a Director of Nursing in Older Persons and worked as an Assistant Director of Nursing where she advanced ANP Development for Older Persons and the National Integrated Graduate Rotation Programme.

While working as an NMPDU Officer she gained valuable experience in work force planning, practice development, Older Persons Nursing and digital healthcare and CNS Development.

Deirdre has a keen interest in digital transformation particularly areas that support patient centred care, nurse practice development and innovation. As the NMIO for the South West Region, she brings vision, leadership and structure for Nursing and Midwifery as part of the eHealth transformation agenda ensuring patient care is patient centric delivered in the right place at the right time for the right patients.

In 2024, Deirdre became one of the first two Irish digital Nurses to undertake the Digital Leadership FNF Global Scholarship. Her reason for applying for the scholarship was to further develop her leadership skills and build networks with Global Nurses in the leadership in the digital space at a time where the healthcare digital transformation agenda is progressing its journey in Ireland. As part of the programme, Deirdre has the opportunity to meet and work with other Global Nurses, NHS CNOs, the NHS CNIO, NHS CEOs and global nurse leaders from Australia, Ghana, India, Philippines, Nigeria Singapore and the United Kingdom which will expand her experience and vision for Nursing. As the Global FNF Programme progresses Deirdre is looking forward to the experience of working and leveraging from the knowledge of her fellow Scholars both in Ireland and globally. Deirdre is particularly enjoying the experiential development opportunity along with skills provided to further develop the presence and impact of Nursing and Midwifery as a profession that the FNF Scholarship Programme provided.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2024 to present

Mr Paul Hooton

Chief Director of Nursing and Midwifery, Saolta University Health Care Group



Paul is a strong, effective and motivational leader that puts quality of care, patient safety and efficiency at the heart of everything he does. He is passionate about the development of the Nursing workforce not only to ensure that they have the right skills, behaviour and attitude to deliver care but equally that they are motivated to drive service improvement and delivery through innovation and research .

Paul qualified as an RGN at Whipps Cross Hospital London in 1993 and spent the early part of his career working across a multitude of specialisms. He eventually moved to the Operating Department in 1995 and worked there for over 9 years before progressing into senior leadership roles including Deputy Chief Nurse. He has a proven positive career history of leading multi sited employee organisations, and volunteer workforce teams, across services at a strategic and operational management level. Paul has Board experience within several voluntary organisations, leading assurance and development of governance as well as managing change and quality improvement at all levels. Paul spent over 30 years working in the NHS before he moved back to Ireland in 2020.

He was appointed Chief Director of Nursing for the Saolta Hospital Group in September 2020. His overarching role is to providing strong strategic, professional and clinical leadership for all aspects of nursing, midwifery and support staff within the group. He is accountable for the clinical and operational competence for all staff under his authority and is answerable for quality and safety matters within the service area. He is a member of the Group's corporate management team and has a key role in creating an atmosphere and culture where excellence can flourish with strong multidisciplinary collaboration across the hospital group

Over the past 3 years Paul have been the orchestrator of both the vision and strategies for the nursing and midwifery in the Saolta Hospital Group. He is required to have extensive knowledge of the policies and agendas at a national level including educational agenda for Nursing and Midwifery. One of his key strengths is his ability to understand and interpret local, regional and national health agendas and from that horizon scan, keep up to date with and respond to health care and health care education developments and how they will impact Nursing and Midwifery.

Paul undertook the Florence Nightingale Foundation Global Scholarship in May 2024. Having undertaken similar leadership programmes in the past, Paul initially thought this would be a great opportunity to reflect on and refresh his leadership skills. However the programme is providing far more then this and is allowing Paul to take his leadership to a whole new level.

FNF NETWORK MEMBERS

FNF Scholarship Programme 2024 to present

Ms Caríosa Murray

Director of Nursing and Midwifery eHealth, Nursing and Midwifery Information Officer, Ireland East Hospital Group (IEHG)



Caríosa has a Dip (HE) Nursing, BSc (HONS) Midwifery and a Masters by Research (MRes) from the University of Birmingham. She has more than twenty years experience across multiple specialities within maternity including numerous leadership roles in the United Kingdom and more recently in Ireland. As Deputy Matron in a Tertiary Referral Maternity Hospital, Caríosa was part of system wide digital transformation projects such as the implementation of Electronic Health Records and Electronic Rostering.

Her other roles have included Quality and Safety Midwife Specialist, Recruitment lead for the Capital Nurse Programme, and a Maternity Investigator at the Healthcare Safety Investigations Branch (HSIB), NHS England.

Caríosa was successfully appointed as the Nursing & Midwifery Information Officer (NMIO) at Ireland East Hospital Group in 2022. Passionate about providing visionary leadership, she is excited about digital technologies and how they can transform the way in which interdisciplinary person-centred healthcare is delivered. She has particular interest in the capability of data health information and how it can enable the right access, to the right information, at the right time, all of which supports clinical decision making and improved patient outcomes.

Caríosa has recently commenced the Florence Nightingale Foundation (FNF) Digital Leadership Scholarship. As the first cohort of FNF Digital leadership Scholarships awarded in Ireland, she is honoured and very much looking forward to further developing her digital leadership knowledge and building strong international networks with nursing and midwifery digital leaders.



Ionad Ceannaireachta Cliniciúil Náisiúnta
um Altranais agus Cnáimhseachais

National Clinical Leadership Centre
for Nursing and Midwifery



National Clinical Leadership Centre for Nursing and Midwifery

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