

# AMAU / MAU / MSSU Nursing Education and Training Survey and Needs Analysis 2016

Office of the Nursing and  
Midwifery Services  
Director (ONMSD)/  
National Acute Medicine  
Programme



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

Clinical Strategy and Programmes Division



**ACUTE  
MEDICINE**



Office of the  
Nursing & Midwifery  
Services Director



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## FOREWORD

In March 2016 the Office of the Nursing and Midwifery Services Director (ONMSD) and the National Acute Medicine Programme (NAMP) collaboratively undertook a national survey to identify the education and training needs of nursing, healthcare assistant and multitask attendant staff in Acute Medical Assessment Units (AMAUs), Medical Assessment Units (MAUs) and Medical Short Stay Units (MSSUs) in acute hospitals in Ireland. The survey was undertaken to meet the Health Service Executive (HSE) National Service Plan 2016 objective to ‘provide clinical education to maximise the development of ED and AMAU nurses’ skills and competence to undertake advanced clinical assessment, interpretation and treatment in a standardised range of skills to improve patient flow, in conjunction with acute services’ (NSP, p. 18).

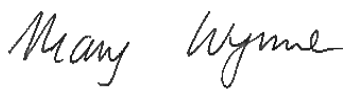
In 2015 92,801 patients registered in Ireland’s acute medicine units, of which 60,000 were admitted to acute medical short stay or specialist wards, or discharged within six hours. Maben & Griffiths (2008, p. 18) identified that what matters to patients in acute medical units is to have nursing staff who:

- are knowledgeable, skilled & competent
- have a caring & humane attitude
- put the patient first
- deliver a high standard (of care)
- are adequately trained
- possess up to date and expert knowledge.

Maximising the scope of nurses working in acute medicine will support the achievement of the goals of the National Acute Medicine Programme, namely to improve access, quality and cost effectiveness in acute medicine in Ireland.

It gives me great pleasure to support the publication of this report which will act as a useful guide to inform future education, training, and continuous professional development to meet the needs of nurses working in AMAUs /MAUs/and MSSUs.

I wish to acknowledge the leadership and dedication of the working group (Appendix 6) along with the collaborative engagement of other key stakeholders in bringing this report to fruition.



Mary Wynne

Interim Director of Nursing and Midwifery Services & Assistant National Director  
Office of the Nursing & Midwifery Services Director (ONMSD)  
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## Introduction

In March 2016, the Office of the Nursing and Midwifery Services Director (ONMSD) and the National Acute Medicine Programme (NAMP) collaboratively undertook a national survey to identify the education and training needs of nursing, healthcare assistant and multitask attendant staff in Acute Medical Assessment Units (AMAU), Medical Assessment Units (MAUs) and Medical Short Stay Units (MSSUs) in acute hospitals in Ireland. The survey was undertaken to meet the Health Service Executive (HSE) National Service Plan 2016 objective to 'provide clinical education to maximise the development of ED and AMAU nurses' skills and competence to undertake advanced clinical assessment, interpretation and treatment in a standardised range of skills to improve patient flow, in conjunction with acute services' (NSP, 2016 p. 18).

The survey pertained only to those AMAUs/MAUs and MSSUs formally aligned to the National Acute Medicine Programme. A number of units in other sites are currently being established or are in the pre Hospital Inpatient Enquiry (HIPE) registration stages of development; these units have not been included in this report.

In 2015, 92,801 patients registered in Ireland's acute medicine units, of which 60,000 were admitted to acute medical short stay or specialist wards, or discharged within six hours (NQAIS 2015). Maben & Griffiths (2008, p.18) identified that what matters to patients in acute medical units is to have nursing staff who:

- are knowledgeable, skilled & competent
- have a caring & humane attitude
- put the patient first
- deliver a high standard (of care)
- are adequately trained
- possess up to date and expert knowledge.

To ensure nurses in acute medicine have the required knowledge and competence a Developmental Framework for Nursing Skills and Competencies in AMAUs, MAUs and MSSUs was co-designed with the Acute Medicine Nurse Interest Group (AMNIG) which identified the skills and competencies required of acute medicine nurses at core, specialist, enhanced/advanced levels. The Developmental Framework informed the design of this survey.

Based on survey findings, a suite of post-registration foundation and continuing professional development programmes will be developed to meet the needs of nurses working in acute medicine.

Survey findings were collated and analysed between March and June 2016 and are presented in two cohorts - as an overall national picture and per hospital group. 32 hospitals participated in the survey; a 100% response rate was achieved. Participating sites can be seen in Appendix 1. Sites were surveyed on the following variables: unit staff profile, staff qualifications, working toward qualifications, life support skills and clinical skills and competencies. A separate section of the survey addressed local education initiatives and non-clinical skills education. The survey can be seen in Appendix 5. The report begins with a summary of main findings.

## Summary of Findings

### Structures

- **AMAU/MAUs** Of the 32 participating sites 31 identified their service as having an AMAU/MAU
- **MSSUs** 9 of these 31 sites have both an AMAU/MAU and an MSSU; one of the 9 is not currently functioning as an MSSU
- **Other unit types** One site of the 32 nationally has an Acute Medical Admissions Unit rather than an AMAU/MAU or MSSU
- **Hospital Models** 9 hospitals identified their service as being a Model 4 hospital, 15 a Model 3 hospital, and 8 a Model 2 hospital
- **Sites with both AMAU/MAU and MSSUs per hospital Model** Of the 9 sites with both an AMAU/MAU and an MSSU these were across all hospital models - Model 2 (1 hospital), Model 3 (3 hospitals) and Model 4 (4 hospitals)

### Staff profile (WTEs and headcount)

#### ➤ Nurses

- Total number of nurse WTEs in all unit types 471.14; headcount 533 (as of the 28<sup>th</sup> February 2016)
- WTEs for nurses working in AMAU/MAUs 272.25; headcount 315
- WTEs for nurses working in MSSUs 198.89; headcount 218

#### ➤ Clinical Nurse Managers (CNMs)

- Total number of WTEs for **all** CNMs in all unit types 66.27; headcount 87 (as of the 28<sup>th</sup> February 2016)
- WTEs for CNMs working in AMAU/MAUs 51.65; headcount 64
- WTEs for CNMs working in MSSUs 14.62; headcount 23
- Total number of WTEs for **CNM2s** in all unit types 36.46; headcount 43 (as of the 28<sup>th</sup> February 2016)
- WTEs for CNM1s working in AMAU/MAUs 15.92; headcount 17
- WTEs for CNM1s working in MSSUs 7; headcount 10
- WTEs for CNM2s working in AMAU/MAUs 29.75; headcount 34
- WTEs for CNM2s working in MSSUs 6.71; headcount 9
- WTEs for CNM3s working in AMAU/MAUs 5.98; headcount 13
- WTEs for CNM3s working in MSSUs 0.91; headcount 4

#### ➤ Healthcare Assistants/Multitask Attendants (HCAs/MTAs)

- Total number of WTEs for HCAs/MTAs in all unit types 97.75; headcount 114 (as of 28<sup>th</sup> February 2016)
- WTEs for HCAs/MTAs working in AMAU/MAUs 52.55; headcount 60
- WTEs for HCAs/MTAs working in MSSUs 45.2; headcount 54

### Nursing: Commenced Post/Left Post

- Since 28/02/2015 **70** (WTE 66.35) nurses of all grades commenced post *in all unit types*
- In the same period **58** (WTE 54.6) nurses of all grades left post *in all unit types*
- **AMAU/MAUs: 58** (WTE 52.45) nurses across all grades commenced in post. In the same period **41** (37.5 WTE) nurses across all grades left posts
- **MSSUs: 12** (WTE 13.9) nurses across all grades commenced in post. In the same period **17** (WTE 17.1) nurses across all grades left posts

### Specialist Roles

- **RANPs:** There are currently no Registered Advanced Nurse Practitioners (RANPs) in any of the units surveyed
- **ANPc:** There are two Advanced Nurse Practitioner candidates (ANPc) in AMAU/MAU units nationally
- **Clinical Education Facilitators:** One Clinical Education Facilitator was identified nationally; this person works in an AMAU/MAU unit and is currently on Maternity Leave
- **GP Liaison Nurses:** Nationally 1.2 WTE GP Liaison Nurse posts were identified; one of these posts is currently not filled, the other post is in a site where there is a WTE establishment of 0.2 filled by one WTE (headcount 1) nurse

### Nursing Staff Qualifications

- **Nurse Prescribing:** 36 nurses of a total of 533 have a prescribing qualification; 34 of these nurses work in AMAU/MAUs and 2 work in MSSUs. Of these 36 nurses, 12 have a Medicinal Prescribing Award and 24 have an Ionising Radiation Prescribing Award. Nationally an additional 6 nurses are working towards these awards
- **Acute Medicine Nursing Higher Diploma (Level 8 QQI)** 11 nurses of a total of 533 have a Higher Diploma (Level 8, QQI) in Acute Medicine Nursing; 14 nurses are currently working towards this qualification
- **Acute Medicine Nursing Post-Graduate Diploma (Level 9 QQI)** 13 nurses of 533 hold a Postgraduate Diploma (Level 9, QQI) in Acute Medicine Nursing; 9 nurses are currently working towards this qualification
- **Advanced Clinical Assessment Module (Level 9 QQI)** 8 nurses of a total of 533 have completed a Level 9, QQI, Advanced Clinical Assessment Module; 3 nurses are currently working towards this qualification

- **Postgraduate Diploma in Emergency Nursing (Level 9, QQI)** 39 of 533 nurses hold a Postgraduate Diploma in Emergency Nursing (Level 9, QQI)
- **Master's Degree in Nursing (Level 9, QQI)** 13 nurses of a total of 533 have a Masters Degree in Nursing (Level 9, QQI); 2 nurses are currently working towards their masters qualification
- **Gerontology** 2 nurses hold a Postgraduate Diploma (Level 9, QQI) and 3 hold a Higher Diploma (Level 8, QQI) in Gerontology
- **Nursing Management Qualifications** 29 nurses hold either a Level 8 or Level 9, QQI, nursing management qualification
- **Systems Improvement Training** 33 nursing staff of all grades have undertaken systems improvement technique training such as Quality Improvement, Lean, Six Sigma, Clinical Microsystems
- **FETAC Level 5 QQI** 79 of a total 114 Healthcare Assistants/ MultiTask Attendants hold a FETAC Level 5 QQI Award (WTE 71.93)

### On-site education provision

- **Acute Medicine Nursing Programme Level 8 QQI** 6 sites reported that they facilitate a Level 8 (Higher Diploma) programme in Acute Medicine Nursing on site
- **Acute Medicine Nursing Programme Level 9 QQI** 3 sites indicated that they facilitate provision of this programme at Level 9
- **Induction/Orientation Programmes** 23 of the 32 sites surveyed provide a formal induction/ orientation programme for new staff. Programme duration ranged from 1-2 days to 12 weeks

### ED Taskforce 4 Key Skills

- **1<sup>st</sup> Dose IV Antibiotics** – 82% of nurses are trained in this skill and 81% of nurses currently administer first dose IV antibiotics
- **IV Venepuncture** - 86% of nurses are trained in IV Venepuncture; 84% currently use this skill
- **IV Cannulation** – 85% of nurses are trained to cannulate and 81% currently do so
- **Nurse Led Discharge (MSSUs only)** – 3 of the 9 MSSUs surveyed have nurses trained in Nurse Led Discharge and these nurses currently discharge patients. Of these 3 MSSUs all nurses are trained in two units; the third unit has one nurse (of a total of 15 staff) trained in this skill
- **Criterion Based Discharge (MSSUs only)** – only one of the 9 MSSUs has nurses trained in Criterion Based Discharge; in this unit all staff are trained in this skill. In the Acute Medical Admissions Unit of St James Hospital all 49 nursing staff are trained in Criterion-based Discharge.



# Section 1: National Overview AMAU/MAU/MSSU Findings





## Section 1: National Overview AMAU/MAU/MSSU Findings

### 1.1 Nursing Staff Profile

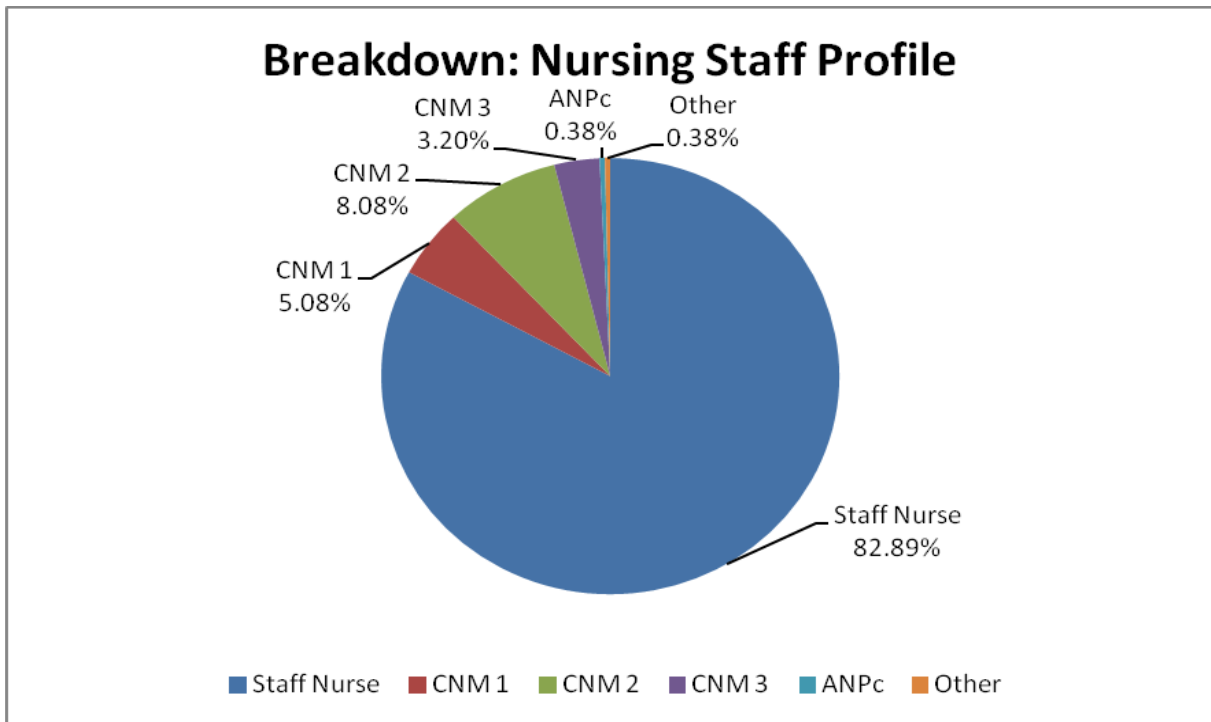
Nursing staff profile for all unit types was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 28/02/2016, number of staff who commenced post within last 12 months (since 28/02/2015) and number of staff who left the area in last 12 months (since 28/02/2015). Findings are outlined in Table 1 below. Due to the inconsistent responses from sites relating to establishment WTE figures these numbers are not reported on.

**Table 1: Nursing Staff Profile**

Staff Grade	<u>In Post</u> <b>28/02/2016</b>		<u>Number of Staff who commenced in post in the last 12 months</u> <b>(since 28/02/2015)</b>		<u>Number of staff who have left the area in the past 12 months</u> <b>(since 28/02/2015)</b>	
	Head Count (HC)	WTE	HC	WTE	HC	WTE
Staff Nurse	441	400.37	65	56.55	55	47.6
Clinical Nurse Manager 1	27	22.92	3	2.3	0	0
Clinical Nurse Manager 2	43	36.46	5	5.0	5	5
Clinical Nurse Manager 3	17	6.89	2	2.0	0	0
Registered Advanced Nurse Practitioner (RANP)	0	0	0	0	0	0
ANP Candidate	2	2	0	0	0	0
ANP prepared	0	0	0	0	0	0
Clinical Education facilitator	1	.5	1	0.5	2	1
GP Liaison Nurse	1	1	0	0	0	0

As expected, the largest cohort of staff in post were staff nurses at 83% of the total numbers. This was followed by CNM2s at 8% of total; CNM1s at 5%; CNM3s at 3%. There are no RANPs in these units nationally and currently only 2 ANP candidates. Breakdown of staffing per grade can be seen in Figure 1 overleaf.

**Figure 1: Nursing Staff Profile**



## 1.2 Healthcare Assistant/Multitask Attendant Resource and Qualifications

114 Healthcare Assistants (HCAs)/Multitask Attendants (MTAs) were identified as being in post on 28<sup>th</sup> February 2016 (WTE 97.75). Seven sites (of a total of 32) did not complete this section of the survey leading to the conclusion that these sites do not have HCA/MTA cover. Of the 114 HCAs/MTAs identified, 79 hold a FETAC Level 5 QQI award; 65 have had in-house training (type of training not specified) and 10 HCAs/MTAs have had no formal training. These findings indicate that some HCAs/MTAs who hold a FETAC award have also undertaken in-house training. Figures can be seen in Table 2 below and in Figures 2, 3 and 4 overleaf.

**Table 2: Health Care Assistants/Multitask Attendant Profile and Qualifications**

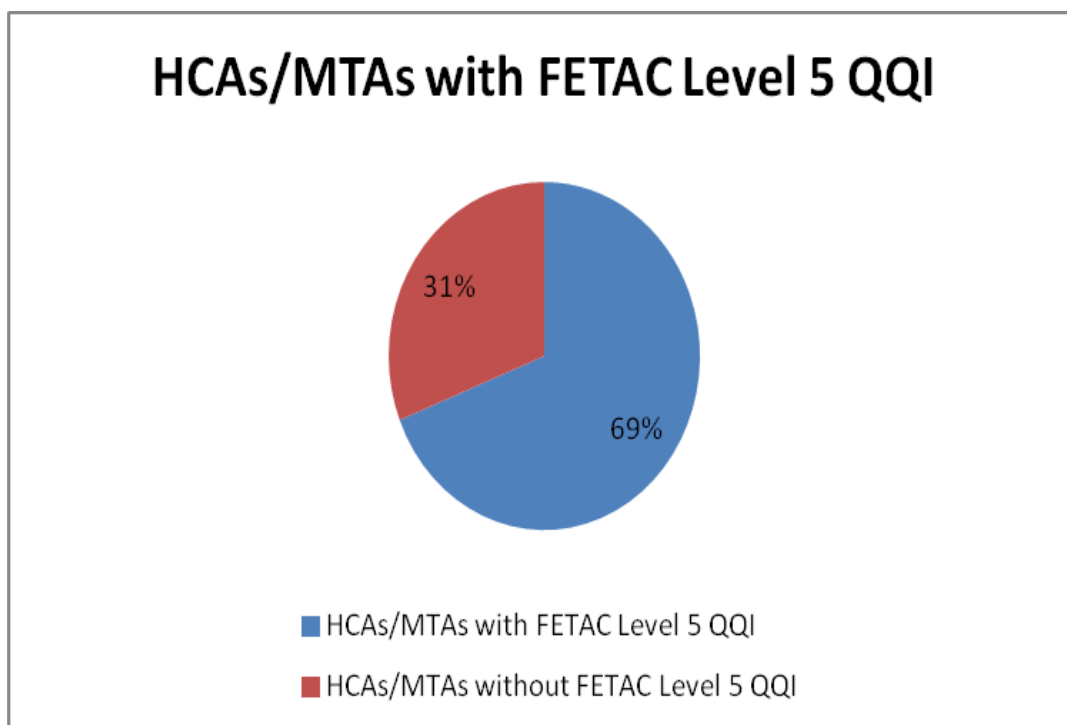
Approved	In Post		Please identify the cover provided by HCAs / MTAs in your MAU/ AMAU	Please provide a breakdown of qualifications held by these HCAs / MTAs					
	28/02/2016			FETAC award		In-house training		No Formal Training	
WTE	Head Count (HC)	WTE	e.g. 24/7, 12/7, 12/5, 8/5	WTE	HC	WTE	HC	WTE	HC
84.01	114	97.75	See Table 3	71.93	79	63.02	65	9.4	10

Sites were asked to provide information on the extent of cover provided by HCAs/MTAs. The varied responses can be seen in Table 3 below.

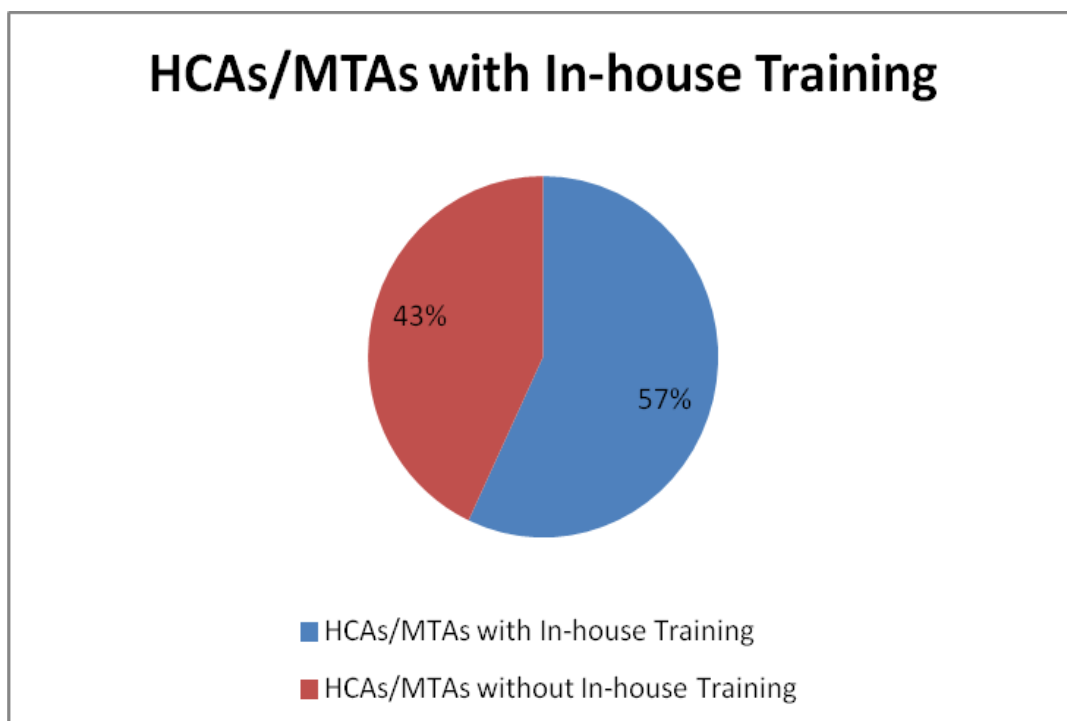
**Table 3: Cover provided by HCAs/MTAs**

Cover provided by HCAs/MTAs
<b>8/5x6 (8 hours x 5 days x 6 sites) (Cover is provided for 8 hours, 5 days per week in 6 sites)</b>
<b>12/5x7 (12 hours x 5 days x 7 sites) (Cover is provided for 12 hours, 5 days per week in 7 sites)</b>
<b>12/7x3 (12 hours x 7 days x 3 sites) (Cover is provided for 12 hours, 7 days per week in 3 sites)</b>
<b>24/7x3 (24 hours x 7 days x 3 sites) (Cover is provided for 8 hours, 5 days per week in 6 sites)</b>
<b>3/7 + additional HCA 4/7 (x 1 site) (Cover is provided 3 days per week with additional HCA cover 4 days per week in 1 site)</b>
<b>09:30-22:00 (x 1 site) (Cover is provided from 09.30-22.00 in 1 site)</b>
<b>9-6M-T 9-2F (x 1 site) (Cover is provided from 09.00-18.00 Monday to Thursday, and 09.00-14.00 on Friday in 1 site)</b>
<b>11/5x1 (11 hours x 5 days x 1 site) (Cover is provided for 11 hours, 5 days per week in 1 site)</b>

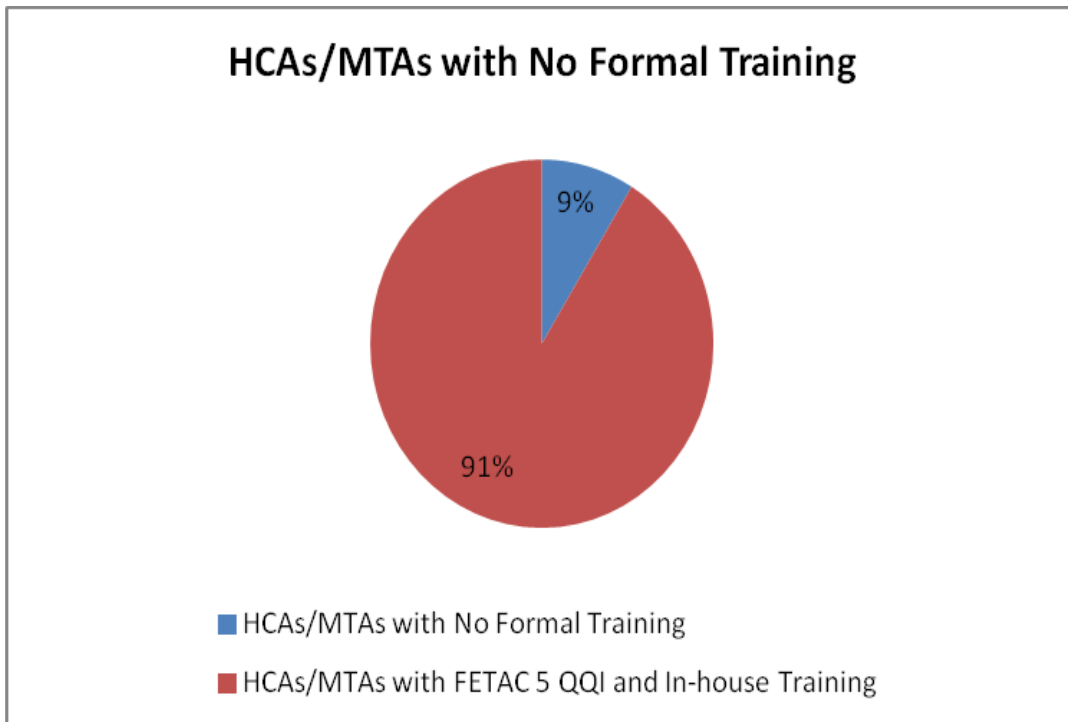
**Figure 2: HCAs/MTAs with FETAC Level 5 QQI Award**



**Figure 3: HCAs/MTAs with In-house Training**



**Figure 4: HCAs/MTAs with No Formal Training**



### 1.3 Nursing Staff Qualifications/Working towards Qualification

Overall 117 (22%) nurses of a total of 533 hold a post-graduate qualification at Level 8 or above. Of these 117 nurses, 88 (75%) qualifications related to clinical nursing programmes while 29 (25%) related to management qualifications. A total of 36 (7%) of 533 nurses hold a prescribing qualification; of these 12 (2%) nurses hold a Medicinal Product Prescribing award and 24 (4%) nurses have an Ionising Radiation Prescribing award. Nursing staff qualifications can be seen in Table 4 below and in Figures 5 and 6 overleaf.

**Table 4: Nursing Staff Qualifications/Working towards Qualifications**

	Qualification acquired	Working toward qualification
Higher Diploma (Level 8) Acute Medicine Nursing	11	14
Post Graduate Diploma (Level 9) Acute Medicine Nursing	13	9
Advanced Clinical Assessment Module (Level 9)	8	3
Post Graduate Diploma (Level 9) Emergency Nursing	39	Information not requested
Higher Diploma (Level 8) Gerontology	3	Information not requested
Post Graduate Diploma (Level 9) Gerontology	2	1
MSc Nursing (Level 9)	13	2
Nursing Management Qualification (Level 8 or 9)	29	2
Medicinal Prescribing Award	12	4
Ionising Radiation Prescribing Award	24	2

*\*Numbers displayed are numbers of nurses (based on headcount) not percentages*



Figure 5: Nursing Staff Qualifications

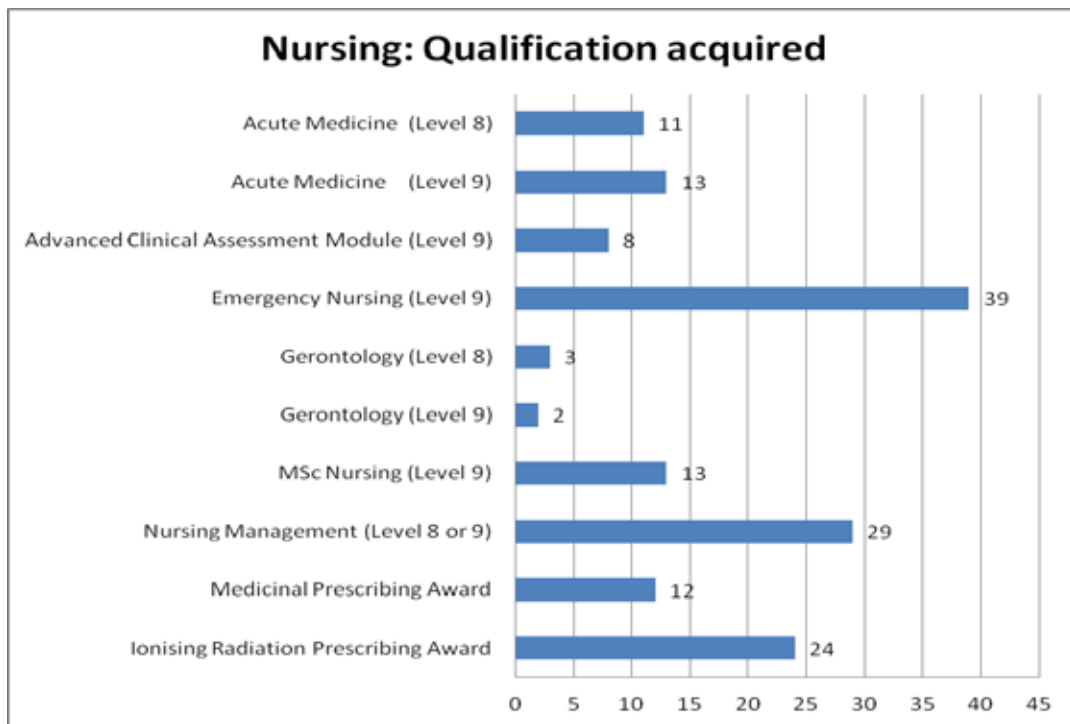
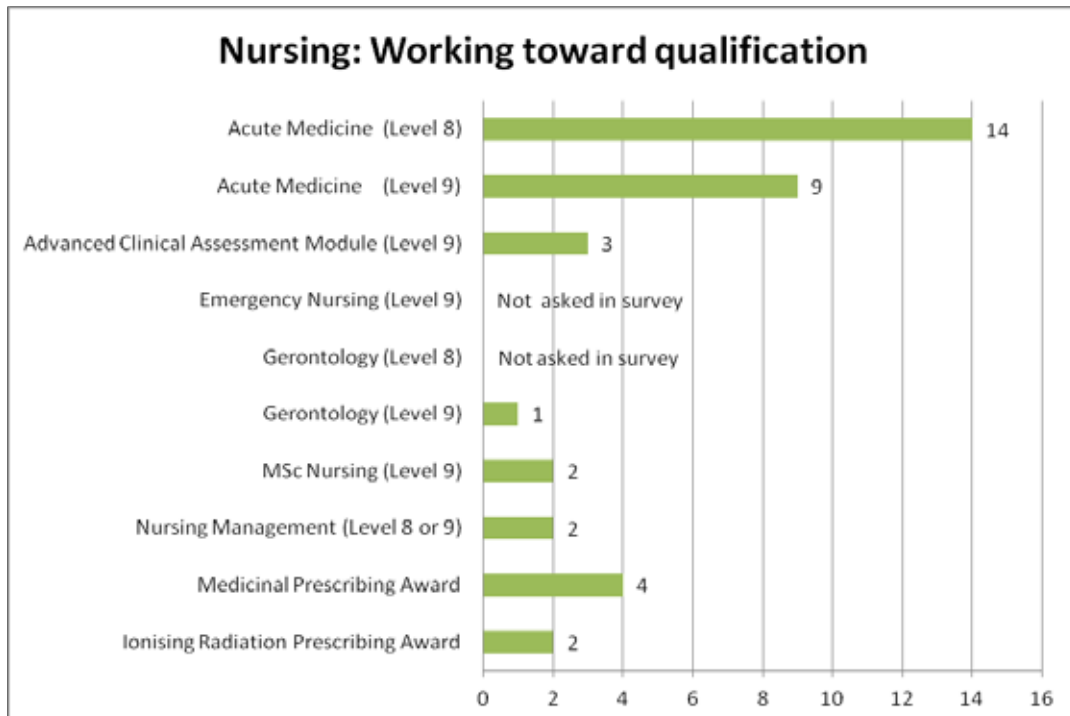


Figure 6: Nursing Staff Working toward Qualifications



## 1.4 Nursing Staff Life Support Skills

As would be expected a high percentage of nursing staff hold current Basic Life Support (BLS) certification (87%); 10% of nurses require re-certification and 3% are of unknown status. One nurse of 533 is a certified BLS Instructor (Table 5 and Figure 7).

With regard to Advanced Cardiac Life Support (ACLS) certification 31% of nursing staff are currently certified with 8% requiring re-certification. Two nurses are certified ACLS Instructors. Four nurses have certification in ACLS Experienced Provider (0.75%) (Table 5 and Figure 8).

Under the category 'other' sites indicated that 12 nurses have PEARS (Paediatric Emergencies, Assessment, Recognition and Stabilisation); 1 nurse has Spirometry training (Table 5 and Figure 9).

**Table 5: Nursing Staff Life Support Skills**

	Completed (Certificate <u>current</u> )	Completed (Certificate <u>expired</u> )	Instructor status
<b>Basic Life Support</b>	462	55	1
<b>Advanced Cardiac Life Support Supports (ACLS)</b>	167	44	2
<b>PEARS</b>	12		
<b>Spirometry</b>	1		
<b>ACLS Experienced Provider</b>	4		

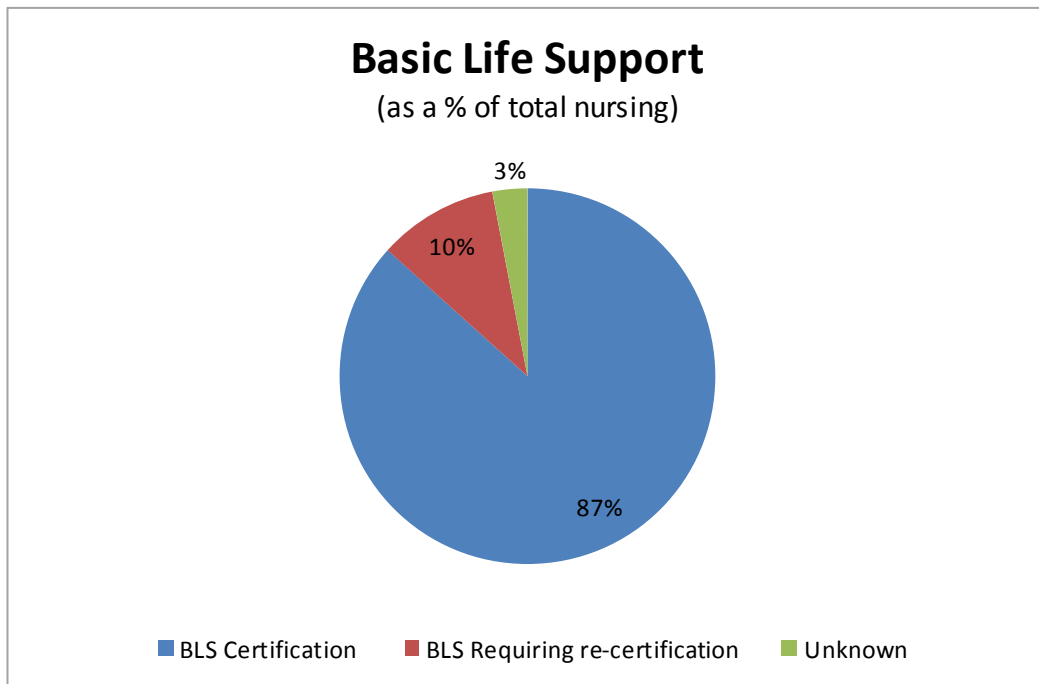
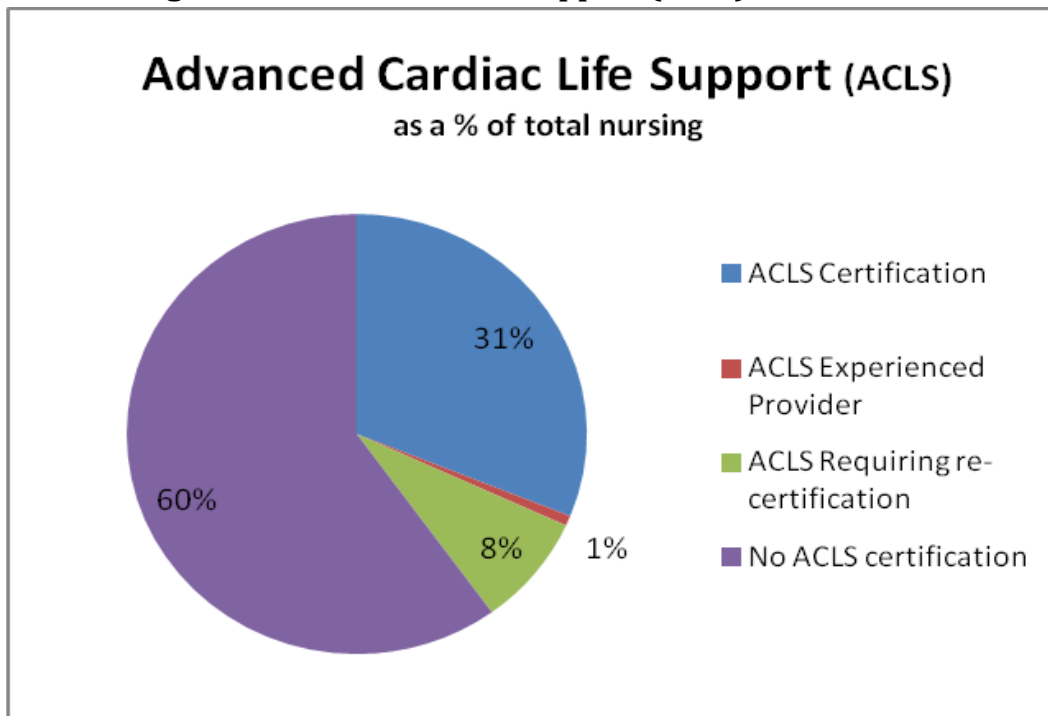
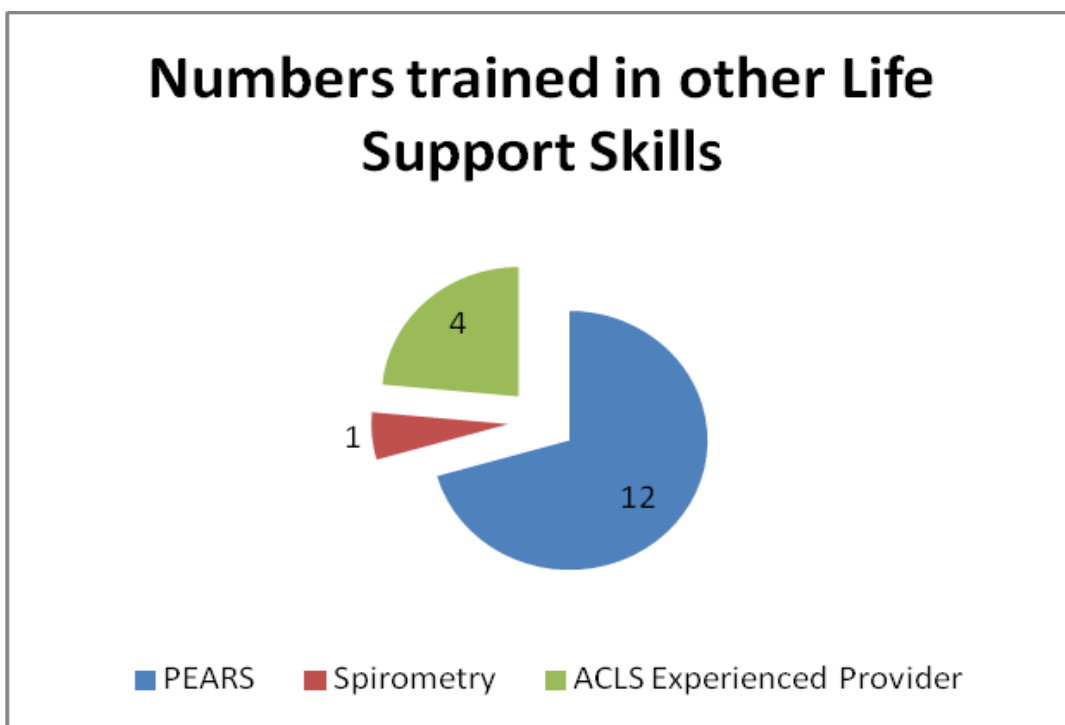
**Figure 7: Nursing Basic Life Support Skills****Figure 8: Nursing Advanced Cardiac Life Support (ACLS) Skills**

Figure 9: Numbers of Nurses trained in other Life Support Skills



## 1.5 Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies

Healthcare Assistant (HCA) and Multitask Attendant (MTA) clinical skills and competencies can be seen in Tables 6 and 7 below. Of note are the discrepancies between those trained in the skills and those using the skills for the majority of skills surveyed. Also of note are the low percentages of those identified as requiring training for some skills. Findings are presented graphically in Tables 6 and 7 and Figure 10.

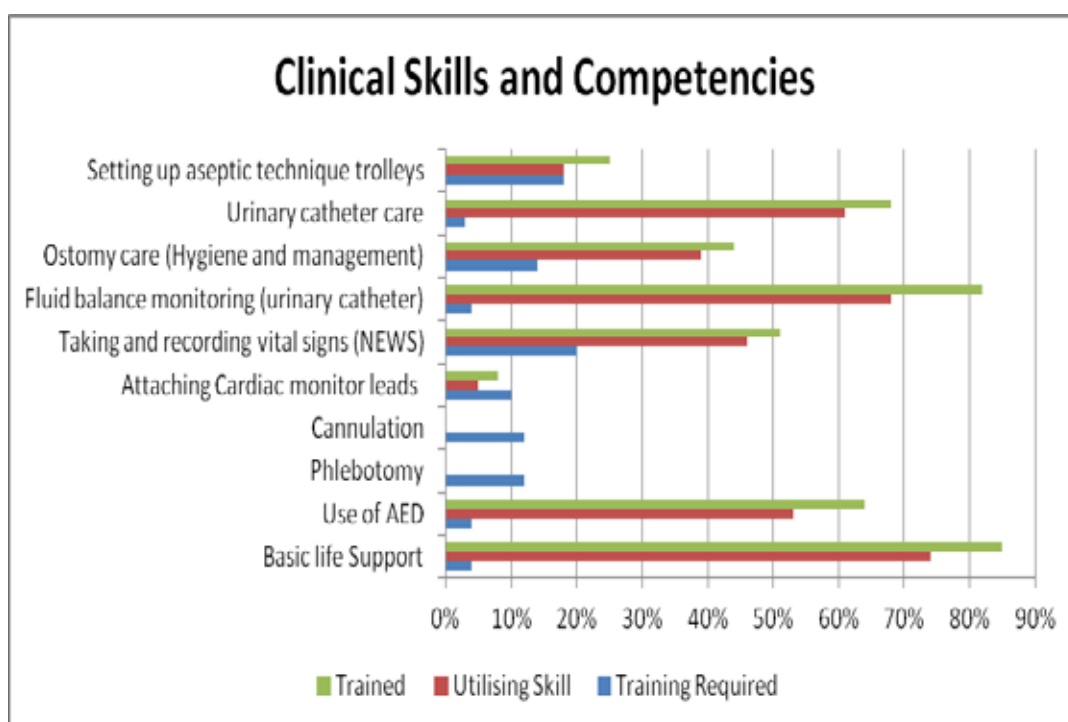
**Table 6: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill	Number of sites (of total 32) where education and training available locally
<b>Basic Life Support</b>	85%	74%	4%	23
<b>Use of AED</b>	64%	53%	4%	19
<b>Phlebotomy</b>	0%	0%	12%	9
<b>Cannulation</b>	0%	0%	12%	9
<b>Attaching Cardiac monitor leads</b>	8%	5%	10%	12
<b>Taking and recording vital signs (NEWS)</b>	51%	46%	20%	18
<b>Fluid balance monitoring (urinary catheter)</b>	82%	68%	4%	20
<b>Ostomy care (Hygiene and management)</b>	44%	39%	14%	13
<b>Urinary catheter care</b>	68%	61%	3%	17
<b>Setting up aseptic technique trolleys</b>	25%	18%	18%	15
<b>AMAU/MAU only Urinalysis</b>	3%	3%	0%	1

**Table 7: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies (MSSUs only)**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill	Number of sites (of total 9 + 1) where education and training available locally
Care and positioning of stroke patient	67%	59%	24%	6
Nutrition and the stroke patient	41%	39%	44%	5

**Figure 10: HCA/MTA Clinical Skills and Competencies**





## 1.6 Nursing Clinical Skills and Competencies

A total of 50 clinical skills and competencies were surveyed for nursing staff across all AMAU/MAU/MSSUs. For each skill, sites were asked to identify the numbers of nurses who *had received* education and training in the skill; the number who *currently use* the skill; and the number of nurses who *require* education and training in the skill. Sites were also asked to indicate if this training was available locally.

For the purpose of presenting this data the 50 clinical skills and competencies have been grouped into six broad categories as follows:

- ED Taskforce 4 Key Skills
- Technical Skills
- Urinary Catheterisation Skills
- Skills relating to the Care of the Older Person
- Skills relating to the use of specific assessment tools
- Assessment and Interpretation Skills

Data are presented as percentages of total number of nurses surveyed. Where percentage points consisted of decimal points figures were rounded down (<0.49%) or up (>0.50%) as appropriate allowing reporting using whole numbers throughout the report.

### 1.6.1 Nursing: ED Taskforce 4 Key Skills

The ED Taskforce Report identified four key skills which, if undertaken by nurses in Emergency Departments, would facilitate patient management and flow through Emergency Departments (DOH 2015). The four skills are:

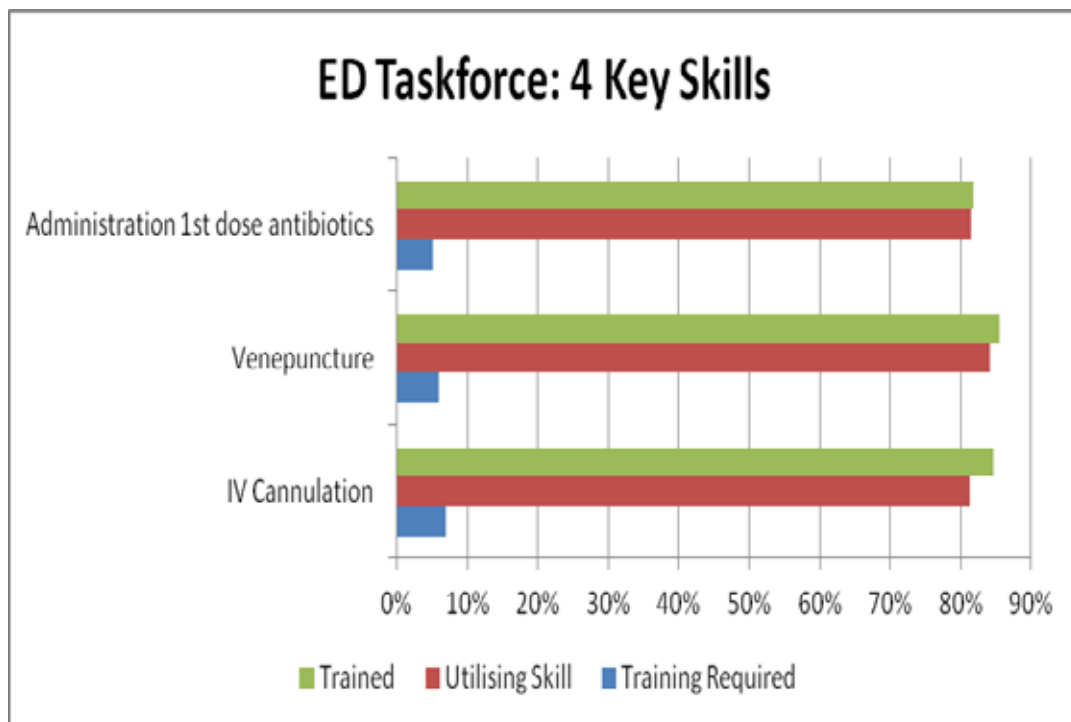
- Administration of 1<sup>st</sup> dose antibiotics
- Intravenous venepuncture
- Intravenous cannulation
- Nurse-led/Criterion-based discharge

Findings of the current survey indicate that 82% of nurses in AMAU/MAU/MSSUs have received training to administer first dose of IV antibiotics; 81% of nurses are using this skill. For IV venepuncture and cannulation 86% and 85% respectively of nurses are trained in both, while 84% and 81% are currently using the skill (Table 8 and Figure 11 overleaf). Twenty-four sites indicated that training is available locally for administration of first dose antibiotics; 27 sites provide training in intravenous venepuncture; and 25 provide training in intravenous cannulation.

**Table 8: Nursing: ED Taskforce 4 Key Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	Number of Nurses requiring education and training in the skill
<b>Administration 1<sup>st</sup> dose antibiotics</b>	82%	81%	5%
<b>Venepuncture</b>	86%	84%	6%
<b>IV Cannulation</b>	85%	81%	7%

**Figure 11: Nursing: ED Taskforce: 4 Key Skills**





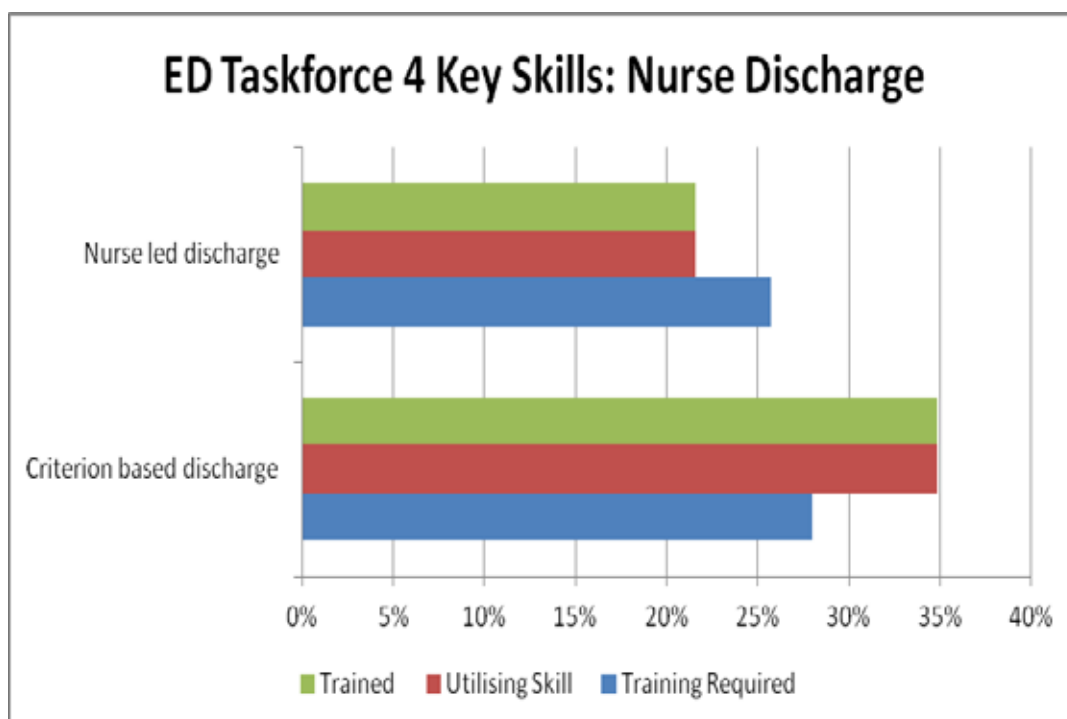
The nine MSSUs and the *Acute Medical Admissions Unit* in St James's Hospital were surveyed for nurses' skills relating to patient discharge. Total headcount for the 9 MSSUs and the *Acute Medical Admissions Unit* in St. James's Hospital is 218. The nine MSSUs and the *Acute Medical Admissions Unit* in St. James's Hospital are reported on together. Three MSSUs indicated that staff had received training in nurse-led discharge (22% of total MSSU nursing staff). Training is available locally in three sites.

For Criterion-based discharge, nurses in only two sites are trained and all use the skill. These sites represent 35% of total nursing staff across these units (Table 9 and Figure 12, page 41). Training is available locally in three sites. Given the small proportion of nurses trained in patient discharge skills, the low percentages of nurses identified as requiring training in patient discharge are notable.

**Table 9: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**

	% of Nurses trained in the skill	% of Nurses currently using skill	Number of Nurses requiring education and training in the skill
Nurse led discharge	22%	22%	26%
Criterion based discharge	35%	35%	28%

**Figure 12: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**



## 1.6.2 Nursing: Technical Skills

For eight of the fourteen skills listed below less than 50% of nurses have received training and less than 11% of nurses have received training in six of these skills. In the main these were skills traditionally undertaken by junior doctors for example percussion of chest and abdomen, chest auscultation, arterial blood gas sampling, palpation of abdomen and venesection. Data for these skills is presented in Table 10 below and Figures 13 and 14 overleaf.

**Table 10: Nursing: Technical Skills**

	<b>% of Nurses trained in the skill</b>	<b>% of Nurses currently using skill</b>	<b>% of Nurses requiring education and training in the skill</b>
<b>Chest Auscultation</b>	8%	7%	30%
<b>Percussion (Chest)</b>	8%	6%	31%
<b>Percussion (abdomen)</b>	6%	5%	31%
<b>Venesection</b>	7%	7%	11%
<b>Palpation (abdomen)</b>	6%	5%	31%
<b>PEARS</b>	2%	2%	0%
<b>Arterial blood gas sampling</b>	1%	1%	32%
<b>Care of patient with Sengstaken-Blakemore tube</b>	0%	0%	17%
<b>IV Drug Administration</b>	93%	92%	1%
<b>Management of central line</b>	71%	62%	10%
<b>Taking of blood cultures</b>	53%	51%	15%
<b>Tracheostomy care and suctioning</b>	53%	53%	12%
<b>Assist with insertion of central line</b>	52%	47%	18%
<b>Assist with thrombolysis</b>	36%	32%	14%

Figure 13: Nursing: Technical Skills Graph 1

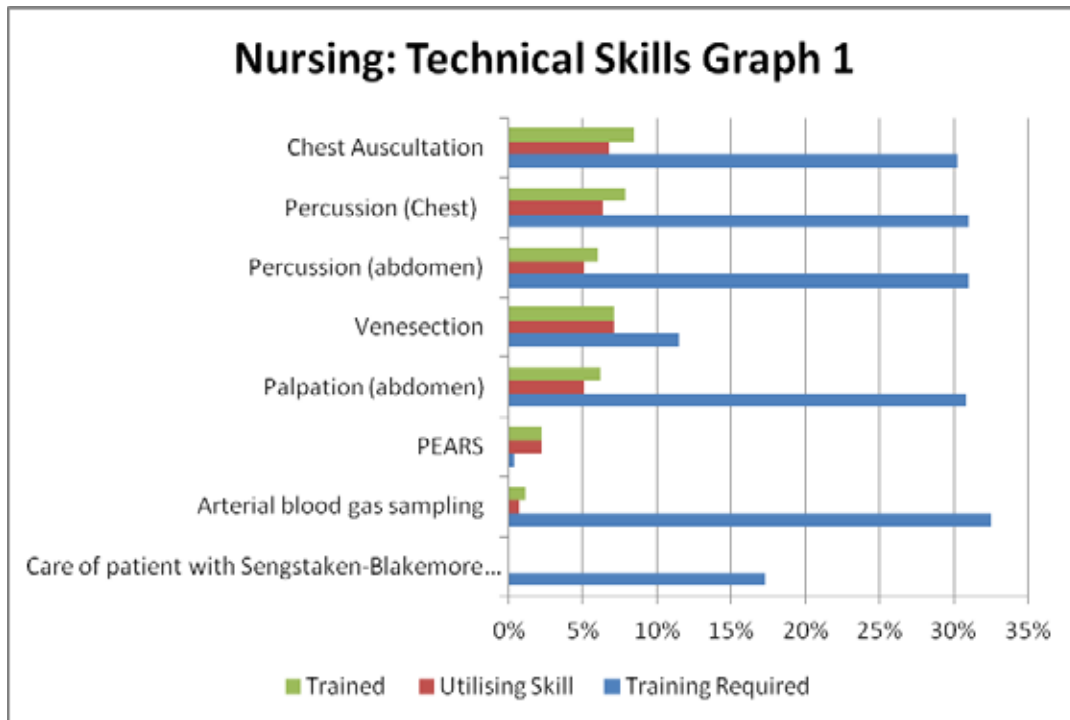
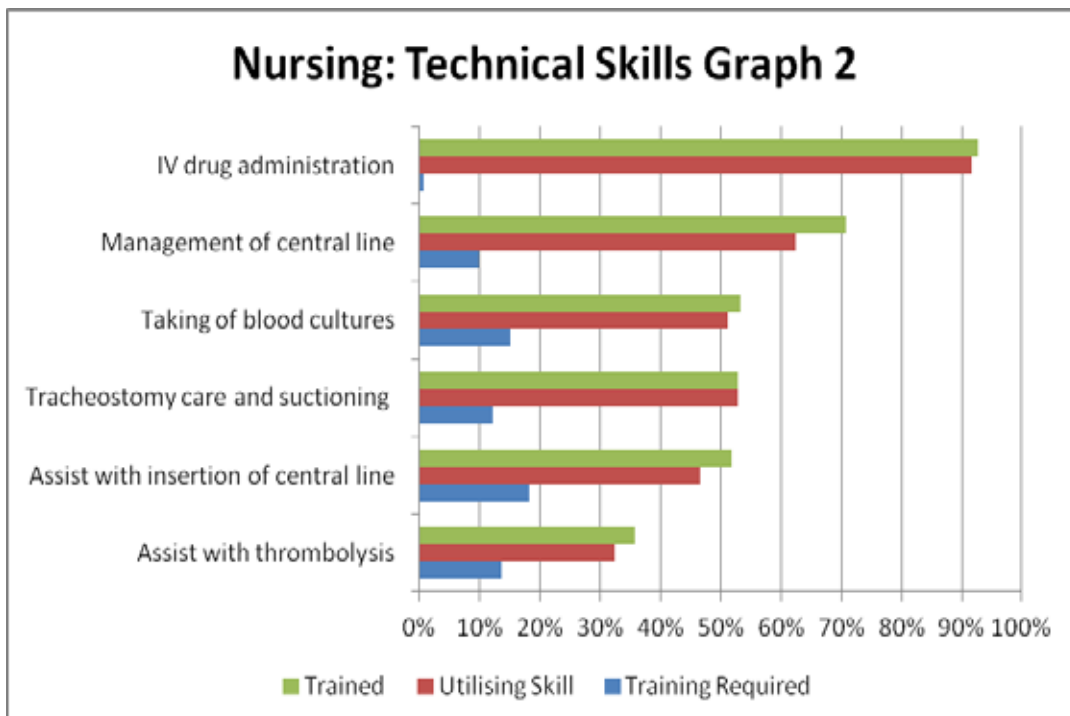


Figure 14: Nursing: Technical Skills Graph 2



### 1.6.3 Nursing: Urinary Catheterisation Skills

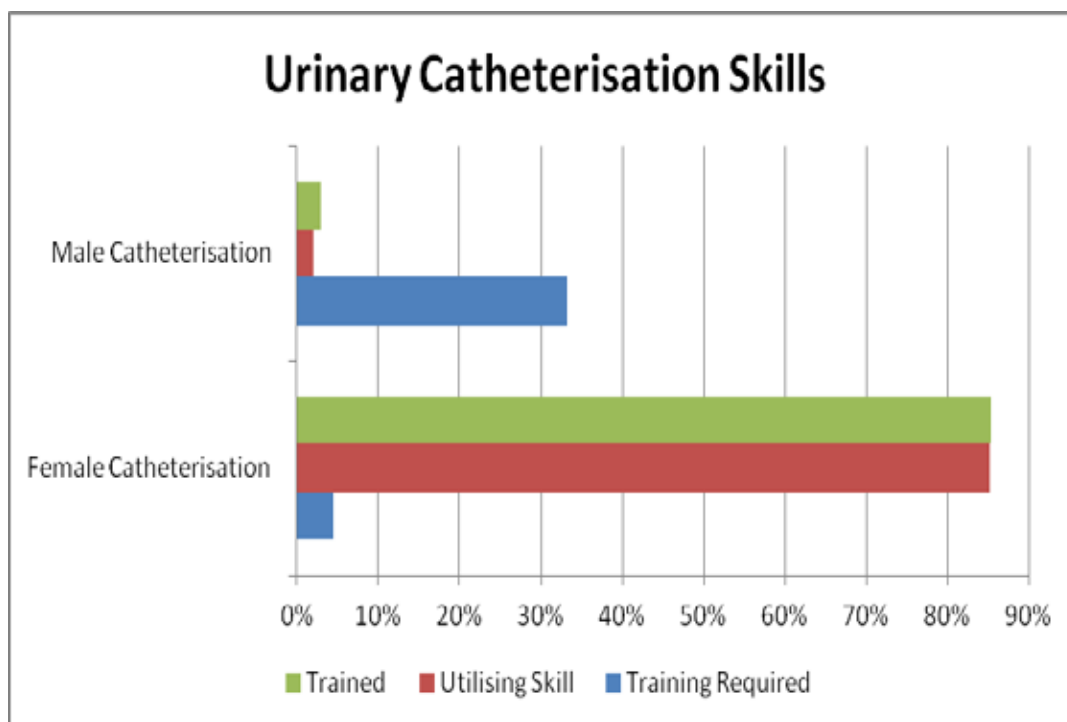
The skill of female catheterisation for most nurses was learned during pre-registration and under-graduate education; this is reflected in the high percentage of nurses (85%) reported as having received training in this skill. 85% of these nurses currently catheterise female patients. In stark contrast is the low percentage of nurses trained in the skill of male catheterisation (3%) with only 2% using this skill (Table 11 and Figure 15 below).

In AMAU/MAUs, 21 of 31 sites indicated that training in female catheterisation was provided locally; two sites indicated that this training was not available. Training in the skill of male catheterisation was available in 13 AMAU/MAUs; 5 sites indicated this training was not available locally. In the MSSUs (including St. James Hospital) eight sites indicated that training in female catheterisation was available. For male catheterisation four sites indicated training was provided locally; one site indicated training was not available at local level.

**Table 11: Nursing: Urinary Catheterisation Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Male Catheterisation</b>	3%	2%	33%
<b>Female Catheterisation</b>	85%	85%	5%

**Figure 15: Nursing: Urinary Catheterisation Skills**



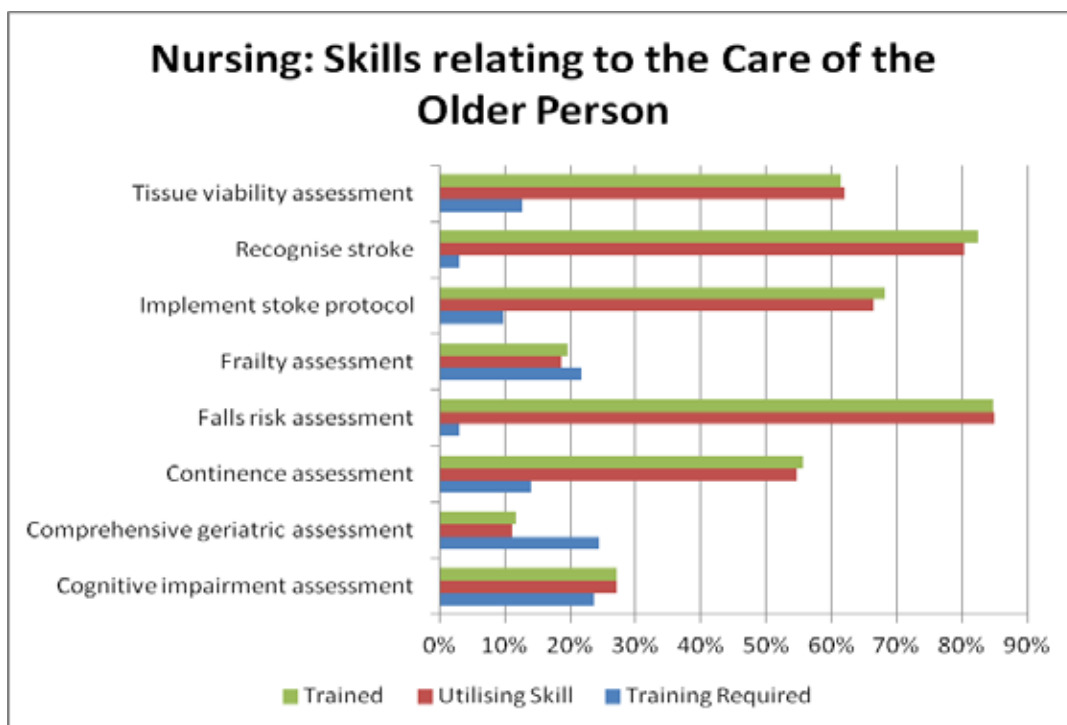
### 1.6.4 Nursing: Skills relating to Care of the Older Person

Of the eight skills grouped under this category the most notable findings relate to the low numbers of nurses trained in the skills of frailty assessment (20%), comprehensive geriatric assessment (12%) and cognitive impairment assessment (27%). There does not appear to be a perceived need across all units for training in these skills with percentages of nurses identified as requiring education in these skills being 22%, 24% and 24% respectively. Also of interest is the fact that only 61% of nurses have received training in the assessment of tissue viability. As would be expected 85% of nurses have undertaken training in falls risk assessment and the recognition of stroke. Only 57% have received education around continence assessment (Table 12 below and Figure 16 overleaf).

**Table 12: Nursing: Skills relating to Care of the Older Person**

	<b>% of Nurses trained in the skill</b>	<b>% of Nurses currently using skill</b>	<b>% of Nurses requiring education and training in the skill</b>
<b>Recognise stroke</b>	83%	80%	3%
<b>Implement stroke protocol</b>	68%	66%	10%
<b>Comprehensive geriatric assessment</b>	12%	11%	24%
<b>Frailty assessment</b>	20%	19%	22%
<b>Falls risk assessment</b>	85%	85%	3%
<b>Cognitive impairment assessment</b>	27%	27%	24%
<b>Tissue viability assessment</b>	61%	62%	13%
<b>Continence assessment</b>	56%	55%	14%

**Figure 16: Nursing: Skills relating to Care of the Older Person**





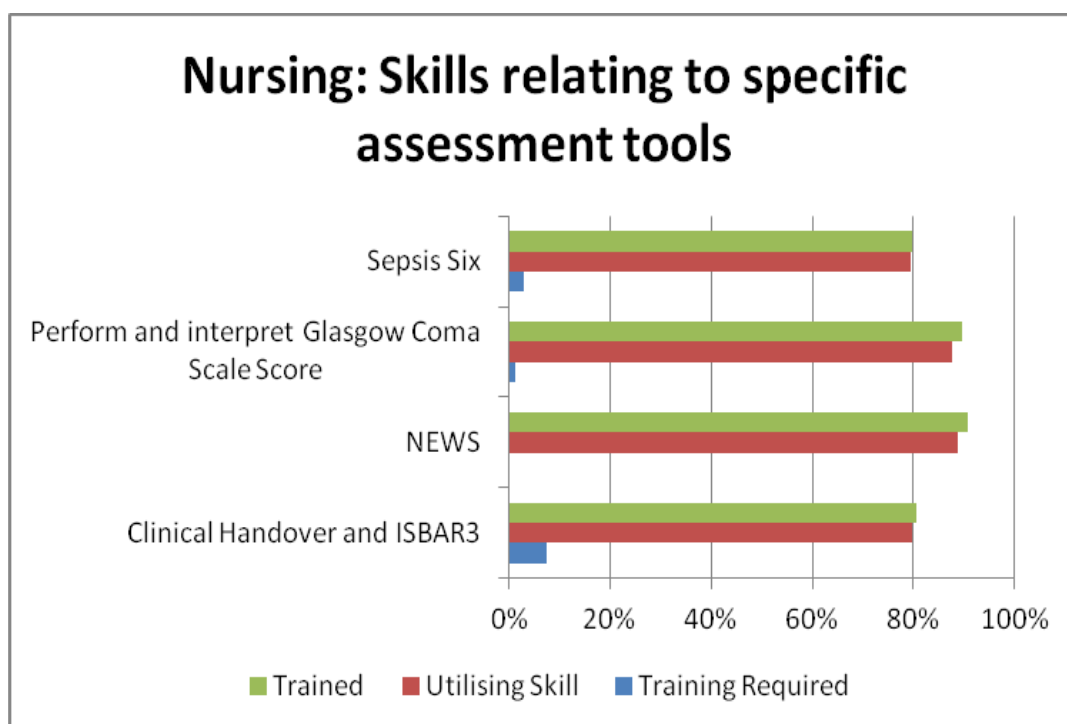
### 1.6.5 Nursing: Skills relating to specific assessment tools

Overall, education and training relating to the use of specific assessment tools scored highest for all skills surveyed with between 80% and 91% of nurses having received training in the use of these assessment tools (Table 13 and Figure 17 below). The number of sites which provide this training locally can be seen in Table 13. Five sites indicated that no local training is available in the use of the Glasgow Coma Scale and one site indicated that local training is not available for Sepsis Six. Education and training for the majority of these skills is provided locally within 8/9 of the MSSUs.

**Table 13: Nursing: Skills relating to specific assessment tools**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Perform and interpret Glasgow Coma Scale Score</b>	89%	88%	1%
<b>NEWS</b>	91%	89%	0%
<b>Clinical Handover and ISBAR3</b>	80%	80%	8%
<b>Sepsis Six</b>	80%	79%	3%

**Figure 17: Nursing: Skills relating to specific assessment tools**



### 1.6.6 Nursing: Assessment and Interpretation Skills

In 12 of the 18 skills listed below, less than 50% of nurses have received education or training. The skill with the largest cohort of nurses trained was *causes and management of the shocked patient* (71%) while the smallest cohort of nurses were trained in *speech and language (swallow) assessment* (9%). None of the nurses surveyed in the MSSUs had received training in certification of expected death; the absence of a current policy may explain this finding. Development of a national policy *The Pronouncement of Expected Death by Registered Nurses* is underway. Findings are shown in Table 14 below and Figures 18, 19 and 20 overleaf.

**Table 14: Nursing: Assessment and Interpretation Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
Management of Anaphylaxis	68%	67%	10%
Interpretation of blood gas results	32%	29%	16%
ECG Interpretation	69%	67%	13%
Medication Management (Pain) through protocol	49%	46%	22%
Management of non-invasive ventilation	40%	34%	21%
Triage	21%	19%	29%
Cardiovascular examination	17%	15%	22%
Preliminary neurological examination	24%	23%	31%
Speech and Language (swallow) assessment	9%	9%	40%
Point of care testing and interpretation	57%	57%	17%
Interpretation of cardiac monitor	50%	50%	13%
Interpretation of cardiac bloods	69%	71%	7%
Causes and management of shocked patient	71%	70%	15%
Preliminary Urological examination	14%	13%	28%
Mental Health status examination	15%	14%	26%
Recognition and management of delirium	42%	43%	22%
Carry out and interpret Dopplers (limb)	13%	13%	29%
Certification of expected death (MSSUs only)	0%	0%	28%



Figure 18: Nursing: Assessment &amp; Interpretation Skills Graph 1

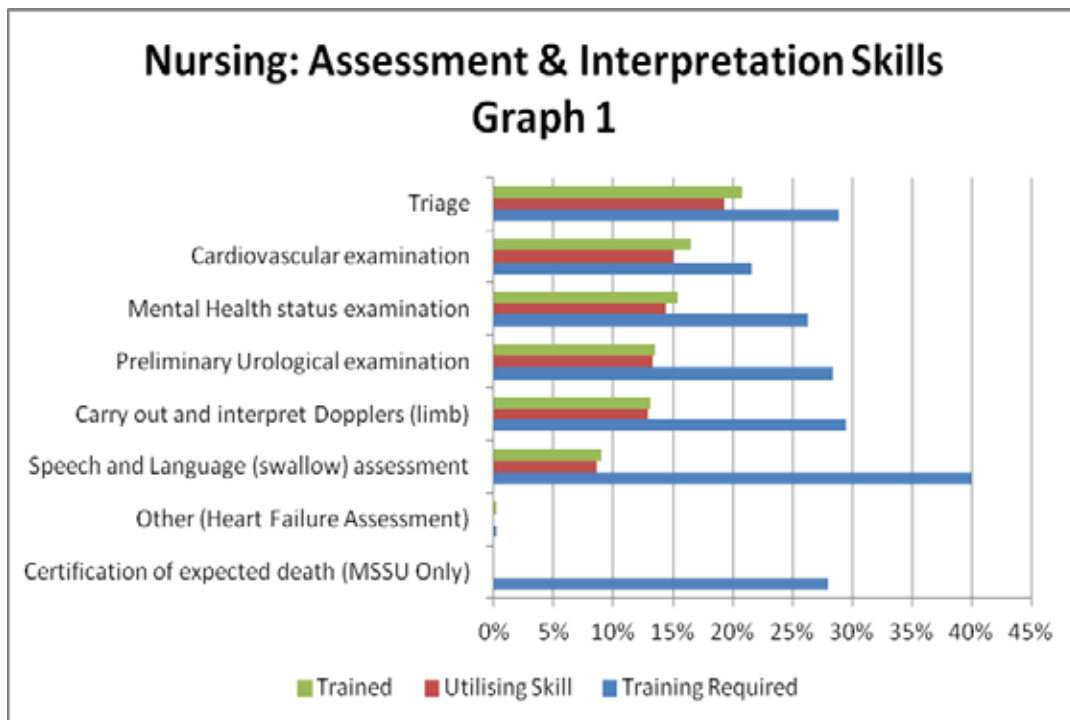


Figure 19: Nursing: Assessment &amp; Interpretation Skills Graph 2

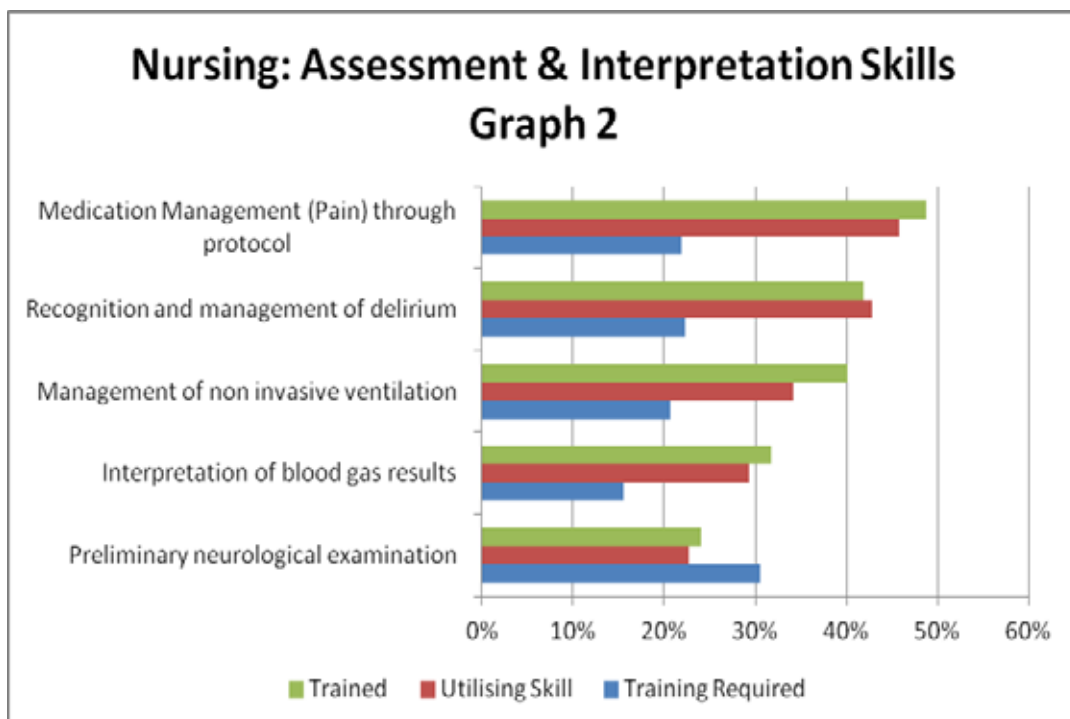
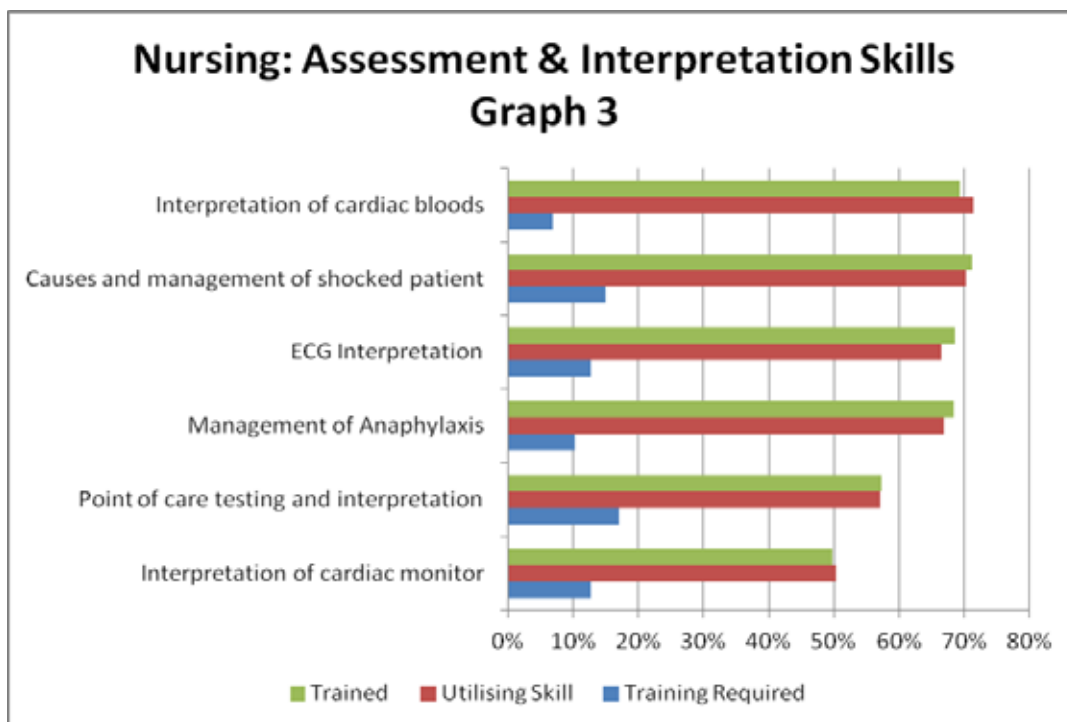


Figure 20: Nursing: Assessment & Interpretation Skills Graph 3



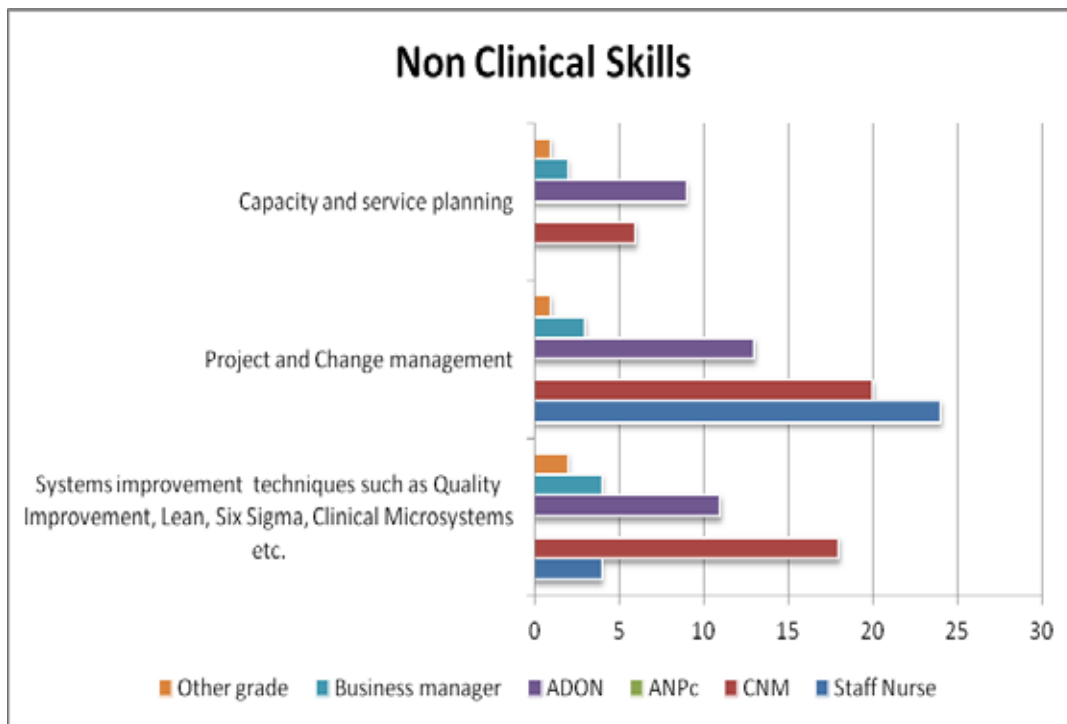
## 1.7 Non-Clinical skills

All sites were surveyed for non-clinical skills education and training. Categories surveyed included systems improvement techniques, Information Technology skills, and project and change management education. Findings can be seen in Table 15 below and in Figures 21 and 22 overleaf. Findings are presented as numbers of staff trained rather than as percentages.

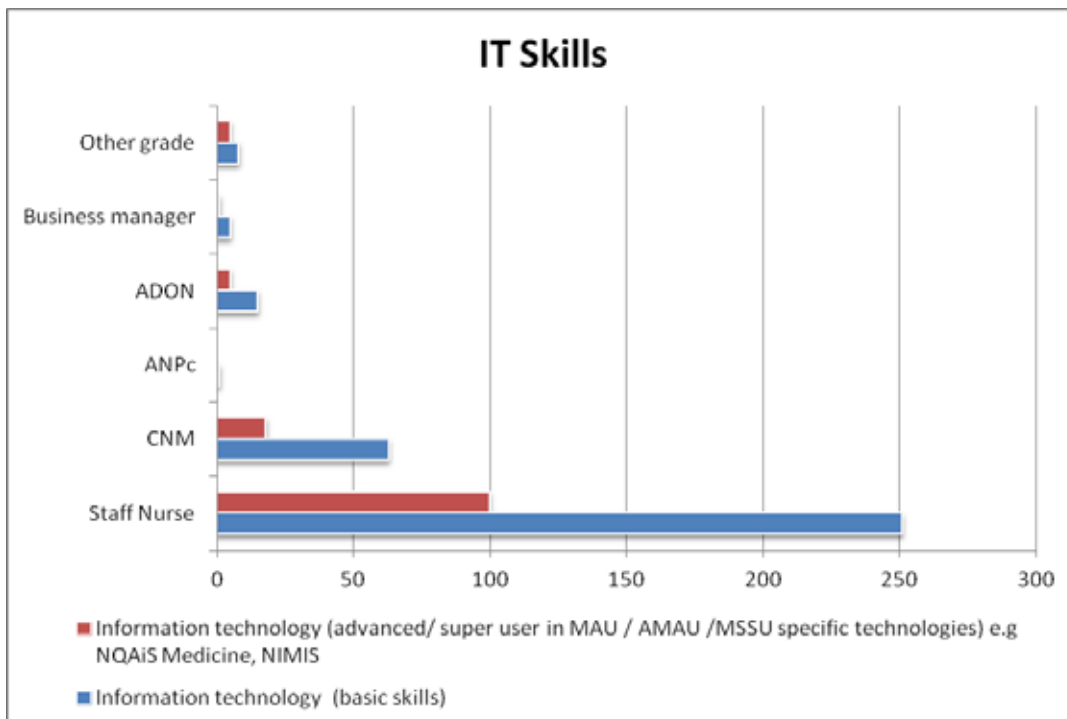
**Table 15: Non-Clinical Skills**

	Staff Nurse	CNM	ANP	ADON	Business Manager	Other
<b>Systems improvement techniques such as Quality Improvement, Lean, Six Sigma, Clinical Microsystems etc.</b>	4	18	0	11	4	2
<b>Information technology (basic skills)</b>	251	63	1	15	5	8
<b>Information technology (advanced/ super user in MAU / AMAU /MSSU specific technologies) e.g NQAIS Medicine, NIMIS</b>	100	18	0	5	1	5
<b>Project and Change Management</b>	24	20	0	13	3	1
<b>Capacity and Service Planning</b>	0	6	0	9	2	1

**Figure 21: Non Clinical Skills**



**Figure 22: IT Skills**



## 1.8 Education Initiatives

The final section in the survey requested that sites identify education initiatives available or facilitated within their services. This varied from the provision of induction/orientation programmes to the provision of formal post-graduate education programmes. Findings are presented in Table 16 below.

**Table 16: Education Initiatives**

Type of programme	Provided/ Facilitated	Not provided	Duration/Source/Training recipients
<b>Formal induction/orientation programme</b>	23	9	Programme duration ranged from 1-2 days to 12 weeks duration
<b>Foundation programme in Acute Medicine Nursing</b>	6	26	6-month programme in 4 sites; 3-month programme in 1 site
<b>Acute Medicine Nursing (Level 8 QQI)</b>	6	26	NUIG, UCC, WIT, UCD
<b>Acute Medicine Nursing (Level 9 QQI)</b>	3	27	UCC, WIT, NUIG
<b>De-escalation training</b>	14	16	Nurses receive this training in 11 sites; HCAs receive this training in 8 sites

## 1.9 Limitations of this Report

This report was prepared on the basis of the quality of the information provided in surveys. Where data was missing or incomplete every attempt was made to follow-up with individual sites to verify information. Where follow-up information was not available assumptions about the data were made based on emerging knowledge and understanding of the data.





## **Section 2:** Hospital Group Overview of AMAU/MAU/MSSU Findings



## Section 2: Hospital Group Overview of AMAU/MAU/MSSU Findings

### 2.0. Introduction

This section of the report presents the findings of the AMAU/MAU/MSSU Education and Training survey for each hospital group. Hospitals within each group can be seen in Appendix 1. Hospital group data are presented in the following order:

- Ireland East Hospital Group overview: Section 2.1
- Dublin Midlands Hospital Group overview: Section 2.2
- Dublin North East (RCSI) Hospital Group overview: Section 2.3
- South/South West Hospital Group overview: Section 2.4
- University of Limerick Hospital Group overview: Section 2.5
- SAOLTA Hospital Group overview: Section 2.6

Findings are presented using tables and graphs.



## 2.1 Ireland East Hospital Group Overview



## 2.1 Ireland East Hospital Group Overview

Ireland East Hospital Group (IEHG) comprises 11 hospitals, seven of which have either an AMAU/MAU or MSSU. All seven of these hospitals (listed below) participated in this survey. Data for IEHG is presented in Section 2.1.

- Mater Misericordiae University Hospital (Model 4 Hospital)
- Midlands Regional Hospital Mullingar (Model 3 Hospital)
- Our Lady's Hospital Navan (Model 2 Hospital)
- St. Columcille's Hospital Loughlinstown (Model 2 Hospital)
- St. Luke's General Hospital Kilkenny (Model 3 Hospital)
- St. Vincent's University Hospital, Elm Park (Model 4 Hospital)
- Wexford General Hospital (Model 3 Hospital)

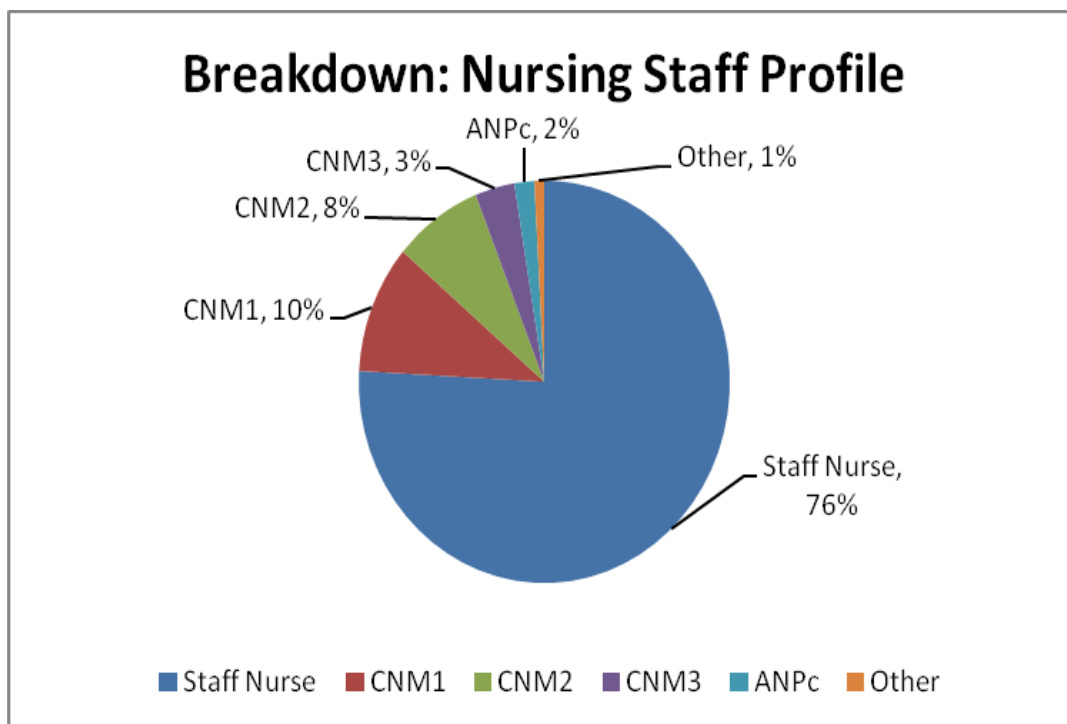
### 2.1.1 Nursing Staff Profile

Nursing staff profile for all unit types was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 28/02/2016, number of staff who commenced post within last 12 months (since 28/02/2015) and number of staff who left the area in last 12 months (since 28/02/2015). Findings are outlined in Table 17 below. Due to the inconsistent responses from sites relating to establishment WTE figures these numbers are not reported on.

**Table 17: Nursing Staff Profile**

Staff Grade	<u>In Post</u> <b>28/02/2016</b>		<u>Number of Staff who commenced in post in the last 12 months</u> <b>(since 28/02/2015)</b>		<u>Number of staff who have left the area in the past 12 months</u> <b>(since 28/02/2015)</b>	
	Head Count (HC)	WTE	HC	WTE	HC	WTE
Staff Nurse	88	84.97	30	27.3	18	16.11
Clinical Nurse Manager 1	12	10.1	3	2.3	0	0
Clinical Nurse Manager 2	9	8.16	1	1	1	1
Clinical Nurse Manager 3	4	3	1	1	0	0
Registered Advanced Nurse Practitioner (RANP)	0	0	0	0	0	0
ANP Candidate	2	2	0	0	0	0
ANP prepared	0	0	0	0	0	0
Clinical Education Facilitator	0	0	0	0	0	0
GP Liaison Nurse	0	0	0	0	0	0

Figure 23: Nursing Staff Profile





## 2.1.2 Healthcare Assistant/Multitask Attendant Resource and Qualifications

**Table 18: Health Care Assistants/Multitask Attendant Resource and Qualifications**

<b>In Post</b>		<b>Please identify the cover provided by HCAs / MTAs in your MAU/ AMAU</b>		<b>Please provide a breakdown of qualifications held by these HCAs / MTAs</b>					
<b>Approved</b>	<b>28/02/2016</b>			FETAC award		In-house training		No Formal Training	
<b>WTE</b>	<b>Head Count (HC)</b>	<b>WTE</b>	<b>e.g. 24/7, 12/7, 12/5, 8/5</b>	<b>WTE</b>	<b>HC</b>	<b>WTE</b>	<b>HC</b>	<b>WTE</b>	<b>HC</b>
17.4	31	28.26	See Table 19	19.7	21	20.9	22	2.7	3

**Table 19: Cover provided by HCAs/MTAs**

Cover provided by HCAs/MTAs

**8/5x1 (8 hours x 5 days x 1 site) (Cover is provided for 8 hours for 5 days in 1 site)**

**12/5x2 (12 hours x 5 days x 2 sites) (Cover is provided for 12 hours for 5 days in 2 sites)**

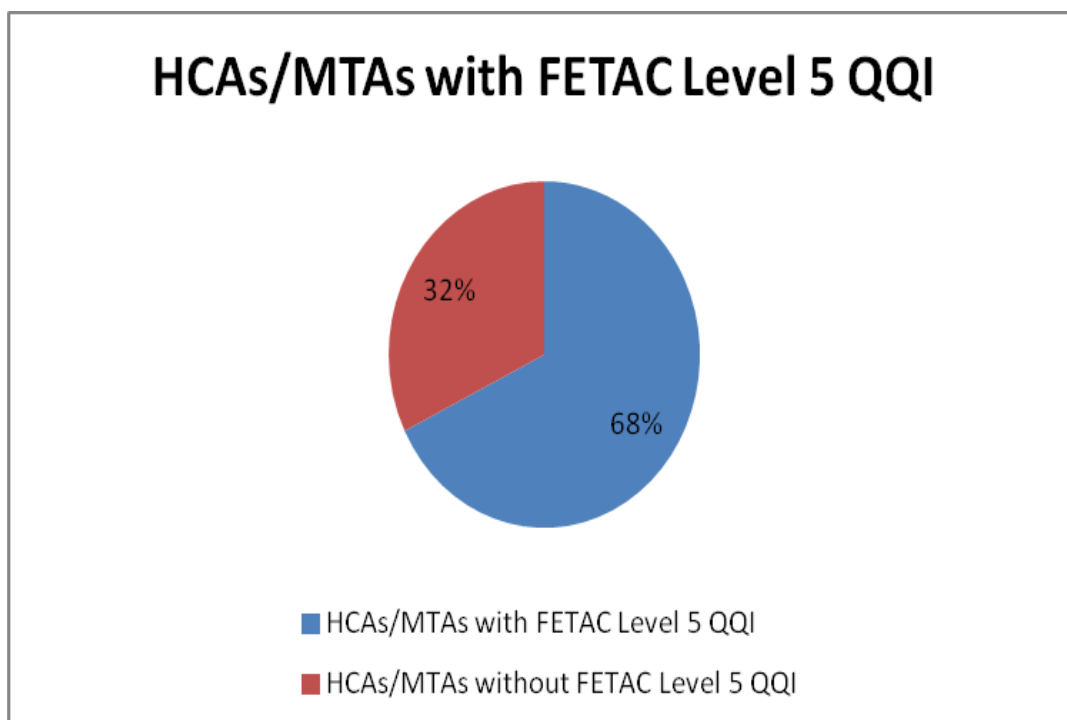
**12/7x1 (12 hours x 7 days x 1 site) (Cover is provided for 12 hours for 7 days in 1 site)**

**24/7x3 (24 hours x 7 days x 3 sites) (Cover is provided for 8 hours for 5 days in 3 sites)**

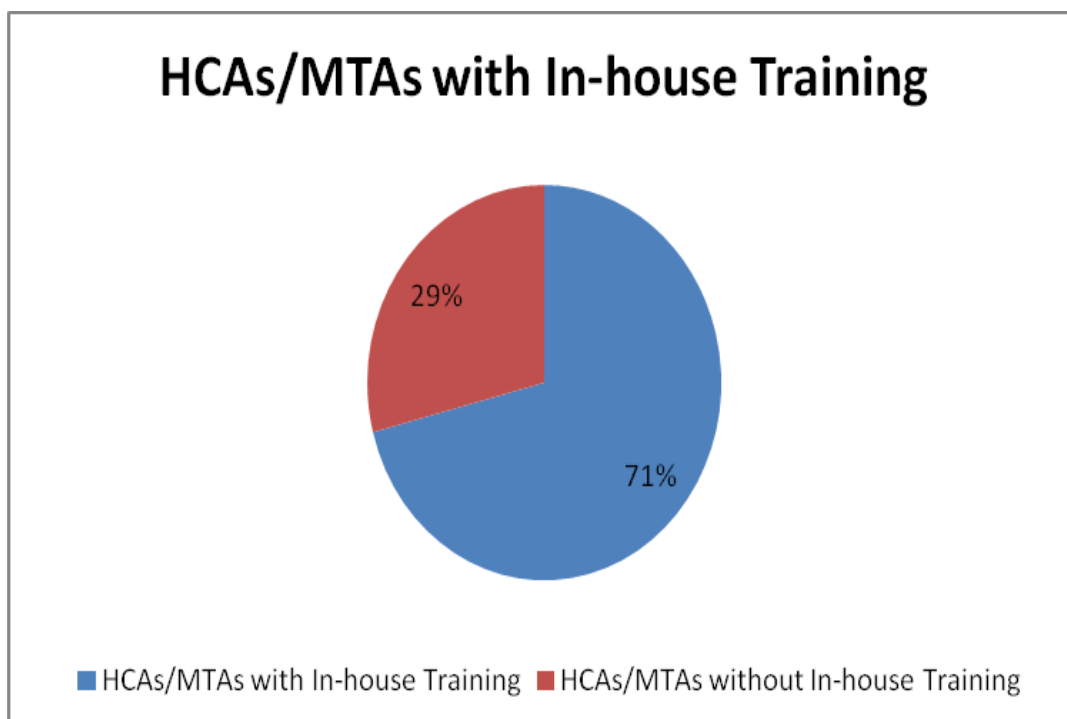
**09:30-22:00 (x 1 site) (Cover is provided from 09.30-22.00 in 1 site)**

**11/5x1 (11 hours x 5 days x 1 site) (Cover is provided for 11 hours for 5 days in 1 site)**

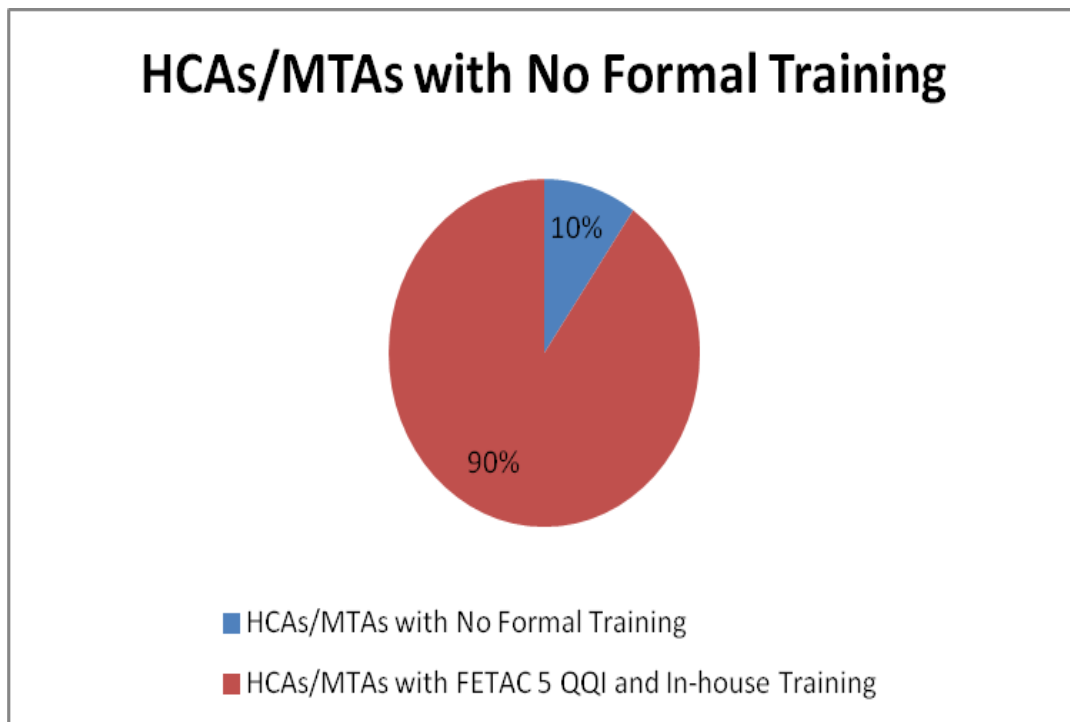
**Figure 24: HCAs/MTAs with FETAC Level 5 QQI Award**



**Figure 25: HCAs/MTAs with In-house Training**



**Figure 26: HCAs/MTAs with No Formal Training**



### 2.1.3 Nursing Staff Qualifications/Working towards Qualification

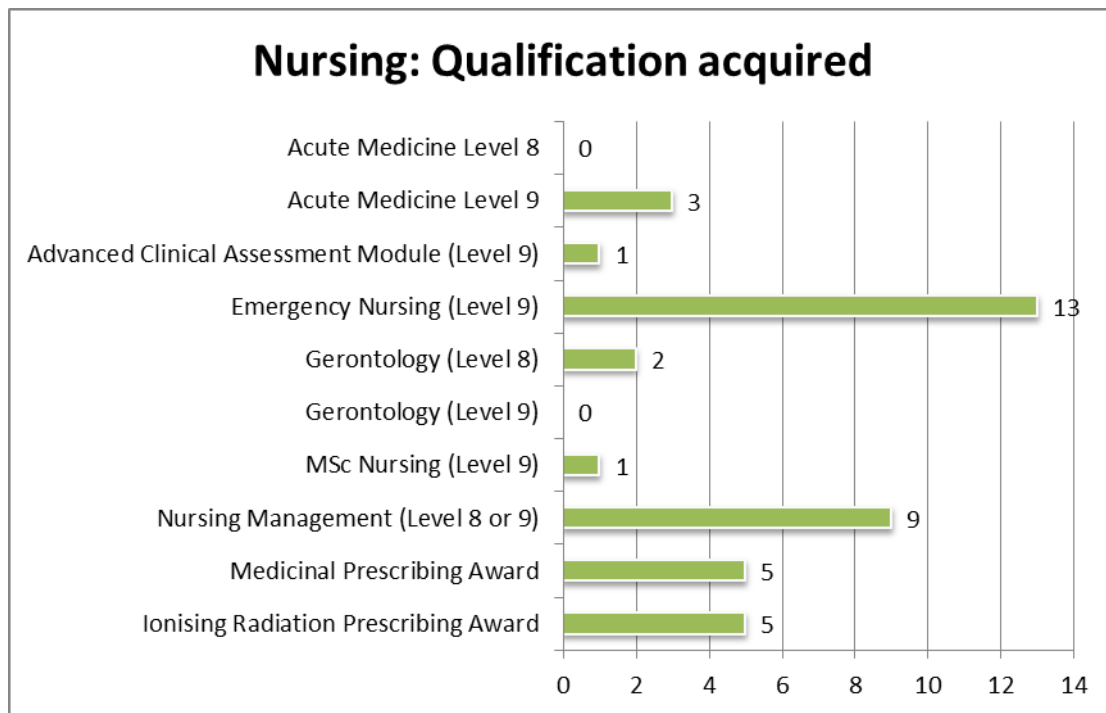
**Table 20: Nursing Staff Qualifications/Working towards Qualifications**

	Qualification acquired	Working toward qualification
Higher Diploma (Level 8) Acute Medicine Nursing	0	2
Post Graduate Diploma (Level 9) Acute Medicine Nursing	3	6
Advanced Clinical Assessment Module (Level 9)	1	2
Post Graduate Diploma (Level 9) Emergency Nursing	13	Information not requested
Higher Diploma (Level 8) Gerontology	2	Information not requested
Post Graduate Diploma (Level 9) Gerontology	0	0
MSc Nursing (Level 9)	1	1
Nursing Management Qualification (Level 8 or 9)	9	1
Medicinal Prescribing Award	5	1
Ionising Radiation Prescribing Award	5	0

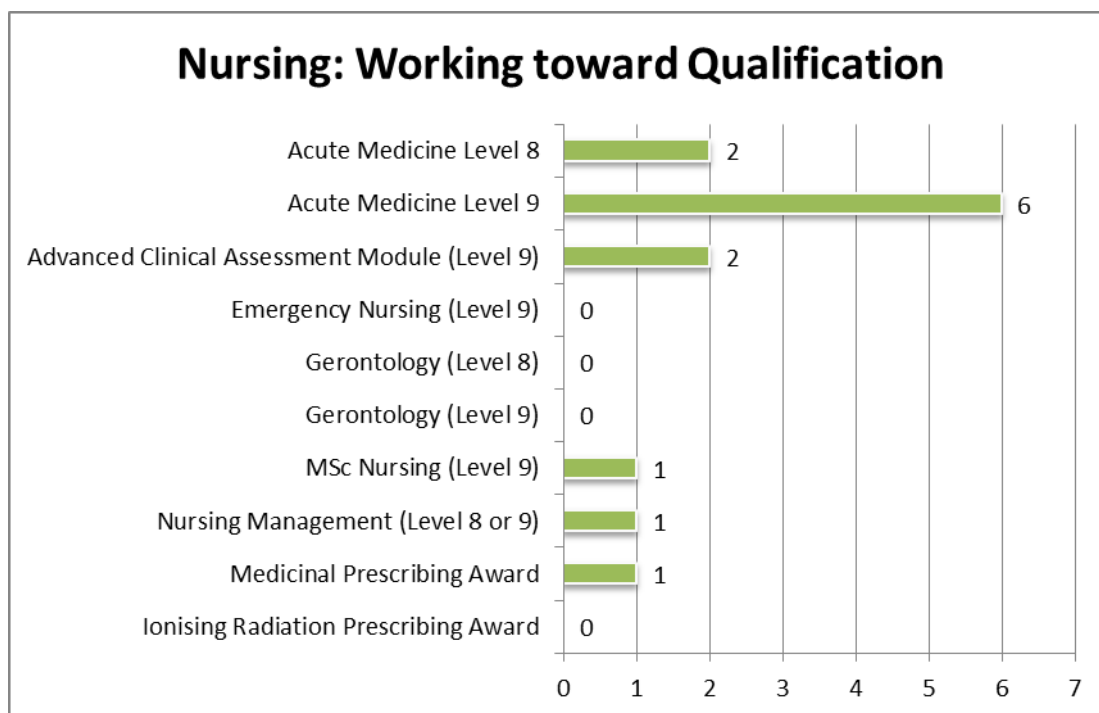
*\*Numbers displayed are numbers of nurses (based on headcount) not percentages*



**Figure 27: Nursing Staff Qualifications**



**Figure 28: Nursing Staff Working toward Qualifications**

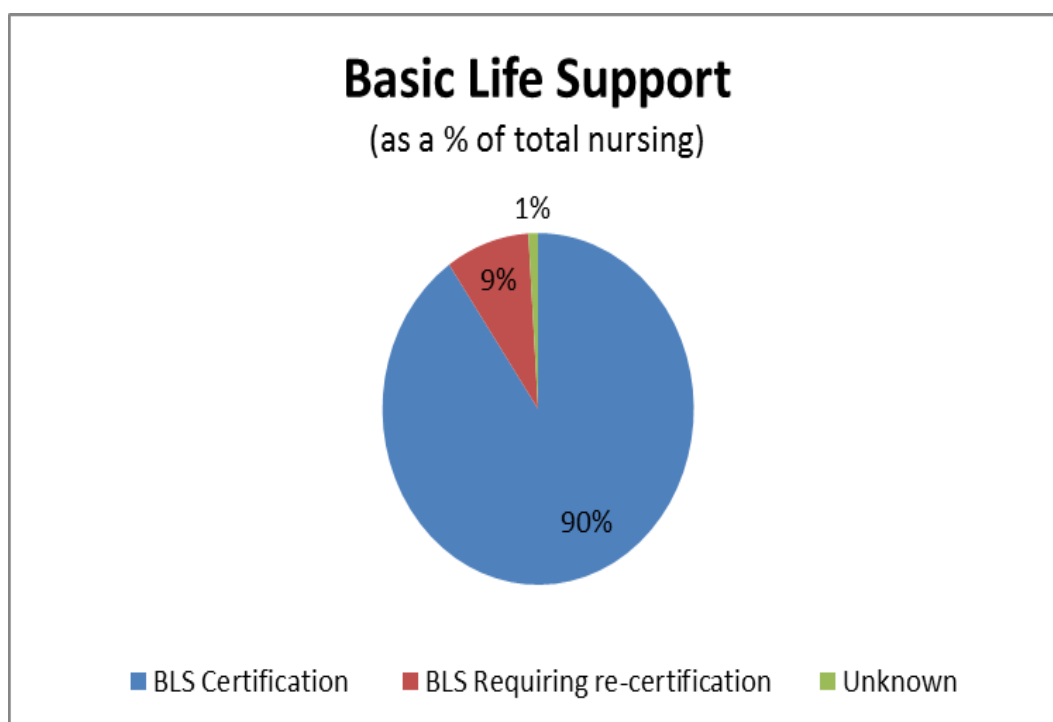


## 2.1.4 Nursing Staff Life Support Skills

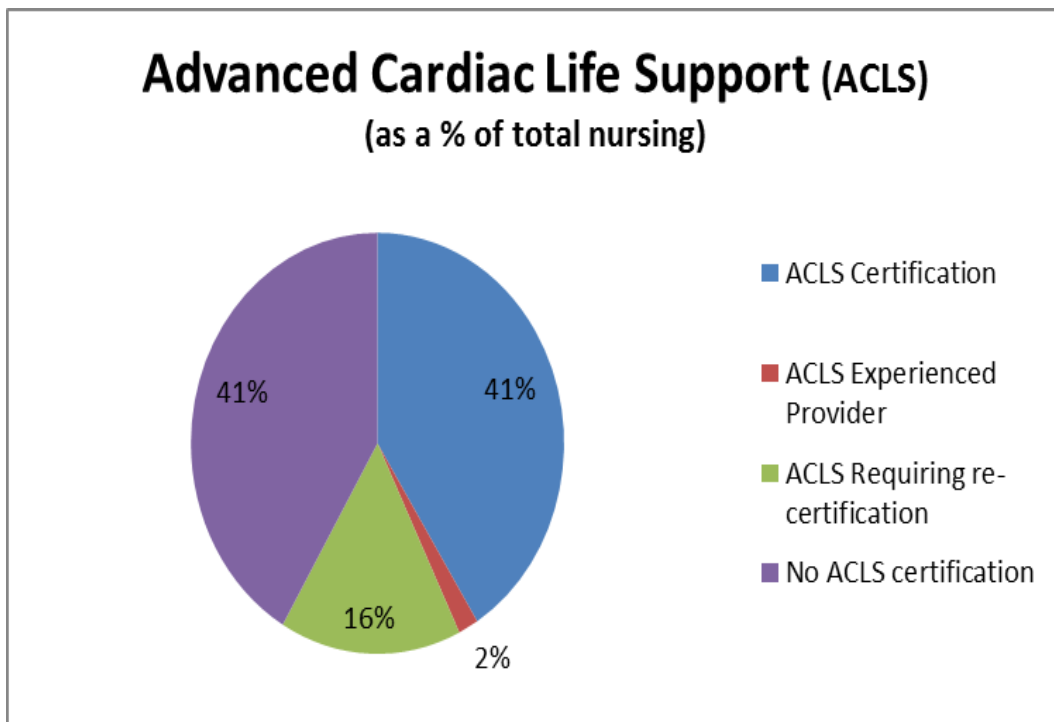
**Table 21: Nursing Staff Life Support Skills**

	Completed (Certificate <u>current</u> )	Completed (Certificate <u>expired</u> )	Instructor status
Basic Life Support	104	10	1
Advanced Cardiac Life Support Supports (ACLS)	47	18	2
PEARS	12	2	
ACLS Experienced Provider	1		

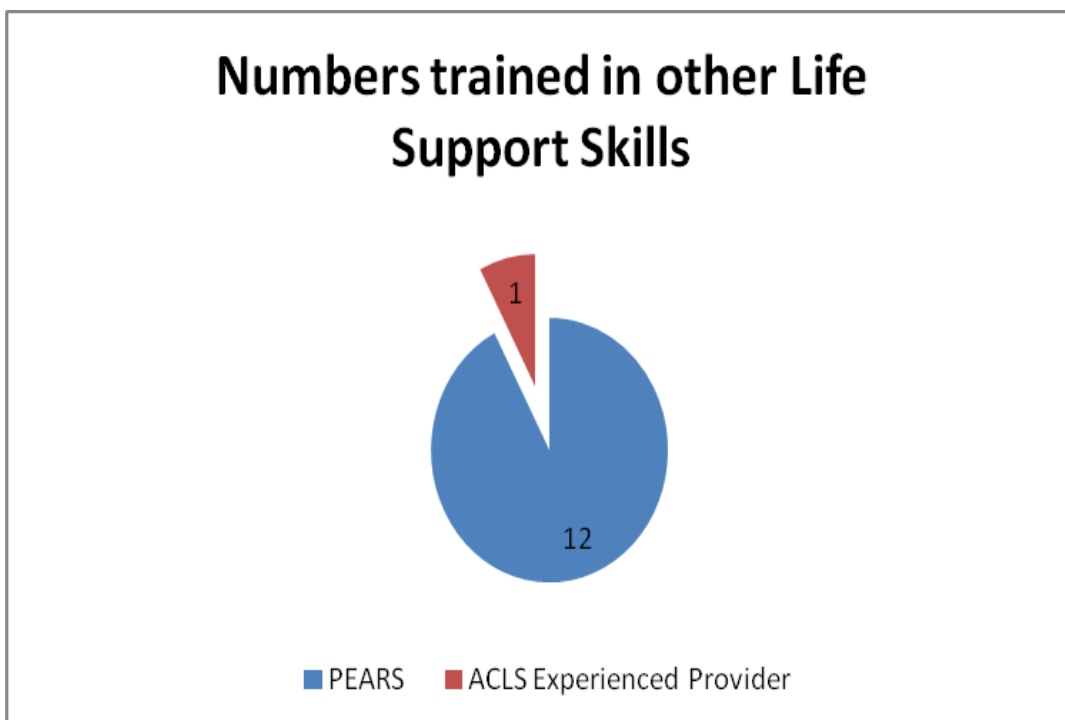
**Figure 29: Nursing Basic Life Support Skills**



**Figure 30: Nursing Advanced Cardiac Life Support (ACLS) Skills**



**Figure 31: Numbers of Nurses trained in other Life Support Skills**



## 2.1.5 Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies

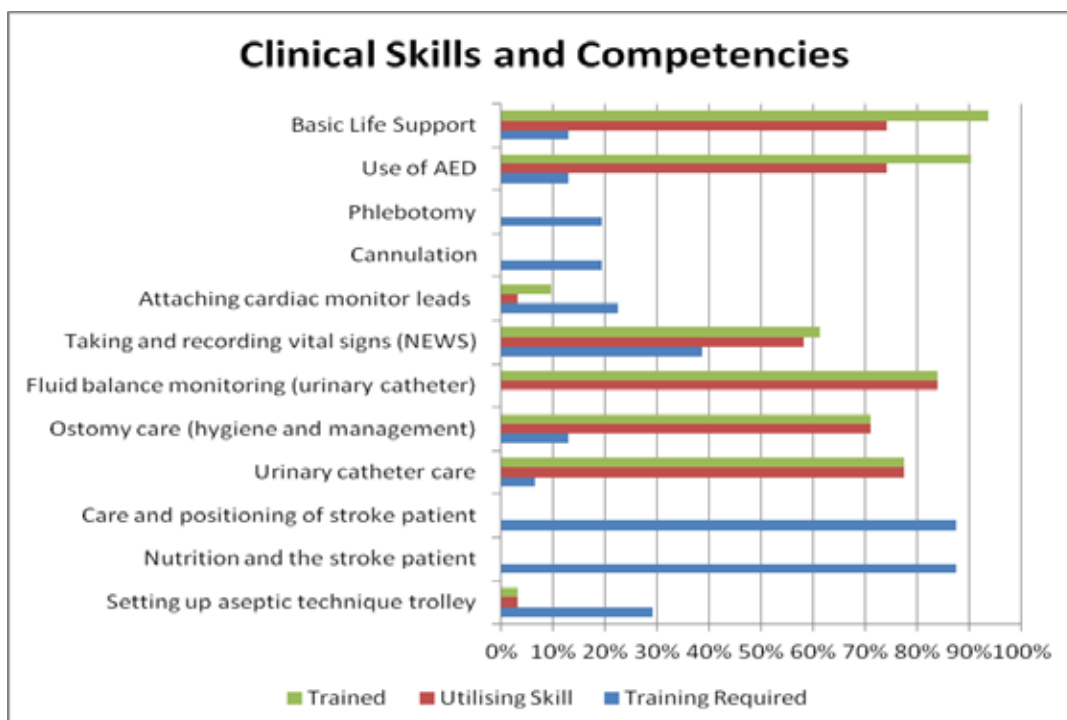
**Table 22: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill
<b>Basic Life Support</b>	94%	74%	13%
<b>Use of AED</b>	90%	74%	13%
<b>Phlebotomy</b>	0%	0%	19%
<b>Cannulation</b>	0%	0%	19%
<b>Attaching Cardiac monitor leads</b>	10%	3%	23%
<b>Taking and recording vital signs (NEWS)</b>	61%	58%	39%
<b>Fluid balance monitoring (urinary catheter)</b>	84%	84%	0%
<b>Ostomy care (Hygiene and management)</b>	71%	71%	13%
<b>Urinary catheter care</b>	77%	77%	6%
<b>Setting up aseptic technique trolleys</b>	3%	3%	29%

**Table 23: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies (MSSUs only)**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill	Number of sites (of total 2) where education and training available locally
Care and positioning of stroke patient	0%	0%	88%	1
Nutrition and the stroke patient	0%	0%	88%	1

**Figure 32: HCA/MTA Clinical Skills and Competencies**



## 2.1.6 Nursing Clinical Skills and Competencies

A total of 50 clinical skills and competencies were surveyed for nursing staff across all AMAU/MAU/MSSUs. For each skill, sites were asked to identify the numbers of nurses who *had received* education and training in the skill; the number who *currently use* the skill; and the number of nurses who *require* education and training in the skill. Sites were also asked to indicate if this training was available locally.

For the purpose of presenting this data, the 50 clinical skills and competencies have been grouped into six broad categories as follows:

- ED Taskforce 4 Key Skills
- Technical Skills
- Urinary Catheterisation Skills
- Skills relating to the Care of the Older Person
- Skills relating to the use of specific assessment tools
- Assessment and Interpretation Skills

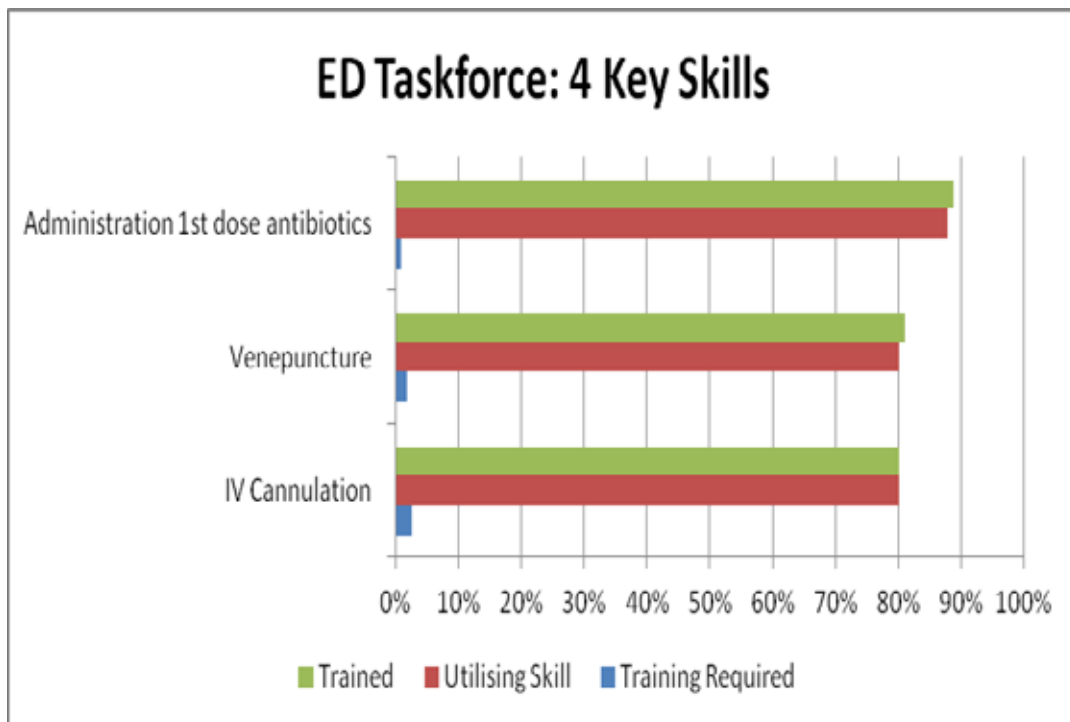
Data are presented as percentages of total number of nurses surveyed. Where percentage points consisted of decimal points figures were rounded down (<0.49%) or up (>0.50%) as appropriate allowing reporting using whole numbers throughout the report.

### 2.1.6.1 Nursing: ED Taskforce 4 Key Skills

**Table 24: Nursing: ED Taskforce 4 Key Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	Number of Nurses requiring education and training in the skill
<b>Administration 1<sup>st</sup> dose antibiotics</b>	89%	88%	1%
<b>Venepuncture</b>	81%	80%	2%
<b>IV Cannulation</b>	80%	80%	3%

**Figure 33: Nursing: ED Taskforce: 4 Key Skills**

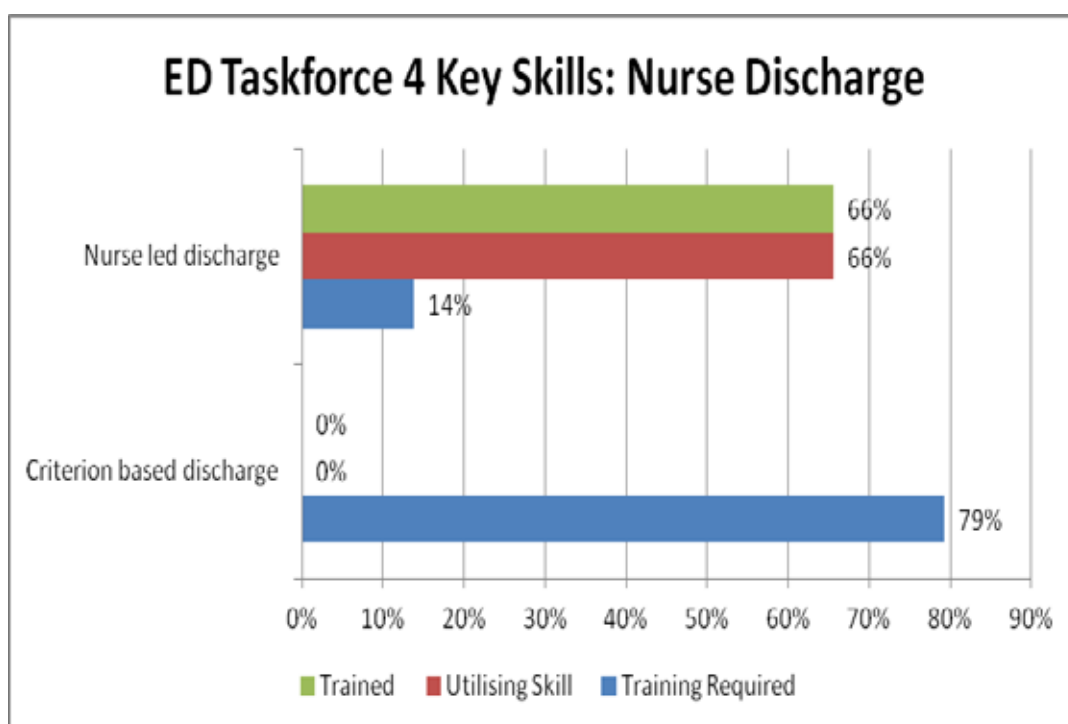




**Table 25: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**

	<b>% of Nurses trained in the skill</b>	<b>% of Nurses currently using skill</b>	<b>Number of Nurses requiring education and training in the skill</b>
<b>Nurse led discharge</b>	66%	66%	14%
<b>Criterion based discharge</b>	0%	0%	79%

**Figure 34: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**



The data pertaining to nurse-led and criterion-based discharge in Table 25 and Figure 34 above relate to only those hospitals within Ireland East Hospital Group with an MSSU. Two of the seven hospitals advised that they had an MSSU. Percentages are calculated based on the combined headcount (29 nurses) in these two MSSUs.

## 2.1.6.2 Nursing: Technical Skills

**Table 26: Nursing: Technical Skills**

	<b>% of Nurses trained in the skill</b>	<b>% of Nurses currently using skill</b>	<b>% of Nurses requiring education and training in the skill</b>
<b>Chest Auscultation</b>	9%	8%	40%
<b>Percussion (Chest)</b>	9%	8%	40%
<b>Percussion (abdomen)</b>	7%	7%	38%
<b>Venesection</b>	3%	3%	24%
<b>Palpation (abdomen)</b>	7%	7%	38%
<b>PEARS</b>	10%	10%	2%
<b>Arterial blood gas sampling</b>	3%	3%	35%
<b>Care of patient with Sengstaken-Blakemore tube</b>	0%	0%	11%
<b>IV Drug Administration</b>	91%	91%	1%
<b>Management of central line</b>	73%	68%	14%
<b>Taking of blood cultures</b>	47%	47%	36%
<b>Tracheostomy care and suctioning</b>	84%	84%	3%
<b>Assist with insertion of central line</b>	64%	46%	25%
<b>Assist with thrombolysis</b>	62%	62%	9%

Figure 35: Nursing: Technical Skills Graph 1

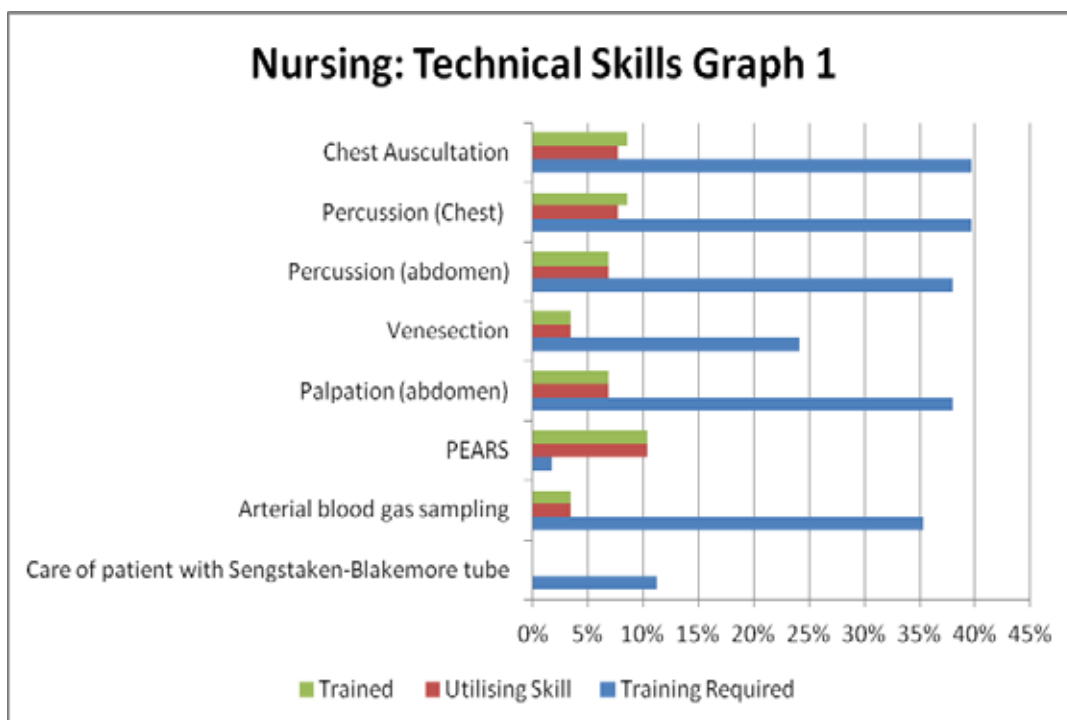
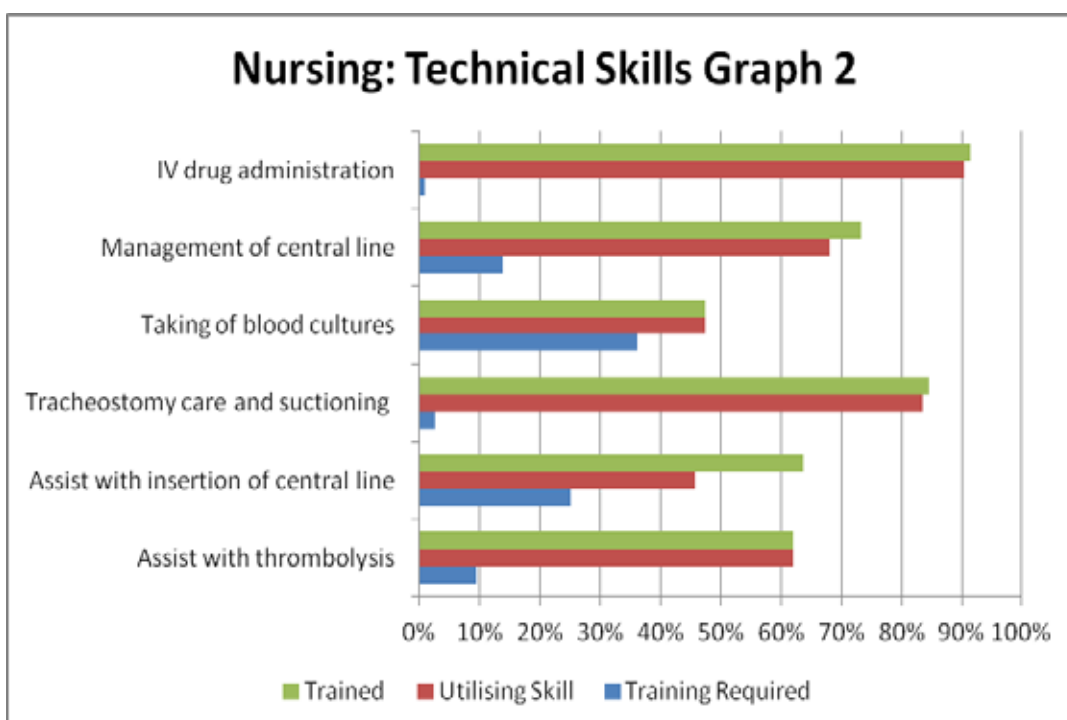


Figure 36: Nursing: Technical Skills Graph 2

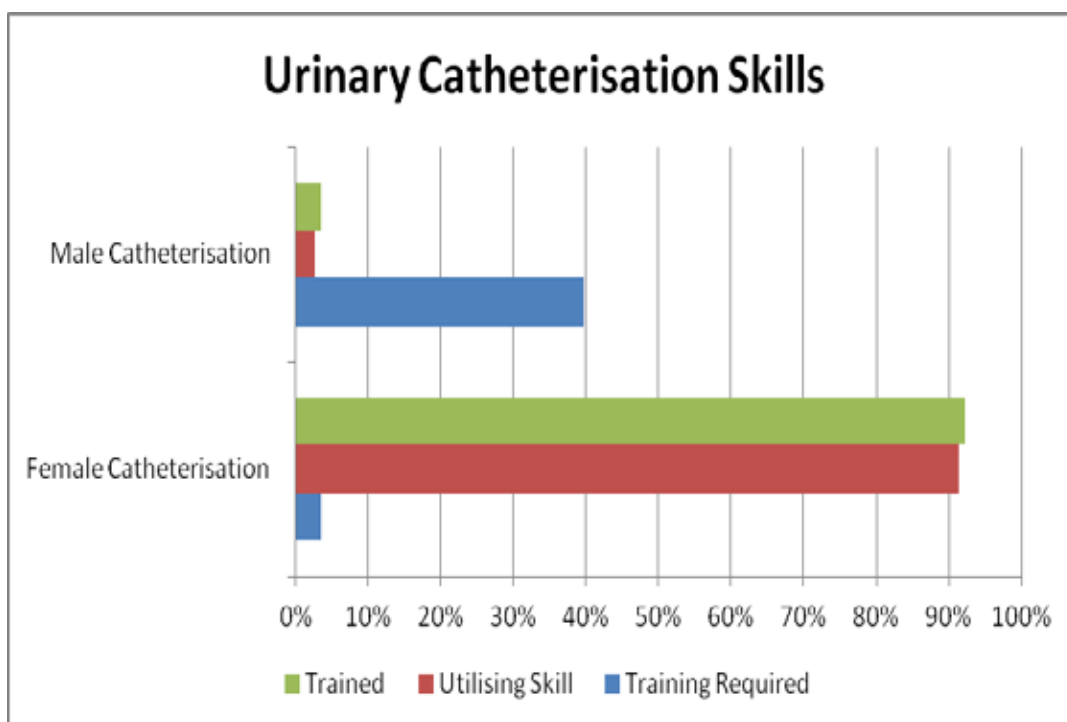


### 2.1.6.3 Nursing: Urinary Catheterisation Skills

**Table 27: Nursing: Urinary Catheterisation Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Male Catheterisation</b>	3%	3%	40%
<b>Female Catheterisation</b>	92%	91%	3%

**Figure 37: Nursing: Urinary Catheterisation Skills**

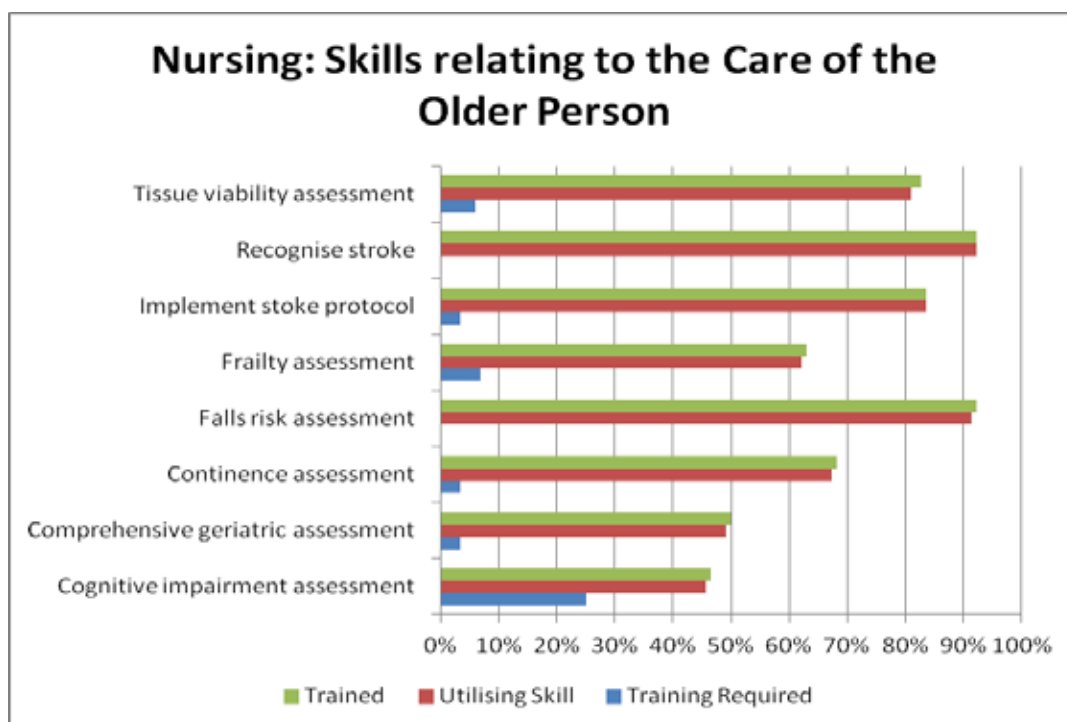


### 2.1.6.4 Nursing: Skills relating to the Care of the Older Person

**Table 28: Nursing: Skills relating to the Care of the Older Person**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Recognise stroke</b>	92%	92%	0%
<b>Implement stroke protocol</b>	84%	84%	3%
<b>Comprehensive geriatric assessment</b>	50%	49%	3%
<b>Frailty assessment</b>	63%	62%	7%
<b>Falls risk assessment</b>	92%	91%	0%
<b>Cognitive impairment assessment</b>	47%	46%	25%
<b>Tissue viability assessment</b>	83%	82%	6%
<b>Continence assessment</b>	68%	67%	3%

**Figure 38: Nursing: Skills relating to the Care of the Older Person**

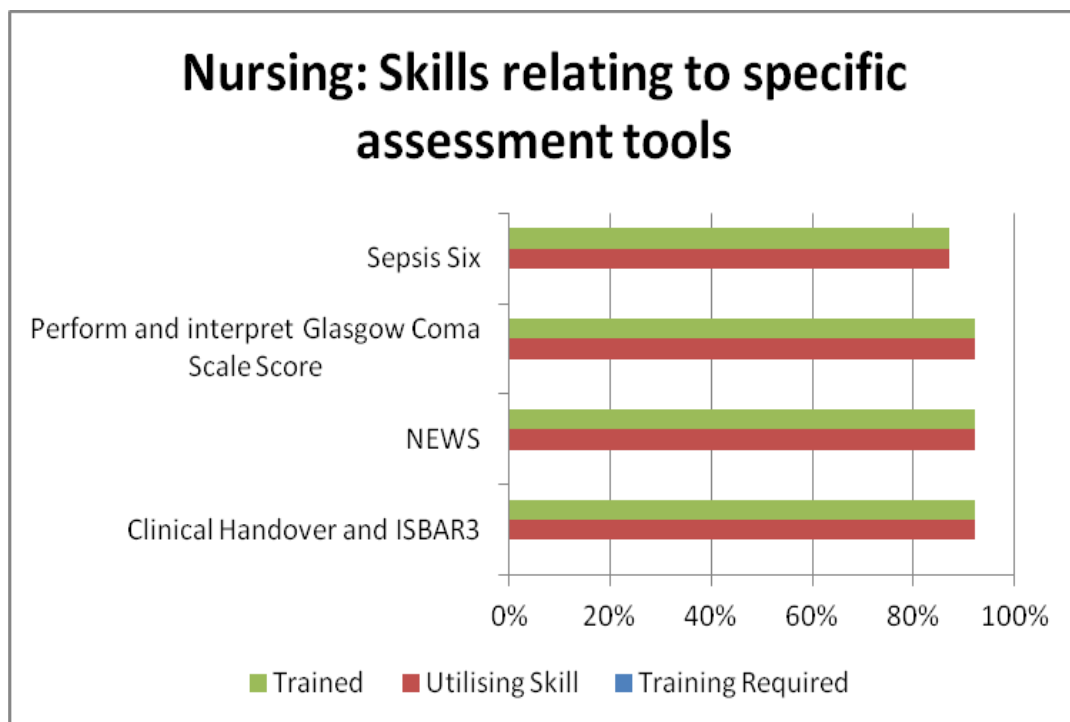


### 2.1.6.5 Nursing: Skills relating to specific assessment tools

**Table 29: Nursing: Skills relating to specific assessment tools**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Perform and interpret Glasgow Coma Scale score</b>	92%	92%	0%
<b>NEWS</b>	92%	92%	0%
<b>Clinical Handover and ISBAR3</b>	92%	92%	0%
<b>Sepsis Six</b>	87%	87%	0%

**Figure 39: Nursing: Skills relating to specific assessment tools**





### 2.1.6.6 Nursing: Assessment and Interpretation Skills

**Table 30: Nursing: Assessment and Interpretation Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Management of Anaphylaxis</b>	77%	76%	20%
<b>Interpretation of blood gas results</b>	50%	50%	14%
<b>ECG Interpretation</b>	62%	62%	12%
<b>Medication Management (Pain) through protocol</b>	51%	50%	33%
<b>Management of non-invasive ventilation</b>	29%	16%	28%
<b>Triage</b>	28%	28%	22%
<b>Cardiovascular examination</b>	16%	14%	32%
<b>Preliminary neurological examination</b>	50%	49%	25%
<b>Speech and Language (swallow) assessment</b>	7%	7%	28%
<b>Point of care testing and interpretation</b>	72%	71%	21%
<b>Interpretation of cardiac monitor</b>	81%	81%	11%
<b>Interpretation of cardiac bloods</b>	84%	84%	8%
<b>Causes and management of shocked patient</b>	79%	78%	15%
<b>Preliminary Urological examination</b>	42%	41%	33%
<b>Mental Health status examination</b>	47%	46%	25%
<b>Recognition and management of delirium</b>	75%	74%	12%
<b>Carry out and interpret Dopplers (limb)</b>	33%	33%	33%
<b>Certification of expected death (MSSUs only)</b>	0%	0%	79%



Figure 40: Nursing: Assessment & Interpretation Skills Graph 1

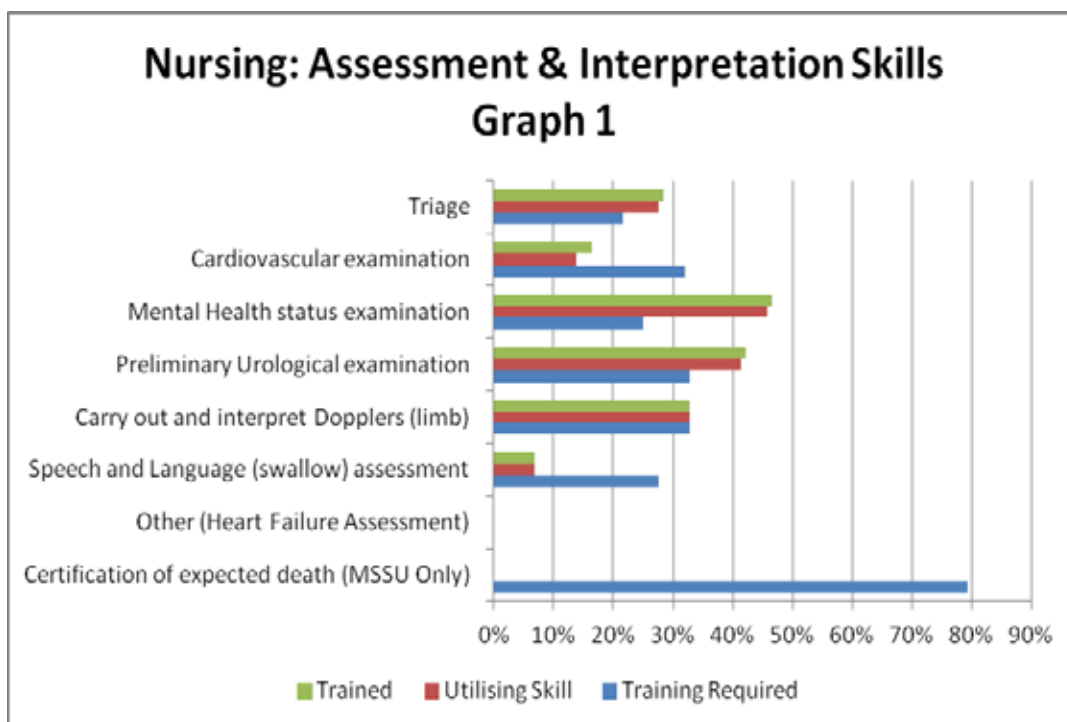


Figure 41: Nursing: Assessment & Interpretation Skills Graph 2

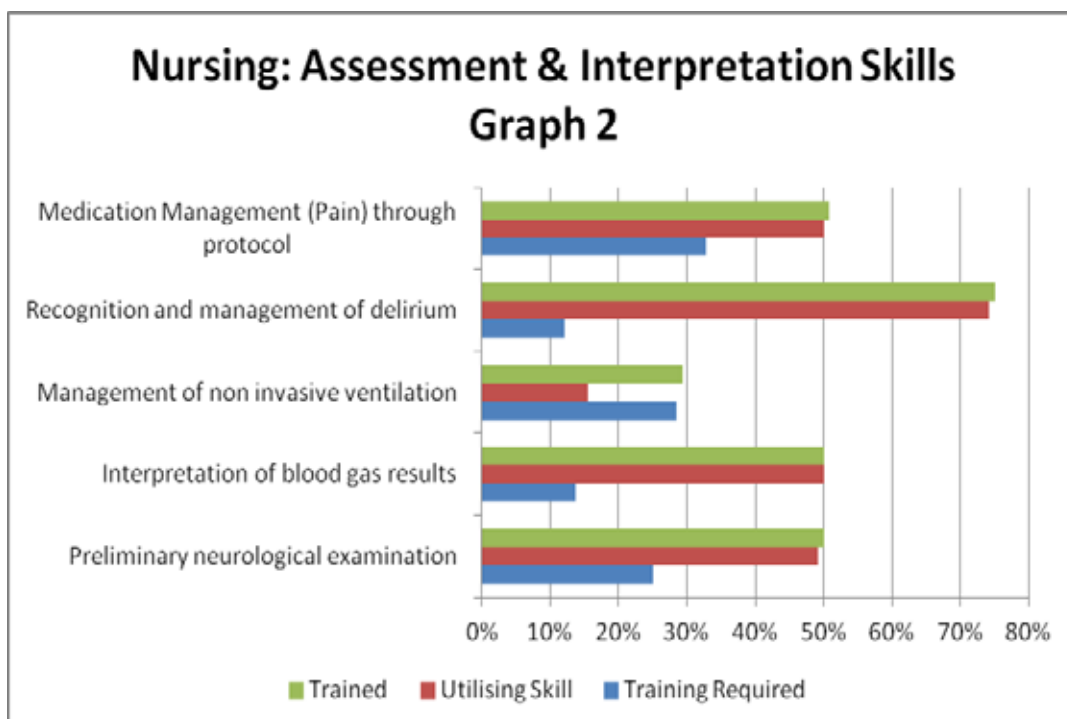
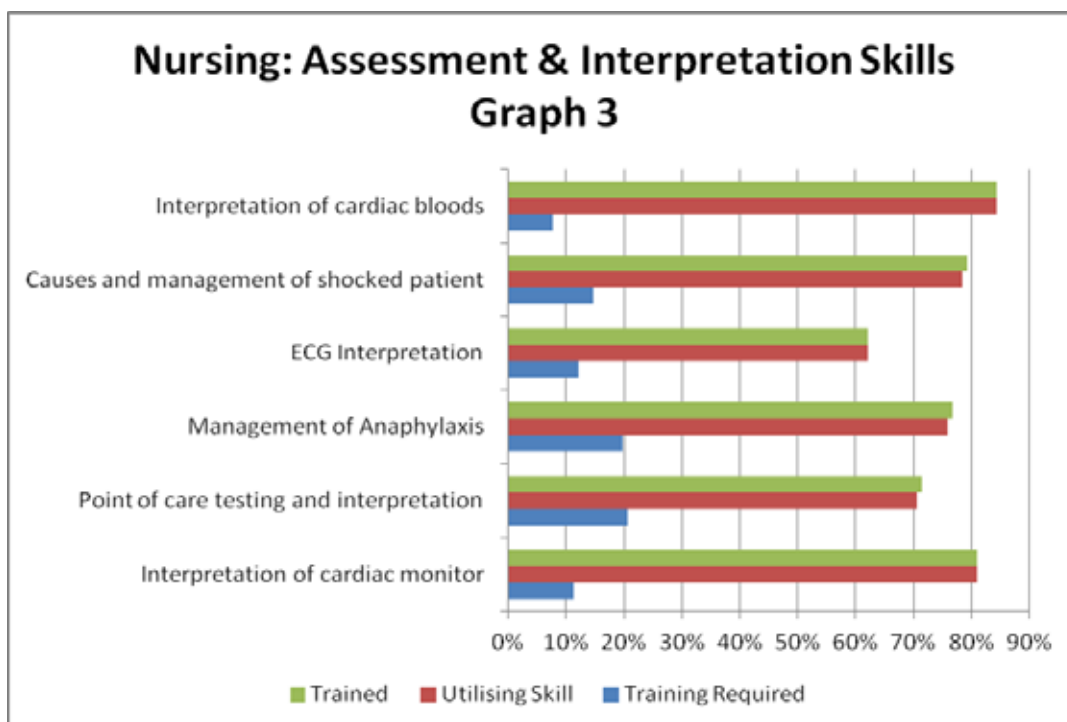


Figure 42: Nursing: Assessment & Interpretation Skills Graph 3

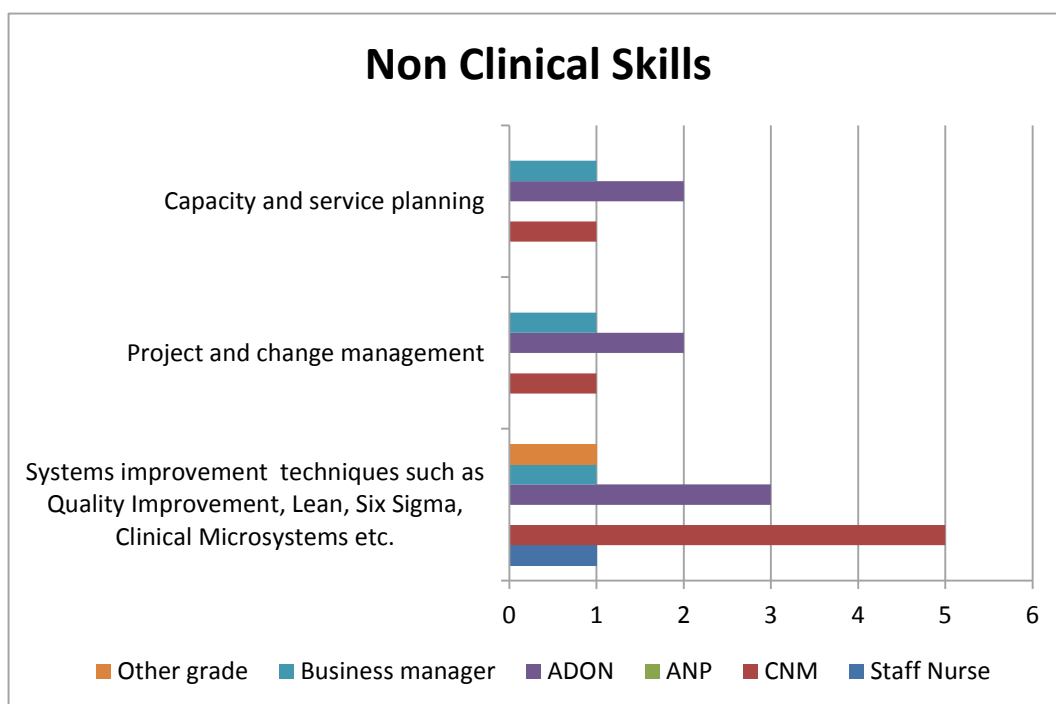


## 2.1.7 Non-Clinical skills

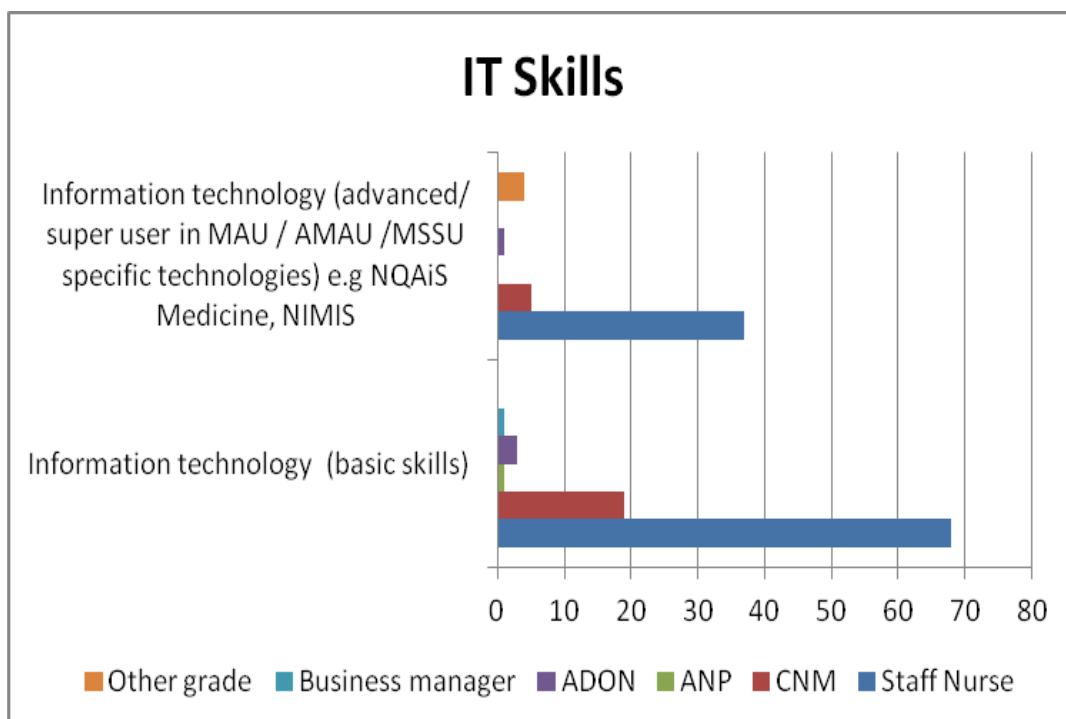
**Table 31: Non-Clinical Skills**

	Staff Nurse	CNM	ANP	ADON	Business Manager	Other
<b>Systems improvement techniques such as Quality Improvement, Lean, Six Sigma, Clinical Microsystems etc.</b>	1	5	0	3	1	1
<b>Information technology (basic skills)</b>	68	19	1	3	1	0
<b>Information technology (advanced/ super user in MAU / AMAU /MSSU specific technologies) e.g NQAIS Medicine, NIMIS</b>	37	5	0	1	0	4
<b>Project and Change Management</b>	0	1	0	2	1	0
<b>Capacity and Service Planning</b>	0	1	0	2	1	0

**Figure 43: Non Clinical Skills**



**Figure 44: IT Skills**



## 2.1.8 Education Initiatives

**Table 32: Education Initiatives**

Type of programme	Provided/ Facilitated	Not provided	Duration/Source/Training recipients
<b>Formal induction/orientation programme</b>	4	3	Programme duration ranged from 1 week to 2 weeks
<b>Foundation programme in Acute Medicine Nursing</b>	2	5	6-month programme in 1 site; 3-month programme in 1 site
<b>Acute Medicine Nursing (Level 8 QQI)</b>	1	6	UCD
<b>Acute Medicine Nursing (Level 9 QQI)</b>	1	6	
<b>De-escalation training</b>	3	4	Nurses receive this training in 3 sites; HCAs receive this training in 2 sites





## 2.2 Dublin Midlands Hospital Group Overview



## 2.2. Dublin Midlands Hospital Group Overview

Dublin Midlands Hospital Group comprises 7 hospitals, four of which have either an AMAU/MAU or MSSU. All four of these hospitals (listed below) participated in this survey. Data for Dublin Midlands Hospital Group is presented in section 2.2.

- Midlands Regional Hospital Tullamore (Model 3 Hospital)
- Naas General Hospital (Model 3 Hospital)
- Tallaght Hospital (Model 4 Hospital)
- St. James Hospital (Model 4 Hospital)

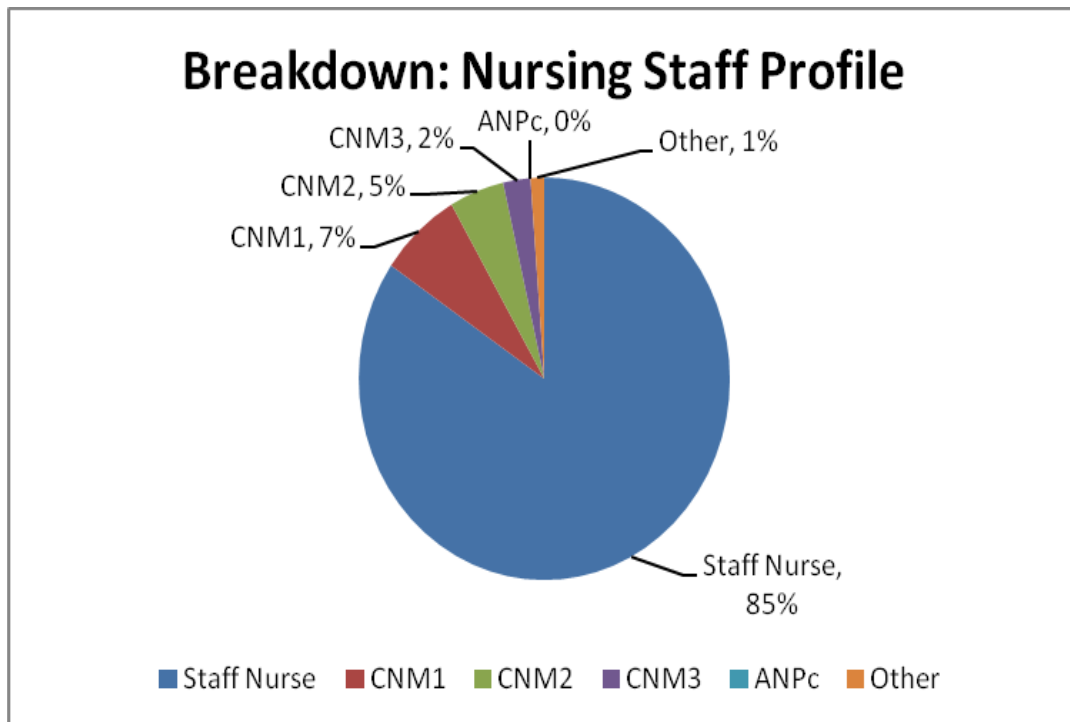
### 2.2.1 Nursing Staff Profile

Nursing staff profile for all unit types was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 28/02/2016, number of staff who commenced post within last 12 months (since 28/02/2015) and number of staff who left the area in last 12 months (since 28/02/2015). Findings are outlined in Table 33 below. Due to the inconsistent responses from sites relating to establishment WTE figures these numbers are not reported on.

**Table 33: Nursing Staff Profile**

Staff Grade	<u>In Post</u>		<u>Number of Staff who commenced in post in the last 12 months</u>		<u>Number of staff who have left the area in the past 12 months</u>	
	<b>28/02/2016</b>		<b>(since 28/02/2015)</b>		<b>(since 28/02/2015)</b>	
	Head Count (HC)	WTE	HC	WTE	HC	WTE
Staff Nurse	71	68.5	8	8	5	5
Clinical Nurse Manager 1	6	5	0	0	0	0
Clinical Nurse Manager 2	4	4	1	1	1	1
Clinical Nurse Manager 3	2	.3	1	1	0	0
Registered Advanced Nurse Practitioner (RANP)	0	0	0	0	0	0
ANP Candidate	0	0	0	0	0	0
ANP prepared	0	0	0	0	0	0
Clinical Education facilitator	0	0	0	0	0	0
GP Liaison Nurse	1	1	0	0	0	0

Figure 45: Nursing Staff Profile



## 2.2.2 Healthcare Assistant/Multitask Attendant Resource and Qualifications

**Table 34: Health Care Assistants/Multitask Attendant Resource and Qualifications**

Approved	In Post		Please identify the cover provided by HCAs / MTAs in your MAU/ AMAU	Please provide a breakdown of qualifications held by these HCAs / MTAs					
	Head Count (HC)	WTE		FETAC award		In-house training		No Formal Training	
23	24	23	See Table 35	WTE	HC	WTE	HC	WTE	HC
				18	19	19	20	3	3

**Table 35: Cover provided by HCAs/MTAs**

Cover provided by HCAs/MTAs

24/7x1 (24 hours x 7 days x 1 sites) (Cover is provided for 24 hours for 7 days in 1 site)

6 x 12.5 Mon - Fri (Cover is provided for 6 shifts of 12.5 hours Monday to Friday 1 site)

4 x 12.5 Sat/Sun BH (Cover is provided for 4 shifts of 12.5 hours Saturday, Sunday and Bank Holidays in 1 site)

2 x 11.5 7/7 ND (Cover is provided for 2 shifts of 11.5 hours, 7/7 Nightduty in 1 site)



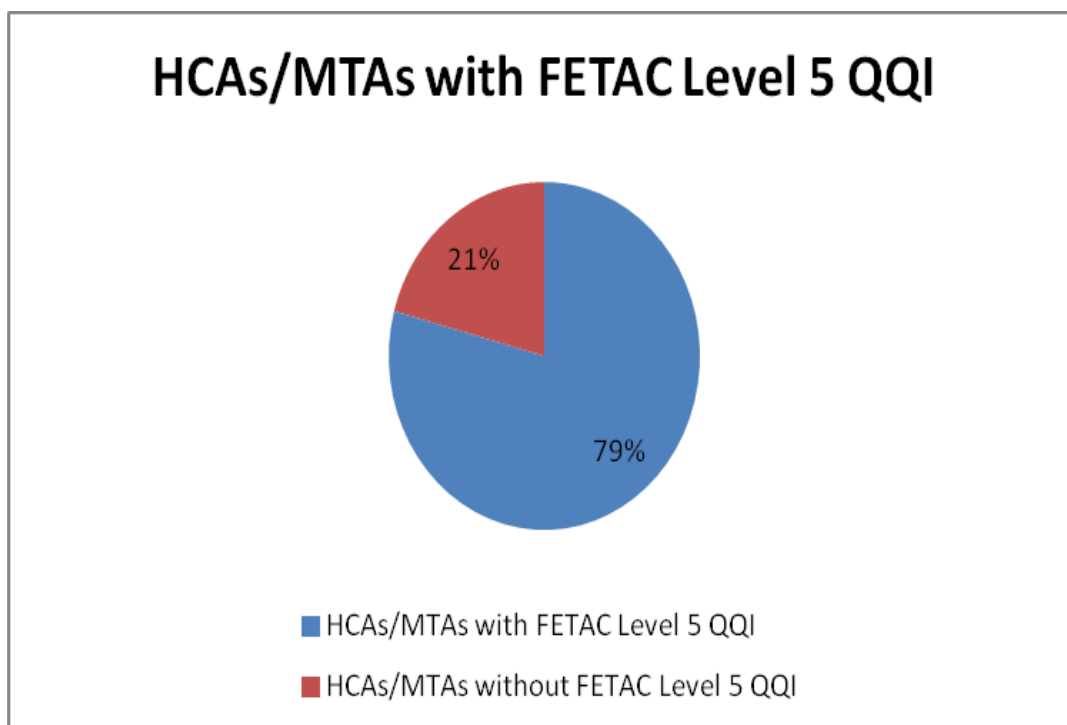
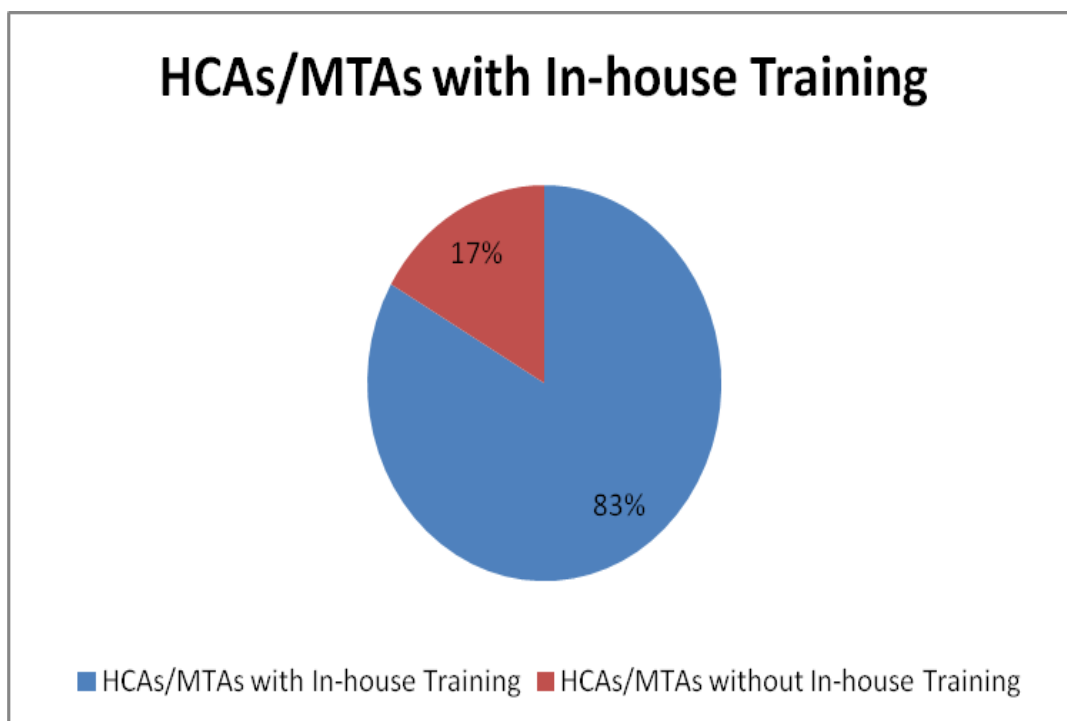
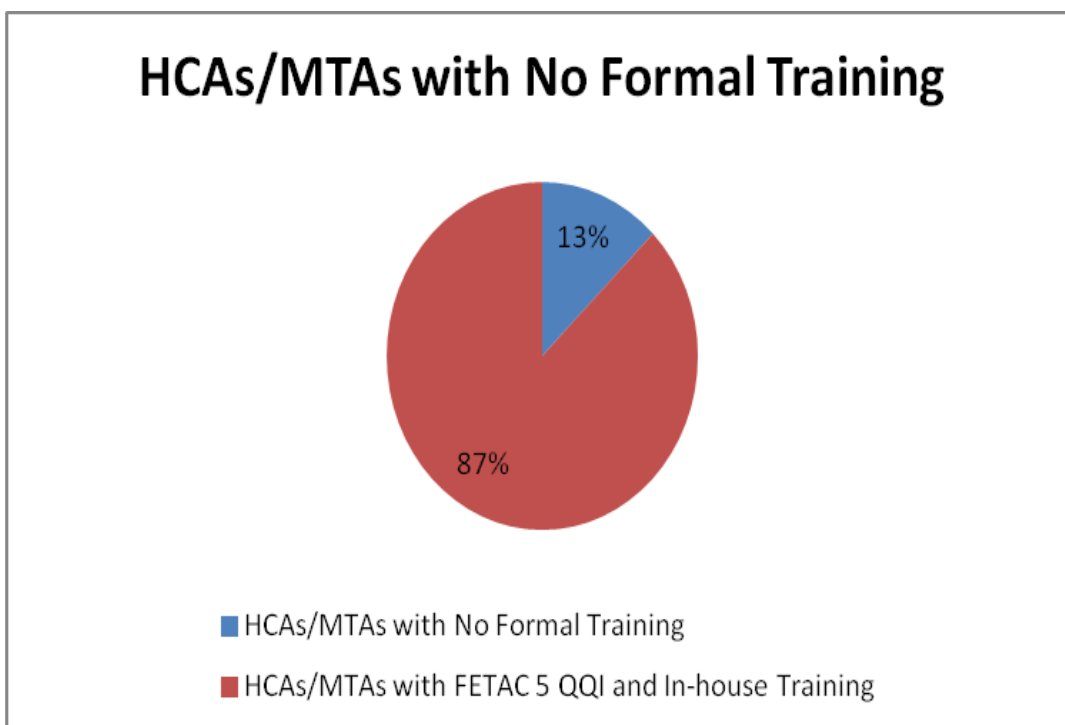
**Figure 46: HCAs/MTAs with FETAC Level 5 QQI Award****Figure 47: HCAs/MTAs with In-house Training**

Figure 48: HCAs/MTAs with No Formal Training





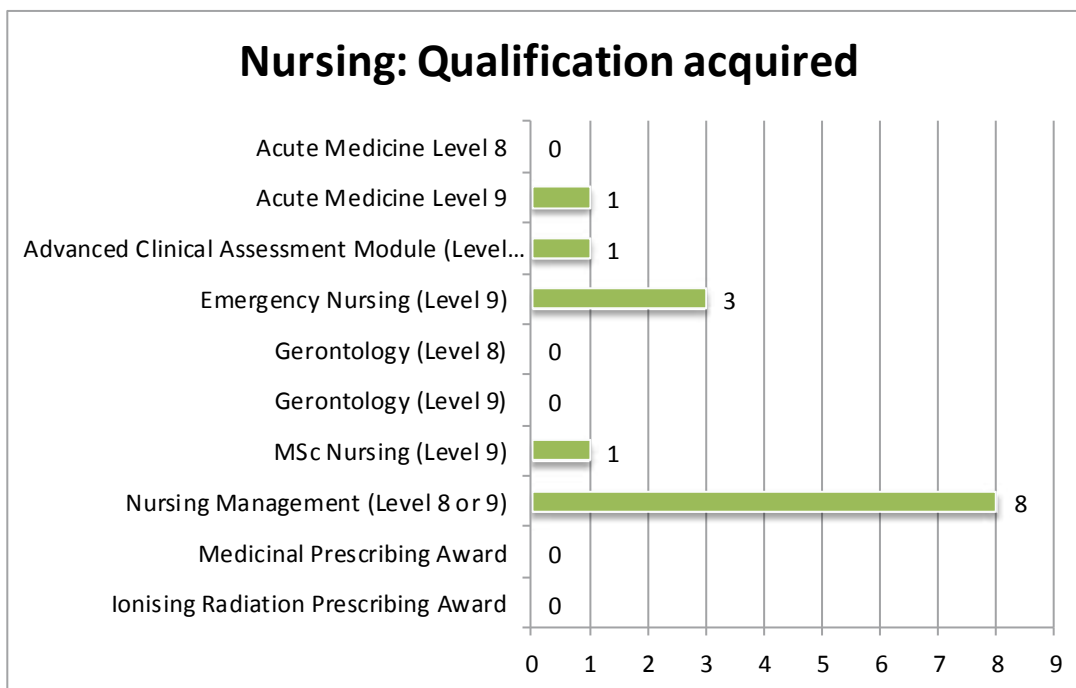
## 2.2.3 Nursing Staff Qualifications/Working towards Qualification

**Table 36: Nursing Staff Qualifications/Working towards Qualifications**

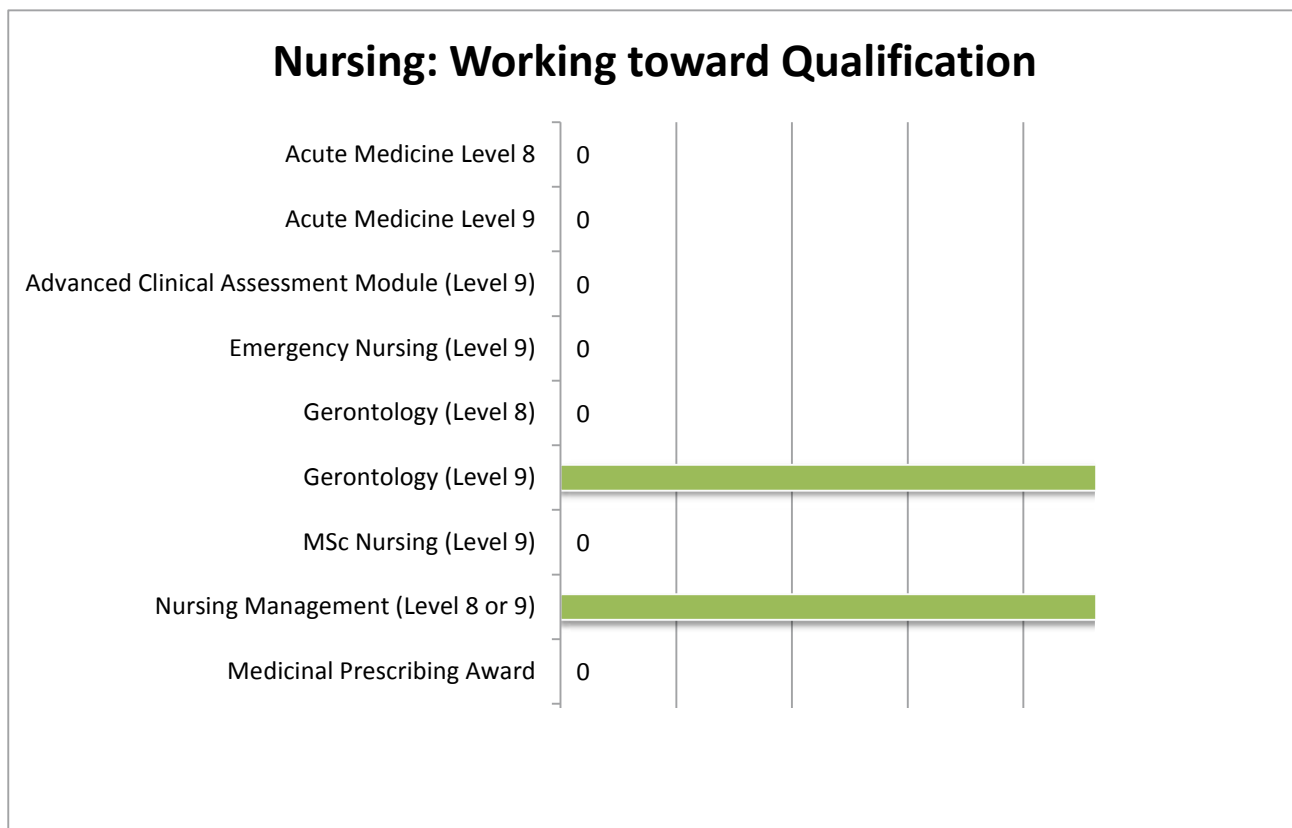
	Qualification acquired	Working toward qualification
Higher Diploma (Level 8) Acute Medicine Nursing	0	0
Post Graduate Diploma (Level 9) Acute Medicine Nursing	1	0
Advanced Clinical Assessment Module (Level 9)	1	0
Post Graduate Diploma (Level 9) Emergency Nursing	9	Information not requested
Higher Diploma (Level 8) Gerontology	0	Information not requested
Post Graduate Diploma (Level 9) Gerontology	0	1
MSc Nursing (Level 9)	1	0
Nursing Management Qualification (Level 8 or 9)	8	1
Medicinal Prescribing Award	0	0
Ionising Radiation Prescribing Award	0	0

*\*Numbers displayed are numbers of nurses (based on headcount) not percentages*

**Figure 49: Nursing Staff Qualifications**



**Figure 50: Nursing Staff Working toward Qualifications**

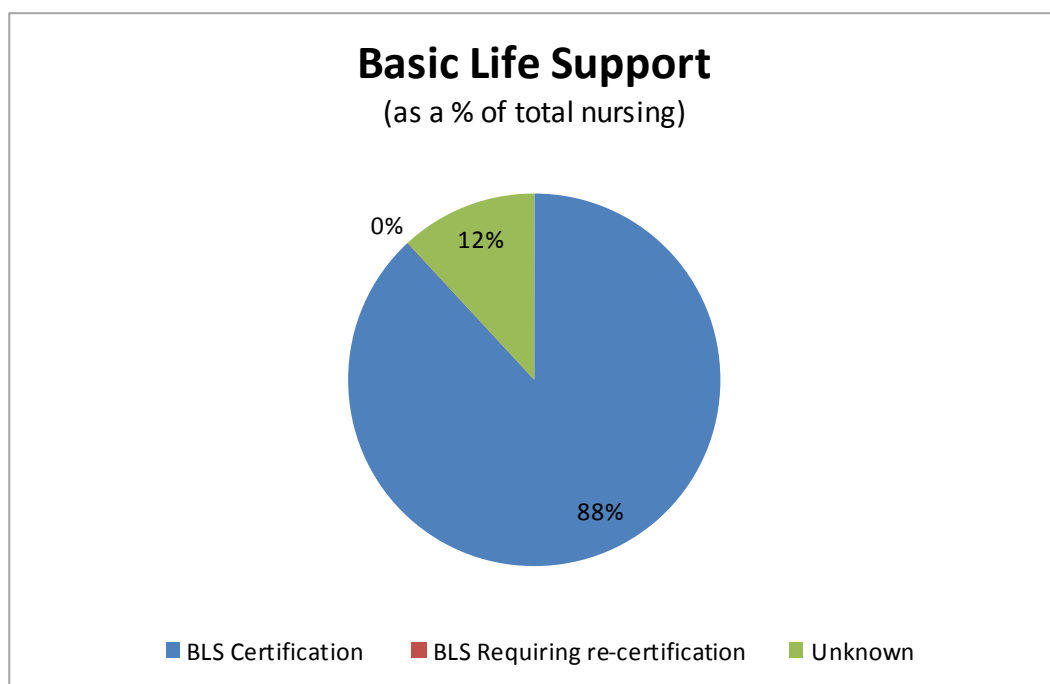


## 2.2.4 Nursing Staff Life Support Skills

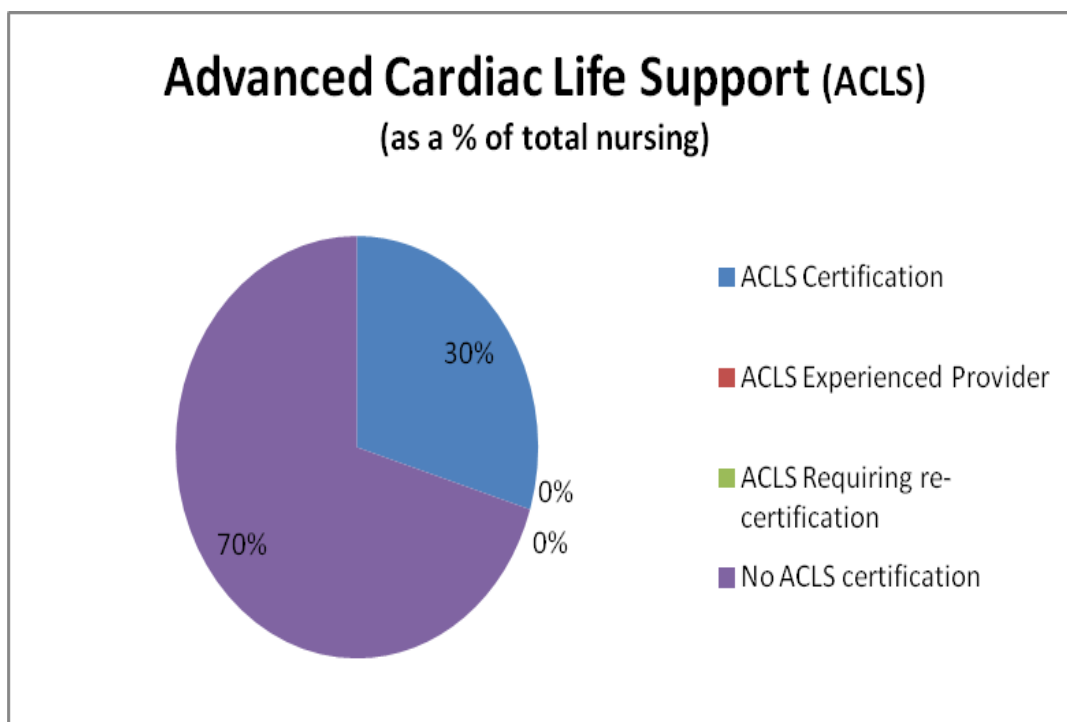
**Table 37: Nursing Staff Life Support Skills**

	Completed (Certificate <u>current</u> )	Completed (Certificate <u>expired</u> )	Instructor status
Basic Life Support	74	0	0
Advanced Cardiac Life Support Supports (ACLS)	25	0	0
Other	1		

**Figure 51: Nursing Basic Life Support Skills**



**Figure 52: Nursing Advanced Cardiac Life Support (ACLS) Skills**



## 2.2.5 Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies

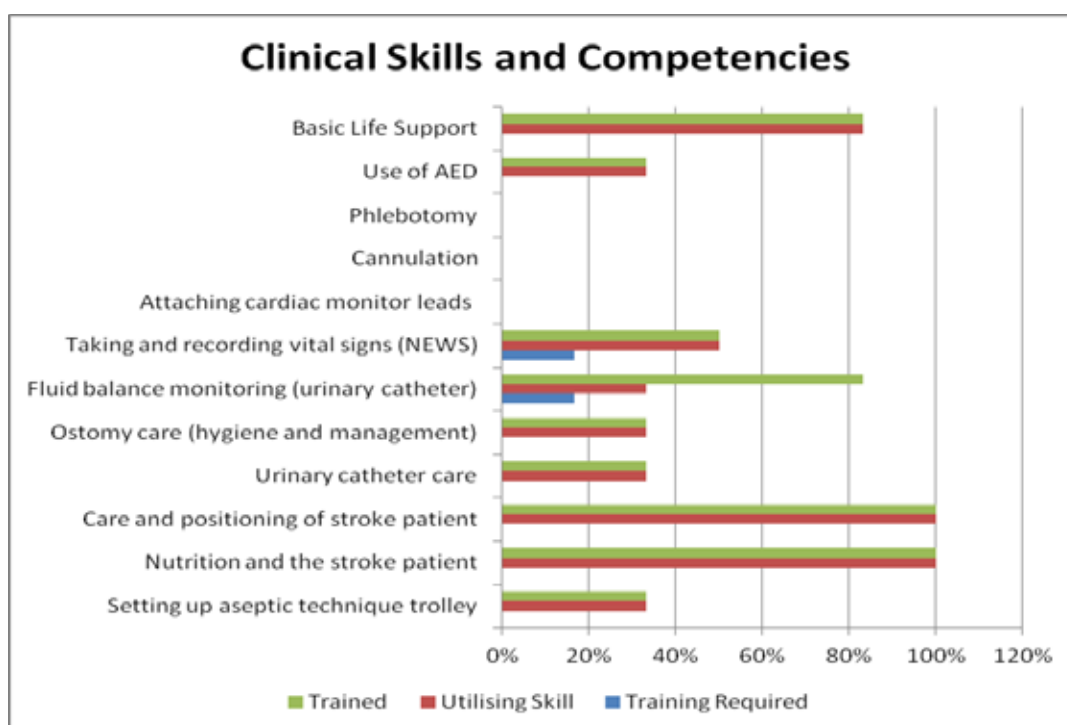
**Table 38: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill
<b>Basic Life Support</b>	83%	83%	0%
<b>Use of AED</b>	33%	33%	0%
<b>Phlebotomy</b>	0%	0%	0%
<b>Cannulation</b>	0%	0%	0%
<b>Attaching Cardiac monitor leads</b>	0%	0%	0%
<b>Taking and recording vital signs (NEWS)</b>	50%	50%	17%
<b>Fluid balance monitoring (urinary catheter)</b>	83%	33%	17%
<b>Ostomy care (Hygiene and management)</b>	33%	33%	0%
<b>Urinary catheter care</b>	33%	33%	0%
<b>Setting up aseptic technique trolleys</b>	33%	33%	0%

**Table 39: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies (MSSUs only)**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill	Number of sites (of total 1) where education and training available locally
Care and positioning of stroke patient	100%	100%	0%	1
Nutrition and the stroke patient	100%	100%	0%	1

**Figure 53: HCA/MTA Clinical Skills and Competencies**





## 2.2.6 Nursing Clinical Skills and Competencies

A total of 50 clinical skills and competencies were surveyed for nursing staff across all AMAU/MAU/MSSUs. For each skill sites were asked to identify the numbers of nurses who *had received* education and training in the skill; the number who *currently use* the skill; and the number of nurses who *require* education and training in the skill. Sites were also asked to indicate if this training was available locally.

For the purpose of presenting this data the 50 clinical skills and competencies have been grouped into six broad categories as follows:

- ED Taskforce 4 Key Skills
- Technical Skills
- Urinary Catheterisation Skills
- Skills relating to the Care of the Older Person
- Skills relating to the use of specific assessment tools
- Assessment and Interpretation Skills

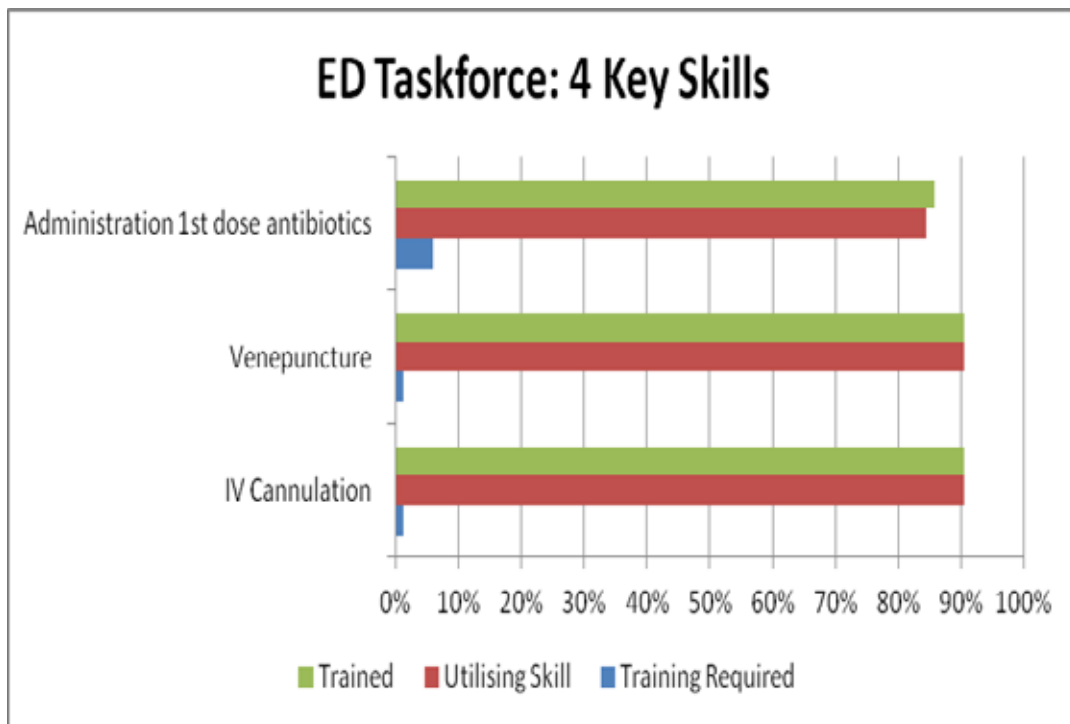
Data are presented as percentages of total number of nurses surveyed. Where percentage points consisted of decimal points figures were rounded down (<0.49%) or up (>0.50%) as appropriate allowing reporting using whole numbers throughout the report.

### 2.2.6.1 Nursing: ED Taskforce 4 Key Skills

**Table 40: Nursing: ED Taskforce 4 Key Skills**

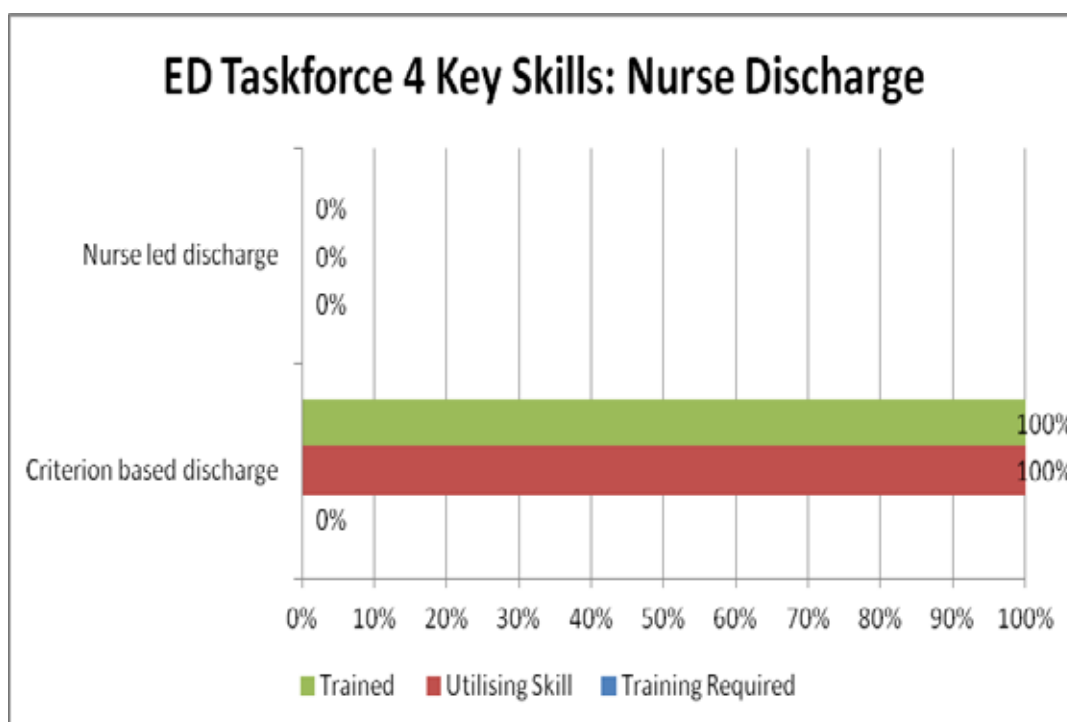
	% of Nurses trained in the skill	% of Nurses currently using skill	Number of Nurses requiring education and training in the skill
<b>Administration 1<sup>st</sup> dose antibiotics</b>	86%	85%	6%
<b>Venepuncture</b>	90%	90%	1%
<b>IV Cannulation</b>	90%	90%	1%

Figure 54: Nursing: ED Taskforce: 4 Key Skills



**Table 41: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**

	% of Nurses trained in the skill	% of Nurses currently using skill	Number of Nurses requiring education and training in the skill
Nurse led discharge	0%	0%	0%
Criterion based discharge	100%	100%	0%

**Figure 55: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**

The data pertaining to nurse-led and criterion-based discharge in Table 41 and Figure 55 above relate to only those hospitals within Dublin Midlands Hospital Group with an MSSU. Only one of the four hospitals completed the MSSU section of the survey; this site indicated that the hospital has an Acute Medical Admissions Unit (rather than an MSSU). Percentages above are based on this one unit alone and indicate that all staff in this unit are trained in Criterion-Based discharge while no staff are trained in Nurse-led discharge.

## 2.2.6.2 Nursing: Technical Skills

**Table 42: Nursing: Technical Skills**

	<b>% of Nurses trained in the skill</b>	<b>% of Nurses currently using skill</b>	<b>% of Nurses requiring education and training in the skill</b>
<b>Chest Auscultation</b>	1%	1%	0%
<b>Percussion (Chest)</b>	1%	1%	0%
<b>Percussion (abdomen)</b>	1%	1%	0%
<b>Venesection</b>	0%	0%	0%
<b>Palpation (abdomen)</b>	1%	1%	0%
<b>PEARS</b>	0%	0%	0%
<b>Arterial blood gas sampling</b>	0%	0%	2%
<b>Care of patient with Sengstaken-Blakemore tube</b>	0%	0%	2%
<b>IV Drug Administration</b>	90%	90%	1%
<b>Management of central line</b>	90%	86%	0%
<b>Taking of blood cultures</b>	88%	88%	4%
<b>Tracheostomy care and suctioning</b>	87%	87%	5%
<b>Assist with insertion of central line</b>	92%	87%	4%
<b>Assist with thrombolysis</b>	33%	29%	5%

Figure 56: Nursing: Technical Skills Graph 1

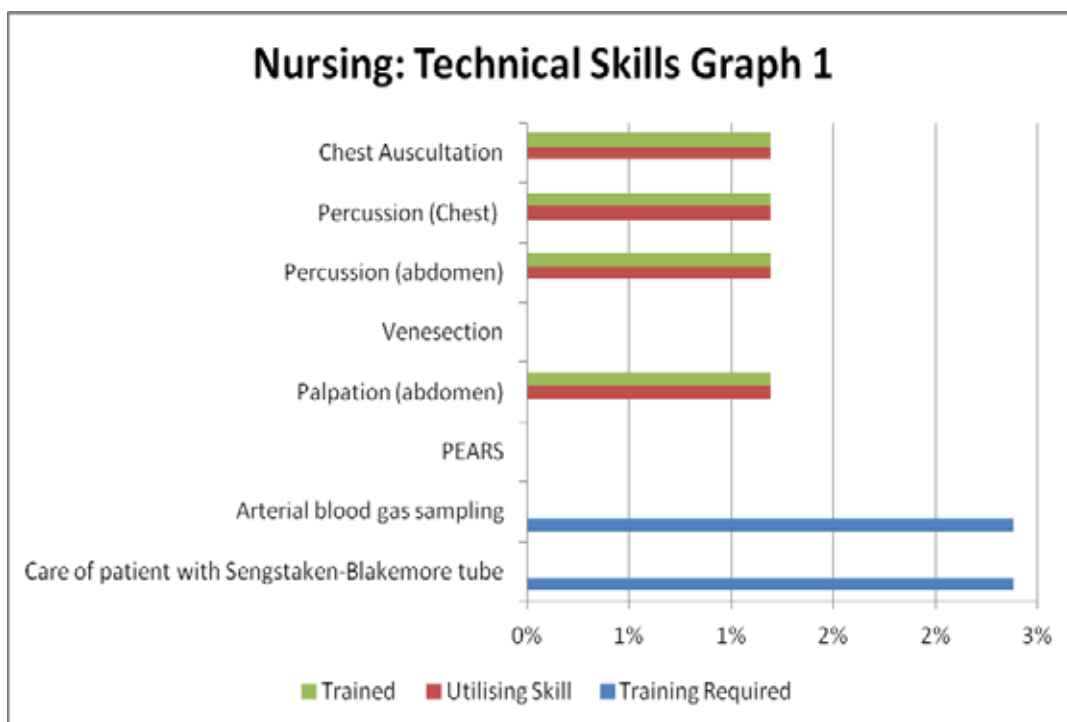
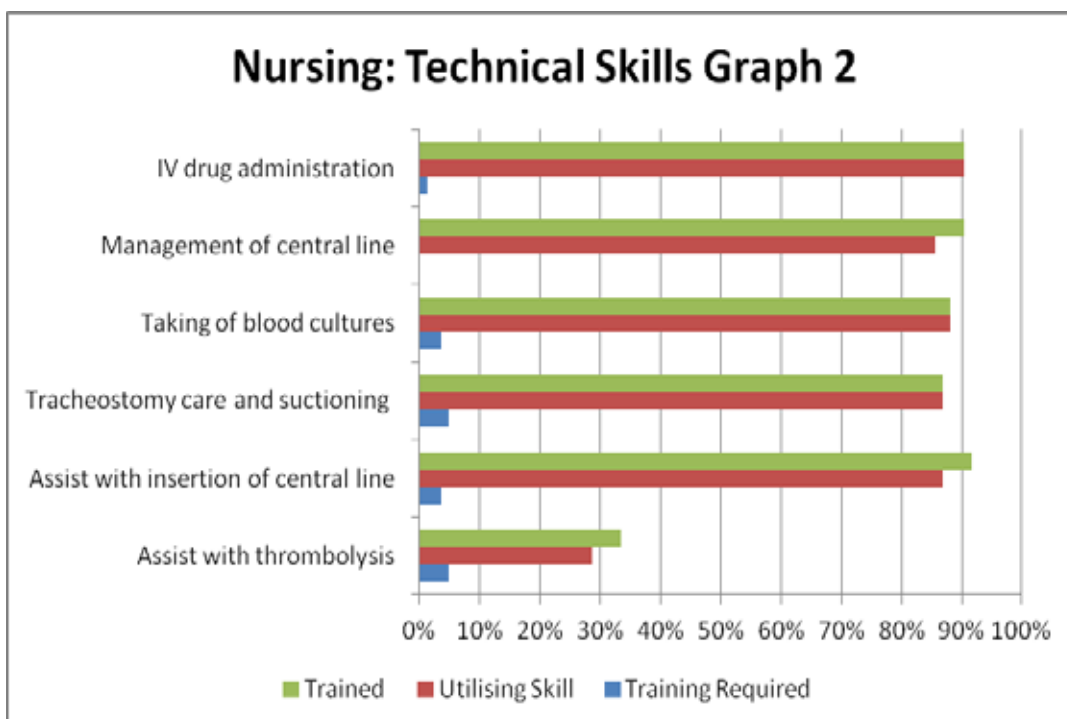


Figure 57: Nursing: Technical Skills Graph 2

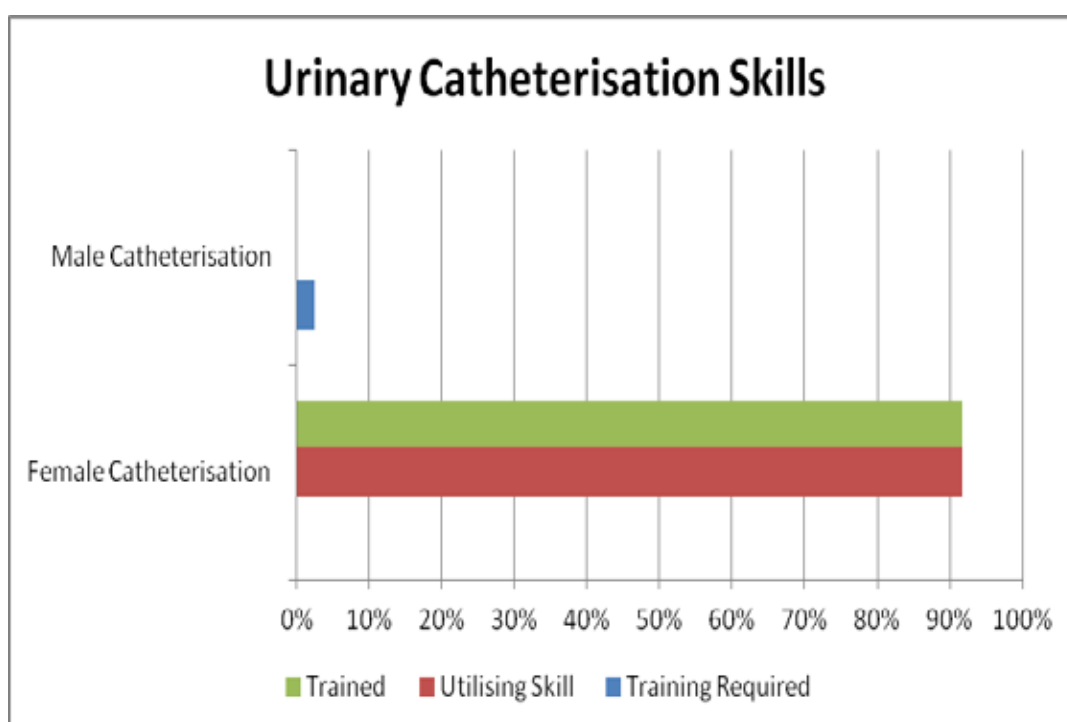


### 2.2.6.3 Nursing: Urinary Catheterisation Skills

**Table 43: Nursing: Urinary Catheterisation Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Male Catheterisation</b>	0%	0%	2%
<b>Female Catheterisation</b>	92%	92%	0%

**Figure 58: Nursing: Urinary Catheterisation Skills**



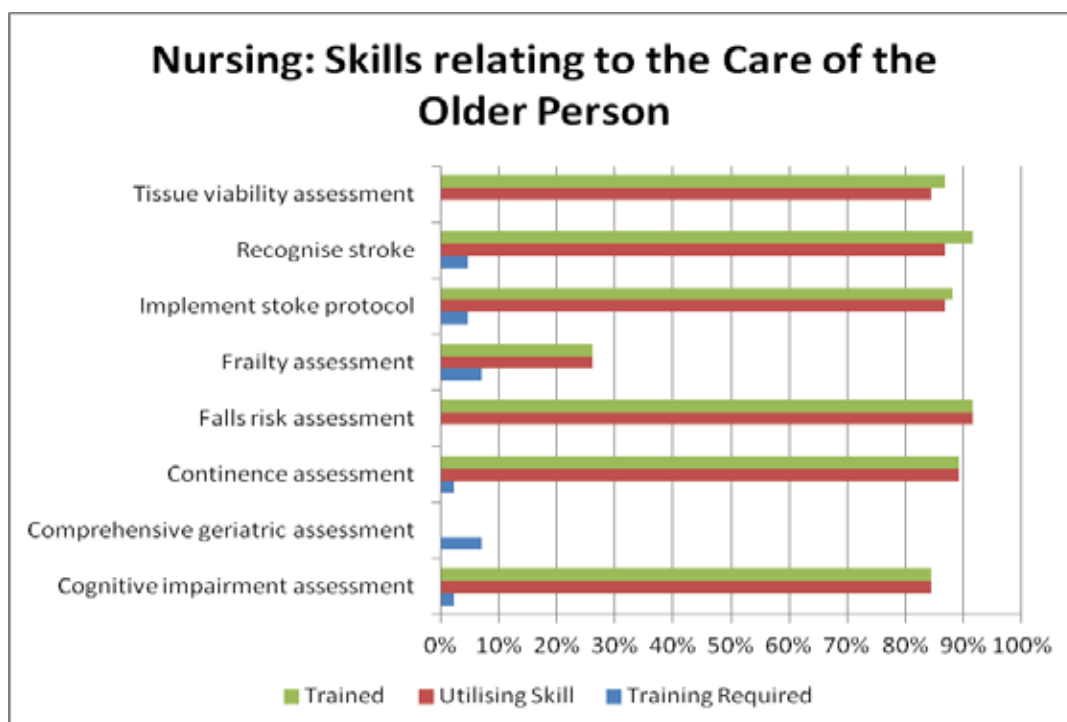


## 2.2.6.4 Nursing: Skills relating to the Care of the Older Person

**Table 44: Nursing: Skills relating to the Care of the Older Person**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
Recognise stroke	92%	87%	5%
Implement stroke protocol	88%	87%	5%
Comprehensive geriatric assessment	0%	0%	7%
Frailty assessment	26%	26%	7%
Falls risk assessment	92%	92%	0%
Cognitive impairment assessment	85%	85%	2%
Tissue viability assessment	87%	85%	0%
Continence assessment	89%	89%	2%

**Figure 59: Nursing: Skills relating to the Care of the Older Person**

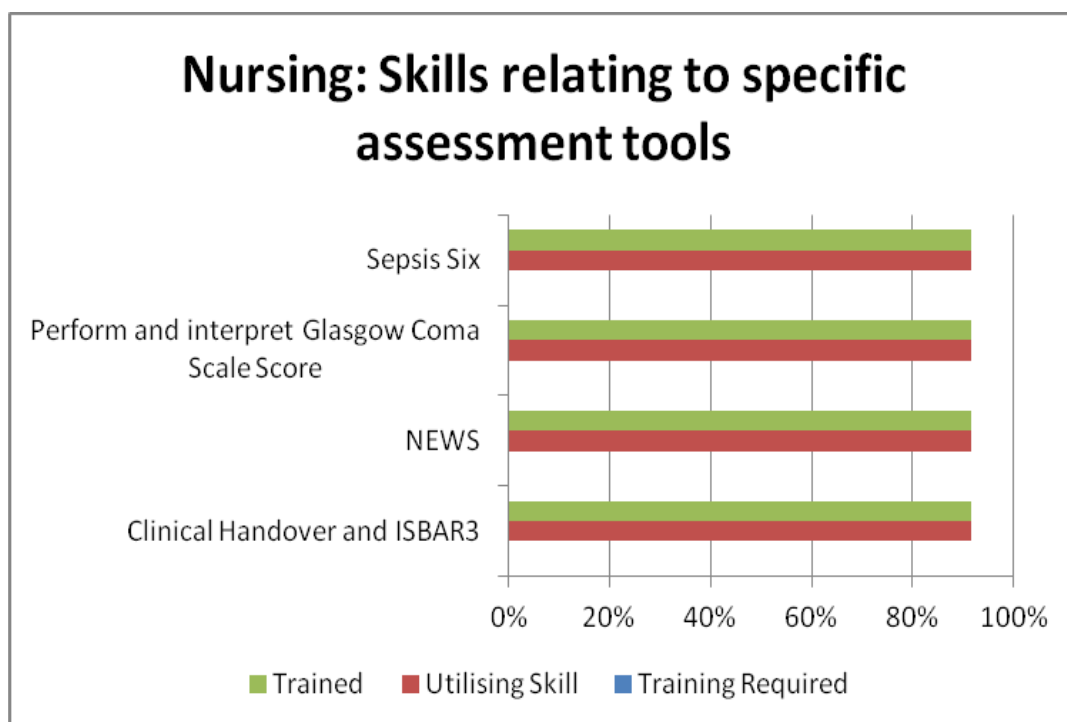


### 2.2.6.5 Nursing: Skills relating to specific assessment tools

**Table 45: Nursing: Skills relating to specific assessment tools**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Perform and interpret Glasgow Coma Scale Score</b>	92%	92%	0%
<b>NEWS</b>	92%	92%	0%
<b>Clinical Handover and ISBAR3</b>	92%	92%	0%
<b>Sepsis Six</b>	92%	92%	0%

**Figure 60: Nursing: Skills relating to specific assessment tools**

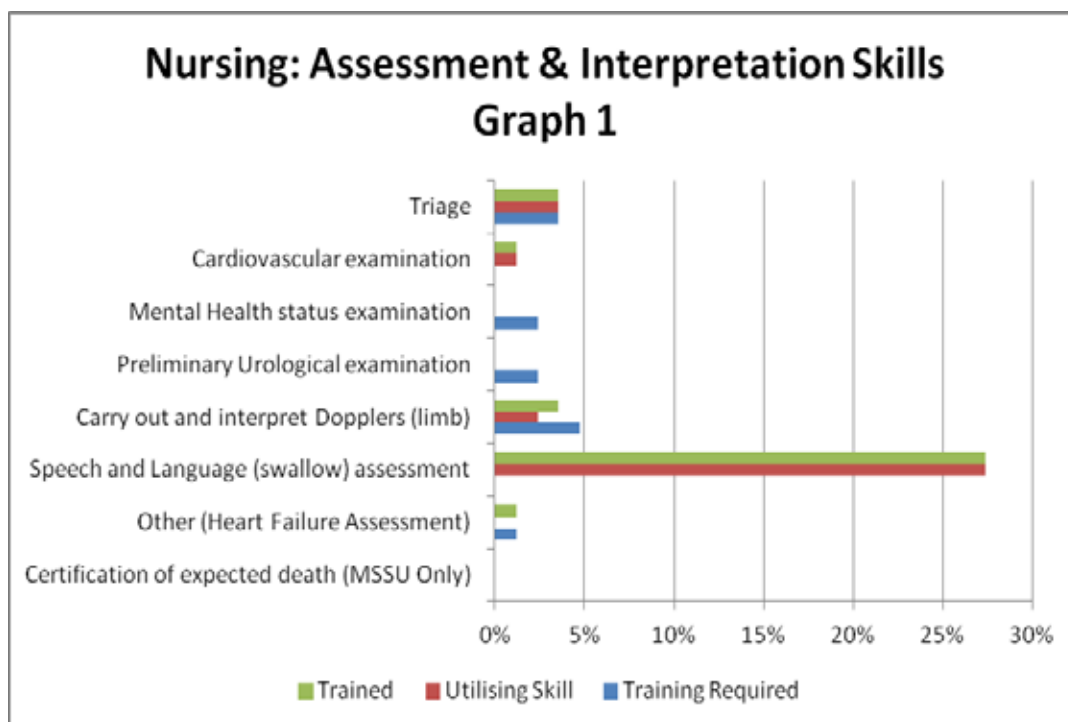


## 2.2.6.6 Nursing: Assessment and Interpretation Skills

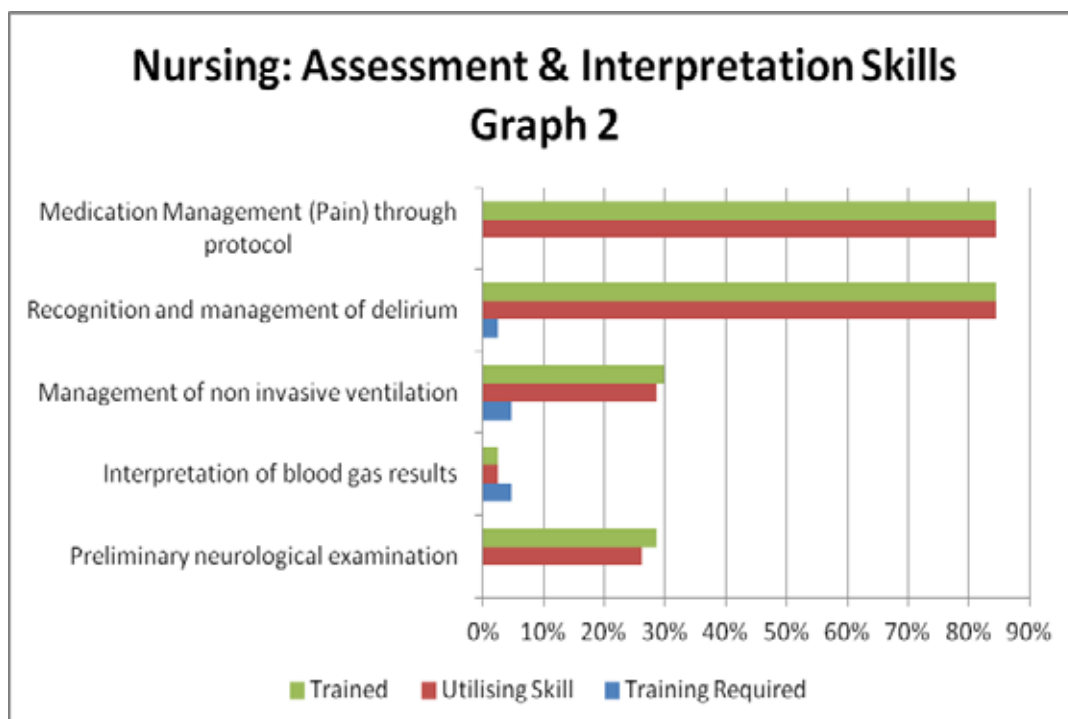
**Table 46: Nursing: Assessment and Interpretation Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
Management of Anaphylaxis	31%	29%	2%
Interpretation of blood gas results	2%	2%	5%
ECG Interpretation	75%	75%	2%
Medication Management (Pain) through protocol	85%	85%	0%
Management of non-invasive ventilation	30%	29%	5%
Triage	4%	4%	4%
Cardiovascular examination	1%	1%	0%
Preliminary neurological examination	29%	26%	0%
Speech and Language (swallow) assessment	27%	27%	0%
Point of care testing and interpretation	87%	87%	0%
Interpretation of cardiac monitor	29%	29%	5%
Interpretation of cardiac bloods	92%	92%	0%
Causes and management of shocked patient	92%	87%	5%
Preliminary Urological examination	0%	0%	2%
Mental Health status examination	0%	0%	2%
Recognition and management of delirium	85%	85%	2%
Carry out and interpret Dopplers (limb)	4%	2%	5%
Certification of expected death (MSSUs only)	0%	0%	0%

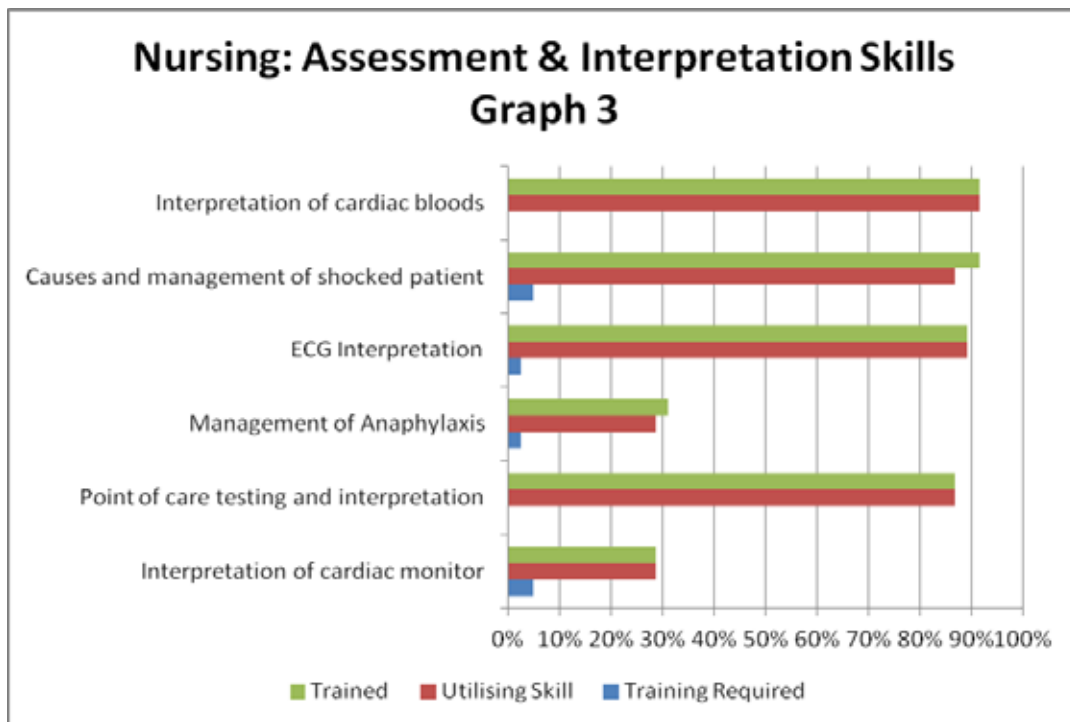
**Figure 61: Nursing: Assessment & Interpretation Skills Graph 1**



**Figure 62: Nursing: Assessment & Interpretation Skills Graph 2**



**Figure 63: Nursing: Assessment & Interpretation Skills Graph 3**



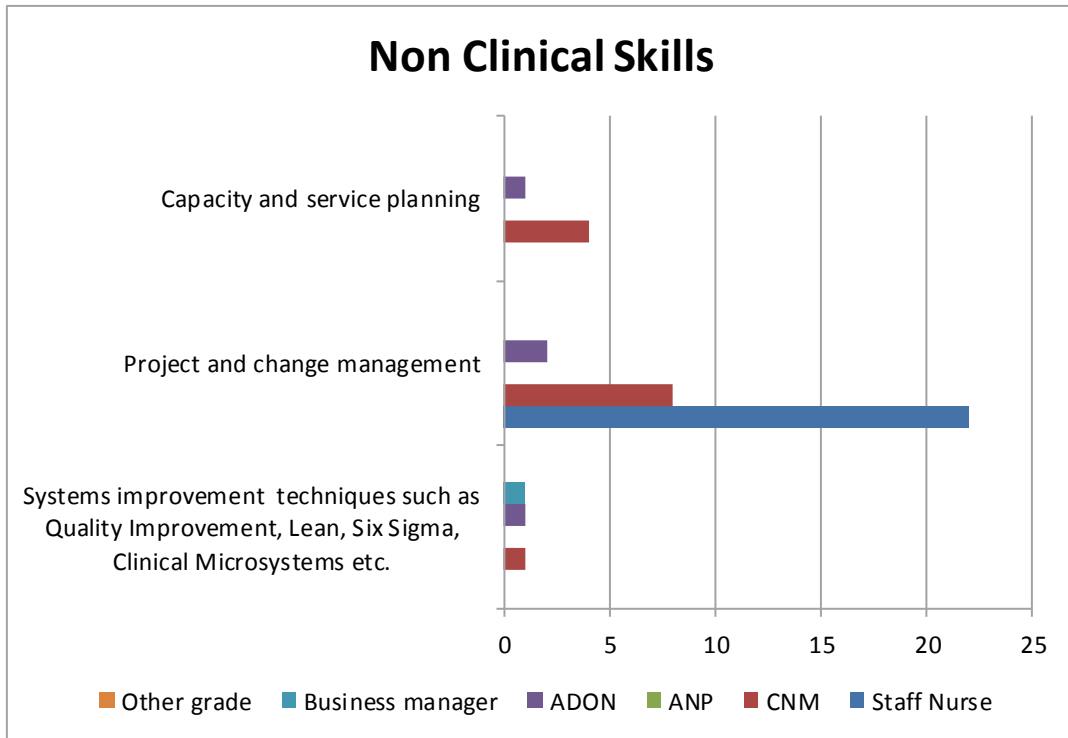
## 2.2.7 Non-Clinical skills

**Table 47: Non-Clinical Skills**

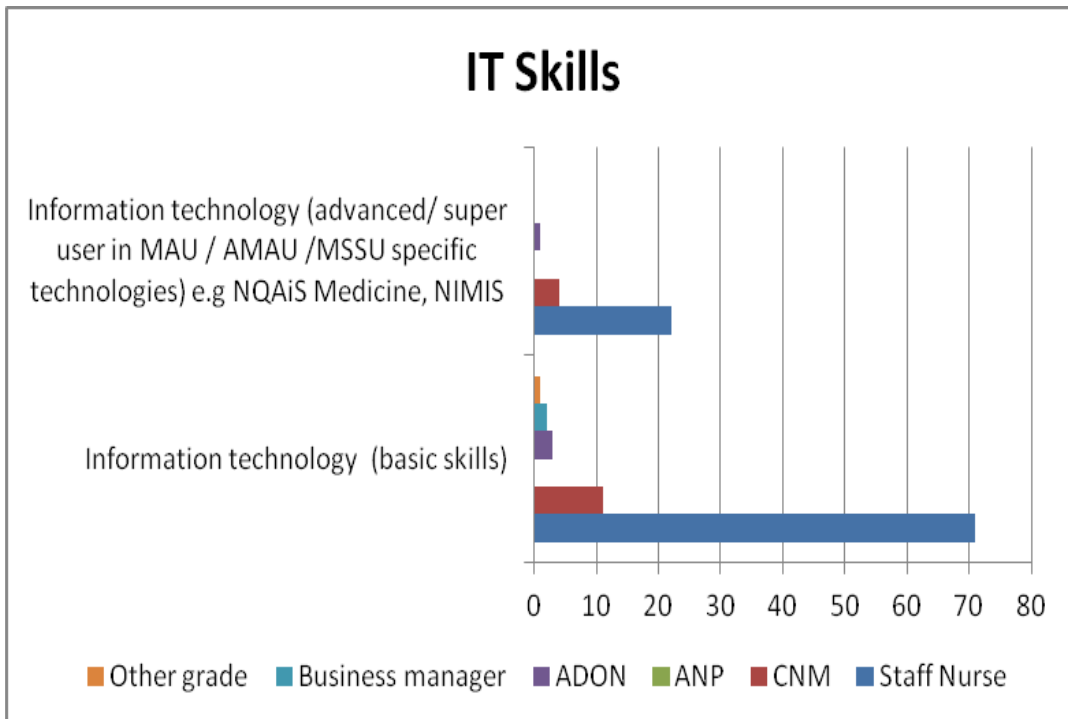
	Staff Nurse	CNM	ANP	ADON	Business Manager	Other
<b>Systems improvement techniques such as Quality Improvement, Lean, Six Sigma, Clinical Microsystems etc.</b>	0	1	0	1	1	0
<b>Information technology (basic skills)</b>	71	11	0	3	2	1
<b>Information technology (advanced/ super user in MAU / AMAU /MSSU specific technologies) e.g NQAIS Medicine, NIMIS</b>	22	4	0	1	0	0
<b>Project and Change Management</b>	22	8	0	2	0	0
<b>Capacity and Service Planning</b>	0	4	0	1	0	0



**Figure 64: Non Clinical Skills**



**Figure 65: IT Skills**



## 2.2.8 Education Initiatives

**Table 48: Education Initiatives**

Type of programme	Provided/ Facilitated	Not provided	Duration/Source/Training recipients
<b>Formal induction/orientation programme</b>	4		Programme duration ranged from 1-2 weeks duration
<b>Foundation programme in Acute Medicine Nursing</b>	2	2	Not specified
<b>Acute Medicine Nursing (Level 8 QQI)</b>		4	
<b>Acute Medicine Nursing (Level 9 QQI)</b>		4	
<b>De-escalation training</b>	3	1	Nurses receive this training in 3 sites; HCAs receive this training in 2 sites

## 2.3 Dublin North East (RCSI) Hospital Group Overview



## 2.3 Dublin North East (RCSI) Hospital Group Overview

Dublin North East (RCSI) Hospital Group comprises 6 hospitals, four of which have either an AMAU/MAU or MSSU. All four of these hospitals (listed below) participated in this survey. Data for RCSI Hospital Group is presented in Section 2.3.

- Beaumont Hospital (Model 4 Hospital)
- Cavan General Hospital (Model 3 Hospital)
- Connolly Hospital (Model 3 Hospital)
- Our Lady of Lourdes Hospital Drogheda (Model 3 Hospital)

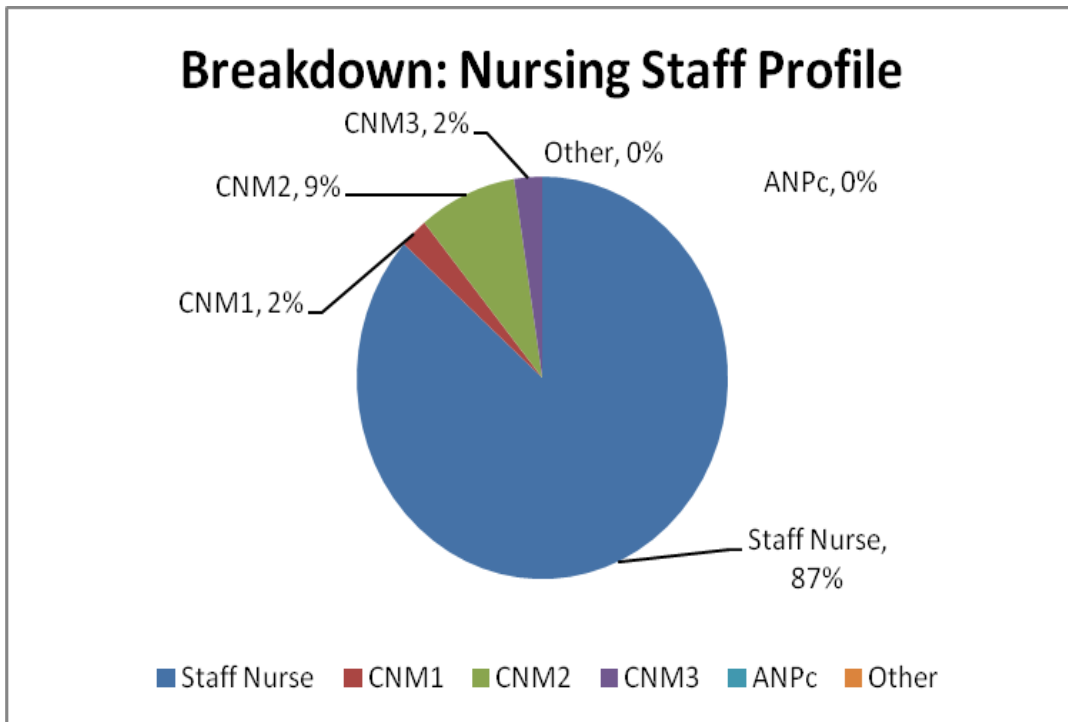
### 2.3.1 Nursing Staff Profile

Nursing staff profile for all unit types was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 28/02/2016, number of staff who commenced post within last 12 months (since 28/02/2015) and number of staff who left the area in last 12 months (since 28/02/2015). Findings are outlined in Table 49 below. Due to the inconsistent responses from sites relating to establishment WTE figures these numbers are not reported on.

**Table 49: Nursing Staff Profile**

Staff Grade	In Post 28/02/2016		Number of Staff who commenced in post in the last 12 months (since 28/02/2015)		Number of staff who have left the area in the past 12 months (since 28/02/2015)	
	Head Count (HC)	WTE	HC	WTE	HC	WTE
<b>Staff Nurse</b>	71	66.75	9	8	15	14.06
<b>Clinical Nurse Manager 1</b>	2	2	0	0	0	0
<b>Clinical Nurse Manager 2</b>	7	6.96	1	1	1	1
<b>Clinical Nurse Manager 3</b>	2	.3	0	0	0	0
<b>Registered Advanced Nurse Practitioner (RANP)</b>	0	0	0	0	0	0
<b>ANP Candidate</b>	0	0	0	0	0	0
<b>ANP prepared</b>	0	0	0	0	0	0
<b>Clinical Education facilitator</b>	0	0	0	0	0	0
<b>GP Liaison Nurse</b>	0	0	0	0	0	0

**Figure 66: Nursing Staff Profile**





### 2.3.2 Healthcare Assistant/Multitask Attendant Resource and Qualifications

**Table 50: Health Care Assistants/Multitask Attendant Resource and Qualifications**

<b>Approved</b>		<b>In Post</b>	<b>Please identify the cover provided by HCAs / MTAs in your MAU/ AMAU</b>		<b>Please provide a breakdown of qualifications held by these HCAs / MTAs</b>					
			e.g. 24/7, 12/7, 12/5, 8/5		FETAC award		In-house training		No Formal Training	
<b>WTE</b>	<b>Head Count (HC)</b>	<b>WTE</b>			<b>WTE</b>	<b>HC</b>	<b>WTE</b>	<b>HC</b>	<b>WTE</b>	<b>HC</b>
<b>16.21</b>	17	10.31	See Table 51		15.01	16	3.8	4	1	1

**Table 51: Cover provided by HCAs/MTAs**

Cover provided by HCAs/MTAs

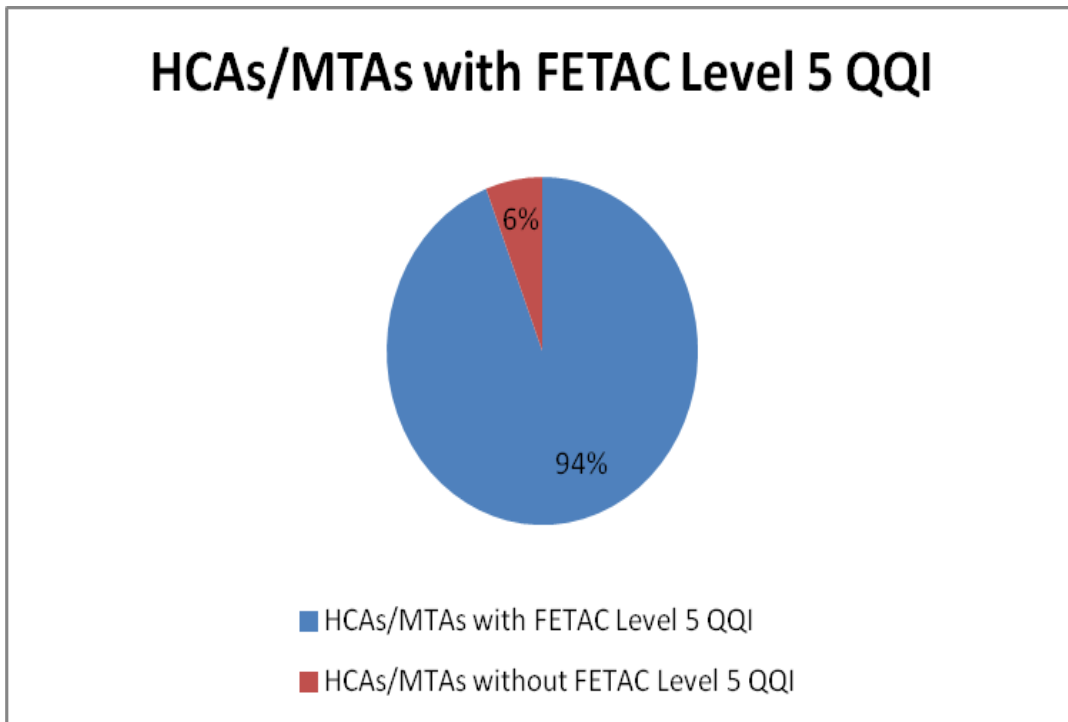
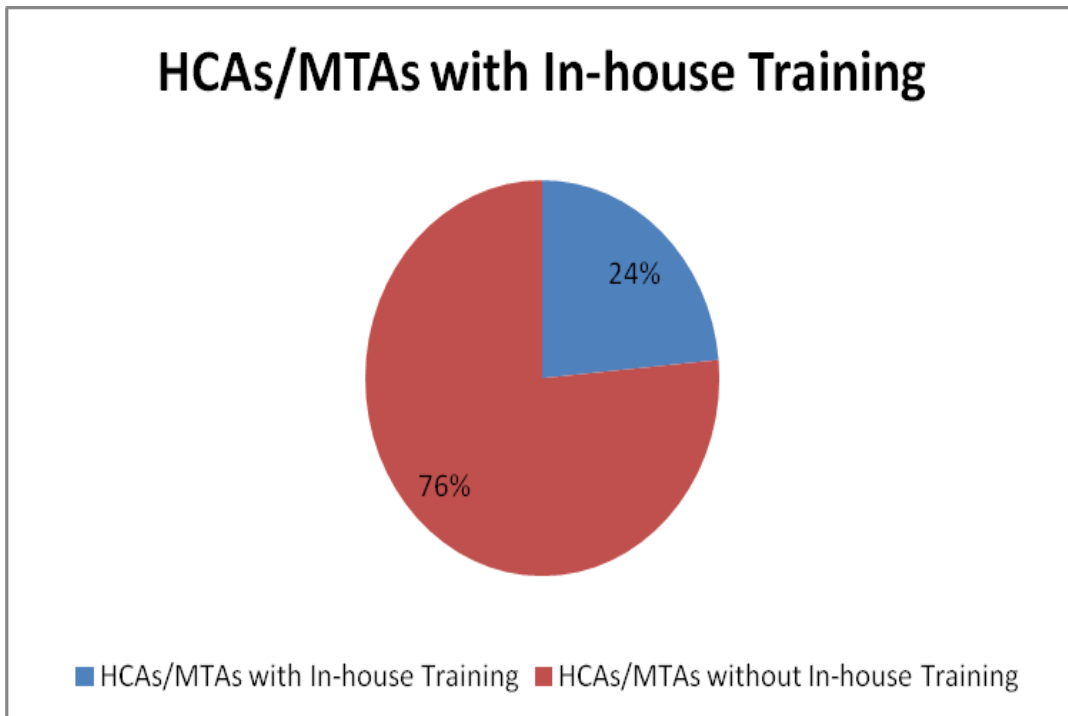
12/5x1 (12 hours x 5 days x 1 site) (Cover is provided for 12 hours for 5 days on 1 site)

12/7x1 (12 hours x 7 days x 1 site) (Cover is provided for 12 hours for 7 days on 1 site)

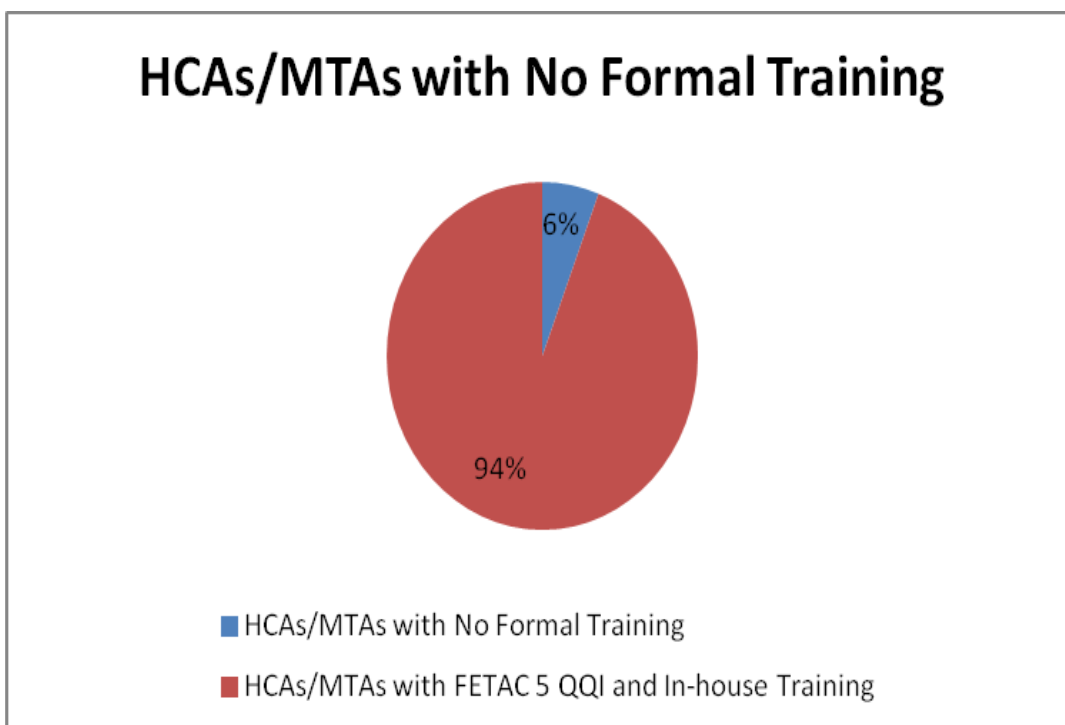
24/7x 1 (24 hours x 7 days x 1 site) (Cover is provided for 24 hours for 7 days on 1 site)

3/7 + additional HCA 4/7 (x 1 site) (Cover is provided for 3 days and with additional HCA for 4 days in 1 site)



**Figure 67: HCAs/MTAs with FETAC Level 5 QQI Award****Figure 68: HCAs/MTAs with In-house Training**

**Figure 69: HCAs/MTAs with No Formal Training**



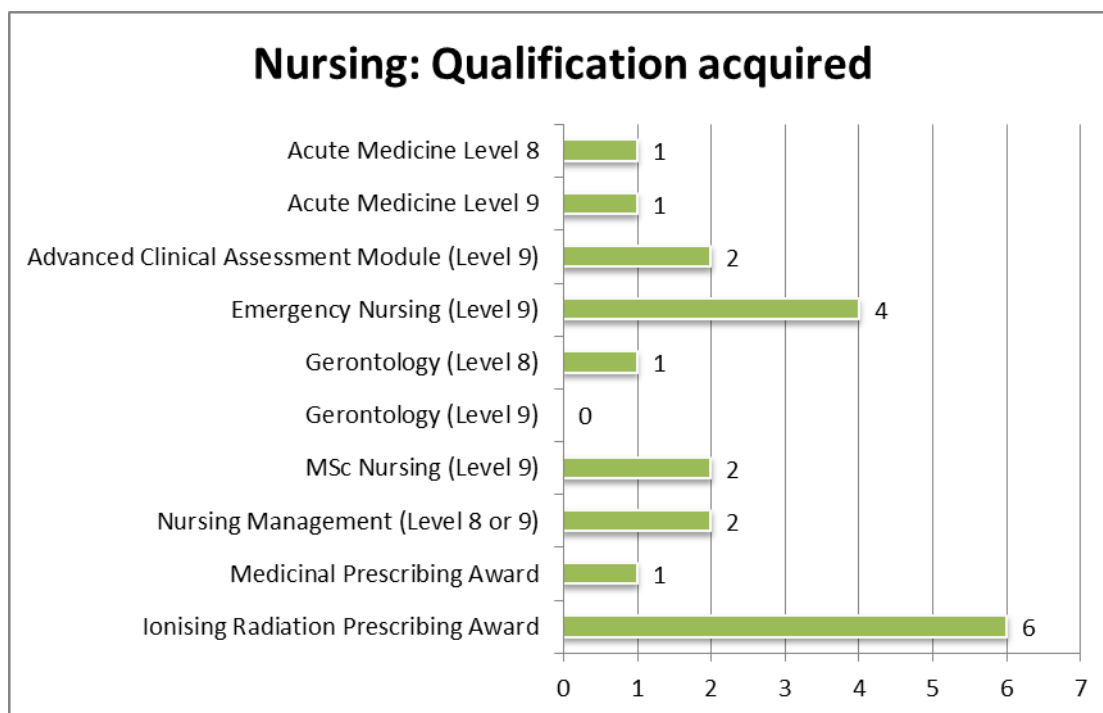
### 2.3.3 Nursing Staff Qualifications/Working towards Qualification

**Table 52: Nursing Staff Qualifications/Working towards Qualifications**

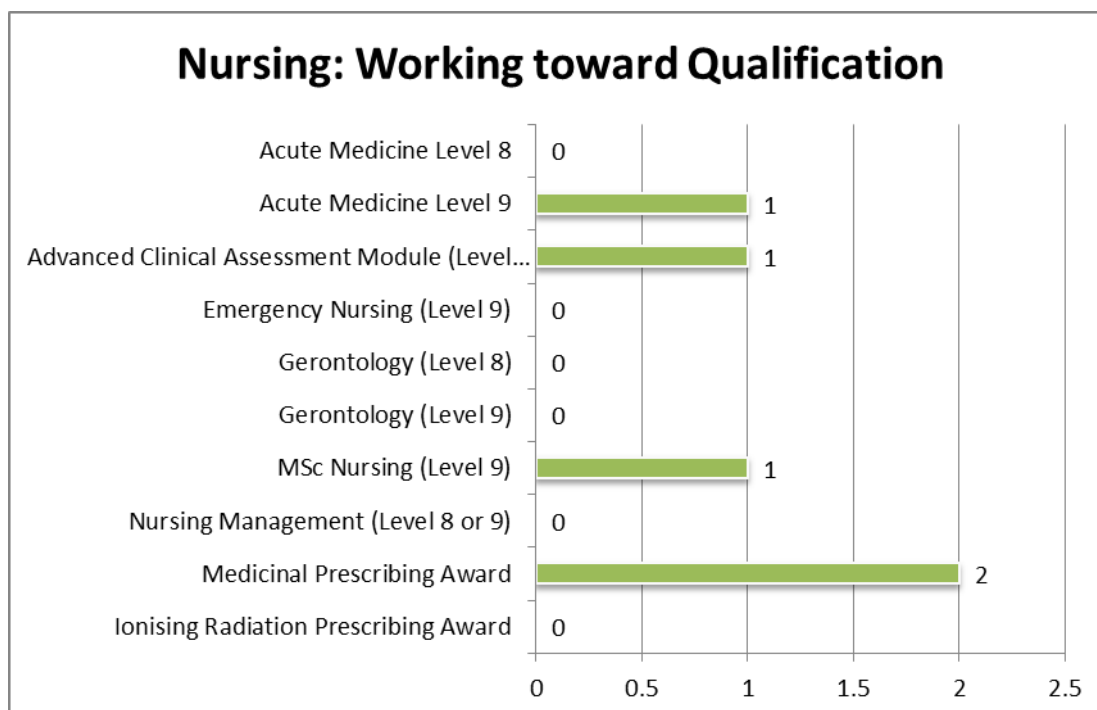
	Qualification acquired	Working toward qualification
Higher Diploma (Level 8) Acute Medicine Nursing	1	0
Post Graduate Diploma (Level 9) Acute Medicine Nursing	1	1
Advanced Clinical Assessment Module (Level 9)	2	1
Post Graduate Diploma (Level 9) Emergency Nursing	4	Information not requested
Higher Diploma (Level 8) Gerontology	1	Information not requested
Post Graduate Diploma (Level 9) Gerontology	0	0
MSc Nursing (Level 9)	2	1
Nursing Management Qualification (Level 8 or 9)	2	0
Medicinal Prescribing Award	1	2
Ionising Radiation Prescribing Award	6	0

*\*Numbers displayed are numbers of nurses (based on headcount) not percentages*

**Figure 70: Nursing Staff Qualifications**



**Figure 71: Nursing Staff Working toward Qualifications**

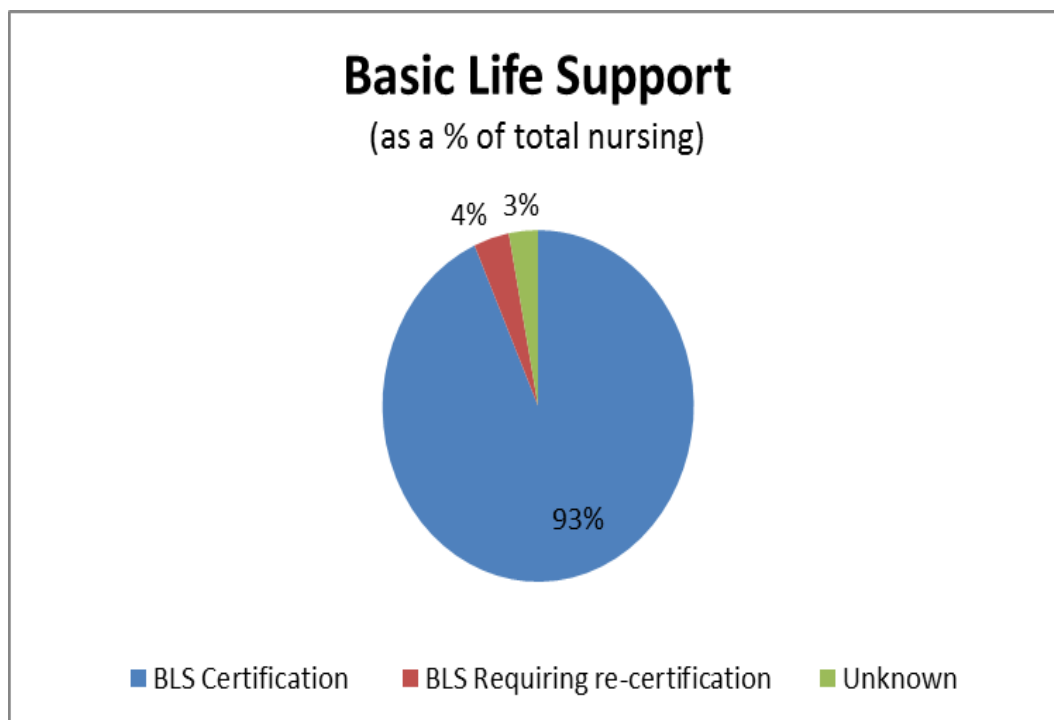


### 2.3.4 Nursing Staff Life Support Skills

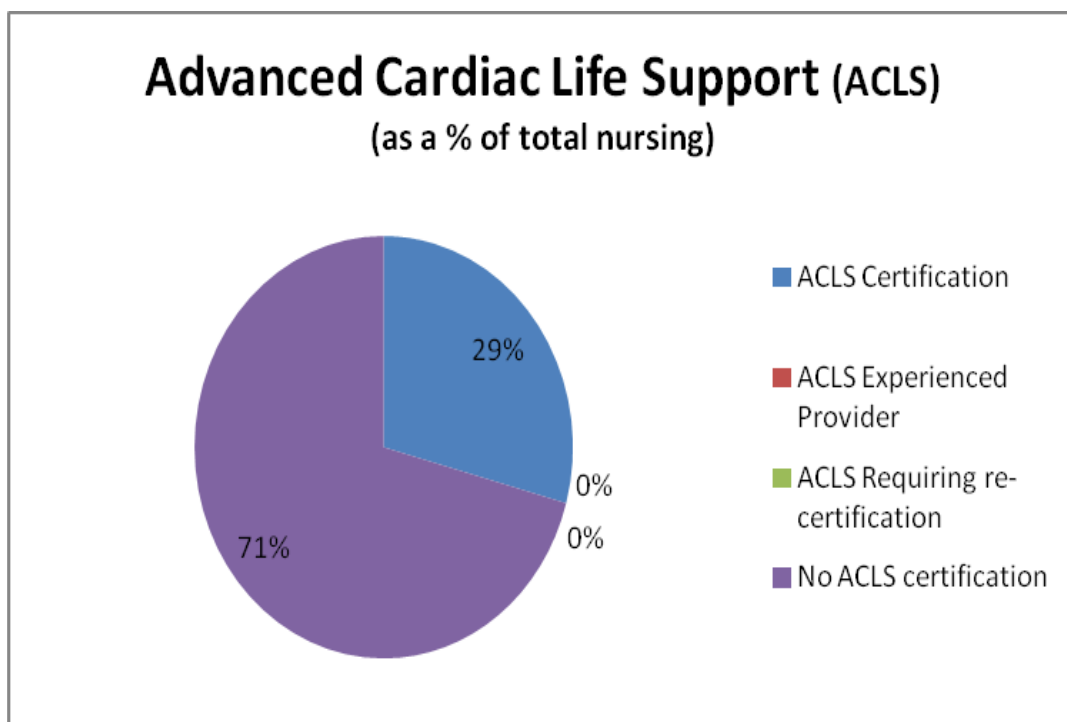
**Table 53: Nursing Staff Life Support Skills**

	Completed (Certificate <u>current</u> )	Completed (Certificate <u>expired</u> )	Instructor status
Basic Life Support	76	3	0
Advanced Cardiac Life Support Supports (ACLS)	24	0	0
ACLS Experienced Provider	3	0	0

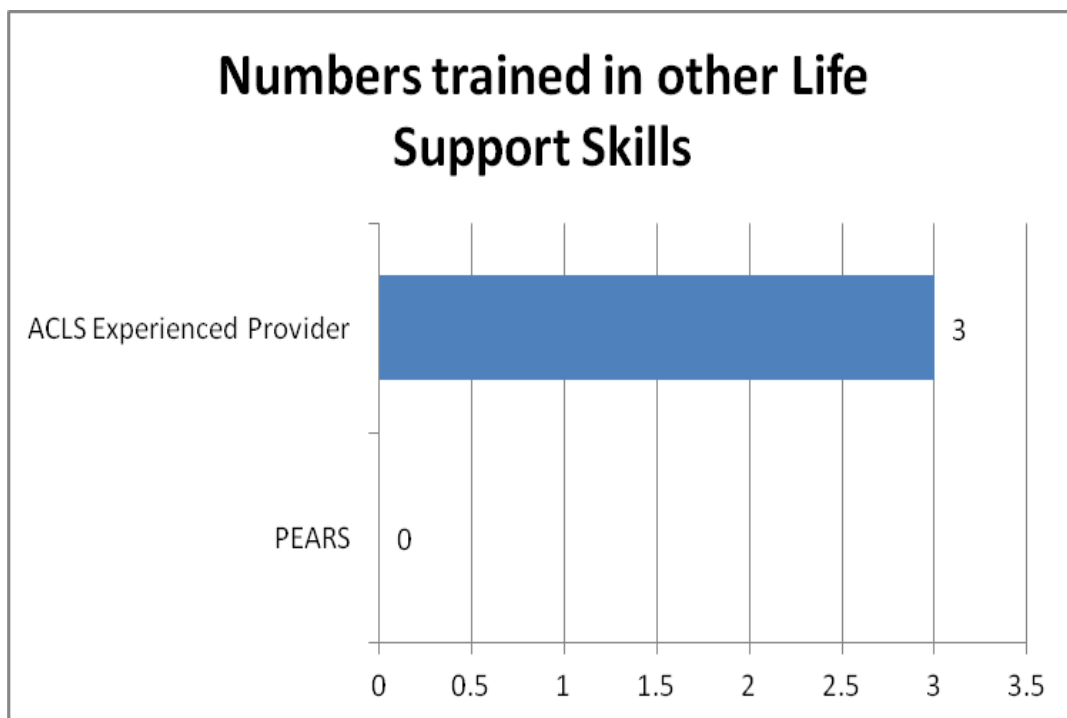
**Figure 72: Nursing Basic Life Support Skills**



**Figure 73: Nursing Advanced Cardiac Life Support (ACLS) Skills**



**Figure 74: Numbers of Nurses trained in other Life Support Skills**





### 2.3.5 Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies

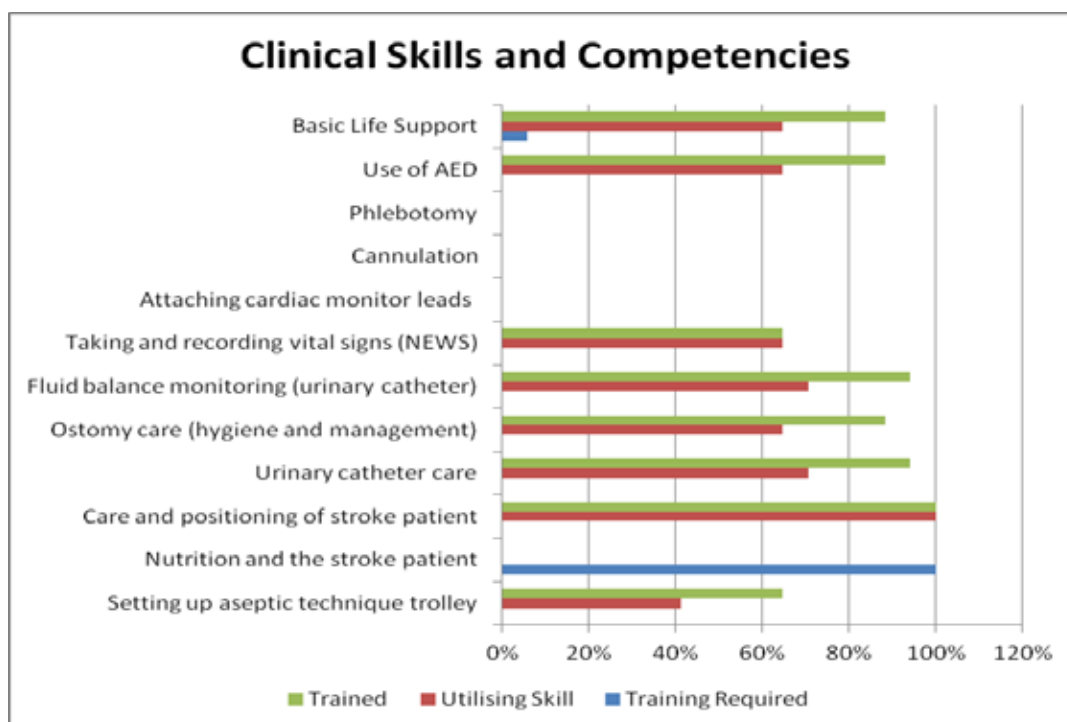
**Table 54: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill
<b>Basic Life Support</b>	88%	65%	6%
<b>Use of AED</b>	88%	65%	0%
<b>Phlebotomy</b>	0%	0%	0%
<b>Cannulation</b>	0%	0%	0%
<b>Attaching Cardiac monitor leads</b>	0%	0%	0%
<b>Taking and recording vital signs (NEWS)</b>	65%	65%	0%
<b>Fluid balance monitoring (urinary catheter)</b>	94%	71%	0%
<b>Ostomy care (Hygiene and management)</b>	88%	65%	0%
<b>Urinary catheter care</b>	94%	71%	0%
<b>Setting up aseptic technique trolleys</b>	65%	41%	0%

**Table 55: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies (MSSUs only)**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill	Number of sites (of total 1) where education and training available locally
Care and positioning of stroke patient	100%	100%	0%	1
Nutrition and the stroke patient	0%	0%	100%	0

**Figure 75: HCA/MTA Clinical Skills and Competencies**



### 2.3.6 Nursing Clinical Skills and Competencies

A total of 50 clinical skills and competencies were surveyed for nursing staff across all AMAU/MAU/MSSUs. For each skill sites were asked to identify the numbers of nurses who *had received* education and training in the skill; the number who *currently use* the skill; and the number of nurses who *require* education and training in the skill. Sites were also asked to indicate if this training was available locally.

For the purpose of presenting this data the 50 clinical skills and competencies have been grouped into six broad categories as follows:

- ED Taskforce 4 Key Skills
- Technical Skills
- Urinary Catheterisation Skills
- Skills relating to the Care of the Older Person
- Skills relating to the use of specific assessment tools
- Assessment and Interpretation Skills

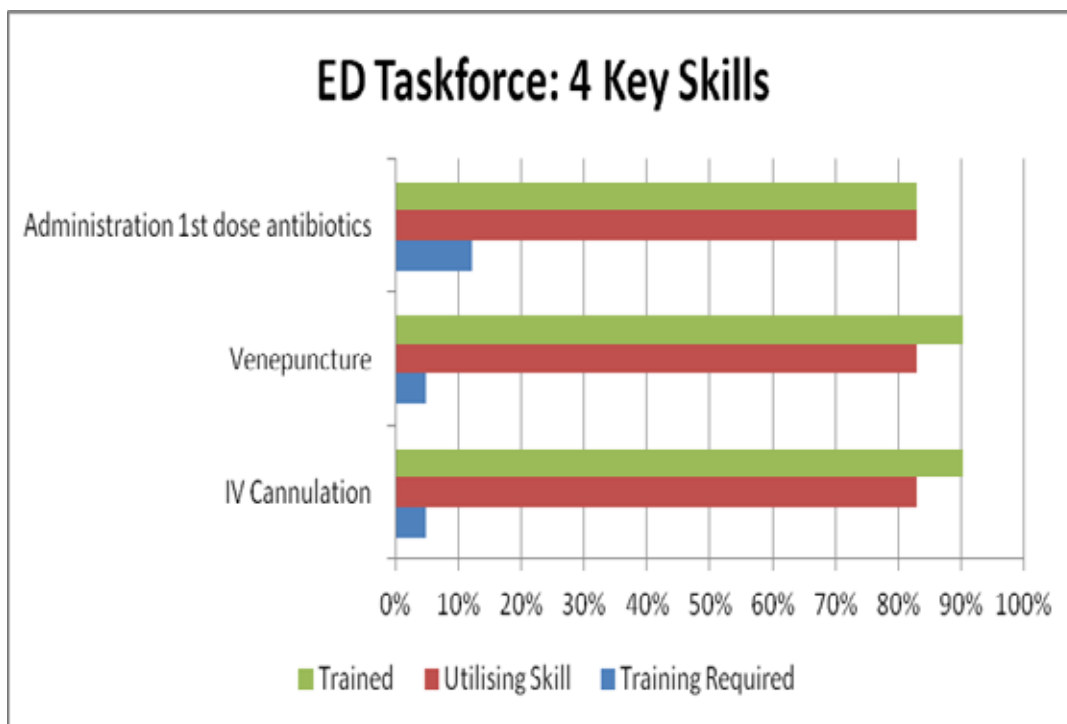
Data are presented as percentages of total number of nurses surveyed. Where percentage points consisted of decimal points figures were rounded down (<0.49%) or up (>0.50%) as appropriate allowing reporting using whole numbers throughout the report.

#### 2.3.6.1 Nursing: ED Taskforce 4 Key Skills

**Table 56: Nursing: ED Taskforce 4 Key Skills**

	<b>% of Nurses trained in the skill</b>	<b>% of Nurses currently using skill</b>	<b>Number of Nurses requiring education and training in the skill</b>
<b>Administration 1<sup>st</sup> dose antibiotics</b>	83%	83%	12%
<b>Venepuncture</b>	90%	83%	5%
<b>IV Cannulation</b>	90%	83%	5%

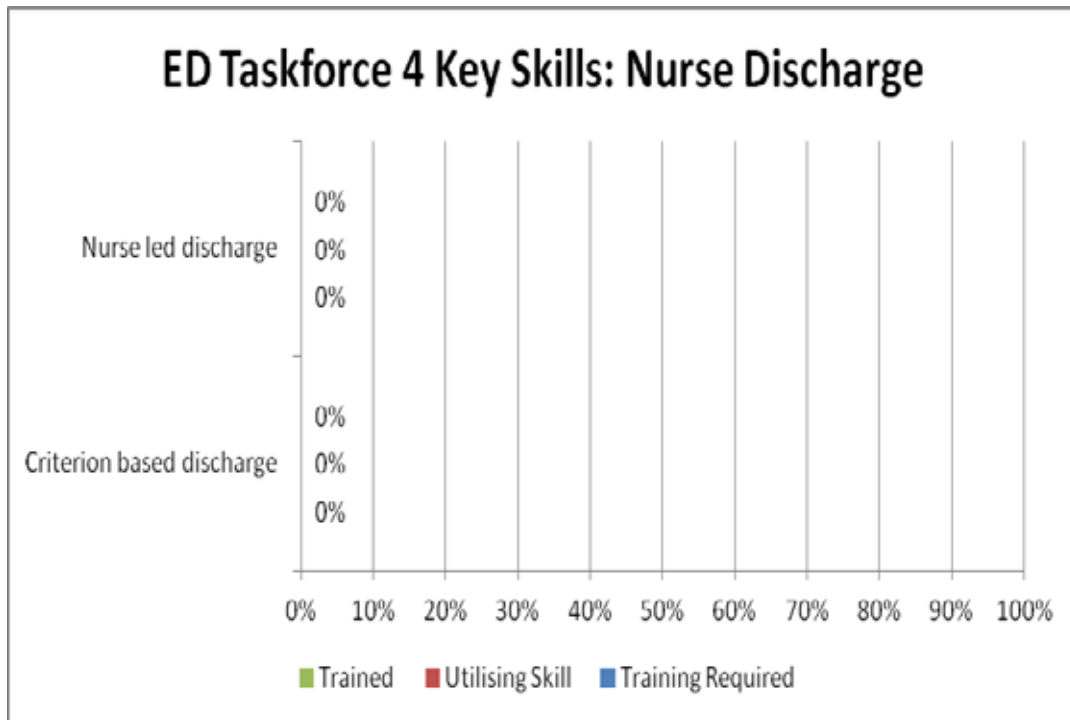
**Figure 76: Nursing: ED Taskforce: 4 Key Skills**



**Table 57: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**

	<b>% of Nurses trained in the skill</b>	<b>% of Nurses currently using skill</b>	<b>Number of Nurses requiring education and training in the skill</b>
<b>Nurse led discharge</b>	0%	0%	0%
<b>Criterion based discharge</b>	0%	0%	0%

**Figure 77: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**



Only one hospital within the RCSI Hospital group has an MSSU and as can be seen in Table 57 and Figure 77 above no staff in this unit are trained in either nurse-led or criterion-based discharge. Neither has this site identified that training in patient discharge is required.

### 2.3.6.2 Nursing: Technical Skills

**Table 58: Nursing: Technical Skills**

	<b>% of Nurses trained in the skill</b>	<b>% of Nurses currently using skill</b>	<b>% of Nurses requiring education and training in the skill</b>
<b>Chest Auscultation</b>	7%	5%	2%
<b>Percussion (Chest)</b>	6%	5%	4%
<b>Percussion (abdomen)</b>	6%	5%	4%
<b>Venesection</b>	0%	0%	0%
<b>Palpation (abdomen)</b>	7%	5%	2%
<b>PEARS</b>	0%	0%	0%
<b>Arterial blood gas sampling</b>	0%	0%	30%
<b>Care of patient with Sengstaken-Blakemore tube</b>	0%	0%	0%
<b>IV Drug Administration</b>	95%	95%	0%
<b>Management of central line</b>	88%	83%	0%
<b>Taking of blood cultures</b>	28%	28%	2%
<b>Tracheostomy care and suctioning</b>	29%	29%	7%
<b>Assist with insertion of central line</b>	83%	83%	0%
<b>Assist with thrombolysis</b>	83%	83%	0%



Figure 78: Nursing: Technical Skills Graph 1

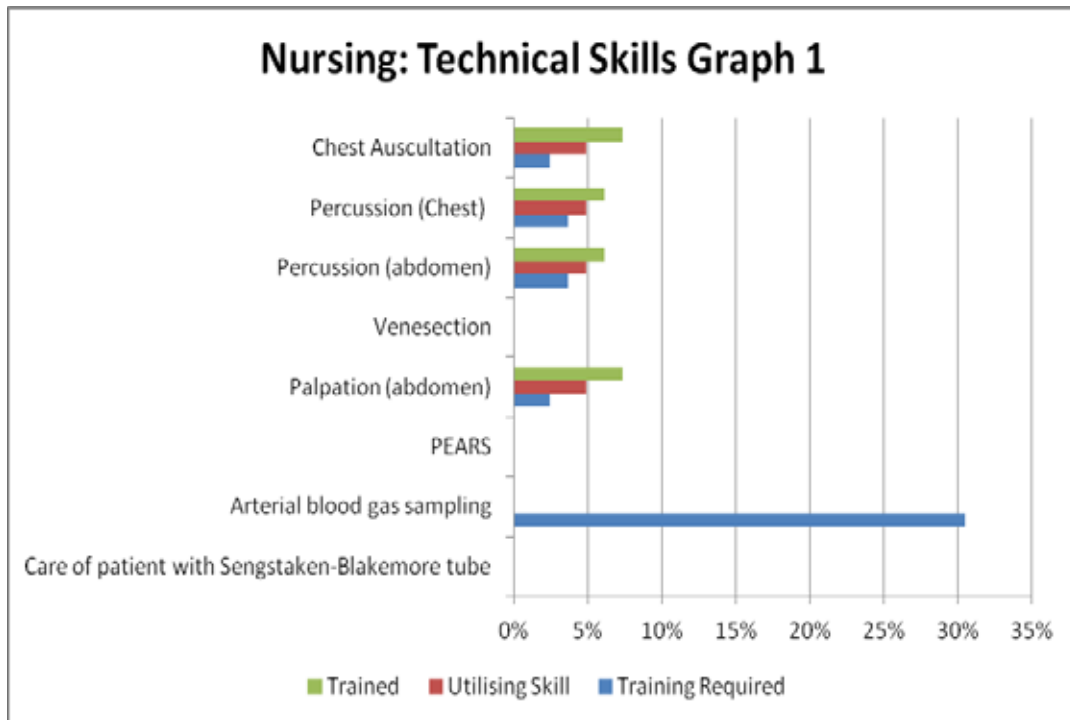
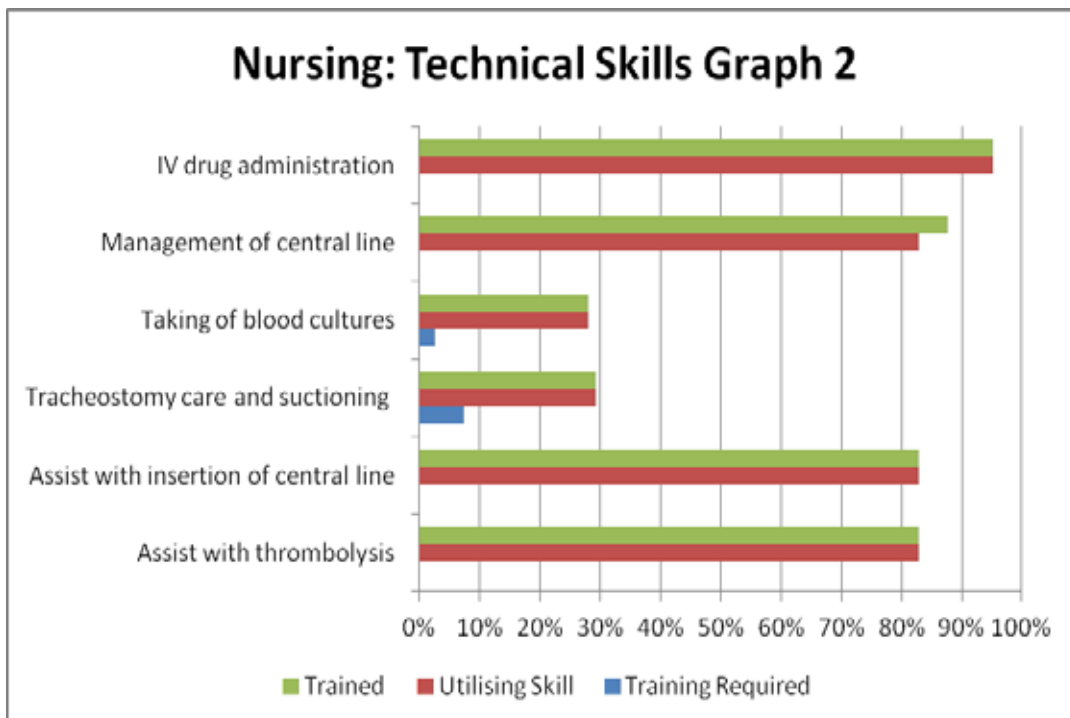


Figure 79: Nursing: Technical Skills Graph 2

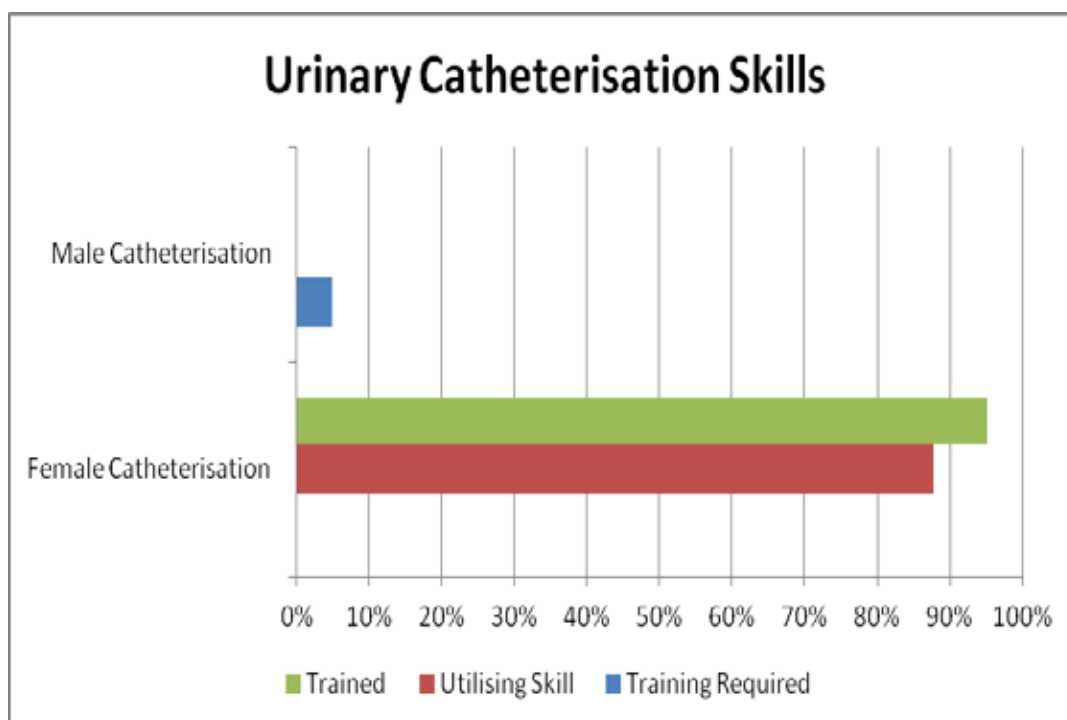


### 2.3.6.3 Nursing: Urinary Catheterisation Skills

**Table 59: Nursing: Urinary Catheterisation Skills**

	<b>% of Nurses trained in the skill</b>	<b>% of Nurses currently using skill</b>	<b>% of Nurses requiring education and training in the skill</b>
<b>Male Catheterisation</b>	0%	0%	5%
<b>Female Catheterisation</b>	95%	88%	0%

**Figure 80: Nursing: Urinary Catheterisation Skills**

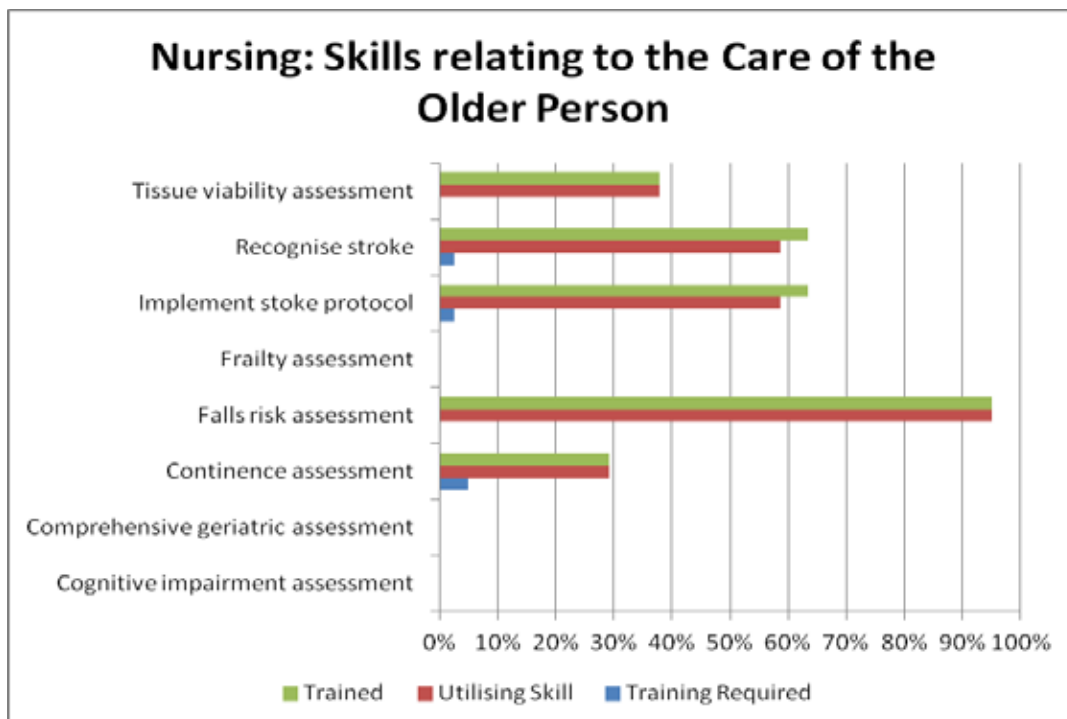


### 2.3.6.4 Nursing: Skills relating to the Care of the Older Person

**Table 60: Nursing: Skills relating to the Care of the Older Person**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
Recognise stroke	63%	59%	2%
Implement stroke protocol	63%	59%	2%
Comprehensive geriatric assessment	0%	0%	0%
Frailty assessment	0%	0%	0%
Falls risk assessment	95%	95%	0%
Cognitive impairment assessment	0%	0%	0%
Tissue viability assessment	38%	38%	0%
Continence assessment	29%	29%	5%

**Figure 81: Nursing: Skills relating to the Care of the Older Person**

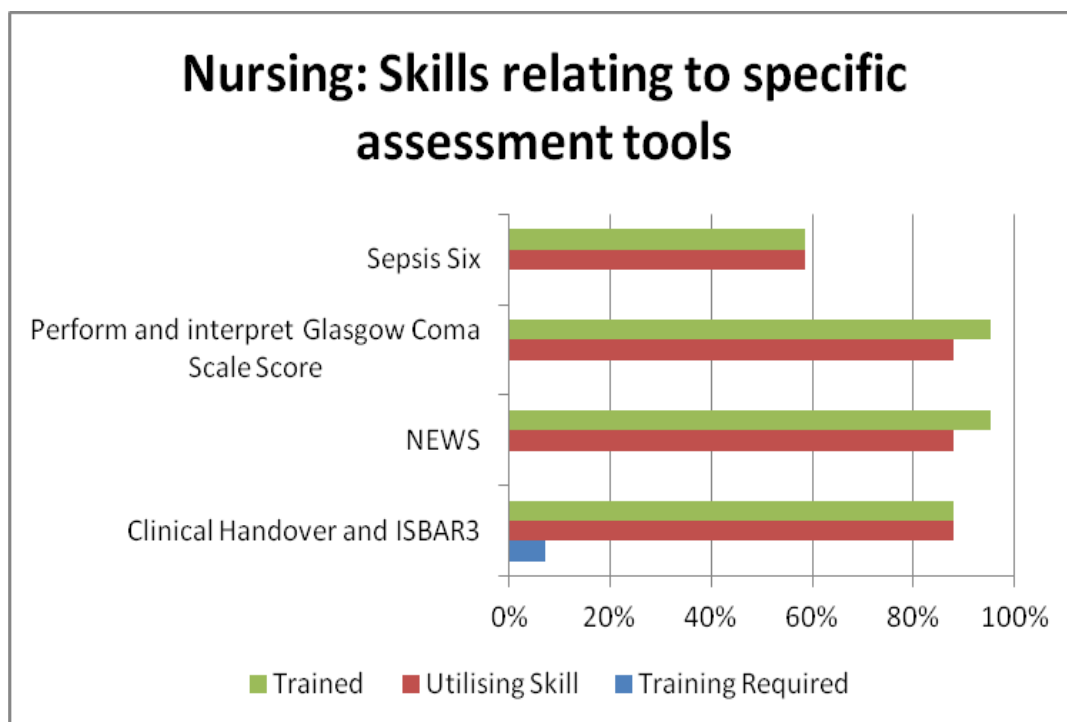


### 2.3.6.5 Nursing: Skills relating to specific assessment tools

**Table 61: Nursing: Skills relating to specific assessment tools**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Perform and interpret Glasgow Coma Scale Score</b>	95%	88%	0%
<b>NEWS</b>	95%	88%	0%
<b>Clinical Handover and ISBAR3</b>	88%	88%	7%
<b>Sepsis Six</b>	59%	59%	0%

**Figure 82: Nursing: Skills relating to specific assessment tools**

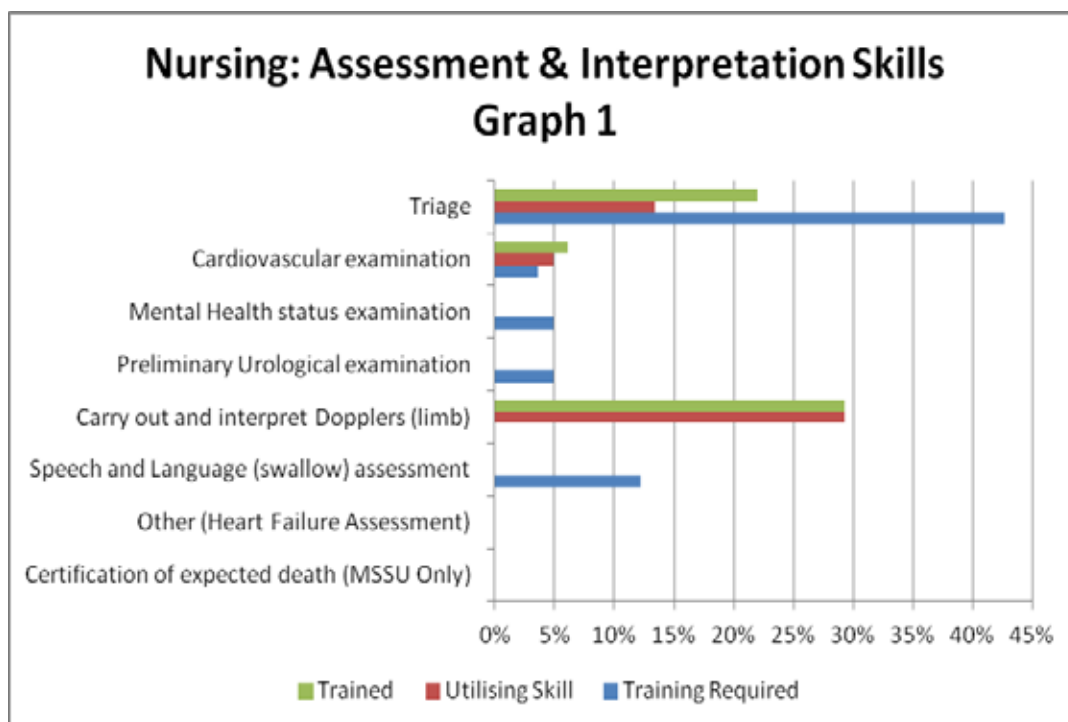


### 2.3.6.6 Nursing: Assessment and Interpretation Skills

**Table 62: Nursing: Assessment and Interpretation Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
Management of Anaphylaxis	77%	71%	18%
Interpretation of blood gas results	26%	26%	5%
ECG Interpretation	61%	54%	4%
Medication Management (Pain) through protocol	88%	88%	0%
Management of non-invasive ventilation	32%	32%	2%
Triage	22%	13%	43%
Cardiovascular examination	6%	5%	4%
Preliminary neurological examination	6%	6%	4%
Speech and Language (swallow) assessment	0%	0%	12%
Point of care testing and interpretation	60%	60%	0%
Interpretation of cardiac monitor	30%	30%	0%
Interpretation of cardiac bloods	30%	30%	0%
Causes and management of shocked patient	59%	59%	0%
Preliminary Urological examination	0%	0%	5%
Mental Health status examination	0%	0%	5%
Recognition and management of delirium	5%	5%	0%
Carry out and interpret Dopplers (limb)	29%	29%	0%
Certification of expected death (MSSUs only)	0%	0%	0%

**Figure 83: Nursing: Assessment & Interpretation Skills Graph 1**



**Figure 84: Nursing: Assessment & Interpretation Skills Graph 2**

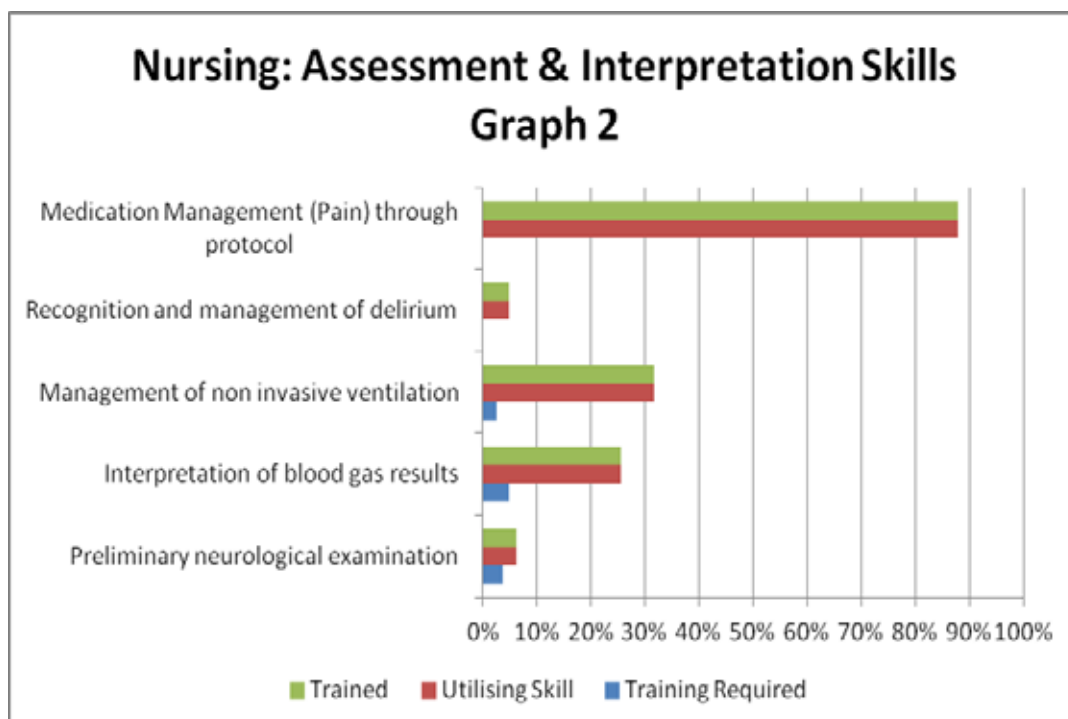
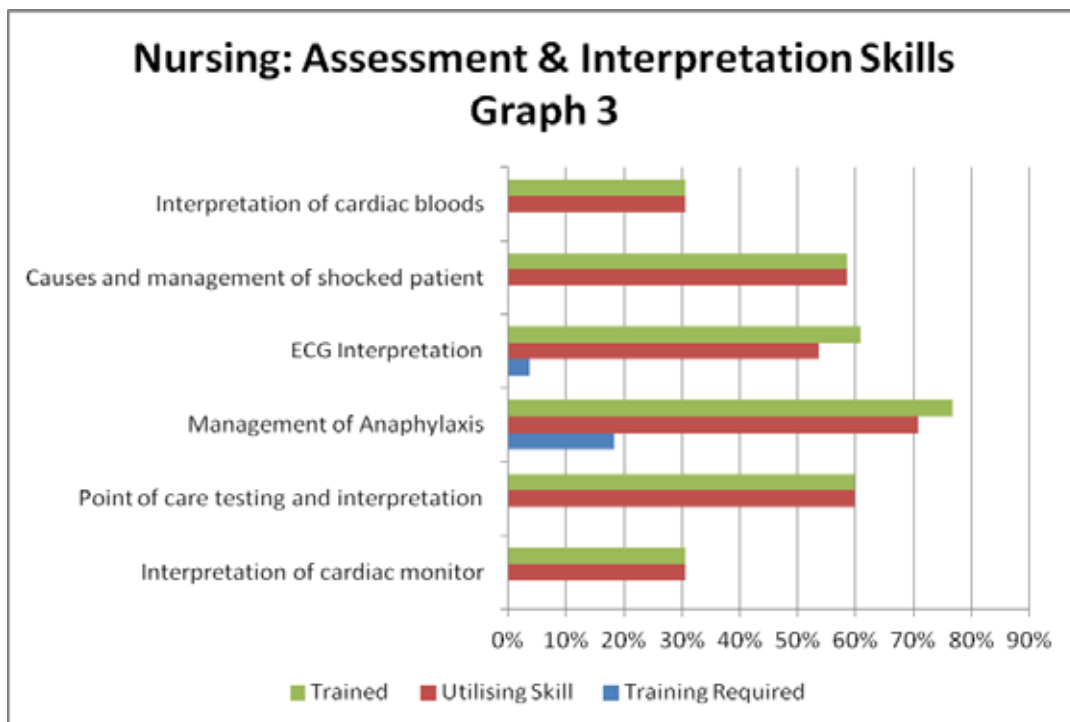




Figure 85: Nursing: Assessment & Interpretation Skills Graph 3

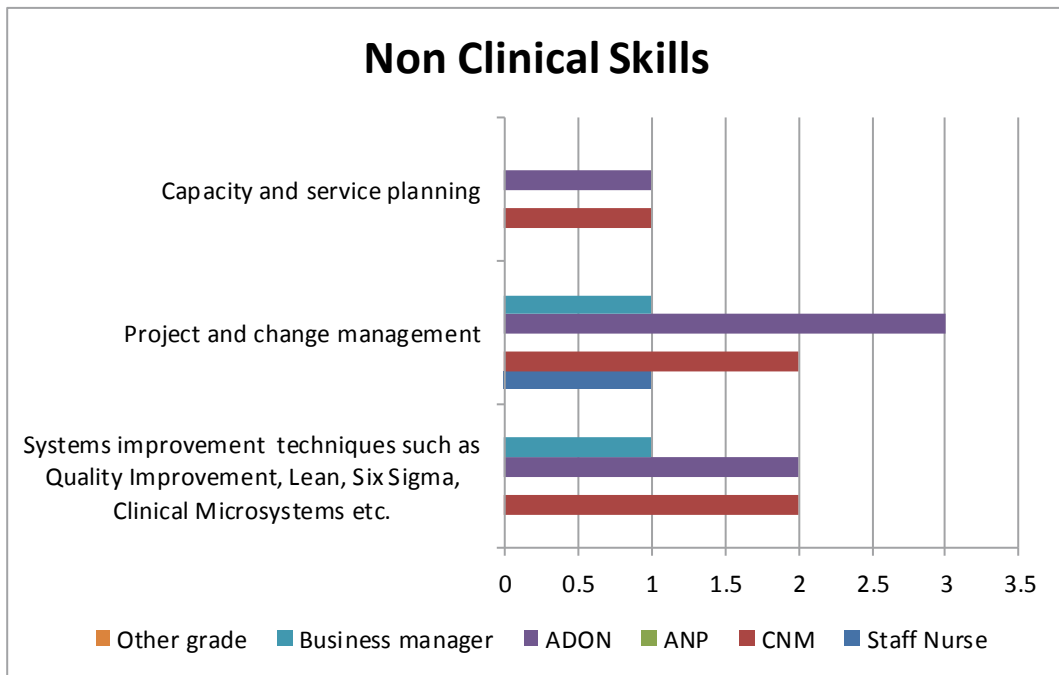


### 2.3.7 Non-Clinical skills

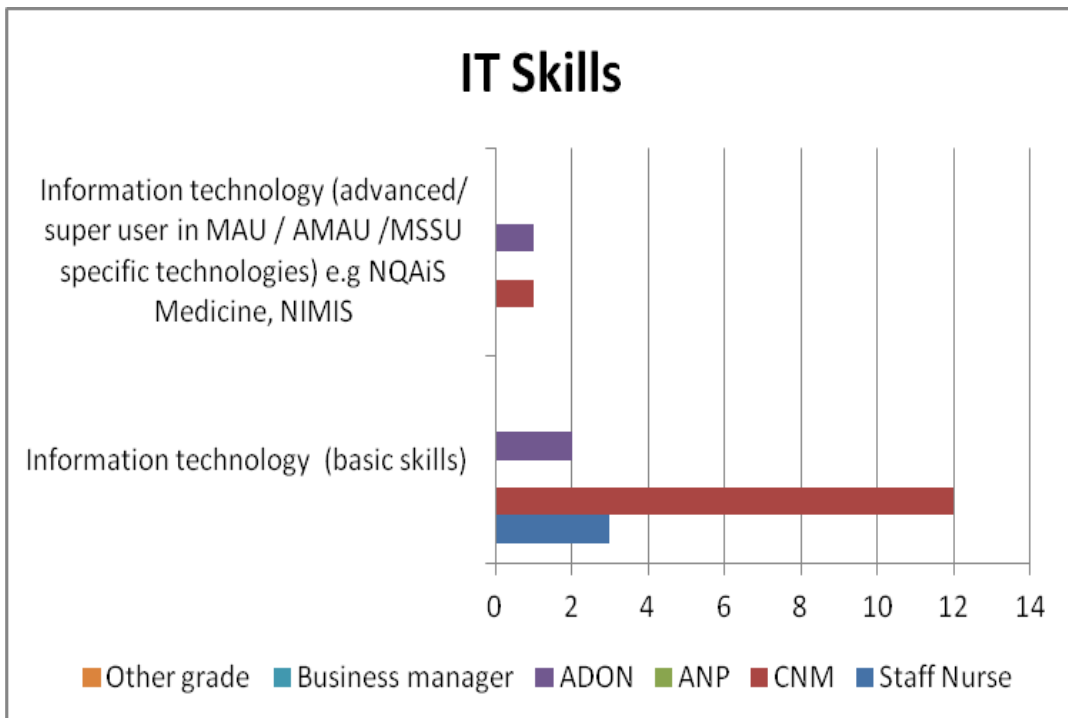
**Table 63: Non-Clinical Skills**

	Staff Nurse	CNM	ANP	ADON	Business Manager	Other
<b>Systems improvement techniques such as Quality Improvement, Lean, Six Sigma, Clinical Microsystems etc.</b>	0	2	0	2	1	0
<b>Information technology (basic skills)</b>	3	12	0	2	0	0
<b>Information technology (advanced/ super user in MAU / AMAU /MSSU specific technologies) e.g NQAIS Medicine, NIMIS</b>	0	1	0	1	0	0
<b>Project and Change Management</b>	1	2	0	3	1	0
<b>Capacity and Service Planning</b>	0	1	0	1	0	0

**Figure 86: Non Clinical Skills**



**Figure 87: IT Skills**



### 2.3.8 Education Initiatives

**Table 64: Education Initiatives**

Type of programme	Provided/ Facilitated	Not provided	Duration/Source/Training recipients
<b>Formal induction/orientation programme</b>	4		Programme duration ranged from 2 days to 2 weeks duration
<b>Foundation programme in Acute Medicine Nursing</b>	1	3	6-month programme
<b>Acute Medicine Nursing (Level 8 QQI)</b>	1	3	NUIG
<b>Acute Medicine Nursing (Level 9 QQI)</b>	1	2	
<b>De-escalation training</b>	3	1	Nurses receive this training in 2 sites; HCAs receive this training in 2 sites



## 2.4 South/South West Hospital Group Overview



## 2.4 South/South West Hospital Group Overview

South/South West Hospital Group (S/SWHG) comprises 9 hospitals, seven of which have either an AMAU/MAU or MSSU. All seven of these hospitals (listed below) participated in this survey. Data for S/SWHG is presented in Section 2.4.

- Bantry General Hospital (Model 2 Hospital)
- Cork University Hospital (Model 4 Hospital)
- University Hospital Kerry (Model 3 Hospital)
- Mallow General Hospital (Model 2 Hospital)
- Mercy University Hospital (Model 3 Hospital)
- South Tipperary General Hospital (Model 3 Hospital)
- University Hospital Waterford (Model 4 Hospital)

### 2.4.1 Nursing Staff Profile

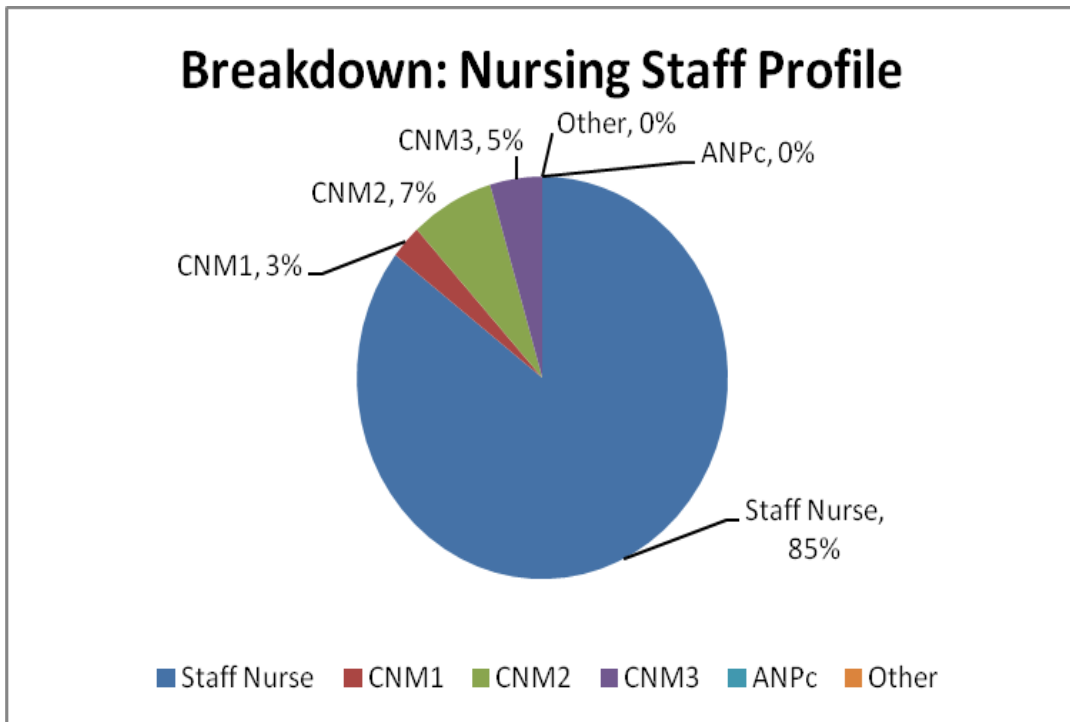
Nursing staff profile for all unit types was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 28/02/2016, number of staff who commenced post within last 12 months (since 28/02/2015) and number of staff who left the area in last 12 months (since 28/02/2015). Findings are outlined in Table 65 below. Due to the inconsistent responses from sites relating to establishment WTE figures these numbers are not reported on.

**Table 65: Nursing Staff Profile**

Staff Grade	In Post 28/02/2016		Number of Staff who commenced in post in the last 12 months (since 28/02/2015)		Number of staff who have left the area in the past 12 months (since 28/02/2015)	
	Head Count (HC)	WTE	HC	WTE	HC	WTE
Staff Nurse	94	81.72	3	2	5	4
Clinical Nurse Manager 1	3	2	0	0	0	0
Clinical Nurse Manager 2	8	5.83	0	0	0	0
Clinical Nurse Manager 3	5	.88	0	0	0	0
Registered Advanced Nurse Practitioner (RANP)	0	0	0	0	0	0
ANP Candidate	0	0	0	0	0	0
ANP prepared	0	0	0	0	0	0
Clinical Education Facilitator	1	.5	1	.5	2	1
GP Liaison Nurse	0	0	0	0	0	0



**Figure 88: Nursing Staff Profile**



## 2.4.2 Healthcare Assistant/Multitask Attendant Resource and Qualifications

**Table 66: Health Care Assistants/Multitask Attendant Resource and Qualifications**

<b>Approved</b>		<b>In Post</b>	<b>Please identify the cover provided by HCAs / MTAs in your MAU/ AMAU</b>	<b>Please provide a breakdown of qualifications held by these HCAs / MTAs</b>					
<b>28/02/2016</b>				<b>FETAC award</b>		<b>In-house training</b>		<b>No Formal Training</b>	
<b>WTE</b>	<b>Head Count (HC)</b>	<b>WTE</b>	<b>e.g. 24/7, 12/7, 12/5, 8/5</b>	<b>WTE</b>	<b>HC</b>	<b>WTE</b>	<b>HC</b>	<b>WTE</b>	<b>HC</b>
<b>13.3</b>	21	18.2	See Table 67	6.2	9	3	1	0	0

Sites were asked to provide information on the extent of cover provided by HCAs/MTAs. The varied responses can be seen in Table 67 below.

**Table 67: Cover provided by HCAs/MTAs**

Cover provided by HCAs/MTAs

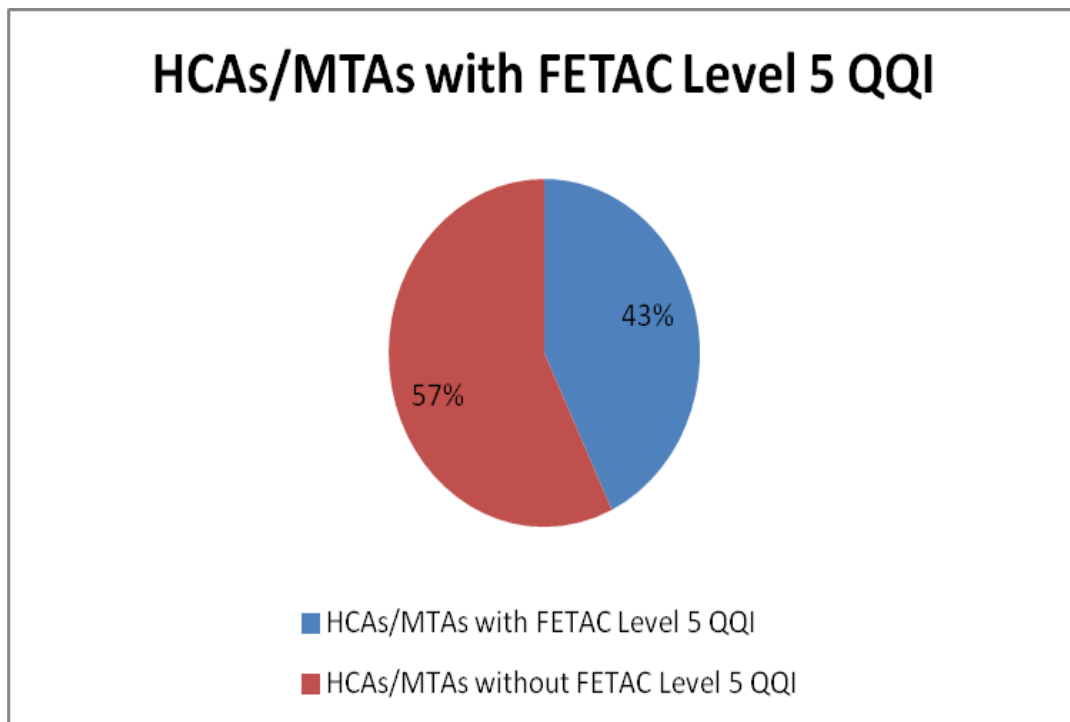
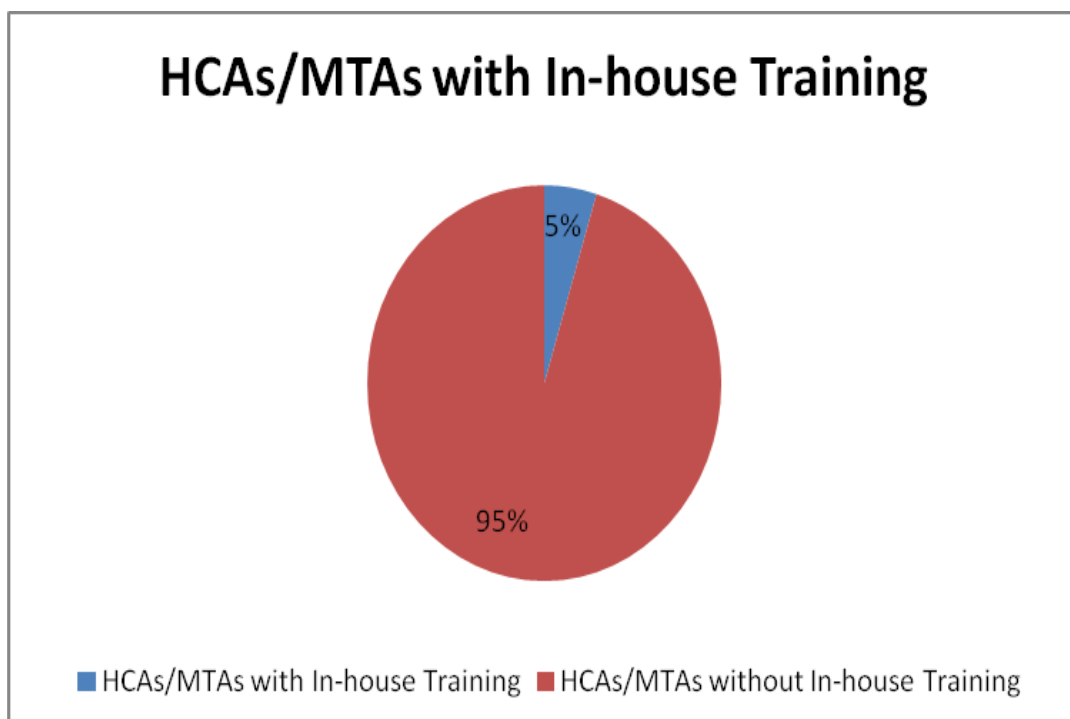
**8/5x3 (8 hours x 5 days x 3 sites) (Cover provided by 8 hours for 5 days on 3 sites)**

**12/5x1 (12 hours x 5 days x 1 site) (Cover provided by 12 hours for 5 days on 1 site)**

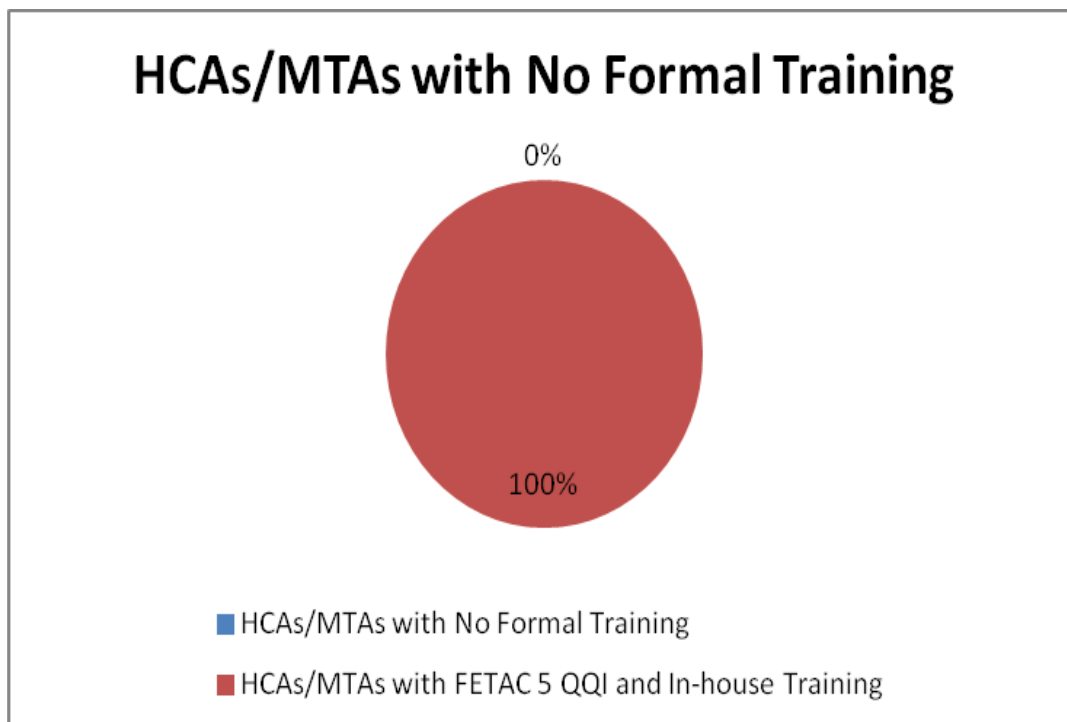
**12/7x1 (12 hours x 7 days x 1 site) (Cover provided by 12 hours for 7 days on 1 site)**

**24/7x2 (24 hours x 7 days x 2 sites) (Cover provided by 24 hours for 7 days on 2 sites)**

**9-6M-T 9-2F (x 1 site) (Cover provided from 09.00 to 18.00 Monday to Thursday and 09.00 to 14.00 on Friday on 1 site)**

**Figure 89: HCAs/MTAs with FETAC Level 5 QOI Award****Figure 90: HCAs/MTAs with In-house Training**

**Figure 91: HCAs/MTAs with No Formal Training**



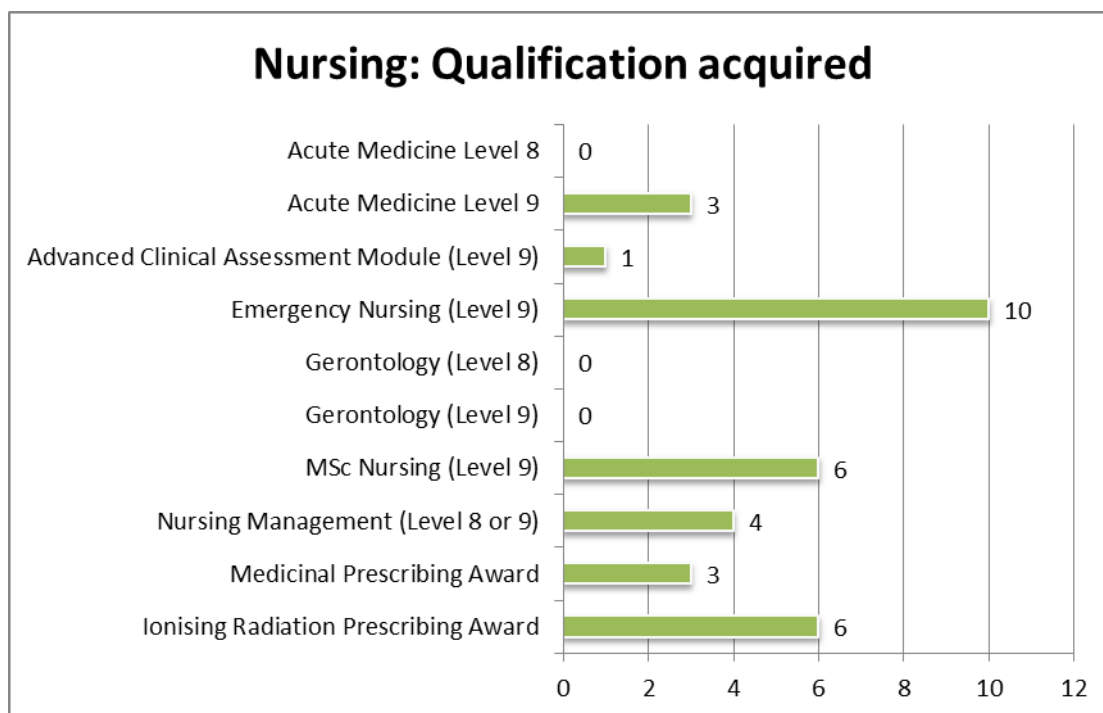
### 2.4.3 Nursing Staff Qualifications/Working towards Qualification

**Table 68: Nursing Staff Qualifications/Working towards Qualifications**

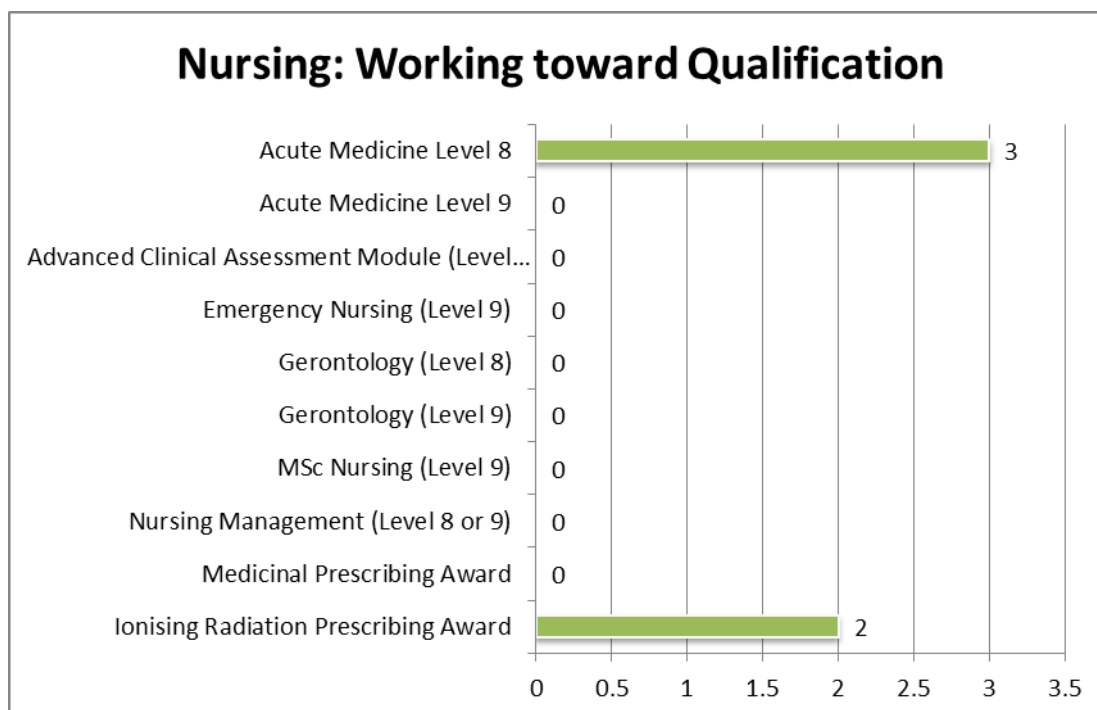
	Qualification acquired	Working toward qualification
Higher Diploma (Level 8) Acute Medicine Nursing	0	3
Post Graduate Diploma (Level 9) Acute Medicine Nursing	3	0
Advanced Clinical Assessment Module (Level 9)	1	0
Post Graduate Diploma (Level 9) Emergency Nursing	10	Information not requested
Higher Diploma (Level 8) Gerontology	0	Information not requested
Post Graduate Diploma (Level 9) Gerontology	0	0
MSc Nursing (Level 9)	6	0
Nursing Management Qualification (Level 8 or 9)	4	0
Medicinal Prescribing Award	3	0
Ionising Radiation Prescribing Award	6	2

*\*Numbers displayed are numbers of nurses (based on headcount) not percentages*

**Figure 92: Nursing Staff Qualifications**



**Figure 93: Nursing Staff Working toward Qualifications**



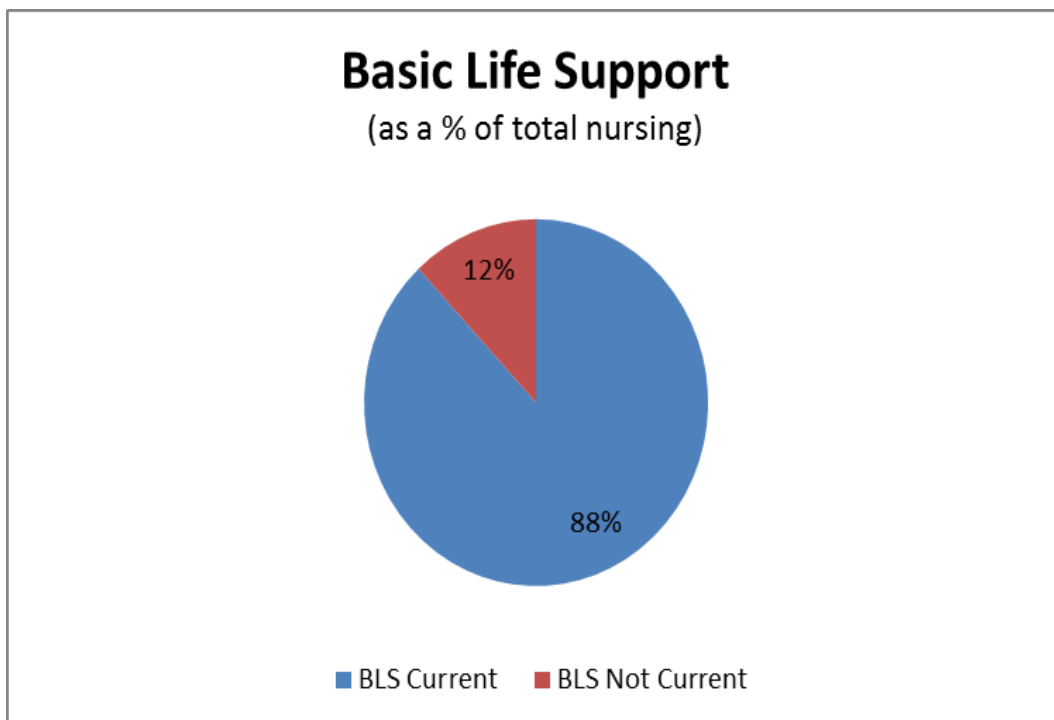


## 2.4.4 Nursing Staff Life Support Skills

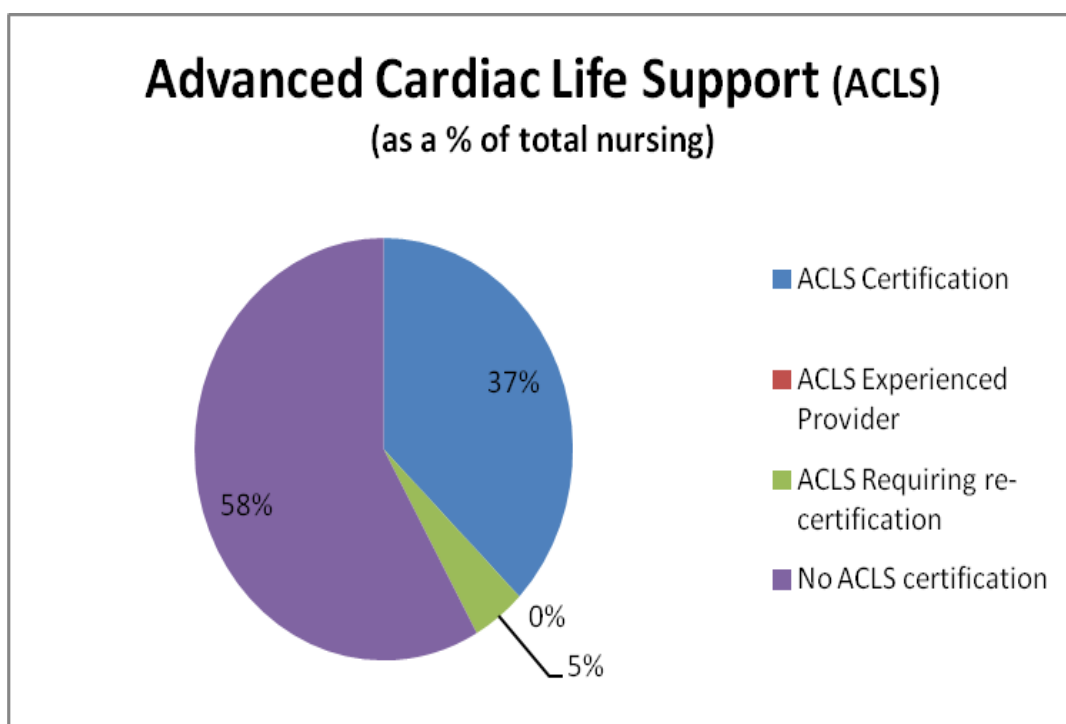
**Table 69: Nursing Staff Life Support Skills**

	Completed (Certificate <u>current</u> )	Completed (Certificate <u>expired</u> )	Instructor status
Basic Life Support	97	30	0
Advanced Cardiac Life Support Supports (ACLS)	41	5	0
Spirometry	1		
Respiratory Nursing Grade 8	1		

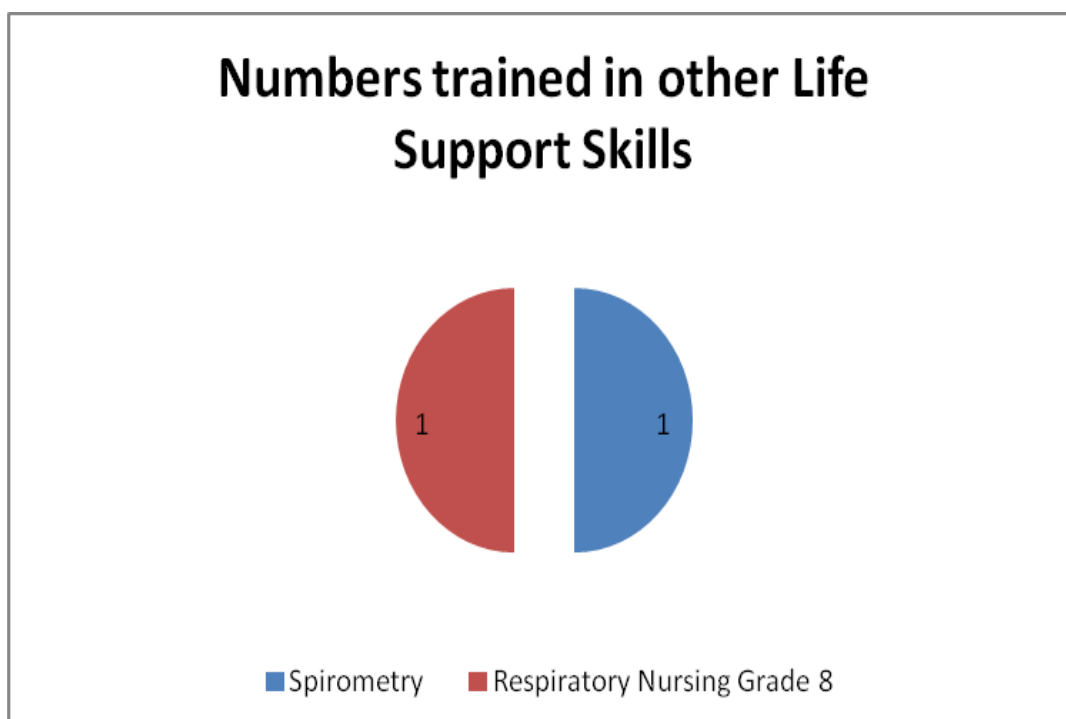
**Figure 94: Nursing Basic Life Support Skills**



**Figure 95: Nursing Advanced Cardiac Life Support (ACLS) Skills**



**Figure 96: Numbers of Nurses trained in other Life Support Skills**



## 2.4.5 Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies

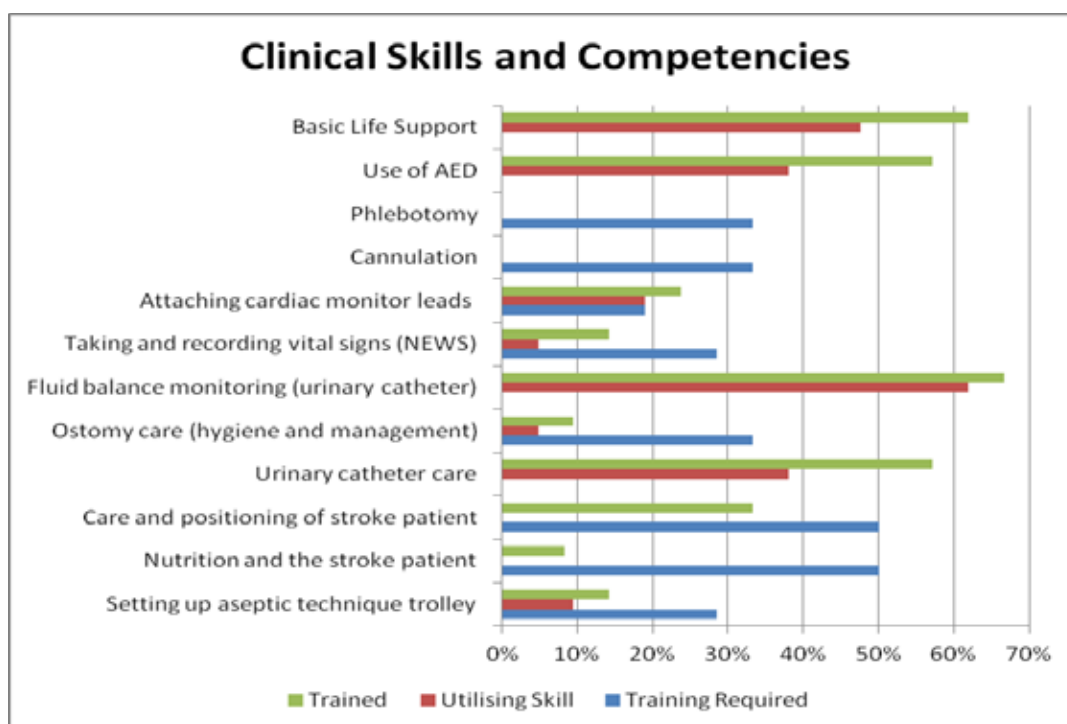
**Table 70: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill
<b>Basic Life Support</b>	62%	48%	0%
<b>Use of AED</b>	57%	38%	0%
<b>Phlebotomy</b>	0%	0%	33%
<b>Cannulation</b>	0%	0%	33%
<b>Attaching Cardiac monitor leads</b>	24%	19%	19%
<b>Taking and recording vital signs (NEWS)</b>	14%	5%	29%
<b>Fluid balance monitoring (urinary catheter)</b>	67%	62%	0%
<b>Ostomy care (Hygiene and management)</b>	10%	5%	33%
<b>Urinary catheter care</b>	57%	38%	0%
<b>Setting up aseptic technique trolleys</b>	29%	10%	14%

**Table 71: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies (MSSUs only)**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill	Number of sites (of total 9 + 1) where education and training available locally
Care and positioning of stroke patient	33%	0%	50%	1
Nutrition and the stroke patient	8%	0%	50%	1

**Figure 97: HCA/MTA Clinical Skills and Competencies**



## 2.4.6 Nursing Clinical Skills and Competencies

A total of 50 clinical skills and competencies were surveyed for nursing staff across all AMAU/MAU/MSSUs. For each skill sites were asked to identify the numbers of nurses who *had received* education and training in the skill; the number who *currently use* the skill; and the number of nurses who *require* education and training in the skill. Sites were also asked to indicate if this training was available locally.

For the purpose of presenting this data the 50 clinical skills and competencies have been grouped into six broad categories as follows:

- ED Taskforce 4 Key Skills
- Technical Skills
- Urinary Catheterisation Skills
- Skills relating to the Care of the Older Person
- Skills relating to the use of specific assessment tools
- Assessment and Interpretation Skills

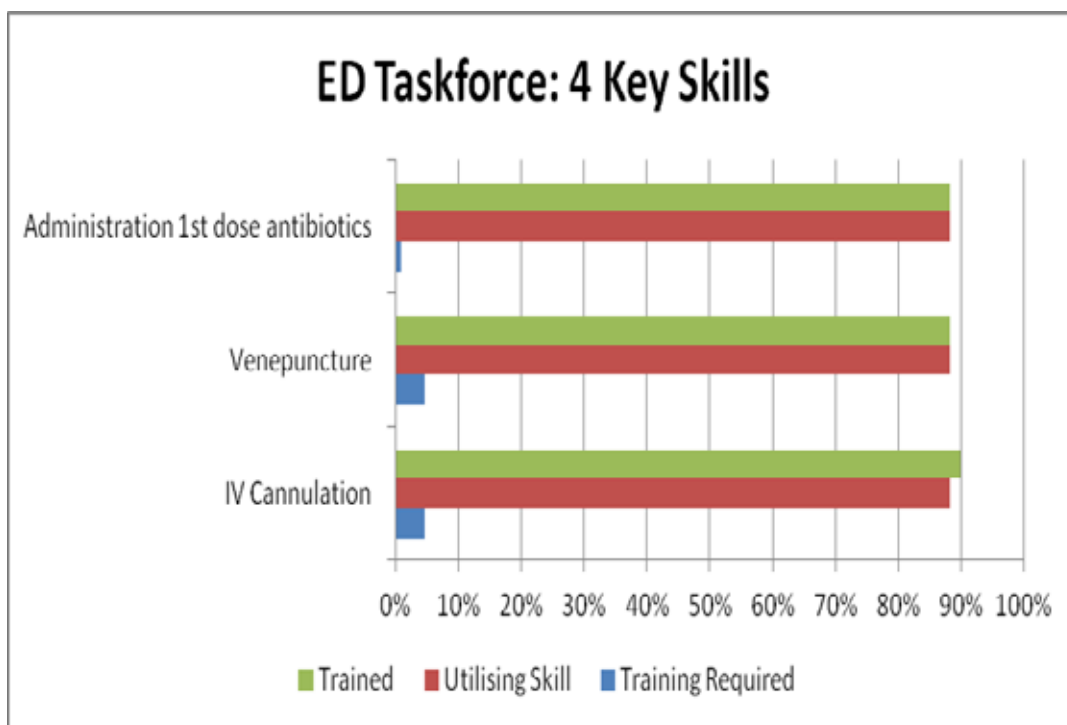
Data are presented as percentages of total number of nurses surveyed. Where percentage points consisted of decimal points figures were rounded down (<0.49%) or up (>0.50%) as appropriate allowing reporting using whole numbers throughout the report.

### 2.4.6.1 Nursing: ED Taskforce 4 Key Skills

**Table 72: Nursing: ED Taskforce 4 Key Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	Number of Nurses requiring education and training in the skill
<b>Administration 1<sup>st</sup> dose antibiotics</b>	88%	88%	1%
<b>Venepuncture</b>	88%	88%	5%
<b>IV Cannulation</b>	90%	88%	5%

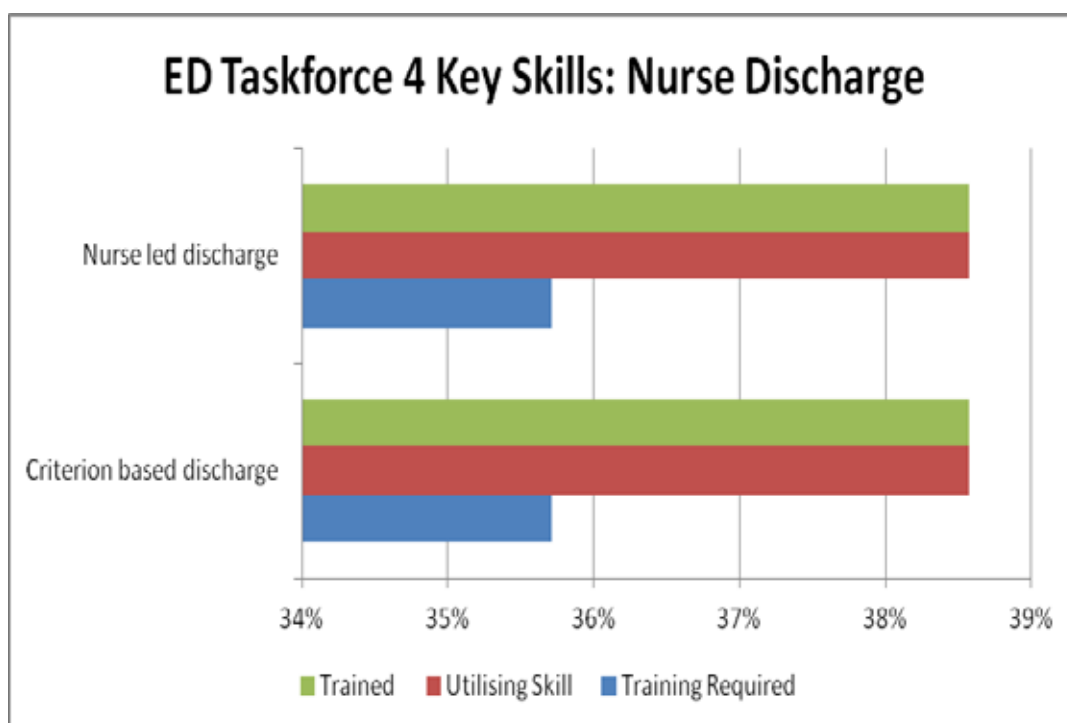
Figure 98: Nursing: ED Taskforce: 4 Key Skills





**Table 73: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**

	% of Nurses trained in the skill	% of Nurses currently using skill	Number of Nurses requiring education and training in the skill
Nurse led discharge	39%	39%	36%
Criterion based discharge	39%	39%	36%

**Figure 99: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**

Three hospitals within the S/SWHG advised that they have an MSSU. The data above pertains to these three MSSUs. Percentages are based on total headcount for these three units (70 nurses). Staff in only one of these units are trained and utilizing the skills of both nurse-led and criterion-based discharge. One of the remaining two sites identified training in nurse-led and criterion-based discharge as being required; the other site did not identify training in patient-discharge as being required.

## 2.4.6.2 Nursing: Technical Skills

**Table 74: Nursing: Technical Skills**

	<b>% of Nurses trained in the skill</b>	<b>% of Nurses currently using skill</b>	<b>% of Nurses requiring education and training in the skill</b>
<b>Chest Auscultation</b>	13%	9%	54%
<b>Percussion (Chest)</b>	11%	7%	56%
<b>Percussion (abdomen)</b>	5%	2%	58%
<b>Venesection</b>	8%	8%	5%
<b>Palpation (abdomen)</b>	5%	2%	58%
<b>PEARS</b>	0%	0%	0%
<b>Arterial blood gas sampling</b>	0%	0%	36%
<b>Care of patient with Sengstaken-Blakemore tube</b>	0%	0%	29%
<b>IV Drug Administration</b>	95%	95%	0%
<b>Management of central line</b>	83%	58%	2%
<b>Taking of blood cultures</b>	50%	50%	20%
<b>Tracheostomy care and suctioning</b>	52%	51%	7%
<b>Assist with insertion of central line</b>	36%	36%	8%
<b>Assist with thrombolysis</b>	14%	8%	29%

Figure 100: Nursing: Technical Skills Graph 1

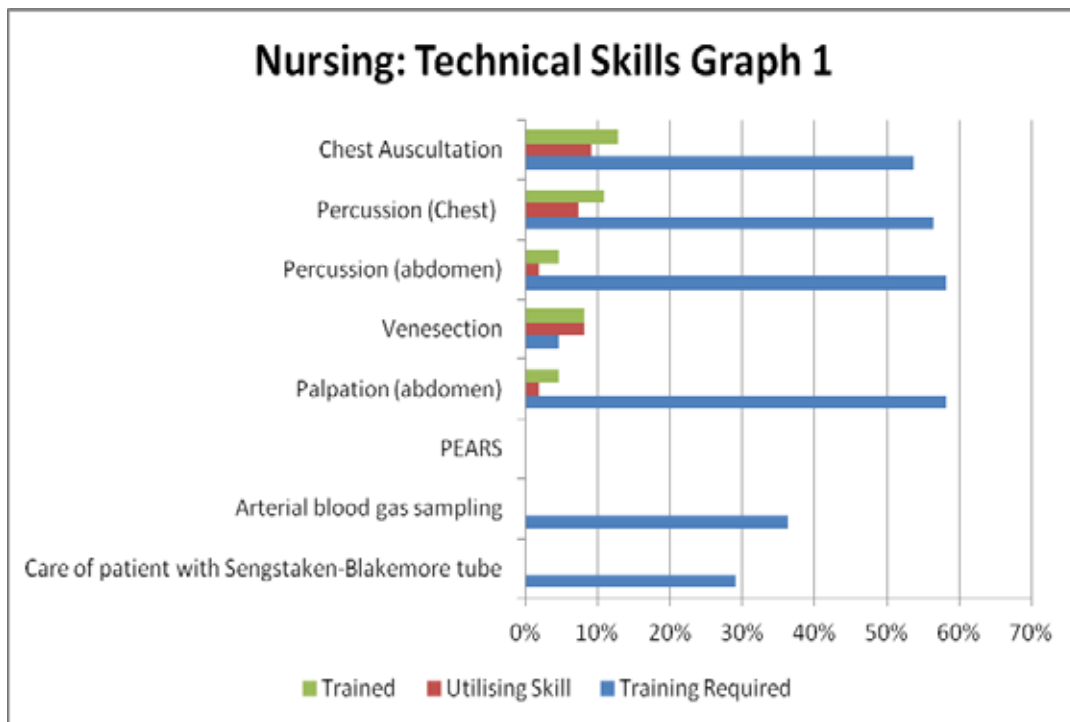
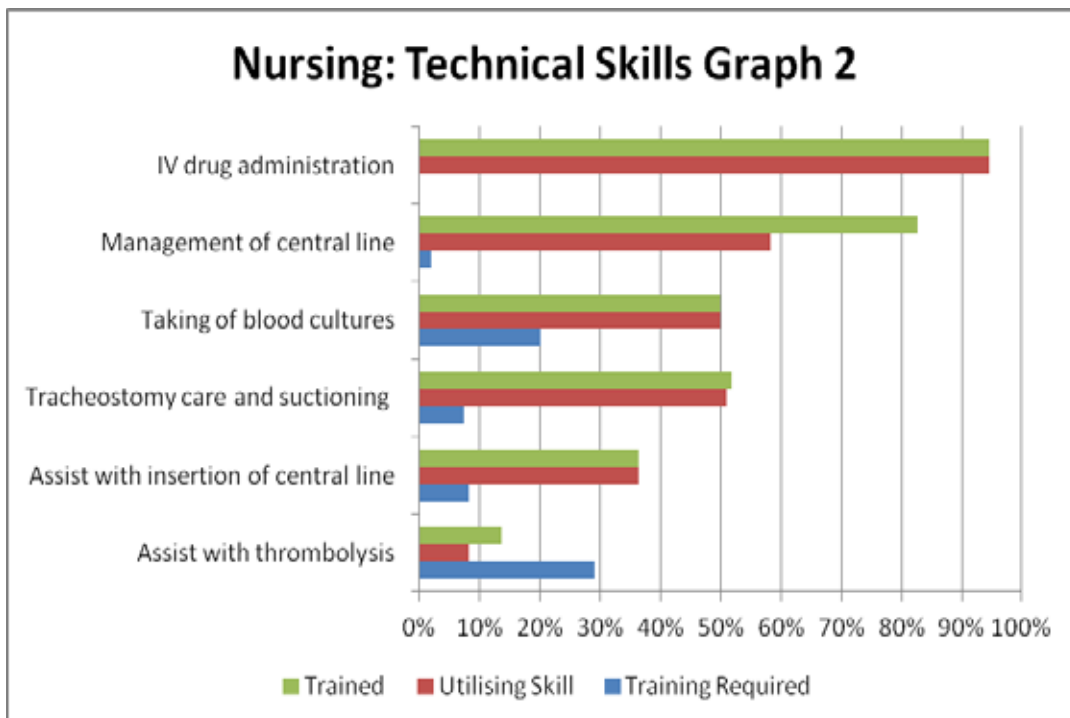


Figure 101: Nursing: Technical Skills Graph 2

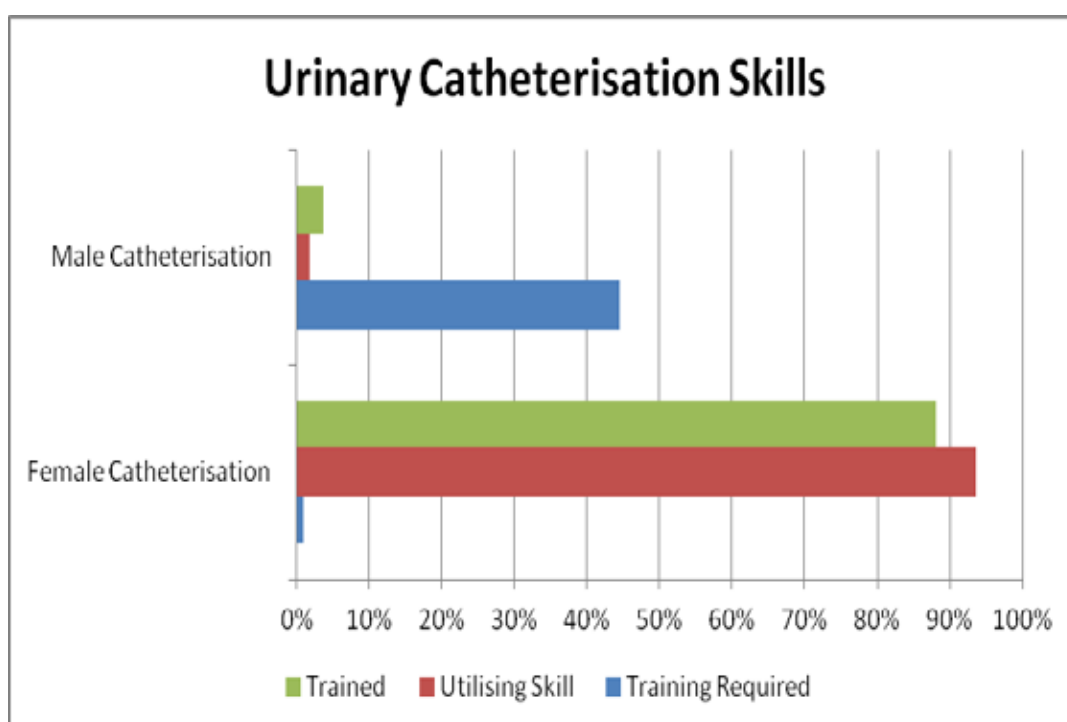


### 2.4.6.3 Nursing: Urinary Catheterisation Skills

**Table 75: Nursing: Urinary Catheterisation Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Male Catheterisation</b>	4%	2%	45%
<b>Female Catheterisation</b>	88%	94%	1%

**Figure 102: Nursing: Urinary Catheterisation Skills**

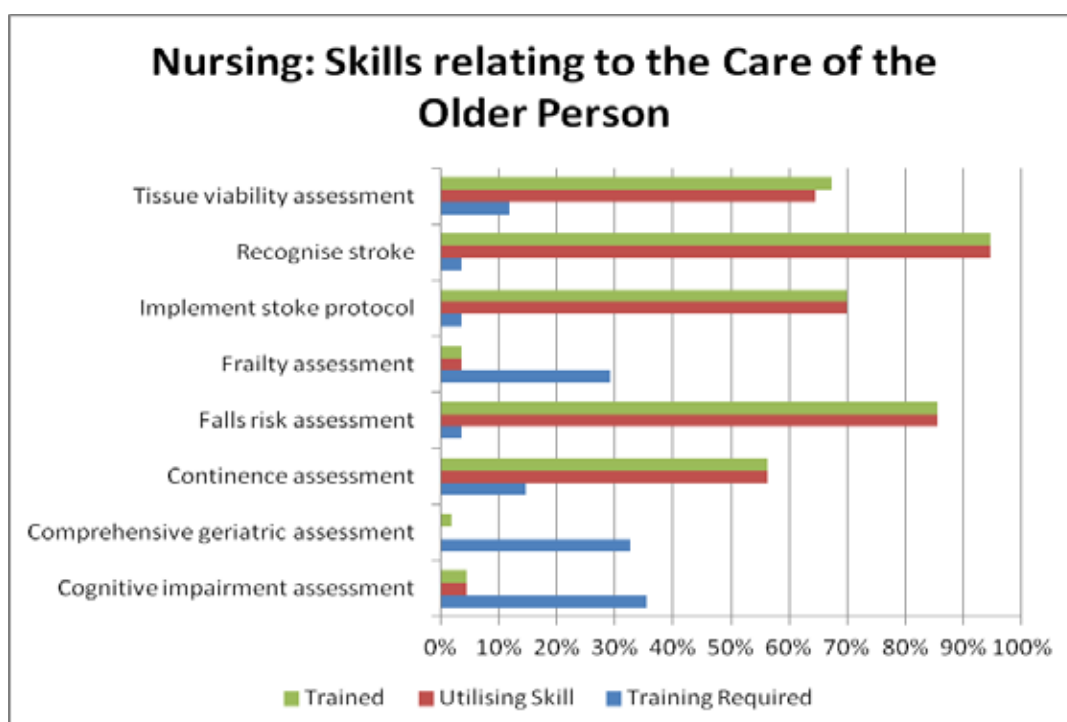


## 2.4.6.4 Nursing: Skills relating to the Care of the Older Person

**Table 76: Nursing: Skills relating to the Care of the Older Person**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
Recognise stroke	95%	95%	4%
Implement stroke protocol	70%	70%	4%
Comprehensive geriatric assessment	2%	0%	33%
Frailty assessment	4%	4%	29%
Falls risk assessment	85%	85%	4%
Cognitive impairment assessment	5%	5%	35%
Tissue viability assessment	67%	65%	12%
Continence assessment	56%	56%	15%

**Figure 103: Nursing: Skills relating to the Care of the Older Person**

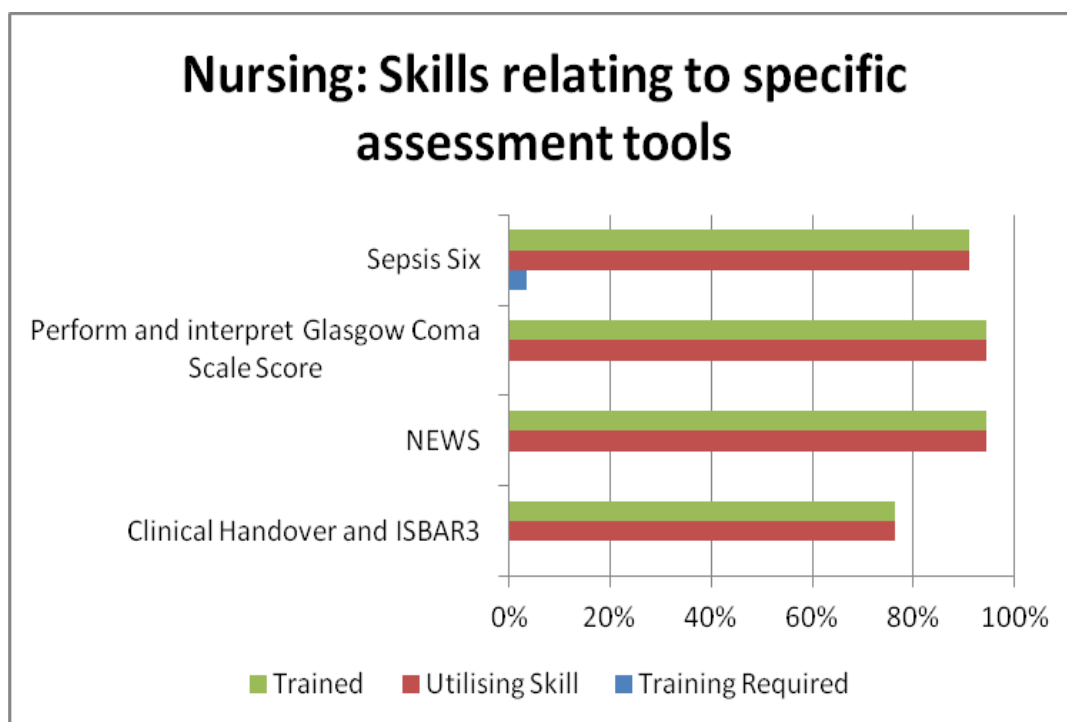


### 2.4.6.5 Nursing: Skills relating to specific assessment tools

**Table 77: Nursing: Skills relating to specific assessment tools**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Perform and interpret Glasgow Coma Scale Score</b>	95%	95%	0%
<b>NEWS</b>	95%	95%	0%
<b>Clinical Handover and ISBAR3</b>	76%	76%	0%
<b>Sepsis Six</b>	91%	91%	4%

**Figure 104: Nursing: Skills relating to specific assessment tools**



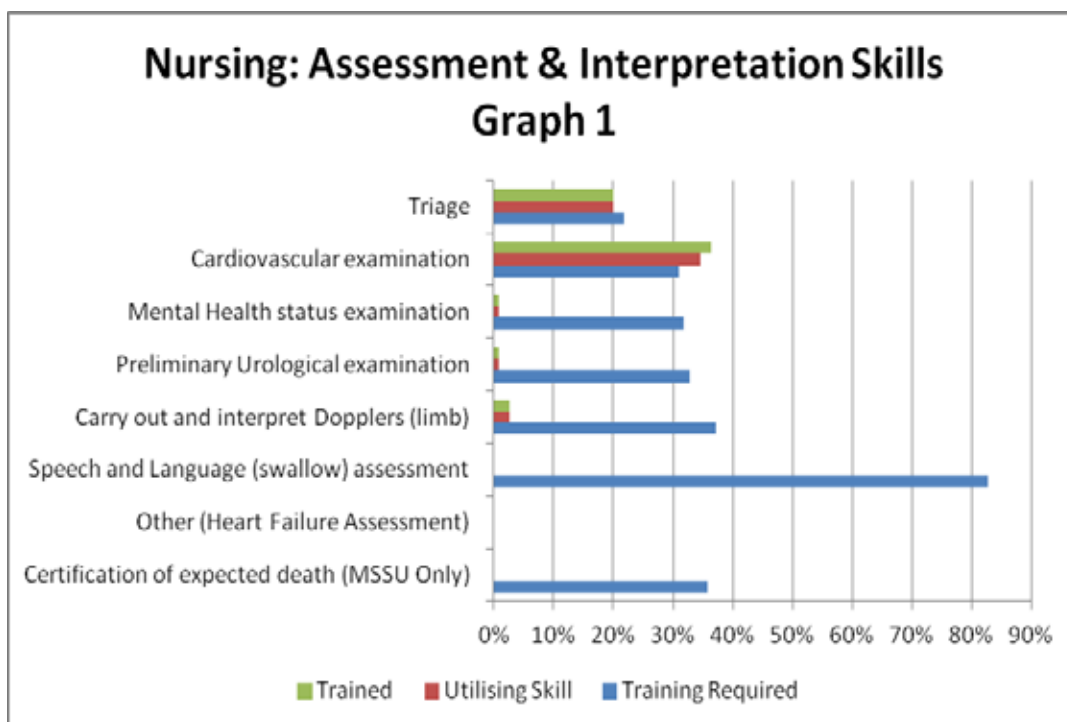


## 2.4.6.6 Nursing: Assessment and Interpretation Skills

**Table 78: Nursing: Assessment and Interpretation Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
Management of Anaphylaxis	88%	88%	1%
Interpretation of blood gas results	14%	13%	24%
ECG Interpretation	83%	83%	11%
Medication Management (Pain) through protocol	15%	15%	26%
Management of non-invasive ventilation	65%	65%	5%
Triage	20%	20%	22%
Cardiovascular examination	36%	35%	31%
Preliminary neurological examination	18%	16%	54%
Speech and Language (swallow) assessment	0%	0%	83%
Point of care testing and interpretation	44%	44%	25%
Interpretation of cardiac monitor	63%	63%	27%
Interpretation of cardiac bloods	75%	81%	1%
Causes and management of shocked patient	86%	86%	19%
Preliminary Urological examination	1%	1%	33%
Mental Health status examination	1%	1%	32%
Recognition and management of delirium	35%	35%	35%
Carry out and interpret Dopplers (limb)	3%	3%	37%
Certification of expected death (MSSUs only)	0%	0%	36%

**Figure 105: Nursing: Assessment & Interpretation Skills Graph 1**



**Figure 106: Nursing: Assessment & Interpretation Skills Graph 2**

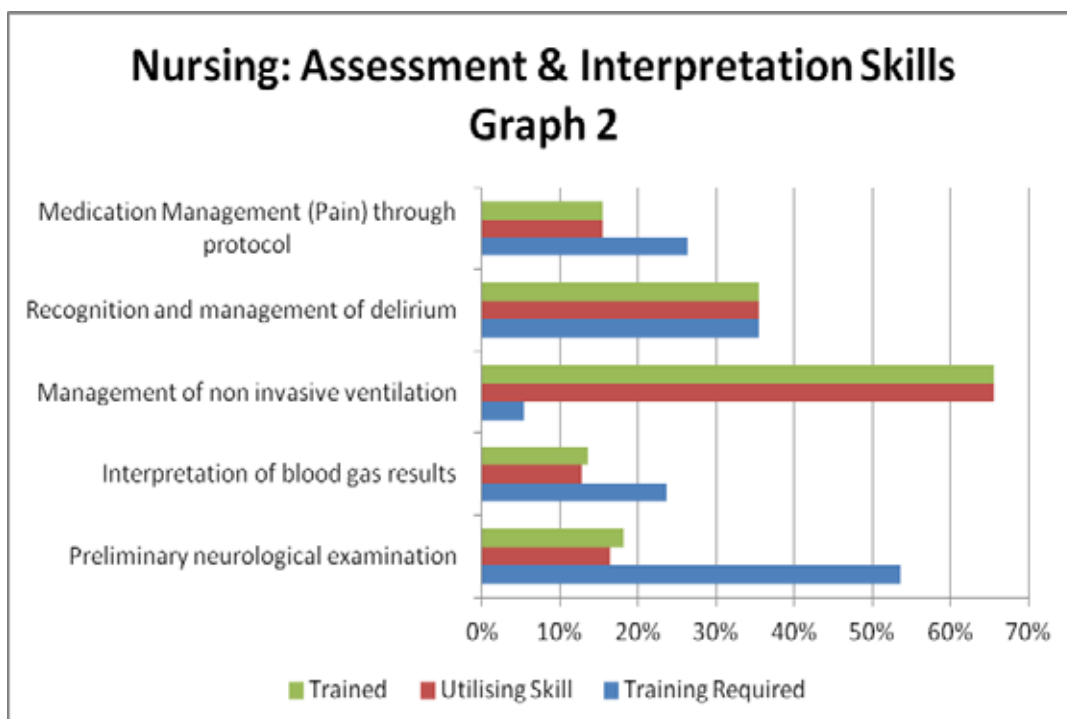
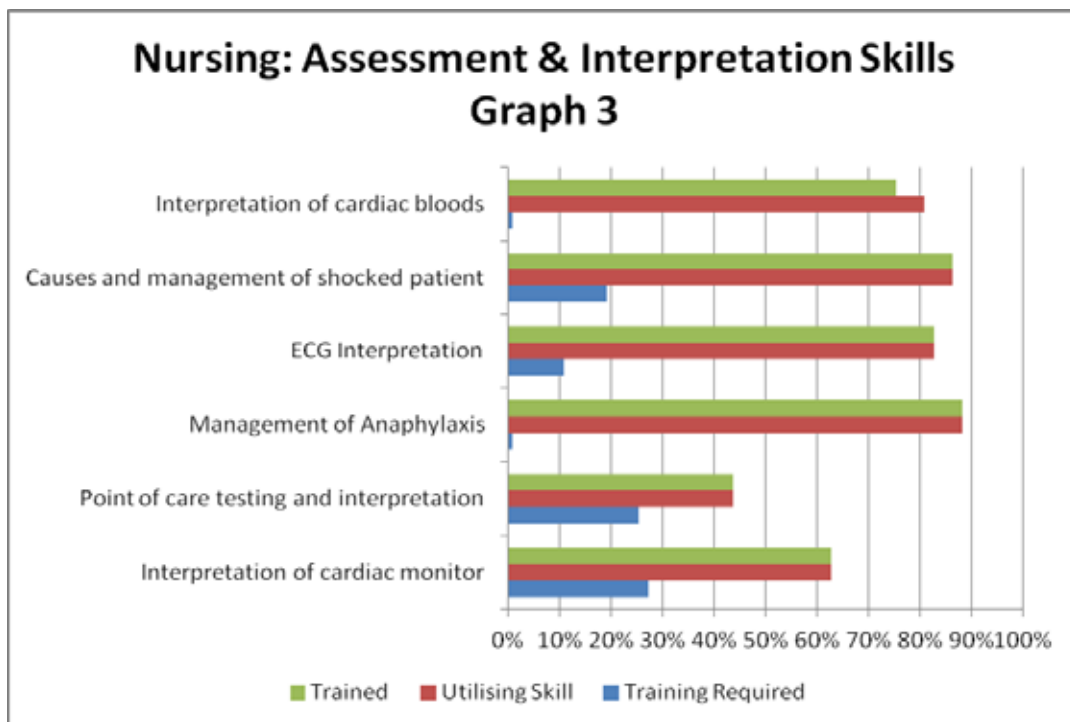


Figure 107: Nursing: Assessment & Interpretation Skills Graph 3

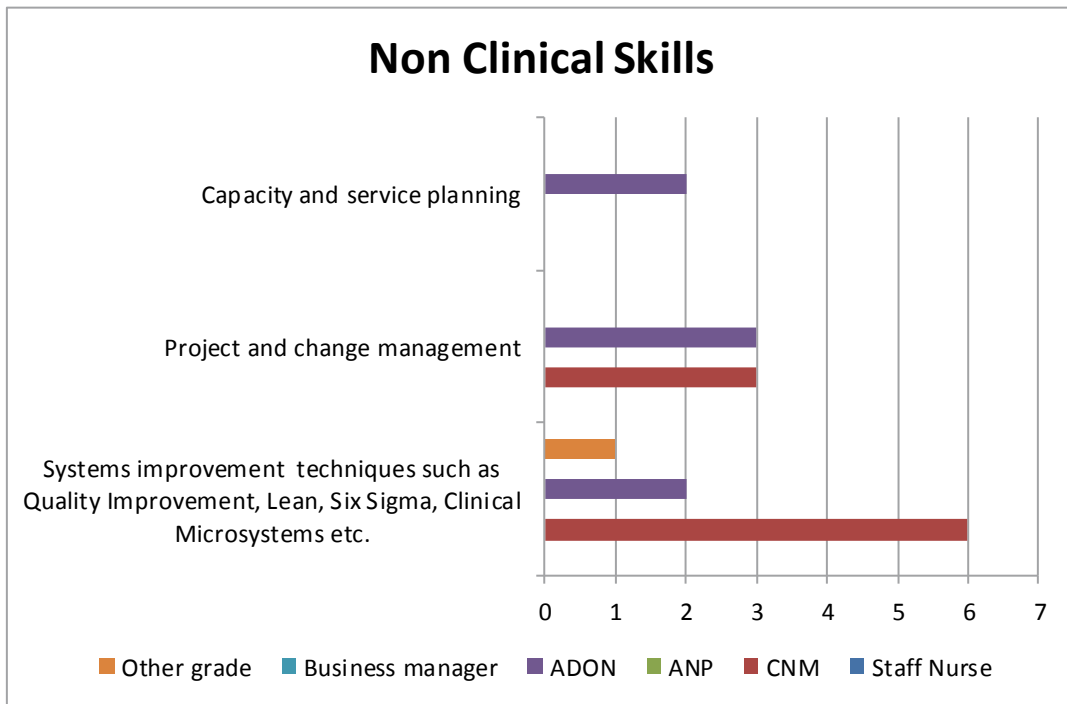


## 2.4.7 Non-Clinical skills

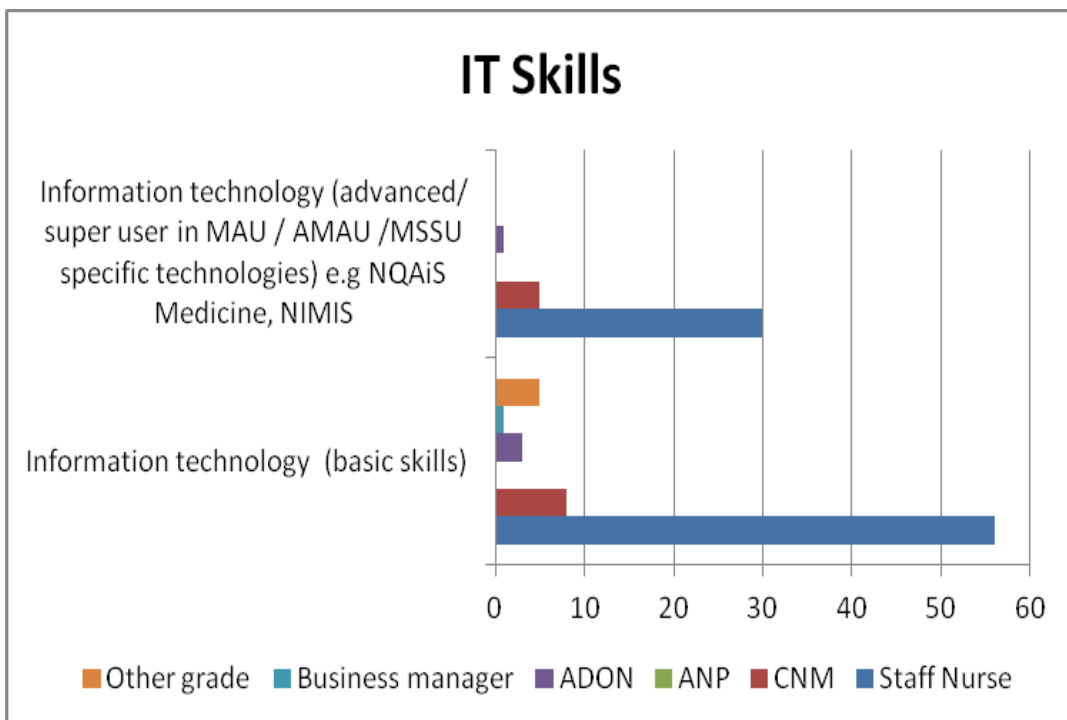
**Table 79: Non-Clinical Skills**

	Staff Nurse	CNM	ANP	ADON	Business Manager	Other
<b>Systems improvement techniques such as Quality Improvement, Lean, Six Sigma, Clinical Microsystems etc.</b>	0	6	0	2	0	1
<b>Information technology (basic skills)</b>	56	8	0	3	1	5
<b>Information technology (advanced/ super user in MAU / AMAU /MSSU specific technologies) e.g NQAIS Medicine, NIMIS</b>	30	5	0	1	0	0
<b>Project and Change Management</b>	0	3	0	3	0	0
<b>Capacity and Service Planning</b>	0	0	0	2	0	0

**Figure 108: Non Clinical Skills**



**Figure 109: IT Skills**



## 2.4.8 Education Initiatives

**Table 80: Education Initiatives**

Type of programme	Provided/ Facilitated	Not provided	Duration/Source/Training recipients
<b>Formal induction/orientation programme</b>	5	2	Programme duration ranged from 1-2 days to 12 weeks duration
<b>Foundation programme in Acute Medicine Nursing</b>		7	6-month programme in 4 sites; 3-month programme in 1 site
<b>Acute Medicine Nursing (Level 8 QQI)</b>	2	5	NUIG, UCC, WIT
<b>Acute Medicine Nursing (Level 9 QQI)</b>	1	5	UCC, WIT
<b>De-escalation training</b>	2	5	Nurses receive this training in 2 sites; HCAs receive this training in 2 sites



## 2.5 University of Limerick Hospital Group Overview



## 2.5 University of Limerick Hospital Group Overview

University of Limerick Hospital Group comprises six hospitals, four of which have either an AMAU/MAU or MSSU. All four of these hospitals (listed below) participated in this survey. Data for University of Limerick Hospital Group is presented in Section 2.5.

- University Hospital Limerick Dooradoyle (Model 4 Hospital)
- Mid-western Regional Hospital Ennis (Model 2 Hospital)
- Mid-western Regional Hospital Nenagh (Model 2 Hospital)
- St. John's Hospital Limerick (Model 2 Hospital)

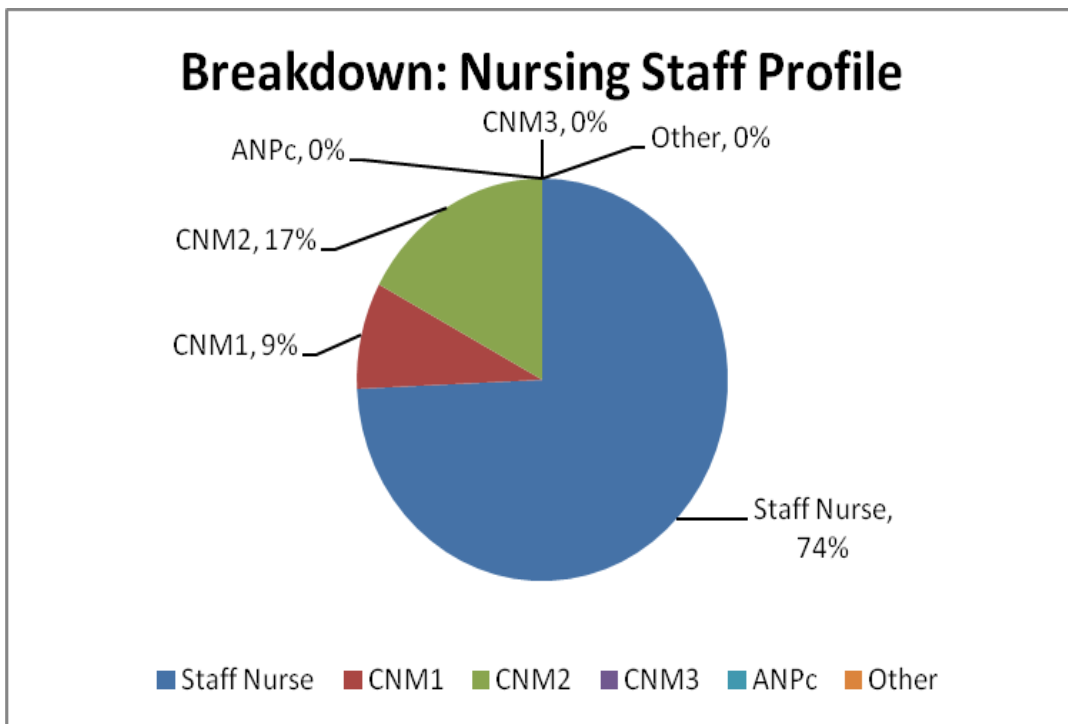
### 2.5.1 Nursing Staff Profile

Nursing staff profile for all unit types was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 28/02/2016, number of staff who commenced post within last 12 months (since 28/02/2015) and number of staff who left the area in last 12 months (since 28/02/2015). Findings are outlined in Table 81 below. Due to the inconsistent responses from sites relating to establishment WTE figures these numbers are not reported on.

**Table 81: Nursing Staff Profile**

Staff Grade	<u>In Post</u> <b>28/02/2016</b>		<u>Number of Staff who</u> <u>commenced in post in</u> <u>the last 12 months</u> <u>(since 28/02/2015)</u>		<u>Number of staff who</u> <u>have left the area in</u> <u>the past 12 months</u> <u>(since 28/02/2015)</u>	
	Head Count (HC)	WTE	HC	WTE	HC	WTE
Staff Nurse	26	21.03	4	2.26	4	2.76
Clinical Nurse Manager 1	3	2.82	0	0	0	0
Clinical Nurse Manager 2	6	4.2	2	2	2	2
Clinical Nurse Manager 3	0	0	0	0	0	0
Registered Advanced Nurse Practitioner (RANP)	0	0	0	0	0	0
ANP Candidate	0	0	0	0	0	0
ANP prepared	0	0	0	0	0	0
Clinical Education facilitator	0	0	0	0	0	0
GP Liaison Nurse	0	0	0	0	0	0

**Figure 110: Nursing Staff Profile**



## 2.5.2 Healthcare Assistant/Multitask Attendant Resource and Qualifications

**Table 82: Health Care Assistants/Multitask Attendant Resource and Qualifications**

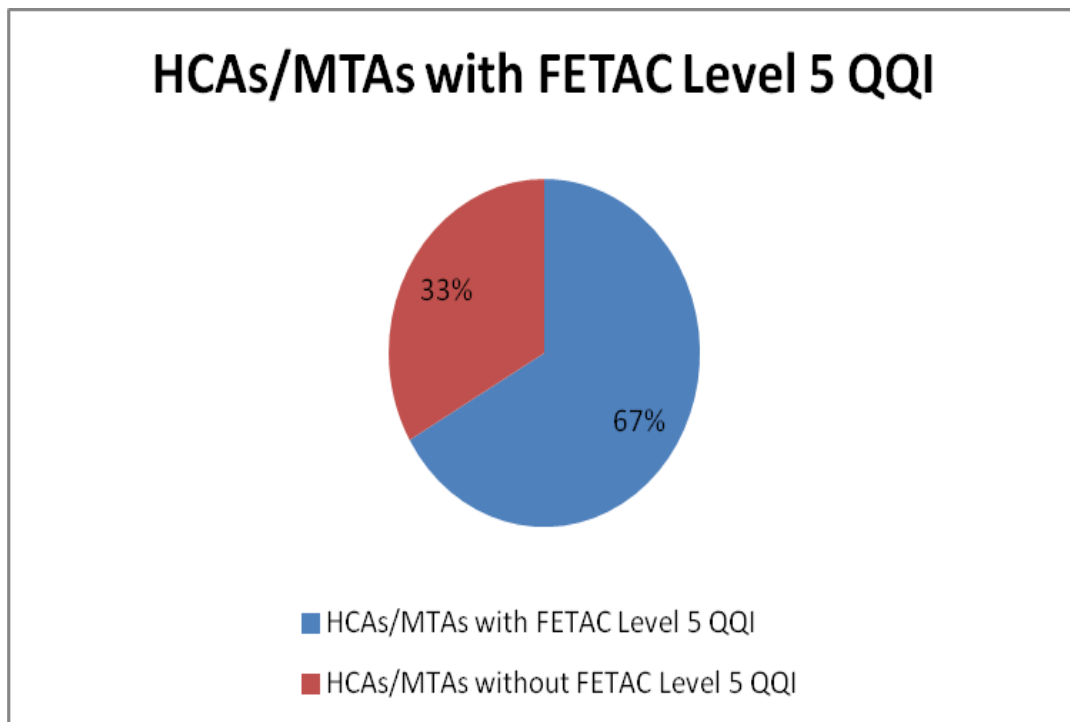
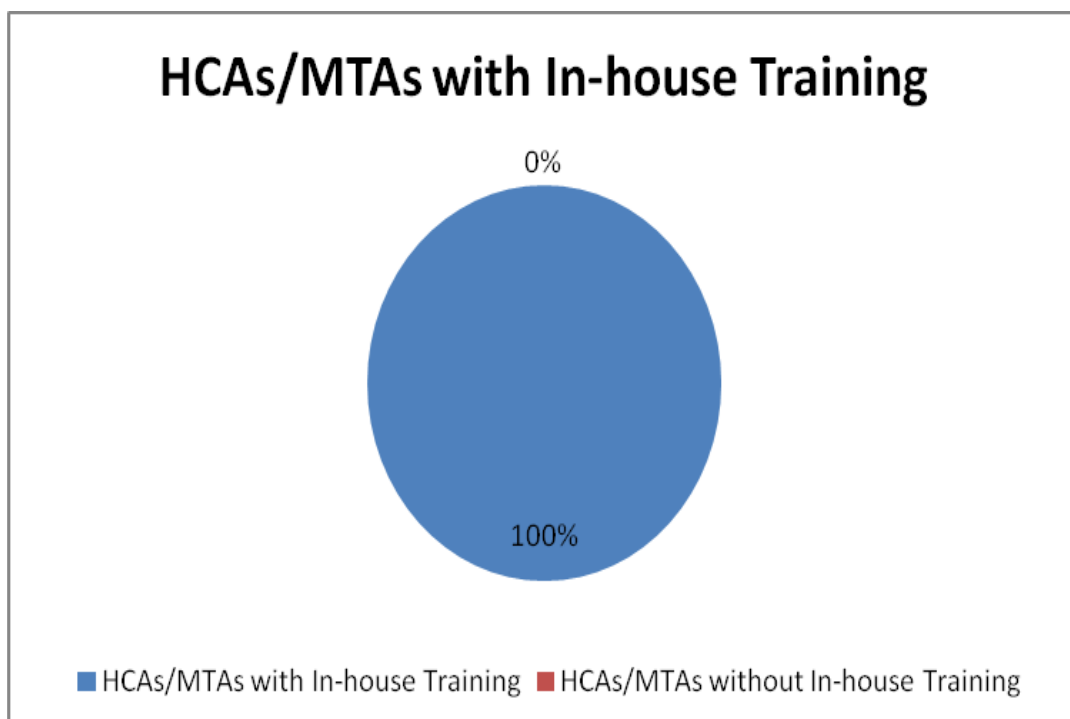
Approved	<u>In Post</u>	Please identify the cover provided by HCAs / MTAs in your MAU/ AMAU		Please provide a breakdown of qualifications held by these HCAs / MTAs					
WTE	Head Count (HC)	WTE	e.g. 24/7, 12/7, 12/5, 8/5	FETAC award		In-house training		No Formal Training	
2.4	3	1.8	See Table 83	WTE	HC	WTE	HC	WTE	HC
				1.82	2	2.22	3	1.82	2

**Table 83: Cover provided by HCAs/MTAs**

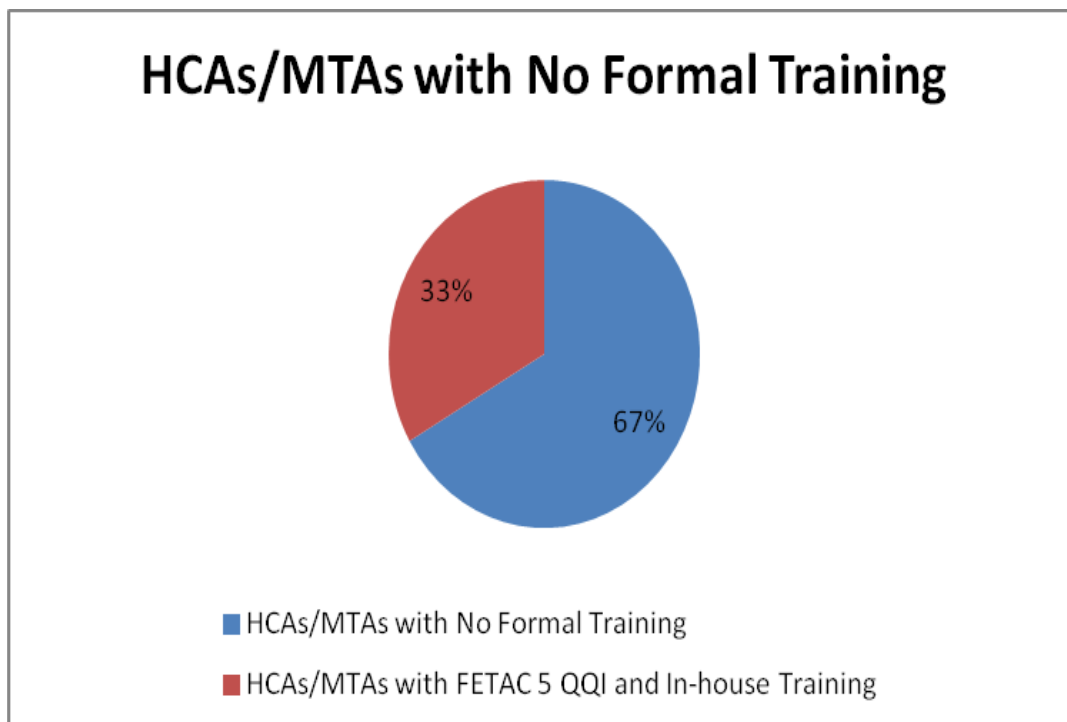
Cover provided by HCAs/MTAs

12/5x1 (12 hours x 5 days x 1 site) (Cover is provided for 12 hours for 5 days on 1 site)



**Figure 111: HCAs/MTAs with FETAC Level 5 QOI Award****Figure 112: HCAs/MTAs with In-house Training**

**Figure 113: HCAs/MTAs with No Formal Training**





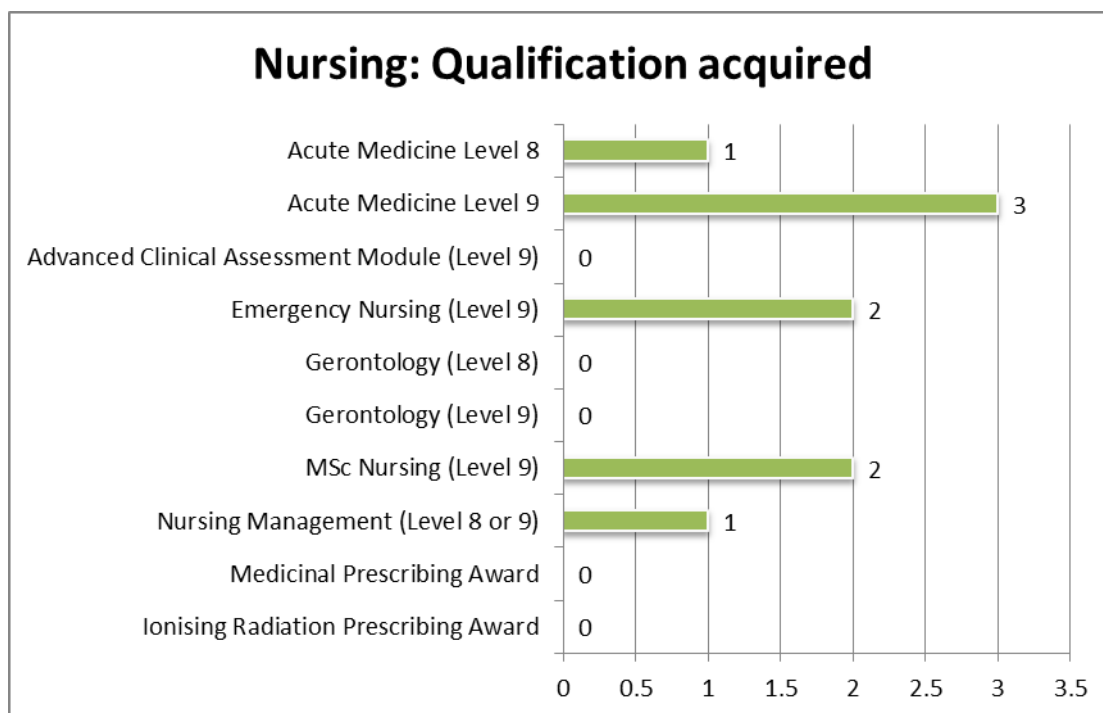
### 2.5.3 Nursing Staff Qualifications/Working towards Qualification

**Table 84: Nursing Staff Qualifications/Working towards Qualifications**

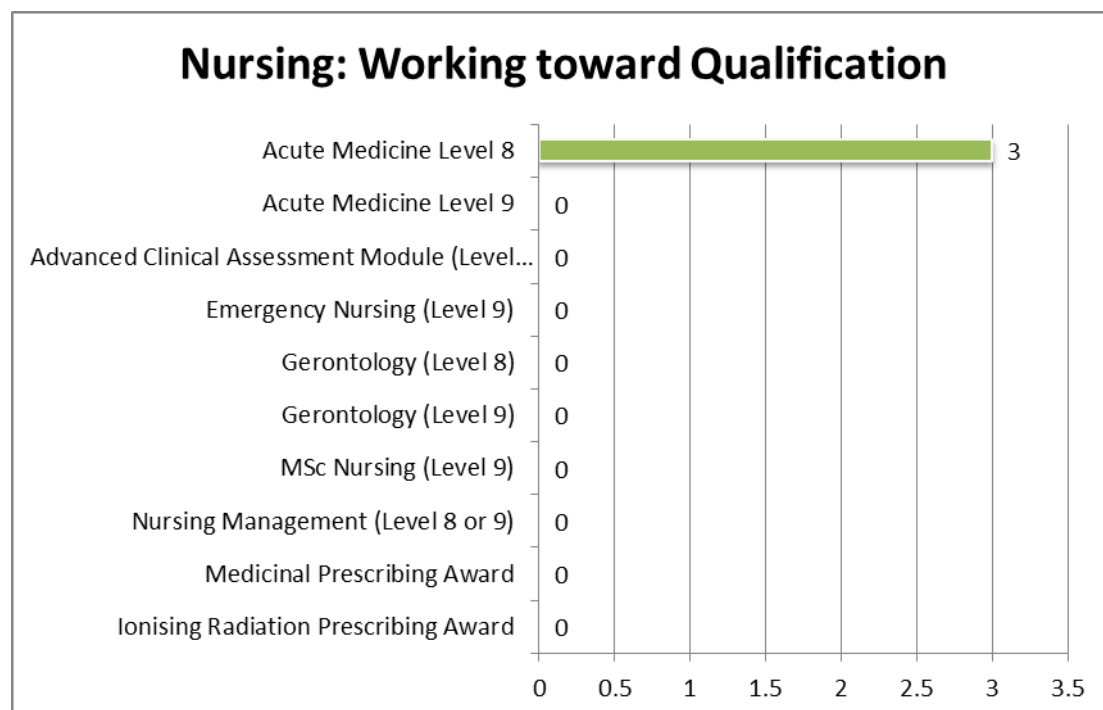
	Qualification acquired	Working toward qualification
Higher Diploma (Level 8) Acute Medicine Nursing	1	3
Post Graduate Diploma (Level 9) Acute Medicine Nursing	3	0
Advanced Clinical Assessment Module (Level 9)	0	0
Post Graduate Diploma (Level 9) Emergency Nursing	2	Information not requested
Higher Diploma (Level 8) Gerontology	0	Information not requested
Post Graduate Diploma (Level 9) Gerontology	0	0
MSc Nursing (Level 9)	2	0
Nursing Management Qualification (Level 8 or 9)	1	0
Medicinal Prescribing Award	0	0
Ionising Radiation Prescribing Award	0	0

*\*Numbers displayed are numbers of nurses (based on headcount) not percentages*

**Figure 114: Nursing Staff Qualifications**



**Figure 115: Nursing Staff Working toward Qualifications**



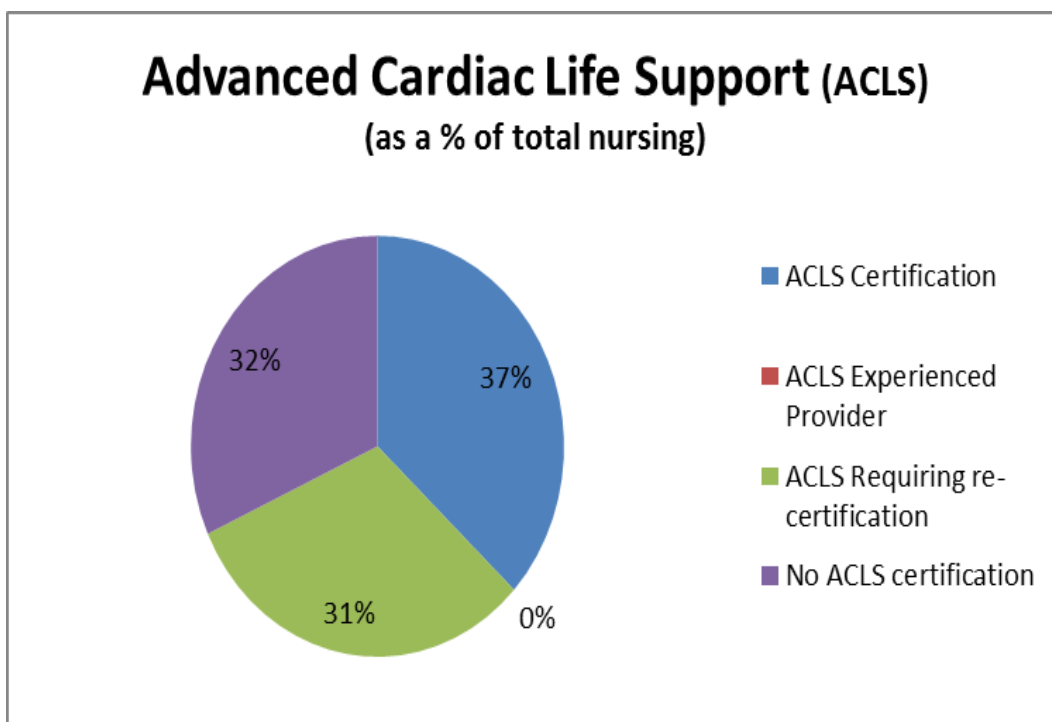
## 2.5.4 Nursing Staff Life Support Skills

**Table 85: Nursing Staff Life Support Skills**

	Completed (Certificate <u>current</u> )	Completed (Certificate <u>expired</u> )	Instructor status
<b>Basic Life Support</b>	35*	2*	0
<b>Advanced Cardiac Life Support Supports (ACLS)</b>	13	11	0

*\*Data as per surveys returned*

Figure 116: Nursing Advanced Cardiac Life Support (ACLS) Skills



## 2.5.5 Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies

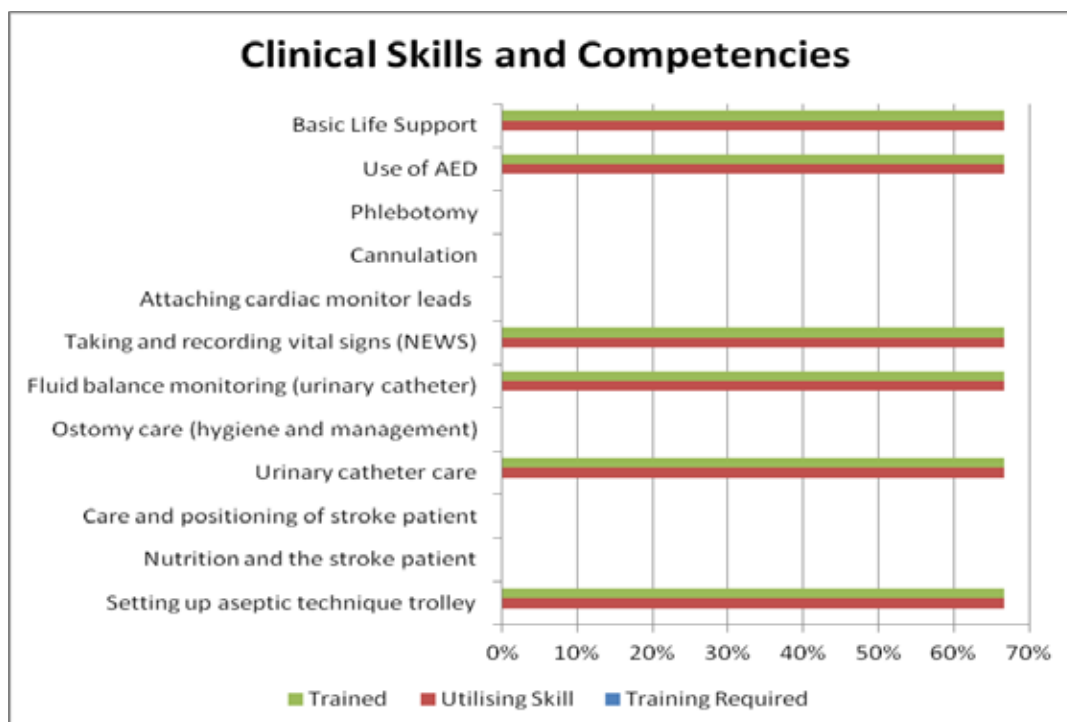
**Table 86: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill
<b>Basic Life Support</b>	67%	67%	0%
<b>Use of AED</b>	67%	67%	0%
<b>Phlebotomy</b>	0%	0%	0%
<b>Cannulation</b>	0%	0%	0%
<b>Attaching Cardiac monitor leads</b>	0%	0%	0%
<b>Taking and recording vital signs (NEWS)</b>	67%	67%	0%
<b>Fluid balance monitoring (urinary catheter)</b>	67%	67%	0%
<b>Ostomy care (Hygiene and management)</b>	0%	0%	0%
<b>Urinary catheter care</b>	67%	67%	0%
<b>Setting up aseptic technique trolleys</b>	67%	67%	0%

**Table 87: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies (MSSUs only)**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill	Number of sites (of total 0) where education and training available locally
Care and positioning of stroke patient	0%	0%	0%	
Nutrition and the stroke patient	0%	0%	0%	

**Figure 117: HCA/MTA Clinical Skills and Competencies**





## 2.5.6 Nursing Clinical Skills and Competencies

A total of 50 clinical skills and competencies were surveyed for nursing staff across all AMAU/MAU/MSSUs. For each skill, sites were asked to identify the numbers of nurses who *had received* education and training in the skill; the number who *currently use* the skill; and the number of nurses who *require* education and training in the skill. Sites were also asked to indicate if this training was available locally.

For the purpose of presenting this data the 50 clinical skills and competencies have been grouped into six broad categories as follows:

- ED Taskforce 4 Key Skills
- Technical Skills
- Urinary Catheterisation Skills
- Skills relating to the Care of the Older Person
- Skills relating to the use of specific assessment tools
- Assessment and Interpretation Skills

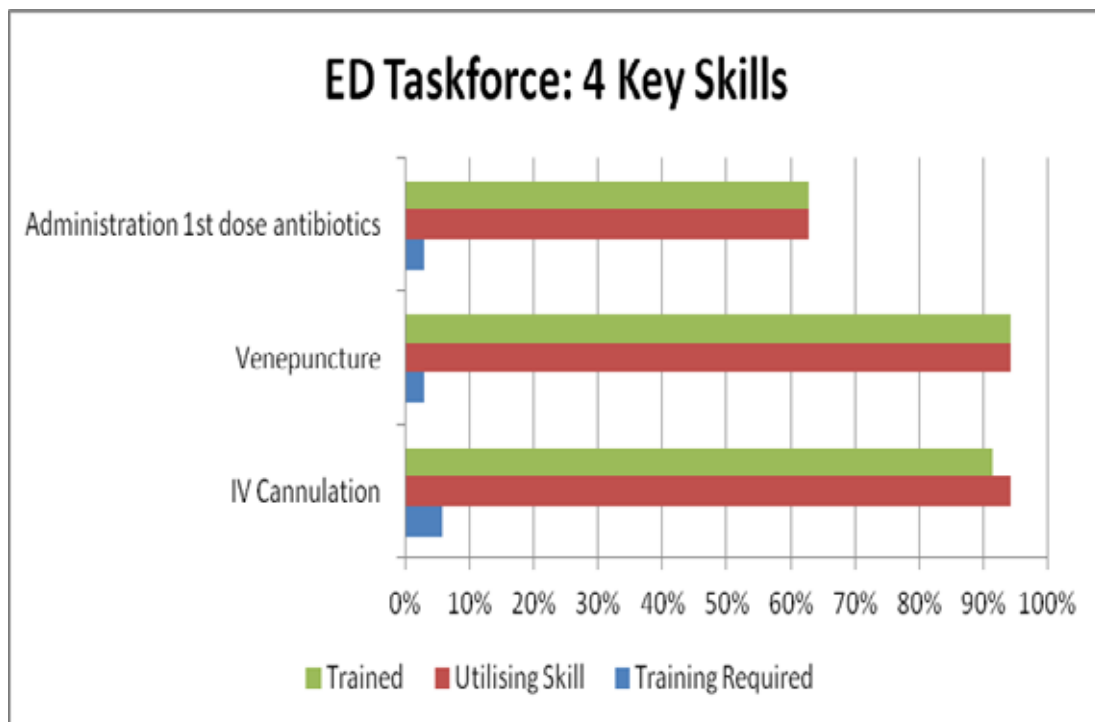
Data are presented as percentages of total number of nurses surveyed. Where percentage points consisted of decimal points figures were rounded down (<0.49%) or up (>0.50%) as appropriate allowing reporting using whole numbers throughout the report.

### 2.5.6.1 Nursing: ED Taskforce 4 Key Skills

**Table 88: Nursing: ED Taskforce 4 Key Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	Number of Nurses requiring education and training in the skill
<b>Administration 1<sup>st</sup> dose antibiotics</b>	63%	63%	3%
<b>Venepuncture</b>	94%	94%	3%
<b>IV Cannulation</b>	91%	94%	6%

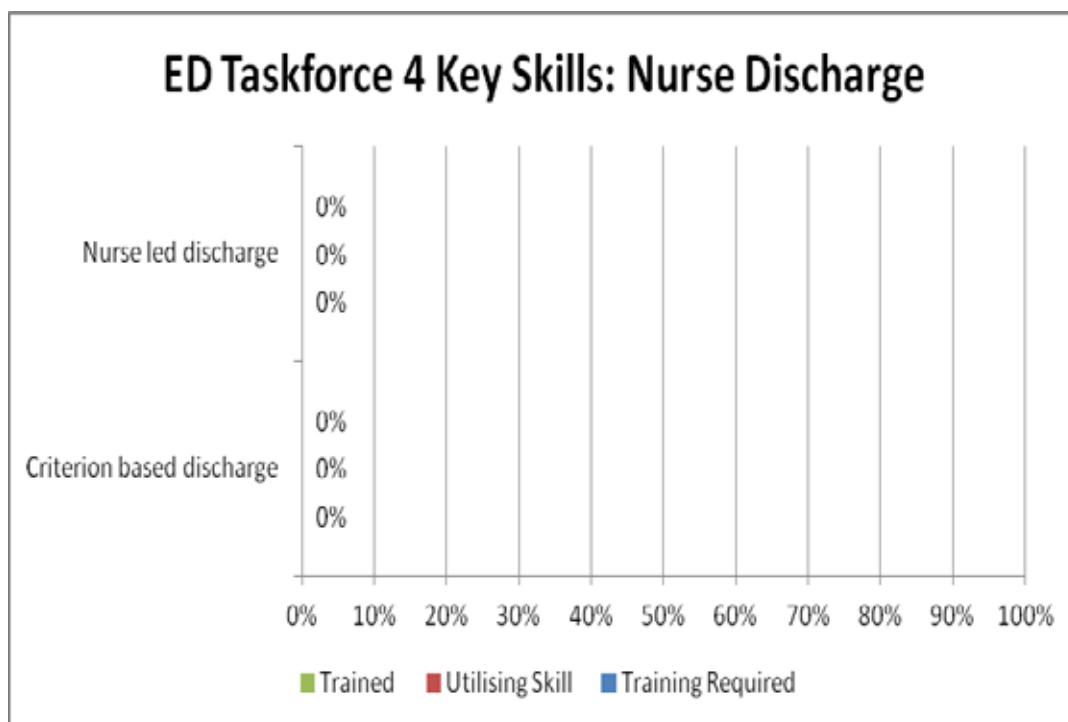
Figure 118: Nursing: ED Taskforce: 4 Key Skills



**Table 89: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**

	<b>% of Nurses trained in the skill</b>	<b>% of Nurses currently using skill</b>	<b>Number of Nurses requiring education and training in the skill</b>
<b>Nurse led discharge</b>	0%	0%	0%
<b>Criterion based discharge</b>	0%	0%	0%

**Figure 119: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**



This data is not reported for the University of Limerick Hospital Group as there are no MSSUs in this hospital group.

## 2.5.6.2 Nursing: Technical Skills

**Table 90: Nursing: Technical Skills**

	<b>% of Nurses trained in the skill</b>	<b>% of Nurses currently using skill</b>	<b>% of Nurses requiring education and training in the skill</b>
<b>Chest Auscultation</b>	6%	3%	60%
<b>Percussion (Chest)</b>	6%	3%	60%
<b>Percussion (abdomen)</b>	3%	3%	60%
<b>Venesection</b>	31%	31%	0%
<b>Palpation (abdomen)</b>	3%	3%	60%
<b>PEARS</b>	0%	0%	0%
<b>Arterial blood gas sampling</b>	0%	0%	34%
<b>Care of patient with Sengstaken-Blakemore tube</b>	0%	0%	17%
<b>IV Drug Administration</b>	94%	94%	3%
<b>Management of central line</b>	63%	63%	34%
<b>Taking of blood cultures</b>	0%	0%	17%
<b>Tracheostomy care and suctioning</b>	34%	49%	17%
<b>Assist with insertion of central line</b>	31%	31%	34%
<b>Assist with thrombolysis</b>	9%	0%	31%

Figure 120: Nursing: Technical Skills Graph 1

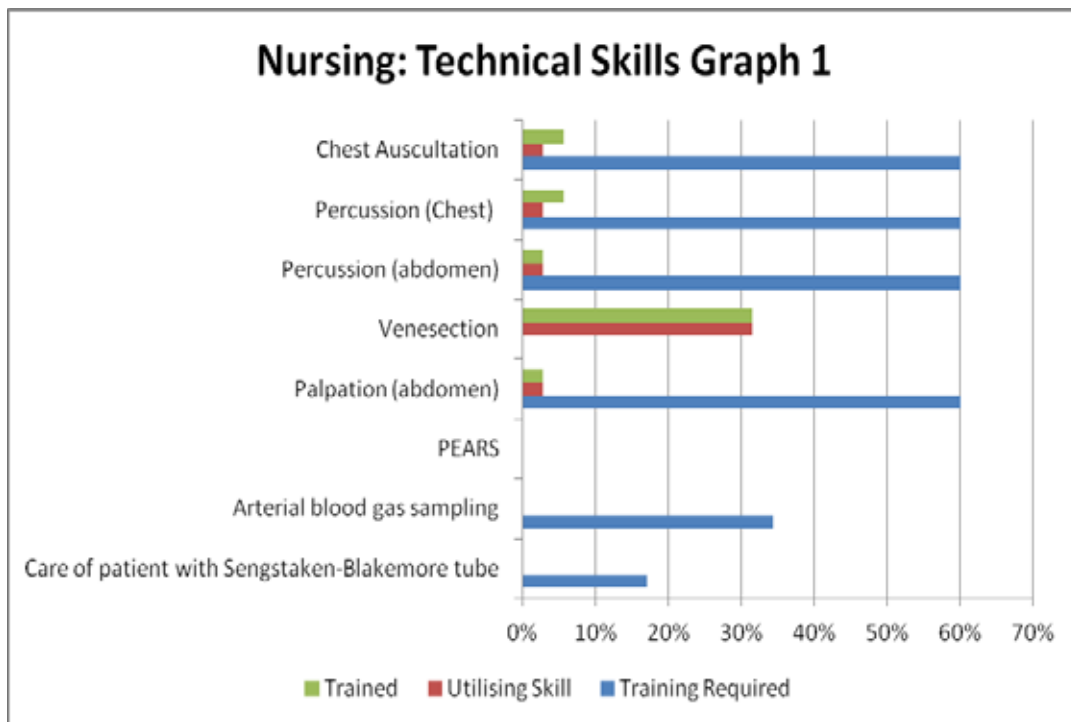
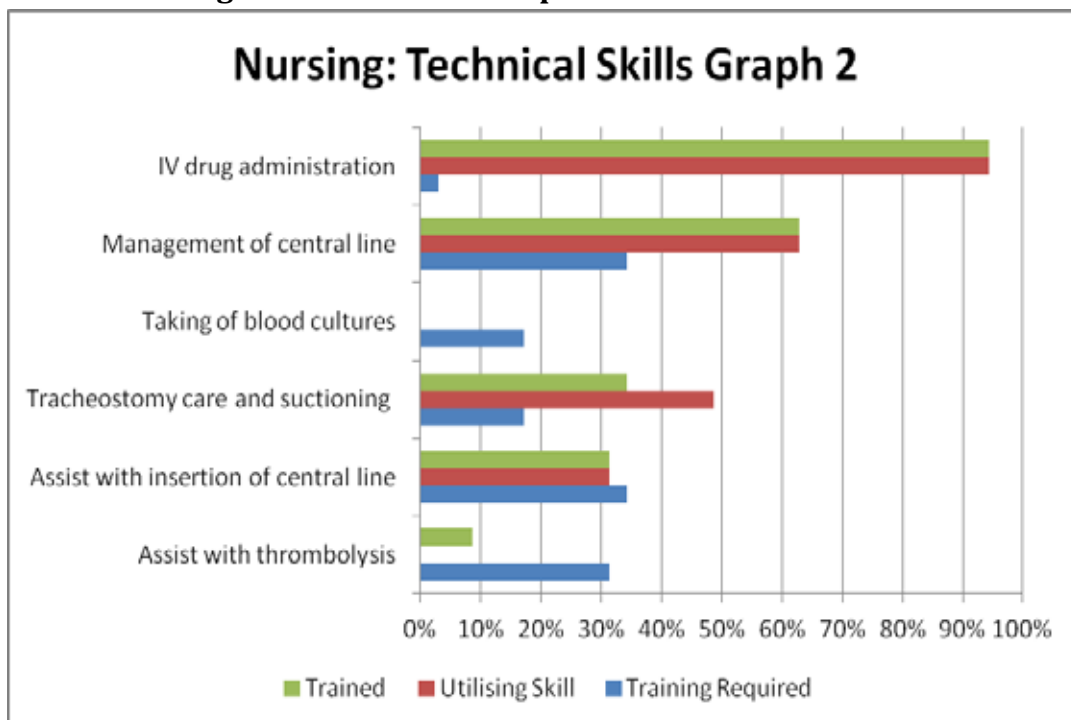


Figure 121: Nursing: Technical Skills Graph 2

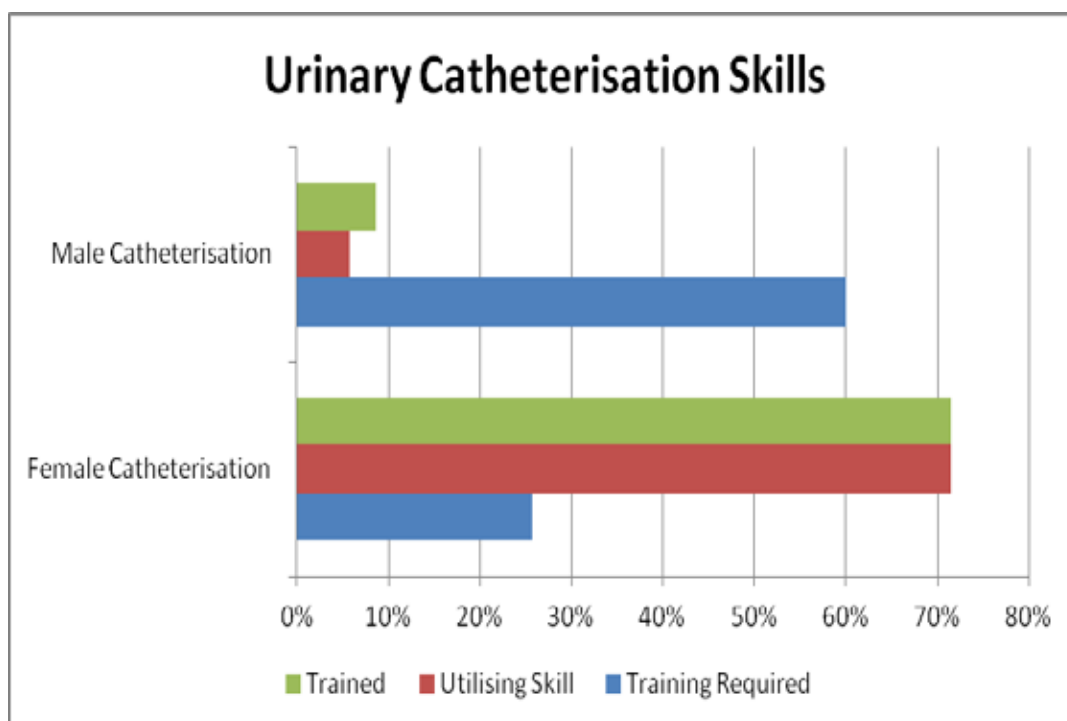


### 2.5.6.3 Nursing: Urinary Catheterisation Skills

**Table 91: Nursing: Urinary Catheterisation Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Male Catheterisation</b>	9%	6%	60%
<b>Female Catheterisation</b>	71%	71%	26%

**Figure 122: Nursing: Urinary Catheterisation Skills**



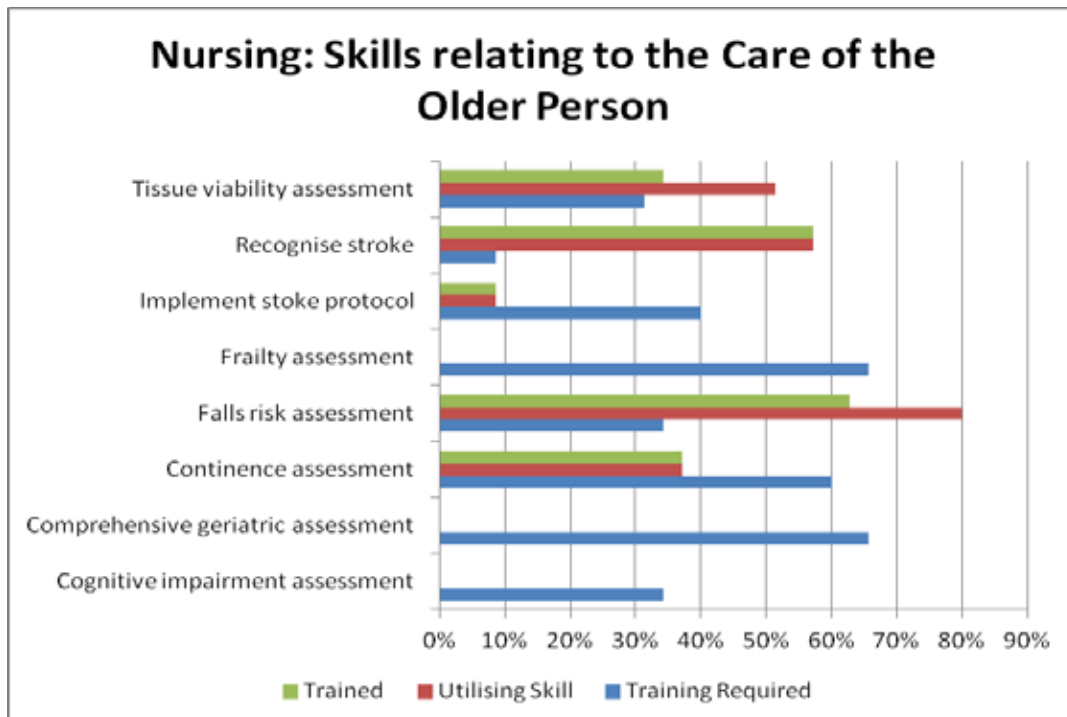


2.5.6.4 Nursing: Skills relating to the Care of the Older Person

Table 92: Nursing: Skills relating to the Care of the Older Person

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
Recognise stroke	57%	57%	9%
Implement stroke protocol	9%	9%	40%
Comprehensive geriatric assessment	0%	0%	66%
Frailty assessment	0%	0%	66%
Falls risk assessment	63%	80%	34%
Cognitive impairment assessment	0%	0%	34%
Tissue viability assessment	34%	51%	31%
Continence assessment	37%	37%	60%

Figure 123: Nursing: Skills relating to the Care of the Older Person

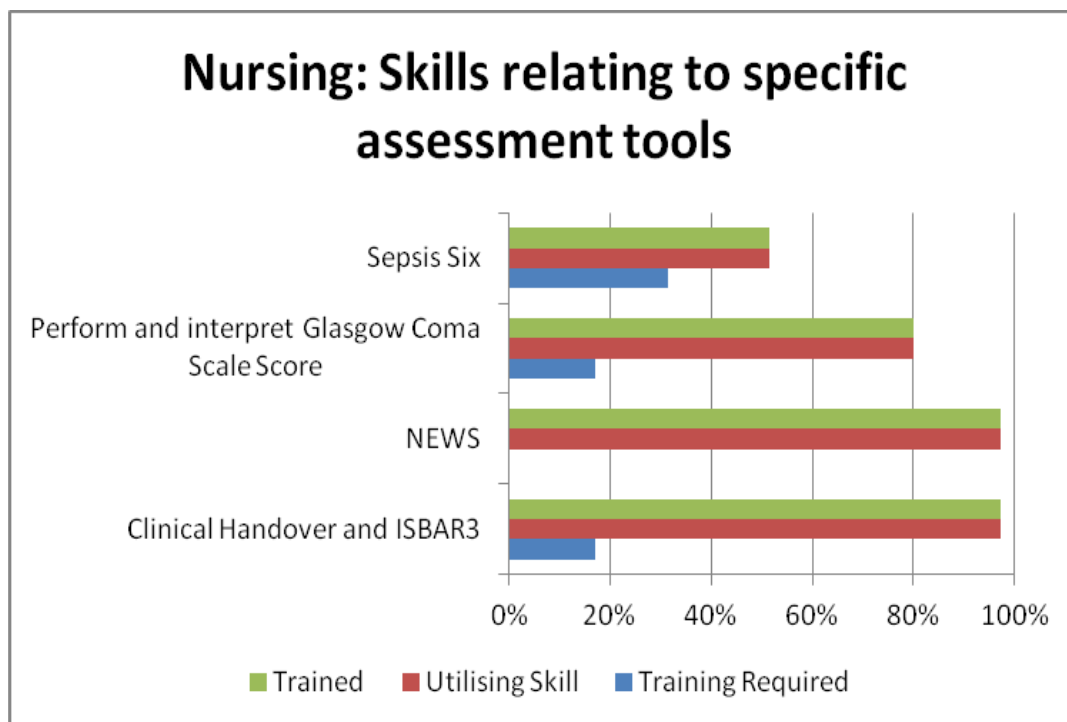


### 2.5.6.5 Nursing: Skills relating to specific assessment tools

**Table 93: Nursing: Skills relating to specific assessment tools**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Perform and interpret Glasgow Coma Scale Score</b>	80%	80%	17%
<b>NEWS</b>	97%	97%	0%
<b>Clinical Handover and ISBAR3</b>	97%	97%	17%
<b>Sepsis Six</b>	51%	51%	31%

**Figure 124: Nursing: Skills relating to specific assessment tools**

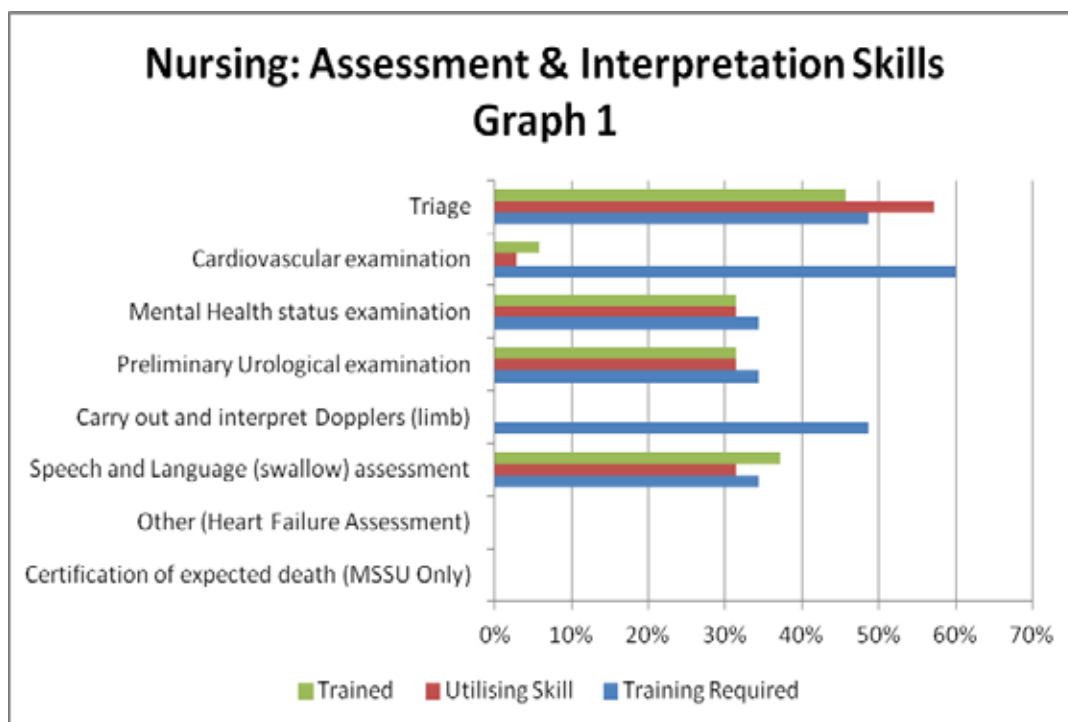


## 2.5.6.6 Nursing: Assessment and Interpretation Skills

**Table 94: Nursing: Assessment and Interpretation Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
Management of Anaphylaxis	69%	69%	29%
Interpretation of blood gas results	51%	51%	29%
ECG Interpretation	54%	71%	49%
Medication Management (Pain) through protocol	0%	0%	49%
Management of non-invasive ventilation	40%	49%	29%
Triage	46%	57%	49%
Cardiovascular examination	6%	3%	60%
Preliminary neurological examination	3%	0%	66%
Speech and Language (swallow) assessment	37%	31%	34%
Point of care testing and interpretation	49%	49%	17%
Interpretation of cardiac monitor	63%	80%	34%
Interpretation of cardiac bloods	66%	80%	34%
Causes and management of shocked patient	37%	49%	29%
Preliminary Urological examination	31%	31%	34%
Mental Health status examination	31%	31%	34%
Recognition and management of delirium	6%	23%	60%
Carry out and interpret Dopplers (limb)	0%	0%	49%
Certification of expected death (MSSUs only)	0%	0%	0%

**Figure 125: Nursing: Assessment & Interpretation Skills Graph 1**



**Figure 126: Nursing: Assessment & Interpretation Skills Graph 2**

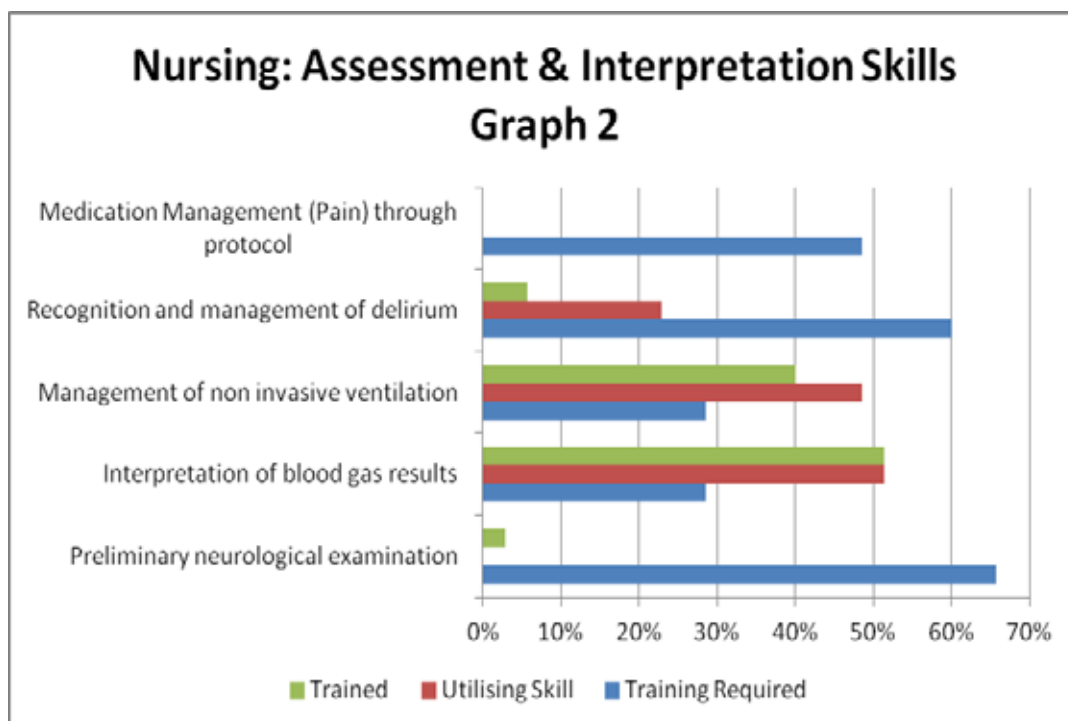
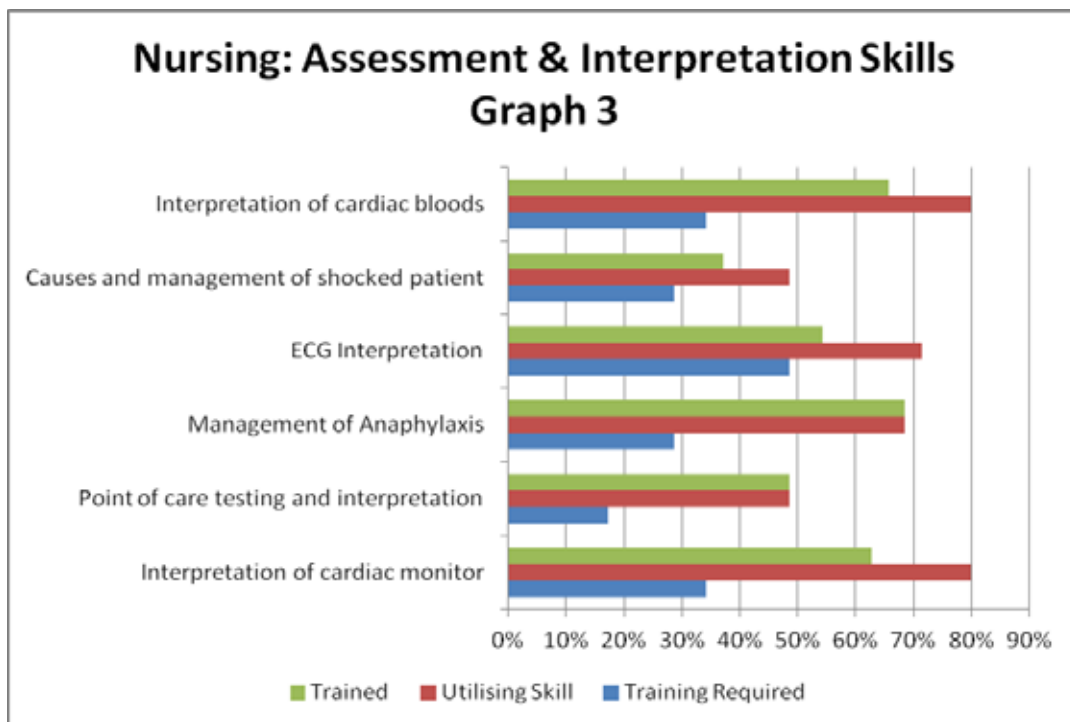


Figure 127: Nursing: Assessment & Interpretation Skills Graph 3



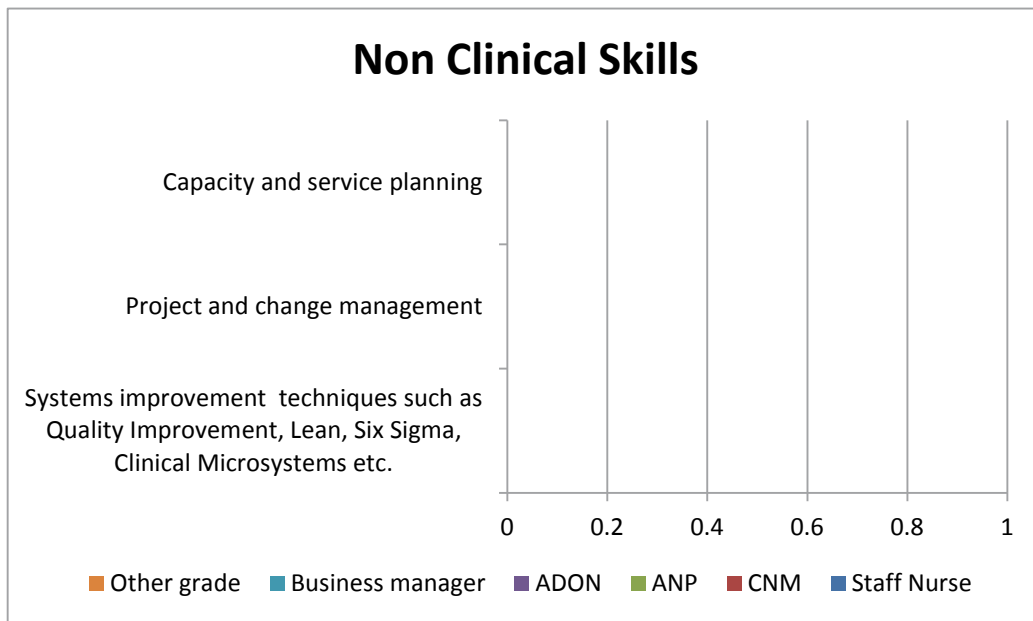
## 2.5.7 Non-Clinical skills

**Table 95: Non-Clinical Skills**

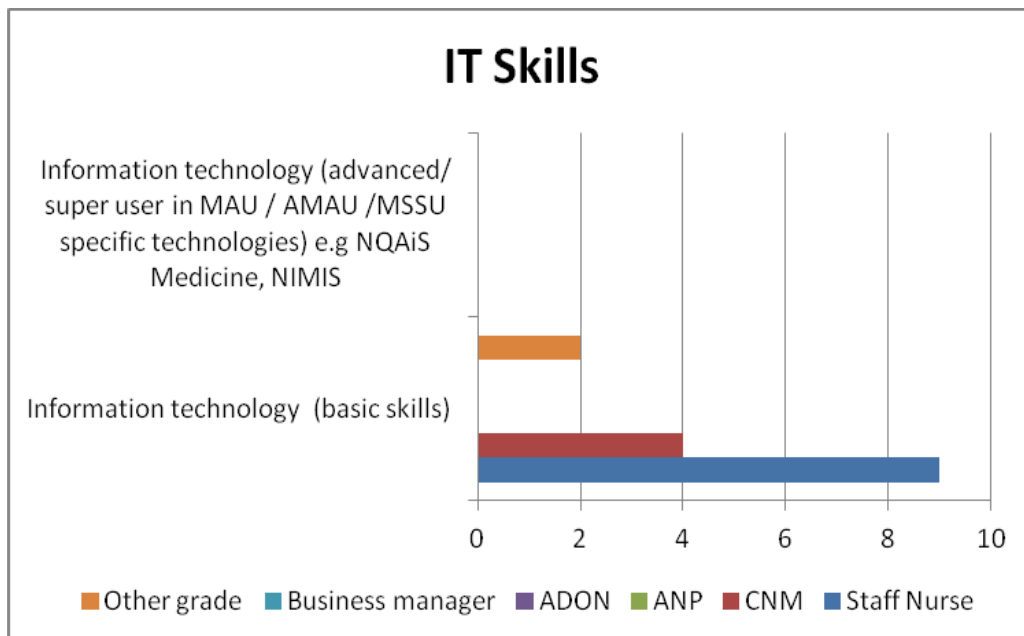
	Staff Nurse	CNM	ANP	ADON	Business Manager	Other
<b>Systems improvement techniques such as Quality Improvement, Lean, Six Sigma, Clinical Microsystems etc.</b>	0	0	0	0	0	0
<b>Information technology (basic skills)</b>	9	4	0	0	0	2
<b>Information technology (advanced/ super user in MAU / AMAU /MSSU specific technologies) e.g NQAIS Medicine, NIMIS</b>	0	0	0	0	0	0
<b>Project and Change Management</b>	0	0	0	0	0	0
<b>Capacity and Service Planning</b>	0	0	0	0	0	0



**Figure 128: Non Clinical Skills**



**Figure 129: IT Skills**



## 2.5.8 Education Initiatives

**Table 96: Education Initiatives**

Type of programme	Provided/ Facilitated	Not provided	Duration/Source/Training recipients
Formal induction/orientation programme	1	3	Programme duration 1 week
Foundation programme in Acute Medicine Nursing	1	3	6-month programme
Acute Medicine Nursing (Level 8 QQI)		4	
Acute Medicine Nursing (Level 9 QQI)		4	
De-escalation training	2	2	Nurses receive this training in 1 site;

## 2.6 SAOLTA Hospital Group Overview



## 2.6 SAOLTA Hospital Group Overview

SAOLTA Hospital Group comprises seven hospitals, six of which have either an AMAU/MAU or MSSU. All six of these hospitals (listed below) participated in this survey. Data for SAOLTA Hospital group is presented in Section 2.6.

- Letterkenny University Hospital (Model 3 Hospital)
- Mayo University Hospital (Model 3 Hospital)
- Portiuncula University Hospital (Model 3 Hospital)
- Roscommon University Hospital (Model 2 Hospital)
- Sligo University Hospital (Model 3 Hospital)
- University Hospital Galway (Model 4 Hospital)

### 2.6.1 Nursing Staff Profile

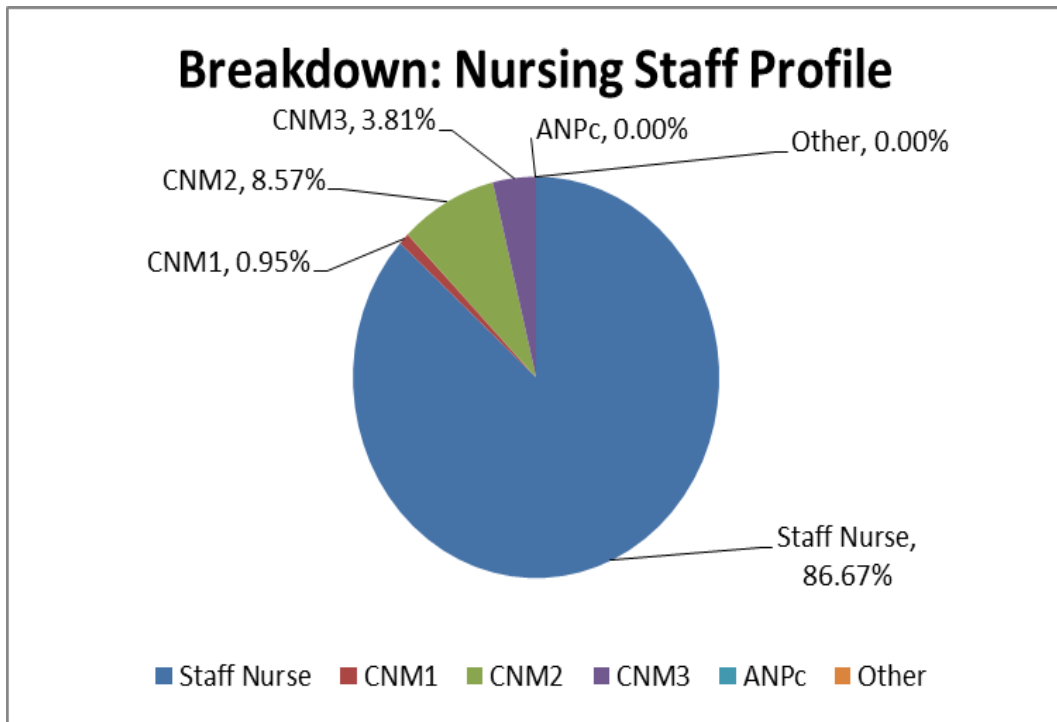
Nursing staff profile for all unit types was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 28/02/2016, number of staff who commenced post within last 12 months (since 28/02/2015) and number of staff who left the area in last 12 months (since 28/02/2015). Findings are outlined in Table 97 below. Due to the inconsistent responses from sites relating to establishment WTE figures these numbers are not reported on.

**Table 97: Nursing Staff Profile**

Staff Grade	<b>In Post 28/02/2016</b>		<b>Number of Staff who commenced in post in the last 12 months (since 28/02/2015)</b>		<b>Number of staff who have left the area in the past 12 months (since 28/02/2015)</b>	
	Head Count (HC)	WTE	HC	WTE	HC	WTE
Staff Nurse	91	77.4	11	8.9	8	5.67
Clinical Nurse Manager 1	1	1	0	0	0	0
Clinical Nurse Manager 2	9	7.31	0	0	0	0
Clinical Nurse Manager 3	4	1.5	0	0	0	0
Registered Advanced Nurse Practitioner (RANP)	0	0	0	0	0	0
ANP Candidate	0	0	0	0	0	0
ANP prepared	0	0	0	0	0	0
Clinical Education facilitator	0	0	0	0	0	0
GP Liaison Nurse	0	0	0	0	0	0



**Figure 130: Nursing Staff Profile**



## 2.6.2 Healthcare Assistant/Multitask Attendant Resource and Qualifications

**Table 98: Health Care Assistants/Multitask Attendant Resource and Qualifications**

<b>Approved</b>		<b>In Post</b>	<b>Please identify the cover provided by HCAs / MTAs in your MAU/ AMAU</b>	<b>Please provide a breakdown of qualifications held by these HCAs / MTAs</b>					
<b>WTE</b>	<b>Head Count (HC)</b>	<b>WTE</b>	<b>e.g. 24/7, 12/7, 12/5, 8/5</b>	<b>FETAC award</b>		<b>In-house training</b>		<b>No Formal Training</b>	
				<b>WTE</b>	<b>HC</b>	<b>WTE</b>	<b>HC</b>	<b>WTE</b>	<b>HC</b>
<b>11.7</b>	18	16.18	See Table 99						
				11.2	12	14.1	15	.88	1

**Table 99: Cover provided by HCAs/MTAs**

Cover provided by HCAs/MTAs

**8/5x2 (8 hours x 5 days x 2 sites) (Cover is provided for 8 hours for 5 days on 2 sites)**

**12/5x2 (12 hours x 5 days x 2 sites) (Cover is provided for 12 hours for 5 days on 2 sites)**

**12/7x1 (12 hours x 7 days x 1 site) (Cover is provided for 12 hours for 7 days on 1 site)**

**24/7x2 (24 hours x 7 days x 2 sites) (Cover is provided for 24 hours for 7 days on 2 sites)**



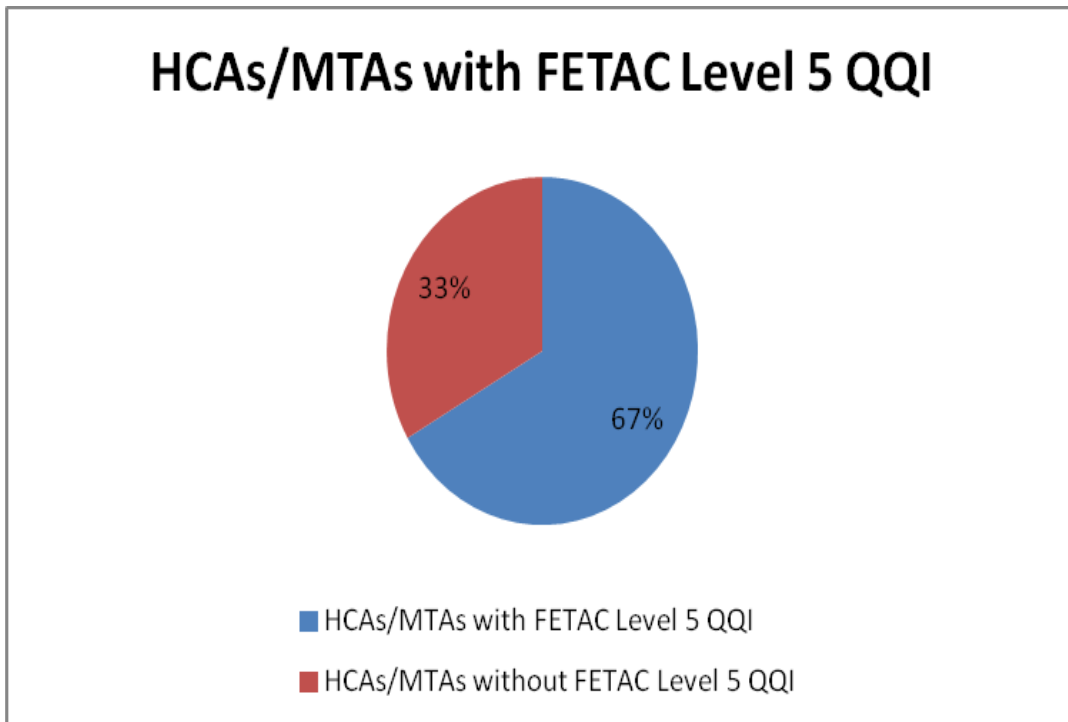
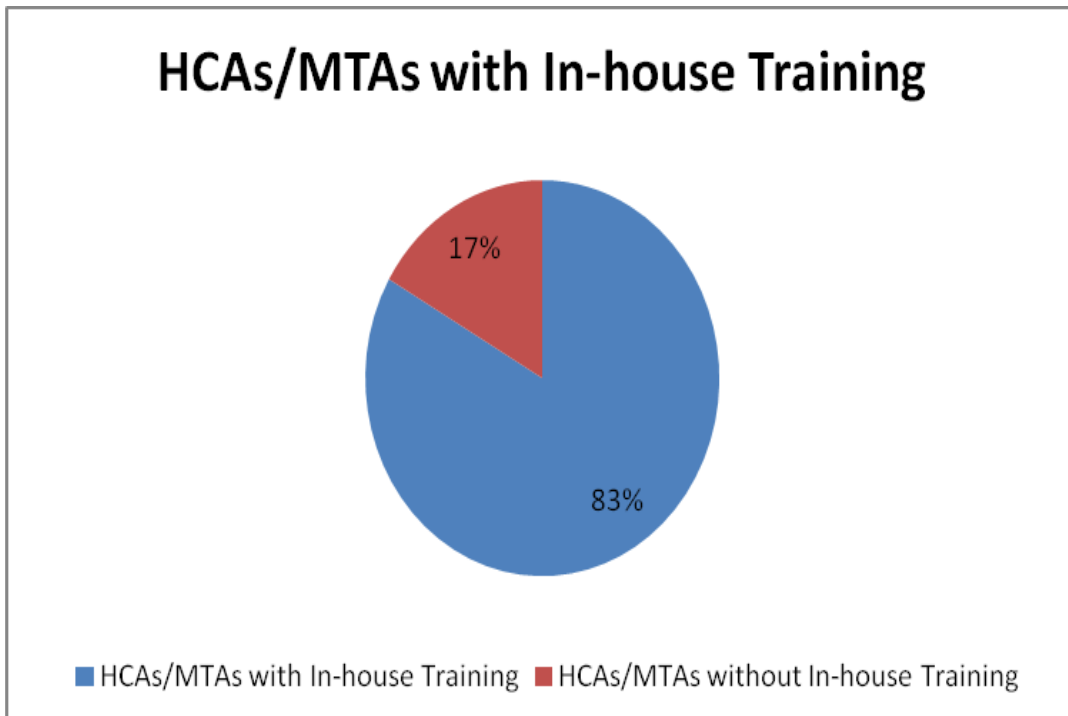
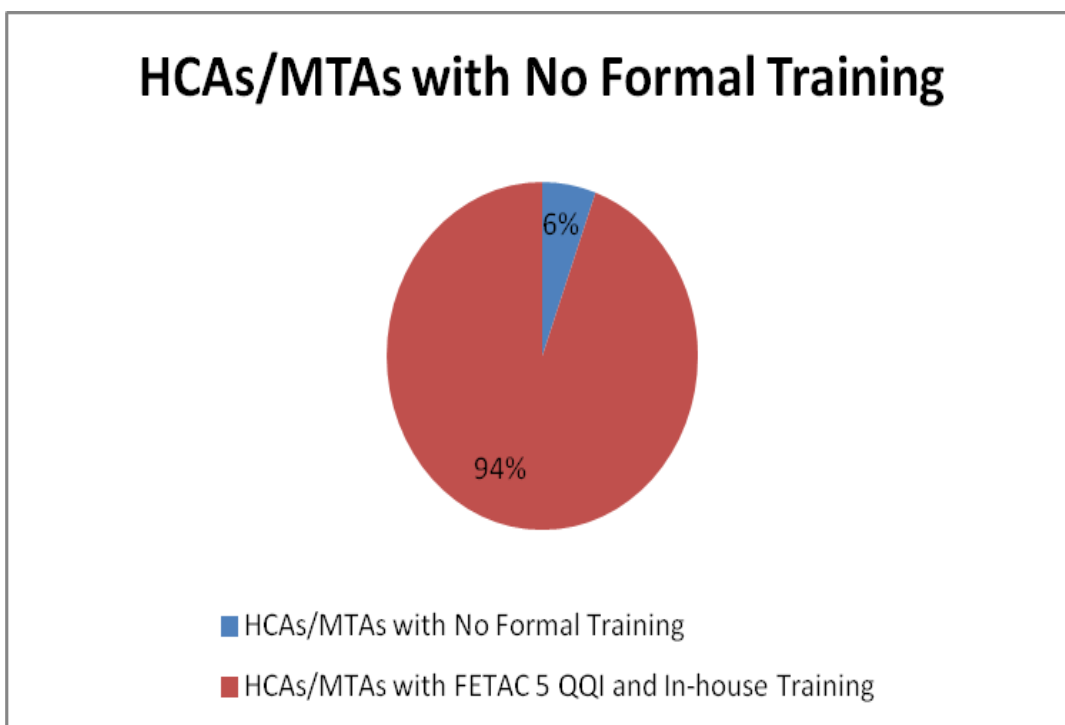
**Figure 131: HCAs/MTAs with FETAC Level 5 QOI Award****Figure 132: HCAs/MTAs with In-house Training**

Figure 133: HCAs/MTAs with No Formal Training



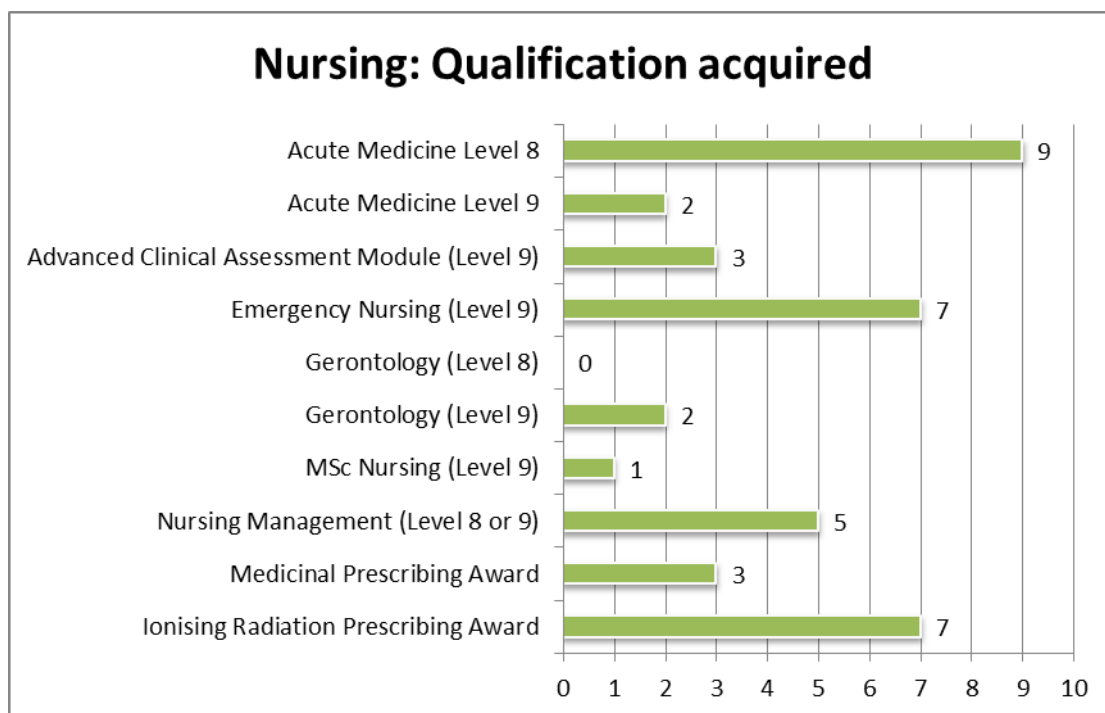
## 2.6.3 Nursing Staff Qualifications/Working towards Qualification

**Table 100: Nursing Staff Qualifications/Working towards Qualifications**

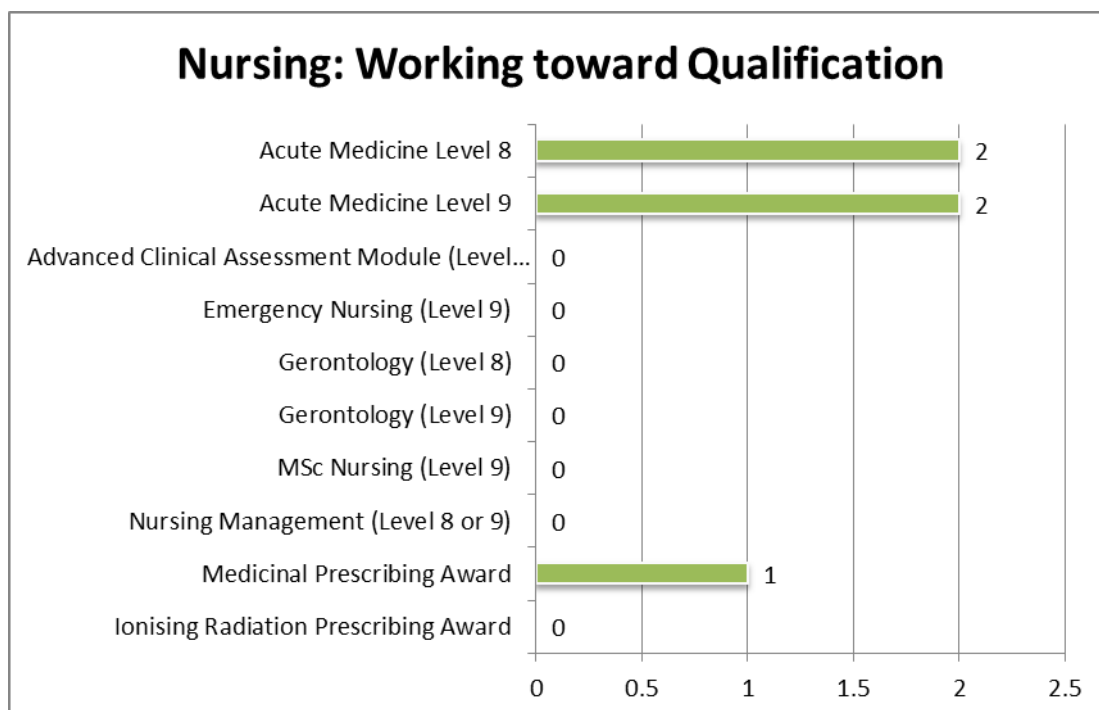
	Qualification acquired	Working toward qualification
Higher Diploma (Level 8) Acute Medicine Nursing	9	2
Post Graduate Diploma (Level 9) Acute Medicine Nursing	2	2
Advanced Clinical Assessment Module (Level 9)	3	0
Post Graduate Diploma (Level 9) Emergency Nursing	7	Information not requested
Higher Diploma (Level 8) Gerontology	0	Information not requested
Post Graduate Diploma (Level 9) Gerontology	2	0
MSc Nursing (Level 9)	1	0
Nursing Management Qualification (Level 8 or 9)	5	0
Medicinal Prescribing Award	3	1
Ionising Radiation Prescribing Award	7	0

*\*Numbers displayed are numbers of nurses (based on headcount) not percentages*

**Figure 134: Nursing Staff Qualifications**



**Figure 135: Nursing Staff Working toward Qualifications**



### 2.6.4 Nursing Staff Life Support Skills

**Table 101: Nursing Staff Life Support Skills**

	Completed (Certificate <u>current</u> )	Completed (Certificate <u>expired</u> )	Instructor status
Basic Life Support	76	10	0
Advanced Cardiac Life Support Supports (ACLS)	17	10	0
PEARS	0	0	0
Spirometry	0	0	0
ACLS Experienced Provider	0	0	0

**Figure 136: Nursing Basic Life Support Skills**

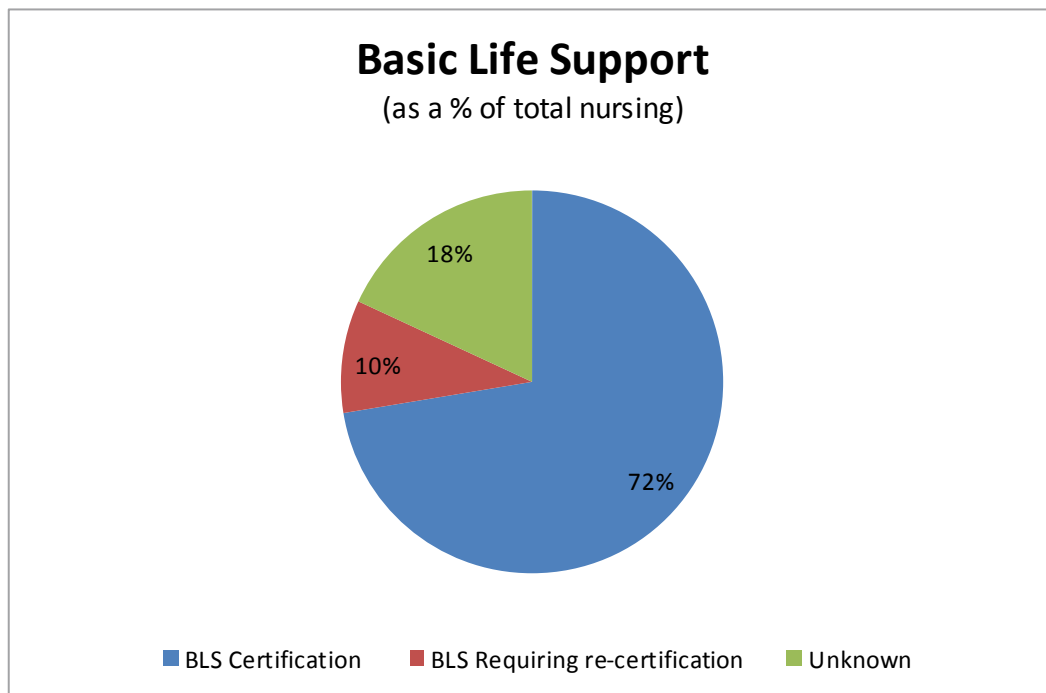
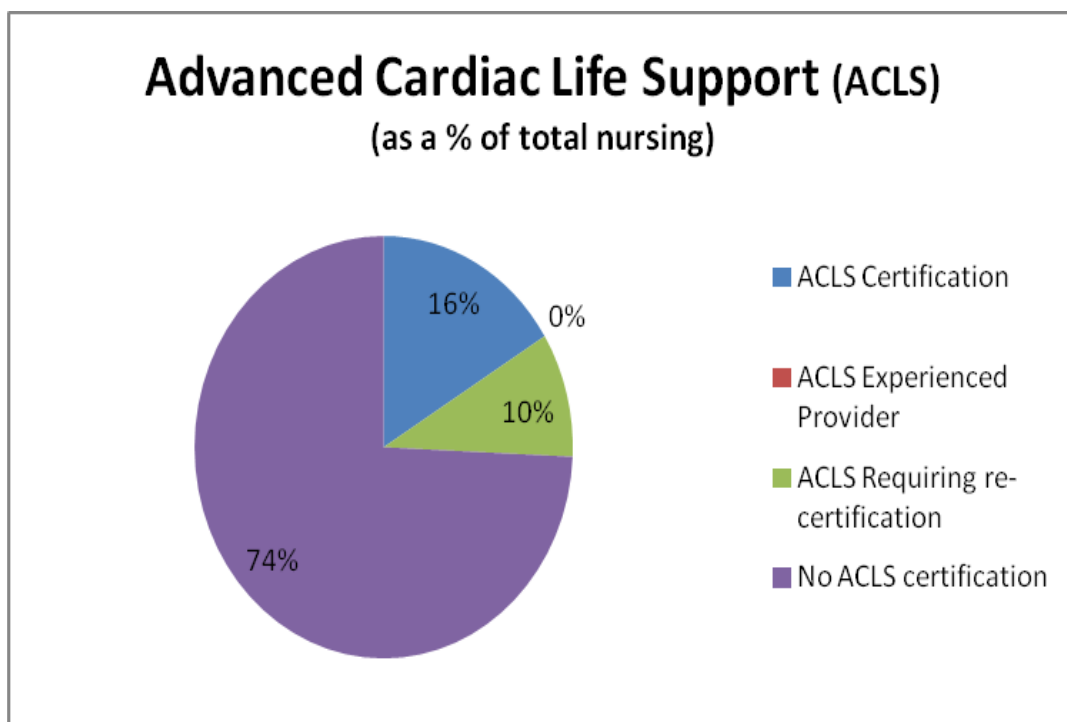


Figure 137: Nursing Advanced Cardiac Life Support (ACLS) Skills





## 2.6.5 Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies

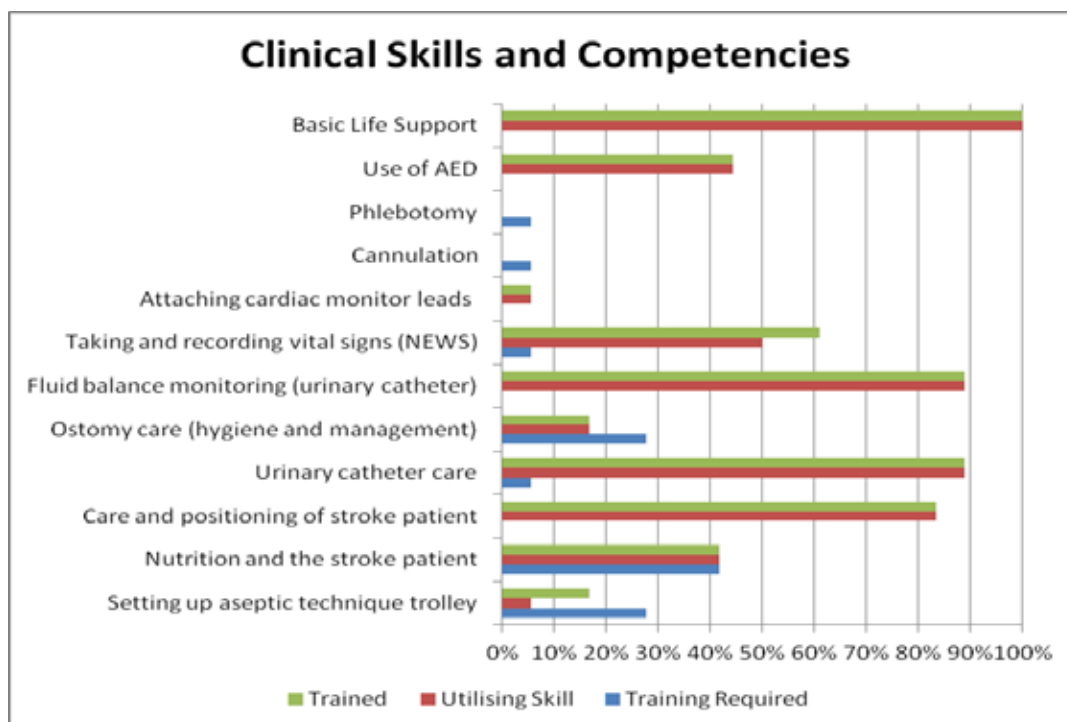
**Table 102: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill
<b>Basic Life Support</b>	100%	100%	0%
<b>Use of AED</b>	44%	44%	0%
<b>Phlebotomy</b>	0%	0%	6%
<b>Cannulation</b>	0%	0%	6%
<b>Attaching Cardiac monitor leads</b>	6%	6%	0%
<b>Taking and recording vital signs (NEWS)</b>	61%	50%	6%
<b>Fluid balance monitoring (urinary catheter)</b>	89%	89%	0%
<b>Ostomy care (Hygiene and management)</b>	17%	17%	28%
<b>Urinary catheter care</b>	89%	89%	6%
<b>Setting up aseptic technique trolleys</b>	17%	6%	28%

**Table 103: Healthcare Assistant and Multitask Attendant Additional Clinical Skills and Competencies (MSSUs only)**

	Number of HCA / MTA trained in the skill	Number of HCA / MTA by whom skill currently utilised	Number of HCA / MTA requiring education and training in the skill	Number of sites (of total 3) where education and training available locally
Care and positioning of stroke patient	83%	83%	0%	2
Nutrition and the stroke patient	42%	42%	42%	2

**Figure 138: HCA/MTA Clinical Skills and Competencies**



## 2.6.6 Nursing Clinical Skills and Competencies

A total of 50 clinical skills and competencies were surveyed for nursing staff across all AMAU/MAU/MSSUs. For each skill sites were asked to identify the numbers of nurses who *had received* education and training in the skill; the number who *currently use* the skill; and the number of nurses who *require* education and training in the skill. Sites were also asked to indicate if this training was available locally.

For the purpose of presenting this data the 50 clinical skills and competencies have been grouped into six broad categories as follows:

- ED Taskforce 4 Key Skills
- Technical Skills
- Urinary Catheterisation Skills
- Skills relating to the Care of the Older Person
- Skills relating to the use of specific assessment tools
- Assessment and Interpretation Skills

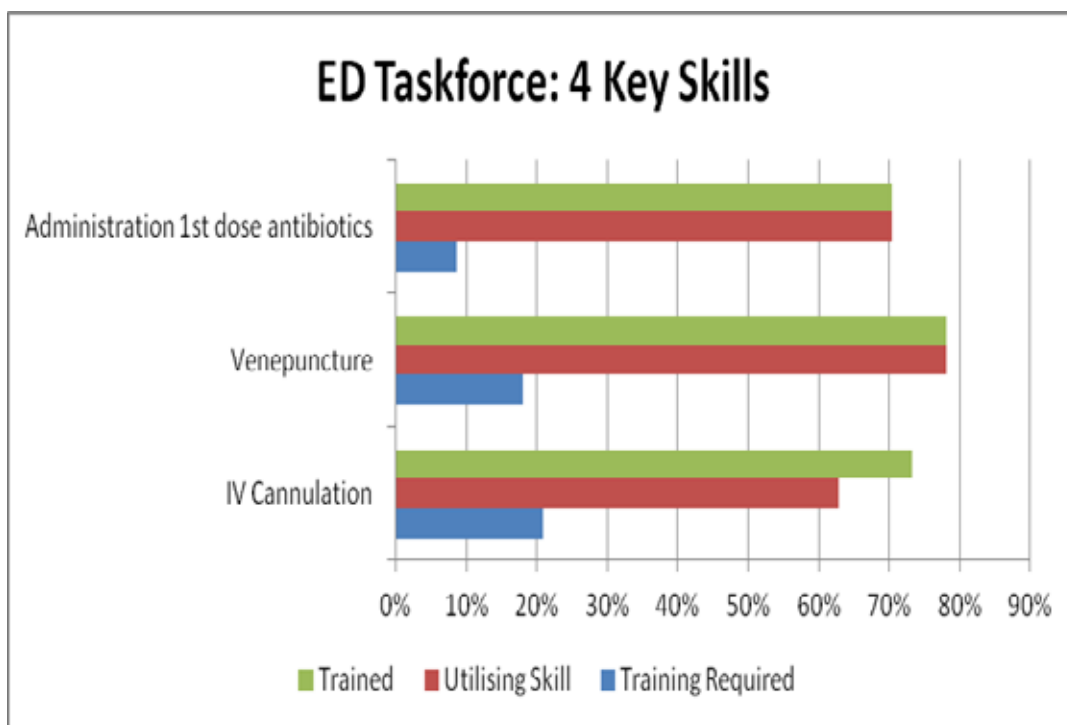
Data are presented as percentages of total number of nurses surveyed. Where percentage points consisted of decimal points figures were rounded down (<0.49%) or up (>0.50%) as appropriate allowing reporting using whole numbers throughout the report.

### 2.6.6.1 Nursing: ED Taskforce 4 Key Skills

**Table 104: Nursing: ED Taskforce 4 Key Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	Number of Nurses requiring education and training in the skill
<b>Administration 1<sup>st</sup> dose antibiotics</b>	70%	70%	9%
<b>Venepuncture</b>	78%	78%	18%
<b>IV Cannulation</b>	73%	63%	21%

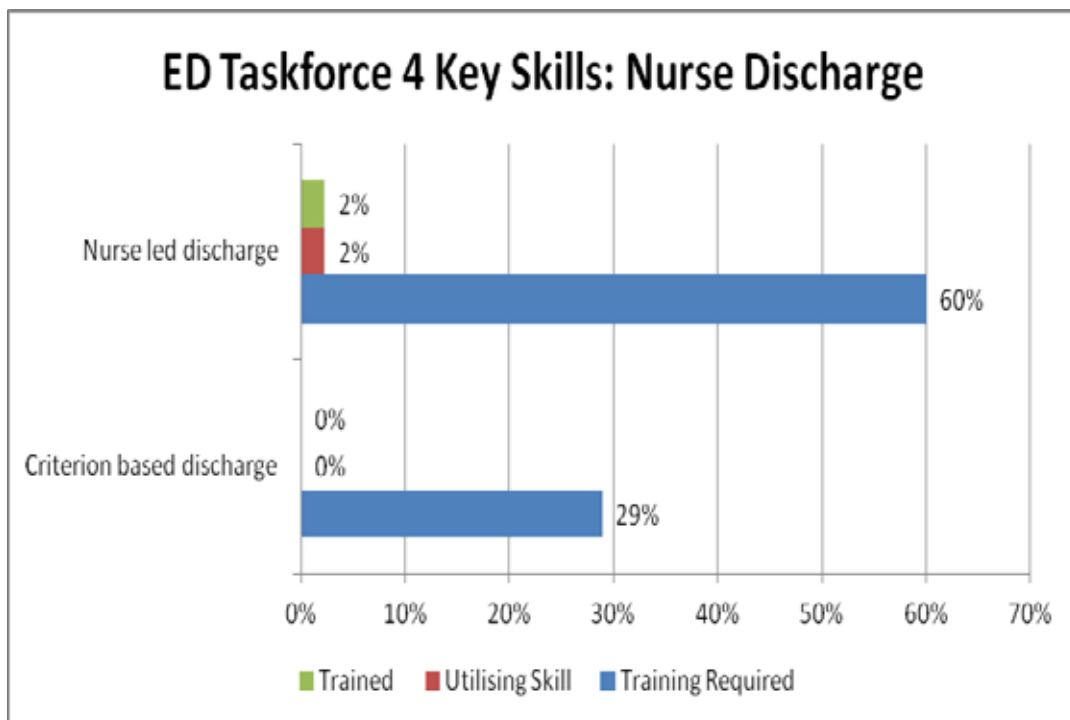
Figure 139: Nursing: ED Taskforce: 4 Key Skills



**Table 105: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**

	% of Nurses trained in the skill	% of Nurses currently using skill	Number of Nurses requiring education and training in the skill
<b>Nurse led discharge</b>	2%	2%	60%
<b>Criterion based discharge</b>	0%	0%	29%

**Figure 140: Nursing: ED Taskforce 4 Key Skills: Patient Discharge (MSSUs Only)**



Three hospitals within the SAOLTA group advised that they have an MSSU. The data in Table 105 and Figure 141 above refer to these three sites. One site has one nurse trained in nurse-led discharge. This site requires training in nurse-led discharge for the remaining staff in the unit and identified criterion-based discharge as ‘not applicable’. One site has no nurses trained in either skill and did not identify this as a required skill. The third site have no staff trained in either skill and identified all staff as requiring training in both skills.

## 2.6.6.2 Nursing: Technical Skills

**Table 106: Nursing: Technical Skills**

	<b>% of Nurses trained in the skill</b>	<b>% of Nurses currently using skill</b>	<b>% of Nurses requiring education and training in the skill</b>
<b>Chest Auscultation</b>	11%	10%	31%
<b>Percussion (Chest)</b>	11%	10%	31%
<b>Percussion (abdomen)</b>	11%	10%	31%
<b>Venesection</b>	13%	13%	27%
<b>Palpation (abdomen)</b>	11%	10%	31%
<b>PEARS</b>	0%	0%	0%
<b>Arterial blood gas sampling</b>	2%	0%	50%
<b>Care of patient with Sengstaken-Blakemore tube</b>	0%	0%	37%
<b>IV Drug Administration</b>	92%	89%	1%
<b>Management of central line</b>	30%	27%	21%
<b>Taking of blood cultures</b>	73%	63%	5%
<b>Tracheostomy care and suctioning</b>	17%	14%	36%
<b>Assist with insertion of central line</b>	6%	3%	42%
<b>Assist with thrombolysis</b>	4%	0%	13%



Figure 141: Nursing: Technical Skills Graph 1

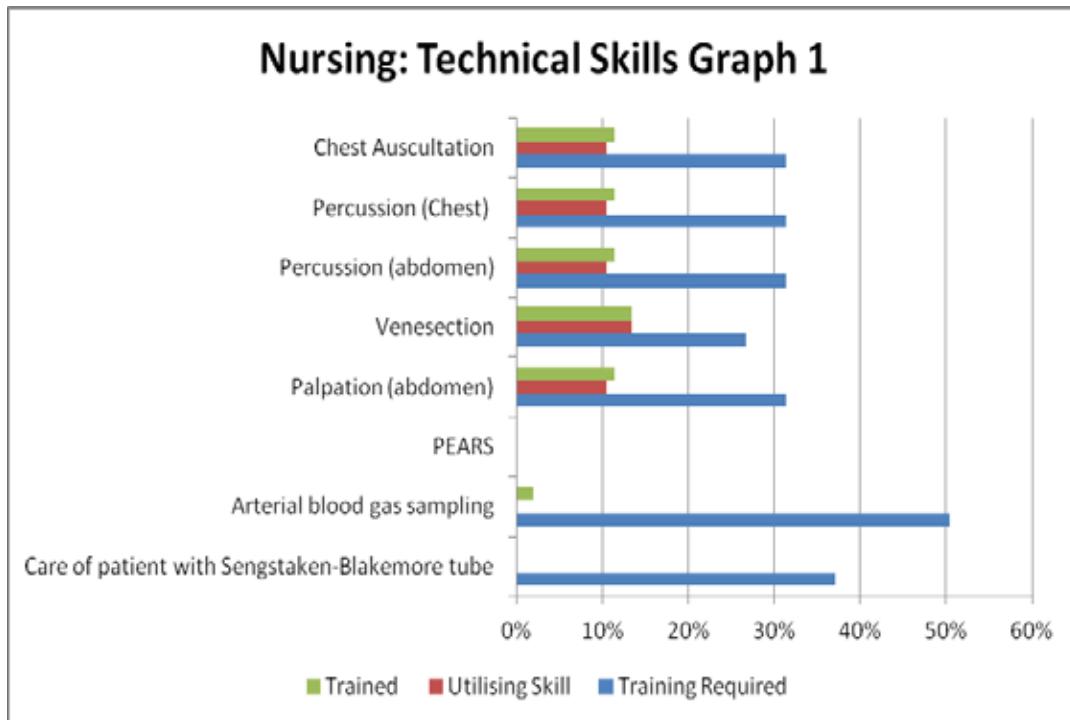
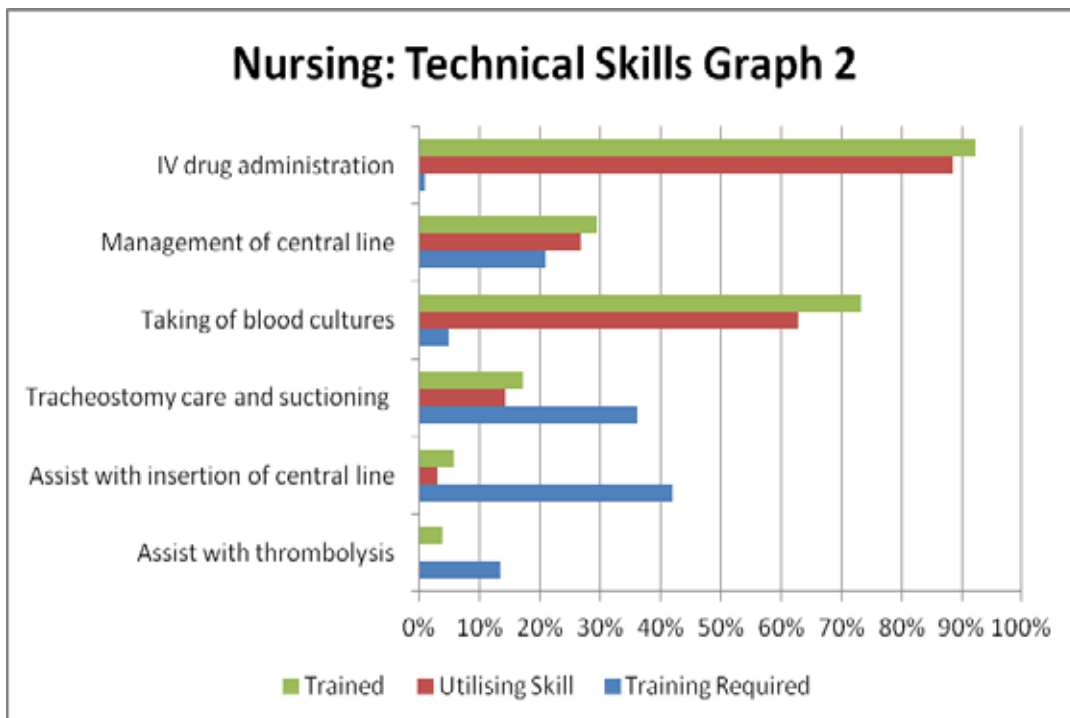


Figure 142: Nursing: Technical Skills Graph 2

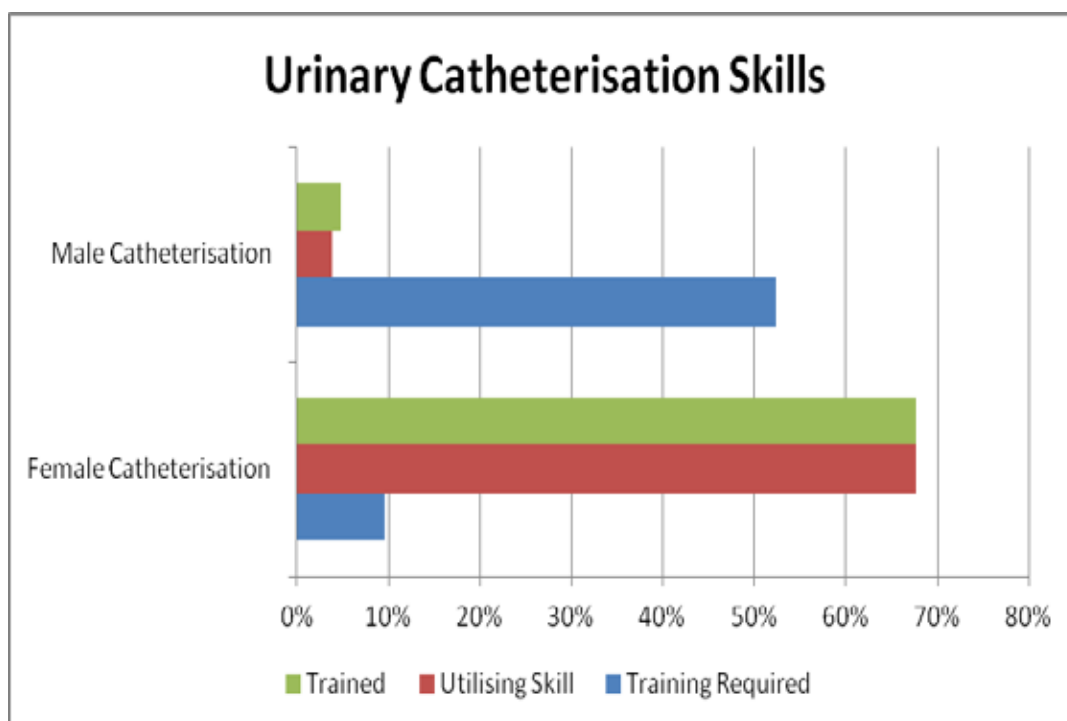


### 2.6.6.3 Nursing: Urinary Catheterisation Skills

**Table 107: Nursing: Urinary Catheterisation Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Male Catheterisation</b>	5%	4%	52%
<b>Female Catheterisation</b>	68%	68%	10%

**Figure 143: Nursing: Urinary Catheterisation Skills**

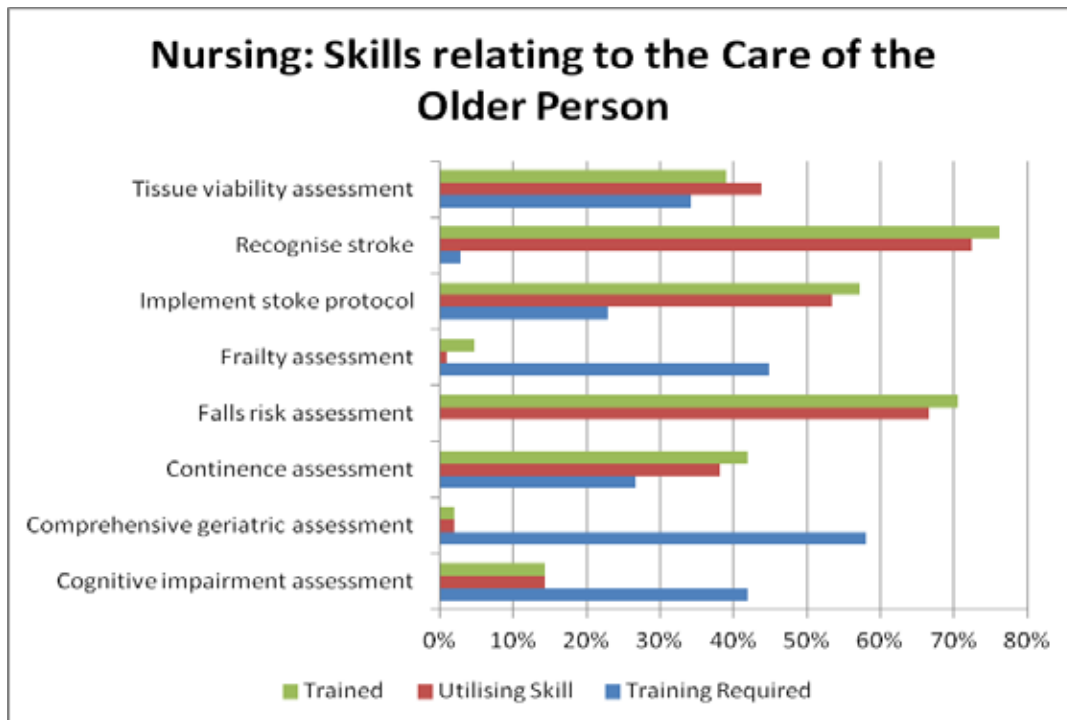


2.6.6.4 Nursing: Skills relating to the Care of the Older Person

Table 108: Nursing: Skills relating to the Care of the Older Person

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
Recognise stroke	76%	72%	3%
Implement stroke protocol	57%	53%	23%
Comprehensive geriatric assessment	2%	2%	58%
Frailty assessment	5%	1%	45%
Falls risk assessment	70%	67%	0%
Cognitive impairment assessment	14%	14%	42%
Tissue viability assessment	39%	44%	34%
Continence assessment	42%	38%	27%

Figure 144: Nursing: Skills relating to the Care of the Older Person

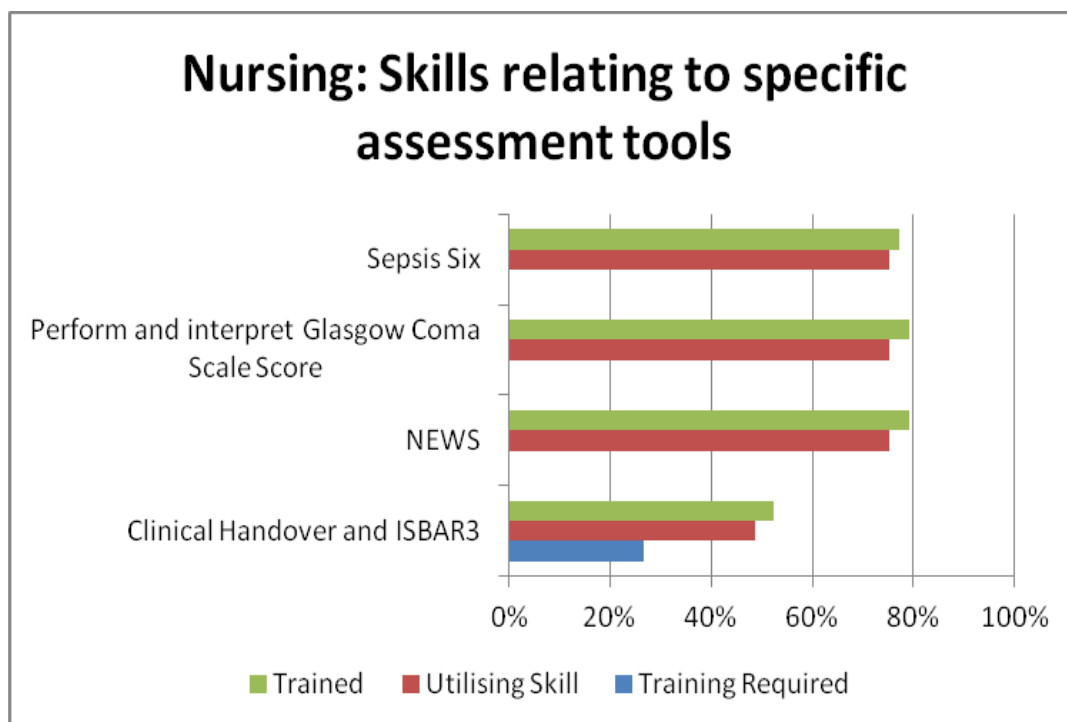


### 2.6.6.5 Nursing: Skills relating to specific assessment tools

**Table 109: Nursing: Skills relating to specific assessment tools**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
<b>Perform and interpret Glasgow Coma Scale Score</b>	79%	75%	0%
<b>NEWS</b>	79%	75%	0%
<b>Clinical Handover and ISBAR3</b>	52%	49%	27%
<b>Sepsis Six</b>	77%	75%	0%

**Figure 145: Nursing: Skills relating to specific assessment tools**



## 2.6.6.6 Nursing: Assessment and Interpretation Skills

**Table 110: Nursing: Assessment and Interpretation Skills**

	% of Nurses trained in the skill	% of Nurses currently using skill	% of Nurses requiring education and training in the skill
Management of Anaphylaxis	63%	63%	4%
Interpretation of blood gas results	52%	41%	22%
ECG Interpretation	56%	46%	19%
Medication Management (Pain) through protocol	39%	25%	31%
Management of non-invasive ventilation	41%	24%	52%
Triage	18%	14%	48%
Cardiovascular examination	20%	19%	19%
Preliminary neurological examination	19%	18%	47%
Speech and Language (swallow) assessment	4%	4%	65%
Point of care testing and interpretation	33%	33%	31%
Interpretation of cardiac monitor	30%	27%	9%
Interpretation of cardiac bloods	61%	61%	14%
Causes and management of shocked patient	52%	49%	27%
Preliminary Urological examination	10%	10%	56%
Mental Health status examination	15%	11%	55%
Recognition and management of delirium	19%	19%	41%
Carry out and interpret Dopplers (limb)	2%	2%	54%
Certification of expected death (MSSUs only)	0%	0%	29%

Figure 146: Nursing: Assessment & Interpretation Skills Graph 1

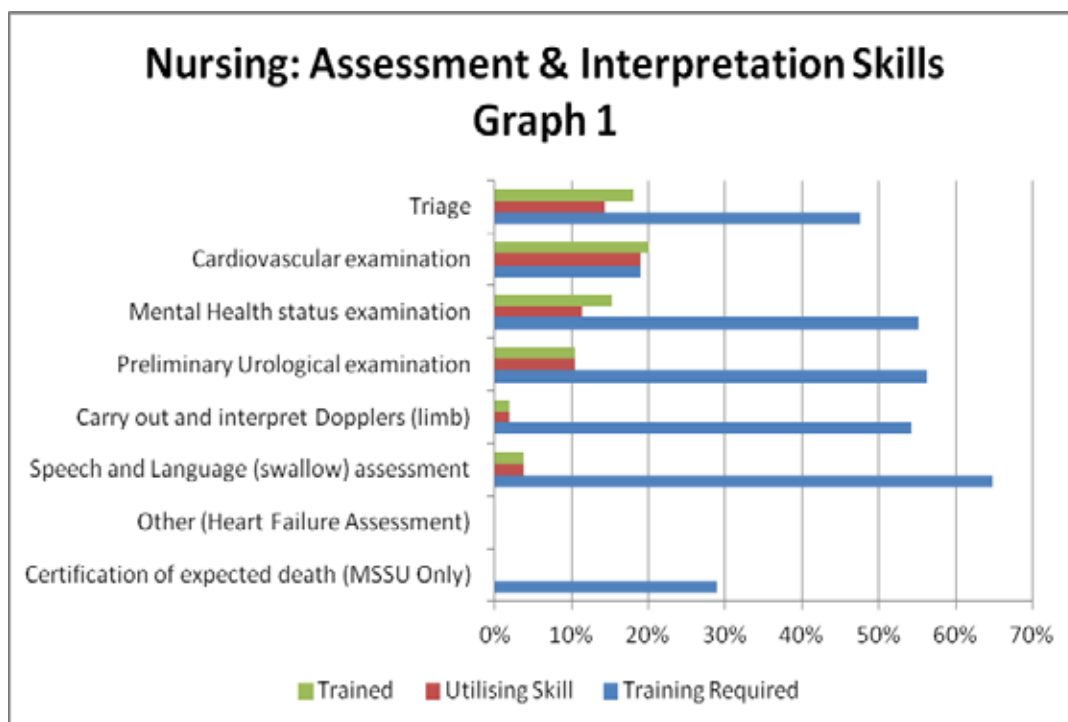


Figure 147: Nursing: Assessment & Interpretation Skills Graph 2

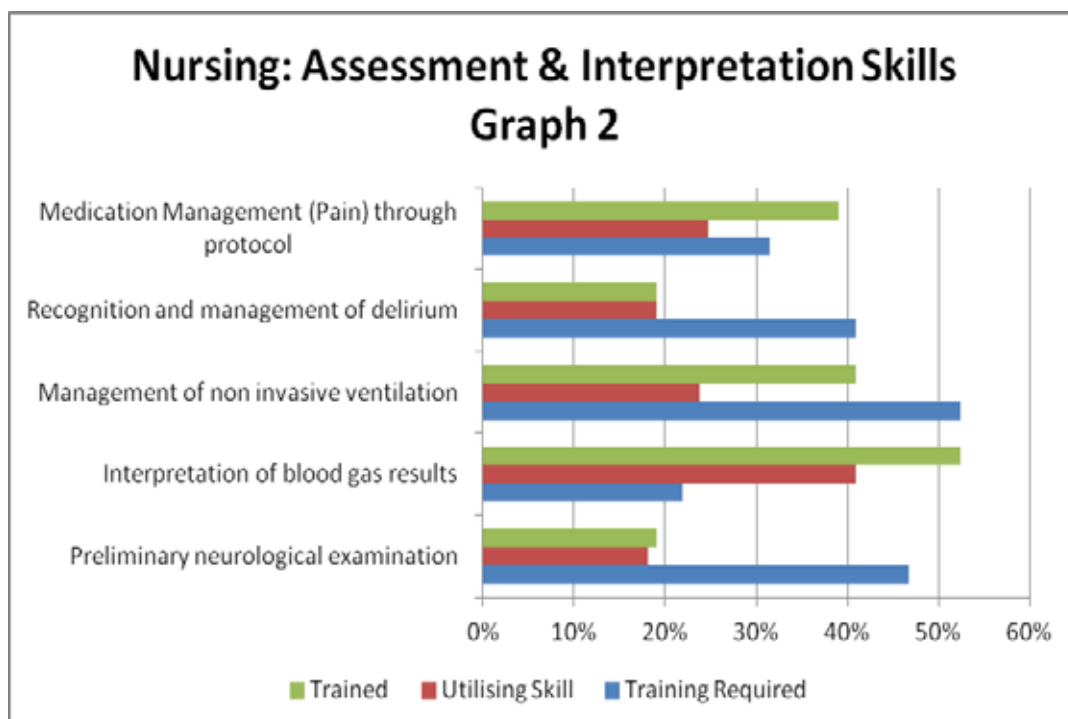
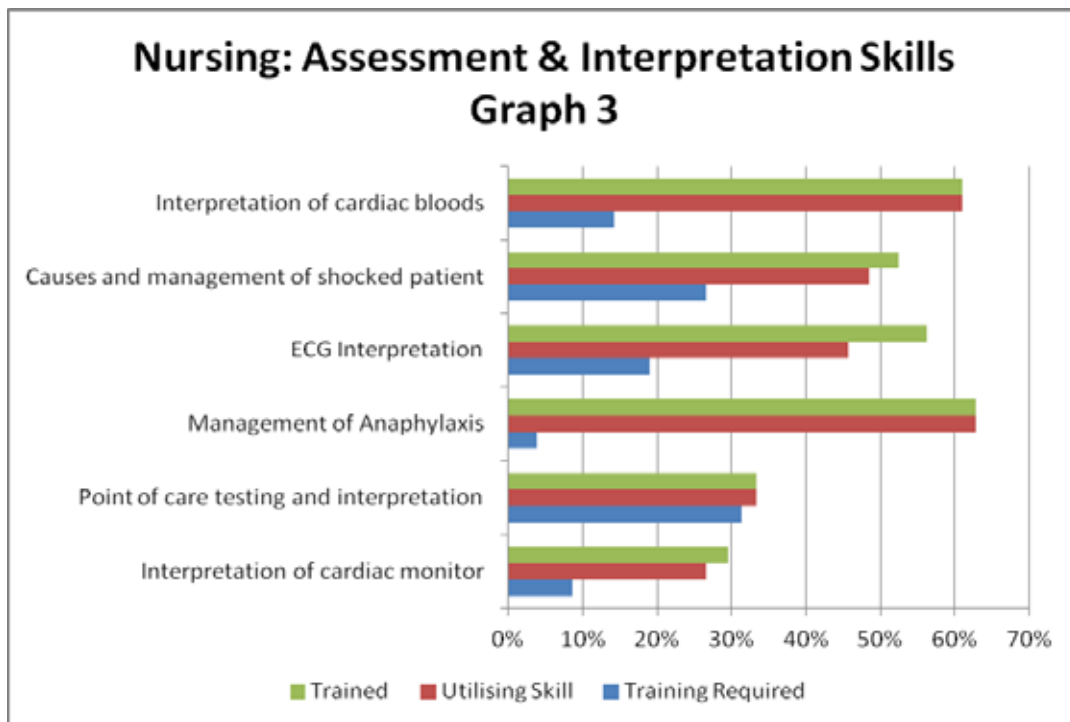




Figure 148: Nursing: Assessment & Interpretation Skills Graph 3

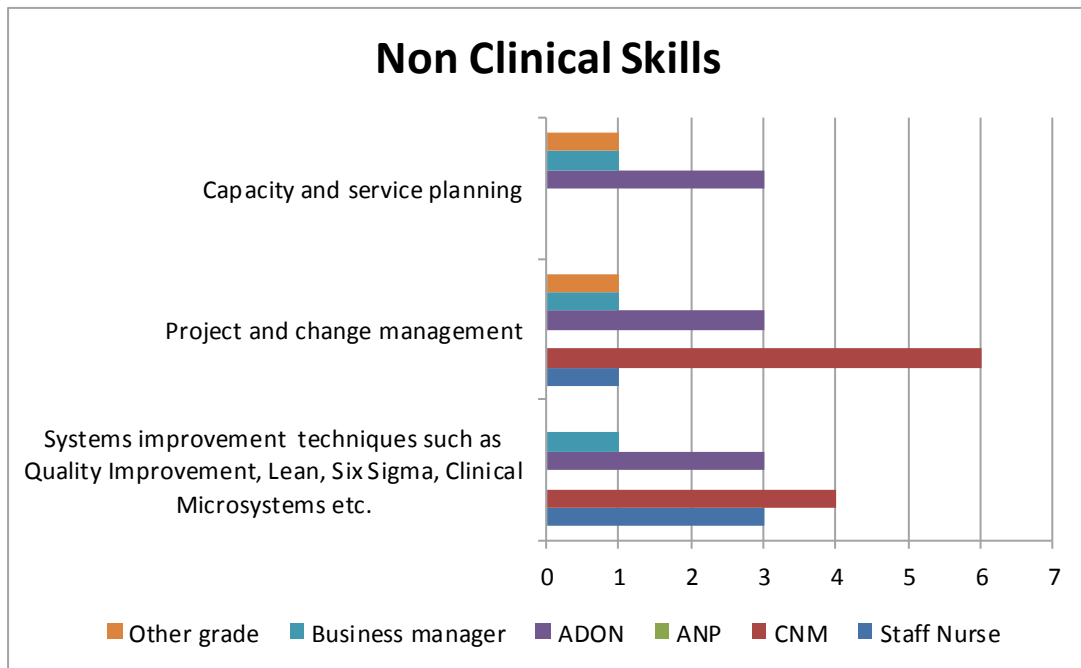


## 2.6.7 Non-Clinical skills

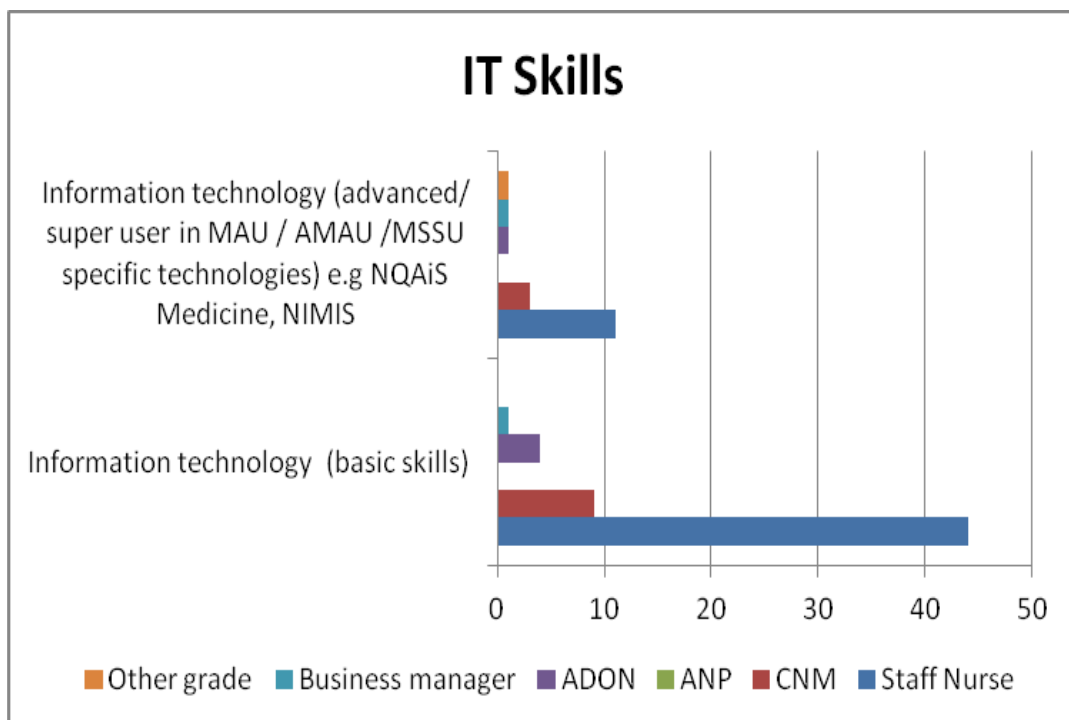
**Table 111: Non-Clinical Skills**

	Staff Nurse	CNM	ANP	ADON	Business Manager	Other
<b>Systems improvement techniques such as Quality Improvement, Lean, Six Sigma, Clinical Microsystems etc.</b>	3	4	0	3	1	0
<b>Information technology (basic skills)</b>	44	9	0	4	1	0
<b>Information technology (advanced/ super user in MAU / AMAU /MSSU specific technologies) e.g NQAIS Medicine, NIMIS</b>	11	3	0	1	1	1
<b>Project and Change Management</b>	1	6	0	3	1	1
<b>Capacity and Service Planning</b>	0	0	0	3	1	1

**Figure 149: Non Clinical Skills**



**Figure 150: IT Skills**



## 2.6.8 Education Initiatives

**Table 112: Education Initiatives**

Type of programme	Provided/ Facilitated	Not provided	Duration/Source/Training recipients
<b>Formal induction/orientation programme</b>	5	1	Programme duration ranged from 1-2 days to 2 weeks duration
<b>Foundation programme in Acute Medicine Nursing</b>	0	6	
<b>Acute Medicine Nursing (Level 8 QQI)</b>	2	4	
<b>Acute Medicine Nursing (Level 9 QQI)</b>		5	
<b>De-escalation training</b>	1	3	

**References:**

Casey, A., Coen, E., Gleeson, M., Walsh, R. & The Acute Medicine Nursing Interest Group (2016) *Setting the Direction – A Development Framework Supporting Nursing Practice Skills and Competencies in Acute Medical Assessment Units (AMAs) and Medical Assessment Units (MAUs)* Office of the Nursing and Midwifery Services Director & National Acute Medicine Programme, Clinical Strategy and Programmes Division, HSE, Dublin

Department of Health (2015) *Emergency Department Taskforce Report March 2015* Dublin: Department of Health

Health Service Executive (2015) *National Service Plan 2016*, HSE, Dublin

Maben J. & Griffiths P. (2008) *Nurses in Society: starting the debate*. National Nursing Research Unit King's College London Florence Nightingale School of Nursing and Midwifery London. Available at [nnru@kcl.ac.uk](mailto:nnru@kcl.ac.uk), <http://www.kcl.ac.uk/schools/nursing/nnru>.

National Quality Assurance Intelligence System: Acute Medicine Programme (2015) NQAIS, Dublin: HSE





# Appendices



## Appendix 1: Participating Hospital Groups (6) and Hospitals (32)

<b>Ireland East Hospital Group</b>	Mater Misericordiae University Hospital
	Midland Regional Hospital, Mullingar
	Our Lady's Hospital, Navan
	St. Columcille's Hospital, Loughlinstown
	St. Luke's General Hospital, Kilkenny
	St. Vincent's University Hospital Wexford General Hospital
<b>Dublin Midlands Hospital Group</b>	Midland Regional Hospital, Tullamore
	Naas General Hospital
	Tallaght Hospital
	St. James's Hospital
<b>Dublin North East (RCSI) Hospital Group</b>	Beaumont Hospital
	Cavan General Hospital
	Connolly Hospital
	Our Lady of Lourdes Hospital, Drogheda
<b>South/South West Hospital Group</b>	Bantry General Hospital
	Cork University Hospital
	University Hospital Kerry
	Mallow General Hospital
	Mercy University Hospital
	South Tipperary General Hospital University Hospital Waterford
<b>UL Hospital Group</b>	University Hospital Limerick, Dooradoyle
	Mid Western Regional Hospital, Ennis
	Mid Western Regional Hospital, Nenagh
	St. John's Hospital, Limerick
<b>SAOLTA Hospital Group</b>	Letterkenny University Hospital
	Mayo University Hospital
	Portiuncula University Hospital
	Roscommon University Hospital
	Sligo University Hospital
	University Hospital Galway

## Appendix 2: Hospitals with AMAU/MAUs (31)

<b>Ireland East Hospital Group</b>	Mater Misericordiae University Hospital
	Midland Regional Hospital, Mullingar
	Our Lady's Hospital, Navan
	St. Columcille's Hospital, Loughlinstown
	St. Luke's General Hospital, Kilkenny
	St. Vincent's University Hospital Wexford General Hospital
<b>Dublin Midlands Hospital Group</b>	Midland Regional Hospital, Tullamore
	Naas General Hospital
	Tallaght Hospital
<b>Dublin North East (RCSI) Hospital Group</b>	Beaumont Hospital
	Cavan General Hospital
	Connolly Hospital
	Our Lady of Lourdes Hospital, Drogheda
<b>South/South West Hospital Group</b>	Bantry General Hospital
	Cork University Hospital
	University Hospital Kerry
	Mallow General Hospital
	Mercy University Hospital
	South Tipperary General Hospital University Hospital Waterford
<b>UL Hospital Group</b>	University Hospital Limerick, Dooradoyle
	Mid Western Regional Hospital, Ennis
	Mid Western Regional Hospital, Nenagh
	St. John's Hospital, Limerick
<b>SAOLTA Hospital Group</b>	Letterkenny University Hospital
	Mayo University Hospital
	Portiuncula University Hospital
	Roscommon University Hospital
	Sligo University Hospital
	University Hospital Galway

### Appendix 3: Hospitals with other unit types (1)

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Dublin Midlands Hospital Group

St. James's Hospital (Acute Medical Admission's Unit)

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#### Appendix 4: Hospitals with both AMAU/MAU and MSSUs (9)

<b>Ireland East Hospital Group</b>	Mater Misericordiae University Hospital Wexford General Hospital
<b>Dublin North East (RCSI) Hospital Group</b>	Our Lady of Lourdes Hospital, Drogheda
<b>South/South West Hospital Group</b>	Bantry General Hospital Cork University Hospital University Hospital Waterford
<b>SAOLTA Hospital Group</b>	Letterkenny University Hospital Sligo University Hospital University Hospital Galway



## Appendix 5: ONMSD/National Acute Medicine Programme AMAU/MAU/MSSU Education and Training Survey 2016



### *National Acute Medicine Programme / ONMSD MAU / AMAU / MSSU Education and Training Survey 2016*

Thank you for taking the time to complete the attached Nursing, Health care Assistants (HCA) and Multitask Attendant (MTA) education and training survey for staff working in Medical Assessment Unit's (MAU), Acute Medical Assessment Unit's (AMAU) and Medical Short Stay Units (MSSU) across Ireland.

For 2016 the H.S.E. states, as a key priority that it will *"Provide clinical education to maximise the development of ED and AMAU nurses' skills and competence to undertake advanced clinical assessment, interpretation and treatment in a standardised range of skills to improve patient flow, in conjunction with acute services"* HSE Service Plan (H.S.E. January 2016 p.23). The ONMSD is taking a lead role in delivering upon this objective.

In respect to acute medicine nurses the intention is to support the implementation of the skills and competencies directory developed by the Acute Medicine Nurse Interest Group (publication pending), by focusing on patients presenting conditions, and which require education and training support. Furthermore the provision of education and training will support implementation of the nursing related recommendations of the Report of the ED Taskforce (H.S.E. April 2015).

The survey is aimed at determining the current and required skills and competencies of nurses in order to provide education and clinical skills training programmes to ensure core, specialist and advanced skills are available to support patients attending the Acute Medicine Programme. Each unit must determine the levels required as appropriate to unit resourcing, skill mix and patient needs. The survey will also provide baseline data on the current numbers, roles and skills and competencies of HCA's and MTA's in acute medicine units

### **Instructions for completion**

The survey is divided into four sections. All respondents should complete Sections 1, 3, and 4. Only those hospitals with Medical Short Stay (0–48 / 72 hrs length of stay) units should also complete Section 2.

It is recognised that some MAU / AMAU / MSSUs are integrated and staff rotate across the units. However to facilitate clarity and avoid duplication please report on Section 1 and 2 as if the units operated independently, and provide staff headcount and Whole Time Equivalents (WTE) as they are rostered in the week in which the survey is completed. Section 3 and 4 can be responded to for the entire unit.

Where posts are divided across units e.g CNM3 ED / AMAU please allocate the relevant estimated WTE per area.

If you require Clarification on any questions please contact **Richard Walsh**, Director of Nursing Lead, National Acute Medicine Programme. Tel: 0867871481. Email: [richardp.walsh@hse.ie](mailto:richardp.walsh@hse.ie)

Completed surveys should be returned by email to: Ms. Linda Hamilton, Clerical officer, Nursing and Midwifery Planning and Development Unit, Kilkenny at e-mail: [linda.hamilton@hse.ie](mailto:linda.hamilton@hse.ie) on or before Monday 21<sup>st</sup> March 2016.



Name of Hospital: \_\_\_\_\_ Model \_\_\_\_\_

## Section 1: Profile of MAU / AMAU Nursing, Health Care Assistant and Multi Task Attendant staff

### 1.1: MAU / AMAU Nursing Staff Profile

Please provide breakdown of MAU / AMAU nursing staff approved and in post on 28<sup>th</sup> February 2016

Staff Grade	Establishment WTE	In Post 28/02/2016		Number of Staff <u>who</u> <u>commenced in post</u> in the last 12 months  (since 28/02/2015)		Number of staff who have <u>left the</u> <u>area</u> in the past 12 months  (since 28/02/2015)	
		Head Count (HC)	WTE	HC	WTE	HC	WTE
Staff Nurse							
Clinical Nurse Manager 1							
Clinical Nurse Manager 2							
Clinical Nurse Manager 3*							
Registered Advanced Nurse Practitioner (RANP)							
ANP Candidate**							
ANP prepared***							
Clinical Education facilitator							
GP Liaison Nurse							
****other (Please List)							

\*If shared with ED insert approx WTE allocated to MAU / AMAU / MSSU

\*\*ANP Candidate can be a nurse of any grade who is presently working, in an approved and funded post, towards registration as an ANP (either undergoing clinical, educational or site preparation). Please do not include these staff in another grade category.

\*\*\*ANP prepared. A nurse who has completed the educational and clinical preparation requirements for registration as an ANP but for whom an approved post is not available

\*\*\*\*Other can be a nurse of any grade providing a 'specialist role' but appointed to the MAU/AMAU eg heart failure

1.2: Health Care Assistants / Multitask attendant resource MAU / AMAU				Qualifications					
Approved	In Post		Please identify the cover provided by HCA's / MTA's in your MAU/ AMAU	Please provide a breakdown of qualifications held by these HCA's / MTA's					
	28/02/2016								
WTE	Head Count (H.C)	WTE	e.g. 24/7, 12/7, 12/5, 8/5	FETAC award		In-house training		No Formal Training	
						WTE	HC	WTE	HC

1.3: MAU / AMAU Nursing Staff – Qualifications											
Please provide a <u>breakdown of the number</u> of MAU / AMAU staff in each group below who hold the following qualification											
	Higher Diploma (Level 8) Acute Medicine Nursing	Post Graduate Diploma (Level 9) Acute Medicine Nursing	Advanced Clinical Assessment Module (Level 9)	Post Graduate Diploma (Level 9) Emergency Nursing	Nursing Management Qualification (Level 8 or 9)	Medical Prescribing award	X-ray Prescribing Award	MSc Nursing (Level 9)	Higher Diploma (Level 8) Gerontology	Post Graduate Diploma (Level 9) Gerontology	Fulfil educational and clinical criteria for RANP but no approved post
Staff Nurse											
Clinical Nurse Manager 1											
Clinical Nurse Manager 2											
Clinical Nurse Manager 3											
Clinical Education Facilitator											
GP											

Nurse											
Advanced Nurse Practitioner											
	Higher Diploma (Level 8) Acute Medicine Nursing	Post Graduate Diploma (Level 9) Acute Medicine Nursing	Advanced Clinical Assessment Module (Level 9)	Post Graduate Diploma (Level 9) Emergency Nursing	Nursing Management Qualification (Level 8 or 9)	Medicinal Prescribing award	X-ray Prescribing Award	MSc Nursing (Level 9)	Higher Diploma (Level 8) Gerontology	Post Graduate Diploma (Level 9) Gerontology	Fulfil educational and clinical criteria for RANP but no approved post
Candidate ANP*											
Other (list)											
Candidate ANP* refers to an appointed candidate occupying an approved and funded ANP Candidate post											
Insert number of staff with additional relevant registration e.g psychiatric nurse or relevant specialist qualifications (Critical care, Coronary Care, Neurological or Urological nursing Cert, Higher Diploma or Post Graduate Diploma not mentioned above											

**1.4: MAU / AMAU Nursing Staff – Working toward Qualification**

Please provide a breakdown of the number of MAU / AMAU staff in each group below who are working toward the following qualifications

	Higher Diploma (Level 8) Acute Medicine Nursing	Post Graduate Diploma (Level 9) Acute Medicine Nursing	Advanced Clinical Assessment Module (Level 9)	Nursing Management Qualification (Level 8 or 9)	Medicinal Prescribing award	X-ray Prescribing Award	MSc Nursing (Level 9)	Post Graduate Diploma (Level 9) Gerontology	Fulfil educational and clinical criteria for RANP but no approved post
Staff Nurse									
Clinical Nurse Manager 1									
Clinical Nurse Manager 2									
Clinical Nurse Manager 3									
Clinical Education Facilitator									
GP Liaison Nurse									
Advanced Nurse Practitioner									
Candidate ANP*									
Other (list)									

Candidate ANP\* refers to an appointed candidate occupying an approved and funded ANP Candidate post

1.5: MAU / AMAU Nursing Life support skills			
Please indicate the <u>number</u> of nursing staff in MAU / AMAU who have the following Life support training			
	Completed (Certificate <u>current</u> )	Completed (Certificate <u>expired</u> )	Instructor status
Basic Life Support			
Advanced Cardiac Life Support Supports (ACLS)			
Other			
Please detail 'Other'			

<b>1.6: MAU / AMAU HCA and Multi Task Attendant Additional Clinical Skills and Competencies</b>				
Please Indicate the number of HCA / MTA in MAU / AMAU who have the following clinical skills training and the number currently utilising this skill				
	<b>Number of HCA / MTA trained in the skill</b>	<b>Number of HCA / MTA by whom skill currently utilised</b>	<b>Number of HCA / MTA requiring education and training in the skill</b>	<b>Indicate if education and training available locally</b>
Basic life Support				
Use of AED				
Phlebotomy				
Cannulation				
Attaching Cardiac monitor leads				
Taking and recording vital signs (NEWS)				
Fluid balance monitoring (urinary catheter)				
Ostomy care (Hygiene and management)				
Urinary catheter care				
Setting up aseptic technique trolleys				



**1.7: MAU / AMAU Nursing Clinical Skills and Competencies**

Please Indicate the number of nursing staff in MAU / AMAU who have the following clinical skills training, those currently utilising this skill and number requiring training

	<b>Number of Nurses trained in the skill</b>	<b>Number of Nurses by whom skill currently utilised</b>	<b>Number of Nurses requiring education and training in the skill</b>	<b>Indicate if education and training available locally</b>
Administration 1 <sup>st</sup> dose antibiotics				
Management of Anaphylaxis				
Venepuncture				
Venisection				
Taking of blood cultures				
Arterial blood gas sampling				
Interpretation of blood gas results				
IV Cannulation				
ECG Interpretation				
Male Catheterisation				
Female Catheterisation				
Medication Management (Pain) through protocol				
Management of non-invasive ventilation				
Triage				
Chest Auscultation				
Percussion (Chest)				
Percussion (abdomen)				
Palpation (abdomen)				
Cardiovascular examination				
Preliminary neurological examination				

	<b>Number of Nurses trained in the skill</b>	<b>Number of Nurses by whom skill currently utilised</b>	<b>Number of Nurses requiring education and training in the skill</b>	<b>Indicate if education and training available locally</b>
Speech and Language (swallow) assessment				
Point of care testing and interpretation				
Interpretation of cardiac monitor				
Interpretation of cardiac bloods				
Tracheostomy care and suctioning				
Care of patient with Sengstaken-Blakemore tube				
Assist with insertion of central line				
Management of central line				
Perform and interpret Glasgow Coma Scale observation				
NEWS				
Clinical Handover and ISBAR3				
Sepsis Six				
Recognise stroke				
Implement stroke protocol				
Assist with thrombolysis				
Carry out and interpret Dopplers (limb)				
Causes and management of shocked patient				
Comprehensive geriatric assessment				
Frailty assessment				
Preliminary Urological examination				
Mental Health status examination				
Falls risk assessment				

	<b>Number of Nurses trained in the skill</b>	<b>Number of Nurses by whom skill currently utilised</b>	<b>Number of Nurses requiring education and training in the skill</b>	<b>Indicate if education and training available locally</b>
Cognitive impairment assessment				
Tissue viability assessment				
Continence assessment				
Recognition and management of delirium				
IV drug administration				
Other (specify)				

## Section 2: Profile of Medical Short Stay Unit (MSSU) Nursing, Health Care Assistant and Multi Task Attendant staff

### 2.1: Medical Short Stay Unit Nursing Staff Profile

Please provide breakdown of MSSU nursing staff approved and in post on 28th February 2016.

Note: It is recognised that staff may rotate between MAU / AMAU and the MSSU. For the purposes of the survey please count staff on roster in MSSU on day survey completed

	Establishment	In Post 28/02/2016		Number of Staff who commenced in post in the last 12 months (since 28/02/2015)		Number of staff who have left the area in the past 12 months (since 28/02/2015)	
		Head Count (HC)	WTE	HC	WTE	HC	WTE
Staff Grade	WTE	Head Count (HC)	WTE	HC	WTE	HC	WTE
Staff Nurse							
Clinical Nurse Manager 1							
Clinical Nurse Manager 2							
Clinical Nurse Manager 3*							
Registered Advanced Nurse Practitioner (RANP)							
ANP Candidate**							
ANP prepared***							
Clinical Education facilitator							
GP Liaison Nurse							
Other (Please detail)****							
*If shared with ED insert approx WTE allocated to MAU / AMAU / MSSU							
**ANP Candidate can be a nurse of any grade who is presently working, in an approved and funded post, towards registration as an ANP (either undergoing clinical, educational or site preparation). Please do not include these staff in another grade category.							
***ANP prepared. A nurse who has completed the educational and clinical preparation requirements for registration as an ANP but for whom an approved post is not available							
****Other can be a nurse of any grade providing a 'specialist role' but appointed to the AMAU / MSSU eg heart failure							

2.2: Health Care Assistants / Multitask attendant resource MSSU				Qualifications					
Approved	In Post <b>28/02/2016</b>		Please identify the cover provided by HCA's / MTA's in your MSSU	Please provide a breakdown of qualifications held by these HCA's / MTA's					
	Head Count (H.C)	WTE		e.g. 24/7, 12/7, 12/5, 8/5	FETAC award		In-house training		No Formal Training
					WTE	HC	WTE	HC	WTE

2.3: MSSU Nursing Staff – Qualifications											
Please provide a <u>breakdown of the number</u> of MSSU staff in each group below who hold the following qualification											
	Higher Diploma (Level 8) Acute Medicine Nursing	Post Graduate Diploma (Level 9) Acute Medicine Nursing	Advanced Clinical Assessment Module (Level 9)	Post Graduate Diploma (Level 9) Emergency Nursing	Nursing Management Qualification (Level 8 or 9)	Medical Prescribing award	X-ray Prescribing Award	MSc Nursing (Level 9)	Higher Diploma (Level 8) Gerontology	Post Graduate Diploma (Level 9) Gerontology	Fulfil educational and clinical criteria for RANP but no approved post
Staff Nurse											
Clinical Nurse Manager 1											
Clinical Nurse Manager 2											
Clinical Nurse Manager 3											
Clinical Education Facilitator											

GP Liaison Nurse											
Advanced Nurse Practitioner											
	Higher Diploma (Level 8) Acute Medicine Nursing	Post Graduate Diploma (Level 9) Acute Medicine Nursing	Advanced Clinical Assessment Module (Level 9)	Post Graduate Diploma (Level 9) Emergency Nursing	Nursing Management Qualification (Level 8 or 9)	Medicinal Prescribing award	X-ray Prescribing Award	MSc Nursing (Level 9)	Higher Diploma (Level 8) Gerontology	Post Graduate Diploma (Level 9) Gerontology	Fulfil educational and clinical criteria for RANP but no approved post
Candidate ANP*											
Other (list)											
Candidate ANP* refers to an appointed candidate occupying an approved and funded ANP Candidate post											
Insert number of staff with additional relevant registration e.g psychiatric nurse <b>or</b> relevant specialist qualifications (Critical care, Coronary Care, Neurological or Urological nursing Cert, Higher Diploma or Post Graduate Diploma not mentioned above											

#### 2.4: MSSU Nursing Staff – Working toward Qualification

Please provide a [breakdown of the number of MSSU staff in each group below](#) who are working toward the following qualifications

	Higher Diploma (Level 8) Acute Medicine Nursing	Post Graduate Diploma (Level 9) Acute Medicine Nursing	Advanced Clinical Assessment Module (Level 9)	Nursing Management Qualification (Level 8 or 9)	Medicinal Prescribing award	X-ray Prescribing Award	MSc Nursing (Level 9)	Post Graduate Diploma (Level 9) Gerontology	Fulfil educational and clinical criteria for RANP but no approved post
Staff Nurse									
Clinical Nurse Manager 1									

	Higher Diploma (Level 8) Acute Medicine Nursing	Post Graduate Diploma (Level 9) Acute Medicine Nursing	Advanced Clinical Assessment Module (Level 9)	Nursing Management Qualification (Level 8 or 9)	Medicinal Prescribing award	X-ray Prescribing Award	MSc Nursing (Level 9)	Post Graduate Diploma (Level 9) Gerontology	Fulfil educational and clinical criteria for RANP but no approved post
Clinical Nurse Manager 2									
Clinical Nurse Manager 3									
Clinical Education Facilitator									
GP Liaison Nurse									
Advanced Nurse Practitioner									
Candidate ANP*									
Other (list)									
Candidate ANP* refers to an appointed candidate occupying an approved and funded ANP Candidate post									

## 2.5: MSSU Nursing Life support skills

Please indicate the number of nursing staff in MSSU who have the following Life support training

	Completed (Certificate <u>current</u> )	Completed (Certificate <u>expired</u> )	Instructor status
Basic Life Support			
Advanced Cardiac Life Support Supports (ACLS)			
Other			
Please detail 'Other'			



## 2.6: MSSU Nursing Clinical Skills and Competencies

Please Indicate the number of nursing staff in MSSU who have the following clinical skills training, those currently utilising this skill and number requiring training

	Number of Nurses trained in the skill	Number of Nurses by whom skill currently utilised	Number of Nurses requiring education and training in the skill	Indicate if education and training available locally
Administration 1 <sup>st</sup> dose antibiotics				
Management of Anaphylaxis				
Venepuncture				
Venisection				
Taking of blood cultures				
Arterial blood gas sampling				
Interpretation of blood gas results				
IV Cannulation				
ECG Interpretation				
Male Catheterisation				
Female Catheterisation				
Medication Management (Pain) through protocol				
Management of non-invasive ventilation				
Triage				
Chest Auscultation				
Percussion (Chest)				
Percussion (abdomen)				
Palpation (abdomen)				
Cardiovascular examination				
Preliminary neurological examination				

	<b>Number of Nurses trained in the skill</b>	<b>Number of Nurses by whom skill currently utilised</b>	<b>Number of Nurses requiring education and training in the skill</b>	<b>Indicate if education and training available locally</b>
Speech and Language (swallow) assessment				
Point of care testing and interpretation				
Interpretation of cardiac monitor				
Interpretation of cardiac bloods				
Tracheostomy care and suctioning				
Care of patient with Sengstaken-Blakemore tube				
Assist with insertion of central line				
Management of central line				
Perform and interpret Glasgow Coma Scale observation				
NEWS				
Clinical Handover and ISBAR3				
Sepsis Six				
Recognise stroke				
Implement stroke protocol				
Assist with thrombolysis				
Carry out and interpret Dopplers (limb)				
Causes and management of shocked patient				
Comprehensive geriatric assessment				
Frailty assessment				
Preliminary Urological examination				
Mental Health status examination				

	Number of Nurses trained in the skill	Number of Nurses by whom skill currently utilised	Number of Nurses requiring education and training in the skill	Indicate if education and training available locally
Cognitive impairment assessment				
Tissue viability assessment				
Continence assessment				
Recognition and management of delirium				
IV drug administration				
Nurse led discharge				
Criterion based discharge				
Certification of expected death				
Other (specify)				
<p><b>*Definitions: Criterion based patient discharge</b> refers to patient discharge by a nurse when specific clinical criteria have been achieved e.g. no raised temperature for 24 hours, ....mobilising safely or no evidence of respiratory distress. The consultant/medical team will have documented discharge criteria or targets in the patient's healthcare record. The patient's consultant/medical team agree that the patient is fit for discharge once the patient has achieved these discharge criteria. Criterion based patient discharge by a nurse...must be supported by local guidelines agreed with the medical team and specific to the specialist area of practice(Guideline for Nurse/Midwife Facilitated Discharge Planning, HSE, 2009 p6)</p> <p><b>Nurse led discharge</b> – The nurse/midwife has the authority and responsibility to agree an expected date of discharge and to state the patient is clinically fit for discharge. Collaboratively agreed protocols and guidelines between the nurse/midwife, the consultant and other members of the multidisciplinary team are required to govern discharge practices. The nurse/midwife will have completed further education and competency development in the area of assessment, diagnosis and discharge of patients/clients. (Guideline for Nurse/Midwife Facilitated Discharge Planning, HSE, 2009 p7)</p>				

<b>2.7: MSSU HCA &amp; Multi Task Attendant additional Clinical Skills and Competencies</b>				
Please Indicate the number of HCA / MTA in MSSU who have the following clinical skills training and the number currently utilising this skill				
	<b>Number of HCA / MTA trained in the skill</b>	<b>Number of HCA / MTA by whom skill currently utilised</b>	<b>Number of HCA / MTA requiring education and training in the skill</b>	<b>Indicate if education and training available locally</b>
Basic Life Support				
Use of AED				
Phlebotomy				
Cannulation				
Attaching cardiac monitor leads				
Taking and recording vital signs (NEWS)				
Fluid balance monitoring (urinary catheter)				
Ostomy care (hygiene and management)				
Urinary catheter care				
Care and positioning of stroke patient				
Nutrition and the stroke patient				
Setting up aseptic technique trolley				

### Section 3: Education Initiatives and Non Clinical Skills Training

<b>3.1: Education Initiatives</b>			
Please provide information in relation to availability of the following education initiatives for nursing staff in your MAU / AMAU / MSSU			
	Yes	No	Duration
Is there a formal induction / orientation programme for new staff?			(in weeks)
Do you deliver a foundation programme in acute medicine nursing?			(in months)
Is a Level 8 (Higher Diploma) Programme in Acute Medicine Nursing facilitated on site?	Yes	No	
If yes please identify the associated Higher Education Institution (HEI):			
Is a Level 9 (Post Graduate Diploma) programme in Acute Medicine Nursing facilitated on site	Yes	No	
If yes please identify the associated HEI:			
Is de-escalation training (i.e. management of patients with disturbed behaviour using non violent crisis intervention) provided in your MAU / AMAU / MSSU?	Yes	No	
If yes, please indicate the groups who receive this training:	Nurses	HCA's	

**3.2: Non-Clinical skills**

Please provide information in relation to the number of staff who have obtained education or have skills in the following areas

	Staff Nurse	CNM	ANP	ADON	Business manager	Other grade
Systems improvement techniques such as Quality Improvement, Lean, Six Sigma, Clinical Microsystems etc.						
Information technology (basic skills)						
Information technology (advanced/ super user in MAU / AMAU /MSSU specific technologies) e.g NQAiS Medicine, NIMIS						
Project and Change management						
Capacity and service planning						

## Section 4: Comments

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**In the event that we need to contact you to seek clarification in relation to information returned please provide contact details below**

Form Completed by: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Telephone: (mob) \_\_\_\_\_ Landline \_\_\_\_\_

eMail \_\_\_\_\_

Thank you for taking the time to complete this survey!



## Appendix 6: AMAU/MAU/MSSU Working Group

Name	Title & Place of work	Role
<b>Geraldine Shaw</b>	Director of Nursing & Midwifery ,Office of Nursing & Midwifery Services Director (ONMSD) & Clinical Strategy & Programmes Division, HSE	ONMSD Lead & Chair
<b>Miriam Bell</b>	Interim Director, Nursing and Midwifery Planning and Development Unit, HSE SE	Representing Directors NMPDU & Lead Document Design & Collation
<b>Eileen Whelan</b>	Chief Director of Nursing & Midwifery Services Dublin Midlands Hospital Group	Representing Chief Group DONMs
<b>Margaret Casey</b>	Director, Centre of Nurse & Midwifery Education, Mayo/Roscommon	Representing CNME Directors
<b>Richard Walsh</b>	Director of Nursing Lead, National Acute Medicine Programme Office of the Nursing Services Director, Clinical Strategy and Programmes Division, HSE	Nurse Lead , Acute Medicine Programme
<b>Fiona McDaid</b>	Nurse Lead, National Emergency Medicine Programme Longwood Room, HSE, Stewarts' Hospital, Mill Lane, Palmerstown, Dublin 20.	Nurse Lead, Emergency Medicine Programme
<b>Claire O'Neill</b>	CNM3, Acute Medicine Mater Misericordiae University Hospital	Representing Acute Medicine Nurse Interest Group (AMNIG)
<b>Margaret Williams</b>	Divisional Nurse Manager of the Medical Directorate, Regional Hospital Mullingar	Representing AMNIG
<b>Avilene Casey</b>	National Director of Nursing and Midwifery, Office of the Nursing & Midwifery Services Director, Dr. Steevens Hospital Dublin and Office Complex, Kilcreene, Kilkenny	Representing ONMSD
<b>Paula Duignan</b>	CNM2, Emergency Department (ED), Midlands Regional Hospital, Tullamore, Co. Offaly	Representing Emergency Nurse Interest Group (ENIG)
<b>Catherine Killilea</b>	Area Director Nursing and Midwifery Planning and Development Unit, HSE South	Representing Area Directors, NMPDUs
<b>Deirdre Lang</b>	Director of Nursing National Clinical Programme for Older People (NCPOP) and Leadership Development Nursing Profession Older People	Nurse Lead, National Clinical Programme for Older Persons
<b>Lorraine Reynolds</b>	CNM3 Emergency Department OLOLH Drogheda	Representing ENIG
<b>Valerie Small</b>	ANP, Emergency Department, St. James Hospital, Dublin	ANP Lead Emergency Medicine Programme

Report prepared by Miriam Bell, Interim Director, Nursing and Midwifery Planning and Development (NMPDU), South East, Linda Hamilton, Clerical Officer and Marie Wilson, Section Officer, NMPDU, South East on behalf of the ED/AMAU Advanced Skills Working Group, ONMSD





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