

Emergency Departments/Injury Units Education and Training Survey and Needs Analysis 2016

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



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Clinical Strategy and Programmes Division



**EMERGENCY
MEDICINE**



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FOREWORD

In April 2016, the Office of the Nursing and Midwifery Services Director (ONMSD) and the National Emergency Medicine Programme (EMP) collaboratively undertook a national survey to identify the education and training needs of nursing, healthcare assistant and multi-task attendant staff in Emergency Departments (ED) and Injury Units (IU) in acute hospitals in the Republic of Ireland (ROI). 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).

Emergency Medicine provides an essential service for patients and communities and fulfils a unique and crucial remit within the national healthcare system. Emergency Departments (EDs) and Injury Units (IUs) form the infrastructure of emergency services providing continuous access to emergency care for patients with undifferentiated diagnosis and with varying levels of acuity throughout the life continuum. Emergency Nursing has developed into a distinct specialist area of practice and as the ED and IU are the gateways to the hospital environment for circa 1.3 million attendances each year, it is necessary for ED and IU staff to have an extensive range of skills and resources to meet the needs of patients. Maximising the scope of nurses working in EDs will support the achievement of the goals of the Emergency Medicine Programme, namely to improve access, quality and cost effectiveness in emergency 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 EDs and IUs.

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.



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Introduction

In April 2016, the Office of the Nursing and Midwifery Services Director (ONMSD) and the National Emergency Medicine Programme (EMP) collaboratively undertook a national survey to identify the education and training needs of nursing, healthcare assistant and multi-task attendant staff in Emergency Departments and Injury Units in acute hospitals in the Republic of 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).

Emergency Medicine provides an essential service for patients and communities and fulfils a unique and crucial remit within the national healthcare system. Emergency Departments (EDs) and Injury Units (IUs) form the infrastructure of emergency services providing continuous access to emergency care for undiagnosed, undifferentiated patients with varying levels of acuity throughout the life continuum.

Emergency Nursing has developed into a distinct specialist area of practice and as the EDs and IUs are the gateway to the hospital environment for circa 1.3 million attendances each year, it is necessary for ED and IU staff to have an extensive range of skills and competencies to meet the needs of patients (HSE 2012). Maximising the scope of nurses working in EDs will support the achievement of the goals of the Emergency Medicine Programme, namely to improve access, quality and cost effectiveness in emergency medicine in Ireland.

The focus of this survey was the skills and competencies required by nurses in EDs and IUs. The area of mental health was not included in the needs analysis. However, skills and competencies for the post-triage care of the patient presenting with mental health issues are a requirement for ED and IU nursing staff. These skills and competencies will be addressed in the ensuing education programmes as appropriate.

The survey was undertaken between May and September 2016. A 100% response rate was achieved with all 41 services (31 EDs and 10 IUs) participating. Survey results are presented in this report in nine sections. Section One presents the national overview of ED nursing demographics and education and training needs. Section Two comprises the national overview of Injury Unit nursing demographics and education and training needs. Finally, Sections Three through Nine present these same findings but specific to each of the seven Hospital Groups including the Children's Hospital Group.

This report was prepared on the basis of the quality of the information provided in surveys. Where data was missing, incomplete or required clarification every attempt was made to follow-up with individual sites to verify information. The report represents findings on demographics, education and training needs of nurses working in EDs and IUs in the Republic of Ireland at a specific point in time.

Summary of Findings

Structures

- **ED/IUs** Of the 41 participating sites, 31 sites identified their service as having an Emergency Department (ED) and 10 sites identified their service as having an Injury Unit (IU)

Staff Profile (WTEs and headcount)

➤ Nurses

- Total number of nurse WTEs in all unit types **1338.62**; headcount **1531** (as of the 28th February 2016)
- WTEs for nurses working in EDs **1272.53**; headcount **1455**
- WTEs for nurses working in IUs **66.09**; headcount **76**

➤ Clinical Nurse Managers (CNMs)

- Total number of WTEs for *all* CNMs in all unit types **258.07**; headcount **295** (as of the 28th February 2016)
- WTEs for CNMs working in EDs **238.61**; headcount **271**
- WTEs for CNMs working in IUs **19.46**; headcount **24**
- WTEs for CNM1s working in EDs **24.4**; headcount **24**
- WTEs for CNM1s working in IUs **9.94**; headcount **11**
- WTEs for CNM2s working in EDs **188.41**; headcount **220**
- WTEs for CNM2s working in IUs **8.7**; headcount **12**
- WTEs for CNM3s working in EDs **25.8**; headcount **27**
- WTEs for CNM3s working in IUs **.82**, headcount **1**

➤ Health Care Assistants/Multitask Attendants (HCAs/MTAs)

- Total number of WTEs for HCAs in all unit types **152.6**; headcount **162**
- Total number of WTEs for MTAs in all unit types **42.52**; headcount **39**
- WTEs for HCAs working in EDs **151.6**; headcount **161**
- WTEs for MTAs working in EDs **38**; headcount **33**
- WTEs for HCAs working in IUs **1**; headcount **1**
- WTEs for MTAs working in IUs **4.52**; headcount **6**

Nursing: Commenced Post/Left Post

- Between 28/02/2015 and 29/02/2016 **234** (WTE 228.8) nurses of all grades commenced post *in all unit types*
- In the same period **153** (WTE 145.47) nurses of all grades left post *in all unit types*
- **Emergency Departments: 224** (WTE 219.8) nurses of all grades commenced in post, in the same period **144** (WTE 136.67) nurses across all grades left posts.
- **Injury Units: 10** (WTE 9) nurses of all grades commenced in post, in the same period **9** (WTE 8.8) nurses across all grades left posts.

Specialist Roles (Emergency Departments)

- **Registered Advanced Nurse Practitioners (RANP): 76** Registered Advanced Nurse Practitioners
 - RANP (Non life/Limb threatening injury): **67**
 - RANP (Rapid Assessment & Treatment): **2**
 - RANP (Other): **7**
- **Advanced Nurse Practitioner Candidates (ANPc): 15** Advanced Nurse Practitioner Candidates
- **Advanced Nurse Practitioners (Prepared): 6** Advanced Nurse Practitioners (Prepared)
- **Clinical Education Facilitators: 13**
- **Clinical Support Nurse: 4**
- **Education Co-ordinator: 3**
- **GP Liaison Nurse: 14**

Specialist Roles (Injury Units)

- **Registered Advanced Nurse Practitioners (RANP): 5** Registered Advanced Nurse Practitioners
 - RANP (Non life/Limb threatening injury): **4**
 - RANP (Rapid Assessment & Treatment): **1**
- **Advanced Nurse Practitioner Candidates (ANPc): 3** Advanced Nurse Practitioner Candidates

Nursing Staff Qualifications (Emergency Departments)

- **Registered Nurse Prescribers:** 112 nurses of a total of 1455 in Emergency Departments nationally have a Medicinal Prescribing Award
- **Medicinal Prescribing:** 34 nurses of a total 1455 are working towards Medicinal Prescribing qualification
- **Ionising Radiation Prescribing:** 115 nurses of a total 1455 have an Ionising Radiation Prescribing qualification, 37 are working towards the qualification
- **Higher/Graduate Diploma Emergency Nursing:** 526 nurses of 1455 hold a Higher/Graduate Diploma in Emergency Nursing, 67 nurses are working toward qualification
- **Certificate/ENB in Emergency Nursing:** 95 nurses of 1455 hold a Certificate/ENB in Emergency Nursing

- **Nursing Management Qualification:** 120 nurses of 1455 hold a Nursing Management Qualification, 8 nurses are working toward qualification
- **Masters Degree in Nursing (Level 9, QQI):** 137 nurses of 1455 hold a Masters Degree in Nursing (Level 9, QQI), 39 nurses are working toward qualification

Nursing Staff Qualifications (Injury Units)

- **Registered Nurse Prescribers:** 12 nurses of a total of 76 in Injury Units nationally have a Medicinal Prescribing Award
- **Medicinal Prescribing:** 3 nurses of a total of 76 are working toward Medicinal Prescribing
- **Ionising Radiation Prescribing:** 20 nurses of a total of 76 have an Ionising Radiation Prescribing qualification, 2 nurses are working toward the qualification
- **Higher/Graduate Diploma Emergency Nursing:** 25 nurses of 76 hold a Higher/Graduate Diploma in Emergency Nursing
- **Certificate/ENB in Emergency Nursing:** 2 nurses of 76 hold a Certificate/ENB in Emergency Nursing
- **Nursing Management Qualification:** 20 nurses of 76 hold a Nursing Management Qualification
- **Masters Degree in Nursing (Level 9, QQI):** 6 nurses of 76 hold a Masters Degree in Nursing (Level 9, QQI), 6 nurses are working toward qualification

On-site education provision (Emergency Departments/Injury Units)

- **Emergency Nursing Programme Level 8 QQI** 18 sites reported that they facilitate a Level 8 (Higher Diploma) programme in Emergency Nursing on site
- **Emergency Nursing Programme Level 9 QQI** 14 sites indicated that they facilitate provision of this programme at Level 9 on site
- **Induction/Orientation Programme** 31 of 41 sites surveyed indicated that they provide a formal induction/ orientation programme for new staff. Programme durations in survey responses ranged from one week to one year.

ED Taskforce 4 Key Skills (Emergency Departments)

- **1st Dose IV Antibiotics** – 65% of nurses are trained in this skill
- **IV Venepuncture** – 71% of nurses are trained in IV Venepuncture
- **IV Cannulation** – 75% of nurses are trained to cannulate

ED Taskforce 4 Key Skills (Injury Units)

- **1st Dose IV Antibiotics** – 41% of nurses are trained in this skill
- **IV Venepuncture** – 88% of nurses are trained in IV Venepuncture
- **IV Cannulation** – 84% of nurses are trained to cannulate

Section 1 National Overview Emergency Departments



Section 1 National Overview Emergency Departments

1.0 National Overview Emergency Departments (31 Departments)

Thirty-one services indicated they had an Emergency Department and completed the Education and Training Survey, these hospitals are as follows:

Ireland East Hospital Group

1. Mater Misericordiae University Hospital (Model 4 Hospital)
2. Midlands Regional Hospital, Mullingar (Model 3 Hospital)
3. Our Ladys Hospital, Navan (Model 2 Hospital)
4. Royal Victoria Eye and Ear Hospital (Model 3 Hospital/Specialist ED)
5. St. Luke's Hospital, Kilkenny (Model 3 Hospital)
6. St. Michael's Hospital, Dun Laoghaire (Model 2 Hospital)
7. St. Vincent's University Hospital (Model 4 Hospital)
8. Wexford General Hospital (Model 3 Hospital)

Dublin Midlands Hospital Group

9. Midlands Regional Hospital, Portlaoise (Model 3 Hospital)
10. Midlands Regional Hospital, Tullamore (Model 3 Hospital)
11. Naas General Hospital (Model 3 Hospital)
12. St. James Hospital (Model 4 Hospital)
13. Tallaght Hospital (Model 4 Hospital)

RCSI Hospital Group

14. Beaumont Hospital (Model 4 Hospital)
15. Cavan General Hospital (Model 3 Hospital)
16. Connolly Hospital, Blanchardstown (Model 3 Hospital)
17. Our Lady of Lourdes Hospital, Drogheda (Model 3 Hospital)

South/South West Hospital Group

18. Cork University Hospital (Model 4 Hospital)
19. Mercy University Hospital (Model 3 Hospital)
20. South Tipperary General Hospital (Model 3 Hospital)
21. University Hospital Kerry (Model 3 Hospital)
22. University Hospital Waterford (Model 4 Hospital)

Continued overleaf...

University of Limerick Hospital Group

23. University Hospital Limerick (Model 4 Hospital)

SAOLTA Hospital Group

24. Letterkenny University Hospital (Model 3 Hospital)
25. Mayo University Hospital (Model 3 Hospital)
26. Portunacula University Hospital (Model 3 Hospital)
27. Sligo University Hospital (Model 3 Hospital)
28. University Hospital Galway (Model 4 Hospital)

Children's Hospital Group

29. Children's University Hospital Temple Street
30. Our Lady's Children's Hospital, Crumlin
31. Tallaght Children's Hospital

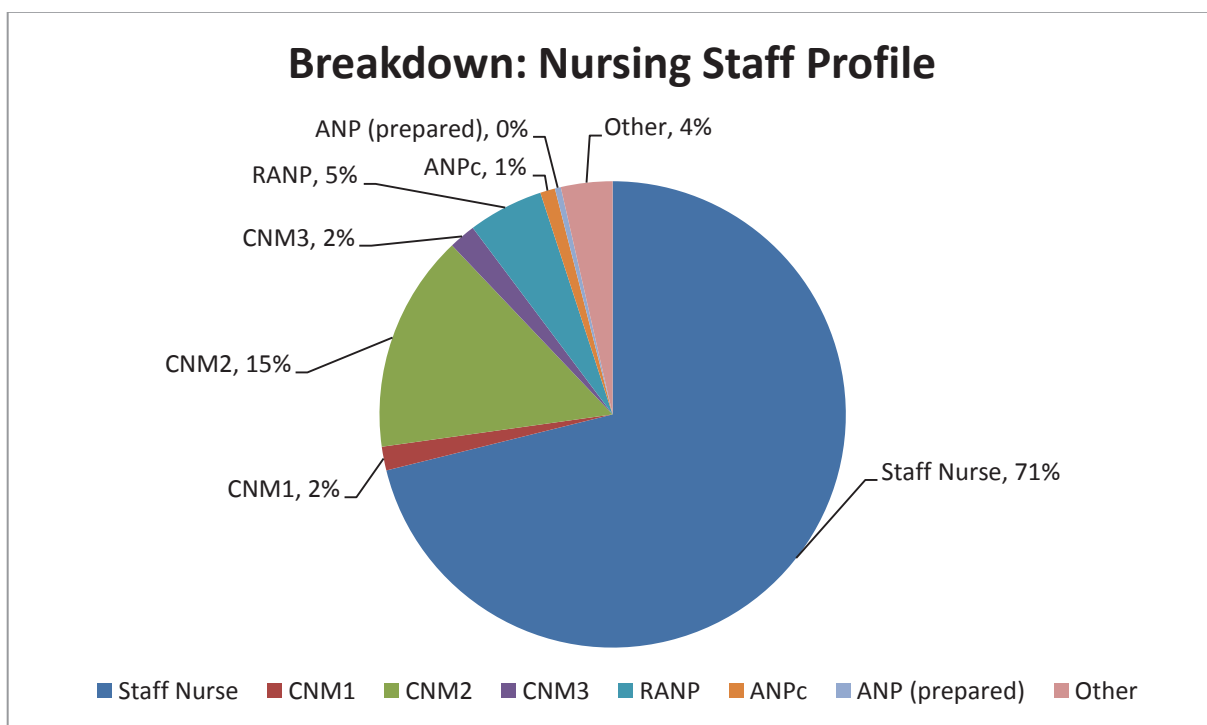
1.1 Nursing Staff Profile (Emergency Departments)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 and in Figure 1 overleaf.

Table 1 Nursing Staff Profile (Emergency Departments)

Staff approved and in post on 29th February 2016	Approved		In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
	WTE	Head Count	WTE	HC	WTE	HC	WTE	HC
Staff Nurse	977.36	1035	892.95	189	184.4	118	111.93	
Clinical Nurse Manager 1	44	24	24.4	0	2	0	0	
Clinical Nurse Manager 2	207.02	220	188.41	12	11	14	13.24	
Clinical Nurse Manager 3	26.1	27	25.8	5	4.4	5	4.5	
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	70.8	67	66.16	6	6	2	2	
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	3	2	2	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	7	7	7	1	1	0	0	
ANP Candidate	17.5	15	14.5	3	3	0	0	
ANP Prepared	5	6	6	1	1	0	0	
Clinical Education Facilitator	15.14	13	11.99	2	2	2	2	
Clinical Support Nurse	3.5	4	3.1	2	2	0	0	
Education Co-ordinator	2.36	3	2.36	1	1	1	1	
GP Liaison Nurse	11.86	14	10.36	2	2	1	1	
Research Nurse	1	1	1	0	0	0	0	
Clinical Nurse Specialist	7.5	8	7.5	0	0	1	1	
Other	11.5	9	9	0	0	0	0	
Totals	1410.64	1455	1272.53	224	219.8	144	136.67	

Figure 1 Nursing Staff Profile



1.2 Nursing Staff Qualifications

1.2.1 Additional Registerable Qualifications

Services were asked to identify numbers of nurses in their units with registerable qualifications additional to their primary qualification. Findings can be seen in Table 2 and Figure 2.

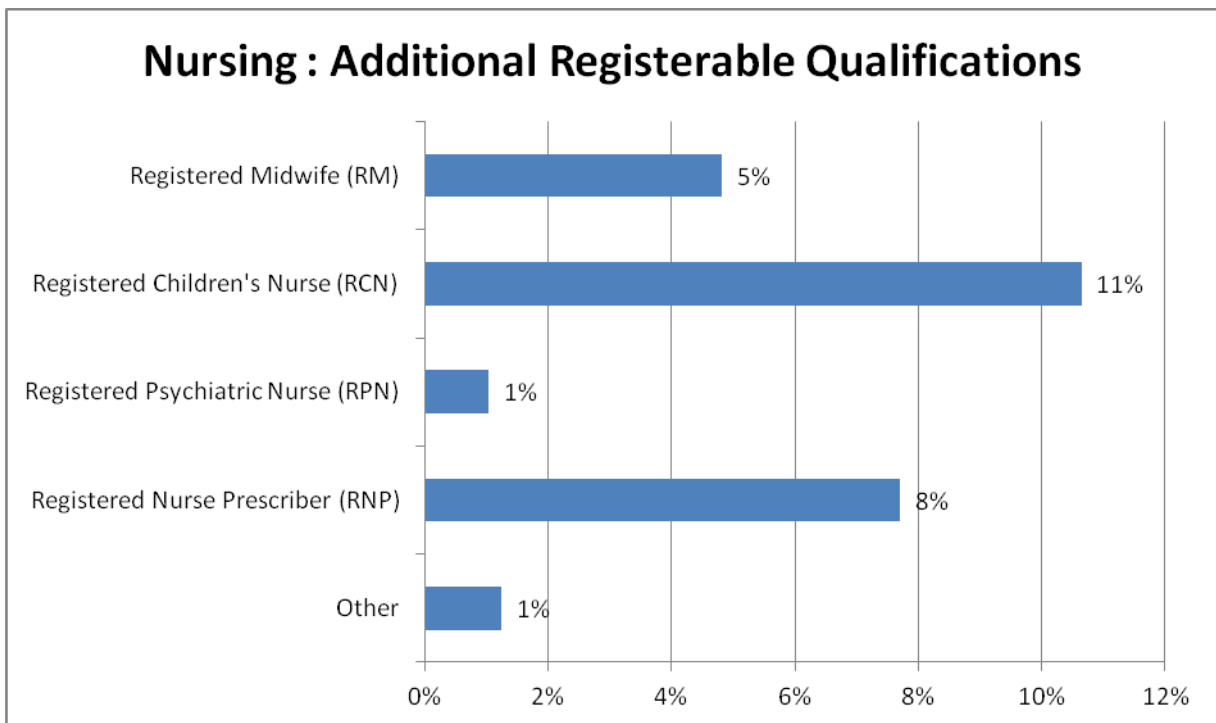
Table 2 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	5%
Registered Children's Nurse (RCN)	11%
Registered Psychiatric Nurse (RPN)	1%
Registered Nurse Prescriber (RNP)	8%
Other	1%

Registered Nurse Prescriber (RNP) refers to those nurses who have achieved a Medicinal Product Prescribing qualification and who are registered with the Nursing and Midwifery Board of Ireland (NMBI). Not all nurses who undertook a prescribing education programme are registered with NMBI.

'Other' category above refers to Registered Nurse Intellectual Disability (RNID) and other non-specified registerable qualifications.

Figure 2 Additional Registerable Qualifications



1.2.2 Nursing Staff Qualifications/Working towards Qualifications

For this question services identified the numbers of nurses in their EDs who had undertaken (or were currently undertaking) specific educational programmes – Higher/Graduate Diploma Emergency Nursing; Certificate/ENB in Emergency Nursing; Nursing Management qualification; Medicinal Prescribing; Ionising Radiation Prescribing; and any qualification at Master’s degree level. Findings are presented in Table 3 and Figure 3.

Table 3 Nursing Staff Qualifications/Working towards Qualification

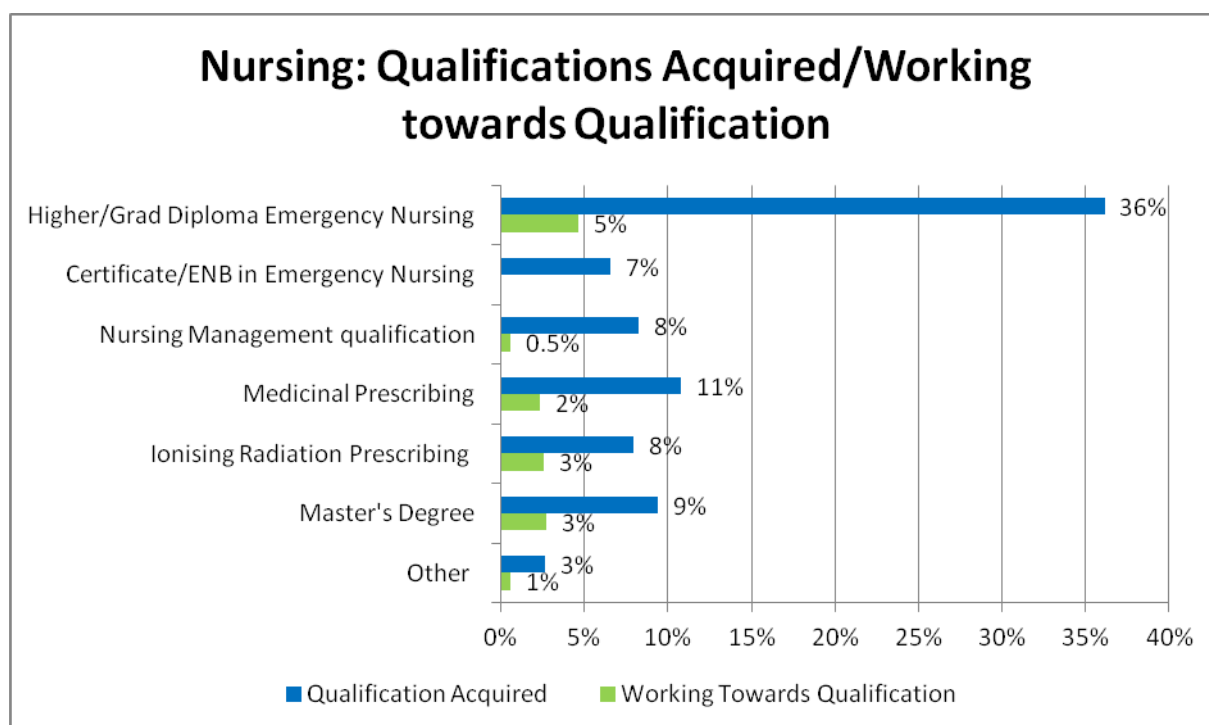
	Qualifications Acquired	Working Toward Qualifications
Higher/Grad Diploma Emergency Nursing	36%	5%
Certificate/ENB in Emergency Nursing	7%	Not requested**
Nursing Management qualification	8%	0.5%
Medicinal Prescribing	11%*	2%
Ionising Radiation Prescribing	8%	3%
MSc	9%	3%
Other	3%	1%

* This figure taken from the Report on Nurse Midwife Medicinal Product Prescribing (June 2016)

**These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas

Qualifications indicated under ‘other’ category included, for example, PhD, Postgraduate Cardiovascular Nursing and ENT Nursing.

Figure 3 Nursing Staff Qualifications Acquired and Working towards Qualification



1.3 Nursing Staff Advanced Life Support Skills

Services were asked to identify numbers of nurses in their EDs with certification in a variety of advanced life support skills. Findings are presented in Table 4. Findings for each specific resuscitation programme are also presented in Figures 4 through 8 on the following pages.

Table 4 Nursing Staff Advanced Life Support Skills

Advanced Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	4%	6%	0.1%
Paediatric Programme (APLS/EPLS/PALS)	23%	6%	1%
Trauma Programme (ATLS/TNCC/ATNC)	13%	11%	0.4%
Advanced Cardiac Life Support (ACLS)	39%	15%	2%
Emergency Planning MIMMS/HMIMS	3%	1%	0.1%
EMBS (Burns)	0%	0.1%	0%
Other	1%	0%	0%

Figure 4 Neonatal Resuscitation

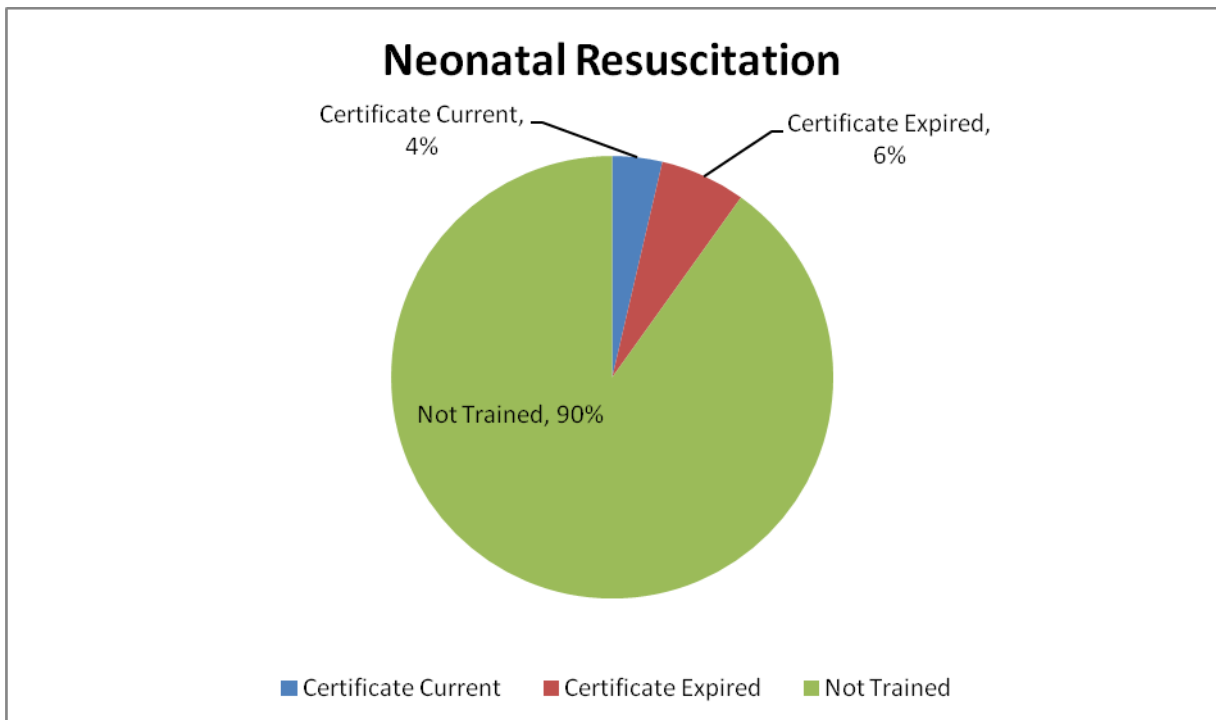
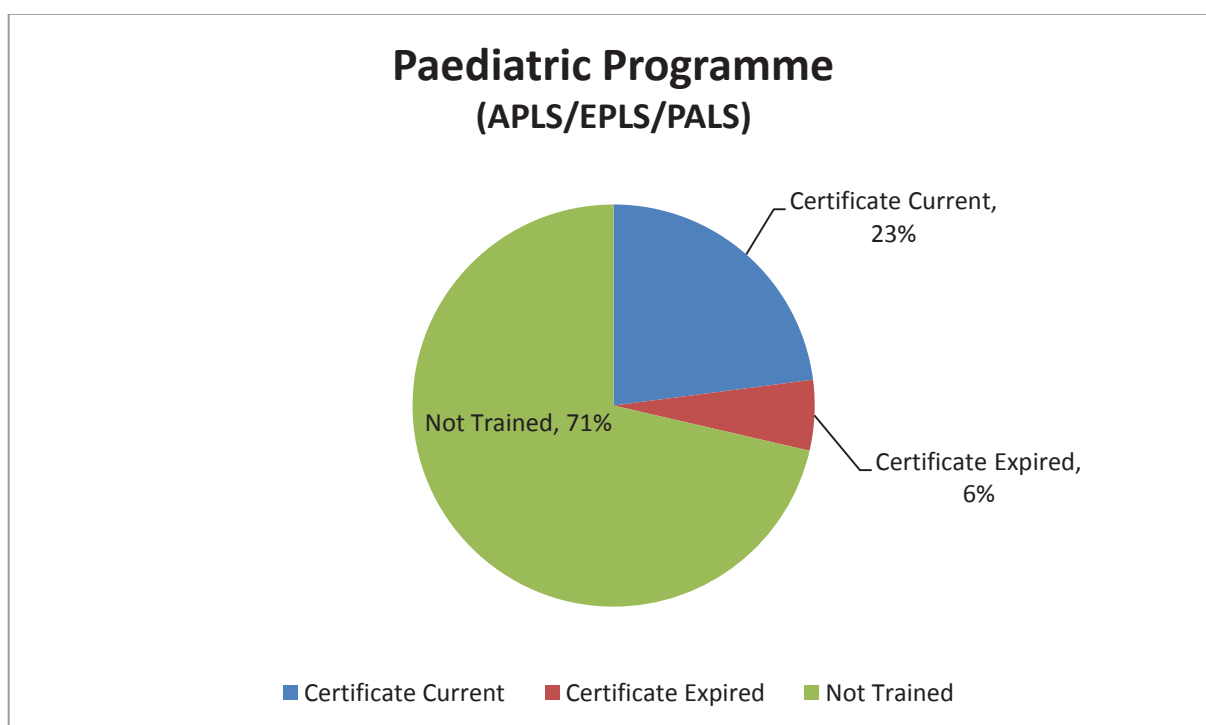
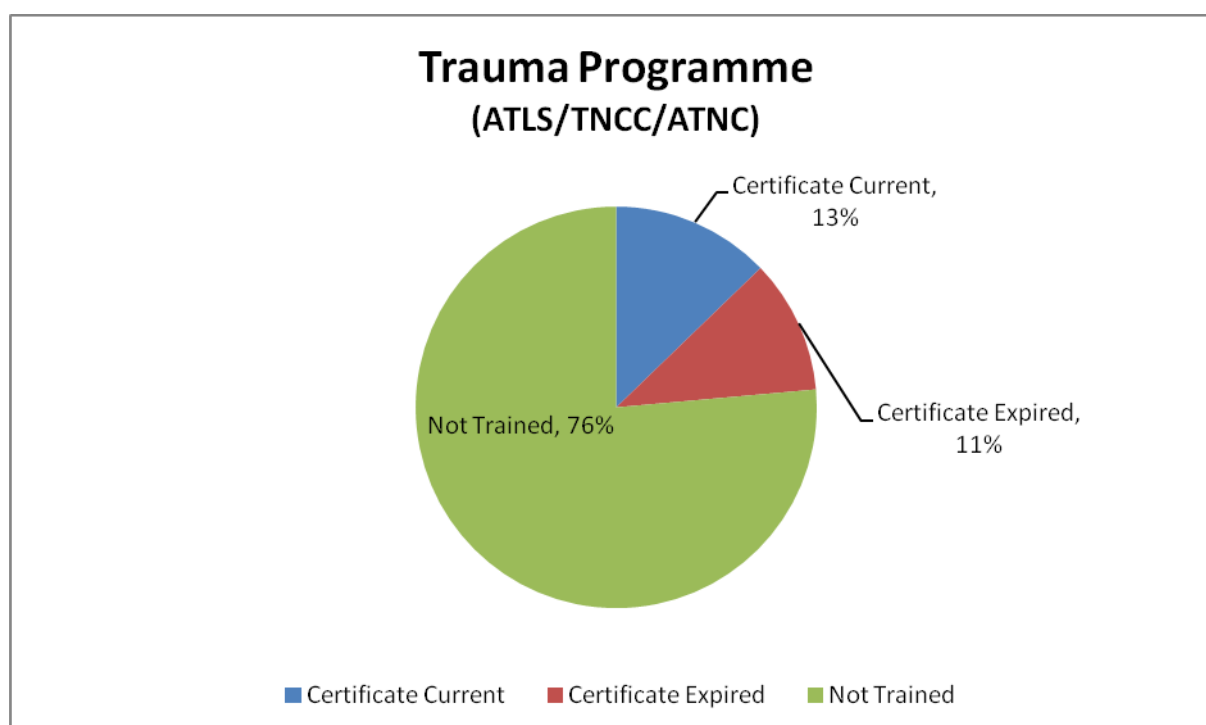


Figure 5 Paediatric Programme

Sites were asked to identify numbers of nurses with APLS, EPLS or PALS– results are reported for all three programmes together – breakdown not possible.

Figure 6 Trauma Programme

Sites were asked to identify numbers of nurses with ATLS, TNCC or ATNC – results are reported for all three programmes together – breakdown not possible.

Figure 7 Advanced Cardiac Life Support

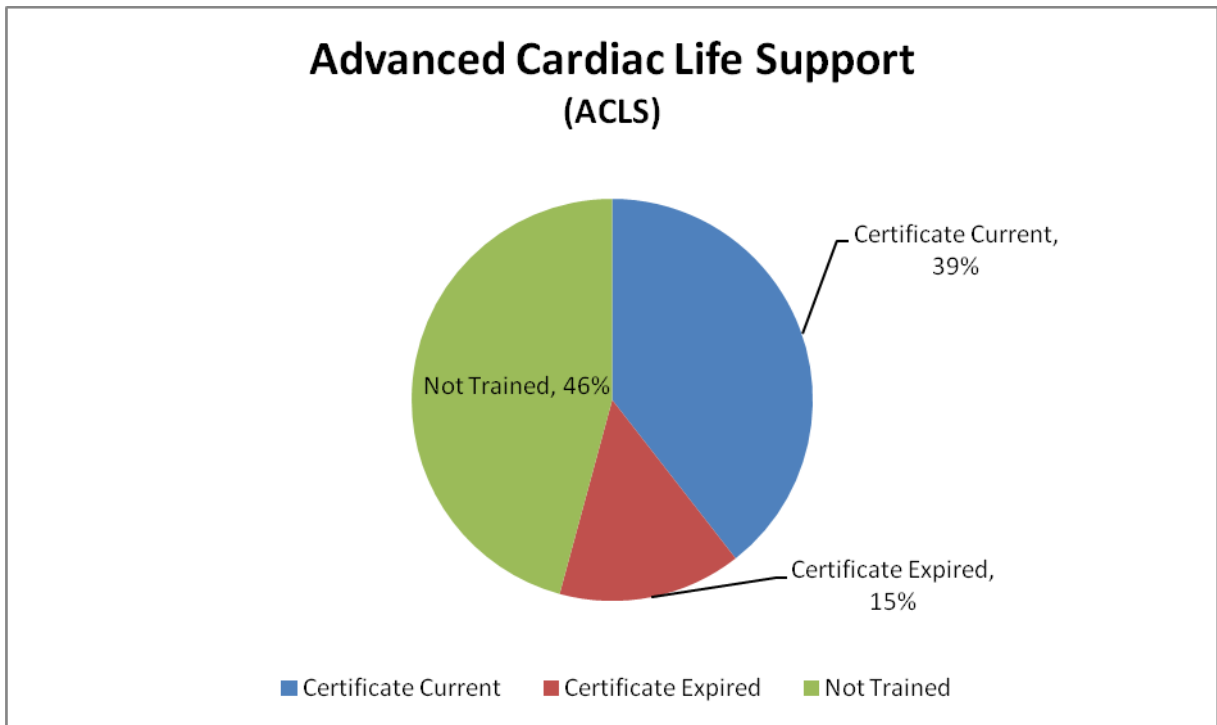
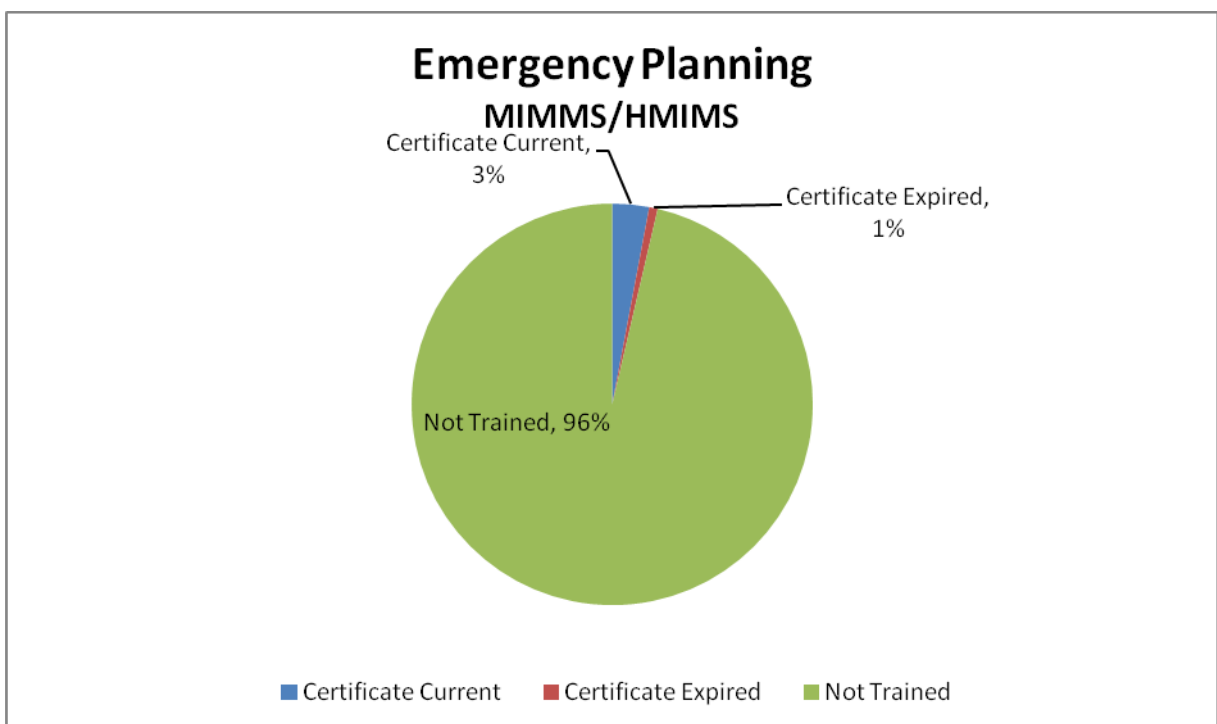


Figure 8 Emergency Planning



Sites were asked to identify numbers of nurses with either MIMMS or HMIMS training – results are reported for both programmes together – breakdown not possible

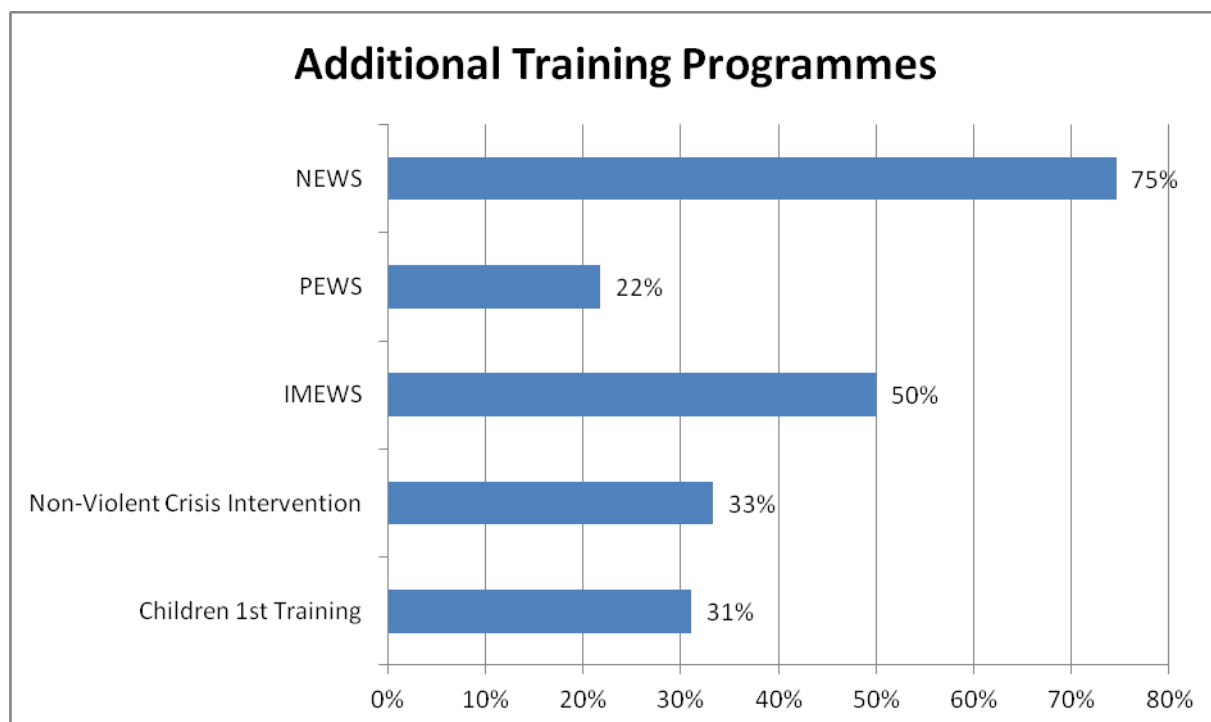
1.4 Nursing Staff Additional Training Programmes

Services were asked to identify the numbers of nurses who had undertaken training in a range of training programmes – NEWS, PEWS, IMEWS, Non-Violent Crisis Intervention and Children First Training. Findings can be seen in Table 5 and Figure 9 below.

Table 5 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	75%
PEWS	22%
IMEWS	50%
Non-Violent Crisis Intervention	33%
Children First Training	31%
Other	0%

Figure 9 Additional Training Programmes



1.5 Nursing Clinical Skills and Competencies

Services were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained for each skill or competency. Findings for the three categories are presented on the following pages.

1.5.1 Assessment Skills

Table 6 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	69%	31%	26
Irish Children's Triage System (<i>Children Only</i>)	32%	68%	17
I MIST AMBO	30%	70%	12
Basic ECG Interpretation	62%	38%	27
Advanced ECG Interpretation	28%	72%	20
Interpretation of Arterial Blood Gases	35%	65%	19
Chest Examination	5%	95%	7
Abdominal Examination	5%	95%	5
Limb Examination	19%	81%	11
Paediatric Respiratory Assessment	21%	79%	8
Visual Acuity	22%	78%	11
Delirium Assessment (4ATs)	10%	90%	4
Frailty Assessment	21%	79%	6

Figure 10 Nursing Assessment Skills Graph 1

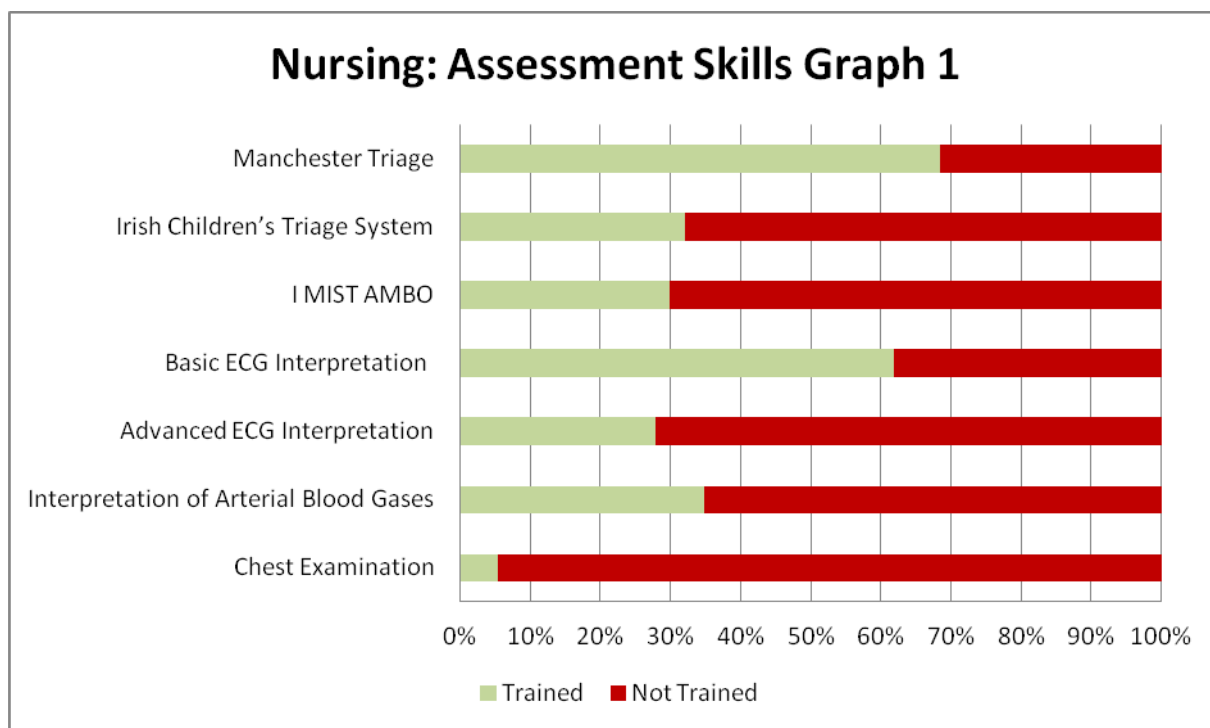
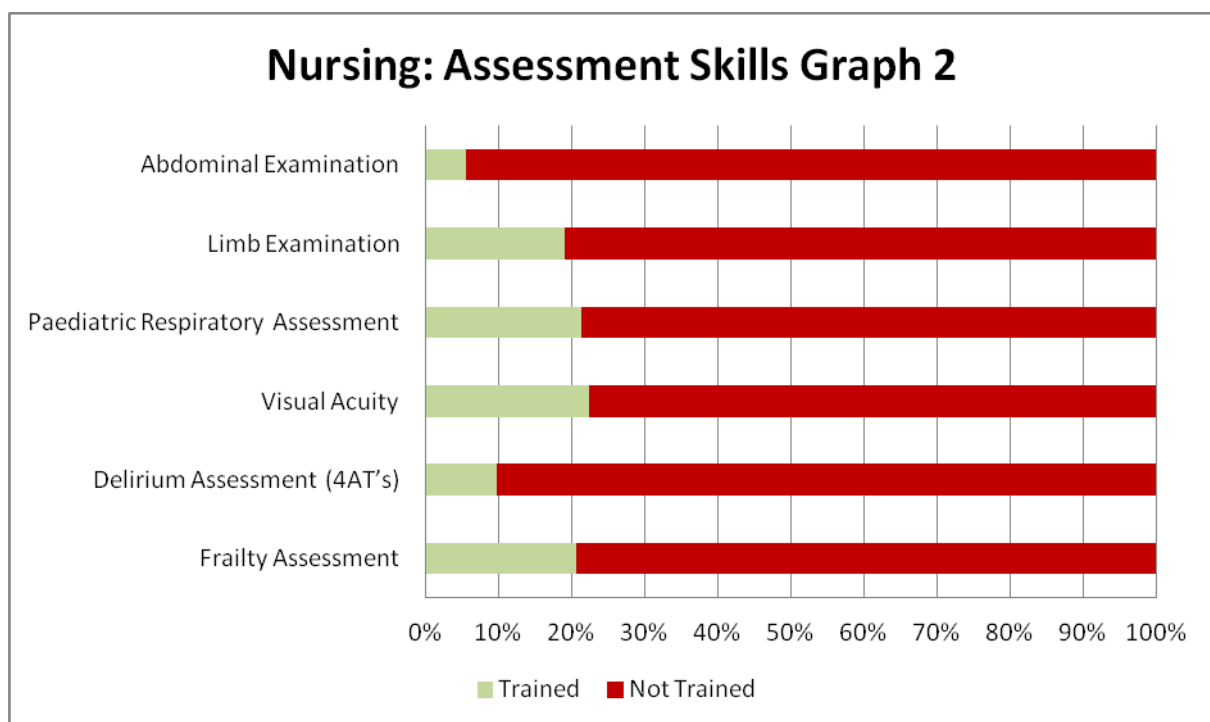


Figure 11 Nursing Assessment Skills Graph 2



1.5.2 Clinical Skills

Twenty-seven clinical skills were surveyed. Responses can be seen in Table 7 below and are presented graphically in Figures 12 to 16 on the following pages.

Table 7 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	71%	29%	28
IV Cannulation	75%	25%	29
Blood culture sampling	55%	45%	20
Arterial Blood Gas sampling	11%	89%	7
Administration of 1st dose antibiotics	65%	35%	24
Medication Management (through Protocol)*	51%	49%	19
Procedural sedation	4%	96%	5
Male Catheterisation	6%	94%	10
Replacement of supra-public catheters	1%	99%	2
Replacement of PEG Tubes	0.5%	99.5%	3
Management of Non Invasive Ventilation (NIV)	51%	49%	25
Use of external chest compression device (LUCAS)	39%	61%	14
Nurse defibrillation (passed ACLS)	47%	53%	24
External Pacing	35%	65%	19
Cardioversion	31%	69%	16
Suturing	13%	87%	7
Wound closure (steri-strips/glue)	72%	28%	23
Removal of foreign bodies (ear, nose etc)	14%	86%	8
Nasal packing	12%	88%	8
Eye Irrigation	70%	30%	22
Casting	47%	53%	19
Splinting	46%	54%	18
Fitting for walking aids	28%	72%	12
Log-roll team leader	60%	40%	23
Cervical spine immobilisation	67%	33%	23
Local Major Emergency Planning Training	26%	74%	12
Pre-hospital retrieval team training	2%	98%	0

*Medication administered through locally agreed protocols

Figure 12 Nursing Clinical Skills Graph 1

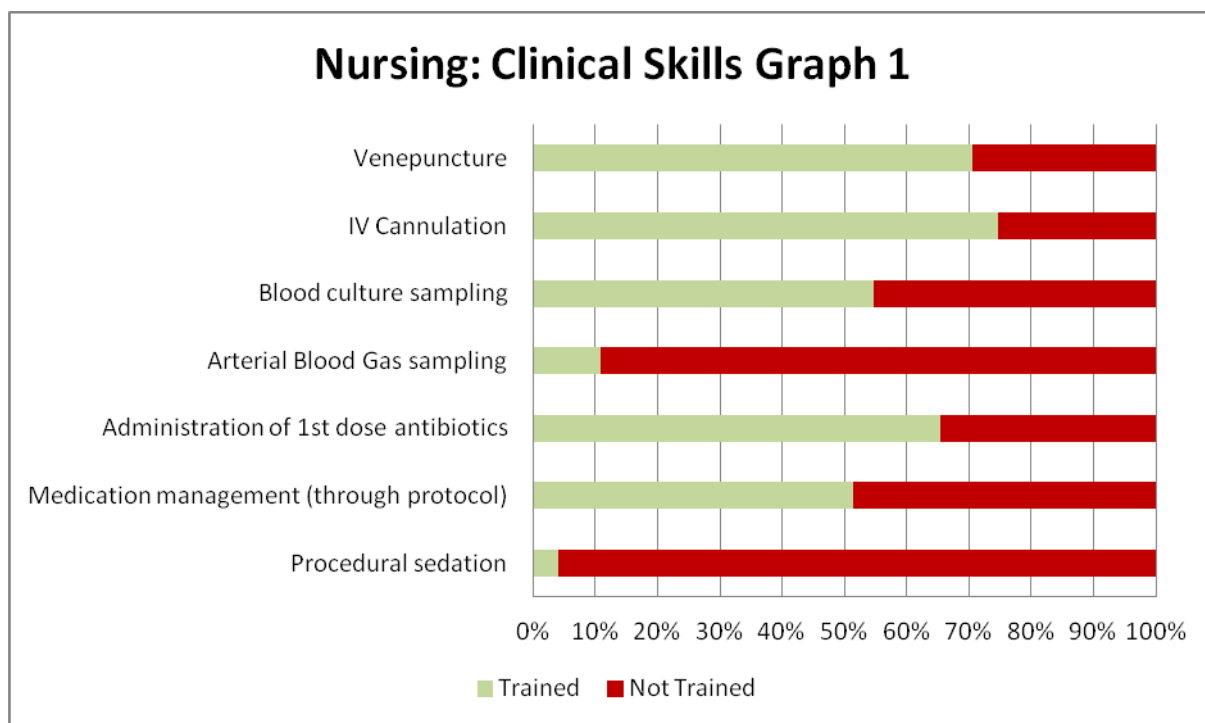


Figure 13 Nursing Clinical Skills Graph 2

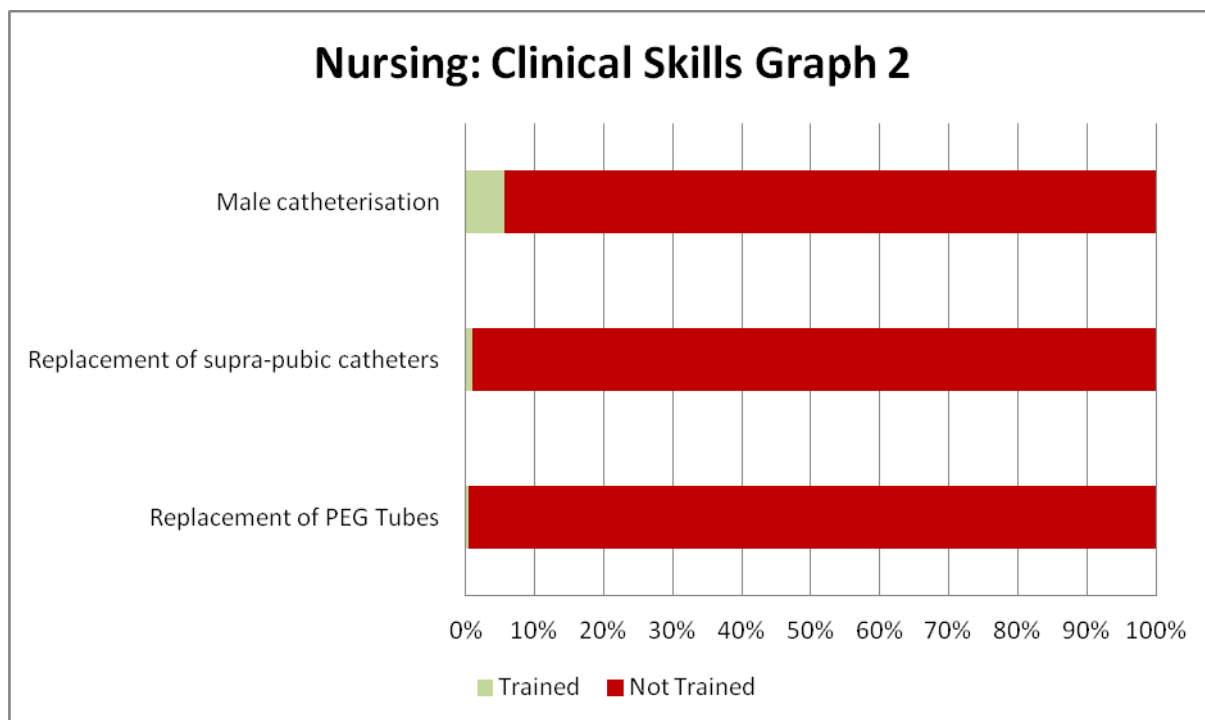


Figure 14 Nursing Clinical Skills Graph 3

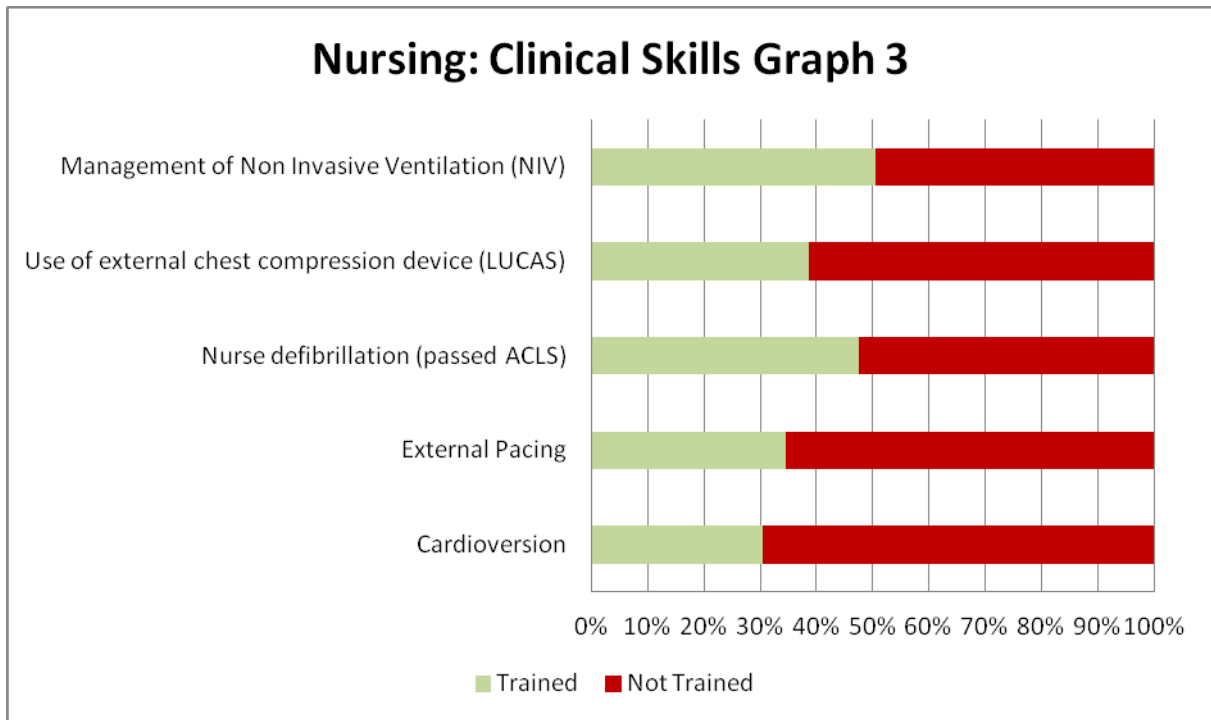


Figure 15 Nursing Clinical Skills Graph 4

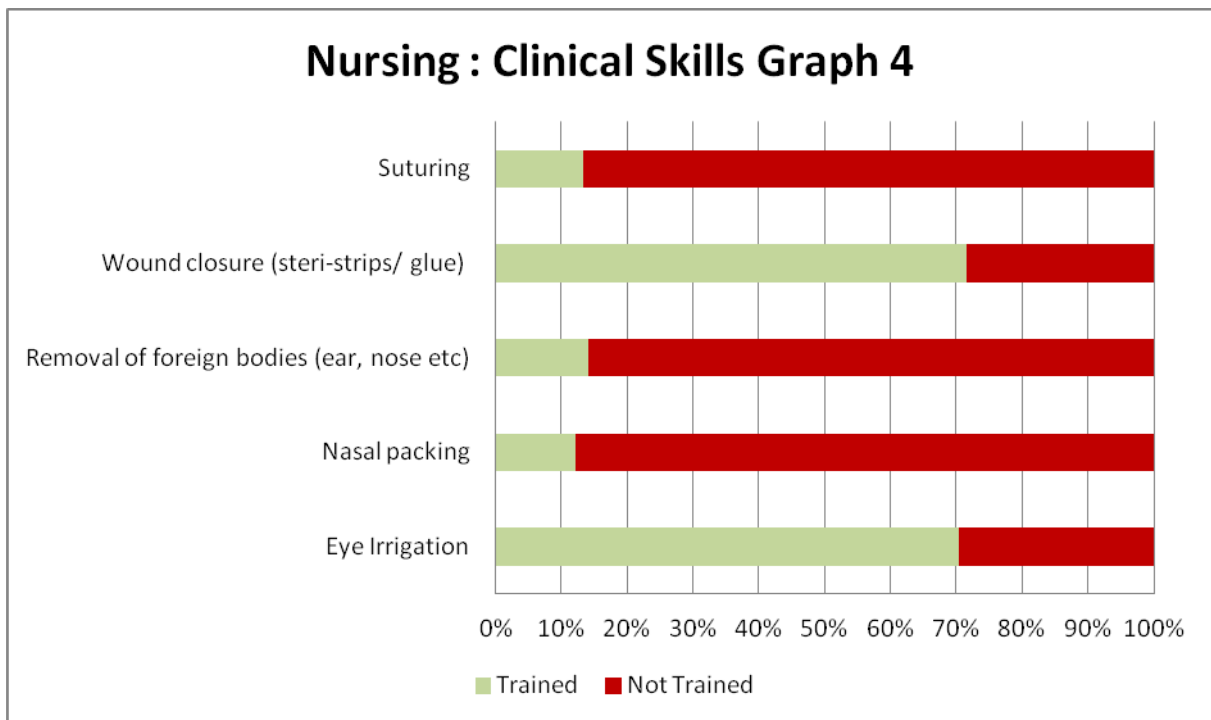
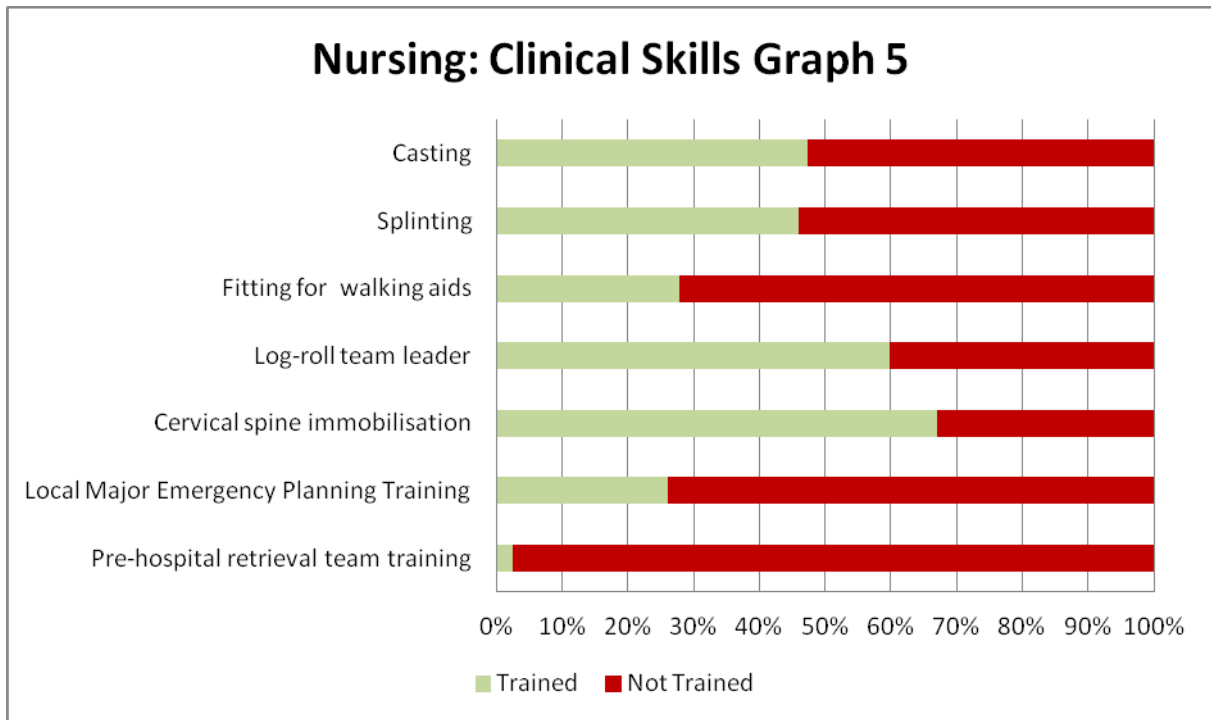


Figure 16 Nursing Clinical Skills Graph 5



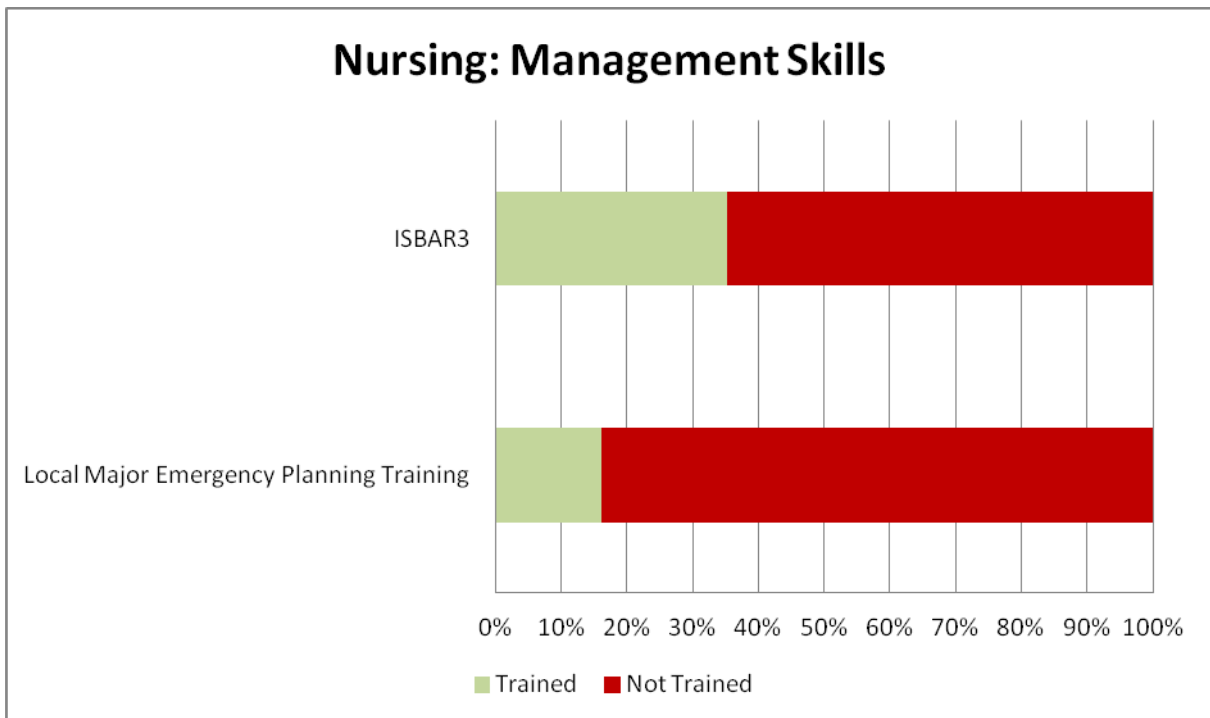
1.5.3 Management Skills

Management skills specific to the clinical context of Emergency Nursing were surveyed. Sites were asked to indicate numbers of nurses trained in ISBAR3 and Local Major Emergency Planning Training. Responses can be seen in Table 8 and in Figure 17.

Table 8 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	35%	65%	14
Local Major Emergency Planning Training	16%	84%	8

Figure 17 Nursing Management Skills



1.6 Education Initiatives

In this section, services were asked to indicate if they provided a variety of education programmes on-site, from induction/orientation programmes to Level 9 QQI Post-Graduate Diploma in Emergency Nursing. Responses can be seen in Table 9.

Table 9 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	25	6	1 week - 1 year
Foundation programme in emergency nursing	7	24	1 month - 6 months
Emergency Nursing (Level 8 QQI)	18	13	UCC, NUIG, UCD, RSCI, TCD & UCG
Emergency Nursing (Level 9 QQI)	14	17	UCC, NUIG, UCD, RSCI, TCD & UCG
De-escalation training	18	13	Nurses, HCAs, MTAs, Doctors, Security, Others

Site facilitation of a programme is where a site hosts some lectures and clinical placements for a Higher Education Institute (HEI)

1.7 Non-Clinical Skills

This section asked services to indicate the number of nurses in their Emergency Departments who had undertaken education and training in a variety of quality improvement methodologies, information technology and project and change management.

Findings are presented as numbers of nurses (of a total of 1455 nurses) rather than percentages and can be seen in Table 10 and Figures 18 and 19.

Table 10 Non-Clinical Skills

Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	33	43	9	7
Project and Change Management	28	60	18	6
Capacity and Service Planning	12	25	8	6
Information technology (basic skills)	746	197	55	12
Information technology (advanced/super user in ED specific technologies)	70	50	17	1

Figure 18 Non-Clinical Skills

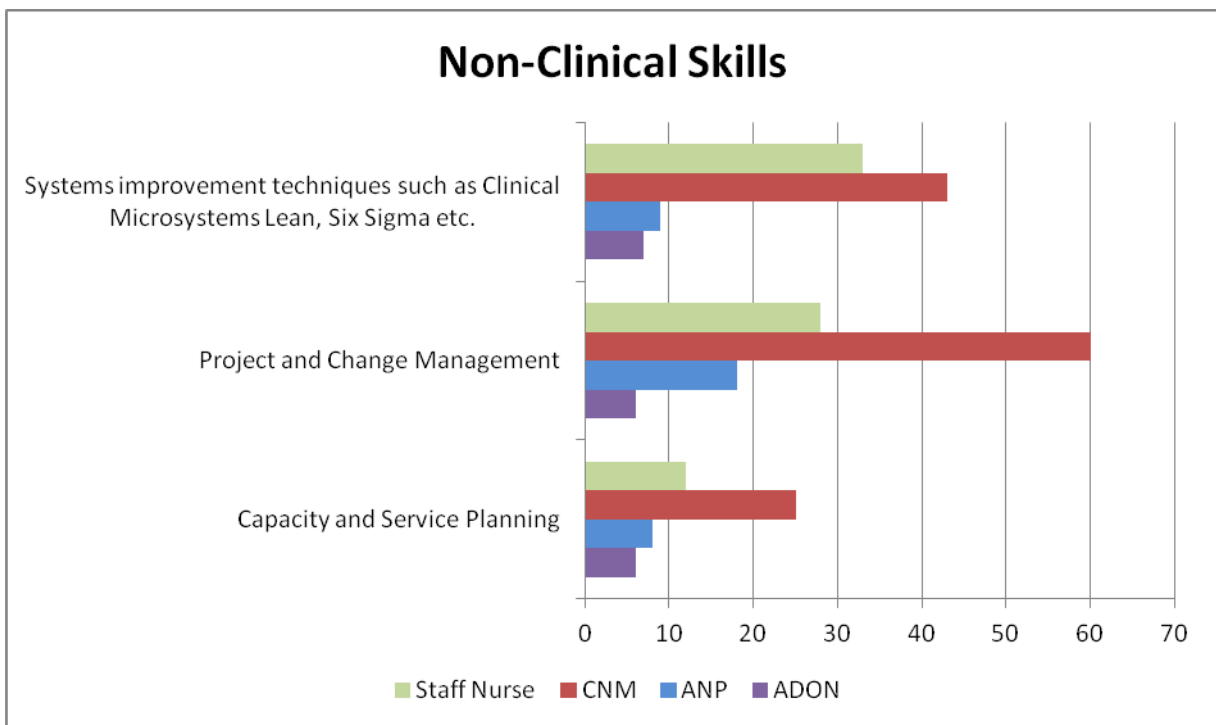
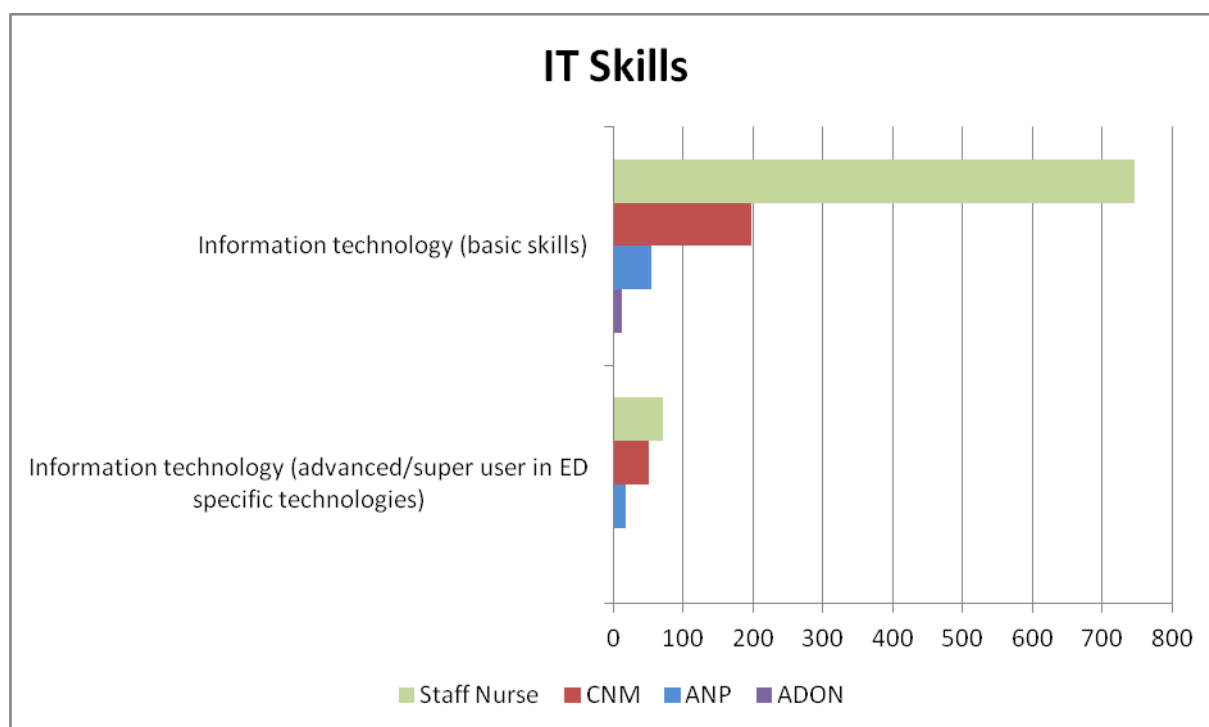


Figure 19 IT Skills

Findings are presented as numbers of nurses (of a total of 1455 nurses) rather than percentages.

1.8 Health Care Assistant (HCA) Profile and Qualifications

Sections 1.8 to 1.12 presents the survey responses on profiles and qualifications of Health Care Assistants and Multitask Attendants.

Table 11 Health Care Assistant (HCA) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by HCAs in your ED	Please provide a breakdown of qualifications held by these HCAs		
WTE	H.C	WTE			FETAC WTE	In-house training WTE	No Formal Training WTE
158.66	160	154.1		e.g. 24/7, 12/7, 12/5, 8/5	109.28	77.49	4.5
				See Table 12			

Table 12 Rostered hours provided by HCAs

Rostered hours provided by HCAs
24/7x19 (24 hours x 7 days x 19 sites) (Rostered hours is provided for 24 hours, 7 days per week in 19 sites)
12/7x5 (12 hours x 7 days x 5 sites) (Rostered hours is provided for 12 hours, 7 days per week in 5 sites)
12/5x2 (12 hours x 5 days x 2 sites) (Rostered hours is provided for 12 hours, 5 days per week in 2 sites)
9.5/4x1 (9.5 hours x 4 days x 1 site) (Rostered hours is provided for 9.5 hours, 4 days per week in 1 site)
10/4x1 (10 hours x 4 days x 1 site) (Rostered hours is provided for 10 hours, 4 days per week in 1 site)

Figure 20 HCAs with FETAC Level 5 QQI Award

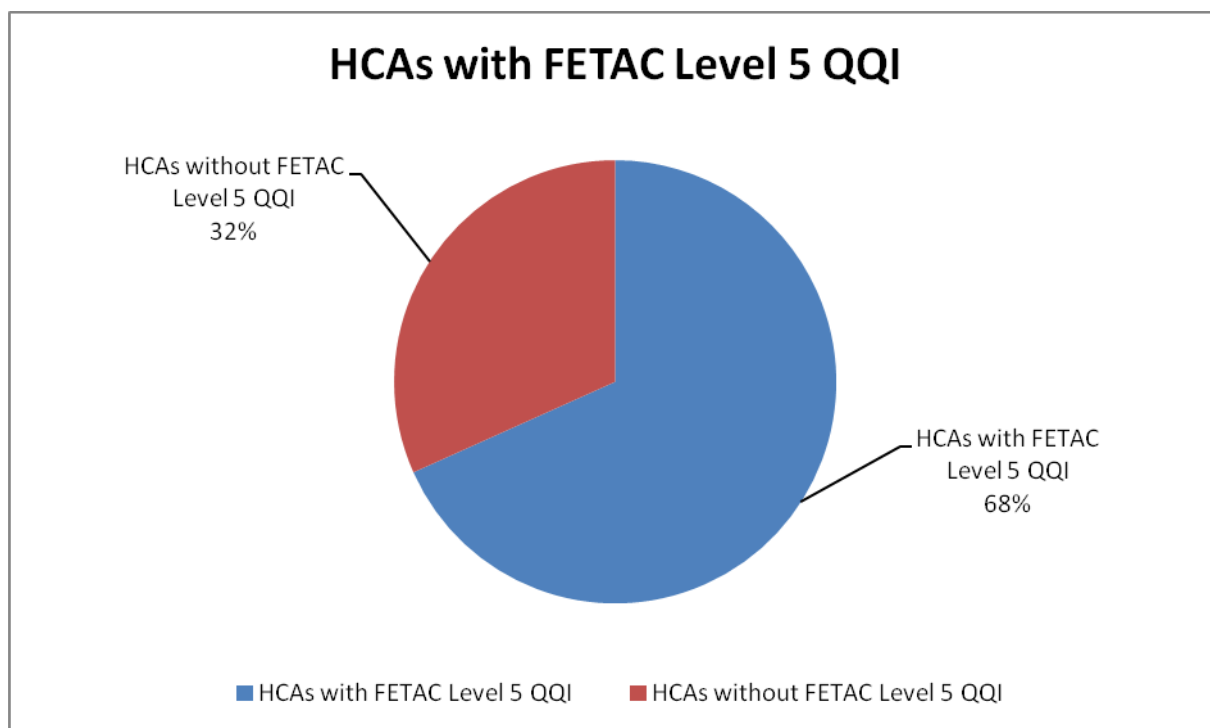
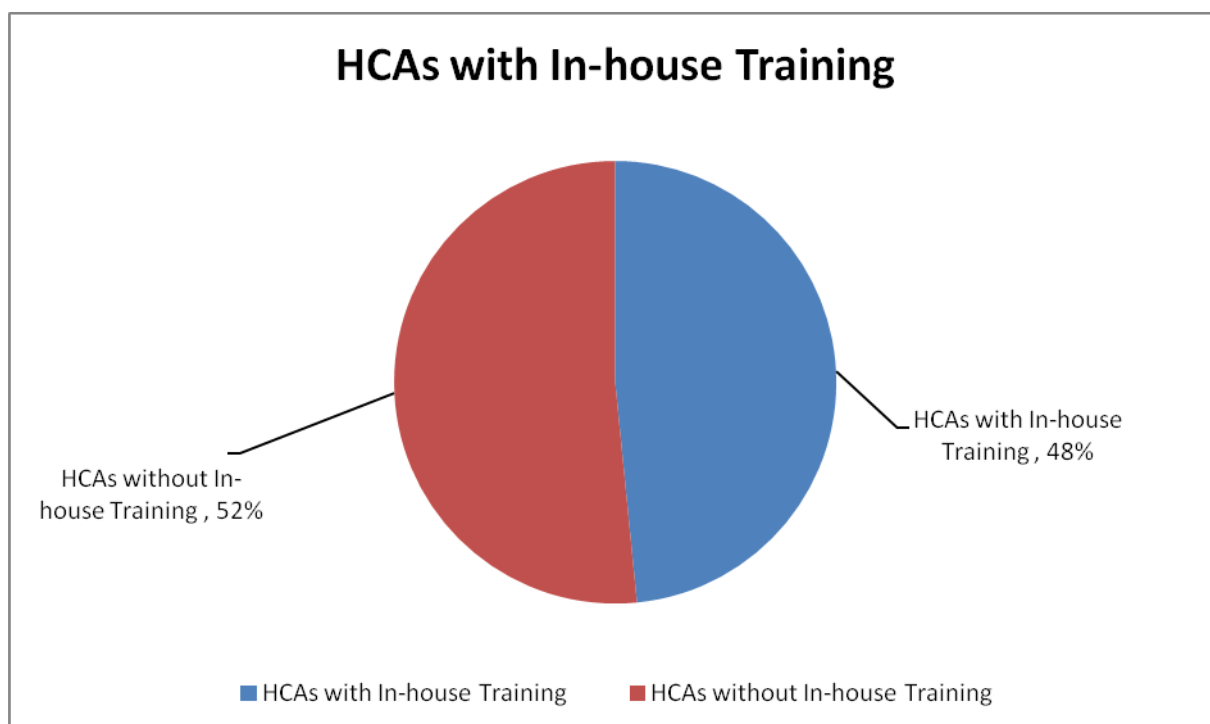


Figure 21 HCAs with In-house Training

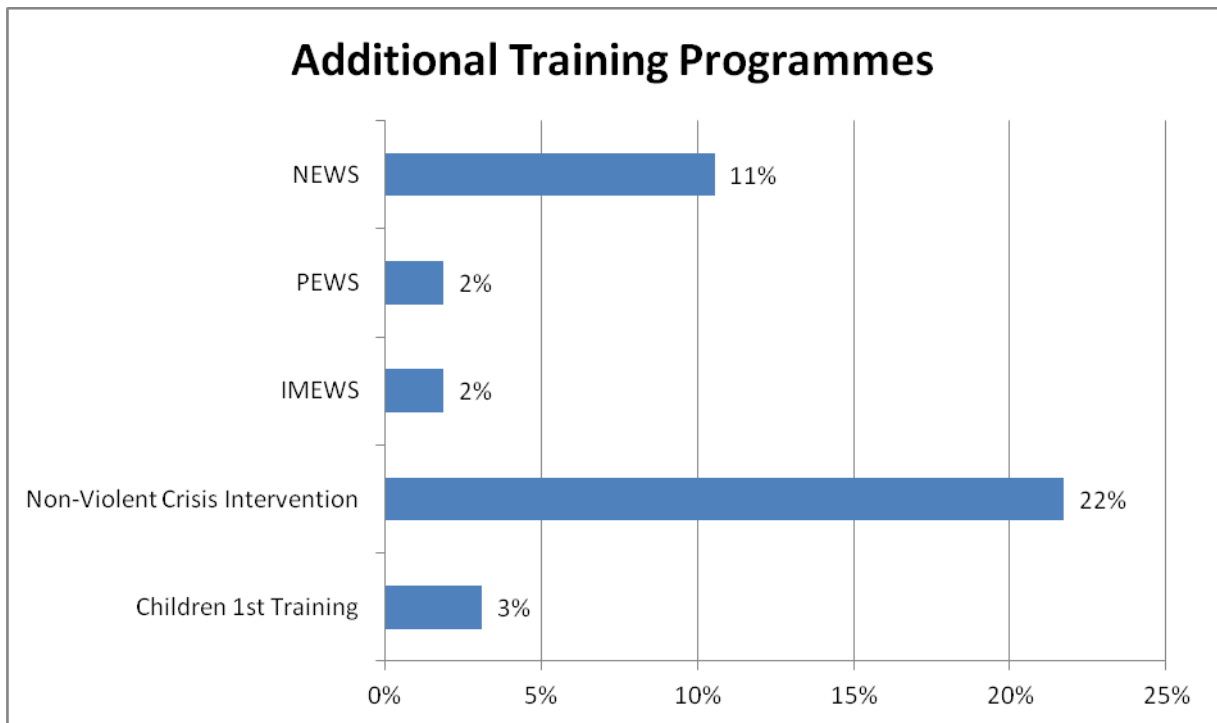


1.8.1 Health Care Assistants Additional Training Programmes

Table 13 Health Care Assistants Additional Training Programmes

Name of Programme	% HCAs Trained
NEWS	11%
PEWS	2%
IMEWS	2%
Non-violent Crisis Intervention	22%
Children First Training	3%
Other	0%

Figure 22 Additional Training Programme



1.9 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Table 14 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Clinical Skills & Competencies	% HCAs Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	94%	6%	23
Application of external chest compression device	6%	94%	8
Member of Log roll team	90%	10%	18
Assisting with Spinal immobilisation	74%	26%	14
Monitoring Vital Signs	34%	66%	10
One to one care (Special)	91%	9%	14
Patient transport (in-house)	81%	19%	14
Patient transport (off-site)	71%	29%	13
Attaching cardiac monitor	19%	81%	7
Recording ECG	19%	81%	6
Removal of rings	15%	85%	4
Assisting with application of Splints/casts	38%	62%	12
Urinalysis	54%	46%	15
Blood Glucose	19%	81%	11
Other skill(s) eg phlebotomy	5%	95%	5

The information in Table 14 above is presented graphically in Figures 23 and 24 on the following page.

Figure 23 HCA Clinical Skills and Competencies Graph 1

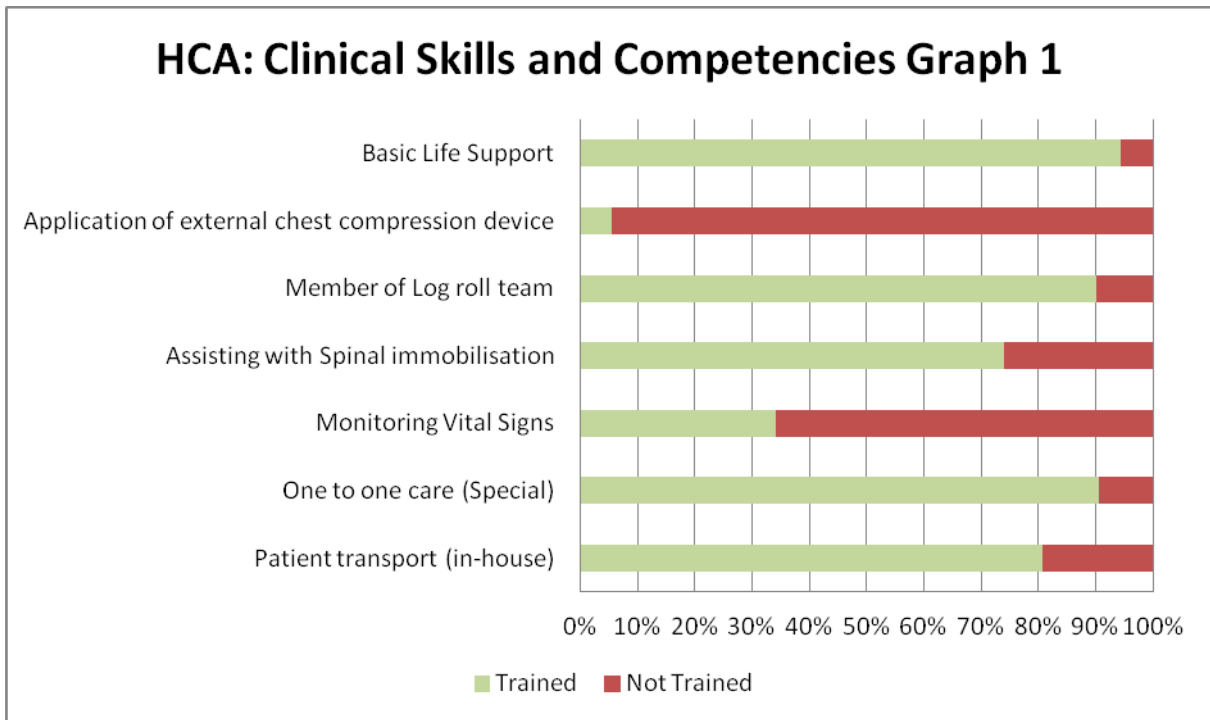
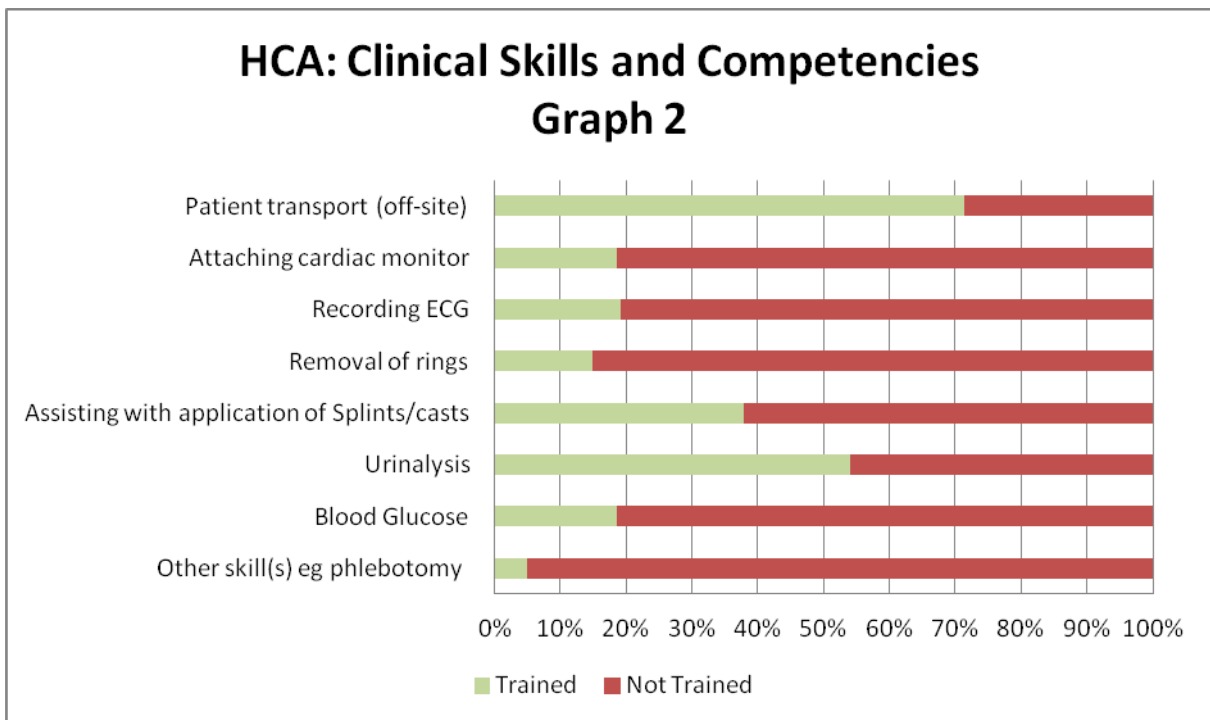


Figure 24 HCA Clinical Skills and Competencies Graph 2



1.10 Multitask Attendants (MTA) Profile and Qualifications

Table 15 Multitask Attendants (MTAs) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by MTAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these MTAs		
WTE	H.C	WTE	FETAC WTE		In-house training WTE	No Formal Training WTE	
33.4	33	33	See Table 16	4	10	2	

Table 16 Rostered hours provided by MTAs

Rostered hours provided by MTAs

24/7x5 (24 hours x 7 days x 5 sites) (Rostered hours provided for 24 hours, 7 days per week in 5 sites)

12/7x2 (12 hours x 7 days x 2 sites) (Rostered hours provided for 12 hours, 7 days per week in 2 sites)

8/5x1 (8 hours x 5 days x 1 site) (Rostered hours provided for 8 hours, 5 days per week in 1 site)

Figure 25 MTAs with FETAC Level 5 QQI

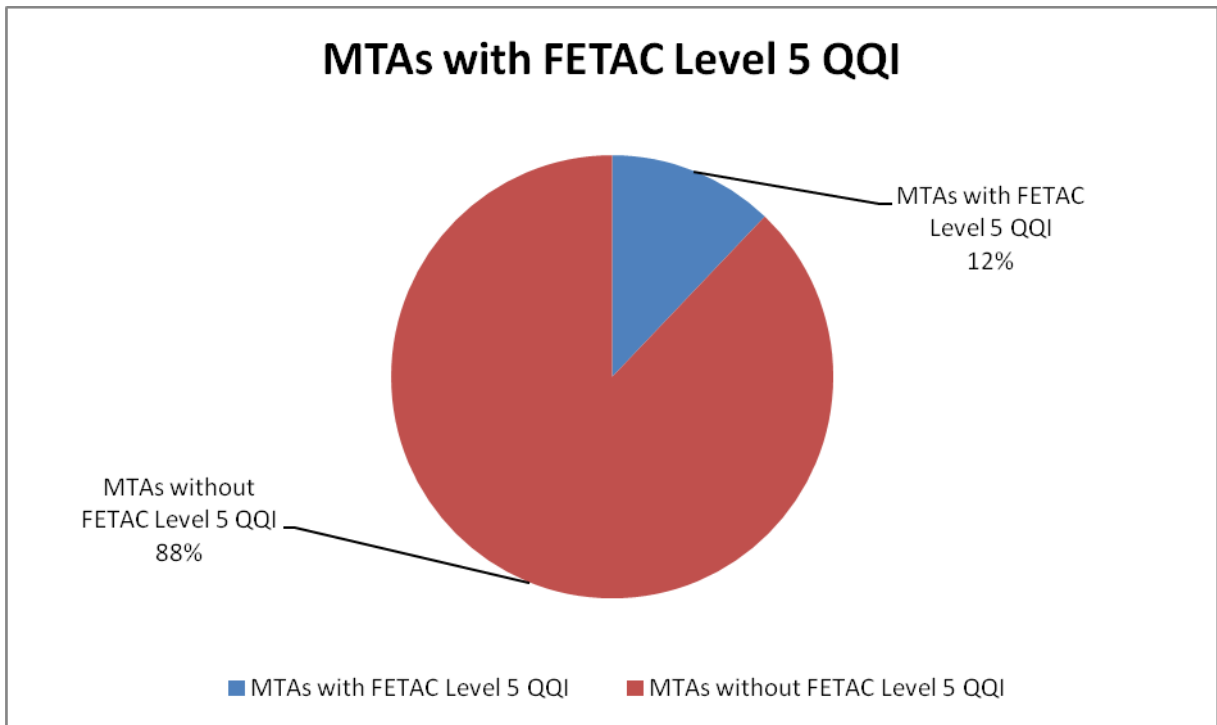
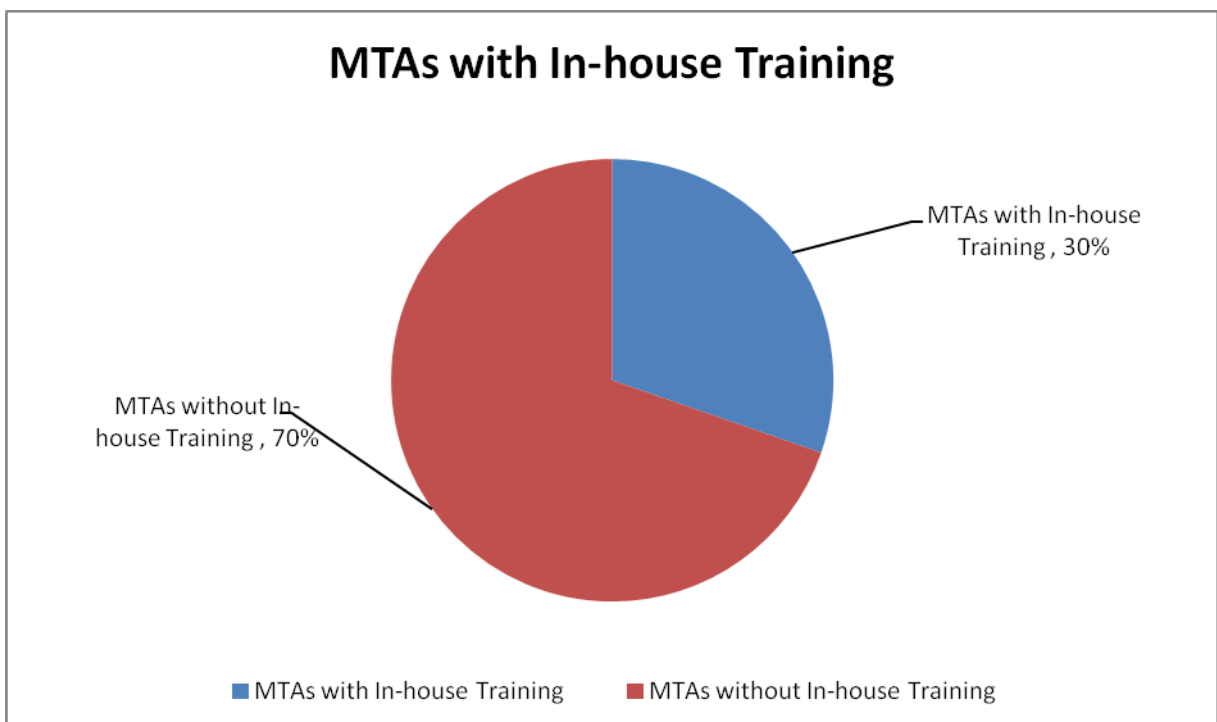


Figure 26 MTAs with In-House Training

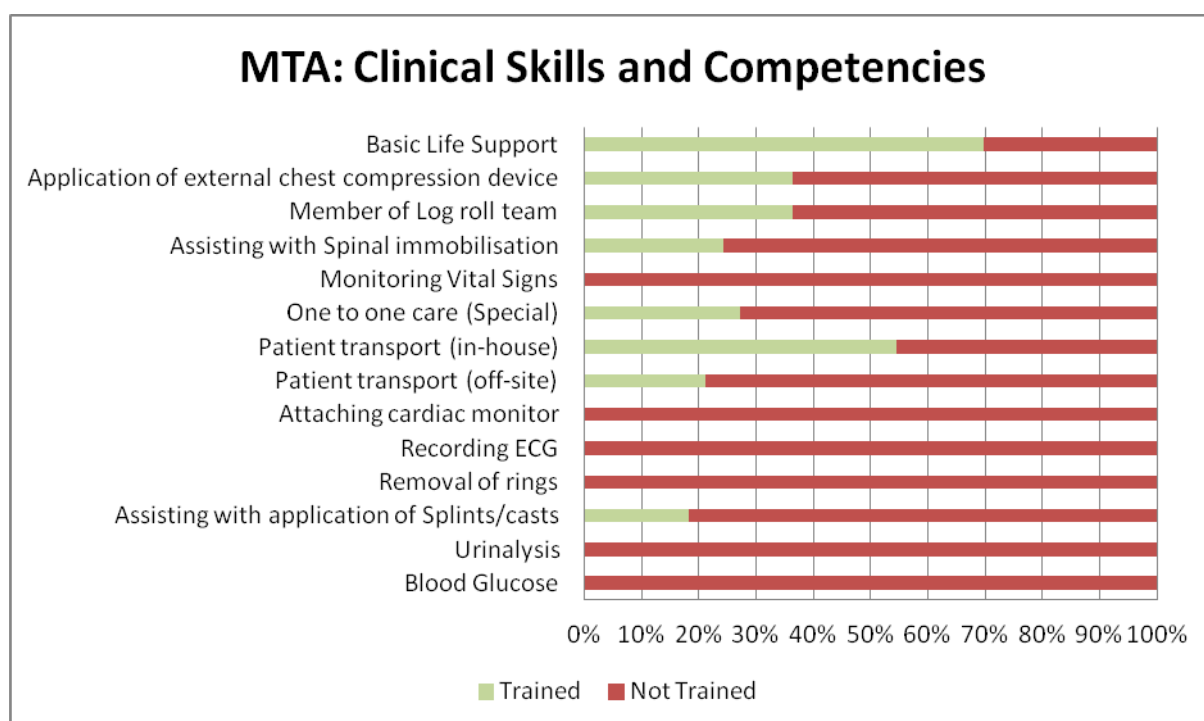


1.11 Multitask Attendants Additional Clinical Skills and Competencies

Table 17 Multitask Attendants Additional Clinical Skills and Competencies

Clinical Skills and Competencies	% MTA Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	70%	30%	6
Application of external chest compression device	36%	64%	2
Member of Log roll team	36%	64%	3
Assisting with Spinal immobilisation	24%	76%	1
Monitoring Vital Signs	0%	100%	0
One to one care (Special)	27%	73%	1
Patient transport (in-house)	55%	45%	3
Patient transport (off-site)	21%	79%	2
Attaching cardiac monitor	0%	100%	0
Recording ECG	0%	100%	0
Removal of rings	0%	100%	0
Assisting with application of Splints/casts	18%	82%	1
Urinalysis	0%	100%	0
Blood Glucose	0%	100%	0
Other skill(s) eg phlebotomy	3%	97%	0

Figure 27 MTA Clinical Skills and Competencies



1.12 HCAs/MTAs Non-Clinical Skills

Findings presented as numbers of HCAs/MTAs rather than percentages in Table 18 and Figures 28 and 29.

Table 18 Non-Clinical Skills

Non-Clinical Skills	HCA	MTA	Other Grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.	11	1	3
Project and Change Management	1	0	4
Capacity and Service Planning	0	0	3
Information technology (basic skills)	58	14	17
Information technology (advanced/super user in ED specific technologies)	2	0	3

Figure 28 Non-Clinical Skills

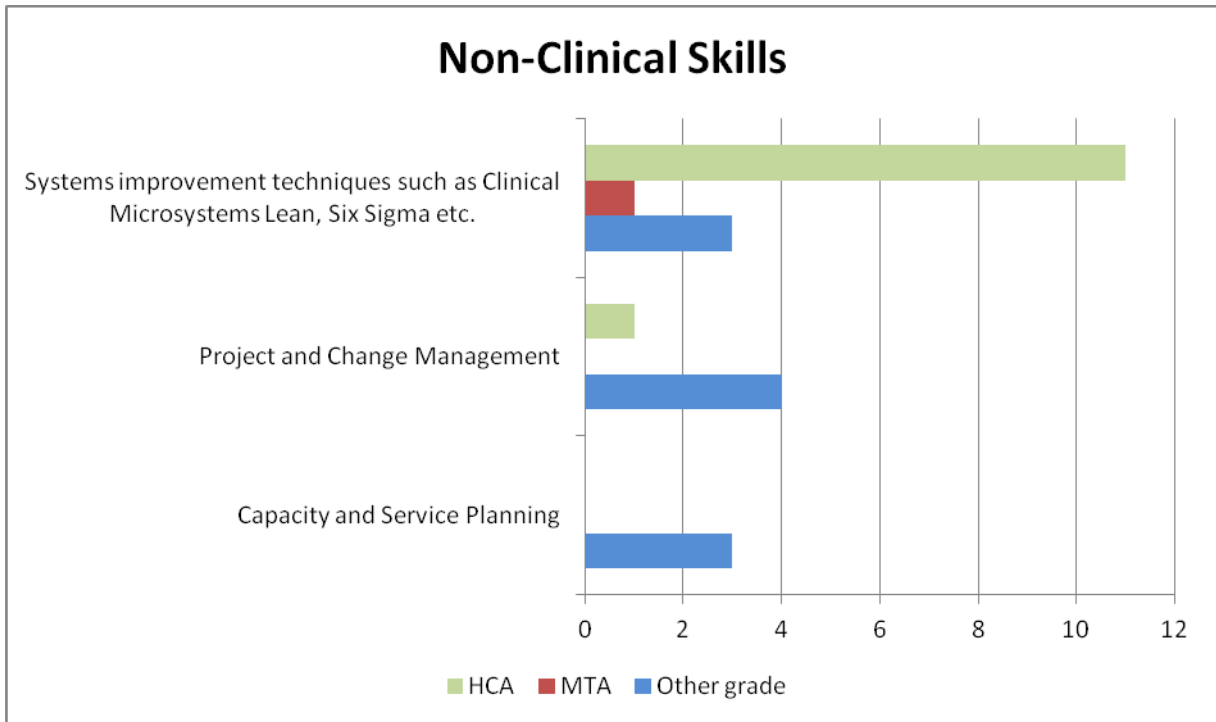
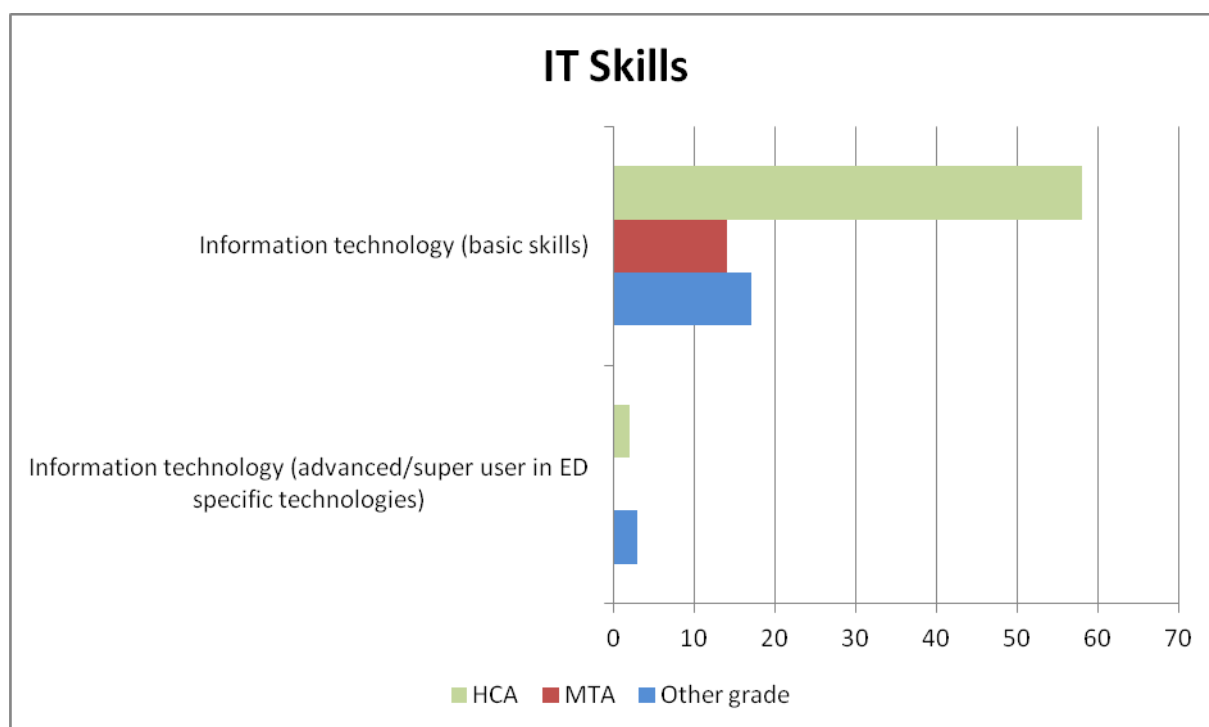


Figure 29 IT Skills

1.13 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.

Section 2 National Overview Injury Units



Section 2 National Overview Injury Units

2.0 National Overview Injury Units (10 Units)

Ten services identified that they had an Injury Unit in their hospital. As would be expected there are fewer staff in the Injury Units than in the Emergency Departments. It should be noted that data presented in Section 2.8 for HCAs and MTAs represent a total of one HCA and six MTAs in the 10 Injury Units. Findings presented should be read with this in mind. All 10 services completed the Education and Training Survey, these services are as follows:

Ireland East Hospital Group

1. St. Columcille's Hospital (Model 2 Hospital)

RCSI Hospital Group

2. Louth County Hospital (Model 2 Hospital)
3. Monaghan Hospital (Model 2 Hospital)

South/South West Hospital Group

4. Bantry General Hospital (Model 2 Hospital)
5. Mallow General Hospital (Model 2 Hospital)
6. Mercy University Hospital (Model 3 Hospital)

University of Limerick Hospital Group

7. Mid Western Regional Hospital Ennis (Model 2 Hospital)
8. Mid Western Regional Hospital Nenagh (Model 2 Hospital)
9. St. John's Hospital, Limerick (Model 2 Hospital)

SAOLTA Hospital Group

10. Roscommon University Hospital (Model 2 Hospital)

Neither the **Dublin Midlands Hospital Group** nor the **Children's Hospital Group** have an Injury Unit.

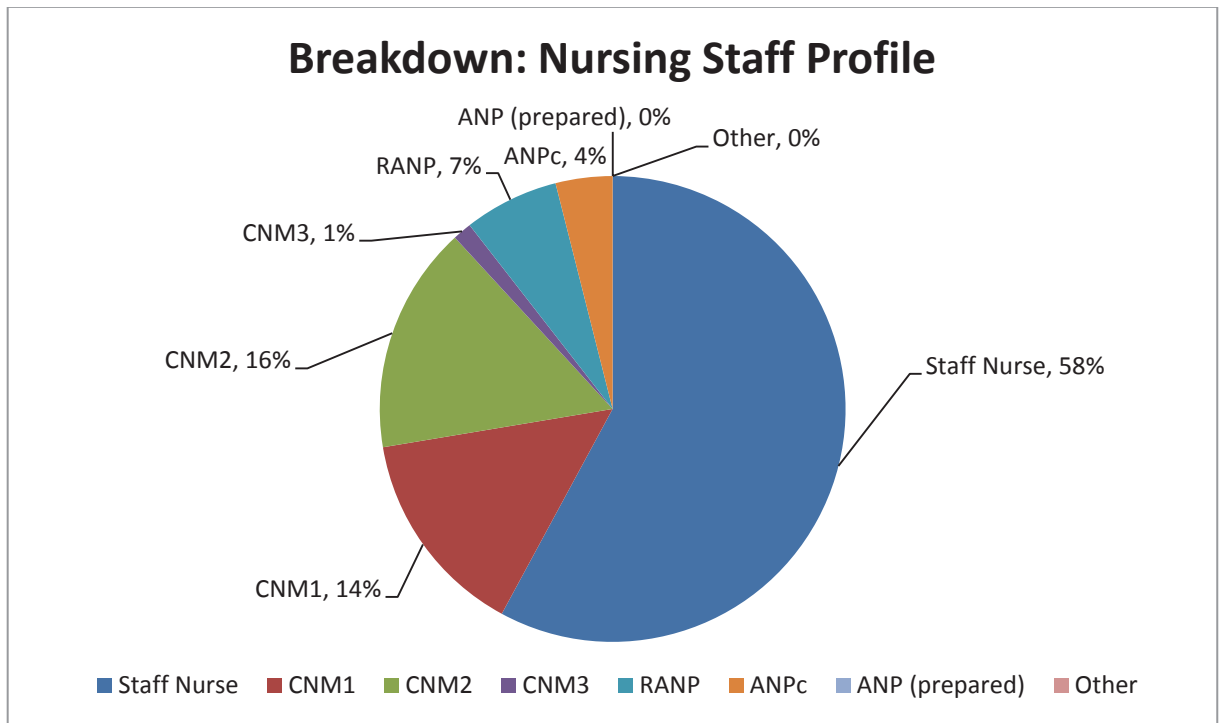
2.1 Nursing Staff Profile (Injury Units)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 19 below.

Table 19 Nursing Staff Profile (Injury Units)

Staff approved and in post on 29th February 2016	Approved	In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
		Head Count	WTE	HC	WTE	HC	WTE
Staff Grade	WTE	Head Count	WTE	HC	WTE	HC	WTE
Staff Nurse	44.76	44	38.63	10	9	9	8.8
Clinical Nurse Manager 1	9.94	11	9.94	0	0	0	0
Clinical Nurse Manager 2	9.34	12	8.7	0	0	0	0
Clinical Nurse Manager 3	0.82	1	0.82	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	4	4	4	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	0	1	1	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	0	0	0	0	0	0	0
ANP Candidate	3	3	3	0	0	0	0
ANP Prepared	0.84	0	0	0	0	0	0
Clinical Education Facilitator	0	0	0	0	0	0	0
Clinical Support Nurse	0	0	0	0	0	0	0
Education Co-ordinator	0	0	0	0	0	0	0
GP Liaison Nurse	0	0	0	0	0	0	0
Research Nurse	0	0	0	0	0	0	0
Clinical Nurse Specialist	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Totals	72.7	76	66.09	10	9	9	8.8

Figure 30 Nursing Staff Profile



2.2 Nursing Staff Qualifications

2.2.1 Additional Registerable Qualifications

Services were asked to identify numbers of nurses in their units with registerable qualifications additional to their primary qualification. Findings are presented in Table 20 and Figure 31 below.

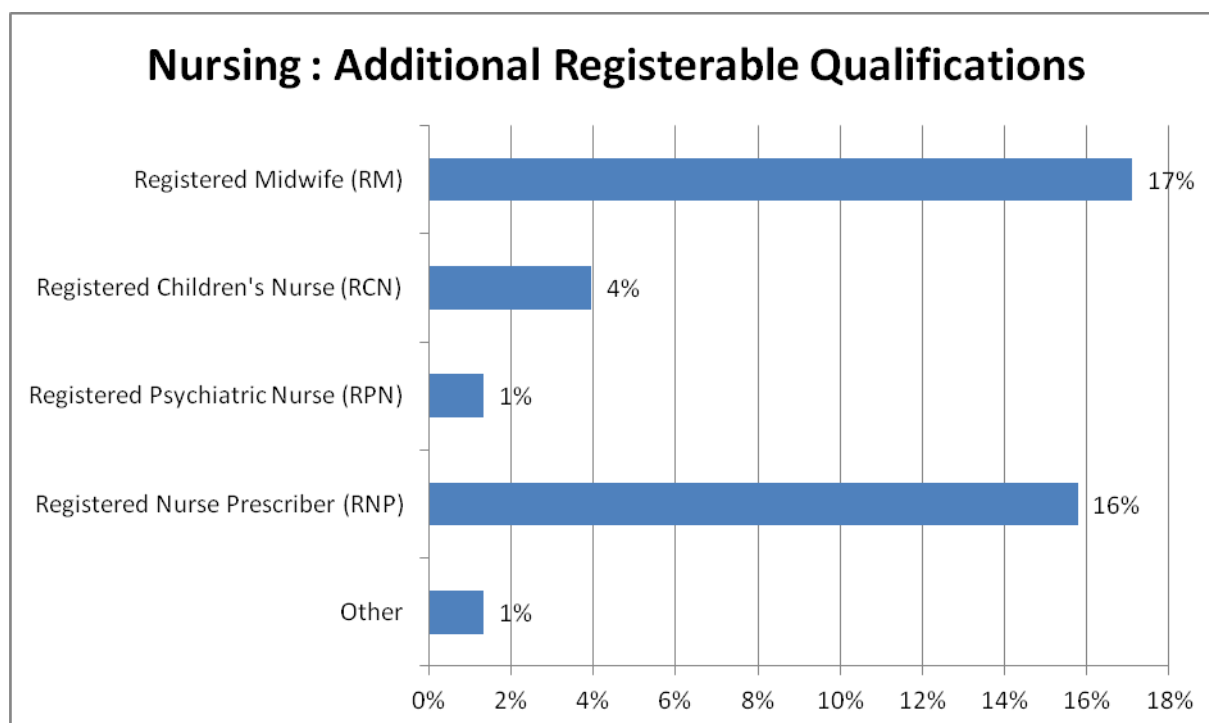
Table 20 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	17%
Registered Children's Nurse (RCN)	4%
Registered Psychiatric Nurse (RPN)	1%
Registered Nurse Prescriber (RNP)	16%
Other	1%

Registered Nurse Prescriber (RNP) refers to those nurses who have achieved a Medicinal Product Prescribing qualification and who are registered with the Nursing and Midwifery Board of Ireland (NMBI). Not all nurses who undertook a prescribing education programme are registered with NMBI.

'Other' category above refers to non-specified registerable qualifications.

Figure 31 Additional Registerable Qualifications



2.2.2 Nursing Staff Qualifications/Working towards Qualifications

For this question, services identified the numbers of nurses in their Injury Units who had undertaken (or were currently undertaking) specific educational programmes – Higher/Graduate Diploma Emergency Nursing; Certificate/ENB in Emergency Nursing; Nursing Management qualification; Medicinal Prescribing; Ionising Radiation Prescribing; and any qualification at master’s degree level. Findings are presented in Table 21 and Figure 32. Data in Table 21 are presented as numbers of nurses rather than percentages.

Table 21 Nursing Staff Qualifications/Working towards Qualification

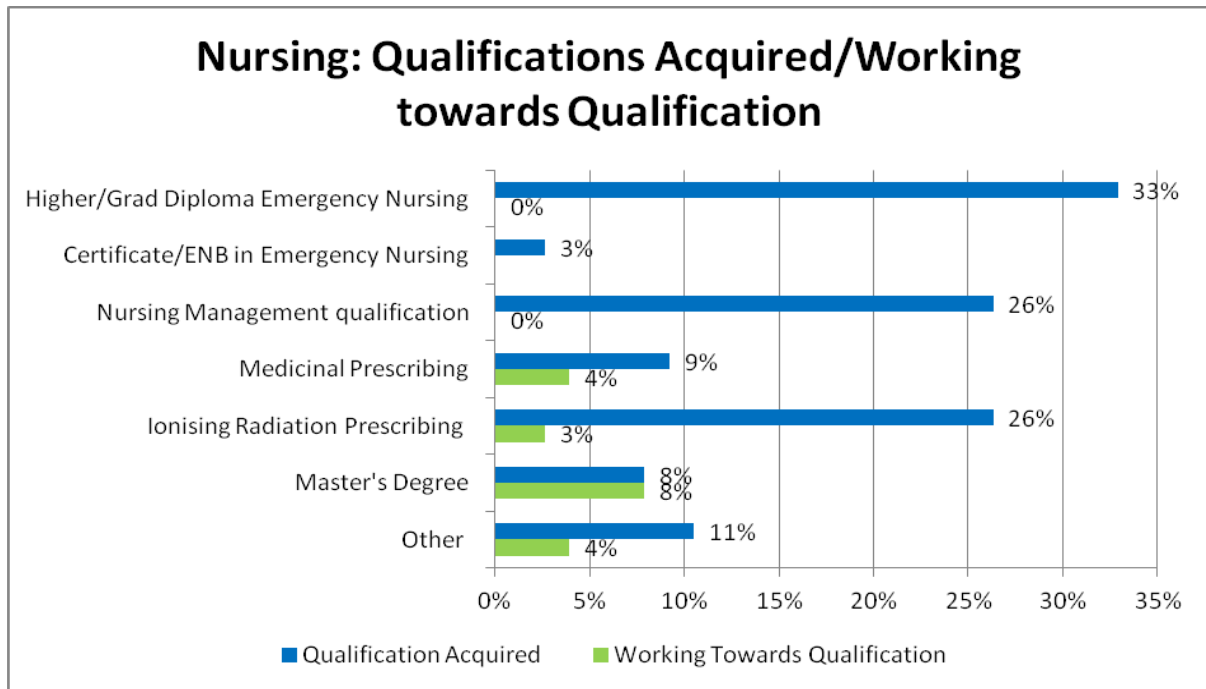
	Qualifications Acquired	Working Toward Qualifications
Higher/Grad Diploma Emergency Nursing	25	0
Certificate/ENB in Emergency Nursing	2	not requested**
Nursing Management qualification	20	0
Medicinal Prescribing	7*	3
Ionising Radiation Prescribing	20	2
MSc	6	6
Other	8	3

* This figure taken from the Report on Nurse Midwife Medicinal Product Prescribing (June 2016)

**These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas

Qualifications indicated under ‘other’ category included, for example, Bachelors Degree in Nursing.

Figure 32 Nursing Staff Qualifications Acquired and Working towards Qualification



2.3 Nursing Staff Life Support Skills

Table 22 Nursing Staff Life Support Skills

Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	0%	7%	0%
Paediatric Programme (APLS/EPLS/PALS)	29%	16%	0%
Trauma Programme (ATLS/TNCC/ATNC)	5%	28%	0%
Advanced Cardiac Life Support (ACLS)	50%	20%	1%
Emergency Planning MIMMS/HMIMS	3%	7%	0%
EMBS (Burns)	0%	0%	0%
Other	7%	13%	0%

Figure 33 Neonatal Resuscitation

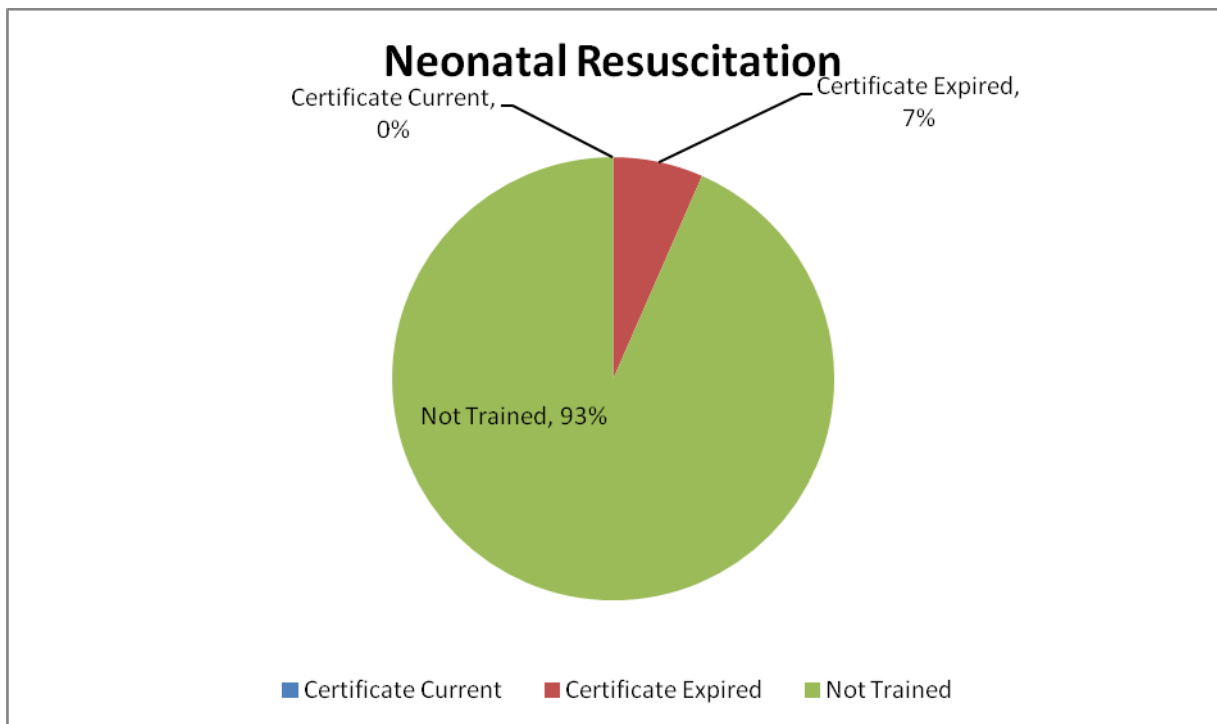
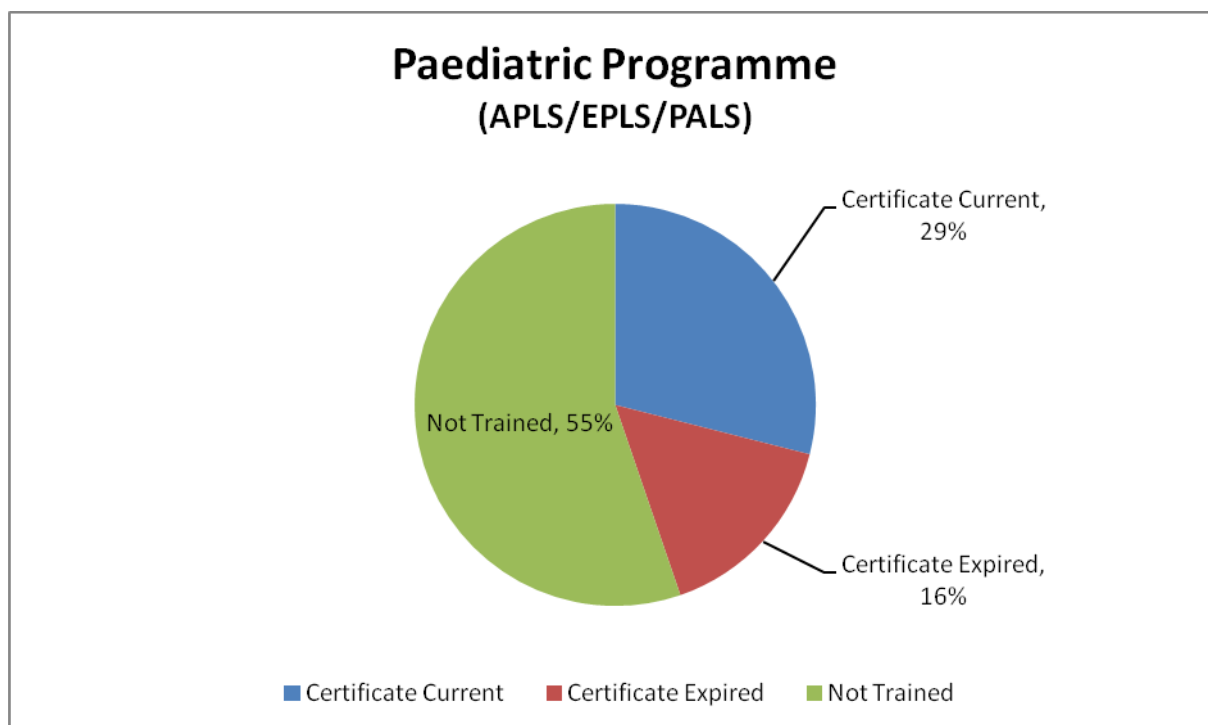
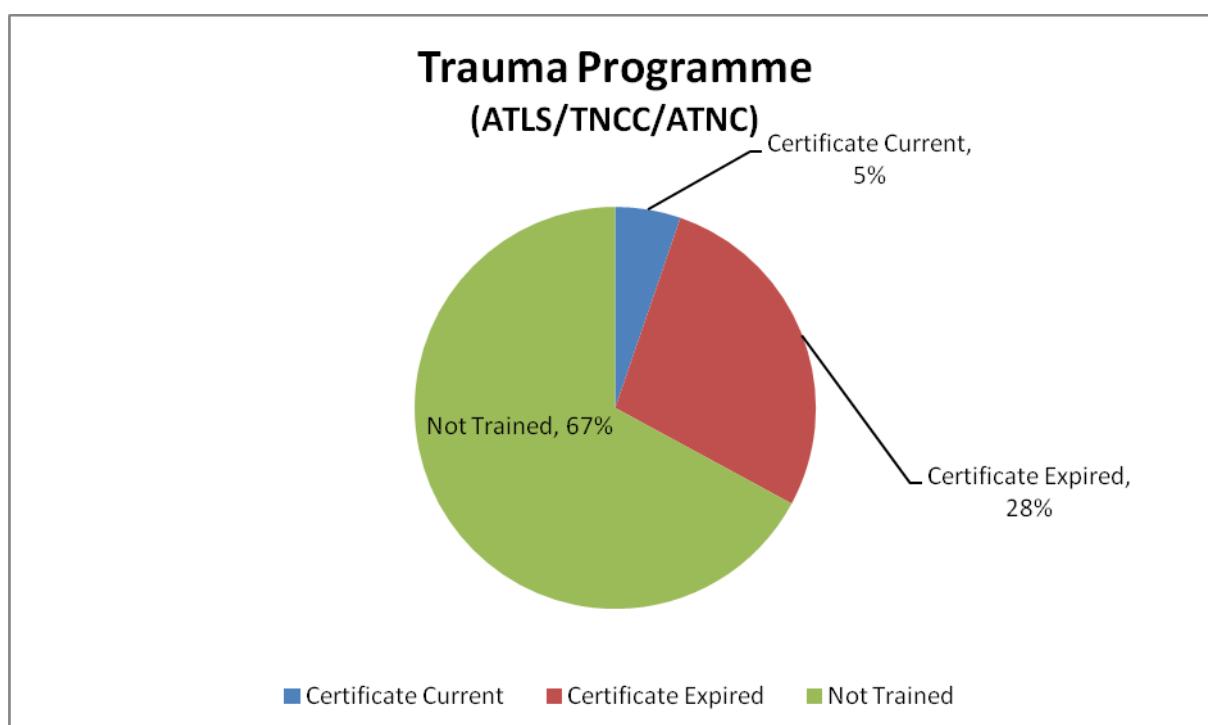


Figure 34 Paediatric Programme

Sites were asked to identify numbers of nurses with APLS, EPLS or PALS– results are reported for all three programmes together – breakdown not possible.

Figure 35 Trauma Programme

Sites were asked to identify numbers of nurses with ATLS, TNCC or ATNC – results are reported for all three programmes together – breakdown not possible.

Figure 36 Advanced Cardiac Life Support

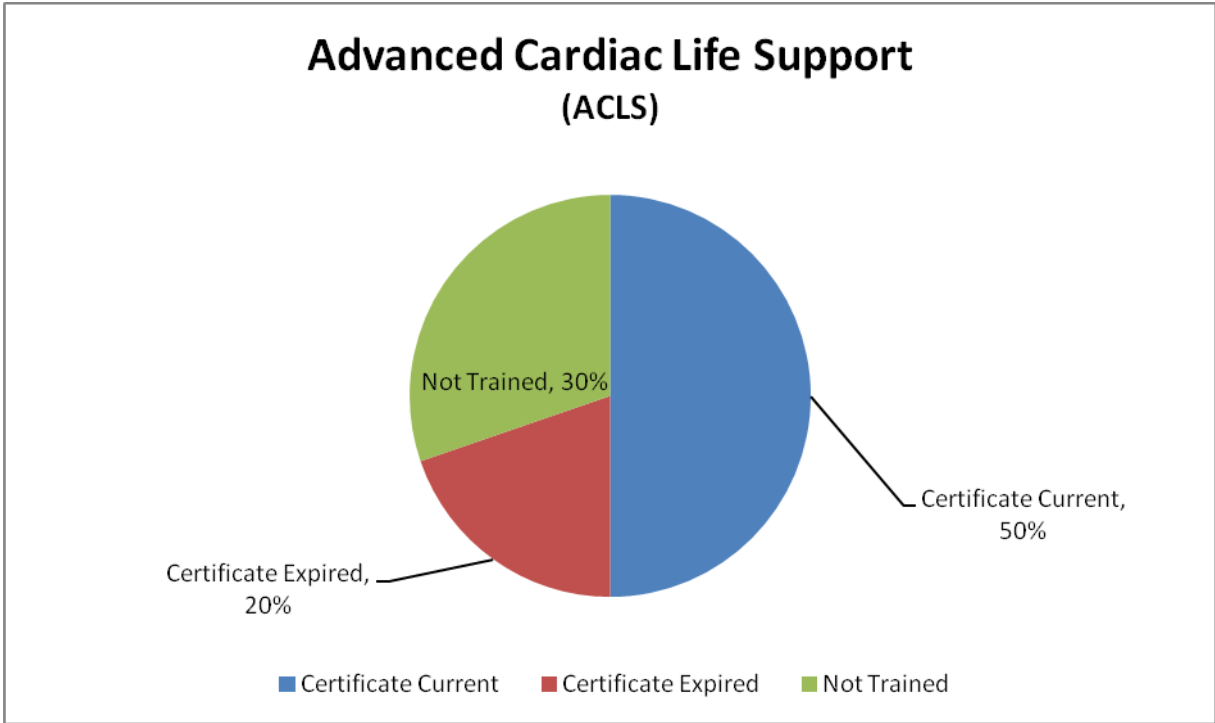
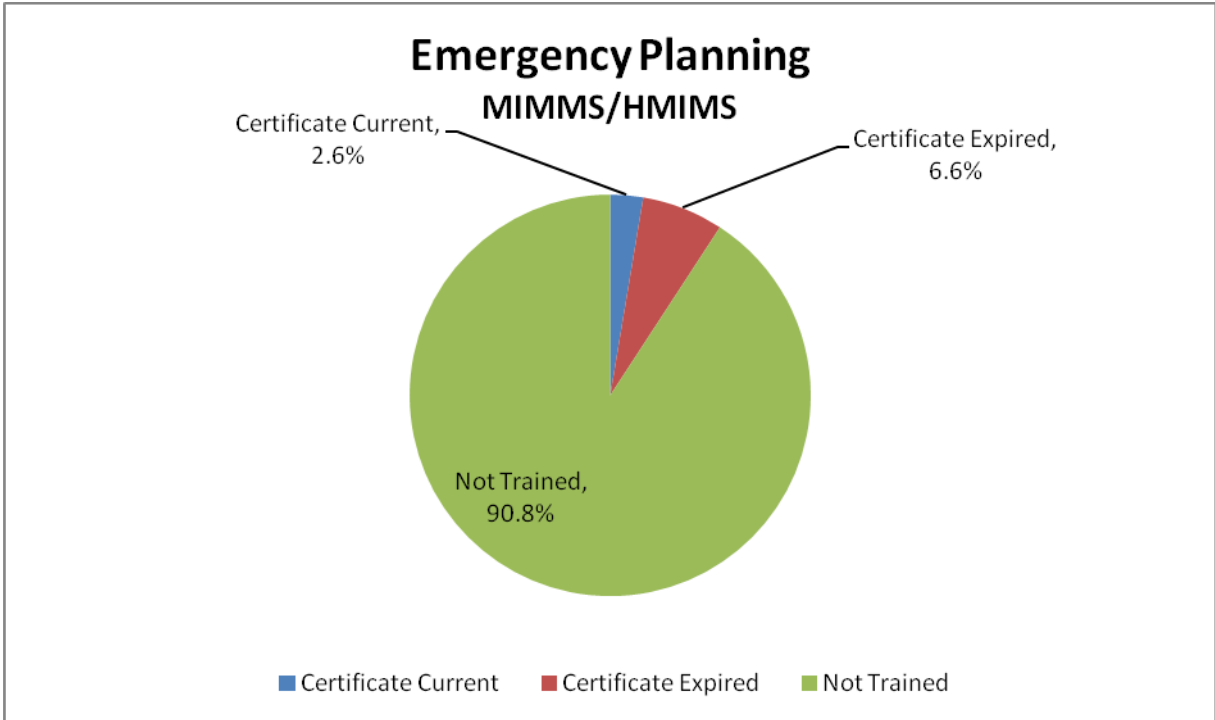


Figure 37 Emergency Planning



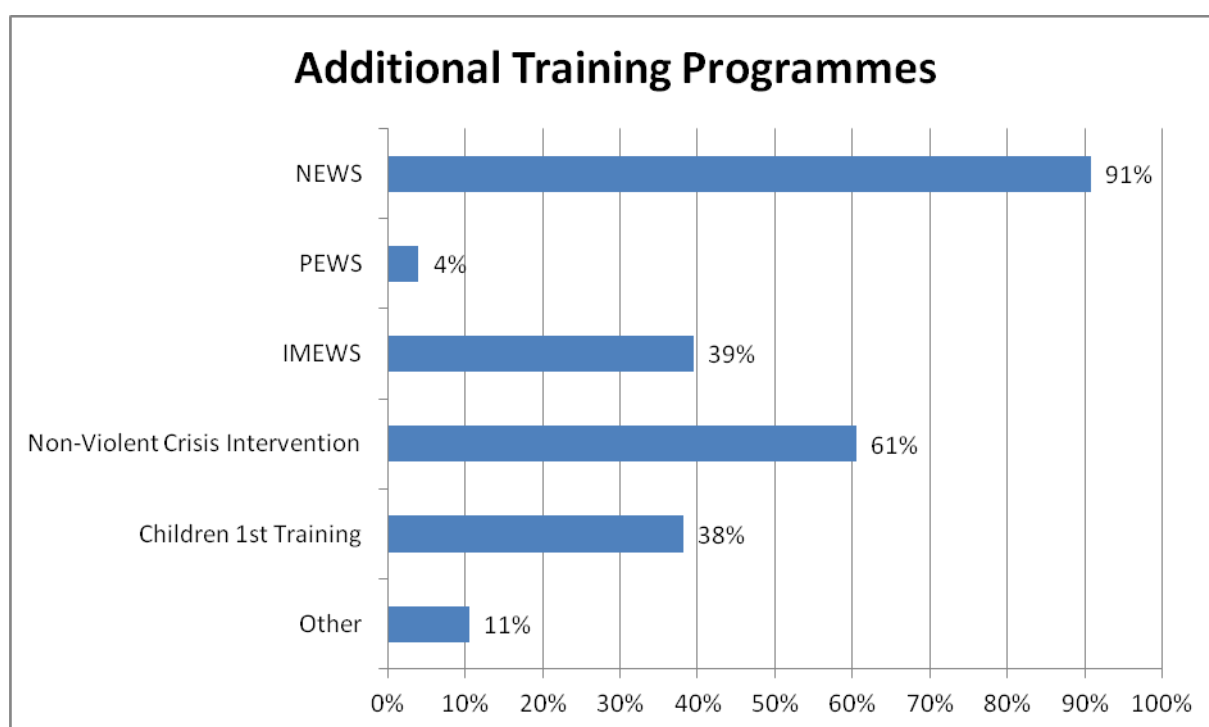
Sites were asked to identify numbers of nurses with either MIMMS or HMIMS training – results are reported for both programmes together – breakdown not possible.

2.4 Nursing Staff Additional Training Programmes

Table 23 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	91%
PEWS	4%
IMEWS	39%
Non-Violent Crisis Intervention	61%
Children First Training	38%
Other	11%

Figure 38 Additional Training Programmes



2.5 Nursing Clinical Skills and Competencies

Services were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained for each skill or competency. Findings for the three categories are presented on the following pages.

2.5.1 Assessment Skills

Table 24 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	68%	32%	0
Irish Children's Triage System (<i>Children Only</i>)	3%	97%	0
I MIST AMBO	0%	100%	0
Basic ECG Interpretation	75%	25%	5
Advanced ECG Interpretation	34%	66%	0
Interpretation of Arterial Blood Gases	8%	92%	1
Chest Examination	18%	82%	1
Abdominal Examination	12%	88%	1
Limb Examination	30%	70%	2
Paediatric Respiratory Assessment	21%	79%	1
Visual Acuity	21%	79%	0
Delirium Assessment (4ATs)	0%	100%	0
Frailty Assessment	0%	100%	0

Figure 39 Nursing Assessment Skills Graph 1

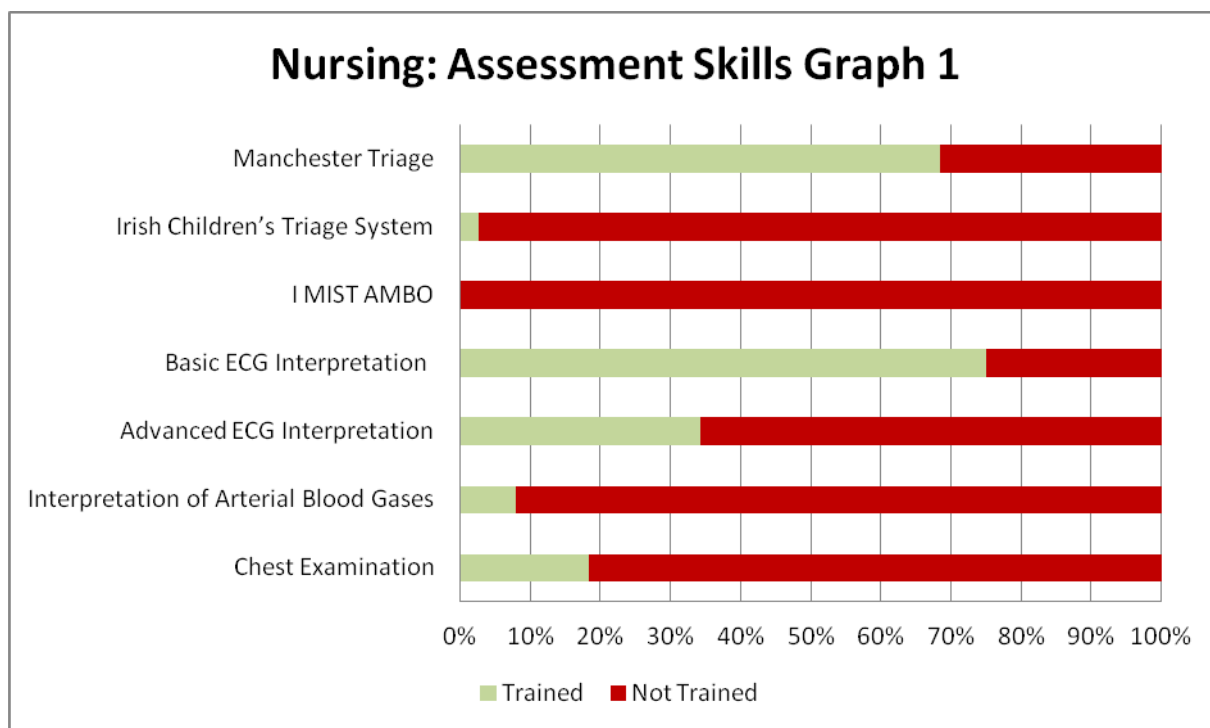
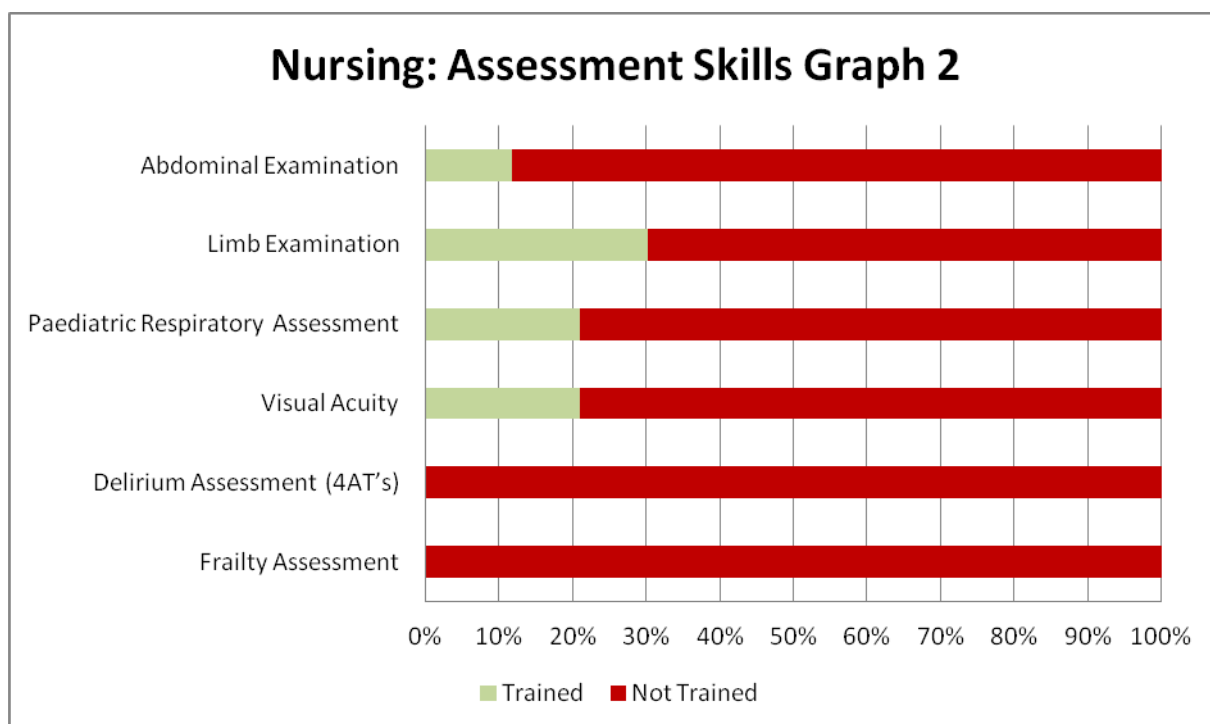


Figure 40 Nursing Assessment Skills Graph 2



2.5.2 Clinical Skills

Twenty-seven clinical skills were surveyed. Responses can be seen in Table 25 below and are presented graphically in Figures 41 to 45 on the following pages.

Table 25 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	88%	12%	5
IV Cannulation	84%	16%	5
Blood culture sampling	17%	83%	0
Arterial Blood Gas sampling	0%	100%	0
Administration of 1st dose antibiotics	41%	59%	2
Medication Management (through Protocol)*	26%	74%	0
Procedural sedation	12%	88%	1
Male Catheterisation	8%	92%	1
Replacement of supra-public catheters	0%	100%	0
Replacement of PEG Tubes	0%	100%	1
Management of Non Invasive Ventilation (NIV)	37%	63%	3
Use of external chest compression device (LUCAS)	24%	76%	1
Nurse defibrillation (passed ACLS)	51%	49%	6
External Pacing	30%	70%	2
Cardioversion	11%	89%	2
Suturing	13%	87%	2
Wound closure (steri-strips/glue)	75%	25%	5
Removal of foreign bodies (ear, nose etc)	20%	80%	1
Nasal packing	24%	76%	1
Eye Irrigation	83%	17%	5
Casting	62%	38%	3
Splinting	86%	14%	2
Fitting for walking aids	51%	49%	4
Log-roll team leader	38%	62%	1
Cervical spine immobilisation	54%	46%	1
Local Major Emergency Planning Training	24%	76%	1
Pre-hospital retrieval team training	1%	99%	0

*Medication administered through locally agreed protocols

Figure 41 Nursing Clinical Skills Graph 1

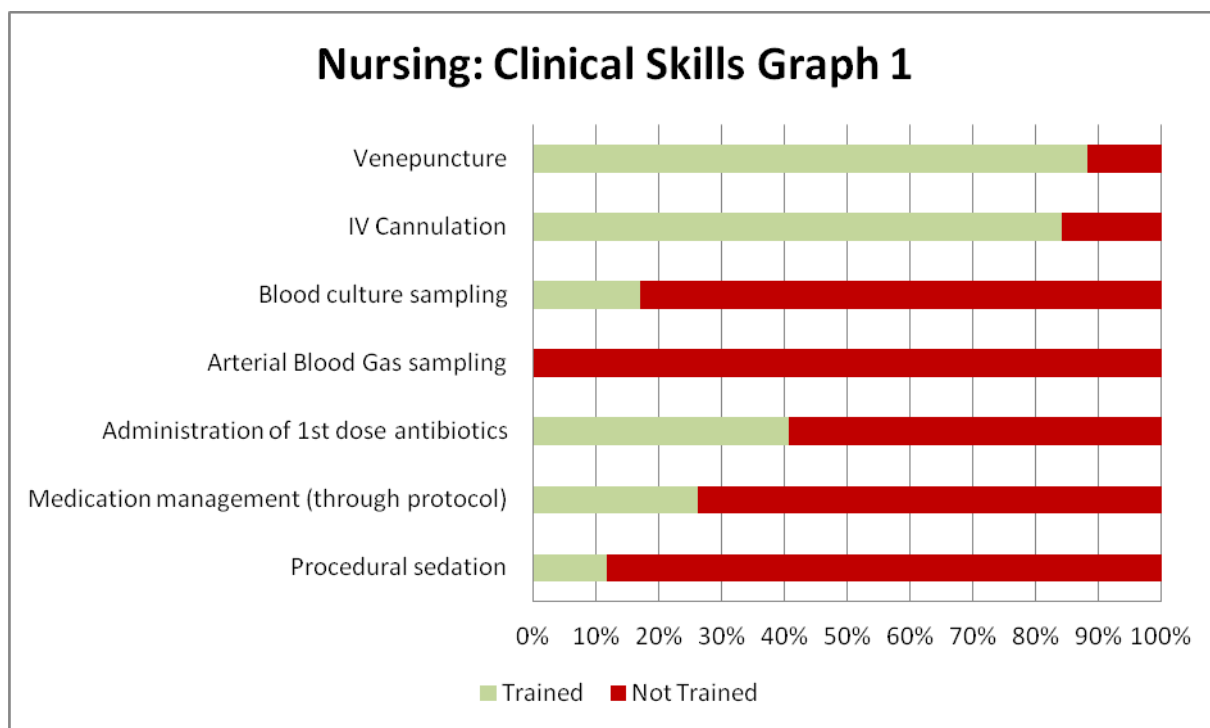


Figure 42 Nursing Clinical Skills Graph 2

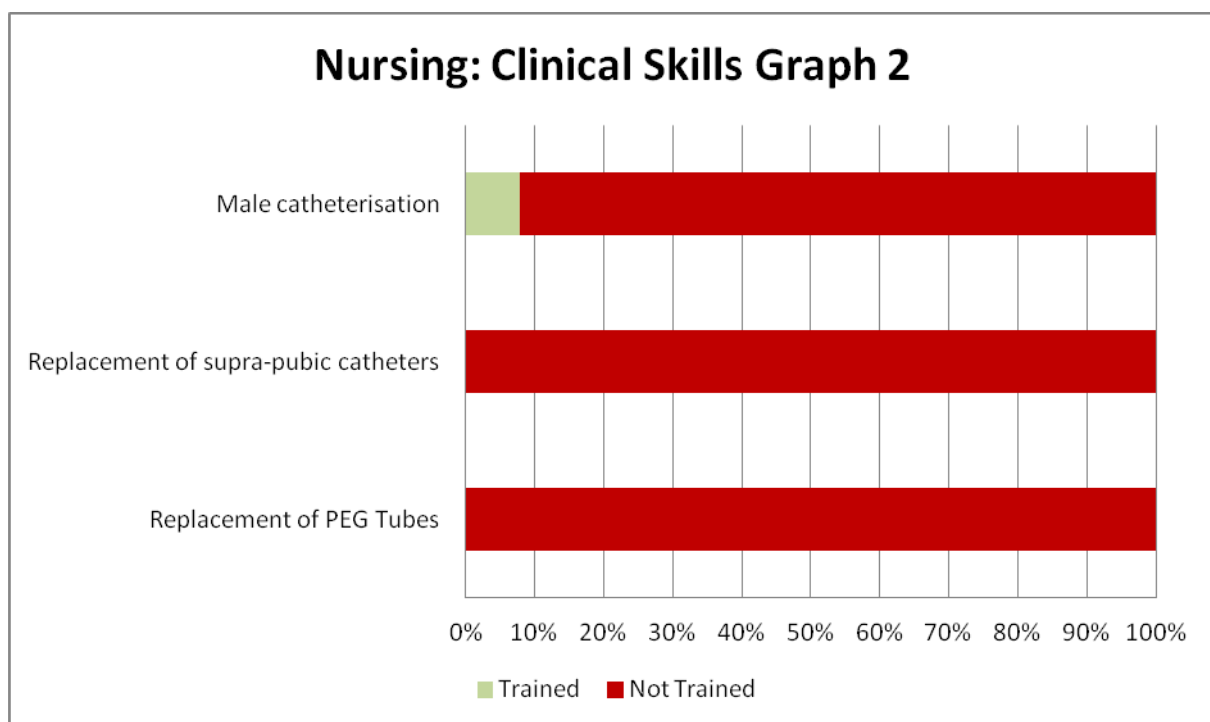


Figure 43 Nursing Clinical Skills Graph 3

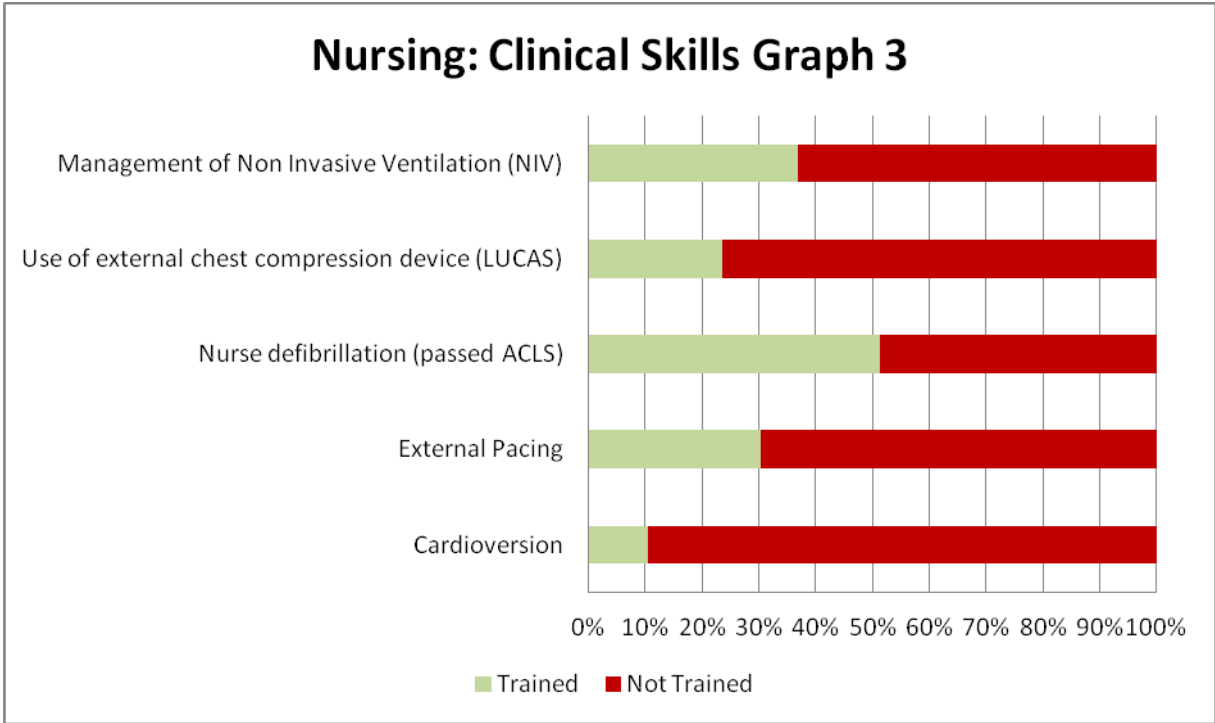


Figure 44 Nursing Clinical Skills Graph 4

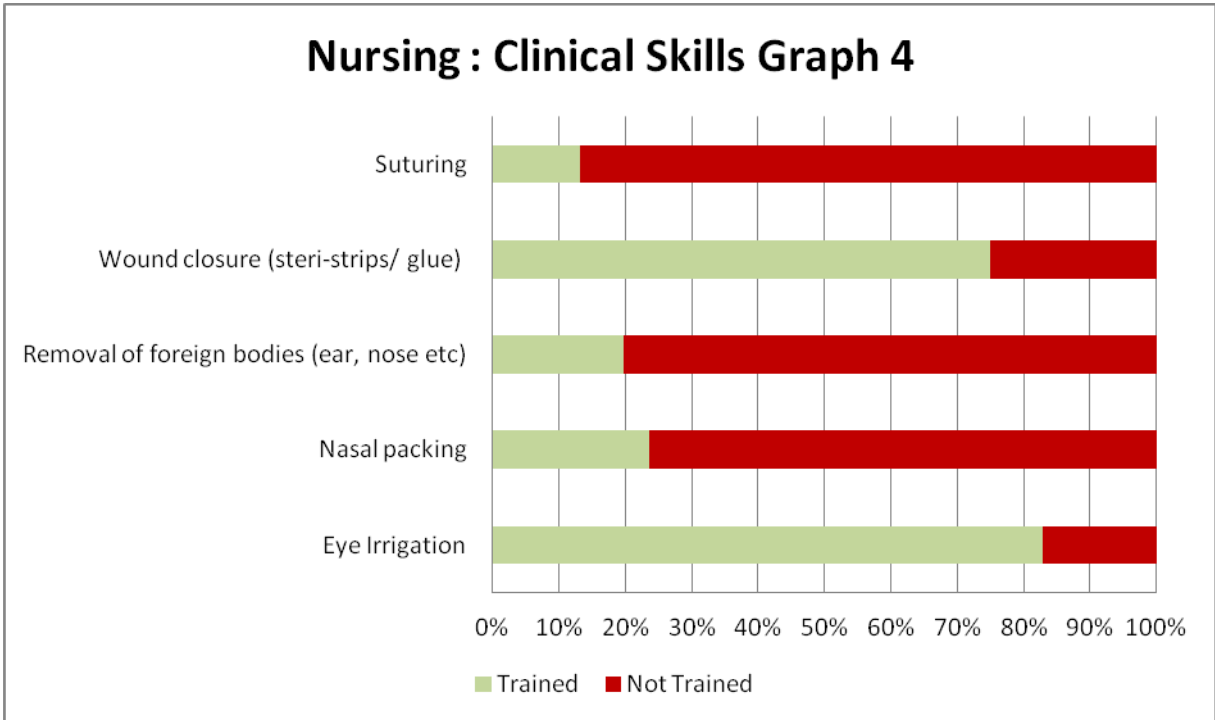
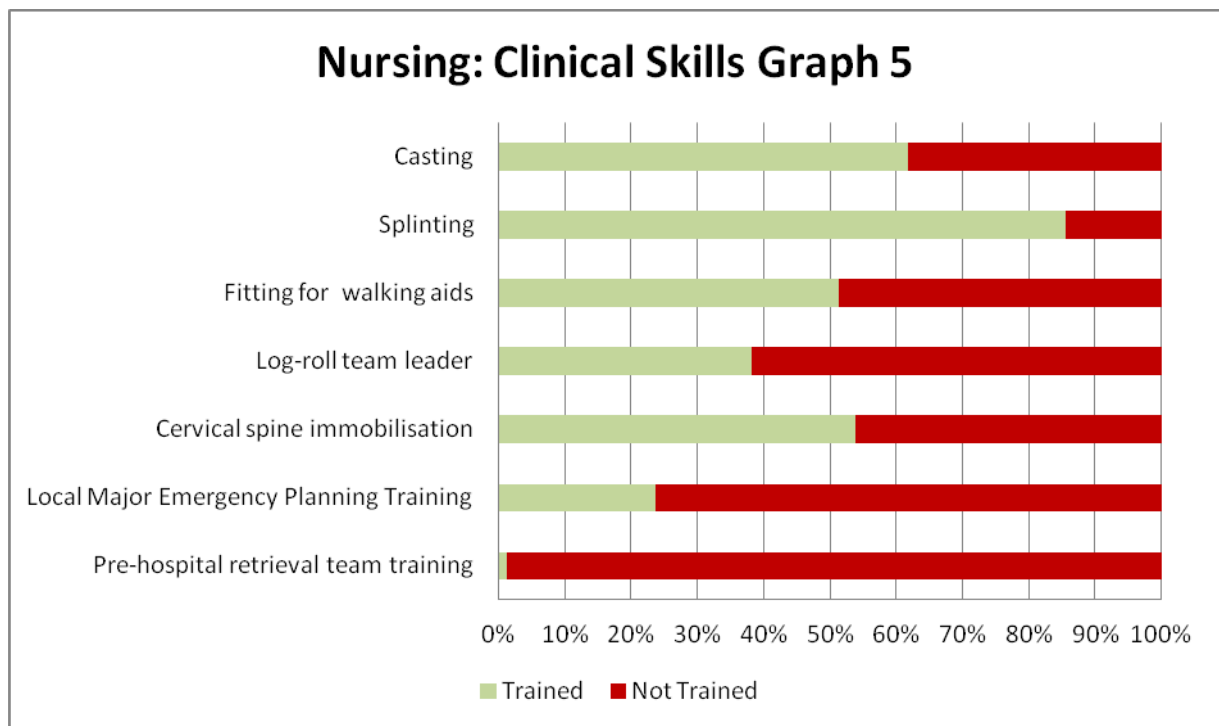


Figure 45 Nursing Clinical Skills Graph 5



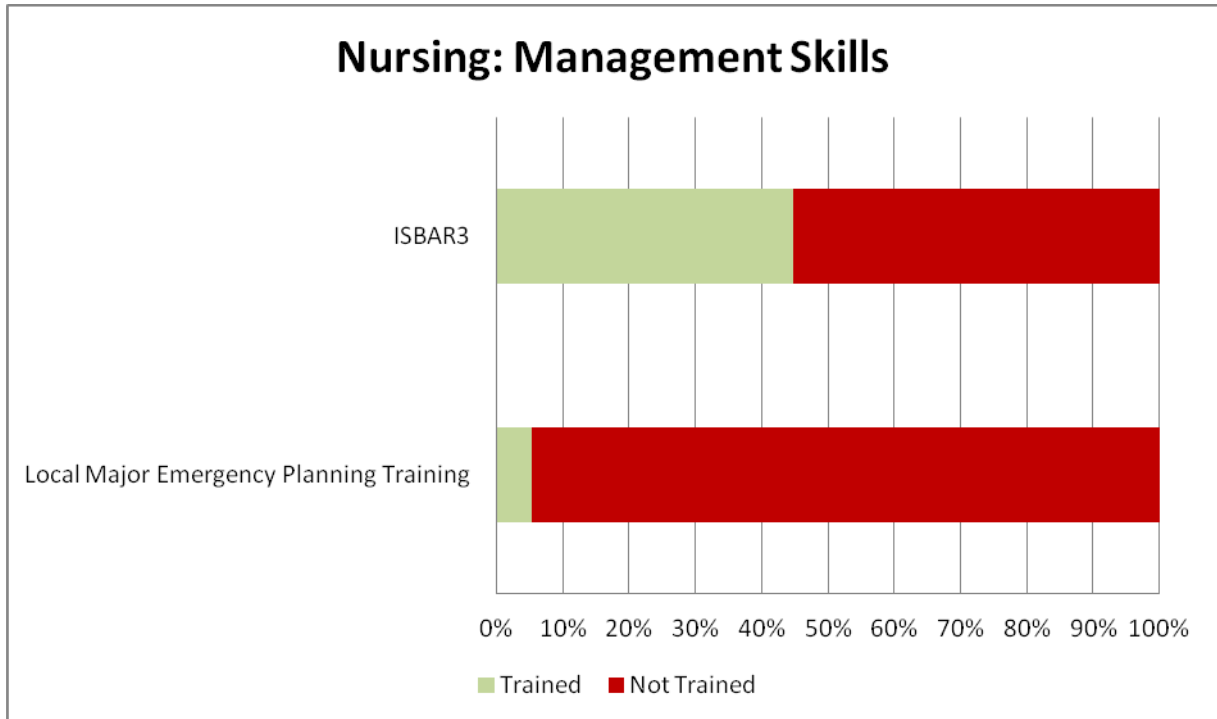
2.5.3 Management Skills

Management skills specific to the clinical context of Emergency Nursing were surveyed. Sites were asked to indicate numbers of nurses trained in ISBAR3 and Local Major Emergency Planning Training. Responses can be seen in Table 26 and in Figure 46.

Table 26 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	45%	55%	2
Local Major Emergency Planning training	5%	95%	1

Figure 46 Nursing Management Skills



2.6 Education Initiatives

In this section, services were asked to indicate if they provided a variety of education programmes on-site, from induction/orientation programmes to Level 9 QQI Post-Graduate Diploma in Emergency Nursing. Responses can be seen in Table 27.

Table 27 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	6	4	1 week - 1 year
Foundation programme in emergency nursing	0	10	
Emergency Nursing (Level 8 QQI)	0	10	
Emergency Nursing (Level 9 QQI)	0	10	
De-escalation training	5	5	Nurses, HCAs, MTAs, Security

Site facilitation of a programme is where a site hosts some lectures and clinical placements for a Higher Education Institute (HEI)

2.7 Non-Clinical Skills

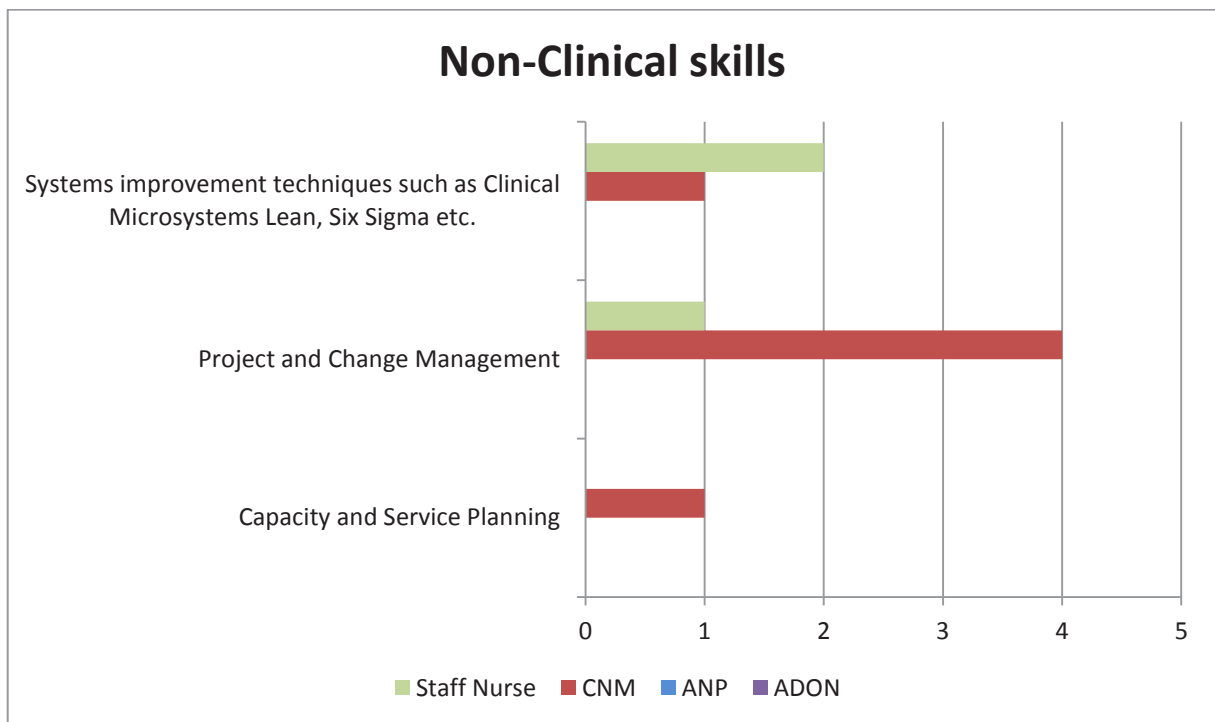
This section asked services to indicate the number of nurses in their Emergency Departments who had undertaken education and training in a variety of quality improvement methodologies, information technology and project and change management.

Findings presented as numbers of nurses (of a total of 76) rather than percentages in Table 28 and Figures 47 and 48.

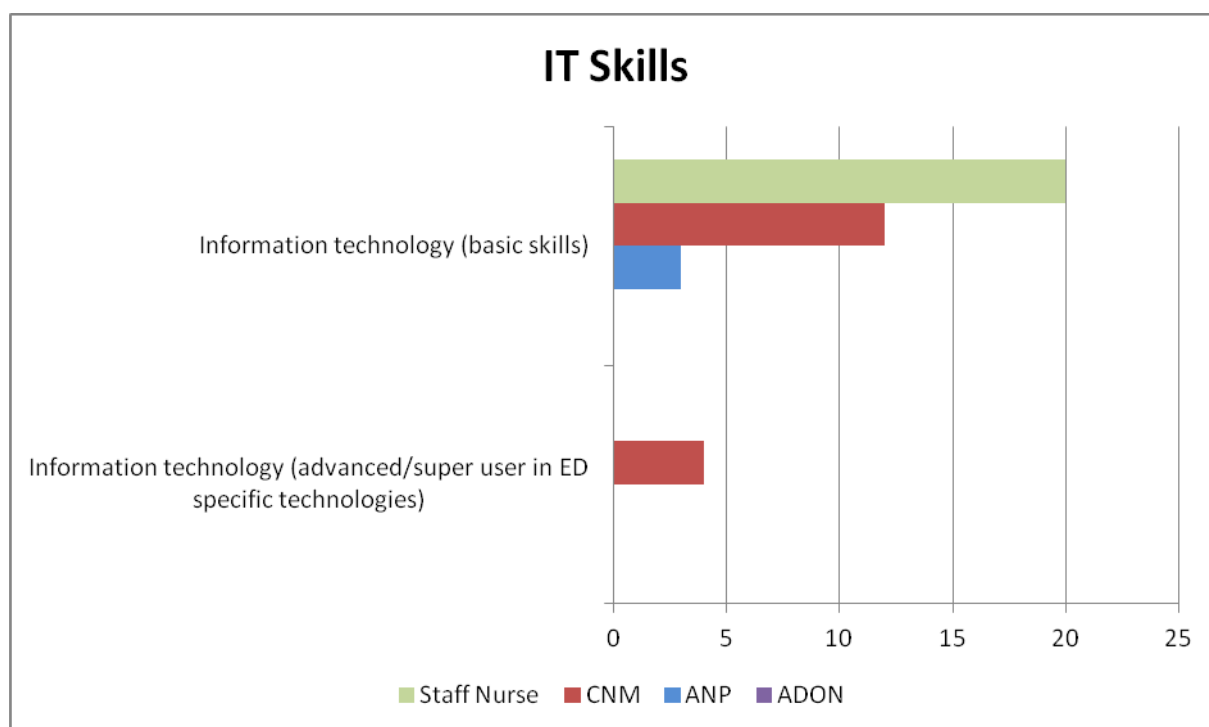
Table 28 Non-Clinical Skills

Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	2	1	0	0
Project and Change Management	1	4	0	0
Capacity and Service Planning	0	1	0	0
Information technology (basic skills)	20	12	3	0
Information technology (advanced/super user in ED specific technologies)	0	4	0	0

Figure 47 Non-Clinical Skills



Findings presented as numbers of nurses (of a total of 76) rather than percentages.

Figure 48 IT Skills

Findings presented as numbers of nurses (of a total of 76) rather than percentages.

2.8 Health Care Assistant (HCA) Profile and Qualifications

Only one of the ten Injury Units reported that a Health Care Assistant worked in this service. The findings in sections 2.8 and 2.9 are reported based on one Health Care Assistant.

Table 29 Health Care Assistant (HCA) Profile and Qualification

Approved		In Post 29/02/2016		Please identify the cover provided by HCAs in your IU e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
WTE	H.C	WTE	FETAC WTE		In-house training WTE	No Formal Training WTE	
1	1	1	See table 30	1	1	0	

Table 30 Rostered hours provided by HCAs

Rostered hours provided by HCAs

12/7x1 (12 hours x 7 days x 1 site) (Rostered hours provided for 12 hours, 7 days per week in 1 site)

2.8.1 Health Care Assistants Additional Training Programmes

Table 31 Health Care Assistants Additional Training Programmes

Name of Programme	% HCAs Trained
NEWS	0%
PEWS	0%
IMEWS	0%
Non-violent Crisis Intervention	0%
Children First Training	0%
Other	0%

2.9 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Table 32 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Clinical Skills & Competencies	% HCAs Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	100%	0%	0
Application of external chest compression device	0%	100%	0
Member of Log roll team	0%	100%	0
Assisting with Spinal immobilisation	0%	100%	0
Monitoring Vital Signs	0%	100%	0
One to one care (Special)	0%	100%	0
Patient transport (in-house)	0%	100%	0
Patient transport (off-site)	0%	100%	0
Attaching cardiac monitor	0%	100%	0
Recording ECG	0%	100%	0
Removal of rings	0%	100%	0
Assisting with application of Splints/casts	0%	100%	0
Urinalysis	0%	100%	0
Blood Glucose	0%	100%	0
Other skill(s) eg phlebotomy	0%	100%	0

The information in Table 32 above is presented graphically on the following page.

Figure 49 HCA Clinical Skills and Competencies Graph 1

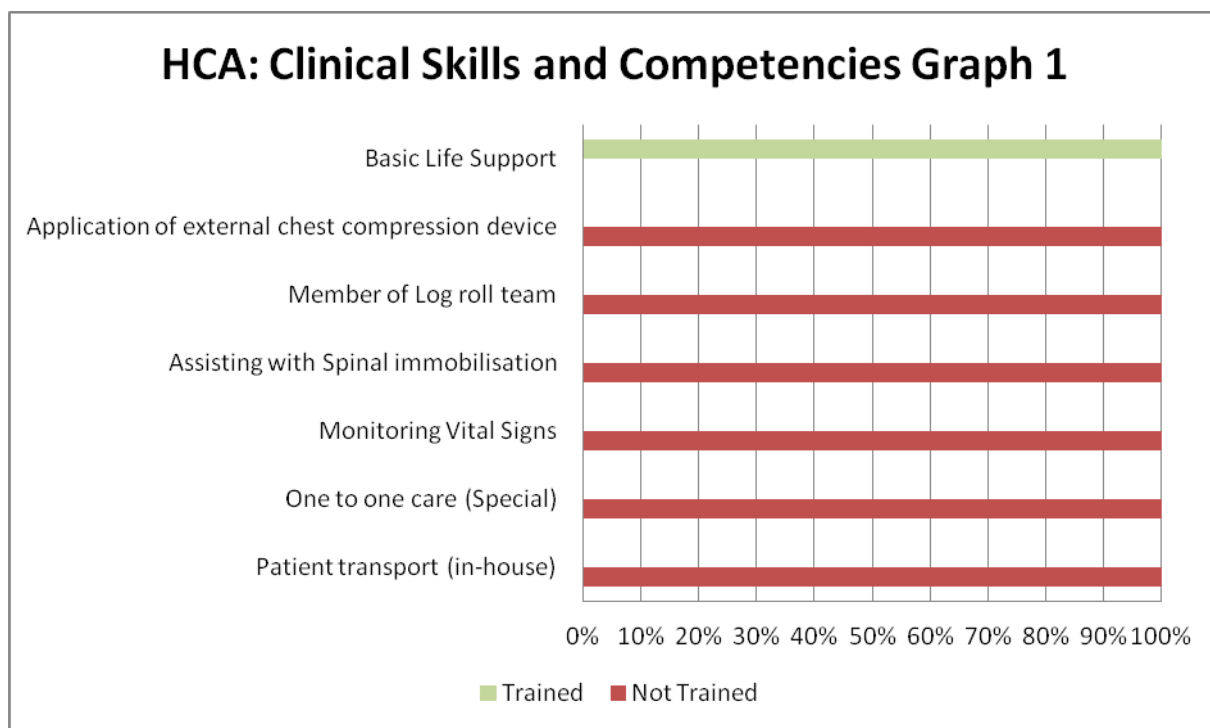
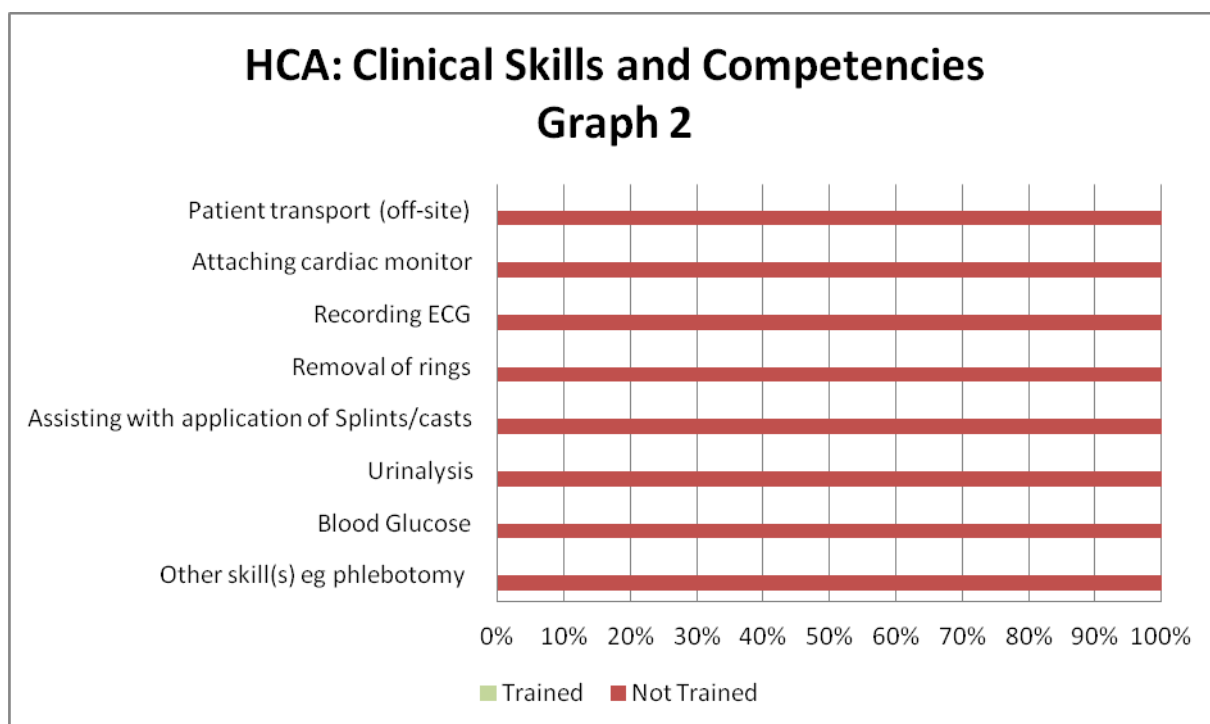


Figure 50 HCA Clinical Skills and Competencies Graph 2



2.10 Multitask Attendants (MTA) Profile and Qualifications

Six Multitask Attendants work in Injury Units nationally. Findings in section 2.10 and 2.11 are presented for these six staff.

Table 33 Multitask Attendants (MTAs) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by MTAs in your IU e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these MTAs		
WTE	H.C	WTE	FETAC WTE		In-house training WTE	No Formal Training WTE	
5.02	6	4.52	See Table 34	5	3	0	

Table 34 Rostered hours provided by MTAs

Rostered hours provided by MTAs
12/7x3 (12 hours x 7 days x 3 sites) (Rostered hours provided for 12 hours, 7 days per week in 3 sites)

Figure 51 MTAs with FETAC Level 5 QQI

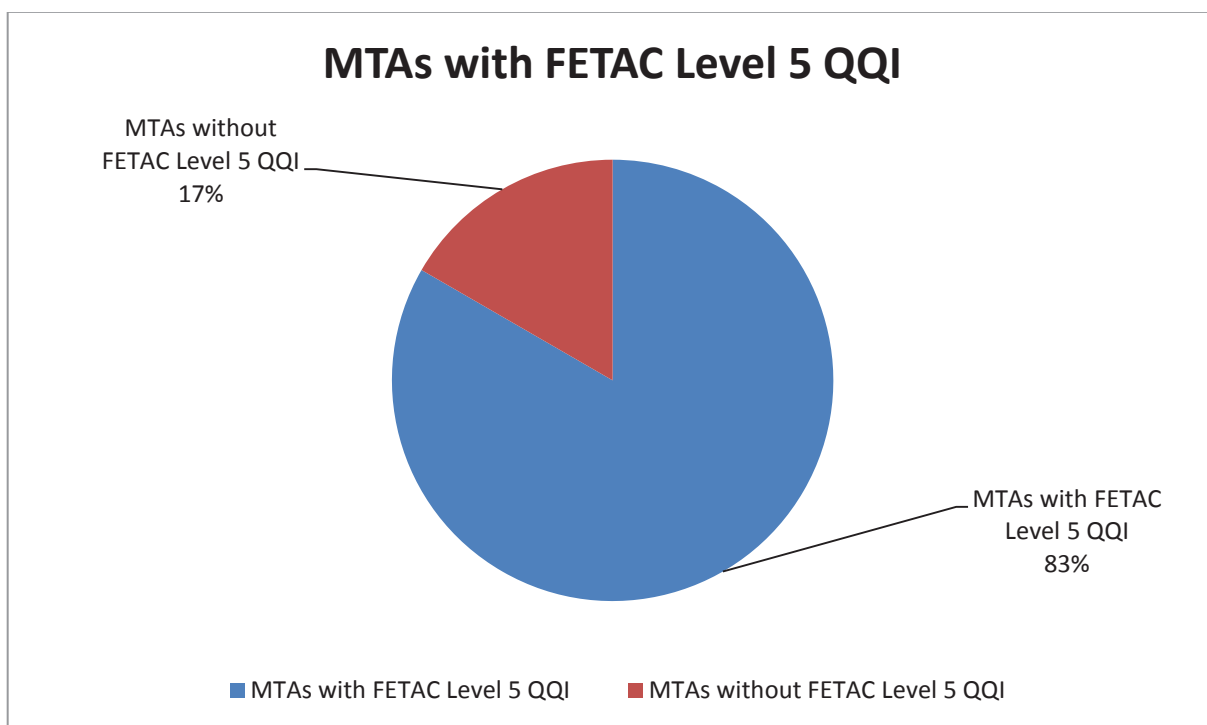
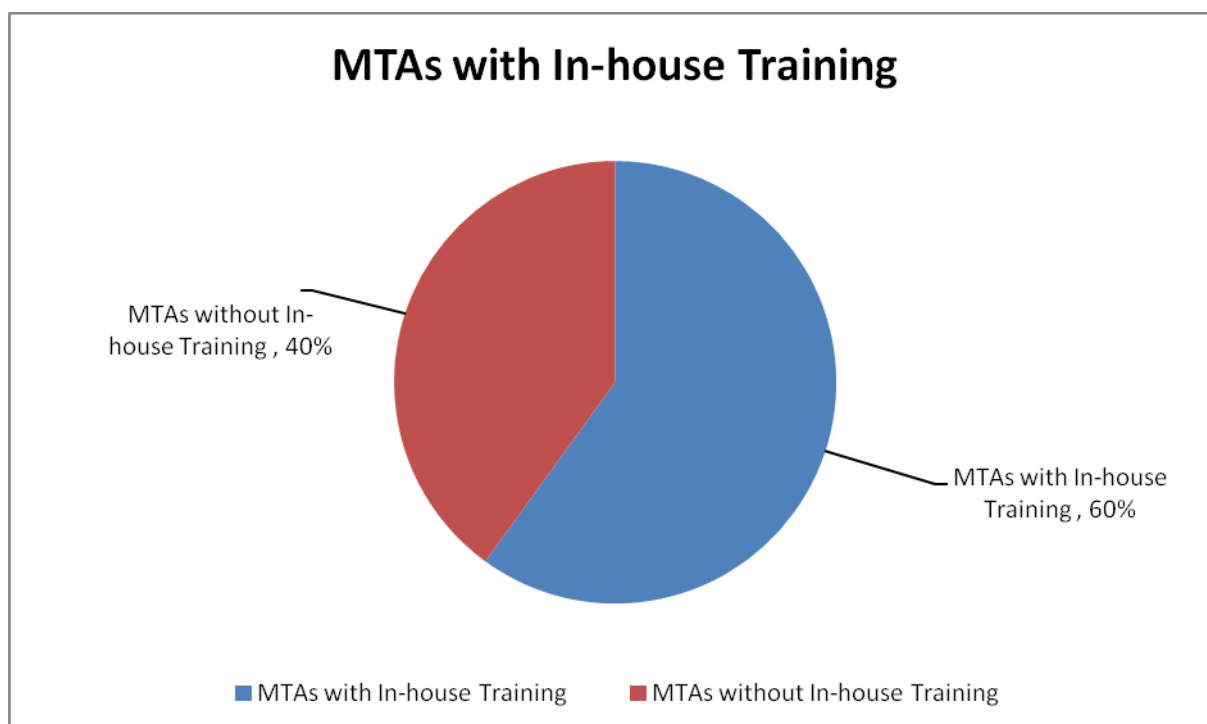


Figure 52 MTAs with In-House Training

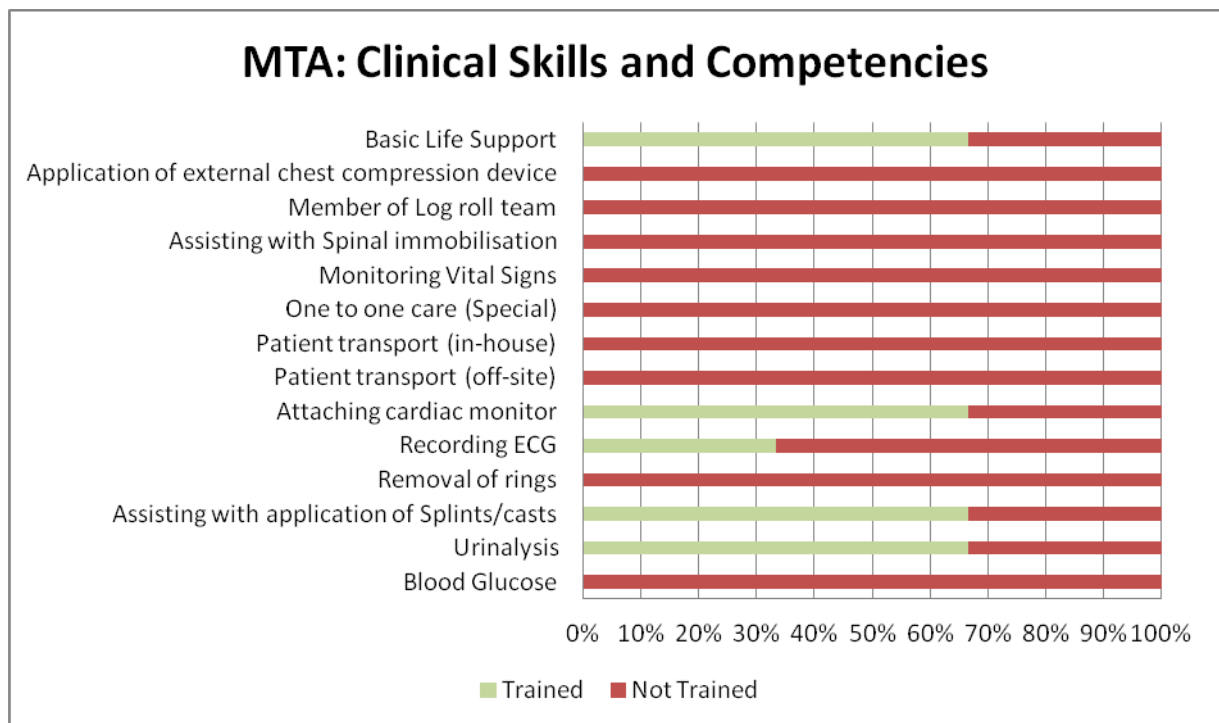


2.11 Multitask Attendants Additional Clinical Skills and Competencies

Table 35 Multitask Attendants Additional Clinical Skills and Competencies

Clinical Skills and Competencies	% MTAs Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	67%	33%	2
Application of external chest compression device	0%	100%	0
Member of Log roll team	0%	100%	0
Assisting with Spinal immobilisation	0%	100%	0
Monitoring Vital Signs	0%	100%	0
One to one care (Special)	0%	100%	0
Patient transport (in-house)	0%	100%	0
Patient transport (off-site)	0%	100%	0
Attaching cardiac monitor	67%	33%	1
Recording ECG	33%	67%	1
Removal of rings	0%	100%	0
Assisting with application of Splints/casts	67%	33%	1
Urinalysis	67%	33%	1
Blood Glucose	0%	100%	0
Other skill(s) eg phlebotomy	0%	100%	0

Figure 53 MTA Clinical Skills and Competencies



2.12 HCAs/MTAs Non-Clinical Skills

As can be seen in Table 36 below none of the HCAs (1) or MTAs (6) have undertaken training in project or change management or quality improvement methodologies.

Table 36 Non-Clinical Skills

Non-Clinical Skills	HCA	MTA	Other Grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.	0	0	0
Project and Change Management	0	0	0
Capacity and Service Planning	0	0	0
Information technology (basic skills)	0	0	0
Information technology (advanced/super user in ED specific technologies)	0	0	0

2.13 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.



Section 3 Ireland East Hospital Group

Section 3 Ireland East Hospital Group

3.0 Ireland East Hospital Group

Nine of eleven hospitals within Ireland East Hospital Group indicated they had either an Emergency Department or an Injury Unit. The nine hospitals are listed below. Data for Emergency Departments and Injury Units is presented separately in Sections 3.1 and 3.2.

Ireland East Hospital Group

1. Mater Misericordiae University Hospital (Model 4 Hospital)
2. Midlands Regional Hospital, Mullingar (Model 3 Hospital)
3. Our Lady's Hospital, Navan (Model 2 Hospital)
4. Royal Victoria Eye and Ear Hospital (Model 3 Hospital/Specialist ED)
5. St. Luke's Hospital, Kilkenny (Model 3 Hospital)
6. St. Michael's Hospital, Dun Laoghaire (Model 2 Hospital)
7. St. Vincent's University Hospital (Model 4 Hospital)
8. Wexford General Hospital (Model 3 Hospital)
9. St. Columcille's Hospital (Model 2 Hospital)

3.1 Ireland East Hospital Group, Emergency Departments (8 Departments)

Ireland East Hospital Group

1. Mater Misericordiae University Hospital (Model 4 Hospital)
2. Midlands Regional Hospital, Mullingar (Model 3 Hospital)
3. Our Ladys Hospital, Navan (Model 2 Hospital)
4. Royal Victoria Eye and Ear Hospital (Model 3 Hospital/Specialist ED)
5. St. Luke's Hospital, Kilkenny (Model 3 Hospital)
6. St. Michael's Hospital, Dun Laoghaire (Model 2 Hospital)
7. St. Vincent's University Hospital (Model 4 Hospital)
8. Wexford General Hospital (Model 3 Hospital)

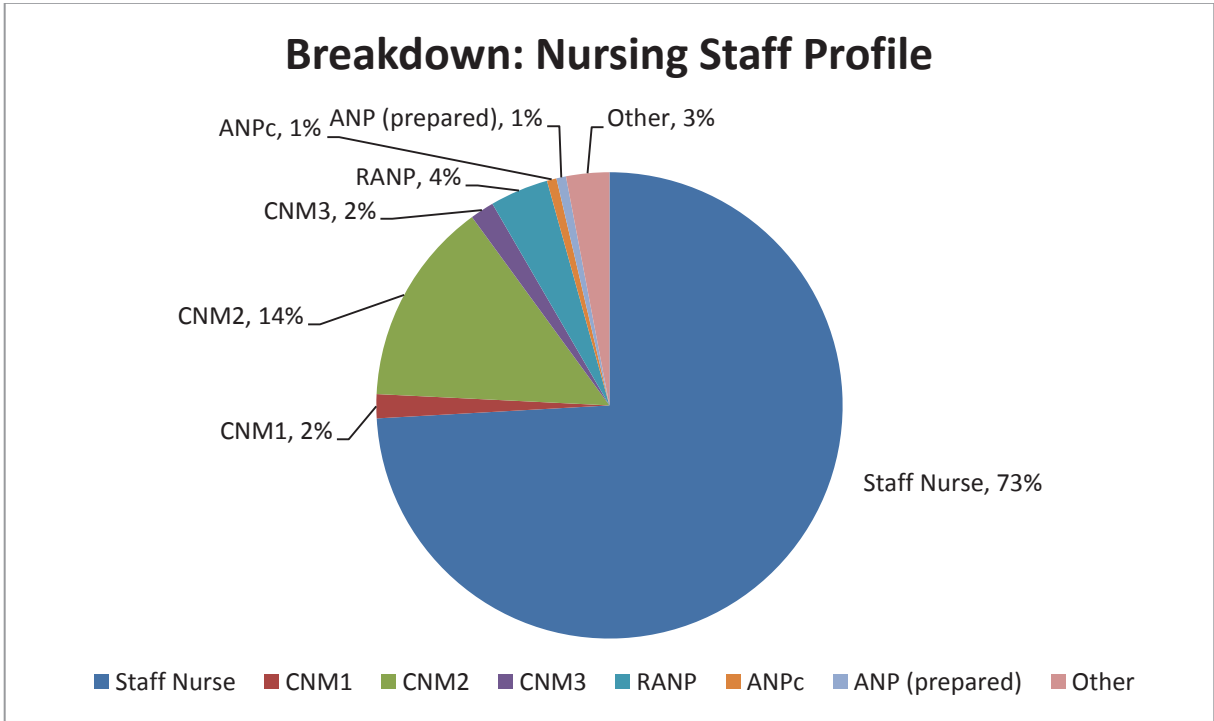
3.1.1 Nursing Staff Profile (Emergency Departments)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 37 below and in Figure 54.

Table 37 Nursing Staff Profile (Emergency Departments)

Staff approved and in post on 29th February 2016	Approved		In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
	WTE	Head Count	WTE	HC	WTE	HC	WTE	HC
Staff Nurse	212.63	223	201.14	18	18	14	13.85	
Clinical Nurse Manager 1	6	5	5.4	0	2	0	0	
Clinical Nurse Manager 2	41.8	45	37.99	2	1.5	2	1.88	
Clinical Nurse Manager 3	5	5	5	1	1	1	1	
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	10	9	9	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	2	2	2	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	3	3	3	0	0	0	0	
ANP Candidate	1.5	2	1.5	0	0	0	0	
ANP Prepared	1	2	2	1	1	0	0	
Clinical Education Facilitator	3	3	3	1	1	1	1	
Clinical Support Nurse	0	0	0	0	0	0	0	
Education Co-ordinator	1	1	1	1	1	1	1	
GP Liaison Nurse	2.5	3	2	1	1	1	1	
Research Nurse	0	0	0	0	0	0	0	
Clinical Nurse Specialist	1.5	2	1.5	0	0	0	0	
Other	0	0	0	0	0	0	0	
Totals	290.93	305	274.53	25	26.5	20	19.73	

Figure 54 Nursing Staff Profile



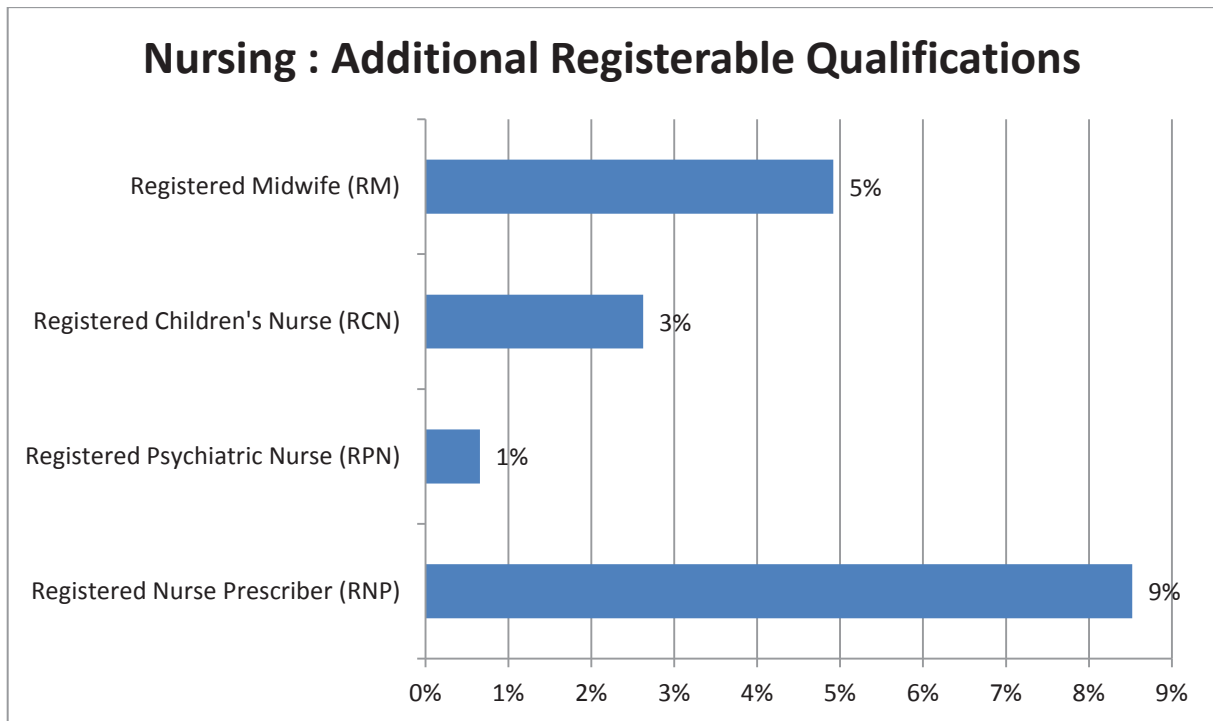
3.1.2 Nursing Staff Qualifications

3.1.2.1 Additional Registerable Qualifications

Table 38 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	5%
Registered Children's Nurse (RCN)	3%
Registered Psychiatric Nurse (RPN)	1%
Registered Nurse Prescriber (RNP)	9%
Other	0%

Figure 55 Additional Registerable Qualifications



3.1.2.2 Nursing Staff Qualifications/Working towards Qualifications

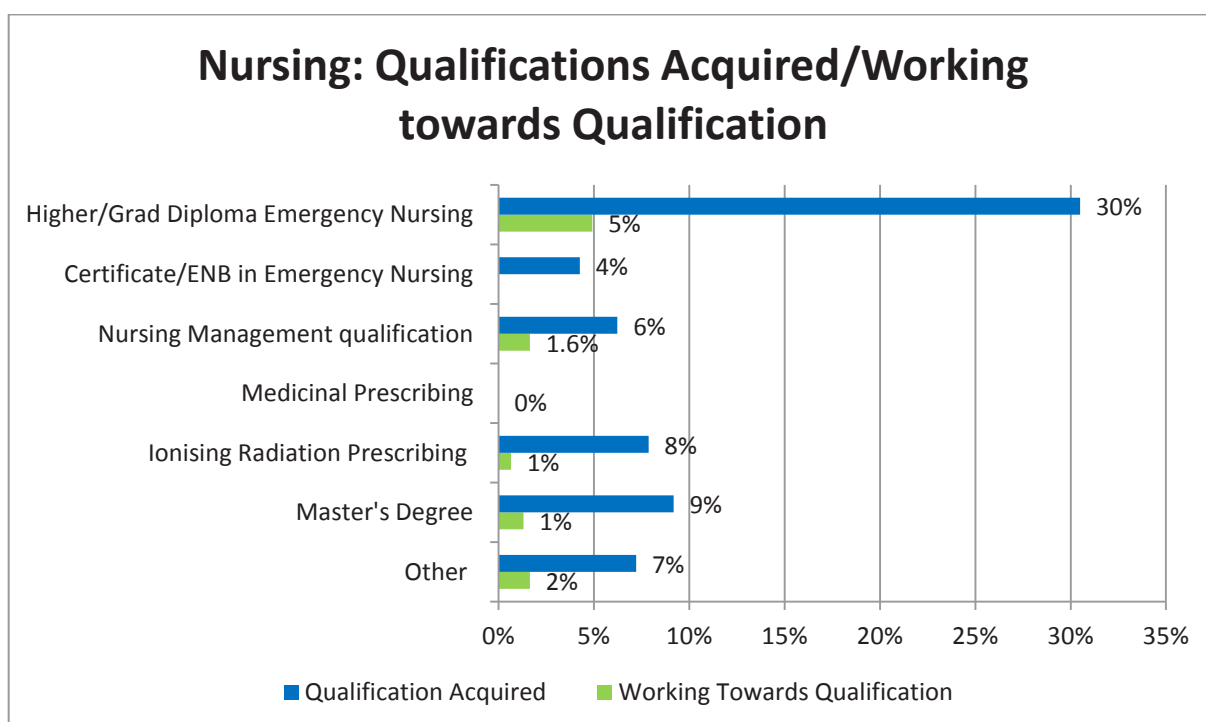
Data on Table 39 are presented as number of nurses rather than percentages.

Table 39 Nursing Staff Qualifications/Working towards Qualification

	Qualifications Acquired	Working Toward Qualifications
Higher/Grad Diploma Emergency Nursing	93	15
Certificate/ENB in Emergency Nursing	13	not requested*
Nursing Management qualification	19	5
Medicinal Prescribing	not requested	0
Ionising Radiation Prescribing	24	2
MSc	28	4
Other	22	5

*These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas

Figure 56 Nursing Staff Qualifications Acquired and Working towards Qualification



3.1.3 Nursing Staff Life Support Skills

Table 40 Nursing Staff Life Support Skills

Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	6%	0%	0%
Paediatric Programme (APLS/EPLS/PALS)	14%	4%	0%
Trauma Programme (ATLS/TNCC/ATNC)	11%	10%	0.3%
Advanced Cardiac Life Support (ACLS)	49%	15%	1%
Emergency Planning MIMMS/HMIMS	1%	2%	0%
EMBS (Burns)	0%	0%	0%
Other	0%	0%	0%

Figure 57 Neonatal Resuscitation

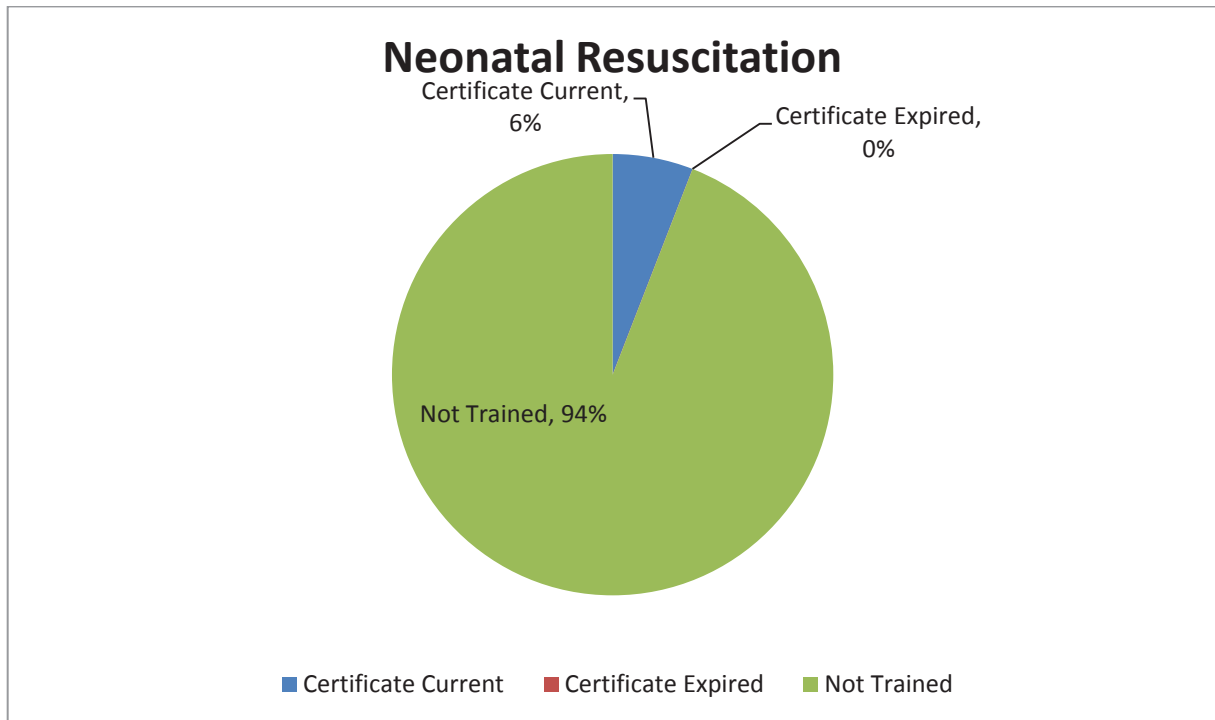
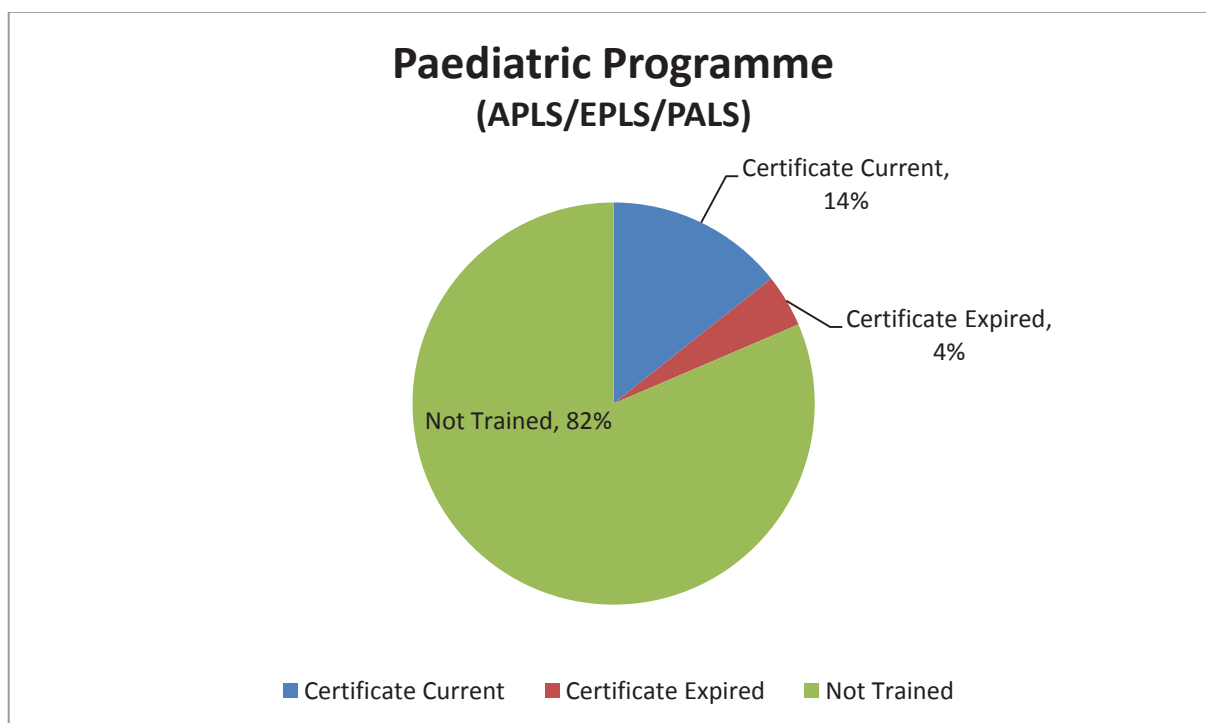
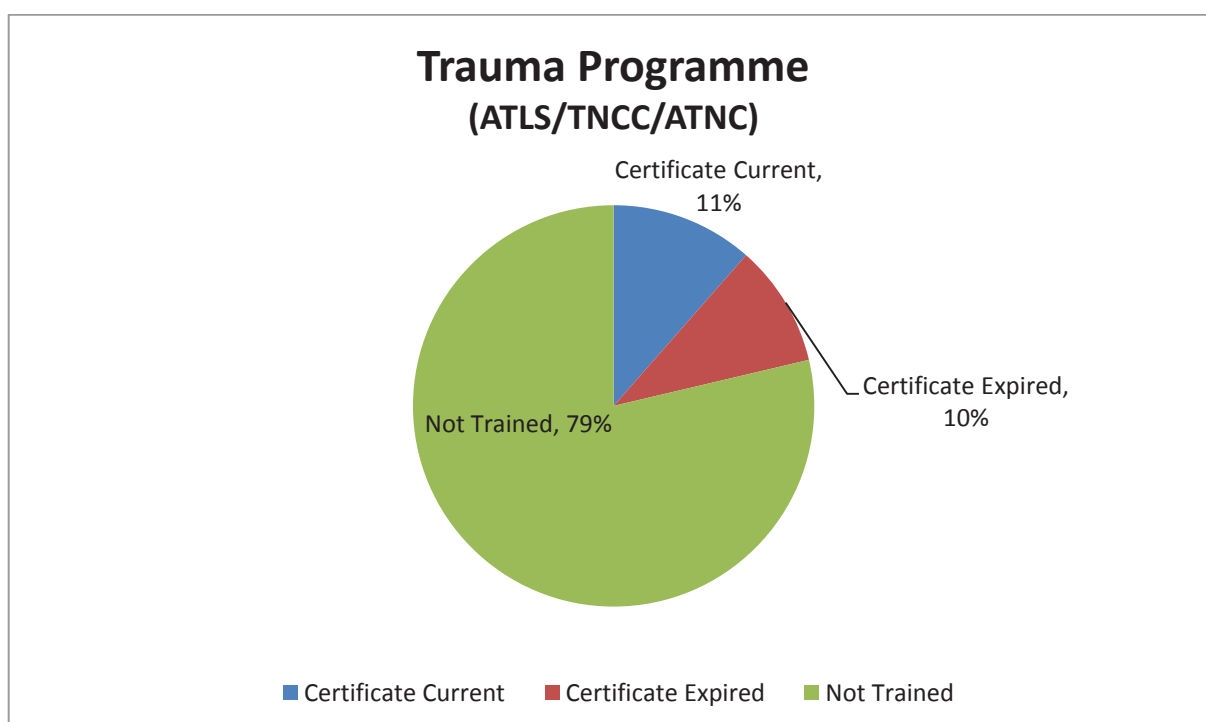


Figure 58 Paediatric Programme

Sites were asked to identify numbers of nurses with APLS, EPLS or PALS– results are reported for all three programmes together – breakdown not possible.

Figure 59 Trauma Programme

Sites were asked to identify numbers of nurses with ATLS, TNCC or ATNC – results are reported for all three programmes together – breakdown not possible.

Figure 60 Advanced Cardiac Life Support

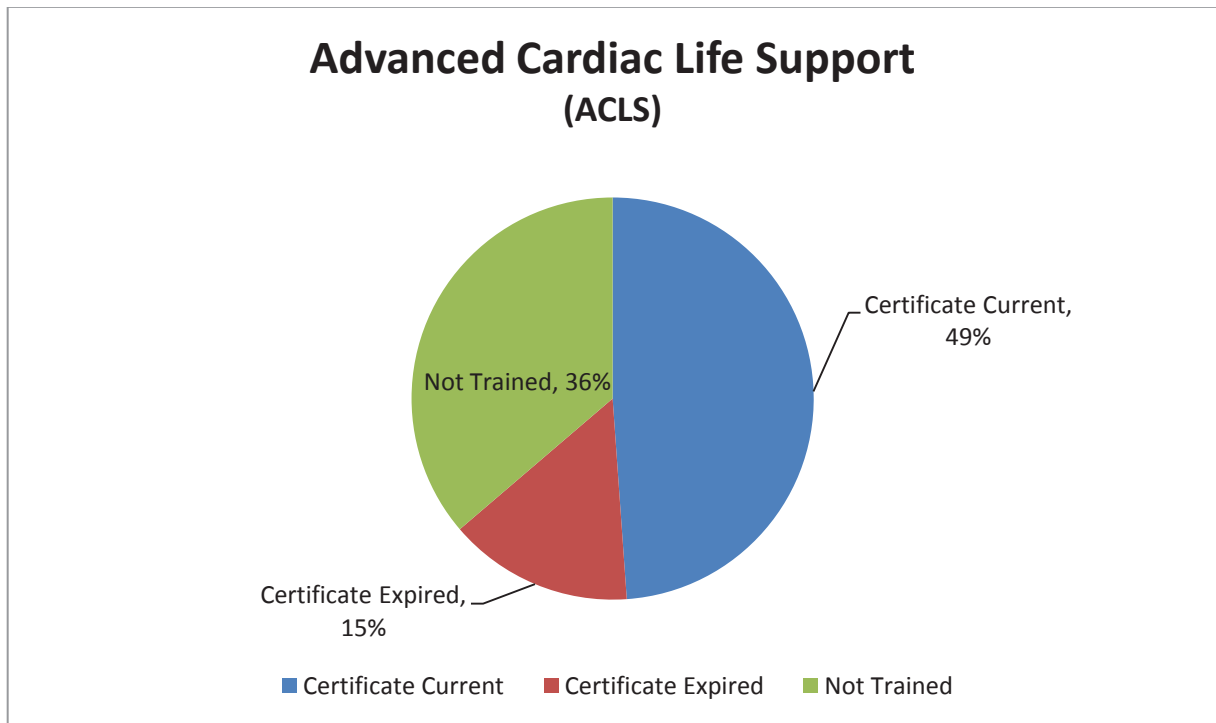
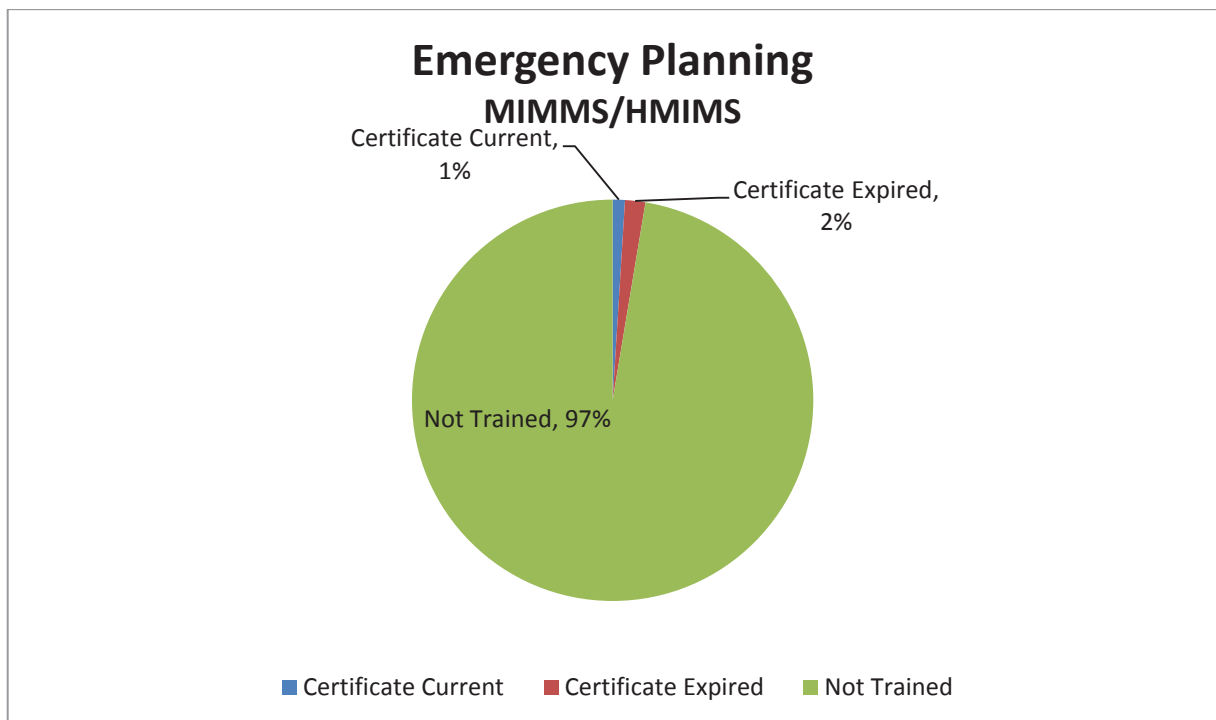


Figure 61 Emergency Planning



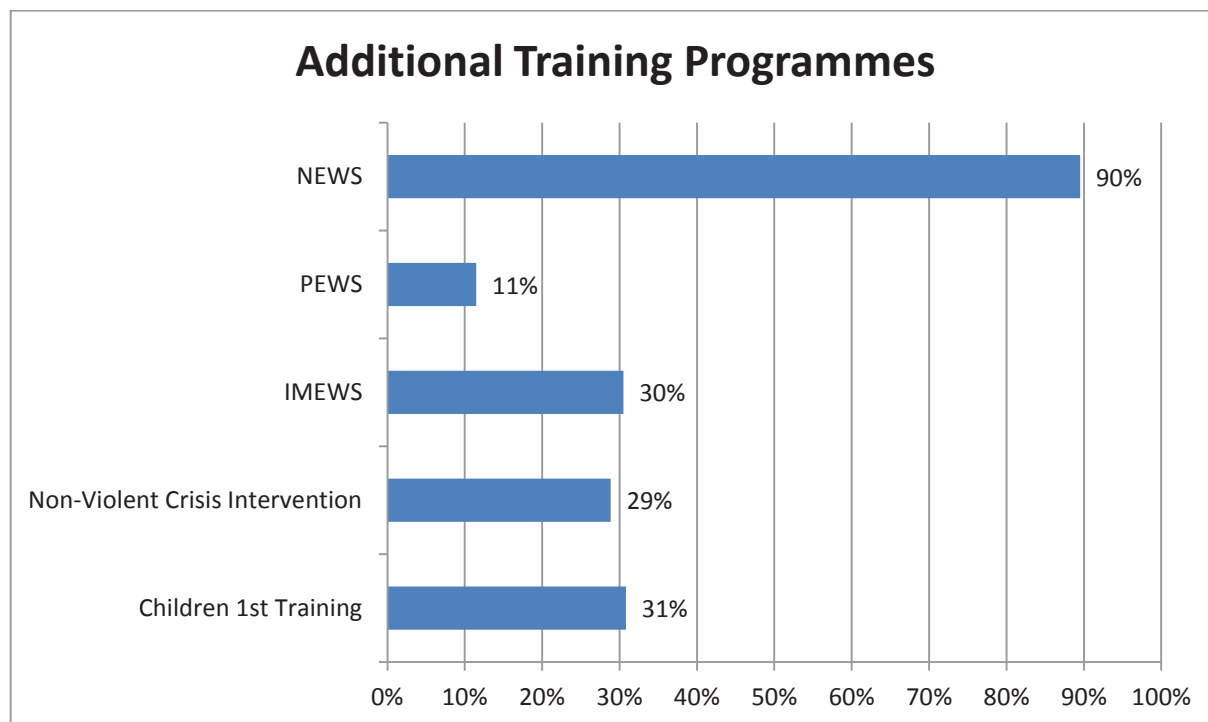
Sites were asked to identify numbers of nurses with either MIMMS or HMIMS training – results are reported for both programmes together – breakdown not possible.

3.1.4 Nursing Staff Additional Training Programmes

Table 41 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	90%
PEWS	11%
IMEWS	30%
Non-Violent Crisis Intervention	29%
Children First Training	31%
Other	0.3%

Figure 62 Additional Training Programmes



3.1.5 Nursing Clinical Skills and Competencies

Services were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained in each skill or competency. Findings for the three categories are presented on the following pages.

3.1.5.1 Assessment Skills

Table 42 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	71%	29%	8
Irish Children's Triage System (<i>Children Only</i>)	28%	72%	3
I MIST AMBO	31%	69%	3
Basic ECG Interpretation	62%	38%	8
Advanced ECG Interpretation	40%	60%	5
Interpretation of Arterial Blood Gases	38%	62%	4
Chest Examination	10%	90%	3
Abdominal Examination	10%	90%	2
Limb Examination	25%	75%	3
Paediatric Respiratory Assessment	10%	90%	1
Visual Acuity	18%	82%	4
Delirium Assessment (4ATs)	2%	98%	1
Frailty Assessment	19%	81%	1

Figure 63 Nursing Assessment Skills Graph 1

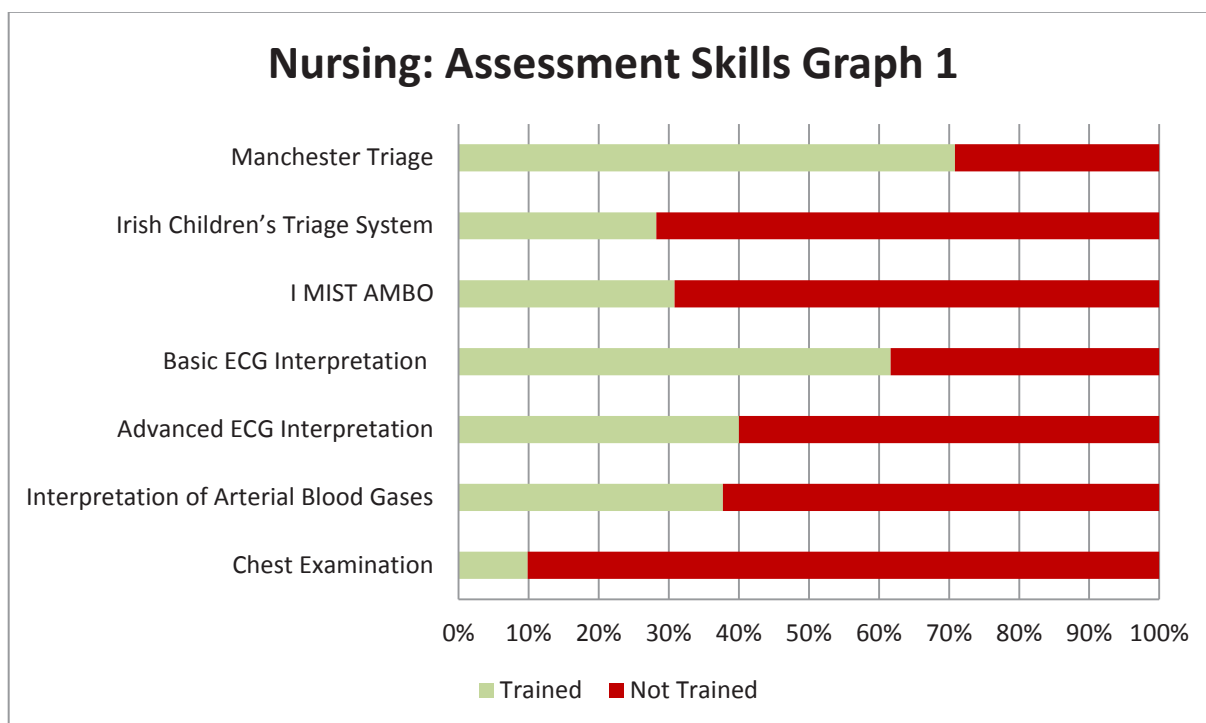
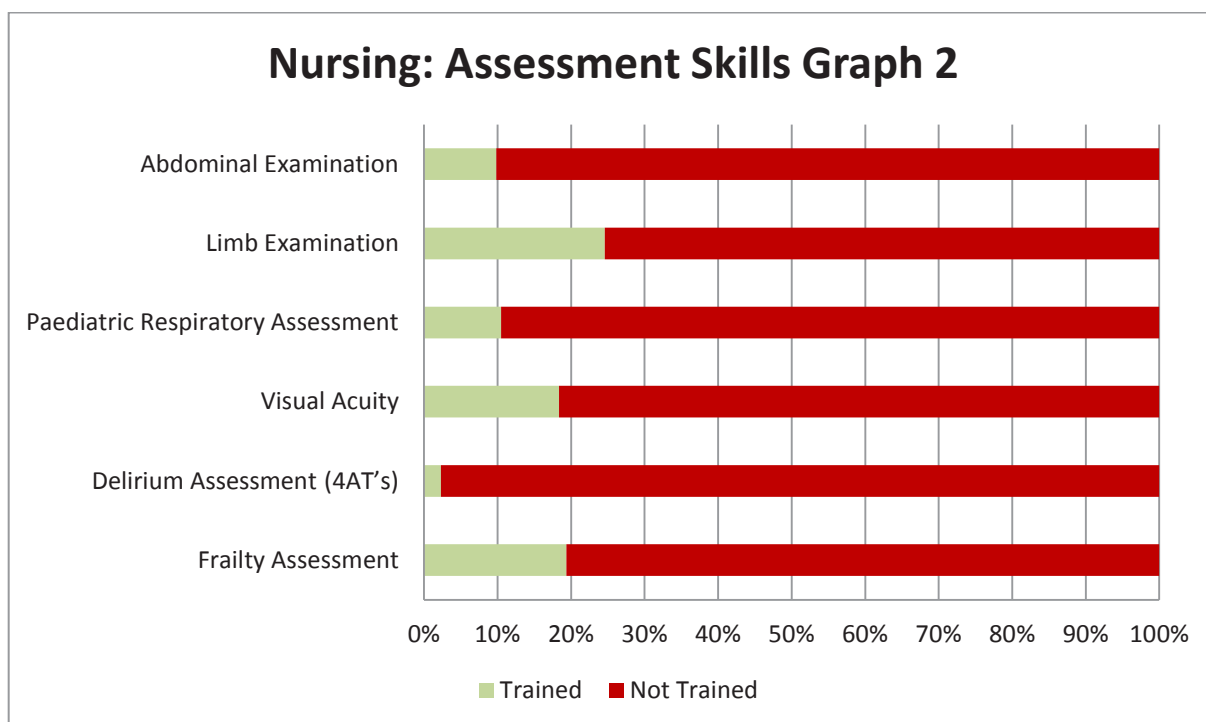


Figure 64 Nursing Assessment Skills Graph 2



3.1.5.2 Clinical Skills

Table 43 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	83%	17%	8
IV Cannulation	78%	22%	8
Blood culture sampling	55%	45%	4
Arterial Blood Gas sampling	1%	99%	2
Administration of 1st dose antibiotics	71%	29%	7
Medication Management (through Protocol)*	45%	55%	5
Procedural sedation	2%	98%	1
Male Catheterisation	8%	92%	3
Replacement of supra-public catheters	3%	97%	1
Replacement of PEG Tubes	2%	98%	1
Management of Non Invasive Ventilation (NIV)	54%	46%	6
Use of external chest compression device (LUCAS)	45%	55%	4
Nurse defibrillation (passed ACLS)	59%	41%	7
External Pacing	45%	55%	5
Cardioversion	45%	55%	5
Suturing	6%	94%	1
Wound closure (steri-strips/glue)	71%	29%	7
Removal of foreign bodies (ear, nose etc)	5%	95%	1
Nasal packing	8%	92%	2
Eye Irrigation	75%	25%	6
Casting	62%	38%	5
Splinting	53%	47%	4
Fitting for walking aids	27%	73%	2
Log-roll team leader	54%	46%	6
Cervical spine immobilisation	60%	40%	5
Local Major Emergency Planning Training	9%	91%	3
Pre-hospital retrieval team training	0%	100%	0

*Medication administered through locally agreed protocols

Figure 65 Nursing Clinical Skills Graph 1

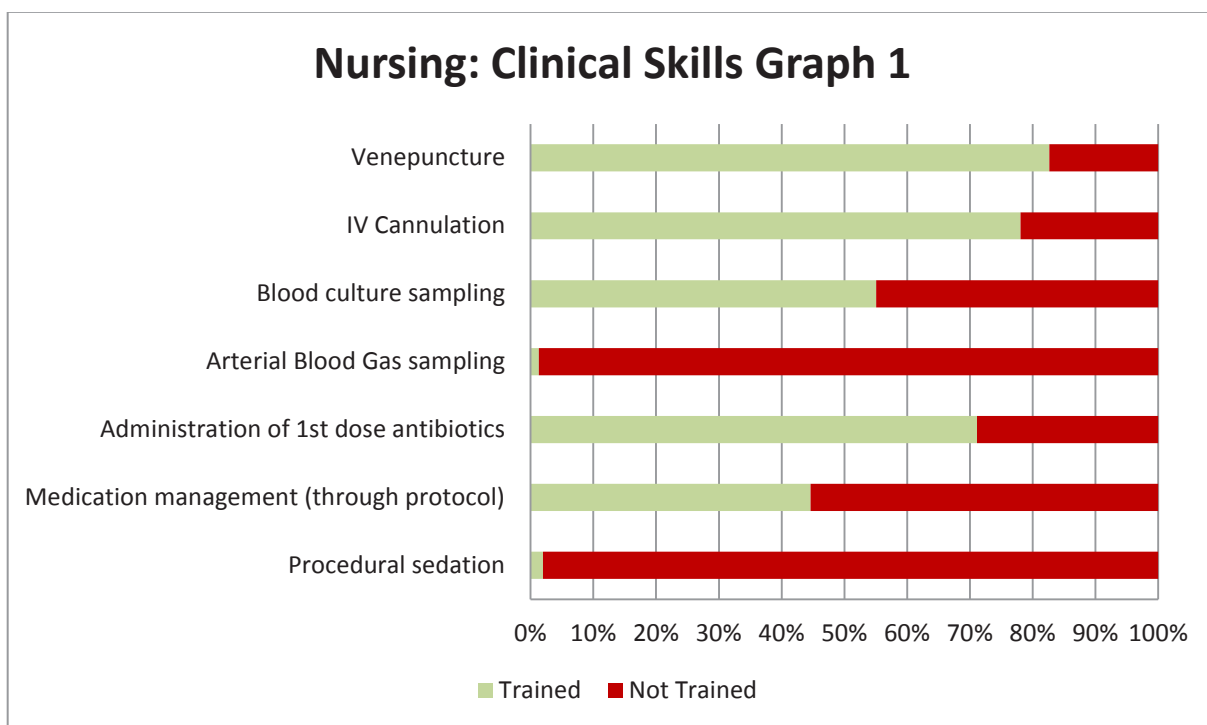


Figure 66 Nursing Clinical Skills Graph 2

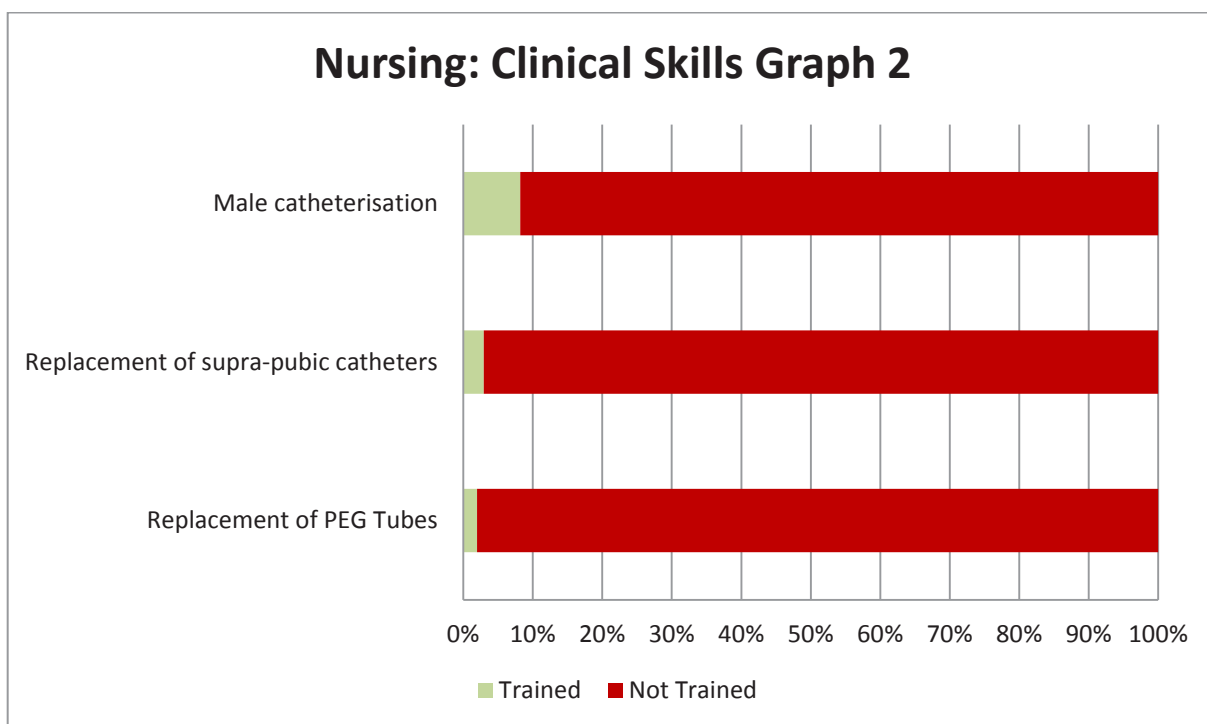


Figure 67 Nursing Clinical Skills Graph 3

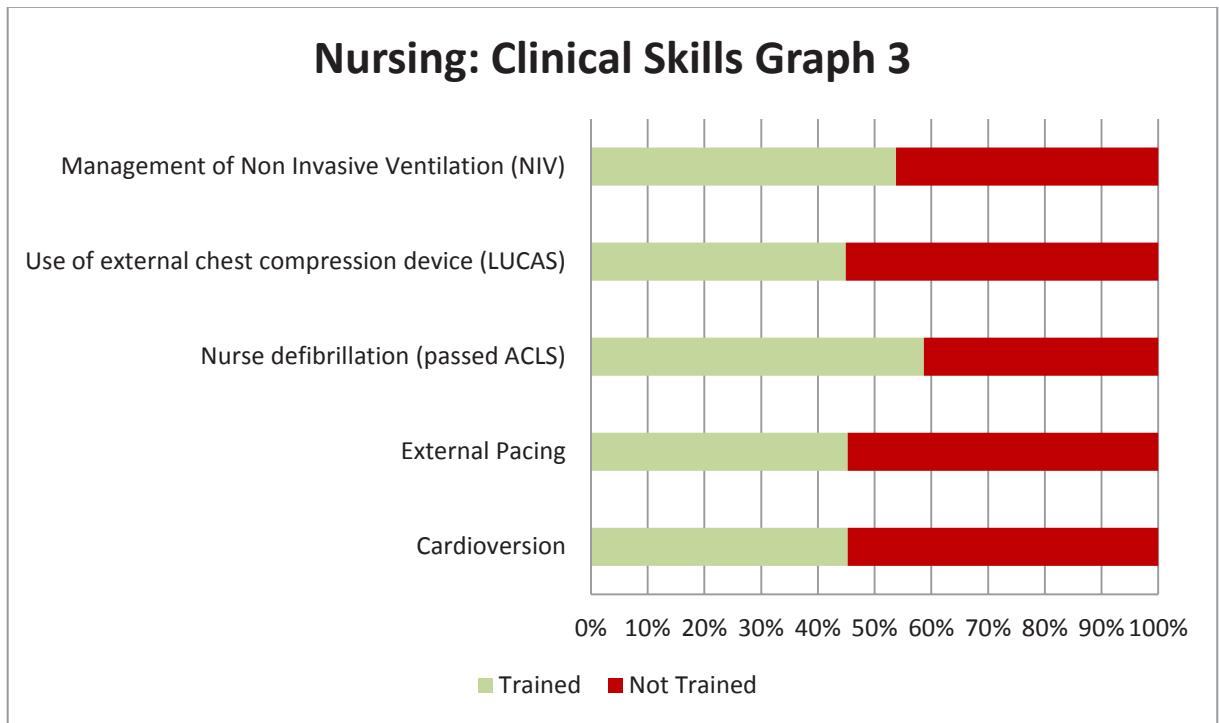


Figure 68 Nursing Clinical Skills Graph 4

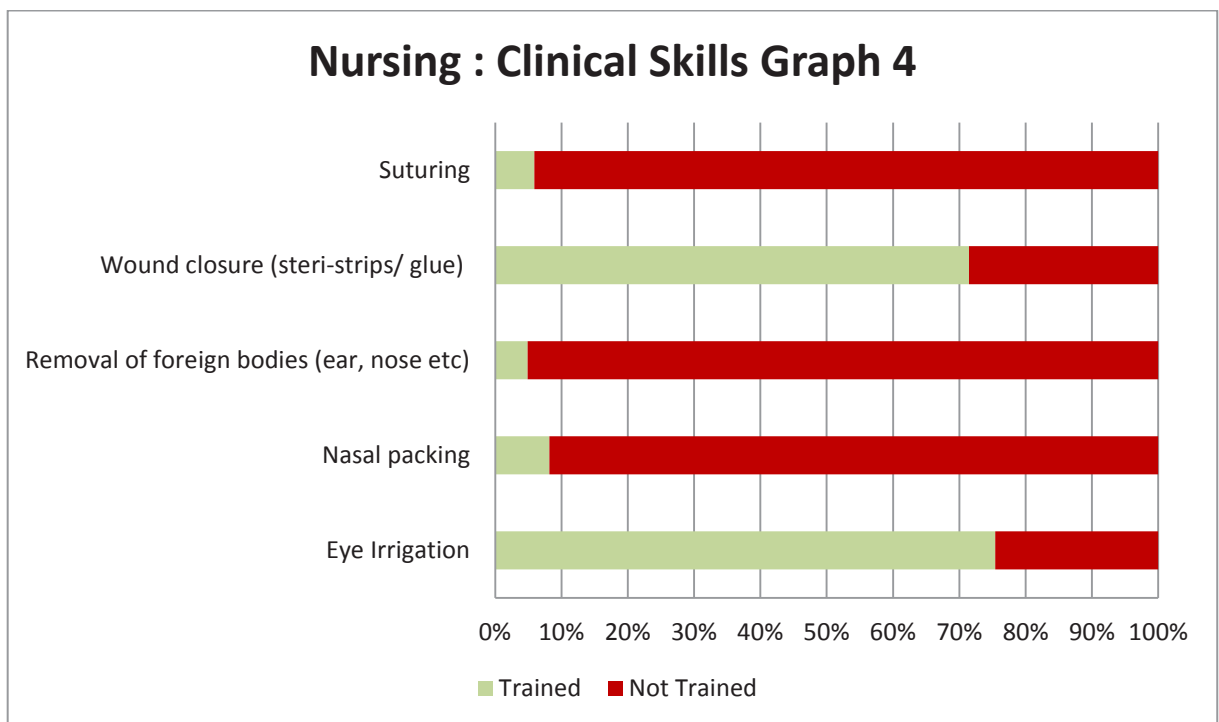
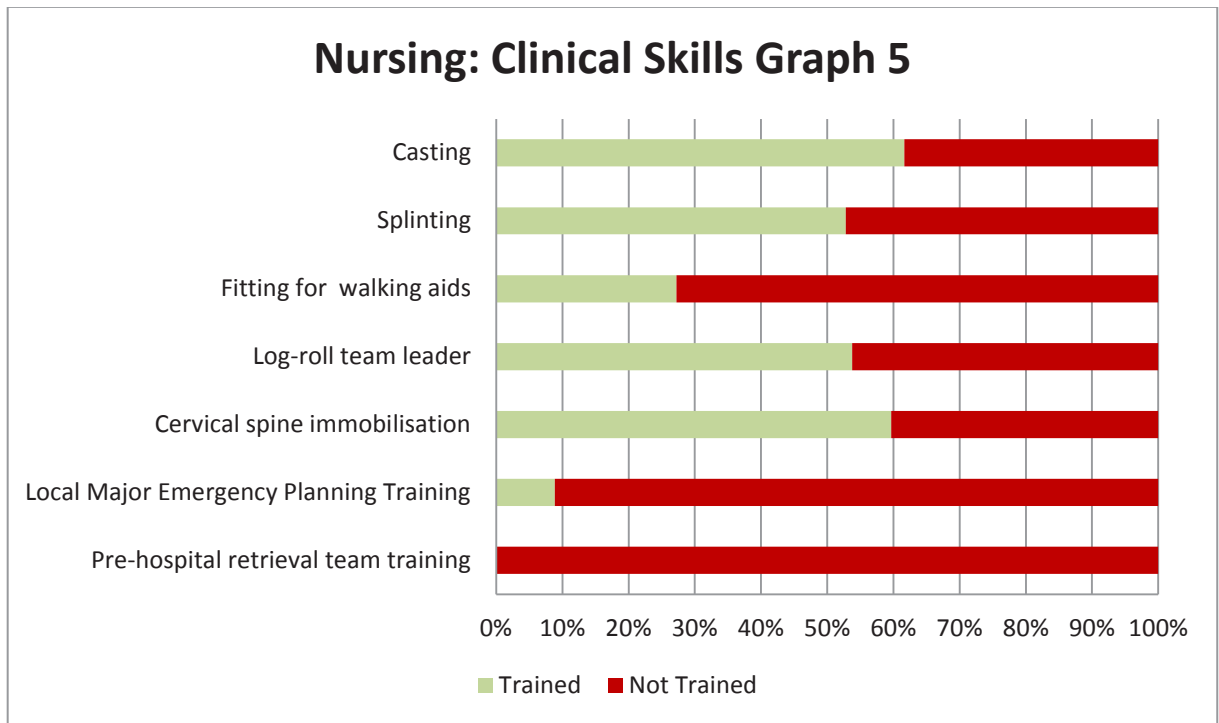


Figure 69 Nursing Clinical Skills Graph 5

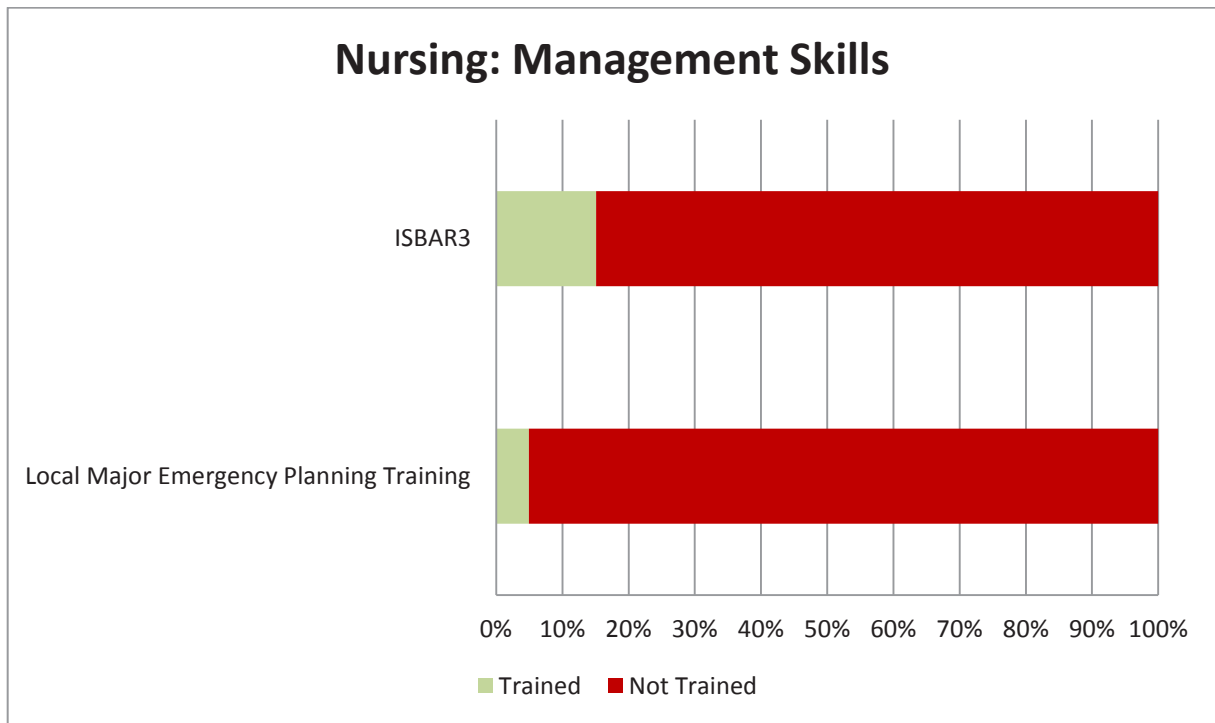


3.1.5.3 Management Skills

Table 44 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	15%	85%	1
Local Major Emergency Planning Training	5%	95%	2

Figure 70 Nursing Management Skills



3.1.6 Education Initiatives

Table 45 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	7	1	2 weeks - 12 weeks
Foundation programme in emergency nursing	2	6	4 months - 6 months
Emergency Nursing (Level 8 QQI)	3	5	UCD & TCD
Emergency Nursing (Level 9 QQI)	4	4	UCD & TCD
De-escalation training	2	6	Nurses, HCAs & Security

Site facilitation of a programme means that a site hosts some lectures and clinical placements for a Higher Education Institute (HEI).

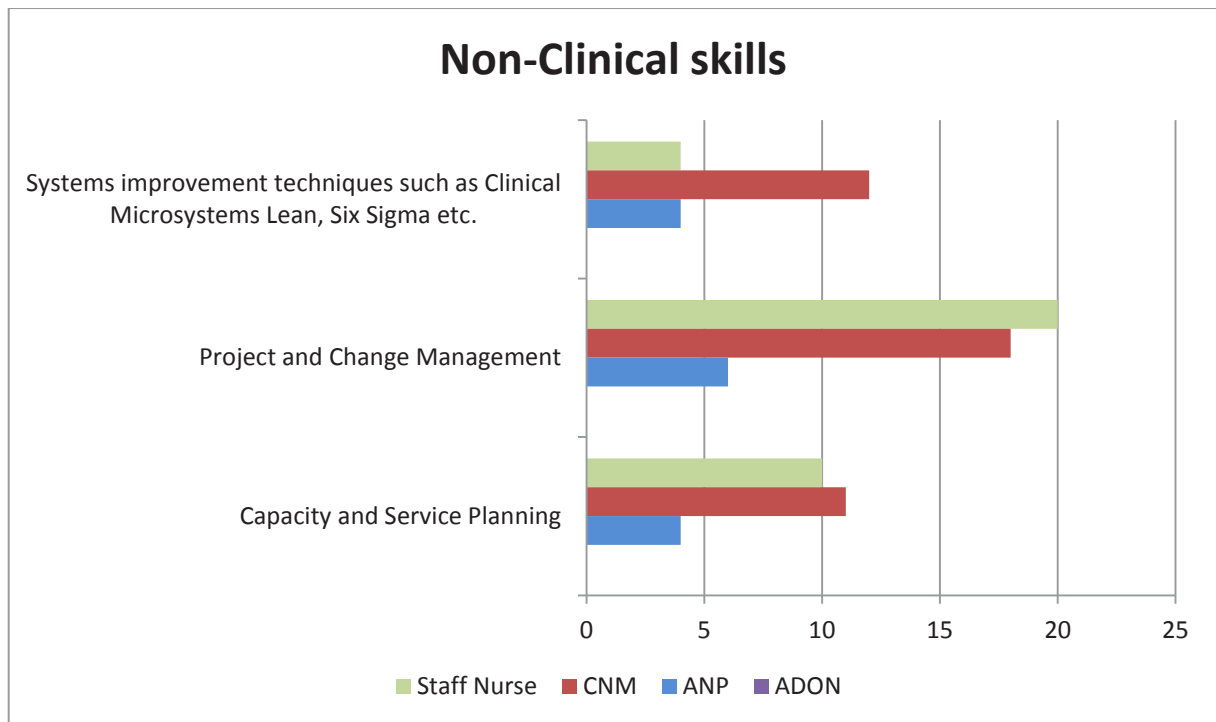
3.1.7 Non-Clinical Skills

Findings presented as numbers of nurses (of a total of 305) rather than percentages in Table 46 and Figures 71 and 72.

Table 46 Non-Clinical Skills

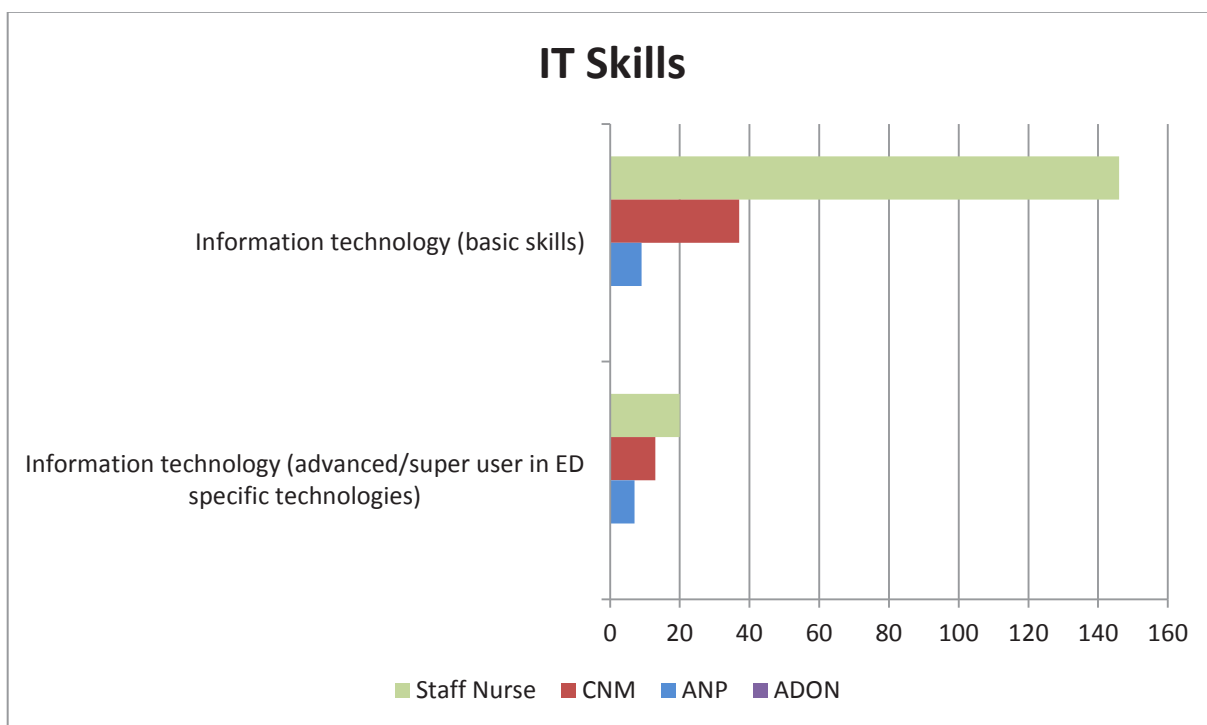
Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	4	12	4	0
Project and Change Management	20	18	6	0
Capacity and Service Planning	10	11	4	0
Information technology (basic skills)	146	37	9	0
Information technology (advanced/super user in ED specific technologies)	20	13	7	0

Figure 71 Non-Clinical Skills



Findings presented as numbers of nurses (of a total of 305) rather than percentages.

Figure 72 IT Skills



Findings presented as numbers of nurses (of a total of 305) rather than percentages.

3.1.8 Health Care Assistant (HCA) Profile and Qualifications

Table 47 Health Care Assistant (HCA) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by HCAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
WTE	H.C	WTE	FETAC WTE		In-house training WTE	No Formal Training WTE	
29	29	29	See Table 48	24	16	1	

Table 48 Rostered hours provided by HCAs

Rostered hours provided by HCAs

24/7x4 (24 hours x 7 days x 4 sites) (Rostered hours provided for 24 hours, 7 days per week in 4 sites)

9.5/4x1 (9.5 hours x 4 days x 1 site) (Rostered hours provided for 9.5 hours, 4 days per week in 1 site)

10/4x1 (10 hours x 4 days x 1 site) (Rostered hours provided for 10 hours, 4 days per week in 1 site)

Figure 73 HCAs with FETAC Level 5 QQI Award

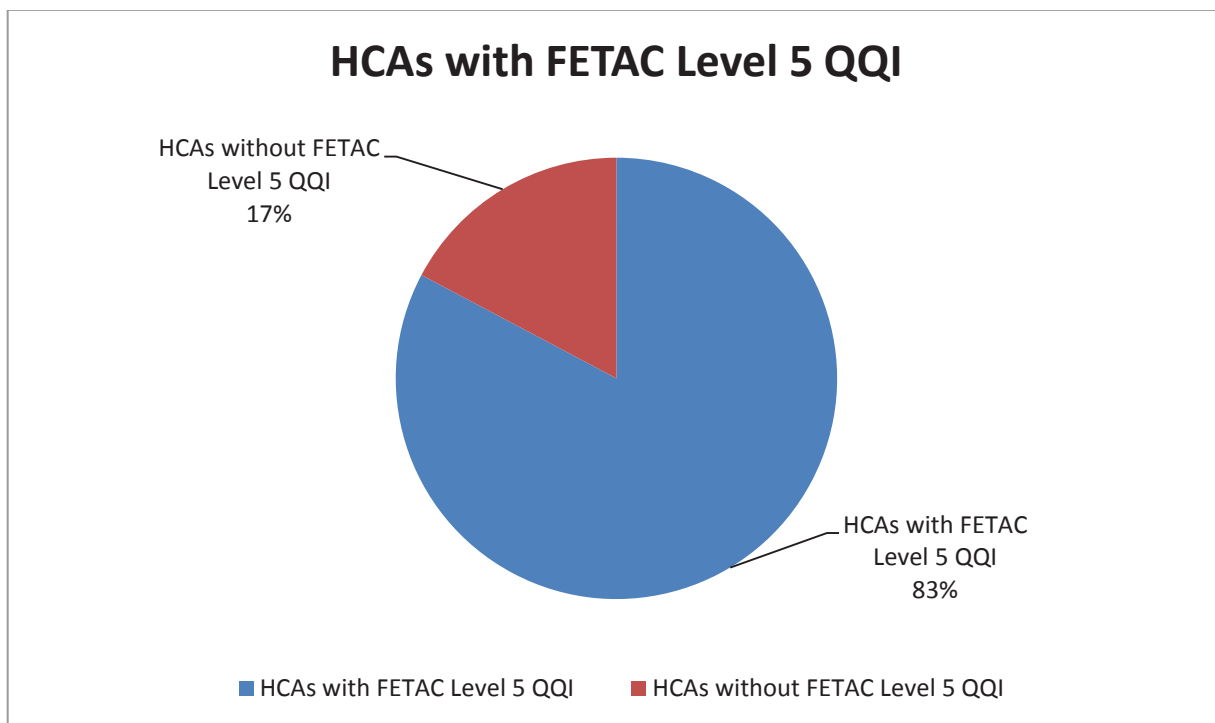
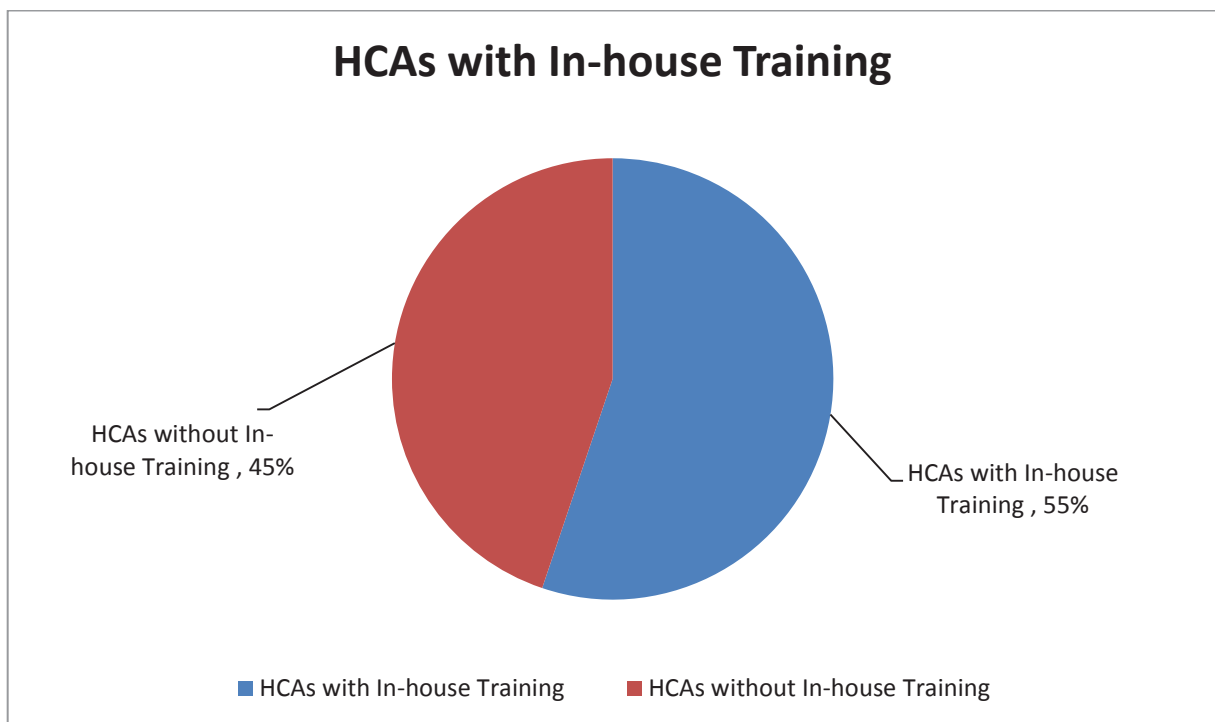


Figure 74 HCAs with In-house Training

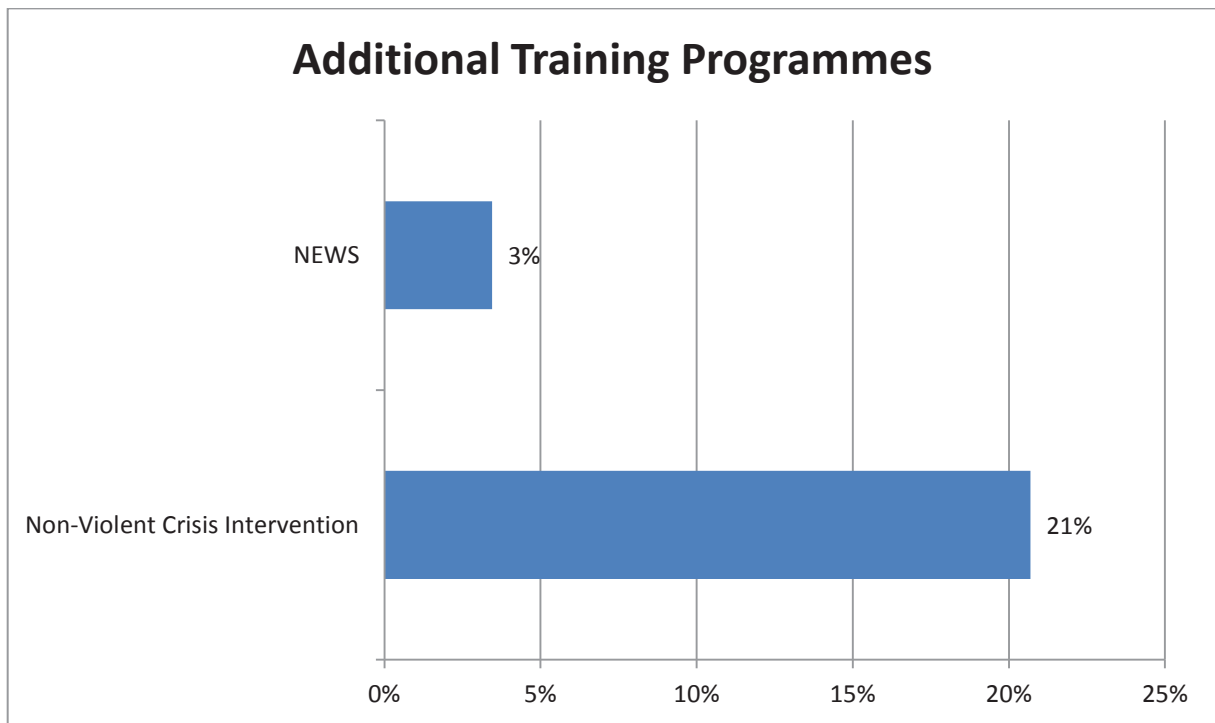


3.1.8.1 Health Care Assistants Additional Training Programmes

Table 49 Health Care Assistants Additional Training Programmes

Name of Programme	% HCAs Trained
NEWS	3%
PEWS	0%
IMEWS	0%
Non-violent Crisis Intervention	21%
Children First Training	0%
Other	0%

Figure 75 Additional Training Programme



3.1.9 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Table 50 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Clinical Skills & Competencies	% HCAs Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	100%	0%	5
Application of external chest compression device	0%	100%	1
Member of Log roll team	83%	17%	3
Assisting with Spinal immobilisation	38%	62%	1
Monitoring Vital Signs	41%	59%	4
One to one care (Special)	86%	14%	4
Patient transport (in-house)	86%	14%	3
Patient transport (off-site)	86%	14%	3
Attaching cardiac monitor	17%	83%	3
Recording ECG	17%	83%	1
Removal of rings	0%	100%	0
Assisting with application of Splints/casts	17%	83%	2
Urinalysis	93%	7%	4
Blood Glucose	17%	83%	2
Other skill(s) eg phlebotomy	3%	97%	1

The information in Table 50 above is presented graphically on the following page.

Figure 76 HCA Clinical Skills and Competencies Graph 1

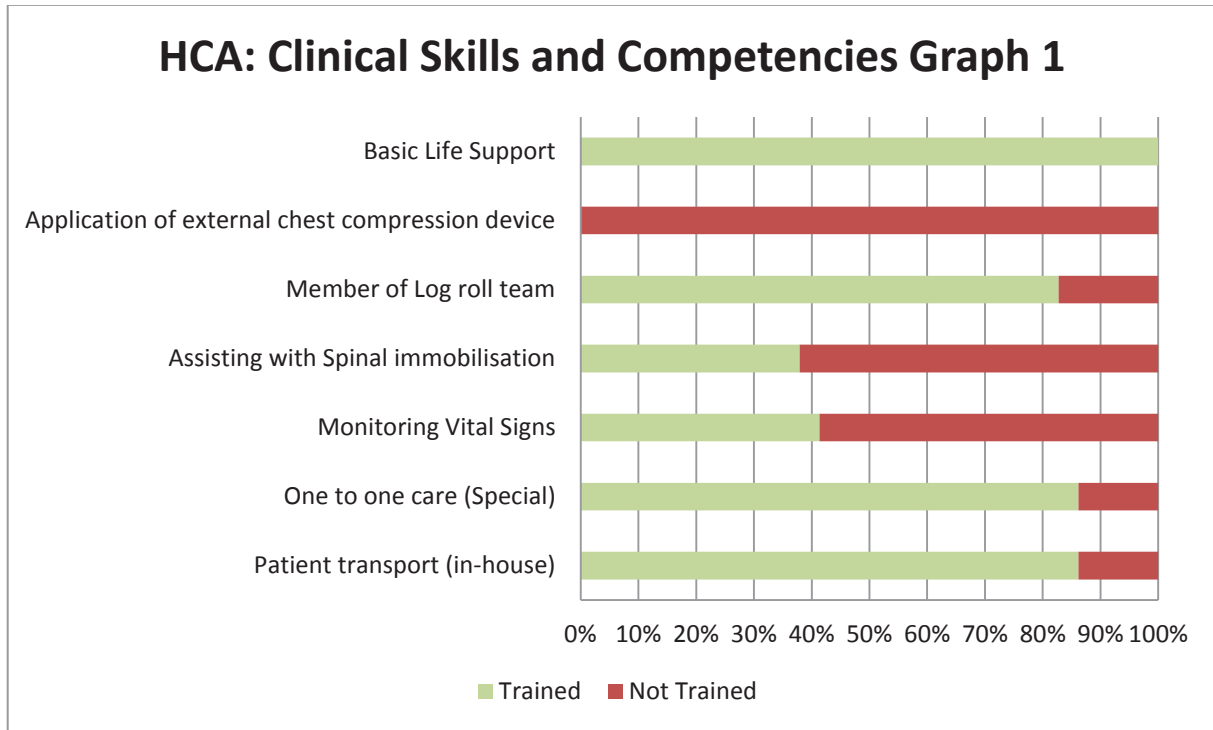
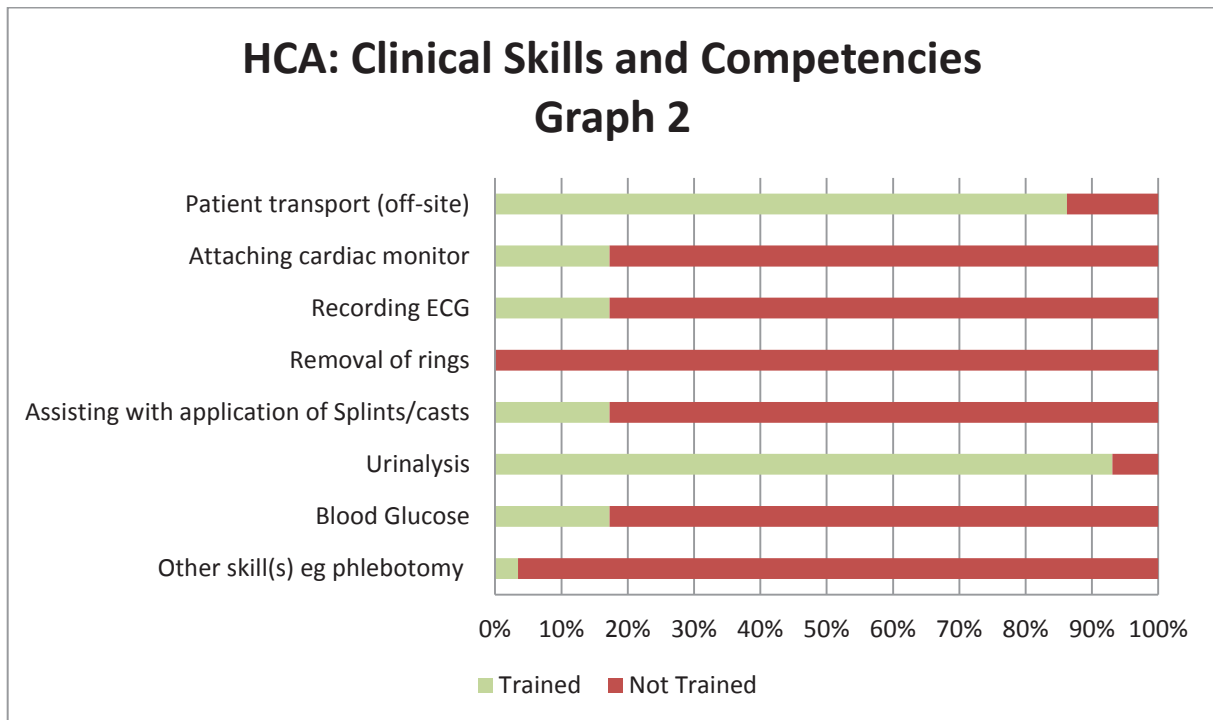


Figure 77 HCA Clinical Skills and Competencies Graph 2



3.1.10 Multitask Attendants (MTA) Profile and Qualifications

Table 51 Multitask Attendants (MTAs) Profile and Qualifications

Approved	In Post 29/02/2016		Please identify the cover provided by MTAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these MTAs		
	H.C	WTE		FETAC WTE	In-house training WTE	No Formal Training WTE
9.4	9	9	See Table 52	4	9	0

Table 52 Rostered hours provided by MTAs

Rostered hours provided by MTAs

24/7x1 (24 hours x 7 days x 1 site) (Rostered hours provided for 24 hours, 7 days per week in 1 site)
12/7x1 (12 hours x 7 days x 1 site) (Rostered hours provided for 12 hours, 7 days per week in 1 site)

Figure 78 MTAs with FETAC Level 5 QQI

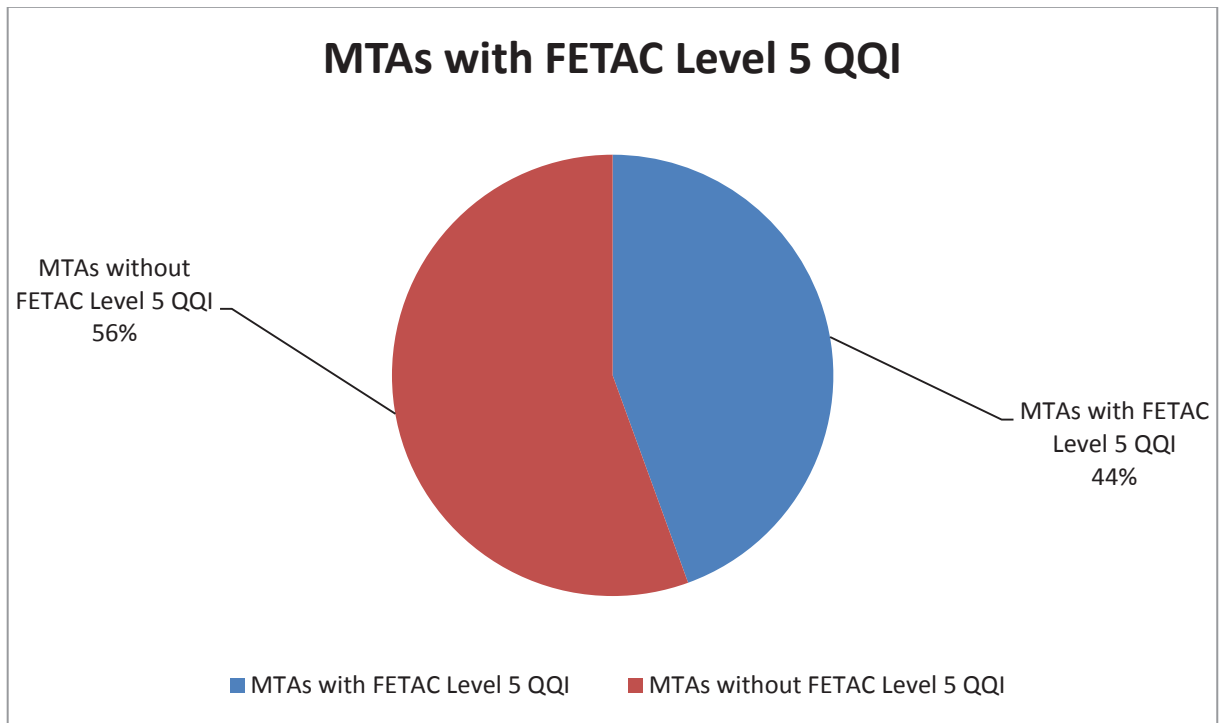
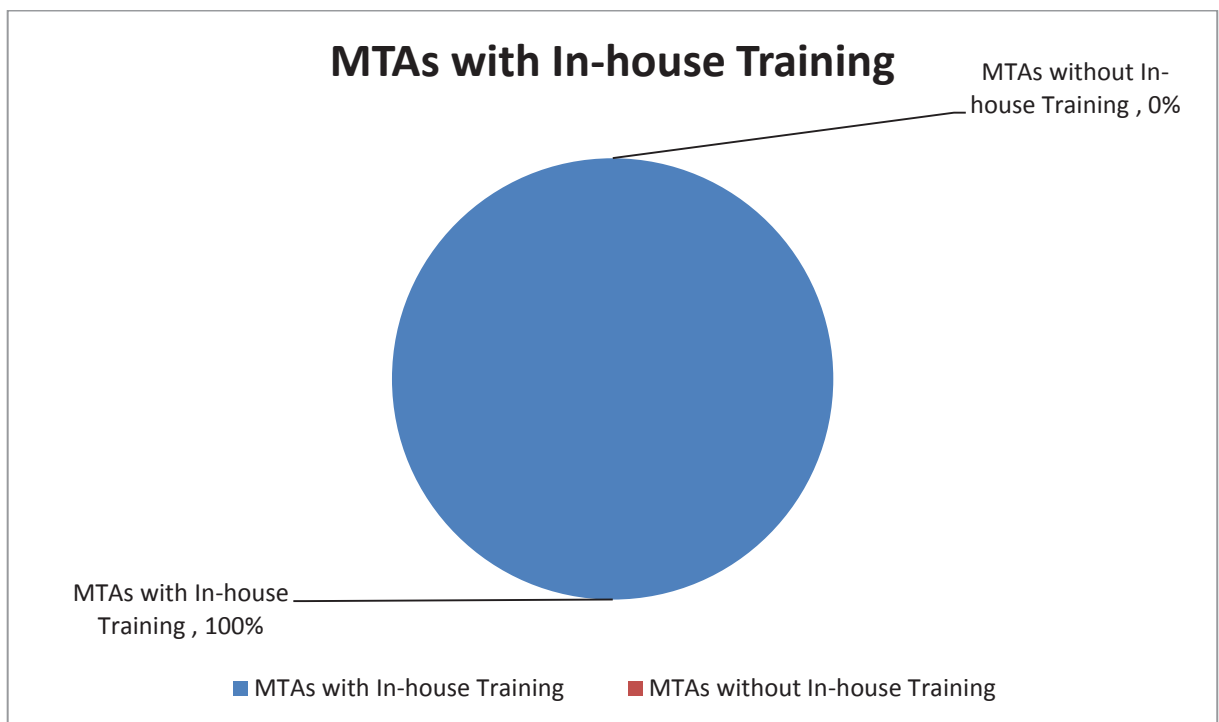


Figure 79 MTAs with In-House Training

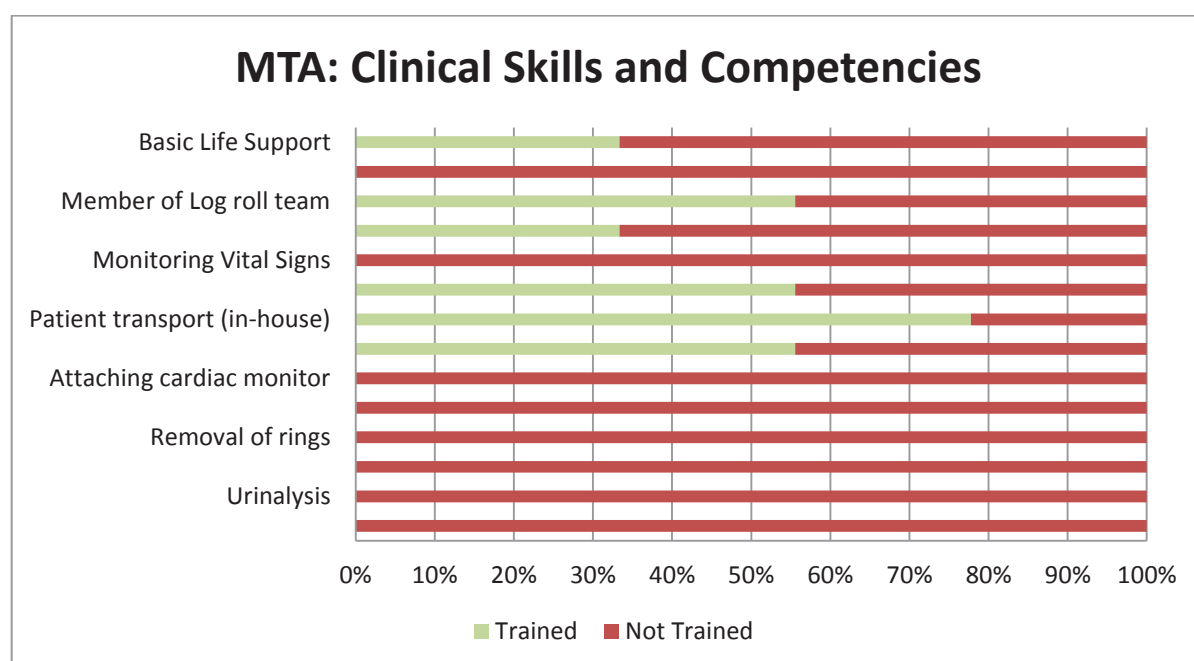


3.1.11 Multitask Attendants Additional Clinical Skills and Competencies

Table 53 Multitask Attendants Additional Clinical Skills and Competencies

Clinical Skills and Competencies	% MTAs Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	33%	67%	2
Application of external chest compression device	0%	100%	0
Member of Log roll team	56%	44%	1
Assisting with Spinal immobilisation	33%	67%	0
Monitoring Vital Signs	0%	100%	0
One to one care (Special)	56%	44%	0
Patient transport (in-house)	78%	22%	1
Patient transport (off-site)	56%	44%	0
Attaching cardiac monitor	0%	100%	0
Recording ECG	0%	100%	0
Removal of rings	0%	100%	0
Assisting with application of Splints/casts	0%	100%	0
Urinalysis	0%	100%	0
Blood Glucose	0%	100%	0
Other skill(s) eg phlebotomy	0%	100%	0

Figure 80 MTA Clinical Skills and Competencies



3.1.12 HCAs/MTAs Non-Clinical Skills

Findings presented as numbers of HCAs/MTAs rather than percentages in Table 54 and Figures 81 and 82.

Table 54 Non-Clinical Skills

Non-Clinical Skills	HCA	MTA	Other Grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.	3	1	0
Project and Change Management	1	0	0
Capacity and Service Planning	0	0	0
Information technology (basic skills)	10	7	3
Information technology (advanced/super user in ED specific technologies)	2	0	0

Figure 81 Non-Clinical Skills

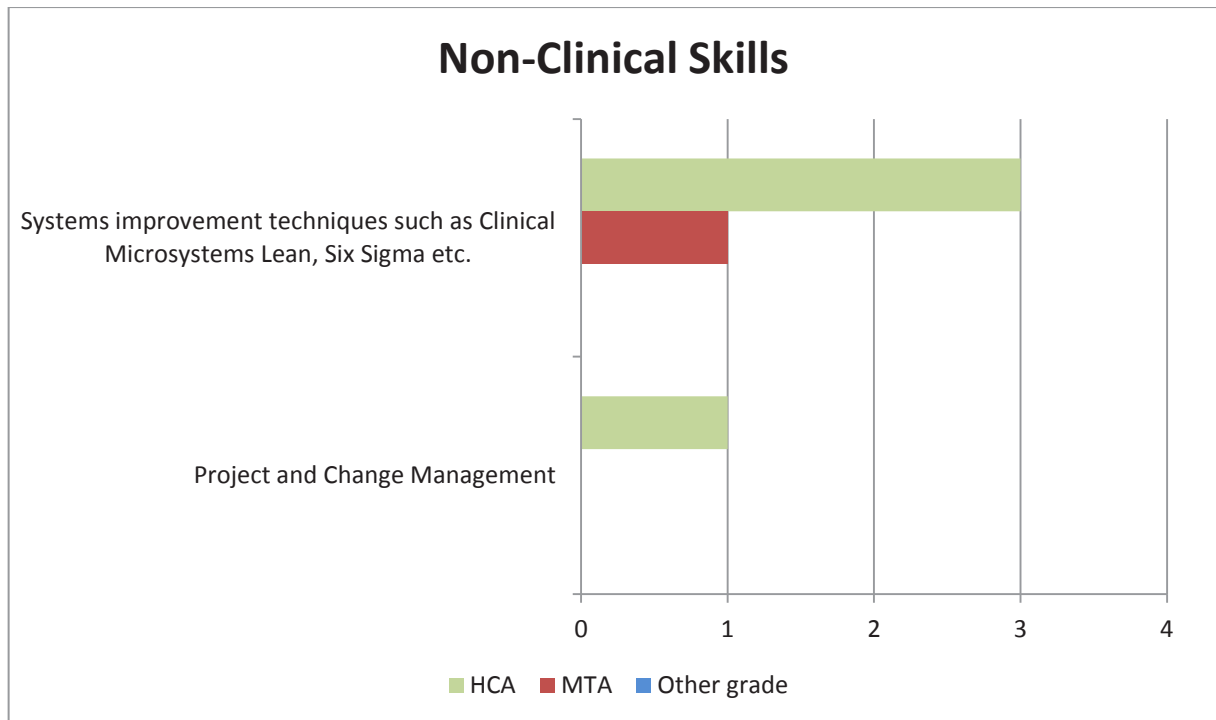
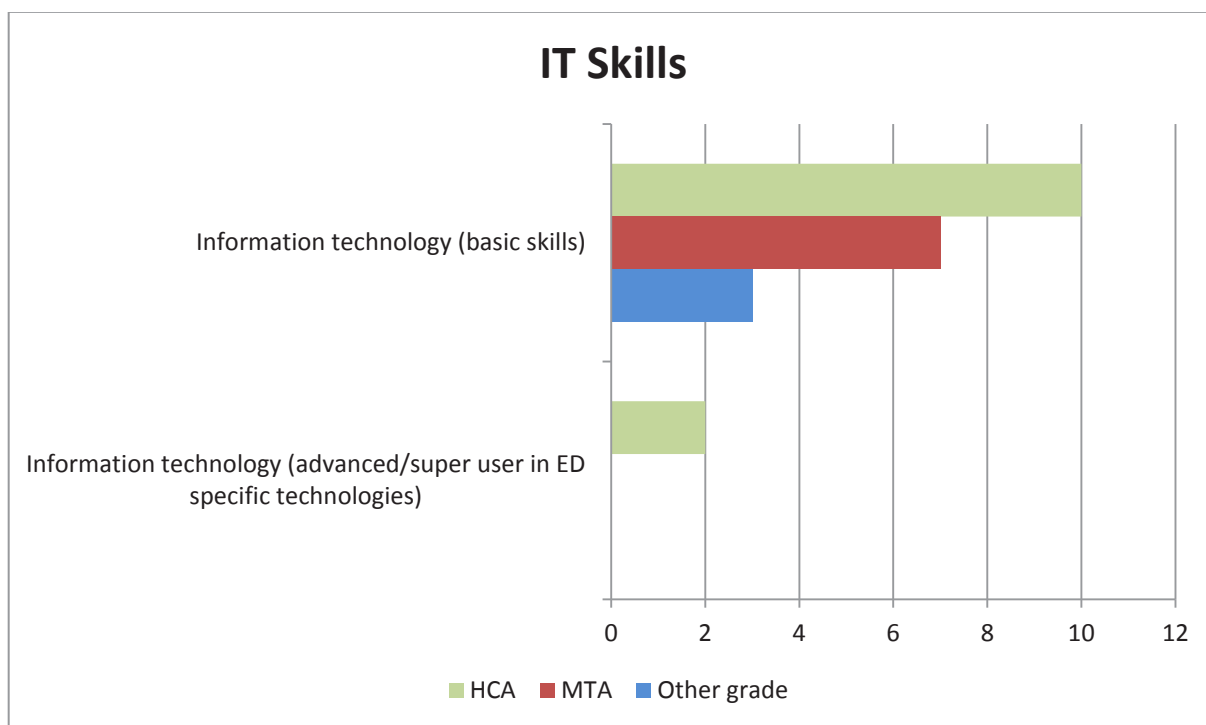


Figure 82 IT Skills

3.1.13 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.

3.2 Ireland East Hospital Group, Injury Units (1 Unit)

One hospital within the Ireland East Hospital Group indicated that they had an Injury Unit

Ireland East Hospital Group

1. St. Columcille's Hospital (Model 2 Hospital)

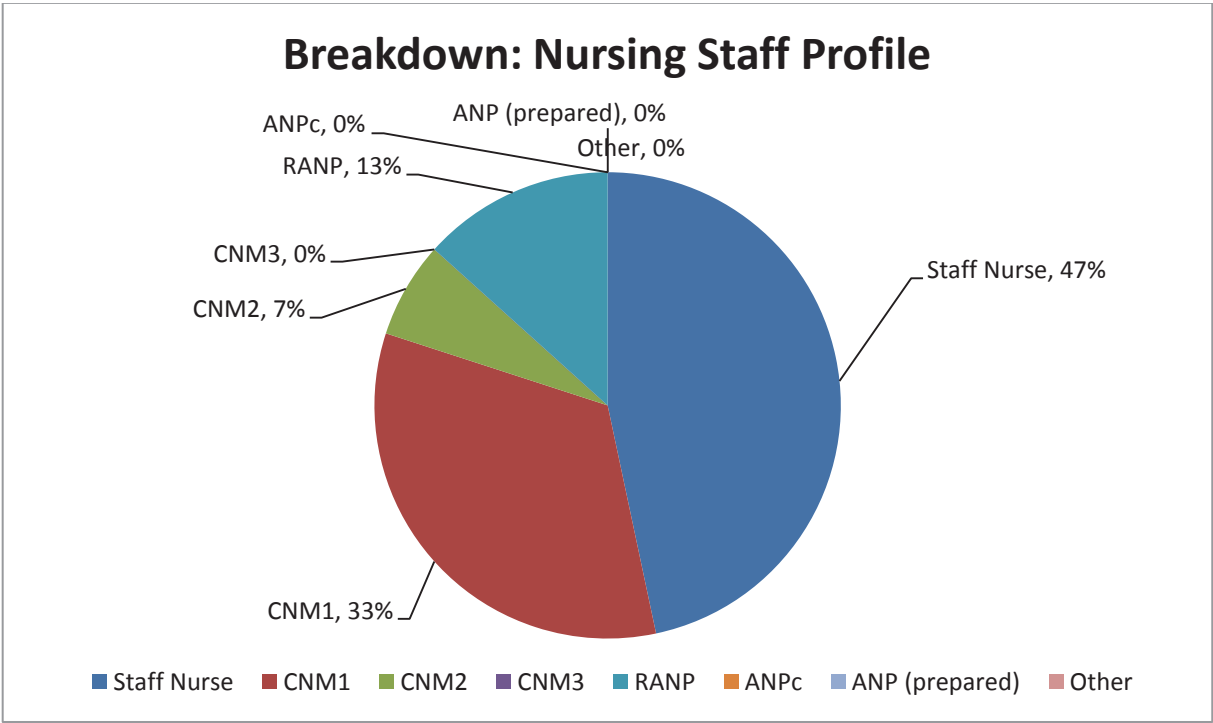
3.2.1 Nursing Staff Profile (Injury Units)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 55 below.

Table 55 Nursing Staff Profile (Injury Units)

Staff approved and in post on 29th February 2016	Approved	In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
		WTE	Head Count	HC	WTE	HC	WTE
Staff Nurse	8	7	6.2	2	2	3	3
Clinical Nurse Manager 1	4.5	5	4.5	0	0	0	0
Clinical Nurse Manager 2	1	1	0.86	0	0	0	0
Clinical Nurse Manager 3	0	0	0	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	2	2	2	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	0	0	0	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	0	0	0	0	0	0	0
ANP Candidate	0	0	0	0	0	0	0
ANP Prepared	0	0	0	0	0	0	0
Clinical Education Facilitator	0	0	0	0	0	0	0
Clinical Support Nurse	0	0	0	0	0	0	0
Education Co-ordinator	0	0	0	0	0	0	0
GP Liaison Nurse	0	0	0	0	0	0	0
Research Nurse	0	0	0	0	0	0	0
Clinical Nurse Specialist	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Totals	15.5	15	13.56	2	2	3	3

Figure 83 Nursing Staff Profile



3.2.2 Nursing Staff Qualifications

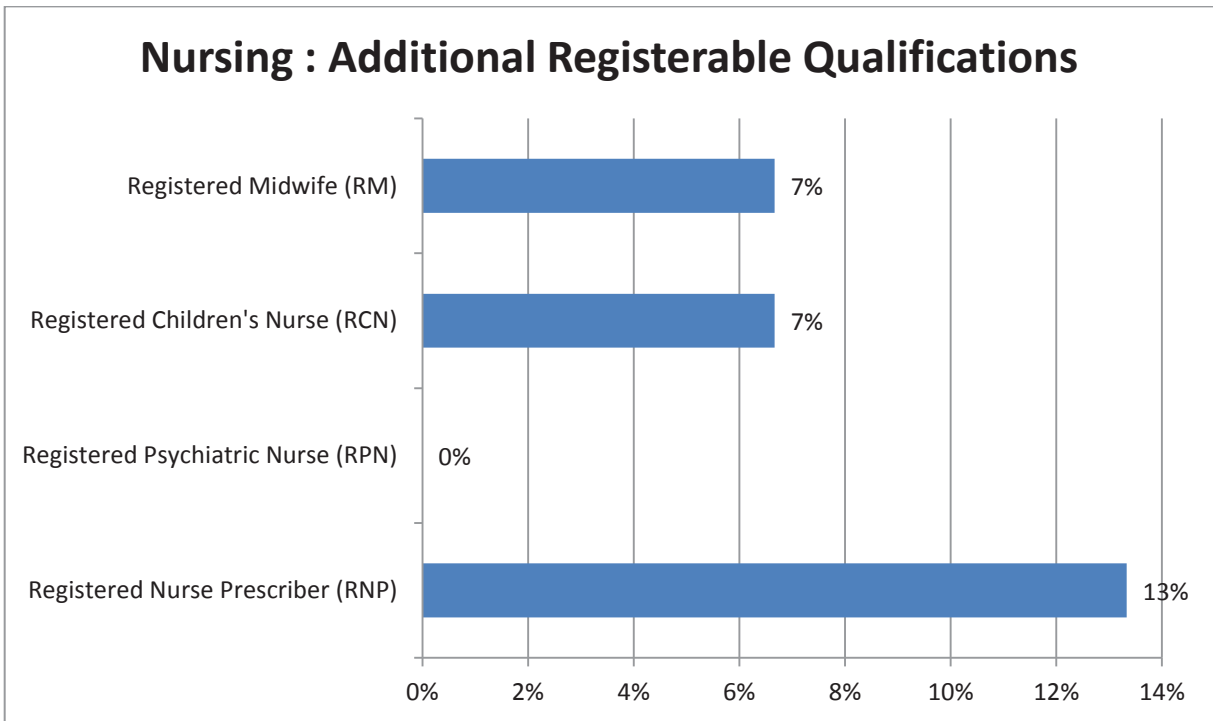
3.2.2.1 Additional Registerable Qualifications

Table 56 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	7%
Registered Children's Nurse (RCN)	7%
Registered Psychiatric Nurse (RPN)	0%
Registered Nurse Prescriber (RNP)	13%
Other	0%

Registered Nurse Prescriber (RNP) refers to those nurses who have achieved a Medicinal Product Prescribing qualification and who are registered with the Nursing and Midwifery Board of Ireland (NMBI). Not all nurses who undertook a prescribing education programme are registered with NMBI.

Figure 84 Additional Registerable Qualifications



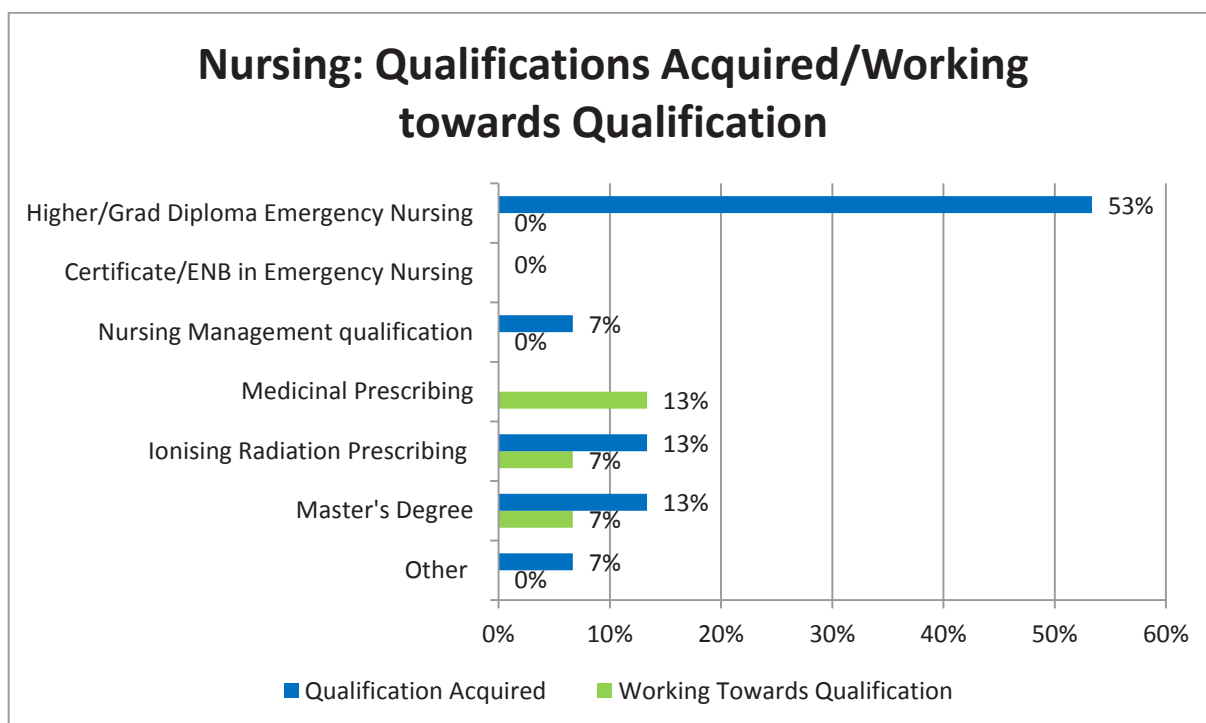
3.2.2.2 Nursing Staff Qualifications/Working towards Qualifications

Table 57 Nursing Staff Qualifications/Working towards Qualification

	Qualifications Acquired	Working Toward Qualifications
Higher/Grad Diploma Emergency Nursing	8	0
Certificate/ENB in Emergency Nursing	0	not requested*
Nursing Management qualification	1	0
Medicinal Prescribing	not requested	2
Ionising Radiation Prescribing	2	1
MSc	2	1
Other	1	0

**These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas*

Figure 85 Nursing Staff Qualifications Acquired and Working towards Qualification

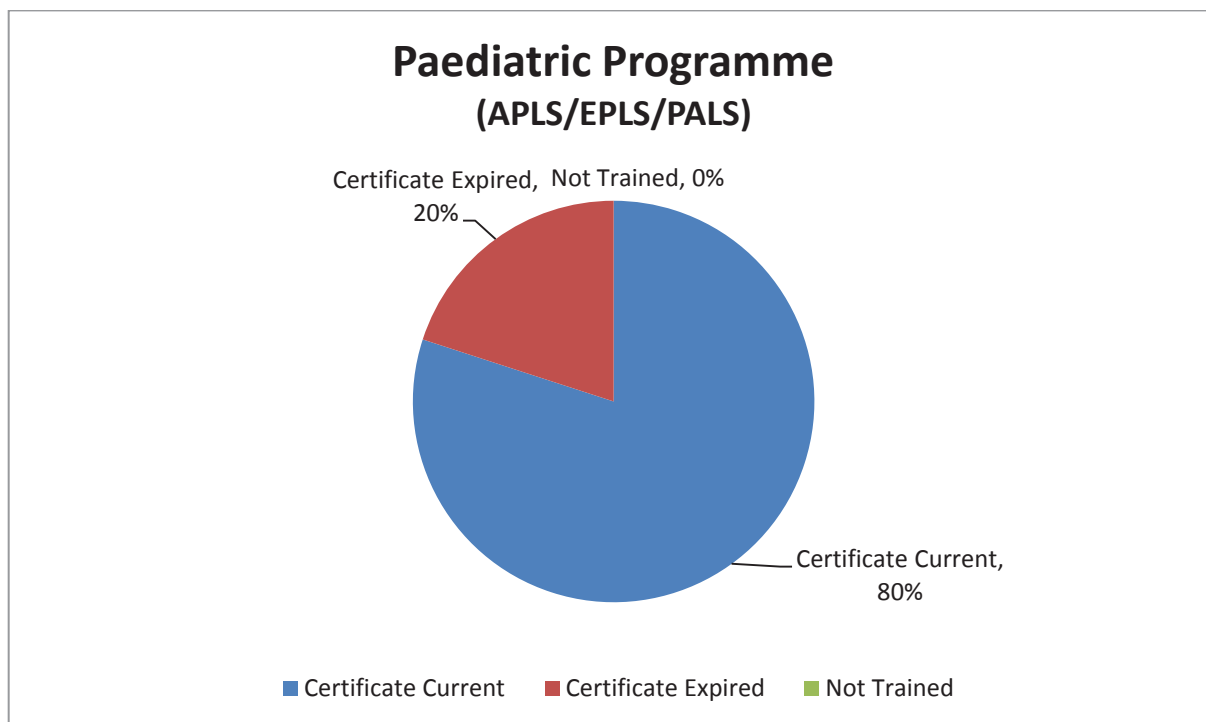


3.2.3 Nursing Staff Life Support Skills

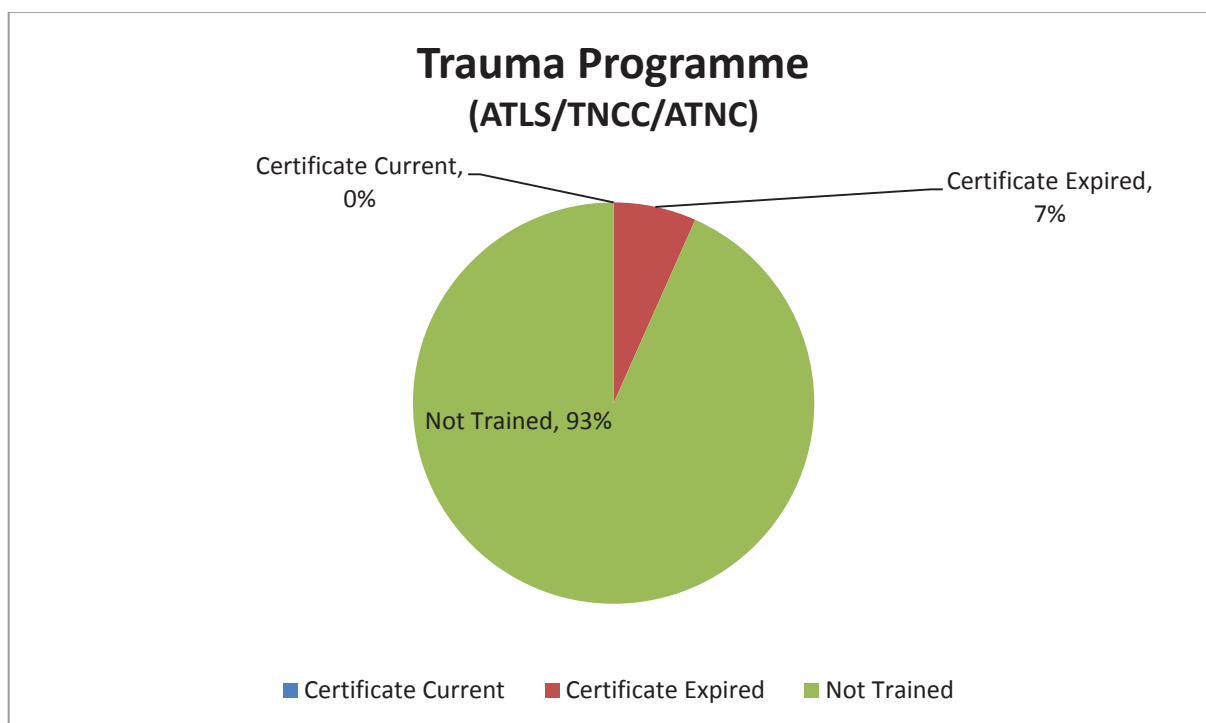
Table 58 Nursing Staff Life Support Skills

Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	0%	0%	0%
Paediatric Programme (APLS/EPLS/PALS)	80%	20%	0%
Trauma Programme (ATLS/TNCC/ATNC)	0%	7%	0%
Advanced Cardiac Life Support (ACLS)	60%	40%	0%
Emergency Planning MIMMS/HMIMS	0%	7%	0%
EMBS (Burns)	0%	0%	0%
Other	0%	0%	0%

Figure 86 Paediatric Programme



Sites were asked to identify numbers of nurses with APLS, EPLS or PALS– results are reported for all three programmes together – breakdown not possible.

Figure 87 Trauma Programme

Sites were asked to identify numbers of nurses with ATLS, TNCC or ATNC – results are reported for all three programmes together – breakdown not possible.

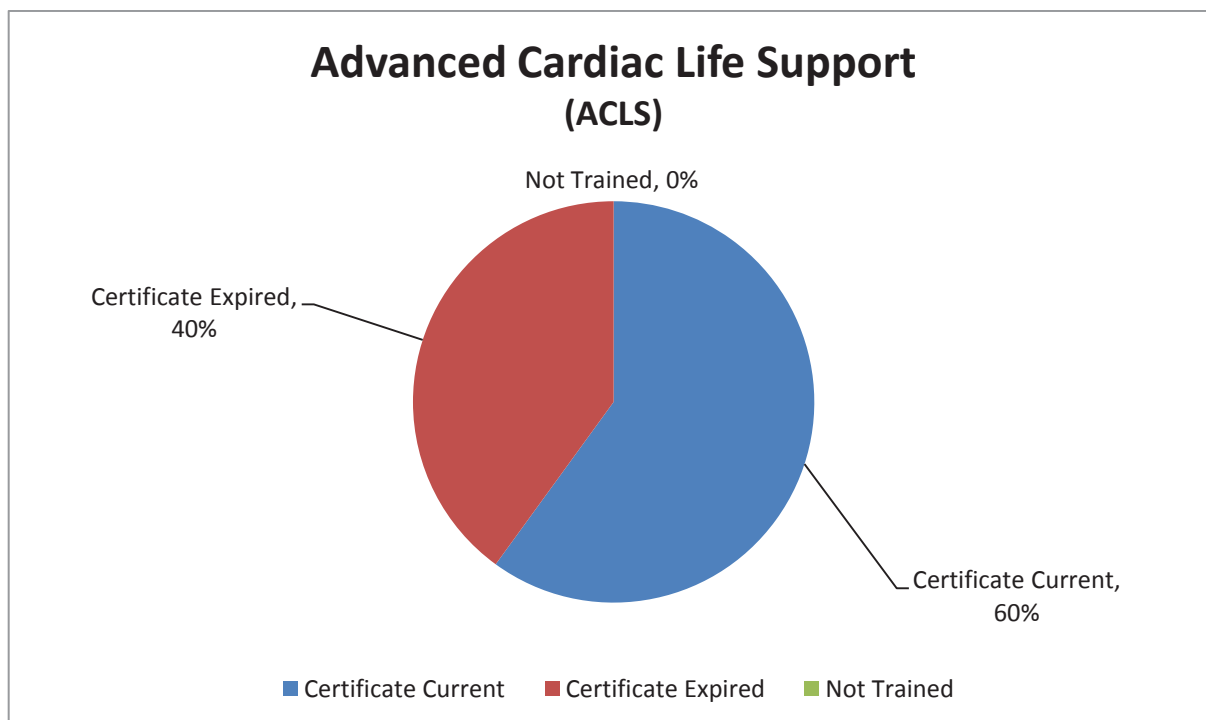
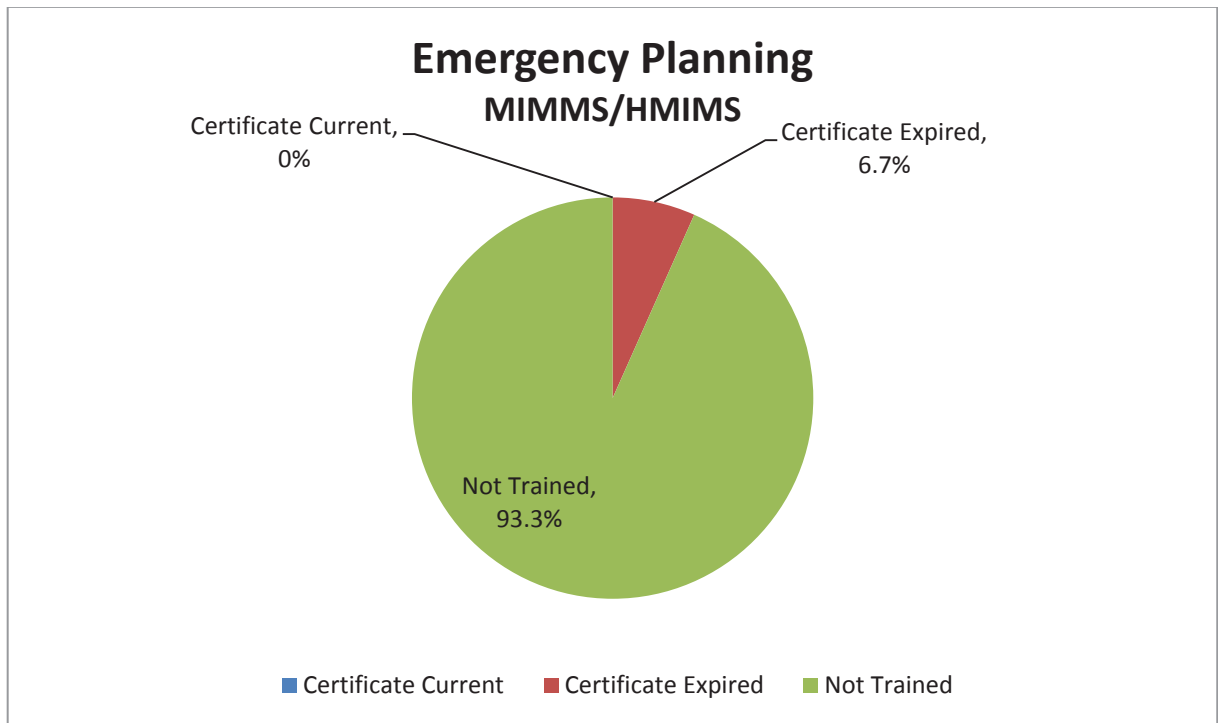
Figure 88 Advanced Cardiac Life Support

Figure 89 Emergency Planning



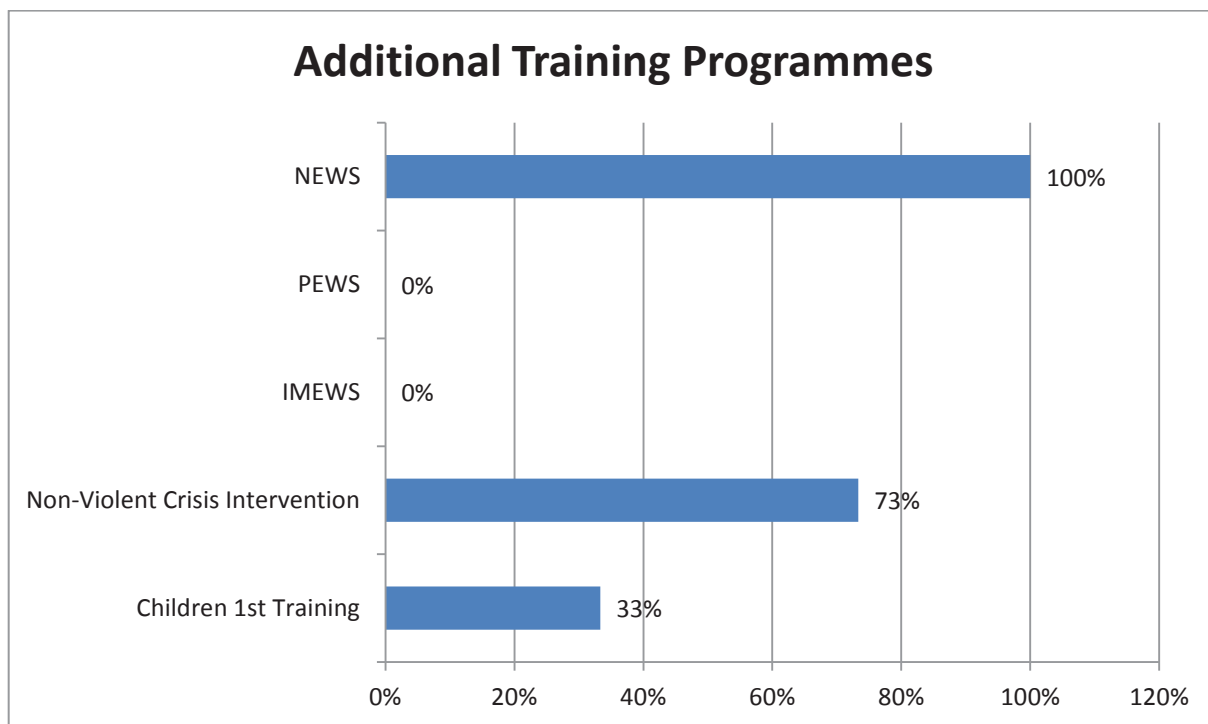
Sites were asked to identify numbers of nurses with either MIMMS or HMIMS training – results are reported for both programmes together – breakdown not possible.

3.2.4 Nursing Staff Additional Training Programmes

Table 59 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	100%
PEWS	0%
IMEWS	0%
Non-Violent Crisis Intervention	73%
Children First Training	33%
Other	0%

Figure 90 Additional Training Programmes



3.2.5 Nursing Clinical Skills and Competencies

Sites were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained in the skill or competency.

3.2.5.1 Assessment Skills

Table 60 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	100%	0%	0
Irish Children's Triage System (<i>Children Only</i>)	0%	100%	0
I MIST AMBO	0%	100%	0
Basic ECG Interpretation	100%	0%	1
Advanced ECG Interpretation	100%	0%	0
Interpretation of Arterial Blood Gases	0%	100%	0
Chest Examination	0%	100%	0
Abdominal Examination	0%	100%	0
Limb Examination	13%	87%	0
Paediatric Respiratory Assessment	100%	0%	1
Visual Acuity	0%	100%	0
Delirium Assessment (4ATs)	0%	100%	0
Frailty Assessment	0%	100%	0

Figure 91 Nursing Assessment Skills Graph 1

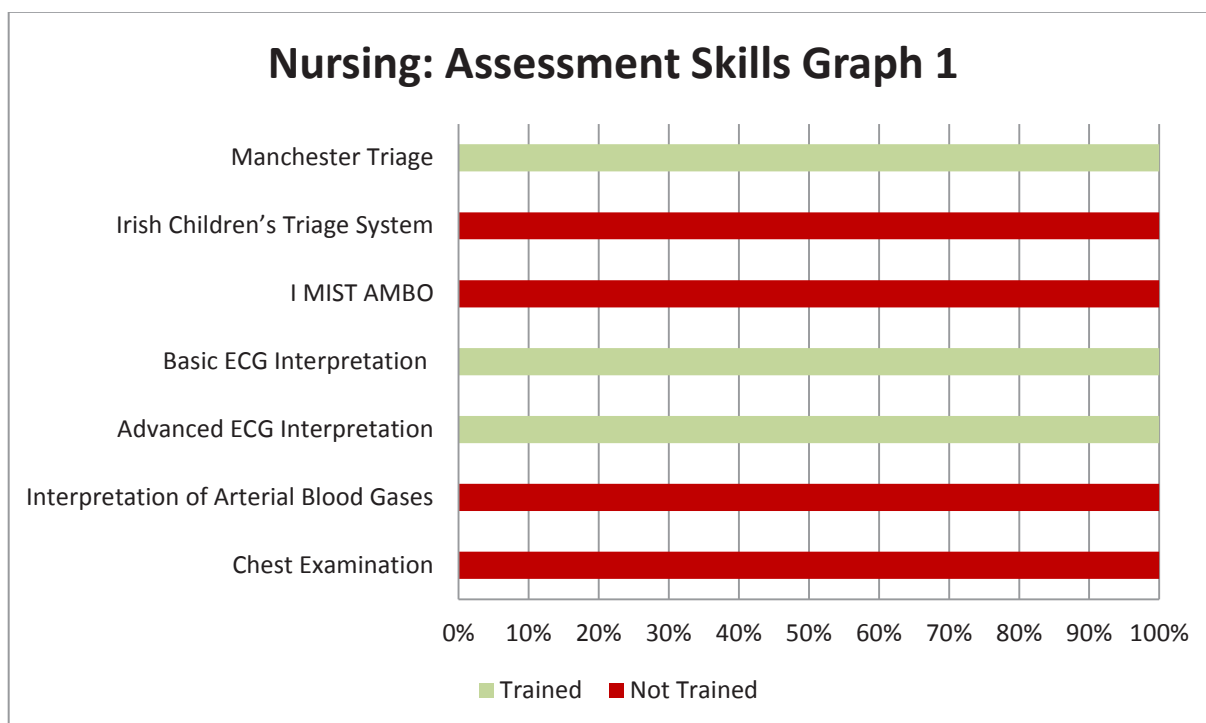
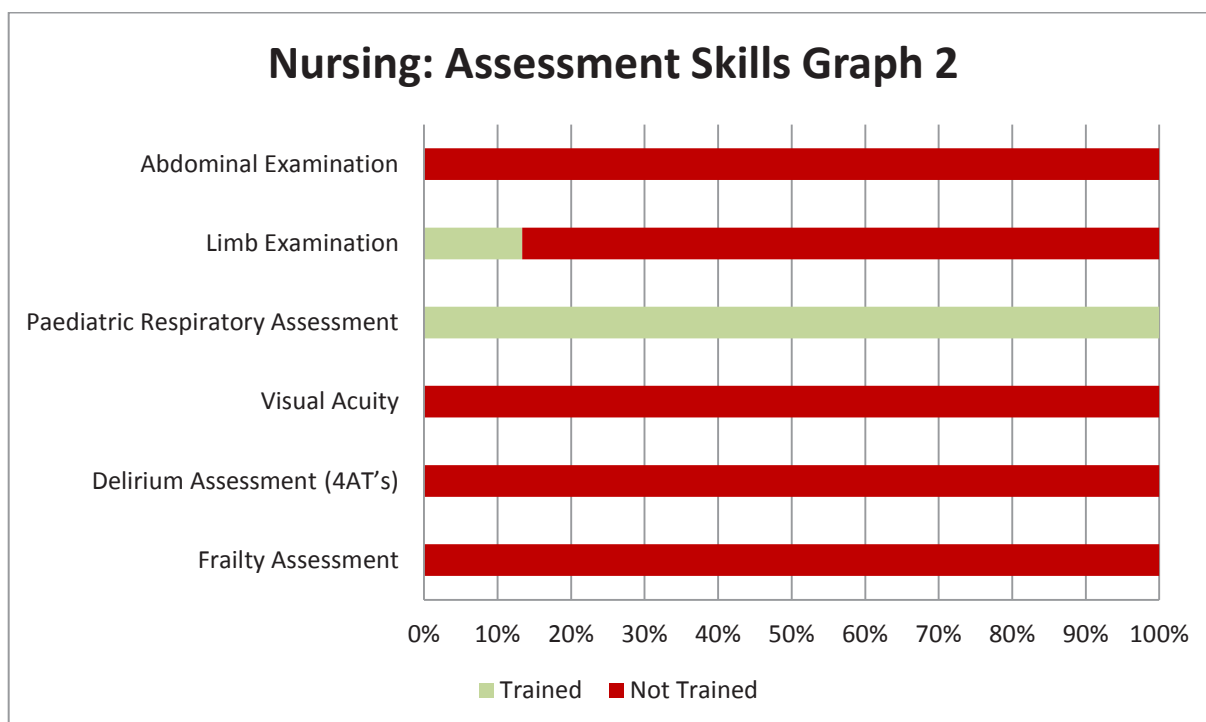


Figure 92 Nursing Assessment Skills Graph 2



3.2.5.2 Clinical Skills

Table 61 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	87%	13%	1
IV Cannulation	87%	13%	1
Blood culture sampling	87%	13%	0
Arterial Blood Gas sampling	0%	100%	0
Administration of 1st dose antibiotics	87%	13%	0
Medication Management (through Protocol)*	0%	100%	0
Procedural sedation	0%	100%	0
Male Catheterisation	20%	80%	0
Replacement of supra-public catheters	0%	100%	0
Replacement of PEG Tubes	0%	100%	0
Management of Non Invasive Ventilation (NIV)	0%	100%	0
Use of external chest compression device (LUCAS)	100%	0%	1
Nurse defibrillation (passed ACLS)	60%	40%	1
External Pacing	100%	0%	0
Cardioversion	0%	100%	0
Suturing	13%	87%	0
Wound closure (steri-strips/glue)	100%	0%	0
Removal of foreign bodies (ear, nose etc)	13%	87%	0
Nasal packing	100%	0%	1
Eye Irrigation	100%	0%	1
Casting	87%	13%	0
Splinting	100%	0%	0
Fitting for walking aids	100%	0%	1
Log-roll team leader	100%	0%	1
Cervical spine immobilisation	100%	0%	1
Local Major Emergency Planning Training	100%	0%	1
Pre-hospital retrieval team training	0%	100%	0

*Medication administered through locally agreed protocols

Figure 93 Nursing Clinical Skills Graph 1

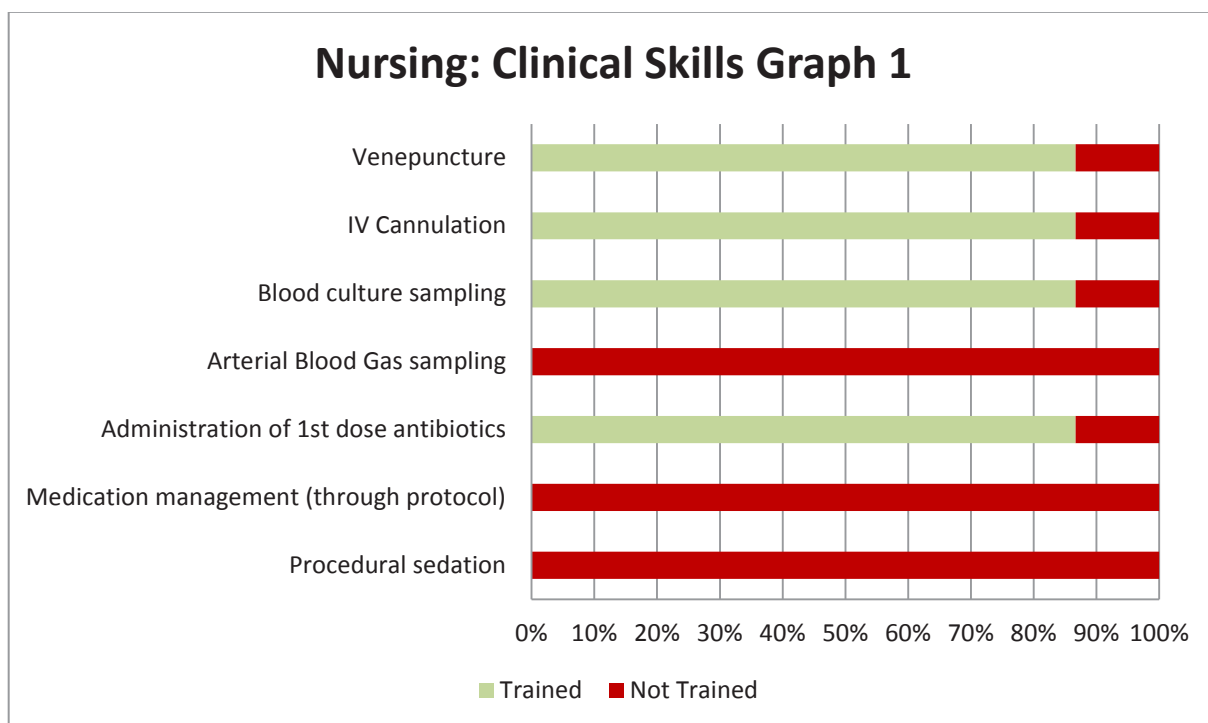


Figure 94 Nursing Clinical Skills Graph 2

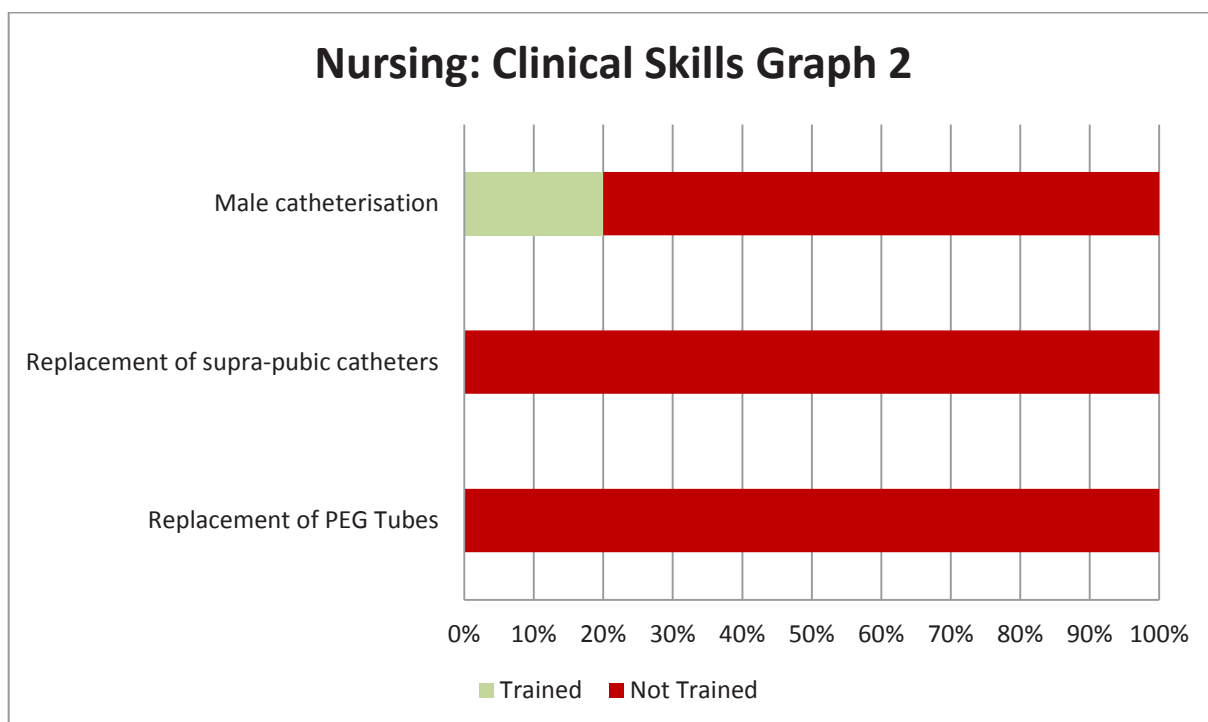


Figure 95 Nursing Clinical Skills Graph 3

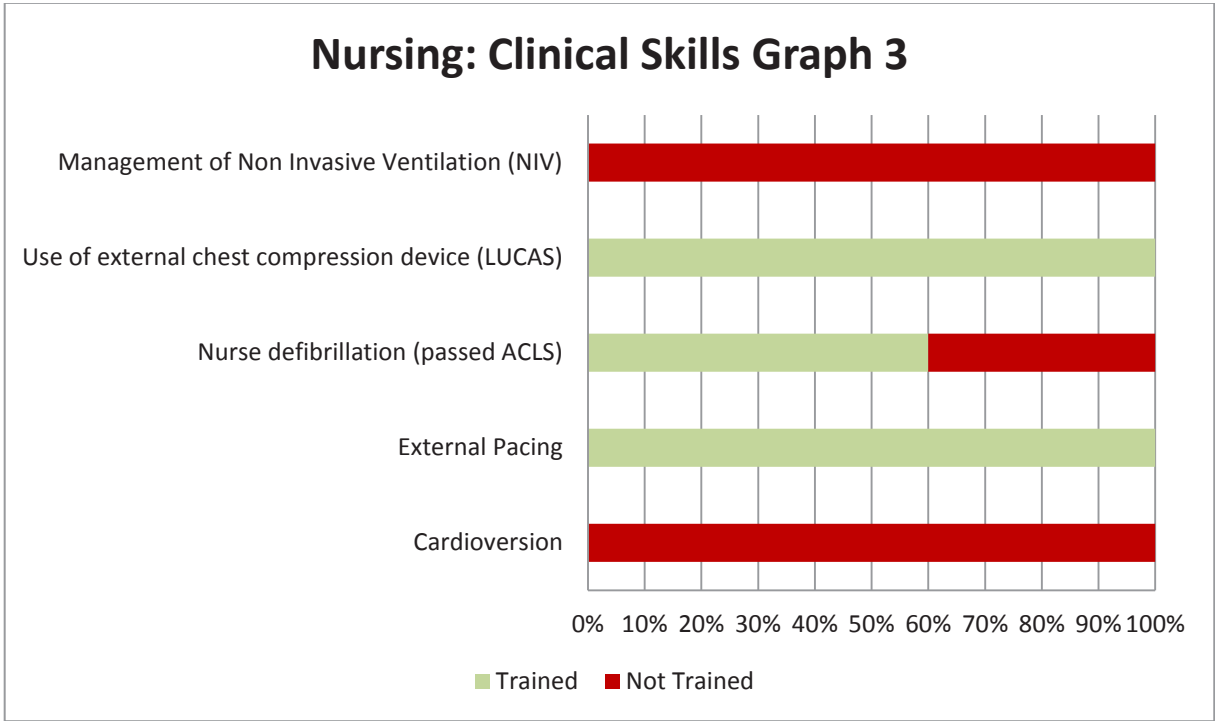


Figure 96 Nursing Clinical Skills Graph 4

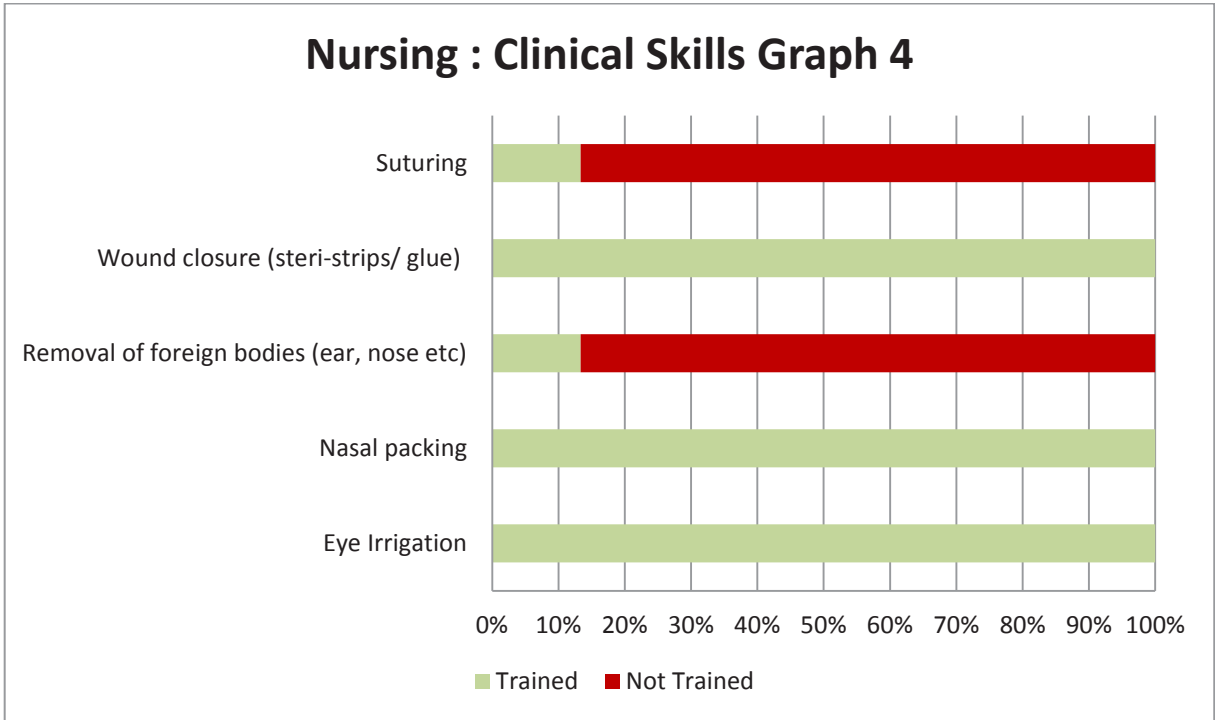
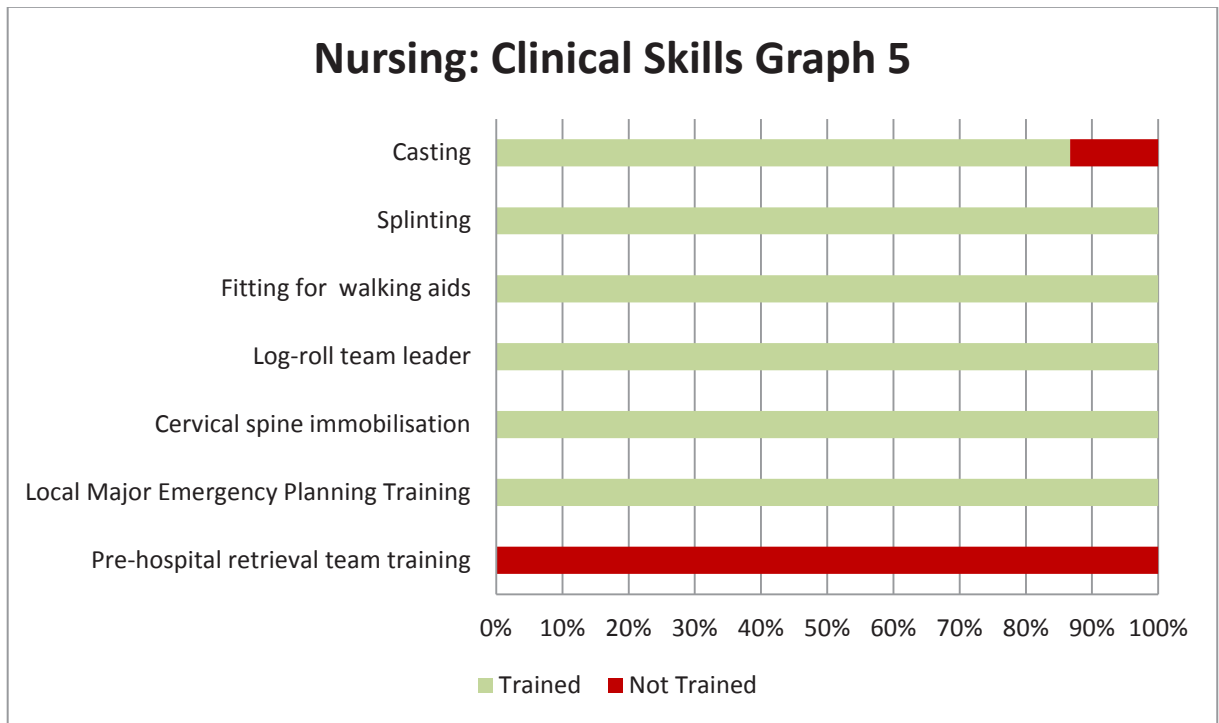


Figure 97 Nursing Clinical Skills Graph 5

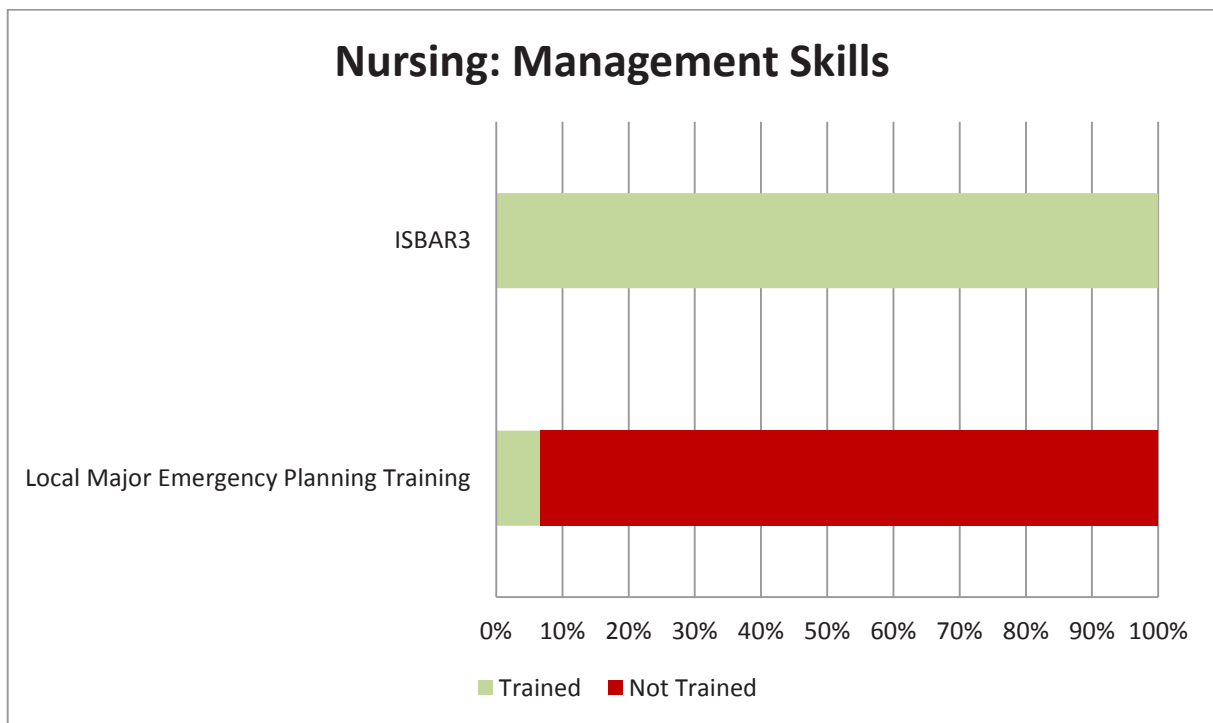


3.2.5.3 Management Skills

Table 62 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	100%	0%	0
Local Major Emergency Planning Training	7%	93%	1

Figure 98 Nursing Management Skills



3.2.6 Education Initiatives

Table 63 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	1	0	2 weeks
Foundation programme in emergency nursing	0	1	
Emergency Nursing (Level 8 QQI)	0	1	
Emergency Nursing (Level 9 QQI)	0	1	
De-escalation training	0	1	

Site facilitation of a programme means that a site hosts some lectures and clinical placements for a Higher Education Institute (HEI).

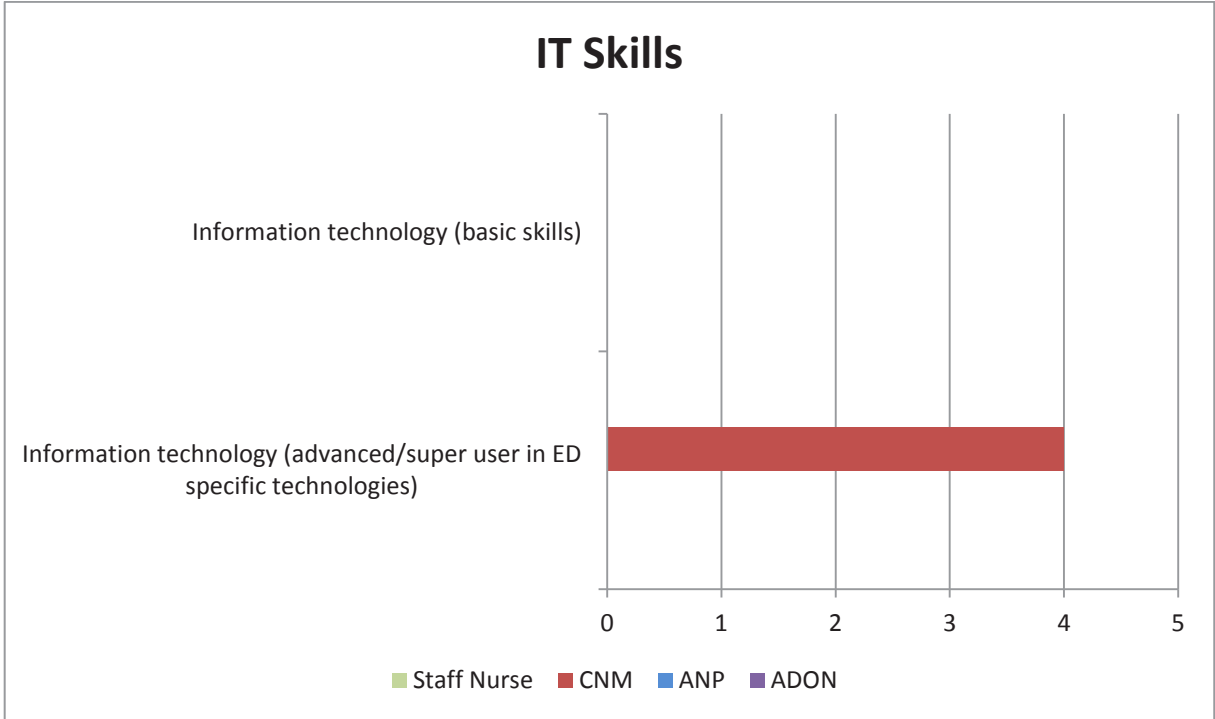
3.2.7 Non-Clinical Skills

Findings presented as numbers of nurses (of a total of 15) rather than percentages in Table 64 and figure 99

Table 64 Non-Clinical Skills

Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	0	0	0	0
Project and Change Management	0	0	0	0
Capacity and Service Planning	0	0	0	0
Information technology (basic skills)	0	0	0	0
Information technology (advanced/super user in ED specific technologies)	0	4	0	0

Figure 99 IT Skills



Findings presented as numbers of nurses (of a total of 15) rather than percentages.

3.2.8 Multitask Attendants (MTA) Profile and Qualifications

Table 65 Multitask Attendants (MTAs) Profile and Qualifications

Approved	In Post 29/02/2016		Please identify the cover provided by MTAs in your IU e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
	WTE	H.C		FETAC WTE	In-house Training WTE	No Formal Training WTE
2.5	2	2	See table 66	2	2	0

Table 66 Rostered hours provided by MTAs

Rostered hours provided by MTAs

12/7x1 (12 hours x 7 days x 1 site) (Rostered hours provided for 12 hours, 7 days per week in 1 site)

Figure 100 MTAs with FETAC Level 5 QQI

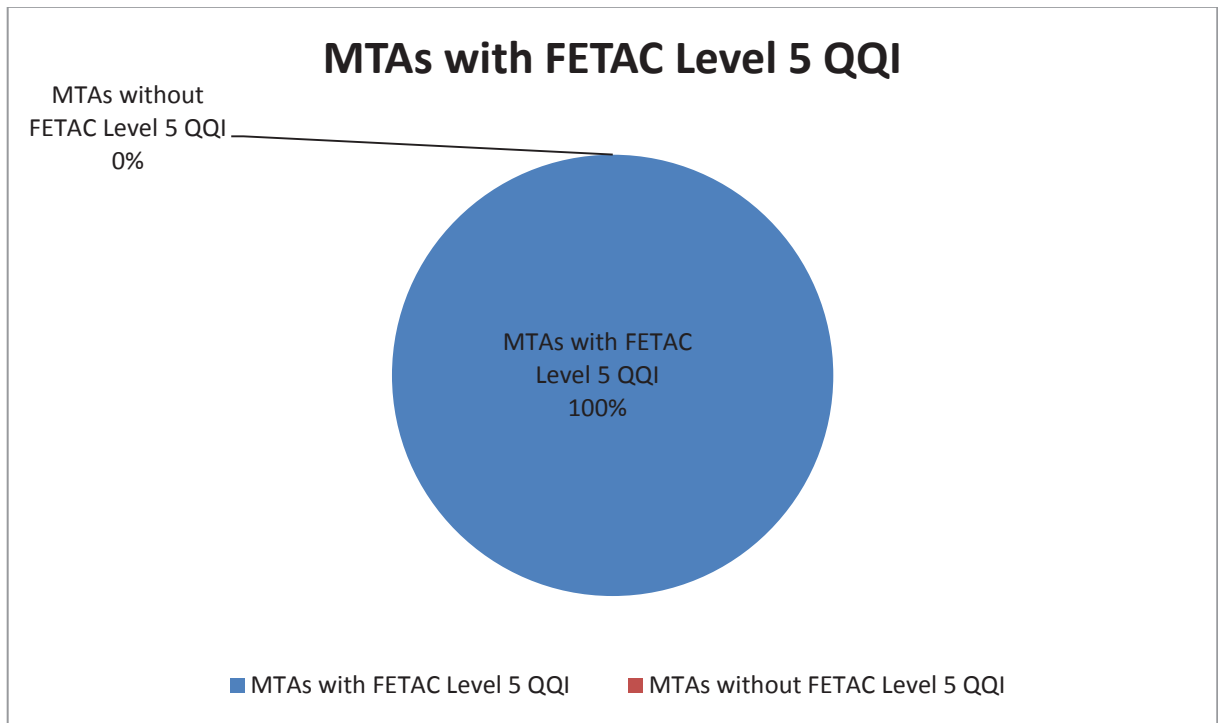
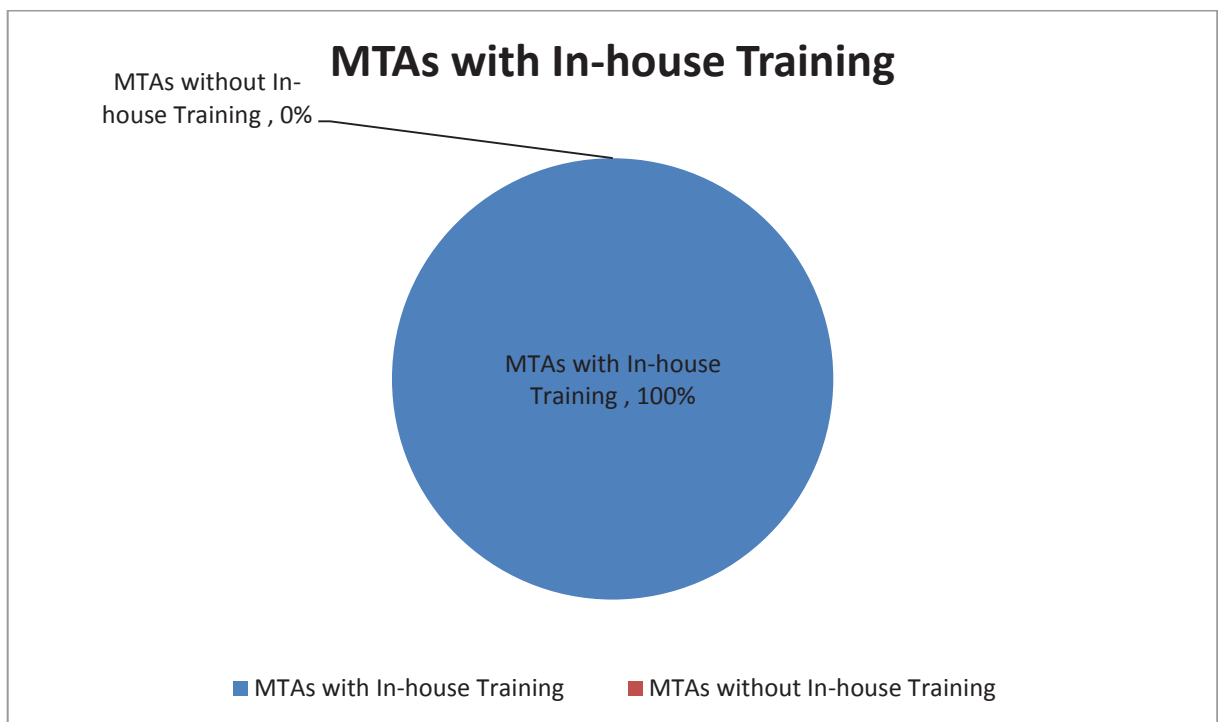


Figure 101 MTAs with In-House Training

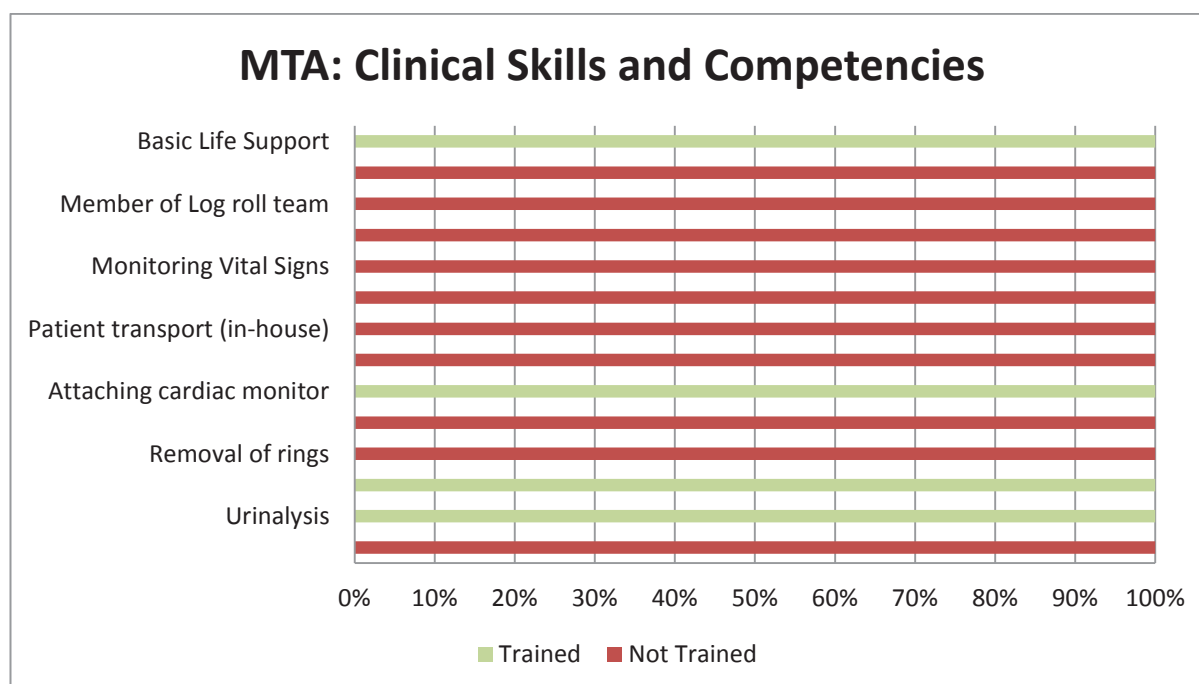


3.2.8.1 Multitask Attendants Additional Clinical Skills and Competencies

Table 67 Multitask Attendants Additional Clinical Skills and Competencies

Clinical Skills and Competencies	Trained	Not Trained	No. of sites indicating training available locally
Basic Life Support	100%	0%	2
Application of external chest compression device	0%	100%	0
Member of Log roll team	0%	100%	0
Assisting with Spinal immobilisation	0%	100%	0
Monitoring Vital Signs	0%	100%	0
One to one care (Special)	0%	100%	0
Patient transport (in-house)	0%	100%	0
Patient transport (off-site)	0%	100%	0
Attaching cardiac monitor	100%	0%	1
Recording ECG	0%	100%	1
Removal of rings	0%	100%	0
Assisting with application of Splints/casts	100%	0%	1
Urinalysis	100%	0%	1
Blood Glucose	0%	100%	0
Other skill(s) eg phlebotomy	0%	100%	0

Figure 102 MTA Clinical Skills and Competencies



3.2.9 Non-Clinical Skills

Findings presented as numbers of staff rather than percentages in Table 68

Table 68 Non-Clinical Skills

Non-Clinical Skills	HCA	MTA	Other Grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.	0	0	0
Project and Change Management	0	0	0
Capacity and Service Planning	0	0	0
Information technology (basic skills)	0	0	0
Information technology (advanced/super user in ED specific technologies)	0	0	0

3.2.10 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.

Section 4 Dublin Midlands Hospital Group

Section 4 Dublin Midlands Hospital Group

4.0 Dublin Midlands Hospital Group

Five of seven hospitals within Dublin Midlands Hospital Group indicated they had an Emergency Department. There are no Injury Units in this hospital group. The five hospitals are listed below. Data for the five Emergency Departments is presented in Section 4.1.

Dublin Midlands Hospital Group

1. Midlands Regional Hospital, Portlaoise (Model 3 Hospital)
2. Midlands Regional Hospital, Tullamore (Model 3 Hospital)
3. Naas General Hospital (Model 3 Hospital)
4. St. James Hospital (Model 4 Hospital)
5. Tallaght Hospital, (Model 4 Hospital)

4.1 Dublin Midlands Hospital Group, Emergency Departments (5 Departments)

Dublin Midlands Hospital Group

1. Midlands Regional Hospital, Portlaoise (Model 3 Hospital)
2. Midlands Regional Hospital, Tullamore (Model 3 Hospital)
3. Naas General Hospital (Model 3 Hospital)
4. St. James Hospital (Model 4 Hospital)
5. Tallaght Hospital, (Model 4 Hospital)

There are no Injury Units in the hospitals in Dublin Midlands Hospital Group

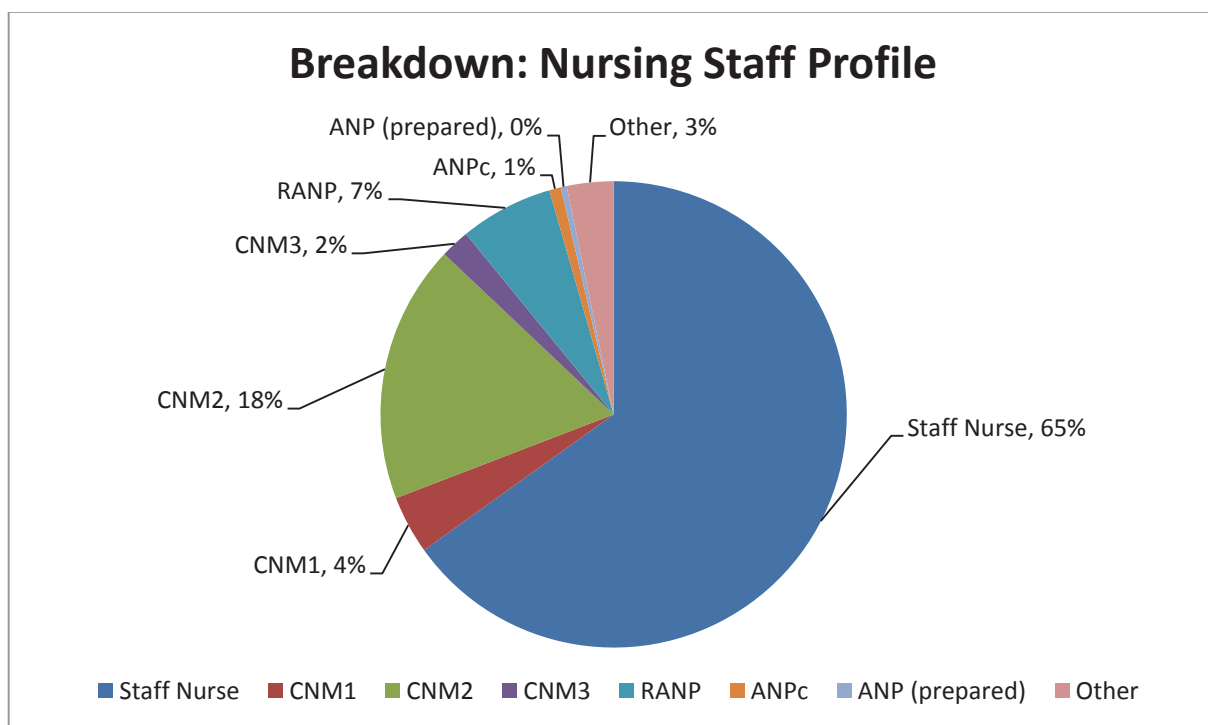
4.1.1 Nursing Staff Profile (Emergency Departments)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 69 below and in Figure 103.

Table 69 Nursing Staff Profile (Emergency Departments)

Staff approved and in post on 29th February 2016	Approved		In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
	WTE	Head Count	WTE	HC	WTE	HC	WTE	HC
Staff Nurse	162.54	161	150.23	24	24	14	13	
Clinical Nurse Manager 1	17	10	10	0	0	0	0	
Clinical Nurse Manager 2	40	43	40	4	4	3	3	
Clinical Nurse Manager 3	5	5	5	1	1	1	1	
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	14	13	12.5	2	2	1	1	
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	1	0	0	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	3	3	3	0	0	0	0	
ANP Candidate	4	2	2	0	0	0	0	
ANP Prepared	1	1	1	0	0	0	0	
Clinical Education Facilitator	2.64	3	2.64	0	0	0	0	
Clinical Support Nurse	2	2	2	1	1	0	0	
Education Co-ordinator	0	0	0	0	0	0	0	
GP Liaison Nurse	2	1	1	0	0	0	0	
Research Nurse	0	0	0	0	0	0	0	
Clinical Nurse Specialist	1	1	1	0	0	0	0	
Other	3.5	1	1	0	0	0	0	
Totals	258.68	246	231.37	32	32	19	18	

Figure 103 Nursing Staff Profile



4.1.2 Nursing Staff Qualifications

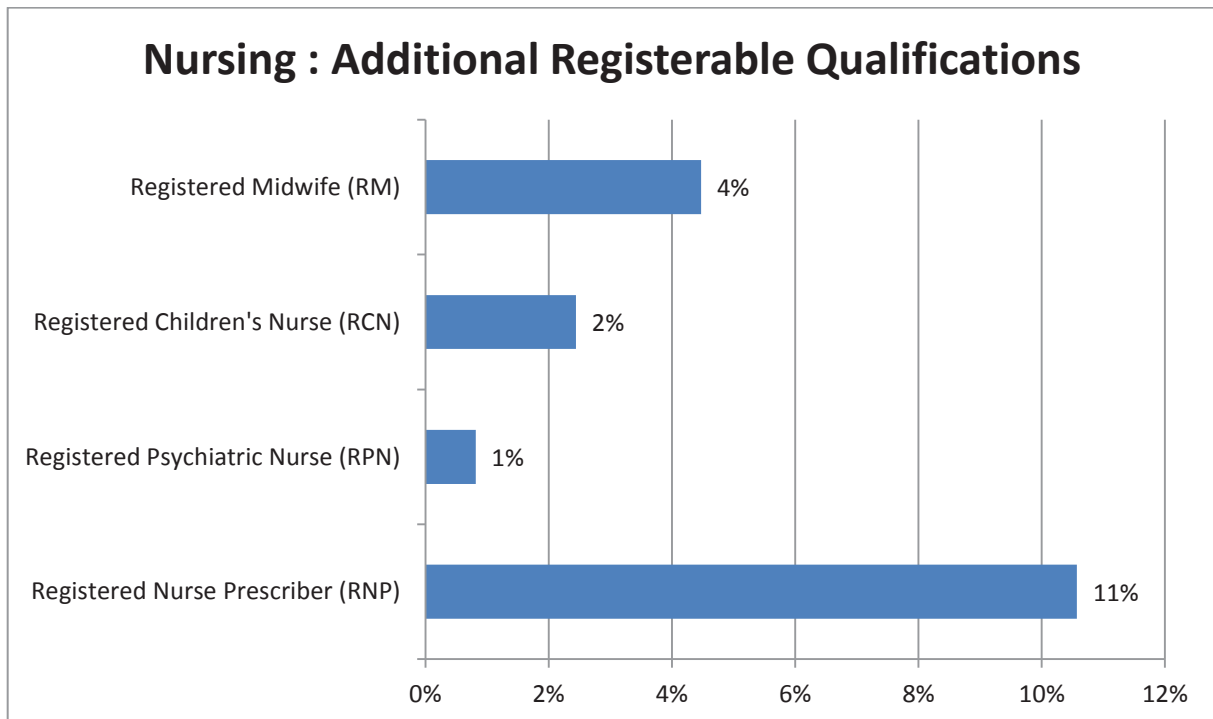
4.1.2.1 Additional Registerable Qualifications

Table 70 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	4%
Registered Children's Nurse (RCN)	2%
Registered Psychiatric Nurse (RPN)	1%
Registered Nurse Prescriber (RNP)	11%
Other	0%

Registered Nurse Prescriber (RNP) refers to those nurses who have achieved a Medicinal Product Prescribing qualification and who are registered with the Nursing and Midwifery Board of Ireland (NMBI).

Figure 104 Additional Registerable Qualifications



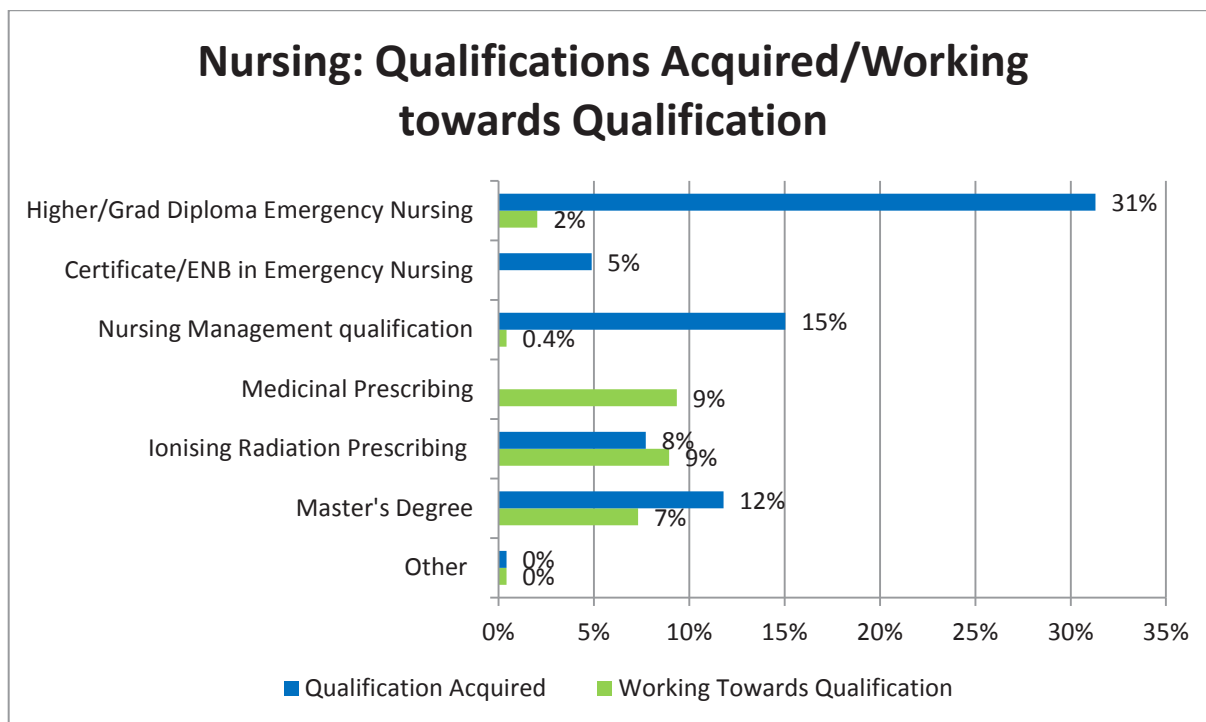
4.1.2.2 Nursing Staff Qualifications/Working towards Qualifications

Table 71 Nursing Staff Qualifications/Working towards Qualification

	Qualifications Acquired	Working Toward Qualifications
Higher/Grad Diploma Emergency Nursing	77	5
Certificate/ENB in Emergency Nursing	12	not requested*
Nursing Management qualification	37	1
Medicinal Prescribing	not requested	23
Ionising Radiation Prescribing	19	22
MSc	29	18
Other	1	1

*These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas

Figure 105 Nursing Staff Qualifications Acquired and Working towards Qualification



4.1.3 Nursing Staff Life Support Skills

Table 72 Nursing Staff Life Support Skills

Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	7%	17%	0%
Paediatric Programme (APLS/EPLS/PALS)	3%	1%	0%
Trauma Programme (ATLS/TNCC/ATNC)	11%	6%	0.8%
Advanced Cardiac Life Support (ACLS)	56%	3%	2%
Emergency Planning MIMMS/HMIMS	12%	0%	0.4%
EMBS (Burns)	0%	0.4%	0%
Other	0%	0%	0%

Figure 106 Neonatal Resuscitation

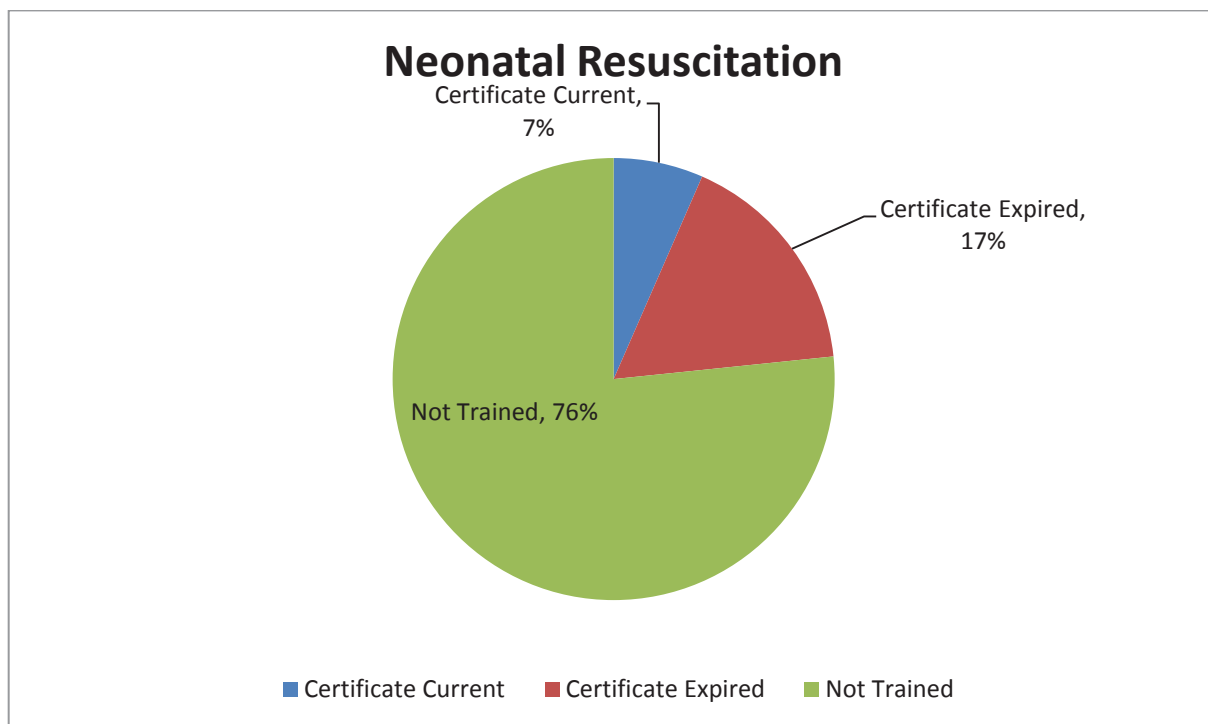
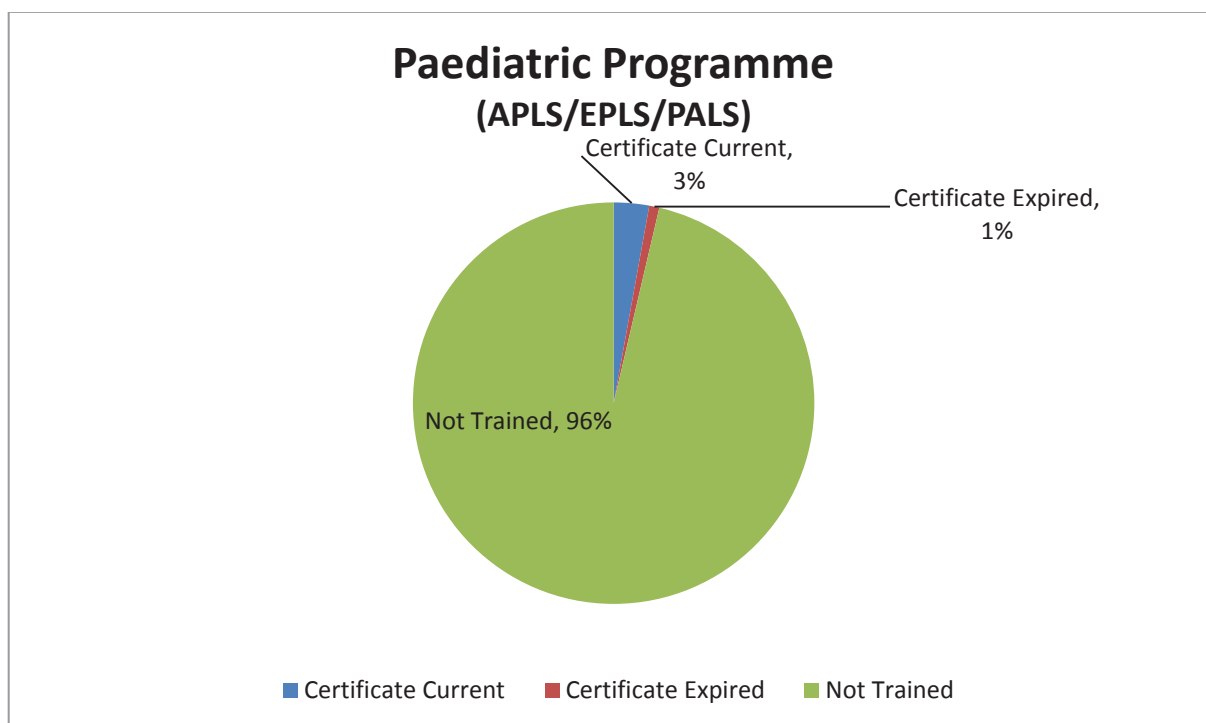
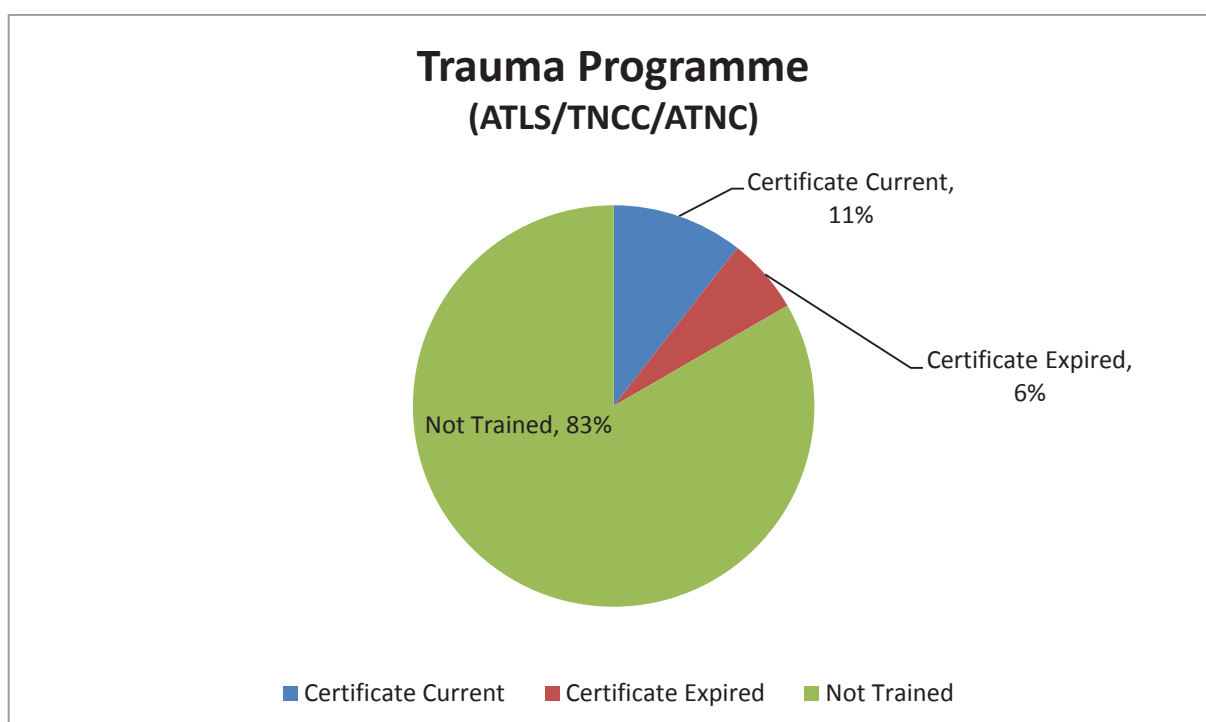


Figure 107 Paediatric Programme



Sites were asked to identify numbers of nurses with APLS, EPLS or PALS– results are reported for all three programmes together – breakdown not possible.

Figure 108 Trauma Programme



Sites were asked to identify numbers of nurses with ATLS, TNCC or ATNC – results are reported for all three programmes together – breakdown not possible.

Figure 109 Advanced Cardiac Life Support

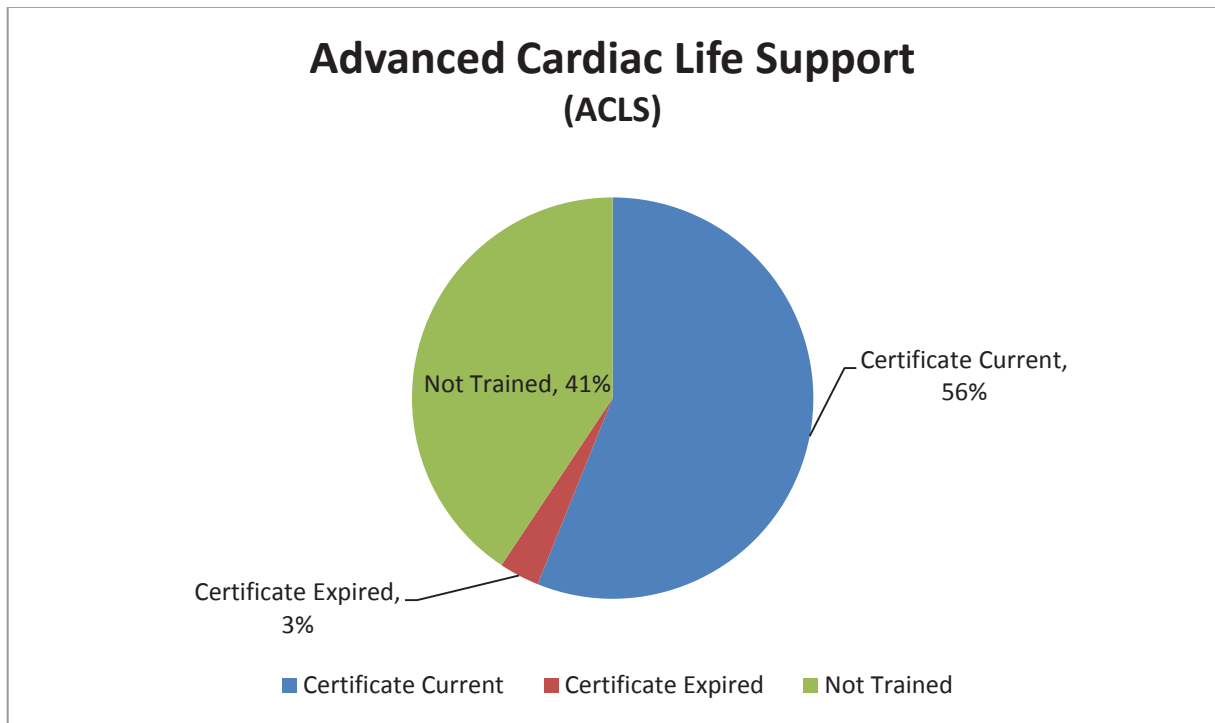
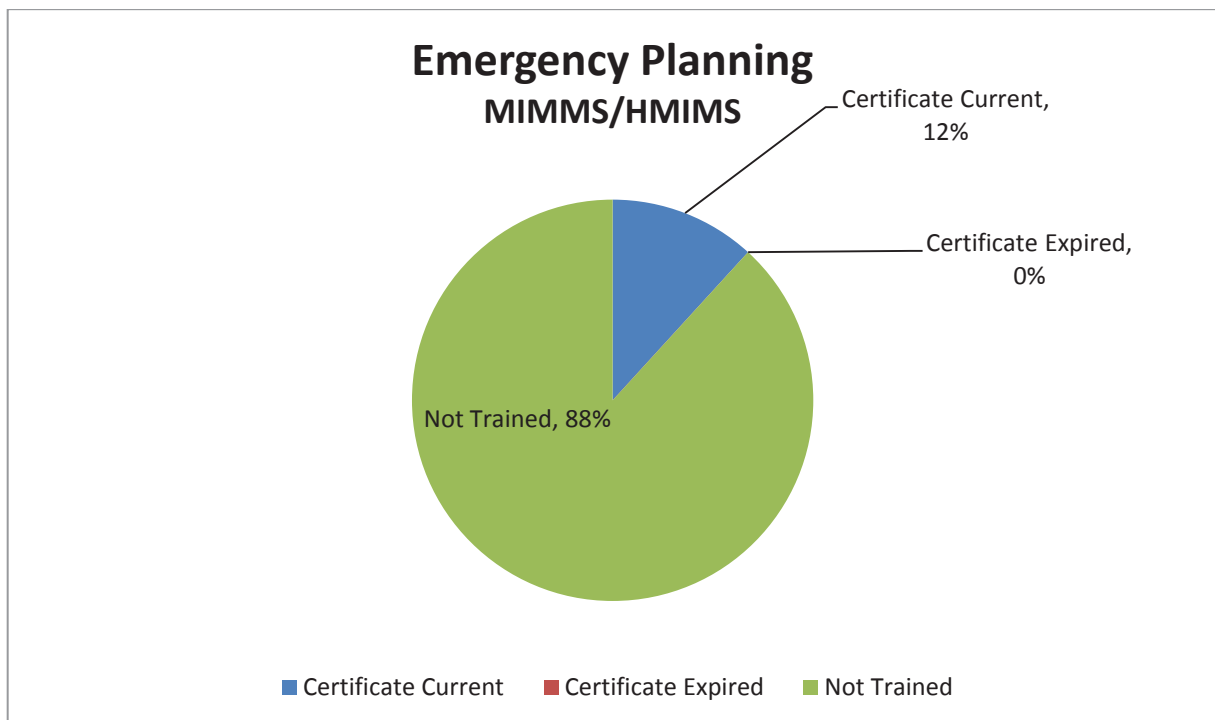


Figure 110 Emergency Planning



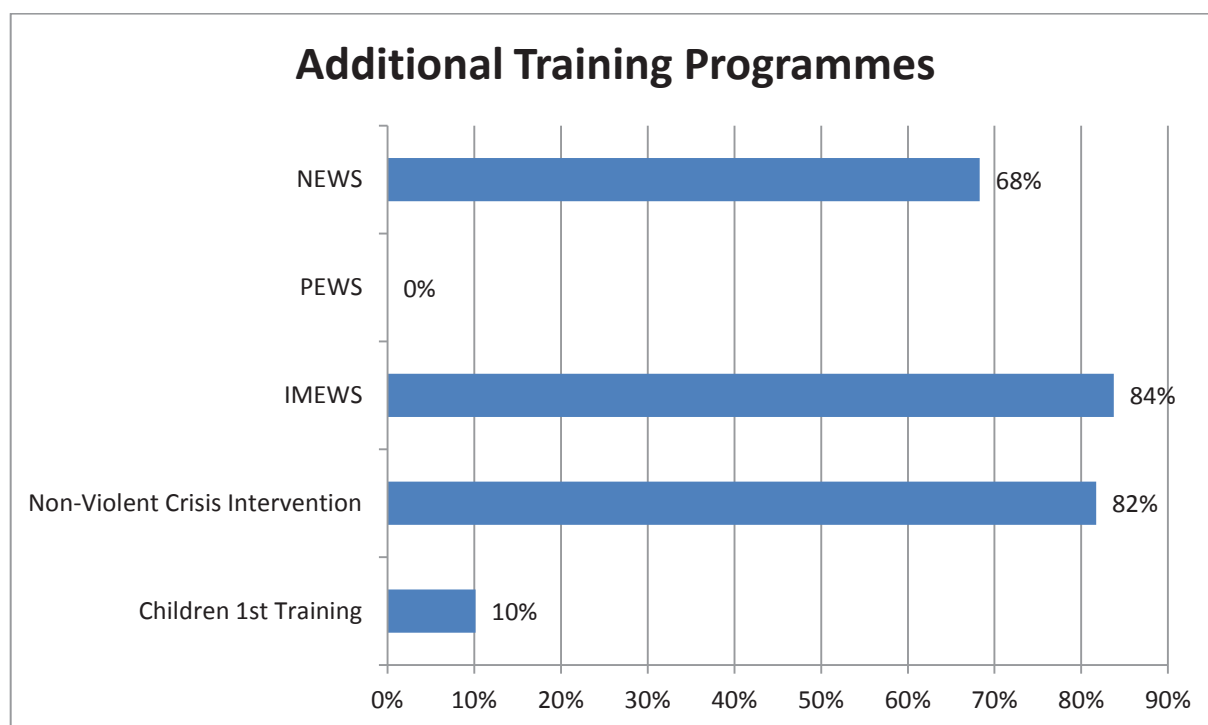
Sites were asked to identify numbers of nurses with either MIMMS or HMIMS training – results are reported for both programmes together – breakdown not possible.

4.1.4 Nursing Staff Additional Training Programmes

Table 73 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	68%
PEWS	0%
IMEWS	84%
Non-Violent Crisis Intervention	82%
Children First Training	10%
Other	0%

Figure 111 Additional Training Programmes



4.1.5 Nursing Clinical Skills and Competencies

Services were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained in the skill or competency.

4.1.5.1 Assessment Skills

Table 74 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	74%	26%	5
Irish Children's Triage System (<i>Children Only</i>)	9%	91%	2
I MIST AMBO	30%	70%	3
Basic ECG Interpretation	76%	24%	5
Advanced ECG Interpretation	39%	61%	4
Interpretation of Arterial Blood Gases	49%	51%	4
Chest Examination	1%	99%	0
Abdominal Examination	0%	100%	0
Limb Examination	30%	70%	2
Paediatric Respiratory Assessment	0%	100%	0
Visual Acuity	9%	91%	1
Delirium Assessment (4ATs)	29%	71%	1
Frailty Assessment	0%	100%	0

Figure 112 Nursing Assessment Skills Graph 1

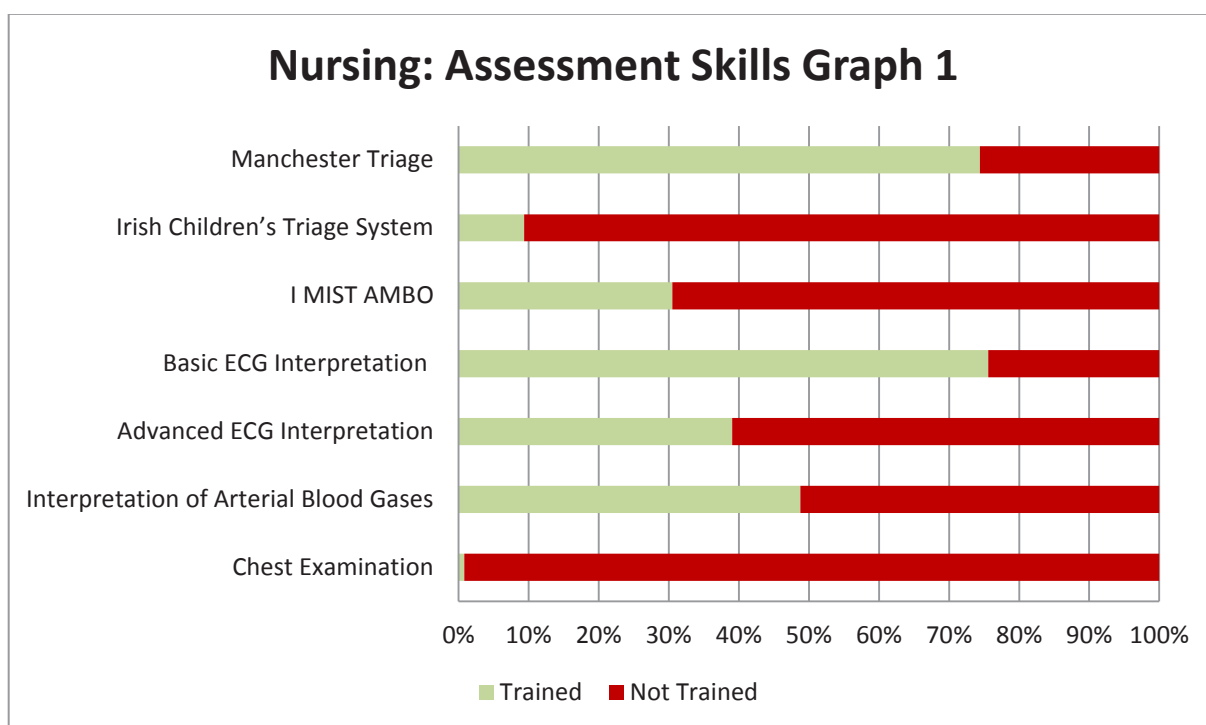
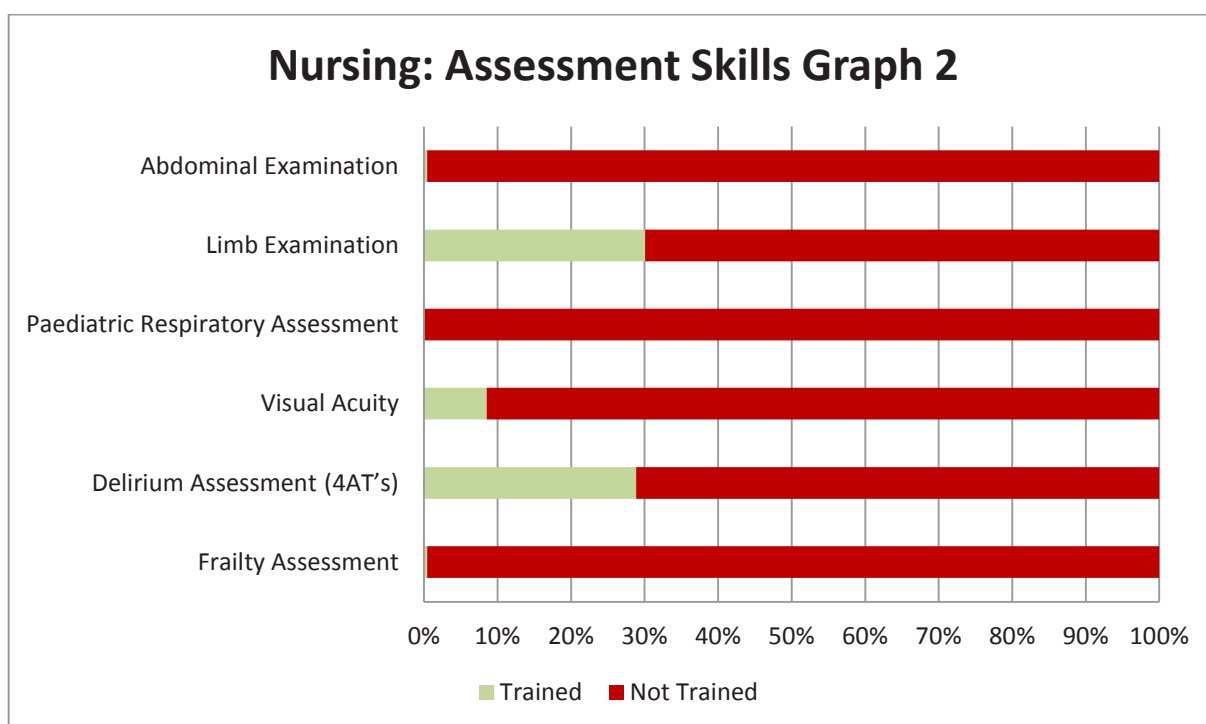


Figure 113 Nursing Assessment Skills Graph 2



4.1.5.2 Clinical Skills

Table 75 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	80%	20%	5
IV Cannulation	80%	20%	5
Blood culture sampling	57%	43%	3
Arterial Blood Gas sampling	4%	96%	1
Administration of 1st dose antibiotics	53%	47%	3
Medication Management (through Protocol)*	73%	27%	3
Procedural sedation	0%	100%	0
Male Catheterisation	7%	93%	1
Replacement of supra-public catheters	0%	100%	0
Replacement of PEG Tubes	0%	100%	0
Management of Non Invasive Ventilation (NIV)	61%	39%	5
Use of external chest compression device (LUCAS)	32%	68%	3
Nurse defibrillation (passed ACLS)	65%	35%	5
External Pacing	29%	71%	3
Cardioversion	20%	80%	3
Suturing	20%	80%	1
Wound closure (steri-strips/glue)	73%	27%	4
Removal of foreign bodies (ear, nose etc)	26%	74%	1
Nasal packing	15%	85%	1
Eye Irrigation	59%	41%	4
Casting	53%	47%	2
Splinting	39%	61%	3
Fitting for walking aids	40%	60%	3
Log-roll team leader	65%	35%	4
Cervical spine immobilisation	79%	21%	4
Local Major Emergency Planning Training	27%	73%	2
Pre-hospital retrieval team training	0%	100%	0

*Medication administered through locally agreed protocols

Figure 114 Nursing Clinical Skills Graph 1

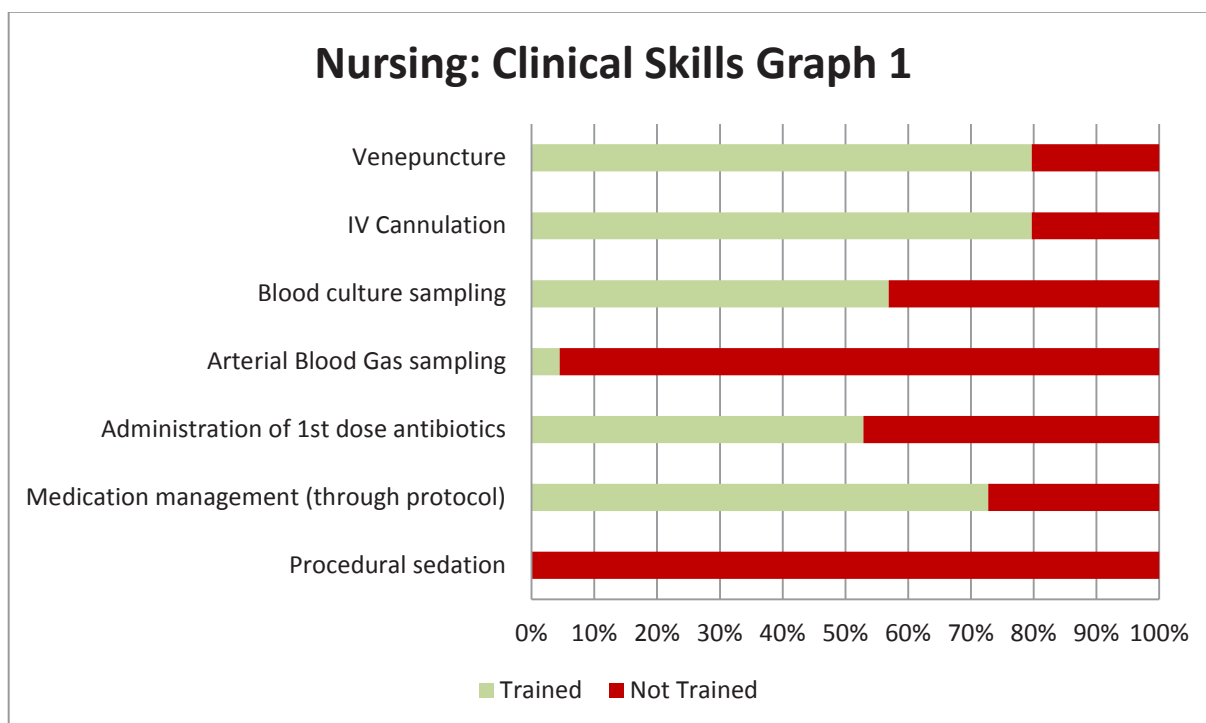


Figure 115 Nursing Clinical Skills Graph 2

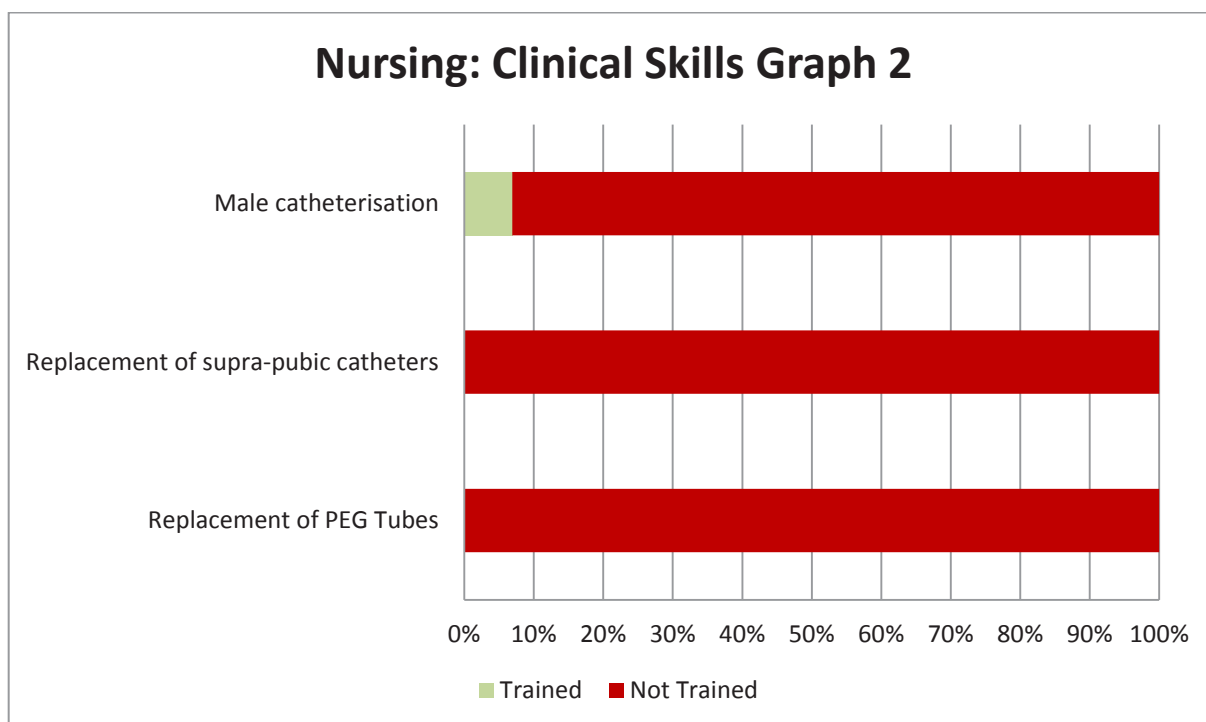


Figure 116 Nursing Clinical Skills Graph 3

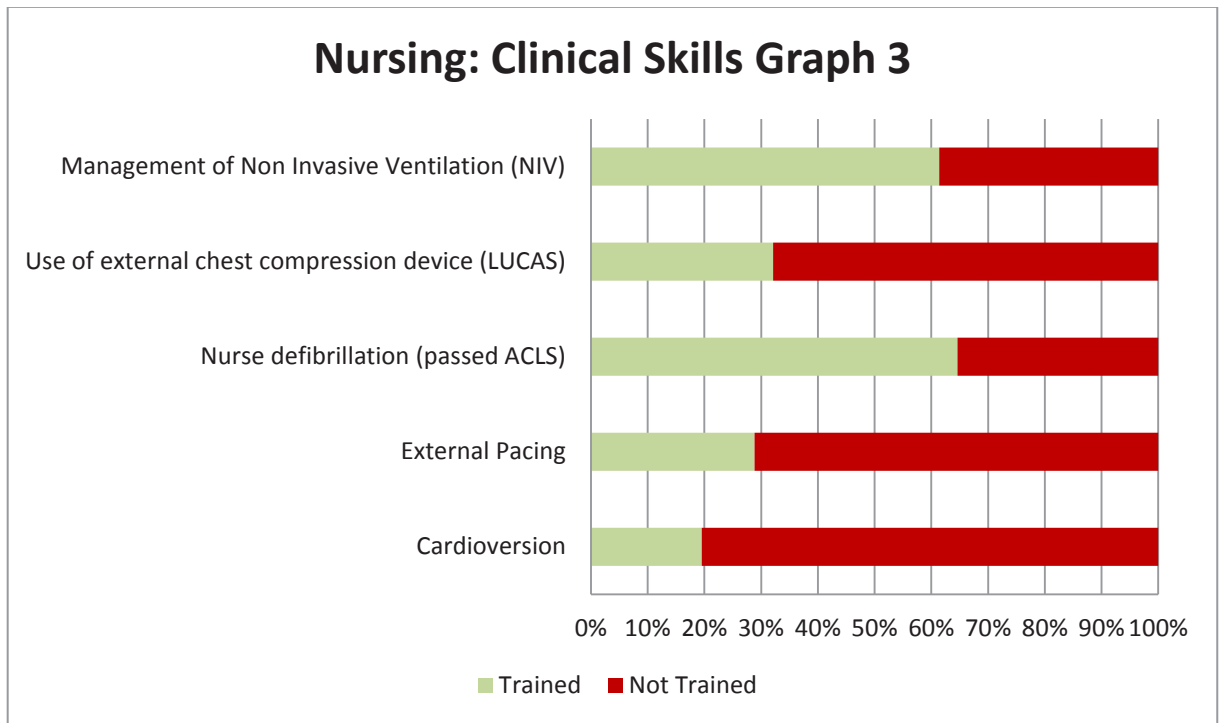


Figure 117 Nursing Clinical Skills Graph 4

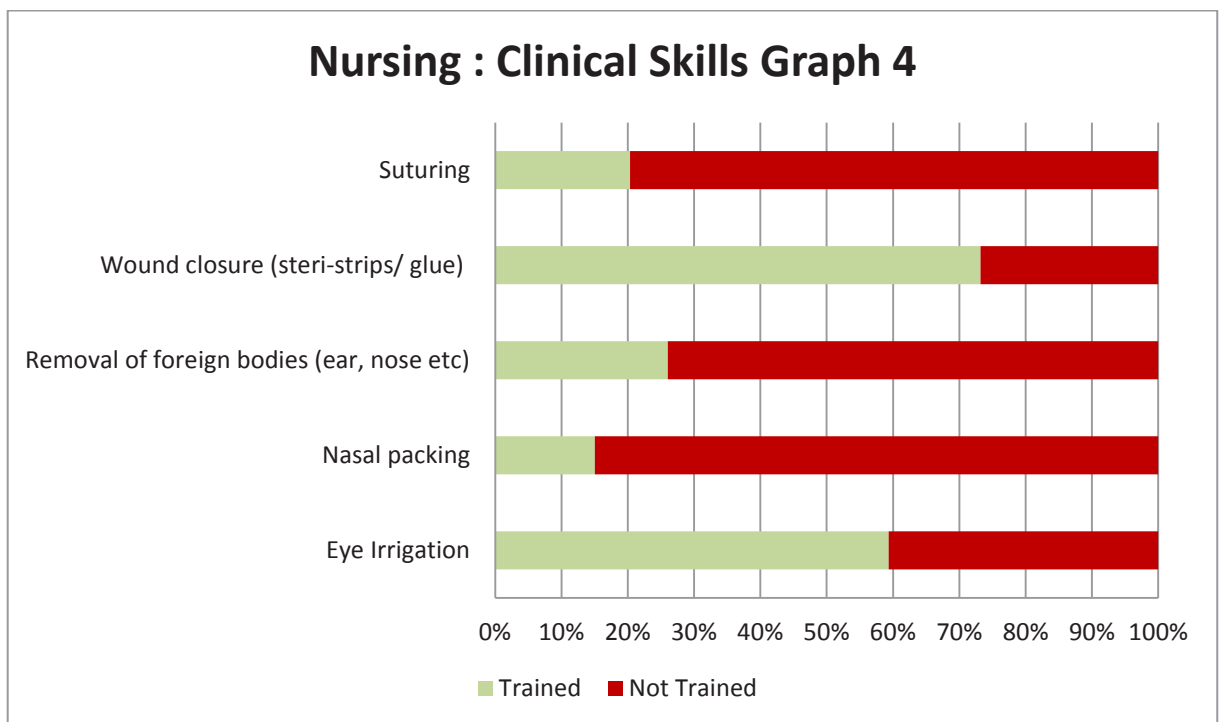
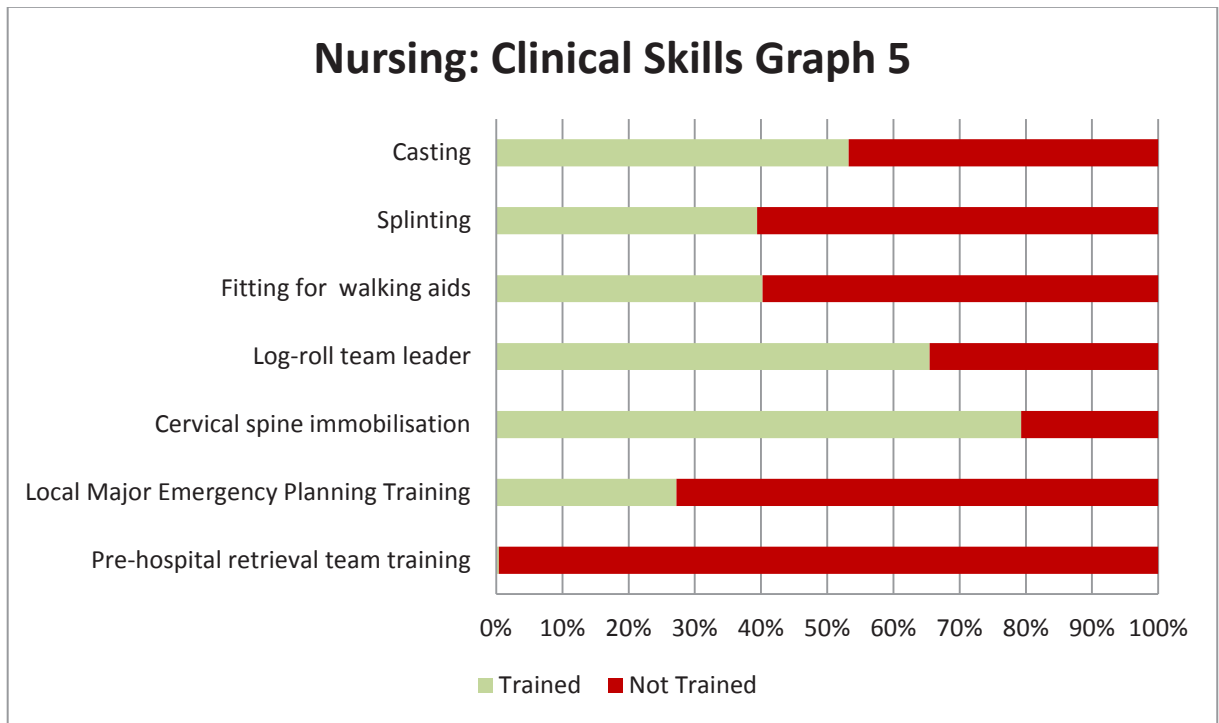


Figure 118 Nursing Clinical Skills Graph 5

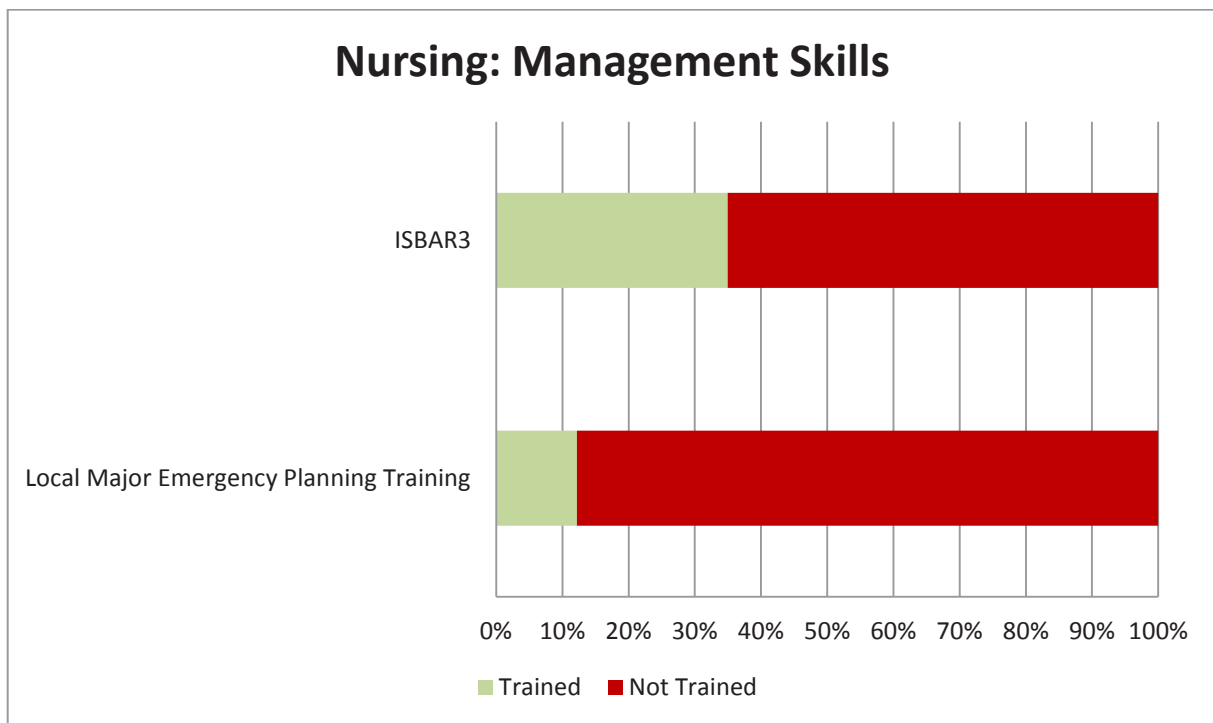


4.1.5.3 Management Skills

Table 76 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	35%	65%	2
Local Major Emergency Planning Training	12%	88%	1

Figure 119 Nursing Management Skills



4.1.6 Education Initiatives

Table 77 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	4	1	3-4 weeks - 1 year
Foundation programme in emergency nursing	3	2	6 months 12 months
Emergency Nursing (Level 8 QQI)	4	1	UCD, TCD & UCG
Emergency Nursing (Level 9 QQI)	2	3	UCD & TCD
De-escalation Training	4	1	Nurses, HCAs, MTAs, Doctors, Security

Site facilitation of a programme means that a site hosts some lectures and clinical placements for a Higher Education Institute (HEI).

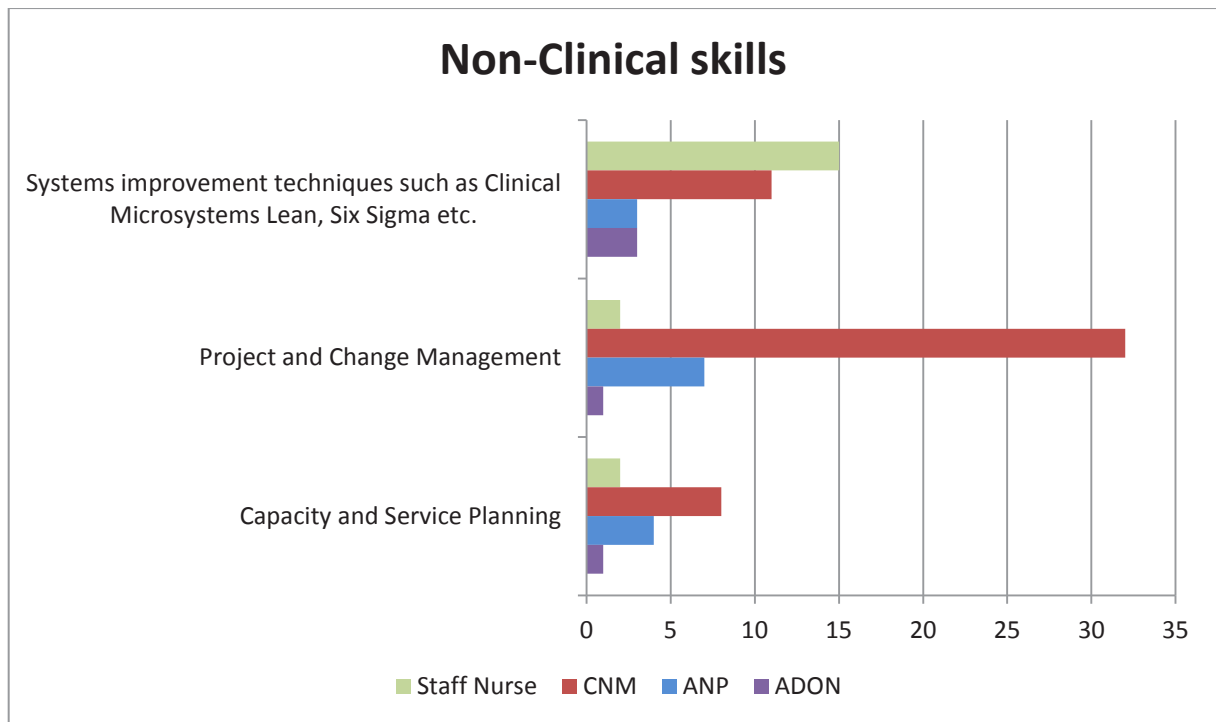
4.1.7 Non-Clinical Skills

Findings presented as numbers of nurses (of a total of 246) rather than percentages in Table 78 and Figures 120 and 121.

Table 78 Non-Clinical Skills

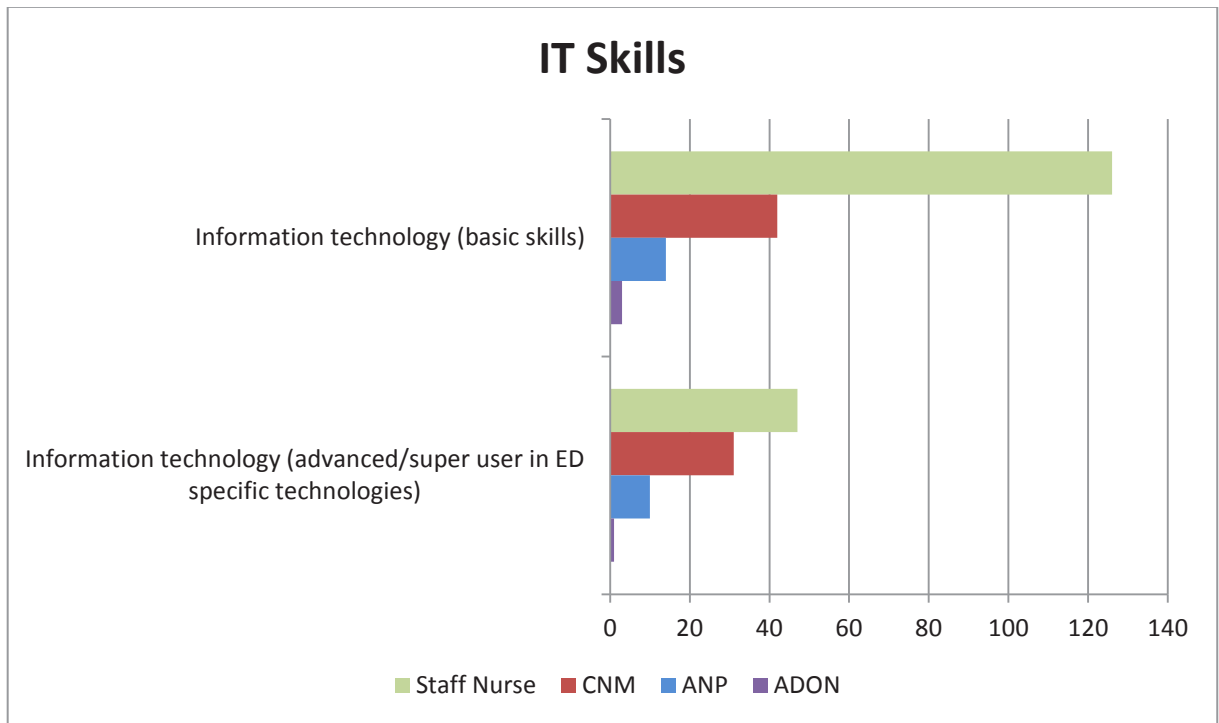
Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	15	11	3	3
Project and Change Management	2	32	7	1
Capacity and Service Planning	2	8	4	1
Information technology (basic skills)	126	42	14	3
Information technology (advanced/super user in ED specific technologies)	47	31	10	1

Figure 120 Non-Clinical Skills



Findings presented as numbers of nurses (of a total of 246) rather than percentages.

Figure 121 IT Skills



4.1.8 Health Care Assistant (HCA) Profile and Qualifications

Table 79 Health Care Assistant (HCA) Profile and Qualifications

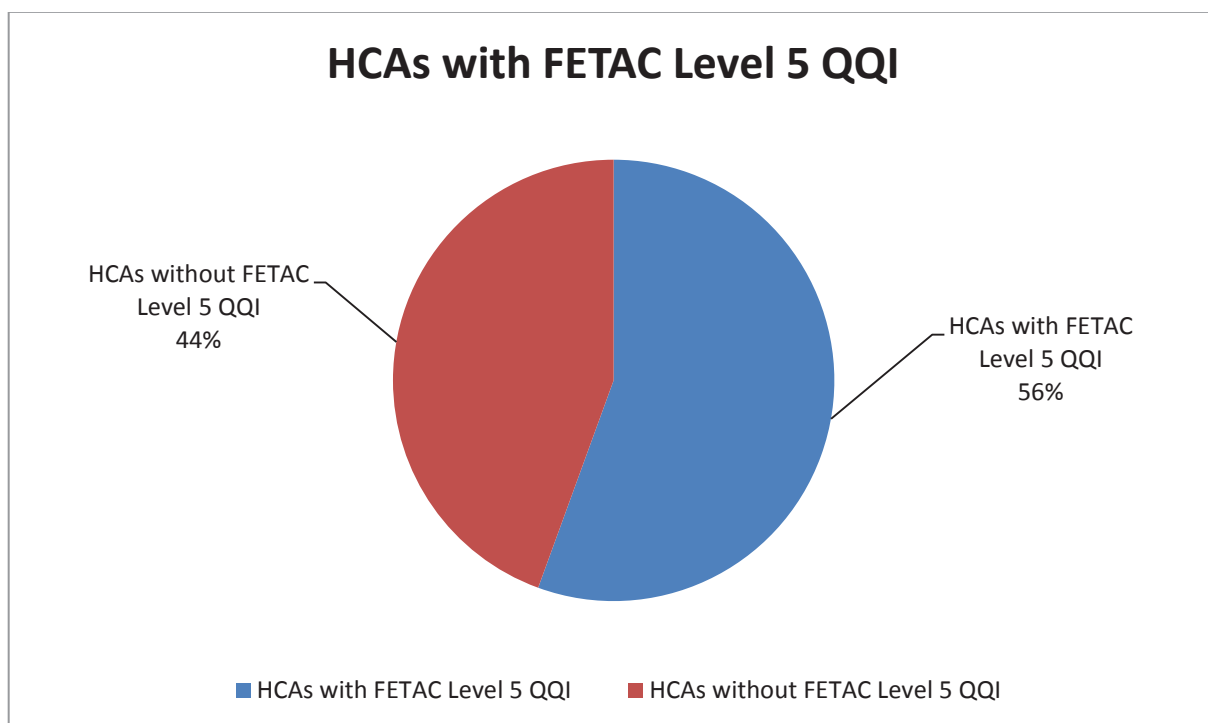
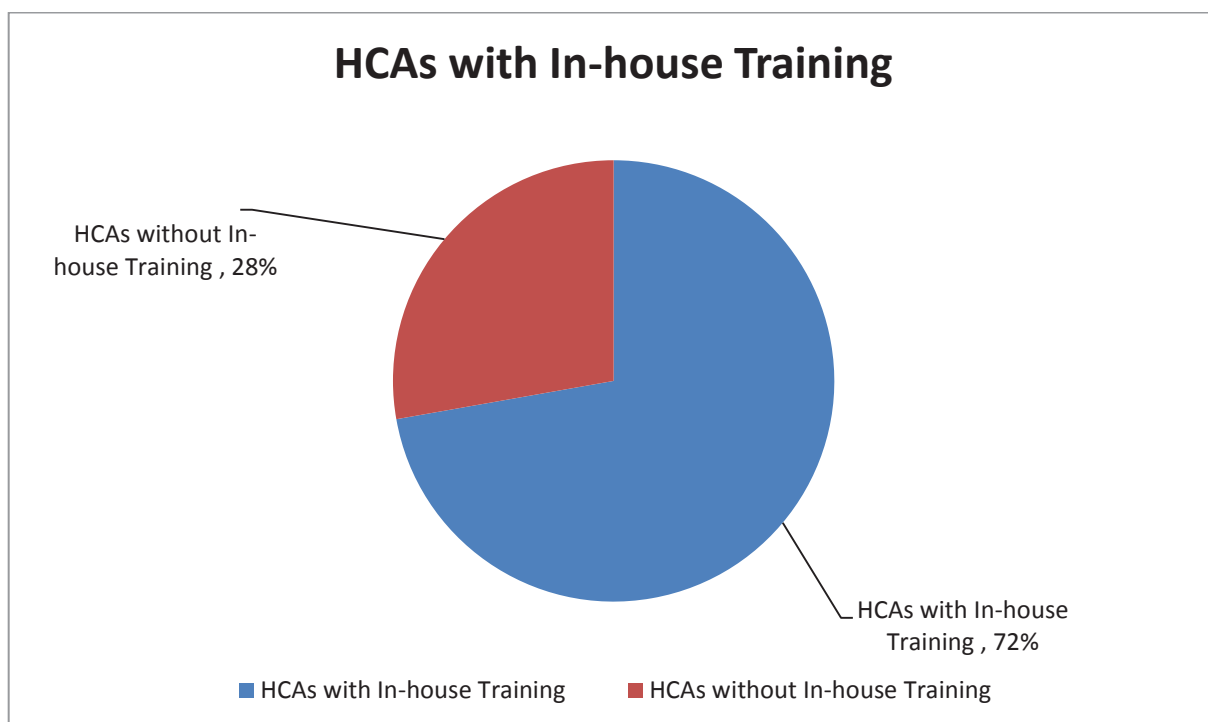
Approved		In Post 29/02/2016		Please identify the cover provided by HCAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
36.5	36	36	See table 80	20	26	0	

Table 80 Rostered hours provided by HCAs

Rostered hours provided by HCAs

24/7x4 (24 hours x 7 days x 4 sites) (Rostered hours provided for 24 hours, 7 days per week in 4 sites)

12/7x1 (12 hours x 7 days x 1 site) (Rostered hours provided for 12 hours, 7 days per week in site)

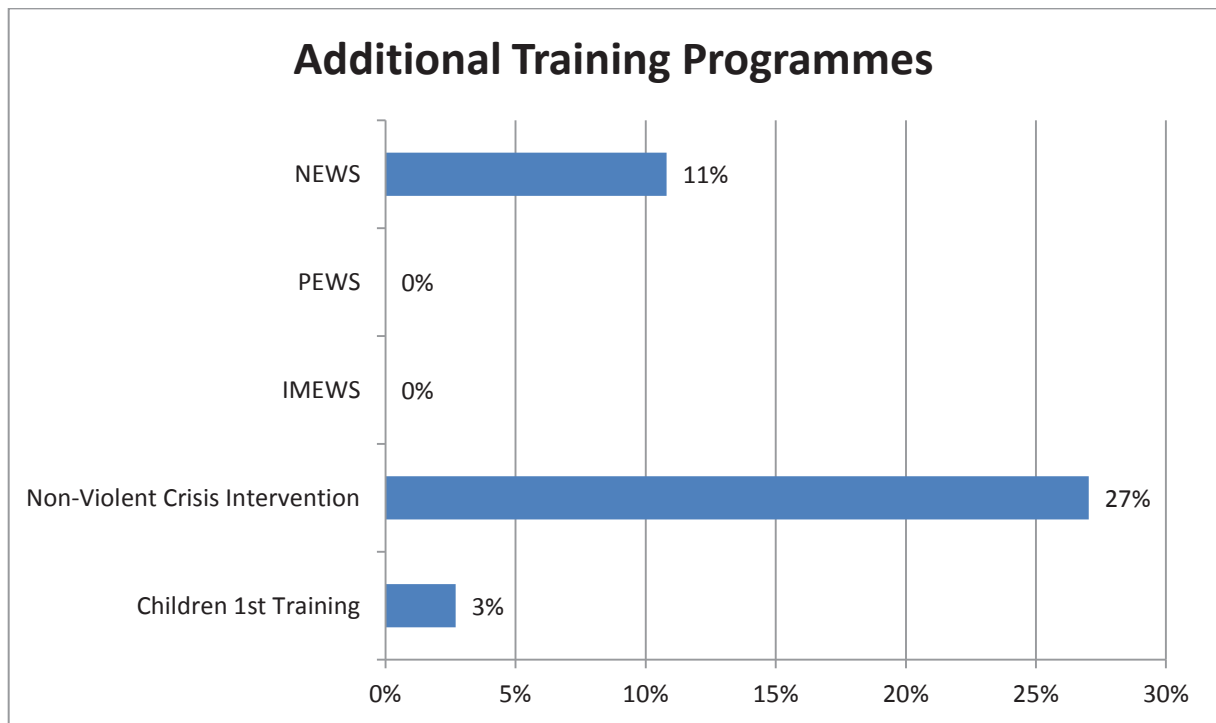
Figure 122 HCAs with FETAC Level 5 QQI Award**Figure 123 HCAs with In-house Training**

4.1.8.1 Health Care Assistants Additional Training Programmes

Table 81 Health Care Assistants Additional Training Programmes

Name of Programme	% Nurses Trained
NEWS	11%
PEWS	0%
IMEWS	0%
Non-violent Crisis Intervention	27%
Children First Training	3%
Other	0%

Figure 124 Additional Training Programme



4.1.9 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Table 82 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Clinical Skills & Competencies	Trained	Not Trained	No. of sites indicating training available locally
Basic Life Support	100%	0%	4
Application of external chest compression device	3%	97%	2
Member of Log roll team	100%	0%	3
Assisting with Spinal immobilisation	100%	0%	3
Monitoring Vital Signs	41%	59%	1
One to one care (Special)	100%	0%	3
Patient transport (in-house)	86%	14%	3
Patient transport (off-site)	86%	14%	4
Attaching cardiac monitor	19%	81%	1
Recording ECG	19%	81%	0
Removal of rings	3%	97%	0
Assisting with application of Splints/casts	62%	38%	3
Urinalysis	43%	57%	3
Blood Glucose	3%	97%	2
Other skill(s) eg phlebotomy	0%	100%	0

The information in Table 82 above is presented graphically on the following page.

Figure 125 HCA Clinical Skills and Competencies Graph 1

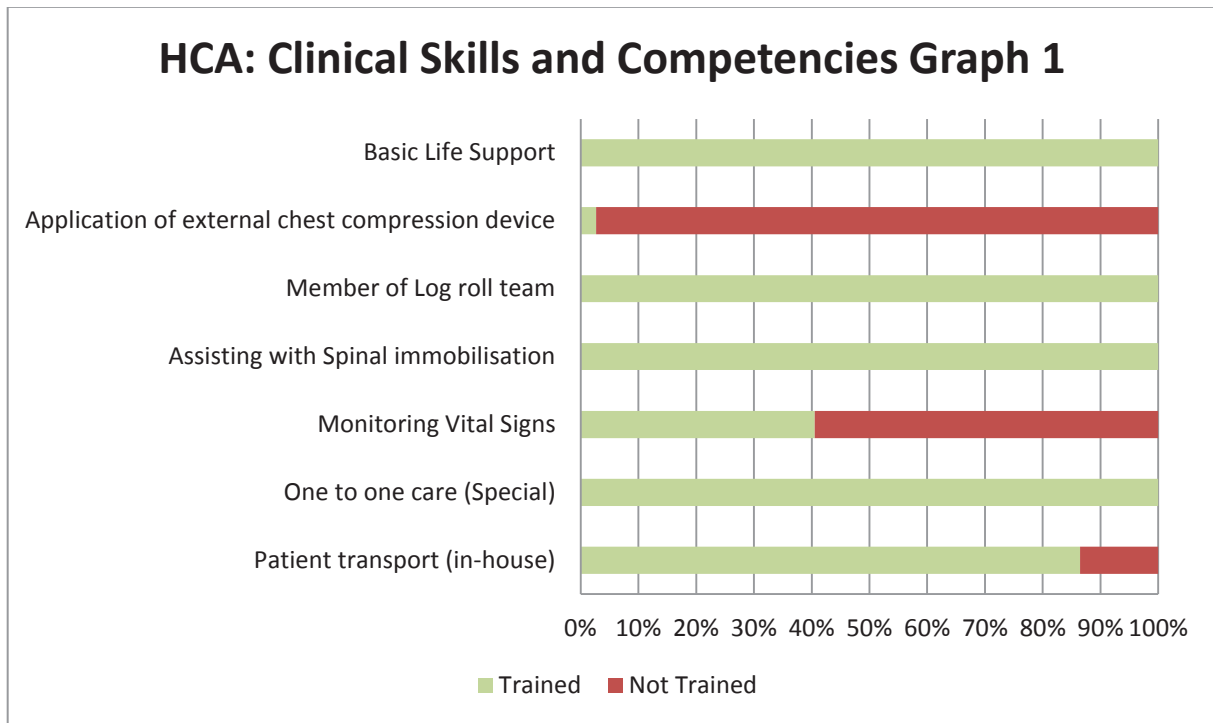
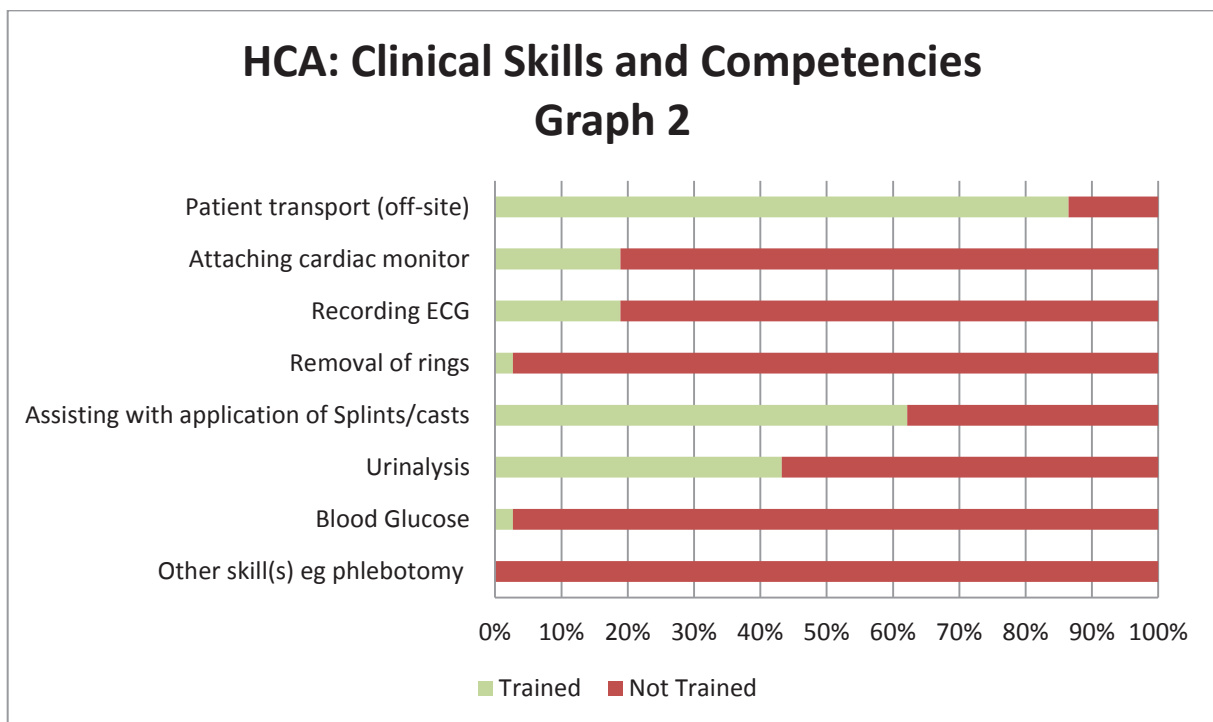


Figure 126 HCA Clinical Skills and Competencies Graph 2



4.1.10 Multitask Attendants (MTA) Profile and Qualifications

Table 83 Multitask Attendants (MTAs) Profile and Qualifications

Approved	In Post 29/02/2016		Please identify the cover provided by MTAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
	WTE	H.C		WTE	FETAC WTE	In-house Training WTE
19	19	19	See Table 84	0	0	0

Table 84 Rostered hours provided by MTAs

Rostered hours provided by MTAs

24/7x2 (24 hours x 7 days x 2 sites) (Rostered hours provided for 24 hours, 7 days per week in 2 sites)

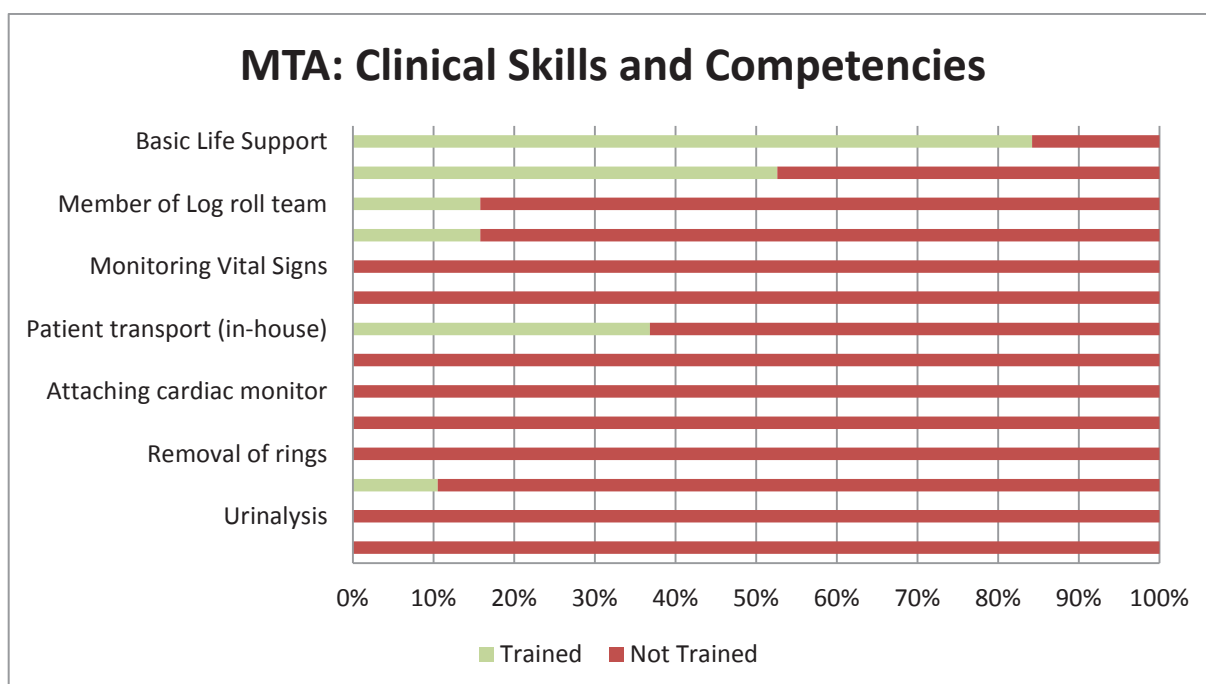
8/5x1 (8 hours x 5 days x 1 site) (Rostered hours provided for 8 hours, 5 days per week in 1 site)

4.1.11 Multitask Attendants Additional Clinical Skills and Competencies

Table 85 Multitask Attendants Additional Clinical Skills and Competencies

Clinical Skills and Competencies	Trained	Not Trained	No. of sites indicating training available locally
Basic Life Support	84%	16%	3
Application of external chest compression device	53%	47%	2
Member of Log roll team	16%	84%	1
Assisting with Spinal immobilisation	16%	84%	1
Monitoring Vital Signs	0%	100%	0
One to one care (Special)	0%	100%	0
Patient transport (in-house)	37%	63%	1
Patient transport (off-site)	0%	100%	1
Attaching cardiac monitor	0%	100%	0
Recording ECG	0%	100%	0
Removal of rings	0%	100%	0
Assisting with application of Splints/casts	11%	89%	0
Urinalysis	0%	100%	0
Blood Glucose	0%	100%	0
Other skill(s) eg phlebotomy	0%	100%	0

Figure 127 MTA Clinical Skills and Competencies



4.1.12 Non-Clinical Skills

Findings presented as numbers rather than percentages in Table 86 and Figures 128 and 129.

Table 86 Non-Clinical Skills

Non-Clinical Skills	HCA	MTA	Other grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.	4	0	2
Project and Change Management	0	0	2
Capacity and Service Planning	0	0	2
Information technology (basic skills)	25	5	8
Information technology (advanced/super user in ED specific technologies)	0	0	2

Figure 128 Non-Clinical Skills

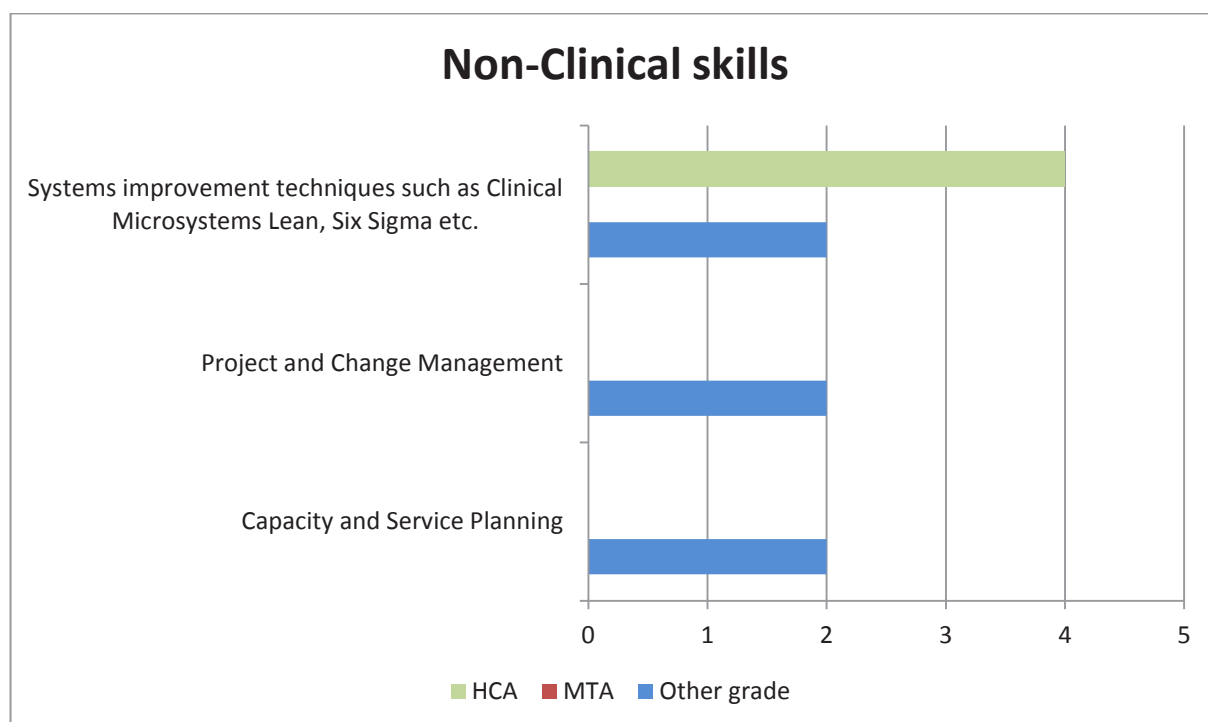
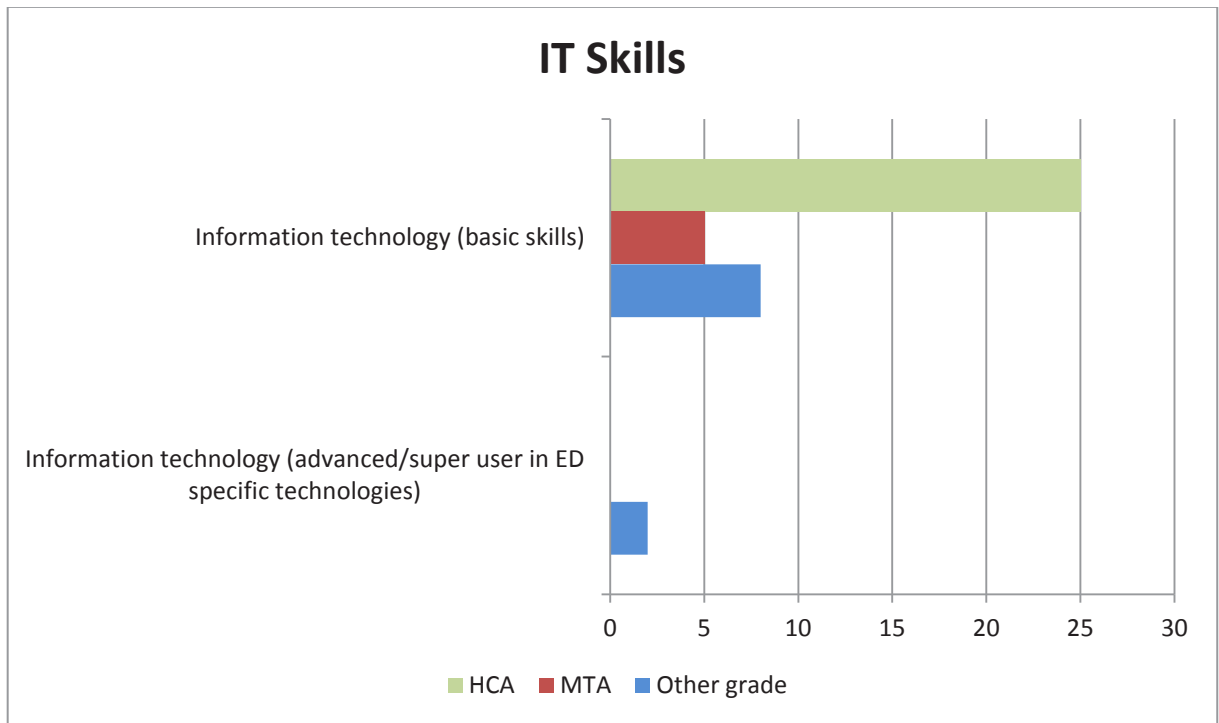


Figure 129 IT Skills



4.1.13 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.

Section 5 Dublin North East (RCSI) Hospital Group



Section 5 Dublin North East (RCSI) Hospital Group

5.0 Dublin North East (RCSI) Hospital Group

The six hospitals within the Dublin North East (RCSI) Hospital Group indicated they had either an Emergency Department or an Injury Unit. The six hospitals are listed below. Data for Emergency Departments and Injury Units is presented separately in Sections 5.1 and 5.2.

Dublin North East (RCSI) Hospital Group

1. Beaumont Hospital (Model 4 Hospital)
2. Cavan General Hospital (Model 3 Hospital)
3. Connolly Hospital, Blanchardstown (Model 3 Hospital)
4. Our Lady of Lourdes Hospital, Drogheda (Model 3 Hospital)
5. Louth County Hospital (Model 2 Hospital)
6. Monaghan Hospital (Model 2 Hospital)

5.1 Dublin North East (RCSI) Hospital Group, Emergency Departments (4 Departments)

Four hospitals within the Dublin North East (RCSI) Hospital Group indicated that they had Emergency Departments. These services are as follows:

1. Beaumont Hospital (Model 4 Hospital)
2. Cavan General Hospital (Model 3 Hospital)
3. Connolly Hospital, Blanchardstown (Model 3 Hospital)
4. Our Lady of Lourdes Hospital, Drogheda (Model 3 Hospital)

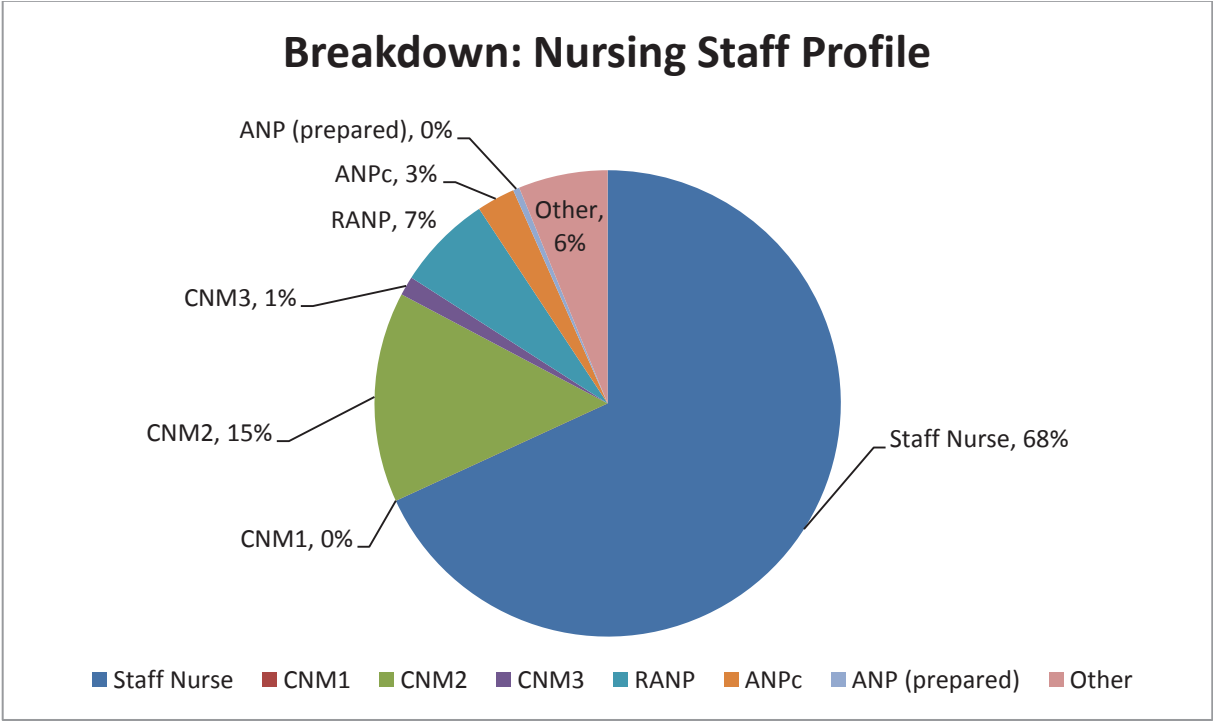
5.1.1 Nursing Staff Profile (Emergency Departments)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 87 below and in Figure 130 overleaf.

Table 87 Nursing Staff Profile (Emergency Departments)

Staff approved and in post on 29th February 2016	Approved		In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
	WTE	Head Count	WTE	HC	WTE	HC	WTE	HC
Staff Nurse	153.09	154	143.39	32	31.5	21	21	
Clinical Nurse Manager 1	0	0	0	0	0	0	0	
Clinical Nurse Manager 2	30.5	33	29	0	0	0	0	
Clinical Nurse Manager 3	2.6	3	2.6	0	0	1	1	
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	13.8	14	13.8	2	2	1	1	
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	0	0	0	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	1	1	1	1	1	0	0	
ANP Candidate	6	6	6	2	2	0	0	
ANP Prepared	1	1	1	0	0	0	0	
Clinical Education Facilitator	2	1	1	0	0	0	0	
Clinical Support Nurse	1.5	2	1.1	1	1	0	0	
Education Co-ordinator	1	1	1	0	0	0	0	
GP Liaison Nurse	4	5	4	0	0	0	0	
Research Nurse	0	0	0	0	0	0	0	
Clinical Nurse Specialist	4	3	3	0	0	1	1	
Other	2	2	2	0	0	0	0	
Totals	222.49	226	208.89	38	37.5	24	24	

Figure 130 Nursing Staff Profile



5.1.2 Nursing Staff Qualifications

5.1.2.1 Additional Registerable Qualifications

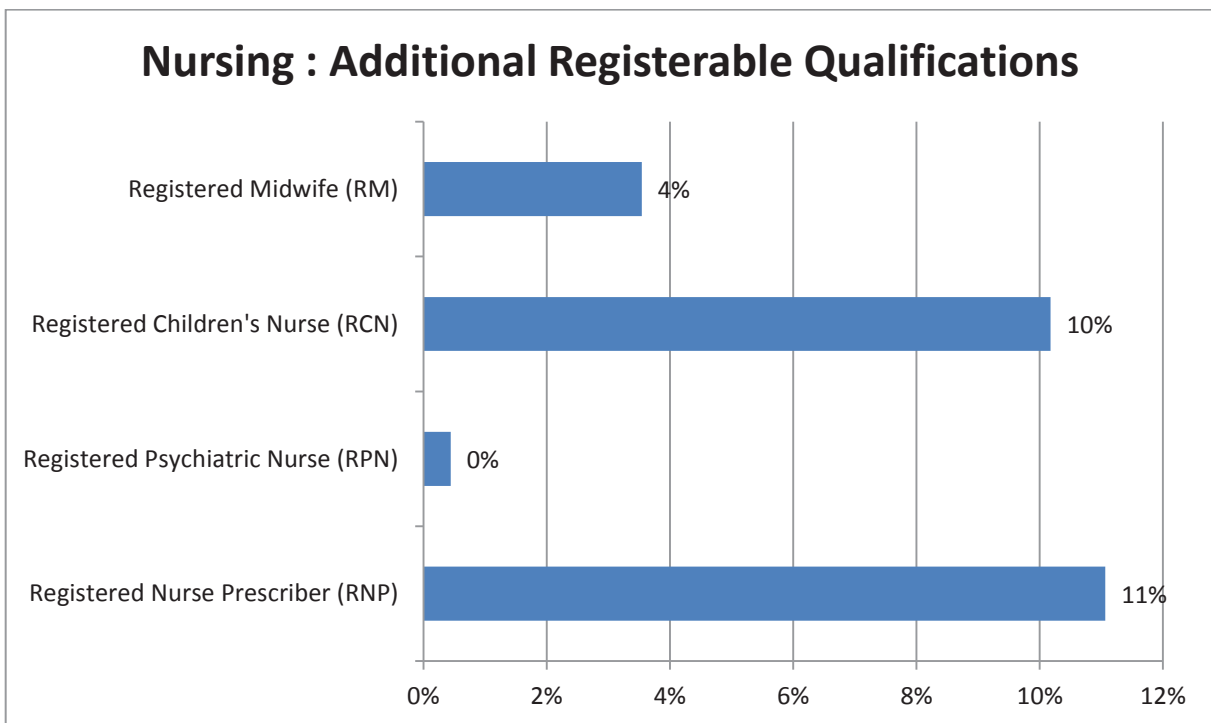
Services were asked to identify numbers of nurses in their units with registerable qualifications additional to their primary qualification. Findings can be seen in Table 88 and Figure 131.

Table 88 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	4%
Registered Children's Nurse (RCN)	10%
Registered Psychiatric Nurse (RPN)	0%
Registered Nurse Prescriber (RNP)	11%
Other	0%

Registered Nurse Prescriber (RNP) refers to those nurses who have achieved a Medicinal Product Prescribing qualification and who are registered with the Nursing and Midwifery Board of Ireland (NMBI). Not all nurses who undertook a prescribing education programme are registered with NMBI.

Figure 131 Additional Registerable Qualifications



5.1.2.2 Nursing Staff Qualifications/Working towards Qualifications

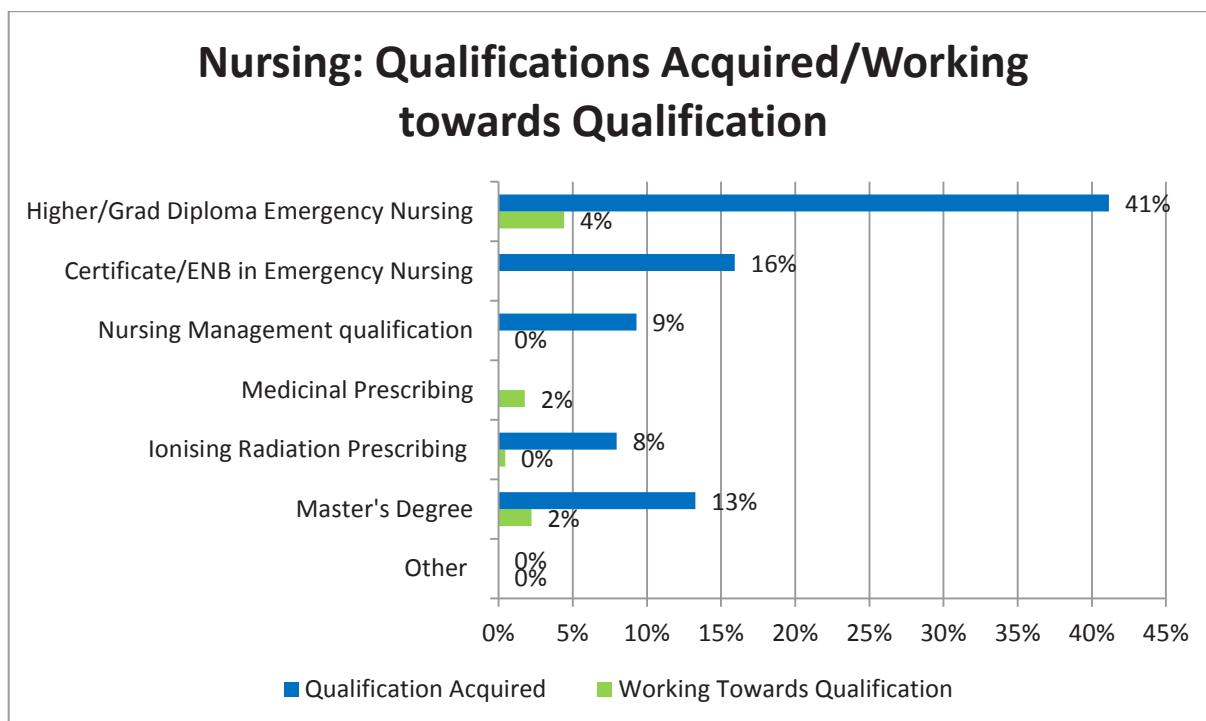
For this question services identified the numbers of nurses in their EDs who had undertaken (or were currently undertaking) specific educational programmes – Higher/Graduate Diploma Emergency Nursing; Certificate/ENB in Emergency Nursing; Nursing Management qualification; Medicinal Prescribing; Ionising Radiation Prescribing; and any qualification at master’s degree level. Findings are presented in Table 89 and Figure 132. Data in Table 89 are presented as numbers of nurses rather than percentages.

Table 89 Nursing Staff Qualifications/Working towards Qualification

	Qualifications Acquired	Working Toward Qualifications
Higher/Grad Diploma Emergency Nursing	93	10
Certificate/ENB in Emergency Nursing	36	not requested*
Nursing Management qualification	21	0
Medicinal Prescribing	not requested	4
Ionising Radiation Prescribing	18	1

*These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas

Figure 132 Nursing Staff Qualifications Acquired and Working towards Qualification



5.1.3 Nursing Staff Advanced Life Support Skills

Services were asked to identify numbers of nurses in their EDs with certification in a variety of advanced life support skills. Findings are presented in Table 90. Findings for each specific resuscitation programme are also presented and in Figures 133 through 136 on the following pages.

Table 90 Nursing Staff Advanced Life Support Skills

Advanced Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	4%	2%	0.4%
Paediatric Programme (APLS/EPLS/PALS)	18%	8%	1%
Trauma Programme (ATLS/TNCC/ATNC)	14%	12%	0.4%
Advanced Cardiac Life Support (ACLS)	35%	15%	2%
Emergency Planning MIMMS/HMIMS	0%	0%	0%
EMBS (Burns)	0%	0%	0%
Other	0%	0%	0%

Figure 133 Neonatal Resuscitation

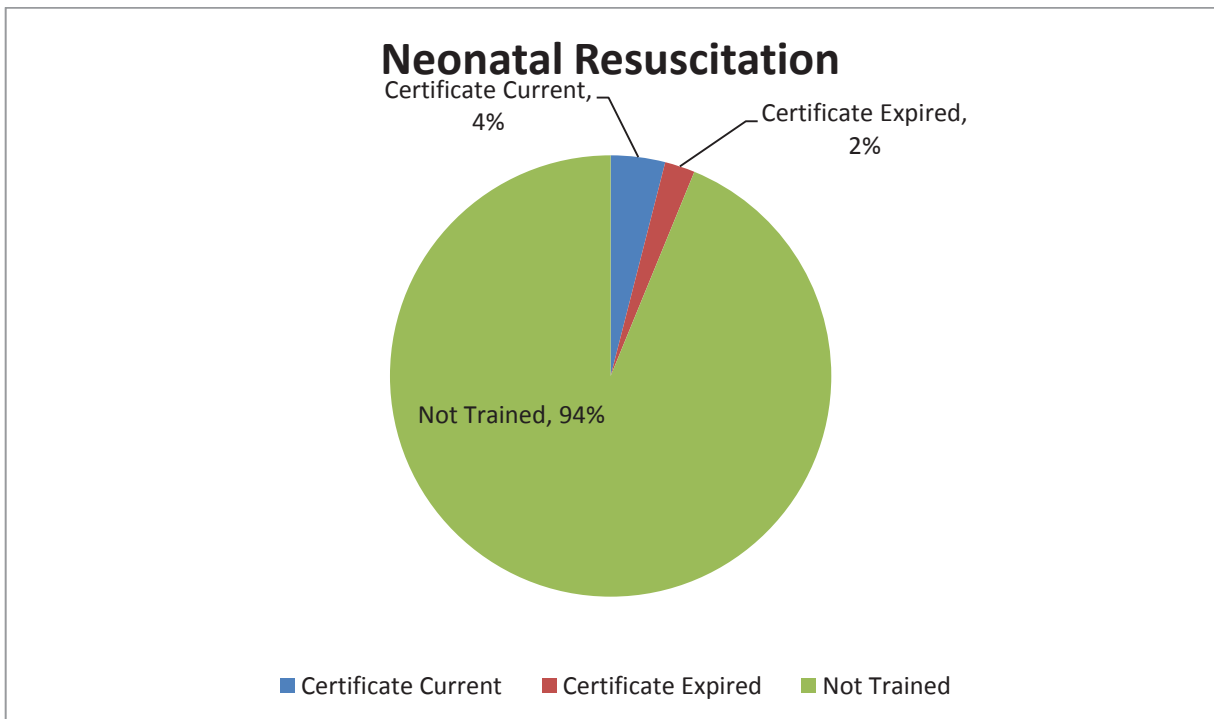
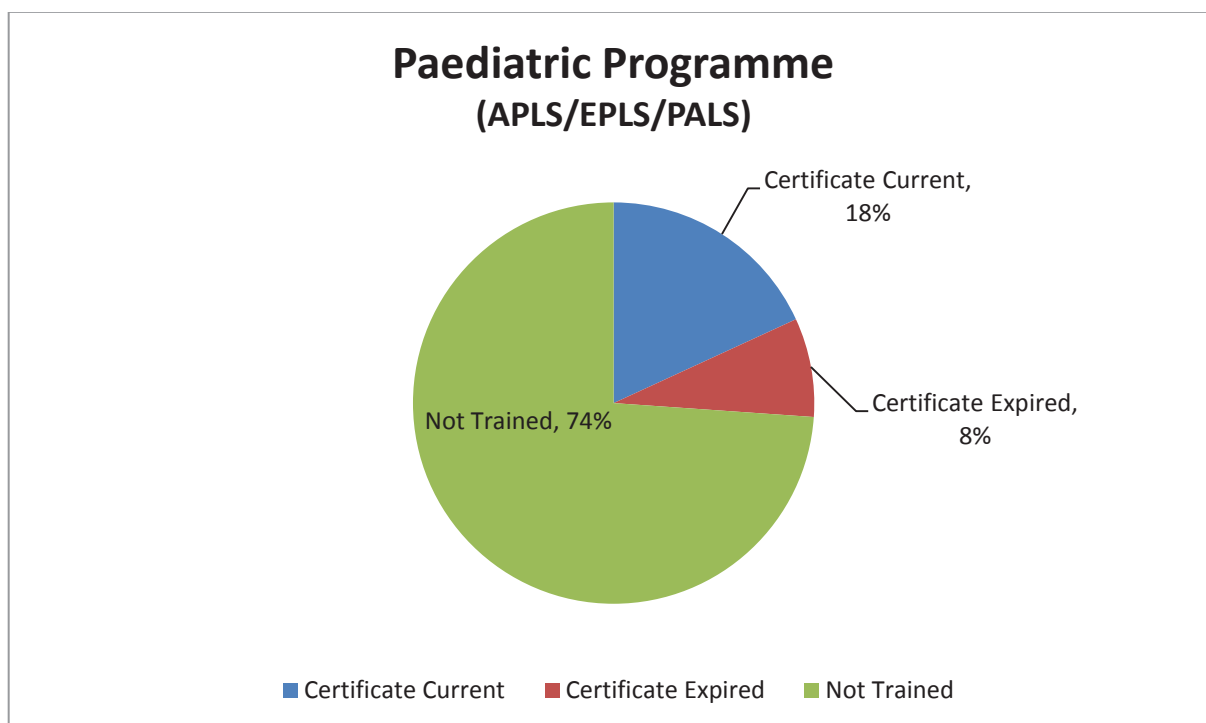
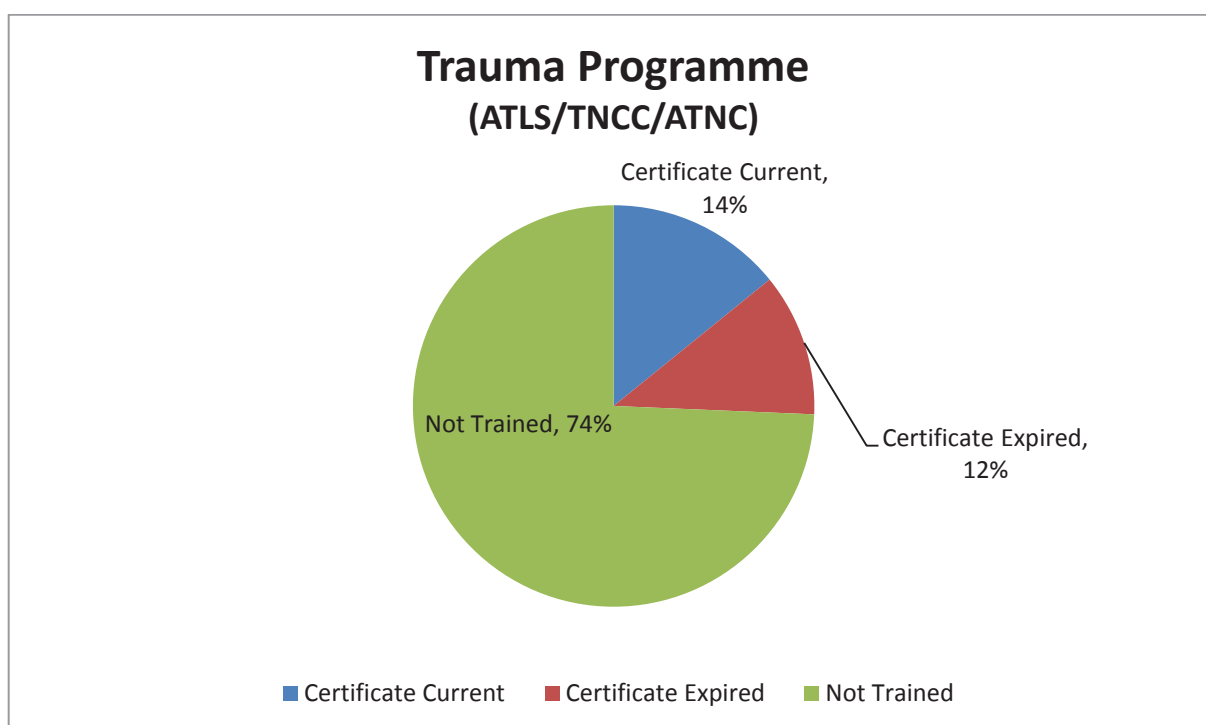


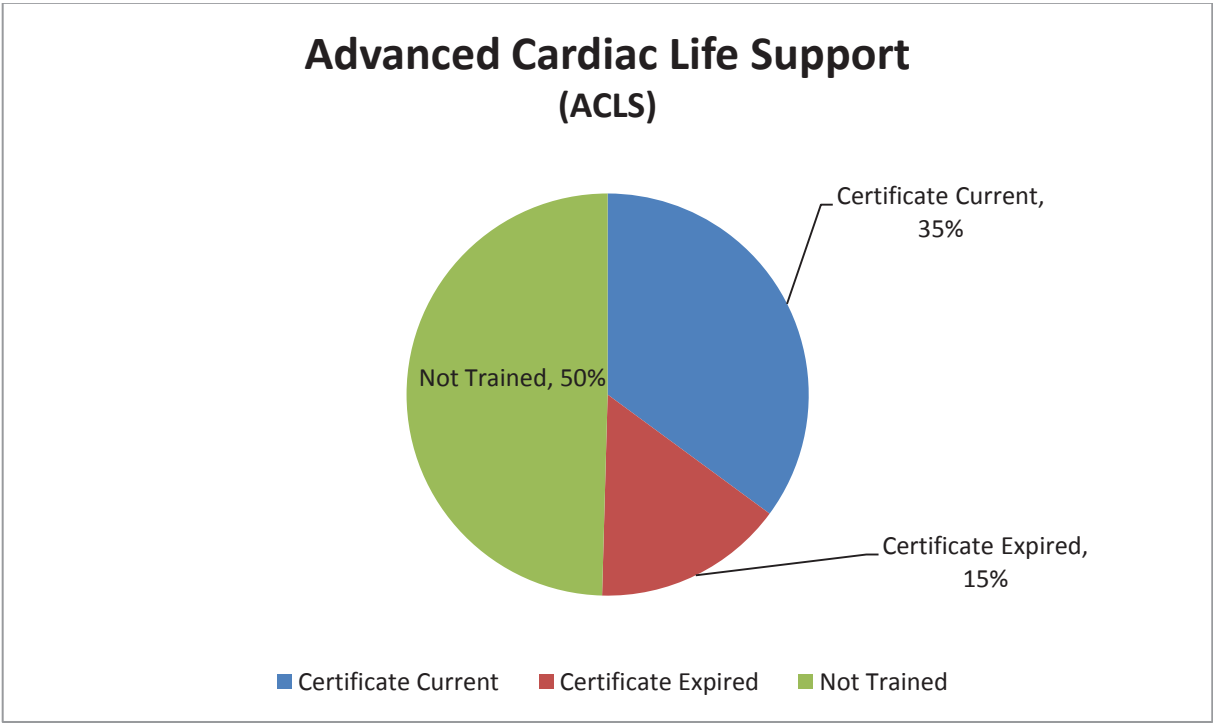
Figure 134 Paediatric Programme

Sites were asked to identify numbers of nurses with APLS, EPLS or PALS– results are reported for all three programmes together – breakdown not possible.

Figure 135 Trauma Programme

Sites were asked to identify numbers of nurses with ATLS, TNCC or ATNC – results are reported for all three programmes together – breakdown not possible.

Figure 136 Advanced Cardiac Life Support



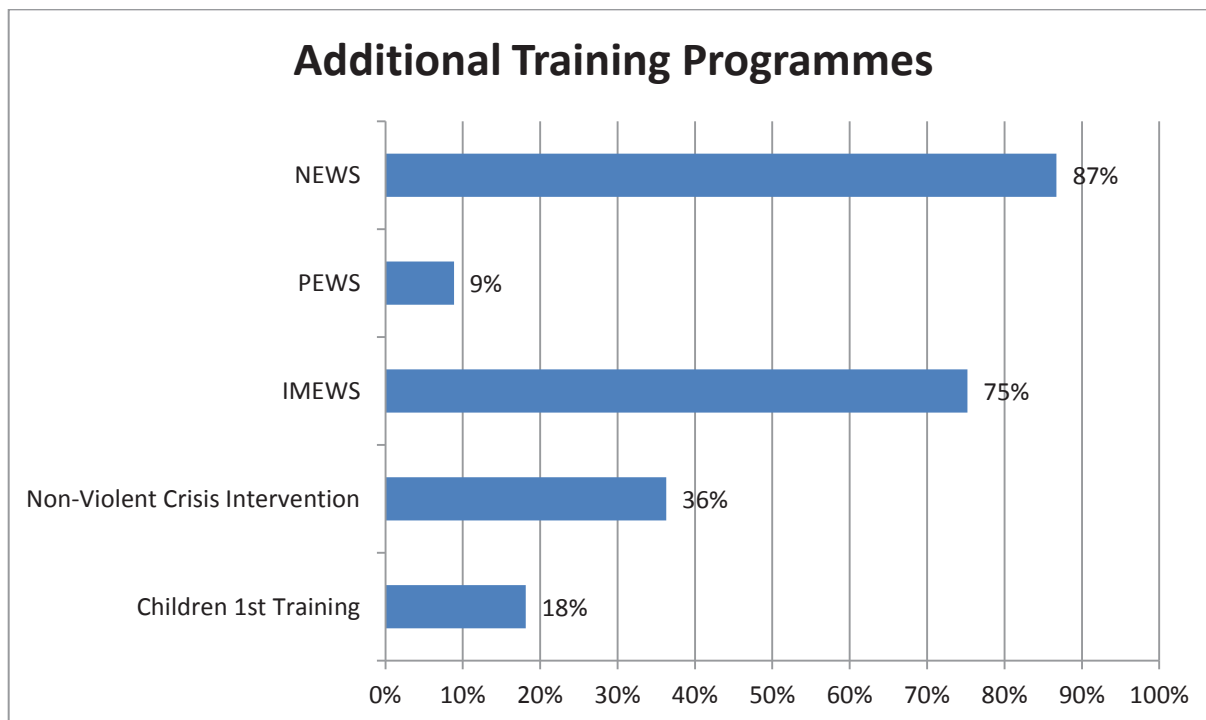
5.1.4 Nursing Staff Additional Training Programmes

Services were asked to identify the numbers of nurses who had undertaken training in a range of training programmes – NEWS, PEWS, IMEWS, Non-Violent Crisis Intervention and Children First Training. Findings can be seen in Table 91 below and Figure 137.

Table 91 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	87%
PEWS	9%
IMEWS	75%
Non-Violent Crisis Intervention	36%
Children First Training	18%
Other	0%

Figure 137 Additional Training Programmes



5.1.5 Nursing Clinical Skills and Competencies

Services were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained for each skill or competency. Findings for the three categories are presented on the following pages.

5.1.5.1 Assessment Skills

Table 92 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	78%	22%	3
Irish Children's Triage System (<i>Children Only</i>)	8%	92%	2
I MIST AMBO	18%	82%	1
Basic ECG Interpretation	82%	18%	4
Advanced ECG Interpretation	23%	77%	3
Interpretation of Arterial Blood Gases	35%	65%	4
Chest Examination	5%	95%	1
Abdominal Examination	3%	97%	1
Limb Examination	11%	89%	1
Paediatric Respiratory Assessment	13%	87%	1
Visual Acuity	3%	97%	0
Delirium Assessment (4ATs)	0%	100%	0
Frailty Assessment	29%	71%	1

Figure 138 Nursing Assessment Skills Graph 1

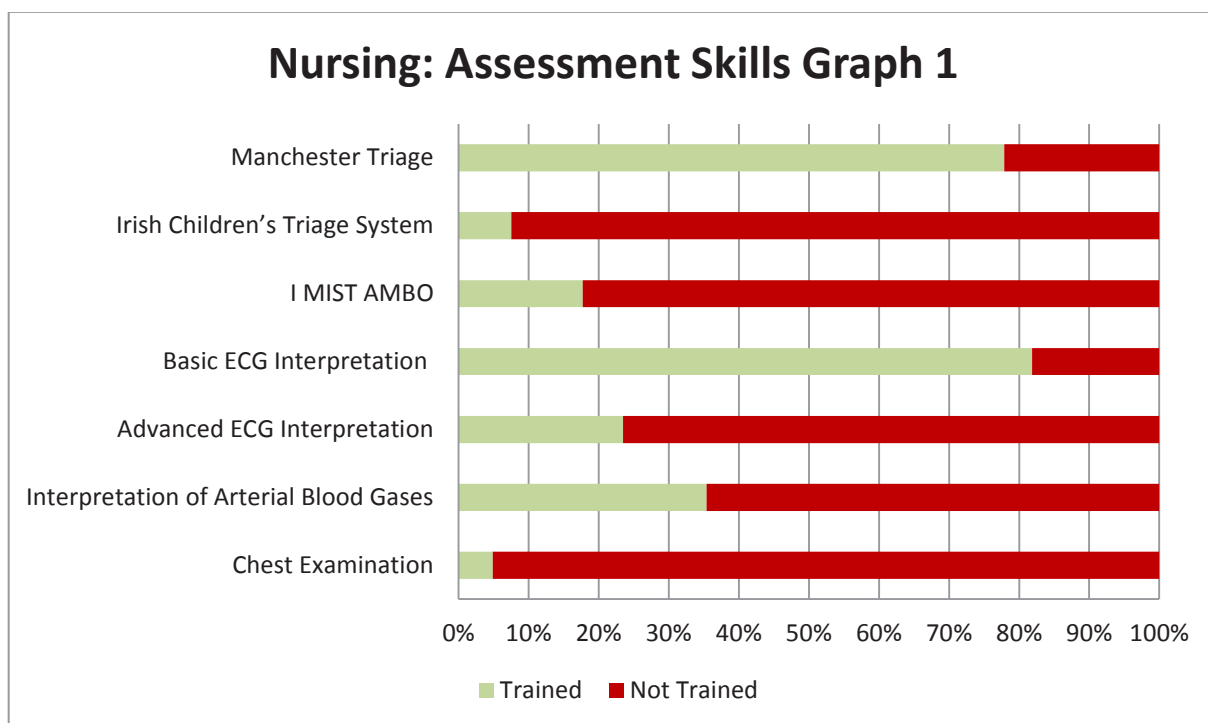
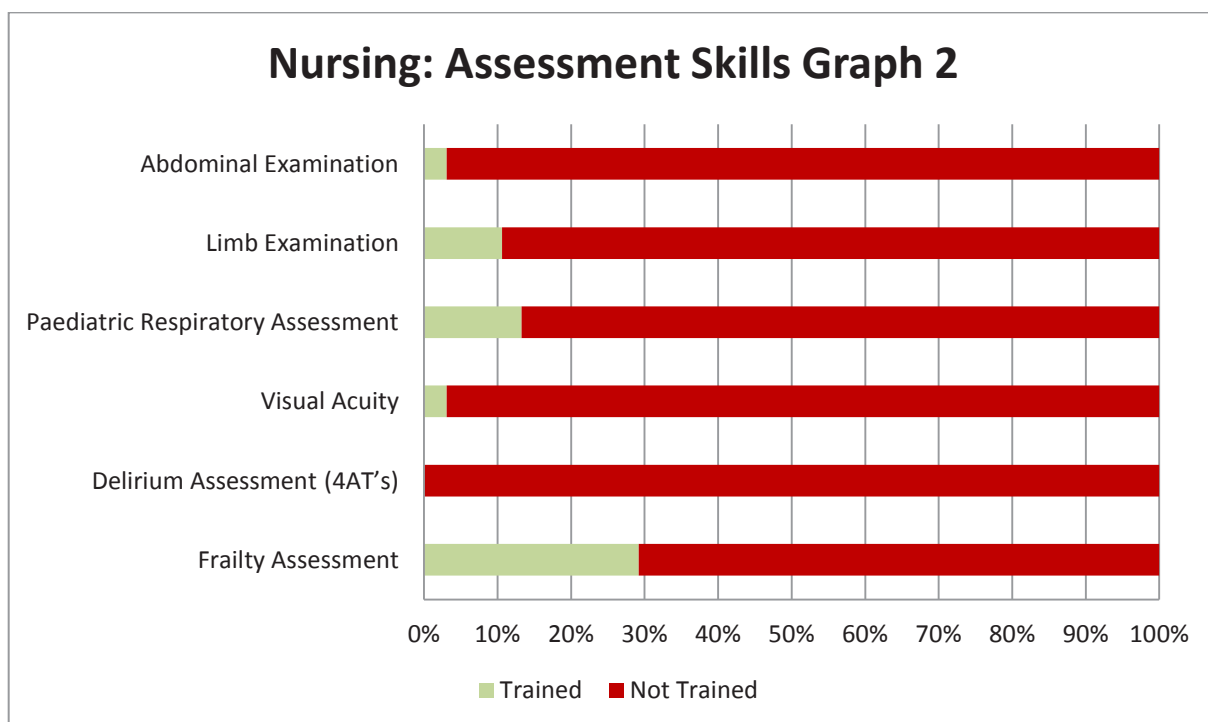


Figure 139 Nursing Assessment Skills Graph 2



5.1.5.2 Clinical Skills

Table 93 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	85%	15%	4
IV Cannulation	85%	15%	4
Blood culture sampling	42%	58%	3
Arterial Blood Gas sampling	1%	99%	1
Administration of 1st dose antibiotics	82%	18%	4
Medication Management (through Protocol)*	89%	11%	4
Procedural sedation	0%	100%	1
Male Catheterisation	7%	93%	2
Replacement of supra-public catheters	0%	100%	0
Replacement of PEG Tubes	0%	100%	1
Management of Non Invasive Ventilation (NIV)	33%	67%	3
Use of external chest compression device (LUCAS)	56%	44%	3
Nurse defibrillation (passed ACLS)	36%	64%	4
External Pacing	23%	77%	4
Cardioversion	13%	87%	2
Suturing	7%	93%	1
Wound closure (steri-strips/glue)	79%	21%	4
Removal of foreign bodies (ear, nose etc)	9%	91%	2
Nasal packing	11%	89%	2
Eye Irrigation	75%	25%	3
Casting	8%	92%	3
Splinting	22%	78%	1
Fitting for walking aids	1%	99%	1
Log-roll team leader	55%	45%	3
Cervical spine immobilisation	61%	39%	3
Local Major Emergency Planning Training	29%	71%	1
Pre-hospital retrieval team Training	10%	90%	0

*Medication administered through locally agreed protocols

Figure 140 Nursing Clinical Skills Graph 1

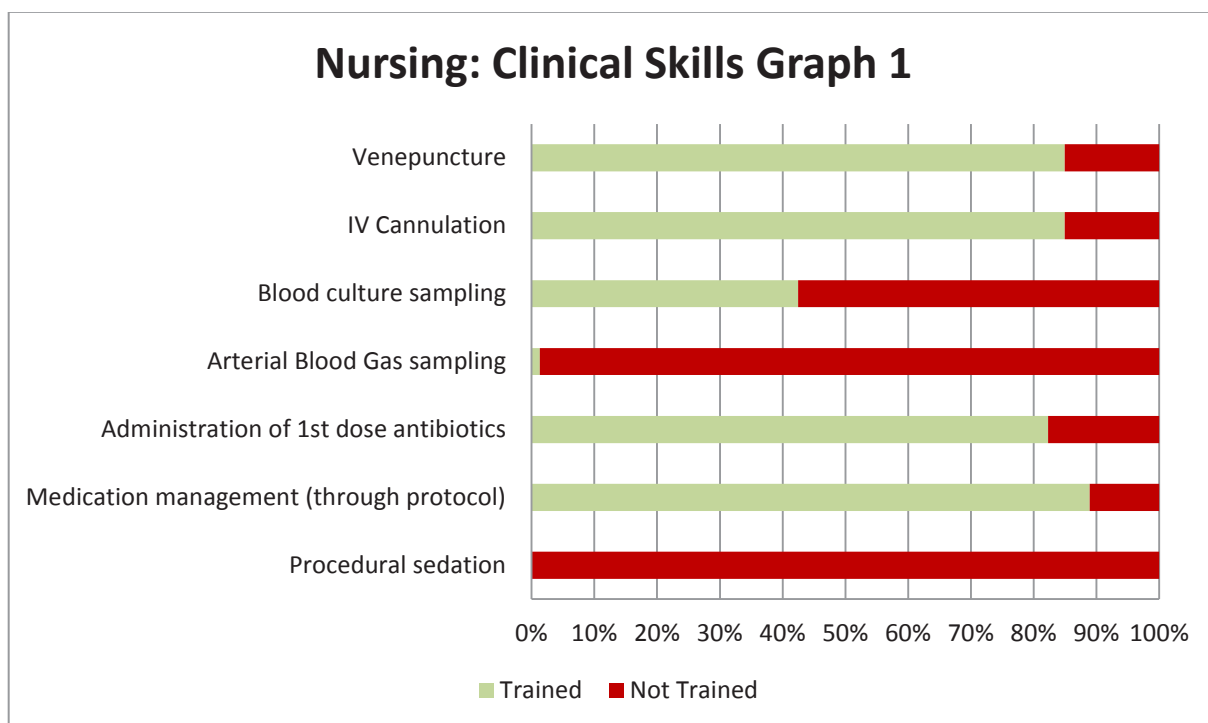


Figure 141 Nursing Clinical Skills Graph 2

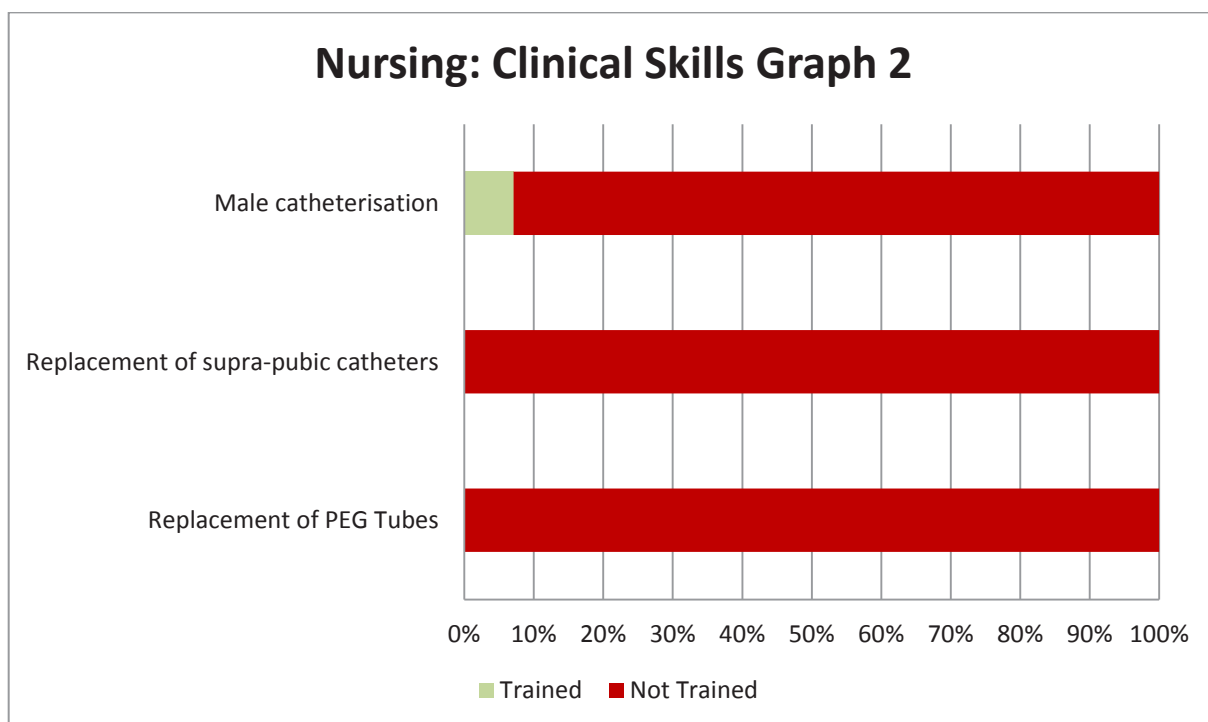


Figure 142 Nursing Clinical Skills Graph 3

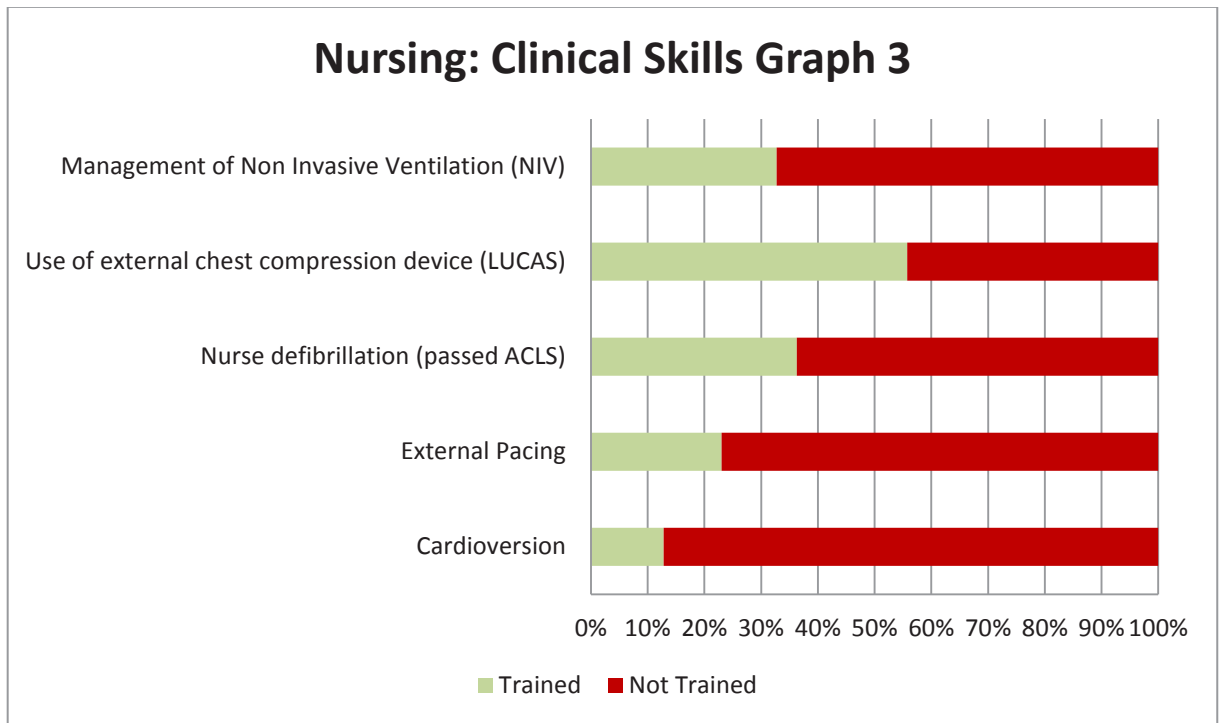


Figure 143 Nursing Clinical Skills Graph 4

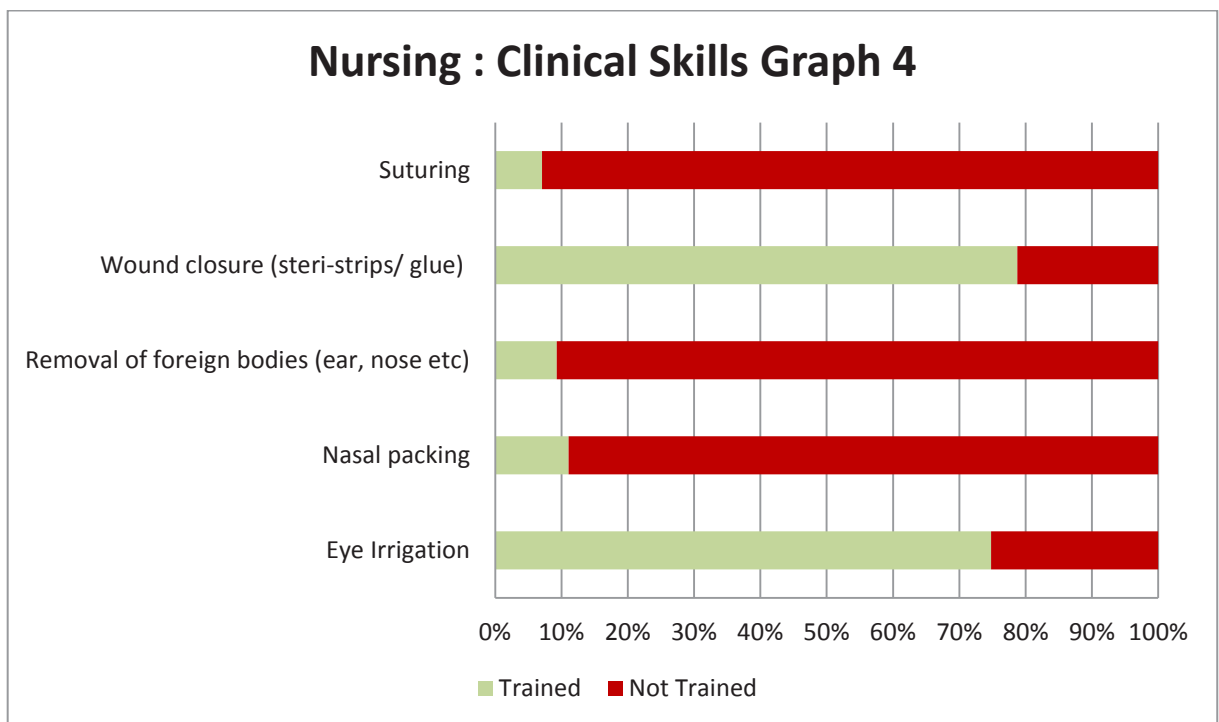
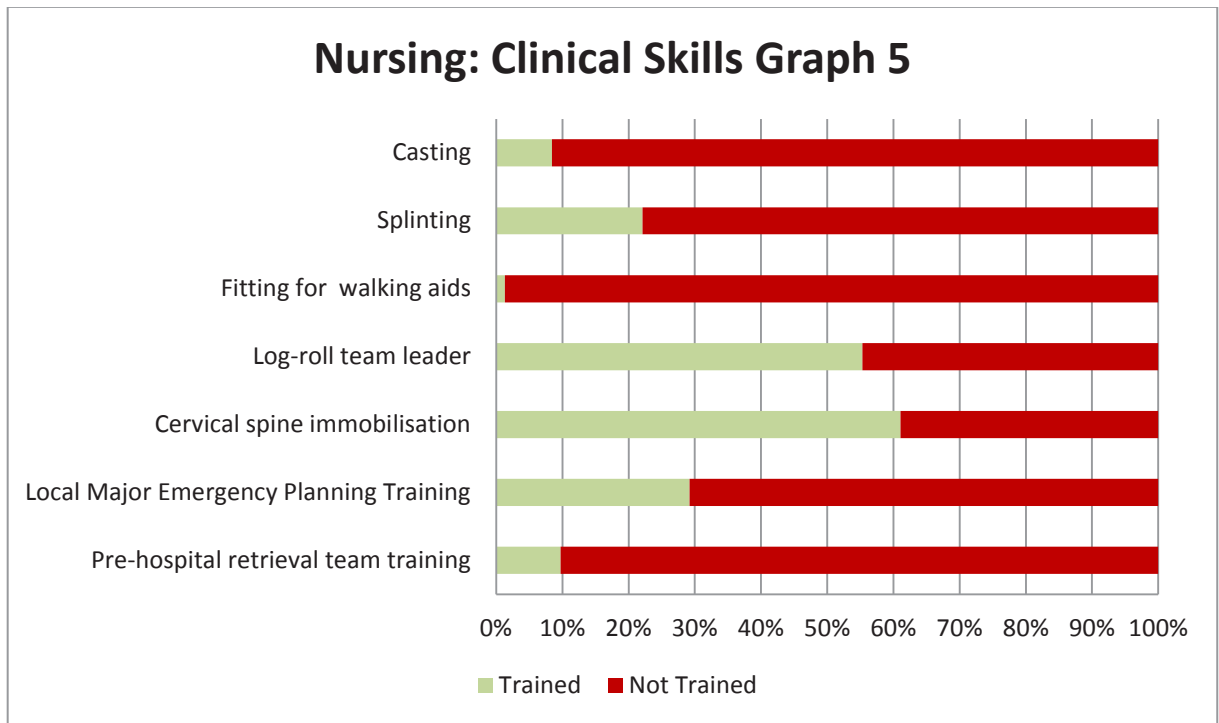


Figure 144 Nursing Clinical Skills Graph 5

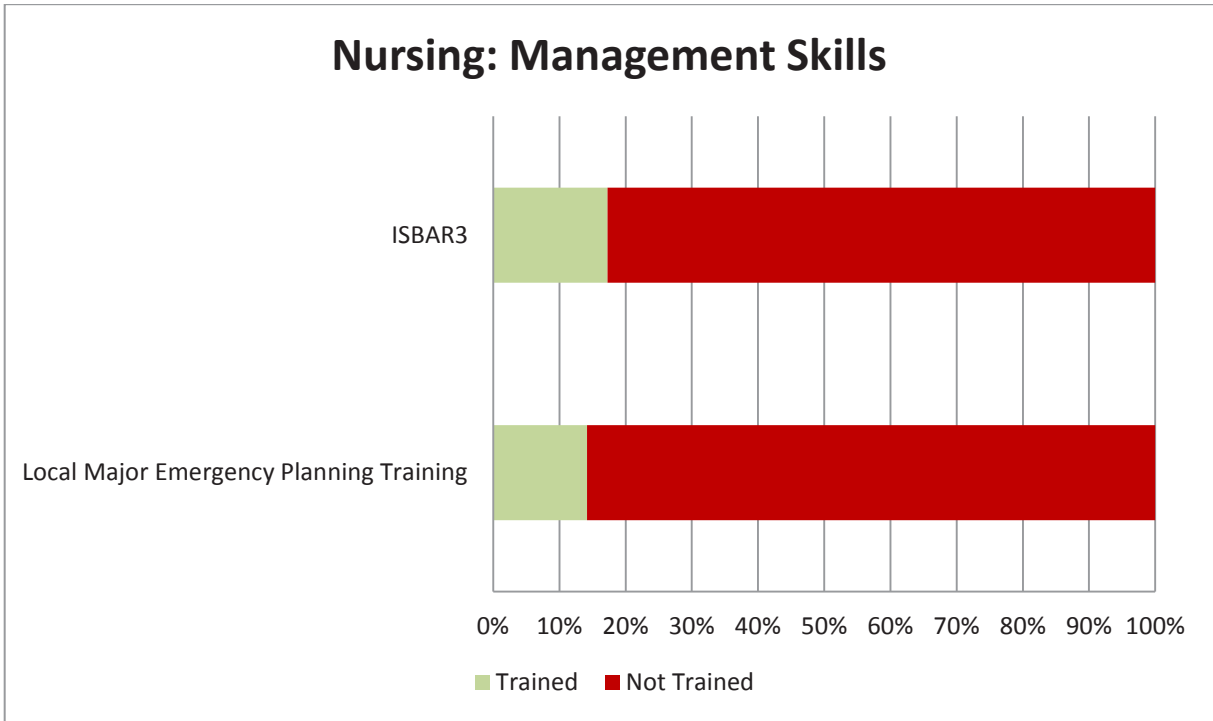


5.1.5.3 Management Skills

Table 94 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	17%	83%	2
Local Major Emergency Planning Training	14%	86%	1

Figure 145 Nursing Management Skills



5.1.6 Education Initiatives

Table 95 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	4	0	2 weeks – 1 day
Foundation programme in emergency nursing	1	3	3 months
Emergency Nursing (Level 8 QQI)	2	2	RSCI
Emergency Nursing (Level 9 QQI)	1	3	RSCI
De-escalation Training	4	0	Nurses, HCAs, MTAs, Doctors, Security, Others

Site facilitation of a programme is where a site hosts some lectures and clinical placements for a Higher Education Institute (HEI).

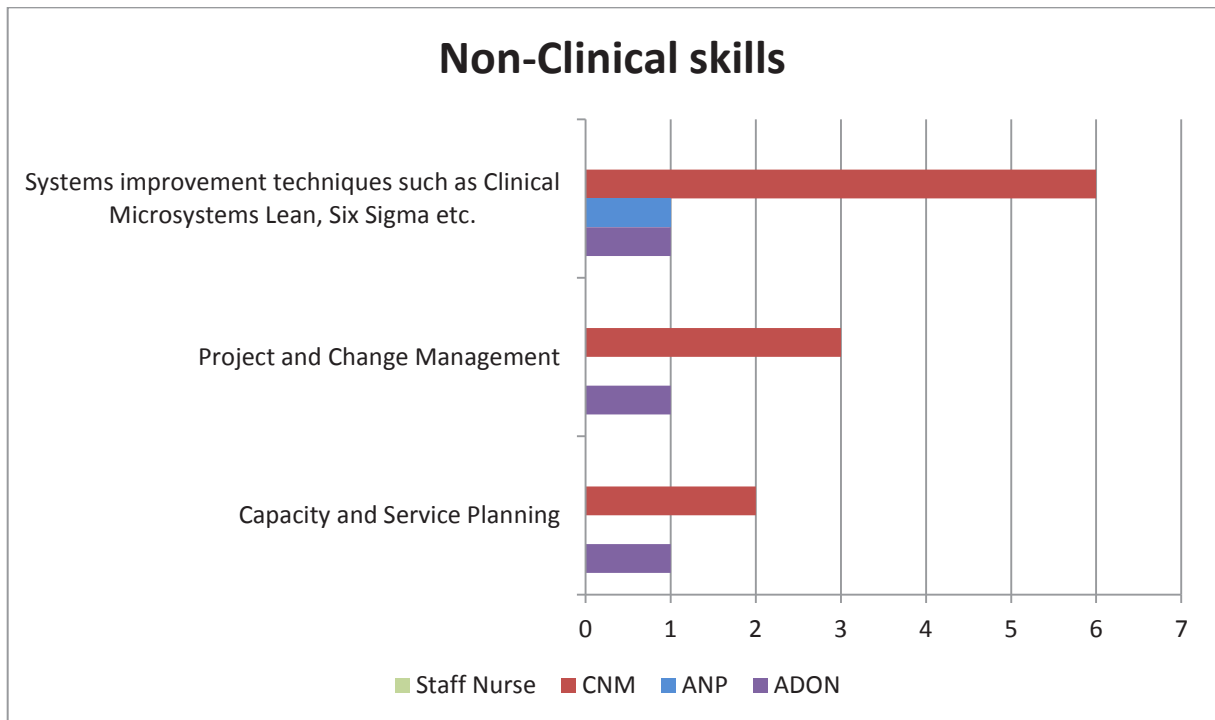
5.1.7 Non-Clinical Skills

Findings presented as numbers of nurses (of a total of 226 nurses) rather than percentages in Table 96 and Figures 146 and 147.

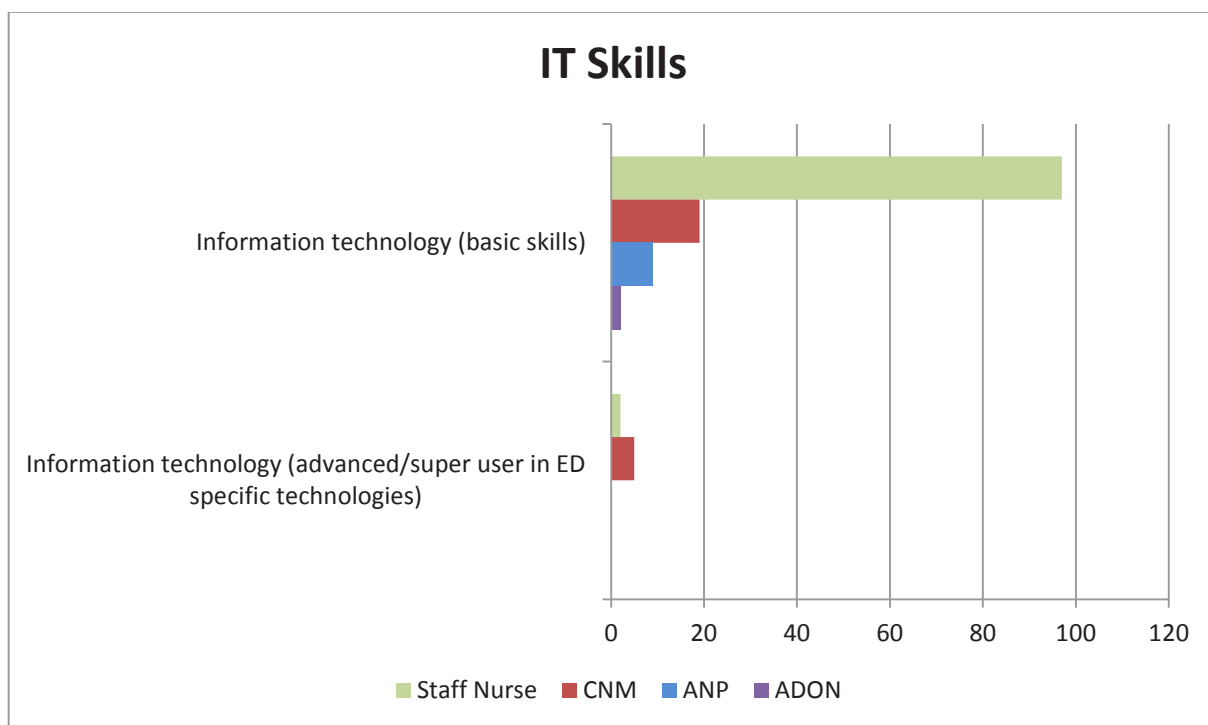
Table 96 Non-Clinical Skills

Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	0	6	1	1
Project and Change Management	0	3	0	1
Capacity and Service Planning	0	2	0	1
Information technology (basic skills)	97	19	9	2
Information technology (advanced/super user in ED specific technologies)	2	5	0	0

Figure 146 Non-Clinical Skills



Findings presented as numbers of nurses (of a total of 226 nurses) rather than percentages.

Figure 147 IT Skills

Findings presented as numbers of nurses (of a total of 226 nurses) rather than percentages.

5.1.8 Health Care Assistant (HCA) Profile and Qualifications

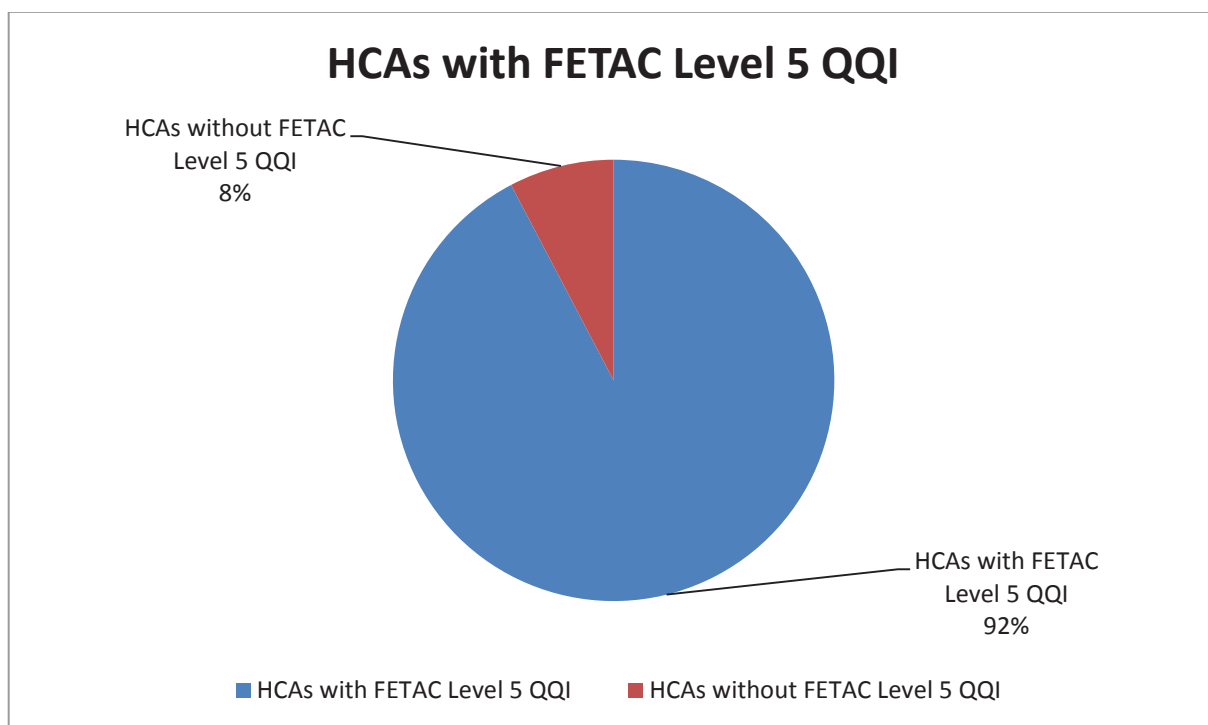
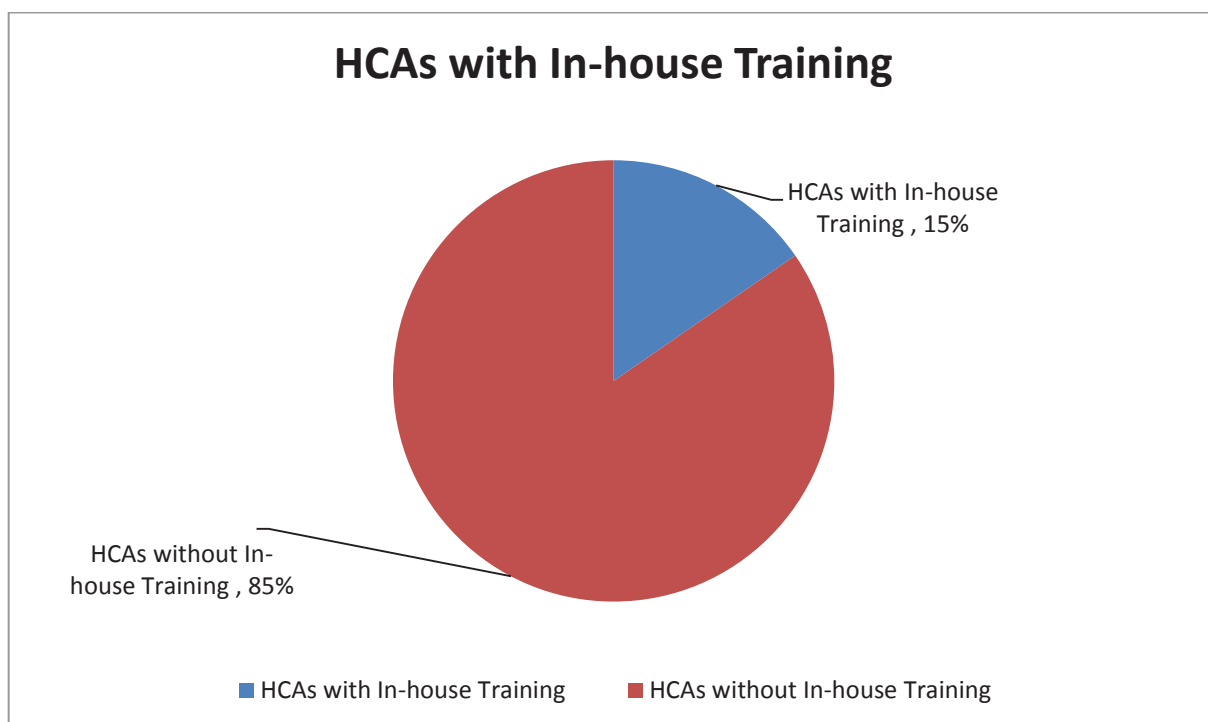
Table 97 Health Care Assistant (HCA) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by HCAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
24.6	26	23.6	See Table 98	24	4	0	

Table 98 Rostered hours provided by HCAs

Rostered hours provided by HCAs

24/7x3 (24 hours x 7 days x 3 sites) (Rostered hours provided for 24 hours, 7 days per week in 3 sites)
12/7x1 (12 hours x 7 days x 1 site) (Rostered hours provided for 12 hours, 7 days per week in 1 site)

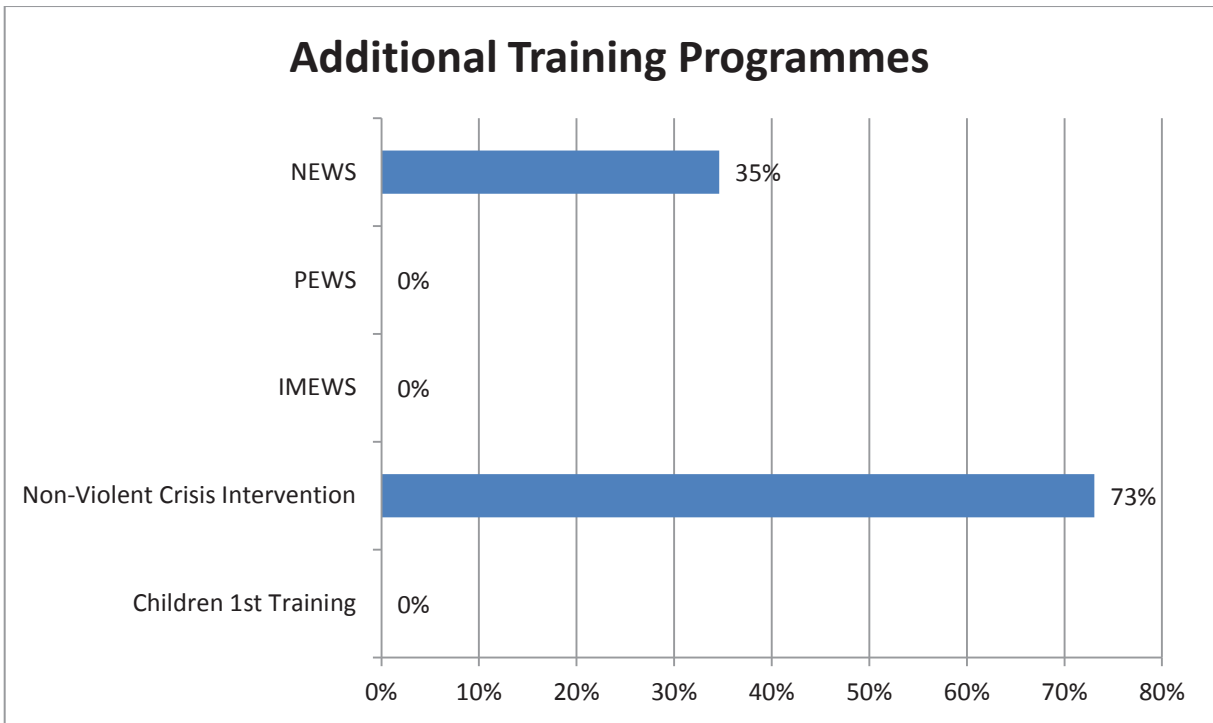
Figure 148 HCAs with FETAC Level 5 QOI Award**Figure 149 HCAs with In-house Training**

5.1.8.1 Health Care Assistants Additional Training Programmes

Table 99 Health Care Assistants Additional Training Programmes

Name of Programme	% HCAs Trained
NEWS	35%
PEWS	0%
IMEWS	0%
Non-violent Crisis Intervention	73%
Children First Training	0%
Other	0%

Figure 150 Additional Training Programme



5.1.9 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Table 100 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Clinical Skills & Competencies	% HCAs Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	96%	4%	4
Application of external chest compression device	12%	88%	2
Member of Log roll team	96%	4%	3
Assisting with Spinal immobilisation	88%	12%	3
Monitoring Vital Signs	50%	50%	3
One to one care (Special)	100%	0%	3
Patient transport (in-house)	100%	0%	3
Patient transport (off-site)	100%	0%	3
Attaching cardiac monitor	19%	81%	1
Recording ECG	15%	85%	1
Removal of rings	73%	27%	2
Assisting with application of Splints/casts	15%	85%	3
Urinalysis	42%	58%	4
Blood Glucose	42%	58%	4
Other skill(s) eg phlebotomy	4%	96%	1

The information in Table 100 above is presented graphically on the following page.

Figure 151 HCA Clinical Skills and Competencies Graph 1

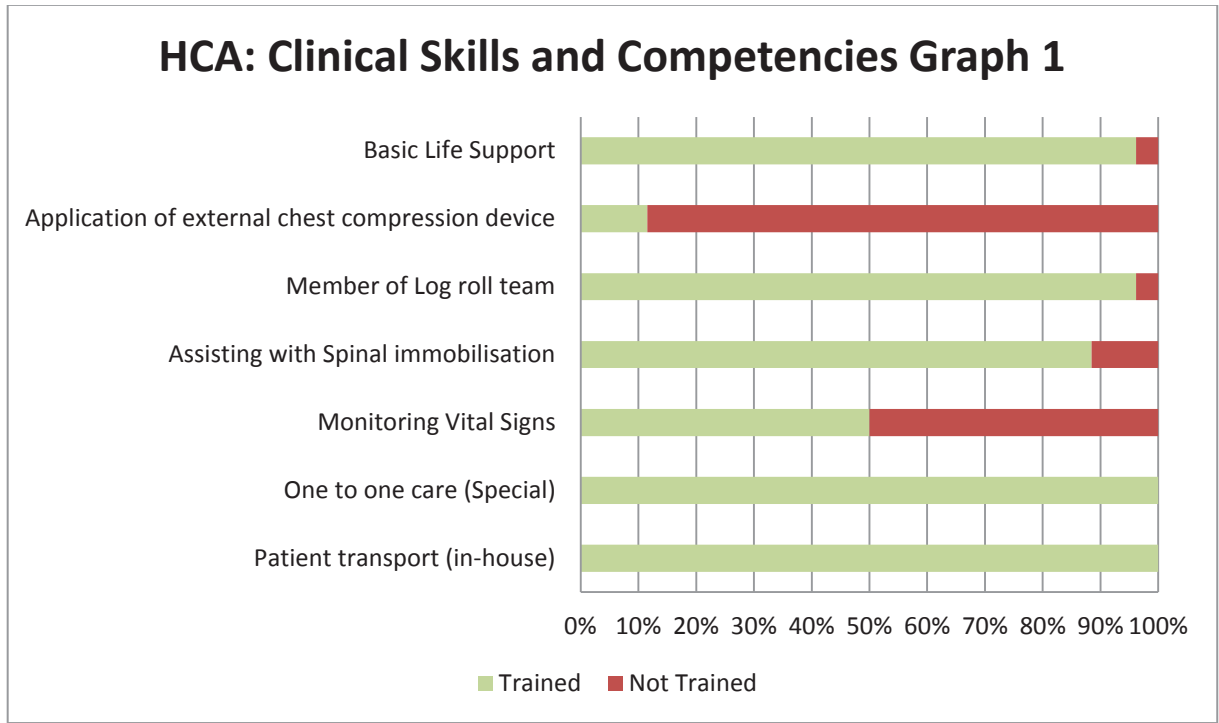
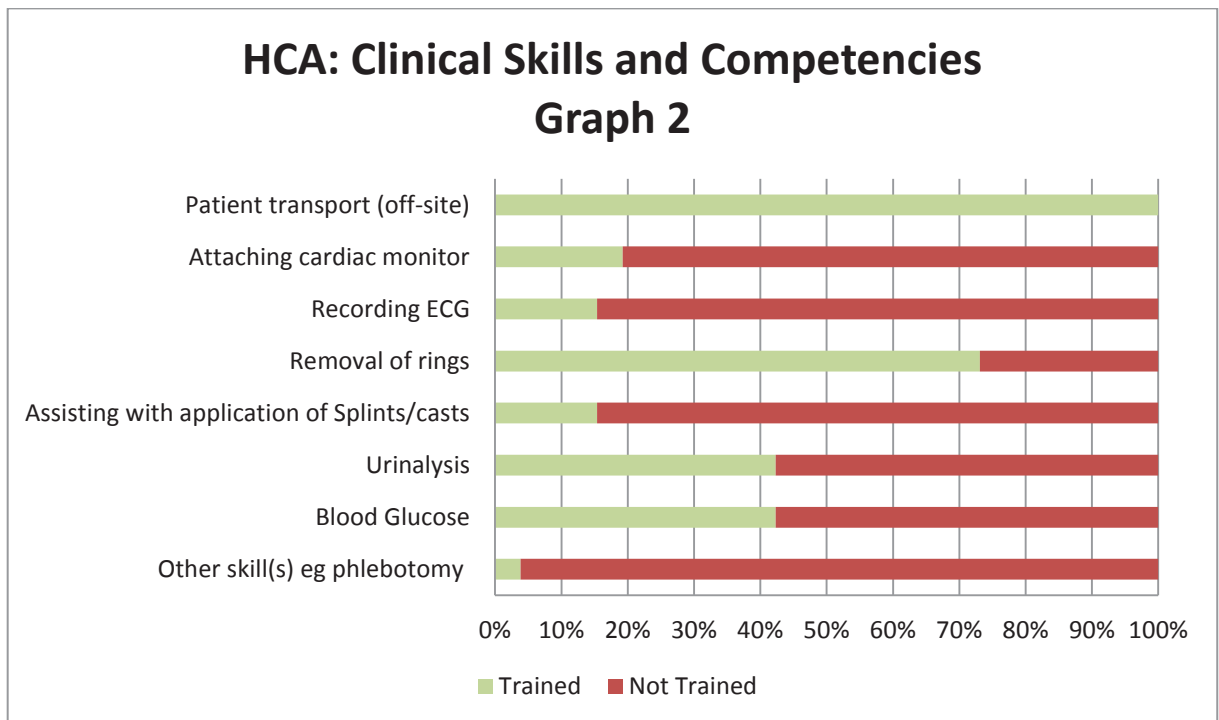


Figure 152 HCA Clinical Skills and Competencies Graph 2



5.1.10 Multitask Attendants (MTA) Profile and Qualifications

Table 101 Multitask Attendants (MTAs) Profile and Qualifications

Approved	In Post 29/02/2016		Please identify the cover provided by MTAs in your ED		Please provide a breakdown of qualifications held by these MTAs		
	WTE	H.C	WTE	e.g. 24/7, 12/7, 12/5, 8/5	FETAC WTE	In-house Training WTE	No Formal Training WTE
2	2	2	See Table 102		0	0	0

Table 102 Rostered hours provided by MTAs

Rostered hours provided by MTAs

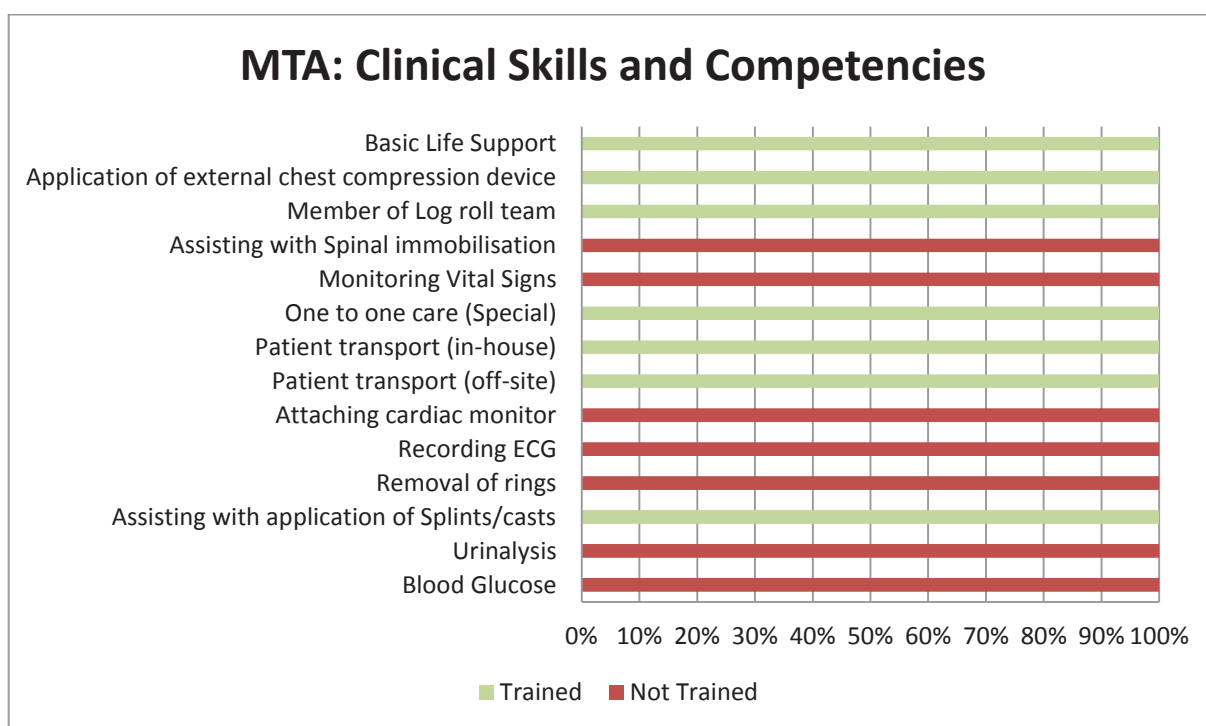
24/7x1 (24 hours x 7 days x 1 site) (Rostered hours provided for 24 hours, 7 days per week in 1 site)

5.1.11 Multitask Attendants Additional Clinical Skills and Competencies

Table 103 Multitask Attendants Additional Clinical Skills and Competencies

Clinical Skills and Competencies	% MTA Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	100%	0%	1
Application of external chest compression device	100%	0%	0
Member of Log roll team	100%	0%	1
Assisting with Spinal immobilisation	0%	100%	0
Monitoring Vital Signs	0%	100%	0
One to one care (Special)	100%	0%	1
Patient transport (in-house)	100%	0%	1
Patient transport (off-site)	100%	0%	1
Attaching cardiac monitor	0%	100%	0
Recording ECG	0%	100%	0
Removal of rings	0%	100%	0
Assisting with application of Splints/casts	100%	0%	1
Urinalysis	0%	100%	0
Blood Glucose	0%	100%	0
Other skill(s) eg phlebotomy	0%	100%	0

Figure 153 MTA Clinical Skills and Competencies



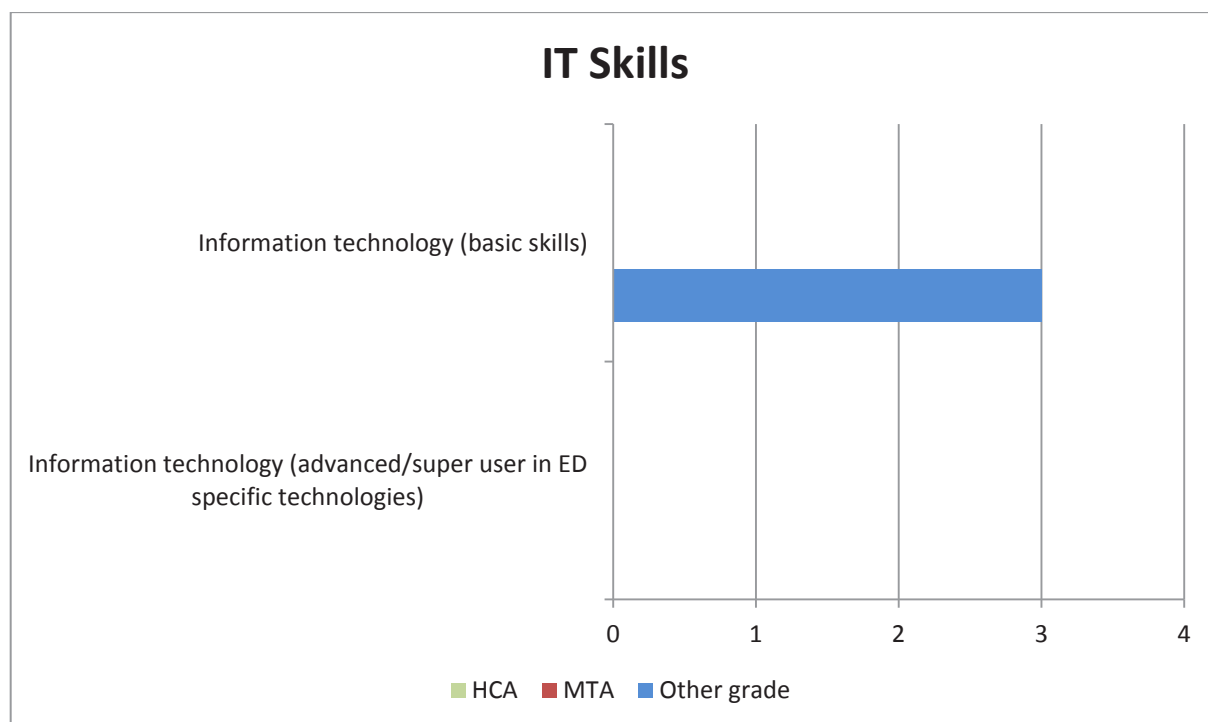
5.1.12 HCAs/MTAs Non-Clinical Skills

Findings presented as numbers of HCAs/MTAs rather than percentages in Table 104 and Figure 154.

Table 104 Non-Clinical Skills

Non-Clinical Skills	HCA	MTA	Other Grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.	0	0	0
Project and Change Management	0	0	0
Capacity and Service Planning	0	0	0
Information technology (basic skills)	0	0	3
Information technology (advanced/super user in ED specific technologies)	0	0	0

Figure 154 IT Skills



5.1.13 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.



5.2 Dublin North East (RCSI) Hospital Group, Injury Units (2 Units)

Two services within Dublin North East (RCSI) Hospital Group identified that they had an Injury Unit, in their hospital. These services are as follows:

Dublin North East (RCSI) Hospital Group

1. Louth County Hospital (Model 2 Hospital)
2. Monaghan Hospital (Model 2 Hospital)

Please note the number of nurses, in the Injury Units in Dublin North East (RCSI) Hospital Group is small; the findings in this section must be read with this in mind. There are no HCAs or MTAs in the two Injury Units in this hospital group.

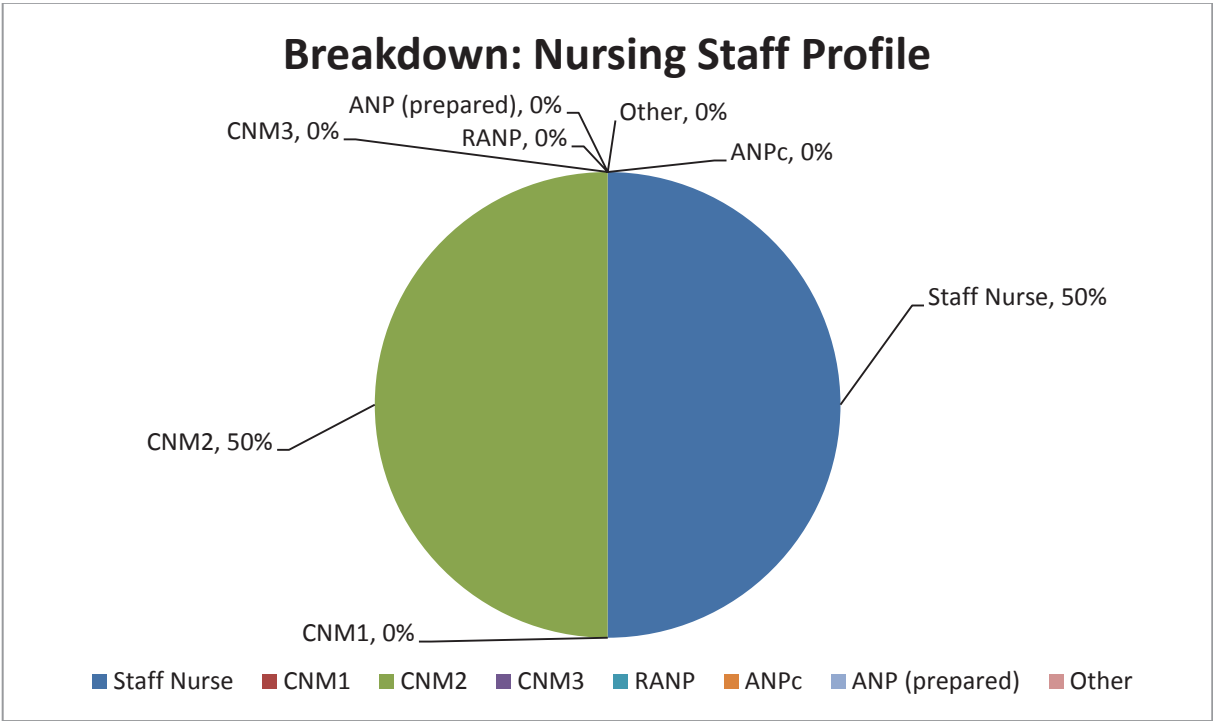
5.2.1 Nursing Staff Profile (Injury Units)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 105 below.

Table 105 Nursing Staff Profile (Injury Units)

Staff approved and in post on 29th February 2016	Approved		In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
	WTE	Head Count	WTE	HC	WTE	HC	WTE	
Staff Nurse	4.5	3	2.92	0	0	1	1	
Clinical Nurse Manager 1	0	0	0	0	0	0	0	
Clinical Nurse Manager 2	3	3	2.5	0	0	0	0	
Clinical Nurse Manager 3	0	0	0	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	0	0	0	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	0	0	0	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	0	0	0	0	0	0	0	
ANP Candidate	0	0	0	0	0	0	0	
ANP Prepared	0	0	0	0	0	0	0	
Clinical Education Facilitator	0	0	0	0	0	0	0	
Clinical Support Nurse	0	0	0	0	0	0	0	
Education Co-ordinator	0	0	0	0	0	0	0	
GP Liaison Nurse	0	0	0	0	0	0	0	
Research Nurse	0	0	0	0	0	0	0	
Clinical Nurse Specialist	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	
Totals	7.5	6	5.42	0	0	1	1	

Figure 155 Nursing Staff Profile



5.2.2 Nursing Staff Qualifications

5.2.2.1 Additional Registerable Qualifications

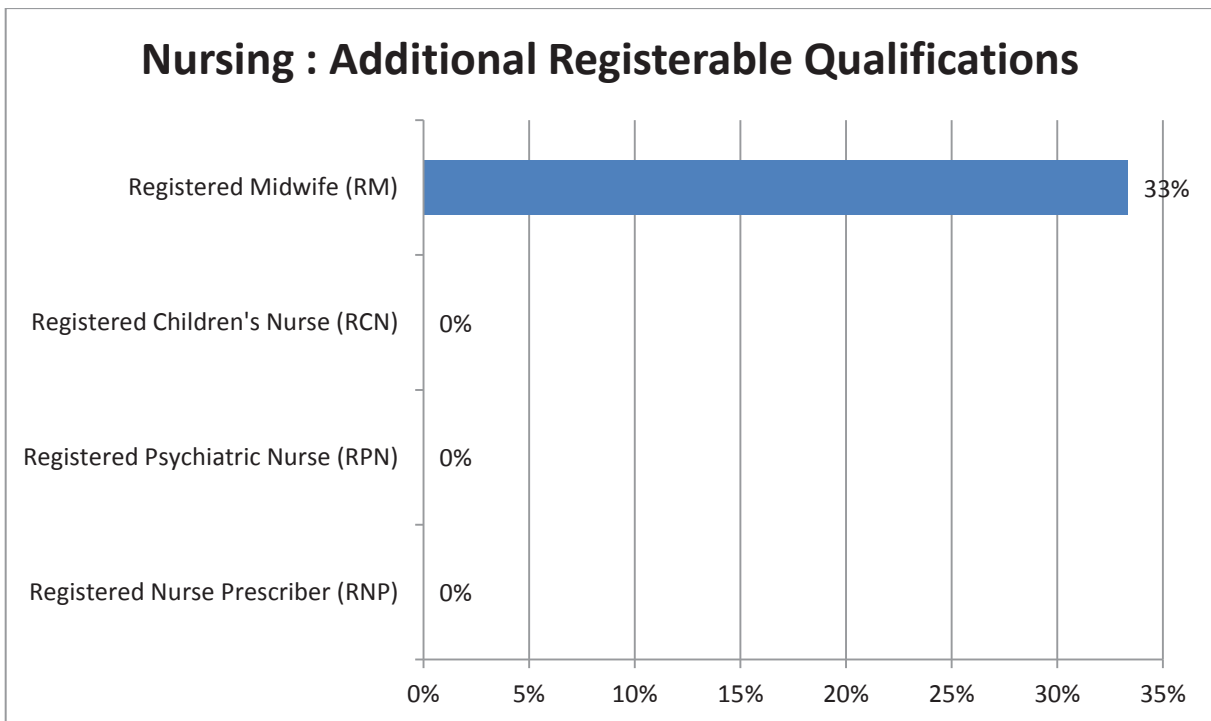
Services were asked to identify numbers of nurses in their units with registerable qualifications additional to their primary qualification. Findings are presented in Table 106 and Figure 156 below.

Table 106 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	33%
Registered Children's Nurse (RCN)	0%
Registered Psychiatric Nurse (RPN)	0%
Registered Nurse Prescriber (RNP)	0%
Other	0%

Registered Nurse Prescriber (RNP) refers to those nurses who have achieved a Medicinal Product Prescribing qualification and who are registered with the Nursing and Midwifery Board of Ireland (NMBI). Not all nurses who undertook a prescribing education programme are registered with NMBI.

Figure 156 Additional Registerable Qualifications



5.2.2.2 Nursing Staff Qualifications/Working towards Qualifications

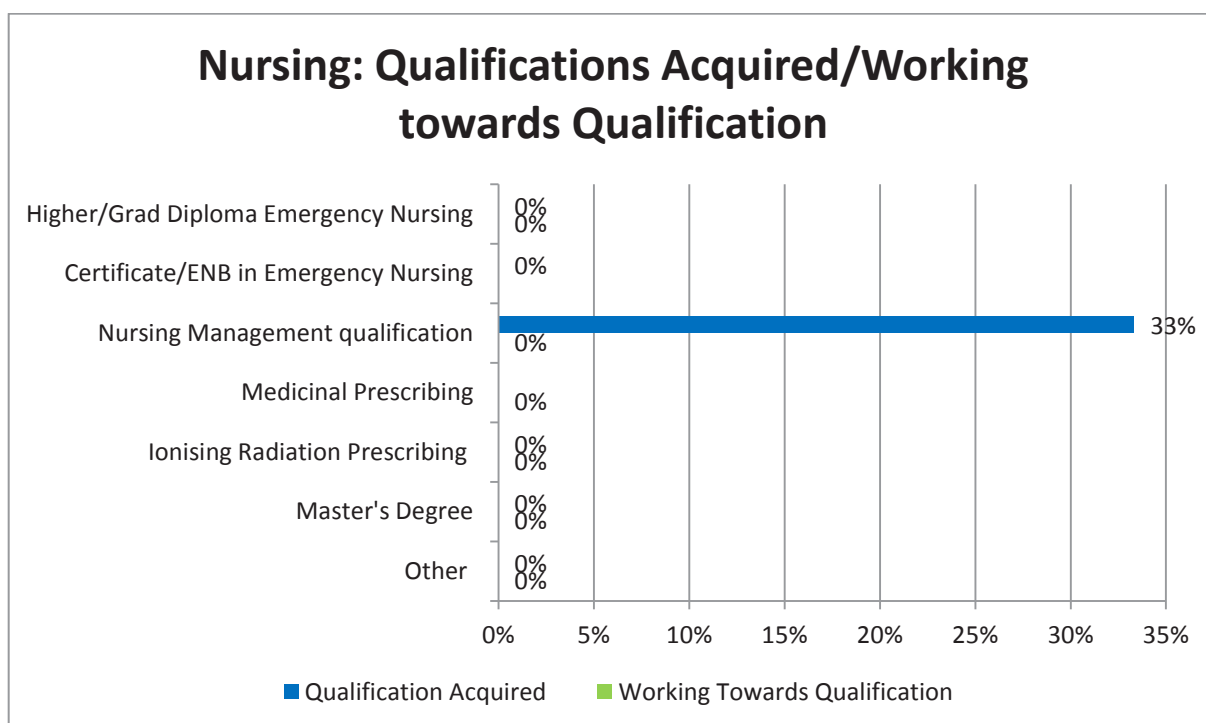
For this question services identified the numbers of nurses in their Injury Units who had undertaken (or were currently undertaking) specific educational programmes – Higher/Graduate Diploma Emergency Nursing; Certificate/ENB in Emergency Nursing; Nursing Management qualification; Medicinal Prescribing; Ionising Radiation Prescribing; and any qualification at master’s degree level. Findings are presented in Table 107 and Figure 157. Data in Table 107 are presented as numbers of nurses rather than percentages.

Table 107 Nursing Staff Qualifications/Working towards Qualification

	Qualifications Acquired	Working Toward Qualifications
Higher/Grad Diploma Emergency Nursing	0	0
Certificate/ENB in Emergency Nursing	0	not requested*
Nursing Management qualification	2	0
Medicinal Prescribing	not requested	0
Ionising Radiation Prescribing	0	0
MSc	0	0
Other	0	0

*These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas

Figure 157 Nursing Staff Qualifications Acquired and Working towards Qualification



5.2.3 Nursing Staff Life Support Skills

Table 108 Nursing Staff Life Support Skills

Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	0%	33%	0%
Paediatric Programme (APLS/EPLS/PALS)	0%	33%	0%
Trauma Programme (ATLS/TNCC/ATNC)	0%	0%	0%
Advanced Cardiac Life Support (ACLS)	0%	33%	0%
Emergency Planning MIMMS/HMIMS	0%	0%	0%
EMBS (Burns)	0%	0%	0%
Other	0%	0%	0%

Figure 158 Neonatal Resuscitation

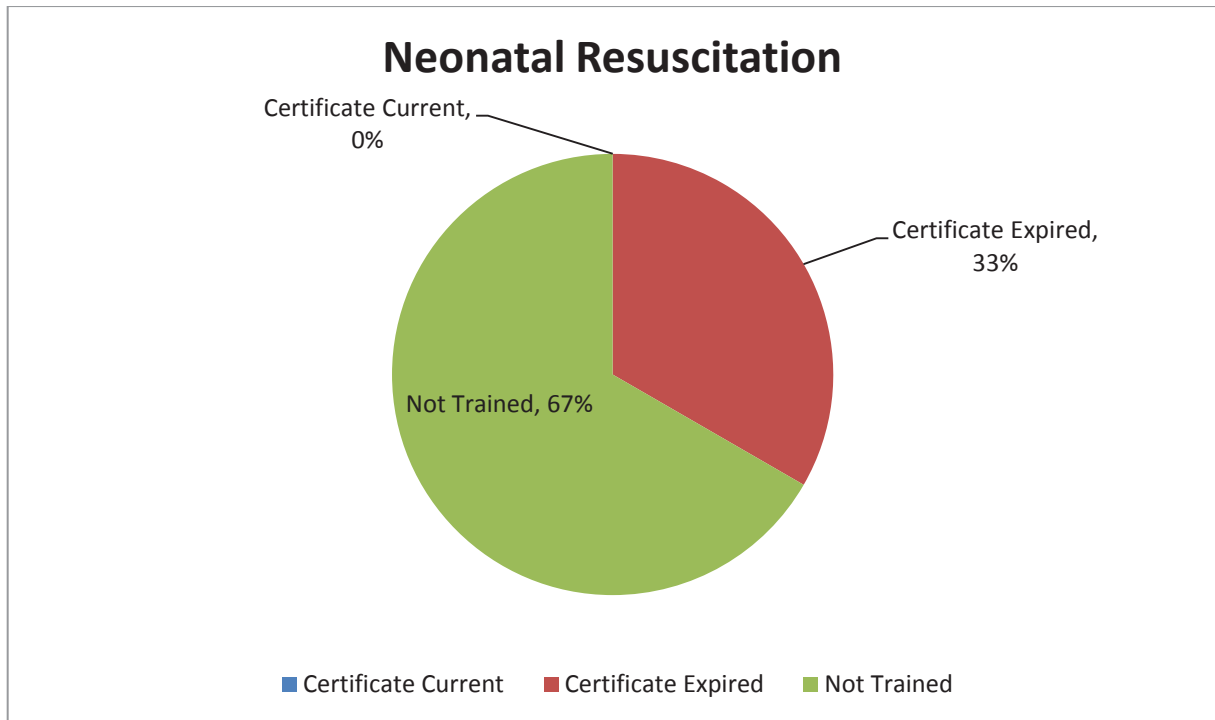
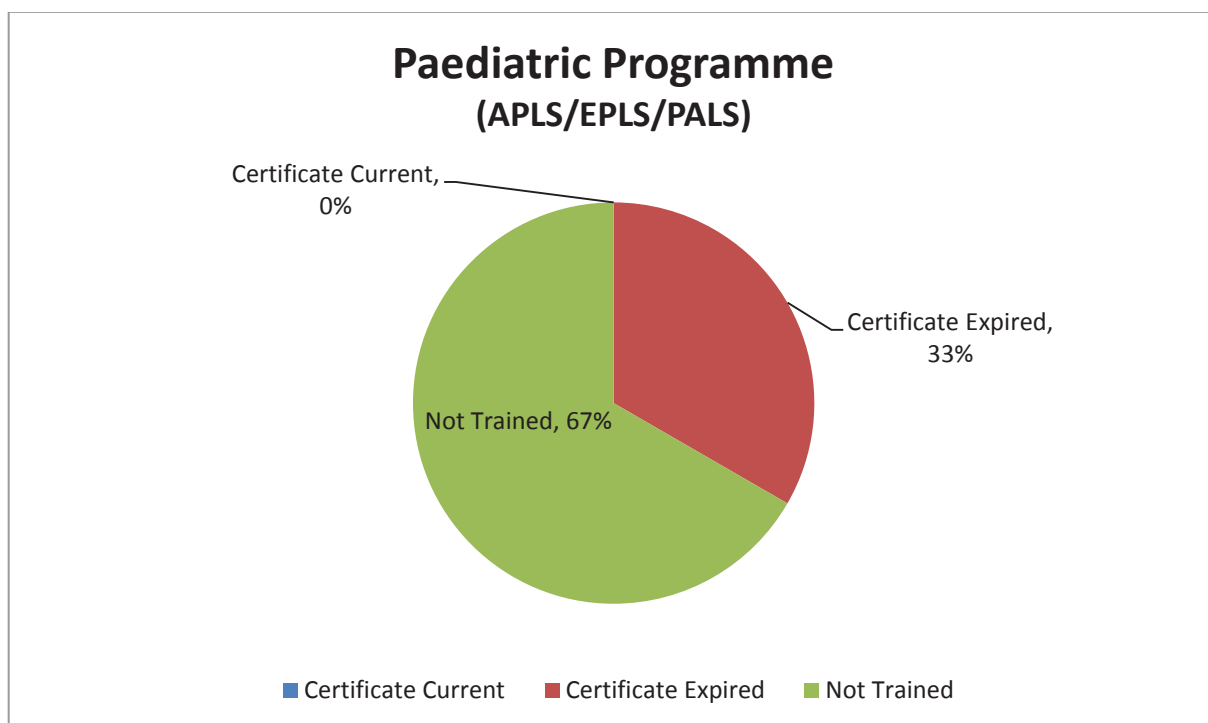
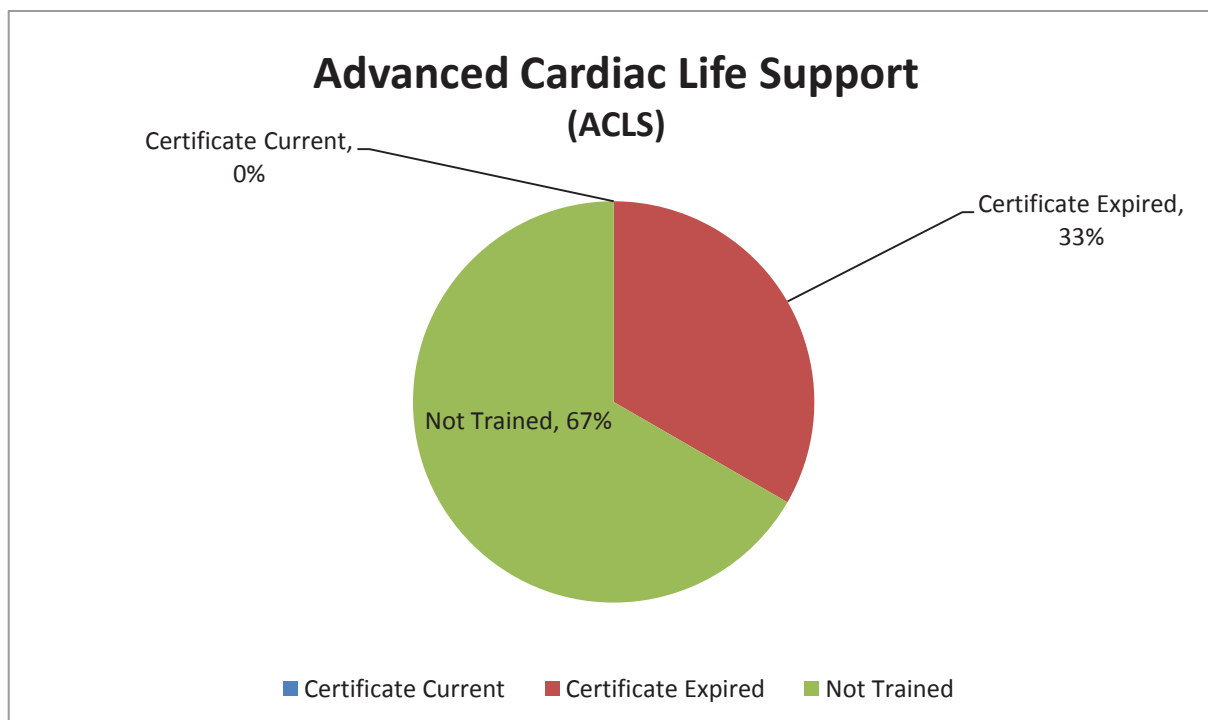


Figure 159 Paediatric Programme

Sites were asked to identify numbers of nurses with APLS, EPLS or PALS– results are reported for all three programmes together – breakdown not possible.

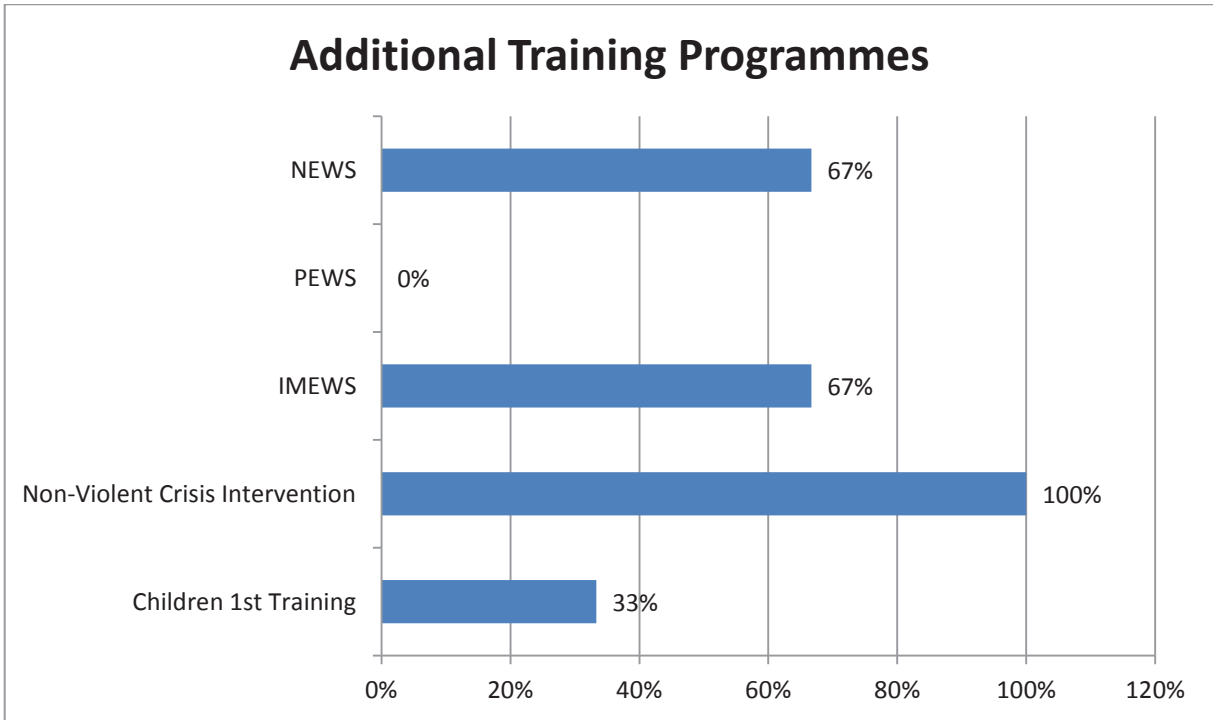
Figure 160 Advanced Cardiac Life Support

5.2.4 Nursing Staff Additional Training Programmes

Table 109 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	67%
PEWS	0%
IMEWS	67%
Non-Violent Crisis Intervention	100%
Children First Training	33%
Other	0%

Figure 161 Additional Training Programmes



5.2.5 Nursing Clinical Skills and Competencies

Services were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained for each skill or competency. Findings for the three categories are presented on the following pages.

5.2.5.1 Assessment Skills

Table 110 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	0%	100%	0
Irish Children's Triage System (<i>Children Only</i>)	33%	67%	0
I MIST AMBO	0%	100%	0
Basic ECG Interpretation	100%	0%	0
Advanced ECG Interpretation	67%	33%	0
Interpretation of Arterial Blood Gases	0%	100%	0
Chest Examination	0%	100%	0
Abdominal Examination	0%	100%	0
Limb Examination	0%	100%	0
Paediatric Respiratory Assessment	0%	100%	0
Visual Acuity	33%	67%	0
Delirium Assessment (4ATs)	0%	100%	0
Frailty Assessment	0%	100%	0

Figure 162 Nursing Assessment Skills Graph 1

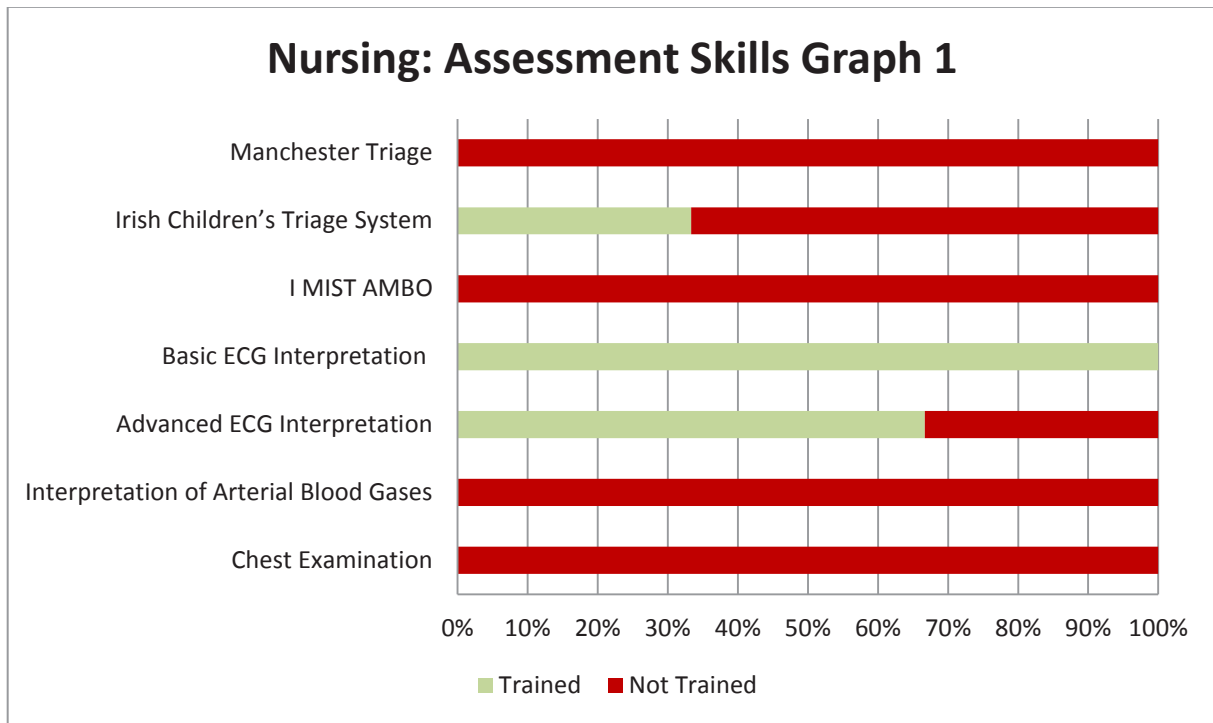
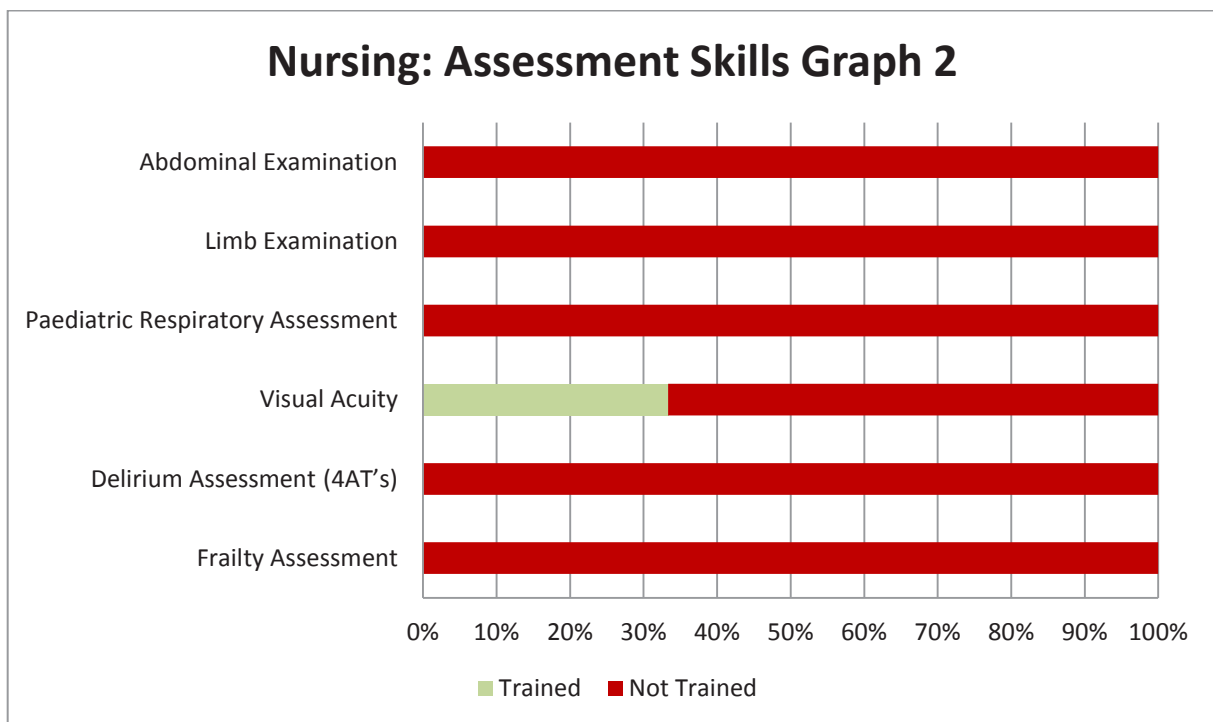


Figure 163 Nursing Assessment Skills Graph 2



5.2.5.2 Clinical Skills

Table 111 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	33%	67%	0
IV Cannulation	100%	0%	0
Blood culture sampling	0%	100%	0
Arterial Blood Gas sampling	0%	100%	0
Administration of 1st dose antibiotics	67%	33%	0
Medication Management (through Protocol)*	100%	0%	0
Procedural sedation	33%	67%	0
Male Catheterisation	0%	100%	0
Replacement of supra-public catheters	0%	100%	0
Replacement of PEG Tubes	0%	100%	0
Management of Non Invasive Ventilation (NIV)	0%	100%	0
Use of external chest compression device (LUCAS)	33%	67%	0
Nurse defibrillation (passed ACLS)	33%	67%	0
External Pacing	33%	67%	0
Cardioversion	33%	67%	0
Suturing	0%	100%	0
Wound closure (steri-strips/glue)	100%	0%	0
Removal of foreign bodies (ear, nose etc)	33%	67%	0
Nasal packing	33%	67%	0
Eye Irrigation	100%	0%	0
Casting	0%	100%	0
Splinting	100%	0%	0
Fitting for walking aids	100%	0%	0
Log-roll team leader	100%	0%	0
Cervical spine immobilisation	100%	0%	0
Local Major Emergency Planning Training	0%	100%	0
Pre-hospital retrieval team Training	0%	100%	0

*Medication administered through locally agreed protocols

Figure 164 Nursing Clinical Skills Graph 1

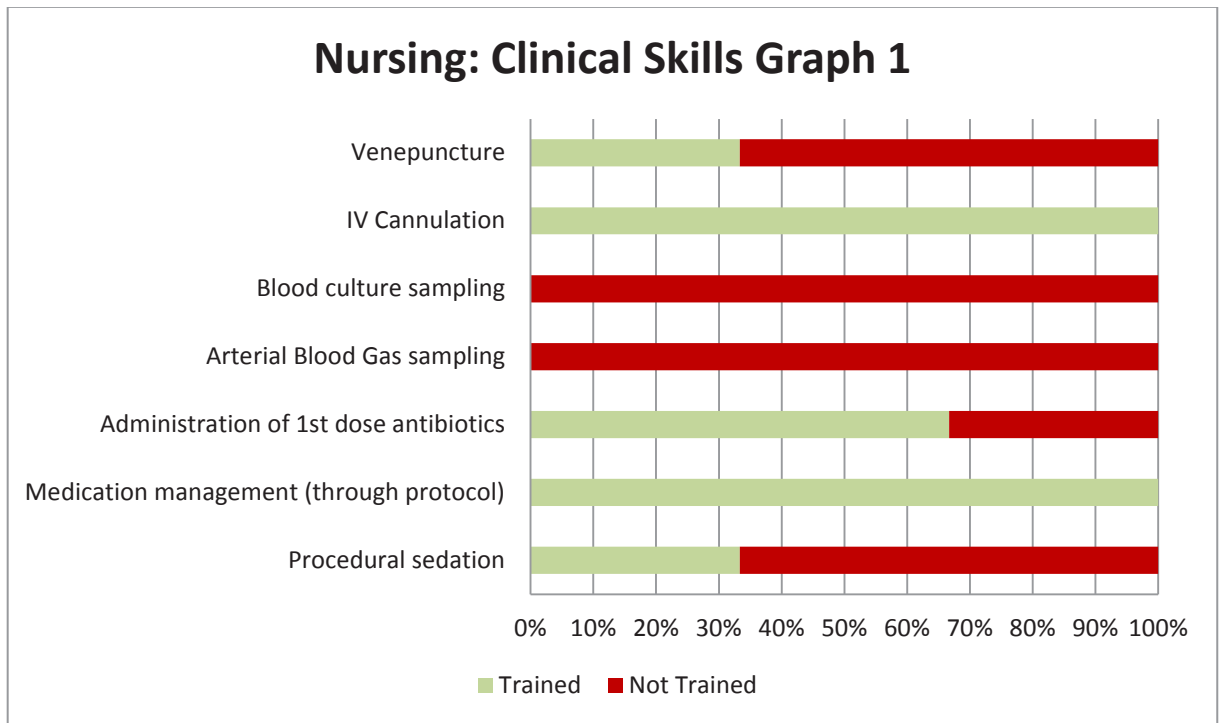


Figure 165 Nursing Clinical Skills Graph 2

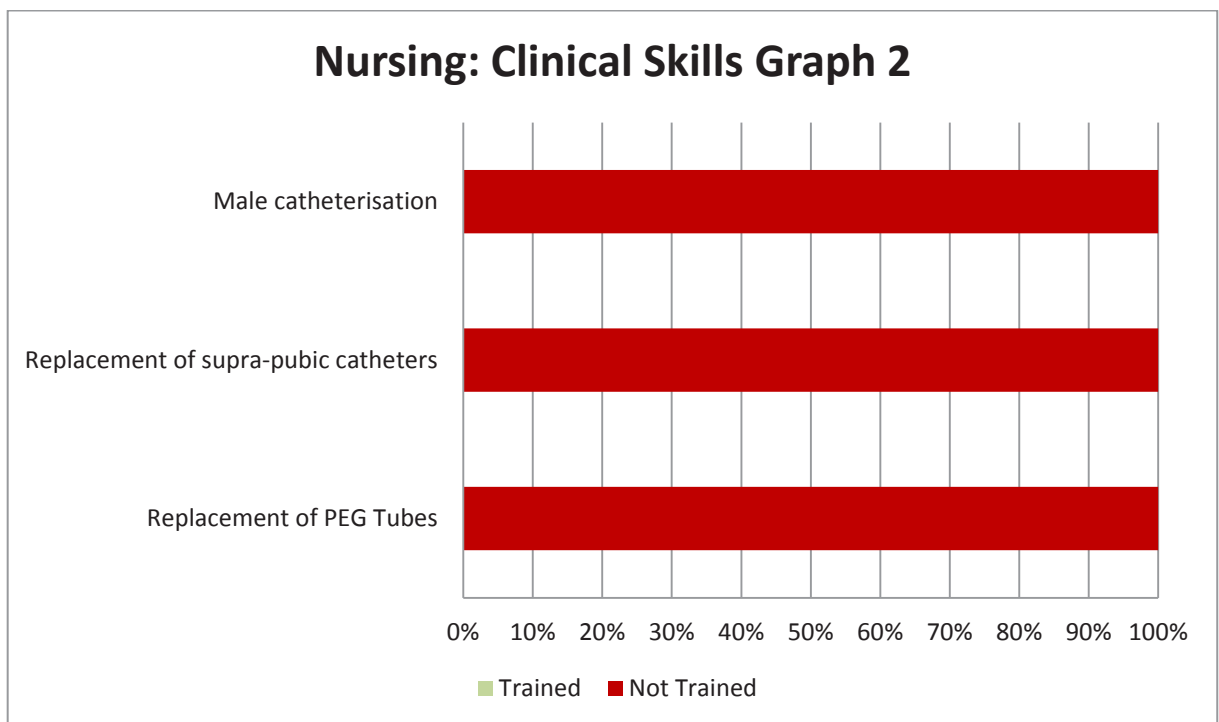


Figure 166 Nursing Clinical Skills Graph 3

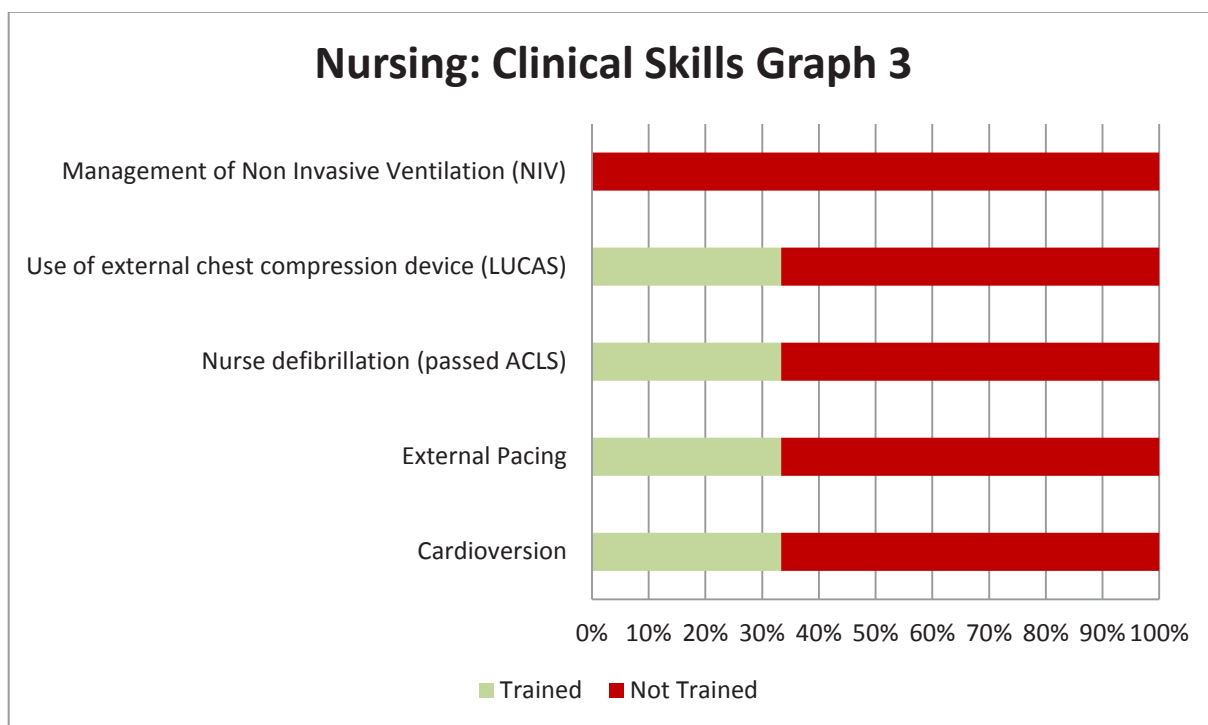


Figure 167 Nursing Clinical Skills Graph 4

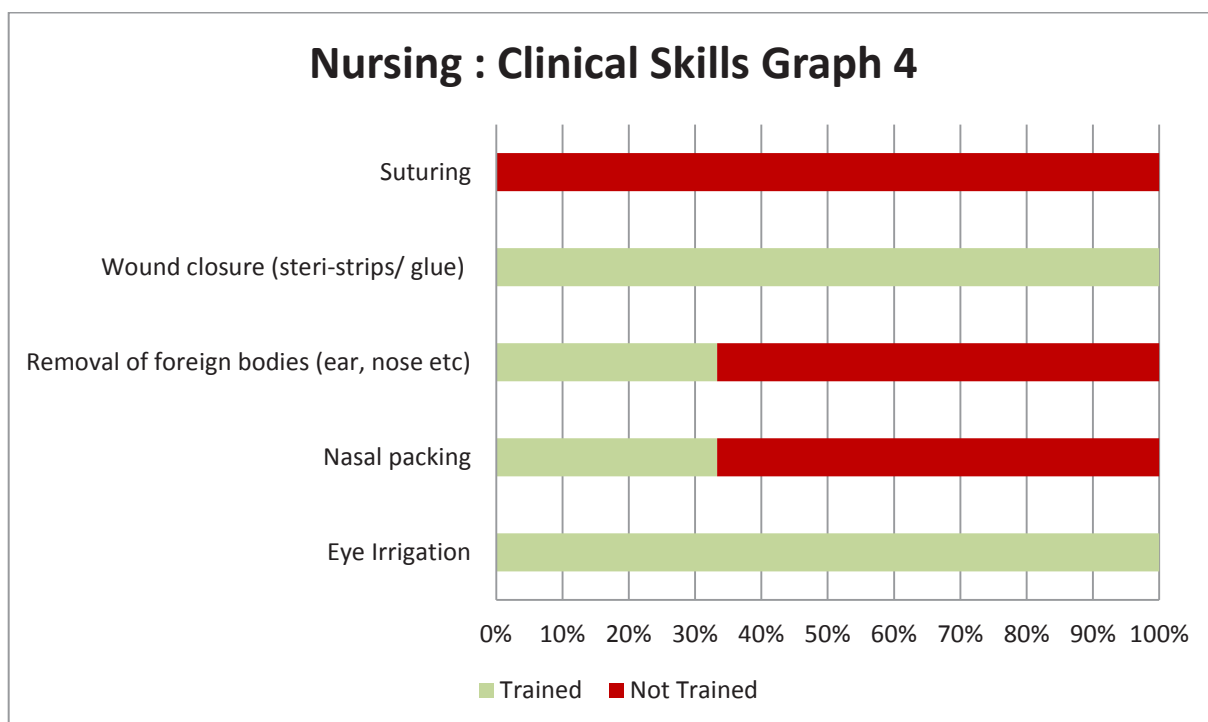
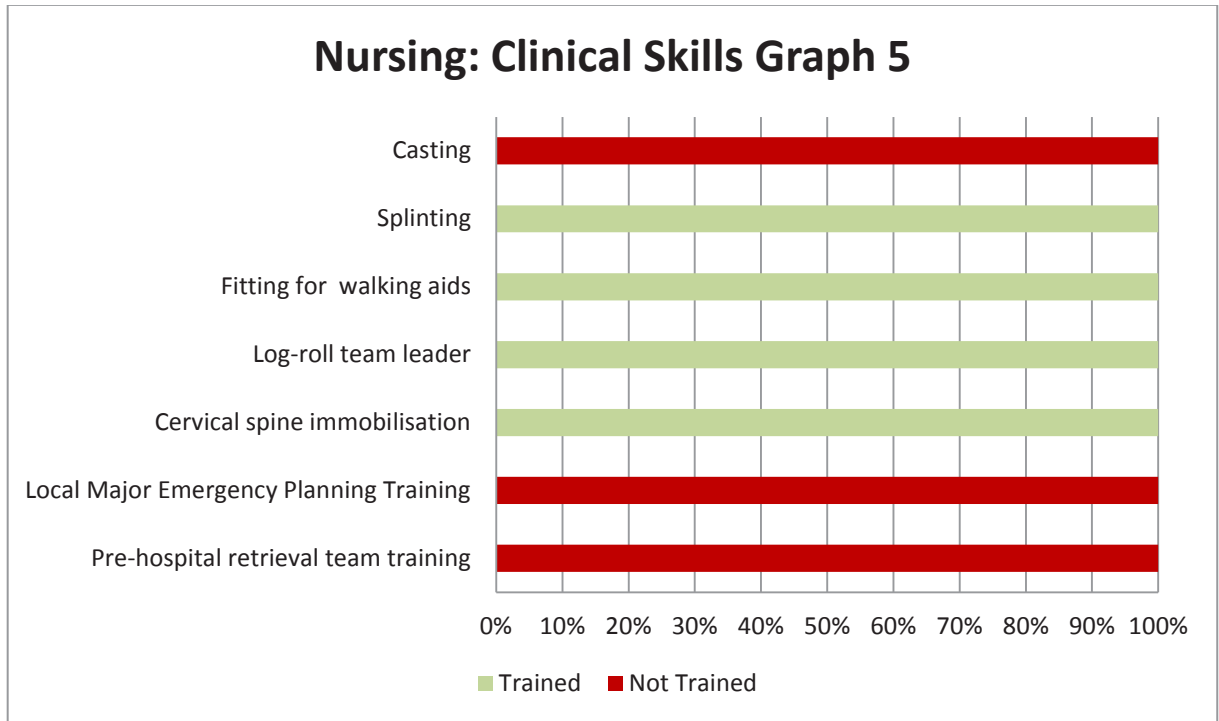


Figure 168 Nursing Clinical Skills Graph 5

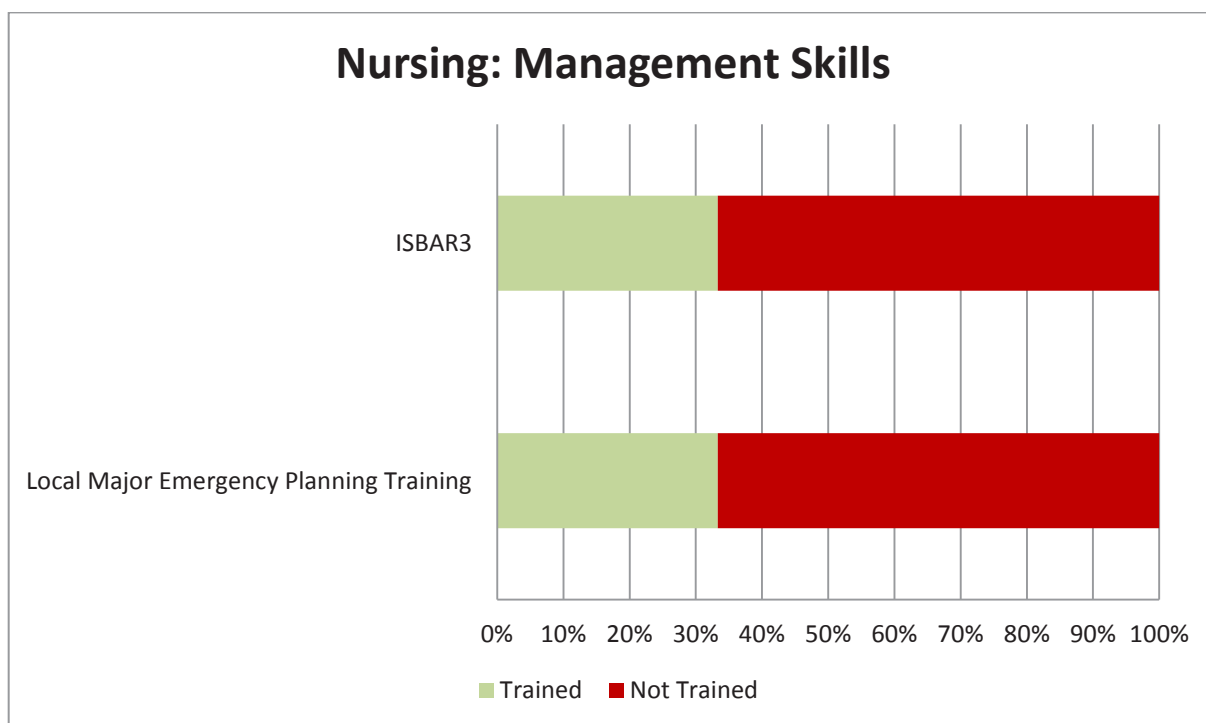


5.2.5.3 Management Skills

Table 112 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	33%	67%	0
Local Major Emergency Planning Training	33%	67%	0

Figure 169 Nursing Management Skills



5.2.6 Education Initiatives

Table 113 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	1	1	4 weeks
Foundation programme in emergency nursing	0	2	
Emergency Nursing (Level 8 QQI)	0	2	
Emergency Nursing (Level 9 QQI)	0	2	
De-escalation Training	1	1	Nurses

Site facilitation of a programme is where a site hosts some lectures and clinical placements for a Higher Education Institute (HEI)

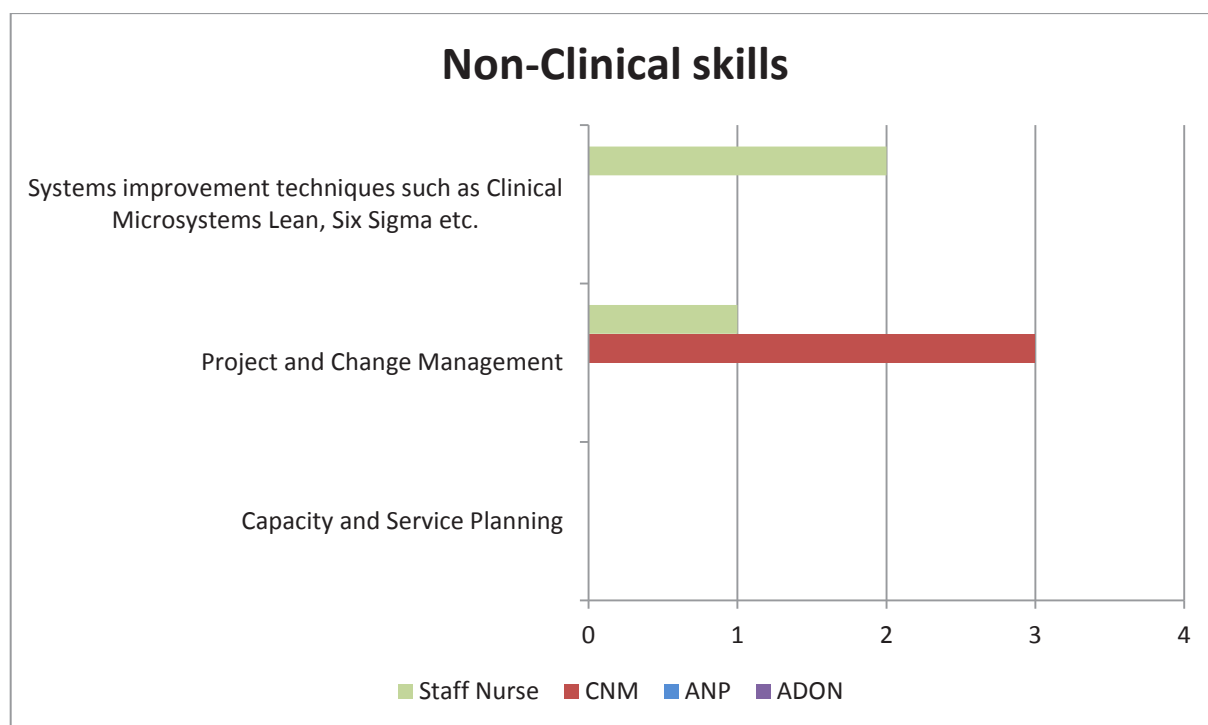
5.2.7 Non-Clinical Skills

Findings presented as numbers of nurses (of a total of 6 nurses) rather than percentages in Table 114 and Figures 170 and 171.

Table 114 Non-Clinical Skills

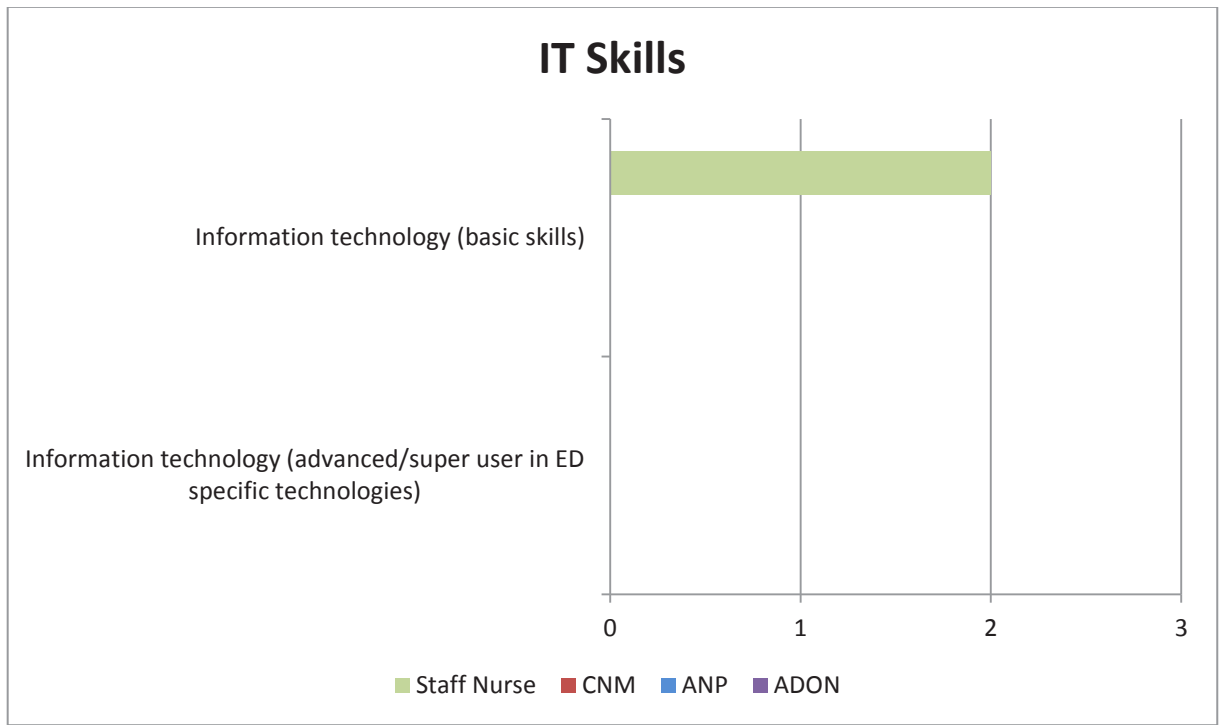
Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	2	0	0	0
Project and Change Management	1	3	0	0
Capacity and Service Planning	0	0	0	0
Information technology (basic skills)	2	0	0	0
Information technology (advanced/super user in ED specific technologies)	0	0	0	0

Figure 170 Non-Clinical Skills



Findings presented as numbers of nurses (of a total of 6 nurses) rather than percentages.

Figure 171 IT Skills



Findings presented as numbers of nurses (of a total of 6 nurses) rather than percentages.

5.2.8 Health Care Assistant (HCA) Profile and Qualifications

Table 115 Health Care Assistant (HCA) Profile and Qualification

Approved		In Post 29/02/2016		Please identify the cover provided by HCAs in your IU e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
0	0	0	See Table 116	0	0	0	

Table 116 Rostered hours provided by HCAs

Rostered hours provided by HCAs

None

5.2.9 Multitask Attendants (MTA) Profile and Qualifications

Table 117 Multitask Attendants (MTAs) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by MTAs in your IU e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these MTAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
0	0	0	See Table 118	0	0	0	

Table 118 Rostered hours provided by MTAs

Rostered hours provided by MTAs

None

5.2.10 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.

Section 6 South/South West Hospital Group

Section 6 South/South West Hospital Group

6.0 South/South West Hospital Group

Seven of nine hospitals within the South/South West Hospital Group indicated they had either an Emergency Department or an Injury Unit. The seven hospitals are listed below. Data for Emergency Departments and Injury Units is presented separately in Sections 6.1 and 6.2.

South/South West Hospital Group

1. Cork University Hospital (Model 4 Hospital)
2. Mercy University Hospital (Model 3 Hospital)
3. South Tipperary General Hospital (Model 3 Hospital)
4. University Hospital Kerry (Model 3 Hospital)
5. University Hospital Waterford (Model 4 Hospital)
6. Bantry General Hospital (Model 2 Hospital)
7. Mallow General Hospital (Model 2 Hospital)

6.1 South/South West Hospital Group, Emergency Departments (5 Departments)

Five hospitals with the South/South West Hospital Group Emergency Departments indicated they had Emergency Departments, they were as follows:

South/South West Hospital Group

1. Cork University Hospital (Model 4 Hospital)
2. Mercy University Hospital (Model 3 Hospital)
3. South Tipperary General Hospital (Model 3 Hospital)
4. University Hospital Kerry (Model 3 Hospital)
5. University Hospital Waterford (Model 4 Hospital)

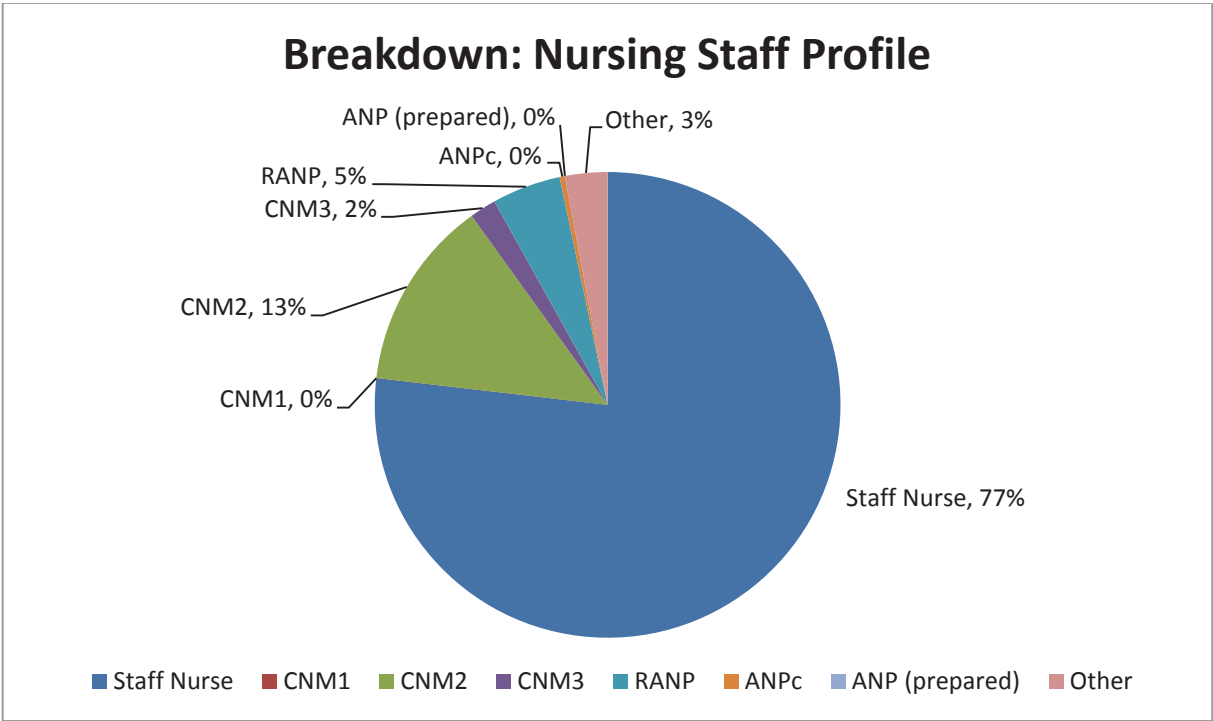
6.1.1 Nursing Staff Profile (Emergency Departments)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 119 below and in Figure 172 overleaf.

Table 119 Nursing Staff Profile (Emergency Departments)

Staff approved and in post on 29th February 2016	Approved		In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
	WTE	Head Count	WTE	HC	WTE	HC	WTE	
Staff Nurse	205.26	209	181.9	50	49	34	30	
Clinical Nurse Manager 1	7	0	0	0	0	0	0	
Clinical Nurse Manager 2	36.84	36	27.95	2	2	2	2	
Clinical Nurse Manager 3	4.5	5	4.5	1	0.5	1	0.5	
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	13	13	12.86	1	1	0	0	
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	0	0	0	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	0	0	0	0	0	0	0	
ANP Candidate	1	1	1	0	0	0	0	
ANP Prepared	0	0	0	0	0	0	0	
Clinical Education Facilitator	3	2	1.85	0	0	0	0	
Clinical Support Nurse	0	0	0	0	0	0	0	
Education Co-ordinator	0	0	0	0	0	0	0	
GP Liaison Nurse	1	1	1	0	0	0	0	
Research Nurse	0	0	0	0	0	0	0	
Clinical Nurse Specialist	0	0	0	0	0	0	0	
Other	5	5	5	0	0	0	0	
Totals	276.6	272	236.06	54	52.5	37	32.5	

Figure 172 Nursing Staff Profile



6.1.2 Nursing Staff Qualifications

6.1.2.1 Additional Registerable Qualifications

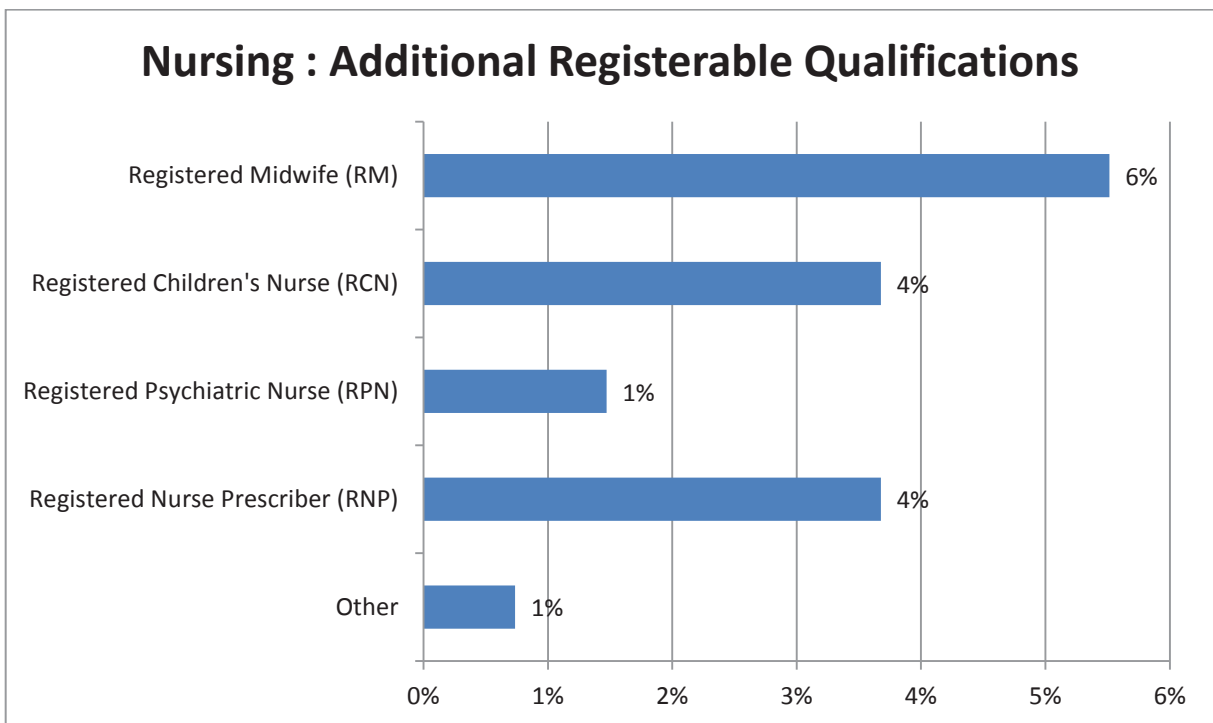
Services were asked to identify numbers of nurses in their units with registerable qualifications additional to their primary qualification. Findings can be seen in Table 120 and Figure 173.

Table 120 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	6%
Registered Children's Nurse (RCN)	4%
Registered Psychiatric Nurse (RPN)	1%
Registered Nurse Prescriber (RNP)	4%
Other	1%

Registered Nurse Prescriber (RNP) refers to those nurses who have achieved a Medicinal Product Prescribing qualification and who are registered with the Nursing and Midwifery Board of Ireland (NMBI). Not all nurses who undertook a prescribing education programme are registered with NMBI.

Figure 173 Additional Registerable Qualifications



6.1.2.2 Nursing Staff Qualifications/Working towards Qualifications

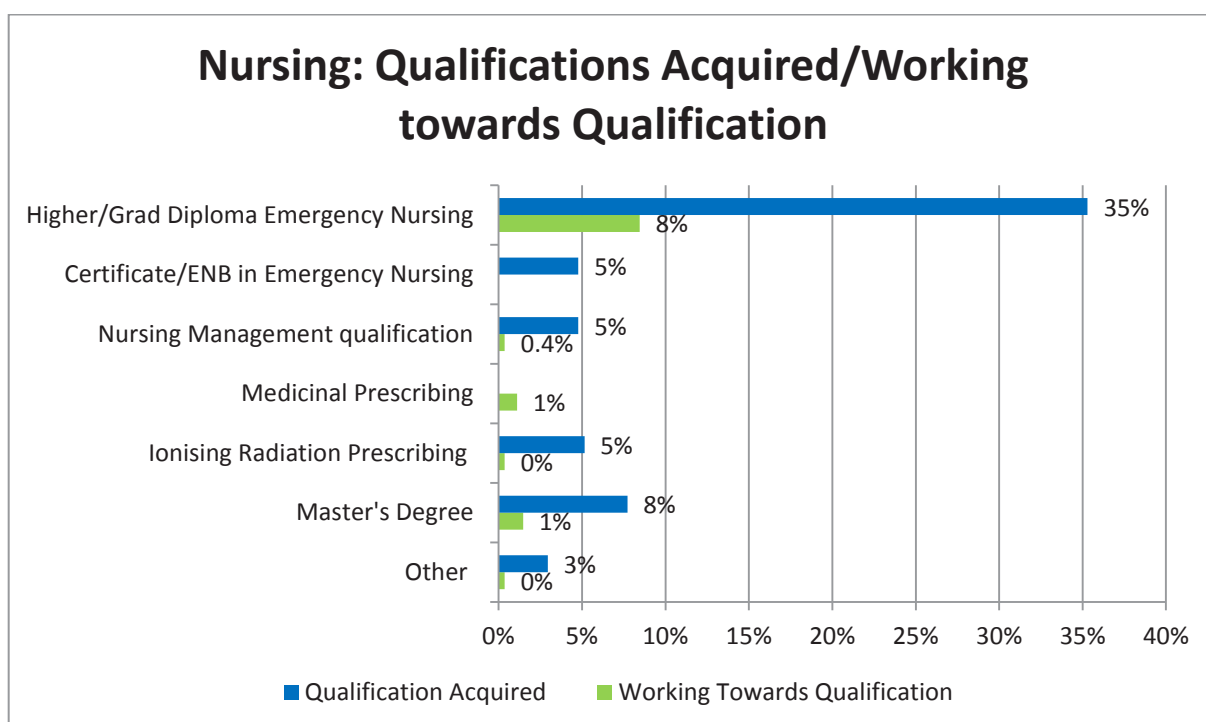
For this question services identified the numbers of nurses in their EDs who had undertaken (or were currently undertaking) specific educational programmes – Higher/Graduate Diploma Emergency Nursing; Certificate/ENB in Emergency Nursing; Nursing Management qualification; Medicinal Prescribing; Ionising Radiation Prescribing; and any qualification at master's degree level. Findings are presented in Table 121 and Figure 174. Data in Table 121 are presented as numbers of nurses rather than percentages.

Table 121 Nursing Staff Qualifications/Working towards Qualification

	Qualifications Acquired	Working Toward Qualifications
Higher/Grad Diploma Emergency Nursing	96	23
Certificate/ENB in Emergency Nursing	13	not requested*
Nursing Management qualification	13	1
Medicinal Prescribing	not requested	3
Ionising Radiation Prescribing	14	1
MSc	21	4
Other	8	1

*These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas

Figure 174 Nursing Staff Qualifications Acquired and Working towards Qualification



6.1.3 Nursing Staff Advanced Life Support Skills

Services were asked to identify numbers of nurses in their EDs with certification in a variety of advanced life support skills. Findings are presented in Table 122. Findings for each specific resuscitation programme are also presented and in Figures 175 through 179 on the following pages.

Table 122 Nursing Staff Advanced Life Support Skills

Advanced Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	4%	17%	0%
Paediatric Programme (APLS/EPLS/PALS)	26%	7%	0%
Trauma Programme (ATLS/TNCC/ATNC)	11%	25%	0.4%
Advanced Cardiac Life Support (ACLS)	44%	22%	3%
Emergency Planning MIMMS/HMIMS	2%	1%	0%
EMBS (Burns)	0%	0%	0%
Other	4%	0%	0%

Figure 175 Neonatal Resuscitation

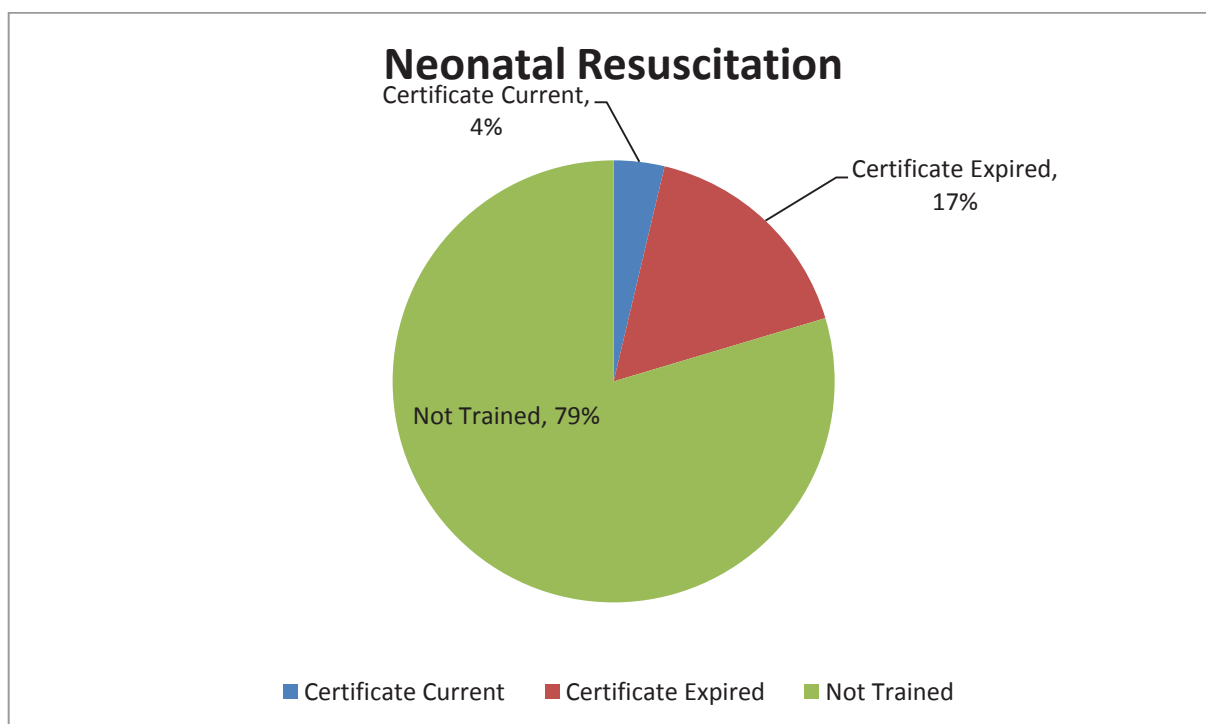
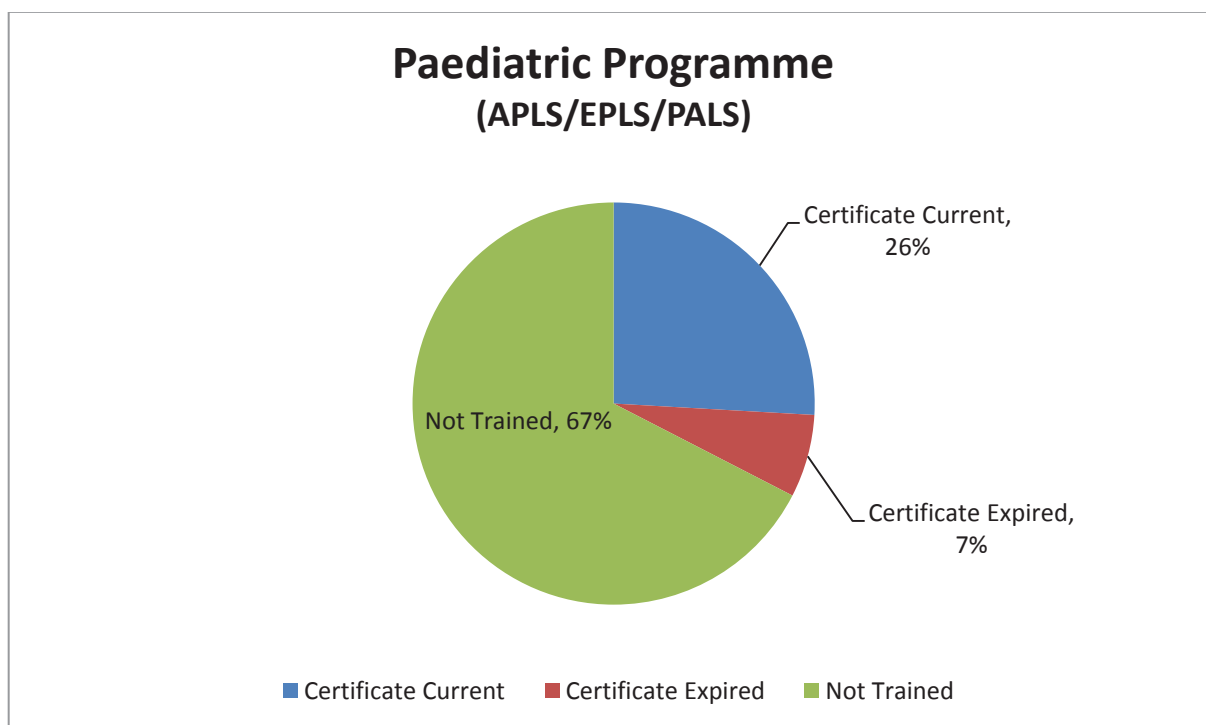
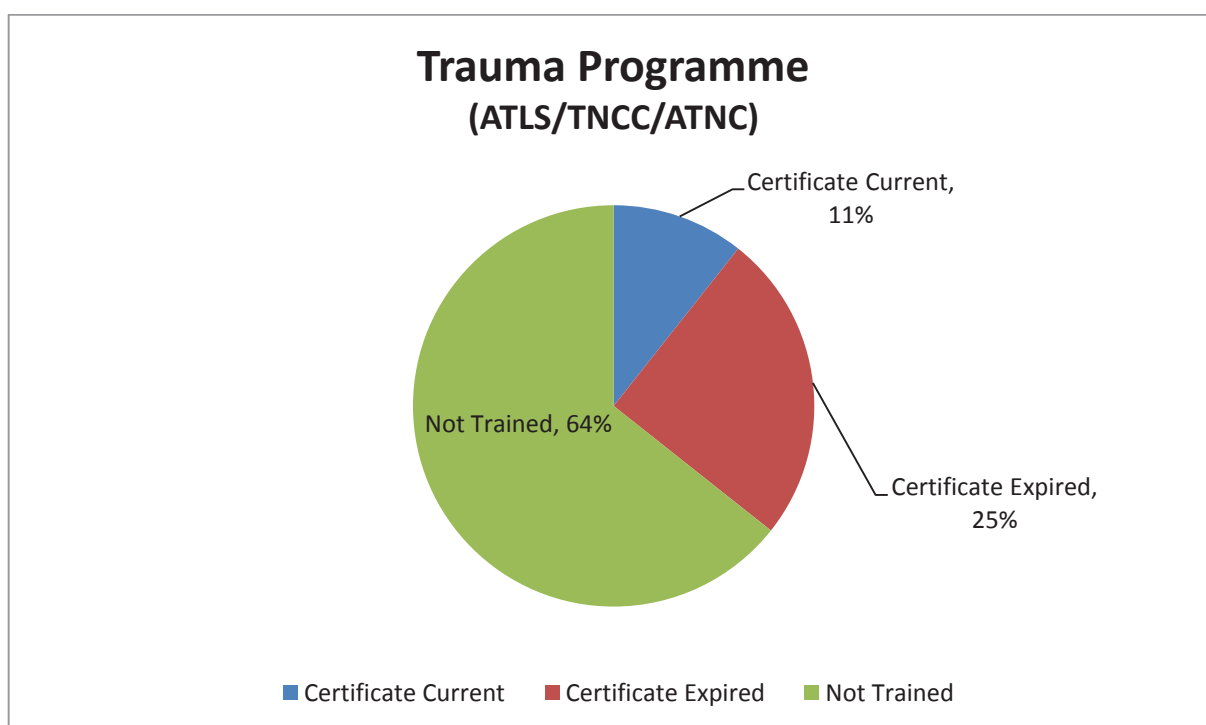


Figure 176 Paediatric Programme

Sites were asked to identify numbers of nurses with APLS, EPLS or PALS– results are reported for all three programmes together – breakdown not possible.

Figure 177 Trauma Programme

Sites were asked to identify numbers of nurses with ATLS, TNCC or ATNC – results are reported for all three programmes together – breakdown not possible.

Figure 178 Advanced Cardiac Life Support

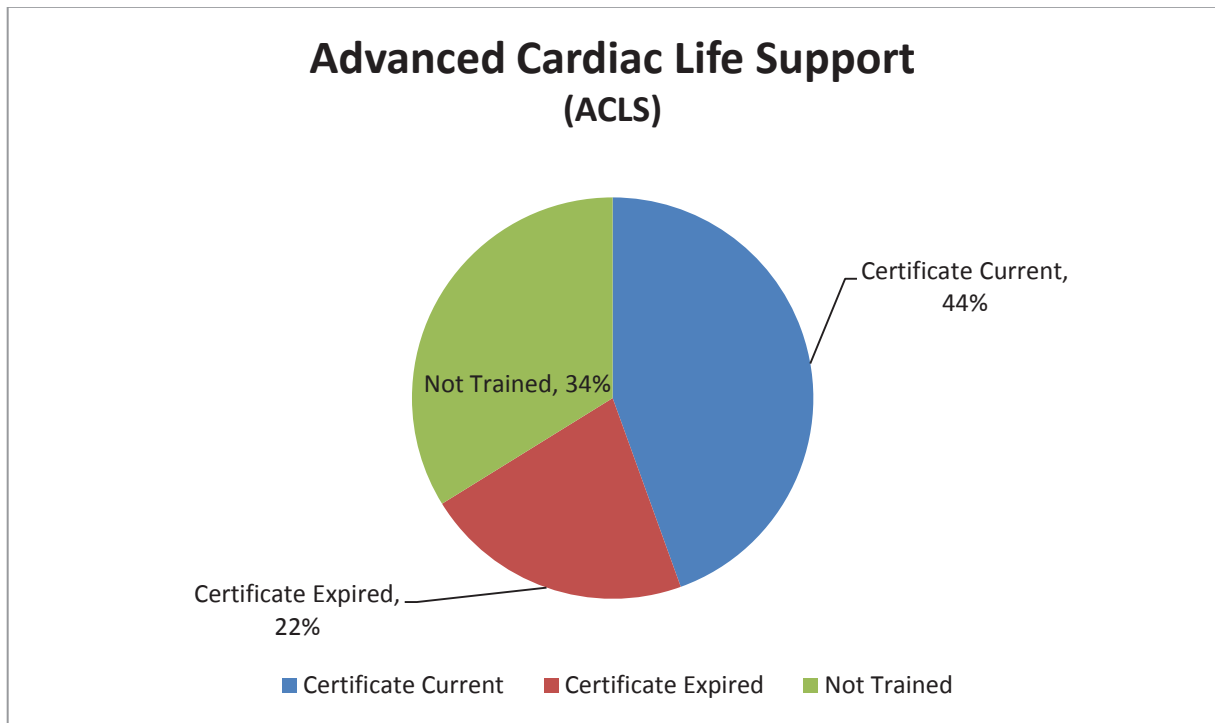
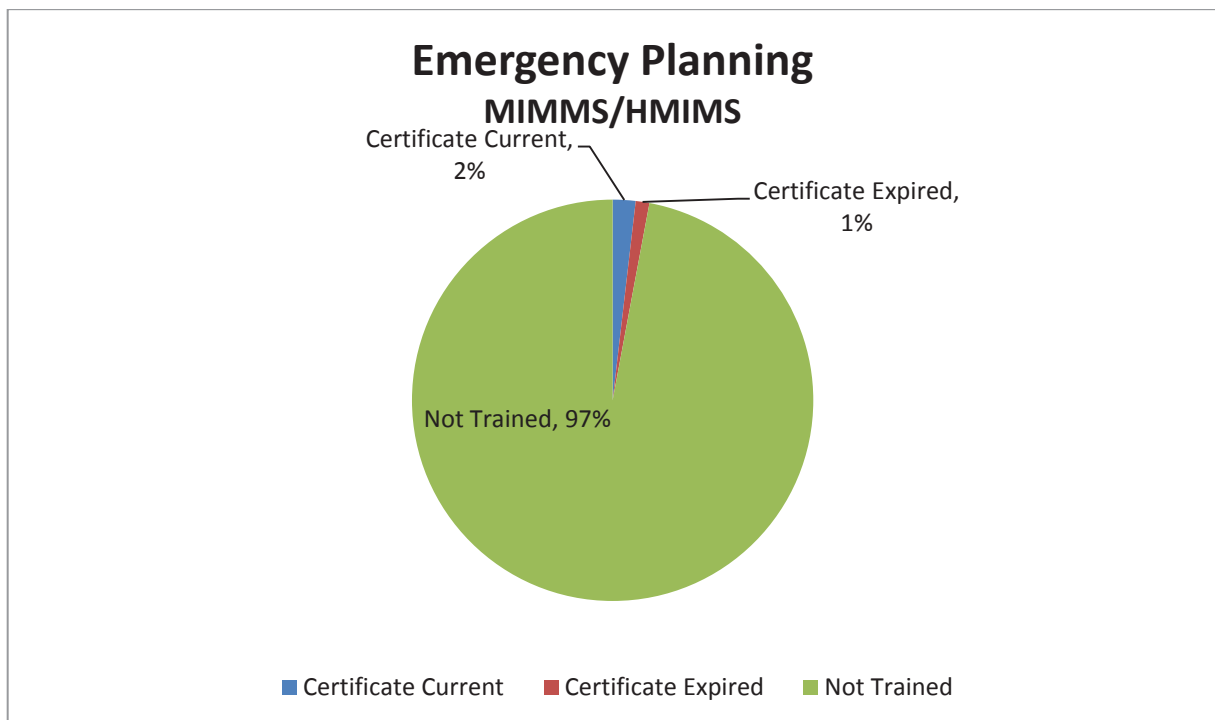


Figure 179 Emergency Planning



Sites were asked to identify numbers of nurses with either MIMMS or HMIMS training – results are reported for both programmes together – breakdown not possible.

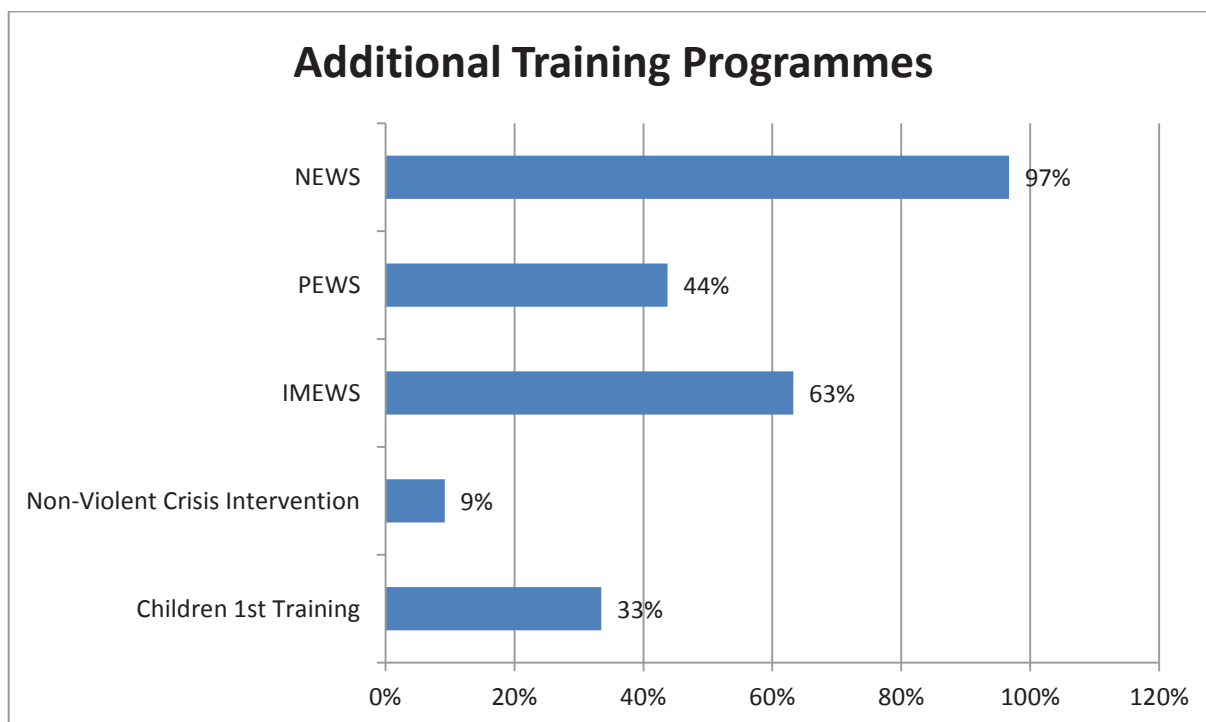
6.1.4 Nursing Staff Additional Training Programmes

Services were asked to identify the numbers of nurses who had undertaken training in a range of training programmes – NEWS, PEWS, IMEWS, Non-Violent Crisis Intervention and Children First Training. Findings can be seen in Table 123 and Figure 180 below.

Table 123 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	97%
PEWS	44%
IMEWS	63%
Non-Violent Crisis Intervention	9%
Children First Training	33%
Other	0%

Figure 180 Additional Training Programmes



6.1.5 Nursing Clinical Skills and Competencies

Services were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained for each skill or competency. Findings for the three categories are presented on the following pages.

6.1.5.1 Assessment Skills

Table 124 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	74%	26%	4
Irish Children's Triage System (<i>Children Only</i>)	49%	51%	4
I MIST AMBO	47%	53%	2
Basic ECG Interpretation	50%	50%	4
Advanced ECG Interpretation	36%	64%	4
Interpretation of Arterial Blood Gases	19%	81%	2
Chest Examination	8%	92%	1
Abdominal Examination	8%	92%	1
Limb Examination	29%	71%	2
Paediatric Respiratory Assessment	42%	58%	2
Visual Acuity	49%	51%	4
Delirium Assessment (4ATs)	17%	83%	1
Frailty Assessment	5%	95%	1

Figure 181 Nursing Assessment Skills Graph 1

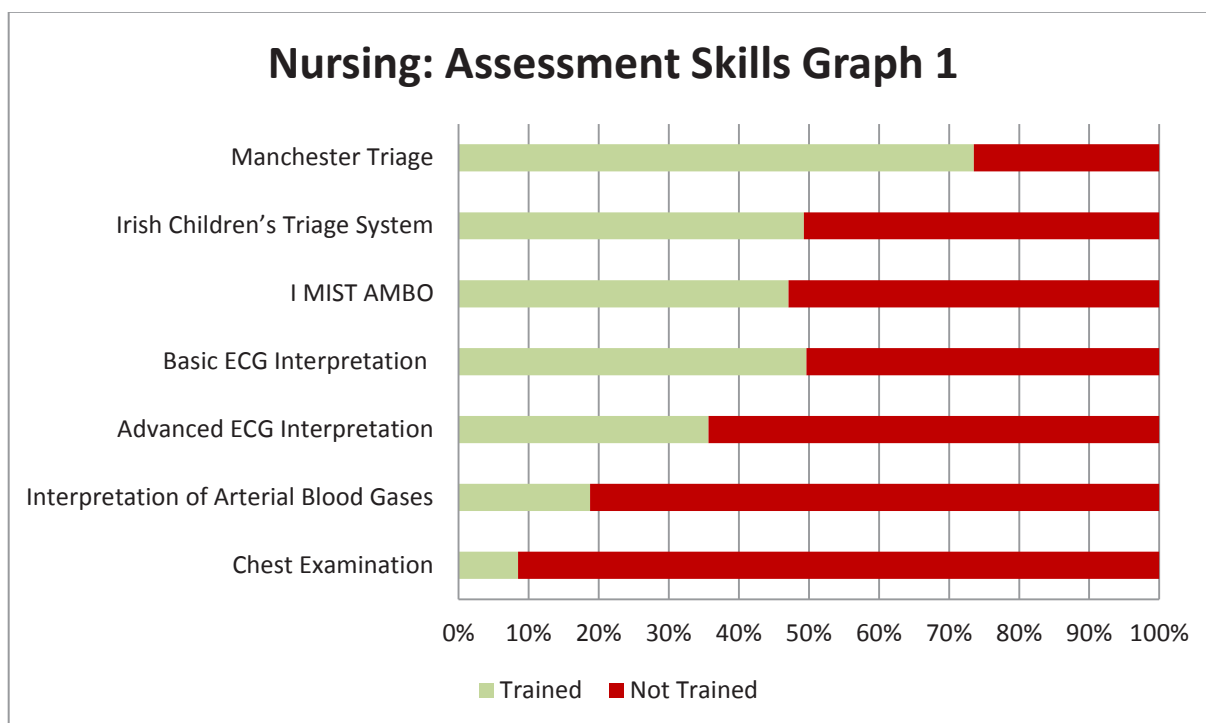
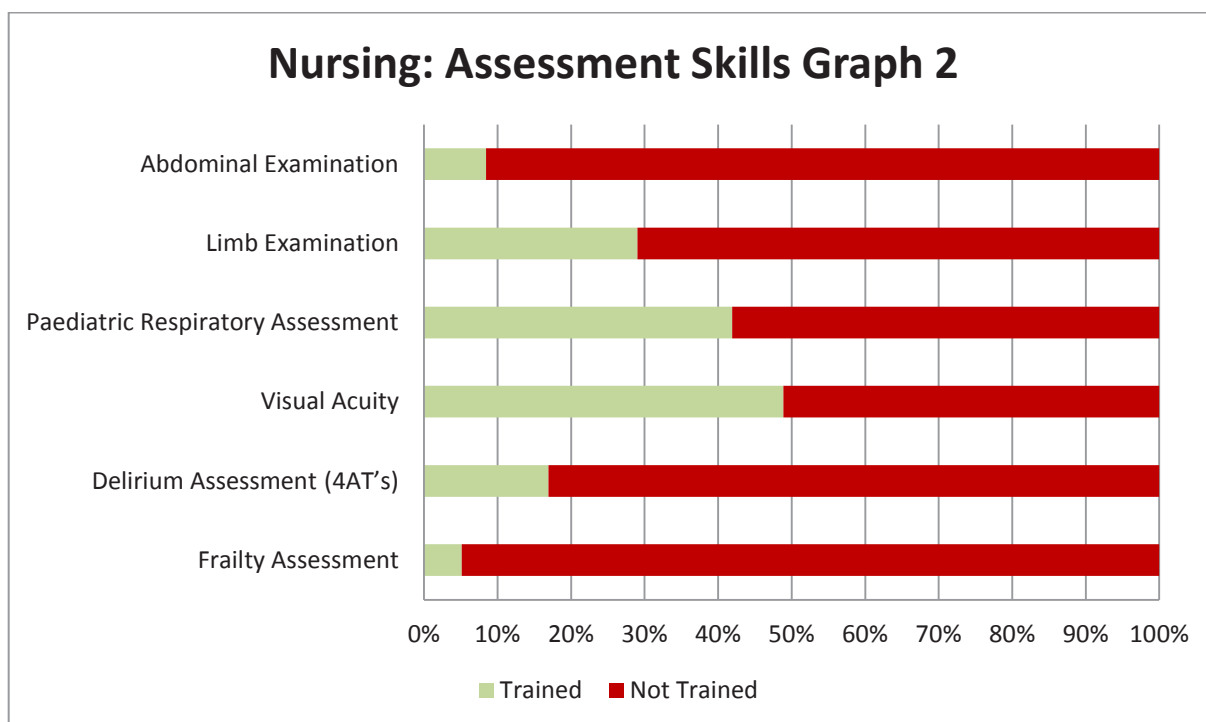


Figure 182 Nursing Assessment Skills Graph 2



6.1.5.2 Clinical Skills

Table 125 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	64%	36%	4
IV Cannulation	82%	18%	4
Blood culture sampling	66%	34%	4
Arterial Blood Gas sampling	3%	97%	1
Administration of 1st dose antibiotics	69%	31%	4
Medication Management (through Protocol)*	51%	49%	4
Procedural sedation	11%	89%	1
Male Catheterisation	6%	94%	2
Replacement of supra-public catheters	0%	100%	0
Replacement of PEG Tubes	0%	100%	0
Management of Non Invasive Ventilation (NIV)	50%	50%	4
Use of external chest compression device (LUCAS)	44%	56%	2
Nurse defibrillation (passed ACLS)	54%	46%	3
External Pacing	50%	50%	3
Cardioversion	50%	50%	3
Suturing	33%	67%	2
Wound closure (steri-strips/glue)	78%	22%	3
Removal of foreign bodies (ear, nose etc)	33%	67%	2
Nasal packing	31%	69%	2
Eye Irrigation	69%	31%	4
Casting	40%	60%	3
Splinting	40%	60%	3
Fitting for walking aids	53%	47%	3
Log-roll team leader	44%	56%	4
Cervical spine immobilisation	68%	32%	4
Local Major Emergency Planning Training	45%	55%	2
Pre-hospital retrieval team Training	0%	100%	0

*Medication administered through locally agreed protocols

Figure 183 Nursing Clinical Skills Graph 1

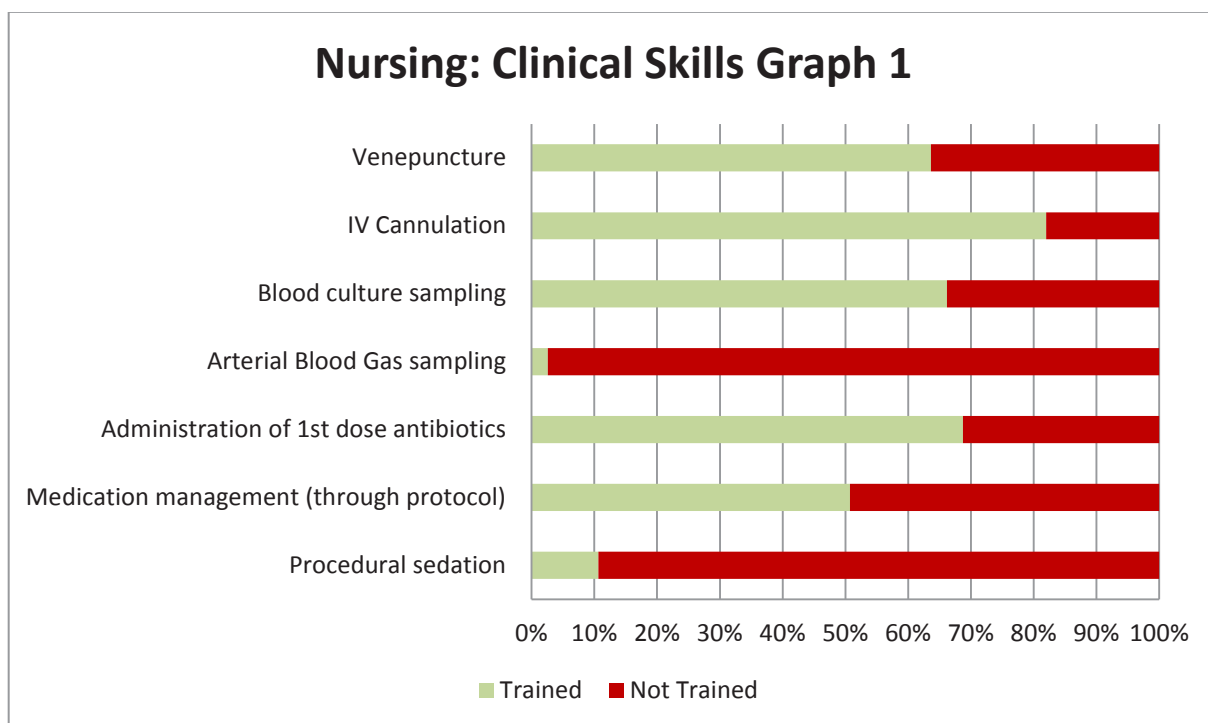


Figure 184 Nursing Clinical Skills Graph 2

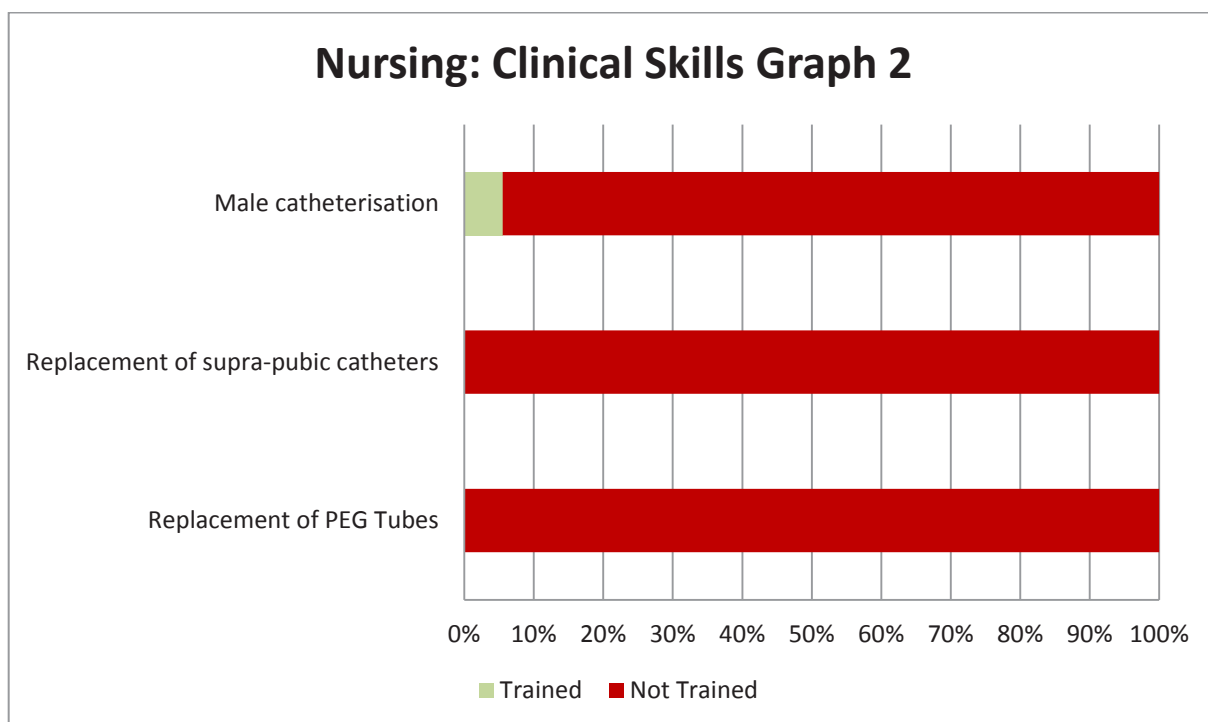


Figure 185 Nursing Clinical Skills Graph 3

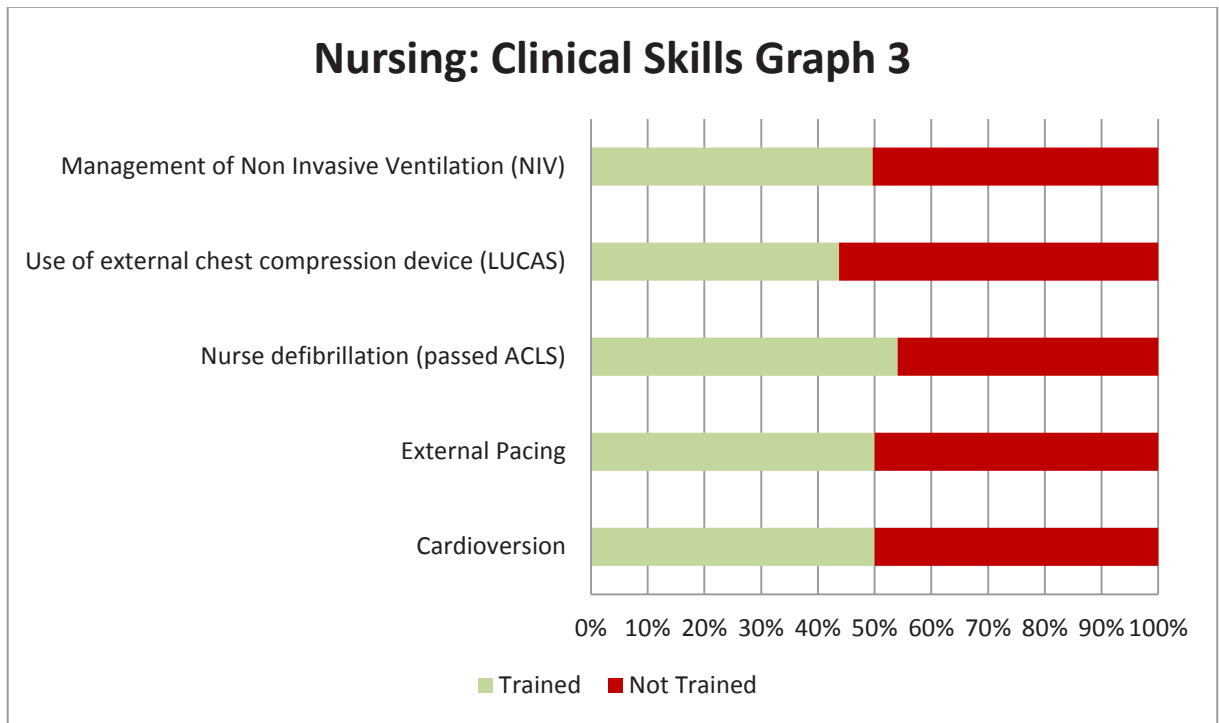


Figure 186 Nursing Clinical Skills Graph 4

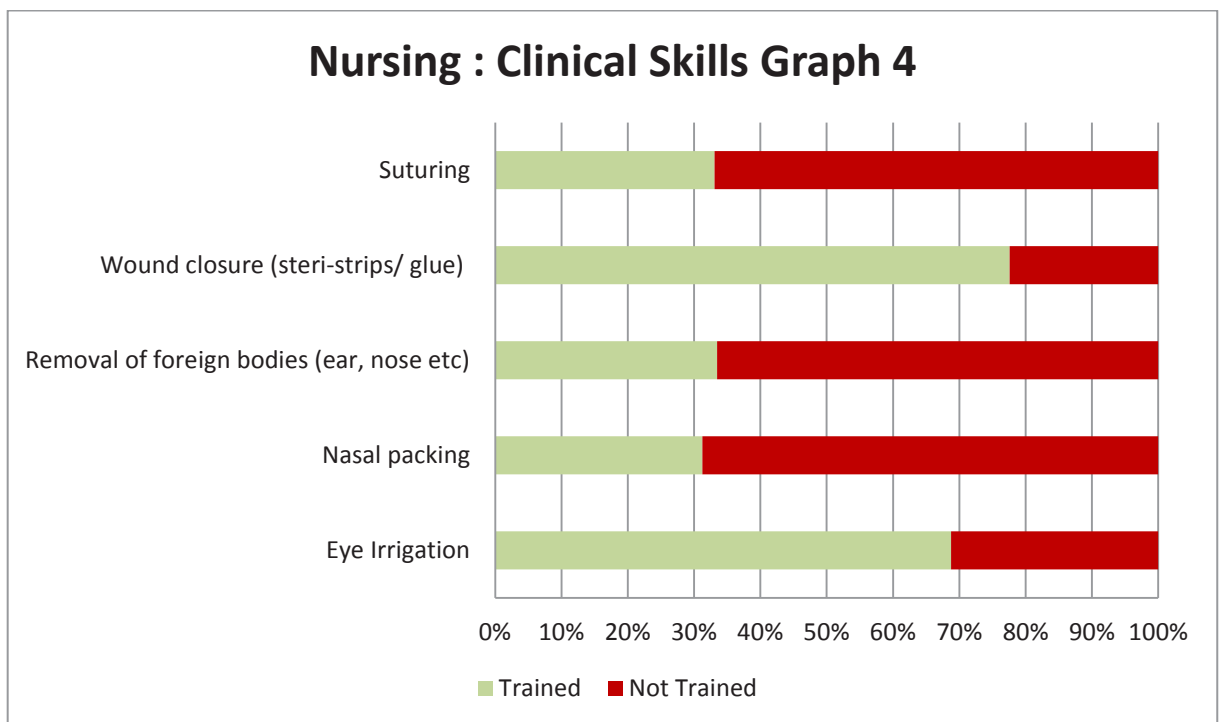
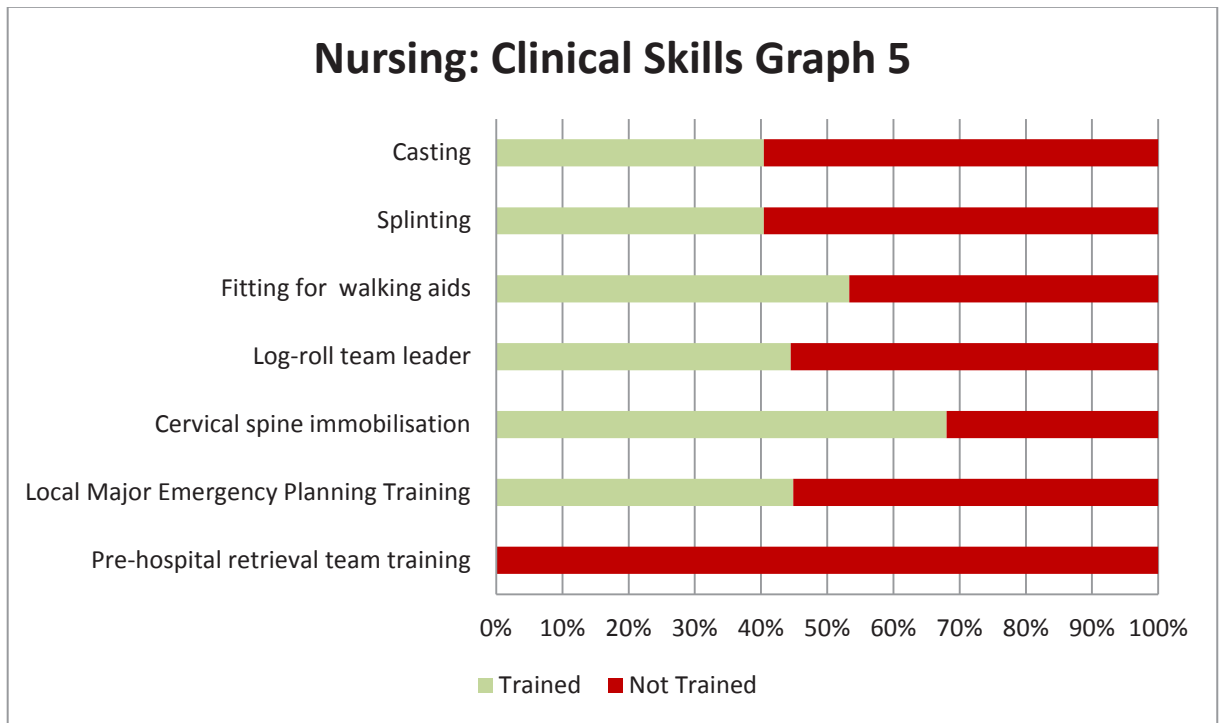


Figure 187 Nursing Clinical Skills Graph 5

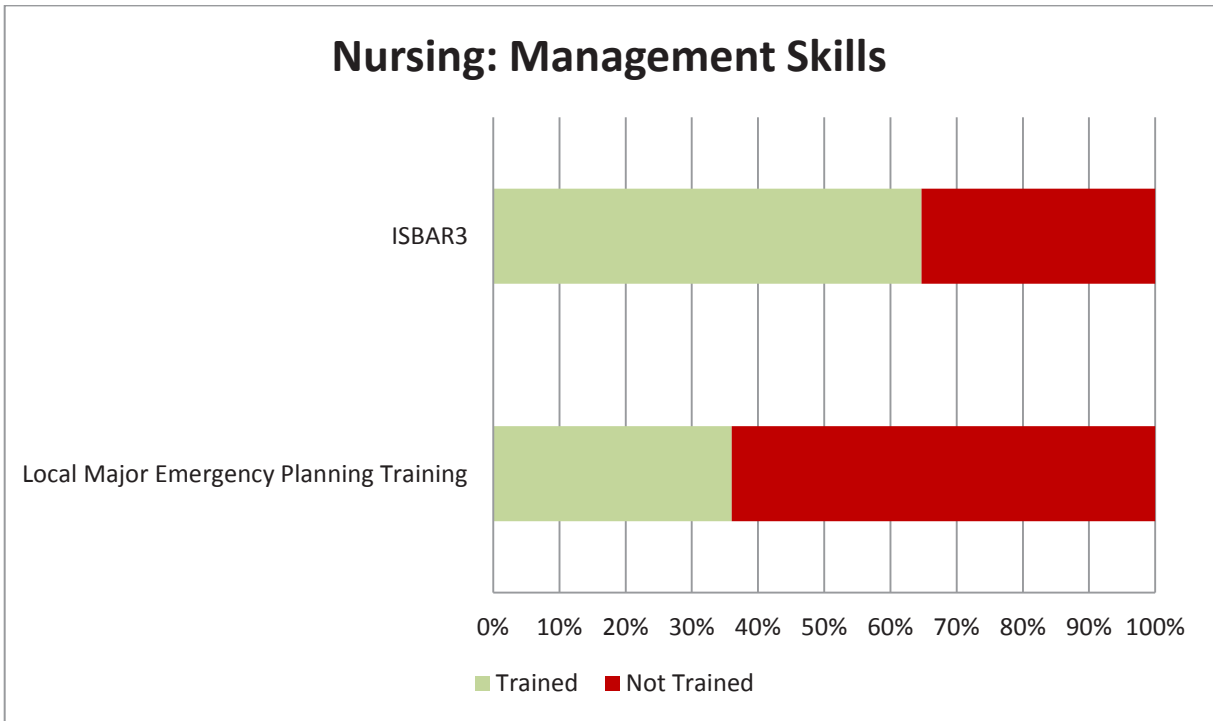


6.1.5.3 Management Skills

Table 126 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	65%	35%	3
Local Major Emergency Planning Training	36%	64%	2

Figure 188 Nursing Management Skills



6.1.6 Education Initiatives

Table 127 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	5	0	1 week – 26 weeks
Foundation programme in emergency nursing	1	4	6 months
Emergency Nursing (Level 8 QQI)	4	1	UCC & UCD
Emergency Nursing (Level 9 QQI)	2	3	UCC
De-escalation Training	2	3	Nurses, HCAs, Doctors, Security, Others

Site facilitation of a programme is where a site hosts some lectures and clinical placements for a Higher Education Institute (HEI).

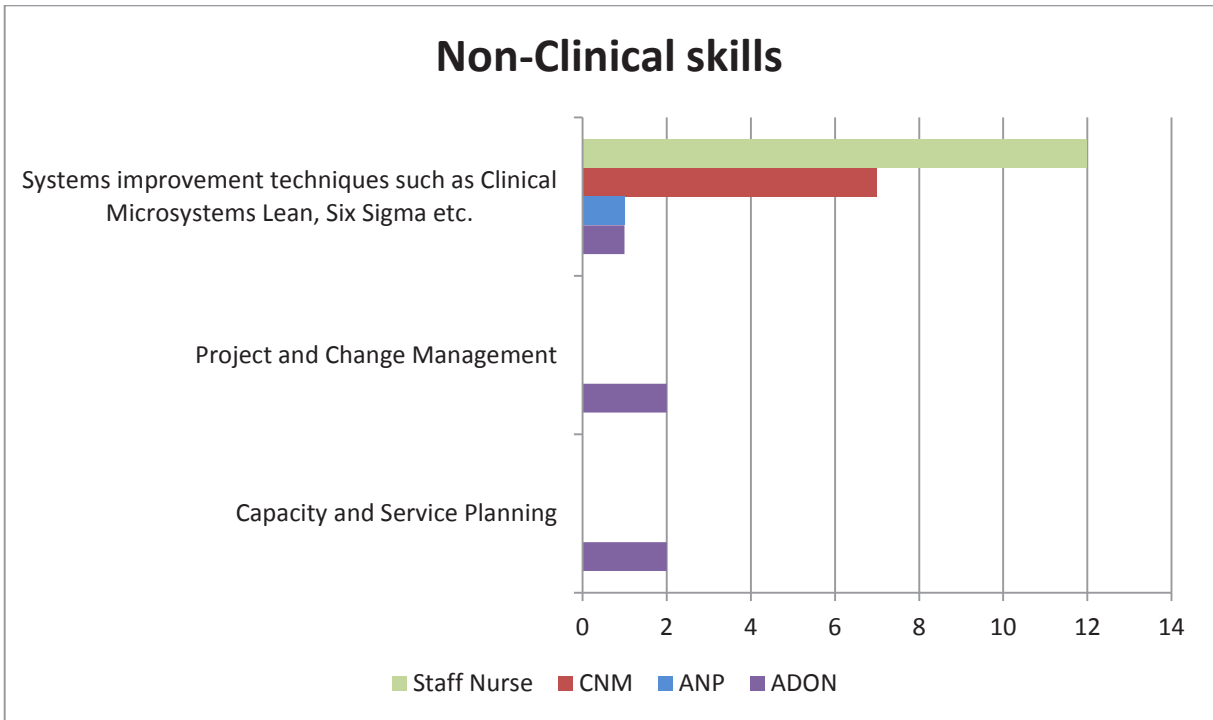
6.1.7 Non-Clinical Skills

Findings presented as numbers of nurses (of a total of 272 nurses) rather than percentages in Table 128 and Figures 189 and 190.

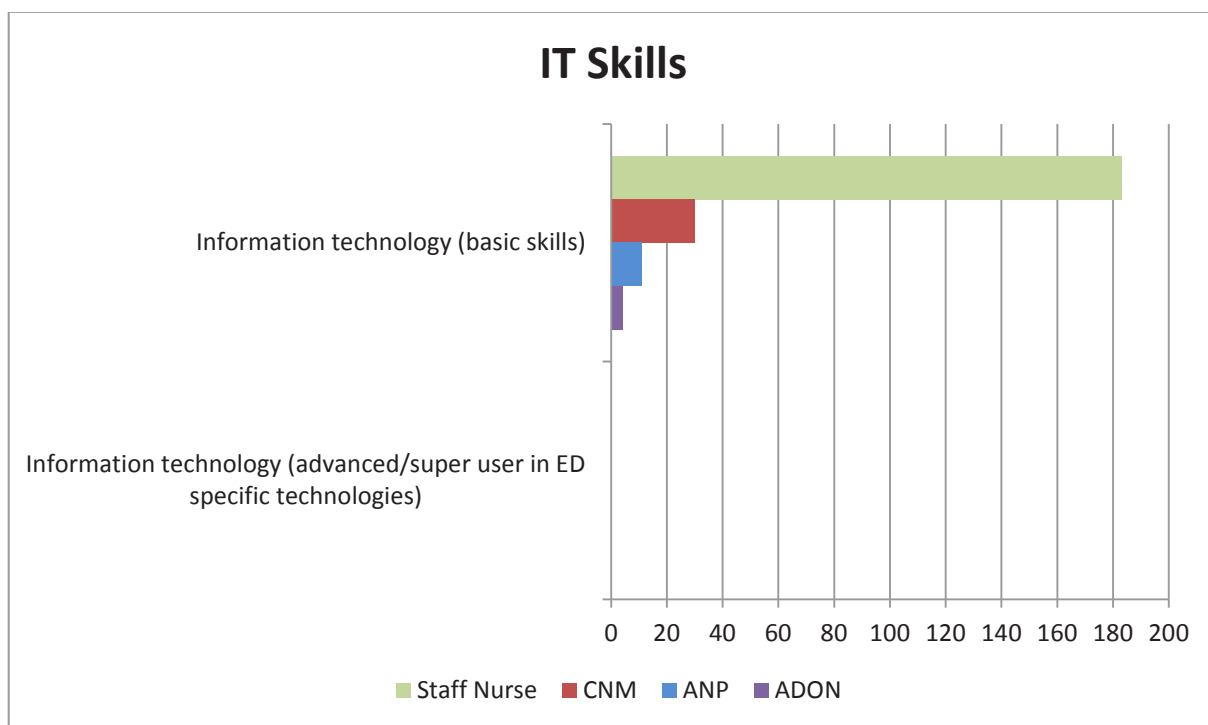
Table 128 Non-Clinical Skills

Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	12	7	1	1
Project and Change Management	0	0	0	2
Capacity and Service Planning	0	0	0	2
Information technology (basic skills)	183	30	11	4
Information technology (advanced/super user in ED specific technologies)	0	0	0	0

Figure 189 Non-Clinical Skills



Findings presented as numbers of nurses (of a total of 272 nurses) rather than percentages.

Figure 190 IT Skills

Findings presented as numbers of nurses (of a total of 272 nurses) rather than percentages.

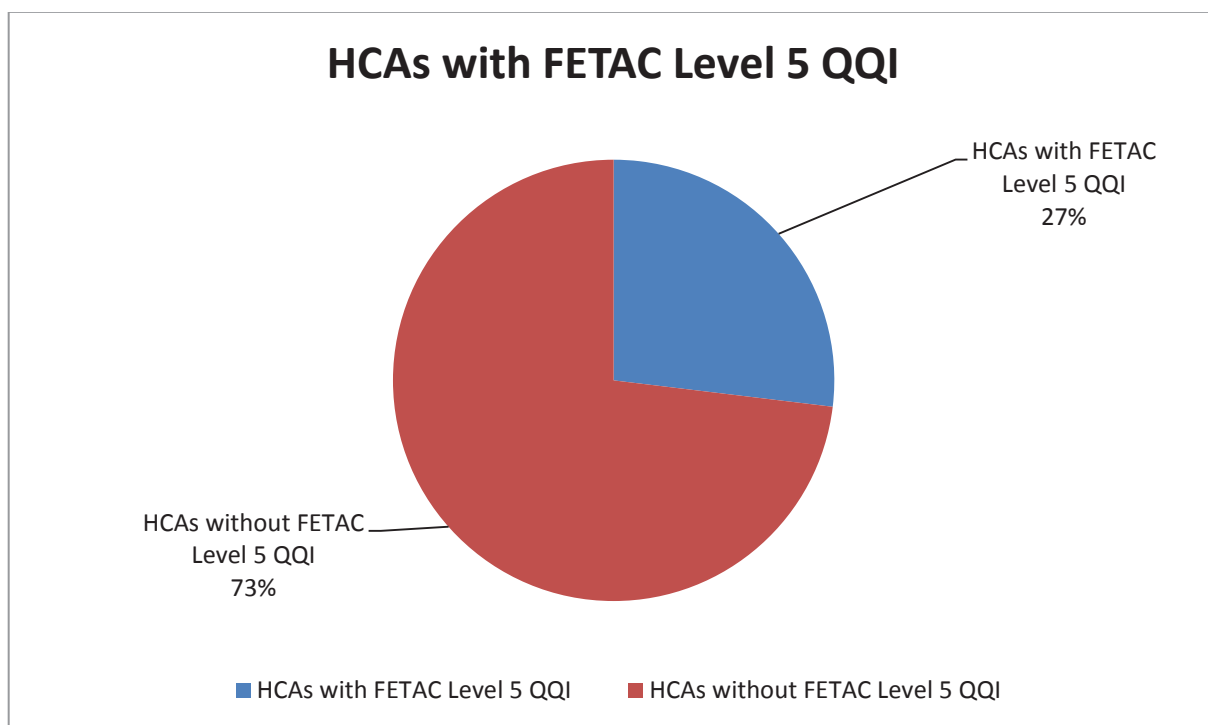
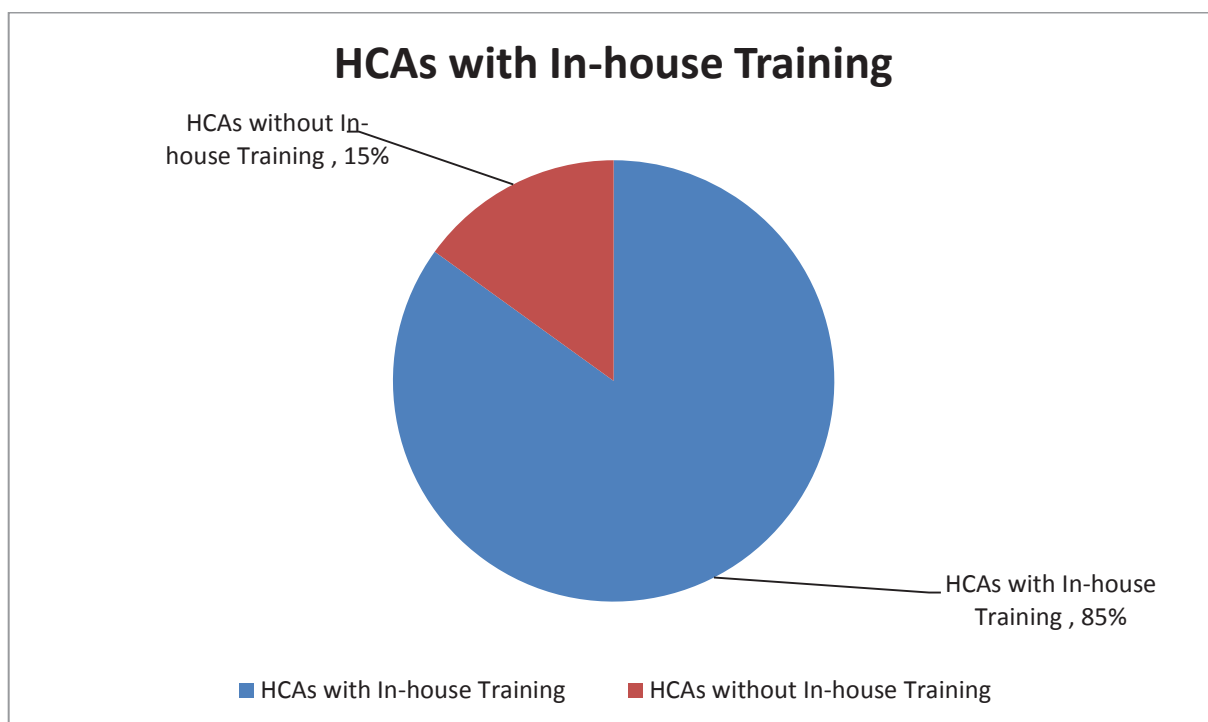
6.1.8 Health Care Assistant (HCA) Profile and Qualifications

Table 129 Health Care Assistant (HCA) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by HCAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
20.86	22	20.55	See Table 130	5.92	18.69	0	

Table 130 Rostered hours provided by HCAs

Rostered hours provided by HCAs
24/7x1 (24 hours x 7 days x 1 site) (Rostered hours provided for 24 hours, 7 days per week in 1 site)
12/7x3 (12 hours x 7 days x 3 sites) (Rostered hours provided for 12 hours, 7 days per week in 3 sites)

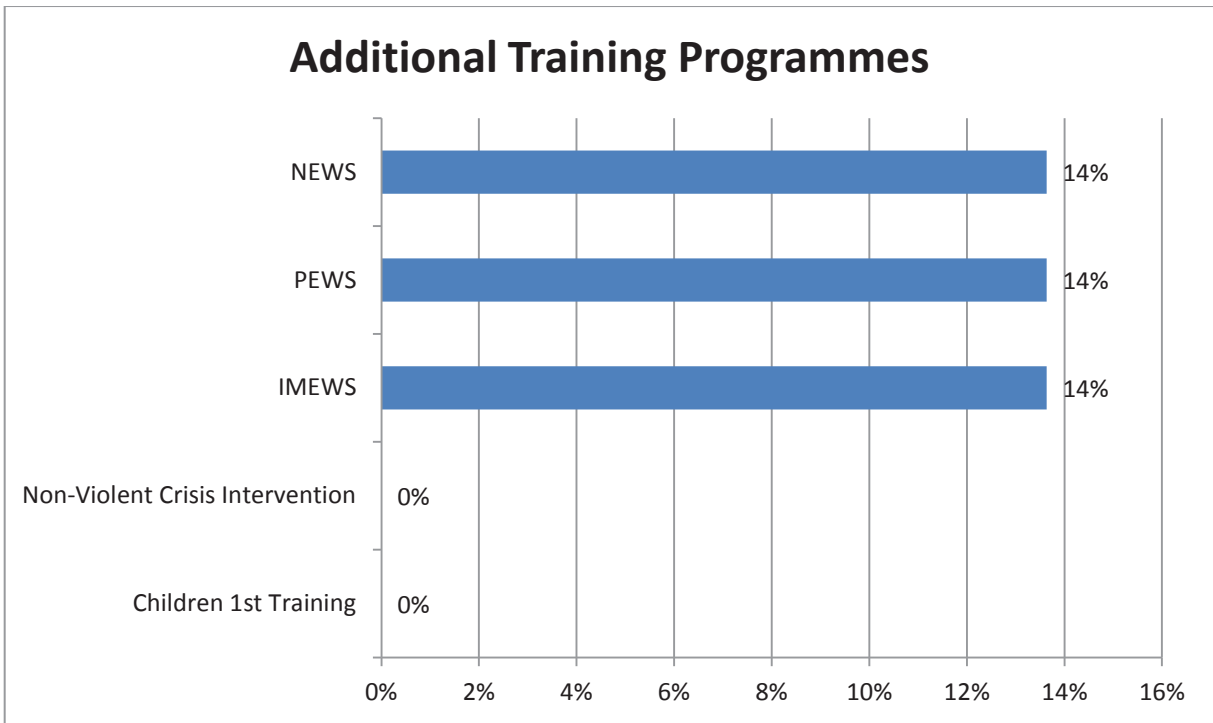
Figure 191 HCAs with FETAC Level 5 QQI Award**Figure 192 HCAs with In-house Training**

6.1.8.1 Health Care Assistants Additional Training Programmes

Table 131 Health Care Assistants Additional Training Programmes

Name of Programme	% HCAs Trained
NEWS	14%
PEWS	14%
IMEWS	14%
Non-violent Crisis Intervention	0%
Children First Training	0%
Other	0%

Figure 193 Additional Training Programme



6.1.9 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Table 132 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Clinical Skills & Competencies	% HCAs Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	77%	23%	3
Application of external chest compression device	5%	95%	1
Member of Log roll team	73%	27%	2
Assisting with Spinal immobilisation	73%	27%	2
Monitoring Vital Signs	18%	82%	1
One to one care (Special)	100%	0%	2
Patient transport (in-house)	100%	0%	2
Patient transport (off-site)	100%	0%	2
Attaching cardiac monitor	18%	82%	1
Recording ECG	14%	86%	1
Removal of rings	5%	95%	1
Assisting with application of Splints/casts	50%	50%	1
Urinalysis	14%	86%	1
Blood Glucose	14%	86%	1
Other skill(s) eg phlebotomy	0%	100%	0

The information in Table 132 above is presented graphically on the following page.

Figure 194 HCA Clinical Skills and Competencies Graph 1

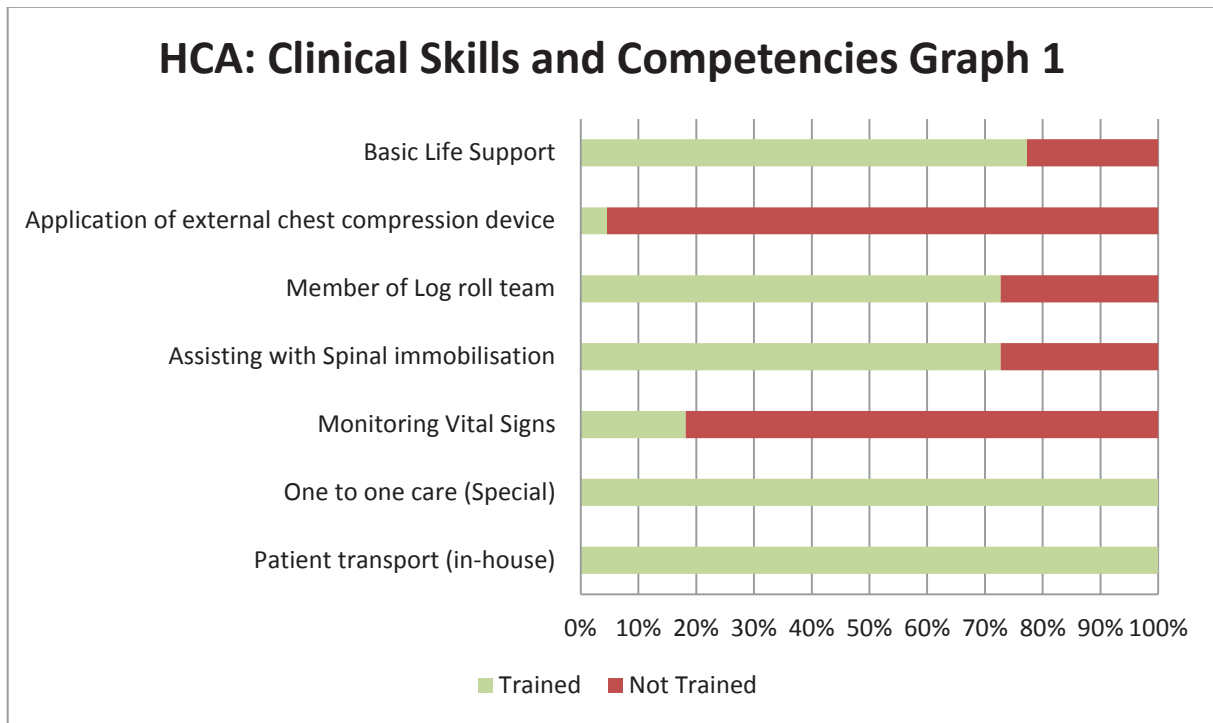
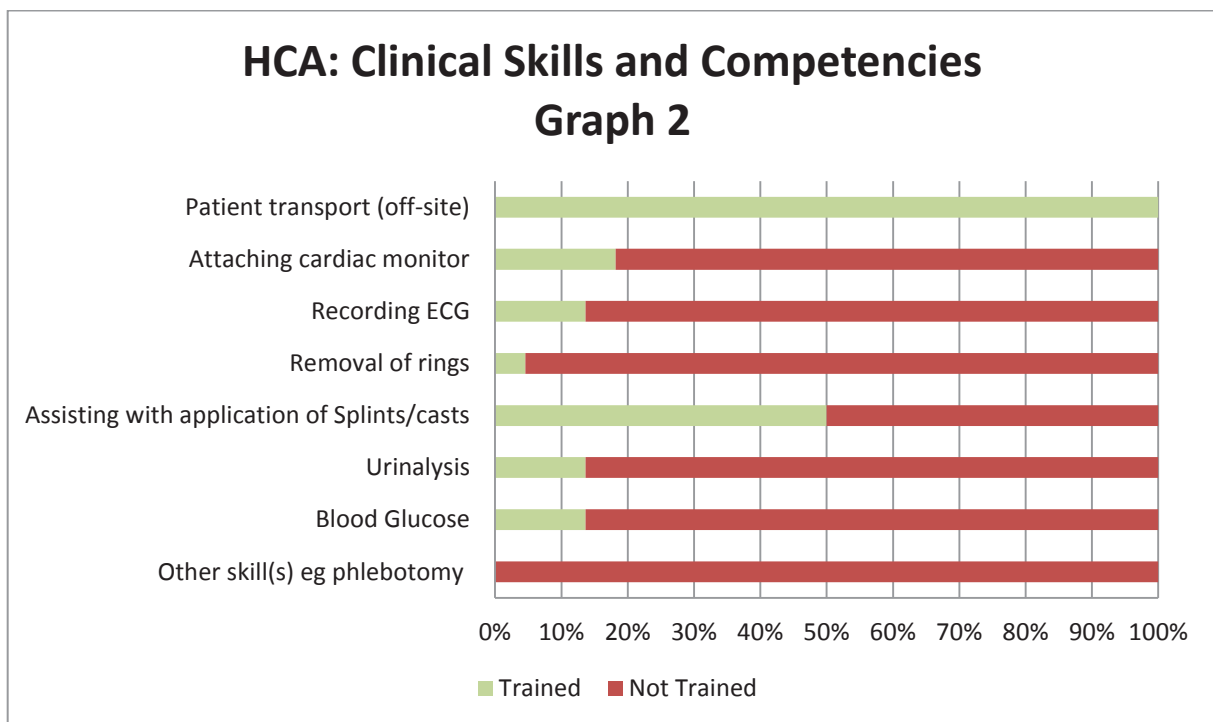


Figure 195 HCA Clinical Skills and Competencies Graph 2



6.1.10 Multitask Attendants (MTA) Profile and Qualifications

Table 133 Multitask Attendants (MTAs) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by MTAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these MTAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
0	0	0	See Table 134	0	0	0	

Table 134 Rostered hours provided by MTAs

Rostered hours provided by MTAs
None

6.1.11 HCAs/MTAs Non-Clinical Skills

Findings presented as numbers of HCAs/MTAs rather than percentages in Table 135 and Figures 196 and 197.

Table 135 Non-Clinical Skills

Non-Clinical Skills	HCA	MTA	Other Grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.	4	0	1
Project and Change Management	0	0	1
Capacity and Service Planning	0	0	1
Information technology (basic skills)	1	0	2
Information technology (advanced/super user in ED specific technologies)	0	0	0

Figure 196 Non-Clinical Skills

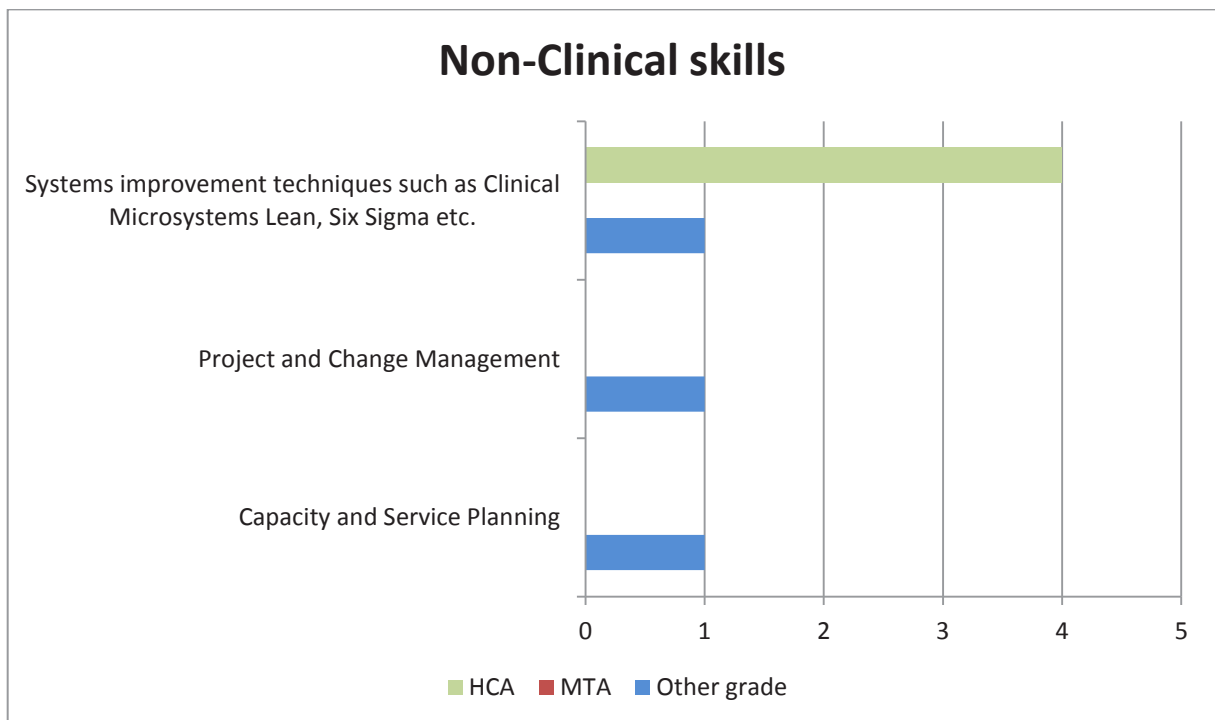
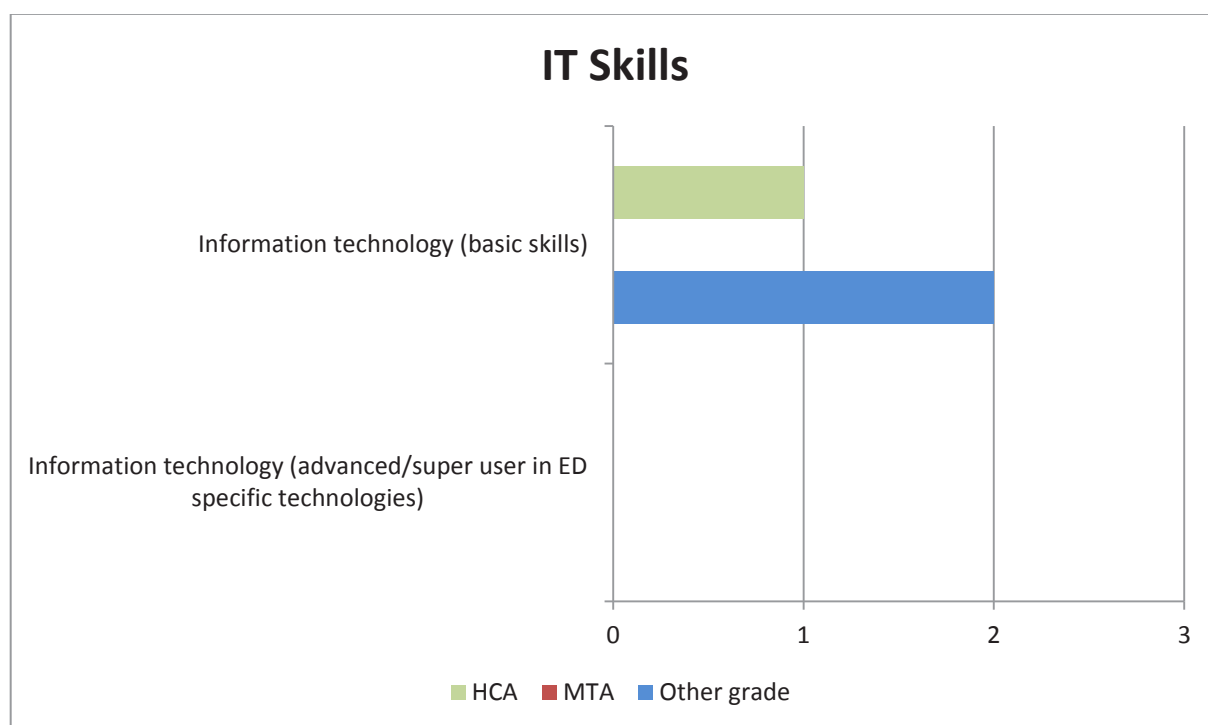


Figure 197 IT Skills

6.1.12 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.

6.2 South/South West Hospital Group, Injury Units (3 Units)

Three services within South/South West Hospital Group identified that they had an Injury Unit, in their hospital. All three services completed the Education and Training Survey, these services are as follows:

South/South West Hospital Group

1. Bantry General Hospital (Model 2 Hospital)
2. Mallow General Hospital (Model 2 Hospital)
3. Mercy University Hospital (Model 3 Hospital)

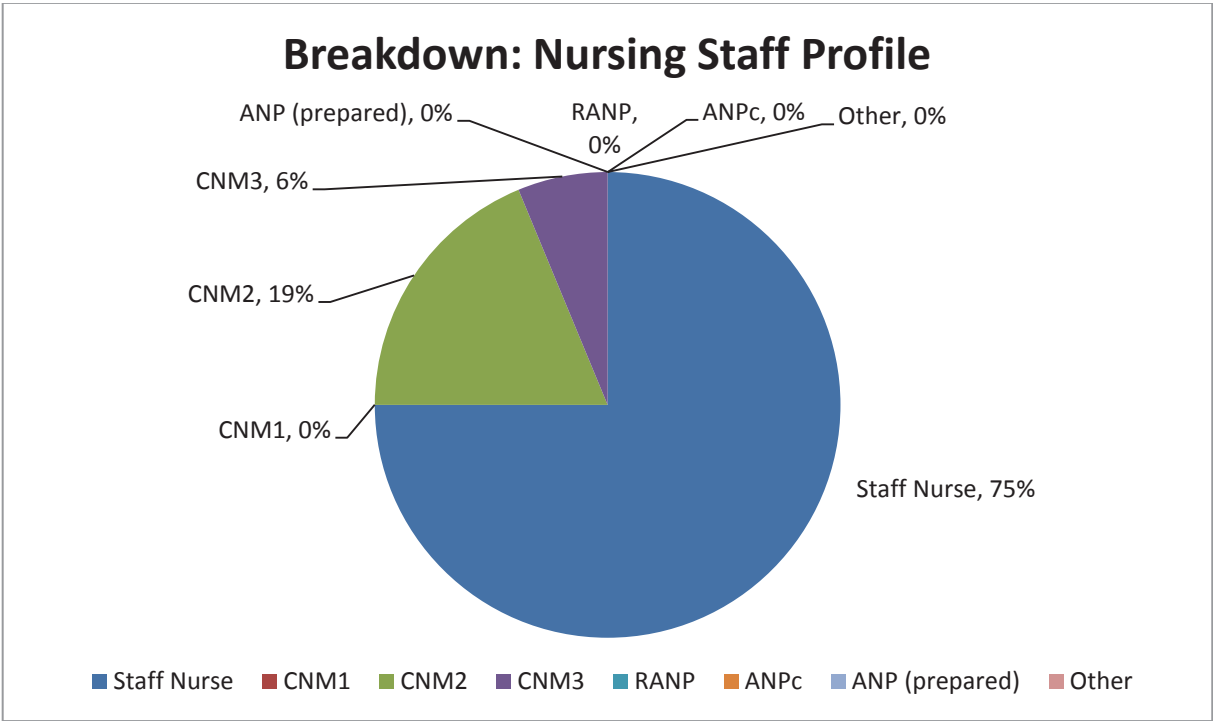
6.2.1 Nursing Staff Profile (Injury Units)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 136 below.

Table 136 Nursing Staff Profile (Injury Units)

Staff approved and in post on 29th February 2016	Approved	In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
		WTE	Head Count	HC	WTE	HC	WTE
Staff Nurse	10.64	12	10.64	1	1	0	0
Clinical Nurse Manager 1	0	0	0	0	0	0	0
Clinical Nurse Manager 2	3.64	3	2.64	0	0	0	0
Clinical Nurse Manager 3	0.82	1	0.82	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	0	0	0	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	0	0	0	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	0	0	0	0	0	0	0
ANP Candidate	0	0	0	0	0	0	0
ANP Prepared	0.84	0	0	0	0	0	0
Clinical Education Facilitator	0	0	0	0	0	0	0
Clinical Support Nurse	0	0	0	0	0	0	0
Education Co-ordinator	0	0	0	0	0	0	0
GP Liaison Nurse	0	0	0	0	0	0	0
Research Nurse	0	0	0	0	0	0	0
Clinical Nurse Specialist	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Totals	15.94	16	14.1	1	1	0	0

Figure 198 Nursing Staff Profile



6.2.2 Nursing Staff Qualifications

6.2.2.1 Additional Registerable Qualifications

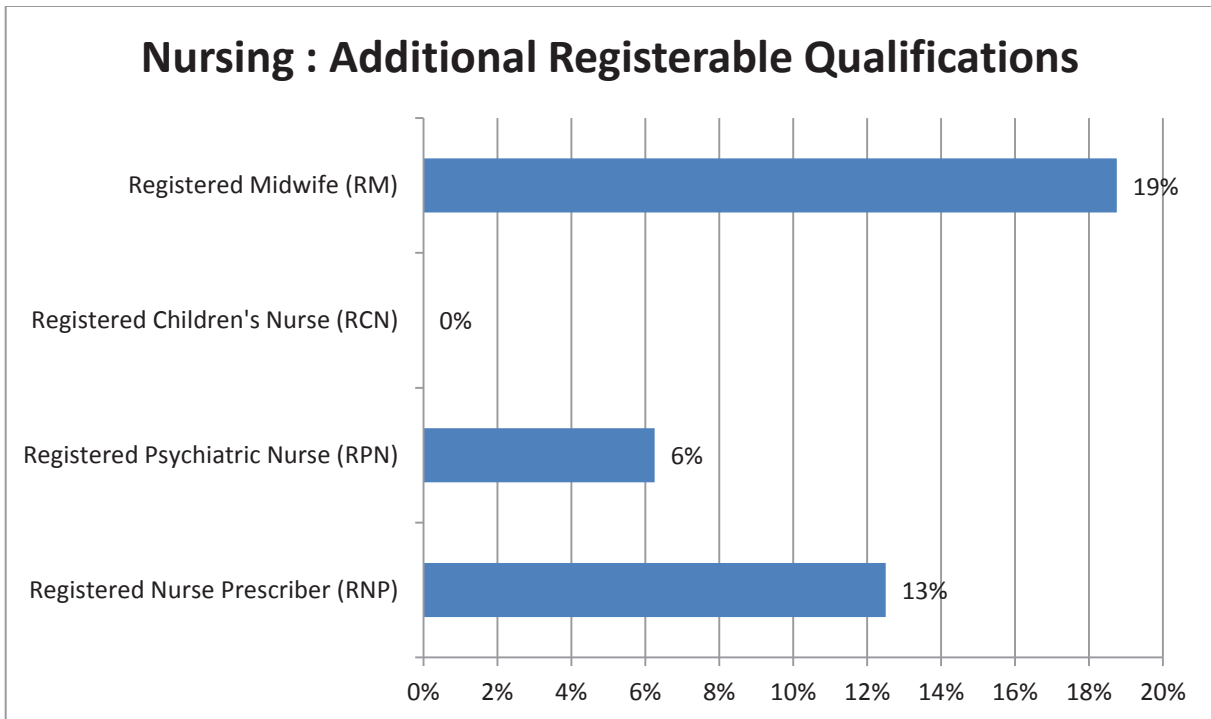
Services were asked to identify numbers of nurses in their units with registerable qualifications additional to their primary qualification. Findings are presented in Table 137 and Figure 199 below.

Table 137 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	19%
Registered Children's Nurse (RCN)	0%
Registered Psychiatric Nurse (RPN)	6%
Registered Nurse Prescriber (RNP)	13%
Other	0%

Registered Nurse Prescriber (RNP) refers to those nurses who have achieved a Medicinal Product Prescribing qualification and who are registered with the Nursing and Midwifery Board of Ireland (NMBI). Not all nurses who undertook a prescribing education programme are registered with NMBI.

Figure 199 Additional Registerable Qualifications



6.2.2.2 Nursing Staff Qualifications/Working towards Qualifications

For this question services identified the numbers of nurses in their Injury Units who had undertaken (or were currently undertaking) specific educational programmes – Higher/Graduate Diploma Emergency Nursing; Certificate/ENB in Emergency Nursing; Nursing Management qualification; Medicinal Prescribing; Ionising Radiation Prescribing; and any qualification at master’s degree level. Findings are presented in Table 138 and Figure 200. Data in Table 138 are presented as numbers of nurses rather than percentages.

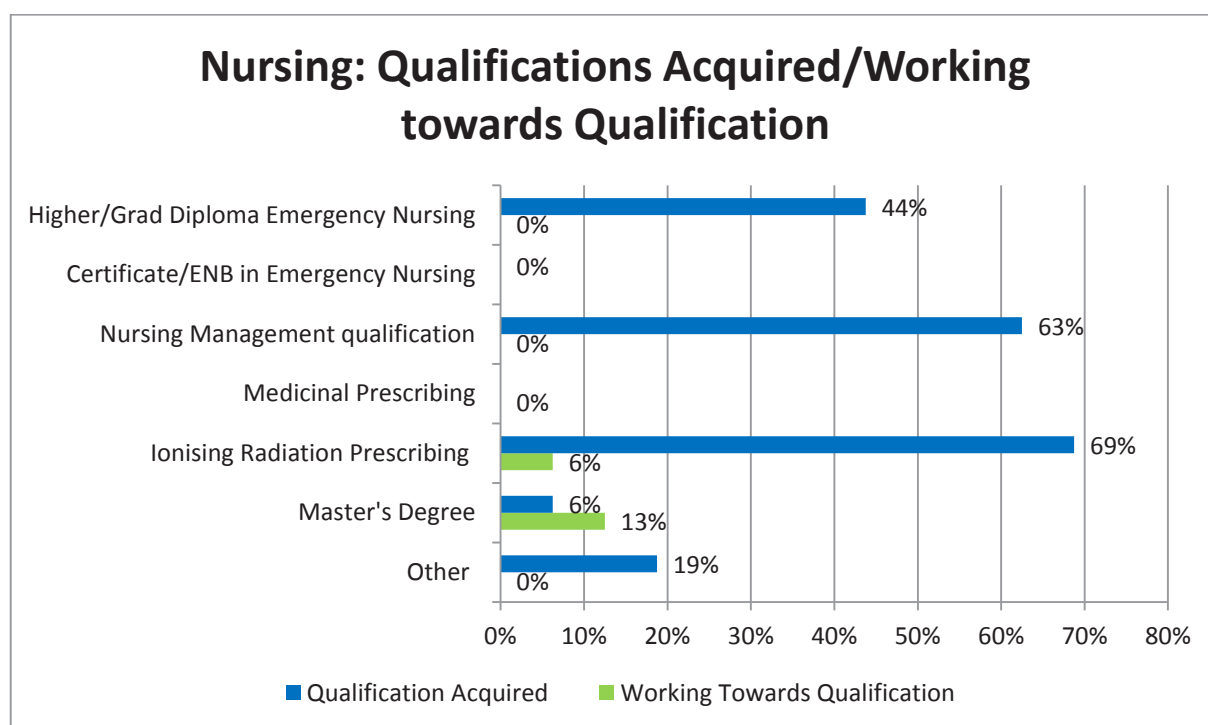
Table 138 Nursing Staff Qualifications/Working towards Qualification

	Qualifications Acquired	Working Toward Qualifications
Higher/Grad Diploma Emergency Nursing	7	0
Certificate/ENB in Emergency Nursing	0	not requested*
Nursing Management qualification	10	0
Medicinal Prescribing	not requested	0
Ionising Radiation Prescribing	11	1
MSc	1	2
Other	3	0

*These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas

Qualifications indicated under ‘other’ category included, for example, Bachelors Degree in Nursing.

Figure 200 Nursing Staff Qualifications Acquired and Working towards Qualification



6.2.3 Nursing Staff Life Support Skills

Table 139 Nursing Staff Life Support Skills

Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	0%	6%	0%
Paediatric Programme (APLS/EPLS/PALS)	13%	25%	0%
Trauma Programme (ATLS/TNCC/ATNC)	25%	19%	0%
Advanced Cardiac Life Support (ACLS)	50%	0%	6%
Emergency Planning MIMMS/HMIMS	0%	0%	0%
EMBS (Burns)	0%	0%	0%
Other	0%	0%	0%

Figure 201 Neonatal Resuscitation

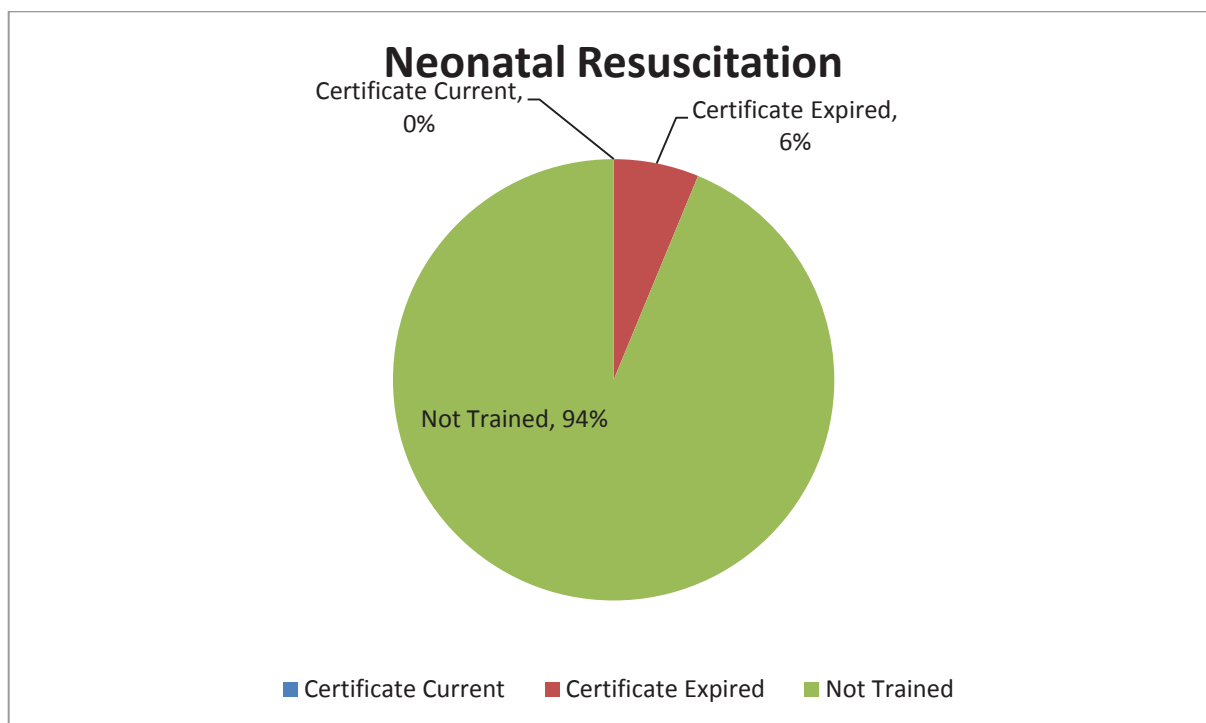
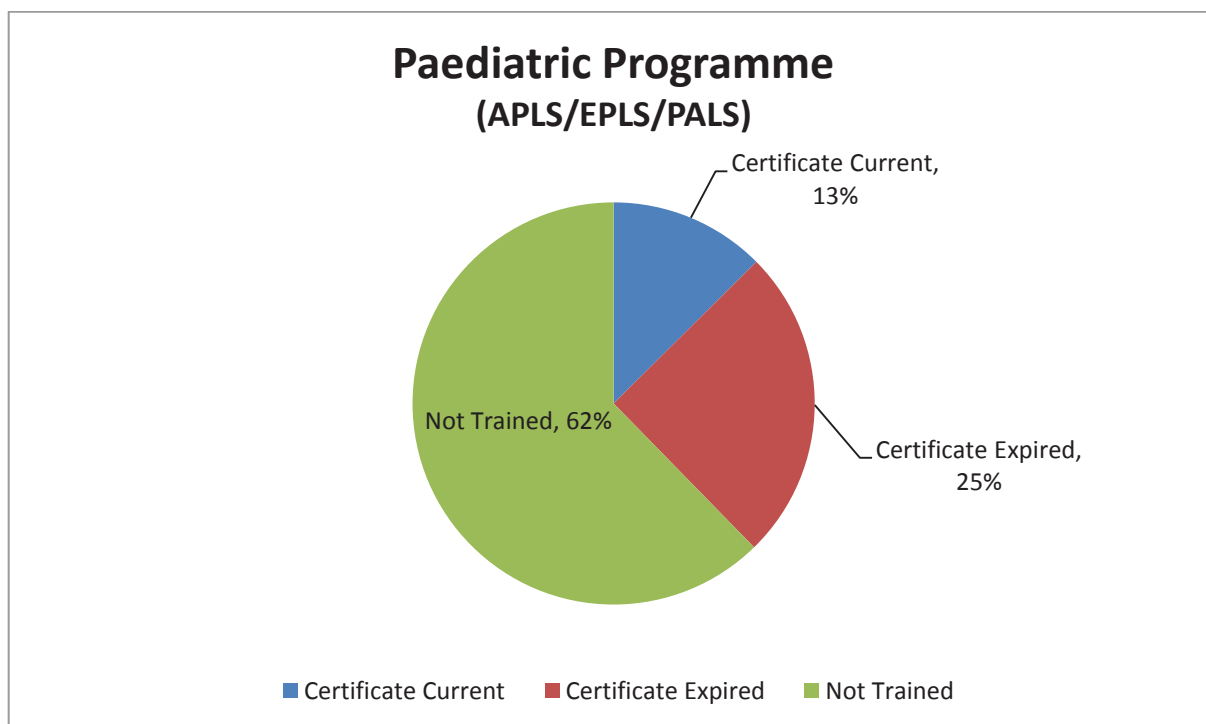
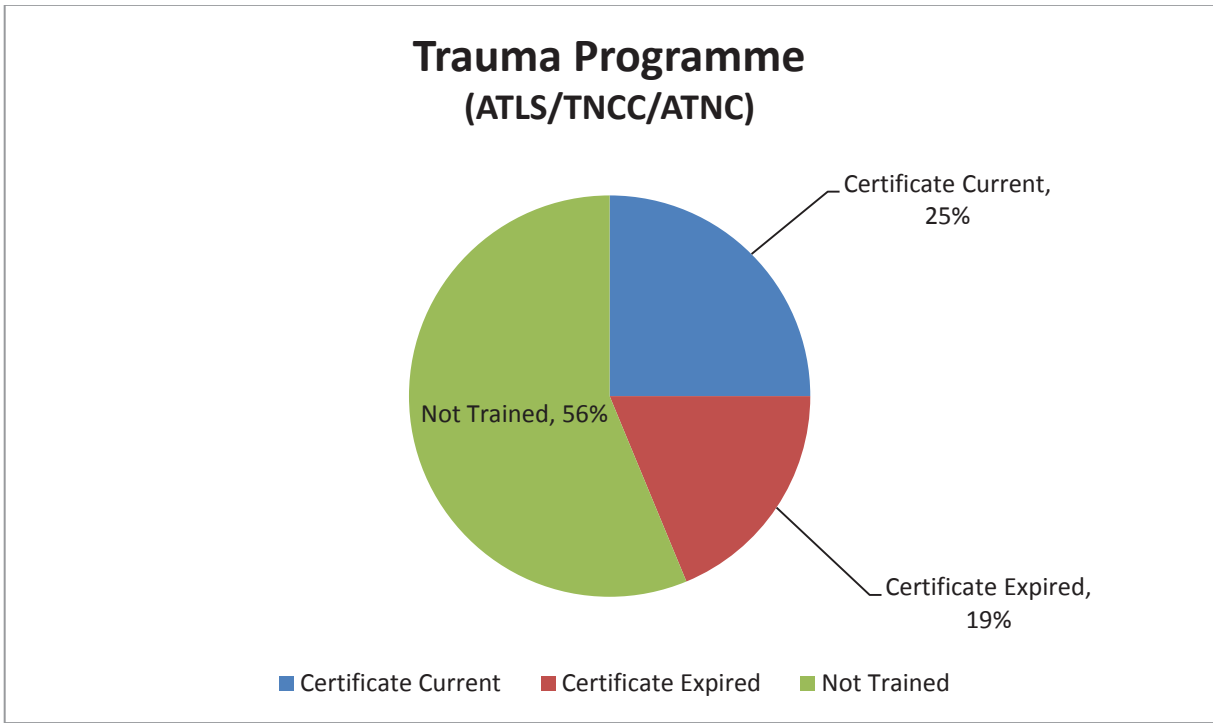


Figure 202 Paediatric Programme



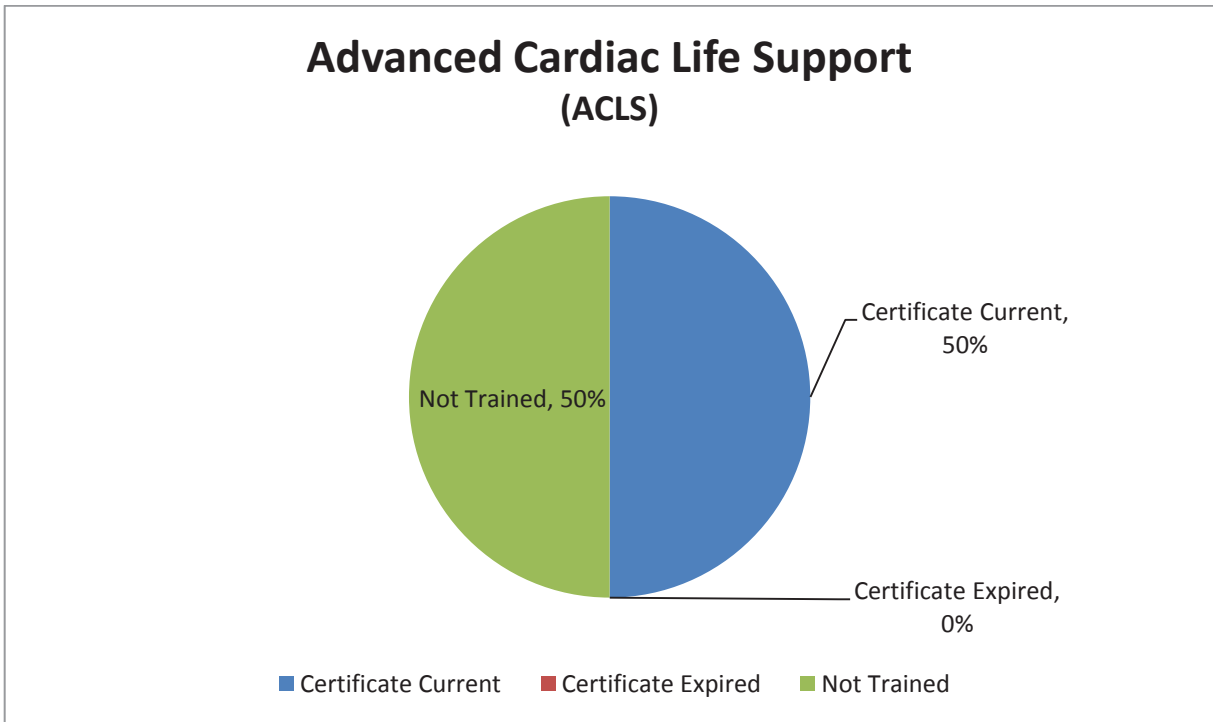
Sites were asked to identify numbers of nurses with APLS, EPLS or PALS- results are reported for all three programmes together – breakdown not possible.

Figure 203 Trauma Programme



Sites were asked to identify numbers of nurses with ATLS, TNCC or ATNC – results are reported for all three programmes together – breakdown not possible.

Figure 204 Advanced Cardiac Life Support

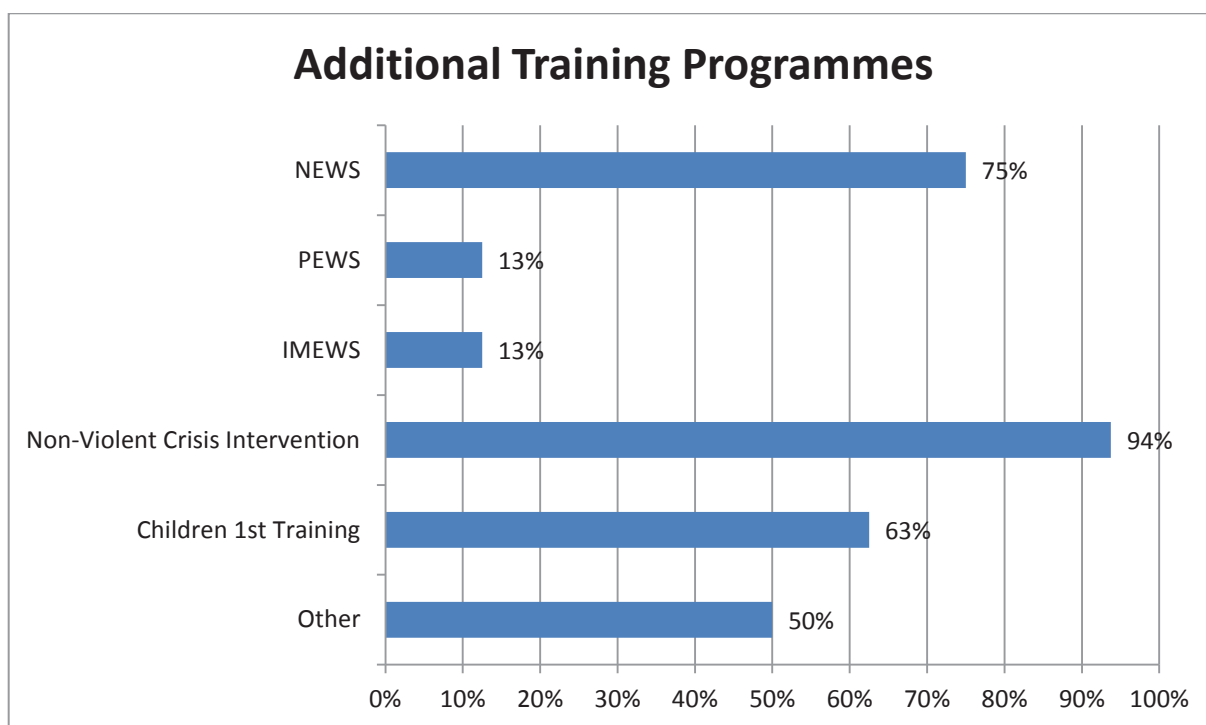


6.2.4 Nursing Staff Additional Training Programmes

Table 140 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	75%
PEWS	13%
IMEWS	13%
Non-Violent Crisis Intervention	94%
Children First Training	63%
Other	50%

Figure 205 Additional Training Programmes



6.2.5 Nursing Clinical Skills and Competencies

Services were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained for each skill or competency. Findings for the three categories are presented on the following pages.

6.2.5.1 Assessment Skills

Table 141 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	69%	31%	0
Irish Children's Triage System (<i>Children Only</i>)	0%	100%	0
I MIST AMBO	0%	100%	0
Basic ECG Interpretation	94%	6%	2
Advanced ECG Interpretation	6%	94%	0
Interpretation of Arterial Blood Gases	0%	100%	0
Chest Examination	0%	100%	0
Abdominal Examination	0%	100%	0
Limb Examination	69%	31%	1
Paediatric Respiratory Assessment	0%	100%	0
Visual Acuity	0%	100%	0
Delirium Assessment (4ATs)	0%	100%	0
Frailty Assessment	0%	100%	0

Figure 206 Nursing Assessment Skills Graph 1

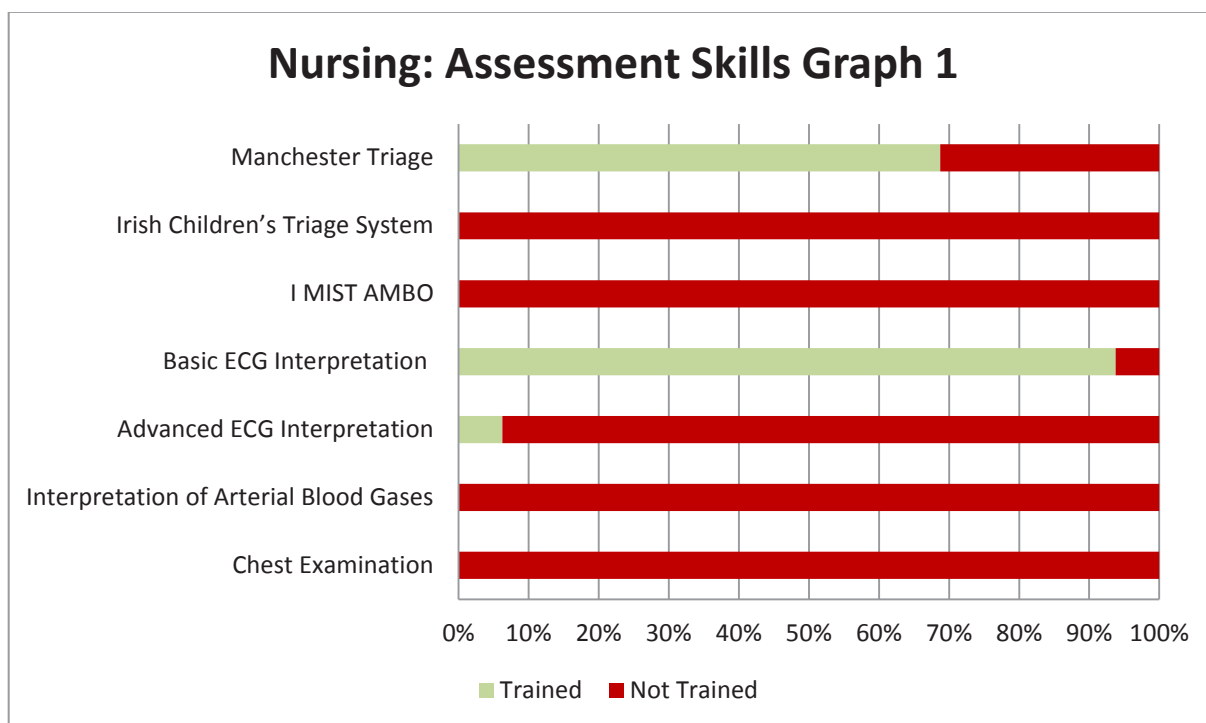
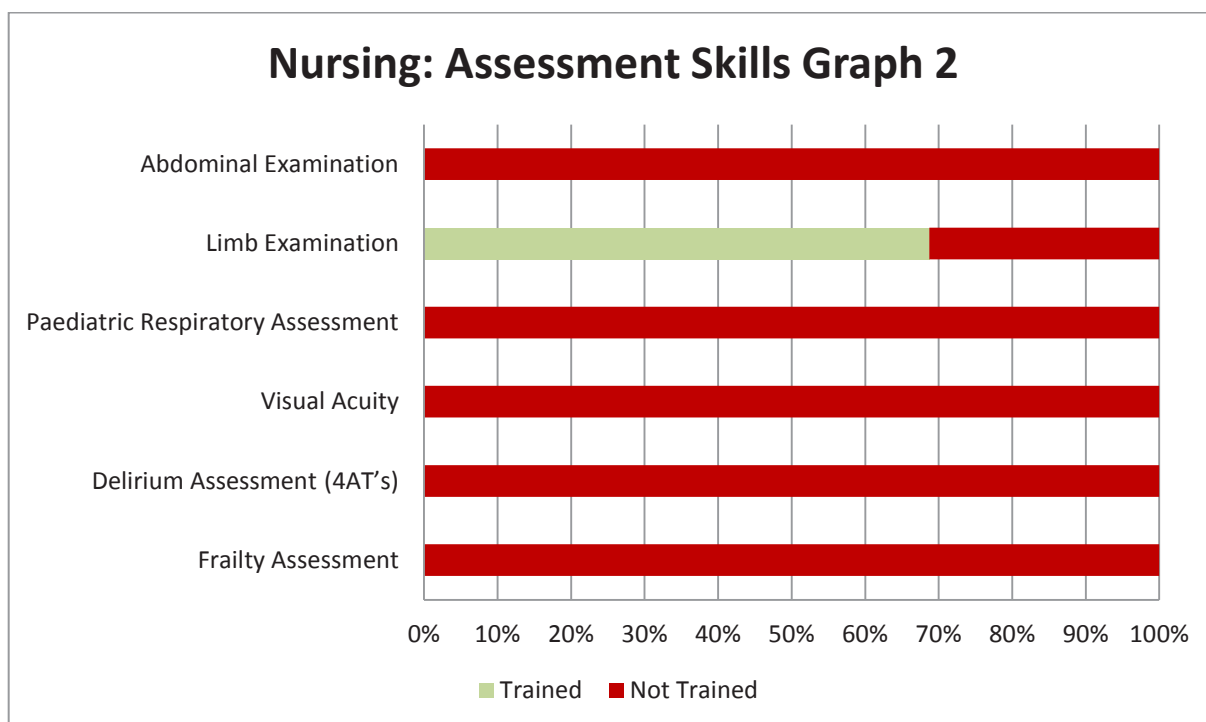


Figure 207 Nursing Assessment Skills Graph 2



6.2.5.2 Clinical Skills

Table 142 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	87.5%	12.5%	2
IV Cannulation	50%	50%	2
Blood culture sampling	0%	100%	0
Arterial Blood Gas sampling	0%	100%	0
Administration of 1st dose antibiotics	0%	100%	0
Medication Management (through Protocol)*	6%	94%	0
Procedural sedation	0%	100%	0
Male Catheterisation	0%	100%	0
Replacement of supra-public catheters	0%	100%	0
Replacement of PEG Tubes	0%	100%	1
Management of Non Invasive Ventilation (NIV)	12.5%	87.5%	1
Use of external chest compression device (LUCAS)	0%	100%	0
Nurse defibrillation (passed ACLS)	56%	44%	2
External Pacing	19%	81%	1
Cardioversion	19%	81%	1
Suturing	6%	94%	1
Wound closure (steri-strips/glue)	69%	31%	2
Removal of foreign bodies (ear, nose etc)	44%	56%	1
Nasal packing	0%	100%	0
Eye Irrigation	69%	31%	2
Casting	69%	31%	2
Splinting	69%	31%	1
Fitting for walking aids	69%	31%	2
Log-roll team leader	0%	100%	0
Cervical spine immobilisation	25%	75%	0
Local Major Emergency Planning Training	0%	100%	0
Pre-hospital retrieval team Training	0%	100%	0

*Medication administered through locally agreed protocols

Figure 208 Nursing Clinical Skills Graph 1

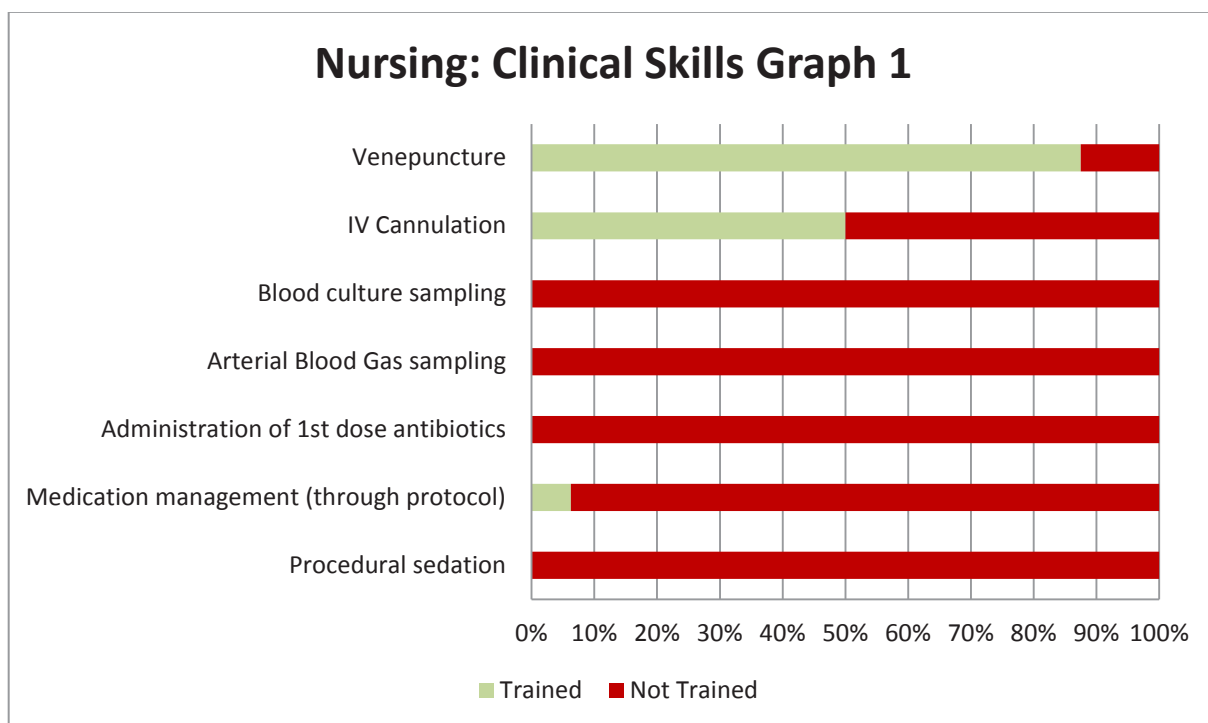


Figure 209 Nursing Clinical Skills Graph 2

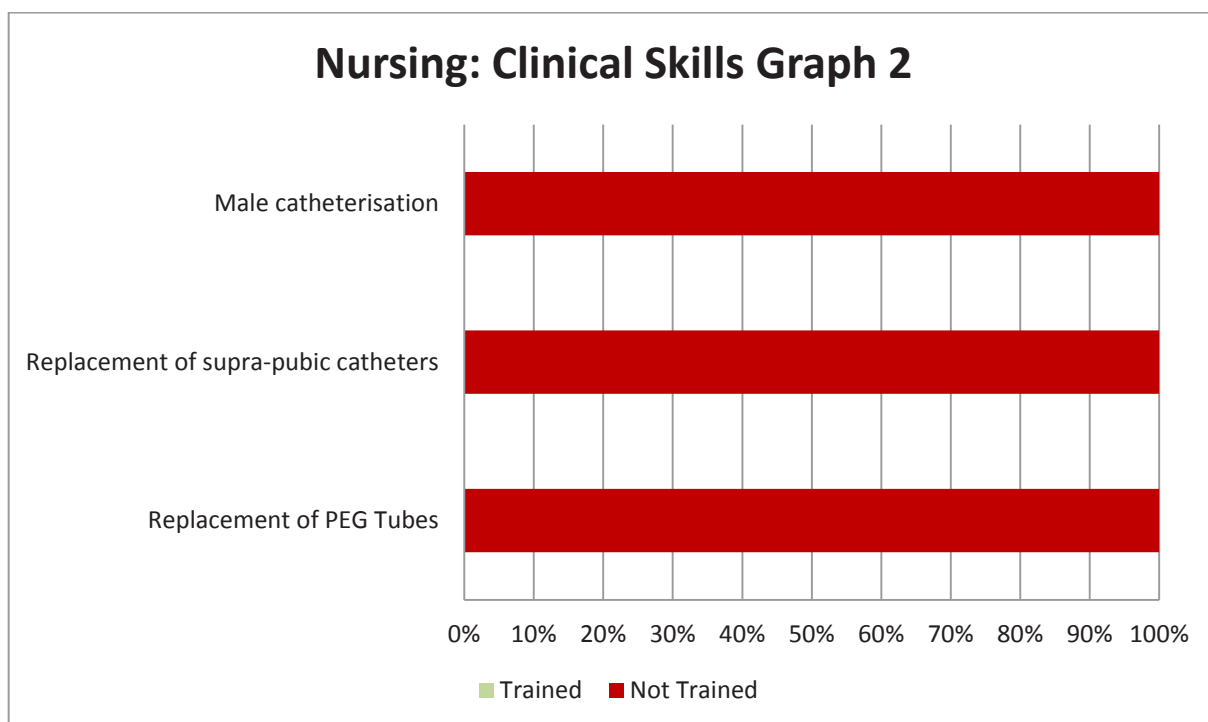


Figure 210 Nursing Clinical Skills Graph 3

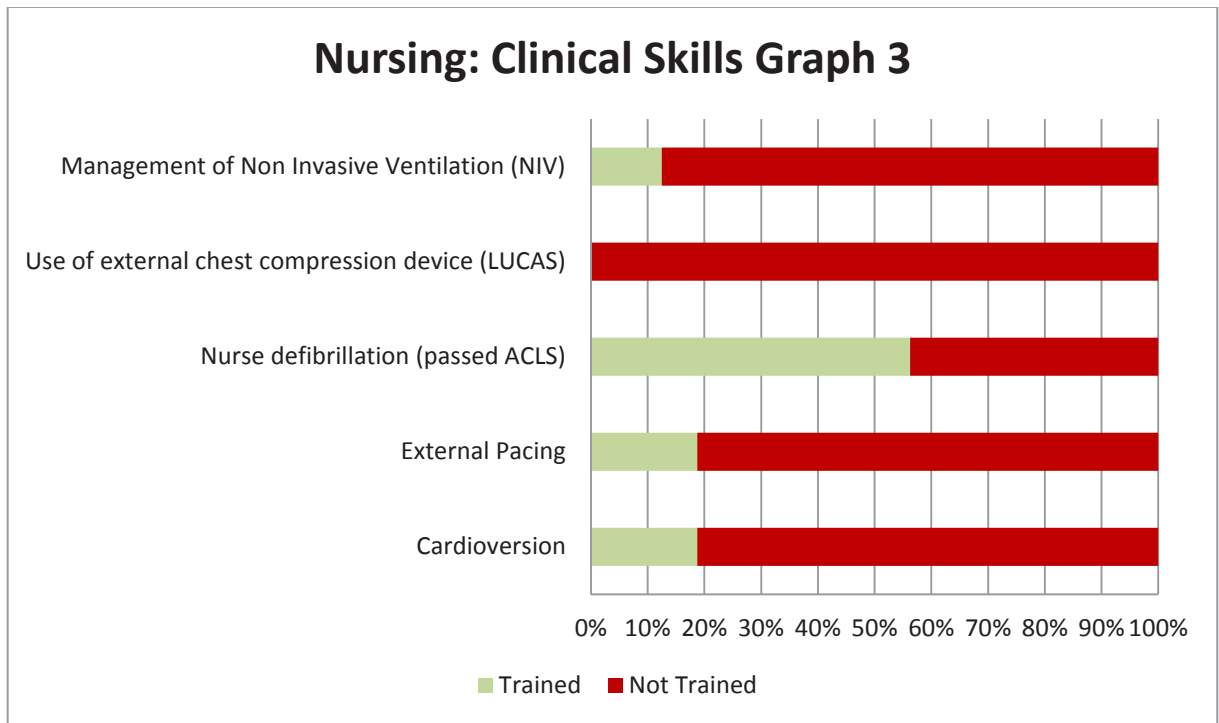


Figure 211 Nursing Clinical Skills Graph 4

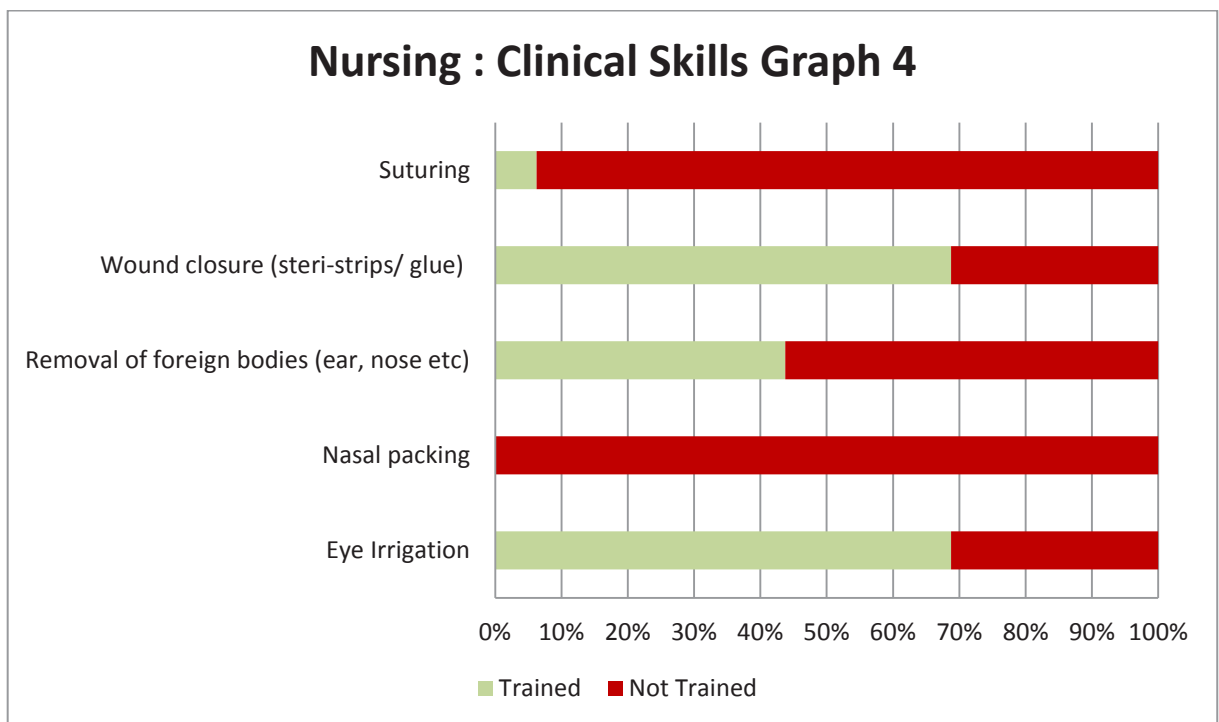
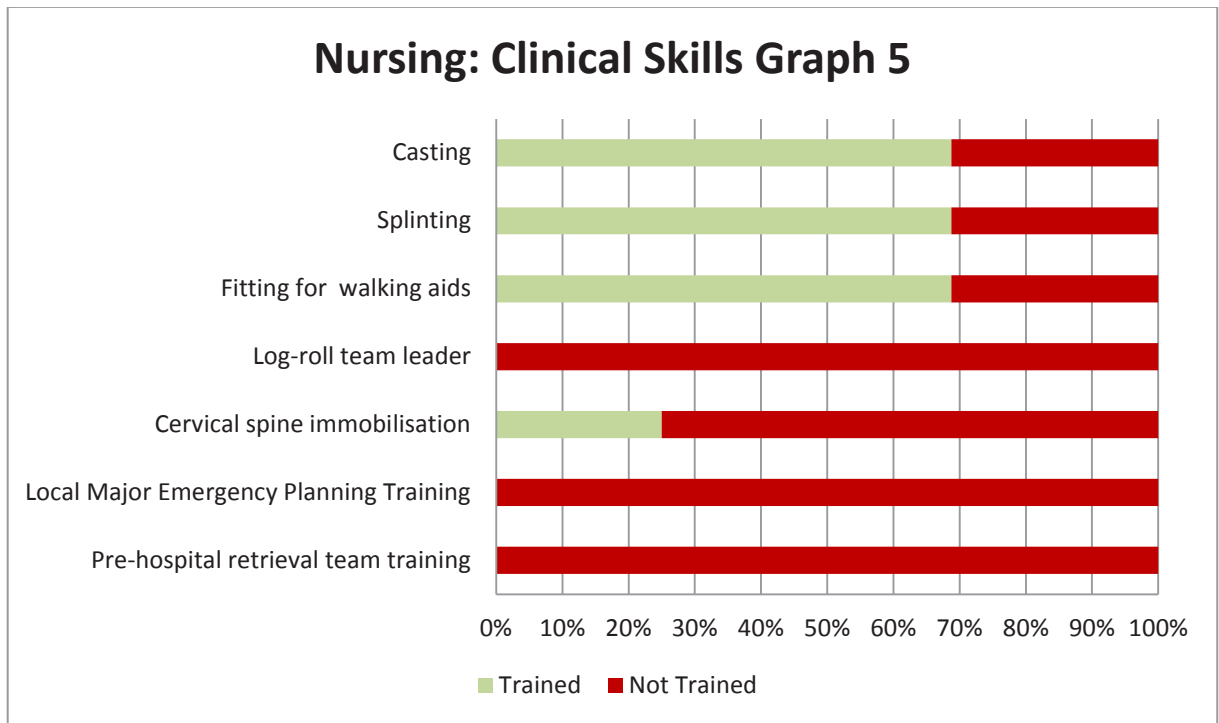


Figure 212 Nursing Clinical Skills Graph 5

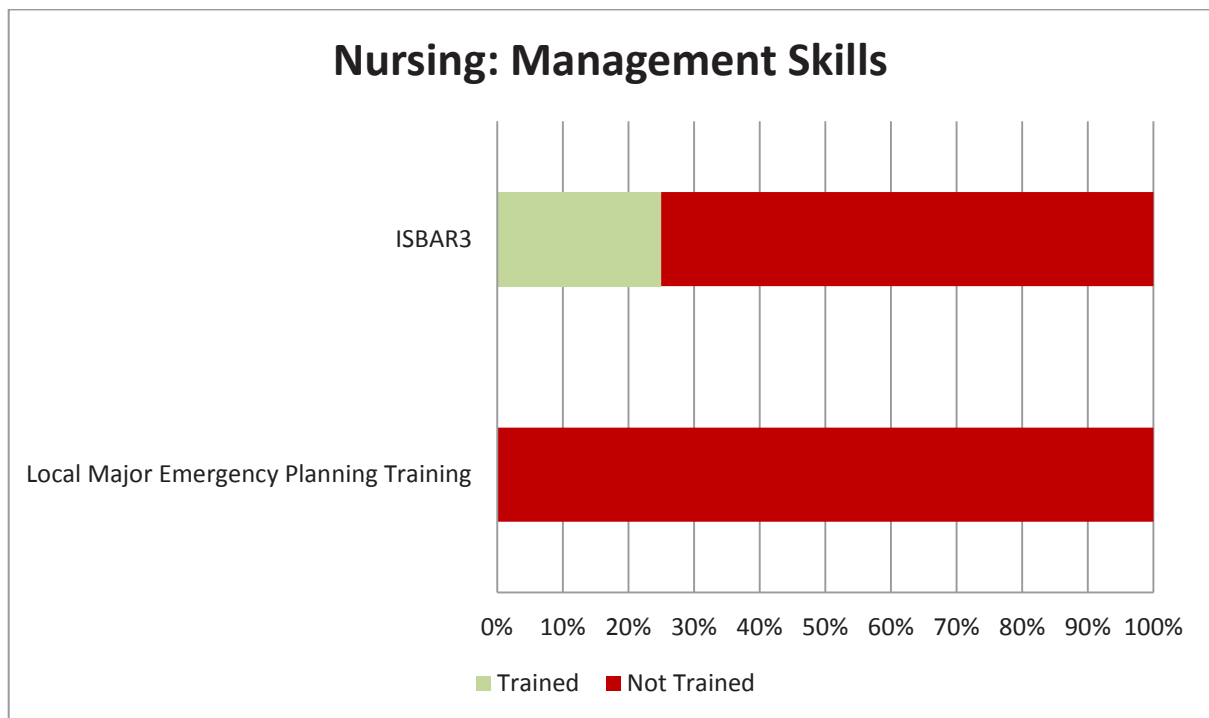


6.2.5.3 Management Skills

Table 143 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	25%	75%	1
Local Major Emergency Planning Training	0%	100%	0

Figure 213 Nursing Management Skills



6.2.6 Education Initiatives

Table 144 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	3	0	1 week – 12 weeks
Foundation programme in emergency nursing	0	3	
Emergency Nursing (Level 8 QQI)	0	3	
Emergency Nursing (Level 9 QQI)	0	3	
De-escalation Training	3	0	Nurses, HCAs, MTAs & Security

Site facilitation of a programme is where a site hosts some lectures and clinical placements for a Higher Education Institute (HEI).

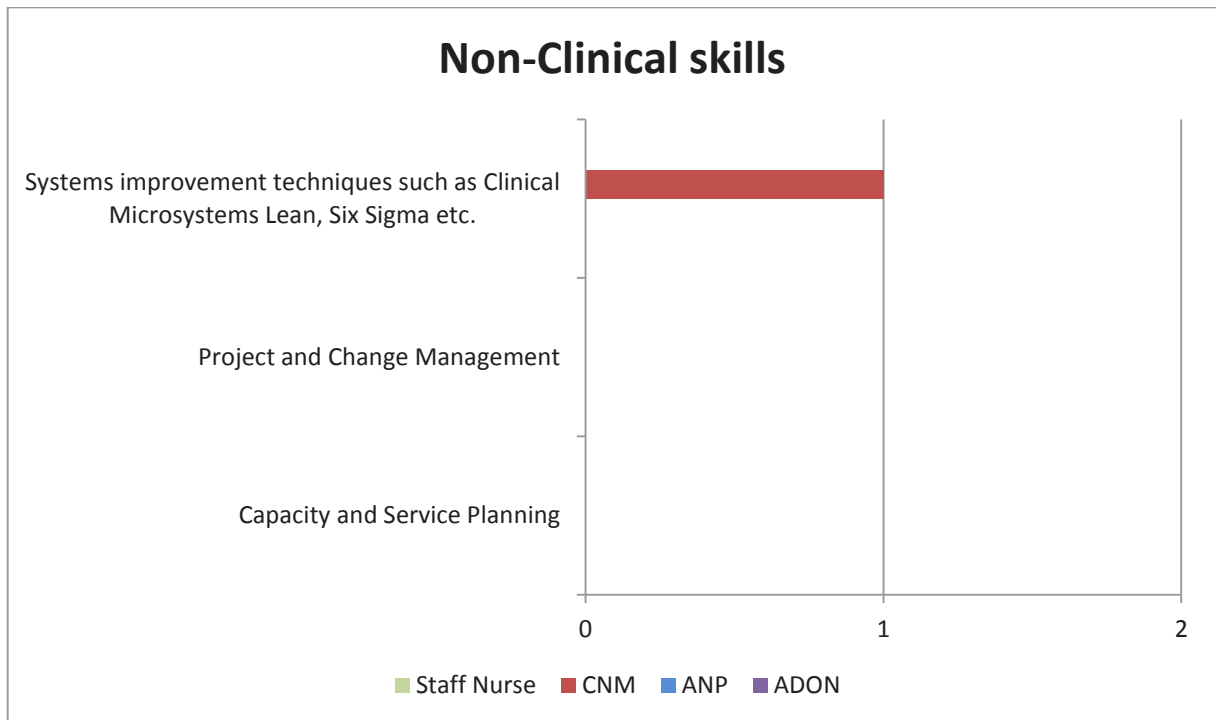
6.2.7 Non-Clinical Skills

Findings presented as numbers of nurses (of a total of 16 nurses) rather than percentages in Table 145 and Figures 214 and 215.

Table 145 Non-Clinical Skills

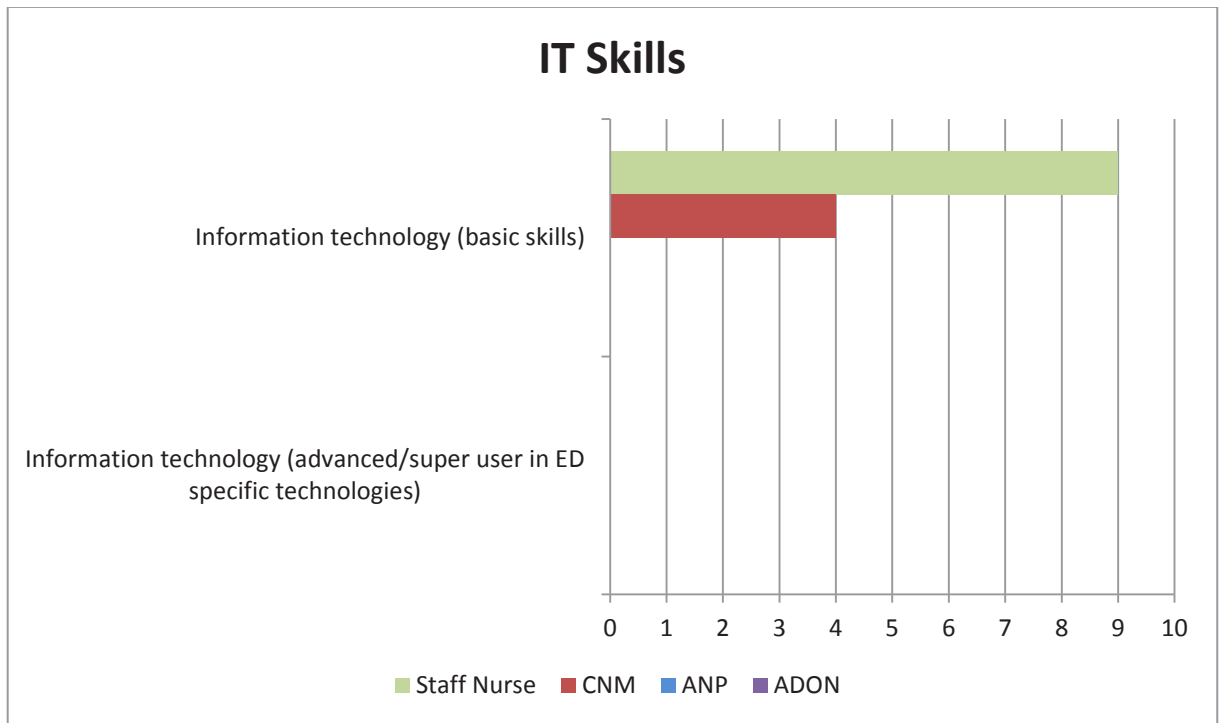
Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	0	1	0	0
Project and Change Management	0	0	0	0
Capacity and Service Planning	0	0	0	0
Information technology (basic skills)	9	4	0	0
Information technology (advanced/super user in ED specific technologies)	0	0	0	0

Figure 214 Non-Clinical Skills



Findings presented as numbers of nurses (of a total of 16 nurses) rather than percentages.

Figure 215 IT Skills



Findings presented as numbers of nurses (of a total of 16 nurses) rather than percentages.

6.2.8 Health Care Assistant (HCA) Profile and Qualifications

Table 146 Health Care Assistant (HCA) Profile and Qualification

Approved		In Post 29/02/2016		Please identify the cover provided by HCAs in your IU e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
1	1	1	See table 147	1	1	0	

Table 147 Rostered hours provided by HCAs

Rostered hours provided by HCAs

12/7x1 (12 hours x 7 days x 1 site) (Rostered hours provided for 12 hours, 7 days per week in 1 site)

6.2.8.1 Health Care Assistants Additional Training Programmes

Table 148 Health Care Assistants Additional Training Programmes

Name of Programme	% HCAs Trained
NEWS	0%
PEWS	0%
IMEWS	0%
Non-violent Crisis Intervention	0%
Children First Training	0%
Other	0%

6.2.9 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Table 149 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Clinical Skills & Competencies	% HCAs Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	100%	0%	0
Application of external chest compression device	0%	100%	0
Member of Log roll team	0%	100%	0
Assisting with Spinal immobilisation	0%	100%	0
Monitoring Vital Signs	0%	100%	0
One to one care (Special)	0%	100%	0
Patient transport (in-house)	0%	100%	0
Patient transport (off-site)	0%	100%	0
Attaching cardiac monitor	0%	100%	0
Recording ECG	0%	100%	0
Removal of rings	0%	100%	0
Assisting with application of Splints/casts	0%	100%	0
Urinalysis	0%	100%	0
Blood Glucose	0%	100%	0
Other skill(s) eg phlebotomy	0%	100%	0

The information in Table 149 above is presented graphically on the following page.

Figure 216 HCA Clinical Skills and Competencies Graph 1

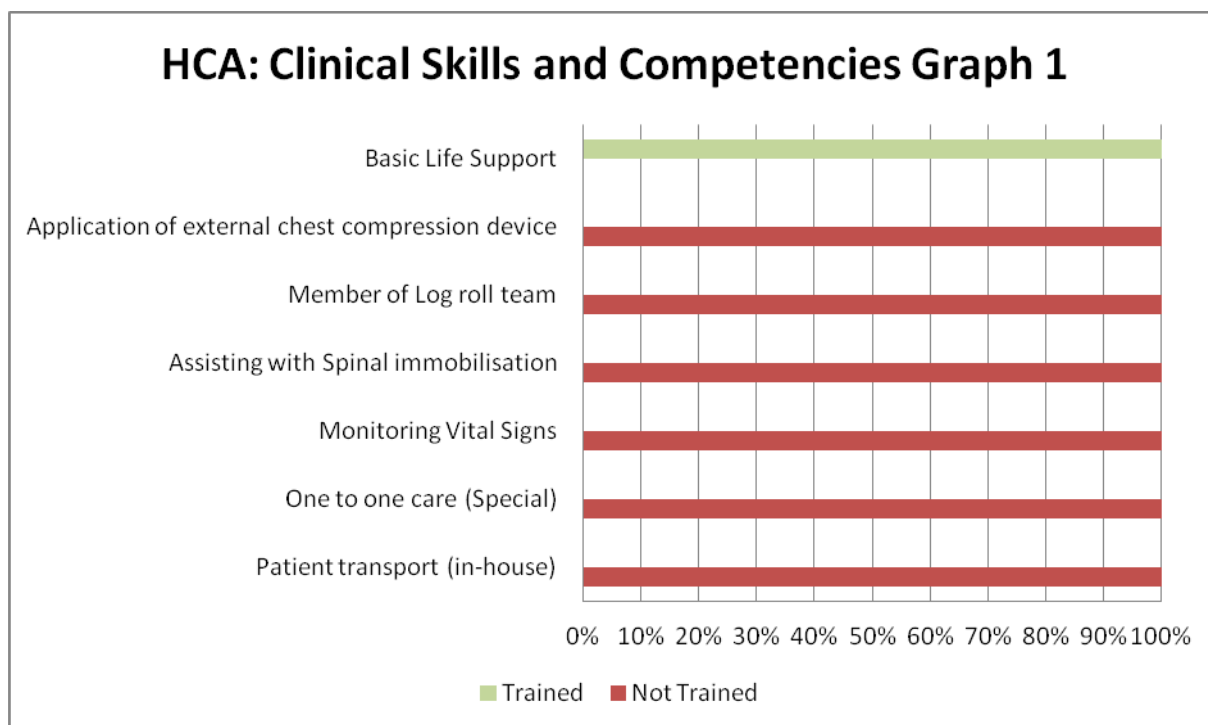
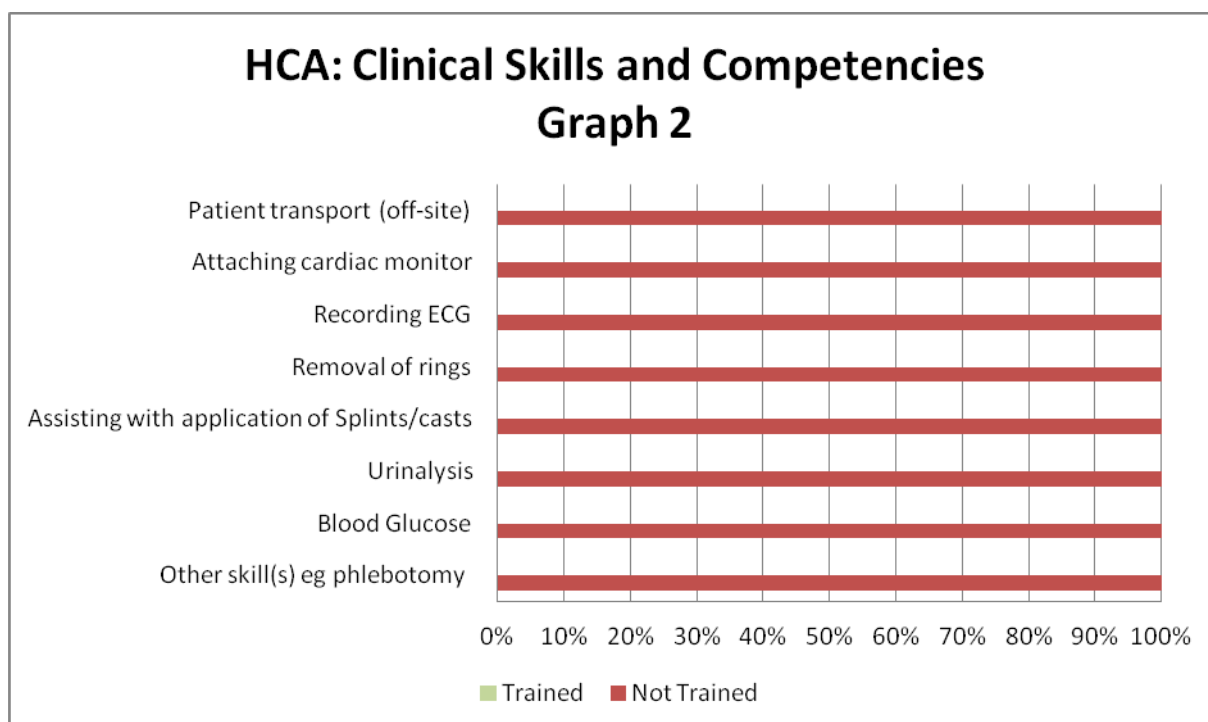


Figure 217 HCA Clinical Skills and Competencies Graph 2



6.2.10 Multitask Attendants (MTA) Profile and Qualifications

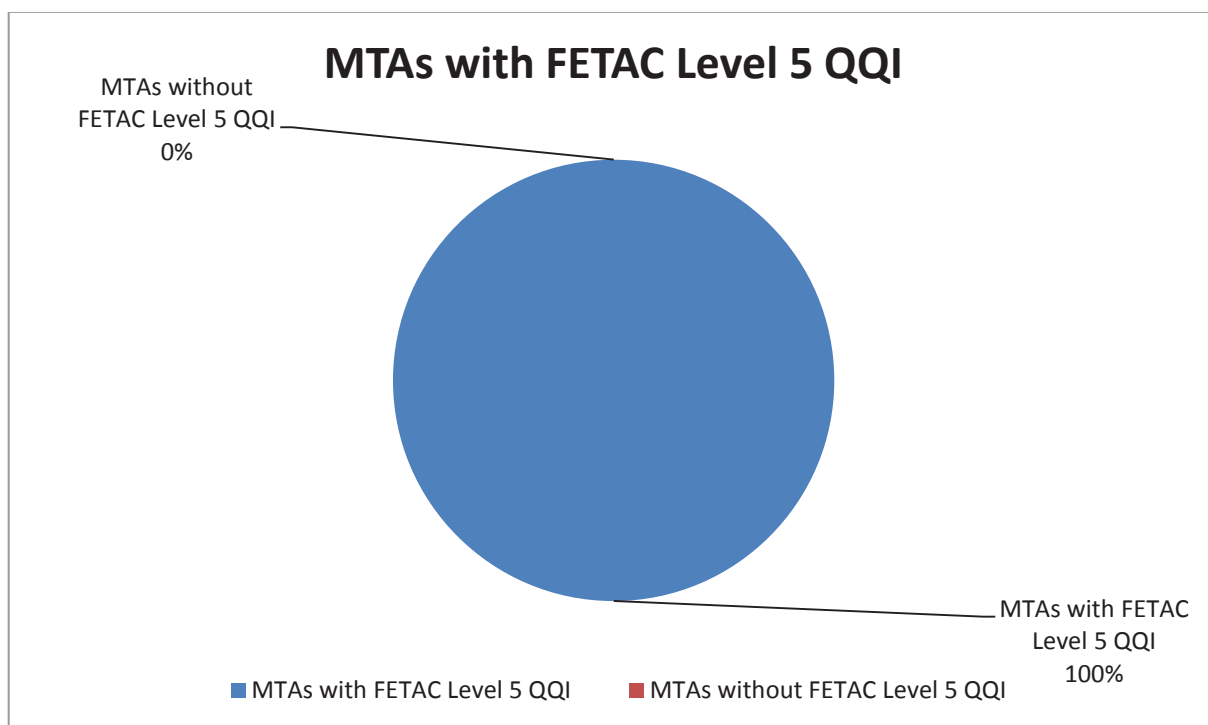
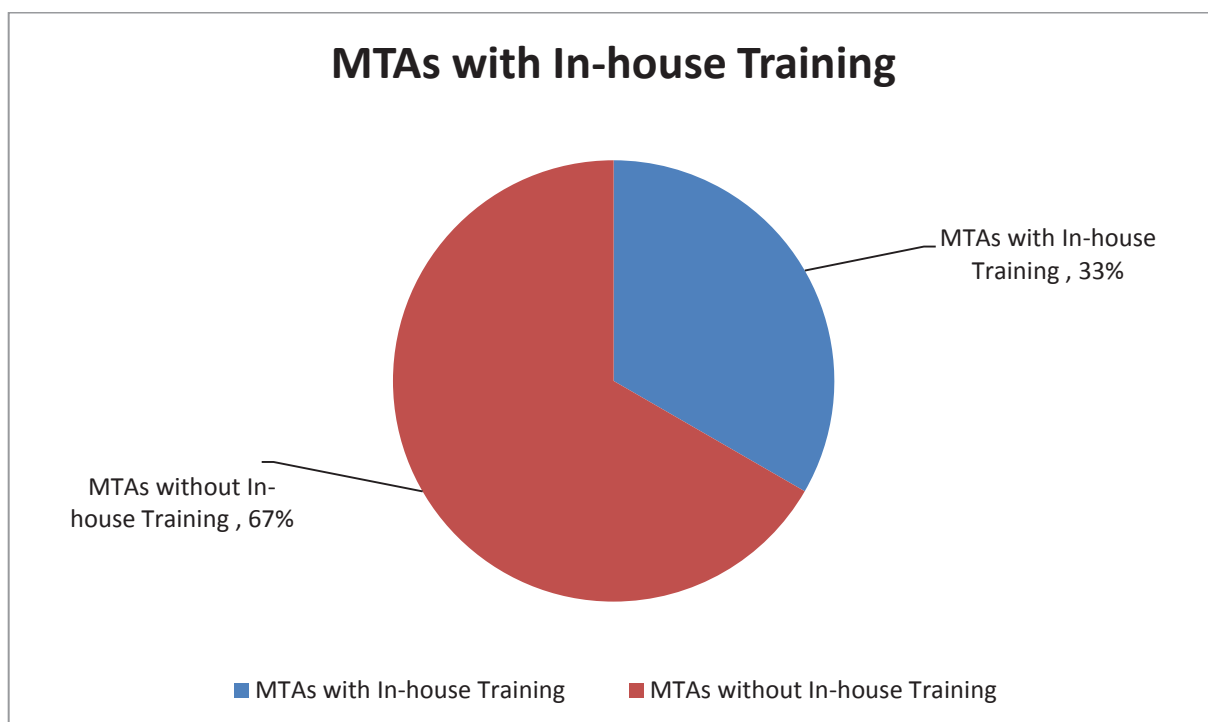
Table 150 Multitask Attendants (MTAs) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by MTAs in your IU e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these MTAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
2.4	3	2.4	See Table 151	3	1	0	

Table 151 Rostered hours provided by MTAs

Rostered hours provided by MTAs

12/7x2 (12 hours x 7 days x 2 sites) (Rostered hours is provided for 12 hours, 7 days per week in 2 sites)

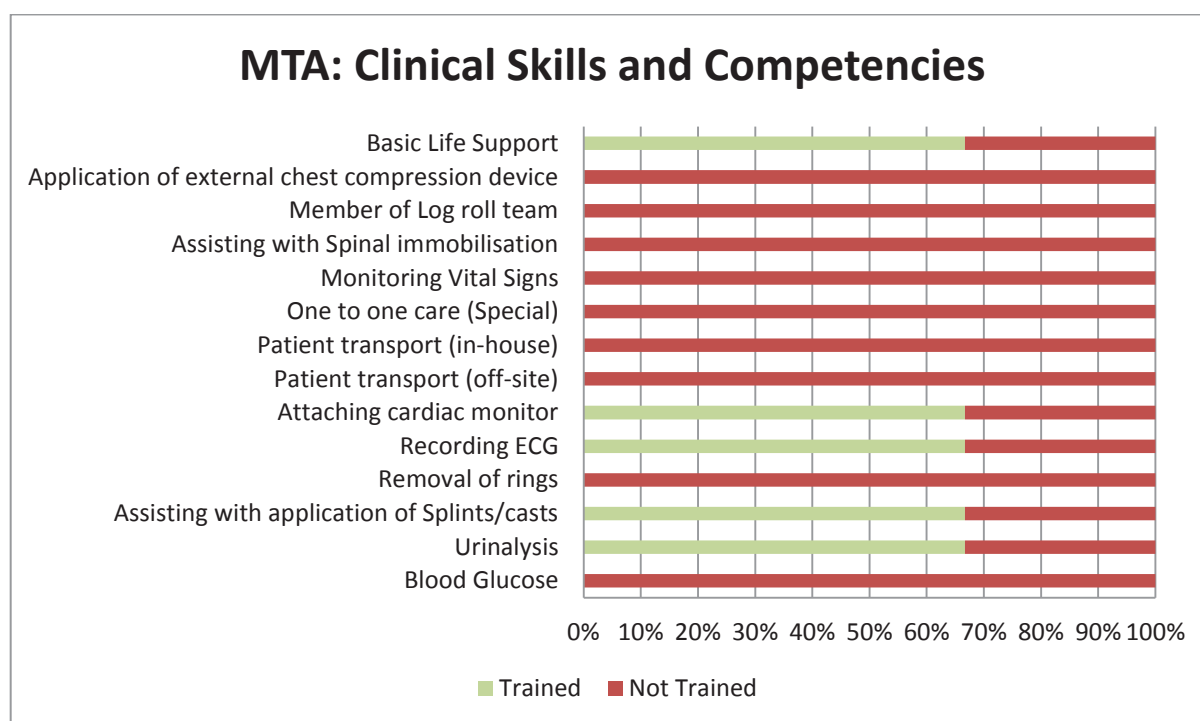
Figure 218 MTAs with FETAC Level 5 QQI**Figure 219 MTAs with In-House Training**

6.2.10.1 Multitask Attendants Additional Clinical Skills and Competencies

Table 152 Multitask Attendants Additional Clinical Skills and Competencies

Clinical Skills and Competencies	% MTAs Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	67%	33%	1
Application of external chest compression device	0%	100%	0
Member of Log roll team	0%	100%	0
Assisting with Spinal immobilisation	0%	100%	0
Monitoring Vital Signs	0%	100%	0
One to one care (Special)	0%	100%	0
Patient transport (in-house)	0%	100%	0
Patient transport (off-site)	0%	100%	0
Attaching cardiac monitor	67%	33%	1
Recording ECG	67%	33%	1
Removal of rings	0%	100%	0
Assisting with application of Splints/casts	67%	33%	1
Urinalysis	67%	33%	1
Blood Glucose	0%	100%	0
Other skill(s) eg phlebotomy	0%	100%	0

Figure 220 MTA Clinical Skills and Competencies



6.2.10.2 HCAs/MTAs Non-Clinical Skills

Table 153 Non-Clinical Skills

Non-Clinical Skills	HCA	MTA	Other Grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.	0	0	0
Project and Change Management	0	0	0
Capacity and Service Planning	0	0	0
Information technology (basic skills)	0	0	0
Information technology (advanced/super user in ED specific technologies)	0	0	0

6.2.11 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.

Section 7 University of Limerick Hospital Group

Section 7 University of Limerick Hospital Group

7.0 University of Limerick Hospital Group

Four of six hospitals within the University of Limerick Hospital Group indicated they had either an Emergency Department or an Injury Unit. The four hospitals are listed below. Data for Emergency Departments and Injury Units is presented separately in Sections 7.1 and 7.2.

University of Limerick Hospital Group

1. University Hospital Limerick (Model 4 Hospital)
2. Mid Western Regional Hospital Ennis (Model 2 Hospital)
3. Mid Western Regional Hospital Nenagh (Model 2 Hospital)
4. St. John's Hospital, Limerick (Model 2 Hospital)

7.1 University of Limerick Hospital Group, Emergency Departments (1 Department)

One hospital with University of Limerick Hospital Group identified that they had an Emergency Department. The hospital is:

University of Limerick Hospital Group

1. University Hospital Limerick (Model 4 Hospital)

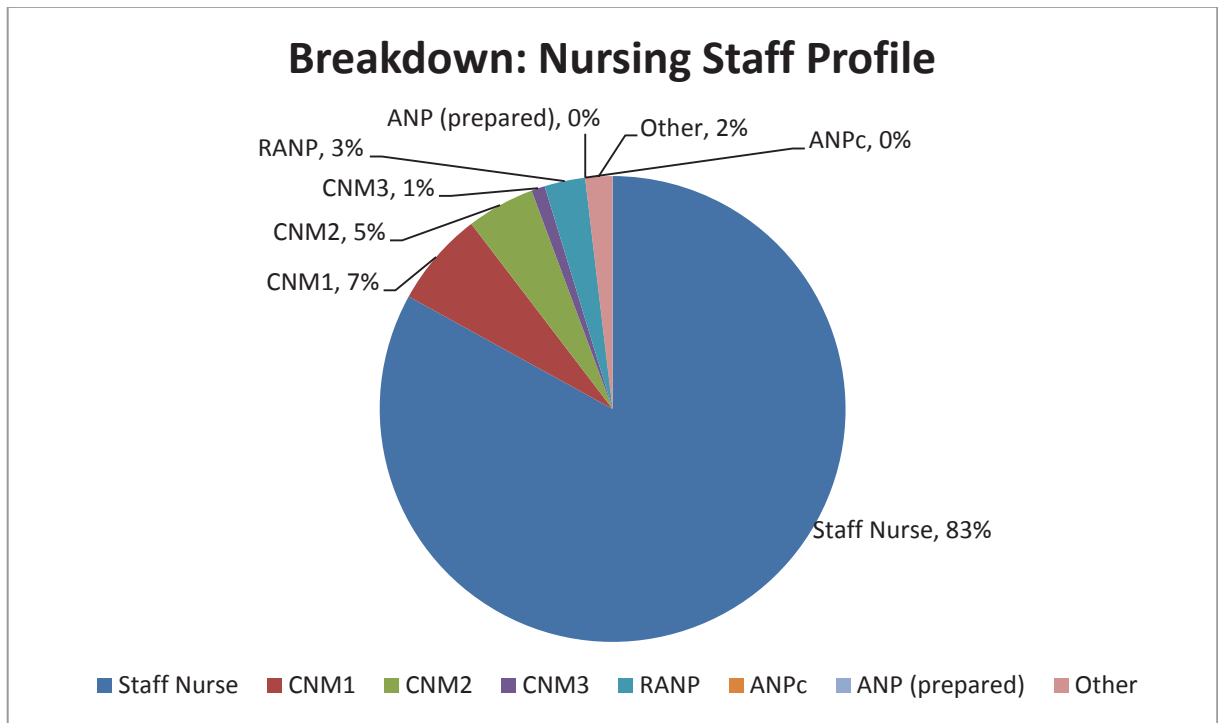
7.1.1 Nursing Staff Profile (Emergency Departments)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 154 below and in Figure 221 overleaf.

Table 154 Nursing Staff Profile (Emergency Departments)

Staff approved and in post on 29th February 2016	Approved		In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
	WTE	Head Count	WTE	HC	WTE	HC	WTE	
Staff Nurse	51.8	88	45.9	18	16	10	10	
Clinical Nurse Manager 1	7	7	7	0	0	0	0	
Clinical Nurse Manager 2	8.5	5	4.5	0	0	0	0	
Clinical Nurse Manager 3	1	1	1	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	3	3	3	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	0	0	0	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	0	0	0	0	0	0	0	
ANP Candidate	0	0	0	0	0	0	0	
ANP Prepared	0	0	0	0	0	0	0	
Clinical Education Facilitator	1	1	1	0	0	0	0	
Clinical Support Nurse	0	0	0	0	0	0	0	
Education Co-ordinator	0	0	0	0	0	0	0	
GP Liaison Nurse	0	0	0	0	0	0	0	
Research Nurse	1	1	1	0	0	0	0	
Clinical Nurse Specialist	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	
Totals	73.3	106	63.4	18	16	10	10	

Figure 221 Nursing Staff Profile



7.1.2 Nursing Staff Qualifications

7.1.2.1 Additional Registerable Qualifications

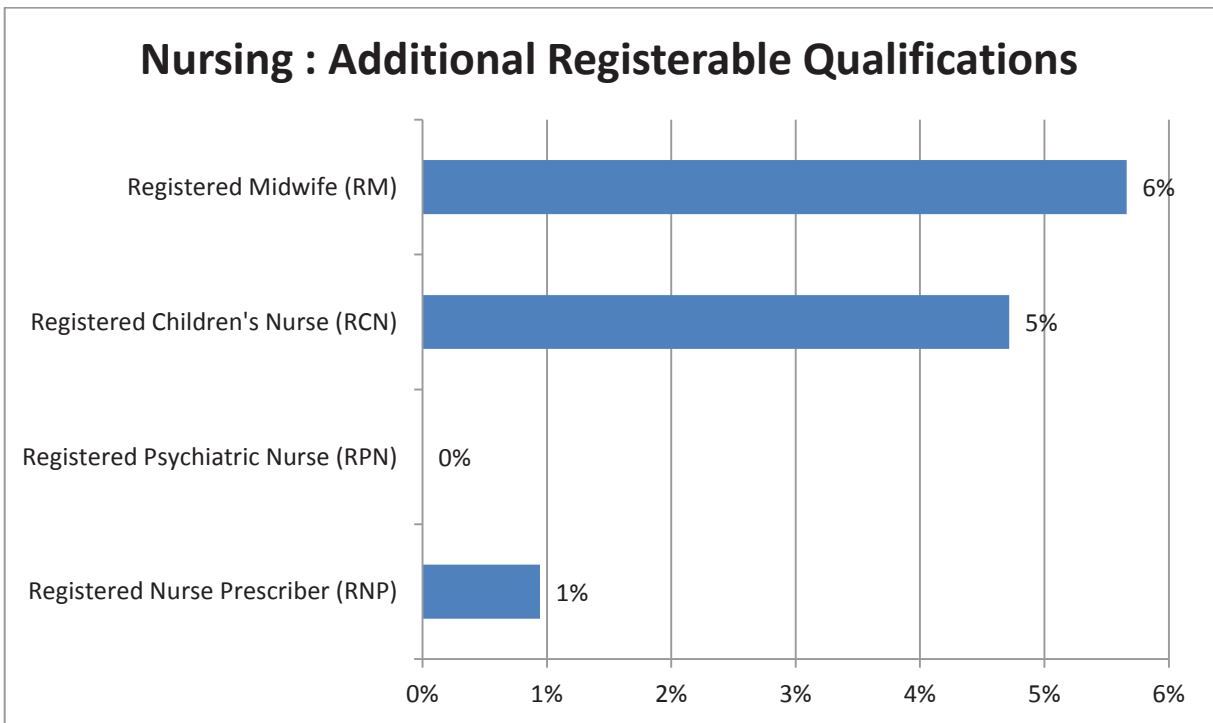
Services were asked to identify numbers of nurses in their units with registerable qualifications additional to their primary qualification. Findings can be seen in Table 155 and Figure 222.

Table 155 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	6%
Registered Children's Nurse (RCN)	5%
Registered Psychiatric Nurse (RPN)	0%
Registered Nurse Prescriber (RNP)	1%
Other	0%

Registered Nurse Prescriber (RNP) refers to those nurses who have achieved a Medicinal Product Prescribing qualification and who are registered with the Nursing and Midwifery Board of Ireland (NMBI). Not all nurses who undertook a prescribing education programme are registered with NMBI.

Figure 222 Additional Registerable Qualifications



7.1.2.2 Nursing Staff Qualifications/Working towards Qualifications

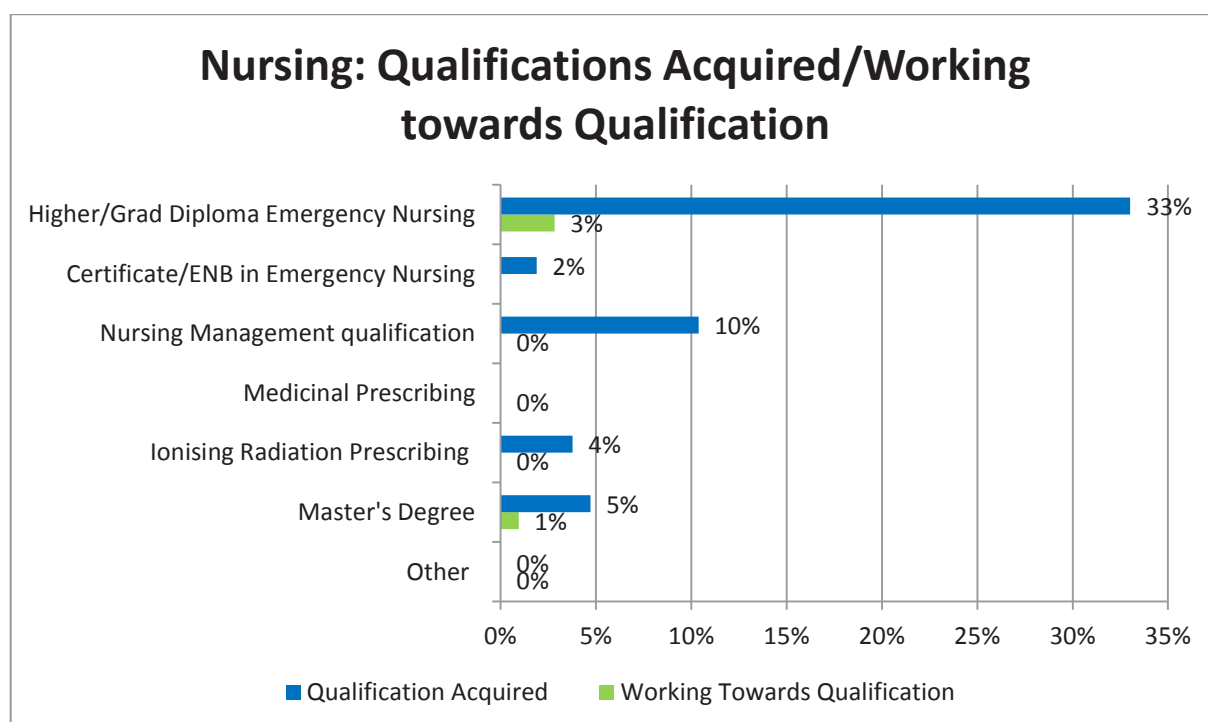
For this question services identified the numbers of nurses in their EDs who had undertaken (or were currently undertaking) specific educational programmes – Higher/Graduate Diploma Emergency Nursing; Certificate/ENB in Emergency Nursing; Nursing Management qualification; Medicinal Prescribing; Ionising Radiation Prescribing; and any qualification at master’s degree level. Findings are presented in Table 156 and Figure 223. Data in Table 156 are presented as numbers of nurses rather than percentages.

Table 156 Nursing Staff Qualifications/Working towards Qualification

	Qualification Acquired	Working Toward Qualification
Higher/Grad Diploma Emergency Nursing	35	3
Certificate/ENB in Emergency Nursing	2	not requested*
Nursing Management qualification	11	0
Medicinal Prescribing	not requested	0
Ionising Radiation Prescribing	4	0
MSc	5	1
Other	0	0

*These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas

Figure 223 Nursing Staff Qualifications Acquired and Working towards Qualification



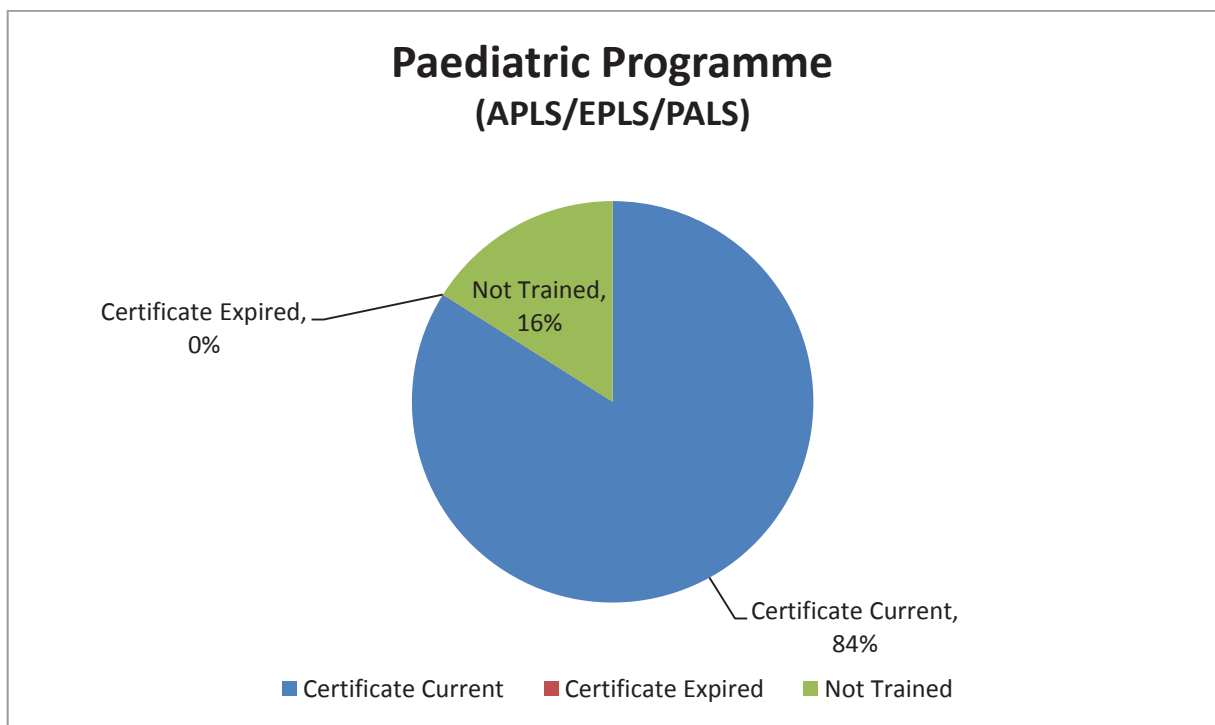
7.1.3 Nursing Staff Advanced Life Support Skills

Services were asked to identify numbers of nurses in their EDs with certification in a variety of advanced life support skills. Findings are presented in Table 157. Findings for each specific resuscitation programme are also presented and in Figures 224 through 227 on the following pages.

Table 157 Nursing Staff Advanced Life Support Skills

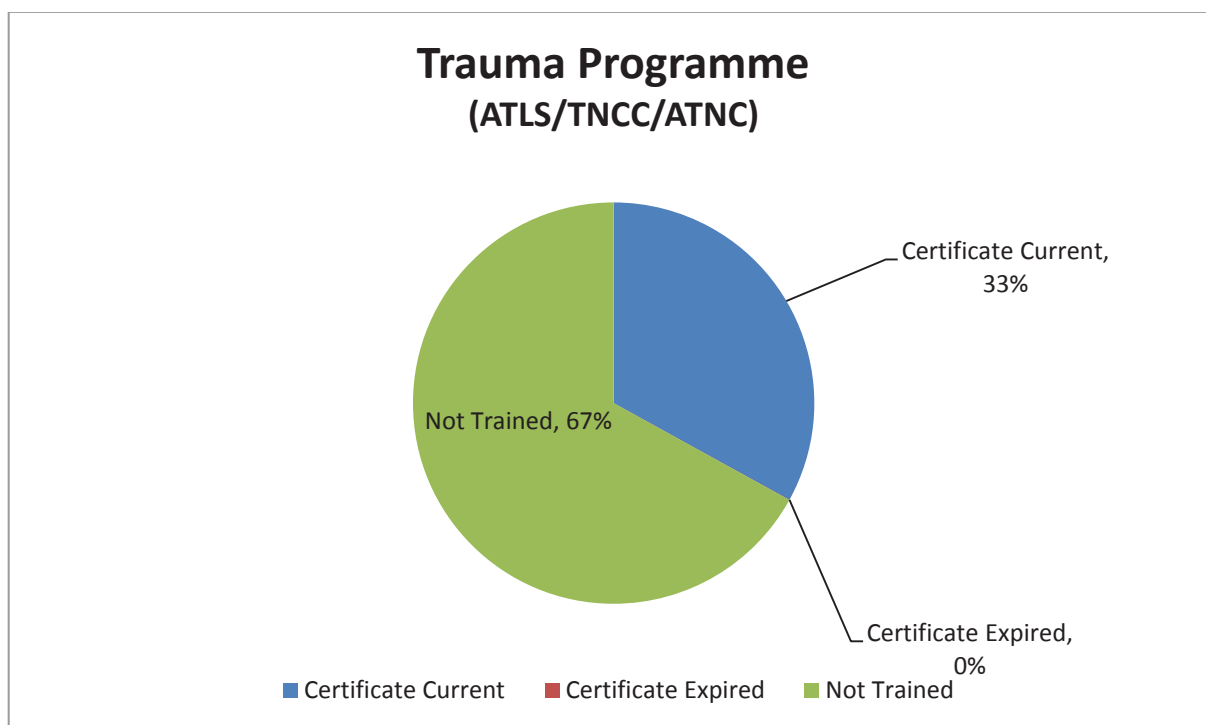
Advanced Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	0%	0%	0%
Paediatric Programme (APLS/EPLS/PALS)	84%	0%	2%
Trauma Programme (ATLS/TNCC/ATNC)	33%	0%	0%
Advanced Cardiac Life Support (ACLS)	24%	11%	0%
Emergency Planning MIMMS/HMIMS	2%	0%	0%
EMBS (Burns)	0%	0%	0%
Other	0%	0%	0%

Figure 224 Paediatric Programme



Sites were asked to identify numbers of nurses with APLS, EPLS or PALS– results are reported for all three programmes together – breakdown not possible.

Figure 225 Trauma Programme



Sites were asked to identify numbers of nurses with ATLS, TNCC or ATNC – results are reported for all three programmes together – breakdown not possible.

Figure 226 Advanced Cardiac Life Support

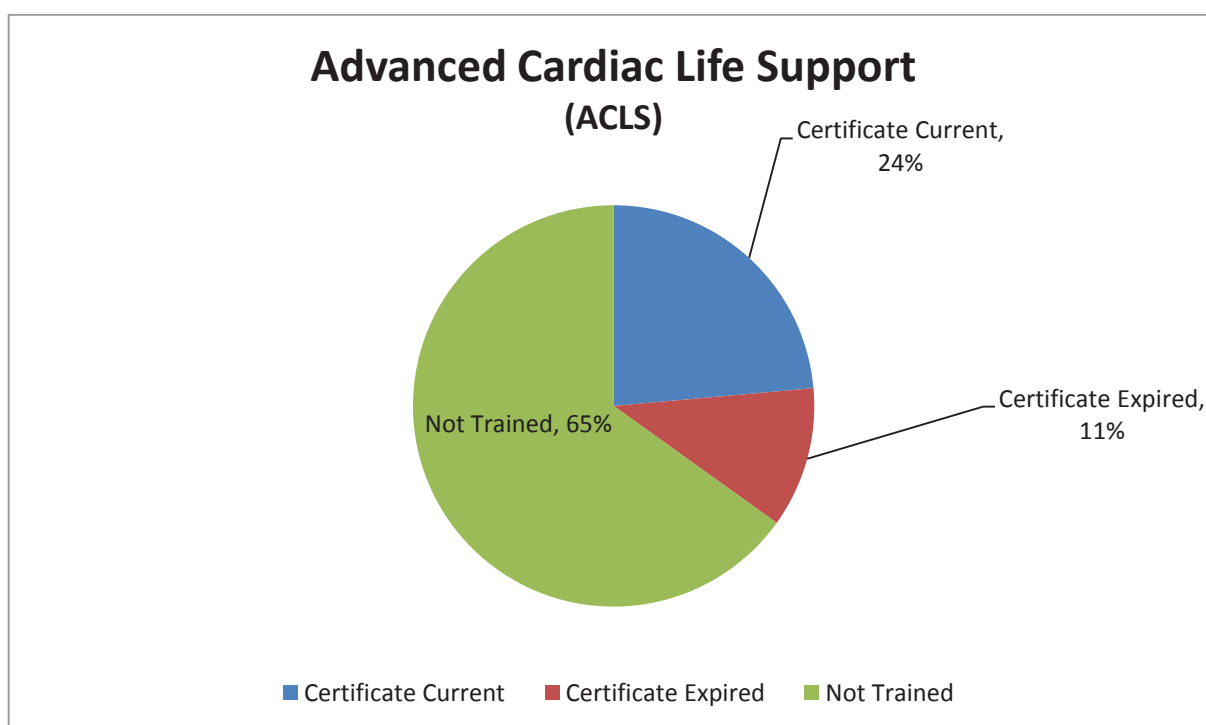
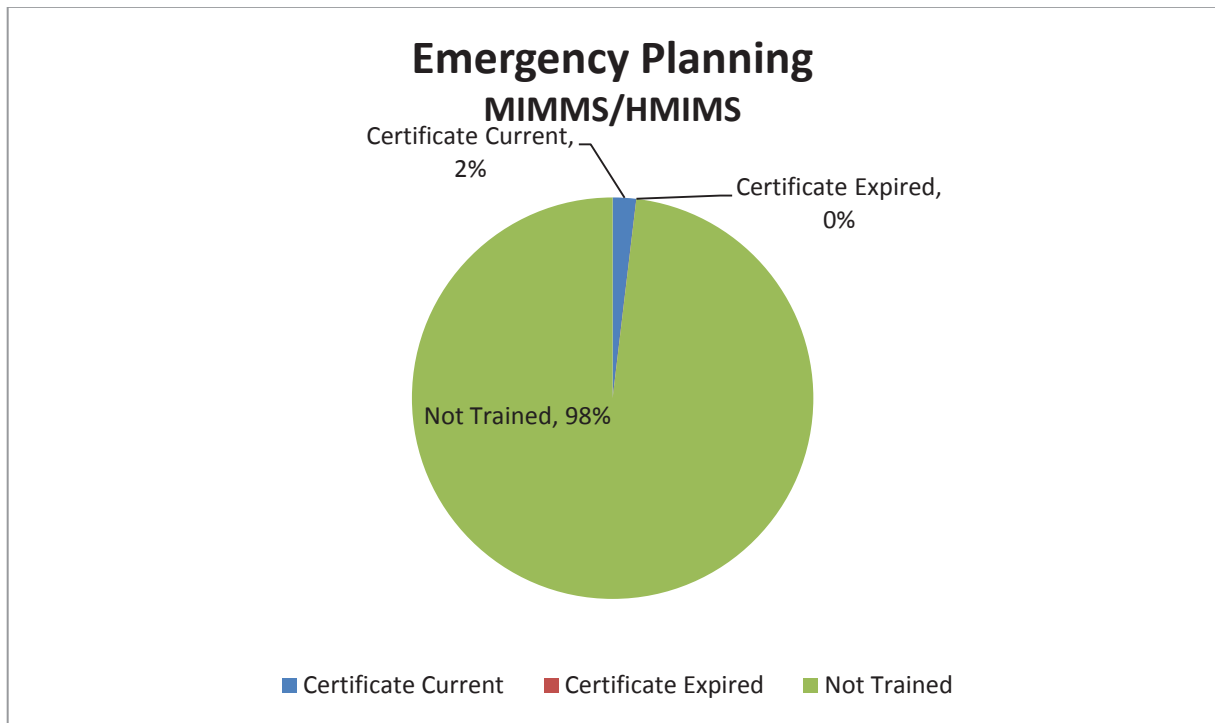


Figure 227 Emergency Planning



Sites were asked to identify numbers of nurses with either MIMMS or HMIMS training – results are reported for both programmes together – breakdown not possible.

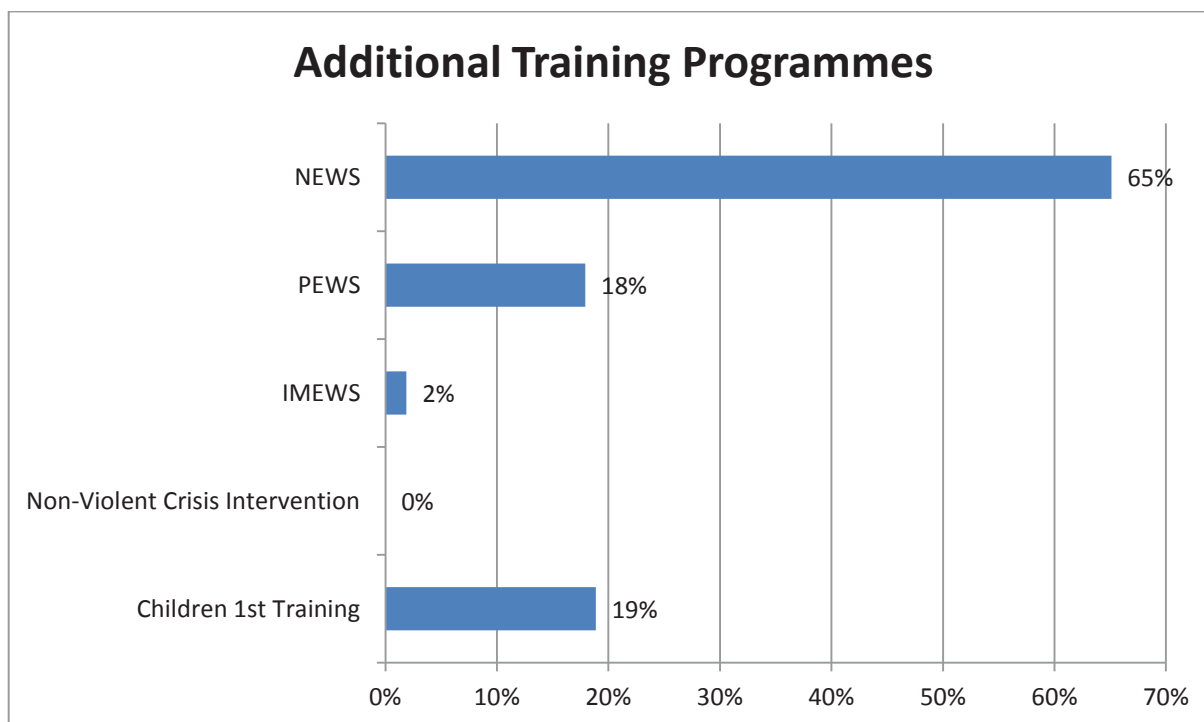
7.1.4 Nursing Staff Additional Training Programmes

Services were asked to identify the numbers of nurses who had undertaken training in a range of training programmes – NEWS, PEWS, IMEWS, Non-Violent Crisis Intervention and Children First Training. Findings can be seen in Table 158 and Figure 228 below.

Table 158 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	65%
PEWS	18%
IMEWS	2%
Non-Violent Crisis Intervention	0%
Children First Training	19%
Other	0%

Figure 228 Additional Training Programmes



7.1.5 Nursing Clinical Skills and Competencies

Services were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained for each skill or competency. Findings for the three categories are presented on the following pages.

7.1.5.1 Assessment Skills

Table 159 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	56%	44%	1
Irish Children's Triage System (<i>Children Only</i>)	6%	94%	0
I MIST AMBO	47%	53%	0
Basic ECG Interpretation	47%	53%	1
Advanced ECG Interpretation	0%	100%	0
Interpretation of Arterial Blood Gases	65%	35%	1
Chest Examination	0%	100%	0
Abdominal Examination	0%	100%	0
Limb Examination	0%	100%	0
Paediatric Respiratory Assessment	0%	100%	0
Visual Acuity	0%	100%	0
Delirium Assessment (4ATs)	0%	100%	0
Frailty Assessment	79%	21%	0

Figure 229 Nursing Assessment Skills Graph 1

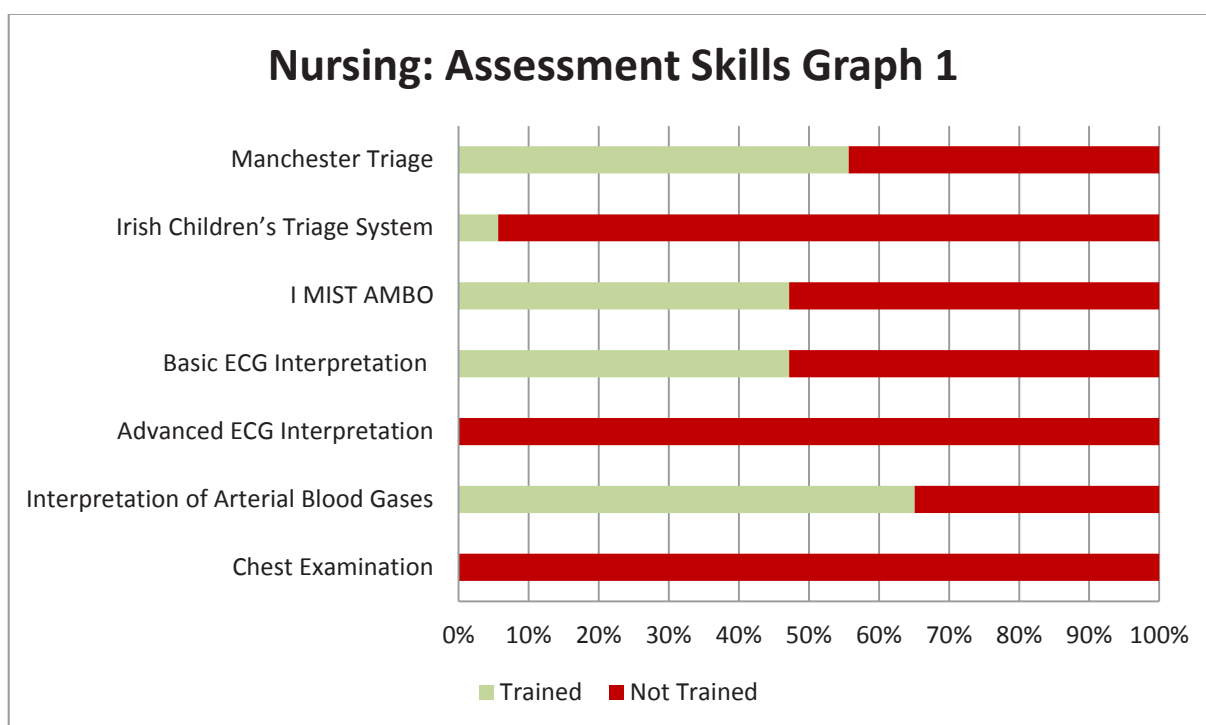
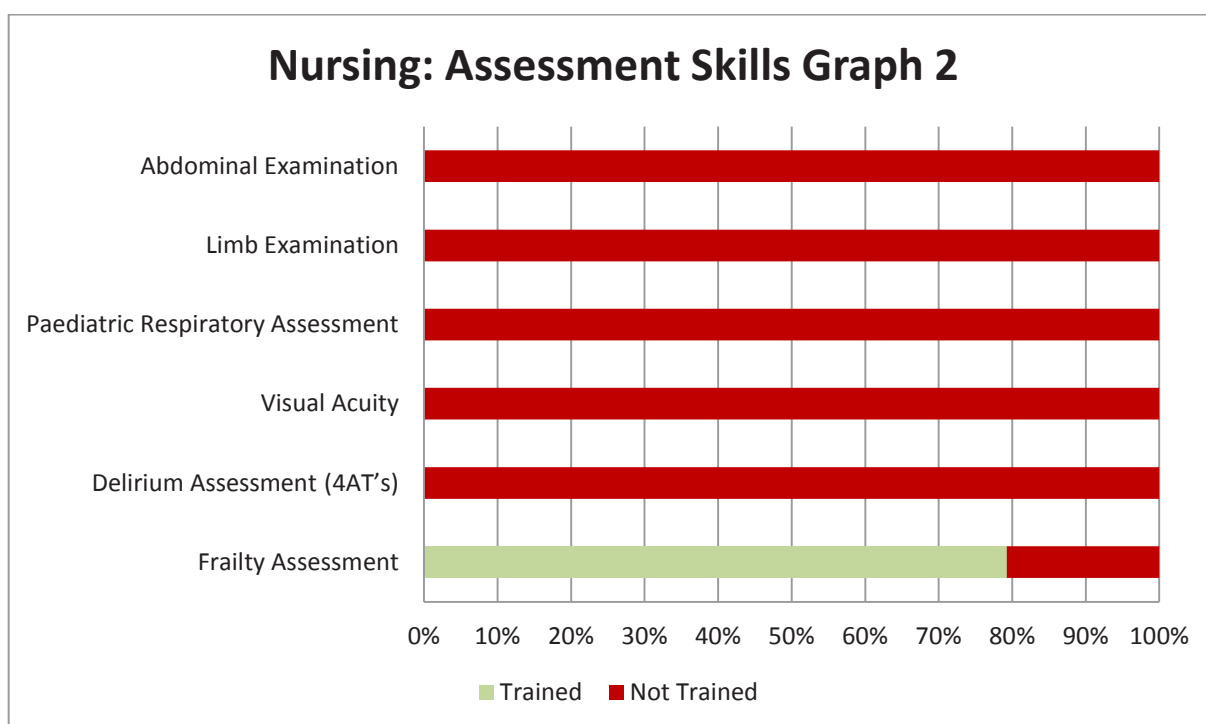


Figure 230 Nursing Assessment Skills Graph 2



7.1.5.2 Clinical Skills

Table 160 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	79%	21%	1
IV Cannulation	79%	21%	1
Blood culture sampling	79%	21%	1
Arterial Blood Gas sampling	75%	25%	1
Administration of 1st dose antibiotics	0%	100%	0
Medication Management (through Protocol)*	0%	100%	0
Procedural sedation	0%	100%	0
Male Catheterisation	1%	99%	0
Replacement of supra-public catheters	0%	100%	0
Replacement of PEG Tubes	0%	100%	0
Management of Non Invasive Ventilation (NIV)	66%	34%	1
Use of external chest compression device (LUCAS)	66%	34%	1
Nurse defibrillation (passed ACLS)	28%	72%	1
External Pacing	47%	53%	1
Cardioversion	47%	53%	1
Suturing	0%	100%	0
Wound closure (steri-strips/glue)	79%	21%	0
Removal of foreign bodies (ear, nose etc)	0%	100%	0
Nasal packing	0%	100%	0
Eye Irrigation	79%	21%	1
Casting	47%	53%	1
Splinting	79%	21%	1
Fitting for walking aids	0%	100%	0
Log-roll team leader	66%	34%	1
Cervical spine immobilisation	66%	34%	1
Local Major Emergency Planning Training	0%	100%	0
Pre-hospital retrieval team Training	11%	89%	0

*Medication administered through locally agreed protocols

Figure 231 Nursing Clinical Skills Graph 1

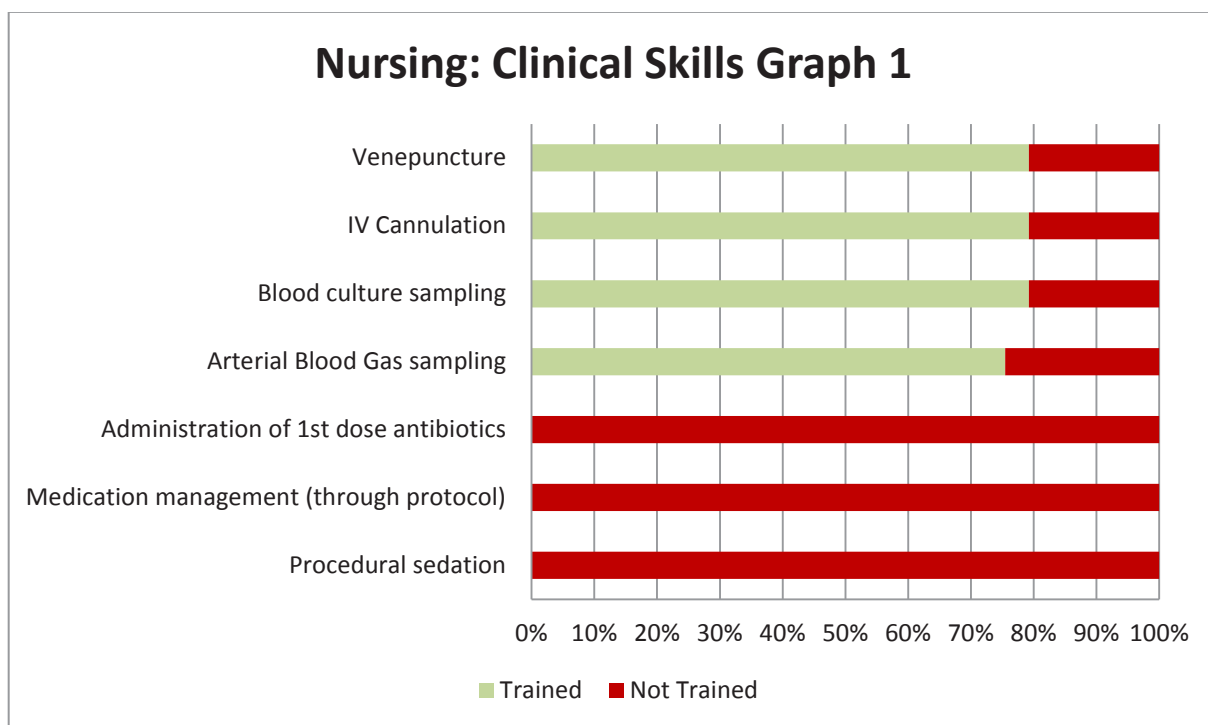


Figure 232 Nursing Clinical Skills Graph 2

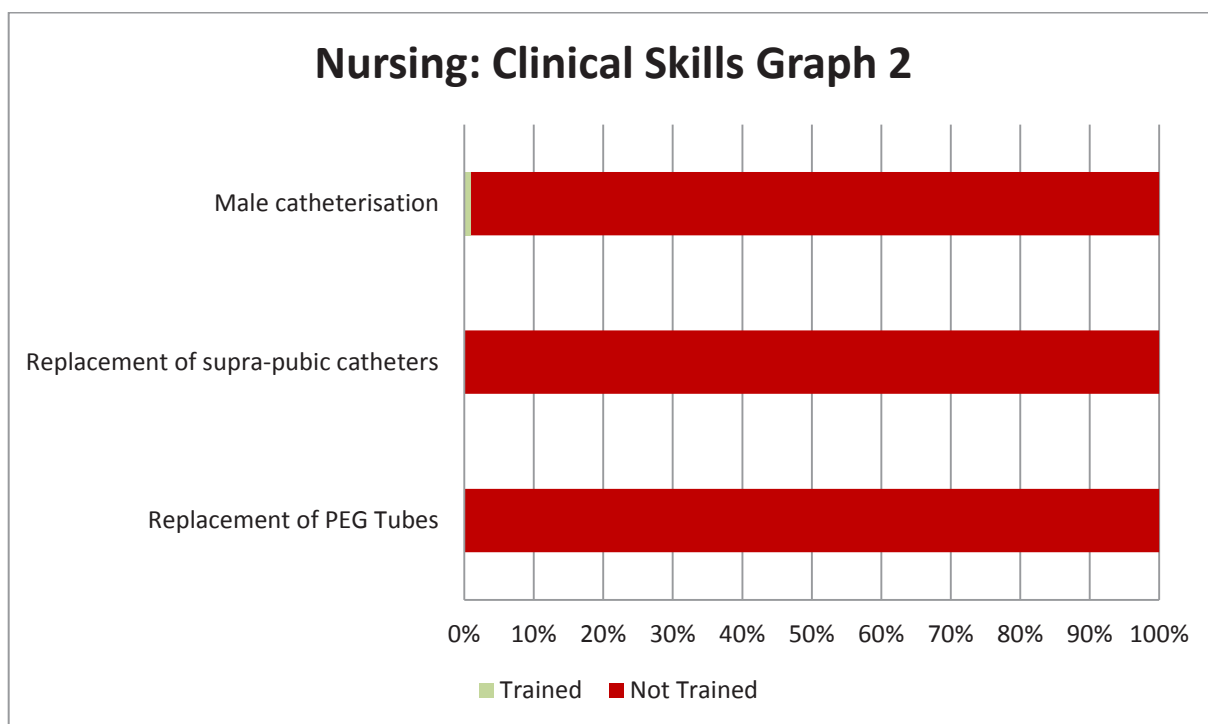


Figure 233 Nursing Clinical Skills Graph 3

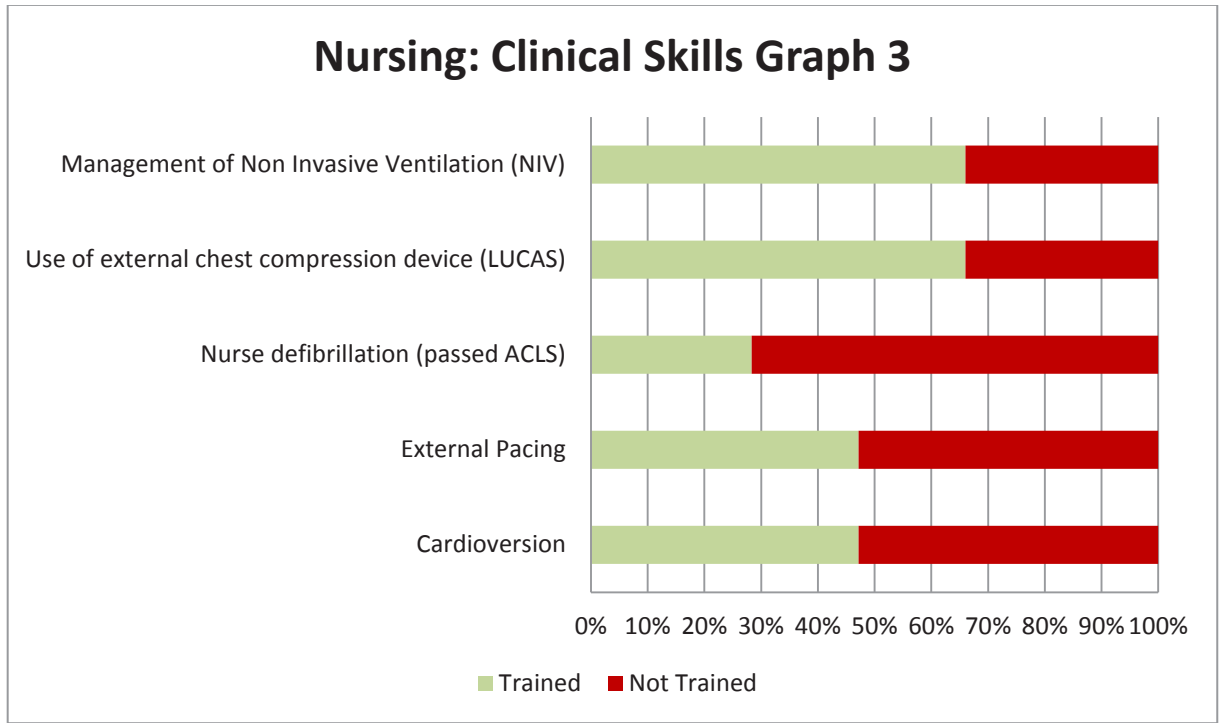


Figure 234 Nursing Clinical Skills Graph 4

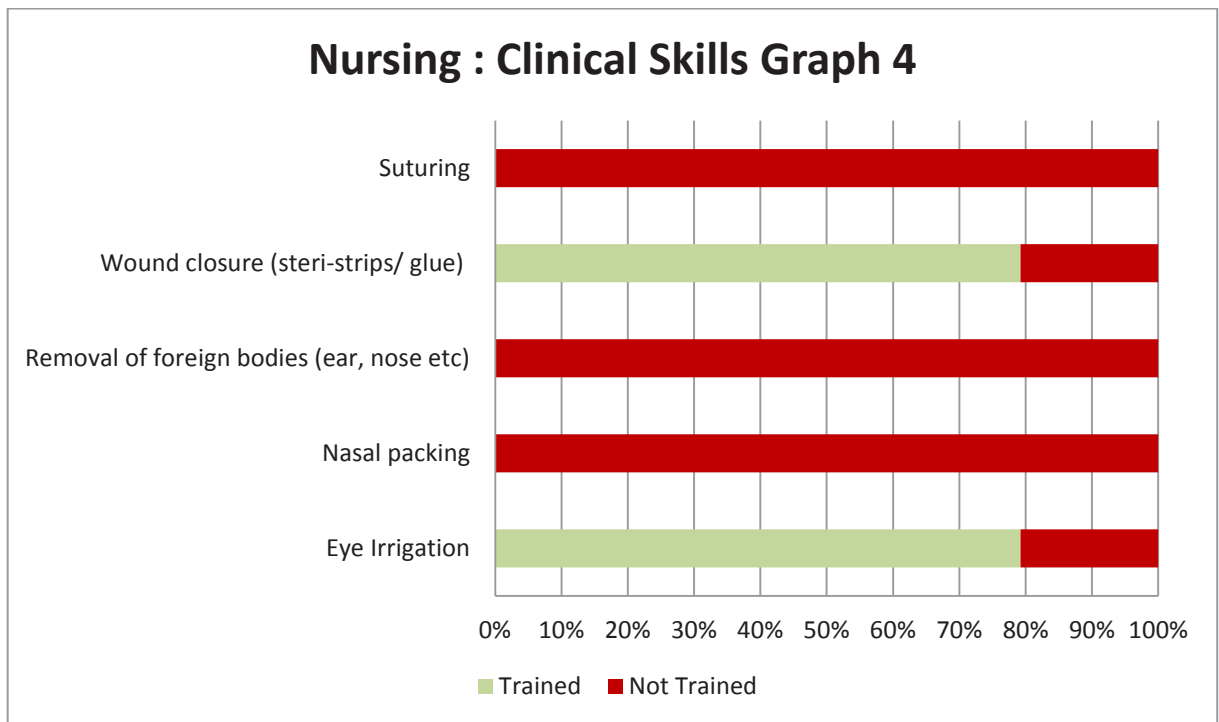
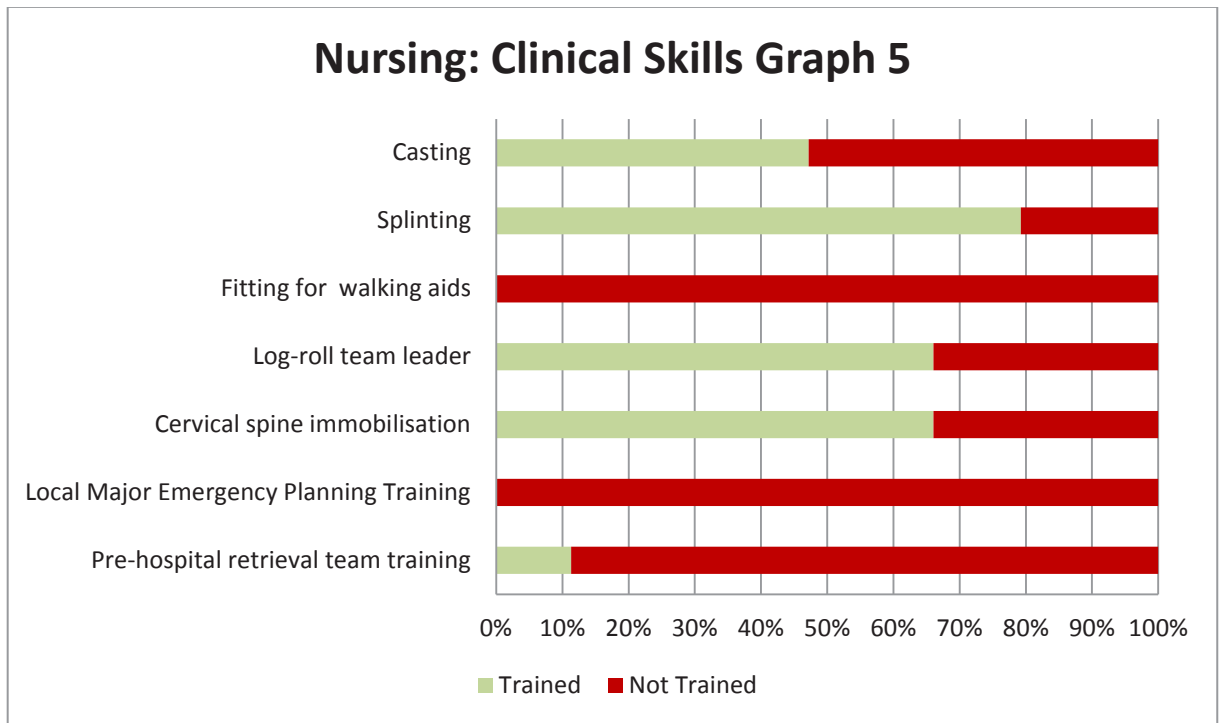


Figure 235 Nursing Clinical Skills Graph 5

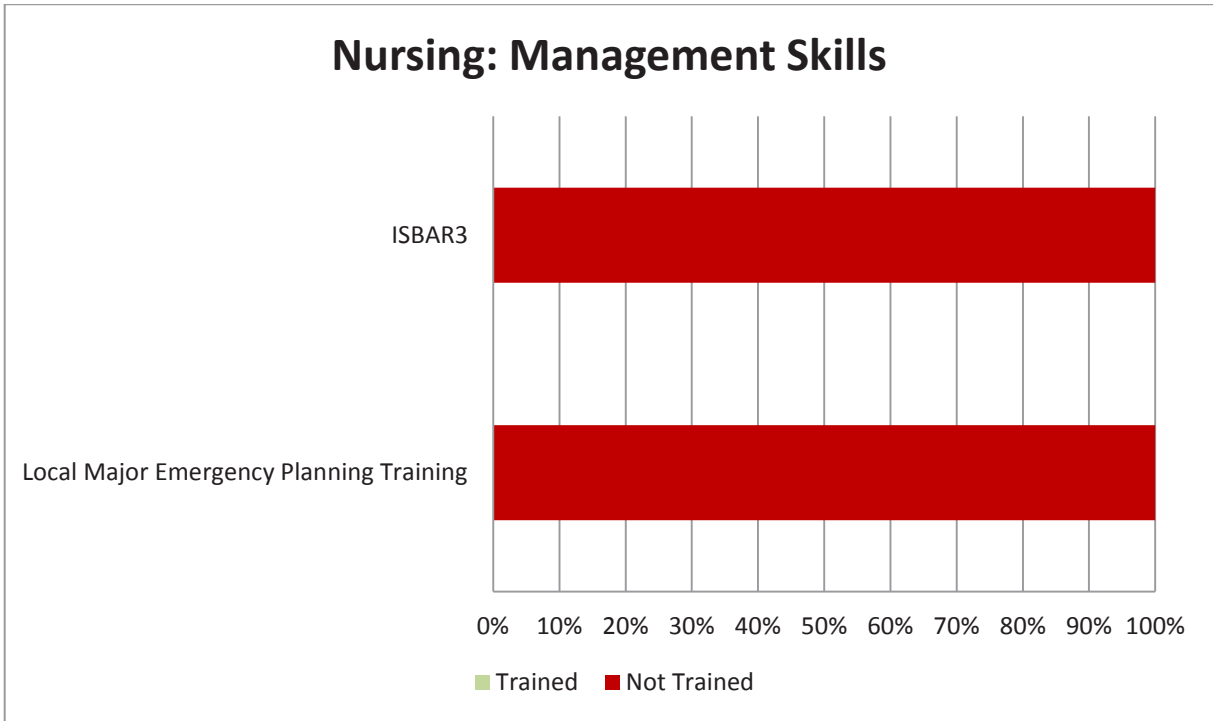


7.1.5.3 Management Skills

Table 161 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	0%	100%	0
Local Major Emergency Planning Training	0%	100%	0

Figure 236 Nursing Management Skills



7.1.6 Education Initiatives

Table 162 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	1	0	1 week
Foundation programme in emergency nursing	0	1	
Emergency Nursing (Level 8 QQI)	0	1	
Emergency Nursing (Level 9 QQI)	0	1	
De-escalation Training	0	1	

Site facilitation of a programme is where a site hosts some lectures and clinical placements for a Higher Education Institute (HEI).

7.1.7 Non-Clinical Skills

Findings presented as numbers of nurses (of a total of 106 nurses) rather than percentages in Table 163.

Table 163 Non-Clinical Skills

Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	0	0	0	0
Project and Change Management	0	0	0	0
Capacity and Service Planning	0	0	0	0
Information technology (basic skills)	0	0	0	0
Information technology (advanced/super user in ED specific technologies)	0	0	0	0

7.1.8 Health Care Assistant (HCA) Profile and Qualifications

Table 164 Health Care Assistant (HCA) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by HCAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
11	8	8	See table 165	8	8	0	

Table 165 Rostered hours provided by HCAs

Rostered hours provided by HCAs

24/7x1 (24 hours x 7 days x 1 site) (Rostered hours provided for 24 hours, 7 days per week in 1 site)

Figure 237 HCAs with FETAC Level 5 QQI Award

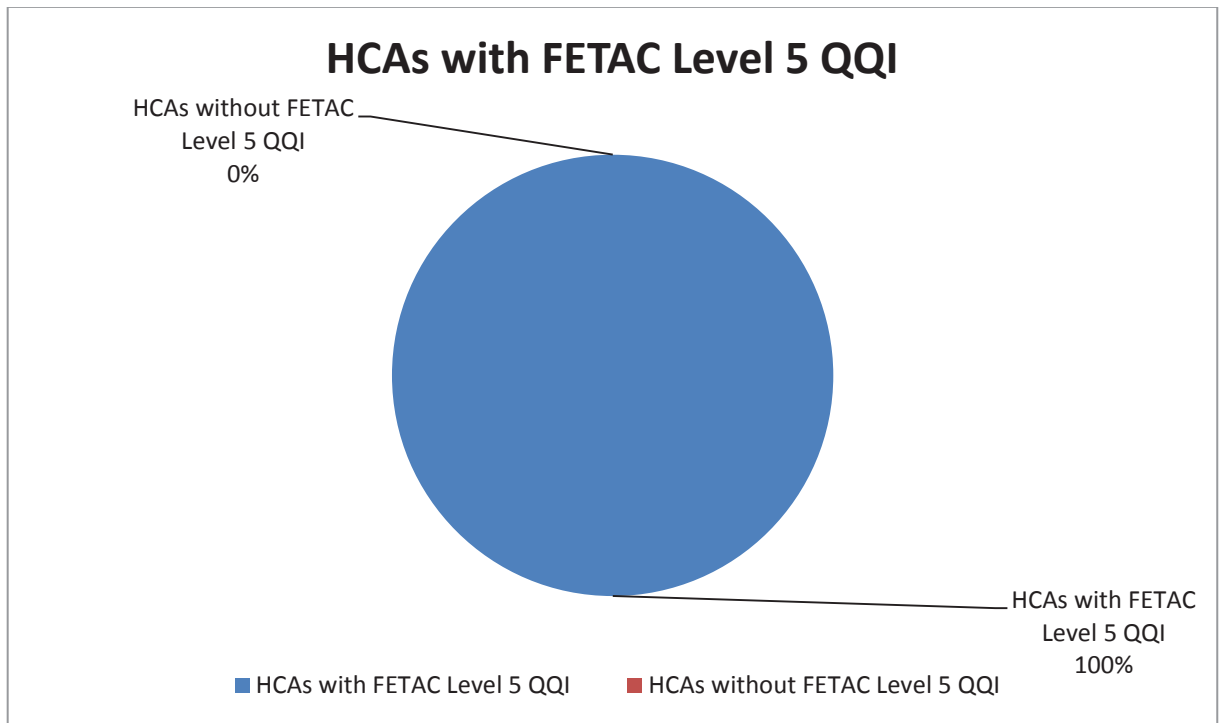
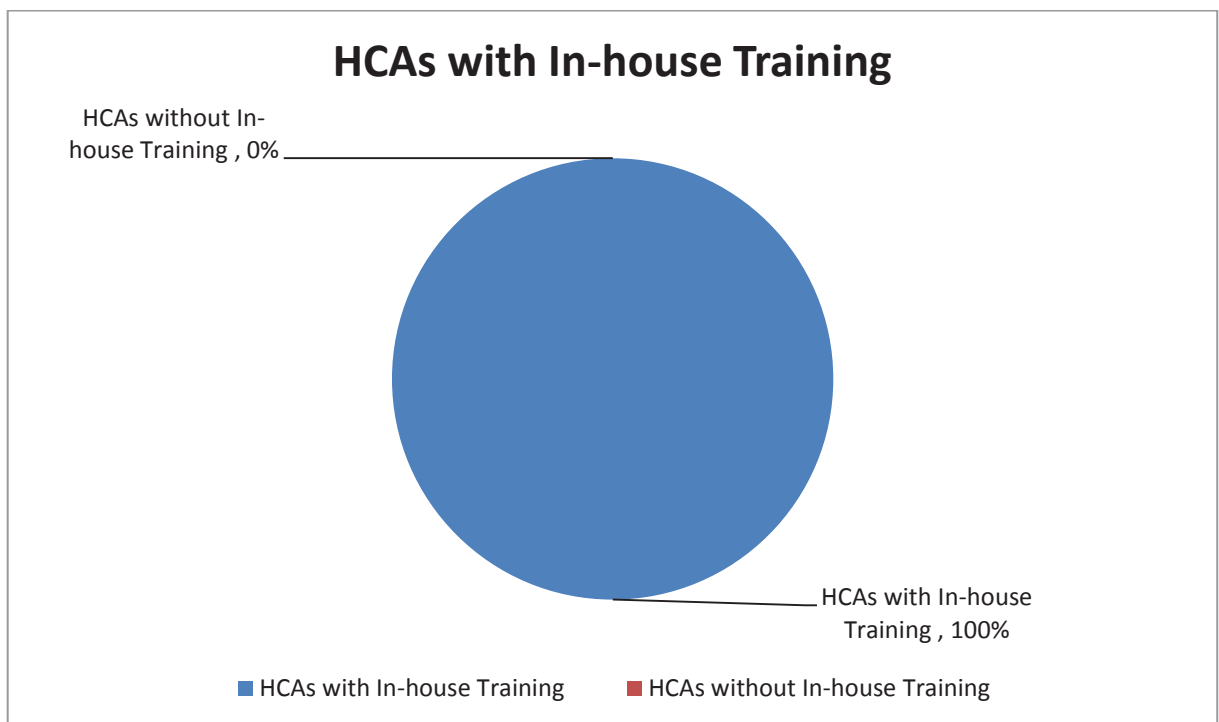


Figure 238 HCAs with In-house Training



7.1.8.1 Health Care Assistants Additional Training Programmes

Table 166 Health Care Assistants Additional Training Programmes

Name of Programme	% HCAs Trained
NEWS	0%
PEWS	0%
IMEWS	0%
Non-violent Crisis Intervention	0%
Children First Training	0%
Other	0%

7.1.9 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Table 167 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Clinical Skills & Competencies	% HCAs Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	100%	0%	1
Application of external chest compression device	50%	50%	1
Member of Log roll team	100%	0%	1
Assisting with Spinal immobilisation	100%	0%	1
Monitoring Vital Signs	0%	100%	0
One to one care (Special)	100%	0%	1
Patient transport (in-house)	100%	0%	1
Patient transport (off-site)	100%	0%	1
Attaching cardiac monitor	0%	100%	0
Recording ECG	0%	100%	0
Removal of rings	0%	100%	0
Assisting with application of Splints/casts	0%	100%	0
Urinalysis	100%	0%	0
Blood Glucose	0%	100%	0
Other skill(s) eg phlebotomy	0%	100%	0

The information in Table 167 above is presented graphically on the following page.

Figure 239 HCA Clinical Skills and Competencies Graph 1

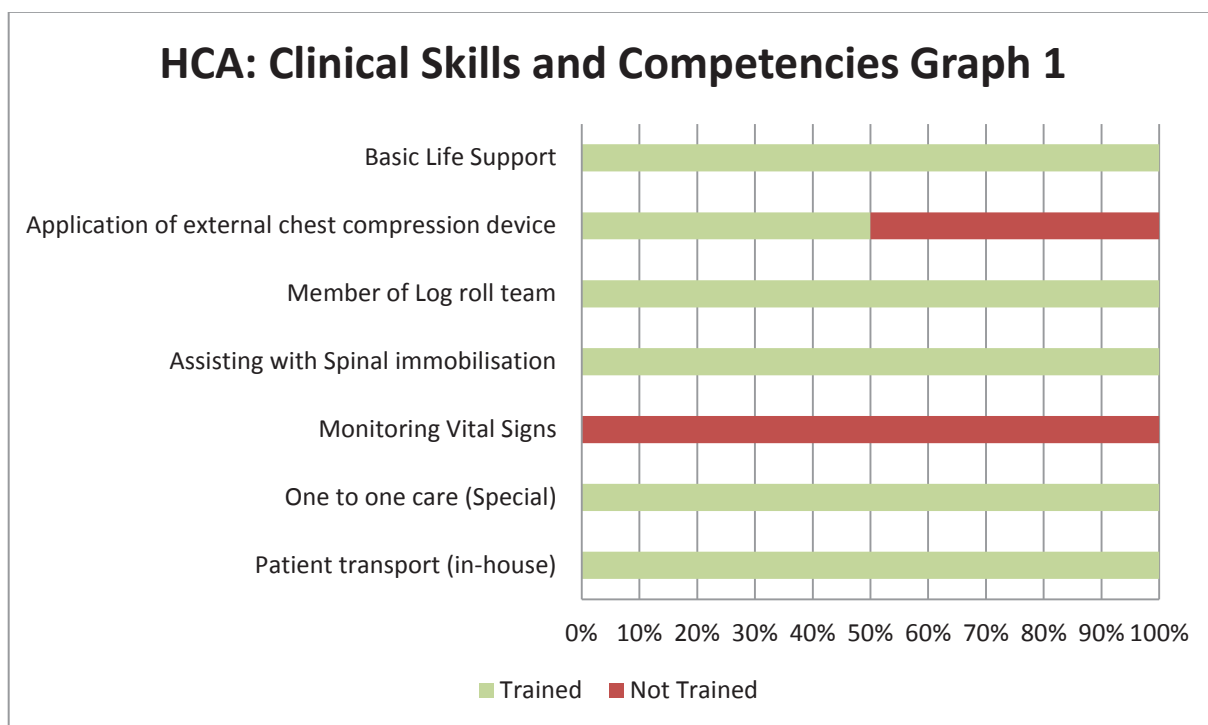
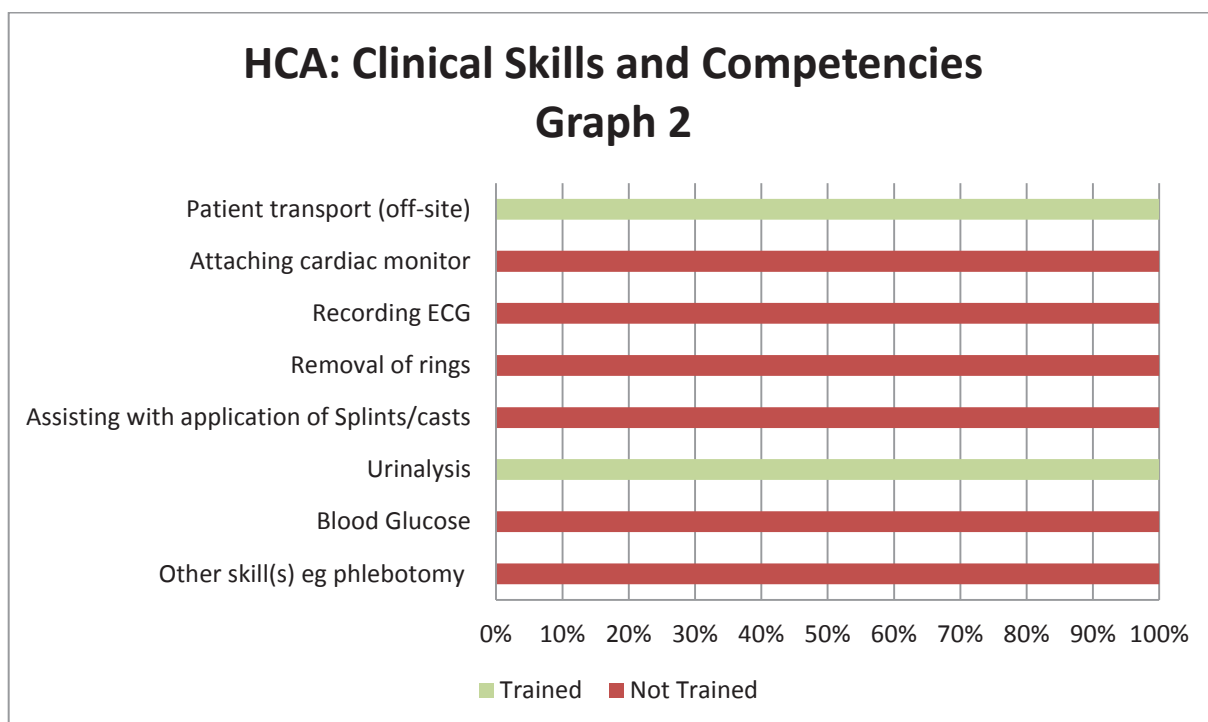


Figure 240 HCA Clinical Skills and Competencies Graph 2



7.1.10 Multitask Attendants (MTA) Profile and Qualifications

Table 168 Multitask Attendants (MTAs) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by MTAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these MTAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
0	0	0	See table 169	0	0	0	

Table 169 Rostered hours provided by MTAs

Rostered hours provided by MTAs

None

7.1.11 HCAs/MTAs Non-Clinical Skills

Findings presented as numbers of HCAs/MTAs rather than percentages in Table 170

Table 170 Non-Clinical Skills

Non-Clinical Skills	HCA	MTA	Other Grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.	0	0	0
Project and Change Management	0	0	0
Capacity and Service Planning	0	0	0
Information technology (basic skills)	0	0	0
Information technology (advanced/super user in ED specific technologies)	0	0	0

7.1.12 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.



7.2 University of Limerick Hospital Group, Injury Units (3 Units)

Three services identified that they had an Injury Unit in their hospital. All three services completed the Education and Training Survey, these services are as follows:

University of Limerick Hospital Group

1. Mid Western Regional Hospital Ennis (Model 2 Hospital)
2. Mid Western Regional Hospital Nenagh (Model 2 Hospital)
3. St. John's Hospital, Limerick (Model 2 Hospital)

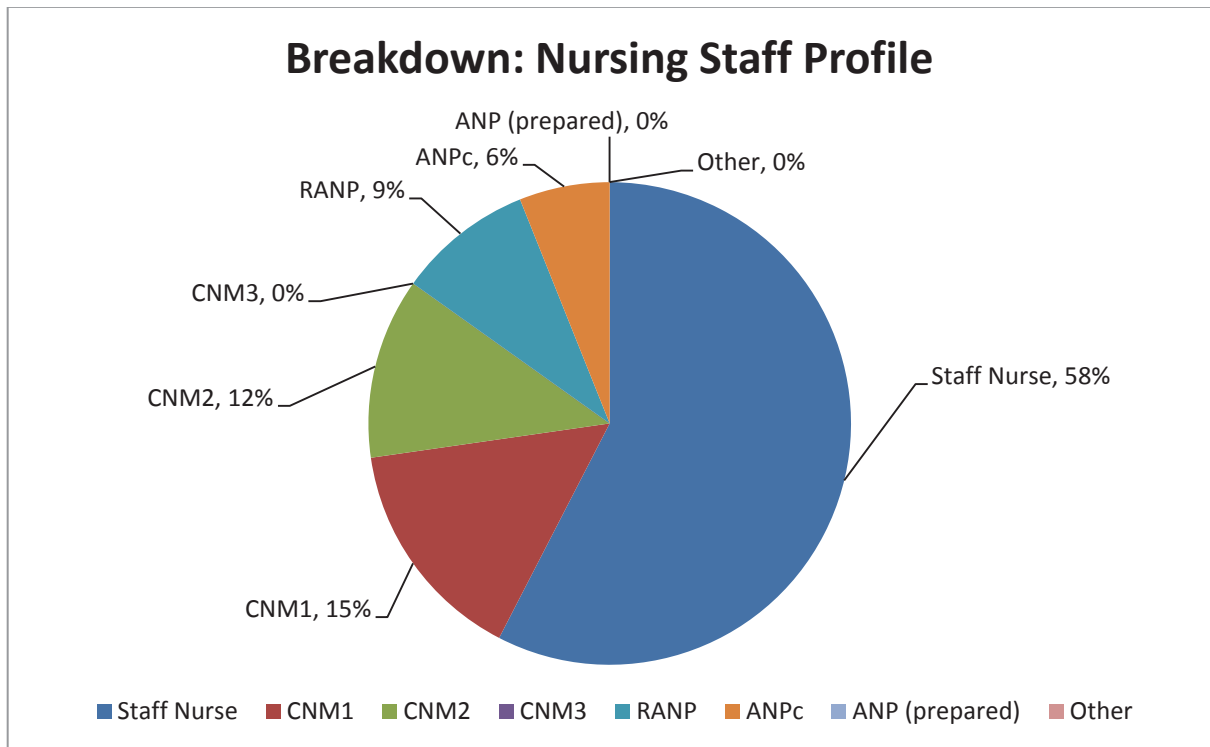
7.2.1 Nursing Staff Profile (Injury Units)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 171 below.

Table 171 Nursing Staff Profile (Injury Units)

Staff approved and in post on 29th February 2016	Approved	In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
		WTE	Head Count	HC	WTE	HC	WTE
Staff Nurse	19.12	19	16.37	7	6	5	4.8
Clinical Nurse Manager 1	4.44	5	4.44	0	0	0	0
Clinical Nurse Manager 2	1.2	4	2.2	0	0	0	0
Clinical Nurse Manager 3	0	0	0	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	2	2	2	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	0	1	1	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	0	0	0	0	0	0	0
ANP Candidate	2	2	2	0	0	0	0
ANP Prepared	0	0	0	0	0	0	0
Clinical Education Facilitator	0	0	0	0	0	0	0
Clinical Support Nurse	0	0	0	0	0	0	0
Education Co-ordinator	0	0	0	0	0	0	0
GP Liaison Nurse	0	0	0	0	0	0	0
Research Nurse	0	0	0	0	0	0	0
Clinical Nurse Specialist	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Totals	28.76	33	28.01	7	6	5	4.8

Figure 241 Nursing Staff Profile



7.2.2 Nursing Staff Qualifications

7.2.2.1 Additional Registerable Qualifications

Services were asked to identify numbers of nurses in their units with registerable qualifications additional to their primary qualification. Findings are presented in Table 172 and Figure 242 below.

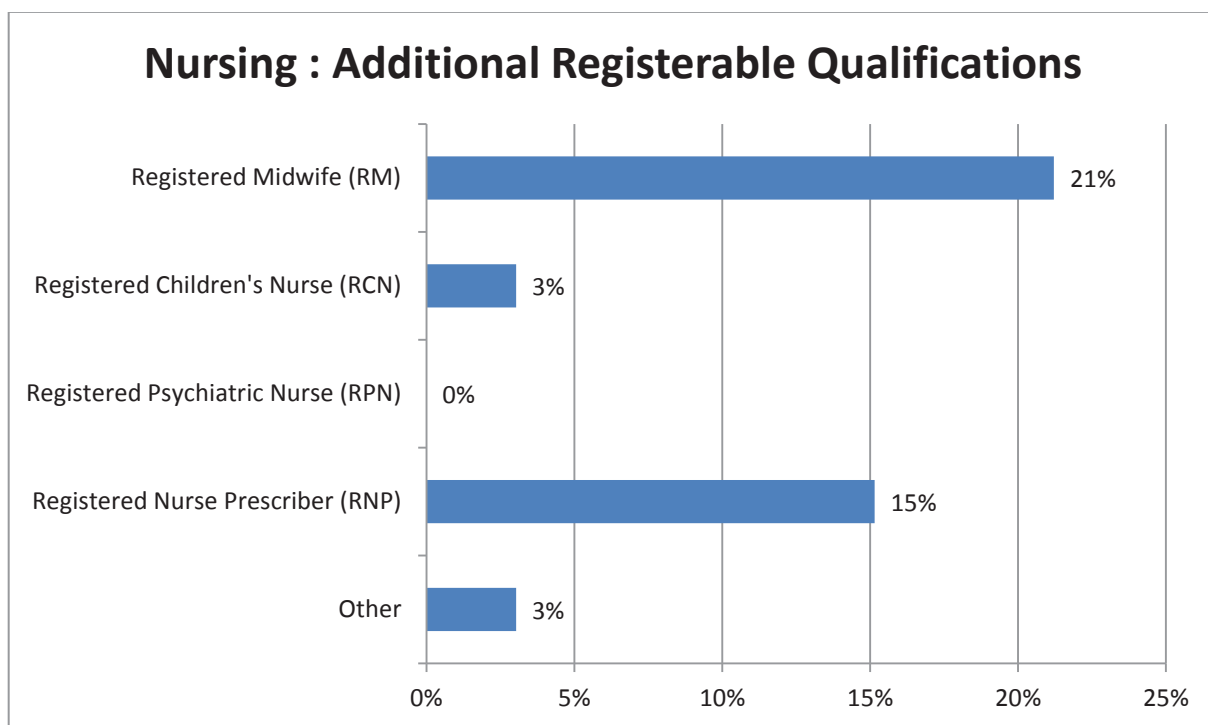
Table 172 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	21%
Registered Children's Nurse (RCN)	3%
Registered Psychiatric Nurse (RPN)	0%
Registered Nurse Prescriber (RNP)	15%
Other	3%

Registered Nurse Prescriber (RNP) refers to those nurses who have achieved a Medicinal Product Prescribing qualification and who are registered with the Nursing and Midwifery Board of Ireland (NMBI). Not all nurses who undertook a prescribing education programme are registered with NMBI.

'Other' category above refers to non-specified registerable qualifications.

Figure 242 Additional Registerable Qualifications



7.2.2.2 Nursing Staff Qualifications/Working towards Qualifications

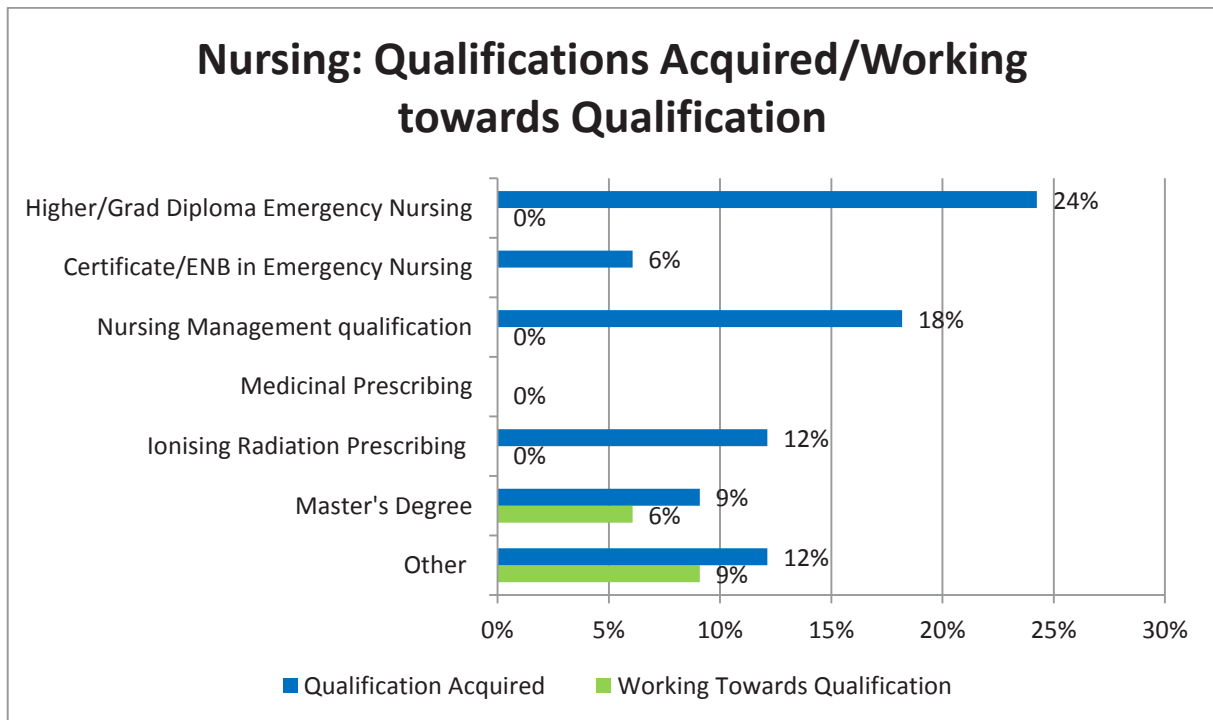
For this question services identified the numbers of nurses in their Injury Units who had undertaken (or were currently undertaking) specific educational programmes – Higher/Graduate Diploma Emergency Nursing; Certificate/ENB in Emergency Nursing; Nursing Management qualification; Medicinal Prescribing; Ionising Radiation Prescribing; and any qualification at master’s degree level. Findings are presented in Table 173 and Figure 243. Data in Table 173 are presented as numbers of nurses rather than percentages.

Table 173 Nursing Staff Qualifications/Working towards Qualification

	Qualification Acquired	Working Toward Qualification
Higher/Grad Diploma Emergency Nursing	8	0
Certificate/ENB in Emergency Nursing	2	not requested*
Nursing Management qualification	6	0
Medicinal Prescribing	not requested	0
Ionising Radiation Prescribing	4	0
MSc	3	2
Other	4	3

**These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas*

Figure 243 Nursing Staff Qualifications Acquired and Working towards Qualification



7.2.2.3 Nursing Staff Life Support Skills

Table 174 Nursing Staff Life Support Skills

Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	0%	6%	0%
Paediatric Programme (APLS/EPLS/PALS)	15%	9%	0%
Trauma Programme (ATLS/TNCC/ATNC)	0%	52%	0%
Advanced Cardiac Life Support (ACLS)	52%	21%	0%
Emergency Planning MIMMS/HMIMS	6%	12%	0%
EMBS (Burns)	0%	0%	0%
Other	15%	30%	0%

Figure 244 Neonatal Resuscitation

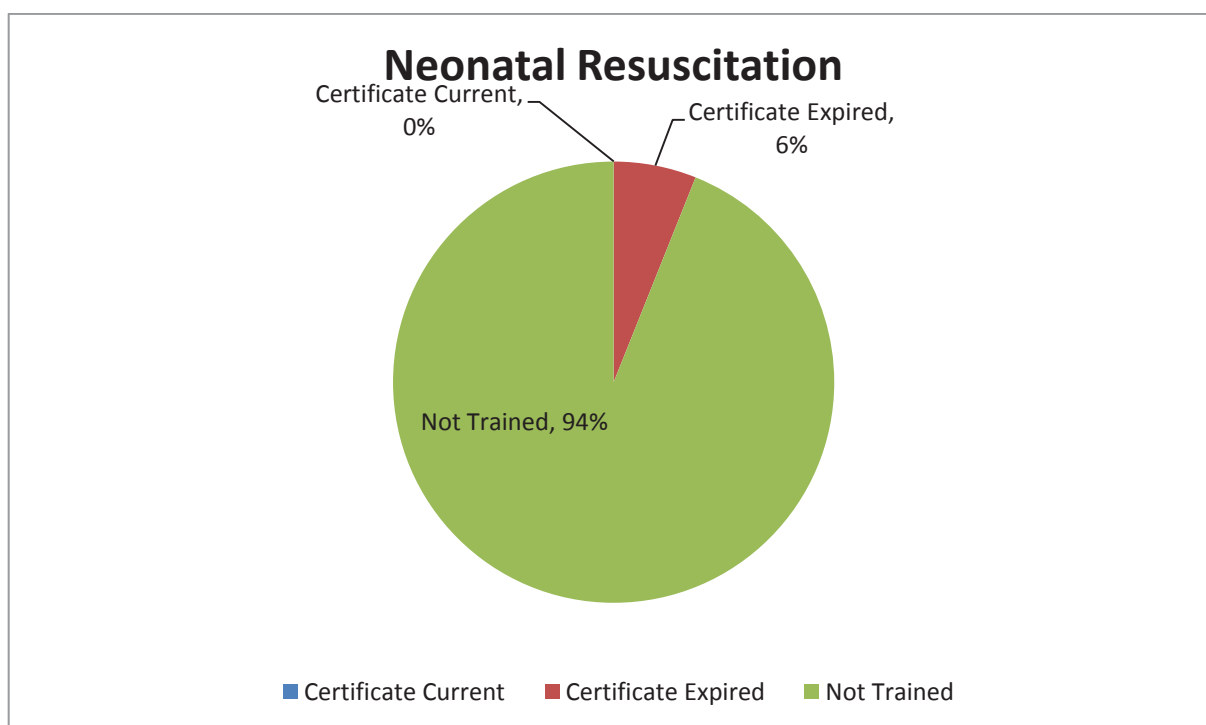
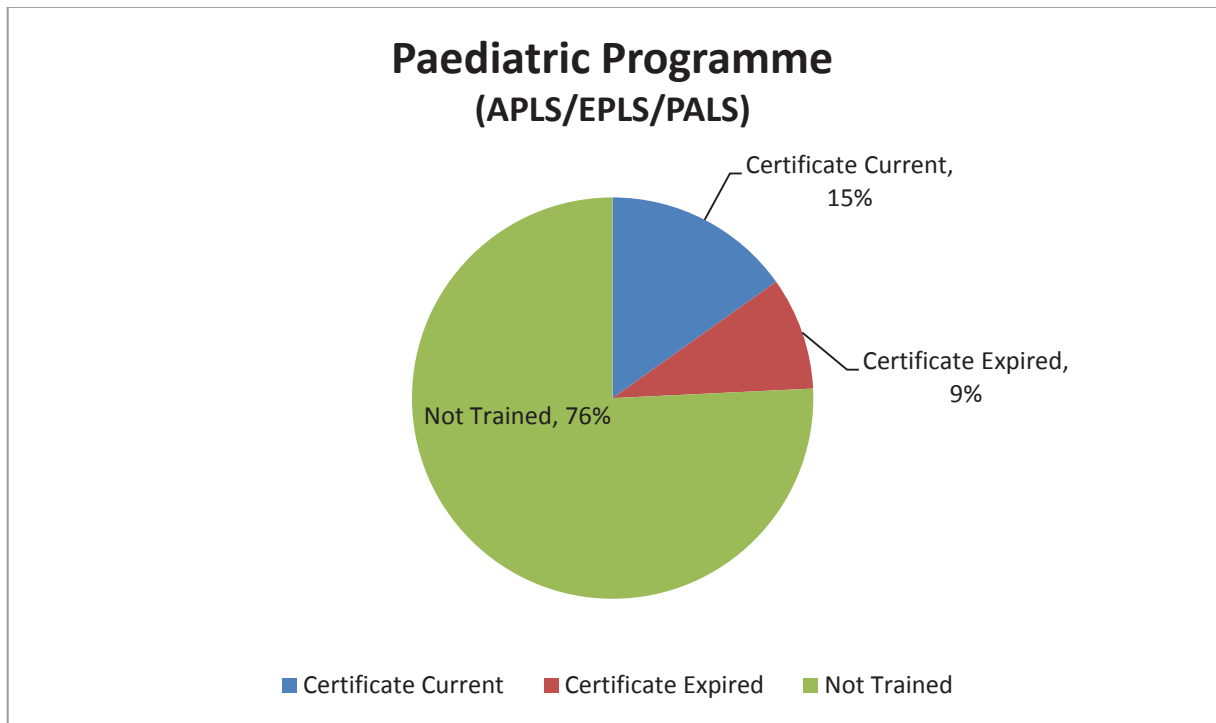
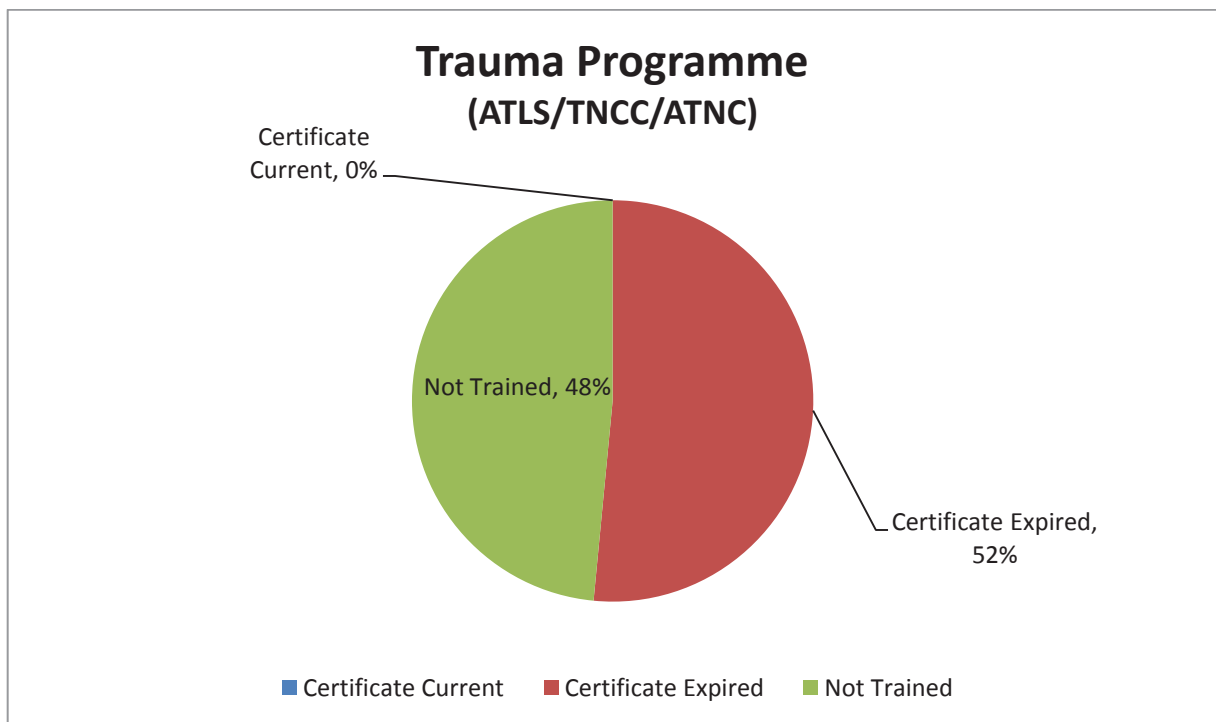


Figure 245 Paediatric Programme



Sites were asked to identify numbers of nurses with APLS, EPLS or PALS- results are reported for all three programmes together – breakdown not possible

Figure 246 Trauma Programme



Sites were asked to identify numbers of nurses with ATLS, TNCC or ATNC – results are reported for all three programmes together – breakdown not possible.

Figure 247 Advanced Cardiac Life Support

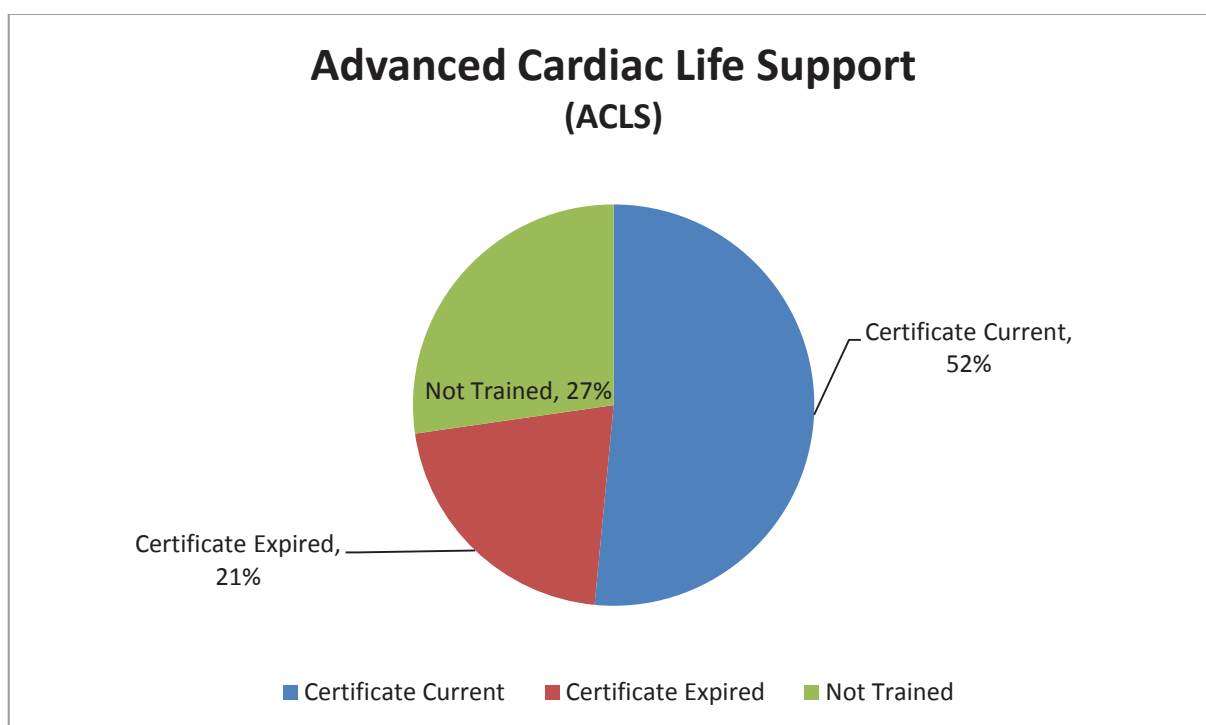
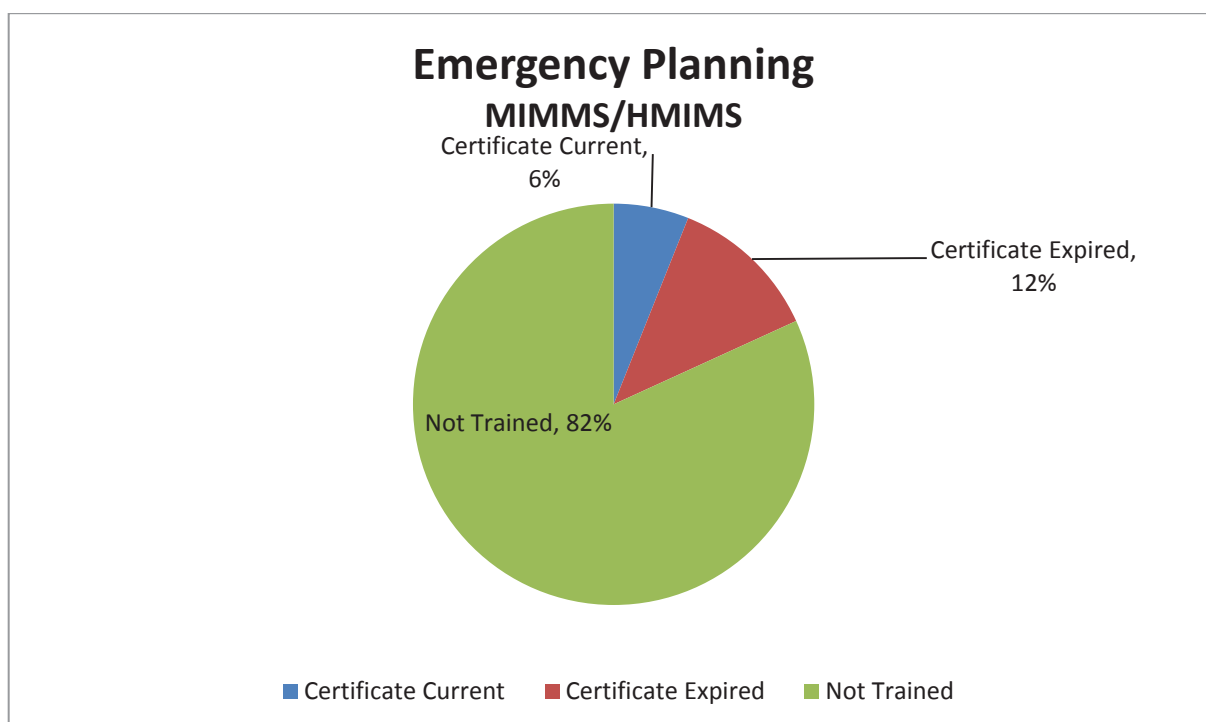


Figure 248 Emergency Planning



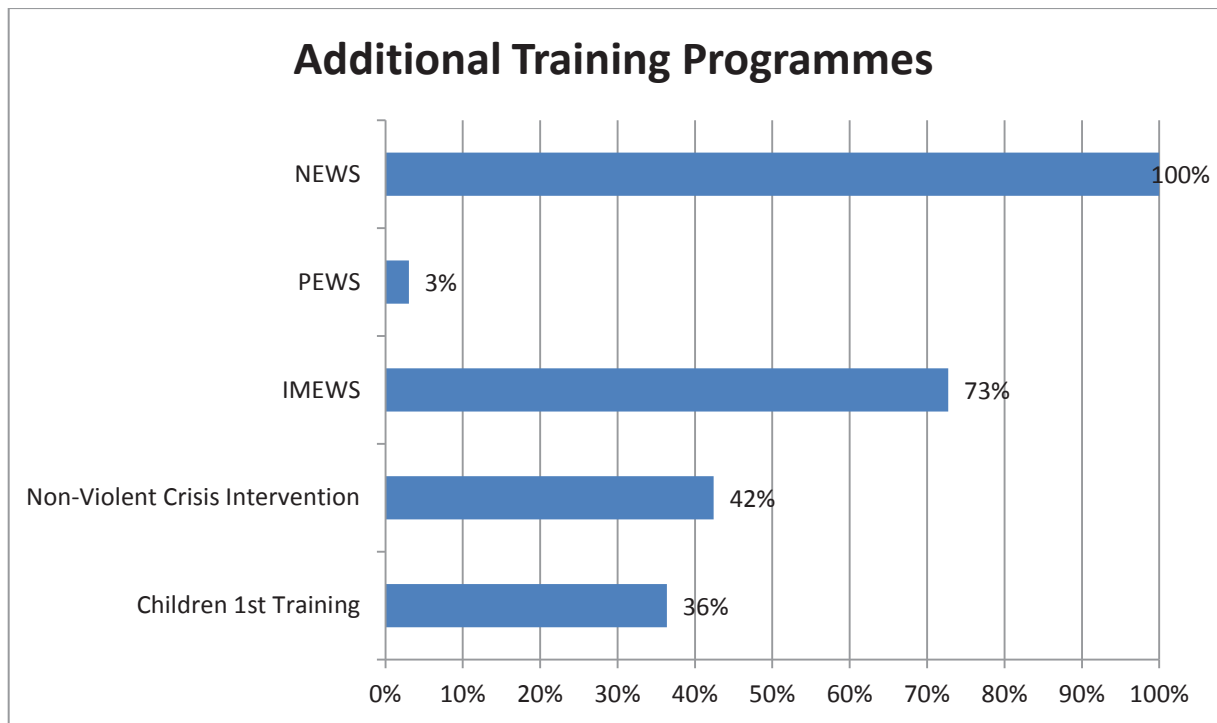
Sites were asked to identify numbers of nurses with either MIMMS or HMIMS training – results are reported for both programmes together – breakdown not possible.

7.2.3 Nursing Staff Additional Training Programmes

Table 175 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	100%
PEWS	3%
IMEWS	73%
Non-Violent Crisis Intervention	42%
Children First Training	36%
Other	0%

Figure 249 Additional Training Programmes



7.2.4 Nursing Clinical Skills and Competencies

Services were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained for each skill or competency. Findings for the three categories are presented on the following pages.

7.2.4.1 Assessment Skills

Table 176 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	79%	21%	0
Irish Children's Triage System (<i>Children Only</i>)	0%	100%	0
I MIST AMBO	0%	100%	0
Basic ECG Interpretation	48%	52%	1
Advanced ECG Interpretation	3%	97%	0
Interpretation of Arterial Blood Gases	18%	82%	1
Chest Examination	27%	73%	1
Abdominal Examination	27%	73%	1
Limb Examination	15%	85%	1
Paediatric Respiratory Assessment	3%	97%	0
Visual Acuity	42%	58%	0
Delirium Assessment (4ATs)	0%	100%	0
Frailty Assessment	0%	100%	0

Figure 250 Nursing Assessment Skills Graph 1

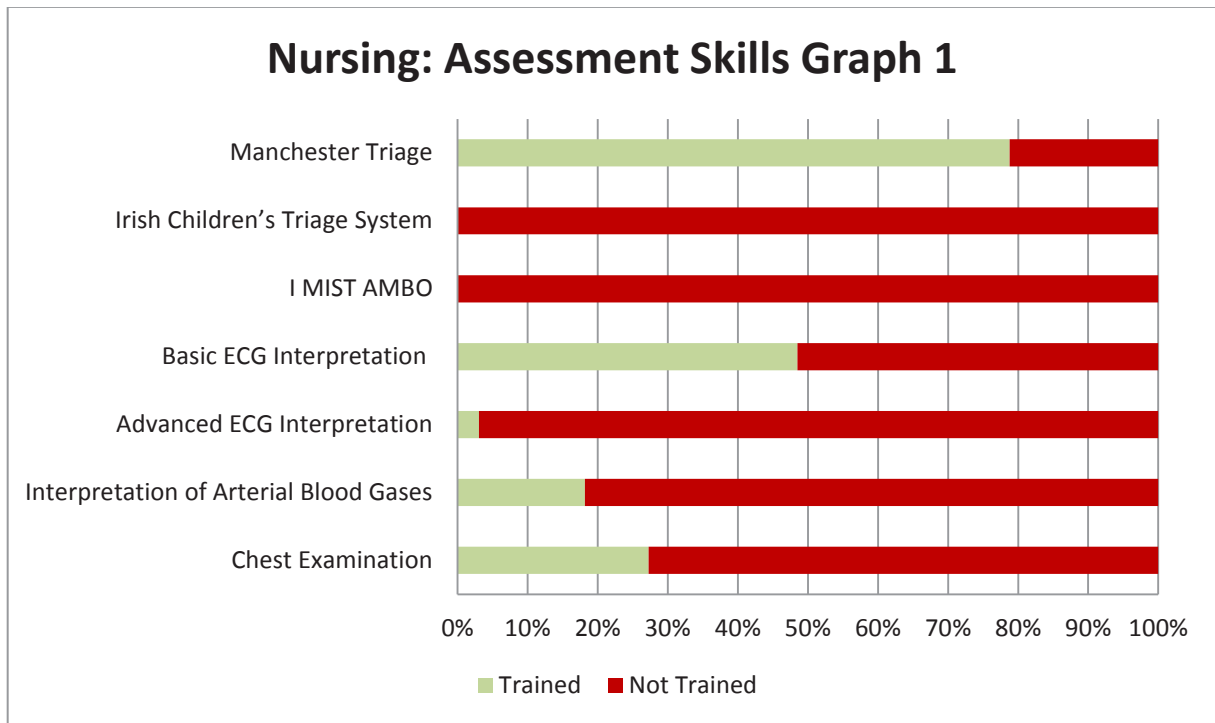
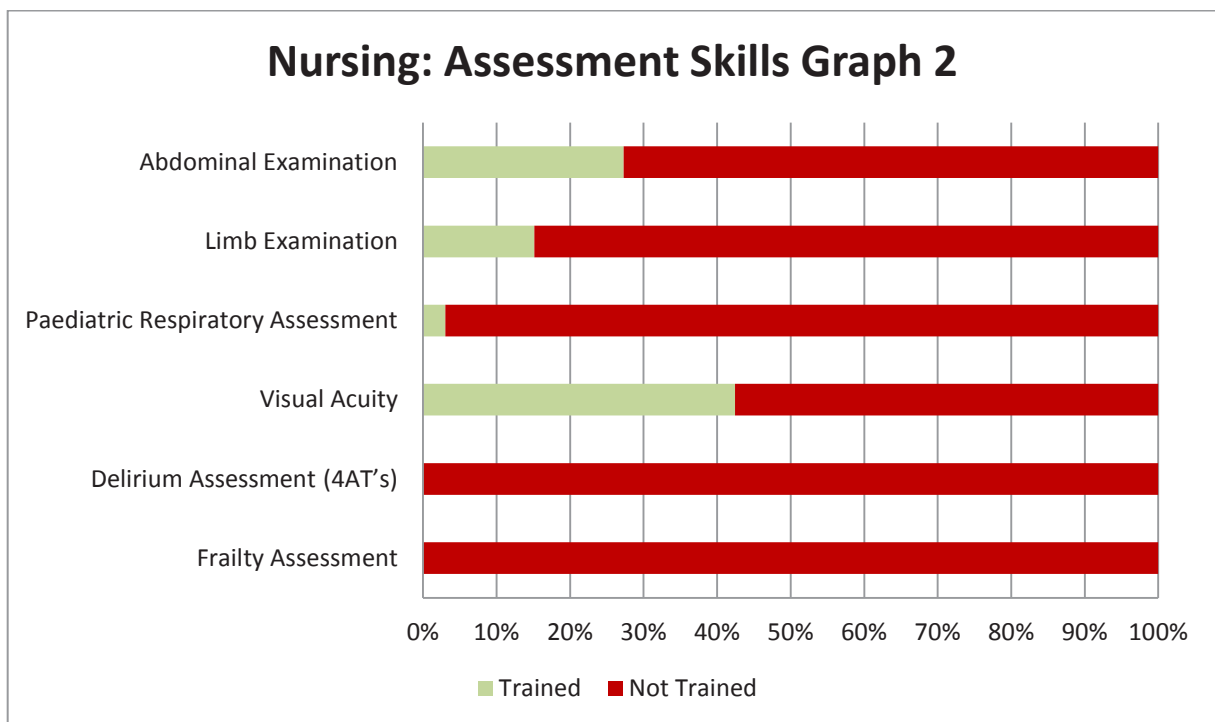


Figure 251 Nursing Assessment Skills Graph 2



7.2.4.2 Clinical Skills

Table 177 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	100%	0%	1
IV Cannulation	97%	3%	1
Blood culture sampling	0%	100%	0
Arterial Blood Gas sampling	0%	100%	0
Administration of 1st dose antibiotics	42%	58%	2
Medication Management (through Protocol)*	39%	61%	0
Procedural sedation	21%	79%	1
Male Catheterisation	9%	91%	1
Replacement of supra-public catheters	0%	100%	0
Replacement of PEG Tubes	0%	100%	0
Management of Non Invasive Ventilation (NIV)	79%	21%	2
Use of external chest compression device (LUCAS)	3%	97%	0
Nurse defibrillation (passed ACLS)	42%	58%	2
External Pacing	9%	91%	1
Cardioversion	9%	91%	1
Suturing	18%	82%	0
Wound closure (steri-strips/glue)	73%	27%	2
Removal of foreign bodies (ear, nose etc)	9%	91%	0
Nasal packing	3%	97%	0
Eye Irrigation	82%	18%	2
Casting	55%	45%	1
Splinting	85%	15%	1
Fitting for walking aids	21%	79%	1
Log-roll team leader	9%	91%	0
Cervical spine immobilisation	33%	67%	0
Local Major Emergency Planning Training	9%	91%	0
Pre-hospital retrieval team Training	3%	97%	0

*Medication administered through locally agreed protocols

Figure 252 Nursing Clinical Skills Graph 1

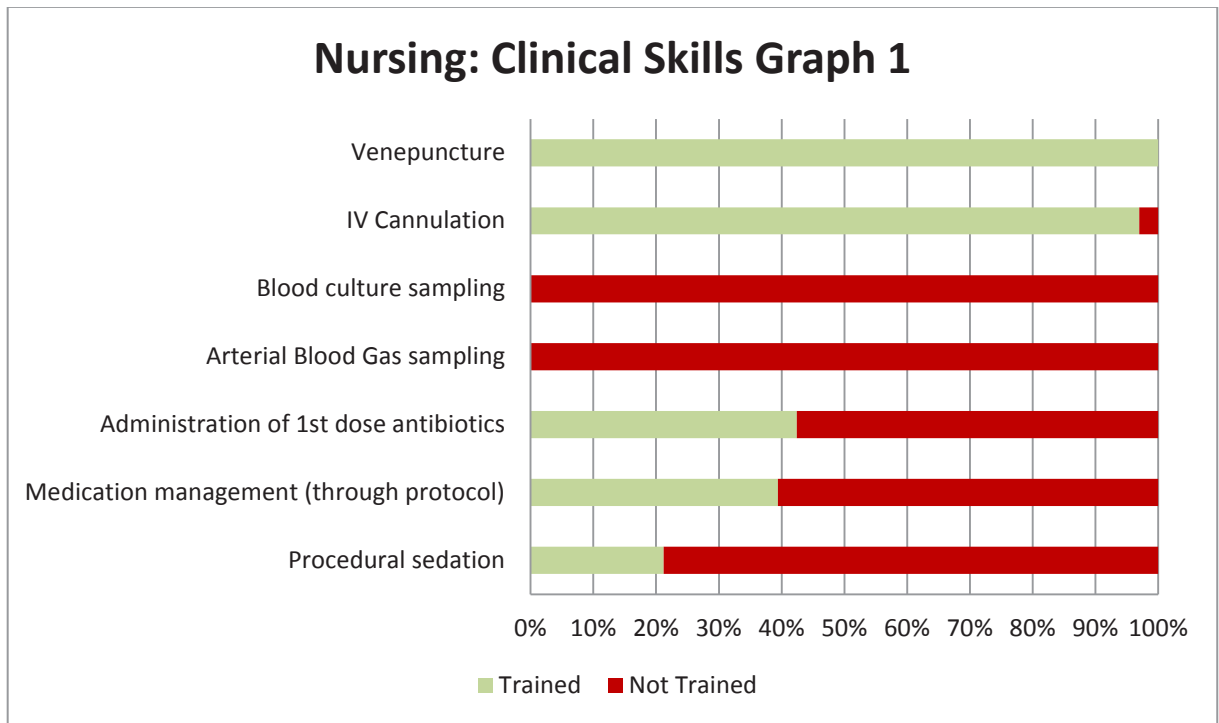


Figure 253 Nursing Clinical Skills Graph 2

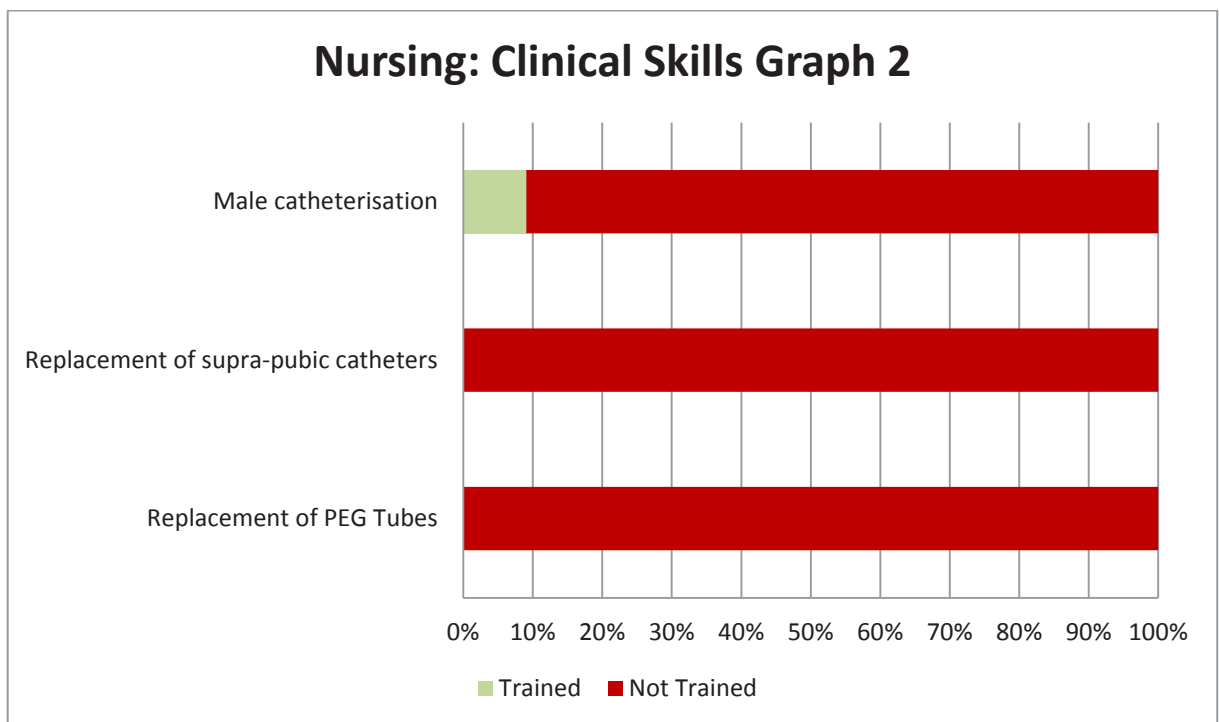


Figure 254 Nursing Clinical Skills Graph 3

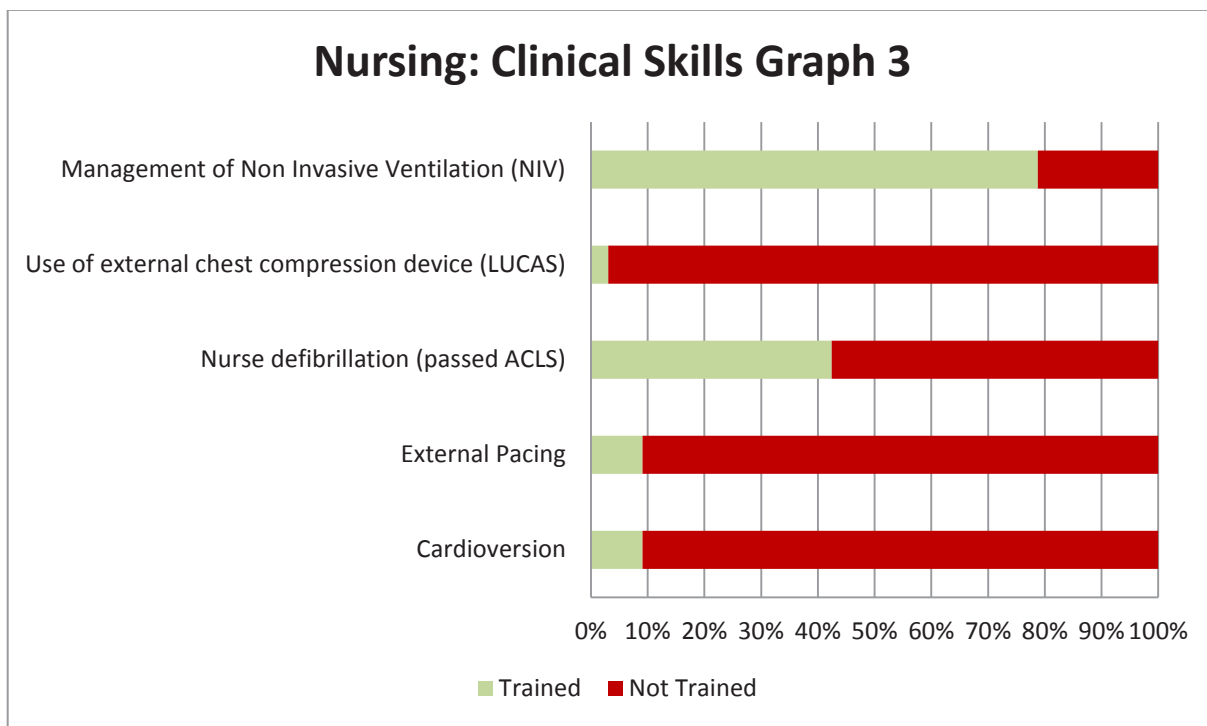


Figure 255 Nursing Clinical Skills Graph 4

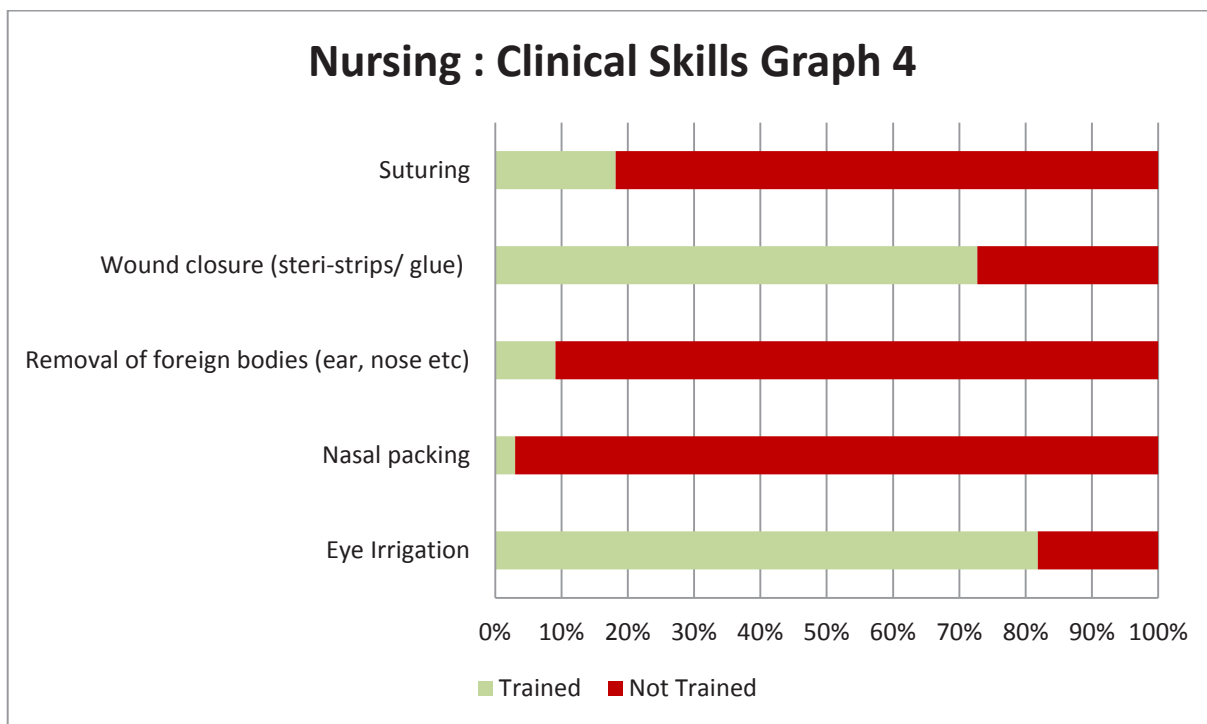
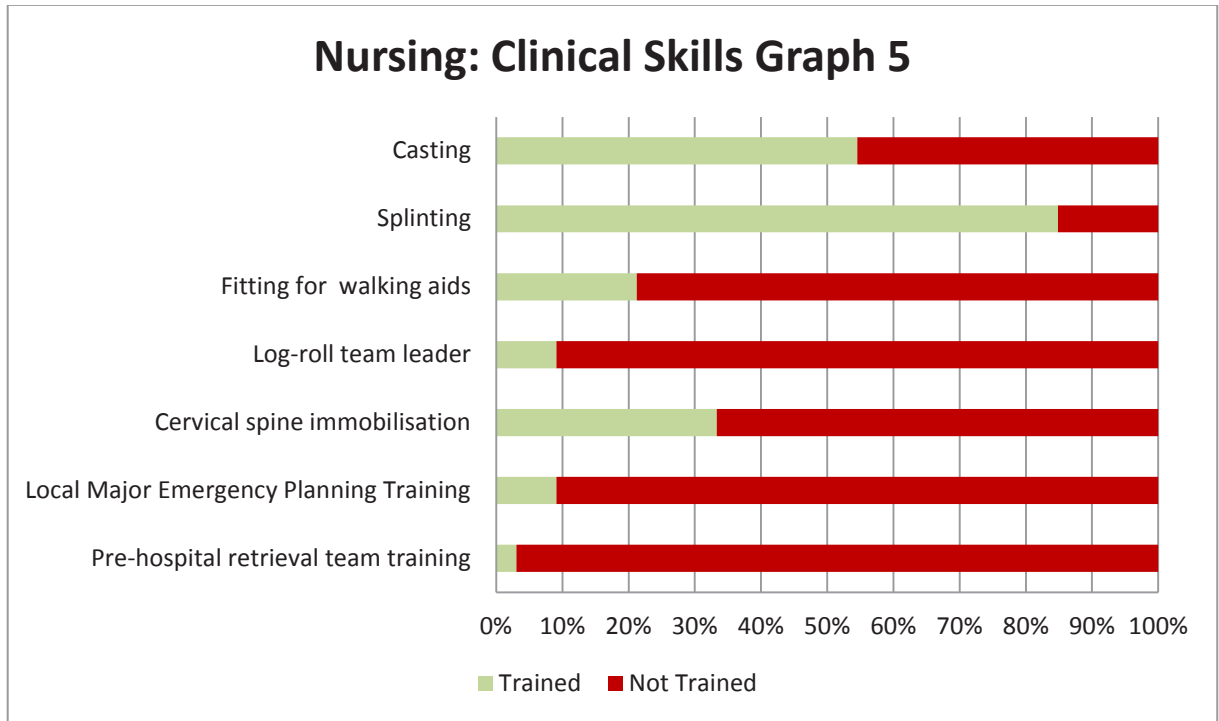


Figure 256 Nursing Clinical Skills Graph 5

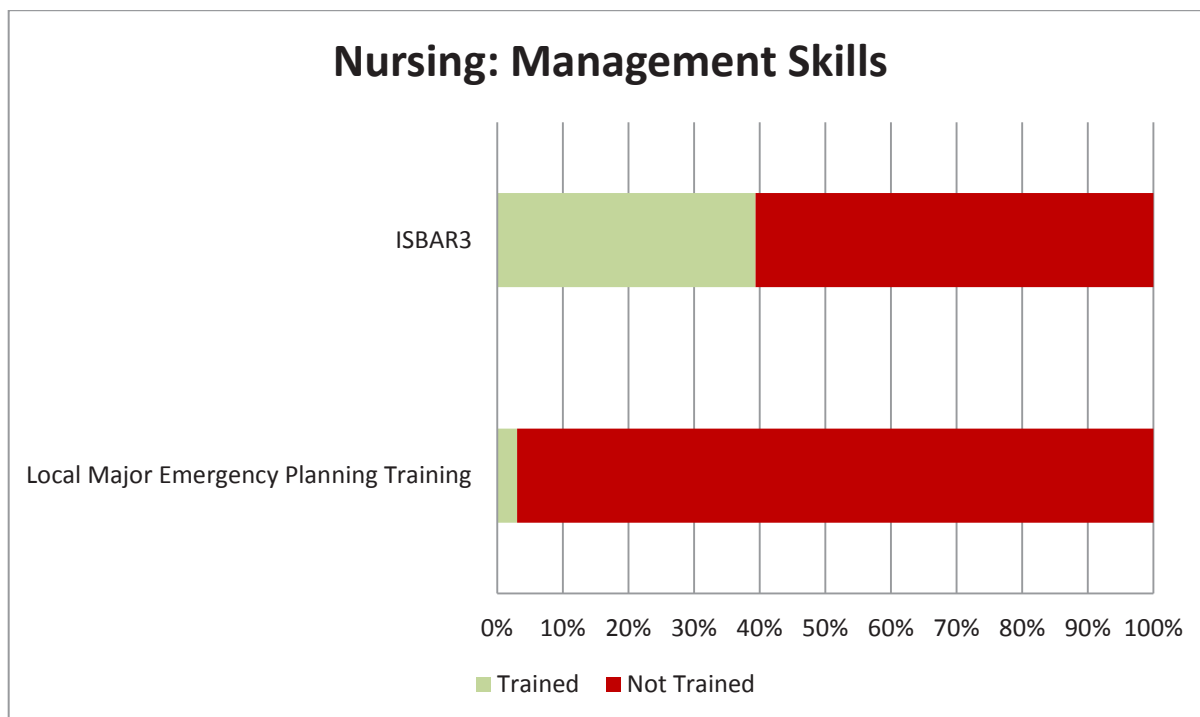


7.2.4.3 Management Skills

Table 178 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	39%	61%	1
Local Major Emergency Planning Training	3%	97%	0

Figure 257 Nursing Management Skills



7.2.5 Education Initiatives

Table 179 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	0	3	
Foundation programme in emergency nursing	0	3	
Emergency Nursing (Level 8 QQI)	0	3	
Emergency Nursing (Level 9 QQI)	0	3	
De-escalation Training	1	2	Nurses

Site facilitation of a programme is where a site hosts some lectures and clinical placements for a Higher Education Institute (HEI).

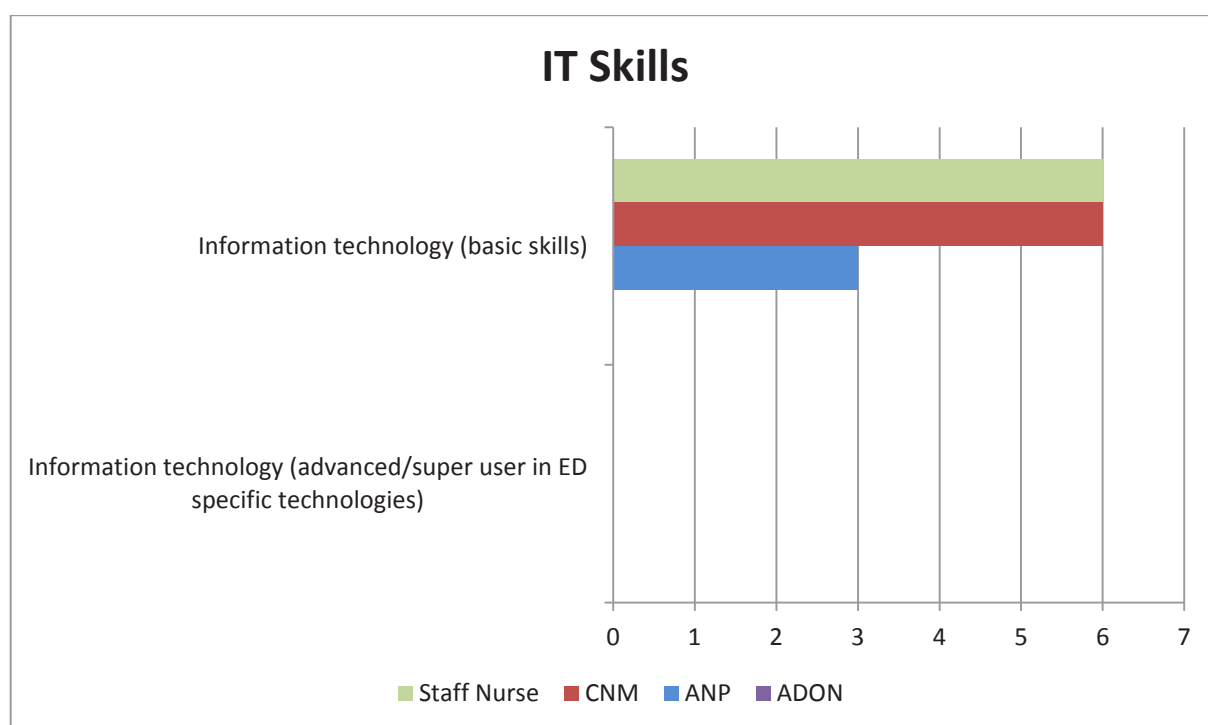
7.2.6 Non-Clinical Skills

Findings presented as numbers of nurses (of a total of 33 nurses) rather than percentages in Table 180 and Figures 258.

Table 180 Non-Clinical Skills

Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	0	0	0	0
Project and Change Management	0	0	0	0
Capacity and Service Planning	0	0	0	0
Information technology (basic skills)	6	6	3	0
Information technology (advanced/super user in ED specific technologies)	0	0	0	0

Figure 258 IT Skills



Findings presented as numbers of nurses (of a total of 33 nurses) rather than percentages.

7.2.7 Health Care Assistant (HCA) Profile and Qualifications

Table 181 Health Care Assistant (HCA) Profile and Qualification

Approved		In Post 29/02/2016		Please identify the cover provided by HCAs in your IU e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
0	0	0	See Table 182	0	0	0	

Table 182 Rostered hours provided by HCAs

Rostered hours provided by HCAs

None

7.2.8 Multitask Attendants (MTA) Profile and Qualifications

Table 183 Multitask Attendants (MTAs) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by MTAs in your IU e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these MTAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
0.12	1	0.12	See Table 184	0	0	0	

Table 184 Rostered hours provided by MTAs

Rostered hours provided by MTAs

None

7.2.9 HCAs/MTAs Non-Clinical Skills

Table 185 Non-Clinical Skills

Non-Clinical Skills	HCA	MTA	Other Grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.	0	0	0
Project and Change Management	0	0	0
Capacity and Service Planning	0	0	0
Information technology (basic skills)	0	0	0
Information technology (advanced/super user in ED specific technologies)	0	0	0

7.2.10 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.

Section 8 SAOLTA Hospital Group



Section 8 SAOLTA Hospital Group

8.0 SAOLTA Hospital Group

Six of seven hospitals within the SAOLTA Hospital Group indicated they had either an Emergency Department or an Injury Unit. The six hospitals are listed below. Data for Emergency Departments and Injury Units is presented separately in Sections 8.1 and 8.2.

SAOLTA Hospital Group

1. Letterkenny University Hospital (Model 3 Hospital)
2. Mayo University Hospital (Model 3 Hospital)
3. Portunacula University Hospital (Model 3 Hospital)
4. Sligo University Hospital (Model 3 Hospital)
5. University Hospital Galway (Model 4 Hospital)
6. Roscommon University Hospital (Model 2 Hospital)

8.1 SAOLTA Hospital Group, Emergency Departments (5 Departments)

Five services within SAOLTA Hospital Group identified that they had Emergency Departments, these services were as follows:

SAOLTA Hospital Group

1. Letterkenny University Hospital (Model 3 Hospital)
2. Mayo University Hospital (Model 3 Hospital)
3. Portunacula University Hospital (Model 3 Hospital)
4. Sligo University Hospital (Model 3 Hospital)
5. University Hospital Galway (Model 4 Hospital)

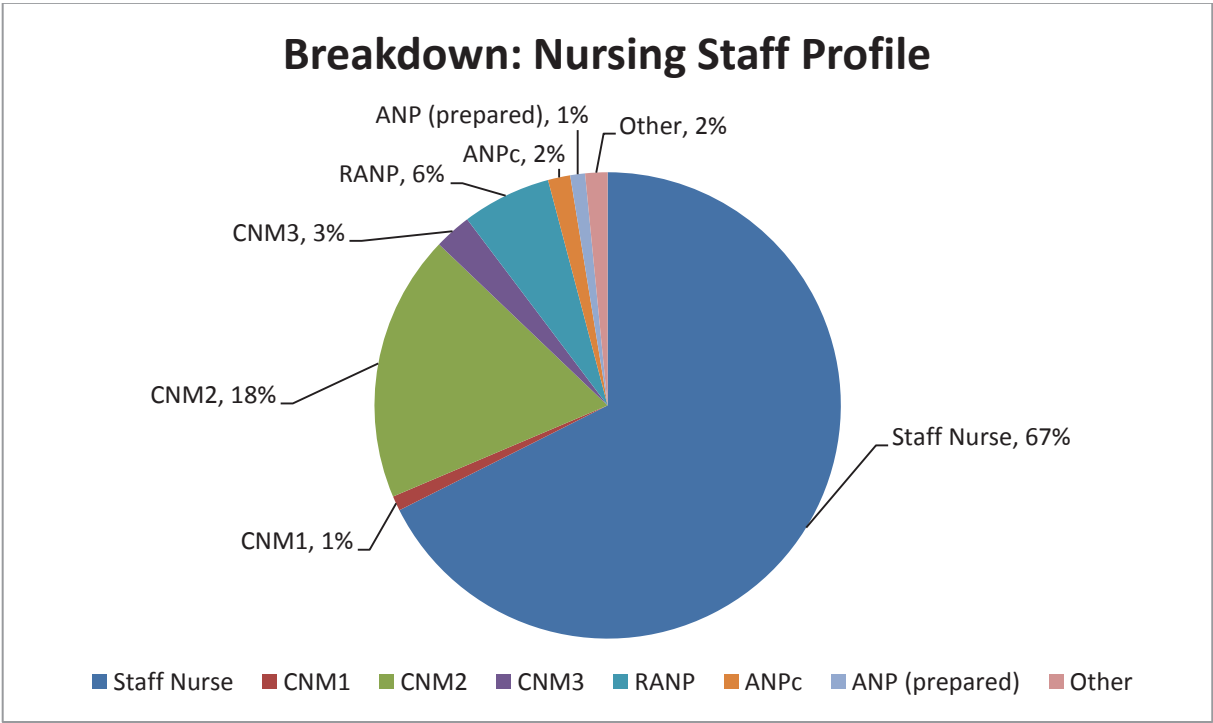
8.1.1 Nursing Staff Profile (Emergency Departments)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 186 below and in Figure 259 overleaf.

Table 186 Nursing Staff Profile (Emergency Departments)

Staff approved and in post on 29th February 2016	Approved		In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
	WTE	Head Count	WTE	HC	WTE	HC	WTE	HC
Staff Nurse	138.04	133	118.19	30	29.76	15	14.88	
Clinical Nurse Manager 1	7	2	2	0	0	0	0	
Clinical Nurse Manager 2	30.88	36	30.97	3	2.5	5	4.5	
Clinical Nurse Manager 3	5	5	4.9	2	1.9	1	1	
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	14	12	12	1	1	0	0	
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	0	0	0	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	0	0	0	0	0	0	0	
ANP Candidate	3	3	3	1	1	0	0	
ANP Prepared	0	2	2	0	0	0	0	
Clinical Education Facilitator	1	1	1	0	0	0	0	
Clinical Support Nurse	0	0	0	0	0	0	0	
Education Co-ordinator	0	0	0	0	0	0	0	
GP Liaison Nurse	0	0	0	0	0	0	0	
Research Nurse	0	0	0	0	0	0	0	
Clinical Nurse Specialist	1	2	2	0	0	0	0	
Other	0	0	0	0	0	0	0	
Totals	199.92	196	176.06	37	36.16	21	20.38	

Figure 259 Nursing Staff Profile



8.1.2 Nursing Staff Qualifications

8.1.2.1 Additional Registerable Qualifications

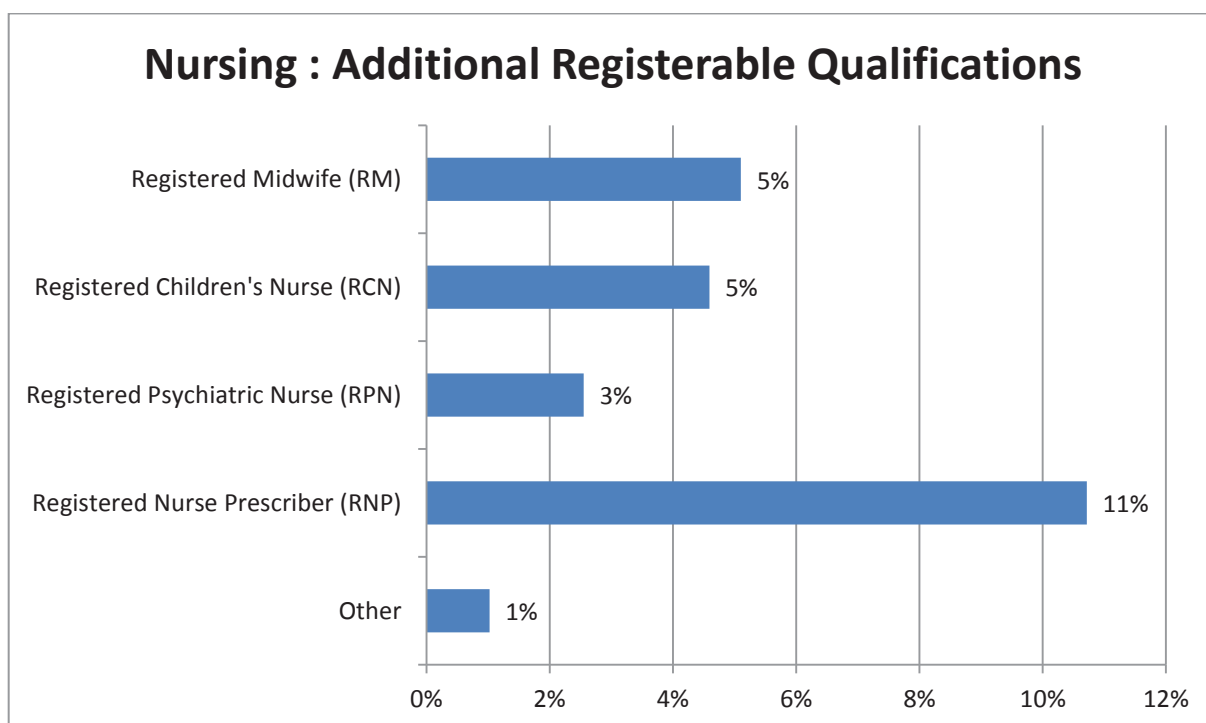
Services were asked to identify numbers of nurses in their units with registerable qualifications additional to their primary qualification. Findings can be seen in Table 187 and Figure 260.

Table 187 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	5%
Registered Children's Nurse (RCN)	5%
Registered Psychiatric Nurse (RPN)	3%
Registered Nurse Prescriber (RNP)	11%
Other	1%

Registered Nurse Prescriber (RNP) refers to those nurses who have achieved a Medicinal Product Prescribing qualification and who are registered with the Nursing and Midwifery Board of Ireland (NMBI). Not all nurses who undertook a prescribing education programme are registered with NMBI.

Figure 260 Additional Registerable Qualifications



8.1.2.2 Nursing Staff Qualifications/Working towards Qualifications

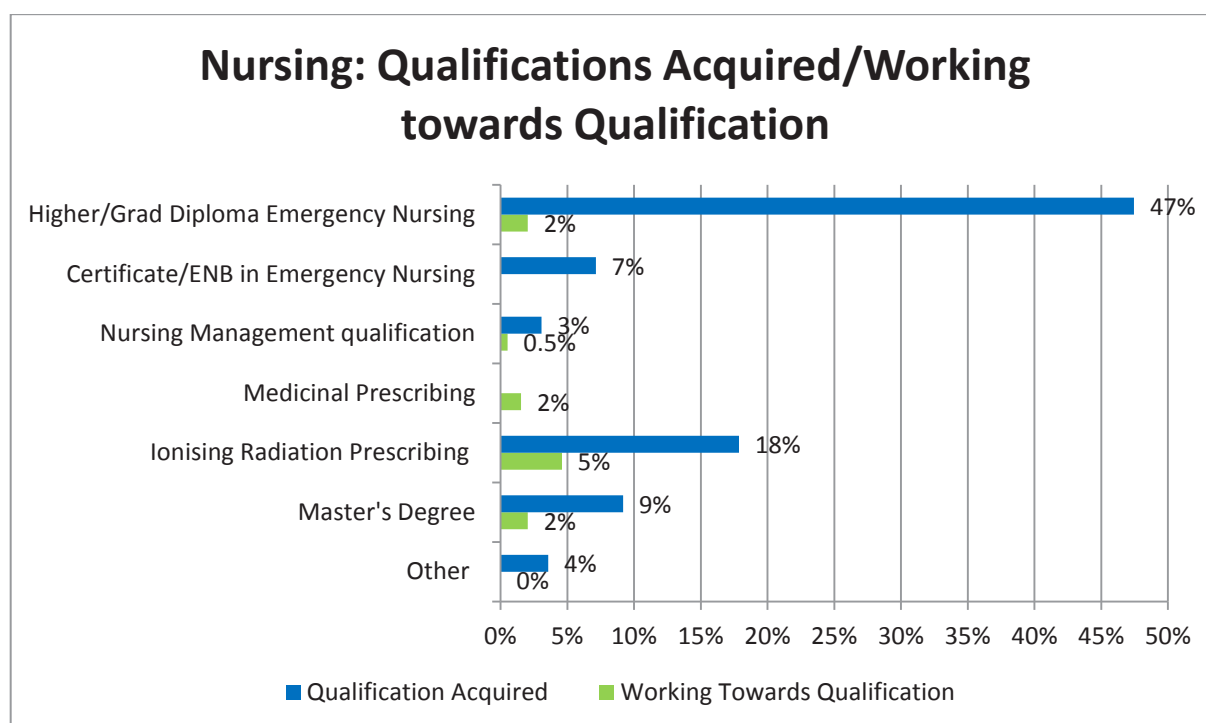
For this question services identified the numbers of nurses in their EDs who had undertaken (or were currently undertaking) specific educational programmes – Higher/Graduate Diploma Emergency Nursing; Certificate/ENB in Emergency Nursing; Nursing Management qualification; Medicinal Prescribing; Ionising Radiation Prescribing; and any qualification at master’s degree level. Findings are presented in Table 188 and Figure 261. Data in Table 188 are presented as numbers of nurses rather than percentages.

Table 188 Nursing Staff Qualifications/Working towards Qualification

	Qualifications Acquired	Working Toward Qualifications
Higher/Grad Diploma Emergency Nursing	93	4
Certificate/ENB in Emergency Nursing	14	not requested*
Nursing Management qualification	6	1
Medicinal Prescribing	not requested	3
Ionising Radiation Prescribing	35	9
MSc	18	4
Other	7	0

*These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas

Figure 261: Nursing Staff Qualifications Acquired and Working towards Qualification



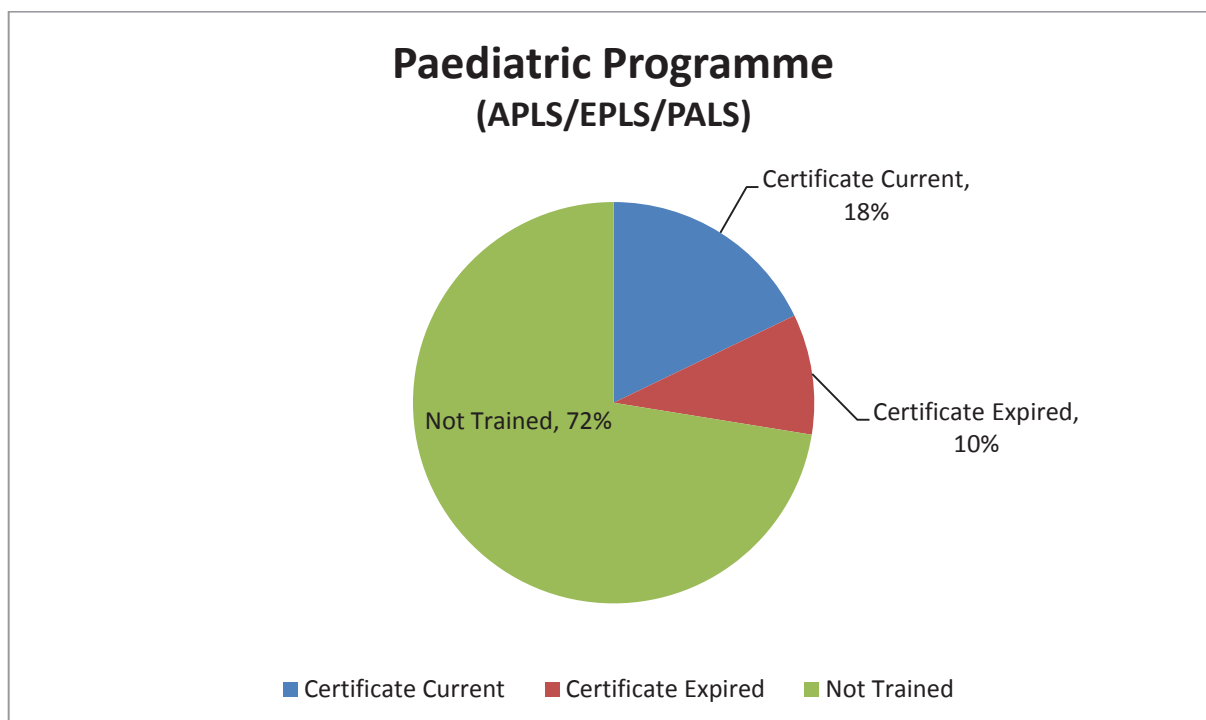
8.1.3 Nursing Staff Advanced Life Support Skills

Services were asked to identify numbers of nurses in their EDs with certification in a variety of advanced life support skills. Findings are presented in Table 189. Findings for each specific resuscitation programme are also presented and in Figures 262 through 265 on the following pages.

Table 189 Nursing Staff Advanced Life Support Skills

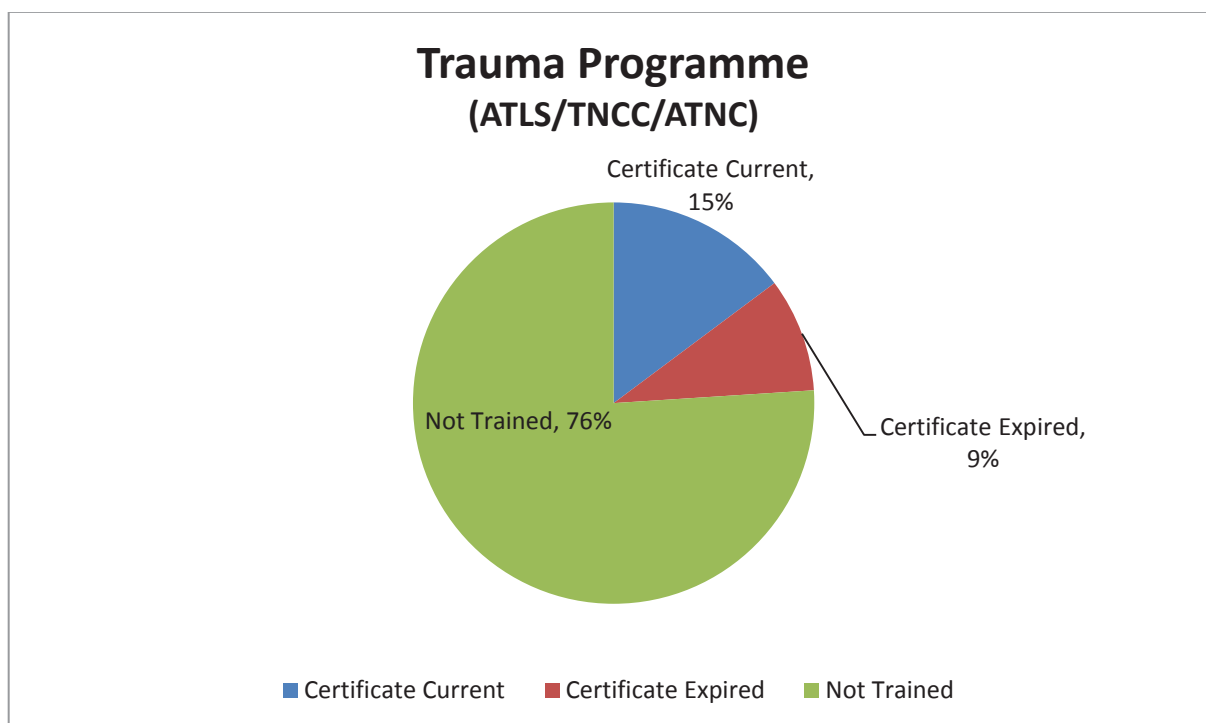
Advanced Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	0%	0%	0%
Paediatric Programme (APLS/EPLS/PALS)	18%	10%	1%
Trauma Programme (ATLS/TNCC/ATNC)	15%	9%	0.5%
Advanced Cardiac Life Support (ACLS)	32%	29%	2%
Emergency Planning MIMMS/HMIMS	2%	0%	0%
EMBS (Burns)	0%	0%	0%
Other	0%	0%	0%

Figure 262 Paediatric Programme



Sites were asked to identify numbers of nurses with APLS, EPLS or PALS- results are reported for all three programmes together – breakdown not possible.

Figure 263 Trauma Programme



Sites were asked to identify numbers of nurses with ATLS, TNCC or ATNC – results are reported for all three programmes together – breakdown not possible.

Figure 264 Advanced Cardiac Life Support

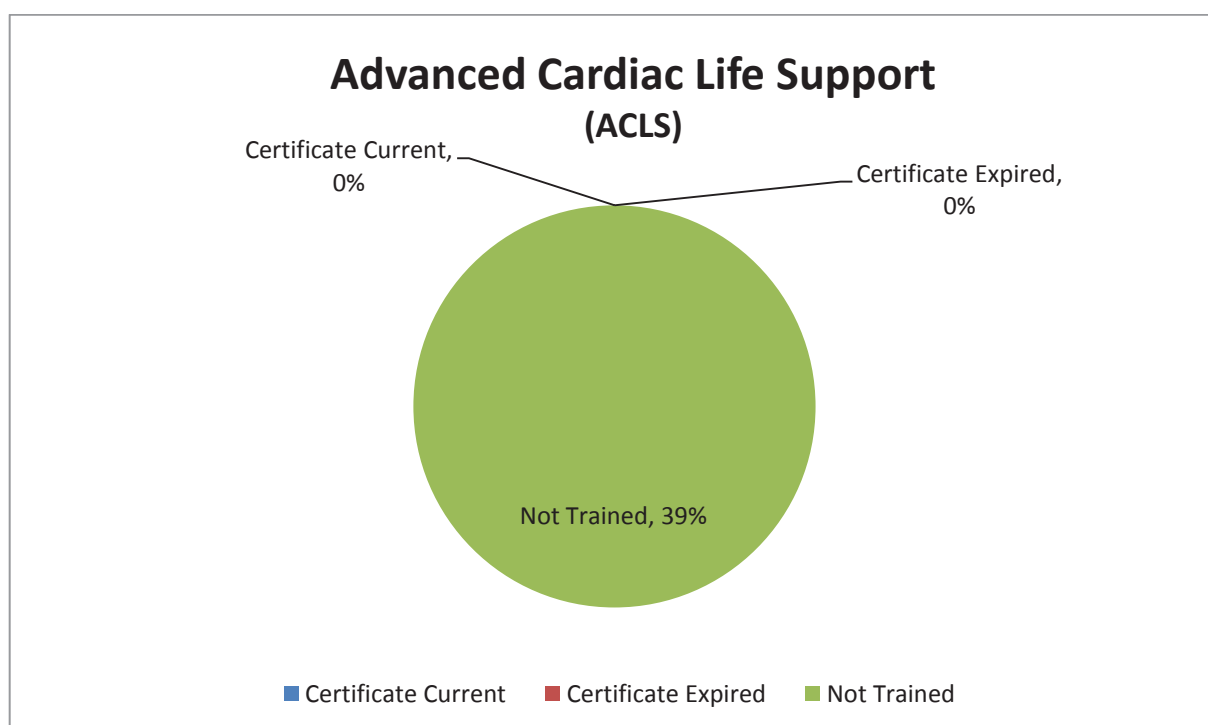
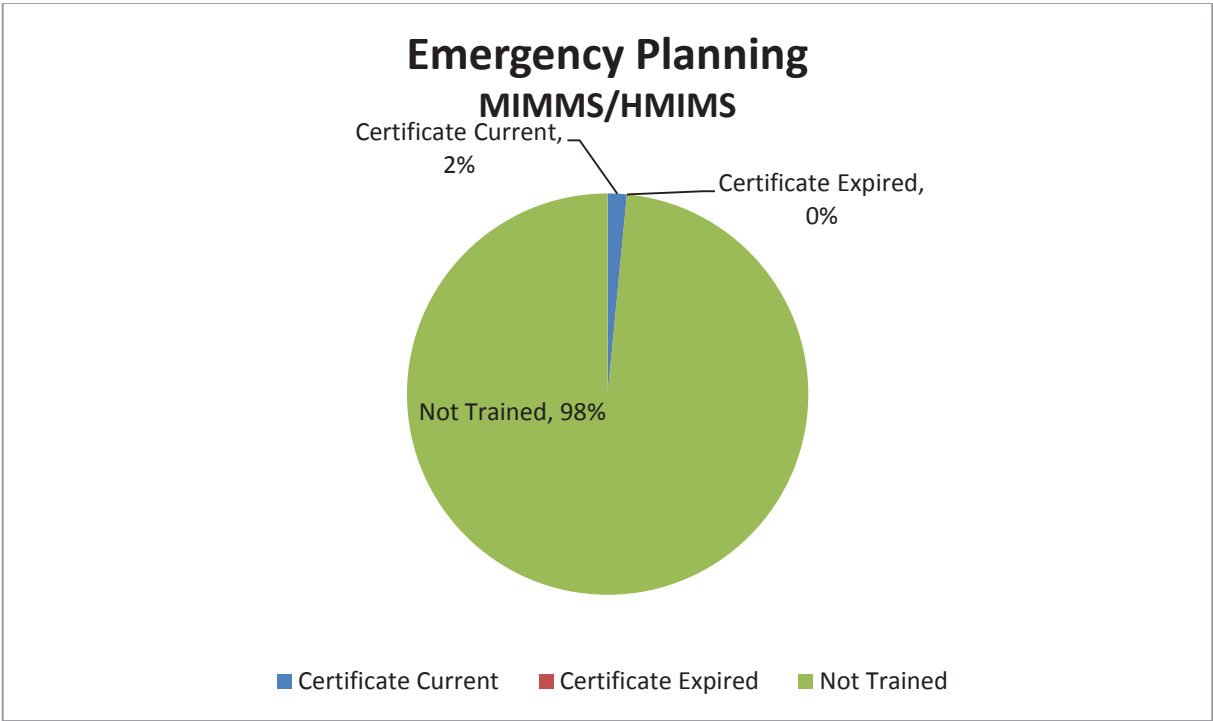


Figure 265 Emergency Planning



Sites were asked to identify numbers of nurses with either MIMMS or HMIMS training – results are reported for both programmes together – breakdown not possible.

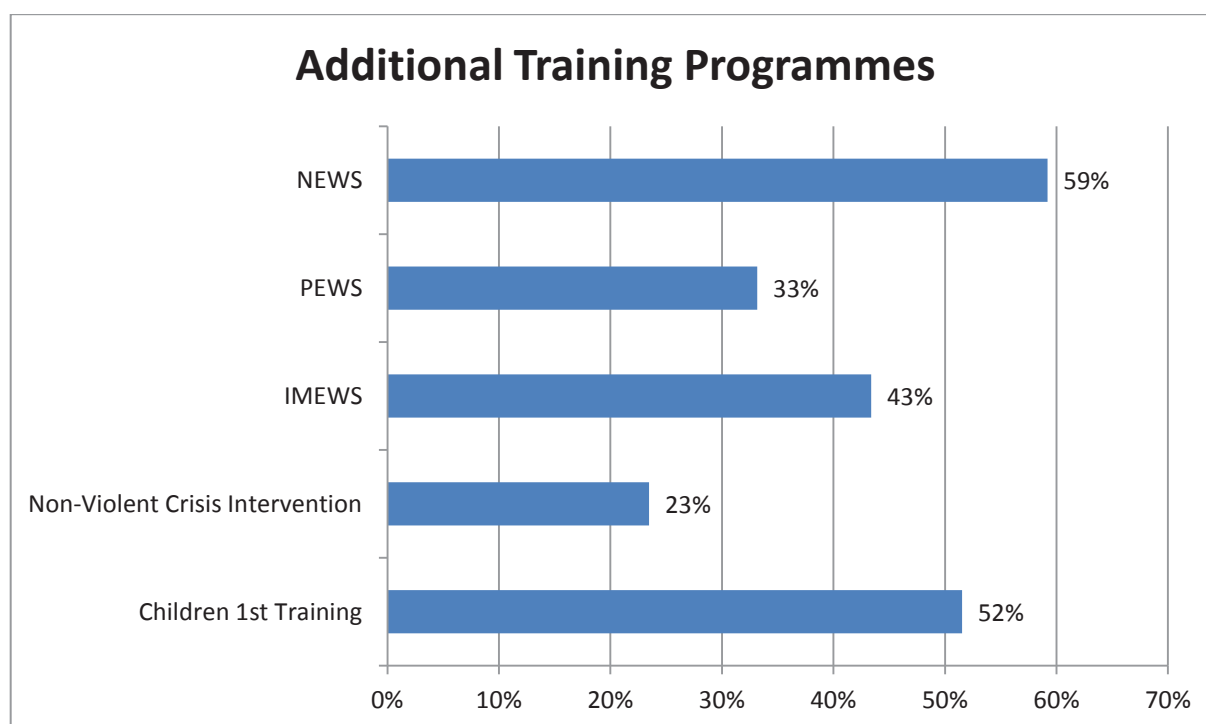
8.1.4 Nursing Staff Additional Training Programmes

Services were asked to identify the numbers of nurses who had undertaken training in a range of training programmes – NEWS, PEWS, IMEWS, Non-Violent Crisis Intervention and Children First Training. Findings can be seen in Table 190 and Figure 266 below.

Table 190 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	59%
PEWS	33%
IMEWS	43%
Non-Violent Crisis Intervention	23%
Children First Training	52%
Other	0%

Figure 266 Additional Training Programmes



8.1.5 Nursing Clinical Skills and Competencies

Services were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained for each skill or competency. Findings for the three categories are presented on the following pages.

8.1.5.1 Assessment Skills

Table 191 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	80%	20%	4
Irish Children's Triage System (<i>Children Only</i>)	52%	48%	4
I MIST AMBO	1%	99%	1
Basic ECG Interpretation	58%	42%	4
Advanced ECG Interpretation	19%	81%	2
Interpretation of Arterial Blood Gases	18%	82%	2
Chest Examination	4%	96%	0
Abdominal Examination	6%	94%	0
Limb Examination	11%	89%	1
Paediatric Respiratory Assessment	20%	80%	1
Visual Acuity	56%	44%	2
Delirium Assessment (4ATs)	9%	91%	1
Frailty Assessment	39%	61%	3

Figure 267 Nursing Assessment Skills Graph 1

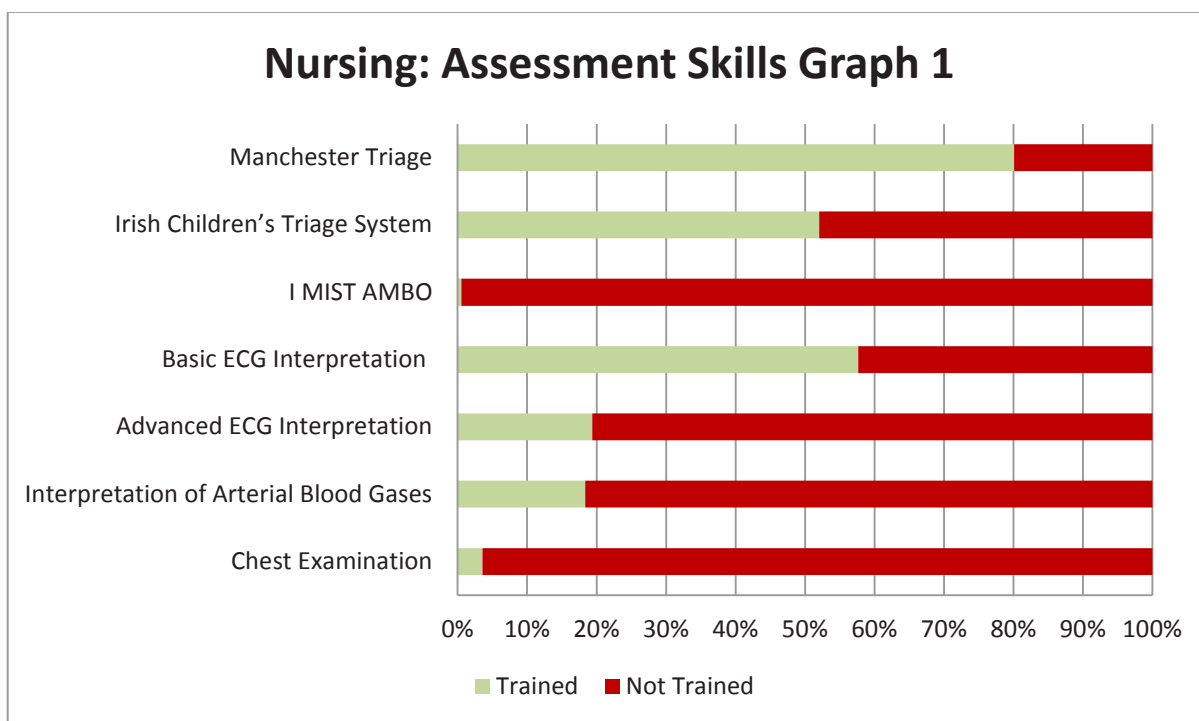
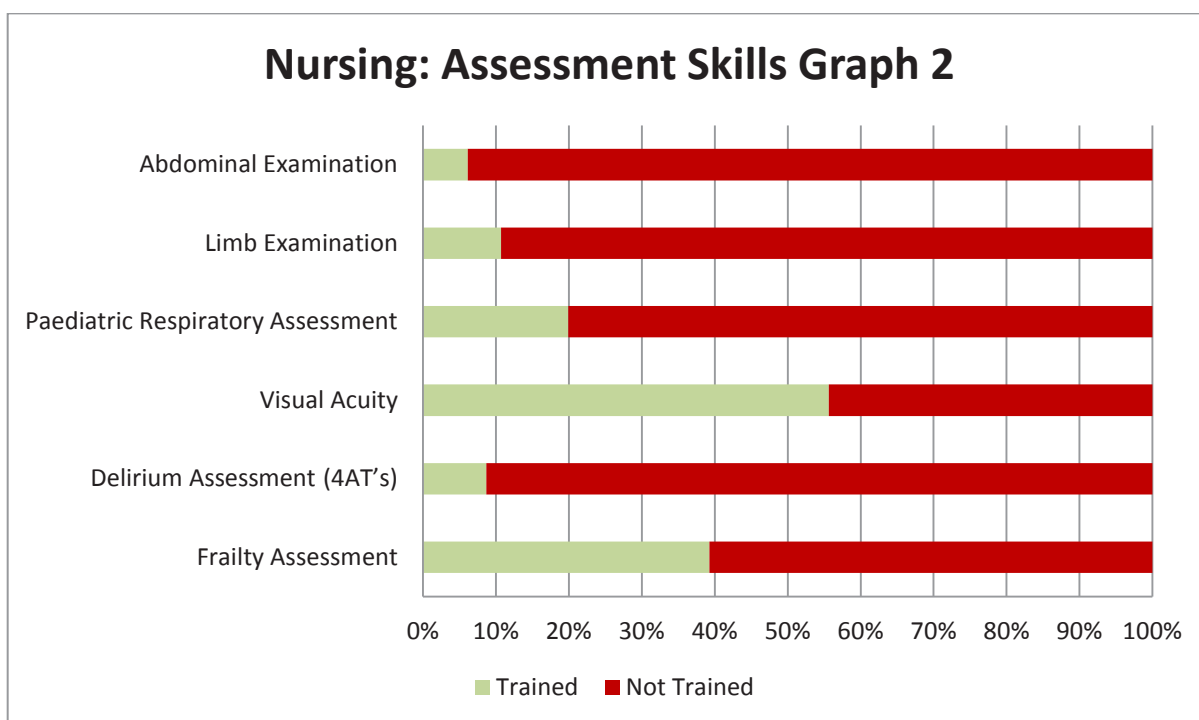


Figure 268 Nursing Assessment Skills Graph 2



8.1.5.2 Clinical Skills

Table 192 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	65%	35%	4
IV Cannulation	63%	37%	4
Blood culture sampling	45%	55%	2
Arterial Blood Gas sampling	17%	83%	0
Administration of 1st dose antibiotics	70%	30%	3
Medication Management (through Protocol)*	35%	65%	2
Procedural sedation	0%	100%	0
Male Catheterisation	4%	96%	2
Replacement of supra-public catheters	2%	98%	1
Replacement of PEG Tubes	1%	99%	1
Management of Non Invasive Ventilation (NIV)	39%	61%	3
Use of external chest compression device (LUCAS)	16%	84%	1
Nurse defibrillation (passed ACLS)	48%	52%	4
External Pacing	28%	72%	3
Cardioversion	22%	78%	2
Suturing	9%	91%	2
Wound closure (steri-strips/glue)	38%	62%	2
Removal of foreign bodies (ear, nose etc)	3%	97%	1
Nasal packing	2%	98%	1
Eye Irrigation	57%	43%	1
Casting	50%	50%	2
Splinting	37%	63%	3
Fitting for walking aids	8%	92%	1
Log-roll team leader	83%	17%	3
Cervical spine immobilisation	56%	44%	3
Local Major Emergency Planning Training	16%	84%	2
Pre-hospital retrieval team Training	0%	100%	0

*Medication administered through locally agreed protocols

Figure 269 Nursing Clinical Skills Graph 1

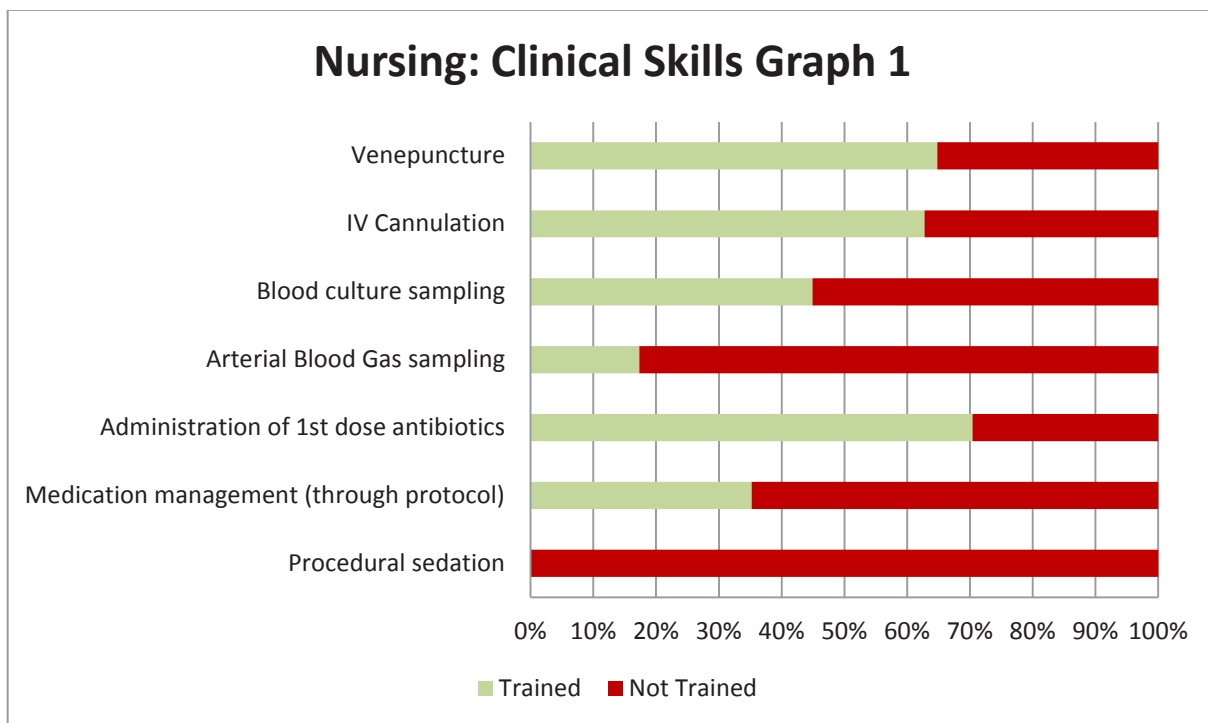


Figure 270 Nursing Clinical Skills Graph 2

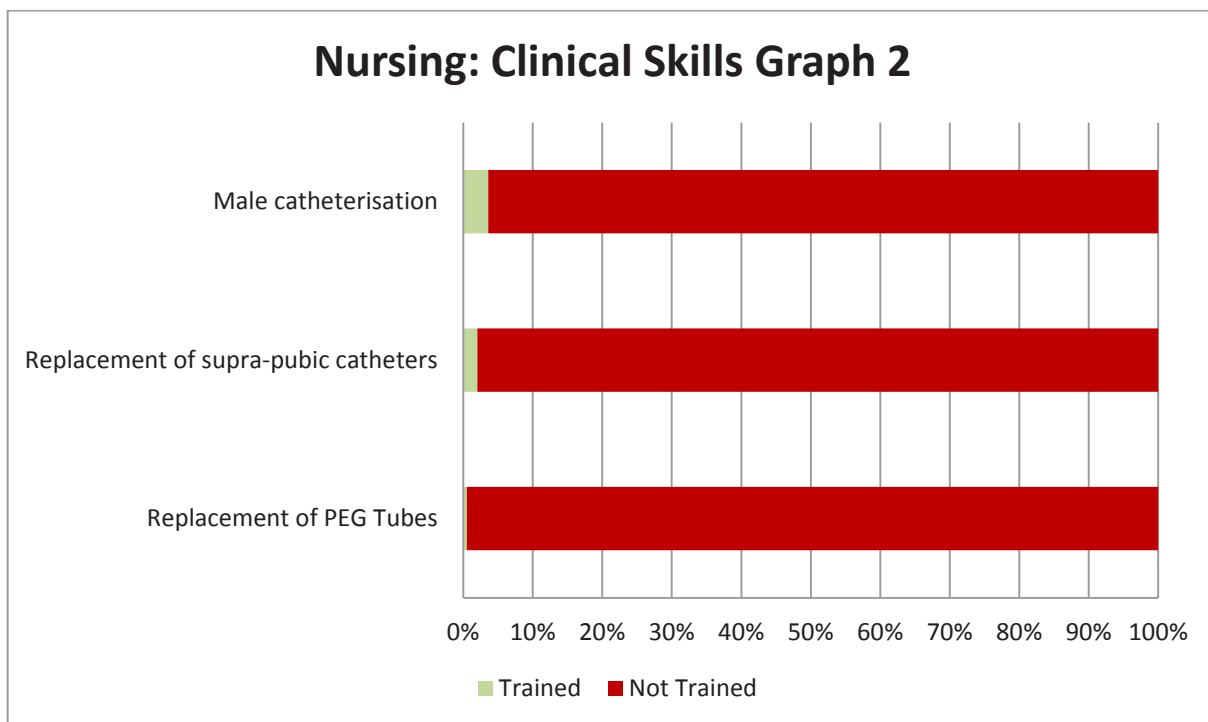


Figure 271 Nursing Clinical Skills Graph 3

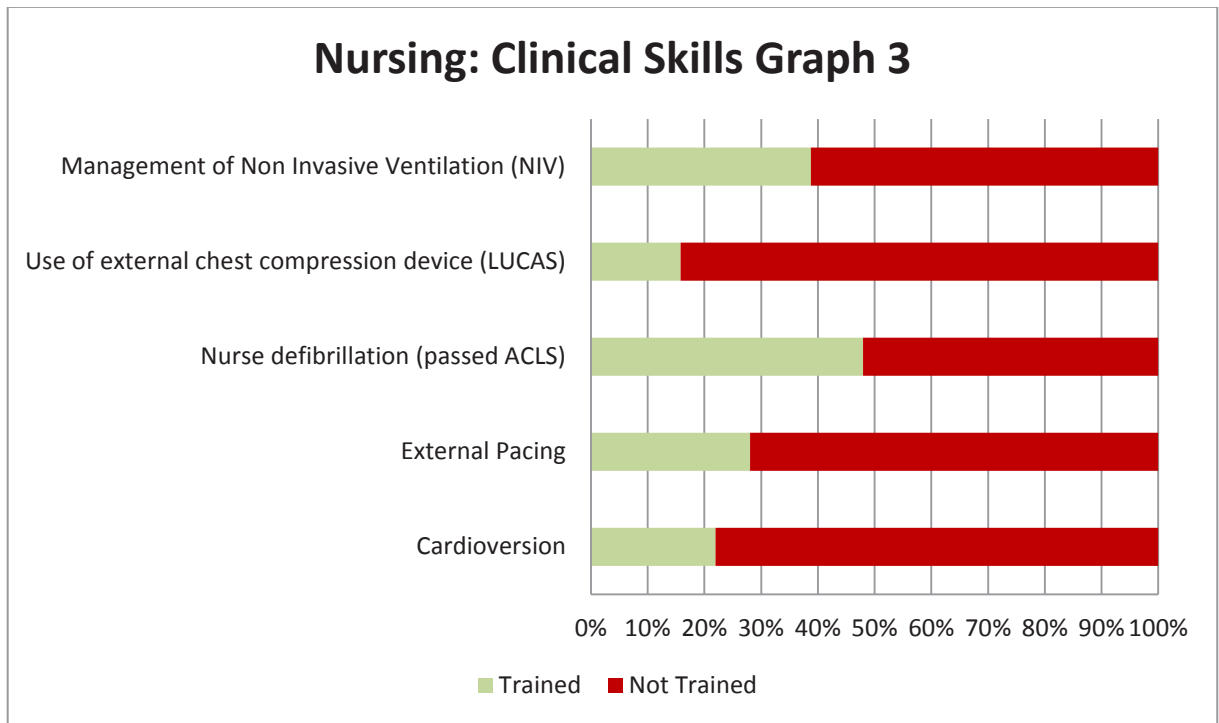


Figure 272 Nursing Clinical Skills Graph 4

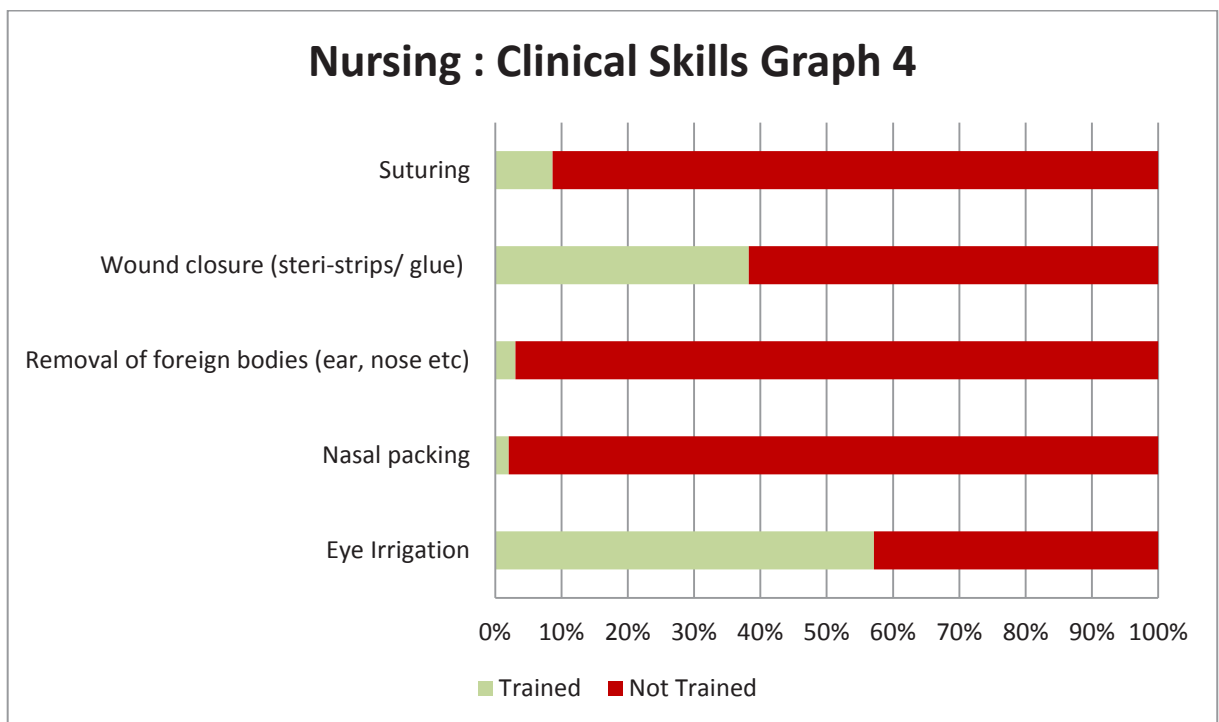
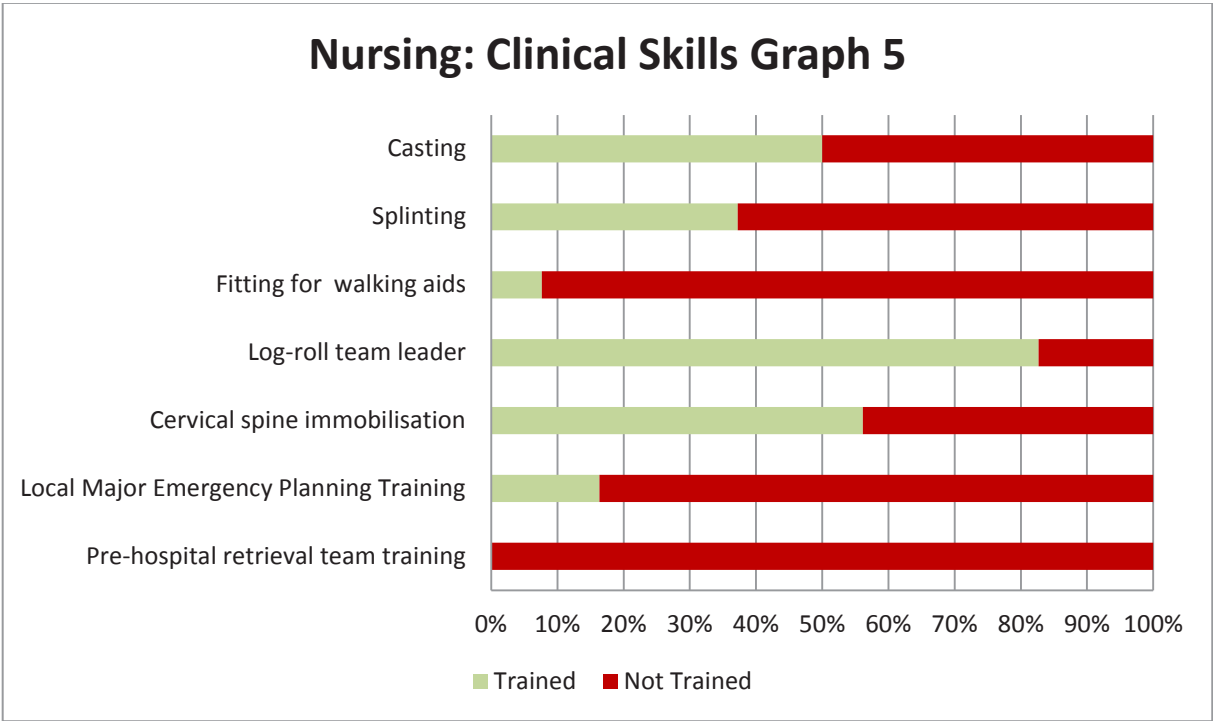


Figure 273 Nursing Clinical Skills Graph 5

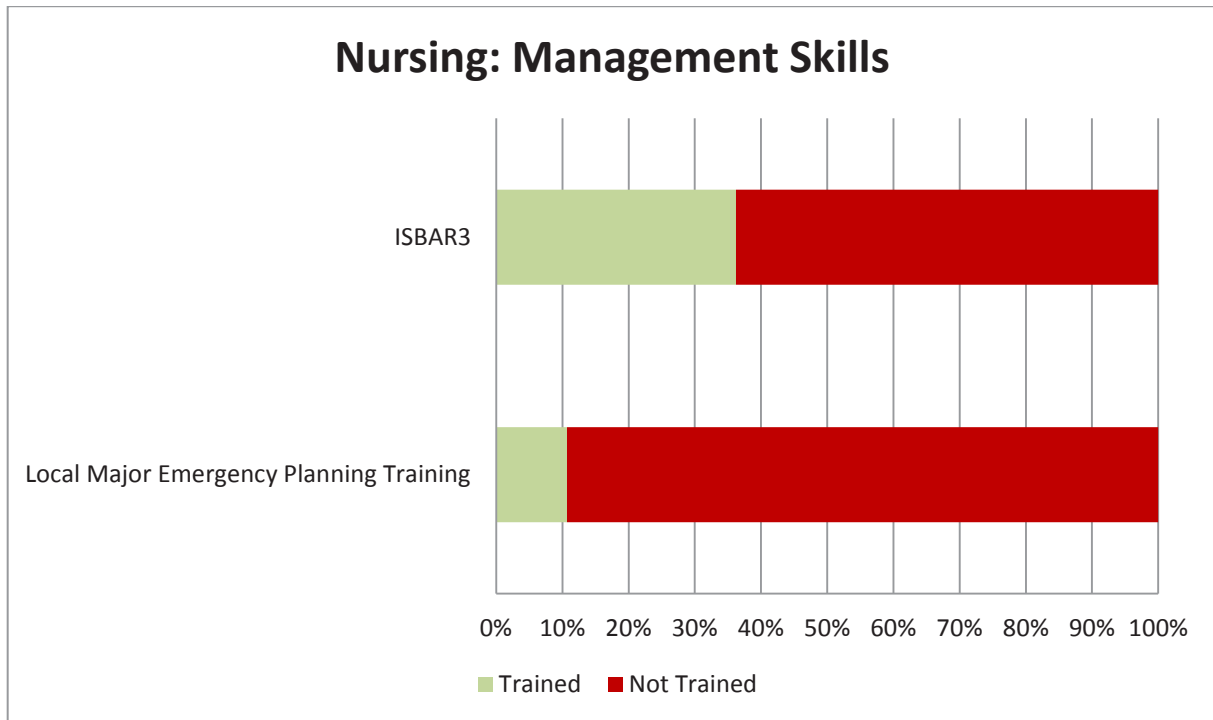


8.1.5.3 Management Skills

Table 193 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	36%	64%	3
Local Major Emergency Planning Training	11%	89%	1

Figure 274 Nursing Management Skills



8.1.6 Education Initiatives

Table 194 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	1	4	4 weeks
Foundation programme in emergency nursing	0	5	
Emergency Nursing (Level 8 QQI)	4	1	NUIG
Emergency Nursing (Level 9 QQI)	3	2	NUIG
De-escalation Training	3	2	Nurses, HCAs, MTAs, & Security

Site facilitation of a programme is where a site hosts some lectures and clinical placements for a Higher Education Institute (HEI).

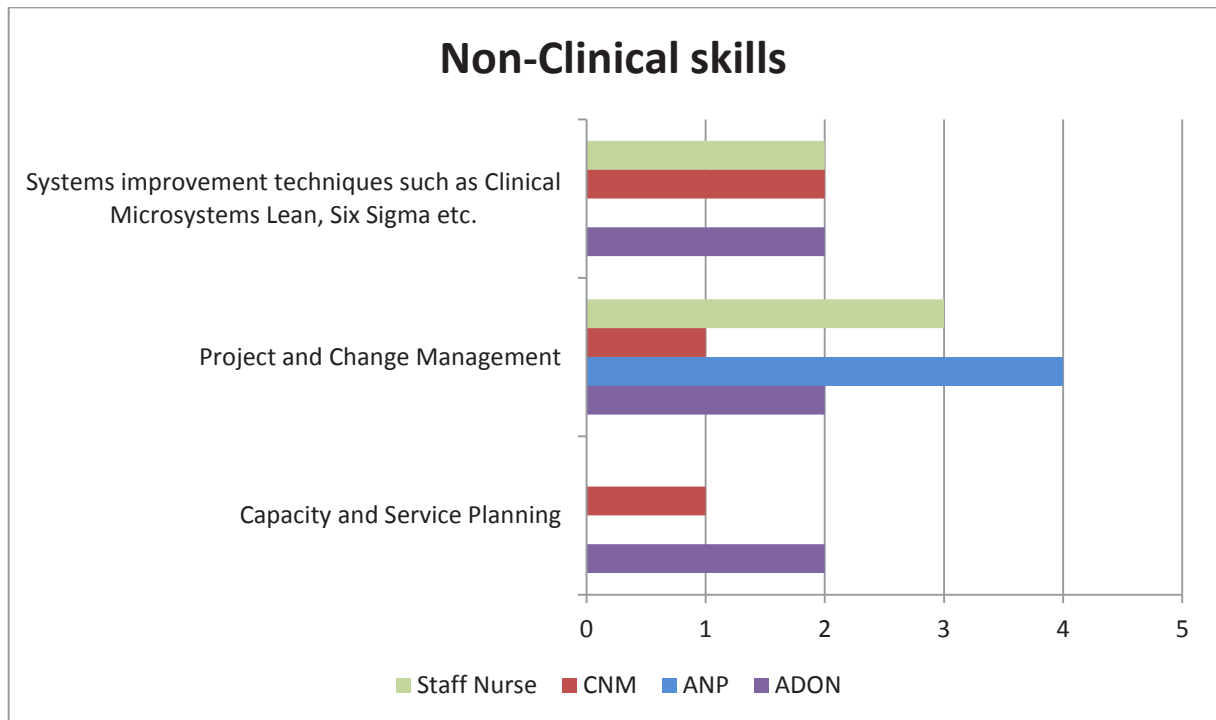
8.1.7 Non-Clinical Skills

Findings presented as numbers of nurses (of a total of 196 nurses) rather than percentages in Table 195 and Figures 275 and 276.

Table 195 Non-Clinical Skills

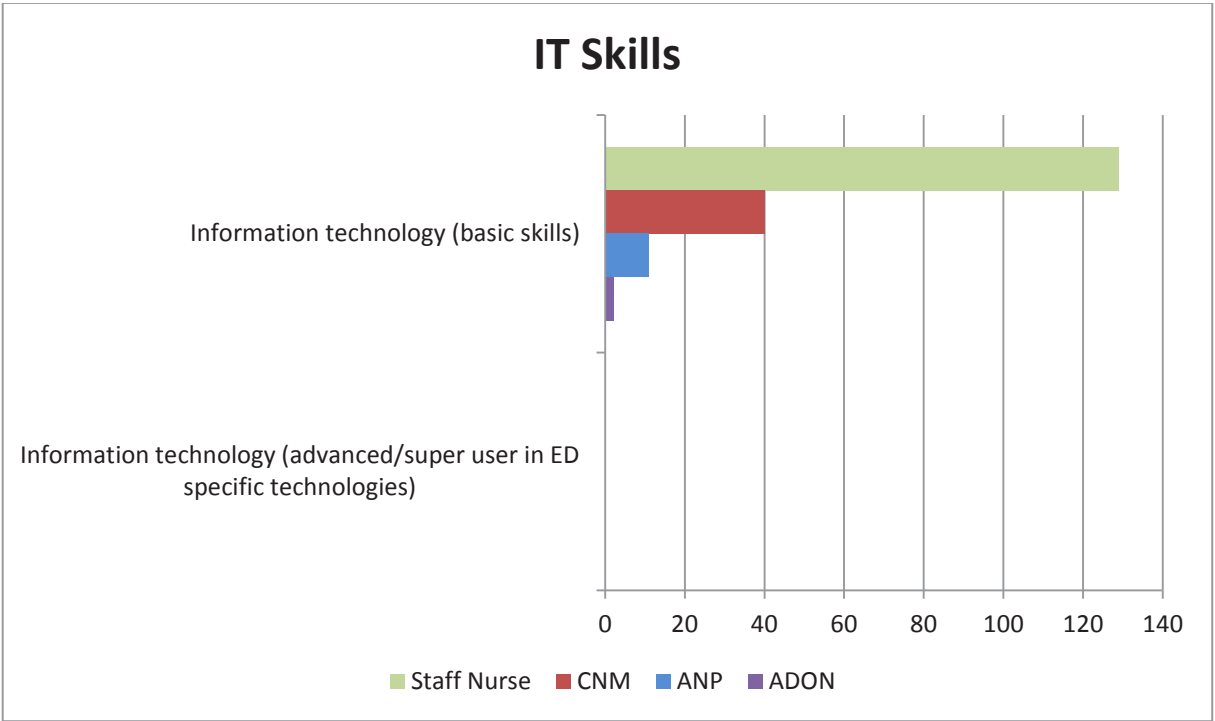
Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	2	2	0	2
Project and Change Management	3	1	4	2
Capacity and Service Planning	0	1	0	2
Information technology (basic skills)	129	40	11	2
Information technology (advanced/super user in ED specific technologies)	0	0	0	0

Figure 275 Non-Clinical Skills



Findings presented as numbers of nurses (of a total of 196 nurses) rather than percentages.

Figure 276 IT Skills



Findings presented as numbers of nurses (of a total of 196 nurses) rather than percentages.

8.1.8 Health Care Assistant (HCA) Profile and Qualifications

Table 196 Health Care Assistant (HCA) Profile and Qualifications

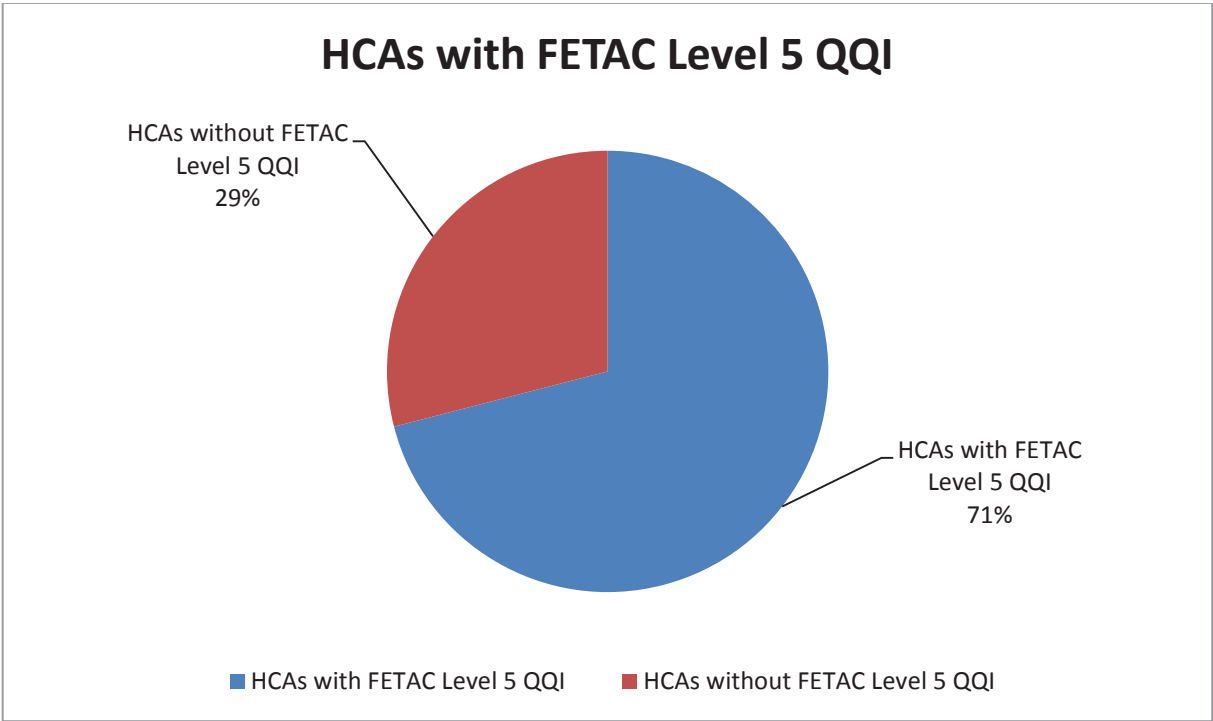
Approved		In Post 29/02/2016		Please identify the cover provided by HCAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
29.2	31	29.59	See Table 197	22	0	3	

Table 197 Rostered hours provided by HCAs

Rostered hours provided by HCAs

24/7x5 (24 hours x 7 days x 5 sites) (Rostered hours provided for 24 hours, 7 days per week in 5 sites)

Figure 277 HCAs with FETAC Level 5 QOI Award

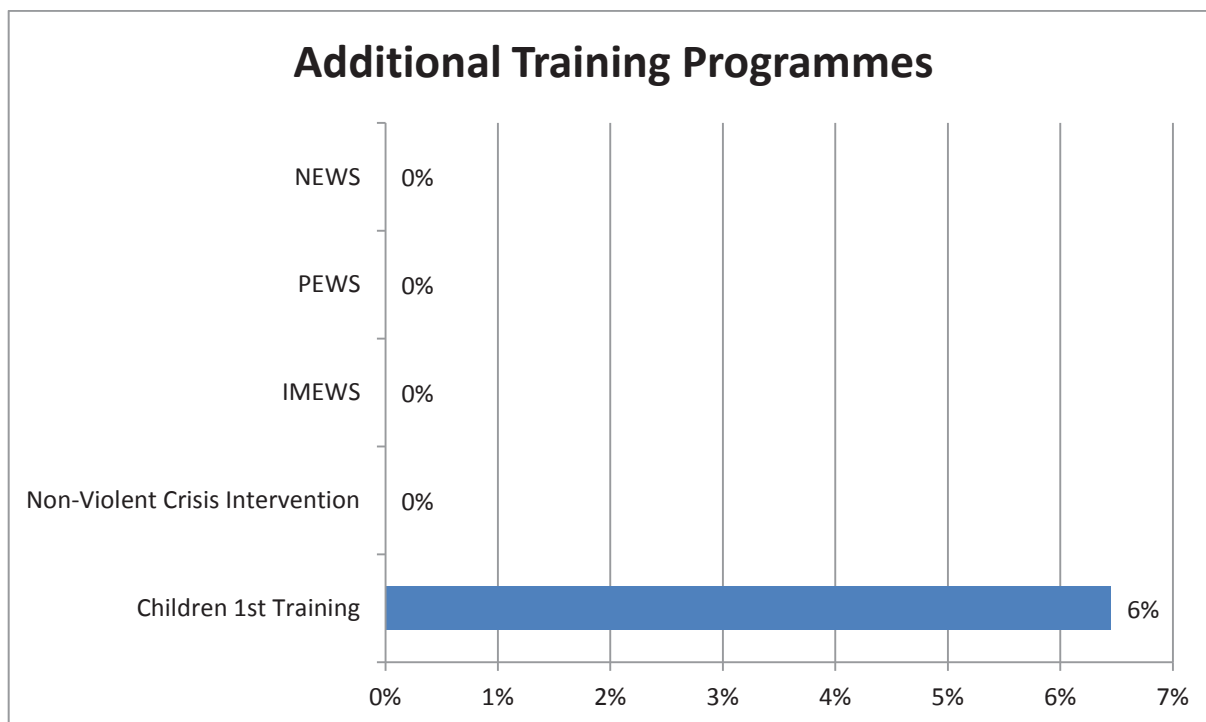


8.1.8.1 Health Care Assistants Additional Training Programmes

Table 198 Health Care Assistants Additional Training Programmes

Name of Programme	% HCAs Trained
NEWS	0%
PEWS	0%
IMEWS	0%
Non-violent Crisis Intervention	0%
Children First Training	6%
Other	0%

Figure 278 Additional Training Programme



8.1.9 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Table 199 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Clinical Skills & Competencies	% HCAs Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	90%	10%	3
Application of external chest compression device	0%	100%	0
Member of Log roll team	90%	10%	3
Assisting with Spinal immobilisation	58%	42%	2
Monitoring Vital Signs	35%	65%	1
One to one care (Special)	74%	26%	1
Patient transport (in-house)	32%	68%	1
Patient transport (off-site)	6%	94%	0
Attaching cardiac monitor	29%	71%	1
Recording ECG	29%	71%	1
Removal of rings	10%	90%	1
Assisting with application of Splints/casts	32%	68%	1
Urinalysis	52%	48%	2
Blood Glucose	29%	71%	1
Other skill(s) eg phlebotomy	6%	94%	1

The information in Table 199 above is presented graphically on the following page.

Figure 279 HCA Clinical Skills and Competencies Graph 1

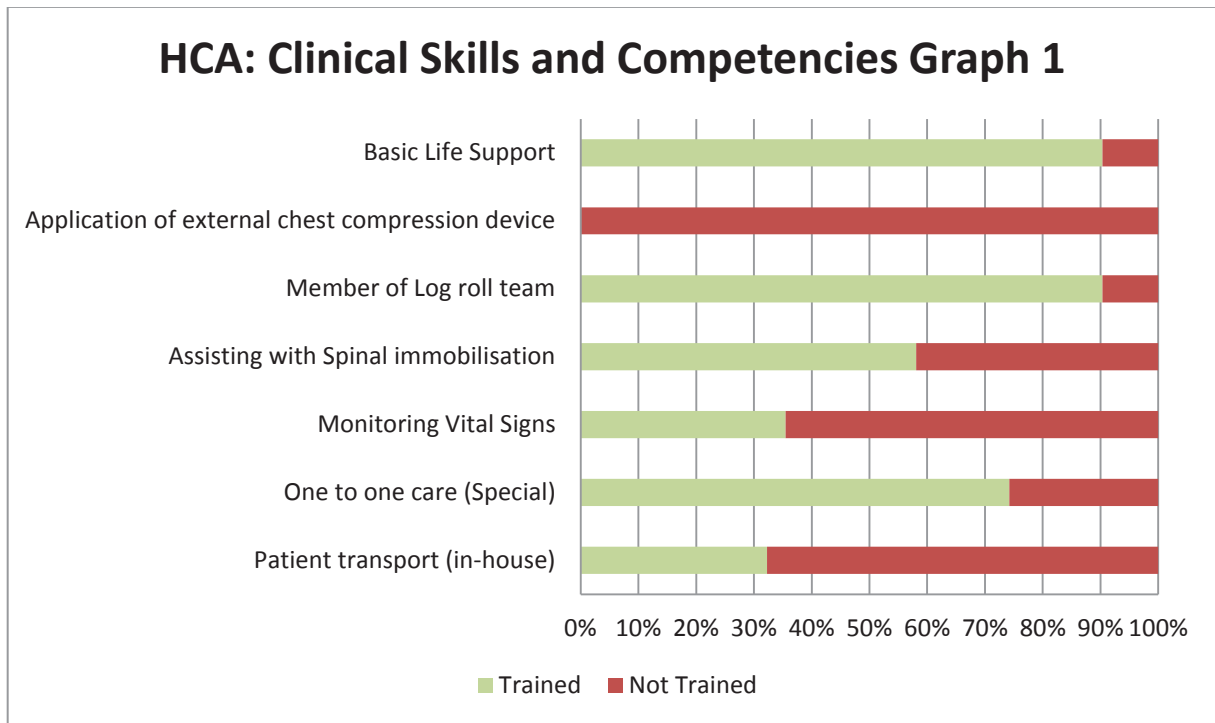
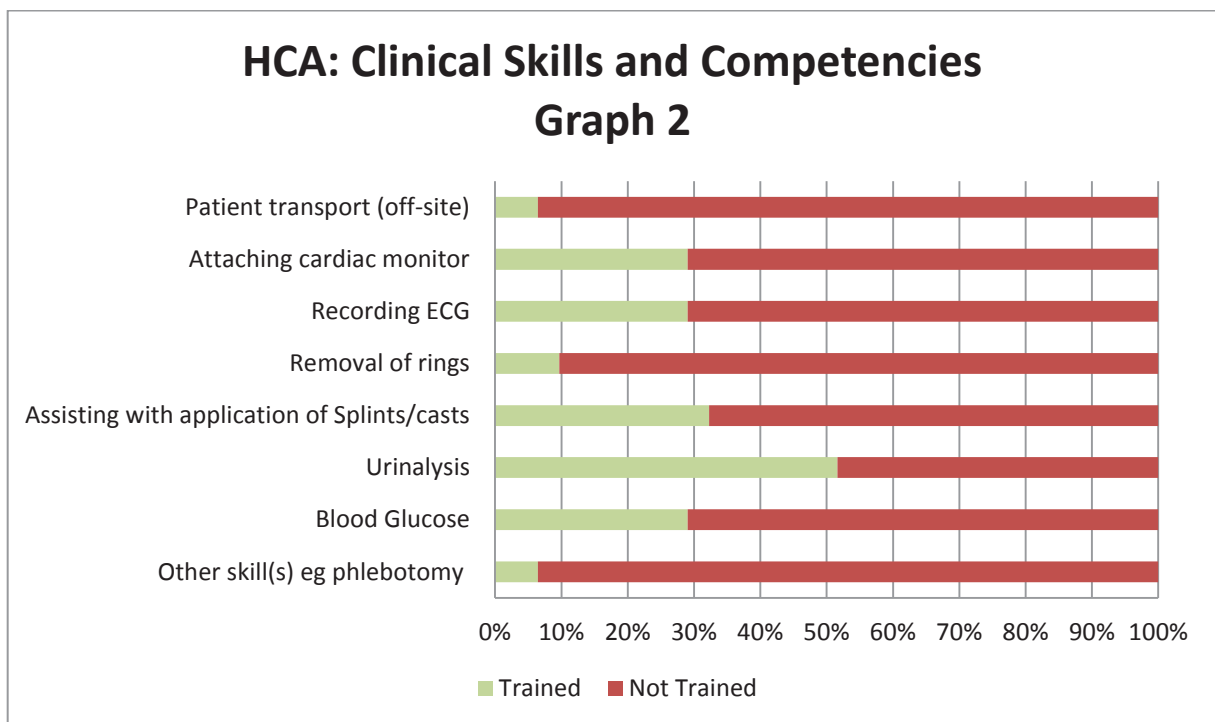


Figure 280 HCA Clinical Skills and Competencies Graph 2



8.1.10 Multitask Attendants (MTA) Profile and Qualifications

Table 200 Multitask Attendants (MTAs) Profile and Qualifications

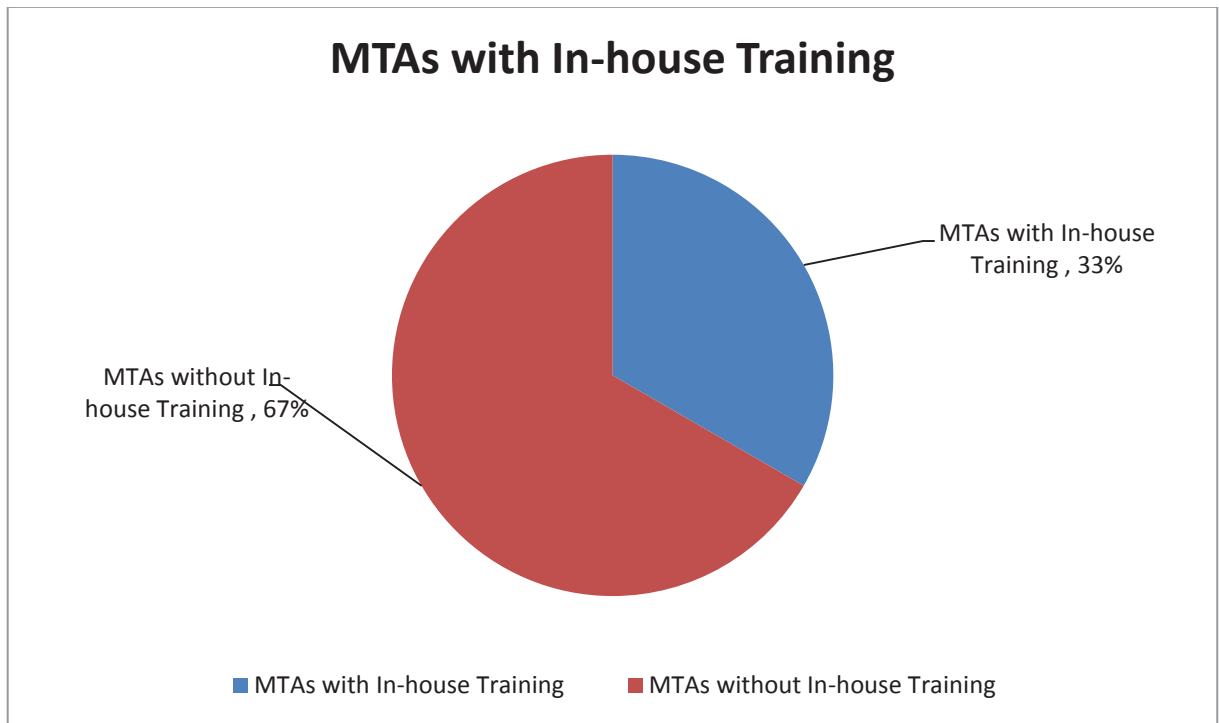
Approved		In Post 29/02/2016		Please identify the cover provided by MTAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these MTAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
3	3	3	See Table 201	0	1	2	

Table 201 Rostered hours provided by MTAs

Rostered hours provided by MTAs

24/7x1 (24 hours x 7 days x 1 site) (Rostered hours is provided for 24 hours, 7 days per week in 1 site)
12/7x1 (12 hours x 7 days x 1 site) (Rostered hours is provided for 12 hours, 7 days per week in 1 site)

Figure 281 MTAs with In-House Training

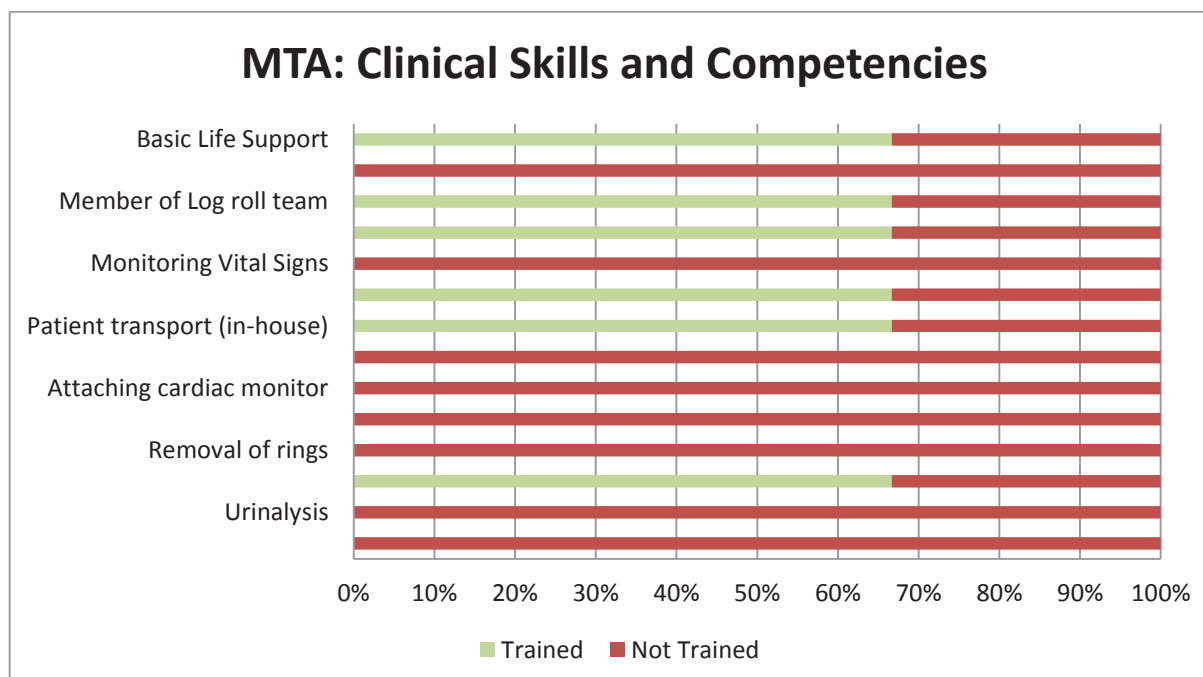


8.1.11 Multitask Attendants Additional Clinical Skills and Competencies

Table 202 Multitask Attendants Additional Clinical Skills and Competencies

Clinical Skills and Competencies	% MTA Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	67%	33%	0
Application of external chest compression device	0%	100%	0
Member of Log roll team	67%	33%	0
Assisting with Spinal immobilisation	67%	33%	0
Monitoring Vital Signs	0%	100%	0
One to one care (Special)	67%	33%	0
Patient transport (in-house)	67%	33%	0
Patient transport (off-site)	0%	100%	0
Attaching cardiac monitor	0%	100%	0
Recording ECG	0%	100%	0
Removal of rings	0%	100%	0
Assisting with application of Splints/casts	67%	33%	0
Urinalysis	0%	100%	0
Blood Glucose	0%	100%	0
Other skill(s) eg phlebotomy	33%	67%	0

Figure 282 MTA Clinical Skills and Competencies



8.1.12 HCAs/MTAs Non-Clinical Skills

Findings presented as numbers of HCAs/MTAs rather than percentages in Table 203 and Figures 283 and 284

Table 203 Non-Clinical Skills

Non-Clinical Skills	HCA	MTA	Other Grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.	0	0	0
Project and Change Management	0	0	1
Capacity and Service Planning	0	0	0
Information technology (basic skills)	20	2	0
Information technology (advanced/super user in ED specific technologies)	0	0	0

Figure 283 Non-Clinical Skills

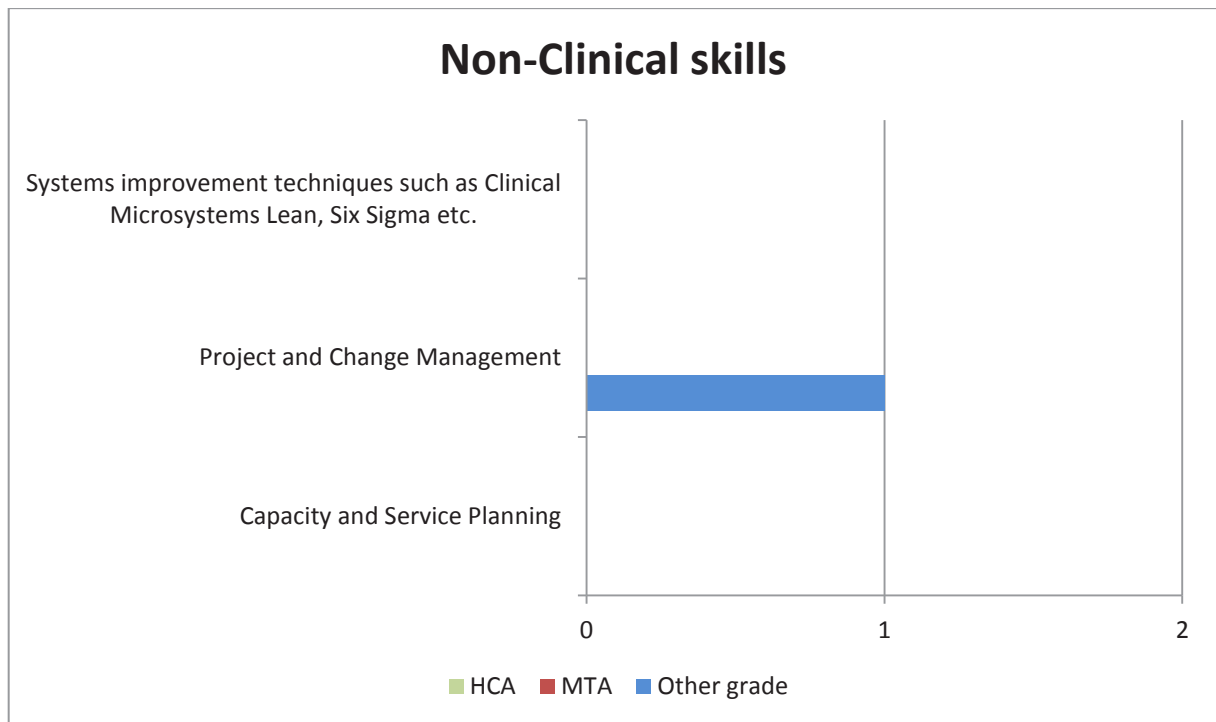
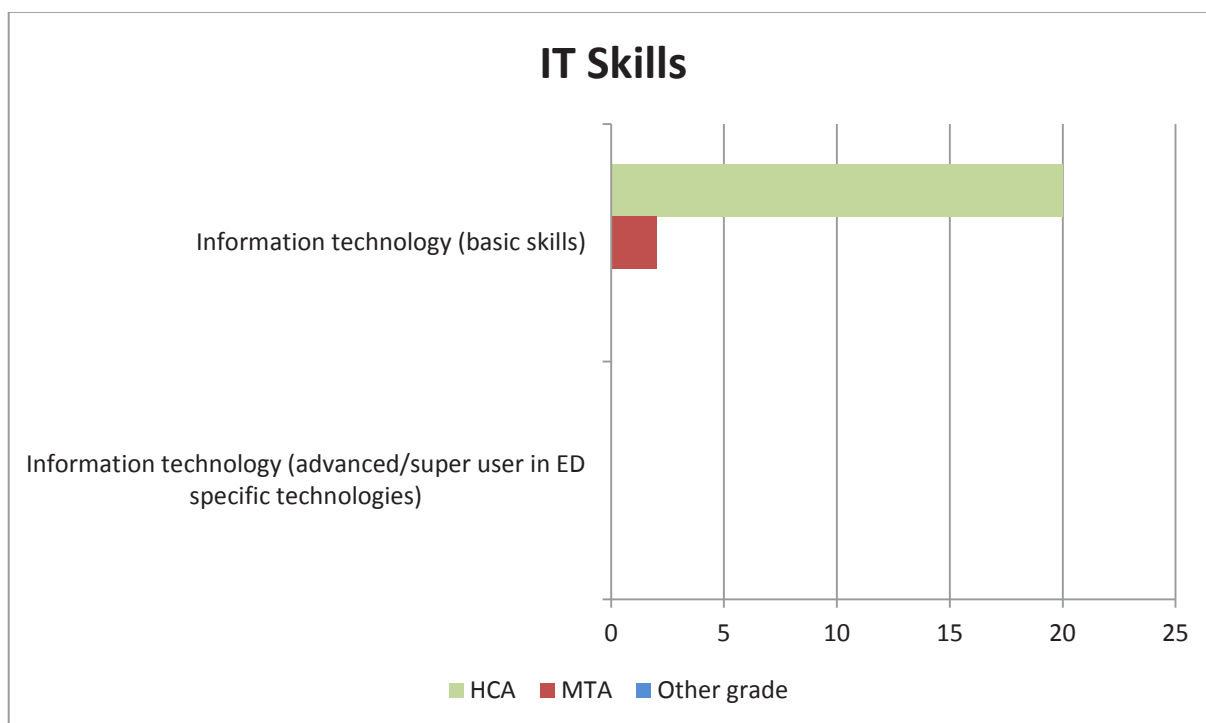


Figure 284 IT Skills



8.1.13 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.



8.2 SAOLTA Injury Units (1 Units)

One service within SAOLTA identified that they had an Injury Unit in their hospital. As would be expected there are fewer staff in the Injury Units than in the Emergency Departments. This service was:

SAOLTA Hospital Group

1. Roscommon University Hospital (Model 2 Hospital)

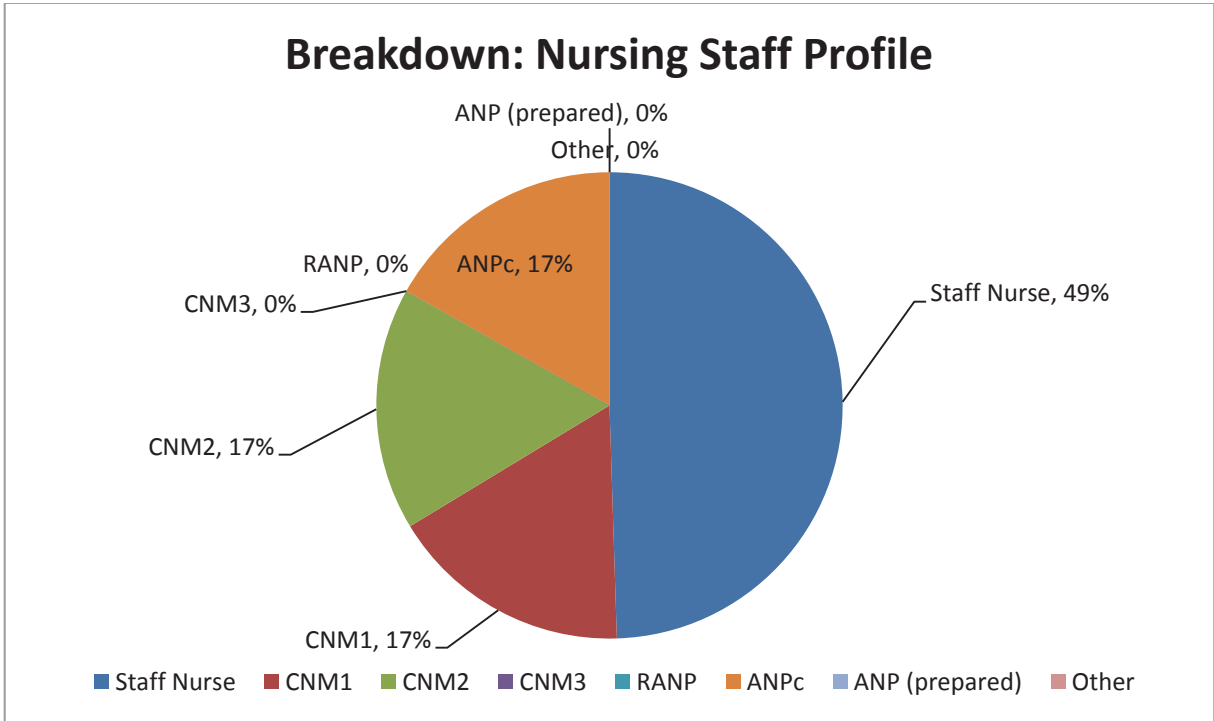
8.2.1 Nursing Staff Profile (Injury Units)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 204 below.

Table 204 Nursing Staff Profile (Injury Units)

Staff approved and in post on 29th February 2016	Approved	In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
		WTE	Head Count	HC	WTE	HC	WTE
Staff Nurse	2.5	3	2.5	0	0	0	0
Clinical Nurse Manager 1	1	1	1	0	0	0	0
Clinical Nurse Manager 2	0.5	1	0.5	0	0	0	0
Clinical Nurse Manager 3	0	0	0	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	0	0	0	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	0	0	0	0	0	0	0
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	0	0	0	0	0	0	0
ANP Candidate	1	1	1	0	0	0	0
ANP Prepared	0	0	0	0	0	0	0
Clinical Education Facilitator	0	0	0	0	0	0	0
Clinical Support Nurse	0	0	0	0	0	0	0
Education Co-ordinator	0	0	0	0	0	0	0
GP Liaison Nurse	0	0	0	0	0	0	0
Research Nurse	0	0	0	0	0	0	0
Clinical Nurse Specialist	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Totals	5	6	5	0	0	0	0

Figure 285 Nursing Staff Profile



8.2.2 Nursing Staff Qualifications

8.2.2.1 Additional Registerable Qualifications

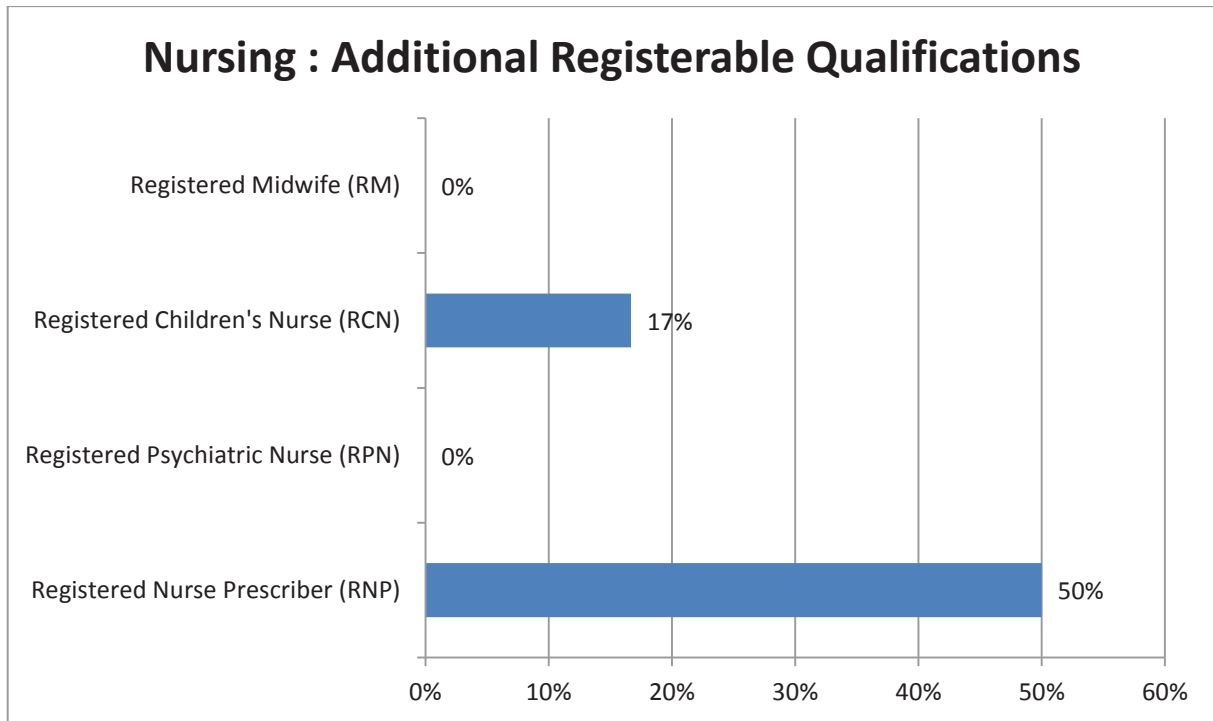
Services were asked to identify numbers of nurses in their units with registerable qualifications additional to their primary qualification. Findings are presented in Table 205 and Figure 286 below.

Table 205 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	0%
Registered Children's Nurse (RCN)	17%
Registered Psychiatric Nurse (RPN)	0%
Registered Nurse Prescriber (RNP)	50%
Other	0%

Registered Nurse Prescriber (RNP) refers to those nurses who have achieved a Medicinal Product Prescribing qualification and who are registered with the Nursing and Midwifery Board of Ireland (NMBI). Not all nurses who undertook a prescribing education programme are registered with NMBI.

Figure 286 Additional Registerable Qualifications



8.2.2.2 Nursing Staff Qualifications/Working towards Qualifications

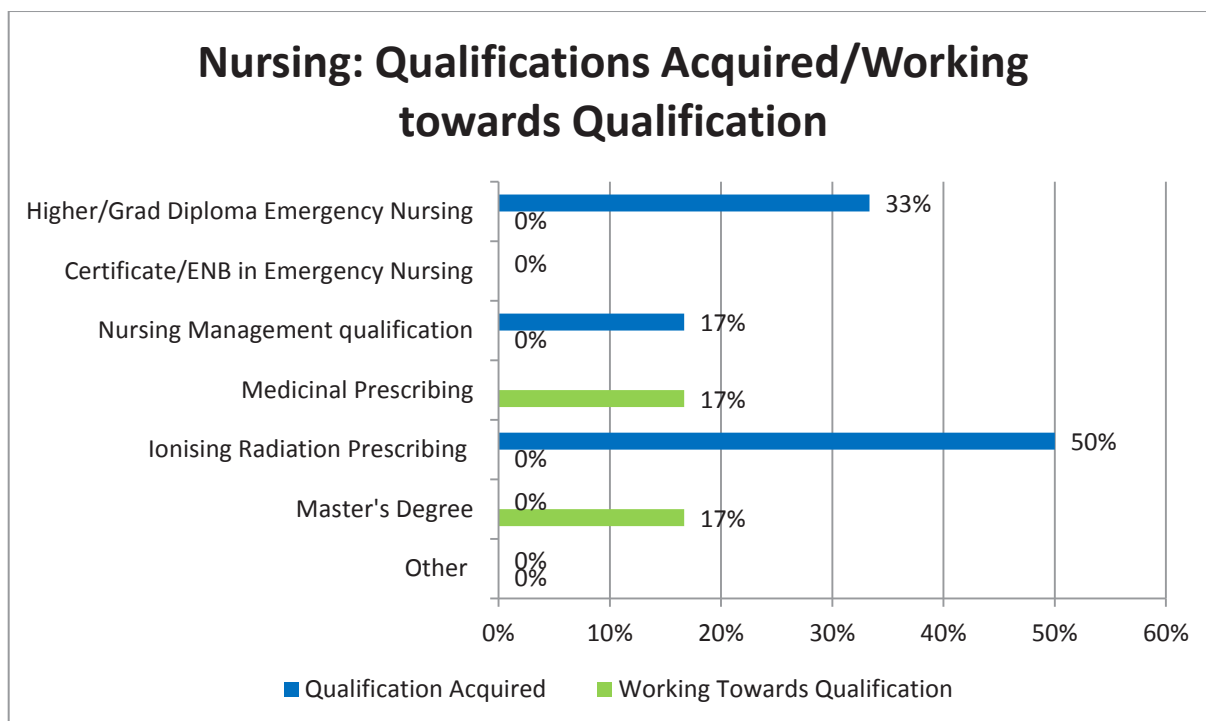
For this question services identified the numbers of nurses in their Injury Units who had undertaken (or were currently undertaking) specific educational programmes – Higher/Graduate Diploma Emergency Nursing; Certificate/ENB in Emergency Nursing; Nursing Management qualification; Medicinal Prescribing; Ionising Radiation Prescribing; and any qualification at master’s degree level. Findings are presented in Table 206 and Figure 287. Data in Table 206 are presented as numbers of nurses rather than percentages.

Table 206 Nursing Staff Qualifications/Working towards Qualification

	Qualifications Acquired	Working Toward Qualifications
Higher/Grad Diploma Emergency Nursing	2	0
Certificate/ENB in Emergency Nursing	0	not requested*
Nursing Management qualification	1	0
Medicinal Prescribing	not requested	1
Ionising Radiation Prescribing	3	0
MSc	0	1
Other	0	0

*These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas

Figure 287: Nursing Staff Qualifications Acquired and Working towards Qualification

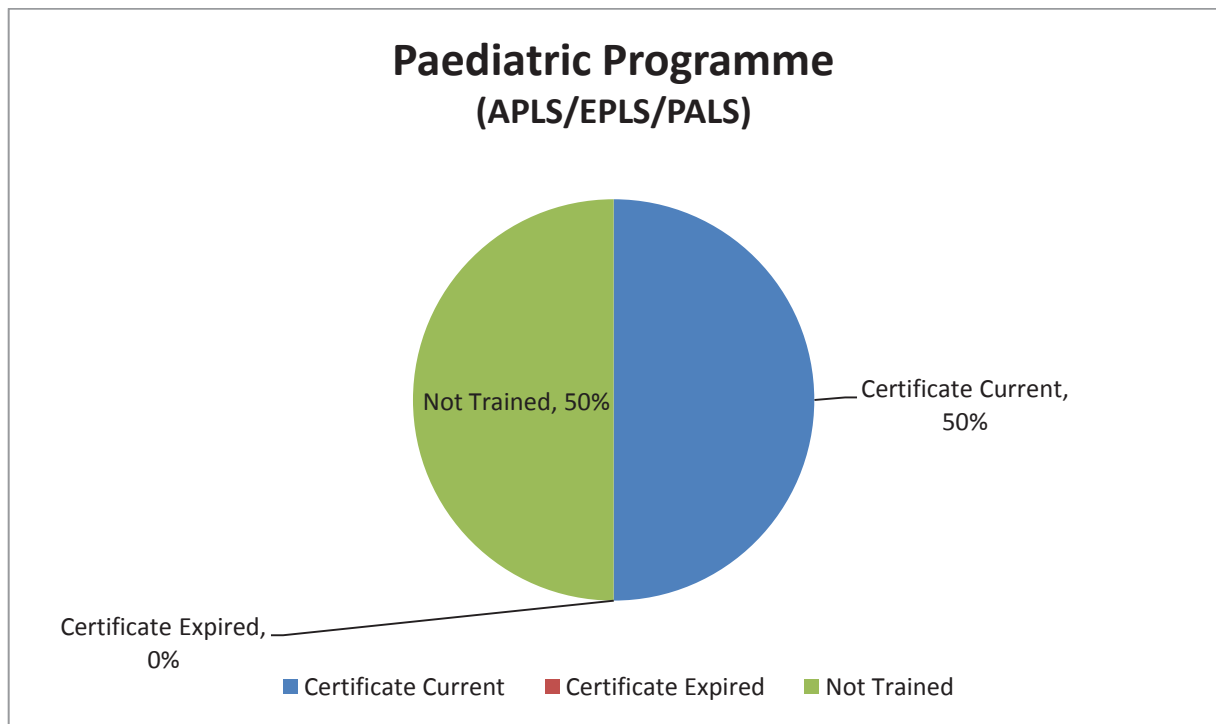


8.2.3 Nursing Staff Life Support Skills

Table 207 Nursing Staff Life Support Skills

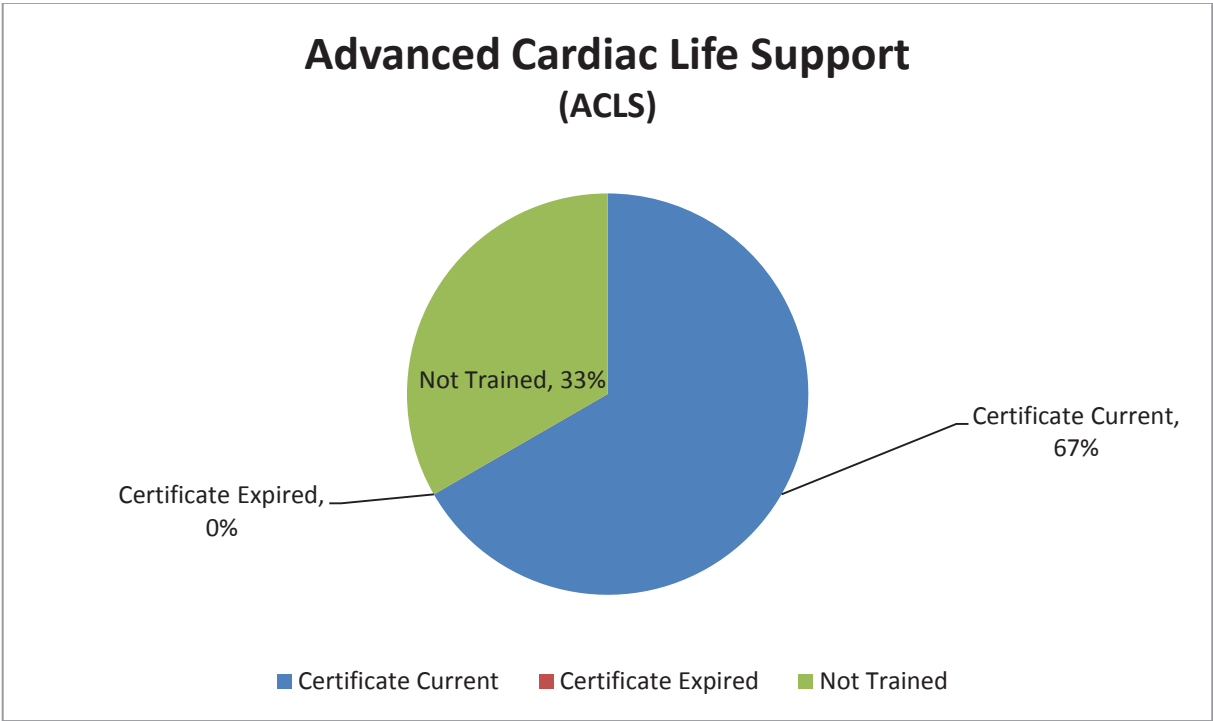
Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	0%	0%	0%
Paediatric Programme (APLS/EPLS/PALS)	50%	0%	0%
Trauma Programme (ATLS/TNCC/ATNC)	0%	0%	0%
Advanced Cardiac Life Support (ACLS)	67%	0%	0%
Emergency Planning MIMMS/HMIMS	0%	0%	0%
EMBS (Burns)	0%	0%	0%
Other	0%	0%	0%

Figure 288 Paediatric Programme



Sites were asked to identify numbers of nurses with APLS, EPLS or PALS- results are reported for all three programmes together – breakdown not possible.

Figure 289 Advanced Cardiac Life Support

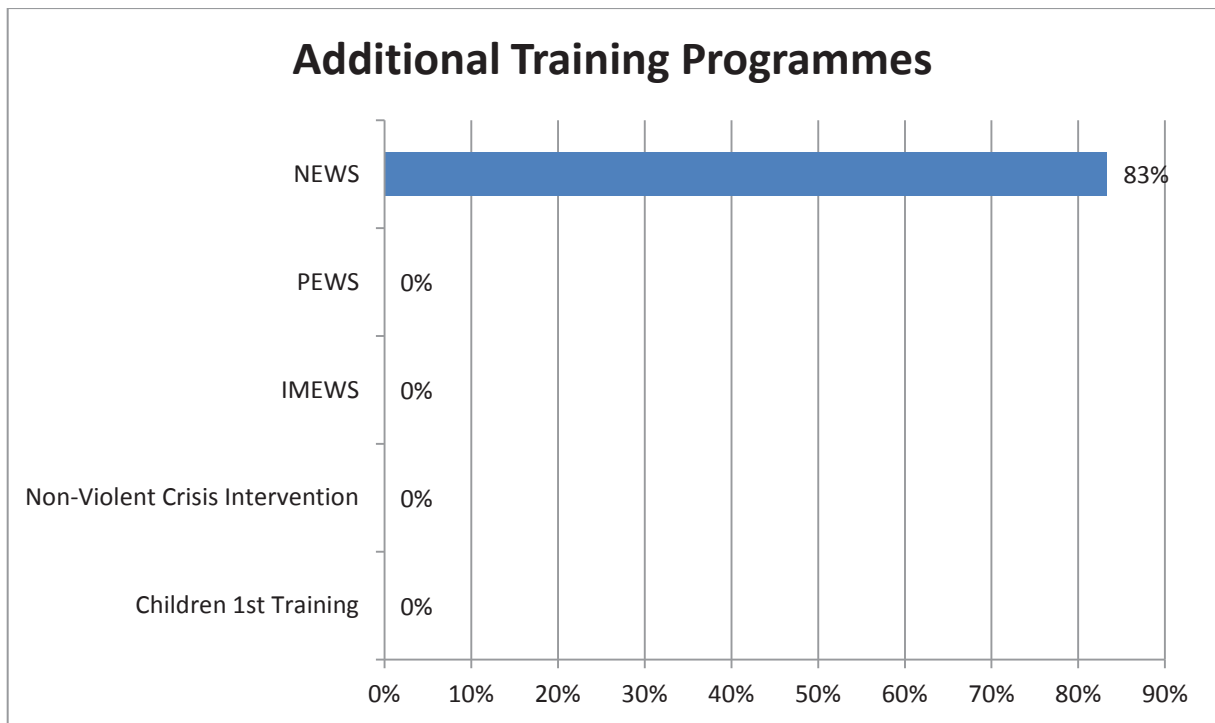


8.2.4 Nursing Staff Additional Training Programmes

Table 208 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	83%
PEWS	0%
IMEWS	0%
Non-Violent Crisis Intervention	0%
Children First Training	0%
Other	0%

Figure 290 Additional Training Programmes



8.2.5 Nursing Clinical Skills and Competencies

Services were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained for each skill or competency. Findings for the three categories are presented on the following pages.

8.2.5.1 Assessment Skills

Table 209 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	0%	100%	0
Irish Children's Triage System (<i>Children Only</i>)	0%	100%	0
I MIST AMBO	0%	100%	0
Basic ECG Interpretation	83%	17%	1
Advanced ECG Interpretation	83%	17%	0
Interpretation of Arterial Blood Gases	0%	100%	0
Chest Examination	83%	17%	0
Abdominal Examination	0%	100%	0
Limb Examination	83%	17%	0
Paediatric Respiratory Assessment	0%	100%	0
Visual Acuity	0%	100%	0
Delirium Assessment (4ATs)	0%	100%	0
Frailty Assessment	0%	100%	0

Figure 291 Nursing Assessment Skills Graph 1

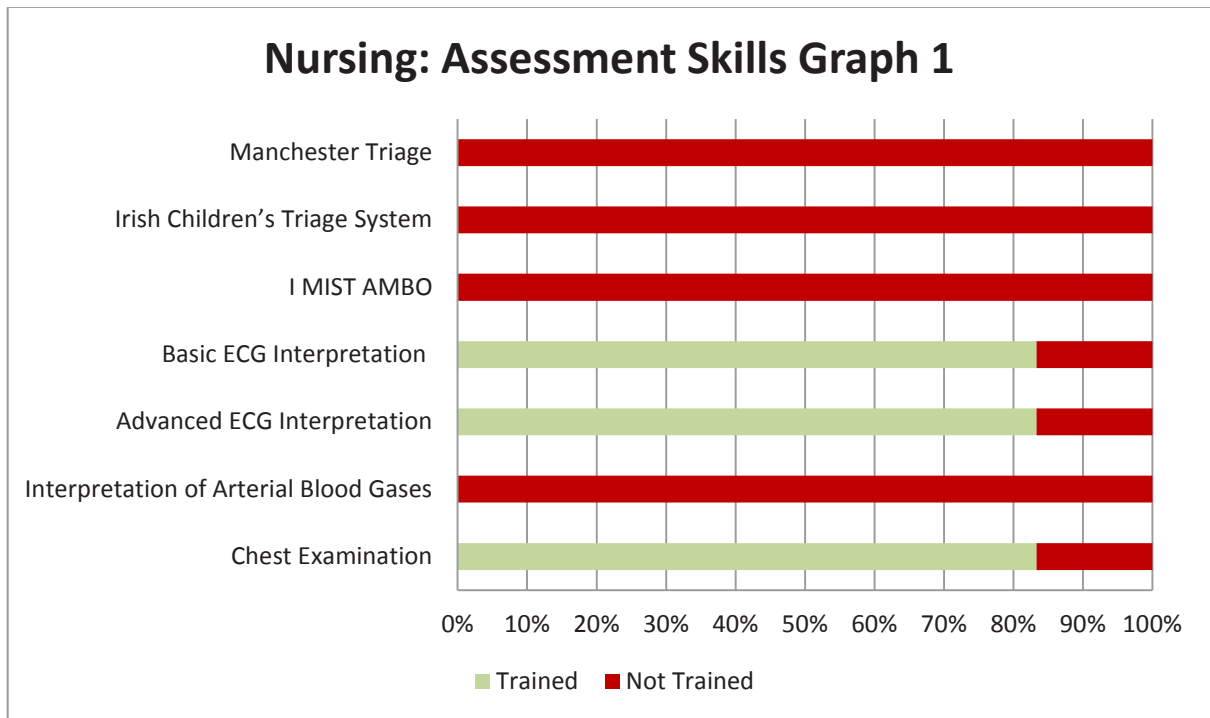
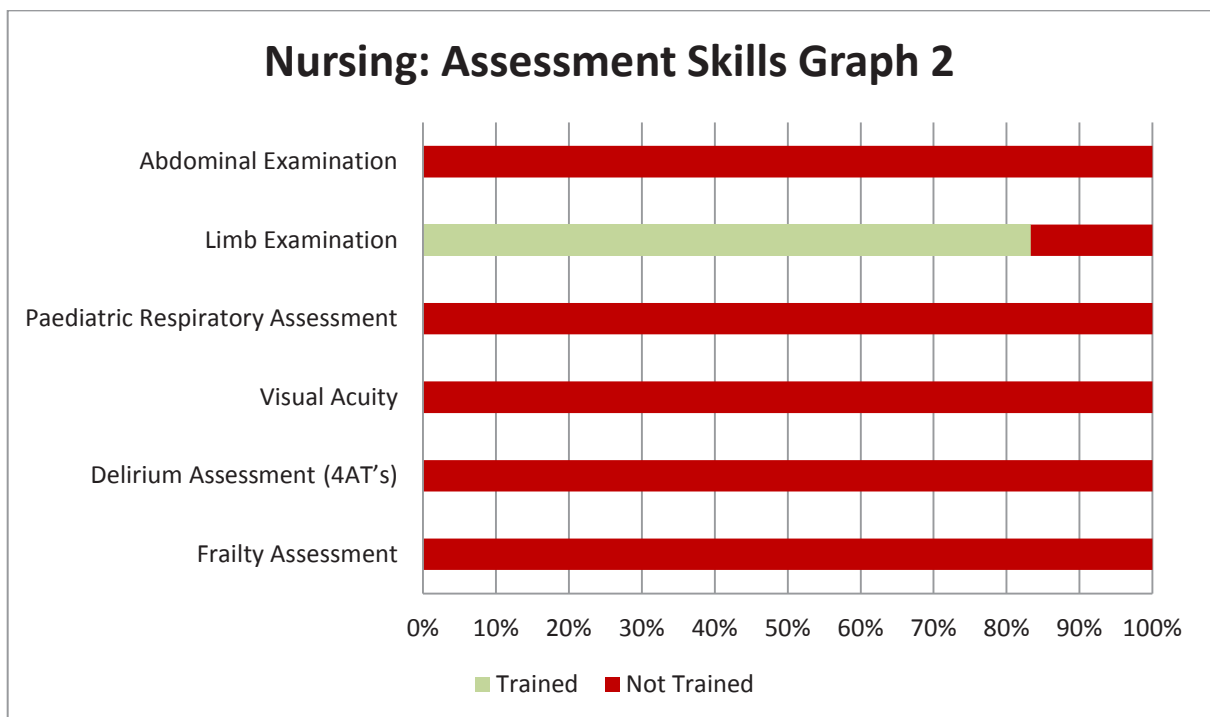


Figure 292 Nursing Assessment Skills Graph 2



8.2.5.2 Clinical Skills

Table 210 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	83%	17%	1
IV Cannulation	83%	17%	1
Blood culture sampling	0%	100%	0
Arterial Blood Gas sampling	0%	100%	0
Administration of 1st dose antibiotics	0%	100%	0
Medication Management (through Protocol)*	0%	100%	0
Procedural sedation	0%	100%	0
Male Catheterisation	0%	100%	0
Replacement of supra-public catheters	0%	100%	0
Replacement of PEG Tubes	0%	100%	0
Management of Non Invasive Ventilation (NIV)	0%	100%	0
Use of external chest compression device (LUCAS)	0%	100%	0
Nurse defibrillation (passed ACLS)	83%	17%	1
External Pacing	0%	100%	0
Cardioversion	0%	100%	0
Suturing	17%	83%	1
Wound closure (steri-strips/glue)	17%	83%	1
Removal of foreign bodies (ear, nose etc)	17%	83%	0
Nasal packing	0%	100%	0
Eye Irrigation	67%	33%	0
Casting	83%	17%	0
Splinting	83%	17%	0
Fitting for walking aids	0%	100%	0
Log-roll team leader	83%	17%	0
Cervical spine immobilisation	83%	17%	0
Local Major Emergency Planning Training	0%	100%	0
Pre-hospital retrieval team Training	0%	100%	0

*Medication administered through locally agreed protocols

Figure 293 Nursing Clinical Skills Graph 1

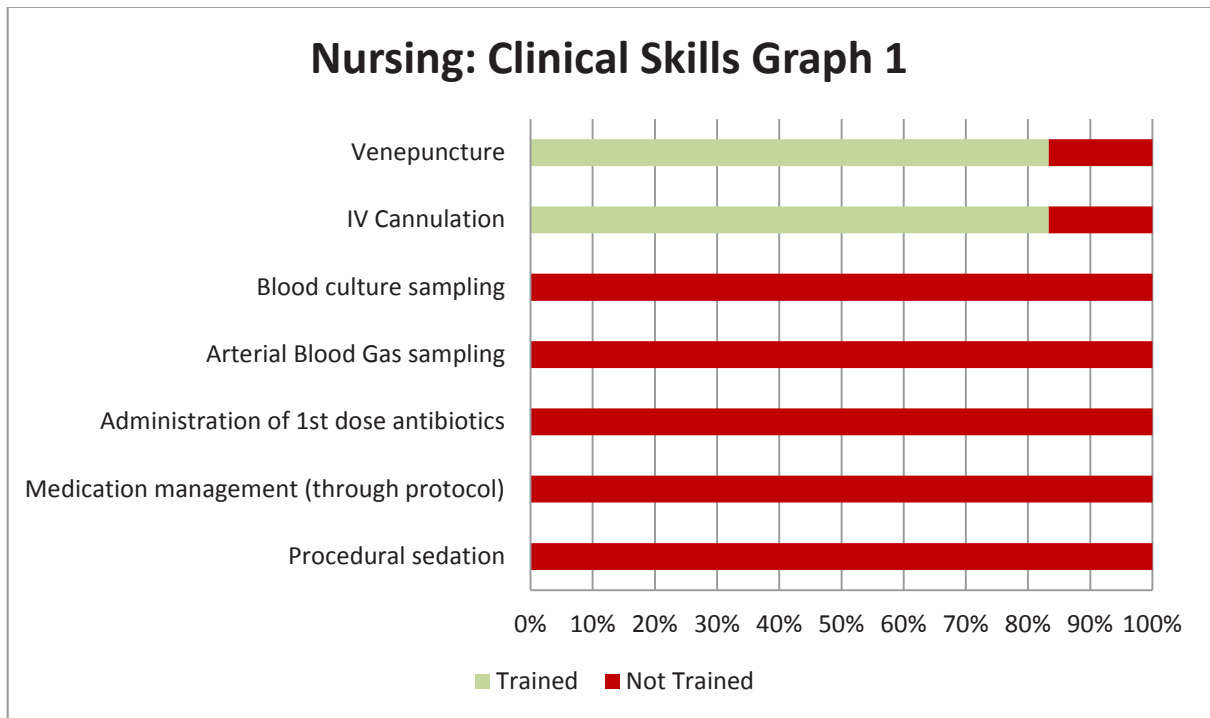


Figure 294 Nursing Clinical Skills Graph 2

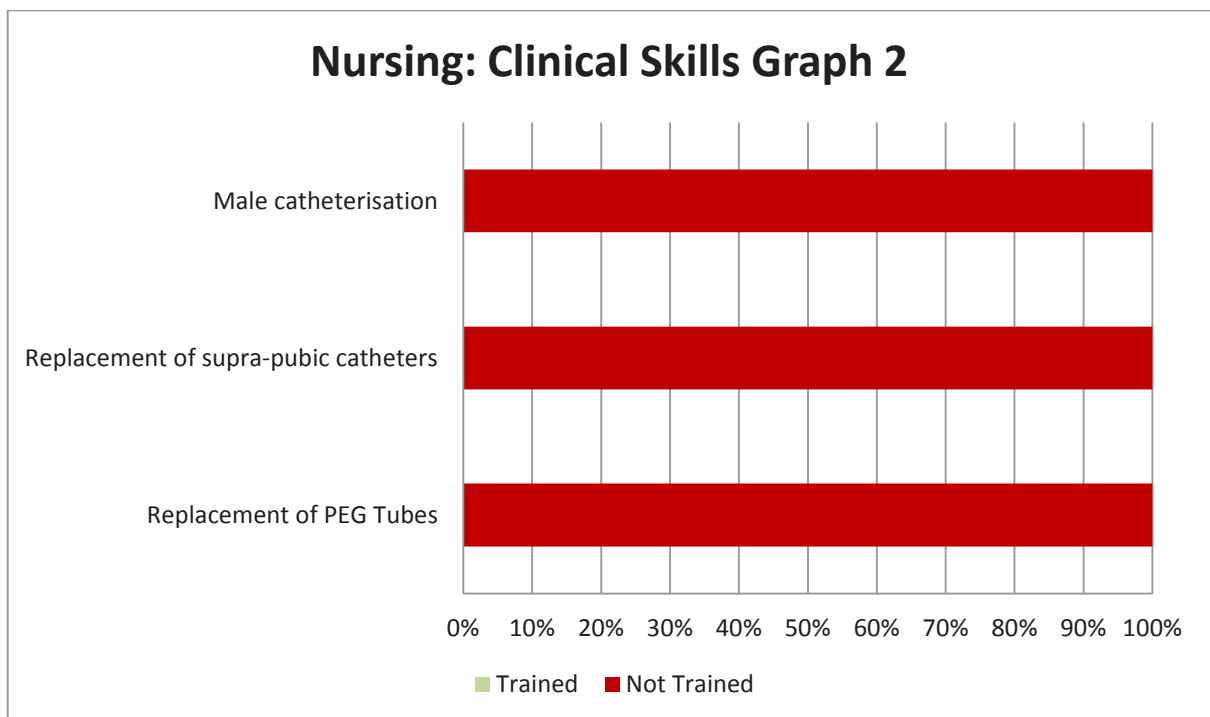


Figure 295 Nursing Clinical Skills Graph 3

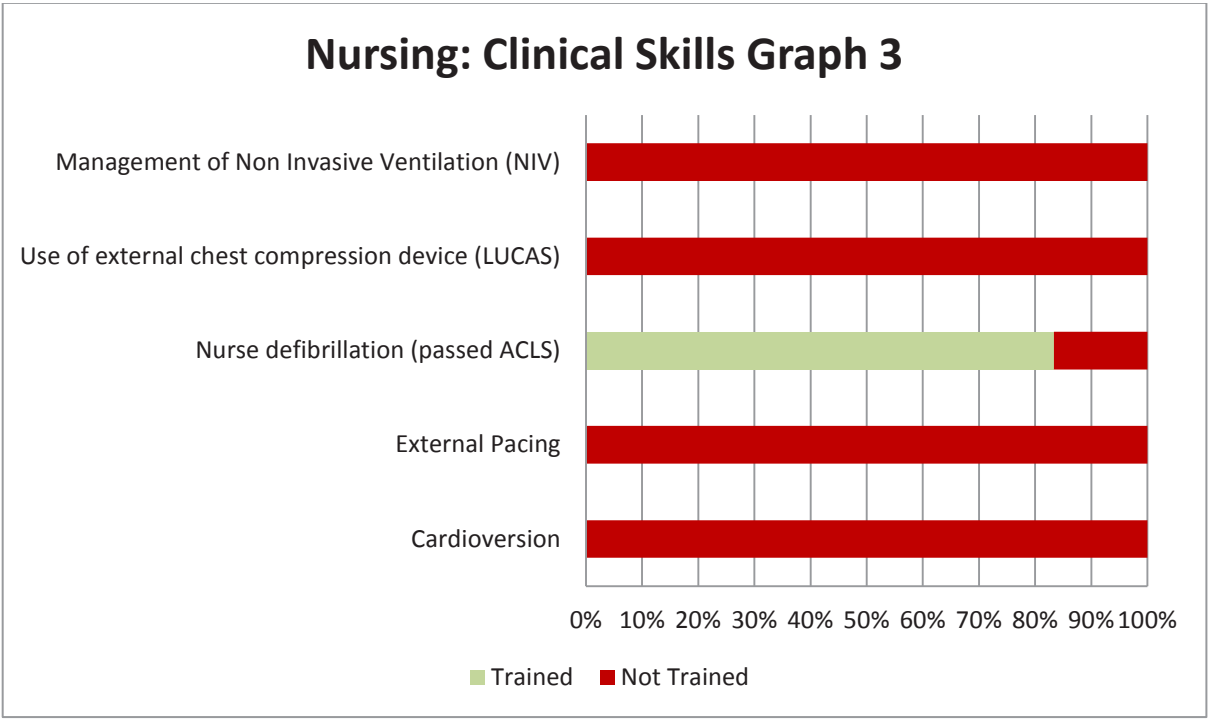


Figure 296 Nursing Clinical Skills Graph 4

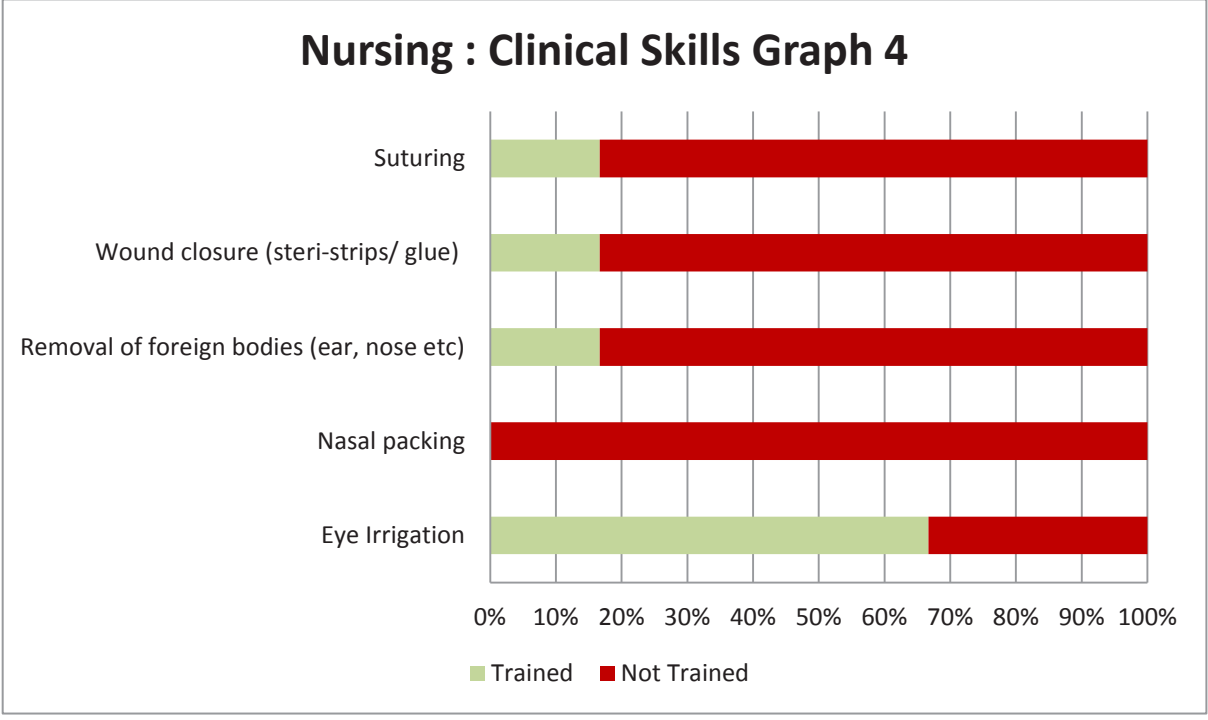
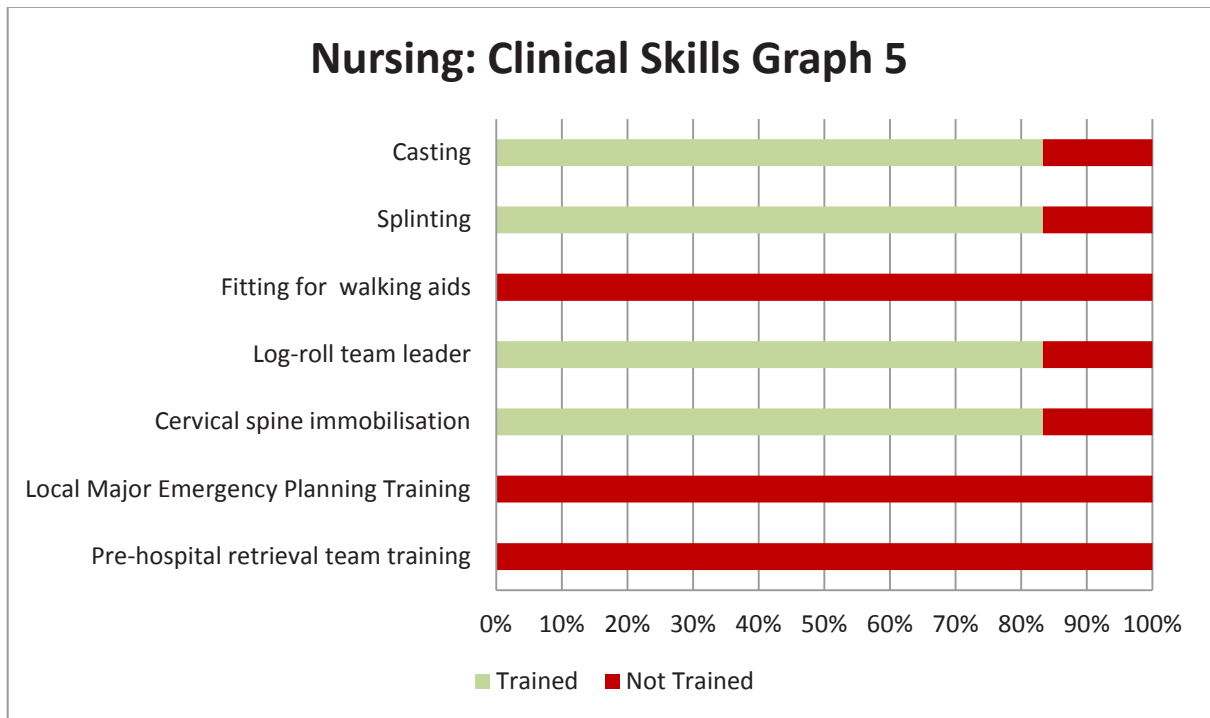


Figure 297 Nursing Clinical Skills Graph 5

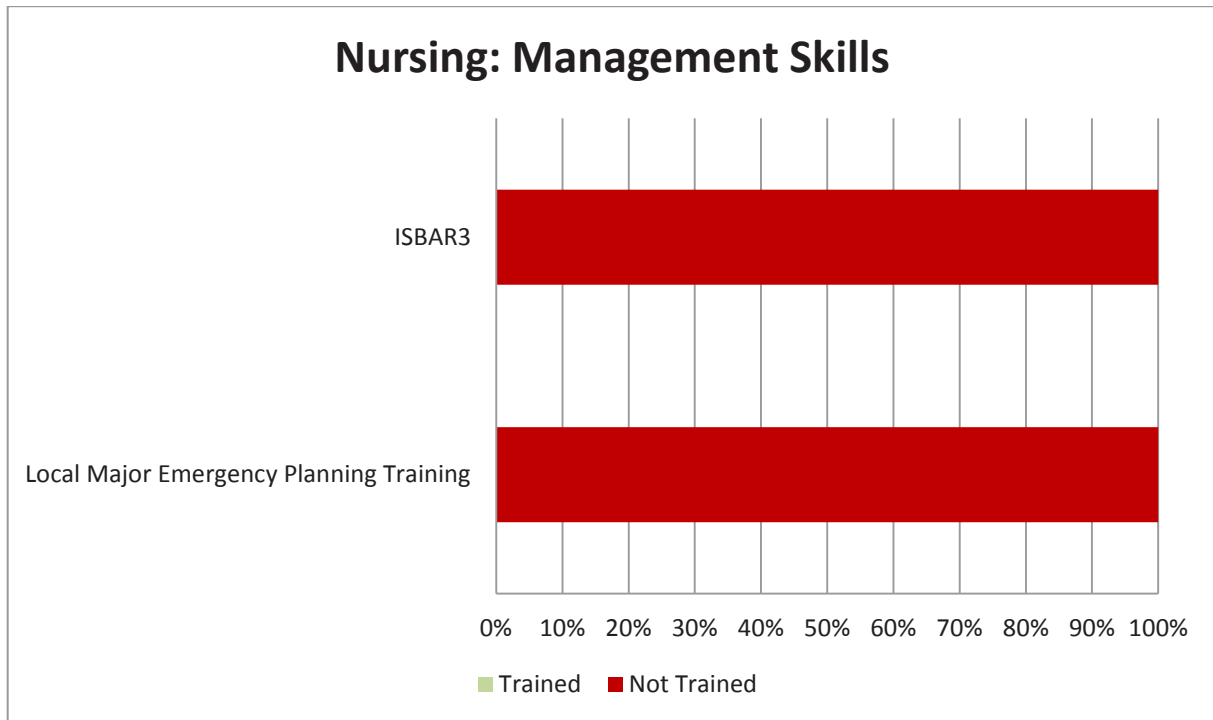


8.2.5.3 Management Skills

Table 211 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	0%	100%	0
Local Major Emergency Planning Training	0%	100%	0

Figure 298 Nursing Management Skills



8.2.6 Education Initiatives

Table 212 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	1	0	1 week
Foundation programme in emergency nursing	0	1	
Emergency Nursing (Level 8 QQI)	0	1	
Emergency Nursing (Level 9 QQI)	0	1	
De-escalation Training	0	1	

Site facilitation of a programme is where a site hosts some lectures and clinical placements for a Higher Education Institute (HEI).

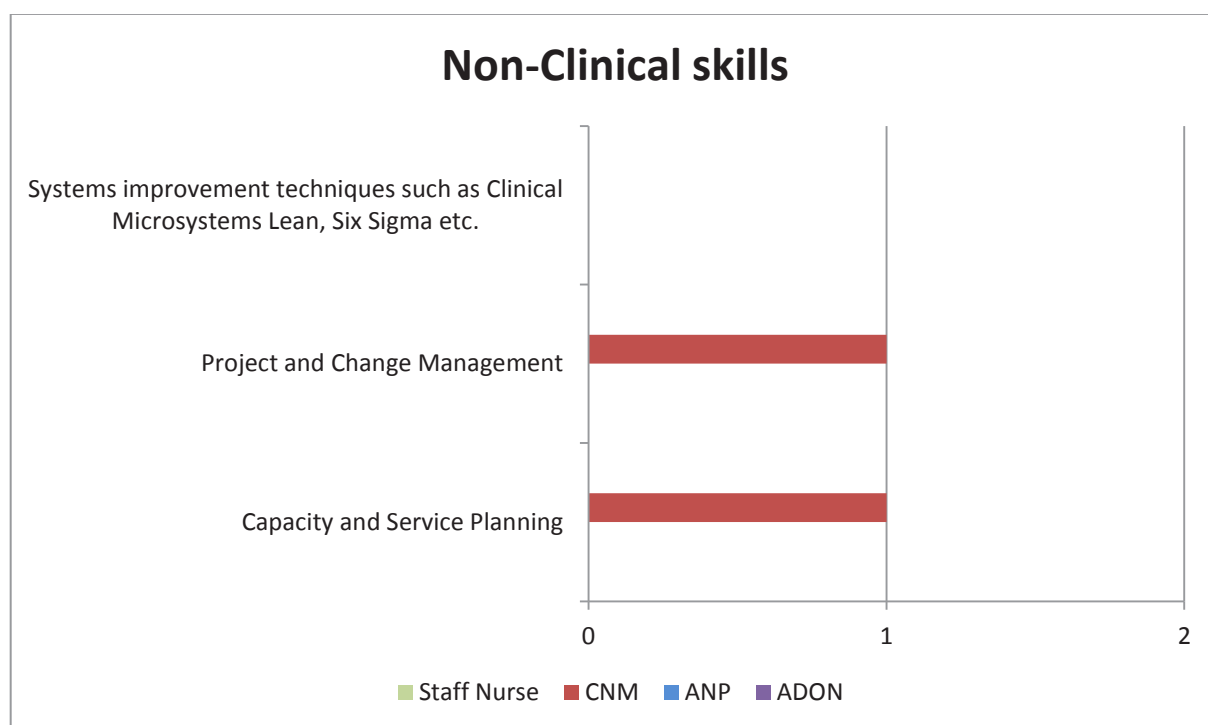
8.2.7 Non-Clinical Skills

Findings presented as numbers of nurses (of a total of 6 nurses) rather than percentages in Table 213 and Figures 299 and 300.

Table 213 Non-Clinical Skills

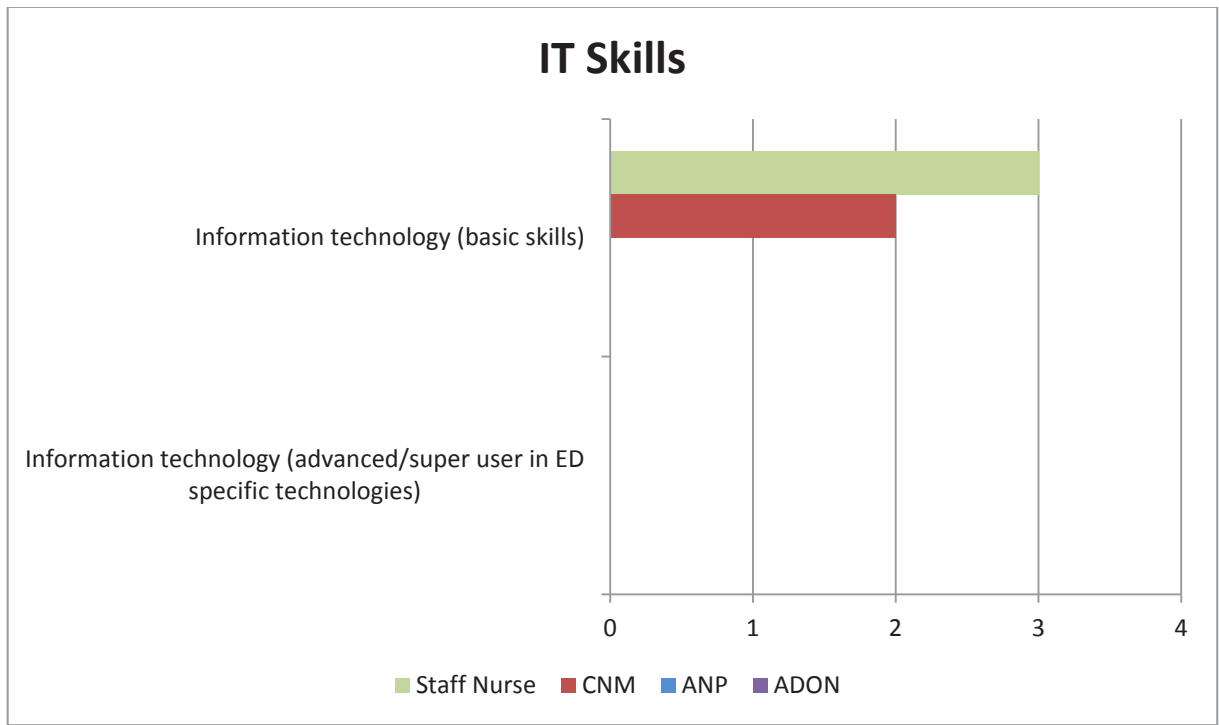
Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	0	0	0	0
Project and Change Management	0	1	0	0
Capacity and Service Planning	0	1	0	0
Information technology (basic skills)	3	2	0	0
Information technology (advanced/super user in ED specific technologies)	0	0	0	0

Figure 299 Non-Clinical Skills



Findings presented as numbers of nurses (of a total of 6 nurses) rather than percentages.

Figure 300 IT Skills



Findings presented as numbers of nurses (of a total of 6 nurses) rather than percentages.

8.2.8 Health Care Assistant (HCA) Profile and Qualifications

Table 214 Health Care Assistant (HCA) Profile and Qualification

Approved		In Post 29/02/2016		Please identify the cover provided by HCAs in your IU e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
0	0	0	See Table 215	0	0	0	

Table 215 Rostered hours provided by HCAs

Rostered hours provided by HCAs

None

8.2.9 Health Care Assistants Additional Training Programmes

Table 216 Health Care Assistants Additional Training Programmes

Name of Programme	% HCAs Trained
NEWS	0%
PEWS	0%
IMEWS	0%
Non-violent Crisis Intervention	0%
Children First Training	0%
Other	0%

8.2.10 Multitask Attendants (MTA) Profile and Qualifications

Table 217 Multitask Attendants (MTAs) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by MTAs in your IU e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these MTAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
0	0	0	See Table 218	0	0	0	

Table 218 Rostered hours provided by MTAs

Rostered hours provided by MTAs

None

8.2.11 HCAs/MTAs Non-Clinical Skills

Table 219 Non-Clinical Skills

Non-Clinical Skills	HCA	MTA	Other Grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.	0	0	0
Project and Change Management	0	0	0
Capacity and Service Planning	0	0	0
Information technology (basic skills)	0	0	0
Information technology (advanced/super user in ED specific technologies)	0	0	0

8.2.12 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.

Section 9 Children's Hospital Group



Section 9 Children's Hospital Group

9.0 Children's Hospital Group

All three hospitals within the Children's Hospital Group indicated they had an Emergency Department. There are no Injury Units in the Children's Hospital Group. The three hospitals are listed below. Data for the three Emergency Departments is presented in Section 9.1.

Children's Hospital Group

1. Children's University Hospital, Temple Street.
2. Our Lady's Children's Hospital, Crumlin.
3. Tallaght Children's Hospital.

9.1 Children's Hospital Group, Emergency Departments (3 Departments)

Three services within the Childrens Hospital Group identified that they had Emergency Departments, these services were as follows:

Children's Hospital Group

1. Children's University Hospital, Temple Street.
2. Our Lady's Children's Hospital, Crumlin.
3. Tallaght Children's Hospital.

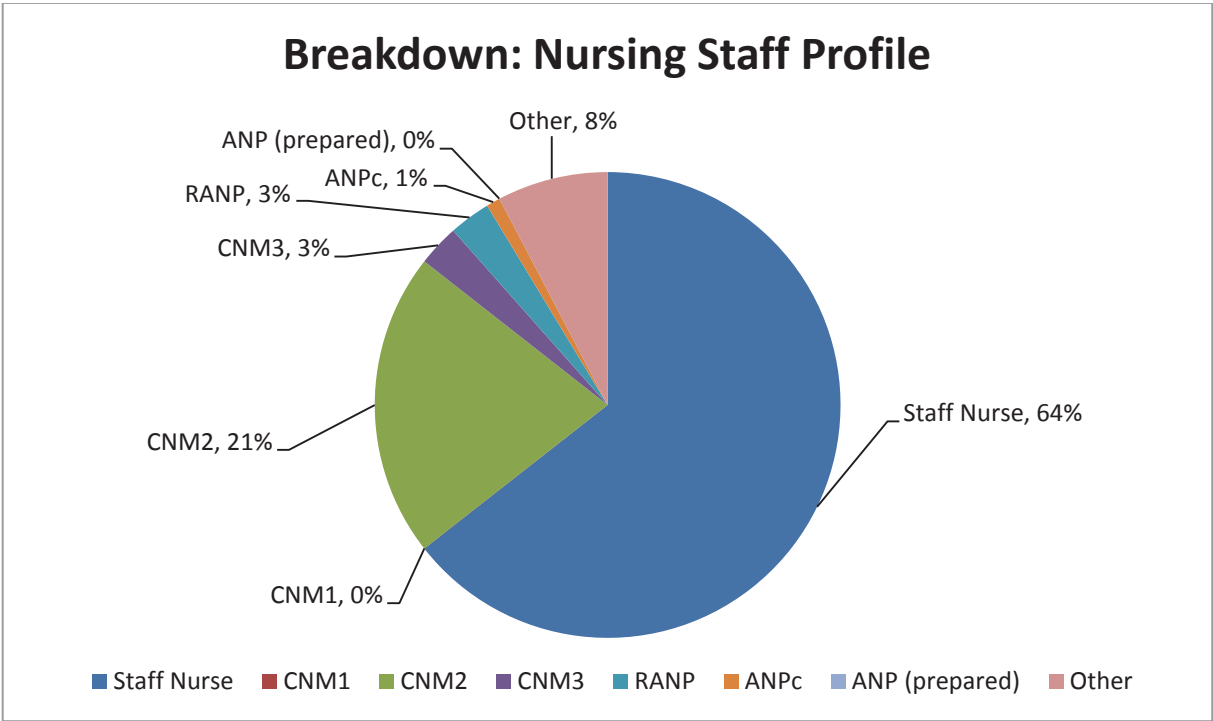
9.1.1 Nursing Staff Profile (Emergency Departments)

Nursing staff profile data was collected under the following criteria – establishment, whole time equivalents (WTEs), headcount (HC), number in post on 29/02/2016, 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 220 below and in Figure 301 overleaf.

Table 220 Nursing Staff Profile (Emergency Departments)

Staff approved and in post on 29th February 2016	Approved		In Post 29/02/16		Number of Staff who started in the last 12 months (since 28/02/15)		Number of Staff who left in the last 12 months (since 28/02/15)	
	WTE	Head Count	WTE	HC	WTE	HC	WTE	HC
Staff Nurse	54	67	52.2	17	16.14	10	9.2	
Clinical Nurse Manager 1	0	0	0	0	0	0	0	0
Clinical Nurse Manager 2	18.5	22	18	1	1	2	1.86	
Clinical Nurse Manager 3	3	3	2.8	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb	3	3	3	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment	0	0	0	0	0	0	0	
Registered Advanced Nurse Practitioner (RANP) Other i.e. Chest Pain	0	0	0	0	0	0	0	
ANP Candidate	2	1	1	0	0	0	0	
ANP Prepared	2	0	0	0	0	0	0	
Clinical Education Facilitator	2.5	2	1.5	1	1	1	1	
Clinical Support Nurse	0	0	0	0	0	0	0	
Education Co-ordinator	0.36	1	0.36	0	0	0	0	
GP Liaison Nurse	2.36	4	2.36	1	1	0	0	
Research Nurse	0	0	0	0	0	0	0	
Clinical Nurse Specialist	0	0	0	0	0	0	0	
Other	1	1	1	0	0	0	0	
Totals	88.72	104	82.22	20	19.14	13	12.06	

Figure 301 Nursing Staff Profile



9.1.2 Nursing Staff Qualifications

9.1.2.1 Additional Registerable Qualifications

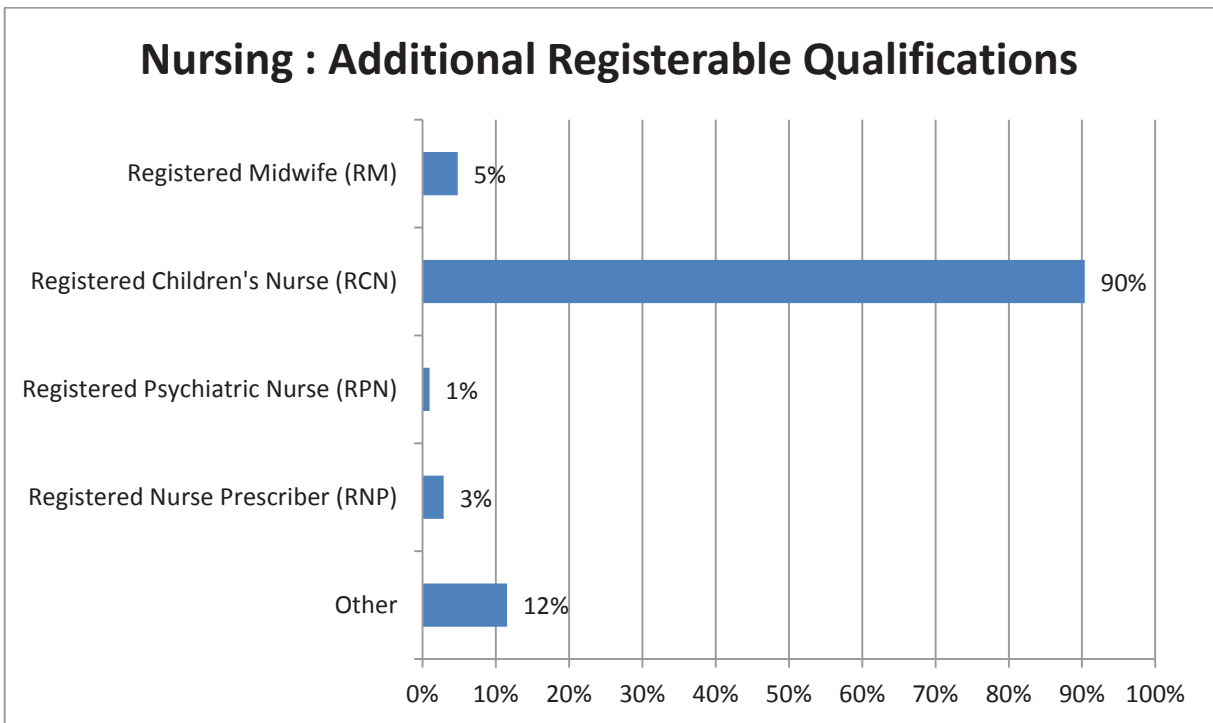
Services were asked to identify numbers of nurses in their units with registerable qualifications additional to their primary qualification. Findings can be seen in Table 221 and Figure 302.

Table 221 Additional Registerable Qualifications

Registerable Qualification	% of nurses with qualification
Registered Midwife (RM)	5%
Registered Children's Nurse (RCN)	90%
Registered Psychiatric Nurse (RPN)	1%
Registered Nurse Prescriber (RNP)	3%
Other	12%

Registered Nurse Prescriber (RNP) refers to those nurses who have achieved a Medicinal Product Prescribing qualification and who are registered with the Nursing and Midwifery Board of Ireland (NMBI). Not all nurses who undertook a prescribing education programme are registered with NMBI.

Figure 302 Additional Registerable Qualifications



9.1.2.2 Nursing Staff Qualifications/Working towards Qualifications

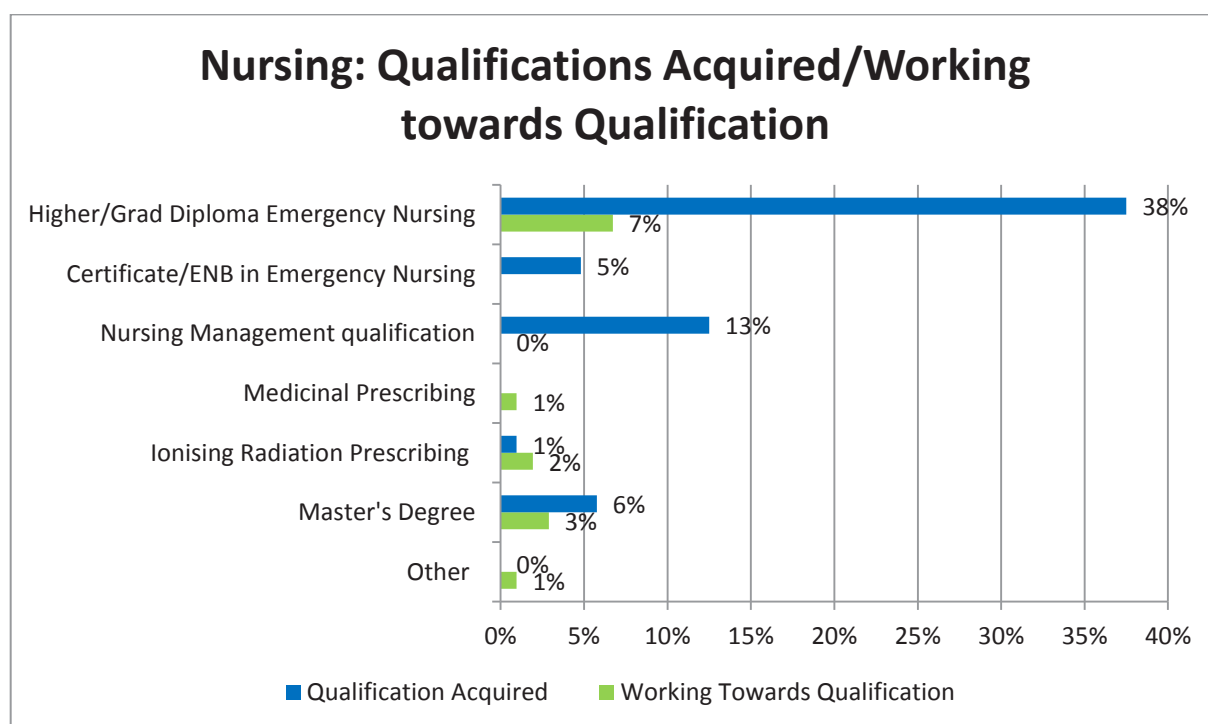
For this question services identified the numbers of nurses in their EDs who had undertaken (or were currently undertaking) specific educational programmes – Higher/Graduate Diploma Emergency Nursing; Certificate/ENB in Emergency Nursing; Nursing Management qualification; Medicinal Prescribing; Ionising Radiation Prescribing; and any qualification at master's degree level. Findings are presented in Table 222 and Figure 303. Data in Table 222 are presented as numbers of nurses rather than percentages.

Table 222 Nursing Staff Qualifications/Working towards Qualification

	Qualifications Acquired	Working Toward Qualifications
Higher/Grad Diploma Emergency Nursing	39	7
Certificate/ENB in Emergency Nursing	5	not requested*
Nursing Management qualification	13	0
Medicinal Prescribing	not requested	1
Ionising Radiation Prescribing	1	2
MSc	6	3
Other	0	1

*These programmes have been replaced by Higher Diplomas and Post-Graduate Diplomas

Figure 303 Nursing Staff Qualifications Acquired and Working towards Qualification



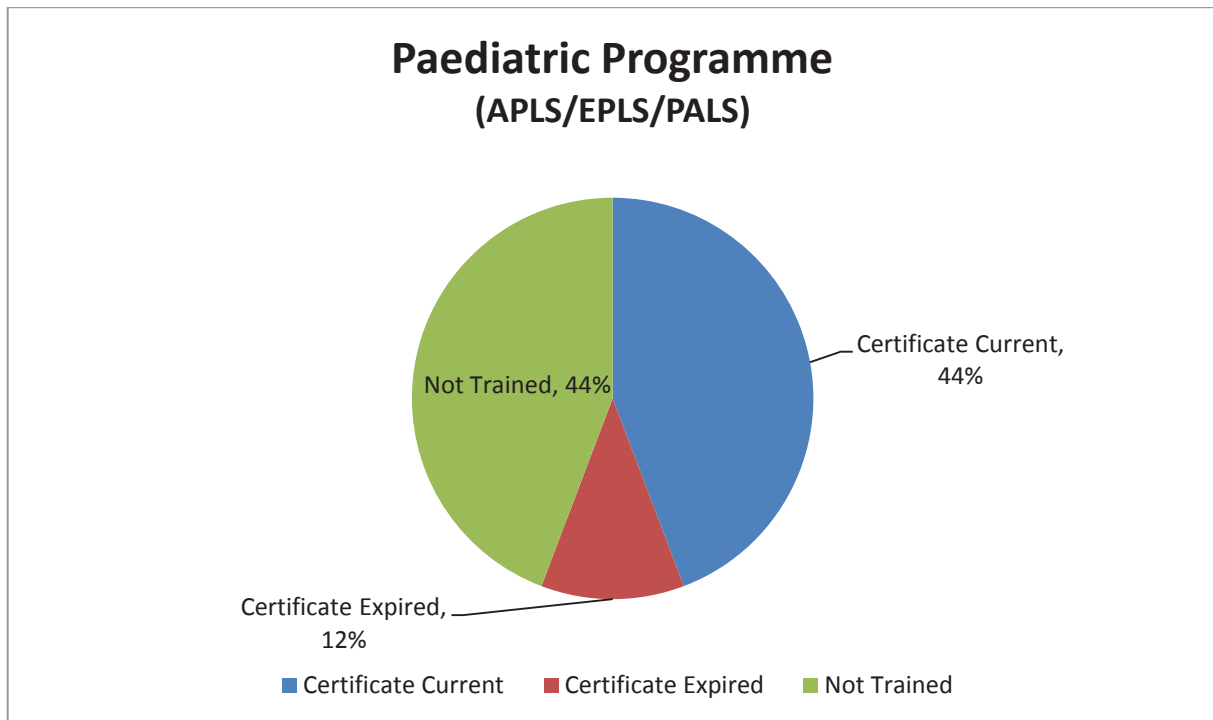
9.1.3 Nursing Staff Advanced Life Support Skills

Services were asked to identify numbers of nurses in their EDs with certification in a variety of advanced life support skills. Findings are presented in table 223. Findings for each specific resuscitation programme are also presented and in Figures 304 and 305 on the following pages.

Table 223 Nursing Staff Advanced Life Support Skills

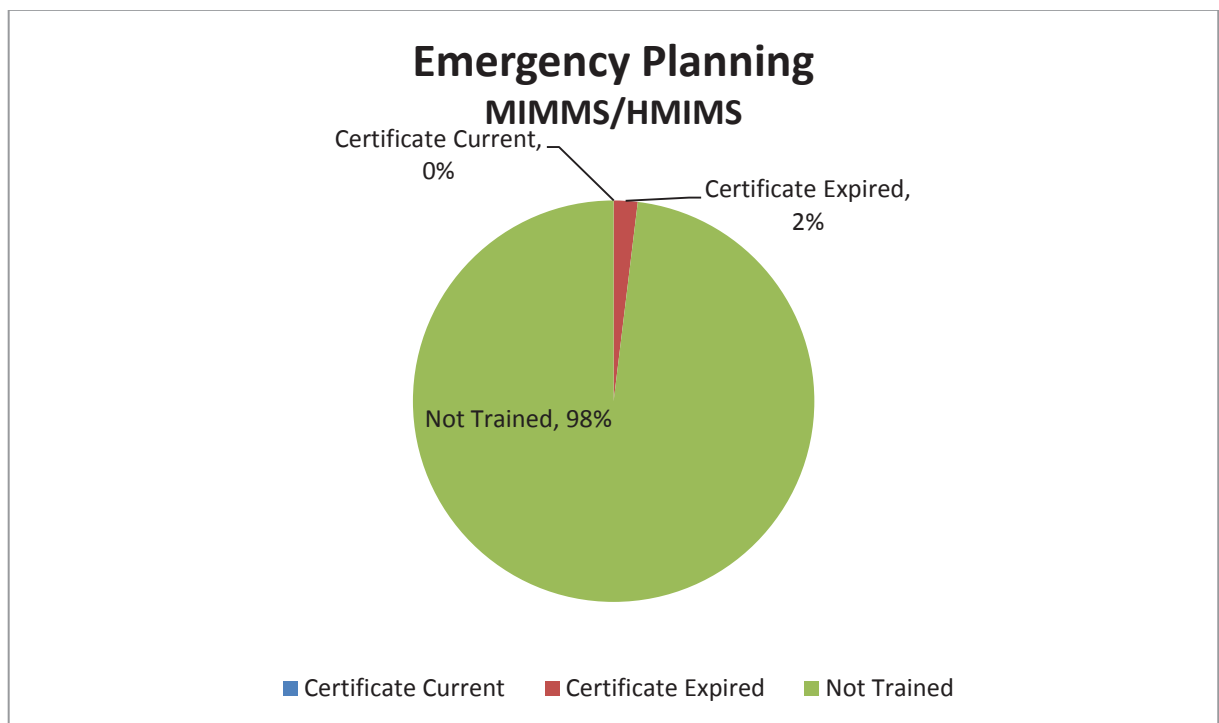
Advanced Life Support Skills	Completed (Certificate Current)	Completed (Certificate Expired)	Instructor Status
Neonatal Resuscitation	0%	0%	0%
Paediatric Programme (APLS/EPLS/PALS)	44%	12%	10%
Trauma Programme (ATLS/TNCC/ATNC)	0%	0%	0%
Advanced Cardiac Life Support (ACLS)	0%	0%	0%
Emergency Planning MIMMS/HMIMS	0%	2%	0%
EMBS (Burns)	0%	1%	0%
Other	1%	0%	0%

Figure 304 Paediatric Programme



Sites were asked to identify numbers of nurses with APLS, EPLS or PALS- results are reported for all three programmes together – breakdown not possible.

Figure 305 Emergency Planning



Sites were asked to identify numbers of nurses with either MIMMS or HMIMS training – results are reported for both programmes together – breakdown not possible.

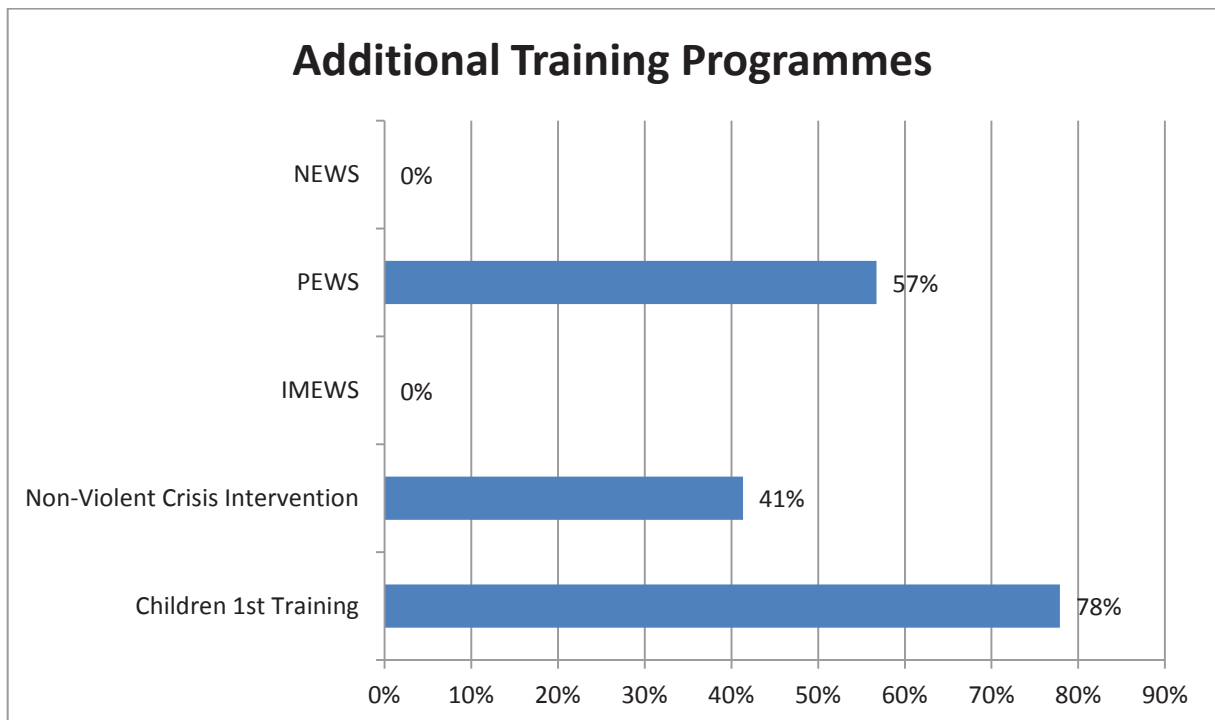
9.1.4 Nursing Staff Additional Training Programmes

Services were asked to identify the numbers of nurses who had undertaken training in a range of training programmes – NEWS, PEWS, IMEWS, Non-Violent Crisis Intervention and Children First Training. Findings can be seen in Table 224 and Figure 306 below.

Table 224 Additional Training Programme

Name of Programme	% Nurses Trained
NEWS	0%
PEWS	57%
IMEWS	0%
Non-Violent Crisis Intervention	41%
Children First Training	78%
Other	0%

Figure 306 Additional Training Programmes



9.1.5 Nursing Clinical Skills and Competencies

Services were asked to provide information on 42 nursing clinical skills and competencies. The clinical skills and competencies are presented under three categories:

- Assessment Skills
- Clinical Skills
- Management Skills

Information is presented as percentage of nurses trained for each skill or competency. Findings for the three categories are presented on the following pages.

9.1.5.1 Assessment Skills

Table 225 Assessment Skills

Assessment Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Manchester Triage (<i>Adults Only</i>)	6%	94%	1
Irish Children's Triage System (<i>Children Only</i>)	94%	6%	2
I MIST AMBO	44%	56%	2
Basic ECG Interpretation	42%	58%	1
Advanced ECG Interpretation	1%	99%	2
Interpretation of Arterial Blood Gases	35%	65%	2
Chest Examination	7%	93%	2
Abdominal Examination	7%	93%	1
Limb Examination	4%	96%	2
Paediatric Respiratory Assessment	91%	9%	3
Visual Acuity	1%	99%	0
Delirium Assessment (4ATs)	0%	100%	0
Frailty Assessment	0%	100%	0

Figure 307 Nursing Assessment Skills Graph 1

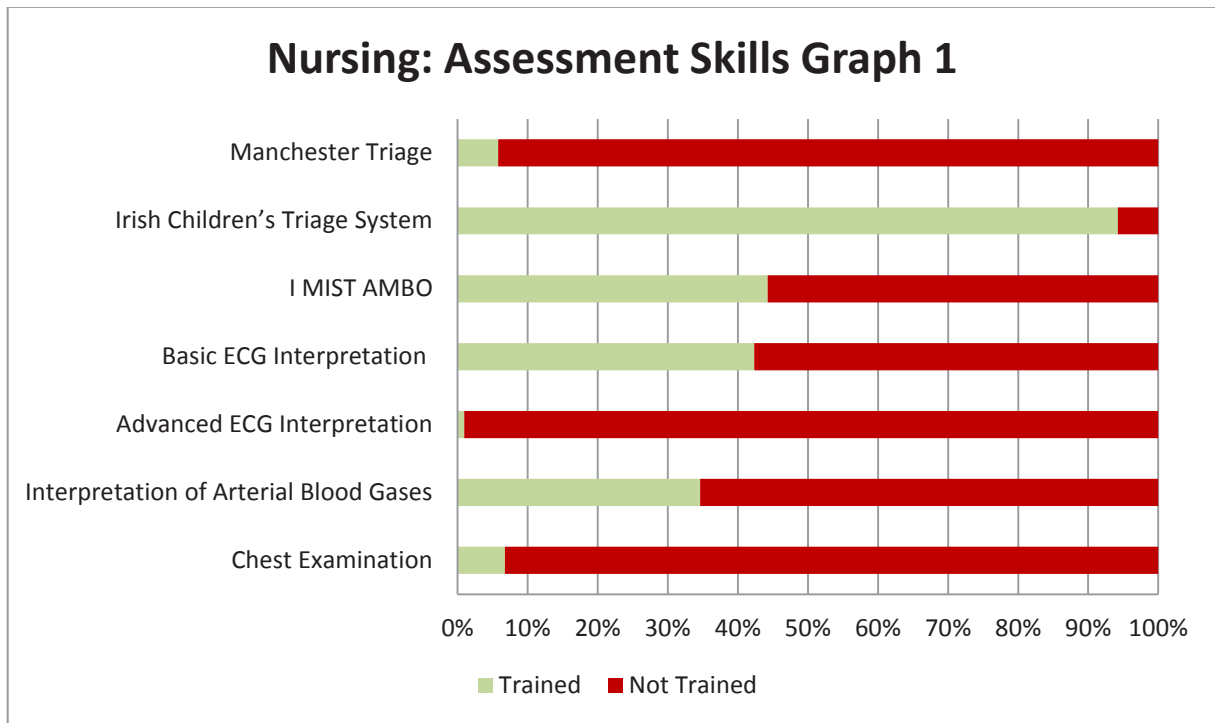
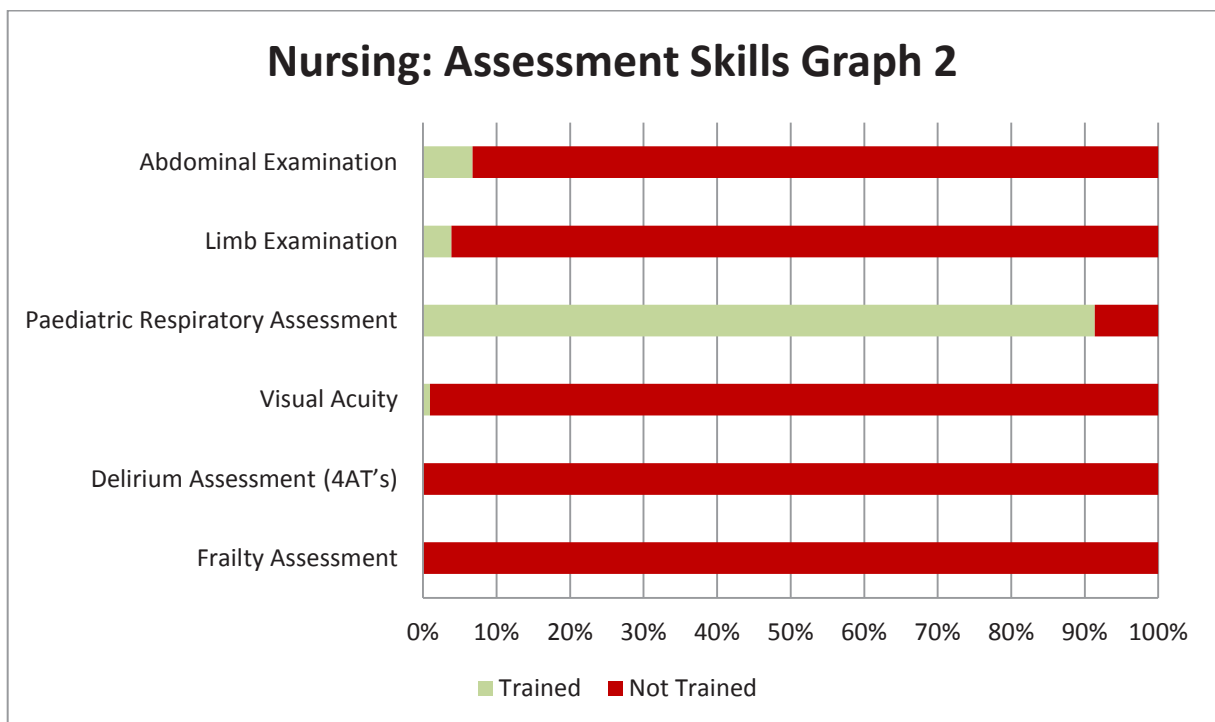


Figure 308 Nursing Assessment Skills Graph 2



9.1.5.2 Clinical Skills

Table 226 Clinical Skills

Clinical Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
Venepuncture	3%	97%	2
IV Cannulation	30%	70%	3
Blood culture sampling	38%	62%	3
Arterial Blood Gas sampling	17%	83%	1
Administration of 1st dose antibiotics	89%	11%	3
Medication Management (through Protocol)*	23%	77%	1
Procedural sedation	24%	76%	2
Male Catheterisation	0%	100%	0
Replacement of supra-public catheters	0%	100%	0
Replacement of PEG Tubes	0%	100%	0
Management of Non Invasive Ventilation (NIV)	63%	37%	3
Use of external chest compression device (LUCAS)	0%	100%	0
Nurse defibrillation (passed ACLS)	0%	100%	0
External Pacing	0%	100%	0
Cardioversion	0%	100%	0
Suturing	3%	97%	0
Wound closure (steri-strips/glue)	92%	8%	3
Removal of foreign bodies (ear, nose etc)	9%	91%	1
Nasal packing	1%	99%	0
Eye Irrigation	91%	9%	3
Casting	89%	11%	3
Splinting	90%	10%	3
Fitting for walking aids	57%	43%	2
Log-roll team leader	64%	36%	2
Cervical spine immobilisation	92%	8%	3
Local Major Emergency Planning Training	63%	37%	2
Pre-hospital retrieval team Training	0%	100%	0

*Medication administered through locally agreed protocols

Figure 309 Nursing Clinical Skills Graph 1

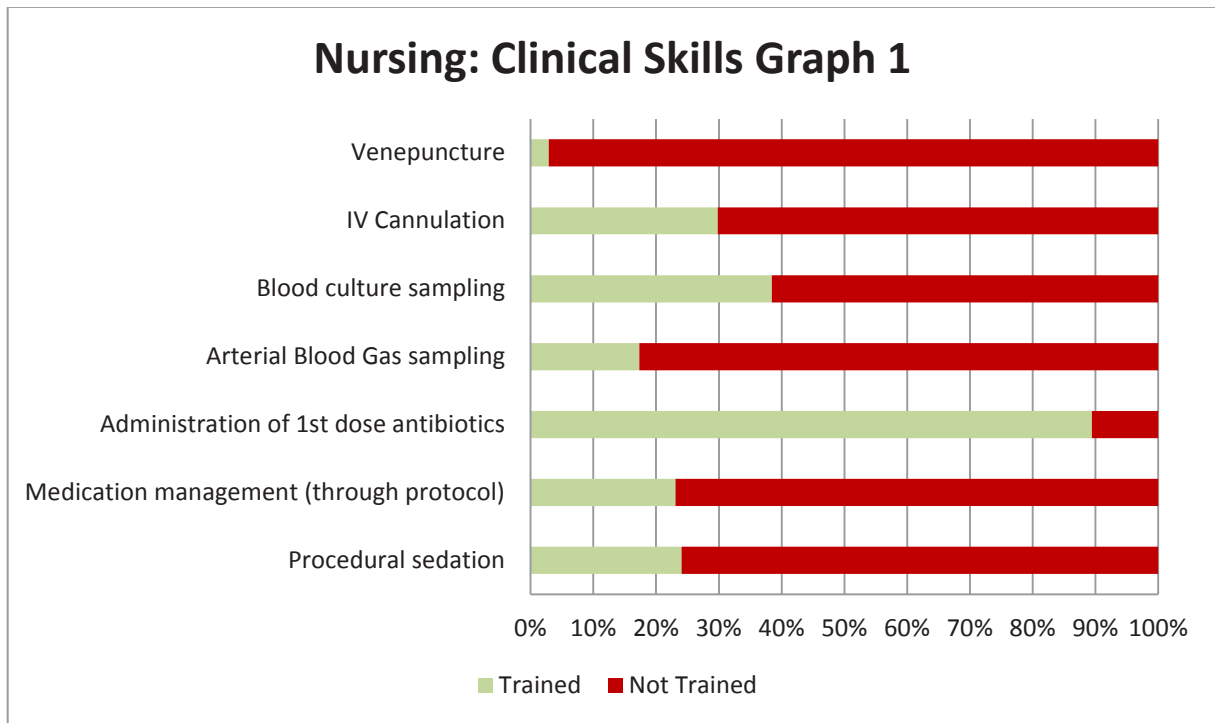


Figure 310 Nursing Clinical Skills Graph 2

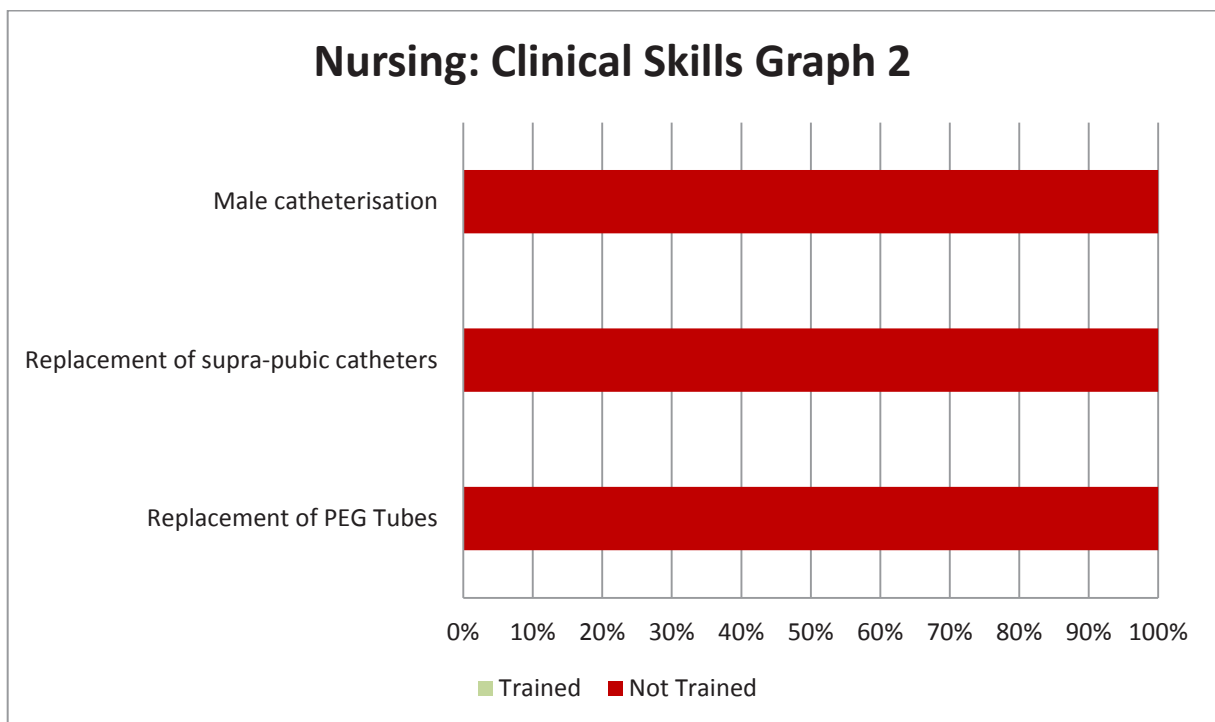


Figure 311 Nursing Clinical Skills Graph 3

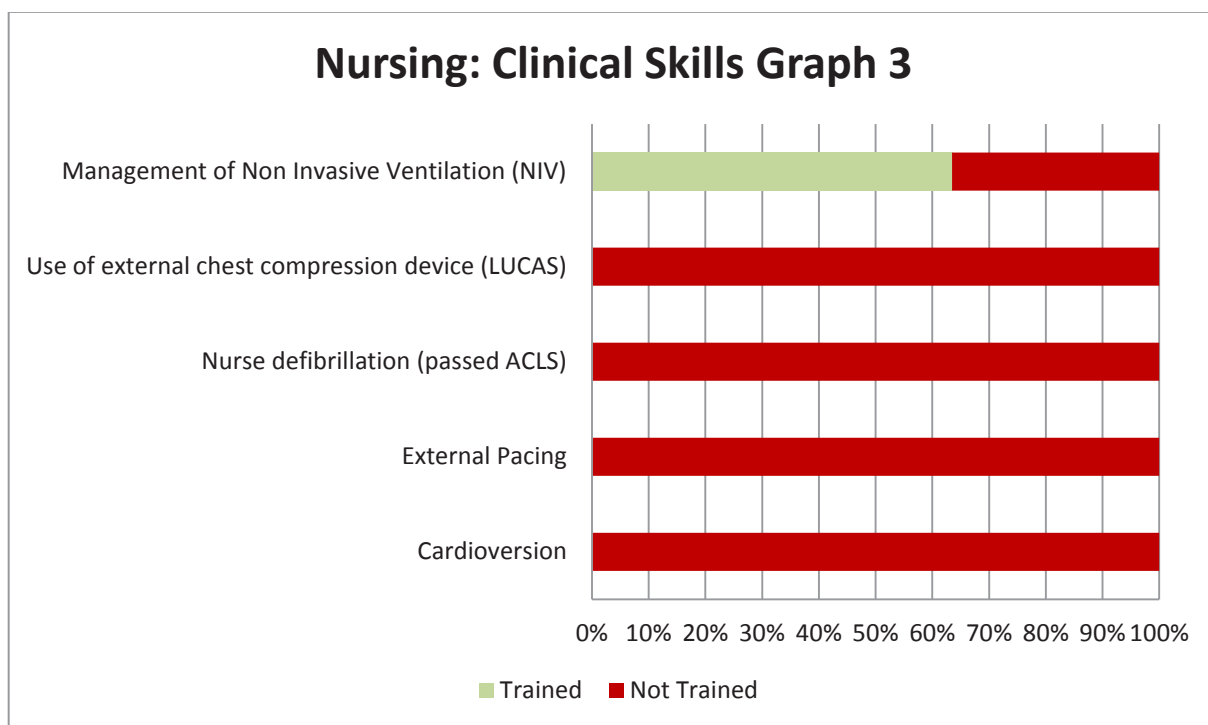


Figure 312 Nursing Clinical Skills Graph 4

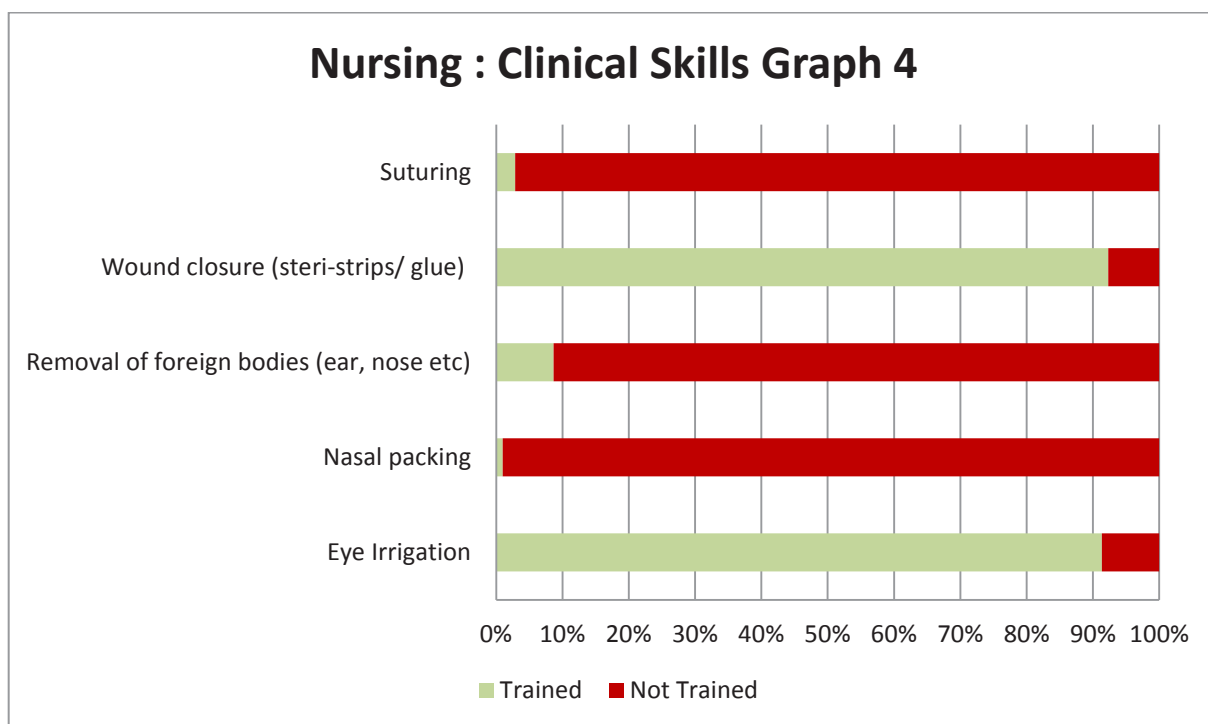
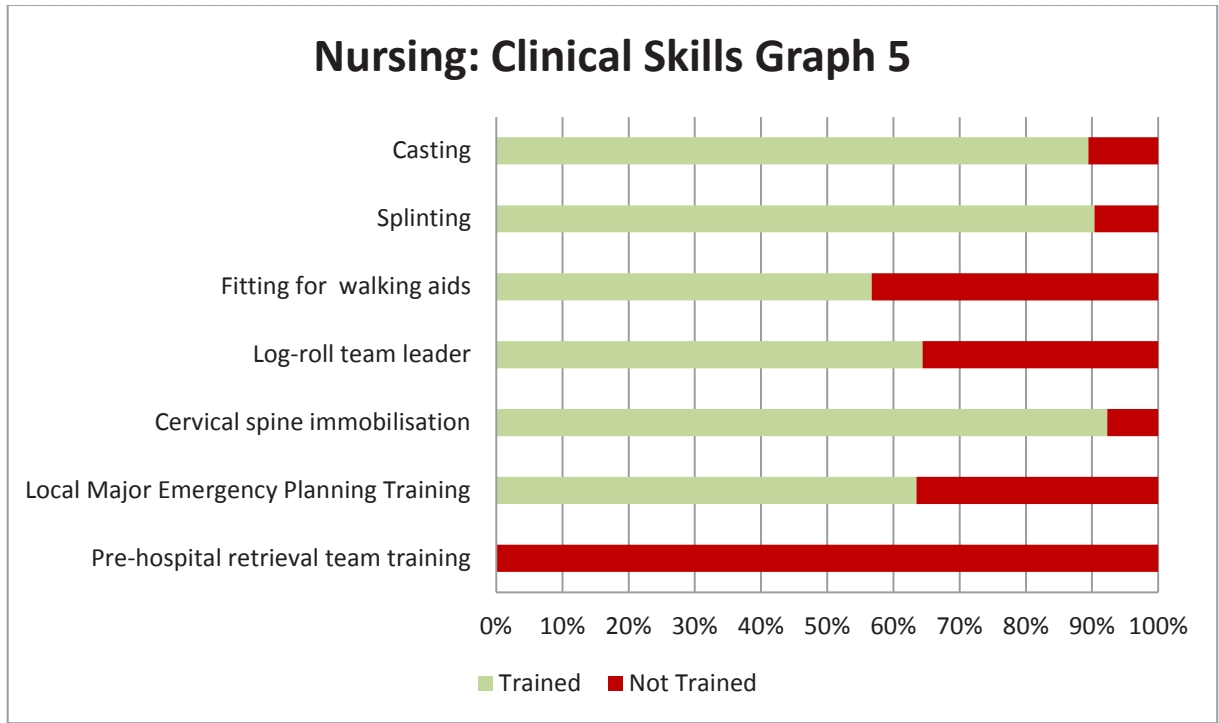


Figure 313 Nursing Clinical Skills Graph 5

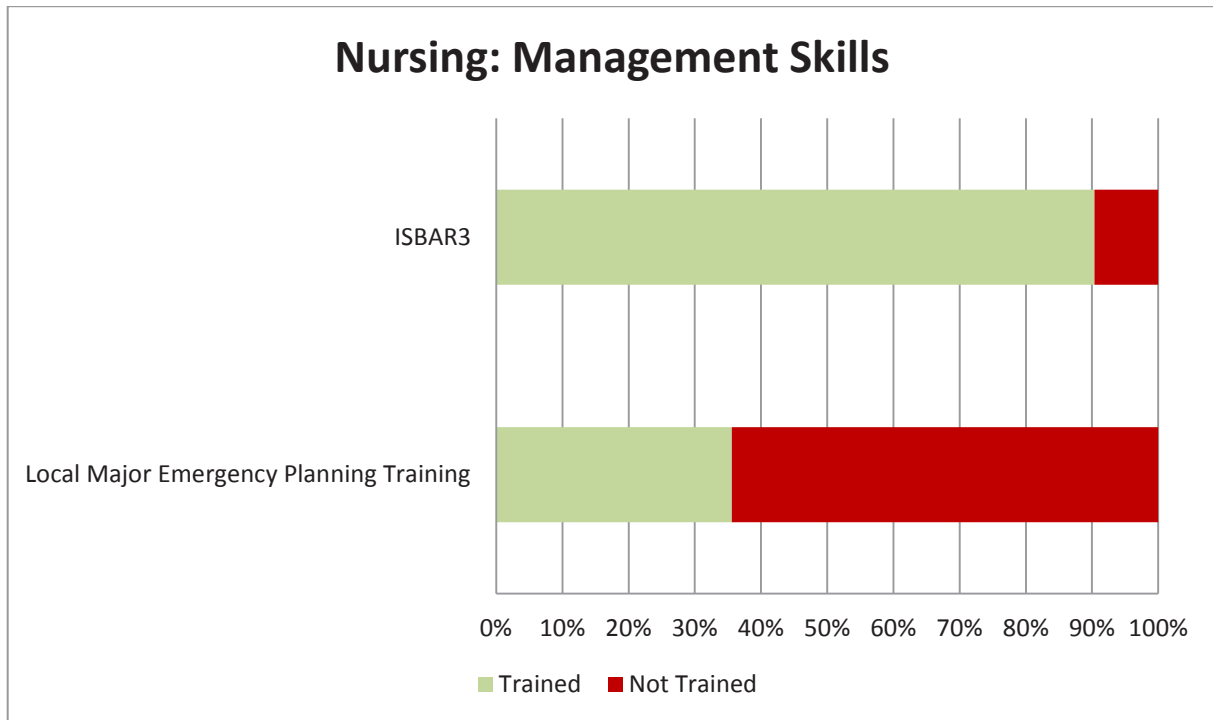


9.1.5.3 Management Skills

Table 227 Nursing Management Skills

Management Skills	% Nurses Trained	% Not Trained	No. of sites indicating training available locally
IBSAR3	90%	10%	3
Local Major Emergency Planning Training	36%	64%	1

Figure 314 Nursing Management Skills



9.1.6 Education Initiatives

Table 228 Education Initiatives

Education Initiative			
Type of Programme	Provided/ Facilitated	Not Provided	Duration/Source/Training Recipients
Formal Induction/orientation programme	3	0	1 week – 4 weeks
Foundation programme in emergency nursing	0	3	
Emergency Nursing (Level 8 QQI)	1	2	UCD
Emergency Nursing (Level 9 QQI)	2	1	UCD
De-escalation Training	3	0	Nurses, HCAs, Doctors, Security & Others

Site facilitation of a programme is where a site hosts some lectures and clinical placements for a Higher Education Institute (HEI).

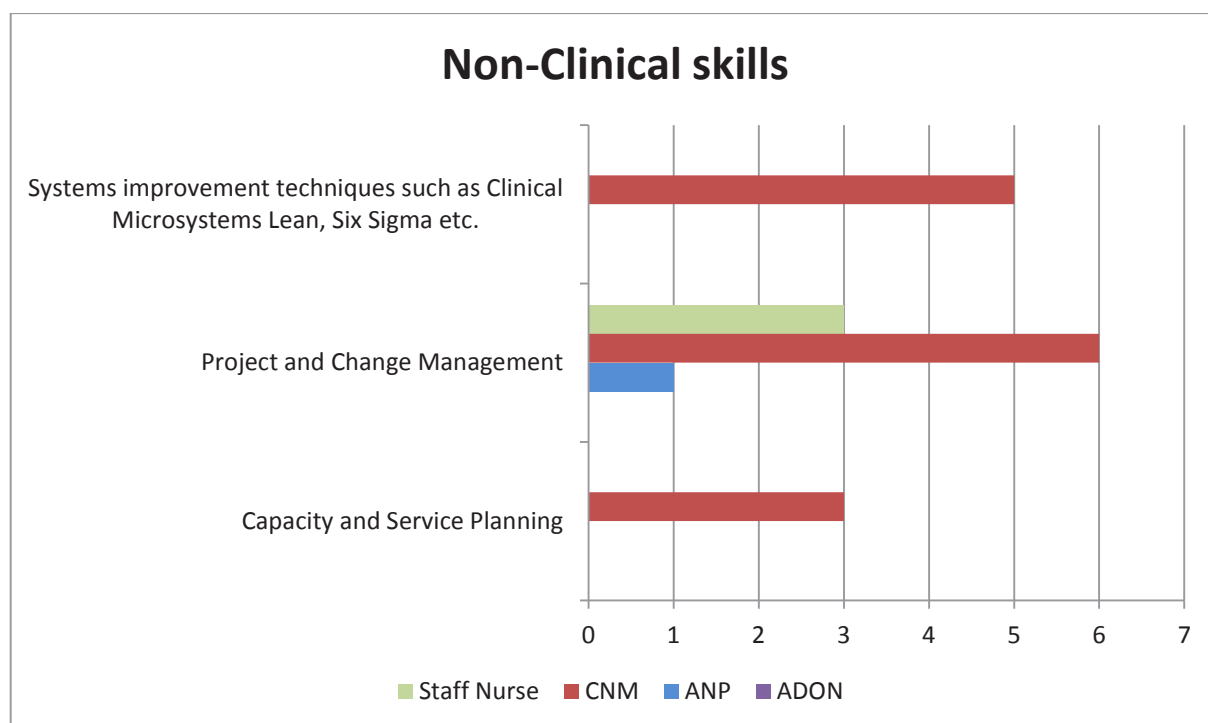
9.1.7 Non-Clinical Skills

Findings presented as numbers of nurses (of a total of 104 nurses) rather than percentages in Table 229 and Figures 315 and 316.

Table 229 Non-Clinical Skills

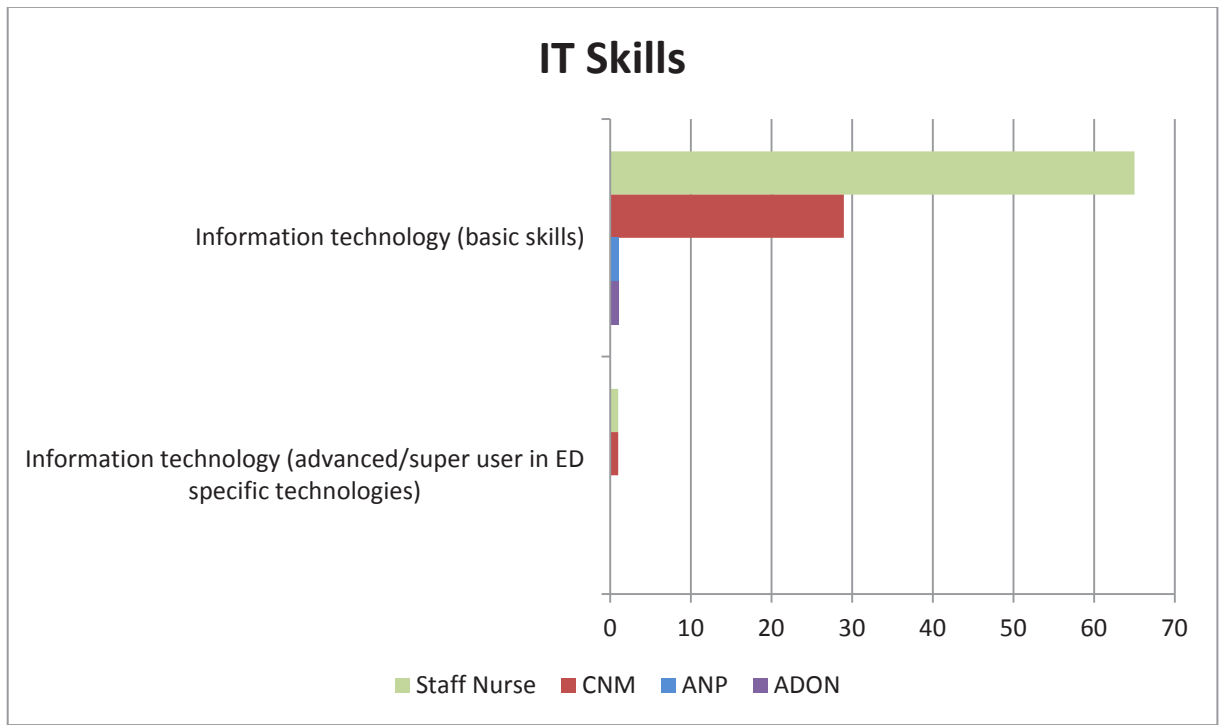
Non-Clinical Skills	Staff Nurse	CNM	ANP	ADON
Systems improvement techniques such as Clinical Microsystems, Lean, Six Sigma etc.	0	5	0	0
Project and Change Management	3	6	1	0
Capacity and Service Planning	0	3	0	0
Information technology (basic skills)	65	29	1	1
Information technology (advanced/super user in ED specific technologies)	1	1	0	0

Figure 315 Non-Clinical Skills



Findings presented as numbers of nurses (of a total of 104 nurses) rather than percentages.

Figure 316 IT Skills



Findings presented as numbers of nurses (of a total of 104 nurses) rather than percentages.

9.1.8 Health Care Assistant (HCA) Profile and Qualifications

Table 230 Health Care Assistant (HCA) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by HCAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these HCAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
7.5	8	7.36		5.36	4.8	0.5	

Table 231 Rostered hours provided by HCAs

Rostered hours provided by HCAs

24/7x1 (24 hours x 7 days x 1 site) (Rostered hours is provided for 24 hours, 7 days per week in 1 site)
12/5x2 (12 hours x 5 days x 2 sites) (Rostered hours provided for 12 hours, 5 days per week in 2 sites)

Figure 317 HCAs with FETAC Level 5 QQI Award

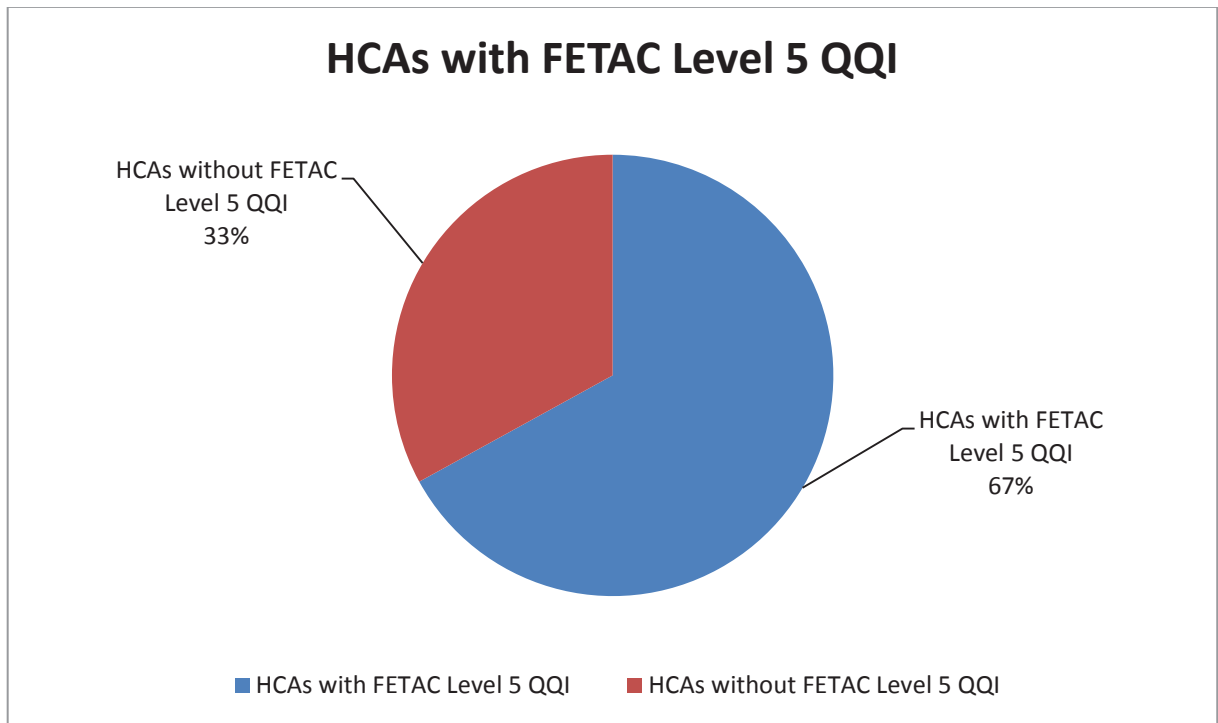
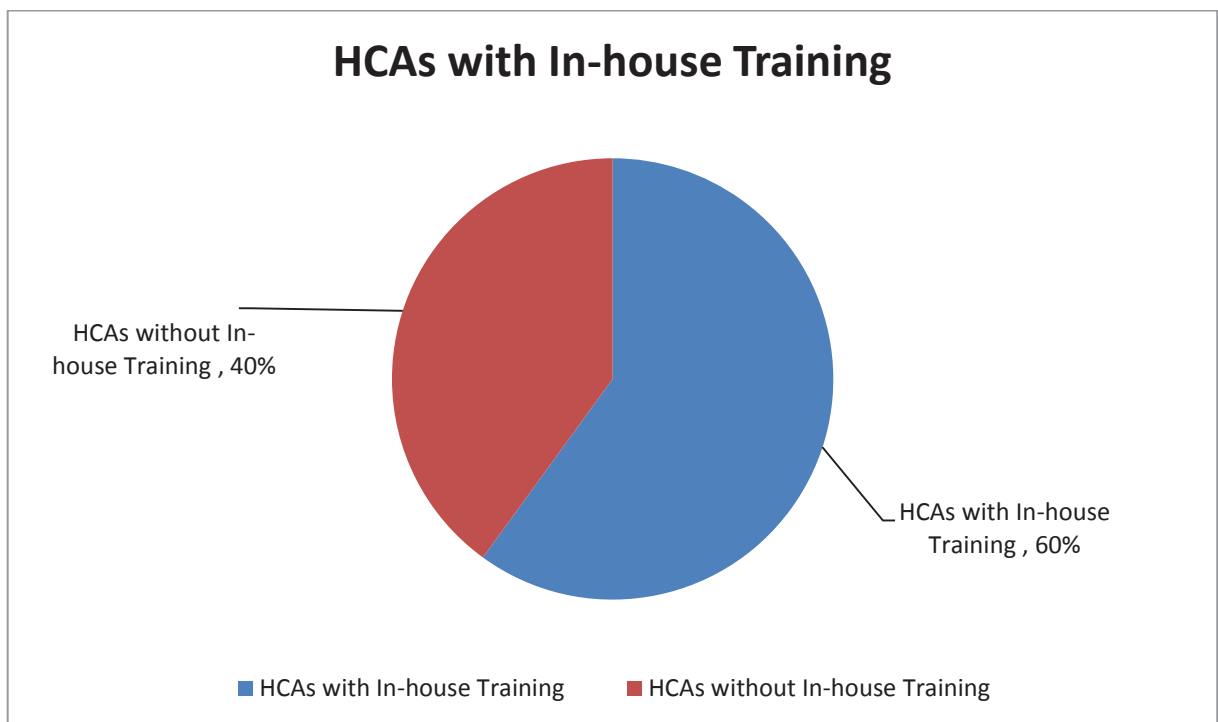


Figure 318 HCAs with In-house Training

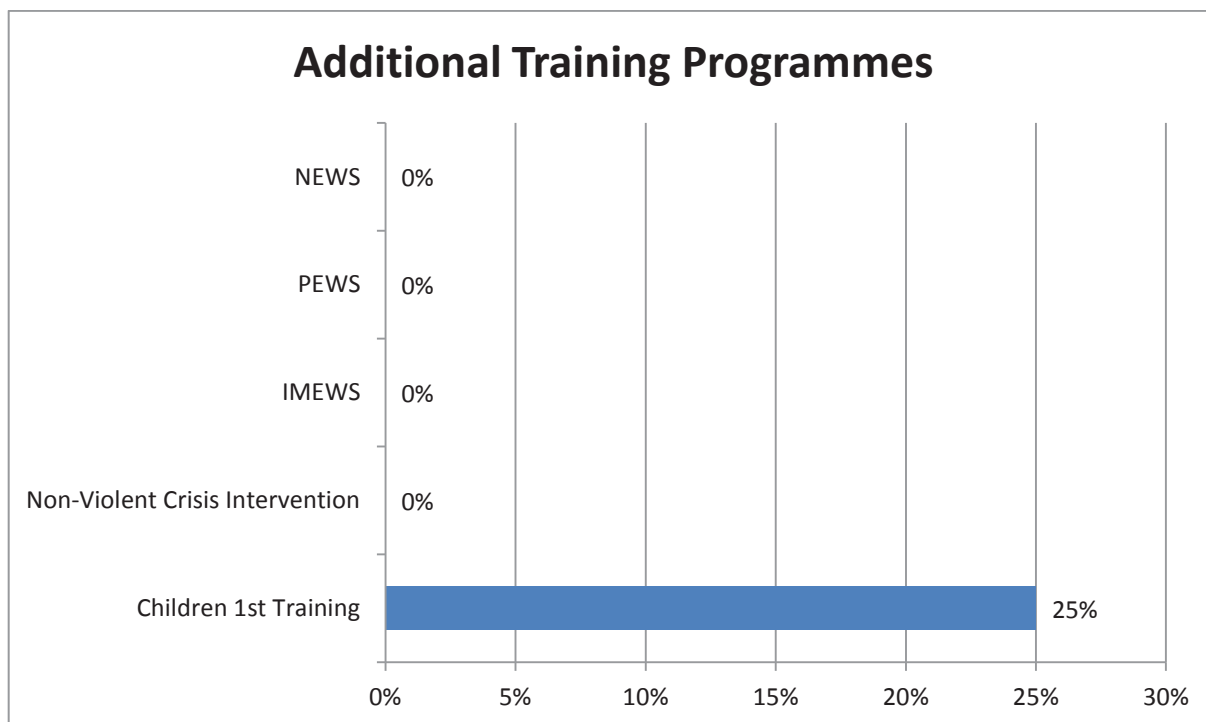


9.1.8.1 Health Care Assistants Additional Training Programmes

Table 232 Health Care Assistants Additional Training Programmes

Name of Programme	% HCAs Trained
NEWS	0%
PEWS	0%
IMEWS	0%
Non-violent Crisis Intervention	0%
Children First Training	25%
Other	0%

Figure 319 Additional Training Programme



9.1.9 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Table 233 Health Care Assistant (HCA) Additional Clinical Skills and Competencies

Clinical Skills & Competencies	% HCAs Trained	% Not Trained	No. of sites indicating training available locally
Basic Life Support	100%	0%	3
Application of external chest compression device	0%	100%	1
Member of Log roll team	87.5%	12.5%	3
Assisting with Spinal immobilisation	75%	25%	2
Monitoring Vital Signs	0%	100%	0
One to one care (Special)	63%	38%	0
Patient transport (in-house)	88%	13%	1
Patient transport (off-site)	0%	100%	0
Attaching cardiac monitor	0%	100%	0
Recording ECG	38%	63%	2
Removal of rings	0%	100%	0
Assisting with application of Splints/casts	100%	0%	2
Urinalysis	75%	25%	1
Blood Glucose	12.5%	87.5%	1
Other skill(s) eg phlebotomy	50%	50%	2

The information in Table 233 above is presented graphically on the following page.

Figure 320 HCA Clinical Skills and Competencies Graph 1

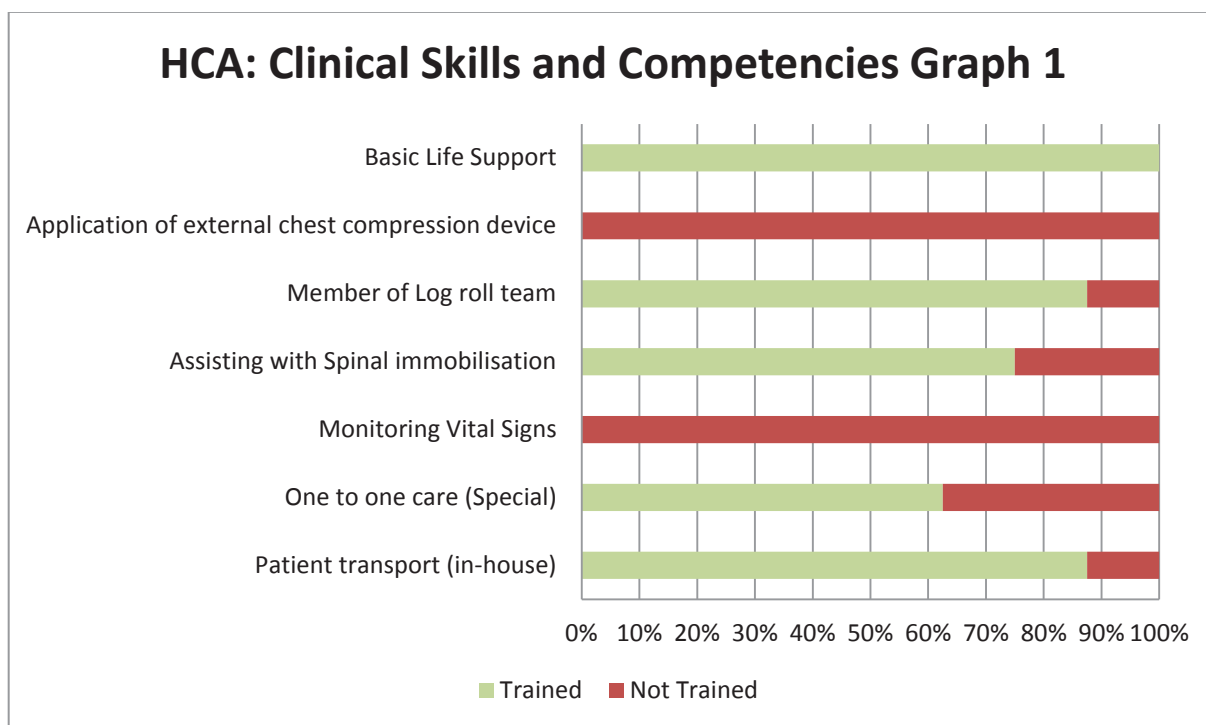
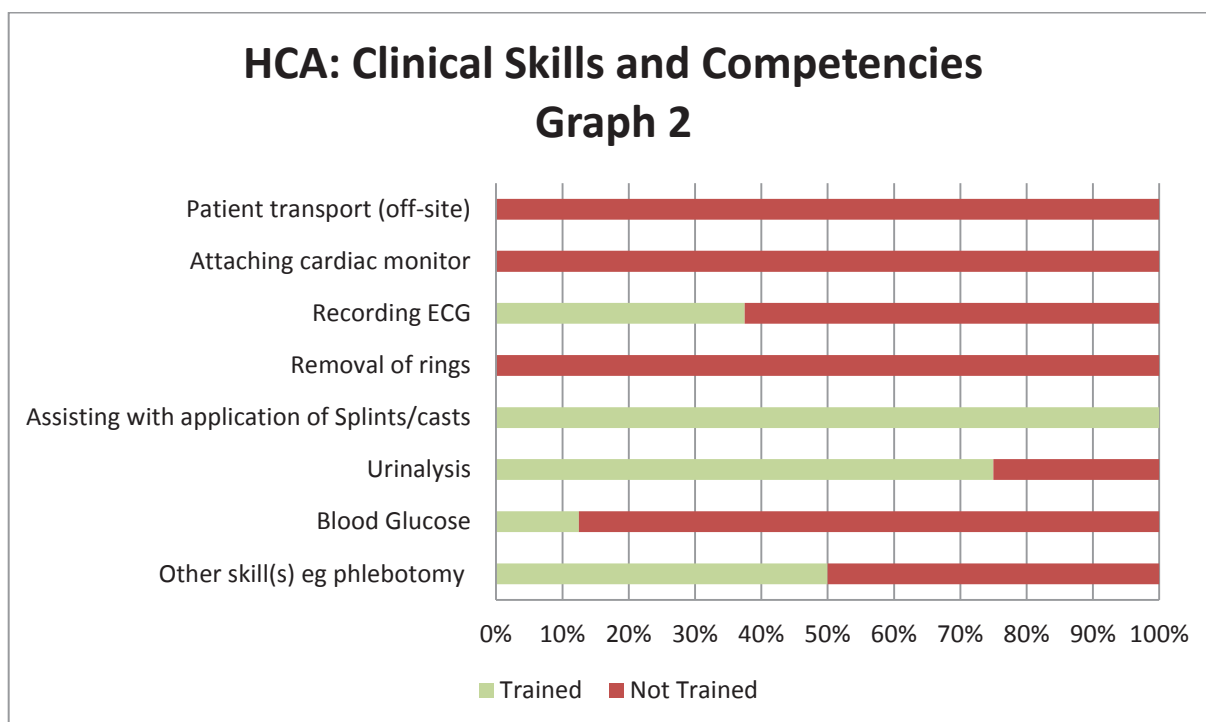


Figure 321 HCA Clinical Skills and Competencies Graph 2



9.1.10 Multitask Attendants (MTA) Profile and Qualifications

Table 234 Multitask Attendants (MTAs) Profile and Qualifications

Approved		In Post 29/02/2016		Please identify the cover provided by MTAs in your ED e.g. 24/7, 12/7, 12/5, 8/5	Please provide a breakdown of qualifications held by these MTAs		
WTE	H.C	WTE	FETAC WTE		In-house Training WTE	No Formal Training WTE	
0	0	0	See Table 235	0	0	0	

Table 235 Rostered hours provided by MTAs

Rostered hours provided by MTAs

None

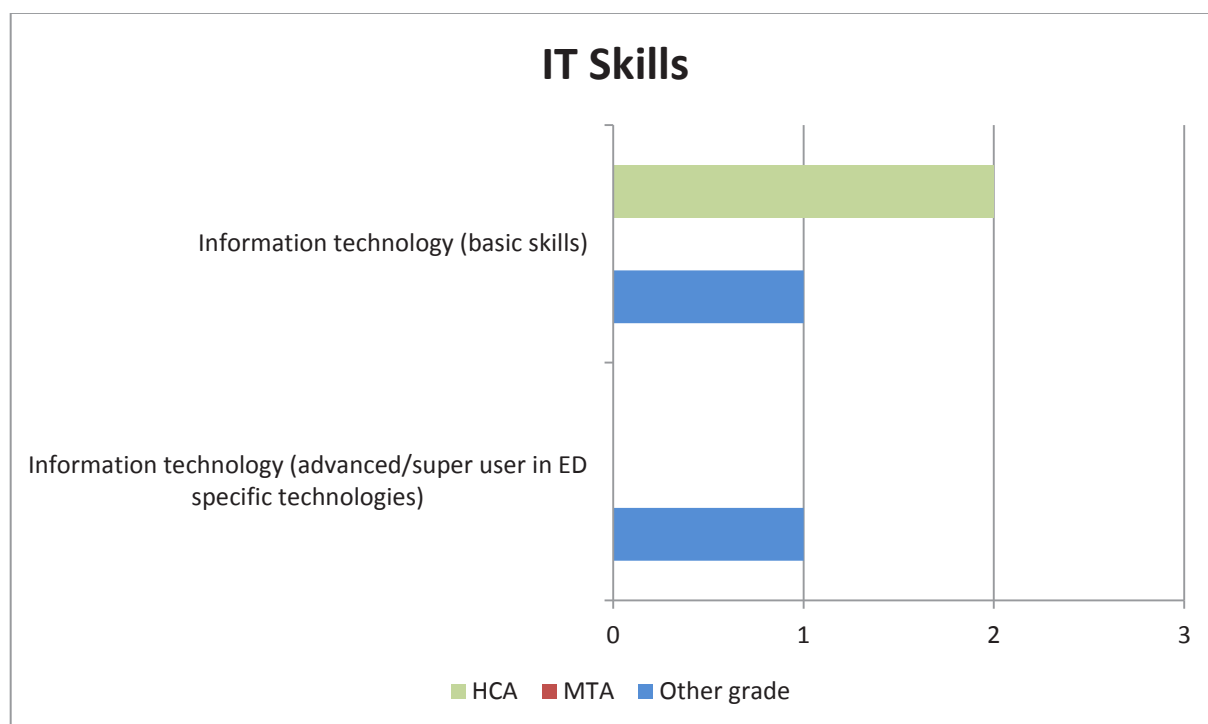
9.1.11 HCAs/MTAs Non-Clinical Skills

Findings presented as numbers of HCAs/MTAs rather than percentages in Table 236 and Figure 322

Table 236 Non-Clinical Skills

Non-Clinical Skills	HCA	MTA	Other Grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.	0	0	0
Project and Change Management	0	0	0
Capacity and Service Planning	0	0	0
Information technology (basic skills)	2	0	1
Information technology (advanced/super user in ED specific technologies)	0	0	1

Figure 322 IT Skills



9.1.12 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.

References:

Health Service Executive (2016) National Service Plan 2016, HSE, Dublin.

Health Service Executive (2012) National Emergency Medicine Programme: A strategy to improve safety, quality, access and value in Emergency Medicine in Ireland, HSE, Dublin.

Appendices



Appendix 1 Participating Hospital Groups (7) and Hospitals (41)

Hospital Group	Hospitals
Ireland East Hospital Group	Mater Misericordiae University Hospital (Model 4 Hospital)
	Midlands Regional Hospital, Mullingar (Model 3 Hospital)
	Our Lady's Hospital, Navan (Model 2 Hospital)
	Royal Victoria Eye and Ear Hospital (Model 3 Hospital/Specialist ED)
	St. Luke's Hospital, Kilkenny (Model 3 Hospital)
	St. Michael's Hospital, Dun Laoghaire (Model 2 Hospital)
	St. Vincent's University Hospital (Model 4 Hospital)
	Wexford General Hospital (Model 3 Hospital)
Dublin Midlands Hospital Group	St. Columcille's Hospital (Model 2 Hospital)
	Midlands Regional Hospital, Portlaoise (Model 3 Hospital)
	Midlands Regional Hospital, Tullamore (Model 3 Hospital)
	Naas General Hospital (Model 3 Hospital)
RCSI Hospital Group	St. James Hospital (Model 4 Hospital)
	Tallaght Hospital (Model 4 Hospital)
	Beaumont Hospital (Model 4 Hospital)
	Cavan General Hospital (Model 3 Hospital)
	Connolly Hospital, Blanchardstown (Model 3 Hospital)
	Our Lady of Lourdes Hospital, Drogheda (Model 3 Hospital)
South/South West Hospital Group	Louth County Hospital (Model 2 Hospital)
	Monaghan Hospital (Model 2 Hospital)
	Cork University Hospital (Model 4 Hospital)
	Mercy University Hospital (Model 3 Hospital) including stand-alone Injury Unit
	South Tipperary General Hospital (Model 3 Hospital)
	University Hospital Kerry (Model 3 Hospital)
	University Hospital Waterford (Model 4 Hospital)
University of Limerick Hospital Group	Bantry General Hospital (Model 2 Hospital)
	Mallow General Hospital (Model 2 Hospital)
	University Hospital Limerick (Model 4 Hospital)
	Mid Western Regional Hospital Ennis (Model 2 Hospital)
	Mid Western Regional Hospital Nenagh (Model 2 Hospital)
SAOLTA Hospital Group	St. John's Hospital, Limerick (Model 2 Hospital)
	Letterkenny University Hospital (Model 3 Hospital)
	Mayo University Hospital (Model 3 Hospital)
	Portunacula University Hospital (Model 3 Hospital)
	Sligo University Hospital (Model 3 Hospital)
	University Hospital Galway (Model 4 Hospital)
	Roscommon University Hospital (Model 2 Hospital)
Children's Hospital Group	Children's University Hospital, Temple Street
	Our Lady's Children's Hospital, Crumlin
	Tallaght Children's Hospital

Appendix 2 Hospitals with Emergency Departments (31)

Hospital Group	Hospitals
Ireland East Hospital Group	Mater Misericordiae University Hospital (Model 4 Hospital)
	Midlands Regional Hospital, Mullingar (Model 3 Hospital)
	Our Lady's Hospital, Navan (Model 2 Hospital)
	Royal Victoria Eye and Ear Hospital (Model 3 Hospital/Specialist ED)
	St. Luke's Hospital, Kilkenny (Model 3 Hospital)
	St. Michael's Hospital, Dun Laoghaire (Model 2 Hospital)
	St. Vincent's University Hospital (Model 4 Hospital)
	Wexford General Hospital (Model 3 Hospital)
Dublin Midlands Hospital Group	Midlands Regional Hospital, Portlaoise (Model 3 Hospital)
	Midlands Regional Hospital, Tullamore (Model 3 Hospital)
	Naas General Hospital (Model 3 Hospital)
	St. James Hospital (Model 4 Hospital)
	Tallaght Hospital (Model 4 Hospital)
RCSI Hospital Group	Beaumont Hospital (Model 4 Hospital)
	Cavan General Hospital (Model 3 Hospital)
	Connolly Hospital, Blanchardstown (Model 3 Hospital)
	Our Lady of Lourdes Hospital, Drogheda (Model 3 Hospital)
South/South West Hospital Group	Cork University Hospital (Model 4 Hospital)
	Mercy University Hospital (Model 3 Hospital)
	South Tipperary General Hospital (Model 3 Hospital)
	University Hospital Kerry (Model 3 Hospital)
	University Hospital Waterford (Model 4 Hospital)
University of Limerick Hospital Group	University Hospital Limerick (Model 4 Hospital)
SAOLTA Hospital Group	Letterkenny University Hospital (Model 3 Hospital)
	Mayo University Hospital (Model 3 Hospital)
	Portunacula University Hospital (Model 3 Hospital)
	Sligo University Hospital (Model 3 Hospital)
	University Hospital Galway (Model 4 Hospital)
Children's Hospital Group	Children's University Hospital, Temple Street
	Our Lady's Children's Hospital, Crumlin
	Tallaght Children's Hospital

Appendix 3 Hospitals with Injury Units (10)

Hospital Group	Hospitals
Ireland East Hospital Group	St. Columcille's Hospital (Model 2 Hospital)
RCSI Hospital Group	Louth County Hospital (Model 2 Hospital)
	Monaghan Hospital (Model 2 Hospital)
South/South West Hospital Group	Bantry General Hospital (Model 2 Hospital)
	Mallow General Hospital (Model 2 Hospital)
	Mercy University Hospital (Model 3 Hospital)
University of Limerick Hospital Group	Mid Western Regional Hospital Ennis (Model 2 Hospital)
	Mid Western Regional Hospital Nenagh (Model 2 Hospital)
	St. John's Hospital, Limerick (Model 2 Hospital)
SAOLTA Hospital Group	Roscommon University Hospital (Model 2 Hospital)

Appendix 4 Hospitals with both Emergency Departments and Injury Units

Hospital Group	Hospitals with both Emergency Departments and Injury Units
South/South West Hospital Group	Mercy University Hospital (Model 3 Hospital)

Appendix 5 ONMSD/National Acute Medicine Programme ED/IU Education and Training Survey 2016



National Emergency Medicine Programme / Office of Nursing and Midwifery Services Director Emergency Department 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 Emergency Departments (EDs) 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. 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) and the “Revised proposals” from the Workplace Relations Commission (Jan 2016).

The National Emergency Medicine Programme in conjunction with the Office of the Nursing and Midwifery Services Directorate has previously released publications “A guide to enhance Advanced Nurse Practitioner services across Emergency Care Networks in Ireland” (June 2013), “Guidance document on staffing in Local Injury Units” (August 2013), “Role profiles for nursing staff in emergency care settings in Ireland” (Jan 14) and the “Emergency Department Nursing Workforce Planning Framework” (Feb 2016) to assist Emergency Department (ED) nursing managers in identifying the appropriate nursing workforce to meet the demands of their service.

This 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 enhanced skills are available to support patients attending Emergency

Departments. Each ED must determine the levels required as appropriate to ED 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 EDs.

Instructions for completion

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 **Fiona McDaid**, Nurse Lead, National Emergency Medicine Programme. Tel: 0864122376. Email: fiona.mcdaid@hse.ie

Completed surveys should be returned by email to: Linda Hamilton at Linda.Hamilton@hse.ie; phone 051-848691 by Friday 29th April 2016.

Name of Hospital: _____ Hospital Group _____
 Model 2 3 4 Type of Unit ED LIU (Circle as appropriate)

Profile of Emergency Department Nursing, Health Care Assistant & Multi-Task Attendant Staff

1: ED Nursing staff – profile

Please provide breakdown of nursing staff approved and in post on 29th February 2016

STAFF GRADE	Approved		In post 29/2/2016		Number of staff who started in the last 12 months (since 28/2/15)		Number of staff who left in the last 12 months (since 28/2/15)	
	WTE	Head Count (HC)	WTE	HC	WTE	HC	WTE	
Multi-Task Attendant								
Health Care Assistant								
Staff Nurse								
Clinical Nurse Manager 1								
Clinical Nurse Manager 2								
Clinical Nurse manager 3								
Registered Advanced Nurse Practitioner (RANP) Non-Life/Limb								
Registered Advanced Nurse Practitioner (RANP) Rapid Assessment & Treatment								
Registered Advanced Nurse Practitioner (RANP) Other ie Chest Pain								
ANP Candidate*								
ANP Prepared**								
Clinical Education Facilitator								
Clinical Support Nurse								
Education Co-ordinator								
GP Liaison Nurse								
Research Nurse***								
Clinical Nurse Specialist****								
Other								

* **ANP Candidate:** can be a nurse of any grade who is presently working 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 & clinical preparation requirements for registration as an ANP but for whom an approved post is not available.

*** **Research Nurse:** state grade

**** **Clinical Nurse Specialist:** state specialist area

2: ED Nursing staff – Additional Registerable Qualifications

Please state the number of nurses who hold additional registerable qualifications					
	Midwife	Children's	Mental Health	Nurse Prescriber	Other
Staff Nurses					
Clinical Nurse Manager 1					
Clinical Nurse Manager 2					
Clinical Nurse Manager 3					
Clinical Education Facilitator					
Education Co-ordinator					
GP Liaison Nurse					
Advanced Nurse Practitioner					
Other					

3: ED Nursing staff - Qualifications

Please provide a breakdown of the number of ED staff in each group below who hold the following qualification

	Higher/Grad Diploma Emergency Nursing	Certificate/ENB in Emergency Nursing	Nursing Management qualification	Ionising Radiation Prescribing	MSc	Other
Staff Nurses						
Clinical Nurse Manager 1						
Clinical Nurse Manager 2						
Clinical Nurse Manager 3						
Clinical Education Facilitator						
Education Co-ordinator						
GP Liaison Nurse						
Advanced Nurse Practitioner						
Other						

4: ED Nursing staff – Working towards the following qualifications

Please provide a breakdown of the number of ED staff in each group below who are working towards the following qualification

	Higher/Grad Diploma Emergency Nursing	Nursing Management qualification	Medicinal Prescribing	X Ray Prescribing	MSc/ working towards MSc	Other
Staff Nurses						
Clinical Nurse Manager 1						
Clinical Nurse Manager 2						
Clinical Nurse Manager 3						
Clinical Education Facilitator						
Education Co-ordinator						
GP Liaison Nurse						
Advanced Nurse Practitioner						
Other						

5: Advanced Life Supports Skills (ALS)

Please indicate the **number** of nursing staff in your department who have the following ALS training

	Completed (Certificate <u>current</u>)	Completed (Certificate <u>expired</u>)	Instructor status
Neonatal Resuscitation			
Paediatric programmes (APLS/EPLS/PALS)			
Trauma programmes (ATLS/TNCC/ATNC)			
Advanced Cardiac Life Support (ACLS)			
Emergency Planning MIMMS/HMIMS			
EMBS (Burns)			
Other			

6: Additional training programmes

Please indicate the **number** of nursing & HCA staff in your department who have undertaken the following training

	NEWS	PEWS	IMEWS	Non-violent Crisis Intervention	Children 1 st Training	Other
HCA						
Staff Nurse						
CNM						
ANP						
Other						

7: Enhanced Nursing Clinical Skills & Competencies

Please indicate the **number_of nursing staff** in your department who have the following enhanced clinical skills training & please indicate if this skill is currently being utilised

	Number of Nurses with this skill - ideally divided into SN CNM Other	Is the skill currently being utilised?			Please indicate if training & education is available locally
		Yes	No	NA	
Assessment					
Manchester Triage					
Irish Children's Triage System					
I MIST AMBO					
Basic ECG Interpretation					
Advanced ECG Interpretation					
Interpretation of Arterial Blood Gases					
Chest Examination					
Abdominal Examination					
Limb Examination					
Paediatric Respiratory Assessment					
Visual Acuity					
Delirium Assessment (4ATs)					
Frailty Assessment					
Clinical Skills					
Venepuncture					
IV Cannulation					
Blood culture sampling					
Arterial Blood Gas sampling					
Administration of 1 st dose antibiotics					
Casting					
Splinting					
Fitting for walking aids					
Male catheterisation					
Replacement of supra-pubic catheters					
Replacement of PEG Tubes					
Medication management (through protocol)					
Procedural sedation					
Management of Non Invasive Ventilation (NIV)					
Use of external chest compression device (LUCAS)					
Nurse defibrillation (passed ACLS)					
External Pacing					
Cardioversion					
Suturing					
Wound closure (steri-strips/ glue)					
Removal of foreign bodies (ear, nose etc)					
Nasal packing					
Eye Irrigation					
Log-roll team leader					

Cervical spine immobilisation					
Local Major Emergency Planning training*					
Pre-hospital retrieval team training					
Management					
ISBAR3					
Local Major Emergency Planning training*					
Other (please list)					

*Skills to manage ED or an area of ED during a major incident training often undertaken using “table top” exercises

8: Health Care Assistant (HCA) Additional Clinical Skills & Competencies

Please indicated the number of HCA's in your department who have additional clinical skills training specific to the ED & please indicate if this skill is currently being utilised

	Number of HCA's with this skill (Head count)	Is skill currently being utilised?		Please indicate if training & education is available locally
		Yes	No	
Basic Life Support				
Application of external chest compression device				
Member of Log roll team				
Assisting with Spinal immobilisation				
Monitoring Vital signs				
One to one care (special)				
Patient transport (in-house)				
Patient transport (off-site)				
Attaching cardiac monitor				
Recording ECG				
Removal of rings				
Assisting with application of Splints/casts				
Urinalysis				
Blood Glucose				
Other skill(s) eg phlebotomy				

9: Multitask Attendant (MTA) Additional Clinical Skills & Competencies

Please indicated the number of MTA's in your department who have additional clinical skills training specific to the ED & please indicate if this skill is currently being utilised

	Number of MTA's with this skill (Head count)	Is skill currently being utilised?		Please indicate if training & education is available locally
		Yes	No	
Basic Life Support				
Application of external chest compression device				
Member of Log roll team				
Assisting with Spinal immobilisation				
Monitoring Vital signs				
One to one care (special)				
Patient transport (in-house)				
Patient transport (off-site)				
Attaching cardiac monitor				
Recording ECG				
Removal of rings				
Assisting with application of Splints/casts				
Urinalysis				
Blood Glucose				
Other skill(s) eg phlebotomy				

10: Health Care Assistants (HCA) resource				Qualifications		
Approved	In post 29/2/2016		Please identify the cover provided by HCA's in your ED	Please provide a breakdown of qualifications held by these HCA's		
WTE	H C	WTE	e.g. 24/7, 12/7, 12/5, 8/5	FETAC award WTE	In-house training WTE	No formal training WTE

11: Multitask Attendants (MTA) resource				Qualifications		
Approved	In post 29/2/2016		Please identify the cover provided by HCA's in your ED	Please provide a breakdown of qualifications held by these HCA's		
WTE	H C	WTE	e.g. 24/7, 12/7, 12/5, 8/5	FETAC award WTE	In-house training WTE	No formal training WTE

12: Education Initiatives

Please provide information in relation to availability of the following education initiatives for nursing staff in your ED

- Is there a formal induction/orientation programme for new staff? Yes No Duration (in weeks) _____
- Do you deliver a Foundation Programme in emergency nursing? Yes No Duration (in months) _____
 - If Yes, is it accredited by NMBI _____ CEUs
- Is a Level 8 (H Diploma) programme in Emergency Nursing facilitated on site? Yes No
 - If yes please identify the associated HEI _____
- Is a Level 9 (Post Diploma) programme in Emergency 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 ED? Yes No
- If yes, please indicate the groups who receive this training:
Nurses HCAs MTAs Doctors Security Others

Other education initiatives ie ANP Succession planning support, support for education _____ (Please list)

13: 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	HCA	MTA	Other grade
Systems improvement techniques such as Clinical Microsystems Lean, Six Sigma etc.							
Information technology (basic skills)							
Information technology (advanced/ super user in ED specific technologies)							
Project and Change management							
Capacity and service planning							

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: _____ E Mail _____

Thank you for taking the time to complete this survey!

Appendix 6 ED/IU Working Group

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