

# Values for Nurses and Midwives in Ireland

## National Awareness Programme

October 2016



# Background and rationale for the programme

Values are the ingrained principles that guide the actions of nurses and midwives (Department of Health 2016). People expect to receive nursing and midwifery care from compassionate, caring and committed professionals who are attentive to the humanity of the other person (Department of Health 2016); however, recent published reports and inquiries challenge the values and associated professional behaviours of nurses and midwives.

*Values for Nurses and Midwives in Ireland* (Department of Health 2016), developed in collaboration with the Nursing and Midwifery Board of Ireland (NMBI) and the Office of the Nursing and Midwifery Services Director (ONMSD) in the Health Service Executive specify the core values underpinning the practice of nurses and midwives in Ireland. An extensive national consultation identified and agreed **Compassion, Care** and **Commitment** as the three core values that underpin nursing and midwifery practice in Ireland.

The three core values **Compassion, Care** and **Commitment** inform clinical decision-making by guiding the nurse/midwife's behaviours and responses. Behaviours have been identified for each of the values, which demonstrate **Compassion, Care** and **Commitment** in clinical practice.

This two-hour programme is an initial strategy to share the agreed core values **Compassion, Care** and **Commitment** throughout the entire healthcare service in Ireland. Specifically, the programme will facilitate nurses and midwives, in addition to nursing and midwifery students, to reflect on the agreed values and their associated behaviours.

# Aim

The aim of the programme is to engage nurses and midwives in all sectors of the health service (clinical, education, leadership and management) and nursing and midwifery students to familiarise themselves with, and reflect on using the agreed core values of **Compassion, Care** and **Commitment** and their associated behaviours to inform their decision-making.

# Learning outcomes

At the end of the programme, each participant should be able to:

1. Discuss the core values that underpin his/her professional practice as a registered nurse, registered midwife or nursing/ midwifery student
2. Identify and discuss exemplars for the identified behaviours to demonstrate each of the three agreed values in professional practice
3. Review behaviours that challenge professional practice based on the agreed values, specifying mechanisms that nurses and midwives can use to address such behaviours
4. Reflect on, and describe systems whereby the values and their associated behaviours thrive in professional practice
5. Explore mechanisms for monitoring, documenting and measuring the values and their associated behaviours in professional practice

# Syllabus

- Values for Nurses and Midwives in Ireland (DoH 2016)
- Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI 2014)
- Scope of Nursing and Midwifery Practice Framework (NMBI 2015)
- Practice Standards for Midwives (NMBI 2015)
- Philosophy of nursing
- Philosophy of midwifery
- Theoretical frameworks
- Professional Practice

- Reflective practice
- Care planning
- Teamwork
- Communication
- Organisational initiatives
- Awareness programmes
- Local champions
- Audit
- Research

## Values for Nurses and Midwives in Ireland

Date					
Venue					
5 minutes	10 minutes	20 minutes	20 minutes	20 minutes	15 minutes
Introductions	Background to the values for nurses and midwives in Ireland	Agreed core values and associated behaviours <b>Compassion</b> <b>Care</b> <b>Commitment</b>	Behaviours that challenge professional practice	Promoting environments that support the values	Monitoring documenting and measuring the core values in professional practice
					Reflection & Evaluation

# References

Department of Health (DoH) (2016) *Office of the Chief Nursing Officer, Position Paper One, Values for Nurses and Midwives in Ireland, June 2016*. Department of Health: Dublin

Nursing and Midwifery Board of Ireland (NMBI) (2015) *Scope of Nursing and Midwifery Practice Framework*. Nursing and Midwifery Board of Ireland: Dublin

Nursing and Midwifery Board of Ireland (NMBI) (2015) *Practice Standards for Midwives*. Nursing and Midwifery Board of Ireland: Dublin

Nursing and Midwifery Board of Ireland (NMBI) (2014) *Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives*. Nursing and Midwifery Board of Ireland: Dublin

Nursing and Midwifery Board of Ireland (NMBI) (2015) *Recording Clinical Practice Professional Guidance*. Nursing and Midwifery Board of Ireland: Dublin. {This professional guidance was originally published in November 2002 as Recording Clinical Practice Guidance to Nurses and Midwives (First Edition). This document was re-issued in November 2015 for the relaunch of the NMBI website. The content reflects what is in the 2002 edition}.



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