



*National Council for the
Professional Development
of Nursing and Midwifery*

*An Chomhairle Náisiúnta d'Fhorbairt
Ghairmiúil an Altranais agus
an Chnáimhseachais*

Review of Achievements 1999-2010

PUBLICATIONS

Leadership, Guidance and Evidence for Best Practice

NOVEMBER 2010

Contents

Foreword.....	iii
The Activities of the National Council: Timeline from 1999 to 2010	iv
Executive Staff of the National Council	vii
Members of the National Council	ix
Introduction	1
Review of Achievements, 1999-2010:	
PUBLICATIONS – Leadership, Guidance and Evidence for Best Practice	
Chapter 1. The National Council: Activities and Achievements from 1999 to 2010	3
Chapter 2. Guidance for Nurses and Midwives	7
Chapter 3. Guidance in Developing Clinical Nurse/Midwife Specialist Roles	11
Chapter 4. Guidance in Developing Advanced Nurse/Midwife Practitioner Roles	13
Chapter 5. Supporting Evidence for Practice	15
Chapter 6. Nurse and Midwife Prescribing.....	17
Chapter 7. Communication and Dissemination.....	19
Appendices.....	21
1. Summary of National Council Publications	21
2. Chronological List of National Council Publications.....	37

Foreword

In 2009 I invited nurses, midwives and others who have followed the progress of the National Council for the Professional Development of Nursing and Midwifery to take a journey through the years 1999 to 2009. The story of this journey was told in *Review of Achievements, 1999-2009*. Since it was published, we have continued with our mission of promoting and developing the professional roles of nurses and midwives in partnership with our stakeholders in order to support the delivery of quality nursing and midwifery care to patients and clients in a changing healthcare environment.

Meeting the challenges of an increasingly sophisticated healthcare environment has caused us to draw upon all our ingenuity and creativity. Fortunately for us, these resources have been fostered by the culture and ethos of the National Council. The key attributes and characteristics of this culture and this ethos are empowerment, transparency, accountability, probity and partnership. We hope that these have permeated our relationships with all our stakeholders.

The health system has become increasingly complex in the last decade, as the factors that have an impact on it – research, policy, legislation, professional standards, education, etc – have proliferated and become more specialised. In undertaking our mission, we have sought to determine the implications of these factors for nurses and midwives in the performance and development of their roles. But the *raison d'être* for all our endeavours has always been those who use the health services in Ireland. Our efforts have been consistently directed towards ensuring their safety and the quality of the care and service they receive from nurses and midwives.

In the course of the last ten years, the National Council has produced well over fifty different publications (excluding our newsletter and annual reports) and availed of different formats and forums to ensure that they were disseminated among those who would find them most useful. Our annual national conference has facilitated the distribution of our publications among front-line nurses and midwives, while our dynamic and expansive website has emerged as a powerful means of sharing our resources. Our publications represent a decade of innovation, development and achievement. Each one is an individual chapter contributing to the narrative of the National Council. Not all the National Council's work - its collaboration with its stakeholders and the generation of ideas – can be captured in the pages of a book. *Publications – Leadership, Guidance and Evidence for Best Practice* can only provide an abridged account of this work.

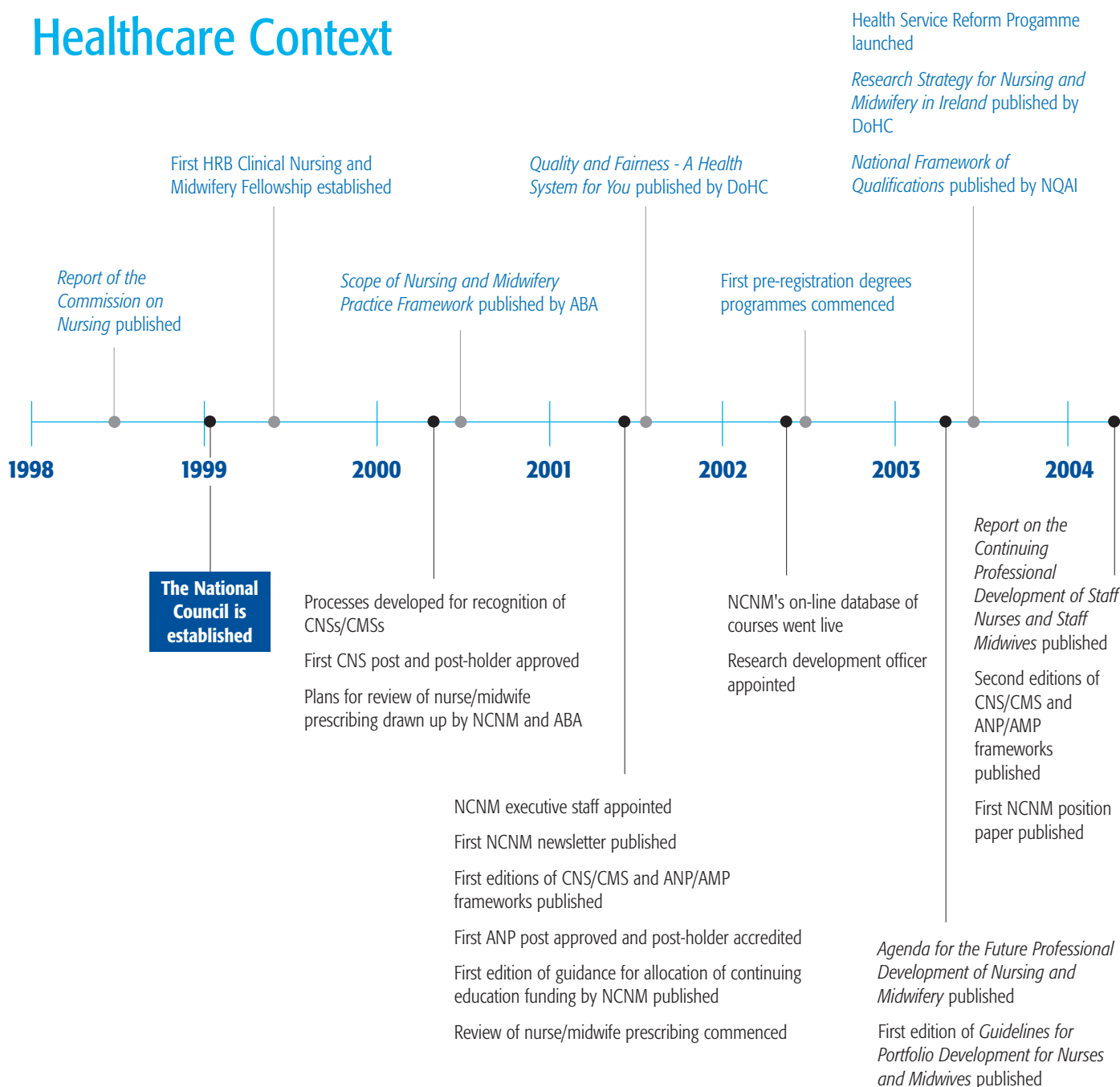
Many people have been the subject of our publications or have been the target readership. Many others, too numerous to name here, have contributed to our publications. I would like to thank the chairpersons and members of the National Council for all their support. Finally, I extend my particular thanks to all my executive colleagues at the National Council for all their assistance with *Publications – Leadership, Guidance and Evidence for Best Practice* and for their sustained support.



Yvonne O'Shea
Chief Executive Officer

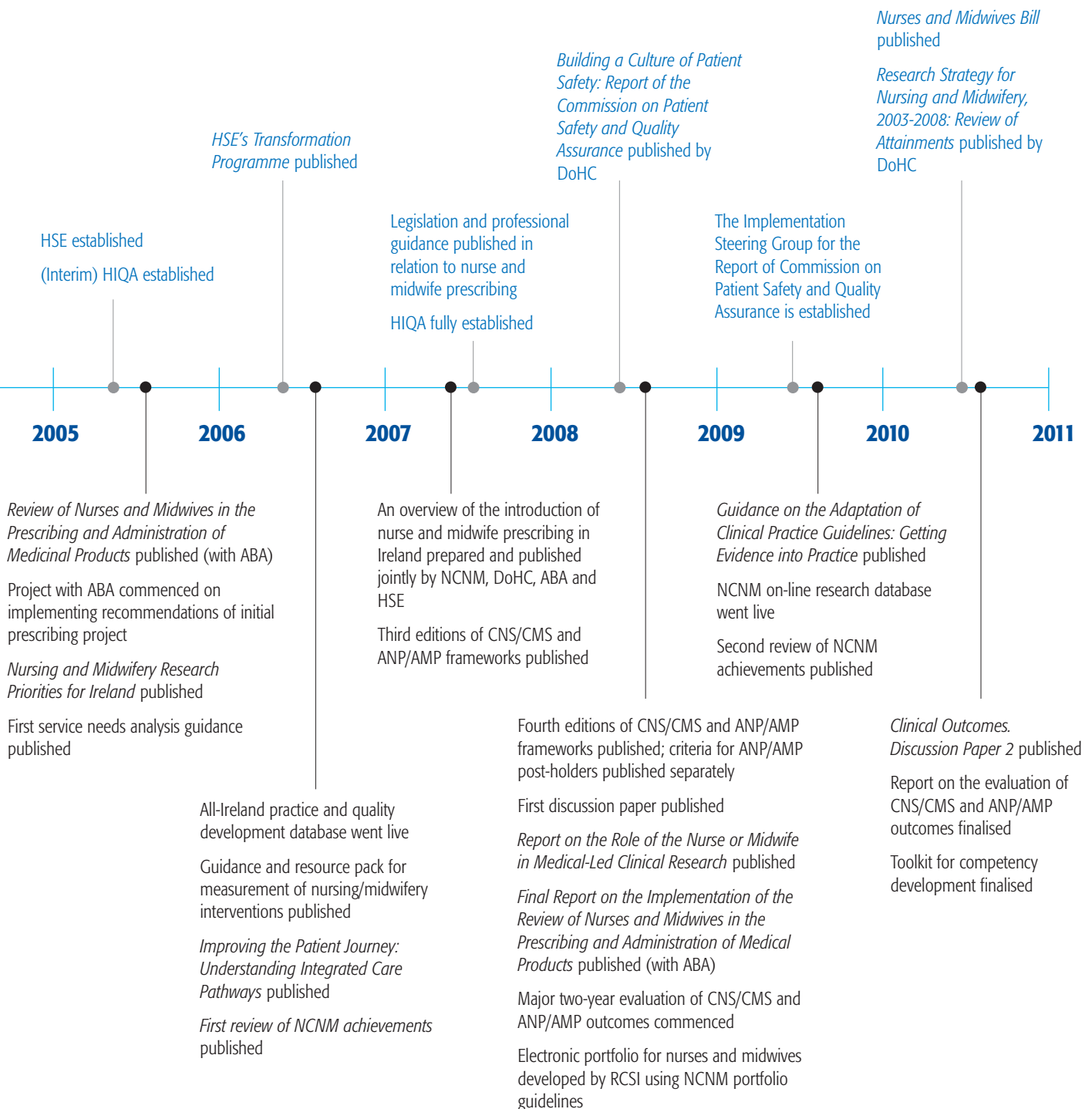
The Activities of the National Council: Timeline from 1999 to 2010

Healthcare Context



Activities of the National Council

Key to acronyms overleaf



Key to Acronyms

ABA	An Bord Altranais
AMP	advanced midwife practitioner
ANP	advanced nurse practitioner
CMS	clinical midwife specialist
CNS	clinical nurse specialist
DoHC	Department of Health and Children
HIQA	Health Information and Quality Authority
HRB	Health Research Board
HSE	Health Service Executive
NCNM	National Council
NQAI	National Qualifications Authority of Ireland
RCSI	Royal College of Surgeons in Ireland

Executive Staff of the National Council

Chief Executive Officer	Yvonne O'Shea, RGN, RM, RNT, BA, MSc (Econ), PhD
Head of Professional Development and Continuing Education	Kathleen Mac Lellan, RGN, Dip Couns, MSc, MBA, PhD
Professional Development Officers	Mary Farrelly, RPN, RGN, BNS, M Med Sc (Nursing) Georgina Farren, RGN, RM, BNS (Hons), MSc (Midwifery), LLB (Hons), BL Jenny Hogan, BA (Hons), RGN, MSc, Pg Dip in Executive Coaching Christine Hughes, RNID, RGN, RNT, Dip in Project Management, BA (Mod), H Dip, M Ed, MSc
Research Development Officer	Sarah Condell, RGN, RM, RNT, BNS, MA
Head of Management Services	Helen Bohan, BBS (Hons), MBA
Administrative Officers	Lorna Byrne Jackie Lillis Paula O'Meara
Clerical Officers	Mary Kennedy Carol Kilroy

Members of the National Council

Term of Office: 1999-2004¹

Liam Dunbar		Executive Chairperson
Valerie Small	Emergency Nurse Practitioner, St James' Hospital, Dublin	General Nursing
Maura Nash	Chief Executive, COPE Foundation, Cork	Mental Handicap/Intellectual Disability Nursing
Pearse Finegan	Chief Nursing Officer, St Mary's Hospital, Castlebar	Psychiatric Nursing
Antoinette Doocey	Regional Director of Services to Older People, Community Services Programme, North-Eastern Health Board	Public Health Nursing
Aveen Murray	Assistant Director of Nursing, Our Lady's Hospital, Crumlin, Dublin	Sick Children's/Children's Nursing
Patrick Hume	Area Co-ordinator, Services for Older People, North-Western Health Board, Letterkenny	Care of the Elderly
Anne Marie Moran	Course Co-ordinator, School of Nursing Studies, Galway-Mayo Institute of Technology, Castlebar	Nurse Tutor
Kathryn McQuillan	Manager, Delivery Ward, National Maternity Hospital, Dublin	Midwifery
Jim Hough	Principal Tutor (retired), South-Eastern Health Board, Waterford	An Bord Altranais
Eileen Kelly	Co-ordinator of In-Service and Continuing Education, Cork University Hospital, Cork	An Bord Altranais
Mary McCarthy	Director of Nursing, Adelaide and Meath Hospital incorporating the National Children's Hospital, Dublin	Senior Nurse Manager
Colum Bracken (from March 2002)	Director, Nursing and Midwifery Planning and Development Unit, North-Eastern Health Board	
Marie Keane	Director of Nursing, Beaumont Hospital, Dublin	Health Services Employers Agency
Hazel Daniels	Director of Nursing, Waterford Regional Hospital	Health Services Employers Agency
Peta Taaffe	Chief Nursing Officer, Department of Health and Children, Dublin	Department of Health and Children

¹ Posts held by members of the National Council may have changed following their appointment.

Bernard Carey	Principal Officer, Nursing Policy Division, Department of Health and Children, Dublin	
Teresa Cody (from January 2001)	Assistant Principal Officer, Nursing Policy Division, Dept of Health and Children, Dublin	Department of Health and Children
Kieran Feely (from April 2003)	Principal Officer, Nursing Policy Division, Department of Health and Children, Dublin	
Simonetta Ryan (from April 2005)	Principal Officer, Nursing Policy Division, Department of Health and Children, Dublin	
Michael Boland	Director, Postgraduate Resource Centre, Irish College of General Practitioners, Dublin	Medical Practitioner
Pearl Treacy	Professor of Nursing, School of Nursing and Midwifery, University College, Dublin	Third-Level Institutions (National University of Ireland)
Cecily Begley	Director, School of Nursing and Midwifery Studies, Trinity College, Dublin	Third-Level Institutions (non- National University of Ireland)
Gerry McTaggart	Director of Nursing Studies, School of Science, Dundalk Institute of Technology	Third-Level Institutions (Institute of Technology/ Regional Technical College sector)

Term of Office: 2005 to 2009¹

Laraine Joyce	School of Healthcare Management, Royal College of Surgeons in Ireland	Chairperson
Valerie Small	Advanced Nurse Practitioner (Emergency), St James' Hospital, Dublin	General Nursing
Maura Nash	Chief Executive, COPE Foundation, Cork	Mental Handicap/Intellectual Disability Nursing
Brendan Byrne	Director of Nursing, Carlow-Kilkenny Mental Health Services	Psychiatric Nursing
Antoinette Doocey	Regional Director of Governance, Planning and Evaluation, Primary, Community and Continuing Care National Team, Health Service Executive	Public Health Nursing
Aveen Murray	Head of Clinical Services, Our Lady's Hospice, Harold's Cross, Dublin	Sick Children's/Children's Nursing
Patrick Hume	Area Co-ordinator, Services for Older People, Health Service Executive (North-West), Letterkenny	Care of the Elderly
Jacqueline Burke	Lecturer, School of Nursing, Midwifery and Health Systems, University College, Dublin	Nurse Tutor

¹ Posts held by members of the National Council may have changed following their appointment.

Mary Brosnan	Assistant Director of Nursing and Midwifery, National Maternity Hospital, Dublin	Midwifery
Anne Carrigy	President, An Bord Altranais	An Bord Altranais
Eileen Kelly	Director, Centre of Nurse Education, Cork University Hospital	An Bord Altranais
Jim Brown	Director, Nursing and Midwifery Planning and Development Unit, Health Service Executive (North-Western Area)	Senior Nurse Manager
Marie Keane	Director of Nursing, Beaumont Hospital, Dublin	Health Service Executive (Employers Agency)
Hazel Daniels	Director of Nursing, Waterford Regional Hospital	Health Service Executive (Employers Agency)
Mary McCarthy	Chief Nursing Officer, Department of Health and Children, Dublin	Department of Health and Children
Sheila O'Malley (from April 2008)	Chief Nursing Officer, Department of Health and Children, Dublin	
Simonetta Ryan	Principal Officer, Nursing Policy Division, Department of Health and Children, Dublin	Department of Health and Children
Tony Morris (from February 2006)	Principal Officer, Nursing Policy Division, Department of Health and Children, Dublin	
David Whitford	Senior Lecturer in General Practice, Mercer's Medical Centre, Dublin	Medical Practitioner
Pearl Treacy	Professor of Nursing, School of Nursing, Midwifery and Health Systems, University College, Dublin	Third-Level Institutions (National University of Ireland)
Bernie Quillinan	Head of School of Nursing, University of Limerick	Third-Level Institutions (non- National University of Ireland)
Siobhan O'Halloran	Head of School of Nursing, Midwifery and Applied Sciences, Dundalk Institute of Technology	Third-Level Institutions (Institute of Technology/ Regional Technical College sector)

Members of the National Council from 30 November 2009 - Appointed by Ms Mary Harney, TD, Minister for Health and Children

Dr Laraine Joyce

Ms Valerie Small

Ms Maura Nash

Mr Brendan Byrne

Ms Antoinette Doocey

Ms Aveen Murray

Mr Patrick Hume

Ms Jacqueline Burke

Ms Mary Brosnan

Ms Anne Carrigy

Ms Marie Keane

Ms Sheila O'Malley

Mr Tony Morris

Prof Pearl Treacy

Ms Bernie Quillinan

Dr Siobhan O'Halloran

Ms Maureen Kington

Dr Gary Brown

Dr Ailís Ni Riain

Ms Marie Tighe

Introduction

Since the office of the National Council opened in 2001, the organisation has been highly productive in terms of meeting the brief set out for it by the Commission on Nursing and completing its mission. The publication of the national health strategy *Quality and Fairness – A Health System for You* (Department of Health and Children) in 2001 and the launch of the health service reform programme two years later have seen the National Council adapting promptly and efficiently to the demands of an evolving health service and system. Patient safety, high-quality service and person-centred care have always at the heart of nursing and midwifery care, but these concepts have become more conspicuous in the international and national healthcare rhetoric over the last ten years. It is in this context that the main foci and core components of the National Council's work evolved into the clinical career pathway; providing guidance for and facilitating the practice environment and healthcare services; supporting continuing professional development; supporting the use of evidence in practice; and communication with and dissemination of information among the nursing and midwifery professions. In the last ten years the National Council has produced over fifty documents (not including its regular newsletter and annual reports) that clearly demonstrate these core components. The numerous research reports, position papers, discussion papers, resource packs, framework documents and handbooks have been distributed, acted upon and cited in Ireland and abroad. They are the sum of many parts: the interests and needs of nurses and midwives working in all grades and sectors, evidence for practice and healthcare policy, to name but a few. They reflect the changes that have taken place in Ireland and their impact on the health system as a whole and on nurses and midwives in particular.



Produced to serve the interests of nurses and midwives in Ireland, especially those in front-line roles, the documents are also a record of the dedication and innovative thinking of the members and executive staff of the National Council. Since their appointment in 1999, the Council members have been generous and enthusiastic in their efforts to ensure the organisation's credibility and success. They have provided useful and insightful commentary on the work of the National Council in general. In the context of this document (i.e., a celebration of and showcase for the publications of the National Council), they gave feedback while many of the reports, position papers, discussion papers and resource packs were being prepared for publication, thereby assuring their relevance to the intended audience. The executive staff at the National Council comprises nurses and midwives from different professional backgrounds and with different talents and expertise. They have benefited from the many opportunities that have been presented by the development of the health service in the last decade and have collaborated with their colleagues working in local, regional, national and international services. Over the years many valuable relationships and networks have developed across these services and with the higher education sector, the outcome of which has been the proliferation of relevant publications and resources and the development of new services. These developments have helped to ensure that nurses and midwives throughout the country have also

The Mission Statement of the National Council

"The purpose of the Council is to promote and develop the professional role of nurses and midwives in partnership with stakeholders in order to support the delivery of quality nursing and midwifery care to patients/clients in a changing healthcare environment."

benefited from the resources and opportunities that have become available.

The intention of the Commission on Nursing in advocating the establishment of the National Council was to promote and ensure support for the continuing professional development and continued competence of nurses and midwives in Ireland, not just for sake of it, but in order to copperfasten the contribution of the two professions to the highest standards of person-centred patient/client care. The National Council has worked in accordance with the blueprint provided by the Commission, but has adapted it in response to and in recognition of new opportunities and resources. The level and nature of the National Council's channels of communication with the professions have set new standards. In terms of face-to-face contact, the annual national conference, the regional meetings and seminars have brought together nurses and midwives of all grades and from different settings as contributors and participants, allowing for sharing and cross-fertilisation of ideas and practice development. At the same time, the National Council has become adept at using electronic information systems and information technology to ensure as wide a dissemination of its document and resources as possible, namely through its website and through electronic networking.

Not all the work of the National Council can be captured in the pages of reports and leaflets, but this review of over fifty publications is an attempt to draw together the main strands of ten years of service to nursing, midwifery and healthcare. *Publications – Leadership, Guidance and Evidence for Best Practice* draws upon *Review of Achievements, 1999-2009*, which was produced to mark the tenth anniversary of the establishment of the National Council. The timeline on pages iv and v provides an overview of the activities of the National Council since it was set up and of the events that have influenced these activities. It also sets the context in which the publications were written and produced. A summary and a chronological list of the National Council's publications are also provided in Appendices 1 and 2 respectively.

CHAPTER 1

The National Council: Activities and Achievements from 1999 to 2010

The year 2009 was the tenth anniversary of the establishment of the National Council. To mark the occasion the Council published a full account of its achievements and the factors contributing to these achievements in a document entitled *Review of Achievements, 1999-2009*. This section of the current document presents an abridged account of the first chapter of that Review in order to illustrate the context in which all the National Council's work has been undertaken and all its documents have been produced and published.



The Establishment of the National Council

The publication of the *Report of the Commission on Nursing* in September 1998 heralded a new direction for nursing and midwifery in Ireland (Government of Ireland 1998). As he launched the report, the former Minister for Health and Children, Mr Brian Cowen, TD, emphasised the commitment of the Department of Health and Children (DoHC) and the Government to implementing the recommendations of the report in full. Among these recommendations were several concerning the establishment of the National Council for the Professional Development of Nursing and Midwifery and the development of the clinical career pathway for nursing and midwifery. The National Council was established in 1999 following the implementation of Statutory Instrument No 376 (1999) (See Box 1.1) and its members were appointed by the Minister. The twenty members represented, *inter alia*, nursing, midwifery, the Nursing Policy Division of the DoHC, the former Health Service Employers' Agency, An Bord Altranais and third-level education institutions (see the lists of National Council members in the front matter of this document).

Box 1.1. The Role and Functions of the National Council as Stated in Section 4 of Statutory Instrument No 376 (*The National Council for the Professional Development of Nursing and Midwifery (Establishment) Order, 1999*) and Identified by the Commission on Nursing

- To monitor the on-going development of nursing and midwifery specialities, taking into account changes in practice and service need;
- To formulate guidelines for the assistance of health boards and other relevant bodies in the creation of specialist nursing and midwifery posts;
- To support additional developments in continuing nurse education by health boards and voluntary organisations;
- To assist health service providers by setting guidelines for the selection of nurses and midwives who might apply for financial support in seeking opportunities to pursue further education;
- To publish an annual report on its activities, including the disbursement of monies by the Council.

The inaugural meeting of the National Council took place in the offices of the Nursing Policy Division on 17th January, 2000 and was chaired by the Executive Chairperson, Mr Liam Dunbar. The original mission statement of the National Council was as follows: "The Council exists to promote and develop the professional role of nurses and midwives in order to ensure the delivery of quality nursing and midwifery care to patients/clients in a changing healthcare environment."¹ Guided by the Chief Nurse, Ms Peta Taaffe, a working group was quickly established to supply a definition of the clinical nurse/midwife specialist (CNS/CMS) role and to outline the immediate, intermediate and future clinical career pathways for CNS/CMS post-holders. This group also developed the definition of advanced nurse/midwife practitioner (ANP/AMP) roles. The formative work of the National Council was conducted in the Nursing Policy Division at the DoHC in 2000, in which year

¹The mission statement was changed in 2007 to: "The purpose of the Council is to promote and develop the professional role of nurses and midwives in partnership with stakeholders in order to support the delivery of quality nursing and midwifery care to patients/clients in a changing healthcare environment."

the first CNS post and post-holder were approved. During this time, recruitment of the Chief Executive Officer, the Head of Professional Development and Continuing Education, and the Professional Development Officers took place, and the majority of the executive staff took up their posts the following year.

A New Millennium, A New Way of Working

The National Council's mission statement clearly influenced the way which in which the organisation carried out its statutory roles and functions, decided upon its strategic goals and developed the policies necessary to achieve these goals. Eventually the work of the Council was distilled into a number of interconnected core and ancillary activities: the clinical career pathway; providing guidance for and facilitating the practice environment and healthcare services; supporting continuing professional development; supporting the use of evidence in practice; and communication with and dissemination of information among the nursing and midwifery professions (see Figures 1.1 and 1.2). Many changes have taken place in Ireland and in Irish society since that mission statement was devised, not only in relation of nursing, midwifery and healthcare, but also in relation to the ways in which public and private sector agencies and organisations perform their roles and functions. The National Council has taken (and continues to take) all reasonable steps to ensure that its conduct and systems comply with all relevant legislation, governance structures and/or best practice guidance. (These steps are enumerated in more detail in *Review of Achievements, 1999-2009*.)

Figure 1.1. The Core and Ancillary Functions of the National Council. Source: *Review of Achievements, 1999-2009*

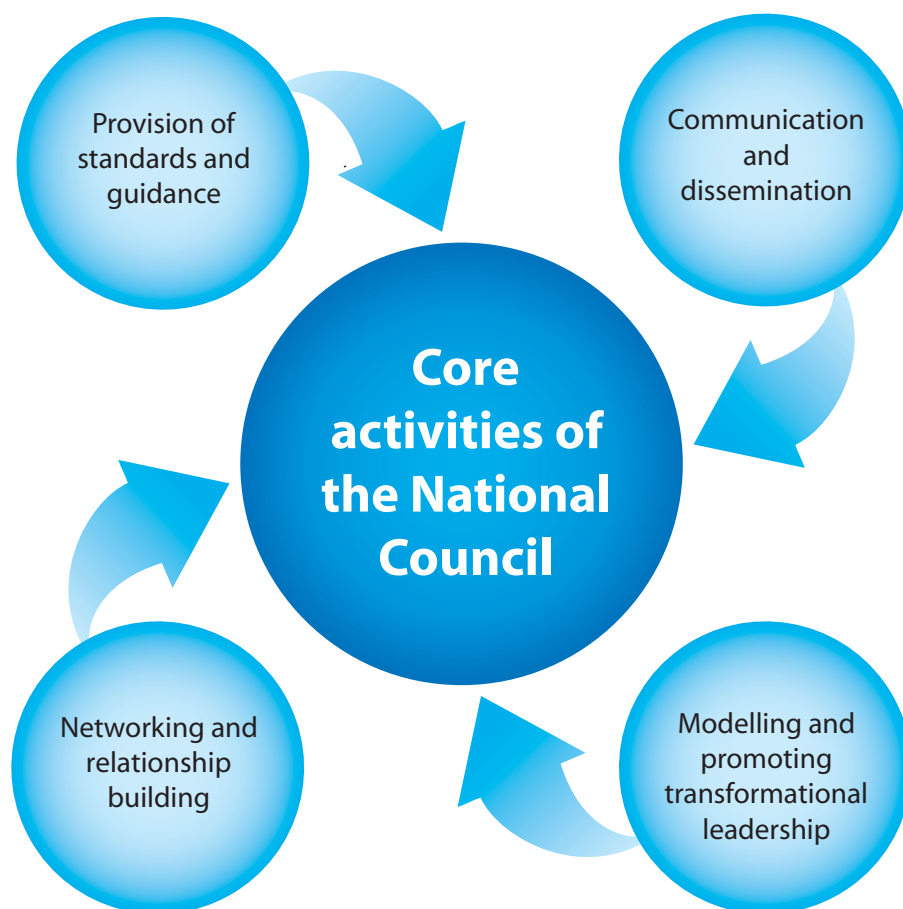
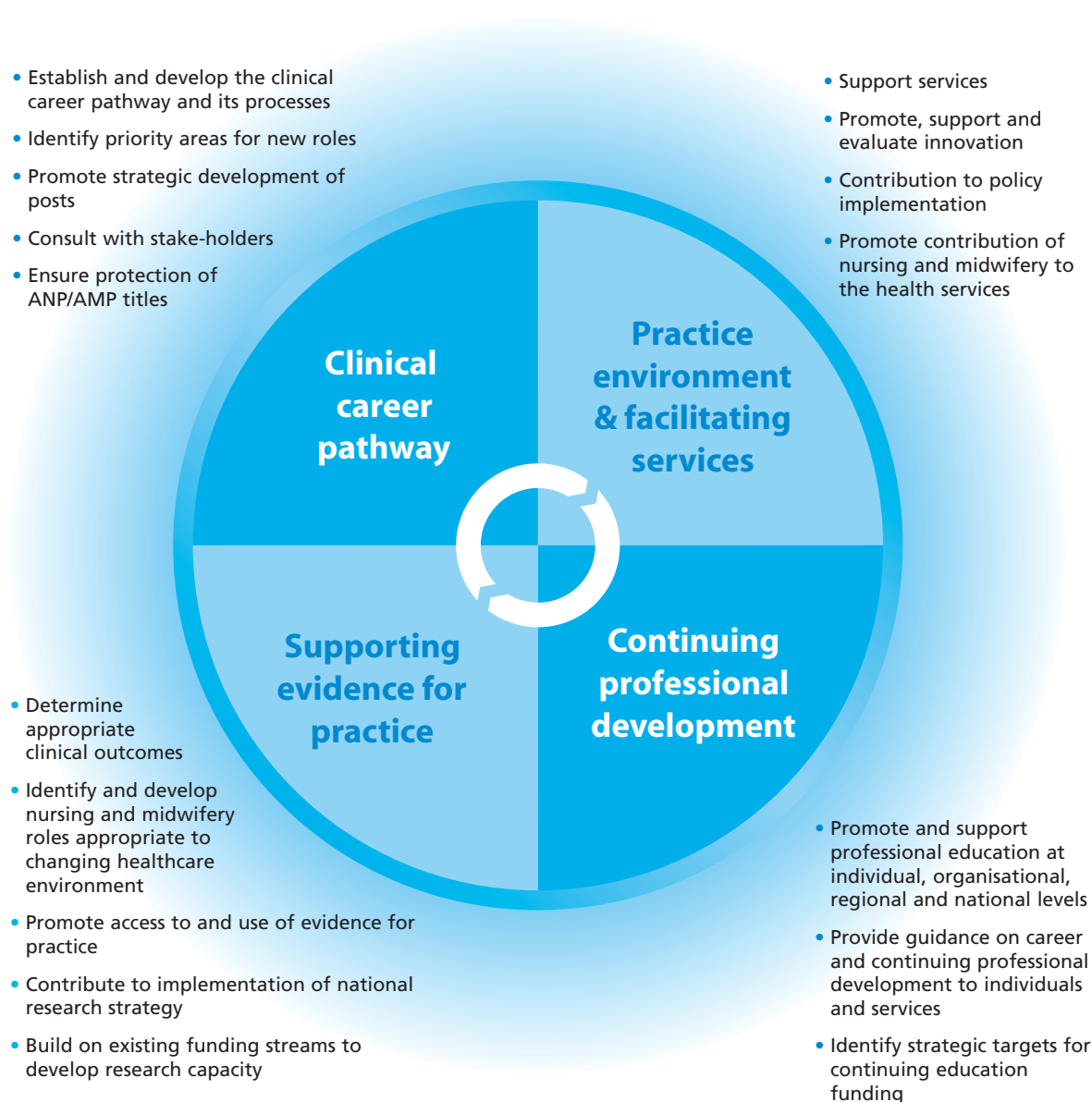


Figure 1.2. The Core Activities of the National Council. Source: *Review of Achievements, 1999-2009*

As well as ensuring that its work conforms to best practice elsewhere, the National Council has achieved its goals efficiently, in a timely manner and with due diligence through the judicious use of committees and sub-committees (see Box 1.2). The organisation's approach to its various functions and tasks has always been characterised by openness, transparency and inclusiveness, and has been informed by taking a global and strategic perspective on developments taking place in and affecting healthcare. Co-operation and collaboration have been crucial to the National Council's achievements, whether these have taken place with individual nurses and midwives (e.g., providing individual career advice or guidance on planning projects), with other organisations and agencies (e.g., participation in cross-sector research projects), or at local, regional, national and international levels. This approach has resulted in much more than the creation and development of the clinical career pathway. There has always been an inherent capacity in individual nurses and midwives and within groups of nurses and midwives to think and act creatively in the best interests of patients and healthcare service users. The National Council has drawn on this capacity and on its own resources and facilitated its various stake-holders to do so too, as evidenced by the vast array of local, regional, national and international projects funded and/or participated in. It has been particularly fortunate in the members of its Council –

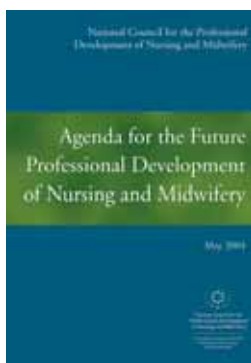
nurses, midwives and personnel from the Department of Health and Children – who have worked with the executive staff to assure the quality of its output. The healthcare system as a whole has benefited from the capacity for implementing policy, integrating evidence into practice and providing transformational leadership that has been built within the nursing and midwifery workforce with the support of the National Council. Ultimately and most importantly, patients and health service users have been the main beneficiaries.

Box 1.2. The Committees of the National Council

TITLE	ROLE
Audit and Risk Management Committee	Provides an independent assessment of the integrity of the financial controls in place to identify and manage any risks
Advanced Nurse Practitioner and Advanced Midwife Practitioner Portfolio - Standards and Criteria Committee	Makes recommendations regarding the suitability or otherwise of candidates for advanced nurse/midwife practitioner posts
Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts - Standards and Criteria Committee	Makes recommendations regarding the suitability or otherwise of advanced nurse/midwife practitioner posts
Continuing Education Committee	Makes recommendations regarding the suitability or otherwise of applications for continuing education grants
Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Committee	Deliberates on matters pertaining to the clinical career pathway

Guidance for Nurses and Midwives

Front-line nurses and midwives constitute the largest proportion of direct healthcare providers and as such require support to deliver professional care and services to the standards expected by the public. The National Council has provided evidence-based guidance in line with nurses' and midwives' expressed needs and tempered by developments taking place in the wider health system, both in Ireland and abroad.



The *Agenda for the Future Professional Development of Nursing and Midwifery* (2003) is based on a comprehensive and representative national consultation with nurses and midwives working in all types of workplace and settings. Using the recommendations of the Commission on Nursing as its starting platform, the National Council took a panoramic view of the prevailing healthcare environment. This view included the development of the scope of nursing and midwifery practice framework, evidence-based health policy, innovation in post-registration and postgraduate nursing and midwifery education, and changing demographics and epidemiology, as well as the opportunities arising from the new era of greater prosperity in Ireland. Topics and issues specifically affecting general, children's, intellectual disability and mental health nursing and midwifery were identified in order to ensure that the National Council could provide coherent and consistent guidance.

Many nurses and midwives who took part in the consultation process indicated that while they would prefer to remain in front-line service, they would welcome accessible continuing professional development (CPD) activities aimed at enhancing the clinical and other skills needed for effective care delivery and high levels of job satisfaction. This finding was echoed in the *Report on the Continuing Professional Development of Staff Nurses and Staff Midwives* (2004) published the following year, giving rise to the conclusion that nurses and midwives recognised the importance of CPD to their ongoing clinical competence, notwithstanding concerns about equity of access to CPD and other aspects of the CPD activities then on offer.



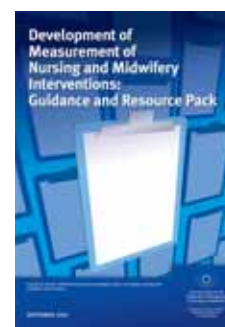
Given these findings, it is not surprising that the National Council's *Guidelines for Portfolio Development for Nurses and Midwives* (2003, 2006 and 2009) have proven to be so popular, especially as they have facilitated nurses and midwives in Ireland to identify their career goals and personal development needs within the context of the Irish health system, as well as providing a format for demonstrating achievement and progress. Published in paper and electronic formats, the second edition reflected the changes taking place in the administrative structures within the Irish health service. This edition was also the basis for the development of an electronic portfolio for nurses and midwives studying at the Royal College of Surgeons in Ireland. The most recent edition of the National Council's guidelines was particularly influenced by the establishment of prescriptive authority for nurses and midwives and heightened awareness of patient safety.

As well as providing guidance on personal development, the National Council has sought to clarify complex healthcare topics and make them relevant to front-line nurses and midwives in Ireland. Examples of this are *Improving the Patient Journey: Understanding Integrated Care Pathways* (2006), *Development of Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack* (2006), *Clinical Supervision - A Structured Approach to Best Practice* (2008), *Guidance on the Adaptation of Clinical Practice Guidelines: Getting Evidence into Practice* (2009) and *Clinical Outcomes* (2010).

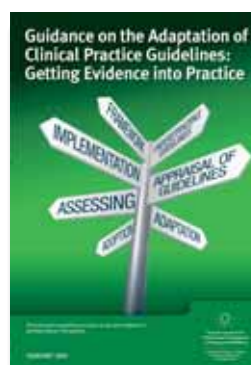


Improving the Patient Journey (2006) was produced by the National Council with a view to promoting the use of integrated care pathways (ICPs) by nurses and midwives in Ireland and thereby improving the patient's journey within the reforming health system. The international literature indicates that there are many benefits arising from the use of ICPs. For example, explicit standards of care and/or intervention help to streamline processes and reduce the variation in treatment and patient outcomes; and monitoring of patients' progress against pre-established outcomes allows clinical analysis of care practices and results, thereby optimising professional accountability. The emphasis throughout *Improving the Patient Journey* is on providing clear, practical, step-by-step guidance to nurses and midwives working within the Irish healthcare environment in relation to developing and introducing ICPs, forming inter-/multi-disciplinary workgroups, designing ICPs, process mapping and analysing variation. The development of the document was informed by consultation with reputable professionals with expertise in and/or experience of implementing this concept in Ireland.

Development of Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack (2006) builds upon the research undertaken for *An Evaluation of the Extent of Measurement of Nursing and Midwifery Interventions in Ireland* (2006) and was intended to give assistance to those nurses, midwives and services coming to grips with the challenges of determining what interventions to select and assess. Guidance is given in a question and answer format, and resources relating to nursing, midwifery and healthcare interventions and outcomes, quality improvement and assurance topics are identified and briefly described. Four years later the National Council updated the guidance provided in a discussion paper on clinical outcomes. The achievement of desirable clinical outcomes has become an integral aim of healthcare provision and service delivery both in Ireland and abroad, and this has implications for how different disciplines and grades of staff work together as members of uni- or multi-disciplinary teams within and across healthcare settings. The purpose of this discussion paper is to provide an update on topics and issues relating to nursing and midwifery interventions following the publication of the resource pack and to prompt discussion about and reflection upon the complex environment in which nurses and midwives work today.



The National Council's first discussion paper *Clinical Supervision – A Structured Approach to Best Practice* (2008) was written for the purpose of illuminating what was known about clinical supervision and its application within nursing and midwifery practice, as it is widely recognised as contributing to nurses' and midwives' clinical practice development. The discussion paper identifies the organisational and individual factors that promote the successful implementation of clinical supervision, illustrated by three case studies derived from programmes funded by the National Council and focusing on the experiences and perspectives of an adult mental health service, clinical nurse specialists, and directors of nursing/midwifery.



Building a Culture of Patient Safety: Report of the Commission on Patient Safety and Quality Assurance (Department of Health and Children, 2008) was a landmark document highlighting the need for enhanced clinical effectiveness in the Irish health system. The National Council's baseline survey of Irish nursing and midwifery research activity published in 2006 had pointed to the need for evidence-based clinical guidelines, a vital component of clinical effectiveness. These two findings contributed to the publication of *Guidance on the Adaptation of Clinical Practice Guidelines: Getting Evidence into Practice*. This document contains an overview of the policy context for evidence-based practice and clinical effectiveness and outlines some relevant considerations for developing guidelines. The AGREE (Appraisal of Guidelines, Research and Evaluation) instrument for evaluating the methodological quality of clinical practice is cited; Graham and Harrison's (2005) ten-step framework for evaluating and adapting high-quality guidelines is explained and resources such as sample guidance

documents and websites are included in the appendices.

To be published later this year, a clinical competency toolkit is under development as part of a research project commissioned by the National Council. Pilot testing of the toolkit commenced in August 2010 at fourteen clinical sites around the country which are representative of general, intellectual disability, public health, psychiatric, children's nursing and midwifery. It is intended that the toolkit will assist service managers, nurses and midwives in determining and/or attaining necessary clinical competencies through the use of step-by-step guides, "handy hints" and other material. (It is not intended as a component of any maintenance of professional competence activities that may be required by An Bord Altranais.)

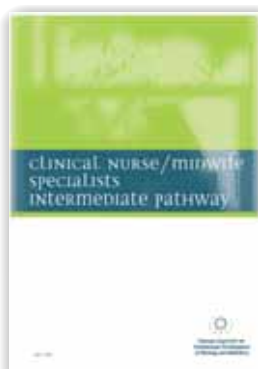
Guidance in Developing Clinical Nurse/Midwife Specialist Roles

In 1980 the Working Party on General Nursing first noted the need to develop "specialist nurses" in order to enhance the quality of nursing care. It also remarked on the need for nurses to be able to pursue a career in clinical nursing (Department of Health, 1980, *Working Party on General Nursing Report*, p67). The existence of clinical nurse specialist (CNS) and clinical midwife specialist (CMS) roles in Ireland was later acknowledged by the Commission on Nursing (Government of Ireland, 1998, *Report of the Commission on Nursing: A Blueprint for the Future*), which also remarked upon the need for "a coherent approach to the programme of specialisation and the development of a clinical career pathway in nursing and midwifery" (para 6.59, p111). In line with the recommendations of the Commission, the National Council and the regional nursing and midwifery planning and development units (NMPDUs) were established in the early years of the twenty-first century. The original definition of and criteria for CNS/CMS posts and post-holders under the immediate pathway were devised in 2000 by members of National Council, as were the application processes and procedures. The executive staff took up their posts from January 2001 and have developed these processes and procedures as their experience and expertise in these matters have increased.

The documents listed in Box 3.1 were published by the National Council for the purpose of clarifying CNS and CMS roles and illustrating how these roles might be developed further. Numbers 1, 2, 5, 9 and 14 contain the definition and core concepts of the clinical specialist role, as well as

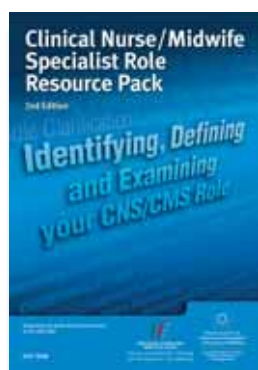
BOX 3.1 CLINICAL NURSE/MIDWIFE SPECIALIST PUBLICATIONS, 2001-2010

1. *CNS/CMS - Intermediate Pathway* (April 2001)
2. *Aid to Developing Job Descriptions/Profiles for Clinical Nurse/Midwife Specialist Posts* (July 2001)
3. *Guidelines on the Development of Courses Preparing Nurses and Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners* (May 2002)
4. *An Evaluation of the Effectiveness of the Role of the Clinical Nurse/Midwife Specialist* (January 2004)
5. *Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts - Intermediate Pathway (2nd edn)* (November 2004)
6. *Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Emergency Departments. Position Paper* (April 2005)
7. *Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts* (September 2005)
8. *Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Intellectual Disability Nursing. Position Paper No 2* (November 2006)
9. *Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts - Intermediate Pathway (3rd edn)* (April 2007)
10. *Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Older Persons Nursing. Position Paper No 3* (April 2007)
11. *Enhanced Nursing Practice in Emergency Departments. Position Paper No 4* (April 2008)
12. *Profiles of Advanced Nurse/Midwife Practitioners and Clinical Nurse/Midwife Specialists in Ireland* (April 2008)
13. *Clinical Nurse/Midwife Specialist Role Resource Pack (2nd edn)* (June 2008; with NMPDU, HSE (South))
14. *Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts - Intermediate Pathway (4th edn)* (November 2008)
15. *Advanced Midwifery Practice. Position Paper No 5* (November 2008)
16. *Profiles of Advanced Nurse/Midwife Practitioners and Clinical Nurse/Midwife Specialists in Ireland (2nd edn)* (February 2010)



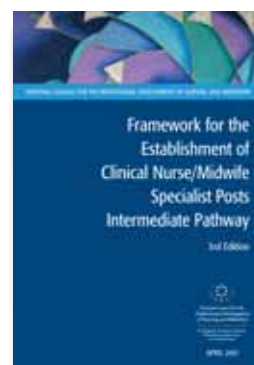
information about the criteria for the posts and post-holders. In addition to being published as a stand-alone document, the content of *CNS/CMS - Intermediate Pathway* was published in the first two issues of the National Council's newsletter (Spring and Summer 2001). *Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts - Intermediate Pathway* (2nd edn; 2004) incorporated the *Aid to Developing Job Descriptions/Profiles for Clinical Nurse/Midwife Specialist Posts* published in July 2001, an updated application form and a financial approval form. The third edition, which was published in 2007, introduced the requirement for post-holders who did not hold a National Framework of Qualifications level-8 qualification to give a contractual undertaking to attain this qualification within three years. In 2008 the fourth edition flagged the National Council's decision to introduce the requirement for post-holders to have already attained a level-8 (or higher) post-registration before taking up a CNS or CMS post. Details of these documents and other relevant updates were published in the National Council's newsletter.

An early evaluation of CNS and CMS roles (*An Evaluation of the Effectiveness of the Role of the Clinical Nurse/Midwife Specialist*, 2004) demonstrated that CNSs and CMSs were becoming widely accepted within the Irish health service. Building on the findings of this evaluation, *Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts* (2005) and five position papers (6, 8, 10, 11 and 15 in Box 3.1) provided guidance to nurses, midwives and service managers on determining the need for CNS or CMS posts within individual organisation. The *Clinical Nurse/Midwife Specialist Role Resource Pack* (2008) contains resources aimed at assisting post-holders to master their roles and to demonstrate their contribution to enhanced patient/client care. A major two-year project commissioned by the National Council is currently underway, the purpose of which is to evaluate the clinical outcomes and economic implications of CNS/CMS and advanced practice roles. The final report on this project is due to be published at the end of 2010.



Beginning in 2002 the National Council ran a series of articles in its newsletter about the roles and work of CNSs and CMSs in different types of services and different parts of the country. The first of these featured a CMS in lactation at the National Maternity Hospital, Dublin (*National Council Newsletter*, Summer 2002); the most recent featured a CNS in sexual assault and forensic examination at the Midlands Regional Hospital, Mullingar (*NCNM Review*, Autumn/Winter 2009). The two editions of *Profiles of Advanced Nurse/Midwife Practitioners and Clinical Nurse/Midwife Specialists* in Ireland (2008 and 2010) provided a further showcase for CNS and CMS roles, illustrating how they have been developed in a wide variety of healthcare settings in line with service needs and in the interests of high-quality, integrated patient/client care.

Details of the number of clinical nurse/midwife posts from 2001 to the present have been recorded in the National Council's annual reports.



CHAPTER 4

Guidance in Developing Advanced Nurse/Midwife Practitioner Roles

The Commission on Nursing (Government of Ireland, 1998, *Report of the Commission on Nursing: A Blueprint for the Future*) noted the need for "a coherent approach" to the development of a clinical career pathway in nursing and midwifery" (para 6.24, p104). In line with the recommendations of the Commission, the National Council and the regional nursing and midwifery planning and development units (NMPDUs) were established in the early years of this decade. The original definition of and criteria for advanced nurse practitioner (ANP) and advanced midwife practitioner (AMP) posts and post-holders were devised in 2000 by members of National Council, as were the application processes and procedures. The executive staff took up their posts from January 2001 and subsequently developed these processes and procedures.

The documents listed in Box 4.1 were published by the National Council between 2001 and 2010. Numbers 1, 3, 8, 12, 13 and 14 contain the definition and core concepts of the advanced practitioner role, as well as information about the criteria for the posts and post-holders. In addition to being published as a stand-alone document, the content of *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* was published in the second and third issues of the National Council's newsletter (Summer and Autumn 2001). *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (2nd edn; 2004) brought enhanced clarity to the relevant processes through the inclusion of more detailed templates for job

BOX 4.1 ADVANCED NURSE/MIDWIFE PRACTITIONER PUBLICATIONS, 2001-2010

1. *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (May 2001)
2. *Guidelines on the Development of Courses Preparing Nurses and Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners* (May 2002)
3. *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (2nd edn) (July 2004)
4. *Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Emergency Departments. Position Paper* (April 2005)
5. *A Preliminary Evaluation of the Role of the Advanced Nurse Practitioner* (September 2005)
6. *Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts* (September 2005)
7. *Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Intellectual Disability Nursing. Position Paper No 2* (November 2006)
8. *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (3rd edn) (February 2007)
9. *Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Older Persons Nursing. Position Paper No 3* (April 2007)
10. *Enhanced Nursing Practice in Emergency Departments. Position Paper No 4* (April 2008)
11. *Profiles of Advanced Nurse/Midwife Practitioners and Clinical Nurse/Midwife Specialists in Ireland* (April 2008)
12. *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (4th edn) (January 2008)
13. *Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners* (January 2008)
14. *Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners* (2nd edn) (November 2008)
15. *Advanced Midwifery Practice. Position Paper No 5* (November 2008)
16. *Profiles of Advanced Nurse/Midwife Practitioners and Clinical Nurse/Midwife Specialists in Ireland* (2nd edn) (February 2010)

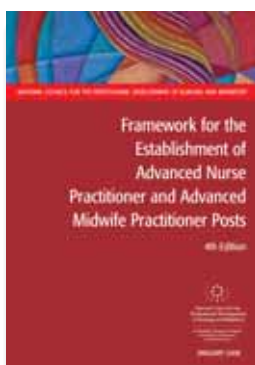
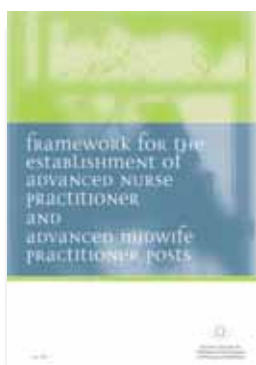
descriptions, site preparation and demonstrating competency attainment. The third edition, which was published in 2007, was informed by the National Council's preliminary evaluation of ANP roles, consultation with key stake-holders and developments taking place as part of the national health service reform programme. In 2008 the fourth edition contained the definition and core concepts of advanced practice roles, post and financial approval forms, and templates for organisational applications, job descriptions and site preparation. Details of the processes and criteria relating to the accreditation and re-accreditation of ANPs and AMPs were published in a separate document, a second edition of which was published in November 2008. Details of these documents and other relevant updates were published in the National Council's newsletter.



A preliminary evaluation of ANP roles (*A Preliminary Evaluation of the Role of the Advanced Nurse Practitioner*, 2005) demonstrated that they had been successfully introduced within the Irish health service. Building on the findings of this evaluation, *Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts* (2005) and the five position papers listed in Box 3.1 (6, 8, 10, 11 and 15) provided guidance to nurses, midwives and service managers on determining the need for ANP or AMP posts within individual organisations. Separate guidance on the development of portfolios for ANPs and AMPs was published in the two later editions of *Guidelines for Portfolio Development for Nurses and Midwives* (2006 and 2009). A major two-year project commissioned by the National Council is currently underway, the purpose of which is to evaluate the clinical outcomes and economic implications of ANP/AMP roles and clinical specialist roles. The final report on this project is due to be published at the end of 2010.

Beginning in 2002 the National Council's newsletter has included articles about individual ANPs and overviews of the work involved in establishing ANP posts. The first of these featured an ANP in emergency nursing at St James' Hospital, Dublin (*National Council Newsletter*, Autumn 2002); the most recent featured an international perspective on evaluating advanced practice roles (*NCNM Review*, Spring/Summer 2010). The two editions of *Profiles of Advanced Nurse/Midwife Practitioners and Clinical Nurse/Midwife Specialists in Ireland* (April 2008 and February 2010) provided a further showcase for ANP and AMP roles, illustrating how they have been developed in a wide variety of healthcare settings in line with service needs and in the interests of high-quality, integrated patient/client care.

Details of the number of ANP and AMP posts from 2001 to the present have been recorded in the National Council's annual reports.



Supporting Evidence for Practice

The national agenda for nursing and midwifery research in the years 2003 to 2008 was set by the Department of Health and Children in the *Research Strategy for Nursing and Midwifery in Ireland* (2003). Acting upon the first recommendation contained in the strategy, the National Council identified fifty priorities for nursing

and midwifery research (*Nursing and Midwifery Research Priorities for Ireland*, 2005). Key research topics included outcomes of care delivery, staffing issues, input into policy and decision-making, and research-based practice. A second study (*Report on the Baseline Survey of Research Activity in Irish Nursing and Midwifery*, 2006) was conducted simultaneously by the National Council, also on foot of the national research strategy. This study provided an overview of nursing and

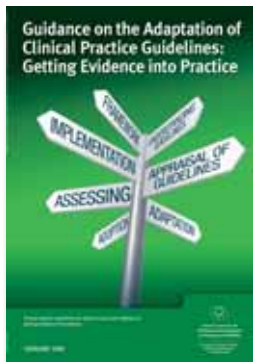
midwifery research carried out prior to the national strategy, thereby forming a baseline from which a more co-ordinated and strategic approach to research could be taken during the lifetime of the strategy. The National Council's research development officer conducted the evaluation and review of the attainments of the strategy (Department of Health and Children, *Research Strategy for Nursing and Midwifery in Ireland, 2003-2008: Review of Attainments*, 2009), which clearly



BOX 5.1 SUPPORTING EVIDENCE FOR PRACTICE, 2001-2010

1. *Agenda for the Future Professional Development of Nursing and Midwifery* (May 2003)
2. *Evaluation of the Effectiveness of the Clinical Nurse/Midwife Specialist* (January 2004)
3. *Report on the Continuing Professional Development of Staff Nurses and Staff Midwives* (May 2004)
4. *An Evaluation of the Extent and Nature of Nurse-Led/Midwife-Led Services in Ireland* (April 2005)
5. *Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products* (June 2005) (with An Bord Altranais)
6. *Agenda for the Future Professional Development of Public Health Nursing* (June 2005)
7. *Nursing and Midwifery Research Priorities for Ireland* (June 2005)
8. *A Preliminary Evaluation of the Role of the Advanced Nurse Practitioner* (September 2005)
9. *The Development of Joint Appointments: A Framework for Irish Nursing and Midwifery* (September 2005)
10. *Report on the Baseline Survey of Research Activity in Irish Nursing and Midwifery* (February 2006)
11. *All-Ireland Practice and Quality Development Database: A Guide to Sharing Practice and Quality Developments with other Colleagues* (June 2006) (with the Northern Ireland Practice and Education Council for Nursing and Midwifery)
12. *An Evaluation of the Extent of Measurement of Nursing and Midwifery Interventions in Ireland* (September 2006)
13. *Development of Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack* (September 2006)
14. *Report on the Role of the Nurse or Midwife in Medical-Led Clinical Research* (November 2008)
15. *Guidance on the Adaptation of Clinical Practice Guidelines: Getting Evidence into Practice* (February 2009)
16. *A Guide to the NCM Online Research Database* (September 2009)
17. *Clinical Outcomes. Discussion Paper No 2* (June 2010)

demonstrates the role the National Council has played in progressing the aims and objectives of the research agenda.



While supporting evidence for practice is one of its core functions, the National Council has also ensured that its own strategic documents are based on evidence derived from qualitative and quantitative studies, literature reviews, consultations (see numbers 1, 3, 4, 5, 6, 7, 9, 12 and 14 in Box 5.1). In the course of developing the clinical career pathway the National Council has evaluated new roles (see numbers 2 and 8 in Box 5.1) and provided evidence for those factors that will promote the successful establishment of other roles and posts (see 4, 9 and 14 in Box 5.1 and the two service needs analysis documents published in 2005 and 2009. An in-depth evaluation of clinical nurse/midwife specialist and advanced nurse/midwife practitioner outcomes is due to be published later this year). Audit and research are explicitly stated core functions of the clinical

nurse/midwife specialist and the advanced nurse/midwife practitioner, but the National Council has produced guidance for all nurses and midwives on ensuring that their practice is evidence-based (*Improving the Patient Journey: Understanding Integrated Care Pathways* and *Guidance on the Adaptation of Clinical Practice Guidelines: Getting Evidence into Practice*) and for recording their own research activities (*Guidelines for Portfolio Development for Nurses and Midwives*).



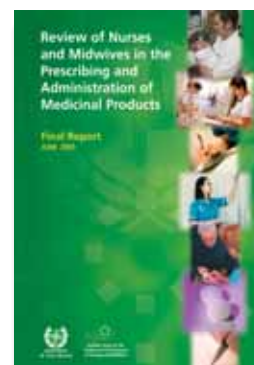
Booklets such as *All-Ireland Practice and Quality Development Database: A Guide to Sharing Practice and Quality Developments with other Colleagues* and *A Guide to the NCNM Online Research Database* have ensured that nurses and midwives can use these databases for sharing good practice and evidence.

The *Research Resource* column of the National Council's newsletter has been a regular forum for publicising projects and sharing research news with nurses and midwives since it first appeared in 2002. Items that have appeared in the *Research Resource* include research training tips, updates on the national research strategy and the Health Research Board's clinical fellowship scheme, and interviews with nurse researchers.

The work of the research development officer has been recorded in the annual reports of the National Council since 2002. Collectively, these yearly reports demonstrate the National Council's contribution to the growth in nursing and midwifery research capacity through leadership and participation in national and international projects.

Nurse and Midwife Prescribing

Of all the initiatives directly affecting nursing and midwifery over the last ten years, the establishment of prescriptive authority for the two professions has been arguably the most substantive. In 2000 the National Council and An Bord Altranais jointly drew up plans for an extensive project entitled the *Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products*. The project would include a review of existing practice in nurse and midwife prescribing, consideration of the circumstances in which nurses and midwives might prescribe, pilot testing of nurse and midwife prescribing at selected sites, and development of a framework for nurse and midwife prescribing. This project commenced in 2001 and ran for the next three and a half years, involving unprecedented levels of co-operation between national, regional and local agencies and between different professional groups. The final report on the entire project, *Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products* (National Council and An Bord Altranais, June 2005) is a record of the project activities which led to the development of five recommendations (with associated actions) concerning the continuation of and expansion of the use of medication protocols, the supply and administration of over-the-counter medication, the extension of prescriptive authority to nurses and midwives, and the implementation of those recommendations and actions.



The implementation of the recommendations and their associated actions led to a second collaboration between the National Council and An Bord Altranais. The two agencies agreed a new project plan in November 2006 involving the development of nurse and midwife prescribing education programmes and the revision of the existing professional guidance on medication management in line with changes in legislation. Now working closely with the Department of Health and Children and the newly established Office of the Nursing and Midwifery Services Director at the Health Service Executive, the National Council prepared and jointly published *The Introduction of Nurse and Midwife Prescribing in Ireland: An Overview* (2007). In 2008 the National Council and An Bord Altranais marked the closure of the nurse and midwife prescribing implementation project with the publication of the document *Final Report of the Implementation of the Review of Nurses and Midwives in Prescribing and Administration of Medicinal Products*.

Report of the Implementation of the Review of Nurses and Midwives in Prescribing and Administration of Medicinal Products.

Items on the two nurse and midwife prescribing projects have appeared in the National Council's newsletter since 2001. From 2001 to 2005, these were regular updates on the original project; from 2005 to 2009 updates on the project concerning the implementation of prescribing were published. These updates were based on information sharing between the National Council and An Bord Altranais. Since 2008 the National Council has collaborated with the Office of the Nursing and Midwifery Services Director in the Health Service Executive to disseminate information about developments that have taken place in relation to nurse and midwife prescribing since the conclusion of the implementation project.

The annual reports published between 2001 and 2008 have documented the phases and activities of the two original projects conducted jointly by the National Council and An Bord Altranais.



Communication and Dissemination

The National Council's newsletter

The National Council's newsletter has evolved in a variety of ways in order to meet the needs of its target audience. The first issue of the quarterly newsletter, *National Council Newsletter*, contained a brief description of the creation of the National Council and its functions. The members of the original Council are depicted on its cover and their respective backgrounds synthesised, as are those of the original executive staff. This issue also contains information about the immediate and intermediate clinical career pathways. The twentieth issue (Winter 2005) saw the newsletter renamed *NCNM Quarterly Review* in order to reflect the increased breadth of its content matter and purpose. The most recent name change (to *NCNM Review*) took place with the twenty-ninth issue (Spring/Summer 2008) in tandem with a decision to publish the newsletter biannually. In 2010 the *Review* was published electronically in the interests of greater efficiency, with e-mail alerts being sent to individual subscribers.



The newsletter has provided the third-level colleges, the centres for nurse and midwife education and the nursing and midwifery planning and development units around the country with a vital platform for profiling their respective projects and resources for nurses and midwives. It has also enabled nurses and midwives involved in practice development, clinical nurse and midwife specialists, and advanced nurse and midwife practitioners to showcase their roles and share their experiences, while simultaneously assessing the implications of health policy for nurses and midwives working at the front line of the health service in Ireland. A wide range of Irish and international publications have been reviewed on such topics as performance management, ethics, the history of nursing and midwifery, mental health, community nursing, child protection, and intellectual disabilities. The National Council's newsletter has also featured its own publications, as well as its contribution to the development of nursing and midwifery research in Ireland. Working in partnership with An Bord Altranais and the Health Service Executive, the National Council has also raised the profile of nurse and midwife prescribing in this country, arguably one of the most important developments for nursing and midwifery in the last decade. Since the publication of the first issue almost ten years ago, the newsletter has mirrored social, demographic and epidemiological trends and reported on topics of direct professional concern to nurses and midwives. By doing so it has become a leading resource for the two professions in Ireland.

Annual reports

As required by the Statutory Instrument entitled *The National Council for the Professional Development of Nursing and Midwifery (Establishment) Order, 1999* (SI No 376, 30 November 1999), the National Council has published an annual report on its activities and its disbursement of monies allocated to it. Not just a formal record of these activities, the annual reports chart the history of the National Council against a background of the health service reform taking place in the opening decade of the twenty-first century. It illustrates the National Council's leadership in and contribution to the clinical career pathway for



nurses and midwives, health service development, the provision of continuing education opportunities, and major projects such as the attainment of prescriptive authority for nurses and midwives and the implementation of the national strategy for nursing and midwifery research.

APPENDIX 1

Summar

Criteria and Processes for the Allocation of Additional Funding for Continuing Education by the National Council



FEBRUARY 2001

This handy one-page sheet provided a concise overview of the criteria and processes for the allocation of additional funding for continuing education. It contained the definition of continuing education recognised by the Commission on Nursing and outlined the responsibilities of the National Council and the nursing and midwifery planning and development units for the planning and provision of continuing education.

CNS/CMS - Intermediate Pathway



APRIL 2001

This document contained a brief explanation of the clinical career pathway as envisaged by the Commission on Nursing, the definition and core concepts of the clinical nurse/midwife specialist, a clear outline of the process for the approval of clinical nurse/midwife specialist posts, and the criteria for posts and post-holders.

Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts



MAY 2001

This short document contained the definition and core concepts of the advanced nurse/midwife practitioner. The process for the approval of the site preparation and job description for an advanced nurse/midwife practitioner post was clearly outlined and information was provided on the resources required to enable the post-holder to fulfil her role effectively. Criteria for post-holders were stated and the process for their accreditation was outlined. Guidelines were given in relation to the formulation of job descriptions and person specification.

Aid to Developing Job Descriptions/Profiles for Clinical Nurse/Midwife Specialists

JULY 2001

This one-sheet document was designed to complement the *CNS/CMS - Intermediate Pathway* (April 2001) and to assist the relevant healthcare personnel in the formulation of job descriptions or profiles for clinical nurse/midwife specialists.

Guidelines on the Development of Courses Preparing Nurses and Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners



MAY 2002

The early years of the twenty-first century saw many changes to the health services in Ireland, with their inevitable impact on nursing and midwifery. The move of professional nursing and midwifery education into the higher education sector also had major implications for the two professions, including the need to develop and provide appropriate postgraduate-level programmes aimed at preparing nurses and midwives for clinical specialist and advanced practitioner posts. In this publication the National Council offered guidance in relation to the development, design and evaluation of these programmes, including theoretical content, clinical placements and the assessment of participating students.

Database of Third-Level Education Courses

NOVEMBER 2001

This leaflet provides an introduction to the National Council's on-line database of third-level courses of relevance and interest to nurses and midwives.

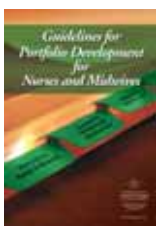
Agenda for the Future Professional Development of Nursing and Midwifery



MAY 2003

A comprehensive and representative national consultation process was conducted by the National Council with a view to benchmarking the progress made on implementing the recommendations and vision of the Commission on Nursing. Set against the health policy background of the early twenty-first century, this report contains a review of general, children's, psychiatric, intellectual disability and gerontological nursing and midwifery. It sets the agenda for debate on options, directions and actions for the future in areas such as specialised and advanced practice, research and education. Continuing professional development emerges as the predominant issue for all areas of nursing and midwifery, and is viewed as vital to developing nursing and midwifery practice in modern health services.

Guidelines for Portfolio Development for Nurses and Midwives



SEPTEMBER 2003

These guidelines are aimed at individual nurses and midwives working at the forefront of healthcare delivery, with the three-fold purpose of assisting them to identify, reflect upon and record the contribution they make to direct and indirect care. Nurses and midwives are encouraged to store records of their continuing professional development in a coherent and structured manner. They are also advised on how they might plan and achieve their individual professional goals within the context of the goals of the health service.

Guidelines for Health Service Providers for the Selection of Nurses and Midwives who might Apply for Financial Support in Seeking Opportunities to Pursue Further Education



NOVEMBER 2003

The Commission on Nursing envisaged that when established the National Council would provide guidance to health service providers in the selection of nurses and midwives who might apply for financial support when seeking opportunities to pursue further education. Accordingly, this publication was produced to assist managers of health services to carry out this function. It contains advice in

relation to policies on applying for funding, criteria for the approval of funding, eligibility of applicants, payment of fees, study leave, learning contracts, and fairness and equity.

Evaluation of the Effectiveness of the Clinical Nurse/Midwife Specialist



JANUARY 2004

Following the formalisation of clinical nurse/midwife specialist roles in Ireland, the National Council undertook an evaluation of their effectiveness involving a review of the international literature and a mixed-methods study with clinical nurse/midwife specialists and other grades of nursing and midwifery staff. The results confirmed that clinical nurse/midwife specialists had been empowered to put the core concepts of their respective roles into practice, and that their contribution to patient/client care was recognised and appreciated by their nursing and midwifery colleagues. The report contains recommendations for the future development of the specialist roles, particularly in relation to evaluation of role effectiveness, post-registration education programmes, service needs analysis, and monitoring of posts.

Report on the Continuing Professional Development of Staff Nurses and Staff Midwives



MAY 2004

In 2003 the National Council initiated a project aiming to examine continuing professional development and its relevance to staff nurses and staff midwives. A questionnaire was distributed and focus groups were held with nurses from the four divisions of the register and with staff midwives all around the country. It was found that continuing professional development and life-long learning were widely accepted as necessary for healthcare professionals in order to update and adapt their practice. The majority of the participants in the study were well motivated to participate in continuing professional development activities, but expressed concerns about equity of access to continuing education, its relevance to practice, the integration of new knowledge into practice and the range of education programmes on offer. The recommendations emerging from the study were linked with the roles of different stake-holders, namely health service providers, line managers, education providers and individual nurses and midwives.

Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts (2nd edn)



JULY 2004

Building on the original edition and the National Council's experience of handling applications for the approval of advanced practitioner posts and accreditation of post-holders, the second edition of the *Framework* brought enhanced clarity to the relevant processes through the inclusion of more detailed templates for job descriptions, site preparation and demonstrating competency attainment. Published the year after the Health Service Reform Programme was announced, this edition alludes to the exciting opportunities that could be created for advanced nursing and midwifery practice within the changing health service.

Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts - Intermediate Pathway (2nd edn)



NOVEMBER 2004

Building on the original edition and the National Council's experience of handling applications for the approval of clinical nurse/midwife specialist posts, the second edition of the *Framework* brought enhanced clarity to the process for approving posts and post-holders. The criteria for post-holders were amended to reflect the introduction of the National Framework of Qualifications (National

Qualifications Authority of Ireland, 2003). Advice was provided in relation to assessing the need for these posts and the aid to developing job descriptions and profiles first published in 2001 was updated and incorporated into this new edition.

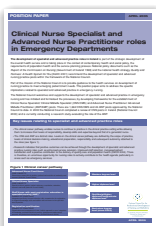
An Evaluation of the Extent and Nature of Nurse-Led/Midwife-Led Services in Ireland



APRIL 2005

The terms of reference for the study were to: examine the literature pertaining to nurse- and midwife-led services, identify the extent of such services in Ireland and to make recommendations on future areas for development of these services in Ireland. The research methodology consisted of focus group interviews, a questionnaire and a literature review. The diversity and multiplicity of the nurse- and midwife-led services already in place suggest that nurses and midwives are able to respond to patient/client need in a flexible and appropriate manner, thus enabling the development to occur within a multidisciplinary context. These initiatives have been driven by service need and a desire on the part of nurses and midwives, both at senior and clinical levels, to improve the quality of patient/client care. It is also evident that as these services develop they are being audited and measured for clinical effectiveness and patient satisfaction. It is recommended that a business plan approach is adopted to aid the development of nurse-led/midwife-led services: a template for this approach is included.

Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Emergency Departments (Position Paper)



APRIL 2005

This position paper contains a review of the progress made in establishing specialist and advanced nursing practice roles in emergency departments, including the development of postgraduate education programmes in emergency nursing. The "needs assessment" approach to determining whether such roles are required is outlined, as are the key components of role development for specialist and advanced nursing practice within emergency departments. Reference is made to the benefits of nurse prescribing in relation to medicinal products and ionising radiation.

Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products (with An Bord Altranais)



JUNE 2005

This report is the culmination of a three-and-a-half year project conducted jointly by the National Council and An Bord Altranais. It contains a review of the literature pertaining to medication management and the prescribing process, the international experience of and research into nurse prescribing, and competency frameworks. The legislative, policy and practice issues for nurse and midwife prescribing in Ireland are thoroughly explored, thus setting the context for the nurse and midwife prescribing project. The project activities (medication management seminars, revision of the existing guidance on the administration of medications, needs assessment survey, exploration of need survey and pilot site study) are outlined and the findings discussed. This project gave rise to five recommendations, one of which proposed that prescriptive authority should be extended to nurses and midwives, subject to regulations under the relevant legislation and regulation by An Bord Altranais. A summary version of this report is also available, as is a CD-ROM version of the entire document.

Agenda for the Future Professional Development of Public Health Nursing



JUNE 2005

Public health nurses are involved in the delivery of care to service users of all ages and form an important link between primary care and other settings, and between statutory, voluntary and private sector healthcare settings. The integration of the public health nursing service with nursing and midwifery services in these other sectors and greater levels of intra- and multidisciplinary working are the keys to the further strengthening of the health service as a whole and of the nursing and midwifery contribution in particular. As with the *Agenda for the Future Professional Development of Nursing and Midwifery* published in 2003, the National Council undertook a nationwide consultation with public health nurses and other stakeholders in order to determine relevant issues and concerns. These were found to be role clarity, workload, variation in service provision and care delivery, the clinical career pathway, leadership, skill-mix and multidisciplinary team working. An agenda for future actions was developed with reference to Ireland's changing demographics and epidemiology, health inequalities, and changes taking place within the health service.

Nursing and Midwifery Research Priorities for Ireland



JUNE 2005

This is a report on a study commissioned by the National Council through the Health Research Board in response to a recommendation in the national *Research Strategy for Nursing and Midwifery in Ireland* (Department of Health and Children, 2003). The study was conducted by a team of researchers from the School of Nursing, Midwifery and Health Systems, University College, Dublin, with governance from a steering group chaired by the National Council and comprising representatives from the National Council and the Department of Health's Nursing and Midwifery Research Committee. From the data gathered, twenty-four priorities for nursing research and twenty-six for midwifery research were identified. High priority issues for nurses were outcomes of care delivery, staffing issues in practice, communication in clinical practice, recruitment and retention of nurses, and nursing input into health policy and decision-making. For midwives, the high priority issues were satisfaction with care, care in labour, preparation for practice, promoting women-centred care, promoting the distinctiveness of midwifery and promoting research and research-based practice.

A Preliminary Evaluation of the Role of the Advanced Nurse Practitioner



SEPTEMBER 2005

This preliminary evaluation of the role of the advanced nurse practitioner was conducted by the National Council in accordance with its function of monitoring the development of nursing and midwifery specialities. The research was conducted with those advanced nurse practitioners accredited by the National Council between 2002 and 2005¹ and with other stakeholders, and aimed to determine the scope and impact of their roles, and the factors promoting and constraining the development of these roles. It was found that advanced nurse practitioner roles were successful wherever they were introduced, due to support from multidisciplinary and management teams, and that they had been accepted by other healthcare professionals and patients alike. The third-level education sector was shown to have responded to the challenge of developing dynamic masters' degree programmes geared to ensuring that nurses were well prepared for the demands of advanced practice. It was envisaged that the introduction of nurse and midwife prescribing of medicinal products and ionising radiation would further enhance the successful development of advanced practice roles.

¹ The first advanced midwife practitioner was accredited in 2007.

The Development of Joint Appointments: A Framework for Irish Nursing and Midwifery



SEPTEMBER 2005

Joint appointments have been suggested as a promising approach for integrating nursing practice, education and research, leading to the achievement of excellence in all three areas, but there has been a lack of empirical evidence to support this view. The *Development of Joint Appointments* contains a report on research undertaken by the National Council, the first study of its kind in Ireland, in order to determine the number of nurses and midwives working in such posts. The identified posts are illustrated in the report and a clear five-phase framework for achieving outcomes from joint appointments is provided in order to assist organisations to establish and sustain new and existing posts.

Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts



SEPTEMBER 2005

This document was produced by the National Council in order to assist services to conduct service needs analyses to determine whether they require the services of nurses and midwives working at specialist or advanced levels of practice in order to deliver high-quality care. It is designed to be used in tandem with specific organisational or health service guidance. In Part 1, key areas to be considered in the needs analysis are enumerated (for example, epidemiology, population health, hospital data and policy documents). Part 2 guides the reader through the business case approach to supporting the development of new roles, namely the service needs analysis itself, consideration of human resource implications, financial and non-financial analyses, assessing risk and planning for the implementation of the proposed service.

Guidelines for Portfolio Development for Nurses and Midwives (2nd edn)



FEBRUARY 2006

Originally published in 2003, the *Guidelines* were revised to take account of the developments that have occurred in the Irish health system since the launch of the Health Service Reform Programme. The revised frameworks for the establishment of clinical nurse/midwife specialist and advanced nurse/midwife practitioner posts also informed this new edition. A new section on adapting portfolios for specific purposes was added, as were two exemplars of reflection upon significant events or incidents and guidelines for advanced practitioner candidate portfolios. The *Guidelines* still aim to accommodate the career and personal development planning needs of individual nurses and midwives working in a broad range of healthcare settings and were well received by the professions. This edition was also published in CD-ROM format, which contained the sample record sheets in Word format, thus enabling nurses and midwives to create their own portfolios more easily.

Report on the Baseline Survey of Research Activity in Irish Nursing and Midwifery



FEBRUARY 2006

In 2002, a survey of research activity undertaken by nurses and midwives in Ireland was commenced in order to provide a baseline of this activity and to assist in evaluating the implementation of the recommendations contained within *Research Strategy for Nursing and Midwifery in Ireland* (Department of Health and Children, 2003), in particular the recommendation concerning collation and publication of a report on completed (published and unpublished) nursing and midwifery research. The *Report on the Baseline Survey of Research Activity in Irish Nursing and Midwifery* provides an account of the survey conducted and the results gathered over a two-year period. The data were gathered from individual

practitioners, directors of nursing services, registered nurse tutors and heads of higher education institutions at a time of health service reform and while changes were being implemented within pre-registration and postgraduate nursing and midwifery education. A key finding was that past nursing and midwifery research activity in Ireland has been largely unco-ordinated and under-reported.

The fifteen recommendations emerging from the study concern on-going monitoring of nursing and midwifery research activities, further issues for the development of a nursing and midwifery research database, an exploration of funding sources, and strategies for supporting and enhancing research capability and capacity among nurses and midwives.

All-Ireland Practice and Quality Development Database: A Guide to Sharing Practice and Quality Developments with other Colleagues



JUNE 2006

A cross-border collaboration between the National Council and the Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC) culminated in the launch of the quality and practice development database, the primary functions of which are to raise awareness of and promote the sharing of good nursing and midwifery practice throughout the island of Ireland. Published in booklet form, the guide contains instructions on accessing the on-line database, registering, entering details of practice development projects, and searching the database.

Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack (comprising An Evaluation of the Extent of Measurement of Nursing and Midwifery Interventions in Ireland and Development of Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack)

SEPTEMBER 2006

This comprises two documents. Part 1, *An Evaluation of the Extent of Measurement of Nursing and Midwifery Interventions in Ireland*, is a report on a study of nursing and midwifery interventions and the measurement of their outcomes taking place in Ireland. Using the data gathered in this study, the National Council developed the *Guidance and Resource Pack* in Part 2, to assist nurses, midwives and services seeking to select and assess nursing and midwifery interventions as part of a service quality improvement initiative or other type of enterprise.



An Evaluation of the Extent of Measurement of Nursing and Midwifery Interventions in Ireland

Nurses and midwives have the potential to carry out a wide range of interventions in a variety of healthcare settings and with patients and clients with varying and diverse needs. By identifying their interventions and measuring the outcomes of these interventions, nurses and midwives can articulate and clarify their roles and functions in relation to both the settings in which they work and the patients and clients to whom they deliver services and care. The National Council's study of nursing and midwifery interventions and the measurement of their outcomes is the first of its kind in Ireland and shows that nurses and midwives working in a wide range of healthcare settings are striving to demonstrate, record and articulate what it is they do. They are taking part in hospital- and organisation-wide quality improvement and assurance programmes and they are using recognised instruments, scales and assessment tools to guide and document their interventions. The study identified the guidance and resources already available, and also indicates what is needed to enable nurses and midwives to continue to work as effectively in the future.



Development of Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack

The *Guidance and Resource Pack* builds upon the literature reviewed for the *Evaluation* and the findings from the questionnaire survey and focus groups. The intention of the *Guidance and Resource Pack* is to give assistance to those nurses, midwives and services coming to grips with the challenges of determining what interventions to select and assess. Some issues to consider are presented in a question and answer format. Resources relating to nursing, midwifery and healthcare interventions and outcomes, and to quality improvement and assurance topics, are identified and briefly described. Finally, an interactive developmental approach to promoting the documentation of nursing and midwifery interventions and the measurement of outcomes is promoted by encouraging readers to communicate relevant information to the National Council.

Improving the Patient Journey: Understanding Integrated Care Pathways



SEPTEMBER 2006

This document was produced by the National Council with a view to promoting the use of integrated care pathways (ICPs) by nurses and midwives in Ireland, thereby improving the patient's journey within the reforming health system. The international literature indicates that there are many benefits arising from the use of ICPs: for example, explicit standards of care and/or intervention are developed that streamline processes and reduce the variation in the treatment received and the outcome for patients; and monitoring of patients' progress against pre-established outcomes allows clinical analysis of care practices and results, thereby optimising professional accountability. The emphasis throughout *Improving the Patient Journey* is on providing clear practical step-by-step guidance to nurses and midwives working within the Irish healthcare environment on developing and introducing ICPs, forming inter-/multi-disciplinary workgroups, designing ICPs, process mapping and analysing variation. The development of the document was informed by consultation with key professionals with expertise in and/or experience of this concept in Ireland.

Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Intellectual Disability Nursing: Position Paper No 2



NOVEMBER 2006

Approved by the National Council in November 2006, the position paper aims to assist intellectual disability services considering the introduction of clinical nurse specialist (CNS) and advanced nurse practitioner (ANP) posts by addressing the implications of specialist and advanced nursing practice specific to intellectual disability nursing. Key practice areas in which CNS posts have already been established include behaviour management, community nursing and early intervention, but service providers interested in developing such posts are advised to consider demographic trends and trends in disability service provision, as well as the demographics, epidemiological factors and health needs of their service-users when ascertaining the need for CNS and ANP posts. This position paper builds on the existing CNS and ANP frameworks, *Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts* and *The Development of Joint Appointments: A Framework for Irish Nursing and Midwifery* and explores trends in disability service provision in order to provide clear guidance to those seeking to develop the clinical career pathway for nurses working in intellectual disability services.

Review of Achievements, 2001-2006



NOVEMBER 2006

The *Review* provides an overview of the work undertaken by the National Council from early 2001 to the end of 2006. Section 2 summarises professional development activities relating to the clinical career pathway and to continuing nurse and midwife education. In Section 3 the National Council's website is portrayed as a major contemporary resource for nurses and midwives in Ireland, while Sections 4 and 5 illustrate the canon of the Council's publications. Ongoing activities, events and projects supported and/or managed by the National Council are outlined in Sections 6 to 12.

Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts (3rd edn)



FEBRUARY 2007

Originally published in 2001 and revised in 2004, the third edition of the *Framework* was informed by the National Council's accumulated experience in handling advanced nurse/midwife practitioner post applications, the preliminary evaluation of the established roles (National Council, 2005), consultation with key stake-holders and developments taking place as part of the Health Service Reform Programme. No substantive changes were made to the processes for the approval of advanced nurse/midwife practitioner posts or accreditation of post-holders in this edition.

Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts (3rd edn)



APRIL 2007

Originally published in 2001 and revised in 2004, the third edition of the *Framework* was informed by the National Council's accumulated experience in handling clinical nurse/midwife specialist post applications, the evaluation of the effectiveness of established roles (National Council, 2005), consultation with key stake-holders and developments taking place as part of the Health Service Reform Programme. The three most significant points in this edition are the requirements for: (1) the clinical nurse/midwife specialist post-holder to have undertaken formal recognised post-registration education at level 8 or above on the *National Framework of Qualifications* of the National Qualifications Authority of Ireland; (2) the employing organisation to give details of the essential qualifications, experience and competencies to fulfil the role and functions of the post; and (3) an applicant for a clinical nurse/midwife specialist post to demonstrate to employers that they have the competencies necessary to fulfil the job description.

Clinical Nurse Specialist and Advanced Nurse Practitioner Posts in Older Person Nursing: Position Paper No 3



APRIL 2007

Building on the existing clinical nurse specialist and advanced nurse practitioner frameworks, the service need analysis template (National Council 2005) and the previous position papers (National Council 2005 and 2006), this position paper on clinical nurse specialist and advanced nurse practitioner roles in older person services aims to provide guidance to the relevant service providers where the introduction of such posts is being considered. Key practice areas in which clinical nurse specialist posts relating to the nursing care of the older person have been established include Alzheimer's disease, dementia, community psychiatry of old age and rehabilitation of the older person, but service providers are advised to consider demographic trends, epidemiological factors, and health service policy when ascertaining the need for further posts.

Criteria and Processes for the Allocation of Additional Funding for Continuing Education (2nd edn)



JUNE 2007

In light of the National Council's accumulated experience of processing applications for continuing education funding and "best practice in funding" developments elsewhere, a decision was taken to allocate funding to three types of programme: (1) short continuing education programmes (i.e., programmes that can be completed within twelve months); (2) continuing education programmes (i.e., programmes that may be of up to three years' duration and pertain to specific strategic developments); and (3) grants for advanced nurse/midwife practitioner post development (i.e., funding of a part-time facilitator to prepare a site and job description for an advanced nurse/midwife practitioner post). The revised *Criteria and Processes* clearly state the criteria for the three types of programme, as well as clarifying funding conditions and rules, and providing directions on how to make and submit an application for funding.

The Introduction of Nurse and Midwife Prescribing in Ireland: An Overview (with the Health Service Executive, the Department of Health and Children and An Bord Altranais)



SEPTEMBER 2007

This overview of the introduction of nurse and midwife prescribing in Ireland was prepared by the National Council at the request of and in collaboration with the Department of Health and Children, the Health Service Executive, and An Bord Altranais. Published in the same year as the relevant legislation, this document depicts the context in which prescriptive authority for nurses and midwives was achieved (subject to specific conditions), as well as demonstrating the need for this prescriptive authority within any modern health service. The legislative framework for nurse and midwife prescribing is outlined, and the respective roles of the key partners in the prescribing initiative are described. It is envisaged that *The Introduction of Nurse and Midwife Prescribing in Ireland* will be a useful reference and resource for the health service as a whole, as well as for nurses and midwives of all grades.

Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts (4th edn)



JANUARY 2008

First published in 2001, the *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Post* is now in its fourth edition. The process relating to the preparation of sites for advanced nurse/midwife practitioner posts remains unchanged, as do the criteria and templates for applications, job descriptions and financial approval for posts. Details of the processes and criteria relating to the accreditation of advanced nurse/midwife practitioners are published in the companion document *Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners*.

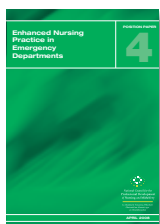
Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners



JANUARY 2008

Details relating to the accreditation of advanced nurse/midwife practitioners are now published in this separate document, which is intended to accompany the fourth edition of the *Framework for the Establishment of Advanced Nurse Practitioners and Advanced Midwife Practitioner Posts*. The criteria for accreditation by the National Council are unaltered except for the insertion of some explanatory notes. Also, some minor amendments have been made to the guidance for re-accreditation of advanced nurse/midwife practitioners.

Enhanced Nursing Practice in Emergency Departments: Position Paper No 4



JANUARY 2008

The National Council's fourth position paper *Enhanced Nursing Practice in Emergency Departments* builds upon its very first position paper as well as *Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts* (September 2005) and accumulated experience in developing the clinical career pathway in order to provide clear and explicit guidance in relation to developing nursing roles within emergency departments in Irish hospitals. This guidance is set in the context of the evidence from these departments and educational developments. A variety of educational approaches have been taken ranging from third-level programmes to short courses as part of continuing professional development (eg, pre-hospital trauma life support, advanced cardiac life support), in-service education and mentorship initiatives to facilitate the structured development of specific competencies relevant to the area of practice in response to service needs. This position paper provides a framework for determining the need for enhanced nursing roles and elaborates on matters relating to scope of practice, competency development and clinical decision-making. Exemplars of enhanced roles in minor injuries, emergency cardiology and psychiatric liaison have been included not only to illustrate real situations but also to assist those nurses and services interested in innovation in emergency nursing practice.

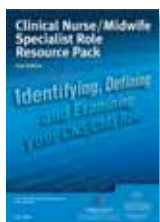
Profiles of Advanced Nurse/Midwife Practitioners and Clinical Nurse/Midwife Specialists in Ireland



JANUARY 2008

Profiles of Advanced Nurse/Midwife Practitioners and Clinical Nurse/Midwife Specialists was published in order to provide a showcase for and celebrate the work of advanced nurse/midwife practitioners and clinical nurse/midwife specialists. Advanced practice and clinical specialist posts have been developed within a wide variety of healthcare settings in Ireland in line with service needs and in the interests of high-quality, integrated patient/client care. The successful implementation and development of the posts has depended on ensuring that the service need for each post was analysed and that strong support from the multidisciplinary team and management was in place. Focusing on a cross-section of advanced nurse/midwife practitioners and clinical nurse/midwife specialists, this document illustrates how the expansion of nursing and midwifery practice can meet patient/client needs in flexible and innovative ways. Common to all the profiled roles is how services have placed the patient/client at the centre and built service around their needs, enhancing and integrating their journey through the health system.

Clinical Nurse/Midwife Specialist Role Resource Pack (2nd edn) (with NMPDU, HSE (South), Kilkenny)



JULY 2008

The original version of the *Clinical Nurse/Midwife Specialist Role Resource Pack* was developed in 2003 by the nursing and midwifery planning and development unit in the former South-Eastern Health Board with funding from the National Council. It proved to be an important resource for clinical nurse/midwife specialists, many of whom were still adapting to their posts in a changing healthcare environment. The second edition of the *Clinical Nurse/Midwife Specialist Role Resource Pack* is the culmination of effective collaboration between national and regional bodies. This edition builds on the sound base provided by the first edition and incorporates the accumulated experience and expertise of both offices. A new first chapter outlines the development of the clinical career pathway since the publication of the first edition in 2003 and the factors that have influenced that development. Elsewhere the references have been updated and text amended. A CD-ROM has been included which makes the templates and suggested activities more accessible. Finally, new case studies have been added with the aim of assisting the development of clinical specialist posts in intellectual disability, mental health, paediatrics and midwifery.

Publications and Communications Update

SEPTEMBER 2008

This booklet provides a concise illustrated overview of the National Council's activities, resources and publications.

Clinical Supervision - A Structured Approach to Best Practice. Discussion Paper No 1



SEPTEMBER 2008

The National Council's first discussion paper *Clinical Supervision – A Structured Approach to Best Practice* was written for the purpose of illuminating what is currently known about clinical supervision and its application within nursing and midwifery practice. Although research into the outcomes of clinical supervision is scant, it is recognised as contributing to nurses' clinical practice development and coping skills. This discussion paper enumerates the fourteen programmes funded by the National Council, the evaluations of which indicate that there is some interest in clinical supervision even though the concept has been interpreted differently by different services. The discussion paper identifies the organisational and individual factors that will promote the successful implementation of clinical supervision, illustrated by three case studies derived from the funded programmes and focusing on the experiences and perspectives of an adult mental health service, clinical nurse specialists, and directors of nursing/midwifery.

Advanced Midwifery Practice: Position Paper No 5



NOVEMBER 2008

In its fifth position paper, the National Council sets the social, demographic and policy context shaping the development of midwifery abroad and in Ireland today. An increasing birth rate, greater cultural diversity and raised expectations of modern maternity care are set against a trend towards community-based service delivery, all of which present many opportunities for the enhancement of midwifery roles and midwife-led services. A review of the international evidence relating to the outcomes of enhanced midwifery roles shows benefits in terms of patient treatment and management, service delivery and professional satisfaction. Against this background the National Council cites the factors that will support the future development and enhancement of midwifery roles, including the frameworks for clinical specialist and advanced practice. The position paper sets out an approach to identifying whether or not an enhanced midwifery role (for example, a clinical midwife specialist or advanced midwife practitioner) is what is required to meet womens'/patients' and services' needs. It also proffers scenarios in which such posts would be especially advantageous to patients and services alike, as well as enumerating existing and potential resources to promote the development of enhanced midwifery roles.

Report on the Role of the Nurse or Midwife in Medical-Led Clinical Research



NOVEMBER 2008

In 2007 the National Council commenced a project concerned with exploring the nature and extent of roles of nurses and midwives working in the area of medical-led clinical research in Ireland; the overall aim was to provide appropriate career guidance. This document reports on the three main components of the project: (1) a review of the international literature relating to nurses' and midwives' role experience in medical clinical trials; (2) visits to selected sites in the United Kingdom where nurses and midwives were working in clinical research roles; and (3) consultations with nurses and midwives working in equivalent roles in Ireland. The project was undertaken against a background of expansion of clinical research facilities and funding in tandem with a concomitant expansion of opportunities for nurses and midwives to work in this area. The review of the international literature points to an overall lack of consistency in clinical research role content, actual and potential competencies, preparation for the role, career pathway and conditions of employment, a situation echoed by the consultations undertaken in the UK and in Ireland. These findings give rise to nine recommendations concerning the

construction of a career pathway for nurses and midwives involved in medical-led research, an agreed role title, profile and employment grade, role orientation and preparation processes, fostering of professional relationships with nursing or midwifery management and academia, and development of support networks.

Final Report of the Implementation of the Review of Nurses and Midwives in Prescribing and Administration of Medical Products (with An Bord Altranais)



NOVEMBER 2008

The conclusion of the nurse and midwife prescribing implementation project in November 2008 was marked by the joint publication of the *Final Report of the Implementation of the Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products* by An Bord Altranais and the National Council. This report outlines the milestones and achievements of the two agencies over the last three years when implementing the five recommendations and their accompanying actions contained in the report on the original nurse and midwife prescribing project (*Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products*, An Bord Altranais and the National Council, June 2005). Patient safety and evidence-based methods and approaches have been consistent elements of the project throughout its life-span.

Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts (4th edn)



NOVEMBER 2008

First published in 2001, the *Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts* is now in its fourth edition. This edition provides some updated background information on the development of clinical specialist posts as well as alerting its target audience to the National Council's decision (taken in November 2008) to change the criteria for applicants for clinical nurse/midwife specialist posts. From 1 September 2010, applicants for these posts will be required to have obtained a *National Framework of Qualifications* level-8 (or higher) post-registration (major award) qualification.

Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners (2nd edn)



NOVEMBER 2008

The second edition of this document updates the first edition published earlier in 2008 and is intended to accompany the fourth edition of the *Framework for the Establishment of Advanced Nurse Practitioners and Advanced Midwife Practitioner Posts*. An amendment was made to the criteria for advanced nurse/midwife practitioners concerning registerable qualifications.

Guidance on the Adaptation of Clinical Practice Guidelines: Getting Evidence into Practice



FEBRUARY 2009

The Commission on Patient Safety and Quality Assurance stated in its report *Building a Culture of Patient Safety* (2008) that clinical effectiveness includes "establishing clinical standards, guidelines and indicators that enable health professionals to monitor their individual team and organisation's performance against nationally and where possible internationally recognised comparative parameters" (p11) . In a study published in 2006, the National Council concluded that less than fifty per cent of services had developed research-based nursing and midwifery practice guidelines and only thirty-eight per cent had developed multidisciplinary guidelines . Based on these findings, the National Council published *Guidance on the*

Adaptation of Clinical Practice Guidelines: Getting Evidence into Practice, which provides an overview of the policy context for evidence-based practice and clinical effectiveness and outlines some relevant considerations for developing guidelines. The AGREE (Appraisal of Guidelines, Research and Evaluation) instrument for evaluating the methodological quality of clinical practice is cited; Graham and Harrison's (2005) ten-step framework for evaluating and adapting high-quality guidelines is explained and resources such as sample guidance documents and websites are included in the appendices.

Publications and Communications Update (2nd edn)

MARCH 2009

First published in 2008, the *Publications and Communications Update* was revised in March 2009 to provide stakeholders and interested parties with a user-friendly up-to-date overview of the National Council's activities and publications.

A Guide to the NCM Online Research Database



SEPTEMBER 2009

The National Council's *Irish Nursing and Midwifery Research Database* went live on its website in June 2009, thus fulfilling Recommendation 3 of the *Research Strategy for Nursing and Midwifery in Ireland* (Department of Health and Children, 2003). The purpose of the database is to facilitate the dissemination of nursing and midwifery research that has been conducted wholly or in part in the Republic of Ireland. The *Guide to the NCM On-Line Research Database* was prepared for users and potential users of the database and contains instruction and guidance on finding and searching the database, adding and amending abstracts, and editing profiles.

Review of Achievements, 1999-2009



SEPTEMBER 2009

The National Council's first review of achievements was published in 2006 and covered the work completed in the five years since the executive staff first took up their posts in 2001. This second review of the National Council's achievements was undertaken to mark the tenth anniversary of the original statutory instrument (SI No 376, 1999) which established the National Council. The intervening ten years have seen social and economic changes in Ireland, all of which have contributed to the fortunes and development of this country's health and social care services. The establishment of the Health Service Executive and the roll-out of the health service reform and transformation programmes have provided new structures and opportunities for nurses and midwives. The *Review of Achievements, 1999–2009* provides an overview of how the National Council led and collaborated with nurses and midwives working at all levels within the changing health system to make the aspirations of the Commission on Nursing a reality.

Service Needs Analysis: Informing Business and Service Plans



SEPTEMBER 2009

Recent years have seen an increase in the use of the business planning approach to identifying new and innovative service developments and to making the case for obtaining the resources necessary for facilitating those developments. The National Council has already provided guidance in developing a business plan approach when assessing the need for clinical nurse/midwife specialist and advanced nurse/midwife practitioner posts (*Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts*, September 2005). *Service Needs Analysis: Informing Business and Service Plans* takes the principles outlined previously and demonstrates how nurses and midwives might apply them in relation to other areas of service development. Section 1 cites the recent relevant policy and service plans which influence the

context in which future business and service plans will be drawn up. Services are being developed in response to changing demographics and epidemiology (i.e., a population health approach), so Section 2 outlines the relevant sources of local, national and international data that can inform service planning. Finally, Section 3 advises on how to structure business plans for consideration at local, area/regional and national levels.

Guidelines for Portfolio Development for Nurses and Midwives (3rd edn)



NOVEMBER 2009

There is accumulating evidence that nurses and midwives are willing to engage in continuing professional development after completing their pre-registration education programmes, despite the absence of any legal or statutory requirement to do so. The speedy depletion of stocks of the first and second editions of *Guidelines for Portfolio Development for Nurses and Midwives* is evidence of nurses' and midwives' willingness to record and demonstrate their continuing professional development. The content of the third edition is shaped by several factors, including the following: the National Council's revision of the frameworks for establishing advanced nurse/midwife practitioner and clinical nurse/midwife specialist posts in 2007 and 2008; the establishment of prescriptive authority for nurses and midwives in Ireland in relation to medicinal products and ionising radiation; the priorities of the Health Service Executive's *Transformation Programme* (HSE, 2006); the aims and objectives of the HSE's subsequent corporate and national service plans; and the standards for services set by the Health Information and Quality Authority. The references in this edition have been updated, the original two exemplars of reflection on incidents have been revised and a third added. Also included is an account of the electronic portfolio (e-portfolio) developed on a pilot basis by the School of Nursing at the Royal College of Surgeons in Ireland using the text and templates from the second edition of the National Council's portfolio guidelines.

Publications and Communications Update (3rd edn)

NOVEMBER 2009

The *Publications and Communications Update* was revised for a second time in 2009 to provide stakeholders and interested parties with a user-friendly up-to-date overview of the National Council's activities and publications.

Profiles of Advanced Nurse/Midwife Practitioners and Clinical Nurse/Midwife Specialists in Ireland (2nd edn)



FEBRUARY 2010

The first edition of *Profiles of Advanced Nurse/Midwife Practitioners and Clinical Nurse/Midwife Specialists* was published in order to provide a showcase for and celebrate the work of advanced nurse/midwife practitioners and clinical nurse/midwife specialists. This new edition profiles the work and services of another seventeen nurses and midwives working in specialist and advanced practice roles, again highlighting the contribution they make to the enhanced quality of patient care and of service delivery in Ireland. The introduction contextualises the need for the development of these posts, with references to national policy on cancer services in particular.

Clinical Outcomes: Discussion Paper No 2



JUNE 2010

In the four years since the publication of the research report and resource pack *Measurement of Nursing and Midwifery Interventions* the National Council has built on the findings of that study and has added to the resources and support available to nurses and midwives working in Ireland. The term *clinical outcomes* has come to the fore in the literature and work pertaining to health service reform and quality improvement during that time. The achievement of desirable clinical outcomes has become an integral aim of healthcare provision and service delivery both in Ireland and abroad, and this has implications for how different disciplines and grades of staff work together as members of uni- or multi-disciplinary teams within and across healthcare settings. The purpose of this discussion paper is to provide an update on topics and issues relating to nursing and midwifery interventions following the publication of the resource pack and to prompt discussion about and reflection upon the complex environment in which nurses and midwives work today.

A Clinical Competency Development Toolkit for Nurses and Midwives

NOVEMBER 2010

Building on *Guidelines for Portfolio Development for Nurses and Midwives and Service Needs Analysis: Informing Business and Service Plans*, the National Council has commissioned a research project, the aim of which is to develop and evaluate a clinical competency toolkit. The toolkit is intended to assist service managers, nurses and midwives in determining and attaining necessary clinical competencies through the use of step-by-step guides, "handy hints" and other material. (It is not intended as a component of any maintenance of professional competence activities that may be required by An Bord Altranais.) Pilot testing of the toolkit commenced in August 2010 at fourteen clinical sites around the country which are representative of general, intellectual disability, public health, psychiatric, children's nursing and midwifery.

An Evaluation of Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners in Ireland

NOVEMBER 2010

The effectiveness of clinical nurse/midwife specialist and advanced nurse/midwife practitioner roles were evaluated on a preliminary basis in 2004 and 2005 respectively. In 2008 the National Council commissioned a major two-year project, the purpose of which was to evaluate the clinical outcomes and economic implications of these roles and to develop a validated tool which can be used in future studies to determine outcomes for the post-holders' clinical services. A final report on the project is due to be published at the end of 2010.

APPENDIX 2

Chronological List of National Council Publications

2001

Month	Title
February	<i>Criteria and Processes for the Allocation of Additional Funding for Continuing Education by the National Council</i>
April	<i>CNS/CMS - Intermediate Pathway</i>
May	<i>Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts</i>
July	<i>Aid to Developing Job Descriptions/Profiles for Clinical Nurse/Midwife Specialists</i>

2002

Month	Title
May	<i>Guidelines on the Development of Courses Preparing Nurses and Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners</i>
November	<i>Database of Third-Level Education Courses</i>

2003

Month	Title
May	<i>Agenda for the Future Professional Development of Nursing and Midwifery</i>
September	<i>Guidelines for Portfolio Development for Nurses and Midwives</i>
November	<i>Guidelines for Health Service Providers for the Selection of Nurses and Midwives who might Apply for Financial Support in Seeking Opportunities to Pursue Further Education</i>

2004

Month	Title
January	<i>Evaluation of the Effectiveness of the Clinical Nurse/Midwife Specialist</i>
May	<i>Report on the Continuing Professional Development of Staff Nurses and Staff Midwives</i>
July	<i>Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts (2nd edn)</i>
November	<i>Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts - Intermediate Pathway (2nd edn)</i>

2005

Month	Title
April	<i>An Evaluation of the Extent and Nature of Nurse-Led/Midwife-Led Services in Ireland</i>

April	<i>Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Emergency Departments (Position Paper)</i>
June	<i>Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products (with An Bord Altranais)</i> <i>Agenda for the Future Professional Development of Public Health Nursing</i> <i>Nursing and Midwifery Research Priorities for Ireland</i>
September	<i>A Preliminary Evaluation of the Role of the Advanced Nurse Practitioner</i> <i>The Development of Joint Appointments: A Framework for Irish Nursing and Midwifery</i> <i>Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts</i>
2006	
Month	Title
February	<i>Guidelines for Portfolio Development for Nurses and Midwives (2nd edn)</i> <i>Report on the Baseline Survey of Research Activity in Irish Nursing and Midwifery</i>
June	<i>All-Ireland Practice and Quality Development Database: A Guide to Sharing Practice and Quality Developments with other Colleagues</i>
September	<i>Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack (comprising An Evaluation of the Extent of Measurement of Nursing and Midwifery Interventions in Ireland and Development of Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack)</i> <i>An Evaluation of the Extent of Measurement of Nursing and Midwifery Interventions in Ireland</i> <i>Development of Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack</i> <i>Improving the Patient Journey: Understanding Integrated Care Pathways</i>
November	<i>Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Intellectual Disability Nursing: Position Paper No 2</i> <i>Review of Achievements, 2001-2006</i>
2007	
Month	Title
February	<i>Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts (3rd edn)</i>
April	<i>Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts (3rd edn)</i> <i>Clinical Nurse Specialist and Advanced Nurse Practitioner Posts in Older Person Nursing: Position Paper No 3</i>
June	<i>Criteria and Processes for the Allocation of Additional Funding for Continuing Education (2nd edn)</i>
September	<i>The Introduction of Nurse and Midwife Prescribing in Ireland: An Overview (with the Health Service Executive, the Department of Health and Children and An Bord Altranais)</i>

2008

Month	Title
January	<i>Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts (4th edn)</i>
	<i>Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners</i>
	<i>Enhanced Nursing Practice in Emergency Departments: Position Paper No 4</i>
	<i>Profiles of Advanced Nurse/Midwife Practitioners and Clinical Nurse/Midwife Specialists in Ireland.</i>
July	<i>Clinical Nurse/Midwife Specialist Role Resource Pack (2nd edn) (with NMPDU, HSE (South), Kilkenny)</i>
September	<i>Publications and Communications Update</i>
	<i>Clinical Supervision - A Structured Approach to Best Practice. Discussion Paper No 1</i>
November	<i>Advanced Midwifery Practice: Position Paper No 5</i>
	<i>Report on the Role of the Nurse or Midwife in Medical-Led Clinical Research</i>
	<i>Final Report of the Implementation of the Review of Nurses and Midwives in Prescribing and Administration of Medical Products (with An Bord Altranais)</i>
	<i>Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts (4th edn)</i>
	<i>Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners (2nd edn)</i>

2009

Month	Title
February	<i>Guidance on the Adaptation of Clinical Practice Guidelines: Getting Evidence into Practice</i>
March	<i>Publications and Communications Update (2nd edn)</i>
September	<i>A Guide to the NCNM Online Research Database</i>
	<i>Review of Achievements, 1999-2009</i>
	<i>Service Needs Analysis: Informing Business and Service Plans</i>
November	<i>Guidelines for Portfolio Development for Nurses and Midwives (3rd edn)</i>
	<i>Publications and Communications Update (3rd edn)</i>

2010

Month	Title
February	<i>Profiles of Advanced Nurse/Midwife Practitioners and Clinical Nurse/Midwife Specialists in Ireland (2nd edn)</i>
June	<i>Clinical Outcomes: Discussion Paper No 2</i>
November	<i>A Clinical Competency Development Toolkit for Nurses and Midwives</i>
	<i>An Evaluation of Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners in Ireland</i>



