



An Chomhairle Náisiúnta d'Fhorbairt
Ghairmiúil an Altranais agus an Chnáimhseachais
National Council for the Professional
Development of Nursing and Midwifery



**ANNUAL REPORT
& ACCOUNTS
2008**

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.

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From the mural, *A Celebration of Life*

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NATIONAL COUNCIL MEMBERS

Dr Laraine Joyce	Chairperson
Ms Valerie Small	General Nursing
Ms Maura Nash	Intellectual Disability Nursing
Mr Brendan Byrne	Psychiatric Nursing
Ms Antoinette Doocey	Public Health Nursing
Ms Aveen Murray	Children's Nursing
Mr Patrick Hume	Care of the Elderly
Ms Jacqueline Burke	Nurse Tutor
Ms Mary Brosnan	Midwifery
Mrs Anne Carrigy	An Bord Altranais
Ms Eileen Kelly	An Bord Altranais
Mr Jim Brown	Senior Nurse Manager
Ms Marie Keane	Health Service Executive (Employers' Agency)
Ms Hazel Daniels¹	Health Service Executive (Employers' Agency)
Ms Sheila O'Malley²	Department of Health and Children
Mr Tony Morris	Department of Health and Children
Prof Pearl Treacy	Third-Level Institutions (National University of Ireland)
Ms Bernie Quillinan	Third-Level Institutions (non-National University of Ireland)
Dr Siobhan O'Halloran	Third-Level Institutions (Institute of Technology/Regional Technical College sector)

¹ Resigned 11 August 2008.

² Appointed 21 April 2008.

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, RGN, BA (Hons), M Sc Christine Hughes, RNID, RGN, RNT, BA (Mod), H Dip, M Ed, M Sc
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

CHAIRPERSON'S STATEMENT



Healthcare structures and services in Ireland are gradually becoming more integrated, thus placing an onus on all professionals to work together for a seamless service that spans institutional boundaries. The end result will be a radical improvement in access to high-quality services and in patients' and clients' experiences of those services. Working towards this goal has posed, and continues to pose, huge challenges for nurses and midwives working in the healthcare services. The National Council's *Strategic Plan, 2007-2009* was prepared in such a way to enable

us to respond and react quickly and effectively to the many challenges and changes, while at the same time providing direction for our usual business. So in 2008, as in previous years, the National Council provided leadership to the nursing and midwifery professions, assisting them to adapt confidently in their turn to ongoing changes.

I am pleased to note that, in 2008, the National Council approved 141 clinical nurse/midwife specialist (CNS/CMS) posts. Twenty-eight advanced nurse/midwife practitioner (ANP/AMP) posts were approved and fourteen ANP/AMPs were accredited in 2008. At the end of 2008 there were more than 2,000 CNS/CMS and 120 ANP/AMP posts within the health services. The successful implementation of the clinical career pathway in Ireland has been achieved by the provision of clear guidelines and frameworks, visits to sites and collaboration with the relevant stakeholders at local and regional levels.

In 2008, the National Council commissioned a joint research team from Trinity College, Dublin and the National University of Ireland, Galway to undertake an evaluation of CNS/CMS and ANP/AMP roles. The project will continue for two years and is intended to clearly identify clinical outcomes, service delivery and economic implications of clinical specialist and advanced practitioner posts in terms of efficiency and effectiveness of services.

In November 2008, the joint publication by An Bord Altranais and the National Council of the *Final Report of the Implementation of the Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products* marked the conclusion of the three-year project on the implementation of the recommendations and actions contained in the *Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products* (An Bord Altranais and the National Council, June 2005). The project was concerned with the introduction of nurse and midwife prescribing using an evidence-based, high-quality and transparent process. The key areas of activity were legislation, professional regulation, education, professional development, and communication and collaboration with key stakeholders. The two agencies' vision for prescriptive authority for nurses and midwives and expanded roles in medication management is now a reality and healthcare services and professionals have begun to critically review and improve medication systems and practices, leading to the strengthening of the links between medications, patient safety and clinical/corporate responsibilities.

The National Council welcomed the publication in 2008 of the report of the Commission on Patient Safety and Quality Assurance, *Building a Culture of Patient Safety*, which sets out a

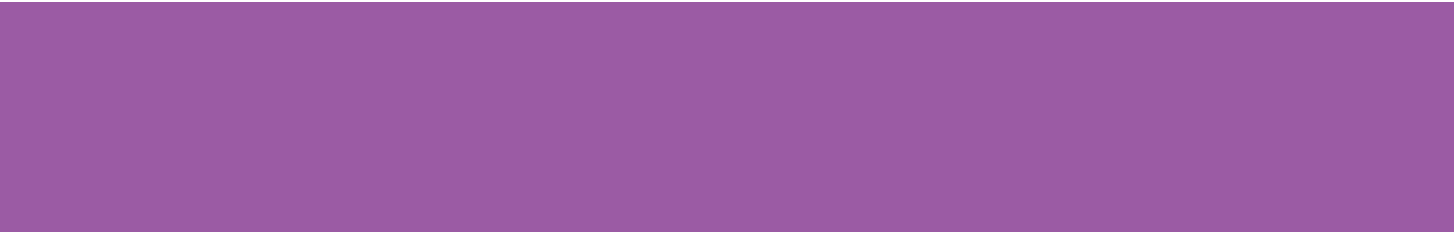
clear and comprehensive road map for effecting improvements in safety and quality across the health services and underlines, in particular, the responsibilities of individual practitioners and employers in relation to continuing professional development. It contains much that is of direct relevance to nursing and midwifery. One of the key conclusions of the report is that health professionals have a responsibility to keep themselves up to date through a process of continuing professional development – a recommendation that has always been the cornerstone of the work of the National Council.

In October 2008, the Government announced, as part of a State agency rationalisation, that the National Council for the Professional Development of Nursing and Midwifery would be merged, as appropriate, into the Health Service Executive and An Bord Altranais. In December 2007 the Department of Health and Children published the *Heads of Proposed Nurses and Midwives Bill* as a consultation document. The National Council submitted a response to this document in February 2008 in which the Council emphasised the need to maintain and protect the valuable capital that has been built up through its work for the nursing and midwifery professions and for the wider health service. In particular, the National Council urged the Department to consider the importance and implications of continued:

- Visible, strong and focused nursing and midwifery leadership
- Preparation of nurses and midwives to meet the objectives and demands of the Transformation Programme for the health services
- Preparation of nurses and midwives to take on expanded roles to facilitate the implementation of the European Working Time Directive
- Guidance, support and leadership for continuing professional development for generalist, specialist and advanced practice nurses and midwives in line with service developments
- Continuing education funding for both innovation and development in practice.

The National Council is committed to co-operating fully with the Department of Health and Children and other organisations in implementing the provisions of the *Nurses and Midwives Act* when it is finalised for the benefit not only of the continuing professional development of the nursing and midwifery professions, but also the health service in Ireland as a whole and the community.

The National Council has been greatly encouraged by the continuing support of the Minister for Health and Children, Mary Harney, TD, who has demonstrated a deeply informed understanding and appreciation of the issues affecting the professions and the objectives and work of the National Council. As in previous years, Minister Harney gave practical support to our activities, launching our National Conference, attending our events and highlighting the important role of professional development of nursing and midwifery in health service reform. We thank her for her commitment.



During the year the National Council worked with the Nursing Policy Division of the Department of Health and Children, the Health Service Executive and other agencies. The National Council has a proven track record of working in partnership with policy makers, service providers, statutory agencies and academic institutions to achieve its objectives. We acknowledge with thanks the support of our partners and colleagues within the professions, in the wider healthcare service and in the community, at both national and regional levels.

We would also like to express our deep appreciation to the many individuals and groups of nurses and midwives throughout the country who have contacted the National Council during the past year to indicate their support for our work. The users of the National Council services speak most positively of the support and guidance that has been provided for the establishment of advanced practice and clinical specialist posts which have proven themselves to be of considerable and growing benefit to patients and the service.

Finally, I would like to acknowledge the unremitting hard work and dedication shown by all members and staff of the National Council.

Dr Laraine Joyce
Chairperson

CHIEF EXECUTIVE OFFICER'S REPORT



Ten years ago, in 1998, *the Report of the Commission on Nursing* was published. This landmark document contained the most comprehensive review of nursing and midwifery and articulated a vision that placed the development of the professions at the centre of the modern Irish health service. The then Minister for Health, Mr Brian Cowen, TD, established the National Council to implement the recommendations of the Commission and create the infrastructure that would assist nurses and midwives to achieve their full potential in the health services and in society. In the intervening years, nursing and midwifery in Ireland has been transformed.

Working with the Department of Health and Children (DoHC), the Health Service Executive (HSE) and other stakeholders throughout the health service and the community, the National Council has done immeasurable work to advance the nursing and midwifery professions. 2008 was another year in which significant progress was made.

Launched in 2003, the health service reform programme continued to drive the development of the Irish health services. A key theme of health service reform is governance and this is reflected throughout the HSE's *Transformation Programme 2007 to 2010*. Accountability and value for money based on standards of professional practice are expected to be part of every professional's way of life within a modern Irish health service. Nursing and midwifery must be seen to deliver high standards of service that can be proven to provide value for money to the services.

Developments in the Irish health services reflect what is happening on the international stage. Increased mobility of professionals, including a significant increase in migration into Ireland in the early years of this decade, requires the development of standards and benchmarks of best practice that stand up to international scrutiny. The work of the National Council has been at the international forefront in developing the professional role of nurses and midwives.

Our strategy for 2007-2009 categorised our work under five main headings: Clinical Career Pathway; Practice Environment and Facilitating Services; Continuing Professional Development; Supporting Evidence for Practice; and Communication and Dissemination. In 2008 we consciously used these headings in order to articulate our work more clearly.

Clinical Career Pathway

The National Council continued to take the lead in implementing and developing the clinical career pathway. By consulting key stakeholders and working in partnership with the eight nursing and midwifery planning and development units, we took a strategic approach to promoting the development of clinical nurse/midwife specialist (CNS/CMS) and advanced nurse/midwife practitioner (ANP/AMP) posts that would meet service needs. The total number of approved CNS/CMS posts on 31 December 2008 was 2,032, an increase of 141 (7%) on the previous year. Twenty-eight ANP/AMP posts were approved and fourteen ANPs/AMPs

were accredited in 2008, bringing the total number of approved posts to 120 and of accredited ANPs/AMPs to sixty-nine. A number of additional applications were being processed at the end of 2008. Furthermore, six new documents pertaining to the clinical career pathway were approved for publication by the National Council and a new research project commenced that will identify the outcomes of clinical services provided by CNSs/CMSs and ANPs/AMPs.

Practice Environment and Facilitating Services

In 2005, An Bord Altranais and the National Council jointly published *Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products*. As one of its recommendations, this Review proposed the extension of prescriptive authority to nurses and midwives, subject to regulations under the relevant legislation by the Minister for Health and Children and regulation by An Bord Altranais. Following publication, An Bord Altranais and the National Council established a three-year implementation plan and project. In November 2008, the two agencies published the *Final Report of the Implementation of the Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products*, which marks the conclusion of the project.

The success of this project is further evidenced by the introduction and implementation of prescriptive authority for the professions and the development of guidance and support for the nurse's/midwife's enhanced role and responsibilities in medication management. The final implementation phase of this project has been possible because of the high level of co-operation that was achieved between the Minister in the area of legislative change, the two statutory agencies, the Department of Health and Children, educational institutions and nurses and midwives throughout the country. It has been a remarkable journey and one that significantly enhances the capacity and competence of nurses and midwives to deliver patient-centred care.

Continuing Professional Development

The National Council promotes and supports professional education at individual, organisational, regional and national levels. It provides guidance on continuing professional development and career development at individual and service levels and identifies strategic targets for continuing education funding.

Thousands of nurses and midwives have benefited directly and indirectly from additional continuing education activities promoted and funded by the National Council. In 2008, the National Council allocated €2.6 million in funding to 109 continuing education programmes. This was made up of seventy-eight short continuing education programmes, twenty-seven advanced nurse/midwife practitioner post grants and four continuing education programme grants.

In the years 2000-2008, the National Council has disbursed a total of €18.6 million that has been used to fund 878 such initiatives as professional and service developments, courses, seminars and workshops. These programmes have provided nurses and midwives with the opportunity to maximise their capabilities and skills in the health system, thereby facilitating new ways of working and enabling nurses and midwives to deliver the range and quality of services required in the most efficient and effective way to meet the needs of patient and service demands.

Supporting Evidence for Practice

The implementation of the five-year *Research Strategy for Nursing and Midwifery in Ireland* (DoHC, 2003) continued and by the end of 2008 all recommendations but one were on-going or had commenced. The Research Development Officer (RDO), a joint appointment with the Health Research Board (HRB), reported progress to the Department of Health and Children's nursing and midwifery research committee, chaired by the Chief Nurse. The RDO continued to profile research using the National Council's existing communication channels and participated in meetings with key stakeholders. She also continued to work with a group of European nurse research developers as well as collaborating on all-Ireland initiatives.

The National Council has commissioned and published a study identifying the research priorities for nursing and midwifery. Based on this, two awards have been made for programmes of research conducted by teams. There has also been an increase in funding research generation by individuals through mechanisms such as the HRB's Clinical Nursing and Midwifery Fellowship, the National Council's Junior Clinician Scientist for Nursing and Midwifery, and collaborative funding of HRB Partnership Awards. Currently, the National Council has completed a project that explored the role of nurses and midwives in medical-led clinical research and clinical research facilities, so that nursing and midwifery can respond appropriately to concurrent strategic initiatives in this area.

Communication and Dissemination

National Conference: *Integrated Health Services/Systems Supporting Patient Care Pathways* was the theme of the National Council's the eighth national conference, which was held at Croke Park, Dublin, on 19 November. The conference was opened by Mary Harney, TD, Minister for Health and Children. Professor Brendan Drumm, CEO of the HSE gave the keynote address. In an innovation this year, the conference was streamed over the internet and made available on the National Council's website in order to reach as large an audience as possible and ensure that as many nurses and midwives as possible could view the proceedings at their convenience.

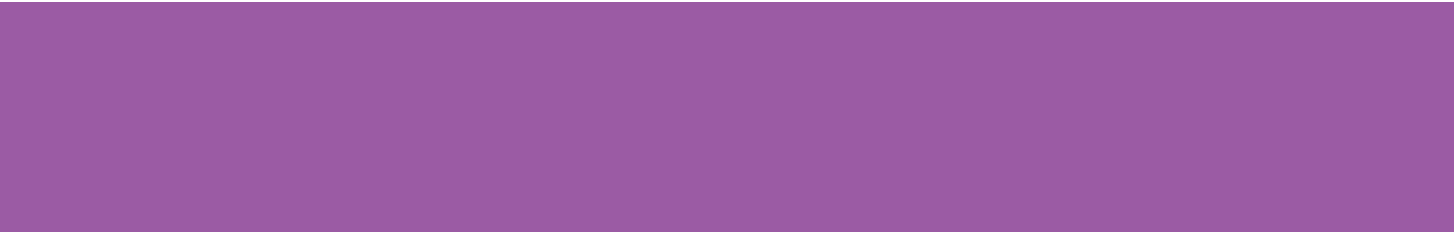
NCNM Review: The National Council's *NCNM Review* was published in June and October, with an average circulation of 71,478 copies to registered nurses and midwives in Ireland and to health service personnel and organisations, third-level education providers, and national and international nursing/midwifery organisations. *NCNM Review* reports on and reviews major developments within the Irish health service of relevance to nurses and midwives and highlights the activities of the National Council, as well as those of nurses and midwives.

Website: The National Council's website (www.ncnm.ie) continues to be a key communications resource for nurses, midwives and other interested parties. It is a portal site to the work of many specialist groups of nurses and midwives and is recognised internationally as a source of invaluable information on the professional development of nurses and midwives. The website was further enhanced and expanded in 2008. The on-line third-level courses database was updated in 2008 and now contains information on over 500 courses available at thirty-three universities, institutes of technology and colleges in Ireland and Northern Ireland. Three more specialist interest groups' websites were added to those already hosted by the National Council on its website bringing the total to twenty-four.

All-Ireland Practice and Quality Development Database: In partnership with the Northern Ireland Practice and Education Council (NIPEC), the National Council continued to develop and manage the web-based All-Ireland Practice and Quality Development Database, which promoted the sharing of good practice on an All-Ireland basis. The database provides a focal point for gathering and disseminating good practice, recognising innovation and personal achievement, and raising awareness of practice initiatives throughout the island of Ireland.

Nursing and Midwifery in Ireland

On 29 September, the Minister for Health and Children launched the publication *Nursing and Midwifery in Ireland – A Strategy for Professional Development in a Changing Health Service*. This book sets out to analyse the many factors that are driving change in the Irish health services and in nursing and midwifery. It contains the results of extensive primary research, which I carried out through one-to-one interviews and focus groups with 115 senior health service personnel. The aim of this research was to identify the future role for nursing and midwifery in the Irish health services and to identify the professional development implications of that role. It gave me great pleasure to see this project come to a conclusion and to be able to make the results available to the professions and to all key stakeholders in the health services. I dedicated the book to the members and staff of the National Council and to our colleagues in the professions and in the wider Irish health services, whose support and commitment towards advancing the professional development of nursing and midwifery inspired the writing of the book and our work in the National Council.



Nurses and midwives comprise the highest proportion of health service personnel and as such are vital to the successful implementation of the *Transformation Programme* and improved population health. The high visibility of the National Council, its strong leadership, the accessibility of its executive and the high level of competence of the executive in engaging with the services have all contributed to the pace and level of the progress made to date in the development of the clinical career pathway. In implementing the Government's decision to restructure the work hitherto carried out by the National Council, I am confident that the importance of continuing and further developing this progress will be fully recognised.

As in previous years, many people have contributed to or assisted the progress made by the National Council in so many areas of nursing and midwifery: the Department of Health and Children and the Health Service Executive at a national level; the third-level education providers and nursing and midwifery planning and development units at a regional level; the managers and staff working at a local level; and the members of the National Council itself. I am grateful to them all. I have been especially fortunate to have enjoyed the support of the executive staff here in our workplace over the last eight years.

Yvonne O'Shea

Chief Executive Officer

THE ROLE AND FUNCTIONS OF THE NATIONAL COUNCIL

The National Council was established in November 1999 on foot of a Statutory Instrument (SI No 376, 30 November 1999) from the Minister for Health and Children and entitled *The National Council for the Professional Development of Nursing and Midwifery (Establishment) Order, 1999*. A further Statutory Instrument entitled *The National Council for the Professional Development of Nursing and Midwifery (Establishment) Order, 1999 (Amendment) Order, 2004* (SI No 800) was published in November 2004.

As stated in the SI No 376 (Section 4), the functions of the National Council are:

- a. To monitor the on-going development of nursing and midwifery specialities, taking into account changes in practice and service need;
- b. To formulate guidelines for the assistance of health boards and other relevant bodies in the creation of specialist nursing and midwifery posts;
- c. To support additional developments in continuing nurse education by health boards and voluntary organisations;
- d. 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;
- e. To publish an annual report on its activities, including the disbursement of monies by the Council.

These functions reflect five of those recommended by the Commission on Nursing (par 6.14).¹

The current core activities of the National Council can be categorised under the following headings:

- Clinical Career Pathway
- Practice Environment and Facilitating Services
- Continuing Professional Development
- Supporting Evidence for Practice
- Communication and Dissemination

¹ Government of Ireland (1998). *Report of the Commission on Nursing: A Blueprint for the Future*. Dublin, Stationery Office.

HEALTH SERVICE REFORM PROGRAMME

While pursuing its own mission in 2008 the National Council simultaneously took direction from the mission statements of the Department of Health and Children (DoHC) and of the Health Service Executive (HSE). These were, respectively:

- To improve the health and well-being of people in Ireland in a manner that promotes better health for everyone, fair access, responsive and appropriate care delivery, and high performance (DoHC, *Statement of Strategy, 2008-2010*, May 2008); and
- To enable people to live healthier and more fulfilled lives (HSE, *National Service Plan, 2008*, November 2007).

The DoHC's high-level objectives for 2008-2010 are focused on policy and corporate support; children and families; primary care; cancer control; acute hospitals; disability and mental health; and care of older people. The HSE continued with the roll-out of the Transformation Programme in 2008, focusing on such priorities as developing integrated services across all stages of the care journey; configuring both primary, community and continuing care (PCCC) services and hospital services so that they deliver optimal and cost-effective results; improving the health of the population and implementing a model for the prevention and management of chronic illness; implementing standards-based performance measurement and management throughout the HSE; and engaging all staff in transforming health and personal social services in Ireland.

The National Council has ensured that its work and activities in 2008 reflected these issues and relevant service users' needs. While always of concern to nurses and midwives, the importance of patient safety and transparency in matters relating to it were given particular prominence. The publication of the report of the Commission on Patient Safety and Quality Assurance (*Building a Culture of Patient Safety*, DoHC, 2008) was a landmark event for the Irish health system, highlighting the need for vigilance and advocacy among nurses and midwives in ensuring safe evidence-based clinical practice and service delivery. Similarly, the requirement for nurses and midwives to prepare themselves for the development of community-based services that meet patients' and service users' needs was underlined in the National Council's core activities.

GOVERNANCE AND REGULATION COMPLIANCE

The National Council endeavours to achieve best practice in administrative and human resource procedures. As a statutory body with independent and legal status the National Council is governed in its work by legislative enactments and other requirements. These include:

- The *Data Protection Acts, 1988 and 2003*
- The *Prompt Payment of Accounts Act, 1997*
- The *Ethics in Public Office Acts 1995 and 2001*
- The *Code of Practice for the Governance of State Bodies, 2001*

The National Council has taken all actions necessary to ensure that it complies fully with its legal and governance requirements.

ACTIVITIES REPORT

CLINICAL CAREER PATHWAY

Clinical Nurse/Midwife Specialist Posts

In accordance with its statutory function, the National Council continued to monitor CNS/CMS posts at a national level in partnership with the eight nursing and midwifery planning and development units. The total number of approved posts on 31 December 2008 was 2,032. Figure 1 illustrates the growth of post numbers between 2001 and 2008 while Table 1 illustrates the approved posts (up to the end of December 2008) within each practising division of the register by Health Service Executive area.

Figure 1. Growth of Clinical Nurse/Midwife Specialist Posts, 2001-2008

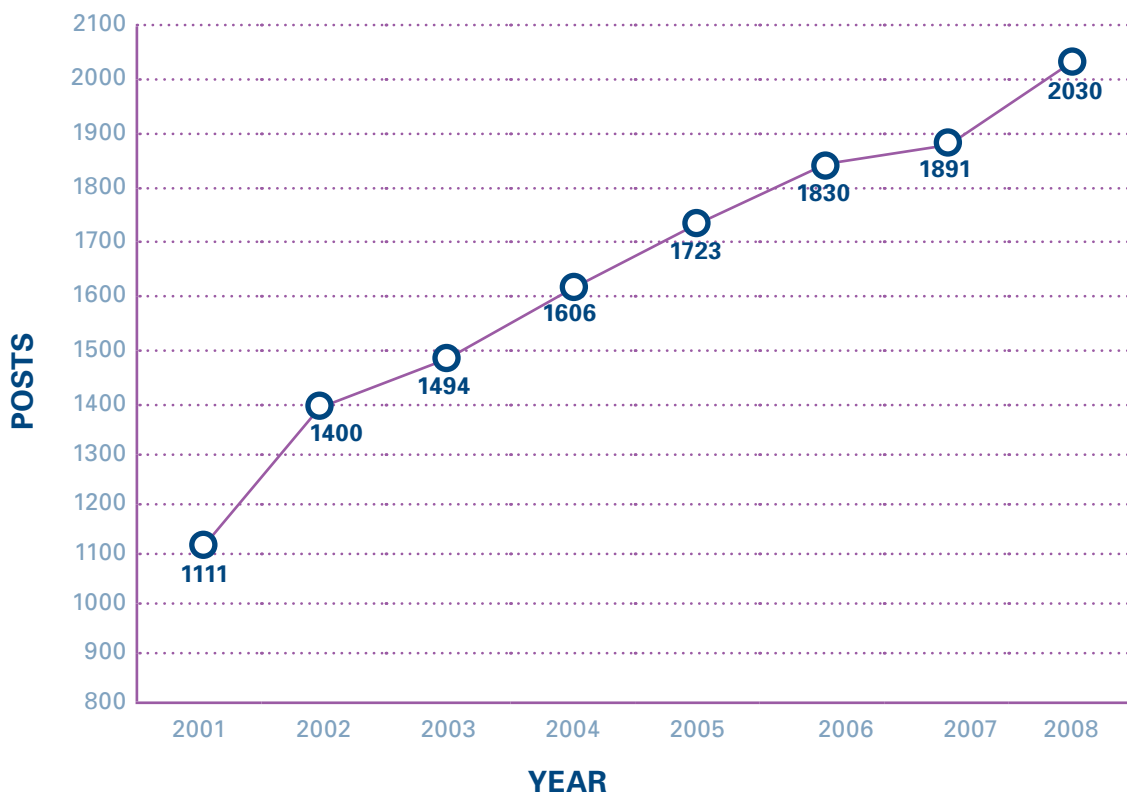


Table 1. Clinical Nurse/Midwife Specialist Posts Approved up to 31 December 2008						
Health Service Executive Area	Practising Division of the Register					
	Children's	General	Intellectual Disability	Midwifery	Psychiatry	TOTAL
Dublin & Mid-Leinster (Dublin City, South of the Liffey, South Co Dublin, Kildare and Baltinglass)	62	174	27	10	59	332
Dublin & Mid-Leinster (Counties Laois, Longford, Offaly and Westmeath)	1	61	3	2	29	96
Dublin & Mid-Leinster (South of Dun Laoghaire, Co Dublin, and Co Wicklow except Baltinglass)	0	96	1	6	38	141
Dublin & North-East (Counties Cavan, Louth, Meath and Monaghan)	1	112	10	5	58	186
Dublin & North-East (Dublin City, North of the Liffey and Fingal)	32	135	22	16	79	284
South (Counties Carlow, Kilkenny, Tipperary (South Riding), Waterford and Wexford)	0	111	3	2	45	161
South (Counties Cork and Kerry)	1	217	29	13	52	312
West (Counties Clare, Limerick, Tipperary (North Riding, including Thurles))	1	103	16	4	48	172
West (Counties Donegal, Leitrim and Sligo)	5	89	10	3	48	155
West (Galway, Mayo and Roscommon)	1	109	10	5	68	193
TOTAL	104	1207	131	66	524	2032

Since 2001 the criteria for CNS/CMS post-holders included the requirement for the person to be educated to higher diploma level (or above) or to undertake a contractual agreement to obtain a relevant higher diploma. The publication of the National Qualifications Authority of Ireland's *National Framework of Qualifications* in 2003 introduced a 10-level framework for Irish qualifications as well as attempting to provide clarity and consistency in the use of academic award titles, hence the use of the term level-8 to denote higher diploma qualifications in the

second edition of *Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts – Intermediate Pathway* (2004). The third edition of the *Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts – Intermediate Pathway* (2007) introduced the requirement for applicants for CNS/CMS posts who had not achieved a level-8 post-registration (major award) qualification to undertake a relevant education programme within three years of signing their contract of employment. An audit of post-holders' qualifications conducted in 2008 showed that the proportion of post-holders taking up the post with a level-8 qualification increased from fifty per cent in 2001 to eighty-five per cent in 2008. The proportion of post-holders required to give a contractual undertaking to complete a relevant education programme declined from fifty per cent in 2001 to fifteen per cent in 2008. The decision was made in November 2008 to introduce the future career pathway in September 2010. Under the criteria of the future career pathway, applicants for CNS/CMS posts will be required to have obtained a level-8 (or higher) post-registration (major award) qualification; the existing arrangement (i.e., the agreement to undertake an appropriate education programme) will no longer pertain.

Clinical Nurse/Midwife Specialist Publications in 2008

Four documents relating to CNS/CMS roles were published in 2008:

- *Enhanced Nursing Practice in Emergency Departments. Position Paper No 4* (April 2008)
- *Profiles of Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners in Ireland* (April 2008)
- *Clinical Nurse/Midwife Specialist Role Resource Pack* (2nd edition) (July 2008) (with the Nursing and Midwifery Planning and Development Unit, HSE (South), Kilkenny)
- *Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts* (4th edition) (November 2008).

For summary remarks about these documents and *Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts* (4th edition), see sections in this Annual Report on *Advanced Nurse/Midwife Practitioner Publications in 2008* and *Practice Environment and Facilitating Services*.

The original version of the *Clinical Nurse/Midwife Specialist Role Resource Pack* (South-Eastern Health Board, 2003) 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 builds on the first edition and incorporates the accumulated experience and expertise of both offices. A new first chapter outlines the developments in and relevant to the clinical career pathway that have taken place since the publication of the first edition in 2003. 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.

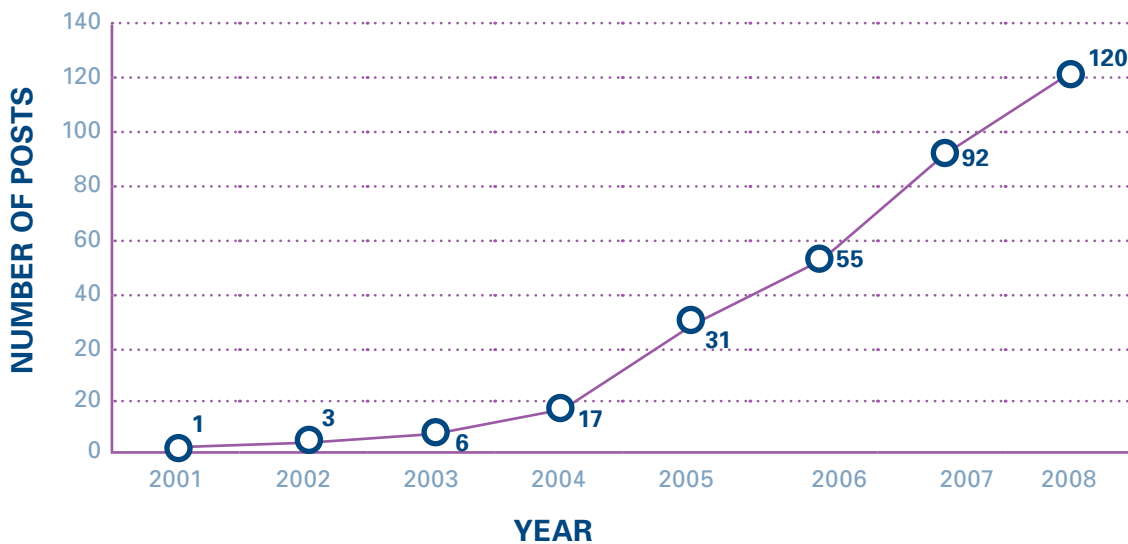
Advanced Nurse/Midwife Practitioner Posts

Twenty-eight advanced nurse/midwife practitioner (ANP/AMP) posts were approved and fourteen ANP/AMPs were accredited in 2008, bringing the total number of approved posts to 120 and of accredited ANP/AMPs to sixty-nine. The posts approved in 2008 are shown in Table 2.

Table 2. Advanced Nurse/Midwife Practitioner Post Job Descriptions and Site Preparation Approved in 2008		
Title of Post(s)	Location of Post(s)	Number of Posts Approved
Cognitive Behaviour Therapy	Laois-Offaly Mental Health Service	1
Occupational Health	Adelaide & Meath Hospitals incorporating the National Children's Hospital, Dublin	1
Cardiothoracic	St James' Hospital, Dublin	1
Rheumatology	Cork University Hospital	1
Emergency	Beaumont Hospital, Dublin	4
Colorectal	Cork University Hospital	1
Emergency	Cavan General Hospital	1
Addiction & Mental Health	Area 7 Mental Health Services, Dublin	1
Emergency Cardiology	Beaumont Hospital, Dublin	1
Neonatology	National Maternity Hospital, Dublin	1
Emergency	Mater Misericordiae University Hospital, Dublin	1
Child Health & Parenting	Donegal Community Services	1
Children's Emergency	Adelaide & Meath Hospitals incorporating the National Children's Hospital	1
Diabetes	Louth County Hospital	1
Midwifery Care	Waterford Regional Hospital	1
Eating Disorders	Donegal Mental Health Service	1
Cardiology	South Infirmary-Victoria Hospital Ltd, Cork	1
Diabetes	St Luke's General Hospital, Kilkenny	1
Epilepsy	Beaumont Hospital, Dublin	1
Emergency	Our Lady's Hospital, Navan, Co Meath	1
Positive Behaviour Support	Cope Foundation, Cork	1
Emergency	Mallow General Hospital, Cork	2
Cognitive Behavioural Psychotherapy	Area 2 Mental Health Service, Dublin	1
Diabetes	National Maternity Hospital, Dublin	1
TOTAL		28

Several more applications were being processed at the end of 2008. The growth in the number of posts since 2001 is shown in Figure 2. Continuing education grants for the development of ANP/AMP roles continued to be awarded in 2008 (see *Practice Environment and Facilitating Services, Continuing Professional Development* and *Appendix 4*).

Figure 2. Growth of Advanced Nurse/Midwife Practitioner Posts, 2001-2008



Throughout 2008, the National Council executive continued to run open days, which afforded service managers, potential ANPs/AMPs and project officers with opportunities to obtain an in-depth understanding of the ANP/AMP post application process and to meet and network with others involved in similar pursuits. They also met the executive staff and received feedback and advice on developing ANP/AMP roles in their respective services.

Eight open days were offered in 2008, bringing the total number to sixty-three since their introduction in 2004, and attended by over 500 nurses and midwives from over 100 areas. Feedback from participants continued to be very positive, with most stating that they had acquired a clearer understanding of the process and had benefited from meeting others involved in developing ANP or AMP roles. These open days were augmented by master-classes and seminars (see *Continuing Professional Development* and *Communication and Contact*) which provided an opportunity for nurses and midwives at all levels to hear and interact with ANPs/AMPs, ANP/AMP candidates and project officers who have developed ANP/AMP posts.

Advanced Nurse/Midwife Practitioner Publications in 2008

A number of publications relating to ANP/AMP roles were published in 2008 (see *Practice Environment and Facilitating Services*). The *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (3rd edition; February 2007) was revised with the two distinct application processes being published in separate documents. *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (4th edition; January 2008) contains the process relating to job description and site preparation approval, while *Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners* (January and November 2008) relates to the process for the accreditation of ANPs and AMPs.

Profiles of Advanced Nurse/Midwife Practitioners and Clinical Nurse/Midwife Specialists in Ireland (April 2008) was published in order to provide a showcase for and to celebrate the work of advanced nurse/midwife practitioners (ANPs/AMPs) and clinical nurse/midwife specialists (CNSs/CMSs). Focusing on a cross-section of ANPs/AMPs and CNSs/CMSs, 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.

Enhanced Nursing Practice in Emergency Departments (Position Paper 4) (April 2008) provides an update on developments in emergency nursing, including advanced practice, and identifies key components of role development for enhanced nursing practice in emergency settings. It outlines the areas that require further development and includes a guide to focused needs assessment with specific examples.

Evaluation of Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners

The establishment of the clinical career pathway is a function vested in the National Council (see *The Role and Functions of the National Council*). Since its introduction in 2001, the National Council has developed definitions, core concepts and competencies for the roles of CNS/CMS and ANP/AMP. It also approves CNS/CMS and ANP/AMP posts, accredits ANPs/AMPs and maintains a national database of posts and post-holders. At the end of 2008 there were 2,032 CNS/CMS posts and 120 ANP/AMP posts approved within the Irish health service.

The development of these roles has contributed to the strategic development of the wider health service and has taken place (and continues to take place) in the context of contemporary national health and social policy, the requirements of population health and the service planning process. The effectiveness of CNS/CMS and ANP/AMP roles were first evaluated on

a preliminary basis in 2004 and 2005 respectively, but in light of subsequent developments that have taken place within the health service it was considered timely to conduct further research into the development of CNS/CMS and ANP/AMP roles and the outcomes associated with these roles.

In 2008 the National Council invited research proposals from parties interested in undertaking a focused evaluation of CNS/CMS and ANP/AMP roles in Ireland. The tender was awarded to a joint research team from Trinity College, Dublin and the National University of Ireland, Galway in December. The first steering group meeting was held on 3 December 2008.

The terms of reference for the project are:

- To review the literature on the evaluation of healthcare interventions with specific reference to the study aim;
- To undertake original data collection which will evaluate the clinical outcomes, service delivery (i.e., the service process) and economic implications of the CNS/CMS and the ANP/AMP. The team will relate the research outcomes to the clinical services of the CNS/CMS and the ANP/AMP standardising for patient characteristics, morbidity data, etc;
- To compare a number of sites which have CNS/CMS and ANP/AMP services with those that do not have such services. This may be a retrospective or prospective data collection process. Service users' wellbeing and satisfaction with the services should be included in the evaluation;
- To develop, as part of the deliverables, a validated tool which can be used in future studies to determine outcomes for clinical services of CNSs/CMSs and ANPs/AMPs. This will aid future monitoring and evaluation of such services; and
- To provide an interim and final report. The latter should clearly identify clinical outcomes, service delivery (i.e., the service process) and economic implications in terms of efficiency (outputs relative to cost) and effectiveness (outcomes relative to inputs) of services.

PRACTICE ENVIRONMENT AND FACILITATING SERVICES

New Publications in 2008

The National Council produced twelve new documents in 2008, some of which built on previous documents published by the Council (see Appendix 1). The new documents are:

- *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (4th edition) (January 2008)
- *Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners* (January 2008; 2nd edition, November 2008)
- *Enhanced Nursing Practice in Emergency Departments. Position Paper No 4* (April 2008)
- *Profiles of Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners in Ireland* (April 2008)
- *Clinical Nurse/Midwife Specialist Role Resource Pack* (2nd edition) (July 2008) (with the Nursing and Midwifery Planning and Development Unit, HSE (South), Kilkenny)
- *Publications and Communications Update* (September 2008)
- *Clinical Supervision – A Structured Approach to Best Practice. Discussion Paper No 1* (September 2008)
- *Enhanced Midwifery Practice. Position Paper No 5* (November 2008)
- *Report on the Role of the Nurse or Midwife in Medical-Led Clinical Research* (November 2008)
- *Final Report of the Implementation of the Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products* (November 2008) (with An Bord Altranais)
- *Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts* (4th edition) (November 2008)

These have either been distributed among all stakeholders and made available on the National Council's website or are being prepared for distribution in 2009. The publications are summarised below.

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

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.

Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners

Details relating to the accreditation of advanced nurse/midwife practitioners are now published in a separate document, *Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners* (January 2008), which is intended to accompany the fourth edition of the

Framework document (see above). 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. A second edition of this document was published in November 2008, with an amendment to the criteria for advanced nurse/midwife practitioners concerning registerable qualifications.

Enhanced Nursing Practice in Emergency Departments

The National Council's fourth position paper *Enhanced Nursing Practice in Emergency Departments* builds upon its very first position paper (*Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Emergency Departments*, April 2005), 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 EDs in Irish hospitals. This guidance is set in the context of the evidence from these EDs 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.

Enhanced Nursing Practice in Emergency Departments 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 Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners in Ireland

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

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 developments in and relevant to the clinical career pathway that have taken place since the publication of the first edition in 2003. 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

The booklet *Publications and Communications Update* provides a concise overview of the National Council's activities, resources and publications.

Clinical Supervision – A Structured Approach to Best Practice

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.

Enhanced Midwifery Practice

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 than formerly 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 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

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, and with the overall aim of providing appropriate career guidance. This document entitled *Report on the Role of the Nurse or Midwife in Medical-Led Clinical Research* reports on the three main components of the project: a review of the international literature relating to nurses' and midwives' role experience in medical clinical trials; visits to selected sites in the United Kingdom where nurses and midwives were working in clinical research roles; and 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 the Prescribing and Administration of Medicinal Products

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 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

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 level-8 (or higher) post-registration (major award) qualification; the existing arrangement (i.e., the agreement to undertake an appropriate education programme) will no longer pertain.

Nursing and Midwifery Planning and Development Units

The National Council and the nursing and midwifery planning and development units (NMPDUs) work in partnership to support the strategic development of nursing and midwifery.

Regional meetings were held in each of the Health Service Executive regions during Spring 2008 and were attended by directors of nursing, nursing practice development co-ordinators, representatives of the third-level education institutions and centres of nurse education, and by other relevant senior nursing and midwifery personnel. The main agenda items were nurse/midwife prescribing, continuing education, profiles of clinical nurse/midwife specialists and advanced nurse/midwife practitioners, the *Clinical Nurse/Midwife Specialist Role Resource Pack* (2nd edition), research and development of clinical nurse/midwife specialist and advanced nurse/midwife practitioner posts.

In 2008, the National Council held four meetings with the directors of the NMPDUs. The agenda involved development of generalist, specialist and advanced practice, research, continuing education funding, nurse/midwife prescribing and project work.

The National Council's *NCNM Review* continued to facilitate the NMPDUs in raising awareness of and providing updates on projects, continuing education opportunities and events, and nursing and midwifery role development at a regional level.

Nurse and Midwife Prescribing Project

In June 2005 An Bord Altranais and the National Council jointly published *Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products* which contained a report on the original nurse and midwife prescribing project. This report included the following five recommendations with relevant accompanying actions:

- Recommendation 1: Continuation of the Use of Medication Protocols
- Recommendation 2: Expansion of the Use of Medication Protocols

- Recommendation 3: Supply and Administration of Over-the-Counter Medications
- Recommendation 4: Prescriptive Authority: extension to nurses and midwives, subject to regulations under the relevant legislation by the Minister for Health and Children and regulation by An Bord Altranais
- Recommendation 5: Implementation of the Recommendations and Actions

In order to realise and operationalise the recommendations and their accompanying actions, An Bord and the National Council agreed in November 2005 to a three-year implementation plan and project, which would conclude in 2008. The two agencies have since contributed significantly to the progression of the nurse and midwife prescribing agenda by adhering to the project plan, retaining the original project team, participating in the national Resource and Implementation Group and disseminating guidance for professional practice and continuing professional development.

The conclusion of the 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 accompanying actions of the earlier report. An Bord and the National Council utilised an evidence-based approach in all aspects of this project, thus ensuring a transparent, high-quality process and achieving the deliverables outlined in the project plan. The success of this project is further evidenced by the introduction and implementation of prescriptive authority for the professions and the development of guidance and support for the nurse's/midwife's enhanced role and responsibilities in medication management. The rate at which the implementation of prescriptive authority and expanded medication management practice were accomplished in Ireland is particularly significant, especially when taking into consideration the planning and resources required and the experiences of other countries. Opportunities and structures now exist in Ireland for nurses and midwives to fully employ their skills and competence in safe medication practices.

Working with the Professions

Members of the National Council and its executive staff have initiated or have been involved in several projects. As well as having made submissions to a number of organisations in relation to specific initiatives, they have consulted or been consulted by various professional bodies. In 2008, these included:

- Advisory Committee for the Implementation of Nursing Prescribing of Ionising Radiation
- An Bord Altranais
- Centres of Nurse Education
- Commission on Nursing Hours, Department of Health and Children

- Community Mental Health Nurses' Association
- Directors of the Nursing and Midwifery Planning and Development Units
- Education and Training Working Group for ICRIN (Irish Clinical Research Infrastructure Network)
- European Working-Time Directive – Nursing and Midwifery Expert Group
- Forum in Ireland for Nurses in Child and Adolescent Mental Health
- Haematology Association of Ireland (Nurses' Group)
- Head and Neck Nurses' Association (HANNA)
- Heads of Schools of Nursing and/or Midwifery within the Third-Level Education Sector
- Health Information and Quality Authority
- Health Research Board
- Health Service Executive
- Institute of Community Health Nurses
- Intellectual Disability Network of Ireland
- Intellectual Disability Services Nurse Managers' Group
- Irish Apheresis Nurses' Association
- Irish Association for Oncology Nurses
- Irish Association of Activity Nurses and Carers
- Irish Association of Critical Care Nurses
- Irish Association of Directors of Nursing and Midwifery
- Irish Association of Paediatric Nurses
- Irish Association of Palliative Care
- Irish Association of Urology Nurses
- Irish Blood Transfusion Service
- Irish Breast Care Nurses' Association
- Irish Diabetes Nurse Specialist Association
- Irish Healthcare Risk Managers' Association
- Irish Hepatology Nurses' Association
- Irish Hospice Foundation
- Irish Lung Cancer Nurses' Group
- Irish Nurses' Organisation
- Irish Nursing and Midwifery Practice Development Association
- Irish Practice Nurses' Association
- Irish Research Nurses' Association
- Irish Stoma Care and Colorectal Nurses' Association
- Mental Health Nurse Managers, Ireland

- National Network of Learning Disability Nurses (UK)
- National Network of Public Health Nurses/Nurses Working With Travellers
- National Qualifications Authority of Ireland
- Northern Ireland Learning Disability Nursing Professional Development Forum
- Northern Ireland Practice and Education Council for Nursing and Midwifery
- Nursing Policy Division, Department of Health and Children
- Nursing Practice Development Co-ordinators (Psychiatric group)
- Nursing Research Committee, Department of Health and Children
- Office for Postgraduate Medical Education, University of Sydney
- Practice Development Co-ordinators for Older People Services
- Practice Nurse Facilitators
- Psychiatric Nurses' Association
- Psychiatry of Old Age Nurse Education/Development Group
- Resource and Implementation Group for Nurse Prescribing
- Respiratory Nurses Association of Ireland (ANAIL)
- Rheumatology Nurses' Association
- School of Policy Sciences, Hosei University, Tokyo
- Service Industry, Professional and Technical Union (SIPTU)
- SKILL (Securing Knowledge Intra-Lifelong Learning) Project
- Strategy for Practice Development Group, Nursing Policy Division, Department of Health and Children
- UK Health and Learning Disability Network
- World Health Organisation Fellow Rosnah bt Mohd Yusof (Malaysian Ministry of Health) and Helen Green (University of Leeds)

The executive staff continued to advise individual nurses and midwives working in both the public and private sectors, directors of nursing and/or midwifery, directors of the nursing and midwifery planning and development units and other interested parties on issues such as National Council processes and procedures, professional development, continuing education options, personal career advice and development of professional roles.

CONTINUING PROFESSIONAL DEVELOPMENT

Continuing Education

The National Council continues to support innovation and development in practice by providing and funding additional continuing education opportunities. In accordance with its policy the National Council provided funding to three types of programmes: short continuing education programmes (i.e., programmes that can be completed within twelve months); continuing education programmes (i.e., programmes that may be of up to three years' duration and pertain to specific strategic developments); and 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 National Council allocated funding to 109 continuing education programmes in 2008. This included seventy-eight short continuing education programmes, twenty-seven advanced nurse/midwife practitioner post grants and four continuing education programme grants. These programmes have provided nurses and midwives with the opportunity to maximise their capabilities and skills in the health system, thereby facilitating new ways of working and enabling nurses and midwives to deliver the range and quality of services required in the most efficient and effective way to meet the needs of patient and service demands.

A brief description of all continuing education programmes for which funding was approved in 2008 is included in Appendices 2, 3 and 4 to this annual report.

Working with Education Providers

The National Council consulted with the providers of nurse and midwife education located within the healthcare services and the third-level education sector. The series of features in the *NCNM Review* on the centres of nurse and midwife education and on the third-level schools of nursing concluded in 2008.

Seminars

The National Council again hosted a programme of seminars on topics of interest to specific groups of nurses and midwives in keeping with the current health service agenda. Where appropriate, live streaming of some of the autumn seminars took place and these were then made available to view on the National Council's website.

Speakers and topics in 2008 are enumerated below:

- Professor Brendan Drumm, Chief Executive Officer, Health Service Executive, *An Update and Briefing from the CEO of the Health Service Executive*, 15 April, Dublin
- David Matthews, Independent Nurse Consultant, *Identifying Health Needs: The 'OK' Health Check Model*, 22 April, Dublin
- Mary Fitzgerald, Nursing Practice Development Co-ordinator, COPE Foundation, Cork and Helen Cahalane, Assistant Director of Nursing, Cork University Hospital, *Developing a Memorandum of Understanding*, 22 April, Dublin
- John Kellett, MD, and Margaret Gleeson, Project Co-ordinator, Mid-Western Regional Hospital, Nenagh, Co Tipperary, *Simple Clinical Score*, 26 May, Athlone
- Carole Boulanger, Consultant Nurse/Advanced Clinical Care Practitioner, Royal Devon and Exeter NHS Foundation Trust, *The Development of Enhanced Roles in Critical Care Settings*, 16 September, Dublin
- Patrick Coakley, Clinical Nurse Specialist (Critical Care), Mercy University Hospital, Cork, *The Development of Enhanced Roles in Critical Care Settings*, 16 September, Dublin
- Fiona Hanrahan, DOMINO (Domiciliary In and Out) Midwifery, Rotunda Hospital, Dublin, *The Development of Enhanced Roles in Midwifery*, 6 October, Dublin
- Eithna Coen, Professional Development Officer (Midwifery), Nursing and Midwifery Planning and Development Unit, HSE (South), *The Development of Enhanced Roles in Midwifery*, 6 October, Dublin
- Ann Ellis, Assistant Director of Nursing and Midwifery, Waterford Regional Hospital, *The Development of Enhanced Roles in Midwifery*, 6 October, Dublin
- Debra Moore, Independent Consultant, Debra Moore Associates, *Leadership, Policy and Practice in Intellectual Disability Services*, 18 November, Dublin

SUPPORTING EVIDENCE FOR PRACTICE

Research Development

Responsibility for research development remains the remit of the Research Development Officer (RDO), who is a joint appointment with the Health Research Board (HRB). The implementation of the five-year *Research Strategy for Nursing and Midwifery in Ireland* (Department of Health and Children, 2003) continues with the RDO reporting progress to the Department of Health and Children's (DoHC) nursing and midwifery research committee, chaired by the Chief Nurse. By the end of 2008, all recommendations but one are on-going or have commenced.

During 2008, the tendering process for the on-line Research Database (Recommendation 3 of the *Research Strategy for Nursing and Midwifery in Ireland*) was completed and the technical build of the actual database was initiated. Also in 2008, the National Council completed a project exploring the role of nurses and midwives in medical-led clinical research: this will be published jointly with the HRB early in 2009. Recommendations from the project are included in the Irish Clinical Research Infrastructure Network's 'roadmap' for the development of clinical research.

The National Council continues to provide a Junior Clinician Scientist for Nursing and Midwifery award through the HRB. This is targeted at clinical nurse/midwife specialists and advanced nurse/midwife practitioners and allows the successful candidates to undertake a master's degree by research or a doctoral degree on a part-time basis. There were two on-going awards in 2008.

Strategic alliances are being developed through national and international networking. The RDO continues to work with a group of European nurse research developers as well as collaborating on all-Ireland initiatives such as the All-Ireland Practice and Quality Development database and the Cancer Consortium Nurses Working Group. The RDO is currently leading (for the Republic of Ireland) an evaluation of the Cancer Consortium's clinical trials training for nursing which has been held annually in the National Cancer Institute in Washington for the past eight years.

The RDO continues to profile research using the National Council's existing communication channels, namely the *NCNM Review*, website, regional meetings, master-classes and the annual conference. She participates in meetings with key stakeholders, including the directors of the nursing and midwifery development units and the directors of schools of nursing and midwifery within the third-level education sector.

Evaluation of Clinical Specialist and Advanced Practice Roles

In 2008 the National Council invited research proposals from parties interested in undertaking a focused evaluation of clinical nurse/midwife specialist and advanced nurse/midwife practitioner roles in Ireland. Following the awarding of the tender to a joint research team from Trinity College, Dublin and the National University of Ireland, Galway, the first steering group meeting was held in December (see *Clinical Career Pathway*).

COMMUNICATION AND DISSEMINATION

Eighth National Conference

On Wednesday 19 November Mary Harney, TD, Minister for Health and Children, opened the eighth national conference of the National Council, entitled *Integrated Health Services/Systems Supporting Patient Care Pathways*. The key-note address was given by Professor Brendan Drumm and the mid-morning panel discussion was chaired by Dr John Bowman. Themes, topics and issues of the day were clinical expertise, patient safety, integration of services and meeting the needs of diverse client groups. In order to make the conference content as widely available as possible, it was “streamed” live and subsequently made available to view on the National Council’s website.

A total of eighty-six posters were displayed by individuals and groups from all around the country depicting research, practice development projects and service improvements. The standard of this year’s posters was particularly high and the feedback from participants indicated that presenting posters provided a distinct opportunity for sharing and networking at a national forum.

Website

The National Council’s website (www.ncnm.ie) was further enhanced and expanded in 2008. It continues to be an important resource for nurses, midwives and other interested parties. Information is provided on the National Council’s activities, and all its documents can be downloaded, as can other published documents of relevance to nurses and midwives. Latest statistics on, and developments in, clinical nurse/midwife specialist and advanced nurse/midwife practitioner posts are provided. The events section has up-to-date information on national and international seminars and conferences. The on-line third-level courses database was updated in 2008 and now contains information on over 500 courses available at thirty-three universities, institutes of technology and colleges in Ireland and Northern Ireland.

The National Council, in partnership with the Northern Ireland Practice and Education Council (NIPEC), continued to develop and manage the web-based All-Ireland Practice and Quality Development Database, the purpose of which is to facilitate sharing of information about practice and quality development initiatives by nurses and midwives in the health services. It was further populated with submissions from both Northern Ireland and the Republic.

Three more specialist interest groups’ websites were added to those already hosted by the National Council on its website bringing the total to twenty-four. The Irish Practice Nurses’ Association, having been supported by the National Council in the development of their website, have taken over the management and development of their site. Hosted websites are:

- Clinical Placement Co-ordinators’ Association
- Haematology Association of Ireland (Nurses’ Group)
- Head and Neck Nurses’ Association

- Irish Association of Activity Nurses and Carers
- Irish Apheresis Nurses' Association
- Irish Association of Critical Care Nurses
- Irish Association of Directors of Nursing and Midwifery
- Irish Association of Paediatric Nurses
- Irish Breast Care Nurses' Association
- Irish Clinical Nurse Managers' Association (ENTRUST)
- Irish Diabetes Nurse Specialist Association
- Irish Hepatology Nurses' Association
- Irish Nurses Cardiovascular Association
- Irish Nurses Lung Cancer Group
- Irish Nursing and Midwifery Practice Development Association
- Irish Research Nurses' Association
- Irish Stoma Care and Colorectal Nurses
- Irish Urology Nurses' Association
- Mental Health Nurse Managers Ireland
- National Network of Public Health Nurses/Nurses Working With Travellers
- Psychiatry of Old Age Nurse Education and Development Group
- Respiratory Nurses Association of Ireland (ANAIL)
- The Older Person Services National Practice Development Programme
- The Transcultural Nurses Network
- The Wound Management Association of Ireland

The website received 159,421 hits and 65,701 visitors in 2008.

NCNM Review

Following a decision to reduce production to a biannual publication, the title of the National Council's newsletter was changed to *NCNM Review* and distributed in June and October. A communications survey conducted in the closing months of 2007 indicated that a majority of readers preferred to receive the *Review* in a printed format and by post and that their preferred content items were research and practice development.

As in previous years the *Review* flagged developments within the Irish health service of relevance and interest to nurses and midwives as well as providing a showcase for the National Council's own activities and those of nurses and midwives all around the country.

An average of 71,478 copies of each issue were distributed to registered nurses and midwives in Ireland and to health service personnel and organisations, third-level education providers and international nursing/midwifery organisations both in Ireland and abroad.

Presentations

The following presentations were made during the year by the executive staff:

- *Portfolio Development: An Introduction*. Postgraduate students, School of Nursing and Midwifery Studies, Trinity College, Dublin; 21 February
- *The Future of Advanced Nursing and Midwifery Practice in Ireland*. Advanced Nurse and Midwife Practitioner Association, Ireland, Mater Misericordiae University Hospital, Dublin; 13 March
- *The Use of Audit and Research*. Clinical Nurse Specialists Group, Adelaide and Meath Hospital incorporating the National Children's Hospital, Dublin; 3 April
- *Portfolio Development: An Introduction*. Undergraduate students, School of Nursing and Midwifery Studies, Trinity College, Dublin; 15 April
- *Advances in Irish Nursing and Midwifery Practice*. SIPTU Conference, Wexford; 15 April
- *Continuing Education Funding Applications (Intellectual Disability Services)*. Nursing Practice Development Co-ordinators' Group (Intellectual Disability Services), Nursing and Midwifery Planning and Development Unit, Health Service Executive, Tullamore; 23 April
- *Developing the Role of the Clinical Nurse Specialist in Epilepsy Care and Intellectual Disability*. Irish Association of Epilepsy Nurses, Dublin; 23 May
- *The Role and Functions of the National Council*. Service and nurse managers, St Michael's House, Ballymun, Dublin; 22 July
- *The Role and Functions of the National Council*. Nurse managers, Mount Carmel Hospital, Churchtown, Dublin; 3 September
- *Developing the Role of the Clinical Nurse Specialist and Advanced Nurse Practitioner in Respiratory Care*. Respiratory Nurse Specialist Association, Dublin; 13 September
- *Development of Advanced Practice in Ireland* (poster presentation). International Council of Nursing Advanced Practice Conference, Toronto, Canada; 18 September
- *A Strategy for Professional Development in a Changing Health Service*. Senior nurses and midwives in Ireland, Dublin, 29 September
- *The Role of the Nurse or Midwife in Medical-Led Clinical Research in Ireland - A Preliminary Analysis*. Dublin Centre for Clinical Research (Research Nurse Day), Dublin; 1 October

- *Portfolio Development: An Introduction*. Postgraduate students, School of Nursing and Midwifery Studies, Trinity College, Dublin; 6 October
- *Contemporary Issues in Nursing and Midwifery*. Postgraduate students, School of Nursing, Royal College of Surgeons in Ireland; 15 October
- *Contemporary Issues in Nursing and Midwifery*. Postgraduate students, School of Nursing, Dublin City University; 22 October
- *The Role of the National Council*. Undergraduate students, School of Nursing and Midwifery Studies, Trinity College, Dublin; 21 November
- *Contemporary Issues in Nursing and Midwifery*. Undergraduate students, School of Nursing, Midwifery and Health Systems, University College, Dublin; 25 November
- *Clinical Supervision: What it is and how to do it*. Advanced Nurse Practitioner Group, St James' Hospital, Dublin; 26 November

Other Activities

A number of other activities conducted by the National Council in 2008 also fall under the heading *Communication and Dissemination* but have been recorded elsewhere in this report. They include accounts of the advanced nurse/midwife practitioner open days (see *Clinical Career Pathway*); the new documents approved and/or published in 2008; and liaison with the nursing and midwifery planning and development units and various organisations (see *Practice Environment and Facilitating Services*).

ENSURING EQUALITY AND VALUING DIVERSITY

The Department of Health and Children has acknowledged that increased inward migration in the 1990s has been a major contributor to the broadening of cultural diversity in Ireland. In its *Statement of Strategy, 2008-2010*, the Department alludes to the implications for planning and delivering health and personal social services for a culturally and ethnically more diverse population. Launched in February 2008 to mark European Year of Intercultural Dialogue (see below), the Health Service Executive's *National Intercultural Health Strategy, 2007-2012* advises on the optimum way towards planning and delivering care and support in an equal, accessible and effective way while acknowledging and valuing the diversity of all service users and providers.

On 10 December 2007, Human Rights Day, the Secretary-General of the United Nations (UN) launched a year-long campaign in which all parts of the UN family were taking part in the lead up to the sixtieth anniversary of the Universal Declaration of Human Rights (UDHR) on Human Rights Day 2008. UN organisations around the globe used the year to focus on helping people everywhere to learn about their human rights. The UDHR was the first international recognition that all human beings have fundamental rights and freedoms and it continues to be a living and relevant document today. The theme of the campaign in 2008, *Dignity and Justice for All of Us*, reinforced the vision of the Declaration as "a commitment to universal dignity and justice and not something that should be viewed as a luxury or a wish-list."

2008 was also European Year of Intercultural Dialogue (EYID) established by Decision N° 1983/2006/EC of the European Parliament and of the Council. The aim of EYID was to draw the attention of people in Europe to the importance of dialogue within diversity and between diverse cultures.

Items relevant to both campaigns and to the Irish health system which were included in the *NCNM Review* in 2009 were:

- English Language Development Programme in the Midlands
- Experiences of Lesbian, Gay and Bisexual People with Health Services in North-West Ireland
- Best Practice in Informing Families of their Child's Disability
- National Intercultural Health Strategy, 2007-2012
- Female Genital Mutilation/Cutting
- Developing Documentation in an Intellectual Disability Service

ACCOUNTS

For the Year Ended 31 December 2008

ACCOUNTS

Income and Expenditure Account		€
Income		
Department of Health & Children	4,473,000	
Superannuation	42,304	
	<u>4,515,304</u>	
Expenditure		
Operational Expenditure	2,025,382	Note 1
Continuing Education Programmes	2,272,919	
	<u>4,298,301</u>	
Surplus for the year	217,003	
Balance Brought Forward	(99,416)	
Balance Carried Forward	<u>117,587</u>	
Balance Sheet		€
Tangible Fixed Assets		
	52,400	
Current Assets		
Debtors & prepayments	135,746	
Cash at bank and in hand	48,722	
	<u>184,468</u>	
Creditors (Amount falling due within one year)		
Creditors and Accruals	66,881	
	<u>117,587</u>	
Net Current Assets	<u>169,987</u>	
Total Assets less Current Liabilities	<u>169,987</u>	
Financed By		
Capitalisation Account	52,400	
Income and Expenditure Account	117,587	
	<u>169,987</u>	
Note 1		
Total Expenditure as per financial accounts	2,049,679	
Add Capitalised Expenditure	13,930	
Less Depreciation	(38,227)	
	<u>2,025,382</u>	

APPENDICES

APPENDIX 1

PUBLICATIONS OF THE NATIONAL COUNCIL 2001 - 2008

All the following publications are available in paper format and in PDF format on the National Council's website:

2001

February	April	May	July
<i>Criteria and Processes for the Allocation of Additional Funding for Continuing Education by the National Council</i>	<i>CNS/CMS – Intermediate Pathway</i>	<i>Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts</i>	<i>Aid to Developing Job Descriptions/ Profiles for Clinical Nurse/Midwife Specialists</i>
<i>National Council Newsletter (Issues 1–4)</i>		<i>Annual Report 2000–2001</i>	

2002

May	November
<i>Guidelines on the Development of Courses Preparing Nurses and Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners</i>	<i>Database of Third-Level Education Courses leaflet</i>
<i>National Council Newsletter (Issues 5–8)</i>	<i>Annual Report 2002</i>

2003

May	September	November
<i>Agenda for the Future Development of Nursing and Midwifery</i>	<i>Guidelines for Portfolio Development for Nurses and Midwives</i>	<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>
<i>National Council Newsletter (Issues 9–12)</i>		<i>Annual Report 2003</i>

2004

January	May	July	November
<i>Evaluation of the Effectiveness of the Clinical Nurse/Midwife Specialist</i>	<i>Report on the Continuing Professional Development of Staff Nurses and Staff Midwives</i>	<i>Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts (2nd ed)</i>	<i>Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts – Intermediate Pathway (2nd ed)</i>
National Council Newsletter (Issues 13–15), NCNM Quarterly Review (Issue 16)			Annual Report 2004

2005

April	June	September
<i>An Evaluation of the Extent and Nature of Nurse-Led/ Midwife-Led Services in Ireland</i>	<i>Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products (Full and summary report) (with An Bord Altranais)</i>	<i>A Preliminary Evaluation of the Role of the Advanced Nurse Practitioner</i>
<i>Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Emergency Departments (Position Paper)</i>	<i>Agenda for the Future Professional Development of Public Health Nursing</i>	<i>The Development of Joint Appointments: A Framework for Irish Nursing and Midwifery</i>
	<i>Nursing and Midwifery Research Priorities for Ireland (Full and summary reports)</i>	<i>Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts</i>
NCNM Quarterly Review (Issues 17–20)		Annual Report 2005

2006

February	June	September	November
<p><i>Guidelines for Portfolio Development for Nurses and Midwives (2nd ed)</i></p> <p><i>Report on the Baseline Survey of Research Activity in Irish Nursing and Midwifery</i></p>	<p><i>All-Ireland Practice and Quality Development Database Guide: A Guide to Sharing Practice and Quality Developments with Other Colleagues</i></p>	<p><i>Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack</i></p> <p><i>Improving the Patient Journey: Understanding Integrated Care Pathways</i></p>	<p><i>Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Intellectual Disability Nursing: Position Paper No 2</i></p> <p><i>Review of Achievements, 2001–2006</i></p>
NCNM Quarterly Review (Issues 21–24)			Annual Report 2006

2007

February	April	June	September
<p><i>Framework for the Establishment of Advanced Nurse Practitioner Posts (3rd ed)</i></p>	<p><i>Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts - Intermediate Pathway (3rd ed)</i></p> <p><i>Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Older Persons Nursing: Position Paper No 3</i></p>	<p><i>Criteria and Processes for the Allocation of Additional Funding for Continuing Education (2nd ed)</i></p>	<p><i>The Introduction of Nurse & Midwife Prescribing in Ireland: An Overview (with the HSE, the Department of Health and Children, and An Bord Altranais)</i></p>
NCNM Quarterly Review (Issues 25–28)			Annual Report 2007

2008

January	April	July	September	November
<p><i>Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts (4th ed)</i></p> <p><i>Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners</i></p>	<p><i>Enhanced Nursing Practice in Emergency Departments. Position Paper No 4</i></p> <p><i>Profile of Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners in Ireland</i></p>	<p><i>Clinical Nurse/Midwife Specialist Role Resource Pack (2nd ed) with NMPDU, HSE (South)</i></p>	<p><i>Publications and Communications Update</i></p> <p><i>Clinical Supervision - A Structured Approach to Best Practice. Discussion Paper No 1</i></p>	<p><i>Advanced Midwifery Practice. Position Paper No 5</i></p> <p><i>Report on the Role of the Nurse or Midwife in Medical-Led Clinical Research</i></p> <p><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></p> <p><i>Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts (4th ed)</i></p> <p><i>Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners (2nd ed)</i></p>
<p>NCNM Review (Issues 29–30)</p>				<p>Annual Report 2008</p>

APPENDIX 2

SHORT CONTINUING EDUCATION PROGRAMMES APPROVED FOR FUNDING IN 2008

HSE (Dublin and Mid-Leinster) (Dublin City (South of Liffey); South County Dublin; all of Kildare; and Baltinglass area of Co Wicklow)		
Programme Title	Programme Summary	Funding Approved in 2008
Cardiovascular Nursing	A study programme aiming to provide staff nurses in cardiology departments with a greater understanding of acute and chronic cardiac conditions.	€10,000.00
Cystic Fibrosis Nursing	A study programme aiming to provide nurses with a deeper understanding of the complexities of cystic fibrosis and its treatment regimens.	€9,872.00
Senior Practice Nursing	Supporting the professional and role development of practice nurses.	€2,500.00
Assessing Mentally Disordered Offenders	Developing a clinical assessment tool to address the nursing needs of the mentally disordered offender patient at pre-admission screening and following admission to the National Forensic Service.	€10,000.00
Ear, Nose and Throat Nursing Practice	An opportunity for nurses to enhance their knowledge and understanding of common ear, nose and throat conditions and procedures.	€10,000.00
Assessment and Management of Acute Medical Emergencies	A series of workshops aiming to provide nursing staff with a structured evidence-based approach to assessing and managing the acutely ill medical patient.	€9,900.00
A Review of Care Delivery, Education and Practice Development	A review of current services provided by the Centre of Nurse Education and the Practice Development Unit at the St Vincent's Healthcare Group, Dublin, in terms of efficiency, effectiveness and value for money.	€10,000.00
Clinical Supervision Training	Introducing clinical supervision within a team of community mental health nurses and clinical nurse specialists.	€3,740.00
Psychosocial Approaches to Recovery	Developing the knowledge, skills and attitudes of nurses caring for patients with severe and enduring mental illness.	€10,000.00
Essence of Midwifery Care	Enabling midwives to reflect on the essence of evidence-based midwifery care.	€7,000.00
Management of Chest Drains	Production of an educational film for nursing staff outlining the care and management of chest drains.	€5,000.00
Teaching and Learning in the Clinical Environment	A workshop aiming to enhance and develop the teaching skills of nurses acting as preceptors and mentors in the clinical areas.	€3,450.00

Children's Pain Management	Developing a pain management module for nurses caring for children in the hospital and primary, community and continuing care sectors.	€10,000.00
Delivering on a Person-Centred Approach to Quality Service Provision	A programme aiming to enhance nurses' understanding and practical application of a person-centred quality enhancement system.	€4,200.00
Introductory Certificate in Intellectual Disabilities	Introducing general and other non-intellectual disability nurses to the theory underpinning intellectual disability service provision.	€10,000.00
Foundation Course in Cognitive Therapy	Providing the knowledge and skills to enhance cognitive aspects of clinical practice.	€5,000.00
Achieving a New Level of Excellence	A conference providing a forum for nurse managers to share innovations and best practice within the mental health services.	€10,000.00

HSE (Dublin and Mid-Leinster) (Counties Laois, Longford, Offaly and Westmeath)		
Programme Title	Programme Summary	Funding Approved in 2008
Behaviours that Challenge	Facilitating nurses in intellectual disability services to develop a greater understanding and knowledge of the issues relating to behaviours that challenge.	€8,200.00
Paediatric Life Support	Training for nurses in paediatric life support.	€6,300.00
Sharing the Future in Community and Public Health Nursing	An all-Ireland conference for public health and community nurses highlighting the scope of nursing in the community setting and sharing best-practice initiatives.	€10,000.00
Picture Exchange Communication System	A social approach to communication for children and adults with intellectual disability and communication difficulties.	€8,000.00
Brief Encounters	A training programme enabling nurses who have routine contact with families to identify the first stages of relationship difficulties and provide effective brief interventions.	€8,100.00
Fitness to Practise Hearings: All You Need to Know	Providing nurse managers with the knowledge and skills necessary to understand fitness to practise procedures.	€10,000.00
Portage-Based Workshop	A programme for public health nurses who work with families of children with additional support needs and aiming to develop their skills and practice.	€4,000.00

HSE (Dublin and North-East) (Dublin City (North of Liffey) and Fingal)		
Programme Title	Programme Summary	Funding Approved in 2008
Developing Documentation Templates	Facilitating community-based nurses to develop documentation templates underpinned by clinical data standards.	€9,949.00
Tenth National Orthopaedic Nurses Conference	Expanding knowledge and skills in the management of patients with orthopaedic conditions or injuries.	€5,000.00
Pearls and Promises: The Changing Face of Palliative Care Practice	An opportunity to engage in discussion and debate regarding the changing face of palliative care practice.	€8,000.00
First National Psychiatry of Old Age Nursing Conference in Ireland	Promoting and highlighting best practice within psychiatry of old age in hospital and community settings.	€9,142.00
Systems in Transition	A series of workshops for community nursing staff and exploring the transition from working as a single discipline to working as part of a multidisciplinary primary care team.	€10,000.00
Caring for the Person with Intellectual Disability and Mental Health Problems	The specific care and treatment needs of people with intellectual disability who experience mental health problems.	€5,800.00
Nursing Care of Children with Neurological Disorders	Developing a professional development module in paediatric neurology.	€10,000.00
Nursing Care of Children with Paediatric Airway Conditions	A professional development module aiming to increase the theoretical and practical knowledge of nurses caring for children with a tracheostomy.	€10,000.00
Diploma in Ear Care	Development of a diploma in effective care of patients in the community, residential, and respite services.	€3,800.00
Prevention and Management of Chronic Disease	Development of a module in health promotion, management and prevention of chronic disease.	€9,500.00
Developing Skills to Empower "Voice-Hearing" Clients	Exploring interventions to assist to people exert control over the experience of hearing voices.	€2,350.00

HSE (Dublin and North-East) (Counties Dublin, Cavan, Louth, Meath and Monaghan)		
Programme Title	Programme Summary	Funding Approved in 2008
Falls Assessment	Increasing participants' knowledge of falls assessment and management of residents at risk.	€9,389.18
Health Promotion for Nurses	A programme aiming to develop a health promotion module in the area of chronic disease prevention and management.	€8,000.00
Haemovigilance Training	Training in haemovigilance practices compliant with European Union directives.	€5,000.00
Falls Prevention and Management	Implementing an evidence-based falls prevention programme.	€4,000.00
Integrated Continence Promotion	Facilitating nurses to promote continence and manage incontinence in the residential, primary, community and continuing care settings.	€6,000.00
Fitness to Practise Hearings: All You Need to Know	Providing nurse managers with the knowledge and skills necessary to understand fitness to practise procedures.	€10,000.00
An Integrated Wound Management Service	Developing an integrated, cost-effective, wound management service across primary, community and continuing care settings.	€8,000.00

HSE (South) (Counties Carlow, Kilkenny, Tipperary (South), Waterford and Wexford)		
Programme Title	Programme Summary	Funding Allocated
Implementation of Community Nursing Practice Guidelines Policies and Procedures	Facilitating the implementation and dissemination of practice guidelines, policies and procedures in community nursing.	€10,000.00
Infection Control Link Nurse Programme	A programme facilitating the development of an infection control link nurses programme within the Health Service Executive Hospital Group in the South-East.	€10,000.00
Reviewing Medication Management Practices	Developing medication management facilitators to support the implementation of An Bord Altranais' medication management guidelines.	€7,000.00
Evidence-Based Practice Workshop	A collaborative venture between Oxford University and the Centre of Nurse Education and Nursing and Midwifery Planning and Development Unit, Health Service Executive (South) aiming to develop a multi-professional approach to evidence-based practice based on the Oxford Centre of Evidence-Based Medicine model.	€10,000.00
Sonas Multisensory Programme for Patients with Dementia	Developing the communication skills of staff caring for patients with dementia using the Sonas Multisensory Approach.	€5,100.00
Diabetes Healthcare Management	Updating nurses in community and primary care settings on the healthcare needs and management of people with diabetes.	€4,040.00
Respiratory Healthcare Management	Updating nurses in community and primary care settings on the healthcare needs and management of people with respiratory conditions.	€7,500.00

HSE (South) (Counties Cork and Kerry)		
Programme Title	Programme Summary	Funding Allocated
Assessment and Management of Lower Limb Ulceration	A conference highlighting best practice in the care and management of patients with vascular disease.	€7,210.00
Fitness to Practise Hearings: All You Need to Know	Providing nurse managers with the knowledge and skills necessary to understand fitness to practise procedures.	€10,000.00
Diabetes in Primary Care	A seminar on best practice and current issues in diabetes management within primary care.	€8,200.00
Performance Management	Facilitating clinical nurse and midwife managers to become effective leaders and managers.	€4,000.00

HSE (West) (Counties Clare, Limerick and Tipperary (North))		
Programme Title	Programme Summary	Funding Approved in 2008
Simple Clinical Score	Implementing the Simple Clinical Score in order to facilitate the provision of clinically appropriate and timely responsive care to acutely ill patients in emergency situations.	€10,000.00
Highlighting the Potential of Individuals and Positive Influencing	Assisting clinical nurse managers to examine how they implement interpersonal skills to achieve goals and tasks in providing high-quality patient care.	€6,500.00
Effective Team-Work in Clinical Practice	Facilitating nurses to acquire the skills, techniques and frameworks for effective team-working.	€9,000.00
Research Development for Clinical Nurse/Midwife Specialists	Supporting clinical nurse/midwife specialists to improve their research skills.	€4,500.00
Presentation and Writing Skills	Developing written and verbal communication skills within the multidisciplinary team.	€6,800.00
Gastroenterology and Inflammatory Bowel Disease Information Day	An update on best practice in gastroenterology care.	€6,502.00
Leading an Empowered Organisation	A train-the-trainers programme enabling participants to become LEO facilitators.	€10,000.00
Transforming Care Through Innovation and Quality	A regional conference highlighting the importance of integrating evidence-informed practice into the organisational structure and quality improvement processes.	€10,000.00
Evaluating a Strategy and Action Plan for Nursing and Midwifery	A formal evaluation of the outcomes and processes of the Strategy and Action Plan for Nursing and Midwifery in the six acute hospitals in Network 7, 2005-2008.	€4,625.00
Women-Centred Care: Time to Reflect	Assisting midwives to examine the impact of organisational culture on and their professional experiences of delivering high-quality women-centred care.	€4,715.00
Person-Centred Care for Older People with Dementia	An advanced workplace learning programme aiming to facilitate nurses to build on their existing knowledge and skills in relation to evidence-based and person-centred dementia care.	€6,310.00
Common Summary Assessment Record Implementation	A train-the-trainers programme on common summary assessment records such as the Mini-Mental State Examination and Barthel Index.	€8,650.00

HSE (West)(Counties Donegal, Leitrim and Sligo)		
Programme Title	Programme Summary	Funding Approved in 2008
Legal Issues for Practice Nurses	Addressing the practical implications of the law, scope of practice and accountability for practice nurses.	€4,500.00
Asthma Management	A module updating practice nurses' knowledge and skills in asthma care.	€9,990.00
Leadership Development for Service Enhancement for Clinical Nurse and Midwife Managers	A programme supporting the leadership development of clinical nurse managers and underpinned by specific and appropriate competency frameworks.	€10,000.00
Fitness to Practise Hearings: All You Need to Know	Providing nurse managers with the knowledge and skills necessary to understand fitness to practise procedures.	€10,000.00
Acute Life-Threatening Events Recognition and Treatment	A train-the-trainers programme enabling participants to deliver the ALERT training programme to other nursing staff.	€9,600.00

HSE (West) (Counties Galway, Mayo and Roscommon)		
Programme Title	Programme Summary	Funding Allocated
Making the Paradigm Shift	A regional conference providing a forum for demonstrating and discussing evidence-based best practice initiatives.	€10,000.00
Nursing Documentation Issues: Challenges and Solutions	A conference demonstrating the successful integration of the Documenting Nursing Care and Evaluation system in nursing practice.	€10,000.00
Promoting and Developing Best Practice in Mental Health Care: Your Vision Realised	A conference highlighting national and international best practice developments within mental health services.	€9,230.00
Detection and Management of Postnatal Depression in Primary Care	Education and training for public health nurses in the detection and management of postnatal depression in the primary care setting.	€7,700.00
Immunisation Training Programme	Facilitating healthcare professionals involved in the delivery of the primary immunisation schedule to offer a standardised and timely immunisation service to the target population.	€8,000.00
Warfarin Training Programme	Supporting and promoting the delivery of a high-quality, client-centred warfarin service.	€9,000.00
Tissue Viability Training Programme	Training in the assessment, planning, implementation and evaluation of wound care in community and primary care settings.	€6,000.00
Sexually Transmitted Infections	Updating nurses' knowledge of the promotion of sexual health care and the treatment and management of sexually transmitted infections.	€4,000.00
Acute Pain Management	Facilitating the development of care pathways and protocols based on international best practice in the management of chronic pain.	€10,000.00
Diabetes Education and Self-Management for Ongoing and Newly Diagnosed	Training community nurses to become DESMOND educators and teach patients/clients to manage their own diabetes.	€4,528.00

APPENDIX 3

CONTINUING EDUCATION PROGRAMMES APPROVED FOR FUNDING IN 2008

Health Service Executive Area	Programme Title	Programme Summary	Total Funding in 2008
West (Clare, Limerick and Tipperary North)	Nurse-Led Chronic Disease Management Using the "Year of Care" Model	A pilot project aiming to support professionals to deliver high-quality care to patients with chronic conditions such as diabetes and empower patients to achieve a competent level of self-care.	€133,947.54
Dublin and North-East (Cavan, Louth, Meath and Monaghan)	Improving Community Cancer Services in the North-East	Development of specialist nursing practice within cancer services in association with the hospital and allied community services.	€494,803.26
West (Donegal, Leitrim and Sligo)	Building Capacity among Nurses and Midwives who Care for People with Long-Term Conditions	Development, implementation and evaluation of a new model of care for the management of people with long-term conditions in the primary care setting.	€599,492.31
South (Carlow, Kilkenny, Tipperary (South), Waterford and Wexford)	Leadership Development for Staff Nurses and Staff Midwives	Providing nurses and midwives with the knowledge and skills to lead and manage effectively.	€453,947.54

APPENDIX 4

GRANTS FOR ADVANCED NURSE/MIDWIFE PRACTITIONER POST DEVELOPMENT

In 2008 a grant of €12,000 was awarded to each of the successful applications listed below.

Title of Post	Organisation(s)
ANP (Care of the Older Person)	Bandon Community Hospital and South Lee Community Services, Bandon, Co Cork
ANP (Pain Management)	Cavan General Hospital
ANP (Childhood Diabetes)	Children's University Hospital, Temple Street, Dublin 1
ANP (Mental Health and Older People)	Clare Mental Health Services
ANP (Neonatology)	Cork University Maternity Hospital
ANP (Dementia Care)	Donegal Mental Health Services
ANP (Emergency Nursing)	Mallow General Hospital
ANP (Emergency)	Mayo General Hospital
ANP (Oncology)	Mayo General Hospital
ANP (Diabetes)	Midland Regional Hospital, Tullamore
ANP (Chest Pain)	Midland Regional Hospital, Tullamore
ANP (Heart Failure)	Midland Regional Hospital, Tullamore
ANP (Diabetes)	National Maternity Hospital, Holles Street, Dublin 2
ANP (Neonatal)	National Maternity Hospital, Holles Street, Dublin 2
ANP (Primary Care: Mental Health and Psychotherapy)	North Lee Mental Health Services, HSE (South)
ANP (Children's Endocrinology/Childhood Diabetes)	Our Lady's Children's Hospital, Crumlin, Dublin 12
ANP (Children's Cardiothoracic Surgery)	Our Lady's Children's Hospital, Crumlin, Dublin 12
ANP (Paediatric Emergency)	Our Lady's Children's Hospital, Crumlin, Dublin 12
ANP (Primary Care: Mental Health)	Primary Care Services, HSE (Dublin and North-East) (Cavan and Monaghan)
ANP (Behaviours that Challenge)	Regional Behaviour Support Service, HSE (Dublin and North-East) (Louth, Meath, Cavan and Monaghan)
ANP (Gerontological Rehabilitation)	Sacred Heart Hospital, Carlow
ANP (Stroke Care)	Sligo General Hospital
ANP (Diabetes)	Sligo General Hospital
ANP (Therapeutic Interventions in Intellectual Disability)	Sligo-Leitrim Intellectual Disability Services
ANP (Care of the Older Person)	St Joseph's Hospital, Dungarvan, Co Waterford
ANP (Emergency)	St Luke's Hospital, Kilkenny
ANP (Mental Health, Primary Care)	West Cork Mental Health Services

