



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



**ANNUAL REPORT
& ACCOUNTS
2007**

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 stake-holders 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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CONTENTS

NATIONAL COUNCIL MEMBERS	4
STAFF OF THE NATIONAL COUNCIL	5
CHAIRPERSON'S STATEMENT	6
CHIEF EXECUTIVE OFFICER'S REPORT	8
THE ROLE AND FUNCTIONS OF THE NATIONAL COUNCIL	11
HEALTH SERVICE REFORM PROGRAMME	12
ACTIVITIES REPORT	13
SETTING THE AGENDA	14
CLINICAL NURSE SPECIALIST/CLINICAL MIDWIFE SPECIALIST POSTS	16
ADVANCED NURSE PRACTITIONER/ADVANCED MIDWIFE PRACTITIONER POSTS	19
NURSING AND MIDWIFERY PLANNING AND DEVELOPMENT UNITS	22
CONTINUING EDUCATION	23
NURSE AND MIDWIFE PRESCRIBING PROJECT	24
RESEARCH	25
COMMUNICATION AND CONTACT	26
Seventh National Conference	26
Seminars	26
Website	27
Quarterly Review	28
Working with the Profession	28
Presentations	30
ENSURING EQUALITY AND VALUING DIVERSITY	33
ACCOUNTS	34
APPENDICES	37
APPENDIX 1: PUBLICATIONS OF THE NATIONAL COUNCIL	38
APPENDIX 2: CONTINUING EDUCATION PROGRAMMES APPROVED FOR FUNDING IN 2007: CRITERIA AND PROCESSES OF THE NATIONAL COUNCIL, 2001	41
APPENDIX 3: CONTINUING EDUCATION PROGRAMMES APPROVED FOR FUNDING IN 2007: CRITERIA AND PROCESSES OF THE NATIONAL COUNCIL, 2007	42

NATIONAL COUNCIL MEMBERS

Dr Laraine Joyce	<i>Chairperson</i>
Ms Valerie Small	<i>General Nursing</i>
Ms Maura Nash	<i>Intellectual Disability Nursing</i>
Mr Brendan Byrne	<i>Psychiatric Nursing</i>
Ms Antoinette Doocey	<i>Public Health Nursing</i>
Ms Aveen Murray	<i>Children's Nursing</i>
Mr Patrick Hume	<i>Care of the Elderly</i>
Ms Jacqueline Burke	<i>Nurse Tutor</i>
Ms Mary Brosnan	<i>Midwifery</i>
Mrs Anne Carrigy	<i>An Bord Altranais</i>
Ms Eileen Kelly	<i>An Bord Altranais</i>
Mr Jim Brown	<i>Senior Nurse Manager</i>
Ms Marie Keane	<i>Health Service Executive (Employers' Agency)</i>
Ms Hazel Daniels	<i>Health Service Executive (Employers' Agency)</i>
Ms Mary McCarthy ¹	<i>Department of Health and Children</i>
Mr Tony Morris	<i>Department of Health and Children</i>
Prof Pearl Treacy	<i>Third-Level Institutions (National University of Ireland)</i>
Ms Bernie Quillinan	<i>Third-Level Institutions (non-National University of Ireland)</i>
Dr Siobhan O'Halloran	<i>Third-Level Institutions (Institute of Technology/Regional Technical College sector)</i>

1

¹ Resigned 19 September 2007.

STAFF OF THE NATIONAL COUNCIL

Chief Executive Officer	Yvonne O'Shea, RGN, RM, RNT, BA, MSc (Econ)
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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



In 2007, the National Council continued to pursue its mission of promoting and developing the professional roles of nurses and midwives in partnership with stakeholders in order to support the delivery of quality nursing and midwifery care to patients and clients in a changing healthcare environment, working in close collaboration with the Department of Health and Children and the Health Service Executive (HSE).

This is a time of great change and opportunity for nursing and midwifery, which together make up thirty-five per cent of the total healthcare workforce and comprise the largest single group of professionals within the health services.

In 2003, the Health Service Reform Programme began the process of unprecedented change within the health services. The HSE's *Transformation Programme 2007–2010* has stepped up the pace of reform, with further radical changes in the way in which health services are delivered in Ireland. In January, the HSE published its national service plan for 2007, with an emphasis on quantifiable outputs, outcomes and targets as part of an integrated approach to service delivery. The increased emphasis on accountability and value for money, the increased pressure on staff and, in particular, on changes in the role for medical personnel within the health services, all point to very significant changes ahead for nursing and midwifery in Ireland.

The National Council actively supports the agenda of the HSE and, in particular, its objective of enhancing the roles of nurses and midwives, including an increase in the number of clinical nurse and midwife specialists in many areas in line with the development of integrated clinical and administrative teams.

The National Council has also taken the lead in the development of important policy initiatives. One of the most important of these is nurse and midwife prescribing. During the year, the National Council, in partnership with An Bord Altranais, continued to drive the implementation of nurse and midwife prescribing while at the same time dovetailing with the plans of the Resource and Implementation Group chaired by Dr Siobhan O'Halloran (Director of HSE Nursing Services and a member of the National Council). The involvement of nurses and midwives in prescribing is a logical extension of all the other changes in the delivery of health services that are taking place and the role that nurses and midwives are expected to play within these reformed services.

Many opportunities continue to open up to nursing and midwifery. In particular, the HSE itself has identified many opportunities for nurses and midwives to play central leadership roles in the roll-out of the Transformation Programme. This is complemented by the existence of the structures that have been created in recent years and that provide opportunities for nursing and midwifery to influence and lead the development and implementation of policy. Similarly, there has never before been such a rich range of educational structures and opportunities open to nurses and midwives. This is likely to develop even further as more education programmes are provided on a multidisciplinary and interprofessional basis, reflecting the developments in practice where multidisciplinary teams are becoming the norm.

Significant achievements in 2007 can be reported. The first cohort of nurses and midwives to complete the Certificate in Nursing (Nurse/Midwife Prescribing) programme in October 2007 are now involved in developing and advancing clinical governance structures to implement nurse and midwife prescribing within the healthcare services. The National Council and An Bord Altranais have launched the e-learning programme, *Guide to Medication Management*, to assist all nurses and midwives in their medication management practices. All key stakeholders acknowledge the importance of continued competence for nurse and midwife prescribers. The development of clinical governance structures to support nurses and midwives in their prescribing practices are taking shape through a variety of approaches at national and local levels.

Throughout the year, Mary Harney, TD, Minister for Health and Children has continued to show a keen and well-informed interest in the work of the National Council. Minister Harney again launched our National Conference, attended our key events and demonstrated her support in many other ways for the key role of professional development of nursing and midwifery during health service reform. On behalf of the National Council, I would like to express our sincere thanks and appreciation for her commitment.

The National Council would also like to record its thanks to the Nursing Policy Division of the Department of Health and Children and to the HSE for their support and partnership. We also acknowledge with gratitude our many other partners and colleagues within the professions, in the wider healthcare service and in the community, at both national and regional levels, who helped make this another year of high achievement

The draft heads of the proposed new Nurses and Midwives Bill were circulated for comment late this year. The National Council has been most heartened at the responses it has received from nurses and nursing representative groups which oppose strongly the dissolution of the National Council as outlined in the draft legislation. Their responses indicate that our services are highly valued, that we have provided leadership, inspiration and support for nurses in pursuing their professional development and that the nursing profession would be much the poorer if the National Council were to disappear and its resources to be dissipated within the HSE.

The Council itself has grave concerns that its work might be hampered were it to be fully subsumed within the HSE and is making its views known as part of the consultation process.

The Report of the Commission on Nursing contained the most comprehensive review of the profession of nursing and midwifery that has ever been conducted in Ireland. The environment has, however, changed significantly within the past decade. Political, economic, institutional, professional and educational challenges face the professions now that were not present then. Nursing and midwifery need to consolidate the progress made as a result of the Commission on Nursing, and the National Council is anxious to continue our work of helping to maximise the contribution that the professions can make to the achievement of a better health service for all.

Dr Laraine Joyce
Chairperson

CHIEF EXECUTIVE OFFICER'S REPORT



In 2007, the National Council continued its leadership role in the development of important policy initiatives. Among these was the involvement of nurses and midwives in prescribing medicinal preparations (in partnership with An Bord Altranais), the promotion of research in nursing and midwifery (in partnership with the Health Research Board), and the promotion of the development of educational programmes to support the clinical career pathway (in partnership with third-level institutions and the centres of nurse and midwife education).

The National Council provides continuing professional development support to nurses and midwives in the form of career progression advice, open days, site visits, assistance with job descriptions, management advice and support. This includes regular regional meetings, organised in collaboration with the nursing and midwifery planning and development units, for directors of nursing and other senior manager and stakeholders with a view to keeping them informed about development opportunities and providing advice on professional development issues.

In addition, the National Council also provided a range of master classes and seminars on nursing and midwifery topics, as well as organising an annual conference on professional development issues, and developing further its interactive portal website, that acts as host for a wide range of nursing and midwifery specialist interest groups. The National Council published a number of evaluations and position papers on the whole area of clinical career pathways, including the roles of nurse and midwife specialists and advanced nurse/midwife practitioners. The Council was also involved in the provision of extensive professional advice at individual and organisational level.

Particular highlights of 2007 included:

Nurse and Midwife Prescribing: Very significant progress was made during 2007 in making nurse and midwife prescribing a reality. Legislation to enable nurses and midwives to prescribe has now been prepared and An Bord Altranais has amended the relevant rules for nursing and midwifery, and created a new division of the Register for Registered Nurse Prescribers (RNP). The first cohort of nurses and midwives preparing for their expanded roles as prescribers completed the first *Certificate in Nursing (Nurse/Midwife Prescribing)* programme with the Royal College of Surgeons in Ireland and University College, Cork, in October 2007.

The National Council, An Bord Altranais and the HSE have actively engaged with nurses, midwives and health service providers to facilitate local and national developments in the roll-out of nurse and midwife prescribing. Information meetings have been held with each regional nursing and midwifery planning development unit (NMPDU) to provide a forum for discussion and questions for interested parties. The Resource and Implementation Group of the Department of Health and Children and the HSE continue to meet regularly, and plans for the evaluation of the implementation and monitoring of prescriptive authority are advancing.

Key groups such as nursing/midwifery and health service management, medical practitioners, pharmacists and groups and agencies at local and national levels are active in facilitating the introduction of this initiative.

The National Council, in partnership with An Bord Altranais, introduced the *Guide to Medication Management* e-learning programme. This educational resource is available through the websites of the National Council, An Bord Altranais and the HSE Learning Centre. The innovative programme acts to support the professions in their medication management practices. The e-learning programme is a great resource and allows individual nurses and midwives to explore and build upon their knowledge and competency in medication management.

Continuing Education: Over the past seven years, the National Council has expended around €2 million a year to provide nurses and midwives with funding for additional continuing education initiatives in the development and implementation of new ways of working to meet the needs of patient and service demands. In all, some 769 initiatives have been funded, involving 27,400 nurses and midwives. The initiatives ranged from one-day conferences, seminars and workshops on specific topics to support for the development of advanced nurse practitioner posts. In 2007, the criteria were reviewed and it was decided to focus on funding three types of programme: short (twelve-month) continuing education programmes; continuing (up to three years) education programmes; and funding project officers to undertake the site preparation and job description development for advanced nurse/midwife practitioner posts. The National Council allocated funding to a total of nineteen continuing education programmes in 2007 using the revised criteria.

Clinical Career Pathway: Since its inception, the National Council has promoted the clinical career pathway as an option for those nurses and midwives who have chosen to apply their cumulative experience and expertise in the frontline of health service delivery. The number of clinical nurse specialist (CNS) and clinical midwife specialist (CMS) posts in each division of the register has continued to increase, and, at the end of 2007, there were over 1,900 approved CNS/CMS posts in Ireland, indicating the high level of acceptance these posts have found. In accordance with its statutory function, the National Council continued to monitor CNS/CMS posts at a national level in partnership with the eight NMPDUs.

Thirty-seven advanced nurse practitioner/advanced midwife practitioner (ANP/AMP) posts were approved and nineteen ANPs were accredited in 2007, bringing the total number of approved posts to ninety-two and accredited ANPs to fifty-four. A number of additional applications were being processed at the end of 2007.

The National Council published its third position paper on specialist and advanced nursing practice. *Care of Older Persons: Clinical Nurse Specialist and Advance Nurse Practitioner Posts. Position Paper No 3* aims to provide guidance to services which provide care for older

persons and may be considering the introduction of CNS and ANP posts. As people in Ireland live longer on average and those aged over sixty-five continue to be the major users of health and social care, it is increasingly important to consider the particular needs of older people in providing a comprehensive range of services appropriate to their needs. Nursing older people is essentially about supporting, educating, enabling, comforting and encouraging people to live fulfilling, healthy lives. This type of nursing must therefore remain sufficiently wide to embrace new technically-focused functions while sustaining and nurturing core fundamental skills and values.

Annual Conference: The National Council's annual conference has become one of the most important events of the year for the professions – affording over 1,000 nurses and midwives the opportunity to come together to discuss issues of central importance. *Team-Working to Support Excellence in Patient Care* was the theme of the seventh annual conference, which was opened by the Minister for Health and Children, Mary Harney, TD, and addressed by the Chief Executive Officer of the Health Service Executive, Professor Brendan Drumm. Minister Harney, who was opening the National Council's conference for the fourth year in succession, cited developments that have created or made possible new opportunities for nurses and midwives, namely, legislative changes pertaining to nurse and midwife prescribing and the clinical career pathway which has enabled visionary healthcare teams to develop CNS/CMS and ANP/AMP posts. Future opportunities that she urged the professions to take heed of were nurse-led chronic disease management clinics, care in the primary and continuing care sectors, and the consultation process for the proposed Nurses and Midwives Bill.

Much of the work that has taken place in reforming structures within the health services to date has served to strengthen the role of nursing and midwifery. New structures have also emerged that provide solid support for the professions in the development of the career pathway for nurses and midwives, including the National Council, the NMPDUs, the development of degree-level pre-registration education, the continued development of post-registration education opportunities and the continued development of continuing professional development opportunities. These in turn are supported by clear guidance in the form of scope of practice frameworks and frameworks for the development of clinical career pathway roles.

Nursing and midwifery continue to be part of an environment of constant and dynamic evolution as the process of change continues to further transform the health services in Ireland. The National Council is committed to working with nurses and midwives as they seize the opportunities for taking a leadership role within the health services in Ireland in addressing the challenges of change.

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).²

² 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 2007 the National Council simultaneously took direction from the mission statements of the Department of Health and Children and of the Health Service Executive. These were, respectively:

- To improve the health and well-being of people in Ireland; and
- To provide high-quality, integrated health and personal social services built around the needs of the individual and supported by effective team-working.

The Department of Health and Children's medium-term corporate objectives for the period 2007–2010 included the provision of a legislative and regulatory framework to help protect the interests of service users and to support practitioners in working to the highest standards. Legislative changes such as the *Medicinal Products (Prescription and Control of Supply) Regulations Amendment, 2007* have facilitated the development of nursing and midwifery roles and the National Council has been able to contribute to this development through its work in the area of nurse and midwife prescribing. In addition, the National Council has promoted the Department's key objectives for 2007 concerning the development of community and primary care services, chronic disease management, mental health services, longer-term care of the older person, disability services and the acute hospital reform agenda.

Established in 2005, the Health Service Executive (HSE) is accountable for the delivery of publicly-funded health and social personal services to everyone living in Ireland. The HSE's *Transformation Programme 2007–2010* published at the end of 2006 underlined the need for a transformation of the health and social services to be achieved by all staff working together to create easy access to services, develop confidence in the services, ensure their pivotal role is recognised and build up their pride in the services. The National Council has continued to promote the HSE's agenda of ensuring the provision of uniformly high-quality, safe services among nurses and midwives in Ireland. At the same time, the National Council has worked to support nurses and midwives as they endeavour to implement this agenda and also to introduce innovative evidence-based improvements within a wide range of care settings and to an increasingly diverse population.

ACTIVITIES REPORT

SETTING THE AGENDA

The National Council produced six new documents, some of which built on previous documents published by the Council. The new documents are:

- *Review of Achievements, 2001–2006* (November 2006)
- *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (3rd ed) (February 2007)
- *Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts – Intermediate Pathway* (3rd ed) (April 2007)
- *Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Older Persons Nursing: Position Paper No 3* (April 2007)
- *Criteria and Processes for the Allocation of Additional Funding for Continuing Education* (2nd ed) (June 2007)
- *The Introduction of Nurse and Midwife Prescribing in Ireland: An Overview* (September 2007) (with the Health Service Executive, the Department of Health and Children, and An Bord Altranais)

These have been distributed among all stakeholders and made available on the National Council's website. The publications are summarised below.

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

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

Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts – Intermediate Pathway. Originally published in 2001 and revised in 2004, the third edition of the *Framework* was informed by the National Council's accumulated experience in handling clinical nurse/midwife specialist post applications, the evaluation of the effectiveness of established roles (National Council, 2005), consultation with key stakeholders and developments taking place as part of the Health Service Reform Programme. The three most significant points in this edition are the requirements for:

- The clinical nurse/midwife specialist post-holder to have undertaken formal recognised post-registration education at Level 8 or above on the *National Framework of Qualifications* of the National Qualifications Authority of Ireland
- The employing organisation to give details of the essential qualifications, experience and competencies to fulfil the role and functions of the post
- An applicant for a clinical nurse/midwife specialist post to demonstrate that they have the competencies necessary to fulfil the job description

Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Older Persons Nursing: Position Paper No 3. Building on the existing clinical nurse specialist and advanced nurse practitioner frameworks, the service need analysis template (National Council 2005) and the previous position papers (National Council 2005 and 2006), this position paper on clinical nurse specialist and advanced nurse practitioner roles in older person services aims to provide guidance to the relevant service providers where the introduction of such posts is being considered. Key practice areas in which clinical nurse specialist posts relating to the nursing care of the older person have been established include Alzheimer’s disease, dementia, community psychiatry of old age and rehabilitation of the older person, but service providers are advised to consider demographic trends, epidemiological factors, and health service policy when ascertaining the need for further posts.

Criteria and Processes for the Allocation of Additional Funding for Continuing Education. In light of the National Council’s accumulated experience of processing applications for continuing education funding and “best practice in funding” developments elsewhere, a decision was taken to allocate funding to three types of programme: 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 revised *Criteria and Processes* clearly state the criteria for the three types of programme, as well as clarifying funding conditions and rules, and providing directions on how to make and submit an application for funding.

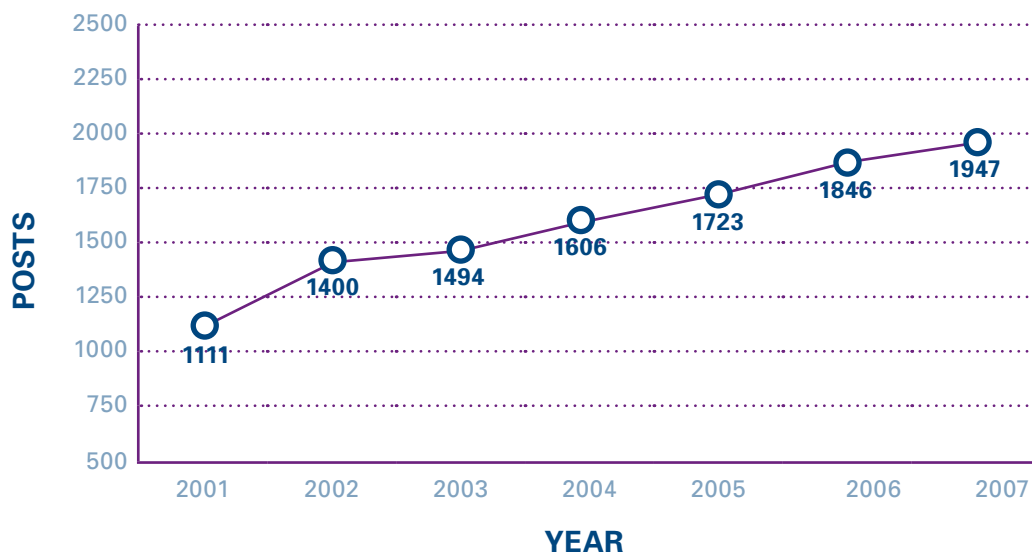
The Introduction of Nurse and Midwife Prescribing in Ireland: An Overview. This overview of the nurse and midwife prescribing in Ireland was prepared by the National Council in collaboration with the Health Service Executive, the Department of Health and Children, and An Bord Altranais. Published in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

CLINICAL NURSE SPECIALIST/CLINICAL MIDWIFE SPECIALIST POSTS

In accordance with its statutory function, the National Council continued to monitor clinical nurse and midwife specialist (CNS/CMS) posts at a national level in partnership with the eight nursing and midwifery planning and development units (NMPDUs).

The total number of CNS/CMS posts in each division of the register has increased every year since the statistics were first published in 2001; the totals at the end of the years 2001 and 2007 were 1,111 and 1,947 respectively, which represents an increase of approximately 75% in the number of posts in the last seven years (see Figure 1).

Figure 1. Growth of Clinical Nurse/Midwife Specialist Posts, 2001–2007



Statistics on the regional distribution of approved CNS/CMS posts and the relevant division of the register are published on the National Council's website and updated every month. Figures for the approved CNS/CMS posts in each Health Service Executive region and practising division of the register are shown in Table 1.

Table 1. Clinical Nurse Specialist/Clinical Midwife Specialist Posts Approved up to 31 December 2007						
Health Service Executive Area	Practising Division of the Register					
	General	Intellectual Disability	Midwifery	Psychiatry	Children's	TOTAL
Dublin & Mid-Leinster (South of Dun Laoghaire, Co Dublin, and Co Wicklow except Baltinglass)	96	1	7	38	0	142
Dublin & North-East (Dublin City, North of the Liffey and Fingal)	134	22	12	78	30	276
Dublin & Mid-Leinster (Dublin City, South of the Liffey, South Co Dublin, Kildare and Baltinglass)	168	27	6	56	61	318
Dublin & Mid-Leinster (Counties Laois, Longford, Offaly and Westmeath)	57	3	2	28	1	91
West (Counties Clare, Limerick, Tipperary (North Riding, including Thurles))	94	16	4	46	1	161
Dublin & North-East (Counties Cavan, Louth, Meath and Monaghan)	105	10	4	58	1	178
West (Counties Donegal, Leitrim and Sligo)	87	10	3	48	2	150
South (Counties Carlow, Kilkenny, Tipperary (South Riding), Waterford and Wexford)	105	3	2	44	0	154
South (Counties Cork and Kerry)	214	29	5	52	1	301
West (Galway, Mayo and Roscommon)	101	10	5	59	1	176
TOTAL	1161	131	50	507	98	1947

Clinical Nurse/Midwife Publications in 2007

Two publications relating to the clinical career pathway were published in 2007 (see *Setting the Agenda*). The *Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts – Intermediate Pathway* (3rd edition) was revised on the basis of the National Council's accumulated experience in handling clinical nurse/midwife specialist post applications, the evaluation of the effectiveness of established roles (National Council 2005), consultation with key stake-holders and developments taking place as part of the Health Service Reform Programme. *Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Older Persons Nursing: Position Paper No 3* was published with a view to assisting services for older persons that might be considering the introduction of CNS posts. This paper builds on the existing clinical nurse specialist framework, and explores policy on older person service provision, in order to provide clear guidance to those seeking to develop the clinical career pathway for nurses working in services for older persons.

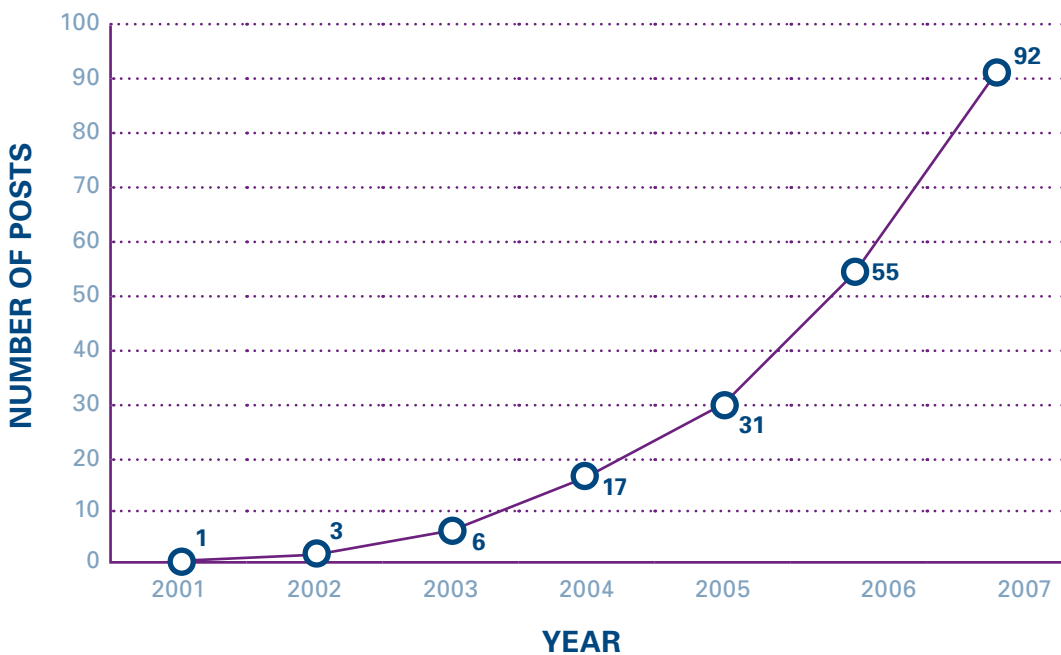
ADVANCED NURSE PRACTITIONER/ ADVANCED MIDWIFE PRACTITIONER POSTS

Thirty-seven advanced nurse practitioner/advanced midwife practitioner (ANP/AMP) posts were approved and nineteen ANPs were accredited in 2007, bringing the total number of approved posts to ninety-two and accredited ANPs to fifty-four. The posts approved in 2007 are shown in Table 2.

Table 2. ANP Job Descriptions and Site Preparation Approved		
Title of Post(s)	Location of Post(s)	Number of Posts Approved
Emergency	Midland Regional Hospital, Mullingar, Co Westmeath	1
Haematology/Oncology	Our Lady's Children's Hospital, Crumlin	1
Emergency	Letterkenny General Hospital, Co Donegal	2
Emergency	Midland Regional Hospital, Mullingar	1
Emergency	Sligo General Hospital	2
Emergency	Mercy University Hospital, Cork	2
Children's Renal	Children's University Hospital, Temple Street	1
Children's Emergency	Children's University Hospital, Temple Street	2
Women's Health	National Maternity Hospital, Holles Street	1
Care of the Older Person	St. Patrick's Hospital, Waterford	1
Haematology	Midland Regional Hospital, Tullamore	1
Cognitive Behavioural Therapy	Sligo/Leitrim Mental Health Services	2
Emergency	Tralee General Hospital	3
Haematology	Our Lady's Children's Hospital, Crumlin	1
Emergency	South Tipperary General Hospital, Clonmel	1
Older Person with Dementia	St. Patrick's Hospital, Cashel	2
Urology	University College Hospital, Galway	1
Community Older Adults	Dublin South City LHO District	1
Tissue Viability	Cherry Orchard Hospital, Ballyfermot, Dublin	1
Cardiothoracic	The Galway Clinic, Galway	1
Cardiothoracic	University College Hospital, Galway	4
Specialist Palliative Care	Our Lady of Lourdes Hospital, Drogheda	3
Eating Disorders	St. Patrick's Hospital, James Street, Dublin	1
Liaison Psychiatry	Area 8 Mental Health Services and Beaumont Hospital	1
Total		37

Several more applications were being processed at the end of 2007. The growth in the number of posts since 2001 is shown in Figure 2. A new initiative aimed at facilitating the development of advanced nurse/midwife practitioner posts was the introduction of a new form of continuing education grant (see *Setting the Agenda* and *Continuing Education*). Approved by the National Council in June 2007, grants of €12,500 have been made available to fund part-time facilitators to prepare sites and job descriptions for advanced nurse/midwife practitioner posts.

Figure 2. Growth of Advanced Nurse/Midwife Practitioner Posts, 2001–2007



Throughout 2007, the National Council executive continued to run open days for service managers and potential ANPs/AMPs. These open days enabled participants to meet the executive staff and familiarise themselves with the ANP/AMP posts application process and other National Council procedures. They also received feedback and advice on developing ANP/AMP roles in their services, while meeting and networking with others involved in similar pursuits. Fourteen open days were offered in 2007, in Dublin and at other locations, bringing the total number of open days to fifty-five since they were introduced in 2004. More than 480 nurses and midwives representing more than 100 areas have attended the open days altogether. In addition to the open days, the National Council's professional development officers also offered advice and support on an individual basis to organisations and personnel involved in developing ANP or AMP roles.

Advanced Nurse/Midwife Practitioner Publications in 2007

Two publications relating to the clinical career pathway were published in 2007 (see *Setting the Agenda*). The *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (3rd edition) was revised on the basis of the National Council's accumulated experience in handling advanced nurse/midwife post applications, the preliminary evaluation of advanced practice roles, consultation with key stake-holders and developments taking place as part of the Health Service Reform Programme. No substantive changes were made to the processes for the approval of advanced nurse/midwife practitioner posts or accreditation of post-holders in this edition. *Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Older Persons Nursing: Position Paper No 3* was published with a view to assisting services for older persons that might be considering the introduction of advanced nurse practitioner posts. This paper builds on the existing advanced nurse practitioner framework, and explores policy on older person service provision, in order to provide clear guidance to those seeking to develop the clinical career pathway for nurses working in services for older persons.

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. A wide range of continuing education programmes have been implemented and funded which meet the needs of nurses and midwives working throughout the health service. In 2007, the National Council had four meetings with NMPDU directors. The agenda involved development of generalist, specialist and advanced practice, research, continuing education funding, prescribing and project work.

Regional meetings were organised in partnership with the units 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. Service providers' chief executive officers and general managers attended some of the meetings. These regional meetings were held in each of the Health Service Executive regions during Spring and Autumn. The main agenda items were prescribing, evaluation of nursing and midwifery interventions, research and development of clinical nurse/midwife specialist and advanced nurse/midwife practitioner posts.

The National Council's *NCNM Quarterly 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 regional level.

CONTINUING EDUCATION

The National Council has an important role in providing nurses and midwives with additional continuing education opportunities that enhance their ability to maximise their potential in their chosen clinical career pathway. Over the past seven years, the Council has disbursed a total of €16 million that has been used to fund over 769 initiatives, thus benefiting 27,400 nurses and midwives. The initiatives ranged from one-day conferences, seminars and workshops on specific topics to support for the development of advanced nurse practitioner posts.

In light of the National Council's accumulated experience of processing applications for continuing education funding and "best practice in funding" developments elsewhere, a decision was taken to allocate funding to three types of programme: 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 nineteen continuing education programmes in 2007, including programmes funded in the earlier part of the year under the prevailing criteria (National Council, February 2001) and those funded at the end of the year under the revised criteria (National Council, June 2007).

A brief description of all continuing education programmes for which funding was approved in 2007 is included in appendices to this annual report.

Centres of Nurse Education

The executive of the National Council continued to develop its working relationship with the centres of nurse (and midwife) education. The series of features on the centres continued in the *NCNM Quarterly Review* throughout the year.

Third-Level Education Institutes

As in previous years, the executive of the National Council continued to hold regular meetings with the heads of the schools/departments of nursing and midwifery in the third-level education institutes. The series of features on these schools continued in the *NCNM Quarterly Review*.

NURSE AND MIDWIFE PRESCRIBING PROJECT

Initiated in 2001, the *Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products* was a three-year project jointly undertaken by An Bord Altranais and the National Council; this was extended by six months. The respective boards of the National Council and An Bord Altranais agreed in November 2005 to continue to collaborate on the implementation of the five recommendations published in *Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products: Final Report* (National Council and An Bord Altranais, 2005). The Project Implementation Team, which comprised Kathleen Walsh and Denise Carroll, continue to facilitate the recommendations and their accompanying actions. A project plan was devised and approved by An Bord Altranais and the National Council in November 2005 to guide the Project Implementation Team over a three-year period.

Fifty nurses and midwives completed the first *Certificate in Nursing (Nurse/Midwife Prescribing)* programme in October 2007 and are now involved in developing and advancing clinical governance structures to implement nurse and midwife prescribing within the healthcare services. The publication *The Introduction of Nurse and Midwife Prescribing in Ireland: An Overview* (produced collaboratively by the National Council, An Bord Altranais, the Department of Health and Children and the Health Service Executive in 2007) provides a comprehensive summary of the activities undertaken by these four organisations. The Resource and Implementation Group chaired by Dr Siobhan O'Halloran (Director of HSE Nursing Services) has met on a monthly basis to identify and address the issues associated with the full implementation of nurse/midwife prescribing. The project team continues to provide support to the national implementation group.

The National Council in partnership with An Bord Altranais launched the web-based e-learning programme *Guide to Medication Management*. This self-directed educational resource is aimed at assisting all nurses and midwives in their medication management practices. The three-hour programme is hosted on the HSE's Learning Centre website (www.hseland.ie), and can also be accessed via the National Council and An Bord Altranais websites. The programme was demonstrated at the National Council's annual conference in November. Orientation sessions were held with the staff of the centres for nurse and midwifery education with a view to rolling out the programme more widely with nurses and midwives.

The Project Implementation Team continues to provide updates on the implementation of the nurse/midwife prescribing project to the National Council's *NCNM Quarterly Review* and to the Learning Centre website.

RESEARCH

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 *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 2007, nineteen of the twenty-one recommendations had been completed or were in progress.

Two initiatives on research for clinical nurse/midwife specialists (CNS/CMS) and advanced nurse/midwife practitioners (ANP/AMP) continued in 2007. A master-class was held for ANPs/AMPs and candidates on developing the research aspect of their role. The National Council provided a Junior Clinician Scientist for Nursing and Midwifery Award in 2007 through the HRB. This was targeted at CNSs/CMSs and ANPs/AMPs and allows the successful candidates to undertake a master's degree by research or a doctoral degree on a part-time basis. One award was made in 2007. Based on the study commissioned during the year by the National Council that identified the research priorities for nursing and midwifery, a repeat call and one subsequent award were made for a five-year programme of research on the outcomes of care for patients with chronic illness – the nursing contribution within differing skill mixes.

In conjunction with the nursing and midwifery planning and development units (NMPDUs) the National Council funded a cohort of nurses and midwives to attend the Centre for Evidence-Based Medicine's teaching programme in Finding and Appraising Evidence in 2007. This enhances the training capacity nationally to ensure that nurses and midwives have access to educational support for research utilisation. In 2007, the National Council also commenced a project which explores the role of nurses and midwives in medical-led clinical research.

The RDO continued to profile research using the National Council's existing communication channels, namely the *NCNM Quarterly Review*, website, regional meetings, master-classes and the annual conference. The RDO participated in meetings with key stakeholders, including the directors of the NMPDUs and the third-level education sector. Both national and international networking has taken place for the purpose of building strategic alliances; the RDO continued to work with a group of European nurse research developers as well as on all-Ireland initiatives such as the All-Ireland Practice and Quality Development database and the Cancer Consortium Nurses Working Group.

COMMUNICATION AND CONTACT

Seventh National Conference

Mary Harney, TD, Minister for Health and Children, opened the seventh national conference of the National Council, *Team-Working to Support Excellence in Patient Care*. In a new departure at the conference, Dr John Bowman, the well-known broadcaster and historian, chaired a question-and-answer session in which nurses and midwives put questions to the expert professional panel. Professor Brendan Drumm (Chief Executive Officer of the Health Service Executive) was a key participant in this interactive session. During his earlier address to the conference he had commented favourably on nurses' and midwives' obvious enthusiasm for their work but had also emphasised the on-going challenges arising from the Transformation Programme. Other speakers and chairpersons included representatives from the Department of Health and Children, An Bord Altranais, national and international nursing education, practice and policy, as well as from different sectors.

The numbers of nurses and midwives that attended the conference over the two days (14 and 15 November) clearly indicate the continuing popularity of this significant event. Over 170 individuals and groups applied to display their poster presentations. As in previous years, the content and standard of the posters were often referred to by conference speakers.

Seminars

The National Council continued to host seminars in 2007 on various topics of interest to nurses and midwives working in specific areas of practice. Each seminar was evaluated and ideas and suggestions for further classes were sought from participants.

Speakers in 2007 were:

- Dr Jo Hockley, Research Fellow/Clinical Nurse Specialist, University of Edinburgh, Scotland: *Care of Older People in the Last days of Life: A Pathway to Excellence*, 26 January, Dublin
- Professor Brendan Drumm, Chief Executive Officer, Health Service Executive and Dr Siobhan O'Halloran, Nursing Services Director, Health Service Executive: *The Transformation Programme, 2007–2010: An Update and Briefing*, 20 March, Dublin
- Helen Burke, Advanced Nurse Practitioner (Diabetes), University College Hospital, Galway: *The Development of an Advanced Nurse Practitioner in Diabetes*, 17 April, Athlone
- Dr Carol Ball, Consultant Nurse (Critical Care): *The Development of a Tool to Evaluate the Contribution Nurses Make to the Recovery of Critically ill Patients*, 26 April, Dublin
- Dr Sean Clarke, Associate Director, Centre for Health Outcomes and Policy Research, Assistant Professor of Nursing, School of Nursing, University of Pennsylvania: *The Influence of Nurse/Midwife Education on Patient Outcomes*. 2 May, Dublin, and 3 May, Athlone
- Dermot Courtney, Clinical Nurse Specialist, Health Service Executive (Dublin and North-East): *The Role of the Clinical Nurse Specialist in Supporting People with an Intellectual Disability whose Behaviour Challenges*, 23 May, Athlone

- Brian McDonald, Behaviour Specialist, Galway Association: *Quantifying Outcomes in Behavioural Intervention*, 23 May, Athlone
- *Research and Advanced Nursing and/or Midwifery Practice*, 23 May, Dublin. This event was run specially for advanced nurse/midwife practitioners in Ireland and included presentations by Debra Fairley, Nurse Consultant (Critical Care); Dr Siobhan Ni Mhaolrunaigh, Director of Research Unit, Nursing, Health and Social Care, Institute of Technology, Tralee; Dr Sharon O'Donnell, Acting Head of Research, School of Nursing and Midwifery Studies, Trinity College, Dublin; Raphaela Kane, Director of Academic Services, School of Nursing, Dublin City University; Dr Barbara Coughlan, Lecturer, School of Nursing, Midwifery and Health Systems, University College, Dublin; and Dr John Wells, Head of Department of Nursing, Waterford Institute of Technology
- Gordon Lynch, Advanced Nurse Practitioner (Child and Adolescent Mental Health and Psychotherapy), Health Service Executive (Dublin and Mid-Leinster), Child and Adolescent Mental Health Services, Athy: *Developing Advanced Nurse Practitioner Roles in Mental Health*, 18 June, Tullamore.

Website

The National Council's website (www.ncnm.ie) was further enhanced and expanded in 2007. 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 and midwife specialist and advanced nurse and 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 extensively in 2007 and now contains information on over 480 courses available at thirty-two 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-three. These 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 Practice Nurses' 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 website received 148,768 hits from 58,722 visitors in 2007

Quarterly Review

In 2007, an average of 69,656 copies per issue of the National Council's *NCNM Quarterly Review* was distributed to registered nurses and midwives in Ireland (66,400 per issue) and to health service personnel and organisations, third-level education institutions and international nursing/midwifery organisations (3,256 per issue). The *NCNM Quarterly Review* is also available to download from the National Council's website.

At the end of the year a survey was undertaken to obtain readers' views on preferred methods of distribution and content. The results will inform the development of the *Review* in 2008.

Working with the Profession

Members of the National Council and its executive staff have initiated or have been involved in projects and consultations with various professional bodies. In 2007, these included:

- An Bord Altranais
- Centres of Nurse Education
- Community Mental Health Nurses' Association

- Consultative Forum of the Health Strategy
- Department of Health and Children (Standards for Assessment of Need)
- Directors of Nursing (Band 3) Group
- Directors of the Nursing and Midwifery Planning and Development Units
- ENTRUST (Irish Clinical Nurse Managers' Association)
- European Working Time Directive – Nursing and Midwifery Expert Group
- 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 Research Board
- Health Service Executive
- Institute of Community Health 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 Oncology Nurses
- 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 Hepatology Nurses' Association
- Irish Lung Cancer Nurses' Group
- Irish Nurses' Organisation
- Irish Practice Nurses' Association
- Irish Research Nurses' Association
- Irish Stoma Care and Colorectal Nurses' Association
- Learning Disability Health Network (UK)
- Malaysian Ministry of Health
- Mental Health Nurse Managers, Ireland
- National Network of Public Health Nurses and Nurses Working with Travellers
- Northern Ireland Practice and Education Council for Nursing and Midwifery
- Nursing and Midwifery Practice Development Association
- Nursing Policy Division, Department of Health and Children
- Nursing Research Committee, Department of Health and Children

- 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
- Service Industry, Professional and Technical Union (SIPTU)

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.

Presentations

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

- *Continuing Professional Development*. Nurses working in HSE services in the North-West, Centre of Nurse Education, Letterkenny, 31 January
- *Developing the Professional Role*. Postgraduate students, School of Nursing and Midwifery Studies, Trinity College, Dublin, 8 February
- *Contemporary Issues in Nursing*. Nursing staff, National Treatment Purchase Fund, Dublin, 9 February
- *Nursing Research Strategy and Funding*. Nurse lecturers, Athlone Institute of Technology, 19 February
- *Promoting Networking among Nurses in Intellectual Disability Services*. Nurses working in intellectual disability services in the Midlands, Nursing and Midwifery Planning and Development Unit, HSE (Dublin and Mid-Leinster), Tullamore, 27 February
- *Clinical Nurse Specialist and Advanced Nurse Practitioner Role Development in Mental Health*. Clinical nurse specialists in mental health, HSE (West), 1 March
- *Roles and Functions of the National Council*. Nurse lecturers, Dundalk Institute of Technology, 6 March
- *Continuing Education Programmes in Intellectual Disability Services*. Nurses working in intellectual disability services in Cork and Kerry, University College, Cork, 6 March
- *Integrated Care Pathways*. Centenary conference of Mercy University Hospital, Cork, 8 March
- *Nursing and Midwifery Practice Development in Ireland Today*. Irish Nursing and Midwifery Practice Development Association, 22 March

- *Developing Advanced Nurse Practitioners*. Directors of nursing, HSE (West), Donegal
- *Promoting Networking among Nurses in Intellectual Disability Services*. Nurses working in intellectual disability services in the North-East, Regional Education Centre, St Brigid's, Ardee, 27 March
- *Quality of Care of Older People: Measuring the Outcomes of Nursing Interventions. Building and Promoting Excellence in Practice*, first international conference of the Department of Nursing and Midwifery Studies, National University of Ireland, Galway, 2 April
- *Measuring the Outcomes of Nursing and Midwifery Interventions in Ireland*. (Poster presentation). *Nursing Communication in Multidisciplinary Practice* (sixth conference of ACENDIO (Association for Common European Nursing Diagnoses, Interventions and Outcomes)), Amsterdam, 19–21 April
- *Nurse Prescribing and other Emerging Issues in Nursing and Midwifery*. Annual conference, Centre of Nurse Education, Mid-Western Regional Hospital, Limerick, 24 April
- *Portfolios for Qualified Nurses*. Final year undergraduate nursing students, Trinity College, Dublin, 26 April
- *Measurement of Nursing and Midwifery Interventions: Development of a Resource and Guidance Pack*. Royal College of Nursing, International Nursing Research Conference, 2007, Dundee, 4 May
- *Developing a Professional Portfolio*. Nurses undertaking a postgraduate programme in gerontological nursing, Connolly Hospital, Dublin, 24 May
- *The Role of the Clinical Nurse Specialist in Intellectual Disability Services*. Staff nurses and managers, Sisters of Jesus and Mary, Moore Abbey, Monasterevin, Co Kildare, 28 May
- *Developing Practitioners beyond Registration: Clinical Practice Development and the Role of the National Council*. Students and Faculty members, School of Nursing, University of San Francisco, California, at University College, Dublin, 7 June
- *Developing a Professional Portfolio*. Nurses working in intellectual disability services, St Christopher's Day Centre, Longford, 19 June
- *Advanced Nurse/Midwife Practitioners*. North-East Development Group (for Minor Injuries Units), Balbriggan, Co Dublin, 16 July
- *Integrated Care Pathways*. Clinical nurse managers and clinical nurse specialists, St James' Hospital, Dublin, 2 September
- *Advanced Midwife Practitioner Development*. Directors of midwifery, HSE (West), Donegal, 6 September
- *Transformation – Leading Professional Development in Nursing and Midwifery*. Irish Association of Directors of Nursing and Midwifery, Annual Conference, Kilkenny, 4 October
- *Continuing Education Programmes in Intellectual Disability Services*. Nurse managers in intellectual disability services in the Mid-West, Brothers of Charity, Bawnmore, 5 October

- *Portfolio Development: An Introduction*. Specialist postgraduate diploma students, School of Nursing and Midwifery Studies, Trinity College, Dublin, 8 October
- *Contemporary Issues in Nursing*. Postgraduate students, School of Nursing, Royal College of Surgeons in Ireland, Dublin, 10 October
- *The Role of the National Council and Professional Development in Ireland*. Undergraduate nursing students, School of Nursing, Midwifery and Health Systems, University College, Dublin, 6 November
- *Medical Clinical Trials - The Experience of Finding a 'Hidden' Nursing and Midwifery Research Resource*. Annual Interdisciplinary Research Conference, School of Nursing and Midwifery Studies, Trinity College, Dublin, 7 November
- *Nurse Prescribing and Advanced Nursing Practice – An Opportunity for Occupational Health Nurses*. Occupational health nurses, Irish Nurses' Organisation, 23 November
- *The Research Context – Republic of Ireland*. Cancer nurse clinicians, researchers and managers, Cancer Consortium Nurses Working Group, Belfast, 23 November
- *Taking Stock: The Current State of Cancer/Palliative Care Nursing Research*. Cancer nurse clinicians, researchers and managers, Cancer Consortium Nurses Working Group, Belfast, 23 November
- *Continuing Education Programmes in Intellectual Disability Services*. Nursing practice development co-ordinators in intellectual disability services, St Vincent's Centre, Navan Rd, Dublin, 28 November
- *Continuing Education Programmes in Intellectual Disability Services*. Nurse managers in St John of God intellectual disability services, St John of God, Menni Services, Islandbridge, Dublin, 29 November
- *Professional Development for Staff Nurses*. Nursing staff, Our Lady of Lourdes Hospital, Drogheda, 6 December

ENSURING EQUALITY AND VALUING DIVERSITY

2007 was *European Year of Equal Opportunities for All*, the three key aims of the year being to make European Union (EU) citizens aware of their right to non-discrimination and equal treatment, to promote equal opportunities for all (access to employment, education, in the workplace or in the healthcare sector), and to promote the benefits of diversity for the EU. Accordingly, the *Diversity Awareness* section of the *NCNM Quarterly Review* contained information on the following topics during 2007:

- Islamophobia and discrimination against Muslims within the EU
- Equality legislation in Ireland
- Migrants' experience of racism and discrimination in Ireland
- Disability policy in Europe
- Electronic health records in the EU
- Successful implementation of diversity policies and practices in the workplace

In addition, the National Council revised its policy document *Ensuring Equality and Valuing Diversity* (first published in 2004) to incorporate references to the establishment of the HSE, the implications of the *Equality Act, 2004* and the *Disability Act, 2005*, and updating of the National Council's staff handbook.

An access handbook was prepared with reference to the National Disability Authority's *Access Handbook Template - A Tool to Help Manage the Accessibility of the Built Environment* (2005).



ACCOUNTS

For the Year Ended 31 December 2007

ACCOUNTS

Income and Expenditure Account		€
Income		
Department of Health & Children	4,200,000	
Superannuation	40,098	
	<u>4,240,098</u>	
Expenditure		
Operational Expenditure	2,121,705	Note 1
Continuing Education Programmes	2,395,069	
	<u>4,516,774</u>	
Deficit for the year	(276,676)	
Balance Brought Forward	177,260	
Balance Carried Forward	<u>(99,416)</u>	
Balance Sheet		€
Tangible Fixed Assets		
	76,697	
Current assets		
Debtors & prepayments	134,686	
Cash at bank and in hand	752	
	<u>135,438</u>	
Current Liabilities		
Creditors	234,854	
	<u>234,854</u>	
Net Current Assets	<u>(99,416)</u>	
Total Assets less Current Liabilities	<u>(22,719)</u>	
Capital & Reserves		
Capitalisation Account	76,697	
Income and Expenditure Account	(99,416)	
	<u>(22,719)</u>	
Note 1		
Total Expenditure as per financial accounts	2,133,695	
Add Capitalised Expenditure	29,867	
Less Depreciation	-41,857	
	<u>2,121,705</u>	

APPENDICES

APPENDIX 1

PUBLICATIONS OF THE NATIONAL COUNCIL

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

2001

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

2006

February	June	September	November
<p><i>Report on the Baseline Survey of Research Activity in Irish Nursing and Midwifery</i></p> <p><i>Guidelines for Portfolio Development for Nurses and Midwives (2nd ed)</i></p>	<p><i>All-Ireland Practice and Quality Development Database Guide: A Guide to Sharing Practice and Quality Developments with Other Colleagues (with NIPEC)</i></p>	<p><i>Improving the Patient Journey: Understanding Integrated Care Pathways</i></p> <p><i>Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack</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 No3</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)			

APPENDIX 2

CONTINUING EDUCATION PROGRAMMES APPROVED FOR FUNDING IN 2007

<i>Criteria and Processes of the National Council, 2001</i>		
Title of Programme	Outline of Programme	Total Funding in 2007
2nd Annual International Conference in Forensic Mental Health: Interagency Working and Nursing Practice	A conference aiming to explore developments in forensic mental health and support collaborative sharing of information.	€6,000.00
National Conference: Governance in Community Nursing	A conference aiming to provide a forum for nurses working in the community to explore, debate and share their experiences.	€6,000.00
International Conference: Thinking, Feeling, Being: Critical Perspectives and Creative Engagement in Psycho-Social Health	A conference providing an opportunity to share innovations in the area of psychosocial health and healthcare.	€3,000.00
2nd Liaison Mental Health Nursing Conference: Advancing Liaison Mental Health Nursing through Education and Research	A conference aiming to highlight research and educational initiatives by liaison mental health nurses.	€4,000.00
Advanced Life Support Training in Obstetrics	A programme aiming to equip midwives with the knowledge and skills to execute emergency measures and to identify instructors for future programmes.	€6,900.00
Management for Staff Nurses	A programme aiming to provide nurses and midwives with an understanding of the basic principles of management relevant to the health services.	€10,000.00
Resuscitation and End of Life Issues Facing Older People in Residential Care	A series of workshops and discussion groups on the issues surrounding resuscitation and older people within all care settings.	€5,200.00
Marte Meo Conference	A conference aiming to discuss and promote prevention of behavioural problems, early intervention and treatment models through the Marte Meo model.	€4,000.00
Principles of Managing Long-Term Conditions	A programme focusing on developing knowledge, skills and attitudes of nurses in order to support people living with a chronic disease.	€9,750.00
Nursing and Midwifery Conference: Innovation and Improvement: Supporting the Transformation Agenda	A conference aiming to support nurses and midwives to actively contribute to the HSE Transformation Programme.	€4,500.00
Dissemination of the Essence of Care Benchmarks	A programme to develop further the Essence of Care benchmarks and disseminate best practice guidelines.	€3,200.00
The Implications of Living with Diabetes	A conference aiming to improve patient care by equipping participants with the knowledge and skills necessary to care for a patient with diabetes.	€9,992.00
Transforming District Hospitals	A programme aiming to enhance care provision to clients receiving services of the district hospitals in the western region.	€10,000.00

APPENDIX 3

CONTINUING EDUCATION PROGRAMMES APPROVED FOR FUNDING IN 2007

<i>Criteria and Processes of the National Council, 2007</i>		
Title of Programme	Outline of Programme	Total Funding in 2007
Caring for People with Dementia	The development of an educational programme for nurses on caring for older people with dementia in acute, residential and community care settings.	€527,390.50
Academic Accreditation	A pilot project on the achievement of academic accreditation with the Higher Education and Training Awards Council for the centres of nurse education in the Dublin Academic Teaching Hospitals.	€31,397.63
Regional Practice Development Project for Community Nursing	A programme concerning the development of community and public health nursing practice and service development.	€62,795.25
National Framework for Nursing and Midwifery Clinical Leadership Development (Phase 2)	A programme aiming to develop a national clinical leadership framework through the completion of needs analysis, development and delivery of an education programme, and development of an evaluation framework.	€533,976.26
Building Capacity for the Prevention and Management of Chronic Disease	A programme aiming to build the capacity of nurses and midwives to manage, treat and maintain individuals with chronic diseases in their own communities.	€537,556.50
Supporting Integrated Care Across the National Hospitals Office and Primary, Community and Continuing Care	A programme for the HSE (South) aiming to develop structures, systems and processes to maximise the nursing and midwifery contribution in order to enhance service integration, and strengthen healthcare capacity outside the acute setting by increasing the availability of responsive community-based services.	€501,340.50

