



An Chomhairle Náisiúnta d'Fhorbairt
Ghairmiúil an Altranaís agus an Chnámhseachais

National Council for the Professional
Development of Nursing and Midwifery

ANNUAL REPORT 2009 & ACCOUNTS

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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National Council for the Professional Development of Nursing and Midwifery
6-7 Manor Street Business Park,
Manor Street, Dublin 7.

T: 353 1 882 5300
E: admin@ncnm.ie

F: 353 1 868 0366
W: www.ncnm.ie

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National Council Members

Outgoing Members, 29 November 2009

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 Brown¹	Senior Nurse Manager
Ms Marie Keane	Health Service Executive (Employers' Agency)
Ms Sheila O'Malley	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 30th September 2009.

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

Dr Laraine Joyce

Ms Valerie Small

Ms Maura Nash

Mr Brendan Byrne

Ms Antoinette Dooney

Ms Aveen Murray

Mr Patrick Hume

Ms Jacqueline Burke

Ms Mary Brosnan

Mrs Anne Carrigy

Ms Marie Keane

Ms Sheila O'Malley

Mr Tony Morris

Prof Pearl Treacy

Ms Bernie Quillinan

Dr Siobhan O'Halloran

Ms Maureen Kington

Dr Gary Brown

Dr Ailís Ni Riain

Ms Marie Tighe

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, Pg Dip in Executive Coaching, BA (Hons), M Sc Christine Hughes, RNID, RGN, RNT, Dip in Project Management, 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



The National Council provides leadership to the professions of nursing and midwifery and has established itself at the forefront of professional development and adaptation to change to meet the emerging challenges of the health services. Over the past decade, the National Council has initiated and implemented significant change for the betterment and further development of the professions. This important work continued in 2009, building on what has been accomplished and providing strategic direction for the future.

The National Council has consistently carried out its statutory functions and ancillary tasks in keeping with the principles of good governance and value for money. Driven by the quality agenda, our work is patient-/client-centred, evidence-based and responsive to service needs. Effective and responsive improvement of health and health service delivery requires synergy between policy-makers, health service providers, academic institutions, individual nurses and midwives and health service users. We are uniquely placed to promote and sustain this synergy, while at the same time adding value to nursing and midwifery in Ireland by providing and facilitating leadership in professional development.

The National Council works in close collaboration with stakeholders such as the Department of Health and Children, the Health Service Executive, An Bord Altranais, third-level education institutions, nursing and midwifery planning and development units, service providers and multidisciplinary teams within organisations and services, as well as nurses and midwives working at local, regional and national levels, both in the healthcare and education sectors. We provide professional, collective and inclusive support and advice to national strategic committees involved in the development of the health services, health policy and educational services for healthcare professionals.

In 2009, the National Council published a review document, *National Council for the Professional Development of Nursing and Midwifery: A Review of Achievements, 1999–2009*, which presented a record of the contribution we have made to the development of the professions and of the health services in Ireland against a background of health policy aimed at achieving higher levels of patient-/client-centred care, quality and safety, professional accountability, and efficiency and effectiveness in the use of resources. This contribution includes facilitating nurses and midwives all around the country to make their contributions and to innovate at local, regional and organisational levels, in response to and in anticipation of national and international healthcare trends such as population health and evidence-based practice.

The increasing numbers of clinical nurse/midwife specialists and advanced nurse/midwife practitioners in Ireland has made it progressively easier to compare the development of these roles against the international experience. The findings to date have been encouraging for future development and the sustainability of specialist and advanced practice in Ireland. This country is now well placed to participate in and influence the international debate on generalist, specialist and advanced practice. The National Council has commissioned a research study to evaluate the economic and clinical outcomes of clinical specialists and advanced practitioners and at the end of 2009 was presented with an interim report on the study.

The study 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.

I was greatly honoured to be among those appointed to the National Council by Mary Harney, TD, Minister for Health and Children from 30th November 2009. Firstly on behalf of the National Council, I would like to extend our deep appreciation and thanks to the outgoing members whose wisdom and experience have been crucial to the achievements and strategic direction of the National Council over the past five years. I look forward to working with the Council members to advance our goals. Secondly, I would like to record our thanks to Minister Harney, who continued to take a deep and positive interest in the work of the National Council and made clear her full support for the professional development of nursing and midwifery in recognition of its important contribution to the objectives of health service transformation. Her support, and that of the Nursing Policy Division of the Department of Health and Children, is much appreciated. We look forward to supporting the introduction of the proposed legislation, the effects of which will be to modernise the existing regulatory framework in the interests of public and patient safety.

We are also grateful to the many national, regional and local professional and representative bodies who have generously supported the National Council in its work of promoting the development of nursing and midwifery in Ireland. I want to say a special word of thanks to the Chief Executive Officer Yvonne O'Shea and to the executive staff for their wholehearted commitment during 2009 and I am confident that they will continue to give dedicated service in responding to the opportunities that lie ahead for the professions in contributing to a better health service for the people of Ireland.

Dr Laraine Joyce
Chairperson

Chief Executive Officer's Report



The *Report of the Commission on Nursing*, published in 1998, outlined a vision that placed the development of the nursing and midwifery professions at the centre of the modern Irish health service. The National Council was established 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. The National Council has been a key agent in driving this agenda forward in a coherent evidence-based manner over the past ten years.

The National Council has sought through its work to empower nurses and midwives to achieve their full potential as key contributors to the health services in Ireland. This is rooted in a positive culture of transparency, accountability, probity and partnership. It is also based on an understanding of the essence of nursing and midwifery as caring professions that are person-centred, relationship-based and holistic, involves the education of patients and their families to promote positive health, co-ordinates the inputs of others and is knowledge-based.

Over the past decade, nursing and midwifery in Ireland has been transformed. The National Council, in a close working relationship with the Department of Health and Children, the Health Service Executive (HSE) and others throughout the health service and the community, has significantly advanced the nursing and midwifery professions and enhanced their contribution to the achievement of the strategies and objectives of the Department and the HSE in providing better healthcare for all. The professions have come through a period of major development and, as a result, now have a stronger, richer, more coherent professional presence within the health services.

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
- Communication and Dissemination

Clinical Career Pathway

The National Council continued to take a strategic approach to developing the clinical career pathway at a national level in partnership with the nursing and midwifery planning and development units. The National Council has managed an increasing number of CNS/CMS and ANP/AMP applications year-on-year. Throughout the year, the National Council executive organised a further series of open days, which gave service managers, potential ANPs/AMPs and project officers an in-depth understanding of the ANP/AMP post application process and to meet and network with others involved in similar pursuits. In December 2008, the National Council commissioned a research team to undertake a comprehensive evaluation of the economic and clinical outcomes of CNS/SMS and ANP/AMP roles in Ireland. An interim report was presented to the National Council in November 2009.

Practice Environment and Facilitating Services

The National Council launched its Irish Nursing and Midwifery Research Database on its website in June 2009. This database aims to facilitate dissemination of completed Irish nursing and midwifery research that has been wholly or in part conducted in the Republic of Ireland. Populating the database with such research provides a valuable resource to both novice and experienced researchers, and for all nurses and midwives working in clinical practice, education and management. In addition it is intended to increase the visibility of research activity in Irish nursing and midwifery. The database can be used by anyone to search for Irish nursing or midwifery research and contains instruction and guidance on finding and searching the database, adding and amending abstracts, and editing profiles. A guidance document on how to use the resource was published and marketing of the database also commenced.

The National Council produced seven new documents in 2009, some of which built on previous documents published by the Council. A series of updates sheets *Measuring the Nursing and Midwifery Contribution* were published on the National Council's website relating to the nursing and midwifery interventions project conducted between 2005 and 2006.

Continuing Professional Development

The National Council supports professional education and innovation and development in practice 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. In the ten years to 2009, the National Council has disbursed a total of €20 million that has been used to fund over one thousand initiatives such as professional and service developments, courses, seminars and workshops. In 2009, the National Council funded 148 continuing education programmes, which 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 Research Development Officer (RDO), a joint appointment with the Health Research Board (HRB), has responsibility for research development and continued to profile research using the National Council's existing communication channels and participated in meetings with key stakeholders. A report on the attainments of the five-year *Research Strategy for Nursing and Midwifery in Ireland* was made to the Chief Nurse in 2009 and the implementation of some recommendations is continuing. Strategic alliances continued to be developed through national and international networking. For example, the RDO continues to collaborate on all-Ireland initiatives such as the Cancer Consortium Nurses Working Group and the All-Ireland Practice and Quality Development Database which promotes the sharing of good practice on an All-Ireland basis.

Communication and Dissemination

National Conference: The ninth national conference of the National Council was opened in November by Mary Harney, TD, Minister for Health and Children. The Conference theme was *Clinical Excellence: Safety, Quality and Evidence* and Dr Barry White, National Director of HSE Clinical Care and Quality delivered the keynote address. High standards were reflected in the 108 individual and group posters on research, practice development projects and service improvements that were on display.

NCNM Review: The National Council publishes and distributes *NCNM Review* twice yearly to all nurse and midwives on the Register in Ireland. In 2009, it was published in June and October, with an average circulation of 71,478. Since it was first published in 2001 *NCNM Review* has developed a reputation as an authoritative and instructive source of information on many issues of relevance to the development of professional practice such as advanced nurse/midwife post development, nursing and midwifery programmes funded by the National Council, analysis of the Health Service Reform Programme, and reviews of books by and about nurses and midwives.

Website: The National Council's website (www.ncnm.ie) has become a vital channel for communication between nurses and midwives at all levels. It was further enhanced and expanded in 2009. It is the foremost resource in Ireland in relation to the clinical career pathway, containing the relevant frameworks for clinical nurse/midwife specialist and advanced nurse/midwife practitioner posts and current statistics on the numbers of such posts. The National Council provides web development and hosting services to associations of specialist nurses and midwives free of charge, thereby communicating their aims to a wider audience than their own resources might have allowed. In addition, resource material is available from the website such as innovations and developments in the measurement of nursing and midwifery interventions and the E-Learning Programme for Medication Management.

Clinical Directorates in the Irish Health Services

The introduction of the clinical directorate model as the basis for organising the health services in Ireland is significant in that it will involve clinicians more centrally in the management of these services, thus posing major changes and challenges for all the clinical professions, and specifically nursing and midwifery. In 2009, I produced a book, *Clinical Directorates in the Irish Health Services – Managing Resources and Patient Safety*. Principally, this reflected my interest in the challenges now facing nurses and midwives and the opportunities that they will have for enhancing their contribution to high-quality, safe, patient-centred care, in partnership with other clinical professionals.

The use of clinical directorates, as a model of management and decision-making, is based on the premise that those who make decisions about the use of the resources that are available should include those who possess the knowledge about how resources can be used to best effect. The introduction of clinical directorates as a way of managing health services represents a new culture that involves managers and clinicians co-operating to build a more efficient fit-for-purpose health service. The changes arising from integration will require a degree of flexibility and teamwork that is not to be found naturally in traditionally configured health services. In the case of nursing and midwifery, it will include working with medical consultants, health and social care professionals and health care assistants as part of a continuous team. It will also require nurses and midwives to work with the primary care teams and community intervention teams that have begun to emerge within primary care settings.

The challenge for nursing and midwifery is particularly daunting by virtue of their number employed within the system and the potential they have to co-ordinate and pull together the work of others for the benefit of patients. The clinical directorate model empowers front-line generalist, specialist and advanced practitioner nurses and midwives to lead in the design and implementation of care and care pathways adapted to the needs of patients and clients, in a manner that provides continuity of care across institutional boundaries. The pre- and post-registration and continuing professional development opportunities available to nurses and midwives in today's Irish health services mean they can confidently take their place alongside all other clinical professions as equally capable members of the multidisciplinary team.

The National Council has enthusiastically embraced its role as a leader in the development of the profession of nursing and midwifery in Ireland in keeping with the demands of a twenty-first century health service. Our work is made possible by the support, contribution and partnership of many of our stakeholders. I would like to express my thanks to the Department of Health and Children and the HSE and to the third-level education providers and nursing and midwifery planning and development units, the managers and staff. I would also like to thank the chairperson Dr Laraine Joyce and all the members of the National Council itself. Finally, I extend my particular thanks to all my executive colleagues working with me at the National Council. With such support, we look forward with great confidence to meeting the opportunities and challenges ahead.

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).*

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

* 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 2009 the National Council simultaneously took direction from the mission statement of the Department of Health and Children (DoHC) and from the goals of the Health Service Executive (HSE). The former's mission is 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 (*Statement of Strategy, 2008–2010*, May 2008). The high-level objectives of the DoHC for 2008 to 2010 concern policy and corporate support, children and families, primary care, cancer control, acute hospitals, disability and mental health, and care of older people.

The HSE's *National Service Plan* for 2009 was concerned with translating the strategic objectives of its *Corporate Plan, 2008–2011* into actions and deliverables, particularly in relation to integration of services. The six objectives of the *National Service Plan* are health and well-being, sustainable services, operational excellence, unlocking of the HSE's potential, quality and safety, and trust and confidence. The HSE measured its performance in these areas against key performance indicators agreed with the DoHC and with reference to the *Corporate Plan, 2008–2011 (Corporate Performance Measurement. Report against the Corporate Plan, 2008–2011: January to June 2009*, October 2009).

Although the financial climate in Ireland has changed in recent times, the National Council has continued to encourage nurses and midwives to strive for excellence in service delivery to patients and clients and to provide nursing and midwifery services in a professional and accountable manner. A particular theme of the National Council's work in 2009 was patient safety, in consequence of the publication of the report of the Commission on Patient Safety and Quality Assurance, *Building a Culture of Patient Safety*, at the end of 2008.

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 Ethics in Public Office Acts, 1995 and 2001*
- *The Code of Practice for the Governance of State Bodies, 2001 and 2009*
- *The Standards in Public Office Act, 2001*
- *Framework for Corporate and Financial Governance for Regulatory Bodies under the Aegis of the Department of Health and Children (Department of Health and Children, 2006)*
- *The Data Protection Acts, 1988 and 2003*
- *The Prompt Payment of Accounts Act, 1997*
- *European Communities (Late Payment in Commercial Transactions) Regulations, 2002 (SI No 388/2002)*

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

Board of the National Council

The Board of the National Council is required to hold no fewer than four meetings annually. The Board met on five occasions in 2009. Attendance at those meetings is recorded in the table below.

Attendance at Meetings of the Board of the National Council, 2009		
Member	Scheduled Attendance	Attendance
Dr Laraine Joyce	5	5
Ms Valerie Small	5	4
Ms Maura Nash	5	1
Mr Brendan Byrne	5	5
Ms Antoinette Doocey	5	0
Ms Aveen Murray	5	4
Mr Patrick Hume	5	3
Ms Jacqueline Burke	5	4
Ms Mary Brosnan	5	4
Mrs Anne Carrigy	5	2
Ms Eileen Kelly	5	0
Mr Jim Brown ¹	4	2
Ms Marie Keane	5	5
Ms Sheila O'Malley	5	5
Mr Tony Morris	5	1
Prof Pearl Treacy	5	4
Ms Bernie Quillinan	5	2
Dr Siobhan O'Halloran	5	1

1 Mr Jim Brown resigned on 30 September.



Activities Report

Activities Report

The activities of the National Council are arranged with reference to its core activities, namely:

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

Clinical Career Pathway

Clinical Nurse/Midwife Specialist Posts

In accordance with its statutory function, the National Council continued to monitor clinical nurse/midwife specialist posts at a national level in partnership with the eight nursing and midwifery planning and development units. Figure 1 illustrates the growth of post numbers between 2001 and 2009. By 28 February 2009 a total of 2,069 posts had been approved (see Table 1); a further sixty-seven posts were deemed to have met the National Council's standards and criteria from that date up until 31 December (see Table 2).

Figure 1. Growth of Clinical Nurse/Midwife Specialist Posts, 2001–2009 (Immediate and Intermediate Pathways)

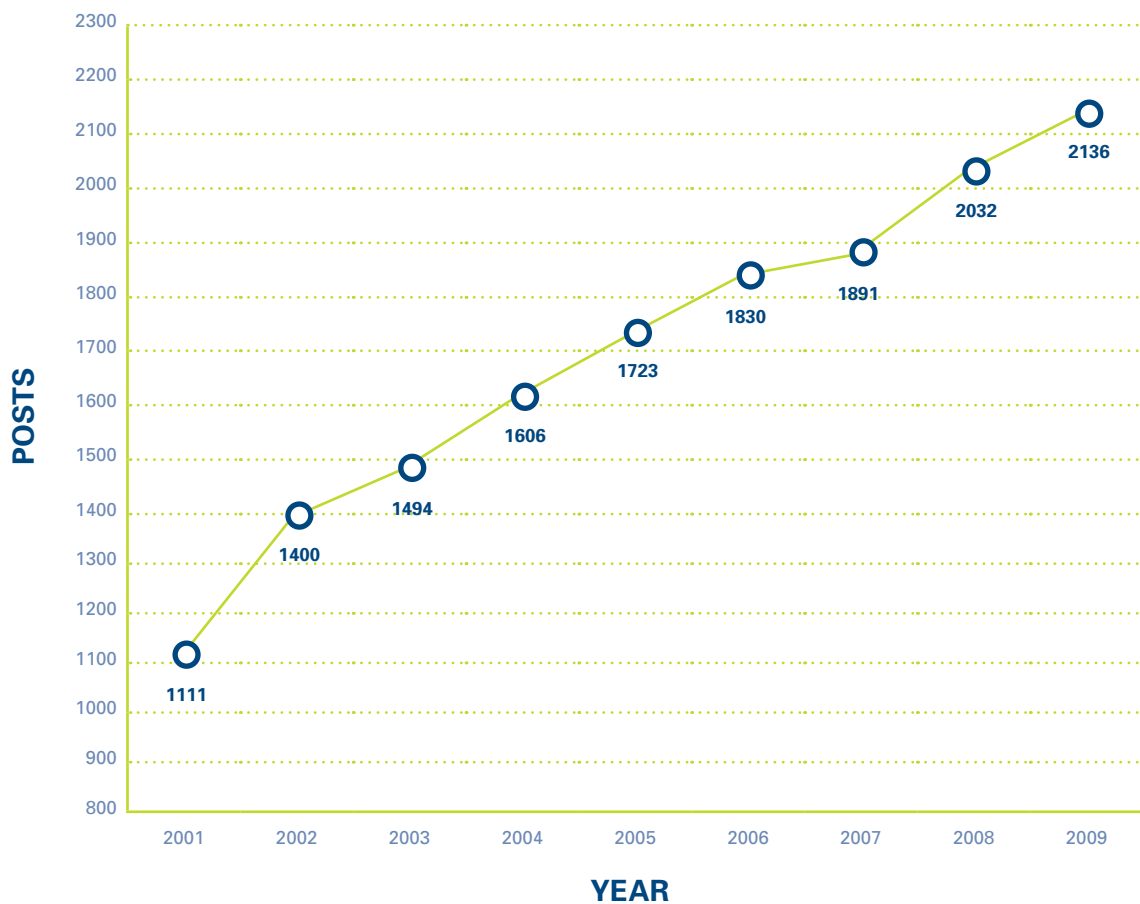


Table 1. Clinical Nurse/Midwife Specialist Posts Approved up to 28 February 2009						
Health Service Executive Area	Practising Division of the Register					
	Children's	General	Intellectual Disability	Midwifery	Psychiatry	TOTAL
Dublin & Mid-Leinster (Dublin City, South of the Liffey, South Co Dublin, Kildare and Baltinglass)	63	179	27	10	63	342
Dublin & Mid-Leinster (Counties Laois, Longford, Offaly and Westmeath)	1	63	3	2	29	98
Dublin & Mid-Leinster (South of Dun Laoghaire, Co Dublin, and Co Wicklow except Baltinglass)	–	96	1	6	38	141
Dublin & North-East (Counties Cavan, Louth, Meath and Monaghan)	1	115	10	5	58	189
Dublin & North-East (Dublin City, North of the Liffey and Fingal)	32	139	22	16	79	288
South (Counties Carlow, Kilkenny, Tipperary (South Riding), Waterford and Wexford)	–	113	3	2	45	163
South (Counties Cork and Kerry)	1	219	30	13	60	323
West (Counties Clare, Limerick, Tipperary (North Riding, including Thurles)	1	104	17	4	45	171
West (Counties Donegal, Leitrim and Sligo)	5	93	10	3	48	159
West (Galway, Mayo and Roscommon)	1	111	10	5	68	195
TOTAL	105	1,232	133	66	533	2,069

Table 2. Clinical Nurse/Midwife Specialist Posts Deemed to Have Met the National Council's Standards and Criteria (28 February to 31 December 2009)

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)	-	9	-	-	1	10
Dublin & Mid-Leinster (Counties Laois, Longford, Offaly and Westmeath)	-	5	-	-	12	17
Dublin & Mid-Leinster (South of Dun Laoghaire, Co Dublin, and Co Wicklow except Baltinglass)	-	1	-	-	-	1
Dublin & North-East (Counties Cavan, Louth, Meath and Monaghan)	-	2	1	1	-	4
Dublin & North-East (Dublin City, North of the Liffey and Fingal)	2	10	-	1	5	18
South (Counties Carlow, Kilkenny, Tipperary (South Riding), Waterford and Wexford)	-	-	-	-	-	0
South (Counties Cork and Kerry)	-	8	-	-	3	11
West (Counties Clare, Limerick, Tipperary (North Riding, including Thurles)	-	2	-	-	-	2
West (Counties Donegal, Leitrim and Sligo)	-	2	-	-	-	2
West (Galway, Mayo and Roscommon)	-	2	-	-	-	2
TOTAL	2	41	1	2	21	67

Since 2001 the criteria for clinical nurse/midwife post-holders included the requirement for the person to be educated to higher diploma level or above (i.e., level 8 or above on the National Qualifications Authority of Ireland's (NQAI) *National Framework of Qualifications*) or to undertake a contractual agreement to obtain a relevant higher diploma. Published in November 2008, the fourth edition of the *Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts – Intermediate Pathway* signalled the requirement for applicants for clinical nurse/midwife specialist posts to have obtained a post-registration NQAI level-8 (or higher) (major award) qualification. This will commence on 1 September 2010; the existing arrangement (i.e., the agreement to undertake an appropriate education programme) will no longer pertain.

Advanced Nurse/Midwife Practitioner Posts

At the end of 2009 137 ANP/AMP posts had been approved or deemed to have met the National Council's standards and criteria for approval since 2000; in the same period eighty-seven ANPs/AMPs were accredited or deemed to have met the National Council's standards and criteria for accreditation and re-accreditation. Sixteen advanced nurse/midwife practitioner (ANP/AMP) posts were deemed to have met the National Council's standards and criteria for approval of these posts in 2009; and twenty-four applicants were deemed to have met the standards and criteria for accreditation and re-accreditation (see Table 3).

Table 3. Advanced Nurse/Midwife Practitioner Post Job Descriptions and Site Preparation Deemed to Have Met the National Council's Standards and Criteria for Post Approval in 2009		
Title of Post(s)	Location of Post(s)	Number of Posts
Midwifery Care	Coombe Women & Infants University Hospital, Cork St, Dublin 8	1
Pain Management	Mater Misericordiae University Hospital, Eccles St, Dublin 7	1
Paediatric Emergency	Our Lady's Children's Hospital, Crumlin, Dublin 12	1
Psychotherapy	North Cork Mental Health Services	2
Intellectual Disability and Co-existing Mental Health Disorder	Sligo, Leitrim & West Cavan Intellectual Disability Services	1
Emergency	Mayo General Hospital	1
Mental Health and Psychotherapy	North Lee Mental Health Services	1
Dementia	Donegal Mental Health Services	1
Neonatology	Cork University Maternity Hospital	1
Women's Preventative Health	University Hospital, Galway	1
Emergency	Mid-Western Regional Hospital, Nenagh, Co Tipperary	1
Liaison Mental Health	Mayo Mental Health Services	2
Mental Health and Psychotherapy in Primary Care	West Cork Mental Health Services	1
Oncology	Mayo General Hospital	1
TOTAL		16

Several more applications were being processed at the end of 2009. Continuing education grants for the development of ANP/AMP roles continued to be awarded in 2009 (see *Practice Environment and Facilitating Services, Continuing Professional Development and Appendix 3*).

Throughout 2009 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.

Six open days were offered in 2009, bringing the total number to fifty-eight since their introduction in 2004, with a cumulative attendance of over 430 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.

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 clinical nurse/midwife specialist and advanced nurse/midwife practitioner. It also approves clinical nurse/midwife specialist and advanced nurse/midwife practitioner posts, accredits advanced nurse/midwife practitioners and maintains a national database of posts and post-holders. At the end of 2009 2,136 clinical nurse/midwife specialist and 137 advanced nurse/midwife practitioner posts had been approved or deemed to have met the National Council's standards and criteria for approval since 2000; in the same period eighty-seven advanced nurse/midwife practitioners were accredited or deemed to have met the National Council's standards and criteria for accreditation and re-accreditation.

The effectiveness of clinical nurse/midwife specialist and advanced nurse/midwife practitioner roles were 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 clinical nurse/midwife specialist and advanced nurse/midwife practitioner roles and the outcomes associated with these roles.

In December 2008 the National Council awarded a tender to a team comprising researchers from Trinity College, Dublin and the National University of Ireland, Galway. The team was given the task

of conducting a focused evaluation of clinical nurse/midwife specialist and advanced nurse/midwife practitioner roles in Ireland with reference to the following terms:

- 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 clinical nurse/midwife specialist and advanced nurse/midwife practitioner;
- To compare a number of sites which have clinical nurse/midwife specialist and advanced nurse/midwife practitioner services with those that do not have such services;
- To develop, as part of the deliverables, a validated tool which can be used in future studies to determine outcomes for clinical services of clinical nurse/midwife specialists and advanced nurse/midwife practitioners; and
- To provide interim and final reports.

Presented to the meeting of the National Council held on 23 November, the interim report provides information on the progress of the project to date. The literature review and concept analysis had been completed and the identification of clinical outcomes was progressing by means of focus groups, individual interviews with stakeholders and a Delphi survey with clinical nurse/midwife specialists and advanced nurse/midwife practitioners. The case study commenced on 23 November at the agreed clinical sites and will comprise the collection of original data from which the clinical outcomes and economic implications of the clinical nurse/midwife specialist and the advanced nurse/midwife practitioner will be evaluated. A number of sites with clinical nurse/midwife specialist and advanced nurse/midwife practitioner services will be compared with those that do not have such services. The research methods include observation at clinical sites, documentary analysis, interviews with service users and/or family members and carers, interviews with key stakeholders, a survey of service users and an economic evaluation.

Practice Environment and Facilitating Services

New Publications in 2009

The National Council produced seven new documents in 2009, some of which built on previous documents published by the Council (see *Appendix 1*). The new documents are:

- *Guidance on the Adaptation of Clinical Practice Guidelines: Getting Evidence into Practice* (February 2009)
- *Publications and Communications Update* (March 2009, 2nd edition; November 2009, 3rd edition)
- *A Guide to the NCNM On-Line Research Database* (September 2009)
- *Review of Achievements, 1999–2009* (September 2009)
- *Service Needs Analysis: Informing Business and Service Plans* (September 2009)
- *Guidelines for Portfolio Development for Nurses and Midwives* (November 2009, 3rd edition)

These have either been distributed among all stakeholders and made available on the National Council's website or are being prepared for distribution in 2010. The publications are summarised below.

In a separate development, a series of updates sheets *Measuring the Nursing and Midwifery Contribution* were published on the National Council's website relating to the nursing and midwifery interventions project conducted between 2005 and 2006.

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

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

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

Publications and Communications Update

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

A Guide to the NCMN On-Line Research Database

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

Review of Achievements, 1999–2009

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

Service Needs Analysis: Informing Business and Service Plans

Recent years have seen an increase in the use of the business planning approach to identifying new and innovative service developments and to making the case for obtaining the resources necessary for facilitating those developments. The National Council has already provided guidance in developing a business plan approach when assessing the need for clinical nurse/midwife specialist and advanced nurse/midwife practitioner posts (*Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts*, September 2005). This year's guidance

document ***Service Needs Analysis: Informing Business and Service Plans*** takes the principles outlined previously and demonstrates how nurses and midwives might apply them in relation to other areas of service development. Section 1 cites the recent relevant policy and service plans which influence the context in which future business and service plans will be drawn up. Services are being developed in response to changing demographics and epidemiology (i.e., a population health approach), so Section 2 outlines the relevant sources of local, national and international data that can inform service planning. Finally, Section 3 advises on how to structure business plans for consideration at local, area/regional and national levels.

Guidelines for Portfolio Development for Nurses and Midwives

There is accumulating evidence that nurses and midwives are willing to engage in continuing professional development after completing their pre-registration education programmes, despite the absence of any legal or statutory requirement to do so (National Council, *Report on the Continuing Professional Development of Staff Nurses and Midwives*, 2004; Health Service Executive, *Report of the Post-Registration Nursing and Midwifery Education Review Group*, 2008 and *Findings from the Survey of 2007 Nursing Graduates*, 2009). That nurses and midwives are also willing to record and demonstrate their continuing professional development can be inferred from the speed with which the first and second editions of ***Guidelines for Portfolio Development for Nurses and Midwives*** (2003 and 2006 respectively) were requested and dispersed around the country.

The content of the third edition is shaped by several factors, including the following:

- The National Council's revision of the frameworks for establishing advanced nurse/midwife practitioner and clinical nurse/midwife specialist posts in 2007 and 2008;
- The establishment of prescriptive authority for nurses and midwives in Ireland in relation to medicinal products and ionising radiation;
- The priorities of the Health Service Executive's *Transformation Programme* (HSE, 2006) and the aims and objectives of the HSE's subsequent corporate and national service plans; and
- The standards for services set by the Health Information and Quality Authority.

As with the previous editions, *Guidelines for Portfolio Development for Nurses and Midwives* is intended to assist nurses and midwives to identify their career goals and personal development needs within the context of the Irish health system. The references have been updated, the original two exemplars of reflection on incidents have been revised and a third added. Also included is an account of the electronic portfolio (e-portfolio) developed on a pilot basis by the School of Nursing at the Royal College of Surgeons in Ireland using the text and templates from the second edition.

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 2009 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, research and development of clinical nurse/midwife specialist and advanced nurse/midwife practitioner posts.

In 2009, 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 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.

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 2009, these included:

- Advisory Committee for the Implementation of Nursing Prescribing of Ionising Radiation
- All-Ireland Co-operative Oncology Research Group
- All-Ireland Gerontological Nurses' Association
- An Bord Altranais
- An Garda Síochána
- Centres of Nurse Education
- Community Mental Health Nurses' Association
- Directors of the Nursing and Midwifery Planning and Development Units
- 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 Advanced Nurse and Midwife Practitioners
- 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 Clinical Research Infrastructure Network
- 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' Network
- Irish Stoma Care and Colorectal Nurses' Association

- Learning Disability and Health Network (UK and Ireland)
- Martha McMenemy Scholarship Committee
- Mental Health Commission
- Mental Health Nurse Managers, Ireland
- National Federation of Voluntary Bodies Providing Services to People with Intellectual Disability
- National Learners' Database (Qualifax)
- National Network of Learning Disability Nurses (UK)
- National Network of Public Health Nurses/Nurses Working With Travellers
- National Qualifications Authority of Ireland
- 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)
- 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
- Research Subcommittee, National Paediatric Hospital Development Board
- Resource and Implementation Group for Nurse Prescribing
- Respiratory Nurses Association of Ireland (ANAIL)
- Rheumatology Nurses' Association
- Service Industry, Professional and Technical Union (SIPTU)
- Strategy for Practice Development Group, Nursing Policy Division, Department of Health and Children

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 148 continuing education programmes in 2009. This included 126 short continuing education programmes and twenty-two advanced nurse/midwife practitioner post grants. In addition, a second tranche of funding was allocated to programmes which were successful under the continuing education programme grants application process in 2008. All 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 2009 is included in *Appendices 2 and 3* 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 on topics of relevance and interest. These included developments in the clinical career pathway (clinical nurse/midwife and advanced nurse/midwife practitioner post developments) and projects such as the evaluation of clinical nurse/midwife and advanced nurse/midwife practitioner roles (see *Clinical Career Pathway*) and the development of an electronic portfolio (see below).

Electronic Portfolio Project

The School of Nursing at the Royal College of Surgeons in Ireland (RCSI) has developed, piloted and tested an electronic portfolio (e-portfolio) relevant to its nursing and midwifery education programmes and for use by nurses and midwives undertaking those programmes. Having already developed an e-portfolio for use by the RCSI's School of Medicine, the School of Nursing was able to draw upon this experience when undertaking this new project in partnership with the National Council.

A project steering group was established, comprising representation from the RCSI and the National Council. Using action research methodology, a pilot study was undertaken in 2009 with postgraduate

students at the School of Nursing who would be asked to document their fulfilment of course requirements electronically within the e-portfolio. The first stage of the study involved establishing the appropriate content for an e-portfolio and a configuration and structure suitable for nursing and midwifery education programmes. The content and structure of the e-portfolio was based on the second edition of the National Council's *Guidelines for Portfolio for Nurses and Midwives* (2006), the relevant postgraduate nurse/midwife education programme and the e-portfolio already developed for use in the School of Medicine. The second stage involved further technical development of the structure and design of the e-portfolio. Specialised technical development was vital to ensuring that the e-portfolio would accommodate on-going data entry by students and electronic correspondence between students and lecturers.

An extensive training programme in the use of the e-portfolio was provided by the RCSI. Students at the School of Nursing in Dublin and the RCSI's centre in Bahrain and academic staff in Dublin were encouraged to give feedback on its content, navigability and any difficulties encountered. By October 2009 feedback had been generally positive, and data collection was continuing. An interim report on the project was in preparation at the end of 2009.

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 2009 are enumerated below:

- Dr Denis Walsh, Reader in Normal Birth, University of Central Lancashire, and Independent Midwifery Consultant, *Evidence-Based Care for Normal Birth and Labour*, 27 April, Dublin
- Ms Denise Gillespie, Pre-School Children's Behaviour Support Service, County Clinic, Letterkenny, Co Donegal and Ms Dolores Gallagher, Practice Development Co-ordinator, Community Nursing, Letterkenny, Co Donegal, *Advancing Nursing Practice in Child Health and Parenting Role Development*, 27 April, Dublin
- Professor Denise Bryant-Lukosius, Assistant Professor, School of Nursing, McMaster University and Senior Researcher, Canadian Health Services Research Foundation/Canadian Institute of Health Research Chair Program in Advanced Practice Nursing, *Evaluation Approaches for Advanced Nurse/Midwife Practitioners*, 10 November, Dublin
- Professor Peter Griffiths, Director, National Nursing Research Unit, King's College, London, *Nursing Metrics*, 1 December, Dublin
- Ms Mary Duff, Director of Nursing, St Vincent's University Hospital, Elm Park, Dublin, *Implementing Key Performance Indicators – The Nursing Contribution*, 1 December, Dublin

Supporting Evidence for Practice

Research Development

Responsibility for research development remains within the remit of the Research Development Officer (RDO), who is a joint appointment with the Health Research Board (HRB). Regarding research policy, a report on the attainments of the five-year *Research Strategy for Nursing and Midwifery in Ireland* (Department of Health and Children, 2003) was made to the Chief Nurse in 2009 and the implementation of some recommendations is continuing. The National Council participated in the consultation for the *Action Plan for Health Research, 2009–2013* and the recommendations from the National Council's *Report on the Role of the Nurse or Midwife in Medical-Led Clinical Research* (National Council, November 2008) are included in the Irish Clinical Research Infrastructure Network's 'roadmap' for the development of clinical research (draft publication, 2009).

The National Council's on-line Research Database went live (Recommendation 3 of the *Research Strategy for Nursing and Midwifery in Ireland*). By the end of the year sixty-five abstracts were available to be searched and several more were awaiting amendment. A guidance document on how to use the resource was published (*A Guide to the NCM On-Line Research Database*, September 2009) and marketing of the database also commenced.

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. One award was made in 2009 and another award continued.

Strategic alliances continued to be developed through national and international networking. For example, the RDO continues to collaborate on all-Ireland initiatives such as the All-Ireland Practice and Quality Development database and the Cancer Consortium Nurses Working Group. For the latter, 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) was completed. The RDO completed and submitted a report to the Strategic Advisory Group of the Cancer Consortium in Spring 2009, which led to the implementation of its recommendations.

The RDO profiles 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

Ninth National Conference

On Wednesday 11 November Mary Harney, TD, Minister for Health and Children, opened the ninth national conference of the National Council, entitled *Clinical Excellence: Safety, Quality and Evidence*. The key-note address was given by Dr Barry White, National Director of HSE Clinical Care and Quality. 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 108 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 2009. 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.

Measuring the Nursing and Midwifery Contribution

A new section of the website was developed as a resource-efficient means of building on the nursing and midwifery interventions project conducted between 2005 and 2006 (*Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack*, September 2006). These webpages contain information about the original project, consultation work undertaken in 2007 and links to relevant resources. A series of updates sheets *Measuring the Nursing and Midwifery Contribution* are available to download. Any updates to these webpages are notified to the members of the electronic network (e-network) established in 2009.

Third-Level Courses Database

The on-line third-level courses database was updated in 2009 and now contains information on 625 courses and modules available at thirty-four universities, institutes of technology and colleges in Ireland and Northern Ireland. No further updating of the courses database will take place.

All-Ireland Practice and Quality Development Database

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.

Specialist Interest Groups

Three more specialist interest groups' websites were added to those already hosted by the National Council on its website bringing the total to twenty-five. 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 50,985 visitors and 71,680 hits in 2009. From the time it went live in 2001 up until 31 December 2009, there have been 416, 595 visitors to the National Council's website and 1,155,685 hits (i.e., the total number of times individual webpages were opened or individual documents downloaded).

NCNM Review

Two issues of the *NCNM Review* were distributed in 2009, signalling 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 66,709 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:

- *Prescribing and Update on Nursing and Midwifery*: Novartis Group, Mater Misericordiae University Hospital, Dublin, 8 January
- *Developing the Professional Role of Nurses and Midwives*: MSc (Nursing) Students, School of Nursing and Midwifery Studies, Trinity College, Dublin, 5 February
- *Clinical Supervision*: Advanced Nurse Practitioner Candidates, St James' Hospital, Dublin, 10 November
- *Portfolio Development and Career Planning*: MSc (Nursing) students, School of Nursing and Midwifery Studies, Trinity College, Dublin, 10 February
- *Contemporary Issues in Nursing*: Theatre nurse managers, Dublin, 25 February
- *Educational Needs of Clinical Nurse Specialists*: Clinical nurse specialists, Our Lady's Children's Hospital, Crumlin, Dublin, 9 March
- *Clinical Supervision*: Promotional grade nurses, St James' Hospital, Dublin, 22 March
- *The Contribution of Nursing and Allied Health Professions to the Research Agenda in a New Paediatric Hospital*: National Paediatric Hospital Development Board Research Subcommittee, 23 March

- *National Council Funding for Continuing Education Programmes*: M Sc (Nursing) students, Faculty of Nursing and Midwifery, Royal College of Surgeons in Ireland, Dublin, 25 March
- *Opening Address*: Sexual Health Conference, Dublin, 28 March
- *Nursing and Midwifery in Ireland: A Strategy for Professional Development in a Changing Health Service*: Royal College of Nursing, Belfast, 21 April
- *The Role of the Clinical Nurse Specialist*: Clinical nurse specialists, Beaumont Hospital, Dublin, 27 April
- *Promoting Midwifery Research in Ireland*: Midwives' Study Day, Coombe Women and Infants University Hospital, Dublin, 5 May
- *Closing Address*: Nursing and Midwifery Planning and Development Unit Information Day, Mid-Western Regional Hospital, Limerick, 30 April
- *Enhancing Nursing Roles*: Novartis Psychiatric Nurses' Group, Dublin, 9 May
- *The Clinical Career Pathway in Ireland*: NHS Education for Scotland, Dublin, 22 May
- *Report on the Role of the Nurse or Midwife in Medical-Led Clinical Research*: Nursing Research, Audit and Quality in Practice, St James's Hospital, Dublin, 28 May
- *The Clinical Career Pathway in Intellectual Disability Nursing: The Contribution of the National Council, 1998–2009* (poster): Intellectual Disability Nurse Managers' Association conference (Celebrating Fifty Years of Intellectual Disability Nursing), Dublin, 28 May
- *The Clinical Career Pathway*: Clinical nurse specialists and clinical nurse managers, Mater Misericordiae University Hospital, Dublin, 1 June
- Chair, Inaugural Conference of the All-Ireland Gerontological Nurses' Association, Cork, 4 June
- *Pathways beyond Registration*: Students and faculty members, School of Nursing, San José State University, Dublin, 5 June
- *The Clinical Career Pathway in Older Person Nursing*: Postgraduate diploma students, Royal College of Surgeons in Ireland and Health Service Executive, Connolly Hospital, Dublin, 5 June
- *Clinical Governance and Professional Development in Community Nursing*: Institute of Community Health Nursing Annual Conference, Galway, 18 September
- *Medicinal Product Prescribing in Ireland*: Canadian Nurses' Association, An Bord Altranais, Dublin, 21 September
- *Service Needs Analysis for Advanced Nurse Practitioner Post Development*: NHS Education for Scotland Advanced Nursing Practice Conference, Perth, Scotland, 22 September
- *The Development of the National Council*: MSc (Nursing) students, Faculty of Nursing and Midwifery, Royal College of Surgeons in Ireland, Dublin, 30 September
- Chair, *Celebrating Excellence – The Past, The Present, The Future*, Irish Nurses' Organisation Conference for Registered Nurses (Intellectual Disability), Portlaoise, 9 October

- *Developing an Advanced Nurse Practitioner Post in Respiratory Nursing*: Fifth Novartis Respiratory Nurses Meeting (ANAIL), Maynooth, 17 October
- *Effective Leadership in Nursing and Midwifery: Building and Using Networks: Political Awareness and Networking Workshop* (Clinical Leadership Programme), Nursing and Midwifery Planning and Development Unit, Health Service Executive (West), Limerick, 12 November
- *The Clinical Career Pathway in Ireland*: Australian Nursing and Midwifery Council, Dublin, 4 December.

Other Activities

A number of other activities conducted by the National Council in 2009 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 2009; 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.

The National Council will continue to promote equality- and diversity-promoting initiatives in 2010.

Accounts

For the Year Ended 31 December 2009

Accounts

Income and Expenditure Account	€
Income	
Department of Health & Children	4,285,000
Superannuation	43,083
	<u>4,328,083</u>
Expenditure	
Operational Expenditure (Note 1)	2,002,000
Continuing Education Programmes	2,069,448
	<u>4,071,448</u>
Surplus for the Year	256,635
Balance Brought Forward	117,587
Balance Carried Forward	<u>374,222</u>
Balance Sheet	€
Tangible Fixed Assets	50,796
Current Assets	
Debtors & Prepayments	305,976
Cash at Bank and in Hand	166,511
	<u>472,487</u>
Creditors (Amount falling due within one year)	
Creditors and Accruals	98,265
	<u>374,222</u>
Net Current Assets	<u>425,018</u>
Total Assets less Current Liabilities	<u>425,018</u>
Financed By	
Capitalisation Account	50,796
Income and Expenditure Account	374,222
	<u>425,018</u>
Note 1	
Total Expenditure as per Financial Accounts	2,003,604
Add Capitalised Expenditure	25,080
Less Depreciation	(26,684)
	<u>2,002,000</u>



Appendices

Appendix 1 – Publications of the National Council, 2001–2009

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>
<i>National Council Newsletter (Issues 13–15), NCNM Quarterly Review (Issue 16)</i>			<i>Annual Report 2004</i>

2005

April	June	September
<i>An Evaluation of the Extent and Nature of Nurse-Led/ Midwife-Led Services in Ireland</i> <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)</i> <i>Agenda for the Future Professional Development of Public Health Nursing</i> <i>Nursing and Midwifery Research Priorities for Ireland</i>	<i>A Preliminary Evaluation of the Role of the Advanced Nurse Practitioner</i> <i>The Development of Joint Appointments: A Framework for Irish Nursing and Midwifery</i> <i>Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts</i>
<i>NCNM Quarterly Review (Issues 17–20)</i>		<i>Annual Report 2005</i>

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</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 (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><i>NCNM Review (Issues 29–30)</i></p>				<p><i>Annual Report 2008</i></p>

2009

February	March	September	November
<i>Guidance on the Adaptation of Clinical Practice Guidelines: Getting Evidence into Practice</i>	<i>Publications and Communications Update (2nd ed)</i>	<i>A Guide to the NCNM On-Line Research Database</i> <i>Review of Achievements 1999–2009</i> <i>Services Needs Analysis: Informing Business and Service Plans</i>	<i>Guidelines for Portfolio Development for Nurses and Midwives (3rd ed)</i> <i>Communications Update (3rd ed)</i>
<i>NCNM Quarterly Review (Issues 31–32)</i>			<i>Annual Report 2009</i>

Appendix 2 – Continuing Education Programmes Approved for Funding in 2009

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 2009
Oncology and Haematology Skills and Education Programme	Facilitating a greater understanding of the management and care of haematology and oncology patients by adopting a systematic, focused approach to their conditions and treatments.	€10,000.00
Solution-Focused Brief Therapy Training	Introducing participants to Solution-Focused Brief Therapy in community mental health services.	€3,200.00
Cosmetic Pigmentation Camouflage	Providing the training required to carry out specialised tattooing following breast reconstruction and to assist patients in camouflaging scars, skin grafting and stretch marks.	€7,692.00
Microbiology and Infection Control	Development of a stand-alone module at the Royal College of Surgeons in Ireland concerned with developing knowledge of microbiology and infection control while focusing on current developments in the surveillance, control and prevention of infection.	€7,000.00
Leadership and Development	Facilitating and supporting the development leadership and management skills to respond to the needs of changing health services.	€5,000.00
Utilising Assessment Scales and Tools	A psycho-education programme aimed at facilitating and supporting the use of assessment tools in the delivery of patient care within mental health settings.	€10,000.00
End-of-Life Care of Older Persons	Improving end-of-life care of older people within residential care settings through the application of the concepts and philosophy of palliative care.	€10,000.00
Acute Life Threatening Events, Recognition and Treatment (ALERT)	A train-the-trainers programme for midwives in ALERT, including an obstetrics module.	€10,000.00
Developing Strategic Capability	A series of seminars concerned with developing the capacity of senior nurse managers to use strategic thinking and planning skills to influence the quality of care agenda.	€10,000.00
The Integrated Care Pathway in Mental Health Rehabilitation Practice	Introducing the components of the new integrated care pathway to support the implementation of a recovery and strengths model of mental health rehabilitation.	€5,867.00
Medication Management	Developing a medication management policy to include prescribing, dispensing, administration and reporting of adverse incidents.	€10,000.00
Enhancing Acute Medical Nursing Skills	Supporting the development of the skills needed to effectively manage the acutely ill medical patient.	€10,000.00
Nursing Management of Patients Requiring Nebulisers	Developing the knowledge and skills of critical assessment and management of patients requiring nebuliser therapy.	€10,000.00
Cardiovascular Nursing	A study programme facilitating the greater understanding of acute and chronic cardiac conditions.	€5,000.00

HSE (Dublin and Mid-Leinster) (Dublin City, South of Liffey; South County Dublin; all of Kildare; and Baltinglass area of Co Wicklow) continued		
Programme Title	Programme Summary	Funding Approved in 2009
Community Midwifery: The Future?	A conference highlighting community midwifery initiatives.	€5,500.00
Eleventh National Orthopaedic Nurses Conference	A conference concerning evidence-based treatment and management of patients with orthopaedic conditions and injuries.	€5,000.00
Action Learning in Palliative Care of Older Adults	An education programme concerning the development, implementation and evaluation of a palliative and end-of-life care in older person units.	€10,000.00
Change and Time Management	Training and support for community health nurses in caseload facilitation through workload and time management.	€10,000.00
Best Possible Health – A Personal Outcome for People with Intellectual Disability	Supporting and facilitating the development of a health screening booklet for adults with intellectual disability.	€3,000.00
In Conclusion – Celebrating Fifty Years of Intellectual Disability Nursing	A forum highlighting the nursing contribution within intellectual disability services in Ireland.	€4,000.00
Parenting, Leg Ulcer Management and Ante-Natal Care Training	A series of training programmes facilitating public health nurses to deliver parenting programmes, antenatal classes and conduct Doppler assessment on patients with leg ulcers.	€8,870.00
Clinical Audit for Nursing Practice	Facilitating nurses to monitor and improve standards of patient care through the use of clinical audit.	€8,750.00
Clinical Leadership Programme for Clinical Nurse Managers	Facilitating clinical nurse managers to use enhanced leadership skills to develop practice across service boundaries.	€10,000.00
Improving the Quality of Nursing Documentation	Supporting the implementation of high-quality standards in nursing assessments and documentation in line with the <i>National Quality Standards for Residential Care Settings for Older People</i> .	€5,000.00
Policies and Procedures in Public Health Nursing	Introducing and disseminating nationally agreed standards, policies and procedures for practice within public health nursing.	€5,000.00
Promoting Person-Centred Care	Introducing a holistic person-centred approach to dementia care as outlined in the <i>National Quality Standards for Residential Care Settings for Older People</i> .	€2,000.00
The Continuing Education and Training Needs of Nurses Working with Children in Acute Hospitals	A learning needs analysis aimed at identify the continuing education and professional development requirements of nurses working in paediatric settings.	€3,250.00
Dementia Mapping	Enhancing the understanding of the management of the patient with dementia and the needs of families and carers.	€3,000.00
National Programme in Intravenous Venepuncture and Peripheral Intravenous Cannulation	A blended learning programme for nurses and midwives concerning the knowledge, skills and competencies required to perform venepuncture and peripheral intravenous cannulation.	€10,000.00

HSE (Dublin and Mid-Leinster) (Dublin City, South of Liffey; South County Dublin; all of Kildare; and Baltinglass area of Co Wicklow) continued		
Programme Title	Programme Summary	Funding Approved in 2009
Best Practice in Person-Centred Care	Facilitating the development of clinical skills and delivery of best practice person-centred care to patients within older person services.	€2,700.00
Best Practice in Person-Centred Dementia Care	Empowering participants to deliver individualised care to patients with dementia whilst ensuring patient safety, privacy and dignity.	€2,700.00
End of Life Care	Providing an update on current research, practice and national developments in order to deliver holistic end-of-life care.	€240.00
Person-Centred Care of Older People with Dementia	Enhancing the understanding of the complexity of the care needed by people with dementia in residential and day care centres.	€6,600.00
Enhancing Mental Health Care Provision in Primary Care Settings	Developing the role of psychiatric nurses in mental health services across PCCC and primary care networks to meet the needs of individuals with acute and chronic mental illnesses.	€5,472.90
Assessing, Planning and Evaluating Patient Care	A pilot programme concerning the introduction and evaluation of nurses' use of an internationally standardised nursing language and a framework for assessing, planning and measuring patient care.	€9,200.00
Enhancing Mental Health Care Provision in Primary Care Settings	Developing the role of psychiatric nurses in mental health services across PCCC and primary care networks to meet the needs of individuals with acute and chronic mental illnesses.	€5,472.90
Leadership and Management	A seminar on theories of leadership and management and identifying the challenges of clinical leadership in health care.	€2,000.00
Annual Sexual Health Conference – Challenges for Nurses in the Future	A conference aimed at updating knowledge, skills and attitudes within the area of sexual health nursing.	€5,570.00
Launch of the Irish Institute of Mental Health Nursing	Launching the Irish Institute of Mental Health Nursing.	€3,060.00
K2 Foetal Monitoring Training System	A computer-based training programme for midwives in interpretation of electronic foetal heart monitoring and labour management.	€5,000.00
Enhancing Mental Health Care Provision in Primary Care Settings	Developing the role of psychiatric nurses in mental health services across PCCC and primary care networks to meet the needs of individuals with acute and chronic mental illnesses.	€5,472.90

HSE (Dublin and Mid-Leinster) (Counties Laois, Longford, Offaly and Westmeath)		
Programme Title	Programme Summary	Funding Approved in 2009
Advancing Evidence-Based Interventions in Mental Health Rehabilitation and Community Teams	Facilitating a critical perspective of the evidence base underpinning family interventions used with individuals with a diagnosis of psychosis.	€10,000.00
Implementing Mental Health Assessment Tools in Everyday Practice	A training package to support the use of validated assessment tools in order to strengthen care planning and interventions with patients/clients.	€9,852.00
Chronic Disease Management	Developing, implementing and evaluating integrated care and management of patients with chronic illness in the primary care setting.	€750.00
Institutional Care to Community Living: Preparation for Transitions	Enabling nurses to prepare for the changes in practice required when transferring clients with intellectual disability from institutional care to community living.	€4,351.70
Ear Care Training Programme	A train-the-trainers workshop in evidence-based ear care within care of older person services.	€900.00
National Programme in Intravenous Venepuncture and Peripheral Intravenous Cannulation	A blended learning programme for nurses and midwives concerning the knowledge, skills and competencies required to perform venepuncture and peripheral intravenous cannulation.	€10,000.00
Professional Supervision and Facilitation Skills Training	Introducing the purpose and functions of professional supervision in clinical practice.	€10,000.00
Enhancing Mental Health Care Provision in Primary Care Settings	Developing the role of psychiatric nurses in mental health services across PCCC and primary care networks to meet the needs of individuals with acute and chronic mental illnesses.	€5,472.90
Introducing the Liverpool Care Pathway for the Dying within a Community Nursing Unit	Introducing the Liverpool Care Pathway for the Dying within community care units for older people in Birr, Co Offaly.	€6,550.00

HSE (Dublin and North-East) (Cavan, Louth, Meath and Monaghan)		
Programme Title	Programme Summary	Funding Approved in 2009
Professional Management of Aggression and Violence (Phase 1)	A programme aiming to educate staff on the appropriate management of violence and aggression.	€9,294.03
Falls Prevention Programme (Phase 2)	A programme to update participants on all aspects of falls prevention, assessment, monitoring and management.	€9,294.03
National Programme in Intravenous Venepuncture and Peripheral Intravenous Cannulation	A blended learning programme for nurses and midwives concerning the knowledge, skills and competencies required to perform venepuncture and peripheral intravenous cannulation.	€10,000.00
Revision of the <i>Mental Health Act, 2001</i>	A refresher course on the <i>Mental Health Act, 2001</i> and its implication for nursing practice.	€3,000.00
Medication Management Update	A programme updating nurses on medication prescribing, dispensing, administration and the reporting of medication errors.	€4,500.00
Nursing Documentation and Care Planning	A programme addressing some of the common documentation difficulties associated with care planning in the residential care setting.	€4,000.00
Heartcode – ACLS Anywhere	Training for nurses in advanced cardiac life support.	€6,000.00
Celebrating Fifty Years of the Registered Intellectual Disability Nurse	A conference demonstrating the contribution of nursing within the intellectual disability services in Ireland.	€4,000.00
Professional Development Programme for Registered Nurses and Midwives	A module aiming to enhance nurses' and midwives' ability to practise within their scope of practice to deliver holistic, systematic care to patients in a variety of clinical settings.	€8,800.00
Professional Management of Aggression and Violence (Phase 2)	A programme aiming to educate staff on the appropriate management of violence and aggression.	€9,294.03
Foetal Monitoring Training System	A computer-based training programme for midwives in interpreting electronic foetal heart monitoring and labour management at the Maternity Unit, Our Lady of Lourdes Hospital, Drogheda.	€7,700.00
Foetal Monitoring Training System	A computer-based training programme for midwives in interpreting electronic foetal heart monitoring and labour management at the Maternity Unit, Cavan General Hospital.	€7,700.00
Incident Investigation and Root Cause Analysis	Introducing the concept of root cause analysis and its value in risk management and adverse clinical incident investigations.	€6,500.00
Enhancing Mental Health Care Provision in Primary Care Settings	Developing the role of psychiatric nurses in mental health services across PCCC and primary care networks to meet the needs of individuals with acute and chronic mental illnesses.	€5,472.90

HSE (South) (Counties Carlow, Kilkenny, Tipperary (South), Waterford and Wexford)		
Programme Title	Programme Summary	Funding Approved in 2009
Anaphylaxis Training	A training programme for practice nurses and occupational health nurses in the efficient and effective management of anaphylactic reactions to vaccinations.	€10,000.00
Ear Care Training Programme	A train-the-trainers workshop in evidence-based ear care within care of the older person services.	€3,200.00
Introducing the Liverpool Care Pathway for the Dying within a Community Nursing Unit	Introducing the Liverpool Care Pathway for the Dying within community care units for older people.	€6,800.00
Regional Chemotherapy Administration Training Programme	Developing and evaluating a programme on the Health Information and Quality Authority's medical oncology standards and best practice in chemotherapy administration.	€1,436.00
Self-Medication Programme	Introducing a self-medication programme for patients in a rehabilitation unit.	€3,000.00
Advanced Gastroenterology Nursing	A study day on current best practice in gastroenterology and endoscopy nursing.	€5,200.00
Wound Care Link Nurse	A training day for hospital- and community-based nurses concerning the provision of a standardised evidence-based approach to wound care.	€6,000.00
Developing Policies and Procedures for Specialist Nurses	Developing standard operating policies to support specialist nurses and public health nurses in clinical practice and the standardisation of client service provision.	€10,000.00
National Programme in Intravenous Venepuncture and Peripheral Intravenous Cannulation	A blended learning programme for nurses and midwives concerning the knowledge, skills and competencies required to perform venepuncture and peripheral intravenous cannulation.	€10,000.00
Enhancing Clinical Practice Using Cognitive Behaviour Therapy (CBT)	A stepwise approach to enhancing clinical practice in mental health nursing using Beck's Model of CBT (I Levels 1-3) within Wexford Mental Health Services.	€7,200.00
Enhancing Clinical Practice Using Cognitive Behaviour Therapy (CBT)	A stepwise approach to enhancing clinical practice in mental health nursing using Beck's Model of CBT (I Levels 1-3) within Carlow-Kilkenny Mental Health Services.	€7,200.00
Enhancing Mental Health Care Provision in Primary Care Settings	Developing the role of psychiatric nurses in mental health services across PCCC and primary care networks to meet the needs of individuals with acute and chronic mental illnesses.	€5,472.90

HSE (South) (Counties Cork and Kerry)		
Programme Title	Programme Summary	Funding Approved in 2009
Clinical Excellence in Ear Care	Facilitating the provision of evidence-based effective ear care to patients/clients in the community, residential and respite services.	€3,200.00
Diabetes Healthcare Management for Primary Care Nurses	A module at Dublin City University aimed at expanding practice nurses' knowledge and skills in the management of patients with diabetes.	€9,900.00
Inaugural Conference of the All-Ireland Gerontological Nursing Association	A conference highlighting best practice within care of the older person services.	€4,000.00
An Bord Altranais Fitness to Practice Hearings: All You Need to Know	Providing nurse managers with an in-depth understanding of fitness to practise procedures.	€8,200.00
Prevention and Management of Pressure Ulcers	Providing evidence-based guidance on the prevention and management of pressure ulcers.	€5,000.00
An Update on Eczema, Psoriasis and Malignant Melanomas	Promoting and highlighting best practice in the care, treatment and management of patients with eczema, psoriasis and malignant melanoma.	€3,700.00
Long-Term Care Issues – A Practical Approach	A one-day workshop aimed at increasing awareness of the special needs of the older person in residential nursing homes.	€1,500.00
National Programme in Intravenous Venepuncture and Peripheral Intravenous Cannulation	A blended learning programme for nurses and midwives concerning the knowledge, skills and competencies required to perform venepuncture and peripheral intravenous cannulation.	€10,000.00
Personal Outcome Measures	Introducing Personal Outcome Measures to evaluate the personal quality of life of patients and the degree to which services individualise support to facilitate outcomes.	€10,000.00
Advocacy in Action	Providing participants with the knowledge and skills to promote specific needs-based and age-appropriate activities in the care of the older person setting.	€3,775.00
Enhancing Mental Health Care Provision in Primary Care Settings	Developing the role of psychiatric nurses in mental health services across PCCC and primary care networks to meet the needs of individuals with acute and chronic mental illnesses.	€5,472.90

HSE (West) (Counties Clare, Limerick and Tipperary (North))		
Programme Title	Programme Summary	Funding Approved in 2009
The Leadership Bus	A two-day seminar on the principles of leadership, leadership styles and applying leadership theories in practice.	€3,900.00
Delivering Care at the End of Life	A programme equipping participants with the skills to provide enhanced palliative and end-of-life care.	€1,500.00
Communication Skills in Palliative Care	Developing the communication skills needed within palliative care.	€1,800.00
Working Across Primary and Secondary Care	Facilitating nurses and midwives to implement national priorities such as nurse/midwife prescribing of medicinal product and ionising radiation and discharge planning across primary and secondary care areas.	€5,800.00
An Bord Altranais Fitness to Practise Hearings – All You Need to Know	Providing clinical nurse managers with an in-depth understanding of fitness to practise procedures.	€8,200.00
Irish Association of Directors of Nursing and Midwifery – Annual Conference, 2009	A conference promoting nursing and midwifery and highlighting the importance of nursing and midwifery leadership in service development and management.	€8,200.00
Advanced Life Support in Obstetrics	A two-day workshop for midwives on managing obstetric emergencies effectively and efficiently.	€9,472.12
Understanding Loss, Grief and Bereavement	Information and guidance to nurses on supporting families experiencing loss, grief and bereavement following the death of a child.	€2,660.00
Enhancing Skills for Normal Labour and Birth	A two-day course for midwives on the care and management of normal birth and underpinned by a woman-centred philosophy.	€4,310.00
Developing Skills in Person-Centred Care of Older People with Dementia	A practice development programme for nurses and care attendants on evidence-based knowledge and person-centred skills for effective care of the older person with dementia.	€3,434.00
National Programme in Intravenous Venepuncture and Peripheral Intravenous Cannulation	A blended learning programme for nurses and midwives concerning the knowledge, skills and competencies required to perform venepuncture and peripheral intravenous cannulation.	€10,000.00
“Comhrá”: The Fifteenth International Reflective Practice Conference	A conference hosted by the Department of Nursing and Midwifery, University of Limerick on transforming healthcare practice through reflective dialogue.	€5,000.00
Nursing Governance	A series of master classes providing directors of nursing/ midwifery with an opportunity to examine, explore and identify their roles and responsibilities within clinical governance and interdisciplinary governance groups.	€7,500.00
Enhancing Mental Health Care Provision in Primary Care Settings	Developing the role of psychiatric nurses in mental health services across PCCC and primary care networks to meet the needs of individuals with acute and chronic mental illnesses.	€5,472.90

HSE (West) (Counties Donegal, Leitrim and Sligo)		
Programme Title	Programme Summary	Funding Approved in 2009
Development and Implementation of Care Planning and Nursing Documentation	A train-the-trainers programme initiating standardised hospital-wide care planning documentation and practices at Letterkenny General Hospital.	€2,980.00
Multi-Element Behaviour Support	A practical skills development programme for nurses working in the community caring for clients with intellectual disabilities and challenging behaviours.	€10,000.00
Male Catheterisation and Reinsertion of Supra-Pubic Catheters	Facilitating participants to develop the appropriate knowledge and skills for male catheterisation and reinsertion of supra-pubic catheters.	€7,000.00
Self-Management of Lymphoedema	A training programme for nurses in manual massage for lymphoedema treatment and developing self-care programmes for patients.	€10,000.00
Paediatric Development	A seminar on up-to-date skills and knowledge for paediatric nursing services.	€1,800.00
Working with Autism Spectrum Disorder (ASD)	A programme on the characteristics and manifestations associated with ASD and appropriate interventions for clients with ASD and their families.	€4,000.00
End of Life Care	A seminar on optimal care of the patient and family in dying, death and bereavement.	€4,000.00
Sexually Transmitted Infections	An awareness-promoting course on the health promotion, treatment, management and prevention of sexually transmitted infections.	€4,500.00
Working with Families	A foundation programme in family psychotherapy for mental health nurses.	€4,000.00
Managing Obstetric Emergencies and Trauma	Providing midwives with the knowledge and skills for dealing efficiently and effectively with obstetric emergencies.	€1,200.00
Advanced Life Support in Obstetrics	Facilitating and supporting midwives to manage obstetric emergencies effectively and efficiently.	€4,000.00
Fundamentals of Foetal Monitoring	Providing midwives with the skills and knowledge for carrying out foetal heart monitoring and managing abnormal foetal heart patterns.	€4,800.00
National Programme in Intravenous Venepuncture and Peripheral Intravenous Cannulation	A blended learning programme for nurses and midwives concerning the knowledge, skills and competencies required to perform venepuncture and peripheral intravenous cannulation.	€10,000.00
Transforming Care at the Bedside	A pilot programme to improve the quality and safety of patient care and to improve the effectiveness of the clinical care teams.	€9,750.00
Enhancing Mental Health Care Provision in Primary Care Settings	Developing the role of psychiatric nurses in mental health services across PCCC and primary care networks to meet the needs of individuals with acute and chronic mental illnesses.	€5,472.90
Clinical Supervision	A train-the-trainers programme on clinical supervision within community mental health services.	€10,000.00

HSE (West) (Counties Galway, Mayo and Roscommon)		
Programme Title	Programme Summary	Funding Approved in 2009
Introduction of a Community Nursing Clinical Assessment Surveillance Record	A pilot programme involving training in and the roll-out of a community nursing clinical surveillance record in Galway.	€5,000.00
Introduction of a Community Nursing Clinical Assessment Surveillance Record	A pilot programme involving training in and the roll-out of a community nursing clinical surveillance record in Roscommon.	€5,000.00
Introduction of a Community Nursing Clinical Assessment Surveillance Record	A pilot programme involving training in and the roll-out of a community nursing clinical surveillance record in Mayo.	€5,000.00
Pathway to Excellence in Dementia Care	Developing a culture of person-centredness in the care of individuals with Alzheimer's disease and dementia.	€10,000.00
Recovery Training Programme for Mental Health Nurses	A recovery-based training programme for mental health nurses in Mayo on knowledge, skills and hopefulness relating to the recovery prospects of people with enduring mental illness.	€10,000.00
An Introduction to Psycho-Educational Training for Mental Health Services Users, their Carers and Family Members	The education and training of people who live with a psychological disturbance and their families/carers to enable them understand and deal with presented illness.	€3,060.00
Patient-Centred, Quality-Focused and Effective Mental Health Services: Reality or Dream?	A national conference organised by the Mental Health Nurse Managers of Ireland and demonstrating models of best practice and quality patient-centred care within the mental health services.	€10,000.00
National Programme in Intravenous Venepuncture and Peripheral Intravenous Cannulation	A blended learning programme for nurses and midwives concerning the knowledge, skills and competencies required to perform venepuncture and peripheral intravenous cannulation.	€10,000.00
Enhancing Mental Health Care Provision in Primary Care Settings	Developing the role of psychiatric nurses in mental health services across PCCC and primary care networks to meet the needs of individuals with acute and chronic mental illnesses.	€5,472.90

Appendix 3 – Grants for Advanced Nurse/Midwife Practitioner Post Development

In 2009 a grant of €12,500 was awarded to each of the successful applications listed below.

Title of Post	Organisation(s)
ANP (Older Person Services – PCCC)	Public Health Nursing Service, LHO Dublin Northwest, Connolly Hospital, Blanchardstown, Dublin 15
ANP (Breast Care)	St James's Hospital, James's Street, Dublin 8
ANP (Child Health & Development)	Public Health Services & PCCC, Laois-Offaly; Midland Regional Hospital, Portlaoise
ANP (Emergency)	Midlands Regional Hospital, Portlaoise, Co Laois
ANP (Emergency)	Mid-Western Regional Hospital, Nenagh, Co Tipperary
ANP (Cognitive Behaviour Therapy in Clinical Rehabilitation Services)	Limerick Mental Health Services
ANP (Emergency)	St John's Hospital, Limerick
ANP (Emergency Care)	Mid-Western Regional Hospital, Ennis
ANP (Older Persons Services PCCC Focusing on Innovative Technology)	HSE (Dublin/North-East), Our Lady of Lourdes Hospital, Drogheda, Co Louth
ANP (Cardiac Rehabilitation)	Sligo General Hospital; Department of Public Health Medicine, Ballyshannon, Co Donegal
ANP (Liaison Mental Health)	Sligo-Leitrim Mental Health Services; Sligo General Hospital
ANP (Pain Management)	Sligo General Hospital
ANP (Diabetes)	South Infirmary-Victoria University Hospital, Old Blackrock Road, Cork
ANP (Emergency)	South Infirmary-Victoria Hospital, Old Blackrock Road, Cork
ANP (Adult Learning Disabilities Services for Individuals with Associated Behaviours that Challenge)	Brothers of Charity, Woodlands, Renmore and John Paul II Centre, Ballybane, Galway
ANP (Family and Systemic Psychotherapy)	Roscommon Mental Health Service, County Hospital, Roscommon
ANP (Emergency)	Galway University Hospitals
ANP (Haematology)	Galway University Hospitals
ANP (Liaison Psychiatry in Emergency Department)	Mayo Mental Health Services, St Mary's Campus, Castlebar, Co Mayo
ANP (Recovery and Rehabilitation in Psychosis)	East Galway Mental Health Services, St Brigid's Hospital, Ballinasloe, Co Galway
ANP (Mental Health and Intellectual Disability – Dual Diagnosis)	Aras Attracta, Swinford, Co Mayo; Western Care Associates, John Moore Road, Castlebar, Co Mayo
ANP (Women's Health)	Galway University Hospitals

