

Publications & Communications UPDATE



Update on the wide range of documents, reports and communication services provided by the National Council.



National Council for the Professional Development of Nursing and Midwifery

An Chomhairle Náisiúnta d'Fhorbairt Ghairmiúil an Alltránais agus an Chnáimhseachais

NOVEMBER 2009

Contents

Introduction	3
Website Services	4
NCNM Review	8
Annual Conference	9
Publications	10

Mission Statement of the National Council

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

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Published by

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
f: 353 1 868 0366
e: admin@ncnm.ie
w: www.ncnm.ie

Introduction

The National Council for the Professional Development of Nursing and Midwifery (the National Council) was established in 1999 (SI No 376) following the recommendations of the Commission on Nursing. Its primary purpose is to lead and promote the professional development of nurses and midwives and in particular to develop and evaluate clinical career pathways for nurses and midwives. Standards and frameworks developed and implemented by the National Council ensures that nursing and midwifery practice in Ireland develops in a safe and co-ordinated manner in the interests of patient/client care and in line with international best practice.

As a result of its work there exists within the health services today over 2,000 Clinical Nurse Specialist/ Clinical Midwife Specialist and 120 Advanced Nurse Practitioner / Advanced Midwife Practitioner posts. This surpasses international benchmarks in the development and implementation of specialist and advanced practice.

Thousands of nurses and midwives have benefited directly and indirectly every year in additional continuing education activities promoted and funded by the National Council – over 50,000 since its foundation.

The capacity for research generation and utilisation within nursing and midwifery has been promoted and strengthened through the work of a joint appointment with the Health Research Board.

Web Services

www.ncnm.ie

Since it was first developed in 2001, the website of the National Council has become a major resource for nurses and midwives both here in Ireland and abroad. Not only does it contain all our own publications and presentations from the master classes we have hosted, it also keeps nurses and midwives up to date with our projects, statistics on clinical specialist and advanced practice roles, forthcoming events and third-level nursing, midwifery and health-related courses on offer throughout the island of Ireland.

Another function of the website is to provide specialist groups with an opportunity to have their own specialist website. Such groups whose websites are hosted by the National Council include the following:

- IADNAM - Irish Association of Directors of Nursing and Midwifery
- ENTRUST - Irish Clinical Nurse Managers Association
- Mental Health Nurse Managers, Ireland
- Clinical Placement Co-ordinators Association
- The Irish Nursing and Midwifery Practice and Development Association
- Psychiatry of Old Age Nurse Education/Development Group
- Irish Research Nurses Association
- Irish Association of Paediatric Nurses
- ANAIL - Respiratory Nurse Specialist Association of Ireland
- Irish Diabetes Nurses Specialist Association
- Head and Neck Nurses Association
- Irish Aphaeresis Nurses Association
- Irish Association of Critical Care Nurse
- Irish Nurses Cardiovascular Association
- Irish Breast Care Nurses Association

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- Irish Lung Cancer Nurses Group
 - Irish Association of Urology Nurses
 - Haematology Association of Ireland Nurses Group
 - Irish Stoma Care and Colorectal Nurses Association
 - National Network of Public Health Nurses/Nurses Working with Travellers
 - Irish Association of Activity Nurses and Carers
 - Irish Hepatology Nurses Association
 - Wound Management Association of Ireland
 - Older Person Services National Practice Development Programme
 - Transcultural Nurses Network
 - All Ireland Gerontological Nurses Association

The website is developing as a portal website that provides access to a wide range of nursing and midwifery-related information and contributes to our overall aim of leading and enhancing the professional development of nursing and midwifery in Ireland.

Web Resources Include:

Courses for Nurses

This on-line database of courses was developed as a resource for nurses and midwives intending to engage in continuing professional development. The database lists nursing, midwifery and health-related courses offered by third-level institutions and/or their partner organisations in the Republic of Ireland and Northern Ireland.

The All-Ireland Practice and Quality Database.

The National Council in association with Northern Ireland Practice and Education Council (NIPEC) has developed an online database for quality and practice development initiatives. The database provides a focal point for gathering and disseminating good practice, recognising innovation and personal achievement, and raising awareness of practice initiatives throughout the island of Ireland. It is designed to provide information and encourage access to examples of good practice within the nursing and midwifery professions. It also assists in avoiding unnecessary duplication of effort and enhances networking opportunities.

Evidence Based Nursing

Access to Evidence-Based Nursing is provided via the National Council website for nurses and midwives who wish to keep pace with advances in clinical practice. Best quality research literature is summarized and subject to expert comment. This helps practitioners to judge its relevance to their own situation. Nurses and midwives in Ireland who have undertaken an appropriate training programme from a Nursing and Midwifery Planning and Development Unit are permitted access.

Irish Nursing and Midwifery Research Database.

The purpose of the Irish Nursing and Midwifery Research database is to facilitate dissemination of completed Irish nursing and midwifery research. This 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 increases 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. This database fulfills recommendation 3 of the Research Strategy for Nursing and Midwifery in Ireland.

Nursing and Midwifery Interventions Project

The Nursing and Midwifery Interventions Project aims to provide guidance and assistance to nurses, midwives and

services seeking to determine what interventions to select and assess. The web section provides documents relating to the project and opportunities for nurses and midwives to contribute to the ongoing work of the project as part of an e network.

Nursing and Midwifery Prescribing

This part of the website provides information on the nursing and midwifery prescribing project in Ireland including links to key documents and websites.

Evaluation of Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner in Ireland (SCAPE)

The National Council are funding a research project to produce a focused evaluation of the clinical nurse/midwife specialist (CNS/CMS) and the advanced nurse/midwife practitioner (ANP/AMP) in Ireland. The bid was awarded to a joint research team from Trinity College Dublin and the National University of Ireland Galway and up to date information on the progress of the project is provided in this section of the website.

E-Learning Programme - Medication Management

The learning programme, a guide to Medication Management has been developed by An Bord Altranais and the National Council to develop clinical practice skills. Access to the e-learning programme for all nurses and midwives is through the HSE Learning Centre and a link is provided in this section of the website.

Also on the website is:


- ANP/AMP information
- CNS/CMS information
- Continuing Education
- Events
- Publications
- Research
- Staff Nurse/Midwife information

NCNM Review



The National Council publishes the *NCNM Review*, containing articles on items of interest to nurses and midwives and including updates on developments within the Irish health services. The *NCNM Review* is distributed to all nurses and midwives on the Register twice a year (ca. 68,000) and to other key stakeholders. It has developed a reputation as an authoritative and instructive source of information on many issues of relevance to the development of professional practice for nurses and midwives in Ireland.

Since 2003 the *NCNM Review* has contained a detailed and ongoing analysis of the Health Service Reform Programme, focusing particularly on the implications for nurses and midwives of the reports and strategy documents that have been produced as part of the health service reform and transformation programmes.

 Current and past issues of the *NCNM Review* are available to download from www.ncnm.ie

Annual Conference

The annual conference of the National Council is held in November of each year. Nurses and midwives attend this conference to listen to presentations from Irish and international experts in nursing and midwifery on the latest professional developments in the various branches of the profession.

The conference also includes poster presentations by nurses and midwives from all over the country. Each year the number of poster presentations on display at the conference has increased, peaking most recently at over 150. The poster presentations are a testament to the initiative and innovation of nurses and midwives in developing their practice within the Health Services as part of multidisciplinary teams.

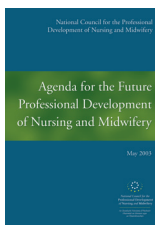


Publications



All publications are available to download from www.ncnm.ie

The National Council has produced a wide range of publications to support its work. The following is a selection of publications and a brief account of the purpose and content of each one. For our complete list of publications go to www.ncnm.ie.

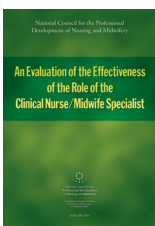


Agenda for the Future Professional Development of Nursing and Midwifery

MAY 2003

A nation-wide consultation process was carried out from March 2002 to March 2003. Workshops were held with directors of nursing and midwifery, directors of the

nursing and midwifery planning and development units, and nurses and midwives from all divisions of the register. A call for submissions yielded 105 written responses. The report benchmarks progress to date for general, midwifery, mental health, children's, intellectual disability and older person nursing and sets the agenda for a debate on options, direction and actions for the future. Continuing professional development emerges as the predominant issue in this report for all areas of nursing and is viewed as vital to developing nursing and midwifery practice in modern health structures.



An Evaluation of the Effectiveness of the Role of the Clinical Nurse/Midwife Specialist

JANUARY 2004

This report benchmarks the progress of clinical specialism in nursing and midwifery in Ireland. Ireland is at an early stage of

development of these roles within a formalised framework as set out by the *Report of the Commission on Nursing* (Government of Ireland 1998). The cohorts of CNSs/CMSs in post have clearly embraced the core concepts of the role

and have been empowered to improve the quality of care for patients/clients. There is overwhelming support for the effectiveness of the role of the CNS/CMS.



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

MAY 2004

There is growing evidence of the need to link continuing professional development (CPD) with organisational goals. This report examines CPD issues relevant to staff nurses

and staff midwives by reviewing: CPD activities of staff nurses and midwives; competency achievement and maintenance relevant to service need and personal professional development; career choice relevant to CPD; and competency of staff nurses and staff midwives. The data collection methods for this report included: a literature review, focus groups and questionnaire. Staff nurses from general, mental health, intellectual disability and children's nursing and staff midwives were invited to participate. Nurses and midwives from cities, towns and rural areas were represented, as were those working in community and in-patient settings. Recommendations are made concerning the development of structures to support CPD for staff nurses and staff midwives.



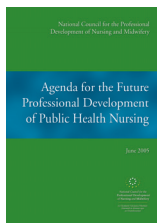
An Evaluation of the Extent and Nature of Nurse-Led/Midwife-Led Services in Ireland

APRIL 2005

The terms of reference for the study were to: examine the literature pertaining to the nurse/midwife-led care services, identify the extent of nurse/midwife-led care services in Ireland and to make recommendations on

future areas for developments for nurse/midwife-led care in Ireland. The methodology employed consisted of focus groups, questionnaire and a literature review. The

diversity and multiplicity of the nurse/midwife-led services in place suggest that nurses and midwives are able to respond to patient/client need in a flexible and appropriate manner, allowing the development to occur within a multidisciplinary context. To date these initiatives have been driven by service need and a desire by nurses and midwives, both at senior and clinical levels, to improve the quality of the patient/client care. It is also evident that as these services develop they are being audited and measured for clinical effectiveness and patient satisfaction. It is recommended that a business plan approach is adopted to aid the development of nurse/midwife-led services - a template to assist this is provided.



Agenda for the Future Professional Development of Public Health Nursing

JUNE 2005

A nation-wide consultation was carried out from November 2004 to February 2005. Workshops were held with directors of public health nursing, assistant directors of public health nursing, public health nurses engaged in clinical practice and other key stakeholders. The main concerns expressed by participants related to role clarity, workload demands, variation in service provision and delivery of care, the clinical career pathway, leadership, skill-mix and multidisciplinary team working. The report benchmarks progress to date and sets an agenda for future actions.



Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products - Final Report

JUNE 2005, JOINTLY WITH AN BORD ALTRANAIS

This report is the culmination of a three-and-a-half year project conducted jointly by the National Council and An Bord Altranais.

The report includes a literature review, legislative issues, policy developments, activity trail, education

programme, current healthcare policy and recommendations. The report identified the need for nurses and midwives in Ireland to expand their medication management practices to include prescribing medications where appropriate.



Nursing and Midwifery Research Priorities for Ireland

JUNE 2005

Drawing upon the national *Research Strategy for Nursing and Midwifery in Ireland*, a study to identify the research priorities for nursing and midwifery in Ireland was carried out under the auspices of the National Council.

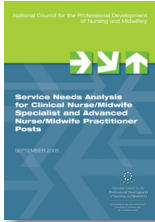
The report was compiled by a team of researchers from University College, Dublin led by Dr Therese Meehan (Meehan 2005). It details priorities for the short, medium and long term in clinical practice, education and management as identified through a Delphi Study with nurses, midwives and some service users.



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

SEPTEMBER 2005

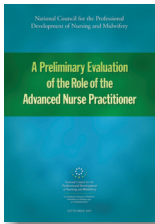
This document provides guidance in the form of a framework for institutions and individuals involved in making joint appointments between services, voluntary organisations, educational institutions and/or other organisations. The report provides an overview of national and international literature and experiences. The need for clear structures and supports are identified as critical success factors. The National Council has created a framework to assist those involved in planning such roles. The framework has been used by a UK university to evaluate joint appointments in their School of Nursing in a funded and published study.



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

SEPTEMBER 2005

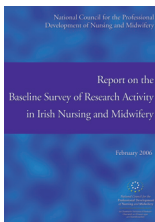
This paper identifies factors necessary for a service to conduct a needs analysis to determine whether specialist or advanced levels of nursing and midwifery practice are required to deliver a high-quality service. A business case template is provided.



A Preliminary Evaluation of the Role of the Advanced Nurse Practitioner

SEPTEMBER 2005

This report shows that ANP roles have been successful wherever they have been introduced. The posts are located over a wide variety of care areas, indicating that roles have developed in response to health service need. The strong clinical focus of the ANP role identified in the study suggests that one of the original aims of the Commission on Nursing (Government of Ireland, 1998), namely, the retention of expert nurses in direct patient care, has been achieved.



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

FEBRUARY 2006

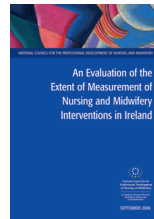
This report provides a picture of nursing and midwifery research activity in Ireland for the period December 2002 to 2004. A number of recommended actions support the recommendations of the national *Research Strategy for Nursing and Midwifery in Ireland* (DoHC 2003, p.9). Other recommendations are set out for building upon the baseline established by this project.



A Guide to Sharing Practice and Quality Developments with Other Colleagues

JUNE 2006

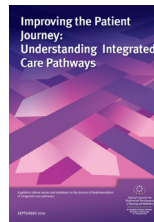
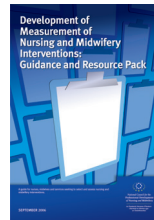
This publication is intended to help nurses and midwives prepare details of practice and quality developments for inclusion on the National Council's all-Ireland online practice and quality database.



Measurement of Nursing and Midwifery Interventions: Guidance and Resource Pack

SEPTEMBER 2006

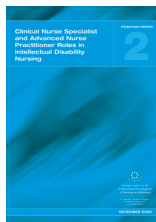
This is a two-part document. Part one contains a report on a study of nursing and midwifery interventions and the measurement of their outcomes taking place in Ireland. Part two contains the Guidance and Resource Pack, which aims to assist nurses, midwives and services to select and assess nursing and midwifery interventions as part of a quality improvement initiative. The document is accompanied by a CD containing versions of the two books.



Improving the Patient Journey Understanding Integrated Care Pathways

SEPTEMBER 2006

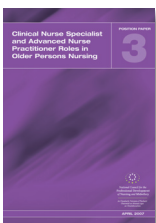
This publication aims to promote the use of integrated care pathways by nurses and midwives in order to improve the patient's journey. A definition is provided and the national and international literature reviewed. An Irish example of an integrated care pathway is outlined.



Position Paper 2: Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Intellectual Disability Nursing

NOVEMBER 2006

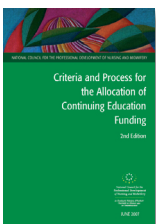
This paper demonstrates the progress made to date in the development of the clinical career pathway in nursing and midwifery in Ireland. In particular it has focused on factors affecting the clinical career pathway in ID nursing as well as illustrating how the supporting documentation provided by the National Council might be used by nurses and managers working in ID services who wish to determine and articulate potential appropriate CNS and ANP roles.



Position Paper 3: Clinical Nurse Specialist and Advanced Nurse Practitioner Roles in Older Persons Nursing

APRIL 2007

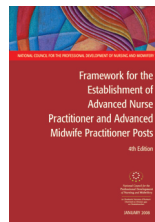
This position paper aims to provide guidance to care of older person's services and those services which provide care for older persons, who are considering the introduction of such posts by addressing the implications of specialist and advanced nursing practice which relate specifically to care of older persons.



Criteria and Processes for the Allocation of Continuing Education Funding

JUNE 2007

The National Council supports nurses and midwives in developing and implementing new ways of working which best deliver the range and quality of services required, in the most efficient and effective way to meet the needs of patient and service demands. In order to support innovation in nursing and midwifery practice the National Council provides funding in the form of continuing education programmes in accordance with agreed criteria.



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

4TH EDITION, JANUARY 2008

This framework outlines the background to the development of ANP/AMP posts in Ireland. It defines ANP/AMP roles and outlines the criteria that organisations must meet. It also provides guidance for managers, nurses and midwives who are working through the processes. Templates are provided to assist in the application process.



Position Paper 4: Enhanced Nursing Practice in Emergency Departments

APRIL 2008

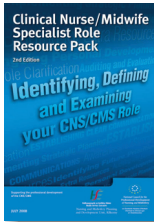
This paper aims to provide an update on developments in emergency nursing and identifies key components of role development for enhanced nursing practice within an emergency context. It outlines the areas that require further development in order to enhance service. A focused needs assessment guide for managers is provided with some examples from practice to outline specific patient caseloads and illustrate the variety of roles that exist.



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

APRIL 2008

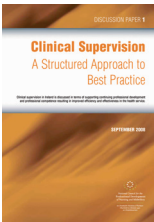
This document showcases the work of a cross section of CNS/CMSs and ANP/AMPs, highlighting how the expansion of nursing and midwifery practice can meet patient/client needs in flexible and innovative ways.



Clinical Nurse/Midwife Specialist Role Resource Pack

2ND EDITION, JULY 2008

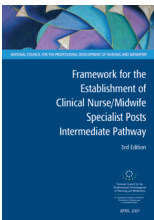
The second edition of the Clinical Nurse/Midwife Specialist Role Resource Pack marks the culmination of effective collaboration between the National Council and the NMPDU in Kilkenny resulting in a more up-to-date and user-friendly document. Primarily aimed at CNSs/CMSs, the pack assists users to identify and define roles in line with the National Council's framework and to undertake personal development within their specialist roles. A new first chapter outlines developments that have taken place in relation to CNS/CMS roles, and references and text have been updated and amended. The newly-added CD-ROM contains the templates and activities in Word as well as four new case studies, featuring clinical specialists in different healthcare settings.



Discussion Paper 1: Clinical Supervision: A Structured Approach to Best Practice

SEPTEMBER 2008

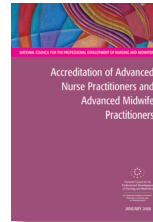
This Discussion Paper outlines clinical supervision in Ireland in terms of supporting continuing professional development and professional competence resulting in improved efficiency and effectiveness in the health service. Definitions and potential benefits are outlined with examples of its use in Ireland in different clinical settings.



Framework for the Establishment of Clinical Nurse/Midwife Specialist Posts Intermediate Pathway

4TH EDITION, NOVEMBER 2008

This framework provides specific information on the National Council's requirements for CNS/CMS posts and postholders. A definition of the role of CNS/CMS is provided.



Accreditation of Advanced Nurse Practitioners and Advanced Midwife Practitioners

2ND EDITION, NOVEMBER 2008

This document provides definition of ANP/AMP roles and outlines the criteria that nurses and midwives must meet in order to become ANPs/AMPs. It also provides guidance for managers, nurses and midwives who are working through the processes. Templates are provided to assist in the application process.



Position Paper 5: Enhanced Midwifery Practice

NOVEMBER 2008

This position paper addresses the specific implications of enhanced midwifery practice against a background of increased demands on the maternity services and the need to increase availability of choices in maternity care for all women. The paper discusses the existing clinical midwife specialist, advanced midwife practitioner and enhanced midwifery roles and looks at areas where these could be further developed. An approach to identifying the need for enhanced midwifery roles within the services is included.



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

NOVEMBER 2008

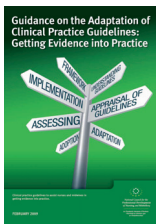
The *Report on the Role of the Nurse or Midwife in Medical-led Clinical Research* is a response to the current policy climate of investment in clinical research so as to offer patients access to 'cutting-edge' treatments for their conditions. The report consists of three parts: a comprehensive literature review, a report of site visits to UK clinical research facilities and the analysis of a consultation with 41 professionals currently in the role of clinical research nurse or midwife in Ireland. The conclusion is a series of nine recommendations for enhancing the role.



The Implementation of the Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products - Final Report

NOVEMBER 2008

This implementation report details the objectives, activities and outcomes of An Bord Altranais and the National Council in facilitating the introduction of prescriptive authority and expanded medication management practices for nurses and midwives.



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

FEBRUARY 2009

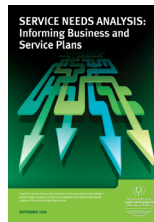
The National Council supports the use of clinical practice guidelines to assist clinicians in getting evidence into practice. This paper provides definitions and outlines potential benefits and processes for adaptation of clinical practice guidelines. A step-by-step guidance framework is provided to assist nurse and midwife managers and nurses and midwives at all levels of clinical practice to adapt or adopt previously developed guidelines to their own area of practice. This is in the context of multidisciplinary provided care.



A Guide to the NCNM ONLINE RESEARCH DATABASE

SEPTEMBER 2009

This publication is intended to help nurses and midwives use the resource of the NCNM Online Research Database. Specifically it offers guidance on how to prepare for and make a submission of a research abstract to the Online Research Database.



Service Needs Analysis: Informing Business and Service Plans

SEPTEMBER 2009

This publication updates and develops further the National Council document *Service Needs Analysis for Clinical Nurse/Midwife Specialist and Advanced Nurse/Midwife Practitioner Posts (2005)*. General guidance to nurse and midwife managers is provided in relation to key service needs analysis and business planning issues. Service needs analysis should provide informed data which in turn contributes to the service planning process which can occur at national, regional and local level. It is hoped that this paper will assist nurse and midwifery managers in contributing to the service planning process at each appropriate level within the Irish Health Services.



Review of Achievements 1999 - 2009

OCTOBER 2009

This review chronicles the work of the National Council from its inception to the present. Much of the review is intended to highlight the particular contribution that the National Council has made in delivering on the aspirations of the *Report of the Commission on Nursing (1998)* while also outlining the unique contribution that the National Council has made to service development in Ireland and how innovative developments have influenced the national and international healthcare community, contributing to population health and evidence based practice.

Guidelines for Portfolio Development for Nurses and Midwives

3RD EDITION

Available in hard copy and an interactive format, these guidelines are aimed at individual nurses and midwives working delivering front-line healthcare, for the purpose of recording their contribution to the health services in Ireland. Re-written to reflect changes in the structures of the health services since 2006, the guidelines encourage nurses and midwives to record their personal professional development in a coherent and structured manner and provide the tools for articulating and achieving their individual professional goals within the context of the health service. Due to be published November 2009.

NCNM Annual Reports

Annual Report 2001
 Annual Report 2002
 Annual Report 2003
 Annual Report 2004
 Annual Report 2005
 Annual Report 2006
 Annual Report 2007
 Annual Report 2008

NCNM Reviews and Newsletters

NCNM Review Autumn / Winter 2009
 NCNM Review Spring / Summer 2009
 NCNM Review Autumn / Winter 2008
 NCNM Review Spring / Summer 2008

Quarterly Review Winter 2007
 Quarterly Review Autumn 2007

Quarterly Review Summer 2007
 Quarterly Review Spring 2007
 Quarterly Review Winter 2006
 Quarterly Review Autumn 2006
 Quarterly Review Summer 2006
 Quarterly Review Spring 2006

Quarterly Review Winter 2005
 Quarterly Review Autumn 2005
 Quarterly Review Summer 2005
 Quarterly Review Spring 2005

Winter 2004 Newsletter
 Autumn 2004 Newsletter
 Summer 2004 Newsletter
 Spring 2004 Newsletter

Winter 2003 Newsletter
 Autumn 2003 Newsletter
 Summer 2003 Newsletter
 Spring 2003 Newsletter

Winter 2002 Newsletter
 Autumn 2002 Newsletter
 Summer 2002 Newsletter
 Spring 2002 Newsletter

Winter 2001 Newsletter
 Autumn 2001 Newsletter
 Summer 2001 Newsletter
 Spring 2001 Newsletter



National Council for the Professional Development of Nursing and Midwifery

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

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. f: 353 1 868 0366.
e: admin@ncnm.ie w: www.ncnm.ie