



Head Office: Psychiatric Nurses Association of Ireland, Station House Ireland, The Waterways, Sallins, Co. Kildare.
Ph: 045-852300, Fax: 045-855750, E Mail: info@pna.ie, Web: www.pna.ie



Frontline Workers Have Been Targeted Unfairly

“Achieving a viable balance of efficiency and equity, flexibility and security should be the main tenets on which trade unions “negotiate” on behalf of their members.”



Talks to extend the Croke Park Agreement have concluded. The outcome – “a regressive and draconian set of proposals hailed by Government and some Congress Unions as a successful conclusion to the negotiations”.

Achieving a viable balance of efficiency and equity, flexibility and security should be the main tenets on which trade unions “negotiate” on behalf of their members. Instead what has emerged in the last week is a root-and-branch renegotiation of the original Croke Park deal, a year earlier than the agreement was to end which is patently unfair and monumentally damaging in its assault on frontline workers.

The Labour Relations Commission (LRC) proposals published on the 25th February provides for reductions in, shift premia, abolition of twilight shift allowance (time and 1/6), extended working hours, a further review of allowances with the clear intention of abolishing a number of them and a review to reduce the overall staff numbers rostered for duty on Sundays. These payments form a significant part of the earnings of the 24/7 Frontline staff reflecting the unsocial nature of the work providing around the clock service 365 days a year.

The main body of negotiation took place between the Government and four representatives of the Public Services Committee of Congress. It should be noted that at least two of whom have no interest in protecting premia since their members do not work unsocial hours. This group unfortunately determined the parameters under which the sectoral negotiations took place. It seems that the focus of these four “negotiators” was to protect basic pay which would protect most of their members which would ensure that the savings made are done so on the backs of those providing Frontline Services which is totally unjust and unfair.

I cannot stress strongly enough that confidence in the trade union movement comes from solidarity. There is no solidarity in this deal. We must get the message out to our colleagues in other trade unions to reject these proposals.

The Association of Garda Sergeants and Inspectors and the Garda Representative Association withdrew from the talks. Some Congress Unions (the IMO, INMO, Unite, CPSU, walked away from the talks). Significantly a number of unions that stayed with the talks have either decided to recommend rejection or will put the proposals with no recommendation.

Couched as a virtuous cycle of modernisation reform and positive change in the public sector the PNA understands this ‘windy rhetoric’ from some Government and Trade Union Spokespersons as nothing less than euphemisms for regressive and draconian cost cutting, and unprecedented reduction of services to the public.

In particular the proposals on work sharing and flexible working are anti - female and anti -family, which if implemented would all but ensure that this scheme would have no application in the future, and for those already on work sharing or flexible hours, a review to either vary their terms or require them to return to full time working.

About the only statement that can be made with certainty or confidence about the agreement at the moment is, the fate of the deal, and indeed of industrial peace in the health sector and other public services, still hangs in the balance.

It is for this reason that the PNA has used all its energies and focus on revitalising the 24/7 Frontline Alliance The alliance has agreed a campaign of opposition which includes:

- (i) forming a wider group inclusive of other unions against the proposed agreement;
- (ii) co-ordinated public information campaigns;
- (iii) town hall meetings open to all public servants all over Ireland, designed to appraise them of the detail in this agreement and its impact on all lower/middle income public servants; and
- (iv) media campaign, both local and national, to highlight inequalities and anti-family measures in the proposals.

These steps will be taken in addition to actions being taken by individual members of the 24/7 Frontline Service Alliance to protest at the impact of the proposed cuts. The PNA reserve the right to take whatever action is necessary to oppose any attempt by the Government to impose such disproportionate income cuts on nurses.

On a similar ignominious note the attempt by Government to single out and target our young graduates is beneath contempt. Any organisation like the HSE that attempts to cannibalise its young has to have something rotten at its core. Our young graduates are to be praised and complemented. *You have let the Government and the HSE know by your actions in not applying for those yellow pack posts that you will not sell yourselves or your profession short. After giving four years in college graduating with an honours degree the Government/HSE expects you to work for €21,700. This is €3,000 below what the lowest paid staff in Health is paid. Starting pay for cleaners, porters and general labourers is €24,734. I am not for one minute suggesting that they are well paid, €24,000 would barely keep an individual above the bread line. I am merely trying to demonstrate the absolute repulsiveness of what the Government/HSE are attempting to impose on our new Graduates. I believe that the reason that nurses are being targeted is that nursing is a predominantly female workforce. I believe the Government/HSE thought they could exploit nurses.*

Well Government/HSE, you haven't and you won't. These Graduate nurses have shown us what can be done; let us take a leaf from their book. Members of the PNA and indeed members of other unions must reject these proposals with the same courage and determination that our graduates have displayed.

Signed
Seamus Murphy Deputy General Secretary

Addiction Services Dublin Mid Leinster

“These progressive clinics provided Primary Care for clients at the Addiction Services and this decision will result in the regression of services for the vulnerable service users.”

Primary Care in Reverse!

On the 29th October 2012 the Dublin Mid Leinster Addiction Services withdrew Nurses from 16 Satellite Clinics. Satellite Clinics were established over 10 years ago to provide a “one stop shop” for clients of the addiction services. The clinics are bases in the local community and the nurses are a key element of the clients treatment programme providing injection prevention and control, viral screening, vaccinations, support and counselling and overall co-ordination of care.

These progressive clinics provided Primary Care for clients at the Addiction Services and this decision will result in the

regression of services for the vulnerable service users. The Dublin Addiction Services reduced the use of Agency Nurses by 50% and considering 50% of the nurses are Agency Nurses, the impact of this decision has decimated the service and will result in increased pressure on dispensing drugs, A&E departments and overall increase in Hospital admissions due to the withdrawal of this front line service.

Despite strong opposition by the PNA and highlighting it in the Media, the Addiction Services proceeded with the withdrawal of the Nurses, despite the fact the client had not been informed and minimal contingency plans were put in place.

This decision has set this progressive service back 10-15 years. One of the first services to provide a Primary Care Service has now gone into freefall.

Publications and Information Available on PNA website: www.pna.ie

Croke Park II Labour Relations Commission Proposals Synopsis

Government & Unions Unite to Deliver Further Catastrophic Blow to Frontline Staff - Croke Park II PNA Synopsis

Workplace Relations Reform Programme Update November 2012

Houses of the Oireachtas Committee of Public Accounts Report on Public Sector Allowances 2012

Government Review of Public Service Allowances and Premium Payments PNA Synopsis

National Guidelines on Promoting Positive Mental Health and Suicide Prevention in Post-Primary Schools

National Institute for Health Research Mental Health Research Network Guide to Finding and Reading a Research Paper

Money Follows the Patient: A Policy Paper on Hospital Financing DOH 2013

The Path to Universal Healthcare: A Preliminary Paper on Universal Health Care DOH 2013

Future Health A Strategic Framework for Reform of the Health Service 2012 - 2015

Report of the Review of Undergraduate Nursing and Midwifery Degree Programmes – DOH Dec. 2012

Final Report ONMSD Vision for Psychiatric Mental Health Nursing 2012

Effects of Electroconvulsive Therapy for Depression on Health Related Quality of Life presented by Adam Kavanagh @ Horatio Festival Stockholm 2012

Horatio EU Submission to MEPS European Nurses of the Future Need 12 Years General Education

A Vision for Psychiatric / Mental Health Nursing presented by Aisling Culhane & Tom Kearns @ Horatio Festival Stockholm 2012

STO4P Suicide Training Outline 4 Prisons presented by Aisling Culhane @ Horatio Festival Stockholm 2012

PNA Pre Budget Submission 2013

PNA Seclusion and Physical Restraint Response to Mental Health Commission 2012

Mental Capacity Bill 2008 PNA Submission to the Department of Justice, Equality and Law Reform

Circulars

Revised Salary Scales for Student Nurses/ Midwives

HSE HR Circular 001 2012_Accrual of Annual leave Part time staff

HSE HR Circular 002 2012_Method of app of Sick Pay Fixed Term Employees

HSE HR Circular 003 2012_Pay Night Duty Premium for hrs Worked after 8pm

HSE HR Circular 004 2012_Public Holiday Entitlement During Sick Leave

HSE HR Circular 006 2011 Paternity Leave Civil Partnership Cohabitants

Advanced Nurse and Midwife Practitioners Supporting, learning and growing together

Calling all registered Advanced Nurse/Midwife Practitioners (RAN/MPs) and those currently working towards becoming RAN/MPs! Did you know that belonging to a professional organisation benefits the individual and profession by increasing professionalism, autonomy, peer support and social interaction (Haley-Andrews 2001, Wynd 2003)

Such organisations can generally be classified into one of three groups: regulatory (e.g. An Bord Altranais), industrial (e.g. Trade Unions) or professional (e.g. International Council of Nurses) or a combination of industrial and professional as provided by the PNA. Many such associations offer continuing education opportunities such as conferences, meetings, online discussion forum, meetings, educational bursaries and research grants (Guerrieri, 2010).

They exist for the benefit of the members, working to advance the profession through providing development opportunities and advocacy through participation as stakeholders in national and international committees. Membership can also provide opportunities for the individual to develop leadership skills by becoming directly involved on committees and working groups of the organisation. The success of such organisations is dependent on the members themselves; dynamic members equates with a dynamic organisation. Barriers to joining associations include cost, lack of time and knowledge (Deleskey 2003)

The Irish Association of Advanced Nurse/Midwife Practitioners (IAANMP) was established to provide a forum to support those involved in the promotion and development of advanced practice in Ireland. The inaugural meeting was held in March 2004 and the first conference "Advanced Practice Leads the way: A Vision for the Future" was held in March 2008. The aims and objectives of the Association include: support for nurses and midwives practicing at an advanced level in Ireland, provision of a forum to debate issues and concerns pertinent to areas of practice, facilitate education, professional development and to establish relationships with advanced practice organisations in other countries. Membership is open to registered advanced nurse (RANP) and midwife practitioners (RAMP) and those currently working towards becoming RANP/RAMPs. Cognisant of the fact that advanced practice does not occur in a vacuum,

"The Irish Association of Advanced Nurse/Midwife Practitioners (IAANMP) was established to provide a forum to support those involved in the promotion and development of advanced practice in Ireland. The 4th annual conference and AGM were held on the 23rd March this year in the Mater Hospital, Dublin."

associate membership is open to facilitators of advanced practice, educators and managers.

The 4th annual conference and AGM were held on the 23rd March 2012 in the Mater Hospital, Dublin. The programme included advanced practice legal issues; GP/ANP collaboration, advanced practice: the German experience and a round table discussion with representatives from An Bord Altranais and HSE. We would like to invite those who have not yet joined to consider becoming a part of a professional association that was formed to support AN/MPs and to develop and promote advanced practice in Ireland.

Further information may be obtained by accessing the website at iaanmp.com or email iaanmp@gmail.com.

References

- Deleskey, K. (2003) Factors affecting nurses decisions to join and maintain membership in professional associations. *Journal of Perianesthesia Nursing*, 18(1), 8-17.
- Guerrieri, R. (2010) Learn, grow and bloom by joining a professional association. *Nursing* 40(5), 47-48.
- Wynd, C.A. (2003) Current factors contributing to professionalism in nursing. *Journal of Professional Nursing*, 19(5), 251-261.
- Haley-Andrews S. (2001) Role play: mentoring, membership in professional organizations, and the pursuit of excellence in nursing. *Journal of the Society of Pediatric Nurses*, 6(3), 147-148, 151.

Horatio Psychiatric Nurse Festival, Stockholm 2012

Reflections of PNA Bursary Winners

Good fortune, luck, synchronicity or a spiritual /numinous happenings are all distinct possibilities for my attendance at The Horatio European Psychiatric Nurse Festival (2012) in Stockholm. One could equally postulate my attendance happened as by way of I entering a PNA lottery for a bursary which was available to facilitate delegate's attendance at the conference.

Stockholm is a city in northern Sweden and has a population of approx 850,000. From the 19th to the 23rd of September for four days this city facilitated a think-tank, it being the venue for approx 400 psychiatric / mental health nurses from all over the world. Approximately 19 different countries were represented by delegates. Over the four days Psychiatric nurses and allied professionals discussed best practice by way of workshops, presentations and discussions both at formal and informal levels. From such mediums many rich experiences were gained and much was learned. The conference had a packed agenda and variety of subject topics were in abundance. Over the four day festival a theme that emerged to delegates was the identification of the nature of the work that psychiatric /mental health nurses undertake. This emerged during an opening key note presentation on the first morning of the conference (Thursday 20th September). Perhaps what we do helps define psychiatric nurses best rather than who it

is we are? This was suggested by Martin Ward (University of Malta).

I was very interested personally in a presentation titled; "The transplantation of hope through the touching of souls; exploring, understanding and mobilizing hope in mental health care "by John Cutcliffe (Acadia Professor of psychiatric and mental health nursing Adjunct professor; University of Ulster)

On the second evening of the festival there was a network gathering announced and organised by the Horatio Organising Committee where people were invited to meet socially, make new friends and share ideas.

Professor Shirley Smoyak (University of Rutgers, US) and Martin Ward (University of Malta) together as key note speakers on the Saturday afternoon September 22nd outlined how psychiatric nurses can always manage to get things done. Shirley explained we have a tacit ability of finding ways around rules if it benefits patient care. Our interpersonal skills and thinking allow us as mental health nurses to problem solve and focus on the solution. The Buber I-Thou relationship concept was spoken about on the Sunday morning of the conference during a presentation on 'Open Dialogue' by Liam McGabhann.

“ . . . we have a tacit ability of finding ways around rules if it benefits patient care ”



Roland Van de Sande Hogeschool Utrecht, University of Applied Science, Utrecht, the Netherlands, Aisling Culhane Research & Development Advisor PNA
Thomas Kearns Education Officer Bord Altranais

the message that service users, family members and staff are facilitated in unlearning any stereotypical views they may have had. They are then re-energised and equipped to reconnect at a newer more equal level without judgement or stereotype. Overall it was a memorable experience full of learning. I also enjoyed thoroughly meeting other members of the PNA and I have to say I was supported, guided and made extremely welcome by a fantastic group of members and colleagues from the PNA. I offer them my extended gratitude for providing me with the experience.

Declan McCarthy

Cork Mental Health Service

Horatio: 2nd European Festival of Psychiatric Nursing in Stockholm was a fantastic experience. The Clarion hotel hosted the conference and provided a great venue with excellent facilities for such a large event. Psychiatric Nurses from all over the world attended (Canada, Australia, Morocco and even Portlaoise). There was a diverse range of Mental Health Nursing related presentations given that were interesting, educational and thought provoking. I would recommend that more Nurses from Ireland should attend future Horatio events as the majority of presentations were

“Professor Shirley Smoyak (University of Rutgers, US) and Martin Ward (University of Malta) together as key note speakers on the Saturday afternoon September 22nd outlined how psychiatric nurses can always manage to get things done.”

focused on clinical practice. All of the Irish presenters represented Ireland and Psychiatric Nursing in Ireland particularly well. Hopefully more Nurses from Ireland will attend future Horatio conferences and present their own work. The PNA attendees met up each evening to review the day’s proceedings in standard fashion; sampling local food, local beverages and overdosing on “craic”. I sincerely thank Horatio and the PNA for the experience.

Adam Kavanagh

St Patrick’s Hospital /Mental Health Services Dublin



Graduate Pay Protest – Overwhelming Support and Solidarity

“Ireland’s current undergraduate programme is an internationally regarded module based degree programme which has a structured support system from an academic and clinical practice perspective.”

2013 commenced with some significant challenges in the announcement of the proposed HSE Graduate Programme at 80% pay. The PNA and the INMO have consistently reaffirmed their outright opposition to the programme, and reiterated their shared view that recruiting graduates @ 80% of the agreed pay rate i.e. €22,000 is nothing other than an attempt to introduce cheap labour in breach of agreed salaries under a superficial guise of an educational graduate programme.

The Campaign of opposition commenced proper with Croke Park Rally (photos on front page), followed by an organised protest outside Dr Steevens’ on February 1st, an intensive round of information/ briefing meetings to Dáil Eireann and an open briefing session attended by about 60 TD’s and Senators from across all parties and independents. We have been overwhelmed with the show of support and solidarity with our campaign.

Ireland’s current undergraduate programme is an internationally regarded module based degree programme which has a structured support system from an academic and clinical practice perspective

The courage shown by these young people was evident at all events, they spoke of their inability to afford living on such meagre pay, how some planned to move abroad and supported by more experienced nurses, some contributors on short term contracts stressed their predicament of waiting on panels for a permanent post with the risk of being “sacked” to be replaced with underpaid graduates.

Honours degree Irish nurses complete a variety of activities which represent a myriad of factors for patient care including: the delivery of excellent care pathways, the critical link between the clinical environment and patient care, a clinical advocate, health prevention and

education, the emotional, psychological and mental health needs of adults and children, and the championing and development of new service areas and technologies such as neonatal and children’s intensive care, early detection of mental health problems and promotion of well being, they are the strength and resilience of the nursing profession and the future backbone of the Irish health services and an essential requirement to a Health Service in freefall.

The HSE have now extended this programme to all disciplines of nursing, holding fast on the boycott is critical.

The Facts:

- **FACT:** The 1,000 contracts are not new/ additional/ extra posts. The initiative simply involves the displacement of 1,000 agency/temporary staff, on the agreed pay scale, with the replacement into their posts, of new graduates on 80% of the agreed scale.
- **FACT:** These newly graduated nurses/midwives will be required to perform the full range of duties, responsibilities and obligations, as required of all other registered/regulated nurses/midwives, and will be required, due to already poor staffing levels, to do this on their own without proper mentorship or support.
- **FACT:** Starting pay for newly qualified nurses/ midwives has already been cut by 24% since 2009. This is already more than other public servants.
- **FACT:** The direct conversion of currently employed agency staff into direct employment, would potentially save the HSE 26.5% or up to €23 million. *
- **FACT:** The HSE would save 54% on their current costs if they employed newly qualified nurses/midwives on the correct salary scale.
- **FACT:** The HSE are withdrawing contracts, which already apply to hundreds of 2012 graduates, so that they can offer these same graduates contracts at €22,000. This would mean a total pay cut of 39%.

Mary J Gantley Tribute



“Mary JO was one of the ones God got right. Every life she touched was the better for it. There was no heart so big, no soul so warm.”

In life, if you're lucky, you get to meet someone extraordinary. If you're very lucky, you get to know them. If you're privileged, you get to be their friend. Mary Gantley was my friend, and, yes, I was privileged.

Mary Jo, Mary J, Mary, or just plain Gantley, as she was familiarly known in St. Brendan's, was, indeed an extraordinary person. She was a giver and a doer. She gave selflessly of her time and her self, and she couldn't do enough to help, encourage or console. There are many of us who cannot thank her enough. She was always there to share the joy and ease the pain.

As a psychiatric nurse, Mary was a professional care giver. As a person, she was a carer. As a CNM 2 in her beloved Unit 10A, she lavished care on her patients. She loved them and loved being able to care for them. She had little regard for duty times, often staying long after shift's end. To many of them she was like a mother, such was her dedication. She often had them in her home, but she always had them in her heart.

After the premature death of her beloved husband, Tommy, a founding member of our union, she threw herself wholeheartedly into working for the union. She served on the local branch and at national level as Trustee. In union affairs she did not suffer fools gladly, was outspoken, full of conviction, and became a veritable sapiential authority (she loved that phrase). Hers was always a wise counsel, and, at branch level, whenever I got a "rush to the head idea", I found that a chat with Gantley was always the wise option. "Sure ya can't do that. Are ya mad?" was often her way of summing up the pros and cons of the situation. Invariably, she was right.

In honour of Tommy, she established the Gantley Award, presented every year at conference. I know of the great

joy it gave her opening the envelope to reveal the year's winner and she was genuinely happy for each one. Before I won the award, I had been unsuccessfully nominated on a few previous occasions. Afterwards, she would lean across the table and quietly say: "I'm sorry you didn't win it, but he/she deserved it." When I was given the award, of course I was proud to get it. More importantly, as a friend, she was truly delighted (betrayed by a knowing smile) for me. For us both, that moment was special.

After she retired, many wondered how she would fill her days, as she was never one to stay still. Well we needn't have worried. Having won her first battle with cancer, she became an ardent fundraiser for St. Luke's. She virtually never stopped, whether it was the sponsored head shaving at conference or walking in Goa.

She became actively involved in her local church, St. Peter's in Phibsboro. At her funeral, the priest recalled how, on his first day in the parish he was approached by this woman who asked if there was anything she could do to help. Of course it was Mary J.

She became a one woman home help to several couples and ladies in Phibsboro and always seemed to be going to one of what she referred to as "me little pets". All this voluntarily and without thought for herself.

Mary JO was one of the ones God got right. Every life she touched was the better for it. There was no heart so big, no soul so warm.

Ní fheicimid a leithéid arís.
Ned Larkin

41st Annual Delegate Conference 2012

Hodson Bay Hotel, Athlone





Mental Health Evidence Based Guide Will Enhance Patient outcomes



Mick O'Hehir, ADON, Catherine Faherty, Janssen, Margaret Daly, NPDC, Dr Denis Ryan, ICHAS, Lisa Wallace, Janssen, Brian Tonge, Janssen.

In April of 2012, the HSE Midlands launched the second edition of the Portfolio of Mental Health Assessment Tools which significantly builds on the first edition published in 2008 and will greatly enhance assessment for mental health clients.

The launch was hosted in the Department of Nursing and Health Sciences at Athlone Institute of Technology was attended by HSE mental Health service services staff from Laois, Offaly, Longford and Westmeath, mental health practitioners and service user groups nationally.

This book provides a user friendly evidence based compendium of 28 assessments, aiming to improve patient outcomes. These assessments are screening tools/scales that are examination questionnaires, that screen for mental illness symptoms, mental health difficulties and positive or negative coping strategies.

The publication and supporting education package will enable professionals in mental health practice to have the requisite skills to deliver comprehensive holistic assessment to improve client care, assist in the delivery of a consistent standardised approach to care and monitoring of interventions that are outcomes focused.

Speaking on the day, Margaret Daly, Chair of the Mental Health Assessment Tool Guide Review Group, said "Validated assessments give the practitioner and client a more accurate health/illness/coping picture. They also assist in tracking clients' progress as they journey through their recovery. Assessments can be useful in providing evidence for clinical decisions, such as in risk assessment/management".

"This portfolio provides mental health professionals with a suite of internationally recognised peer reviewed assessment tools. This will ensure an evidenced based quality assessment process coupled with better patient outcomes."

Mick O'Hehir, Assistant Director of Nursing, and review group member endorsed the value of the book in his comments, "This portfolio provides mental health professionals with a suite of internationally recognised peer reviewed assessment tools. This will ensure an evidenced based quality assessment process coupled with better patient outcomes".

Jim Maguire, Lecturer in Nursing at AIT and review group member detailed the additions and improvements in the second edition and stressed that from the service delivery perspective, the book supports integrated use of validated assessment tools that strengthens care plans and interventions for clients, and increases the use of evidence-based practice. The book also provides a curriculum course book for undergraduate nursing students.

Professor Denis Ryan, Foundation Professor of Counselling & Psychotherapy and Director of Academic Affairs, with the Irish College of Humanities and Applied Sciences in Limerick, formally launched the book and congratulated the nurse led project as an excellent achievement in support of the highest professional standards in mental health nursing.

An education grant by Janssen Pharmaceutical company has enabled the production of this second edition, and Brian Tonge from Janssen paid tribute to the many educational collaborations between HSE and the company over recent years.

Hard copies will be distributed to all mental health units in the midlands areas of the Dublin Mid-Leinster region and to AIT. The book will be available through the HSE website, through HSE Library services and through other national mental health website forums.

Inaugural Psychiatric Nurse Prescribers Group

“ Alison Dunne spoke to the group about prescribing antipsychotic medications at high doses and the practice of off label prescribing which proved to be very beneficial for the group. ”

The inaugural Psychiatric Nurse Prescribers Group meeting was held at the Radisson Hotel, Athlone on Friday 6th July 2012.

The formation of the group occurred following the identification of the need for Nurse Prescribers who work within psychiatry to be able to network, to discuss cases and experiences, and to identify CPD needs. The current Nurse Prescribers meetings are held in Dublin, with an emphasis on general and paediatric medications, so a specific psychiatric nurse meeting was needed.

A working group was established consisting of Alison van Laar, ANP Liaison psychiatry GUH, Gerard Roache, CMHN, Sligo Mental Health services and James Begley, CNM3 West Galway Mental Health Services. Category 1 approval was obtained from An Bord Altranais for the group meetings.

The group meeting was advertised throughout the mental health services in Ireland and due to significant expressions of interest the attendance had to be eventually capped to 50 delegates. Attendance at this meeting was free and the meeting was available to psychiatric NP's together with those nurses who are considering undertaking the course, as well as NP site co-ordinators, University staff and pharmacists.

The meeting commenced with a welcome from Alison van Laar, who outlined the agenda for the day.

The invited speakers at the meeting were Allison Dunne, Senior Mental Health Pharmacist, GUH, Dr John Kelly, Department of Pharmacology, NUIG, Dr Adam Abba-Aji, Consultant Psychiatrist, Sligo Mental Health services and Gerard Roache, Community Mental Health Nurse/Nurse Prescriber, Sligo Mental Health Services.

Allison Dunne spoke to the group about prescribing antipsychotic medications at high doses and the practice of off label prescribing which proved to be very beneficial for the group. The group showed great interest and outlined the significance of Allison's presentation to everyday clinical practice.

Dr John Kelly provided the meeting with his reflections on teaching pharmacology to nurses in NUIG. This proved to be most enjoyable and allowed the meeting to have an insight into the challenges and benefits of teaching pharmacology to nurses.

Dr Adam Abba-Aji, a Consultant Psychiatrist working in the Sligo Mental Health Services has a special interest in medical disorders in the psychiatric population. His presentation was very informative and proved to be very relevant for nurse



Alison Van Larr, Allison Dunne, Adam John and Ger Roache.

prescribing in terms of co-morbidity and treating patients with dual diagnoses.

The morning finished with Ger Roache presenting a clinical case study which detailed the development of the NP in Sligo and outlined the benefits for both the patient and the nurse.

Also in attendance were Annette Cuddy and Ina Crowley, ADON's with area responsibility for Nursing and Midwifery Prescribing who discussed the process and sites for the training.

After lunch, which was sponsored by Astra Zeneca, a discussion took place regarding the format of the meeting and to get the general consensus as to whether it should become a regular event for nurse prescribers in psychiatry. It was agreed that the meetings should continue and should be based around a specific illness or theme each time. It was agreed that the next meeting would focus on antidepressant therapy. A committee was also established to help with the organisation of such events.

The committee consists of Alison, James and Ger, and also Louise Johnston, CNS Liaison Psychiatry Tullamore and Joanne Etheridge, CMHN, Dublin North. It was agreed that this meeting would be scheduled to take place biannually. Discussion also took place with regard to funding for courses. It was recognised that stringent austerity measures have been imposed within the health service and that funding was becoming extremely difficult to secure. It was agreed that the meeting would accept sponsorship from pharmaceutical companies to ensure that these meetings continue.

We hope to have another good turnout for the next meeting, and are looking forward to another enjoyable and informative day of education and networking with colleagues!

Alison van Laar is an Advanced Nurse Practitioner Liaison Psychiatry Galway and a Registered Nurse Prescriber.

Congratulations to John and Noel on their Election to An Bord Altranais



John Murray, Psychiatric Nursing and Noel Giblin, Intellectual Disability Nursing

Both PNA candidates in the recent An Bord Altranais elections were successfully elected. John Murray from Waterford was successful in the Psychiatric Division topping the poll with over 60% of the vote. John is currently the Vice President of An Bord Altranais and was the only outgoing member of the Bord to be re-elected. Noel Giblin from Roscommon is the first PNA candidate to get elected in the Intellectual Disability Division. Both candidates extend their appreciation and thanks to all the branch officials who facilitated them during their canvassing throughout the country. This comradery and support was paramount to their success. We would like to extend our gratitude and best wishes to the PNA outgoing representatives Mary Kenneally, John Mc Ardle and Gerry Maguire.

John and Noel are committed to continuing and building on the work of our outgoing team.

As Bord members John and Noels' main objectives are to promote PNA policy in respect of the following:

“John and Noel are committed to continuing and building on the work of our outgoing team.”

- Retain the 4 year, BSc Honours degree (Level 8) programmes and direct entry to Psychiatric and Intellectual Disability Nursing.
- The strategic investment in the educational preparation of the Psychiatric / Mental Health and Intellectual Disability Nursing workforce necessary to serve the mental health, physical and emotional needs of people with an Intellectual Disability and those experiencing mental health problems in Ireland.
- Supporting the modernisation of the Professional Qualifications Directive 2005/36/EC Commission’s proposal to, update the entry requirements from 10 years general education to 12 years.
- Protecting and improving the mental and physical health care of the nation and in doing so that Psychiatric / Mental Health and Intellectual Disability Nurses assume leadership roles in the redesign of the health care system.
- The retention and employment of highly committed, well educated and enthusiastic young nursing graduates. They are uniquely poised to provide the type of collaborative, integrative and multi – level clinical care service delivery
- Advocating that nurses are afforded the opportunity to maintain their professional competency and continuing education and professional development.



John Byrne receives Gantley Award 2012



Brid Callaghan Roscommon Branch Wins Jonny Gahan Memorial Award 2012

Detect Masterclass

“DETECT presented to the PNA on the importance of intervening early in psychosis on 15/08/12.”

Model of Intervention



DETECT early psychosis service provides early detection and psychosocial treatments for people experiencing their first episode of psychosis in the early phases of illness. DETECT provides targeted professional and public education to help reduce these delays and evidence-based psychosocial treatments in the early phase to enhance recovery for individuals. Improving access to evidence-based treatments is vital and coupled with reducing long delays in receiving these treatments,

early intervention could potentially improve outcomes for those with psychosis.

DETECT presented to the PNA on the importance of intervening early in psychosis on 15/08/12.

Presentation available on www.pna.ie



PNA/ INMO Graduate Rally Tralee



“The Minister having observed the protesters from his 2010 Merc, decided that a good run was better than a bad stand and sped away.”

Over 120 students and graduates from Tralee IT held a rally in Tralee on Monday Feb. 3rd last. The protesting graduates and students also requested a meeting with Minister for Arts Jimmy Denny TD at his weekly clinic in the Grand Hotel Tralee, The Minister having observed the protesters from his 2010 Merc, decided that a good run was better than a bad stand and sped away.

However, the message was head loud and clear through the county, graduates and students were not accepting a “yellow pack status”.

Student Recruitment Campaign 2012

“The committee chairman made contact with all the colleges, and indeed with all the student unions to look for dates on which reps could visit the colleges. Responses varied with some colleges factoring us in to induction days, some arranging days in class and some allowing stands to be set up.”

In light of the successful 2011 student recruitment activity it was decided to run a similar campaign, As in 2011 a student recruitment campaign was planned by the student committee, and a meeting took place in head office to brief areas on the need for student recruitment. This meeting was well attended by members from all 13 college areas.

The committee chairman made contact with all the colleges, and indeed with all the student unions to look for dates on which reps could visit the colleges. Responses varied with some colleges factoring us in to induction

days, some arranging days in class and some allowing stands to be set up.

Some areas of concern remain; one large Dublin College will not allow union access, one established a date then appeared to refuse access stating they would establish a date for us to attend but so far has never agreed a date. A third college requested that the student union would need to invite and arrange our access, as the student union did not arrange this the students in this situation were recruited on their first day of placement induction. The local Limerick branch is to be commended for this.

As of the current state of play all with the exception of 3 colleges have been visited and students recruited, but the battle will continue.

I want to once again thank all the local representatives for your support and activity around the student recruitment; I look forward to working with you all the remaining colleges and in the coming years.

Yours

Noel Giblin Chair of Student Recruitment

Psychiatric Nursing Students Education trip to New York

“Our placements were rotated during our time in Maimonides in order that we all got learning experiences in the psychiatric emergency department, the acute inpatient psychiatric units, the psychiatric liaison service, the day services, providing us with a flavour of the comprehensive services provided.”



Psychiatric Nursing students with DkIT teaching team and Dr. J. Iannacco during their visit to the apartment of Virginia Henderson which is preserved in the Yale University School of Nursing.

In March 2012, as second year psychiatric nursing students from Dundalk Institute of Technology (DKIT), we embarked on a learning experience to Brooklyn New York, with our lecturer Kevin McKenna. The aim of this trip was to experience psychiatric nursing from a different cultural and educational perspective. The clinical component of our learning experience was in Maimonides Medical Centre, specifically within the Mental Health services.

Our group of twelve students were allocated to the diverse treatment teams located throughout the hospital. Our placements were rotated during our time in Maimonides in order that we all got learning experiences in the psychiatric emergency department, the acute inpatient psychiatric units, the psychiatric liaison service, the day services, providing us with a flavour of the comprehensive services provided.

We were also had the opportunity to participate in an array of therapeutic interventions used on the inpatient service, such as Art Therapy, Music Therapy, Bereavement Therapy and Anger Management Classes. To have experienced these therapies run by professionals was inspiring for the future of our nursing practice.

We were warmly welcomed by the management and staff of Maimonides, who hosted a welcome breakfast on our first morning. We were assigned to very experienced psychiatric nursing mentors who shared their knowledge and experiences with us, and many interesting conversations were had throughout our time in the hospital.

During our time in America, we were also privileged to have the opportunity to meet with other nursing students and faculty. We visited two prestigious schools of Nursing, YALE New Haven School of nursing and Molloy College in Long Island. It was very interesting to discover how the pre-registration training for nursing differs greatly, but has some common elements to our own training.

Our trip to Yale included a specially organised half-day learning experience in the Art Museum which concluded with a lecture by Dr. Linda Pellico who is a pioneer in the use of art to understand nursing. We were also invited for an evening education seminar in New York City Technical College. Dr. Barbara Zeitel, who has responsibility for the registration of over 300,000 New York professionals delivered the keynote address and we were delighted that she met with us afterwards in the reception and discussed undergraduate and post graduate nursing in New York.

On behalf of the whole class, we would like to express our gratitude for the support of the Psychiatric Nurses Association and to the many others involved in making this learning experience possible. All agree, that it has been a learning experience which we will carry with us in our future careers as Psychiatric nurses.

The PNA Salary Protection Scheme

“The contribution rate is currently set at 2.02% of gross salary and is conveniently deducted from your salary by your employer.”

The PNA Scheme which currently has over 1,200 members is a valued benefit of union membership. It is designed to be affordable for every member and is negotiated on a special ‘group basis’. The contribution rate is currently set at 2.02% of gross salary and is conveniently deducted from your salary by your employer. Just some of the great benefits available through the PNA Scheme...

- Disability Benefit of up to 75% of salary less any Early Retirement Pension and/or State Illness Benefit to which you are entitled

- Specified Illness Benefit of 25% of salary
- Death Benefit of three times annual salary
- Option to join the Cornmarket Retired Members’ Life Cover Plan without medical underwriting at retirement.

As many things in your life depend on your income, Salary Protection is your best defense against the impact of long term illness. Without it, once your sick pay runs out, your lifestyle will dramatically change.

With the up and coming changes to sick pay arrangements many members face a potential 50% reduction in sick pay should they become ill and are unable to return to work. It is now more important than ever to protect your salary.

For more information on how to protect your salary go to www.cornmarket.ie or call (01) 408 4195

<https://www.cornmarket.ie/pna.htm>

NEWSFLASH

Limited Half Price Offer for
under age 35s
DEADLINE June 30th 2013

For a limited period you can now join the PNA Salary Protection Scheme and enjoy its full range of membership benefits, for half the standard cost! This exceptional rate is offered exclusively to PNA members under 35 years of age, who are joining the Scheme for the first time and have never been a member of another Cornmarket Salary Protection Scheme/Income Protection Scheme. This

means that you can enjoy these cost savings right up until your 35th birthday.

Please note: Your contribution rate will revert to full price at age 35.

For more information please click here

www.cornmarket.ie/pna_half_price_offer.htm

Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. Irish Life Assurance plc is regulated by the Central Bank of Ireland. Telephone calls may be recorded for quality control and training purposes.

Drive Home Savings of up to €250!

With Cornmarket not only will you get great benefits, but now you & your partner can also get €150* off your car insurance and €100** off your home insurance.

Simply switch to Cornmarket between 01/01/13 and 30/06/13 (offers subject to minimum premiums of €304.44 for car insurance and €323 for home insurance). To get a quote call (01) 470 8098

Or get your vouchers now by clicking here.

Entry criteria, terms & conditions apply. Discount must be requested at quotation stage, we are unable to issue discounts retrospectively. Offers only available to customers taking out a new car insurance policy through

Cornmarket. Only one car and one home voucher can be used by each eligible proposer. €150 car insurance reduction is in the form of a redeemable voucher off the normal car insurance rate available through the Nurses’ Car Insurance Scheme underwritten by RSA Insurance Ireland Ltd. RSA Insurance Ireland Ltd is regulated by the Central Bank of Ireland. €100 home insurance reduction is in the form of a redeemable voucher off the normal home insurance rate available through Cornmarket underwritten by Allianz plc. Allianz plc is regulated by the Central Bank of Ireland. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. Telephone calls may be recorded for quality control and training purposes.