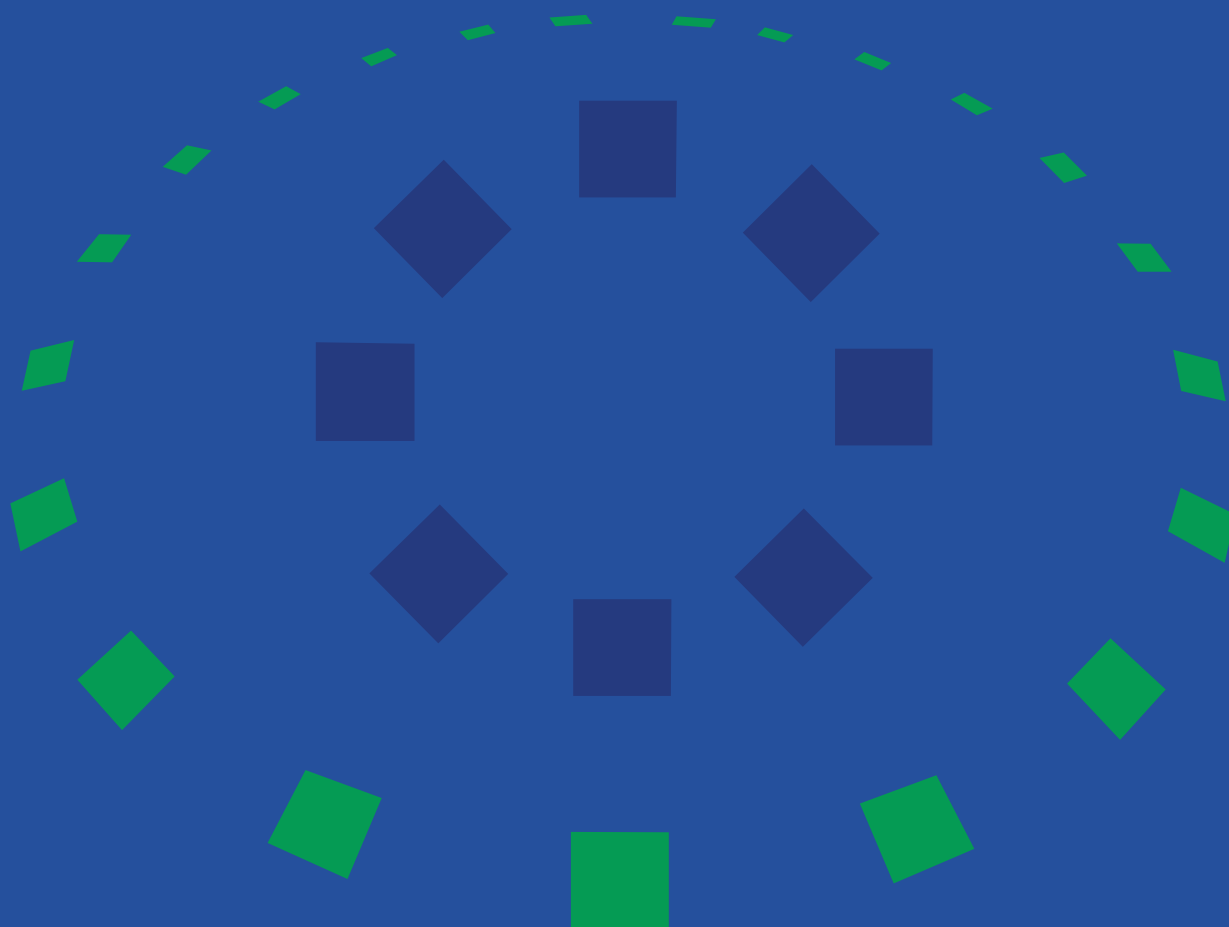
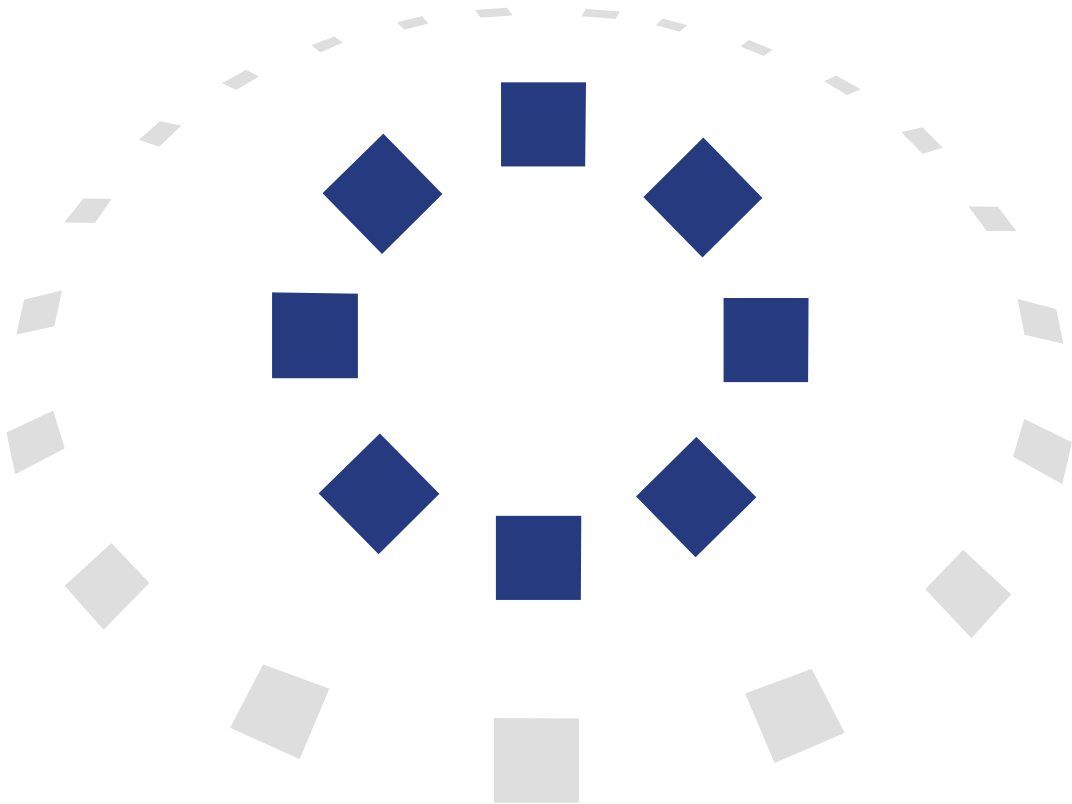


Annual Report and Accounts 2002



National Council for the Professional
Development of Nursing and Midwifery

Annual Report and Accounts 2002



National Council for the Professional
Development of Nursing and Midwifery

Mission Statement of the National Council

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

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National Council Members

Liam Dunbar	<i>Executive Chairperson</i>	
Valerie Small	<i>General Nursing</i>	Advanced Nurse Practitioner (Emergency), St James's Hospital, Dublin
Maura Nash	<i>Mental Handicap Nursing</i>	Chief Executive, COPE Foundation, Cork
Pearse Finegan	<i>Psychiatric Nursing</i>	Chief Nursing Officer, St Mary's Hospital, Castlebar
Antoinette Doocey	<i>Public Health Nursing</i>	Member of the Primary Care Task Force, Department of Health and Children
Aveen Murray	<i>Sick Children's Nursing</i>	Assistant Director of Nursing, Our Lady's Hospital, Crumlin
Patrick Hume	<i>Care of the Elderly</i>	Area Co-ordinator, Services for Older People, NWHB, Letterkenny
Anne Marie Moran	<i>Nurse Tutor</i>	Course Co-ordinator, School of Nursing Studies, GMIT, Castlebar
Kathryn Mc Quillan	<i>Midwifery</i>	Manager, Delivery Ward, NMH, Dublin
Jim Hough*	<i>An Bord Altranais</i>	Principal Tutor (retired), SHB, Waterford
Eileen Kelly	<i>An Bord Altranais</i>	Co-ordinator of In-Service and Continuing Education, CUH, Cork
Colum Bracken†	<i>Senior Nurse Manager</i>	Director, Nursing and Midwifery Planning and Development Unit, North Eastern Health Board, Ardee
Marie Keane	<i>Health Services Employers Agency</i>	Director of Nursing, Beaumont Hospital, Dublin
Hazel Daniels	<i>Health Services Employers Agency</i>	Director of Nursing, Waterford Regional Hospital
Mary McCarthy	<i>Dept of Health and Children</i>	Chief Nursing Officer, Nursing Policy Division, Dept of Health and Children
Teresa Cody	<i>Dept of Health and Children</i>	Assistant Principal Officer, Nursing Policy Division, Dept of Health and Children
Michael Boland‡	<i>Medical Practitioner</i>	Director, Postgraduate College of General Practitioners
Pearl Treacy	<i>Third Level Institutions (NUI)</i>	Professor of Nursing, School of Nursing and Midwifery, UCD
Cecily Begley	<i>Third Level Institutions (non-NUI)</i>	Director, School of Nursing and Midwifery Studies, TCD
Gerry McTaggart	<i>Third Level Institutions (IT/RTC sector)</i>	Director of Nursing Studies, School of Science, Dundalk IT

* Resigned 23 September 2002

† Appointed 8 March 2002

‡ Resigned 28 June 2002



Staff of the National Council

Chief Executive Officer	Yvonne O'Shea, RGN, RM, RNT, BA, MSc (Econ)
Head of Professional Development and Continuing Education	Kathleen Mac Lellan, RGN, Dip Couns, MSc, PhD
Professional Development Officers	Mary Farrelly, RPN, RGN, BNS, MMedSc (Nursing) Christine Hughes, RMHN, RGN, RNT, BA, MEd Georgina Farren, RGN, RM, BNS (Hons), MSc (Midwifery) Jenny Hogan, RGN, BA (Hons)
Project Officer (Paediatric Nursing)	Ruth Maher, RGN, RSCN, MSc (Clinical Neuroscience)
Research Development Officer	Sarah Condell, RGN, RM, RNT, BNS, MA
Head of Management Services	Helen Bohan
Administrative Officers	Jackie Lillis Paula O'Meara Lorna Byrne



Executive Chairperson's Statement

Much has been achieved over the last few years in implementing the vision for nursing and midwifery contained in the *Report of the Commission on Nursing*. There are now structures at national and regional level in Ireland for the management and development of the profession of nursing and midwifery. These structures are developing a sense of their own identity and of their respective roles and are beginning to impact on the development of services for the benefit of the clients of the health services and on the formulation of policy. It is important that these structures continue to develop in an empowered way. It will take time for all of the benefits to filter through, but there can be no doubt that enormous progress has been made thanks to the work and efforts of all those involved. The National Council looks forward to the progression of this agenda in 2003.

Many of our activities in 2002 focused on supporting and promoting the Health Strategy document *Quality and Fairness - A Health System for You*. This outlines a programme of investment and reform of the health system to be implemented over the next decade. It sets clear priorities but also involves all elements of the system. What distinguishes the strategy is the unique level of consultation with individuals, professional groups, disciplines, voluntary organisations and state agencies on which it was based.

The Strategy is of central importance to every health professional in Ireland. The relevance of *Quality and Fairness* to nurses and midwives cannot be overstated. They are shown to comprise the largest group of staff in the public health services. The strategy is built on the pillars of equity, people-centredness, quality and accountability. It sets out a series of national goals under the headings of better health for everyone, fair access, responsive and appropriate care delivery and high performance. The framework for change that will enable the achievement of these goals includes the strengthening of primary care, developing human resources, organisational reform, reforming acute hospitals, funding and information.



The development of primary care is therefore a central theme in the strategy and it is incumbent on all nurses and midwives to inform themselves as to how their role can contribute to the further advancement of strategies for strengthening primary care.

During the year, the National Council carried out the consultation and research work needed to prepare a major discussion paper on the professional development of nursing and midwifery, which will be published in 2003. A comprehensive consultation process was undertaken with over eight hundred nurses and midwives. Twenty-two workshops and additional meetings with key stakeholders were held throughout the country.

The purpose of the discussion paper is to identify the key development issues facing nursing and midwifery in the future and to establish a strong platform for the formulation of strategic responses to these issues. The document contains an insightful analysis of existing and future challenges. It will be a key document for the Council as it plans its future activities in fulfilling its remit.

On behalf of the National Council I would like place on record our thanks to Mr Micheàl Martin, TD, Minister for Health and Children; the Nursing Policy Division of the Department of Health and Children; and to the many national, regional and local professional and representative bodies who have given their full support to the work of the National Council in the promotion and development of nursing and midwifery in Ireland.

I wish to express my appreciation to my colleagues on the National Council for their continued enthusiasm and commitment during 2002 and, on their behalf, I would like to thank our executive staff, who have made a tremendous contribution to our mission. They can all take pride in what has been achieved to date and I know that their commitment and enthusiasm will continue to be in evidence as we meet the challenges of the future.

Liam Dunbar

Executive Chairperson



Chief Executive Officer's Report

The past year has been one of significant progress by the National Council in delivering on its mission of promoting and developing the professional role of nurses and midwives in order to ensure the delivery of quality nursing and midwifery care to patients/clients in a changing healthcare environment.

Central to this process is the development of specialist and advanced practice roles for nurses and midwives, as well as a clinical career pathway for nurses and midwives, a function vested in the National Council by the Commission on Nursing. The National Council has defined the roles and core concepts for Clinical Nurse/Midwife Specialist (CNS/CMS) and Advanced Nurse/Midwife Practitioner (ANP/AMP) posts.

We recognise that the educational preparation for specialist and advanced nursing and midwifery practice involves a partnership between all stakeholders. There is great scope for innovation in both the development of roles in line with service need and of educational courses to prepare nurses and midwives to meet those needs. To this end, the National Council issued *Guidelines on the Development of Courses Preparing Nurses & Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners* in May 2002. These provide guidance to organisations engaged in the development of educational courses for CNSs/CMSs and ANPs/AMPs and address programme development, design and evaluation, the curriculum, and programme resources.

There was active co-operation between the National Council and Nursing and Midwifery Planning and Development Units (NMPDUs) within each of the Health Boards throughout the year. This included the development of continuing education, the organisation of workshops for Directors of Nursing and others involved in the development and monitoring of the profession and the needs of the service. Our executive staff have met the Directors of the NMPDUs both as a group and on an individual basis in their own health board areas. These regional meetings provided an invaluable opportunity to meet senior nurse and midwife managers, representatives of the third level institutions and other interested groups of nurses and midwives, and to learn about developments and challenges at regional and local levels.

The National Council and the Directors of the NMPDUs are jointly involved in the creation of and processing of applications for CNS/CMS posts under the intermediate



pathway and ANP/AMP posts. The accreditation of ANP/AMP posts is a function of the National Council and the monitoring of these posts is shared by the National Council and the NMPDUs.

In 2002, we celebrated the accreditation of the first ever Advanced Nurse Practitioner (Emergency), Valerie Small, of St James's Hospital. By the end of the year, three more ANPs were accredited by the National Council.

We continued to work closely with the NMPDUs to plan and make provision for additional funding for continuing education. This funding is over and above the normal funding that each Health Board has available for this purpose and supports areas of continuing education that might not normally be funded. One of the most important functions of this funding is to ensure greater access to post-registration training and education. It is our intention to continue to encourage the development of innovative approaches to additional continuing education for nurses and midwives in areas that reflect their professional development needs and the needs of the services.

The Council also continues its partnership with An Bord Altranais on the Nurse and Midwife Prescribing Project, which is examining the issues surrounding the involvement of nurses and midwives in the prescribing of medical preparations. Criteria for the selection of pilot sites, nurse/midwife collaborative prescribing and for the selection of education programmes were agreed.

Over 1,000 nurses and midwives from all over Ireland attended the National Council's second annual conference this year. They included clinical practitioners, managers and teachers from various practice settings. The Council is committed to ensuring that the annual conference will become one of the most important events of the year for nurses and midwives - affording as many as possible the opportunity to come together to discuss issues of central importance to the development of the profession and of the services.

The year ahead will be a particularly challenging one in the further development of the profession and, in association with our stakeholders, we will build on what has been achieved to date in opening new opportunities and horizons for nursing and midwifery in Ireland.

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*.

As stated in the Statutory Instrument (Section 4), the functions of the National Council are:

- a. To monitor the on-going development of nursing and midwifery specialities, taking into account changes in practice and service need;
- b. To formulate guidelines for the assistance of health boards and other relevant bodies in the creation of specialist nursing and midwifery posts;
- c. To support additional developments in continuing nurse education by health boards and voluntary organisations;
- d. To assist health service providers by setting guidelines for the selection of nurses and midwives who might apply for financial support in seeking opportunities to pursue further education;
- e. To publish an annual report on its activities, including the disbursement of monies by the Council.

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

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

Activities Report

Clinical Nurse Specialist/Clinical Midwife Specialist Posts

In 2002 the executive of the National Council took on a monitoring role with regard to Clinical Nurse Specialist/Clinical Midwife Specialist (CNS/ CMS) posts, while the Nursing and Midwifery Planning and Development Units (NMPDUs) took over approval of new posts at regional level. The respective national and regional monitoring functions were agreed in consultation with the Directors of the NMPDUs.

Further development of the CNS/CMS database was undertaken, in order to facilitate the entry of data and the production of reports, and will continue in 2003. Statistics on the regional distribution of approved CNS/CMS posts and the relevant division of the register are published on the National Council's website and updated monthly. Figures for the approved CNS/CMS posts in each health board region and practising division of the register are shown in Table 1 (below). Guidelines are being developed for those requiring information on approved CNS/CMS posts for research purposes and will be circulated in 2003.

In order to assist providers of continuing/postregistration education programmes in the establishment and development of higher/postgraduate diplomas programmes for CNSs/CMSs, the National Council published its document, *Guidelines on the Development of Courses Preparing Nurses and Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners*, in May 2002 (see Box1, p16).

Table 1. Clinical Nurse Specialist/Clinical Midwife Specialist Posts Approved - up to 31 December 2002

Health Board											
Practising division of the register	ERHA (East Coast)	ERHA (Northern)	ERHA (South Western)	Mid-Western	Midland	North Eastern	North Western	South Eastern	Southern	Western	TOTAL
General	60	85	145	77	34	76	56	89	147	68	837
Mental Handicap	-	20	16	14	3	8	4	3	25	9	102
Midwifery	-	10	9	3	-	3	1	1	-	3	30
Psychiatry	22	69	47	27	26	49	39	38	26	49	392
Sick Children	-	23	30	1	-	-	1	-	1	1	57
TOTAL	82	207	247	122	63	136	101	131	199	130	1418



Advanced Nurse Practitioner / Advanced Midwife Practitioner Posts

The first Advanced Nurse Practitioner (ANP) postholder was accredited in May 2002. Valerie Small, who is a member of the National Council, is now an ANP (Emergency), working at St James's Hospital, Dublin. A further three ANP posts in St James's Hospital were approved in July. The postholders, Olivia Smith and Gabrielle Dunne, ANPs (Emergency), and Sandra Delamere, ANP (Sexual Health), were accredited in September. A database of ANP posts and postholders has been established and development of this database will continue in 2003.

The Commission on Nursing envisaged that third level institutes, in consultation with health service providers, would prepare curricula for masters' degree programmes, which would prepare nurses [and midwives] for positions as ANPs/AMPs (par 6.47). In order to assist these programme providers in the preparation of such programmes, the National Council published its document, *Guidelines on the Development of Courses Preparing Nurses and Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners*, in May. This document provides guidelines in relation to the development, design and evaluation of programmes, the curriculum and programme resources (see Box 1, p16).

Nursing and Midwifery Planning and Development Units

The National Council continued to meet with the Directors of the Nursing and Midwifery Planning and Development Units (NMPDUs) throughout the year, both as a group and on an individual basis within their own health board areas. The executive staff of the National Council and the NMPDUs have developed strong working relationships through these meetings and through regular formal and informal contact on many professional and procedural issues.

In addition a series of features on individual NMPDUs commenced in the Summer 2002 issue of the newsletter and will be completed in 2003. This series highlighted the general roles and functions of the NMPDUs concerning management, communication, continuing education and training, development of the clinical career pathway, professional and practice development, and workforce planning as indicated in *Report of the Commission on Nursing: A Blueprint for the Future* (Government of Ireland, 1998), *Nursing and Midwifery Resource: Interim Report of the Steering Group* and *The Nursing and Midwifery Resource: Final Report of the Steering Group – Towards Workforce Planning* (Nursing Policy Division, Department of Health and Children, 2001 and 2002).

An effective partnership of these national and regional bodies has enhanced both their shared and separate functions with regard to monitoring of Clinical Nurse Specialist/ Clinical Midwife Specialist (CNS/CMS) posts under the intermediate career pathway and supporting continuing education programmes for nurses and midwives.



Continuing Education

The allocation of funding to continuing education programmes is a major part of the National Council's work. This work has developed in partnership with the Nursing and Midwifery Planning and Development Units. Furthermore it has been fuelled by the enthusiasm and dynamism of nurses and midwives working at local level who can envisage the changes required to enhance patient-/client-centred, high quality health services. Programmes funded in 2002 range from one-day conferences to three-year practice development projects, and cover various aspects of practice, management, education/training and research.

Applications for additional funding were processed in accordance with the document *Criteria and Processes for the Allocation of Additional Funding for Continuing Education* (February 2001). The original application form was revised in February 2002 and was made available on request from the National Council and on the website. A brief description of all continuing education programmes for which funding was approved in 2002 is included in the Appendix.

Guidelines on the Development of Courses Preparing Nurses and Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners

In order to assist providers of continuing/postregistration education programmes in the establishment and development of higher/ postgraduate diplomas programmes for CNSs/CMSs, the National Council published its document, *Guidelines on the Development of Courses Preparing Nurses and Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners*, in May (see Box 1, p16).

Box 1. Summary of Guidelines on the Development of Courses Preparing Nurses and Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners (May 2002)

Programme Development, Design and Evaluation

Educational programmes preparing nurses and midwives as CNSs/CMSs and ANPs/AMPs, should be developed in relation to service needs. Key stakeholders should be engaged in programme development and design and further development should be based on the findings of programme evaluation and quality improvement procedures.

The Curriculum

Programme curricula should demonstrate best educational practice. They should incorporate an integrated approach to theory and practice with recognition of their mutual significance to specialist and advanced professional practice.

Programme Resources

The programme should be resourced in such a manner as to support its delivery and further development and to ensure quality programme provision.

Guidelines Specific to CNS/CMS Courses

- The educational award should be a postgraduate diploma, higher diploma, graduate diploma or equivalent.
- The programme should contain a minimum requirement of 500 clinical hours* in the area of specialist practice, 250 of which must be in supervised clinical practice with explicit justification for the amount and level of supervision.

Guidelines Specific to ANP/AMP Courses

- The educational award should be a masters' degree.
- The programme should contain a minimum requirement of 1000 clinical hours*, in the area of advanced practice, 500 of which must be in supervised clinical practice with explicit justification for the amount and level of supervision.
- The recruitment policy and criteria for the selection of students should be consistent with the National Council's criteria for ANP/AMP.

* Clinical hours are defined as working in direct clinical practice associated with the achievement of the clinical learning outcomes of the programme and includes observation of clinical practice, supervised clinical practice and consolidation of clinical practice.



Nurse and Midwife Prescribing Project

The Review of Nurses and Midwives in the Prescribing and Administration of Medicinal Products Project is being undertaken by the National Council in partnership with An Bord Altranais. The purpose of the project is to review the involvement of nurses and midwives in the prescribing of medical preparations, with a view to producing prescribing guidelines. Terms of reference are shown in Box 2 (p18).

Yvonne O'Shea, Kathleen Mac Lellan, Marie Keane, Pearse Finegan and Kathryn Mc Quillan represent the National Council on the multidisciplinary Steering Committee. Four meetings of this committee were held in 2002. Criteria for the selection of pilot sites, nurse/midwife collaborative prescribing and for the selection of an education programme were agreed.

A subcommittee was set up with responsibility for revision of *Guidance to Nurses and Midwives on the Administration of Medical Preparations* (An Bord Altranais, 2000) and the development of an education programme concerned with nurse/midwife prescribing.

Ten medication management seminars were held around the country in November and December. The topics covered included an overview of the project, the concept of medication management, the prescribing process, prescribing models and international experiences, research studies on nurse prescribing, and current and future concerns about medication management.

Box 2. Terms of Reference of the Nurse and Midwife Prescribing Project

- Review of current practice, identifying relevant issues
- Review of appropriate international literature and experience
- Review of national and international legislation related to nurse and midwife prescribing
- Review of *Guidance to Nurses and Midwives on the Administration of Medical Preparations* (An Bord Altranais, 2000)
- Review of intra- and inter-professional boundaries and their implications for nurse and midwife prescribing
- Consideration of circumstances in which nurses and midwives might prescribe
- Identification of pilot sites suitable for the initiation of nurse and midwife prescribing
- Consideration of documentation necessary to support nurse and midwife prescribing
- Initiation and evaluation of nurse and midwife prescribing in pilot sites
- Produce detailed guidelines including a framework for nurse and midwife prescribing where appropriate



Research

The National Council established the role of Research Development Officer and Sarah Condell was appointed to this post in June 2002. This is a joint appointment with the Health Research Board (HRB) where the role of Nursing Research Advisor has evolved since its inception in 1999. The value of such a joint appointment is that it provides a professional overview of national nursing and midwifery research development and allows a more integrated approach to its funding. The appointee also contributes to corporate operations within both organisations. Importantly, this ensures that nursing and midwifery has a profile within the major national funding body of health research and that research is represented in a statutory nursing and midwifery professional organisation.

In the National Council, the Research Development Officer focuses mainly on building research awareness and activity. One of the principal functions of the post is to lead the implementation of the *Research Strategy for Nursing and Midwifery in Ireland* (Department of Health and Children, 2003). This strategy has been developed by a consultative committee convened by the Nursing Policy Division in the Department of Health and Children. It outlines the commitments required at national, institutional and professional levels in order to develop and sustain a research agenda for all facets of nursing and midwifery.

Whilst awaiting the publication of this document, the Research Development Officer has been meeting with stakeholders and gathering baseline information to inform future developments under the Strategy. The existing communication channels of the National Council, namely the newsletter and website have been utilised to profile research. Both national and international networking has been undertaken for the purpose of building future strategic alliances.

Communication and Contact

Second National Conference: “Building on the Health Strategy: Challenges for Nurses and Midwives”

The launch of the second National Conference of the National Council was hosted by the Minister for Health and Children, Micheál Martin, TD, and opened by the Minister of State at the Department of Health and Children, Ivor Callely, TD, on 19 November 2002 at Dublin Castle. As in 2001, the conference content was repeated over two days (20-21 November), enabling approximately 1,000 practitioners to attend, meet the presenters and network.

The title, theme and content of the conference reflected the actual and potential nursing and midwifery contribution to the implementation of the Health Strategy, *Quality and Fairness – A Health System for You*, and the Primary Care Strategy, *Primary Care – A New Direction* (Department of Health and Children, 2001). The speakers and chairpersons included representatives from the Department of Health and Children, the Health Research Board, the Office for Health Management, An Bord Altranais, the Nursing and Midwifery Planning and Development Units, and internationally-known experts in nursing and midwifery practice and education.

Almost one hundred poster presentations were received from all around the country and from the different divisions of the register, and depicted innovations in practice, service delivery, role development, and education for practitioners and patients/clients. Two separate poster competitions were held on successive days. Prizes were awarded to the winners and runners-up.

Website

The National Council’s website (www.ncnm.ie) underwent further development in 2002. All National Council documents can be viewed on and downloaded from the website. Nurses and midwives are invited to advertise forthcoming events free of charge.



Nine specialist nursing/ midwifery groups have availed of the opportunity to set up web pages on the site. By the end of 2002 31,229 visits to the website had been recorded.

A web-based directory of courses offered by third level institutes in the Republic of Ireland and Northern Ireland was launched in September 2002. Over three hundred courses and modules, including specialist nursing and midwifery courses and courses of relevance or interest to nurses and midwives, are listed on the website. From the time of its launch to the end of 2002 1,378 visits to these webpages had been recorded.

Newsletter

The National Council continued to distribute its quarterly newsletter to all nurses and midwives on the Register. The Winter 2002 issue was sent to 58,520 nurses and midwives registered with An Bord Altranais. A further 3,617 copies were distributed to health service personnel and organisations, higher and third level education institutions and international nursing/midwifery organisations. The newsletter is also available on the National Council's website.

Presentations

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

- "Developing Advanced Practice: The Irish Dimension to an International Phenomenon" to the Faculty of Nursing (Royal College of Surgeons in Ireland, Dublin), 21st Annual Nursing and Midwifery Research Conference, 21 February 2002
- "Development of a Postregistration Education Framework for Mental Handicap Nurses" to an expert panel convened to review the findings of a project on the proposed postregistration framework for mental handicap nurses, Stewart's Hospital, Dublin, 26 February 2002
- "The Role of the National Council" to Nurse Managers in Intellectual Disability Services, Cheeverstown House, Dublin, 14 March 2002
- "The National Council and the Role of the Clinical Nurse Specialist" to Clinical Nurse Specialists, Our Lady's Hospice, Dublin, 25 April 2002

- “The Role of the National Council for the Professional Development of Nursing and Midwifery” to SIPTU, 14 May 2002
- “The National Council and the Role of the Clinical Nurse Specialist” and “Developing Job Descriptions for Clinical Nurse Specialists in Intellectual Disability Nursing” to Registered Mental Handicap Nurses, Cregg House, Sligo, 21 May 2002
- “Professionalism and Leadership in Nursing and Midwifery” to Entrust (Irish Clinical Nurse Managers Association), 6th Annual Conference and Scientific Seminar, Tullamore, 25 May 2002
- “The Role of the National Council for the Professional Development of Nursing and Midwifery” to the Irish Association of Critical Care Nurses, 30 May 2002
- “The National Council and the Role of the Clinical Nurse Specialist” to nurses working in intellectual disability services in the Eastern Regional Health Authority, Peamount Hospital, Co Dublin, 11 June 2002
- “The Role of the National Council for the Professional Development of Nursing and Midwifery” to nurses at Beaumont Hospital, 12 June 2002
- “Goals for the Health Strategy: Implications for Nursing” to Quality Improvement and Clinical Governance Conference, 25 June 2002
- “The Role of the National Council for the Professional Development of Nursing and Midwifery” to Clinical Nurse Managers (1), North Eastern Health Board, 26 June 2002
- “The National Council and the Role of the Clinical Nurse Specialist” to nurses at St Francis’ Hospice, Dublin, 27 June 2002
- “The Role of the National Council for the Professional Development of Nursing and Midwifery” to the Head and Neck Nurses Association, 21 September 2002
- “Nursing and Midwifery Research – The Potential for Collaboration” to Lónra and the North Western Health Board Conference, 26 September 2002
- “The National Council and the Role of the Clinical Nurse Specialist” to the Clinical Nurse Specialist Project Team, South Eastern Health Board, 7 October 2002
- “Operation of the National Council with Special Emphasis on Working Towards the Creation of Specialists Posts” to the Association of Nurses in Radiology in Ireland, 12 October 2002
- “The Role of the National Council for the Professional Development of Nursing and Midwifery” to the Association of Community Mental Health Nurses, 18 October 2002
- “The Role of the National Council for the Professional Development of Nursing and Midwifery and Advanced Nurse Practitioners” to the 2nd International Council of



Nurses, International Nurse Practitioner Conference, Adelaide, 31 October 2002

- “Nursing Workforce Planning, Management and Scheduling” (Chair of session), Health Informatics Society of Ireland, Stillorgan, Co Dublin, 13 November 2002
- “Current Policy Development in Irish Nursing and Midwifery Research” to the Annual Conference, School of Nursing and Midwifery Studies, Trinity College, Dublin, 14 November 2002
- “The Role and Functions of the National Council” to Clinical Nurse Managers, Northern Area Health Board, St Mary’s Hospital, Dublin, 12 December 2002

Master Classes

The National Council hosted a presentation by Dr Maureen Coombs, Consultant Nurse (Critical Care), Southampton General Hospital, entitled “The Consultant Nurse in Critical Care – From Rhetoric to Reality” on 26 August 2002.

Publications

- *Database of Third Level Education Courses* leaflet (November 2002)
- *Guidelines on the Development of Courses Preparing Nurses and Midwives as Clinical Nurse/Midwife Specialists and Advanced Nurse/Midwife Practitioners* (May 2002)
- *Aid to Developing Job Descriptions/Profiles for Clinical Nurse/Midwife Specialist Posts* (July 2001)
- *Framework for the Establishment of Advanced Nurse Practitioner and Advanced Midwife Practitioner Posts* (May 2001)
- *CNS/CMS – Intermediate Pathway* (April 2001)
- *Criteria and Processes for the Allocation of Additional Funding for Continuing Education by the National Council* (February 2001)

Discussion Paper

Work began in February 2002 on the identification of future developments in nursing and midwifery practice. Letters were circulated to Directors of Nursing/Midwifery, Principal Nurse/Midwife Tutors, and other personnel in services providing nursing/midwifery care to patient/client groups, inviting them and their staff to contribute to this process in the form of written submissions relating to specific areas within their

branch of nursing or midwifery. A further invitation was issued in the Summer 2002 issue of the newsletter.

Workshops were held with senior nurse/midwife managers (and other personnel) at the regional meetings with the Directors of the NMPDUs, and with staff nurses on other occasions. Further workshops will be held early in 2003.

Working with the Profession

Members of the National Council and its executive staff have initiated and/or been involved in projects and consultations with various professional bodies. These include:

- An Bord Altranais
- Association of Irish Nurse Managers
- Association of Psychiatric Nurse Managers
- Community Mental Health Nurses Association
- Conference of Heads of Irish Universities (CHIU)
- Consultative Forum of the Health Strategy
- Department of Health and Children's Commission on Nursing Monitoring Committee
- Directors of the Nursing and Midwifery Planning and Development Units (NMPDUs)
- Directors of Nursing (Band 3) Group
- Eastern Regional Health Authority (ERHA) NMPDU Working Group on The Development of a Strategic Framework Outlining the Nursing Contribution in the Provision of a Comprehensive Intellectual Disability Service
- Entrust (Irish Clinical Nurse Managers Association)
- External Validating Group of St Anne's Service Drugs Policy
- Head and Neck Nurses Association (HANNA)
- Health Research Board
- Irish Association of Palliative Care (IAPC)
- Irish Nurses Organisation
- Northern Ireland Practice and Education Council for Nursing and Midwifery
- Nursing Policy Division, Department of Health and Children



- Office for Health Management
- Paediatric Nursing Advisory Forum
- Practice Nurses Association
- Primary Care Task Force, Department of Health and Children
- Psychiatric Nurses Association
- Representatives from Institutes of Technology concerned with continuing education for nurses and midwives
- Service Industry, Professional and Technical Union (SIPTU)

The executive have continued to advise individual nurses and midwives working in both the public and private sectors, Directors of Nursing/Midwifery, Directors of the NMPDUs, Human Resource Officers 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.

REPORT AND FINANCIAL
STATEMENTS FOR THE YEAR
ENDED 31 DECEMBER 2002

Audit Committee

Liam Dunbar
Patrick Hume
Teresa Cody

Chief Executive Officer

Yvonne O' Shea

Accountants

Deloitte & Touche
Chartered Accountants
Deloitte & Touche House
Earlsfort Terrace
Dublin 2

Business Address

6-7 Manor Street Business Park
Manor Street
Dublin 7

Bankers

Bank of Ireland
2 College Green
Dublin 2

Statement of Audit Committee's Responsibilities

In accordance with the rules of the National Council, the Audit Committee are responsible for keeping proper books of account which disclose with reasonable accuracy, at any time, the financial position of the Council and for the preparation of the financial statements for each financial year which give a true and fair view of the state of the affairs of the Council and of the surplus or deficit of the Council for that year. In preparing those financial statements, the Audit Committee are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the Council will continue its activities.

The Audit Committee are responsible for safeguarding the assets of the Council and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Statement of Accounting Policies for the Year Ended 31 December 2002

The following accounting policies are applied consistently in dealing with items which are considered material in relation to the Council's financial statements.

Accounting Convention

The financial statements are prepared under the historical cost convention.

Basis of Preparation

Allocations received and receivable from the Department of Health and Children are credited to the Income and Expenditure Account on the basis of the allocated amount notified by the Department of Health and Children to the Council in each financial year.

Expenditure is included in the financial statements on the accruals basis.

Fixed Assets

Fixed assets are stated at cost less accumulated depreciation.

All revenue expenditure on assets is capitalised. All revenue expenditure thus capitalised is written off to the General Fund Account in the year in which it is incurred.

Depreciation of Tangible Assets

Tangible fixed assets are recorded at cost.

Depreciation is calculated to write off the fixed assets over their useful lives at the following annual rates:

Computers	25% Straight Line
Telephone System	12.5% Straight Line
Office Equipment	12.5% Straight Line
Fixtures & Fittings	12.5% Straight Line
- OPW/Manor Street	

Pensions

Permanent staff of the Council are members of the Local Government Superannuation Scheme. Contributions are deducted from salaries and are credited to the Income and Expenditure Account. Pension payments under the scheme are debited to the Income and Expenditure Account when paid. The liability in respect of pensions payable to employees has been underwritten by the Minister for Health and Children. Accordingly, no provision is required in the financial statements to cover any future liabilities in respect of pensions payable under the Superannuation Scheme. No funding provisions are made in respect of benefits payable under the Superannuation Scheme.

Income and Expenditure Account for the Year Ended 31 December 2002

Income	Schedule	2002	2001
		€	€
Department of Health & Children Funding		<u>4,167,809</u>	<u>3,155,765</u>
Expenditure	1 & 2	<u>4,155,253</u>	<u>3,155,765</u>
RESULT FOR THE YEAR		12,556	-
Income and expenditure account brought forward		-	-
Income and expenditure account carried forward		<u>12,556</u>	-

With the exception of fixed asset funding and depreciation dealt with through the General Fund, all recognised gains and losses for the year ended 31 December 2002 have been included in the Income and Expenditure Account. The result for the year arises from continuing operations.

The financial statements were approved by the audit committee on 27/01/2003 and signed on its behalf by:

W P Dunbar }
Patrick Hume } Council Members



Balance Sheet as at 31 December 2002

	Notes	2002 €	2001 €
FIXED ASSETS			
Tangible assets	1	<u>214,845</u>	<u>188,138</u>
CURRENT ASSETS			
Debtors	2	22,667	199,210
Cash at bank and in hand		<u>24,467</u>	-
		47,134	199,210
CREDITORS			
(Amount falling due within one year)	3	(34,578)	(199,210)
NET CURRENT ASSET		<u>12,556</u>	-
NET ASSET		<u>227,401</u>	<u>188,138</u>
REPRESENTED BY:			
Income and expenditure account		12,556	-
General fund account	4	<u>214,845</u>	<u>188,138</u>
		<u>227,401</u>	<u>188,138</u>

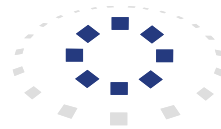
The financial statements were approved by the audit committee on 27/01/2003 and signed on its behalf by:

W P Dunbar }
Patrick Hume } Council Members

Notes to the Financial Statements for the Year Ended 31 December 2002

1. Expenditure

	2002	2001
	€	€
OPERATIONAL EXPENDITURE		
Staff	575,127	338,810
Accommodation Costs	95,120	29,939
Council Travel & Expenses	31,439	41,108
Staff Travel Expenses	24,731	7,871
Telephone	27,439	30,041
Postage	16,711	23,414
Printing & Stationery	68,481	98,300
Newsletter Production	159,329	186,473
Newsletter Postage	104,386	97,537
Recruitment & Training	52,676	38,446
Professional Fees	16,579	8,517
Computers	12,296	-
Computer Support	18,407	8,975
Internet & Web Page Support	26,402	4,784
Conference Expenses	80,027	55,071
Regional Workshops	28,825	13,282
Subscriptions & Books	11,359	7,638
Bank Charges	90	46
Miscellaneous	23,629	9,156
Prescribing Project	114,906	22,952
Online Database Licensing	48,324	-
	<hr/>	<hr/>
	1,536,283	1,022,360
	<hr/>	<hr/>



SET UP COSTS

Computers	53,994	61,362
Telephone System	-	21,567
Equipment	15,424	28,041
Moving Expenses	-	3,131
Launch	-	607
Website Development	-	11,915
	<hr/>	<hr/>
	69,418	126,623
	<hr/>	<hr/>

FURNITURE & FITTINGS (OPW/MANOR STREET)

Furniture & Fittings (OPW/Manor Street)	9,552	112,810
	<hr/>	<hr/>

CONTINUING EDUCATION PROGRAMMES

Eastern Regional Health Authority	649,694	176,808
Southern Health Board	173,745	428,293
South Eastern Health Board	296,836	389,744
Western Health Board	409,078	239,645
Mid-Western Health Board	260,111	2,544
North Western Health Board	416,949	150,845
Midlands Health Board	129,733	233,231
North Eastern Health Board	203,854	272,862
	<hr/>	<hr/>
	2,540,000	1,893,972
	<hr/>	<hr/>

2. Tangible Assets

	Computers	Telephone System	Office Equipment	Furniture & Fittings (OPW/ Manor Street)	Total
Cost	€	€	€	€	€
At 1 January 2002	61,363	21,567	28,041	112,810	223,781
Additions	<u>53,994</u>	-	<u>15,424</u>	<u>9,552</u>	<u>78,970</u>
At 31 December 2002	<u>115,357</u>	<u>21,567</u>	<u>43,465</u>	<u>122,362</u>	<u>302,751</u>
Depreciation					
At 1 January 2002	15,341	2,696	3,505	14,101	35,643
Charge for the year	<u>28,839</u>	<u>2,696</u>	<u>5,433</u>	<u>15,295</u>	<u>52,263</u>
At 31 December 2002	<u>44,180</u>	<u>5,392</u>	<u>8,938</u>	<u>29,396</u>	<u>87,906</u>
Net book values					
At 31 December 2002	<u>71,177</u>	<u>16,175</u>	<u>34,527</u>	<u>92,966</u>	<u>214,845</u>
At 31 December 2001	<u>46,022</u>	<u>18,871</u>	<u>24,536</u>	<u>98,709</u>	<u>188,138</u>

3. Debtors

<i>(Amounts falling due within one year)</i>	2002	2001
	€	€
Department of Health & Children	-	199,210
Prepayments and accrued income	<u>22,667</u>	-
	<u>22,667</u>	<u>199,210</u>



4. Creditors

<i>(Amounts falling due within one year)</i>	2002	2001
	€	€
Trade Creditors	2,536	181,730
Accruals	32,042	17,480
	<hr/>	<hr/>
	34,578	199,210
	<hr/>	<hr/>

5. General Fund Account

	2002
	€
At 1 January 2002	188,138
Fixed asset additions expensed in Income and Expenditure Account	78,970
Depreciation for the year	(52,263)
	<hr/>
At 31 December 2002	214,845
	<hr/>

6. Prompt Payment of Accounts

The Council is covered by the Prompt Payment of Accounts Act 1997 and the European (Late Payments in Commercial Transactions) Regulations 2002. The legislation requires the Council to pay for goods and services by the prescribed payment date and if it fails to do so, pay an interest penalty. There is also a requirement to include details of payment practices in the Council's Annual Report. During 2002, the members are satisfied that the Council complied in all material respects with the provisions of the legislation.

APPENDIX

Appendix 1

Continuing Education Programmes Approved for Funding in 2002

Title of Programme	Total Funding Approved in 2002	Outline of Programme
Eastern Regional Health Authority		
Distance Education and Mixed Mode Delivery of Postgraduate Clinical Nursing Modules	€93,750.00	A programme supporting Dublin City University to develop and pilot postgraduate level modules suitable for distance education and mixed mode delivery.
Evaluation of the Holistic Nursing Assessment Model (The Tidal Model)	€5,974.00	A programme aiming to evaluate the use of the holistic assessment of the Tidal Model which is a theory-based approach to mental health nursing. Services involved include St Vincent's Hospital, Fairview, Mater Misericordiae Hospital and University College Dublin.
Healing in Healthcare	€22,564.00	Seed funding is provided for the development of a Higher Diploma in Healing in Healthcare with Our Lady's Hospice, Harold's Cross and University College Dublin.
Introduction to Obstetric Ultrasound for Midwives	€4,000.00	A programme aiming to enhance midwives' knowledge of obstetric ultrasound in the National Maternity Hospital.
Management for Clinical Nurse Managers	€7,620.00	A programme providing management development training in Peamount Hospital, Newcastle, Co Dublin.
Mental Health Nursing - Psychosocial Interventions for People who have a Serious Mental Illness	€13,701.00	A programme equipping nurses in St. Vincent's Hospital, Fairview, St Ita's Hospital, Portrane, and the Child and Adolescent Services with the skills and means to apply psychosocial principles of care to practice.
National Paediatric Conference	€7,250.00	A one-day national conference addressing contemporary issues in paediatric nursing.
Personal Effectiveness Training Programme for CNM I and CNM II Staff (Management Training)	€5,900.00	A programme providing management development training in Cheeverstown House, Templeogue, for CNMIs and CNMIIIs.



Title of Programme	Total Funding Approved in 2002	Outline of Programme
Professional Supervision	€32,880.00	A programme introducing nurses in the Child and Adolescent Psychiatric Services, South Western Area Health Board, to the purpose and functions of professional supervision.
Regional Practice Development Project for the Development of Gerontological Nursing	€453,832.00	A project aiming to develop, improve, enhance and standardise gerontological nursing practice relevant to the health service needs of the Eastern Regional Health Authority.
Site Preparation - Preparing Senior Clinical Staff for Practice Assessment Support and Supervision of Postgraduate Nursing Students	€63,462.00	A programme concerned with developing a module to prepare senior clinical staff who will be assessing postgraduate students. Services involved include care facilities in the Northern Area Health Board and Dublin City University.
Site Preparation - Preparing Senior Clinical Staff for the Practice Assessment, Support & Supervision of Postgraduate Nursing Students	€44,800.00	This programme is part of the site preparation of a new Higher Diploma in Gerontological Nursing with Our Lady's Hospice, Harold's Cross, St Vincent's University Hospital and University College Dublin.
Inherited Metabolic Disorders Nursing Programme	€62,362.77	The aim of this programme is to advance knowledge and skills for clinical nursing practice in the care of children with inherited metabolic disorders. This will include the development of a short educational programme and a web-based learning facility by the Children's Hospital, Temple Street.
Good Practice Guidelines in the Administration of Blood and Blood Products in the ERHA	€30,615.36	This project proposes to develop a continuing education programme and assessment tool regarding the principles of haemovigilance and to produce a CD-ROM to facilitate training and assessment based on local and national guidelines relating to blood transfusion.
Support Programme for Newly Qualified Nurses	€12,393.00	This programme aims to pilot and evaluate a support programme for newly qualified nurses in St Vincent's Hospital, Fairview.

Title of Programme	Total Funding Approved in 2002	Outline of Programme
Pilot Project to Design a Discharge Educational Package for Mental Health Patients and Staff in In-patient and Community Settings	€26,666.26	This programme is aimed at designing an educational package in booklet and electronic form for mental health patients on discharge from an acute admission unit and involves St Ita's Hospital and Area 8 Mental Health Service.
Introduction to Clinical Supervision and Clinical Supervision in Practice	€29,931.00	This two-part programme aims to provide an introduction to clinical supervision and prepare nurses to be supervisors and supervisees. This programme is aimed mainly at the mental health services in the Northern Area Health Board and linked with Dublin City University.
Project for Funding for Teaching and Assessing in Clinical Practice - Royal Victoria Eye and Ear Hospital	€9,880.00	This programme aims to provide a module on teaching and assessing for support of the higher diploma in ophthalmic/ENT nursing.

Midland Health Board

Mental Health National Conference	€4,000.00	A one-day national conference providing information on the new mental health legislation and the newly established Health Board Executive (HeBE).
Peripheral Venepuncture and Phlebotomy	€2,280.00	Training of trainers in phlebotomy and cannulation for services in the Midland Health Board.
Preparation for Higher Diploma Specialist Programmes for Accident and Emergency and Critical Care	€41,827.00	Support for the site preparation of Higher Diplomas in Accident and Emergency and Critical Care for the Midland Health Board in partnership with Athlone Institute of Technology.



Title of Programme	Total Funding Approved in 2002	Outline of Programme
Mid-Western Health Board		
Advanced Trauma Course	€13,550.00	A programme aimed at increasing the trauma skills of the experienced accident and emergency nurse and clinical nurse managers and providing formal training for newly appointed accident and emergency department staff. Services involved include Ennis General Hospital and St John's Hospital, Limerick.
Caring for Patients with Dementia	€2,050.00	A programme examining the meaning of dementia, the services available and exploring a holistic, psychosocial approach to care of patients with dementia.
Critical Skills for Managers	€670.00	A programme aimed at providing nurses and midwives with an overview of skills essential for an effective manager. Services involved include the Hospital of the Assumption, Thurles, St Conlon's Community Nursing Unit and the Dean Maxwell Community Nursing Unit.
Developing Change Leaders in the Workplace	€13,300.00	A project addressing the competencies required by individuals who will be facilitators and leaders of change in the Mid-Western Health Board.
Identification, Prevention and Management of Postnatal Depression Training for Trainers	€10,000.00	A programme promoting a greater understanding of postnatal depression and the establishment of links between services to provide the care needed and early detection. The programme involves midwives, public health nurses, practice nurses and mental health nurses.
Management Development Programme	€39,628.00	A programme enabling managers in Limerick Regional Hospital to develop and maintain management competencies.
Nursing Practice	€1,170.00	A programme concerned with developing a common framework for nursing teams to enable them to appreciate the philosophy of care of the older person. Services involved include the Hospital of the Assumption, Thurles, St Conlon's Community Nursing Unit and the Dean Maxwell Community Nursing Unit.

Title of Programme	Total Funding Approved in 2002	Outline of Programme
Project to Support the Development of Postgraduate Diploma Programmes in Rehabilitation, Orthopaedics, Critical Care and Oncology	€205,468.20	Support for the development of four postgraduate diploma programmes and their clinical sites. Services involved include the University of Limerick, Limerick Regional Hospital and St Camillus's.
Regional Practice Development Project for Gerontological Nursing	€219,000.00	A project aimed at developing, improving and standardising gerontological nursing practice relevant to health service needs of the Mid-Western Health Board.
Seminar on Legal Issues	€4,000.00	A programme aiming to inform nursing staff within the Mid-Western Health Board about the court and legal system, incident forms, Freedom of Information, accountability, consent forms and documentation.

North Eastern Health Board

Advanced Life Support Obstetrics	€21,980.00	A joint project between the North Eastern Health Board and the North Western Health Board providing advanced life support obstetrics for midwives and training for trainers.
Clinical Audit Facilitator Programme	€27,206.40	This programme aims to set up, co-ordinate and evaluate a quality assurance course in Our Lady's Hospital, Navan, Louth County Hospital and St Joseph's Trim.
Evidence-Based Care for Normal Labour and Birth	€9,100.00	A two-day conference to update midwives on evidence-based care for normal labour and birth.
Practice Development Project - Services for the Older Person	€215,736.00	This programme aims to develop and enhance nursing practice for the older person throughout the North Eastern Health Board.
Promoting Evidence Based Wound Management	€2,100.00	A one-day conference to update nurses on recent advances in wound care management.
Standard Procedures and Quality Systems in Public Health Nursing	€47,648.00	A project aiming to support public health nurses and community nurses in the North Eastern Health Board in their practice through the development, implementation and evaluation of standards, guidelines and policies.



Title of Programme	Total Funding Approved in 2002	Outline of Programme
North Western Health Board		
Advanced Life Support in Obstetrics	€10,340.00	A joint project between the North Eastern Health Board and the North Western Health Board that will provide advanced life support obstetrics for midwives and will provide training for trainers.
Advanced Nurse Practitioner – Development of Site Preparation and Job Description	€62,000.00	A two-year programme to prepare and develop two accident and emergency sites in the North Western Health Board for advanced nursing practice.
Advocacy for People with a Significant Learning Disability	€3,538.00	This programme aims to promote the development of Registered Mental Handicap Nurses as advocates for people with a learning disability.
Alcohol and the Family: Challenging the Impact	€6,000.00	A two-day conference focusing on the impact of alcohol on the family.
Client-Centred Caring and Leadership Skills for Nursing	€11,538.82	This programme supports the delivery of the Leading an Empowered Organisation (LEO) Programme to nurses in the learning disability sector, particularly those in challenging behaviour units.
Conference on Humanising the Service Planning Process	€4,950.00	A one-day conference introducing key initiatives in relation to service planning, in particular the workforce planning process.
Implementation of Personal Outcome Measurement in the Learning Disability Sector	€117,034.00	A programme to train staff as trainers in personal outcome measurement with the ultimate aim of delivering the programme to all nurses in the learning disability sector.
Legal Sessions for Clinical Nursing Staff	€3,000.00	A three-day programme providing nurses in Letterkenny General Hospital with an update on legal issues pertaining to health care including competence, negligence, documentation, risk management, and medication errors.
Non-Invasive Ventilation Module	€12,700.00	A project aimed at developing respiratory care in the acute service by providing a stand-alone distance-learning module on non-invasive ventilation for staff nurses working on a respiratory ward.

Title of Programme	Total Funding Approved in 2002	Outline of Programme
Practice Development Accreditation Process	€3,500.00	This programme supports the renal dialysis unit in becoming a practice development unit and gaining accreditation.
Project Officer for the Care and Management of Individuals at Risk of Suicide and Parasuicide	€41,640.70	This one-year project provides for the employment of a project officer to develop psychiatric nursing practice in the area of suicide and parasuicide.
Provision of Patient Care and the Legal Environment	€3,000.00	A three-day programme providing nurses in Sligo General Hospital with an update on legal issues pertaining to health care including competence, negligence, documentation, risk management, and medication errors.
Regional Practice Development Co-ordinator for Community Nursing	€223,194.00	A three-year project supporting a regional practice development co-ordinator for community nursing in the region, who will develop and enhance community nursing by leading the development of quality nursing practice, evidence-based care, personal and professional development programmes and the implementation of standards, protocols and guidelines for the services.
Service Requirements of People with Learning Disability who are Offenders	€15,884.00	A six-month programme involving the appointment of a project officer to establish the service requirements of people with a learning disability who offend, with the aim of developing appropriate multi-agency services.
The Development of Forensic Nurse Examiners in Relation to Sexual Assault in Ireland	€30,000.00	A programme led by a project leader and a steering committee with the aim of developing practice in the area of forensic nursing for victims of sexual assault.
The Utilisation of Quasar in Clinical Audit	€10,000.00	A programme providing for staff to be trained in the use of the Quasar audit system with the aim of enabling them to train other staff at clinical level and the subsequent introduction of audit.
Thinking Positively about Sexual Health	€1,350.00	A study day for nurses and midwives providing an update on issues pertaining to sexual health.



Title of Programme

Total Funding Approved in 2002

Outline of Programme

South Eastern Health Board

Developing a Nursing Centre of Excellence	€18,000.00	The aim of this two-year programme is to support a surgical ward in undertaking a review of practice, to develop a patient-centred professional nursing service and to develop the leadership attitudes and skills in the nursing staff in St Luke's Hospital, Kilkenny.
Enhancing the Role of Childbirth Education for the Region	€52,349.10	This two-year programme aims to develop a systematic, inclusive, collaborative approach to childbirth education provision, allowing mothers and partners to have access to a needs-focused programme in line with current government policy on primary care.
Managing Behaviour Difficulties in Alzheimer's Disease and Dementia	€4,500.00	Two one-day workshops focusing on the management of challenging behaviours of people with Alzheimer's disease and dementia and the role of teams in providing evidence-based care.
Paediatric Advanced Life Support	€24,898.00	A two-day programme (with a certificate awarded by the UK Resuscitation Council) providing nurses with the knowledge, skills and expertise to recognise the acutely ill child or infant and to provide the appropriate emergency care for that patient.
Pilot Project of a Psycho-Social Assessment Tool for Clients presenting with Self-Harm	€54,797.86	A one-year pilot project aiming to introduce the use of a psycho-social assessment tool for clients presenting at accident and emergency departments with self-harm. Staff of accident and emergency departments and the acute psychiatric service will be provided with an educational programme on the use of the selected tool.
Practice Development - A Strategy for 2003 and Beyond	€10,000.00	A ten-day programme bringing together all practice development co-ordinators in the region with external facilitation in order to develop them as a team and to establish local and regional objectives for practice development.

Title of Programme	Total Funding Approved in 2002	Outline of Programme
Regional Project to Enhance Nursing Service Delivery in Accident and Emergency Departments in the South Eastern Health Board	€130,140.00	A three-year project supporting a project officer to lead accident and emergency departments in the South Eastern Health Board in collaborative working at local and regional levels, inter- and multi-disciplinary working, focusing on quality, education, site development for an emergency nurse practitioner post, service development, professional development and innovation in care.

Southern Health Board

Assessing and Managing Risk for Psychiatric Nurses	€5,090.00	A practice development programme for mental health nurses working in acute care settings, comprising a two-day series of training workshops on assessing and managing risk in mental health services.
Caring for Patients with Dementia	€9,245.00	A one-day workshop delivered by the National Dementia Centre for general and psychiatric nurses working in acute care, residential, and community settings, and covering dementia, person-centred care, assessment and changing practice.
Developing Skills of Clinical Supervision/Support for Nurses	€4,848.00	A practice development programme carried out on a pilot basis for mental health nurses working in all five mental health catchment areas in the Southern Health Board and in acute, continuing, residential and hospital settings. Its aims are to develop and sustain quality clinical practice by introducing the skills of clinical supervision.
Higher Diploma in Neonatal Intensive Care Nursing	€53,000.00	Funding of the development of a Higher Diploma in Neonatal Intensive Care Nursing at University College Cork and in association with the Southern Health Board and the Unified Maternity Services in Cork.



Title of Programme	Total Funding Approved in 2002	Outline of Programme
LAMH Tutors Course	€780.00	Funding of a nurse to undertake a four-day workshop in LAMH for the purpose of teaching this non-verbal means of communication to people with intellectual disabilities, their families and staff within COPE Foundation, and to assess the effect of using LAMH on the incidence of challenging behaviour.
LEO (Leading and Empowered Organisation) Programme: Training the Trainer	€22,525.94	Two senior nurses managers will undertake the LEO programme and train as trainers. On completion of the programme, these nurses will provide coaching to 500 nurse managers and clinicians working in the health care services in the Southern Health Board.
Making that Connection - Communication Conference for Nurses	€8,000.00	A two-day conference organised by the Cork-Kerry Nurse/Midwife Education Committee in liaison with the Southern Health Board's Human Resource Development Service, open to nurses from all divisions of the register, and covering healthcare informatics, effective communication, advocacy, communication difficulties, breaking bad news, empowerment and stress management.
Patient-Centred Communication	€2,500.00	A programme comprising a series of half-day workshops for nurses working with older people in a community setting, and concerned with developing knowledge, skills and attitudes of effective patient-centred communication and the support of best practice in assessment and planning of patient care.
Philosophy at Work in Community Nursing	€750.00	An eight-week introductory course on philosophy within the context of public health nursing, for public health nurses at the health centre in Macroom and covering philosophy, notions of human existence, morality and the meaning of life.

Title of Programme	Total Funding Approved in 2002	Outline of Programme
Sensory Processing for Nurses in Intellectual Disability Services	€1,360.00	A one-day workshop for clinical nurse managers working in voluntary and statutory agencies providing services for people with intellectual disabilities, and covering sensory processing and developing appropriate responses to people who experience difficulties in sensory processing.
Service Planning Nurse/Midwife Managers (Tralee)	€2,160.00	A short course for clinical nurse/midwife managers in Tralee General Hospital. The objectives are to provide instruction in service-planning and the related procedures, as well as giving the managers an opportunity to network.

Western Health Board

An Introduction Certificate to Community Nursing for Registered General Nurses	€50,183.00	A course aimed at introducing general nurses to issues relevant to the theory and contemporary approaches to nursing care in the community.
An Introduction Certificate to Mental Handicap /Learning Disability for Qualified Staff	€58,640.00	A project aiming to provide non-mental handicap nurses working in a learning disability service with an introduction to the theory underpinning learning disability service provision.
Clinical Nurse Specialist Development Programme	€79,440.00	A programme aimed at developing the skills of Clinical Nurse Specialists, supporting them to integrate the core concepts of their role, and focusing on the direction their role is taking within the health service and on developing interpersonal, communication and presentation skills.
Regional Conference - Sharing Best Practice	€7,600.00	A one-day conference showcasing best practice initiatives within the Western Health Board.
Research Project to Review the Dynamics within the Community Nursing Service and Design a Workload Measurement Tool	€65,000.00	This project aims to review nursing workload in the community and devise a workload measurement tool for community nurses which will assist with clarification of roles within the nursing team.

