Nursing & Midwifery Planning and Development

Dublin South, Kildare & Wicklow

Annual Report 2013

NMPDU, HSE, Mill Lane, Palmerstown, Dublin 20
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Introduction

The Nursing and Midwifery Planning and Development Unit (NMPDU) in Palmerstown supports the professions of nursing and midwifery in the Dublin South, Kildare and Wicklow region through leadership, building capacity and supporting excellence in the delivery of safe high quality care. The objectives of the unit, based on the five key strategic areas outlined in the ONMSD strategy 2011-2015 [http://www.hse.ie/eng/about/Who/ONMSD/ONMSD_Strategy.pdf](http://www.hse.ie/eng/about/Who/ONMSD/ONMSD_Strategy.pdf) are achieved through working in partnership with stakeholders to enable nurses and midwives provide safe high quality care to patients and families. The report on activities of the NMPDU for Dublin South, Kildare and Wicklow for 2013 will be reported on using the 5 key areas of the ONMSD strategy which are:

1. Corporate and clinical governance
2. Provision of safe, quality care
3. Leadership and innovation
4. Practice development
5. Continuing professional development

Focus on and engagement in these areas has resulted in the NMPDU making a distinctive contribution to nursing and midwifery activities at regional level across both HSE and voluntary organisations. This has been realised by promoting the strategic development of nursing and midwifery; supporting services so that nurses & midwives provide optimum patient centered care; promoting quality & standards of care; supporting the professional development of nurses and midwives; enhancing practice for nurses and midwives; fostering workforce development through workforce planning initiatives and building capacity and leadership within nursing and midwifery. This activity is captured and described in this, the NMPDU annual report for 2013.

There are 62 services in the catchment area served by the NMPDU in Palmerstown (Acute – 6, Maternity – 2, Children’s - 2, Specialist – 5, Older Persons – 14, Mental Health Services (including addiction) – 12, Intellectual Disability Services – 14 and Community Public Health Nursing Services – 7 which collectively employ almost 9,000 nursed and midwives

Susanna Byrne
Interim Director NMPDU
## 1. Corporate & Clinical Governance

<table>
<thead>
<tr>
<th>Project/Group</th>
<th>Communication</th>
<th>Objectives</th>
<th>Outputs</th>
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<tbody>
<tr>
<td>1.1 Participating on ONMSD Budget Governance group</td>
<td>Meetings quarterly</td>
<td>Develop a standardised approach nationally, for funding initiatives in 2013</td>
<td>- National standard operating procedures (SOPs) implemented to support standard approach for nursing &amp; midwifery innovation and post graduate education funding</td>
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<td></td>
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<td>Ensure consistent financial governance structures are in place</td>
<td>- Developed standard application process for continuing nurse education (CNE) funding for HSE services across Dublin Mid Leinster (DML)</td>
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<td>Ensuring adherence to National Financial Regulations (NFR)</td>
<td>- Unit budget projections returned to finance headquarters Naas and ONMSD at regular intervals</td>
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<td>- Finalised implementation of recommendations of HSE internal audit (December 2011) including obtaining access to SAP</td>
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<td>1.2 Participating on ONMSD Communication Governance group</td>
<td>Meetings quarterly</td>
<td>Review ONMSD Newsletters Adhere to ONMSD communication strategy &amp; review as appropriate.</td>
<td>- Reviewed ONMSD Newsletter each quarter</td>
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<td>- Adhered to appropriate communication channels.</td>
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<td>- Continued to update the NMPDU Dublin South, Kildare &amp; Wicklow section of Website.</td>
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<td>1.3 Providing consultation on various draft documents</td>
<td>As required</td>
<td>Provide feedback on behalf of the NMPDU and/or ONMSD on draft local/regional/national PPPGs or reports</td>
<td>- <strong>Documents/PPPGs reviewed in 2013:</strong></td>
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<tr>
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<td>• Nurses Career Centre booklet 2013 for NMBI</td>
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<td>• HSE National Nursing Policy and Procedure for the Administration of sub-cutaneous Infusions (Hypodermoclysis) in adults.</td>
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<td>• Nurse and Midwife Medicinal Product Prescribing Data Collection System: List of Questions for Participants</td>
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<td>• National Job Specification, Terms and Conditions for Candidate Advanced Nurse Practitioner (ANP) /Candidate Advanced Midwife</td>
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| 1.4 Participate on the National Emergency Medicine Programme (EMP) working group | Monthly teleconference/meetings | Implementation of National EMP model of care | Supported development of strategies to drive Implementation of EMP Model of Care  
Ensure relevant communications were disseminated  
Provided advice/support to services as required on the working group and to relevant stakeholders |
| 1.5 Participate on the National Clinical Programme Service Planners group | Fortnightly teleconference | To support integrated service planning across programmes to share ideas and support service planning colleagues. | Shared ideas and relevant programme specific work  
Supported standardised workforce planning approaches where appropriate across National Clinical programmes (NCPs). |
| 1.6 Provide Service Planning function on the National Emergency Medicine Programme (EMP) | on going | As above | Led on the development of role profile documents for the grades of shift leader and ED nurse manager as complimentary documents to the nationally agreed job description, through wide consultation with relevant stakeholders.  
Compiled overall role profile document consisting of suite of role |
| 1.7 Participant on ANP (Emergency) forum | Quarterly & regular communication with ANP lead on EMP | Support the implementation of recommendations of the Report and Strategic Plan to Enhance ANP (Emergency) Nursing Services across Emergency Care Networks. | - Contributed to set up of the forum  
- Agreed terms of reference (TOR)  
- As a group commenced implementation of recommendations outlined in the *Guide to Enhance Advanced Nurse Practitioner Services across Emergency Care Networks in Ireland (2013)* via work streams  
- Supported the development and ratification of a candidate grade code for ANPs.  
- Disseminated relevant information to NMPDU colleagues |
| 1.8 Participate on Emergency Nursing Interest Group (ENIG) | 6-weekly meetings | The forum offers lead clinical Emergency Nursing staff an opportunity to guide, shape and influence emergency and reports to the EMP Working Group. | With nursing colleagues on EMP and Programme lead & manager :-  
- Supported provision of an open forum for nurses to be involved in the future strategic development of emergency nursing service and promoting implementation of EMP strategy and model of care  
- Encouraged collaborative development of discrete pieces of emergency nursing related work required by the EMP |
| 1.9 Member of LJWG UCD | meetings | To act as a consultative and strategic group and to facilitate collaboration, support and participation between UCD, partner organisations and HSE in respect of matters pertaining to the Undergraduate Nursing/Midwifery Degree programmes
Ensure the HSE objectives in relation to workforce planning in respect of nursing & midwifery are met. | - Participated in meetings, discussed issues pertaining to undergraduate education and submitted a brief report on relevant ONMSD & NMPDU information in advance of each meeting
- Revision of protocols by the Clinical Assessments Sub-Committee (1) Evaluation of the Medication Workbook (2) Evaluation of the UCD Clinical Assessment Tool. Evaluations via online questionnaire
- Assessment Redesign project conducted
- Reviewed TOR
- LJWG & don/m Reference group merged to form common unified group |
| 1.11 Member of LJWG TCD | Quarterly meetings | To act as a consultative and strategic group and to facilitate collaboration and participation between TCD, partner organisations and HSE in respect of matters pertaining to the Undergraduate Nursing/Midwifery Degree programme
Ensure the HSE objectives in relation to workforce planning in respect of nursing & midwifery are met. | - Participated in meetings, discussed issues pertaining to undergraduate education and imparted relevant ONMSD & NMPDU information.
- Committee to oversee Community Placement formed through a sub-group of the B.Sc curriculum development committee.
- Preceptor of the Year Award (2012-13)
- Policies reviewed; Supporting students with a disability, bullying / dignity and respect and sick leave/absence policies. |
| 1.12 Participate on the Steering group for the National Evaluation of independent X-Ray prescribing | 4 -5 meetings over duration of the project | To ensure a robust and complete evaluation and report on the implementation of nurse prescribing of ionising radiation (X-Rays) as determined by the “The Guiding Framework for the Implementation of | - Project commenced March 2013
- Participated at meetings representing NMPD Directors
- Reviewed draft documents and reports |
| BOM CNE former ECAHB - Chair | Quarterly meetings | Oversee the provision of continuing education, training and professional development programmes for Registered Nurses and appropriate support staff in the former ECAHB. | - Dementia education: The NMPDU carried out a training needs analysis which identified that 296 nursing staff in the region required this education. As the original national training programme which was a three day event was being evaluated, training did not commence until Autumn when the revised 2-day programme was made available. Subsequently co-ordinated and commissioned the delivery of 2 national 2 day Dementia Education Programmes in October and November 2013 & 42 nurses received training.  
- FETAC: 14 HCAs who commenced the programme in 2012, successfully completed the programme in 2013. Needs analysis indicated minimal requirement for HCA FETAC programme IN 2013, programme therefore not feasible. Places located on programmes in former SWAHB for the small number who required this training.  
- Venepuncture & Cannulation training: Minimal requirement for this education therefore programme therefore not commissioned  
- Continued to monitor demand for education across services in the region via discussion at meetings |
| BOM CNE former SWAHB - Chair | Meeting twice a year | Oversee the provision of continuing education, training and professional development programmes for Registered Nurses and appropriate support staff in the former SWAHB. | - The Learning & Development Centre in St James Hospital and in Tallaght Hospital shared their respective prospectus for external organisations, outlining programmes that services in former SWAHB can access in their centres.  
- Continued to monitor demand for education across services in the region via discussion at meetings |
<table>
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<tr>
<th>1.15 BOM Centre for Midwifery Education (CME) - Chair</th>
<th>Quarterly meetings</th>
<th>Oversee the strategic development of the CME and ensure it supports and provides education and continuing professional development for midwifery/nursing staff in the three Dublin maternity hospitals and relevant staff in the Dublin area.</th>
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|                                                     |                    | - The CME delivered a number of education programmes in 2013. The report of activity is available on the website [http://www.centreformidwiferyeducation.ie/](http://www.centreformidwiferyeducation.ie/).  
- 1,292 people came through the CME in 2013 (10% of these from external organisations). This is 4% increase on 2012  
- Accreditation was received from NMBI for 19 more programmes  
- Programmes included Neonatal Foundations programme, Neonatal, bespoke management programme, infections diseases, presentation skills workshop, gynae study day, sepsis in pregnancy, customer care to name a few. The CME also use videoconferencing facilities as much as possible to make education more accessible and minimise time away from the clinical area.  
- The Prospectus has been redesigned FOR 2014 and circulated to stakeholders and a live version is available on the website |
| 1.16 BOM Centre for Children’s Nurse Education (CCNE) - Chair | Meetings 5 times p.a. | To oversee the provision of:  
i) continuing education, training and professional development programmes for Registered Nurses and appropriate support staff in the 3 Dublin children’s hospitals.  
ii) Children’s nursing related specialist programmes as required by Registered Nurses and appropriate support staff working in public services nationally which provide healthcare for children within available resource. |
|                                                     |                    | - The CNNE continue to implement the CCNE Strategic plan 2012 – 2015 and a dedicated CCNE website is on final stages of development  
- The CCNE delivered a large range of education programmes in 2013. These programmes are outlined in the CCNE Continuing Professional Education Prospectus for 2013 which was published and disseminated locally and nationally and is available on the website [http://www.olchc.ie/Education-Training/Nursing/Centre-of-Childrens-Nurse-Education/](http://www.olchc.ie/Education-Training/Nursing/Centre-of-Childrens-Nurse-Education/)  
- In 2013, new and popular programmes included the child protection refresher programme, leadership & empowerment programmes and cardiac in-service education.  
- The BOM contributed to the panning for the New National Children’s Hospital |
## 2: Provision of Safe Quality Care

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| 2.1 Implementation of “productive ward – releasing time to care™ project in Dublin South, Kildare & Wicklow | Bi-monthly NIG meetings. Annual conference held in 2013, Monthly reports to the National Clinical Programme Updates to local teams as required | Co-ordinate, support and report on the progress of phase 1 and 2 sites in implementation of the project. Provide monthly reports for the NIG for presentation to the NCCP. Monitor the amount of time released to care and identify any financial gains accruing from the streamlining of ward processes. Deliver refresher training/roll-out training in existing phase 1 and 2 sites | - Roll-out across organisations has commenced in the two phase 1 sites, and for phase 2 sites, one is planning roll-out in 2014. General support was provided through teleconferences, attendance at steering groups, and periodic site visits.  
- Monthly reports have been provided for all sites. Only one site has not reported an increase in time to care, this site is very challenged with implementation of the programme owing to resource issues. All others have reported between 5 and 11 per cent increases in time released to care.(phase one sites only). This is based on results of base line Activity follows at the start of the programme and is repeated annually. Phase 2 sites are due to undertake the second reading in 2014.  
- Substantial financial gains have been reported in the phase one sites. Details are available on the monthly reports. The process improvements in these sites are being replicated on other ward areas. This will accrue many benefits to patients and staff as the layout of storage areas and colour coding for various types of equipment needed for commonly used procedures, is standardised across the organisation.  
- Measurement of risks such as falls, absence, HCAIs and staffing levels continues and will feed into Nursing Metrics as that programme progresses in 2014.  
- The culture of the various wards is changing, and an improvement culture is becoming embedded. This is evidenced by the increasing focus of front line staff on questioning the “way we do things”, undertaking audits and then improving practice. There are several examples in the monthly |
Refresher training for 2 sites was delivered by the Area Co-ordinator Dublin South, Kildare & Wicklow in October and December 2013. This training incorporated team building training delivered by trained facilitators. One refresher training event was co-facilitated by the Area-coordinator from the South.

Conferences/ Awards

A National Conference was held at Croke Park in October. Over 30 poster presentations sharing all of the national improvements achieved through introduction of the programme were displayed. The staff from St Anne’s Ward at St Vincent’s University hospital (phase 1 site) were awarded 2nd prize for their poster entitled “Impact of the Productive ward Medicines management module on releasing Time to Care in a busy medical oncology/haematology unit within a Dublin Academic Teaching Hospital”.

The Lean healthcare Academy (UK) annual awards shortlist has been announced, the Midlands Regional hospital Tullamore and Sligo Regional Hospital were short-listed from among the international submissions. The 3 finalists in this section will be announced early in 2014.

2.2 Continuing nurse education funding

Provide funding to support Continuing Nurse Education for nurses working in HSE services in Dublin South, Kildare & Wicklow

Funding was allocated to support various Continuing Nurse Education initiatives which met criteria. Examples of initiatives supported;

- Clinical skills based programmes e.g. tracheostomy care, wound management, management of diabetes in primary care setting, symptom management in palliative care, infection control, CBT skills for nurses, continence promotion, medication management

- Role development – development of advance practitioner posts/sites
### 2.3 Supporting post graduate education

<table>
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<tr>
<th>Implement Circular 20/2009 and SOP 2013-001 to support Post Registration Education for Nurses and Midwives</th>
<th>Implement Masters in Healthcare Management Scholarship programme</th>
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- Risk management – courtroom skills for nurses, best practice in recording and report writing, nurses & Law/coroners court, risk management for clinical nursing staff, quality, risk management and auditing, clinical audit
- Train the trainer programmes to build skills locally and become self-sufficient e.g. breastfeeding and parenting programmes
- Enhancing access to educational recourses – provide funding to regional library to online database & journal access for HSE nursing staff. Fund services for specific education recourses (books, DVDs etc.)

A total of 80 staff received funding though the NMPDU in 2013 to undertake specialist post graduate courses. Of these, 43 were funded to undertake Postgraduate Diplomas while 10 were funded to undertake Professional Certificates and 3 were funded to do Level 8 single modules. 24 staff were part funded to complete Masters degree programmes.

Three senior nursing staff were awarded a scholarship to undertake a Research Masters in Healthcare Management under this once off initiative.

### 2.4 Care plan for Older persons services: Day care facilities

- To provide staff with a standard comprehensive care plan in order to facilitate the recording of quality care based on best practice, good record keeping, continuity of care and to enhance a client centred approach to care in the day care services for older persons.
- The care plan document was amended following pilot audit findings. It has been adopted for use in some of the day-care services.
- An audit tool was also developed to facilitate quality improvements in documentation.

### 2.5 Post Natal Depression Screening education for PHNs in the community

- The CNME in Tullamore agreed to provide this 2 day training programme to PHNs working in the community (Dublin South, Kildare & Wicklow).
- DPHNs in the region were supported to develop local policy for recognition and management of Post Natal Depression.
- 4 training programmes were subsequently delivered to 118 staff in the last four months of 2013 by the CNME Tullamore.
### 2.6 Preparing to meet HIQA Standards in ID Services – a DML project
- Additional training planned for 2014 to meet this identified learning need
- Stakeholder group formed and work of the group agreed
- Audit training delivered to identified auditors
- Peer audit took place and finding shared with relevant sites.
- Stakeholder group continued to meet regularly and worked through each HIQA standard incrementally

### 2.7 Child and Family Health Needs Assessment (CFHNA) education
- Supported two areas initially to implement the CFHNA Framework by providing Continuing Nurse Education funding for relevant training and preparation
- DPHNs from these two sites evaluated implementation process and shared learning with colleagues
- Plan to support remaining five areas to implement the Framework 2014

### 2.8 Succession Planning - Sponsorship for Health Service Employees to train as nurses/midwives (HSE Circular 009/2010)
- In 2013 the following number of students in Dublin South, Kildare & Wicklow were participating on this initiative

<table>
<thead>
<tr>
<th>Intake</th>
<th>Current Year</th>
<th>Number of students</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>4&lt;sup&gt;th&lt;/sup&gt; year</td>
<td>21</td>
</tr>
<tr>
<td>2011</td>
<td>3&lt;sup&gt;rd&lt;/sup&gt; year</td>
<td>2</td>
</tr>
<tr>
<td>2012</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt; year</td>
<td>2</td>
</tr>
<tr>
<td>2013</td>
<td>1&lt;sup&gt;st&lt;/sup&gt; year</td>
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- Sponsorship student records maintained and updated accordingly
### 2.9 Support the implementation and measurement of nursing & midwifery metrics

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<tr>
<td>Identify a strategy and resource to support services/ Directors of Nursing/Midwifery implement nursing &amp; midwifery metrics within their services</td>
<td></td>
<td>- Engaged with NMPDUs and service staff in Dublin North, North East and North West in the development of midwifery metrics and supporting SOPs&lt;br&gt; - Led on the development of core children’s metrics and supporting SOP&lt;br&gt; - Scoped and agreed with third level institution to support PhD Student to support the introduction of metrics in the Dublin South, Kildare &amp; Wicklow region and to conduct relevant research in conjunction with this over a three year period. UCD advertised the post and panel was formed following interview. Successful candidate to commence January 2014</td>
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<tr>
<td>Knowledge and Experience</td>
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<td>Improving Practice Led Research for the benefit of service and service users: research Capacity Building for Clinical Nurse Specialists and Advanced Nurse Practitioners</td>
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**Advancing Nursing Practice**
- Site Preparation for Advanced Nurse Practitioner posts
- Enhancing Care Planning skills of RNID nurses to reflect ageing in people with Intellectual Disabilities
- Careful Nursing Model

**Nurse Education**
- Physical health Interventions and lifestyle improvement programme (PHILIP)
- Development of a blended Learning package – foundation programme in neonatal nursing
- Development of an instructional video promoting evidence based care for normal birth
- Development of an Interactive e-learning course on patient assessment
- Child and family needs assessment framework
- End of life care practice development programme
- Recognition & nursing management of the acutely ill adult programme
- Management skills
- Implementation of personal response system technology in nurse education
- To support the development of educational programmes within the CNMEs

**Service Developments**
- The Patient Priority Pledge in palliative care
- Implement the findings of a qualitative observational audit
- Emergency Response System co-ordinator for acute setting
- Implementation of a nurse acuity/dependency measurement system
- Development of a Computer Assisted Patient Assessment (CAPA)
- Implementation of Care Bundles programme for Invasive Medical Devices
### Attendance at Nursing Conferences
- 4th International nursing & midwifery conference
- Sigma Theta Tau conference
- Irish Association of Directors of Nursing and Midwifery conference.
- Health informatics society of Ireland (HISI) 17th annual conference, scientific symposium and exhibition
- 8th International healthcare infection society and federation conference
- 5th National aseptic non-touch technique Conference
- Complaints management conference

### Nursing Conferences Developed
- National ENT conference
- Homebirth symposium
- National gerontological nursing conference.

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<tr>
<th>3.2 DON Older Persons &amp; NMPDU group</th>
<th>Meetings 4 times per year</th>
<th>NMPD working in partnership with Directors of Nursing and staff within older persons services to support them in the provision of quality, safe, timely and cost efficient care.</th>
<th>The forum facilitated discussion, debate and sharing of ideas in relation to promoting and maintaining standards of care, implementing resident centred care, supporting professional and practice development and building capacity and leadership within the nursing teams. Many of these initiatives were supported via CNE &amp; Innovation funding (see 2.2, 2.3 &amp; 3.1)</th>
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<tr>
<td>3.3 Directors of Public Health Nursing (DPHN) group</td>
<td>Meetings every 3 months</td>
<td>To work in partnership with Directors of Public Health Nursing to support them in the provision of quality, safe, timely and cost efficient care.</td>
<td>The group enabled NMPD and DPHNs identify specific supports required to ensure that PHNs &amp; RGNs in the community are empowered to provide optimum client centred care. Specific initiatives are outlined in 2.5 &amp; 2.7 Practice /professional development and innovation initiatives supported via CNE &amp; Innovation funding (see 2.2 &amp; 2.3)</td>
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### 4: Practice Development

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| 4.1 Wound management training For PHNs and RGNs in the community Phase 2 – Leg ulcer management & Phase 3- Compression bandaging and Doppler assessment |                                                                               | To enhance the quality of care provided to patients with leg ulcers in the community.                                                            | - Wound care training continued in 2013. A series of workshops and assessments in compression bandaging and Doppler assessment techniques were held. The total number trained in compression bandaging from 2012 through 2013 was 317 and in Doppler Assessment: 32 nominated staff were trained. Assessments in both skills will be completed in 2014.  
- Project report compiled and will be circulated following the final results in 2014  
- Leg Ulcer Care survey via Points prevalence study planned for 2014. Future educational needs will be determined. |
| 4.2 Supporting the delivery of the FETAC education programme to Health Care Assistants (HCAs).                                   |                                                                               | Enhancing the scope of practice of Health Care Assistants (HCAs), by supporting the CNEs to deliver the FETAC 5 programme to HCAs within services & co-ordinating relevant funding from SKILLS | - Programme commenced in St James hospital October with 14 participants.  
- All delivery sites worked towards QQI validation  
- Two programmes planned to commence in two other sites early 2104 |
| 4.3 Standardising Documentation in the Community settings                    |                                                                               | To improve and standardise patient documentation                                                                                             | - Project initiated in 2012 across 7 teams in the region  
- Documentation audited in various teams using standard audit tool developed  
- Findings informed changes required to documentation which is ongoing |
## 5: Continuing Professional Development

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<th>Project/Group</th>
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| 5.1 CNS/CMS   |               | Support services in the identification of the requirement for and development of CNSp/CMSp roles | - Contributed to the ONMSD interim process for approving CNS/CMS posts  
- Nine applications were processed and are ready for approval once interim process has been agreed. There are 14 other applications at various stages of development  
- Responded to queries from services |
| 5.2 Advanced Nurse / Midwife Practitioner (AN/MP) |               | Support services in the development of AN/MP roles in response to service demand | - 3 ANP posts which were approved in 2013.  
  - 1 ANP Breast Care - St James’ Hospital  
  - 1 ANP Epilepsy (Children’s) - Tallaght Hospital  
  - 1 ANP Cardiology - Tallaght Hospital  
- ANP/AMP posts were in development in 7 sites in 2013 with 5 posts at an advanced stage of development at the end of the year  
- 2 workshops, to support sites in the development of ANP/AMP site preparation/job description documentation, facilitated by the INMB were co-ordinated. There were 43 participants.  
- Provided consultation on National ANP Candidate grade code & job description  
- Linked with services and updated NMBI regarding status of applications and projections regarding future developments |
| 5.3 Nurse/Midwife X Ray prescribing | Provide advice and support as required. Participate in Local Implementation groups (LIGs) as required. | - Participating on LIG in Tallaght Hospital. Supported the development of policies, procedures and guidelines to support the change in practice and introduction of Nurse prescribing of ionising radiation in the service - Ensured relevant information disseminated to services - Participating on the National Evaluation of X-ray prescribing (see 1.13) |