Nursing and Midwifery Planning and Development Unit
HSE Dublin North East - Ardee Office

BUSINESS PLAN 2015
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1. Introduction

The priority of the HSE North East Nursing & Midwifery Planning and Development (NMPD) is to provide leadership, support excellence and build capacity in nursing and midwifery healthcare delivery in order to enhance patient care and service delivery. The NMPD aims to meet current and future needs of the HSE North East in response to its requirements for the delivery and support of services. The NMPD also responds to and implements the strategic and high level business plan of the Office of Nursing and Midwifery Services Directorate.

The core objectives of the HSE North East NMPD are to;

- Provide professional support and advice on service developments, with particular reference to nursing and midwifery related issues, to DON/M, relevant managers at regional level and to the NMPD Area Director.

- Support the development and implementation of effective and efficient nursing and midwifery strategies at regional level so as to make certain that financial and performance management standards are adhered to.

- Support, develop and monitor at regional level the development of nursing and midwifery education initiatives.

- Actively contribute to and drive the Reform Programme at a regional level.

- Liaise with Nurse/Midwife Managers responsible for monitoring and quality assuring the nursing and midwifery delivery systems.

- Advise the ONMSD about changes in current nursing and midwifery practices, workforce levels and structures with the DNE Northeast region.

- Be responsible for ensuring, at regional level, the gathering, quality assuring and synthesising of appropriate nursing and midwifery information.

- Contribute at regional level, to the further development of multidisciplinary care practices.

- Provide at regional level, innovative leadership, advice and guidance that supports the modernisation of services and implementation of HSE goals.

- Contribute to and/or take a national lead on HSE priorities as determined by the ONMSD.

- Support the development of RAN/MP and CN/MS posts
### 2. Resources Employed

**NMPD Officers**

<table>
<thead>
<tr>
<th>Position</th>
<th>Current Post Holder</th>
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<tbody>
<tr>
<td>Director NMPDU - Interim</td>
<td>Deirdre Mulligan <a href="mailto:deirdreP.mulligan@hse.ie">deirdreP.mulligan@hse.ie</a></td>
</tr>
<tr>
<td>Deputy Director NMPDU</td>
<td>Dolores Donegan <a href="mailto:dolores.donegan@hse.ie">dolores.donegan@hse.ie</a></td>
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<tr>
<td>Assistant Director Continuing Nurse &amp; Midwifery Education / Nurse Midwife Prescribing</td>
<td>Rose Lorenz <a href="mailto:rose.lorenz@hse.ie">rose.lorenz@hse.ie</a></td>
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<td>Project Officer</td>
<td>Margaret Nadin <a href="mailto:margaret.nadin@hse.ie">margaret.nadin@hse.ie</a></td>
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<td>Project Officer</td>
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<tr>
<td>Project Officer</td>
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</tr>
<tr>
<td>Senior Administrator</td>
<td>Bridie Mooney <a href="mailto:bridieC.mooney@hse.ie">bridieC.mooney@hse.ie</a></td>
</tr>
<tr>
<td>Administrator / Clerical Officer</td>
<td>Joan Lennon <a href="mailto:joan.lennon@hse.ie">joan.lennon@hse.ie</a></td>
</tr>
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</table>
3. Summary NMPDU Team Achievements 2014

The NMPD team works in collaboration with nursing and midwifery colleagues to develop, support, implement and monitor initiatives which contribute to professional and practice development and improved quality of patient care. The NMPD have led on, and work in collaboration with nurse and midwife colleagues in service areas in Louth, Meath, Cavan and Monaghan to implement and deliver on a number of projects. They include:

I. Quality and Patient Safety
II. Practice Development
III. Continuing Professional Development and Education
IV. Leadership and Management Development
V. Research and Evidence Based Practice

I. Quality and Patient Safety
The NMPD Team works with Directors of Nursing and Midwifery in all services to ensure education and development programmes and initiatives are aligned to patient safety and improved quality of care. The NMPD continued to work with all services in the implementing the following national projects
• Nursing and Midwifery metrics
• LEAN Methodologies
• National Productive Ward Project
• Pressure Ulcers to Zero Collaboration

Service areas were supported in the adherence to regulations, standards and guidelines applicable to nurses and midwives in the delivery of safe, high quality standards of care (Nursing and Midwifery Board of Ireland, Mental Health Commission, Health Information Quality Authority, National Clinical Effectiveness Committee).

II. Practice Development
The NMPD team works in collaboration with nursing and midwifery colleagues to develop, support, implement and monitor Practice Development through the following initiatives.
• The Regional Practice Development Forum
• Regional Wound Product Review Group
• Clinical Supervision.
• HIQA Standards Support for ID Services

Priority areas for practice and professional development for midwives were addressed with cognisance of the recommendations from reports in relation to the maternal death in University Hospital Galway (HSE, 2013; HIQA, 2013), and the Midland Regional Hospital, Portlaoise Perinatal Deaths Report (DoH, 2014) as they apply locally. A RANP in Neonatology based in Our Lady of Lourdes Hospital was NMBI approved and implemented in 2014.
III. Continuing Professional Development and Education

The provision of continuing professional development to nurses and midwives is provided through access to support for third level educational opportunities, short courses, support to attend conferences, study days and seminars and the design and delivery of master classes within the region.

The NMPD provide support, advice and funding to Nurses and Midwives, who wish to undertake 3rd level post graduate education programmes or short continuing education programmes with 116 applications for third level programmes processed and approved for funding in 2014, an increase of 125% from 2013. Support is also made available to Directors and unit managers who may wish to introduce or expand on nursing and midwifery initiatives to improve the quality of patient/client care.

Last year the NMPD supported 160 applications for continuing professional and practice development initiatives funding, an increase of 33% on the previous year. Twenty seven applications were processed for research and innovation funding. These applications included support for nursing governance and practice development frameworks in Intellectual Disability Services and Older Person Services, support for a number of research projects and support for the nursing and midwifery quality care metrics initiative.

A series of Master classes were designed and facilitated by the NMPD in 2014 for all nurses and midwives in response to a needs analysis undertaken with Directors of Nursing and Midwifery and the Regional Nurse/Midwife Practice Development Coordinators Group. A number of key topics were identified which included Quality and Safety Issues, HIQA standards, NMBI Regulations; Midwifery related issues, Metrics and understanding Dementia. A total of thirteen Master Classes were hosted in 2014 and were attended by 355 staff.

The NMPD continue to work in collaboration with the area directors of nursing in Mental Health. This involves the exploration of opportunities to develop CNS and ANP roles. An education network was also established in conjunction with DKIT, regional CNME and Directors mental health nursing to explore education priorities.

IV. Leadership and Management Development Programmes for Nurses and Midwives

The NMPD continue to coordinate the work of the Regional Leadership and Management Steering Group, which comprises of representation from Directors of Nursing & Midwifery, Practice Development, NMPD and the National Leadership and Innovation Centre (NLIC). The objective of the Steering Group is to support the development of leaders at every level to ensure quality leadership of current healthcare reforms and future system transformation. The programmes were developed to address challenges specific to nurse and midwife leadership roles which examines the policy and practice issues inherent to health care leadership and the implications for corporate leadership. Leadership and Management Programmes developed and delivered through 2014 include:

- NMBI Category 1 approved programme for Senior Nurses and Midwives from all disciplines. Two programmes were delivered in 2014 with 20 participants on each.
- QQI FETAC People Management Certificate was delivered to CNM/CMM2 from all nursing disciplines across the region. Three programmes were delivered in 2014 with 24 participants on each.

Following on from both programmes, two separate networking groups have been established. The groups meet quarterly for the purposes of networking and continuing professional leadership development.
V. Research and Evidence Based Practice

The NMPD continues to progress the development of research capacity for nursing and midwifery teams in the North East and nationally. A number of research projects continued or were commenced in 2014;

**National Renal Project:** The validation of a renal dependency classification instrument for adult patients receiving haemodialysis treatments in an outpatient setting.

This research is a collaboration of the NMPD, The National Renal Office (NRO), the Irish Nephrology Nurses Association (INNA) and Dublin City University School of Nursing and Human Sciences. Data collection has been completed with observational data and qualitative findings available from three hospital sites. Analyses of data has been conducted and the first draft of the study report is under review.

**Intellectual Disability Project:** An analysis of the level of understanding of Service Users within the HSE North East residential disability services of the underlying principles of the National Standards for Residential Services for Children and Adults with Disabilities (January 2013).

This research was commissioned by the NMPD and has been conducted in collaboration with HSE North East Disability Services and Dundalk Institute of Technology (DKIT) Department of Nursing, Midwifery and Health Studies. Data collection consisted of 46 service users. Data analysis has been conducted and the first draft of the study report is being prepared.

**Irish National Adverse Events Study (INAES)**

The Irish National Adverse Events Study (INAES) is a national study, the aim of which is to quantify the prevalence and nature of adverse events in acute Irish hospitals before initiation of the National Clinical Programmes. The study is a joint project of the Royal College of Surgeons (RCSI) and Research Collaboration for Quality and Patient Safety (HSE/HRB/RCPI). Eight acute adult hospitals randomly selected from all over the country are taking part in this study with approximately 1,500 charts being reviewed for the identification of adverse events, by nurse and physician reviewers. The NMPD contributed to this study by providing a nursing resource to support chart review and data collection.

**Nursing and Midwifery Research Capacity Working Group**

A Regional Working Group to develop, support and sustain Research Capacity for Nurses and Midwives within the HSE DNE North East has been established. The aim of supporting nurses and midwives in relation to the research process, through prioritising areas for research and assembling details of the existing research capacity and expertise amongst nurses and midwives in the region. Terms of Reference and initial work streams for 2015 have been agreed.

**Explore the Knowledge and Practice of Healthcare Workers regarding Aseptic Technique**

The NMPD in collaboration with HSE Directors of Nursing, Service Managers and the DKIT Department of Nursing, Midwifery and Health Studies recognised the need to contribute to identifying evidence based practice of aseptic technique. Two separate research projects have commenced;

*Project 1:* To explore the knowledge and practice of healthcare workers regarding aseptic technique within community.

*Project 2:* To explore the knowledge and practice of healthcare workers regarding aseptic technique within hospitals.

**Development of an e Learning programme for Standard Infection Prevention & Control Precautions (IPC)**

The Dublin North East (DNE) Standard Precautions E learning Development Group was set up, to develop a framework document which would outline the minimum infection prevention and control training, required by all staff in HSE DNE, and which is based on the Infection Prevention and Control, Skills for Health document. The framework document can be used to ensure all staff has the right knowledge and skills to help prevent and control the spread of infections.
4. NMPDU Team Priorities 2015

As the reforms in health service structure and operation continue the NMPD Business Plan for 2015 focuses on supporting nurses and midwives in the delivery of high quality, safe, evidence based care. The reforms as outlined in Future Health – A Strategic Framework for Reform of the Health Service 2012 – 2015 and the HSE 2015 National Service Plan are the roadmaps for how the NMPD will support nurses and midwives. With the establishment of the Dublin North East Hospital Group and the Community Healthcare Organisation for Area 1 and Area 8 the NMPD Team are creating working networks in the reformed structures. The Office of Nursing and Midwifery Services Director, Area Director HSE Dublin North East, Directors of Nursing and Midwifery and Service Managers have identified the need to continue prioritization of quality and patient safety, practice development, continuing professional development, leadership and management development, and research and evidence based practice.

The NMPD will continue to enhance communication and networking with colleagues in the service areas. The allocation of professional and practice development funding for nurses and midwives will be administered and monitored according to National Financial Regulations (NFR). Allocation of funding will continue to be allocated in consultation with Directors of Nursing and Midwifery and Service Managers so as to ensure appropriate and effective use of resources, and to ensure funding is aligned to improving and enhancing quality of service user care.

The NMPD will continue to support capacity building within nursing and midwifery, including role development, role expansion, and competency development. There will be continued expert support in the introduction of nursing and midwifery quality care metrics to service areas. The Releasing Time to Care: Productive Ward Series will be supported and new sites will be encouraged. The provision of LEAN tools and support will continue to be provided.

Developing research capacity within the nursing and midwifery profession will be developed through structured, quality initiatives, including the work from the Research Group and support for research projects which will enhance service user care and service user experience. The introduction of a framework for Clinical Supervision for Nurses and Midwives offers an opportunity to self-monitor practice through reflection. Through discussing work practice clinical supervision also provides a forum for learning, obtaining support and enhancing patient/client care.
## 5. Priorities/Objectives for 2015

### Corporate and Clinical Governance

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| **Internal Communication**                           | 1. All NMPD Staff are informed of all NMPD projects, ONMSD updates and associated information.                                                                                                                                                                                                                                           | Q1–Q4 Regular Staff Meetings and Completion and Submission of Staff Reporting Template  
Q1–Q4 Twice yearly combined Ardee & Swords staff meetings                                                                                                                  |
| **External Communication**                           | 2. ONMSD and NMPD Projects, Initiatives, Supports and Achievements are communicated to wider external audience                                                                                                                                                                                                                                      | Q1–Q4 All team members contribute to the dissemination of Projects, Initiatives, Supports and Achievements to the wider external audience                                                                 |
| **Financial Management**                             | 1. Ensure compliance with HSE National Financial Regulations, ensuring VFM  
2. Allocate and Monitor budget allocation.                                                                                                                                                                                                                                                                                                    | Q1–Q4 Maintain effective, transparent and accountable internal financial system, Monthly reporting to ONMSD.  
Q4 Evaluation, review and assessment for all end of year reports from services                                                                                       |
| **Human Resource Management**                        | 1. Compliance with HR policies and implementing relevant processes                                                                                                                                                                                                                                                                                                                                   | Q1–Q4 Maintain accurate and updated staff records and adherence to deadlines                                                                                                                                    |
| **FETAC Level 5 HCA Programme**                     | 1. Effectively Manage the funding for FETAC level 5 HCA programme                                                                                                                                                                                                                                                                                                                                   | Q1–Q4 Ensure a HCA programme and funding utilized appropriately                                                                                                                                                |
| **Sponsorship HCA’s to train as Nurses/Midwives**   | 1. Ensure compliance with the requirements of the scheme                                                                                                                                                                                                                                                                                                                                           | Q1–Q4 HCA’s trained as Nurses Accountability in relation to sponsorship places                                                                                                                               |
| **Undergraduate Nursing Midwifery Programmes DKIT** | 1. Support and advice on issues which emerge in relation to students, clinical placements and programme design.                                                                                                                                                                                                                                                                                    | Q1–Q4 Participate in Meetings as scheduled                                                                                                                                                                       |
| **RCPI Clinical Advisory Group on Healthcare**      | 1. Contribute to the work of the National Hygiene steering group.                                                                                                                                                                                                                                                                                                                                   | Q1 Finalize and circulate revised national Hand Hygiene guidelines  
Q4 Completed biannual education for lead hand hygiene auditors  
Q 1–Q2 Participate in education committee meetings as scheduled                                                                                                         |
### Provision of Safe and Quality Care

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| **Nursing/Midwifery Quality Care Metrics**             | 1. To collaboratively establish agree and implement a standardise set of national nursing and midwifery quality care metrics using the Test Your care software.  
2. Take the national lead for the development of metrics for Maternity and ID services. | Q1-Q4 Introduction and support of the introduction of quality care metrics to, 2 OPS, 2 ID services and 2 mental services and 1 PHN service in the Northeast  
Q3-Q4 all core metrics which are being piloted will be reviewed amended and recirculated.  
Q1-Q4 present at regional conferences and seminars |
| **Releasing Time to Care**                              | 1. Continue to support the existing areas and new areas through education and advice and support the sites on the transitional phase to operational ownership of the process | Q1-Q4 Attend local PWS Meetings to advise and monitor progress  
Q1 –Q2 Work with DON and Project Lead to establish local internal resource to sustain RTC.  
Q1-Q4 Provide and deliver training with local PW Facilitator and Project Lead for new wards/units.  
Q1 –Q4 Contribute to the IQX hub. |
| **HSE Disability Services**                            | 1. Identify professional and practice development needs of nurses in HSE North East Disability Services  
2. Explore options to address gaps and agree on most appropriate, timely and cost effective approach. | Q1 Formal meeting with Directors of Nursing  
Q2 Undertake needs analysis as agreed by DONs  
Q2 Recommendations to address possible gaps in nurse education and development needs if required.  
Q2-Q4 Maintenance of network between NMPD and HSE Disability Services |
| **Health and Safety**                                  | 1. Ensure compliance with health and safety regulations.                    | Q1-Q4 Safe working environment maintained  
Q3 Safety Statement developed and approved  
Q4 All NMPD Staff are up-to-date on attendance to Fire Safety and Moving and Handling and Hand Hygiene Mandatory Training |
| **Nursing and Midwifery Leadership and Management Development Programmes** | 1. Support leadership and management capacity in nursing and midwifery posts within HSE North East | Q1-2 Develop and support the delivery of further CNM2 Programmes, PHN and Community RGN Programmes, CNS/CMS Programmes  
Q1-Q2 Complete the delivery of Programme 2 for DON, ADON/M, CNM3/CMM3 and PICs.  
Q1-Q4 Support the continuing professional development of past participants from leaderships programme by facilitating regular networking meetings and professional updates on leadership development topics. |
## Leadership and Innovation

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| Regional Director of Nursing & Midwifery Group | 1. Provide timely communication to Regional DoNMS of NMPD projects and initiatives.  
2. Ensure that NMPD are responding to nursing and midwifery priorities | Q1- Q4 Quarterly meetings  
Q1 Communicate formally to all DONM Members to establish commitment and notify of communication process  
Q1 Endorsement of NMPD Business Plan by Regional DoNMS |
| Regional Ethics Committee               | 1. Represent nursing and midwifery on the REC and HRAC Committees.           | Q1-Q4 Attend Scheduled REC meetings  
Q1-Q4 Review applications associated with meetings.  
Q1-Q4 Provide feedback to applicants in relation to Committee decisions and required amendments |
| Cross Border Network                    | 1. Build cross border network with NI Directors  
2. Identify potential working themes for nurses and midwives to work in collaboration.  
3. Work with HSE DNE CAWT Officers to progress CAWT applications | Q2 Meeting between DoNMs HSE North East and NHS NI Southern and South Eastern Trusts.  
Q3 Professional and/or practice development programme identified and designed for cross border delivery.  
Q3 Prepare CAWT application for submission in collaboration with DoNs |
## Continuing Professional Development

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<tr>
<td>Nurse &amp; Midwife Medicinal Product Prescribing ONMSD</td>
<td>1. Provide guidance and support to organisations on the structures and processes necessary for the good clinical governance to support the prescribing initiative 2. Build capacity of nurses and midwives undertaking the education programme in DNE</td>
<td>Q1 – Q4 Required governance structures in place Increased number of nurses and midwives undertaking the programme Increased number of RNPs and reduce time lag from completing programme to registration Collate and provide information and stats on the initiative Q2 – Q3 Availability of a national database Q2-Q4, Have reviewed the registration process and CPA renewal process and identify regulatory changes required. Q1 – Q4, Provide the required lectures to candidate prescribers in the various HEIs</td>
</tr>
<tr>
<td>Nurse Prescribing Ionising Radiation</td>
<td>1. Support and advise nurses in relation to nurse prescribing 2. Develop guidelines for prescribing ionising radiation for children</td>
<td>Q1 Meeting with local ionising radiation committees, when national guidelines are completed, to implement guidelines at a local level.</td>
</tr>
<tr>
<td>Advanced Nurse / Midwife Practitioner</td>
<td>1. To build on nursing/midwifery capacity within the region 2. Work with Dons and CNS to identify areas of role expansion opportunities within their work environment</td>
<td>Q1 Meet with the DONM for proposed Hospital Groups to establish their views and needs in relation to ANP development within the region Q1 Meet within CEO RCSI Hospital Group to establish plans for ANP/AMP post development. Q3 Met with Chief Nurse in the DNE Hospital Group and Community Healthcare Organisations and established needs in relation to ANP development with all HSE Services across the Region</td>
</tr>
<tr>
<td>Third Level Funding</td>
<td>1. Communicate to relevant nursing and midwifery staff re availability of funding. 2. Management and implementation of all third level funded course fee payments 3. Liaise with HEIs fees / accounts departments</td>
<td>Q1-Q2 Communication sent out via various channels Q1-Q4 Process 3rd level Funding applications, record applications type letters and forward to relevant parties and keep records Q2-Q4 Implement a process for follow up that programmes funded have been successfully completed and research has been submitted to Lenus Third level course fees are paid in a timely manner</td>
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## Continuing Professional Development

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<tbody>
<tr>
<td><strong>Clinical Nurse/Midwife Specialists</strong></td>
<td>1. Explore, advise and support the development of new CNS/CMS posts.</td>
<td>Q1-Q4 Required processes followed for the development of posts and provide updates at Regional Directors and NMPD meetings.</td>
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<tr>
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<td>2. Continue to maintain database of NE CNS and CMS posts</td>
<td>Q1-Q2 Communicate agreed interim approval process to DoNMs, N&amp;M PDC and Service Managers. Update lists of current and new CN/MSs</td>
</tr>
<tr>
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<td>3. Review Job Descriptions and ensure the required processes are adhered to for the development of CN/MS posts</td>
<td>Q2 Facilitate the delivery and review of a CN/MS leadership and development programme</td>
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<td>4. Facilitate the delivery of a CN/MS Development programme within the region</td>
<td>Q3 –Q4 Facilitate the delivery of a 2nd CN/MS leadership and development programme.</td>
</tr>
<tr>
<td><strong>Midwifery Services</strong></td>
<td>1. Work with and support MPDC, Midwife Managers and Directors in identifying the ongoing Professional and Practice Development needs for the region.</td>
<td>Q1-Q4 Provide the support p for the required for professional / practice development needs for midwives and midwifery managers in the region</td>
</tr>
<tr>
<td></td>
<td>2. Plan for and organise series of Masterclasses for 2015 throughout the region for all nurses and midwives.</td>
<td>Q1 Work with Senior Midwife and DONs in Cavan General to establish and agree priority development needs.</td>
</tr>
<tr>
<td></td>
<td>2. Apply for NMBI Continuing Education Units (CEUs) for each new master class</td>
<td>Q1- Q4 Support the implementation of professional development projects and initiatives to address identified professional development needs</td>
</tr>
<tr>
<td><strong>Regional Nurse &amp; Midwife Master Classes</strong></td>
<td>1. Plan for and organise series of Masterclasses for 2015 throughout the region for all nurses and midwives.</td>
<td>Q2- Q3 Review and evaluate professional development support provided to Cavan Maternity Team</td>
</tr>
<tr>
<td></td>
<td>2. Apply for NMBI Continuing Education Units (CEUs) for each new master class</td>
<td>Q1 and Q3 Agreed topic, content and speakers for Master Classes</td>
</tr>
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<td>Q1 Secure funding and speakers.</td>
<td>Q1 Secure funding and speakers.</td>
</tr>
<tr>
<td></td>
<td>Q1-Q4 Successful organisation and delivery of regional master classes.</td>
<td>Q1-Q4 Successful organisation and delivery of regional master classes.</td>
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<td>Distribution of information and presentations regarding Master Classes</td>
<td>Distribution of information and presentations regarding Master Classes</td>
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<td>Q4 Maintain record of Nurse and Midwife applicants and attendees</td>
<td>Q4 Maintain record of Nurse and Midwife applicants and attendees</td>
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<td>Q4 Evaluation report complete</td>
<td>Q4 Evaluation report complete</td>
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## Continuing Professional Development

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| **Regional Board Management RCNME** | 1. Ensure the vision and policies underpinning the provision of RCNME education are consistent with service plans, regional and national strategies  
2. Make decisions with regard to the allocation of Continuing Nursing/Midwifery Education monies. | Q1-Q4 Coordinate and chair three meetings in 2015  
Q2 Funding allocated to match RCNME 2015 requirements  
Q1 Communicate formally to all DONM Members to establish commitment and notify of communication process |
| **HSE North East Clinical Supervision for Nurses and Midwives** | 1. Finalise policy on Clinical Supervision (CS) for nurses and midwives in North East – Dublin NE.  
2. Promote CS concept across all nursing and midwifery area’s | Q1 – Ratification of policy  
Q1 & Q2 - Attend nurses and midwives meetings to provide overview of CS project  
Q1 Select nursing/midwifery sites for implementation of CS for phase 1 & 2 of implementation plan  
Q1-Q2 Engage external supervisors to provide CS phase 1  
Q2 – Q4 Imageon CS phase 1  
Q1 – Select nurse/midwife supervisors for CS phase 1 & 2  
Q1-Q2 – obtain accreditation for educational supervisor module  
Q2 - deliver educational module for CS supervisors.  
Q2- Q3 - Deliver educational workshops on CS for all nurses and midwives participating in CS for phase 1 & 2 of implementation plan  
Q4 – Conduct audit on CS post 6 months phase 1 |
| **National Project: Verification of Death by Nurses** | 1. Identify key stakeholders and agree membership of the National Advisory Group and National Working Group with the ONMSD Director  
2. Scope the aims and objectives of the project including drivers for the project and explore, identify and name potential risks for the project  
3. Develop a Project Plan for approval by Working Group and Advisory Group. Undertake a Literature Review to support evidence based practice | Q1 Establish and agree aims and objectives of project with ONMSD Director  
Q1 Invite proposed members of Advisory and Working Groups to inaugural meeting.  
Q1 Complete and present Project Plan and Risk Log to ONMSD Director and Advisory Group for endorsement  
Q1 Complete, collate and report on Literature Review  
Q1 –Q2 Three Advisory Group Meetings  
Q2 –Q3 Present preliminary report and recommendations to Advisory Group  
Q3 Complete Project and present final report to ONMSD |
### Practice Development

#### List Priorities

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<th>Practice Area</th>
<th>Objectives</th>
<th>Target Output</th>
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<tbody>
<tr>
<td>Continuing Professional and Practice Development (CPPD) (Local Initiative) Funding</td>
<td>1. Inform all relevant staff of the availability of funding</td>
<td>Q1 Appropriate amendments applied to confirmation of funding process, application and evaluation form. Q1 Communication to be circulated to Directors N/MPDCs and relevant managers re the funding process for CPPD initiatives. Q1-Q4 Process CPPD (Local) Initiative Funding Applications, record applications, type letters PDF them and forward to relevant parties and record receipt of reports. Ensure that appropriate project funding issued to relevant service areas.</td>
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<tr>
<td>Research and Innovation</td>
<td>1. Communicate to key stakeholders in relation to the availability of funding 2. Ensure alignment of applications to strategic priorities of the HSE 3. Management and implementation of all research and innovation funded projects payments / journals</td>
<td>Q1-Q4 Applications for Research and Innovation (R&amp;I) processed in a timely manner. Q1 – Q2, Communication to be circulated to Directors N/MPDCs and relevant managers re the funding process for CPPD initiatives. Q4 All updates / evaluation reports received at end of year. Q1-Q4 Appropriate project payments issued to relevant vendor / journals processed for service areas.</td>
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<tr>
<td>Regional Nurse Midwife Practice Development Forum</td>
<td>1. Update group on national and regional developments.</td>
<td>Q1-Q4 NMPD attendance at meetings Provide support to the group in researching solutions to identified needs of nurses of the region Q1-Q4 Provide feedback to NMPD team and CNME as required Q1 NMPD Officers network and complete review of the structure and work of Nurse/Midwife Practice Development Forums nationally. Q1 NMPD Officers have invited DoNMs, PIC and/or Service Managers to nominate representatives from all disciplines.</td>
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<tr>
<td>BLS Training</td>
<td>1. Deliver at least 4 BLS training sessions in the RCNME</td>
<td>Q1-Q4 Delivered 4 BLS training sessions.</td>
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<tr>
<td>Development of Framework for developing an E-learning programme for Standard Precautions.</td>
<td>1. To liaise with HSE/Land in relation to the development of the e-learning programme. 2. To provide updates on progress as requested by the Regional HCAI/AMR Committee</td>
<td>Q1-Q4 Attend all scheduled meetings to develop eLearning programme. Provide support to the group and contribute to the development of the programme.</td>
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| HSE Disability Services Preparation for HIQA | 1. Complete research report of level of understanding of service users of the national standards for Disability Services  
2. Dissemination of findings to key stakeholders and wider audience  
3. Explore options to address any identified needs for service user education and development | Q1 Revisions to draft report undertaken  
Q1-Q2 Research Report complete and endorsed by Steering Group  
Q2-Q3 Communicate findings to key stakeholders and wider audience – to include the planning and organisation of a Launch of project findings  
Q2-Q3 Develop Plan to address possible gaps in service user education and development needs if required.  
Q2-Q4 Maintenance of network between NMPD and HSE Disability Services  
Q2-Q4 Encourage and support submission of abstracts to appropriate symposia and conferences and presentation of findings if accepted  
Q2-Q4 Encourage and support publication of findings in professional journals |
| Asepsis Research Acute                  | 1. To explore the knowledge and practice of healthcare workers regarding aseptic technique within the acute setting (Cavan/Monaghan hospitals).                               | Q1-Q4 NMPD attendance at meetings to provide support to the group in researching solutions to contribute to the design and management of research process.  
Q1-Q4 Provide feedback to NMPD team and CNME as required  
Q2-Q3 Communicate findings to key stakeholders and wider audience. |
| Asepsis Research Community              | 1. To explore the knowledge and practice of healthcare workers regarding aseptic technique within the community setting (Cavan/Monaghan).                                                   | Q1-Q4 NMPD attendance at meetings to provide support to the group in researching solutions to the design and management of research process.  
Q1-Q4 Provide feedback to NMPD team and CNME as required  
Q2-Q3 Communicate findings to key stakeholders and wider audience. |
| Renal Dialysis Patient Dependency Project | 1. Complete the final phase of Renal Dialysis Patient Dependency Project.  
2. Communicate to DoNs and Renal Nurses in 15 National sites  
3. Report findings to Project Steering Group, ONMSD and National Renal Office and wider audience | Q1-Q2 Revisions to draft report on final phase of project undertaken  
Q1-Q2 Report on Final Phase completed and endorsed by Project Steering Group  
Q2 Communicate findings to key stakeholders and wider audience  
Q2-Q4 Encourage and support submission of abstracts to appropriate symposia and conferences and presentation of findings if accepted  
Q2-Q4 Encourage and support publication of findings in professional journals |
## Research & Evidence Based Practice

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<td>Research Capacity Group</td>
<td>1. Develop, support and sustain Research Capacity for Nurses and Midwives within the HSE DNE North East</td>
<td>Q1-Q2 Identify existing research capacity in North East by identifying research projects currently being undertaken in the Region; areas where RANP and CNS/CMS are employed and any research being undertaken by specialist practitioners; resources available through library services, REC, DKIT: Clinical Information Systems; Sources of research funding Q2 Compile information on existing capacity and make accessible to staff form of an information leaflet and possibly electronically. Use available literature to identify and prioritise areas for development. Q3 Devise plan, endorsed by the Working Group, to address gaps in research capacity in the NE. Q2-Q4 Encourage and support dissemination of findings of nursing and midwifery research projects being undertaken in the Region. Q2-Q3 Plan and deliver programme for professional development in writing for publication, abstract and poster preparation. Q3-Q4 Organise research symposium to showcase nursing and midwifery research being undertaken in the North East. Q2 Review application forms for Research and Innovation and Third Level funding from the NMPD Funding to encourage wider dissemination of findings. Q1-Q4 Maintain and develop links with Regional Library Services and Higher Education Institutes and researchers in NMPDs nationwide. Q1-Q4 Maintain and develop awareness of research funding opportunities for nurses and midwives.</td>
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<tr>
<td>Leadership &amp; Management Evaluation</td>
<td>1. Disseminate the findings of the Evaluation Report of Programme 1 of the Leadership and Management Development Programme for DONs, ADON/M, CNM3/CMM3 and PICs.</td>
<td>Q1-Q2 Disseminate of evaluation report Q1-Q2 Prepare and submit article for submission to Professional Journal Q1-Q4 Submit abstracts for poster or oral presentation at appropriate symposiums and conferences Q1-Q4 Present findings if accepted at appropriate symposiums and conferences.</td>
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<tr>
<td>HSE North East Clinical Supervision for Nurses and Midwives</td>
<td>1. Explore research instruments to measure effectiveness of Clinical supervision process 2. Obtain ethical approval to conduct research in the nursing sites who are participating in clinical supervision process</td>
<td>Q2 &amp; Q3- Conduct research pre-commencement of CS process phase 1 &amp; 2.</td>
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