



# **Regional Centre of Nurse and Midwifery Education**

## **Annual Report 2021**

**HSE-Dublin North**

**Connolly Hospital**

**&**

**St Ita's Campus**

**February 2022**

## **Table of Contents**

## **Page No.**

Foreword	3
1. REGIONAL CENTRE OF NURSE AND MIDWIFERY EDUCATION STAFF	4
2. OVERVIEW OF REGIONAL CENTRE OF NURSE AND MIDWIFERY EDUCATION	5
3. PROGRAMMES	6
4. CONTINUING RESPONSE TO COVID-19 /CYBER-ATTACK	6
5. ICT ADAPTATION	7
6. CLASSROOM MANAGEMENT SYSTEM	7
7. QUALITY ASSURANCE	7
8. QUALITY AND QUALIFICATIONS IRELAND	7
9. NEW INITIATIVES & PROGRAMME DEVELOPMENT	8
10. ACTIVITY 2021	10
11. PROFESSIONAL DEVELOPMENT OF STAFF	12
12. A SNAPSHOT OF RCNME PROGRAMMES, FACILITATORS AND LEARNERS IN 2021	13
13. Appendix	15

## **Foreword**

I am pleased to present the 2021 annual report for the Regional Centre of Nurse and Midwifery Education (RCNME). This report reflects the achievements and outcomes for the RCNME over the last year.

During 2021 we continued to work through the impact of COVID 19 but in May with the onset of the Cyber-attack the year turned out to be like no other. The staff worked through the challenges that they faced and as a result they responded rapidly to service needs, adapted training, implemented innovative and new ways of working and designed new programmes, while also ensuring the provision of quality assured education and training for registered nurses and midwives.

I would like to acknowledge the effort and commitment by all staff in the RCNME, they have worked tirelessly to meet all training needs in the region.

We also recognise the valuable contribution of the Board of Management, the Office of Nursing, Midwifery Services Director, and the support from Hospital Management at Connolly Hospital & St Ita's Campus. I would in particular like to thank Ms. Anne Brennan, Director of Nursing, Midwifery, Planning and Development for her ongoing support of the RCNME.

All programmes in the Centre run in collaboration with the clinical services, I would also like to extend our gratitude to the clinical nursing staff of all grades that have made a significant contribution in the successful provision of programmes.

There have been changes to the staffing in the RCNME in 2021. Firstly, I would like to welcome Ms. Áine Lavin and Ms. Rosita Mathias in to their new posts in 2021, both Specialist Coordinators.

Ms. Shamine Bhika, Administrative Officer, left her post to take up a Grade V position with the Ireland East group, we wish Shamine well in her new post.

Finally I would like to acknowledge the retirement of our friend and colleague Ms. Anna Maria Luddy, Specialist Coordinator. We would like to acknowledge her contribution to education and training in the region and wish her well in her retirement.

Ms. Vivienne Browne

Director

## 1. REGIONAL CENTRE OF NURSE AND MIDWIFERY EDUCATION STAFF

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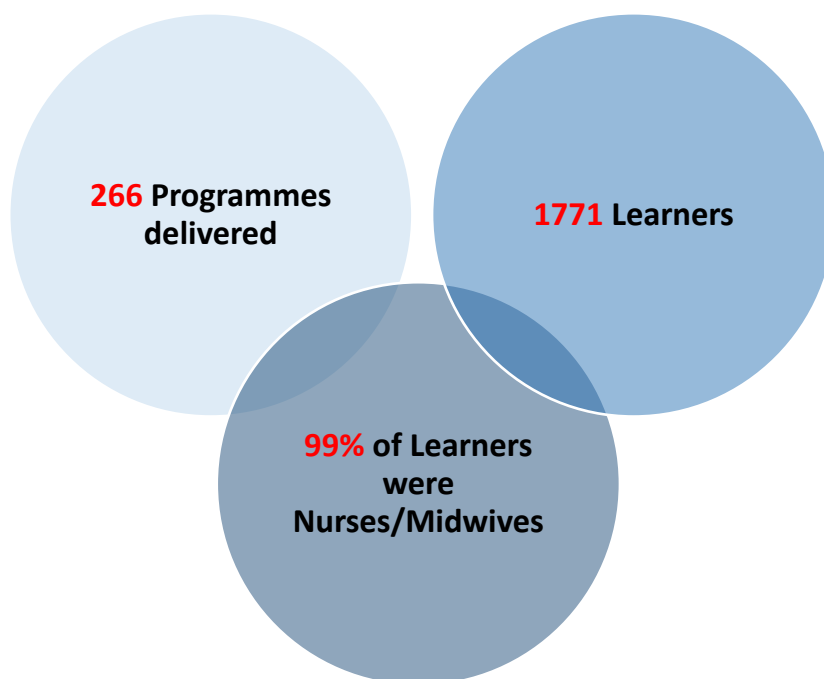
## 2. OVERVIEW OF REGIONAL CENTRE OF NURSE AND MIDWIFERY EDUCATION

The Regional Centre of Nurse and Midwifery Education (RCNME) is bi-located on two Campuses: Connolly Hospital, Blanchardstown & St Ita's Campus, Co. Dublin. The Centre provides education and training for nurses, healthcare assistants and other professional grades in order to enhance patient care, service delivery and to promote professional and competence development of nursing and midwifery. Central to the provision of education and training is to enhance patient safety and quality of care reflecting the priorities of the Health Service. The RCNME makes a contribution to the knowledge and skills of healthcare professionals that in turn has a positive influence in the economic, social and health of society in general and of the HSE regions served by the RCNME.

The RCNME works in collaboration with Directors of Nursing & Midwifery in the region represented by a Board of Management to support the strategic objectives set out in the HSE National Service Plan (2021) and the HSE Corporate Plan (2021-2024).

There are 38 services in the catchment area served by the RCNME including Acute, Maternity, Paediatric, Specialist Services, Older Adult, Mental Health Services, Addiction, Intellectual Disability Services, Community Public Health Nursing Services which collectively employ almost **6,500 nurses** and midwives (approximately 15% of the national public Nursing & Midwifery workforce). In 2021, 1771 healthcare personnel attended the RCNME for training, accessing over 266 scheduled education programmes approved by Regulatory, Professional and Academic bodies as appropriate.

The RCNME reports to the Nursing, Midwifery, Planning and Development (NMPD) located in HSE Swords HQ as part of the Nursing and Midwifery Service Director (ONMSD) and also work closely with RCNMEs nationally. The RCNME also links with stakeholders such as HEI's, NMBI, and other HSE agencies.



### 3. PROGRAMMES

The RCNME continued into 2021 working in response to the COVID-19 pandemic. In January we attempted to provide a full suite of programmes but with the onset of the Delta variant programmes were halted with participants needed to provide support to the clinical areas. In March we again returned to our calendar of events and began providing programmes which the staff had adapted while continuing to ensure the safety of participants in the classroom. In May the Cyber-attack happened, at this point staff continued to provide planned programmes and creating many innovative ways to engage with staff. Throughout the year there was a major focus on training up Vaccinators to support the vaccination programme.

#### 4. CONTINUING RESPONSE TO COVID-19/CYBER-ATTACK

The staff in the RCNME had to adapt training, implement innovative and new ways of working and designed new programmes to respond to the current circumstances. Face to face sessions had to adapt to ensure a safe environment for participants, this was achieved by reducing the number of attendees for each session and this subsequently resulted in an increase in the frequency of sessions. This created an added burden to staff to deliver more sessions to meet the huge demand for training. Figure 1 below demonstrates the comparisons between number of programmes delivered in 2019 (prior to the pandemic) versus 2021 and number of attendees in the same two years. In 2021 there was an increase of 50% of programmes delivered compared to 2019 due to social distancing and the need to ensure a safe learning environment for staff.

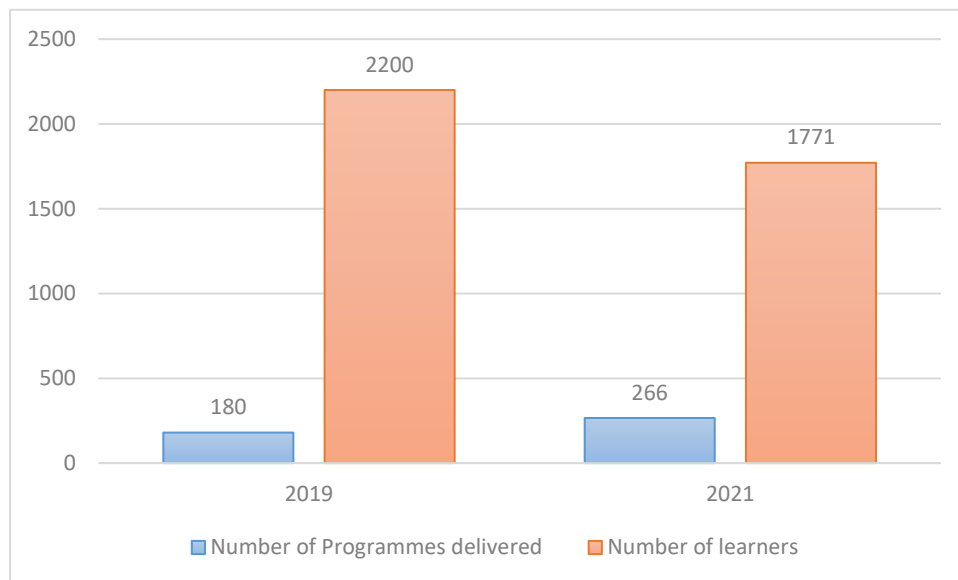


Figure 1

## **5. ICT ADAPTATION**

Within the RCNME the method of delivery of programmes changed in 2020 to integrate online platforms. This involved staff been trained on these online platforms, upgrading of IT systems and adapting of existing programmes for online delivery. The staff in the RCNME also liaised with clinicians involved in teaching, assisting them with the conversion of their lectures to the online platforms. Throughout 2021 the staff in the Centre continued to develop their IT Skills with two staff members completing a Certificate in eLearning Instructional Design Programme.

## **6. CLASSROOM MANAGEMENT SYSTEM**

This was our first year of using the new booking system for learners to access the RCNME suite of programmes, it went live in December 2020. This system is hosted on HSELand.ie and it allows learners register for courses online using an automated booking system. The system also allows for monitoring of numbers booked for courses and to record attendance. There is also a facility for learners to evaluate programmes online and subsequently to receive certificates.

This system was affected by the Cyber-Attack in May and bookings reverted to paper based system. In September we returned to the online system.

## **7. QUALITY ASSURANCE**

The RCNME plays a key role in supporting registered nurses and midwives in mandatory education, CPD and in the development of new competencies and maintenance of core competencies that leads to personal and professional growth. The Centre aims to provide the highest quality of standards in education and training that is evidenced based and supports best practice whilst developing nurses/midwives and healthcare professional's capacity for independent critical thinking and lifelong learning in response to service needs. Quality assurance is maintained by ensuring that the needs of learners and the organisation are met. The Centre quality assures programmes through the Nursing & Midwifery Board of Ireland approval process, collaborates and co-operates with other professional bodies in achieving the aims of the RCNME whilst offering awards validated by Quality and Qualifications Ireland which are recognised nationally and internationally.

## **8. QUALITY AND QUALIFICATIONS IRELAND**

Quality and Qualifications Ireland (QQI) was established as a state agency by the Quality Assurance and Qualifications (Education Act 2012). Its main responsibility is to maintain standards of education within the national framework of qualifications. In addition, it acts as an awarding body, set standards for those awards and validates education programmes. It also has the responsibility of reviewing the effectiveness of provider's quality assurance. The RCNME is accredited with QQI since 2009.

## **8.1 REENGAGEMENT WITH QQI**

The RCNME is reengaging with QQI to receive Quality Assurance for the next 5 years. For the first time the RCNME is collaborating with all Centres of Nursing & Midwifery Education nationally to submit one Quality Assurance document for approval to QQI, under the auspices of the ONMSD,. Going forward this group will be known as the Consortium of Centres of Nursing and Midwifery Education (CCNME). This submission took place on 1<sup>st</sup> July 2021. QQI responded to the submission and identified 10 mandatory changes that needed to be made prior to QA being confirmed. These changes were grouped into four workstreams i) Governance, ii) Learner Supports iii) Teaching, Learning & Assessment Strategy, iv) Blended Learning Strategy. The RCNME was involved in this process and in particular with two workstreams i.e. Teaching, Learning & Assessment Strategy and Blended Learning Strategy. It is expected that resubmission to QQI will take place on the 18<sup>th</sup> February 2022. Upon receiving Quality Assurance all Centres in the country will have the option to deliver programmes at levels 5-8 as long as they are compliant with the ONMSD/QQI quality assurance process.

## **9. NEW INITIATIVES & PROGRAMME DEVELOPMENT**

The RCNME was involved in two new initiatives, four QQI National Curriculum Development groups and developed three new programmes this year:

### **9.1 NEW INITIATIVES**

#### **9.1.1 Vaccinator training – response to national need**

The Centre was involved in the delivery of vaccinator training to new vaccinators who were to work supporting the national vaccination programme. This training involved Basic Life Support and Anaphylaxis. While these programmes were not new to the RCNME, the staff provided multiple programmes to all staff who requested training, the provision of these programmes increased by 150% and 391% respectively over the year compared to previous years.

#### **9.1.2 Delivering vaccinations**

Two staff members were involved in the vaccination of staff and the public in Connolly Hospital Vaccination Hub. Each vaccinator committed to one day a week from February –July.

### **9.2 CURRICULUM DEVELOPMENT GROUPS**

The Centre is currently involved in the development of four curriculums for QQI at levels 5 – 8.

#### **9.2.1 Certificate in Referring for Radiological Procedures for Nurses QQI Level 8.**

The programme of education Certificate in Nurse Authority to Refer for Radiological procedure aims to provide learners with the theoretical knowledge and clinical experience necessary to ensure that upon successful completion they have the knowledge, skills and competence to refer adults and children for medical radiological and other imaging procedures, safely and within their scope of practice. This programme is open to all registered



nurses working within healthcare settings where the need for such a service is prioritised. Participating nurses must be nominated by their Directors of Nursing and supported by their Local Implementation Teams.

Two similar programmes are proposed and will offer nurses the choice to refer for adults only or children only depending on their specific discipline and service need.

### **9.2.2 Certificate in Psychosocial Interventions for Nurses QQI Level 8**

This programme of education Certificate in Psychosocial Interventions for Nurses aims to equip nurses with the knowledge and skills to apply psychosocial interventions safely and appropriately with service users and their families/carers within his/her scope of nursing practice. It is proposed that nurses who successfully complete this programme of education will be more confident, recovery orientated practitioners who can lead out on the types of services planned for in 'Sharing the Vision' (2020).

### **9.2.3 Health Service Skill Award QQI Level 5**

The Health Service Skill Award is a national programme which aims to educate healthcare assistants/support staff to contribute to safe, quality person centred care in a variety of health and social care settings. The learner will acquire the necessary competency standards of knowledge, skills, attitudes and behaviours to deliver quality care while working under the direction and supervision of the registered nurse/midwife.

### **9.2.4 Medicines Management for Disability Services QQI Level 5**

Based on the Framework for Medicines Management in Disability Services (2019), the Medicines Management in Disability Services Education Programme provides a national standardised, evidence based programme for safe management of medicine by staff employed in Disability Services funded by the HSE.

The aim of the Medicines Management programme for Disability Services is to ensure that staff supporting the individual with their medicines management and administration, can access appropriate education, training and assessment, enabling them to perform this role safely and successfully for people with Intellectual Disability and/or physical and sensory Disability.

## **9.3 NEW PROGRAMMES**

### **9.3.1 The Nursing Management of a Covid-19+ patient requiring CPAP**

This programme was designed based on an identified service need from Connolly Hospital. The aim of this programme is to equip nursing staff with the knowledge and skills to safely manage a Covid-19 positive patient requiring CPAP for the management of hypoxaemia.

### 9.3.2 An Introduction to Cardiac Rhythm Analysis for Nurses (3 day programme)

In Connolly hospital it was identified that cardiac monitoring was taking place in units where staff had no prior training in cardiac rhythm analysis. The Centre responded to this request and a 3 day programme was designed. The aim of this programme is to enable nurses to acquire the knowledge, skills and attitude to competently assess, implement and evaluate care for patients with cardiac rhythm related abnormalities.

### 9.3.3 The Nursing Management of a Patient with a Tracheostomy: Using a Multi-Disciplinary Approach to Care

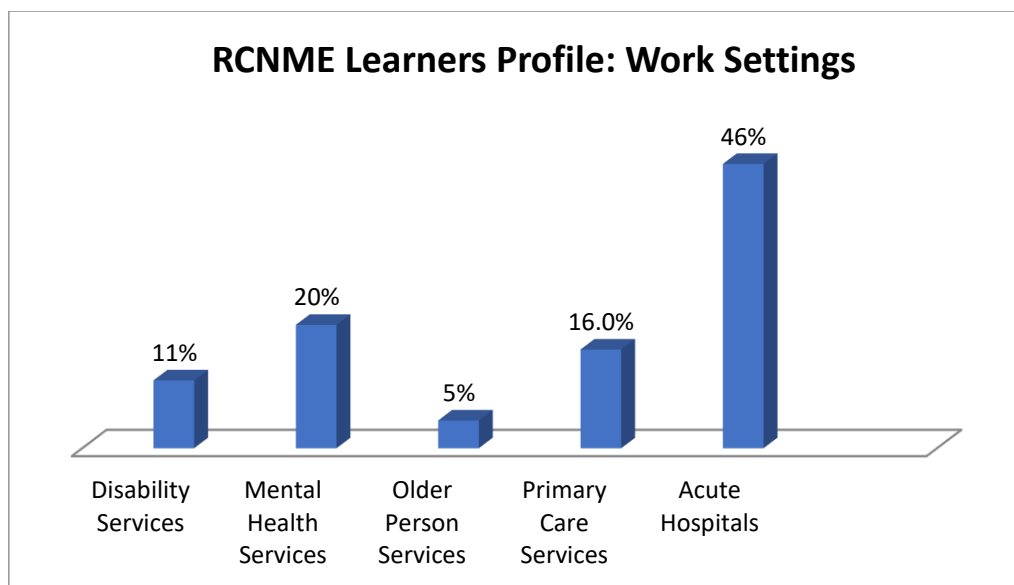
The Nursing Management of a Patient with a Tracheostomy Programme was also requested by Connolly Hospital this half day programme was designed and to equip nursing staff with the knowledge and skills to safely manage a patient with a tracheostomy which incorporates a multi-disciplinary approach to care.

## 10 ACTIVITY 2021

The RCNME delivered two hundred and sixty six (266) programmes to one thousand, seven hundred and seventy seven (1771) participants in 2021. The number of programmes delivered remains steady during the pandemic but the number of participants attending courses has increased by 13% since last year. Below is a profile of learners work settings (10.1) and a list of the programmes provided over the last year, the number of times the programmes ran, and the total number of staff who attended the programmes in RCNME (10.2).

### 10.1 PROFILE OF LEARNERS

The following is a representation of the work settings the learners on our programmes are from:



## 10.2 RCNME ACTIVITY

Name of programme	No. of programmes provided	Overall total of all staff who attended
AED Refresher	4	4
Anaphylaxis Training	50	176
Anaphylaxis Train the Trainer programme	1	1
Assessors Course Venepuncture & IV cannulation	1	8
Basis Life Support	11	40
Basis Life Support Heartcode	28	91
Caring for Older Adults in Acute Care	2	16
Combined Venepuncture & Peripheral Intravenous Cannulation	14	41
Diabetes Management Training	2	13
ECG workshop COVID 19 Community Assessment Hubs	1	2
Effective Recording and Report Writing for Healthcare Staff	1	13
Essential Physical Health Care Nursing Skills	1	10
Final Journeys Training	1	12
Interim Blended Preceptorship Preparation Programme	30	108
Intravenous Administration of Medications a Blended Prog	27	86
Introduction to Cardiac Rhythm Analysis for Nurses	1	8
Introduction to Nursing Process	2	305
Introduction to Research Methodologies	3	305
Link Practitioner Programme- Infection Prevention and Control	4	41
Male Urethral Catheterisation Training for Nurses	1	4
Male Urethral Catheterisation and Suprapubic Re-Catheterisation Training for Nurses and Midwives Assessors	2	8
Male Urethral Catheterisation and Suprapubic Re-Catheterisation Training for Nurses and Midwives	5	38
Managing Actual and Potential Aggression (MAPA)	6	34
Managing Challenging Behaviours in Practice	1	30
Medical Surgical Programme Enhancing Clinical Practice	1	10
Non Invasive Ventilation for Nurses-BiPAP	2	18
People Moving & Manual Handling	27	142
Peripheral Intravenous Cannulation Blended Learning Prog	2	2
Policy, Procedure, Protocol and Guideline Training	1	6
Recording 12 lead ECG Train the Trainer Education Programme	2	9
Recording 12 lead ECG Workshop for Nurses	9	40
Return to Nursing Practice Programme-Psychiatric	1	2
Return to Nursing Practice Programme - General	1	6

Solution Focused Nursing Workshop	1	33
Subcutaneous Fluids	1	6
The Nursing Management of a COVID-19+ Patient requiring CPAP	4	43
TMVA Breakaway/Control and Restraint	2	30
Tracheostomy Study Day	1	5
Venepuncture Blended Learning Programme	11	44
Wellness Recovery Action Plan (WRAP)Level 1	1	11
<b>Totals</b>	<b>266</b>	<b>1771</b>

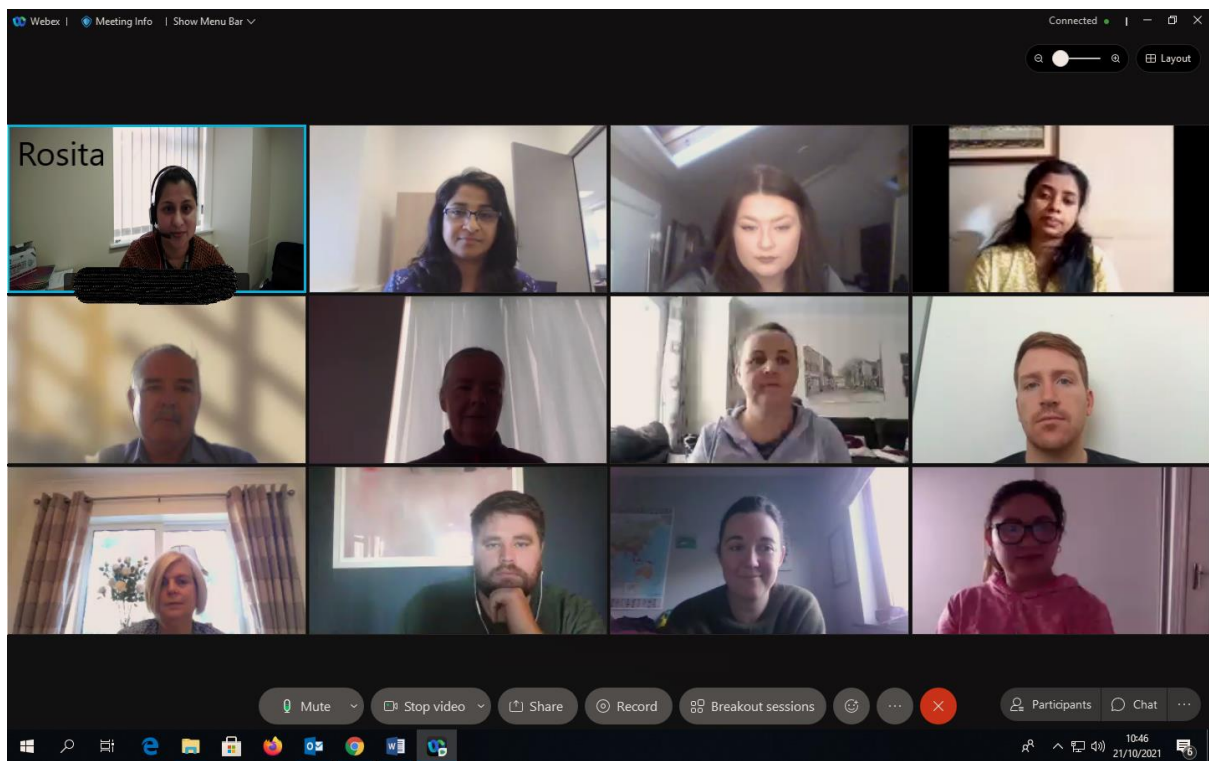
## 11 PROFESSIONAL DEVELOPMENT OF STAFF

The staff in the RCNME are committed to continuing professional development and over the year have attended conferences, workshops clinical supervision and formal education programmes to upskill in their areas of expertise. The mode of delivery of these programmes varied: distance learning; blended learning; e-learning; face-to-face and self-directed learning. Appendix 1 contains a list of all the training attended by staff.

### 11.1 STAFF MEMBERSHIP OF NATIONAL AND LOCAL GROUPS

RCNME Board of Management, Dublin North.	Connolly Hospital Library group.
Quality and Qualifications Ireland Quality Assurance Consortium Oversight Group.	National Anaphylaxis Education Group
National Advisory Committee Nurse Referral for Radiological Procedures.	National Strategic Psychiatric/Mental Health Nursing Group.
National working group to develop a 'Guidance Document on Infection Prevention and Control Practices in Relation to Delivering Face to Face Education during the COVID-19 Pandemic'	National working group – Developing a guidance framework in Psychosocial Interventions for nurses working in mental health services.
Association of Directors of Centres of Nursing and Midwifery Education.	Chairperson National Teaching Learning & Assessment Strategy Workstream QQI
National Critical Care Clinical Facilitators Group	ONMSD Return to Nursing and Midwifery Practice (RTNMP) Steering Group.
Curriculum Development Group for Medicines Management for disability Services QQI Level 5	Curriculum Development Group for Certificate in Psychosocial Interventions for Nurses QQI Level 8
Curriculum Development Group for Health Service Skill Award QQI Level 5	Curriculum Development Group for Certificate in Referring for Radiological Procedures for Nurses QQI Level 8.

## 12 A SNAPSHOT OF RCNME PROGRAMMES, FACILITATORS AND LEARNERS IN 2021



*Rosita Mathias with Figi Savio and participants of the Infection Prevention & Control Link Practitioner Programme October 2021*



*Elizabeth Campbell & Áine Lavin with participants of the Return to Nursing Practice Programme*



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*Participants practicing the skill of Male Urethra Catheterisation with Andrea Collins, Clinical Skills Facilitator & Catheter Care Specialist Nurse Community*

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*Shamine Bhika & Anna Maria Luddy*

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## 13 APPENDIX

### STAFF CONTINUING PROFESSIONAL DEVELOPMENT 2021

Programmes	Venue
Administration of Covid-19 Vaccines for Registered Nurses and Midwives	HSE LanD
AMIRC Aseptic Technique	HSE LanD
AMIRC Basics of Infection Prevention and Control	HSE LanD
AMIRC Hand Hygiene	HSE LanD
AMIRC Standard Based Precautions	HSE LanD
An Introduction to Child First.	HSE LanD
Basic Life Support	Tayleur/Connolly
Basic Life Support Instructor Renewal	Irish Heart Foundation
Basic Life Support Instructor Course	Berrick Emergency Response Training
Blended Learning Strategy Workshop	Online- David Denieffe, IT Carlow
Children's First Act	Online
Clinical Link Role	Mental Health Day Hospital
Controls Assurance Review Process (CARP) training	online
COVID 19 End of Life Care	HSE LanD
Covid-19 Assessment and Recognition among people with Intellectual Disability	HSE LanD
Covid-19 Medication Management	HSE LanD
COVID-19- Infection Prevention and Control	HSE LanD
Delivering Change in the Health Services- Complete Guide	HSE LanD
Difficult People: Can't Change Them, so Change Yourself	HSE LanD
Display Screen Equipment: User Awareness	HSE LanD
Education Programme for Registered Nurses and Midwives to Administer COVID-19 vaccine	HSE LanD



Essentials Professional Certificate in eLearning Instructional Design Programme	Flexlabs/ Digital Learning Institute
Exploring Innovative Methods of Assessment	The Open University
FET Validation: non-CAS workshop	QQI
Fire Extinguisher Training	Taylor/Connolly
Fire Theory Training	HSElanD
Graduate Certificate in Health Professions Education	UCD
Hand Hygiene	Online
HSE Best Practice Guidance for Mental Health Services	HSElanD
HSElanD Building for the future	online
HSElanD eLearning Showcase	online
I-Care programme - One Day Leadership Programme for Nurses and Midwives	NCLC
Intramuscular Injection Technique	HSElanD
Introduction to Quality Improvement	HSElanD
Launch - National Self-Assessment Framework to Enhance Knowledge and Skills for the PMH Midwife CMM2	ONMSD Online
Managing Bullying in the Workplace HSA	online
Manual Handling Practical	Taylor/Connolly
Manual Handling Theory	Online
Mental Health Act 2001	Online
National Anaphylaxis Education Programme for Healthcare Professionals	HSElanD & RCNME, Taylor House, Portrane, Co Dublin.
National Financial Regulations training	online
NCLC Executive Leadership Programme for Directors of Nursing and Midwifery Online	HSE ONMSD National Clinical Leadership Centre for Nursing and Midwifery (NCLC) and the RCSI Institute of Leadership
Nursing & Midwifery Digital Health Capability Framework	online
Nursing Care Planning	HSElanD



Observing and Responding to Seizures	HSElanD
PA Enquiry	HBS- HR
Palliative Care Needs Assessment Module 1	HSElanD
Palliative Care Needs Assessment Module 1	HSElanD
Policies, Procedure and Guidelines	RCNME- DN, Tayleur
Professional Diploma in Clinical Supervision	School of Nursing, Psychotherapy & Community Health, DCU
Putting on and taking off PPPE in acute healthcare settings	HSElanD
Recovery in Mental Health	HSElanD
Respiratory Care	HSElanD
Return to Work Seminar COVID- 19	HSElanD
Safety Interventions Instructor Training (MAPA)	Crisis Prevention Institute
SAP Navigation	HBS- HR
Storing and Managing Vaccines	HSElanD
Teaching and Learning Tricky Topics	The Open University
Time Administration (Time Managers Workplace)	HBS- HR
The Fundamentals of GDPR	HSElanD
The Nursing Management of Adults with Type II Diabetes Mellitus	HSElanD
Training for Existing STORM Facilitators Online	Facilitated online by STORM UK
Version 3 Covid-19 AstraZeneca	HSElanD