Royal College of Surgeons in Ireland
Coláiste Ríogana Máinila in Eirinn

Faculty of Nursing and Midwifery
Annual Report

1ST JULY 2015 – 30TH JUNE 2016

Carney, M., Jacob, M., Kearns, T. & Peppard, P. (November 2016)
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Introduction

The Board of the Faculty of Nursing and Midwifery consists of a Dean and twelve members who constitute the Board of the Faculty and it is bound by the constitutions of the Royal College of Surgeons in Ireland and the Council of the College. The Faculty of Nursing and Midwifery Dean’s Medal (pictured below) is mounted on a black background with eight stars symbolising the essential qualities of leadership.

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This Annual Report outlines the activities of the Faculty of Nursing and Midwifery, Royal College of Surgeons in Ireland (RCSI) from the 1st of July 2015 to the 30th of June 2016.
The Dean’s Report

As Dean of the Faculty of Nursing and Midwifery, it gives me great pleasure to update you on the activities within the Faculty during the past last year, and to share with you the Annual Report for 2015-2016. Welcome to current and past fellows of the Faculty. This has been a busy year for the Faculty of Nursing and Midwifery.

The past twelve months has seen the delivery of a number of initiatives that advance the major goals of the Strategic Plan 2014-2019. The Faculty aims include excellence in leadership through the continued success of the Annual Research Conference, increase in Fellowships awarded and the development of strategic partnerships with health service organisations nationally and internationally that have contributed to the Strategic development of the Faculty and its international development. Several important milestones occurred during the year. I briefly present each one and you will see more information presented in further pages of this Annual Report.

Strategic Development

The 40th Anniversary which occurred in 2014 provided the Dean and Board of the Faculty with the opportunity to examine structures and governance for the future. In 2012, the Faculty Board appointed PwC to undertake a review to identify the governance that depicts best practice internationally from quality and governance perspectives, including developing the Faculty and School of Nursing in compliance with the National Framework of Qualifications. Professor Thomas Kearns was appointed Executive Director of the Faculty in 2014, to lead the Faculty forward under the direction of the Dean and Board. The Strategic Plan 2014-19 was put into operation this year and sets the Faculty on course for academic growth and development in the areas of professional development and competences for nurses and midwives, Fellowship enlargement at national and international levels and consolidation of the Faculty’s position within the Surgery and Postgraduate Faculties Board (SPFB).

Fellowships in Nursing and Midwifery 2015-16

A number of Fellowships were awarded in 2015/16. Fellowships in Nursing and Midwifery form the key to the Faculty’s renown and take different forms: Fellowships by Examination, Honorary Fellowships and Fellowship Ad Eundem. Honorary Fellowships are awarded in recognition of recipient’s outstanding
contribution to society. Seven Fellowships Ad Eundem and ten Fellowships by Examination were awarded during the RCSI Conferring Ceremony on December 7th 2015.

Appointment of New Board Members
A number of Fellows were appointed to the Faculty Board during the year and attended their first Board meeting on June 23rd 2015.

Appointment of Honorary Associates
A new honorary role was introduced by the Faculty in 2015, entitled Honorary Clinical, Education and Research Associates. A further nine were awarded following approval from the Faculty Board and ratification from the RCSI Surgery and Post Graduate Faculties Board (SPFB). The role recognises the work of nurses and midwives in the development of Faculty programmes and initiatives.

Surgery and Post Graduate Faculties Board (SPFB)
SPFB Meetings were held on four occasions. The Board consists of Deans from other college Faculties. Meetings are chaired by the college President, Mr. Declan Magee. The Dean of the Faculty is a member of the SPFB. A report is prepared by the Executive Director in relation to Faculty activity and presented at every SPFB meeting. Professor Carney was elected Vice-Chair of the SPFB and chaired the meeting on April 30th 2016.

The 35th Annual Research and Education Conference
The 35th Annual Research and Education Conference of the Faculty took place in RCSI on 1st /2nd March 2016. The Conference, first held in 1981, is the longest running nursing and midwifery research conference held in Ireland and speakers are usually of international stature. On my own behalf, Executive Director, the Vice Dean, and Board of the Faculty I wish to thank all Fellows, academic and administrative staff who supported the Faculty during the year and without whom the journey would have been a lot harder.

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Professor Marie Carney
Dean
Faculty of Nursing & Midwifery
Ms. Mary Jacob’s Report (Dean, March 2016 to Present)

The 36th Annual International Nursing and Midwifery Research and Education Conference meetings are underway for planning the Conference which will take place on 1st and 2nd March 2017. The theme is “Nursing and Midwifery Professional Values- The Key to Effective, Safe and High Quality Person-Centred Care”.

The Conference Opening Ceremony takes place on Wednesday evening 1st March 2016 and the Opening Address will be delivered by Mr Niall Breslin. This will be followed by the Honorary Fellowship Conferring and the Annual Dinner. The Faculty will award three Honorary Fellowships, to individuals who have demonstrated exceptional leadership and outstanding work across both nursing and midwifery and who have strongly influenced and impacted on the health and well-being of society. I am delighted to announce that Honorary Fellowships will be awarded to:

- Mr Niall Breslin, Mental Health Advocate, Musician and former Leinster Rugby Player;
- Ms Emily Logan, Chief Commissioner of the Irish Human Rights and Equality Commission; formerly the first Ombudsman for Children in Ireland and Director of Nursing AMNCH. Ms Logan will deliver the opening address on the conference day;
- Mr John Murray, Vice President Nursing and Midwifery Board of Ireland.

A Master-class will be held prior to the Conference, entitled “Leadership: Transforming Professional Values into Practice”.

Vacancy on the Faculty Board
The position of Vice-Dean of the Faculty of Nursing and Midwifery was filled at the March Board Meeting; Dr Theresa Frawley was elected Vice Dean of the Faculty.
Ad Eundem Fellows December 2016

The following candidates have been approved by the Faculty Board and by the Surgery and Post Graduate Faculties Board for Ad Eundem Fellowship at its last meeting in April.

- Dr Nabila Almeer (Deputy Chief Supreme Council of Health Nursing Affairs Hamad Medical Corporation)
- Dr Peter Carter (Consultant and former CEO RCN)
- Professor Lisbeth Fagerstrom (Professor of Nursing University College Southeast Norway)
- Dr Sinead Hanafin (Director, Research Matters Ltd.)
- Professor Josephine Hegarty (UCC)
- Professor Agnes Higgins (TCD)
- Professor Abbey Hyde (UCD)
- Professor Brendan Mc Cormack (Queen Margaret University Edinburgh)
- Dr Martin Mc Namara (Dean, UCD)
- Dr Alessandro Stievano (research coordinator centre for nursing excellence in Rome).

The 97th Irish Nurses and Midwives Organisation (I.N.M.O.) Annual Delegate Conference Dinner

The Dean of the Faculty of Nursing and Midwifery attended the dinner on behalf of the Faculty in Killarney on 6th May 2016. Representatives from professional nursing and midwifery organisations attended including representation from the Nursing and Midwifery Board of Ireland, the Irish Association of Directors of Nursing and Midwifery and the Psychiatric Nurses Association of Ireland.

Rotunda Hospital Research Day June 2016

The Dean attended the Research Day in the Pillar Room, Rotunda Hospital. Dr. Sam Coulter-Smith, Consultant in Obstetrics & Gynaecology, Rotunda Hospital welcomed the participants. Topics included Maternal and Foetal aspects of Group B Streptococcus, Thrombocalc: Personalised Postpartum Venous Thromboembolism Risk Assessment in a High-Throughput Environment, Rotunda Neonatal Research. The invited speakers included Dr. Maeve Eogan, Dr. Jennifer Donnelly, Dr. Karen Flood, Consultant Obstetricians and Gynaecologists Rotunda Hospital, Dr. Richard Drew, Consultant Microbiologist, Rotunda Hospital and Children’s University Hospital, Prof. Jack Lambert, Consultant in Infectious Diseases, Rotunda and Mater Misericordiae Hospitals, Prof. Naomi McCallion, Consultant Neonatologist, R.C.S.I. Rotunda
Hospital. The Research Day was well attended by consultant obstetricians and gynaecologists, nurses and midwives.

Mary Jacob

Ms. Mary Jacob, Dean
Faculty of Nursing & Midwifery
Faculty Milestones/Activities 2015/2016

Commemoration for Nurse Elizabeth O' Farrell
RCSI is famous in relation to one celebrated woman of the 1916 Rising, Countess Markievicz and the College honours her for her role in the Rising and the role of the College during this historic time. One of the most iconic photographs associated with the 1916 Rising is the one of Padraig Pearse surrendering to Brig. General Lowe. Standing beside Pearse (although occluded) is Nurse Elizabeth O’ Farrell. Nurse O’ Farrell tended the wounded in the GPO and she was entrusted by Connolly and Pearse to negotiate the surrender. She was subsequently requested to take Pearse’s orders to the Volunteers throughout the city over two days. A part of the “Road to the Rising” RTE presented a programme dedicated to Nurse O’ Farrell airing on the 11th May 2015.

As part of the 35th Annual International Nursing and Midwifery Education and Research Conference in 2016, the Faculty and RCSI commemorated the role played by Nurse O’ Farrell who subsequently had a long and distinguished career as a Midwife in the National Maternity Hospital in Holles Street, Dublin. The Faculty Board at its meeting of the 25th March 2015 approved the unveiling of a plaque in honour of Nurse Elizabeth O’ Farrell in the RCSI during Conference 2016. Furthermore, it was agreed that Dr Ann Mathews, Republican Historian and Professor Gerard Fealy, Nurse Historian would be invited to deliver a joint Keynote address on the 3rd of March 2016. This proposal was approved by Professor Cathal Kelly, CEO/Registrar and the centenary commemoration committee of the RCSI.

Fellowships in Nursing Awards 2015-16
Fellowships in Nursing and Midwifery form the key to the Faculty’s renown and take different forms: Fellowships by Examination, Honorary Fellowships and Fellowships Ad Eundem. The first Fellowships by Examination were awarded in 1976 to 20 nurse and midwife graduates. Today the Fellowship by Examination takes into account the prior learning, clinical and educational qualifications and leadership skills of nursing applicants and is based on portfolio and viva voce examination.

Fellowships (Strategic Objective 3.1)
Dr. John Adams was appointed External Examiner to the Fellowship 2014-2017. The following 10 candidates were reviewed by the internal assessors Prof. Carney and Mr. Kearns and by the External Examiner Dr. John Adams and successfully completed the Viva Voce examination.
The Dean recommended the following candidates for the award of Fellowship by Examination to the Faculty Board. These were approved by the Faculty Board on the 23rd of September 2015 and by the SPFB on October 27th 2015 and graduated at the Fellows, Members & Diplomates Conferring Ceremony in RCSI on December 7th 2015 (pictured below).

- Mr Paul Mahon, Senior Education Coordinator, Beaumont Hospital
- Mr Patrick Browne, RANP, Galway University Hospital
- Ms Judith Foley, A/Chief Education Officer, Nursing & midwifery Board of Ireland
- Ms Anne Marie Burke, Tutor, School of Nursing and Midwifery, RCSI
- Ms Maria Neary, Education Officer NMBI (Retired)
- Ms Lasarina Maguire, Programme Manager Stewarts Care
- Ms Bridget Murray, Tutor, School of Nursing and Midwifery, RCSI
- Ms Julie Sprakel, Head of Community Engagement, RCSI, Bahrain
- Ms Naomi Fitzgibbon, CNM3, Irish Cancer Society
- Ms Marie Courtney, Professional Development Coordinator, Practice Nursing.
Fellowship Ad Eundem

The Dean recommended the following candidates for the award of Fellowship Ad Eundem to the Faculty Board. These were approved by the Faculty Board on the 23rd of September 2015 and by the SPFB on October 27th 2015 and graduated at the RCSI Faculties Fellows, Members & Diplomates Conferring Ceremony in RCSI on December 7th 2015.

- Dr Lampros Bizas, Treasurer, European Council of Nursing Regulators (Greece)
- Professor Dragica Simunic, President, European Council of Nursing Regulators (Croatia)
- Professor Mircea Timofte, President, European Council of Nursing Regulators (Romania)
- Professor Genarro Rocco, Vice President, European Council of Nursing Regulators (Italy)
- Professor Gerard Fealy, Professor of Nursing, UCD (Ireland)
- Dr Franklin Shaffer, CEO, Commission on Graduates of Foreign Nursing Schools (USA)
- Ms Annette Kennedy, Vice President, International Council of Nurses (Ireland).

Honorary Fellowships 2015 - 2016

Honorary Fellowships are awarded in recognition of recipient’s outstanding contribution to society and were awarded to:

- Ms Norah Casey, former nurse and publisher
- Ms Anna Shakespeare, CEO, St Michael’s House, Dublin
- Dr Dianne Cooney Miner, St. John Fisher College, Rochester, New York, USA

Ms. Norah Casey pictured displaying her Honorary Fellowship Scroll 2016

Prof Thomas Kearns, Executive Director, Faculty of Nursing & Midwifery; Mr. Declan J. Magee, President of RCSI; Ms. Norah Casey, Honorary Fellow; Prof Marie Carney, Dean, Faculty of Nursing & Midwifery; Prof Cathal Kelly, Chief Executive/Registrar
The first Honorary Fellow of the Faculty of Nursing and Midwifery was Mother Teresa of Calcutta, in 1992. The former President of Ireland, Mrs. Mary McAleese was awarded an Honorary Fellowship in 1999 and is pictured below with Professor Barry O'Donnell, President, RCSI and Ms. Augusta Fitzsimons, Former Dean, Faculty of Nursing & Midwifery.
Appointment of New Board Members

Three Fellows were appointed to the Faculty Board during the year. Official RCSI Signing for Appointment of new Board Members took place on May 20th in the presence of the Dean, CEO/Registrar’s nominee, Vice Dean, Hon. Secretary and Executive Director. Board Members were ratified at the Faculty Board Meeting on Wednesday 25th June 2016. Their term of office will be of five years duration, from June 25th 2016 to June 2020. New Board members are:

- Dr Michael Shannon
- Dr Catherine O'Neill
- Ms Judith Foley

Dr Michael Shannon  
New Board Member  
November 2015 – November 2020

Dr Catherine O’Neill  
New Board Member  
September 2015 – September 2020

Ms. Judith Foley  
New Board Member Representing the NMBI  
April 2016
Appointment of Honorary Associates (Strategic Objective 3.3)

A new honorary role was introduced by the Faculty in 2015, titled Honorary Clinical, Honorary Teaching and Honorary Research Associates. The role recognises the work of nurses and midwives in the development of Faculty programmes and initiatives and in support for the Faculty. A total of nine candidates were awarded the title “Honorary Associate” in 2015/2016 following approval by the Faculty Board and SPFB ratification. Congratulations were extended to the new Honorary Associates from both the Faculty of Nursing & Midwifery and the Surgery and Post Graduate Faculties Board (SPFB).

- Dr Saed Azizeh, Honorary Clinical Associate, Senior Mental Health Nurse, North West Mental Health Service (HSE), Connolly Hospital, Blanchardstown
- Mr Martin Duignan, Honorary Clinical Associate, RANP Emergency, Our Lady’s Hospital, Navan
- Ms Lynda Gibbons, Honorary Clinical Associate, RANP Emergency, Our Lady’s Hospital, Navan
- Ms Sharon Hough, Honorary Clinical Associate, RANP Gastroenterology, St James’s Hospital, Dublin
- Ms Mary McDonnell (Harvey), Honorary Teaching Associate, Clinical Course Coordinator Coronary Care, Beaumont Hospital, Dublin
- Ms Siobhan Mc Fadden, Honorary Research Associate, Cardiovascular Research Nurse, Molecular & Cellular Therapeutics (MCT), Royal College of Surgeons in Ireland
- Ms Joanne O’ Brien, Honorary Clinical Associate, RANP Pain Management, Beaumont Hospital, Dublin
- Ms Mary O’ Reilly, Honorary Teaching Associate, Practice Development Coordinator, Rotunda Hospital, Dublin
- Mr Marcel Steenkist, Honorary Clinical Associate, RANP & Cognitive Behavioural Psychotherapist, HSE-DML-Laois-Offaly Mental Health Services.

35th Annual Research and Education Conference

The Faculty of Nursing and Midwifery successfully hosted the 35th International Nursing & Midwifery Research & Education Conference on Wednesday 2nd & Thursday 3rd of March 2016. The conference theme was: ‘Maintaining Professional Competence: Continuing Professional Development and Patient Centred Outcomes’.

More than 200 nurses and midwives attended the event to discuss the latest developments in Competence, Continuous Professional Development and Patient Outcomes in Nursing and Midwifery. Speakers from
Ireland, the USA, Canada, the UK, Australia and the Middle East spoke on Competence, Continuous Professional Development and Patient Outcomes across a broad range of professional scopes of practice including, undergraduate and post graduate education and training, critical care; older person and aged patient care; mental health and disability nursing; cancer care and palliative care; neonatal and children’s nursing; and midwifery and maternal scopes of practice.

Dr Siobhan O’Halloran, Chief Nursing Officer at the Department of Health, Ms Judith Foley A/Chief Education Officer, Nursing & Midwifery Board of Ireland (NMBI) and Keynote Speaker Ms Deanna Williams, President of Dundee Consulting, Toronto, Canada were among those who addressed the Conference. The Nursing & Midwifery Board of Ireland awarded 6.5 Continuing Education Units (CEU’s) to the Conference. Delegates attended from around the globe, including, the United Kingdom, the United States of America, Croatia, Spain, Portugal, the Kingdom of Bahrain, Jordan, Sweden and Taiwan and of course Ireland. This conference is now recognised as the oldest of its type in Europe.

An interdisciplinary Master-class on the use of ePortfolios in Assessing Competence and Continuing Professional Development took place on the afternoon of Wednesday the 2nd of March prior to the Conference’s opening address, conferring ceremony and dinner. Presentations were delivered by;

- Mr Steve Pitman, Institute of Leadership, RCSI
- Mr Paul Cullen, Medical Validation Ireland, RCSI (MVI)
- Dr Catriona Bradley, Irish Institute of Pharmacy RCSI (IIoP)
- Mr Chris Peat, Axia Interactive, UK
- Ms Marie Kilbride, Nursing and Midwifery Leadership-HSE

The Faculty conference was opened on March 2nd by Ms. Norah Casey who was one of three Honorary Fellows who were conferred at the annual conference. Mr. Declan Magee, President of RCSI, opened the Annual Conference. In welcoming guests to the Conference, Prof. Marie Carney, Dean said that “the conference, first held in 1981, is the longest running nursing and midwifery research conference held in Ireland”. Professor Thomas Kearns’ Executive Director’s Report, presented later in this report, contains further details of Conference Keynote and Plenary speakers and award winners.
Dr. Siobhan O’Halloran, Chief Nursing Officer, Department of Health, Ireland, is pictured addressing conference delegates

Prof. Thomas Kearns, Executive Director, Faculty of Nursing & Midwifery, is pictured addressing the Conference

Honorary Associate Awards 2016

Prof. Marie Carney, Dean, Faculty of Nursing & Midwifery; Ms. Eileen Maher, former Dean and Board Member, St Luke’s Cancer Research Fund, Ms. Katherine Grams, Best First Time Presenter Award, pictured during the presentation of the St. Luke’s Cancer Research Awards

**Surgery and Post Graduate Faculties Board (SPFB)**

There were four SPFB meetings held during the year on 29th October 2015, 17th December 2015, April 28th 2016 and June 22nd 2016. Prof Marie Carney chaired the SPFB Board on April 30th in the absence of the President Dr. Declan Magee.

Prof Marie Carney represented the Faculty at the Faculty of Radiologists Annual Conferring and Dinner; Faculty of Dentistry Annual Conferring and Dinner, the Faculty of Sports and Exercise Medicine Annual dinner and the Charter Day dinner.
Conferring Ceremony November 2015 Student Awards

At the National University of Ireland November 2015 Conferring Ceremony, 422 nurses received academic nursing awards at BSc, Higher Diploma, and MSc levels. A further 35 nurses/midwives were awarded with an MSc in Nursing. Prof Marie Carney, Dean represented the Faculty Board at the Ceremony and called the award winners forward to receive their award from the President of RCSI, Mr. Declan Magee. The following medals were awarded at the ceremony

Mary Frances Crowley Medal
The Mary Frances Crowley medal was awarded to Ms. Gillian O'Brien, who successfully completed the MSc Programme in the RCSI.

National Florence Nightingale Committee of Ireland Medal
The National Florence Nightingale Committee of Ireland medal was awarded to Ms. Mary Winters, who successfully completed the BSc Nursing Programme in the RCSI.

Rose Lanigan Medal
The Rose Lanigan Medal was awarded to Ms. Annmarie Ormond, who successfully completed the Nurse Prescribing Programme in the RCSI.

Catherine Cummins Gold Medal
The Catherine Cummins Gold Medal was awarded to Ms. Catherine Prendiville, who successfully completed the Post Graduate Diploma in Nursing (Orthopaedic Nursing) Programme in the RCSI.

Professor Marie Carney presents the Florence Nightingale Medal & Mary Frances Crowley Medal
Executive Director Report

35th Nursing and Midwifery Annual International Nursing and Midwifery Research and Education Conference, February 2015 (Strategic Objective 3.2)

The Faculty hosted a very successful 35th Annual Research and Education Conference. There were over 200 attendees and 18 sponsors and exhibitors. Income and expenditure for the 2015 conference indicated a modest profit. Summary evaluation data from the conference indicated very positive feedback.

Opening Ceremony: Wednesday 2nd March 2016 (Opening Address)

The conference opened with an address from Ms. Norah Casey who was awarded an Honorary Fellowship of the Faculty of Nursing and Midwifery, the highest honour the Faculty can bestow. The Honorary Fellowship was awarded in recognition of her contribution to Irish Society and the role of women in society.

Annual Conference Dinner

The Annual Conference Dinner followed the opening address and conferring ceremony. One hundred and fifty five guests and delegates enjoyed the evening. The musical accompaniment for the evening was provided by The Alpha Quartet.

Annual Conference Day

More than 200 nurses and midwives attended the event to hear speakers from 14 countries including the USA, the United Kingdom, the Middle East and Ireland on the latest developments in areas such as ageing and palliative care; wound management and tissue viability; acute, intensive and emergency care; community and primary health care; and midwifery and mental health issues.
Invited Keynote and Plenary Speakers

Commemorative Address
A unique Commemorative Address was delivered by Dr Ann Matthews and Professor Gerard Fealy, as 2016, marked an important historical milestone for the country and the Royal College of Surgeons in Ireland.

Dr Ann Matthews

Dr Matthews completed a PhD on ‘Women in Republican Politics 1900-1941’ and has taught at Pearse College, Crumlin and at the National University Maynooth. She has also been involved in diverse research studies, and lectures on all aspects of her work. Her first book, based on her PhD was published in 2010 as Renegades: Irish Republican Women, 1900-1922, with the second following in 2012 as Dissidents: Irish Republican Women 1922-1941.

The courage of Elizabeth O’Farrell in 1916

Dr Matthews’ presentation focused on Elizabeth O’Farrell and explained how O’Farrell carried the surrender for the Rebel Army on the 29th and 30th April 1916. She was part of the Rebel Army’s Women’s section. She was not a nurse at this point in her life.
However, she was trained in first aid similar to the VAD nurses of the International Red Cross. Dr Matthews’ presentation concentrated on the early part of her life from her birth in Dublin and explained how this working class woman became involved in the Nationalist movement in the early 1900s.


**Professor Gerard Fealy**

Gerard Fealy is Professor of Nursing and Associate Dean for Research, Innovation and Impact at the UCD School of Nursing, Midwifery and Health Systems. A former Dean of Nursing and Head of School at UCD, he is a UCD graduate with an Honour’s Bachelor’s Degree in nursing (UCD, 1989), a master’s degree in education (UCD, 1995) and a PhD in education (UCD, 2003). A registered nurse, he has a background in medical and coronary intensive care nursing.

Professor Fealy is a researcher in the field of social gerontology. He is the Director of the National Centre for the Protection of Older People at UCD, leading a programme of research into aspects of abuse and mistreatment of older people and is currently leading a HRB-funded project on resilience in family caregiving. He is also a researcher and writer on policy in nursing and midwifery and has been principal investigator on several national studies on the development of the nursing and midwifery resource, including the *National Review of the Scope of Practice Framework* (NMBI) and the *National Clinical Leadership Needs Analysis* (HSE), and he has conducted studies leading to the development of national clinical guidelines on behalf of the Department of Health. He has secured research funding of €3.8m for 25 separate funded projects.
Professor Fealy is also a nursing historian and has published several books, including *A History of Apprenticeship Nurse Training in Ireland*, the seminal study of nurse training in Ireland (Routledge, 2006), *The Adelaide Hospital School, 1859–2009* (Columbia Press, 2009) and *Equal Citizens: Sunbeam House Services, 1874–2014* (Sunbeam House Trust, 2014). He has also published the edited volume *Care to Remember* (Mercier, 2005) and, with Hallett and Malchau Dietz, co-edited *Histories of Nursing Practice* (MUP, 2015). He is a member of a several international committees, including the Editorial Board of the *Journal of Clinical Nursing* and is Honorary Associate Professor at the University of Queensland. In 2015 he was awarded a Fellowship Ad Eundem from the Faculty of Nursing and Midwifery, Royal College of Surgeons in Ireland. Professor Fealy delivered a presentation entitled “A very Great Strain: Nursing in Ireland in time of Conflict, 1914 – 1919” which explored the context of the 1916 Rising.

**Keynote Address**

**Ms Deanna Lynne Williams**

Ms Williams graduated with her BSc in Pharmacy degree from the Faculty of Pharmacy, University of Toronto and is licensed as a pharmacist in Ontario. Her experience includes active practice in both hospital and community pharmacy settings, senior policy work within the Ontario government’s Ministry of Health and Long Term Care and leading the Ontario College of Pharmacists, Canada’s largest pharmacy regulator. She retired from her position at OCP in June, 2011.

Under Deanna’s leadership, the Ontario College of Pharmacists initiated a number of changes in Pharmacy practice in Ontario, while ensuring the necessary safeguards and accountability for public safety and protection. The College’s Quality Assurance Practice Review process implemented in 1997 demonstrates clear linkages between continuous professional development (CPD) and continuing competency of pharmacists and is recognized as a model program for health professions nationally and internationally. In December 2010, Ontario became the first jurisdiction in Canada to formally regulate Pharmacy Technicians, and changes to the Pharmacy Act put forth under Deanna’s tenure, have given rise to an enhanced scope of practice for pharmacists in Ontario through the addition of the following new authorized acts: prescribing, administering a substance by injection or inhalation, and performing a procedure on tissue below the dermis.
In 2010, Deanna was recognized by the international regulatory community when she became the first recipient of the CLEAR International Award for Regulatory Excellence. Since retiring from OCP, Deanna has been consulting in areas relating to professional and occupational regulation in Canada, the US and abroad. In March of 2014, Deanna was appointed as the first Risk Officer for the Retirement Homes Regulatory Authority and is responsible for independently reviewing, assessing, and reporting on the effectiveness of that regulator in protecting the residents of retirement homes in Ontario. In addition to her consulting work, Deanna has served as a Member of the Finance and Audit Committee of the University of St Michael's College, University of Toronto and is currently the Chair of the Board of Directors of Haldimand War Memorial Hospital in Dunnville, Ontario.

Ms. Williams delivered a paper entitled “CPD – A foundation for Safe and Competent Care”. In this keynote presentation, she shared her perspectives, based on experience in Canada and internationally, regarding Continuous Professional Development (CPD) in regulated health professions. She explored why engagement in CPD is important; why assessment to ensure such engagement is meaningful and why model(s) chosen must be ‘educational, not punitive’. Interestingly, she identified how Ontario’s process for pharmacists, has demonstrated clear links between CPD engagement and ongoing competency; identified interesting trends and most importantly, showed why regulated health professionals must embrace and not oppose CPD.

**Plenary Address**

**Dr Dianne Cooney Miner**

Dr Dianne Cooney Miner is the founding dean of the Wegmans School of Nursing at St John Fisher College, Rochester, New York. A member of the American Academy of Nursing, her career reflects substantive accomplishments related to influencing and improving patient care through the vehicle of nursing education. She is a member of the New York State Board for Nursing, and a founding board member of ANA NY, a new state affiliate of the American Nurses Association and the Institute for Nursing – New York State Nursing Workforce Center. Working to overcome barriers to NP practice, she secured funds for a Nurse Managed Center to provide primary care to vulnerable populations in Rochester, NY and is the founding editor of the DNP Forum, the first online journal focused on the dissemination of DNP clinical practice scholarship.
A former member of the board of trustees of Thompson Health, she now serves on the board of the Children’s Agenda, The Children’s Institute and as a member of Finger Lakes Health System Agency Regional Commission on Community Health Improvement. Dr. Cooney-Miner also served as co-chair of the Finger Lakes Health Care Systems Agency Community Engagement Project: BP Control in the Inner City. She has been recognized for her leadership as a finalist for the Athena Women’s Leadership award and as a winner of the Rochester Business Alliance health care leadership award. A member of the Mayor Lovely Warren’s Mayor’s Health Weight Council, in the summer of 2015 she was appointed to the Rochester Monroe Anti-Poverty Initiative Committee on Health and Nutrition. Her research interests focus on high performance work teams and she is currently part of study with Brown University and the Veterans Administration on interdisciplinary team performance in VA Community Living Centers.

Dr Cooney Miner delivered a paper entitled “Aligning Regulatory Practices in Service to the Greater Good: The US Consensus Model for APRN Regulation” in which she explored the failure of the nursing profession to adopt regulatory practices that align education, licensure and certification and explored how this violated both the values that embody the profession and social contract that directs it. She discussed how the inability to develop consensus on the scope of practice, professional roles, criteria for entry into practice and the continuing education activities that promote competency puts patients at risk, places health care organisations in jeopardy and creates significant barriers to the advancement of the profession. She outlined contributory factors such as professional autonomy, governance, state’s rights, and costs and identified the absence of a uniform model of regulation. She also explored the transformative work of The Consensus Model for APRN Regulation that aligns education, licensure, accreditation and certification, which provides a standard for regulatory oversight of advanced practice nursing.

Plenary Address
Dr Katerina Kolyva

Dr Katerina Kolyva is Director, Continued Practice at the NMC, in UK. She leads on revalidation, education, standards development, quality assurance of education and midwifery supervision. Her key focus is on the delivery of the education strategy and the revalidation model. Katerina has been a senior policy adviser on health and social policy for the European Commission and European Parliament. In that role she contributed to policy implementation in the fields of education, health, research and development. In 2004, Katerina was invited to lead the business strategy of a network of European nursing
regulators. Katerina holds a PhD in European studies and has lectured on policy and project management.

Dr Kolyva delivered a paper entitled “Exploring Revalidation: The Assessment of Continued Competence for Registered Nurses and Midwives in the UK” where she explored how revalidation is the new process that all nurses and midwives in the UK will need to follow to maintain their registration with the NMC. She outlined how the revalidation process will provide benefits for nurses and midwives as well as the people they care for, arguing that it encourages a culture of sharing, reflection and improvement and will be an ongoing process throughout nurses’ and midwives’ careers. She cautioned the Conference about revalidation, stating that “it is not about making an assessment of fitness to practise; it is about promoting good practice across the whole population of nurses and midwives, as well as strengthening public confidence in the nursing and midwifery professions”. Dr Kolyva shared her experience of revalidation in the UK from setting the strategy through to piloting and delivery and explored the benefits and challenges for the delivery of the model in the UK.

Plenary Address
Dr Siobhan O'Halloran

Dr Siobhan O'Halloran, PhD, MSc, FFNMRCISI, BNS, RGN, RMHN, RNT has had a distinguished career in nursing spanning over thirty years. Since 1999 she has held several in the nursing education sector. These include Nursing key positions in the Irish health service with the Department of Health (DOH), the HSE and in the nursing education sector. These include Nursing Adviser (DOH); Executive Director, National Implementation Committee (DOH), where she oversaw the transfer of all undergraduate nursing education to the third level sector; Executive Director, Health Reform (DOH); Nursing and Midwifery Services Director (HSE) advising the HSE Management Team and Board on policy direction.

In 2013, the Department of Health appointed Dr Siobhan O'Halloran as its first Chief Nursing Officer at Assistant Secretary level. This appointment is designed to ensure that the role of nursing and midwifery perspective is brought to bear on the development of policy regarding nursing and midwifery issues.

Focusing Policy Development on Patient Outcomes
Dr O’Halloran presented a paper entitled “Focusing Policy Development on Patient Outcomes”, in which she explored the how the economic circumstances over the last number years in Ireland and other countries have been required to made tough yet necessary decisions that have tested the resilience of all public services including health. She explored what these experiences have taught us and outlined how that we can no longer rely on the systems of the past to solve the problems of today and the future. Each challenge brings with it the opportunity to think afresh.

She discussed how nurse leaders and indeed governments across the globe continue to struggle with resolving how we approach the age old problem of staffing our hospitals, highlighting the critical contribution of the nursing team to a safe health service, suggesting that the right nurse in the right place at the right time delivering the right care is something that requires careful consideration and consistency in approach. Her presentation described an approach which places the needs of the patient centre stage and recognises the relationship between nurse staffing arrangements and patient outcomes.

**Plenary Address**

**Professor Rachael Vernon**

Professor Rachael Vernon is the Associate Head of School of Nursing & Midwifery at the University of South Australia. Rachael has achieved professional distinction through her contribution to the professional nursing scene in New Zealand, Australia and internationally over a number of years and has led debate about the standards required for nursing education, continuing competence and the regulatory mechanisms required to protect the public. In 2011 Rachael was awarded the prestigious Fulbright Senior Scholar Award for research and was hosted by the University of Washington.

She was the first New Zealand nurse in 33 years to be awarded this honour.

Rachael’s research portfolio includes examining the efficacy of the Continued Competence and Regulatory Frameworks in health services in New Zealand, Australia and internationally. Through this work she has won a number of significant research contracts including leading the evaluation of the Nursing Council of New Zealand Continuing Competence Framework in 2010, and most recently, an international study
funded by the National Council of State Boards of Nursing (USA) investigating the notion of ‘Confidence in Competence’. Professor Vernon’s paper entitled “Confidence in Competence: Opening Pandora’s Box” explored how many jurisdictions have implemented continuing competence models using a variety of competence assessment tools. Her presentation drew upon international research conducted between 2010 and 2015 which explored the interface between continuing competence frameworks, competence to practise, and public safety. The research was undertaken using a sequential mixed method evaluation design. Data collection occurred in three phases which included a comprehensive document review, interviews with 26 key stakeholders and a web-based survey of 1157 registered nurses.

Overall the findings demonstrated the NCNZ CCF is a well-accepted valid and reliable tool to monitor continuing competence, and has an acceptable level of functionality in terms of ensuring public safety.

However, the findings also indicate that the assessment of competence can only be used as a yardstick to predict continuing competence and imply safety to practise. As the NCNZ evaluation was the first internationally published study to evaluate a continuing competence framework in practice, interest in the findings from regulatory jurisdictions internationally, led to the development of a subsequent study that investigated the development of an international consensus model for the assessment of continuing competence (2012). This four phase DELPHI study included regulatory experts from six countries (Australia, Canada, Ireland, New Zealand, the United Kingdom and the United States of America). There was a consensus view that the commonly used indicators of continuing competence (self-assessment, recent practice hours, and continuing professional development) were appropriate indicators of competence and when used together, and can predict continuing competence, and may imply safety to practise. However, as identified in both studies these indicators cannot guarantee that a nurse is safe to practise on any given day.

Additionally, both studies identified that a stipulation of a minimum number of practice, and continuing professional development hours, if used independently, are pragmatic or arbitrary requirements and are not considered to be a valid measure of competence, continuing competence, or safety to practise. Conversely, a combination of recent practice and active engagement in professional development/education opportunities, arguably provide a more robust indication that the nurse’s knowledge and skills are continuing to be current, and that the nurse might be aware of what they do not know, or what skills and knowledge they lack. In which case are they likely to be a safer practitioner?
Plenary Address
Ms Judith Foley & Professor Josephine Hegarty

A Plenary Address was delivered by Ms Judith Foley, Nursing & Midwifery Board of Ireland and Professor Josephine Hegarty, on behalf of the Research Team, which explored Continuing Professional Competence Schemes for Nurses and Midwives in the Irish Context. The research team members included, Casey, M., Cooney, A., O’Connell, R., Brady, A.M., Fealy, G., Heffernan, E., Kennedy, C., McNamara, M., O’Reilly, P., O’Connor, L., O’Leary D., Ryan, K. & O’Mahony, The address was entitled “Using a Mixed Methods Approach to Inform the Development of a scheme(s) to Demonstrate the Maintenance of Continuing Professional Competence for Nurses and Midwives in the Irish Context.

Ms Judith Foley

Judith is a registered general nurse, registered children's nurse and registered nurse tutor, and holds a master degree in education from Trinity College Dublin and a bachelor of nursing studies degree from University College Dublin.

Prior to taking up her position in the NMBI, Judith worked at different levels in nursing and included a number of years in the clinical setting, particularly in the area of intensive care and in education as nurse tutor and principal nurse tutor. She was a member of the steering and working group of the Department of Health, which explored the concept of direct entry regarding Paediatric nurse education and the Paediatric Nurse Teachers Working Group, which explored the concept of an integrated, Bachelor of Science degree.

Currently she is a member of the National Project: Shaping the Future of Intellectual Disability in Ireland and the Quality and Qualifications Ireland Consultative Forum. She was appointed to the Board of the Health Information and Quality Authority in April 2014.
Professor Josephine Hegarty

Professor Josephine Hegarty is Director of Graduate Education and Lecturer at the Catherine McAuley School of Nursing and Midwifery, University College Cork, Ireland. Professor Hegarty trained as a general nurse in Cork University Hospital and attained her BSc, MSc in nurse education and PhD in University College Cork. Thereafter she has worked as a lecturer and researcher within the School of Nursing and Midwifery, University College Cork. During her clinical career Josephine has worked in Cork University Hospital; Our Lady’s Hospital, Navan; Central Middlesex Hospital, London and the Bon Secours Hospital, Cork.

In her academic career, Josephine has acted as Head of School and Dean of Graduate Studies at University College Cork. Josephine has been Chairperson of the Irish University Heads of Nursing and Midwifery group; a member of the Department of Health initiated strategic review group which oversaw the National Review of Undergraduate Nursing and Midwifery Degree Programme and involved in the creation of the newly formed Irish Council of Professors, Deans and Heads of Nursing and Midwifery. She has also been a member of the Irish Cancer Society Research Capacity Building Committee and the National Cancer Control Programme Survivorship Group. She is currently the HEI representative on the Implementation and Advisory Group for ‘A Strategy and Educational Framework for nurses Caring for People with Cancer in Ireland’.

Josephine has attained funding and managed grants from the following agencies: Health Service Executive, European Oncology Nursing Society, Irish Cancer Society, Health Research Board (HRB), Department of Health, National Academy for the Integration of Research and Teaching and Learning (NAIRTL), Nursing and Midwifery Board of Ireland and the University College Cork Strategic Research Fund. Her research interests pertain to oncology, evidence based practice, patient safety and contemporary nursing issues (e.g. scope of practice, continuing competence). She coordinates the Doctorate of Nursing Programme at UCC and supervises PhD, DN and MSc students for their research dissertations. Josephine has published extensively in the international literature. Josephine leads a cancer research group at the School of Nursing and Midwifery and she is passionate about oncology related matters in particular supporting individuals and their families on the cancer survivorship trajectory.
Ms Foley and Professor Hegarty’s paper, presented the background to CPD in Ireland, outlining the key functions of the Nursing and Midwifery Board of Ireland (NMBI): the establishment and maintenance of a register of nurses and midwives; setting of standards for the education, registration and professional conduct of nurses and midwives, and ensuring that nurses and midwives are competent practitioners (The Nurses and Midwives Act, 2011). In particular, the regulatory body has been tasked with developing scheme(s) for the purposes of monitoring the maintenance of professional competence of registered nurses and registered midwives.

Their study utilised a mixed methods approach, using a combination of a review of literature, quantitative online survey and qualitative focus group interviews added scope, breadth and comprehensiveness to the study. A non-probability, volunteer sampling strategy was used; 989 individual respondent nurses and midwives as well as 19 respondents on behalf of stakeholder groups completed an on-line survey. Thirteen focus groups were held with 91 participants.

The study findings revealed the following; Professional regulation involves a public agency exercising control over activities valued by the profession; it is a dynamic process within which professional standards can be acknowledged with the protection of the public as its central aim. Additionally nurses and midwives by their engagement with mechanisms to maintain and develop continuing professional competence seek to: (1) maintain the public’s trust in nurses and midwives (2) enhance the quality of patient care (3) respond to changing practice(s) and/or changes in job description (4) meet professional obligations and professional developmental goals and (5) enhance the professionalisation of nursing and midwifery. Continuing competence frameworks are increasingly being recognised as effective and comprehensive methods of meeting the demands for evidence of nurses’ and midwives’ clinical competence.

Continuing competence frameworks internationally can include various combinations of annual self-declarations, self assessment of competence, evidence of practice hours, and evidence of ongoing professional development, feedback, peer-assessment processes, and participation in simulations. Portfolios are often used to collate such evidence. No research was sourced to suggest that any one of these indicators was superior to another, despite their common use in supporting the assurance of continuing professional competence. As an alternative, the literature supports the idea of a multi-method approaches to the assurance of continuing professional competence which include a robust, multifaceted assessment system with assessment processes being continuous, cyclical, frequent, criterion-based, developmental and overseen by a regulatory body.
The presenters concluded by stating that “international literature relating to patient safety and quality patient care consistently recommends the tracking of the continuing professional competence of health care professionals”. However, they also suggested that the implementation of such a scheme requires careful consideration of the needs of all stakeholders.

**Conference Committees**

The Dean and the Board of the Faculty are grateful to all Conference Committee Members, all of whom contribute to the success of our conference. The Conference Organising Committee met on a regular basis and contributed to the overall planning and design of this event. The Conference Scientific Committee ensures the high standards and quality of papers and posters which are presented at the conference. The organisation of a conference such as this takes committed effort and sincere gratitude is conveyed to Professor Thomas Kearns, Academic Coordinator and Ms. Lorraine Harte, Faculty Administrator.
### Annual Conference Committee Members 2015

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<tr>
<th>Conference Organising Committee</th>
<th>Conference Scientific Committee</th>
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<td>Prof. Marie Carney, Dean</td>
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<td>Ms. Mary Jacob, Vice-Dean</td>
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## Annual Conference Committee Meeting Attendance

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Conference Prize-winners 2016

- **Best Oral Presentation:** Ms Erika Anderson
- **Runner-up Oral Presentation:** Ms Nicola Credland
- **Best Overall Poster Presentation:** Dr Cynthia Oster
- **Runner-up Poster Presentation:** Ms Sarah Hegarty
- **Best First Time Presenter:** Ms Katherine Grams
- **Best International Oral Presentation:** Ms Kylene Abraham
- **Special Award: Best Oncology/Palliative Care Oral Presentation:** Ms Elizabeth Meade

Brief update on Conference Planning for 2017 Conference

Planning has commenced for the 36th Conference which will take place on March 1st and 2nd 2017. The theme is “Nursing and Midwifery Professional Values – The Key to Effective, Safe and High Quality Person-Centred Care”.

A Master-class entitled “Leadership: Transforming Professional Values into Practice” will take place on the afternoon of the 1st of March, which will be jointly hosted by the Faculty and the Institute of Leadership, RCSI.

Three Honorary Fellowships will be awarded:

- Mr Niall Breslin, Mental Health Advocate, Musician and former Leinster Rugby Player;
- Ms Emily Logan, Chief Commissioner of the Irish Human Rights and Equality Commission; formerly the first Ombudsman for Children in Ireland and Director of Nursing AMNCH
- Mr John Murray, Vice President Nursing and Midwifery Board of Ireland
Overseas Aptitude Test (Strategic Objective 3.3)

The Aptitude test commenced in December 2015 following 12 months research, consultation and programmatic development. The Aptitude test has generated a significant volume of work at executive level in the Faculty during the last twelve months. The programme consists of a knowledge assessment (MCQ) followed by an assessment of competence (OSCE). Full details are available on the Faculty website. I presented the programme structure at the March 2016 meeting of the SPFB, following this I was approached by Dr Catriona Bradley, Executive Director of the IIoP who are charged by the Regulator (PSI) to undertake practice reviews as part of the regulation of CPD for the Pharmacy profession. The IIoP wish to explore our OSCEs as a basis for this practice review and Dr Bradley has met with me and is meeting Ms Maria Neary; she was invited to observe the OSCEs scheduled for April 2016 and the feedback on our programme from the Institute was very positive.

The feedback and recognition that this work has afforded the Faculty has been very significant. I am very grateful to the executive team under the leadership of Ms Maria Neary for their hard work and support. During the period December 2015- June 2016, the Faculty trained 60 OSCE assessors, who provide a critical and credible assessment of the competence of candidates. The NMBI audit/site visit to the programme took place on the 22nd of January 2016 at the RCSI Research and Education Building in Beaumont Hospital. The programme was granted continued approval for a further two years (June 2018) by the Education and Training committee in April and this was ratified by the Board of NMBI on the 24th of May, 2015. A full update on programme statistics is provided below. At the end of May 2016, 166 candidates had completed the programme and 160 have been registered by the NMBI. The Faculty was invited to attend a meeting in the Department along with NHI, HSE and NMBI representatives on the 25th of April. There was universal support for the Faculty Aptitude test and unanimous praise for the programme from the Department and NMBI. The most heartfelt praise and gratitude came from the NHI members present who have described the programme as having provided significant support for the workforce challenges experienced in that sector. As part of the conditional approval of the pilot, the Faculty conducted an evaluation survey of the programme with candidates, assessors and other stakeholders including employers. The findings from the three surveys were presented to NMBI as part of the approval and monitoring process. The Faculty has committed to continue to collect longitudinal data during the next two years to present to the NMBI within the context of programme evaluation, continuous quality improvement and regulatory approval and monitoring.
Both Minister Leo Varadkar TD and Minister Simon Harris TD have referenced the programme and its significant contribution to workforce planning in their capacity as Minister for Health during two separate Dáil debates on the matter.

The Faculty was invited to present on the programme at the NHI conference on the 12th of November 2015, and the Faculty has presented on this Aptitude test at a number of fora including the HSE office of the Nursing and Midwifery Services Director, Department of Health and conference events here in Ireland. In the six-month period, December 2015 to June 2016, there were seven FNM RCSI Aptitude Tests for overseas nurses. A total of 199 candidates took the Test during this period. Of the 199 candidates, 155 were female and 44 were male.

The Country of training for the candidates was as follows:

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<th>Country</th>
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<td>Philippines</td>
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<td>Romania</td>
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<td>Nigeria</td>
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<td>USA</td>
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<td>Croatia</td>
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<td>Total</td>
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Faculty of Nursing and Midwifery RCSI Aptitude Test Programme

Report of the findings from an Evaluation completed by the Faculty of Nursing and Midwifery to satisfy Regulatory approval and monitoring by the NMBI

Programme
A Competency Assessment (Aptitude Test) for Non-European Economic Area (Overseas) Educated and Trained Nurses and Midwives who wish to Register and Practice in Ireland.

Background
The Faculty of Nursing and Midwifery RCSI aptitude test is an alternative to the current adaptation/assessment model for assessing the competence of overseas educated and trained nurses and midwives. It is based on a two assessment methods. It was developed following an extensive review of the national and international literature, and following a national survey and consultation with stakeholders in Ireland. The assessment/test received approval by the Nursing and Midwifery Board of Ireland, the professional regulatory body initially on a pilot basis for six months.

“Aptitude test means a test limited to the professional knowledge of the applicant made by the competent authority of the State with the aim of assessing the ability of the applicant to pursue a regulated profession in the State…” (Statutory Instrument SI no. 139 of 2008). In Ireland, registered nurses are accountable health care professional practitioners working within a scope of practice. Fundamental to safe patient care is competent registered nurses and midwives.

The principles and values underpinning the Overseas Aptitude test include:

- The priority to ensure patient and public protection
- The assessment must assure the Nursing and Midwifery Board of Ireland that the assessment methodology will determine whether or not candidates meet the standards for safe, effective and competent practice in order to be eligible to register with the Nursing and Midwifery Board of Ireland.
- Providing a robust, fair, objective, valid and reliable assessment methodology.
- Providing a responsive efficient, effective, economical and equitable assessment for all candidates.
- The Competencies for Entry to the Nursing or Midwifery Register will inform this assessment.
The assessment structure and process will support the candidate to demonstrate the knowledge, skills and competencies that are determined by the Board in terms of the Registration Requirements and Standards.

This programme received Nursing and midwifery Board of Ireland (NMBI) conditional approval as a pilot in October 2015. The first assessment took place in December 2015. Condition three sought an evaluation report within six months. The programme was subject (as a condition of approval) to a full site visit audit by NMBI on the 22nd of January 2016. The findings from the report of this site visit was presented to the Education and Training committee in April 2016 and the board on the 24th of May and the programme approval was extended by a further two years until June 2018. The Faculty wishes to express its gratitude to the Executive and Board of NMBI for this continued approval.

As part of the approval process for the pilot Aptitude Test, condition three requested the Faculty to conduct an evaluation of the Aptitude test. This was commenced in April, 2016 and consisted of three separate surveys:

- A survey of the experience of applicants to the Aptitude test (candidates)
- A survey of the experience of the OSCE assessors to the Aptitude test (assessors)
- A survey of the multi-stakeholders such as Directors of Nursing, Employers, Nursing Homes Ireland and recruitment agencies (stakeholders).

Methodology

There were two methods of data collection employed in this evaluation. The main source was anonymous surveys of the three sets of respondents (candidates, Assessors and other stakeholders such as employers). The second source of data utilised to inform the evaluation was from correspondence received from a variety of stakeholders and qualitative feedback from candidates post completion of the test.

Sample and Responses

Project Sample and sampling:
The difference between nonprobability and probability sampling is that nonprobability sampling does not involve random selection and probability sampling does. We can divide nonprobability sampling methods into two broad types: accidental or purposive. Most sampling methods are purposive in nature because we usually approach the sampling problem with a specific plan in mind. The most important distinctions among
these types of sampling methods are the ones between the different types of purposive sampling approaches.

Purposive sampling, also known as judgmental, selective or subjective sampling, is a type of non-probability sampling technique. Non-probability sampling focuses on sampling techniques where the units that are investigated are based on the judgment of the researcher and in this evaluation the key stakeholders such as candidates, assessors, and employers involved in this Aptitude test. In purposive sampling, we sample with a purpose in mind. Purposive sampling can be very useful for situations where you need to reach a targeted sample quickly and where sampling for proportionality is not the primary concern. With a purposive sample, you are likely to get the opinions of your target population which in terms of this evaluation is considered appropriate and rational.

Accessing the Sample

Access to the Sample occurred through electronic data management system employed by the Faculty to coordinate the Aptitude test. Via the “Quercus” system all candidate applications and results are processed. It is the primary communication channel between the Faculty and candidates and the information concerning the survey and the link to the on-line survey was communicated in this manner. The OSCE assessor data base was used to inform the distribution of the survey link to assessors who had completed two assessments during the pilot phase. An invitation to participate in this research was issued by the Faculty to its contact database of employers and agencies and via a mail shot from Nursing Homes Ireland (NHI).

Evaluation Methodology and Methods

This report is a descriptive evaluation which employed mixed (triangulation) methods (quantitative and qualitative). The evaluation utilised an electronic survey questionnaire. The questionnaire was developed based on the structure, process and outcome of the Aptitude test and was piloted within the Faculty.

Post OSCE assessment debriefing exercise undertaken by the Programme Coordinator and centre coordinators also generated qualitative feedback from candidates in relation to the experience and this data is included in this evaluation report.
Ethical Considerations

This survey was anonymous and confidentiality is assured through the process, the individual participants in the surveys cannot be identified. In relation to this project the following principles were used to guide the project:

1. Respect for persons/autonomy
2. Beneficence and non-maleficence
3. Justice
4. Veracity
5. Fidelity

Informed consent was achieved with all participants prior to the commencement of data collection. Individual participants were provided with an on-line information sheet prior to agreeing to take part in the study. This provided the participants with details on the aim and purpose of the evaluation, the methodology and the commitments for the participants in relation to the evaluation process.

The purpose of the evaluation, expected duration and procedures was explained to respondents. Respondents' rights to decline to participate and to withdraw from the evaluation survey once it has started were made clear to participants.

Method of Collecting Data

On-Line Survey

One of the most widely utilised survey methods, an online survey is the systematic gathering of data from the target audience (s) characterized by the invitation of the respondents and the completion of the questionnaire online. Recently this has been a faster way of collecting data from the respondents as compared to other survey methods such as paper-and-pencil method and interviews. The survey was structured using the “Survey Monkey” platform. The survey was designed and developed using the Donabedian, “Structure, process and outcome” approach as a theoretical framework. Item development reflected explicitly on the nature of the Aptitude test. Potential participants received information in advance of the survey, they subsequently received an email link to the survey and a follow up reminder email was also circulated.
Response Rate

At the time of undertaking the evaluation 126 candidates had completed the Aptitude Test; the response rate was 51% (n=64). In relation to assessors, the total number of OSCE assessors who had completed more than one assessment at the time was 40, the response rate was 95% (n=38). Both of these response rates are significant.

In relation to other stakeholders it is more challenging to determine a population, a total of 29 surveys were returned from employers, directors of nursing, NHI and recruitment companies.

Project Findings

Data from the survey was analysed using descriptive statistics on line. Three separate summary reports are provided.

Summary Findings Applicants/Candidates

In summary 98% of candidates were satisfied or very satisfied with the application process. 96% of candidates agreed or strongly agreed that the invitation to the assessment was an efficient process. 99% agreed/strongly agreed that they were treated with respect at the theory test and 97% were satisfied or very satisfied with the efficiency of issuing the results of this theory test. Regarding the theory test 78% agreed or strongly agreed that the theory test was challenging and 75% agreed or strongly agreed that it covered all areas of the nursing curriculum. 99% agreed or strongly agreed that they had sufficient time to complete the theory test. 87% were satisfied or very satisfied with the one week wait between the completion of the theory test and sitting the OSCE assessment.

Regarding the OSCE practical assessment 99% of candidates agreed or strongly agreed that they were treated with respect during this assessment process. A further 97% agreed or strongly agreed that the OSCE stations assessed competencies pertaining to fundamental patient care. 94% of candidates agreed or strongly agreed that the OSCE assessors were fair and objective. 78% of candidates agreed or strongly agreed that they had sufficient time to complete the OSCE stations.

97% of candidates agreed or strongly agreed that the results were communicated to them and the NMBI in a timely and efficient manner.
92% of candidates agreed or strongly agreed that the information for applications provided by the Faculty in relation to the Aptitude test was helpful and 100% of candidates agreed or strongly agreed that their interaction with RCSI staff throughout the process was very positive.

**Summary Findings OSCE Assessors**

98% of assessors were satisfied or very satisfied that the OSCE’s reflect what would be expected of a competent registrant. 100% of the assessors agree or strongly agree that having two experienced assessors at each station provides for a robust assessment. 84% of assessors were satisfied or very satisfied with the time allocated to each station while a further 92% agreed or strongly agreed that the methodology of the OSCE used in the assessment is a valid and reliable assessment of competence. 84% of the assessors were satisfied or very satisfied that the assessment determines the applicant’s eligibility to register as a general nurse (RGN) with NMBI.

**Summary Findings Key Stakeholders**

93% of the key stakeholders were satisfied or very satisfied with the application process involved in the aptitude test. 89% of these stakeholders agreed or strongly agreed that the application and invitation to attend the assessment was an efficient process. 90% were satisfied or very satisfied with the process of issuing results of the knowledge test to candidates. A further 86% of stakeholders were satisfied or very satisfied with the length of time (1 week) between completion of the theory test and undertaking the OSCE.

86% of key stakeholders agreed or strongly agreed that the communication of the overall results to the applicant and NMBI was timely and efficient. 86% of key stakeholders agreed or strongly agreed that the found registrants who were assessed using the RCSI to be competent. 82% of this cohort agreed or strongly agreed that the information for applications document was helpful. 86% agreed or strongly agreed that the interaction with the RCSI staff throughout the process was very positive and 97% of key stakeholders agreed or strongly agreed that they had no hesitation in recommending the RCSI aptitude test.
Conclusion

The Faculty of Nursing, RCSI aptitude test was developed within the context of the EU directive 36/2005, an international review of the literature and a national survey and consultation. The driver for the development of this programme was service need, work force challenges and limited access to Adaptation/Assessment programmes. The programme was developed and submitted to NMBI in 2015 and was approved on a pilot basis. The assessment commenced in December 2015.

It is acknowledged that the aptitude test and the experience of the participants in this evaluation are based on limited numbers. In that regard and in keeping with the NMBI decision to grant extended approval for a further two years, it is proposed to undertake a more extensive evaluation in spring 2018. As a component of this work the Faculty will commence collecting survey data from candidates and assessors from June 2016 onwards. This longitudinal data will support the submission of an evaluation report to NMBI in quarter 1 of 2018.

The contribution of the core team for the Aptitude test to the very positive experience associated with this assessment is acknowledged specifically:

Ms Maria Neary, Programme Coordinator, FNM, RCSI
Ms Bernie Kerin, Ms Orla Rice, Geraldine Killeen & Sheila McKeown, FNM, RCSI Centre Coordinators
Ms Lorraine Harte, FNM, RCSI
Ms Pamela Peppard, FNM, RCSI
Mr Enda Kyne, Director of IT, RCSI
Mr Ian Fitzgerald, IT Technical Support RCSI
Ms Catherine Behan, Learning Technologist, RCSI
Ms Tanya Sereti, Quercus Team, RCSI
Mr Brian Casey and Team, RCSI Smurfit Building, Beaumont Hospital
OSCE Assessors of the FNM

**Evaluation Development Team:** Professor Thomas Kearns, Ms Maria Neary and Ms Pamela Peppard
CPD Programmes (Strategic Objective 3.3) Programmes Delivered

1. The Faculty was commissioned to develop a one day programme for managing challenging behaviour in the older adult with dementia. This was delivered across five services within a healthcare group.

2. The Faculty managed two webinars for NHI members on Diabetes and Older people on the 31st of March 2015, another webinar on seizures in the older person was commissioned for November 2015.

3. The Faculty was commissioned by the NMBI and INMO to develop a bespoke programme in the absence of a return to practice programme for a member who has been out of practice following health related problems that came to the attention of the FTP process in NMBI. This was facilitated during March and April 2016.

4. Foundations in Oncology Programme: The Faculty was commissioned to deliver a three day foundation programme in Oncology Nursing by Blackrock Clinic. 18.5 NMBI CEUs were granted; the programme commenced on the 11th of May and was completed on the 12th of June.

5. The Faculty has been commissioned to develop a programme on the Productive ward/lean methodology with BRC and a meeting to advance this took place on the 28th of May 2015. The Hermitage Clinic are also interested in discussing this programme.

6. The Faculty has been commissioned to develop a Leadership Train the Trainers Programme in Croatia. The Faculty was asked to provide a five day train the trainers programme in leadership for Directors of Nursing in Croatia, this is being funded by the Croatian Nursing Council and will now take place Autumn/Winter 2015. All programmes received NMBI CEUs.
Draft Guidelines for Approval of CPD Credits for Educational Events Programmes and Activities. (Strategic Objective 3.3)

Draft guidelines for approval of CPD credits by the Faculty. The document provides a background which is linked to CPD and anticipated maintaining professional competence requirements, definitions, accreditation structure and process, criteria, application process and procedures for approval. This proposal will enable the Faculty approve and award CPD credits to programmes that it offers in conjunction with other stakeholders. This has enabled the Faculty accredit programmes provided by other providers including Private medical device companies, the Process Improvement Centre in the RCSI, and an international congress.

Service Level Agreements (SLA): (Strategic Objectives 3.3 and 3.5)

The Faculty has developed service level agreements for a range of services in order to develop relationships with organisations and health care providers. They are an opportunity to expand the relationships of the Faculty. SLA’s will support the Faculty achieve its vision strategic and operational objective 3.3 in relation to Faculty Programmes.

Principles of the Service Level Agreements:

This Service Level Agreement is intended to support both the (Name of Service) and the Faculty in performing their own functions as they cooperate and collaborate in the education, training and professional development of Registered Nurses who are employed by(name of service). It is intended to support the continued development of competent professional nurses working in (name of service) to provide evidence based, ethical, high quality, safe, person-centred care within constantly evolving care environments.

The Service Level Agreement will be underpinned by the principles of good Governance

- Openness
- Accountability
- Transparency and
- Responsiveness
In summary the relationship potential within these Service Level Agreements should involve:

1. Supporting the mission of (name of service) in terms of Continuous Professional Development, continuing education and Maintaining Professional Competence

2. Supporting the vision of the Group in terms of Continuous Professional Development, continuing education and Maintaining Professional Competence

3. Playing a significant role in supporting Group employees to address the needs associated with the implementation of Part 11 of the Nurses and Midwives Act, 2011

4. Supporting Health Care Quality in practice

5. Supporting the patient safety agenda

6. Supporting Risk assessment

7. Supporting clinical audit

8. Supporting extending and expanding scopes of professional practice

9. Selecting education, training, CPD and professional competence needs and goals

10. Identifying approaches to meeting those needs and goals

11. Monitoring the implementation of programmes

12. Constantly evaluating programmes
The Institute of Community Health Nursing (ICHN) is a membership based professional and educational body representing Community Nursing throughout the State. Founded in 1985, it now represents community nurses associated with the Public Health Nursing service from the areas of clinical practice, education, practice development and management. The ICHN is developing as a modern and dynamic organisation, which continues to empower community health nursing by providing a voice through leadership and advocacy. Our members are dedicated individuals who support each other through the ICHN in developing the community nursing profession. The ICHN is governed by a Council and Officers which is chaired by a President.

**Mission**

“The Institute of Community Health Nursing will provide a professional forum for the Public Health Nursing Service, to identify and respond to the evolving health care needs in the community, working with our members, partners and decision makers”.

The ICHN directs its focus on four key areas

1. Advocacy
2. Practice & Professional Development
3. Research
4. Networking

**Vision**

The Institute of Community Health Nursing aspires to professional excellence in community nursing research, leadership and practice in order to promote health and wellbeing and to deliver the optimum care for individuals, families and communities.
Research Matters Ltd is a limited company whose core focus on making research useful for decision-makers through undertaking policy relevant research, developing key messages, using technology to transfer knowledge, deliver courses relevant to stakeholders, and conducting data analysis. Dr Sinead Hanafin, Managing Director, has a long established career public health nursing and has published widely nationally and internationally in the area since the 1990s. She holds a Diploma in Research Methods (RCSI), M.Sc. (Trinity College Dublin), PhD (King’s College London) and is a Scholar of the European Academy of Nursing Science. She is an Honorary Fellow of the Institute of Community Health Nursing. Dr Hanafin has worked in practice (as a public health nurse and Assistant Director of Public Health Nursing), academic (where she developed, lectured on and co-ordinated the public health nursing course in University College Cork in the 1990s) and policy (as head of research at the Department of Health and Children).

The Institute of Community Nursing and Research Matters Ltd signed an SLA with the Faculty on the 30th of October 2015. I presented to the national directors of PHN in January 2016, we conducted a CPD needs analysis with Directors of Public Health. Exploring HSE funding options with ICHN regarding community record keeping, child health and shared care among the PHN, Practice Nurses and Nursing Homes, we have held discussions with the Assistant National Directors in Primary Care and with Ms Mary Wynn. The outcomes of these activities are the commissioning of programmes for delivery by the Faculty commencing in Q3 2016.

Pictured are: (seated) Dr. Sinead Hanafin, Managing Director, Research Matters Ltd., Professor Marie Carney, Dean, Faculty of Nursing & Midwifery RCSI; Ms Johanna Downey, President, The Institute of Community Health Nursing and (standing) Professor Thomas Kearns, Executive Director, Faculty of Nursing & Midwifery, RCSI; and Ms. Virginia Pye, ICHN Council Member
Nursing Homes Ireland (NHI) is the national representative body for the private and voluntary nursing home sector. NHI is committed to ensuring the lives of older persons in the 400+ private and voluntary nursing homes across the country are enhanced and fulfilled. Our members are committed to ensuring persons who call nursing homes "home" are provided with the highest quality care and services. Private and voluntary nursing homes play a key role in healthcare delivery in Ireland. The 400+ homes provide expert care to almost 22,000 persons in specialist settings in local communities. Our members also provide employment to thousands of healthcare and specialist staff. Private and voluntary nursing homes are meeting the growing care requirements of our ageing population.

NHI plays an influential and key role within the Irish healthcare sector. Its expertise, experience and unified voice for hundreds of care providers is of critical importance within the healthcare setting. NHI engages with State bodies, health stakeholders, representative organisations for older persons and wider society to influence and shape policy and inform debate surrounding the care of older persons.

The Faculty signed a SLA with Nursing Homes Ireland on the 12th of November 2015, members of NHI have been very active consumers of the Faculty Overseas Aptitude Test, opportunities for education, training and project/research activity are being explored and programmes have been developed for NHI members for Quarter 4 2016.
Talbot Lodge Group

Talbot Lodge services provides care to over 400 people with aged care needs, intellectual disability and acquired brain injury in a total of 14 services including Nursing Homes, residential services and community care facilities in north Dublin, Louth and Meath. I had a meeting with the Chief Executive Dr Tony Woods on Tuesday the 15th of September to discuss the possibility of a Service Level Agreement following preliminary discussions with one of the senior executives Mr Martin Rogan on the 7th of September. This SLA was signed by Talbot Lodge on the 14th of October 2015. The Faculty has been commissioned to scope the introduction of clinical supervision for nurses working in this service and a draft exploratory document has been submitted to Ms Laverne Mc Guinness CEO.
Psychiatric Nurses Association (PNA)
The Faculty have an established SLA with the Psychiatric Nurses Association. The Faculty was commissioned by the PNA to evaluate the experience of service provision; when compared to the Vision for Change Policy framework.

Background to the study
1. The PNA commissioned the Faculty of Nursing and Midwifery at RCSI to undertake this small study
2. A mixed method study examined the evaluation by members (Branch Officers) of the PNA of the impact of VFC on the reality of service provision in terms of adult mental health services within their own area
3. Between the survey (n=69) and the focus groups (n=10) PNA members working in every one of the 26 counties of Ireland participated in this study
4. Participants work in the mental health services across the four regions of the HSE
5. Respondents work in a variety of settings including acute in-patient care, Community mental health, day hospitals, day centres, hostels, rehabilitation services and older person services
6. The survey questions were developed on the VFC framework for catchment area based Mental Health Services in relation to Adult Mental Health Services including
   - In patient care
   - Recovery and rehabilitation services for people with severe and enduring mental illness
   - Older person services
   - Services for people with mental health and intellectual disability and for specialist services including Forensics, homeless services, substance abuse, eating disorders and liaison services
7. The study examined the experience of service structure and provision and benchmarked this against the framework provided in Vision for Change, (2006, pps. 70-77)
Findings

High Level Findings Include

- 66% disagree or strongly disagree that they work within a well-trained, fully staffed community based multidisciplinary community mental health team.
- 70% indicated that their services have not been evaluated with meaningful performance indicators annually to assess the added value the service is contributing to the mental health of the local catchment area population.
- Over 2/3 respondents indicated that there has been no multi-professional manpower plan linked to projected service planning put in place within the catchment area.
- Just 38% of respondents indicated that they have a fully staffed community based mental health teams within their adult mental health service.
- 67% indicated that they do not have a fully staffed community based multi-disciplinary rehabilitation and recovery mental health service.
- While 78% of respondents agreed that they have access to in-patient admission facilities, 45% indicated that they did not have access to 50 beds per catchment area. The challenge reported nationally is access due to occupancy of over 100% within the acute in-patient units, delayed discharges which are primarily attributed to a lack of alternative community based facilities, a lack of rehabilitation beds, a lack of availability of crises or step down beds and a lack of regional ICRU services.
- Concurrently this is reflected in subsequent findings when 3 out of every 4 respondents (75%) indicated that within their services they do not have fully staffed community based multi-disciplinary mental health services to ensure home based treatment is the main method of treatment delivery.
- This evidence is further corroborated as 74% of respondents indicated that their service does not have access to a crises house service based on the VFC framework.
- Furthermore 79% indicated that their service did not have an Assertive Outreach Team based on the VFC framework. A further 40% indicated a lack of access to residential units within the recovery and rehabilitation service. Nationally based on the survey and focus group data the most significant service deficiencies are the lack of crises services, assertive outreach and ICRU services. In terms of ICRU 73% of respondents report that their services do not have access to regional ICRU beds.
- 61% of respondents do not have an Early Intervention Service.
- One of the positive findings from the data is within the area of older person services 56% indicated that their service has a multidisciplinary Community mental health team for older persons per 100.000
population. A further 58% indicated that their services emphasise home based treatment and care focussed on maintaining the older person in their community. However only 26% of respondents indicated that their older person service provides eight in-patient beds in the acute unit for older people.

- Critically there is a significant lack of in-patient services for people with dual diagnosis (Intellectual Disability) with almost 90% of respondents indicating no service and a further 95% indicating no service for people with eating disorders.

- Another positive finding in the data is the finding that 74% of respondents indicated that their service provides a liaison mental health service.

Summary Data

Respondents identified the following broad key achievements of VFC

- Psychiatric Hospital Closures
- Acute units with general hospitals
- Strengthened services for older people
- Strengthened Liaison services
- Strengthening of interdisciplinary community teams and home based care
- Strengthening of primary care OPD
- SCAN and suicide prevention programmes

Respondents identified the following VFC priorities that have not been achieved

- A lack of High Observation beds/ICRU
- A lack of crises services
- A lack of assertive outreach
- Incomplete (not fully staffed) CMH teams
- A lack of specialist services (addictions, eating disorders)
- Lack of home based treatment teams
- Community services offered on a 9-5 Monday to Friday basis.
- No dual diagnosis service
- Very Limited EIS
- Inconsistent service development nationally
- Access to day centres and day hospitals limited
This study was the basis of an editorial in the Irish Times on the 22nd of June and was referenced in the Seanad debate in Dáil Éireann.

Phase two of this study which will explore specialist services will commence in Q4 of 2016. The PNA college of CPD in partnership with the Faculty of Nursing and Midwifery RCSI is being launched in October 2016 and a European Symposium on Mental Health Nursing that the Faculty is hosting in partnership with the PNA and Horatio-the European Association of Psychiatric Nurses.

**Service Level Agreements**

**European Council of Nursing Regulators**

Resulting from our SLA with the European Council of Nursing Regulators the Faculty was invited to Partner the Croatian Nursing Council, the Chief Nurse in Croatia and the University of Zagreb to apply for Horizon 2020 funding for the establishment of a Centre of Excellence in CPD for Nursing in Croatia.

Centres of Excellence (CoE) are taken to be organisational environments that strive for and succeed in developing high standards of conduct in a field of research, innovation or learning. They possess the ability to absorb and generate new knowledge. Ideally they would distribute and utilise this new knowledge in the form of new capacity in their field (Professional CPD for nurses), be it research results, innovations or talent (Practitioner development, expanded practice and enhanced patient outcomes). CoE’s are typically geographically concentrated and focused on high potential/growth areas in science and industry, but they may also be virtual/distributed and consist of a network of co-operative partners with a co-ordinating centre. In terms of size, according to the operational definitions employed by some funders, CoE’s can be anywhere from the local R&D group up to regional-level semi-cohesive triple-helix networks consisting of hundreds of researchers (Hellström, 2010). Most CoE schemes converge on a number of academic and socio-economic goals, a common division being that between schemes that are largely intended to generate scientific excellence, those whose purpose it is to stimulate technological innovation in some sector, and those with more general social objectives including policy support or regional development (Aksnes et al., 2012). In addition some CoE’s are geared towards educational or learning goals. CoE schemes are categorised according to their strategic orientation:

a) Basic and strategic research;
b) Innovation and advanced technological development; and
c) Social and economic development.
Regardless of strategic orientation, all CoE’s have in common the notion of excellence, and the particular requirements that come with that label. Some of these dimensions – referred to as objectives in this context since they are also often used to evaluate centre progress – are high research quality and productivity, resource attraction and concentration, international visibility and attractiveness (including staff recruitment), and organisational robustness (good governance) (Orr et al., 2011; Aksnes et al, 2012).

Effective CoE’s integrate these strategic aims in how they are made operational via a number of institutional operational conditions such as:

- Funding and evaluation mechanisms and
- Governance and organisational solutions.

Effective CoE’s consider their impact and capacity building outcomes.

The proposal has the written support from the Ministry for health and the Ministry for Finance in Croatia. The submission deadline for this funding proposal for which the Faculty is the external expert partner is November 15th 2016.

**Appointment of an Operations and Education Manager to the Faculty (Strategic Objective 3.4)**

The increasing work load in terms of programme development necessitated the submission of a business case to appoint an Operations and Education Manager to the Faculty (based on our Strategic Plan). This appointment was approved by the Faculty Board.

Ms. Catherine Clune Mulvaney was appointed to this post on the 11th of May 2015.
Strategic Alliance between the Faculty and IMSTA. (Strategic Objective 3.5)

IMSTA is the Irish Medical and Surgical Trade Association established in 1982, it is an association to represent the Medical Technology Supply Industry in Ireland and has over 100 members. IMSTA announced the strategic Alliance at its conference to over 200 participants on the 25th March 2015. A position paper on Credentialing Health Care Industry Representatives entering health care environments was commissioned by IMSTA and this work is being undertaken by the Faculty.

Programme Title
An IMSTA sponsored HealthCare Industry Representative Credentialing Programme: A single, national, well-defined, robust, risk-based credentialing scheme for employees of medical and surgical trade supply companies

Short Summary of the Programme
The programme is a credentialing education programme for HCIRs entering healthcare facilities for the purpose of conducting business. Patient health, safety and confidentiality are the primary focus of the programme.

The Development and implementation of the programme is based on needs identified through consultation with IMSTA and its members, the international literature, , key stakeholders and Healthcare Industry Representatives including IMDA, HPRA, HIQA, Independent Hospitals Association of Ireland and the HSE; The programme is underpinned by a clear understanding of accountability; clinical and practice needs; and, best practices in educational provision as follows

1. The International Evidence
This programme will be informed and underpinned by the findings of the Industry Paper on Credentialing published by IMSTA and the Faculty of Nursing and Midwifery RCSI (Kearns, 2015).

2. Accountability
This programme will be underpinned by the professional, employee and organisational regulatory responsibilities that exist through legislation and policy that impact on the context of practice and the actions of practitioners.
3. Code of Ethical Business Practice

IMSTA in collaboration with the Irish Medical Technology Industry (IMDA) published a “Code of Ethical Business Practice”- guidelines on interactions with healthcare professionals. The healthcare professionals in this document are defined as “clinical and non-clinical staff… that directly or indirectly purchase, lease, recommend, use, arrange for the purchase or lease of, or prescribe members’ medical devices”.

The code states that “all members should independently ascertain that their interactions with healthcare professionals comply with all current national and local laws, regulations and professional codes”

IMSTA believes that a structure and process to enhance the Code and for managing interactions between the employees of medical and surgical trade supply companies, clinical and non-clinical health professionals and patients and service users should be established in Ireland. This could potentially be achieved through a single, national, well-defined, robust, risk-based credentialing scheme for employees of medical and surgical trade supply companies, acceptable across the HSE, the voluntary and the independent/private sector. Such a scheme should independently ascertain that the interactions of all employees of medical and surgical trade supply companies with healthcare professionals comply with all current national and local laws, regulations and professional codes. Compliance with this code is a requirement of this credentialing programme

4. Clinical and Practice Needs

According to Ekstein (2013), the current health care climate has become more complex, sensitive and political, resulting in much greater concern for patient protection and reduction of business risks. Among the general contextual factors that shape the current health care climate are:

- Patient safety and quality of care
- Increased privacy and confidentiality concerns
- Increased security concerns
- Increased health concerns and concern for spread of health risks
- Increased speed of information transmission
- Increased concern for accountability in the healthcare environment
- Increasing complexity of healthcare systems
- Greater control over the healthcare supply chain
Best Practices in Educational Provision

Credentialing is having in place a robust process for managing interactions between staff from medical technology companies and the health professions and patients (The Medical Technology Trade Associations, 2015).

The Beliefs and Values Held About Education by the IMSTA and RCSI Collaboration

- The role of health care industry representatives in health care settings is valued and acknowledged (AORN, 2014).
- The Medical and Surgical product industry in Ireland works in partnership with the public and private health services to support the delivery of quality and safe healthcare. Product supplier and vendor credentialing is a process of establishing the qualifications of vendors and assessing their background, appropriateness and legitimacy (Healthcare Supply Chain Network, 2012 & abhi, 2014).
- The Irish Medical and Surgical Trade Association (IMSTA) and The Faculty of Nursing and Midwifery RCSI position paper (July 2015) is underpinned by the beliefs and values of health services being safe environments for patients/service users, staff and visitors/guests. It is founded on supporting a culture of patient safety and confidentiality in healthcare.
- that education should adapt to meet the changing needs of society and the health services
- a variety of methods, appropriate to adult learners should be used including blended, online and face-to-face approaches

Draft Outline of the Programme

- Garda vetting (Employer-verified directly to RCSI or Through IMSTA)
- Administrative, training & education and immunisation credentialing (Employer Employer-verified directly to RCSI or Through IMSTA)
- Product and technology, Education, training and competence (Employer Employer-verified directly to RCSI or Through IMSTA)
- Data protection & legislation (Employer Employer-verified directly to RCSI or Through IMSTA)
- Code of conduct and ethics (RCSI)
- Consent and confidentiality (RCSI)
- Infection control/sterile and restricted access areas (RCSI)
- Theatre protocols (RCSI)
- Regulation (RCSI)
- Patient safety (RCSI)
The Credentialing Programme Dimensions

Verification that all three credentialing dimensions have been completed enables the HCIR achieve an RCSI credentialed identification (ID).

Accountability Model
Broad Aim
That Healthcare Industry Representatives are competent and appropriately qualified for the roles they perform, particularly in areas with patient contact (abhi 2015). The aim of this credentialing programme is to assure health services that industry employees are competent and appropriately qualified for the roles they perform also. The aim of this programme is to provide evidence confirming this fact.

Specific Aims
- Raise standards of training for healthcare industry representatives visiting patient care areas, acute and critical care areas of health services and hospitals.
- Provide assurance to health service and hospital staff that healthcare industry representatives admitted to sensitive areas are properly trained and are fully aware of their responsibilities
- Support public and private health service providers fulfil their duty of care to protect patients and ensure safe outcomes
- Provide an efficient and effective national solution for industry and the health services in Ireland.

Broad Outcomes
At the end of this credentialing programme Health Care Industry Representatives will
- Have verified Garda Clearance at time of hire and repeated at required intervals
- Have demonstrated product knowledge and competence in relation to relevant devices equipment or supplies
- Have completed a vaccination programme
- Have achieved appropriate insurance cover
- Have reviewed, signed and complies with the “Code of Ethical Business Practice”
- Have completed the RCSI training programme
- Ensure that patient rights are respected, including communication, dignity, personal privacy and privacy of health information.
- Have reviewed and declared that they have reviewed relevant national policies
- Obtain informed consent in accordance with organisational policy.
- Implement infection control precautions
- Comply with patient safety programmes
- Recognise the significance of access to sterile or restricted areas such as ICU or theatre.
- Comply with healthcare organisation policies and procedures
Teaching Methodology
The programme is underpinned by the values of adult centred education; it will focus on exploring HCIR needs and addressing these needs. The programme will use a blended approach to learning with case studies/scenarios, lectures, group work, activity based learning, and problem-based learning and multi-media resources. An evaluation process will be incorporated into the programme.

Health Care Industry Representatives Credentialing Education Programme Content/Syllabus

✔ Patient Safety, privacy and dignity
✔ Consent and confidentiality
✔ Codes of practice and conduct
✔ Theatre access and the role of the HCIR in the Peri-Operative Setting,
✔ Access to restricted Acute care areas,
✔ Safety in the restricted access areas
✔ Occupational Safety-Bio hazard training
✔ Radiation protection and reducing radiological exposure, appropriate attire and personal protective equipment
✔ Infection prevention and control,
✔ Prevention of transmissible infections in restricted access areas
✔ Hand hygiene in acute and restricted access areas.
✔ Asepsis and sterile technique
✔ Blood Bourne Pathogen Training

Duration
Two day programme-14 hours (10 hours online)

Quality Assurance
Programme will be accredited by RCSI
Programme will be evaluated by stakeholders including IMSTA, HSIR participants, Employers, Health Services, and commissioners.
The Faculty hosted a meeting with HIQA, HSE, HPRA, Independent Hospitals Association, IMDA (IBEC) and IMSTA on the 18th of January 2016 to progress the education for credentialing of health care industry representatives.

**Appointment of a Post-Doctoral Research Fellow (Faculty of Nursing RCSI in partnership with the HSE) (Strategic Objective 3.6)**

Dr. Linda Nugent resigned her post to take up the position of Lecturer in the School of Nursing and Midwifery, RCSI. Following discussions with Ms. Eithne Cusack, Project HSE Lead, the Faculty advertised the role internally and externally on the 7th September 2015. Dr. James Fullam was appointed and commenced on the 4th of January 2016. Dr. Fullam is working on the development of a number of initiatives, as outlined below:

- **ANP Research Network**
  Dr. Fullam in conjunction with Ms. Caroline Kavanagh NMPDU is exploring the potential development of an ANP Research Network for Registered Advanced Nurse/Midwife Practitioners who started in post in the latter half of 2015. It is hoped to develop this as an element of the REACH programme.

- **Summer Research Skills Workshops**
  Dr. Fullam is developing a series of research workshops in conjunction with Mr Gethin White in Dr Steven’s Library, which will be delivered across clinical sites.

- **Research Conference**
  The REACH project team facilitated a conference in DCU on the 26th of April, sharing project achievements, this was coordinated by Dr Fullam and Professor Kearns chaired the afternoon session of this conference.

- **Evaluation of the REACH Project**
  Dr. Fullam and Dr. Nugent are continuing to develop an academic paper on the evaluation of the REACH project, manuscript preparation is ongoing and it is anticipated that this paper will be published in a peer-reviewed journal.

- **Development of Research Projects**
  Dr. Fullam continues to hold exploratory meetings with registered nurses and midwives from across the clinical service areas. Potential projects in the areas of Community Nursing, Midwifery and specialized and advanced nursing in acute hospitals.
Strategic Objective 4.1- Management of the Professional Competence Scheme
While we await the call for tenders from the Nursing and Midwifery Board of Ireland in relation the Scheme(s) for maintaining professional competence, the Executive Director has been engaged in multi-lateral meetings to support a collaborative, corporate RCSI tender submission for this important activity. The Executive Director presented a model/diagrammatic representation of the nature of the collaborative activity being undertaken to date to the Faculty Board’s for information. The NMBI commenced its consultation on the components of the scheme in Spring 2015. The Faculty has participated in the consultation. The full report on this consultation will be presented to NMBI in June 2015. Findings from the consultation were presented by Professor Josephine Hegarty and MS Judith Foley at the Faculty conference in March 2016.

HSE Commissioned Project (Strategic Objective 3.6)
As part of the strategic framework for the reform of the health services a report was commissioned by the Minister for Health. This work was chaired by Professor Brian Macraith-the Strategic Review of Medical Training and Career Structure. The report was published in 2014 and 9 projects emerged. One of these is titled Non-Core Task Allocation. The Faculty was approached to project manage this discrete project. This project will commence in autumn 2015. As part of the strategic framework for the reform of the health services (Reform Programme) a report was commissioned by the Minister for Health. This work was chaired by Professor Brian MaCraith - the Strategic Review of Medical Training and Career Structure. The report was published in 2014 and 9 projects emerged. One of these is titled Non-Core Task Allocation. The Faculty was approached to project manage this discrete project. A service level agreement valued at 45,000 Euro to progress this project was signed on the 30th July 2015. A Gantt chart and methodology was agreed with the HSE liaison, a project working group has been established by the HSE and the first meeting of this group occurred on the 17th of November. Data collection commenced in January and there was a meeting on the 23rd February and the next scheduled meeting is for the 12th of April. The focus of the April meeting was to determine based on the evidence a framework to support integration concerning the core tasks identified in MaCraith. The next meeting was the 1st of June where a draft framework was discussed and circulated, it is anticipated that this work will be complete in quarter 4 2016.

Scoping of a graduate entry to nursing programme
The HSE called for expressions of interest to scope for this programme in December 2015, a Response was submitted by the Faculty in consultation with the School of Nursing and Midwifery on the 15th of January 2016. We received correspondence indicating we were not successful.
Pre-Hospital Emergency Care Council (PHECC)

The PHECC (regulator for EMTs, Paramedics and Advanced Paramedics) commissioned the Faculty to write a paper based on the international evidence on the educational entry requirements to educational programmes leading to Registration with PHECC. The purpose of this work is to develop and present a draft paper on the educational entry requirement for courses leading to the award of NQEMT Paramedic and NQEMT Advanced paramedic (AP) in Ireland to PHECC. This paper was informed by a literature review and exploration of the international experiences in relation to:

- National and international paramedic and ambulance policy
- National and international health service needs and requirements
- National and international paramedic regulation
- National and international models of education
- The educational entry requirements for courses leading to the award of Paramedic and Advanced paramedics (AP) from various jurisdictions including the UK, Canada, the United States and Australia (among others).
- It is intended that this evidence will inform a discussion on the entry requirements for courses leading to the award of NQEMT Paramedic and NQEMT Advanced paramedic (AP) in Ireland.

This work was completed and submitted to PHECC on the 27th of January 2016. The Executive Director was subsequently invited to sit on an expert panel for CPD within PHECC.

Development of an Interdisciplinary Master’s Degree in Patient Safety and Human Factors

The Department of Surgical Affairs, RCSI has offered a Master’s Degree to physicians and surgeons for a number of years. The Executive Director was approached by the Programme Director, Dr Eva Doherty to discuss and collaborate in relation to expanding the programme in terms of interdisciplinary applicants and students.

I supported the revision of the curricula and specifically I amended the curriculum to incorporate the NMBI Requirements and Standards (2010). Both Dr Doherty and I met with the A/Chief Education Officer Judith Foley of NMBI in the NMBI offices in Blackrock on the 29th of October to explore submitting for NMBI Category 11 approval. The programme was submitted to NMBI in December 2015. This programme received NMBI approval in March and the programme was formerly launched by the President of RCSI on the 3rd of March 2016.
Development of a National System to Accredit Hospitals and Health Centres as Teaching or Training Centres for Healthcare Practitioners

The Executive Director was approached by Medical Validation Ireland (RCSI) to support them on a tender application to develop a national system to accredit hospitals and health centres as teaching or training centres for Healthcare Practitioners by the Supreme Council of Health Qatar – Qatari Council for Healthcare Practitioners (Regulatory Body). I reviewed the documentation drafted and amended based on the requirements and standards for the creation of a quality clinical learning environment. The team and I participated in a video conference meeting and presented as lead Nurse on the project team in April 2016. All respondents were requested to provide additional information, there have been some key personnel changes in the Supreme Council and we await feedback on this tender.

Meeting HIQA CEO Mr Phelim Quinn and the Director of Regulation and Chief Inspector Ms Mary Dunnion

I was MC for a panel discussion for the REACH project conference on the 26th of April, the focus of the conference was on research and translating research into practice. Mr Quinn was a member of the panel and I used the opportunity to arrange a meeting between the Faculty and HIQA in terms of potential shared agendas. In my previous role I had developed a proposal for a centre of regulatory research to the health and social care regulatory forum and I discussed this and shared this proposal with him. The meeting was scheduled for the 30th of May at the HIQA offices in Dublin. We discussed research opportunities, Process Improvement opportunities, and CPD needs of the HIQA employees. I presented a proposal to scope the development of a centre/institute of regulatory research with HIQA and potentially other regulators and this concept was well received and discussed in detail. The other area of discussion focussed on the accreditation of programmes for HIQA staff. I have shared our Accreditation of Educational events standards and application form with Mary Dunnion and will follow up on the education requirements directly with her. Interestingly the HIQA senior management are meeting with the Care Quality Commission in the UK on Wednesday the 1st of June, Mr Quinn indicated that the CQC have an academy and he is going to explore this with them and feed back to me after their meeting-this may inform how we progress this potential alliance.
Matters for Noting:

1. I met with the Nursing and Midwifery Council (UK) and the OCSE Assessment team for the Overseas Aptitude Test at the University of Northampton 27-29th of July.

2. I had a joint presentation (with Aisling Culhane) at the Horatio Nursing Conference in Lisbon on the 8th of October on the development and implementation of the PNA College of Continuing Professional Development.

3. I had a joint paper (Eva Doherty, Senior Lecturer Surgical Affairs) accepted for a concurrent presentation at the Health and Social Care Professional Inter-professional Learning (IPL) conference at Dublin Castle on the 6th October 2015. This conference was organised by NMBI, CORU, PSI and MCI with support from the Dental Council and the Department of Health.

4. I was invited to present at the Croatian Nursing Congress on the 9th-11th October as a Key Note Speaker at the opening of the conference and to present a paper on the second day of the conference. The key note addressed leadership in nursing and explored the programme that the Faculty has developed for Croatian Director of Nursing, the second paper explored a journey to advanced practice in Ireland.

5. I was invited with Professor Marie Carney by Norah Casey to attend the Tatler Irish Women of the year award on the 7th of December and the Dean and I attended this event.

6. I chaired the Compassionate Leadership Conference (afternoon) on the 9th of November 2015 in Cashel and I am delivering the closing Plenary to this conference.

7. I chaired the Adelaide Health Foundation Master class on “Building Compassionate Healing Environments” on the 11th of November in Tallaght Hospital.

8. I was a speaker at the Nursing Homes Ireland Conference in Dublin and I was invited to attend their awards ceremony-the Faculty will also have a stand at this event.

9. I was invited to address 5 seminars in India with Maria Neary addressing over 300 Nurses who wish to come to Ireland, we provided seminars in conjunction with NHI in relation to our Aptitude Test (All expenses paid), January 2016.

10. I was invited to address the executive Board of the CGFNS in Philadelphia the Executive Director of the CGFNS Dr Franklin Shaffer is external examiner to our Aptitude test in February 2016.

11. I was appointed Adjunct Professor, School of Nursing, Midwifery and Health Systems UCD on the 24th April.

12. I was invited to MC a panel discussion at the REACH conference in DCU on the 26th of April.

13. I was invited to a meeting in Tor University of Rome, the Centre of Nursing Excellence in Rome and the Nursing Council to discuss project collaborations (March 10th and 11th)
14. I was invited by Professors Paul Gallagher and Kieran Murphy to engage in a consultation to develop the RCSI School of Pharmacy professional values on the 4th of May.

15. I am invited to address a conference in Albania hosted by Tor University Rome (expenses paid) May 10th

16. I am invited as a plenary address at the Romanian Nursing Council conference (expenses paid) on May 16th

17. On the 18th of May I was invited to become a member of the International Scientific Board of the Centre of Excellence for Nursing Scholarship in Rome. The other members are Prof Dyanne Affonso (Emerita Professor), Prof Ann Gallagher Surrey, Prof Martin Johnson Salford, Prof Sinda Mayberry New York, Prof Souraya Sidani, Ryerson University Toronto and Professor Roger Watson University of Sheffield.

18. I was invited by DIT to present on ePortfolios at an ePortfolio conference in Dublin on the 21st of May.

Prof. Thomas Kearns
Executive Director
Faculty of Nursing and Midwifery RCSI
Faculty Board and Committee Meetings

Faculty of Nursing & Midwifery Education & Teaching

The Board of the Faculty of Nursing and Midwifery during the year 2015-2016 was under the stewardship of:

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<tr>
<th>July 1st 2015– June 30th 2016</th>
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<tr>
<td>Prof. Marie Carney, Dean (from June 2015 to March 2016)</td>
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<tr>
<td>Ms. Mary Jacob, Vice Dean (until March 2016)</td>
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<td>Ms. Jacinta Kelly, Honorary Secretary (June 2015-present)</td>
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<tr>
<td>Dr. Theresa Frawley, Honorary Treasurer (from March 2015 to June 2016)</td>
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<tr>
<td>Ms Hilda Gallagher, Honorary Treasurer (June 2016 to Present)</td>
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All Board members are central to the achievements of the Faculty of Nursing and Midwifery, as well as continuing to make invaluable contributions to health services nationally and internationally.
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<td>Ms. Maeve Dwyer, Board Member</td>
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<td>Ms. Mary McMahon, Board Member</td>
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<td>Ms. Helen Walsh, Board Member (R.I.P.)</td>
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## Education and Professional Development Committee Members

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## Finance Committee Members

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| Mr. Barry McGowan, Senior Financial Accountant | }
## Board Meeting Attendance: 1st July 2015 to 30th June 2016

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Board Activities – Annual General Meeting 2015

The Annual General Meeting was held on November 25th 2015 at 15.00 hours in the Sir Thomas Myles Room, Royal College of Surgeons in Ireland. At this meeting the AGM report for the year 1st July 2014 to 30th June 2015 was presented by Prof. Marie Carney, Dean of the Faculty of Nursing and Midwifery, Prof. Thomas Kearns, Executive Director and Mr Barry McGowan, Senior Financial Accountant, Department of Finance, RCSI presented the financial report.

Present:
Prof. Marie Carney (Dean)
Mr. Thomas Kearns (Executive Director)
Ms. Mary Jacob (Vice Dean)
Ms. Jacinta Kelly (Honorary Secretary)
Dr. Theresa Frawley (Honorary Treasurer)
Dr. Áine Colgan (Board Member)
Ms. Hilda Gallagher (Board Member)
Dr. Mark White (Board Member)
Prof. Edna Woolhead, Fellow
Ms. Josephine Bartley, Fellow
Ms. Bernie Carpenter, Fellow
Ms. Eileen Maher, Fellow
Ms. Christine Hughes, Fellow
Ms. Ursula Sheridan Grace, Fellow
Ms. Elizabeth Adams, Fellow
Mr. Toney Thomas Poovenikunnel, Fellow
Mr. Barry McGowan, RCSI Finance Department
Ms. Lorraine Harte, Faculty Administrator

Apologies:
Ms. Catherine Clune Mulvaney (Board Member Ex-Officio)
Ms. Noreen Keane, Fellow
Ms. Ann Marie Burke, Fellow
Ms. Mary O’Neill, Fellow
Ms. Marie Herbert, Fellow
Annual General Meeting, November 25th 2015

Agenda

5. Ecumenical Prayer

6. Dean’s Welcome

7. Minutes of AGM 2014

8. Hon. Secretary’s Report

9. Hon. Treasurer’s Report

10. Executive Director’s Report

11. Annual Research Report

12. Closing Address

Signed: Prof Marie Carney,
Dean of Faculty of Nursing and Midwifery,
RCSI
June 30th 2016
The Dean’s Activities 2015 / 2016

Professor Marie Carney

Dean of Nursing and Midwifery (March 2014-March 2016)
Dean Emeritus, Faculty of Nursing and Midwifery, RCSI and Board member (April 2016-present)
Faculty of Nursing and Midwifery Board. RCSI (Chair) (March 2014-March 2016)
Board Member, Faculty of Nursing and Midwifery Board, RCSI (March 2015-present)
RCSI Surgical and Post Graduate Faculties Board (SPFB) (Vice-Chair) (March 2014-April 2016)
Education and Development Sub-Committee of Faculty Board (Chair March 2014-April 2016) and now Sub-committee member)
Finance Education Sub-Committee of Faculty Board (Chair March 2014-April 2016) and now Sub-committee member)
Finance Education Sub-Committee of Faculty Board (Chair March 2014-April 2016) and now Sub-committee member)
Membership sub-committee of Faculty Board (May 2016-present)
Annual International Education and Research Conference Committee (Chair March 2014-April 2016 and now Sub-committee member)

Conferences

Opened 35th Annual Research and Education Conference of the Faculty in RCSI on 3rd March 2016
Opened 34th Annual Research and Education Conference of the Faculty in RCSI on 23 February 2015
Opened Honorary Fellowship Ceremony, Faculty of Nursing and Midwifery March 2nd 2016
Opened Honorary Fellowship Ceremony, Faculty of Nursing and Midwifery February 22nd 2015
Opened Honorary Fellowship Ceremony February, 22nd 2015, presented Honorary Fellowships to HRH Princess Muna Al-Hussein of Jordan, Mr Paul Gallagher, Director of Nursing, St James Hospital, Dublin and Ms. Rachel Mc Cloud-Spring, Midwife with the Rose Foundation in Malawi

Conferring Ceremonies

School of Nursing and Midwifery Conferring Ceremony (2014/2015) when scholarships awarded for nursing excellence
Honorary Fellowships Ceremony took place in RCSI on October 2014. Prof Carney, Dean officiated and presented the Honorary Fellowship to Mr Keith Duffy
Honorary Fellowship Ceremony took place in February 2015. Prof Carney, Dean officiated and presented the Honorary Fellowship to HRH Princess Muna –al Hussein of Jordan, Mr Paul Gallagher, Director of Nursing, St James Hospital, Dublin and Ms Rachel Mc Cloud-Spring, Midwife with the Role Foundation in Malawi.

Fellowship Ad Eundem Conferring Ceremony took place on December 2016. Prof Carney, Dean officiated and presented the Fellowship Ad Eundem to nurses and midwives in recognition of outstanding contribution to nursing education and clinical practice.

Examinations
Internal examiner for Fellowship in Nursing, RCSI examination June-August 2015 and September 2016

Conference Presentations: 2015 2016
Regulation of Advanced Nurse and Midwife Practice: International Dimensions. 34th Annual Faculty of Nursing an Midwifery Education and Research Conference, RCSI Conference Proceedings, February 19th 2016

Represented Faculty at the following:
RCSI Faculty of Radiologists Conferring Ceremony; Faculty of Dentistry Conferring Ceremony; Faculty of Sports and Exercise Medicine dinner (2014-2016)
RCSI Charter Day dinner In February 2015 and 2016
Launch of new Midwifery Practice Standards following the introduction of the Nurses and Midwives Act 2012 Nursing and Midwifery Board of Ireland: May 5 2015
Member of the Nursing and Midwifery Board of Ireland, Working Group for Advanced practice Nursing (2012-present)
Presented Key Note address titled: “Challenges facing nursing education from undergraduate to master’s level dimensions and outcomes from an international perspective.” Croatian National Nursing International Conference, Zagreb 9-11 June 2015
Participated in Round Table Discussion on “Nursing Education in Croatia-moving to degree level” Croatian National Nursing International Conference, Zagreb: 9-11 June 2015
Presented on Regulation of Advanced Nurse and Midwife Practice: International Dimensions. 34th Annual Faculty of Nursing and Midwifery Education and Research Conference, RCSI Conference Proceedings, February 19th 2015

Editorial Reviews
Received outstanding Reviewer for International Journal of Health Care Quality Assurance in the Emerald Literati Network 2015 Awards for Excellence presented in Verona, Italy September

Memberships
NMBI Working group for advanced nurse and midwifery practice and Subject Expert on advanced practice to the NMBI (2012-present)
Council for Deans, Professors and Heads of Nursing in Universities in Ireland and previously Chair (2002-present)
Faculty member of FINE (Federation of International Nursing Education)- Framework across educational institutions in Europe for development of nursing education (2009-present)
UCD Alumni (1992-present)
Representing nursing education on sub-group on education and training for clinical effectiveness and evidence based practice in Ireland (NCEC), Department of Health November 3rd 2016
External Examiner PhD supervisor and PhD Viva Examiner, University of Ulster, Jordanstown (2015)

Reviewer for Journals
- Bio Med Central Editorial -Human Resources in Health Journal: 2013-present
- iMedPub 2014-present
- BMC Nursing Review: 2013-present
- Journal Reviewer for International Journal of Health Care Quality Assurance 2011-present
- Journal Reviewer: Nordic Journal of Nursing Research (Vård I Norden) 2009-present
- Editor European Journal of Nursing Management 2007-present
- Journal Reviewer for: Journal of Nursing Management. 2002-present
- Journal Reviewer: Journal of Health Service Review 2007-present
- Health Science Journal@imedpub 2015-present
- Journal of Critical Care Obs & Gynae 2015-present
Publications 2015-2016


http://www.nursingandmidwiferyboardofireland.ie/literaturereview2014


Carney M. (2015) Regulation of Advanced Nurse and Midwife Practice: International Dimensions. 35th Annual Faculty of Nursing and Midwifery Education and Research Conference, RCSI Conference Proceedings, March 3rd


Carney M., Clune Mulvaney C., Kearns, T. (2016) Mary Frances Crowley, 1st Dean Faculty of Nursing: legacy and nursing values. Faculty of Nursing and Midwifery, RCSI. (In Preparation working title)

Conference Presentation 2015-16

(2015) Key Note address titled: “Challenges facing nursing education from undergraduate to master’s level dimensions and outcomes from an international perspective.” Croatian National Nursing International Conference, Zagreb 9-11 June 2015


(2015) Regulation of Advanced Nurse and Midwife Practice: International Dimensions. 34th Annual Faculty of Nursing and Midwifery Education and Research Conference, RCSI Conference Proceedings, February 19th 2015
Professional Discussions

(2016) European Federation of Educators in Nursing Science (FINE) Conference titled: Education and Competences of Educators in Nursing Science in Europe: What are the outcomes, what are the prospects? in Lyon, France from April 27-30th

(2016) Institute of Community Health Nursing Conference, Aisling Hotel, Dublin. 18th May 2016

(2015) Round Table Discussion on “Nursing Education in Croatia-moving to degree level” with Minister of Health, President of CNC, Sec General of Croatian Nursing Federation, Deans of Universities in Zabreb, Slovenia, Bosnia and Louvain; Croatian National Nursing International Conference, Zagreb: 9-11 June 2015


(2015) 4th Annual IMSTA Award Ceremony, Croke Park Conference Centre 5th October. Dean presented Faculty of Nursing and Midwifery Education awards

Discussion forum in Institute of Advanced Directors of Nursing & Midwifery Conference (IADNAM World Café Event), Professional Open Communications discussion on Professionalism in Nursing, Hilton Hotel, Kilmaningham: April 30th 2015

Health Service Executive (HSE) National Leadership Innovation Summit, Dublin Castle: May 12th 2015
Faculty Board and Staff Profiles 2015/2016

Professor Marie Carney, Dean {March 2014 – March 2016}
Current Dean Emeritus

Marie is the current Dean Emeritus of the Faculty of Nursing and Midwifery. She served as Dean of the Faculty Board from March 2014 – March 2016. She was elected to the Board of the Faculty in 2012 and also sat on the Board previously from 1994-1999. She was Chair of the Education Committee of the Faculty from 1993 to 1997. She was appointed Associate Professor of Nursing in RCSI, in 2008. She is Co-Chair of the RCSI Surgical and Post Graduate Faculties Board. She sat on the Governance Strategy Committee of the Faculty when the new Strategy for the Faculty of Nursing and Midwifery (2014- 2019) was developed and launched and she chaired the 40th Anniversary celebrations and the Annual International Nursing and Midwifery Education and Research Committees (2014-15).

Marie was awarded a PhD in Strategic Management from the UCD Smurfit Business School in 2003, the Masters in Business Administration (MBA) degree from the Smurfit School, UCD in 1992 and the Diploma in Nurse Teaching from the School of Nursing, UCD. Marie’s professional qualifications are Registered General Nurse (Sir Patrick Dun’s Hospital where she was awarded the Margaret Huxley Gold Medal), Registered Midwife (Scotland) and Registered Nurse Tutor (Ireland). She was awarded a Fellowship in Nursing by Examination from the Faculty of Nursing and Midwifery, RCSI in 1982 and the Honorary Fellowship of the Institute of Community Health Nursing in Ireland.

She worked in the Richmond and Beaumont Hospitals, Dublin as Nurse Tutor. Marie entered UCD as lecturer in nursing in 1994 and was appointed Senior Lecturer in 2007 where she developed curricula for bachelors and master’s degree programmes in management and leadership. She remained in UCD until 2008 where she played a large part in the transformational changes taking place in UCD and in nursing education in UCD and nationally, including the development of the new School of Nursing, Midwifery and Health Systems within the College of Health Sciences in Belfield, following restructuring. She was Head of the UCD School of Nursing and Midwifery from 2001-2005 and Head of the UCD School of Nursing, Midwifery and Health Systems from 2005-2007 where she was responsible for the introduction of the
inaugural undergraduate bachelor degrees in general nursing, midwifery, psychiatry and combined general and children’s nursing. She chaired the UCD Nursing School and Programme Boards and was a member of numerous committees including undergraduate and postgraduate college programme boards, postgraduate research committee, College of Health Sciences Board, postgraduate teaching and learning College Boards and the President’s Heads of Schools Board. Marie entered RCSI in March 2008 as Associate Professor of Nursing where her academic and research focus until December 2013 was on curriculum design, undergraduate nursing education, international nursing developments, strategic management and advanced nursing practice. In 2009, in collaboration with European colleges, she developed and introduced a new MSc Nursing (advanced practice) programme, the first of its kind in Ireland to incorporate the Certificate in Nurse and Midwife Prescribing and Ionising Radiation (X-Ray) for nurses.

In 2011 she developed two national programmes in advanced practice in epilepsy and neonatology and was Director for Master’s degree programmes in advanced practice, leadership, international programmes in Saudi Arabia (2012/13) and for the introduction of Erasmus programmes in the School of Nursing (2012/13). Marie’s professional affiliations include: Visiting Professor and Visiting Senior Lecturer to universities in Finland, Greece, Italy, Portugal, Spain, Sweden and USA; external examiner for the BSc Nursing (undergraduate) programmes in DCU and the Institute of Technology, Letterkenny and PhD Viva Examiner in national and European colleges. She is currently the NMBI Subject Expert in advanced nurse and midwife practice. She is editorial reviewer for several international peer reviewed journals including the Journal of Nursing Management, Journal of Clinical Nursing (2009-2012), International Journal of Health Care Quality Assurance, Nordic Nursing Research Review as well as being European Editor to the Journal of Nursing Management. She has held Board membership of committees including the Education and Training Committee of An Bórd Altranais (now NMBI); Council for Deans, Professors and Heads of Nursing in Universities in Ireland and the National Implementation Group for Midwifery and Children’s Education. She has held membership of multiple national and international professional organisations which include the American Organisation of Nurse Executives (AONE), FINE (Federation of International Nursing in Europe) and Thematic European Nursing Network for Advanced Practice in Nursing (TENN) across educational colleges in Europe. Marie has published her research in 55 Peer reviewed journals, one book on management in the health services, 3 book chapters, 35 other publications, and during 60 invited national and international presentations. She remains an active researcher in the field of regulation of nursing practice and advanced nurse and midwife practice.
Ms. Mary Jacob,  
Dean of the Faculty of Nursing & Midwifery  
(March 2016 to Present)

Ms. Mary Jacob was appointed Dean of the Faculty of Nursing and Midwifery in March 2016. Prior to this, she served as Vice Dean from March 2014 – March 2016.

She has just recently retired after thirty-nine years in practice. Mary became the first Advanced Midwife Practitioner Women’s Health and a Registered Nurse Prescriber in Ireland at the National Maternity Hospital Dublin. Her academic qualifications are B.Sc. Nursing Management and M.Sc. in Midwifery and her professional qualifications are RGN, RCN, RM, RNP and FFNMRCSI. Other educational achievements include a Diploma in Counselling from the Royal College of Surgeons in Ireland and a Diploma in Psychology.

Mary provided expert urodynamic studies for women who attend the National Maternity Hospital to achieve patient centred outcomes by diagnosing, planning and initiating care and treatment modalities for the diagnosis of lower urinary tract symptoms and urinary incontinence. Mary investigated patients with voiding difficulties attending for Flow Studies who constitute an important part of the urodynamic clinic and patients with postpartum and postoperative urinary retention demonstrating advanced clinical decision-making skills to manage her own patient caseload. Mary’s understanding of urinary continence and incontinence, combined with more than thirty five years’ experience enabled her to impact significantly on nursing and midwifery practice both nationally and internationally. She established guidelines for urinary retention, introduced portable bladder ultrasound scanning and the link nurse/midwife programme to the National Maternity Hospital.

She has represented the National Maternity Hospital with presentations on urodynamics and urinary retention on numerous occasions both nationally and internationally, including England, Canada, United States and New Zealand.

Her international publications have been published in the International Continence Society, International Urogynaecological Association Book of Abstracts and Irish Practice Nurse. She has presented posters at national and international conferences on urogynaecological, urology and midwife prescribing for continence promotion. Mary holds membership of several professional organisations including International Continence Society, International Urogynaecology Association, Continence Foundation of
Ireland, Association of Continence Advisors United Kingdom and Irish Association of Advanced Nurse/Midwife Practitioners.


**Education**
Lectures given have included transition year students, student midwives, medical students U.C.D. and advanced nursing practice students in RCSI. Twelve lectures were delivered at the National Maternity Hospital staff mandatory study day. The A.M.P. provided lectures for the Continence Promotion Unit, H.S.E. on their bi-annual courses. National Maternity Hospital guidelines, policies and procedures have been updated and replaced by guidelines and are available on Q-Pulse Hospital System. A randomised, double-blind, multi-centre study was conducted to evaluate the efficacy of adding Mirabegron to Solifenacin in patients with incontinence (BESIDE study). Audit and research into satisfaction levels of ladies attending the Urodynamics Clinic, National Maternity Hospital, Dublin.

**Oral Presentation**

Executive Director at Faculty of Nursing & Midwifery RCSI
Adjunct Professor of Nursing UCD

Thomas Kearns was appointed Executive Director of the Faculty of Nursing and Midwifery at the Royal College of Surgeons in Ireland in April 2014. As Executive Director, Thomas is accountable for providing leadership and direction in the development and delivery of the key strategic and operational aims and objectives of the Faculty. He is accountable for the financial management of the Faculty. Thomas has extensive educational leadership, project management and research experience throughout his 35 years nursing career. Thomas is an innovative, supportive and facilitative leader and has provided leadership in relation to a large number of initiatives across RCSI and with a broad range of external partners.

In 2014 Thomas conceptualised the Overseas Aptitude test as an alternative to the adaptation assessment programme. He scoped the project and conducted the national consultation and research study that informed the development of the Aptitude test during 2015.

Thomas is a member of the Rotunda Hospital Risk Committee and is a member of the RCSI/Rotunda Hospital Liaison committee.

From 2001-2014 Thomas was Education Officer and Acting Chief Education Officer in the Nursing and Midwifery Board of Ireland (formerly An Bórd Altranais). Thomas conceptualised, scoped, developed and was responsible for managing the Board's on-line Continuing Education CPD directory. He provided professional advice and guidance to academics, managers and clinicians. His doctorate is in the regulation of CPD and Professional Competence.

He was responsible for standard setting; approval and monitoring of all post graduate Education nationally. He was also responsible for the approval, audit and monitoring of programmes leading to registration as a psychiatric nurse, nurse prescriber, nurse tutor and public health nurse.

In 2004 he was seconded to the Department of Health and Children to project manage a review of the structure of the four year nursing degree programme and to specifically examine the position of the 12
month rostered clinical placement within the programme. This involved collaborating with Department officials, clinical and academic partners, the regulator and the professional associations and unions.

Prior to joining the nursing Board Thomas was lecturer/course co-ordinator on two higher diploma programmes and a lecturer on the undergraduate programmes within the School of Nursing and Midwifery in University College Dublin. He was responsible for curriculum development, teaching and learning, collaborating with hospital/clinical sites, student assessment, programme evaluation and quality assurance.

Thomas' Doctorate is in the area of Competence Assessment.

Thomas was appointed Adjunct Professor of Nursing, University College Dublin in April 2016.

Ms. Catherine Clune Mulvaney MSc (Nursing), PG Dip (CHSE), BSc (Nursing), HDip (ICU), RGN, RNT, FFNMRCSI

Operations & Programme Manager
Board Member Ex-Officio

Catherine’s career began in Beaumont Hospital, where she trained as a General Nurse. Following clinical experience in renal transplantation and orthopaedics, Catherine undertook voluntary work in Albania with the Missionaries of Charity. Catherine then moved to Intensive Care in Beaumont Hospital. In 2004, Catherine was appointed as the Clinical Nurse Manager II, to the ICU/HDU, in Our Lady’s Hospital, Navan, where she provided professional leadership in the unit.

Catherine completed a Higher Diploma in Nursing (Intensive Care Nursing), BSs (Nursing), MSc (Nursing), Post Graduate Diploma (Clinical Health Sciences Education) and the Fellowship of the Faculty of Nursing & Midwifery, RCSI (FFNMRCSI). Catherine is a Registered General Nurse and Nurse Tutor.

Catherine joined the Royal College of Surgeons in Ireland in January 2006. Initially, Catherine worked as a Lecturer and Programme Director in the School of Nursing & Midwifery, (Formerly the Faculty of Nursing & Midwifery) on MSc, Post Graduate Diploma and BSc programmes. During this time, Catherine developed expertise in teaching and learning, curriculum design and development, MSc supervision, administration
and student support. Catherine taught leadership and management, qualitative research methods, strategy, advanced practice, nurse theory and teaching and assessing across the School’s programmes.

Catherine was appointed Operations and Education Manager and Deputy Head of the Faculty of Nursing & Midwifery in May 2015. Catherine works closely, with Professor Thomas Kearns, Executive Director in the management of the day-to-day operations of the Faculty, the development of the Faculty’s CPD profile, the management and development of the Faculty’s Annual International Research and Education Conference, and the operationalisation of the Faculty’s Strategic Plan 2015-2017.

**Ms. Jacinta Kelly**  
**Honorary Secretary**

Jacinta is currently Honorary Secretary of the Faculty Board. She is a Senior Lecturer at the Faculty of Health, Social Care and Education at Anglia Ruskin University, Cambridge, UK with leadership contributions in post-registration, post-graduate and pre-registration teaching and assessing.

Having earned her degree of Master of Nursing at University College Cork, Jacinta held a position at the School of Nursing and Midwifery Trinity College Dublin as lecturer and course co-ordinator of undergraduate BSc (Hons) programmes (Stage 3) across several disciplines, including children’s nursing. Jacinta has held clinical leadership roles in acute care, medical nursing and critical care nursing. She is a Fellow and Board Member of the Faculty of Nursing and Midwifery of the Royal College of Surgeons of Ireland and a member of Sigma Theta Tau’s Phi Chapter.

She is a researcher in a number of fields of inquiry including the history of nursing, acute and critical care nursing, nurse education, curriculum policy and in the wellbeing of older people. Jacinta has taught acute care nursing, research methods and supervised research projects at third and fourth level. Jacinta has published research papers and commentaries widely in a number of national and international journals and has contributed a book chapter on pre-registration clinical skills learning.
At the meeting of the Board on Wednesday June 15th 2016 Dr Theresa Frawley, Advanced Nurse Practitioner in ENT, Midland Regional Hospital Tullamore was appointed Vice Dean of the Faculty.

Dr Theresa Frawley was elected to the Board of the Faculty of Nursing and Midwifery in 2013, and was subsequently elected to the role of Honorary Treasurer in 2014. Theresa qualified as a nurse from the North Down Group School of Nursing in 1982, and subsequently, working in the Plastics and Maxillofacial unit at the Ulster Hospital, Dundonald, before training as a midwife in the Ayrshire Central Hospital, Irvine. She commenced working in Tullamore General Hospital in 1986 as a staff nurse and following the inception of the ENT service (1990) within the hospital she worked there for five years and in 1995 she was instrumental in developing the first ENT Clinical Nurse Specialist role in the country. She has recently been appointed in the first ENT Advanced Nurse Practitioner role for adult and paediatric services in Ireland.

Now retired from practice Áine worked in the field of Nurse Education in Northern Ireland, where she held many senior positions, including Director of Nurse Education at the Northern Area College, Antrim, Director of In-Service Education for the Northern and Western regions of Northern Ireland and held a Visiting Professorship with the School of Nursing, University of Ulster. In 2002, Áine was elected to the Faculty of Nursing and Midwifery Board (RCSI), and served as Honorary Treasurer (2004-2007), Vice-Dean (2007-2010) and Dean (2010-2012). She is at present serving her second and final term as a member of the Faculty Board.
Áine has served as a non-executive member of the Eastern Health and Social Services Board (NI), a non-executive member of the National Board for Nursing and Midwifery (NI) and a member of the RCN (UK) Steering Committee. She was Chair of the RCN, Research Society (NI) and Chair of the National Board for Nursing and Midwifery (NI), Research Committee.

Her research activities have focused on the learning strategies and cognitive development of student nurses and she has presented many papers at national and international conferences on this subject.

**Ms. Maeve Dwyer**  
**Former Dean (2007-2009) and Board Member**

Maeve was appointed Dean of the Faculty of Nursing and Midwifery, RCSI in 2007 and served as Dean until 2009. Maeve began her nursing studies in the Hospital of St. John & Elizabeth, London in 1963. After graduation she worked as a staff nurse and midwife in various hospitals in Ireland, the UK and Switzerland. She was appointed Assistant Matron of the National Maternity Hospital, Holles Street in 1975 where she remained until 1979.

Maeve’s term on the Faculty Board finished in June 2016 and at the Faculty Board meeting on the 15th June a reception was held to mark her departure and to express the Faculty’s gratitude for her service, hard work and excellent contribution to the Board.

**Ms. Hilda Gallagher**  
**Board Member**

Hilda has over 35 years broad healthcare experience ranging from the acute healthcare sector to primary care and incorporating both public and private sectors. Hilda has professional qualifications in General Nursing, Midwifery, Management and Leadership and has key interests in staff education, training, staff empowerment, coaching, quality and risk management, and regulatory compliance. Hilda has held various senior positions including Assistant Director of Nursing, Director of Nursing, Director of Clinical
Operations & Special Projects before being promoted to Group Chief Operations Officer. Hilda has a total of 25 years in management with 9 years at Senior Management level. Qualifications include RGN (Hons), RM (Hons), BSc Nursing Management (1st Class Hons), MSc in Healthcare Management (1st Class Hons) and Hilda was awarded the prestigious FFNMRCSI (Fellow of the Faculty of Nursing & Midwifery RCSI) award in December 2014.

Hilda has key competencies in Leadership/Management, Multidisciplinary Team Working, Clinical Governance/Risk Management/Quality Systems/ Audit and Regulatory compliance. Hilda has a strong track record in initiating and delivering on Change Management Initiatives, Project Management, Competency Framework Models and Practice Development, Strategic Planning, Service Development, Budgeting and Hilda has a keen Business focus.

**Awards**

2014 – Awarded FFNMRCSI (Fellow of the Faculty of Nursing & Midwifery RCSI) 8th December 2014.

2009- Awarded 1st Class Honour’s in MSc in Healthcare Management at RCSI, Institute of Leadership & Healthcare Management, Ireland.

2005- Awarded 1st Class Honour’s in BSc Nursing Management at RCSI, Dublin.

2008- Awarded 1st Prize for poster presentation entitled ‘Upskilling of Care Support Staff in the IBTS: the key to true multidisciplinary cross-functional teamwork and an integrated skill-mix at the SIG (Special Interest Group), BBTS, International Conference, UK.


2004- Awarded a Heart Health Research Bursary from the ERHA to undertake research entitled ‘Pre-hospital early administration of aspirin to subjects (n=500) with suspected Acute Myocardial Infarction: a comparison of Ambulance Officers, GPs, and Self-referral.’

Publications - Hilda also has publications in some peer-reviewed nursing journals.
Mary is the Chief Nursing Officer of Sidra Medical and Research Center. She was appointed to the role in 2013. In this role, Prof. Boyd leads all aspects of the planning, development and delivery of Sidra’s nursing services to deliver the highest standards of care to patients. Prof. Boyd comes to this key role with a wealth of experience and a strong track record of success in leadership roles within hospital settings, as well as strong expertise in women’s and children’s health. Prof. Boyd is also a lecturer at the University of Calgary in Qatar and teaches students undertaking a Bachelor of Nursing program.

Before joining Sidra, Prof. Boyd served as the National Strategic Lead for Bed Management and Head of Hospital Liaison in the Irish Department of Health. In this capacity, she successfully improved hospital access and quality of service for patients and was a major contributor to Irish healthcare reform.

Under Prof. Boyd’s leadership, the Cork University Hospital Group (CUHG) grew to become the largest hospital in the state. As Director of Nursing, Prof. Boyd was responsible for a €116 million budget, with oversight of nursing services staff in a 1,100 bed hospital. CUHG is the only Level I Trauma Center in the Republic of Ireland. She brought clinical governance to the highest standard to the hospital using evidence-based international accreditation systems.

Her previous roles included Director of Midwifery at the National Maternity Hospital, Holles Street, Dublin, Europe’s largest maternity hospital; Director of Nursing and Midwifery (and Director of Care) at Portiuncula Hospital, Galway and Divisional Nurse Manager in Obstetrics, Gynecology and Children in Saolta University Healthcare Group. In these roles, Prof. Boyd has evolved as one of the world’s most experienced nursing executives in commissioning new hospitals and hospital units and reorganizing hospital groups. Many see her as the foremost nurse executive of her generation in Ireland.

Professor Boyd has over 12 years of executive management hospital board experience, serving on advisory boards and conducting quality audits at many hospitals. She also served as President of the Irish Association of Directors of Nursing and Midwifery in 2010 and 2011.
Prof. Boyd received her Doctorate in Governance from the School of Law, The Queens University of Belfast, in 2008, and her MA in Public Management from the Institute of Public Management in 1996.

Ms. Terry Hanan {RNID, RGN, HDip Onc, MSc}
Board Member

Terry was elected to the Board of the Faculty in June 2015. She is Nursing Development Co-ordinator, National Cancer Control Programme. Terry has worked in cancer services in Ireland, in clinical and managerial roles. She is the project lead for the Community Oncology Nursing Programme and the ‘Strategy and Educational Framework for Nurses Caring for People with Cancer in Ireland 2012’ and was on the project team of the 2013 NCCP Oncology Medication Safety Review.

She has completed a Higher Diploma in Oncology in University College Dublin and a Masters in Health Services Management in Trinity College Dublin. She completed a Cancer Nursing Leadership Programme in the UK and is a Fellow of the Royal College of Surgeons Nursing Faculty.

Professor Maura Pidgeon {RGN, RM, MBA, PhD; FFNMRCSCI}
Board Member

Professor Maura Pidgeon is currently the Director of MSc Nursing Programmes in RCSI Bahrain.

Maura was elected to the Board of the Faculty in June 2015. Maura is former CEO of the Nursing & Midwifery Board of Ireland (formerly An Bórd Altranais). She is a Registered Nurse and Midwife with almost 30 years’ experience in clinical practice. Maura is Vice Chair of the Association of Chief Executives of State Agencies. Prior to joining NMBI in 2011, she was Head of the Department of Nursing and Health Sciences at Letterkenny Institute of Technology. Prior to that, she spent eight years as Director of Nursing in the Mater Private Hospital, Ireland’s leading private acute tertiary referral hospital. She has also held academic, teaching and management posts at Queen’s University Belfast.
She holds a PhD in Leadership from Queen's University Belfast and an MBA from Ulster Business School. In 2012 she was appointed Adjunct Professor, UCD School of Nursing, Midwifery and Health Systems. The following year she was appointed Fellow Ad Eundem, Faculty of Nursing, and Royal College of Surgeons Ireland.

**Area of Expertise:**
- Executive Leadership in Nursing & Midwifery Regulation as CEO of the Irish Nursing & Midwifery Board.
- Developing standards for nursing & midwifery education at first and advanced levels of practice.
- Implementation of legislation and development of Rules supporting primary legislation in all areas of regulation.
- Writing Codes and Scope of Professional Practice.
- Executive Leadership in Clinical Nursing as Director of Nursing in Ireland’s leading private tertiary referral centre.
- Preparing organisations for the future in the health care industry.
- Academic Management - head of department of nursing in a higher education institution.

**Qualifications:**
- PhD Leadership in Nursing, The Queen's University of Belfast 2009.
- Masters in Business Administration (MBA), University of Ulster 1995.
- BSc (Hons) Nursing, University of Ulster 1991.
- RM Registered Midwife Coombe Hospital Dublin 1981
- RGN (Hons) Nurse Mater Misericordiae Hospital Dublin 1979

**Current areas of activity**
- Building RCSI School of Nursing & Midwifery MSc Portfolio of Specialist Programmes
- Contributor to the International Regulatory Meetings
- Leadership Development and professionalisation of Nursing & Midwifery in their contribution to world health issues e.g. Universal Health Coverage (UHC)
- Member of RCSI Bahrain Research Committee
- Member of RCSI SPG & R Academic Council
Dr Mark White FFNMRCSEI, FCIPD, PhD, MBs, MSc, Dip HE, RGN
Board Member

Director of the Nursing and Midwifery Planning & Development Unit, HSE-SE, Currently assigned as Programme Manager, System Reform Group,
Office of the Director General of the HSE.

Mark White trained as a Nurse in London in the late 1980's and early 1990's. Working predominantly in the specialty of Neonatal Intensive care he graduated in 1993 from the London Guildhall University with an MSc in Care, Policy and Management. He held a joint Manager/Lecturer appointment with the Paediatric Intensive Care & Neonatal Intensive Care Units in the Children's Hospital in Lewisham and the Department of Nursing and Midwifery at City University prior to his return to Ireland in 1998.

After working in senior nurse manager positions at the Coombe Womens Hospital, Dublin and Wexford General Hospital, he joined the Health Service Executives Nursing and Midwifery Planning and Development Unit in 2002 where he has worked on various nursing and midwifery workforce planning related projects. He continued his studies at Dublin City University graduating with a Master's in Business Science in HR strategies in 2005.

He completed his PhD studies at Waterford Institute of Technology in early 2015 and his research subject involves examining the role that ‘work-engagement’ has with quality improvement activities in ward-based teams. He took up his current post as Director of the Nursing & Midwifery Planning & Development Unit in 2009. He has worked on various national projects that include the National Epilepsy Clinical Programme, the National Nursing Recruitment Project in the Health Service Executives.

He recently led the very successful HSE ‘Productive Ward’ Initiative, disseminating the implementation and evaluation lessons in peer reviewed publications. In February 2015 he was assigned on an interim basis as a programme manager in the HSE’s System Reform Group in the Director Generals office.
Dr. Catherine S. O’Neill, PhD, M.Soc. Sc., DipSSR., MA, BA (Hons) RGN, FFNMRCSCI
Board Member

Catherine was elected to the Board of the Faculty of Nursing and Midwifery, Royal College of Surgeons in Ireland, in June 2015. Following a long career in Healthcare Education and Research in third level institutions (1993-2015) Catherine currently works as a consultant in healthcare education and research. She remains research active while mentoring postgraduate students and acting as an adviser assisting past students prepare research articles to a level of publication acceptable in academic peer reviewed journals.

Prior to this she held a senior lecturer’s post in the School of Postgraduate Studies, Royal College of Surgeons in Ireland, Bahrain and Dublin where she was the Director of the MSc Nursing program.

During her time in Bahrain, Catherine, in addition to acting as convener of the research ethics committee (REC) was instrumental in setting up the Rufaida Honour Nursing Society in the School of Nursing and Midwifery, RCSI, Bahrain and was President of the Society until August 2015.

The Society is currently working toward achieving full Sigma Theta Tau chapter status in RCSI - Bahrain.

rufaidahonornursingsociety.com

Her research interests include Healthcare Ethics; End- of- Life Care; Philosophy of Healthcare; Narrative Practice; Healthcare Education and the Humanities in Healthcare. Her PhD dissertation was a study of: Ethical Decision Making in the Care of Older People: An ethnographic approach to describing and analysing patient treatment decisions in Irish hospitals.

Publications (recent)


http://nej.sagepub.com/content/early/2016/02/22/0969733016629771.abstract

Dr. Michael Shannon
Board Member
Michael is the Programmes Director and Senior Lecturer in the Institute of Leadership, RCSI Bahrain. Michael has extensive experience in corporate and clinical leadership both in Ireland and England.

Prior to his recent current appointment at the Institute of Leadership, Michael worked as a senior Policy Maker as National Nursing & Midwifery Services Director for the Health Service Executive, Ireland. Michael’s extensive experience has supported leadership development in building partnerships and alliances, driving change and supporting professions in times of major challenge and reform. He has developed and implemented strategic projects and initiatives both regionally, nationally and internationally.

Michael has also held a number of senior posts including Area Director of Nursing & Midwifery, Dublin mid Leinster and Director of Nursing and Midwifery and Palliative Care at Letterkenny and Sligo University Hospitals in Ireland. He held the first post of Nurse Advisor for Acute Hospital Care at the Department of Health and Children.

Michael's professional qualifications include General, Psychiatric and Orthopaedic Nursing.
His academic career includes completing his PhD at Dublin City University. He holds a BSc (Hons), University of Ulster, MBA (Hons) Smurfit Business School, University College Dublin and a Diploma in Education from Leicester University. In 2015 he completed the Post Graduate Implementation Science Programme at Trinity College, Dublin. He is also a graduate of Harvard University where he undertook an International Healthcare Management programme in 2012.

Michael has co-authored a number of book chapters and has published in various international publications. Michael was conferred Ad Eundem Fellow, Faculty of Nursing and Midwifery RCSI in 2012 and has been appointed adjunct Associate Professor at University College Dublin Department of Nursing, Midwifery and Health Sciences and Trinity College, Dublin.

Mr. Paul Mahon PGDip CHSE (Dist), M.Sc. Nursing (Hon), B.Sc. Nursing Management (Hon), B.Sc. Nursing (Hon), Dip. N (Dist), R.G.N., R.N.T., FFNMRCISI

Board Member

Paul Mahon commenced nurse training under the Diploma programme in 1995 in Beaumont Hospital, Dublin. Graduating with Distinction, Paul began his early career in the speciality of neuromedicine where he progressed to complete a B.Sc Nursing and M.Sc. Nursing. After working for a number of years in neuromedicine, Paul transferred to the Richmond Intensive Care Unit where he further developed his clinical practice. While in the Unit, Paul completed a B.Sc Nursing Management and held both staff and management roles before being appointed as the Neuroscience Clinical Course Coordinator.

More recently, Paul progressed his studies by undertaking a Postgraduate Diploma in Clinical Health Sciences Education / R.N.T, and was conferred with the Trinity College School of Nursing and Midwifery Award. In his current role of Senior Education Coordinator in Beaumont Hospital, he coordinates the delivery of a broad suite of postgraduate diploma, postgraduate certificate, individual modules, in-service and bespoke educational programmes. He has organised a number of successful national conferences and study days, peer reviews journal submissions, has represented nursing nationally on the recent Pharmaceutical Society of Ireland Future Pharmacy Practice project and sits on a number of committees at hospital level. One of his more current projects is the introduction of an e-learning / learning management system to the hospital. He has been awarded an Honorary Teaching Associate from the Faculty of Nursing and Midwifery RCSI and is an Honorary Lecturer with the School of Nursing and Midwifery RCSI.
Ms Judith Foley  
Board Member (NMBI Representative)

Judith Foley is the Acting Chief Education Officer in the Nursing and Midwifery Board of Ireland (NMBI). Prior to this position she was an Education Officer since 2003. Her role includes the development and support of all undergraduate pre-registration nurse education and training programmes. She is the lead regarding the statutory Education and Training Committee, Validation Committee and Standards Committee of NMBI pertaining to all national nurse education and training matters.

Judith is a registered general nurse, registered children’s nurse and registered nurse tutor, and holds a master degree in education from Trinity College Dublin and a bachelor of nursing studies degree from University College Dublin.

Prior to taking up her position in the NMBI, Judith worked at different levels in nursing and included a number of years in the clinical setting, particularly in the area of intensive care and in education as nurse tutor and principal nurse tutor.

She was a member of the steering and working group of the Department of Health, which explored the concept of direct entry regarding paediatric nurse education and the Paediatric Nurse Teachers Working Group, which explored the concept of an integrated, Bachelor of Science degree.

Currently she is a member of the National Project: Shaping the Future of Intellectual Disability in Ireland and the Quality and Qualifications Ireland Consultative Forum. She was appointed to the Board of the Health Information and Quality Authority in April 2014.
Academic Staff

Dr James Fullam  
Postdoctoral Fellow REACH Programme

Dr James Fullam is a Postdoctoral Research fellow in the Faculty of Nursing and Midwifery. James' primary research area is research capacity building. James coordinates the REACH programme; this initiative, run in partnership with the Dublin North Nursing and Midwifery Planning and Development Unit aims to facilitate the output of high quality nurse and midwife led research in the region.

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Ms Maria Neary  
Project Co-Ordinator at Faculty of Nursing and Midwifery RCSI

Maria Neary commenced as Project Co-ordinator RCSI Aptitude Test in the Faculty of Nursing and Midwifery at the Royal College of Surgeons in Ireland in September 2015. As Project Co-ordinator, Maria is accountable for providing leadership and direction in the development and delivery of the RCSI Aptitude Test and reports to Thomas Kearns as Executive Director of the Faculty of Nursing and Midwifery at the RCSI.

Maria has extensive project management experience and has coordinated several projects both nationally and internationally.

Maria has worked in the clinical and management areas of nursing and ran a busy medical and surgical unit in London before taking up a teaching role in Ireland, where she was responsible for curriculum development, teaching and learning, collaborating with hospital/clinical sites, student assessment, programme evaluation and quality assurance. Having gained experience at all levels in nursing, Maria was appointed as an Education Officer with the Nursing and Midwifery Board of Ireland: NMBI (formerly An Bórd Altranais). During her time working with the Regulatory Authority she spearheaded and led on several innovations in nursing and midwifery.
She was Manager of the Nursing Careers Centre, established by the Department of Health, to promote and market nursing and midwifery as a career, resulting in the interest in some nursing programmes rising from less than one applicant per place available to over 26 applicants per place available. She worked closely with all key stakeholders in achieving the transition of nursing and midwifery from an apprentice-type training to a four-years Honour’s degree programme well established within the third-level setting.

Part of her work within the Regulatory Authority was the development of protocols surrounding the registration of nurses and midwives who trained outside the Republic of Ireland. She was a key contributory in the revision of the EU Directive pertaining to nursing and midwifery and was invited to speak in several locations throughout Europe.

Maria led on the national project surrounding Advanced Nursing and Midwifery Practice when it transitioned into the NMBI. She was responsible for determining of standards surrounding Advanced Practice Posts and in the assessment of nurses and midwives for registration as advanced practitioners. She spoke both nationally and internationally on advanced practice.

Maria’s doctorate is in the experience of male general student nurse in the numerically female dominant world of nursing in the Republic of Ireland. Despite her short time with the RCSI, Maria has thoroughly enjoyed being part of an innovative team in the development of the RCSI Aptitude Test for Overseas Nurses & has greatly treasured her trips to India.
Administrative Staff

Ms Pamela Peppard, Faculty Administrator

Pamela oversees the day-to-day running of the Faculty office including providing comprehensive administrative support to the Dean and Executive Director. She assists with the compilation of the Annual Report and Newsletter. Pamela is the main point of contact for the Overseas Aptitude Test. She also assists with the management of departmental budgets, Faculty website (internal & external) and social media.

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Ms Lorraine Harte B.A., Faculty Administrator

Lorraine joined the Royal College of Surgeons in Ireland in 2012 and was appointed Faculty Administrator, Faculty of Nursing & Midwifery in June 2014. Lorraine provides comprehensive administrative support to the Dean, Dean Emeritus, Executive Director and Faculty Board. She is the primary point of contact for Board Members and organizes and attends regular Faculty Board and Sub-Committee Meetings, she also organizes the Faculty’s Annual General Meeting.

Lorraine works closely with the Operations & Education Manager coordinating Faculty CPD Programmes and administers and organizes the Annual International Nursing and Midwifery Research & Education Conference, one of the oldest Nursing Conferences in Europe. She manages Fellowship applications, Examinations and Conferrings. She assists with the management of departmental budgets, website and social media. She also deals with any general queries, and is the main point of contact for our Fellows.

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In Memory of Ms. Helen Walsh  
{16th May 1967 - 17th December 2015}

Ms. Helen Walsh MSc, RGN, ANP, FFNM RCSI formerly of Millview, Athboy, Co Meath passed away on Thursday 17th December 2015 following a long illness.

Helen was a highly respected and esteemed colleague of the Faculty of Nursing & Midwifery, Royal College of Surgeons in Ireland. Her involvement with the Faculty began in 2009 when she was appointed as a Fellow. The following year in June 2010 she was elected to the Faculty Board.

Following her RGN training, Helen completed the Neonatal Intensive Care of the Newborn training at the Royal London Hospital. She undertook advanced Neonatal and Research modules with City University in London which included Teaching & Assessing in Clinical Practice, Clinical Supervision and Introduction to Understanding & Application of Research & the Relationship between Professional Practice & Knowledge. She was awarded a BSc (Neonatal Studies) with the University of Southampton and an MSc in Clinical Nursing with University College Dublin. She was accredited as an ANP (Neonatology) and obtained a certificate in Nurse Prescribing.

Helen lectured in the School of Nursing & Midwifery, RCSI on the Specialist Programmes ANP (Neonatology) and the Higher Diploma in Neonatal studies for which she acted as the link between the RCSI, CME and the National Maternity Hospital. Helen was a valued employee of the National Maternity Hospital, Holles Street where she worked as an Advanced Nurse Practitioner (Neonatology) & where she was a worthy recipient of the Nurse of the Year Award for her contribution to education.

Over her five year period as a Faculty Board member Helen’s support to the Dean, Executive Director, past Deans, Officers of the Board past and present, and members of the Committees was greatly appreciated and welcomed. Her valuable insights and discussion were greatly appreciated and she was an inspiration to so many students with her knowledge, insight and humanity.

The Dean Ms Mary Jacob, Executive Director Mr Thomas Kearns, Dean Emeritus Prof Marie Carney and the Board of the Faculty of Nursing & Midwifery wish to extend their sincere condolences to Helen’s family, friends and colleagues.
Conclusion

The Faculty and Nursing and Midwifery, since its foundation in 1974 has been to the forefront of nursing and midwifery education in Ireland. It is with great pride that we look back and reflect on the pioneers who founded the Faculty and all of the Deans and Board Members, who have provided leadership and vision for the expansion and development of the Faculty over the last four decades. It is also important to acknowledge the role played by the Head of Department, academic and administrative staff in the development and delivery of education programmes which met the needs of nurses and midwives in clinical, managerial, research and educational roles.

The Faculty has enjoyed an exceptionally busy year, as it celebrated the Centenary of the 1916 Rising, the Annual Conference, the NUI Conferring.

As the Faculty enters the next decade with a new and transformed purpose it is envisioned that the Faculty of Nursing and Midwifery, RCSI, will remain at the forefront of post graduate training and competency in Ireland.

This Annual report was written and researched for the AGM of the Board of the Faculty of Nursing and Midwifery by Prof Marie Carney, Dean, Prof. Thomas Kearns, Executive Director and Ms. Pam Peppard, Faculty Administrator. Editing of the Final Draft was undertaken by Ms. Mary Jacob, Vice Dean until March 2016 and Dean from March 2016-June 2016 and Ms. Jacinta Kelly, Hon Secretary.

23rd November 2016