



RCSI

FACULTY of
**NURSING and
MIDWIFERY**



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RCSI FACULTY OF NURSING AND MIDWIFERY

2023 ANNUAL REPORT

01 JULY 2022 –
30 JUNE 2023

RCSI FACULTY OF NURSING AND MIDWIFERY

Established in 1974, the RCSI Faculty of Nursing and Midwifery plays a pivotal role in leading and supporting the development of the nursing and midwifery professions nationally and internationally. This development is achieved through the delivery of transformative learning experiences, impactful research in the areas of professional development and supporting the contribution of nurses and midwives to healthcare and societal well-being.

The Faculty's Strategic Plan (2019-2022) identified the following objectives:

Design, develop and deliver transformative learning experiences to facilitate the continued professional development and lifelong learning of nurses, midwives and professionals in the healthcare arena;

Lead impactful research in areas of professional development, lifelong learning and the monitoring and maintenance of professional competence at clinical, educational, research, management, technological and policy levels;

Support the contribution of nurses and midwives to healthcare and societal well-being in Ireland and internationally.

THE BOARD OF THE FACULTY OF NURSING AND MIDWIFERY

The Board of the Faculty of Nursing and Midwifery comprises a Dean and twelve members. It is bound by the Standing Orders of the Faculty of Nursing and Midwifery and the constitutions of the Royal College of Surgeons in Ireland and the Council of the College.

THE DEAN'S MEDAL



The Dean's Medal was designed by the Founding Dean, Mary Frances Crowley. It comprises of the College Badge, mounted on a black background and encircled by eight stars representing the essential qualities of leadership: Knowledge, Responsibility, Conciliation, Availability, Wisdom, Coordination, Co-operation and Prudence.

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THE YEAR IN NUMBERS



» The Faculty conferred **12 members** this year.

» The Faculty conferred **67 Fellowships** this year

- **51** Fellows by **Examination**
- **13** Fellowships **Ad Eundem**
- **3** Fellowships **by Election**
- **1 Honorary** Fellowship.



» The Faculty outputs include **28 publications** including journal articles, book chapters, and reports.



- » **22 country members** represented in the Faculty's European Centre of Excellence for Research in Continuing Professional Development
- » **Over 280 delegates** from **18 countries** attended the Annual International Nursing and Midwifery Education and Research Conference.
- » **2,593 applicants** completed the **Overseas Aptitude Test** to register as a nurse in Ireland.
- » Since the commencement of this aptitude test in December 2015, the Faculty has assessed more than **11,000 Internationally Educated Nurses** for registration from **54 countries** across the globe.

DEAN'S REVIEW



I would like to begin this year's review by highlighting the evolution of the Faculty executive over the past year

The Faculty developed and engaged in a succession plan over the last 18 months, which has been implemented in earnest from March of this year. Prof. Thomas Kearns, Executive Director of the Faculty since 2014 retired from his position in April 2023. I would like to thank Prof. Thomas Kearns, for his inspiring leadership during his tenure, and in particular over my time on the Faculty Board. On his retirement, Prof. Kearns was awarded the Lifetime Daisy Achievement Award in recognition of his dedication and life's work to the compassionate care of others through nursing.

Prof. Mark White assumed the position of Executive Dean at the end of April 2023 and will lead the Faculty into a new and exciting chapter. This appointment marked a key transition period for the Faculty along with the appointment of two Executive Vice Deans, a new Operations & Education Manager and a new Operations Manager in Spring 2023. I would like to give a warm welcome to all our new team members who have joined over the last year and am delighted to be Dean at this exciting time in the Faculty.

The Faculty continues to grow its community of Fellows and Members and I am pleased to welcome all of the newest Fellows Ad Eundem, By Election and By Examination and Members of the Faculty who were conferred in December 2022. 67 Fellows and 12 Members were conferred in 2022 – 2023. The annual Conferring Ceremony was held on the 4th December and many joined us for the Christmas Fellows, Members and Friends event which was held in RCSI the following day.

The two artworks commissioned by the Faculty in celebration of the 40th Anniversary of the Annual

On behalf of the RCSI Faculty of Nursing and Midwifery, it gives me great pleasure to present to you the 2022-2023 Annual Report. The last year has been a particularly exciting time of growth and development within the Faculty and I am honoured to work with an extraordinary team of professionals who are passionate about delivering on the Faculty's aims.

Conference were unveiled in a small ceremony in which the artist, Mr John Rainey introduced the sculptures of Florence Nightingale and Elizabeth O'Farrell and the Faculty presented them to the RCSI as part of its extensive art collection. I am delighted to share with you that these sculpture commissions were highly commended in the 2023 Business to Arts Awards. I would like to thank Mr Rainey, in particular, along with everyone else who was involved in this important art commission.

In February 2023, the Faculty held the 42nd Annual Education and Research Conference on the theme Nursing and Midwifery Leading the World to Better Health. As the first fully in-person conference since 2019, we were delighted to welcome over 280 participants from 18 countries. An Honorary Conferring ceremony was held at the opening of the conference, in which the broadcaster, Mr Ray D'Arcy, was conferred with an Honorary Fellowship of the Faculty in recognition of his advocacy in the area of mental health.

I would like to thank the Faculty Board who have overseen the strategic direction of the Faculty in the last year. The Faculty is fortunate to have a highly experienced and dedicated team of nurses, midwives and co-opted consultants to drive development of the Faculty.

Dean Emeritus, Prof. Michael Shannon completed his term on the Faculty Board in 2023. Prof. Shannon has continued to support the Faculty in myriad ways since completing his term as Dean and I am very grateful to him for that. On behalf of the Board, I would like to express my deep gratitude to him for all he has done for the Faculty during his time on the Board.

I am delighted to welcome our newest Board members, Prof. Thomas O'Connell, and Prof. Charlotte McArdle. Prof.

O'Connell began his term on the Board as a co-opted Board member in the area of Health Policy and Economics in September 2022. He brings a strong international element to the Board.

Prof. McArdle commenced her tenure on the Board in January 2023. She comes to the Faculty with vast experience in senior leadership and shaping strategic policy. Both new Board members are excellent additions to the Faculty Board and we are extremely pleased to have access to their insights and experience.

Over the past year, the Faculty Executive team have been doing incredible work. The Faculty's Overseas Aptitude Test continues to grow under the leadership of Dr Maria Neary. The Faculty is very proud of the contribution this test makes to workforce planning in Ireland.

The European Centre for Excellence in Research have begun work on three European projects, won a significant Erasmus grant and are contributing to Cost Action research projects. I would like to thank Dr Fitzgerald, Dr Aleo, Ms Niamh Walsh and Dr Pagnucci for their ongoing drive within the centre.

Professor Kearns continues to support the Faculty in a part-time capacity through his work with the newly formed

Global Innovation Leadership Academy. His networking and collaborations with international partners will help keep the Faculty on the world stage.

You will read about the many projects within the Faculty later in the report. Each member of the team contributes a vast amount in terms of their skills and experience and I would like to thank all of our Executive Team who are unwavering in their commitment to their work.

I would like to thank all of our Fellows, Members, Honorary Associates and collaborators who continue to support the work of the Faculty. We are delighted to have such a broad base of associates across the nursing and midwifery professions.

I hope you enjoy learning about the developments, projects and programmes that have taken place in the Faculty over the last year.

Mary Boyd

Dr Mary Boyd

Dean

1st December 2023



EXECUTIVE DIRECTOR'S REVIEW



In appreciation and gratitude, I wish to thank all my colleagues in RCSI and, in particular, the Faculty team for their support and collegiality. Specifically I wish to thank Prof. Laura Viani (President); past presidents in RCSI, Prof. Cathal Kelly CEO/Vice Chancellor and the Managing Director of Surgical Affairs Mr Kieran Ryan. I wish the very best to Prof. Mark White Executive Dean, Prof. Mary Lynch and Prof. Mary Rose Sweeney as they lead the Faculty Executive going forward.

STRATEGY

The Faculty continues to operationalise its current Strategic Plan (2019-2022) into 2023. The Faculty strategic plan aligns with the wider university plan. The Faculty prides itself on ensuring this strategic link to operational endeavour within the governance framework of the Faculty Board, RCSI Senior Management and the Surgery and Post Graduate Faculties Board (SPFB). The Faculty continues to work in a values-based approach to ensuring that clinician needs are met to enhance service need in a rapidly evolving healthcare context. The foundations of the strategic plan are based on three pillars: delivering a transformative learning experience, leading impactful research and supporting healthcare and societal well-being in Ireland and internationally. The Faculty's new strategic plan (2024-2028) is currently in development and will align with RCSI's recently launched university strategy 'Innovating for a Healthier Future'.

I am delighted to welcome you all to the Faculty's 2022/2023 Annual Report, my final report as Executive Director. Following on from the Dean's welcome, I would like to begin by expressing my sincere gratitude to Dr Mary Boyd (Dean), Ms Mary Godfrey (Vice Dean), Prof. Michael Shannon (Past Dean) and the Board of the Faculty of Nursing and Midwifery, for their unwavering support for me and the Executive team during my tenure. As highlighted by the Dean, the Faculty continues to evolve and create opportunities to develop the Faculty and its activities to ensure its long-term sustainability. I wish to thank past Board members for their support and, in particular, the leadership of Prof. Marie Carney and Prof. Edna Woolhead for their support and leadership in steering the Faculty during considerable transition.

DELIVERING A TRANSFORMATIVE LEARNING EXPERIENCE

CONFERENCE

The Faculty of Nursing and Midwifery held its 42nd Annual International Nursing and Midwifery Research and Education Conference on the 22nd and 23rd February 2023. This was the Faculty's first fully in person conference since 2020 with over 280 participants from 18 countries. The opening event on Wednesday 22nd February received excellent media coverage as broadcaster Mr Ray D'Arcy was conferred as an Honorary Fellow in recognition of his contribution to mental health advocacy. The conference title 'Nursing and Midwifery: Leading the World to Better Health' was a synergy between the ambitions of the RCSI University of Medicine and Health Sciences with the contribution of our professions to that ambition. The conference featured global healthcare leaders from Ireland, the UK, USA, and Europe including leaders from the WHO. There were 51 scheduled concurrent presentations from global experts and 74 posters presented on the day, demonstrating best practice, education, policy and research.

APTITUDE TEST

The RCSI FNM Aptitude Test for Overseas Nurses continues to facilitate internationally educated nurses from overseas wishing to register and practice in Ireland. Between 1st July 2022 and 30th June 2023, 2,593 applicants completed the

RCSI FNM Aptitude Test for Overseas General Nurses. This is a significant contribution to the challenges associated with recruitment, retention and the universal workforce challenges faced in Human Resources for Health in Ireland, Europe and globally. During this period, the Faculty applied for and was granted approval from NMBI to facilitate an Aptitude Test for internationally educated nurses wishing to register and practice as Psychiatric/Mental Health Nurses in Ireland. The Faculty would like to acknowledge the leadership and professionalism of Dr Maria Neary, Aptitude Test Coordinator and Ms Pamela Peppard, Administrator, in the management and coordination of this very significant work. Notably, the Faculty acknowledge Mr Brian Casey and colleagues in ERC Beaumont, the RCSI IT Department, Ms Catherine Behan, and the one hundred and fifty OCSE Assessors who are critical for the successful delivery and provision of the test. In particular, I wish to also acknowledge the support of Ms Lasarina Maguire FFNMRCIS, Board Member, who acts as a "super assessor" supporting the continuous quality improvement of the test. The Faculty acknowledge the leadership and support of Dr Jarlath Mc Kenna in relation to the Mental Health OAT, his support was instrumental in ensuring the development, approval and implementation of the Psychiatric/Mental Health Test.

CPD

The Faculty's Continuing Professional Development (CPD) collaborations have continued to expand and clinically relevant, innovative CPD programmes have been developed for partnerships with HealthTech Ireland (formerly IMSTA), the Psychiatric Nurses Association of Ireland (PNA), Nursing Homes Ireland, Blackrock Clinic, Dublin Simon Community, Skillnet, and COSECSA among others. New collaborations with Home Care in the Community Ireland (HCCI), and the Saudi Commission for Health Specialties have continued this year. A two year leadership programme commissioned by the Romanian Chief Nursing Officer to deliver a programme to senior nurse leaders commenced.

Other important initiatives during the last year include the further refinement of the Faculty's ePortfolio, the scoping of a Bridging Programme for international nurses who fall outside the aptitude test remit and the development and implementation of Faculty Membership by Examination with our Partners Axia Digital Ireland. In partnership with Axia, the Faculty has also submitted two proposals that expand the use of the ePortfolio at undergraduate and graduate level. In collaboration with Axia Digital Ireland, the Faculty has developed a Skills Passport as an electronic solution to a qualitative approach to ascertaining the Competence Capabilities and Capacities of staff within services. This year has been our third full year of Fellows, Members and Friends' events and you will see that the diversity of these events and the subject matter have been both challenging and exciting.

MOBILE CPD PLATFORM

The Board approved a significant investment in the development of our mobile CPD platform (mCPD) to transform the lifelong learning experience of nurses and midwives. Following procurement, we appointed a gaming development company to support the design of our mobile learning technology platform. The design of the "FLO" (Functional Learning Optimiser) App was progressed to testing of the viable product this year. My sincere thanks to Dr Edward Naessens for project managing this work. My thanks also to Mr Ken Jordan, Board Member, for his expertise and to Mr Neeraj Kumar, Enterprise Architect, and Mr Justin Ralph, Chief Technology Officer RCSI, for their technical support and guidance. The leadership and guidance of Dr Boyd (Dean) and Ms Mary Godfrey (Vice Dean) was much appreciated in relation to this strategic development.

BRIDGING PROGRAMME

Bridging programmes are a necessary and effective means to prepare Internationally Educated Nurses (IENs) to meet the regulatory requirements of the jurisdiction. Adoption of a bridging programme in Ireland would allow an education pathway for IENs who do not meet the NMBI registration criteria, thus preventing the loss of a cohort of nurses to other jurisdictions who have established bridging programmes. Evidence suggests a well prepared IEN will provide safe practice, quality based nursing care and increased nurse workforce supply. Indeed, workforce planning, sustainability and recruitment and retention are at the forefront of health service providers agenda throughout the world and it is necessary to introduce new ways to bolster the current nurse workforce numbers while maintaining patient safety and quality.

Throughout the year significant progress was made in relation to this innovative programme. The NMBI are currently drafting standards and requirements for bridging programmes which will inform the further development of the programme. Our thanks to the clinical partners under the leadership of Ms Judy McEntee (Deputy CNMO, RCSI Hospital Group) for supporting the creation of a quality clinical learning environment and circuit of experiential learning for the programme. Thanks also to Erika Cullen (CPC) for coordinating the programme development prior to her leaving the Faculty to undertake a full time PhD programme here in RCSI. Joanne Peters has recently been recruited to the Faculty to continue the work to develop the Bridging programme.

LEADING IMPACTFUL RESEARCH

The Faculty's European Centre of Excellence for Research in Continuing Professional Development has expanded to include 22 country members. During the past year the Centre has commenced three major European Research

Studies; it has secured a number of significant National Grants and a large Erasmus plus European grant. The Faculty is also now participating on a number of European Cost Action projects. My thanks to Drs Fitzgerald, Aleo and Niamh Walsh our newly appointed Post-Doctoral Research Assistant. Significantly the research and publications from the Centre are being shared with the WHO office for Europe in Copenhagen as they strategically focus on workforce and continuing education.

Separately, the Faculty completed work commissioned by the Mental Health Commission, gratitude is extended to Prof. Carney, Mr Paul Mahon and Dr Larkin for leading on this work. The Quality Framework completed by the Faculty for the Commission was launched by the Minister for Mental Health Ms Mary Butler, TD in April in the presence of the Chairperson and CEO of the Commission.

The Faculty is facilitating the WHO Pan European Coalition on Mental Health and specifically conducting research into work package 6. This work spans 53 Countries in Europe and is being led by Dr Nina Killku, Dr Clare Lewis, Prof. Michael Shannon and myself.

SUPPORTING HEALTHCARE AND SOCIETY

RCSI HOSPITAL GROUP

The Faculty is honoured to collaborate locally with our clinical partners in the RCSI Hospital Group on a broad range of pioneering initiatives, many of which are discussed in more detail later in the report. Under the leadership of Mr Paul Mahon we continued to implement the DAISY Foundation Awards for Compassionate Care. Under the auspices of the Centre, we facilitated the second and third cohorts of Nursing Now/Nightingale Challenge to early career nurses and midwives across the hospital group. The Advanced Nursing and Midwifery Practitioners Forum continued to be facilitated by Prof. Carney through the Centre of Advancement. This year we were delighted to support an award for Healthcare Assistants across the Hospital Group acknowledging their contribution to nursing and midwifery care and person centred practice. Our thanks to Ms Petrina Donnelly CDONM RCSI Hospital Group and Faculty Board Member and Mr Adrian Cleary FFNMRCIS, DoN Our Lady of Lourdes Hospital Drogheda (Chair of the Centre of Advancement Steering Group) and all our partner Directors of Nursing and Midwifery for their enthusiastic leadership and support.

NURSING HOMES IRELAND

The Faculty was delighted to launch its visiting Prof. role with NHI. My thanks to the leadership of Prof. Carney, Mr Tadhg Daly CEO, NHI and Ms Deirdre Shanagher.

GLOBAL INITIATIVES

The Faculty is working with the Institute of Global Surgery, RCSI and the College of Nursing East, Central and Southern Africa supporting the development and delivery of a peri-operative nursing programme across 14 African countries. This work is generously sponsored by Irish Aid. This programme was launched in 2023. The Faculty has launched its Global Innovation and Leadership Academy. This academy will host and coordinate a range of global initiatives currently in progress, including the Faculty's candidate WHO Collaborating Centre, WHO funded research and academic global leadership initiatives.

FACULTY TEAM

The Faculty welcomed a number of new colleagues. Mr Paul Mahon was appointed Operations and Education Manager. Niamh Walsh was appointed Post-Doctoral Research Assistant. Congratulations to Aine Halligan who was appointed Operations and Business manager and to Saoirse O'Keeffe who was appointed administrator to support the Global Innovation and Leadership Academy. Victoria Green was appointed interim Operations and Business Manager and Eimear Frew was appointed as Faculty Administrator. Joanne Peters was appointed as the Bridging Programme Coordinator. As part of a significant restructuring of the Faculty and the executive leadership, the Board appointed Prof. Mark White as Executive Dean. It also appointed Prof. Mary Lynch as Executive Vice Dean for Research and Prof. Mary Rose Sweeney as Executive Vice Dean for Education.

On a personal note I wish to acknowledge the wonderful fulfilling experience I have had during my nine years in RCSI. It is a wonderful organisation that promotes and lives a culture of values-based leadership, a culture that promotes collaboration and innovation, a culture and leadership of support and development.

ACKNOWLEDGEMENTS

I would also like to acknowledge the on-going support and collegiality from colleagues in RCSI. In particular, Mr Justin Ralph, Chief Technology Officer RCSI; Mr Dónall King, Legal Advisor; Mr Barry McGowan and colleagues in Finance, our HR Director Mr Barry Holmes and colleagues Ms Rachel Hipwell, Ms Fiona Houlihan, Ms Florencia Raimondo, especially during such HR transition. I wish to acknowledge the support, professional and learning opportunities afforded to us by all members of the Surgery and Post Graduate Faculties Board.

Finally, I would also like to welcome all of our new Fellows and Members and we look forward to welcoming you to future Faculty Fellows, Members and Friends' Events.

I hope you enjoy reading our Annual Report.

Prof. Thomas Kearns
Executive Director

NOTE FROM THE INCOMING EXECUTIVE DEAN, PROF. MARK WHITE

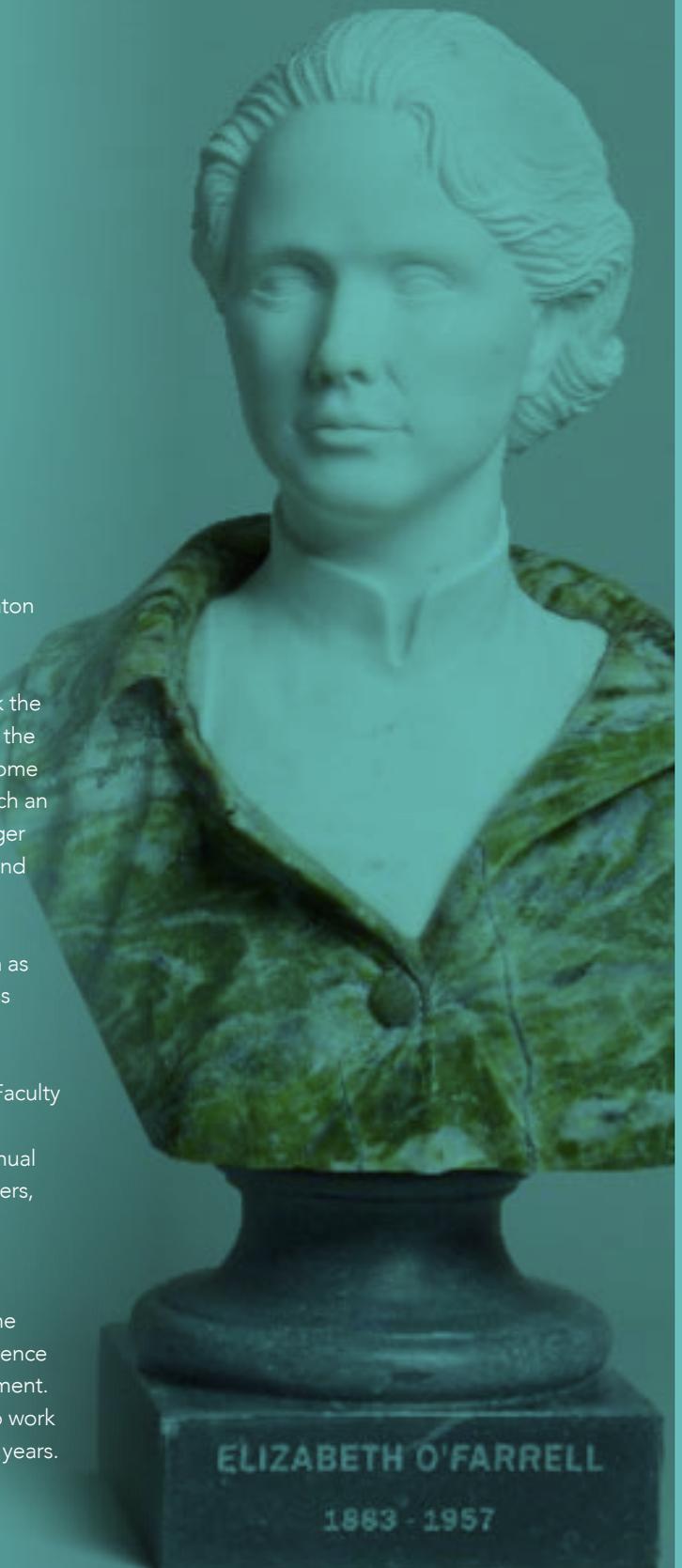


It is an honour and a pleasure to be taking over the baton from Prof. Thomas Kearns in my first annual report as Executive Dean (even though all the hard work for this years report has been done!). I would like to first thank the Dean, Dr Mary Boyd, the leadership team in RCSI and the Faculty team for the warm, positive and genuine welcome I have received since I started mid-March 2023. It is such an exciting time to be starting in the Faculty and I am eager take full advantage of the great work, the innovation and opportunities that Prof. Kearns has left me. I am really excited at the prospects of working with the new Vice Deans, Prof. Mary Rose Sweeney and Prof. Mary Lynch as we plough ahead with our plans to develop world class education and research within the Faculty.

I am very much looking forward to developing a new Faculty strategic plan in the coming months and welcome the opportunity of introducing it next year in the 23/24 annual report. It will be a great opportunity for Faculty Members, Fellows, Board Members and our larger nursing and midwifery community to have their say in our future.

Finally, I would like to thank Prof. Thomas Kearns for the professional handover and the knowledge and intelligence he has bestowed in the weeks leading up to his retirement. I really wish him well and look forward to continuing to work with him in different guises in the coming months and years.

Prof. Mark White
Executive Dean



BOARD AND STAFF OF THE FACULTY



Dr Mary Boyd
Dean



Ms Mary Godfrey
Vice-Dean



Ms Marianne Garvey
Mc Mahon
Honorary Secretary



Mr Ken Jordan
Honorary Treasurer



Dr Kevin McKenna
Board Member



Ms Lasarina Maguire
Board Member



Ms Jacinta Collins
Board Member



Ms Petrina Donnelly
Board Member



Ms Deirdre Lang
Board Member



Dr Cora Lunn
Board Member



Mr Thomas O'Connell
Board Member



Prof. Charlotte McArdle
Board Member



Prof. Mark White
Executive Dean



Prof. Mary Rose
Sweeney, Executive Vice
Dean for Education



Prof. Mary Lynch,
Executive Vice Dean
for Research



Mr Paul Mahon,
Operations and
Education Manager



Prof. Marie Carney
Visiting Prof. to
Nursing Homes Ireland,
Coordinator for the
Advanced Nurse and
Midwife Practice Forum



Dr Catherine Fitzgerald
European Centre for
Research Excellence
in CPD



Dr Maria Neary
OAT Coordinator



Dr Edward Naessens
mCPD Programme
Coordinator



Dr Giuseppe Aleo
Research Assistant,
European Centre for
Research Excellence
in CPD



Dr Nicola Pagnucci,
Research Assistant
European Centre for
Research Excellence
in CPD



Ms Niamh Walsh,
Postdoctoral Research
Assistant European
Centre for Research
Excellence in CPD



Prof. Thomas Kearns
Co-Director FNM
Global Innovation and
Leadership Academy



Prof. Michael Shannon
Dean Emeritus and
Co-Director FNM
Global Innovation and
Leadership Academy



Ms Joanne Peters
Bridging Programme
Coordinator



Ms Áine Halligan
Operations Manager



Ms Victoria Green
Operations Manager
(Interim)



Ms Pamela Peppard
Faculty Administrator



Ms Suzanne May
Executive Assistant



Ms Saoirse O'Keefe,
Administrator, FNM
Global Innovation and
Leadership Academy

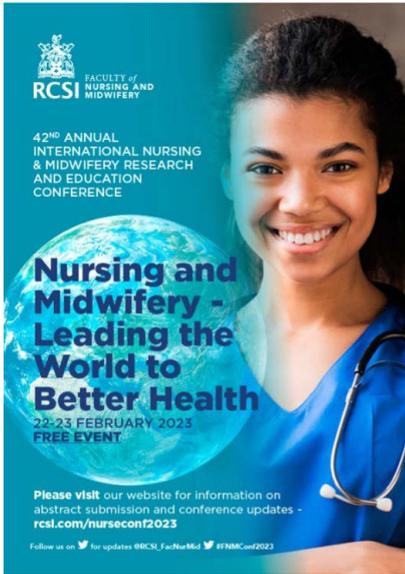


Ms Eimear Frew
Faculty Administrator



Dr Nipuna (Nina)
Thamanam, Post-
Doctoral Researcher
on the Health Support
Worker Study funded
by Skillnet

DEAN'S HIGHLIGHTS 2022- 2023



The Faculty of Nursing and Midwifery held its 42nd Annual International Nursing and Midwifery Research and Education Conference on the 22nd and 23rd February 2023. This was the Faculty's first fully in person conference since 2020 with over 280 participants from 18 countries.

As we approached the end of 2022, we were grateful to have the opportunity to come together in person. This inspired the theme "Gathering Together" for our Christmas Gathering in 2022. The purpose of this event was to enable us to reflect on the past year, celebrate the inherent goodness of humanity whilst acknowledging grief and loss, and yet look forward to 2023 with renewed hope.



The Faculty conferred an Honorary Fellowship upon Mr Ray D'Arcy for his mental health advocacy.



As part of the 40th Anniversary celebration of the Annual Conference, the Faculty, in partnership with the RCSI School of Nursing and Midwifery, commissioned two life-size bust sculptures of Ms Florence Nightingale and Ms Elizabeth O'Farrell. The sculptures were unveiled at the Fellows, Members and Friends Christmas event on the 6th December.



The Faculty completed work commissioned by the Mental Health Commission. The Quality Framework completed by the Faculty for the Commission was launched by the Minister for Mental Health Ms Mary Butler, TD in April in the presence of the Chairperson and CEO of the Commission.

In appreciation of their significant contribution to the success of the Overseas Aptitude Test, Dr Mary Boyd and Prof. Thomas Kearns invited the Assessors to dinner in the college hall. This dinner took place on Thursday 20th April 2023 with over 70 assessors and coordinators in attendance.



The Faculty hosted the Omega Epsilon at Large induction event in the Albert Lecture Theatre on the 26th June. This was followed by a meeting of the Sigma Board.

STRATEGIC PILLAR 1: DELIVERING A TRANSFORMATIVE LEARNING EXPERIENCE

As the longest established provider of higher education to nurses and midwives in Ireland, the Faculty of Nursing and Midwifery has a rich heritage in delivering innovative and clinically focused programmes to nurses, midwives, and in more recent years, a more diverse healthcare workforce.

FELLOWS AND MEMBERS OF THE FACULTY OF NURSING AND MIDWIFERY

The Fellowship and Membership conferring is an annual highlight in the Faculty calendar. This year, the Fellows, Members and Diplomates Conferring Ceremony was held on Monday 5th December. Following the inaugural conferring of Membership Awards last year, the Faculty conferred 12 Members this year. The Faculty celebrated the conferring of 51 Fellows by Examination from across the globe including Ireland, Malta, the Philippines, Qatar, United Arab Emirates, United Kingdom, and the United States of America. Additionally, we conferred 13 Fellowships Ad Eundem and three Fellowship by Election awards.

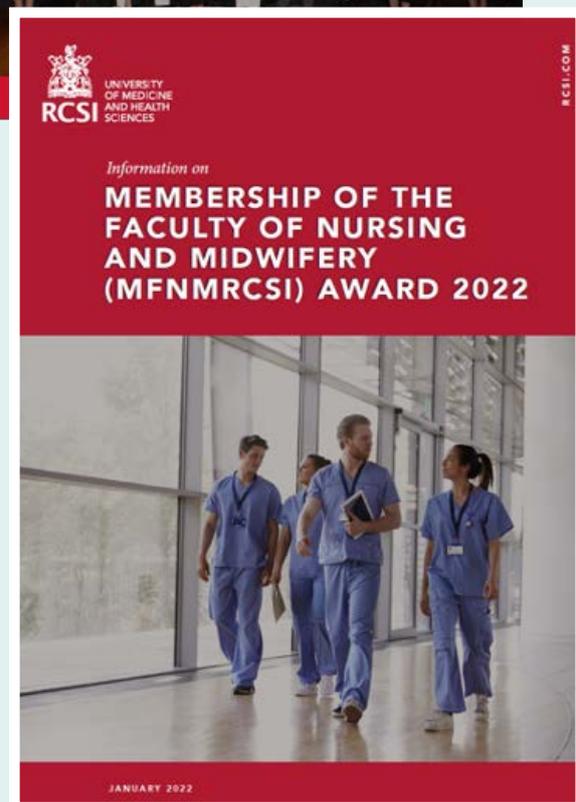
The award ceremony can be viewed here:

<https://www.youtube.com/watch?v=aDmeRyYGWxo>

The Faculty acknowledges the expertise and support of colleagues in RCSI Marketing under the leadership of Paul Nolan, Head of Marketing and Sophie Ryan, Digital Specialist, for supporting the development of a comprehensive marketing campaign to raise awareness of, promote the Faculty Awards. The Faculty hosted a range of live interactive information sessions which were well attended and positively evaluated. The Fellowship and Membership awards were also promoted at a variety of events including the DAISY Awards, the ANMP Grand Rounds, and a number of conferences including the ICN NP/APN Conference in University College Dublin. Criteria and processes for both the Fellowship and Membership awards were updated and approved this year.

MEMBERSHIP AWARD (MFNMRC SI)

Membership is an award offered by few colleges worldwide and exclusively in Ireland by the Faculty of Nursing and Midwifery RCSI. Membership awards are well established in RCSI Surgical Affairs and the Faculties of Dentistry, Radiologists, and Sports and Exercise Medicine. The Membership award was conceptualised and championed by Past Deans, Dr Theresa Frawley and Prof. Marie Carney. Under the leadership of the Fellowship and Membership Sub-Committee, the Faculty undertook extensive research, consultation and analysis. Informed by this research, Prof. Marie Carney led the development of a proposal,



incorporating Membership award assessment criteria and processes. This work culminated in the approval of the Membership award by the Board of the Faculty of Nursing and Midwifery and the RCSI Surgery and Post Graduate Faculties Board. The Membership Award was launched in 2021 as an innovative and supportive mechanism by which nurses and midwives nationally and internationally are afforded the opportunity to actively engage with the Faculty and its community of practice at all stages of their careers. Membership enables nurses and midwives to demonstrate their professional commitment to excellence, compassion, teamwork and preceptorship in their nursing and midwifery practice.

Membership is open to any nurse or midwife, from any jurisdiction and from any scope of practice. Applicants must possess a degree in nursing, midwifery or equivalent or a post graduate diploma. An Accreditation of Prior Experiential Learning (APEL) route is also available to experienced nurses and midwives.

Following the inaugural conferring of Membership awards in 2021, twelve nurses and midwives were conferred at the ceremony in December:

- Mr Abdulelah Al-Abbad, Nurse Manager, King Fahad Hospital, Kingdom of Saudi Arabia.
- Ms Aljuhara Al-Marzoog, Clinical Nurse Specialist, King Faisal Specialist Hospital and Research Centre, Kingdom of Saudi Arabia.
- Ms Annalyn Mantala, Registered General Nurse, Our Lady of Lourdes Hospital, Drogheda, Ireland.
- Ms Geraldine Purcell, Lecturer in General Nursing, South East Technological University, Waterford, Ireland.
- Dr Hadya Abboud Abdel Fattah, Senior Nursing Lecturer, Fatima College of Health Sciences, United Arab Emirates.
- Mr Jim Hickson, Guest Lecturer, University College Dublin, Ireland.
- Ms Kevin Callans, Nurse Coordinator, Boston, Massachusetts, USA.
- Mrs Mary George Aikkarethu, Registered General Nurse, Mater Misericordiae Hospital, Dublin, Ireland
- Ms Rachel Kenny, Registered ANP Rheumatology, Naas, Co. Kildare, Ireland.
- Mr Rafael Bernardes, Nurse Researcher and PhD Student, Nursing School of Coimbra, Portugal.
- Mr Ryan O'Sullivan, Candidate ANP, HSE West, Castlebar, Ireland.
- Ms Sara Smith, Registered General Nurse, Beaumont Hospital, Dublin, Ireland.

Further information on Membership is available on the Faculty's website: <https://www.rcsi.com/dublin/about/faculty-of-nursing-and-midwifery/membership>

FELLOWSHIP AWARD (FFNMRCISI)

The Fellowship of the Faculty of Nursing and Midwifery RCSI (FFNMRCISI) is exclusively offered by the RCSI University of Medicine and Health Sciences and is one of the most prestigious professional qualifications awarded to nurses and midwives. The Faculty conferred its first Fellowship award in 1982, and since then a host of nurses and midwives, from a diverse range of clinical, educational, leadership and research roles have been conferred. Fellowships are awarded in different categories: Honorary Fellowship, Fellow Ad Eundem, Fellow by Election, and Fellow by Examination.

HONORARY FELLOWSHIP, FELLOWSHIP AD EUNDEM AND FELLOWSHIP BY ELECTION

Honorary Fellowship, Fellowship Ad Eundem and Fellowship by Election are awarded to candidates in recognition of outstanding work and/or exceptional leadership in the professions of nursing and midwifery or a related science, those who have given significant service to the profession or those who have positively influenced and impacted on health and society. Candidates for these awards are nominated and ratified by the Board of the Faculty of Nursing & Midwifery, prior to review and ratification by the Surgery and Postgraduate Faculties Board (SPFB), RCSI.

FELLOWSHIP BY EXAMINATION

Fellowship by Examination is open to any nurse or midwife from any jurisdiction and from any scope of practice - clinical, research, education, leadership / management - and from any clinical speciality, from primary to tertiary care and across the life span. Most professions such as medicine, engineering, and architecture provide for a Fellowship as it is viewed as an award that links to the significant contribution made by professionals to their profession, society and in the case of nursing/midwifery to patients, service users, colleagues and students.

Further information on Fellowship by Examination is available on the Faculty's website: <https://www.rcsi.com/dublin/about/faculty-of-nursing-and-midwifery/fellowship>

HONORARY FELLOW

- Mr Ray D'Arcy, Irish television presenter, radio broadcaster and mental health advocate, Dublin, Ireland.

FELLOWS AD EUNDEM

- Distinguished Prof. Ching-Min Chen, President TWNA & Prof. National Cheng Kung University, Taiwan.
- Dr Dianne Morrison-Beedy, Chief Talent and Global Strategy Officer and Centennial Prof. of Nursing, Ohio State University, Ohio, USA.
- Dr Franka Cadee, President International Confederation of Midwifery, Holland.
- Dr Gwen Sherwood, Prof Emeritus, University North Carolina, Chapel Hill, North Carolina, USA.
- Prof. Joanne DeSanto Iennaco, Prof. of Nursing, Yale University, New Haven, Connecticut, USA.

- Prof. Joanne Reid, Director of Research, School of Nursing and Midwifery, Queen's University Belfast, Northern Ireland.
- Prof. Mark Radford, Deputy Chief Nurse NHS, Birmingham, England.
- Dr Maureen Alice Flynn, National Lead Quality Improvement HSE, Ireland.
- Dr Michelle Acorn, Chief Nurse International Council of Nurses, Geneva, Switzerland.
- Dr Myles Hackett, Head of Department, Department of Nursing, Midwifery and Early Years, Dundalk Institute of Education, Dundalk, Ireland.
- Dr Nancy Rollins Gantz, Secretary SIGMA International USA.
- Prof. Paul De Raeve, Secretary General European Federation of Nurses, Belgium.
- Prof. Sally Wai Chi Chan, President Tung Wah College, Hong Kong.

FELLOWS BY ELECTION

- Ms Margrieta Langins, WHO Regional Office for Europe, Copenhagen, Denmark.
- Ms Teresa McNally, Director of Quality and Clinical Governance, Irish Home Care, Monaghan, Ireland.
- Mr Mike Villeneuve, Outgoing CEO Canadian Nurses Association Ottawa, Canada.

FELLOWS BY EXAMINATION

- Dr Áine McHugh, Programme Director of the BSc in Mental Health Nursing and Lecturer, Dundalk Institute of Technology, Ireland.
- Ms Áine Lynch, Director of Nursing and Integrated Care, Tallaght University Hospital, Dublin, Ireland.
- Ms Amy Nolan, Head of Children, Adolescents & Young Adults, The Irish Cancer Society, Ireland.
- Ms Andrea McCabe, Assistant Director of Nursing, Perioperative Division, Our Lady of Lourdes Hospital, Drogheda, Ireland.
- Ms Anne Dempsey, Clinical Practice Support Nurse and Patient Safety and Quality Improvement Analyst, Beacon Hospital, Dublin, Ireland.
- Ms Anne McGuire, Advanced Nurse Practitioner HPB Surgical Oncology, St Vincent's University Hospital, Dublin, Ireland.
- Mr Archie Atilano Gonzales, Nurse Tutor / Nurse Educator, Mater Misericordiae University Hospital, Dublin, Ireland.
- Mr Bowas Jayaprakasam, Assistant Director of Nursing, Connolly Hospital, Blanchardstown, Dublin, Ireland.
- Ms Cairíona McCabe, Respiratory Advanced Nurse Practitioner, Cavan General Hospital, Ireland.
- Ms Carol Lyons, Registered Advanced Nurse Practitioner/ Registered Nurse Prescriber, Beaumont Hospital, Dublin, Ireland.

- Dr Catherine Buckley, Practice Development Facilitator, Northridge House Education & Research Centre, St. Luke's Home, Dublin, Ireland.
- Ms Catherine Connolly, Clinical Nurse Manager II, Emergency Department / Postgraduate Coordinator, Mater Misericordiae University Hospital, Dublin, Ireland.
- Ms Chinemerem Anyim, Staff Midwife, Coombe Women and Infant University Hospital, Dublin, Ireland.
- Ms Ciara Kelly, Registered Nurse in Intellectual Disabilities / Enhanced Nurse Practitioner, Sunbeam House Services, Bray, Ireland.
- Ms Ciara Robinson, Clinical Nurse Manager II, Beacon Hospital, Dublin, Ireland.
- Ms Cora O'Connor, Registered Advanced Nurse Practitioner, Emergency Department, Mater Misericordiae University Hospital, Ireland.
- Mr Daniel Newman, Registered Nurse Tutor Mental Health, HSE South, Cork, Ireland.
- Dr David De Jesus, Director of Nursing, Women's Wellness and Research Centre (Hamad Medical Corporation), Qatar.
- Ms Debbie Marshall, Registered Advanced Nurse Practitioner (Sexual Health), Our Lady of Lourdes Hospital, Drogheda, Ireland.
- Dr Diane Carroll, Nurse Researcher, Munn Center for Nursing Research, Massachusetts General Hospital, Boston, USA.
- Ms Dolores Donegan, Programme Manager, RCSI Hospitals Group, Dublin, Ireland.
- Ms Eileen Whelan, Chief Director of Nursing & Midwifery & Quality, Dublin Midlands Hospital Group, Ireland.
- Ms Eleanor Carpenter, Risk Manager, Wexford General Hospital, Ireland.
- Ms Elizabeth Summersby, Registered Advanced Nurse Practitioner, Medical Oncology, Our Lady of Lourdes Hospital, Drogheda, Ireland.
- Ms Emma McSkeane, Nurse Practice Development Coordinator, Our Lady's Hospital, Navan, Ireland.
- Ms Johanna Downey, Assistant Director of Nursing/ Leadership Advisor, National Clinical Leadership Centre for Nursing and Midwifery, Ireland.
- Dr Karn Cliffe, Director of Nursing & Midwifery, Dublin Midlands Hospital Group, Ireland.
- Ms Laura Conaty, Registered Advanced Nurse Practitioner, Beaumont Hospital, Dublin, Ireland.
- Ms Lenora Leonard, Head of Infection Prevention Control, Beacon Hospital, Dublin, Ireland.
- Dr Linu Sara George, Prof. and Head, Manipal College of Nursing, Manipal Academy of Higher Education, India.
- Ms Marie Brennan, Nurse Lead Quality/Assistant Director of Nursing, Dublin, Ireland.
- Ms Marie Lavin Murray, Director of Nursing, Beaumont

Hospital, Dublin, Ireland.

- Ms Mary Mullen, Registered Advanced Nurse Practitioner (Ortho-Geriatrics), Mater Misericordiae Hospital, Dublin, Ireland.
- Ms Mary Clare Crowley, Clinical Tutor, Catherine McAuley School of Nursing and Midwifery, University College Cork, Ireland.
- Ms Melanie McDonnell, Director of Nursing & Quality, Hermitage Clinic, Dublin, Ireland.
- Prof. Michael Joseph Dino, Director, Research Development and Innovation, Our Lady of Fatima University, Valenzuela, Philippines.
- Ms Paula McBrearty, Registered Advanced Nurse Practitioner, Emergency Department, Mater Misericordiae University Hospital, Dublin, Ireland.
- Ms Petrina Donnelly, Chief Director of Nursing and Midwifery, RCSI Hospital Group, Dublin, Ireland.
- Dr Raymond Healy, Director of Registration, Nursing and Midwifery Board of Ireland, Dublin, Ireland.
- Dr Rita Munley Gallagher, Retired Senior Policy Fellow, American Nurses Association, Silver Springs, Maryland and CEO Phi Gamma Chapter STTI, USA.
- Dr Roberta Sammut, Senior Lecturer, Department of Nursing and Midwifery, University of Malta, Malta.
- Prof. Rudolf Cymorr Kirby Martinez, Full Prof. at San Beda University College of Nursing, Manila, Philippines.
- Ms Ruth Dunne, Registered Advanced Nurse Practitioner, Beaumont Hospital, Dublin, Ireland.
- Mr Salvatore Gambacorta, Executive Officer, Clinical Facilitator & Supervisor, The Order of Apothecaries of Australia, Sydney, Australia.
- Ms Sarah Turner, Lecturer, School of Nursing and Midwifery, RCSI Bahrain, Bahrain.
- Ms Sarah-Jane Ball, Education Manager, Corniche Hospital, Abu Dhabi, UAE.
- Mr Shinto Benedict, Director of Nursing, Beechlawn House Nursing Home, Dublin, Ireland.
- Ms Sinead Connolly, Directorate Nurse Manager, Emergency Department, Beaumont Hospital, Dublin, Ireland.
- Ms Sinead Van der Hoeven, Nursing Director, Mediclinic Middle East, Abu Dhabi, UAE.
- Ms Suzanne Moore, Assistant Director of Nursing, Connolly Hospital, Blanchardstown, Dublin, Ireland.
- Dr Tracey Harrington, Assistant Prof., School of Nursing, Psychotherapy and Community Health in the Faculty of Health and Science, Dublin City University, Ireland.



FLO MCPD

The FLO mCPD app is an innovative product that delivers a transformative learning experience for nurses, midwives, and allied healthcare professionals. Designed to be a motivating, engaging, user-friendly, and practical platform, it solves several obstacles in the completion of CPD activities. It is designed to support users to complete profiles, e-portfolios, professional journals, mandatory training, and CPD activities, using chatbot coaches that seamlessly guide users through the various processes.

As the Faculty's mCPD Programme Coordinator, Dr Edward Naessens has assembled a multidisciplinary team to further develop the FLO mCPD™ app. Leveraging emerging AI/ML technologies, FLO mCPD™ provides an array of transformative, 360 Life-Long-Learning and CPD solutions that allows for the capture and validation of CPD activities. At the heart of the app is a chatbot system that simplifies the CPD process through guided dialogue and motivational structures. The application was successfully tested as a minimal usable product (MUP) earlier this year. The response from stakeholders to the proof-of-concept / MUP has been universally positive.

Dr Naessens is also working with members of the Faculty Authoring and Curation Team (FACT) to develop the AIRDOC™ system that will reduce the time, effort, and cost associated with generating online learning content for nurses, midwives and healthcare professionals. AIRDOC™ stands for AI-assisted rapid development of content.

RCSI FACULTY OF NURSING AND MIDWIFERY APTITUDE TEST FOR OVERSEAS NURSES

RCSI FNM APTITUDE TEST FOR GENERAL (RGN) NURSING

Between 1st July 2022 and 30th June 2023, 2,593 applicants completed the RCSI FNM Aptitude Test for internationally educated General Nurses. To work as a nurse in the Republic of Ireland, a person must be on the Register of the Nursing and Midwifery Board of Ireland (NMBI). A person who trained overseas must undergo a regulatory assessment by the NMBI. Following such an assessment, a person may be required to successfully complete a compensation measure as a pre-requisite to registration. One such measure is the RCSI FNM Aptitude Test for Overseas Nurses. Since the commencement of this aptitude test in December 2015, the Faculty has assessed more than 11,000 Internationally Educated Nurses for registration from 54 countries across the globe.

In 2014, Prof. Thomas Kearns, Executive Director of the FNM, scoped the concept of an Aptitude Test and conducted an in-depth national consultation and research study that informed its development. The first test took place in December 2015. The Aptitude Test is based on two assessment methods: a theoretical component and a practical component. The theory component consists of a



supervised online assessment of professional knowledge and understanding. A method of assessment known as multiple-choice questions is used. A methodology known as Objective Structured Clinical Examination (OSCE) is used for the practical component. The OSCE assessors are experienced nurses, from a wide range of healthcare facilities, who hold a post-graduate qualification and have been trained by RCSI as OSCE assessors.

The predicted challenges to the health services posed by the pandemic included the number of nurses needed to meet increasing demands. RCSI FNM continued to plan for a capacity increase in the number that could be facilitated by the Aptitude Test. Stringent protocols continued to be put in place, with strict adherence to the HSE and RCSI requirements regarding infection prevention and control, thereby ensuring safety for those involved. The Aptitude Test calmly met the myriad of challenges presented. All requirements regarding COVID-19 were fully met and the high standards of the Aptitude Test overall were rigorously maintained. Of significance, the number of applicants undertaking the test more than doubled that in the pre-pandemic era, thereby significantly contributing to the general nurse (RGN) workforce. Great credit goes to the incredible on-going professional support of so many.

RCSI FNM APTITUDE TEST FOR PSYCHIATRIC (RPN) NURSING

In September 2022, the Faculty of Nursing and Midwifery gained NMBI approval for an Aptitude Test in psychiatric/

mental health nursing. The first test, for eight applicants, took place on 25th February (theory) and 4th March 2023 (practical). It is planned to run a second test in August 2023. To date, 19 candidates have booked a place on this test.

OVERSEAS APTITUDE TEST ASSESSORS EVENING

Dr Mary Boyd and Prof. Thomas Kearns extended a dinner invitation to the Overseas Aptitude Test assessors and coordinators in appreciation of their significant contribution to the success of the Overseas Aptitude Test. This dinner took place in the College Hall of RCSI on Thursday 20th April 2023 with over 70 assessors and coordinators in attendance. The evening was a resounding success with calls to make this dinner an annual event.

There was a wonderful and well-deserved tribute to Dr Maria Neary for her untiring efforts and continued dedication to the test, even throughout the Covid-19 pandemic. In the three years and three months of the pandemic, 7,215 applicants took part in the 128 tests for that period. Since the start of the pandemic, the capacity has more than doubled (2.5 times).



FACULTY CPD PROGRAMMES

PSYCHIATRIC NURSES ASSOCIATION OF IRELAND

The Faculty's strategic alliance with the Psychiatric Nurses Association of Ireland (PNA) continues to deliver innovative continuing professional development (CPD) programmes under the leadership of Aisling Culhane, Research and Development Advisor at the PNA. The PNA/RCSI College of Continuous Professional Development offers an extensive range of programmes which have been developed in response to service need. The delivery of the collaboration's programmes by clinical experts is a key feature of this initiative, and clinicians assist participants with the application of complex theoretical concepts to the real world of patient care. The programmes are facilitated in an interactive manner using discussion, group work, questioning and case studies to create an interactive experience for participants.

Having paused the programme in Spring 2022 in response to the Covid-19 pandemic, a summer and autumn / winter series of webinars were planned to focus on topics including 'Approaches to clinical risk assessment in mental health', 'Trauma informed lens for everyday practice', and 'Don't just screen – intervene' amongst others.

pna

RCSI
UNIVERSITY OF MEDICINE AND HEALTH SCIENCES

Ms Aisling Culhane
Research & Development Advisor PNA

I am delighted to present our free Summer CPD Series. This Series provides a new suite of professional development webinars to build on and enhance your clinical knowledge and confidence. I hope that you will avail of the opportunity to network and share learning with colleagues and engage with expert facilitators during this Summer Series.

<p>TUESDAY 12 JULY 2022 11am-12.30pm</p> <p>Helping our clients understand and manage Social Anxiety: A Cognitive Behavioural Therapy (CBT) Approach</p> <p>Facilitator Mr James Callaghan Registered Mental Health Nurse & Lecturer, Accredited Cognitive Behavioural Therapist, Trainer and Supervisor EMDR, Europe Practitioner</p> <p>Login to Webinar here bit.ly/3ApKF17</p>	<p>WEDNESDAY 20 JULY 2022 11am-12.30pm</p> <p>Trauma Informed Lens for Everyday Practice</p> <p>Facilitator Dr Kevin McKenna Lecturer, Dundalk Institute of Technology & Board Member, RCSI Faculty of Nursing & Midwifery</p> <p>Login to Webinar here bit.ly/3ye2lbs</p>	<p>WEDNESDAY 27 JULY 2022 11am-12.30pm</p> <p>'Don't just screen- intervene but intervene how?' An exploration of interventions for chronic cardiac and respiratory disease for clients with mental health issues</p> <p>Facilitator Dr Angela Cocoman and Dr Sheelagh Wickham</p> <p>Login to Webinar here bit.ly/3ye2lbs</p>
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RCSI FACULTY OF NURSING & MIDWIFERY
AUTUMN/WINTER 2022
PNA/RCSI CPD WEBINAR PROGRAMME

This Series provides a new suite of professional development webinars to build on and enhance your clinical knowledge and confidence.

<p>THURSDAY 17 NOVEMBER 2022 11am-12.30pm</p> <p>Approaches to Clinical Risk Assessment in Mental Health</p> <p>Facilitator Mr Denis Long and Mr Daniel Newman</p> <p>Login to Webinar here bit.ly/3es5nZ8</p>	<p>THURSDAY 24 NOVEMBER 2022 11am-12.30pm</p> <p>Approaches to Clinical Risk Management in Mental Health</p> <p>Facilitator Mr Denis Long and Mr Daniel Newman</p> <p>Login to Webinar here bit.ly/3EMVD6A</p>	<p>WEDNESDAY 30 NOVEMBER 2022 11am-12.30pm</p> <p>Living Longer, Doing it Well?</p> <p>Facilitator Dr Angela Cocoman and Dr Sheelagh Wickham</p> <p>Login to Webinar here bit.ly/3CONFZg</p>
<p>THURSDAY 1 DECEMBER 2022 11am-12.30pm</p> <p>Trauma Informed Lens for Everyday Practice</p> <p>Facilitator Dr Kevin McKenna</p> <p>Login to Webinar here bit.ly/3MowigT</p>	<p>WEDNESDAY 7 DECEMBER 2022 11am-12.30pm</p> <p>Integrated Care, Just What does that Mean?</p> <p>Facilitator Dr Angela Cocoman and Dr Sheelagh Wickham</p> <p>Login to Webinar here bit.ly/3ExCBkx</p>	<p>TUESDAY 13 DECEMBER 2022 11am-12.30pm</p> <p>Creative Ways to Work Effectively with People with Eating Disorders</p> <p>Facilitator Dr Colman Noctor</p> <p>Login to Webinar here bit.ly/3TIRSkE</p>

HEALTHTECH



The Faculty continues to work closely with HealthTech Ireland. HealthTech Ireland is the representative body for the medical technology supply industry in Ireland providing a forum for the development and advocacy of policies that support innovation in medical technology to address patients' healthcare needs. Their members provide safe, effective and innovative medical technologies that save and enhance lives, benefiting people and society.

Since the Faculty launched the bespoke, national Healthcare Industry Representative (HCIR) Credentialing Programme in March 2017, over 870 Healthcare Industry Representatives have completed the programme or are in the process of acquiring the necessary knowledge,

supporting their understanding of key principles relating to ethics, quality in healthcare, infection prevention and control and patient safety. An enriched virtual blended learning approach was used to develop the programme and delivery facilitates student flexibility, choice and accessibility. The Revalidation Programme continues to be provided for participants who have completed the HCIR programme. The content includes short interactive presentations on quality, compassion, dignity, respect and empathy and compliance. On successful completion of multiple-choice questions, a certificate of completion is issued along with a HCIR card.

120 Healthcare Industry Representatives engaged with the programmes over the last year.

HEALTH TECHNOLOGY INNOVATION AWARDS 2022

The Faculty continues to sponsor the Outstanding Professional within Healthcare Award as part of the Health Innovation Award. This year, the award ceremony was held in the Mansion House on 23rd November. The winner was Kevin Carroll from TCP Homecare.



Paul Mahon, Operational Lead for the Centre of Nursing and Midwifery Advancement jointly presents Kevin Carroll with his award.





SKILLNET

Skillnet Ireland is a business support agency of the Government of Ireland, responsible for advancing the competitiveness, productivity and innovation of Irish businesses through enterprise-led workforce development. Skillnet Ireland currently support over 24,500 businesses nationwide and provides a wide range of valuable learning experiences to over 92,000 trainees. Skillnet Ireland actively supports and works with businesses in Ireland to address their current and future skills needs.

The Faculty continues the development of a bespoke Infection Prevention and Control programme for nurses in private residential care settings in conjunction with Skillnet. The Faculty also submitted tenders in relation to delivering healthcare specific CPD programmes and the scoping of a national Healthcare Assistant induction programme.

NURSING HOMES IRELAND

Prof. Marie Carney was appointed as Visiting Prof. to Nursing Homes Ireland (NHI) in April 2022 and now includes NHI as part of her education and research work in the Faculty. This is an exciting project for the Faculty as the purpose of the role is to support the development of education, policy and research for NHI staff. A research project developed with the collaboration of NHI identified the future education requirements of nurses and managers working with NHI. Throughout the year, Prof. Carney worked with Ms Deirdre Shanagher and the NHI senior nursing council, Mr Tadhg Daly CEO NHI, and Prof. Thomas Kearns and Prof. Mark White, Faculty of Nursing and Midwifery to deliver a range of educational activities. Prof. Carney held several meetings with NHI including an in-person meeting with a dementia expert in RCSI to discuss her innovative research and education on dementia care and a virtual ILINCAS meeting on integrated care with WHO representatives and Prof. Kearns with a view to future collaboration on this important care structure. Prof. Carney also attended the in-person Stroke Care Pathway in Ireland conference which took place on February 24th in the RCSI education centre.

Education for NHI was also supported by interactive video sessions which Prof. Carney developed and virtually delivered to NHI nurses and managers during 2023.

These included *Professional standards needed for nurses taking care of older persons in residential settings and Competencies needed to care for elderly persons in residential care*; *Safeguarding older person care in nursing home care* in April; and *Leadership in older person care* in May 2023. Additionally, Prof. Carney researched and developed research and education newsletters to support NHI nurses, managers and Persons in Charge with new research in the areas relevant to residential care, details of which are presented in the appendices.

ACADEMIC EXCELLENCE, RCSI SCHOOL OF NURSING AND MIDWIFERY

The Faculty of Nursing and Midwifery is delighted to acknowledge the academic achievements of students. The conferring ceremony which took place on the morning of Monday 21 November marked the largest ever conferring for RCSI. Over 740 degrees were awarded in Nursing and Midwifery including Masters, Bachelor of Sciences, Postgraduate and Professional Certificates and Postgraduate Diplomas. A number of special awards were also presented at the ceremony.

The Florence Nightingale Medal was commissioned to commemorate the work of the Florence Nightingale Committee in the Faculty and in Ireland. The Florence Nightingale Committee of Ireland Award is awarded to the student who has the highest overall grade in the RCSI BSc Nursing Programme. The recipient this year was Helen McHale.

The Mary Frances Crowley Medal was commissioned to commemorate the Faculty's Founding Dean. This medal is awarded to the student who achieved the overall highest grade in the Masters programme. The recipient this year was Janet Judge. The awards were presented to the worthy recipients by Dr Mary Boyd, Dean of the Faculty of Nursing and Midwifery.

Prof. Cathal Kelly also congratulated all those conferred on their success, stating: "The outstanding graduates conferred in today's ceremonies will go on to join RCSI's community of more than 28,000 alumni working across the world with the shared ambition to lead the world to better health. I wish you every success in your bright and exciting futures."

The 2022 conferring ceremony can be viewed at: https://www.youtube.com/watch?v=1o_SMZ3em1Q

EUROPEAN FEDERATION OF EDUCATORS IN NURSING SCIENCE

Prof. Marie Carney participated in a workshop organised by the European Federation of Educators in Nursing Science (FINE Europe) in Paris, France on the 22nd and 23rd May 2023. The workshop was titled 'Reimagining and innovating clinical learning in European nursing education: models for best practice'.

RCSI QUALITY COMMITTEE

In late 2022, Dr Mary Boyd (Dean of the Faculty of Nursing and Midwifery) was invited by President of RCSI, Prof. Laura Viani to sit on the RCSI Quality Committee. This is a particular honour as the Faculty has not had a representative at this RCSI committee before. Dr Boyd has attended a number of committee meetings. In October, there will be an external quality audit of the RCSI and the work continues for this high-level committee chaired by Vice Chancellor / CEO Prof. Cathal Kelly.

ASSOCIATION OF MEDICAL EDUCATION IN EUROPE (AMEE)

The Faculty continues to work on two modules for CPD Faculty development, one on Strategic approaches to CPD and one on Research and Scholarship in CPD. Prof. Thomas Kearns was invited to join the Conference Committee for AMEE 2023. Dr Fitzgerald and Prof Kearns met with Dr Lawrence Sherman and Anne Lloyd of AMEE who have commissioned the European Research Centre of Excellence to conduct a research evaluation of one of their programmes.

STRATEGIC PILLAR 2: LEADING IMPACTFUL RESEARCH

The generation and dissemination of research is an integral component of professional practice. The Faculty's research agenda strategically focuses on the science of lifelong learning, continuing professional development (CPD) and the management and maintenance of professional competence. As we approach the Faculty's 50 year anniversary, we are reminded of the remarkable visionary leadership of our Founding Fellows, and we continue to employ a forward looking, innovative and pioneering approach into all our research activities.

EUROPEAN CENTRE OF EXCELLENCE FOR RESEARCH IN CONTINUOUS PROFESSIONAL DEVELOPMENT (UPGRADE)

The Faculty's European Centre of Excellence (CoE) for Research in Continuing Professional Development is a Pan-European network comprising researchers, clinicians, regulators, patient representatives and professional bodies, underpinned by a vision to advance the science of continuing professional development (CPD) for healthcare professionals in Europe that ensures quality and safe people-centred care.

The UPGRADE Centre continues to coordinate a number of research projects:

- **Continuing Professional Development and the transition of Newly Qualified Nurses and Midwives to their professional role; a survey of four European Countries.** This is a cross-sectional study of newly qualified nurses and midwives (NQNMs) in four European countries (Ireland, UK, Italy and Croatia). There is widespread recognition that many NQNMs find it difficult to make the transition from completing their university course to taking up their first registered nurse/midwife post. Professional support through participation in CPD activities during this critical time is essential for both competence and confidence of NQNMs. However, there is limited information about the range and extent of CPD activities NQNMs participate in during the first 24 months following graduation. It is also not well known how NQNMs participation in CPD activities is associated with job satisfaction and intention to leave the organisation or the profession. The aim of this study is to develop a better understanding of the CPD needs of NQNMs and explore factors associated with CPD participation during the transition period for NQNMs. Currently, the Centre is

working on data analysis and preparing two manuscripts for submission to Nurse Education Today - one on the quantitative findings and one on the qualitative findings (analysis of open-ended questions). An abstract based on the findings of this study was presented as an oral presentation at The Faculty of Nursing and Midwifery's Conference in February 2023, and will be presented as an Oral Presentation at the International Council of Nurses (ICN) 29th ICN Congress from 1-5 July 2023 in Montreal, Canada.

- **Leading Healthcare Providers Skillnet Research Project I:** This aim of the project was to evaluate the experiences of front-line healthcare staff's engagement with various teaching and learning modalities for CPD. The purpose of this project was to identify the strengths and weaknesses of the three teaching and learning modalities (synchronous online, asynchronous online and face to face teaching and learning). The final report was launched at RCSI on the 22nd of February 2023. The launch was attended by staff from the Faculty of Nursing and Midwifery (Dean Dr Mary Boyd, Prof. Thomas Kearns, Prof. Mark White, Dr Catherine Fitzgerald, Dr Giuseppe Aleo, Dr Nicola Pagnucci, Ms Francesca Napolitano and staff from LHP Skillnet and Skillnet Ireland (Ms Carmel Kelly, Ms Clodagh Killeen, Mr Paul Healy). An abstract based on this work was presented as an oral presentation at The Faculty of Nursing and Midwifery's Conference in February 2023, and at the Trinity Health and Education International Research Conference 2023 (THEconf2023), Trinity College Dublin, March 8th 2023. An abstract will also be presented as an Oral Presentation at the International Council of Nurses (ICN) 29th ICN Congress from 1-5 July 2023 in Montreal, Canada. A paper based on this project will be resubmitted to Nurse Education in Practice based on reviewer comments.



- **Teaching and learning strategies for continuing professional development in the long-term care sector: a rapid synthesis review.** This rapid review synthesis was accepted for publication in *Nurse Education in Practice* in April 2023.

- **Leading Healthcare Providers Skillnet Research Project II:** The aim of this project is to evaluate the experiences of upper-management in the long term care (LTC) sector in order to identify gaps in their knowledge and skills competencies that lead to workplace stress and burnout. A grant of €43,953 has been provided for this research project. This was a mixed methods study, firstly a cross-sectional study of Directors of Nursing (DON) and Assistant Directors of Nursing (ADON) in the LTC sector. Participants were asked to complete a short questionnaire to capture information about their educational needs and perceptions of work environment, burnout and turnover intention. The anonymous online questionnaire was open to DONs and ADONs currently working in the long-term care sector. The purpose of this study is to develop a better understanding of the educational needs, work environment and how this might impact burnout and turnover intention for DONs and ADONS in the LTC sector. The study was conducted on behalf of LHP Skillnet. The survey closed on June 6th 2023. N= 247 attempted the survey and N=195 completed all the questions. Provisional descriptive data analysis was completed. For the qualitative component of this study focus groups and semi-structured interviews have been completed with DONs from the private and HSE LTC sector, owners (provider nominees) and HIOA representatives.



- **Evaluating the Continuing Professional Development Needs of the Long-term Care Workforce:**

We are conducting a systematic review of the effectiveness of CPD in LTC. A total of 16,705 records were retrieved. After all the review papers, papers from non-scientific peer-reviewed journals (e.g. Nursing Standards, Nursing Times, Commentaries and Conference abstracts/proceedings) and the duplicates were removed, we have 13,920 records included for abstract review. Dr Nicola Pagnucci a post-doctoral researcher from the University of Genoa is also assisting with the systematic review. 281 records were identified for full text review, and of these, 55 were included in the final review for data extraction. The systematic review was successfully registered with PROSPERO and a paper was submitted to Nurse Education Today.

- **Cooperation partnerships grant (ERASMUS+):**

The centre participated as a partner in a Cooperation partnerships grant (ERASMUS+) with colleagues at the University of Malta, Radiography Department at the Faculty of Health Sciences. The aim of this collaboration is to develop a digital platform to promote the exchange of experts between healthcare education institutions. Some universities across Europe (and worldwide) have difficulties obtaining human resources (experts) in specialized areas, while this expertise is available in other universities. This creates gaps in the education of students in many universities and inefficient use of human resources (experts) available across the world. The proposal will be submitted

in July 2023. The total lump sum for this project is €400,000 with RCSI receiving €58,607. The anticipated start date of this project is 1st December 2023.

- The Centre coordinated the resubmission of an Erasmus+ proposal on a project titled: **“Developing specialists in community based interprofessional TEAMS for enhanced person-centered CARE – a European curriculum for health and social care staff (TEAMCARE).**

This was successfully funded under the ERASMUS Lump Sum Grants - Alliances for Education and Enterprise. The project aims to develop an EU Interprofessional curriculum to develop health and social care professionals to work effectively in the community to support care of the older person. The project includes 12 partners from across six European countries (Ireland, Italy, Greece, Poland, Austria and Belgium). The total funding is €1.1 million with a budget of €213,982 for RCSI (Project Coordinators). The submission from RCSI was an excellent collaboration across schools and departments at the University including The Health Professions Education Centre (Prof. Jan Illing, Dr Dara Cassidy, Prof. Caroline Delaney, Dr Geraldine Regan), School of Physiotherapy (Prof. Frances Horgan), School of Pharmacy, (Dr Frank Moriarty, Prof. Judith Strawbridge), Department of General Practice (Prof. Patrick Redmond), Department of Surgical Affairs (Dr Marie Morris) and the RCSI Education & Research Centre, (Dr Gozie Offiah, Dr Muirne Spooner). The proposal was accepted with a start date of 5th and 6th October in RCSI.



Team members attend the launch of the Skillnet 1 report during the 42nd Annual International Nursing and Midwifery Research and Education Conference



INTERNATIONAL PRESENTATIONS

We were delighted to present our paper Attitudes and Experiences of Long-Term Care Workers with Teaching and Learning Modalities for the Delivery of Continuing Professional Development as an oral presentation at WHO Europe Government Chief Nursing and Midwifery Officer Hub (GCNMO) meeting which took place at the Royal Palace Bucharest, Romania on the 24th of March. Thank you to Prof. Timofte for the kind invitation.

INTERNATIONAL COUNCIL OF NURSES (ICN) 29TH ICN CONGRESS FROM 1-5 JULY 2023 IN MONTREAL, CANADA.

We were delighted to have two papers accepted for oral presentation at the ICN conference 2023:

1. Attitudes and Experiences of Long-Term Care Workers with Teaching and Learning Modalities for the Delivery of Continuing Professional Development by Ms Carmel Kelly.
2. Continuing Professional Development, Job Satisfaction And Intention To Leave For Newly Qualified Nurses and Midwives: A Survey Of Three European Countries by Dr Giuseppe Aleo.

OTHER PRESENTATIONS

Other presentations by the UPGRADE Centre include:

1. International Council of Nurses (ICN) 29th ICN Congress from 1-5 July 2023 in Montreal, Canada. Attitudes and Experiences of Long-Term Care Workers with Teaching and Learning Modalities for the Delivery of Continuing Professional Development. Oral presentation by Carmel Kelly
2. International Council of Nurses (ICN) 29th ICN Congress from 1-5 July 2023 in Montreal, Canada. Continuing Professional Development, Job Satisfaction And Intention

To Leave For Newly Qualified Nurses and Midwives: A Survey Of Three European Countries. Oral presentation by Giuseppe Aleo.

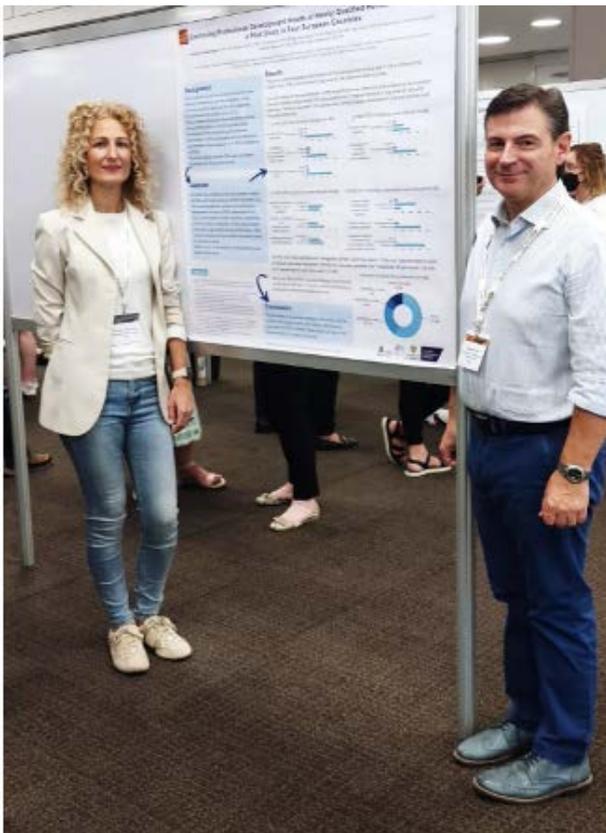
3. European Council of the Liberal Professions (CEPLIS), Permanent Committee Meeting, European Parliament in Brussels, 7th of June 2023. Presentation of the work of the European Centre of Excellence for Research and CPD. Oral presentation by Dr Cathy Fitzgerald.
4. Nursing Now Challenge day (Online): Wednesday 24th May 2023. Continuing professional development and the development of a European Centre. Presented by Dr Cathy Fitzgerald.
5. RCSI Educational Hub, Online Seminar; Wednesday 24th May 2023. Economic evaluation of CPD activities for healthcare professionals: A scoping review. Presented by Dr Cathy Fitzgerald.
6. WHO Europe Government Chief Nursing and Midwifery Officer Hub (GCNMO). The Royal Palace Bucharest, Romania on the 24th of March 2023. Teaching and Learning Modalities for the Delivery of Continuing Professional Development'. Oral presentation by Dr Cathy Fitzgerald.
7. Trinity Health and Education International Research Conference 2023 (THEconf2023), Trinity College Dublin, 8th of March 2023. Attitudes and Experiences of Long-Term Care Workers with Teaching and Learning Modalities for the Delivery of Continuing Professional Development. Oral Presentation by Carmel Kelly.
8. The Faculty of Nursing and Midwifery's Conference 23rd of February 2023 Attitudes and Experiences of Long-Term Care Workers with Teaching and Learning Modalities for the Delivery of Continuing Professional Development. Oral presentation by Carmel Kelly.

9. The Faculty of Nursing and Midwifery's Conference 23rd February 2023. Continuing Professional Development, Job Satisfaction And Intention To Leave For Newly Qualified Nurses and Midwives: A Survey Of Three European Countries. Oral presentation by Francesca Napolitano.

10. 8th International Nurse Education Conference - NETNEP 2022, Barcelona (Spain) 19-22 October 2022 (Poster Presentation) Continuing Professional Development Needs of Newly Qualified Nurses and Midwives: A Pilot Study in Four European Countries. Poster presented by Francesca Napolitano.

NEW STAFF MEMBERS

Welcome to Ms Niamh Walsh new post-doctoral researcher with the centre and Dr Mary Lynch, Executive Vice Dean for Research in the Faculty. Dr Nicola Pagnucci also joined the Centre on a temporary basis until March 2024.





ANNUAL INTERNATIONAL NURSING AND MIDWIFERY RESEARCH AND EDUCATION CONFERENCE

The Faculty celebrated the 42nd Annual International Nursing and Midwifery Research and Education Conference on the 23rd and 24th February. Since its inception in 1982, the conference has gone from strength to strength and is the oldest conference of its type in Europe. The Conference has a reputation for the contemporary relevance of its themes and content, the quality of its keynote and concurrent speakers and as both a scholarly and social event within the nursing and midwifery community. This year's theme was 'Nursing and Midwifery – Leading the World to Better Health'. International experts addressed the healthcare professionals and academics attending the conference, including: Prof. Patricia M. Davidson, Vice-Chancellor and President of the University of Wollongong, Australia and former Dean of Johns Hopkins School of Midwifery and Ms Margrieta Langins, Nursing and Midwifery Policy Adviser, Health Workforce and Service Delivery Unit, World Health Organisation (WHO). In recognition of the significant contribution of nursing and midwifery during the pandemic and the increased cost of living, the Faculty offered the conference as a free to attend event again this year.

HONORARY CONFERRING AND CONFERENCE DINNER

Broadcaster Ray D'Arcy was awarded an Honorary Fellowship of the Faculty of Nursing and Midwifery. The conferring ceremony took place on the evening of the Annual Conference Dinner on the 23rd February. The Honorary Fellowship of the Faculty is the highest honour that the Faculty can bestow on an individual and is reserved for those who are considered to have made an outstanding



contribution to the professions of nursing, midwifery or a related field or have significantly contributed to the health and well-being of society. Ray D'Arcy was selected for this award in recognition of his many years of mental health advocacy as a broadcaster.

Speaking at the event, Dr Mary Boyd, Dean of the RCSI Faculty of Nursing and Midwifery, said: 'We are delighted to present Ray D'Arcy with this Honorary Fellowship from the RCSI Faculty of Nursing and Midwifery. Mental health is a fundamental strategic education and research area linked to the global non-communicable disease agenda. An essential part of this agenda is the need to create a voice and a space to discuss mental health and empower people to take control of their treatment and management of mental health issues. Ray's ability to conduct compassionate interviews has made a significant difference to people's lives by providing those in mental distress with a platform for discussion, support and advice and we see his work as being hugely influential in this regard.'

Commenting, Ray said: "'I'm honoured to receive this Fellowship from the RCSI Faculty of Nursing and Midwifery. I'm accepting this on behalf of the hundreds of people who've shared their mental health stories with me over the years, sometimes publicly for the first time. It was obvious to me that a lot of these people had no voice, it was a privilege to provide them with a platform and in doing so advocate for better mental health services and reduce the stigma around mental illness."

Ray graduated in 1995 from Trinity College, Dublin with a degree in psychology. Three years later, he began his career as a broadcaster. Now a host of his own daily weekday

// I'm honoured to receive this Fellowship from the RCSI Faculty of Nursing and Midwifery. I'm accepting this on behalf of the hundreds of people who've shared their mental health stories with me over the years, sometimes publicly for the first time. It was obvious to me that a lot of these people had no voice, it was a privilege to provide them with a platform and in doing so advocate for better mental health services and reduce the stigma around mental illness. //

show on RTÉ Radio 1, Ray has utilised his platform over the years to allow people from all walks of life to speak about their experiences of mental health. He has also hosted professionals including Dr Harry Barry and Dr Colman Noctor, FFMRCIS, and in so doing facilitates professional advocacy on the airways.



ART COMMISSION

As part of the celebrations for the 40th Anniversary of the Annual Conference, the Faculty, in partnership with the RCSI School of Nursing and Midwifery, commissioned two life-size bust sculptures of Ms Florence Nightingale and Ms Elizabeth O'Farrell. Ms Florence Nightingale (1820-1910) was an English social reformer, statistician and the founder of modern nursing and Ms Elizabeth O'Farrell (1883-1957) was an Irish nurse, republican and member of Cumann na mBan. These sculptures are the first sculpture commission for RCSI in nearly 200 years.

The Art Commission was progressed with the RCSI Art Committee and Business to Arts, under the Chairship of Ms Aine Gibbons, Director, Development, Alumni Relations, Fellows and Members and Business to Arts. The chosen artist was Mr John Rainey. A video of the unveiling, which took place in the Atrium, Royal College of Surgeons, on the 5th December 2022 was shown to attendees at the Annual Conference Dinner.



CONFERENCE DAY

The conference day took place on Thursday 23rd February. This was the Faculty's first fully in person conference since 2020 and was attended by 280 delegates, representing 18 countries. There were 51 concurrent presentations from global experts and 74 posters demonstrating best practice and research. The Conference themed 'Nursing and Midwifery – Leading the World to Better Health' was opened by Prof. Thomas Kearns (Executive Director, Faculty of Nursing and Midwifery) and Ms Rachel Kenna (Chief Nursing Officer, Department of Health). This was followed by a number of Keynote Addresses featuring global leaders. Prof. Patricia M. Davidson (Vice-Chancellor and President, University of Wollongong, Australia and former Dean, Johns Hopkins School of Nursing, Baltimore, USA) spoke of embedding person-centred care within a model of health systems strengthening: A better future for all. Dr Leslie Mancuso (President and Chief Executive Officer, Jhpiego, Maryland, USA) focused on driving a revolution in health care: innovating and adapting in response to challenges.



Dr Gillian Janes, (Associate Clinical Fellow Leadership and Service Improvement, Manchester Metropolitan University, Manchester, England, UK & Co-Chair, GNLI Digital Project) explored the role of nurses and midwives in international policy development using a case study in digital transformation. Dr Katie Huffling (Executive Director, Alliance of Nurses for Healthy Environments (ANHE), Mount Rainier, Maryland, USA) urged a call to action in relation to equity, justice and climate change. Ms Margrieta Langins (Nursing and Midwifery Policy Adviser, Health Workforce and Service Delivery Unit, Division of Country Health Policies and Systems, WHO Regional Office for Europe, Copenhagen, Denmark) spoke of nursing policy leadership and understanding why it matters and how to get there.

Following the opening and keynote addresses, Prof. Thomas Kearns chaired a successful interactive panel discussion with these global and national leaders, policy makers and academics. The panel was also joined by Ms Karen Greene (Deputy Chief Nursing Officer, Department of Health, Ireland) and Prof. Jonathan Drennan (Prof. of Nursing, School of Nursing, Midwifery and Health Systems, University College Dublin, Ireland) to discuss these important issues.

Research highlighted throughout the conference identified the roles of the nursing and midwifery professions at the forefront of global efforts to improve care across diverse healthcare and community settings, with many nurse/ midwife led initiatives contributing to the transformation of healthcare globally. Nurses and midwives are uniquely positioned to lead on initiatives, influencing the development of sustainable health systems and services.

Eleven concurrent strands, with 51 oral presentations, represented a wide variety of clinical, research and educational topics including:

1. Innovations in Nursing Education
2. Developments in Teaching and Learning
3. Leadership Transforming Change
4. Inclusion and Engagement in Healthcare Environments
5. Advanced Nursing and Midwifery Practice
6. Oncology, Palliative and End-of-Life Care
7. Care of Older Persons
8. Midwifery, Children's Nursing and Young Adult Care
9. Mental Health Nursing Across the Lifespan
10. Digital Transformation & Enhancements
11. Addressing Health & Social Determinants

Evident across the strands was an increased focus on digitalisation, with 10 oral presentations addressing this topic.

Delegates also had ample time during the breaks to review the diverse array of posters on display. Posters included topics such as 'ICU Nurse's Role in Reducing ICU Patient Relatives' Psychological Burden' (authored by Ms Lulwa Albuaainain, Mohammed Bin Khalifa Cardiac Center, Hamad Town, Bahrain), 'Birth of Pregnancy Wellbeing Classes' (authored by Ms Theresa Barry and colleagues, The National Maternity Hospital, Holles St, Dublin 2, Ireland), 'Nurses' Embodied Emotion While Working in Overwhelming Contexts: Trauma-Informed Inquiry' (authored by Ms Anna Bovo, University of Edinburgh, Edinburgh, United Kingdom), 'Developing a Professional Resilience Competencies Curriculum' (authored by Ms Adriana Câmu, The Order of Nurses and Midwives of Romania, Bucuresti, Romania), and 'Self-Directed Learning Readiness and Academic Performance Among Nursing Students' (authored by Ms Mc Claire Quirante and colleagues from St. Anthony's College, San Jose, Antique, Philippines) amongst many others.

The 42nd Annual International Research and Education Conference also hosted the inaugural Faculty of Nursing and Midwifery Clinical Bursary Award. The objectives of the Clinical Bursary Awards are to:

1. Invest in and support nurse and midwife led initiatives in healthcare delivery,
2. Strengthen and optimise the contribution of nurses and midwives to the delivery of UHC and population health, and to
3. Support and enable nurses and midwives to maximise the full potential of their education, training and licence.

These awards were open to all registered nurses and midwives in the Republic of Ireland, with the Faculty awarding five bursaries, each to the value of €5,000 across three distinct categories: individual; team/ ward/ unit/ department or organisation, and specialist and advanced practice.

Announcing the awards, Dr Mary Boyd (Dean of the Faculty of Nursing and Midwifery) stated that it was wonderful to

see such innovative work being carried out and the Faculty is delighted to invest in and support that work. In the Specialist and Advanced Practice category, Ms Leonora Fitzgerald was awarded a clinical bursary for her initiative to establish Leg Clubs in Ireland, based on the patient-centred, evidence-based and successful Lindsey Leg Club Foundation Model of Care. Ms Una Martin was awarded for her initiative Rheum to Rebuild (A booklet specifically for patients living with Inflammatory Arthritis, incorporating Lifestyle Management into day to day management of life and arthritis). Ms Edel Carey received an award for her book initiative with the Provisional Title: The lived experience of the dementia journey and Féileacán Bán through the eyes of the care partners, "Insightful Memoirs". In the individual category, Ms Sinead Grogan was awarded a bursary for her

initiative, the development of a Continence Care clinic with nursing staff education on continence care in CHO9. Finally, in the Team / Ward / Unit / Department or Organisation category, Ms Anne Marie Connor received a bursary for her initiative titled Learning by Doing - The Role of Simulation Training in the Maternity Care Setting.

The conference was closed by Prof. Laura Serrant OBE, Regional Head of Nursing and Midwifery Health Education England, UK & Prof. of Community and Public Health Nursing at Manchester Metropolitan University, UK. Prof. Serrant delivered an inspirational and engaging speech in relation to 'Diversity Leadership in Healthcare: A Question of Care, Quality and Safety'.



ACKNOWLEDGEMENT

The Faculty wishes to acknowledge the contribution of all sponsors for their ongoing and generous support of the Faculty's Annual Conference. In particular, the Faculty wishes to acknowledge St. Luke's Cancer Research Fund whose sponsorship of the prizes greatly contributes to the conference.

The Faculty also collaborated with Mental Health Managers Ireland (MHMI) this year. The Faculty is particularly grateful to Mr Anthony Smith, Chairperson, MHMI in supporting initiatives and research in mental health nursing again at this years conference.

The delivery of a professional conference takes considerable work and time commitments. Sincere gratitude is conveyed to all members of the Annual Conference Committee and Faculty Staff.

The Faculty also wishes to thank the conference and events team at Conference Partners International. The Faculty would like to acknowledge Ms Cara Mc Veigh, RCSI Conferencing and Events Manager, for her support. Thanks also to Mr Cornelius Jacobus Petrus Jansen Van Vuuren, Catering Manager, Mr Karl O'Hara, Head Chef and the Catering Team, Mr Frank Donegan, Head Porter, and the Portering Team, Mr John Quinlan, RCSI Media Services Manager and his team, Olivia Browne, Tony Temple and Nattanya Meredith, in Design, and the RCSI Estates Team, all of whom support the Faculty in numerous ways with the planning and delivery of the Annual Conference.



CONFERENCE 2024

The 43rd Annual International Nursing and Midwifery Research and Education Conference will be held on the 21st and 22nd February 2024. The title of the conference is 'Changing landscapes of health'. Keynote speakers include Prof. Michael West CBE, Helen Bevan, Annette Kennedy, Brenda Courtney, Annree Wogan and Carolyn Wallace.

The call for abstracts will issue in October and delegate registration will open in November.



 **RCSI** FACULTY of
**NURSING and
MIDWIFERY**

21 & 22 FEBRUARY 2024
RCSI, Dublin Ireland

**43rd ANNUAL INTERNATIONAL
NURSING & MIDWIFERY RESEARCH
AND EDUCATION CONFERENCE**

**CHANGING
LANDSCAPES
OF HEALTH**

Call for Abstracts will open next week
and can be submitted under the following sub-themes:

- ~ Integrating sustainable development goals into practice
- ~ Health and wellbeing in the health system
- ~ Innovation and digitalisation
- ~ Transforming nursing and midwifery practice, research and education

This is a ticketed event. To learn more about admission, abstract submission guidelines and for further conference updates, visit bit.ly/46gSYNO or scan the QR code.

Follow us on  for updates @RCSI_FacNurMid  #FNMConf2024



COMMISSIONED RESEARCH



MENTAL HEALTH COMMISSION

The Faculty was commissioned by the Mental Health Commission (MHC) to undertake two research projects in 2021, comprising of an Evidence-Based Review to Inform the Development of a Revised Quality Framework for Mental Health Services in Ireland, and an Evidence Review to Inform the Review of the Code of Practice on the Use of Physical Restraint and the Rules Governing Seclusion and Mechanical Means of Bodily Restraint in Inpatient Mental Health Services.

The Commission is an independent statutory body, which was established in April 2002 under the provision of the Mental Health Acts 2001-2018 (the 2001 Act). The Role of the MHC is to regulate and inspect mental health services, support continuous quality improvement, and protect the interests of those who are involuntarily admitted and detained under the 2001 Act.

Prof. Carney, Prof. Thomas Kearns and Mr Paul Mahon completed their work on the development of The National Quality Framework, which was launched in April 2023 at the Royal Irish Academy. Launched at the event were the National Quality Framework: Driving Excellence in Mental Services, the National Quality Framework for Mental Health Services Evidence Review, the National Quality Framework: Driving Excellence in Mental Health Services Consultation Report, and the National Quality Framework: Implementation Guide. Present at the launch were Mr Paul Mahon (Operations and Education Manager, Faculty of Nursing and Midwifery), Prof. Thomas Kearns (Executive Director, Faculty of Nursing and Midwifery), Mr John Farrelly (CEO, Mental Health Commission), Prof. Marie Carney, ANP Forum Coordinator and Visiting Prof. to Nursing

Homes Ireland, Faculty of Nursing and Midwifery), Dr John Hillery (MHC Chairperson), Mr Gary Kiernan (Director of Regulation, MHC) and Prof. Mark White (Executive Dean, Faculty of Nursing and Midwifery).

The documents mark the culmination of an extensive research project including an evidence review of the literature, public consultation, focus groups, individual interviews and pilot group interviews led by Prof. Carney. The documents are available here:

<https://www.mhcirl.ie/publications/national-quality-framework-driving-excellence-mental-health-services>

The Faculty also finalised its evidence review to inform the review of the code of practice on the use of physical restraint and the rules governing seclusion and mechanical means of bodily restraint in inpatient Mental Health Services for the Mental Health Commission. Dr Christina Larkin FFMRCI led this work for the Faculty since it was commissioned by the Mental Health Commission in 2021. The evidence review involved an extensive, rigorous review of published national and international evidence and a consultation process on the use of restrictive practices in inpatient mental health settings. Consultations were undertaken with people who have experience of restrictive practices and staff and clinicians in mental health services. The findings informed the development of a code of practice on the use of physical restraint and the rules governing seclusion and mechanical means of bodily restraint in inpatient mental health services. The review was published in September 2022 and is available here: <https://rcsi.com/dublin/-/media/feature/media/download-document/dublin/about/schools-faculties-and-departments/faculty-of-nursing-and-midwifery/evidence-review-restrictive-practices.pdf>

HCCI NURSE OF THE YEAR

HCCI is the representative body for the home care sector. It currently represents 30 member companies (with 100 offices nationwide) who among them employ 10,000 carers and provide a managed home care service to 20,000 older and vulnerable people in Ireland. HCCI advocates for the highest standard of regulated home care services to be made available to all on a statutory basis, enabling as many people as possible to remain living independently within their homes and communities.

At a ceremony in the Westbury Hotel Dublin on the 21st October 2022, Danette Connolly, Home Instead, Sandyford was named as Nurse of the Year. The awards are supported by First Ireland Insurance Brokers and the Faculty of Nursing and Midwifery.

The panel of independent judges included TV presenter & designer Brendan Courtney; Prof. Thomas Kearns, Executive Director, Faculty of Nursing & Midwifery, RCSI; Katie Sloan, CEO Leading Age, USA and Janette Dwyer, Assistant National Director, Services for Older People Change and Innovation, HSE. According to her colleagues 'Danette is focused on high quality care and takes a people first approach.' Danette played an instrumental role during the pandemic by developing an online Learning Management System to ensure home carers could still train for their roles.

Thomas Kearns, Prof. of Nursing and Executive Director, Faculty of Nursing & Midwifery, RCSI; said, "We are delighted to sponsor the 'Nurse of the Year Award' again this year. The standards of the nominees remains exceptional. Sincere congratulations to Danette."



STRATEGIC PILLAR 3: SUPPORTING HEALTHCARE AND SOCIETAL WELL-BEING IN IRELAND AND INTERNATIONALLY

The Faculty is committed to supporting the health and well-being of society and is actively supporting a range of initiatives focused on enhancing the health and well-being of nurses, midwives, healthcare practitioners and the public.

CENTRE FOR NURSING AND MIDWIFERY ADVANCEMENT FOR THE RCSI HOSPITAL GROUP

Since the establishment of the Centre for Nursing and Midwifery Advancement (The CNMA) for the RCSI Hospital Group in January 2021, the Centre has developed a range of initiatives to support nurses and midwives across the hospital group. Under the governance of a Centre Steering Group Committee, comprising Directors of Nursing and Midwifery, representatives from the RCSI Hospital Group and the RCSI Faculty of Nursing and Midwifery, the vision of The CNMA is to engage, retain, recognise and further develop nurses and midwives throughout their working lives across the areas of clinical practice, practice development, research, education and management by working with local, national and international academic and clinical colleagues to raise respect, cultivate collaboration, support scholarship, and inspire innovation.



NURSING AND MIDWIFERY CHALLENGE

The RCSI HG Nursing and Midwifery Challenge is based on the understanding that high-quality, safe, effective, and continually improved health care is delivered by multi-disciplinary teams, and that nurses and midwives can and should play an increasingly influential role in these teams. Indeed, the potential of nurses and midwives to extend and expand their scope, take on more responsibility, or influence policy and decision-making is often overlooked - despite the understanding and insight their unique position in the system gives them. Nurses and midwives are, and will continue to be, a key part of the solution to today's and tomorrow's health challenges, but they could do much more to advance human health if they are properly deployed, valued and included in health decision-making. Investing to improve the working conditions, training and leadership skills of nurses and midwives will help achieve the goal of Universal Health Coverage and deliver the Triple Impact (All Party Parliamentary Group on Global Health, 2016) of improving

health, empowering women (as most nurses and midwives are still female) and strengthening local economies.

The aim of the RCSI HG Nursing and Midwifery Challenge programme is to empower the next generation of nurses and midwives in the RCSI Hospital Group with the confidence, competence and capacity to advance health and healthcare as leaders, practitioners, and advocates.

The second RCSI Hospital Group Nursing and Midwifery Challenge concluded in September 2022 with the presentations of the group challenges. These included Team Adrian who focused on Project Golden Goose, Team Georgina who focused on Making Every Contact Count, Team Judy who focused on Promoting Professional Development Planning, Team Raymond who examined Quality Care Metrics – What They Mean to Us, and Team Mary who focused on Promoting Health and Well-Being for our Workforce. Congratulations to those that successfully completed the challenge:

- Alicia Brangan, Our Lady of Lourdes Hospital (OLOL).
- Amanda Louth, OLOL.
- Aries Reyes, OLOL.
- Dympna McPhillips, Cavan & Monaghan Hospital.
- Hannah Lee, OLOL.
- Jessica O'Brien, Cavan & Monaghan Hospital.
- Laura McDonald, Cavan & Monaghan.
- Maeve White, Connolly Hospital.
- Margaret Ward, OLOL.
- Mary Michelle Banex, Cavan & Monaghan Hospital.
- Neasa Hoey, Beaumont Hospital.
- Niamh Byrne, Beaumont Hospital.
- Nicola Finlay, OLOL.
- Ohmer Olaes, OLOL.
- Orla Nea, OLOL.
- Rachel Irwin, Connolly Hospital.
- Sarah Bagnall, Cavan & Monaghan Hospital.
- Sarah McCaffrey, Cavan & Monaghan Hospital.
- Saranya Vijayakumar, Beaumont Hospital.
- Sinead Murphy, Rotunda Hospital.
- Teresa Carrol, OLOL.

The third programme commenced in April 2023 with 29 nurses and midwives from across the hospital group participating. It is due to conclude in September 2023.



ROMANIAN NURSE LEADER PROGRAMME

The Faculty of Nursing and Midwifery was commissioned by Mr Mircea Timofte, President, Romanian Council of Nurses and Government Chief Nursing Officer to develop a Leadership Programme for Directors of Nursing and Chief Nurses in Romania. This programme was developed in conjunction with the Ordinul Asistenților Medicali Generaliști, Moașelor și Asistenților Medicali din România (Executive Office of the Order of General Nurses, Midwives and Nurses in Romania) and aims to empower senior leaders in Romania to advance the professions and practice of nursing and midwifery. Over the course of this programme a total of eight two-day study visits were hosted in RCSI, in addition to a five-day online programme held in September 2022. A total of 150 senior nursing and midwifery leaders from across Romania participated in this programme which will conclude with a conference in October 2023 in Romania. Mr Paul Mahon and Prof Mark White were invited to address a conference of the Bucharest Branch of the Order in May 2023. They, along with Mary Rose Sweeney, Executive Vice Dean for Education, will return to Bucharest to attend the closing conference of the programme.

DAISY AWARDS

The DAISY award was established by Bonnie and Mark Barnes following the death of their son as a way to honour compassion in nursing. The DAISY award is in 4,900 facilities across 30 countries and has received over 1,000,000 nominations with 100,000 nurses honoured internationally to date. It is endorsed by organisations including the International Council of Nurses, SIGMA, the Irish Nurses and Midwives Organisation and the European Nursing Council among others. Commissioned by Prof. Thomas Kearns, the DAISY award for the RCSI Hospital Group has been running since International Nurses Day (12 May) 2021. The Centre for Nursing and Midwifery Advancement has supported the establishment of DAISY award committees in hospitals throughout the Group, collaborating with the Group Chief Director of Nursing and Midwifery to develop a schedule of awards. In addition to this, the Centre supported the introduction of the DAISY awards to the National Orthopaedic Hospital Cappagh and Sunhill Nursing Home. The DAISY award is an evidenced-based way to provide extraordinary nurse recognition and to thank nurses for making a profound difference in the lives of their patients and patient families. <http://DAISYfoundation.org>.



Left: DAISY award ceremony Connolly Hospital, March 2023



Above: Grainne Coogan (Our Lady of Lourdes Hospital), DAISY Award Winner February 2023

Below: Eithne Dunnill (Our Lady of Lourdes Hospital) receives the lifetime achievement award, February 2023



The Centre for Nursing and Midwifery Advancement also supported the introduction of the DAISY award into Sunhill Nursing Home. Their inaugural ceremony was attended by Prof. Marie Carney.



Paul Mahon (Operations and Education Manager) and Eithne Dunnill (DAISY Coordinator, OLOL) attended the International DAISY Day Conference in Coventry from the 15th – 16th June. This conference examined 'why nurses and midwives stay' and featured experts who discussed the impact of meaningful recognition on retention from a global, national and local perspective. Eithne spoke on developing the DAISY programme in OLOL and the impact that this has had on meaningful recognition within the organisation.

ADVANCED NURSE / MIDWIFE PRACTITIONER FORUM

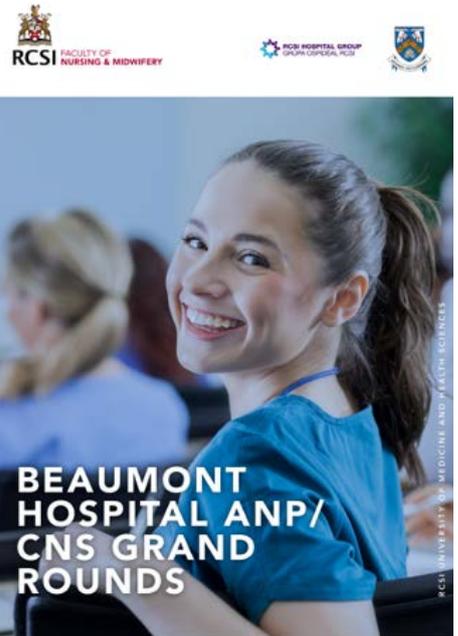
The ANMP Forum was established from findings from a survey of needs undertaken by Prof. Thomas Kearns, Executive Director, Faculty of Nursing and Midwifery, Ms Karen Greene and Ms Petrina Donnelly, Beaumont Hospital in 2018. Findings from this survey were used by Prof. Marie Carney to develop the Forum following a scoping research project in the RCSI Hospital Group. The Forum is now situated in the Centre for Nursing and Midwifery Advancement in the Faculty of Nursing and Midwifery and is led by Prof. Carney. The aims of the Forum are to support advanced practitioners in keeping up to date with practice, education and professional development, provide a forum for discussion and act as a conduit for information and interaction between ANPs/AMPs. These aims are being achieved by providing regular research and strategic updates to members through newsletters and by interactive sessions of relevant issues. The newsletters developed by Prof. Carney during 2022/23 are available by contacting mariecarney@rcsi.ie and details are presented in the reference list. Prof. Carney also presented to Advanced Nurse / Midwife Practitioners and Clinical Nurse / Midwife Specialist's on the topic of 'Getting Published' at the Inaugural RCSI Hospital Group Specialist and Advanced Practice Grand Rounds Conference held in Beaumont Hospital in 2022.

ANP GRAND ROUNDS

Grand rounds have long been associated with continued education and professional development in the medical community. In the 19th century, John Hopkins Medical School introduced a novel format of clinical education – teaching at the bedside. During these bedside grand rounds, doctors learned from colleagues about the diagnosis and treatment of various ailments. As participation at these grand rounds increased the learning environment had to change, hence the introduction of grand rounds in an auditorium as we know it today. While medical grand rounds have been in existence since the early 19th century, grand rounds in nursing are a much more recent phenomenon and have only been in existence since the 1960's.

Beaumont Hospital's Advanced Nurse Practitioner (ANP) and Clinical Nurse Specialist (CNS) Grand Rounds commenced in March 2021. The ANP/CNS Grand Rounds take place fortnightly in one of the lecture theatres in the hospital. In addition to the physical meeting, a link is released to allow those off site, or who are unable to physically attend, to do so virtually. Each ANP/CNS Grand Rounds lasts for one hour, with two speakers each presenting for 20 minutes, with 20 minutes for questions and discussion. Topics include interesting case studies, overviews to roles and services, or presenting new audits and research. Continuing Education Units (CEUs) are obtained from the Nursing and Midwifery Board of Ireland (NMBI) for each session, with a quick response (QR) code sent via the virtual link to enable attendees to attain their credits for the session.

The Faculty supports Beaumont Hospital ANP/CNS Grand Rounds with Prof. Carney regularly attending the meetings. Additionally, the Faculty funded the development of a brochure to promote this innovative work. The brochure was distributed to various clinical sites and was available at the Faculty of Nursing and Midwifery stand at the ICN NP/APN Conference held in University College Dublin from the 21st August 2022 – 24th August 2022.



The Faculty also supports the annual RCSI Hospital Group Advancing Nursing and Midwifery Practice Grand Rounds. This event brings together specialist and advanced practitioners from across the hospital group and beyond to network and share their learning. The inaugural meeting was hosted by Beaumont Hospital Dublin on the 9th November 2022, with guest speakers including Ms Rachel Kenna (Chief Nursing Officer, FFMNRCIS), Prof. Marie Carney (Faculty of Nursing and Midwifery) and Ms Elizabeth Adams (President European Federation of Nurses, FFMNRCIS). The Second Annual RCSI Hospital Group Grand Rounds is being planned for October 31st in Dundalk Institute of Technology. The event is once again being solely sponsored by the Faculty of Nursing and Midwifery.

Beaumont Hospital and the Faculty of Nursing and Midwifery are delighted to invite you to the inaugural

RCSI Hospital Group Advancing Nursing and Midwifery Practice Grand Rounds

DATE Wednesday, 9th November 2022
TIME 08:00 - 15:30
LOCATION Robert Adams Lecture Theatre, Beaumont Hospital

GUEST SPEAKERS

- Rachel Kenna, Chief Nursing Officer, Department of Health
- Prof Marie Carney, Former Dean FNM and Coordinator of the ANP Forum
- Elizabeth Adams, President European Federation of Nursing

Grand rounds are a long established approach to teaching and learning in the medical community. Following the success of the Beaumont Hospital ANP Grand Rounds, the inaugural RCSI Hospital Group Advancing Nursing and Midwifery Practice Grand Rounds is intended to bring together Clinical Nurse / Midwife Specialists and Candidate and Registered Advanced Practitioners from across the Hospital Group.

Registration is essential for this free event.
 Book your place at <https://tinyurl.com/RCSIHGAPGR>

RCSI FACULTY OF NURSING & MIDWIFERY RCSI HOSPITAL GROUP DUBLIN GENERAL HOSPITAL UNIVERSITY OF DUBLIN

CLINICAL NURSE / MIDWIFE SPECIALIST RESEARCH REVIEW

Prof. Carney commenced a new project to support Clinical Nurse and Midwife Specialists across the RCSI Hospital Group. Similar to the aims of the Advanced Nurse / Midwife Practitioner Newsletter, this clinical research review aims to inform Clinical Nurse and Midwife Specialists working in the RCSI Hospital Group of new research. Importantly, the clinical research review also aims to acknowledge the work of Clinical Nurse and Midwife Specialists in delivering patient care in challenging environments. Prof. Carney researched, analysed, drafted and disseminated regular CNS Research Reviews throughout 2023. She presented the first Review in 2023, during Nursing Grand Rounds in Beaumont Hospital. She has written 13 Research Reviews from inception to now, details of which are available in the reference list.

RCSI NURSING CONTRIBUTION TO ADVANCED NURSING AND MIDWIFERY PRACTICE IN IRELAND

The Faculty collaborated with the RCSI School of Nursing and Midwifery on the development of a presentation to highlight and showcase the contribution of RCSI to advanced nursing and midwifery practice in Ireland. The online webinar is accessible to the public, and was hosted 'live' on Tuesday 19th July 2022 as a preview event, ahead of the 12th International Council of Nurses Nurse Practitioner/Advanced Practice Nursing Network Conference, which was being hosted by the INMO and the Irish Association of Advanced Nurse Midwife Practitioners (IAANMP) in Dublin. The Conference was held in University College Dublin from 21st – 24th August 2022 and celebrated 26 years of Advanced Nursing/Midwifery practice in Ireland.

The Conference theme was "Advanced Practice Nursing: Shaping the Future of Healthcare". Delegates were welcomed to the presentation by Prof. Zena Moore, Prof. and Head of the School of Nursing and Midwifery and Prof. Thomas Kearns, Executive Director, Faculty of Nursing and Midwifery. The presentation was delivered by Dr Jarlath Varley, Programme Director, Advanced Practice Nursing & Midwifery, School of Nursing & Midwifery, RCSI; Prof. Marie Carney, Faculty of Nursing & Midwifery, RCSI & RCSI Hospital Group ANMP Forum Coordinator and Mr Paul Mahon, Operational Lead, Centre for Nursing & Midwifery Advancement, Faculty of Nursing & Midwifery, RCSI and focused on 'Preparing for the Future: Exploration of Advance Practice Nursing Roles in Diverse Clinical Settings and Strategies to Support Continued Advancement'.

The webinar also included a panel discussion with experienced advanced nurse and midwife practitioners - Ms Clare Kennedy, RAMP, National Women and Infants Health Programme; Dr Patricia Minnock, RANP, Rheumatology Services and Ms Marie O Shaughnessy, RANP, Tissue Viability and Wound Management Services who shared their insights

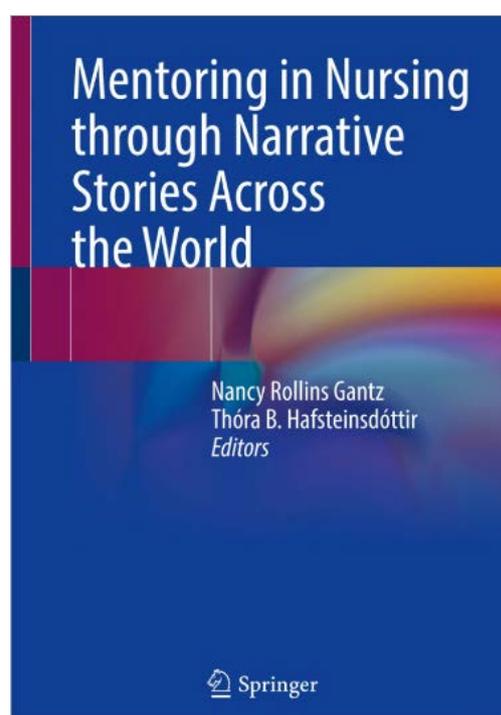
and expertise with delegates. The webinar is available to view here: https://www.youtube.com/watch?v=_rDFz1R5SrQ

CALOHEE 2 PROJECT

The Measuring and Comparing Achievements of Learning Outcomes in Higher Education In Europe (CALOHEE) II project is a follow-up of the CALOHEE project (2016-2018). Calohe2 aims to match the European Qualifications Reference Frameworks and Assessment Reference Frameworks against existing degree programmes and quality assurance systems and procedures. This will provide in-depth knowledge on the present and intended future learning outcomes of degree programmes, but also offer insight in the present learning, training and assessment situations. It will highlight present omissions in degree programmes Europe wide. This is of importance for individual HE institutions, but also very relevant for policy makers in education and training at all levels in both national and European contexts. The CNMA was part of this project which concluded its work in February 2023. The final report has been sent to the project management team and will form part of a report for the European Union.

VALUES BASED LEADERSHIP

Prof. Thomas Kearns, Dr Catherine Fitzgerald and Paul Mahon co-authored a book chapter focusing on value-based leadership for inclusion in *Mentoring in nursing through narrative stories across the world*. Edited by Nancy Rollins Gantz and Thora B. Hafsteinsdottir, this book was published in June 2023 and includes contributions from esteemed nurses internationally including Dr Pamela Cipriano, Prof. Beverly Malone, Prof. Debra Jackson, Dr Judith Shamian, Dr Michelle Acorn and Ms Annette Kennedy – all Fellows of the Faculty.





Faculty of Nursing and Midwifery Programme of Fellows, Members and Friends' Events is delighted to invite you to a Guest Lecture

STIGMA IS CONTAGIOUS

Delivered by

Professor Calvin R. Moorley RN, PhD and Chair of Diversity & Social Justice, Nursing Department, London South Bank University.

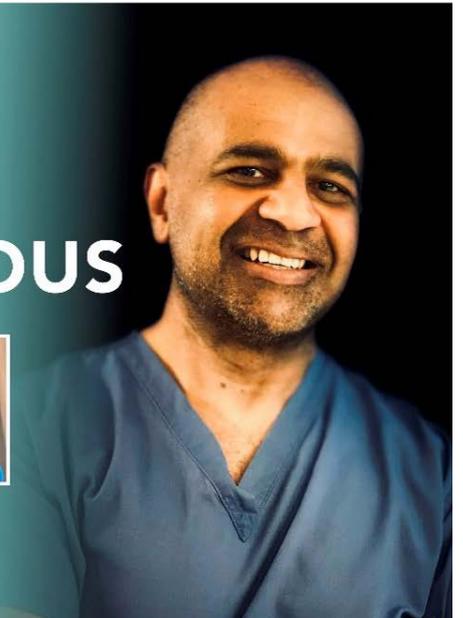
Also featuring **Ms Liz Hughes**, Head of EDI, RCSI.



Date: Wednesday 5 October 2022 **Time:** 18.30pm-19.30pm

Location: Bouchier-Hayes Lecture Theatre, 26 York Street, RCSI, Dublin 2

Registration is essential for this Hybrid Event at <https://bit.ly/StigmaFNM> 



FELLOW, MEMBER AND FRIENDS EVENTS

The Faculty continued to deliver its programme for Fellows, Members and Friends events with a series of virtual and in-person events.

STIGMA IS CONTAGIOUS

The Faculty hosted Prof Calvin Moorley, London South Bank University, at a hybrid event on Wednesday the 5th of October. Prof. Moorley is a registered nurse who has followed a clinical and academic career, while remaining close to clinical nursing, particularly in the area of critical care. His research focuses on the interplay of gender, culture, ethnicity and health. A key objective of Calvin's programme of work is to reduce the gap in health inequalities through developing and improving cultural competence and developing a Centre for Inclusivity. Prof. Moorley is an international collaborator who works with teams in Trinidad, Jamaica and Australia. Prof. Moorley was joined by Ms. Liz Hughes, Head of Equality, Diversity and Inclusion at RCSI. Ms Hughes leads on RCSI's Athena Swan work, co-chairs and supports a number of EDI fora and networks and helps to champion a culture of respect and inclusion across the university.

Opening the event, Dr Mary Boyd (Dean of the Faculty of Nursing and Midwifery) noted that the topic for discussion is one which affects all of us in both our personal and professional lives at every level. She stated 'As you may be aware RCSI and the Faculty of Nursing and Midwifery are committed to a culture of respect for all who engage with us, from patients, to students, staff and the public. To achieve that level of respect, the principles of equality, diversity and inclusion are embedded in our organisational strategy. It is our intention that our Faculty, as part of the wider RCSI community, contributes to fostering and supporting a culture of fairness, respect and belonging in all areas of our work and reach.'

CHRISTMAS GATHERING



As we approached the end of 2022, we were grateful to have the opportunity to come together in person. This inspired the theme "Gathering Together" for our Christmas event and enabled us to reflect on the past year, celebrate the inherent goodness of humanity whilst acknowledging grief and loss, and yet look forward with renewed hope to 2023.

Noting the impact of the pandemic, ongoing wars particularly in the Ukraine, extreme hunger across Africa, the devastating impacts of climate change and the tragedy in Creeslough, Co Donegal the heavy burden of grief was recognised – as too was the contribution of all health and social care professionals, including nurses and midwives, to the delivery of exemplary care in a challenged healthcare system.

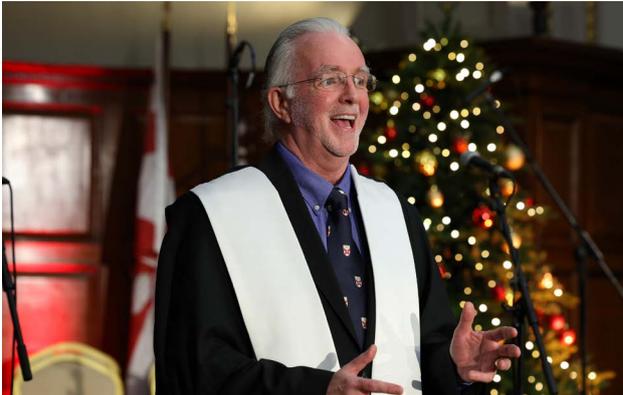
This special evening of poetry, drama, and music afforded an opportunity for reflection, celebration and being together. Dr Mary Boyd (Dean of the Faculty of Nursing and Midwifery) acknowledged and sincerely thanked our nursing, midwifery and healthcare colleagues from Ireland and across the globe who have demonstrated exceptional fortitude and selflessness in enacting the core values of Irish nursing, care compassion and commitment, in their daily practice for patients and their families.

Opening the evening via video address, Prof. Laura Viani (President, RCSI) welcomed attendees stating 'As human beings, we thrive on human connection and interaction, and it is wonderful to be here this evening, "gathering together". As we reflect at the close of the year, let us appreciate and celebrate being together!'

The evening featured performances from the African Gospel Choir who under the leadership of Music Director, Adeniyi Allen-Taylor sang renditions of Silent Night, O Holy Night, Amazing Grace, Hark the Herald, This Little Light of Mine, Something inside so strong, Hallelujah, Oh Happy Day and Feliz Navidad. During the reception, guests were also treated to performances of Deck the Halls and Jingle Bells. In addition to enjoying the wonderful talents of the African



Gospel Choir, guests were treated to poetry, Irish music, and spoken word performances interspersed throughout the evening. Erika Cullen (Bridging Programme Coordinator, Faculty of Nursing and Midwifery) delivered a powerful recitation of Maya Angelou's moving poem, 'Alone'. Paul Brennan and his children Gavin and Sophie – whose photographic work inspired an art exhibition in Ballina, Co Mayo entitled "Coming Together by Staying Apart" - played three well known Irish tunes, Amhrán na Leabhair, Rolling in the Ryegrass, and The Marino Waltz while a video of their photographs provided a backdrop.



recitation of Edward Kofi Louis poem ‘To Gather Together’ which was performed by Fellows from across the globe, and a video of the unveiling of the commissioned art was played. Laura Sharpe, a Florence Nightingale actor delivered a dramatic reading of Henry Wadsworth Longfellow’s renowned poem Santa Filomena and Mary Godfrey (Vice Dean, Faculty of Nursing and Midwifery) read the poem For a Nurse. Closing the event, Dr Mary Boyd (Dean, Faculty of Nursing and Midwifery) thanked our guest contributors, each of whom, has contributed to creating a unique evening. The Faculty of Nursing and Midwifery also thanked colleagues from across RCSI, for their collegiality, enthusiasm and support, in particular:



- Prof. Laura Viani, RCSI President
- Ms Patsy Connolly, Executive Assistant, Office of the President, RCSI
- Mr Tony Temple and Ms Nattanya Meredith, RCSI Design
- Mr Frank Donegan and his Team in Portering
- Mr Cornelius Jacobus Petrus Jansen Van Vuuren and his Team in Catering
- Ms Cara Mc Veigh, Conferencing and Events
- Ms Emma Nolan and Ms Julie Plunkett, Bookings RCSI
- Ms Collette Power, Ms Liz McNicholl and Mr Billy Cahill in Estates
- RCSI Security Team

Fr Pádraig J. Daly OSA contemporary Irish poet, who has published several collections of poetry recited his poems ‘Lockdown’ and ‘Coming Together’ and Dr Kevin McKenna (Board Member, Faculty of Nursing and Midwifery) delivered a spoken word reflection. Video performances included a

Lastly, but by no means least, Dr Boyd also expressed gratitude to all nurses, midwives and healthcare teams for all they do and wished them a Happy and Peaceful Christmas.





Photos taken at the launch of the PeN Programme, 14th September, 2022, Eswatini
Eric O'Flynn, RCSI, Ines Perić, RCSI, Pam Cipriano, ICN, Dolorence Wakida, ECSACON



LEFT: Keoagetse Kgwabi, ECSACON President, Catherine Clune Mulvaney, RCSI, and Dr Leslie Mancuso (FAAN), President and Chief Executive Officer, Jhpiego



Above: Yoswa Dambisya ECSA-HC, Eric O'Flynn, RCSI

PeN PROGRAMME

RCSI Institute of Global Surgery and RCSI Faculty of Nursing & Midwifery worked in partnership with the East, Central and Southern Africa College of Nursing (ECSACON) to deliver the Perioperative Nursing E-learning Foundational Programme (PeN Programme). This programme is a constituent part of the RCSI/COSECSA collaboration programme, supported by Irish Aid. Given the centrality of nurses to safe surgery and patient care, there has long been a desire to support the perioperative nursing workforce in the region. Under the leadership of Prof. Thomas Kearns, Executive Director, the Faculty of Nursing and Midwifery sought to establish a partnership with ECSACON to further strengthen safe surgery. ECSACON represents nurses in sixteen countries of the region: Botswana, Kenya, Lesotho, Mozambique, Malawi, Mauritius, Namibia, Rwanda, Seychelles, South Sudan, South Africa, Eswatini, Tanzania, Uganda, Zambia, and Zimbabwe. The programme was launched in September 2022, with additional modules being added in 2022 and 2023. The launch took place at ECSACON's 15th Biennial Scientific Conference, which was held in Eswatini. Over 900 nurses and health leaders from all around the world attended this conference, including Dr Pam Cipriano, President of the

International Council of Nurses, and Prof. Yoswa Dambisya, Director-General of the East, Central and Southern Africa Health Community. ECSACON's Madame Dolorence Wakida and Ms Lemmy Mabuga provided leadership in terms of project governance and were part of the team who launched the programme at the conference. RCSI was represented by the project managers Ms Catherine Clune Mulvaney, Operations and Education Manager, Faculty of Nursing and Midwifery and Dr Ines Perić, Education Programme Officer, Institute of Global Surgery, and Mr Eric O'Flynn, Programme Director – Education, Training and Advocacy, Institute of Global Surgery. The course is freely available to nurses in the region and is accessible at bit.ly/RCSIPeNProgram This programme is a result of a jointly developed needs analysis conducted in 2021, which aimed to provide information on training needs of perioperative nurses across the region, and to pave the way forward. Key findings

revealed the variations across the region with regards to nursing titles, scope of practice, educational levels and roles, as well as variations in the availability of and access to education programmes. Informed by the needs analysis, this programme is designed to support continuing professional development of in-service perioperative nurses but also to provide foundational knowledge and skills in operating department nursing for pre-service trainees. The programme aims to support the development and maintenance of clinical competence in perioperative nursing care and to contribute to safe patient care pre/during and after surgery in East, Central and Southern Africa. It also aims to provide learners with up-to-date, evidence-based knowledge to critically develop their theoretical and practical understanding of nursing care delivery in the operating theatre environment. This Irish Aid-funded programme will be delivered over one year through 30 engaging self-guided e-learning modules which include formative assessment and promote active learning. Live Zoom discussions and webinars will also be used to support learners on the programme.

Programme content was created by a team of 17 experienced nurses and other healthcare professionals from clinical operating departments in Ireland and six other ECSACON member countries. RCSI programme management and leadership included Catherine Clune Mulvaney (Former Operations and Education Manager), Paul Mahon (Operations and Education Manager), Eric O'Flynn (Programme Director, School of Population Health) and Ines Perić (Education Project Manager, School of Population Health).

The United Nations Global Surgery Learning Hub project officially launched on 28th June 2023 and one of the courses that is available on the Hub is PeN Programme. This resulted in the programme being made available to a wider audience.

FNM GLOBAL INNOVATION AND LEADERSHIP ACADEMY

Through the leadership of the Dean and support by the Board of the Faculty of Nursing and Midwifery, funding has been committed to support the implementation and evaluation of committed projects of the Global Innovation and Leadership Academy within the Faculty of Nursing and Midwifery World Health Organisation Collaboration Centre.

A WHO collaborating centre is an institution designated by the Director-General of WHO to form part of an international collaborative network set up by WHO in support of its programme at the country, intercountry, regional, interregional and global levels. In line with the WHO policy and strategy of technical cooperation, a WHO collaborating centre also participates in the strengthening of country resources, in terms of information, services, research and training, in support of national health development.

The functions of the WHO collaborating centres are diverse, and may include the following:

- » Collection, collation and dissemination of information
- » Standardisation of terminology and nomenclature, of technology, of diagnostic, therapeutic and prophylactic substances, and of methods and procedures
- » Development and application of appropriate technology
- » Provision of reference substances and other services
- » Participation in collaborative research developed under the Organisation's leadership, including the planning, conduct, monitoring and evaluation of research, as well as promotion of the application of the results of research
- » Training, including research training and
- » The coordination of activities carried out by several institutions on a given subject.

Under the leadership of Prof. Thomas Kearns and Prof. Michael Shannon, Co-Directors of the Candidate WHO Collaborating Centre, which resides within the Global Innovation and Leadership Centre, are working towards the achievement of a number of SMART goals and projects (Table 1).

Objectives as SMART Goals	Brief Description of Work	Who Is Responsible	Start and End Dates
(Specific, Measurable, Achievable, Relevant, and Time-Bound)			
1. To identify the key policy documents that underpin the rationale for the development of CC	<ul style="list-style-type: none"> » Work in partnership with the Office of European WHO Collaborative Centre European, Copenhagen, WHO Nursing and Midwifery Policy Advisor, Dean FNM RCSI and Co Directors Prof. Tomas Kearns and Prof. Michael Shannon and other key stakeholders to include RCSI, Department of Health and WHO » Identify the aim and objectives of the CC role and function » Develop a specific programme of work to reflect these priorities 	Prof. Thomas Kearns and Prof. Michael Shannon	May 2023 – June 2023
2. Identify the TOR	<ul style="list-style-type: none"> » Work in partnership with the Office of European WHO Collaborative Centre European, Copenhagen, WHO Nursing and Midwifery Policy Advisor, Dean FNM RCSI and Co Directors Prof. Tomas Kearns and Prof. Michael Shannon and Prof. Aurelija Blaževičienė Slaugos Klinikos Vadovė, Head of Department of Nursing Slaugos Fakultetas, Faculty of Nursing Medicinos Akademija, Medical Academy Lietuvos sveikatos mokslų universitetas/Lithuanian University of Health Sciences » Submit draft TOR to the Nursing and Midwifery Policy Advisor WHO Copenhagen for review 	Dean Mary Boyd FNM RCSI, Prof. Thomas Kearns and Prof. Michael Shannon	June 2023
3. Identify specific Work streams	<ul style="list-style-type: none"> » European Nursing Digitalisation Policy Development » WHO Pan European Mental Health coalition – Workforce Planning » Collaboration for nursing and midwifery to promote the WHO Quality Rights e-training and advance and influence nursing and midwifery policy agendas 	Prof. Thomas Kearns and Prof. Michael Shannon	
4. Complete the application process assuring all key requirements are fulfilled	<ul style="list-style-type: none"> » Work in partnership with the Office of European WHO Collaborative Centre European, Copenhagen to assure all of the application requirements are completed » WHO 25x25x25 Emergency Care Saves Lives Project » Support Global Nursing Leadership ICN networking group » Support to Dr Amelia Tuipuloto Chief Nurse WHO to develop WHO CNO Academic Advisory Council » Support Dr Michelle Funke WHO Human Rights programme for mental health » Nursing Consultancy support to Ms Maggie Langins WHO 	Prof. Thomas Kearns and Prof. Michael Shannon	July 2023 – June 2024
5. Evaluate the impact of nursing and midwifery and citizens health demonstrating the value of investment in the assigned projects	<ul style="list-style-type: none"> » Develop key indicators for each programme stream to measure effectiveness and compliance 	Prof. Thomas Kearns and Prof. Michael Shannon	July 2023 – June 2024

Table 1: FNM Global Innovation and Leadership Academy

MENTAL HEALTH WORKFORCE RESEARCH IN COLLABORATION WITH WHO EUROPE AND RCSI WHO MENTAL HEALTH HUMAN RIGHTS EDUCATION

The Faculty was approached by Dr Michelle Funk, the Unit Head for Policy Law and Human Rights at the WHO in Geneva to facilitate a development, roll out and evaluation of a three year Mental Health Rights based Education and Training programme globally on behalf of the WHO Geneva. This work ties our work on Mental Health (WHO Europe) and our Research Centre of Excellence CPD agenda and our strategic ambition to be a Collaborating Centre. This research supports the work package 6 "Mental health service transformation" of the WHO Pan European Mental Health Coalition by providing information on Mental Health Workforce in Europe. This research is funded by the Faculty of Nursing and Midwifery, RCSI University of Medicine and Health Sciences and is predicted to run from October 2022-September 2025. The project is being undertaken by Dr Nina Kilku, Dr Clare Lewis, Prof Michael Shannon and Prof. Thomas Kearns. The aim of the project is to provide:

- » a situational analysis of mental health workforce in European countries from the viewpoints of settings, professions, education and capability,
- » to provide in-depth knowledge on pilot countries of the diversification of conditions and care needs, settings, and service provisions of the mental health workforce as well as evidence and examples of good practices.

To date, country-based information (53 countries) has been gathered from a range of sources and several limitations and gaps of knowledge in databases have been acknowledged. Some preliminary comparisons have been made by utilising the data to describe the country-based changes in relation to the provision of mental health services which are providing some information about the change in mental health services. Key stakeholder interviews are planned to start later in 2023 with country missions.

EUROPEAN DIGITAL NURSING & MIDWIFERY PROJECT

The European Digital Nursing and Midwifery Project reported on the 12th June 2023 and provides an overview of progress, focusing on the integrative literature review (objective 1).

The project undertook an integrative literature review, the purpose of which was to provide a sound evidence base to inform further policy development work to enhance the voice of nursing and midwifery in digital health (DH) transformation by answering the question: What is the current nursing and midwifery contribution to leading digital health policy and practice? The wider policy development work being undertaken by the project group includes collaboration with international partners including the WHO Regional Office for Europe, Digital Flagship programme lead, Nursing and Midwifery Policy Advisor, and the International Council of

Nurses. The first four stages of this review are complete, with discussion of results and presentation of the review being finalised. The review protocol was pre-registered on prospero (Project ID: CRD42023420369). https://www.crd.york.ac.uk/prospero/display_record.php?ID=CRD42023420369. Thematic analysis of the 22 papers in the review resulted in one overarching theme and three main themes, each with three sub-themes. Initial mapping of the findings indicate relevance across all four domains of the Global Strategic Directions for Nursing and Midwifery (WHO, 2022) i.e. jobs, service delivery, education, leadership and this will be presented in full in the final project report/published paper.

BSC BRIDGING PROGRAMME

Under the leadership of Prof. Thomas Kearns, Gillian Berry (Consultant for the Bridging Programme) and Joanne Peters (Bridging Programme Coordinator) the development of a joint one year International Educated Nurse (IEN) Bridging Programme continues. This programme will facilitate nurses from overseas who were refused registration with the Nursing and Midwifery Board of Ireland (NMBI) to gain nurse registration in Ireland. Bridging programmes are not a unique method to educate and orientate International Educated Nurses and as Lum et al. (2016) suggest, a large percentage of IENs require education in the destination country's professional nursing practices and language. Bridging programmes have been found to offer assurance for potential employers, remediate gaps in IENs knowledge and nursing practice (Covell et al. 2018), positively impact IENs communication skills (Cruz et al. 2017; Lum et al. 2015), increase understanding and appreciation of the destination country's health service and organisational culture (Hogstedt et al. 2021), and enhance cultural competence and ease IENs transition and integration into the jurisdiction health service. As such, Bridging Programmes positively impact on the quality of patient care and patient safety (Ohr et al. 2014). IENs with access to clinical placements reported being better prepared and orientated into the organisation's environment (Sweetman and Warman, 2014) and therefore experience less environmental shock and lower rates of occupational stress (Tie et al. 2019) than those that do not have such an opportunity.

This programme will support the development of learners in achieving and attaining proficiency in the six domains of competence (NMBI). It is underpinned by experiential learning theory (ELT) so to enhance IENs cognitive, affective and psychomotor domains, remediate theory and practice gaps and facilitate IENs to meet NMBI registration requirements criteria and enter the Irish nursing workforce. Currently, the Nursing and Midwifery Board of Ireland are drafting standards and requirements for bridging programmes. Once these standards and requirements are published, the Faculty will finalise the structure of the programme and apply for accreditation. The Faculty once

again wishes to acknowledge the support of the RCSI Hospital Group in the development of the programme.

CHARTER MEETING

The Faculty once again hosted a parallel session at the annual Charter Day event. Chaired by Ms Mary Godfrey, Vice Dean Faculty of Nursing and Midwifery, attendees heard from a variety of renowned speakers from both national and international contexts. The session began with a presentation titled European Digitalisation Project: Developing a Policy Paper, insightfully delivered by Dr Gillian Janes (Chair of the European Digitalisation Project), Dr Lorna Chesterton (Project Lead), and Prof. Michael Shannon (Past Dean Faculty of Nursing and Midwifery). This was followed by a presentation on the World Health Organisation Pan-European Mental Health project which was delivered by Dr Nina Kilku (President, European Psychiatric Nurses Association (Horatio)) and Prof. Thomas Kearns (Executive Director Faculty of Nursing and Midwifery). The third presentation came from the Centre for Research Excellence within the Faculty of Nursing and Midwifery, RCSI with Dr Cathy Fitzgerald presenting on CPD and Workforce Retention in the Irish Nursing Home Sector. The final presentation of the afternoon was delivered by Prof. Marie Carney (Past Dean of the Faculty of Nursing and Midwifery, Coordinator of the ANP/AMP Forum and Visiting Prof. for Nursing Homes Ireland) on the topic of The Development and Implementation of a Visiting Prof. to Nursing Homes Ireland. The session concluded with a question and answer session. Closing the session, Mary Godfrey thanked the attendees and the speakers, and also the RCSI Conference and Events Team and the media support team who both do so much to bring the annual RCSI Charter Meetings about.

GNLI PROGRAMME

Dr Mary Boyd (Dean of the Faculty of Nursing and Midwifery) graduated from the Global Nursing Leadership Institute programme on the 21st June 2023. Throughout the programme Dr Boyd worked closely with Ms Maggie Langins of the WHO in relation to her project on the topic of CPD. As part of this project Dr Boyd and Dr Cathy Fitzgerald were invited by Maggie Langins, on behalf of the Ministry of Health and Social Protection of Population of the Republic of Tajikistan, to participate in a Programme of the Roundtable on Development of Nursing and Midwifery in Dushanbe, Tajikistan. This took place in Tajikistan from 16th – 20th January 2023 and was a test mission as part of the Faculty of Nursing and Midwifery, RCSI WHO Collaborating Centre application. The work involved many high-level meetings with the Ministry of Health and Social Protection of Population of the Republic of Tajikistan and site visits and discussions with the Directorate of Medical and Pharmaceutical Education, medical colleges, primary care in rural area, community care centre and a large 800-bed hospital in an urban area. The workshops for the 2-day programme involved leaders

from the Clinical Training Centre of Nursing, state education in institutions in Nursing and Midwifery, Associations of Nurses, and Midwives in the Republic of Tajikistan, other WHO international experts and the WHO country office and development partners. The week was a fantastic opportunity for the Faculty of Nursing and Midwifery to participate in the development of Nursing and Midwifery in Tajikistan and give our reflections on CPD and how the education and training of nurses and midwives can be developed to improve the overall health care of the people of Tajikistan. Dr Boyd and Dr Fitzgerald gave their expert view as opinion leaders to build on the great work being done in Tajikistan.

Ms Mary Godfrey (Vice Dean) will commence this programme in June 2023.

EUROPEAN NURSING STUDENT ASSOCIATION (ENSA)

The European Nursing Student Association (ENSA) is an organisation for cooperation between national nursing student organisations or colleges of nursing in Europe. The purpose of ENSA is to bring together European nursing students and representatives from all countries across Europe. There are student representative bodies from over 40 countries in Europe, representing student and early career nurses. Their current President is Benedicte Molnes. The Faculty were approached by the WHO Europe Policy Advisor Ms Langins and the 2nd ICN President Dr Karen Bjoro in relation to supporting the association. The Dean, Dr Boyd, Prof. Kearns and Prof. Shannon are now scoping the development of a Memorandum of Understanding to support and enhance the growth and governance of the European Nursing Students Association. A preliminary meeting took place early June 2023. It was agreed that a proposal plan would be developed to explore the project feasibility.

SOCIAL MEDIA

The co-joint study between the Faculty and the London South Bank University continues. It is focussing on the use of social media by nurses and midwives across Europe. It is exploring the safe use of social media to support professional development. The aim is to develop and publish European Guidance to Nurses and Midwives on the safe and effective use of Social Media from the perspective of Professional Development.

ROMANIA VISIT FOR GLOBAL CHIEF NURSES OFFICER MEETING

In March, the Dean visited Bucharest, at the invite of President Timofte and Ms Maggie Langins of WHO, for the GCNOs meeting. While there she met with Dr Amelia Latu Afuhaamango Tuipulotu in which she was requested to set up a global Prof. or Dean's of Nursing and Midwifery group. A paper has gone to Dr Amelia in relation to this. The Dean is proposing to host this event in Ireland. Also in Bucharest, Ms Karen Berrero from ICN, Ms Maggie Langins of WHO and Ms

Benedictine Molne of ENSA requested the Dean's support to establish a global nursing student leadership programme. The Dean met with Ms Benedictine Molnes from the European Nursing Student Association in relation to revising their constitution. This was followed with an MS Teams call with Prof. Kearns to discuss how the Faculty can support ENSA.

The Dean also met with senior nursing leaders from the South Eastern Europe Health Network, Dr Mira Jovanovski and Vesna Arsova who are impressed with the Romanian Leadership programme that the Faculty facilitated. They noted that they would like to engage in one for Macedonia and Albania also. President Mircea Timofte, from the Romanian Order of Nurses, acknowledged the Dean, Prof. Kearns and Dr Fitzgerald during his address to the group meeting. It was made evident how highly esteemed the Faculty is at this event. The work carried out by the Nursing Digitalisation project was presented at the GCNO Hub and was well received. The Bucharest Declaration on the Health and Care Workforce was ratified in Bucharest in March. Ireland has signed up to this nine point plan.

FACULTY GOVERNANCE

The IPA provided a secondary report to the Faculty in late November, in which they reviewed the Faculty minutes and procedures around same. This has been circulated to the officers of the Board for review and to the Governance and Risk Sub-Committee to identify areas for implementation. The Good Standing Committee continues its work to assure the Board that Fellows and Members are in good standing. Following a review of other RCSI Faculty's and external organisation procedures regarding same, a good standing declaration has been drafted and will become part of the annual fees process.

Work continues on the development of the new strategic plan for the Faculty. This was postponed pending the publication of the RCSI Strategic Plan. The Faculty has engaged the services of Genesis to consult with key stakeholders to identify areas to be included in the new strategic plan.

BOARD GOVERNANCE WORKSHOP

A meeting of the board with a specific focus on governance was held in Dubai in March 2023. Opening the meeting Dr Boyd noted that the objective of the workshop was to build on the significant achievements of Prof Michael Shannon (Former Dean), Prof. Thomas Kearns (Executive Director), the Faculty of Nursing, the School of Nursing, the Board, the Executive, RCSI, past Deans and a range of RCSI personnel whose expertise has created the world leader in the field of healthcare education that we are part of today. The Dean noted that the Faculty will continue to build on the work on the progress of previous Deans and Faculty members, champion nursing and midwifery education and research, and strengthen the governance, standards, and leadership of the Faculty. Dr Boyd noted the ongoing work in relation to completing the review of the Standing Orders, development of the mCPD project, the huge contribution of the Overseas Aptitude Test team and the introduction of the RPN OAT, international collaborations including with COSECSA and Romania, and overseas humanitarian projects including work with Ukraine and Tajikistan.

Over the course of the workshop specific focus was placed on equality, diversity and inclusion; standing orders; and succession planning.

EQUALITY, DIVERSITY AND INCLUSION COMMITTEE

Equality, diversity and inclusion are a significant component of the values espoused within RCSI, an Athena Swan University. Deriving from Section 42 of the Irish Human Rights and Equality Act 2014, all public Higher Education Institutions (HEIs) must undertake assessment and monitoring, and have policies and plans to promote equality, prevent discrimination and protect the human rights of staff, students and the wider public that are served by the work of HEIs.

The RCSI Equality, Diversity and Inclusion Committee (EDIC) was established in 2019. The EDIC is responsible for advising

the Senior Management Team on all equality, diversity and inclusion matters in RCSI. The Committee is chaired by Senior Management Team member and Director of International Engagement and External Relations, Abi Kelly. The EDIC membership is comprised of 38 staff and students. RCSI received an Athena Swan Bronze award in 2018. The Athena SWAN charter is a framework that is used across the globe to support and transform gender equality in higher education and research. The charter launched in Ireland in 2015 with a specific remit to encourage and recognize commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment. The Faculty of Nursing and Midwifery RCSI is committed in its pursuit of a proactive and inclusive approach to equality which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity. The purpose of the FNM Equality Diversity and Inclusion Sub-Committee (EDIsC) is to ensure the Faculty is inclusive and embeds diversity and equality values and working practices in all its strategic and operational activities. The EDIsC will promote a culture of inclusive participation and engagement, raise awareness of equality and diversity issues, identify obstacles to EDI, identify EDI priorities and objectives, propose actions to meet these priorities and develop EDI KPIs to monitor progress. Its remit is Faculty Board, Board Standing Committees, staff, students, collaborators and stakeholders. The objectives of the EDI committee are:

- » To ensure that the Faculty promotes equality of opportunity and respect for diversity in all aspects of the Faculty's business,
- » To identify the Faculty's equality diversity and inclusion priorities and objectives across all strategic and operational endeavours,
- » To provide regular reports and assurance to the Board that the Faculty is compliant with relevant legislation and progressively addressing and keeping abreast of relevant equality, diversity and inclusion matters,
- » To ensure equality of opportunity and to support the recruitment, retention and promotion of a diverse range of staff, associates and students,
- » To review the impact of Faculty structures, processes and practices and identify existing good practice,
- » To support events and activities to raise the profile of Equality, Diversity and Inclusion in the Faculty and University,
- » To liaise with and receive regular reports from the Equality, Diversity, and Inclusion Office on equality, diversity and inclusion matters,
- » To coordinate the Faculty's contribution to the Athena SWAN agenda within RCSI,
- » To collaborate with and support the work of the Office of EDI in RCSI,
- » To support the wider RCSI progress against the Athena SWAN action plan,
- » To provide governance and oversight to executive activity

as necessary for overseeing the progression of specific action plans for EDI impact and positive changes, and

- » To communicate values and activities to all Faculty stakeholders.

Deliverables include:

- » Leverage digital platforms to create and advertise an inclusive and diverse Annual Programme of events for Members, Fellows & Friends, to greatly increase the regular engagement of fellows with the FNM.
- » Decide on protocols for collaborating with RCSI Marketing annually to assess the inclusiveness of RCSI marketing campaigns for the Faculty's Awards, with the EDIsC to evaluate the EDI aspects of such campaigns upon their completion.
- » Provide guidance on applying EDI principles to establishing Communities of Practice (CoP) within the FNM.
- » Develop documentation to reflect the EDI criteria and processes that are to be considered for the appointment of Internal and External examiners for Fellowship and Membership.
- » Collaborate with the RCSI EDIC to ensure alignment with RCSI EDI strategies, objectives, and processes and that the FNM and its Board complies with legislative and regulatory requirements for EDI and for the Athena SWAN framework as well as those of the Irish Higher Education Authority.
- » Develop a succinct set of EDI Key Performance Indicators (KPIs) to measure and monitor operationalising EDI principles across the work of the RCSI FNM and its Board.
- » Develop specific options for the FNM Board, to expand the current risk register to include core EDI KPIs.
- » Develop and undertake an EDI mixed-methods survey of Members and Fellows bi-annually to assess progress against EDI KPIs.

STANDING ORDERS

At the Governance workshops the Board reviewed and agreed upon revisions to the Faculty Standing Orders. One of the key changes in the revision of the Standing Orders is that the term of the Dean and Vice Dean will now be increased from two to three years for each position. As such, the incumbent term will now end on the 24th March 2025. It was further agreed that each Board member will be given the opportunity to extend their term on the Board by one year, in light of the above change, so that no Board member will be adversely impacted by it.

Changes to the Standing Orders were ratified by the SPFB at their meeting on the 20th April.

SUCCESSION PLANNING

An inclusive and diverse Faculty Board with the appropriate competencies and capabilities are more likely to be effective, to better drive the Board strategy, and to understand their stakeholders. The role of the Succession Planning Committee is to:

- » Lead on meeting the Board's responsibilities in relation to planning for succession through appointments and Board member development;
- » Offer advice to the Board on future appointments and reappointments;
- » Review and evaluate the skills, knowledge, expertise, diversity of current Board members, and requirements of future members, on an annual basis;
- » Develop a succession plan that can be presented to the Board (co-opted, elected members and officers).
- » Analyse and assess applications wishing to go forward for Board election.
- » Determine the election ballot of suitable candidates eligible to go forward for election following analysis.
- » Collaborate with Boardmatch Ireland in relation to the process of co-opted Board members.

The Succession Planning Committee consists of the Dean, Vice Dean, two Board members, the Executive Dean, and a representative from the EDI Office.

BOARD SELF-ASSESSMENT QUESTIONNAIRE

Following the March Governance meetings, in which it was agreed that the Board would begin utilising the Board Self-Assessment Questionnaire contained within the Faculty's Code of Corporate Governance. The results of this questionnaire and review meetings will inform the continuing education and training provided to Board Members.

PROFILE OF THE FACULTY BOARD AND STAFF



Dr Mary Boyd
Dean

Dr Mary Boyd (PhD, MA, PG Dip (CPW), FFMNRCSI) is currently Dean of the Faculty of Nursing and Midwifery at the Royal College of Surgeons in Ireland since March 2022. Mary comes to this key role with a wealth of experience and a strong track record of success in leadership roles within acute and primary healthcare settings, nationally and internationally, as well as strong expertise from an acute level one trauma centre, and women and children's health.

As Chief Nursing Officer at the Sheikh Khalifa Medical City, Ajman in the United Arab Emirates she was awarded the DAISY Lifetime Achievement Award. This acknowledged her distinguished career as a nurse manager, nurse in clinical practice, administration, education and research. This award acknowledges Mary's active and effective engagement in the professional development of others in the nursing profession and her contribution to improved patient experience and satisfaction.

She was the Regional General Manager for Governance and Systems with the Child and Family Agency, Tusla and has twenty-six years of executive management hospital and advisory board experience and conducted quality audits in many healthcare settings and hospitals.

Mary received her Doctorate in Governance from the School of Law, QUB in 2008, and her MA in Public Management from the IPA in 1996. Her Graduate Diploma in Managing Quality was from Technological University Dublin in 1997. She completed a Post Graduate Diploma in Child Protection and Welfare in TCD in 2020. Mary was conferred as a Fellow with the Faculty of Nursing & Midwifery of RCSI following a review of her contributions to nursing in Ireland in three key areas: teaching, research and practice, and was elected to the position of Dean in March 2022 having served as the Vice Dean since 2020. Dr Boyd's expertise in Nursing and Midwifery leadership has greatly contributed to the Board of the Faculty Nursing and Midwifery. Currently, she is a scholar of the Global Nursing Leadership Institute (GNLI) ICN. The GNLI strengthens nursing leadership and is underpinned by the United Nations Sustainable Development Goals. Mary contributes to World Health Organisation projects, is completing a mediation course, and is a key contributor to achieving the Faculty of Nursing & Midwifery at RCSI's goals and objectives.



Ms Mary Godfrey
Vice- Dean and Board Member

(RGN, RM, RCN, RNT, BNS, MA (Ethics of Health Care), Grad Dip Healthcare (Risk Management and Quality), FFMNRCSI

Elected Board Member in September 2017, current Vice-Dean since March 2022 and previously Honorary Treasurer (November 2019- February 2022).

Formerly a Senior Clinical Risk Manager and Clinical Risk Adviser in the State Claims Agency

Mary's extensive experience emanates from a diverse range of positions in children's nurse education, the Nursing Policy Division and Chief Medical Officer's office, Department of Health, Ireland, and the Health Service Executive resulting in the development of both national policy and professional guidance to support the nursing and midwifery professions; professional regulation; leading the development and implementation of national service initiatives; quality and risk management, research ethics and governance. As an elected member of An Bórd Altranais (2007-2012), Mary served on the education and training, registration, ethics, continuing competence, advanced practice (Chairperson) and Fitness to Practice committees. More recently, Mary was a member of the HSE National Policy Working Group - General Principles and contributed to the development of the National Consent Policy 2022.



**Ms Marianne Garvey McMahon
Honorary Secretary**

Marianne Garvey McMahon (FFNMRC SI, MSc (Law and Ethics) BSc (Healthcare Mgt), HDip (Nursing), HDip (Psychology), HDip (Counselling), Dip (ICC), RGN, Honorary Clinical Associate FFMRC SI, Independent Consultant and Disability Advocate) completed general nurse training at Sir Patrick Dun's, and subsequently completed an Intensive Coronary Care Course.

Marianne held positions of Staff Nurse and Senior Manager. She gained extensive experience in Iraq and Kenya before returning to Ireland, where she held positions at SJH (1990-1995) and later at HSE (1995-2015). Marianne founded the first Private Home-Health care Community Service in Ireland in 1986, recruiting and training nurses to deliver care to the patient in their own home.

Marianne has twenty years' experience advocating for Autism and severe Intellectual disability, with expertise on compliance in relation to the delivery of safe care to our most vulnerable cohort of people with ID and mental health issues. Marianne was a Founding Member of the first Autism School in Dublin in 1999. She was an active member of the Oireachtas Healthcare Committee (2006-2015) and a former member of Inclusion Ireland's Education Committee (2008-2018).

Presently, Marianne is a participating member of the Medical-Legal Society of Ireland, and is an Independent Consultant to parents, and people with Intellectual Disability. She is also a Board Director for the National Advocacy Association for people with ID. Marianne returned to Education in 2014 at the RCSI and completed an MSc (Law and Ethics) and her Dissertation focused on 'The Evolution of Disability Law and Policies'. Marianne was conferred with a Fellowship by Examination in 2018 and she was elected to the Board of the Faculty of Nursing and Midwifery in 2019. She was elected to the role of Honorary Secretary in September 2022.



**Mr Ken Jordan
Honorary Treasurer**

Ken Jordan is the former Head of Transformation for the National Treasury Management Agency and until December 2019 was a Deputy Director and Head of ICT for the NTMA. Ken retired from the NTMA in October 2020. He was in the NTMA ICT management role for over 20 years having worked prior to that mainly in senior IT roles for Qatar Petroleum, Bord Na Mona, Digital Equipment International and the Irish Department of Energy. The NTMA provides a range of asset and liability management services to the Government. These services include borrowing on behalf of the Government and management of the National Debt, State Claims Agency, NewERA, Ireland Strategic Investment Fund, National Development Finance Agency, NAMA and the SBCI. Ken has significant business and technical domain knowledge which he has leveraged in the delivery of ICT services throughout the NTMA businesses and support functions. Ken is a Computer Science graduate of TCD and has also studied IT Management and Business Finance at the IMI. He has a keen interest in overseeing delivery of robust and secure innovative ICT solutions to business, cognisant in particular of the increasing cyber and data integrity risks inherent in the modern computing environment.



Dr Kevin Mc Kenna
Board Member

Kevin McKenna (RPN, RGN, RNID, RNT, BA (Psy), BS (Admin), H Dip Nsg (Ed), MA Psy(Clin,) MMedSc (Nsg), PhD, FFNMRCIS) has extensive clinical experience in Irish and US mental health, general, intellectual disability and care of older persons' settings, in diverse practice, administration, education and research roles. Prompted by his initial studies in the early years of the RCSI Faculty of Nursing and Midwifery, Kevin has since completed undergraduate degrees in Psychology and Health Administration, post graduate degrees in Psychology and Education and a Doctorate in Nursing, all of which were undertaken concurrently with full time practice roles.

Through paralleling academic and practice roles, Kevin developed a keen interest in integrating academic and clinical activities and aligning research with clinical and practice enhancement initiatives. This practice-academic-research nexus is acknowledged in his contribution to many service-related research initiatives in national and international contexts, and a demonstrated commitment to the professional development of both nurses and nursing.

Kevin joined the Board in March 2019.



Ms Lasarina Maguire
Board Member

Lasarina has an established background in nursing care of persons with an intellectual disability who have both chronic and complex illness. Her clinical roles varied from Staff Nurse and Work Force Planner to Senior Nurse Manager. She worked in a variety of educational roles including Clinical Nurse Teacher, Registered Nurse Tutor and Nurse Practice Development Coordinator. Throughout her nursing career there have been two distinct but overlapping themes namely quality and safety and palliative care.

In relation to quality and safety she has vast experience of utilising clinical audit to systematically review and evaluate nursing practice against research-based standards with a view to improving the delivery of clinical care. She continues to work in this area as a super assessor with the RCSI Faculty of Nursing and Midwifery Oversees Aptitude Test. Her other passion, palliative care is underpinned by her long established continuous professional development which she married with activities such as her involvement in the steering group that developed the HSE "Palliative

Care Competence Framework" (2014) and the Irish Hospice Foundation Committee that developed the (2015) "Facilitating discussions on future and end-of-life care with a person with dementia" (2015). Lasarina currently works in end-of-life nursing care as part of the Irish Cancer Society's Night Nursing Service. She is an education facilitator for the National Clinical programme for Palliative Care. She maintains her professional links as a Board member of the Irish Association of Palliative Care.



Ms Jacinta Collins
Board Member

Jacinta (BA) is a communications expert, with 25 years of experience gained predominantly in the healthcare sector.

Jacinta is a co-opted member of the Board and provides a corporate and societal well-being perspective to the Board. Jacinta is Founder and Director of Argideen Communications, a strategic communications consultancy, expert in Change, Culture and Reputation. She's passionate about the power of purpose-driven storytelling and that is what she loves to do, help clients tell stories that connect, engage and achieve results, because they have been delivered in the right way via the right channel.

Prior to setting up Argideen Communications, Jacinta worked at GlaxoSmithKline for eight years, seven of which were spent in increasing senior communications roles within the company's global headquarters in London, including Head of Communications for the global R&D organisation.

She gained extensive experience working for 15 years in London Public Relations agencies. Jacinta has a BA in Communication Studies from Dublin City University. Jacinta joined the Board in September 2020.



Ms Petrina Donnelly
Board Member

Petrina is the Chief Director of Nursing and Midwifery for the Royal College of Surgeons in Ireland Hospital Group. Previous career roles include Director of Nursing for a Private Residential Care Group. Petrina also spent 18 years working in Beaumont Hospital where she undertook several nursing roles, progressing to senior management level as Directorate Nurse Manager for the National Kidney Transplant and Nephrology Service, and progressing to Deputy Director of Nursing. Throughout her career Petrina has engaged in continuous professional development. Following completion of her nursing degree, she undertook a degree in Nephrology Dialysis

and Transplantation, Advanced Diploma in Personal and Executive coaching, MSc in Organisational Change and Leadership Development and most recently completed an Advanced Diploma in Medical Law. Petrina joined the Board in September 2021, as a co-opted member, supporting the Board with expertise in the domains of International Health Systems and Public Health. Petrina was appointed Honorary Teaching Associate of the Faculty of Nursing and Midwifery in October 2020 and successfully gained Fellowship by Examination of the Faculty of Nursing and Midwifery (FFNMRCI) Award in 2022. Petrina is currently undertaking the Florence Nightingale Foundation Global Scholarship Programme.



Ms Deirdre Lang
Board Member

Deirdre Lang initially trained in St Vincent's Hospital, Elm Park, as a Registered General Nurse. During her career she spent a number of years working in acute services in Australia and in Ireland. She has had a variety of experiences, having worked in mental health and practice development. Her experience in Older Persons Services includes the roles of Clinical Nurse Manager 2, Assistant Director of Nursing and Director of Nursing (HSE and private sector). Her role as Director of Nursing Older Persons Services brings together all aspects of her experience to date, together with her passion for the older patient and those who provide their care. Having worked and studied in the RCSI, Deirdre is committed to the values and mission of the organisation and in particular to the RCSI vision of "supporting healthcare professionals, through high quality education, research and service, to enable people to live long and healthy lives".



Dr Cora Lunn
Board Member

Cora Lunn has worked in a variety of nurse manager, practice and project management roles in Ireland and the UK. She has worked regionally in the Nursing and Midwifery Planning and Development Unit Mid-West and nationally in the Office for the Nursing and Midwifery Development. She was responsible for establishing the HSE National Clinical Leadership and Innovation Centre in the Office for the Nursing and Midwifery Services in 2010, and continued as the Director until 2018. She has lead the development of leadership resources and strategies at regional and national level in Ireland. Cora has 15 years' experience in facilitating inter-disciplinary leadership development programmes in a variety of health care settings. She holds an Advanced Diploma in Personal Leadership and Executive Coaching from Kingston College, Dublin. She established Cora Lunn Consulting in 2019, which provides professional mentorship and coaching services to healthcare leaders. Cora was awarded an Irish Research Council Scholarship in 2019 and is currently conducting PhD research at the University of Limerick: Getting a picture: a grounded theory study of the role of Chief Directors of Nursing and Midwifery in acute hospitals in Ireland. Cora was conferred with a Fellowship by Examination in 2019 and she was elected to the Board of the Faculty of Nursing and Midwifery, RCSI in June 2021.



Mr Thomas O'Connell
Board Member

Mr. Thomas O'Connell (MSc Econ (Dev), MBA, RN) is a Registered Nurse, development economist, senior global health consultant and educator. He worked as Certified Critical Care and Emergency RN in the USA from 1982 to 1999. This led to a 23-year career at the WHO and UNICEF as a Senior Health Advisor, where he led work in 70+ countries to strengthen health governance, financing and systems. Thomas was a core member of WHO's Nursing and Midwifery Task Force, and served as the task force's Gender and Diversity

lead. He retired from WHO in 2021 and now serves on various global health advisory groups.

Currently, he lectures at New York University's Department of Global Health and Environmental Health where he is supporting the redesign of NYU's Global Health Curriculum. He is a visiting lecturer at the College of Medicine at the American University of Antigua, instructing medical students on current issues on global public health. In 2021, Thomas founded Global Health Synergies LLC, a consultancy focused on improving the financing and governance of public health systems. Thomas joined the Board of the Faculty of Nursing and Midwifery at RCSI University of Medicine and Health Sciences in September 2022. As a co-opted member, he contributes expertise in economics, financing and governance, and supports the Board's work to further the Equality, Diversity and Inclusion policies of RCSI.



Prof. Charlotte McArdle
Board Member

Charlotte is leading policy work on same sex accommodation, care partners for patients, and a range of safety and improvement programmes. Alongside this Charlotte leads the nursing professions response to sustainable healthcare recognising the role nurses and midwives play to reduce climate change and making strong links between the health of the planet and the health of the population. Womens health specifically menopause is a key feature in Charlotte portfolio

As former Chief Nursing Officer at the Department of Health for Northern Ireland Charlotte was the head of the Nursing and Midwifery professions, responsible for the professional leadership, performance and development of the professions in Northern Ireland, including providing support to the Department's lead Allied Health Professions (AHP) Officer. She has extensive experience of working in government administration, leading and shaping strategic policy in partnership working, co-production, public involvement and patient experience, cancer services, intermediate and community care, global healthcare challenges, health inequity, and system transformation. Skilled in clinical leadership, nursing education, workforce planning, Charlotte has led complex organisations and holds a strong operational portfolio.

Charlotte is a Visiting Prof. at Ulster University Faculty of Health Science.



Prof. Mark White
Executive Dean

Prof. Mark White (PhD, MSc, MBS, Dip HE, FFMRCIS, FCIPD, RGN) is the Executive Dean of the Faculty of Nursing & Midwifery in the RCSI University of Medicine & Health Sciences where he has responsibility for overseeing the direction and ongoing development of professional education and research in the Faculty. The role has responsibility for creating and strengthening strategic professional education and research partnerships with national and international nursing or healthcare organisations, academic institutions, national and EU research sponsors and government agencies. He was recently appointed as the Irish representative to the EU COST Action CA22152 - Supporting emerging care economy, empowering caregivers to provide safe care at home (BETTERCARE) which was established to ensure error-free care environments at home. The action will re-think national, and international deinstitutionalised policies, assuring the same care safety at home as the one received in residential facilities. The action will focus on assessing the available resources required to meet the qualification threshold and modify the supports available for the management of risk of caregiving and dispensing medications at home.

Prior to his appointment in 2023, Mark has held a variety of senior positions in academia and the health services including; Vice President of Research, Innovation and Graduate studies at Ireland's Newest University, South East Technological University – SETU where he had responsibility for growing and developing the Research, Innovation and Postgraduate support programmes at the university; Programme Manager on the Programme for Health Service Improvement, Senior lecturer in the School of Nursing and Midwifery in NUIG and he was the Area Director of Nursing and Midwifery Planning and Development in the Health Services Executive (HSE), where he managed a number of national nursing and midwifery projects with the Office of the Nursing and Midwifery Director (ONMSD) whilst overseeing the commissioning of post-graduate education, professional development, research and leadership for all nurses and midwives in the southern region. Mark is the current president of Omega Epsilon, Ireland's chapter of the international organisation Sigma Nursing, he is chair of the Irish Health Research Forum, an editorial board member of the Journal of Research in Nursing (a SAGE publication) and a recent member of Department of Health Expert Review Body (ERB) examining Governance and Leadership Structures in Nursing.



Prof. Mary Rose Sweeney
Executive Vice Dean of Education

Mary Rose has recently been appointed as Executive Vice Dean for Education in the Faculty of Nursing and Midwifery, RCSI. Mary Rose is a Registered General Nurse, has a B.Sc. (Hons) and a Ph.D. Mary Rose has been working in Health Systems/Public Health research for over 25 years and is an experienced academic and researcher. She recently held the position of Head of the School of Nursing, Psychotherapy and Community Health, DCU and was previously Associate Dean for Research in the Faculty of Science and Health, DCU.

Mary Rose has been leading research projects in Health Systems/Public Health since 2000 and has experience of large complex, multi-disciplinary, international projects. Mary Rose has produced 165 research outputs (publications, abstracts, conference presentations) and has attracted €3.3 million euro in research funding from national and international sources including the HRB, the IRC, the voluntary sector and the EU. Mary Rose brings a wealth of experience of new programme development across a range of disciplinary areas including the "Making Every Contact Count (MECCO)" national programme which has been embedded into the curriculum of all undergraduate allied health professional programmes in Ireland, the MSc in Specialist Nursing, an online national programme for nurses. She is a Senior Fellow of Advance HE in the UK <https://www.advance-he.ac.uk/fellowship/senior-fellowship> and is currently an External Examiner for the BSc in Public Health Sciences at University College Cork.

Mary Rose joined the Faculty in June 2023.



Prof. Mary Lynch
Executive Vice Dean for Research

Mary is the new Executive Vice Dean for Research and joined the Faculty on 9th May 2023 from University of the West of Scotland where she was Prof. of Healthcare and Adult Nursing. Mary is a registered adult nurse with the Nursing and Midwifery Board of Ireland and holds a Master of Science in sustainable rural development and a PhD in health economics both from Queens University, Belfast. Mary holds a PG Certificate in Education for Health Professionals, Cardiff University and is a Senior Fellow Higher Education Academy (SFHEA). Mary is a trained Social Return on Investment (SROI) practitioner with a specific interest in Social Prescribing (SP), Cost Benefit Analysis (CBA) and SROI research into public health policy and evidence-based practice. Mary is one of the founding members of the Social Value Hub, Bangor University and a steering group member for the Wales School for Social Prescribing Research (WSSPR) and Wales Social Prescribing Research Network (WSPRN). Mary is a member of Health Economist's Study Group (HESG) and Welsh Health Economist's Study Group (WHESG) and visiting Prof. in University of South Wales leading for social value and external examiner in the School of Nursing and Midwifery for Nursing in Specialist Practice at Queens University Belfast.

Mary leads and collaborates on research addressing health and wellbeing issues which take a life-course approach and conducts economic evaluation of public health interventions. Mary's methodological expertise is in Social Prescribing and applying Stated Preference techniques, Cost Benefit Analysis (CBA), Social Return on Investment (SROI), Social Value and non-market valuation techniques in main interest areas of public health, environment, behaviour change and valuing public goods and services. Mary's portfolio of research extends to health and wellbeing issues, physical activity, social prescribing interventions in green environments, community assets and rural areas. Mary has successfully attracted funding from a range of sources including; Welsh Government, Health and Care Research Wales, ESRC, NESTA, KESS 2, Welsh European Funding Office: Accelerate Wales Programme and European Regional Development Fund, Interreg VA 2Seas Mers Zeeën and NIHR.



Mr Paul Mahon
Operations and Education Manager

Paul took up the post of Operations and Education Manager in April 2023. Prior to this he was the Operational Lead for the Centre of Nursing and Midwifery Advancement for the RCSI Hospital Group. In this role, Paul worked collaboratively with the Executive Director, the Chief Director of Nursing and Midwifery for the RCSI Hospital Group and the Group Directors of Nursing and Midwifery. Prior to joining the Faculty, Paul was the Senior Education Coordinator in the Centre of Nurse Education, Beaumont Hospital where he managed the delivery of a broad range of specialist postgraduate nurse education programmes in conjunction with a team of in-house specialist course coordinators and the School of Nursing and Midwifery, RCSI. He has organised many successful national conferences and has published in, and peer reviewed for, a number of international journals. Paul graduated in 1998 and has a range of experience across the specialties of neuromedicine, neuroscience intensive care and nurse education. Paul holds an MSc in Education and Training Management (eLearning), a PGDip Clinical Health Sciences Education, an MSc Nursing, a BSc Nursing Management, a BSc Nursing and a Diploma in Nursing. He is a RGN, RNT and a Fellow of the Faculty of Nursing and Midwifery. Paul is currently undertaking a PhD focused on the transition of new graduate nurses to practice as registered nurses



Prof. Marie Carney
ANP / AMP Forum Coordinator and
Visiting Prof. NHI

Prof. Marie Carney is Coordinator for the Advanced Nurse and Midwife Practice (ANMP) Forum in the RCSI Hospital Network Group; post-doctoral researcher in the Faculty of Nursing and Midwifery and visiting Prof. to Nursing Homes Ireland (NHI).

She supports a number of Faculty initiatives including the DAISY Awards, the Nightingale Challenge, and the Leadership Programme for Romanian Nurses. Marie is an Internal Examiner for Faculty Membership and Fellowship by Examination Awards. Marie was appointed as Visiting Prof. to Nursing Homes Ireland (NHI) in 2022. Her work involves developing an education strategy for all staff working in NHI to progress research and education in relation to the development of Clinical Practice, CPD, Leadership, Practice Audit, Clinical Research and Health Policy. As Coordinator of the Advanced Nurse and Midwife Practice Forum in the RCSI Hospital Network, Marie provides leadership to the forum and has recently developed a new and innovative CNS Research Review to support CNSs with research knowledge and development to support their clinical and professional development. Marie's recent research was undertaken with colleagues in the Faculty for the Mental Health Commission (MHC) on the development of The National Quality Framework: Driving Excellence in Mental Health Services and Audit Toolkit. This extensive research project included an evidence review of the literature, public consultation, focus groups, individual interviews and pilot groups. Marie sits on the Editorial Board of the Journal of Nursing Management, and presents her work regularly at national and international fora and conferences.



Dr Catherine Fitzgerald
European Centre for Research Excellence
in CPD

Dr Catherine Fitzgerald is a Research Fellow with the Faculty of Nursing and Midwifery at RCSI. Her current role is to implement and roll out the European CPD Centre of Excellence for Continuing Professional Development (UPGRADE). Catherine works with a team of researchers on a variety of research projects related to continuing professional development. She collaborates with European colleagues on European grant applications. Previously, Catherine has worked as a nurse, midwife and specialist community public health nurse; she has a variety of clinical experience working in Ireland, the UK, Australia, USA and India. She graduated with a Master's in Public Health (MPH), from the University of Alabama at Birmingham USA, and a PhD in Public Health from University College Dublin. During her PhD she conducted a longitudinal cohort study examining the clinical outcomes of children diagnosed with cystic fibrosis (CF) both clinically and those detected through the new-born bloodspot (NBS) programme. She has presented at numerous national and international conferences, and has published in peer-reviewed journals. Her current research interests include health professions education, inter-professional team working long-term care research and evaluation of CPD activities.



Dr Maria Neary
Coordinator Overseas Aptitude Test

Maria joined the FNM in September 2015 to support the development and implementation of the RCSI FNM Aptitude Test for Overseas Nurses. Maria has co-ordinated several projects, nationally and internationally and has extensive experience in education and regulation. As Coordinator for the RCSI Aptitude Test, she is accountable for providing leadership and direction in the development and delivery of the test.



Dr Edward Naessens
mCPD Programme Coordinator

Edward (BA, MPhil, PhD) joined the Faculty in March 2019 to research and develop CPD via mobile technologies. He has overseen the delivery of a design framework and tendering process for the Faculty's new CPD app FLO mCPD. Using coaching chatbots and motivating gamification principles, he is working with our IT partners to deliver a digital learning platform to support nurses, midwives, and healthcare professionals to complete CPD more efficiently and enjoyably.

Experienced in public communications, healthcare advocacy, IT programming, and project delivery, he brings a broad wealth of diverse and valuable experience to his role. He is former Chair of the Patient Advisory Group at ESTRO (the European Society for Radiotherapy and Oncology) where he focused on the challenges of provision and optimal use of radiation therapy across Europe. He has presented widely at European healthcare conferences including a presentation at the European Parliament on the needs of cancer patients across the EU.

Edward is a qualified IT software engineer, holds a degree in Mental and Moral Science, an MPhil in Creative Writing, and has completed a PhD in Persona Formation. His research interests include Ed Tech, AI and ML, Creative Arts, and Conversational Design.

He has previously held roles in healthcare advocacy, IT, and Creative Arts.



Dr Giuseppe Aleo
Research Assistant, European Centre for Research Excellence in CPD

Giuseppe (MA, PhD) is a Research Assistant with the Faculty of Nursing and Midwifery at RCSI. His current role is to support the work and research activities of the European Centre of Excellence for Research in Continuing Professional Development (UPGRADE). Giuseppe has a Master's Degree in Foreign Languages and has taught Scientific English for over 20 years to undergraduate, postgraduate and doctoral nursing students in Italy and has 16 years of experience as a Continuing Professional Development officer at a Dermatological Hospital and Research Institute in Rome, Italy.

Giuseppe collaborated with the Italian Nursing Regulatory Board (FNOPI) to support the establishment of the European Council of Nursing Regulators in Brussels, and with the Nursing Regulatory Board of Rome (OPI Roma) to support the establishment of the first Centre of Excellence for Nursing Scholarship (CECRI) in Italy. During his PhD in Public Health and Prevention at the University of Genoa, he conducted a national multicentre survey to study sun-safe behaviours, personal risk, and knowledge about cutaneous melanoma in the general population. He has been a speaker at many international conferences and is co-author of a book and over 120 scientific publications in peer reviewed journals.

In 2021, Giuseppe was nominated Honorary Member by Sigma Theta Tau International Honor Society of Nursing's (Sigma) Board of Directors. He has been a co-investigator on various funded national projects (e.g. SkillNet CPD Modalities in Long-Term Care, and SkillNet CPD Needs on Directors of Nursing in the LTS Setting) and a European project, for which a grant of over €1.1 million was obtained for an Erasmus+ three-year project grant entitled: an inTerprofessional EuropeAn curriculum for health and social Care staff: developing a speciAlist in personalized user-centered carE in the community (TEAMCARE). The kick-off meeting for the TEAMCARE Project will be held at the RCSI on the 5th October 2023.



Dr Nicola Pagnucci
European Centre for Research Excellence
in CPD

Nicola is Senior Researcher at the University of Pisa, Department of Translational Research and of New Surgical and Medical Technologies. He graduated in nursing at the University of Genoa in 2004, following which he completed a specialist qualification in Critical Care in 2007 at the University of Pisa, a Master's Degree in Nursing and Midwifery Sciences in 2011 at the University of Pisa, and a Doctorate in Research Methodology in Nursing Sciences in 2015 at University of Genoa. He is an expert nurse in the intensive care unit of Pisa University Hospital since 2006.

Nicola's research interests include the fields of the implementation of effective pedagogical strategies in the learning processes of healthcare professionals, ensuring the well-being and effective communication of patients in critical and intensive care units, conceptualisation of nursing grounded in the sociocultural context, violence and aggression towards nurses in the workplace and continuing Professional Development in long-term care settings

Nicola currently collaborates across a number of research centers including the European Centre of Excellence for Research in Continuing Professional Development on the Continuing Professional Development in long-term care settings project, McGill University "Ingram School of Nursing" and McGill Qualitative Health Research Group (MQHRG) on the conceptualisation of nursing grounded in the sociocultural context project and Tuscany Region - Regional Commission for Healthcare Professionals Training on the CO.NI.C regional skills model - mapping the skills of the Healthcare professionals in the Health Service of Tuscany Region (Italy)



Ms Niamh Walsh
European Centre for Research Excellence
in CPD

Niamh is a Registered Nurse in Intellectual Disability and a highly experienced professional with comprehensive accomplishments in the Irish Health Care system (HSE) and at international level.

With almost 25 years' experience, Niamh has both clinical, managerial and leadership expertise. She has lectured on the undergraduate B.Sc. Programme in Intellectual Disability Nursing in Ireland and has developed/delivered nurse education at post graduate level for health services at local and national level. In recognition of her contribution to people with intellectual disability, Niamh was awarded the HSE Employee Excellence award and invited by the President of Ireland to attend a ceremony celebrating the diversity of the role of film in health education for people with intellectual disability.

With her Post Graduate Diploma in Gerontological Nursing Science, Niamh was an integral part of the development, and delivery of the first National Frailty Education Programme in Ireland. Niamh developed the first heel scan clinic for people with intellectual disability and launched the first all-island Health Passport. Niamh also developed a digital app for the Health Passport which has had over 7.5k downloads across 33 countries. Access to health care is a pivotal underpinning of Niamh's career to date and she led the Sláintecare HSE Health Passport Project for people with Intellectual Disability in Ireland. Niamh has also pursued the "changing places" facilities agenda which she presented to the Northwest regional council for infrastructure. This resulted in the acquisition of a "changing places" facility in the development of future town developments in the Northwest. Accessible information for people with intellectual disability is of particular interest to Niamh and she was fundamental in the development of accessible Covid-19 materials published by the Department of Health in Ireland. Niamh currently works at the European Centre of Excellence for Research in CPD based at the Faculty of Nursing and Midwifery in RCSI, Dublin, Ireland.



Prof. Thomas Kearns
Co-Director Global Innovation and Leadership Academy

Prof. Thomas Kearns is the Co-Director of the Global Innovation and Leadership Academy, Faculty of Nursing and Midwifery. Prior to this, Thomas was the first Executive Director of the Faculty of Nursing and Midwifery. Here he was responsible for leading and delivering on the strategic intent and operational activity of the Faculty. Thomas was inducted as a Fellow of the American Academy of Nursing in October 2021. His career in nursing started in 1980 and over the last 20 years Thomas has worked in professional regulation, nursing and health policy and higher education. He is both a general and psychiatric nurse, he has a primary degree in Nursing, a Master's Degree in Education and a Fellowship from the Faculty of Nursing and Midwifery RCSI. Thomas' doctorate is in the area of continuing professional development and the maintenance of professional competence.

In 2017-2018 Thomas worked as interim CEO of the International Council of Nursing, an NGO based in Geneva working closely with the World Health Organization. Thomas is a Non-Executive Director of Axia Digital Ireland, a company that develops software to support learning and development based in the Faculty of Nursing and Midwifery. He is a member of the Rotunda Hospital Audit and Risk committee and is a member of the RCSI Hospital Group Directors Executive. Thomas is a member of the Advisory Board of the International Network of Health Workforce Education (INHWE). The Faculty is the Academic Partner for the European Council of Nurse Regulators (ENC). Thomas has developed a Centre for Nursing and Midwifery Advancement across the RCSI Hospital Group and a European Centre of Research Excellence (CPD) with colleagues from over 20 European countries and a number of pan national organisational members. Thomas joined the Board of Dublin Simon in April 2020 and is Chair of its Clinical Governance Committee. Thomas is a Board Trustee at the Florence Nightingale Museum London.



Prof. Michael Shannon
Dean Emeritus and Co-Director Global Innovation and Leadership Academy

Prof. Michael Shannon (PhD, MBA, FFFNRCSI, BSc, Dip, RGN, RPN, ONC Ed, PG Cert Imp Sc and Mediation, GNLI Scholar and Graduate) is owner of Global Leadership Consultancy Ltd., providing leadership and management development across multi sectoral agencies internationally. He is Dean Emeritus of the Faculty of Nursing and Midwifery, RCSI and has held posts to include Director (RCSI) International Institute of Leadership, National Nursing and Midwifery Services Director, HSE, Nursing Policy Advisor Department of Health Ireland, and Chief Nurse Dublin mid-Leinster, Ireland.

Michael has co-authored a number of book chapters and has published in various international publications. He is an Adjunct Prof. at University College Dublin Department of Nursing, Midwifery and Health Sciences and Trinity College, Dublin.



Ms Joanne Peters
Bridging Programme Coordinator

Joanne is a Registered General Nurse (RGN) with a passion for healthcare education. In 2023, she joined the Faculty of Nursing and Midwifery at RCSI as the Bridging Programme Coordinator, where she channels her experience and knowledge to inspire the next generation of healthcare professionals, particularly international nurses.

Joanne obtained a BSc in Adult Nursing from the Robert Gordon University. She later pursued her passion for teaching earning an MSc in Health Professions Education from Hull York Medical School. Prior to her academic career, Joanne worked as a cardiothoracic intensive care nurse at the Freeman Hospital in Newcastle upon Tyne. Her international experience includes teaching Health Sciences for the Ministry of Education and Emirates Schools Establishment in the United Arab Emirates.



Ms Aine Halligan
Operations Manager

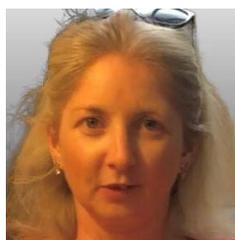
Áine coordinates administrative operations in the Faculty of Nursing and Midwifery. She works closely with the Executive Dean, Executive Vice Deans, Dean, and Board Members to ensure the smooth functioning of the Faculty. Day to day activities includes overseeing staff, collaborating with teams to achieve objectives, oversee programs and budgets, supporting the Executive Dean in business planning, attending meetings and ensuring compliance. Áine has developed expertise in the delivery of in-person and virtual events, working with a variety of platforms to optimise stakeholder engagement. Áine holds a BSc (Marketing) from Dublin Institute of Technology and a Professional Diploma in Project Management from UCD Professional Academy.



Ms Victoria Green
Operations Manager (Interim)

Victoria coordinates administrative operations in the Faculty of Nursing and Midwifery. She works closely with the Executive Dean, Executive Vice Deans, Dean, and Board Members to ensure the smooth functioning of the Faculty. Day to day activities includes overseeing staff, collaborating with teams to achieve objectives, oversee programs and budgets, supporting the Executive Dean in business planning, attending meetings and ensuring compliance.

Victoria joined the Faculty of Nursing and Midwifery in June 2023 and comes from a background in software and tourism, across many sectors. Victoria holds a BA (Hons) in International Business Management, a Diploma in Project Management and several Certifications in Sustainability and Conservation.



Ms Pamela Peppard
Faculty Administrator

Pamela is the lead administrator for the Overseas Aptitude Test, providing full administrative support to Dr Maria Neary. Pamela also assists with the training of new staff, department finances and travel arrangements. Pamela holds a Higher Diploma in Interior Design and Architecture, an Executive PA Diploma, a Medical Secretary Diploma and is currently undertaking an Advanced Accounts Diploma.



Ms Suzanne May
Faculty Administrator

Suzanne acts as the Executive Assistant to the Dean and the Board of the Faculty and provides administrative support to both the Board and the Faculty's Standing Sub-Committees.

As the main point of contact for Board members, Suzanne looks after day-to-day administrative functions along with the administration of all Board and Sub-Committee meetings, the AGM and Annual Report. Suzanne joined the Faculty of Nursing and Midwifery in February 2022 and comes to us with a wealth of Executive Assistant experience across different sectors and industries.

She also ran her own business in the area of health content and copywriting. Suzanne holds a BA (Hons) in English and (Gen) in Sociology from Maynooth University.



Ms Saoirse O'Keeffe
Global Innovation and Leadership
Academy

Saoirse is the Administrator for the candidate World Health Organisation Collaborating Centre in the Faculty of Nursing and Midwifery. In her role, Saoirse looks after the day-to-day administration for the WHO Collaborating Centre along with providing administrative support to the Global Nursing Leadership Institute Alumni Network. Saoirse joined the Faculty of Nursing and Midwifery in May 2023. Her background is in recruitment where she worked for two large tech companies. She developed expertise in administration duties by working with multiple stakeholders daily. Saoirse holds a Diploma in Fashion, Theatre and Media Make up.



Ms Eimear Frew
Faculty Administrator

Eimear joined the Faculty in May 2023. In her role she provides comprehensive administrative support to a wide range of strategically important Faculty colleagues and initiatives such as, the Operations and Education Manager, the CPD Programme and the Faculty's Clinical Bursaries. Eimear also assists with the Faculty's Awards (Fellowship by Examination and Membership), the Programme of Fellows, Members and Friends' Events and the organisation and administration for the Annual International Nursing and Midwifery Research and Education Conference.

Prior to joining the Faculty, Eimear worked as a Staff Officer for the HSE for their Covid-19 Contact Management Programme. Eimear holds a BA in English with Drama from University College Dublin and is also a graduate of The Gaiety School of Acting and Bow Street Academy.



Dr Nipuna (Nina) Thamanan
Post-doctoral researcher

Nipuna is a dedicated and experienced nurse and academic tutor with a proven track record for helping students to improve their academic performance. Nipuna works as a post-doc researcher at the Faculty of Nursing and Midwifery, Royal College of Surgeons, Ireland. She has been nominated for the Teaching and Learning Awards, University College Dublin in 2022. A dedicated professional striving to improve care standards through practice evaluation, research knowledge, and continuous learning. Keen to explore options to enhance health care research.

Nipuna obtained her M.Sc. in Nursing Education from Trinity College Dublin and her Ph.D. from Dublin City University. Her doctoral research explored undergraduate nursing students' cultural awareness and knowledge of religious death rituals of three religions (Christianity, Islam, and Hinduism) in the Republic of Ireland. As part of her research, she has developed and validated a tool to measure nursing students' knowledge of religious death rituals. She presented her research at different conferences. She aims to improve the standards of care through personal and academic development, be an advocate for evidence-based practice, and lead in change management.



RETIREMENT OF PROF. THOMAS KEARNS

Prof. Thomas Kearns retired from his role of Executive Director of the Faculty of Nursing and Midwifery on the 19th April. Prof. Kearns joined the Faculty in April 2012 as Executive Director. In this role he was responsible for the strategic direction and operational management of the Faculty. During his tenure he worked tirelessly and continually demonstrated and actively engaged in the professional development and evolution of the nursing and midwifery professions both here in Ireland, and indeed throughout the world. Prof. Thomas was an excellent role model, always advocating for high standards and quality in clinical practice and the advancement of the professions of nursing and midwifery. Prof. Thomas has advocated for the improvement of patient care and serves as an exemplar for enhancing the patient experience in all the work that he has done over the years including at RCSI, the ICN, the WHO and beyond. Through his vision, values, ingenuity, insight and entrepreneurship he has transformed the Faculty of Nursing and Midwifery into what it is today.

A surprise retirement party was held for Prof. Kearns in the Boardroom of the college where family members, colleagues and friends gathered to recognise Thomas' significant contribution to the professions of nursing and midwifery, to the Faculty and to healthcare nationally and internationally. The event then moved to the adjacent

college hall for short speeches from Mary Godfrey (Vice Dean Faculty of Nursing and Midwifery), Prof. Cathal Kelly (Vice Chancellor and CEO / Registrar RCSI), Kieran Ryan (Managing Director Surgical Affairs RCSI), Dr Mary Boyd (Dean, Faculty of Nursing and Midwifery), Prof. Mark White (Executive Dean Faculty of Nursing and Midwifery), Karen Greene (Deputy Chief Nursing Officer Department of Health), and from Prof. Thomas Kearns himself. A montage video of good wishes from those that could not be present was also played, including those from Brian Dolan (Director of Health Service 360), Chris Peat (Axia Interactive), Liz Madigan (Chief Executive Officer Sigma), Howard Catton (Chief Executive Officer ICN), Kenneth Dion (President Sigma), Maggie Langins (Nursing and Midwifery Policy Advisor, WHO European Region), Mircea Timofte (President of the Romanian Order of Nurses), Michelle Acorn (Chief Nurse, ICN), and Thomas' son Fabian.

A presentation was made by the RCSI Hospital Group and Thomas also received a DAISY Lifetime Achievement award for his contribution to the professions of nursing and midwifery. In her remarks at the event, Dr Mary Boyd, Dean of the Faculty of Nursing and Midwifery, acknowledged Thomas' family who were present for the event including his father Vincent, wife Marie, and daughters Clodagh, Deirbhile and Sinead. The Dean also acknowledge Thomas' son Fabian who was unable to join the celebrations in person, and to Thomas' extended family and friends, some of whom were present.





ACKNOWLEDGEMENTS, CONGRATULATIONS AND THANKS

The Faculty wishes to acknowledge and thank Catherine Clune Mulvaney (Operations and Education Manager) and Erika Cullen (Clinical Placement Coordinator) for their sustained hard work and contribution to the Faculty over the years. The Faculty wishes Catherine all the very best in her new appointment outside of RCSI and to Erika who is pursuing an internal opportunity.

The Faculty also wishes to acknowledge the work of Dr Patricia Minnock whose tenure on the Board ended in

September. Congratulations to Prof Charlotte McArdle who was elected to the Board in January 2023 and to Mr Thomas O'Connell who joined the board as a co-opted Board Member in September 2022.

The Faculty also wishes to acknowledge and sincerely thank Prof. Michael Shannon for his significant contributions to the Board as both a Board Member and Dean. Prof. Shannon's term on the Board completed in March.

APPENDICES

Appendix I: Faculty Board and Staff publications 2022 – 2023

AWARDS:

McKenna K. (2023): Dundalk Institute of Technology: President's Award for Excellence in Research
 Sweeney, M.R. (2023): accepted as a Senior Fellow of Advance HE in UK in June 2023. <https://www.advance-he.ac.uk/fellowship/fellowship>

BOOKS, BOOK CHAPTERS, AND REPORTS

Carney M, Kearns T, Mahon P. (2023) The National Quality Framework: Driving Excellence in Mental Health Services - Consultation Report. Mental Health Commission, Dublin.

Carney M, Kearns T, Mahon P. (2023) The National Quality Framework: Driving Excellence in Mental Health Services – Evidence Review. Mental Health Commission, Dublin. <https://www.mhcirl.ie/sites/default/files/2023-04/RCSI%20Evidence%20Review%20NQF%20for%20MHC%20November%202022%20%282%20December%202022%29.pdf>

Carney M, Kearns T, Mahon P, Mental Health Commission (2023) The National Quality Framework: Driving Excellence in Mental Health Services - Implementation Guide. Mental Health Commission, Dublin.

Carney M, Kearns T, Mahon P. (2023) The National Quality Framework: Driving Excellence in Mental Health Services – The Self-Appraisal Toolkit. RCSI, Dublin.

Farrelly J, Kiernan G, Finnerty S, Stepala P, Costigan D, Chrzanowska C, Carney M, Kearns T, Mahon P (2023) The National Quality Framework: Driving Excellence in Mental Health Services, Mental Health Commission, Dublin. <https://www.mhcirl.ie/publications/national-quality-framework-driving-excellence-mental-health-services>

JOURNAL PUBLICATIONS

Azimirad M, Paloniitty R, Papathanasiou IV, Aleo G, Catania G, Pozzi F, Bagnasco A, Turunen H. (2023). Examining family and community nurses' core competencies in continuing education programs offered in primary health care settings: An integrative literature review. *Nurse Education in Practice*, 2023; (67) 103561 [IF 3.430] <https://dx.doi.org/10.1016/j.nepr.2023.103561>

Bagnasco A, Rossi S, Lanna S, Dasso N, Ottonello G, Catania G, Zanini M, Aleo G, Timmins F, Sasso L. (2022) How do undergraduate nursing students learn about the fundamentals of care? A pilot cross-sectional attitudinal study. *Journal of Preventive Medicine and Hygiene*, 2022 <https://dx.doi.org/10.15167/2421-4248/jpmh2022.63.3.2153>

Bagnasco A, Timmins F, Moro A, Barbieri M, Napolitano F, Aleo G, Catania G, Zanini M, Sasso L. (2023) [Editorial] The organisation of nursing work in Italian hospitals - implications for job satisfaction, nurse well-being and patient safety (Accepted 25th June 2023). *Journal of Advanced Nursing*, 2023 [IF 3.057].

Chang Blanc D, Grundy J, Sodha S, O'Connell T, von Mühlenbrock H, Grevendonk J, Ryman T. et al. (2022) "Immunization programs to support primary health care and achieve universal health coverage." *Vaccine* (2022) <https://doi.org/10.1016/j.vaccine.2022.09.086>

Carney M. (2022) Unique award for nurses and midwives: blending achievements and forward thinking through Membership education for practice. *Annals of Nursing Practice* 9(1) 1125.

Carney M. (2023) Nurses and midwives working at advanced and clinical specialist levels are embracing their strategic management roles in delivering innovative healthcare. *International Journal of Nursing Healthcare Research*, 5 (10). And open access <https://dx.doi.org/10.29011/2688-9501.101352>

Carney M., Shanagher D., Kearns T. (2023) Development of visiting Prof. role to nursing home group: providing sustainable education for older person care. *International Journal of Nursing and Healthcare Research*. 6:1434. In print awaiting on line access.

Fitzgerald C, Aleo G, Affonso D, Orlik W, Grech P, Garcia Vivar C, Kilkku N, Wray J, Culhane A, Balogh Z, Lillo-Crespo M, Harrison N, Gazic M, Kearns T. (2023) Development of a European Centre of Excellence (CoE) for Research in Continuing Professional Development (UPGRADE). *Journal of CME*, 2023:12:1, 2160092, <https://dx.doi.org/10.1080/28338073.2022.2160092>

Fulham-McQuillan H, O'Donovan R, Buckley C, Crowley P, Gilmore B, Martin J, McAuliffe E, Martin G, Moore G, Morrissey M, Nicholson E, Ni Shé É, O'Hara M.C, Segurado R, Sweeney M.R, Wall P, De Brún A (2023) Exploring the psychological impact of contact tracing work on staff during the COVID-19 pandemic. *BMC Health Services Research* 23, Article number: 602. Published online 2023 Jun 8. doi: 10.1186/s12913-023-09566-6

Makanjuola, A., Lynch, M., Hartfiel, N., Cuthbert, A., Edwards, R.T. (2023). Prevention of Poor Physical and Mental Health through the Green Social Prescribing Opening Doors to the Outdoors Programme: A Social Return on Investment Analysis. *International Journal of Environmental Research and Public Health*, 20, 6111. <https://doi.org/10.3390/ijerph20126111>

McKenna, K., Berring, L. L., van de Sande, R., Noorthoorn, E., Paterson, B. (2023). Sustaining a therapeutic environment within mental health in-patient settings during COVID-19. Results of a Delphi study. *Applied Nursing Research*, 151695.

Musio ME, Vassalini L, Centanaro R, Bariola M, Ghiozzi M, Santacroce M, Bagicalupo L, Razeto G, Soldano G, Bracco L, Aleo G, Zanini M, Catania G, Manganello F, Pozzi F, Sasso L, Bagnasco A. (2022) Advancing nursing in Italy through the development and evaluation of an innovative postgraduate programme in Family and Community Nursing - A pilot study. *Journal of Preventive Medicine and Hygiene*, 2022; 63(2): E331-E343 <https://dx.doi.org/10.15167/2421-4248/jpmh2022.63.2.2533>

Musio ME, Calabrese E, Gammone M, Catania G; Zanini M, Aleo G, Watson R, Sasso L, Bagnasco A. (Accepted on 8th March 2023) Nursing competence in Continuous Renal Replacement Therapy: development and validation of a measurement tool. *Professioni Infermieristiche*, 2023

Ottonello G, Napolitano F, Musio ME, Catania G, Zanini M, Aleo G, Timmins F, Bagnasco A. (2022) Fundamentals of Care: An Evolutionary Concept Analysis. *Journal of Advanced Nursing*, 2022 [IF 3.187] <https://dx.doi.org/10.1111/jan.15451>

Pagnucci N, Aleo G, Orlik W, Mahon P, Kearns T, Kelly C, Lordan T, Fitzgerald C. (2023) Teaching and learning modalities for continuing professional development in the long-term care: a rapid synthesis review. *Nurse Education in Practice* [IF 3.430] <https://dx.doi.org/10.1016/j.nepr.2023.103638>

Rossi V, Napolitano F, Hayter M, Watson R, Calzolari M, Aleo G, Catania G, Sasso L, Zanini M, Bagnasco A. (2022) Validation of the Italian version of the SexContraKnow instrument. *Journal of Preventive Medicine and Hygiene*, 2022; 63(4): E611 – E617 <https://dx.doi.org/10.15167/2421-4248/jpmh2022.63.4.2676>

Skinner, A., Hartfiel, N., Lynch, M., Jones, A.W., Edwards, R.T. (2023). Social return on investment of social prescribing via a diabetes technician for preventing Type 2 Diabetes progression. *International Journal of Environmental Research and Public Health*, 20, 6074. <https://doi.org/10.3390/ijerph20126074>

Steven A, Rossi S, Dasso N, Napolitano F, Grosso A, Villa S, Aleo G, Catania G, Sasso L, Zanini M, Bagnasco A. (2023) A qualitative exploration of undergraduate nursing students' experience of emotional safety for learning during their clinical practice. *Nurse Education Today*, 2023; 121:105673 [IF 3.906] <https://dx.doi.org/10.1016/j.nedt.2022.105673>

Tewes, R.; Shannon, M, (2022) Innovative staff Development in Healthcare. Publisher Springer Nature Switzerland AG.

Timmins F, Ottonello G, Napolitano F, Musio ME, Calzolari M, Gammone MR, Catania G, Zanini M, Aleo G, Sasso L, Bagnasco A. (2023) Editorial - The state of the science - the

impact of declining response rates by nurses in nursing research projects. *Journal of Clinical Nursing*, 2023;32:e9–e11 [IF 4.423] <https://dx.doi.org/10.1111/jocn.16597>

Watson R, Hayter M, Zanini M, Aleo G, Catania G, Sasso L, Bagnasco A. (2023) Does nursing have a contribution to make to the silver economy? *International Nursing Review*, 2023;70:145–148. [IF 3.384] <https://dx.doi.org/10.1111/inr.12789>

Wray J, Calzolari M, Gammone M, Aleo G, Catania G, Zanini M, Sasso L, Bagnasco A. (2022) Editorial - The potential benefits of legacy mentoring for newly qualified nurses. *Nurse Education in Practice*, 2022; 103511 [IF 3.430] <https://dx.doi.org/10.1016/j.nepr.2022.103511>

Zanini M, Musio ME, Watson R, Aleo G, Sasso L, Catania G, Bagnasco A. (2022) The structure of the Italian version of the Practice Environment Scale of the Nursing Work Index *Journal of Nursing Management*, 2022; 30(7): 3440-3448. [IF 4.680] <https://dx.doi.org/10.1111/jonm.13808>

ORAL AND POSTER PRESENTATIONS

Callinan, T, Donnelly, P, Gormally, S, Hetherington, A, McEntee, J, Moloney, S. (2022) Implementing a Falls Prevention Programme in the RCSI Hospital Group National Patient Safety Conference.

Carney M. (2022) ANP's role in Pain management: application to practice from an interdisciplinary perspective. 3rd Interdisciplinary approach towards quality of life in pain management Conference, Coalesce Research Group, Hotel Isola Sacra Rome. November 14-16th November.

Carney M. (2022) Advancing nursing practice from an international perspective. International Scientific Conference Research and Education in Nursing, and follow-up workshop on Innovative professional membership Award for Nurses and Midwives, on-line. Maribor University Conference, Slovenia: June.

Carney, M. & Mahon, P. (2022) The ANP Forum/Centre for Nursing and Midwifery Advancement developed by the Faculty of Nursing and Midwifery. The 12th International Council of Nurses Nurse Practitioner / Advanced Practice Nursing Network Conference "Advanced Practice Nursing Shaping the Future of Healthcare", RDS, Dublin: August.

Carney M. (2022) 'Getting Published' to ANP's/AMP's/CNS's, ANP Conference, Beaumont Hospital, Dublin: November.

Carney M, (2023) Appointment of visiting Prof. by Faculty of Nursing and Midwifery to Nursing Homes Ireland. Charter Day, Royal College of Surgeons in Ireland. February 1st.

Carney M, (2023) Appointment of visiting Prof. to NHI by Faculty of Nursing and Midwifery to Nursing Homes Ireland for Estonian managers. In-person. Nursing Homes Ireland Group, NHI Building, Dublin: May.

Carney M. (2023) Development of international advances in undergraduate clinical practice and workshops. Federation of International Nursing Education conference (FINE) Paris: May.

- Elkashif I, McKenna K, McDonogh C. (2022) A Study of Aggression and Violence Experienced by Doctors in Ireland. Concurrent paper. 12th European Congress on Violence in Clinical Psychiatry: "Co-creating research, education and practice responses within contemporary mental health" De Doelen Conference Centre Rotterdam Netherlands 6 – 8 October 2022
- Fitzgerald, C. (2023) Presentation of the work of the European Centre of Excellence for Research and CPD. Accepted for oral presentation at the European Council of the Liberal Professions (CEPLIS), Permanent Committee Meeting, European Parliament in Brussels, 7th of June 2023.
- Fitzgerald, C. (2023) Economic evaluation of CPD activities for healthcare professionals: A scoping review. Accepted as oral presentation at the RCSI Educational Hub, Online Seminar; Wednesday 24th May 2023.
- Fitzgerald, C. (2023). Teaching and Learning Modalities for the Delivery of Continuing Professional Development'. Accepted as oral presentation at the WHO Europe Government Chief Nursing and Midwifery Officer Hub (GCNMO). The Royal Palace Bucharest, Romania on the 24th of March, 2023.
- Hahn S, & McKenna K. (2022) Toward a shared understanding and best practice in post occurrence reviews. Invited masterclass. 12th European Congress on Violence in Clinical Psychiatry: "Co-creating research, education and practice responses within contemporary mental health" De Doelen Conference Centre Rotterdam Netherlands 6 – 8 October 2022
- Kelly, C. (2023) Attitudes and Experiences of Long-Term Care Workers with Teaching and Learning Modalities for the Delivery of Continuing Professional Development. Accepted as oral presentation at the Trinity Health and Education International Research Conference 2023 (THEconf2023), Trinity College Dublin, March 8th 2023.
- Kelly, C (2023) Attitudes and Experiences of Long-Term Care Workers with Teaching and Learning Modalities for the Delivery of Continuing Professional Development. Accepted as oral presentation at The Faculty of Nursing and Midwifery's Conference 23rd February 2023
- Lynam A, Sweeney M.R., Fitzgerald L, McNally S (2023) Consulting with Young Autistic Children for Inclusive Education in Primary Schools. Accepted for Oral Presentation at the Psychology of Education Annual Conference 2023 <https://www.bps.org.uk/event/psychology-education-section-conference-2023>
- Lynch M (2023) Keynote presentation: Social Value and Social Return on Investment (SROI) at the Sigma chapter (the Omega Epsilon chapter) induction event on 26th June 2023.
- Lyng, C & Mahon, P (2022) Supporting the transition from student nurse to perioperative staff nurse. Accepted as oral presentation at the 8th International Nurse Education Conference - NETNEP 2022, Barcelona (Spain) 19-22 October 2022.
- McKenna K (2023) Personal Safety in Clinical Practice. Invited Masterclass. Irish Medical Organisation Annual Conference Europe Hotel Killarney 14th April 2023.
- McKenna K, & Høgenhaug S. (2022) Authentically co-creating a collaborative mental health service. Invited Plenary paper. 12th European Congress on Violence in Clinical Psychiatry: "Co-creating research, education and practice responses within contemporary mental health" De Doelen Conference Centre Rotterdam Netherlands 6 – 8 October 2022.
- Napolitano, F. (2023) Continuing Professional Development, Job Satisfaction And Intention To Leave For Newly Qualified Nurses and Midwives: A Survey Of Three European Countries. Accepted for oral presentation at The Faculty of Nursing and Midwifery's Conference 23rd February 2023.
- Napolitano, F. (2022) Continuing Professional Development Needs of Newly Qualified Nurses and Midwives: A Pilot Study in Four European Countries. Accepted as poster presentation at the 8th International Nurse Education Conference - NETNEP 2022, Barcelona (Spain) 19-22 October 2022.
- Thamanen N, Lehwaldt D, Sweeney M.R. (2023) Cultural Awareness: measuring undergraduate nursing students' cultural awareness in the Republic of Ireland. Accepted as a 45-minute podium presentation at the 49th Annual Transcultural Nursing Conference, October 11 to 14, Charlestown, SC, USA. <https://tcns.org/annualconference/>

RESEARCH APPLICATIONS AND GRANTS

- Lynch M (2023) submitted application for UKRI call "collaborative community research to tackle health inequalities." CONNECTing Health Visiting to Community Assets: Improving family resilience, wellbeing and health inequalities in young families. Co-applicant with researchers from University of South Wales and Swansea University.
- Lynch M (2023) submitted application for E-Tender submitted to Skillnet: Exploring a Career Pathway for Support Workers in Home Care.
- Lynch M (2023) successful research grant Higher Education Funding Council for Wales (HEFCW). W22/34HE: Strategic Investment Fund- Green Prescribing for mental health and wellbeing for students. CI Leading on SROI evaluation with partners. University of South Wales and Wrexham Glyndwr University. Leading the SROI evaluation work package. May 2023 to February 2024.
- Lynch M (2023) successful research grant Welsh Government (WG)- National Evaluation of the Regional Integration Fund (RIF). C126/2022/2023- CI Leading on SROI evaluation with partners from University of South Wales and Swansea University. Lead SROI evaluation work package. May 2023 to May 2026.

ANP/AMP FORUM NEWSLETTERS

Carney M. (2022) Management of specific cardiac conditions. ANP/AMP Newsletter No 24. Faculty of Nursing and Midwifery, RCSI: August.

Carney M. (2022) ANMP Innovative studies in QOL and pain management. ANP/AMP Newsletter No 25. Faculty of Nursing and Midwifery, RCSI: November.

Carney M. (2023) Recovery from Surgery. ANP/AMP Newsletter No. 26. Faculty of Nursing and Midwifery, RCSI: February.

Carney M. (2023) Covid Recovery. ANP/AMP Newsletter No 27. Faculty of Nursing and Midwifery, RCSI: April.

Carney M. (2023) Book of Abstracts Advances and research International Nursing and Midwifery Research Conference. ANP/AMP Newsletter No 28. Faculty of Nursing and Midwifery, RCSI: May.

CNS RESEARCH REVIEW

Carney M. (2022) Recovery and sleep. CNS Nursing Grand Rounds Research Review No 3. Faculty of Nursing and Midwifery, RCSI: October.

Carney M. (2022) Nursing Grand Rounds. CNS Nursing Grand Rounds Research Review No 4. Faculty of Nursing and Midwifery, RCSI: October.

Carney M. (2022) Clinical Research and Debriefing in Health Care. CNS Nursing Grand Rounds Research Review No 5. Faculty of Nursing and Midwifery, RCSI: November.

Carney M. (2023) Recovering from Covid. CNS Nursing Grand Rounds Research Review No 6. Faculty of Nursing and Midwifery, RCSI: January.

Carney M. (2023) When and how to debrief. CNS Nursing Grand Rounds Research Review No 7. Faculty of Nursing and Midwifery, RCSI: February.

Carney M. (2023) Recovery time from Covid in Respiratory, neurology and Renal conditions. CNS Nursing Grand Rounds Research Review No 8. Faculty of Nursing and Midwifery, RCSI: March.

Carney M. (2023) Oral and Poster presentations from Faculty of Nursing and Midwifery Conference: CNS Nursing Grand Rounds Research Review No 9. Faculty of Nursing and Midwifery, RCSI: April.

Carney M. (2023) New CNS/ANP clinical innovations research and advances in education and research from the Faculty of Nursing and Midwifery Conference 2023 CNS Nursing Grand Rounds Research Review No 10. Faculty of Nursing and Midwifery, RCSI: May.

Carney M. (2023) Recovery from surgery updates': CNS Nursing Grand Rounds Research Review No 11. Faculty of Nursing and Midwifery, RCSI: May.

Carney M. (2023) Innovations during Covid. CNS Grand Rounds Research Newsletter No 12. Faculty of Nursing and Midwifery, RCSI: June.

Carney M. (2023) New research including IV catheter in-situ; infection control and management and a recovery model. CNS Nursing Grand Rounds Research Review No 13. Faculty of Nursing and Midwifery, RCSI: June.

NURSING HOMES IRELAND (NHI) BULLETINS

Carney M. (2022) RCSI education initiatives and management of specific cardiac conditions. NHI Research Bulletin No 2. Faculty of Nursing and Midwifery, RCSI: August.

Carney M. (2022) Adult Safeguarding. NHI Research Bulletin No 3. Faculty of Nursing and Midwifery, RCSI: September.

Carney M. (2022) Recovery and sleep. NHI Education and Research Bulletin No 4. Faculty of Nursing and Midwifery, RCSI: October.

Carney M. (2022) RCSI awards and writing and getting your research published. NHI Education and Research Bulletin No 5. Faculty of Nursing and Midwifery, RCSI: November.

Carney M. (2023) Managing delirium in older adults and complications from Covid. NHI Education and Research Bulletin No 6. Faculty of Nursing and Midwifery, RCSI: January.

Carney M. (2023) Recovery from stroke, aphasia care and falls in older persons' NHI Education and Research Bulletin No 7. Faculty of Nursing and Midwifery, RCSI: February

Carney M. (2023) From competency to capability. NHI Education and Research Bulletin No 8. Faculty of Nursing and Midwifery, RCSI: March.

Carney M. (2023) Older person recovery. NHI Education and Research Bulletin No 9. Faculty of Nursing and Midwifery, RCSI: April.

Carney M. (2023) Research from the Faculty of Nursing and Midwifery Annual Research and Education Conference. NHI Education and Research Bulletin No 10. Faculty of Nursing and Midwifery, RCSI: May.

Carney M. (2023) Recovery Updates. Implication for nursing homes residents. NHI Education and Research Bulletin No 11. Faculty of Nursing and Midwifery, RCSI: June.

APPENDICES

Appendix 2: Board and Sub-Committee Attendance Records

BOARD MEETINGS										
Board Meetings and AGM		2022		2023		2023		2023		2023
Month	14 September	23 November	7 December *	25 January	10 March*	20 April	21 June			
Charlotte McArdle	N/A	N/A	N/A	Present	Present	Present	Present	Present	Present	Present
Cora Lunn	Present	Present	Present	Present	Present	Present	Apologies	Present	Present	Apologies
Deirdre Lang	Present	Apologies	Present	Present	Present	Present	Present	Present	Present	Present
Jacinta Collins	Present	Present	Apologies	Present	Present	Apologies	Present	Present	Apologies	Present
Ken Jordan	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Kevin McKenna	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Lasarina Maguire	Present	Apologies	Apologies	Present	Present	Present	Present	Present	Present	Present
Marianne Garvey McMahon	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Mary Boyd	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Mary Godfrey	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Michael Shannon	Present	Apologies	Present	Present	Present	Present	Present	Present	Present	N/A
Patricia Minnock	Apologies	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Petrina Donnelly	Present	Present	Apologies	Present	Present	Present	Present	Present	Present	Present
Thomas O'Connell	Present	Present	Apologies	Present	Present	Present	Present	Present	Present	Present
Thomas Kearns	Present	Present	Present	Present	Present	Present	Present	Present	Present	N/A

* Extra Meeting of the Board

Appendix II: Board and subcommittee attendance records

FINANCE SUBCOMMITTEE					
Finance	2022		2023		
Month	5 September	17 November	09 January	10 March	2 June
Ken Jordan	Present	Present	Present	Present	Present
Lasarina Maguire	Apologies	N/A	N/A	N/A	N/A
Mary Boyd	Present	Present	Apologies	Present	Present
Mary Godfrey	Present	Present	Present	Present	Present
Thomas O'Connell	N/A	Present	Present	Present	Apologies
Thomas Kearns	Present	Present	Present	Present	N/A
Mark White	N/A	N/A	N/A	N/A	Present
Barry McGowan	Present	Present	Present	Present	Present
Catherine Clune Mulvaney	Apologies	Apologies	Present	N/A	N/A

GOVERNANCE AND RISK SUBCOMMITTEE					
Governance and Risk	2022		2023		
Month	9 September	11 November	13 January	9 March	9 June
Ken Jordan	Present	Present	Present	Present	Present
Lasarina Maguire	Present	Present	Apologies	Present	Present
Marianne Garvey McMahon	Present	Present	Present	Present	Present
Mary Boyd	Present	Present	Present	Present	Present
Mary Godfrey	Present	Present	Present	Present	Present
Michael Shannon	Apologies	N/A	N/A	N/A	N/A
Patricia Minnock	Apologies	N/A	N/A	N/A	N/A
Catherine Clune Mulvaney	Present	Present	Present	N/A	N/A
Paul Mahon	N/A	N/A	N/A	Apologies	Present

ANNUAL CONFERENCE COMMITTEE					
Annual Conference	2022				2023
Month	2 September	5 October	18 October	28 November	15 May
Aideen Walsh	Apologies	Present	Apologies	Present	Apologies
Edna Woolhead	Present	Apologies	Apologies	Present	Apologies
Erika Cullen	N/A	Present	Present	Apologies	N/A
Jacinta Collins	Present	Apologies	Apologies	Apologies	Present
Kevin McKenna	Present	Present	Apologies	Present	Present
Lasarina Maguire	Apologies	Apologies	Apologies	Apologies	Apologies
Marianne Garvey McMahon	Apologies	Present	Present	Present	Present
Marie Carney	Present	Present	Present	Present	Present
Mary Boyd	Present	Present	Apologies	Apologies	Present
Mary Godfrey	Apologies	Present	Present	Present	Present
Mary Jacob	Present	Apologies	Present	Present	Apologies
Michael Shannon	Present	Apologies	Present	Present	N/A
Noreen Keane	Present	Present	Present	Present	Present
Paul Mahon	Present	Present	Present	Present	Present
Theresa Frawley	Apologies	Present	Apologies	Present	Apologies
Thomas Kearns	Present	Apologies	Apologies	Present	N/A
Catherine Clune Mulvaney	Present	Present	Present	Present	N/A

FELLOWSHIP AND MEMBERSHIP SUB-COMMITTEE					
Fellowship and Membership	2022		2023		
Month	7 September	9 November	11 January	1 March	7 June
Jacinta Collins	Present	Present	Apologies	Present	Present
Kevin McKenna	Present	Present	Present	Present	Present
Marianne Garvey McMahon	Present	Present	Present	Present	Present
Marie Carney	Present	Apologies	Present	Apologies	Present
Michael Shannon	Present	Present	Present	Present	N/A
Mary Boyd	N/A	N/A	N/A	Present	Present
Patricia Minnock	Apologies	N/A	N/A	N/A	N/A
Theresa Frawley	Apologies	Present	Apologies	Apologies	Apologies
Catherine Clune Mulvaney	Present	Present	Present	N/A	N/A
Paul Mahon	N/A	N/A	N/A	Present	Present

Appendix 3

ANNUAL SUBSCRIPTION FEE AND FELLOWS AND MEMBERS CONTACT DETAILS

Faculty Standing Orders (March 2023) state the following:

Point 30. No fees, annual subscriptions or other conferral or registration fees shall be charged to Honorary Fellows, Fellows Ad Eundem or Fellows by Election, save as provided in Order 33.

Point 31. Fellows by Examination shall pay such examination fees as shall be determined by the Board and approved by the Surgery and Postgraduate Faculties Board of the RCSI University of Medicine and Health Sciences.

Point 32. One year post conferring, Fellows by Examination are required to pay an annual subscription to the Faculty, with the amount to be determined by the Board.

Fellows eligible to vote, nominate and be elected

Point 34. Fellows in good standing shall have the right to receive notice of meetings of the Faculty, to vote at meetings of the Faculty, to vote in elections of the Board and to support the nomination of a candidate to the Board. Any Fellow who wishes to be nominated to the Board must pay the annual subscription fee to the Faculty.

ANNUAL DECLARATION AND SUBSCRIPTION FEE

The Annual Declaration and Subscription Fee payment must be made by 31st January annually in order for Fellows to be deemed in good standing. Fellows are deemed to be in good standing for the first year following their conferring

FELLOWSHIP FEES

Employed Fellows: €50.

Retired and unemployed Fellows €30.

PAYMENT METHODS

Payment can be made via secure electronic payment on the Faculty's website under the payment methods section at the bottom of the webpage:

FELLOWS CONTACT DETAILS

The Faculty wish to ensure that Fellows in good standing remain on our active Fellow's Register and that they continue to receive information from the Faculty. To this end, the Faculty is currently up-dating the records of our Fellows to ensure that we have accurate contact information.

If any of your details have changed, please contact the Faculty with the following details: Name, address, telephone number, mobile phone number and email address:

If you wish to be removed from the active Fellow's Register and no longer wish to receive correspondence from the Faculty, please write to: Administration Office, Faculty of Nursing and Midwifery, 123 St Stephen's Green, Dublin 2 or email: facnurse@rcsi.com to confirm.

Appendix 4

RCSI TRAVEL

RCSI Travel, Established in 2001, is a member of the RCSI group. With offices in Dublin and Bahrain, our experienced team is available to assist you with all your national, international, corporate, college and person travel requirements. RCSI Travel is a fully bonded and licensed travel agency and member of the International Air Transport Association (IATA) and Commission for Aviation Regulation (CAR).

Our strong partner alliances combined with our significant buying power allows us to effectively negotiate the best overall value for our customers. RCSI Travel can offer discounted contract rates with a wide range of airlines, hotels and travel products and other partners allowing delivery of a personalised service at competitive rates. We will provide you with advice and insights from our experienced travel team.

RCSI Travel provides the following services:

- Airline Reservations/ Ticketing
- Hotel Reservations
- Transfers/Chauffer Drive
- Car Rental
- Travel Insurance
- Rail Travel in Ireland and UK
- Ferry Travel
- Business Travel Advice
- Crisis Management
- Advice and Guidance on Visa Procedures
- Conference / Event Management
- Group Travel (Domestic and International)

RCSI TRAVEL DUBLIN

Tel + 353 1 402 2343/2363/8683

Email travel@rcsi.ie



RCSI FACULTY of
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