



RCSI FACULTY OF
NURSING & MIDWIFERY

Annual Report 2018/2019

Dean Mary Frances Crowley (1906 – 1990) by William Nathans as part of the campaign, Women on Walls at RCSI in partnership with Accenture.

RCSI Faculty of Nursing and Midwifery

The RCSI Faculty of Nursing and Midwifery (FNM) was founded in 1974 under the leadership of Ms Mary Frances Crowley. It has a long and proud tradition in the delivery of education programmes to nurses and midwives in Ireland. We provide registered nurses, midwives, and professionals working in the healthcare arena, with education and training at the highest standard to support the maintenance of their professional development and competence, and thereby contribute to the delivery of excellence in healthcare.

We believe that professional practice is underpinned by continuing professional development (CPD) and lifelong learning and is associated with the provision of safe, evidence-based care. We strongly believe that knowledgeable nurses and midwives positively influence the experiences of, and the clinical outcomes of patients and clients in their care.

The Board of the Faculty of Nursing and Midwifery

The Board of the Faculty of Nursing and Midwifery consists of 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

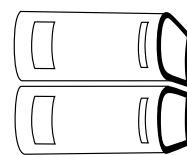


The Dean's Medal was designed by the Founding Dean, Ms Mary Frances Crowley. It comprises of the College Badge, mounted on a black background and encircled by eight stars representing the essential qualities of leadership: Knowledge, Responsibility, Conciliation, Availability, Wisdom, Coordination, Co-operation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

TABLE OF CONTENTS

THE YEAR IN NUMBERS	02
DEAN'S REVIEW	04
EXECUTIVE DIRECTOR'S REVIEW	06
BOARD AND STAFF OF THE FACULTY	10
DEAN'S HIGHLIGHTS 2018- 2019	12
FELLOWS AND HONORARY ASSOCIATES	14
FELLOWS AND FRIENDS' EVENTS	17
PROGRAMME FOR FELLOWS' EVENTS 2019/2020	22
RCSI WOMEN ON WALLS PROJECT	24
PAST DEANS' AFTERNOON TEA	26
ANNUAL CONFERENCE	28
FACULTY DEVELOPMENTS	40
RESEARCH DEVELOPMENTS	48
STRATEGIC PARTNERSHIPS	55
BOARD MEMBERS – ACKNOWLEDGEMENTS	59
PROFILE OF THE FACULTY BOARD AND STAFF	60
APPENDICES	69

THE YEAR IN NUMBERS



50

CPD programmes

38TH

Annual International
Conference

RCSI

TOP 2%

Times Higher Education World
University Rankings 2019



7

Fellows Ad Eundem
Conferred



14

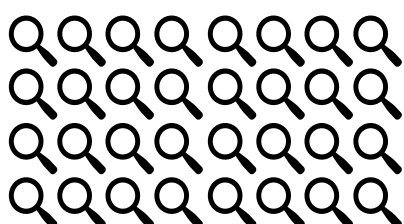
Fellows by Examination
Conferred



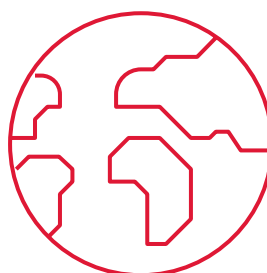
3

Honorary Fellowships
Conferred

793



A total of 793
applicants from 33
countries completed
the Aptitude Test



20

Fellows from
20 Countries





DEAN'S REVIEW

Dear Fellows,

On behalf of the Faculty of Nursing and Midwifery in the Royal College of Surgeons in Ireland, it is with great pleasure, I present this year's Annual Report. This report provides the Faculty with the opportunity to showcase all of its activities and I am delighted to report that the Faculty continues to go from strength to strength.

On your behalf, I would like to acknowledge and thank the Executive, under the leadership of Professor Thomas Kearns, Executive Director, for their tremendous efforts and hard work throughout the year. The Executive has grown considerably over the year, reflecting the development of the Faculty and its ambitions for the future.

As one of the longest providers of nurse education in Ireland, our Faculty, continues to build on its heritage and remains committed to the highest standards of education and training in meeting the professional development needs of nurses, midwives and professionals in the healthcare arena. The Faculty continues to position itself at the vanguard of nursing and midwifery developments, both nationally and internationally, working to influence healthcare policy and to raise the profile of nursing and midwifery.

As we launch our Strategy for 2019- 2022, the Board of the Faculty have set a clear direction for the Faculty with ambitious plans

to shape, influence and lead on the delivery of a transformative learning experience, to lead impactful research and to support healthcare and societal well-being in Ireland and internationally. We are confident that through collaborating with our wide range of stakeholders, on education and training, research and innovation projects, many of the initiatives, outlined within our report, will contribute to the continued growth, success and sustainability of the Faculty.

As Governors of the Faculty, the Board has enhanced and strengthened the processes, procedures and documentation in a number of key areas, in line with good corporate governance. Most notably, Standing Orders have been updated reflecting the current needs and purpose of the Faculty. A new Code of Corporate Governance has been developed, together with an induction programme for new Board members.

In March 2019, the Faculty enjoyed a proud moment, with the unveiling of Ms Mary Frances Crowley's portrait, as part of the RCSI Women on Walls campaign in partnership with Accenture. Reflecting on the vision of our Founding Dean and Fellows, and their pioneering leadership, foresight and achievements, inspires the Board and the Executive to innovate, create and shape the future for the professional development and support of nurses and midwives.

To celebrate the unveiling of Ms Mary Frances Crowley's portrait and to recognise the contribution of all of the Past Deans, who followed in her footsteps, I was delighted to host a Past Deans' Afternoon Tea.

Fellows are the lifeblood of the Faculty and we welcome our newest Fellows to the Faculty. The high calibre of nurses and midwives undertaking the Fellowship is testament to the prestige in which the award is held. Our new Programme of Fellows' Events has proved very successful and has provided Fellows, and their guests, with an opportunity to meet, network and engage in discussion and debate. We look forward to an exciting programme for 2020 and hope you will join us at these events.

The Faculty hosted a very successful 38th Annual International conference. As one of the oldest nursing conference in Europe, it provides a platform for key stakeholders and global figures to exchange ideas, identify needs, generate solutions and articulate a vision for the future direction of the nursing and midwifery professions. Last February, high profile global academics, researchers and policy makers discussed safe nurse staffing and skill mix and it was heartening to see Irish researchers and Fellows of the Faculty at the heart of influencing global policy developments.

The Faculty was delighted to confer Honorary Fellowships on three professional giants, Professor Linda H. Aiken for her pioneering research in the field of nursing care and safe staffing; Professor Margarete Sandelowski, a renowned nurse scholar in the areas of qualitative research, technology, gender and reproductive health and Dr Judith Shamian, the immediate past President of the International Council of Nurses (ICN).

The Faculty is also leading on a range of initiatives which enhance the profile of nursing and midwifery. In June, the Faculty, in partnership with the RCSI Hospital Group launched the RCSI Hospital Group Nursing Now Campaign. This campaign is designed to celebrate the contribution of nursing and midwifery within healthcare today.

The Faculty would like to take this opportunity to extend our congratulations to all Fellows who were conferred in December 2018.

It gives me great pleasure to present to you, the Annual Report of the Faculty of Nursing and Midwifery RCSI 2018 – 2019.



Dr Theresa Frawley
Dean



EXECUTIVE DIRECTOR'S REVIEW

I am delighted to present the Faculty's 2018/2019 Annual Report.

Following on from the Deans' review, I would like to begin by expressing my sincere gratitude to Dr Theresa Frawley, Dean, and the Board of the Faculty of Nursing and Midwifery, for their unwavering support of the Executive. 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.

Governance

The establishment of the Governance Sub-Committee under the auspices of the Board of the Faculty of Nursing and Midwifery has completed a review of Standing Orders, developed a Code of Corporate Governance and other supporting documentation, contributing to good governance processes.

Strategy

The Faculty conducted an evaluation of its existing strategic plan (2014-2019) and a PESTLE analysis was completed to inform the new strategic plan (2019-2022). The Faculty has structured its new strategic plan and framed it based on the wider college 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. The Faculty continues to work in a values based approach to meet the needs of practitioners and enhance service need in a rapidly evolving healthcare context.

Human Resources

The Faculty bid farewell to Ms Maria Fox, Faculty Administrator and welcomed Ms Áine Halligan. We thank Maria for her hard work and dedication and wish her well. The Faculty also appointed Dr Cathy Fitzgerald as a Post-Doctoral Research Fellow who is leading out on the development of our European Centre of Excellence with partners from over 20 countries. The Faculty also welcomed the appointment of Dr Edward Naessens, as Programme Coordinator, to scope a project to review the pedagogy and platforms for CPD delivery.

Operations

The RCSI Aptitude Test for Overseas Nurses continues to facilitate nurses from overseas with an alternative to the current adaptation/assessment model for assessing the competence of nurses and midwives.

Approximately 800 nurses undertake this assessment annually, supporting responsive and timely recruitment into the Irish healthcare workforce. The test successfully completed a quality review by the RCSI Quality Enhancement Office. This year the Faculty was invited by the HSE HR department to scope the development of the Aptitude Test for nurses wishing to register and practice as psychiatric/mental health nurses.

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. In particular, the Faculty acknowledge the RCSI IT Department, Moodle colleagues and the two hundred OCSE Assessors who are critical to the successful delivery and provision of the Test. I wish to also acknowledge the support of Ms Lasarina Maguire, Board Member, who acts as a "super assessor" supporting the continuous quality improvement of the test.

The Faculty's Continuing Professional Development (CPD) collaborations have continued to expand with the development of innovative, clinically relevant CPD

programmes for partnerships with the Irish Medical and Surgical Trade Association (IMSTA), the Psychiatric Nurses Association of Ireland (PNA), SIPTU's Health Division and the Dublin Simon Community. Other important initiatives during the last year include the further development of the Faculty's ePortfolio supporting online application for Fellowship 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. The Faculty would like to thank Ms Catherine Clune Mulvaney, Operations and Education Manager and Ms Áine Halligan, Faculty Administrator for their skilful management of these programmes.

The Faculty in collaboration with the School of Nursing and Midwifery RCSI are scoping the introduction of a unique and innovative bridging programme.

This year has been our first full year of Fellows' events and you will see that the diversity of these events and the subject matter have been both challenging and exciting.

EXECUTIVE DIRECTOR'S REVIEW

Conference

The 38th Annual International Nursing and Midwifery Research and Education conference took place in February 2019. Three leading professionals, Professor Linda H. Aiken, Professor Margarete Sandelowski and Dr Judith Shamian were awarded Honorary Fellowships by the Faculty. National and international leaders from research, policy, regulation and practice addressed the conference.

RCSI Hospital Group

The Faculty collaborates 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.

- RCSI Hospital Group Nursing Now Campaign Group;
- DAISY Foundation awards for excellence in compassion;
- Scoping the development of a Centre of Nursing and Midwifery Advancement;
- RCSI Hospital Group Advanced Practice Network.

Global Initiatives

I am delighted to announce that Professor Marie Carney was commissioned to undertake archival research for the International Council of Nurses (ICN), as it

celebrates its 120th anniversary. The ICN is the global voice for nursing, and is a federation of 133 national nurses associations representing over twenty million nurses worldwide. Professor Carney attended the ICN congress to launch the commemoration.

In conjunction with the HSE HR department, Mr Kevin Hyland OBE and the ICN, the Faculty collaborated on the development of a booklet supporting nurses to identify and respond to human trafficking. This was also launched at the ICN Congress.

The Faculty has successfully secured collaborative research project funding with the Tuning Project on assessment.

As a Board member of the International Network for Healthcare Workforce Education (INHWE), I was delighted that the Faculty hosted an international conference on interprofessional education here at RCSI. Over 100 interdisciplinary colleagues from 25 countries attended this event.

Acknowledgements

I would also like to acknowledge the on-going support and collegiality from colleagues in RCSI. In particular, Mr Kenneth Mealy,

President RCSI; Professor Cathal Kelly, CEO/Registrar RCSI; Mr Kieran Ryan, Managing Director Surgical Affairs RCSI; Mr Dónall King, Legal Advisor; Mr Adrian Devitt, Associate Director, Office of the CEO; Mr Barry Mc Gowan and colleagues in finance, our HR Partner Ms Fiona Houlihan and members of the Surgery and Post Graduate Faculties Board.

Finally, I would also like to welcome all of our new Fellows. As you will read later in this report, the Programme of Fellows' Events offers a great opportunity for networking.

I hope you enjoy reading this Report, and we look forwarding to welcoming you to the Fellows' Event in December 2019.



Professor Thomas Kearns
Executive Director



BOARD AND STAFF OF THE FACULTY



Dr Theresa Frawley
Dean



Professor Michael Shannon
Vice Dean



Dr Mary Boyd
Honorary Secretary



Ms Hilda Gallagher
Honorary Treasurer



Dr Mark White
Board Member



Mr Paul Mahon
Board Member



Dr Patricia Minnock
Board Member



Ms Mary Godfrey
Board Member



Ms Lasarina Maguire
Board Member



Dr Kevin McKenna
Board Member



Professor Rory Farrelly
Board Member



Ms Marianne Garvey-McMahon
Board Member



Ms Judith Foley
Board Member Ex Officio
NMBI Representative



Professor Thomas Kearns
Executive Director



Ms Catherine Clune Mulvaney
Operations and Education Manager



Ms Maria Neary
Project Coordinator



Dr Edward Naessens
Programme Coordinator



Dr Cathy Fitzgerald
Research Fellow



Professor Marie Carney
RCSI Hospital Group ANP Network Coordinator



Ms Pamela Peppard
Faculty Administrator



Ms Áine Halligan
Faculty Administrator



Ms Caroline Skinnader
Executive Assistant

DEAN'S HIGHLIGHTS

2018- 2019

Newly conferred
Fellows pose with
Faculty Board and
Staff in December.



Professor Margarete Sandelowski, Professor Linda H. Aiken and Dr Judith Shamian pictured with Dr Theresa Frawley, Dean, Faculty of Nursing and Midwifery, ahead of their conferring as Honorary Fellows.



RCSI Hospital Group launch its Nursing Now campaign at Our Lady of Lourdes Hospital Drogheda, Co.Louth.



Panellists at the Faculty's 38th Annual International Conference in February.



Ms Catherine Corless speaking with Professor Michael Shannon, Vice Dean during the Faculty's "In conversation with" event in April.

FELLOWS AND HONORARY ASSOCIATES

The Faculty celebrated the conferring of its newest fellows at the Fellows, Members and Diplomates Conferring Ceremony, which took place in the Royal College of Surgeons in Ireland on Monday 10th December 2018.

The Fellowship of the Faculty of Nursing and Midwifery (FFNMRCIS) is a prestigious award that can be bestowed by the RCSI Faculty of Nursing and Midwifery to individuals in recognition of their work and achievements in nursing & midwifery and/or to the areas of education, research and the health and wellbeing of society.

Fellowships are awarded in different categories:

- Honorary Fellowship
- Fellow Ad Eundem
- Fellow by Election
- Fellow by Examination

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

is available to registered nurses and midwives with a minimum of five years nursing experience, holding a Masters level qualification in nursing or midwifery or other relevant Masters qualification.

In December 2018, the Faculty conferred seven nurses and midwives with Ad Eundem Fellowship awards, and fourteen nurses and midwives were conferred with Fellowship by Examination.

Fellows Ad Eundem

- Professor Anne-Marie Brady, Professor of Nursing & Chronic Illness & Head of School of Nursing and Midwifery, School of Nursing & Midwifery, Trinity College Dublin;
- Dr Melissa Corbally, Assistant Professor, School of Nursing and Human Sciences, Faculty of Science and Health, Dublin City University, Dublin 9;
- Professor Anne Gallagher, Professor of Ethics and Care, Director International Care Ethics Observatory, Faculty of Health and Medical Sciences, University of Surrey, Surrey, UK;
- Dr Nina Kilkku, Principal Lecturer, Nurse, Psychotherapist, PhD and President, European Psychiatric Nurses (Horatio), School of Health Care and Social Services, Tampere University of Applied Sciences, Tampere, Finland;
- Dr Connie Lawrence, DNP, MSN, RN, FNP-BC, Director of RN-BSN program, The College at Brockport, New York, USA;

- Professor Jill Maben, Professor of Health Services Research and Nursing, School of Health Sciences, University of Surrey, UK;
- Professor Anne Matthews, Professor, School of Nursing & Human Sciences, Dublin City University, Ireland.

Fellows by Examination

- Ms Clodagh Barry, ADON, University Hospital Temple Street, Dublin 1;
- Ms Hanora Byrne, RANP Dual Diagnosis, National Forensic Mental Health Service, Central Mental Hospital, Dublin;
- Ms Sibéal Carolan, Workforce Development Lead, Workplace Health and Wellbeing Unit, Health Service Executive;
- Ms Theresa Michelle Cassar-Gheiti, Acting CNM 2, Operating Department, Cappagh Orthopaedic Hospital, Dublin;
- Ms Comfort Chima, Lecturer and Programme Director, School of Nursing and Midwifery, RCSI;
- Ms Vanessa Clarke, Nurse Project Officer- Research and Development, Nursing and Midwifery Planning and Development Unit, HSE North East, Ardee, Co. Louth;
- Dr Mary Doolan, Project Officer, Nursing and Midwifery Planning and Development Unit Midland Regional Hospital, Tullamore, Co Offaly;
- Professor Rory Farrelly, Adjunct Professor & Chief Director of Nursing and Midwifery, RCSI Hospital Group;



The Faculty's newly conferred Fellows pictured at the Fellows, Members and Diplomates Conferring Ceremony in December 2018.

- Ms Marianne Garvey-Mc Mahon, Former Nurse and Advocacy Campaigner;
- Ms Eileen Kelly, Area Director of Mental Health Nursing, St. Joseph's Intellectual Disability Service, Portrane, Co. Dublin;
- Ms Deirdre MacNeill, ADON, Practice Development, Clonskeagh CHO 6 Mental Health Services;
- Ms Fionnula Mc Liam, RANP in Cognitive Behavioural Psychotherapy & Adjunct Associate Professor, HSE, CHO Area 6, Dublin South East Mental Health Services, Vergemount, Dublin;
- Ms Susan O'Reilly, Candidate ANP, Dementia, Connolly Hospital, Dublin;
- Mr Anthony Smith, ADON Mental Health Services, St. Ita's, Portrane, Co. Dublin.

(Front Row L-R)

Dr Mark White, Ms Mary Godfrey, Ms Hilda Gallagher, Prof. Anne Gallagher, Dr Theresa Frawley, Prof. Jill Maben, Prof. Thomas Kearns, Ms Clodagh Barry, Dr Mary Boyd, Dr Catherine O'Neill.

(Middle Row L-R)

Dr Nina Kilkku, Dr Connie Lawrence, Ms Vanessa Clarke, Ms Eileen Kelly, Ms Deirdre MacNeill, Ms Marianne Garvey-Mc Mahon, Ms Sibéal Carolan, Prof. Anne Matthews, Dr Melissa Corbally.

(Back Row L-R)

Ms Comfort Chima, Ms Theresa Michelle Cassar-Gheiti, Mr Anthony Smith, Ms Catherine Clune Mulvaney, Ms Hanora Byrne, Dr Mary Doolan, Prof. Anne-Marie Brady.

Fellows, Members and Diplomates Conferring Ceremony



Dr Mary Doolan gowning ahead of the Fellowship Ceremony.



Dr Mary Boyd, Honorary Secretary; Dr Theresa Frawley, Dean; Professor Marie Carney, Past Dean.



Dr Theresa Frawley, Dean and Ms Catherine Clune Mulvaney, Operations and Education Manager.



Ms Hilda Gallagher, Honorary Treasurer; Professor Thomas Kearns, Executive Director; Dr Theresa Frawley, Dean; Dr Mark White, Board Member.

Honorary Associates

The appointment of Honorary Associates to the Faculty of Nursing and Midwifery continued in 2018/2019, as the Faculty grew and expanded its range of Continuing Professional Development (CPD) programmes. Honorary Associates can be appointed as Teaching, Research or Clinical Associates.

The design, facilitation and delivery of CPD programmes by practising clinical and/or subject matter experts is a key characteristic of the Faculty's CPD offerings. Honorary Associate appointments enable the Faculty to recognise the expertise, experience and professionalism of our facilitators from a diverse range of specialist areas.

Honorary Teaching Associates

- Ms Hanora Byrne;
- Ms Fionnula MacLiam;
- Ms Clodagh Barry;
- Dr Mary Doolan.

FELLOWS AND FRIENDS' EVENTS

The Faculty hosted a series of events for Fellows during the last year. The programme offered a diverse range of presentations, speakers and topics and Fellows enjoyed both the professional and social aspects of these events.

December 2018

In December, Fellows enjoyed a beautiful Christmas event with artists entertaining the audience with carol singing, hymns and readings, under the leadership of Mr Pat O'Donoghue.



April 2019

Fellows and their guests, enjoyed an "In conversation with" event, as Professor Michael Shannon, Vice Dean, interviewed Ms Catherine Corless, a local historian whose extensive research unearthed records relating to the deaths of 800 babies and infants at the site of the former Mother and Baby Home in Tuam. Catherine's research led to the establishment of the Commission of Investigation into Mother and Baby Homes and the discovery of significant quantities of human remains on that site. Subsequently, Minister Zappone announced approval for a full forensic excavation and exhumation of the babies remains, along with DNA testing, following the legislation bill to be passed to allow this.

During a moving interview, Catherine vividly described her childhood, her life growing up in Tuam, her interest in local history and her comprehensive and detailed research on the Mother and Baby Home in Tuam. The audience was inspired by Catherine's courage, humanity, humility, persistence and strength and equally saddened to hear of the lack of community and institutional support which she received. The question and answer session with Catherine was very engaging and the importance of recognising and courageously managing moral issues was highlighted.

Fellows at the April Fellows' Event



June 2019

The Faculty was delighted to welcome Mr Howard Catton, Chief Executive Officer, International Council of Nurses (ICN), Geneva, Switzerland and Ms Aisling Culhane, General Secretary of Horatio, the European Psychiatric Nurses Association in June for addresses focused on *"Health Policy and Nursing: Local, National and International"*.



Mr Howard Catton, Chief Executive Officer, International Council of Nurses (ICN) addressing Fellows on the global health agenda and how nurses and nursing can effectively contribute to this agenda.



Ms Aisling Culhane, General Secretary of Horatio explaining the importance of Horatio harnessing the energy, knowledge and experiences of European psychiatric nursing to influence policy development globally.



Faculty Board and Staff pictured with speakers Mr Howard Catton and Ms Aisling Culhane ahead of the June 2019 Fellows' Event

Fellows and Guests Enjoying the June Fellows' Event





PROGRAMME FOR FELLOWS AND FRIENDS' EVENTS 2019/2020

DATE	EVENT
03 December 2019 Tuesday 18.15pm - 20.30pm	<p>Christmas Event</p> <p>Christmas Carols with the HSE Tullamore Staff Choir Mince Pies and Mulled Wine</p> <p>The HSE Tullamore Staff Choir was established as part of the HSE's initiatives to promote staff wellbeing.</p> <p>The choir received huge praise for their 'flash mob' performance, for patients and visitors to Midlands Regional Hospital in Tullamore with their rendition of Coldplay's Fix You. This performance went viral with over one million views.</p>
05 February 2020 Wednesday 18.15pm - 20.30pm	<p>A Composition of Leadership Principles through Opera</p> <p>This musical evening will feature Ms Orla Shannon and Professor Michael Shannon, Vice Dean, Faculty of Nursing and Midwifery.</p> <p>Orla is a lyric coloratura soprano soloist and ensemble singer with wide ranging interests from Baroque to Contemporary repertoire. Her doctoral research on twentieth-century Irish female composers is the recipient of a scholarship awarded by the Irish Research Council. Orla currently studies privately with Professor Ashley Stafford in London and enjoys combining her performative and musicological expertise in a lecturing capacity at DCU.</p> <p>Professor Michael Shannon has extensive experience in corporate and clinical leadership in Ireland, England and the Middle East. He is the founder and owner of Global Leadership Consultancy (GLC) and has held a number of Leadership positions including; advisor to the Ministry of Health, Bahrain, consultant to the World Health Organization, Programme Director at the Institute of Leadership, RCSI, Bahrain and Director, National Nursing & Midwifery Services Director HSE, Ireland.</p>

<p>27 February 2020 Thursday</p> <p>Full Day Registration from 7.45am</p>	<p>39th Annual International Nursing & Midwifery Research and Education Conference</p> <p>'2020: The WHO Year of the Nurse and Midwife: Celebrating Nurses and Midwives Contribution to Healthcare Locally and Globally'.</p> <p>In recognition of the contribution of nurses and midwives to healthcare and in celebration of 2020, as the WHO Year of the Nurse and Midwife, the Faculty is delighted to announce that the Conference on Thursday will be a free event.</p> <p>Speakers</p> <ul style="list-style-type: none"> • Ms Elizabeth Iro, Chief Nursing Officer, WHO, Geneva, Switzerland; • Lord Nigel Crisp, Co-Chair of the UK's All-Party Parliamentary Group on Global Health; Co-Chair of the Nursing Now campaign; and former NHS Chief Executive and Permanent Secretary of the UK Department of Health 2000-2006; • Ms Gabrielle Jacob, Programme Manager/Unit Head, Human Resources for Health Programme, WHO Regional Office for Europe, Copenhagen, Denmark; • Professor Richard Ricciardi, President-Elect, Sigma Theta Tau International & Professor, George Washington University, School of Nursing, Washington, D.C., USA.
<p>April</p>	<p>In conversation with...TBC</p>
<p>11 June 2020 Thursday 18.15pm - 20.30pm</p>	<p>Guest Lecture Professor Brian Dolan OBE</p> <p><i>Title: Why Patient Time is the Most Important Currency in Healthcare.</i></p> <p>Brian has a thirty year career in various nursing, leadership, academic and consulting roles focusing on system redesign, culture change and patient flow. He is Director of Health Service 360 (UK) and also works in New Zealand (where he is Director of Service Improvement in Canterbury District Health Board), the UK and Australia.</p> <p>Brian is the originator of #Last1000days and #EndPJparalysis and author/editor of seven books, mainly on emergency care. He is Honorary Professor of Leadership in Healthcare at University of Salford, Manchester and Visiting Professor of Nursing at the Oxford Institute of Nursing, Midwifery and Allied Health Research, Oxford. In June 2018, he was voted one of the 20 most influential people in the history of the NHS and in the 2019 New Year's Honours List, Brian was awarded an OBE by HM Queen Elizabeth 'For services to nursing and emergency care'.</p>
<p>September/ November/ December</p>	<p>We will host three events between September and December, the details of which will be announced in 2020.</p>

REGISTER AT facnurse@rcsi.com

All of these events will take place in the RCSI, 123 St Stephen's Green, Dublin 2

RCSI WOMEN ON WALLS PROJECT

In March 2019, RCSI, Accenture and Business to Arts unveiled a series of new portraits of historical female leaders in healthcare. This campaign recognises the pioneering achievements of eight extraordinary women and aims to enhance the visibility of historical female leaders in healthcare to inspire future generations.

This was a very proud day for us all in the Faculty and a great acknowledgement of the vision, contribution and leadership of Ms Mary Frances Crowley and her colleagues, whose foresight created, developed and nurtured what we are all part of today.



Dean Mary Frances Crowley (1906 – 1990) by William Nathans as part of the campaign, Women on Walls at RCSI in partnership with Accenture.

The portraits were officially unveiled by Minister for Higher Education Ms Mary Mitchell O'Connor TD and RCSI President Mr Kenneth Mealy. The portraits now hang in the Board Room of RCSI's historic building on St Stephen's Green.



Minister for Higher Education, Ms Mary Mitchell O'Connor TD pictured with members of Ms Mary Frances Crowley's family at the unveiling of the RCSI Women on Walls portraits.



Members of Ms Mary Frances Crowley's family at the unveiling of the Women on Walls portraits with Dr Theresa Frawley, Dean, Faculty of Nursing and Midwifery.

DEAN MARY FRANCES CROWLEY (1906 – 1990)

SRN, SCM, RGN, OND, Adm. Cert., President, Nurse Tutors Academic Society, founder member and first Dean of the Faculty of Nursing and Midwifery, RCSI.

Born in Wexford, Mary Frances Crowley undertook her professional training in Britain, earning her Registered Nurse Certificate in 1935. She returned to Ireland in 1941 to take up a senior position in Sir Patrick Dun's Hospital. In 1944, she was appointed Assistant Matron of the Royal Victoria Eye and Ear Hospital. Immediately after the war, Crowley travelled to northern France as Matron of the Irish Red Cross Hospital at Saint-Lô (the hospital's storekeeper, interpreter and driver was Samuel Beckett, the future Nobel Laureate). For their work at Saint-Lô, Crowley and her staff were awarded the Médaille de la Reconnaissance française. Crowley founded the Nursing Training School at the Eye and Ear and became Director of Nursing Studies. In 1974, her ambition of many years was realised with the establishment of a Faculty of Nursing at RCSI, the first of its kind in Ireland or Britain.

WILLIAM NATHANS

William Nathans (b. 1981) is a classically trained painter working in the USA and abroad. He began his formal artistic career in New York completing a BFA degree at the School of Visual Arts, NYC and continued for an additional three years in Toronto, Canada at the Academy of Realist Art. Nathans works mainly in oil and dry media, basing his work on studying the subtle range of tones and hues found under atmospheric north light. His work attempts to document the people of his time questioning how the present and the past have shaped them. Notably, Nathans received a commission to paint the official portrait of Cardinal John Foley, Grand Master of the Knights of the Holy Sepulchre which hangs in Vatican City paving his noteworthy achievements in portraiture. Since his relocation from the USA to Ireland in 2013 Nathans has exhibited nationally, including RHA Annual Exhibition (2018). Notably, Nathans's most recent commission is the official portrait of the first woman Chief Justice of Ireland, Justice Susan Denham, which hangs in the Honorable Society of King's Inns.

Following Professor Marie Carney's (Past Dean) extensive research into the life and work of Ms Mary Frances Crowley, Professor Carney was interviewed for a Podcast to accompany the launch of the Women on Walls portrait. The Podcast is available at:

<http://women.rcsi.com/podcasts/dean-mary-frances-crowley-1906-1990/>

PAST DEANS' AFTERNOON TEA

Dr Theresa Frawley, Dean, Faculty of Nursing and Midwifery hosted afternoon tea for Past Deans to celebrate the unveiling of Ms Mary Frances Crowley's portrait in the Board Room.



Deans past and present pictured with the portrait of the Faculty's Founding Dean, Ms Mary Frances Crowley.

(Standing L-R) Ms Josephine Bartley, Ms Nora Cummins, Dr Theresa Frawley, Dean; Ms Eileen Maher, Ms Maeve Dwyer.

(Seated L-R) Dr Áine Colgan, Professor Edna Woolhead, Professor Marie Carney, Ms Mary Jacob.

The afternoon began with a presentation on each of the portraits by Mr Frank Donegan, Head Porter followed by discussion and networking over afternoon tea. This will now become an annual event for the Faculty's Past Deans.

Past Deans Enjoying the History of the Women on Walls Portraits



38TH ANNUAL INTERNATIONAL NURSING & MIDWIFERY RESEARCH & EDUCATION CONFERENCE: AN OVERVIEW

Introduction

The RCSI Faculty of Nursing and Midwifery hosted its 38th Annual International Conference on Wednesday 27th and Thursday 28th February 2019 in the Royal College of Surgeons in Ireland. The Conference continues to attract nurses and midwives from Ireland, Northern Ireland, the United Kingdom, the United States of America and the Middle East. Over 200 delegates enjoyed excellent discussions and interactions at Conference 2019, following the introduction of a more interactive format. Professionally facilitated Panel discussions with global leaders were a new feature this year and stimulated tremendous levels of discussion, dialogue and debate with delegates and panellists.

The Faculty is very proud of its annual flagship event and despite a challenging and competitive conference marketplace, is delighted that many of the delegates return year on year, to hear from renowned global leaders, interact with presenters and share research across a diverse range of clinical, educational and leadership areas. As those of you

who have attended the Conference will know, the Conference's unique welcoming character provides opportunities for nurses, midwives, academics and researchers to share information and ideas, to network, to explore and build on potential collaborations and to influence policy in nursing and midwifery.

The 2019 Conference theme '*The Future of Nursing and Midwifery Practice, Education and Research*' was particularly relevant given the industrial dispute - focused on patient safety, safe staffing levels and skill mix - which took place in Ireland in February. Professor Linda Aiken's work in this area globally, and Professor Jonathan Drennan's Irish work on piloting the implementation of safe staffing frameworks was particularly interesting and delegates were keenly aware of how this research is impacting on nursing and midwifery practice at the coalface.

Presentations in the concurrent strands, across a wide variety of areas including *Technology Enhanced Learning, Patient, Service User and Clinician Informed Care, Theories and Tools to Underpin Quality in Nursing*

Care, Oncology & Palliative Care, Critical and Intensive Care Nursing, Maternity and Child Health and Enhancing Clinical Practices addressed the future of nursing and midwifery. Forty oral presentations were delivered and 55 Poster Presentations were presented.

A Masterclass on "Mixed Methods Research" and a Seminar entitled "Gerontological Nursing in Ireland: Current Perspectives" were concurrently delivered on Friday 1st March 2019.

This year, the Faculty was particularly delighted to launch the DAISY Foundation International Award for Compassion in Nursing at the RCSI. Further detail is presented on this later in the report.

The Faculty appreciates the continued support of Fellows, as it is this that makes the conference such a success.



RCSI FACULTY OF
NURSING & MIDWIFERY

38th ANNUAL INTERNATIONAL NURSING & MIDWIFERY RESEARCH AND EDUCATION CONFERENCE

27 - 28 FEBRUARY 2019

THE FUTURE OF NURSING AND MIDWIFERY PRACTICE, EDUCATION AND RESEARCH

CPD ACCREDITATION:

Faculty of Nursing & Midwifery (RCSI) Continuing Nursing & Midwifery Education Units (CNMEUs): **6 CNMEUs**

Nursing & Midwifery Board of Ireland (NMBI) Continuing Education Units (CEUs): **6 CEUs**

REPORT ON 2019 CONFERENCE

Annual Conference Opening Ceremony, Dinner and Honorary Fellowship Conferring Ceremony

The Conference was officially opened by Mr Kenneth Mealy, RCSI President following a welcome from Dr Theresa Frawley, Dean, Faculty of Nursing and Midwifery. Mr Kevin Hyland OBE delivered the Opening Address.

Kevin served as the UK's First Commissioner to The Office of the Independent Anti-Slavery Commissioner following the enactment of the Modern Slavery Act 2015. Kevin has a distinguished and an international career in the fight against modern slavery and human trafficking having worked for the Metropolitan Police Service for over 30 years. Kevin also played a central role in the establishment of the Santa Marta Group in 2014, a global alliance of International Law Enforcement Agencies, NGOs and Civil Society organisations working to eradicate human trafficking and modern-day slavery. He also represents Ireland on the Council of Europe's group of experts on Action Against Trafficking of Human Beings (GRETA), who work on combating human trafficking.

Kevin's Opening Address addressed the current challenges of human displacement outlining the myriad reasons such as conflict, oppression, inequality,

climate change and natural disasters, impacting 65 million children, women and men. Human trafficking is a crime which involves someone making a conscious decision to trade in people as a commodity including for forced labour, servitude, sexual exploitation, forced criminality or even for human organs.

Kevin's thought provoking address explored global themes including the current cultural unpopularity of 'inclusion', the 'what's in it for me' culture and the disposable culture which now includes disposable people. In addition, he highlighted the money-making motivations which have underpinned slavery throughout history.

Honorary Fellowship Conferring Ceremony

The Faculty was delighted to confer the Faculty's Highest Award, its Honorary Fellowship on three nurses, who have all demonstrated outstanding contributions to the professions of nursing and midwifery and its development throughout their distinguished careers. Professor Linda H. Aiken, Professor Margarete Sandelowski and Dr Judith Shamian were honoured, with Honorary Fellowships in the presence of the Dean, Dr Theresa Frawley, RCSI President Mr Kenneth Mealy, members of the Board and Conference Committee

of the Faculty, Past Deans, guests and delegates attending the Annual Dinner.

Professor Linda H. Aiken

Professor Linda H. Aiken is the Fagin Leadership Professor in Nursing, Professor of Sociology and Director of the Centre for Health Outcomes and Policy Research at the University of Pennsylvania, USA. Professor Aiken is noted for her pioneering research in the field of nursing care and safe staffing. She developed what is known as the "RN4CAST" project, a study examining how organisational features of hospital care impact on nurse recruitment, retention and patient outcomes. The project is the largest study of its kind, examining nursing care practices in the United States, Europe, Asia, South Africa, Australia and Chile. Dr Catherine O'Neill, Board Member and Citation Reader

stated that “This large-scale study has produced remarkable evidence of the importance of a smaller patient to nurse ratio in improving patient outcomes. Dr Aiken documented that 30-day mortality after common surgical procedures increased by 7% for each additional patient added to a nurse’s workload. The study also concluded that patients in hospitals with lower proportions

of nurses with bachelor’s degrees have poorer patient outcomes”. Speaking on the receipt of her Honorary Fellowship, Dr Aiken said: “I am very proud to receive this Honorary Fellowship from the RCSI Faculty of Nursing and Midwifery. “Nurses are the lifeblood of hospitals the world over, and I am passionate about the safe staffing of nurses in the hospital environment. A healthy

nurse work environment has a range of benefits, not least the significant impact on patient care and safety, as RN4CAST shows. “I am continuing to work with leading educational institutions like RCSI worldwide to find ways to further improve nurse work environments and improve patient care globally”.



Honorary Fellows celebrate their conferring at the Faculty of Nursing and Midwifery- Prof. Margarete Sandelowski, Prof. Linda H. Aiken, Dr Theresa Frawley (Dean, Faculty of Nursing and Midwifery), Prof. Judith Shamian.

Professor Margarete Sandelowski

Professor Margarete Sandelowski is the Boshamer Distinguished Professor Emeritus at the University of North Carolina at Chapel Hill, North Carolina, USA. Professor Sandelowski is renowned as a leader in the global research community and widely recognised for her research in the areas of technology, gender and reproductive health.

Ms Mary Godfrey, Board Member and Citation Reader highlighted how "Margarete has been a trailblazer and a crusader in the field of qualitative research, best attributed to her vision, endeavours and expertise, particularly at a time when nursing research in particular and scholarship were in their infancy".

Ms Godfrey also highlighted the prolific outputs by Professor Sandelowski with publications extending over thirty four years. Describing her publications Ms Godfrey stated "Her published books include the award winning (1993) *With Child in Mind: Studies of the Personal Encounter with Infertility*; two highly praised works in the area of social history include *Pain, Pleasure and American Childbirth: From*

the Twilight Sleep to the Read Method, 1914-1960 (1984) and *Devices and Desires: Gender, Technology and America Nursing* (2000), which has been described as one of the "best histories of nursing available today" that makes a valuable contribution to both the history of technology and the history of nursing in the context of the care of patients demonstrating her continuing scholarship".

Dr Judith Shamian

Dr Judith Shamian is ICN President Emerita, International Council of Nurses (ICN), Geneva, Switzerland. Dr Shamian has an international professional reputation within nursing leadership, research and representation and is one of the best known, highly respected and foremost nursing advocates of her generation.

Dr Mary Boyd, Honorary Secretary and Citation Reader described Dr Shamian's vision for the ICN and how she aspired to maximise the organisation's ability to empower nurses and nursing organisations to influence nursing and health agendas globally. "She achieved this by focusing on health-care solutions. Optimising the use of evidence and expertise is essential to convince

governments and others to improve healthcare policy, by ensuring that nursing speaks with one voice on key issues, and by listening and working with nursing organisations and nurses around the world. ICN's greatest resources are individual nurses and nursing organisations. Together, they made the ICN and its member organisations the best they could be and her Presidency was truly transformational".

Dr Boyd emphasised Dr Shamian's contribution to the development of nursing globally. "Judith has provided consultancy on nursing projects in Israel, China, Hungary, the Barbados, the British Virgin Islands, and the US; one of her major accomplishments was helping Polish nurses establish their national nursing association. Judith has contributed to many expert panels, including several for the World Health Organization: the Expert Advisory Panel on Nursing, the Nursing Advisory Group, and the Global Advisory Committee on Nursing and Midwifery. Dr Shamian served as a Commissioner at the UN High Commission on Health Employment and Economic Growth during 2016".

INVITED SPEAKER PROFILES

OPENING ADDRESS



Dr Judith Shamian

Dr Judith Shamian

Judith is the immediate past President and President Emeritus of the International Council of Nurses (ICN). Dr. Shamian is past president of the Canadian Nurses Association (CNA). She is also a professor at the Lawrence S. Bloomberg Faculty of Nursing at the University of Toronto, and the founding executive director of the Office of Nursing Policy at Health Canada the Canadian Federal Government. Shamian obtained her PhD from Case Western Reserve University, Cleveland, Ohio, her master's in public health from New York University, and her baccalaureate in community nursing from Concordia University in Montreal. Dr. Shamian holds four Honorary Doctorates and recipient of numerous awards including Canada's Most Powerful Women: Top 100 award from the Women's Executive Network.

Dr. Shamian is a strong voice for the role and impact of nurses and nursing can make on global health. Global Health will only be attained by including civil society and professional voices in the planning and implementing of global agendas like UHC, NCDs and others.

In an address entitled "The Future of Nursing and Midwifery Practice, Education and Research: **Policy the Missing Link!!!**", Dr Shamian addressed how nursing and midwifery have built a cadre of strong highly educated clinicians, educators, researchers and professional leaders in recent decades, with ever-increasing research productivity worldwide and the socialisation of degree prepared nurses and midwives positively positioning nursing and midwifery for the future. Dr Shamian examined why the nurses' and midwives' voice, impact and influence is shrinking and asked the central question: how is it possible that when we have this growing body of knowledge and large numbers of practitioners, educators and executives, we are unable to see the impact which will improve population and global health? She stated that "My proposition is: **unless we learn how to walk the corridors of policy and decision making, enter the door, have a seat at the table and express a voice of influence in policy, financial and other decision making forums, our reality to influence and shape the future will elude us.** She called on ever nurse to actively engage within their spheres of influences to make this a reality.

KEYNOTE ADDRESSES



Professor Linda H Aiken

Professor Linda H Aiken

The Claire M. Fagin Leadership Professor of Nursing, Professor of Sociology, Director, Center for Health Outcomes and Policy Research, University of Pennsylvania, Philadelphia, USA.

In a keynote address entitled "Implications of Recent Nursing Outcomes Research for Policy and Practice: An International Perspective", Prof. Aiken highlighted how advances in nursing outcomes research around the world have substantially bolstered the evidence base that should be informing changes in policy, health system redesign, and clinical nursing practice.

She outlined the research findings from studies in Europe, Australia, Latin America, and the US that are applicable worldwide in improving patient outcomes, enhancing the recruitment and retention of nurses, and enhancing the value of investments in healthcare. She also discussed the potential impact from the introduction of mandated hospital nurse staffing in Queensland, Australia. Her presentation focused on the evidence which impacts on nurse staffing, skill mix, nurse educational qualifications, and the quality of work environments on hospital patient outcomes and health system financial outcomes. She also briefly addressed the outcomes of advanced practice nursing in some jurisdictions.



Professor Jonathan Drennan

Professor Jonathan Drennan

The Faculty was delighted to welcome its Fellow, Professor Jonathan Drennan who explored "The Impact of an Intentional Change to Nursing Staffing on Patient, Nurse and Organisational Outcomes: Results from a Programme of Research into Safe Nurse Staffing in Ireland" in his keynote address.

Prof. Drennan's presentation discussed the impact that planned changes to nurse staffing and skill-mix have on patient, nurse, and organisational outcomes in hospitals in Ireland. These changes were implemented in number of pilot hospital sites as part of the recommendations in the Department of Health (2018) published document entitled a *Framework for Safe Nurse Staffing and Skill Mix in Ireland*. In this report a number of recommendations were made to ensure that the staffing of hospitals was safe and effective; that is to ensure the right number of nurses are in the right place at the right time and with the right skills to deliver care. However, it has been highlighted that there are several design limitations in studies that explore the relationship between nurse staffing and patient, nurse and organisational outcomes; not least that the vast majority of research in this area emanates from studies that are predominantly observational in design. To counter these limitations, the research discussed in his paper followed several recommendations that have been made on enhancing methodological approaches to measure the association between nurse staffing and outcomes. These approaches included: before and after and longitudinal study designs, inclusion of the unit of analysis at ward rather than hospital level, repeated measures over time and, the collection of staffing levels for each shift rather than nurse

self-reports. The design allowed his team to measure the temporal precedence of events; that is the outcomes observed followed the intervention (i.e., changes to staffing). The paper concluded with the results from the research to date in Ireland and the impact that changes in nurse staffing are having on patient, nurse and organisational outcomes.



Professor Margarete Sandelowski

Professor Margarete Sandelowski

In her keynote address, entitled "Nursing Scholarship for the Future", Prof. Sandelowski explored how the scholarship demands on academic nursing have changed dramatically over the last thirty years particularly the increasing corporatization (Darbyshire, 2015) of higher education, along with the consumer-oriented "knowledge economy" (Giot, 2010) and its associated emphasis on functionality and efficiency.

She highlighted the need for initiatives such as multidisciplinary research teams, vibrant research environments, the enhancement of scholarship at all levels of nursing education and the need for accelerated/integrated BSN/PhD programmes. She also highlighted the need for training in 'Grantsmanship', and innovation approaches to the teaching of research across all nursing and midwifery, advocating the abandonment of the quantitative/qualitative binary. Prof. Sandelowski spoke passionately about the need for mentorship programmes in research and scholarship development for junior faculty and she stressed the urgency in building nursing confidence in the right to claim expertise, stating that it is "impossible to draw clean lines around disciplines".

Panel Discussion

Dr Judith Shamian, Professor Linda Aiken and Professor Jonathan Drennan were joined by global and national leaders for a lively panel discussion exploring areas such as the implementation of the safe staffing frameworks, skill mix and the future of nursing and midwifery. The Panel was chaired by RTE Journalist and Current Affairs presenter, Ms Miriam O'Callaghan.



Pictured after a Panel Discussion on Safe Staffing Frameworks and the Future of Nursing & Midwifery at the Faculty's 38th Annual International Conference (L-R) Dr Mary Boyd, Honorary Secretary, Professor Jonathan Drennan, Chair of Nursing and Health Services Research, University College Cork (Keynote); Ms Annette Kennedy, President, International Council of Nurses (ICN) Geneva, Switzerland; Ms Essene Cassidy, President, Nursing and Midwifery Board of Ireland; Dr Theresa Frawley, Dean; Ms Miriam O'Callaghan, Panel Facilitator; Ms Mary Wynne, Interim Nursing and Midwifery Services Director, Office of the Nursing and Midwifery Services Director, Health Service Executive; Dr Judith Shamian, ICN President Emerita, International Council of Nurses (ICN) Geneva, Switzerland; Professor Linda Aiken, The Claire M. Fagin Leadership Professor of Nursing, Professor of Sociology, Director, Center for Health Outcomes and Policy Research, University of Pennsylvania, Philadelphia, USA (Keynote), Professor Thomas Kearns, Executive Director, Faculty of Nursing and Midwifery.



Prof. Ingalill Rahm Hallberg

Research Informed Practise; Pragmatic, Complex or Comparative Effectiveness Interventions

Prof. Ingalill Rahm Hallberg

Professor Emerita Ingalill Rahm Hallberg (RN, PhD, FEANS, FAAN) is a Professor in healthcare science at Lund University, Sweden. She is a registered nurse in mental health and a Fellow of the American Academy of Nursing and of the European Academy of Nursing Science, an organisation she participated in initiating and later on became the president of for several years. During that time she, together with the Board, implemented complex interventions as a curriculum for the three year summer school for PhD students in Europe and together with Professor D.A. Richards edited the handbook of *Complex Interventions in Health*.

Nationally she built up and managed a large interdisciplinary institute for health sciences. She became honorary member of the Swedish Medical Society for her contribution to knowledge building useful for practice. She has been the pro-dean of the medical faculty as well as the assistant and pro-vice chancellor of Lund University. Internationally, she is well known in particular for her research on ageing, healthcare and social service to older people and also for her engagement in furthering nursing research from discovery to evaluation. It is within this area she has been the main supervisor of 29 PhD students and in addition co-supervised several PhD students. Currently she is working together with clinicians and experimental researchers to understand the molecular fingerprints of psychological resilience in women with breast cancer. This research was initiated by Prof. Hallberg in the attempt to close the gap between body and mind and better understand that interaction and thereby improve treatment.



Prof. Alessandro Stievano

Scholarship in Europe: The Italian Experience

Prof. Alessandro Stievano

Alessandro Stievano (PhD, MSN, RN, FAAN, FFMNRCIS), is currently Associate Director for Nursing and Health Policy at the International Council of Nurses. Additionally, he is also research coordinator of the Centre of Excellence for Nursing Scholarship of Opi Rome - Italy. The Centre is a novel project to designate substantial administrative and funding support for advancing nursing education, clinical practice, research development and research training in Italy.

Prof. Stievano received a Master's degree in Education (Rome Three University - Rome - Italy) and a Master's degree in Sociology from Alma Mater University of Bologna - Italy. He is author of multiple peer-reviewed publications on a national and international level. His main professional interests are connected to ethics and transcultural movements of health professionals in the globalised society. He has combined his expertise in professional regulation issues and nursing ethics to influence policies globally.

Prof. Stievano holds Editorial Board positions on journals such as Nursing Ethics and Nurse Education in Practice. He is the President of the Italian Transcultural Nursing Association. He has received an Honorary Fellow ad Eundem from the Faculty of Nursing & Midwifery, RCSI in 2016.



Prof. Sharron Docherty

Building a Programme of Research to Support Clinical Innovation in Adolescent and Young Adult Chronic Illness Self-Management: Peer i-Coach for Activated Self-Management Optimisation

Prof. Sharron Docherty

Sharron Docherty is Associate Professor and PhD Program Director at Duke University School of Nursing. She has a joint appointment with the Department of Pediatrics in the School of Medicine.

She has practiced as a paediatric nurse practitioner and served as the director of the paediatric acute/chronic care nurse practitioner speciality from 2002-2010. She received her BScN from the University of Windsor, Canada her MScN from the University of Western Ontario, Canada and earned her PhD in Nursing at UNC-Chapel Hill, USA.

Prof. Docherty's research is aimed at improving outcomes for children, adolescents, young adults and families undergoing intensive treatment for life-threatening and chronic conditions. She studies how to improve care models, symptom management, and decision-making from diagnosis through end of life. She has methodological expertise in the use of qualitative, mixed-methods, trajectory science and visualisation methodologies for complex data exploration, and intervention development and testing.



Prof. Assumpta Ryan

'If I Knew Then What I Know Now': Lessons Learnt from Qualitative Research with Older People and their Families

Prof. Assumpta Ryan

Assumpta's research is focused on ageing and the care of older people. Specific interests include the needs and experiences of family carers, caregiving in dementia and quality of life in nursing and residential homes. Assumpta is the Northern Ireland Lead for the UK wide 'My Home Life' Leadership Support and Community Development Programme for care home managers.

She has published extensively in a range of academic journals and has presented at a broad range of national and international research conferences. Assumpta is Editor of the Journal of the All-Ireland Gerontological Nurses Association and is on the Editorial Board of *Dementia: The International Journal of Social Research and Practice* and *The International Journal of Older People Nursing*. Assumpta is currently President of the All-Ireland Gerontological Nurses' Association.



Annette Kennedy

The Role of the ICN in Establishing Global Nursing Leadership

Ms Annette Kennedy

Annette Kennedy was elected 28th President of the International Council of Nurses (ICN) in June 2017 after serving four years as Vice President.

Previously, she held the position of President of the European Federation of Nurses and was active in lobbying the European Parliament, Commission and Council.

A registered nurse and midwife with a BA in Nursing Studies and an MSc in Public Sector Analysis, Annette was the Director of Professional Development for the Irish Nurses and Midwives Organisation for 19 years and established the INMO's very successful Education, Research and Resource Centre.



Prof. Jonathan Drennan

Writing for Publication: Steps to Success

Prof. Jonathan Drennan

Jonathan Drennan is Professor of Nursing and Health Services Research at the School of Nursing and Midwifery, University College Cork. He was previously Professor of Healthcare Research at the University of Southampton.

Jonathan has undertaken research in Ireland and the UK on non-medical prescribing, emergency care, the abuse and neglect of older people in community and residential settings, cancer information services, research priorities for nursing and midwifery and safe nurse staffing. He presented to and advised the National Institute for Health and Care Excellence (NICE) Safe Staffing Advisory Committees on staffing in medical and surgical wards and accident and emergency departments in the UK. This was part of the development process of the NICE guidelines on safe staffing.

Jonathan is also a member of the Department of Health taskforce involved in the development of guidelines for safe nurse staffing and skill mix in the healthcare sector. He is currently leading a Health Research Board and Department of Health funded study on safe staffing in medical, surgical and emergency settings in Ireland.

Acknowledgements

The Faculty wishes to acknowledge the support and thank our generous sponsors for their ongoing support and sponsorship of our 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 was delighted to collaborate again on a Concurrent Strand on Intensive and Critical Care Nursing with colleagues in the Irish Association of Critical Care Nurses, under the leadership of Ms Serena O'Brien, Chairperson, IACCN and Mr Derek Cribbin, Nurse Lead, on the HSE's National Critical Care Programme.

The management of a professional conference takes considerable skill. Sincere gratitude is conveyed to the Conference Organising and Scientific Committee members; the Faculty and School staff and in particular to Ms Catherine Clune Mulvaney, Ms Pamela Peppard, Conference Secretariat and Ms Áine Halligan, who joined the Faculty's Administration in the run up to the conference.

The Faculty also wishes to acknowledge the conference and events team at Conference Partners International and particularly Ms Rachel O'Hegarty and Ms Miriam Verdon. In addition, the Faculty wishes to acknowledge the expertise and professionalism of Ms Cara Mc Veigh, RCSI Conferencing and Events Manager, for her support.

39TH ANNUAL INTERNATIONAL

NURSING & MIDWIFERY RESEARCH AND EDUCATION CONFERENCE 26 – 27 FEB 2020

2020 The WHO Year of the Nurse and Midwife:
*Celebrating Nurses and Midwives Contribution
to Healthcare Locally and Globally*

KEYNOTE SPEAKERS



Ms Elizabeth Iro

Chief Nursing Officer,
WHO, Geneva,
Switzerland.



Lord Nigel Crisp

Co-Chair of the UK's All-Party
Parliamentary Group on Global
Health, Co-Chair of the Nursing
Now campaign and former NHS
Chief Executive and Permanent
Secretary of the UK Department
of Health 2000-2006.



Ms Gabrielle Jacob

Programme Manager/Unit
Head, Human Resources for
Health Programme, WHO
Regional Office for Europe,
WHO, Copenhagen,
Denmark.

* In recognition and celebration of the nursing and midwifery contribution to healthcare, the Faculty is delighted to host Conference 2020 (Thursday 27) as a **FREE EVENT**.

Register today: rcsi.com/nursing2020

FACULTY DEVELOPMENTS

Aptitude Test for Overseas Nurses

Between July 2018 and June 2019, 793 applicants from 33 countries completed the RCSI FNM Aptitude Test for Overseas Nurses.

To work as a nurse in the Republic of Ireland, a person must be on the active Register of the Nursing and Midwifery Board of Ireland (NMBI). A person who trained overseas must undergo a full 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. In 2014, Professor 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.

It is the single and currently the preferred, national Nursing and Midwifery Board of Ireland (NMBI) approved and monitored assessment for overseas nurses (EU and non-EU) wishing to register and work in Ireland.

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. Each applicant is assessed by 28 assessors in 14 independent groups of two.

Promotion of the Aptitude Test continued both nationally and internationally, with several seminars held throughout India.

The Aptitude Test underwent a full quality review by the RCSI Quality Enhancement Office. The outcome of the audit was very positive and findings concluded that a) there is a positive focus on the quality of the applicant experience; b) the test is well designed and delivered in a professional and calm manner using a well-appointed and suitable venue; and c) the provision of information regarding all aspects of the test via the FNM website is exemplary. The on-going work on the recommendations continues to add strength to the test.

The Aptitude Test was submitted for the RCSI Education Innovation Award 2019. From a field of 33 submissions, it was shortlisted in the top seven for presentation at the International Education Forum.

The Faculty has been requested by HSE HR to scope the development of a test for mental health nurses leading to registration as an RPN.

Professor Thomas Kearns pictured with the poster



on the Aptitude Test for Overseas Nurses, a finalist at the RCSI Education Innovation Awards 2019.

CPD Programme Development and Delivery

The Faculty of Nursing & Midwifery has a long and proud history in the delivery of education. Work continues on our journey to become the leading provider of professional education and training, for nurses, midwives and professionals working in the healthcare arena, in Ireland.

To this end, Dr Edward Naessens, is specifically tasked with preparing for the roll out of online and blended CPD. He is investigating principles of effective pedagogy and approaches to professional life-long learning, including solutions currently available within RCSI, and beyond in the Irish and European professional settings. Interacting with learning specialists within the college and beyond, he is building insights for the development of effectively-designed online courses that meet the needs of healthcare professionals. He has engaged with stakeholders to produce a survey for healthcare professionals which has yielded valuable insights into the digital skills and openness to online and blended learning approaches to CPD.

Among other avenues and solutions he is exploring the potential benefits of emerging medical and educational technology including rapid course development systems using AI, AR, VR, and other evolving applications that enhance learning interaction and engagement built to facilitate busy professional lives. He is in pre-production of a pilot version of an

online/blended CPD course. The main aim of the pilot project is to identify the best ways to deploy a rapid development process that can generate online and blended CPD courses that are engaging, interactive, cost-effective and responsive to the learning needs of our clients.

The current programme for the Faculty's CPD offerings is available at:

<https://www.rcsi.com/dublin/professional-cpd/nursing-and-midwifery>

Programme Innovation

The Faculty developed and delivered a CPD Leadership in Education Continuing Professional Development Study Day for its Honorary Teaching Associates, under the leadership of Dr Mary O'Neill, Honorary Research Associate. Following a welcome from Dr Theresa Frawley, Dean, Faculty of Nursing and Midwifery, participants explored the quality cycle in higher education and CPD models.

Dr Martina Crehan, Deputy Director THEP (Transforming Healthcare Education Project) and Curriculum Innovator, RCSI discussed teaching and professionalism and the National Forum Framework for Teaching and Learning, followed by Professor Thomas Kearns, Executive Director, who addressed leadership in education, focusing specifically on the use of self-assessment tools. Dr Mary O'Neill facilitated a workshop examining professionalism in teaching and learning and a presentation on technology in education by Ms Catherine Bruen, Technology Enhanced Learning Manager at RCSI stimulated great discussion and interaction on how technology could be used to address both the individual professional and service need into the future.

Dr Mary O'Neill facilitated an open forum discussion on the future of CPD where the group debated and discussed the emerging trends in CPD and the enabling and challenging factors for CPD within nursing and midwifery.



Dr Mary O'Neill pictured with participants on the day.

RCSI Hospital Group Advanced Practice Network

Since the launch of the *RCSI Hospital Group Advanced Practice Network* in 2018, Professor Marie Carney continues to lead the development of the network, support network members, facilitate debate, dialogue and the sharing of information and ideas.

Professor Carney has researched and produced a number of ANP/AMP's Newsletters for Registered Advanced Nurse/Midwife Practitioners within the RCSI hospital group. These relevant and timely resources are also of value to candidate ANP/AMPs and is appreciated by the group in keeping them up to date in their practice and research.



ANP/AMP Newsletter: Volume 1, No 4, February 2019

This Newsletter contained abstracts pertaining to new journal articles relating to advanced practice and featured a number of Irish publications. A new Education Section was introduced, featuring information on role models, teaching tools and information on the clinical teaching environment.

ANP/AMP Newsletter: Volume 1, No 5, May 2019

This Newsletter contained information focused on advanced practice, leadership and management. *The Education Section* updated readers on RCSI's Health Professions Education Centre (HPEC) fact sheet on Peer Learning.

Seminar Series

Professor Carney also hosted another successful seminar in the ANP/AMP Forum Seminar Programme with the RCSI Hospital Group in October 2018. Addresses focused on a range of contemporary topics in advanced practice.

- The Advanced Nurse Practitioner in a Major Hospital- Ms Karen Green, Director of Nursing, Beaumont Hospital, Dublin 9;
- An Overview of RCSI Research and Innovation: Meeting Today's Health Care Challenges- Professor Raymond Stallings, Director of Research and Innovation, RCSI;
- New Dimensions in the Role and Outcomes of the Advanced Practitioner- Ms Berneen Laycock, Nursing Project Officer, Office of the Chief Nurse, Department of Health;
- The National Cancer Strategy 2017-2026; Implications for Advanced Nurse Practitioners- Ms Terry Hanan, NCCP Project Manager for Nursing, Interdisciplinary and Survivorship initiatives & Vice Dean, Faculty of Nursing and Midwifery;
- Advancing Practice in Cardiology in a Major National Emergency Department- Mr Paul Stoneman, RANP Emergency Dept. Cardiology, Beaumont Hospital, Dublin 9;
- International Council of Nurses: New International Dimensions- Professor Thomas Kearns, Executive Director, Faculty of Nursing & Midwifery RCSI & ICN;
- Delivering Midwifery Epilepsy Services in Several Maternity Sites: Challenges & Rewards- Ms Sinead Murphy, ANP Candidate, Epilepsy Ireland & Beaumont Hospital;
- My Journey Toward my Doctorate Attainment- Dr. Maria Neary, Faculty of Nursing and Midwifery, RCSI;
- Research Opportunities for ANPs- Ms Joanne O'Brien, RANP Pain, Beaumont Hospital, Dublin 9;
- The Clinical Suture Pack: Standardisation Through Research Data- Ms Margaret Mallon, RANP & Ms Maria Fitzpatrick, RANP Minor Injuries, Cavan Hospital;
- Challenges in Delivering Advanced Practice in Joint Sites- Ms Fidelma O'Dowd, RANP Dermatology, Beaumont Hospital & St Joseph's Raheny, Dublin 5;
- Systematic Reviews and their Importance for Nursing Practice- Ms Vanessa Clarke, Project Officer, Nursing and Midwifery Planning and Development, Mellifont Unit, St Brigid's Complex, Ardee.
- Forum Discussion and Summary- Lead by Professor Marie Carney.



Launch of the DAISY Foundation International Award for Compassion in Nursing at the RCSI

In February 2019, the Faculty was particularly delighted to launch the DAISY Foundation International Award for Compassion in Nursing at the RCSI. The DAISY Foundation is an international award foundation, based in the US. It recognises and rewards excellence in compassion in nursing worldwide. DAISY is an acronym for Diseases Attacking the Immune System. Mr and Mrs Mark and Bonnie Barnes from the DAISY Foundation delivered a very moving presentation, where they presented the genesis of their foundation following the untimely and sudden death of their son Patrick J. Barnes twenty years ago at the age of thirty three.

The DAISY Award is now celebrated in over 3,400 healthcare facilities and

colleges of nursing in 19 countries. Over 100,000 nurses have been honoured, having been nominated by their patients, patient families, and colleagues. Each nomination (of which there have been well over 1 million) tells the story of extraordinary compassion and care provided to a patient. The DAISY Award provides healthcare leaders the means to highlight all the "right" going on in their organisations, providing great role-modelling opportunities, and a way to make tangible the organisations' mission and values. The result is a programme that helps drive organisational culture, inspire and motivate extraordinary nursing, nourish teamwork, enhance nurse engagement, promote the professional image of nursing, and

offset compassion fatigue with compassion satisfaction.

The Foundation's work is supported by numerous professional organisations, including, the International Council of Nurses, American Organization of Nurse Executives, the American Nurses Credentialing Center (a division of the American Nurses Association), the American Association of Critical-Care Nurses, the American Association of Colleges of Nursing, the National League for Nursing, the Institute for Healthcare Improvement, and Sigma Theta Tau International, the Honor Society for Nursing.



Ms Hilda Gallagher, Honorary Treasurer; Mr Mark Barnes, Dr Theresa Frawley, Dean; Professor Thomas Kearns, Executive Director; Mrs Bonnie Barnes, Professor Alessandro Stievano, Seminar Speaker; Professor Margarete Sandelowski, Honorary Fellow and Keynote Speaker.



Mr and Mrs Mark and Bonnie Barnes.



RCSI Hospital Group Nursing Now Campaign Group

The Faculty in partnership with the RCSI Hospital group launched the RCSI Hospital Group Nursing Now Campaign Group in June 2019. This launch followed on from the national launch of the Nursing Now Campaign in April.

Nursing Now is a global campaign that was launched in February 2018 and is supported by the World Health Organization (WHO) and the International Council of Nurses (ICN).

Nursing Now aims to improve health globally by raising the profile and status of nurses worldwide, influencing policymakers and supporting nurses themselves to lead, learn and build a global movement. The campaign launched by patron Her Royal Highness The Duchess of Cambridge in early 2018 recognises that nurses are at the heart of countries' efforts to provide health for all. As one of the most trusted professions, nurses provide effective and quality care for people of all ages and are central in addressing the increasing burden of non-communicable diseases such as cancer, heart disease, obesity and mental health.

The campaign is the brain child of Lord Nigel Crisp and has evolved from the *Triple Impact of Nursing Report (2016)* in the UK. This report acknowledged and articulated the

unique contribution of nurses and the many roles of nurses in the delivery of healthcare. Significantly, this report underlined the important role of nurses in the provision and management of care and treatment, the central role of nurses in the delivery of public health services and health promotion and their role in the prevention and management of infection. It also focused on the humanity of nurses and their skills in developing and building trusting partnerships with their patients, clients and service users.

The report contended that the strengthening of nursing would result in a triple impact, on a number of Sustainable Development Goals namely improving health, promoting gender equality - as the vast majority of nurses are women - and supporting economic growth. The report recognises that nurses are at the heart of most health teams, playing a crucial role in health promotion, disease prevention and treatment. As the health professionals who are closest to the community they have a particular role in developing new models of community based care and supporting local efforts to promote health and prevent disease.

The Nursing Now campaign calls on politicians, governments and non-

nursing health leaders to profoundly change the perceptions and roles of nurses and midwives to ensure the optimisation of their skill-set. Nursing Now seeks to empower nurses to take their place at the heart of tackling 21st century health challenges and maximise their contribution to achieving Universal Health Coverage.

The campaign focuses on five core areas: ensuring that nurses and midwives have a more prominent voice in health policy-making; encouraging greater investment in the nursing workforce; recruiting more nurses into leadership positions; conducting research that helps determine where nurses can have the greatest impact; and sharing of best nursing practices.

The Nursing Now campaign is Co-Chaired by Lord Nigel Crisp, Co-Chair, UK All Party Parliamentary Group on Global Health; Baroness Mary Watkins, Nurse Academic and Crossbench Member, UK House of Lords and Professor Sheila Tlou, Co-Chair of the Global HIV Prevention Coalition. Interestingly, one of the Faculty's Honorary Fellows, HRH Princess Muna Al Hussein of Jordan, champions Nursing Now in her role as WHO patron of nursing and midwifery in the Eastern Mediterranean Region. Nursing Now is headquartered in London and is being run as a

programme of the Burdett Trust for Nursing, an independent charitable trust based in the UK. The Campaign Board includes individuals from sixteen countries alongside representatives from the International Council of Nurses and the Burdett Trust for Nursing as well as the Director of WHO's Health Workforce Department, Dr Jim Campbell.

To date, Nursing Now has been launched in 103 countries. The campaign will run to the end of 2020, the 200th anniversary of Florence Nightingale's birth and a year when nurses will be celebrated worldwide.





Academic Excellence, School of Nursing and Midwifery, RCSI

Dr Theresa Frawley, Dean presented the Florence Nightingale Medal and the Mary Frances Crowley Medal to post graduate students at the conferring ceremony in the National Convention Centre, Dublin on 19th November 2018. Students of the School of Nursing and Midwifery, RCSI who achieved the highest overall grades in the BSc and MSc programmes were acknowledged for their achievements.



The Florence Nightingale Medal was awarded to Ms Sarah Blanchfield on completion of her BSc Nursing Management – Level 8. The Mary Frances Crowley Medal, was awarded to Mr Damien McCroy on completion of his MSc Nursing Advanced Leadership – Level 9. Damien was also the Valedictorian.

RESEARCH DEVELOPMENTS

European Centre of Excellence (CoE) for Continuing Professional Development (CPD) in Nursing

The aim of this Centre is to establish a Pan European network of researchers, clinicians, regulators, professional bodies to advance the science of Continuing Professional Development (CPD) through research and foster knowledge exchange that will promote best practice in CPD that can be translated across Europe.

The Centre will support research in the field of CPD in nursing and midwifery, support collaborative research projects with European and national partners, build networks with academic experts to boost CPD research, contribute to the development and strengthening of national CPD systems and exchange information on best practice for CPD. Currently, there are approximately 40 members from the following 20 countries: Albania, Belgium, Croatia, Faroe Islands, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Lithuania, Malta, Netherlands, Portugal, Romania, Slovenia, Spain, UK, and USA. Members of the Centre are from a variety of backgrounds including academia, regulation and professional associations.

Dr Cathy Fitzgerald was engaged by the Faculty of Nursing in April 2019 to further develop the centre. To assist in the development of the Centre a Steering Group was organised. Membership of the Steering Group of the Centre has collective responsibility for the initial planning and development of the CoE.

The role of steering group is to:

- Define scope of work of the Centre;
- Develop a governance model;
- Develop a process for setting a research agenda;
- Ensure the strategies agreed upon by members are implemented;
- Identify potential research streams.

Two meetings have taken place in June and September 2019. The Steering Group have developed a mind map for CPD (Figure 1) and have decided on an agreed definition for CPD for the centre; *"systematic maintenance, improvement and continuous acquisition and/or reinforcement of the life-long knowledge, skills and competences of health professionals. It is pivotal to meeting patient, health service delivery and individual*

professional learning needs. The term acknowledges not only the wide ranging competences needed to practice high quality care delivery but also the multi-disciplinary context of patient care" (EAHC¹, 2013, p. 6)

They also developed a vision, mission and values document along with a framework design (Figure 2) a visual structure that will help organise the information and ideas for the centre to work on its development more effectively.

The official launch of the centre will take place in February 2020 to coincide with the 39th Annual International Nursing & Midwifery Research and Education Conference at RCSI.

European collaborators pictured in RCSI discussing the development of the CoE.



¹ Executive Agency for Health Consumers (EAHC) Study concerning the review and mapping of continuous professional development and lifelong learning for health professionals in the European Union. European Union. (2013). http://ec.europa.eu/health/sites/health/files/workforce/docs/cpd_mapping_report_en.pdf

Figure 1

Continuing Professional Development

Mind map – CPD for Health Professionals

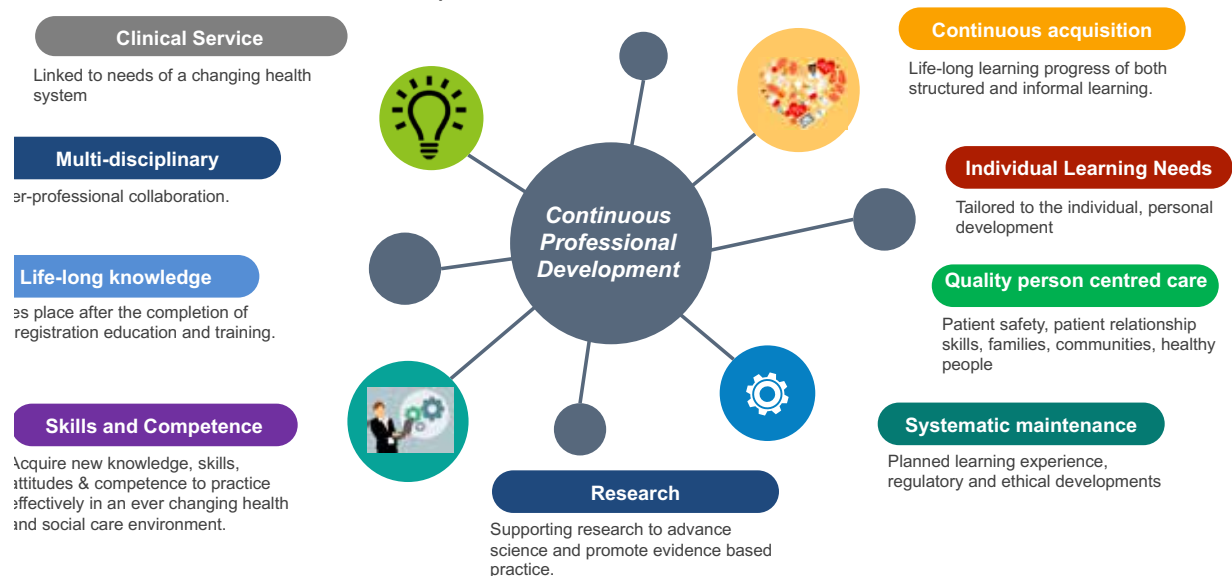


Figure 2



ARCHIVAL RESEARCH FOR INTERNATIONAL COUNCIL OF NURSES (ICN)

Professor Marie Carney was invited by the International Council of Nurses (ICN) to undertake archival research for the 120th anniversary of the organisation. This work was subsequently presented as an interactive exhibition detailing the 120-year history of the ICN and was launched at its Congress in Singapore, where more than 5,000 nurses gathered from across the globe.

Each exhibition panel represents the history of ICN by decade (1999-2019) and Professor Carney used history, text and photographs to complete this research. ICN also produced an App to accompany the panels in the exhibition. The App contained research narrative and photos obtained from the archives. Professor Carney represented the Faculty in answering historical questions from delegates during the opening of the Exhibition.

A 120th commemorative E-book book will be produced later in the year by Professor Carney.
<https://www.icn.ch/news/international-council-nurses-celebrates-120th-anniversary-interactive-exhibition-its-0>



Professor Marie Carney pictured with the exhibits she developed commemorating the ICN's 120th anniversary.

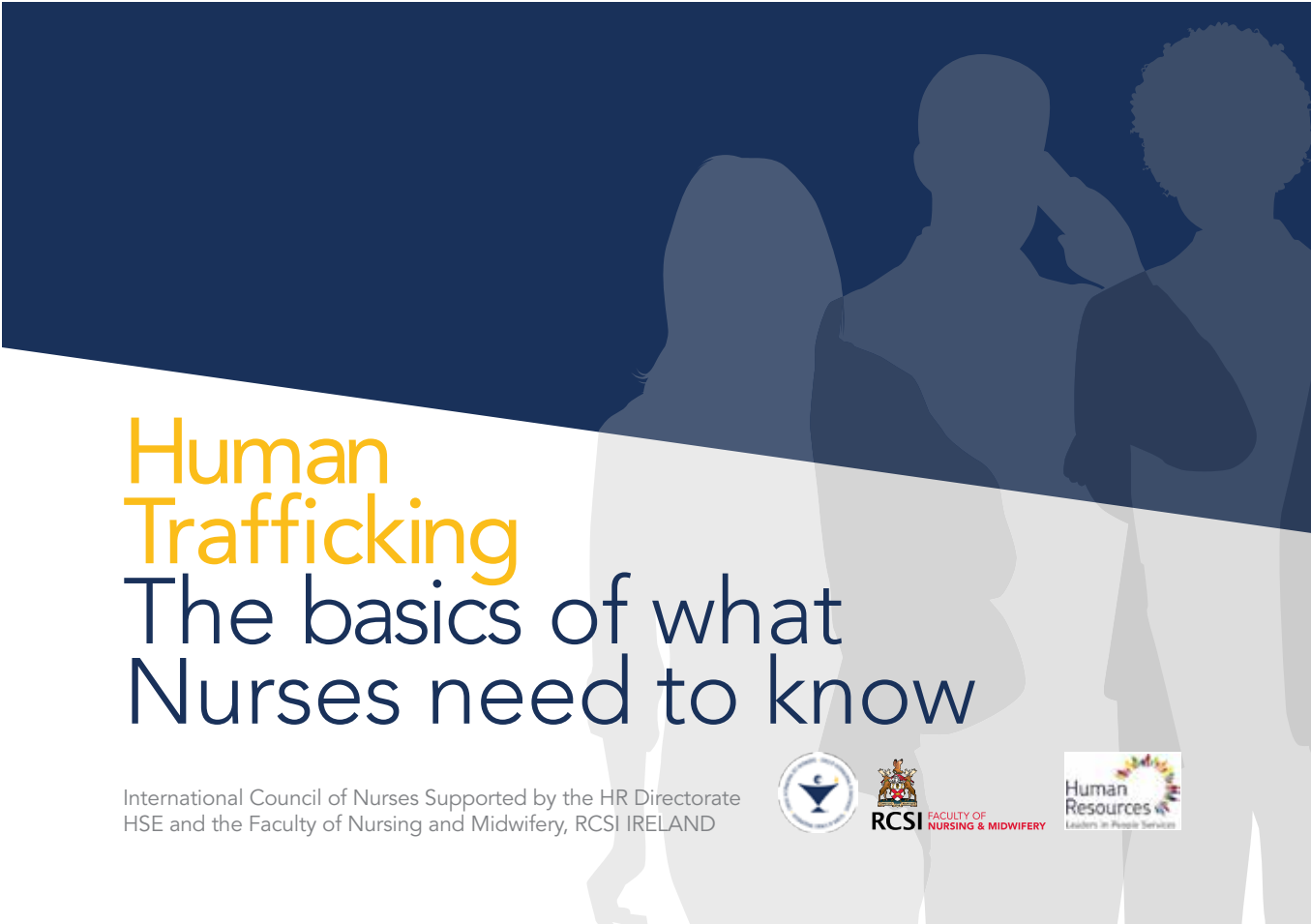


Human Trafficking Pamphlet

Working in collaboration with Mr Kevin Hyland OBE & member of the Council of Europe Independent Group of Experts for Trafficking and former Independent Anti-Slavery Commissioner for the UK, the International Council of Nurses and HSE HR, collaborated on the development of a pamphlet to address the signs of and responses by nurses to suspected human trafficking.

During the launch of the pamphlet at the ICN Congress in Singapore, Mr Howard Catton, Chief Executive, ICN highlighted the duty of nurses to protect those in danger along with the importance of understanding how to recognise and report suspected incidents. He also stressed how the positioning of and the role of nurses in frontline service delivery, particularly, primary health care settings, could greatly influence and contribute to the early

detection of physical and/or psychological issues in suspected human trafficking victims and be able to appropriately respond to the individual’s needs.



Human
Trafficking
The basics of what
Nurses need to know

International Council of Nurses Supported by the HR Directorate
HSE and the Faculty of Nursing and Midwifery, RCSI IRELAND



FACULTY OF
NURSING & MIDWIFERY





CENTRO DI ECCELLENZA
PER LA CULTURA E LA RICERCA INFERMIERISTICA



ERASMUS MOBILITY TRAINING GRANT

Ms Catherine Clune Mulvaney secured an Erasmus Training Grant funding to visit colleagues at the Centre of Excellence for Nursing Scholarship (CoE), Rome, Italy as part of an Erasmus Mobility Agreement in September 2018. The Centre of Excellence is a project of the OPI Nursing College of Rome.

The purpose of this three-day visit was to learn how the CoE developed and evolved its approach to nursing scholarship and in particular to discuss the critical success factors to the Centre's approach nationally. The visit also provided an opportunity to explore potential collaborations for the future, between the Faculty and the CoE.

Catherine's Erasmus report on the visit is below.

"...I was privileged to spend time at the OPI Centre of Excellence for Nursing Scholarship and meet with colleagues. In particular, I was delighted to spend time with the Centre's Director, Professor Gennaro Rocco and Professor Alessandro Stievano, the Centre's Research Coordinator, who is also the ICN Associate Director for Nursing and Health Policy. During the visit, I also had the privilege of meeting with Ms Ausilia Pulimeno, OPI President.

Following a very warm welcome from Professors Rocco and

Stievano, I spent three wonderful days learning about their work, and the significant role the Centre has played in the evolution and professionalisation of nursing in Italy. As I heard detailed information about the purpose of the centre, its objectives, its work and the significant published research output, I was struck by the similarities with the RCSI Faculty of Nursing and Midwifery, and the important elements we shared.

Firstly, the vision of the founders, who for me are very inspiring people and whose actions have shaped the development of professional nursing and midwifery. In Ireland, Ms Mary Frances Crowley, the founding Dean, together with the Founding Fellows, recognised the need for, and importance of further education for nurses after qualification. They understood how new and advanced knowledge could enhance the understanding and the abilities of the nurse to provide skilful care. Since its establishment in 1974, the Faculty has provided opportunities for nurses to avail of modules in areas such as microbiology, pharmacology and management and this was very significant in Ireland at that time.

In Italy, Professors Rocco and Stievano together with colleagues saw the need for the establishment of a centre to advance professional

nursing in Italy. In 2009, the Centre was established and Boyer's Model of Scholarship (1990) was used as a theoretical foundation to the centre's work, with Education, Research, Research Training and Clinical Practice adopted as the pillars to develop scholarship in Italy. While each pillar has its own aims, there is interconnectedness between all four. Similar to the Faculty's philosophy, the Centre's ultimate aim is "to fathom the world of nursing research to improve the quality of care provided to the public and the public's perception of the nursing profession". As Professors Rocco and Stievano discussed some of the findings from the Centre's extensive research profile, I was left in no doubt that Italian patients are benefitting from this work.

Secondly, I was struck by the collaborative, partnership approach used within the Centre in its approach, and its work resonated very deeply with me. As Professors Rocco and Stievano spoke about how they developed their research and mentioned all those who they work with - clinical nurses, researchers, students, government, the public, nurse leaders, regulators and other allied health professionals - I appreciated the importance of ensuring how the work of the Centre reflects the needs of the clinical area. Indeed, this approach is very evident in the

Faculty, to this day and we have a long and proud tradition in the development and delivery of programmes to meet the needs of practising nurses and midwives, and the service. As healthcare continues to evolve, service needs change and continuing professional development and lifelong learning become critical to the delivery of safe patient care.

I had the privilege of seeing this collaboration as I attended a meeting with Dr Silvia Marcadelli and a new PhD student, as they worked to refine a research proposal, with Professor Stievano. The proposed research focused on the exploration of community nurses in Italy. I was able to share the Irish experience and talk about the role of the Public Health Nurse in Ireland.

Finally, I was struck by the Centre's active agenda in disseminating research findings from its extensive research portfolio. Findings are disseminated with registrants through a diverse range of mediums, including Masterclasses, Conferences and their journal, *"Infermiere Oggi"* which is printed and delivered to 35,000 nurses and midwives. I was delighted to read through the scientific programmes from a number of their conferences, and see the diverse range of research being undertaken through the Centre. Nurses also have access to the Centre's library, where in comfortable surroundings, one can browse the significant

collection of journals and network with colleagues. Nurses have access to three databases- CINAHL, Ovid and the Cochrane Library- and this accessibility greatly enhances nursing engagement with up-to-date research. The Centre has also been accredited as a collaborator in the Joanna Briggs Collaboration.

The Centre also provides over forty clinically focused Continuing Professional Development (CPD) programmes annually. The programmes are facilitated by experts in clinical practice. It was interesting to learn that the Centre favours face-to-face, classroom based teaching, with some blended learning available. The Centre has found that student learning and experience has been enhanced from meeting colleagues in the class, and this has also helped individual nurses and midwives to develop networks, in their professional practice.

One of the aims of this agreement, was to promote the Faculty's Annual International Nursing and Midwifery Research and Education Conference, whose theme for 2019 is, *"The Future of Nursing and Midwifery Practice, Education and Research"*. We explored the potential for collaboration on a seminar focused on scholarship during my trip and I am delighted to announce that this seminar will take place on Thursday 28th February 2019 in the Faculty of Nursing and Midwifery, RCSI. A working title of *"Nursing Scholarship in Europe- The Italian Experience"*,

has been agreed, and I anticipate that this collaboration, will be the first of many, following this Erasmus opportunity.

I would like to acknowledge Professor Gennaro Rocco, President, OPI Centre of Excellence for Nursing Scholarship and Professor Alessandro Stievano, Research Coordinator Centre of Excellence for Nursing Scholarship OPI Centre Rome, Italy and thank them for their time, their expertise and their willingness to share information. It was a wonderful opportunity to discuss and explore how our organisations could collaborate in the future and I am delighted that the Seminar on Scholarship, in February 2019, will provide a platform for learnings from the Italian approach to be shared with nursing and midwifery colleagues from around the globe.

Finally, I would like to thank my RCSI colleagues, Professor Marc Devocelle, Erasmus Officer and Ms Mary Plunkett, Erasmus Administrator for their time and expertise with the application process. I would also like to acknowledge the support of the Board of the Faculty of Nursing and Midwifery, in particular, Dr Theresa Frawley, Dean".

Catherine Clune Mulvaney



Professor Alessandro Stievano, Centre of Excellence for Nursing Scholarship (CoE), Rome pictured after his Seminar with Professor Thomas Kearns, Executive Director and Ms Catherine Clune Mulvaney, Operations and Education Manager.

Global R.E.S.P.E.C.T. Project

The Faculty is collaborating with Professor D'Arcy Gaisser, and colleagues Dr Connie Lawrence and Ms Jennifer Smalls, at the Department of Nursing, The College at Brockport on an international project - Global R.E.S.P.E.C.T. of Incivility. R.E.S.P.E.C.T is an acronym for Research for Establishing Supportive and Professional Education for Cross-Cultural Transformation.

Given the documented problems globally with bullying and incivility, the Faculty believe this project will have implications for staff wellbeing, staff retention and turnover, and ultimately the delivery of safe, quality care.

The Faculty will participate in the study as a Co-PI for the Pilot and Phase 1 of the study. A grant application was submitted to Sigma Theta Tau International.

STRATEGIC PARTNERSHIPS

Psychiatric Nurses Association of Ireland

The collaboration with the Psychiatric Nurses Association of Ireland (PNA) continues to grow and develop under the leadership of Ms Aisling Culhane, Research and Development Advisor and Ms Catherine Clune Mulvaney, Operations and Education Manager, Faculty of Nursing and Midwifery.

The range of programme offerings has increased and a new clinically focused programme of particular importance entitled "Physical Health Care for Mental Health Professionals; Screening for, Preventing and Intervening in Chronic Diseases", has been developed in response to service need. Work continues on new programme development in the management of sexual assault and violence for psychiatric nurses in the community focusing on interagency collaboration.

A comprehensive survey is in the final stages of development, to assess the needs and preferences of PNA members in relation to online learning. Survey findings will inform the Faculty's development of, and delivery of a transformative learning experience for students.

The delivery of the collaboration's programmes by clinical experts is a key feature of this initiative, and




PNA/RCSI COLLEGE OF CONTINUING PROFESSIONAL DEVELOPMENT

CPD PROGRAMMES SEPT-DEC 2018



Ms Aisling Culhane
Research & Development
Advisor PNA

I am delighted to present the new Continuing Professional Development Programme for **Sept-Dec 2018**. We have worked with clinical experts to design programmes which are relevant and important for your clinical roles. These programmes are designed to enhance your understanding and confidence, contribute to the development of your personal and professional development and enable you to support your clinical practice with up-to-date, evidence-based knowledge.

PNA PROGRAMME TIMETABLE		
DATE	PROGRAMME	FACILITATOR
18.09.2018	Medication Management and Injection Technique: Refresher Day	Mr Ciaran Lánigan
25.09.2018	Creating a Quality Clinical Learning Environment (CLE) in Challenging Times	Ms Catherine Clune Mulvaney
04.10.2018	Assertiveness: The Benefits of Assertiveness & How to Teach it	Ms Fionnuala Mc Liam
11.10.2018	Managing Change in Challenging Times	Ms Kathleen Kinsella
18.10.2018	Recognising and Responding to the Problem of Domestic Violence and Abuse (DVA): Essential Elements for Providing Care	Dr Melissa Corbally
06.11.2018	A Model for Understanding Eating Disorders	Dr Colman Noctor
15 & 16.11.2018	Psychological Approaches to Managing Insomnia* (two day programme)	Professor Jason Ellis
29.11.2018	Advanced Practice - Preparing for RANP Role Development	Professor Marie Carney
06.12.2018	Advanced Mental Health Assessment	Dr Colman Noctor
11.12.2018	Dual Diagnosis- Mental Health and Addictions- An Introduction to Integrated Treatment Approaches	Ms Hanora Byrne

All programmes will be delivered in the RCSI, St Stephen's Green, Dublin 2. Time: 9.30am - 4.30pm
 A minimum number of 8 participants required for programme delivery.
 Programme costs: €70 per person
 * Programme Cost TBC

For more details on our CPD Programmes please go to pna.ie/
 or contact **Ms Elayne Melia** on **+353 045 852300**

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

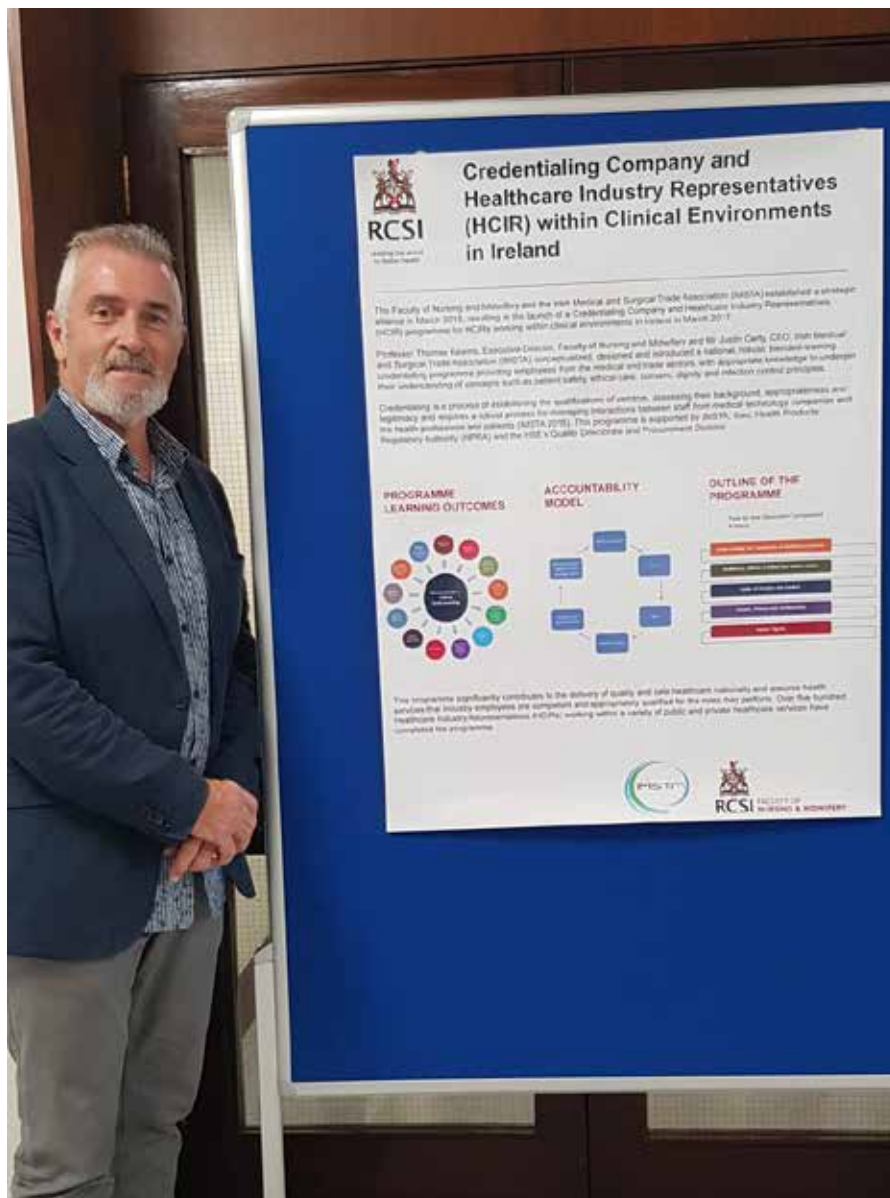
discussion, group work, questioning and case studies to create an interactive classroom experience for the participants. Programme evaluation remains positive.

The Irish Medical and Surgical Trade Association (IMSTA)

The Faculty's strategic alliance with IMSTA continues to flourish. IMSTA as the representative body for the Medical Technology supply industry in Ireland provides 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.

The Faculty's bespoke Healthcare Industry Representative (HCIR) Credentialing Programme continues to provide Healthcare Industry Representatives with the necessary knowledge to support their understanding of key principles relating to ethics, quality in healthcare, infection control and patient safety. A blended-learning approach to programme delivery facilitates student flexibility, choice and accessibility and after two years, the programme has been positively evaluated.

The HCIR programme was submitted for the RCSI Education Innovation Award 2019.



Professor Thomas Kearns with his poster on the HCIR programme.



Pictured at the IMSTA Awards Ceremony 2018 Mr Mark Coffey, Vice Chair, IMSTA; Mr Greg Quinn, BD; Ms Ceire Procter, BD and Ms Terry Hanan, Vice Dean, Faculty of Nursing and Midwifery at the presentation of the Faculty's Education and Training Award.



Ms Catherine Clune Mulvaney, Operations and Education Manager and Ms Terry Hanan, Vice Dean pictured with the Sam Maguire at the Irish Medical and Surgical Trade Association (IMSTA) Awards.

SIPTU Health

Since the launch of the SIPTU College for Continuous Professional in September 2017, a number of interdisciplinary professional development programmes have been successfully delivered to staff working across the healthcare arena.

Recently, a survey of all members of SIPTU's Health Division, collected data on the experiences of and preferences of respondents in relation to face-to-face/blended/online learning, their preferences with payment methods and for location of programme delivery, their experience of engagement with online/blended learning and their use of online technologies and platforms such as YouTube, Netflix etc. Survey findings are being analysed and these will provide information to inform the Faculty's development of, and delivery of a transformative learning experience for students.



Mental Health Nurse Managers Ireland

The Faculty facilitated three successful Masterclasses for Mental Health Nurse Managers Ireland (MHNMI). MHNMI is an association that provides managerial, educational and clinical support to senior mental health nurse managers across the Irish Mental Health Services.

Mr Anthony Smith, MHNMI Chairperson and Ms Anne Buggy, President welcomed over 100 senior mental health nurse managers to a Masterclass on Leadership and Strategy in Clonmel, Co. Tipperary. Following the success of this day, over 40 mental health nurse managers attended the Masterclass in Dublin, with a subsequent Masterclass commissioned on Budget and Finance Management in Healthcare in Dublin.

The Masterclasses facilitated excellent dialogue, sharing of ideas and networking with colleagues in other geographical regions.



Dublin Simon Community

The Faculty continue to collaborate with the Dublin Simon Community and programmes in the areas of infection prevention and control, clinical supervision and wound assessment and management have been delivered over the last year.

Staff nurses at the Dublin Simon Community are participating in a pilot evaluation of the Faculty's ePortfolio.

During the year, Professor Thomas Kearns was invited to become a member of the Audit and Risk Committee of Dublin Simon.



BOARD MEMBERS – ACKNOWLEDGEMENTS

The Board and the Executive wish to acknowledge the contribution of the following Board members to the Board of the Faculty of Nursing and Midwifery.



Ms Mary Jacob
Past Dean

Ms Mary Jacob completed her tenure on the Board in March 2019 and her Deanship in March 2018. Mary oversaw a number of key developments during her term as Dean, most notably, the establishment of the Governance Sub-Committee which initiated the review of Standing Orders and the enhancement of processes, procedures and documentation to support the development and implementation of effective corporate governance.



Ms Terry Hanan
Former Vice Dean

Ms Terry Hanan resigned from the Board of the Faculty of Nursing and Midwifery in February 2019. Ms Terry Hanan commenced her Board Membership in June 2015, and was elected by the Board as Vice Dean in November 2017. Terry contributed to the Education and Professional Development Sub-Committee, the Finance Sub-Committee and the Governance Sub-Committee. The Dean and the Board acknowledged Terry's contribution throughout her tenure on the Board and wish her every success in her new role as National Clinical Lead for Cancer Nursing, National Cancer Control Programme (NCCP).



Dr Catherine O'Neill
Former Board Member

Dr Catherine O'Neill resigned from the Board of the Faculty of Nursing and Midwifery in February 2019. Catherine was elected to the Board in September 2015 and contributed to the Education and Professional Development Sub-Committee, the Fellowship and Membership Development Sub-Committee and the Governance Sub-Committee.



Ms Jacinta Kelly
Former Board Member

Ms Jacinta Kelly completed her five year term of office on the Board in March 2019. During her tenure, Jacinta contributed to the Education and Professional Development Sub-Committee and the Fellowship and Membership Development Sub-Committee. Jacinta also served a term as Honorary Secretary.

PROFILE OF THE FACULTY BOARD AND STAFF



Dr Theresa Frawley
Dean

Dr Frawley (Diploma in Nursing, Fellowship, BSc Honours (Nurse Specialism), MSc, PhD) has a long association with the Faculty and following terms as Board member, Honorary Treasurer and Vice Dean, commenced her tenure as Dean in March 2018.

A native of Northern Ireland, Theresa has worked at the Midland Regional Hospital, Tullamore (MRHT) since 1986 and within the speciality of Ear Nose and Throat (ENT) services since 1990. Theresa has been instrumental in expanding practice within ENT services establishing the first Clinical Nurse Specialist role in ENT. Subsequently, in 2016, Theresa became the first Registered Advanced Nurse Practitioner in ENT in Ireland and led on the development of Advanced Practice guidelines within the discipline.

Theresa maintains professional nursing links within the speciality as an active member of the Society of Otolaryngology Head and Neck Nurses (SOHN), the Royal

College of Nursing ENT MaxFax Forum, ENT UK and the American Academy of Otolaryngology Head and Neck Surgery. Theresa has been working with the Society of Otolaryngology Head and Neck Nurses (SOHN) to explore the possibility of setting up a Chapter within Ireland. Theresa's expertise is recognised internationally, and she was invited to join Auronet, an international group, exploring outcome measures for patients with hearing loss. She was an invited guest speaker at the Annual Spring meeting of ENT UK in March 2019 and in June 2019 she addressed the 5th ENT UK SAS Conference.



Professor Michael Shannon
Vice Dean

Michael opened Global Leadership Consultancy which focuses on leadership development across healthcare, education and service industries in 2019. Prior to his current position Michael was a Programme Director in the Institute of Leadership, RCSI, Bahrain. He also provided consultancy to health professionals in UAE, Qatar, Oman, Kuwait and Jordan.

Michael worked as a Senior Policy Maker as National Nursing & Midwifery Services Director for the HSE. Michael has also held a number of senior posts including Area Director Dublin, Director of Nursing and Midwifery and Palliative Care at Letterkenny and Sligo University Hospitals. He held the first post of Nurse Advisor for Acute Hospital Care at the DoH.

Professional qualifications include General, Psychiatric and Orthopaedic Nursing. Academic career includes PhD, BSc (Hons), MBA (Hons) Diploma in Education and Post Graduate Implementation Science Programme. He is a graduate of Harvard University where he undertook an International Healthcare Management programme. Michael has been appointed adjunct Associate Professor at both the School of Nursing, Midwifery and Health Systems, UCD and at the School of Nursing & Midwifery, Trinity College, Dublin. He was conferred as a Fellow Ad Eundem, Faculty of Nursing and Midwifery RCSI in 2012.

He has co-authored a number of book chapters and has published in various international publications.



Dr Mary Boyd
Honorary Secretary

Dr Mary Boyd (PhD, MA, FFNMRC SI, RGN, RGM) is currently working as a Regional General Manager for Governance and Systems with Tusla West.

Dr Boyd comes to this key role with a wealth of experience and a strong track record of success in leadership roles within hospital settings, nationally and internationally, as well as strong expertise in women and children's health. Qatar is now rated as the 13th best health service in the world. For nearly five years up to 2017 Mary contributed to the successful journey from 44th in 2000 (WHO 2000).

Dr Boyd has sixteen years of executive management hospital board experience, serving on advisory boards and conducting quality audits at many hospitals. She received her Doctorate in Governance from the School of Law, Queens University Belfast in 2008, and her MA in Public Management from the Institute of Public Management in 1996. Her Graduate Diploma in Managing Quality was from Enterprise

Ireland and the Dublin Institute of Technology in 1997.

Dr Boyd was conferred as a Fellow by Examination, 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 Honorary Secretary in June 2018. Dr Boyd's expertise in governance has greatly contributed to the Governance Sub-committee's update of Faculty Standing Orders.



Ms Hilda Gallagher
Honorary Treasurer

Hilda has over 37 years broad healthcare experience ranging from the acute healthcare sector to primary care and incorporating both public and private sectors. Hilda has professional qualifications in General Nursing, Midwifery, Management and Leadership and has held a number of key senior management positions.

Hilda has a key interest in staff education, training, staff empowerment, coaching, quality and risk management, and regulatory compliance. Hilda has held various senior positions

including Assistant Director of Nursing, Director of Nursing, Director of Clinical Operations & Special Projects, Group Chief Operations Officer before being promoted to Chief Executive Officer.

Hilda has a total of thirty years in management with fourteen years at Senior Management level. Qualifications include RGN (Hons and 1st in Ireland), RM (Hons), BSc Nursing Management (1st Class Hons), MSc in Healthcare Management (1st Class Hons) and Hilda was awarded the prestigious FFNMRC SI (Fellow of the Faculty of Nursing & Midwifery RCSI) award in December 2014. Hilda was elected to the Board of the Faculty of Nursing and Midwifery in 2015 and elected as Honorary Treasurer in 2016.

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



Dr Mark White
Board Member

Mark (PhD, MSc, MBS, Dip HE, FFNMRC SI, FCIPD, RGN) is the Vice President of Research, Innovation and Graduate studies at Waterford Institute of Technology where he has responsibility for overseeing the direction and ongoing development of the Research, Innovation and Postgraduate support services at the Institute. The role has responsibility for creating and strengthening strategic partnerships with national and international academic institutions, national and EU research sponsors and government agencies.

Prior to his appointment in 2018, Mark was a senior lecturer in the School of Nursing and Midwifery in NUIG and was the Area Director of Nursing and Midwifery Planning and Development in the Health Services Executive. Mark worked on the HSE's national 'Programme for Health Service Improvement' (PHSI), from Feb 2015- June 2017 where he held an extensive national change and improvement portfolio.

From 2010 -2016, Mark worked on many large-scale, high-profile projects including the National Epilepsy Clinical Programme and

recently led the very successful QI initiative 'Productive Ward', disseminating the Implementation/ Evaluation lessons in a number of peer reviewed publications. His research interests include Quality Improvement, Implementation, and compassion in practice. He currently sits on a number of national/ international research committees and is an editorial board member of the Journal of Research in Nursing (SAGE). He is an NHS Improvement Fellow and a Fellow of the Chartered Institute of Personnel Development (CIPD).



Mr Paul Mahon
Board Member

Paul is the Senior Education Coordinator in the Centre of Nurse Education, Beaumont Hospital. Here he manages 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 both published in, and peer reviewed for, a number of international journals. Paul has represented

nursing on national projects and is involved in a variety of committees within Beaumont Hospital.

Paul graduated in 1998 and has experience in a range of posts across the specialties of neuromedicine, neuroscience intensive care and nurse education. He has completed a Diploma in Nursing, a Degree in Nursing, a Degree in Nurse Management, a Masters in Nursing, a Postgraduate Diploma in Clinical Health Sciences Education and a Masters in Education and Training Management (eLearning). Paul is also a Registered General Nurse, Registered Nurse Tutor and a Fellow of the Faculty of Nursing and Midwifery, RCSI. Paul was elected to the Board in 2016 and has served one term as Honorary Secretary.



Dr Patricia Minnock
Board Member

Dr Patricia Minnock (RGN, RM, RNP, ANP, FFNMRC SI; DipN, B Sc (Hons), MSc, PhD) is a registered Advanced Nurse Practitioner (RANP) (Rheumatology) since 2003 in the Rheumatic Musculoskeletal Disease Unit, Our Lady's Hospice and Care Service, Harold's Cross,

Dublin. Since qualifying as a nurse (1982) and midwife (1983), from University Hospitals Limerick she has dedicated herself to the chronic disease speciality of rheumatology progressing clinically and academically along the career pathway.

She returned to adult education (1992) undertaking a 2-year part-time Diploma in Nursing and Primary Fellowship followed by the award by examination of Final Fellowship (1995) by the Faculty of Nursing, RCSI. She was awarded a BSc Honours Degree (University of Ulster) (1997) followed by an MSc (2000) and PhD from TCD (2011) on fatigue as a patient centred outcome in inflammatory arthritis. In partnership with University College Dublin, she wrote the curriculum (2001) for the ongoing and evolving post-graduate diploma in rheumatology and co-developed the professional certificate in intra-articular/soft tissue injection (2014). She is first author in nine peer-reviewed publications.

Patricia was elected to the Board of the Faculty of Nursing & Midwifery in 2017. In clinical practice, she works with a young adult population and patients requiring complex case management and proactively supports the national and international agenda to enhance the role, and assess the impact on patient outcome, of advanced nurse practitioners in rheumatology.



Ms Mary Godfrey
Board Member

Mary (RGN, RM, RCN, RNT, BNS, MA (Ethics of Health Care), Grad Dip Healthcare (Risk Management and Quality), FFNMRC SI (2016)) is a Clinical Risk Adviser with the State Claims Agency. Mary's responsibilities include providing clinical risks advice, reviewing incidents reported and delivering education programmes in community health organisations.

She has extensive experience in the provision of nurse education for pre-registration, post-registration and continuing professional development programmes both in the health sector and higher education institutions.

Mary has been active in the development of both national policy and professional guidance to support the nursing and midwifery professions, including Practice Standards for Midwives (2015); NCEC National Clinical Guidelines Communication - Clinical Handover No 5 (2014); No 11 (2015) and HIQA Supporting People's Autonomy (2016). Mary's experience includes auditing and monitoring regulatory standards, leading the development and implementation of national service initiatives, quality and risk

management, research ethics and governance.

Previous positions include:
Department of Health: Project Lead Newborn Screening Card Archive (2016-2017); HSE: Programme Manager for the National Clinical Programmes (Anaesthesia, Critical Care and Cystic Fibrosis) (2012-2013); National Project Lead for the Implementation of Newborn Screening for Cystic Fibrosis as part of the National Newborn Bloodspot Screening Programme (2010-2012); Director, Centre of Children's Nurse Education (2007-2010); Principal Nurse Tutor (OLCHC) (2005-2007); Children's Nurse Adviser, Department of Health (2002-2005) and Nurse Tutor (OLCHC) (1987-2002).

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.



Ms Lasarina Maguire
Board Member

Ms Maguire's experience and specialist knowledge in Intellectual Disability nursing is from a diverse range of clinical and managerial

roles across early years to older adult services. Having worked as a nurse teacher and a nurse tutor, she holds a Diploma in Nursing, a Bachelor of Nursing Studies, a Masters in Nursing, and a Postgraduate Diploma in Palliative Care. She is a Registered Nurse Tutor and a Fellow of the Faculty of Nursing and Midwifery, RCSI. Ms Maguire has contributed to the local and national professional voice of Intellectual Disability Nursing.

Ms Maguire has provided professional leadership for Intellectual Disability Nursing and was a founding member of the Nursing Network in Intellectual Disability in Ireland in 2007. She also represented the discipline nationally and contributed her expertise across a broad range of fora, most notably, as an organising committee member for the Older Peoples Services Summit (2016), as a member of the Irish Hospice Foundation's team who developed a guidance document entitled "Facilitating discussions on future and end-of-life care with a person with dementia" (2015) and as a member of the HSE Palliative Care Competence Framework Steering Group (2014), resulting in the publication of the "Palliative Care Competence Framework".

Ms Maguire was the first area representative (Republic of Ireland) on the Palliative Care for People with Learning Disabilities in 2012 and served as the Intellectual Disability Nursing representative

on the HSE's National Emergency Medicine Programme Strategy in 2012. Ms Maguire attended her first meeting of the Board in March 2019, following her election.



Dr Kevin Mckenna
Board Member

Kevin (RPN, RGN, RNID, RNT, BA (Psy), B (Admin), H. DIPNSG(Ed), MA PSY(Clin.) M. MedSc (NSG), PhD, FFNMRCIS) commenced nurse training in 1978, and gained extensive clinical experience within Ireland and the US in mental health, general, intellectual disability and care of older persons' settings in diverse roles including practice, education, administration, research and consultancy.

Prompted by initial academic studies in the early years of the RCSI Faculty of Nursing, Kevin completed undergraduate degrees in Psychology and Health Administration, post graduate degrees in Psychology and Education and a Doctorate in Nursing. Notably all studies paralleled scholarly and professional roles resulting in acknowledged contributions, and leading, many service-related and funded research initiatives in national and international contexts.

Kevin has been equally committed to the personal and professional development of others and the integration of diverse clinical and professional experiences coupled with a demonstrated commitment to the professional development of both nurses and nursing. Kevin joined the Board in March 2019.



Professor Rory Farrelly
Board Member

Professor Rory Farrelly (RGN, RSCN, RM, MSc, FFNMRCIS) is the Group Chief Director of Nursing & Midwifery for the Royal College of Surgeons in Ireland Hospitals Group and professionally accountable for over 3600 Nurses & Midwives. He is also an Honorary Professor of Nursing for Swansea University. He gained clinical expertise in Adult and Children's Nursing, before embarking on a career in nursing management. Prof. Farrelly was national advisor at the Scottish Government for Children Nursing.

Prof. Farrelly gained extensive experience at Director level having worked for twelve years in large complex integrated Health Boards in the UK. He provided clinical and professional leadership to the nursing and midwifery professions and worked collaboratively with key stakeholders,

including service users across public health, primary care, secondary care, mental health, intellectual disability and social care to deliver on validating a nursing workload and workforce tools.

Prof. Farrelly is an extremely motivated and enthusiastic nurse leader and is passionate about influencing the delivery of safe, effective and people centred care. He works collaboratively and actively and positively contributes to the delivery of the highest standards of healthcare. Rory attended his first meeting of the Board in June 2019, following his election in March 2019.



**Ms Marianne Garvey-McMahon
Board Member**

Marianne (FFNMRC SI, MSc. (Healthcare Ethics and Law), Hon. Teaching Associate RCSI, BSc, RGN) commenced nurse training at Sir Patrick Dun's. Following general nurse training and completing Intensive and Coronary Care Course, Ms Garvey-McMahon held positions as a staff nurse and ward manager. She then gained experience in Iraq and Kenya early, before returning to Ireland, where she held positions at SJH (1990-1995) and the HSE (1995-2015). In 1986, Ms Garvey-McMahon

founded the first Private Home-Health care Community Service in Ireland, recruiting and training nurses to deliver care to the patient in their own home.

Ms Garvey-McMahon has twenty years' experience advocating and fundraising for Autism and severe ID, 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. Ms Garvey-McMahon was a founding member of the first Autism School in Dublin in 1999. She was an active Member of the Oireachtas Healthcare Committee (2005-2015) and is currently a Panel Member with the National Association of People with ID, and a Committee Member of Inclusion Ireland Healthcare and its Educational Committee. Presently, Ms Garvey-McMahon is a member of the Medical Legal Society of Ireland.

Ms Garvey-McMahon obtained her Fellowship by Examination in December 2018 and attended her first meeting of the Board in June 2019, following her election in March 2019.



**Dr Judith Foley
Board Member Ex-Officio/NMBI
Representative**



**Professor Thomas Kearns
Executive Director**

Thomas is the Executive Director of the Faculty since his appointment in 2014. He provides leadership in the development and delivery of the key strategic and operational aims and objectives of the Faculty.

Thomas successfully completed a twelve month term as Interim Chief Executive Officer of the International Council of Nurses (ICN) in Geneva, where he provided global leadership to more than 20 million nurses, before his return to the Faculty in October 2018.

More recently, as Executive Director of the Faculty, Thomas was invited to become a Board member of Axia Digital Ireland and a member of the Audit and Risk committee of Dublin Simon.

Thomas has extensive educational leadership, project management and research experience and is an innovative, supportive and facilitative leader. He has provided leadership in relation to a large number of initiatives across RCSI and with a broad range of external partners. Thomas conceptualised,

developed and implemented the Overseas Aptitude Test as an alternative to the adaptation assessment programme.

Prior to joining RCSI, Thomas worked in regulation as Education Officer and Acting Chief Education Officer in the Nursing and Midwifery Board of Ireland (formerly An Bord Altranais), where he developed the online Continuing Education CPD directory. He also had responsibility for all postgraduate education nationally, as well as programmes leading to registration as a psychiatric nurse, nurse prescriber, nurse tutor and public health nurse. In 2004, Thomas was seconded to the Department of Health and Children to project manage a review of the structure of the four year nursing degree programme in Ireland. His doctorate is in the regulation of CPD and professional competence.



Ms Catherine Clune Mulvaney
Operations and Education
Manager

Catherine's current role is Operations & Education Manager in the Faculty. In this role, she works

collaboratively with the Executive Director and the Faculty Board to ensure that the day to day activities, of education and research, including the Annual International Conference, all contribute towards the delivery of the Faculty's strategic plan. Catherine is executive lead on corporate governance for the Faculty with responsibility for the development of a Code of Corporate Governance.

Catherine successfully held the post of Acting Executive Director in the Faculty, for a 12-month period (Oct 17-Sept 18), during which she gained extensive experience in strategic management, corporate governance, leadership and networking.

Catherine joined RCSI in January 2006 as a Lecturer and Programme Director. During this time, Catherine developed expertise in curriculum development and design, teaching and learning, accreditation and programme administration. Prior to this, she held the posts of Clinical Nurse Manager 11 in the ICU/HDU, Our Lady's Hospital, Navan, Co. Meath (2004-2005) and staff nurse in renal transplantation, orthopaedics and intensive care in Beaumont Hospital, Dublin (1996- 2003). Prior to her clinical experience Catherine's commitment to social justice led her to spend three months in Albania in 1996 as a volunteer worker.

Catherine holds a HDip (Intensive Care Nursing), BSs (Nursing), MSc (Nursing), PG Dip (Clinical Health Sciences Education) and the Fellowship of the Faculty of Nursing & Midwifery, RCSI (FFNMRCIS). She is also a registered Nurse Tutor.

Catherine currently chairs the Podiatrists Registration Board, under the auspices of CORU, as a person representative of the general public following her appointment by the Minister for Health following the Public Appointments Service Process. Catherine has also recently been appointed to the Registration Review Board of the Irish Medical Council.



Professor Marie Carney
Co-ordinator RCSI Hospital Group
Advanced Practice Network

Marie (PhD, MBA, Diploma Nurse Teaching, FFMRCIS) is Coordinator for the Advanced Nurse and Midwife Forum, RCSI Hospital Group, Faculty of Nursing and Midwifery. She is a member of the Faculty of Nursing and Midwifery International Education and Research Conference Committee and of the Membership and Fellowship Sub-Committee.

Marie represented the Faculty at the 120th Anniversary Exhibition and Conference of the International Council of Nurses (ICN) held in the Marina Sands Hotel Convention Centre, Singapore. She presented the ICN Exhibition made up of 12 large panels depicting ICN's history over the previous 120 years and researched material for the exhibition through visiting archives in ICN headquarters in Geneva during 2018. This research identified print material and photos for the ICN Congress Exhibition. She wrote the scripts for this exhibition and for the Podcast of the 120 years. The history which she also wrote will be published as an E- book to be launched later this year by ICN. The Faculty received a large amount of promotion and communication through her involvement in this research and from the support of Professor Thomas Kearns as this historical research was originally proposed by Thomas when in post as Executive Director of ICN, Geneva. Professor Carney attended the opening and closing ceremonies, conference, Charter Day and during all breaks manned the Exhibition Stand and spoke to some of the 6,000 delegates who were present.



Dr Maria Neary
Project Coordinator

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
Programme Coordinator

Edward (BA (Hons), MPhil, PhD) joined the Faculty in March 2019 to support the delivery of programmes to our existing stakeholders and coordinate the Faculty's strategic approach to CPD assessment and delivery. Experienced in public

communications and strategy, healthcare advocacy, IT, and project delivery, he brings a wealth of valuable experience to his role. He is former Chair of the Patient Advisory Group at ESTRO (European Society for Radiotherapy & 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 leading on the engagement and collaboration with Faculty stakeholders and partners to identify training needs and barriers. Based on initial research, feedback, and discussions, he is examining evidence-based best-practice models with the potential to meet the CPD requirements of time-pressed practitioners. An important part of this process is conducting surveys, attending conferences on education technology, and engaging with training specialists in the field of professional training, learning, and development—within the RCSI and beyond.



Dr Cathy Fitzgerald
Research Fellow

Cathy Fitzgerald (RN, RM, BSc (Hons) SCPHN, MPH, PhD) 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 and scope the development of a WHO Collaborating Centre in the Faculty of Nursing and Midwifery at RCSI.

She is working with national and external European collaborators from both academia and industry. Previously, Cathy 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 newborn bloodspot (NBS) programme. This was a national study involving all the pediatric specialist CF centres in Ireland. She has disseminated the findings from this study at numerous national and international conferences, and has published the findings in peer-reviewed journals.



Ms Pamela Peppard
Faculty Administrator

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



Ms Áine Halligan
Faculty Administrator

Áine provides comprehensive administrative support to the Dean, the Board and Executive Director. Áine is Administrative lead on a number of Faculty activities. Áine also leads on the management of the Faculty's Programme of Fellow's Events and its Annual International Nursing & Midwifery Conference. In addition, Áine manages the Faculty's CPD programmes, working closely with key strategic partners, to ensure a positive student experience.

Áine completed a BSc (Marketing) with Dublin Institute of Technology, and is currently undertaking a blended learning Diploma in Political Science and Sociology with NUI Galway.

APPENDICES

APPENDIX 1

FACULTY BOARD AND STAFF PUBLICATIONS 2018 – 2019

Journal Publications

Bech B., Primdahl J., van Tubergen A., Voshaar M., Zangi H.A., Barbosa L., Boström C., Boteva B., Carubbi F., Fayet F., Ferreira R.J.O., Hoeper K., Kocher A., Kukkurainen M.L., Lion V., **Minnock P.**, Moretti A., Ndosi M., Pavic Nikolic M., Schirmer M., Smucrova H., de la Torre-Aboki J., Waite-Jones J. & van Eijk-Hustings Y. (2018) Update of the EULAR recommendations for the role of the nurse in the management of chronic inflammatory arthritis. *Annals of the Rheumatic Diseases* Epub ahead of print: [09-09-2019]. doi:10.1136/annrheumdis-2019-215458

Cunningham J., O'Toole T., **White M.** & Wells J.S.G (2019) Conceptualizing skill mix in nursing and health care: An analysis. *Journal of Nursing Management* 27(2), 256-263.

Fitzpatrick P., **Fitzgerald C.**, Somerville R. & Linnane B. (2018) Suboptimal parental awareness of newborn bloodspot screening in Ireland. *Irish Journal of Medical Science* (1971-) 188, no.3 (2019): 921-923. DOI: 10.1007/s11845-018-1949-0.

Hanafin S., Creedon M., O'Dwyer K. & **Clune Mulvaney C.** (2019) Views of public health nurses and mothers on weighing infants at breastfeeding support groups. *Journal of Health Visiting* 7(2), 85-91.

Ryan C., Bergin M., **White M.** & Wells J.S.G. (2019) Ageing in the nursing workforce – a global challenge in an Irish context. *International Nursing Review* 66 (2), 157-164.

White M. (2019) Commentary: An interpretative phenomenological analysis of young men's experiences of addressing their sexual health and the importance of researcher reflexivity. *Journal of Research in Nursing* 24 (1-2), 47-48.

Conference Presentations

Oral Presentations

Lyng C. & **Mahon P.** (2018) Designing an Innovative, Blended Learning Professional Development Programme for Novice Nurses. EDTECH 2018. TEL Quality Matters – People, Policies and Practices Conference, Carlow IT, Ireland. 31st May - 1st June 2018.

Lyng C. & **Mahon P.** (2018) Supporting the Transition from New Graduate Nurse to Professional Practitioner. AILTA 2018 All Ireland Conference on Teaching and Assessment in Further and Higher Education, Marino Institute, Dublin 9. 30th Oct 2018.

Mahon P. & Lyng C. (2018) Fostering Student Engagement with Emerging Technologies. EDTECH 2018. TEL Quality Matters – People, Policies and Practices Conference, Carlow IT, Ireland. 31st May - 1st June 2018.

Mahon P. & Lyng C. (2019) Kahoot! Creating a psychologically safe space for in-class questioning. 38th Annual International Nursing and Midwifery Research and Education Conference, Royal College of Surgeons in Ireland, Dublin, 28th February 2019.

Poster Presentations

Carney M. (2019) Historical Research: 120th Anniversary of International Council of Nurses, Geneva.

Carney M. (2019) Exhibition and Podcast of archival research undertaken for 120th Anniversary of International Council of Nurses, Marina Bay Sands Convention Centre, Singapore June 26-July 2 2019.

Lyng C., McIntyre K. & **Mahon P.** (2018) Innovative Education Programme Aids the Transition of Novice Nurses to the Perioperative Setting. 7th Annual Quality and Patient Safety Conference, Beaumont Hospital, Dublin 9, 21st Nov 2018.

Mahon P. & Lyng C. (2019) Supporting the Transition from New Graduate Nurse to Professional Practitioner. 38th Annual International Nursing and Midwifery Research and Education Conference, Royal College of Surgeons in Ireland, Dublin, 28th February 2019.

Mahon P. & Lyng C. (2019) Lights! Camera! Action (Research): Educational Video Production. 38th Annual International Nursing and Midwifery Research and Education Conference, Royal College of Surgeons in Ireland, Dublin, 28th February 2019.

Mahon P. & Lyng C. (2018) Transforming Classroom Questions? Ask Me, ARS! 7th Annual Quality and Patient Safety Conference, Beaumont Hospital, Dublin 9, 21st Nov 2018.

Mahon P. & Lyng C. & Nolan S. (2018) Lights! Camera! Action Research. Developing an Educational Video on Invasive Haemodynamic Monitoring. 7th Annual Quality and Patient Safety Conference, Beaumont Hospital, Dublin 9, 21st Nov 2018.

Stoneman P., Gilligan P., Kennedy M., Colbert F., Adams J. & **Mahon P.** (2018) Cardiology RANP-led Virtual Cardiology Clinic Facilitates the Safe Discharge and Follow up of Patients with a Wide Range of Low, Intermediate Risk Cardiology Conditions. Inaugural Cardiology Conference, Beaumont Hospital, Dublin 9. 10th Nov 2018.

Stoneman P., **Mahon P.** et al. (2018) Pharmacological Cardioversion of Recent Onset Atrial Fibrillation in the Emergency Department with Vernakalant Hydrochloride is Rapid, Safe and Facilitates Same Day Discharge. Inaugural Cardiology Conference, Beaumont Hospital, Dublin 9. 10th Nov 2018.

Stoneman P., Gilligan P., Kennedy M., Colbert F., Adams J. & **Mahon P.** (2018) Cardiology RANP-led Virtual Cardiology Clinic Facilitates the Safe Discharge and Follow up of Patients with a Wide Range of Low, Intermediate Risk Cardiology Conditions. 7th Annual Quality and Patient Safety Conference, Beaumont Hospital, Dublin 9, 21st Nov 2018.

Newsletters

Carney M. (2018) ANP/AMP Newsletter No 2. Faculty of Nursing and Midwifery, RCSI. August.

Carney M. (2018) ANP/AMP Newsletter No 3. Faculty of Nursing and Midwifery, RCSI November.

Carney M. (2019) ANP/AMP Newsletter No 4. Faculty of Nursing and Midwifery, RCSI. February.

Carney M. (2019) ANP/AMP Newsletter No 5. Faculty of Nursing and Midwifery, RCSI, May.

APPENDIX 2

BOARD AND SUB-COMMITTEE MEETINGS ATTENDANCE RECORDS

Board Meetings

Name	6th July 2018*	19th Sept 2018	26th Oct 2018*	21st Nov 2018	8th March 2019^	20th March 2019	28th June 2019
Mary Jacob	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance	N/A	N/A
Theresa Frawley	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance
Thomas Kearns	N/A	N/A	In Attendance	In Attendance	In Attendance	In Attendance	Teleconference
Catherine Clune Mulvaney	Apologies	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance	Apologies
Paul Mahon	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance
Hilda Gallagher	In Attendance	In Attendance	In Attendance	In Attendance	Apologies	In Attendance	In Attendance
Mark White	Apologies	Teleconference	In Attendance	Apologies	Apologies	In Attendance	Teleconference
Catherine O'Neill	In Attendance	In Attendance	Left Early	In Attendance	N/A	N/A	N/A
Jacinta Kelly	Apologies	Apologies	Apologies	Apologies	In Attendance	N/A	N/A
Terry Hanan	In Attendance	In Attendance	Apologies	In Attendance	N/A	N/A	N/A
Michael Shannon	Apologies	Apologies	Apologies	Apologies	In Attendance	In Attendance	In Attendance
Mary Boyd	N/A	Apologies	Apologies	In Attendance	In Attendance	In Attendance	Apologies
Mary Godfrey	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance
Patricia Minnock	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance
Judith Foley	N/A	Apologies	N/A	In Attendance	Apologies	Apologies	Apologies
Lasarina Maguire	N/A	N/A	N/A	N/A	N/A	In Attendance	In Attendance
Kevin McKenna	N/A	N/A	N/A	N/A	N/A	Apologies	In Attendance
Rory Farrelly	N/A	N/A	N/A	N/A	N/A	N/A	In Attendance
Marianne Garvey McMahon	N/A	N/A	N/A	N/A	N/A	N/A	In Attendance

* Standing Orders Away Day

^ Strategy Away Day

Finance Sub-Committee

Name	19th Sept 2018	21st Nov 2018	21st March 2019	28th June 2019
Mary Jacob	In Attendance	In Attendance	N/A	N/A
Theresa Frawley	In Attendance	In Attendance	In Attendance	In Attendance
Thomas Kearns	N/A	In Attendance	In Attendance	Teleconference
Catherine Clune Mulvaney	In Attendance	In Attendance	In Attendance	Apologies
Hilda Gallagher	In Attendance	In Attendance	In Attendance	In Attendance
Paul Mahon	In Attendance	In Attendance	Apologies	In Attendance
Mark White	Apologies	Apologies	Apologies	Teleconference
Mary Godfrey	In Attendance	Apologies	In Attendance	In Attendance
Barry McGowan	In Attendance	In Attendance	In Attendance	In Attendance
Terry Hanan	In Attendance	Apologies	N/A	N/A
Michael Shannon	N/A	N/A	In Attendance	In Attendance

Education and Professional Development Sub-Committee

Name	19th Sept 2018	21st Nov 2018	21st March 2019	28th June 2019
Mary Jacob	In Attendance	In Attendance	N/A	N/A
Theresa Frawley	In Attendance	In Attendance	In Attendance	In Attendance
Thomas Kearns	N/A	In Attendance	In Attendance	Teleconference
Catherine Clune Mulvaney	In Attendance	In Attendance	In Attendance	Apologies
Paul Mahon	In Attendance	In Attendance	Apologies	In Attendance
Mark White	Apologies	In Attendance	Apologies	Teleconference
Catherine O'Neill	In Attendance	In Attendance	N/A	N/A
Jacinta Kelly	Apologies	Apologies	N/A	N/A
Terry Hanan	In Attendance	Apologies	N/A	N/A
Patricia Minnock	In Attendance	In Attendance	In Attendance	In Attendance
Mary Boyd	N/A	N/A	In Attendance	N/A
Michael Shannon	N/A	N/A	N/A	In Attendance

Conference Organising Conference Sub-Committee

Name	19th Sept 2018	21st Nov 2018	11th Jan 2019	15th Feb 2019	24th May 2019
Mary Jacob	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance
Marie Carney	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance
Theresa Frawley	In Attendance	In Attendance	Apologies	Apologies	In Attendance
Thomas Kearns	N/A	In Attendance	In Attendance	In Attendance	In Attendance
Catherine Clune Mulvaney	In Attendance	In Attendance	In Attendance	Apologies	In Attendance
Paul Mahon	In Attendance	In Attendance	In Attendance	In Attendance	In Attendance
Hilda Gallagher	In Attendance	In Attendance	Apologies	Apologies	DNA
Mark White	Apologies	Apologies	Teleconference	Apologies	DNA
Catherine O'Neill	In Attendance	In Attendance	In Attendance	In Attendance	N/A
Áine Colgan	Apologies	In Attendance	In Attendance	Apologies	Apologies
Jacinta Kelly	N/A	DNA	DNA	In Attendance	N/A
Terry Hanan	In Attendance	Apologies	Teleconference	Apologies	N/A
Mary Boyd	Apologies	In Attendance	Teleconference	Apologies	Apologies
Mary Godfrey	In Attendance	In Attendance	In Attendance	Apologies	In Attendance
Patricia Minnock	Apologies	In Attendance	Apologies	In Attendance	Apologies
Edna Woolhead	In Attendance	In Attendance	Apologies	Apologies	Apologies
Linda Nugent	Apologies	Apologies	Apologies	Apologies	Apologies
Eileen Maher	In Attendance	Apologies	Apologies	In Attendance	In Attendance
Noreen Keane	In Attendance	Apologies	Apologies	Apologies	In Attendance
Aideen Walsh	In Attendance	In Attendance	In Attendance	Apologies	In Attendance

APPENDIX 3

ANNUAL FEE SUBSCRIPTION AND FELLOW'S CONTACT DETAILS

Annual Fee Subscription

Fellows, other than Honorary Fellows and Fellows by Election are required to pay an annual subscription fee. Fees must be paid annually in January. Fellows are deemed to be in good standing for the first year following their conferring.

Fellowship fees are as follows:

Employed Fellows: €50.00

Retired and Unemployed Fellows: €30.00.

Payment can be made by any of the following methods:

- Cheque: made payable to 'The Faculty of Nursing & Midwifery, RCSI'. On the back of the cheque please reference 'Fellowship Fees' and include your first name initial and surname
- Bank Transfer: Faculty of Nursing Bank Account, Allied Irish Bank, 1-4 Lower Baggot Street, Dublin 2, Account No: 25686330, Sort Code: 93-11-52, IBAN: IE91 AIBK 9311 5225 686330, SWIFT Code: AIBKIE2D. Please use reference 'Fellow – your first name initial and surname'
- Via secure electronic payment on the Faculty's Website www.rcsi/fnm_fellowship and click Fellowship fee payment or direct at

https://ubw.unit4cloud.com/ie_rcs_prod_incomemanager/NReg/QuickPay.aspx?GROUP=21

Fellow's Contact Details

The Faculty wishes to ensure that Fellows in good standing remain on our active Fellows 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 you wish to remain on our Fellows Register and wish to continue to receive information from the Faculty, please contact the Faculty with the following details:

Telephone Number: _____

Mobile Phone Number: _____

Email Address: _____

If you wish to be removed from the active Fellows Register and no longer wish to receive correspondence from the Faculty, please write to Administration Office, Faculty of Nursing & 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.com

APPENDIX 5

FACULTY REPRESENTATION

The Dean, Executive Director, Board members, and staff of the Faculty, represented the Faculty of Nursing and Midwifery, RCSI at a number of events, conferences and engagements during the past year.

Dr Theresa Frawley, Dean

The Dean represented the faculty of Nursing and Midwifery at meetings of the Surgery and Post Graduate Faculties Board.

Conferences/Invitations

- Invited to open the International Network for Health Workforce Education (INHWE), January 2019;
- Addressed the Annual Spring meeting of ENT UK on the 15th of March 2019;
- Invited to attend the ENT UK Surgical Associate Specialist Meeting in Torbay in June 2019.

Professor Thomas Kearns, Executive Director

- Addressed and chaired events at the EU CNO/CMO/CDO meeting in Bucharest in March 2019 during the Romanian Presidency of the EU;
- Invited to attend the Executive Board of the European Nursing Council taking place at the same time;
- Invited to contribute to a webinar on IPE by DG Sante of the European Commission and CPME (Standing Committee for European Doctors) on the 29th of March;
- Invited to deliver a symposium at the Horatio Mental Health Nursing Congress in Copenhagen in May 2019;

- Professor Kearns has been invited to join a Clinical Governance Committee of the Dublin Simon Community;
- Invited to join a Tuning project "CALOHEE 11", Project Board, "Measuring and comparing Assessments of learning outcomes in Higher Education in Europe" - a two year project of Tuning, funded by the EU DG Education and Culture;
- Invited as a judge for the Annual Paper of the Year Award for the Journal of Research in Nursing;
- Invited to join the Board (Non-Executive Director) of Axia Digital Ireland, as Executive Director of the Faculty;
- Appointed to the Quality Review Framework Panel of PHECC;
- Member of the Rotunda Hospital Risk Committee and is a member of the RCSI/Rotunda Hospital Liaison committee;
- Member of the RCSI Hospital Group Executive Directors of Nursing and Directors of Midwifery Forum by Professor Rory Farrelly, Forum Chair & Chief Director of Nursing & Midwifery, RCSI Hospitals Group;
- Invited to become a member of the Audit and Risk committee of Dublin Simon. as Executive Director of the Faculty.

Faculty Staff

Ms Clune Mulvaney attended the INHWE conference, deputising for Professor Kearns who is a member of the INHWE Advisory Board in Nicosia in May 2019;

Professor Marie Carney represents nursing on the Department of Health's Clinical Effectiveness Education Forum;

Professor Marie Carney developed the Podcast presentation on the life of Mary Francis Crowley, Founding Dean, Faculty of Nursing and Midwifery for the Women on Walls Exhibition (2019). Marie was interviewed for this Exhibition and undertook the archival history project on Mary Francis Crowley and in 2014 co-authored a book on her life.

ANNUAL CONFERENCE DINNER





RCSI Royal College of Surgeons in Ireland
Coláiste Ríoga na Máinleá in Éirinn
123 St Stephen's Green, Dublin 2
Tel: +353 1 402 2202
Email: facnurse@rcsi.com
rcsi.com