

ANNUAL REPORT 2020
01 JULY 2019 – 30 JUNE 2020

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FACULTY OF NURSING AND MIDWIFERY



RCSI FACULTY OF NURSING
AND MIDWIFERY

RCSI FACULTY OF NURSING AND MIDWIFERY

Established in 1974, the Faculty of Nursing and Midwifery plays a pivotal role in leading and supporting the development of the nursing and midwifery professions nationally through its continuing professional development programmes, research, annual conference, masterclasses and seminars. Recently, the Faculty has focused on the expansion of its strategic impact on the national and the international arena through exciting collaborations.

The Faculty launched its Strategic Plan (2019-2022) at the Annual General Meeting in November 2019 and the objectives of the Faculty are to:

- a. Design, develop and deliver transformative learning experiences to facilitate the continued professional development and lifelong learning of nurses, midwives and professionals in the healthcare arena;
- b. Lead impactful research in areas of professional development, lifelong learning and the monitoring and maintenance of professional competence at clinical, educational, research, management, technological and policy levels;
- c. Support the contribution of nurses and midwives to healthcare and societal well-being in Ireland and internationally.

THE BOARD OF THE FACULTY OF NURSING AND MIDWIFERY

The Board of the Faculty of Nursing and Midwifery 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.

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The Annual Report 2019/2020 covers the reporting period 01 July 2019 – 30 June 2020.

The Board and the Executive of the Faculty wish to acknowledge and thank Mr Tony Temple and Ms Nattanna Meredith, RCSI Design for their exceptional work, artistic vision, creativity and professionalism throughout the year.

A YEAR IN NUMBERS



Launch of Strategic Plan (2019-2022)

Thirty eight nurses and midwives were awarded Fellowships

- **4** Honorary Fellowships Conferred
- **10** Fellows Ad Eundem Conferred
- **5** Fellows by Election Conferred
- **19** Fellows by Examination Conferred



Honorary Fellowship conferred on Dr Tedros, WHO General-Director in Geneva

A total of **1,211** applicants from **38** countries for the Overseas Aptitude Test



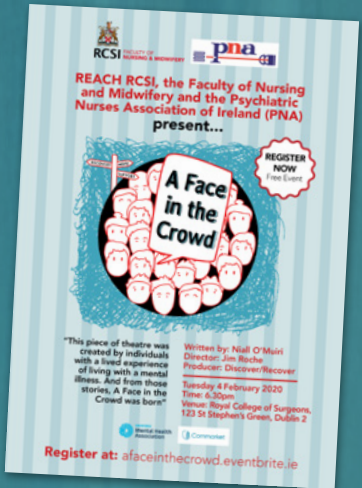
The launch of The European Centre of Excellence for Research in Continuing Professional Development

Establishment of an RCSI Hospital Group Centre of Nursing and Midwifery Advancement



39th Annual International Conference

Celebrated
International Year
of the Nurse
and the Midwife
with over 400
attendees



Staged 'A Face in
the Crowd' play
with REACH RCSI
& PNA



DEAN'S REVIEW



On behalf of the Faculty of Nursing and Midwifery, RCSI University of Medicine and Health Sciences, I am delighted to present this year's Annual report. As many of you will be aware, university status was granted to RCSI in December 2019. RCSI became the ninth university in the Republic of Ireland and the Faculty was delighted to contribute to this significant achievement and support colleagues across RCSI on this journey.

I would like to begin, in these exceptional times, by paying tribute to all our Fellows, our Honorary Associates and our collaborators who have risen to the challenges posed by a global pandemic with remarkable courage. I would like to welcome our thirty four newest Fellows (Ad Eundem, By Election and By Examination), who were conferred in December 2019. Nurses and Midwives from all disciplines play a vital role in providing quality, safe health services. More than ever in these unprecedented times and in the face of Covid-19, it is critical we respond flexibly, creatively and timey to the development of our professions. These are truly unprecedented times, and the Faculty would like to acknowledge and thank you for your care, compassion, bravery and courage.

The Faculty was delighted to contribute its expertise to national efforts in the management of Covid-19 following an invitation from the Department of Health to participate and advise on a national forum. The Medical Leaders Forum was established by the Chief Medical Officer, Dr Tony Holohan and comprised senior leaders in the clinical community. The Forum focused on information, planning and response to Covid-19. Given the expertise of our Board, and Fellows, the Faculty was well positioned to play a key role in Ireland's response to the rapidly evolving crisis. Dr Frawley and I represented the Faculty at weekly meetings during the first wave of the Covid-19 crisis. The first meeting was held in the Department of Health on St. Patrick's Day, when leading experts from critical care, infectious diseases, emergency

care, general practice and medical education identified the immediate challenges facing the health of the population and discussed potential solutions.

In response to Covid-19, the Faculty has developed a cloud based, electronic solution to support employers, clinical directors, registrants and human resource departments with access to up-to-date information to strategically manage efficient workforce planning and skill mix requirements.

I would like to thank all members of the Faculty Board for their endless dedication, insights and expertise. In particular, I would like to acknowledge and thank Dr Theresa Frawley, who completed her term as Dean in March 2020. Under Theresa's leadership, the Faculty has continued to grow and evolve, and has enjoyed a very successful two years. Dr Frawley has championed the importance of nurses and midwives, in clinical practice at the frontline throughout her Deanship. In particular, the development of a Membership of the Faculty of Nursing and Midwifery award (FNMRCIS) is a testament to her ambition to ensure that all nurses and midwives, are afforded the opportunity to actively engage with the Faculty, and its community of nurses and midwives, at all stages of their careers.

I am delighted to welcome our three new, co-opted Board members to our Board- Ms Jacinta Collins, Mr Ken Jordan and Dr Fiona Kiernan, following an open competition process, which was managed by Boardmatch Ireland. We are delighted to have their expertise in societal health

and well-being, technology and enhanced digital learning and health economics on the Board. The presence of co-opted member on the Board is in keeping in line with best corporate governance practice, and Faculty Standing Orders which were updated and approved by the Board of the Faculty and the RCSI Surgery and Post Graduate Faculties Board in October 2019. I would also like to express the Board's sincere gratitude to Ms Hilda Gallagher, Dr Mark White and Dr Judith Foley for their contribution, time and service to the Faculty during their time on the Board.

On a personal note, I would like to thank the Board for the trust and confidence that you have invested in me by electing me to serve as the 17th Dean, and the first male Dean in the Faculty's forty six year history. I am truly honoured and proud to be Dean leading our esteemed Faculty.

I would like to acknowledge Professor Thomas Kearns, Executive Director and his team, for their exceptional support, their work ethic and dedication throughout the year. Thank you for your enormous contributions.

As many of you will be aware, the Faculty launched its Strategic Plan (2019-2022) at its Annual General Meeting in November 2019. The strategic plan is aligned to the RCSI Strategic Plan (2018-2022) and the work of the Faculty will be underpinned by three pillars namely; Delivering a transformative learning experience; Leading impactful research; and Supporting healthcare and societal well-being in Ireland and internationally. As you will read later in this Report, the Faculty has successfully delivered a range of initiatives, projects and events under each of these pillars.

In terms of the delivery of a transformative learning experience, work continues apace on the development of a mobile Continuing Professional Development platform (mCPD) and new and innovative CPD programmes continue to be developed and delivered with Faculty collaborators and partners.

The launch of The European Centre of Excellence for Research in Continuing Professional Development was a particularly significant achievement for the Faculty in February 2020. This Centre has collaborating partners from across 20 countries. Given the importance of rigorous scientific inquiry to nursing and midwifery practice and health policy, it is anticipated that the development of a significant body of knowledge on CPD will greatly contribute to and enhance clinical and educational practice, health policy, and ultimately impact positively on the health of people.

The Faculty has hosted a number of events to achieve its strategic pillar relating to the health and well-being of society. In partnership with REACH RCSI and The Psychiatric Nurses Association of Ireland (PNA), the Faculty hosted its first ever play 'A Face in the Crowd', which beautifully shone a light on the experience of service users, living with mental

illness. It is hoped that the play, which was performed for both adolescents from local schools and the public, will initiate important conversations of how we understand both mental health and ill health.

The Faculty is committed to supporting the nursing and midwifery professions with the ultimate aim to support the delivery of efficient, effective, quality, person centred care. This is particularly important, as we are reminded of the emphasis that the founder of modern nursing, Florence Nightingale, placed not just on compassionate care, but compassionate care that is evidenced-based care, on the 200th anniversary of Nightingale's birthday. Furthermore, the State of the World's Nursing Report (WHO 2020) provides the most up-to-date evidence on policy options for the global nursing workforce. Importantly, the report highlights the critical importance of engaging professionally with nurses and midwives to establish and assure the effectiveness of nursing and midwifery contributions and interventions.

I would also like to welcome our new Honorary Fellows, Dr Tedros Adhanom Ghebreyesus, Director-General, WHO, Geneva, Switzerland; Ms Elizabeth Iro, Chief Nursing Officer, WHO, Geneva, Switzerland; Lord Nigel Crisp KBC, Co-Chair of the UK's All-Party Parliamentary Group on Global Health, Co-Chair of the Nursing Now campaign and former (CEO) of the National Health Service (NHS); Ms Vivien Lusted, Recipient of the 2019 Florence Nightingale medal, the highest international distinction a Red Cross Red Crescent nurse can achieve. I hope you will enjoy reading about the remarkable contributions and the achievements of these wonderful individuals. The Faculty is privileged to have such esteemed and renowned global figures among its Fellows.

As Dean, I am very proud of what the Faculty of Nursing and Midwifery has achieved in the last year in supporting the development of the nursing and midwifery professions in Ireland and beyond. I hope you enjoy reading this report and learning more about the range and diversity of the Faculty's activities.

On behalf of the Faculty, I would like to sincerely thank and acknowledge each of our Fellows, for your tireless work, your exceptional commitment, your compassionate care and your unwavering professionalism during these extraordinary times.

I wish you all good health in the months ahead.

Professor Michael Shannon

Dean

Faculty of Nursing and Midwifery RCSI

EXECUTIVE DIRECTOR'S REVIEW



CONFERENCE

The 39th Annual International Nursing and Midwifery Research and Education conference took place in February. As the Dean stated 2020 was announced by the WHO as the International Year of the Nurse and the Midwife, to coincide with the bicentenary of the birth of Florence Nightingale. In many respects, the period covered by this annual report became the "best of times and the worst of times". The best of times in this year included the conferring of Dr Tedros Adhanom Ghebreyesus, Lord Nigel Crisp, Ms Vivien Lusted and Ms Elizabeth Iro as Honorary Fellows. The Faculty hosted a wonderful global research and education conference with over 400 participants registered with keynotes from the WHO (Geneva and Copenhagen), Nursing Now, International Council of Nurses (ICN), International Confederation of Midwives (ICM) and Sigma Theta Tau International. It included 55 concurrent papers across ten strands from a very wide range of scopes of practice.

The Faculty also launched its *European Centre of Excellence for Research in Continuing Professional Development* at the conference with over 20 country members. The Centre has three broad research working groups that focus on digital pedagogy, economic impact of CPD and the impact of CPD on patient safety and quality of care.

The progress of the year was dramatically impacted by the Covid-19 global pandemic. And while this pandemic can be described as the "worst of times", I believe that it truly demonstrated why this is the International Year of the Nurse and the Midwife. In the worse of times, we have witnessed 'the best of' nursing and midwifery. The response of the nursing and midwifery professions has been innovative, immediate and patient centered. The care, compassion,

I am delighted to welcome you all to the Faculty's 2019/2020 Annual Report. Following on from the Dean's welcome, I would like to begin by expressing my sincere gratitude to Professor Michael Shannon, Dean; Dr Theresa Frawley, Past Dean; Dr Mary Boyd, Vice 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.

commitment and bravery of our colleagues locally, regionally, nationally and internationally has been humbling and inspiring.

GOVERNANCE

The Faculty of Nursing and Midwifery has published its new Standing Orders, developed a Code of Corporate Governance and other supporting documentation, contributing to good governance processes.

STRATEGY

The Faculty launched its new Strategic Plan (2019-2022) at the Annual General Meeting in November 2019. The Faculty has structured and aligned its new strategic plan to the wider University plan. The Faculty prides itself on ensuring this strategic link to operational endeavour within the Governance framework of the Faculty Board, RCSI Senior Management and the Surgery and Post Graduate Faculties Board (SPFB). The Faculty continues to work in a values-based approach to ensuring that clinician needs are met to enhance service need in a rapidly evolving healthcare context. As mentioned by the Dean, the foundations of the strategic plan are based on three pillars; delivering a transformative learning experience, leading impactful research and supporting healthcare and societal well-being in Ireland and internationally.

HUMAN RESOURCES

The Faculty bid farewell to Ms Caroline Skinnader, Faculty Administrator. The Faculty welcomed two new Research

Assistants, Dr Witold Orlik and Dr Giuseppe Aleo, both of whom are supporting the work of the Faculty's European Centre of Excellence for Research in Continuing Professional Development. We also welcome Ms Fiona Prendeville, Faculty Administrator following her recent appointment. The Faculty has also approved the establishment of an RCSI Hospital Group Centre of Nursing and Midwifery Advancement and a Centre Co-ordinator is currently in the process of being appointed.

OPERATIONS

The RCSI Aptitude Test for Overseas Nurses continues to facilitate nurses from overseas wishing to register and practice in Ireland. Approximately 800 nurses undertake this assessment annually, supporting responsive and timely recruitment into the Irish healthcare workforce. The test has successfully completed a quality review by the RCSI Quality Enhancement Office (QEO). This year the Faculty was requested to enhance its capacity by 40% to facilitate additional workforce planning needs associated nationally with the Covid-19 pandemic. During the initial phase of the pandemic, the Faculty facilitated 117 candidates per month, doubling our monthly average. This took place within a context of significantly enhanced infection prevention and control requirements associated with the virus.

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 for the successful delivery and provision of the Test. In particular, 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 following discussions with the HSE HR and Nursing and Midwifery Board of Ireland (NMBI) scoped an Aptitude Test for people wishing to register as psychiatric nurses in Ireland.

The Faculty's Continuing Professional Development (CPD) collaborations have continued to expand and clinically relevant, innovative CPD programmes have been developed for partnerships with HealthTech Ireland (formerly IMSTA), the Psychiatric Nurses Association of Ireland (PNA), SIPTU's Health Division, Blackrock Clinic and the Dublin Simon Community among others. Other important initiatives during the last year include the further refinement of the Faculty's ePortfolio supporting Continuous Professional Development 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. This year has been our second full year of Fellows and Friends' events and you will see that the diversity of these events and the subject matter have been both challenging and exciting.

MOBILE CPD PLATFORM

The Board approved a significant investment in the development of our mobile CPD platform (mCPD) to transform the learning experience of nurses and midwives. Following procurement, we have appointed a "gaming" development company to support the design of our mobile learning technology platform. My sincere thanks to Dr Edward Naessens for leading on this work.

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. The Faculty Board approved the establishment of the RCSI Hospital Group Centre of Nursing and Midwifery Advancement. My thanks to Professor Marie Carney for scoping the work, the Directors of Nursing and Midwifery and the Centre Steering group for their support in relation to this initiative.

GLOBAL INITIATIVES

I am delighted to announce that the RCSI Faculty and School of Nursing and Midwifery have been approved for incorporation within the Irish Chapter of Sigma Theta Tau, the Epsilon at large chapter. I wish to thank Sigma and the President of the Irish Chapter, Dr Gerardina Hartnett for their support. The Faculty was awarded the hosting of the 6th biennial European Sigma Regional Conference in February 2022.

ACKNOWLEDGEMENTS

I would also like to acknowledge the on-going support and collegiality from colleagues in RCSI. In particular, Mr Kenneth Mealy, Past President RCSI; Professor P. Ronan O'Connell, 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 McGowan 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 and we look forward to 'virtually' welcoming you to future Faculty and Fellows & Friends' Events.

I hope you enjoy reading our Annual Report and we look forward to collaborating with you in the future.

As we come to the end of the year, I am reminded of Seamus Heaney's poem 'Perseverance' and the lines "The days are getting shorter and colder, but I ask you to remember: even as the winter comes in, there is hope and there is light."

Professor Thomas Kearns

Executive Director

BOARD AND STAFF OF THE FACULTY



Professor Michael Shannon
Dean



Dr Mary Boyd
Vice Dean



Dr Patricia Minnock
Honorary Secretary



Ms Mary Godfrey
Honorary Treasurer



Dr Theresa Frawley
Past Dean



Mr Paul Mahon
Board Member



Ms Lasarina Maguire
Board Member



Dr Kevin McKenna
Board Member



Ms Marianne Garvey-McMahon
Board Member



Ms Jacinta Collins
Board Member



Mr Ken Jordan
Board Member



Dr Fiona Kiernan
Board Member



Professor Thomas Kearns
Executive Director



Ms Catherine Clune Mulvaney
Operations and Education Manager



Dr Maria Neary
Project Coordinator



Dr Edward Naessens
Programme Coordinator



Dr Cathy Fitzgerald
Research Fellow



Professor Marie Carney
RCSI Hospital Group AN/MP Forum
Coordinator



Dr Witold Orlik
Research Assistant



Dr Giuseppe Aleo
Research Assistant



Ms Pamela Peppard
Faculty Administrator



Ms Áine Halligan
Faculty Administrator



Ms Fiona Prendeville
Faculty Administrator

DEAN'S HIGHLIGHTS 2019- 2020



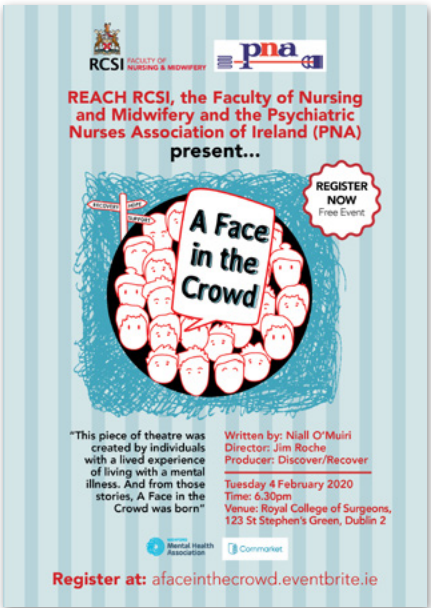
Newly conferred Fellows pose with Faculty Board and Staff December 2019.





Dr Theresa Frawley, Dean, Faculty of Nursing and Midwifery congratulating Dr Tedros, WHO Director-General on his conferral as an Honorary Fellow in WHO HQ, Geneva, in February 2020.

LAUNCH OF FACULTY’S STRATEGIC PLAN (2019-2022)



THE FACULTY STAGED ITS FIRST PLAY



LAUNCH OF THE FACULTY'S EUROPEAN CENTRE OF EXCELLENCE FOR RESEARCH IN CONTINUING PROFESSIONAL DEVELOPMENT



39th ANNUAL INTERNATIONAL CONFERENCE



HONORARY FELLOWSHIP CONFERRED ON DR TEDROS, DIRECTOR-GENERAL, WHO



In February 2020, a delegation from the RCSI, led by Mr Kenneth Mealy, President RCSI, Dr Theresa Frawley, Dean and Professor Thomas Kearns, Executive Director travelled to World Health Organization (WHO) headquarters in Geneva, Switzerland to confer its Honorary Fellowship on Dr Tedros Adhanom Ghebreyesus, Director-General, WHO.

Dr Tedros is globally recognised as a health scholar, researcher and diplomat with first-hand experience in research, operations and leadership in emergency responses to epidemics. In recent months, with the Covid-19 pandemic, Dr Tedros has become a familiar face globally.

Professor Thomas Kearns, Executive Director and Citation Reader detailed Dr Tedros' achievements and stated "During his tenure as Head of the Tigray Regional Health Bureau, Dr Tedros was credited with a 22.3% reduction in the prevalence of AIDS in the region, and a 68.5% reduction in meningitis cases. During his period as Minister of Health, the Ethiopian Ministry of Health built 4,000 health centres, trained and deployed more than 30,000 health extension workers, and developed a new cadre of hospital management professionals. He also designed a health workforce reform strategy that resulted in the training and deployment of thousands of doctors, nurses, pharmacists, laboratory technologists and health officers.

As Minister of Health, Dr Tedros was active in global health initiatives and created an impact on the wider area of the global health architecture. Ethiopia was the first country to sign a compact with the International Health Partnership to improve the health of citizens in developing countries. Prior to his election as WHO Director-General, Dr Tedros served

as Ethiopia's Minister of Foreign Affairs from 2012–2016 where he led efforts to secure commitment from 193 countries to provide the finance necessary to achieve the Sustainable Development Goals."

Dr Tedros was elected WHO Director-General for a five-year term in May 2017 and under his leadership, the World Health Assembly designated 2020 as the International WHO Year of the Nurse and the Midwife. Dr Tedros believes that nurses and midwives are central to the achievement of universal access to healthcare and the Faculty, in honouring Dr Tedros, recognised his contribution to raising the profile of nurses and midwives around the world. The Faculty was particularly pleased to award the Fellowship during the WHO International Year of the Nurse and the Midwife.

Dr Teresa Frawley, Dean, Faculty of Nursing & Midwifery said: Whether holding a health or foreign affairs political brief, all roads lead to universal health coverage for Dr Tedros who has demonstrated what it takes to expand access to healthcare with limited resources. Dr Tedros is a most worthy recipient of the highest honour the Faculty of Nursing and Midwifery can bestow, Honorary Fellowship.

The world needs 9 million more nurses and midwives if it is to achieve universal health coverage by 2030. Supporting nurses and midwives practice to the limit of their scope and enhancing their competence and capability is necessary to address health challenges experienced across the globe. Dr Tedros recognises the centrality of nurses and midwives to achieving real progress in universal access to healthcare. - all attributed to Dean.

**A PICTORIAL RECORD OF THE
HONORARY FELLOWSHIP CONFERRING
CEREMONY OF DR TEDROS**



The Faculty was delighted to celebrate this momentous occasion with colleagues from the International Council of Nurses (ICN), the Irish Department of Health and Foreign Affairs and the WHO. Guests at the Conferring Ceremony included:

- Ms Annette Kennedy, President, ICN, Geneva;
- Ms Tayna King, Deputy Chief Nurse, Department of Health Ireland;
- Mr Paul Cullen, Health Editor, The Irish Times,
- Mr Declan Johnston, Health, Development and Humanitarian Issues for the Permanent Mission of Ireland to the United Nations;
- Mr Fergal Horgan, Global Health and Nutrition Advisor, Permanent Mission of Ireland to the United Nations;
- Dr Zsuzsanna Jakab, Deputy Director General, WHO;
- Dr Shenaaz El-Halabi, Director, Office of the Director General, WHO;
- Dr Bernhard Schwartlander, Chef de Cabinet, WHO;
- Ms Elizabeth Iro, Chief Nurse WHO;
- Mr Jim Campbell, Director Human Resources for Health, WHO;
- Dr Mike Ryan, Executive Director, WHO Health Emergencies Programme;
- Mr Thomas O'Connell, Health Systems Advisor, WHO;
- Ms Fran Mc Conville, Midwifery Advisor, WHO.



IRISH ADVANCED NURSING AND MIDWIFERY PRACTICE POLICY PRESENTATION TO DR TEDROS



Dr Theresa Frawley, Dean and RANP (ENT); Ms Tanya King, Deputy Chief Nursing Officer, DoH; Dr Tedros, Director-General, WHO & FFMRCSI (Hon); Dr Patricia Minnock, Honorary Secretary & RANP (Rheumatology) pictured presenting the policy.

The Faculty was also delighted to share 'A Policy on the Development of Graduate to Advanced Nursing and Midwifery Practice' which was published in Ireland by the Department of Health in July 2019. The policy recognises the centrality of the nursing and midwifery professions to the implementation of Ireland's health reform programme 'Sláintecare'. This policy provides for the expansion of advanced practice in Ireland, to include 2% of the nursing and midwifery workforce working as Advanced Practitioners, equating to 750 advanced nurse/midwife practitioners. It provides a streamlined model for the process by which a nurse or midwife can practice at advance level.

Dr Theresa Frawley, Dean, Dr Patricia Minnock, Honorary Secretary and Ms Tanya King, Deputy Chief Nursing Officer, Department of Health Ireland, presented the policy to Dr Tedros and highlighted the importance of this policy as a cornerstone for the development of advanced practice

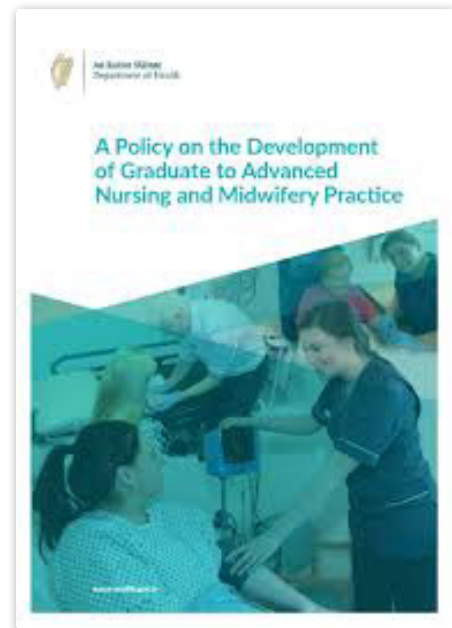
in Ireland. Dr Frawley and Dr Minnock are both practising Registered Advanced Nurse Practitioners (RANP), in the areas of Ear, Nose and Throat (ENT) and Rheumatology, respectively.

Dr Minnock stated "This policy provides a template by which advanced practice can develop with a recognised and respected remit to deliver healthcare that is complimentary to and not a substitute for medical practice. For too long, advanced practice in Ireland has been seen by many as a substitute for medical practice and in this the WHO designated International Year of the Nurse and the Midwife, it is appropriate to have a policy which provides for the independent growth and the continued evolution of advanced nursing and midwifery practice toward universal healthcare delivery". Dr Tedros welcomed the policy.

Commenting on the policy, Ms Annette Kennedy, President, International Council of Nurses, said "Ireland provides a

clear example of the importance of advanced nursing and midwifery practice to the achievement of health outcomes and the positive impact that can be achieved."

Dr Minnock is a committed advocate and supporter of Ireland's national agenda to enhance the role and assess the impact on patient outcome of ANPs in rheumatology, while addressing national service challenges. She provides leadership and clinical expertise to rheumatology ANP participants in the pilot evaluation of the DoH policy. Data from the pilot reveals that patients were seen faster, started their treatment earlier and were discharged earlier and suggests that these outcomes will have a positive impact on both the patient, and on waiting lists in this speciality.



Dr Tedros, Director-General, WHO & FFNMRCIS (Hon) pictured with Dr Patricia Minnock, Honorary Secretary & RANP (Rheumatology); Ms Elizabeth Iro, Chief Nursing Officer, WHO; Dr Tedros, Ms Tanya King, Deputy Chief Nursing Officer, DoH; Ms Annette Kennedy, President, ICN; Dr Theresa Frawley, Dean and RANP (ENT); and Mr Declan Johnston, Health, Development and Humanitarian Issues for the Permanent Mission of Ireland to the United Nations following a discussion on the policy.

MEETINGS IN GENEVA

The RCSI and the Faculty of Nursing and Midwifery were delighted to undertake a series of meetings in Geneva with both the WHO and the International Council of Nurses (ICN).



BI-LATERAL MEETING WITH WHO

During the trip to Geneva, RCSI and the Faculty of Nursing and Midwifery participated in a Bi-lateral meeting with colleagues from the WHO, where a range of key issues was discussed. Key issues included workforce planning and the Faculty's Overseas Aptitude Test and planned bridging programme. The Faculty's Centre of Excellence for Research-CPD, its Nursing Now campaign and the Nightingale Challenge were also outlined. The meeting also focused on the Faculty's desire to develop a WHO Collaborating Centre and to strengthen with the College of Surgeons of East, Central and Southern Africa (COSECSA), the nursing contribution to support this work in terms of the nursing skills in critical care, surgical and anaesthetic nursing.





MEETING INTERNATIONAL COUNCIL OF NURSES (ICN)

The RCSI delegation was also delighted to meet with colleagues from the International Council of Nurses (ICN) in Geneva. Ms Annette Kennedy, ICN President welcomed the party and discussions at the meeting focused on the Faculty's plans to support the WHO International Year of the Nurse and the Midwife, and showcase the work of nursing and midwifery in Ireland. Faculty developments, focused on supporting nurses and midwives, across the RCSI hospital group were outlined particularly the Advanced Practice Forum and the Centre for Nursing and Midwifery Advancement. The role of, and developments in advanced practice in Ireland were discussed in relation to the delivery of health reforms and the achievement of universal health coverage.

RCSI DINNER

RCSI hosted a dinner at the Intercontinental Hotel, Geneva, where Dr Tedros and guests celebrated Dr Tedros' conferring as an Honorary Fellow of the Faculty.



ACKNOWLEDGEMENT

The Faculty would like to acknowledge Ms Louise Loughran, RCSI Chief Communications Officer; Ms Cara McVeigh, Manager, RCSI Conferencing & Events; Ms Kate Smith, Office of the President RCSI; Ms Patricia Kinane, Office of the CEO RCSI and Dr Shenaaz El-Halabi, Director, Office of the Director-General, WHO, for their exceptional logistical planning, attention to detail, support and flexibility in the organisation, planning and execution of the Honorary Conferring in Geneva.

SAVE the DATE

RCSI FACULTY OF NURSING & MIDWIFERY

**40th ANNUAL INTERNATIONAL
NURSING & MIDWIFERY
RESEARCH AND EDUCATION
VIRTUAL CONFERENCE**

Meeting the Needs of Modern Healthcare

**HEAR GLOBAL LEADERS IN
SESSIONS ON WORKFORCE
PLANNING, RECOVERY &
WELLNESS IN A COVID-19 WORLD,
SERVICE REDESIGN AND MORE...**

In recognition of the contribution of
nurses and midwives and particularly their
exceptional commitment during Covid-19,
and in celebration of 2021, as the extended
**WHO YEAR OF THE NURSE AND MIDWIFE
CONFERENCE 2021** is a **Free Event**.



RCSI
UNIVERSITY
OF MEDICINE
AND HEALTH
SCIENCES



**FREE LIVE STREAMED EVENTS
FROM TUES, 23 FEBRUARY ~
WED, 03 MARCH 2021**

rcsi.com/nursing2021

STRATEGIC PILLAR 1: DELIVERING A TRANSFORMATIVE LEARNING EXPERIENCE

The Faculty of Nursing & Midwifery has a long and proud history in the delivery of education. Its Annual Conference is one of the oldest conferences in Europe. 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.

FELLOWS OF THE FACULTY OF NURSING AND MIDWIFERY

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 09 December 2019.

The Fellowship of the Faculty of Nursing and Midwifery (FFNMRCIS) is a prestigious award that can be bestowed by the Faculty on individuals in recognition of their work and achievements in nursing & midwifery and/or their contributions to the areas of education, research and the health and well-being 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 and related Masters qualification.

In December 2019, the Faculty conferred thirty-four nurses and midwives with Fellowships- Ten Ad Eundem Fellowships and five Fellowship by Election were conferred. A further nineteen nurses and midwives were conferred with their

Fellowship by Examination after successful completion of the Viva Voce examination, following ePortfolio submission.

FELLOWS AD EUNDEM

- Dr Mustafa M.E. Bodrick, Saudi Commission for Health Specialities (SCFH), Riyadh, Kingdom of Saudi Arabia,
- Professor Patricia M. Davidson, Dean and Professor of the Johns Hopkins School of Nursing in Baltimore, USA,
- Professor John Patrick Daly, Conjoint Professor, UNSW, School of Public Health & Community Medicine, Faculty of Medicine, Adjunct Faculty, School of Nursing, Johns Hopkins University, Baltimore, USA , Adjunct Professor, School of Nursing & Midwifery, Faculty of Health Sciences, Curtin University, Perth, Western Australia,
- Professor D'Arcy Gaisser, Department of Nursing, The College at Brockport, Brockport, New York, USA
- Dr Catherine Hannaway, Company Director, Global Health Consultant, Catherine Hannaway Associates Ltd., UK,
- Professor Helene J. Krouse, Associate Dean for Interprofessional Education, Depart of Internal Medicine/ School of Medicine, University of Texas Rio Grande Valley, USA,
- Dr Elizabeth Madigan, Chief Executive Officer, International Nursing Honour, Sigma Theta Tau, Indianapolis, USA,
- Dr Jarlath McKenna, Lecturer, Waterford Institute of Technology, Co. Waterford, Ireland
- Dr Ian Norman, Assistant Principal (Academic Performance, Kings College, London and Professor of Mental Health and Executive Dean, Florence Nightingale Faculty of Nursing and Midwifery, Kings College, London, UK,
- Professor Assumpta Ryan, Professor of Ageing and Health, School of Nursing, Ulster University, Northern Ireland.

FELLOWS BY ELECTION

- Mr Howard Catton, Chief Executive Officer, International Council of Nurses (ICN), Geneva, Switzerland,
- Professor Brian Dolan, Director, Health service 360, Stratford Upon Avon, Warwickshire, UK,



- Professor Charlotte McArdle, Chief Nursing Officer, Department of Health, Northern Ireland,
- Professor Jane Salvage, Honorary Associate, Newham College, University of Cambridge, UK,
- Professor Janice Stevens C.B.E., DSc (Hons), MA, RGN, Chief Nursing Officer, The Wellington Hospital, London, UK.
- Dr Christina Larkin, Senior Lecturer and Programme Director, IOL RCSI Bahrain, Kingdom of Bahrain,
- Ms Cora Lunn, Director Leadership and Organisational Development (Nursing and Midwifery), University Hospital Limerick, Limerick, Ireland,
- Ms Sharon McCabe, Staff Nurse, Bloomfield Health Services, Dublin, Ireland,
- Ms Geraldine McCrory, Head Nurse/Clinical Nurse Manager 3, King Faisal Specialist Hospital and Research Centre, Riyadh, Saudi Arabia,
- Ms Connie McGilloway, Clinical Nurse Specialist, Sexual Assault Forensic Examiner, HSE Letterkenny, Co. Donegal, Ireland,
- Mr Daniel McTiernan, Candidate Advanced Nurse Practitioner (cANP) CAMHS, Linn Dara, Cherry Orchard Hospital Campus, Dublin 10, Dublin South, Kildare, West Wicklow, CHO 7, Ireland,
- Ms Orla Nolan, Staff Nurse/Acting Assistant Head Nurse Haemodialysis, King Faisal Specialist Hospital and Research Center, Riyadh, Saudi Arabia & Adjunct Lecturer, School of Nursing Midwifery and Health Science, University College Dublin, Ireland,
- Dr Maeve O'Connell, Lecturer & Programme Director, School of Nursing and Midwifery, RCSI Bahrain, Kingdom of Bahrain,
- Mr Steven Pitman, Head of Education and Professional Development, Irish Nurses and Midwives Organisation (NMO), Dublin, Ireland,
- Ms Niamh Rohan, Lecturer and Programme Director, RCSI School of Nursing and Midwifery, RCSI University of Medicine and Health Sciences, Dublin, Ireland,
- Ms Michelle Cullinane, Clinical Programme Coordinator, Children's Health Ireland at Crumlin, Dublin, Ireland,
- Ms Thressia Puthussery Devassy, Assistant Director of Nursing, St. Doolagh's Park Care & Rehabilitation Center, Balgriffin, Dublin, Ireland,
- Dr Cathy Fitzgerald, Research Fellow, Faculty of Nursing and Midwifery, RCSI University of Medicine and Health Sciences, Dublin, Ireland,
- Dr Sherly George, Lecturer and Programme Director, School of Nursing and Midwifery, RCSI University of Medicine and Health Sciences, Dublin, Ireland,
- Dr Mary Gobbi, Visiting Professor, Tartu Healthcare College, Estonia,
- Ms Tanya King, Deputy Chief Nurse, Department of Health, Ireland,
- Ms Kathleen Kinsella, Honorary Teaching Associate, Faculty of Nursing and Midwifery, RCSI University of Medicine and Health Sciences, Dublin, Ireland,
- Ms Angela Lally, Clinical Placement Coordinator, Nurse Practice Development, Connolly Hospital, Dublin, Ireland,

FELLOWS BY EXAMINATION

FELLOWS PICTURED AT THE FELLOWS, MEMBERS AND DIPLOMATES CONFERRING CEREMONY



Professor Patricia M. Davidson, FFMRC SI (Ad Eundem); Professor Thomas Kearns, Executive Director; Professor John Patrick Daly, FFMRC SI (Ad Eundem) and Professor Assumpta Ryan, FFMRC SI (AD Eundem).



Ms Michelle Cullinane, FFMRC SI (By Examination); Mr Paul Mahon, Board Member and Ms Marianne Garvey-McMahon, Board Member.



Professor Jane Salvage, FFMRC SI (By Election); Mr Howard Catton, FFMRC SI (By Election) and Dr Catherine Hannaway, FFMRC SI (Ad Eundem).



Professor Thomas Kearns, Executive Director and Ms Catherine Clune Mulvaney, Operations and Education Manager, Faculty of Nursing and Midwifery.



Dr Theresa Frawley, Dean and Professor Helene J. Krouse, FFMNRCSI (Ad Eundem).



Mr Steven Pitman, FFMNRCSI (By Examination) and Ms Kathleen Kinsella, FFMNRCSI (By Examination).



Professor Helene J. Krouse, FFMNRCSI (Ad Eundem); Professor Thomas Kearns, Executive Director and Professor Marie Carney, Past Dean & Coordinator Advanced Practice Forum.



Dr Patricia Minnock, Honorary Secretary; Ms Thressia Puthussery Devassy, FFMNRCSI (By Examination) and Ms Catherine Clune Mulvaney, Operations and Education Manager.



Dr Theresa Frawley, Dean and Dr Patricia Minnock, Honorary Secretary.

Dr Mustafa M.E. Bodrick FFMNRCSI (Ad Eundem) and Mr Nareman Taha Wahab.

39th ANNUAL INTERNATIONAL NURSING & MIDWIFERY RESEARCH & EDUCATION CONFERENCE: AN OVERVIEW



INTRODUCTION

The Faculty hosted its 39th Annual International Nursing and Midwifery Research and Education Conference on Wednesday 26 and Thursday 28 February 2020 in the Royal College of Surgeons in Ireland. The 2020 Conference theme 'WHO International Year of the Nurse & the Midwife: Celebrating Nurses & Midwives Contribution to Healthcare Locally & Globally' strategically reflected the decision by the World Health Organization (WHO), who at its 72nd World Health Assembly in Geneva, on 24 May 2019, designated 2020 as the International Year of the Nurse and Midwife.

The annual conference is a flagship event for the Faculty, providing 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. The Conference continues to attract high profile global leaders to participate and speak at the conference and influence the development of policy for the nursing and midwifery professions. The Faculty continues to develop strategic partnerships and alliances with leaders, researchers and influencers from global organisations.

BI-LATERAL MEETING

The Board of the Faculty of Nursing and Midwifery and members of the Annual Conference Committee were delighted to host key global figures and discuss a broad range of issues influencing the nursing and midwifery professions during a bi-lateral meeting with Ms Elizabeth Iro and Lord Nigel Crisp.

During this meeting, Lord Crisp highlighted the nursing and midwifery professions capabilities and capacities to contribute to service delivery and the achievement of Universal Health Coverage (UHC) and the UN's Sustainable Development Goals (SDGs). Lord Crisp stressed the importance of implementing change and initiatives, advising the meeting of the need to 'keep it small, move fast and make an impact'. He also updated the meeting on the Nursing Now campaign and the Nightingale Challenge. He advised of the importance of focusing on the impact and outcomes of the nursing and midwifery contribution in the first instance, and not primarily on issues concerning the profile of nursing and midwifery. Lord Crisp contended that such activities would subsequently raise the profile and status of nursing and midwifery.

Ms Iro supported Lord Crisp's views at the meeting and highlighted the importance of and the need for a chief nurse at the decision making table. She underlined the need for aligned regulatory support, standards and policy development to support the capabilities and capacities of the nursing and midwifery professions. Ms Iro also expressed her desire to promote the value and profile of nursing and midwifery through scientific inquiry and good data.



WEDNESDAY 26 FEBRUARY 2020 OPENING CEREMONY

Dr Theresa Frawley, Dean welcomed guests to the opening ceremony and Professor P. Ronan O'Connell, Vice President RCSI, officially opened the conference on Wednesday evening. Ms Vivien Lusted, delivered the Opening Address.

Vivien's Address focused on the skills, competencies and determination that are required to work in war torn environments. Vivien revealed that she held a lifelong interest in humanitarian work and after qualifying as a nurse, pursued this interest. Vivien identified the many skills that she had acquired during her nurse training, and that have been particularly important in her current work. She clearly articulated the need to be able to negotiate in socially diverse cultures and societal norms, the ability to set aside personal biases, to be non-judgemental and the ability to work in isolation. Examples from her current assignment in Syria, illustrated the conditions in which she works, where poverty, deprivation and lack of resources are all too common.

Vivien emphasised the importance of being resilient, and being available to large groups of people, as she is often the only healthcare professional in a conflict zone, all of which requires one to get on with it, in the best interests of those you are working to support. Vivien also shared insights on how she coped with missing her family and friends, and the unusual lifestyle in which she lives, and described the importance of making friends and alliances for survival.

Vivien concluded her address, by underlining the importance of the UN's Sustainable Development Goals (SDGs) with the end of poverty, the end to hunger and good health and well-being positioned as Goal 1, 2, 3 respectively. Vivien's thought provoking address, acknowledged the contribution of nurses and midwives to the delivery of healthcare and the achievement of the SDGs across the world and no more so than, in the WHO International Year of the Nurse and the Midwife, the nursing and midwifery professions must continue to work for the achievement of Universal Health Coverage.



Ms Vivien Lusted received a standing ovation from the audience.



Pictured at the Faculty's Honorary Conferring Ceremony in February 2020, are Professor P. Ronan O'Connell, RCSI Vice President; Ms Vivien Lusted, Honorary Fellow; Dr Theresa Frawley, Dean; Ms Elizabeth Iro, Honorary Fellow; Lord Nigel Crisp, Honorary Fellow; Professor Thomas Kearns, Executive Director, Faculty of Nursing and Midwifery.

HONORARY FELLOWSHIP CONFERRING CEREMONY

The Faculty was privileged to confer its highest award, the Honorary Fellowship on three exceptional individuals, who have demonstrated outstanding contributions to the professions of nursing and midwifery, healthcare and to the health and well-being of society throughout their distinguished careers.

Honorary Fellowships were conferred on Ms Elizabeth Iro, Lord Nigel Crisp and Ms Vivien Lusted, in the presence of the Dean, Dr Theresa Frawley, RCSI; Vice President Professor P. Ronan O'Connell, members of the Board and Annual Conference Committee of the Faculty, Past Deans, distinguished guests and conference delegates.



MS ELIZABETH IRO

Ms Elizabeth Iro is the Chief Nursing Officer, at the World Health Organization (WHO) in Geneva, Switzerland. The WHO is the body of the United Nations (UN) responsible for directing and coordinating health, working globally to promote health, keep the world safe, and serve the vulnerable. In recent months, the important roles of the WHO in responding to acute health emergencies and outbreaks and in providing global leadership, support and coordination have been clearly evident. Ms Iro was appointed to the senior leadership team of the WHO in October 2017 and in this role is an active, progressive and dynamic advocate for nursing and midwifery worldwide.

Prior to joining the WHO, Elizabeth served as the Cook Islands' Secretary of Health since 2012. She was the first nurse, midwife or woman to hold the post. During her tenure, Elizabeth implemented health reforms to strengthen the country's health system. She led the development of the country's National Health Roadmap (2017-2036), the National Health Strategic Plan (2017-2021) and the Health Clinical Workforce Plan. A major part of her work during the leadership of the Ministry of Health was ensuring that all health staff were equipped with an appropriate skillset and

knowledge to perform their role. She had previously served as the country's Chief Nursing Officer and Acting Director of Hospital Health Services.

Ms Garvey-McMahon, Board Member and Citation Reader, emphasized that throughout her clinical and political careers, "Elizabeth has worked tirelessly for over thirty years to address public health issues both in the Cook Islands and across the Pacific and that her in depth understanding and knowledge of the health services in the Cook Islands have greatly contributed to driving many critical health initiatives.

Since her appointment to the WHO, Ms Iro has prioritized a number of key areas for nursing and midwifery, including the establishment of a WHO Task Force on Nursing and Midwifery, whose aim is to engage the global nursing and midwifery community to accelerate collaboration and progress on the health-related Sustainable Development Goals (SDGs). Key to the achievement of these goals, is the availability of knowledgeable, clinically competent, skilled nurses and midwives."

Ms Marianne Garvey-McMahon confirmed that Elizabeth's "appointment to this leadership position at WHO ensures that the voice of nursing and midwifery is clearly articulated at a global policy level to ensure their effective professional contribution to delivering high quality, accessible, person centered care to people, families and communities regardless of where they live."

Ms Garvey-McMahon also identified a key thread across Ms Iro's priorities in the WHO, focused on raising the profile of nursing and midwifery and the World Health Assembly designated 2020 as the WHO International Year of the Nurse and the Midwife, provides a powerful platform for nurses and midwives to highlight their contribution to healthcare delivery. Ms Iro has "clearly articulated the importance of facilitating and enabling nurses and midwives to work to their full potential if countries are to achieve universal health coverage."

Speaking on the receipt of her Honorary Fellowship, Ms Iro said: "I am delighted to become a Fellow of the RCSI Faculty of Nursing and Midwifery. I would like to commend the RCSI and the Faculty of Nursing and Midwifery for its continued development of healthcare leaders and its continuing collaboration and partnership in capacity building within your region and across regions."



LORD NIGEL CRISP KBC

Lord Nigel Crisp KBC is Co-Chair of the UK's All-Party Parliamentary Group on Global Health, Co-Chair of the Nursing Now campaign and former (CEO) of the National Health Service (NHS). Lord Crisp is also a former Permanent Secretary of the UK Department of Health and is a prominent public health leader and advocate.

Dr Mary Boyd, Board Member and Citation Reader highlighted the importance of the UK All-Party Parliamentary Group on Global Health's Report entitled *Triple Impact Report – How Developing Nursing will Improve Health, Promote Gender Equality and Support Economic Growth* (2016). This Report concluded that the empowerment of nurses and midwives would contribute to improved gender equality and build stronger economies along with improving health globally, providing the impetus for the establishment of the Nursing Now campaign. The Report also described the importance of the delivery of intimate hands-on care, professional knowledge and person centred and humanitarian values. Different countries have different nursing needs - Africa needs nurses with generalist skills but Europe now need specialist skills more."

Lord Nigel Crisp is noted for his work on the Nursing Now campaign – a three-year-long global campaign pioneered by the Burdett Trust for Nursing, the World Health Organization (WHO) and the International Council of Nurses (ICN). The campaign, which runs to the end of 2020, the WHO International Year of the Nurse and the Midwife, aims to improve public health by raising the profile and status of nursing worldwide.

Dr Boyd stated that "Lord Crisp has spent the last 12 years, since he left the NHS, working on health globally, mainly in Africa, but also in the US and India. He developed

partnerships between UK organisations and similar bodies in low and middle-income countries and fostered the education and training of health workers and developed the potential for shared learning and co-development between richer and poorer countries. He founded the Zambia UK Health Alliance and the Uganda UK Health Alliance to enable UK organisations working in these countries to operate more effectively. In addition, he chaired the Global Health Advisory Committee for the Royal College of Obstetricians and Gynaecologists and he is a member of the African Centre for Global Health and Social Development and a Senior Fellow at the Institute for Healthcare Improvement."

Speaking on the receipt of his Honorary Fellowship, Lord Crisp said: "I am honoured to accept this Honorary Fellowship from the RCSI Faculty of Nursing and Midwifery for something I am so passionate about. The Nursing Now campaign is all about nurses being able to work to their potential and have an even bigger impact future health outcomes. I am delighted that in many countries we are already seeing investment in nurses - more nurses taking on advanced roles, more nurse-led clinics and nurses playing a greater role in primary care.

We need to see this happening everywhere, with nurses being empowered to play a bigger part in policy and decision making - raising their profile and status. By doing so, we encourage more young people into this exciting and rewarding profession."

MS VIVIEN LUSTED

Ms Vivien Lusted was named as one of the worldwide recipients of the 2019 Florence Nightingale medal, the highest international distinction a Red Cross Red Crescent nurse can achieve. Ms Lusted worked for the Irish Red Cross as an overseas delegate for more than 14 years. During this time, she served on 13 International Red Cross missions in some of the world's toughest armed conflict zones, including Somalia, Sudan, Myanmar, Israel and Liberia.

Professor Michael Shannon, Vice Dean and Citation Reader, stated that "Vivien has extensive expertise and experience of providing healthcare services to populations in detention worldwide. She has an international professional reputation within nursing leadership, management and clinical nursing for contributing to and providing compassionate care to populations in detention."

Since completing her General Nurse training in Beaumont Hospital, Dublin and studies in Liverpool where Vivien gained an MSc in Community Health, Vivien has worked across the globe as a Health Delegate and Health Coordinator with the International Committee of the Red Cross, and more recently holding senior positions at the International Red Cross.

Professor Shannon further highlighted "Vivien has had a phenomenal nursing career and at such a young age continues to influence society through her care, compassion, empathy, leadership and competence in the provision of

her nursing care, working with the International Committee of the Red Cross. She is a tireless champion for emergency health assessment and the subsequent development and monitoring of healthcare in detention activities. Her role encompasses responsibilities including the establishment of an emergency preparedness plan for the control of communicable and non-communicable disease outbreaks and training of health and correctional staff, liaison with various correctional authorities including the military, police, national prison services and the Department of Health."

Dr Theresa Frawley, Dean of the RCSI Faculty of Nursing and Midwifery, said: "We are delighted to present Ms Elizabeth Iro, Lord Nigel Crisp and Ms Vivien Lusted with Honorary Fellowships from the RCSI Faculty of Nursing and Midwifery."

"Nurses and midwives make up 50 per cent of the global workforce. They play a critical role in the health and well-being of our nations and our local communities, and often work in settings where this is limited or no access to doctors, hospitals or pharmacies."

"The ground-breaking work of Lord Crisp, Ms Elizabeth Iro and Ms Vivien Lusted in their respective positions has collectively strengthened the recognition and respect of the nursing and midwifery professions among the wider public, and with key stakeholders in Government and industry."



HONORARY FELLOWS



Professor Thomas Kearns, Executive Director; Dr Theresa Frawley, Dean; Ms Vivien Lusted, Honorary Fellow; Lord Nigel Crisp, Honorary Fellow; Ms Elizabeth Iro, Honorary Fellow; Professor P. Ronan O'Connell, RCSI Vice President pictured following the Honorary Fellowship Conferring Ceremony.



Faculty Board and Executive pictured at the Faculty's Honorary Conferring Ceremony. (Front L-R) Professor Thomas Kearns, Executive Director; Ms Vivien Lusted, Honorary Fellow; Dr Theresa Frawley, Dean; Professor P. Ronan O'Connell, RCSI Vice President; Ms Elizabeth Iro, Honorary Fellow; Lord Nigel Crisp, Honorary Fellow; Dr Mary Boyd, Board Member. (Back L-R) Ms Catherine Clune Mulvaney, Operations and Education Manager; Dr Mark White, Board Member; Dr Patricia Minnock, Board Member; Mr Paul Mahon, Board Member; Mr Frank Donegan, Mace Bearer; Dr Kevin McKenna, Board Member; Ms Marianne Garvey-McMahon, Board Member; Ms Mary Godfrey, Board Member; Ms Lasarina Maguire, Board Member; Professor Michael Shannon, Vice Dean.



Honorary Fellows pictured with members of the Faculty Board and Executive, Past Deans, and members of the Annual Conference Committee. (Front L-R): Professor Marie Carney, Past Dean & Annual Conference Committee member; Professor Thomas Kearns, Executive Director; Ms Vivien Lusted, Honorary Fellow; Dr Theresa Frawley, Dean; Professor P. Ronan O'Connell, RCSI Vice President; Ms Elizabeth Iro, Honorary Fellow; Lord Nigel Crisp, Honorary Fellow; Ms Mary Jacob, Past Dean & Annual Conference Committee Member; Ms Nora Cummins, Past Dean. (Back L-R): Ms Catherine Clune Mulvaney, Operations and Education Manager; Dr Mark White, Board Member; Ms Aideen Walsh, Annual Conference Committee Member; Dr Patricia Minnock, Board Member; Mr Paul Mahon, Board Member; Mr Frank Donegan, Mace Bearer; Dr Kevin McKenna, Board Member; Ms Marianne Garvey-McMahon, Board Member; Ms Mary Godfrey, Board Member; Ms Lasarina Maguire, Board Member; Professor Michael Shannon, Vice Dean; Ms Noreen Keane, Annual Conference Committee Member; Dr Mary Boyd, Board Member.

DR TEDROS' TWEET

Dr Tedros Adhanom Ghebreyesus, Director-General, WHO and a newly conferred Honorary Fellow (17 February 2020) posted the following message to his followers (500K+) on Twitter.



DELEGATES ENJOYING CONFERENCE DINNER 2020







Dr Siobhan O'Halloran receiving flowers from Professor Thomas Kearns, Executive Director, in recognition of her distinguished service to nursing and midwifery in Ireland.

PRESENTATION TO DR SIOBHAN O'HALLORAN AND PROFESSOR SEAMUS COWMAN

The Faculty was delighted to acknowledge the contributions of Dr Siobhan O'Halloran and Professor Seamus Cowman to Irish nursing and healthcare, as they retire after long and distinguished careers, during the Annual Dinner.

DR SIOBHAN O'HALLORAN

Dr Siobhan O'Halloran was appointed the first Chief Nursing Officer (CNO) at Assistant Secretary level, in the Department of Health in 2013, where she led on important policy initiatives for Irish nursing and midwifery.

Prior to this, Siobhan held a number of key positions in the Irish health service and in nursing and midwifery education, including Head of the School of Nursing, Midwifery, Health Studies and Applied Sciences at Dundalk IT; Executive Director of the National Implementation Committee for Undergraduate Nursing at the Department of Health; Nursing Advisor at the Department of Health and Nursing and Midwifery Services Director of the HSE.

Siobhan is well published in education, nursing and disability. She serves on numerous national committees and is a former Board member of the Health Information and Quality Authority (HIQA) and the National Council for the Professional Development of Nursing and Midwifery.

Siobhan completed her general nurse training in Galway and holds a Bachelor of Nursing Studies (UCD), Postgraduate Diploma in Statistics (TCD), MSc (DCU), PhD, Fellowship in Nursing and Midwifery at RCSI (FFNMRCIS), Professional Programme in Leadership (King's Fund, London).

The Faculty acknowledged Siobhan's contribution to the development of nursing and midwifery professions in Ireland and wished her well in her retirement.

PROFESSOR SEAMUS COWMAN

Professor Seamus Cowman (PhD, MSc, FAAN, FFNMRCI, PG Cert Ed (Adults), Dip N (London), RNT, RGN, RPN) was appointed the first Professor of Nursing at the Royal College of Surgeons in Ireland and was Head of the Faculty of Nursing and Midwifery, where he led the development and expansion of the Faculty. Throughout his career in RCSI, Seamus' promotion of a partnership model with partner hospitals and collaborators resulted in the development of innovative, clinically relevant programmes across a host of clinical specialities. Programmes were developed in a broad range of clinical specialities providing opportunities for nurses and midwives to enhance their specialist knowledge and ensure optimum, safe and effective patient care. Seamus spearheaded the delivery of MSc and PhD programmes and research in the Faculty.

Seamus was the first nurse to obtain a PhD from an Irish University, as well as being the first nurse from Ireland to receive a Fellowship of the American Academy of Nursing

(ANN) in Washington, USA in November 2010, in recognition of his outstanding contributions and achievements in nursing, at both a national and international level.

In his later career, Seamus relocated to RCSI Bahrain, where he led the School of Nursing and Midwifery as the Head of Department, and further expanded the School with the establishment of programmes in Malaysia, Saudi Arabia and Bahrain.

Professor Cowman is a prolific writer, with over 120 publications. In addition, he has successfully obtained €3.5million in grant funding over his career.

The Faculty acknowledged Seamus' contribution to the development of the nursing and midwifery professions in Ireland and his leadership in the RCSI Faculty of Nursing and Midwifery. Seamus will continue to support the RCSI and the Faculty of Nursing and Midwifery in his Professor Emeritus role.



Professor Seamus Cowman and his wife Nenette pictured with Professor Thomas Kearns, Executive Director on his retirement from RCSI, at the Faculty's Annual Conference Dinner.

THURSDAY 27 FEBRUARY 2020

The Conference continues to attract nurses and midwives from Ireland, Northern Ireland, United Kingdom, United States of America, Kingdom of Bahrain, India, Italy, Jordan, the Middle East and this year, a colleague from Peru represented South America for the first time. 400 delegates enjoyed excellent discussions and engaged with global scholars, leaders, policy makers and researchers. Conference attendance increased significantly in 2020, with a 50% increase on the previous year. The interactive elements of the facilitated Panel discussion with global leaders featured again this year, following its successful introduction in 2019. Professor Thomas Kearns, Executive Director, expertly facilitated this year's extended Panel Discussion. It generated wonderful levels of engagement, discussion, dialogue and debate with delegates and panellists.

The conference contributes to the achievement of the Faculty's strategic aims and objectives, namely, the delivery of learning experiences to facilitate the continued professional development and lifelong learning of nurses, midwives and professionals in the healthcare arena, the sharing of research and supporting the contribution of nurses and midwives to healthcare and societal well-being in Ireland and internationally.

The Board of the Faculty of Nursing and Midwifery was particularly delighted to host Conference 2020 (Thursday 27) as a free event, in recognition and celebration of the nursing and midwifery contribution to healthcare, during the WHO International Year of the Nurse and the Midwife.

Conference 2020 featured eleven Concurrent strands, with 55 oral presentations representing a wide variety of clinical and educational including:

- Innovations in Nursing Education
- Supports Underpinning Transitions in Education and Practice

- Education & Research Underpinning Clinical Practice
- Contemporary Professional Issues
- Advanced Practice and Nurse-Led Care in Clinical Practice
- Care of the Older Person
- Oncology, Palliative Care and End-of-Life Decision Making
- Midwifery, Children's Nursing and Adolescent
- Care Current Perspectives in Mental Health
- Mental Health Nursing Across the Lifespan
- Critical and Intensive Care Nursing

Conference collaborations continue to go from strength to strength and the Faculty worked collaboratively with The Irish Association of Critical Care Nurses (IACCN) and Mental Health Managers Ireland (MHMI). An Intensive and Critical Care Nursing concurrent Strand has been delivered for the fourth consecutive year and there was an increased focus on Mental Health with 10 oral presentations during Conference 2020. The Faculty was particularly pleased to welcome collaborators from across Europe to Dublin from its *European Centre of Excellence for Research in Continuing Professional Development*. The launch of the Centre was scheduled to coincide with the Annual Conference to facilitate colleagues who were presenting oral and poster presentations.

Seventy one poster presentations were also presented at the Conference and the Poster Pitch presentations were very successfully evaluated for a second year.

The *Irish Medical Times* featured an article on the Faculty's 2020 Conference in advance of the Conference and it is available to read at:

<https://www.imt.ie/news/rcsi-host-nursing-midwifery-conference-21-02-2020/>



CONFERENCE DAY





Dr Theresa Frawley, Dean, Faculty of Nursing and Midwifery welcomed delegates to the Faculty's 39th Annual Conference.

OPENING ADDRESS

Dr Tedros Adhanom Ghebreyesus, Director-General, World Health Organization (WHO), Geneva, Switzerland, recorded a video message for Conference 2020, following his conferral as an Honorary Fellow of the Faculty on 17 February 2020. He welcomed all nurses and midwives to the conference and highlighted the fundamental importance of nurses and midwives to the achievement of universal health coverage (UHC).





KEYNOTE ADDRESSES

MS ELIZABETH IRO CHIEF NURSING OFFICER, WHO, GENEVA, SWITZERLAND

Title of Presentation: *Nurses and Midwives Making a Difference: A Global Approach for Country Impact*

Ms Iro's presentation focused on the tremendous opportunity which 2020: The WHO International Year of the Nurse and the Midwife presents contending that it builds on an already changing landscape and momentum for nurses and midwives globally. Ms Iro acknowledged Dr Tedros, Director-General, at the WHO for appointing a Chief Nurse and specifically for elevating this position within the WHO. A chief nurse was appointed to the European region, and a regional nursing posting is now in the pipeline.

Ms Iro highlighted how the Nursing Now campaign, with ICN and WHO as partners and collaborators has become a global movement where many nurses and groups have committed to raising the profile and status of nurses for UHC.

Ms Iro encouraged delegates to celebrate their achievements - big and small. Ms Iro thanked all nurses and midwives for their continued dedication, commitment and resilience and said "Your contributions to better health for all through the work you do in clinical practice, in education and training, in regulation and legislation, in research, innovation and policy development are to be commended and celebrated." Mr Iro stressed the importance of global leadership working in collaboration and influencing changes at the highest level to impact at country level. In terms of collaboration, she added "WHO, Nursing Now, ICN, ICM and UNFPA are already collaborating to ensure maximising of efforts to celebrate and create opportunities to leverage

for sustainable investment that ensures achievement of universal health coverage and the sustainable development goals.

She further explained that "During this year of the nurse and the midwife we must call on all countries to invest in nurses and midwives as part of their commitment to universal health coverage. An investment in the nursing and midwifery workforce can drive and result in job creation, gender equity and youth engagement, and address the approximately 9 million global shortage of nurses and midwives. We will have the evidence from the first state of the world's nursing report to support this agenda. "

Ms Iro addressed the Covid-19 pandemic, highlighting the burden under which nurses and midwives work, particularly in crisis situations, explaining how nurses and midwives "bear one of the biggest burdens in any outbreak or emergency. The Covid-19 outbreak is no exception. In this year of the nurse and the midwife it immediately highlights the importance of demonstrating support and respect, and investing in strengthening nursing and midwifery workforces."

Ms Iro concluded stating "Nurses and Midwives are key vessels of change in their communities around the world. I look forward to further collaboration with you all because together, we can ensure that nurses and midwives get the education, the training, the jobs, the conditions, the opportunities, the dignity and the respect they deserve."

Ms Elizabeth Iro was subsequently interviewed on Thursday 27 February by Ms Mary Wilson on RTE Radio 1 'Drivetime' The interview is available here: <https://www.rte.ie/radio/radioplayer/html5/#/radio1/21722258>



**PROFESSOR RITA BORG XUEREB,
INTERNATIONAL CONFEDERATION
OF MIDWIVES (ICM), THE HAGUE,
NETHERLANDS**

Title of Presentation: *Celebrate, Demonstrate, Mobilise, Unite: ICM Leads Midwives in 2020*

Abstract: Midwives and nurses have cause to celebrate as the World Health Organisation (WHO) has named 2020 as the Year of the Nurse and the Midwife. The International Confederation of Midwives (ICM) is boldly planning the Year of the Midwife, while also working collaboratively with ICN and Nursing on joint activities to celebrate our two professions.

The presentation highlighted ICM's activity plan which aligns with four themes – celebrate, demonstrate, mobilise, unite – and explained how the ICM would use the opportunity to advocate for more midwives, for more access to midwives, for midwives to have a supportive working environment

and for gender equality. The model will be underpinned by substantive evidence about the impact of care from midwives on women, their babies, their families and their communities and about the value of investment in midwives.

This presentation discussed the challenges and barriers midwives face globally, disseminate evidence about the vital need for midwives, highlighted the importance of investing in more midwives and call for policy guidance about the enabling environment that midwives critically need if they are to deliver quality maternity care.

In conclusion, ICM will be launching a campaign to unify women and midwives as partners working together locally, nationally and globally to lead gender equality and women's rights to care from midwives.



**LORD NIGEL CRISP, CO-CHAIR OF THE
UK'S ALL-PARTY PARLIAMENTARY
GROUP ON GLOBAL HEALTH AND
CO-CHAIR OF THE NURSING NOW
CAMPAIGN**

Title of Presentation: *Nursing Now - Lessons from the Campaign and Thoughts for the Future*

Abstract: This presentation outlined the origins and aims of the Nursing Now campaign and identified how it grew from an initial idea in 2017 to launch in 2018 and to having 500+ local groups in 110 countries in 2019. It described key successes globally such as the appointment of Elizabeth Iro as CNO at the WHO, the designation of 2020 as the Year of the Nurse and the Midwife and the Nightingale Challenge as well as successes in countries. Lord Crisp reflected on the lessons that can be learned from a campaign of this sort and identified the limitations as well as its potential. Lord Crisp also explored the possible legacy of Nursing Now.

Lord Crisp was subsequently interviewed on Thursday 27 February by Mr Pat Kenny on Newstalk 'The Pat Kenny Show'. The interview is available here:

<https://www.newstalk.com/podcasts/highlights-from-the-pat-kenny-show/how-do-you-fix-a-system>



MS GABRIELLE JACOB, PROGRAMME MANAGER/UNIT HEAD, HUMAN RESOURCES FOR HEALTH PROGRAMME, WHO REGIONAL OFFICE FOR EUROPE, WHO, COPENHAGEN, DENMARK

Title of Presentation: *Strengthening Nursing and Midwifery Towards UHC in the WHO European Region*

Abstract: Nurses and midwives comprise a majority of health care professionals in the WHO European Region. They play a central role in health and social care systems, and support people in every aspect of their health and well-being.

The WHO Regional Office for Europe works across the Region with Member States, government chief nurses, WHO collaborating centres and the European Forum of National Nursing and Midwifery Associations (EFNNMA) to strengthen nursing and midwifery towards universal health coverage and the SDG 2030 agenda. The work is guided by *The European strategic directions for strengthening nursing and midwifery towards Health 2020 goals* (2015). The first such document produced in the European Region, it was developed as a result of extensive collaboration with senior nurse and midwife leaders and consultation with policy makers. It aims to guide Member States in enabling and enhancing the contribution of nurses and midwives to achieving the Health 2020 goals of improving the health and well-being of populations, reducing health inequalities, strengthening public health and ensuring sustainable, people-centred health systems.

To celebrate the work and contributions of nurses and midwives around the globe, WHO has designated 2020,

the bicentenary of the birth of Florence Nightingale, the International Year of the Nurse and the Midwife. Throughout the year, and in collaboration with partners, the WHO Regional Office for Europe will showcase the work of nurses and midwives across the WHO European Region. This presentation provided information on how the year would be celebrated and outlined the activities which will be used to showcase the work of nurses and midwives.



PROFESSOR RICHARD RICCIARDI, PRESIDENT, SIGMA THETA TAU INTERNATIONAL & PROFESSOR, GEORGE WASHINGTON UNIVERSITY, SCHOOL OF NURSING, WASHINGTON, D.C., USA

Title of Presentation: *Sigma Theta Tau International Honor Society of Nursing: Supporting the Work of Nurses and Midwives in 2020 and Beyond*

Abstract: Sigma Theta Tau International Honor Society of Nursing (Sigma) offers multiple resources to support the work of nurses and midwives. The presentation focused on how Sigma contributes to the development and capacity of nurses and midwives to lead global transformation and disruptive innovation efforts, thereby improving population health and healthcare delivery. Firstly, the presentation detailed the research grant program regarding the kinds of research grants supported and the opportunity to receive mentoring on grant development. Secondly, the resources for nurses and midwives were described including: two highly ranked journals, webinars, podcasts, educational programs and the online social networking site. Thirdly, the presentation outlined the collaborations with other nursing organizations. Finally, Professor Ricciardi discussed the movements within the healthcare community in global transformation and disruptive innovation, including how nurses and midwives need to prepare themselves for care delivery, education, research and scholarship, implementation science and policy development in 2020 and beyond.

CLOSING ADDRESS

Ms Karen Greene, Director of Nursing, Beaumont Hospital, Dublin and **Ms Gráinne Milne**, Director of Midwifery, Our Lady of Lourdes Hospital and Louth County Hospital, RCSI Hospital Group, delivered a joint closing address, during which exemplars of wonderful clinical practice initiatives from the RCSI Hospital Group were presented.



PANEL DISCUSSION

Professor Thomas Kearns, Executive Director, expertly chaired an interactive Panel Discussion with global and national leaders, policy makers and academics. The panel addressed *"Celebrating Nurses and Midwives Contribution to Healthcare Locally and Globally"* and panellists included representatives from the World Health Organization (WHO), International Council of Nurses (ICN), International Confederation of Midwives (ICM), Nursing Now (NN), Sigma Theta Tau International (STTI) along with national policy makers and leaders.

Conference Keynote speakers, Ms Elizabeth Iro, Professor Rita Borg Xuereb, Lord Nigel Crisp and Professor Richard Ricciardi were joined by:

- Ms Annette Kennedy, President, International Council of Nurses (ICN) Geneva, Switzerland;
- Dr Siobhan O'Halloran, Chief Nursing Officer, Department of Health, Ireland;
- Dr Geraldine Shaw, Nursing and Midwifery Services Director, Office of the Nursing and Midwifery Services Director, HSE, Ireland.

The panel discussion generated significant delegate interaction and the following key themes were addressed during the extended panel:

- The priorities for organisations such as Nursing Now, ICN, WHO on the delivery of the broader political agenda;
- The benefits to nursing and midwifery of the Year of the Nurse and the Midwife;
- How nursing and midwifery, through these global campaigns and associations maximise the WHO International Year of the Nurse and the Midwife;
- The sustainability of the Nursing Now campaign and the WHO International Year of the Nurse and the Midwife-local, regional, national and international strategies to optimise and sustain the status and profile of nursing and midwifery.



CONCLUSION

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. We were particularly pleased to host over 400 delegates this year, particularly in the WHO International Year of the Nurse and the Midwife.

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 Conference continues to evolve and in keeping with the RCSI Green Campus Initiative, the Book of Abstracts was available in an App for the second concurrent year.

RCSI FACULTY OF NURSING AND MIDWIFERY

would like to thank all our sponsors for their generous support



ACKNOWLEDGEMENTS

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

The Faculty was delighted to work with colleagues Ms Serena O'Brien, Chairperson, IACCN, and Mr Derek Cribbin IACCN member and Nurse Lead, on the HSE's National Critical Care Programme, in the creation of a stimulating concurrent strand.

The Faculty also collaborated with Mental Health Managers Ireland (MHMI) and is particularly grateful to Mr Anthony Smith, Chairperson, MHMI in supporting initiatives and

research in mental health nursing with a new award at this year's conference.

The delivery of a professional conference takes considerable work and time commitments. Sincere gratitude is conveyed to members of the Conference Organising and Scientific Committees; the Faculty and School staff and in particular to Ms Catherine Clune Mulvaney, Academic Conference Coordinator; Ms Áine Halligan, Conference Secretariat and Ms Pamela Peppard and Ms Caroline Skinnader who supported the Conference.

The Faculty also wishes to thank the conference and events team at Conference Partners International and particularly Ms Maeve O'Brien and Ms Laura Nissley. The Faculty would also like to acknowledge Ms Cara Mc Veigh, RCSI Conferencing and Events Manager, for her support, expertise and professionalism.



IN MEMORY – MR TERENCE (TERRY) SLATTERY RIP

I am deeply saddened to inform you that former Head Porter and Mace Bearer, and great friend of the RCSI and the Faculty of Nursing and Midwifery, Mr Terry Slattery, has died. Terry passed away peacefully at his home in his 85th year on 03 July 2020.

Terry joined RCSI in 1981 as Head Porter and Mace Bearer. As Mace Bearer, Terry oversaw the ceremonial procedures in Ireland and overseas for over 300 RCSI events, these included Honorary Fellowship Conferring Ceremonies, Council Dinners, Undergraduate and Postgraduate Conferring Ceremonies. Some of these historic events included the Faculty's Honorary Fellowship Conferring upon Saint Mother Teresa of Calcutta in 1992, followed by RCSI Conferings upon Nelson Mandela in 1996, Seamus Heaney in 1998, Garret Fitzgerald in 2002 and President James Earl Carter (Jr.) in 2007. He was particularly proud that his last event as Mace Bearer was at the Charter Day Dinner when President Michael D. Higgins was awarded the Honorary Fellowship.

Terry was always helpful and a true gentleman, who added dignity, bearing and character and a sense of ceremonial to the Conferring Ceremonies in which he took part. Such grace, charm and manners was deeply respected and admired by all. His legendary sense of humour meant he was never short of an anecdote or story to tell. He was truly a wonderful man and a wonderful human being. As a friend to students and graduates of RCSI, and many others, we remember Terry with great affection and esteem. Terry was a true gentleman and a wonderful ambassador for all that is fantastic about RCSI.

His presence as Mace Bearer at College events was one of dignity and gravitas and viewed by all present as an essential part of any event. It was poetry in motion to see him in action as he carried the RCSI Mace on all great College occasions. He left his distinguished mark on the institution and its people. He was statuesque, courteous, generous, informative and fun. The Board and Executive of the Faculty, were always proud to march behind him.

Terry retired from his position as Head Porter in September 2000, but continued in his capacity as RCSI Mace Bearer for key events including the annual Charter Day dinner and Honorary Fellowship Conferings up until 2016.

On behalf of the Faculty of Nursing and Midwifery, past and present, we extend our deepest sympathies to Terry's family Karen, Yvonne and Michael in Dublin and his family in Rochester, New York.

"Ar dheis Dé go raibh a anam dílis"

Professor Marie Carney

Past Dean

Faculty of Nursing and Midwifery



Mr Terry Slattery, RCSI Mace Bearer, overseeing the Honorary Conferring Ceremony of Ms Elizabeth Adams in 2012.

FELLOWS & FRIENDS' EVENTS 2019/2020

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.



SEPTEMBER 2019

The Faculty welcomed Professor Mary Horgan, President, of the Royal College of Physicians of Ireland. She took up the role of 142nd President of RCPI in 2017 and is the first woman President in the College's 363-year history, 350 years after it was granted its charter by King Charles II in 1667. Professor Mary Horgan is a Consultant Physician in Infectious Diseases and Internal Medicine at Cork University Hospital.

During a guest lecture entitled 'Women and Medicine: Breaking the Glass Ceiling', Mary shared a very personal and reflective account of her career. During her presentation, she provided insights on many of the key influences throughout her life and career. Mary spoke about the importance of her family, particular her aunts, many of whom were medical doctors. She highlighted key moments from her time in university and in her early clinical career, and mentioned the wonderful mentors with whom she worked. She highlighted the importance of mentorship throughout her career, and advised attendees to mentor junior colleagues. She described her experiences of working in America, on the cusp of the HIV and AIDS epidemic, and explored how these experiences shaped her clinical skills and expertise. She detailed the many wonderful experiences in her life, culminating in her current positions as a Consultant in Infectious Diseases and as President, at the Royal College of Physicians of Ireland.





NOVEMBER 2019

The Faculty hosted its November Fellows and Friends' event in the Bouchier-Hayes Auditorium, 26 York Street. This was the first such event to be held in Europe's most advanced clinical simulation suite in the new national surgical and clinical centre. This building was voted Ireland's favourite building in 2018 at the Royal Institute of the Architects of Ireland (RIAI) Irish Architecture Awards.

Ms Deirdre Lang, Director of Nursing Lead, National Clinical Programme for Older People (NCPOP) and a Fellow (By Examination) of the Faculty, passionately delivered a presentation entitled 'We Need to Talk About Ageing'.

The presentation explored the demographic challenges for Europe and older people, highlighting how the population aged 65 and over is projected to increase, by 59% between 2016 and 2031, while the number of people aged 85 and over is projected to increase by 97%. Furthermore, older age cohorts are the highest users of most health and social care services (CSO 2018).

Deirdre issued a clarion call for each of us to change the narrative in relation to ageing.

Ireland is reported to be in the top five European countries for good health at over 65 years of age. Current life expectancy rates for men are 79 years and 83.5 years for women. However, the number of healthy life years is considerably less, and is on average 71 years for men and 72.5 years for women. This implies that approximately 8 years of life for men and 11 years of life for women will be impacted significantly by disability or poor health, largely due to chronic disease.

In 2011, it was suggested that thirty-eight percent of Irish people over 50 years had one chronic disease and 11% suffered from more than one. Laterally, it is projected that the major chronic diseases of diabetes, cardiovascular and respiratory disease will increase by 40% (2007 – 2020) due to an ageing population and increased obesity (TILDA 2014). The increase in the prevalence of chronic disease will have economic, social and political implications (DOH&C 2013).

Deirdre asked the audience to consider what this information means for their future older self and highlighted the importance of actively enhancing activity levels, muscle mass and strength, promoting a healthy diet, and improving brain health.





DECEMBER 2019

The Faculty hosted the wonderful HSE Tullamore Staff Choir for its Christmas Event. The audience enjoyed Christmas Carols and contemporary interpretations of modern classics.

The HSE Tullamore Staff Choir was established as part of the HSE's initiatives to promote staff well-being. 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.

Following a wonderfully magical, musical evening, guests enjoyed networking and conversation during a mulled wine reception in the beautiful and historic RCSI Board Room, under the watchful gaze of the Faculty's Founding Dean, Ms Mary Frances Crowley.

Unfortunately, the musical evening entitled 'A Composition of Leadership Principles Through Opera' featuring Ms Orla Shannon and Professor Michael Shannon, was postponed in March because of Covid-19. This event will be rescheduled to a later date.



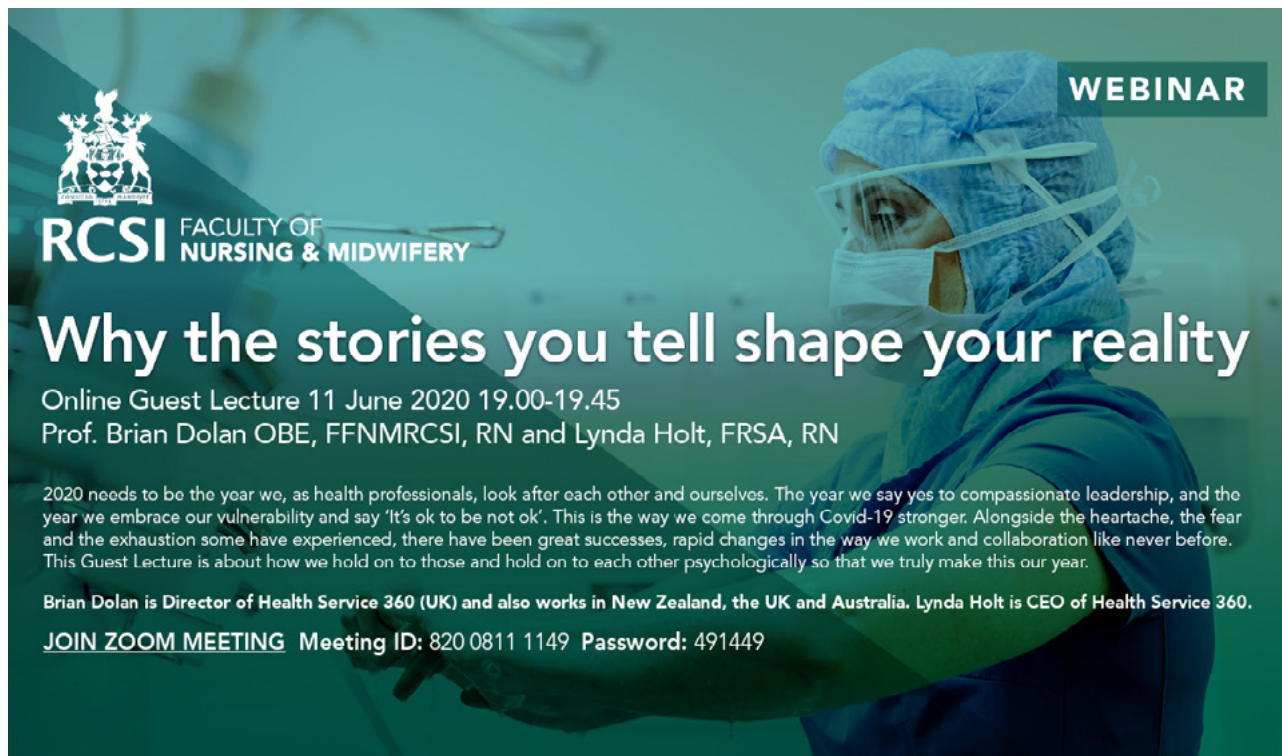
JUNE 2020

In response to the changing landscape and the impact of Covid-19 in Ireland, the Faculty pivoted its Fellows and Friends' Events programme to a virtual programme. In June, the Faculty was delighted to host Professor Brian Dolan and Ms Linda Holt for a webinar entitled 'Why the Stories You Tell Shape Your Reality'.


Professor Dolan is Director of Health Service 360 (UK) and also works in New Zealand, the UK and Australia. He is the originator of #Last1000days and #EndPjparalysis and is author/editor of seven books, mainly on emergency care. In 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 'For services to nursing and emergency care'. He is also a Fellow (by election) of the Faculty.

Ms Lynda Holt is CEO of Health Service 360. She has a clinical background in emergency care and has spent the last 19 years working with leaders, health professionals and difference makers in health care organisations, helping them to make tangible change through empowering people and focusing on patient experience. She is the co-creator of the Movement.

The Programme of Fellows and Friends' Events 2020/2021 will be shared with all Fellows as events are finalised.



WEBINAR

 **RCSI** FACULTY OF
NURSING & MIDWIFERY

Why the stories you tell shape your reality

Online Guest Lecture 11 June 2020 19.00-19.45
Prof. Brian Dolan OBE, FFMRCIS, RN and Lynda Holt, FRSA, RN

2020 needs to be the year we, as health professionals, look after each other and ourselves. The year we say yes to compassionate leadership, and the year we embrace our vulnerability and say 'It's ok to be not ok'. This is the way we come through Covid-19 stronger. Alongside the heartache, the fear and the exhaustion some have experienced, there have been great successes, rapid changes in the way we work and collaboration like never before. This Guest Lecture is about how we hold on to those and hold on to each other psychologically so that we truly make this our year.

Brian Dolan is Director of Health Service 360 (UK) and also works in New Zealand, the UK and Australia. Lynda Holt is CEO of Health Service 360.

JOIN ZOOM MEETING Meeting ID: 820 0811 1149 Password: 491449

CPD PROGRAMME DEVELOPMENT AND DELIVERY

Building on insights gained from research and surveys conducted in 2019, our Programme Coordinator, Dr Edward Naessens, has continued to progress the project to develop the Faculty's mCPD platform (mobile CPD). He has engaged Dutch-based IT design company Game Architect Studio to consult and scope the most suitable approach to design and delivery of a motivating, user-friendly, and practical platform. The Game Architect team is led by Dr Micah Hrehovcsik who has previously designed projects for healthcare organisations in the Netherlands.

Edward has also sought and received pitches for content design, IT and cloud computing services, participated with the RCSI DEL process for digitally engaged learning, and established the project's Stakeholder Advisory Board (SAB) with the support of Professor Thomas Kearns, Ms Catherine Clune Mulvaney and Dr Maria Neary. The SAB process is meeting its twin aims of yielding essential design insights into the needs and views of key stakeholders and providing an invaluable opportunity for outreach and inclusion in the design process.

Following a preparatory phase, the Faculty's mCPD team had a successful meeting with the RCSI IT that set out the Faculty's plans for mCPD. The meeting covered the potential integration with RCSI IT for SSO (single sign on) for internal users and LMS (Moodle), leveraging existing data and cloud resources such as Microsoft Azure, and establishing a framework for engagement with IT resources with limited restraint.

Mr Justin Ralph (CTO RCSI) welcomed the Faculty's interesting and ambitious plan. With the conclusion of the initial phase of the SAB process, the project is currently working through completion of its design phase.

Follow us on Twitter for information on the Faculty's activities and CPD programmes/webinars  [@RCSI_FacNurMid](https://twitter.com/RCSI_FacNurMid)

APTITUDE TEST FOR OVERSEAS NURSES

Between 01 July 2019 and 30 June 2020, 1,211 applicants from 38 countries completed the 29 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.

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.

COVID-19 Impact

In early March 2020 with the predicted challenges to the health services posed by the pandemic including the number of nurses needed to meet increasing demands, RCSI was approached by the Department of Health and the HSE requesting that the potential for a capacity increase could be explored. Simultaneously came the need for a minimum two metre social distancing.

Obstacles were viewed as opportunities and with two days the situation was turned around, including: The time interval between tests was reduced from an average of 17 days to an average of 11 days; The number of days involved in each test increased from 2 days to 4 days; The circuits for OSCEs increased from 2 to 4.

As an example of a challenges encountered: where previously up to 56 applicants could undertake the theory test at the same time, the maximum now is 20 per sitting. Consequently, whereas before, one sitting for each test was sufficient, it can now take 3 and sometimes 4 sittings.

Stringent protocols were written and put in place, with strict adherence to the HSE and RCSI requirements regarding infection prevention and control, thereby ensuring safety for those involved.

Worldwide events continue to bear on the test including: Lockdowns; Flight availability; Requirement for Self-isolation/quarantine.

Yet despite everything, in the precarious first four months of the pandemic, with the myriad of challenges presented, the Aptitude Test continued to be held with an average test frequency every 11 days. In that period, 9 tests were held with 292 applicants taking the test.

In the face of all obstacles, the Aptitude Test met all challenges with the incredible support of so many.

STRATEGIC PARTNERSHIPS PSYCHIATRIC NURSES ASSOCIATION OF IRELAND

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

The PNA/RCSI College of Continuous Professional Development offers an extensive range of programmes and new programmes entitled 'Frailty and Mental Health in Older People', 'Embedding Trauma Informed Care into Mental Health Nursing Practice' and 'Psychosocial Interventions in Mental Health Nursing' have been developed in response to service need.

Work is ongoing on the development of programmes in areas such as Metabolic Syndrome, Chronic Disease Management particularly Diabetes and Mental Health and Physical Health Screening for People with Mental Illness. It is hoped to have these new programmes available for the Autumn/Winter 2020 programme.

The planned survey of all members of the PNA, focusing specifically on members experiences of and preferences in relation to face-to-face/blended/online learning, their preferences with payment methods, 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 was postponed as a result of the Covid-19 pandemic. It is hoped to explore this survey in the near future as survey findings will provide information to 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 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. Unfortunately, a number of programmes were cancelled in Q2 2020, due to the pandemic and a plan for shorter, more focused webinars was introduced. It is now planned to deliver the Autumn/Winter 2020 programme as a series of short 1-1.5 hour webinars commencing in October 2020.



RCSI FACULTY OF
NURSING & MIDWIFERY





PNA/RCSI COLLEGE OF CONTINUING PROFESSIONAL DEVELOPMENT

CPD PROGRAMMES OCTOBER 2019



Ms Aisling Culhane
Research & Development
Advisor PNA

I am delighted to present our new CPD Programme for October 2019. These study days provide you with an opportunity to network and share learning with colleagues and

DATE	PROGRAMME
Thursday 3 October 2019	Introduction to Wellness Recovery (WRAP)
Tuesday 15 October 2019	Dual Diagnosis- Mental Health Introduction to Integrated Treatment
Thursday 17 October 2019	Leadership and Strategic Management: Understanding Key Principles
Tuesday 22 October 2019	Skills and Tools for Effective Project Management
Thursday 24 October 2019	Assertiveness: The Benefits of Assertiveness to Teach it
Thursday 7 November 2019	Managing Change in Challenging Times
Thursday 14 November 2019	Medication Management and Refresher Day
Tuesday 19 November 2019	Advanced Mental Health Assessment
Thursday 5 December 2019	Understanding the Factors Influencing Quality in Healthcare
Friday 6 December 2019	Perinatal Mental Health

All programmes will be delivered in the RCSI, St Stephen's Green. A minimum number of 8 participants required for programme delivery. Programme costs: €70 per per day.

For more details on our CPD Programmes please go to pna.ie



RCSI FACULTY OF
NURSING & MIDWIFERY





PNA/RCSI COLLEGE OF CONTINUING PROFESSIONAL DEVELOPMENT

CPD PROGRAMMES FEBRUARY-MAY 2020



Ms Aisling Culhane
Research & Development
Advisor PNA

I am delighted to present our new CPD Programme for February- May 2020. This programme provides a suite of clinical and professional development programmes to build on and enhance your knowledge and confidence. Following consultation with our members, we are particularly pleased to facilitate enhanced access to our programmes with new, regional programme delivery, in response to your feedback. I hope that you will avail of the opportunity to network and share learning with colleagues and engage with expert facilitators.

DATE	PROGRAMME	FACILITATOR	VENUE
05.02.2020	Frailty and Mental Health in Older People	Ms Deirdre Long	RCSI, St Stephen's Green, Dublin 2
06.02.2020	Introduction to Wellness Recovery Action Plan (WRAP)	Ms Bridget Flynn-Brighton	The Kilrush Hotel, Dublin Road, Portlaoise, Co. Laois
11-12.02.2020	Embedding Trauma Informed Care into Mental Health Nursing Practice (2 days)	Dr Liam Mac Gabhann	RCSI, St Stephen's Green, Dublin 2
13.02.2020	Coaching and Mentoring in Clinical Practice	Ms Kathleen Kinsella	RCSI, St Stephen's Green, Dublin 2
18.02.2020	Physical Health Care for Mental Health Professionals: Screening for, Preventing and Intervening in Chronic Diseases	Dr Angela Cusack	RCSI, St Stephen's Green, Dublin 2
27.02.2020	RCSI Faculty of Nursing and Midwifery 39th Annual International Nursing and Midwifery Research and Education Conference	rsci.com/nursing2020	RCSI, St Stephen's Green, Dublin 2
05.03.2020	Advanced Practice - Preparing for RANP Role Development	Professor Marie Carney	RCSI, St Stephen's Green, Dublin 2
12.03.2020	Assertiveness: The Benefits of Assertiveness & How to Teach it	Ms Fionnuala Mc Linn	RCSI, St Stephen's Green, Dublin 2
24.03.2020	Dual Diagnosis- Mental Health and Addictions- An Introduction to Integrated Treatment Approaches	Ms Hanora Byrne	The Kilrush Hotel, Dublin Road, Portlaoise, Co. Laois
26.03.2020	Psychosocial Interventions in Mental Health Nursing	Ms Sinead Frain	RCSI, St Stephen's Green, Dublin 2
31.03.2020	A Model for Understanding Eating Disorders	Dr Colman Noctor	RCSI, St Stephen's Green, Dublin 2
21.04.2020	Recognising and Responding to the Problem of Domestic Violence and Abuse (DVA)	Dr Melissa Corbally	RCSI, St Stephen's Green, Dublin 2
28.04.2020	Managing Change in Challenging Times	Ms Kathleen Kinsella	RCSI, St Stephen's Green, Dublin 2
07.05.2020	Leadership and Strategic Management: Understanding Key Principles in Mental Health	Professor Marie Carney	RCSI, St Stephen's Green, Dublin 2
12.05.2020	Understanding the Factors Influencing Safety and Quality in Healthcare	Ms Kathleen Kinsella	RCSI, St Stephen's Green, Dublin 2
14-16.05.2020	Horatio Congress, Berlin, Germany	horatioberlin2020.com	
19.05.2020	Advanced Mental Health Assessment	Dr Colman Noctor	The Kilrush Hotel, Dublin Road, Portlaoise, Co. Laois
21.05.2020	Creating a Quality Clinical Learning Environment (CLE) in Challenging Times	Ms Catherine Clune Mulvaney	RCSI, St Stephen's Green, Dublin 2
28.05.2020	Skills and Tools for Effective Project Management	Ms Kathleen Kinsella	RCSI, St Stephen's Green, Dublin 2

All programmes will be delivered from 9.30am - 4.30pm. A minimum number of 8 participants required for programme delivery. Programme costs: €70 per per day. * 2 day programme costs €140.

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



HEALTHTECH IRELAND

The Faculty's strategic alliance with HealthTech Ireland continues to flourish. HealthTech Ireland, formerly IMSTA is 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 Faculty is currently developing a short online Revalidation Programme for participants who have completed the HCIR programme. The content will include short interactive presentations on quality, compassion, dignity, respect and empathy, compliance and a Covid-19 update including a demonstration on how to safely don and doff personal protective equipment. On successful completion of multiple-choice questions, a certificate of completion will be issued along with the HCIR card.



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.

Members of SIPTU's Health Division completed a survey to inform the Faculty's development of, and delivery of a transformative learning experience for students. Data were collected across a range of areas- the experiences of and preferences of respondents in relation to face-to-face/ blended/on-line learning, preferences regarding payment methods and location of programme delivery, experiences of engagement with on-line/blended learning and their use of online technologies and platforms such as YouTube, Netflix etc. was also obtained. In general, findings from the survey revealed that the majority of participants are positivity inclined towards availing of on-line learning opportunities and experience a comfortable familiarity with the use of on-line technologies.

In response to the emergence of Covid-19, the face-to-face delivery of interdisciplinary programmes was postponed at SIPTU's request, and work is currently progressing on the development of a range of webinars to support SIPTU's healthcare workers and clinicians.



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 continue to participate in a pilot evaluation of the Faculty's ePortfolio.

Professor Thomas Kearns joined the Board of Dublin Simon in April 2020 and is Chair of its Clinical Governance Committee. Previously, Thomas served as a member of the Audit and Risk Committee of Dublin Simon.



NURSING HOMES IRELAND

The RCSI Faculty of Nursing and Midwifery has an established collaboration with Nursing Homes Ireland and in response to the Covid-19 pandemic developed an Infection Prevention and Control- Covid-19 Video Resource, to support Nursing Homes Ireland and their members.

A 45 minute, on-line presentation on Covid-19 was developed by Dr Toney Thomas. Toney is the Assistant Director of Nursing Infection Prevention and Control at Beaumont Hospital, Dublin and an Honorary Teaching Associate of the Faculty of Nursing and Midwifery, RCSI. Content focused on disease (Covid-19), mode of transmission, preventive measures including respiratory hygiene and cleaning hands, routine patient contact, aerosol generating procedures (AGP) as well as test and specimen collection.

The lecture can be accessed at the following link <https://cutt.ly/covid-19-thomas>

DONNING AND DOFFING PPE VIDEO

Dr Thomas has also recorded a standalone video on Donning and Doffing Personal Protective Equipment (PPE) which can be accessed at the following link <https://cutt.ly/donning-doffing-ppe>



MASTERCLASS: MAKING AN IMPACT

In partnership with the Office of the Chief Director of Nursing and Midwifery, RCSI Hospital Group, the Faculty hosted a free Masterclass with the inimitable Professor Brian Dolan, OBE. The Masterclass was delivered on Tuesday 10 December 2019 in the Academic Building, Connolly Hospital, Dublin 15. Ms Judy McEntee, Director of Nursing, Connolly Hospital and Dr Theresa Frawley, Dean welcomed over 70 delegates to the Masterclass.

The Masterclass focused on the anatomy and physiology of sustainable change. Professor Dolan, using experiences from his thirty year career in various nursing, leadership, academic and consulting roles, provided examples of how and why change fails, focusing particularly on system redesign, culture change and patient flow. He identified solutions for managing and influencing change to best effect. Professor Dolan highlighted the importance of purpose, plan and responsibility in the change process in order to maximise the impact.

Professor Brian Dolan OBE 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. Brian is the originator of #Last1000days and #EndPJparalysis and author/editor of seven books, mainly on emergency care.

Professor Dolan is Honorary Professor of Leadership in Healthcare at University of Salford, Manchester and Visiting Professor of Nursing at 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'.



RCSI HOSPITAL GROUP COLLABORATION

The Faculty collaborates with our clinical partners in the RCSI Hospital group on a broad range of initiatives.

RCSI HOSPITAL GROUP ADVANCED NURSE AND MIDWIFE PRACTICE FORUM

Since its establishment in October 2018, the RCSI Hospital Group Advanced Practice Forum continues to go from strength to strength, under the leadership of Professor Marie Carney, Co-ordinator for the Forum. Professor Carney continues to lead the development of the forum, support network members, facilitate debate, dialogue and the sharing of information and ideas.

The Forum supports advanced practitioners in keeping up to date with practice, education and professional development. The Forum continues to provide a forum for discussion and acts as a conduit for interactions by word, email and announcements between ANPs/AMPs. Professor Carney regularly meets Forum members, and the network now includes Directors of Nursing, Education Officers, staff from the Nursing and Midwifery Professional Development (NMPD) and Practice Development Managers. Communication takes place through face-to-face meetings, attendance at Forum meetings and clinical practice seminars.

The Forum's aims are being achieved by providing regular Newsletters to all forum members and sharing innovative research, clinical updates and strategies related to advanced nurse and midwife practitioners. The Newsletters focus on areas and topics which of clinical relevance to and interest to forum members, and Professor Carney researches and writes each Newsletter. As you will read in Appendix 1, many of the Newsletters produced over the last year have focused on Covid-19 and related matters such as self-care, resilience and mental health.

SCOPING FOR RCSI HOSPITAL GROUP CENTRE OF NURSING AND MIDWIFERY ADVANCEMENT

The Board of the Faculty of Nursing and Midwifery approved the development of a RCSI Hospital Group Centre of Nursing and Midwifery Advancement and this development was also supported by the RCSI Surgery and Post Graduate Faculties Board.

A Centre Steering Group Committee, comprising Directors of Nursing and Midwifery, representatives from the RCSI Hospital Group and the RCSI Faculty of Nursing and Midwifery, took place in November 2019, in Connolly Hospital during which Professor Marie Carney, RCSI Hospital Group ANP/AMP Forum Coordinator, was appointed as Project Lead for the Scoping of the Centre.

Between November 2019 and January 2020, Professor Marie Carney undertook a scoping exercise to determine the feasibility of establishing an RCSI Hospital Group Centre for Nursing and Midwifery Advancement in the Faculty of Nursing and Midwifery.

The Centre aims to ensure that nursing and midwifery initiatives are encouraged, recognised and effectively advanced for the betterment of the professions and society. This aim is supported by the Institute of Medicine Report (2010) on the future of nursing which suggests that nurses and midwives will benefit from expanding opportunities to lead. The Centre aims to support the continued expansion of competence and capability of nurses and midwives in the RCSI Hospital Group. This will be achieved by disseminating and sharing collaborative improvement initiatives in supporting interdisciplinary and multi-disciplinary collaboration and in sharing knowledge across the hospital group.

The Centre will promote accountability, involvement, commitment and excellence in clinical practice, an aim also supported by the Nursing Now Campaign (2018). The Centre will support and develop nursing and midwifery practice while showcasing and celebrating nursing and midwifery success with regard to patient care quality improvements. Continuing Professional Development (CPD), leadership, practice development and research, will be shared across the Hospital group in a coordinated, strategic approach by the Centre.

It is now planned to appoint a Centre Lead to facilitate the establishment of this Centre.



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.

Nursing Now is a global campaign supported by the World Health Organization (WHO) and the International Council of Nurses (ICN). Since its launch in February 2018, 266 Nursing Now groups have been established across 89 countries. The campaign is already beginning to change policy both within countries and globally and aim of improve health globally by raising the profile and status of nursing, influencing policy making and supporting nurses to lead, learn and build a global movement to better address global health challenges. The campaign was due to conclude in December 2020, coinciding with Florence Nightingale's Bicentenary year. The campaign will potentially be extended given the impact of Covid-19 and the plan to extend the WHO International Year of the Nurse and the Midwife.

The campaign has an international Board; it is championed and co-chaired by Lord Nigel Crisp. Lord Nigel Crisp was conferred as an Honorary Fellow of the Faculty during Conference 2020, and we were delighted to hear his perspectives on the Nursing Now campaign during his keynote address.

NIGHTINGALE CHALLENGE

The Nightingale Challenge is a Nursing Now challenge to provide leadership and development training for young nurses and midwives during 2020, the WHO International Year of the Nurse and the Midwife. The Nightingale Challenge aims to support the development of the next generation of nurses and midwives and empower them as leaders, practitioners and advocates in health. It is also hoped that this initiative will inspire young nurses and midwives, and demonstrate nursing and midwifery as an exciting and rewarding career. Nursing Now hope to have at least 20,000 nurses and midwives aged 35 and under benefiting from this in 2020, with at least 1,000 employers taking part. Nursing Now promotes the activities and achievements of the Nightingale Challenge by leveraging its global platform. In Ireland, the ONMSD and CNO launched a national Nightingale Challenge at the start of the year.

Professor Thomas Kearns scoped the development of a Nightingale Challenge for the RCSI Hospital Group. In collaboration and partnership with Directors of Nursing and Midwifery from across the RCSI Hospital Group, a

programme was developed, which will be offered, free of charge, to a small cohort of nurses and midwives from within the hospital group. The programme is designed to address the needs, priorities and resources for nurses and midwives in Ireland.

Young nurses and midwives participating in the RCSI Hospital Group Nightingale Challenge will explore the following areas during the programme:

1. A brief overview of nursing and midwifery in Ireland and globally and a summary of the current state of nursing in Ireland;
2. The key findings of the State of the Worlds Nursing Report (WHO, April 2020) will be shared;
3. Policy developments in nursing, midwifery and healthcare globally;
4. Health policy in Ireland and globally;
5. Self-awareness, a self-assessment exercise using a Clinical Leadership Competency Framework;
6. Leadership theory and styles;
7. Influencing and negotiating skills;
8. Developing resilience;
9. Measuring and auditing practice, continuous quality improvement;
10. Evidence informed practice;
11. Influencing change, change management;
12. Preceptoring, mentoring and shadowing.

The programme will include a series of short webinars involving the following:

- Leading an Academic Research Centre in Europe, Professor Thomas Kearns, Executive Director, Faculty of Nursing and Midwifery RCSI and former Interim CEO, ICN;
- Establishing a Centre for Nursing and Midwifery Advancement within a group of hospitals, Professor Thomas Kearns, Executive Director, Faculty of Nursing and Midwifery RCSI;
- ICN Global Leadership- Global Voice for Nursing, Mr Howard Catton, CEO, ICN, Geneva;
- WHO Global Leadership- Priorities for Nursing, Ms Elizabeth Iro, CNO WHO, Geneva;
- Nursing Now- Leadership Priorities, Professor Aisha Holloway, Nursing Now Campaign;
- SIGMA- Leadership Priorities, Dr Liz Madigan, CEO, Sigma Theta Tau International, USA.

NIGHTINGALE CHALLENGE ROMANIA

The Faculty has been commissioned to develop and deliver the Nightingale Challenge for young nurses in Romania. Professor Mircea Timofte, Chief Nursing Officer and President of the Romanian Nursing Council, commissioned this project. Professor Timofte is a Fellow (Ad Eundem) and a member of the Faculty's *European Centre of Excellence for Research in Continuing Professional Development*. This bespoke programme has been developed to address the needs of the Romanian Council and a blended learning approach will be used to deliver the programme, with a significant emphasis on mentorship.

ACADEMIC EXCELLENCE, RCSI SCHOOL OF NURSING AND MIDWIFERY

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 18 November 2019. 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 Tara Keogh on completion of her BSc Nursing Management – Level 8.

The Mary Frances Crowley Medal, was awarded to Ms Caroline Hunt O'Connor on completion of her MSc Nursing Advanced Leadership – Level 9. Caroline delivered the Valedictory Address.



Mr Kenneth Mealy, President RCSI; Ms Caroline Hunt O'Connor, and Dr Theresa Frawley, Dean, Faculty of Nursing and Midwifery pictured at the Conferring Ceremony.



Mr Kenneth Mealy, President RCSI; Ms Tara Keogh, and Dr Theresa Frawley, Dean, Faculty of Nursing and Midwifery pictured at the Conferring Ceremony.

STRATEGIC PILLAR 2: LEADING IMPACTFUL RESEARCH

The generation and dissemination of research is an integral component of professional practice. In this regard, the Faculty's research agenda strategically focuses on the science of lifelong learning, Continuing Professional Development (CPD) and the management and maintenance of professional competence.



Members of the Centre of Excellence at the official launch of the Centre on 26 February 2020. Front row (L-R): Professor Nigel Harrison (UK), Dr Jane Wray (UK), Professor Thomas Kearns (Ireland), Dr Theresa Frawley (Ireland), Mr Mircea Timofte (Romania), Dr Cathy Fitzgerald (Ireland), Professor Emeritus Dyanne Affonso (USA). Back row (L-R): Dr Edward Naessens (Ireland), Dr Nina Kilkku (Finland), Mr Chris Peat (UK), Mr John Delamere (Ireland), Professor Zoltan Balogh (Hungary), Dr Lampros Bizas (Greece), Mr Ionut Sorin Hainagiu (Romania), Dr Ippolito Notarnicola (Italy), Mr Mario Gazi (Croatia), Professor Theodoros Koutroubas (Belgium).

THE EUROPEAN CENTRE OF EXCELLENCE FOR RESEARCH IN CONTINUING PROFESSIONAL DEVELOPMENT

The Centre was officially launched on 26 February 2020 in RCSI University of Medicine and Health Sciences in Dublin, with 24 members from across Europe in attendance. The launch of the Centre of Excellence is an important step in developing the evidence base through cross-disciplinary collaborative research activity and knowledge exchange. The Centre currently has members from over 20 countries including; Albania, Belgium, Croatia, Faroe Islands, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Lithuania,

Malta, Netherlands, Portugal, Romania, Slovenia, Spain, UK, and USA. The Centre published a document to coincide with the launch of the centre, which provides further information about the three research working groups (RWG) that are focused on; evaluating the impact of CPD, digital pedagogies for CPD and the economic impact of CPD. The centre will act as a catalyst for new ideas and guide future standards.



BOARD OF DIRECTORS FOR THE EUROPEAN CENTRE OF EXCELLENCE

Members were asked to self-nominate to the Board. It was agreed that a draft Terms of Reference for the Board would be circulated to members. The following criteria for the Board was agreed: One representative from each country to self-nominate to the Board. Positions on the Board to include; chair, deputy chair, secretary, the term on the Board would be three years as this is usual for EU commission Boards, overlay of Board members and succession planning would be included, three annual Board meetings per year, one of which would be the AGM. The following members self-nominated to the Board of the Centre of Excellence:

1. Lampros Bizas (Greece)
2. Theodoros Koutroubas (Belgium)
3. Zoltan Balogh (Hungary)
4. Dyanne Affonso (USA)
5. Mario Gazi (Croatia)
6. Mircea Timofte (Romania)
7. Nigel Harrison (UK)
8. Nina Kilku (Finland)
9. Cristina Garcia Vivar (Spain)
10. Paulann Grech (Malta)
11. Aisling Culhane (via email following the meeting) (Ireland)



Two new members of staff - The Centre was delighted to welcome Dr. Giuseppe Aleo (PhD in Epidemiology & Public Health, University of Genoa, Italy) and Dr Witold Orlik (PhD Psychology, University of Ulster) as Research Assistants to support the work of the European Centre of Excellence. They commenced work at the Centre in August and September 2020.

One of the Centre's collaborators is the **International Network for Health Workforce Education (INHWE)** a global membership organisation that brings together healthcare educators and researchers from all disciplines with an aim to improve the education and training provided to health workforce professionals across the globe. Dr Fitzgerald delivered a presentation about the

European Centre of Excellence on the INHWE YouTube Channel on 10 June 2020. The presentation is available at:

<https://www.youtube.com/watch?v=dg7mzmsLDb8>

EUPHA Health Workforce Research

(HWR) – Mid-Term Conference ‘How to Make a Future Health Workforce Happen? Policy, Practice, and People. The conference which was due to take place in Romania was changed to a virtual conference as a result of the Covid-19 pandemic. Dr Fitzgerald presented an abstract on behalf of the Centre on Friday 19 June entitled: ‘Development of a European Centre of Excellence (CoE) for Research in CPD’. Further information about the conference can be found on their webpage: www.hwrconference.publhealth.ro

Collaboration with Sigma Theta Tau International Honour Society of Nursing.

Dr Elizabeth A. Madigan FFMRCI (Ad Eundem), the Chief Executive Officer of Sigma Theta Tau expressed an interest in collaborating with the FNM European Centre of Excellence. SIGMA hosts the US Centre for Certification Research Group. Following an initial meeting with Dr Madigan and her education and scholarship leads, an MOU was developed within the Faculty and approved by Dr Madigan at Sigma and the Chair of the Centre for Certification Research.

Ms Gabrielle Jacob (addressed the FNM Conference in 2020). Ms Jacob is the Programme Manager for Human Resources for Health in the WHO European Regional Officer in Copenhagen, and is transitioning to the role of Special Advisor to Dr Hans Kluge, Regional Director WHO Europe on Transformation and Organisational Development and is a member of the WHO Europe Senior Management Team. Forthcoming publications emphasise the importance of CPD and Ms Jacob hopes to explore opportunities to collaborate with the Centre in relation to this agenda and support the development of the Centre as a World Health Organization Collaborating Centre. A follow up meeting will be scheduled for a later date.

RESEARCH WORKING GROUPS (RWG)

The Centre has established Research Working Groups (RWG) across three key areas.

RWG #1: Evaluate impact of continuing professional development (CPD)

- Literature review of models of outcome evaluation for CPD a desk-research of models of outcome evaluation pertinent to CPD. (Dr Orlik to review literature and draft a paper for January 2021)
- A survey of members to gain a consensus on how to answer the question ‘A common understanding of what CPD means’. (Dr Fitzgerald to send out survey before next meeting in November 2020)
- European survey of nurses and midwives access to CPD

(A draft outline of a potential research proposal has been conducted by Dr Fitzgerald) (Dr Aleo will progress the development of this proposal in conjunction with RWG members during his first 6 months (Sep 2020-Feb 2021))

- The CPD needs of the long-term care (LTC) workforce (Dr Fitzgerald and Dr Orlik will develop a proposal for April 2021).

RWG#2: Digital Pedagogies for continuing professional development (CPD)

- Submit an Erasmus+ Strategic Partnerships proposal in collaboration with members of the Centre. The title of the proposal is ‘Fostering and developing digital skills, competences and literacy for healthcare educators’. The Centre is collaborating on two additional proposals for the Erasmus+ Strategic Partnership call with members of the European Centre. (Dr Aleo and Dr Fitzgerald will submit proposal by the October 2020 deadline)
- Conducting a systematic review of digital innovation for CPD. What has already been done here, how could we contribute? (Dr Fitzgerald will review the most recent literature and update the group at the next meeting in November)
- Submit an Erasmus+ proposal in collaboration with INHWE next April 2021 on gamification of CPD. (Mr David Smyth (INHWE), Dr Fitzgerald & other RWG members will develop and submit proposal for April 2021).

RWG#3: Economic impact of continuing professional development (CPD)

- Dr Fitzgerald is currently working on the ‘Economic Evaluation of Continuing Professional Development (CPD) Activities for Healthcare Professionals: A Scoping Review’.
 - The scoping review protocol is complete and has moved on to the second stage final search and abstract review. Ms Normela Rados, a health economist with the Croatian Nursing Board, has agreed to be the second reviewer on this review. Dr Jane Wray from the UK agreed to be a third reviewer. Dr Stephen O'Neill, a health economist from NUI Galway has also supported the work to date.
 - Source selection and data extraction will be undertaken in October and November. A first draft of the paper will be circulated to the RWG in December 2020.

Professor Thomas Kearns, Executive Director
Dr Cathy Fitzgerald, Post Doctoral Research Fellow
Dr Giuseppe Aleo, Research Assistant
Dr Witold Orlik, Research Assistant

Email: eurocpd@rcsi.ie



@EuropeanCpd

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

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



FACULTY STAGES PLAY: A FACE IN THE CROWD

Together with REACH RCSI and the Psychiatric Nurses Association of Ireland (PNA), in a what we understand is a Faculty first, we were delighted to stage a play entitled 'A Face in the Crowd'. The play was written by Mr Niall O'Muiri, a former Psychiatric Nurse. The play originated in Co Wexford, with the support of Wexford Mental Health Association and was co-created with service-users. One of the key objectives of the play was to raise awareness of mental health and its management with the general public, to promote mental health and empower people to self-manage their mental well-being.

This play authentically depicted the lived experiences of service users living with mental illness and themes of isolation, despair, loneliness, depression, hope, comfort, respite and recovery had the audience transfixed. It is hoped that the experiences, which were shared by service-users, will stimulate conversations and dialogue in this

important area and contribute to healthcare and societal well-being.

The Faculty staged two performances of the play, with an afternoon performance for local schools and an evening performance for the general public. The Faculty was delighted to offer this event free of charge to all attendees.

The 4th, 5th and 6th year students from Presentation Secondary, CBS Synge St., CBS Westland Row and CBS James St. attended the play. Given the powerful and honest portrayal of living with a mental health illness, and the potential of this to stimulate questions or concerns for the students, a professionally facilitated follow-up mental health workshop was hosted by REACH RCSI & the Faculty of Nursing and Midwifery the following day, where key themes could be explored and discussed in a safe environment.

The workshop asked students to reflect on the play and explore some of the ideas that resonated with them. Students were asked to describe how they felt after



hearing the stories and to identify the thoughts that came to mind. Students at the workshop were provided with a document, and discussions focused on the factors influencing mental health such as biological factors, over or under production of chemicals or hormones in the body, genetic make-up, psychological factors, emotional experiences, social factors, stress related with one's present life and drug/alcohol misuse. Teachers,

from each of the schools, accompanied students to the workshop and this aspect of the play was positively evaluated by both the students and the teachers.

EVENING PERFORMANCE

The play was staged at 6.30pm, to a full house in the O'Flanagan Lecture Theatre where 400 people attended the play. RTE's Mr Ray D'arcy welcomed the audience, and provided the context to the play highlighting in particular the importance of conversations on mental health and ill health.



PLAY WELCOME



SCENES FROM THE PLAY



POST PLAY





The Faculty is particularly grateful to key collaborators on this project:

- Ms Maria Kelly, REACH RCSI for her collaboration, expertise and support;
- Ms Aisling Culhane, Research and Development Advisor, The Psychiatric Nurses Association of Ireland (PNA) for liaising with the playwright;
- Mr Niall O'Muiri (Playwright) for crafting a beautiful piece of theatre;
- Mr Liam Hourican, Mr Sean Duggan, Ms Gene Rooney, Ms Anne Doyle, Mr Jim Roche, for their powerful acting;
- Mr Jim Roche for his skilful directing;
- Ms Stephanie Ryan, Stage Manager and the crew, whose expertise greatly enhanced the play;
- Mr Frank Donegan, and the RCSI Portering Team, for their support;
- Mr Billy Cahill, RCSI Electrician, for his expertise in all things technical;
- Ms Colette Power & her team, RCSI Health & Safety, for their expertise;
- Sponsors- Cornmarket and Compass Catering;
- Most particularly, the Faculty wish to acknowledge and thank the storytellers, whose experiences of living with mental illness were shared on stage, and for their attendance at and support of the evening.

THE LEAP OF FAITH, RADIO INTERVIEW, RTE RADIO 1

Professor Shannon, Dean participated in a radio interview with Mr Michael Comyn of RTE 'The Leap of Faith' show. The show, on May 15, focused on the 200th anniversary of Florence Nightingale's birth and Professor Shannon provided context to Ms Nightingale's faith, the Irish dimensions in her life and the nursing ethos she developed.



HONORING NURSES INTERNATIONALLY
IN MEMORY OF J. PATRICK BARNES

DAISY FOUNDATION INTERNATIONAL AWARD FOR COMPASSION IN NURSING AT THE RCSI

Since the launch of the DAISY Foundation International Award for Compassion in Nursing at the RCSI in February 2020, all hospitals in the RCSI Hospital Group have established local DAISY programme and selection Committees. Nominee assessment criteria have been developed. Unfortunately, the covid-19 pandemic interrupted this process, as nursing and midwifery services prioritised clinical care.

The DAISY Foundation is an international award foundation, based in the US, and 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 J. Patrick 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 program 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.

This initiative is an important collaboration for the Faculty and the RCSI Hospital Group and provides a mechanism for the recognition, acknowledgement and celebration of excellence in compassionate nursing care.



GLOBAL R.E.S.P.E.C.T. OF INCIVILITY

The Faculty's collaboration with American colleagues continued throughout the year with Professor D'Arcy Gaisser, Dr Connie Lawrence and Ms Jennifer Smalls, from the Department of Nursing, The College at Brockport, State University of New York.

The Global R.E.S.P.E.C.T. of Incivility project is an international project involving colleagues in United States of America, Australia, China and Ireland. R.E.S.P.E.C.T is an acronym for **R**esearch for **E**stablishing **S**upportive and **P**rofessional **E**ducation for **C**ross-Cultural **T**ransformation.

The collaboration was invited to deliver a keynote address at the HSE's 2nd Annual Symposium on Anti-Bullying in Dublin Castle on 25 February 2020. This conference focused on 'From A, B to C - From Anti-Bullying to Civility'. Keynote addresses focused on The B's in Bullying - (Bullied, Bruised, Bystander and Background), The role of the Bystander, Patient Safety - Organisations that thrive rather than survive and Resilience in Healthcare. Speakers included Mr Paul Reid, CEO, HSE; Dr Susan Kent, Assistant National Director, HR HSE and Mr Martin McCormack, CEO, College of Anaesthesiologists of Ireland.

Professor D'Arcy Gaisser, Dr Connie Lawrence and Ms Jennifer Smalls delivered a keynote address to 500 delegates. Professor Thomas Kearns and Ms Catherine Clune Mulvaney, supported the collaboration with the facilitation of scenario based workshops.

FACULTY GOVERNANCE

FACULTY STANDING ORDERS

Following an extensive review and analysis by the Board, and consultation with key stakeholders within RCSI over an 18-month period, the Faculty Board approved Standing Orders in September 2019. Subsequently approved by RCSI Surgery and Post Graduate Faculties Board in October 2019. A detailed update on revisions to the Faculty Standing Orders was presented to Fellows at the Faculty's Annual General Meeting on 29 November 2019.

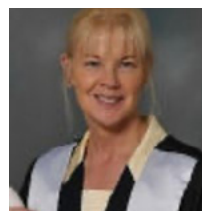
In keeping with the principles of best corporate governance practice, key changes to board composition now require four of the thirteen member Board to comprise of co-opted members. Co-opted Board members serve a three-year term to facilitate the recruitment of specific expertise to support the work of the Board. Co-opted Board members shall be entitled to serve a maximum of two terms. Board members wishing to participate in the election for Vice Dean must be an elected member of the Board who has served as a member of the Board for three years. The Vice-Dean shall be appointed for a period of two years and may not serve more than one term as Vice-Dean. The Vice-Dean will become the Dean, unless the Vice-Dean provides notice in writing of their intent not to assume the role, in which case an election will be called.

CODE OF CORPORATE GOVERNANCE FOR BOARD MEMBERS OF THE FACULTY OF NURSING AND MIDWIFERY

The Faculty Board approved a *Code of Corporate Governance for Board Members of the Faculty of Nursing and Midwifery*. The Code provides detailed information on corporate governance, RCSI and Faculty governance and the values, roles and responsibilities of Faculty Board members, Officers of the Faculty, Standing Committees and the Executive. In addition, information is provided for Board members on code of conduct, conflict of interest, conduct of Committee meetings, strategic and annual planning and Board effectiveness evaluation. The Code of Corporate Governance will support Faculty's Standing Orders and was developed by the Governance and Risk Committee.

BOARD AND STAFF - ACKNOWLEDGEMENT

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. The Faculty appreciates the expertise, knowledge and the experience of its former Board members and values Board members' contributions to the Board's endeavours.



Ms Hilda Gallagher

Former Board Member and Honorary Treasurer

Ms Hilda Gallagher completed her five-year Board Member term in June 2020. Hilda contributed to the Faculty's former Education and Professional Development Sub-Committee, the Annual Conference Sub-Committee and the Finance Sub-Committee. Hilda's experience, expertise and understanding of older persons care and the context within which older persons care is delivered were greatly appreciated by the Board. Hilda's work, as Honorary Treasurer, over three years, was greatly valued by the Board.



Dr Mark White

Former Board Member

Dr Mark White completed his five-year Board Member term in June 2020. Mark contributed to the Faculty's former Education and Professional Development Sub-Committee, the Annual Conference Sub-Committee and the Finance Sub-Committee. Mark's experience and knowledge across clinical practice, education, strategic management, collaborative practice and stakeholder analysis and research provided valuable and meaningful contributions and insights to the Board, during his tenure.



Dr Judith Foley

Board Member Ex Officio
NMBI Representative

Dr Judith Foley completed her tenure on the Board in September 2020. Dr Foley contributed to the Board's Annual Conference Sub-Committee. Dr Foley's expertise and experience in regulatory affairs, leadership and education was greatly valued by the Board.



Ms Caroline Skinnader

Executive Assistant

Ms Caroline Skinnader supported the Dean and the Board of the Faculty during her six month tenure as Executive Assistant with the Faculty. We wish Caroline every success in her new role.



GHOSTS PAST, PRESENT AND FORSAKEN: REFLECTIONS ON 2020

As we approach the end of 2020, we reflect on the past year, designated the International Year of the Nurse and Midwife. Drawing upon the concept of 'Gestalt', we take a wide angled view, aligning the inspiration of Florence Nightingale and Mary Frances Crowley with the contributions of nurses and midwives in a year of exceptional challenge.

The Cambridge dictionary defines 'gestalt' experiences as those, which when considered as a whole, have qualities beyond the total of their constituent parts. The concept of gestalt is used to underpin our reflections regarding the knowledge and praxis of nursing, over a year that has witnessed what many would regard as being the greatest existential challenge to our society and our profession^[1]. While the perception of the foreground and background components within any gestalt is unique to each individual, most nurses will agree that COVID-19 remains very much to the fore of our perception, with the highest daily numbers of new infections being recorded in the days preceding this paper going to press.

Our current grey gestalt is far from the optimistic gestalt with which we greeted 2020, in joyful anticipation of celebrating both the WHO delegated International Year of the Nurse and the 200th anniversary of Nightingale's birth. None would have imagined that by the end of this year, the visibility and value of nurses and nursing would be acknowledged in such a profoundly different context, as nurses continue to work tirelessly at the coalface during the worst disease pandemic in over 100 years.

On closer reflection, however, there are alignments within these disparate opening and closing gestalts, which illuminate the enduring *raison d'être* of nursing while acknowledging the legacy of those who continue to inspire both our 'knowing' and 'practice'.

As Irish nurses, we draw upon the work of two inspirational figures, Florence Nightingale, the founder of modern nursing, and Mary Frances Crowley the founding Dean of our Faculty. As professionals, we draw upon the seminal work of Carper^[2], and later others, who propose the multidimensional patterns of empirical, personal, ethical and aesthetic knowing within nursing, and our understanding of practice as the enactment of this knowing underpinned by our declared core values within Irish nursing of care, compassion, and commitment. Firstly, we contextualize these values and reflect back to some of the work of Florence Nightingale.

Nightingale, at the request of the UK government, and despite the concerns of her family, led a party of thirty-eight women to care for the casualties of the Crimean war, arriving in Scutari Turkey on November 5th 1854^[3]. Five days later, the precipitous arrival of a large number of casualties from two simultaneous battles totally overwhelmed the hospital facilities, resulting in a scene described by Nightingale as a "Kingdom of Hell"^[3].

Nightingale's Crimean experiences, influenced her 'Notes on Nursing', which was published in 1859, the same year, that Louis Pasteur proposed microorganisms to be the cause of many human and animal diseases, an idea considered by many at that time to be revolutionary^[3].

The wisdom of Nightingale's notes continues to have contemporary relevance with her noting that "we must not forget what, in ordinary language, is called "infection" – a thing of which people are generally so afraid that they frequently follow the very practice in regard to it which they ought to avoid"^[5]. More poignantly, Nightingale opened her report to the UK government with a cautionary note that "it may seem a strange principle to enunciate as the very first requirement in a hospital, that it should do the sick no harm"^[4].

Nightingale, a proponent of real world change appreciated both the importance of public engagement, and the need to effectively communicate complex data regarding both the epidemiology, and effectiveness of the responsive interventions taken to combat disease, in an accessible manner. Regular reporting to the home public was made possible by the presence of the first modern war correspondent of the London Times, who raised awareness of ill-prepared facilities lacking in basic essential equipment, all of which resulted in distressing mortality rates in which deaths from infection were tenfold those from battle injuries^[3]. Her communication strategies resulted in the UK government designing and building a prefabricated hospital, which was shipped and constructed as a civilian hospital in the Dardanelles.

This new hospital, coupled with Nightingale's implementation of hygiene practices, a key component of which was handwashing, reduced the infection related mortality rate from 42% to 2%^[3].

Nightingale was also a pioneer of supporting practice with evidence, developing innovative schematic graphs to visually present epidemiological and statistical data in an easily accessible manner to key agencies including the UK parliament. These simply understood graphs clearly demonstrated the effectiveness of implemented interventions^[3]. Nightingale was also it seems a pragmatist, later noting that in response to serious scarcities, she had become 'adept' at innovatively securing essential equipment, writing to a friend that "I am a kind of general dealer"^{[3] p.6}.

Beyond her clinical and scholarly genius, Nightingale also manifested compassionate practice, confiding to a friend that her 'Notes on Nursing' was not "for the sake of writing" .., but forced out of me by much experience inhuman suffering"^[6 p.1]. This sentiment is perhaps understandable from ancillary records which note her rule that no patient was to be left to die alone, and that she herself had attended 2000 deaths by the end 1855^[3].

This dedication did not go unnoticed, and her enduring iconic representation in the public consciousness as the 'Lady with the Lamp' originated from a report in The Times which described her as "without any exaggeration" a "ministering angel" who "when all others have retired for the night and silence and darkness have settled down upon those miles of prostrate sick, ... may be observed alone, with a little lamp in her hand, making her solitary rounds"^[3]. This image became immortalised in H.W. Longfellow's 1857 poem 'Santa Filomena'.

**The wounded from the battle-plain In
dreary hospitals of pain,
The cheerless corridors,
The cold and stony floors.
Lo! in that house of misery
A lady with a lamp I see
Pass through the glimmering of gloom
And flit from room to room.
And slow, as in a dream of bliss,
The speechless sufferer turns to kiss Her
shadow, as it falls
Upon the darkening walls.**

Notes from a colleague^[3] described accompanying her on these nightly walk-throughs of wards as they "slowly passed along the silence was profound....a dim light burned here and there, Ms. Nightingale carried her lantern which she would set down before she bent over any of her patients ..I much admired her manner...- it was so gentle and kind" [p.7].

Few would question that her work manifested empirical, personal, ethical and aesthetic knowing, with inspirational enactment of 'care', 'compassion' and 'commitment'.

The naming of UK field hospitals constructed during 2020 in response to the COVID-19 pandemic as 'Nightingale Hospitals' is not lost upon us.

From a more local context, a recent RTÉ documentary entitled 'The Hospital the Irish Shipped to France' recalled the contribution of Irish healthcare staff in an overseas aid initiative which shipped, established, and staffed a hospital in Saint-Lô in 1945. Notable among these pioneers, in the context of our reflection, was the Matron of the hospital, Mary Frances Crowley^[5].

In 1944, Saint-Lô had endured a single night of intense bombing, described by the locals as the "night of fire" during which a terrifying "low thunder" of 'ground shaking' bombs fell so fast that they were unable to distinguish one bomb from another^[5]. As dawn emerged residents recalled that the 'town's church bells were silent', health facilities were reduced to ruin, and the town to 'near extinction'^[6].

Samuel Beckett, the Nobel Laureate, who served in the role of QuarterMaster/interpreter portrayed the devastation in "la Capitale des Ruines", recalling his arrival to "a sea of mud" following many days of rain, and detailing his many struggles to secure essential supplies^[6].

Similar to Nightingale ninety years earlier, the group remained undeterred by the adversities they encountered, and succeeded in establishing an effectively functioning hospital which provided much needed relief. Despite the short duration of their humanistic mission, the Irish personnel were held in such high regard that initial suggestions of their repatriation resulted in a public protest. The memory of their kindness endures, with their contribution celebrated annually on St Patrick's day, and Beckett's short poem Saint-Lô engraved on the entrance to the towns cultural centre^[6].

**"Vire will wind in other shadows unborn
through the bright ways tremble and
the old mind ghost-forsaken sink into its
havoc."**

Saint-Lô (Beckett 1946)

Beckett later suggested in a Radio Éireann talk in 1946 that the dispensing of physical relief and essential supplies had been less important than the mutual recognition of humanity among the relieved and relievers, and their ability to still "smile at the human condition" as they attempted to ameliorate "all the suffering that had to be looked after or eased"^[5]. Similar to Nightingale's legacy, recollections by some of the 200 'children of 1946' featured in the Saint-Lô documentary, recalled not only the committed technical and logistical competence of the Irish personnel, but also their

compassionate caring during such ‘an important place in their lives’.

From a global perspective, the World Health Assembly designated 2020 as the International Year of the Nurse and the Midwife as a: “year-long effort to celebrate the work of nurses and midwives, highlight the challenging conditions they often face, and advocate for increased investments in the nursing and midwifery workforce” [7].

Dr Tedros Adhanom Ghebreyesus, WHO Director-General described nurses and midwives as “the backbone of every health system” who are essential to achieving universal health. While acknowledging nurses and midwives as being effective advocates and innovators in their communities, and health care systems, he pointed to some enduring challenges. Among these are overcoming professional, socio-cultural and economic barriers which limit nurses and midwives working to their full potential, and ensuring that they are properly valued and represented in health leadership roles where they can guide health policy and investment [7]. The conferring of Dr Tedros, in the WHO Headquarters in Geneva, with an Honorary Fellowship of the RCSI Faculty of Nursing and Midwifery on 17 February 2020, provided the Faculty with an opportunity to acknowledge the WHO’s work internationally. Few would have imagined that the WHO propositions would become so overtly manifest at a global level within the months that followed.

Similar to the challenges encountered by past inspirational figures, nurses and midwives again found themselves ‘called upon’ to ameliorate indescribable distress in situations of adversity, sometimes under less than optimal conditions and at personal risk to themselves and their loved ones. True to tradition, nurses have met this challenge admirably.

In a similar vein to Nightingale’s endeavours 150 years previously, their dedication has not gone unnoticed, with public displays on our streets, national TV and radio broadcasting, and social media being unanimous in their acknowledgement and gratitude to all healthcare workers. One refreshing feature of the media coverage was the extension beyond ‘stock’ representations of nurses engaged in task-based activities, dispensing medication or signing a kardex, to a more encompassing portrayal of both technical/empirical competence, and their personal, ethical, and aesthetic enactments of committed compassionate care.

We recall programmes^[8] portraying nurses technical and empirical competence, combined with moments of deeply moving compassionate engagement, revealing both their personal vulnerability and their authentic ‘presence’. We witnessed both the elation of successful patient outcomes sometimes defying empirically derived odds, but also moments of despair, of final moments in the absence of loved ones. These portrayals demonstrate the American Nurses Association’s proposition of the nurse as “the glue that holds a patient’s health care journey together ... across

the entire patient experience” with nurses working “tirelessly to identify and protect the needs of the individual” [9].

One less visible but important aspect of nurses’ and midwives experience is the exploration of the potential impacts, both shorter and longer term, from the physical and emotional burdens endured over these last months.

Historically, we know that Nightingale endured life changing chronic ill-health as a result of an infectious disease acquired in Crimea [3]. The 2019 annual ceremony in Saint-Lô paid a special tribute to Dr Arthur Darley who, after treating many suffering from tuberculosis during his tenure there, died from the disease within two years of his return home to Dublin, aged just 40 years [5].

While impacts are not always as overtly visible as those of Nightingale or Darley, our growing understanding of crisis and trauma exposure, and emerging accounts of longer term effects of COVID19 disease, raise concerns regarding enduring impacts which can result in significant distress.

The prolonged compassionate engagement undertaken by nurses and midwives over these past months, while widely acknowledged and commended, has involved considerable emotional labour, one essential aspect of care which often remains hidden. Carper proposed that if “nursing care ... is to be more than habitual or mechanical, the capacity to perceive and interpret the subjective experience of others and to imaginatively project the effects of nursing actions on their lives become necessary skills” [2].

Authentic real time presence at the bedside and the enactment of such empathic imagination, especially in the context of the scale and magnitude of the COVID-19 pandemic, involves a considerable burden. Liaschenko, a keynote speaker at a past Faculty conference, cautioned that “to suffer through witnessing another is to participate in that suffering through empathy and imagination..... because we share both the experience of a body and the participation in a given world”^[10].

While it is beyond the scope of this paper to meaningfully consider the potential impacts of COVID-19 related experiences on frontline staff, it is important to note this as an issue which warrants careful attention as we strive to create the ‘safe environments’ aspired to by the WHO in which nursing can flourish [7].

Perhaps, upon critical reflection, the disparity between the opening and closing gestalts of Irish nursing in 2020 is not as wide as we imagine. The year opened with anticipation of joyfully celebrating both the WHO delegated International Year of the Nurse and Midwife and celebrating the 200th anniversary of Nightingale’s birth by celebrating her enduring nursing legacy.

The emergence of COVID-19, initially perceived as an obstacle to these celebrations, may on reflection have proved to be quite the opposite. The centrality of COVID-19

in our perception, unwelcome and painful as the experience has been, has powerfully endorsed the WHO goal to “highlight the challenging conditions” which nurses and midwives often face^[7] and has demonstrated their value and enduring commitment. This has indeed been very much an International Year of the Nurse and Midwife, just not the one we anticipated.

Similarly, our nurses commitment in providing person-centred, evidence based, and compassionately enacted care during the COVID-19 pandemic has powerfully and memorably illuminated Nightingale’s art and science. Irish nurses have truly honored Nightingale’s legacy, just not in the way we anticipated.

The position paper which declared ‘Compassion’, ‘Care’ and ‘Commitment’ as core values of Irish nursing and midwifery proposed that these values would become the ‘benchmark against which the professional practice of nurses and midwives’ could be assessed^[11]. Nurses and midwives contribution over these past months have demonstrated these core values, and their dedication has not gone unnoticed, just as Nightingale’s dedication, did not go unnoticed more than 150 years ago.

COVID-19 has represented an existential crisis not just for our nurses but for our society as a whole. Rollo May, the renowned existentialist, who himself spent eighteen months in a tuberculosis sanatorium as a young adult, described care in a way which aptly captures nurses contribution, as a “state composed of the recognition of another, a fellow human being like one’s self; of identification of one’s self with the pain or joy of the other; ... in the awareness that we all stand on the base of common humanity, from which we all stem”^[12] [p. 289].

Despite 2020 closing in much sadder circumstances than any of us could have imagined, we can take comfort in our demonstrated commitment to preserving a long and proud legacy of humanistic care. The ‘lamp’ is truly in safe hands.

**- Dr Kevin McKenna, Dr Catherine O’Neill
and Ms Catherine Clune Mulvaney**

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LEST WE FORGET...THE CARER'S CONSCIENCE

As we approach the end of the year, we invite you, our Fellows, to take a moment to appreciate two beautiful poems, which portray experiences, which may resonate with many of you over recent months.

THE REDEPLOYED

The automatic doors open, deceptive, inviting
what lies therein is overwhelming, frightening
Ill-prepared, I am glued to the floor
as I process the scene, akin to a war
Not a military zone of conflict and strife
but a united battle to help support life.
The emotions within me instantly seethe
in that moment I forget to breathe,
my heart is racing, my head's in a tizz
And the family enjoy another virtual quiz.

I am donned in PPE, now redeployed
in an endeavour to fill the nursing void.
Staff guised in hazmat relentlessly task
I cannot tell the face behind the mask.
I listen and learn on a vertical curve
these alien things I must observe.
Breathing machines, drips and drains
multiple infusions pumping into veins
Information overload abounds my head
I forget there is a person in the bed.
This realisation, this disconnection
fills my senses with utter dejection,
suppressing my tears, I can feel my heart beat
And the neighbours play Bingo out on the street.

This virus, indiscriminate in its choosing
invades until it seems we are losing,
oxygen levels plummet and temperatures soar
alarms in the background constantly roar.

Every cell and organ is under attack
as modern medicine attempts to fight back,
monitoring, titrating, adjusting the plan
working round the clock; it is virus V man.
Each hour I check, count and record
And the social isolators are seemingly bored.

Regardless of circumstance; No family's the rule,
this aspect of caring seems particularly cruel.
I am handed an I-Pad for a facetime call
I see a wife and two children crumble into a ball.

Virtual comfort, something to clutch,
I choke for this family, denied human touch.
An imposter, a surrogate, I provide the support
while the family and friends are left athwart.
The hazmat suit becomes unbearably warm,
I cannot reconcile this apparent new norm.
My goggles fill up, my lungs constrict
And at home they are having a Netflix binge.

My brain will not quiet, even through night
it is struggling to process this ICU plight,
still all on my desktop, a weight on my shoulders,
refusing to go to the cloud or the folders.
Despite the stress and anxiety, tension, and tears,
the redeployed work on through our fears.
A variety of backgrounds, all out of our field,
contributing to the frontline serves as our yield.
We toil closely together with hope and heart
And the good people of Ireland stay together apart.

Elaine Craven

Our friend and colleague Elaine, is a Registered Advanced Nurse Practitioner Respiratory,
in Connolly Hospital, Dublin, Ireland.

COVID WARRIORS - THEY ANSWER TO THE CALL.

To those who only serve the cause to tend and to protect,
 To those who offer healing hands with grace and with respect,
 To those who smile amid the strife, and tend with loving care,
 To those who never cast off hope amid the dark despair,
 To those who fight against the odds, who seek to find a cure,
 To those who offer comfort in a future so unsure,
 To those who daily risk their lives with selfless dedication,
 To those who play a vital role in safeguarding our nation,
 For them, with most abundant thanks, we offer up our prayers,
 For many, who have saved our lives' have paid the price with theirs.

They are not dressed as warriors, nor soldiers in the field,
 They have no orders to stand firm and staunchly never yield.
 They have no suits of armour and no weaponry at hand,
 No military strategy, no operations planned.
 And yet, these Covid warriors, with altruistic pride,
 Stand tall against the enemy, refuse to step aside.

And when one of their noble ranks falls victim to the foe,
 Another brave civilian will step up and onward go.
 For when their nation called on them to step into the fray,
 They donned their masks and robes and then stepped in without delay.

To label them as heroes is to understate the case,
 For each and every one is blessed with God's Amazing grace.
 The doctors, nurses, healthcare workers, carers one and all,
 Despite the fear of deaths' dark vale, they answer to the call.
 How brave, the Covid warriors, who answer to the call.

Peter Kennedy

Peter Kennedy is a Director, Choreographer and published Author.

The Faculty would like to acknowledge and sincerely thank nursing, midwifery and healthcare colleagues, from Ireland and across the globe who have demonstrated exceptional commitment, courage, compassion and selflessness as they worked to provide care to patients and their families, in the face of overwhelming circumstances.

In particular, the Faculty wishes to honour and commemorate those nurses, midwives and healthcare workers who died in service to their patients and their communities, and made the ultimate sacrifice.

While the International Year of the Nurse and the Midwife has not turned out anything like we had imagined, 2020 has forced many of us to pause, reflect on what is important in our lives. The response of nurses, and midwives, to the pandemic has been calm, compassionate, constant and innovative. Nurses and midwives have embraced new ways of working- from technology and eHealth, to being re-deployed across settings and services for the good of patients and colleagues. And like Nightingale, nurses around the world sat, pained yet privileged, with dying patients in their final moments when their loved ones could not- To be a presence, to hold a hand, to whisper a prayer so their families might derive some comfort in knowing that no one died alone.

As Winter approaches, and another wave of the pandemic is upon us, nurses and midwives, are steeling themselves for what lays ahead. Patients and families will need your care, your compassion, your courage, your strength and your kindness.

***When a great ship is in harbour, and moored, it is safe, there can be no doubt.
 But that is not what great ships are built for.
 Dr Clarissa Pinkola Estes***

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

- Opened the International Network for Health Workforce Education (INHWE) Conference, in RCSI, January 2019;
- Addressed the Annual Spring meeting of ENT UK, 15 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 29 March 2019;
- Invited to deliver a symposium at the Horatio Mental Health Nursing Congress in Copenhagen in May 2019;
- 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;

- Invited to become a member of the Audit and Risk committee of Dublin Simon.
- Addressed the 9th International Nursing Conference at the King Faisal Hospital and Research Centre in Jeddah as an invited Keynote speaker on the 05 and 06 of November 2019;
- Attended IMSTA Awards Ceremony, Aviva Stadium, Dublin, 03 October 2019;
- Attended the Northern Ireland Launch of the International Year of the Nurse and Midwife at Stormont on 16 January 2020;
- Attended a HOPSEEM a virtual meeting to explore how European Hospital employers can support CPD across Europe on 17 January 2020.

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;
- Ms Clune Mulvaney delivered an information session to promote the PNA collaboration and its programmes at a PNA IR Training Event in Mullingar on 10 October 2019;
- Professor Marie Carney received an invitation to attend 'NMBI 100 Years of Nursing Regulation' Conference in Clayton Hotel Conference Centre, Liffey Valley, Dublin on 24 October 2019;
- Professor Marie Carney received an invitation to attend 2nd Annual Cardiology Conference in Beaumont Hospital on 09 November 2019;
- Professor Marie Carney attended IMSTA Awards Ceremony, Aviva Stadium, Dublin, 03 October 2019.

PROFILE OF THE FACULTY BOARD AND STAFF



Professor Michael Shannon Dean

Michael (PhD, MBA, FFFNRCSI, BSc, Dip Ed, PG Cert Imp Sc) has extensive experience in corporate, strategic, management and clinical leadership in Ireland, England and the Middle East. Michael is Adjunct Associate Professor at UCD School of Nursing, Midwifery and Health Systems and Adjunct Associate Professor at TCD School of Nursing and Midwifery.

Michael is proprietor of Global Leadership Consultancy (GLC) which was established in January, 2019. GLC is an international development company which focuses on leadership development across healthcare, education and service industries. He also works as a consultant with the World Health Organization.

Michael was appointed Programme Director at the Institute of Leadership, RCSI Bahrain in 2015 where he directed two Masters programmes in Healthcare Management and Quality and Safety. His role also incorporated expert healthcare consultancy. He has advised organisations in Dubai, Qatar, UAE, Kuwait, Oman and Jordan and the Ministry of Health, Bahrain.

Michael has worked as a senior Policy Maker as National Nursing & Midwifery Services Director for the Health Service Executive, Ireland.

Michael was appointed as the first Nurse Advisor at the Department of Health and Children in Ireland. His role included advising the Chief Nursing Officer, Minister and Officials on healthcare policy nationally and internationally. Michael also held a number of senior posts including Area Director of Nursing and Midwifery, Dublin Mid Leinster and Director of Nursing and Midwifery and Palliative Care at Letterkenny and Sligo University Hospitals and Our Lady's Hospital, Navan.

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



Dr Mary Boyd Vice Dean

Mary (PhD, MA, PG Dip (CPW), FFMRCI, RGN, RGM) is currently working as a Regional General Manager for Governance and Systems with Tusla West.

Mary was elected Vice Dean and commenced her term of office in March 2020.

Mary 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. She was Chief Nursing Officer at Princess Grace Hospital, London and at Sidra Medicine Qatar. Qatar is now rated as the 13th best health service in the world. For nearly five years up to 2017, Mary contributed to their successful journey from 44th in 2000 (WHO 2000). She was a successful Director of Nursing and Midwifery at Cork University Hospital and the National Maternity Hospital, Dublin.

Dr Boyd has sixteen years of executive management hospital and advisory board experience, and conducted quality audits at many hospitals. She received her Doctorate in Governance from the School of Law, QUB in 2008, and her MA in Public Management from the IPA in 1996. Her Graduate Diploma in Managing Quality was from Technology University Dublin in 1997. She completed a Post Graduate Diploma in Child Protection and Welfare in TCD in 2020.

Mary was conferred as a Fellow 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 Committee's update of the Faculty's Standing Orders.



Dr Patricia Minnock
Honorary Secretary

Patricia (RGN, RM, RNP, ANP, FFNRCSI, DipN, BSc (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 qualification (nurse 1982, 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 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 (Hon) (University of Ulster) (1997), an MSc (2000) and PhD from TCD (2011) on fatigue as a patient centered outcome in inflammatory arthritis. In partnership with UCD she wrote the curriculum (2001) for the post-graduate diploma in rheumatology and co-developed the professional certificate in intraarticular/soft tissue injection (2014), and Level 7 rheumatic disease CPD module (2020). This partnership work continues with UCD, providing rheumatology nursing modules within a chronic disease programme. She is first author in 9 peer reviewed publications.

Patricia was elected to the Board of the Faculty of Nursing at RCSI (2017) and currently holds the office of Honorary Secretary. In clinical practice, she works with a young adult population and patients requiring complex case management. Ongoing project work with international colleagues includes recommendations for patient education for people with inflammatory arthritis and driving a national agenda to enhance the role and assess the impact on patient outcome, of ANPs in rheumatology while addressing national service challenges.



Ms Mary Godfrey
Board Member

Mary (RGN, RM, RCN, RNT, BNS, MA (Ethics of Health Care), Grad Dip Healthcare (Risk Management and Quality), FFNMRCISI) is a Senior Clinical Risk Manager. Mary's responsibilities includes partaking in the management of the Clinical Risk Unit in the State Claims Agency, providing risk management advices to health and social care services and promoting best practice in patient safety through the delivery of education programmes in the health and third level sectors.

Mary was elected Honorary Treasurer to the Board in November 2019.

Mary was 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's 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; HSE: Programme Manager for the National Clinical Programmes (Anaesthesia, Critical Care and Cystic Fibrosis); National Project Lead: Implementation of Screening for Cystic Fibrosis in the National Newborn Bloodspot Screening Programme; Director, Centre of Children's Nurse Education; Principal Nurse Tutor (OLCHC); Children's Nurse Adviser, Department of Health and Nurse Tutor.

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.



Dr Theresa Frawley
Past Dean

Theresa joined the Board of the RCSI Faculty of Nursing and Midwifery in 2013 and held the offices of Honorary Treasurer, Vice Dean and Dean.

Theresa works at the Midland Regional Hospital, Tullamore (MRHT) as a Registered Advanced Nurse Practitioner in Ear Nose and Throat Nursing. Academically, she is committed to the continuous professional development of nursing locally and nationally and actively mentors and supports colleagues in their professional development. Clinically, she has been influential in expanding ENT clinical nursing practice in Ireland and has led on the development of Advanced Practice guidelines. Theresa has been appointed, as the expert nurse, to the planning group for the NCPS Otolaryngology Head and Neck Surgery Model of Care for Ireland.

Internationally, Theresa maintains professional nursing links within the speciality of ENT with 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 continues to work with SOHN to explore the possibility of setting up a Chapter of SOHN within Ireland. Recently, Theresa has been working with colleagues nationally, in the United Kingdom and in United States to establish a 'Community of ENT Nursing Practice' within the Faculty.

In March of 2020, Theresa's expertise was recognised internationally when she was nominated, within the Allied Health Professionals Category, for a British Academic Conference in Otolaryngology (BACO) International Award. These award are designed to celebrate the excellence 'of ENT professionals deserving wider acclaim within the specialty'.



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 published in, and is an invited peer reviewer 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. Qualifications include 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).

Currently, Paul is undertaking a PhD focused on the transition of new graduate nurses to practice as registered nurses. Paul is 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.



Ms Lasarina Maguire
Board Member

Lasarina (RNID, Dip Nurs, BNS, RNT, MSc (Nursing), EC Palliative Care, PG DIP Palliative Care, FFMRCIS) has extensive experience and specialist knowledge in Intellectual Disability nursing developed over 35 years from a diverse range of clinical, education and managerial roles including Nurse teacher, Nurse tutor, Nurse practice development co-ordinator, Work force planner and Programme Manager. Lasarina's special area of interest is in palliative and end of life nursing care and she completed the European Certificate in Palliative Care (ECPC) in 2009.

She was the first area representative (Republic of Ireland) for the Palliative Care for People with Learning Disabilities committee and was the Intellectual Disability Nursing representative on the HSE's National Emergency Medicine Programme Strategy in (2012).

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



Dr Kevin McKenna **Board Member**

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

Through paralleling academic and practice roles, Kevin developed a keen interest in integrating academic and clinical activities and aligning research with clinical and practice enhancement initiatives. This practice-academic-research nexus is acknowledged in his contribution to many service-related research initiatives in national and international contexts, and a demonstrated commitment to the professional development of both nurses and nursing. Kevin joined the Board in March 2019.



Ms Marianne Garvey-McMahon **Board Member**

Marianne (FFNMRCIS, MSc (Law & Ethics) BSc (Healthcare Mgt), HDip (Nursing), HDip (Psychology), HDip (Counselling), Dip (ICC), RGN, Honorary Clinical Associate FNMRCIS, Independent Consultant and Disability Advocate) completed general nurse training at Sir Patrick Dun's, and subsequently completed an Intensive Coronary Care Course. Ms Garvey-McMahon held positions of Staff Nurse and Senior Manager. She gained extensive experience in Iraq and Kenya before returning to Ireland, where she held positions at SJH (1990-1995) and later at HSE (1995-2015). Marianne founded the first Private Home-Health care Community Service in Ireland in 1986, recruiting and training nurses to deliver care to the patient in their own home.

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

Presently, Marianne is a participating member of the Medical-Legal Society of Ireland, and is an Independent Consultant to parents, and people with Intellectual Disability. She is also a Board Director for the National Advocacy Association for people with ID.

Marianne returned to Education in 2014 at the RCSI and completed an MSc (Law & Ethics) and her Dissertation focused on 'The Evolution of Disability Law and Policies'.

Marianne was conferred with a Fellowship by Examination in 2018 and she was elected to the Board of the Faculty of Nursing and Midwifery in 2019.



Ms Jacinta Collins **Board Member**

Jacinta (BA) is a communications expert, with 25 years of experience gained predominantly in the healthcare sector. Jacinta is a co-opted member of the Board and provides a corporate and societal well-being perspective to the Board.

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

Prior to setting up Argideen Communications, Jacinta worked at GlaxoSmithKline for eight years, seven of which were spent in increasing senior communications roles within the company's global headquarters in London, including Head of Communications for the global R&D organisation. She gained extensive experience working for 15 years in London Public Relations agencies.

Jacinta has a BA in Communication Studies from Dublin City University.



Mr Ken Jordan **Board Member**

Ken is the Head of Transformation for the National Treasury Management Agency (NTMA) and until December 2019 was a Deputy Director and Head of ICT for the NTMA. He was in the ICT role for almost 20 years having worked prior to that mainly in senior IT roles for Qatar Petroleum, Bord Na Mona, Digital Equipment International and the Irish Department of Energy (including in the role of Minister's Private Secretary).

The NTMA provides a range of asset and liability management services to the Government. These services include borrowing on behalf of the Government and management of the National Debt, the State Claims Agency, NewERA, the Ireland Strategic Investment Fund and the National Development Finance Agency. It also assigns staff

and provides business and support services and systems to the National Asset Management Agency (NAMA) and the Strategic Banking Corporation of Ireland. Ken has significant business and technical domain knowledge which he has leveraged in the delivery of ICT services throughout the NTMA businesses and support functions.

Ken is a Computer Science graduate of Trinity College Dublin (Primary and Master's degree levels), a Fellow of the Irish Computer Society and has also studied IT Management and Business Finance at the Irish Management Institute. He has a keen interest in delivering robust and secure innovative information technology solutions to business, cognisant in particular of the increasing cyber and data integrity risks inherent in the modern computing environment.

Ken is a co-opted member of the Board and provides a technology and digital enhancement perspective to the Board.



Dr Fiona Kiernan **Board Member**

Dr Fiona Kiernan is both a clinician and economist.

Fiona was awarded her medical degree in 2005 from University College Dublin. She trained in Anaesthesiology and Intensive Care Medicine in Ireland, with a clinical fellowship in Intensive Care Medicine in University College Hospital London, and is a Fellow of the College of Anaesthesiologists of Ireland. In 2015, she was appointed Consultant in Anaesthesiology and Intensive Care Medicine in Beaumont Hospital, Dublin.

Fiona also holds a Masters in Health Economics, Policy and Management from the London School of Economics and Political Science, and is in the final year of a PhD in Economics with the School of Economics in University College Dublin. Her work in economics is practical as well as academic, and she is a health economics advisor with the Healthcare Pricing Office. In addition, in 2016 she was appointed to the State Board of the Health Insurance Authority of Ireland.

Her area of specialisation in economics is applied microeconomics, with a particular focus on the income-health relationship throughout the business cycle. This translates into examining how individual health is affected by income fluctuations during recessions. She has been a keynote speaker at international conferences discussing the intersection of health and economics. Her other areas of

interest include system strengthening for fragile states and post conflict regions, health care financing, and analysis of optimal funding for high cost patient groups.

Fiona is a co-opted member of the Board providing a health economics perspective to the Board.



Professor Thomas Kearns **Executive Director**

Thomas is the Executive Director of the Faculty of Nursing and Midwifery at RCSI University of Medicine and Health Sciences in Dublin, Ireland. He is responsible for leading and delivering on the strategic intent and operational activity of the Faculty. His career in nursing started in 1980 and over the last 20 years Thomas has worked in professional regulation, nursing and health policy and higher education. He is both a general and psychiatric nurse, he has a primary degree in Nursing, a Master's Degree in Education and a Fellowship from the Faculty of Nursing and Midwifery RCSI. Thomas' doctorate is in the area of continuing professional development and the maintenance of professional competence.

In 2017-2018, Thomas worked as interim CEO of the International Council of Nursing, an NGO based in Geneva working closely with the World Health Organization. Thomas is a Non-Executive Director of Axia Digital Ireland, a company that develops software to support learning and development based in the Faculty of Nursing and Midwifery. He is a member of the Rotunda Hospital Audit and Risk committee and is a member of the RCSI Hospital Group Directors Executive. Thomas is a member of the Advisory Board of the International Network of Health Workforce Education (INHWE). The Faculty is the Academic Partner for the European Council of Nurse Regulators (ENC).

Thomas has developed a Centre for Nursing and Midwifery Advancement across the RCSI Hospital Group. He developed and directs a European Centre of Research Excellence (CPD) with colleagues from over 20 European countries and a number of pan national organisational members. Thomas joined the Board of Dublin Simon in April 2020 and is Chair of its Clinical Governance Committee.



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.

Since joining RCSI in January 2006 as a Lecturer, Catherine has gained extensive experience in curriculum development, teaching and learning, accreditation and governance. She successfully held the post acted of Acting Executive Director in the Faculty, for a 12-month period (Oct 17-Sept 18). 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 following her nomination and appointment, as a person representative of the general public, 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 Forum

Marie (PhD, MBA, Diploma Nurse Teaching, FFMRCIS) is the Co-ordinator for the RCSI Hospital Group Advanced Nurse and Midwife Practice Forum, at the Faculty of Nursing and Midwifery. She is a member of the Faculty Executive and of the Annual Conference Committee, which oversees the planning and execution of the Faculty's Annual International Nursing and Midwifery Research and Education Conference. Marie is also a member of the Faculty's Membership and Fellowship Development Standing Committee.

Marie was elected to the Editorial Board of the International Journal of Nursing Management in January 2020.

Marie represented the Faculty at the 120th Anniversary Exhibition and Conference of the International Council of Nurses (ICN) in Singapore in 2019. From archival historical research she previously undertook in ICN headquarters in 2018, Geneva, she developed research, which was presented along with photographs from each era, at the ICN Exhibition. This exhibition was made up of 12 large panels depicting ICN's history over the previous 120 years. Material from this exhibition can be found here: www.ICNtimeline.org

Marie recently undertook a scoping review for the proposed RCSI Hospital Group Centre for Nursing and Midwifery Advancement (Nov 2019-Jan 2020). This review explored the feasibility of the establishment of such a Centre in the Faculty of Nursing and Midwifery.

Marie is currently collating material and developing documentation for a proposal for the award of Membership within the Faculty, on behalf of the Fellowship and Membership Development Committee. The Fellowship and Membership Development Committee initiated work on the development of a membership award, following its establishment in July 2016. The Fellowship already exists within the Faculty and Membership exists in the faculties of Surgery, Dentistry, Radiology and Sports and Exercise Medicine.



Dr Maria Neary
Project Coordinator

Maria has co-ordinated several projects, nationally and internationally and has extensive experience in education and regulation. As Co-ordinator 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, 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 broad 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.

In collaboration with the Faculty, he is engaging with our stakeholders and partners to identify training needs and barriers. Drawing on his IT background he is working with our IT partners to identify and develop technology solutions to meeting the continuous education needs of professional learners. An important part of this process is researching education technology, pedagogical principles, cloud computing solutions, 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 (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 advance and expand The European Centre of Excellence for Research in 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, European and International collaborators from both academia and industry, to progress the work of the Centre.

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.



Dr Witold Orlik
Research Assistant

Witold commenced in RCSI in August 2020 as a member of the team at the Faculty's European Centre of Excellence for Research in Continuing Professional Development, working on models evaluating CPD related outcomes (patient care, healthcare outcomes and patient safety) and CPD activities pertaining to long term care workforce. Previously, Witold worked as a researcher for Manchester Metropolitan University and University of York on a project exploring developmental language disorders and their impact on social and educational outcomes in late childhood and adolescence.

Witold obtained his PhD (Psychology) in 2017 from Ulster University, Derry and his thesis examined psychological profiles of the Polish diaspora in Ireland 10 years after EU enlargement in 2004.

Although a major part of Witold's PhD pertained to the acquisition of advanced statistical research methods, the experiences of a human being struggling mentally or physically were also of interest to him. As a result of this, Witold believes that one of the major challenges of research is to build connections between qualitative and quantitative methods.



Dr Giuseppe Aleo
Research Assistant

Giuseppe (MA, PhD) is a Research Assistant with the Faculty of Nursing and Midwifery at RCSI. His current role is to support the work and research activities of the European Centre of Excellence for Research in Continuing Professional Development.

Giuseppe has a Master's Degree in Foreign Languages and has taught Scientific English for over 20 years to undergraduate, postgraduate and doctoral nursing students in Italy and has 16 years of experience as a Continuing Professional Development officer at a Dermatological Hospital and Research Institute in Rome, Italy.

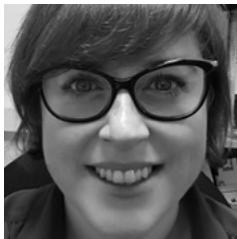
Giuseppe collaborated with the Italian Nursing Regulatory Board (FNOPI) to support the establishment of the European Council of Nursing Regulators in Brussels, and with the Nursing Regulatory Board of Rome (OPI Roma) to support the establishment of the first Centre of Excellence for Nursing Scholarship (CECRI) in Italy.

During his PhD in Public Health and Prevention at the University of Genoa, he conducted a national multicentre survey to study sun-safe behaviours, personal risk, and knowledge about cutaneous melanoma in the general population. He has been a speaker at many international conferences and is co-author of a book and over 90 scientific publications.



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 important Faculty activities. Áine provides administrative support for Faculty Board and Sub-Committee meetings. Áine also leads on the management of the Faculty's Fellowship by Examination award, the Programme of Fellows & Friends' 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 holds a BSc (Marketing) from Dublin Institute of Technology.



Ms Fiona Prendeville
Faculty Administrator

Having joined RCSI in late 2020, Fiona is Executive Assistant within the Faculty with primary responsibility for providing administrative support to the Board and its Standing Committees. Fiona is the main point of contact for Board members and looks after all administrative tasks associated with the management of the Board and Committee meetings, as well as the AGM and Annual Report. Fiona also manages the Faculty CRM.

Fiona holds a BA Hons in Management & Information Systems, as well as being a qualified accounting technician.

APPENDICES

Appendix 1: Faculty Board and Staff Publications 2019 – 2020

BOOK CHAPTERS

Halligan P. & **Clune Mulvaney C.** (In press) Distributed Leadership and General Nursing Practice. (In press): Curtis E.A., Beirne M., Corrigan S., Cullen J.G & Northway R. (Eds). Distributed Leadership in Nursing and Healthcare: Theory, Evidence and Development. Open University Press/McGraw-Hill Education.

Naessens E.D. (2020) Busting the Sad Clown Myth: From Cliché to Comic Stage Persona. In: Oppliger P. & Shouse E. (Eds) The Dark Side of Stand-Up Comedy. Palgrave Studies in Comedy. Palgrave Macmillan, Cham. https://doi.org/10.1007/978-3-030-37214-9_11

JOURNAL PUBLICATIONS

Carney M., Kearns T. & Greene K. (2020) Collaborative strategic initiative between a university and hospital network group: Advanced nurse/midwife practice forum. *Journal of Nursing Management* 28(6), 1457-1460.

Carney M. (2020) Editorial- The importance of strategy in health care. *Journal of Nursing Management* 28(6), 1153–1154. <https://doi.org/10.1111/jonm.12901>

Hanafin S., **Shannon M.**, Jayachandran MS. & Reed J. (2020) Impacts of health and social care professionals leadership in publicly funded health services in Ireland. *Journal of Social Science & Allied Health Professions* 2 (2), e23 - e28. <http://www.ssahp.com/volume-2---issue-2.html>

Kearns A.J., **Kearns T.** (2020) Code of Ethics and Conduct for European Nursing and the UN Sustainable Development Goals. *Nursing Ethics*. doi/10.1177/0969733020952104

Lyng C. & **Mahon P.** (2019) Classroom questioning? Ask the audience. *WIN: World of Irish Nursing & Midwifery* 27(9), 48-49.

Mahon P. & O'Neill M. (2020) Through the looking glass; the rabbit hole of reflective practice. *British Journal of Nursing* 29(13), 777 - 783.

McKenna K., Clune Mulvaney C. & O'Neill C. (2020) Nursing Then, Nursing Now: Reflection on the Life and Times of Nursing Pioneer Florence Nightingale. *WIN: World of Irish Nursing & Midwifery* 28(6), July/August, 18-19.

Tosee, U., Gibson J.L., Newbury D.F., **Orlik W.**, Durkin K., Pickles A. & Conti-Ramsden G. (2020) Play and prosociality are associated with fewer externalising problems in children with developmental language disorder: The role of early language and communication environment. *International Journal of Language & Communication Disorders* 55, 583-602. doi:<https://doi.org/10.1111/1460-6984.12541>

Stoneman P., Adams J., Colbert F., Hussein H., Foley D., Sheahan R., Gumbrielle T., McAdam B.F., Kennedy M. & **Mahon P.** (2019) Beaumont Hospital Cardiology ANP led virtual clinic facilitates the safe discharge and appropriate follow-up of patients with range of low/intermediate risk acute cardiac conditions from the Emergency Department. *Heart* 105(suppl 7) A1-A53, 41.

POSTER PRESENTATIONS

Gaisser D.J., Smalls J., Rath L., Hills D., Lam L., Lawrence C., **Clune Mulvaney C., Kearns T.**, Guo Y. & Kent S. (2019) GLOBAL R.E.S.P.E.C.T: Good Nurses Behaving Badly. Annual Continuing Education Offering Sponsored by the Coalition of Regional Nursing Organizations. St John Fisher University, Rochester NY, USA, 02 October 2019.

Gaisser D.J., Smalls J., Rath L., Hills D., Lam L., Lawrence C., **Clune Mulvaney C., Kearns T.**, Guo Y. & Kent S. (2020) Global, Cross-Cultural Research Evaluating the Impact of a Cinematic Educational Intervention for Incivility in Nursing. Sigma Theta Tau International- 31st International Nursing Research Congress: A Virtual Sigma Event, 22-24 July 2020.

LETTERS

Clune Mulvaney C. & O'Neill C. (2020) 'Courage of Student Nurses'. Letter to the Editor, *The Irish Times*. Saturday 4th April 2020.

ANP/AMP FORUM NEWSLETTERS

- Carney M. (2019) National and International ANP/AMP Journal Articles, ANP/AMP Forum Newsletter. 1(7), September 2019;
- Carney M. (2019) Strategic Advances for Nurses in Cardiology, Neurology, Emergency and Intensive Care, ANP/AMP Forum Newsletter. 1(8), December 2019;
- Carney M. (2020) Twelve Decades of the International Council of Nurses (ICN) (1889-2019) ANP/AMP Forum Newsletter 1(9), January 2020;
- Carney M. (2020) Strategies for Advanced Practice in Maternity and Child Care, ANP/AMP Forum Newsletter. 1(10), February 2020;
- Carney M. (2020) Covid-19 in Difficult Situations ANP/AMP Forum Newsletter. 1(11), May 2020;
- Carney M. (2020) Self Care in the Age of Covid-19 ANP/AMP Forum Newsletter. 1(12), May 2020;
- Carney M. (2020) Mental Health Awareness Week in Covid-19 ANP/AMP Forum Newsletter. 1(12a), May 2020.

The Newsletters are available to Forum members on MOODLE, from the Administration Office, Faculty of Nursing and Midwifery and directly from Professor Carney at mariecarney@rcsi.com

Appendix 2: Board and Committee Attendance Records

BOARD MEETINGS

Name	27.09.2019	29.11.2019	29.01.2020	27.03.2020	07.05.2020*	24.06.2020
Dr Theresa Frawley	Present	Present	Present	Present	Present	Present
Professor Thomas Kearns	Present	Present	Present	Present	Present	Present
Professor Michael Shannon	Present	Present	Present	Present	Present	Present
Dr Mary Boyd	Present	Present	Present	Present	Apologies	Present
Ms Hilda Gallagher	Present	Apologies	Apologies	Apologies	Apologies	N/A
Dr Patricia Minnock	Present	Present	Present	Present	Present	Present
Ms Mary Godfrey	Present	Apologies	Present	Present	Present	Present
Mr Paul Mahon	Present	Present	Present	Present	Present	Present
Dr Mark White	Present	Present	Apologies	Present	Present	N/A
Dr Judith Foley	Present	Apologies	Apologies	Apologies	Apologies	Present
Ms Marianne Garvey-McMahon	Present	Present	Present	Present	Present	Present
Ms Lasarina Maguire	Present	Present	Present	Present	Present	Present
Dr Kevin McKenna	Present	Present	Present	Present	Present	Present
Ms Catherine Clune Mulvaney	Present	Present	Apologies	Present	Present	Present

*7th May 2020 - Meeting to discuss financial matters

FINANCE COMMITTEE

Name	27.09.2019	29.11.2019	29.01.2020	27.03.2020	07.05.2020*	24.06.2020
Professor Michael Shannon	Present	Present	Present	Present	Present	Present
Dr Theresa Frawley	Present	Present	Present	Present	Present	Apologies
Ms Hilda Gallagher	Present	Apologies	Apologies	Apologies	Apologies	N/A
Professor Thomas Kearns	Present	Present	Present	Present	Present	Present
Ms Mary Godfrey	Present	Apologies	Present	Present	Present	Present
Mr Paul Mahon	Present	Present	Present	Present	Present	Present
Dr Mark White	Present	Present	Apologies	Present	Present	N/A
Dr Mary Boyd	Present	Present	Present	Present	Apologies	Present
Mr Barry McGowan	Present	Present	Present	Present	Present	Present
Ms Catherine Clune Mulvaney	Present	Present	Apologies	Present	Present	Present
Ms Doreen Gilfedder	Present	N/A	N/A	N/A	N/A	N/A

*7th May 2020 - Meeting to discuss financial matters

GOVERNANCE AND RISK COMMITTEE

Name	25.07.2019	03.09.2019	29.01.2020	23.03.2020	17.04.2020	08.05.2020	16.06.2020
Dr Theresa Frawley	Present	Cancelled	Present	Present	Present	Present	Present
Professor Michael Shannon	Apologies	Cancelled	Present	Present	Present*	Present	Apologies
Dr Mary Boyd	Present	Cancelled	Present	Present	Present	Present	Present
Ms Catherine Clune Mulvaney	Present	Cancelled	Apologies	Present	Present	Present	Present
Mr Paul Mahon	Present	Cancelled	Apologies	Present	Present	Present	Present
Ms Mary Godfrey	Present	Cancelled	Present	Present	Present	Present	Present
Ms Lasarina Maguire	N/A	N/A	Present	Present	Present	Present	Present

*17th April - Prof. Shannon was available to join the call but was unable to join due to technical difficulties

FELLOWSHIP AND MEMBERSHIP DEVELOPMENT COMMITTEE

Name	16.07.2019	13.08.2019	26.08.2019	08.10.2019	20.11.2019	05.03.2020	20.05.2020
Dr Theresa Frawley	Present	Present	Present	Present	Apologies	Present	Present
Professor Michael Shannon	Present	Present	Apologies	Apologies	Present	Present	Present
Ms Catherine Clune Mulvaney	Present	Present	Present	Present	Present	Present	Present
Professor Marie Carney	Apologies	Present	Present	Present	Present	Present	Present
Mr Paul Mahon	Present	Present	Present	Present	Present (TC)	Apologies	Apologies
Ms Lasarina Maguire	Present	Present	Present	Apologies	Apologies	Present	Apologies
Ms Marianne Garvey-McMahon	Present	Present	Present	Present	Present	Present	Present
Dr Kevin McKenna	Present	Present	Apologies	DNA	Apologies	Present	Present

CONFERENCE ORGANISING CONFERENCE SUB-COMMITTEE

Name	27.09.2019	29.11.2019	29.01.2020	20.02.2020	08.05.2020	10.06.2020	24.06.2020
Dr Theresa Frawley	Present	Present	Present	Present	Present	Present	Apologies
Professor Michael Shannon	Apologies	Present	Present	Present	Present	Present	Present
Dr Mary Boyd	Apologies	Present	Present	Apologies	Present	Present	Apologies
Professor Thomas Kearns	Present	Present	Present	Apologies	Present	Present	Present
Ms Catherine Clune Mulvaney	Present	Present	Apologies	Present	Present	Present	Present
Dr Patricia Minnock	Present	Present	Present	Present	Apologies	Present	Apologies
Ms Hilda Gallagher	Present	Apologies	Apologies	Present	DNA	Present	N/A
Ms Mary Godfrey	Present	Apologies	Present	Present	Present	Present	Apologies
Dr Mark White	Present	Apologies	Apologies	Apologies	Apologies	Present	N/A
Mr Paul Mahon	Apologies	Present	Present	Present	Present	Present	Present
Ms Lasarina Maguire	N/A	Present	Present	Present	Present	Present	Present
Ms Marianne Garvey-McMahon	N/A	Present	Present	Present	Present	Present	Present
Dr Kevin McKenna	Present	Present	Present	Present	Present	Present	Present
Professor Marie Carney	Present	Present	Apologies	Present	Present	Present	Present
Dr Áine Colgan	Apologies	Apologies	Apologies	Apologies	Apologies	DNA	N/A
Professor Edna Woolhead	Apologies	Apologies	Apologies	Apologies	Apologies	Present	DNA
Ms Mary Jacob	Present	Present	Present	Present	Present	Apologies	Present
Ms Noreen Keane	Apologies	Apologies	Present	Apologies	Present	Present	Present
Dr Linda Nugent	Present	Apologies	Apologies	Apologies	Present	DNA	DNA
Ms Aideen Walsh	Present	Present	Present	Apologies	Present	Present	Apologies

Appendix 3

ANNUAL SUBSCRIPTION FEE AND FELLOW'S CONTACT DETAILS

Faculty Standing Orders (October 2019) state the following:

Point 29. No fees, annual subscriptions or other conferral or registration fees shall be charged to Honorary Fellows, Fellows Ad Eundem or Fellows by Election, save as provided in Order 33.

Point 30. Fellows by Examination shall pay such examination fees as shall be determined by the Board from time to time and approved by the Surgery and Postgraduate Faculties Board of the RCSI.

Point 31. One year post conferring, Fellows by Examination are required to pay an annual subscription to the Faculty, with the amount to be determined by the Board from time to time.

Fellows Eligible to Vote, Nominate and Be Elected

Point 32. The term "good standing" applies to Fellows who have, if required by these Standing Orders, paid the annual subscription fee to the Faculty, and to Fellows who are not required by these Standing Orders to pay the annual subscription fee to the Faculty.

Point 33. Fellows in good standing shall have the right to receive notice of meetings of the Faculty, to vote at meetings of the Faculty, to vote in elections of the Board and to support the nomination of a candidate to the Board. Any Fellow who wishes to be nominated to the Board must pay the annual subscription fee to the Faculty.

ANNUAL SUBSCRIPTION FEE

The Annual Subscription Fee must be paid by 31 January annually. Fellows are deemed to be in good standing for the first year following their conferring.

FELLOWSHIP FEES

Employed Fellows: €50.00

Retired and Unemployed Fellows: €30.00.

PAYMENT METHOD

Payment can be made via secure electronic payment on the Faculty's Website under the Payment Methods section at the bottom of the web page: rcsi.com/dublin/about/faculty-of-nursing-and-midwifery/fellowship

FELLOW'S CONTACT DETAILS

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

If any of your details have changed, please contact the Faculty with the following details:

Name: _____

Address: _____

Telephone Number: _____ Mobile Phone Number: _____

Email Address: _____

If you wish to be removed from the active Fellow's Register and no longer wish to receive correspondence from the Faculty, please write to Administration Office, Faculty of Nursing & 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:

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- Car Rental
- Travel Insurance
- Rail Travel in Ireland and UK
- Ferry Travel
- Business Travel Advice
- Crisis Management
- Advice and Guidance on Visa Procedures
- Conference / Event Management
- Group Travel (Domestic and International)

RCSI TRAVEL DUBLIN

Tel + 353 1 402 2343/2363/8683

Email travel@rcsi.ie







