

ANNUAL REPORT 2021
01 JULY 2020 – 30 JUNE 2021

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

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

1. 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;
2. 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;
3. 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, 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 2020/2021 covers the reporting period 01 July 2020 – 30 June 2021.

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

THE YEAR IN NUMBERS



Over 4,400 nurses and midwives engaged with 35 Faculty webinars and events



Faculty celebrated 40th Anniversary
of its Annual International Conference

Proudly ranked
Joint 2nd Globally
for **GOOD** 
HEALTH and
WELL-BEING

THE **IMPACT**
RANKINGS 2021

61 nurses and midwives conferred with Fellowships in December- the highest ever number of conferrals in the Faculty's history

- **17** Fellows Ad Eundem
- **11** Fellows by Election
- **33** Fellows by Examination



22 country members in the Faculty's European Centre of Excellence for Research in Continuing Professional Development

- 
- A photograph of two female nurses in blue scrubs looking at a laptop. A large, semi-transparent world map is overlaid on the image, centered behind the laptop. The background is a soft-focus clinical setting.
- **2,346 applicants from 7 countries** for the Overseas Aptitude Test completed the Overseas Aptitude Test to register as a nurse in Ireland
 - **Candidates from 44 countries** have completed the Overseas Aptitude Test since its inception
 - **Overseas Aptitude Test** delivered a capacity increase of over 90% to support workforce demands nationally
 - **1,200 attendees representing over 50 countries** attended the first ever virtual Annual Conference in February

DEAN'S REVIEW



On behalf of the RCSI Faculty of Nursing and Midwifery, I would like to begin by paying tribute to our Fellows who continue to provide compassionate, competent, courageous care to our communities during the global pandemic with remarkable courage and professionalism.

2021 has undoubtedly been another year marked by unprecedented challenges. Recent months have significantly highlighted the vital contribution that the nursing and midwifery professions make to society. Nurses and Midwives from across all disciplines play a critical role in providing quality, safe health services. To support our professionals, the Faculty has responded with flexible and timely programmes and initiatives to facilitate the development of our professions. These are extraordinary times, and the Faculty would like to acknowledge and thank all nurses, midwives, healthcare professionals and their staff for their dedication and courageousness.

I would like to welcome our newest Fellows - Ad Eundem, By Election and By Examination - who were conferred virtually in December 2020. The Faculty is very proud to have conferred the largest ever cohort of Fellows in the history of the Faculty. It is reassuring to know that the global pandemic, with its myriad challenges, has not deterred the commitment of nurses and midwives to their professional development. The Faculty is particularly proud to confer its Fellowship award on so many nursing and midwifery leaders, educators and clinicians, in the WHO International Year of the Nurse and Midwife.

Fellows are the lifeblood of our Faculty, and it is with a heavy heart that we share sad news, of the death of two of our Fellows and former Faculty colleagues. Kathleen (Kay) Kinirons FFMRC SI was a Founding Fellow and a steadfast presence in the Faculty over her long career, where she supported Deans and the Faculty since its inception. Kay had celebrated her 100th birthday and died on 8 October 2021. Bernadette Carpenter (Bernie) was a Lecturer and Programme Director on the Higher Diploma in Nursing (Sexual Assault Forensic Examination) and she died peacefully after a short illness on 17 March 2021. Professor Seamus Cowman FFMRC SI, former Head of the Faculty

of Nursing and Midwifery has written a beautiful tribute for Bernie. I know that you will join me in extending our condolences to Kay and Bernie's families and friends.

We are privileged and delighted with the phenomenal expertise of our Board members, who assure we as a Faculty, adhere with best corporate governance practice. I would also like to express the Board's sincere gratitude to Dr Theresa Frawley, Past Dean and Paul Mahon, Board Member for their contribution, time and service to the Faculty during their time on the Board. I would like to thank personally the Board for the trust and confidence that you have invested in me by electing me to serve as the 16th 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.

I know you will join me in congratulating Professor Thomas Kearns and Dr Giuseppe Aleo on their recent awards. Thomas was selected for induction as a Fellow of the American Academy of Nursing. Founded in 1973, the American Academy of Nursing (AAN) is a professional organisation, which serves the public and the nursing profession by advancing health policy through organisational excellence and effective nursing leadership. The Academy's more than 2,900 Fellows are nursing's most accomplished leaders in education, management, practice, and research. Fellowship of the Academy is highly competitive and candidates are required to demonstrate substantive, sustained, and impactful contributions to nursing and healthcare, to include policy expertise, research, administration, practice, and academia, nationally and internationally. This is a major achievement and recognition

of Thomas' expertise and promotion of the nursing and midwifery professions in Ireland and worldwide. Thomas was recently inducted as a Fellow, alongside 224 other nurse leaders from 17 countries in October. We are all so very proud of this exceptional achievement.

Dr Giuseppe was nominated for an Honorary Membership by Sigma Theta Tau International Honor Society of Nursing's (Sigma) Board of Directors. Sigma's 2021 International Awards for Nursing Excellence, Board Awards, and Honorary Membership Awards honour nurses and healthcare professionals for their contributions to professional excellence. Honorary Membership is conferred on individuals throughout the world who are not eligible for regular membership but have demonstrated sustained superior achievements that have contributed to the advancement of nursing and healthcare at the national or global levels. Dr Giuseppe is co-author of 107 published scientific papers on a range of nursing, healthcare and educational interventions and a book on how to publish scientific papers. He has been a co-investigator on a number of European research projects, with two projects awarded total grant funding of over €1.4 million. The award was presented on 07 November during Sigma's 46th Biennial Convention in Indianapolis, USA.

As many of you are aware, the Faculty's Strategic Plan (2019-2022) is aligned to the RCSI Strategic Plan (2018-2022), and is underpinned by three pillars (1) Delivering a transformative learning experience; (2) Leading impactful research; and (3) Supporting healthcare and societal well-being in Ireland and internationally. As you will read later in this Report, the Faculty has developed and successfully delivered a range of initiatives, projects and events under each of these three pillars.

The Faculty has strengthened its strategic alliances with our collaborators and has delivered a range of clinically focused programmes over the year to support the professional development needs of nurses, midwives and healthcare professionals. The development of the Faculty's mobile Continuing Professional Development (CPD platform - mCPD) has progressed very significantly and this app will support the professional development needs of the professions in a truly transformative approach, with the delivery of personalised, unique learning experiences. The Faculty's European Centre of Excellence for Research in Continuing Professional Development has submitted, and partnered on three European grant applications and work is progressing on an exciting range of research projects.

The strategic pillar relating to supporting the contribution of nurses and midwives to healthcare health and well-being of society is particularly important in the context of the COVID-19 pandemic. I am particularly pleased that the Faculty has successfully delivered a range of seminars, webinars and events on COVID-19 to include the Intellectual Disability Nursing profession, Advanced

Nursing and Midwifery Practice and a poignant Christmas Event, focused on the theme of Hope and Humanity. The operationalisation of the Faculty's Centre for Nursing and Midwifery Advancement for the RCSI Hospital Group has been another key highlight of the year. This Report provides comprehensive detail on all of these activities.

Our Annual Conference is one of the oldest conferences in Europe and celebrated its 40th Anniversary in 2021. As we celebrate this milestone, we are reminded of the remarkable vision of the Founding Fellows, and their visionary leadership. This visionary approach continues to inspire all of our Faculty's strategic ambitions, as we focus on innovative and pioneering solutions and developments to support the nursing and midwifery professions locally, nationally and indeed, globally. As you will read later in the Annual Report, the Faculty's innovations aim to support the changing roles, competencies and capabilities of nurses and midwives as they evolve to meet patient and service user needs.

Florence Nightingale was clear about the importance and integrity of the contribution of nursing in supporting the sick in extraordinary circumstances. Florence clearly advocated that nursing is helping people to live. Furthermore, she affirmed the importance of duty, kindness and heroism. Mary Frances Crowley, founder member and first Dean of the Faculty of Nursing and Midwifery, also believed that each nurse and midwife is professionally responsible for their professional conduct, advanced knowledge and civic responsibility. Furthermore, she believed that nurses and midwives inspire patients with hope and confidence.

As Dean, it is my responsibility to lead, inspire and acknowledge the outstanding work of our professions. 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 worldwide. 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, Honorary Associates and collaborators, for your tireless work, your exceptional commitment, your compassionate care and your unwavering professionalism.

I wish you all good health in the months ahead.

Professor Michael Shannon

Dean

Faculty of Nursing and Midwifery RCSI

EXECUTIVE DIRECTOR'S REVIEW



Following 2020 and the International Year of the Nurse and Midwife, this year was designated as the International Year of Health and Care Workers by the WHO in appreciation and gratitude for their unwavering dedication in the fight against the COVID-19 pandemic. I begin by thanking all nurses, midwives and our interdisciplinary health and social care colleagues for your continued dedication, leadership and professionalism.

STRATEGY

The Faculty continues to operationalise its current Strategic Plan (2019-2022). The Faculty's strategic plan aligns with the wider University plan. The Faculty prides itself on ensuring this strategic link to operational endeavour within the Governance framework of the Faculty Board, RCSI Senior Management and the Surgery and Post Graduate Faculties Board (SPFB). The Faculty continues to work in a values-based approach to ensuring that clinician needs are met to enhance service need in a rapidly evolving healthcare context. The foundations of the strategic plan are based on three pillars; delivering a transformative learning experience, leading impactful research and supporting healthcare and societal well-being in Ireland and internationally.

DELIVERING A TRANSFORMATIVE LEARNING EXPERIENCE

APTITUDE TEST FOR OVERSEAS NURSES

The RCSI Aptitude Test for Overseas Nurses continues to facilitate nurses from overseas wishing to register and practice in Ireland. Typically 800 nurses undertake this

I am delighted to welcome you all to the Faculty's 2020/2021 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 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, and inspired by the Faculty's rich heritage of innovation and visionary leadership, the Faculty strives to work dynamically, responsively, imaginatively and innovatively to create opportunities to support advancements and developments for the nursing and midwifery professions.

assessment annually, supporting responsive and timely recruitment into the Irish healthcare workforce. In 2020 the Faculty was requested to enhance its capacity by 40% to facilitate additional workforce planning needs nationally associated with the COVID-19 pandemic. During the initial phase of the pandemic, the Faculty facilitated 117 candidates per month, doubling our monthly average. This increased to 168 applicants per month during the last twelve months. To date we have processed candidates for registration from 44 countries. 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 Pamela Peppard, Administrator, in the management and coordination of this very significant work. In particular, the Faculty acknowledge Brian Casey and colleagues at the ERC Beaumont, RCSI IT Department, Catherine Behan, 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 Lasarina Maguire FFNMRCIS, Board Member, who acts

as a “super assessor” supporting the continuous quality improvement of the Test. I would also like to acknowledge and thank our internationally educated colleagues for sharing their compassionate care and commitment with the Irish Health services.

CPD

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

Other important initiatives during the last year include the further refinement of the Faculty's ePortfolio supporting the Bridging Degree Programme development and the development and implementation of Faculty Membership with our Partners Axia Digital Ireland. In partnership with Axia, the Faculty has also submitted two proposals to the Department of Health, the NMBI and the HSE that expand the use of the ePortfolio at undergraduate and graduate level. In collaboration with Axia Digital Ireland, the Faculty has developed a Skills Passport as an electronic solution to a qualitative approach to ascertaining the competence, capabilities and capacities of staff within services.

This year has been our 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. I would like to thank Catherine Clune Mulvaney, Operations and Education Manager and Áine Halligan, Faculty Administrator for their skilful management of these programmes

MOBILE CPD PLATFORM

The Board approved a significant investment in the development of our mobile CPD platform (mCPD) to transform the lifelong learning experience of nurses and midwives. Following procurement, we appointed a “gaming” development company to support the design of our mobile learning technology platform. The design of the “FLO” (Functional Learning Optimiser) App was progressed to tender this year and I am delighted that a preferred provider has been selected. My sincere thanks to Dr Edward Naessens for project managing this work. My thanks also to Ken Jordan, Board member for his expertise and to Neeraj Kumar, Enterprise Architect and Justin Ralph, Chief Technology Officer RCSI for their technical support and guidance. The leadership and guidance of Professor Shannon, Dean and Dr Mary Boyd, Vice Dean was much appreciated in relation to this strategic development.

LEADING IMPACTFUL RESEARCH

CONFERENCE

The 40th Annual International Nursing and Midwifery Research and Education conference took place virtually for the first time in our history due to Covid-19 in February 2021. The Faculty hosted a wonderful global research and education conference with over 1,200 participants from over 50 countries. The conference title ‘Meeting the Needs of Modern Healthcare’ – explored workforce planning, recovery and wellness in a COVID-19 world across a series of webinars featuring global healthcare leaders from Ireland, UK, USA and Europe including leaders from the RCN, ICN and WHO. It included over 60 concurrent papers across a range of strands from a very wide range of scopes of practice.

EUROPEAN CENTRE OF EXCELLENCE FOR RESEARCH IN CONTINUING PROFESSIONAL DEVELOPMENT

The Faculty's European Centre of Excellence for Research in Continuing Professional Development has expanded to include 22 country members. The Centre signed an MoU with the Coalition for Certification Research in the United States. During the past year the Centre has commenced three major European Research Studies; it has applied for a number of Erasmus plus grants and is partnering on a number of Cost Action projects. My thanks to Drs Fitzgerald, Aleo and Orlik. I also wish to congratulate Giuseppe on his nomination for a prestigious Sigma Honorary Membership. Separately the Faculty was commissioned to conduct two significant projects on behalf of the Mental Health Commission. My thanks to Professor Marie Carney and Dr Christina Larkin for leading on this work.

SUPPORTING HEALTHCARE AND SOCIETY

RCSI HOSPITAL GROUP

The Faculty is honoured to collaborate locally with our clinical partners in the RCSI Hospital group on a broad range of pioneering initiatives, many of which are discussed in more detail later in the report. This year under the leadership of Paul Mahon we implemented the DAISY Foundation Awards for Compassionate Care. We were delighted to be able to attend in person and virtually these inspiring award ceremonies, celebrating our extraordinary colleagues. Under the auspices of the Centre, we facilitated the Nursing Now/Nightingale Challenge to 37 early career nurses and midwives across the hospital group. The Advanced Nursing and Midwifery Practitioners Forum continued to be facilitated virtually by Professor Carney. Our thanks to Petrina Donnelly, Chief Director of Nursing & Midwifery (CDONM) RCSI Hospital Group and Faculty

Board member and Adrian Cleary FFMRCIS (By election), DoN, Our Lady of Lourdes Hospital, Drogheda (Chair of the Centre of Advancement Steering Group) and all our partner Directors of Nursing and Midwifery for their enthusiastic leadership and support.

GET UP GET DRESSED GET MOVING

The Faculty continues to support this national campaign aimed at preventing deconditioning within older people. This national programme is led by Deirdre Lang FFMRCIS, Director of Nursing/National Lead Older Persons Service/Clinical & Integrated Programmes at the Health Services Executive, and Faculty Board Member. This campaign was submitted as an Non-Communicable Disease (NCD) innovation and was shortlisted at the World Health Organization, World Health Assembly in May 2021. Plans for an all-Ireland 60 day challenge led by Deirdre Lang FFMRCIS and Professor Brian Dolan FFMRCIS will commence in acute care in early October 2021.

GLOBAL INITIATIVES

The Faculty is working with the Institute of Global Surgery, RCSI and the East, Central and Southern African College of Nursing (ECSACON) to develop a collaborative to support the development and delivery of a peri-operative nursing programme across 16 African countries. This work is generously sponsored by Irish Aid.

The Faculty and School of Nursing and Midwifery, RCSI was incorporated into the Irish Chapter of Sigma Theta Tau, the Omega Epsilon at-Large Chapter in December 2020. I wish to extend my gratitude to the President of the Irish Chapter, Dr Gerardina Harnett for her support. The Faculty as a member of the Chapter was awarded the hosting of Sigma's 6th Biennial European Regional Conference. This will now take place in June 2022. This conference will be the de facto 41st Annual Conference of the Faculty and we look forward to seeing many of you in RCSI Dublin next year. The conference theme is Sustainability in Partnership.

I presented a Book Proposal to Sigma Publishing titled "COVID-19: Notes on a Pandemic." I am delighted to be co-editing this book with Professor Brendan Mc Cormack FFMRCIS, Dr Franklin Shaffer FFMRCIS, Professor Aisha Holloway and Marie-Louise Luiking.

I was appointed a member of a WHO European Steering Group supporting the development of a Roadmap of Global Strategic Directions for Nursing and Midwifery in the WHO European region. I was also appointed a Trustee of the Florence Nightingale Museum, London.

GOVERNANCE

The Faculty of Nursing and Midwifery has commissioned a review of its governance structures and processes and has commissioned an educational needs analysis of governance education and training for Board members.

HUMAN RESOURCES

The Faculty welcomed two new colleagues, Paul Mahon, Operational Lead, Centre for Nursing and Midwifery Advancement for the RCSI Hospital Group and Erika Cullen, Clinical Placement Coordinator/Allocations Officer, Bridging Degree Programme. Fiona Prendeville, Faculty Administrator completed her term in October 2021.

ACKNOWLEDGEMENTS

I would also like to acknowledge the on-going support and collegiality from colleagues in RCSI. In particular, Professor P. Ronan O'Connell, President RCSI; Professor Cathal Kelly, Vice Chancellor & CEO/Registrar RCSI; Kieran Ryan, Managing Director Surgical Affairs RCSI; Professor Zena Moore, Head of School of Nursing & Midwifery; Justin Ralph, Chief Technology Officer RCSI; Dónall King, Legal Advisor; Doreen Gilfedder, Financial Controller; Barry McGowan, Senior Financial Accountant and colleagues in Finance, our HR Partner Fiona Houlihan and members of the Surgery and Post Graduate Faculties Board.

On a personal note, I would like to thank the Dean for his kind and generous words on my Induction as a Fellow of the American Academy of Nursing. I feel very privileged and honoured to be inducted this year and will continue to use this platform to further promote the Faculty and all its activities.

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, another challenging year for all in health I wish to quote Ruth Westheimer. "Our way is not soft grass; it's a mountain path with lots of rocks. But it goes upwards, forward towards the sun."

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



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
(Resigned November 2021)



Ms Petrina Donnelly
Board Member



Ms Deirdre Lang
Board Member



Ms Cora Lunn
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 Associate



Dr Giuseppe Aleo
Researcher



Mr Paul Mahon
Operational Lead, Centre
for Nursing and Midwifery
Advancement



Ms Erika Cullen,
Clinical Practice Placement
Coordinator



Ms Pamela Peppard
Faculty Administrator



Ms Áine Halligan
Faculty Administrator



Ms Fiona Prendeville
Faculty Administrator
(Completed her term in
October 2021)

DEAN'S HIGHLIGHTS 2020- 2021

40TH ANNUAL INTERNATIONAL NURSING & MIDWIFERY RESEARCH AND EDUCATION VIRTUAL CONFERENCE 2021



RCSI UNIVERSITY OF MEDICINE AND HEALTH SCIENCES

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

**Meeting
the Needs
of Modern
Healthcare**

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

2021
YEAR OF
HEALTH AND
CARE WORKERS

Follow us on  for updates @RCSI_FacNurMid  #FNMConf2021



RCSI FACULTY OF NURSING & MIDWIFERY

Sigma OMEGA EPSILON AT LARGE IRISH CHAPTER OF SIGMA NURSING

COVID-19: Nursing and Midwifery Policy and Practice: Lessons Learned

Tuesday 22 September 2020 / 10.00am - 13.20pm GMT

Register [HERE](#) for this FREE EVENT

Professor Samuel McConkey Professor Alison J. McMillan Ms Rachel Kenna Professor Charlotte McArdle Mr Derek Cribbin Ms Claire McCarrick

[#covid19yearofnurseandmidwife](#)

Over 1,200 attendees tuned in live to our September 2020 Fellows & Friends' Event on COVID-19.



Advanced Practice: Innovation Behind the Mask

The IAANMP, in partnership with the Faculty of Nursing and Midwifery, is delighted to host a webinar exploring national and international innovations in advanced practice in response to Covid-19.

WEDNESDAY, 11 NOVEMBER 2020 AT 14.00-16.30 (GMT)

[WATCH WEBINAR HERE](#)

Collaboration with The Irish Association of Advanced Nurse Midwife Practitioners on a webinar showcasing advanced nursing and midwifery practitioners innovative services re-design initiatives in response to COVID-19.



Professor Thomas Kearns, pictured at his Induction Ceremony as a Fellow of the American Academy of Nursing.

- Faculty Membership Award launched in June 2021.
- The Faculty and the School of Nursing and Midwifery was incorporated into Sigma's Irish Omega Epsilon at-Large Chapter in December
- A Credentialed, Competencies, Capabilities and Skills Passport solution for HR Health resource management developed and piloted.
- Centre for Nursing and Midwifery Advancement for the RCSI Hospital Group established.
- The Faculty's European Centre of Excellence for Research in CPD submitted an Erasmus+ proposal, "An International Community of Inquiry PLATform to eNhance the DIGital knowledge, skills and liTErACy of Healthcare educators (i-CAN-DigiTeach) and is partnering with the International Network for Health Workforce Education (INHWE) on the submission of an Erasmus+ proposal on Digital Pedagogy entitled MIObesityCareEU.
- The Faculty hosted its first ever Parallel Session at RCSI's Charter Week.

STRATEGIC PILLAR 1: DELIVERING A TRANSFORMATIVE LEARNING EXPERIENCE

Since its establishment in 1974, the Faculty of Nursing & Midwifery has a rich heritage in delivering innovative and clinically focused programmes to nurses, midwives and in more recent years, a more diverse healthcare workforce.

FELLOWS OF THE FACULTY OF NURSING AND MIDWIFERY

The Faculty celebrated the conferring of its newest Fellows at the Fellows, Members and Diplomates virtual Conferring Ceremony, which took place in the Royal College of Surgeons in Ireland on Monday 14 December 2020.

The Fellowship of the Faculty of Nursing & Midwifery RCSI (FFNMRCIS) is exclusively offered by the RCSI University of Medicine and Health Sciences and is one of the most prestigious professional qualifications awarded to nurses and midwives. The Faculty conferred its first Fellowship award in 1982, and since then a host of nurses and midwives, from a diverse range of clinical, educational, leadership and research roles have been conferred.

Fellowships are awarded in different categories:

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

In December 2020, the Faculty conferred sixty one nurses and midwives with Fellowships- 17 Ad Eundem Fellowships and 11 Fellowship by Election. A further 33 nurses and midwives were conferred with their Fellowship by Examination after successful completion of the Viva Voce examination, following ePortfolio submission. This year, we conferred the largest ever cohort of Fellows in the history of the Faculty. This was a very proud moment for the Faculty, particularly in the World Health Organization (WHO) designated International Year of the Nurse and the Midwife.

During the virtual Conferring Ceremony, Professor Michael Shannon, Dean acknowledged the remarkable achievements of the Fellows, given the unprecedented challenges of 2020.

FELLOWS AD EUNDEM

- Professor Pamela Cipriano, Dean, Sadie Heath Cabaniss and Professor of Nursing, University of Virginia, Virginia, USA,
- Dr Maria Colandrea, Nurse Practitioner, Otolaryngology, Durham VA Medical Center, North Carolina, USA,
- Dr Walter De Caro, President of CNAI Italian Nurses Association and Nursing Now Italy Group Leader, Via Ferratella in Laterano n. 7, Rome, Italy,
- Dr Alison Flynn, ENT Nurse Practitioner, Alder Hey Children's Foundation Trust, UK,
- Professor Cristina García-Vivar, Senior Associate Professor, Faculty of Health Sciences, Public University of Navarra, Spain,
- Professor Mark Hayter, Professor of Nursing and Health Research/Associate Dean (Research), University of Hull, Faculty of Health Sciences, UK,
- Professor Hestor Klopper, Deputy Vice Chancellor: Strategy & Internationalisation, Stellenbosch University, South Africa,
- Professor Mary Jo Kreitzer, Professor, School of Nursing, University of Minnesota, Minnesota, USA,
- Professor Debra Jackson, Visiting Professor, Florence Nightingale Faculty, Kings College, London, UK,
- Professor Tanya McCance, The Mona Grey Professor of Nursing Research & Development at Ulster University, Jordanstown campus, Newtownabbey, Co. Antrim,



- Dr Vinciya Pandian, Associate Professor, Johns Hopkins University School of Nursing, Baltimore, Maryland, USA,
- Dr Richard Ricciardi, Professor and Director of Strategic Partnerships for the Center for Health Policy and Media Engagement, George Washington University, Washington DC, USA,
- Dr Erin Ross, Nurse Practitioner, VIO Med Spa, Solon, Ohio, USA,
- Dr John Sedgewick, Director Nursing Education, Development & Saudization, King Faisal Specialist Hospital & Research Center, Jeddah, Saudi Arabia,
- Dr Janet Swinburne, Project Officer, CAWT CoH-Sync, Londonderry, Northern Ireland,
- Baroness Mary Watkins of Tavistock, Crossbench Life Peer, House of Lords, UK,
- Dr Jane Wray, Director of Research, Faculty of Health Sciences, Senior Lecturer in Nursing, University of Hull, UK.
- John Farrelly, Chief Executive Officer, Mental Health Commission, Dublin,
- Karen Greene, Deputy Chief Nursing Officer, Department of Health and former Director of Nursing, Beaumont Hospital, Dublin 9,
- Fiona Hanrahan, Director of Midwifery, Rotunda Hospital, Dublin 1,
- Professor Dame Donna Kinnair DBE, Chief Executive and General Secretary, Royal College of Nursing, London, UK,
- Judy McEntee, Group Deputy Director of Nursing and Midwifery, RCSI Hospital Group and former Director of Nursing, Connolly Hospital, Blanchardstown, Dublin 15,
- Gráinne Milne, Director of Midwifery, Our Lady of Lourdes Hospital, Drogheda, Co. Louth,
- Lynda McGrory, Director of Nursing, Cavan Monaghan General Hospital, Co. Cavan,
- Martin Rogan, Chief Executive Officer, Mental Health Ireland, Dublin.

FELLOWS BY ELECTION

- Gráinne Bourke, Director of Nursing, St Michael's House, Ballymun, Dublin 9,
- Essene Cassidy, President Nursing Midwifery Board of Ireland (NMBI) & Director Public Health Nursing, Dublin North City and County,
- Adrian Cleary, Director of Nursing, Our Lady of Lourdes Hospital, Drogheda, Co. Louth,

FELLOWS BY EXAMINATION

- Nazia AlAmri, Registered Nurse-Midwife, King Hamad University Hospital, Kingdom of Bahrain,
- Rose Bennett, NPDC/ADON, North Dublin Mental Health, CH09,
- Rosemary Clerkin, Clinical Facilitator, Peri-Operative Theatre Department, Children's Health Ireland at Crumlin, Dublin 12,

DECLARATION

Fellowship and Membership of the Faculty of Nursing and Midwifery, RCSI

"I,....., do solemnly and sincerely declare and promise that I will observe and be obedient to the Statutes, Bye-Laws, and Ordinances of the Royal College of Surgeons in Ireland, and that I will, to the utmost of my power, endeavour to promote the reputation, honour, and dignity of the said College".

- Fiona Colbert, Registered Advanced Nurse Practitioner Cardiology, Beaumont Hospital, Dublin 9,
- Miriam Corr, Assistant Director of Nursing, Mental Health Services, Community Healthcare Organisation 9,
- Elaine Craven, Registered Respiratory Advanced Nurse Practitioner, Connolly Hospital, Blanchardstown, Dublin 15,
- Marion Cronin, Bed Manager/Site Manager CNM3, National Orthopaedic Hospital Cappagh, Dublin 11,
- Dermot Courtney, Consultant Educator and Trainer and former Director of Nursing, HSE Disability Services Cavan/ Monaghan, Co. Cavan,
- Dr Ann Donohoe, Senior Lecturer in Nursing, RCSI Bahrain, Kingdom of Bahrain,
- Mary Flanagan, Director of Nursing, Our Lady's Hospice & Care Services, Harold's Cross, Dublin 6,
- Gráinne Gaffney, Director of Public Health Nursing, Health Services Executive, Co. Meath,
- Professor Carol Hall, Director, Undergraduate Education, School of Health Sciences, University of Nottingham, UK,
- Dr Michele Hardiman, Practice Development, Education and Research Facilitator, Galway Clinic, Galway,
- Sinead Hennessy, Registered Advanced Nurse Practitioner, Rehabilitation Mental Health Services CHO7, Ballyfermot Primary Care & Mental Health Centre, Dublin,
- Shirley Ingram, Registered Advanced Nurse Practitioner, Cardiology Department, Tallaght Hospital, Dublin 24,
- Dawn Johnson, Director of Midwifery, Nursing and Midwifery Board of Ireland and former Interim CEO, NMBI, Co. Dublin,
- Anne Jones, Nurse Practice Development Coordinator, ADON, Our Lady's Hospital, Navan, Co. Meath,
- Ruth Maher, Director of Strategic Projects and Transformation, University of Limerick, Co. Limerick,
- Ken Maleady, Registered Advanced Nurse Practitioner, Cardiology Department, Connolly Hospital, Blanchardstown, Dublin 15,
- Margaret Mallen, Registered Advanced Nurse Practitioner, ED Department, Cavan General Hospital, Co Cavan,
- Nora McCarron, Education Coordinator Peri-operative & Ambulatory Care Nursing Division, King Faisal Specialist Hospital & Research Center, Kingdom of Bahrain,
- Fiona McDaid, Nurse Lead, National Emergency Medicine Programme, HSE, Palmerstown, Dublin 20,
- Denise McGuinness, Lecturer in Midwifery/Assistant Professor, School of Nursing, Midwifery and Health Systems, University College Dublin, Dublin 4,
- Louise Moore, Registered Advanced Nurse Practitioner, Rheumatic Musculoskeletal Disease Unit, Our Lady's Hospice & Care Services, Harold's Cross, Dublin 6,
- Dr Husain Nasaif, Lecturer, School of Nursing and Midwifery, RCSI Bahrain, Kingdom of Bahrain,
- Imelda Noone, Nursing Practice Development Coordinator, Nursing Practice Development, Mental Health Services, Dublin North City.
- Professor Ippolito Notarnicola, University of Rome Tor Vergata, Italy & Research Fellow Centre of Excellence for Nursing Scholarship OPI, Rome, Italy,
- Jonathon O'Keeffe, Registered Advanced Nurse Practitioner, Older Person's Services, St Vincent's University Hospital (SVUH), Dublin 4,
- Madeline O'Neill, Registered Advanced Nurse Practitioner, Rheumatic Musculoskeletal Disease Unit, Our Lady's Hospice & Care Services, Harold's Cross, Dublin 6,
- Grace Reidy, Programme Manager National Clinical Programme in Surgery, RCSI, Dublin 2,
- Gillian Ruffi, End of Life Care Coordinator, Beaumont Hospital, Dublin 9,
- Paul Stoneman, Registered Advanced Nurse Practitioner Cardiology, Beaumont Hospital, Dublin 9,
- Laura Taheny, Clinical Education Facilitator, Practice Development and Education Dept., Galway Clinic, Galway, Co Galway.

Fellowship of the Faculty of Nursing and Midwifery (FFNMRCISI)

› **Ranked joint second globally for Good Health and Well-being** in the Times Higher Education (THE) University Impact Rankings 2021, RCSI University of Medicine and Health Sciences is an international not-for-profit university, with its headquarters in Dublin. RCSI is exclusively focused on education and research to drive improvements in human health worldwide. It is among the top 250 universities worldwide.

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

› **RCSI's Fellowship of the Faculty of Nursing and Midwifery** is one of the most prestigious professional qualifications awarded to nurses and midwives in Ireland and across the world. The Fellowship enables a candidate to link their contribution to their profession, society and in the case of nursing/midwifery to patients, service users, colleagues and students.



Professor Michael Shannon, Dean, RCSI Faculty of Nursing and Midwifery with Dr. Tedros Adhanom Ghebreyesus, Director-General, WHO in Geneva, Switzerland.

› **Fellows of the Faculty join an extensive professional network of nursing and midwifery professionals**, both nationally and internationally, and can also avail of a suite of exclusive benefits and educational resources.

› **The Fellowship is open to any nurse or midwife**, from any scope of practice or specialty. Applicants must possess a Master's degree in nursing, midwifery or related/applied field and be a registered nurse/midwife with a minimum of five years' experience. In recognition of nurses and midwives exceptional commitment, dedication and contribution to the delivery of care to patients, clients and service users during the pandemic, the Faculty is delighted to show our support by reducing the cost of Fellowship

for 2021. The Faculty appreciates your work, your professionalism and your expertise in these challenging and unprecedented times. Your work has never been more vital or more valued.

› **Join Ms Catherine Clune Mulvaney, Operations and Education Manager and Ms Aine Halligan, Faculty Administrator, for an INTERACTIVE INFORMATION SESSION at 12.30-1.30PM on TUESDAY, 22 JUNE 2021**
<https://bit.ly/3tRlAsq>

› **Visit the Faculty's webpage for more information**
<https://www.rcsi.com/dublin/about/faculty-of-nursing-and-midwifery/fellowship>

RCSI.COM

The Faculty hosted a series of Interactive Information Sessions for Fellowship by Examination.

STRATEGIC IMPLEMENTATION OF FFNMRCISI BAHRAIN AND SAUDI ARABIA

Under the leadership of Professor Thomas Kearns, the Faculty has initiated discussions with Professor Sameer Otoom, President RCSI Bahrain and Professor Mustafa Bodrick, Saudi Commission for Health Specialties (SCFHS) to explore opportunities for the strategic implementation of a national roll-out of the Fellowship Award in the Kingdoms of Bahrain and Saudi Arabia.

This strategic work with the Saudi Commission for Health Specialties builds on the MOU which was signed with the Faculty. Following positive discussions with Professor Otoom, Professor Maura Pidgeon, Director for Masters in Nursing, RCSI Bahrain will collaborate with the Faculty on the development of a strategic implementation plan. Work is now progressing on this initiative with support from Tom Hanratty, Alumni Relations Specialist, Careers & Alumni, RCSI Bahrain.

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

MEMBERSHIP OF FACULTY OF NURSING AND MIDWIFERY

The Faculty launched a new award, Membership of the Faculty of Nursing and Midwifery (MFNMRCISI) in June 2021. Membership awards are well established in RCSI Surgical Affairs and the Faculties of Dentistry, and Radiologists, Sports and Exercise Medicine. This award was conceptualised and championed by Past Deans, Dr Theresa Frawley and Professor Marie Carney, as an innovative and supportive mechanism by which nurses and midwives nationally and internationally are afforded the opportunity to actively engage with the Faculty, and its community of practice, at all stages of their careers.

Under the leadership of the Fellowship and Membership Development Sub-Committee, the Faculty undertook extensive research, consultation and analysis. Informed by this research, Professor Marie Carney led the development of a proposal, incorporating membership award assessment criteria and processes. This work culminated in the approval of the membership award by the Board of the Faculty of Nursing and Midwifery and the RCSI Surgery and Post Graduate Faculties Board. The award was launched on the Faculty's website in June 2021, with the support of colleagues in RCSI Marketing under the leadership of Paul Nolan, Head of Marketing and Sophie Ryan, Digital Specialist.

30 JUNE 2021

Membership of the Faculty of Nursing and Midwifery (MFNMRCISI) Award

Dear Colleague,

I would like to tell you about a new programme that we are excited to offer to nurses and midwives from the Faculty of Nursing and Midwifery, RCSI, this year. We are now offering the Membership (MFNMRCISI) to nurses and midwives who have attained a bachelor degree in nursing or midwifery or equivalent or a post graduate diploma. We also offer a route for those who do not hold these qualifications through APEL (Accreditation of Prior Experiential Learning).

We believe nurses and midwives will be interested in applying for this new initiative, only offered by a few colleges worldwide and exclusively in Ireland through RCSI.

Membership is a wonderful opportunity for nurses and midwives to avail of educational resources to support advances in their nursing and midwifery leadership, management, education, research and evidenced based clinical practices. The Faculty also offers access to networking opportunities, which will help advance their professional development.

The application process for Membership requires applicants to complete a reflective portfolio providing evidence of the applicant's personal and professional qualifications and their ongoing engagement with lifelong learning and CPD. The Membership process requires applicants to explore how they demonstrate concepts such as reflective process, clinical supervision, preceptorship/mentorship, clinical decision making and teamwork in their clinical practice. The portfolio of evidence is then assessed by examiners.

Applicants can find further information, and guidance on how to apply via ePortfolio [here](https://www.rcsi.com).

You may contact Professor Marie Carney for further information if needed mariecarney@rcsi.com or Aine Halligan on T: +353 1 402 2202 // E: ainehalligan@rcsi.com // www.rcsi.com

Yours sincerely,

Marie Carney

BENEFITS OF MEMBERSHIP

Members will receive access to a suite of value-added services/ amenities exclusive to RCSI Fellows and Members including:

- Use of Membership title- MFNMRCIS - Member of the Faculty of Nursing and Midwifery Royal College of Surgeons in Ireland
- Access to RCSI facilities for educational and professional gatherings, for example educational programmes, research forum, journal development, peer support groups, discussion groups and scholarship
- Opportunities for members to stay informed, connected and engaged with professionals working in their area of practice
- Members will receive invitations to Faculty events and information on upcoming national and international events
- Access to innovation events to facilitate the development of Communities of Practice by linking members with nurses and midwives working in specific areas to exchange ideas, foster collaboration, mentorship and networking
- Host professional networks, intra-disciplinary, multi-disciplinary, national (regional) and international community
- Opportunities for members to contribute to research and educational programmes in the Faculty
- Support member engagement in lifelong learning with on-going professional education and training, that is fundamental for high quality, safe, compassionate person centred care
- Assist and support members in preparing for their individual maintenance of professional competence with ePortfolio development
- Utilise the expertise of existing Fellows to provide mentorship support to new Members
- Providing career advice and future planning by identifying continued clinical and professional development designed for each career stage by encouraging professional inquiry and standards towards career progression
- Providing access to Fellowship of the Faculty of Nursing and Midwifery award when eligible and to research and scholarships
- Access to RCSI travel

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

HONORARY ASSOCIATES

Honorary Associates are critical to the Faculty's delivery of continuing professional development (CPD) programmes, which are designed with and facilitated by practising clinical and/or subject matter experts. CPD programmes are facilitated in a participative and interactive manner to support the application of knowledge to the real world of practice.

Honorary Associates can be appointed as Teaching, Research or Clinical Associates. These appointments enable the Faculty to recognise the expertise, experience and professionalism of our facilitators from a diverse range of specialist areas.

Honorary Teaching Associates

- Georgina Bassett, Deputy Chief Nursing Officer, Department of Health and former Director of Nursing, St Columba's & Castlecomer Hospitals, Kilkenny Care of the Older Person Service, Co. Kilkenny,
- Karen Brennan, Registered Advanced Nurse Practitioner, Emergency Nursing Dept., South Tipperary General Hospital, Co Tipperary,
- Brid Brighton, Clinical Nurse Specialist in Cognitive Behaviour Therapy, Longford Community Mental Health Service, Co. Longford,
- Patrick Browne, Registered Advanced Nurse Practitioner Movement Disorders, Galway University Hospitals, Co. Galway,
- Lisa Cadden, Candidate Advanced Nurse Practitioner Breast Service, St. Vincent's University Hospital, Dublin 4,
- Fiona Colbert, Registered Advanced Nurse Practitioner Emergency Cardiology, Beaumont Hospital, Dublin 9,
- Linda Collins (Coughlan) Clinical Nurse Manager 2, Neonatal Intensive Care Unit, The National Maternity Hospital, Dublin 2,
- Elaine Craven, Registered Advanced Nurse Practitioner Respiratory, Connolly Hospital, Blanchardstown, Dublin 15,
- Derek Cribbin, National Nurse Lead Critical Care Programme- Clinical Strategy & Programmes Division HSE,
- Petrina Donnelly, Chief Director of Nursing and Midwifery, RCSI Hospital Group, Dublin 2,
- Denise Doolan, Nursing Practice Development Coordinator, Regional Hospital Mullingar, Ireland East Hospital Group, Co. Westmeath,
- Sinead Frain, Registered Advanced Nurse Practitioner Home Based Treatment Team, Ballyfermot/ Lucan Mental Health Service, Dublin 10,
- Marianne Garvey McMahon, Nurse and Intellectual Disability Advocate, Dublin,
- Mary Godfrey, Senior Clinical Risk Manager, State Claims Agency, National Treasury Management Agency, Dublin 4,
- Maria Hayes, Clinical Nurse Specialist in Cardiothoracic surgery, Blackrock Clinic, Dublin-cANP, Co. Dublin,
- Dr Carol Hilliard, Nursing Practice Development Coordinator (ADON), Children's Health Ireland at Crumlin Dublin 12,
- Sharon Hough, Registered Advanced Nurse Practitioner Gastroenterology, St. James's Hospital, Dublin 8,

- Fiona Jacob, Education Coordinator, Beaumont Hospital, Dublin 9,
- Anne Jones, Practice Development Coordinator, Assistant Director of Nursing, Our Lady's Hospital, Navan, Co. Meath,
- Julie Jordan O'Brien, Registered Advanced Nurse Practitioner Oncology/Plastics, Beaumont Hospital, Dublin 9,
- Noreen Keane, Senior Project Manager and Capacity Planner, Mater Misericordiae University Hospital (Mater), Dublin 7,
- Maria Keating, Clinical Nurse Specialist, CPN, CBT, AO in HSE, Thurles Mental Health Services, Co. Tipperary,
- Enda T Kelly, National Operational Nurse Manager, Irish Prison Service, Co. Dublin,
- Kathleen Kinsella, Kinsella Management Solutions, Co. Dublin,
- Regina Lafferty, Clinical Nurse Specialist in Dementia, NDMHS, Ashlin Centre, Beaumont Road, Dublin 9,
- Deirdre Lang, Director of Nursing/National Lead Older Persons Services/Clinical & Integrated Services, HSE,
- Ciaran Lanigan, Clinical Nurse Specialist in Mental Health, Dublin,
- Paul Mahon, Operational Lead, and former Senior Education Coordinator, Centre of Nurse Education, Beaumont Hospital, Dublin 9,
- Christine McDermott, Registered Advanced Nurse Practitioner Neonatology, Rotunda Hospital, Dublin 1,
- Niamh McLain, Clinical Nurse Specialist Tissue Viability Nurse, HSE Community Care Area One, Co. Dublin,
- Mairead McMorrow, Staff Nurse, Neonatal Intensive Care Unit, The National Maternity Hospital, Dublin 2,
- Kevin Mulligan, Neonatal Specialist Coordinator, Centre for Midwifery Education, Coombe Hospital, Dublin 8,
- Dr Colman Noctor, Registered Advanced Nurse Practitioner/ Psychotherapist, St Patrick's University Hospital, Dublin 8,
- Margaret Noonan, cANP in Sexual Assault Forensic Examination, Co. Cork,
- Joanne O'Brien, Registered Advanced Nurse Practitioner Pain Management, Beaumont Hospital, Dublin 9,
- Jonathon O'Keeffe, cRANP in Gerontology and Registered Nurse Prescriber in St Vincent's University Hospital, Dublin 4,
- Jacqueline O'Toole, Registered Advanced Nurse Practitioner Cardiology, Nass General Hospital, Nass, Co. Kildare,
- Dr Toney Poovelikunnel Thomas, Assistant Director of Nursing, Infection Prevention and Control, Beaumont Hospital, Dublin 9,
- Grace Reidy, Programme Manager National Clinical Programme in Surgery, RCSI, Dublin 2,
- Martin Rogan, Chief Executive Officer, Mental Health Ireland, Dublin,
- Dr Emer Shanley, Clinical Nurse Specialist Tissue Viability, West Cork Community Care, Co. Cork,
- Marcel Steenkist, Registered Advanced Nurse Practitioner, Psychotherapy & Psychotherapist, HSE Midlands,
- Paul Stoneman, Registered Advanced Nurse Practitioner, Cardiology, Beaumont Hospital, Dublin 9,
- Laura Taheny, Clinical Education Facilitator, Practice Development and Education Dept., Galway Clinic, Galway, Co Galway,
- Paul Troy, Assistant Director of Nursing, Bons Secours Hospital, Dublin 9,
- Professor Sheelagh Wickham, Ass. Professor/Lecturer School of Nursing DCU, Faculty of Science and Health, Dublin City University, Glasnevin, Dublin 9.

Honorary Research Associate

- Dr Catherine O'Neill, Research and Educational Consultant, Former Senior Lecturer, RCSI School of Nursing and Midwifery, RCSI Bahrain, Kingdom of Bahrain.



IN MEMORY – BERNADETTE (BERNIE) CARPENTER RIP

It is with great sadness that we learnt of the death of our friend, Fellow and former colleague, Bernadette Carpenter in March 2021, after a short illness. Bernie, as she was known, was a valued colleague and active Fellow in our Faculty since she completed her Fellowship by Examination (FFNMRCIS) in 2005.

Bernie was seconded to the Faculty of Nursing & Midwifery from her Advanced Practitioner role in the Emergency Department of the Mater Misericordiae University Hospital in 2007. Bernie's responsibility was to establish a Higher Diploma in Nursing (Sexual Assault Forensic Examination- SAFE). This programme was the first of its type in Ireland and was part of a national plan in supporting victims of sexual assault. Bernie adapted quickly to her role and developed the curriculum including programmatic and module learning outcomes and a circuit of clinical learning for students. The programme was unique in a context of governance as it required collaboration between the Departments of Health, An Garda Síochána (Ireland's National Police and Security Service) and Forensic Science Ireland. This was a new, innovative and complex programme, and a new specialist area for nursing practice in Ireland, and with great expertise and excellent interpersonal skills, Bernie built networks with collaborators nationally, and with Sexual Assault Nurse Examiner (SANE) colleagues in the USA and the UK. The programme received academic accreditation from the National University of Ireland (NUI) and regulatory approval from the Nursing and Midwifery Board of Ireland (NMBI).

Bernie's contribution to the development of clinical, forensic and supportive specialist nursing within Ireland's National Sexual Assault Treatment Unit (SATU) Service was immense. Bernie was also instrumental to the development of the first interdisciplinary national guidelines in Ireland, and critically, these evidence informed guidelines –now in their fourth edition- underpin the work of nurses and midwives in their role.

Bernie also contributed to the education of nurses and midwives undertaking the MSc in Nursing/Midwifery (Advanced Practice) and delivered engaging, evidence based lectures on the evolution and role of the Advanced Nurse/Midwife Practitioner, Autonomy in Advanced Practice, including elements of the clinical role. Bernie's lectures were always engaging, and an educator, Bernie was respectful to students at all times, as she encouraged and promoted the development of students' critical faculties.

Bernie contributed every February to the Faculty's Annual International Conference and participated over the years in the judging of the oral and poster presentations. Her objective analysis and clinical expertise greatly contributed to the robustness of the judging process.

Bernie was an inspiring colleague. As she worked nationally with multiple clinical and academic sites, she united many diverse groups and built consensus on how to develop and deliver the Higher Diploma in Nursing (SAFE), which would best meet the needs of patients.

Bernie was a great role model, an outstanding educator, and a supportive colleague. Bernie epitomised professionalism, particularly the nursing values of gentleness, caring and compassion, which she embodied in her clinical practice. We, in the Faculty, will miss her warm smile, her kindness, collegiality, and above all, her loyal friendship.

"Ar dheis Dé go raibh a h-anam dilis"

Professor Seamus Cowman
Former Head of the Department
Faculty of Nursing and Midwifery



TRANSFORMATIVE CPD PROGRAMME DEVELOPMENT AND DELIVERY

UPDATE ON mCPD

Our Programme Coordinator, Dr Edward Naessens, has continued to lead the development of the Faculty's mCPD platform (mobile CPD). Titled FLO mCPD, the app's name is a reference to Florence Nightingale and an acronym for Functional Learning Optimiser. Drawing upon state-of-the-art design methods, the architecture of the FLO mCPD app has been designed with Dutch-based IT design company Game Architect Studio. Significant input was provided by a stakeholder advisory board (SAB) comprising nurses, midwives, advanced nurse practitioners, IT experts, continuous educational experts, and a broad array of specialists involved with CPD delivery and competence maintenance.

A click-thru of the app was presented to key stakeholders in Spring prior to a final revision process. Simultaneously, the search began for suitable IT vendors to bid for the Back-End build of the platform and app. A Faculty Evaluation Board (FEB) was established. The FEB includes an independent IT consultant to support this critical stage of development and appraisal. Following consultation, request for tender documents were prepared and issued to five potential bidders. Contingent upon Board approval, a successful bidder will be announced in Autumn.

APTITUDE TEST FOR OVERSEAS NURSES

Between 01 July 2020 and 30 June 2021, 2,346 applicants from 7 countries completed the RCSI FNM Aptitude Test for Overseas Nurses.

To work as a nurse in the Republic of Ireland, a person must be on the Register of the Nursing and Midwifery Board of Ireland (NMBI). A person who trained overseas must undergo a regulatory assessment by the NMBI. Following such an assessment, a person may be required to successfully complete a compensation measure as a pre-requisite to registration. One such measure is the RCSI FNM Aptitude Test for Overseas Nurses. Since the commencement of this aptitude test in December 2015, the Faculty has assessed 6,140 Internationally Educated Nurses for registration from 44 countries across the globe.

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 on-line 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: The predicted challenges to the health services posed by the pandemic included the number of nurses needed to meet increasing demands. RCSI FNM planned a potential capacity increase in the number that could be facilitated by the Aptitude Test. Simultaneously was the need for a minimum two-metre social distancing. 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 continued to bear on the test including lockdowns, flight availability and requirement for self-isolation/quarantine.

Number of Tests	45
Test Frequency	Average every 8 days
Monthly Average	196
Total Applicants	2,346
Capacity	Doubled that of the pre-pandemic era

In the face of all obstacles, the Aptitude Test calmly met the myriad of challenges presented. Great credit goes to the incredible on-going professional support of so many. All requirements regarding COVID-19 were fully met and the high standards of the Aptitude Test overall were rigorously maintained. A test was held on average every eight days, with a total of forty-five tests over the year. Of significance, the number of applicants undertaking the test doubled that in the pre-pandemic era, thereby significantly contributing to the general nurse (RGN) workforce.

FACULTY CPD PROGRAMMES

The Faculty delivered a programme of webinars in its Autumn/Winter Webinar Series to support the clinical continuing professional development (CPD) needs of nurses and midwives, particularly during COVID-19. These 1.5 hour webinars were delivered free of charge to nurses and midwives, in recognition of their work during COVID-19 and the WHO Year of the Nurse and the Midwife 2020. Programme facilitators, all of whom are expert, clinically based practitioners developed content to suit delivery in a shorter webinar format. The programmes were advertised extensively on Twitter and social media.

The series attracted excellent numbers, with colleagues from the Irish Army, Dublin Fire Brigade (DFB) and National Ambulance Service (NAS) accessing the webinar on COVID-19 and Cardiac Emergencies. The feedback from the series was very positive, and the content of the webinars contributed to supporting the CPD needs of nurse and midwives in a rapidly changing clinical environment.

Faculty staff managed the delivery of the Live Webinars and Áine Halligan has developed significant expertise in the organisation and management of virtual webinars on MS Teams over recent months.



CPD Seminar Series

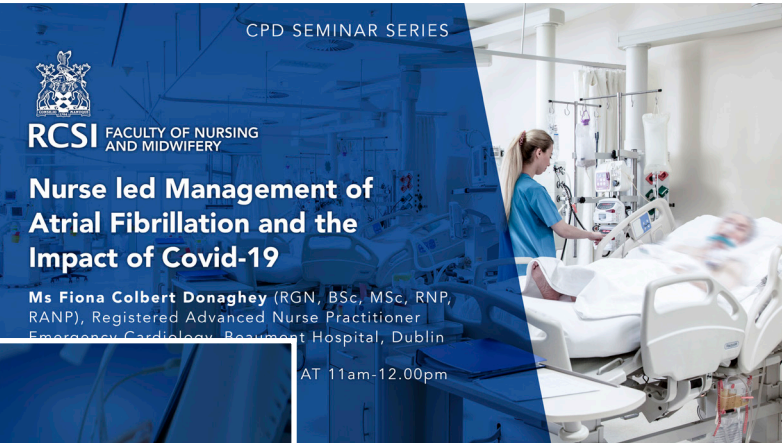
RCSI FACULTY OF NURSING & MIDWIFERY

Sepsis/ COVID-19 Sepsis

Ms Fiona Jacob (RNT, MSN, Higher Diploma (Coronary Care), BSN, RGN, FFNMRCIS), Education Coordinator, Beaumont Hospital, Dublin

Wednesday, 21st September 2020, 11am-12.00pm

[WATCH WEBINAR HERE](#)



CPD SEMINAR SERIES

RCSI FACULTY OF NURSING AND MIDWIFERY

Nurse led Management of Atrial Fibrillation and the Impact of Covid-19

Ms Fiona Colbert Donaghey (RGN, BSc, MSc, RNP, RANP), Registered Advanced Nurse Practitioner Emergency Cardiology, Beaumont Hospital, Dublin

AT 11am-12.00pm



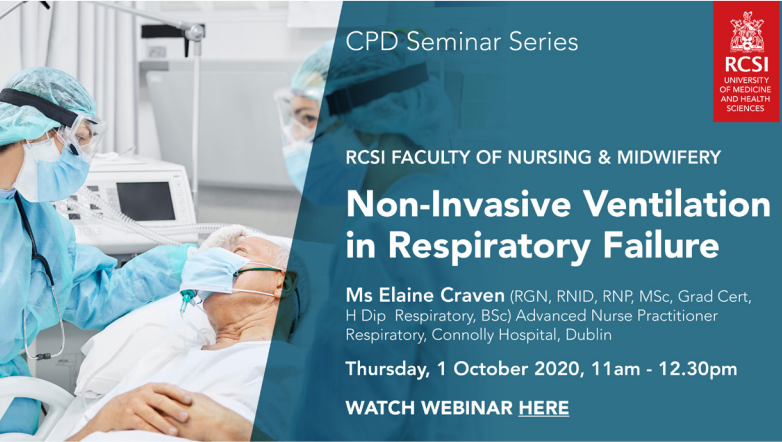
RCSI FACULTY OF NURSING AND MIDWIFERY

A Practical Case Based Learning Approach to Covid-19 and

Mr Paul Stoneman (MSc, BSc (Hons), RNP, RANP). Paul is an RANP in Cardiology in Beaumont Hospital Dublin.

TUESDAY, 15 SEPTEMBER 2020, 11am-12.00pm

[WATCH WEBINAR HERE](#)



CPD Seminar Series

RCSI FACULTY OF NURSING & MIDWIFERY

Non-Invasive Ventilation in Respiratory Failure

Ms Elaine Craven (RGN, RNID, RNP, MSc, Grad Cert, H Dip Respiratory, BSc Advanced Nurse Practitioner Respiratory, Connolly Hospital, Dublin

Thursday, 1 October 2020, 11am - 12.30pm

[WATCH WEBINAR HERE](#)



Follow us on Twitter for information on the Faculty's activities and CPD programmes/webinars @RCSI_FacNurMid



Advanced Practice: Innovation Behind the Mask

The IAANMP, in partnership with the Faculty of Nursing and Midwifery, is delighted to host a webinar exploring national and international innovations in advanced practice in response to Covid-19.

WEDNESDAY, 11 NOVEMBER 2020 AT 14.00-16.30 (GMT)

[WATCH WEBINAR HERE](#)

COLLABORATION WITH THE IRISH ASSOCIATION OF ADVANCED NURSE MIDWIFE PRACTITIONERS (IAANMP)

The Faculty was delighted to collaborate with The Irish Association of Advanced Nurse Midwife Practitioners (IAANMP) in 2020. Professor Thomas Kearns, Executive Director, Faculty of Nursing and Midwifery and Christine Mc Dermott, Chairperson, Irish Association of Advanced Nurse/Midwife Practitioners collaborated on the development of, and hosted a free live streamed webinar on 11 November 2020. Over 500 participants registered for the event, with 405 tuning in to watch the webinar live.

The idea for this webinar originated in the fact that nurse and midwife practitioners across the globe had responded to the epidemiological challenges of the global pandemic innovatively and creatively. During a period, in which extremely tough challenges were encountered, advanced practitioners identified new possibilities and demonstrated tremendous agility to adapt their practices and their ways of working to accommodate patient need. Given the importance and centrality of nurses and midwives to the delivery of safe healthcare, the webinar aimed to showcase how the capabilities and capacity of advanced nurse and midwife practitioners were being utilised to support innovations in clinical care.

The webinar was entitled "Advanced Practice: Innovation Behind the Mask" and presenters provided exemplars from their clinical practices which demonstrated how advanced nurse and midwife practitioners had transformed the delivery of care in a COVID-19 world. National and international speakers described how patient assessments

and triage had transitioned to the virtual environment, with innovative virtual outreach clinics established to support the clinical needs of patients in their homes. Speakers also described how prescribing practices had been streamlined, to ensure and optimise the continuity of care to service users.

Christina Mc Dermott, Chairperson, IAANMP called on participants to reframe the word COVID-19, offering a new acronym, to describe the qualities for how advanced practitioners, across the globe responded to the pandemic. These qualities include: Confidence, Optimism, Vision,

 	
Virtual Webinar Programme ADVANCED PRACTICE: INNOVATION BEHIND THE MASK Wednesday 11 November 2020 14.00-16.30pm (GMT)	
14.00-14.05pm	IAANMP Welcome
14.05-14.10pm	Faculty of Nursing and Midwifery Welcome
14.10-14.20pm	Webinar Introduction: Advanced Practice in a Pandemic
14.20-14.35pm	Policy, Practice and Covid-19 – What Next for Advanced Nursing and Midwifery Practice?
14.35-14.50pm	Implementation of Virtual Diabetes in Pregnancy Clinics During the Covid-19 Pandemic
14.50-15.05pm	Managing Covid19 Outbreaks in Irish Nursing Homes: The Experience of a RANP Gerontology
15.05-15.20pm	Role of the APN during Public Health Crises
15.20-15.30pm	Comfort Break
15.30-15.45pm	Managing Non-Invasive Ventilation and Respiratory Disease Within University Hospital Limerick Group During Covid-19
15.45-16.00pm	A Few Minutes of Mindfulness...
16.00-16.20pm	Questions and Answers
16.20-16.30pm	Webinar Close
CPD Accreditation: Faculty of Nursing & Midwifery (RCSI) Continuing Nursing & Midwifery Education Units (CNMEU): 2.5 Nursing & Midwifery Board of Ireland (NMBI) Continuing Education Units: 2.5	

Innovation, Determination. The webinar also highlighted how advanced practitioners had actively embraced, and continued to embrace the possibilities, which the pandemic created.

As can be seen in the programme above, the Webinar provided a platform to showcase a number of diverse clinical and professional initiatives which had been introduced in response to the global pandemic. Advanced practitioners, in respiratory care, older persons care, midwifery and mental health, from Ireland and the USA shared experiences of their innovations, describing how they reconfigured their services, to support the clinical needs of their patients, in a time of immense public need. Speakers also explored the challenges that have been encountered and the solutions which have supported progress.

Give the success of this event, the Faculty and the IAANMP look forward to collaborating on future events.

The Webinar can be accessed: vimeo.com/showcase/iaanmp-advanced-practice

NEW COLLABORATORS

The Faculty signed SLAs with the Saudi Health Commission supporting the implementation of their national Model of Care and Home and Community Care Ireland (HCCI) facilitating the organisation's educational and research ambitions.

COLPOSCOPY PROGRAMME DEVELOPMENT

Under the leadership of Professor Thomas Kearns, Paul Mahon and Erika Cullen, the Faculty's Centre for Nursing and Midwifery Advancement is currently collaborating with colleagues in the RCSI's Department of Surgical Affairs RCSI and clinical colleagues to develop the first Irish interdisciplinary colposcopy training module at Level 9 on the National Framework of Qualifications.

Cervical cancer is the second most common female malignancy worldwide. In Ireland, it is the 9th most frequently diagnosed cancer and the 12th most common cause of cancer death in women. It is also the most common cancer in women under 35. Each year, between 200-300 women in Ireland develop cervical cancer with 70-90 women dying from the disease. Following initial screening a colposcopy may be performed to further examine the cervix and determine treatment options. The introduction of primary HPV screening in 2020 is projected to result in a 40% increase in the number of new referrals to colposcopy from 2022 to 2025 alone (National Screening Programme, 2020). However, there is a deficit of trained Colposcopists in Ireland and there is currently no colposcopy training programme in this jurisdiction. Additionally, available training in other jurisdictions is not academically credited which impedes the development of Clinical Nurse/Midwife Specialist roles in this area.

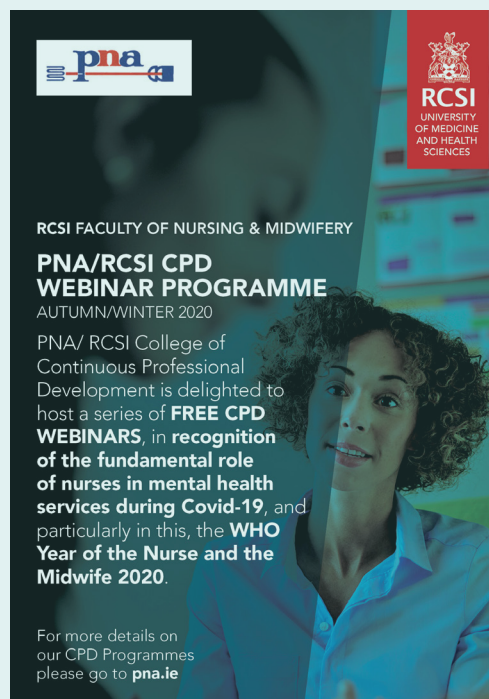
This pioneering initiative will develop a blended-learning, constructively-aligned and scaffolded module to ensure the incremental development of domain-specific and transversal cognitive, affective and psychomotor colposcopy skills as the student practitioner journeys from simulated experience, to direct and indirect supervision in practice, and on to becoming independent, reflective colposcopists. The module is at an advanced stage of planning and is currently undergoing review by senior nursing and consultant colposcopists.

STRATEGIC PARTNERSHIPS PSYCHIATRIC NURSES ASSOCIATION OF IRELAND

The Faculty's strategic alliance with the Psychiatric Nurses Association of Ireland (PNA) continues to flourish under the leadership of Aisling Culhane, Research and Development Advisor, at the PNA and Catherine Clune Mulvaney, Operations and Education Manager, Faculty of Nursing and Midwifery.

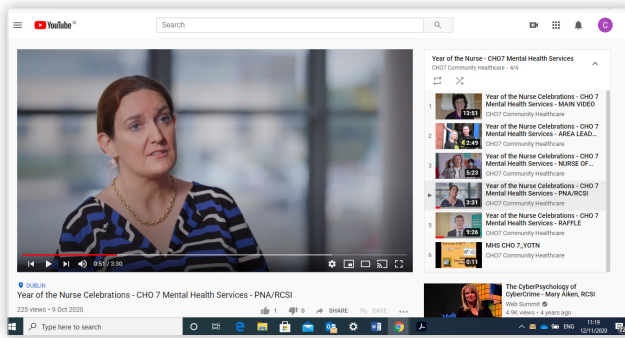
The PNA/RCSI College of Continuous Professional Development offers an extensive range of programmes which have been developed in response to service need. The delivery of the collaboration's programmes by clinical experts is a key feature of this initiative, and clinicians assist participants with the application of complex theoretical concepts to the real world of patient care. The programmes are facilitated in an interactive manner, using discussion, group work, questioning and case studies to create an interactive experience for participants. In response to the pandemic, the collaborative pivoted from classroom delivered study days to virtual programme delivery. In collaboration with programme facilitators, a series of short 1.5 hour webinars were designed, developed and delivered. The webinars were well attended and positive programme evaluations have been received. The Faculty's first live interactive workshop, as part of the series, was facilitated with students on the assessment tools in Dual Diagnosis.

Cognisant of the workload of PNA members in response to significant COVID-19 surges, the collaboration provided a free Summer Webinar Series in 2020. This short series of four webinars was developed to support PNA members, at an individual level, with content specifically focused on self-care. The series was well attended and sessions were recorded and available on demand for members on the PNA website.



<p>THURSDAY, 22 OCTOBER 2020 10.00am - 11.30am</p> <h2>HELPING PATIENTS MAKE SENSE OF THEIR ILLNESS</h2> <p>Facilitator: Ms Sinead Frain https://bit.ly/25bgMxy</p>	<p>TUESDAY, 27 OCTOBER 2020 11.00am - 12.30pm</p> <h2>Dual Diagnosis - Mental Health and Addiction - The Challenges Nurses Face</h2> <p>Facilitator: Ms Hanora Byrne https://bit.ly/2EJ52zh</p>	<p>TUESDAY, 03 NOVEMBER 2020 12.00pm - 13.30pm</p> <h2>Evidence Based Assessment Tools - To support Nurses Working with Dual Diagnosed Patients/ Clients</h2> <p>Facilitator: Ms Hanora Byrne https://bit.ly/34bvvy3</p>
<p>TUESDAY, 10 NOVEMBER 2020 11.00am - 12.30pm</p> <h2>Get up, Get dressed, Get moving: The Potential For Mental Health Services</h2> <p>Facilitators: Dr Denise Rogers & Ms Deirdre Lang https://bit.ly/3l3kmXf</p>	<p>FRIDAY, 13 NOVEMBER 2020 11.00am - 12.30pm</p> <h2>Assertiveness & Nurses</h2> <p>Facilitator: Ms Fionnula MacLiam https://bit.ly/3kVog6</p>	<p>WEDNESDAY, 18 NOVEMBER 2020 12.00pm - 13.30pm</p> <h2>MENTAL HEALTH ASSESSMENT</h2> <p>Facilitator: Dr Colman Noctor https://bit.ly/33bpimA</p>
<p>TUESDAY, 24 NOVEMBER 2020 10.00am - 11.30am</p> <h2>Best Practice in the Screening/Monitoring of Individuals for Metabolic Syndrome</h2> <p>Facilitators: Dr Angela Cocoman & Dr Sheelagh Wickham https://bit.ly/3kXc82B</p>	<p>WEDNESDAY, 02 DECEMBER 2020 11.00am - 12.30pm</p> <h2>Factors Related to Chronic Disease, Mental Health and Diabetes</h2> <p>Facilitators: Dr Angela Cocoman & Dr Sheelagh Wickham https://bit.ly/3ibWMpd</p>	<p>WEDNESDAY, 09 DECEMBER 2020 14.00pm - 15.30pm</p> <h2>Physical Health Screening for People with Mental Illness - What is it, How it Can Help and How it Can Be Implemented</h2> <p>Facilitators: Dr Angela Cocoman & Dr Sheelagh Wickham https://bit.ly/2HH1JU9</p>

The collaborative has also developed a range of new programmes focused on addressing complex co-morbidities experienced by clients in mental health services. Introduced as part of the Autumn/Winter 2020 programme, new programmes included 'Best Practice in the Screening/Monitoring of Individuals for Metabolic Syndrome', 'Factors Related to Chronic Disease, Mental Health and Diabetes' and 'Physical Health Screening for People with Mental Illness - What is it, How it Can Help and How it Can Be Implemented'. The PNA/RCSI College of Continuous Professional Development strategically agreed to offer this suite of programmes free to all nurses, in recognition of the fundamental role of nurses in mental health services during COVID-19, and particularly in the WHO designated Year of the Nurse and the Midwife 2020.



https://www.youtube.com/watch?v=SMw0ADxjIRU&list=PLrG_PK-o0OuMhsQvwmppe_t8pTC0x13_e&index=4

The Autumn/Winter 2020 programme was extensively advertised as part of CHO 7 Mental Health Services Virtual Conference to Celebrate Year of the Nurse on October 09 2020, and over 1,000 flyers were delivered, as part of a delegate bag, to mental health services across CHO 7.

Peter Hughes, General Secretary, PNA and Catherine Clune Mulvaney, Operations and Education Manager, recorded a video for the conference, highlighting the collaborative's contribution to nursing with the free Webinar Series.

In response to the Ireland's COVID-19 surge in early 2021, and mindful of the significant burden on clinical staff, the collaboration, informed by PNA members at the coalface, took the decision to pause its planned Spring 2021 programme.

Work is ongoing on the development of programmes in areas such as 'Disordered Eating Presentations', 'Psychological Trauma and the Family', and further programmes are under development in the area of chronic disease management. Programmes are under development on 'Gap in Life Expectancy from Preventable Physical Illnesses' and 'Overview of Chronic Illness – Cardiovascular Diseases, Cancers, Chronic Respiratory Diseases and Diabetes'. It is hoped to have these new programmes available for the Autumn/Winter 2021 programme.

The collaboration is also planning to survey 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. It is hoped that survey findings will provide information to inform the Faculty's development of, and delivery of a transformative learning experience for PNA members.



In April and May 2021, the Faculty and the PNA delivered two webinars which were open to the public and advertised extensively on social media. Dr Felipe Contepomi, Leinster Rugby Backs Coach and RCSI Alumnus delivered a guest lecture focused on adversity, and discussed strategies on how to reframe adversity as an opportunity. The webinar was opened by Professor Michael Shannon, Dean and Dr Contepomi was introduced by Des Kavanagh, President, Irish Rugby Football Union (IRFU). Mr Kavanagh is a long standing Fellow of the Faculty, and the former General Secretary of the PNA having served in the role from 1991 to 2017. It was fitting for Des to see how the collaboration has evolved and flourished, since he advocated for the formation of the collaboration, and indeed signed the Service Level Agreement with the Faculty on behalf of the PNA.



In May's webinar, Dr Colman Nector posed challenging questions for the professions when he discussed the need for, and importance of, a fair and just culture in nursing. Many of you will be familiar with Colman's work from his regular contributions on national media and via his weekly column in the Irish Examiner. This webinar raised interesting questions on the meanings of terms such as mental health and psychiatric nurse and how these meanings change over time.

HEALTHTECH IRELAND



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

Since the Faculty launched the bespoke, national Healthcare Industry Representative (HCIR) Credentialing Programme in March 2017, over 750 Healthcare Industry Representatives have completed the programme and acquired the necessary knowledge, supporting their understanding of key principles relating to ethics, quality in healthcare, infection prevention & control and patient safety. An enriched virtual blended learning approach was used to develop the programme and delivery facilitates student flexibility, choice and accessibility.

During 2020, the Faculty developed and introduced a short online Revalidation Programme for participants who have completed the HCIR programme. The content includes 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 is issued along with a HCIR card.

DUBLIN SIMON COMMUNITY



The Faculty continues to collaborate with the Dublin Simon Community and nursing team at the Dublin Simon Community are using the Faculty's ePortfolio to record their professional development, clinical activities and reflective logs. Clinical nursing staff evaluated the ePortfolio in a pilot programme, and the feedback was subsequently used to modify the electronic record to meet the needs of the organisation.

Professor Thomas Kearns joined the Board of Dublin Simon in April 2020 and is Chair of its Clinical Services Committee. Previously, Thomas served as a member of the Audit and Risk Committee of Dublin Simon. Thomas and Paul Mahon are currently supporting Dublin Simon Community and reviewing their quality management system and clinical policies, protocols and guidelines.

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.



A survey of SIPTU Health Division members revealed that programmes focused on the following key areas as a priority - Wellness at Work, Understanding the Factors Influencing Safety and Quality in Healthcare, Maintaining Professional Competence, Managing Workplace Interactions and Dignity at Work.

In response to the ongoing COVID-19 pandemic, the delivery of interdisciplinary programmes was postponed at SIPTU's request. The Faculty continues to support SIPTU Health Division members and invitations have been extended to Faculty webinars and events.

NURSING HOMES IRELAND



The Faculty has an established collaboration with Nursing Homes Ireland (NHI) and over the last year, the Faculty has supported NHI with recruitment and retention, supporting the newly appointed Regulatory CNS Deirdre Shanaghar.

ACADEMIC EXCELLENCE, RCSI SCHOOL OF NURSING AND MIDWIFERY

The RCSI Faculty of Nursing and Midwifery is delighted to acknowledge the academic achievements of students, particularly in the 2020-2021 Academic Year, with the additional challenges associated with the global pandemic.

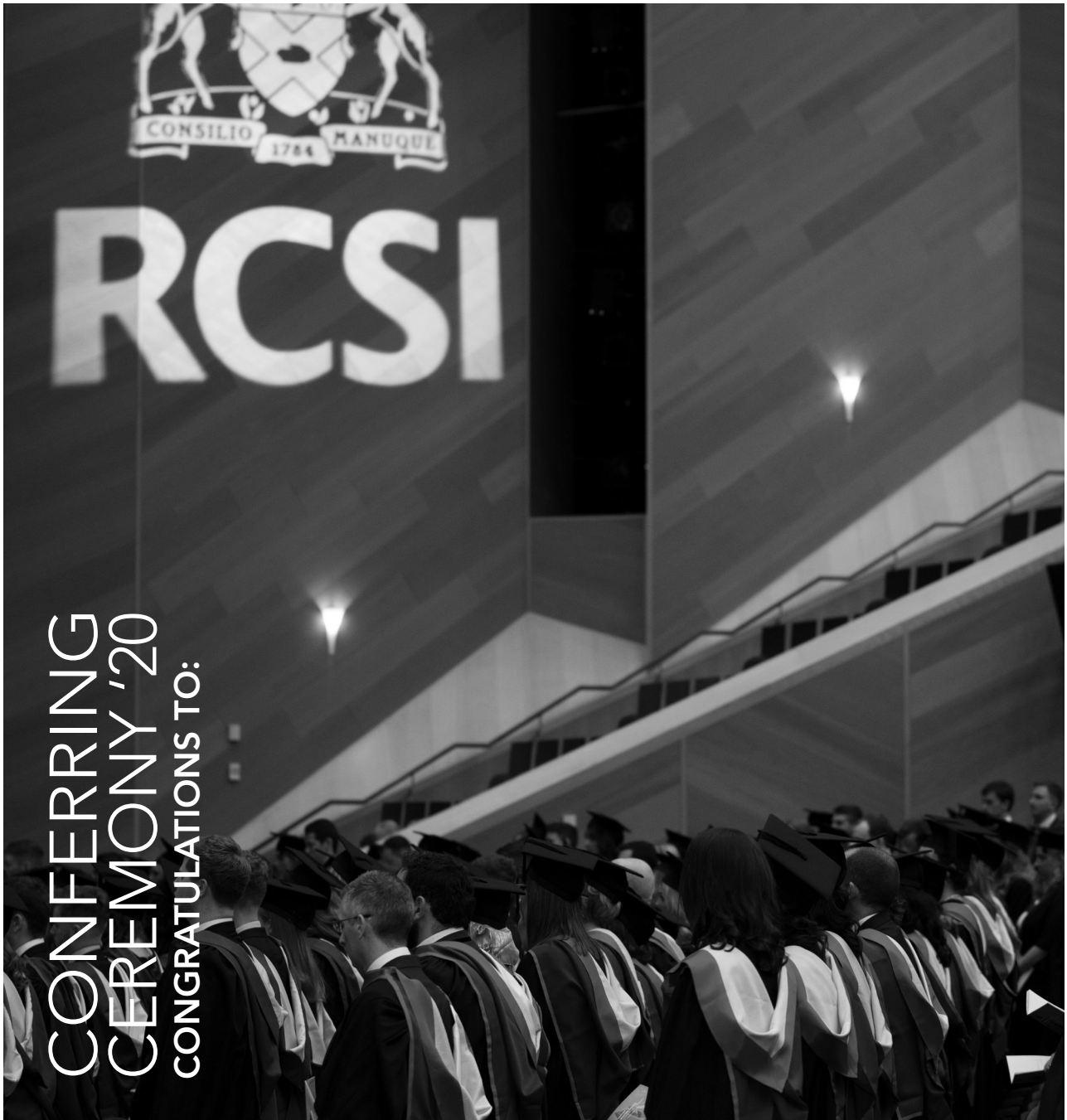
In a virtual Conferring Ceremony, Professor Michael Shannon, Dean announced the prize winners of the Florence Nightingale and the Mary Frances Crowley Medals, on 20 November 2020.

The Florence Nightingale Medal, was commissioned to commemorate the work of the Florence Nightingale Committee in the Faculty and in Ireland. It is awarded to the student who achieved the overall highest grade in the BSc

Nursing Management. The Florence Nightingale Medal was awarded to Carol Byrne on completion of her BSc Nursing Management – Level 8.

The Mary Frances Crowley Medal, was commissioned to commemorate the Faculty's Founding Dean. This medal is awarded to the student who achieved the overall highest grade in the Masters programme. The Mary Frances Crowley Medal, was awarded to Alana Kiernan on completion of her MSc in Nursing (Respiratory Care in Nursing Practice).

The Conferring Ceremony can be viewed at: [youtube.com/watch?v=DR_DAv_kpmg](https://www.youtube.com/watch?v=DR_DAv_kpmg)



STRATEGIC PILLAR 2: LEADING IMPACTFUL RESEARCH

The generation and dissemination of research is an integral component of professional practice. Our Annual Conference is one of the oldest conferences in Europe and celebrated its 40th Anniversary in February 2021.

The Faculty's research agenda strategically focuses on the science of lifelong learning, Continuing Professional Development (CPD) and the management and maintenance of professional competence. As we celebrated forty years of the conference, we are reminded of the remarkable visionary leadership of our Founding Fellows, and we continue to employ a forward looking, innovative and pioneering approach into all our research activities.

40TH ANNUAL INTERNATIONAL NURSING & MIDWIFERY RESEARCH & EDUCATION CONFERENCE: AN OVERVIEW

INTRODUCTION

The Faculty of Nursing and Midwifery celebrated an important conference milestone in 2021, as it hosted its 40th Annual International Conference. Since its first conference in 1982, the Faculty has held a conference every year since, with the exception of Conference 2018, when the heavy snowfall associated with the 'Beast from the East' forced the cancellation of the conference on the eve of its opening. Conference 2021 will be forever remembered as the Faculty's first virtual conference, having pivoted from an in-person event, to a virtual event, in response to the global pandemic and its associated public health measures.

Given the documented challenges experienced by nurses and midwives during COVID-19, the Faculty Board, Executive and the Annual Conference Sub-Committee wished to recognise, support and publicly acknowledge the unwavering commitment, tireless dedication and the compassionate care, which nurses and midwives have provided to patients, clients and service users during the global pandemic. In showing solidarity with nurses and midwives, and supporting the professions, the Faculty took a strategic decision to host Conference 2021 as a free event.

Conference 2021 took place between Tuesday 23 February and Wednesday 03 March 2021, during which a programme of free events was live-streamed. During this time, global experts in nursing, midwifery and healthcare shared their



insights and learnings with over 1,200 nurses and midwives from approximately 50 countries.

As the Faculty's flagship event, the Annual Conference supports the realisation and the achievement of the Faculty's Strategic Plan (2019-2021) providing a platform for key

stakeholders and delegates to exchange ideas, share up-to-date research, and evaluate key topics influencing the nursing and midwifery professions. The conference also provides an important platform for the Faculty to influence the formulation of policy from a local, national and an international perspective through ongoing engagement and discussion with global leaders, researchers and influencers. It also provides an opportunity to articulate a vision for the future direction of the nursing and midwifery professions. This year was no exception, and the conference theme, 'Meeting the Needs of Modern Healthcare' addressed a range of current, and topical healthcare challenges over two weeks.

Week one, Plenary Week, comprised a series of global leaders addressing key issues in themed webinars, focused on Workforce Planning, Recovery & Wellness in a COVID-19 World and Service Redesign. Professor Thomas Kearns, Executive Director expertly chaired all plenary interactive panel discussions with global and national leaders, policy makers and academics with excellent engagement via the chat box function with delegates.

The second week, Concurrent Week, featured a diverse range of six clinically focused webinars encompassing concurrent papers, oral poster pitch, interactive panels and poster presentations. Week two comprised of the following six streams:

- **STREAM ONE:** Critical and Intensive Care Nursing
- **STREAM TWO:** Innovations in Clinical Practice
- **STREAM THREE:** Education, Learning and Assessment
- **STREAM FOUR:** COVID-19 National and International Perspectives
- **STREAM FIVE:** Professional Issues in Contemporary Practice
- **STREAM SIX:** Oncology, Palliative and Ethical Care.

Over the course of the conference, in excess of 60 presentations from global experts were delivered and 86 posters were presented in a poster gallery, demonstrating best practice and research.

Given the extraordinary times, the Dean and the Chairs of each webinar acknowledged the tireless work, exceptional commitment, compassionate care and unwavering professionalism of all nursing and midwifery presenters and delegates at the start of each webinar.

PLENARY WEEK



Professor Michael Shannon welcomes delegates to the 40th Annual Conference.

Professor Michael Shannon, Dean of the RCSI Faculty of Nursing and Midwifery, said: "In recognition of the contribution of nurses and midwives to healthcare and particularly their exceptional commitment during COVID-19, and the WHO Year of Health and Care Workers (YHCW), the Faculty is delighted to host the 40th annual conference. Nurses and midwives, from all disciplines make up 50 per cent of the global workforce and play a critical role in the health and wellbeing of our communities. The COVID-19 pandemic has had a huge impact on the sector and on its professionals. The conference will play a critical role in the sharing of information and will support nurses and midwives and inform health policy in the months and years ahead."

RCSI FACULTY OF NURSING & MIDWIFERY 40th ANNUAL INTERNATIONAL NURSING & MIDWIFERY RESEARCH & EDUCATION CONFERENCE 2021 MEETING THE NEEDS OF MODERN HEALTHCARE			
WEEK 1: PLENARY WEEK			
Day	TUESDAY, 23 FEBRUARY 2021	WEDNESDAY, 24 FEBRUARY 2021	THURSDAY, 25 FEBRUARY 2021
Time	10.00-11.30am	14.00 - 15.30pm	10.00-11.30am
Theme	WORKFORCE PLANNING	RECOVERY & WELLNESS IN A COVID-19 WORLD	SERVICE REDESIGN
Welcome Address	 Prof. Michael Shannon Dean, Faculty of Nursing & Midwifery, RCSI	 Prof. Michael Shannon Dean, Faculty of Nursing & Midwifery, RCSI	 Prof. Michael Shannon Dean, Faculty of Nursing & Midwifery, RCSI
Opening Address	 Dame Donna Kinnair DBE Chief Executive and General Secretary, Royal College of Nursing, London, UK	 Ms Sheila McClelland Chief Executive Officer, Nursing and Midwifery Board of Ireland (NMBI), Dublin, Ireland	 Ms Annette Kennedy President, International Council of Nurses (ICN), Geneva, Switzerland
Keynote Address	 Mr Jim Campbell Director, Health Workforce Department, World Health Organization, Geneva, Switzerland	 Prof. Jean Watson Retired Distinguished Professor and Founder of the Watson Caring Science Institute for Recovery and Wellness	 Ms Laura Magaly Executive Director, Santitas Programme Implementation Office, Department of Health, Ireland
Keynote Address	 Ms Rachel Kenna Chief Nursing Officer, Department of Health, Ireland	 Prof. Mary Jo Kreitzer Director, Earl E. Bakken Center for Spirituality & Healing, Professor, School of Nursing, University of Minnesota, Minnesota, USA	 Prof. Owen Barr Professor of Nursing and Intellectual Disabilities, School of Nursing, Ulster University, Londonderry, Northern Ireland
Panel Discussion	 Dame Donna Kinnair Chief Executive and General Secretary, Royal College of Nursing, London, UK  Mr Jim Campbell Director, Health Workforce Department, World Health Organization, Geneva, Switzerland  Ms Rachel Kenna Chief Nursing Officer, Department of Health, Ireland  Dr Geraldine Shaw Nursing & Midwifery Services Director & Assistant National Director, Office of the Nursing & Midwifery Services Director, Health Service Executive, Dublin, Ireland	 Prof. Jean Watson Retired Distinguished Professor and Founder of the Watson Caring Science Institute for Recovery and wellness  Prof. Mary Jo Kreitzer Director, Earl E. Bakken Center for Spirituality & Healing, Professor, School of Nursing, University of Minnesota, Minnesota, USA  Ms Sheila McClelland Chief Executive Officer, Nursing and Midwifery Board of Ireland (NMBI), Dublin, Ireland  Prof. Ciaran O'Boyle Professor of Psychology & Founding Director, RCSI Centre for Positive Psychology and Health, Dublin, Ireland	 Ms Laura Magaly Executive Director, Santécare Programme Implementation Office, Department of Health, Ireland  Prof. Owen Barr Professor of Nursing and Intellectual Disabilities, School of Nursing, Ulster University, Londonderry, Northern Ireland  Ms Annette Kennedy President, International Council of Nurses (ICN), Geneva, Switzerland  Ms Margaret O'Quigley National Lead for Midwifery, Office of the Nursing & Midwifery Services Director (NMSD), Health Services Executive, Ireland
Conclusion	 Prof. Michael Shannon Dean, Faculty of Nursing & Midwifery, RCSI	 Prof. Michael Shannon Dean, Faculty of Nursing & Midwifery, RCSI	 Prof. Michael Shannon Dean, Faculty of Nursing & Midwifery, RCSI

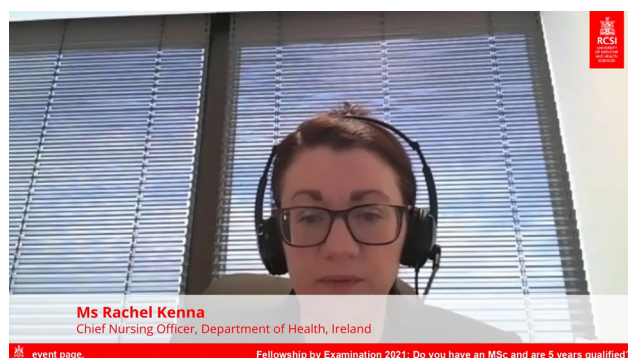
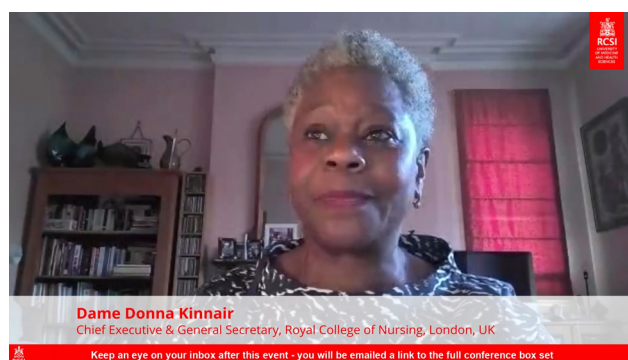
All sessions will be recorded and available on demand after the event as part of the Conference 21 Boost.

RCSI University of Medicine & Health Sciences

Workforce Planning was a key theme during plenary week, and global leaders discussed how the sector can mobilise to accelerate the COVID-19 recovery.

The session involved contributions from:

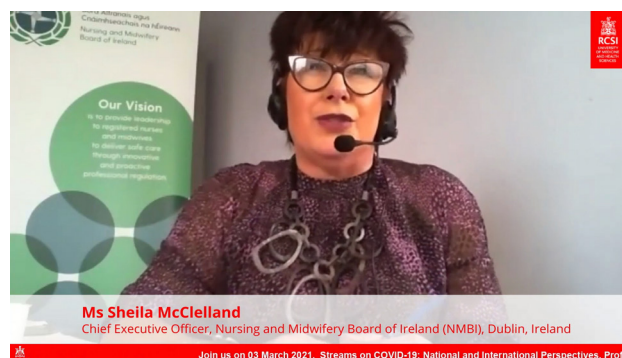
- Dame Donna Kinnair, Chief Executive and General Secretary, Royal College of Nursing, London, UK,
- Jim Campbell Director, Health Workforce Department, World Health Organization, Geneva, Switzerland,
- Rachel Kenna, Chief Nursing Officer, Department of Health, Ireland,
- Dr Geraldine Shaw Nursing & Midwifery Services Director & Assistant National Director, Office of the Nursing & Midwifery Services Director, Health Service Executive, Dublin, Ireland.



One of the key highlights of the conference focused on 'Recovery & Wellness in a COVID-19 World'. This session examined the impact of COVID-19 on nurses and midwives and the strategies to support them.

The session involved contributions from:

- Professor Jean Watson, Founder Watson Caring Science Institute, Distinguished Professor and Dean Emerita, University of Colorado, USA,
- Professor Mary Jo Kreitzer, Director, Earl E. Bakken Center for Spirituality and Healing and Professor, School of Nursing, University of Minnesota, USA,
- Sheila McClelland, Chief Executive Officer, Nursing and Midwifery Board of Ireland (NMBI),
- Professor Ciarán O'Boyle, Professor of Psychology & Founding Director, RCSI Centre for Positive Psychology and Health, Dublin, Ireland.



The 'Service Redesign' session on Thursday 25th February explored the future of Sláintecare, and the role of nurses and midwives in its implementation. This session examined service delivery for people with intellectual disabilities and the lessons that can be learnt from the experiences of the health services in Northern Ireland.

Speakers at this session included:

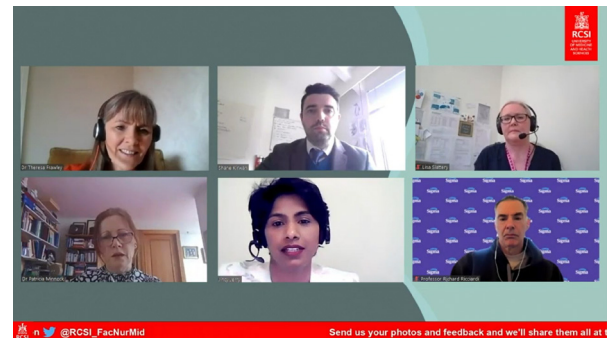
- Laura Magahy, Executive Director, Sláintecare Programme Implementation Office, Department of Health, Ireland,
- Professor Owen Barr, Professor of Nursing and Intellectual Disabilities, School of Nursing, Ulster University, Londonderry, Northern Ireland,
- Annette Kennedy, President, International Council of Nurses (ICN), Geneva, Switzerland,
- Margaret Quigley, National Lead for Midwifery, Office of the Nursing & Midwifery Services Director (ONMSD), Health Services Executive, Ireland.

CONCURRENT WEEK

Six concurrent strands were delivered on Tuesday and Wednesday 01 and 02 March 2021. Over these two days, 24 pre-recorded oral presentations and 30 two-minute, pre-recorded oral poster pitch presentations were presented. The presentations were then followed by a live panel discussion with the presenters, where delegates had the opportunity to ask questions and engage in discussion with the presenters. This aspect of the conference was very positively evaluated, and delegates valued the opportunity to speak directly to presenters via the virtual chat box.



Mary Godfrey, Honorary Treasurer (top left) chairs the Oncology, Palliative and Ethical Care concurrent strand.



Dr Theresa Frawley, Past Dean (top left) chairs the Innovations in Clinical Practice concurrent strand.

This year, the Faculty supported the charity Alone and delegates were invited to make a contribution on the conference platform. Alone work with older people who are socially isolated, homeless, living in poverty or crisis and support them to age at home. Alone provides direct support to hundreds of older people every week through four main services – Support Coordination, Befriending, Housing with Support, and Campaigns for Change. Further information is available: alone.ie/

CONFERENCE PRIZE WINNERS

The Faculty was delighted to award prizes to presenters whose research and initiatives demonstrated originality, robustness, relevance, clarity and applicability to practice. The following prizes were awarded at Conference 2021.

TUESDAY 02/03/2021

PRIZE WINNERS STREAM 1 -

CRITICAL AND INTENSIVE CARE NURSING

Oral Presentation

Do Critical Care Outreach Teams Improve Patient Outcomes?

Yvonne Fehily, Galway University Hospital, Co Galway, Ireland.

Poster Presentation

An Observational Study on Handover Practices in PICU.

Kate Aughey, Children's Health Ireland at Crumlin Hospital, Dublin, Ireland.

Poster Gallery

Sustaining a Healthy Work Environment in Times of Crisis.

Deirdre O'Flaherty, Lennox Hill Hospital, Northwell Health, New York, USA.

No Matter How Popular They Get Antibiotics Will Never Go Viral!

Orla Callender, Children's Health Ireland at Temple Street Hospital, Dublin, Ireland.

PRIZE WINNERS STREAM 2 - INNOVATIONS AND CLINICAL PRACTICE

Oral Presentation

Tele-Home-Care Using PEXIP Videoconference Technology for Babies and Children with CHD During COVID-19 Pandemic.

Professor Marlene Sinclair, Centre for Maternal, Fetal and Infant Research (MFIR), Ulster University, Jordanstown, Co. Antrim, Northern Ireland.

Poster Presentation

Implementing RPA for Rapid Analysis and Interpretation of Microbiology Results.

Jincy Jerry, Mater Misericordiae University Hospital, Eccles Street, Dublin, Ireland.

Poster Gallery

Diagnostic Accuracy of Swallow Screening Tests in Residential Long-Term Care.

Constantino Estupinan Artilles, School of Nursing and Midwifery, Faculty of Health Sciences, Trinity College Dublin, Ireland.

Role of Advanced Nurse Practitioners in Guideline Development for Cryotherapy Practice.

Jane Deehan, Bradshaws Lane Surgery, Arklow, Co. Wicklow, Ireland.

PRIZE WINNERS STREAM 3 - EDUCATION, LEARNING AND ASSESSMENT

Oral Presentation

Situated Cognition Learning Theory Impact on Blended Learning Skills Based Programmes.

Briege King, Dundalk Institute of Technology, Dundalk, Co. Louth, Ireland.

Poster Presentation

How Online Portfolios Have Enabled Universities to Adjust Their Practice Placement Assessment in Response to COVID-19.

Hayley Lawson-Wood, Oxford Brookes University, Oxford, United Kingdom.

Poster Gallery

Newly Qualified Nurses' Transition From Learning to Doing: A Scoping Review.

Nasser Aldosari, The University of Manchester, United Kingdom.

Virtual Reality in Nursing Education: Qualitative Perspectives from Nursing Students.

Dr Mohamad Saab, School of Nursing and Midwifery, University College Cork, Cork, Ireland.

WEDNESDAY 03/03/2021

PRIZE WINNERS STREAM 4 –

COVID:19: NATIONAL AND INTERNATIONAL PERSPECTIVES

Oral Presentation

A Person-Centred Leadership Perspective of the COVID-19 Crisis.

Professor Bibi Hølge-Hazelton, Zealand University Hospital & University of Southern Denmark, Denmark.

Poster Presentation

A Collaborative Response to Managing Orthopaedic Injuries from a Safe Distance.

Caroline Fraser, Midland Regional Hospital, Portlaoise, Co. Laois, Ireland.

Poster Gallery

VTE (Venous Thrombosis Embolism) Prevention and Management in Pregnant Women with COVID-19.

Jacinta Byrne, National Maternity Hospital / St. Vincent's Hospital, Elm Park, Dublin, Ireland.

Strategies used by Care Home Staff in Ireland to Manage Responsive Behaviours Associated with Dementia, during the COVID-19 Pandemic.

Elizabeth O'Donnell, Division of Health Research, Lancaster, United Kingdom.

PRIZE WINNERS STREAM 5 -

PROFESSIONAL ISSUES IN CONTEMPORARY PRACTICE

Oral Presentation

Views of Generation Z Regarding Care and Care Careers: A Four Country Study.

Dr Aoife Lane, University College Cork, Co. Cork, Ireland.

Poster Presentation

The Experiences of Internationally Educated Nurses (IENs): From Recruitment to Retention.

Karen Mechen, University of Hull, Hull, United Kingdom.

Poster Gallery

Stress, Anxiety and Coping Strategies During COVID-19 Pandemic Among Nursing Students.

Chandani, Faculty College of Nursing, AIIMS, New Delhi, India.

The Effectiveness of Online Psychotherapy Interventions for the Treatment of Perinatal Mental Health Disorders: A Systematic Review.

Rachel Black, Western Health and Social Care Trust, and Ulster University, Northern Ireland.

PRIZE WINNERS STREAM 6 -

ONCOLOGY, PALLIATIVE AND ETHICAL CARE

Oral Presentation

Moral Agency in Children's Nursing: Enablers and Barriers.

Dr Carol Hilliard, Children's Health Ireland at Crumlin Hospital, Dublin, Ireland.

Poster Presentation

Dying, Death and Caring: What Student Nurses Want to Know?

Sandra Murnane, Waterford Institute of Technology, Waterford, Co. Waterford, Ireland.

Poster Gallery

Improving Pain Management for Patients with Dementia within Acute Care.

Deirdre Harkin, Faculty of Life and Health Sciences, Ulster University, Northern Ireland.

Mental Health Nurses' Knowledge of Clozapine Medication.

Sujatha Sanjeevi, HSE, North Dublin Mental Health Services, Dublin, Ireland.

The Impact of a Nurse-Administered Intravitreal Injection Service on the Incidence Rates of Ocular Adverse Events in Ophthalmic Patients.

Katie Mulcahy, RCSI, and Mater Misericordiae University Hospital, Dublin Ireland.

CONFERENCE SPONSORS

The Faculty wishes to acknowledge the contribution of all sponsors for their ongoing and generous support of the Faculty's Annual Conference. In particular, the Faculty wishes to acknowledge St. Luke's Cancer Research Fund whose sponsorship of the prizes greatly contributes to the conference. Following the conference, WaterWipes agreed to sponsor the boxset as research was presented during the COVID-19 Strand, which featured research undertaken by Professor Zena Moore and colleagues in the RCSI School of Nursing and Midwifery, that incorporated WaterWipes products.

RCSI FACULTY OF NURSING & MIDWIFERY
40th ANNUAL INTERNATIONAL NURSING & MIDWIFERY RESEARCH & EDUCATION CONFERENCE 2021

OUR SPONSORS FOR 2021



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RCSI University of Medicine & Health Sciences

ACKNOWLEDGEMENTS

The Irish Association of Critical Care Nurses (IACCN) has collaborated with the Faculty's Annual Conference to host an Intensive and Critical Care Nursing Concurrent Strand for the third consecutive year. The Faculty was delighted to work with colleagues Serena O'Brien, Chairperson, IACCN, and Derek Cribbin, IACCN member and Nurse Lead, on the HSE's National Critical Care Programme, in the creation of a timely concurrent strand which featured a range of challenges as a result of COVID-19 pandemic.

The Faculty would like to acknowledge and thank all members of the Faculty Board, the Annual Conference and Scientific Sub-Committees for their collaboration, ideas, support of, and commitment to, the Faculty's conference. Conference 2021 challenged us to deliver the conference in a new and innovative way. The Annual Conference Sub-Committee provided strategic oversight and guidance to the Faculty's Annual International Research Conference. The early decision of the Annual Conference Sub-Committee to pivot the conference, from its in-person format to an entirely virtual event, along with the considered use of

transformative technology, were key to the delivery of one of the most successful conferences for the Faculty.

The management of a professional conference takes considerable expertise and project management. Sincere gratitude is conveyed to members of the Annual Conference and Scientific Sub-Committees; the Faculty and School staff and in particular to Catherine Clune Mulvaney, Academic Conference Coordinator; Áine Halligan, Conference Secretariat and Pamela Peppard and Fiona Prendeville who supported the Conference.

We would also like to thank the conference and events team at Narrowcast Media Group, particularly Karen Stewart, Katherine Stewart, Debra Murray and Paul Rushworth, with whom we worked closely on the management and delivery of the Faculty's first virtual conference. We are grateful for their collaboration, collegiality, flexibility and good humour. We also wish to sincerely acknowledge Cara McVeigh, RCSI Conferencing and Events Manager, for her expertise and support.

40TH ANNIVERSARY CONFERENCE CELEBRATION

The Faculty is very proud of its annual conference. Since its inception in 1982, the conference has gone from strength to strength over the years and it is currently the oldest conference of its type in Europe. The Faculty wish to celebrate this significant milestone in RCSI, in the company of Fellows, collaborators and friends. In May 2021, the Board established a 40th Anniversary Annual Conference Sub-Committee under the leadership of chairperson Professor Michael Shannon, Dean. The sub-committee comprises representatives from the Board and the Annual Conference Sub-Committee, to provide strategic oversight and guidance to the development and delivery of this event. Work is ongoing and it is anticipated that an in-person event will take place in RCSI in February 2022.

CONCLUSION

The Faculty's conference continues to evolve and this year was no exception. The conference pivoted very successfully to a virtual delivery mode, as COVID-19 remained firmly foregrounded in all aspects of daily life. We were particularly pleased to welcome new delegates to the Faculty's conference, increasing and extending our global footprint and reach. Nursing and midwifery colleagues attended from destinations across the globe, including for example; Brazil, Canada, Doha, Egypt, Ethiopia, Ghana, Guernsey, Hong Kong, Japan, Jordan, Lithuania, Malaysia, Malta, Mexico, Nigeria, Peru, Philippines, Republic of South Africa, Russia, Slovakia, Trinidad and Tobago, and Turkey. We hope to welcome many of these delegates, in person, to RCSI in the years ahead.

The Faculty is committed to supporting nurses and midwives, nationally and internationally, recognising the critical importance of the professions to the delivery of healthcare globally, and the attainment of the Sustainable Development Goals (SDGs) locally. The Faculty's conference continues to provide a forum where global leaders, policy makers, academics and clinicians can discuss and debate how best to address global challenges. The conference facilitates national and international information sharing, dialoguing and networking and plays an important, and active, role in supporting the professions to address these challenges.

CONFERENCE 2022

The Faculty is delighted to host the 6th Biennial European Region Sigma Conference, in partnership with the Irish Sigma Chapter, Omega Epsilon at-Large, in June 2022.

The Faculty and School of Nursing and Midwifery, RCSI was incorporated into the Irish Chapter of Sigma Theta Tau, the Omega Epsilon at-large chapter in December 2020. The Faculty as a member of the Chapter was awarded the hosting of the 6th Biennial European Region Sigma Conference. This will now take place in June 2022.

This conference will be the de facto 41st Annual International Conference of the Faculty and we look forward to seeing many of you, and your colleagues, in RCSI Dublin next year. The conference theme is Sustainability in Partnership.



EUROPE REGION

Omega Epsilon
at-Large Chapter



in partnership with

RCSI FACULTY OF
NURSING & MIDWIFERY



Sustainability in PARTNERSHIP

Sigma 6th Biennial
European Regional Conference

22-25 JUNE 2022 | DUBLIN, IRELAND

Further Information and Call for Abstracts:
omegaepsilon.sigmanursing.org

Sigma 6th Biennial European Regional Conference
Sustainability in PartnershipDublin, Ireland
22-25 June 2022Wednesday
22.06.22

14.00	REGISTRATION
14.00	Sigma European Regional Meeting
15.00	World Café Sustainability in Healthcare
17.00	Induction Ceremony Omega Epsilon At-Large
18.30	Reception and Welcome European Regional Awards & Gala Dinner at the RCSI

Thursday
23.06.22

08.30	REGISTRATION
09.00	Opening Ceremony Dr. Gerardina Harnett Omega Epsilon At-Large President Marie-Louise Luiking European Regional Coordinator Minister's Address
10.00	Keynote Dr. Kenneth Dion Sigma Nursing President-Elect
10.30	Refreshments
11.00	Keynote Prof. Daniel Oerther President, American Academy of Environmental Engineers and Scientists
12.00	WORKSHOP 1a: Horizon Europe European Partnerships/ Professional Networking <i>or</i> WORKSHOP 1b: Environmental Health and Nurses Climate Challenge
13.00	Lunch
13.30	Concurrent Sessions Strand 1: Poverty and Improved Nutrition Strand 2: Maternal and Child Health
15.30	Symposium Prof. Eileen Savage Coaching and Career Development in Nursing and Midwifery Concurrent Session Strand 3: Disease prevention and treatment
17.00	European Regional Awardees Presentations
18.00	Keynote Joanne Bosanquet MBE CEO, Foundation of Nursing Studies, Queen's Nursing Institute
19.00	Drinks reception with Health Service Choir

Friday
24.06.22

09.00	Keynote Dr. Elizabeth Madigan Chief Executive officer of Sigma Nursing
09.30	WORKSHOP 2: Sustainable Development Policy What does a Sustainable Healthcare/Academic System look like? FACILITATED BY: Grace Sullivan MEP, Green Party <i>or</i> Strand 4: Nursing and Midwifery Research and Practice
11.30	Refreshments
12.00	Keynote Margrieta Langins European Chief Nursing Officer, World Health Organization
13.00	Lunch
13.30	Concurrent Sessions Strand 5: Quality Education Strand 6: a. Safety and Quality b. Sustainable Workforce Strand 7: Mental Health and Well-being
16.00	Keynote Dr. Peter Singer Special Advisor to the Director General, World Health Organization
18.00	Symposium Prof. Jonathan Drennan and Dr. Noeleen Brady Improving experience & work culture - including workforce planning/sustainable workforce

Saturday
25.06.22

08.30	WORKSHOP 3: Industry Partnerships Breakfast meeting exploring the use of VR technology and the design of sustainable healthcare organisations for 2030. VR tour of the future
10.00	Concurrent Sessions Strand 8: Equality and empowerment Strand 9: Sustainable infrastructure and consumption, peaceful, safe and inclusive rights-based society Strand 10: Global partnership
11.30	Refreshments
12.00	Keynote Prof. Sheila Tlou Co-Chair, Global HIV Prevention Coalition & NursingNow
13.00	Lunch
13.30	Closing Keynote Rachel Kenna Chief Nursing Officer, Department of Health Sigma European Regional Coordinator Announcement of 7th EU Conference Host

For the most up-to-date information on Sigma, the conference, locations, times and speakers scan here



Please be advised the programme is subject to change.

FOR MORE INFORMATION europe.sigmanursing.org

THE EUROPEAN CENTRE OF EXCELLENCE FOR RESEARCH IN CONTINUING PROFESSIONAL DEVELOPMENT

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

One of the key aims of the Centre is to foster partnerships that enable knowledge exchange to attain best practices in CPD that can be translated across Europe. Since its official launch in February 2020, the Centre has increased its membership, fostering new partnerships with national and international colleagues. Over the last year, the Centre welcomed new members from the United Kingdom, Poland and Slovakia. The Centre is pleased to now have representation from 22 countries, and engaged further collaborators since its launch with 20 country members.



A Pan-European network



Researchers, clinicians, regulators patient representatives & professional bodies



Advance the science of CPD - research and foster knowledge exchange - promote best practices in CPD

NEW COLLABORATORS

Professor John Unsworth and Dr Crystal Oldman of the Queen's Nursing Institute recently joined the Centre. Professor John Unsworth is the current Chair of The Queen's Nursing Institute and has a background in research in older people's services. The Queen's Nursing Institute is a registered UK charity dedicated to improving the nursing care of people in their own homes and communities. Opportunities are currently being explored for collaboration on the CoE's research proposal on long-term Care.

The Supreme Chamber of Nurses and Midwives in Poland (NIPiP) (Naczelna Izba Pielęgniarek i Położnych) joined the Centre in April 2021. NIPiP is the single independent professional body that regulates the nursing and midwifery

professions in Poland and, similarly to Ireland, all practicing nurses and midwives have to be registered with the regulator. The structure of self-government includes the Central Chamber of Nurses and Midwives (at the national level) and regional chambers of nurses and midwives. Self-governance involves the right to develop nursing and midwifery by supervising and monitoring the performance of professional duties, defining and disseminating principles of ethics, professional standards and qualifications of nurses and midwives for different roles, approval of educational programmes, professional responsibility, and providing oversight of professional discipline.

Mgr. Iveta Lazorová, President, Slovak Chamber of Nurses and Midwives joined the Centre in August 2021. The Slovak

Chamber of Nurses and Midwives is a self-governing professional organisation with nationwide operations based in Bratislava, uniting nurses and midwives. The Chamber creates opportunities for continuing education, provide and enhance professional development and publish professional publications. The Chamber also cooperates with the Ministry of Health, health insurance companies, educational institutions and professional and trade union organisations. The Chamber has established 55 centrally managed regional chambers to perform its tasks. The Slovak Chamber of Nurses and Midwives is a member of important international organizations such as the European Federation of Nurses (EFN), the European Midwives Association (EMA), HORATIO (European Psychiatric Nurses), and the European Federation of Critical Care Nursing Associations (EfCCNa).

The Centre was delighted to welcome Micheal Hallissy and Karolina Wójcik from H2 Learning (www.h2learning.ie) to Research Working Group#2 (RWG#2): Digital Pedagogies for continuing professional development (CPD) during the year. H2 Learning work with Irish and European partners on projects aiming to integrate ICT and innovative pedagogies into education policy. H2 Learning also offers expert and evidence-based consultancy services to policy-makers and a broad spectrum of organisations, including higher education and ministries in Ireland and across Europe.

CATALYST FOR RESEARCH

The Centre is a catalyst for CPD research via three critical goals:

- 1) Support collaborative research projects among European and National partners,
- 2) Build networks among academic and clinical practice colleagues and organizations to boost CPD research,
- 3) Develop and strengthen national CPD systems in European countries through data driven knowledge in relation to best practices for CPD.

The work of the Centre is organised, coordinated, developed and managed under three Research Working Groups (RWG). The Centre collaborates with experts in specific fields to guide its initiatives. Interdisciplinary collaboration among researchers permeate the activities within each working group.

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

The focus of RWG #1 is to evaluate the impact of CPD activities on patient care, quality and safety outcomes. The impact CPD activities have on the organisation, workforce, and the impact the organisation can have on the success or failure of CPD programmes, will be investigated. This group will also investigate how data on patient healthcare outcomes can be related to CPD activities.

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

The aim of RWG #2 is to investigate how digital technologies can facilitate CPD for healthcare professionals and how different approaches to teaching and learning can be applied to educational approaches for CPD.

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

RWG #3 investigates the economic impact of CPD on healthcare organisations. Experts in the field of health economics comprise this group.

GRANT PROPOSALS SUBMITTED

The Centre has had a busy twelve months, having led on, and supported the development of a number of significant Erasmus+ grant applications.

i-CAN-DigiTeach - An International Community of Inquiry Platform to eNhance the DIGItal knowledge, skills and liTerACy of Healthcare educators.

The Centre submitted an Erasmus+ proposal in collaboration with the University of Genoa, University of Alicante, University of Navarra, H2 Learning and the International Network for Health Workforce Education (INHWE) on digital pedagogies for healthcare educators as an example of CPD. The title of the proposal was "An International Community of Inquiry Platform to eNhance the DIGItal knowledge, skills and liTerACy of Healthcare educators. Acronym: i-CAN-DigiTeach. The objectives of the proposal are to identify the digital pedagogical learning needs of healthcare educators and to identify barriers and specific concerns related to the use digital innovations for online education.

MIObesityCareEU- A Multi-Faceted Toolkit for Tackling Obesity through Motivational Interviewing (MI).

The Centre partnered on an application for the Erasmus+ Cooperation Partnership on Digital Pedagogy with the International Network for Health Workforce Education (INHWE). The title of the project is MIObesityCareEU: A Multi-Faceted Toolkit for Tackling Obesity through Motivational Interviewing (MI). This project aims to support and fill gaps in education and training on MI for obesity care through the creation of a new adaptive and evidence-based technique Obesity Care MI.

UNISON- a eUropean curriculum for iNterprofessional team expert In users' health and SOcial Needs multidimensional assessment.

The Centre submitted an Erasmus+ proposal as a partner on the Erasmus Plus Alliance for Innovation Call on a project proposal titled: "a eUropean curriculum for iNterprofessional team expert In users' health and SOcial Needs multidimensional assessment" (UNISON). UNISON project aims to enhance the responsiveness of Social and Health Care (SHC) systems to current societal challenges targeting a specific existing mismatch between the skills currently characterizing SHC Professionals working in multi-professional teams and those skills which are actually demanded by the public sector to allow the shift to resilient and sustainable systems centered on community-based services. The main expected output of the project will be an EU Curriculum for "Interprofessional Team Expert (ITE) in users' health and social needs multidimensional assessment", based on an Integrated Framework of Competences and supplied with Guidelines for the proper instantiation in different countries. The Curriculum will be multidisciplinary, inter-professional, based on the main EU VET standards and supporting micro-credentials. The Alliance involves 11 full partners from 6 EU countries. A number of stakeholders across Europe will benefit from the project: SCHPs, HE and VET providers, private and public social and healthcare Institutions, decision makers, as well as final service users.

LHP Skillnet

Leading Healthcare Providers (LHP) Skillnet Research Project - LHP Skillnet issued a tender for a research partner to evaluate face-to-face and online teaching in the private healthcare sector. The Centre submitted a proposal on the government's eTenders site to conduct this research project on behalf of LHP Skillnet. This project aims to evaluate the experiences of front-line healthcare staff, and their engagement, with face-to-face and online teaching and learning. The purpose of this project is to identify the strengths and weaknesses of both modes of training. The research will also evaluate the success of each mode of training from the perspective of healthcare management, who have direct experience of the differences in their staff's competencies arising from face-to-face and online teaching.

CURRENT RESEARCH PROJECTS

The Centre is currently working on the following projects:

Continuing Professional Development and the Transition of Newly Qualified Nurses and Midwives to their Professional Role: A Survey of Four European Countries.

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

The research proposal has been approved by the RCSI Research Ethics Committee (REC), and the pilot phase of the study will commence in Ireland in September 2021. Ethical approval is also being sought from the University of Genoa, Italy and the University of Hull, UK. It is anticipated that the pilot will commence in Italy, Croatia and the UK in October 2021.

The Role of European Nursing and Midwifery Accrediting Bodies in Promoting Evaluation of CPD: A Cross Sectional Study.

It is not well known what role CPD accrediting bodies for nursing and midwifery have regarding the evaluation of CPD across Europe. There is limited information in the literature about the role of accrediting bodies in the evaluation of CPD. The purpose of this study to determine whether CPD accreditation systems for nurses and midwives exist in each European country and if the evaluation of CPD is recommended as part of the accreditation criteria (i.e. if the accrediting body requires CPD providers to evaluate the CPD activity). We are currently revising the proposal to conduct a follow on study to the CPD mapping study from 2013 (Executive Agency for Health Consumers, 2013). The European Federation of Nurses (EFN) and the European Midwives Association (EMA) have agreed to collaborate with us on this study.

Research proposal has received ethical approval from RCSI Research Ethics Committee (REC). We are currently revising the proposal to conduct a follow on study to the CPD mapping study from 2013 (Executive Agency for Health Consumers, 2013).

Evaluating the Continuing Professional Development Needs of the Long-term Care Workforce – A Pilot Intervention Study.

As part of this proposal we are conducting a systematic review of the effectiveness of CPD in Long-term Care (LTC). The Centre is also working on how best to conduct a CPD needs assessment for the LTC workforce. A total of 16,705 records were retrieved. After all the review papers, papers from non-scientific peer-reviewed journals (e.g. Nursing Standard, Nursing Times, Commentaries and Conference abstracts/proceedings) and the duplicates were removed, we have 13,920 records included for abstract review. Dr Nicola Pagnucci, a Post-Doctoral researcher from the University of Genoa is also assisting with the systematic review.

Work is continuing on abstract review as part of the systematic review.

Economic Evaluation of Continuing Professional Development (CPD) Activities for Healthcare Professionals: A Scoping Review.

The scoping review has moved on to the final stage of the review. Dr Jonathon Briody, a health economist from RCSI is also supporting the work. A first draft of the paper will be circulated to the RWG in October 2021.

Professor Thomas Kearns, Executive Director

Dr Cathy Fitzgerald, Post Doctoral Research Fellow

Dr Giuseppe Aleo, Researcher

Dr Witold Orlik, Research Associate

Email: eurocpd@rcsi.ie

 Follow the Centre on @EuropeanCpd

COMMISSIONED RESEARCH

MENTAL HEALTH COMMISSION

Evidence-Based Review to Inform the Development of a Revised Quality Framework For Mental Health Services In Ireland

The Faculty was commissioned by the Mental Health Commission (MHC) to undertake an evidence-based review to inform the development of a revised Quality Framework for Mental Health Services in Ireland, which was published in 2007. The Commission is an independent statutory body, which was established in April 2002 under the provision of the Mental Health Acts 2001-2018 (the 2001 Act). The Role of the MHC is to regulate and inspect mental health services, support continuous quality improvement, and protect the interests of those who are involuntarily admitted and detained under the 2001 Act. This work commenced in January 2021 and is expected to be finalised in December 2021. Professor Thomas Kearns, Professor Marie Carney and Paul Mahon are undertaking this project.

EVIDENCE REVIEW FOR THE REVISION OF THE RULES AND CODES OF PRACTICES RELATING TO THE USE OF RESTRICTIVE PRACTICES IN APPROVED CENTRES

The Faculty was commissioned by the Mental Health Commission to undertake an evidence-based review relating to the rules and Codes of Practices relating to the use of restrictive practices in Approved Centres.

This review which will add to the existing evidence review documents undertaken internally by the Commission in 2018 and 2019.

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.

PROGRAMME OF FELLOWS & FRIENDS' EVENTS 2020/2021

The Faculty delivered its Programme for Fellows and Friends with a series of virtual events, which attracted excellent audience numbers over the last year. A host of national and international speakers, and in the case of the Christmas event, performers, contributed to a diverse and interesting programme. Given the ongoing pandemic, invitations to Fellows & Friends' Events have been extended to all Faculty collaborators and the wider community. Cognisant of our growing global network of Fellows, the Faculty's developing expertise in the delivery of virtual events, will support the delivery of excellent hybrid events in the future.

SEPTEMBER 2020

Over 1,200 attendees tuned in-live for our Fellows and Friends' Event in September 2020, which was hosted in partnership with the Irish Chapter of Sigma International, Omega Epsilon-At-Large Chapter. A further 975 delegates watched the webinar later, with the on demand option.

As we are all aware, COVID-19 has changed the world and we continue to live alongside this virus. In September 2020, we were still learning about this virus and this seminar explored COVID-19 and its impact on nursing and midwifery from both policy and clinical practice perspectives. Importantly, this seminar provided a platform to share the new knowledge and best practice from a national and international perspective. Leaders in epidemiology and policymakers from Ireland, the UK and Australia shared their experiences of managing COVID-19 from a global

lens. Clinical leaders working on the frontline during the pandemic discussed emerging changes to clinical practices and new treatments used in both Intensive Care Units and long term care facilities. The seminar concluded with a session on Mindfulness, and a question and answer session with the panellists. Important learning was shared during the webinar and a summary of key discussions are outlined below.



Professor Samuel McConkey, Deputy Dean, Head of the Department of International Health and Tropical Medicine, RCSI & Consultant in General Medicine and Infectious Diseases, advocated the importance of a cooperative societal approach in the management of this pandemic, particularly working together and maintaining social cohesion. He outlined the importance of leadership, contingency planning, adaptability and the need to focus on innovative solutions in an address that also analysed the contextual factors influencing the current pandemic. In addition, Professor McConkey stressed the importance of compassion at this time, especially for patients and their families during end of life care.



Professor Alison J. McMillan, Chief Nursing and Midwifery Officer, Australian Government Department of Health's Commonwealth, described the two-pronged approach of Australia, to the emergence of COVID-19 which focused on mitigation and building capacity. Australia's home and residential aged care sector was significantly impacted by the pandemic as the virus exploited vulnerabilities in these sectors,

particularly confounded by staffing challenges and the lack of PPE.

Professor McMillan described the current stage 4 lockdown in Melbourne, highlighting how the situation in Melbourne is not replicated across Australia. She stated that the lockdown is impacting on the mental health of the population and reiterated the importance of Test, Trace and Isolate in the management of COVID-19. The presentation also identified one of the key lessons in Australia as the need to link aged care facilities with the acute sector. She contended that this linkage would greatly enhance leadership and support.

Professor McMillan also highlighted her leadership role as part of the daily government briefings to media. This exposure has significantly raised the profile of nursing with the public, and is important in this the WHO International Year of the Nurse and the Midwife.



Rachel Kenna, Chief Nursing Officer, Department of Health, Ireland, highlighted the importance of leadership and the presence of a nursing and midwifery voice in the management of the pandemic and also as policy makers. The Chief Nurse described the key role of nurses and midwives in supporting public health messaging and advocating for patients, given their in depth knowledge of the system, and their agility to respond quickly. Nurses and midwives were able to leverage knowledge and education quickly. She also stressed the importance of global networks, with Europe and WHO for information sharing. She also identified the importance of increasing the nursing workforce, asserting that investment in nursing and midwifery is an investment in the economy.



Professor Charlotte McArdle, Chief Nursing Officer, Department of Health, Northern Ireland (NI), updated attendees on the initiatives undertaken in NI to manage COVID-19 and described a Rapid Learning Initiative undertaken in NI regarding Transmission of COVID-19 in care homes. Learnings from staff and families resulted in

24 recommendations ahead of a second surge and the development of a Framework to enhance clinical care in care homes in NI. Professor McArdle also highlighted the importance of investing in young leaders and welcomed her colleague Nathan Tate to the presentation. Mr Tate is currently participating in the Nightingale Challenge.



Derek Cribbin, Nurse Lead with the National Clinical Programme for Critical Care, Clinical Design & Innovation, HSE, Ireland, described how the critical care community came together to care for patients during COVID-19. For the presentation, Mr Cribbin interviewed colleagues who have contributed to delivering clinical care and education in Critical Care, since the emergence of COVID-19.

Nicki Credland, Chairperson, British Association of Critical Care Nursing (BACCN) on the UK's experience of managing critical care patients and the challenges experienced in terms of prioritising and maintaining patient safety. Ms Credland also stressed the importance of looking after staff who are currently exhausted and dreading the next surge.

Sinead Costello, Clinical Nurse Educator, Critical Care, Our Lady's Hospital, Drogheda, Co Louth, Ireland outlined the educational developments which was undertaken to rapidly develop a national induction programme for ward based nursing staff who were redeployed to Critical Care during COVID-19. Patient and staff safety was a central principle during this work, and Ms Costello acknowledged the ICU staff, who supported all of the redeployed staff. Ms Costello stressed the importance of surge redeployment training as numbers increase particularly training in the use of PPE, and key ICU fundamentals. Work is ongoing on how to enhance the redeployment experience for future surges, and reduce anxiety for those who are redeployed. In addition, teamwork is critical to support the next surge.

Ann Joyce, a Registered Advanced Nurse Practitioner in Gastroenterology, Connolly Hospital, Dublin shared her experience of being to re-deployed to ICU to care for a ventilated patient during COVID-19. She acknowledged the support of ICU colleagues and stated that "it was invaluable". She also acknowledged the support from other re-deployed nurses, as they worked alongside each other. Ms Joyce described the challenges she faced on entering such a specialised area.

Kate Stevens, CNM 2, St James's Hospital, Dublin shared her experience of preparing the ICU environment ahead of the COVID-19 surge, highlighting the huge structural changes which were undertaken to ensure COVID-19 and non-COVID-19 areas. Ms Stevens identified the importance of working with an appropriate staff skillmix, across the three critical care units, to ensure an appropriate and safe balance between ICU staff and redeployed staff. Ms Stevens described the innovative ways in which ICU nurses facilitated their patients in communicating with their families. She also vividly described the distress this caused the nurses and the emotional burden nurses and families experienced at this time.

Mr Cribbin concluded his presentation by praising the advocacy of nurses and the work that was achieved when all of the critical care community came together. He also acknowledged, and expressed his gratitude to the ICU nurses and all of the re-deployed nurses for their contributions during the pandemic.



Georgina Bassett, Director of Nursing, St Columba's Hospital & Castlecomer District Hospital, Health Service Executive & Honorary Vice President, Irish Association of Directors of Nursing and Midwifery (IADNM), highlighted the factors contributing to the significant impact of COVID-19 in Care of the Older Person Services and indicated this as a critical time for care of older person services with the current rise in community transmissions. Ms Bassett stressed the importance of understanding that there are people, families, and carers behind each statistic. Ms Bassett described the loneliness and isolation which residents experienced, in the absence of visitors, and cautioned that services must do better in this area and consider the well-being of residents as well as their social needs. Ms Bassett also stated that the rapid sharing of information was really important during the pandemic, as is, the importance of noticing if colleagues are struggling and supporting them especially their emotional distress given what they have experienced. Leaders and colleagues need to be aware of the symptoms of post-traumatic stress and initiate appropriate supports. In addition, she noted the importance of celebrating the successes and commended the fact that the majority of staff have acquired new clinical skills and residents are so delighted to have their visitors visiting again.

Key areas during the discussion focused on the key recommendations from Ireland's Nursing Home Expert Panel ahead of the next surge, the opportunity to consider the services we want for older people in the future, the importance of data in informing health policy, the importance of leadership and the importance of nurses and midwives contributing to healthcare and to society.

This Seminar is available for viewing on: vimeo.com/showcase/7589329

Christmas Fellows and Friends' Event, A Message of Humanity and Hope



DECEMBER 2020

The Faculty hosted its first ever virtual Christmas event in December 2020, which was enjoyed by 600 Fellows, Friends and their families. A further 200 watched the boxset later.

As we are all aware, 2020 commenced with huge promise and excitement for the nursing and midwifery professions, given its designation as the WHO International Year of the Nurse and Midwife. However, it was not the year any of us expected, as the emergence of COVID-19 impacted all aspects of our lives.

In a poignant evening, the Faculty's Christmas event focused on the themes of Humanity and Hope, and in a beautiful evening, these themes were woven through music, literature, poetry and drama. During the evening, the Faculty honoured, commemorated and remembered colleagues who died in service to their patients and their communities. Filmed in the magnificent Boardroom in the RCSI University of Medicine and Health Sciences, the Christmas Event, featured a range of performances, which aimed to provide comfort, peace and strength to Fellows and their families.

Introducing the evening, Professor Michael Shannon, Dean stated that "We are all aware that 2020 has been an extraordinary year. Since the emergence of the pandemic, we have witnessed moments of profound distress, sadness and suffering, alongside moments of beauty, humanity, solidarity and bravery. As we approach the end of the year, we would like to acknowledge and sincerely thank our nursing, midwifery and healthcare colleagues, from Ireland and across the globe, who have demonstrated exceptional commitment, courage, compassion and selflessness while working to provide care to patients, and their families."



The Dean paid tribute to nurses and midwives, and healthcare professionals, describing their response to the pandemic as "calm, compassionate, constant and innovative", and reflecting the work of Florence Nightingale in the Crimea, the Dean further noted that "Nurses around the world, in recent months, have sat, pained yet privileged, with dying patients in their final moments, to be a presence, empathetic, and kind so their families might derive some comfort in knowing that no one died alone."

In remembering Florence Nightingale, on the 200th anniversary of her birth, in the WHO designated International Year of the Nurse and Midwife, Professor Shannon stated that "I have no doubt that Nightingale, would be proud of nursing and midwifery's demonstrated commitment to preserving a long and proud legacy of humanistic care."

Professor Shannon was filmed in the board room, under the portrait of the Faculty's Founding Dean, Mary Frances Crowley and he highlighted the values which she promoted within the Faculty and in her writings, particularly the importance of respect, caring, compassion and professionalism, all of which have been so prevalent in recent months.



Professor P. Ronan O'Connell, President, RCSI welcomed attendees to the evening.

The evening featured beautiful musical performances of 'The Little Road to Bethlehem' and 'Walking in the Air' from the St Patrick's Cathedral Choir, under the direction of Stuart Nicholson, Master of Music.



Orla Shannon, an internationally acclaimed soprano, sung well-known Christmas Carols, 'Once in Royal David's City', 'O Holy Night' and 'Silent Night'. Orla was accompanied on piano by Aileen Cahill.

Roddy Doyle, an internationally acclaimed Booker Prize winning novelist, read his published short story live, Roddy Doyle's Nurse.

Una O'Connor, a Dublin based photographer, who lost her father earlier in the year, shared her personal story of loss.

Wonderful poetry was featured during the evening, Ms Lasarina Maguire delivered a wonderful recitation of a poem, entitled "Some Days" which embodies the many facets of 'being' a nurse and a midwife. Interestingly, the poem was written by 600 nurses, in 2017, to celebrate the

50th anniversary of the Kent State University, Ohio, College of Nursing in collaboration with the University's Wick poetry Centre. Dr Theresa Frawley, Comfort Chima and Dr Sherly George recited a poem entitled 'Come to the Edge'.



A young Harpist Hannah King, played 'Suantraí', a traditional Irish Air and was followed by Irish musicians, Caitlín Nic Gabhann and Ciarán Ó Maonaigh. Caitlín is an Irish composer and acclaimed concertina player and she played a slow-march, commissioned by Music Network in the time of COVID-19. Caitlín's composition, 'An Ciúnas' reflected the stillness, quietness and lonesomeness of the national lockdowns and was then followed with an uplifting traditional reel entitled 'The Foxhunter's Reel'.

Drama was provided by Amber Lickerish, from The Florence Nightingale Museum, London, who delivered a quirky re-imagining of 'The Night Before Christmas', as Florence Nightingale.



Dr Kevin McKenna, Board member, penned and delivered a thought provoking reflection on Candles, during which he considered the significant meaning attributed to candles around the globe, particularly at Christmas time.



UACHTARÁN NA hÉIREANN
PRESIDENT OF IRELAND

**Message from President Michael D. Higgins
for RCSI Faculty of Nursing and Midwifery
10th December 2020**

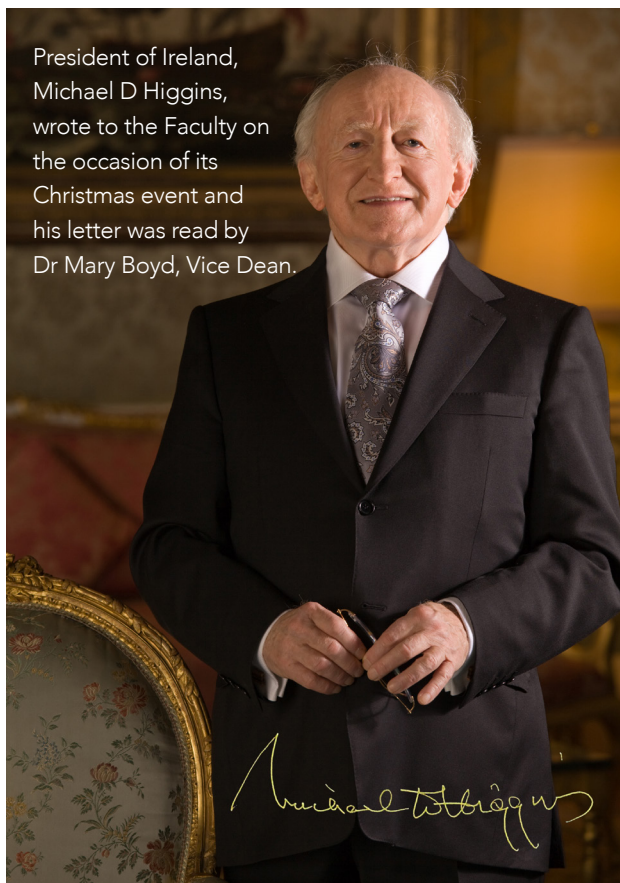
I would like to send my very best wishes and offer my profound thanks to all the nurses and midwives in the Faculty of Nursing and Midwifery, the Royal College of Surgeons Ireland, who are attending this year's virtual Christmas event.

I understand that the theme of this year's event is that of 'humanity and hope'. This could not be a more apposite theme in our current circumstances, and I want to pay tribute to all of you for your commitment, bravery and compassion as you provided essential, attentive care to patients and their families in what were very distressing circumstances in recent months.

Of course this year, 2020, was the World Health Organisation's designated International Year of the Nurse and Midwife, as well as the 200th anniversary of the birth of Florence Nightingale, and who could have foreseen the demands that would be placed on your profession this year as the world became enveloped in a pandemic of such devastating personal, social and economic consequences.

Recent months have brought into sharp focus the vital contribution that all medical professionals make to our society. As a nation facing together the challenge of the pandemic, we have been so greatly inspired by the remarkable courage and kindness of all of those who work in our health services.

President of Ireland,
Michael D Higgins,
wrote to the Faculty on
the occasion of its
Christmas event and
his letter was read by
Dr Mary Boyd, Vice Dean.



The Faculty of Nursing and Midwifery wishes to thank colleagues from across RCSI, for their collegiality, enthusiasm and support.

Ms Kate Smith, Executive Assistant, Office of the President, RCSI

Mr Tony Temple and Ms Nattanna Meredith, RCSI Design

Mr Frank Donegan and his Team in Portering

Ms Cara McVeigh, Ms Fiona Nunan and
Ms Gabrielle O'Rourke in Conferencing & Events

Ms Collette Power, Ms Liz McNicholl and Mr Billy Cahill in Estates

Mr Cornelius Jacobus Petrus Jansen Van Vuuren and his Team in Catering



ACKNOWLEDGEMENTS

The Faculty wishes to acknowledge and thank members of the Planning Group for their creativity, imagination and thoughtful oversight of the Christmas programme. Planning Groups members: Professor Michael Shannon, Chairperson; Dr Theresa Frawley, Board member; Dr Kevin McKenna, Board member; Lasarina Maguire, Board member; Catherine Clune Mulvaney, Operations and Education Manager; Áine Halligan, Faculty Administrator; Fiona Prendeville, Faculty Administrator.

The Faculty would also like to thank Barry Lynch and Bo Mulligan, Infocus Media for their expertise, creativity and collegiality in the creation of the video.

We would also like to thank the events team at Narrowcast Media Group, particularly Karen Stewart, Katherine Stewart, Debra Murray and Paul Rushworth for their technological expertise and support. The Christmas Fellows and Friends' event can be viewed at: vimeo.com/486875730



RNID

The Faculty was delighted to host a Seminar Series entitled 'Perspectives on the Role of the RNID and Evolving Developments' in partnership with the Nurse Managers Association for Intellectual Disability, in 2021.

This Seminar Series was championed by Faculty Board members, Lasarina Maguire and Marianne Garvey McMahon who bring a wealth of personal and professional experience from the Intellectual Disability sector. This Seminar Series also aligned with one of Professor Michael Shannon's personal ambitions for his Deanship, which aimed to promote the role of the Intellectual Disability nursing and the Registered Nurse Intellectual Disabilities.

Gráinne Bourke, Chairperson, Nurse Managers Association for Intellectual Disability was invited to join the Planning Group. Ms Bourke brought a wealth of knowledge and expertise, and her first-hand experience in both an ID setting and as a representative of RNIDs was pivotal to the organisation and success of the Series.

Lasarina Maguire and Gráinne Bourke crafted an invitation, providing the context and rationale for the Series. The context focused on the art and science that underpins the role of the Registered Nurse Intellectual Disability (RNID) and its role in supporting children and adults who have an Intellectual Disability, many of whom have diverse and complex needs. Their proficiency in nursing involves improving health outcomes, addressing health inequalities and supporting people to make reasonable adjustments across the lifespan. The valuable and dedicated role of the Registered Nurse Intellectual Disability (RNID) is recognised in the HSE 2018 publication "Shaping the Future of Intellectual Disability Nursing in Ireland". This

current strategy drives forward the agenda cementing the future role of intellectual disability nursing and highlights the critical need for highly skilled competent intellectual disability nursing care across the lifespan of individuals with an Intellectual Disability.

The Series was designed to strengthen the voice of the Registered Nurse Intellectual Disability (RNID) and raise the nursing profile of the Registered Nurse Intellectual Disability (RNID), whilst recognising the challenges of both recruiting and retaining competent and skilled registered nurses within Intellectual Disability services.

The Seminar Series also aimed to showcase the key role of the Registered Nurse Intellectual Disability (RNID) in the achievement of excellence as part of today's modernised integrated health and social care model. Their role in the delivery of a person-centred and holistic approach is essential, in not only underpinning and driving the delivery of safe person-centred high quality nursing care but also in strengthening and developing nursing practice.

The free Seminar Series was delivered over three webinars, to exchange, share and celebrate the expertise of the Registered Nurse Intellectual Disability (RNID).

SEMINAR 1 28 April 2021, 11am-12.15pm - An Overview of the Changes in the Professional Role of the RNID. Updates from the Republic of Ireland, Northern Ireland and the UK.

SEMINAR 2 26 May 2021, 11am-12.15pm - Perspectives on the Role of the RNID and Evolving Developments - Children.

SEMINAR 3 16 June 2021, 11am-12.20pm - Perspectives on the Role of the RNID and Evolving Developments - Adults: Raising the Profile of the RNID.



A diverse range of clinical, professional and contemporary topics was covered during the course of the Seminar Series which featured a host of national and internationally renowned leaders, academics and clinicians in the Intellectual Disability arena. Colleagues from across Ireland, Northern Ireland and the United Kingdom shared expertise and exemplars of best practice in a range of services, across the lifespan. The Series explored current perspectives of importance and relevance for children, and adults and included presentations on palliative and end-of-life, ethical issues and UNCRPD: Article 7: The Rights of Children with Disabilities.

The Seminar Series was viewed by large numbers of delegates, with viewers tuning in from Australia, Canada, Ghana, India, Ireland, Jordan, Malaysia, Mexico, Myanmar, Pakistan, Peru, Romania, Spain, Saudi Arabia, Turkey, United Arab Emirates, United Kingdom and United States of America. The Series was available on social media for viewing On Demand, and this option proved very popular for colleagues.

	Confirmed Unique Attenders	On Demand Views* (Boxset)
Seminar 1	192	1053
Seminar 2	150	484
Seminar 3	154	328
	496	1865
* Views as at 12.07.2021		

Professor Michael Shannon, Dean; Gráinne Bourke, Chairperson, Nurse Managers Association for Intellectual Disability; Professor Thomas Kearns, Executive Director and Dr Marie Neary, Coordinator of the Aptitude Test for Overseas Nurses contributed to opening, closing and

facilitating critical discussions with invited speakers over the course of the Seminar Series.

The Faculty was particularly delighted to welcome Master Pádraig O'Callaghan, Host of the Monday Motivation Podcast and Anne Rabbitte T.D., Minister for Disability, Department of Children, Equality, Disability, Integration and Youth who delivered a Ministerial Address and Seminar Series Overview.

The Seminar Series was accredited by the Nursing and Midwifery Board of Ireland (NMBI) and RCSI Faculty of Nursing and Midwifery.

The Faculty wishes to acknowledge and thank members of the Planning Group for their leadership, expertise and oversight of the Seminar Series. Planning Groups members: Professor Michael Shannon, Chairperson; Lasarina Maguire, Board member; Marianne Garvey McMahon, Board member; Gráinne Bourke, Chairperson, Nurse Managers Association for Intellectual Disability; Catherine Clune Mulvaney, Operations and Education Manager; Áine Halligan, Faculty Administrator; Pamela Peppard, Faculty Administrator; Fiona Prendeville, Faculty Administrator.

The Seminar Series is available to view at:
Seminar 1 - vimeo.com/showcase/8415915
Seminar 2 - vimeo.com/showcase/rcsi-id-2
Seminar 3 - vimeo.com/showcase/rnid-seminar-3

THE PROGRAMME OF FELLOWS, MEMBERS AND FRIENDS' EVENTS IS CURRENTLY BEING FINALISED FOR 2022.



RCSI HOSPITAL GROUP COLLABORATION

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

CENTRE FOR NURSING AND MIDWIFERY ADVANCEMENT FOR THE RCSI HOSPITAL GROUP

Over the last year work has continued apace on the establishment of the Centre for Nursing and Midwifery Advancement for the RCSI Hospital Group since its approval by the Board of the Faculty of Nursing and Midwifery and the RCSI Surgery and Post Graduate Faculties Board. Under the governance of a Centre Steering Group Committee, comprising Directors of Nursing and Midwifery, representatives from the RCSI Hospital Group and the RCSI Faculty of Nursing and Midwifery, the Centre for Nursing and Midwifery Advancement was established and launched in January 2021.

Paul Mahon, former Faculty Board Member and Senior Education Coordinator in Beaumont Hospital was appointed to the position of Operational Lead for the Centre for Nursing and Midwifery Advancement for the RCSI Hospital Group and commenced on 04 January 2021.

The vision of the Centre for Nursing and Midwifery Advancement is to engage, retain, recognise and further develop nurses and midwives throughout their working lives across the areas of clinical practice, practice development, research, education and management by working with local, national and international academic and clinical colleagues to raise respect, cultivate collaboration, support scholarship and inspire innovation. The Centre will support and develop nursing and midwifery practice while showcasing and celebrating success by ensuring that nursing and midwifery initiatives are encouraged, recognised and effectively advanced for the betterment of the professions and society.

The Centre for Nursing and Midwifery Advancement will work with academic and clinical partners to support professional growth, learning, advancement, and collaboration and community across the nurse and midwife's career trajectory.

The four areas of focus for the Centre (the Four Competencies) identified in a scoping review conducted by Professor Marie Carney are:

- 1) Engagement, interdisciplinary collaboration and community
- 2) Retention
- 3) Recognising and rewarding success
- 4) Supporting professional growth and development, empowering practice and expanding competence and capability.

These four competencies are comprised of 49 individual action areas. Based on these core competencies and action areas, a survey is currently being compiled, which will be circulated to senior nursing and midwifery leaders across the Group in July 2021. This survey aims to identify areas of most importance and highest priority for the Centre to focus on. The findings from this survey will be used to inform priority action areas for implementation.



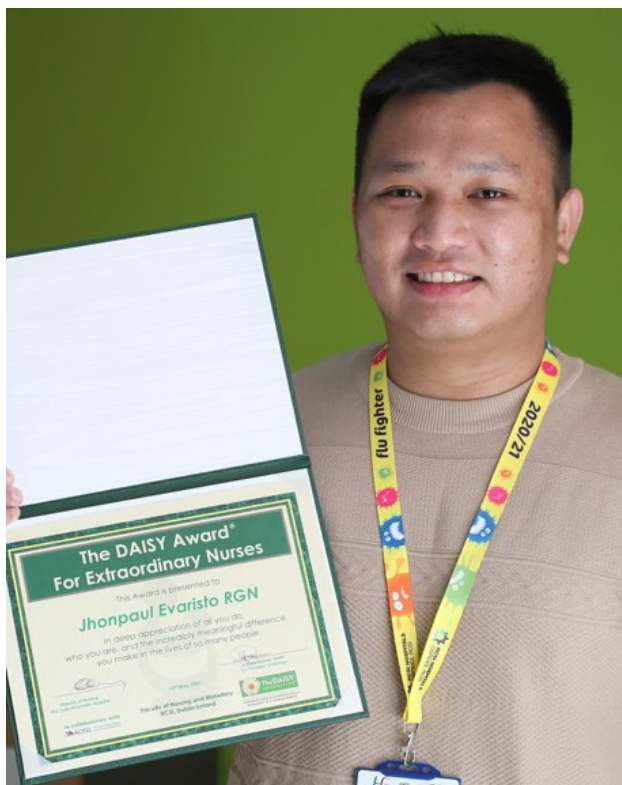
The Centre for Nursing and Midwifery Advancement has led the rollout of the DAISY award across the RCSI Hospital Group in the last year.

The DAISY award was established by Bonnie and Mark Barnes following the death of their son as a way to honour compassion in nursing. The DAISY award is in 4,900 facilities across 30 countries and has received over 1,000,000 nominations with 100,000 nurses honoured internationally to date. It is endorsed by organisations including the International Council of Nurses, SIGMA, the Irish Nurses and Midwives Organisation and the European Nursing Council among others.

Commissioned by Professor Thomas Kearns, the DAISY award for the RCSI Hospital Group commenced on International Nurses Day (12th May) 2021. In recognition of the International Year of the Nurse, the awards for this were year sponsored by the Faculty. The Centre for Nursing and Midwifery Advancement supported the establishment of DAISY award committees in each hospital and collaborated with the Group Chief Director of Nursing and Midwifery to develop an initial schedule of awards up to International Nurses Day 2022. So far, 16 awards and over 170 nominee pins have been presented to very deserving nurses and midwives across the Hospital Group who have demonstrated extraordinary compassion in patient care.



Danielle Bennett, Staff Nurse, Our Lady of Lourdes Hospital, Drogheda pictured receiving her DAISY award.



Pictured receiving the DAISY award is Jhonpaul Evaristo, Staff Nurse, Our Lady of Lourdes Hospital, Drogheda.

The Anglo-Celt

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Cavan General Hospital

Published: Thu 3 Sep 2020, 2:30 PM
Last updated: Mon 1 Nov 2021, 4:14 PM

A photograph showing four people in a room. Two men in suits and two women, one holding a tablet, are standing. They are all wearing face masks. The room has white walls and a desk.

Representatives from Cavan General accept the award.

Award for Cavan nurses

The DAISY Foundation is a not-for-profit organisation, established in memory of J. Patrick Barnes, by members of his family.

Members of Cavan General Hospital's Nursing and Midwifery department have

The Faculty was delighted to see the RCSI Hospital Group Daisy Award featured in the local newspaper. Enjoy reading the article at the following link: anglocelt.ie/2020/09/03/award-for-cavan-nurses

NIGHTINGALE CHALLENGE

Nursing Now is a global campaign involving a partnership between the World Health Organisation (WHO), the International Council of Nurses (ICN), and the Burdett Trust for Nursing UK. Nursing Now aims to improve health globally by raising the profile and status of nurses worldwide- influencing policymakers and supporting nurses to lead, learn and build a global movement (Nursing Now, 2019). The Nursing Now campaign created the Nightingale Challenge which calls on health employers around the world to provide leadership and development training for young nurses and midwives with the aim of developing a generation of early career professionals who are confident change agents in improving patient care, finding creative solutions and leading teams. The Nightingale Challenge is based on the understanding that high-quality, safe, effective, and continually improved health care is delivered by multi-disciplinary teams, and that nurses and midwives can and should play an increasingly influential role in these teams.

The Centre for Advancement developed the first RCSI Hospital Group Nightingale Challenge programme, with the inaugural cohort of 36 nurses and midwives from across the Group commencing their challenge in April 2021.

The Nightingale Challenge programme was delivered over 26 weeks and incorporated a variety of teaching and learning strategies including online study days, practice-based learning, and mentoring. Five themed days were sequenced across the programme covering topics such as nursing and midwifery priorities locally and globally, quality improvement, leadership, communicating in a variety of media, and caring for yourself while caring for others. Congruent with the aim of the Nightingale Challenge, and supported by a repository of documentary and multi-media resources, the programme was structured so participants developed the competence and capacity to become reflective, self-directed leaders in their own learning. As the programme progressed, participants actively engaged their new knowledge and skills to solve a local leadership issue.

The programme was supported by key speakers from a national and international perspective including the Dean, Board members and Executive of the Faculty of Nursing and Midwifery; the RCSI Hospital Group Directors of Nursing and Midwifery; Professor Lisa Bayliss-Pratt, Programme Director for Nightingale Challenge in Nursing Now; Anne Brennan, Director Nursing and Midwifery Planning and Development Unit Dublin North; Elizabeth Iro, Chief Nursing Officer, World Health Organization; Annette Kennedy, President, International Council of Nurses, Geneva and Lisa Apini-Welcland, Board Member Central Europe, International Confederation of Midwives.

In June 2021, the Nightingale Challenge became the "Nursing Now Challenge" under the continued leadership of Professor Lisa Bayliss-Pratt at Coventry University, in

partnership with the Burdett Trust for Nursing. The RCSI Hospital Group Nightingale Challenge programme will be rebranded in keeping with this change in advance of the next iteration of the programme.

RCSI HOSPITAL GROUP ADVANCED NURSE AND MIDWIFE PRACTICE FORUM

Since its launch in May 2018, the RCSI Hospital Group Advanced Nurse and Midwife Practice Forum continues to go from strength to strength, under the leadership of Professor Marie Carney, Coordinator 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. Given the strategic intent of the Advanced Practice Forum in supporting advanced and candidate advanced practitioners across the RCSI Hospital Group, the governance structures of the forum have transferred under the leadership of Professor Marie Carney to the newly established Centre for Nursing and Midwifery Advancement for the RCSI Hospital Group and the leadership of the Centre's Steering Group Committee.



The Forum continues to provide a forum for discussion and acts as a conduit for interactions by word, email and announcements between ANPs/AMPs. The forum supports its membership in keeping up to date with practice, education and professional development. The network now includes Directors of Nursing, Education Officers, staff from the Nursing and Midwifery Professional Development (NMPD) and Practice Development Managers in addition to advanced nurse and midwife practitioners. Due to

COVID-19 restrictions communication is taking place via the ANP Forum Newsletter which Professor Carney writes every two months. Invites were also extended to Forum members to attend all seminars delivered by the Faculty via Microsoft Teams during the year.

FORUM AIMS

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 innovations during the pandemic, vaccinations and writing for publication.



FACULTY INCORPORATED INTO SIGMA INTERNATIONAL- IRISH CHAPTER

The Faculty and the School of Nursing and Midwifery was incorporated into the Irish Chapter of Sigma - Omega Epsilon at-Large Chapter on Monday 14 December 2020 in a glittering virtual ceremony.

Sigma membership requires applicants to demonstrate outstanding leadership, commitment to excellence in nursing and scholarly achievements. 41 Fellows of the Faculty were inducted as Sigma members on the evening, including members of the Board and the Executive and newly conferred Fellows of the Faculty.

The Omega Epsilon at-Large Chapter of Sigma was formerly known as the SIA Honor Society of Nursing and Midwifery. It is the first Sigma chapter in Ireland that has been born out of collaborative efforts between Higher Education Institutions and Planning and Development Units of Nursing and Midwifery in the Southern regions of Ireland. It was officially recognized as a Sigma chapter in November 2018 joining the other X Sigma chapters across the globe. The goals of the chapter are fourfold: to recognise and celebrate clinical and academic achievements of nurses and midwives; to engage more nurses and midwives in scholarship and translational research; to establish links between nurses and

midwives working in practice and in academia; to give Irish nurses and midwives a voice in the global community of nurses.

The Omega Epsilon at-Large Chapter joins a remarkable global organisation. Sigma Theta Tau International Honor Society of Nursing (Sigma), was founded in 1922 at the Indiana University Training School for Nurses, which is now the Indiana University School of Nursing, in Indianapolis, Indiana, USA. Sigma is a non-profit membership-based organization developed with the vision of connecting empowered nurse leaders who transform global healthcare. It was the first organisation to fund nursing research. Sigma's mission is to develop nurse leaders anywhere to improve healthcare everywhere.

Sigma has grown into a worldwide organisation with more than 135,000 active members across 540 chapters. Their members reside in more than 100 countries including Armenia, Australia, Botswana, Brazil, Canada, Colombia, England, Ghana, Hong Kong, Ireland, Israel, Jamaica, Japan, Jordan, Kenya, Lebanon, Malawi, Mexico, the Netherlands, Pakistan, Philippines, Portugal, Scotland, Singapore, South Africa, South Korea, Swaziland, Sweden, Taiwan, Tanzania, Thailand, the United Kingdom, and the United States of America. It is the second largest nursing organisation in the world.

COLLABORATING WITH WHO COPENHAGEN AND GENEVA

Professor Thomas Kearns was appointed a member of a WHO European Expert Steering Group supporting the development of a Roadmap of Global Strategic Directions for Nursing and Midwifery in the WHO European region.



Professor Thomas Kearns, Executive Director and Dr Tedros Adhanom Ghebreyesus, WHO Director-General in Geneva in February 2020.



COLLABORATION WITH RCSI/COSECSA, AND THE EAST, CENTRAL, AND SOUTHERN AFRICAN COLLEGE OF NURSING (ECSACON) TO DEVELOP A NEEDS BASED PERI-OPERATIVE NURSING PROGRAMME IN THE REGION

Over the last year, the Faculty of Nursing and Midwifery has been collaborating with colleagues in the RCSI Institute of Global Surgery and COSECSA on the development of a co-operative to support the development of Peri-operative Nursing Care in Central, Eastern and Southern Africa. This initiative is closely aligned with the ambitions of Professor Michael Shannon for his Deanship 2020-2022, where he outlined his desire to support, and contribute to an overseas humanitarian project.

RCSI has an established collaboration programme, funded by Irish Aid, with partnerships with COSECSA (Surgery) since 2007 and with CANECSA (Anaesthesia) since 2019. Given the centrality of nurses to safe surgery and excellent, safe patient care, the collaboration is now expanding to include peri-operative nursing to further strengthen and support high standards of practice in this important area across the region. RCSI's Institute of Global Surgery works to advance access to surgical care and create patient-centred, outcomes-based, global surgery research and education, underpinned by equity, collaboration and partnership. The Institute is currently working with partners in over 40 countries.

The ECSA-HC is an African regional intergovernmental organisation established in 1974 to foster cooperation for the strengthening of health care programmes in the region and to promote the attainment of the highest possible standards of health among member states. The East, Central and Southern Africa College of Nursing (ECSACON) is a technical arm of the ECSA Health Community. It is a non-profit professional body for nursing and midwifery, established in 1990.

ECSACON was established principally to harmonize nursing and midwifery standards in clinical practice, nursing education, leadership and research for improved performance of the health care systems in the ECSA region. The college draws its membership from 16 countries of: Botswana, Kenya, Lesotho, Mozambique, Malawi, Mauritius, Namibia, Rwanda, Seychelles, South Sudan, South Africa, Eswatini, Tanzania, Uganda, Zambia, and Zimbabwe.

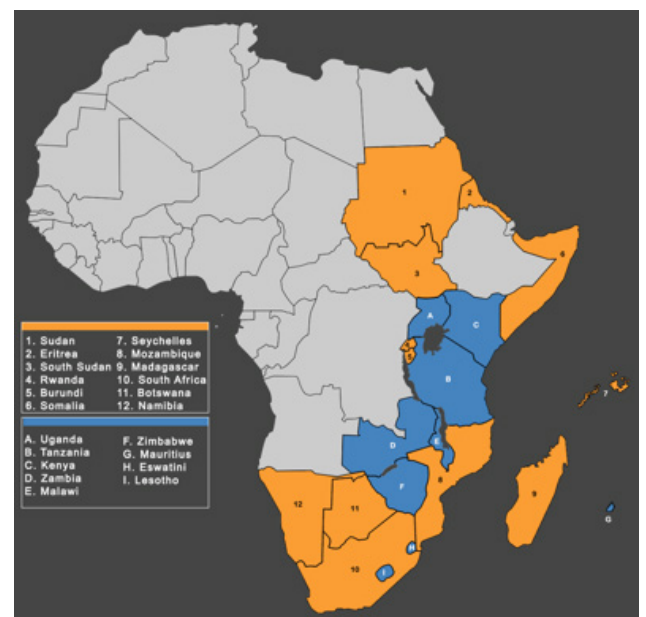
The Faculty was approached by RCSI colleagues in the

Institute of Global Surgery. Discussions with Professor Sean Tierney, Professor Mark Shrimme (O'Brien Chair in Global Surgery), Eric O'Flynn (Programme Director-Education, Training and Advocacy) and Deirdre Mangaoang (Programme Director- Operations) focused on the development of a working collaborative between the Faculty of Nursing and Midwifery and ECSACON, to strengthen nursing within the context of surgical care across COSECSA and to develop programmes to support the competence, and capability of nurses in critical care, peri-operative and peri-anaesthetic to support surgical and anaesthetic teams.

The Vice President of ICN, Thembeke Gwagwa, as President of DENOSA facilitated the regional meetings between ECSACON and RCSI. The Democratic Nursing Organisation of South Africa (DENOSA) is a national nursing association (NNA) and a representative organisation of nurses and nursing in South Africa, advancing the aspirations of nurses and advocating for their growth as both professionals and workers in the workplace.

Over several Zoom meetings, Professor Kearns, Eric O'Flynn, Madame Dolorence Wakida, Madame Lemmy Mabuga and colleagues from ECSACON and the Institute of Surgery agreed to collaborate on an initiative to support in-service training needs of peri-operative nurses in the ECSA region. A needs analysis was identified as the first step in the process, to provide information on the similarities and differences that existed across the region, and to pave the way forward.

A Survey Monkey tool was jointly developed, reviewed and approved by all parties before administration to the 16 ECSACON states in February 2021. Quantitative and qualitative data was collected from 34 respondents, representing 14 countries. Surveys were completed on behalf of key institutions, namely, Nursing Associations, National Regulatory Body, Office of the Chief Nursing Officer and private healthcare facilities.



The needs analysis was analysed by Catherine Clune Mulvaney and Professor Thomas Kearns with key findings revealing the variations across the region with regards to nursing titles, scope of practice, educational levels and roles. The survey also highlighted the variations in the availability of and access to programmes ranging from pre-service to perioperative/theatre education programmes at MSc level.

A thematic analysis of qualitative data revealed the challenges with the recruitment and retention of nurses in the theatre environment, with difficult working conditions, a challenging environment, heavy workload, long hours and health and safety concerns cited as reasons for these issues. Further analysis revealed that respondents perceived a lack of opportunities for career advancement and progress with the lack of formal training, lack of study opportunities and lack of sponsorship identified as key reasons for this. A number of respondents also revealed the lack of remuneration as a factor influencing the recruitment of staff to the theatre environment.

The needs analysis also asked respondents to rate key requirements in an educational programme and topics around peri & intra operative nursing principles, anatomy & physiology, pharmacology, surgical techniques, infection prevention & control, pain assessment and management, circulating and scrub nurse roles, management of emergencies in theatre, ethical principles, risk management, CSSD and waste management were identified as key areas for development.

Informed by the needs analysis, Catherine Clune Mulvaney developed a scoping document for the collaborative, for the development of an online eLearning module. Content writers and editors from Ireland and ECSACON will be recruited and the module content will be further refined with the expertise of clinical experts from the theatre environment. Project management will be provided by Dr Ines Perić, Education Programme Officer at the RCSI Institute of Global Surgery.

BRIDGING PROGRAMME

As we are all aware, the nursing profession is entering a period of workforce upheaval partially due to the COVID-19 pandemic; the global nurse shortage is forecasted at 14 million by 2030. Ireland is now entering a phase of increased competition with the United Kingdom, European Union, Middle East and North America to attract overseas trained nurses into its workforce. In Ireland, there exists a hidden cohort of overseas trained nurses who have been refused entry to the registry and a number of these are working as health care assistants. Between 2013-2017, 247 American trained RNs applied for registration with the NMBI, 24 completed the registration process. In 2016, 300 overseas trained nurses applied for and were refused registration and access to an adaptation course, assessment or an aptitude test; this figure was 80 for 2018.

Bridging Programmes are a means to educate Internationally Educated Nurses (IENs) who fail to meet the registration criteria of regulators and nurse licensing bodies. The Faculty of Nursing and Midwifery in partnership with the School of Nursing and Midwifery RCSI is in the process of developing a 1 year BSc, IENs bridging programme. The aim of RCSI's bridging programme is to develop the learners' cultural, practical and theoretical knowledge, orientate them to Irish health practices, service provision and remediate gaps in practice and competence. This programme provides an alternate pathway, which on successful completion, participants will be eligible to reapply for nurse licensing with the NMBI.

This programme is expected to comprise of 6 approved modules, supplemented with clinical placements. Students



will undertake a circuit of experiential learning and clinical placements in a range of clinical specialities including, Specialist Medicine, General and Specialist Surgery, Care of the Older Person, Maternity Care, Mental Health and Psychiatry, Emergency Department, Child Care and Paediatrics, Operating Theatre and Community Nursing. Learning will take place across the programme via clinical skills laboratories, group work, case studies and under direct supervision in the clinical arena over 12 months. Students will also be afforded opportunities to master essential skills in the RCSI SIM Centre, the largest clinical simulation facility in Europe. RCSI SIM Centre is designed to mirror a real hospital environment, with surgical and clinical skills laboratories, a flexible mock operating theatre/emergency room and both inpatient and outpatient rooms. It provides an ideal learning environment for both supervised and independent practice, as well as opportunities to focus on the development of non-technical skills such as dynamic decision-making, teamwork, communication, and professionalism, which are increasingly important in terms of character development, building resilience and leadership.



THE FUTURE OF NURSING

The BMJ is one of the world's oldest general medical journals and has published weekly editions since 3 October 1840. The BMJ featured a collection of articles, commissioned by World Innovation Summit for Health, in June 2021, synthesising the available evidence to inform individual nurses, the profession, and policy makers as they reinvent nursing for a post-COVID world, including practicable recommendations for ways forward.

Professor Thomas Kearns and Paul Mahon co-authored a paper titled 'How to attain gender equality in nursing—an essay' as part of this collection. The paper discusses the importance of challenging stereotypes and assumptions that deter men from nursing, particularly within the context of the growing shortage of nurses and enhancing diversity.

The paper can be accessed at: bmj.com/content/373/bmj.n1232

Other papers in the collection focus on key global and professional issues:

- 'How to reposition the nursing profession for a post-covid age' co-authored by Howard Catton, CEO, ICN and Elizabeth Iro, Chief Nursing Officer, WHO. The article explores how the profession must adapt to maximise its impact on patient care and outcomes.
- 'How the nursing profession should adapt for a digital future' co-authored by Richard Booth, Gillian Strudwick, Susan McBride, Siobhán O'Connor and Ana Laura Solano López. This article explores the transformation into a digitally enabled profession and how this will maximise the benefits to patient care.
- 'Nursing's pivotal role in global climate action' co-authored by Patricia Butterfield, Jeanne Leffers, and Maribel Díaz Vásquez. This paper explores the contribution of nurses, and their potential to work across boundaries to change the trajectory of climate action and realise the potential of nurses as climate action leaders.

RCSI STUDENT HEALTH

The Faculty was delighted to work with, and support RCSI throughout the year with its endeavours to safeguard RCSI students, staff and researchers during the COVID-19 pandemic. Professor Thomas Kearns, Catherine Clune Mulvaney, Dr Cathy Fitzgerald, Paul Mahon, Áine Halligan and Erika Cullen provided support to RCSI Student Health Services, at various times, assisting with contact tracing for both the HSE and RCSI, and with COVID-19 screening.

COLLABORATION WITH THE ROMANIAN NURSING COUNCIL

The Faculty's collaboration with the Romanian Nursing Council has been furthered strengthened over the last year. The Faculty has been commissioned to develop and deliver a research based leadership programme for senior 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.

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

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 Research for Establishing Supportive and Professional Education for Cross-Cultural Transformation.

American colleagues, Professor D'Arcy Gaiser, Dr Connie Lawrence and Jennifer Smalls, are based in the Department of Nursing, The College at Brockport, State University of New York. Australian colleagues, Professor Danny Hills, Deputy Dean, School of Health and Workforce Development Research Stream & Director, Health Innovation and Transformation Centre and Dr Louisa Lam, Senior Lecturer and HDR Coordinator are based in the Federation University in Victoria, Australia. Dr Yu-Fang Guo, Senior Lecturer is based at the School of Nursing and Rehabilitation, Shandong University, China. Dr Susan Kent, is Associate Professor of Nursing, Midwifery, Public & Community Health at Dublin City University and a former Deputy Chief Nursing Officer, in the Department of Health. COVID-19 has impacted the work of the collaborative and in the last year, the findings from earlier studies at conferences in RCSI and USA, where a cinematic intervention was shown to the audience, have been disseminated at international conferences in USA and Ireland.

CELEBRATING INTERNATIONAL NURSES DAY AND INTERNATIONAL DAY OF THE MIDWIFE (IDM)

International Day of the Midwife (IDM) is celebrated on 05 May each year, followed on 12 May, with International Nurses Day.

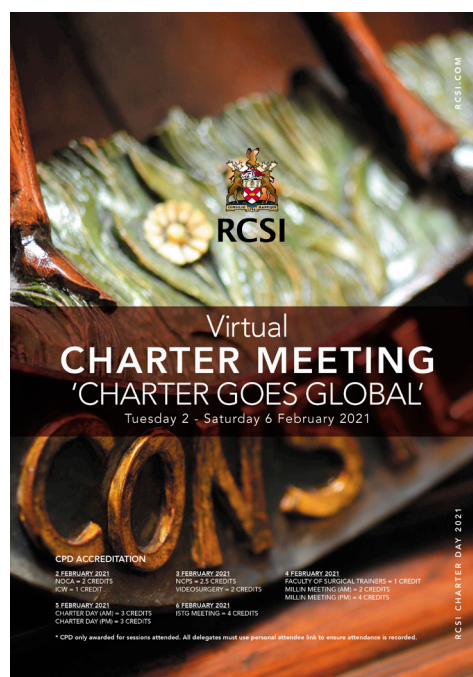
We were delighted this year to share a wonderful message on social media from Master Pádraig O'Callaghan, Host of the Monday Motivation Paudcast.



Pádraig is 11 years old and lives in Co. Limerick with his parents Brian & Marie. Pádraig was born at 31 weeks gestation, weighing less than 3lbs at Cork University Hospital (CUH). Two weeks previously his Down syndrome diagnosis was confirmed and at 3 days old, he had to undergo lifesaving surgery in Children's Health Ireland (CHI) at Crumlin, to treat the 'Double Bubble' in his duodenum. From there, it was back to CUH for a further 7 weeks. Since then, he has not looked back, and has brought so much positivity and joy to those around him.

So much so, that during lockdown in 2020, he started a weekly Monday Motivation 'Paudcast', a 60 second video clip tackling a range of issues in order to bring some positivity to the world. The Faculty was delighted to share a special Paudcast, which Pádraig recorded especially for the Faculty, in appreciation of the work of nurses and midwives across the country.

Pádraig's Paudcast can be viewed at: vimeo.com/showcase/8415915/video/542774952



RCSI CHARTER MEETING

RCSI hosts an annual meeting to celebrate its historical foundations. Charter Week commemorates the granting of the Royal Charter of King George III to the College in 1784. Charter Week took place virtually from Tuesday 02 - Saturday 06 February.

At the invitation of the RCSI President, Professor P. Ronan O'Connell, we were delighted to participate in Charter Week and contribute a Parallel Session from the Faculty of Nursing and Midwifery on Friday 05 February 2021. The Faculty's session was attended by 65 delegates.

The programme featured global and national policy makers and Faculty staff addressed key areas of development work under the pillars of the Faculty's strategic plan.

FACULTY GOVERNANCE

The Faculty has commissioned a review of its governance structures and processes and has commissioned an educational needs analysis of governance education and training for Board members.

The Faculty's Ecumenical Prayer was reviewed by the Governance and Risk Committee at the request of a Fellow. In keeping with a more inclusive approach, the wording 'Our Father' has been replaced with the words 'Our God' following consideration and approval by the Board of the Faculty of Nursing and Midwifery.

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 their contributions to the Board's endeavours.



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 contributed to the Faculty's former Education and Professional Development Sub-Committee, the Finance Sub-Committee, the Fellowship and Membership Sub-Committee, the Governance and Risk Sub-Committee and the Annual Conference Sub-Committee. Theresa's experience, expertise and leadership as Dean were greatly appreciated by the Board.

During Theresa's tenure as Dean, board governance processes continued to be enhanced with the completion of the Faculty's Code of Corporate Governance and a review of Faculty Standing Orders, and work on the development of the Membership award was initiated and progressed during this time. Theresa will continue to support the Faculty as a member of the Fellowship and Membership Sub-Committee.



Paul Mahon
Former Board Member

Paul Mahon resigned his Board Member position following his appointment to the role of Operational Lead for the Centre for Advancement within the Faculty. Paul commenced his post with the Faculty in January 2021.

Paul was elected to the Board and commenced his term in September 2016. During his tenure, Paul contributed to the Faculty's former Education and Professional Development Sub-Committee, the Annual Conference Sub-Committee, the Finance Sub-Committee, the Fellowship and Membership Sub-Committee and the Governance and Risk Sub-Committee. Paul's experience and expertise across clinical practice, education, technology enhanced education and research provided valuable and meaningful contributions and insights to the Board, during his tenure. Paul's work, as Honorary Secretary (June 2017 to June 2018), was greatly valued by the Board.

Professor Michael Shannon, Dean

- Professor Thomas Kearns, Executive Director**

- Invited by the British Medical Journal to write an article on “Men in Nursing” in honour of 2020 and the International Year of the Nurse and Midwife. This article (Kearns & Mahon 2021) was published by the BMJ.
- Interviewed by Dr Ruth Oshikanlu for a Podcast “Nurses and Midwives Talk on 8 February 2021.
- Invited to join the Board of the Florence Nightingale International Museum, London as a Trustee.
- The “Get Up Get Dressed Get Moving” campaign that the Faculty has been partner to over the last 48 months was submitted as an Non-Communicable Disease (NCD) innovation and was shortlisted at the WHA in May. Plans for an all-Ireland 60 day challenge led by Deirdre Lang FFMRCIS and Professor Brian Dolan FFMRCIS are in development.
- Invited to join the Board of the Irish Chapter of Sigma- the Omega Epsilon at Large Chapter, all Universities/Institutes incorporated sit on the Board of the Chapter.
- Invited to become a member of the WHO Europe Steering Committee for the Roadmap for Nursing and Midwifery (focused on developing a roadmap for the professions in Europe addressing practice education research regulations and leadership).

- Professor Marie Carney addressed a virtual conference at the University of Maribor, Slovenia on the Faculty's Advanced Practice Forum, discussing how the collaboration between the Faculty and the RCSI Hospital Group was initiated, developed and delivered.



GLOBAL LEADERSHIP CONSULTANCY

DR MICHAEL SHANNON

GLOBAL LEADERSHIP CONSULTANCY (GLC) IS AN INTERNATIONAL DEVELOPMENT COMPANY WHICH FOCUSES ON LEADERSHIP DEVELOPMENT ACROSS HEALTHCARE, EDUCATION AND SERVICE INDUSTRIES

The company provides self-enriching, trusting relationships with clients to support their development and opportunities to learn and grow in their field of passion.

The company works in close partnership with organisations to bring innovative development solutions that lead directly to the successful achievement of their vision and purpose. The company is committed to address their passion for business integrity and positivity.

THE NUMBER OF MEN GOING INTO THE NURSING AND MIDWIFERY PROFESSIONS, IS STILL QUITE LOW...AS OF DECEMBER 2019 LESS THAN 9.3% OF THE TOTAL NURSING POPULATION IS MALE

PROFILE OF THE FACULTY BOARD AND STAFF



Professor Michael Shannon, Dean

Professor Michael Shannon (PhD, MBA, FFFNRCSI, BSc, Dip Ed, PG Cert Imp Sc.) is Adjunct Associate Professor, at the UCD School of Nursing, Midwifery and Health Systems and Adjunct Associate Professor at the TCD School of Nursing and Midwifery.

Michael has extensive experience in corporate, strategic, management and clinical leadership in Ireland, England and the Middle East. He is proprietor of Global Leadership Consultancy (GLC) which was established in January 2019. Global Leadership Consultancy (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's extensive experience supported leadership development in building partnerships and alliances, driving change and supporting professions in times of major challenge and reform. He developed and implemented strategic projects and initiatives regionally, nationally and internationally.

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), FFMNRCSI, 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, FFMRCSI, 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 and Midwifery, 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.



Mary Godfrey
Board Member

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



Lasarina Maguire **Board Member**

Lasarina (RNID, Dip Nurs, BNS, RNT, MSc (Nursing), EC Palliative Care, PG Dip Palliative Care, FFNMRCIS) 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 which 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, FFNMRCIS) has extensive clinical experience in Irish and US mental health, general, intellectual disability and care of older persons' settings, in diverse practice, administration, education and research roles. Prompted by his initial studies in the early years of the RCSI Faculty of Nursing and Midwifery, Kevin has since completed undergraduate degrees in Psychology and Health Administration, post graduate degrees in Psychology and Education and a Doctorate in Nursing, all of which were undertaken concurrently with full time practice roles.

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



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 FFNMRCIS, Independent Consultant and Disability Advocate) completed general nurse training at Sir Patrick Dun's, and subsequently completed an Intensive Coronary Care Course. 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.



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.



Ken Jordan **Board Member**

Ken Jordan is the former Head of Transformation for the National Treasury Management Agency and until December 2019 was a Deputy Director and Head of ICT for the NTMA. Ken retired from the NTMA in October 2020. He was in the NTMA ICT management role for over 20 years having worked prior to that mainly in senior IT roles for Qatar Petroleum, Bord Na Mona, Digital Equipment International and the Irish Department of Energy (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, the National Development Finance Agency, NAMA and the SBCI. Ken has significant business and technical domain knowledge which he has leveraged in the delivery of ICT services throughout the NTMA businesses and support functions. Ken is a Computer Science graduate of Trinity College Dublin and has also studied IT Management and Business Finance at the IMI. He has a keen interest in delivering robust and secure innovative ICT solutions to business, cognisant in particular of the increasing cyber and data integrity risks inherent in the modern computing environment.

Ken joined the Board in September 2020, as a co-opted member contributing technological and digital enhancement expertise.



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 microeconometrics, 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. Dr Kiernan resigned from the Board in November 2021.



Petrina Donnelly
Board Member

Petrina (RN, MSc, BNS, A.Dip, MSc) is the Chief Director of Nursing and Midwifery for the Royal College of Surgeons in Ireland Hospital Group. Taking up the role at the beginning of the pandemic this required new ways of working across a challenged health system.

Previous career roles include Director of Nursing for a Private Residential Care Group. Petrina also spent 18 years working in Beaumont Hospital where she undertook several nursing roles, progressing to senior management level as Directorate Nurse Manager for the National Kidney Transplant and Nephrology Service, and progressing to Deputy Director of Nursing.

Throughout her career Petrina has engaged in continuous professional development. Following completion of her nursing degree, she undertook a degree in Nephrology Dialysis and Transplantation, an Advanced Diploma in Personal and Executive coaching, an MSc in Organisational Change and Leadership Development (change management project - development and Implementation of Quality safety walkrounds which has been published nationally) and most recently completed an Advanced Diploma in Medical Law.

Petrina joined the Board in September 2021, as a co-opted member, supporting the Board with expertise in the domains of International Health Systems and Public Health.



Deirdre Lang
Board Member

Deirdre (RGN, Scottish Quality & Safety Fellow (Cohort 10), FFNMRC SI, MSc Leadership, BNS (Hons), Dip Mgt, HDip Gerontological Nursing, HETAC level 6 Special award in coaching) is the Director of Nursing/National Lead Older Persons Services/Clinical & Integrated Programmes at the Health Service Executive.

Deirdre initially trained in St Vincent's Hospital, Elm Park, as

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



Cora Lunn **Board Member**

Cora (RGN, MSc, H Dip, FFMRCIS, PhD Candidate) has worked in a variety of nurse manager, practice and project management roles in Ireland and the UK. She has worked regionally in the Nursing and Midwifery Planning and Development Unit Mid-West and nationally in the Office for the Nursing and Midwifery Development. She was responsible for establishing the HSE National Clinical Leadership and Innovation Centre in the Office for the Nursing and Midwifery Services in 2010, and continued as the Director until 2018. She has lead the development of leadership and innovation resources and strategies at regional and national level in Ireland.

Cora has 15 years' experience in facilitating inter-disciplinary leadership development programmes in a variety of health care settings. She holds an Advanced Diploma in Personal Leadership & Executive Coaching from Kingston College, Dublin. She established Cora Lunn Consulting in 2019, which provides professional mentorship and coaching services to healthcare leaders.

Cora was awarded an Irish Research Council Scholarship in 2019 and is currently conducting PhD research at the University of Limerick: Getting a Picture: A Grounded Theory Study of the Role of Chief Directors of Nursing and Midwifery in Acute Hospitals in Ireland.

Cora was conferred with a Fellowship by Examination in 2019 and elected to the Board of the Faculty of Nursing and Midwifery, RCSI in June 2021.



Professor Thomas Kearns **Executive Director**

Professor Thomas Kearns 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.

Thomas was inducted as a Fellow of the American Academy of Nursing in October 2021.

His career in nursing started in 1980 and over the last 20 years Thomas has worked in professional regulation, nursing and health policy and higher education. He is both a general and psychiatric nurse, he has a primary degree in Nursing, a Master's Degree in Education and a Fellowship from the Faculty of Nursing and Midwifery RCSI. Thomas' doctorate is in the area of continuing professional development and the maintenance of professional competence.

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

Thomas has developed a Centre for Nursing and Midwifery Advancement across the RCSI Hospital Group. 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. Thomas is a Board Trustee at the Florence Nightingale Museum London.



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.

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), BSc (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 is currently serving her second term as Chairperson of the Podiatrists Registration Board at CORU, following her appointment, as a person representative of the general public, by the Minister for Health in October 2018. Catherine is also a member of the Registration Review Board of the Irish Medical Council, since her appointment in February 2019.



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

Marie (PhD, MBA, Diploma Nurse Teaching, FFNMRCIS) 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 Fellowship and Membership Sub-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 led the development of a proposal for the award of Membership within the Faculty, on behalf of the Fellowship and Membership Committee. The Fellowship and Membership Sub-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, Radiologists and Sports and Exercise Medicine. The Membership Award was successfully launched in June 2021.



Dr Maria Neary
Project Coordinator

Maria (EDD, MA, BA, RNT, RGN, RNID; DHHA, FFNMRCI) joined the FNM in September 2015 to support the development and implementation of the RCSI FNM Aptitude Test for Overseas Nurses. Maria has co-ordinated several projects, nationally and internationally and has extensive experience in education and regulation. As 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 programming, and project delivery, he brings a broad wealth of diverse and valuable experience to his role. He is former Chair of the Patient Advisory Group at ESTRO (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 develop the FLO mCPD platform and app. Drawing on his IT background he is working with our IT partners to create innovative solutions to meeting the continuous education needs of professional learners. An important part of his work includes engagement with two boards (the SAB and FEB) established within the Faculty to oversee the design and delivery of the FLO mCPD app. In tandem, he is researching education technology, pedagogical

principles, AI and ML technology, cloud computing solutions, and engaging with 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 and external European collaborators from both academia and industry.

Previously, Cathy has worked as a nurse, midwife and specialist community public health nurse; she has a variety of clinical experience working in Ireland, the UK, Australia, USA and India. She graduated with a Master's in Public Health (MPH), from the University of Alabama at Birmingham USA, and a PhD in Public Health and Epidemiology from University College Dublin. During her PhD, she conducted a longitudinal cohort study examining the clinical outcomes of children diagnosed with cystic fibrosis (CF) both clinically and those detected through the new-born bloodspot (NBS) programme. This was a national study involving all the paediatric 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 Associate

Witold joined the RCSI Faculty of Nursing and Midwifery in August 2020 as a member of the team working on models evaluating CPD related outcomes (patient care, healthcare outcomes and patient safety) and CPD activities pertaining to the long term care workforce.

Previously, Witold worked as a researcher for Manchester Metropolitan University and University of York on the 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 Researcher

Giuseppe (MA, PhD) is a Research Assistant at the Faculty of Nursing and Midwifery since September 2020. His current role is to support the work and research activities of Dr Cathy Fitzgerald at the Faculty's European Centre of Excellence for Research in Continuing Professional Development.

Giuseppe was recently nominated for an Honorary Membership by Sigma Theta Tau International Honor Society of Nursing's (Sigma) Board of Directors. Sigma's Honorary Membership award honours nurses and healthcare professionals for their contributions to professional excellence. Honorary Membership is conferred on individuals throughout the world who are not eligible for regular membership but have demonstrated sustained superior achievements that have contributed to the advancement of nursing and healthcare at the national or global levels. The award was presented in November during Sigma's 46th Biennial Convention in Indianapolis, USA.

Giuseppe holds a Master's Degree in Foreign Languages and taught Scientific English for over 20 years to undergraduate, postgraduate and doctoral nursing students in Italy, and 16 years of experience as a Continuing Professional Development Officer at the IDI 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, Giuseppe 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 Research Fellow at the University of Genoa for 7 years, a speaker at many international conferences and is co-author of a book and of over 100 scientific publications in peer-reviewed journals.



Paul Mahon Operational Lead, Centre for Nursing and Midwifery Advancement for the RCSI Hospital Group

Paul is the Operational Lead for the Centre of Nursing and Midwifery Advancement for the RCSI Hospital Group. In this role, Paul works collaboratively with the Executive Director, the Chief Director of Nursing and Midwifery for the RCSI Hospital Group and the Group Directors of Nursing and Midwifery.

Paul is a research team member for the new graduate nurse CPD study being conducted by the Faculty's European Centre of Excellence for Research in Continuing Professional Development. Paul also contributes to the Faculty's Annual Conference Sub-Committee and the 40th Anniversary Conference Committee.

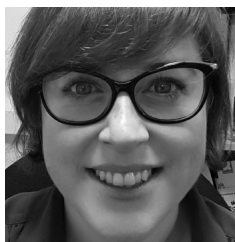
Prior to being seconded to the Faculty, Paul was the Senior Education Coordinator in the Centre of Nurse Education, Beaumont Hospital where he managed the delivery of a broad range of specialist postgraduate nurse education programmes in conjunction with a team of in-house specialist course coordinators and the School of Nursing and Midwifery, RCSI. He has organised many successful national conferences and has published in, and peer reviewed for, a number of international journals. Paul graduated in 1998 and has a range of experience across the specialties of neuromedicine, neuroscience intensive care and nurse education.

Paul holds an MSc in Education and Training Management (eLearning), a PGDip Clinical Health Sciences Education, an MSc Nursing, a BSc Nursing Management, a BSc Nursing and a Diploma in Nursing. He is a RGN, RNT and a Fellow of the Faculty of Nursing and Midwifery. Paul is currently undertaking a PhD focused on the transition of new graduate nurses to practice as registered nurses.



Erika Cullen
Clinical Practice Placement Coordinator

Erika has over 30 years nursing and midwifery experience working in varied and diverse clinical settings including: the Middle East, Canada, Bermuda, Australia and the UK. Prior to joining the Faculty of Nursing and Midwifery as a clinical practice placement coordinator for the internationally educated nurses bridging programme. Erika worked as a member of the maternity activation teams for two greenfield hospitals, before returning to Ireland in 2021 she worked as a clinical nurse manager for six years at Sidra Medicine, Qatar. Having trained as a nurse and midwife in London, Erika gained a BSc (Hons) in Midwifery from Thames Valley University and an MA in Education from UCD. Her areas of interest are around education, competence-based assessment, skills fade and competency decay in nurses and midwives.



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 and a Professional Diploma in Project Management from UCD Professional Academy.



Pamela Peppard
Faculty Administrator

Pamela oversees the day-to-day running of the Faculty office including providing comprehensive administrative support to the Executive Director. Pamela is the main point of contact for the Overseas Aptitude Test. She also assists with the management of departmental finances such as expenses, invoice payment and salaries, maintenance of the Faculty website and social media.

Pamela has recently completed an Executive PA Diploma.



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. Fiona completed her term in the Faculty in October 2021

APPENDICES

Appendix 1: Faculty Board and Staff Publications 2020-2021

BOOK CHAPTERS

Halligan P. & Clune Mulvaney C. (2021) General nursing practice through the lens of distributed leadership: A case study. In: Curtis E.A., Beirne M., Cullen J.G., Northway R. & Corrigan S. (Eds). *Distributed Leadership in Nursing and Healthcare: Theory, Evidence and Development*. Open University Press/ McGraw-Hill Education, London.

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

Abou leila R.M., Shannon M. & El-Nigoumi S.E. (2021) Improving physician compliance with mammography screening by implementing a breast cancer screening guideline at a hospital in Bahrain. *BMJ Open Quality* 10:e001351. doi: 10.1136/bmjopen-2021-001351

Aleo G., Bagnasco A., Cozzani E., Parodi A., Cannavò S.P., Watson R., Hayter M., Geddes L., Catania G., Zanini M., Parodi A. & Sasso L. (2020) Sun-safe behaviours, personal risk, level of concern, and knowledge about cutaneous melanoma in Italy: time for social marketing? *Journal of Preventive Medicine and Hygiene* 61(2), E246-E258. doi:10.15167/2421-4248/jpmh2020.61.2.1484

Bagnasco A., Dasso N., Rossi S., Timmins F., Watson R., Aleo G., Catania G., Zanini M. & Sasso L. (2020) A cross-sectional multisite exploration of Italian paediatric nurses' burnout and its relationship to perceptions of clinical safety and adverse events using the RN4CAST@IT-Ped. *Journal of Advanced Nursing* 76(8), 2072-2081. doi:10.1111/jan.14401

Bagnasco A., Zanini M., Dasso N., Rossi S., Timmins F., Galanti C., Aleo G., Catania G. & Sasso L. (2020) Dignity, Privacy, Respect and Choice - A Scoping Review of measurement of these concepts within acute healthcare practice. *Journal of Clinical Nursing* 29, 1832-1857. doi:10.1111/jocn.15245

Bagnasco A., Timmins F., Aleo G., Catania G., Zanini M. & Sasso L. (2020) Editorial - The need to develop competencies for Patient Therapeutic Education in nurse education and practice through cross border conversations. *Nurse Education in Practice* 44, 102761. doi: 10.1016/j.nepr.2020.102761

Bagnasco A., Dasso N., Rossi S., Timmins F., Aleo G., Catania G., Zanini M. & Sasso L. (2020) A qualitative descriptive inquiry of the influences on nurses' missed care decision-making processes in acute hospital paediatric care. *Journal of Nursing Management* 28, 1929-1939. doi:10.1111/jonm.12935

Bagnasco A., Hayter M., Rossi S., Zanini M., Pellegrini R., Aleo G., Catania G. & Sasso L. (2020) Experiences of participating in intergenerational interventions in older people's care settings: a systematic review and meta-synthesis of qualitative literature. *Journal of Advanced Nursing* 76(1), 22-33. doi:10.1111/jan.14214

Bagnasco A., Dasso N., Rossi S., Galanti C., Varone G., Catania G., Zanini M., Aleo G., Watson R., Hayter M. & Sasso L. (2020) Unmet nursing care needs on medical and surgical wards: a scoping review of patients' perspectives. *Journal of Clinical Nursing* 29(3-4), 347-369. doi:10.1111/jocn.15089

Barisone M., Bagnasco A., Hayter M., Rossi S., Aleo G., Zanini M., Catania G., Pellegrini R., Dasso N., Ghirotto L. & Sasso L. (2020) Dermatological diseases, sexuality and intimate relationships: a literature review and qualitative meta-synthesis. *Journal of Clinical Nursing* 29(17-18), 3136-3153. doi: 10.1111/jocn.15375

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. doi.org/10.1111/jonm.12901

Clune Mulvaney C., Carney M. & Kearns T. (2021) Leveraging momentum of 2020- Reflections from an International Conference. *Journal of Nursing Management* 29(4), 609-612. doi: 10.1111/jonm.13269

Fitzgerald C., Fitzgerald C., Linnane B., George S., Ni Chroinin M., Mullane D., Herzig M., Greally P., Elnazir B., Healy F., Mc Nally P., Javadpour S., Cox D. & Fitzpatrick P. (2020) Neonatal screening programme for CF: Results from the Irish Comparative Outcomes Study (ICOS). *Pediatric Pulmonology* 55(9), 2323- 2329. <https://doi.org/10.1002/ppul.24876>

Hanafin S., Shannon M., Jayachandran M.S. & 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

Kearns T. & Mahon P. (2021) The Future of Nursing: How to attain gender equality in nursing—an essay. *BMJ* 2021; 373 doi: <https://doi.org/10.1136/bmj.n1232>

Kelleher C., Doherty B., Donnelly P. & Twomey C. (2021) COVID-19 Nursing Home Expert Panel: Examination of Measures to 2021. Report to the Minister of Health (2020) <https://www.gov.ie/en/publication/3af5a-COVID-19-nursing-homes-expert-panel-final-report/>

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

Mahon P. & Crotty Y. (2020) Coming to 'grips' with educational video production. *Nursing Made Incredibly Easy* 18(5), 6-10 doi:10.1097/01.NME.0000694204.42621.8e

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.

Rossi S., Bagnasco A., Barisone M., Bianchi M., Bressan V., Timmins F., Pellegrini R., Aleo G. & Sasso L. (2020) Research awareness among children's nurses: An Integrative Review. *Journal of Clinical Nursing* 29(3-4), 290-304. doi:10.1111/jocn.15068

Hanafin S., Shannon M., Jayachandran M.S. & 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. nebula.wsimg.com/0229e6644d5e775aa14fb8008495658d?AccessKeyId=E65A9B0FDB304EB160F6&disposition=0&alloworigin=1

Steven A., Wilson G., Turunen H., Flores Vizcaya-Moreno M., Azimrad M., Kakurel J., Porras J., Tella S., Pérez-Cañaveras R., Sasso L., Aleo G., Myhre K., Ringstad Ø., Sara-Aho A., Scott M. & Pearson P. (2020) Critical Incident Techniques and Reflection in Nursing and Health Professions Education: A systematic narrative review. *Nurse Educator* 45(6), E57-E61. doi:10.1097/NNE.0000000000000796

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>

ORAL PRESENTATIONS

Kent S., Smalls J., Gaisser D.J., Lawrence C., Rath L., Lam L., Hills D., Kearns T., Clune Mulvaney C. & Guo Y. (2021) International Cross-Cultural Research Evaluating the Impact of Cinematic Educational Intervention for Incivility in Nursing. Trinity Virtual Health and Education International Research Conference (THEConf2021). [Transforming healthcare in a changing world: new ways of thinking and working]. Wednesday 10 and Thursday 11 March 2021.

Kent S., Gaisser D.J., Smalls J., Lawrence C., Rath L., Lam L., Hills D., Kearns T., Clune Mulvaney C. & Guo Y. (2021) Incivility in Healthcare- An International Study Global: R.E.S.P.E.C.T. Project. [Transforming healthcare in a changing world: new ways of thinking and working]. Trinity Virtual Health and Education International Research Conference (THEConf2021) Wednesday 10 and Thursday 11 March 2021.

Mahon, P. On breadth and tying: The five stages of conceptual framework G.R.I.E.F. Oral presentation to the Dublin City University Postgraduate Research Unconference. 03 June 2021.]

POSTER PRESENTATIONS

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's Virtual 31st International Nursing Research Congress. 22-24 July 2021.

ANP/AMP FORUM NEWSLETTERS

Carney M. (2020) Newsletter No 14: Publishing your Work and State of the World's Nursing. Advanced Nurse and Midwife Practice Forum, RCSI Hospital Group Faculty of Nursing and Midwifery, RCSI. July 2020.

Carney M. (2020) Newsletter No 15: New COVID-19 Research. Advanced Nurse and Midwife Practice Forum, RCSI Hospital Group Faculty of Nursing and Midwifery, RCSI. October 2020.

Carney M. (2020) Newsletter No 16: Irish Association of Advanced Nurse Midwife Practitioners (IAANMP) Seminar in Partnership with RCSI Faculty of Nursing and Midwifery & New COVID-19 Research on Vaccines. Advanced Nurse and Midwife Practice Forum, RCSI Hospital Group Faculty of Nursing and Midwifery, RCSI. November 2020.

Carney M. (2021) Newsletter No 17: 2020 Research for/by Advanced Nurse and Midwife Practitioners. Advanced Nurse and Midwife Practice Forum, RCSI Hospital Group Faculty of Nursing and Midwifery, RCSI. December 2020,

Carney M. (2021) Newsletter No 18: Innovative COVID-19 Research 2021. Advanced Nurse and Midwife Practice Forum, RCSI Hospital Group Faculty of Nursing and Midwifery, RCSI. February 2021.

Carney M. (2021) Newsletter No 19: COVID-19 Inspiring New Research 2021. Advanced Nurse and Midwife Practice Forum, RCSI Hospital Group Faculty of Nursing and Midwifery, RCSI. April 2021.

Carney M. (2021) Newsletter No 20: Inspiring Research 2021 and Faculty of Nursing and Midwifery Initiatives. Advanced Nurse and Midwife Practice Forum, RCSI Hospital Group Faculty of Nursing and Midwifery, RCSI. July 2021.

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

APPENDICES

Appendix 2: Board and Sub-Committee Attendance Records

BOARD MEETINGS

Board Meetings and AGM		2020				2021			
Name	9-Jul*	16-Sep	25-Nov	20-Jan	24-Mar	06-May*	23-Jun		
Cora Lunn	N/A	N/A	N/A	N/A	N/A	N/A	Present		
Deirdre Lang	N/A	N/A	N/A	N/A	N/A	N/A	Present		
Fiona Kiernan	N/A	Present	Present	Present	Present	Present	Present		
Jacinta Collins	N/A	Present	Present	Present	Present	Present	Apologies		
Judith Foley	Apologies	N/A	N/A	N/A	N/A	N/A	N/A		
Ken Jordan	N/A	Present	Present	Present	Present	Present	Present		
Kevin McKenna	Present	Present	Present	Present	Present	Apologies	Present		
Lasarina Maguire	Present	Present	Present	Present	Present	Apologies	Present		
Marianne Garvey McMahon	Apologies	Present	Present	Present	Present	Present	Present		
Mary Boyd	Present	Present	Present	Present	Present	Present	Present		
Mary Godfrey	Present	Apologies	Present	Present	Present	Present	Present		
Michael Shannon	Present	Present	Present	Present	Present	Present	Present		
Patricia Minnock	Present	Present	Present	Present	Apologies	Present	Present		
Paul Mahon	Present	Present	Present	N/A	N/A	N/A	N/A		
Petrina Donnelly	N/A	N/A	N/A	N/A	N/A	N/A	Present		
Theresa Frawley	Present	Present	Present	Present	N/A	N/A	N/A		
Thomas Kearns	Present	Present	Present	Present	Present	Present	Present		
Catherine Clune Mulvaney	Present	Present	Present	Present	Present	Present	Present		

*Extra Meeting of the Board

FINANCE SUB-COMMITTEE

Finance	2020		2021			
Name	03-Sep	12-Nov	14-Jan	12-Mar	06-May*	10-Jun
Fiona Kiernan	N/A	N/A	Present	Present	Present	Apologies
Ken Jordan	N/A	N/A	Present	Present	Present	Present
Lasarina Maguire	N/A	N/A	Present	Present	Apologies	Present
Mary Boyd	Present	Present	Present	Present	Present	Present
Mary Godfrey	Present	Present	Present	Present	Present	Present
Michael Shannon	Apologies	Apologies	Apologies	Present	Present	Apologies
Paul Mahon	Present	Present	N/A	N/A	N/A	N/A
Theresa Frawley	Present	Present	N/A	N/A	N/A	N/A
Thomas Kearns	Present	Present	Present	Present	Present	Present
Barry McGowan	Present	Present	Present	Present	Present	Present
Catherine Clune Mulvaney	Present	Present	Present	Apologies	Present	Present

* Extra Meeting of the Finance Sub-Committee

GOVERNANCE AND RISK SUB-COMMITTEE

Governance & Risk	2020			2021		
Name	13-Jul	07-Sep	16-Nov	18-Jan	04-Mar	04-Jun
Fiona Kiernan	N/A	N/A	N/A	Apologies	Present	Present
Ken Jordan	N/A	N/A	N/A	Present	Present	Present
Lasarina Maguire	Present	Present	Present	Present	Present	Present
Marianne Garvey McMahon	N/A	N/A	N/A	Present	Present	Present
Mary Boyd	Present	Present	Present	Present	Present	Present
Mary Godfrey	Present	Present	Present	Present	Present	Present
Michael Shannon	Present	Present	Present	Present	Present	Present
Patricia Minnock	N/A	N/A	N/A	Present	Present	Present
Paul Mahon	Present	Present	Present	N/A	N/A	N/A
Theresa Frawley	Present	Present	Present	N/A	N/A	N/A
Thomas Kearns	N/A	N/A	N/A	N/A	Present	Present
Catherine Clune Mulvaney	Present	Present	Present	Present	Present	Present

FELLOWSHIP AND MEMBERSHIP SUB-COMMITTEE

Fellowship and Membership	2020		2021		
Name	09-Sep	28-Oct	15-Jan	04-Mar	03-Jun
Jacinta Collins	N/A	N/A	Present	Apologies	Present
Kevin McKenna	Present	Present	Present	Present	Present
Marianne Garvey McMahon	Present	Present	Present	Present	Present
Marie Carney	Present	Present	Present	Present	Present
Michael Shannon	Present	Present	Present	Present	Present
Patricia Minnock	N/A	N/A	Present	Present	Present
Theresa Frawley	Present	Present	Present	Present	Apologies
Thomas Kearns	N/A	Present	N/A	Present	Present
Paul Mahon	Present	Apologies	N/A	N/A	N/A
Lasarina Maguire	Apologies	Present	N/A	N/A	N/A
Catherine Clune Mulvaney	Present	Present	Present	Present	Present

ANNUAL CONFERENCE SUB-COMMITTEE

Name	2020				2021			
	16-Jul	02-Sep	05-Nov	13-Jan	01-Feb	10-May		
Michael Shannon	Present	Apologies	Present	Apologies	Present	Present		
Mary Boyd	Present	DNA	DNA	Present	Present	Present		
Thomas Kearns	Apologies	Present	Present	Present	Apologies	Present		
Patricia Minnock	Present	Apologies	Present	Present	Present	Apologies		
Mary Godfrey	Apologies	Present	Present	Present	Present	Present		
Theresa Frawley	Apologies	Present	Present	Present	Present	N/A		
Catherine Clune Mulvaney	Present	Present	Present	Present	Apologies	Present		
Paul Mahon	Present	Present	Present	Present	Apologies	Present		
Lasarina Maguire	Present	Apologies	Present	Present	Apologies	Apologies		
Marianne Garvey McMahon	Present	Present	Present	Present	Present	Apologies		
Kevin McKenna	Present	Present	Present	Apologies	Present	Present		
Mary Jacob	Present	Present	Present	Present	Present	Apologies		
Marie Carney	Present	Present	Present	Present	DNA	Present		
Edna Woolhead	Apologies	Present	Present	Present	Present	Apologies		
Linda Nugent	Apologies	Apologies	Present	DNA	DNA	DNA		
Noreen Keane	Present	Apologies	Present	Present	Present	Present		
Aideen Walsh	Present	Present	Apologies	Present	Present	Present		
Jacinta Collins	N/A	N/A	N/A	Present	Present	Present		

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:

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

RCSI TRAVEL DUBLIN

Tel + 353 1 402 2343/2363/8683

Email travel@rcsi.ie

