

Joint Action Health Workforce
Planning and Forecasting



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Educating nurses for new roles: why and how to educate nurses in the university sector?

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The education of health professionals for the future



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Educating nurses for new roles: why and how to educate nurses in the university sector?

Investments in nursing are associated with reduction in hospital deaths.

(Aiken et al 2003, 2014)

Evidence:

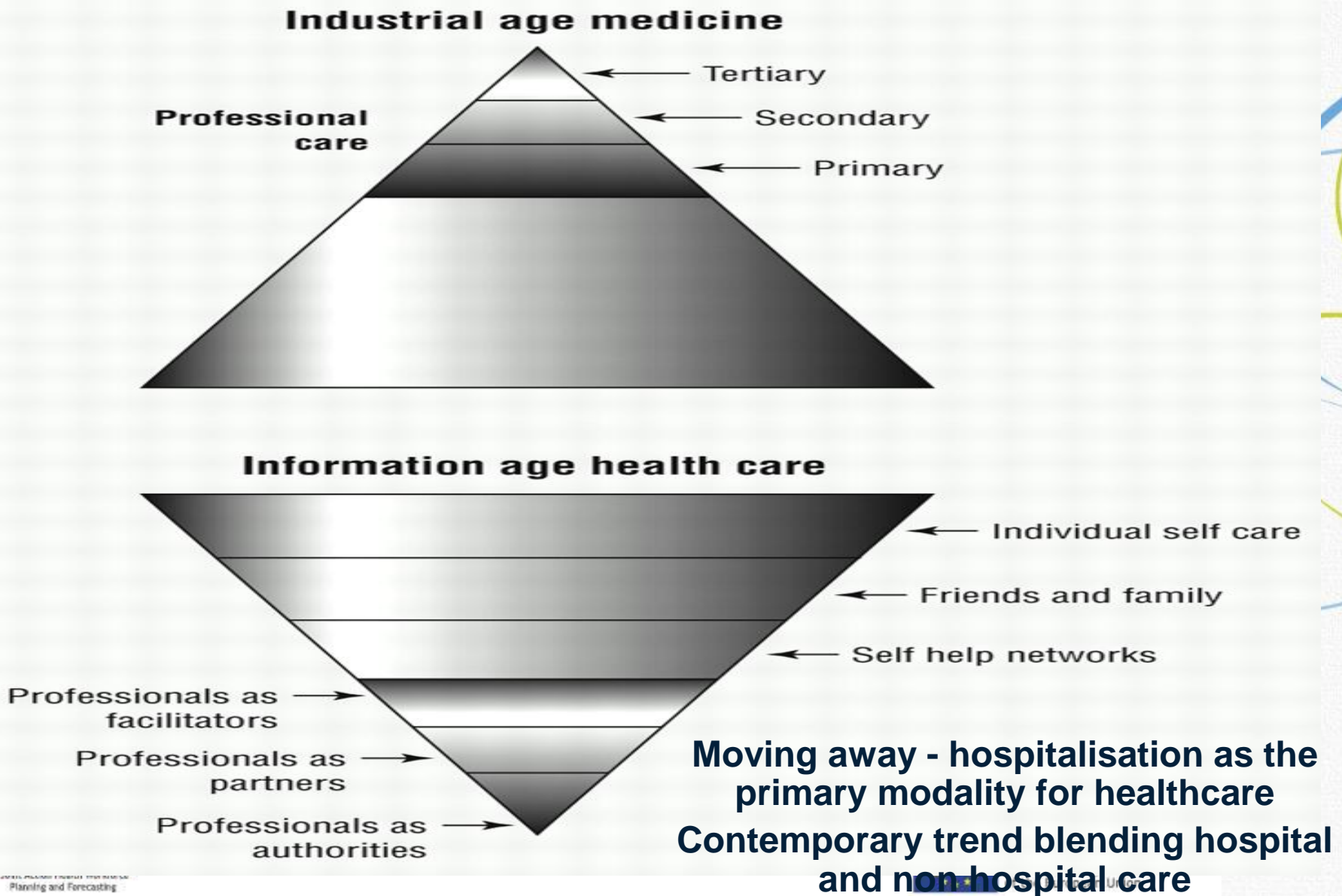
- Nurses workload >8 patients = risk of death was more than 30%
- Nurses - surveillance and early detection of complications
- BSN prepared nurses - problem solving and patient safety, performance of complex functions & effective communication

Policy Issues



- Patient safety
- Greater access to services
- Quality and continuity of care
- Changing patient needs
- Cost-containment pressure
- Shortage of doctors
- Career progression of nurses (OECD 2010)

Preparing Nursing and Midwifery for Tomorrow



Responding to Change

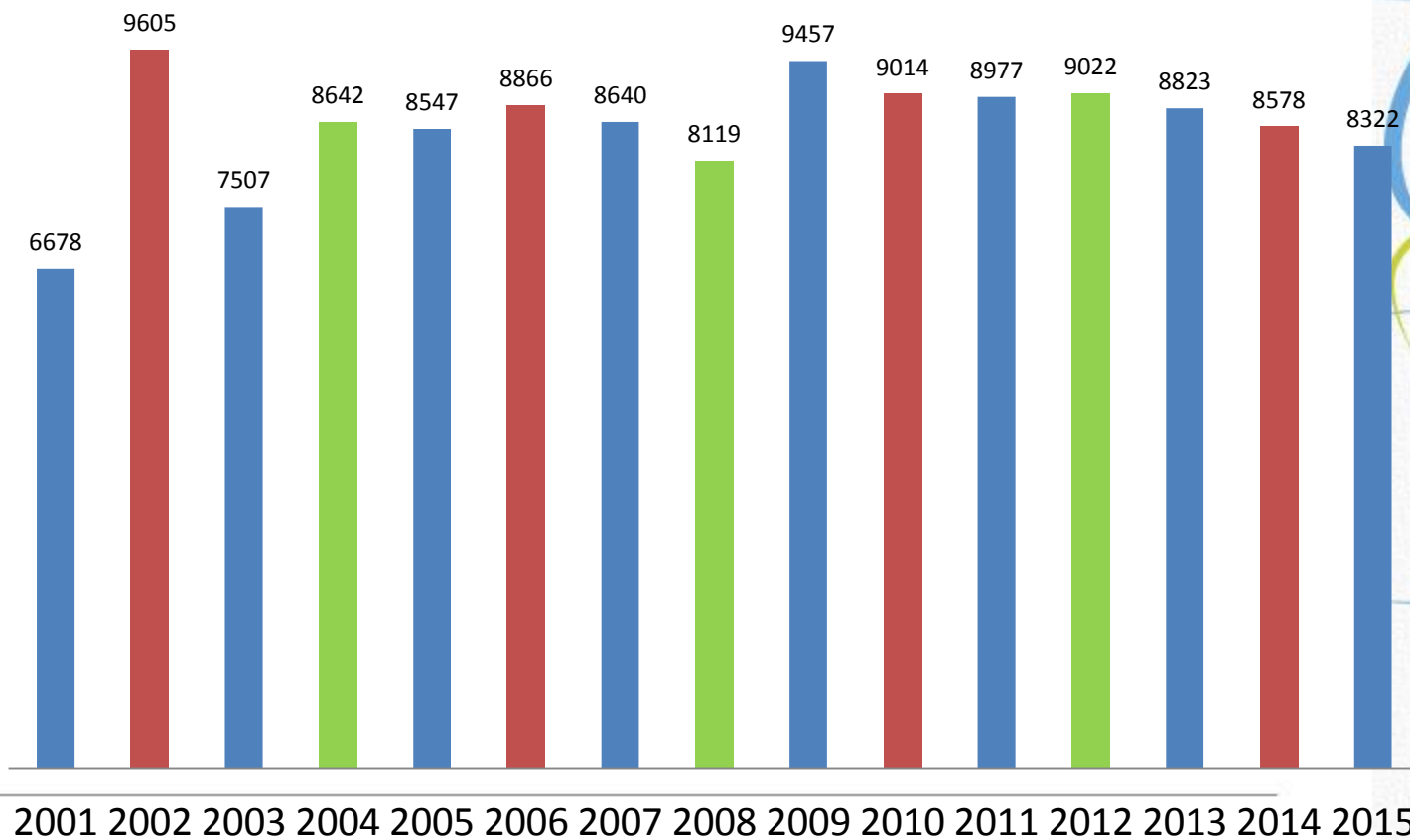


- Growing complexity of science and technology requires more knowledge and information and a range of new competencies for nurses
- Increasing chronicity of diseases and treatment options will expand the role of nurses
- Impact of Information Technology requires our recognition systems to go beyond the mere input model of education preparation.
- Delivering safe care in complex pressurized environments (WHO 2011)

Nurses accepting responsibility as partners in health care delivery and decision-making



Nursing/Midwifery Applications - Total



Evolution of Nurse Education in Ireland

- Apprentice Model
- Diploma in Nursing – 1994
- Degree in Nursing 2002 – present

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Nursing is inextricably linked to societies future and the future of healthcare



Report of The Commission on Nursing
A blueprint for the future



Structures

(Competent Bodies Member States)

EU Directive 2005 / 36 / EC, Article 31 Section 3 & 2013/55/EU

5 Domains Tuning Project , Nursing Subject Area Group

Professional Values & Role of the Nurse

Nursing Practice & Clinical Decision Making

Knowledge & Cognition

Communication & Interpersonal Skills (inc Technology)

Leadership, Management & Team Working

Framework of Competencies
+++++

High Level Cross Cutting Principles

Discipline Specific Principles e.g. Psychiatry

Professional & Ethical Practice	Legal Practice	Care Provision & management	Accountability	Environment of Care	Quality Improvement Professional, Personal & quality Development
Multiple Ways of understanding Distress	Recovery / Social Inclusion	Family Orientated Care	Life Spectrum Approach	Population Approach	Service User Collaboration
Curriculum Content Subgroup					

12/02/2016

Revised Nurse Education Programme

www.nmbi.ie

Competencies:

1. Professional Values
2. Nursing practice and clinical decision making
3. Knowledge and cognitive
4. Communication and Interpersonal
5. Management and team
6. Leadership and professional scholarship

• 4 years – 144 weeks

Theoretical instruction – 63 weeks

Clinical Instruction – 45 weeks

Internship – 36 weeks

General and specialist - medicine and surgery; Older person care ; Primary care; ED; Operating theatre; child care; mental health; maternity

Future for Nursing

- **Changing environment – quality agenda, patient-centred care**
- **Changing structures - governance agenda**
- **Changing expectations – consumers i.e. patients/clients & families, policy makers and practitioners**
- **Managing agendas - Political, social, cultural, personal, professional, educational, practice and regulatory expectations**



Teaching and Learning in the Future



- Cross disciplinary learning
- Use information technology in curriculum design
- Infuse instructional technology in the education programme
- Integrate technology into teaching with distance learning, simulation, acute intensive care to home/community care along the life continuum. (NLN 2005)

Regulation of Nursing In Ireland

Number of nurses & midwives on the Active Register = 65,164

- Advanced Nurse Practitioners on Register = 175
- Advanced Midwife Practitioners = 5
- Nurse Prescribers on Register = 866

Source NMBI 12/02/2016

A greater focus on patient protection, patient safety and public assurance of quality.



Advance Nurse /Midwife Practitioner

Ireland has had a framework for the Advanced Nurse / Midwife Practitioner (RANP / RAMP) since the Commission on Nursing (1998).

Nurse is 7 years qualified with 5 years working in the specialty area

Educated to master level.

The ANP in Colorectal disease management has responsibility for obtaining consent, assessment, examining, diagnostics, requesting of diagnostics, diagnoses, therapeutic interventions and determining the existence of any other pathology/symptom/presentation that she/he finds, as associated with the scope of practice guidelines, when carrying out colorectal screening and colonoscopy.

The ANP has responsibility for follow-up and the maintenance of comprehensive documentation and patient/client records.



Nurse Prescribing

- Legislation since 2007
- Twin track approach to governance with the regulator and the employer
- Education 6 months
- Within the scope of practice of the nurse

www.nmbi.ie

www.hse.ie

**Practice Standards and
Guidelines for Nurses and
Midwives with Prescriptive
Authority**



Nursing Contribution

Professional Constants

- Clear ethical values
- Being clear about our mission
- Putting patients first
- Constantly trying to improve
- Basing what we do on evidence
- Leadership
- Learning lessons and changing practices, processes and systems

Vision for Legislation

- Enhancement of the Protection of the Public
- Confidence and competence of the professions
- Quality Assurance mechanisms
- Integrity of practice
- Public confidence in service provision

HealthCare 2030



Prevention



Virtual human
modelling



e-Health



Personally tailored
treatment



Intelligent
community care

Summary / Conclusion

- Role of Nurses will change -
- Value of nursing contribution to health –
- Experienced nurses will participate more in project planning and evaluation of services -
- Leadership and supervision of Primary Health Care and decision-makers -
- Challenges to Employers to recruit and retain BSN prepared nurses in bedside care and investment on education for nurses leads to improvements in quality care. (Aiken et al 2003, 2014)