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EDITORIAL

Martin Bradley's retirement at the end of June brought to a close a very successful career across nursing and midwifery including his contribution to these professions as Chief Nursing Officer. Since his appointment as CNO in 2006 Martin has overseen a range of policy initiatives designed not only to improve nursing care and patient safety, but to also ensure that nursing and midwifery professions are recognised as the key agents within the "patient experience". I have no doubt that his legacy will impact across health and social care within Northern Ireland and beyond for many years to come.

The CNO job has now been advertised and Martin's successor will be in post in the near future but in the meantime there is much to be done. As CNO (Acting) I want to ensure that the nursing and midwifery voices continue to be heard, both within the Department and across the HSC. Budget decisions will undoubtedly have an

impact on our professions and it will be of vital importance that we ensure patient safety and care is not compromised. As nurses and midwives we must remember that our primary responsibility is to our patients. We must therefore be prepared to speak up when we feel that decisions will adversely affect those in our care.

In May 24 nursing students from Northern Ireland played a central role celebrating the life of the pioneer of these very principles, Florence Nightingale. The annual service of thanksgiving at Westminster Abbey involves a number of nursing students in "processing the lamp". For the first time ever that honour was accorded to nursing students from Northern Ireland. This story is featured in this edition of CNO News.

Also in this edition we pay tribute to Liz Henderson, an outstanding nurse who has been made a



Angela McLernon

Fellow of the Royal College of Nursing. We also reflect on the 2011 CNO Conference and the RCN Nurse of the Year Awards and highlight the excellent work of the CNAC R&D sub-committee.

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New Appointments

Angela McLernon



Glynis Henry



Olive MacLeod



Acting CNO - Angela McLernon

Following Martin Bradley's retirement in June, Angela McLernon was appointed to cover the post while a recruitment exercise was undertaken. As a graduate of the University of Ulster in 1981, Angela took up her first staff nurse post in Care of Older People at the Royal Group of Hospitals in Belfast.

She moved to North and West Belfast Health and Social Services Trust in 1982. During her time in the Trust, Angela worked for some 7 years as a Health Visitor and in 1991 took up her first managerial post as a Team Leader. In 1993 she successfully completed her Masters degree (Nursing). In 1994 Angela took up a joint appointment at the University of Ulster and in 1995 became Assistant Director of Nursing. In this role she had responsibility for School Nursing, District Nursing, Occupational Health, Health Visiting, Community Children's Nursing and Family Planning Nursing.

Angela moved to the DHSSPS in 2006 where her role as Nursing Officer has lead responsibility for nursing issues relating to Community and Primary Care, Public Health, Child Health, Safeguarding and Nurse Prescribing. She has recently led in the review of district nursing which currently undergoing a public consultation.

New Chief Executive at NIPEC - Glynis Henry

Glynis Henry has recently taken up the position of Chief Executive with the NI Practice and Education Council for Nursing and Midwifery (NIPEC). Over the past 30 years, Glynis has worked across the health and social care system in a number of clinical and managerial roles, including Clinical Services Manager in Sperrin Lakeland HSC Trust; Assistant Chief Nurse with the Western HSS Board; and as Chief Nurse

with the Southern HSS Board, providing the nursing contribution to the commissioning of services in the area. In the last three years, Glynis has been Assistant Director of Nursing Workforce Development and Training with the Southern HSC Trust, a role which enabled her to bring her experience, skills, energy and enthusiasm to facilitate the preparation, learning and development of nurses and midwives and support them in the delivery of safe effective person-centred care at all levels of the organisation.

Information can be obtained at www.nipec.hscni.net

New Director of Nursing at Northern HSC Trust - Olive MacLeod

Olive qualified as a Registered General Nurse in St Vincent's Hospital, Dublin and as a Registered Midwife in the Lanarkshire School of Midwifery, Bellshill, Scotland. She then spent 14 years in Canada working in Mount Sinai Hospital, Toronto and Kingston General Hospital as Obstetric Nurse, Team Leader and Clinical Educator. Since moving to Northern Ireland in 1997 she has been a Staff Midwife, Labour Ward Sister, Maternity & Gynaecology Services Manager and Assistant Director of Nursing in the Mater Hospital, Belfast.

For the last 4 years she has been Co-Director of Nursing in the Belfast Trust with responsibility for governance, performance and standards. She holds a Masters Degree in Public Administration. On taking up post as Director of Nursing Olive MacLeod gave a clear indication of her vision for nursing; "I see nursing as being at the core of everything we do in ensuring that every patient in our care receives the best treatment possible in a clean, safe and caring environment".

CNO News interview with new health minister, Edwin Poots

Edwin Poots was appointed health minister after the elections in May. CNO News got a chance to have a quick chat with him to see how he was finding his first few months in the job.

You've been in the 'hot seat' as Minister for Health for a few months now, what has been your experience so far?

So far it's been very challenging – very enjoyable – but challenging. It's been great meeting so many of you who are working on the frontline. You make a real difference to the lives of so many individuals and their families. I enjoy playing some little part in that.

What's your experience of the nursing profession?

My mum was a nurse, my wife is a nurse, sister and niece are nurses, and now my son has aspirations to become a nurse! I've been surrounded by people who have chosen to make it their career. I am very aware that nurses and the profession have taken on considerably greater responsibility over a number of years and some of you are holding down jobs where you have a very high level of accountability. Nurses today have a huge responsibility in their role caring for patients and clients and I see nurses providing lots of solutions for the health service as it looks to the future.

What part of your job gives you the most satisfaction?

My focus is on better outcomes for patients. We all know that there are better ways of doing things; there are efficiencies that can be made which will improve the care and treatment that patients receive. Finance is an issue, yes, but I am most interested in, and would encourage healthcare staff to bring forward ideas and solutions which can deliver improved outcomes. It is hugely satisfying to see people engaging with work problems and suggesting solutions and I see lots of potential for this to happen.

How does the health portfolio differ from your previous ministerial role?

The main difference is that the health service impacts on virtually everyone's life. Everyone has a need for healthcare at some point, so that makes it one of the most challenging roles in government. One of the reasons I do enjoy it so much is because of those challenges. There are urgent budget issues to deal with and the decisions I make will have implications on services that may save lives. Therefore all my decisions need to be reflected over and carefully considered before they are taken. Together I trust we can, and do, make a real difference to people's lives. And when we have to make hard decisions that we do so in a gracious and supportive way.

Why did you become involved with politics in the first place?

My dad was a local councillor and



I found myself having a strong interest in both local and world politics as a child. I enjoy a good debate, enjoy a bit of banter, and ultimately find a deep satisfaction in helping to make a difference to people's lives. Most people who come to me need help with coping with the doors of government or authority. If I can enable some help, or aid proper consideration of an individual case in some way, then what I do has an impact and may make a difference that's important.

If you hadn't become a politician, what would your dream job be?

I decided mid way through my teens to become a farmer. However, if I had had the skills, I would have wanted to become a professional footballer. Likewise if I had had the money, I may have been attracted to becoming a racing car driver. But doors have opened for me throughout my life and I have been very fortunate to be at right place at right time. I'm now the health minister and will be strong in that role and challenge anything that I see is wrong.

RCN Nurse of Year Awards Nurse of the Year Awards 2011



L to R Edwin Poots, Pauline Haslett and Janice Smyth

The Royal College of Nursing, Northern Ireland Nurse of the Year Awards for 2011 took place on 9th June in the Culloden Hotel, Belfast. The awards provide a unique opportunity to highlight excellence within nursing in Northern Ireland. As usual, an extremely high standard of care and compassion was demonstrated by nurses, students and support workers and this made judging a difficult task. All those who were nominated for awards had received recognition from their colleagues or service users for the quality of care and compassion they had shown. Those shortlisted had come through an informal interview process where the panel were able to find out more about their contribution and the eventual winners are to be congratulated on their success.

Anne Marie O'Neill, Chair of the RCN Board challenged those attending the award ceremony to consider the work of each of the finalists and to reflect on whether the initiative or service development could help improve patient care within their organisation.

The prestigious title of Nurse of the Year 2011 was awarded to Pauline Haslett, Living Donor Co-ordinator, who works in the Regional Nephrology Unit, Belfast City Hospital.

Speaking at the awards ceremony, Health Minister, Edwin Poots said: "Congratulations to Pauline on

being named RCN Nurse of the Year. She is an inspirational leader, who has improved the quality of life for numerous renal transplant patients in Northern Ireland."

As the living donor co-ordinator, Pauline has developed a one-day assessment service for those relatives who wish to donate a kidney. This replaces the previous system which involved donors having to make a minimum of eight hospital visits just to complete the necessary investigations. Often having to travel long distances to the regional centre, and becoming discouraged, with the lengthy process.

The Minister added: "People in Northern Ireland wait longer than almost all other regions in the UK for a transplant. Traditionally only a very small percentage of transplants have been from live donors. Yet we know that a kidney from a healthy person rather than from someone who has died will potentially last twice as long as a kidney transplant from a deceased donor.

This is an excellent example of how we can improve services, and through this initiative, we have seen the number of live kidney donor transplants increase from just over 10 in 2009 to over 40 last year. The impact on the individual's patient's life is significant, both in terms of quality and quantity of life."

Patients who have a successful transplant can come off renal dialysis, and for some, dialysis can be prevented.

The Minister acknowledged that not everyone could be or would want to be a live donor, however he did encourage everyone to consider carrying a donor card, and to make their relatives aware of their intentions to donate an organ.

He said: "Giving someone the opportunity to live, or to improve the quality of another person's life, is surely one of the noblest things any of us can do. I would encourage everyone to carry a donor card."



L to R Eddie Rooney, Vera Kelso and Janice Smyth



L to R Martin Bradley, Kay Donegan, Joan O'Hagan and Janice Smyth

Addressing an audience of around 300 health service leaders, politicians and RCN members, the Minister said, that it was right to celebrate the excellence that exists within healthcare and within nursing in Northern Ireland.

“Driving up quality of services and outcomes for patients is my priority and will guide all that I do. That is why I will promote greater involvement of professionals in decision making and service development.”

RCN Nurse of the Year Award 2011

Overall Winner: Pauline Haslett, Live donor transplant co-ordinator, Belfast City Hospital Belfast HSC Trust

Runner-up: Esther Gishkori, lead for nursing and governance for prison healthcare South Eastern HSC Trust

Patient's Choice Award sponsored by GlaxoSmithKline

Winner: Loreena Hill, Heart failure nurse specialist, Royal Group of Hospitals Belfast HSC Trust

Joint Runner-up: Mary McNicholl, Community Mental Health Nurse, South Tyrone Hospital, Dungannon Southern HSC Trust

Pauline Haslett, Live donor transplant co-ordinator, Belfast City Hospital Belfast HSC Trust

Team Manager Award sponsored by Pfizer

Winner: Marian Campbell, Neonatal Unit Manager, Ulster Hospital, South Eastern HSC Trust

Runner Up: Edith King, Nurse Manager Mountvale Private Nursing Home, Dromore

Health Care Support Worker Award, sponsored by the DHSSPS

Winner: Amanda McWilliams, Nursing Auxiliary, Belfast City Hospital Belfast HSC Trust

Runner-up: Judith Orr, Nursing Auxiliary, Altnagelvin Area Hospital Western HSC Trust

Chief Nursing Officer's Award, sponsored by the DHSSPS

Winner: Kay Donegan and Joan O'Hagan, Daisy Hill Hospital, Southern HSC Trust

Runner-Up: Lee Edmonds, Tissue Viability Specialist Nurse Four Seasons Health Care

Public Health Award, sponsored by the DHSSPS

Winner: Vera Kelso, Lead Midwife, community midwifery services Southern HSC Trust

Runner-up: Mary Duggan, Health Visitor, Post-natal depression facilitator Northern HSC Trust

Bamford Vision Award

Winner: Gavin O'Hare, Lead Nurse, Belfast Home Treatment House Belfast HSC Trust

Runner-up: Mary Margaret McGuigan and Marie Kearns, Holywell Hospital Northern HSC Trust

Student Award, sponsored by Queen's University

Winner: Thomasina Duff, Queen's University, Belfast

Runner-up: Louise Russell, University of Ulster

Exceptional candidate award

Kara McMahon University of Ulster

Nursing Research Award, sponsored by the University of Ulster

Winner : Gloria O'Connor, Western HSC Trust

Runner-up: Dr Jayne Price Queen's University, Belfast

Outstanding Achievement Award, sponsored by Boehringer Ingelheim

Winner: Susan Semple, Health Care Co-ordinator for homeless people Belfast HSC Trust

CNO Award Winners: Kay Donegan & Joan O'Hagan

The CNO Award for Improving Patient Safety was awarded to Kay Donegan and Joan O'Hagan from the Southern Trust. Kay and Joan practise on the renal unit at Daisy Hill Hospital and were nominated on the basis of their significant involvement in decreasing catheter-related infections in haemodialysis patients.

Kay and Joan identified the need for a robust method of defining an exit site infection and working in partnership with infection control and tissue viability staff they created an exit site surveillance scoring tool. As a result of the initiative established by Kay and Joan, a 70% reduction was recorded over a twelve week period in treatment for exit site

swabs. Patients are no longer treated unnecessarily and both antibiotic use and laboratory testing of swabs have decreased. The project has delivered savings in laboratory time and cost and in respect of treatment with antibiotics and antimicrobials. Daisy Hill renal unit has a rate of 0.19 episodes for catheter-related infection per 1000 catheter days against the UK national average of 5.0 episodes. On winning the award Kay and Joan said



**Award winners
Kay Donegan and
Joan O'Hagan**

““On behalf of all our nursing and medical colleagues in the renal unit we are delighted to receive the CNO award for patient safety. We are both proud of the standard of care our dialysis patients receive in DHH and this award symbolises the continuous strive towards excellence that is the ethos of our renal unit.”

Outstanding Achievement Award

The Royal College of Nursing Outstanding Achievement Award, sponsored by Boehringer Ingelheim, is aimed at recognising outstanding service to the nursing and midwifery professions in Northern Ireland. This year the award was presented to Susan Semple, Health Care Co-ordinator for homeless people, Belfast Health and Social Care Trust.

As Health Care Co-ordinator for Homeless people in the Belfast Trust Susan has stated that she is proud that nursing has been at the forefront in health care for homeless people proving that nursing can reach beyond the bedside to reach areas not thought possible. She believes that it is the simple things, such as empathy, touch, friendship and a listening ear that makes a difference. In this respect the development of services for homeless people is the achievement that Susan is most proud of.

Susan has enjoyed a career in district nursing providing care to people in the community and in 1999 applied for her post with homeless people in which she now works with some of the most

vulnerable people in society. In this challenging role Susan has used her knowledge and skills to inform the development of regional strategy and policies. She has also worked with other agencies in the statutory and voluntary sectors to promote care that places patients and their carers at the centre and which secures their involvement and supports them to make informed choices about their treatment and care. She is compassionate and is recognised as one of the professions outstanding nurses leading by example, developing the way that care is provided, working closely within her own team and with other professionals to ensure that patients care is co-ordinated, of a high standard, and has the best possible outcomes.



**L to R Charles Ensor, Susan Semple and
Ann Marie O'Neill.**

Promoting Normality

The Department of Health, Social Services and Public Safety recently sponsored a multi-professional conference on Promoting Normality in pregnancy and birth which was arranged by the Royal College of Midwives in conjunction with the Royal College of Obstetricians and Gynaecologists and the Public Health Agency. In keeping with the multi-professional message of the day the conference was Chaired by Dr Paul Fogarty and Professor Cathy Warwick the joint Chairs of the ongoing review of maternity services in Northern Ireland and jointly opened by the CNO and CMO. All of the days presentations were also jointly presented by obstetric and midwifery staff showing the importance of working together to promote normality. Northern Ireland has high rates of intervention including induction, assisted delivery and caesarean sections. Overall NI caesarean section rate is almost 1 in every 3 births, compared to a Great Britain rate of around 1 in every 4, so a woman here is 20% more likely to have a caesarean section than in the rest of UK. The day focused not on any guideline or toolkit, but promoting the general concept of normality, looking at reasons to promote it, and examples of good practice from the rest of the UK and local units. Over 160 delegates from all professions, midwives, obstetricians, general practitioners and public health attended to hear speakers from all over



Delegates listen to the keynote speaker at the conference.



Delegates and speakers at the conference - L to R Dr Miriam McCarthy, Dr Tony Kelly, Emma Luhr, Ann Holmes and Professor Cathy Warwick.

the UK as well as representatives from local Trusts speaking about how they are promoting normality in their units to ensure women get a safe transition to parenthood and the experience to be positive and life enhancing.

For She's A Jolly Good Fellow

The Royal College of Nursing recently conferred a Fellowship on Liz Henderson in recognition of her exceptional leadership in the field of cancer nursing and the development of cancer services in Northern Ireland and beyond. Her dedication to promoting the principles of person centeredness and critical reflection has helped to change the working culture and outlook of frontline practitioners.

Liz's influence extends well beyond the UK and Northern Ireland. In recognition of her outstanding achievement and services to health care, she was awarded an OBE in 2010. Angela McLernon, CNO (Acting), commented, "This is a fantastic achievement for Liz and I am so proud that the RCN has recognised her efforts in this way. I congratulate Liz - a worthy and deserving recipient of an RCN Fellowship".



CNO Conference 2011

Leading for Change

Following the success of 2010 CNO conference, we returned to the Civic Centre in Craigavon where Martin Bradley hosted his very last conference as Chief Nursing Officer.

The theme for the conference was on 'Leading for Change' and the programme set out to recognise many of the innovative ways in which nursing and midwifery have been at the forefront of organisation changes to improve safety, quality of care and patient experience.

Leading from the Front

The morning session of conference was opened by **Andrew McCormick**, Permanent Secretary, who welcomed **Edwin Poots**, the new Health Minister to provide the opening address. Minister Poots took this early opportunity to engage with nurses, midwives and support staff who deliver care across the broad spectrum of health and social care settings. Delegates at the conference heard at first hand Ministers vision for health and social care including the warning that tough choices were needed to ensure that we have a service that is fit for the future. Addressing over 250 nurses and midwives he said: "We must stop doing what does not work. If we are to modernise and develop the



service, leadership will be required, from us all. As nurse and midwife leaders you have the opportunity to influence the quality and delivery of care in your own specific areas. Through your actions and those of the health and social care team you determine the outcomes for patients and their families."

The Minister added: "We all face

some significant challenges if we are to deliver the services people need."

Mr Poots named eight key priorities for meeting this challenge;

- driving up the quality of services and outcomes;
- increasing productivity;



Olivia McDaid, Family Nurse Supervisor addresses delegates. Looking on is Professor David Olds, Emma Curry and Francis Rice.

- greater collaboration with frontline professionals;
- more powerful local commissioning;
- champion preventative and early intervention measures;
- multi-faceted approach to limit unnecessary hospital care;
- encourage charity and voluntary sector assistance to find solutions; and
- explore means of enhancing the overall patient experience.

The Minister stayed on for the coffee break to chat to delegates as well as taking the time to visit a number of the exhibition stands. Full text of the Minister's address to the Chief Nursing Officer's Conference is available on the Northern Ireland Executive website: www.northernireland.gov.uk

Francis Rice, Executive Director of Nursing in the Southern Trust took over as Chair for the remainder of the morning session. **Professor David Olds** from the University of Chicago who developed the concept of the Family Nurse Partnership provided the key note presentation. The visit of Professor Olds to Northern Ireland had been co-ordinated by the Public Health Agency and we were privileged to have such an outstanding international speaker at the conference.

This was followed by nurses **Olivia McDaid** and **Emma Curry** from the Western Trust who are leading in a pilot of the Family Nurse Partnership concept. Olivia and Emma brought the Family Nurse Partnership to life by citing examples of the process in action and the positive impact it can have.

Helen Wallace, midwife in South Eastern Trust profiled some of the initiatives being taken forward to support normality in childbirth.

Maurice Devine, Nursing Officer provided an update on the Mental Health and Learning Disability Frameworks focussing on changing practice to meet client needs.

Anne Mills, Nursing Officer outlined the nutritional strategy 'Promoting Good Nutrition' which is available as an interactive document at

www.dhsspsni.gov.uk.

Preparing for the Future

The afternoon session was chaired by Professor **Linda Johnston**, Head of Nursing and Midwifery at Queens University Belfast. The afternoon was kicked off by **Tom Keighley**, Leadership Consultant who spoke of his journey through nursing and the importance of



Martin Bradley addressing delegates at the conference.

leadership, emotional resilience and a good sense of humour. Chief Executive of the HSC Board, **John Compton**, examined the challenges facing health and social care and the need to step up and embrace change rather than waiting passively for change to happen.



Edwin Poots, Minister of Health, Social Services and Public Safety, Kathy Fodey, Nursing Officer, Professor Hugh McKenna, University of Ulster and Janice Smyth, Director of RCN.

CNO NEWS



Cathy Cairns addressing delegates at conference.

Focussing on the role of the Director of Nursing, Brenda Creaney, Executive Director of Nursing in Belfast Trust and **Charlotte McArdle**, Executive Director of Nursing in South Eastern Trust profiled the work ongoing around the development of key performance indicators for nursing and midwifery and their links to professional accountability. The theme of accountability was continued with **Cathy Cairns**, NMC Officer for Scotland and Northern Ireland Affairs providing an introduction to her role and the work of the Nursing and Midwifery Council.

Supporting the subject of preparing for the future, **Elizabeth Robb**, Chief Executive of the Florence Nightingale Foundation, spoke passionately about the work of the foundation in promoting

innovation; advancing knowledge and skills and encouraging international learning and understanding. She encouraged all those present to consider a Florence Nightingale Scholarship as a means to expand horizons and improve patient care.

Conclusion

As CNO conference took place on the week leading up to CNO retirement, the nursing and midwifery professions took the opportunity to pay a fitting tribute to Martin's career that spanned over 4 decades in nursing. Unknown to him, Martin's wife Nuala had been invited to conference along with a number of previous Directors of Nursing and senior nurse leaders who had worked with Martin in the past. Martin knew something was amiss

when Kathy Fodey walked on stage with a Red Book and handed it over to Mary Hinds who was providing the closing address.

Mary Hinds, Director of Nursing and AHP at the Public Health Agency took on the role of presenter as we walked Martin through a 'This is your Life' journey. Early photographs supplied by Nuala and colleagues were used as stepping stones along the path through Martin's career. Messages from the Chief Nursing Officers of Scotland, Wales and England were read out at the conference, alongside video messages from Tom Frawley, Ombudsman and Beverly Malone, Chief Executive, National League for Nursing, USA. Martin was suitably embarrassed by all the attention and not least by the photographs. As Mary Hinds handed over the Red Book, Martin took the opportunity to praise nurses and midwives for the work that they do. He said: "This is my last conference as Chief Nursing Officer and I want to thank every single person working in health and social care for the skill and dedication they bring to what is a tough job, day after day.

"I have been privileged to work with a great many nurses and midwives who have shown the innovation, the courage and the resilience to not only lead and manage services in the midst of organisational reforms, but to also bring about change that has led to improved outcomes for patients".

You can download a copy of the presentations made at the conference from our website: www.dhsspsni.gov.uk

Institute for Improving Healthcare Conference

Caroline Keown, Lead Midwife for Delivery Suite Services, Governance & CTG Co-ordination in the Northern Trust recently travelled to Amsterdam to speak at the Institute for Improving Healthcare Conference on the journey the Trust have taken to introduce an universal tool

to assess a fetal monitoring tracings and document findings in accordance with NICE guidance. This included the processes they have in place to monitor compliance with tool and explored what the challenges and successes were.



Caroline Keown, keynote speaker addresses delegates at the conference.

Launch Of New Freely Accessible Online Journal

Visit: www.fons.org/library/journal.aspx to access today.

The Foundation of Nursing Studies (FoNS) recently launched the International Practice Development Journal in association with the International Practice Development Collaborative (IPDC).

The International Practice Development Journal publishes and makes freely accessible,

scholarly inquiry into practice development and related fields.

The articles will challenge assumptions and provoke new visions and ideas about the contribution that practice development makes to nursing, healthcare and academia. Dickon Weir-Hughes, FoNS' Chair of Trustees; Chief Executive and

Registrar, Nursing and Midwifery Council says:

'This is an important new step for FoNS and one that furthers our strong commitment to spreading and sharing the knowledge and experiences of nurses and healthcare teams who strive to continually improve the care of patients.'

Tommy's Awards

Anne Marie McKinley, a senior midwife from Ulster Hospital, Dundonald, has been awarded the Tommy's 'Hero' award for Northern Ireland, in the charity's annual Let's Get Baby Friendly Awards. The award recognises the support of a midwife, GP or any other health professional that has gone the extra mile for mums and dads during pregnancy complications.

Anne Marie was nominated by a mother for the incredible support Anne Marie showed her during the birth of her two daughters. The nominating mum said of Ann Marie "As a midwife she empowered me at every stage of my pregnancy and labour, and her firm, warm and supportive approach enabled me to feel in control of my labour even when there were critical complications".



L to R Janene Ware, Patsy Palmer, Anne Marie McKinley and Caroline Brandi.

Strategic Development of Nursing and Midwifery R&D: A Regional Approach

The R&D Subgroup of the Central Nursing Advisory Committee (CNAC R&D) has been progressing a portfolio of work over the last 2 years which focuses on the strategic development of nursing and midwifery R&D within Northern Ireland, building on the recommendations presented in Using and Doing Research: Guiding the Future (NIPEC 2005). The programme of work reflects the advisory function of CNAC R&D, with the emphasis on influencing strategy and policy, which is also reflected in the purpose of this committee.

PURPOSE OF CNAC R&D

To improve practice, patient experience and outcomes by providing leadership and strategic direction for nursing and midwifery research and development.

This purpose can be achieved by:

- advising CNAC on the basis of robust evidence
- influencing at all levels
- having an agreed workplan
- working in partnership with key stakeholders
- effective communication
- profiling and valuing the contribution of the broad range of R&D activities
- harnessing the expertise of group members and maximizing their opportunity to act as a catalyst for change

The work strands being progressed through four Task and Finish Groups, focus on:

1. articulating what is understood by 'development' in the context of R&D, emphasising the importance of recognising the spectrum of activity that can contribute to innovation and knowledge generation
2. exploring models of mentorship, drawing from the literature and from discussions with recognised research leaders

3. exploring the role of the clinical research nurse within Northern Ireland
4. a scoping exercise to provide insights into building capacity and developing a supportive infrastructure for nursing & midwifery R&D within the HSC Trusts

A summary of T&F Group outcomes is shown in the table opposite:



Members of CNAC R&D at their September meeting: Back row (l-r) - Nicola Armstrong, Fiona Wright, Patricia Gillen, Gillian McCorkell, Vivien Coates, Kathleen Dunne. Front row (l-r) - Elaine Connolly, Tanya McCance (chair) and Marina Lupari.

Summary

It is recognised that nursing and midwifery R&D has progressed within Northern Ireland over the last 10 years. This progress, however, has been influenced and shaped by developments at national level, and indeed the radical review of health and social care structures within Northern Ireland. DHSSPS, through the Chief Nursing Officer, continues to recognise the need to evaluate developments in nursing and midwifery R&D and the importance of progressing this agenda in a planned, cohesive and systematic manner.

Exploring ‘development’ in the context of R&D

<p>Tanya McCance, Liz Henderson and Christine Boomer</p>	<p>Development of a draft definition of the concept “development”, in the context of R&D, which was shared, critiqued and refined.</p> <p>Testing of the draft definition against a number of case studies, including: a practice development project, a regional audit and a service improvement project. The definition is also being tested against the concept of “knowledge transfer”.</p> <p>Development of a conceptual Framework illustrating the potential relationship between R&D and further refinement through critical dialogue with a range of stakeholder groups.</p>	<p>For further information contact: tanya.mccance@belfasttrust.hscni.net</p>
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Mentorship

<p>Donna Fitzsimons, Vivien Coates, Kathleen Dunne, Nicola Armstrong and Sam Porter</p>	<p>A workshop on 28th June 2011 to discuss the mentorship model supported by the Academy of Nursing, Midwifery and Health Visiting Research (UK) with keynote address from Prof Annie Topping.</p> <p>There was consensus amongst the 32 delegates that it would be useful to avail of this approach in NI.</p>	<p>For further information contact: donna.fitzsimons@belfasttrust.hscni.net</p>
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Clinical Trial Nurses

<p>Gillian McCorkell, Fiona Wright, Nicola Armstrong, Elaine Connelly and Marina Lupari</p>	<p>Focus group interviews were held in all 5 trusts with nurses working in Clinical Trials to determine the positive and negative aspects of the role. This has provided CNAC R&D with information, which will be used to inform support structure for Clinical Trials Nurses regionally.</p>	<p>For further information contact: gillian.mccorkell@westerntrust.hscni.net</p>
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Scoping within HSC organisations

<p>Sonja McIlpatrick, Patricia Gillen and Carolyn Mason</p>	<p>Development of a mapping tool in line with the Finch Report (UKCRC, 2009) and Using & Doing Report (NIPEC, 2005).</p> <p>The mapping tool was completed by nursing and midwifery research leads in each of the 5 HSC Trusts found a total of 18 nurses/midwives who have completed a PHD and a further 8 whose doctoral studies were ongoing (as of April 2010).</p> <p>Findings also identified the following priority areas:</p> <ul style="list-style-type: none"> • Strategic developments for Nursing and midwifery R&D • Nursing and midwifery R&D infrastructure 	<p>For further information contact: sj.mcilpatrick@ulster.ac.uk</p>
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Martin Bradley Steps Down As Chief Nursing Officer

At the end of June Martin Bradley officially retired as the Chief Nursing Officer for Northern Ireland after some 5 years in the post and over 40 years service as a nurse.

Departmental colleagues and representatives from the HSC gathered in Castle Buildings to mark the occasion and bid a fond farewell to Martin. Speakers paid tribute to Martin's dedication and commitment to the nursing and midwifery professions and the way he had earned the respect and loyalty of colleagues. Martin said that he knew it was time to retire when he was offered a "discounted ticket" recently at the train station! As modest as ever, Martin also thanked all those who

had worked with him as CNO. During his time as CNO Martin oversaw the development of a wide range of policies and reviews including the Standards for Patient/Client Experience, a Palliative Care Strategy, a policy and care pathway for children with complex needs, the Ward Sister's Charter, a Strategy for Nursing and Midwifery and reviews of health visiting and school nursing and production of mental health framework.

Martin always ensured that policy direction was based on sound empirical evidence and that the focus was on how to improve the access, care and treatment for patients and clients. The respect that Martin was held in



Martin and Nuala Bradley celebrate his retirement.

the Department ensured that the nursing and midwifery professions were central to the Departmental decision-making process and that the contribution that Nursing and Midwives can make to the delivery of safe and effective care and to improving the patient experience was recognised and appreciated.

RCN Joint Education Forum 3rd International Conference

On 15th June 2011 the RCN bi-annual International Education Conference was held in Northern Ireland for the first time at the Europa Hotel, Belfast.

After welcoming over 200 delegates from over 20 countries to the three-day conference, Health Minister Edwin Poots said: "Your conference on the innovations and challenges for nursing education is timely. I know that you have important messages to share that

will help shape and direct nursing and midwifery for the future. I want to encourage you to help us find better ways of delivering health and social care, to find new ways of making best use of public money and to find innovative ways to maximise the contribution of all healthcare professionals."

The minister also appealed to the delegates to be more strategic and embrace the public health agenda by focussing on early intervention



L to R Andrea Spyropoulos, President RCN; Angela McLernon, Chief Nursing Officer (Acting); Edwin Poots, Minister for Health; Dr Carol Hall, Chair of RCN Education Forum.

measures. He said: "Each of us has a role to play in making healthy choices, drinking less, not smoking, eating a balanced diet and protecting our skin from the sun's harmful rays."

Florence Nightingale Service Westminster Abbey

Following on shortly after the Royal Wedding, students nurses and midwives from Queens University, University of Ulster and the Open University, participated in the annual Florence Nightingale Commemoration Service. Accompanied by their tutors, the students spent the day in Westminster Abbey, rehearsing their part in the service. Following the event, Peter Griffin, Discipline Lead, School of Nursing and Midwifery, QUB invited students to record in a few words the significance of the experience and the event.

My favourite part of the trip was getting to meet nurses from other branches, and realising how our practice all fits together. I also loved getting to meet older nurses who had been working for years, they were so interested in us, and very encouraging. It helped me realise that nursing is part of an unbroken timeline, using what we have learnt over time is best practice, and researching and questioning all elements of future care. I had a brilliant time, thanks again.

Elizabeth Higgins

I really enjoyed the student day. I think being at the Florence Nightingale student day made me realise how important it is to keep your passion for nursing alive and to know that even one nurse can make a difference. It was also amazing to see the advances in knowledge, skills and equipment through the years in the health care service.

Sarah Petherick

All I can say is that the service itself was surprisingly emotional. I think as a student you can sometimes become focused on assignments and assessments and it was personally very beneficial to be reconnected with the origins of the profession and ultimately why I have chosen this path.

Pippa Warwick

I've never felt as proud to be a student nurse as I did when walking in the procession up Westminster Abbey.

Paula McKeown



Students and Tutors enjoying the occasion at Westminster Abbey.

An event which I will never forget. The service and address was a real inspiration words such as 'never compromise in your care, and most of all believe in yourself' Very emotional. Thank you so much for including me in this fabulous event in celebrating the life of Florence Nightingale.

Michelle Henry

The Florence Nightingale Ceremony was a fantastic event. Whilst nursing was represented from the many different walks of life from learning disability and general to mental health and trauma in war zones, the overall feeling of unity in caring for others was prevalent in the abbey, which again was not only inspiring but made me extremely proud and honoured to be a part of the nursing profession.

Daryl McClean

It gave me the boost I needed to keep going on the final phase of my nursing course. As an adult student nurse it gave me great insight into the other areas of children's, mental health and learning disability nursing. I was proud to be in my Queen's student uniform alongside students from University of Ulster and the Open University

Alex Boyd

CNO NEWS

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New Midwifery and Children's Advisor

Brenda Devine has temporarily joined DHSSPS to cover the Nursing Officer post of Midwifery and Children's Advisor following Denise Boulter's move to the PHA. Brenda joins the Department having spent the past 3 years as a Senior Professional Officer at NIPEC. The Department will be recruiting soon to fill the post on a permanent basis. We would also like to wish Denise well as she takes up her new job as midwife commissioner with the PHA.

CNO Administration Team



Back row (L-R) Hilary Jennings, Mark Anderson, Jayne Saulters, front-row (L-R) Ruth Todd, Jayne McCrory

CNO News Editorial Team

Kathy Fodey and Ruth Todd