

Public Consultation 2009
Submission to the Second Independent Monitoring Group for ‘A Vision for Change’

Response of the National Council for the Professional Development of Nursing and Midwifery

The National Council welcomes the opportunity to support the work of the Second Independent Monitoring Group for ‘*A Vision for Change*’ by making this submission in relation progress on the implementation of ‘*A Vision for Change*’ and on the implementation priorities for 2010.

The National Council would like to acknowledge the work of the Department of Health and Children, the HSE and the Independent Monitoring Group to date in relation to the development of mental health services in line with government policy. The National Council is the Statutory Body whose purpose is to promote and develop the professional roles of nurses and midwives in partnership with stakeholders in order to support the delivery of quality nursing and midwifery care to patients/clients in a changing healthcare environment. The main focus of the work of the National Council to date has been the establishment of the clinical career pathway for nurses and midwives, the dispersement of funds for continuing education and the provision of guidance and support in relation to professional development and service issues.

Progress to date

In assessing the progress to date on the implementation of ‘*A Vision for Change*’ the basis for comparison would be between the projected outcomes and the progress towards achieving these outcomes. Broader availability of The HSE Implementation Plan 2009-2013 would support improved evaluation of progress in line with defined implementation plan with clearly defined targets and an annual report outlining progress was not made widely available. From information that is available, the National Council welcomes the establishment of the National Service User Executive and the subsequent inclusion of a service user and carer representative on the National Mental Health Steering Group. In relation to the redeployment of nursing staff from in-patient traditional facilities to community based services, information is not widely available on the extent of this or the preparation of staff in relation to the development of competencies.

Implementation Priorities

It would appear that a major priority would be the development of an outcome based implementation plan which clearly outlines channels of responsibility and authority in relation to the implementation of ‘*A Vision for Change*’. In relation to workforce issues, in particular nursing, it is vital that in the recruitment and re-deployment of staff, that adequate preparation and development is provided for development of skills and competencies in line with service need. An example of good practice in this area is seen in Primary Care, where a number of mental health services have developed (or are in the process of developing) Clinical Nurse Specialist and Advanced Nurse Practitioner posts in mental health in primary care (see attachment 1). These posts provide access to mental health care for people with mild to moderate mental health problems and associated issues, in primary care, avoiding the necessity

for referral to secondary mental health services and providing easy access to psychotherapeutic interventions for people experiencing mental distress. In this they are relieving some of the workload from the mental health services and providing an invaluable level of expertise in primary care. There are many service level initiatives that have been developed to support service development in mental health care that would serve as exemplars of how practice should be developed (see attachment 2).

While acknowledging that the economic climate is difficult, it is clear that the implementation of '*A Vision for Change*' will require appropriate resources to ensure optimisation of staff skills and competencies for improved service delivery.

Attachment 1.

A list of CNS and ANP posts in mental health.

Attachment 2.

A list of National Council funded continuing education initiatives in mental health.

Attachment 1.

Clinical Nurse Specialist and Advanced Nurse Practitioner Titles in Mental Health 2009

CNS Titles Mental Health	
<p>Acquired Brain Injury Acute Mental Health Acute Mental Health Care Addiction Counselling Addiction Counsellor Addictions Addictions / Detoxification Adolescent Mental Health Affective Disorders Alcohol Addiction Counselling Alcohol Counselling Art Therapy Interventions Assertive Outreach Mental Health Autism Hyperactive Disorder Behaviour Management Behaviour Nurse Psychotherapist Behaviour Nurse Therapist Behaviour Therapy Behavioural & Cognitive Psychotherapy Behavioural Nurse Psychotherapist Behavioural Psychotherapy Behavioural Therapist Bereavement Bereavement Counselling Child & Adolescent Mental Health Child & Adolescent Psychiatry Child & Adolescent Psychiatry Liaison Child & Family Counselling Cognitive Behaviour Therapy Cognitive Behavioural Psychotherapist Cognitive Behavioural Therapy Community Child & Adolescent Psychiatry Community Intellectual Disability Nursing Community Mental Health Community Mental Health Nurse Community Mental Health-Older Person Community Psychiatry of Old Age Consultation Liaison Psychiatry Continence Management Elderly Care Services Counselling Counselling & Behavioral Therapy Counselling & Psychotherapy Counsellor Crisis Assessment and Treatment Crisis Intervention Crisis Intervention Liaison Crisis Outreach Response Deliberate Self Harm Dementia</p>	<p>Dementia Care Drama Therapy Dual Diagnosis & Deliberate Self-Harm Eating Disorders Elderly Mentally Ill Enduring Mental Illness Family & Marital Therapist Family Therapist Family Therapy Family Therapy Nurse Health Promotion & Health Improvement Health Promotion (Forensic) Home Based Care Home Based Mental Health Treatment Home Based Treatment-Acute Psychiatry Integrative Counselling Liaison (Self-Harm) Liaison Mental Health Liaison Psychiatry Mental Health Education Mental Health Liaison Mental Health Promotion Mental Health Rehabilitation Occupational Health Old Age Psychiatry Parasuicide / Deliberate Self Harm Primary Care (Mental Health) Psychiatric Consultation Liaison Psychiatry of Later Life Psychiatry of Old Age Psychiatry of Old Age - Dementia Care Psycho Oncology Psychosis Psychosocial Interventions Psychotherapy Psychotic Disorders Rehabilitation - Mental Health Serious and Enduring Mental Illness Stress Management/Bio-Feedback Substance Misuse Substance Misuse Counsellor Systemic Family Therapy Therapeutic Interventions in Elderly Care Therapeutic Programmes Therapies, Mental Health Care for Older People Treatment of Alcohol & Drug Use Disorders Treatment Resistant Schizophrenia Vocational Rehabilitation Young Persons Substance Misuse</p>

ANP Titles Mental Health

Addiction & Mental Health

Child & Adolescent Mental Health & Psychotherapy

Cognitive Behaviour Therapy

Cognitive Behavioural Psychotherapy

Cognitive Behavioural Therapy

Dementia

Eating Disorders

Liaison Mental Health

Liaison Psychiatry

Mental Health & Psychotherapy in Primary Care

Mental Health and Psychotherapy

Psychotherapy

Attachment 2.

A Selection Continuing Education Programmes Funded in Mental Health Care by the National Council for the Professional Development of Nursing and Midwifery 2001-2009

- Postvention Policy and Crisis Team Support
- Developing Change Leaders in the Workplace
- How to do effective Counselling
- Identification, Prevention & Management of Postnatal Depression: Training for Trainers
- International Conference (Forensic Mental Health)
- Cognitive Behavioural Therapy in the Management of Systemic Inflammatory Diseases in Rheumatology
- Refocusing, Solution Focused Engagement & Nursing Leadership in Acute Psychiatry
- Foundation Course in Cognitive Therapy
- Strategies for Developing Intercultural Competence
- The Development of a 'Forensic Nursing' module as part of the PG Diploma / MSc in Mental Health
- National Conference, A Meeting of Minds
- Evidence-Based Interventions for Individuals with Enduring Mental Health Problems
- Site Preparation for the Development of an Advanced Nurse Practitioner Post in Cognitive Behavioural Psychotherapy - Area 2 Mental Health Services
- Introduction of a Model of Nursing (Tidal Model) National Forensic Mental Health Service
- 2nd Annual International Conference Forensic Mental Health - Interagency Working and Nursing Practice
- International Conference: Thinking, Feeling, Being: Critical Perspectives and Creative Engagement in Psycho-social Health
- The development of an Educational Program for Nurses on caring for Older People with Dementia in Acute, Residential and Community Care Settings
- Electroconvulsive Therapy Training for Registered Psychiatric Nurses
- Clinical Supervision Programme Adult Mental Health Services
- Training in Person-Centred Care and Dementia Mapping
- European Violence in Psychiatry Research Group (EViPRG)
- Postgraduate Diploma in Mental Health Nursing
- Development of Research Skills for Clinical Nurse Specialists in Child and Adolescent Psychiatry
- Intellectual Disability and Mental Health Problems
- Introduction of Clinical/Professional Supervision in Forensic Nursing
- National Practice Development Project for the Development of Nursing in the Prison Setting
- Development of Advanced Nurse Practitioner at the National Forensic Service, Central Mental Hospital.
- Foundation Course in Cognitive Therapy
- Specialist Intervention for Mental Health Nurses
- Utilisation of QUASAR in Clinical Audit
- Development of a Course 'Solution Focused Approaches in Mental Health Nursing Practice'
- Evaluation of the Holistic Nursing Assessment Model (The Tidal Model)
- Mental Health Nursing - Psychosocial Interventions for People who have a Serious Mental Illness
- Site Preparation - Preparing Senior Clinical Staff for Practice Assessment Support and Supervision of Postgraduate Nursing Students
- Introduction to Clinical Audit, Mental Health Services
- A Psychosocial Approach to Recovery
- Support Programme for Newly Qualified Nurses
- Pilot Project to Design a Discharge Educational Package for Mental Health Patients and Staff in In-patient and Community Settings

- Professional Supervision
- Clinical Supervision in Practice Module
- Achieving a New Level of Excellence
- Foundation Course in Cognitive Therapy
- Psychosocial Approaches to Recovery
- Clinical Supervision Training for Community Mental Health Nurses/Clinical Nurse Specialists
- Enhancing mental health care provision in primary care settings in HSE
- Inaugural Launch of the Irish Institute of Mental Health Nursing
- Enhancing mental health care provision in primary care settings in HSE
- Integrated Care Pathway in Mental Health Rehabilitation Practice
- Solution Focused Brief Therapy Training
- Pearls and Promises: The Changing Face of Palliative Care Practice
- First National Psychiatry of Old Age Nursing Conference in Ireland
- Caring for the Person with Intellectual Disability and Mental Health Problems
- Facilitation of a psycho-education programme utilising assessment scales/tools in the delivery of patient care
- An Introduction to Evidenced Based Practice Approaches in Psychosis (Psychosocial Interventions)
- An Introduction to Clinical Supervision for Nurses
- Professional Supervision Training for Nurses
- 2nd Liaison Mental Health Nursing Conference "Advancing Liaison Mental Health Nursing through Education & Research"
- Project to support development and clinical effectiveness in Community Mental Health Nursing
- Caring for Patients with Dementia
- Mental Health National Conference
- Dual Diagnosis Training for Nursing Staff working in the Intellectual Disability
- Identification, Prevention and Management of Post-Natal Depression for Training for Trainers
- An Introductory Certificate to Intellectual Disabilities for Qualified Nursing Staff (Non-RMHN's).
- Multi-Element Behavioural Support Programme
- Train the Trainer Programme (LEO)
- Development of Job Description and Site Preparation for the Role of Advanced Nurse Practitioner in Cognitive Behaviour Therapy - Adult Mental Health, Laois Offaly MHS
- An Introductory Certificate to Mental Handicap/Intellectual Disabilities for qualified nursing staff (Non-RNMH's).
- Portfolio of Validated Mental Health Assessment Tools with an Accompanying Education / Training Package to Support their Implementation to Every Day Practice
- Family Interventions and Psychosis for Advancement of Evidence Based Interventions in Mental Health Rehabilitation / Community Teams
- National Blended Learning Programme for RNs/RMs in Intravenous Venepuncture/Peripheral Intravenous Cannulation
- Implementation of a Model of Person-Centred Practice in Older People Settings
- 5th Annual International Multidisciplinary 2-Day Kaleidoscope Palliative Care Conference 'Benchmarks and Milestones: Striving for Excellence in Palliative Care'.
- Regional Infection Control Study Day
- Nursing & Midwifery Planning & Development Unit Regional Conference 2006 HSE Mid-Western Area
- Contemporary Issues in Intellectual Disability Nursing
- Enhancing mental health care provision in primary care settings in HSE
- Introducing Care Pathways: A Workshop for RGNs
- Challenging Behaviour and Risk Management - Understanding the Concepts and Controversies

- Regional Project Officer to Promote Research
- Regional Conference 'Celebrating the Nursing & Midwifery Contribution to Health Gain in the Mid Western Region'
- Dual Diagnosis for Nursing Staff working in the Intellectual Disability Sector
- The Practice of Clinical/Professional Supervision
- Critical Thinking and Reflective Practice
- An Introductory Certificate to Mental Handicap / Intellectual Disabilities for Registered Nursing Staff (Non-RMHN's)
- Communication and Feedback skills
- ANP (Cognitive Behaviour Therapy in Clinical Rehabilitation Services)
- National Blended Learning Programme for Registered Nurses and or Midwives in Intravenous Venepuncture and or Peripheral Intravenous Cannulation.
- Understanding Loss, Grief and Bereavement
- A Work-Based programme for Person-Centred Care for Older People with Dementia
- Conference - 'The Role and Function of the Liaison Mental Health Nurse in Ireland'
- Dual Diagnosis - Alzheimer's Disease and Down's Syndrome
- An Introduction to Cognitive Therapy
- Refocusing, Engagement and Nursing Leadership in Acute Psychiatry
- Evaluation of Multidisciplinary Care Planning Project in Clare Mental Health Service
- Brief Solution Focused Therapy
- An Advanced Workplace Learning Programme for Person-Centred Care for Older People with Dementia
- ANP (Mental Health and Older People)
- Person Centred Planning System by CNMs through Clinical Supervision
- Medication Management Update for Staff Nurses
- Review of Nursing Care Planning Process Louth/Meath Mental Health
- Revision of the Mental Health Act 2001
- ANP posts for Mental Health Primary Care Services
- Dementia Care Mapping
- Enhancing mental health care provision in primary care settings in HSE
- ANP (Liaison Mental Health)
- Clinical Supervision - Train the Trainer
- The Utilization of Quasar in Clinical Audit
- Enhancing mental health care provision in primary care settings in HSE
- Strategy to link Services to provide Standardised and Integrated Care for Women with Post Natal Depression
- Clinical Series on the Needs of Key Groups which Interface with Addiction/Substance Misuse Services
- Developing Skills in Mental Health Assessment
- Assessment & Treatment of Anger Workshop
- ANP (Dementia Care)
- ANP (Therapeutic Interventions ID)
- Advanced Nurse Practitioner - Cognitive Behaviour Therapy (Site Preparation & Development)
- Project Officer for the Care and Management of Individuals at Risk of Suicide and Parasuicide.
- Developing Skills for Effective Care Plans
- Working with Families
- Advanced Nurse Practitioner Development- Eating Disorders (Site Preparation & Development)
- Feasibility Study for the Role of Advanced Nursing Practice within Child & Adolescent Mental Health
- Development and Computerisation of Multi-disciplinary Core Care Plans for Primary Care

- Bereavement Support for Older People
- Professional Development for Mental Health Nurses in the Community
- Evidence Based Practice in Mental Health Nursing
- Study to Examine Role Development in Eating Disorders
- Working with Autistic Spectrum Disorder
- Learning Disability and Mental Health Workshop
- Understanding Alzheimer/Dementia Care
- Study to Examine Role Development in Cognitive Behavioural Therapy
- Managing the change process for the integration of Carlow/Kilkenny Mental Health Services
- Managing Behaviour Difficulties in Alzheimer's Disease / Dementia
- Caring for Patients with Dementia
- Pilot project of psycho-social assessment tool for clients presenting with self harm in A&E departments
- Integrated Care for Women with Postnatal Depression Training and Development of a new Regional Strategy
- Regional Practice Development Gerontological Nursing
- Clinical Audit Initiative - Mental Health Nursing
- Project to support development of and clinical effectiveness in Community Mental Health Nursing
- 'Enhancing the Patient/Client Journey'
- Into Primary Care
- Enhancing mental health care provision in primary care settings in HSE
- A stepwise approach to enhancing clinical practice using Cognitive Behaviour Therapy (CBT) Levels 1-3 (Carlow / Kilkenny Mental Health Services)
- A stepwise approach to enhancing clinical practice using Cognitive Behaviour Therapy (CBT) Levels 1-3; (Wexford Mental Health Services)
- Senior Nurse Management team Development Programme
- Implementation of a Model of Person-Centred Practice in Older People Settings
- Teenage Mental Health Promotion
- Enhancing mental health care provision in primary care settings in HSE
- Promotion of Evidence-Based Practice and Research Awareness Course
- Refocusing Acute Psychiatry
- Dual Diagnosis for People with Intellectual Disabilities (ID) and Mental Health Problems
- Violence Risk Assessment and Management Training for Psychiatric Intensive Care Unit
- Solution-Focused Communication in Mental Health Practice
- Mental Health Matters - A Two-Day Conference on the Holistic Approach to Mental Health
- ANP (Mental Health, Primary Care)
- ANP (Primary Care: Mental Health and Psychotherapy)
- Caring for Patients with Dementia
- Developing Skills of Clinical Supervision / Support for Nurses
- Bereavement and Adults with Intellectual Disability
- Clinical Supervision Skills for Clinical Nurse Managers
- Certificate in Behaviour Therapy for Nurses
- Understanding Anxiety and managing it without drugs
- Effective Brief Therapy for Depression
- Understanding and Stopping Addictive Behaviour
- Mental Health Conference - Bridging the Gap
- Caring for Patients with Dementia
- Assessing & Managing Risk for Psychiatric Nurses

- Making that Connection - Communication Conference for Nurses
- Mental Health Conference - 'Refocusing Acute Psychiatry'
- Solution-Focused Communication in Mental Health Practice
- Clinical Facilitator for the Introduction of a New Care Model to the Mental Health Services in Mayo Mental Health Service
- ANP (Family / Systemic Psychotherapy)
- ANP (Recovery and Rehabilitation in Psychosis)
- ANP (Mental Health Intellectual Disability - Dual Diagnosis)
- Enhancing mental health care provision in primary care settings in HSE
- An Introduction to Psycho Educational Training for Mental Health Services Users & their Carers / Family Members
- Recovery Training Programme for Mental Health Nurses in Mayo Mental Health Service
- ANP (Liaison Psychiatry in Emergency Department)
- An Introduction Certificate to Mental Handicap/Learning Disability for Qualified Staff (Non-RNMH)
- Mental Health and Sexuality Conference
- Project for curriculum development for the Higher Diploma in Mental Health Nursing
- Dealing with Challenging Behaviours in Mental Health
- Promoting & Developing Best Practice in Mental Health Care: Your Vision Realised