Purpose
The purpose of this project is to develop a position paper that states the values that underpin nursing and midwifery practice. The objective is to consult on, identify, agree and commit to a set of nursing and midwifery values that underpin practice in Ireland.

Rationale
The positive correlation of values to behaviours is well documented in the literature. The process of reflecting on and agreeing values helps to promote behaviours and skills that demonstrate these values in practice.

The expression of core values by nurses and midwives is directly reflected in the care provided. Some examples of what the values mean in practice for patients are illustrated below.

<table>
<thead>
<tr>
<th>Care</th>
<th>Compassion</th>
<th>Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>The nurse/midwife will demonstrate care by;</td>
<td>The nurse/midwife will demonstrate compassion by;</td>
<td>The nurse/midwife will demonstrate competency by;</td>
</tr>
<tr>
<td>respecting your dignity and privacy;</td>
<td>showing compassion and kindness in each interaction;</td>
<td>explaining your care to you and answering your questions;</td>
</tr>
<tr>
<td>providing support to the people who are important to you;</td>
<td>reviewing your nursing and midwifery care with you and responding to your changing needs;</td>
<td>recognising your personal, social and spiritual needs as well as your medical and physical requirements;</td>
</tr>
<tr>
<td>working with other healthcare professionals and support workers to provide care;</td>
<td>showing interest in getting to know you as a person and the people who are important to you</td>
<td>developing a written plan of nursing care/maternity care with you using professional and best practice guidelines;</td>
</tr>
<tr>
<td>listening and taking time to talk with you</td>
<td></td>
<td>keeping a record of your needs and the care you receive.</td>
</tr>
</tbody>
</table>

Context
A survey that examined the public’s attitude to nurses and midwives (Amarach 2013) considered nurses and midwives to be extremely caring and compassionate in their dealings with patients. A number of recent reports (Leas Cross 2006, Lourdes report 2006, UCHG 2013, Aras Attracta 2013, 2015, Portlaoise 2014, 2015) have challenged the concepts of professional nursing and midwifery practice and the values that underpin these practices namely demonstration of care, compassion and competence.
# NMvalues

**DEVELOPMENT OF A POSITION PAPER ON THE VALUES OF NURSING AND MIDWIFERY IN IRELAND**

**Partnership approach**
The initiative led by the Chief Nursing Officer’s Office is conducted in partnership with the HSE and the NMBI. A process which is participatory in nature has been chosen in order to support reflection on and the identification of the values. It is intended to engage with all nurses and midwives across the whole health system.

A number of initiatives led by the National Leadership and Innovation Centre for Nursing and Midwifery in the Office of the Nursing and Midwifery Services Director (ONMSD) are already in place across the health system including the Florence Nightingale Initiative. The CNO values project complements the Florence Nightingale programme from an Irish perspective by setting out clearly the values upon which nursing and midwifery is based. It also provides the foundation for developing a similar programme in Ireland over time. The SAOLTA group also has commenced a Caring Behaviours programme with all staff in the group.

**Outcome**
The outcomes of the project are as follows:

- Agree a set of values that support nurses and midwives in practice and are linked where possible to the Code of Conduct for Health and Social care Providers, The Code of Conduct and Ethics for Nurses and Midwives (NMBI).
- A position paper will be published in May 2016;
- The NMBI will include a declaration of the values as a component of maintaining professional competence;
- Nursing and midwifery mission statements will include the values;
- Directors of Nursing and Midwifery will commit to supporting a culture where these values can be fostered and create environments where the values can flourish;
- The HSE will include the principles of values-based recruitment in the recruitment of nurses and midwives;

**Impact**
The impact of this initiative is to contribute to a culture of safe patient care. It will support other activities aimed at the same goal in the healthcare system. Success will be measured through the KPI’s and other mechanisms identified as part of this process.