

Minutes of the Meeting of the Steering Committee for the Policy for Graduate, Specialist and Advanced Nursing/Midwifery Practice

26th May 2017, 10th Floor Conference Room, Department of Health 10.00am

Meeting called by:	Dr. Anne-Marie Ryan (AMR)	Type of meeting: Inaugural Meeting of the Steering Committee to oversee the demonstration projects for the interim policy for graduate, specialist and advanced nursing and midwifery practice.
Attendees:	Mr Robert Kidd (RK), Mr Paul Byrne (PB), Ms Aisling Culhane (AC), Ms Marie O'Grady (MOG), Ms Sarah Cooney (SC), Ms Marie Dempsey (MD), Ms Mary Doolan (MDo), Ms Mary Wynne (MW), Ms Mary Frances O'Reilly (MOR), Mr Liam Doran (LD), Ms Anne Lawlor (AL), Ms Georgina Bassett (GB), Ms Claire Collins (CC), Dr. Anne-Marie Ryan (AMR), Dr. Siobhan O'Halloran (SOH), Ms Mary Casey (MC), Mr Michael Murray (MM), Ms Karolina Farrell (KF)	
Teleconference:	Mr Richard Walsh (RW), Ms Síle McManus (SMM)	
Apologies:	Ms Sorcha Murray (SM), Ms Patricia Lee (PL), Ms Merwyn Taylor (MT), Prof Glenn Gardner (GG), MR Paul Boyle (PB)	

Agenda Item	Whom	Notes
1. Welcome and Introduction	AMR & Group	SOH welcomed all Members of the Committee.
2. Presentation on the draft policy	AMR	AMR delivered a presentation on the draft policy, listing the demographic and social challenges to which nursing and midwifery practice can respond. She also presented an overview of the CNO's Office strategy, project objectives and the action plan.
3. Discussion	AMR + Group	<p>MDo asked if the draft had considered feedback from the consultation. AMR replied that it did not. There was a general discussion around key elements of the policy including the target of 2%, the proposed process and timeframes. SOH confirmed that the students are being represented, and a representative will join the committee following commencement of the education programme. She also stressed the need to listen to the students' opinions as the proposed changes will mainly affect the new generation of nurses and midwives. The need for a structured approach to the complex issues faced by the healthcare system was discussed and the role that nurses and midwives can make to addressing some of the challenges.</p> <p>LD drew attention to the similarities between previous approaches (for example in 1998), which did not result in changes in practice. LD pointed out that access to ANPs and the role they can play in the healthcare system has a positive impact on patients. Employers should be encouraged to hire ANPs, as there are too few in the system. SOH replied that at present we are in a much stronger position, with more control and secure financing to demonstrate results similar to what is taking shape in the Taskforce. She added that AMR has prepared tools to demonstrate the effectiveness of the new approach. MD added that Ireland today is significantly different than in 1998 and the time has come to make these changes. MW stressed the need to align skills to current societal requirements for older people and chronic disease management and stressed the global nature of this problem.</p> <p>LD asked what would be the incentive for 2018 nursing and midwifery graduates to stay in Ireland and how is the critical mass to be achieved. MC explained that in the new system the pathways to ANP/clinical specialists would be streamlined. AMR added that a large amount of work has already been done in regard to recognizing credentials from clinical experience. This will make it easier for nurses to incorporate their experience into portfolios alongside qualifications on a path for recognition to become ANPs. She suggested not putting any timelines on clinical experience allows nurses to gain competencies and complete the pathway in their own time.</p>

		AC pointed to the need to improve HSE HR's awareness of the value of the ANP to the health system. AMR stated that HSE HR is being represented in the Committee. LD asked for more clarity in relation to grading nurses in the process of becoming ANPs and the point where funding of a candidate begins if the new approach becomes the norm. SOH explained that the 1 year pathway for experienced nurses is not new, but accepting the patchwork credential will significantly shorten the current process. PB suggested clearer degree names, e.g. Professional Masters in Nursing, which would be easier to identify. MC asked if the pathway can be used by current ANPs to work towards a doctorate.
4. Terms of Reference	AMR	AMR presented the Terms of Reference for the Steering Committee including goals and objectives.
5. Membership – Working Groups	AMR+ Group	AMR presented the list of membership, suggested a draft of working groups and agreed with the Group who should chair each of the working groups, as follows: Governance Working Group to be chaired by Ms Georgina Bassett, Education Working Group to be chaired by Ms Mary Casey, Service Working Group to be chaired by Ms Mary Wynne, Evaluation Working Group to be chaired by Ms Mary Frances O'Reilly, Regulation Working Group to be chaired by Ms Mary Doolan Industrial Relations Working Group to be chaired by Mr Paul Byrne LD asked if Committee members who are not members of this committee can still participate in working group meetings. SOH confirmed that in the initial stages membership of working groups should not be extended and advised that there is a possibility to add new members to working groups, but only at a later stage and only with this Committee's consent.
6. Overview of consultation to date	AMR	AMR presented an overview of consultations up to date, including 10 national consultations in community areas and hospitals, Survey Monkey replies, email submissions and independent regional consultations organized by the public. AMR added that one of the universities offered to independently analyse the data collected.
7. Tender for the education programme	MOR	MOR outlined the e-tender process (minimum prescribed time is 30 days, evaluation –pass/fail), with the tender to appear this week. SOH asked if there would be enough time considering the programme is starting this autumn. MOR said it would have to be approved by the NMBI and agreed that the timeline is extremely tight.
8. Criteria for Selection of Demonstrator Sites	AMR + Group	AMR presented a list of criteria for demonstrator sites and a draft letter to be sent to selected sites. MW suggested that Acute Care settings might not be best sites for developing integrated care. LD asked whom the letter regarding the demonstrator sites should be addressed. MW suggested that good cooperation between CEOs and CHOs should be a prerequisite for choosing demonstrator sites. LD and AC highlighted the different structure of the Mental Health system.
9. Schedule of meetings & Date of next meeting	AMR	The group accepted the presented schedule of meetings and agreed for the mornings as the preferred time.
8. Conflict of Interest forms	Group	AMR asked the participants to fill in the conflict of interest forms.

Date of Next meeting: 21st of June 2017

Actions

Item	Assigned to
HSE to process tender for the education programme so that the programme can commence in Autumn 2017.	ONMSD
Group to complete the conflict of interest forms.	All

