



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive



Ospidéal Ollscoil Chorcaí
Cork University Hospital

CORK UNIVERSITY HOSPITAL
NURSE PRACTICE
DEVELOPMENT UNIT STRATEGY
2015/2017

Introduction

The Nurse Practice Development Unit recognizes the need to continually improve the Standards of healthcare & the clinical learning environment in order to promote high quality, safe care to patients and support students to achieve their potential. Progress has been made with many advances facilitating an improved patient journey e.g. nurse prescribing, leading in uncertain times and policies guiding optimal care delivery. The underlying drivers in this process are Clinical Care Programs, national standards, NMBI, learning from adverse incidences, feedback from patients, nursing staff and undergraduate nursing students.

The values underpinning the strategy are those of the HSE Corporate plan; Care, Compassion, Trust & Learning. The strategy for NPDU was developed by meeting with individuals across the Cork University Hospital Campus to ascertain the priorities to respond to the needs of the organisation as well as the following guiding documentation:

- Health Service Executive Corporate Plan (2015-2017)
- National Standards for Safer Better Healthcare (2012)
- The Strategy of the Office of Nursing & Midwifery Services Director (2012-2015)
- National Healthcare Charter –you & your health service (2012)
- Healthy Ireland 2013-2025
- NMBI (2015) Standards & Requirements for Undergraduate Nursing Registration Programmes

NURSE PRACTICE DEVELOPMENT UNIT STRATEGY STATEMENT

MISSION STATEMENT: The unit aims to promote an optimal clinical learning environment for undergraduate nursing students and to promote safe, high quality care to patients.

We aim to promote and facilitate nurses to develop quality, safe nursing care in alignment with the HSE South corporate vision. Our unit aims to develop & assist nursing staff to define best standards of practice and implement evidence-based quality care to patients in Cork University Hospital. We will optimize clinical learning environments for undergraduate nursing students learning & development needs. We will strive to meet the needs in relation to the clinical learning environment, nursing staff and service users in a way that is sensitive to practice issues on the ground. We will do this by building strong partnership networks, promoting engagement and sustaining collaborative relationships. Enabling and sustaining change is the heart of practice development and we aim to achieve this using creative and innovative ways of engaging with and motivating staff.

VISION FOR SUPPORT OF UNDERGRADUATE NURSING STUDENTS

- ❖ Promote optimal clinical learning environment
- ❖ Continue undergraduate nursing student support
- ❖ Improve communication networks with all stakeholders
- ❖ Continue adherence to NMBI requirements & standards for undergraduate nurses

VISION FOR NURSE PRACTICE INITIATIVES

- ❖ Improve Hospital wide Metrics Evaluation and facilitate in transforming a culture of evaluating practice thus delivering care in a consistent, measurable evidence based way.
- ❖ Promote high standard of Nursing Documentation
- ❖ Continue with facilitation, leadership, guidance and support for Practice development initiatives & Policy Development
- ❖ Expand Research projects
- ❖ Provide Leadership through empowerment & engagement
- ❖ Improve Communication with internal & external partners

FRAMEWORK



Action Plan for Strategy

Undergraduate Nursing Student Support

	Performance Indicator	Time Frame	Accountable Lead
Undergraduate Nursing Student	<ul style="list-style-type: none">• Maintain a quality clinical learning environment to support the clinical learning needs of undergraduate nursing students in accordance with standards & requirements• Act as a liaison between students, UCC & Health Service Providers• Represent students at relevant forums & keep them informed of pertinent issues• Facilitate & co-ordinate information sessions & PREP to enhance undergraduate nursing student's clinical competence and knowledge• Facilitate and co-ordinate induction sessions for undergraduate nursing students prior to Internship• Liaise with UCC Link lecturers and branch co-ordinators on nursing intern issues.• Facilitate and co-ordinate placement preparation for undergraduate nursing students.• Facilitate in the identification and optimisation of the learning opportunities available in the clinical areas.• Support the consolidation and integration of theory to practice.• Work in collaboration with undergraduate nursing students and clinical staff to ensure, where possible that each student nurse is assessed by their designated preceptor in accordance with agreed procedures using the Assessment of Competence Booklet.• Assist and support CNM's & RN's in the creation and maintenance of a positive clinical environment• Allocation of equitable number of undergraduate nursing	Ongoing	NPDC/CPC/CDC/ALO's

	<p>students to each clinical area.</p> <ul style="list-style-type: none"> • Maintain records of each undergraduate nursing students attendance, absenteeism and annual leave in conjunction with CPC's/CDC's. • Assist in streamlining the ICT access for student nurses in consultation with IT personnel • Organise the repayment of clinical time in conjunction with CNM's and CPC's, CDC's and the Allocations Officer in UCC. Co-ordinates issues involving Health and Garda Clearance, vaccinations and payment of external placement allowance with yearly student intakes. • Co-ordinate nursing students from external hospitals/countries who request placements • Co-ordinate the initial orientation of the undergraduate nursing student to the HSP and administrative activity associated with yearly student intakes. 		
Nursing Staff	<ul style="list-style-type: none"> • Support CNM's and RN's with orientation of undergraduate nursing students to the clinical area. • Assist in provision of preceptorship training and support of nurses in their preceptorship role • Support preceptor in teaching the undergraduate nursing student, assist them in identifying and agreeing learning outcomes for students on each placement, creating an individual learning plan for each student recognising their level of competence and their learning requirements, addressing issues arising for students in this process • Provide guidance & support to preceptors to address issues surrounding undergraduate nursing student performance in the clinical area and the initiation of supportive learning plans where deemed necessary 	Ongoing	CPC's/CDC

NMBI Site Visit Preparation	<ul style="list-style-type: none">• Ensure conditions & recommendations in place	Feb 2016	NPDU
Erasmus Support	<ul style="list-style-type: none">• Facilitate an optimal transition & learning environment for undergraduate nursing students	March 2016	Anne Powell (CPC) Bebhinn O'Sullivan (ALO) & Brid Desmond ALO

Quality Improvement Processes

	Performance Indicator	Time Frame	Accountable Lead
Nursing Metrics	<p>Engage with all parties in recording of metrics and improvement in the Standards of metrics in all clinical areas</p> <ul style="list-style-type: none"> • To assess impact of quality on patient care, outcomes & experiences (by means of Patient Experience metric) • Assist in the implementation of National Nursing & Midwifery Metrics Test Your Care suite of Metrics. 	Compliance & Improvement in Metrics by February 2016	NPDC/ ADON Group/ CPC's/CDC/ALO's/CNM2/Link Nurses
Documentation	<ul style="list-style-type: none"> • Streamline documentation to release time to care and enhance documentation quality • Continuous review & revision of current documentation • Development of new documents such as core care plans, Patient profiles & other related documents to meet needs of individual areas • Quality care reflected within care plans • Support documentation improvements by providing 10 minute information sessions to all ward areas 	Ongoing	Rose Hayes, (Documentation Project Officer) Documentation Committee & NPDU

Research & Evidence Based Practice

	Performance Indicator	Time Frame	Accountable Lead
Research Conference CUH	<ul style="list-style-type: none"> • Deliver a national research conference in CUH to showcase nursing research conducted within CUH 	May 2016	Research conference committee
Child & Family Nursing Conference	<ul style="list-style-type: none"> • Organisation & delivery of conference 	April 2016	Bebhinn O Sullivan (ALO) & Ann Moran (CPC) & conference committee
Research to practice	<ul style="list-style-type: none"> • Research club in progress; highlighting nursing research within CUH to improve care in clinical areas 	November 2016	Brid Desmond (ALO) & AM Galvin (NPDC)
Research Study	<ul style="list-style-type: none"> • Undertake & publish research to improve patient care 	January 2017	NPDU

Networking & Communication

	Performance Indicator	Time Frame	Accountable Lead
Website Update NPDU	<ul style="list-style-type: none"> • Demonstrate Unit aims & work to both local, national & international population • Link to NPDU on CUH website • Develop & expand the content of nursing support on the intranet link 	Sept 2015	Bebhinn O Sullivan (ALO) Ber Baker (Business Manager),
Healthy Work Environment	<ul style="list-style-type: none"> • Create a climate of openness and honesty in line with the principles of “Commitment to my co-workers” principles and within the Core HSE Values with each other • Engage in excellent teamwork to achieve goals 	Ongoing	All NPDU staff

Reform & Innovate Person Centeredness Nursing

	Performance Indicator	Time Frame	Accountable Lead
Clinical Handover Review	<ul style="list-style-type: none"> Review & Implementation of system & quality improvement in line with National guidelines due in Nov. 2015 	May 2016	Eilish Hawe (CPC) & Mary P. Sullivan (CDC)
Hospice Friendly Hospitals	<ul style="list-style-type: none"> Cascade practical elements of this to the wards 	Ongoing	AM Galvin (NPDC) & Hospice Friendly Hospitals Committee
Transfer of Controlled Drugs (CDs)	<ul style="list-style-type: none"> Implementation of system to ensure patients don't experience delays whilst waiting for CDs 	July 2016	Pharmacy Dept Mari Loyd-Hughes in collaboration with Eilish Hawe(CPC), & Orla Goulding(CPC)
Patients Own Meds	<ul style="list-style-type: none"> Review & expand project; encompass more clinical areas 	July 2016	Michelle Stout (CPC), Helen Daly (CPC) & Orla Goulding (CPC)

Enabling & Sustaining Change

	Performance Indicator	Time Frame	Accountable Lead
Nurse Prescribing	<ul style="list-style-type: none"> Support process to enable to enable nurse to become competent nurse prescribers 	Ongoing	AM Galvin (NPDC) and D & T
New inpatient medication chart	<ul style="list-style-type: none"> New user friendly medication chart 	Ongoing	Ann Marie Galvin (NPDC) & D & T
Implementation of “Do Not Disturb System” for Medication Administration for all Clinical Area	<ul style="list-style-type: none"> Education, implementation & audit of system to reduce Medication Administration Errors 	September 2016	NPDU

Leadership & Facilitation

	Performance Indicator	Time Frame	Accountable Lead
Management and leadership support for Nursing leaders	<ul style="list-style-type: none"> Empower Clinical Nurse managers in promoting leadership in the clinical area 	Ongoing	Ann Marie Galvin (NPDC) CPC's & CDC Kathy Healy Fidelma Collins O Connor, Mary P O Sullivan, Ann Moran & ADON
Lean Principles	<ul style="list-style-type: none"> Lean processes & systems to release more time for practice development & student work 	June 2016	Michelle Stout (CPC) & AM Galvin (NPDC)

APPENDIX 1: Committee and Working Groups

Committee Involvement

- Nursing Documentation Steering Group
- UCC Clinical Practice Committee
- UCC/HSP Allocations Committee
- Clinical Leadership Development Programme
- Practice Development Steering Group in Children Services (CUH Group)
- Practice Development Steering Group in Children Services (Dublin)
- Children's Services QIT Committee
- CNM Meeting Group

Working Groups & Subgroups

- Erasmus Working Group
- National Allocations Liaison Officer Networking Group
- UCC & HSP collaborative booklet working group
- UCC & HSP collaborative annual booklet review working group
- UCC & HSP collaborative Preceptorship working group
- Internship Working Group
- Patients Own Medication Working Group
- Paediatric QIT Adult Nutrition Policy Working Group
- Nutrition & children Working Group
- Nutrition Working Group in Adult Services
- Pre Op Policy Working Group
- Personal & Cleansing Policy Working Group
- Pressure Ulcer Prevention Working group
- Falls Prevention Working Group
- Eating & Drinking Policy Working Group
- Documentation Working Group Child services
- Children's End of Life Care Working Group
- Preceptor Support Group in children's unit Services
- Preceptor Support Group in Adult's Services
- Oral Care Working Group

APPENDIX 2: Policy Development

Policy Development in Adult Services:

- Patients Own Medication
- Oral Care Assessment.
- Blood Glucose Monitoring
- Feeding Dependant Patients,
- Nutrition Screening and Management of Nutritional status of Adult In-Patients at Cork University Hospital Group
- Enteral Feeding Policy.
- Pre-op Preparation of Patient for Surgery
- Post Op Nursing Care.
- Preparation of Formula Feeds
- Care of children requiring sedation
- Care of febrile children
- Management of NG feeding in children
- Completing Patient Care Profile
- Perioperative Counts
- Obtaining Urine Samples
- Urinalysis,
- Bladder Lavage
- Urinary Catheter Care Management
- Telephone & verbal orders
- Nebuliser Therapy
- Oxygen Administration
- Collecting Sputum Sample.
- Ophthalmic Policies
- IM injection, PPG
- Paravertebral blocks,
- Dose adjust of insulin Adult and children services,
- Standing orders Dunmanway day unit
- Protective isolation of neutropenic patient
- Patient identification
- Visiting CUH
- Pain Rating Scales,

Policy Development in Children's services :

- Tracheotomy care
- Nebuliser Therapy.
- Pre and post operative care
- Height and weight
- Hypoglycaemia in children with diabetes
- Enteral feeding
- Management of gastrostomy tubes in children
- Medication Administration
- Family Centered care
- Care of the dying child
- Identification in children

APPENDIX 3: Documentation Development

Documentation Development:

- All nursing documentation & care plan revision
- Development of new core care plans & Patient Profiles
- Development of documentation for Oncology Day Unit, Cathlab, Diabetic Day Unit, Endoscopy, Emergency Department, Children's Unit,
- Development of Peritoneal Dialysis Prescription Record
- Clinical Placement Information Booklet, Internship Booklet & PREP Booklets for Nursing Students
- Perioperative Nursing Care Plan
- Preceptor Handbook
- Preceptorship & Nursing Student (Frequently Asked Questions)
- Competency Booklet for Perioperative Skills.

Patient & Parent information leaflets

- My child's operation – what I need to know
- Post procedure discharge information
- Jane's Trip to the Operating Theatre Department
- Hip Fracture Information Leaflet

Contact Details:

Nurse Practice Development Unit Office

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