CORK UNIVERSITY HOSPITAL
NURSE PRACTICE
DEVELOPMENT UNIT STRATEGY
2015/2017

Date Devised: August 2015
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:

- The Strategy of the Office of Nursing & Midwifery Services Director (2012-2015)
- Healthy Ireland 2013-2025
- NMBI (2015) Standards & Requirements for Undergraduate Nursing Registration Programmes
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

NURSE PRACTICE DEVELOPMENT UNIT

- Reform and Innovate Person Centeredness Nursing
- Networking & Communication
- Undergraduate Nursing Student Support
- Leadership & Facilitation
- Quality Improvement Processes
- Enabling & Sustaining Change
- Research & Evidence Based Practice
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<tr>
<th>Performance Indicator</th>
<th>Time Frame</th>
<th>Accountable Lead</th>
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| Undergraduate Nursing Student | • 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 |
<table>
<thead>
<tr>
<th>Nursing Staff</th>
<th>Support CNM’s and RN’s with orientation of undergraduate nursing students to the clinical area.</th>
<th>Ongoing</th>
<th>CPC’s/CDC</th>
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<td></td>
<td>Assist in provision of preceptorship training and support of nurses in their preceptorship role</td>
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<td></td>
<td>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</td>
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<td>Provide guidance &amp; 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</td>
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<td>NMBI Site Visit Preparation</td>
<td>• Ensure conditions &amp; recommendations in place</td>
<td>Feb 2016</td>
<td>NPDU</td>
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<tr>
<td>Erasmus Support</td>
<td>• Facilitate an optimal transition &amp; learning environment for undergraduate nursing students</td>
<td>March 2016</td>
<td>Anne Powell (CPC) Bebhinn O’Sullivan (ALO) &amp; Brid Desmond ALO</td>
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<td>Quality Improvement Processes</td>
<td>Performance Indicator</td>
<td>Time Frame</td>
<td>Accountable Lead</td>
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| Nursing Metrics             | Engage with all parties in recording of metrics and improvement in the Standards of metrics in all clinical areas  
  • 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               |  
  • 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                      |
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<tr>
<td>Research Conference CUH</td>
<td>May 2016</td>
<td>Research conference committee</td>
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<tr>
<td>• Deliver a national research conference in CUH to showcase nursing research conducted within CUH</td>
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<tr>
<td>Child &amp; Family Nursing Conference</td>
<td>April 2016</td>
<td>Bebhinn O Sullivan (ALO) &amp; Ann Moran (CPC) &amp; conference committee</td>
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<tr>
<td>• Organisation &amp; delivery of conference</td>
<td></td>
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<tr>
<td>Research to practice</td>
<td>November 2016</td>
<td>Brid Desmond (ALO) &amp; AM Galvin (NPDC)</td>
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<tr>
<td>• Research club in progress; highlighting nursing research within CUH to improve care in clinical areas</td>
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<td>Research Study</td>
<td>January 2017</td>
<td>NPDU</td>
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<tr>
<td>• Undertake &amp; publish research to improve patient care</td>
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<td>Website Update NPDU</td>
<td>Sept 2015</td>
<td>Bebhinn O Sullivan (ALO) Ber Baker (Business Manager),</td>
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<tr>
<td>Demonstrate Unit aims &amp; work to both local, national &amp; international population</td>
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<td>Link to NPDU on CUH website</td>
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<tr>
<td>Develop &amp; expand the content of nursing support on the intranet link</td>
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<td>Healthy Work Environment</td>
<td>Ongoing</td>
<td>All NPDU staff</td>
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<td>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</td>
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<td>Engage in excellent teamwork to achieve goals</td>
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### Reform & Innovate Person Centeredness Nursing

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<tr>
<td>Clinical Handover Review</td>
<td>May 2016</td>
<td>Eilish Hawe (CPC) &amp; Mary P. Sullivan (CDC)</td>
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<tr>
<td>• Review &amp; Implementation of system &amp;</td>
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<td>quality improvement in line with</td>
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<td>National guidelines due in Nov. 2015</td>
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<td>Hospice Friendly Hospitals</td>
<td>Ongoing</td>
<td>AM Galvin (NPDC) &amp; Hospice Friendly Hospitals Committee</td>
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<tr>
<td>• Cascade practical elements of this</td>
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<td>to the wards</td>
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<td>Transfer of Controlled Drugs (CDs)</td>
<td>July 2016</td>
<td>Pharmacy Dept Mari Loyd-Hughes in collaboration with Eilish Hawe(CPC), &amp; Orla</td>
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<tr>
<td>• Implementation of system to ensure</td>
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<td>Goulding(CPC)</td>
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<td>patients don’t experience delays whilst</td>
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<td></td>
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<td>waiting for CDs</td>
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<td>Patients Own Meds</td>
<td>July 2016</td>
<td>Michelle Stout (CPC), Helen Daly (CPC) &amp; Orla Goulding (CPC)</td>
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<tr>
<td>• Review &amp; expand project; encompass</td>
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<td>more clinical areas</td>
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<td>Nurse Prescribing</td>
<td>Ongoing</td>
<td>AM Galvin (NPDC) and D &amp; T</td>
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<tr>
<td>• Support process to enable nurse to become competent nurse prescribers</td>
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<td>New inpatient medication chart</td>
<td>Ongoing</td>
<td>Ann Marie Galvin (NPDC) &amp; D &amp; T</td>
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<tr>
<td>• New user friendly medication chart</td>
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<td>Implementation of “Do Not Disturb System” for Medication Administration for all Clinical Area</td>
<td>September 2016</td>
<td>NPDU</td>
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<tr>
<td>• Education, implementation &amp; audit of system to reduce Medication Administration Errors</td>
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<td>Management and leadership support for Nursing leaders</td>
<td>Ongoing</td>
<td>Ann Marie Galvin (NPDC) CPC’s &amp; CDC Kathy Healy Fidelma Collins O Connor, Mary P O Sullivan, Ann Moran &amp; ADON</td>
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<tr>
<td>• Empower Clinical Nurse managers in promoting leadership in the clinical area</td>
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<td>Lean Principles</td>
<td>June 2016</td>
<td>Michelle Stout (CPC) &amp; AM Galvin (NPDC)</td>
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<tr>
<td>• Lean processes &amp; systems to release more time for practice development &amp; student work</td>
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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’ 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

021 4922059