



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive



Ospidéal Ollscoil Chorcaí  
Cork University Hospital

**CORK UNIVERSITY HOSPITAL**  
**NURSE PRACTICE**  
**DEVELOPMENT UNIT STRATEGY**  
**(General)**  
**2019/2021**

**Date Devised: January 2019**

## **Introduction**

The Nurse Practice Development Unit (General) 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. 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 and evaluating student nurse feedback to ascertain the priorities to respond to the needs of the organisation as well as the following guiding documentation:

- NMBI (2016) Standards & Requirements for Undergraduate Nursing Registration Programmes
- Quality Clinical Learning Environment Professional Guidelines 2015
- The Office of Nursing & Midwifery Services Director 2016-2018 Plan
- Health Services People Strategy 2015-2018
- National Standards for Safer Better Healthcare (2012)
- National Healthcare Charter –you & your health service (2012)
- Healthy Ireland 2013-2025

# **GENERAL NURSE PRACTICE DEVELOPMENT UNIT STRATEGY STATEMENT**

## **VISION FOR SUPPORT OF UNDERGRADUATE NURSING STUDENTS**

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

## **VISION FOR NURSE PRACTICE INITIATIVES**

- ❖ Promote nursing quality and facilitate in transforming a culture of evaluating practice thus delivering care in a consistent, measurable evidence based way.
- ❖ Promote a high standard of Nursing Documentation
- ❖ Continue with facilitation, leadership, guidance and support for Practice development initiatives & Policy Development
- ❖ Nursing Research projects
- ❖ Provide Leadership through empowerment & engagement
- ❖ Transparent communication with all stakeholders

**MISSION STATEMENT: The General NPDU 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 undergraduate students and nurses to develop quality, safe nursing care in alignment with the HSE South corporate vision. Through clinical audit and evaluation we 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.

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 strive to optimize clinical learning environments for undergraduate nursing students learning & development needs.

# FRAMEWORK



## Action Plan for Strategy

### Undergraduate Nursing Student Support

	Performance Indicator	Time Frame	Accountable Leads
Undergraduate Nursing Student	<ul style="list-style-type: none"> <li>• Manage the transition involved in the implementation of the NMBI 2016 Requirements and Standards</li> <li>• Maintain and promote a quality clinical learning environment through CLE audit and evaluation mechanisms to support the clinical learning needs of undergraduate nursing students in accordance with standards &amp; requirements</li> <li>• Collaborate with key stakeholders (i.e. UCC, CNM's, ADONS and NPDC) to optimise the clinical learning environment when required</li> <li>• Act as a liaison between students, UCC &amp; Health Service Providers</li> <li>• Work with our academic partners to facilitate placement preparation.</li> <li>• Represent students at relevant forums &amp; keep them informed of pertinent issues</li> <li>• Facilitating joint HSP and UCC student evaluation</li> <li>• Linking evaluation results back to the clinical areas</li> <li>• Facilitate &amp; co-ordinate information sessions &amp; PREP to enhance undergraduate nursing student's clinical competence and knowledge</li> <li>• Facilitate and co-ordinate induction sessions for undergraduate nursing students prior to Internship</li> <li>• Liaise with UCC Link lecturers and branch co-ordinators on nursing intern issues</li> <li>• Facilitate and co-ordinate placement preparation for undergraduate</li> </ul>	Ongoing	NPDC/CPC//ALO's

	<p>nursing students</p> <ul style="list-style-type: none"><li>• Facilitate in the identification and optimisation of the learning opportunities available in the clinical areas.</li><li>• Support the consolidation and integration of theory to practice.</li><li>• 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.</li><li>• Provide guidance &amp; support to students to address issues in their clinical performance and the initiation of additional interviews and/or supportive learning plans where deemed necessary</li><li>• Liaise with UCC partners in providing support and co-ordinating the scheduled meetings for additional learning support mechanisms.</li><li>• Assist and support CNM's &amp; RN's in the creation and maintenance of a positive clinical environment</li><li>• Ensure the allocation of an equitable number of undergraduate nursing students to each clinical area.</li><li>• Maintain records of each undergraduate nursing student's attendance, absenteeism and annual leave in conjunction with CPC's &amp; ALO.</li><li>• Assist in streamlining the ICT access for student nurses in consultation with IT personnel</li><li>• Organise the repayment of clinical time in conjunction with CNM's and CPC's, CDC's and the Allocations Officer in UCC.</li></ul> <p>Co-ordinates confirming of Health and Garda Clearance, vaccinations and payment of external placement allowance with yearly student intakes.</p> <ul style="list-style-type: none"><li>• Co-ordinate nursing students from external hospitals/countries who</li></ul>		
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	<p>request placements</p> <ul style="list-style-type: none"> <li>• Co-ordinate the initial orientation of the undergraduate nursing student to the HSP and administrative activity associated with yearly student intakes.</li> <li>• Ensure transparent communication between Health Service Provider &amp; Higher Education Institute</li> <li>• Respond to Student Evaluation Feedback &amp; complaints in a timely manner (within 30 days)</li> <li>• Co-ordinate and Facilitate End of Program Ceremony</li> </ul>		
Nursing Staff	<ul style="list-style-type: none"> <li>• Support CNM's and RN's with orientation of undergraduate nursing students to the clinical area.</li> <li>• Assist CNE &amp; UCC in provision of preceptorship training and support of nurses in their preceptorship role</li> <li>• Support preceptor in their role in teaching the undergraduate nursing student.</li> <li>• Assist Preceptors and student in identifying and agreeing learning outcomes/competencies with students on each placement, assisting the student in creating a learning plan recognising their level of competence and their learning requirements, addressing issues arising for students in this process</li> <li>• 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 when deemed necessary</li> <li>• Provide evaluations for Preceptors and feedback to clinical areas</li> </ul>	Ongoing	CPC's

Erasmus Support	<ul style="list-style-type: none"><li>• Facilitate Erasmus Undergraduate Nurses in clinical areas providing orientation for them to CUH and the allocated ward and supporting both the student and the preceptor during the Erasmus experience.</li></ul>	Ongoing	Anne Powell (CPC) & Brid Desmond ALO
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## Quality Improvement Processes

	<b>Performance Indicator</b>	<b>Time Frame</b>	<b>Accountable Leads</b>
<b>Nursing Metrics</b>	Support CNMs in the facilitation and implementation of the updated National Nursing & Midwifery Metrics Test Your Care suite of Metrics in CUH <ul style="list-style-type: none"> <li>• Introduce a patient satisfaction metric Introduction of NEWS</li> <li>• Introduction of metrics to speciality areas in line with national workstream metric development</li> </ul>	Summer 2019	CNMs in consultation with NPDC/ ADON Group/ CPC's/ALO/ Link Nurses
<b>Documentation</b>	<ul style="list-style-type: none"> <li>• Effectively communicate expectations and professional standards with clinical staff</li> <li>• Continuous review &amp; revision of current documentation reflecting national and local PPGs</li> <li>• Streamline documentation to release time to care and enhance documentation quality</li> <li>• Quality care reflected within care plans</li> <li>• Audit &amp; action plans to improve documentation quality</li> <li>• Support documentation improvements by providing Refresher Information sessions to all ward areas</li> <li>• Work with South/South West Hospital Group regarding documentation</li> </ul>	Ongoing	Rose Hayes, (Documentation Officer) Documentation Working Group & NPDU
<b>Care Bundles</b>	<ul style="list-style-type: none"> <li>• Assist in ensuring Care Bundles are part of quality care in CUH</li> </ul>	Ongoing	Care bundle working group in collaboration with the NPDU

## Research & Evidence Based Practice

	<b>Performance Indicator</b>	<b>Time Frame</b>	<b>Accountable Leads</b>
Nursing Research Conference CUH	<ul style="list-style-type: none"> <li>• Organise and deliver annual national nursing research conference in CUH to showcase nursing research conducted within CUH</li> <li>• Encourage implementation of evidence based practice which have been deemed successful at research conferences</li> <li>• Encourage adding to this body of knowledge</li> </ul>	May 2019 & 2020	Orla Goulding (CPC) and Research conference committee
Nursing Research to practice	<ul style="list-style-type: none"> <li>• Organise and deliver monthly Lunch &amp; Learn events</li> <li>• Feedback questionnaire to advise improvements going forward</li> </ul>	Ongoing	CUH Lunch & Learn Committee
CUH Nursing Research Study	<ul style="list-style-type: none"> <li>• Undertake &amp; publish research to improve patient care</li> </ul>	January 2021	NPDU

## Networking & Communication

	<b>Performance Indicator</b>	<b>Time Frame</b>	<b>Accountable Leads</b>
Website Update NPDU	<ul style="list-style-type: none"> <li>• Demonstrate Unit aims &amp; work to both local, national &amp; international population</li> <li>• Ensure this is updated with all current student &amp; practice development aspects</li> </ul>	Ongoing	NPDU
Healthy Work Environment	<ul style="list-style-type: none"> <li>• 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</li> <li>• Engage in teamwork to achieve goals</li> <li>• Continue to build on establishing trusting relationships</li> <li>• Encourage belief that team members can generate effective solutions</li> <li>• Continue to acknowledge diversity within the team</li> <li>• Create the context in which people feel empowered, engaged and can perform autonomously</li> <li>• Encourage the team to grow and develop.</li> <li>• Acknowledge success</li> </ul>	Ongoing	All NPDU staff

## Reform & Innovate Person Centeredness Nursing

	<b>Performance Indicator</b>	<b>Time Frame</b>	<b>Accountable Leads</b>
Hospice Friendly Hospitals	<ul style="list-style-type: none"><li>• Cascade practical elements of this to the wards</li></ul>	Ongoing	NPDU CNM2 in conjunction with End of Life Coordinator
Patients Own Meds	<ul style="list-style-type: none"><li>• Review &amp; expand project; encompass suitable clinical areas</li></ul>	Ongoing	Michelle Stout (CPC), Helen Daly (CPC) & Orla Goulding (CPC)

## Enabling & Sustaining Change

	Performance Indicator	Time Frame	Accountable Leads
Nurse Medicinal & Medical Ionising Radiation Prescribing	<ul style="list-style-type: none"> <li>• Support process to enable nurses to become competent nurse prescribers</li> <li>• Need to formulate forum of support to increase number of Registered Nurse Prescribers</li> <li>• Introduction of Auditing tool</li> </ul>	Ongoing	NPDC, LIGs and D & T
Implementation of “Do Not Disturb System” for Medication Administration for all Clinical Areas	<ul style="list-style-type: none"> <li>• Education, implementation &amp; audit of system to reduce Medication Administration Errors</li> </ul>	Ongoing	NPDU in conjunction with CNMs

## Leadership & Facilitation

	<b>Performance Indicator</b>	<b>Time Frame</b>	<b>Accountable Leads</b>
Management and leadership support for Nursing leaders	<ul style="list-style-type: none"> <li>• Empower Clinical Nurse managers in promoting leadership in the clinical area</li> <li>• Peer Clinical Supervision</li> </ul>	Ongoing	Ann Moran (NPDC Paediatrics)
Support for New Graduates	<ul style="list-style-type: none"> <li>• New Graduates feel supported in their new role</li> <li>• Provide Graduate Support Group for new graduates as part of a programme Local /National work to retain new graduates</li> </ul>	Ongoing	CNM2 Practice Development
Lean Principles	<ul style="list-style-type: none"> <li>• Lean processes &amp; systems to release more time for practice development &amp; student work</li> <li>• Work on transfer of all student documentation to IT system</li> </ul>	January 2020	Michelle Stout (CPC) & Electronic Records Committee

