

INTERNATIONAL NURSES' DAY 2024

THE THEME FOR THIS YEAR'S INTERNATIONAL NURSES DAY,
'THE ECONOMIC POWER OF CARE'
HIGHLIGHTS THE NEED TO SEE NURSING AS AN INVESTMENT, NOT AS A COST.



Avista

TODAY WE CELEBRATE THE MANY DIFFERENT NURSING AND SPECIALIST ROLES IN AVISTA

Nursing Dept -Specialist roles

- RANP Dementia(ID)CANP Neurodisability, ANP PBS
- Clinical Nurse Specialists(Older Persons)
- Clinical Nurse Specialists (PBS Children and adults)
- Clinical Nurse Specialists (Autism)
- Clinical Nurse Specialists(Children-Complex needs)(PBS/Autism)
- Clinical Nurse Specialists (Dementia)
- Clinical Nurse Specialists (Health Promotion and Protection)
- Clinical Nurse Specialist (Infection Prevention and Control)
- Clinical Nurse Specialist (Personal Development)
- Clinical Nurse Specialist (Assistive Technology)
- CNS MHID
- CNS CAMHS
- CNS Neurodisability

2 Title to go here

Nursing Dept-Management roles

- Nurse Practice Development Coordinator
- Clinical Nurse Manager 3
- Clinical Nurse Manager 2
- Night Managers
- Day Service Manager
- Homesharing Coordinator
- Day Service Coordinators
- Clinical Nurse Manager 1
- Staff Nurse
- Community Nurses, Clinic Nurses
- Registered Nurse Prescribers
- Senior Staff Nurse
- Enhanced Nurse
- Student nurse/Interns

CLINICAL NURSE SPECIALISTS

THANKS FOR ALL YOU DO CNS OP AND CNS PBS .

Clinical Nurse Specialists-Older Persons



Clinical Nurse Specialists-Positive Behaviour Support-Online Platform HSEland



RNID NURSING PROGRAMME DCU AND UL

UL BNID Developments

- Additional Avista clinical placement sites in North Tipperary and Offaly Day Services in 2023.
- Underwent a successful NMBI Inspection in October 2023.
- Developed five CNS specialise clinical placement sites in 2024 in Limerick, North Tipperary and Offaly. SALO, CPC and two current second year BSc student nurses attended an event targeted for leaving cert students to attract them to ID nursing.
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DCU-2024 Graduation Ceremony



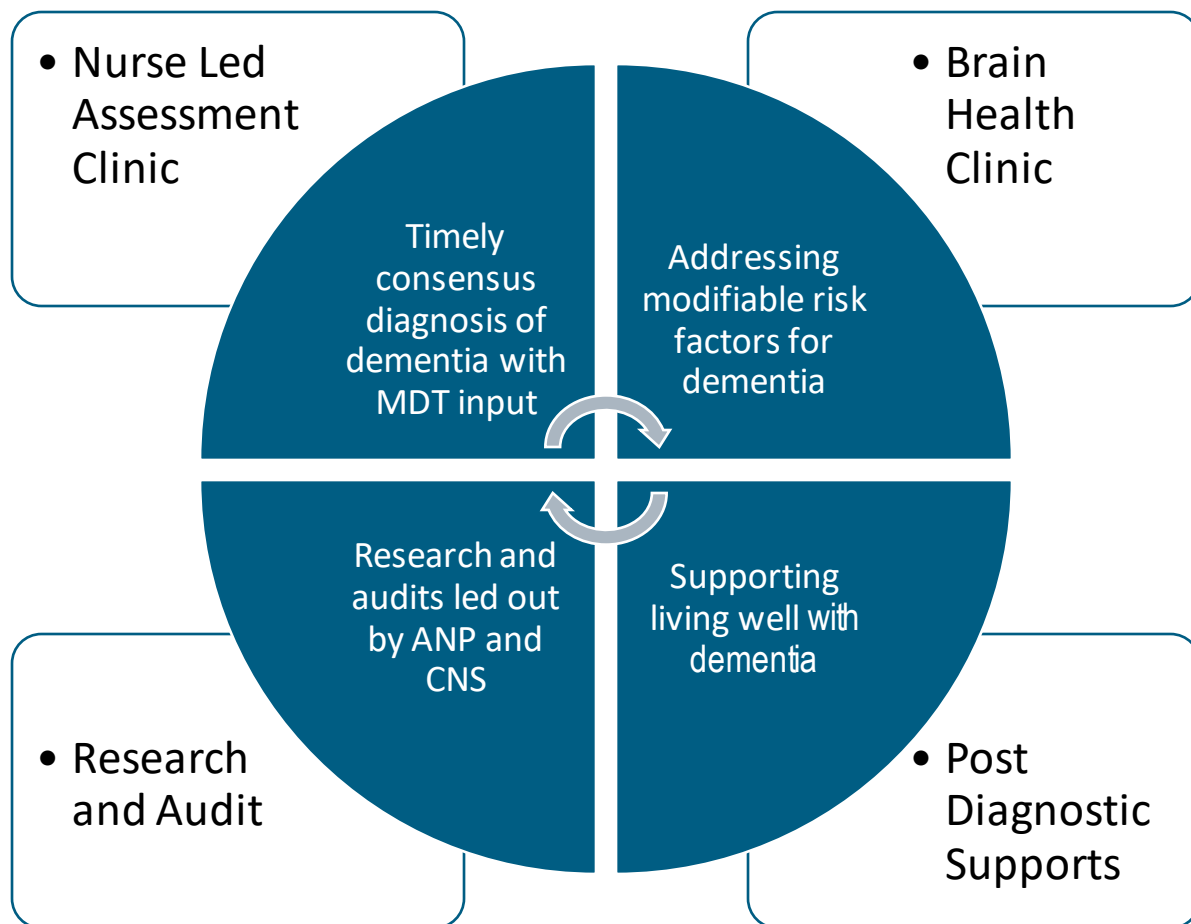
UL GRADUATION BNID PROGRAMME 2024



PRESENTED AT AND ATTENDED NATIONAL NURSING CONFERENCE



KEY COMPONENTS OF NURSE LED MEMORY SERVICE



Memory Clinic Team supporting Alzheimer's Tea Day 2024

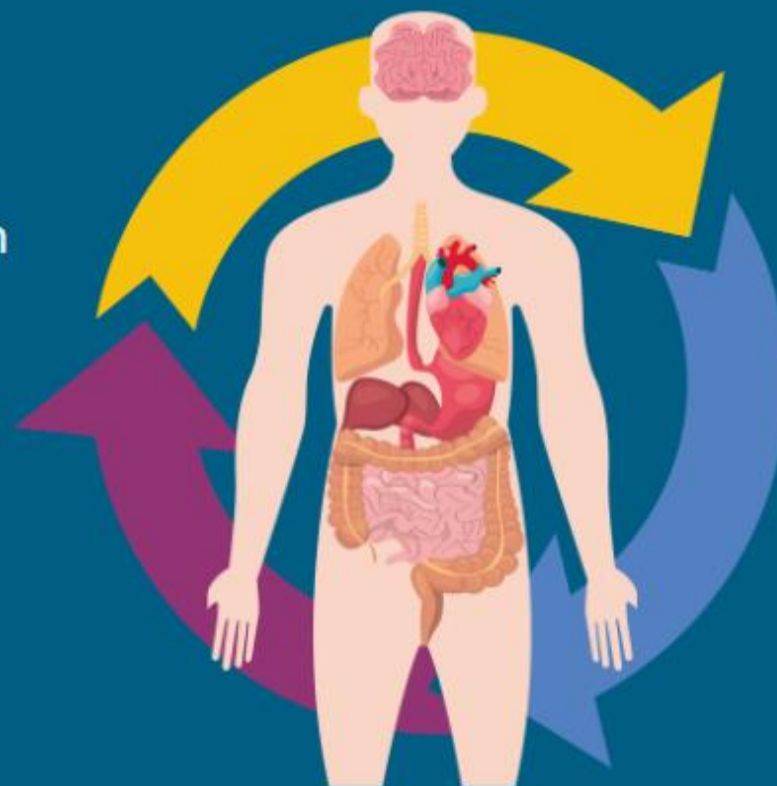
HELD OUR OWN DLS CONFERENCE



ANP IN PAEDIATRIC NEURODISABILITY

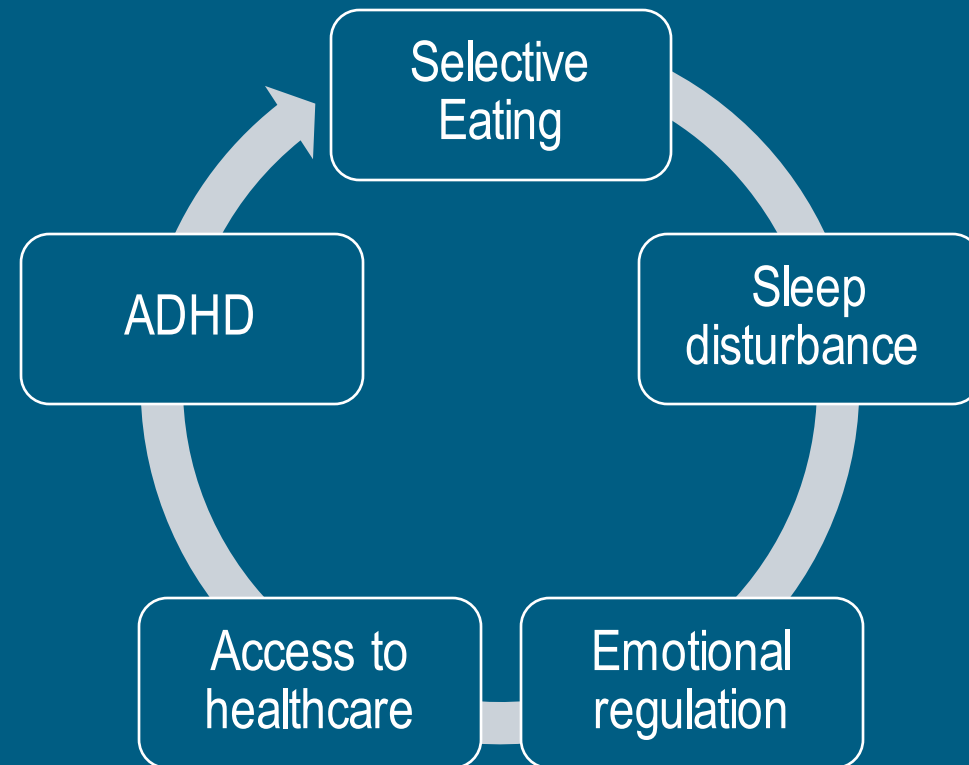
Currently awaiting registration and developing the ANP service for autistic children and young people across the 3 Dublin Children's Disability Network Teams.

Philosophy underpinned by the mind - body connection in autism to integrate emotional regulation/ mental health/ other neurodevelopmental needs with biological processes & medical conditions.



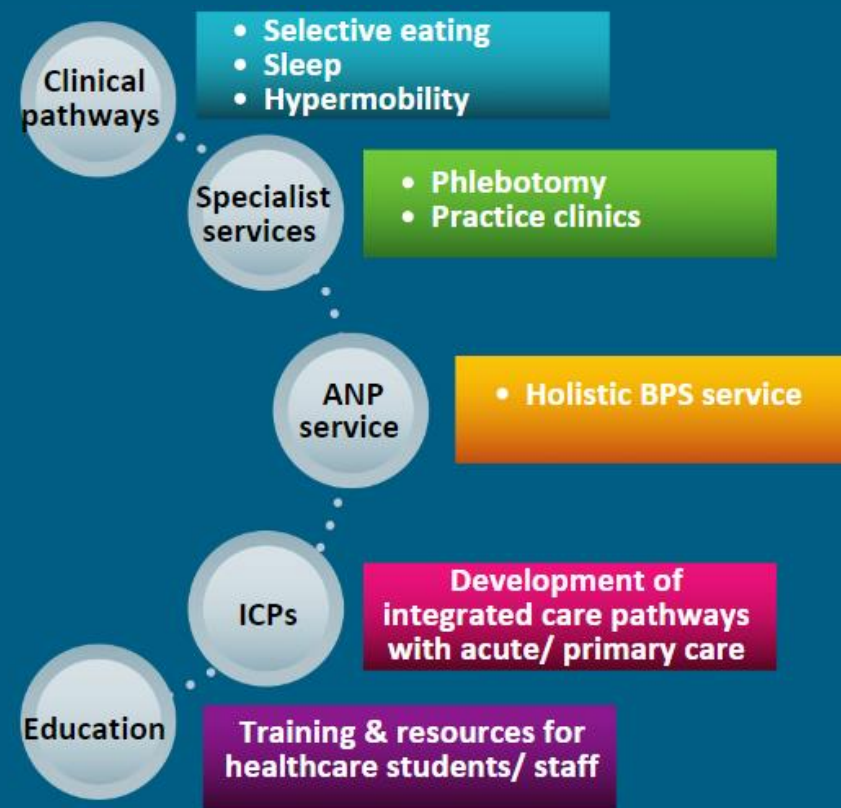
ANP PAEDIATRIC NEURODISABILITY & CNS – CHILDRENS SERVICES DUBLIN

- Providing in-reach supports to autistic children & young people on the CDNTs by carrying an individual caseload & supporting clinical pathways.



CURRENT SERVICE IMPROVEMENT INITIATIVES

- Project to increase access to healthcare for autistic children & young people utilising the Autistic SPACE Framework (Doherty et al., 2022).



- Post diagnostic autism programme – APPLES
- Autism Parent's Programme for Learning Emotional & Sensory regulation
- 12-month interdisciplinary programme developed by ANP & CNS alternating parent workshops and individual clinical sessions with children.
- Main aim to promote a neurodiversity approach and facilitate parents to meet their child's needs through an autism lens.



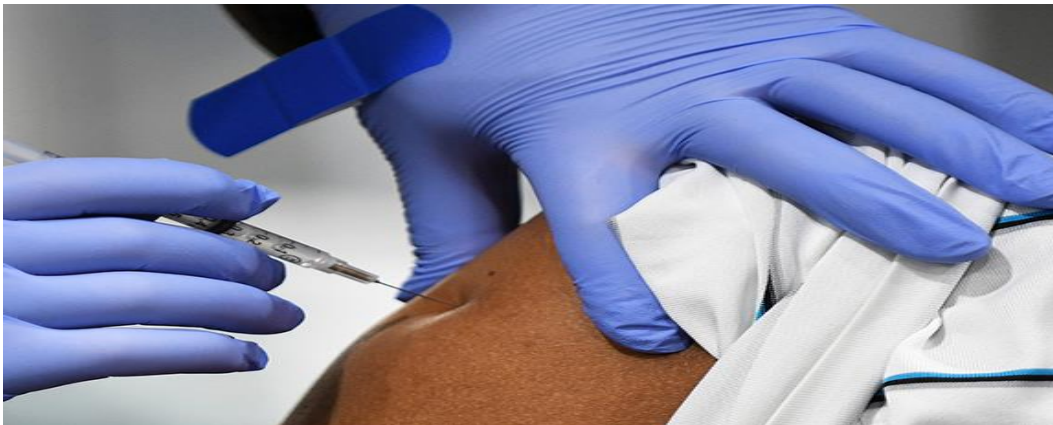
- Autism resource pack for schools
- Interdisciplinary resource pack containing a range of neuro-affirmative information and resources on autism and associated neurodivergencies including ADHD and DCD (developmental coordination disorder).
- Following launch, will be rolled out nationally.



CLINICAL NURSE SPECIALIST IN COMMUNITY I.D WORKING IN E.L.C.S

- ▶ Facilitates Nurse lead paediatrician and Psychiatric clinic in the CDNT.
- ▶ Consults with G.P'S, Nurses , P.H.N. Outreach Nurse , dental clinics ,acute hospitals and other health care professionals where and when required.
- ▶ Manage Waitlist for clinics and attend meeting.
- ▶ Liaise with the schools and special school , act as liaison between home, school and CDNT.
- ▶ Attend Training for up skilling and give training to others.
- ▶ Attend interdisciplinary team meetings, client reviews , IFSP and the discharges process meetings.
- ▶ carry out scheduled home visits to provide clinical advice and support to families on areas such as toilet training, nutrition, medication, epilepsy, health promotion, specialist health care, sexuality, feeding difficulties, hygiene and body care, skin conditions, sleep Hygiene and weight management.
- **Thanks to Triona Ambroise CNS ELCS**

CNS HEALTH PROMOTION & INTERVENTION AND IPC



CNS HEALTH PROMOTION & INTERVENTIONS LIMERICK

- My role is Health Promotion & Interventions but a significant part of my role is Infection Prevention and Control. I am the nominated Nurse for IPC Limerick. I am also a member of Infection Prevention and Control Ireland sub group for community facilities as well as a member of Avista service wide IPC committee and CPG committee.
- Significant role in devising multiple IPC documents which supported staff during the COVID Pandemic and beyond i.e. SOP's for suspected/confirmed Persons Supported and Staff, Contingency Plans, Management Plans, IPC/MDRO Risk Assessments service wide IPC Policy, Residential and Community Hygiene Standards and service wide IPC Hygiene Audit.
- Myself and my counterparts created a Reg 27 checklist and supported PIC's in preparing for Reg 27 inspections by HIQA
- Carry out surveillance on MDRO's by tracking laboratory specimens for the emergence of same.
- Point Prevalent Surveys of Antibiotic usage twice yearly
- Complete Hygiene Audits and IPC inspections
- Monitor and update guidance for IPC folders as its released and disseminate service wide
- Provide IPC training in conjunction with IPC Training on HSELand
- As nominated nurse for IPC I provide support and guidance to all staff with IPC queries
- Liaise with PH re notifiable Diseases

CNS HEALTH PROMOTION & INTERVENTIONS LIMERICK

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- As nominated nurse for IPC I provide support and guidance to all staff with IPC queries
- Liaise with PH re notifiable Diseases
- Coordinate and Facilitate Epilepsy Outreach Clinics with Consultant Neurologist
- Coordinate Mental Health Clinics
- Assist the GP on a daily basis for clinics, coordinate external referrals and tracking of same. Review all lab reports/letters with GP and liaise with staff on actions from same
- Carry out Phlebotomy for the entire Limerick Service as well as Ear Syringing ECG's, support staff with wound care etc.
- Provide a phlebotomy outreach service to persons supported in day service and liaise with their GP as well as family members
- Coordinate annual Flu vaccination clinics and annual reviews by GP for all persons supported
- Administer annual Flu vaccinations for staff, Coordinate COVID vaccination clinics for persons supported
- Maintain Hepatitis B Database for staff and persons supported
- Recently been asked to join a Sepsis Committee for CHO3 where my role will involve ensuring that the information being devised is communicated appropriately across Disability Services in the Mid West

REFLECTIONS FROM NIGHT CNM1'S NORTH TIPPERARY AND OFFALY ON INTERNATIONAL NURSES DAY 2024

International Nurses Day (IND) is celebrated around the world on 12 May of each year, to mark the contributions nurses make to society.



Florence Nightingale
(May 12, 1820 - August 13, 1910)

Florence Nightingale, a nurse, spent her night rounds giving personal care to the wounded, establishing her image as the '*Lady with the Lamp*.'

- "As night CNM1s in Avista, Roscrea, our role too contributes to the economic value in healthcare. Budgetary restrictions which we typically see affecting nursing services can be difficult, but as night managers we continue to provide a valuable service to the healthcare service in which we work".
- "In our unique role as night managers of the Avista Service, using our experiential knowledge and professional judgement we offer advice and manage situations that arise in North Tipperary/Offaly catchment area on a nightly basis. This requires of us to be highly accountable and responsible as we make decisions that matter, regarding, medical needs of residents, staff emergencies and other diverse challenges over a large geographical area. This role is ever-changing, as demographics of the resident's change, health needs increase and decongregation is afoot, we must quickly adapt to this. "
- "In its success, the night CNM1 role fosters in us an element of self-confidence as a practitioner, that we can comprehensively assess and trust in our abilities to handle emergency and/or difficult situations that arise while working in lone capacity, to ensure the best outcome for all. "

REFLECTIONS FROM NIGHT CNM1'S NORTH TIPPERARY AND OFFALY ON INTERNATIONAL NURSES DAY 2024

- "The CNM1 role requires of us excellent communication skills i.e. professionally reporting to senior management in a transparent and accurate manner events and actions taken. It also requires of us to quickly evaluate our own response to situations and appropriately respond. On occasions this might be a response that is, emphatic yet supportive, assertive but respectful, showing kindness and empathy and knowing what to ask and what not to."
- "As nights roll into days, communicating with the local day staff team ensures good teamwork where care delivery is seamless and consistent. This lends to good working relationships where night staff support day staff to complete duties and tasks not achieved during a busy day."

**Huge Thanks for these reflections to Aileen Mc Dermott, Mary Lee and Carmel O'
Meara, Night CNM1's Avista, Roscrea.**

AS CNS IN HEALTH PROMOTION & PROTECTION IN AVISTA NORTH TIPP/OFFALY MY ROLE INVOLVES:

- *Providing education sessions for staff and supported Individuals around various health topics e.g., Menopause , Type 2 Diabetes*
- *Development of Health Promotion Programmes and Resources*
- *Facilitating Neurology and Psychiatry Clinics with Consultants and supporting care outside of Clinics*
- *Member of Avista IPC committee/ CPG committee/Older Persons Strategy Team*
- *Facilitating Covid and Flu Vaccination Clinics for supported Individuals and Staff*
- *Infection Control Link Nurse*
- *Liaising with Public Health about Notifiable Illness*
- *Medication Audits/IPC Audits and assisting in preparation for HIQA*
- *Liaising with Community Services e.g. GPs and Public Health Nurses*
- *Collaborating service data to provide oversight in IPC*
- *Phlebotomy and De-sensitisation programme*

Thanks to Avril Aherne CNS Health Promotion and Protection for reflections on the CNS role in Roscrea.

HEALTH PROMOTION AND PROTECTION COORDINATOR

Clinical nursing leadership role to promote health and well-being of the persons we support.

Supporting with health promotion assessment and intervention implementation.

Health-based planning and intervention of chronic diseases and chronic respiratory illness.

GP liaison and working with other members of the multi-disciplinary team. Facilitate phlebotomy services, coordinate ophthalmology clinics, and dental screening.

Coordinate health screening registration and follow-up appointments and coordinate immunization schedule.

Complete and coordinate IPC audits and support and monitor IPC practices. Provide educational workshops on health promotion and IPC.

Participate in planning and implementation of health promotion and healthcare SOP and guidelines. Consolidating data relevant to healthcare and health promotion services.

Encourages engagement with staff and supported person, information sharing, and training.

Positive impacts of initiative implementation in St. Louise's Centre and enhanced health promotion and protection outcome for the people we support.

Prompt access and continuity of care and access to health screening. Early identification of health conditions leads to reduced morbidity.

Chronic health conditions care planning supports reducing admissions to acute hospitals and reducing length of hospital stays.

Promotion of team collaboration for supported persons to live a healthier life. Empowerment of the supported persons and team through active participation with health promotion initiatives and interventions

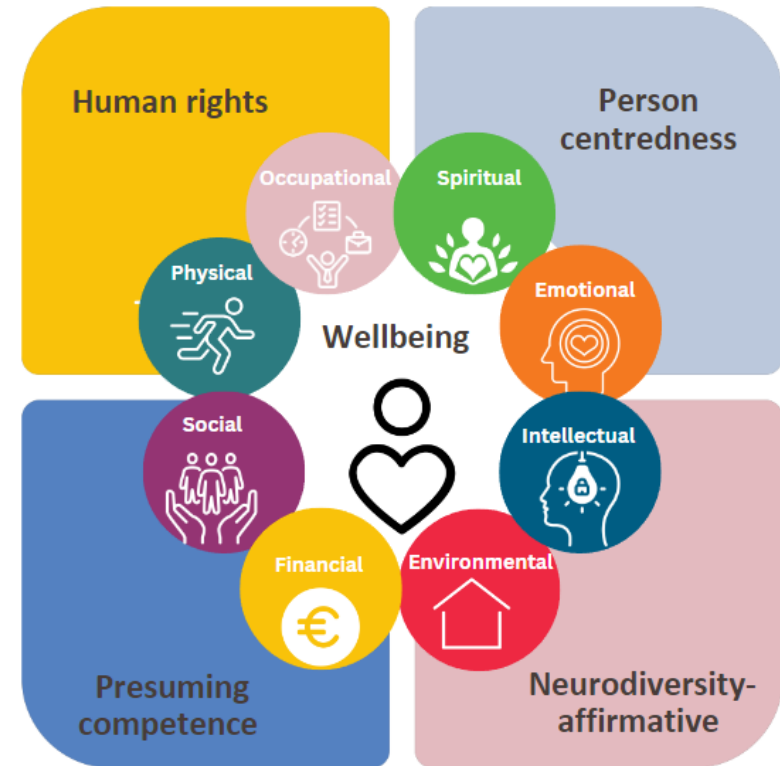
Improvement of work environment and culture through training and shared learning on health promotion services and care delivery.

Accessible data through use of database, to increase work efficiency, maximize use of resources, and promote costs saving.

CNS POSITIVE BEHAVIOUR SUPPORT (PBS)

- Avista is fully committed to empowering the children, young people, adults, and their families who access supports, to achieve optimal wellbeing and positive outcomes in their life by adopting a human-rights based approach, underpinned by person-centredness, utilising neurodiversity-informed practices with an emphasis on individual strengths and wellbeing.

**Thanks to CNS Elaine Ryan PBS Limerick Roscrea fand
Conor Hennessy for reflections on the CNS PBS role
within Avista**



ROLE OF CNS PBS

- Complete assessments, liaising with supported individuals, staff and families.
- Consult with other multidisciplinary team members during assessment process working collaboratively in the development of individualised supports.
- Deliver training e.g Studio III (MCB) training and bespoke training depending on the specific requirements of a staff team or family/guardians .
- Attend annual MDT meetings, placement review meetings, IPNAs and restrictive practice meetings.
- Develop support plans with the overarching goal of improving an individual's overall wellbeing and quality of life.
- Advocate for supported individuals.
- Consultant with families/guardians to ensure continuity of support provisions.
- Spend time working alongside supported individuals as part of the assessment process.
- Facilitating psychiatry clinics with consultants and supporting care outside of clinics.
- Complete ongoing reviews of support plans, risk assessments and data collection tools.
- Key role in achieving compliance in HIQA regulation and inspections. Actively engages with HIQA inspectors during site visits .
- Key role in the assisted decision-making process/ formally ward of court and submits regular reports to the high court for key individuals.
- CNS Profile accepted as representative of national federation of voluntary bodies – to be submitted to national programme for service improvement to be rolled out across all HSE services for awareness raising in Autism spectrum disorders and reasonable accommodations in healthcare settings

ROLE OF CNS PBS



Avista E-Hub

- Easy navigate website offering accessible and meaningful live and static content to all website visitors.

Daily online sessions

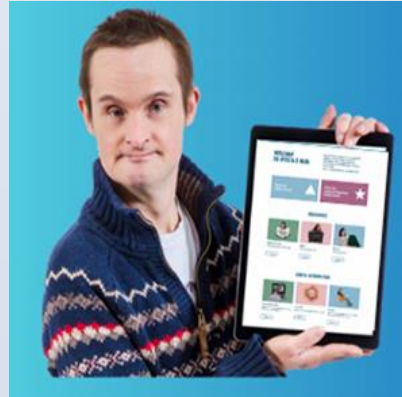
Accessible Videos

Easy read material

Accessible website links

Access to Avista social media platforms

Service and national news and events



- Offers choice, enhances and complements supports available to Avista supported individuals.
- Content is strongly influenced by its users, taking on active roles in choosing content and hosting online events
- Can be accessed from a location and at a time that best suits the individual.
- Offers supported individual's opportunities for:

learning/ development

participation in activities of interests

leisure and creativity activities

easy access to information

engagement in positive social experiences



Impact of the Avista E-Hub

- Increase of user's digital literacy skills
- Empower users to become active participants in taking on various roles eg. hosting content, content development, content review and feedback and providing peer to peer support during sessions supporting Social Role Valorization
- The E-Hub complements Avista's existing range of services.
- The accessible online resource is also available to a wider audience external to Avista
- Enhances Avista communications and social connections across the geographical spread within service regions
- An accessible tool for communication, education and information resources
- The E-Hub is adaptable by design, to respond to all stakeholders changing needs and new initiatives

Thanks to Stephanie Lynch E-Hub Coordinator for sharing

CNS IN MENTAL HEALTH AND INTELLECTUAL DISABILITY

- Every step forward, no matter how small, is a victory in your journey towards recovery. Your resilience and determination are guiding lights through the darkest of times. Remember, progress is not linear, but every effort you make, no matter how seemingly insignificant, is a testament to your strength and courage. You are not alone in this journey; together, we'll navigate the path towards healing and empowerment. Believe in yourself, for you are capable of overcoming any challenge that comes your way



Thanks to Shiko Njorge CNS MHD for sharing ,

ROLE OF CNSMHID IN AVISTA

- My role is to conduct comprehensive assessments to identify mental health conditions and intellectual disabilities. Using clinical expertise to recognize symptoms, evaluate individuals' history, and collaborate with interdisciplinary teams to establish accurate diagnoses
- Development of individualized care plans tailored to the unique needs of each individual, while utilizing evidence-based practices to design interventions aimed at promoting mental wellness and enhancing cognitive functioning. This may involve medication management and therapeutic interventions
- Providing education to patients, families, and caregivers about mental health disorders, intellectual disabilities, recovery options, and coping strategies. Offering emotional support, empowering individuals to advocate for themselves, and facilitating access to community resources and support networks.
- Advocating for the rights and needs of individuals with mental health disorders and intellectual disabilities within healthcare systems and the broader community. Participating in policy development, research initiatives, and quality improvement projects aimed at advancing the care and support available to the individuals with mental health and intellectual disability.
- To serve Avista services as leaders within their healthcare teams, guiding and mentoring other healthcare professionals in providing high-quality care for individuals with mental health and intellectual disabilities. Contributing to staff development, clinical supervision, and the implementation of best practices.
- To closely monitor individuals' progress during the recovery period, conducting regular follow-up assessments and adjusting the care plan as needed. Identify any barriers to recovery and working collaboratively to address them, promoting sustained progress and long-term well-being.

Thank you to each
of you



Avista