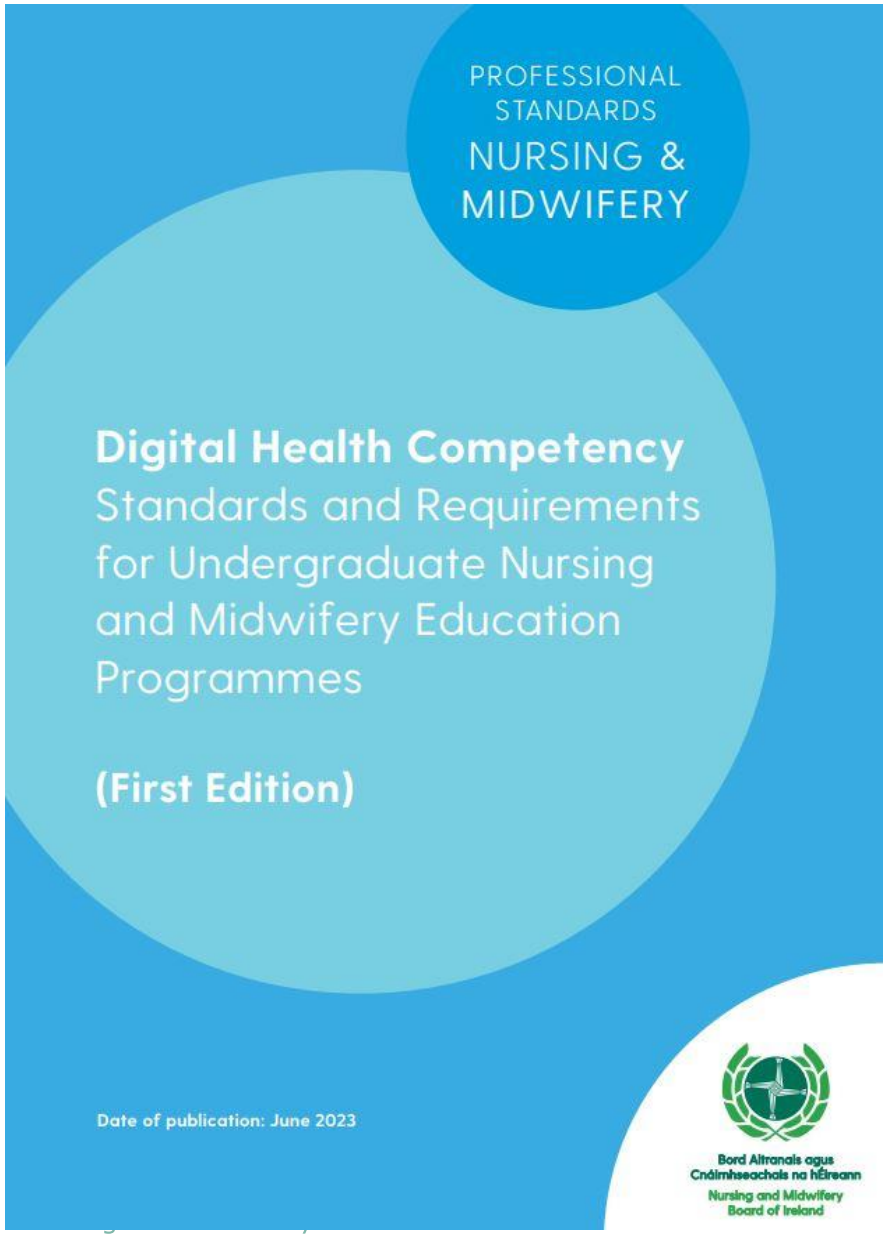
Bord Altranais agus Cnáimhseachais na hÉireann
Nursing and Midwifery Board of Ireland

Graduate Entry Nursing and Digital Health Competency

Standards and Requirements for Education Programmes

June 2023



Digital Health Competency

Standards and Requirements

Rationale

What is Digital health?

It is defined as the use of information and communication technologies to improve health, healthcare services, and facilitate wellness.

Oifig an Stiúrthóra Seirbhísí Altranais & Cnáimhseachais | Office of the Nursing & Midwifery Services Director

The **ONMSD** led development of the All-Ireland Nursing and Midwifery Digital Health Capability Framework (2021).

An Roinn Sláinte
Department of Health

The **Department of Health** Expert Body Review (2022) highlighted the need for a dedicated workstream to action a suite of recommendations for Digital Health for Nurses and Midwives.

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The **NMBI**, under the Nurses and Midwives Act 2011, is responsible for setting standards for education and training for the professions as detailed in the legislation - SI 218 of 2018, amended SI 501 of 2020)

The NMBI standards and requirements on digital health competencies are devised to complement the current Registration Programmes Standards and Requirements for both undergraduate nurses and midwives.

Project Milestones

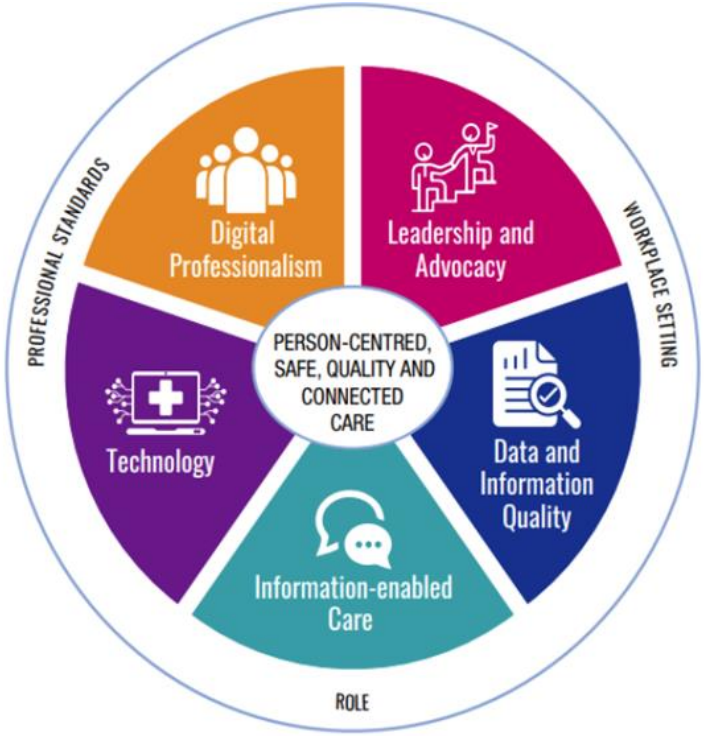


Figure 1: Framework Domains accessed from All-Ireland Digital Capability Framework for Health and Social Care (HSE, ONMSD, 2021).

- Working Group Established – December 2022
  - Friday, 16 December 2022 (initial meeting)
  - Tuesday, 17 January 2023 (in-person workshop at NMBI offices)
  - Monday, 20 February 2023 (pre-consultation meeting)
- Public Consultation (Provisional Document Released) – 28 February to 11 April 2023
- Consultation Review with Working Group – 24 April 2023
- Education, Training and Standards Committee – 11 May 2023
- Board Approval – 24 May 2023
- Launch – 21 June 2023

Core developers: Loretto Grogan, Vanessa Clarke & Carolyn Donohoe

Working Group Representation

- Nursing and Midwifery Board Ireland (NMBI)
- Health Service Executive (HSE) Chief Nursing and Midwifery Information
- Nurses and Midwifery Planning Development Unit (NMPDU)
- Irish Universities Associations (IUA)
- Technological Higher Education Authorities (THEA)
- Office of the Nursing and Midwifery Services Director (ONMSD)
- Department of Health (DoH)
- Group Director of Nursing and Midwifery
- Practice Development Coordinators Group

- Midwifery
- Children's Nursing
- Mental Health Nursing
- Intellectual Disability Nursing
- Public Health Nursing
- Older Persons Services
- Clinical Placement Coordinator
- Services Industrial Professional and Technical Union (SIPTU)
- Irish Nurses and Midwives Organisation (INMO)
- Psychiatric Nurses Association of Ireland (PNA)

Public Consultation

Invited to respond:

- Education Bodies (Heads of Departments)
- Group DONs and DOMs
- Other Regulatory Bodies
- Nursing and Midwifery Staff Representative Organisations
- Representative Groups
- General Public

Responses received from:

- ✓ Individual responses
- ✓ Registrants
- ✓ Academic/lecturers
- ✓ Students
- ✓ Organisations
- ✓ Health Information Quality Authority (HIQA)
- ✓ The Pharmacy Regulator Ireland (PSI)

Additional communication methods were used to promote the consultation. These included social media platforms, such as LinkedIn and Twitter, and the NMBI eZine newsletter.

Key Consultation Themes

Theme 1 Unclear language

Actions

- Re-ordered Domains 3, 4 and 5.
- Reworded or expanded on some competencies to provide better clarity; for example, 5.3 Digital health governance now includes three additional competencies.
- Updated the introduction section to provide more context for the standards.
- Expanded the Glossary section adding seven terms.

Theme 2 More examples to be included

Actions

- Provided broad examples of tools in the assessment section.
- Included the NMBI Code of Conduct and Ethics for Nurses and Midwives (2021) as the overarching principles for use when undergraduates become qualified practitioners.
- Reviewed digital health legislation and found that examples identified are still in draft format, not yet ratified by the State, and so not included in the document.

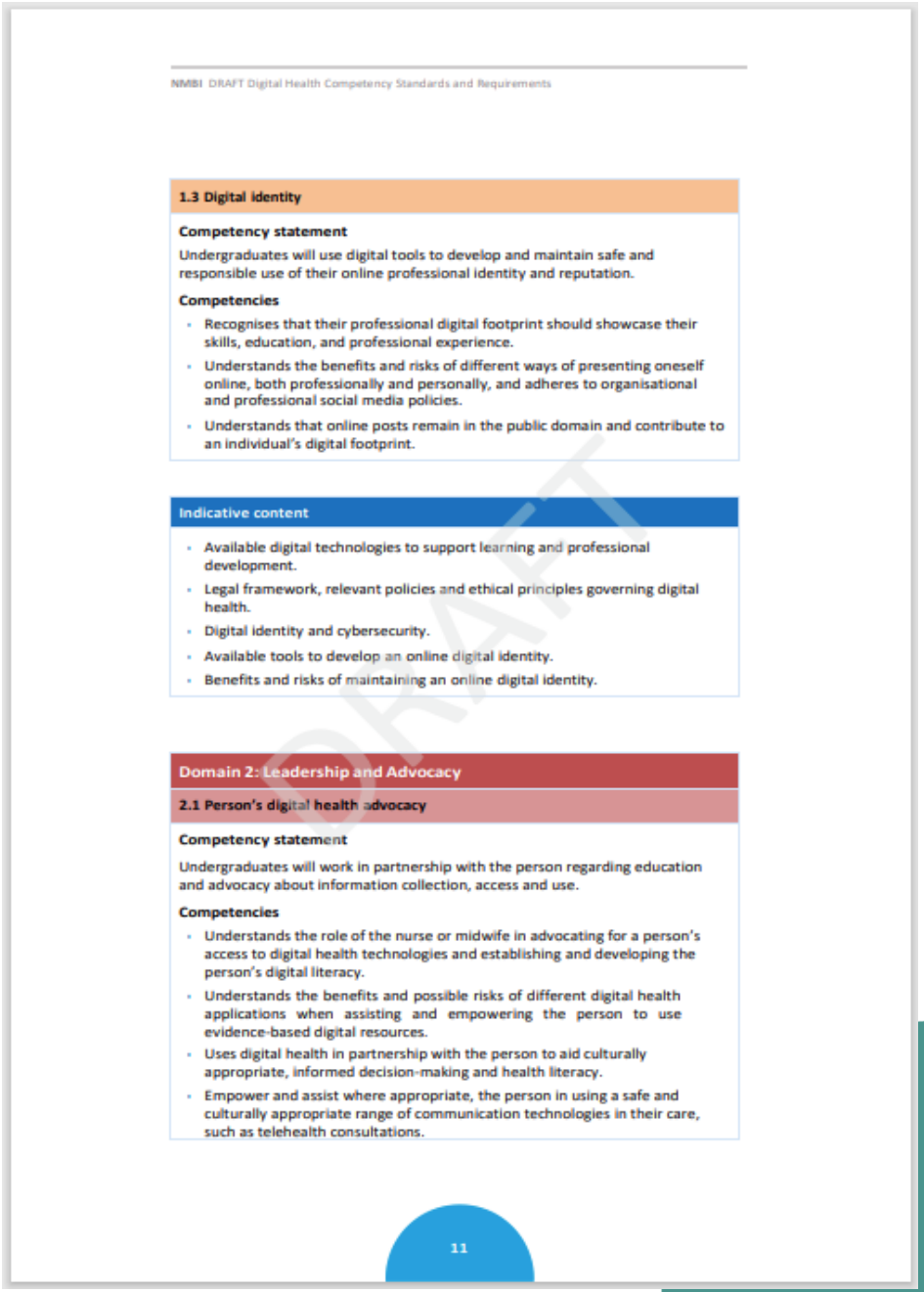
Theme 3 The National Competency Assessment Document (NCAD)

Actions

- NMBI will provide a digital health competencies addendum for the NCAD when the standards and requirement are approved by the Board pending further national review of the curriculum.

Standards and Requirements

- Entry Requirements
- Purpose
- Learning Outcomes
- Domains of Digital Competence
- Assessment



NMBI DRAFT Digital Health Competency Standards and Requirements

1.3 Digital identity

Competency statement

Undergraduates will use digital tools to develop and maintain safe and responsible use of their online professional identity and reputation.

Competencies

- Recognises that their professional digital footprint should showcase their skills, education, and professional experience.
- Understands the benefits and risks of different ways of presenting oneself online, both professionally and personally, and adheres to organisational and professional social media policies.
- Understands that online posts remain in the public domain and contribute to an individual's digital footprint.

Indicative content

- Available digital technologies to support learning and professional development.
- Legal framework, relevant policies and ethical principles governing digital health.
- Digital identity and cybersecurity.
- Available tools to develop an online digital identity.
- Benefits and risks of maintaining an online digital identity.

Domain 2: Leadership and Advocacy

2.1 Person's digital health advocacy

Competency statement

Undergraduates will work in partnership with the person regarding education and advocacy about information collection, access and use.

Competencies

- Understands the role of the nurse or midwife in advocating for a person's access to digital health technologies and establishing and developing the person's digital literacy.
- Understands the benefits and possible risks of different digital health applications when assisting and empowering the person to use evidence-based digital resources.
- Uses digital health in partnership with the person to aid culturally appropriate, informed decision-making and health literacy.
- Empower and assist where appropriate, the person in using a safe and culturally appropriate range of communication technologies in their care, such as telehealth consultations.

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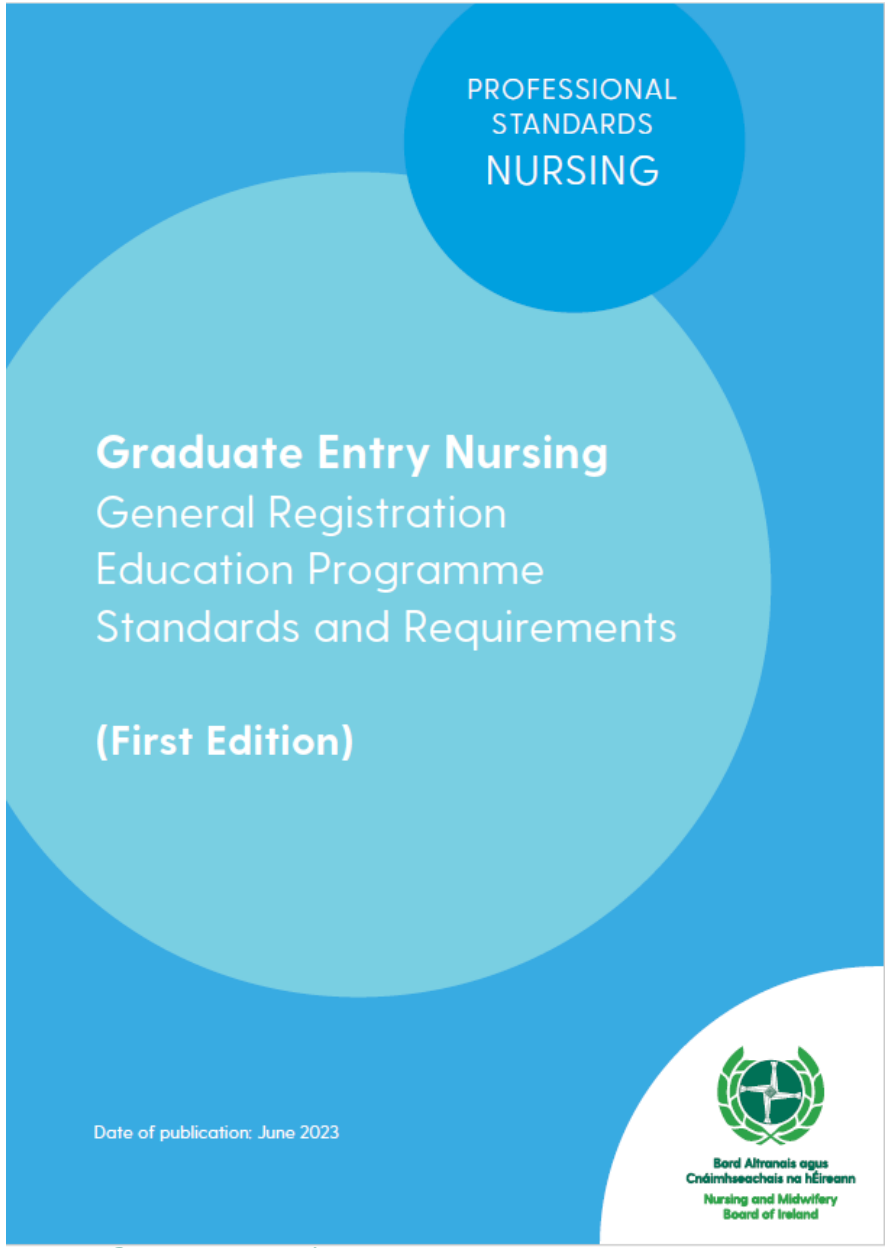
Next Steps...



Graduate Entry Nursing General Registration Education Programme

Standards and Requirements

Rationale

Recommendations to develop expanded routes to nursing are referred to in the following global and national publications as a key strategic objective for future nursing workforce sustainability, one such route being a graduate entry programme:

- **Department of Health Report of the Review of Undergraduate Nursing and Midwifery Degree Programmes (2012)**
- **Department of Health Expert Review Body on Nursing and Midwifery (2022)**
- **A System Dynamics Model of Nursing Workforce Supply (2022)**
- **WHO Global Code of Practice on International Recruitment of Health Personnel: Fourth Round of reporting (2022)**

Project Milestones

- Project Scoping exercise – January 2022
- 1st and 2nd Consultation Rounds – June to September 2022
- Key Stakeholder Focused Consultation – October 2022 to April 2023
- Education, Training and Standards Committee – 11 May 2023
- Board Approval – 24 May 2023
- Launch – 21 June 2023

Stakeholders

- Department of Health (DoH)
- Department of Further and Higher Education, Research Innovation and Science
- Irish Universities Associations (IUA)
- Technological Higher Education Authorities (THEA)
- Office of the Nursing and Midwifery Services Director (ONMSD)
- Group Directors of Nursing and Midwifery
- Staff Representative Bodies
- Quality Qualifications Ireland
- Central Applications Office
- International Representatives

Key Themes

Theme 1 — Minimum entry requirements including RPL

Actions

- Remove reference to a residency requirement.
- Interviews continue to be offered as an optional tool, to be used at the discretion of the education body in consultation with their practice partners.
- NMBI will organise a workshop over the coming months for the education bodies to facilitate discussion on best practice for recognition of prior learning in a nursing registration programme.

Theme 2 — Internship timeframe

Actions

- Lengthen the internship from 18 to 24 weeks to allow for a longer period to financial payment toward the end of the programme. It will provide more time to achieve competencies for entry to practice level and keep balance for adequate supernumerary learning time threaded through the programme.
- Propose 24 weeks of internship for graduate entry is scheduled opposite to the 36 weeks of undergraduate students to be cognisant of capacity for learners in the practice environment.

Theme 3 — NFQ level and programme funding

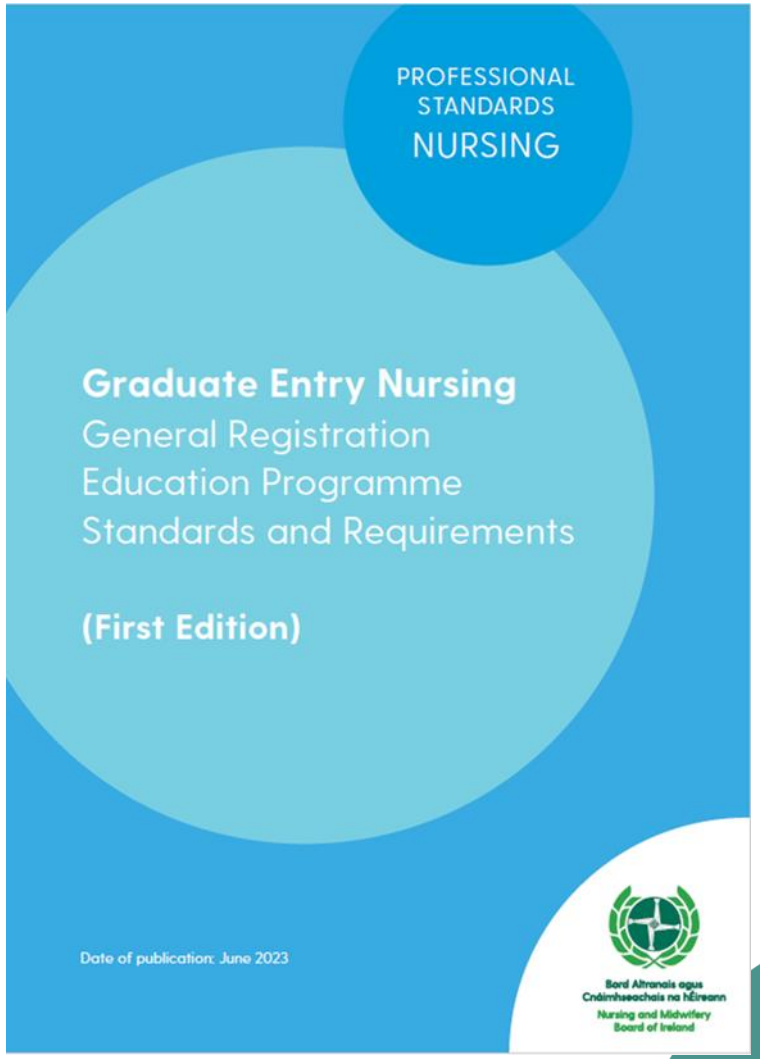
Actions

- Based on the proposed funding model, which is necessary to ensure the programmes are viable, NFQ level 8 is the programme level set in the standards and requirements
- A full evidence-based research evaluation will be supported by NMBI following completion of the first cohort of graduates to establish programme outcomes and learning for future programmes over time.

Standards and Requirements

- Minimum Entry Requirements
- Learning Outcomes
- Domains of Competence

Domains of Competence for Nurses and Midwives (Source: NMBI, 2016a, NMBI, 2016b)



Theoretical and practice instruction for Graduate Entry Nursing General Registration Education Programme

Graduate Entry General Nursing Registration Programme - Theory and Practice		
Theory and discretionary hours: 2300hrs		
1 European Credit Transfer System (ECTS) = 25hrs 25hrs x 92 ECTS = 2300hrs	**2300hrs**	**92 ECTS**
Practice hours: 2300 hrs		
Placement type	Hours	Weeks 1 week =37.5hrs
Supernumerary placements – 1162.5 hrs (31 weeks)		
• General and specialist Medicine (EU)	375	10
• General and specialist Surgery (EU)	262.5	7
• Care of the Older Person (EU)	262.5	7
• Home nursing (EU) – Community/ may include Intellectual Disability	262.5	7
Specialist - 225 hrs (6 weeks)		
• Childcare and Paediatrics (EU)	75	2
• Maternity care (EU)	75	2
• Mental Health and Psychiatry (EU)	75	2
Internship placements - 900 hrs (24 weeks)	900	24
Orientation to practice placements – 12.5hrs	12.5	0.3
Total practice instruction	**2300hrs**	**61.3weeks**

Essential requirements are based on:

- European Directive 2005/36/EC and 2013/55/EU
- NMBI Nurse Registration Programmes Standards and Requirements (2016 amended 2022)

Next Steps...

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Nursing and Midwifery Board of Ireland

EducationandGuidance@nmbi.ie

Education, Policy and Standards Department

Thank you