

PROFESSIONAL
STANDARDS
CAREERS

Pre-Registration Honours
Degree Programmes 2020

Nursing/Midwifery
A career for you



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

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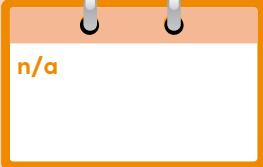




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Key dates for all applicants to Nursing and Midwifery programmes

	Mature Applicant	Standard Applicant
Application to CAO	 <p>Closing date 1 February 2020 5.15pm www.cao.ie</p>	 <p>Closing date 1 February 2020 5.15pm www.cao.ie</p>
Application to PAS	 <p>3 February – 21 February 2020 3.00pm www.publicjobs.ie</p>	 <p>n/a</p>
Invitation to test – time and venue	 <p>Check your message board on www.publicjobs.ie by 27 March 2020</p>	 <p>n/a</p>
Test	 <p>Early to mid- April 2020 <i>(this will be confirmed on your message board as above)</i></p>	 <p>n/a</p>

For further information please visit
www.nmbi.ie/careers-in-nursing-midwifery
or email: careersinformation@nmbi.ie

	Mature Applicant	Standard Applicant
Late application to CAO	<p>Closing date 1 May 2020 5.15pm¹ www.cao.ie</p>	<p>Closing date 1 May 2020 5.15pm² www.cao.ie</p>
Change of mind	<p>Beginning of May – 1 July³ 2020 5.15pm</p>	<p>Beginning of May – 1 July 2020 5.15pm</p>
Results of test	<p>Check your message board on www.publicjobs.ie in early June 2020</p>	<p>n/a</p>
Offers	<p>From CAO – early July 2020</p>	<p>QQI FET⁴ – early Aug Round 1 – mid-August 2020</p>

¹ Those who have not sat the assessment test in the current year will not be considered for the mature entry route. Not available for applications to the Adelaide School of Nursing.

² Not available for applications to the Adelaide School of Nursing.

³ Not available to mature applicants who have not sat the assessment test in the current year.

⁴ Further education and training.

This publication, *Nursing/Midwifery: A career for you*, is primarily aimed at those wishing to apply for the pre-registration honours degree programmes in:

- Children's and General Nursing (Integrated)
- General Nursing
- Intellectual Disability Nursing
- Midwifery
- Psychiatric Nursing⁵

It is important to note that changes may occur to any of the contents of this publication.

Updates to this publication (for example, additional places) may be viewed on our website www.nmbi.ie/careers-in-nursing-midwifery and on the CAO website www.cao.ie.

The onus is on each applicant to check our NMBI website, and with the higher education institutions (HEIs) and the CAO for any changes regarding the competition.

If you have any questions about nursing and midwifery careers that are not answered in this booklet or on our website, then please email us at careersinformation@nmbi.ie.

Abbreviations used in this document

AMP:	Advanced Midwife Practitioner
ANP:	Advanced Nurse Practitioner
CAO:	Central Applications Office
CHI:	Children's Health Ireland
CMS:	Clinical Midwife Specialist
CNS:	Clinical Nurse Specialist
DARE:	Disability Access Route to Education
DCU:	Dublin City University
FET:	Further education and training
FETAC:	Further Education and Training Awards Council
HEAR:	Higher Education Access Route

⁵ Psychiatric Nursing is also called Mental Health Nursing in some HEIs.

HEI:	Higher Education Institution
HETAC:	Higher Education and Training Awards Council
ICM:	International Confederation of Midwives
IT:	Institute of Technology
IUQB:	Irish Universities Quality Board
NFQ:	National Framework of Qualifications
NMBI:	Nursing & Midwifery Board of Ireland
NMPDU:	Nursing & Midwifery Planning and Development Unit
NUIG:	National University of Ireland Galway
NVB:	National Vetting Bureau
PAS:	Public Appointments Services
PHN:	Public Health Nurse
QQL:	Quality and Qualifications Ireland
RCN:	Registered Children's Nurse
RGN:	Registered General Nurse
RCSI:	Royal College of Surgeons Ireland
RM:	Registered Midwife
RN:	Registered Nurse
RNID:	Registered Nurse Intellectual Disability
RPHN:	Registered Public Health Nurse
RPN:	Registered Psychiatric Nurse
SCBU:	Special Care Baby Unit
SIF:	Supplementary Information Form
SUSI:	Student Universal Support Ireland
Trinity:	Trinity College Dublin, the University of Dublin
UCC:	University College Cork
UCD:	University College Dublin
UL:	University of Limerick

Contacts

Nursing and Midwifery Board of Ireland (NMBI)

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Tel: (01) 639 8528
Fax: (01) 639 8577
Email: careersinformation@nmbi.ie
Website: www.nmbi.ie/careers-in-nursing-midwifery

Central Applications Office (CAO)

Tower House
Eglinton Street
Galway
H91 X25V
Tel: (091) 509800
Fax: (091) 562344
Website: www.cao.ie

Public Appointments Service (PAS)

Chapter House
26–30 Abbey Street Upper
Dublin 1
D01 C7W6
Tel: (01) 858 7750
Email: maturecode20@publicjobs.ie
Website: www.publicjobs.ie

Nursing and Midwifery Board of Ireland (NMBI)

NMBI, formerly An Bord Altranais, is the independent, statutory organisation which regulates the nursing and midwifery professions in Ireland. Our legal obligation is to protect the public in its dealing with nurses and midwives and to protect the integrity of the practice of nursing and midwifery. We do this through the promotion of high standards of professional education, training and practice, and professional conduct among nurses and midwives.

One way in which we safeguard the public is by keeping a register of all registered nurses and registered midwives in Ireland. It is illegal to practice in Ireland as a nurse or a midwife unless you are on the NMBI Register. We also maintain an additional register called the Candidate Register.

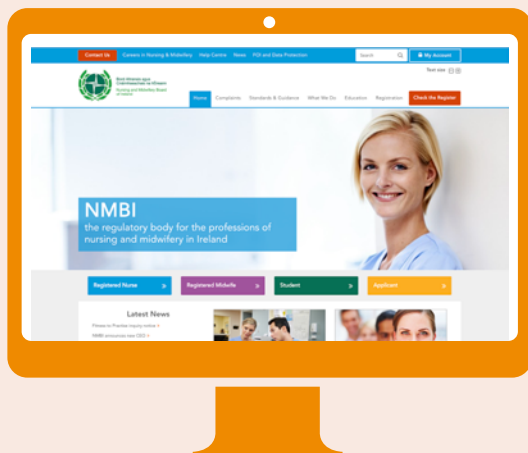
The Nurses and Midwives Act 2011 defines a 'candidate' as a person who is following a course of study or a period of adaptation leading to first time registration with the Board.

Candidate Register

In preparation for the professional dimension of the programme, as a student you will be required, within 30 days of commencing the programme, to have your name entered on the Candidate Register of NMBI.

For more details, please visit our website at www.nmbi.ie/registration/candidates. For details to be contained in the Candidate Register, please refer to the Nurses and Midwives (Candidate Register) Rules 2018 (S.I. No. 217 of 2018) at www.irishstatutebook.ie/eli/2018/si/217/made/en/pdf.

For current news on careers, please visit our website at www.nmbi.ie/careers-in-nursing-midwifery.



If you have a question, email us directly at careersinformation@nmbi.ie.

Careers function within NMBI

Under the Nurses and Midwives Act 2011, Section 85 (8), the Board's duty in relation to careers is as follows:

The Board shall, in consultation with the Health Service Executive and such other appropriate bodies as the Board thinks fit, make available career information on nursing and midwifery, including information on education and training.

We provide information on careers to three important groups:

- Those who are interested in becoming a nurse or a midwife, such as second-level Leaving Certificate students, post Leaving Certificate students or mature applicants
- Those who have already completed their education and training, and who following registration as a registered nurse or registered midwife are now considering future career pathways that exist within the professions
- Relevant stakeholders who are involved in the education, training, support and counselling of these groups, such as lecturers, guidance counsellors, staff at healthcare agencies and parents.

We also manage the selection process of mature applicants to Nursing and Midwifery programmes. See section 3.

In this booklet, we use various terms when referring to the available Nursing and Midwifery programmes (courses):

- **Higher Education Institutions (HEIs)**
These are the universities/colleges where the programmes are delivered. There are 13 HEIs across the country that deliver undergraduate Nursing and Midwifery programmes (see pages 11–15 for list).
- **Pre-registration education programme (undergraduate)**
This is a 4-year honours degree programme (4.5 years for Integrated). Upon successful completion it will lead to registration in one of the divisions of the NMBI Register and it allows you to legally practise as a registered nurse or midwife in Ireland (see pages 11–15 for list).
- **Post registration education programme**
This refers to any programme that is completed following the successful completion of an undergraduate programme as a registered nurse or midwife. Some of these programmes can lead to additional registration (see section 9) or may be used as further education in an area you wish to specialise in. We maintain a database of all approved courses and you can access these on our website www.nmbi.ie/education/post-registration-courses.



01

**Nursing and
Midwifery –
an Overview**

This section provides you with an overview of nursing and midwifery and the core values of the professions. While this will help you get a better understanding about nursing and midwifery, we have also developed a tool that will assist you in deciding if you would be suitable for a career in nursing or midwifery. This self selection questionnaire aims to give you an insight into the key skills you might need as a student nurse/midwife and to help you decide how suited you might be to this type of career.

The questionnaire will help you think seriously about how your interests, abilities and expectations match the student nurse/midwife role in order to make a more informed decision regarding whether or not to pursue a career as a nurse/midwife. You can access the questionnaire via the following link: <http://www.quickstart360.co.uk/runtestsrequest.aspx>.

Nursing

Nursing encompasses autonomous and collaborative care of individuals of all ages, families, groups and communities, sick or well and in all settings. Nursing includes the promotion of health, prevention of illness, and the care of ill, disabled people and those requiring end of life care. Advocacy, promotion of a safe environment, research, participation in shaping health policy and in patient and health systems management, and education are also key nursing roles (International Council of Nurses, 2010).

Midwifery

The definition of a midwife adapted from the International Confederation of Midwives (ICM) and adopted by us is:

A person who has successfully completed a midwifery education programme that is duly recognised in the country where it is located; who has acquired the requisite qualifications to be registered and/or legally licensed to practise midwifery and use the title 'midwife'; and who demonstrates competency in the practice of midwifery.

She/he must be able to:

- give the necessary supervision, care and advice to women during pregnancy, labour and the postpartum period
- conduct deliveries on her/his own responsibility
- care for the newborn and infant.

This care includes:

- preventative measures
- detection of abnormal conditions in mother and child
- procurement of medical assistance
- extension of emergency measures in the absence of medical help.

She/he has an important task in health counselling and education, not only for women but also within the family and the community.

The work should involve antenatal education and preparation for parenthood and extends to certain areas of gynaecology, family planning and child care.

She/he may practise in clinics, health units and domiciliary conditions or in any other service (ICM, 2011).

Core values of nursing and midwifery

Three core values Compassion, Care and Commitment inform decision-making by guiding each nurse and midwife to deliver safe and effective care.

Compassionate nursing and midwifery practice is characterised by an appreciation, sensitivity, gentleness and deep concern that demonstrates an understanding of the person.

Care is the essence of nursing and midwifery practice and is defined as a cluster of practices performed competently.

Commitment is associated with professional courage to do the right thing for people (Department of Health, Office of the Chief Nursing Officer, Position Paper One, Values for Nurses and Midwives in Ireland, June 2016).

Scope of nursing and midwifery practice for registered nurses and midwives

The scope of nursing and midwifery practice in the Republic of Ireland is the range of roles, functions, responsibilities and activities that a nurse/midwife is educated, competent and has authority to perform. Scope of practice for nurses and midwives is determined by legislation, European Union (EU) directives, international developments, social policy, national and local guidelines, education and the individual practitioner's levels of competence.

Competence is the attainment of knowledge, intellectual capacities, practice skills, integrity, and professional and ethical values required for safe, accountable and effective practice as a registered nurse or registered midwife (NMBI, 2015).

We published a *Scope of Nursing and Midwifery Practice Framework* in 2015. Its purpose is to provide nurses and midwives with professional guidance and support on matters relating to the scope of their clinical practice. It incorporates a flowchart to help nurses and midwives to define and make decisions about their own scope of practice.

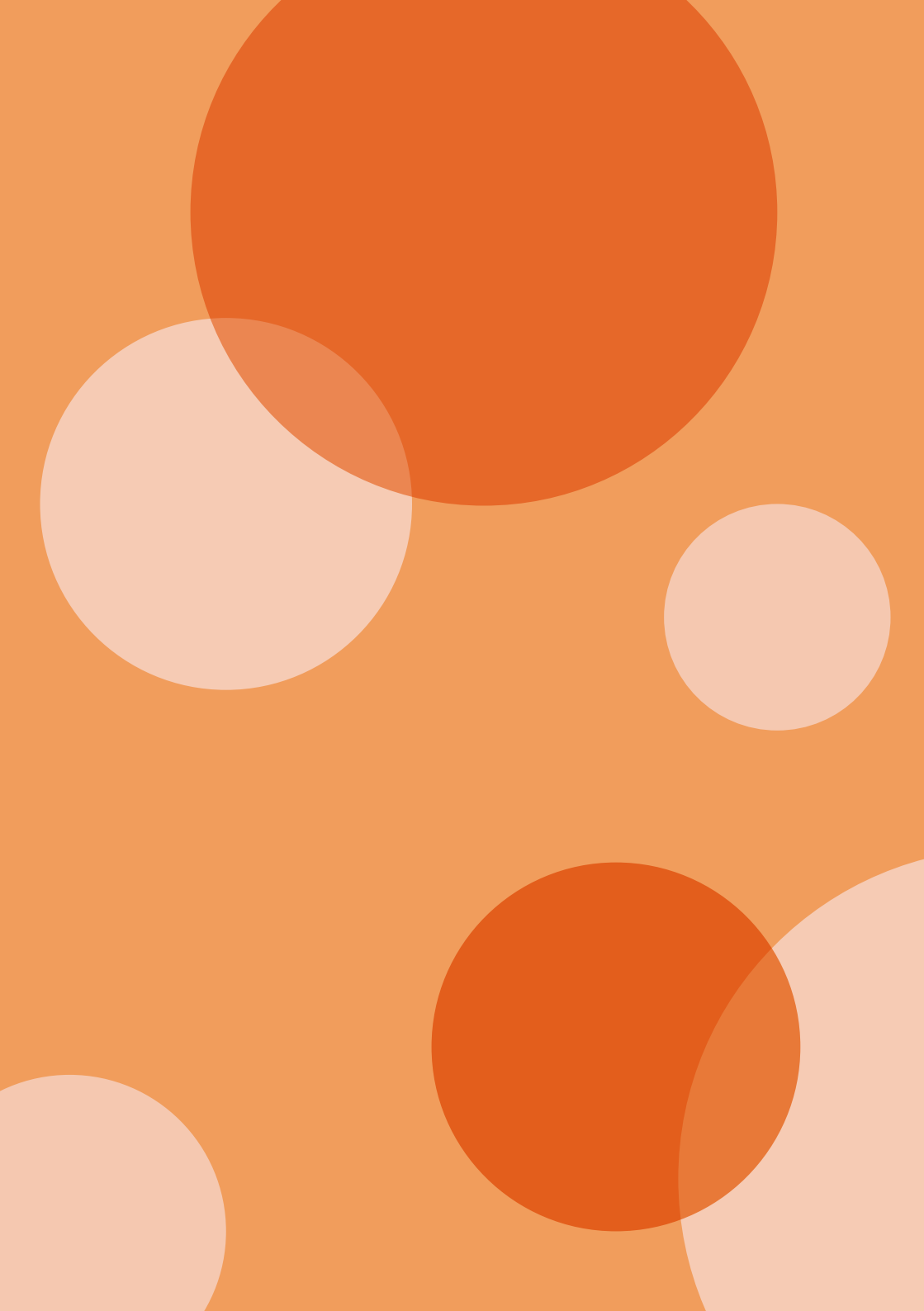
Nursing and midwifery practice is underpinned by values that guide the way in which nursing or midwifery care is delivered.

The Framework along with the *Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI, 2014)* (the Code) describes the key values for the professions. These include:

- Nursing and midwifery care combine art and science. This care is holistic in nature, grounded in an understanding of the social, emotional, cultural, spiritual, psychological and physical experiences of patients, and is based upon the best available research and experiential evidence.
- Fundamental to nursing practice is the therapeutic relationship between the nurse and the patient that is based on open communication, trust, understanding, compassion and kindness and serves to empower the patient to make life choices.
- Fundamental to midwifery practice is the provision of safe, competent, kind and compassionate care which is informed by the best available evidence, the midwife's own expertise and the experiences, preferences and values of the woman.

- The primary motivation for practice must be for the overall benefit and needs of patients by respecting their dignity and rights, and by promoting and maintaining patient safety and providing quality healthcare.
- Nursing and midwifery practice must always be based on the principles of professional conduct stated in the latest edition of the Code.

To read the Framework and the Code please refer to our website www.nmbi.ie/standards-guidance.





02

**Pre-Registration
Honours Degree
Programmes
in Nursing and
Midwifery**

Programmes leading to registration with NMBI

There are 44 pre-registration honours degree programmes in Ireland. These programmes are divided into five different disciplines, and each leads to a specific registration (see Table 1). The five disciplines are:

- Children's and General (Integrated) Nursing
- General Nursing
- Intellectual Disability Nursing
- Psychiatric Nursing
- Midwifery

All 44 programmes are honours bachelor's degree programmes at Level 8 on the National Framework of Qualifications (NFQ). The academic award is Bachelor of Science (BSc).

Number of programmes and places

The total number of places on the 44 programmes is 1,832. The number of places was increased in 2016 to 1,630 (Psychiatric Nursing was allocated an extra 60 places). The number of places was increased again for the 2017 intake, with an additional 200 places being allocated to nursing courses. There have been no further increases since then.

Table 1 Number of pre-registration programmes and places

Programme title	Programme duration (years)	Leading to registration as	No. of programmes	No. of places	Quota of places for mature applicants ⁶	No. of HEIs	No. of main healthcare agencies
Children's and General (Integrated) Nursing	4.5	Registered Children's Nurse (RCN) and Registered General Nurse (RGN)	4	130	15%	4	1
General Nursing	4	Registered General Nurse (RGN)	14	925	15%	13	22
Intellectual Disability Nursing	4	Registered Nurse Intellectual Disability (RNID)	8	210	35%	8	10
Psychiatric Nursing ⁷	4	Registered Psychiatric Nurse (RPN)	12	423	35%	12	14
Midwifery	4	Registered Midwife (RM)	6	144	20%	6	7

⁶ This is a dynamic quota and it may vary.

⁷ This is also called Mental Health Nursing in some HEIs.

Pre-registration honours degree programmes in nursing and midwifery

Table 2 gives details of the 13 HEIs offering the 44 pre-registration honours degree programmes, together with the main associated healthcare agencies and the number of places per programme. You will complete the clinical part of a programme with the healthcare agencies.

Please note that although the main associated healthcare agencies are listed, other healthcare agencies may also be used for clinical placements. Such healthcare agencies may be a considerable distance from those listed in Table 2. Contact the HEIs for further details.

In the situation where more than one healthcare agency associated with a HEI has the same course code, the allocation to clinical placements will be decided locally. Check with the HEI concerned.

It is essential you use the correct course code when you make your application. Check the CAO website for any changes to programme details.

In relation to the Children's and General (Integrated) Nursing programmes, Table 2 only indicates the children's healthcare agencies concerned. Clinical placements for General Nursing will be allocated by the general healthcare agencies associated with the HEI.

Please refer to our website for full details of all approved Nursing and Midwifery courses: www.nmbi.ie/education/undergraduate-programmes.

Table 2 List of all 44 pre-registration programmes

No.	HEI	Healthcare agency	Places	Course
1	Athlone IT (090) 646 800	HSE Midland Area General Nursing Services HSE Midland Area Psychiatric Nursing Services	42 26	General Psychiatric
2	Dublin City University (01) 700 5000	Children's Health Ireland (CHI) at Temple Street, Dublin 1 Beaumont Hospital, Beaumont, Dublin 9 Connolly Hospital, Blanchardstown, Dublin 15 St Joseph's Intellectual Disability Services, Portrane, County Dublin Daughter's of Charity Intellectual Disability Services, Dublin	38 68 19 17 27	Children's & General (Integrated) General General Intellectual Disability Intellectual Disability
3	Dundalk IT (042) 937 0200	HSE Dublin North East, General Nursing Services St John of God North East Services, and HSE, Dublin North East, Intellectual Disability Services HSE Dublin North East and North West, Maternity Services HSE Dublin North East, Mental Health Services	46 25 20 31	General Intellectual Disability Midwifery Psychiatric

continued

No.	HEI	Healthcare agency	Places	Course
4	Galway–Mayo IT (094) 902 5700	Mayo University Hospital, Castlebar	31	General
		Mayo Mental Health Services, Mayo University Hospital	26	Psychiatric
5	IT Tralee (066) 714 5600	University Hospital, Kerry	56	General
		HSE South Mental Health Services	26	Psychiatric
6	Letterkenny IT (074) 918 6000	Letterkenny General Hospital, County Donegal	31	General
		Intellectual Disability Services, Donegal	20	Intellectual Disability
		Donegal Mental Health Services	16	Psychiatric
		Sligo/Leitrim Mental Health Services	16	Psychiatric
7	NUIG (091) 524411	Galway University Hospitals	69	General
		Portluncula Hospital, Ballinasloe, County Galway	20	Midwifery
		University College Hospital Galway HSE West Psychiatric Nursing Services	27	Psychiatric

continued

No.	HEI	Healthcare agency	Places	Course
8	St Angela's College (071) 914 7285	Sligo Regional Hospital HSE Cregg Services, Sligo	35 20	General Intellectual Disability
9	Trinity (01) 896 1000	Children's Health Ireland (CHI) at Tallaght, Dublin 24 Tallaght University Hospital, Tallaght, Dublin 24 St James's Hospital, Dublin 8 Muiriosa Foundation, Moore Abbey, Monasterevin, County Kildare Stewart's Care Services Limited, Palmerstown, Dublin 20 Coombe Women and Infants University Hospital, Dublin 8 Rotunda Hospital, Dublin 1 Community Healthcare Dublin South, Kildare & West Wicklow Health Services St Patrick's Mental Health Services, James's Street, Dublin 8	26 66 76 17 15 22 22 40 19	Children's & General (Integrated) General General Intellectual Disability Intellectual Disability Midwifery Midwifery Psychiatric Psychiatric

continued

No.	HEI	Healthcare agency	Places	Course
10	UCC (021) 490 3000	Cork University Hospital Bon Secours Hospital, Cork Cork University Hospital Mercy University Hospital, Cork South Infirmary Victoria University Hospital, Cork COPE Foundation, Cork HSE South, Cork University Maternity Hospital, Cork HSE South, Mental Health Services	24 19 56 23 15 24 20 31	Children's & General (Integrated) General General General General Intellectual Disability Midwifery Psychiatric
11	UCD (01) 716 6407	Children's Health Ireland at Crumlin, Dublin 12 Mater Misericordiae University Hospital, Dublin 7 St Vincent's Healthcare Group, Dublin 4 National Maternity Hospital, Holles Street, Dublin 2 St John of God Hospital, Stillorgan, County Dublin & HSE HSE Community Healthcare Organisation East (formerly CHO6)	42 69 98 20 15 11	Children's & General (Integrated) General General Midwifery Psychiatric

continued

No.	HEI	Healthcare agency	Places	Course
12	UL (061) 202 015	HSE Mid- Western Region General Nursing Services	55	General
		Daughters of Charity Disability Support Services, St Vincent's Centre, Lisnagry, County Limerick	20	Intellectual Disability
		HSE Mid- Western Region Psychiatric Nursing Services	31	Psychiatric
		University Maternity Hospital Limerick (UMHL)	20	Midwifery
		University Hospital Waterford, Maternity Services		
		St Luke's General Hospital Maternity Services, Kilkenny		
		South Tipperary General Hospital, Maternity Services		
13	Waterford IT (051) 302000	HSE South Eastern Region General Nursing Services	51	General
		HSE South Eastern Region & Voluntary Intellectual Disability Nursing Services	25	Intellectual Disability
		HSE South Eastern Region Psychiatric Nursing Services	43	Psychiatric

Programme purpose

Nursing

The purpose of the registration education programme is to ensure that on successful completion of the programme the graduate is equipped with the knowledge, understanding, professional attributes and skills necessary to practise as a competent and professional nurse. The overarching aim of the programme is to ensure that the graduate acquires the competences for critical analysis, problem-solving, decision-making, collaborative team working, leadership, professional scholarship, effective interpersonal communication and reflection that are essential to the art and science of nursing.

Midwifery

The purpose of midwife registration education programmes is to equip midwifery students with the necessary knowledge and skills and professional behaviours (ICM, 2013) to practise as a competent midwife capable of autonomously carrying out all of the activities of a midwife as set out in the EU Directive 2005/36/EC.

A student engaging in a pre-registration honours degree programme must observe standards of conduct and behaviour commensurate with our requirements for entering the nursing/midwifery profession. Additionally, while on clinical placement, students are required to adhere to local policies and requirements.

Programme structure

In line with Directive 2005/36/EC, you must successfully complete a minimum number of hours/weeks in theoretical and clinical instruction before you can apply to register as a nurse or midwife with us.

Table 3 NMBI total requirements of the programmes

Practice instruction Essential requirements of the programme	General, Intellectual Disability, Psychiatric and Midwifery Number of weeks	Children and General (Integrated) Number of weeks
Theoretical instruction	63	75
Clinical instruction	45	59
Internship ⁸	36	36
Total	144	170

Following any interruption⁹ in the educational programme, the HEI in partnership with the healthcare institutions must ensure that you meet the programme requirements.

Students undertaking the registration education programme have supernumerary status¹⁰ during the programme with the exception of a final placement of 36 weeks' rostered clinical placement (internship), which consolidates the completed theoretical component of the programme.

The 36-week internship takes place during the fourth year, and you will receive a salary (see page 28). Normal third-level college holidays do not apply during the internship year.

For full details of the programme structure, contact the relevant HEI.

⁸ Inclusive of annual leave.

⁹ Any leave (other than annual leave and bank holidays) including sick leave, force majeure leave, parental leave, compassion leave and special leave.

¹⁰ The student will be surplus to the rostered complement of nurses/midwives.

Nursing programmes enable you to:

- acquire the knowledge, professional values and discipline-specific competences to fulfil the role of the Registered Nurse to deliver safe, high-quality, compassionate, ethical, legal and accountable practice across the life spectrum and in diverse healthcare settings
- demonstrate knowledge, clinical skills and professional behaviours that are underpinned by the *Scope of Nursing and Midwifery Practice Framework* (NMBI, 2015) and the *Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives* (NMBI, 2014)
- practise as a competent Registered Nurse to assess, plan, prioritise, deliver and evaluate nursing care based on a comprehensive and systematic assessment of health and nursing needs in consultation with the person receiving such care, their representative and the multidisciplinary team
- apply theoretical principles to the practice of nursing using professional judgement, critical reasoning, problem-solving and reflection derived from an evidence base of nursing and from the applied life, health and social sciences
- deliver person-centred, high-quality and safe nursing care based on a collaborative relationship with a person receiving such care, that respects her/his dignity, autonomy, self-determination and rights to make health and life choices across the health spectrum
- demonstrate skills of effective communication, delegation, inter-professional liaison and team working to promote the quality and safety of the healthcare environment
- maintain competence to develop and enhance the capacity for self-awareness, reflective practice, leadership and professional scholarship
- apply evidence from an appraisal of research studies relevant to the division of nursing to the practice of nursing.

Midwifery programmes enable you to:

- protect and promote the safety and autonomy of the woman and respect her experiences, choices, priorities, beliefs and values
- protect and promote the normal physiological process of birth
- practise in line with legislation and professional guidance and be responsible and accountable within their scope of midwifery practice (this encompasses the full range of activities of the midwife as set out in Directive 2005/36/EC and the adapted Definition of the Midwife (ICM, 2011) as adopted by NMBI)
- use comprehensive knowledge, skills and professional behaviours to provide safe, competent, kind, compassionate and respectful care to women and their babies before pregnancy and during pregnancy, labour and birth and the postnatal period, as identified in the *Scope of Nursing and Midwifery Practice* (NMBI, 2015)
- work in equal partnership with the woman and her family and establish a relationship of trust and confidentiality
- communicate and collaborate effectively with the woman, the woman's family and with the multidisciplinary healthcare team
- identify, promote and support healthy lifestyle choices that enhance the health and wellbeing of the woman, fetus and baby
- use skills of reflection to maintain and enhance midwifery practice
- recognise deviations from the norm in childbirth, take appropriate and corrective actions (that may include referral and the need to escalate care) and provide emergency care to the woman and her baby when required within their scope of midwifery practice.

Competencies

Competence is understood as the attainment of knowledge, intellectual capacities, practice skills, integrity, and professional and ethical values required for safe, accountable and effective practice as a registered nurse or registered midwife (NMBI, 2016).

The competencies for entry to the nurses division and the midwives division of the NMBI Register are clearly aligned with the *Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives* (NMBI, 2014). All domains of competence outlined below represent the level you must reach, on completion of the education programme, for entry to the NMBI Register.

Nursing

The student nurse will be required to have achieved competence in the following domains of practice:

- **Professional values and conduct of the nurse competences**
Knowledge and appreciation of the virtues of caring, compassion, integrity, honesty, respect and empathy as a basis for upholding the professional values of nursing and identity as a nurse.
- **Nursing practice and clinical decision-making competences**
Knowledge and understanding of the principles of delivering safe and effective nursing care through the adoption of a systematic and problem-solving approach to developing and delivering a person-centred plan of care based on an explicit partnership with the person and her/his primary carer.
- **Knowledge and cognitive competences**
Knowledge and understanding of the health continuum, life and behavioural sciences and their applied principles that underpin a competent knowledge base for nursing and healthcare practice.
- **Communication and interpersonal competences**
Knowledge, appreciation and development of empathic communication skills and techniques for effective interpersonal relationships with people and other professionals in healthcare settings.
- **Management and team competences**
Using management and team competences in working for the person's wellbeing, recovery, independence and safety through recognition of the collaborative partnership between the person, family and multidisciplinary healthcare team.
- **Leadership potential and professional scholarship competences**
Developing professional scholarship through self-directed learning skills, critical questioning/reasoning skills and decision-making skills in nursing as the foundation for lifelong professional education, maintaining competency and career development.

Midwifery¹¹

The student midwife will be required to have achieved competence in the following domains of practice:

- The midwife's practice is underpinned by a philosophy that protects and promotes the safety and autonomy of the woman and respects her experiences, choices, priorities, beliefs and values.
- The midwife practises in line with legislation and professional guidance and is responsible and accountable within their scope of midwifery practice (this encompasses the full range of activities of the midwife as set out in Directive 2005/36/EC and the adapted Definition of the Midwife (ICM, 2011) as adopted by NMBI).
- The midwife uses comprehensive knowledge, skills and professional behaviours to provide safe, competent, kind, compassionate and respectful care. The midwife keeps up-to-date with current midwifery practice by undertaking relevant continuing professional development.
- The midwife works in equal partnership with the woman and her family and establishes a relationship of trust and confidentiality.
- The midwife communicates and collaborates effectively with the woman, and the woman's family and with the multidisciplinary healthcare team.

¹¹ The competencies for entry to the midwives division of the Register are based upon the *Practice Standards for Midwives* (NMBI, 2015).



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03

Making an
Application

Applying to the CAO

You can apply through the CAO either online (www.cao.ie) or by paper. Before completing the application form, you should carefully study the literature of the HEIs and the CAO Handbook 2020 and any subsequent changes to these documents. If you have any queries regarding your eligibility to be considered for a place on a Nursing or Midwifery programme, you should consult the literature of the HEIs and contact the admission office of the HEIs. All the courses on the CAO application form are categorised as:

- Level 8, which includes Nursing and Midwifery
- Level 7 and Level 6

You may choose up to 10 Nursing and Midwifery course codes in the Level 8 category, listed in order of preference.

Course codes

Each Nursing and Midwifery programme has an identifying course code.

Standard applicant

You are a standard applicant if you apply on the basis of your examination results. You are advised to check the relevant HEI literature regarding the minimum entry age. You must meet the minimum education requirements of both NMBI and the HEI(s).

Mature applicant

You are a mature applicant if you are 23 years of age or over by 1 January in the year of entry and you wish to be considered for a place on the grounds of mature years. **You will be considered as mature, and on the basis of performance in the assessment test, and on QQI FET/FETAC and/or Leaving Certificate or other school leaving qualifications, if you select the relevant boxes in the Qualifications and Assessments section of the CAO application form.**

Applying for the assessment test (mature applicants only)

Mature applicants who wish to apply for Nursing and Midwifery programmes must register and apply to sit an assessment test, which is conducted by the Public Appointments Service (PAS) on our behalf. Each mature applicant must register and apply for the test between 3 February and 21 February 2020 at 3.00pm.

To register and apply with PAS you should have to hand your CAO application number (if you have one), a valid email address and your Personal Public Service (PPS) number (if you have one).

1. **Register:** Go to the PAS website www.publicjobs.ie. If you are a new user who has not previously registered with PAS, you must 'Register' before you can apply. Please make a note of your user name and password, as you will need these for all steps involved in the assessment test.
2. **Apply:** Once you have registered with PAS, you must then access the application form and complete and submit it. The application form will only be available on www.publicjobs.ie between 3 February and 21 February 2020 under the job category 'Medical', subcategory 'Nurse/Nurse Management'.

Once you have submitted your application form, you should return to your PublicJobs.ie account and confirm that your form has been successfully submitted via 'My Applications'. You should receive a confirmation email within two days of submitting your application. If you do not receive this email within two days, please contact maturecode20@publicjobs.ie or telephone (01) 8587750.

Please do not confuse **registering** with **applying**. Failure to register and apply will lead to your application being disqualified.

Once you have applied, you are advised to check your publicjobs.ie message board (go to 'My Messages' when you are logged on to publicjobs.ie) for communications from PAS.

Please note that your application will be invalid if you do not complete all three steps:

1. Apply to CAO (by 1 May 2020) at 5.15pm
2. Register with PAS (3–21 February 2020 at 3.00pm)
3. Apply to PAS for assessment test (3–21 February 2020 at 3.00pm)

Application using the Higher Education Access Route (HEAR)

The Higher Education Access Route (HEAR) is a college and university admissions scheme which offers places on reduced points and extra college support to school leavers from socio-economically disadvantaged backgrounds. HEAR is for school leavers who are under 23 years of age on 1 January in the year of entry, who have completed an Irish Leaving Certificate. HEAR applicants must meet a range of financial, social and cultural indicators to be considered for a reduced points place and extra college support. See details at www.accesscollege.ie/hear/index.php. HEAR is only applicable to standard applicants. Not all HEIs offer this access route to nursing (see CAO Handbook).

To be considered for HEAR, you must have registered on the CAO system by 1 February 2020 at 5.15pm. To apply to HEAR you must indicate in your CAO application that you wish to apply for HEAR and fully and correctly complete all elements of the online HEAR form by 5.15pm on 1 March 2020. Supporting documents for HEAR applicants must be sent to CAO offices before 15 March 2020 at 5.15pm.

Application using the Disability Access Route to Education (DARE)

The Disability Access Route to Education (DARE) is a college and university admissions scheme which offers places on a reduced points basis to school leavers with disabilities who were under 23 years of age on 1 January in the year of entry. DARE is for school leavers who have the ability to benefit from and succeed in higher education but who may not be able to meet the points for their preferred course due to the impact of their disability. See details at www.accesscollege.ie/dare/index.php. Please also refer to the section Health Requirements on page 44 of this booklet if using this scheme.

To be considered for DARE, you must have registered on the CAO system by 1 February 2020 at 5.15pm. To apply to DARE you must answer YES to Question 1 ('Do you wish to be considered for DARE?') on Section A of the fully completed Supplementary Information Form (SIF) by 5.15pm on 1 March 2020. Supporting documents for DARE applicants must be sent to CAO offices before 15 March 2020 at 5.15pm.

Change of mind

At the beginning of May, a change of mind facility is available through the CAO until 1 July 2020. This allows you to change the courses that you have already applied for. For full details about the change of mind facility, please visit the CAO's website www.cao.ie.

Offers

Applications are assessed in accordance with CAO procedure. Please read CAO Handbook 2020 sections: The Offer Stage, Deferring a Place and Available Places.

The timetable of offers is as follows:

July	First offers of places to mature applicants will take place in early July. If necessary, further offers may be made in early August.
August	<p>First offers of places to standard applicants (QQI FET) will take place in early August.</p> <p>First offers of places to standard applicants (excluding QQI FET) will take place following the results of the Leaving Certificate Examination (Round One).</p>
September	Offers continue to be made as needed until late September.

Offers will be issued by post and may also be viewed and accepted on the CAO website www.cao.ie.

It is important to remember that cut-off points/scores for each programme are determined by the relative supply–demand situation including the:

- number of applicants
- points/scores achieved by the applicants
- number of places available.

Allowances and grants

Uniform

A set allocation of uniforms are provided by the healthcare agency.

Salary

Student nurse pay rates, in respect of their 36 week placement period, are set at 70% of the first point of the staff nurses incremental pay scale (see HSE HR Circular 005/2016, www.hse.ie/eng/staff/resources/hr_circulars/hrcirc0052016.pdf).

Free fees initiative

The higher education institutions determine eligibility for free fees. If you have a query about fees, you should contact the relevant college for further information.

Third-level student grants

SUSI (Student Universal Support Ireland) is Ireland's single national awarding authority for all higher and further education grants. If you wish to apply for a grant, you may indicate this on your CAO online application. The CAO will provide your identification, contact and offer/acceptance details to the grant authority. Other than providing these details to the grant authority, the CAO plays no role in processing grant applications. For full details on applying for a grant, please visit www.susi.ie.

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04

**Clinical Component of
the Pre-Registration
Honours Degree
Programmes**

Children's and General Nursing (Integrated)

The Children's and General Nursing (Integrated) programme facilitates the development of professional knowledge, skills and attitudes necessary to meet the healthcare needs of individuals along the life spectrum. This programme offers a dual registration in both the children's division and the general division of the NMBI Register. Children's nurses care for children and young people, mostly within the hospital environment. Children have unique needs and one of these needs is the involvement of their family in their care. Children's nurses therefore work in partnership with the child and the family to promote, maintain or restore optimum health and wellbeing. Children's and general nurses work with a multidisciplinary team across a wide range of healthcare settings and in different roles.

The list of topics included in the syllabus is not exhaustive. It provides an indication of the content of the Children's and General Nursing (Integrated) programme in terms of the range of topics and gives no indication of the weighting of each topic in the curriculum. The syllabus allows scope for the continuing development of subject matter and for the acquisition of new knowledge to accommodate emerging trends in nursing, healthcare and society.

The following is the minimum number of weeks you must spend in different aspects of practice instruction over the educational programme.

Table 4 Clinical placements – Children’s and General Nursing (Integrated)

Practice instruction	Minimum number of weeks
General and Specialist Medicine (EU)	28 weeks (Adult 14 weeks and Child 14 weeks)
General and Specialist Surgery (EU)	28 weeks (Adult 14 weeks and Child 14 weeks)
Care of the Older Person	4 weeks (Community/other)
Primary Healthcare and Community Nursing (EU)	4 weeks (e.g. PHN ¹² , Primary care, RN ¹³ in the community)
	2 weeks (Care of the person in an Intellectual Disability service area)
Specialist Placements	10 weeks (as specified below)
Emergency Department	4 weeks (Child and Adult)
Operating Theatre	2 weeks (Child and Adult)
Mental Health and Psychiatry (EU)	2 weeks
Maternity Care (EU)	2 weeks
Remaining Regulated Placement	19 weeks (Adult 9 weeks and Child 10 weeks)
Total	95 weeks (supernumerary and internship)

¹² Public Health Nurse

¹³ Registered Nurse

General Nursing

Nursing is an interpersonal caring process that acknowledges the uniqueness of the person. The General Nursing programme contains the essential elements that facilitate the development of professional knowledge, skills and attitudes necessary to meet the nursing needs of patients who are acutely or chronically ill. General nurses also have an important role in the promotion of health.

The healthcare services and the work trends of general nurses are changing continuously and the general nurse must be able to respond to the health needs and demands of the Irish population.

Nursing practice also involves working with other professions and the General Nursing programme aims to develop nurses who will act as effective members of a healthcare team at various levels of the healthcare system.

The list of topics included in the syllabus is not exhaustive. It provides an indication of the content of the General Nurse Registration Education Programme in terms of the range of topics and gives no indication of the weighting of each topic in the curriculum. The indicative syllabus allows for the development of a curriculum that is relevant and responsive to the most recent policy and legislative change.

The following is the minimum number of weeks to be spent in different aspects of practice instruction over the educational programme.

Table 5 Clinical placements – General Nursing

Practice instruction	Minimum number of weeks
General and Specialist Medicine (EU)	18 weeks
General and Specialist Surgery (EU)	18 weeks
Care of the Older Person	6 weeks
Primary Healthcare and Community Nursing (EU)	4 weeks (e.g. PHN, Primary care, RN in the community, Care of the person with an Intellectual Disability)

continued

Practice instruction	Minimum number of weeks
Specialist Placements	10 weeks (as specified below)
Emergency Department	2 weeks
Operating Theatre	2 weeks
Child Care and Paediatrics (EU)	2 weeks
Mental Health and Psychiatry (EU)	2 weeks
Maternity Care (EU)	2 weeks
Remaining Regulated Placement	25 weeks
Total	81 weeks (supernumerary and internship)

Intellectual Disability Nursing

The RNID (Registered Nurse Intellectual Disability), who works with persons with an intellectual disability, has a diversity of roles. This includes providing nursing support across a variety of environments such as home, education and community settings, as well as specialist practice, e.g. the family home, residential and respite services, schools, primary healthcare and acute settings. Health promotion, guidance and nursing support is provided by the RNID to children, adolescents, adults and their families.

A guiding philosophy of RNID practice is that persons with all levels of ability have the same rights and, in so far as possible, the same responsibilities as other members of society. People with intellectual disability have a right and a need to live within the community and receive those services necessary to meet their specialised and changing needs. They should receive, if and when necessary, professional assistance and services which will allow recognition, development and expression of their individuality. As members of the nursing profession, RNIDs provide specialist nursing services and support that are reflective of the healthcare needs of people with intellectual disability and their families.

The intellectual disability nursing programme contains the essential elements that facilitate the development of professional knowledge, skills and attitudes. The curriculum is diverse, incorporating both theoretical and clinical components. It allows scope for the continuing

development of subject matter and for the extension of new knowledge to accommodate emerging trends. This ensures graduate nurses are up-to-date and prepared to embark on a professional career in intellectual disability nursing.

The following is the minimum number of weeks to be spent in different aspects of practice instruction over the educational programme.

Table 6 Clinical placements – Intellectual Disability Nursing

Practice instruction	Minimum number of weeks
Health and Social Development of the Child	8 weeks
Health and Social Development of the Adult including Care of the Older Person	30 weeks
Specialist Intellectual Disability nursing	12 weeks (e.g. CNS/ANP nurse-led services, behaviours that challenge)
Nursing of client groups in other settings	6 weeks, with a minimum of 2 weeks in each of the following: <ul style="list-style-type: none"> • General nursing • Mental health nursing • Care of the older person
Remaining Regulated Placement	25 weeks
Total	81 weeks (supernumerary and internship)

Psychiatric Nursing

Psychiatric nursing also known as mental health nursing is a specialist nursing discipline. Psychiatric nurses work with people who are experiencing mental health challenges. The aim of psychiatric nursing is to work in partnership with the person, their family and supporters to enable them to mobilise their own inner resources along with professional supports, in a way that promotes personal growth, development and recovery. At the heart of psychiatric nursing is the development of an empowering therapeutic relationship. The

psychiatric nurse journeys with the person and their family through their time of distress facilitating them to find hope, control and opportunity on their recovery journey.

Psychiatric nursing is constantly evolving to meet the challenging mental health needs of diverse groups across Ireland. Psychiatric nurses promote the concept of health and wellbeing in both the hospital environment and community services.

The nature of psychiatric nursing demands that nurses acquire a broad-based education with particular emphasis on personal and interpersonal knowledge, as well as knowledge from nursing theory and the social, psychological and biological sciences. The education programme provides student nurses with the knowledge, skills and attitudes to meet the needs of the person and their family in an individualised, empowering and culturally sensitive manner.

The following is the minimum number of weeks to be spent in different aspects of practice instruction over the educational programme.

Table 7 Clinical placements – Psychiatric Nursing

Practice instruction	Minimum number of weeks
Mental health nursing	36 weeks (Acute, community, recovery and other mental health services)
Mental health in older life	6 weeks (Psychiatry of later life/care of older person)
Specialist mental health nursing	8 weeks (e.g. CNS ¹⁴ /ANP ¹⁵ nurse-led services, drug/alcohol dependence, forensic/prison medical services, child and young person services, suicide/self-harm prevention, homeless team, perinatal services, voluntary agencies, dual/complex needs, other. This is not inclusive of possible specialist mental health settings. Undergraduates may see some but not all of such environments.)

continued

¹⁴ Clinical Nurse Specialist

¹⁵ Advanced Nurse Practitioner

Practice instruction	Minimum number of weeks
Nursing of client groups in other settings	6 weeks: <ul style="list-style-type: none"> • 4 weeks General Nursing • 2 weeks other (e.g. care of the person with an intellectual disability, midwifery)
Remaining Regulated Placement	25 weeks
Total	81 weeks (supernumerary and internship)

Midwifery

The term 'midwife' means 'with woman'. Midwifery involves the provision of care and support to women during pregnancy, labour and birth, and to women and their babies following birth. Midwives have a key role in health promotion and education for women, their babies and their wider family circle. Midwifery care is underpinned by a philosophical approach that views pregnancy as part of the life cycle, a normal healthy event. The concept of partnership between the woman and the midwife is fundamental to midwifery practice and is based on mutual trust, support and collaboration.

The provision of midwifery care is constantly evolving to respond to the changing needs of women in Ireland and their families. Midwives provide care in maternity hospitals/units, midwife-led units and increasingly through the provision of midwife-led services in the community. Midwives work in partnership with obstetricians and other members of the healthcare team in the provision of care, particularly to women with complicated pregnancies.

The syllabus of the Midwife Registration Education Programme provides an indication of the content. This allows for change to address the changing nature of Irish society and the environment in which midwives practise. The programme provides midwives with the knowledge and skills to meet the needs of women and their families in an individualised, culturally sensitive manner. This supports the vision for the maternity services set out in *Creating a Better Future Together – National Maternity Strategy 2016–2026* (Department of Health, 2016) to provide responsive, high-quality maternity care, which is woman-centred, equitable across different parts of the country, accessible to all, safe and accountable.

Table 8 Clinical placements – Midwifery

Practice Instruction	Minimum no. of weeks	Clinical experience
Antenatal	16	<p>Must include antenatal clinics and antenatal wards</p> <p>May include:</p> <ul style="list-style-type: none"> • admissions, day and fetal assessment units • preparation for birth and parent education • placement with Clinical Midwife Specialists and Advanced Midwife Practitioners
Intranatal	16	Care of women in labour and birth which optimises the normal birth processes in any setting
Postnatal	14	Includes postnatal care in any setting
Midwife-led care placement	4	<p>Includes any situation where the midwife is the lead professional in partnership with the woman planning, organising and delivering care to the woman, and referring to other professionals as appropriate.</p> <p>May include:</p> <ul style="list-style-type: none"> • pre pregnancy clinics • antenatal clinics • antenatal/parenthood education classes • home birth services • DOMINO services • midwifery led units • early transfer home services • postnatal care provided by midwives in the community

continued

Practice Instruction	Minimum no. of weeks	Clinical experience
High dependency care and care of the critically ill woman	2 weeks	Provision of care to women in pregnancy, labour, birth or in the postnatal period who have high dependency needs and/ or require monitoring or intervention that may include support for a single failing organ (HSE, 2014)
Neonatal unit	4	SCBU ¹⁶ /neonatal clinics
Gynaecology	4	May include: <ul style="list-style-type: none"> • ward • day ward • theatre or outpatients
Mental health	2	May include: <ul style="list-style-type: none"> • acute units • day hospitals • primary care settings • a focus on perinatal mental health where available
Theatre and recovery	2	Must include experience of obstetric theatre and recovery
Primary healthcare	2	May include: <ul style="list-style-type: none"> • primary healthcare team • child development clinics • working with PHNs • family planning clinics etc.
Elective placement	2	Must be in an area relevant to midwifery practice which could be situated locally, nationally or internationally and is driven by the student and the student's learning needs

¹⁶ Special Care Baby Unit



05

**Theoretical
Component of the
Pre-Registration
Honours Degree
Programmes**

Nursing

Of the theoretical component, 67% covers the art and science of nursing care.

Some 33% of the theoretical component is devoted to the applied biological and social sciences, which are the science subjects taught as they apply to, and inform, nursing care.

The nursing content of the theoretical component of the programme aims to develop the necessary professional knowledge, skills and attitudes required to meet the nursing needs of patients/clients.

The theoretical component of the pre-registration honours degree programmes has common elements as well as areas very specific to the particular area of nursing.

Midwifery

The content of the theoretical component of the Midwifery programme aims to develop the necessary professional knowledge, skills and attitudes required to meet the midwifery needs of women and their families.

Subjects

Table 9 outlines some of the subject areas that comprise the theoretical component of the programmes.

Table 9 Theoretical component subject areas

Nursing subjects	Midwifery subjects
Professional values and the conduct of the nurse	Biological sciences
Nursing practice and clinical decision-making	Psychology as applied to midwifery practice
Knowledge and cognitive skills	Pharmacology
Life and health sciences (applied)	Research, audit and innovation in practice
Pharmacology for nursing practice and healthcare	Midwifery practice – knowledge, skills and professional behaviours
Ethics for nursing practice and healthcare	Health promotion
Health promotion	Sociology as applied to midwifery practice
Nursing research	Communication and interpersonal skills
Nursing informatics	Maternal and social care services in Ireland
Psychology as applied to nursing	Professional and personal issues
Sociology as applied to nursing	Ethical and legal issues
Social policy as applied to nursing	Information and technology for midwifery
Communication and interpersonal skills	
Management and team working	
Leadership potential and professional scholarship	

Please refer to the Standards and Requirements documents which can be downloaded from www.nmbi.ie for a more detailed account of the theoretical components of the programmes.





06

**Entry Requirements
Common to Mature
and Standard
Applicants**

Health requirements

Nursing and midwifery are demanding professions, both physically and emotionally. You must be of good mental and physical health and have the ability to achieve the required competencies of a nurse/midwife.

You will be required to complete a Medical Assessment Self-Declaration Form and undergo a medical assessment/screening and a vaccination programme, etc. as determined by a HEI/healthcare agency.

You must satisfactorily complete these or other health requirements to commence/continue with the programme.

Garda vetting

Healthcare agencies use the National Vetting Bureau (NVB) to provide a disclosure for each applicant. The assessment of your suitability is the responsibility of the relevant organisation. Offers are conditional and could subsequently be withdrawn if you do not meet the garda/police vetting requirements. We have no involvement in garda vetting.

Further details are available from the HEI/healthcare agency.

English competence

If your first language/primary mode of expression is not English, you will be required to produce evidence of English competence. You must clarify your position well in advance of the closing date. You must consult the HEI literature and contact the admission office of the HEIs to which you intend to apply for nursing/midwifery.

Additional capabilities

The Nursing and Midwifery programmes require you to attain the competencies by the end of each programme. These include competencies associated with professional and ethical practice, managing and organising care, being an effective communicator and within the professional context assessing and making clinical judgements that support persons in meeting their individual health and social needs.

Respect, trust, caring, compassion, commitment and empathy are key personal characteristics associated with the competencies required of nurses and midwives. These characteristics inform the values framework of the *Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives* (NMBI, 2014) and the *Values for Nurses and Midwives* (Department of Health, 2016).

Non-EU persons

If you are now, or have been in the past, resident outside the EU, you must have consulted the HEI literature and have contacted the admission office of the HEIs to which you intend to apply for nursing/midwifery in order to have fully appraised yourself of the following:

- Definition of non-EU
- Entry requirements and conditions
- Application procedure and eligibility to apply
- Selection procedure
- Economic fee
- Any other matters

If places remain vacant after offers have been made to eligible EU applicants, a person with non-EU status may be considered.

Please note that we have no role regarding visas/permits nor in defining non-EU status.

Applicants expressing a preference for the Adelaide School of Nursing

The Adelaide School of Nursing is a restricted application course overseen by the Adelaide Health Foundation (AHF), a voluntary charitable organisation.

The Adelaide School of Nursing is open to all; there is no restriction on religious grounds. The restricted nature of the course allows the AHF to fulfil its responsibilities under the Tallaght University Hospital Charter (ensuring that the hospital remains multi-denominational and pluralist).

The AHF offers ongoing financial support to nursing students in Tallaght University Hospital, in the form of bursaries and scholarships.

If you expressed a preference for the Adelaide School of Nursing in your CAO application, Trinity College Dublin will issue you with an application form to complete and return. Trinity will send the completed forms to the AHF for evaluation, and the AHF then nominates students. These nominated students are eligible for a place in the Adelaide School of Nursing once all other CAO criteria are met.

For further information, please refer to www.adelaide.ie/adelaide-school-of-nursing/.

Please note that being nominated for the Adelaide School of Nursing does not guarantee you an offer of a place. This Adelaide School of Nursing application form process is **additional** to the other requirements as outlined in this publication.

Not being nominated for the Adelaide School of Nursing does not prejudice your opportunity of an offer of a place on other courses you have applied for.

Applicants who are attending or who have attended a third-level programme in Ireland

If you are undertaking a programme at a HEI or have previously undertaken a programme at a HEI, you must contact the admission office of the HEI to which you applied for nursing/midwifery to determine fees and any other matters.

If you were previously unsuccessful (academic and/or placement) in any Nursing or Midwifery programme or have any issues which would affect your suitability to pursue a career in nursing or midwifery, you will only be considered for re-entry to another Nursing or Midwifery programme on a case-by-case appeal basis to the relevant Programme Board. You should make your case in writing to the Admissions Officer, and include any relevant details of extenuating circumstances.

Note to all applicants

You are responsible for ensuring that you meet the specified entry requirements and conditions.

You should not take the processing of your application at any stage of the competition as an indication of your eligibility for the programme(s).

You are responsible for meeting all costs in relation to the application process.

Any attempt by you or by any person(s) acting at your instigation, directly or indirectly by means of written communication or otherwise, to canvass or otherwise influence in your favour will automatically disqualify you from the competition.

If at any time between applying and the end of the competition you change your contact details, you must immediately notify the CAO online or in writing.





07

**Entry Requirements
Specific to Mature
Applicants**

NMBI entry criteria

The criteria for admission to education and training programmes are set out in the *Nurses and Midwives (Education and Training) Rules 2018*:

4. (1) A person seeking admission to an education and training programme leading to first time registration in the register of nurses and midwives must—
 - (d) in the case of a person who is 23 years of age or over on the first day of January of the year of admission, satisfy the Board in such manner as may be determined by it of his or her suitability to undertake the programme (SI 218 of 2018).

In that respect, we require that all those applicants over 23 years applying for admission to a Nursing or Midwifery programme must sit an assessment test.

The assessment test

You must be successful in the assessment test for the current year before being considered for an offer as a mature applicant. However, success in the test does not guarantee an offer of a place.

The assessment test is year specific and results may not be carried forward to a future year (unless a deferred entry has been granted by a HEI).

The assessment test is carried out by the PAS on our behalf. These assessments will be held in early to mid-April 2020. Familiarisation material for the test will be sent to your PAS (www.publicjobs.ie) message board in late March 2020.

The onus is on you to ensure that you are in receipt of all communication from PAS. We and PAS accept no responsibility for communication not accessed or received by you.

If you change any of your contact details, you must immediately:

- inform the CAO either online or in writing
- update your PAS profile online.

Do not contact us regarding such changes.

Proceeding in the competition

If you pass the assessment test, you will be placed on order-of-merit lists for the courses you have applied for (see CAO Handbook for further details).

If you do not pass the assessment test or you do not attend the assessment test, you cannot proceed further in the mature competition for nursing/midwifery for that year. To appeal the result of your assessment test, please contact PAS by email at maturecode20@publicjobs.ie within seven days of receipt of your results.

Timetable for mature applicants 2020

Table 10 Timetable for mature applicants 2020

What	How and when	Important notes to applicants
Application to CAO	You are advised to apply to the CAO before 5.15pm on 1 February 2020 (www.cao.ie). The CAO late application facility will be available from early March until 1 May at 5.15pm. ¹⁷	Before completing the CAO application form, you should carefully study the CAO Handbook 2020.
Application to PAS	<ul style="list-style-type: none"> Register on www.publicjobs.ie and Apply to www.publicjobs.ie between 3 February 2020 and 21 February 2020 at 3.00pm. 	If your application has been successfully submitted, you will receive a confirmation email. If you do not receive it within two days, contact PAS at maturecode20@publicjobs.ie .

continued

¹⁷ Those who have not sat the assessment test in the current year will not be considered for the mature entry route. Not available for applications to the Adelaide School of Nursing.

What	How and when	Important notes to applicants
Details of assessment	You should receive further details from PAS in relation to the assessment test by 21 March 2020 .	If you do not hear from PAS by 27 March 2020 , please contact them on maturecode20@publicjobs.ie .
Test familiarisation booklet	Details relating to the test familiarisation material will be made available by 27 March 2020 .	You should read this document to help you prepare for the assessment.
Assessment test	Will be held early to mid-April 2020 (confirmation on message boards by 27 March 2020).	Check PAS message board for specific test dates.
Results of assessment test	Your results will be available on your www.publicjobs.ie message board in early June 2020 .	You will need your username and password to access your message board. If you have not received your results by 8 June 2020 , contact PAS at maturecode20@publicjobs.ie .
Offers	First offers from CAO to mature applicants will take place in early July 2020 . If necessary, further offers may be made in early August.	

Sponsorship for public health service employees wishing to train as nurses/ midwives

The sponsorship scheme is open to Irish public health service employees, such as healthcare assistants and support staff, who are directly involved in the delivery of care to patients or clients within a nursing or midwifery context. Under the scheme your salary is paid for the duration of the programme. This scheme is reviewed and offered on an annual basis.

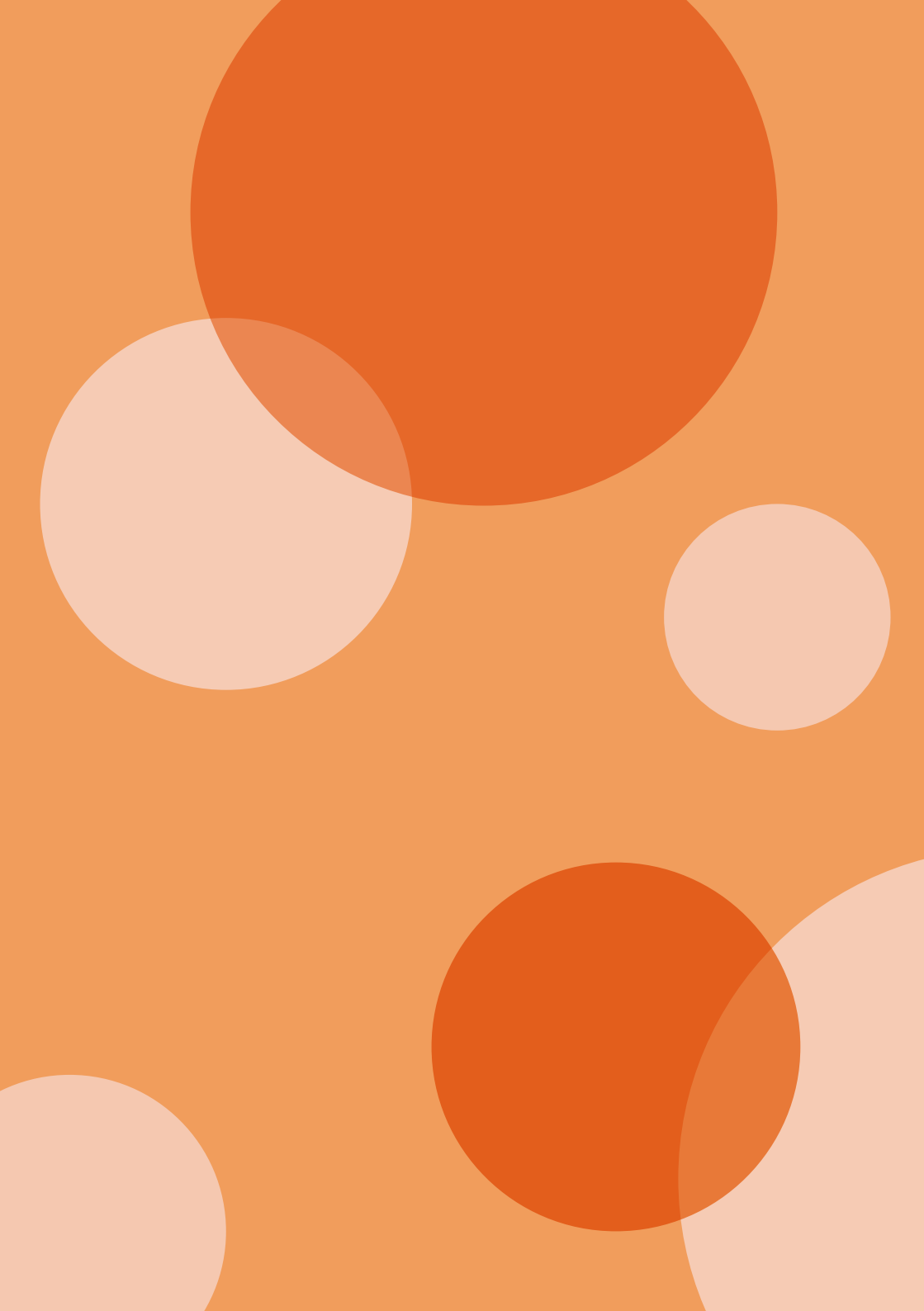
There are a limited number of places available nationally and these are part of the quota of places for mature applicants. These places are reviewed annually.

To be considered for the sponsorship scheme, you must:

- meet all of the conditions as outlined in the relevant HSE HR Circular
- apply as a mature applicant to the CAO
- be successful at the assessment test in the current year
- have applied for sponsorship to the Nursing and Midwifery Planning and Development Unit (NMPDU), Kilkenny by the closing date as specified by the NMPDU
- be offered a place in nursing/midwifery as a mature applicant by the CAO (an offer of a place does not guarantee an offer of sponsorship)
- meet the required terms and conditions as determined by a HEI and healthcare agency.

Further information is available from:

Nursing and Midwifery Planning and Development Unit South East
Kilcreene Hospital Complex
Kilkenny
Telephone (056) 7785620





08

**Entry Requirements
Specific to Standard
Applicants**

Please note that a new grading system for the Leaving Certificate was introduced in 2017. We have mapped our entry requirements to the new grading system. For full details on the system, visit www2.cao.ie/downloads/documents/commonpointsscale2017.pdf.

NMBI education entry requirements

The criteria for admission to education and training programmes are set out in the *Nurses and Midwives (Education and Training) Rules 2018*:

4. (1) A person seeking admission to an education and training programme leading to first time registration in the register of nurses and midwives must—

(a) have obtained in the Leaving Certificate Examination a minimum of Grade H5 in two papers and a minimum of Grade O6/H7 in four papers in the following subjects:

- (i) Irish or English;
- (ii) Mathematics;
- (iii) a Laboratory Science Subject (Biology, Physics, Chemistry, Physics and Chemistry or Agricultural Science); and
- (iv) three other subjects,

(b) have achieved the equivalent minimum educational attainments to those referred to in subparagraph (a), such equivalent attainments to be adjudicated upon by the third level institution concerned,

(c) meet the minimum educational requirements specified by the third level institution concerned for entry to the programme, provided that such requirements are not of a lower standard than those set out in subparagraph (a), or

(d) in the case of a person who is 23 years of age or over on the first day of January of the year of admission, satisfy the Board in such manner as may be determined by it of his or her suitability to undertake the programme.

Please note that foundation level Mathematics or foundation level Irish are not acceptable.

Higher Education Institutions' education entry requirements

The following are the basic minimum requirements for each HEI. Each HEI may have specific requirements regarding combination of subjects permitted or subjects that may not be presented at all. It is essential that you consult the HEI literature regarding the information in Table 11.

Table 11 HEI entry requirements

HEI	Entry requirements
DCU Athlone IT Dundalk IT Galway–Mayo IT Letterkenny IT Tralee IT Waterford IT	<p>H5 in two higher level papers and O6/H7 in four ordinary or higher level papers in the Republic of Ireland Leaving Certificate Examination in the following subjects:</p> <ul style="list-style-type: none"> • English or Irish (not foundation level) • Mathematics (not foundation level) • A laboratory science subject (Biology, Physics, Chemistry, Physics and Chemistry, or Agricultural Science) • Three other subjects <p>Or Equivalent qualifications</p>
UL	<p>H5 in two higher level papers and O6/H7 in four ordinary or higher level papers in the Republic of Ireland Leaving Certificate Examination in the following subjects:</p> <ul style="list-style-type: none"> • English • A language other than English (excluding foundation level Irish) • Mathematics (not foundation level) • A laboratory science subject (Biology, Physics, Chemistry, Physics and Chemistry, or Agricultural Science) • Two other subjects <p>Or Equivalent qualifications</p>

continued

HEI	Entry requirements
Trinity	<p>H5 in three higher level papers and O6/H7 in three ordinary or higher level papers in the Republic of Ireland Leaving Certificate Examination in the following subjects:</p> <ul style="list-style-type: none"> • English • A language other than English (excluding foundation level Irish) • Mathematics (not foundation level) • A laboratory science subject (Biology, Physics, Chemistry, Physics and Chemistry, or Agricultural Science) • Two other subjects <p>Or Equivalent qualifications</p>

The National University of Ireland (NUI) colleges

Table 12 NUI entry requirements

NUI college	Entry requirements
UCC UCD NUIG St Angela's College Sligo	<p>H5 in two higher level papers and O6/H7 in four ordinary or higher level papers in the Republic of Ireland Leaving Certificate Examination in the following subjects:</p> <ul style="list-style-type: none"> • Irish¹⁸ (not foundation level) • English • Mathematics (not foundation level) • A laboratory science subject (Biology, Physics, Chemistry, Physics and Chemistry, or Agricultural Science) • Any two other subjects accepted for matriculation registration purposes <p>Or Equivalent qualifications</p>

¹⁸ If you have an official Department of Education and Skills exemption from Irish in the Leaving Certificate, you must apply to the NUI for exemption and include another subject to make up the six subjects specified above.

Equivalent qualifications

If you are a standard applicant who is not presenting the Republic of Ireland Leaving Certificate Examination minimum education requirements, you must have obtained equivalent education qualifications¹⁹.

You must clarify your position well in advance of the closing date, including the methods of evaluation of results of examinations and qualifications other than the Republic of Ireland Leaving Certificate Examination.

You must consult the HEI literature and contact the admission office of the HEIs, and refer to the CAO website www2.cao.ie/downloads/documents/guidelines-eu-efta.pdf for further information.

Quality and Qualifications Ireland (QQI)

QQI was established in 2012 as the state agency for quality assurance and qualifications for all education and training in Ireland. QQI is responsible for the National Framework of Qualifications (NFQ) and makes awards based on agreed standards for the 10 levels of the NFQ. Awards made by the former agencies of FETAC and HETAC continue to be recognised. QQI through NARIC Ireland provides advice on foreign qualifications.

Nursing and Midwifery degree programmes via further education and training (FET) awards made by QQI

Most institutions offering the pre-registration honours degree programmes in nursing/midwifery consider specific Level 5 and some Level 6 awards as an equivalent (to the Republic of Ireland Leaving Certificate Examination) entry route for standard applicants to nursing and midwifery, using the CAO application process.

For details of participating institutions and their quota of places, please visit www2.cao.ie/fetac/fetacnursingquota.pdf.

¹⁹ For advice on foreign qualifications, please refer to www.naric.ie where information on the comparability of foreign qualifications can be provided by NARIC Ireland. This service is hosted by QQI.

The QQI FET awards that provide links to Nursing and Midwifery degree programmes include:

- Nursing Studies (5M4349)
- Healthcare Support (5M4339)
- Community and Health Services (5M4468)
- Health Service Skills (5M3782)

You must achieve distinctions in five components including:

- Anatomy and Physiology (5N0749/D20001)
- Nursing Theory and Practice (5N4325)
- Human Growth and Development (5N1279) or Biology (5N2746)

For further details please contact the admissions office of the individual HEIs or visit www.cao.ie or www.qqi.ie.

Leaving Certificate Vocational Programme (LCVP)

HEIs award points for results in Leaving Certificate Vocational Programme Link Modules, in place of a sixth Leaving Certificate subject. This is for points purposes only – the minimum education entry requirements must be attained.

- Distinction = 66 points
- Merit = 46 points
- Pass = 28 points

Points scoring Republic of Ireland Leaving Certificate Examination

The six best results, in recognised subjects, in one Leaving Certificate Examination sitting will be counted for points purposes.

Table 13 Leaving Certificate Examination points system

%	Grade	Higher level points	Grade	Ordinary level points
90–100	H1	100	O1	56
80–89	H2	88	O2	46
70–79	H3	77	O3	37
60–69	H4	66	O4	28
50–59	H5	56	O5	20
40–49	H6	46	O6	12
30–39	H7	37	O7	0
<30	H8	0	O8	0

Please note that the CAO adds 25 bonus points to the points score for Leaving Certificate higher level Mathematics at grades H6 and above.

Points for standard applicants

For information on the minimum points required, please visit the CAO website www.cao.ie.





09

**Further Registration
Education
Opportunities
Following Initial
Registration**

Nursing and midwifery are lifelong careers. Once you have successfully completed a pre-registration programme in nursing/midwifery and registered as a nurse or midwife, you may wish to pursue further education. Many such opportunities are available and we have approved a number of specialist programmes. For details of our approved courses visit www.nmbi.ie/education/post-registration-courses.

Post registration programmes

There are seven post registration programmes leading to an additional registration with NMBI:

- Children's Nursing
- Midwifery
- Psychiatric Nursing
- Nurse Tutor
- Public Health Nursing
- Nurse Prescriber
- Advance Nurse Practitioner

Please note that the programme in Children's Nursing is available at both pre-registration level (i.e. integrated with General Nursing) and at post registration level.

The Midwifery programme and the Psychiatric (Mental Health) Nursing programme are available at both pre-registration level and at post registration level.

Children's Nursing

If you are a nurse who is registered in one of the three divisions (RNID, RPN, RGN) of the NMBI Register, you may apply to enter the Post Registration RCN (Registered Children's Nurse) programme. The programme is 12 months full-time in duration.

If you successfully complete the programme, you will be awarded a higher diploma from a HEI, and you can apply to us for registration as an RCN.

The three HEIs and the three linked Dublin healthcare agencies offering the Post Registration RCN programme are:

- DCU in partnership with Children's Health Ireland at Temple Street
- Trinity in partnership with Children's Health Ireland at Tallaght
- UCD in partnership with Children's Health Ireland at Crumlin

Midwifery

The Post Registration Midwifery programme leading to the qualification of Registered Midwife (RM) is 18 months full-time in duration. You must first be registered as a general nurse (RGN) with us before applying for the Post Registration Midwifery programme.

If you successfully complete the programme, you will be awarded a higher diploma from a linked HEI, and you can apply to us for registration as a RM.

The seven maternity hospitals and linked HEIs currently offering the Post Registration Midwifery programme are:

- Our Lady of Lourdes Hospital and Dundalk Institute of Technology
- University College Hospital Galway and NUIG
- Coombe Women and Infants University Hospital and Trinity
- Rotunda Hospital and Trinity
- Cork University Maternity Hospital and UCC
- National Maternity Hospital and UCD
- University Maternity Hospital Limerick and UL

If you are a midwife who has completed an 18-month Post-RGN Midwifery Programme in Ireland and wish to have an automatic right to register in another EU Member State, you must have completed one year's professional practice pursuing all the activities of a midwife in a hospital or healthcare institution (EU Directive 2005, Section 41(c)).

Psychiatric Nursing

If you are a nurse who is registered in one of the three divisions (RGN, RNID, RCN) of the NMBI Register, you may apply to enter the Post Registration RPN (Registered Psychiatric Nurse) programme. The programme is 12 months full-time in duration.

If you successfully complete the programme, you will be awarded a higher diploma from a HEI, and you can apply to us for registration as a RPN.

The HEI and linked Dublin healthcare agencies offering the Post Registration RPN programme are:

- UCD School of Nursing, Midwifery and Health Systems in partnership with the HSE Mental Health Services (Community Healthcare Organisation, Area 6, Area 7 and the National Forensic Mental Health Service).

Nurse Tutor

If you are a nurse/midwife and registered with us, you may apply to undertake a specific master's programme. If you successfully complete the master's programme with the appropriate strand, you can apply to register with us as a Registered Nurse Tutor (RNT). There is not a separate register for midwife tutors.

If you are a nurse/midwife, are registered with us and already hold a master's honours degree in nursing/midwifery or in an allied health science subject, you may (subject to the honours degree being deemed suitable by us) undertake a further post-graduate qualification in education, and subsequently apply to us for registration as a Registered Nurse Tutor.

This programme is available at:

- NUIG
- UCD
- Trinity

Public Health Nursing

If you are registered with us as a RGN but you are *not* registered with us as a midwife (RM), then you must also complete a Child and Maternal Health module.

If you successfully complete the module, you will be awarded as appropriate by the HEI and you can apply to us for registration as a Registered Public Health Nurse (RPHN). Further details are available from the HEIs:

- NUIG
- UCD
- UCC

Nurse Prescriber

If you are registered as a nurse (RNID/RPN/RGN/RCN/RM) with us, you may apply to undertake an education programme leading to registration as a Nurse Prescriber. Further information is available from the School of Nursing in:

- DCU
- NUIG
- RCSI
- Trinity
- UCC
- UCD
- UL

Advanced Nurse Practitioner and Advanced Midwife Practitioner

If you are a nurse or midwife and registered with us and you fulfil specific criteria, you may apply to us to become a Registered Advanced Nurse Practitioner (RANP) or a Registered Advanced Midwife Practitioner (RAMP).

An RANP/RAMP:

- is an expert in their chosen area of clinical practice
- works autonomously at an advanced level in clinical practice
- is a leader in the profession and in the clinical setting
- carries out research and audit in the promotion of high standards of patient/client care.

For details of the specific criteria you must fulfil to apply for registration as a RANP/RAMP, please visit www.nmbi.ie/registration/advanced-practice.

This publication is aimed at those interested in applying for entry to the pre-registration honours degree programmes in nursing and midwifery in 2020. It has been published on an annual basis since 2005.

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**Bord Altranais agus
Cnámhseachais na hÉireann**
**Nursing and Midwifery
Board of Ireland**