



SUMMER 2010

# NEWSLETTER

## PRESIDENT'S COMMENTS

Dear Members,

I would like to take this opportunity to welcome the new committee members, all our new members and thank the current members for their support and for renewing their subscriptions.

A reminder for all present members that the membership fee for 2010 is now overdue. The fee remains at €40 for existing members and is free to new members. Member who have not paid their subscription please forward it ASAP. I would like to remind unpaid members that they will be removed from the database list and mailing list as agreed at the AGM.

Articles or social column news are always required and welcomed for the newsletter. If you have article/social column news, please forward to our newsletter editors.

The OHNAI committee welcomes all suggestions and comments. Please do not hesitate to contact any committee member with your suggestions.

It is important to ensure that we can communicate with you. Please inform me if there is any change to email addresses, as all communication, along with our newsletter are sent electronically by email.

A date for your diary. As suggested by members at our AGM in December 2009, we will be holding our Annual Conference on the 12th November 2010, in the Gresham Hotel in Dublin. The theme of this year's conference is '*Empowering employees at work in these challenging times*'. Also incorporated will be our annual AGM. Further details will be emailed to all in due course.

A spring workshop on '*Ergonomic Workstation Assessment*' was provided free to the members on the 21st May. The workshop was facilitated by Kathleen Treanor MSc in Health Ergonomics. Eleven members availed of the workshop. Feedback from the workshop is included in this issue. The feedback has been collated by Ann O Reilly.

Once more I would like to thank you all for your continued support. Enjoy the summer break. Remember we hope to see you all on 12 November in the Gresham Hotel.

Regards,

*Sarah Creedon*

Outgoing President OHNAI

## EVALUATION OF 'AN ERGONOMIC APPROACH TO WORKSTATION DESIGN'

by Ann O'Reilly Clinical Specialist Occupational Health

- Eleven people attended this excellent workshop and ten people handed in the evaluation sheets.
- All stated that they enjoyed the course.
- When asked if they felt that anything could have been included in this course one member asked that report writing be included and another asked that standard terms that are used be given-also a brief overview of 2007 regulations.
- All stated that the course met their expectations and many stated that they would recommend the course to others.

*Many thanks to Kathleen for her excellent presentation - if anyone is interested in attending this course again please get in touch with the OHNAI and perhaps Kathleen will run it again.*

## RAISING STROKE AWARENESS

Join our campaign to end avoidable death and disability from stroke. Sign up now on [www.stroke.ie](http://www.stroke.ie)

Ann Scanlon | Health Promotion Officer, Irish Heart Foundation, 4 Clyde Road, Ballsbridge, D4.

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<http://www.irishheart.ie> | [www.facebook.com/irishheartfoundation](http://www.facebook.com/irishheartfoundation)

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## IMPORTANT UPDATE ON NURSING LEGISLATION

by Margaret Kelleher (Clinical Nurse Specialist in Occupational Health, Connolly Hospital, Blancherstown)

### **TO BRING TO YOUR ATTENTION A NEW “NURSES AND MIDWIVES BILL 2010” IS PUBLISHED.**

On 22nd April 2010, Minister for Health & Children, Mary Harney T.D. announced the publication of the Nurses and Midwives Bill 2010. The Bill provides for a modern statutory framework for the regulation of the nursing and midwifery professions. As you are aware The Nurses Act 1985 established on Bord Altranais, which currently regulates the nursing and Midwifery professions. The Bill is consistent with the commitment in the Health Strategy, ‘Quality and Fairness – A Health System for You’. The Bill will not become law until it is passed through the Oireachtas. The minister stated that the Bill is aimed at supporting and increasing public confidence in the way we deliver and oversee our health services as we continue to ensure that public and patient safety is at the top of the agenda.

There are a wide range of changes proposed in the Bill. It is hoped the Bill will bring the governance of the Nursing and Midwifery professions closer to the regulation of other healthcare professions and follows on from the Health and Social Care Professionals Act 2005, the Medical Practitioners Act 2007 and the Pharmacy Act 2007.

The purpose of the new legislation is to enhance the protection of the public in its dealings with nurses and midwives while ensuring the integrity of the practice of nursing and midwifery and recognising the need for due process in relation to dealing with allegations and complaints against nurses and midwives. It will provide for a modern, efficient, transparent and accountable system for the regulation of the nursing and midwifery professions which will satisfy the public and these professions that all nurses and midwives are appropriately qualified and competent to practice in a safe manner on an ongoing basis.

These objectives are reflected in very practical new measures included in this Bill. For example, both the new Board, Bord Altranais agus Cnáimheaschais na hÉireann (the Nursing and Midwifery Board of Ireland) and the Fitness to Practise Committee will now have a lay majority on them. “The National

Council for the Professional Development of Nurses and Midwives is being dissolved and its staff will transfer to the Board. This is in line with the rationalisation of state agencies. I would like to thank the National Council for all the excellent development work it has carried out over the last 10 years” the Minister added.

### **KEY ELEMENTS OF THE BILL**

The main objective of the new Board, Bord Altranais agus Cnáinhseachais na hÉireann (the Nursing and Midwifery Board of Ireland), is the protection of the public. The new Board will have 23 members, both elected and appointed, representing nursing and midwifery, educational bodies, members of the public and stakeholders. Unlike the previous Board, this Board will have a majority of members who are not nurses or midwives.

There will be new streamlined fitness to practice procedures which will include a preliminary proceedings committee which will screen complaints and can refer complaints to the fitness to practice committee or to other procedures if the complaints are not appropriate for the Board’s fitness to practice procedures. The Bill provides for the resolution of complaints by mediation or other informal means in particular circumstances.

The Bill provides for nurses and midwives to maintain their professional competence on an ongoing basis. It provides for the Board to establish a competency scheme to monitor the competence of all nurses and midwives in the State.

The Bill recognises midwifery as a separate and distinct profession and provides for the establishment of a Midwives Committee to advise the Board in relation to all matters pertaining to Midwifery practice. It is important to note that childbirth is regarded as a normal physiological event in a woman’s life. Midwives are educated and trained to work with women to provide the necessary support, care and advice during pregnancy, labour and to provide care for newborns.

The Bill also supports midwives in their continuing

professional development through the introduction of clinical supervision to enhance and support midwifery practice through peer review. Clinical supervision is a process which allows the midwife to reflect on and consider her/his practice, identify any gaps in their education or practice so that competencies might be maintained while also ensuring that women and babies are in the care of competent midwives. The Minister will bring the legislation through the Houses of the Oireachtas with a view to enactment at an early date.

*(Source: Department of Health and Children)*

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## FRAMEWORK AGREEMENT ON PREVENTION FROM SHARP INJURIES IN THE HOSPITAL AND HEALTHCARE SECTOR

### NEW HSE GUIDELINES FOR THE MANAGEMENT OF NEEDLE STICK INJURIES

Correspondence issued to health service employers recently on a Framework Agreement on the Prevention from Sharp Injuries in the Hospital and Healthcare Sector. This EU wide agreement was signed on the 17 July 2009 by the European Hospital and Healthcare Employers' Association (HOSPEEM) (of which the HSE is a member) and the European Public Services Union (EPSU) and it is expected that the Agreement may be transposed into an EU Directive in the near future.

The objective of the Agreement is to achieve the safest possible working environment by preventing injuries to employees caused by all medical sharps, (including needle-sticks) and setting up an integrated approach to assessing and preventing risks as well as training and informing employees at risk. This agreement applies to all employees working in the health service. A copy of the Framework Agreement is available from [www.hospeem.eu](http://www.hospeem.eu).

## SOCIAL COLUMN

Congratulations to **Hilda Dowler** (former treasurer OHNAI), The Well @ Work, on her marriage to Tom Browne in March. On behalf of the committee we would like to take this opportunity to wish them both many years of happiness.

Congratulations to **Trudi McHugh** (former committee member), Intel, and Dominic Comerford on the arrival of baby Mathilda Rose in March.

## RECOGNITION OF PRIOR LEARNING (RPL)

by Kathleen Treanor (of Kathleen Treanor Consultancy)

The manual Handling/ People Handling Instructors Standards at FETAC Level 6 were published in March 2010.

For many OHN's/OHA's RPL may or should be a component of their assessment process or they may be in a position to offer RPL through their organisations/ institutions.

The Recognition of Prior Learning (RPL) is the formal recognition of the skills and knowledge a person has regardless of how or where these skills may have been attained, through formal or informal training work experience, (paid and unpaid) voluntary work and life experience. It includes learners who have developed skills by means other than through combined training and assessment. The RPL process removes the need for duplication of learning. It encourages a learner to continue upgrading their skills and knowledge through structured education and training towards formal qualifications and improved employment outcomes.

RPL is an assessment mechanism for determining competence of a learner to comply with a standard to achieve a specific educational award. An assessment of prior learning is undertaken in a variety of ways and it forms part of an assessment process. RPL is critical to the development of an open, accessible, inclusive, integrated and relevant education and training system. RPL is the key foundation for lifelong learning. It encourages individuals to participate in learning pathways that include formal, non-formal and informal learning.

FETAC provides an agreed framework for RPL and supports the provision of RPL. A learner may use RPL, as an alternative to undertaking and completing the prerequisites for the award i.e. a special certificate award of Level 6 Manual Handling/People Handling Instructor with FETAC. There is a standard set by FETAC for RPL for the purpose of achieving this award.

### THE RPL PROCESS

Credits are awarded where appropriate to give a formal recognition to a learner who has previously

achieved competence in a specific area. Learners are accommodated through RPL to assist them to meet minimum entry requirements for access to an award, and to comply with a specific standard. RPL is aligned to specific outcomes, goals and objectives of the standard and is based on the material or other appropriate evidence provided.

### MENTORING AND RPL

Mentoring is an essential part of RPL to assist the learner to provide appropriate evidence to support the claim of prior learning. The institution or organisation must provide support in the form of mentoring to inform learners of the required skills and competencies to gain RPL. Support is offered to learners to ensure they engage in appropriate learning pathways as a consequence of their RPL process. This includes advice on where there is a requirement for advice, about education, that may be necessary to meet the full the requirements of the required standard or award. The learner is informed of the requirement of registration, and the materials required for the process to begin.

The mentor provides advice on:

- The nature of the RPL assessment process, an outline of the credit award process, the kind of evidence that can be used, the forms in which it can be presented, and, where appropriate, a guide as to what is considered sufficient and valid evidence is explained to the learner. In the area of manual handling/ people handling all learners will be informed regarding the assessment process of presentation, demonstration and practical skills, direct observation and competence.
- The provision of examples of the learners instruction skills from the workplace, social, community or other setting in which the learners indicated they have applied their instruction skills and competence.
- The learner will be informed of their responsibility to provide sufficient authentic and original material and other evidence to meet the requirements

of the FETAC standard for the special certificate award of Level 6 Manual Handling/People Handling Instructor.

If you intend to apply for RPL in manual handling / people handling instructors the following should be available to you from the provider organisation:

- Information on how to apply for RPL, for assessment to achieve the special purpose certificate in manual handling instruction/patient handling instructors at Level 6. Who to contact for further information concerning the process, who to contact for support in preparing your application, and information about timelines, appeals processes, fees, mentoring.
- An outline of the learning or competency, outcomes and FETAC standard against which learners are assessed. The qualifications and skills of RPL assessors should be freely available.
- The processes in place to ensure that, where possible, the learner is able to complete the qualification in the least time possible.

## **RPL PROCESS ITSELF FOR MANUAL HANDLING/PEOPLE HANDLING**

- The assessment methods must provide for a range of ways for learners to demonstrate that they have met the required outcomes.
- Learners should be provided with sufficient information to enable them to prepare their evidence to the standard required for the RPL assessment process.
- RPL assessment should be undertaken by staff who is identified as an expert in manual handling/ people handling instruction.

## **CREDITS AWARDED THROUGH RPL**

The award of credit or credits in a course as the result of a successful RPL application may include credit or credits for designated subjects, modules, units or competencies. This means that learner must complete fewer modules or competencies or compo-

nents to achieve the special certificate award of Level 6 Manual Handling/People Handling Instruction.

## **ADVICE AND INFORMATION**

Information on the processes, timelines, appeal mechanisms, who to contact for more information, and where to go for support should be available on the information leaflets from the organisation providing RPL on the special certificate award of Level 6 Manual Handling/People Handling Instructor.

## **FEES AND COSTS OF RPL**

- The cost process for RPL for the special certificate award of Level 6 Manual Handling/People Handling Instructor is a cost to learners.( no figures available)
- A cost structure should be available on request

## **APPEALS MECHANISM**

- An effective means of appeal in relation to RPL decisions should be available.
- Information about appeal mechanisms should be provided at the commencement of RPL procedures.
- The appeals procedure must comply with the agreed between the organisation providing RPL and their quality assurance agreed with FETAC

## **ADVICE FOR LEARNERS INTENDING TO APPLY FOR RPL**

- Keep records of experience, study, and certificates
- Make application for RPL
- Collect and document evidence of competence as advised by the organisation providing RPL.
- Submit evidence
- Prepare to fill gaps in evidence if required
- Keep new qualifications and Statements of Attainment safely.

For more information visit [FETAC.ie](http://FETAC.ie) or feel free to contact Kathleen Treanor: [kathleentreanor@eircom.net](mailto:kathleentreanor@eircom.net)

## WHERE TO FIND SOME OCCUPATIONAL HEALTH INFORMATION SHOULD YOU NEED IT

by Kathleen Treanor (of Kathleen Treanor Consultancy)

The INMO library team provided some valuable information for occupational health nurses in the April 2010 issue of "WIN" Volume 18 No 4.

Members of the INMO, have access to a research and education website, at [www.nurse2nurse.ie](http://www.nurse2nurse.ie) (N2N). With access to a range of electronic resources, this online one-stop shop is available to assist OHN/OHA with any educational courses they may undertake.

### HOW TO ACCESS

To keep up-to-date you will find a list of subjects and categories located by selecting the N2N directory when you are logged in.

**Categories identified as beneficial to the OHN/OHA are:**

- *Occupational health nursing* – contains selected literature on the role and education of the OHN/OHA.
- *Occupational hazards* – contains selected literature on occupational diseases, injuries and health hazards.
- *Occupational health and safety* – contains selected literature on topics such as safety at work, stress and workplace violence.

**Within each of these categories there are a number of menu options:**

- *Search databases* – links to relevant electronic databases with full text journal articles.
- *Review and journal articles* – includes relevant journal articles and literature reviews.
- *Research articles* – identifies specific research-based studies.
- *Reports* – highlights important reports, guidelines, official documents from associations, organisations, government departments, etc.
- *Useful Links* – listings of useful links in the area of occupational health and safety.

If you have you come across information that you feel your colleagues may be interested in or have you undertaken some research in this specialty and would like to make it available on our website?

Please contact the INMO by email or phone. The INMO will provide you with the assistance of a professional librarian. One to one training is on offer to assist you in searching the internet and electronic resources in order to find the relevant information yourself. This is a skill which is extremely useful for professional development and career advancement as well as for educational purposes. To avail of training for yourself or a small group, just contact the INMO to make an appointment.

### ON LINE DATA BASES

EBSCO, Internurse, Medline.

### ON LINE BOOKS

Lippincott Manual of Nursing practice.

### ONLINE JOURNALS

- AAOHN Journal (2003-)
- Journal of Environmental Health (1993-)
- Journal of Occupational & Environmental Hygiene (2006 – delay 12 months)
- Occupational Ergonomics (2006 – delay 9 months)
- Occupational Health (2003 -)
- Work (1999 – delay 12 months)
- Work and Stress (1999 – delay 12 months)

### TO CONTACT THE INMO

Tel: 01 6640625/14

Email: [library@inmo.ie](mailto:library@inmo.ie)

(Source: April 2010 issue of "WIN" Volume 18 No 4.)



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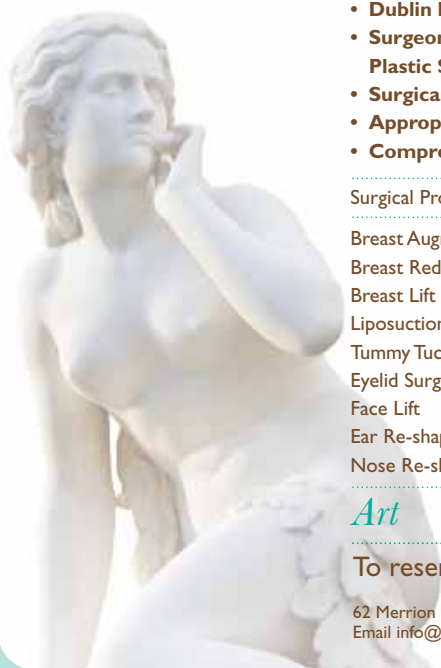
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## **Kathleen Treanor Consultant Ergonomist.**

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**Kathleen Treanor, RGN OHN MSc in Health Ergonomics. MSc in Environmental Health Risk Management, MSc in Healthcare (Risk Management and Quality)**

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