

Proceedings of the Assessment of Competence Conference.

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Speakers

Donna Wright, RN, MS, is a competency and staff development consultant with Creative Healthcare Management in Minneapolis, MN in the USA. She received her Bachelors Degree in Nursing and Masters of Science Degree in Nursing Education from the University of Minnesota. Donna has worked with many health care organisations to help them create meaningful, effective competency and staff development programs for all departments. She has published and lectured internationally on topics such as creative educational strategies, self-directed learning, competency assessment and validation, creative approaches to mandatory training, creating a healthy work environment, and implementing shared governance. Ms. Wright was adjunct faculty at the University of Minnesota School of Nursing from 1994-1998. She has taught Master Classes at the Nursing Center for Leadership at the University of Leeds in England in 1999 and 2000. Her most recent publication, *The Ultimate Guide to Competency Assessment in Healthcare* (1998) has been the conceptual framework used by many organisations to create their competency assessment programs.

Ms. Wright has work in both clinical and leadership roles. Her experiences have taken her to a variety of health care settings including rural Africa. Donna is a member of the National Nursing Staff Development Organisation (in the US) and is a recipient of their "Promoting Excellence in Consultation" award in 1995. She currently is serving as president of this staff development specialty association. Ms. Wright is known for her energy and refreshing approach to education, competency, and staff development.

Siobhan O'Halloran, MSc, FFNMRC SI, BNs, RGN, RNT, RMHN, DHSA, Dip.Stats., is Executive Director of the National Implementation Committee for pre-registration nursing education degree programme. Siobhan trained in St. Joseph's, Clonsilla and in University College Hospital, Galway. She was previously employed by the Department of Health and Children as a Nurse Adviser for Education and Mental Handicap. She held a Lecturer post in Nursing Studies in Dublin City University and was Principal Nurse Tutor in St. Joseph's Clonsilla.

Rita Collins, Med., BNS, RNT, RGN, RM, is a lecturer in Nursing at University College Dublin, where she co-ordinates the Nurse Tutor strand of the Masters in Nursing programme and the Diploma in Nursing Informatics. She is a member of the executive of the Healthcare Informatics Society of Ireland and is the Irish nurse representative to the European informatics group, EFMI. She is interested and involved in learning in the clinical area and has been actively involved in UCD in setting up OSCE examinations for the clinical courses.

Vincent Breheny, RGN, RPN, RNT, is an Education Officer with An Bord Altranais since 1981. His completed his general nurse training in St. James's Hospital and psychiatric in St. Brendan's Hospital. Vincent has a keen interest in ethical and legislative issues pertaining to registration.

Anne-Marie Ryan, RGN, RNT, BNS, MSc., FFNMRC SI, is currently employed as Chief Education Officer in An Bord Altranais. Anne-Marie trained in general nursing at St. Laurence's Hospital (Richmond) in 1981 and staffed in a number of Dublin hospitals and specialised in oncological nursing. She was a nurse tutor and principal nurse tutor in Beaumont Hospital, Dublin and has also held lecturer positions on both University College Dublin and Trinity College Dublin. She is currently reading for a doctorate with the School of Education Studies, Dublin City University

Les Storey, FRCN, RGN, MSc. PGDipHE, is a Senior Lecturer, Faculty of Health, University of Central Lancashire. Les qualified in 1970 and spent over 14 years in operating theatres before moving into the fields of education and research. Since 1989 he has been involved nationally and internationally in the development and implementation of competency based approaches within nursing and healthcare. He has been involved in managing a number of research and development projects, has published widely and presented papers at a number of international and national conferences. His recent work has included

- mapping the competences needed by staff working with personality disordered offenders,
- scoping nursing in secure environments across the UK both within the Prison Service and secure mental health care
- developing and implementing Clinical Supervision Models within prison nursing
- developing a competency framework for nursing within an NHS Trust
- developing and delivering competency based qualifications for Prison Officers

He is currently involved in a number of projects relating to the professional development of nurses in the UK and is working in collaboration with colleagues in Washington DC and Sydney to review issues faced by nurses working in secure mental health and correctional settings. In 2000 he was conferred as a Fellow of the Royal College of Nursing for his work on competency based education, and in 2001 was awarded the Edith Cavell scholarship by the Florence Nightingale Foundation.

Catherine Griffin, RGN, FFNRCSI, M.Ed., RNT, is a nurse tutor with St. Vincent's University Hospital in Dublin. Catherine has a wide range of experience in nursing through practice in Bury St. Edmunds, Chelmsford, London, Tralee and Dublin and has also held co-ordinator/ lecturer posts in the Faculty of Nursing, RCSI and Trinity College. She was employed by An Bord Altranais to co-ordinate the pilot study on the development of competencies for entry to the Register. Catherine is currently reading for a Doctorate with the Department of Higher Education and Research, Trinity College Dublin. Her thesis explores the concept of competence and the validation of assessment methods.

Mary Hodson, RGN, Dip.N. (Lon), Bsc. (Hons), MA. Ed. (open), Cert. Ed. (FE), RNT, is a Principal Nurse Tutor in the School of Nursing Sligo General Hospital since 1996. She completed her general nurse education programme in the UK and subsequently held the posts of staff nurse, Sister, and Lecturer in Nursing before returning to Ireland in 1992 to take up a Nurse Tutor position. She has a committed interest in enhancing and developing the clinical learning environment through staff development and has had some work published in this area. She was the pilot site co-ordinator for An Bord Altranais assessment of clinical competence in Sligo. Mary is currently reading for a Doctorate in Education with the Open University; her thesis is exploring the management of educational change, she is a recipient of the All- Ireland Research Fellowship in support of this research. She is a ministerial nominee on the EU Education Committee representing Ireland in Brussels.

Briege Casey, RGN, RPN, BA(Hons), PGDFHE, RNT, PGDip Advanced Nursing, is a nurse teacher in St Vincent's Hospital, Fairview, Dublin. She has a wide range of experience in general and mental health nursing through practice in Belfast, London and Glasgow. In addition to her nursing and teaching qualifications and interests, she holds a Bachelor's degree in humanities. Briege is presently completing a Masters degree in Advanced Nursing at the University of Ulster. Briege was the pilot site co-ordinator for An Bord Altranais assessment of clinical competence in St. Vincent's, Fairview.

Declan Courell, RMHN, CNMH, CPT, BSc (Hons), PGCE, RNT, MSc (Advanced Nursing) is currently employed as a Nurse Teacher with Cregg House services, Sligo. Declan trained in St Vincent's, Lisnagry and on completion of his RMHN training worked in the United Kingdom in a

variety of posts both in Community and education sectors. These posts included Community Intellectual Disability Nurse, Community Intellectual Disability Nurse Specialist Manager and Fellow in Health Studies (University of Essex). Declan recently completed his MSc in Advanced Nursing with the University of Ulster and his special interests include community intellectual disability nursing, care of the elderly person with an intellectual disability, and the role of the R.M.H.N.