

Why Values?

Values are ingrained principles that guide the actions of nurses and midwives. The purpose of this position paper is to clearly articulate the core values underpinning and guiding the practice of nursing and midwifery in Ireland.

This joint initiative, led by the Chief Nursing Officer in the Department of Health with the President of the NMBI and Director of the Office of the Nursing & Midwifery Services in the HSE identified the values that serve as the cornerstones of nursing and midwifery practice in Ireland.

The three core values identified by the professions are



These values and their associated behaviours are the very essence of nursing and midwifery practice and form the basis for professional decision making and actions.

Taken together these values represent the unique contribution of nursing and midwifery to safe patient care. The HSE and the NMBI are committed to supporting nurses and midwives to practice these values.

The values are endorsed and supported by the Office of the Chief Nursing Officer.

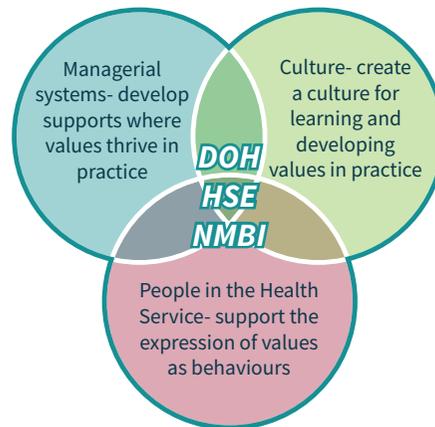
Reaffirming the Values

A national consultation process asked nurses and midwives to identify, agree and commit to core values that underpin practice in Ireland. The extensive process identified and agreed **Compassion**, **Care**, and **Commitment** as the three core values that underpin nursing and midwifery practice in Ireland.

Words used were:



A strategy to embed and sustain these values in practice through employment and managerial processes, leadership, education, standards of care and regulatory processes has been agreed by the HSE, the NMBI and the Department of Health.



VALUES FOR NURSES AND MIDWIVES IN IRELAND

DEPARTMENT OF HEALTH
POSITION PAPER: 1 JUNE 2016

This is the first position paper from the Office of the Chief Nursing Officer. This position paper, developed in collaboration with the Nursing and Midwifery Board of Ireland (NMBI) and the Health Service Executive (HSE), describes the core values underpinning the practice of nurses and midwives in Ireland. The paper is aimed at all nurses and midwives and outlines a framework for supporting, sustaining and renewing the values.



The Celtic symbol of the Trinity knot represents the infinity and eternity of compassion, care and commitment as core values underpinning the professional practice of nursing and midwifery in Ireland. The symbol contains no beginning or end but the intertwined connection and dependence of the values to each other. Embraced within the Trinity knot is a heart that denotes health and care.

CNO's Office, Department of Health,
Hawkins House, Hawkins Street,
Dublin, D02 VW90
Tel: 01 635 4000 www.health.gov.ie



Tús Áite do Shábháilteacht 1 Othar
Patient Safety 1 First



Bord Aitris na nGnóthas agus
Cúirínneachais na hÉireann
Nursing and Midwifery Board
of Ireland



Compassion

Compassion means showing empathy and respect for the person to ensure that the dignity of the person is upheld at all times. The nurse and midwife upholds the trust of the person by providing care that is based on integrity, genuineness, kindness, comfort and presence

The nurse/midwife demonstrates **compassion** by:

- Showing kindness and patience
- Displaying interest and empathic concern
- Understanding the person's perspective
- Being non-judgmental
- Being engaged and present with the person
- Prioritising the person's interest
- Going the extra mile
- Respecting cultural sensitivity and diversity
- Promoting dignity and comfort
- Responding to anxiety and distress for the person and his/her family
- Developing trusting relationships
- Making and taking time for the person
- Being genuine in interactions with the person families and colleagues

Care

Care means having the required knowledge, skill and competence to connect with a person by genuinely listening to and communicating with the person, demonstrating safe evidence-based and collaborative practice

The nurse/midwife demonstrates **care** by:

- Listening attentively
- Being open (open communication)
- Understanding and responding to each person's holistic needs
- Assessing carefully and making precise clinical decisions
- Ensuring evidence-based approaches to care
- Getting to know the person as an individual
- Advocating for the person
- Knowing what to do and who to call
- Being technically competent
- Explaining procedures and options
- Promoting health and wellbeing
- Encouraging personal choice in decision-making
- Providing quality and safe care

Commitment

Commitment means having a person-centred approach to professional practice. This requires professional courage, a commitment to lifelong learning that is demonstrated by intellectual engagement. Commitment is further demonstrated by a work ethic that is underpinned by a passion and drive for professionalism to develop self and support teams with diligence and resilience

The nurse/midwife demonstrates **commitment** by:

- Being professional
- Taking responsibility
- Working within his/her scope of practice
- Developing a therapeutic relationship with the person
- Providing individualised person-centred care
- Giving hope
- Engaging in effective communication
- Providing quality safe care
- Pursuing learning as a lifelong endeavour
- Displaying professional courage
- Developing self as a reflective practitioner
- Engaging in evidence-based practice
- Being open to embracing change