



Tallaght  
University  
Hospital

Ospidéal  
Ollscoile  
Thamhlachta

An Academic Partner of Trinity College Dublin



# Nursing Career Prospectus

# Foreword

Welcome to Tallaght University Hospital's Nursing Career Prospectus which sets out the opportunities available for nurses in an ambitious progressive healthcare environment where our focus is people caring for people.

As the largest workforce in the Hospital Nursing has a pivotal role not only in diverse roles across the patient care continuum but in the ongoing development of our staff and environment.

TUH is committed to the delivery of effective, safe, person centred care by highly trained and motivated staff as enshrined in our CARE values of Collaboration, Achievement, Respect and Equity. These values are closely aligned with the core values underpinning the practice of nurses and midwives in Ireland: Care, Compassion and Commitment (DoH 2016).

We continue to attract nurses to come and work in TUH and have a particular focus on educational and career opportunities to ensure ongoing personal development of each individual, in line with the Nursing Strategy 2022-2027, whose 4 principles are:

- Nursing excellence in delivering outstanding integrated care
- Nursing leadership and workforce planning
- Embracing digital health transformation
- Learning, Quality Improvement, Innovation and Research

Thank you to the Elizabeth O Dwyer Award and the Meath Foundation for their sponsorship of the TUH Nursing Career Prospectus.

Thank you to all the departments and staff who contributed to the development of the TUH Nursing Career Prospectus.



**Áine Lynch**  
Director of Nursing & Integrated Care



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## Introduction

Tallaght University Hospital (TUH) is one of Ireland's largest acute teaching hospitals with adult, psychiatric and age-related healthcare on one site. The Hospital has over 3,000 staff with over 63 different nationalities represented on the TUH team making it an exciting and dynamic place to work.

TUH is a provider of local, regional and national specialties. It is also the national urology centre, the second largest provider of dialysis services in Ireland and a designated trauma centre. The Hospital is one of the two main teaching hospitals of Trinity College Dublin with exciting plans to enhance patient care. The Hospital is a firm believer in investing in their team and offering excellent education and research opportunities. From a teaching perspective it specialises in the training and professional development of staff in areas such as nursing, health & social care professionals, emergency medicine and surgery. TUH is part of the Dublin Midlands Hospital Group (DMHG) which serves a population of over 1.2 million across seven counties, and provides a focus for a massively-growing, urbanised area with a predominantly young population. In order to meet increased and more complex demands we are expanding horizontally and vertically off-site becoming a 'Hospital without walls'. As a result of these ambitious developments there are wide number of opportunities for existing and future members of staff.

Additionally we provide a number of employee facilities and supports such as:

- Library Services
- Pastoral Care
- Occupational Health
- Employee Assistance Programme
- Crèche
- Car Parking
- Outdoor gym
- Staff Restaurant

## Tallaght

The Hospital is situated in the southwest Dublin which is the largest suburb of Dublin City, the capital of Ireland. Tallaght borders with Counties Wicklow and Kildare and is near to the foothills of the Wicklow Mountains. Using Dublin's inner and outer orbital routes other areas of the city are accessible from the Hospital. Additionally the city centre is easily accessible by car, public transport and the Luas/Tram from the Hospital. It is also close to the M50 motorway. All national primary routes have junctions from the M50. Tallaght has experienced rapid growth in recent decades which has led to a thriving local arts, cultural and sports community. The Hospital has close access to external facilities such as shopping centres, recreational parks, restaurants, entertainment venues, Tallaght library and schools.



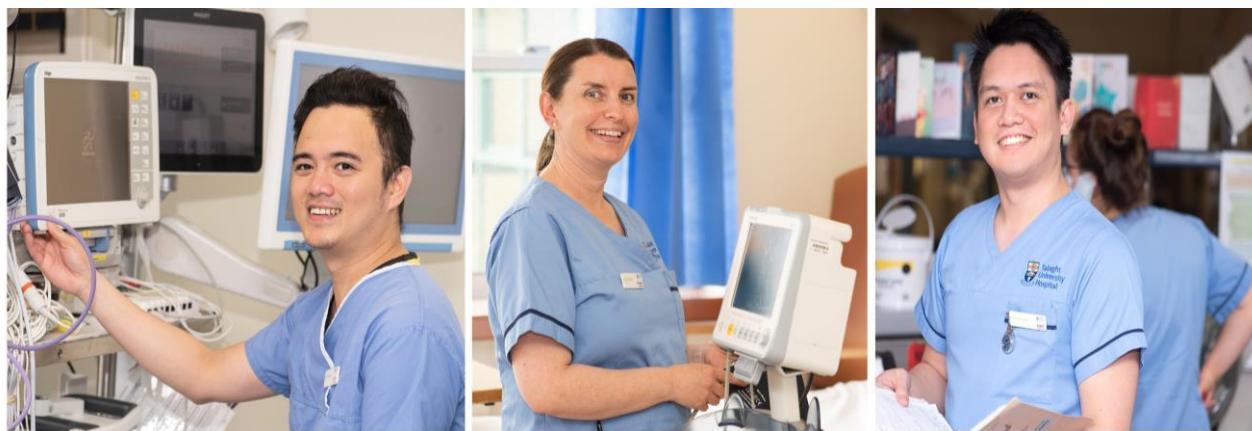
## Tallaght University Hospital Nursing Service

The Nursing Service provided at TUH aims to create, maintain and continuously develop excellence in Nursing. It promotes, protects and improves health by providing a caring and holistic approach based on knowledge and skills in partnership with patients and their families and other healthcare professionals.

Professionally, nursing functions interdependently with other healthcare providers, all of whom share the goals of prevention of disease and disability, care of the ill, promotion and maintenance of optional health of our patients and providing supportive, compassionate, respectful and dignified end of life care. An integrated structure is provided which is conducive to the provision of high quality nursing care as well as the opportunity for the life-long learning, professional growth and development of each individual nurse throughout of continuum of care delivery. This is achieved through the effective use of resources and access to, and participation in, education and research programmes.

As one of Ireland's largest and leading academic teaching hospitals, linked to Trinity College Hospital. We offer our nurses excellent education, research and promotional opportunities and are firmly committed to the on-going professional development of our nursing staff. This is demonstrated by the variety of courses available to staff, along with support for staff to participate in these courses. Our Centre for Learning & Development (CLD) and Nurse Practice Development Department also provide and support our nurses through a wide variety of clinical and professional educational programmes. In any one year alone there are over 140 in-house educational opportunities available. Additionally there are education opportunities in conjunction with Trinity College Dublin, TU Dublin Tallaght Campus and other higher education institutes. These opportunities include foundation courses with postgraduate, degree and masters programmes in a number of specialties such as

- Critical Care
- Oncology
- Renal
- Orthopaedic nursing
- Emergency Department
- Gerontology
- Peri-operative nursing



As part of our strategy we support the implementation of Advanced Nurse Practitioner and Clinical Nurse Specialist roles. We are keen to grow these numbers as an essential part of developing nursing supports for our patients on their healthcare journey.

### **Advanced Nurse Practitioners**

Advanced Nurse Practitioners use advanced critical nursing knowledge and critical thinking skills to independently provide optimum patient care through caseload management of acute and chronic illnesses throughout the Hospital. They are experts in clinical practice and educated to masters level or above. There are currently Advanced Nurse Practitioners across our services including;

- Acute Medicine
- Older Person: Memory Assessment & Support
- Older Person: In reach and Outreach to Nursing Home
- Oncology
- Cardiology
- Dermatology
- Emergency Department/ Ambulatory Care
- Endoscopy
- Endocrinology: Diabetes
- Neurology: Epilepsy
- Haematology
- Respiratory
- Rheumatology
- Tissue Viability
- Women's Preventative Health
- Urology



## **Clinical Nurse Specialist**

Clinical Nurse Specialists/Nurse Liaisons are clinical experts in a defined area of nursing of practice who work as part of a defined inter professional clinical team/service. They have a clear focus on delivering clinical care to the patient and their families in the Hospital and in some cases in the community setting. There are currently Clinical Nurse Specialists across our services including;

- Age Related/Gerontology
- Cancer Care, Cancer
- Clinical Trials Department, Cardiology
- Dermatology, Emergency Department
- Emergency Department Psychiatry
- Diabetology
- Genitourinary
- Haematology
- Ilizarov
- Multiple Sclerosis
- Nephrology
- Neurology
- Occupational Health
- Oncology
- Orthopaedic
- Pain Management
- Palliative Care, Pancreatic
- Respiratory
- Pancreatic Service
- Colorectal

We also provide an Adaptation & Assessment of Nurses for Registration with the Nursing & Midwifery Board of Ireland (NMBI) programme

### **Adaptation & Assessment of Nurses for Registration with the NMBI**

The NMBI requires the majority of Nurses from outside of the European Union /European Economic Area to undertake assessment prior to registration. TUH offers the clinical assessment route to registration. This provides Candidate Nurses with the opportunity to adapt to the culture of health care in Ireland in a supernumerary capacity.

The Adaptation & Assessment Department operates within the Nursing Directorate of TUH. The Nursing Directorate welcomes highly qualified, experienced, compassionate nurses from outside of Ireland.

#### **The team**

The team is led by an Assistant Director of Nursing (ADON) there is also Clinical Facilitator/ (CF) available to teach, guide and support and an administrator.

We work closely with Human Resources, Nursing Manpower Manager, the Nurse Practice Development Department (NPDD), the Centre for Learning & Development (CLD), the recruitment agency and NMBI.

#### **What we do**

We provide pre-arrival information to ease the 'journey' of change.

We provide Candidate Nurses with induction to:

- The Hospital
- Key nursing responsibilities and accountability of the Nurse in Ireland
- The culture of health care in Ireland
- Professional requirements and standards
- An introduction to Ireland

Induction takes the form of blended learning: Online learning, podcasts, videos, virtual classes by ZOOM or MS teams and face to face classes in TUH

#### **We Provide Supported Clinical Adaptation & Assessment**

- Candidates undertake an assessed clinical practice placement. The clinical placement lasts for six to 11 weeks to allow the candidate to adapt to the health care system and demonstrate competence for registration as a General Nurse.
- The Candidates are preceptorised, supervised and assessed for competence by Registered Nurses on general wards throughout the hospital.
- A CF visits candidates on the wards to support and guide their practice.
- The CF also provides support to the supervising Nurses

We ensure all statutory and professional standards are strictly adhered to.

We co-ordinate a Hub & Spoke model for Clinical Adaptation & Assessment for Nursing Homes on behalf of the Office of The Nursing & Midwifery Services Director, HSE. We also provide support in collaboration with NPDD for all newly registered Nurses who have trained outside Ireland. TUH's current expansion and development is providing further opportunities for Nurses to join us in Ireland Our Candidate Nurses highly value the warm welcome, knowledge, skill and experience of our existing Staff Nurses and Clinical Nurse Managers who teach, mentor, support and assess them during the adaptation period.

If you are a nurse who has trained outside of EU/EEA and wish to apply to TUH please contact CPL at

[tuh@cplhealthcare.com](mailto:tuh@cplhealthcare.com) CPL manage all of our Adaptation Recruitment.

For general Adaptation & Assessment enquires you are welcome to contact us at  
[candidatenurse.adaptation@tuh.ie](mailto:candidatenurse.adaptation@tuh.ie)

## Tallaght University Hospital Services

Nurses have an essential role in the functioning of the following clinical directorates:

- **Medical Directorate:** Along with general medical the medical directorate provides a range of services in specialist areas including age related care, cardiology, dermatology, diabetology, interventional radiology, neurology, oncology, renal, respiratory, rheumatology and stroke.
- **Peri-operative Directorate:** Along with general surgery the peri-operative department provides a range of services including trauma and elective orthopaedics, vascular Surgery, urology Services (national urology centre) and is a leading provider of upper and lower gastrointestinal specialist Surgical Services in the DMHG.
- **Diagnostic Directorate:** Includes the department of radiology with imaging and interventional radiology services, infection and prevention and control services and Haemovigilance services.

In addition the services include Out-Patients Department and Nurse Practice Development Department as well as the Centre for Learning & Development working across the continuum of the services. The following is a snapshot of services that make nursing integral to TUH and the services it provides.

### Medical Directorate

#### Age Related Healthcare Department

The Hospital is a pioneer in Ireland in many aspects of specialist care in older people. The Department has led out on the first national audits of stroke and dementia care, as well as on the national hip fracture database. Team members have held national and international leadership roles in various aspects of gerontology and services are delivered by a skilled multi-professional team of allied healthcare professionals. Clinical services are wide ranging and include; acute geriatric medicine, rehabilitation, day care (Charlie O'Toole Unit), memory assessment clinic, acute stroke service, transient ischaemic attack services (in conjunction with neurology), an integrated care of older persons team, in-reach nurse liaison, gerontological ED intervention, falls service and fracture liaison services and atrial fibrillation services. In addition there is off-site rehabilitation and Specialist nursing is critical to the delivery of all these services.

Currently this team consists of: Advanced Nurse Practitioners, Clinical Nurse Specialists, and Clinical Facilitators Clinical Nurse Managers along with Registered Nurses who have undertaken specialist modules in Gerontology/Stroke and Staff Nurses working in the Charlie O'Toole Unit delivering a collaborative research approach based holistic Age Related Care in a specialised setting. The key to the success of this nursing team is the constant collaboration between all members of the Nursing team to ensure the provision of the highest standards of patient care.

The William Stokes Unit and Burkitt ward specialises in the care of the older person and their rehabilitation, and strives to facilitate the individual to achieve their maximum potential- Physically, socially, psychologically and spiritually. We aim for patients to work towards independence in their life style and home environment.

The Stroke Service at Tallaght University Hospital arose from the first ever acute stroke service in the Republic of Ireland set up in the Meath hospital in 1996. The service consists of a dedicated multidisciplinary team which adopts a collaborative approach to stroke care. The Stroke Service encompasses the core elements required to deliver quality stroke care such as, an Acute Stroke Unit, a 24 hour thrombolysis / thrombectomy service, access to specialist multidisciplinary team, a Rapid Access Stroke Prevention Clinic and access to diagnostics and radiology.

## **Cardiology**

The Hospital offers a variety of cardiac services to the public of which nursing is integral. The services include a Coronary Care and High Dependency Unit (CCU/HDU) specialising in the management of patients presenting with acute coronary syndromes, and chronic cardiac conditions. Additionally services include; catherisation laboratory, chest pain clinic, heart efficiency, cardiac rehabilitation, cardiac risk in the young and advanced lipid management. These services have numerous Advanced Nurse Practitioners and Clinical Nurse Specialists working alongside highly experienced Clinical Nurse Managers, Registered Nurses and Clinical Facilitators who provide expert holistic nursing care.



## **Dermatology**

The nursing team describe it as a great speciality whether you like acute medicine or chronic medicine as it has the best of both worlds. They see long term patients with chronic skin disease, or patients with skin cancers that require follow up. As a result they, over time, build up trusting nurse patient relationships. Patients with sudden onset of a rash also attend the service and are treated, cleared and discharged. In addition the patients with benign skin lesions, worried about cancer are reassured, supported and discharged.

Dermatology is a multi-disciplinary service however it involves ANP and CNS led treatments with dermatology Clinical Nurse Specialists having significant autonomy of which consultants are supportive. Treatments provided by the nursing team include; phototherapy, patch allergy testing, dermojet treatment for alopecia along with cryotherapy and photodynamic therapy for the treatment of pre-malignant skin lesions. This nursing team also treat in-patients and provide education to the nursing colleagues regarding the important topical treatments and infection prevention for these patients. The nurses have also been supported by the consultants and the organisation to perform skin surgery. Education of the patients in all aspects of their conditions and care is an important part of their work to help empower the patient and improve their quality of life. A close link exists with tissue viability, a nurse led service, as both specialities deal with the skin and as the services complement one another. All in all the service is a great speciality for diversity and autonomy.

## **Diabetology**

In TUH the Diabetes Services provides a comprehensive specialised service for those with Type 1 Diabetes and those with complex Type 2 Diabetes from 16 years and over. Specialist diabetes services are wide ranging and include: diabetes/renal care, continuous insulin pump therapy, pre-pregnancy planning care, Type 1 Diabetes group education, Young Adult Clinic, Transition Clinic for patients transferring from the paediatric service and a Foot Protection clinic. These specialist services are a tertiary referral centre and provide care within a designated Day Care Centre as well as in-patient care as required. Nurse specialists play a significant role in co-ordinating this transition. In addition TUH is one of the largest renal services in the country which leads to complex renal diabetes patients being transferred from other jurisdictions for their diabetes care to the Hospital.

The fundamental activity in the Diabetes Day Centre is to empower through education, enabling patients with diabetes to make informed decision about their diabetes. The nursing team consists of Clinical Nurse Specialists, Registered Nurses and a Health Care Assistant attached to the Hospital service. There is also Community Diabetes Nurse employed by Health Service Executive Community Care area 7. Two of the Clinical nurse specialists working in the Hospital are also registered nurse prescribers. This all demonstrates how integral nursing, alongside their multidisciplinary team colleagues, are to delivering care and support for those with diabetes in this complex diverse service.

## Emergency Department



TUH has one of the busiest Emergency Department's (ED) in Ireland with a catchment population of over 650,000 people. The ED is a designated Trauma Unit, one of two within the recently established national central trauma network. The ED receives regular emergency transfers from across the country as we have the facilities for helicopters to land on the Hospital site.

The department includes designated zones/areas including; triage, ambulatory care, resuscitation, assessment and treatment cubicles, and psychiatric assessment rooms. In addition the Rosheen Suite provides a non-clinical space for families to be together, away from the busy ED upon the delivery of bad news.

The nursing team, who are an integral part of the department, consists of Clinical Nurse Managers, Clinical Nurse Specialist, Advanced Nurse Practitioners, Registered Nurses and Clinical Facilitators to support and educate staff. Working in a specialist area, such as Emergency Nursing, requires commitment to continued learning and professional development.



The Gerontological Emergency Department Intervention (GEDI) team is a novel interdisciplinary initiative which aims to meet the needs of a growing frail older population and to enhance patient access to the provision of Comprehensive Geriatric Assessment at TUH. The team includes Specialist Nursing, Occupational Therapy, Physiotherapy, Social Work, Speech & Language Therapy, Dietetics along with a Geriatrics Registrar and with oversight from our Consultant Geriatrician and Emergency Department Physician. GEDI team members proactively screen patients aged 75 years and older presenting to the ED to achieve early identification and proactive management of their physical, functional and social care needs. The overarching aims of the service are to Gerontologically attune Acute Floor processes, to optimise and maintain physical and cognitive function of older adults whilst promoting wellness and independence.

## Oncology and Haematology Service

The Hospital has an Oncology and Haematology Service where we treat patients with a wide variety of cancer diagnosis – solid tumours, malignant and non-malignant haematological conditions. There are specific dedicated day wards for both Oncology and Haematology (Charlotte Haematology Day Ward) specialities as well as dedicated inpatient beds for those requiring admission. Day services includes ambulatory care, blood testing and specific treatments such as chemotherapy, blood transfusions and walk-in services for patients who become unwell unexpectedly as well as a rapid access clinics to deal with acute issues.



The nursing team consists of Clinical Nurse Specialists, Advanced Nurse Practitioners, Clinical Nurse Managers and registered nurses and are an integral part of the service. Their roles are wide ranging including; administration of treatments (e.g. Systemic Anticancer Therapies (SACTs), supportive transfusions), caring for patients pre and post stem cell transplants, ongoing education and support of patients their partner/families on their specific disease, possible treatment options, possible side effects and management, comprehensive after care service. In addition the nursing team is involved in very productive clinical trials which are conducted within the

departments, providing early access for patients to the latest cancer treatments.

## Renal Nursing

TUH, is one of the largest providers of kidney care and renal replacement therapy in Ireland. We aim to deliver high quality and innovative care to our patients and to provide a stimulating and supportive environment for staff with excellent professional development opportunities. Nurses are integral and work as part of a multidisciplinary team providing the best holistic, individualised, co-ordinated and evidenced based care to patients aiming to promote self-care, maintenance of good quality of life and reduce complications of renal disease. This highly experienced and skilled nursing team, with a network of specialist nurses, work across a wide range of services such as:

- **Haemodialysis Unit:** which is a purpose built unit, providing hospital based dialysis treatment. A new state of the art expanded unit opened in October 2020.
- **Home Therapies Service:** which supports the delivery of peritoneal dialysis and haemodialysis at home and provide education and support patients to participate.
- **Vartry Renal Unit:** provides day care procedures and treatments such as intravenous iron therapy, kidney biopsy, vascular access insertion and removal, Hepatitis B vaccination, peritoneal catheter insertion, blood pressure monitoring.
- **In patient services:** provides inpatient care to the newly diagnosed and acutely unwell renal patient aiming to provide treatment, support, education and training to enable patients to return to self-care at home.
- **Renal Transplant Clinical Nurse Specialist:** advises and supports patients on all issues of transplant pre and post-transplant.
- **Vascular access Clinical Nurse Specialist:** co-ordinates a streamline service underpinning the preparation of vascular access required for commencing Haemodialysis
- **Anaemia and Pre-dialysis Clinical Nurse Specialist:** supports patients in relation to anaemia including



## Respiratory

For nurses interested in respiratory care, TUH has plenty of opportunities. Whether your interests are in acute or chronic respiratory nursing, we have what you're looking for. From the Intensive Care Unit, the medical wards, outpatients, Acute Medical Unit, Acute Medical Assessment Unit to the ED and into the community we see a wide range of respiratory patients in every aspect of care. Future plans for the service include a dedicated respiratory unit with a unit specifically dedicated to patients on Non Invasive Ventilation.

In the respiratory department we are interested in encouraging the development of our service further. We have an Advanced Nurse Practitioner and Clinical Nurse Specialists with plans to expand our team further. As an example of innovation within the service, working closely with the respiratory physiotherapists the Chronic Obstructive Airways Disease Outreach service was developed which provides 'Hospital at Home' service for patients who present with an acute exacerbation of Chronic Obstructive Airways Disease providing:

- **Safe planned early discharge option,** for patients who meet certain inclusion/exclusion criteria, which focuses on management during their acute exacerbation period in the patients' home.
- **Outreach programme** where patients receive education and interventions to aid them to monitor and manage their condition thus preventing further exacerbations and optimising patients to live well with Chronic Obstructive Airways Disease.
- **Interdisciplinary service** with direct and indirect clinical input from the Clinical Nurse Specialist and Senior Physiotherapist in Chronic Obstructive Airways Disease Outreach. The Outreach Clinical Nurse Specialist expertly assesses, plans and implements a care plan for patients presenting with an uncomplicated acute exacerbation of Chronic Obstructive Airways Disease.

## Endoscopy Unit



The TUH Endoscopy Unit, as part of the university affiliated Department of Gastroenterology, provides high quality care for the full spectrum of Endoscopy procedures. It provides both basic and advanced diagnostic and therapeutic procedures for a number of specialist conditions accepting referrals internally and external to the Hospital from General Practitioners and other hospitals. The services consists of a dedicated and dynamic multidisciplinary team providing a high quality service in a friendly and warm environment ensuring the dignity and holistic care of all our patients.

**Procedures include;** oesophago-gastro-duodenoscopy, colonoscopy, sigmoidoscopy, double balloon endoscopy, endoscopic retrograde cholangiopancreatography, endoscopic ultrasound or echo-endoscopy, bronchoscopy, trans-oesophageal echocardiogram and associated therapeutic interventions.

As part of these innovations we have developed dedicated specialist nurses providing support care in; pre-assessment, Irritable Bowel Syndrome, Upper Gastrointestinal, Haemochromatosis, Small Bowel Capsule Endoscopy.

There is an Endoscopy unit has a candidate Advanced Nurse practitioner with in the service.

## Peri-operative Directorate

### Critical Care

Nursing staff are vital members of Critical Care multidisciplinary teams. The role of the Critical Care Nurse is essential to the process of delivering evidenced based care to critically ill patients. The role and responsibilities of the nurse providing person centred care in the Critical Care environment is complex and varied. A Critical Care Nurse is someone who has advanced-level knowledge, skills and competencies to deliver quality and safe holistic care to the critically ill patient. The TUH critical care nursing team are part of the Intensive Care Unit (ICU) and the Post Anaesthetic Care Unit (PACU).

A critical care outreach team made up of senior Critical Care nurses also provides support to ward staff. Critical care outreach team offer intensive care skills to patients with, or at risk of, critical illness receiving care in locations outside the intensive care unit. The main role is to identify and institute treatment in patients who are deteriorating within the hospital but outside of the ICU and either help to prevent admission to ICU or ensure that admission to a critical care bed happens in a timely manner to ensure best outcome. As well as enabling discharges from ICU by supporting the continuing recovery of discharged patients on wards. Ward staff education is the third important role of the Critical Outreach team.

### General and Vascular Surgery Services

General and vascular surgical services in TUH are wide ranging and we are leaders in the field of minimally invasive surgery in benign, malignant and non-cancer surgery. Patients from across the country are referred for access to the specific expertise available. The services include a number of sub specialities; elective surgical care (outpatient, inpatient and day surgery), vascular, colorectal and upper gastrointestinal, lower gastrointestinal, laparoscopic, hepatopancreaticobiliary surgery and endovascular surgery.

### Colorectal Services

TUH has established itself as a leading centre in the use of minimally invasive colorectal surgical techniques. The unit has a national and international reputation as a centre of excellence in the areas of laparoscopic techniques and trans-anal endoscopic microsurgery (TEM). In addition, working closely with the well-established gastroenterology department, they provide surgical input for the full spectrum of benign and malignant colorectal disease. Nursing is supported in ongoing learning and have been supported, as part of this team, in expanding their roles including developing specialist nurse roles in colorectal cancer, coloproctology and stoma care.

## **Upper Gastrointestinal and Hepatopancreatobiliary (HPB)**

This service continues to expand and thus the nursing team and consultants looked for innovative ways to make best use of limited resources. They developed a nurse led Virtual Reality Outpatients, the first of its kind in Ireland, via web technology enabling real time visual and audio patient assessment over the internet. Patients are return general surgical patients who require minimal examination (inspection sufficing) and where histology or radiology reports require discussion with the patient. The service has the option of out of office hours appointment times eliminating the need for time off work to attend appointments and there are no travel costs or long waiting times in clinic. The nursing team is supported in any ongoing learning required and it is a positive example of supported professional development of nurses which not only benefits themselves but also the patient, the service and the Hospital system.

## **Vascular Surgery Unit**

The Vascular Unit in TUH provides in-patient and out-patient vascular surgery services plus an outreach service provided in the Naas Vista Clinic. The service provides holistic innovative non-operative treatment, open surgery, and endovascular surgery for a varying disorders including; aortic disease, carotid disease, peripheral arterial disease, superficial and deep venous problems, venous and lymphatic disorders. In addition the service works collaboratively with our stroke in relation to carotid disease and renal services for primary and revision vascular access. The tissue viability nursing service work closely with this service.

## **Reeves Day Surgery Centre**

This dynamic service facilitates pre-assessment, day surgery, minor operations/procedures locally, pre and post-operative care and day treatments and investigations across the continuum of care.

The pre-assessment service, is a nurse-led holistic service, which currently assesses more than 75% of Day of Surgery Admissions and inpatients requiring elective surgery across the continuum of all surgical services including general, vascular, gynaecological and orthopaedic. They provide assessment, pre-operative education and advice and organising additional investigations as required. This reduces patient fears/anxieties and supports optimising patient's health prior to surgery. They also identify high risk patients for anaesthetist assessment.



## **Gynaecology Services**

The Women's health unit in TUH provides an innovative service to the women we provide care to women within in the unit and have also reached out to integrate with our community by providing expertise , supports and advise in the community setting

Our gynaecology service treats women over the age of 14 with benign gynaecology problems, fibroids, urinary incontinence, prolapse, menstrual dysfunction and ovarian cysts. We offer an outpatient hysteroscopy service for investigation of abnormal uterine bleeding. There is also a joint endocrine/ gynaecology clinic for patients with polycystic ovary syndrome and there are close links with the endocrine and gynaecology services in the Coombe Hospital.

The service has currently developed advanced nurse practitioner pathways in:

- **Gynaecology:** working in collaboration with the gynaecology team to deliver quality patient centred care, with the aim of improving the healthcare experience and outcomes for women attending the service. Specialisms include; gynaecological ultrasound, sonography and ambulatory hysteroscopy.
- **Women's Preventative Health:** working in collaboration with the Gynaecology team to deliver quality women centred care, the aim of which is to reduce the incidence of cervical cancer

TUH provides an innovative service to the women we provide a service to and have also reached out to integrate with our community by providing expertise , supports and advise in the community setting. TUH also has one of the 15 national colposcopy clinics located on site which provides quality assured colposcopy services for women who require follow up investigation and treatment if/ when necessary.

## **Operating Theatre**

The Operating Theatre Department is a leading provider of General, Upper and Lower Gastrointestinal surgical services, the largest provider in the DMHG of Urology, Trauma and Elective Orthopaedics and Vascular surgery and is the only provider of spinal surgery in the DMHG. The department currently consists of as 'check in' area, anaesthetic rooms, theatres, recovery rooms, Post Anaesthetic Critical Care Unit, day of surgery admission lounge, and a post-surgical unit. Services are provided across the continuum including elective and trauma services. Each makes its own demands whether it is different technology, management of medications or specimens, patient care and positioning and preparation or traffic management, cleaning and infection control which results in a diverse highly skilled nursing team.



## **Anaesthetic Nurse**

The service supported the development of anaesthetic nurses roles who completed specialised education and training in relation to providing specific support and assistance prior to surgery, administration of anaesthetic, during surgery which includes set up and monitoring. The anaesthetic nurses also provide clinical services to interventional radiology and are part of the Emergency Response Team.

## **Recovery Nurse**

The service also supported the development of recovery nurses roles who completed specialised education and training in relation to providing specific support and assistance post- surgery. In recovery nurses care for patients who have gone under anaesthesia. They are responsible for observing and treating a patient post-operation and making sure that they safely awake from anaesthesia. This means that they must monitor vital signs and levels of consciousness to make sure that the sedation is wearing off properly and patients are regaining consciousness. Nurses work in the recovery room, are often the first person patients see after a major surgery. Therefore the providing of comfort and reassurance to patients is also essential part of the role

## **Reeves Day Surgery Centre**

The opening of the Reeves Day Surgery Centre is a recognition of the changing direction of healthcare provision, the facility has four theatres and 25 recovery beds. Across the road from the main hospital the Centre will eliminate long wait times for routine day surgery and increase elective day surgery activity. This is an exciting development for the department that enables the theatre nursing team to continue to provide efficient and effective services to their patients. With this development there is also a need for additional theatre trained nurses.



## **Acute Pain Service**

The Acute Pain Service which is based in the department is part of the anaesthesia, critical care and pain medicine services provides advice and clinical support on the most appropriate management of patients with acute pain throughout the continuum of care. This team is multidisciplinary and comprises Consultant Anaesthetist, Clinical Nurse Specialists, and Clinical Pharmacist. The nursing team is supported in ongoing learning and professional development in order to keep up to date in this complex critical patient care service.

## **Orthopaedic Services**



TUH is a major regional centre for elective and trauma orthopaedic surgery in Ireland. The specialty relates to the diagnosis and treatment of disorders, conditions and injuries of the skeletal system and the muscles, joints and ligaments associated with it. It is a leading centre for major joint replacement and spinal surgery and is a renowned centre for excellence in acetabular fractures and this received referrals nationally. The team is multidisciplinary including a highly motivated dedicated nursing team including an arthroplasty specialist nurse, theatre nurses' orthopaedic wards/ limb lengthening which is integral to the service, provides current evidenced based holistic care.

Our goal in the Trauma & Orthopaedic Department is to restore mobility and eliminate pain, so that patients can get back to participating in everyday life, living with confidence and maintaining independence.

As the Hospital is a teaching hospital of Trinity College, Dublin, we are committed to education in the Orthopaedic Department. The Consultants run education sessions three times a week for their surgical teams, which nurses, physiotherapists and occupational therapists can also attend. The Clinical Facilitator for Orthopaedics Vivienne Dick runs a Post Graduate Diploma in Specialist Nursing course for orthopaedic nurses, in conjunction with Trinity College.

## **Tissue Viability**

Tissue Viability/Wound management is becoming more complex due to patients having multiple co-morbidities, advances in surgical techniques and earlier discharge from hospital. The varied specialities within the hospital results in a demanding patient caseload with diverse wound care requirements. The tissue viability nursing service work in collaboration with the vascular, medical, orthopaedic and surgical teams delivers quality patient centred care, with the aim of improving the healthcare experience and outcomes for patients with acute and chronic wounds. This nursing service provides expertise across the continuum of care within our organisation. This service also conducts the Wound Management Clinic which is a nurse led clinic, managed by an Advanced Nurse Practitioner (ANP), with nurses' expert in the specialism, and is committed to delivering high quality wound care to all our patients. They provide a safe, friendly and caring environment where we can treat wounds as effectively as possible. Our goal is to provide treatment, support and education to patients, ensuring the patient is at the centre of their care. On average it treats over 4,000 outpatients a year.

The ANP expanded role demonstrates both the service and the organisations support of this integral service, working autonomously, in collaboration with the nursing service and multi-disciplinary team across the continuum of care. The remit includes assessing, diagnosing and managing a wide range of wounds both acute and chronic care with reviewing in-patients, assessing their wounds, diagnosis and developing a treatment plans. The ANP Tissue Viability expertise is recognised both internally and national providing expert advice and support, professional leadership and strategic direction to the clinical team in wound management and informs national policy development.

## **The Urology Department**

The urology department is the national urology centre and has a dedicated and motivated team who deliver a high quality holistic service for patients with a wide range of urological conditions ranging from kidney stones to cancer, spinal injuries and pelvic floor dysfunction and reconstruction. It is a busy department and nurses can be confident that they will develop their skills. The department includes inpatient, theatre and a much envied purpose built, self-contained, designated outpatient department. Services provided within the outpatients department include consultations, procedure clinics flexible cystoscopies which are used for diagnosis, surveillance and treatment of patients.

Expanded specialised nursing roles are varied and supported such as:

- Nurse led clinic which facilitates changing of both urethral and suprapubic catheters, self-intermittent catheter training and bladder instillations for bladder cancer and painful bladder syndrome.
- Nurse led prostate clinic.
- Nurse-led lower urinary track symptoms clinic.
- Nurse services for percutaneous tibial nerve stimulation, extracorporeal shock wave lithotripsy, transurethral ultra sound and biopsy.
- Clinical nurse specialist in urodynamics.
- Urology cancer co-ordinators.



## Diagnostic Directorate

### Infection Prevention & Control Service

Infection Prevention & Control is the discipline and practice of preventing and controlling the spread of infection and infectious diseases in a healthcare service which is a challenge for hospitals today by promoting best practice. The Infection Prevention & Control Team support Clinical care and best practice in relation to provision of the highest standards of patient focused care. Equally, it is recognised that Infection Prevention & Control (IPC) is the responsibility of every member of staff and must remain a high priority for every healthcare worker to ensure the best outcome for patients.

We work as a multidisciplinary team with all healthcare workers, patients and visitors to ensure that an effective infection prevention and control service is provided. Nursing is integral within this team with an Assistant Director of Nursing and a number of infection prevention and control specialist nurses who are motivated, expert and innovative.

**Key roles** include:

- Providing expert advice throughout the organisation.
- Providing healthcare worker best evidence based practice education to colleagues.
- Providing governance and monitoring.
- Evaluating nursing and multidisciplinary processes.
- Active surveillance of alert organisms.
- Providing support and communicating effectively in relation to infection prevention and control on an ongoing basis and emergent basis such as with the COVID pandemic.
- Conducting zero harm campaigns to raise awareness.
- Delivering formal training sessions to all staff.
- Investigation and management of outbreaks.
- Providing education and support to staff on a regular basis.
- Providing education and support to patients/relatives such as hand hygiene.
- Conducting audit and participating in research as required.
- Providing advice to hygiene services on environmental hygiene and liaising closely with patient flow.

### Radiology Department

The Department of Radiology provides expertise in the full range of specialist diagnostic imaging and interventional services with a patient focussed holistic approach. The service is provided by the team of radiographers, radiologists, specialist registrars, dedicated nursing staff, administrative staff and medical physics. They provide radiologic investigations to support varied and complex episodes of patient care throughout the organisation's continuum of care delivery.

There are a number of sub-specialties in which nursing plays a role one of which is interventional radiology.

Nursing is integral throughout these interventions such as urologic, gynaecologic, vascular and oncologic interventions under ultrasound, Computed Tomography (CT) and fluoroscopic guidance, musculoskeletal ultrasound and interventions, cardiac CT and Magnetic Resonance

Imaging (MRI), neuroradiology, gastrointestinal (GI), genitourinary (GU) including women's imaging and prostate imaging with fused MRI/ultrasound trans rectal biopsy and CT colonography. In line with the Hospital's strategy the service has expanded to include an off-site primary care direct access radiology service which is managed by the department.



## **Adult Out Patients Department**

Adults Out Patients in TUH offers a flexible and varied working environment, running up to approximately 140 clinic's every week. Clinics include medical, surgical, orthopaedic, gynaecology, rheumatology, ear/nose/throat, oncology, vascular, and ophthalmology and recently the extension of the department to an off-site building, which holds diabetic and endocrine clinics, is another example of the organisations expansion of a hospital without walls. There are eight suites within the main outpatients department, each holding six to ten rooms in each suite with the offsite facility consists of two floors dedicated to diabetic and neurology care. Opportunity is given to the nursing team to work in the different clinical areas, to ensure a varied learning and working environment. Registered nurses and care assistants work closely with medical practitioners, clinical nurse specialists and Advanced Nurse Practitioners, supporting each other to deliver a high standard of care to the large volumes of patients using the service. There are also specialised and nurse led clinics run in the department. Staff aim to ensure confidentiality, safe patient care and efficient service to all patients during their visit.

## **Haemovigilance**

The role of the Haemovigilance Officer (HVO) is dynamic and ever changing, with many facets. They have a huge impact within transfusion medicine. This is evident from the increased investigation and reporting of serious adverse transfusion events and reactions. The result of this is the greater identification of transfusion related errors, with the added benefit of increased patient safety.

Haemovigilance incorporates both clinical and non-clinical components including covering some of the following:

- Actively participating on the Blood Transfusion Team and the Hospital Transfusion Committee providing full, transparent and detailed reports on serious adverse transfusion events and reactions.
- Co-ordination of the reporting system to National Haemovigilance Office (NHO).
- Provision of patient information on transfusion issues, and the development of Patient Information Leaflets.
- Provision of Education for Nursing and Medical staff.
- Audit and surveillance of transfusion practice.
- Policy development on transfusion and transfusion related issues.

This service is integral to all clinical services and healthcare professional including nursing in TUH. In recent years the Haemovigilance Officer's within our organisation have a clinical background in nursing with significant experience across the continuum in nursing and care delivery. In this, the organisation recognises the value of nursing expertise and enables the education and professional development required to deliver the service and utilisation of their previous nursing experience to enhance the service.



## Nurse Practice Development

The Nurse Practice Development Dept. is responsible for continuous quality improvement to ensure optimum standards of healthcare are achieved and maintained as well as, quality clinical learning environments and nursing support students support to achieve their competencies. Enabling and sustaining change to enhance the quality of patient care is the core aim of practice development and we aim to achieve this using creative and innovative ways to develop pathways of care for patients and associated policies, procedures and guidelines to support clinical practice. As well as the implementation of national clinical guidelines so that patient care is in line with national standards.

By learning from practice, emphasis is placed on transforming the culture and context of care through systematic approaches. Continuous evaluation, development, implementation and monitoring of nursing practice is promoted in all areas of the hospital, enabling an awareness of quality agendas and promoting the delivery of the highest standard of patient focused care. Nursing care is evaluated using the national quality care metrics and quality improvement projects are developed for area that require improvement.

The Nurse Practice Development Dept. is responsible for the clinical placements for the BSc (Hons) in General nursing and BSc (Hons) Integrated Children's & General Nursing programmes, ensuring an optimal clinical learning environment and appropriate clinical placement allocations in line with the NMBI Standards and Requirement for Nurse Registration. We provide clinical placements to over 350 TUH nursing students in addition to those from external hospitals, elective and Erasmus placements. This is provided in line with our academic partner Trinity College Dublin. The students are supported in clinical practice by preceptors, associate preceptors, a team of Clinical Placement Coordinators and the Student Allocations Liaison Officer.

New Nurses are supported by a team of Clinical Facilitators as part of the Graduate Support programme in TUH. NPDD works closely with the Centre for Learning and Development to develop education and simulation sessions for all nurses in clinical practice.

The NPDD is responsible for supporting Nurse Prescribers of Medicinal Products and Nurse Referrers of Radiological Procedures and ensuring governance structures are in place in line with national guidelines. Clinical Nurse Specialist and Advanced Nurse Practitioners are guided in the development of care pathways and practice standards for their services.

## Centre for Learning and Development



Learning is a way of life at TUH and to ensure that way of life is nurtured and developed appropriately the team in the Centre for Learning & Development work to develop education programmes which meet the needs of our staff including nursing. No building can be supported up by only one pillar, it requires a foundation and a number of supports to make the building structurally sound.

Similarly, Learning and Development requires a number of pillars to ensure that its foundation is responsive to the developmental and clinical needs of both patients and staff.

Nurses have access to an array of education programmes that enable them [part of the Centre of Learning strategy we are employee focused and aim to provide educational experiences that promote career progression and enhance

the quality of care delivered to patients. For nurses, the completion of the undergraduate programme is considered a solid foundation from which the Centre for Learning and Development can facilitate further growth and progression with programmes and support such as:

- New staff are assisted to settle into the day to day workings of the organisation through a structured induction programme.
- Clear educational pathways for nurses working in various clinical settings have been designed by the Registered Nurse Tutors, relevant nurses in specialist and advanced practice posts, Clinical Nurse Managers, nurse practice development and the Clinical Facilitation Team within the Centre for Learning & Development.
- NMBI accredited modular programmes have been devised to enhance the knowledge and skills of Registered Nurses in a number of specialties.
- Support is provided Registered Nurses to undertake further university based education and have developed close Collaborative academic partnerships with most Dublin universities in particular, Trinity College Dublin, our education partner. Fields of study range from the MSc. Specialist Nursing to sponsored fellowships in Leadership which are generously sponsored by The Meath Foundation.
- Support is provided nurses returning to structured third level education such as programmes in the use of software packages e.g. Microsoft Word, Outlook, Excel and PowerPoint are provided and Academic Writing workshops.
- Support in developing skills in research is provided.
- Education in Good Clinical Practice for Research is provided which also promotes the progression of nursing roles towards Advanced Practice.
- Support the provision of employee wellbeing programmes

Along with providing support and programme's we facilitate the programme's via a Learning Management System and have robust communication pathways in order to ensure all information in relation to these programmes is available to all staff.

## School of Nursing and Midwifery, Trinity College Dublin

### Research: Trinity Centre for Practice and Healthcare Innovation collaboration with Tallaght University Hospital



The TCPHI is a research centre within the School of Nursing & Midwifery, Trinity College Dublin. A research capacity-building programme was developed with TUH in 2014. Since then, it has developed high-quality nurse-led research that has improved practice and patient care. The collaboration is funded by the Meath Foundation and the Adelaide Health Foundations. The aim of this research collaboration is to develop nurse-led research and each research team includes a nurse from TUH, an academic from TCD School of Nursing and Midwifery. Any nurse (registered nurse, Clinical Nurse manager, Clinical Nurse Specialist, Advanced Nurse Practitioner) who has an interesting topic for research can contact the TCPHI.

Many nurses have presented the results of their research at the Trinity Health and Education International Research Conference. Examples of completed and current research along with publications can be found at: <https://www.tcd.ie/tcphi/research-collaboration/tallaght-university-hospital/index.php>

### Education

As one of Ireland's largest and leading academic teaching hospitals, linked to Trinity College Dublin (<https://nursing-midwifery.tcd.ie/>), we not only collaborate on undergraduate nursing education (<https://nursing-midwifery.tcd.ie/undergraduate/>) but also on post-graduate education. This post-graduate education supports their ongoing learning of our nursing teams along with their professional development affording them participate in innovated career pathways and projects. The School of Nursing and Midwifery has a broad range of postgraduate courses (<https://nursing-midwifery.tcd.ie/postgraduate/>). Specialist courses are delivered in partnership include:

- Cardiovascular Nursing
- Cancer Care and Haematology Nursing
- Gerontological Nursing
- Emergency Department Nursing
- Intensive Care Nursing
- Orthopaedic Nursing
- Perioperative Nursing
- Renal Nursing



Students have the option of doing a postgraduate certificate or postgraduate diploma or Masters in any of these strands. Other courses include:

- Mental Health
- Community Nursing
- Dementia
- Advanced Nurse Practitioner Course
- Nurse Prescribing.

## Foundations

### The Adelaide Health Foundation



The Adelaide Health Foundation is a voluntary foundation. They are committed to supporting education, policy and research to advance and promote equitable health and healthcare in Ireland, with a particular focus on TUH and the community it serves. The Foundation's support is delivered in a practical way through direct support of service developments and patient care initiatives. As part of The Adelaide Health Foundation's commitment to supporting nurses in TUH, the annual Scholarship programme offers professional development and contributes to the development of nursing practice in the hospital. Student nurses are also supported financially through our nursing bursary Nursing Manpower Manager Scheme. See [www.adelaide.ie](http://www.adelaide.ie) for more information about the Foundation and detail of the support they provide to the Hospital and its staff.

### The Meath Foundation



The Meath Foundation was established in 1998 following the closure of the Meath Hospital and the opening of TUH. The Foundation is an independent charitable legal entity, entirely separate from the Hospital. The Foundation's mission is to Honour the traditions of the past through the continuous support of world class research, education, quality improvement and arts at Tallaght University Hospital. To achieve this mission there are four funding pillars available to staff, they are Research; Education; Quality Improvement; Arts and Health. Since 2002 The Meath Foundation has awarded grants for Research. Since 2002 they have awarded over €4M supporting 113 projects. The application process is open to all staff of the Hospital.

### Tallaght University Hospital Foundation



Tallaght University Hospital Foundation is a recently established Foundation whose primary objective is to support, promote and enhance the services provided by TUH and the community it serves. The Foundation fosters and promotes fundraising and engages with donors, the community, hospital staff and volunteers to raise and distribute funds for innovative health solutions. They are committed to working with integrity and acting responsibly towards donors and supporters. The Tallaght University Hospital Foundation is an autonomous charitable legal entity, entirely separate from the Hospital.

### Conclusion

TUH is a multi-disciplinary, inclusive and friendly environment, offering employment for nursing in a wide range of areas. Every member of the TUH team is valued and the Hospital embraces the importance of work life balance for all employees. The Hospital prides itself on having a caring motivated workforce who collaborate with patients and their families along with our health partners dedicated to improving quality of care delivery and supporting the Hospitals values and vision.

