

# Nurses and Nursing

The Person and the Profession

*Edited by*

**Pádraig Ó Lúanaigh**

# NURSES AND NURSING

The Person and the Profession

*Edited by Pádraig Ó Lúanaigh*

First published 2017  
by Routledge  
2 Park Square, Milton Park, Abingdon, Oxon OX14 4RN

and by Routledge  
711 Third Avenue, New York, NY 10017

*Routledge is an imprint of the Taylor & Francis Group, an informa business*

© 2017 P. Ó Lúanaigh

The right of P. Ó Lúanaigh to be identified as the author of the editorial material, and of the authors for their individual chapters, has been asserted in accordance with sections 77 and 78 of the Copyright, Designs and Patents Act 1988.

All rights reserved. No part of this book may be reprinted or reproduced or utilised in any form or by any electronic, mechanical, or other means, now known or hereafter invented, including photocopying and recording, or in any information storage or retrieval system, without permission in writing from the publishers.

*Trademark notice:* Product or corporate names may be trademarks or registered trademarks, and are used only for identification and explanation without intent to infringe.

*British Library Cataloguing-in-Publication Data*

A catalogue record for this book is available from the British Library

*Library of Congress Cataloging in Publication Data*

Names: Ó Lúanaigh, Pádraig, MSc(Psych), editor.

Title: Nurses and nursing : the person and the profession / edited by Pádraig Ó Lúanaigh.

Other titles: Nurses and Nursing (Ó Lúanaigh)

Description: Abingdon, Oxon ; New York, NY : Routledge, 2017. | Includes bibliographical references and index.

Identifiers: LCCN 2016055031 | ISBN 9781138189195 (hbk) | ISBN 9781138189201 (pbk.) | ISBN 9781315641744 (ebook)

Subjects: | MESH: Nursing | Nurses

Classification: LCC RT51 | NLM WY 100.1 | DDC 610.73--dc23

LC record available at <https://lcn.loc.gov/2016055031>

ISBN: 978-1-138-18919-5 (hbk)

ISBN: 978-1-138-18920-1 (pbk)

ISBN: 978-1-315-64174-4 (ebk)

Typeset in Bembo by Saxon Graphics Ltd, Derby

# NURSES AND NURSING

This textbook draws on international contributors with a range of backgrounds to explore, engage with and challenge readers in understanding the many aspects and elements that inform and influence contemporary nursing practice. With a focus to the future, this book explores the challenges facing health services and presents the arguments for a nursing contribution and influence in ensuring safe and quality care.

Readers are supported to explore how, as individuals, they can shape their personal nursing identity and practice. The structure of the text is based on the belief that an individual nurse's professional identity is developed through an interaction between their personal attributes and the influences of the profession itself. Reflecting this approach, the authors engage in a conversation with the reader rather than simply presenting a series of facts and information.

Organised around a series of topical and pertinent questions and drawing on perspectives from policy, education and practice, the book explores a diverse range of topics such as:

- how historical and popular media representations of nursing hold back nursing practice today;
- the opportunities presented through education and nursing role development to increase the nursing contribution to health services;
- the economic and political influences on nursing and health care;
- how the professional regulation of nurses and core values informs your practice;
- ways to define and develop your own strong nursing identity.

Central chapter questions provide ideal triggers for group discussions in class or online and equally as discussion topics between colleagues to support ongoing professional development.

There is an emphasis throughout *Nurses and Nursing* on challenging thinking to recast nursing practice for the future by encouraging the reader to explore and create their emerging nursing identity or re-examine previously long held views. This text supports the reader to better understand health care, nursing and most importantly themselves as nurses.

**Pádraig Ó Lúanaigh** is Deputy Director of Nursing, Norfolk and Norwich University Hospitals Foundation NHS Trust, Norwich, UK. With over 28 years' experience of working within health and higher education, Pádraig has a broad and integrated range of experiences gained from working in organisations across the UK, Australia and New Zealand.

# ABOUT THE CONTRIBUTORS

**Professor Lisa Bayliss-Pratt** PhD, RN Nursing Director, Health Education England, London, UK

Lisa was appointed as Director of Nursing at Health Education England (HEE) in 2012. In this role she has responsibility for leading national policy, workforce planning, and the commissioning of multi-professional education and training for the non-medical healthcare workforce. Her achievements include the establishment of the Shape of Caring Review, development and piloting of pre-degree care experience for aspirant nurses and leading the 'return to practice' initiative. Lisa's work also includes the creation of a three-tiered dementia education and training framework through which over 100,000 members of NHS personnel received dementia awareness training – achieving a key Government Mandate requirement. Lisa also led the development of the 'Fundamentals of Care' certificate for support/care workers across health and social care in England. Before joining HEE, Lisa led on strategic and operational work throughout a number of senior nursing roles at both regional and national levels. Lisa is also a trustee of the Foundation of Nursing Studies.

**Professor Mike Cook** EdD, MSc (Quality Mgmt), MSc (Education Mgmt), Cert Ed DipN (Lond), FHEA Professor of Healthcare Leadership and Management, University of Bedfordshire, UK

Mike has over 35 years' experience of the NHS, as a clinician, an academic and service commissioner. He is passionate about improving healthcare through the provision of high-quality education, research and consultancy that provide positive results. His research and publications are focused on healthcare and leadership. He currently provides Executive Coaching to a wide range of clients and supports the NIHR CLAHRC (East of England) Fellowship programme.

**Ms Jennifer Cunningham** MSc, BSc (Hons), RPN Lecturer in Mental Health Nursing, Waterford Institute of Technology, Ireland

Jennifer is a Lecturer in Mental Health Nursing in the Department of Nursing and Health Care at Waterford Institute of Technology. She has lecturing experience at undergraduate and postgraduate level in the areas of nursing and health care. She is the Course Leader for the Postgraduate Diploma in Nursing programme at WIT. She holds a professional qualification in mental health and has clinical experience in a range of areas in the mental health setting including acute, community, rehabilitation and care of the older adult. She has gained extensive research experience through her work on EU-funded research and participation in HSE national project work. She is currently completing a PhD in the area of workforce planning in mental health services in Ireland. Her research interests include mental health, workforce planning, skill mix, policy and work-related stress.

**Ms Liz Fenton** MSc, BSc (Hons), RN Professional Nurse Advisor, Health Education England, London, UK

Liz joined Health Education England (HEE) in July 2015 as the Professional Nurse Advisor in the Directorate of Education and Quality. Having completed nurse training at King's College Hospital, London, Liz qualified as a Registered Nurse in 1981 and subsequently held a number of clinical and leadership roles in both acute and community settings including at board level. Passionate about quality improvement, Liz works with the Care Quality Commission as a Specialist Advisor and is an elected member of the Community Hospitals Association leadership team. Liz undertakes national and international peer accreditation, benchmarking services against best practice, most recently in Portugal and Dublin.

**Dr Jacquie Kidd** PhD, RN Senior Lecturer, University of Auckland, New Zealand

He mihinui mahana ki a koe. Ko Ngāpuhi raua ko Ireland and France oku iwi. Ko Ngāti Hineira raua ko Te Uri Taniwha oku hapu. Kia ora!

Jacquie is a Senior Lecturer at the University of Auckland. She is of Maori, Irish and French descent, and brings a strong oral tradition of storytelling to teaching postgraduate mental health nurses and an eclectic mix of research projects. In general, Jacquie works with research that pushes the boundaries of how knowledge is created, using kaupapa Māori approaches, autoethnography, and arts-based, creative research practices. Her programme of research focuses broadly on the health literacy practices of people in the mental health and/or Māori health arenas, and on the health of the nursing workforce. A key part of her research practice includes supporting vulnerable or marginalised groups to develop and sustain their own research knowledge.

Tena koe, tena koe, tena ra tatou.

**Mr Roy Lilley** NHS writer, broadcaster, commentator and conference speaker, London, UK

Roy built up his first enterprise from scratch, turning it into a multi-million pound turnover business. Roy's position as a former chair of an NHS Trust and a commentator and analyst of healthcare policy has contributed to his unparalleled reach over social media in the NHS. You can follow Roy on Twitter @RoyLilley.

He has been voted the top UK speaker on NHS topics twice and is listed in the Debrett's most influential people in healthcare. Roy is the Founder of the Academy of Fabulous NHS Stuff ([www.fabnhsstuff.net](http://www.fabnhsstuff.net)), a repository which has become a social movement and is seen as the change platform for the NHS and Social Care. He is also a publisher of the e-newsletter for NHS managers ([www.nhsmanagers.net](http://www.nhsmanagers.net)).

Roy is a frequent broadcaster and writer on health, current affairs and social issues and speaks at conferences and seminars throughout the UK and overseas. He has written for the *Guardian*, *Sunday Times*, *Telegraph* and many national newspapers, journals and management periodicals. Roy is the author of over twenty books on health and health service management.

**Ms Maureen Morgan** OBE, RN, RHV Senior Fellow in Clinical Leadership, Keele University and UK Nursing and Midwifery Council member

Maureen is Senior Fellow in Clinical Leadership. Prior to this post she was Professional Officer for Policy and Practice in the Chief Nursing Officer team at the Department of Health, London. A nurse and health visitor, Maureen has held a number of management and executive positions in the NHS, and was awarded an OBE in 2012.

**Ms Helen Myers** MSc, BSc, RN, MACN Senior Research Assistant, School of Nursing & Midwifery, Edith Cowan University, Perth, Australia

Helen is a registered nurse with a clinical background in mental health nursing. For the last 18 years she has worked in acute care nursing, both in the clinical and university setting, implementing research projects focused on improving the quality and safety of patient care. Helen has extensive experience in quantitative research methods, statistical analysis, survey design and administration, and clinical research. She has conducted research in the areas of fall prevention, patient satisfaction, patient outcomes, nurse staffing and skill mix, nursing practice environment, cancer care, and economic evaluation.

**Dr Kay Norman** EdD, MSc, PGDHE, BSc (Hons), RGN Principal Lecturer – Adult Nursing, Institute of Health and Society, University of Worcester, UK

Kay's nursing background is within the Community Nursing field (adult) with a particular focus on General Practice Nursing. Kay has continued to work within clinical practice since commencing her educator role in 2000, predominantly as a practice nurse/contraception and sexual health nurse.

## x About the contributors

Her research interests relate to the image and perceptions of nursing, with recent work focusing on young people's perceptions of nursing as a career and the image of nursing in general. This also relates to her current interest in the 'recruitment and retention' aspect of nursing and young people's decision-making voice. Kay's previous research has related to the development of leadership and management roles within nursing and the impact of this on decision-making processes relating to healthcare services. Kay's teaching interests include mentorship, leadership and management in healthcare, community and primary care nursing, health promotion, and qualitative research methods.

**Dr Pádraig Ó Lúanaigh** EdD, MSc(Psych), BSc(Hons), DipHE(Mid), AdvDipEd, PGDE, RN, RM, RHV, FHEA Deputy Director of Nursing, Norfolk and Norwich University Hospitals Foundation NHS Trust, Norwich, UK

With over 28 years' experience of working within health and higher education, Pádraig has a broad and integrated range of experiences gained from working in organisations across the UK, Australia and New Zealand. With professional registrations as a nurse, midwife and health visitor and experience of working in primary and secondary care, he has a credible knowledge of leading provider and operational aspects of healthcare services. Pádraig has held teaching and leadership roles in education, complemented by strategic leadership and health policy experience in central government and strategic health organisations. Pádraig continues to publish and research a range of topics reflecting his professional background.

**Mr Robert Parry** MSc, BSc, RN, RMN UK Nursing and Midwifery Registrant Council member

Robert, a registered adult and mental health nurse, was Associate Director of Nursing and Midwifery at NHS Education for Scotland 2008–2015 leading latterly on workforce development and education in supporting the integration of health and social care. Prior to this he held a number of senior academic posts, including Dean of the Faculty for Health and Social Care at the University of Hull.

**Professor Elizabeth Rosser** DPhil, MN, Dip N Ed, Dip RM, RN, RNT, PFHEA Deputy Dean Education and Professional Practice, Bournemouth University, UK

As Professor of Nursing and academic lead for education in Bournemouth, Elizabeth has a particular research interest in the health and social care workforce. As Principal Fellow of the Higher Education Academy, she is an experienced educationalist passionate about the integration of education and professional practice and she has published widely on issues related to nurse education.

Elizabeth has a particular interest in culturally relevant care, having worked for six years as nurse/midwife in Colombia, South America. More recently she has been involved in a number of workforce research projects both within the UK and in Brazil. Elizabeth has a keen interest in supporting the developing professional



both at the prequalifying level through the lifelong learning process to consultant nurse and beyond, towards achieving excellence in patient care.

**Dr Allison Squires** PhD, RN, FAAN Assistant Professor, Deputy Director, International Education & Visiting Scholars, Rory Meyers College of Nursing, New York, USA

Allison studies health workforce capacity building, primarily in low- and middle-income countries. Recent studies and collaborations have focused on primary care workforce development and obesity management strategies, inter-professional education in geriatrics, health workforce migration policy in Latin America, and projects promoting evidence-based practice among frontline healthcare providers. To date, her research has occurred in 30 countries. She is a health labour markets consultant for the World Bank and a Fellow with the Migration Policy Institute.

**Mr Harry Jacobs Summers** Senior Advisor, The Truth About Nursing, USA

Harry has served as senior advisor to The Truth About Nursing since its founding. He is co-author of *Saving Lives: Why the Media's Portrayal of Nursing Puts Us All at Risk* and many articles on nursing and the media. Harry has a BA from Columbia University and a JD from Georgetown University. Since 1998, he has been a litigation attorney with the Federal Election Commission in Washington, DC. Harry spent several years in USAID-funded legal positions in Cambodia, serving as an American Bar Association Legal Advisor to the Cambodian Ministry of Commerce and a Program Officer at The Asia Foundation. He also spent a year in New Zealand on a Fulbright scholarship at the University of Auckland. [www.truthaboutnursing.org/](http://www.truthaboutnursing.org/).

**Ms Sandy Summers** RN, MSN, MPH Founder and Executive Director, The Truth About Nursing, USA

Since 2001, Sandy has led the effort to change how the world views nursing by challenging poor media depictions of nurses. Sandy is the co-author of *Saving Lives: Why the Media's Portrayal of Nursing Puts Us All at Risk*, which has won awards from the Sigma Theta Tau International Honor Society and the *American Journal of Nursing*. She has also written many articles and op-eds on nursing. Sandy speaks frequently on nursing's image and empowering nurses to change how they are perceived. She has Master's degrees in Nursing and Public Health from Johns Hopkins University (2002) and a Bachelor of Science in Nursing from Southern Connecticut State University (1984). Sandy has convinced many major corporations to remove or improve advertisements that presented damaging images of nursing. In 2013 she worked with others to convince MTV to ameliorate the damage done by its television show *Scrubbing In*, which focused on the personal lives of a group of travel nurses. That same year she convinced American Family Care, a chain of quick clinics, to stop advertising in a way that suggested that NPs are inferior to physicians. [www.truthaboutnursing.org/](http://www.truthaboutnursing.org/).

**Professor Di Twigg** PhD, MBA, B Health Sc (Nsg) Hons, RN, RM, FACN  
Dean, School of Nursing & Midwifery, Edith Cowan University, Perth, Australia

Di combines her extensive experience in Health Service leadership with more recent research and policy development to make a research contribution to issues related to nursing workforce, hospital staffing and cost-effective care. She is recognised for her work in relation to nursing workforce and patient outcome research which specifically relates to safe staffing levels and the relationships between staffing, patient, organisational and economic outcomes. Since joining academe in 2010, this work has attracted over AU\$1,680,000 research funding, resulted in over 30 peer-reviewed papers, a number of keynote presentations and has been used by industry and industrial organisations to argue for safe staffing levels. Professor Twigg was appointed to the National Nursing and Midwifery Education Advisory Network, an advisory body responsible for the provision of advice to Australian Health Ministers on issues relating to the planning and coordination of education, employment and immigration for nurses and midwives.

**Professor John S.G. Wells** PhD, MSc, BA (Hons), PGDipEd, RNT, RPN  
Head of the School of Health Sciences, Waterford Institute of Technology, Ireland

John trained as a mental health nurse at St George's Hospital School of Nursing at Springfield Hospital in London. He then held a number of clinical and management positions in mental health services including Staff Nurse in Child and Adolescent Psychiatry, Community Mental Health Nurse, and Ward Manager, Acute Psychiatric Admissions at the Maudsley and Bethlem Hospital and Springfield Hospital in London. He took up his first academic appointment in 1991 as a Lecturer in Mental Health Nursing at the Maudsley Hospital School of Nursing. This was followed in 1993 with an appointment as a Lecturer in Nursing at King's College, University of London, where he remained until 1998 when he moved to Ireland and took up a lectureship in Psychiatric Nursing based in the Waterford Institute of Technology.

# FOREWORD

The relationship between the nurse and the patient, relative, resident, user or carer defines the health service. Nurses work at the frontline, in the shop window, at the beginning, the middle and the end. The work of nurses is not just in 'our hospital' or practice; their work is international. Nurses see us at our lowest and highest. Frightened and euphoric. Nurses are, also, much more than a soothing hand or a friend in need. They are, increasingly, technocrats, specialists and experts in their work.

This book is long overdue; it examines the relationships, the personal attributes and influences on the profession that are redefining the profession. Not least the interface between the nurse, other professionals and patients. Written in a refreshing style the book creates a dialogue between the reader and the contributors and asks some tough questions. We all know without nursing our health and care services have no future but what, in the context of health technology and workforce pressures, is the future for nursing?

What do nurses think about their future? More of the same or more of something quite different?

Nursing is international. We have seen that at home; the pressures of poor workforce planning and demand for more nurses means the NHS has looked overseas to find new personnel. It might be fair to say the authorities have been surprised at the skills and training of nurses from parts of Europe, their language skills and their willingness to be mobile.

It is the pressures for more nurses that may have more of a defining hand than we thought. Is it sustainable to expect all nurses to be degree trained? For years voices, the voices saying close the door to those able to bring vocation, care and compassion to their work but not academia, are voices we ignore at our peril.

Pressures of social media and technology put nurses in the frontline of delivering a very different health system. Improvements in health technology have opened the way to nurse consultants and practitioners.

For most of us it is the interface between nursing and patients that defines the quality experience. Spectacular quality failures in the English NHS system have been laid at the door of nursing. It is probably true that nurses should have been more vocal but fear and the memory of the fate of previous whistle-blowers proved a discouragement. This begs the question: what was the role of the regulator in the care and safety of the public? The conclusion is the regulators failed. Is there a role for regulation in nursing? Beyond a register of accreditation and competency can regulators hope to make complex healthcare safer? The evidence would appear to say no.

What works and what doesn't, where can we look for best practice and avoid reinventing the wheel? This fascinating book draws on international best practice, research, commentary and common-sense.

Essential reading.

Roy Lilley  
London, England.  
October 2016

# PREFACE

The idea for this textbook was born on a lazy Sunday afternoon as I was thinking about and questioning where nursing was going and what nursing would be in the future. An unusual thought possibly, but it resulted from a conversation I had with nursing colleagues as we contemplated what the next 20 years of our careers held for us. I was frustrated and concerned that I was struggling to think or picture what the future of nursing would be. The result of my inability to imagine the future of nursing is this book.

I have been fortunate to have met and worked with many true professionals during my career and these are the people I have turned to for help in capturing what nursing is and what the future may hold for nurses. The authors who have contributed to this book have found time in their busy lives to share their experience and knowledge and this collection of nursing experience provides the reader with a rich mix of nursing perspectives and ideas.

As I planned this book to explore nursing, it became obvious to me very quickly that the future of nursing will be determined by individual nurses themselves – nurses *are* nursing and just as we, as people bring to nursing our personal qualities we also *become* nurses as our professional lives shape us as individuals.

Often when I sit down to read a book I am still excited by the expectation of ‘getting knowledge’ and finding out what I need to know. However, the reality is that in terms of professional nursing practice, we must each individually create our own practice knowledge and understanding. Each chapter in this book has identified reflection sections; places where you are encouraged to stop, reflect and think about what you think. Having invested your money purchasing and time reading this book, I would encourage you to honestly and actively make use of the reflect moments since this is where the real learning and understanding is in this book. I see nursing practised every day and when I see nursing done well it is truly

beautiful and each chapter in this book is intended to help you think about and define your own practice to become the nurse you want to be.

This book is split into three parts and while designed to be read in a structured way from chapter 1 to 11, each chapter may also be read on its own.

Part I has four chapters that will provide you with a foundational understanding of nursing and provides you with an opportunity to think about the kind of nurse you are or want to be.

Part II consists of three chapters that are designed to help you think about yourself and provides you with knowledge and skills to develop your own nursing practice.

Finally, Part III concludes the book and the focus for the four chapters broadens out from individual nursing practice and looks at the wider contexts that have both direct and indirect impact and influence on your practice.

At times the content of this book may appear negative, and frequently the contributors have made reference to 'scandals' in health where nursing was severely criticised. It is precisely for this reason that this book is so important now. As individual nurses and as the profession of nursing, we must have the clarity of expression, vision and confidence to demonstrate and describe the difference that quality nursing practice makes to the health of individuals, communities and global populations. This book is designed to challenge you, provide some of the evidence and support you to develop your own convincing argument for what nursing is.

Nursing is complex and the environments we work in are ever-changing and present on a daily basis challenges and competing demands which cause us stress, frustration and at times despair.

Equally, I am reminded when reading this book that when nurses work together, question and think about what they do, the result is something of value that supports safe, positive and quality patient and client experiences – the beauty of nursing. I hope this book supports you to understand and enhance your own beautiful nursing care.

Pádraig Ó Lúanaigh  
Norwich, England  
October 2016

# ACKNOWLEDGEMENTS

The quality and relevance of this textbook was enhanced and developed thanks to the peer reviews provided by nursing student and registered nurse colleagues who gave their time freely to read draft work and provided valuable feedback.

We wish to thank the following individuals: Carolina Antunes, Julie Boyd, Sharon Martin and Tania Silcock, and all those colleagues whose own nursing practice has influenced each of us to become the nurses we are today.

# CONTENTS

<i>About the contributors</i>	<i>vii</i>
<i>List of figures</i>	<i>xiii</i>
<i>List of tables</i>	<i>xv</i>
<i>Foreword</i>	<i>xvii</i>
<i>Preface</i>	<i>xix</i>
<i>Acknowledgements</i>	<i>xxi</i>

## **PART I**

<b>Understanding nursing and nurses</b>	<b>1</b>
1 Nursing's public image: Toward a professional future <i>Sandy Summers and Harry Jacobs Summers</i>	3
2 Nursing, a trusted brand: Do we dare to care? <i>Pádraig Ó Lúanaigh</i>	24
3 The changing nature of nurse education: Preparing our future workforce <i>Elizabeth Rosser</i>	39
4 The unique role of the nurse: The organisation of nursing careers <i>Kay Norman</i>	59



<b>PART II</b>	
<b>Developing your nursing practice</b>	<b>77</b>
5 Nursing regulation: Being a professional <i>Maureen Morgan and Robert Parry</i>	79
6 Nurses influencing healthcare: Leading as a professional <i>Lisa Bayliss-Pratt and Liz Fenton</i>	95
7 Creating your professional identity: Becoming the nurse you want to be <i>Mike Cook</i>	109
<b>PART III</b>	
<b>Contexts of health care and nursing</b>	<b>133</b>
8 Health literacy and the nurse–patient partnership <i>Jacquie Kidd</i>	135
9 The global context of health care delivery <i>Allison Squires</i>	149
10 The economic challenge for healthcare services <i>Helen Myers and Di Twigg</i>	163
11 Political and policy influences on health care: Are nurses political and do they need to be? <i>John S.G. Wells and Jennifer Cunningham</i>	185
<i>Index</i>	200