



## Participant Information Leaflet

### **Achieving consensus on a clinical academic career framework targeted at nurses and midwives for the Irish Context (ERB Recommendations 24 & 25): Stakeholder Consultation Process**

#### Introduction and Context

You are invited to take part in a national stakeholder consultation process to inform the development of a Clinical Academic Career Framework for Nurses and Midwives in Ireland. This consultation is being undertaken as part of the implementation of Recommendations 24 and 25 of the Department of Health Expert Review Body on Nursing and Midwifery (2022).

A project implementation group comprising a wide range of stakeholders and led by the HSE Office of the Nursing and Midwifery Services Director (ONMSD), the Higher Education Bodies and the Health Research Board is responsible for the development of a nationally agreed Clinical Academic Career Framework for Nurses and Midwives and associated implementation plan by December 2026. Prof Josephine Hegarty, Professor of Nursing and Midwifery, University College Cork and Dr Anne Gallen of the ONMSD are leading on this national stakeholder consultation process which aims to gather the perspectives of key stakeholders to directly inform the development, approval, and publication of a National Nursing and Midwifery Clinical Academic Career Framework. Ethics approval has been attained for this consultation process to support publication of the results of the consultation.

#### Purpose of the Consultation

A clinical academic career framework supports nurses and midwives to combine clinical practice with research, education, and leadership roles. This consultation process will gather input from nurses, midwives, educators, healthcare leaders, students, and other stakeholders to identify key components of the framework, inform implementation approaches, and ensure the framework reflects the Irish health system context. Your input will contribute directly to shaping national policy and practice in this area.

#### What Participation Involves

If you choose to take part, you may participate in one or more of the following:

##### **1. Online Workshops**

- You are invited to attend one or more online workshops (similar to structured focus group discussions).
- You will be asked to indicate your willingness and availability to participate in an online workshop by completing an online digital consent form and a separate short online socio-demographic survey.

- Workshops will involve reviewing and discussing elements of a draft clinical academic career framework.
- You may be asked to suggest additions or changes, identify priorities, highlight implementation considerations and so forth.
- Workshops will be held via Microsoft Teams, will be two hours in length, and will be facilitated by members of the Project Implementation Group. You do not need to do anything to prepare in advance of the workshop.
- The insights gathered during these workshops will help inform the design of a survey that will be circulated via email after the workshops. This approach is known as an adapted nominal group process.

**The online workshops will take place on the following dates and times**

- Tuesday, 21<sup>st</sup> April 2026 14:30
- Monday 27<sup>th</sup> April 2026 17:30
- Tuesday 5<sup>th</sup> May 2026 16.30
- Thursday 7<sup>th</sup> May 2026 14.00
- Other dates may be organised

**2. Follow-on Survey**

- After the workshops, you may be invited to complete a short online survey. This survey will ask you to indicate your level of agreement with the proposed Clinical Academic Career Framework for Nurses and Midwives components.

**3. Wider Public Consultation**

- A draft Clinical Academic Career Framework for Nurses and Midwives will later be made available for broader public consultation.

Participation in all elements of this consultation process is voluntary, and you may choose to take part in all, some or none.

**Recording and Use of Information**

**Workshops**

- Workshops will be audio recorded to support accurate note-taking.
- Recordings will be transcribed and transcripts will be de-identified, meaning that names and any information that could directly identify you will be removed.
- Audio recordings will be deleted once data analysis is complete.

**Surveys**

The Surveys are hosted on the Qualtrics platform in UCC. This location is the host as UCC is supporting the Implementation Project Group through the co-chair role of Professor Josephine Hegarty. The data generated through the surveys will be downloaded and stored in University College Cork.

## Important Note on Confidentiality

All reasonable steps will be taken to protect your identity. No individuals will be named or directly identified in any outputs. To ensure that individuals cannot be indirectly identified, outputs will not be linked to any relatively small, specialised professional groups.

## Data Storage and Management

- Administrative and technical support for data handling is being provided by UCC on behalf of the Implementation Project Group.
- Consultation data (e.g. de-identified transcripts and survey responses) will be securely stored for ten years on a University College Cork supported cloud storage platform, specifically within the secure OneDrive folder of Professor Josephine Hegarty in the School of Nursing and Midwifery, University College Cork.
- All data will be handled in line with applicable data protection requirements, and in line with UCC ethical requirements.

## How the Information Will Be Used

The information gathered through this consultation will be used solely to 1) inform the development of the National Clinical Academic Career Framework 2) support the work of the ERB Recommendations 24 & 25 Implementation Project Group and 3) contribute to the final *National Nursing and Midwifery Clinical Academic Career Framework* report. The findings may be summarised and presented in reports or briefings related to this national initiative and in academic presentations and publications.

## Voluntary Participation, Withdrawal, and Confidentiality

Your participation is entirely voluntary. You are under no obligation to take part and your choice to participate or not to participate will have no impact on your future professional or academic progress. You may withdraw from the consultation process at any time. However, once your input has been de-identified and combined with that of other participants (e.g. within workshop summaries or aggregated survey results), it may not be possible to identify and remove your individual contribution. Workshops involve group discussion, and participants may also be known to one another. All participants will be asked to respect the confidentiality of the discussion and not share others' contributions outside the workshop.

## Further Information

If you have any questions about this consultation process, please contact: Dr Vanessa Clarke, Adjunct Senior Clinical Lecturer, School of Nursing and Midwifery, UCC | Assistant Director of Nursing, Nursing and Midwifery Planning and Development Unit, HSE Dublin and North East HSE, [vclarke@ucc.ie](mailto:vclarke@ucc.ie). Dr Vanessa Clarke is a member of the core team leading on this consultation process.

## Consent Form for Consultation Process

**If you are interested in participating in this consensus process, please complete the digital consent form accessible at this link and QR Code**

[https://ucc.qualtrics.com/jfe/form/SV\\_8pPzxh9yjOVxu4u](https://ucc.qualtrics.com/jfe/form/SV_8pPzxh9yjOVxu4u)



Thank you for considering this request.