



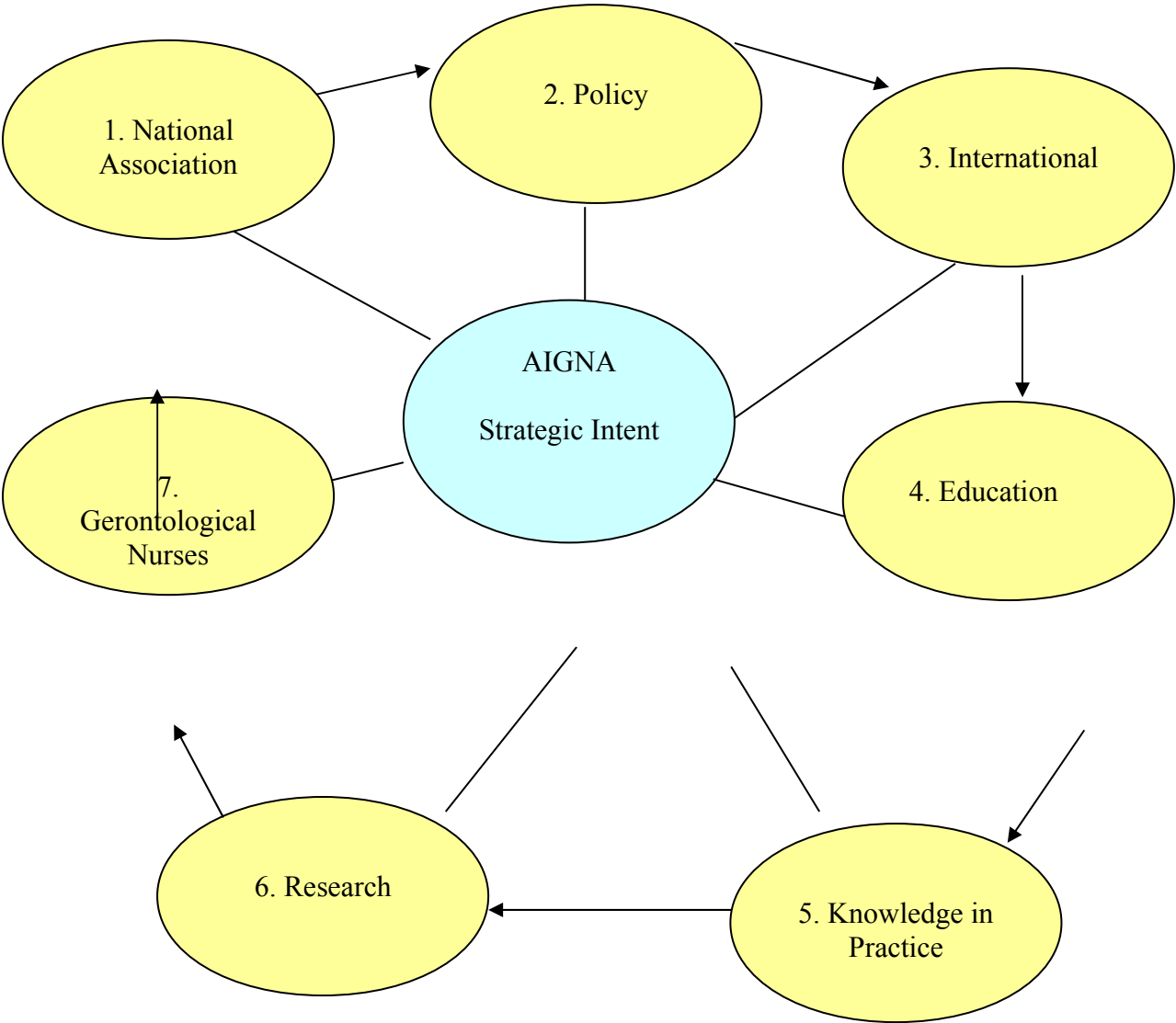
**All Ireland Gerontological Nurses Association  
Strategic Plan**

**2010-2013**

# Vision Statement:

To be a leading **national** association set within an **international** context, demonstrating tangible influences on Gerontological nursing **policy, strategy, research, education** and **practice**.

Seven strategic areas identified from AIGNA's vision statement.



## STRATEGIC FRAMEWORK

<b>Strategic Objective 1</b>	<b>Be an active and participative all Ireland Gerontological Nurses Association providing leadership, support, collaborative opportunities and global networking.</b>
<b>Goals</b>	<ol style="list-style-type: none"> <li>1. Offer membership to all nurses with an interest in working with older people</li> <li>2. Provide a forum for gerontological nurses to collaborate and network.</li> <li>3. Provide leadership and support to members</li> <li>4. Create opportunities for members to meet and discuss key issues relating to working with older people</li> <li>5. Publicise work of the association through publications, presentations and public media opportunities</li> </ol>
<b>Performance Indicators</b>	<ol style="list-style-type: none"> <li>1. There is a clear national advertising campaign and evidence of increasing numbers of members joining the AIGNA each year.</li> <li>2. Feedback from members demonstrates that the website provides a forum for members to network and collaborate.</li> <li>3. AIGNA will have contributed to the development of policies and strategies that impact on gerontological nursing in Ireland.</li> <li>4. Feedback from participants in the annual conference and masterclasses demonstrate that they provide opportunities for members to meet, network and discuss key issues.</li> <li>5. Key presentations delivered at the annual conference/other conferences contribute to publicising the work of the AIGNA</li> <li>6. Invited keynote presentations at the AIGNA annual conference have a direct connection with the Association's strategic objectives.</li> <li>7. AIGNA actively participates in at least 1 international event annually.</li> </ol>
<b>Strategic Objective 2</b>	<b>Influence policy relating to nursing and older people, respond to key issues and disseminate information to Gerontological nurses.</b>
<b>Goals</b>	<ol style="list-style-type: none"> <li>1. Identify key policy developments and national strategies that influence nursing and older people and target these for strategic action.</li> <li>2. Through the website provide a resource for nurses who work with older people to respond to policy and strategy developments.</li> <li>3. Influence national organisations/representative bodies responsible for policy and strategy development pertaining to nursing and older people.</li> <li>4. Disseminate to members through the website new policy or other relevant information relating to older person services.</li> </ol>
<b>Performance Indicators</b>	<ol style="list-style-type: none"> <li>1. There is evidence of key issues being identified and submissions made to the relevant policy office or strategic department</li> <li>2. The website contains (or has links to) up to date and relevant policy developments or information on services for older people.</li> <li>3. The review of submissions to policy and strategy developments shows proactive engagement with members.</li> <li>4. Where consultation on policy and strategy developments occur, the AIGNA can demonstrate active participation.</li> </ol>

<b>Strategic Objective 3</b>	<b>Incorporate international developments and trends in order to inform the development of gerontological nursing in Ireland and, as a national association, to utilise our knowledge, skill and experience to influence international gerontological nursing developments.</b>
<b>Goals</b>	<ol style="list-style-type: none"> <li>1) To develop active alliances with national and international groups in order to contribute and influence the health and wellbeing of older people through Gerontological education, research and practice activities.</li> <li>2) Identify ways of sharing information with international colleagues. These should include: <ol style="list-style-type: none"> <li>a) Building relationships with Gerontological Nurses Associations and other relevant professional organisations world wide.</li> <li>b) Encouraging nomination of AIGNA members at international level.</li> <li>c) Signing up for age-related alerts in each country (e.g. Ageing Well Network – weekly alerts in Ireland).</li> <li>d) Identifying and distributing information about trends, initiatives and relevant national reports and documents in Gerontological nursing both nationally and internationally.</li> </ol> </li> <li>3) Facilitate, promote and celebrate best practice in Gerontological nursing in Ireland and share this knowledge through publication in international journals and via presentations at national and international conferences / events.</li> <li>4) Invite an internationally renowned Gerontological nurse to speak at the AIGNA annual conference.</li> <li>5) Establish an exchange programme with international colleagues to facilitate knowledge transfer and the cross fertilisation of best practice initiatives.</li> <li>6) Identify the specific interests of AIGNA members (this may be an aspect of practice, education, management or research) and ‘twin’ these individuals with Gerontological nurses with similar interests at an international level</li> </ol>
<b>Performance Indicators</b>	<ol style="list-style-type: none"> <li>1) AIGNA website has national and international news, research and information in the resources/ news sections.</li> <li>2) The annual conference includes at least one international speaker each year and Irish research / news is evident in international publications.</li> <li>3) AIGNA is recognised as an international association at world wide events and engages regularly with its professional counterparts.</li> <li>4) AIGNA will have an ‘international exchange programme’ in place.</li> </ol>

<b>Strategic Objective 4</b>	<b>Influence the need for consistent standards of education for nurses who work with older people.</b>
<b>Goals</b>	<ol style="list-style-type: none"> <li>1) Target professional regulatory bodies and curriculum planners for pre and post-registration nurse education to advance the standardisation of Gerontological nursing education.</li> <li>2) Identify the core knowledge, attitudes and skills required for high quality Gerontological nursing and develop ways of measuring these in nurse curricula.</li> <li>3) AIGNA educational events will have formal recognition / approval where appropriate.</li> <li>4) Examine and (where possible) lobby to reduce the barriers for nurses working with older people in gaining a professional qualification in Gerontological nursing.</li> <li>5) Lobby support for Advanced Gerontological Nursing roles and demonstrate their contribution to advancing expert practice with older people.</li> </ol>
<b>Performance</b>	<ol style="list-style-type: none"> <li>1) Gerontological nursing qualifications obtained abroad and of a recognised standard will be accepted by An Bord Altranais.</li> </ol>

<b>Indicators</b>	<ol style="list-style-type: none"> <li>2) The key components of a high quality Gerontological nursing curriculum will be standardised and measurable.</li> <li>3) AIGNA educational events will have a minimum of An Bord Altranais Category 1 approval.</li> <li>4) Active and successful engagement with AIGNA members and strategic leaders will inform the development of Advanced Gerontological nursing roles.</li> </ol>
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<b>Strategic Objective 5</b>	<b>Facilitate engagement by policy makers, strategic planners and clinicians with evidence informed practice, in order to equip nurses with the necessary resources to promote healthy ageing and well being.</b>
<b>Goals</b>	<ol style="list-style-type: none"> <li>1. Identify a range of resources that AIGNA can develop and support and make available through its website.</li> <li>2. AIGNA identifies 1 'hot topic' that it uses to campaign and raise awareness about.</li> <li>3. Target key policy makers and strategic planners in disseminating key evidence demonstrating the value of gerontological nursing on the lives of older people.</li> <li>4. Undertake an annual 'stakeholder analysis' prior to the planning of the AIGNA conference to ensure that key stakeholders are invited/aware of the event.</li> </ol>
<b>Performance Indicators</b>	<ol style="list-style-type: none"> <li>1. The website 'resources' section has up to date research evidence accessible to members.</li> <li>2. At least 1 key issue is adopted annually by the AIGNA as a focus for campaigning and making explicit the contribution of gerontological nurses to the lives of older people.</li> <li>3. Stakeholder analysis demonstrates successful engagement between the AIGNA and its members and other key stakeholders</li> </ol>

<b>Strategic Objective 6</b>	<b>Articulate and celebrate the knowledge, skills and expertise of gerontological nurses and to influence the development of specialist Gerontological nursing roles.</b>
<b>Goals</b>	<ol style="list-style-type: none"> <li>1. Prepare and submit opinion and position statements to relevant bodies on topical issues that relate directly to Gerontological Nursing and to the well-being of older adults.</li> <li>2. Provide public comment and response on matters that relate directly to Gerontological Nursing and to the well-being of older adults.</li> <li>3. Identify and circulate details of successful healthy ageing programmes and initiatives that celebrate gerontological nursing expertise.</li> <li>4. Support the development of specialist gerontological nursing roles through articulating the advantages and contributions such roles make using international evidence.</li> <li>5. Demonstrate the contribution of gerontological nurses to the lives of older people in different care settings</li> </ol>
<b>Performance Indicators</b>	<ol style="list-style-type: none"> <li>1. Submissions to statutory and non-statutory bodies will have been made describing the AIGNA's position on topics of concern.</li> <li>2. Public comment on relevant topics will be submitted and the opinion of the AIGNA will be sought on relevant subjects.</li> <li>3. Through the AIGNA website and/or newsletter, there will be a collation of programmes and initiatives that describe the successful contribution of gerontological nursing to a variety of settings and situations.</li> </ol>

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| <ol style="list-style-type: none"> <li>4. The AIGNA will have provided supporting contributions to the development of specialist gerontological nursing posts.</li> <li>5. In 2010, commissioned work will be undertaken to provide an evidence-based analysis of the gerontological nursing contribution to the lives of older people in residential care.</li> </ol> |
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<b>Strategic Objective 7</b>	<b>Position gerontological nurses as effective users of research and to engage in systematic processes of practice-based inquiry.</b>
<b>Goals</b>	<p>The AIGNA will:</p> <ol style="list-style-type: none"> <li>1. Provide Members with access to online resources and face to face activities that can contribute to the development of gerontological nurses' skills in interpreting and appreciating research.</li> <li>2. Engage nurses in a process of sharing successful practices that are informed by research findings.</li> <li>3. Undertake to support research projects commensurate with the Association's vision, strategic direction and available funding.</li> <li>4. In the first three years of its existence (2009-2012), develop a financial resource that can be made available to assist members in the implementation of research into practice.</li> <li>5. Develop network activities that can support nurses in disseminating research, development and innovations in gerontological nursing.</li> </ol>
<b>Performance Indicators</b>	<ol style="list-style-type: none"> <li>1. Guidance on reading and interpreting research will be available to members through the website.</li> <li>2. The Practice Development section of the website will provide a forum for members to disseminate and engage in dialogue about practice improvement initiatives, innovations and knowledge translation activities from their own practice.</li> <li>3. Support for research will be demonstrable through; supporting application for funding from research grant agencies, providing academic and peer contributions, interagency collaboration and through direct funding of projects, where possible.</li> <li>4. At least 1 experiential event will be hosted by the AIGNA with a focus on supporting and celebrating innovations in gerontological nursing.</li> </ol>

## STRATEGIC ACTIONS

**Five ‘Strategic Actions’ have been identified, the operationalisation of which will help to achieve AIGNA’s Strategic Objectives. The operational plan relating to each of these objectives is available on the AIGNA Website**

<b>Strategic Actions</b>	<b>People Responsible</b>
1. Aim to recruit 50 new members annually	<i>Mary Murphy, Brigid O’Brien, Ann Scott, Eileen Crowley</i>
2. Promote AIGNA Activities to demonstrate the benefits of AIGNA membership	<i>Doreen Lynch, Patricia Fehin, Assumpta Ryan</i>
3. Demonstrate leadership in Gerontological Nursing	<i>Sinead Fitzpatrick, Caroline Connelly, Ann Scott, Mary J. Foley</i>
4. Provide a platform for the voices of nurses working with older people to be informed, informing and transforming	<i>Patricia Fehin, Catherine Buckley, Doreen Lynch</i>
5. Become credible and authoritative in knowledge generation and translation	<i>Brendan McCormack, Assumpta Ryan, Eilis Geraghty, Claire O’Tuathail</i>