Awards was held on 11 September 2014 at Parliament House attended by Dr Mary Foley, Secretary NSW Health and the Minister for Health, the Hon. Jillian Skinner, along with finalists and their friends and family. Last year’s event was fabulous and this year we were delighted to receive a larger number of nominations from all over NSW Health.

I have continued my clinical shifts in NSW health services and most recently attended Fairfield Hospital and Wagga Wagga Health Service earlier in the year. I really love getting back into direct patient care environments and already looking forward to next time.

Susan …

So far 2014 has been a big year in the Nursing and Midwifery Office - we’ve recently had an opportunity to review our projects and initiatives and I’m pleased to say we’ve achieved a lot over the last 12 months.

Many of you will by now have seen our short film, Small Acts of Kindness, which was released to the health system in late May. The film is designed to emphasise compassion and kindness and the role we all play in the lives of our patients (and each other) with whom we share some profound experiences. If you haven’t seen it yet please talk to your manager.

We have also re-introduced the ‘take the lead’ program in partnership with the Health Education and Training Institute and we are getting very positive feedback from attendees. We are now looking to see what we offer in 2015 to perhaps a wider audience including Nurse/Midwifery Managers and Directors of Nursing and Midwifery so please keep your eye out.

Essentials of Care continues to produce remarkable outcomes for our patients and staff and we have worked with the Districts and Networks to strengthen governance and reporting around the program. There are now more than 700 teams engaged in EoC across the state.

The 2nd Annual Excellence in Nursing and Midwifery Awards was be held on 11 September 2014 at Parliament House attended by Dr Mary Foley, Secretary NSW Health and the Minister for Health, the Hon. Jillian Skinner, along with finalists and their friends and family. Last year’s event was fabulous and this year we were delighted to receive a larger number of nominations from all over NSW Health.

I have continued my clinical shifts in NSW health services and most recently attended Fairfield Hospital and Wagga Wagga Health Service earlier in the year. I really love getting back into direct patient care environments and already looking forward to next time.

Susan …
Applications for the 2015 Transition to Professional Practice (TPP) graduate nursing and midwifery recruitment closed on 1 July 2014. Over 150 facilities are offering positions in 2015. Priority for positions will be given to Australian / New Zealand citizens and permanent residents who are studying at a NSW University campuses.

In addition to the many 12-month general and specialty area programs offered (such as perioperative and mental health), 32 nursing and six midwifery metro-rural exchange (MRX) positions are also being offered in 2015 across nine Local Health Districts. Graduates undertake 6 months employment in a metro facility and six months in a rural facility, giving them experiences in two very different nursing or midwifery clinical environments.

NaMO has engaged Qualitas Consortium to develop a customised program, ‘take the lead 2’ (ttl2) to increase Nursing & Midwifery Unit Managers’ knowledge of managing for performance. The ttl2 program will also support managers in transforming their wards units into high performing teams. The ttl2 program is designed so that participants can practice the skills they learn when they return to their ward/unit. A total of 337 participants from NSW Health have commenced the ttl2 program, attending their first workshops between March and June 2014. Susan Pearce CNMO has had an opportunity to engage and present to most of the participants at their first workshops. The ttl2 program runs over two years with five face to face days and monthly collaborative coaching, information and teaching webinars. The webinars will provide an opportunity for networking and will also serve to build communities of practice and action learning sets.

The locations for the Nursing MRX positions are:

- Broken Hill & Gosford Hospitals MRX
- Leeton & Wollongong Hospitals MRX
- Griffith & Blacktown Hospitals MRX
- Wagga Wagga & Westmead Hospitals MRX
- Bateman’s Bay/Moruya & Ryde Hospitals MRX
- Cooma & Manly Hospitals MRX
- Cooma & Royal North Shore Hospitals MRX
- Queanbeyan & Hornsby Hospitals MRX
- Blayney MPS & Concord Hospital MRX
- Bourke MPS & RPA Hospital MRX
- Brewarrina MPS & RPA Hospital MRX
- Coonamble MPS & Canterbury Hospital MRX
- Gilgandra MPS & Concord Hospital MRX
- Walgett & RPA Hospitals MRX

The locations for the Midwifery MRX positions are:

- Bathurst & RPA Hospitals MRX
- Parkes/Forbes & RPA Hospitals MRX
- Queanbeyan & Manly Hospitals MRX

To help address the issue of attracting applicants to areas of mental health and aged care, we have introduced eight general and mental health nursing exchanges and four general and aged care nursing exchanges in 2015 where graduates will undertake six months placement in a general clinical environment and six months in a mental or aged care specific environment.
NSW Health nurses and midwives are the front line of patient care, the eyes and ears of the health care team. They are teachers, care coordinators and advocates whose clinical judgment helps steer the course of our patients’ health care. NSW Health nurses’ and midwives’ loyalty, expertise, dedication, commitment and hard work are the cornerstone that makes our health environment one of the best in the world.

On 11 September the nurses and midwives of NSW Health were acknowledged at the Excellence in Nursing and Midwifery Awards. These awards recognise nurses and midwives for their excellence in practice and for the significant contribution that they make to their professions, their teams and the community.

In 2014 we introduced the Consumer Appreciation Award. This category is open to members of the public who wish to acknowledge and recognise nurses and midwives who have demonstrated outstanding patient care and those who have worked in collaborative partnerships to achieve improved outcomes and support to families and carers. Pleasingly we received 150 nominations from across the state for 11 award categories. The winners and two finalists of each category were presented their awards by the Minister for Health, the Secretary Dr Mary Foley and Ms Carmen Parter—Director Centre for Aboriginal Health, NSW Health. Listed below are the winners and finalists of each category. A big congratulations to all the winners and finalists

Judith Meppen Life A’ment Award winner Catherine Bateman, finalists Rhiannon Evans & Delwyn Oliver
Excellence in Nursing—Registered Nurse winner Glenn Hayes, finalists Tony Tiberio & Vicki Conyers
Excellence in Nursing—Enrolled Nurse winner Wendy Cloake, finalists Darren Mitchell & Mary Grace Mozo
Excellence in Nursing/Midwifery AIN/AIM winner Norma Smith, finalists Kate Johnson & Krystal Ronning
Excellence in Midwifery winner Elizabeth Lowrie, finalists Carol Azzopardi & Wendy Tsang
Excellence in Leadership winner Sandy Eagar, finalists Martin Losurdo & Karen Patterson
Excellence in Innovation in Research winner Prof Sandy Middleton, finalists Emine Tetik & Prof Margaret Fry
Excellence in Innovation in Education winner Douglas Green, finalists Kathryn McGarvey & Catherine Gonzalez
Excellence in ATSI Health Care winner Skye Parsons, finalists Jennifer Winters & Leonie Parker
Consumer Appreciation Award winner Trish Grainger and finalists Gail Nicholls & Wendy Fisher
Excellence in Nursing/Midwifery Graduate winner Kelly Huntsman, finalists Peta Murray & Ryley Matthews
Productive Ward Program

The Productive Ward program is part of the Productive Series which is a range of quality improvement products (or ‘toolkits’) designed by the National Health Service (NHS) in the United Kingdom. Each product is comprised of a number of documented guides divided into semi-structured modules that instruct and support staff through an improvement program.

There is strong evidence that the Productive Series improves safety, productivity and efficiency within health care settings, particularly hospital environments.

The Productive Ward focuses on increasing the amount of time frontline nursing staff spend providing direct care to patients through reviewing and improving ward systems, processes and their environment thereby improving both safety and efficiency.

Twenty five units across NSW are participating in the Productive Ward program. The facilities were divided into three Network Groups. Network 1 sites are St George, Canterbury, Balmain, Campbelltown and Gosford Hospital. Network 2 sites include: Nepean, Lithgow, Bega, Goulburn, Coffs Harbour, Kempsey, Westmead Children’s and Randwick Children’s Hospital and Network 3 comprising of five mental health units from the following sites: Concord, Macquarie, Bankstown, Blacktown, Nepean and Blue Mountains Hospital. All Network Groups have just completed the foundation modules; Knowing How We are Doing, Well Organised Ward and Patient Status at a Glance.

Below is an example of the safety cross measure reporting tool
New night-time Live Online Training

CIAP Introduction Live Online Training sessions are now available after hours to cater for clinicians on the night-shift and staff wishing to train outside business hours.

The sessions guide clinicians in the use of the Clinical Information Access Portal (CIAP) which provides 24 hour access to clinical information and resources to support evidence-based practice at the point of care. It comprises drug resources such as MIMS and Micromedex, clinical decision support tools, books, journals and online databases.

The live, online training events are short interactive sessions where participants connect online and by phone with a trainer.

Aiming to help users navigate the CIAP site and provide tips for accessing the resources and finding specific information, these Live Online sessions are now more accessible for NSW Health staff.

Starting at 9pm, midnight and 3am throughout 2014, the sessions are available to staff who have no chance to access training on their day shift, as well as night shift staff who previously had little access to education options.

CIAP Introduction Live Online Training sessions are suitable for all NSW Health staff and are both a great introduction to those who have not used CIAP before and a useful refresher for those wishing to brush up on their CIAP skills.

Live Online Training sessions can be accessed from work or from home and are free to attend.

To register for these and a range of other useful Live Online Training sessions, click on ‘Education’ from the top menu bar on the CIAP homepage, then select ‘Live Online Training’ and click the registration button for your chosen course date.
An additional stream of funding was added to the Nursing and Midwifery Strategy Reserve in 2013 to enable and support midwifery initiatives. ‘Rural and Remote Connect’ was designed to support midwives from smaller maternity units attend a larger maternity unit to maintain midwifery recency of practice, augment skills across the midwifery continuum and to explore opportunities for changing their local model of midwifery care.

Nepean Blue Mountains was one of 12 Local Health Districts to be supported within this initiative. A workshop has recently been conducted that brought together eight midwives from Lithgow, Blue Mountains and Nepean Maternity Units. The workshop was very interactive, action learning with lots of scenarios, role plays, problem based learning, simulation and activities with two consumers who gave feedback and shared experiences. The feedback from the participants has been very positive, with commitment from the participants to continue contact and to link rural and tertiary midwifery teams. This particular team are setting up a midwifery blog where they can have conversations and discuss evidence and practice issues with one another. The mix of midwives definitely broke down barriers and increased the understanding of one another’s workplace issues, as well as an intensive refresher on aspects of midwifery care.

Supporting the FONT Strategy – by Tania Andrews

The Fetal welfare assessment, Obstetric emergencies and Neonatal resuscitation Training (FONT) education program began in NSW in 2008 as a risk management strategy in response to a number of adverse events in maternity. The FONT program was revised in 2012 to include the Between the Flags education for maternity services. Following extensive consultation the revised FONT program commenced in NSW in January 2013. Completion of all components of this program remains mandatory for all maternity clinicians on a triennial basis.

The new FONT program places greater emphasis on adult learning principles, increased participant interaction and practical scenario based training. These changes promote a more systematic, collaborative, team approach to assessing, detecting, managing and escalating clinical deterioration of the woman, fetus or newborn in the antenatal, intrapartum and postnatal periods.

Participant evaluations from the new FONT program have demonstrated that these changes have resulted in enhanced clinician knowledge, skills, and confidence to manage maternity emergencies and fetal welfare assessment. The FONT program has been demonstrated to reduce the number of adverse events in fetal welfare assessment (Cooke, et.al. unpublished). Triennial completion of FONT remains a key strategy in preventing adverse events in maternity care.

To support the FONT strategy to improve safety in maternity care, regular maternity drills and education sessions should also occur on an ongoing basis at the local level. Evidence has shown that regular emergency drills are useful for identifying local systems issues including communication, escalation and roles/responses by clinicians and rapid response teams before an actual emergency occurs. Thus, with appropriate feedback and evaluation following emergency drills, local systems issues can be identified, and appropriate actions implemented, before a true emergency occurs.

To ensure consistent management of maternity emergencies and fetal welfare assessment, it is recommended that the scenarios, knowledge, and skills taught within the FONT program are used to support local skills drills and education sessions.
My name is Leona McGrath; I am the Acting Manager of the Aboriginal Nursing & Midwifery Strategy, Nursing & Midwifery Office (NaMO). I am a midwife, a mother, a Grandmother, an artist and a very passionate advocate for improving the health outcomes of my people. I commenced in NaMO in 2011 as a Project Officer with the Strategy. I have been acting in the Manager’s position for just over a year.

I am a member of the Australian College of Midwives (ACM) Aboriginal & Torres Strait Islander Advisory Committee. The ACM asked myself and another Aboriginal midwife who is also an artist to consider providing a piece of artwork for a pashmina that the Australian delegates would wear at the International Confederation of Midwives Conference (ICM) that would represent part of Australia’s culture. My design was chosen and so began my journey to Prague.

I was also asked by the ACM to be the flag bearer at the opening ceremony of the ICM. I gladly accepted the invitation on the proviso that I would carry all the flags of our country, which included the Aboriginal and Torres Strait Islander flags.

I found Prague to be both amazing and very emotional. My experience began with the opening ceremony. As the Australian flag bearer, I felt enormous pride to represent Australia and to carry our flags. The conference was quite overwhelming with the many different sessions and workshops over four days.

I was able to attend many presentations from a variety of midwives. I listened to the Director of Nursing & Midwifery from Yemen who told a very touching story about the midwifery workforce and how there is not enough funding to employ more than half of the midwives required for her country. The majority of midwives have private practices which are mainly within the rural communities. These midwives are paid with goods rather than money.

Of all the presentations I was able to see there were two that were highlights. The first was a presentation by Nathalie Pambrun a Canadian Aboriginal midwife. Nathalie is a representative of the National Aboriginal Council of Midwives (NACM’s). NACM play a vital role in increasing the Aboriginal Midwifery workforce in Canada. This presentation resonated with me as the Canadian Aboriginal communities are very similar to our Aboriginal communities and they also have a need to increase their midwifery workforce.

The second presentation was by an Australian midwife who is a wonderful advocate for Aboriginal & Torres Strait Islander women and their families, Sue Kildea. Sue’s presentation was about providing continuity of care to Aboriginal women within a large metropolitan maternity unit. This presentation moved me to tears and stirred up a passion for a number of reasons. Firstly, the work Sue and her colleagues are doing to improve the health outcomes for Aboriginal & Torres Strait Islander women and their families is inspiring. Secondly, I began to feel a new fire to increase our Aboriginal & Torres Strait Islander midwifery workforce to decrease our statistics. This presentation also confirmed how important our roles are within the Nursing & Midwifery Office, and the work our Strategy is doing to increase our Aboriginal & Torres Strait Islander midwifery workforce. With increasing our workforce there is also a need to support and nurture our Aboriginal & Torres Strait Islander nurses and midwives into leadership and research roles so that we can have Aboriginal & Torres Strait Islander people making decisions for Aboriginal & Torres Strait Islander people.
NSW Minister for Health & Medical Research Jillian Skinner and Aboriginal Affairs Minister Victor Dominello met with four Aboriginal nurses on the 7th of May who have successfully applied for student midwifery positions through MidStART. The students who have commenced their studies at the beginning of 2014 are local in Sydney, Wagga Wagga, Wollongong and Tamworth. This is the largest number of Indigenous Registered Nurses who have applied through this process since its commencement in 2010.

Undergrad Midwifery Cadet published in peer reviewed journal

Third year Bachelor of Midwifery Cadet Koby Elliott has been published as a single author in the peer reviewed journal, Contemporary Nurse. The paper, titled "Providing culturally competent learning experiences for Aboriginal students: An undergraduate midwife’s perspective" discusses cultural competence in healthcare programs and higher education, including a reflection on midwifery education from her own perspective.

Koby’s inclusion marks the exceptional quality and originality of her work; which is published alongside experienced researchers and leaders in nursing.

A Royal Morning Tea

In April 400 guests attended a welcome reception in the presence of Their Royal Highnesses at the Sydney Opera House. The guests from across the State included young leaders in the community and representatives from the Ministry, Local Health Districts and Specialty Networks, the Pillars and other health agencies together with various Non-Government Organisations. Kate Williams, Project Officer, Aboriginal Nursing & Midwifery Strategy in NaMO, attended the event and was lucky enough to meet the Duchess of Cambridge. Kate spoke with her about Prince George and the important role of midwives in our health care system.
May and June are historically busy months for NaMO with staff attending Careers’ Expos in Forbes, Dubbo, Sydney Town Hall, Moore Park and Homebush. All these Expos provide excellent opportunities to market nursing and midwifery as career choices.

The Australian College of Nursing’s health expo was held at Sydney Town Hall and attracted school students & their parents, undergraduate nursing students, nurses currently working in the health system and those looking for a career change. There was standing room only at the two seminars presented by NaMO. The seminars were on ‘Becoming a nurse and/or midwife’ and ‘Opportunities in nursing/midwifery careers’. The health expo provided a great opportunity to engage with undergraduate nursing students and there was a lot of interest in NSW Health’s Transition to Professional Practice rural/metropolitan exchange.

‘George the sim man’ was a star attraction at both rural expos in Forbes and Dubbo. ‘George’ provided an opportunity for school students to engage in some hands on resuscitation under the guidance of Western NSW LHD Clinical Nurse Educators. We engaged with school students from many towns in the west including Brewarrina, Parkes, Trangie, Trundle, Dubbo, Wellington, Forbes and Peak Hill to discuss nursing and midwifery as career choices.

The Moore Park Careers’ Expo was held over four days from May 29 and at Homebush for four days from June 19. NaMO was supported by enthusiastic staff from Justice Health Network, Sydney Children’s Hospital Network, South Eastern Sydney LHD, Nepean Blue Mountains LHD and Sydney LHD. Up to 23,000 people attended both events including school students, their parents and careers’ advisers. There were even school students from Port Macquarie. Students wanted information regarding working in a variety of clinical settings including aged care, emergency departments, neonatal intensive care, birthing units and mental health.

The Nursing and Midwifery Office extended an open invitation for Ministry of Health staff to join them on 12 May to celebrate both the International Day of the Midwife and International Nurses Day.

This was also an opportunity to reflect on the role both professions have in providing compassionate care to patients and their families who access NSW public health facilities. Around 30 Ministry staff came along to share the bounty of the table.
Michael Peregrina

I started my secondment at NaMO in February this year as the Principal Advisor- Nursing Leadership and Culture.

I have been working in the public health system for 22 years in various roles/positions. Nursing/Midwifery Leadership has always been an interest that I have had during my nursing career. My nursing specialty is paediatrics and orthopaedics.

A lot of my colleagues think I am serious all the time, my wife and children will beg to differ, as they all think I have a very good sense of humour. I am an avid Reality TV show fanatic. The Voice, Master Chef and the Block just to name a few. I watch them to escape from reality. I watch the Block to remind myself that I am not a “handy man” and hope that one day Scott Cam will renovate my house. And that one day I can bake an excellent macaroons Zumbo style!

Maria Manna

Maria joined the NaMO team in April 2014 as a Project Officer.

Maria began her Bachelor of Nursing at UWS and completed in 2000. Maria was then offered a new graduate position at POW then was offered a permanent position on Dickin- son 2 South – Gastro, Surgical, and Medical Oncology ward and stayed for about 3 years.

While working at POW she met her husband and moved to the Northern Beaches and made the decision to leave POW and seek employment at Mona Vale hospital in the specialty area of Anaesthetics and Recovery. Maria stayed at Mona Vale for 8 years. It was there that she realised theatres was the place where she wanted to specialise.

In 2005 she completed a postgraduate in Anaesthetics and Recovery Room Nursing at UTS. While working at Mona Vale Maria developed a one day course for Anaesthetic and Recovery Room Nurses. The funds raised from the course were donated back to the department to purchase educational material.

A fantastic secondment opportunity to relieve the Nurse Manager, Theatres and Peri-operative Unit at Ryde Hospital came about and her application was successful. While on secondment from Mona Vale the permanent position for the Anaesthetic NUM at Royal North Shore Hospital was advertised. Maria applied and was successfully appointed to the position and now leads an exceptional team of nursing staff. Maria with the help of the Anaesthetic nurses was involved in setting up the Anaesthetic Department in the new ASB where the patients receive exceptional high quality care.
Mental Health Recovery Camp

The Nursing and Midwifery Office supported the University of Wollongong to undertake a five day recovery camp for undergraduate nurses, mental health consumers and nursing academics in May this year. The purpose of the camp was to provide an opportunity for undergraduate nurses to undertake a clinical placement alongside mental health consumers for 5 days and 4 nights to focus upon mental health rather than illness, and support recovery whilst working alongside mental health consumers. This project allowed an opportunity to investigate the positive impacts of having non-acute mental health placements that focus upon mental health and recovery rather than acute stages of mental illness as the focus and in turn promote a different side of mental health nursing to undergraduate nursing students.

The overwhelming positive feedback from consumers who identified the camp as “life-changing” and the learning opportunities by undergraduate nurses, many of whom now wish to venture into mental health nursing, has identified this project as extremely successful. The nursing academics in attendance are currently reviewing the research undertaken during the camp and will publish these very positive outcomes in the near future.

NaMO have awarded six successful innovation scholarships for 2014

Congratulations to:

Bernadette Goddard Nurse led, home based assessment for identifying and understanding modifiable risk factors for children with severe asthma. This project will look how a nurse who could assess the children in their home environment and help the parents identify triggers for the onset of asthma.

Darrin Cowan Improving Nursing Handover in Mental Health. This project will be highly transferable throughout facilities and builds on ISBAR.

Catherine Adams FAWN- Follow up Assessment of Well Neonates the project allows a process to be established where the midwives are able to assess the neonate and organise discharge for both mother and baby.

Jane Payne Sweet Support: E-learning and support for ward based nursing staff. This project will assist with the proactive management of a patient with diabetes.

Shirley Hamilton Implementing a group of multimodal smoking cessation intervention using motivational interviewing and nicotine replacement therapy for community mental health consumers.

Tim Wand Implementing and evaluating a brief therapy training program for mental health nurses in inpatient settings.

Judith Meppem Travel Scholarships

A scholarship has been awarded to Virginia Ip for researching urinary dysfunction following prostate cancer. The expected outcome is to be able to facilitate a nurse led out patient’s clinic providing early rehabilitation to treat men with erectile dysfunction and urinary incontinence.

The second Judith Meppem scholarship was awarded to Jayne Gow for a proposed study tour of Parkinson’s disease nurse-led models of care. The outcome of this tour is to be able to integrate nurse led models of care into the movement disorder services.
Women’s Health Nurse Practitioner—Model of Care

I was fortunate to be able to spend some time with another one of our nurse practitioners (NP) in WNSWLHD. Leonie Parker is a women’s health NP based in Condobolin - a community with a large Aboriginal population (23%) which is located 455km or six hours drive west of Sydney. Leonie also conducts clinics in Orange, Trundle, Tottenham, Tullamore, Parkes and Lake Cargelligo.

Together with the Rural Doctors Service, Orange Aboriginal Medical Service and WNSWLHD, Leonie recently reassessed the services she was able to provide and compared those with the current needs of the local community. It was clear that the community lacked services for Aboriginal women who required further investigations after abnormal pap smear results, with public services only available intermittently and often reliant on a mobile GP workforce.

Partnering with the AMS, Rural Doctors Service and gynaecologist Dr Michael Campion as a mentor, Leonie has the last three years expanding her skills and model of care delivery to provide a colposcopy service for Aboriginal women throughout local communities with a view to expanding the service to more remote locations.

Spending time observing Leonie’s practice highlighted just how responsive and flexible NP models of care can be to the needs of communities developing relationships and improving access to care in rural and remote areas.

The team has recently been awarded the ACI Quality Award in WNSWLHD and is currently a finalist for the Aboriginal and Torres Strait Islander health care team of the year in the 2014 Nursing and Midwifery Awards.

Liza Edwards
Nursing & Midwifery Scholarships

Rural Undergraduate Scholarships
Scholarships of up to $5,000 per year are available or people from rural NSW who are undertaking a Bachelor of Nursing or Bachelor of Midwifery degree in 2015. These scholarships are for those students living in Rural NSW undertaking their Bachelor of Nursing or Midwifery degree. The awarding of scholarships is a competitive process, since the number awarded is subject to funds being available. Preference will be given to applicants living in locations with the greatest workforce needs, which may change from year to year.
Open: 1 September 2014
Close: 21 November 2014

Postgraduate Scholarships
Scholarships of up to $8,000 are available to registered nurses and midwives who are working in full or part-time permanent positions in the NSW public health system. These scholarships are provided to assist with educational expenses directly associated with postgraduate study. Applicants should understand that not all applicants may be awarded a scholarship and the scholarship will not cover all costs associated with a program of study. The overall aim of these scholarships is to support the recruitment, retention and skill development of registered nurses and midwives currently working in the NSW public health system.
Open: 1 December 2014
Close: 2 March 2015

Innovation Scholarships
An innovative approach is one that has not been tried before, or a new approach to an existing problem or issue. The project should focus on patient-centred care where patient safety is enhanced, where the patient has a better experience and is informed and involved in decisions. Your application should demonstrate how the innovation will enhance nursing or midwifery practice to improve service delivery and patient care. Scholarships are available for general and specialty nursing practice, midwifery and mental health.
Open: December
Close: April