From the Office of the Chief Nursing & Midwifery Officer

It is with some sadness but also anticipation that I write this item for this edition of the NaMO Newsletter. Sadness at leaving my current role as Chief Nursing and Midwifery Officer and anticipation about my new role as Chief Executive of the Australian College of Nursing.

This six (6) years as the Chief Nurse and Midwife in NSW has been an extremely rewarding and privileged position. I have met and worked with a range of people across the system and in particular have been inspired by some of the nurses and midwives that I have come across in various locations.

The willingness of people to actively engage with programs such as ‘take the lead’ and Essentials of Care has been really rewarding. The stories that staff engaged in these programs of work tell when I have visited have been wonderful and demonstrate the capacity for nurses and midwives to make real change to not only improve patient care but their own working environment.

I would like to take this opportunity to recognise the commitment of the nurses and midwives across the State and thank you for your support of the work that I and the staff in NaMO are undertaking.

I also recognise and thank the LHD Directors of Nursing and Midwifery for their support as well – their ongoing commitment should not be underestimated.

The staff of NaMO who work continuously to enable nurses and midwives across the system to deliver good nursing and midwifery care also deserves recognition and thanks. In some ways it is fitting that this newsletter will come out around International Nurses’ Day – I have always admired the achievements and vision of Florence Nightingale but also her continual striving to make improvements.

I hope that you all take time to celebrate nursing and midwifery on International Midwives Day (May 5) and International Nurses Day (May 12).

I look forward to hearing of the achievements of nurses and midwives across NSW in years to come for in the words of Florence Nightingale (1914):

"Unless we are making progress in our nursing every year, every month, every week; take my word for it we are going back"

Debra Thoms
Chief Nursing & Midwifery Officer
Rhodanthe Lipsett “Baby Care” Book — Launched by the Governor General

Rhodanthe Lipsett, OAM is a midwife, nurse and author.

She was awarded a Medal in the Order of Australia for her service to Australian women and their families in 1992.

Rhodanthe has been an active member of the Australia College of Midwives for many years and she was made a Fellow of the College in 1996. Rhodanthe has been a midwife/nurse assisting with the care of women and their families for more than 50 years.

This led Rhodanthe on the path to write her book "Baby Care, Nurturing your baby your way".

This book is a practical guide for women and their families on how to raise a family their way.

Rhodanthe first published this first book in 1996 and it was titled No ‘One Right Way’.

The book was reissued this year and was launched by the Governor-General Quentin Bryce, AC CVO, at Admiralty House in Sydney on Monday February 13.

Rhodanthe also has a passion for indigenous women and babies.

Rhodanthe in conjunction with the Australian College of Midwives has established a trust known as the “Rhodanthe Lipsett Indigenous Midwives Charitable Fund”.

Proceeds from sales of the book will go to this fund and provide scholarships to Aboriginal and Torres Strait Islander women wanting to undertake a career in midwifery.

Donations for the fund can be made to the Australian College of Midwives at www.midwives.org.au

This article was contributed by Leona McGrath of the Aboriginal Nursing & Midwifery Strategy in NaMO. Leona is also a registered midwife and a member of the Rhodanthe Lipsett Indigenous Midwives Charitable Fund.

Left: Anne Kinnear, Leona McGrath, Rhodanthe Lipsett and Rachel Smith at the beautiful Admiralty House
Interested in the following content:

**Essentials of Care continues to be implemented across the state with a total of 607 wards, units and teams currently working with the program.**

The CNMO Debra Thoms and the Essentials of Care team recently visited different sites in Hunter New England LHD, Sydney West LHD, Nepean, Blue Mountains LHD, Western NSW LHD, Murrumbidgee LHD and Southern NSW LHD.

The team had the opportunity to meet ward staff, EOC facilitators and managers to hear first hand the successes and the barriers that they are experiencing while working through the program.

**Kathy Chapman**  
Project Manager - EOC

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**Essentials of Care Showcase 2012**

Planning is underway for the Essentials of Care Showcase 2012.

This year’s event is being held on Friday June 8, 2012 from 9.00am at the Australian Technology Park (ATP), Eveleigh.

It is an opportunity to celebrate the work of Essentials of Care throughout NSW.

If you wish to register to attend this year’s event, we invite you to visit the following link:  
[EOC Showcase 2012](#)
Nurse Practitioners in NSW

The Principal Adviser, Nurse Practitioner Project role within the Nursing & Midwifery Office offers support and advice to nurses pursuing advanced practice pathways and organisations considering implementing advanced practice roles into health services.

The role provides advice regarding policy, the development and implementation of Nurse Practitioner models of care, supporting Transitional roles, revision of practice models and scope of practice expansion.

For further information, contact the Nursing & Midwifery Office, NSW Health 9391 9490.

Liza Edwards
Principal Adviser—
Nurse Practitioner Project

Update on Re-Entry to Nursing

As of March 19 2012 the Nursing Midwifery Board Australia (Board) has reviewed the ‘Re-entry to practice policy’.

Below is an excerpt from the policy:

'A key requirement is that the nurse and/or midwife is able to demonstrate that he or she meets the Board-approved National competency standards for the enrolled nurse, registered nurse or registered midwife. All applicants for registration are required to demonstrate that the relevant National competency standards have been met.

This policy is to be read in conjunction with the Board’s registration standards and, in particular, the recency of practice and continuing professional development registration standards for nurses and midwives.

The Board-approved Recency of practice registration standard applies to nurses and midwives when they apply for renewal of registration each year. Previously-registered nurses and midwives in Australia who have not practised in the profession for a period of five years or more will be required to undergo an individual assessment of their application. This assessment will be based on the previously-registered nurse and/or midwife’s:

- qualifications (including both undergraduate and postgraduate nursing and/or midwifery studies)
- professional practice history, and
- length of time away from practising in the profession/s.'

The outcome of this assessment will determine whether the person is required to complete:

1. a Board-approved supervised practice program
2. a Board-approved re-entry to practice program, or
3. requisite studies in a re-entry to practice pathway within a Board-approved entry to practice program of study leading to initial registration, as identified by a Board-approved education provider following recognition of the individual’s prior learning’

To access the complete policy go to http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements.aspx and open Codes and Guidelines.

Joan Stort
Project Officer,
Nursing Strategy Innovation
Nurses: from Zululand to Afghanistan

Exhibition at War Memorial - Celebrate our Heritage

Nurses: from Zululand to Afghanistan, a new exhibition at the Australian War Memorial, explores the personal stories of Australian military nurses, from the first known Australian nurse in the Zulu War of 1879 right up to the experiences of nurses serving in recent conflicts and peacekeeping operations.

The exhibition draws on the Memorial’s rich collection to tell the story of Australian military nursing. The iconic veil and cape worn by early nurses together with the technologically advanced equipment used today tells of the changing role and place of nurses in Australian military operations. Photographs, diaries and personal objects, such as the doll hand-stitched by Nellie Constance Morrice, reveal a much more personal story.

More than 3,000 Australian civilian nurses volunteered for active service during the First World War. When the Second World War broke out, nurses again volunteered, motivated by a sense of duty and a desire to “do their bit”.

Eventually, some 5,000 Australian nurses served in a variety of locations, including the Middle East, the Mediterranean, Britain, Asia, the Pacific, and Australia.

Today, both male and female nurses are officers in the Australian Defence Force.

With a high level of specialist training and the benefit of improved technology, these men and women continue to work in remote and dangerous places, often under difficult conditions. They share a spirit of adventure, a desire to make a difference, and the discipline required to work in a military team. But most of all, they remain committed to putting their patients first, come what may.

Nurses: from Zululand to Afghanistan is on display at the Australian War Memorial until 17 October 2012. Entry is free. For more information visit: http://www.awm.gov.au/exhibitions/nurses/
ClinConnect (previously known as ICPBS) is a web-based application being built to assist Local Health Districts and Education Providers to manage all clinical placements undertaken in NSW Health facilities for Nursing and Midwifery, Dental and Oral Health, Allied Health and Medical students.

ClinConnect will be used for all placements undertaken in NSW Health facilities in the target professions. This initiative is being co-sponsored by NSW Health’s Workforce Development and Innovation Branch and Nursing and Midwifery Office.

The ClinConnect system aims to achieve the following:

- Provide a single portal for organising and managing clinical placements across NSW Health facilities
- Enhance clinical placement efficiency and visibility by providing a single system for all placements
- Provide greater transparency and fairness in clinical placements
- Reduce the manual workload of the coordination of clinical placements
- Enable Local Health Districts and Education Providers to produce reports on student placements in NSW Health facilities
- Meet the national reporting obligations for Health Workforce Australia (HWA)

Project governance is provided through the ClinConnect Steering Committee, which is a reference group for the development of the system.

The Steering Committee’s role is to provide NSW Health with advice on the development of the system from the perspective of education providers and Local Health Districts (LHD) across the relevant disciplines.

The ClinConnect project team have also engaged with a number of Subject Matter Experts (SMEs) for each discipline throughout the analysis and design phase of the project to review and validate key design principles that will govern ClinConnect and clinical placements across NSW.

LHDs and Education Providers have nominated ClinConnect Coordinators and delegates who will be the single point of governance, communication and leadership for clinical placements for their organisation.

Further information about ClinConnect including SME contact details and regular communiqués providing up-to-date information on project progress is available on the ClinConnect web page at:


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Enhancing Practice 2012

The Nursing and Midwifery Office are proud to sponsor the International Practice Development Collaborative, Enhancing Practice 2012 Conference in Sydney later in the year. For more information please visit: www.enhancingpractice12.com.au
NSW Intensive Care
Best Practice Manual:

Standardising and Improving Care

The NaMO and Intensive Care Coordination and Monitoring unit (ICCMU) collaborative project to create an online manual of evidence-based best practice guidelines is underway. Progress to date includes some key guidelines:

Updates of Current Guidelines
Endotracheal tube stabilisation and eye care guidelines – draft updated guideline for distribution to group in two weeks. Arterial and oral care guidelines literature review underway completion by end June 2012.

New Guidelines
Nursing staff from across the state have been recruited to form The Guideline Development Networks (GDN). National Intensive Care academics have been identified to participate in the project:

- Prof Doug Elliot, UTS
- Prof Trish Davidson, UTS
- Prof Clair Rickard, Griffith UQ
- Dr Gilly Smith, Edith Cowan

The first meeting was held on April 2nd and the decision was made to develop the following guidelines. At this meeting the management teams were decided for each guideline.

- Post insertion care of central venous access device update
- Patient comfort
- Suctioning update
- Care of the patient undergoing non-invasive ventilation
- Patient mobility
- Pressure injury prevention

Above: The April Meeting of the ICCMU Team

Next Steps… During May there will be education and guideline development work commencing. The aim of this meeting is to develop participants ability to critique literature and begin work on guidelines. In addition, this will be an opportunity for some important team building.

Janet Masters
Intensive Care Best Practice Project Officer

Upcoming events

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<tr>
<td>RCNA National Conference 2012</td>
<td>23-25 May</td>
<td>Cairns, Qld</td>
<td><a href="http://www.rcna.org.au">www.rcna.org.au</a></td>
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<td>Critical Care Nursing Continuing Education</td>
<td>1-2 June</td>
<td>Melbourne, Vic</td>
<td><a href="http://www.acccn.com.au">www.acccn.com.au</a></td>
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<td>Australian College of Health Service</td>
<td>15-17 Aug</td>
<td>Gold Coast, Qld</td>
<td><a href="http://www.achse.org.au">www.achse.org.au</a></td>
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<td>Congress of Aboriginal and Torres Islander</td>
<td>19-21 Sept</td>
<td>Cairns, Qld</td>
<td><a href="http://www.catsin.org.au">www.catsin.org.au</a></td>
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<tr>
<td>Australian College of Mental Health Nurses</td>
<td>3-5 October</td>
<td>Darwin, NT</td>
<td><a href="http://www.acmhn.org">www.acmhn.org</a></td>
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<td>Community and Primary Health Care Nursing</td>
<td>17-19 October</td>
<td>Perth, WA</td>
<td><a href="http://www.rcna.org.au">www.rcna.org.au</a></td>
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<td>The College of Nursing has a range of</td>
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<td><a href="http://www.nursing.edu.au">www.nursing.edu.au</a></td>
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<td>Clinical skills CPD days throughout 2012,</td>
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<td>AUSMED run numerous nursing</td>
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<td>see:</td>
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<td>and midwifery education events, at: <a href="http://www.ausmed.com.au">www.ausmed.com.au</a></td>
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Careers

NaMO and staff from across Local Health Districts are soon taking part in the 2012 Sydney Morning Herald HSC and Career Expos at:

- Moore Park  4 days—May 31 to June 3, 2012
- Homebush  4 days—June 21 to June 24, 2012

Around the State, Local Health Districts are also involved in various local career expos. These expos promote nursing and midwifery as dynamic & portable professions offering a variety of career opportunities to school students and others.

NaMO have recently developed a series of useful career information sheets. The first of four (4) now available, titled ‘Becoming a’ ... Nurse / Registered Nurse / Enrolled Nurse /Registered Midwife.

These fact sheets will benefit nurses and midwives to have a better understanding of careers options.

In addition we are developing
- Heading in the right direction for: a career in nursing/midwifery education
- Heading in the right direction for: a career in clinical nursing/midwifery practice
- Heading in the right direction for: a career as an enrolled nurse
- Heading in the right direction for: a career as a nurse practitioner
- Heading in the right direction for: a career in nurse/midwifery management
- Career pathways in midwifery and nursing flow chart

Electronic copies can be sent directly to you. Please email your request for this suite of resources to:

NURSINGCAREERS@doh.health.nsw.gov.au

Joan Stort
Project Officer
Nursing Strategy Innovation