I’m delighted to have commenced in the role of Chief Nursing and Midwifery Officer for NSW on 27 August 2012. It is a great honour to have the opportunity to follow on from my predecessors who have made such enormous contributions to nursing and midwifery. For as long as I can remember I wanted to be a nurse and when the time came I had no difficulty whatsoever making the decision to become a registered nurse. Like so many others I have enjoyed a varied career in nursing and it has been challenging, rewarding and diverse each and every step of the way. I have experience in nursing in metropolitan, rural and remote NSW as well as a lengthy background in professional, industrial and workforce issues associated with nursing and midwifery and most recently have worked at senior executive level in both the former Northern Sydney Central Coast Area Health Service and the Northern Sydney Local Health District as Director Workforce and Director Operations respectively.

It is well understood that the health system globally is faced with many challenges - what those challenges often bring us however are innovation, initiative and new models of care that improve the journey and experience of our patients and staff. Our health system provides safe and high quality care to the people of NSW – we have a lot to be proud of. In order to provide the best possible care to our patients we must take the best possible care of our largest resource – our staff. So areas of focus for me include developing and maintaining an appropriately skilled and sustainable nursing and midwifery workforce who can work in an environment where organisational culture is of paramount importance.

Along with my colleagues in NaMO and in the Local Health Districts and Speciality Networks, I am particularly keen to ensure that nursing and midwifery are at the forefront of the health reform agenda, that we are continuing to lead the way with transforming our practices and that we all remain focused on patient centred care. I look forward to meeting many of you and working with you into the future.

On September 13-14, NSW Health played host to the Australia & New Zealand Chief Council of Nurses (ANZCCN). Delegates from around the region were in Sydney for a 2-day meeting. Staff from NaMO had the opportunity to showcase some of their exciting innovations and projects.
Continuing Professional Development for Nurses
Continuing professional development resources for nurses wanting to update their mental health skills.

4 different e-simulation scenarios that attract CPD hours
⇒ This patient doesn’t belong here!
⇒ Consent to treatment and other associated issues
⇒ Skye is back again
⇒ Difficult nurse patient relationships

For CPD resources click here: http://www.inkysmudge.com.au/eSimulation/

NSW Nursing & Midwifery Leadership Collaborative

NaMO hosts three forums each year for Nursing & Midwifery leaders from the NSW Aged Care, Education, Private and Public health sectors. The main aim of the forums is to highlight areas of collaboration between the health sectors. This year, NaMO has held 2 forums on March 12 and July 18, a third is scheduled for November 14. The focus point of the March forum, ‘The Tapestry of NSW Health’s Governance Reform’, was the understanding of the then 4 Pillars. We now have a 5th one—NSW Kids and Families. Dr Mary Foley DG NSW Ministry of Health provided the audience with an understanding of the new framework of the Ministry of Health. Dr Nigel Lyons Chief Executive at ACI explained their role and discussed the importance of engaging clinical service networks and designing and implementing new models of care. Fidy Westgarth presented on the work undertaken by the ACI Renal Network Support. Professor Cliff Hughes delved into the functions and the fantastic work of the CEC and Dr Tony Burrell presented on the Sepsis Kills project improving patient safety. Ms Rania Khan demonstrated how the Bureau Health Information will be the primary source of information to healthcare providers, the community and policy makers. Professor Sandy Middleton presented her research on how nurses improve outcomes for stroke patients.

The focus point of the July forum, ‘Unravelling the Nursing and Midwifery Regulatory Framework’ was to gain an understanding of the regulatory framework governing nursing and midwifery. Ms Anne Samuelson’s (AHPRA) presentation highlighted the key registration issues being recency of practice and continuing professional development (CPD). Ms Samuelson discussed the challenge of maintaining dual registration as a Nurse and a Midwife. Recent data from AHPRA showed the average age of registrants is 51-55 years and 11% of registrants are male. Ms Amanda Adrian (ANMAC) provided an understanding of the role of ANMAC and highlighted the two areas currently creating a challenge – re-entry to practise programs and international trained nurses and midwives. Ms Margaret Cooke (NMC) demonstrated the work of NMC both in her presentation and in the afternoon panel discussion. Ms Cooke discussed the mandatory reporting criteria and the importance of providing the ‘who, what, when and how of the matter’ being reported. Ms Alyson Smith (NMBA) talked us through the process of regulating students and their registration. In the future there will be useful data showing numbers of nurses being educated and the numbers who register. Ms Jutta Sund’s (Workplace Relations NSW Health) presentation on the Managing Potential Misconduct Policy generated lots of positive discussion from the participants. Just before lunch each table of participants was presented with a scenario for a round table discussion and in the afternoon there was a panel discussion on these scenarios. Ms Dale Sutton, DON FWLHD, together with Ms Cooke and Ms Samuelson, facilitated the panel which was well received by the participants.

Joan Stort
Project Officer
Nursing Strategy Innovation
Re-Entry to Nursing programs are for individuals who have been away from nursing for 5-10 years and therefore do not meet the NMBA’s recency of practice standard. This standard requires the equivalent of 3 months full-time practice in the previous 5 years in order to retain registration. Individuals who do not meet the recency of practice standard may be directed to undertake a NMBA approved re-entry to nursing program to regain their registration and return to practice. Currently the only NMBA approved re-entry program in NSW is The NSW College of Nursing’s Assessment of Competence Program. This program runs for eight weeks. Further information about the Program can be found here.

Individuals are required to attend the College at Burwood for four weeks to undertake their theoretical update and have their clinical skills assessed in a simulated environment. The remaining four weeks is the clinical component which can be undertaken at health facilities across NSW – in rural, regional or metropolitan locations. This is subject to the College working with Local Health Districts/Networks to organise a suitable placement.

Currently there are two Board approved on-line re-entry to nursing programs available at Central Queensland University and the Institute of Health and Nursing Australia.

Re-entry to Nursing Scholarships are a NSW Government initiative to help previously registered or enrolled nurses re-enter the NSW public health system when they undertake a fee-paying re-entry to nursing program approved by the Nursing and Midwifery Board of Australia (NMBA). Up to $10,000 will be awarded for each scholarship. Click here to read more >>

The awarding of a scholarship is linked to employment and recipients must be prepared to accept an offer of permanent employment within the public health system for 2 years upon successful completion of an accredited re-entry program and regaining of registration on a full/part-time basis (minimum 16 hrs per wk).

NaMO has revised the ‘Dare to Care Nursing and Midwifery Work Experience Student Handbook. The booklet is divided into sections showing an overview of the nursing & midwifery work experience, activities, quizzes and general nursing & midwifery information. NaMO has recently attended Career Advisor Seminars and this resource has been well received by school career advisors. NaMO staff are currently updating the 2001 ‘Guidelines for the management of nursing work experience for school students, a guide for health services’.

To order your copies of the ‘Dare to Care’ booklet contact the Better Health Centre, phone (02) 9887 5450 or fax (02) 9887 5452.


Aboriginal Nursing & Midwifery Cadetship Program

The Cadetship Program is currently supporting over 70 students in NSW. There are 39 for nursing, 8 for midwifery, 5 for enrolled nursing and 20 AIN-EN students.

Throughout 2011, NaMO collaborated with the Commonwealth and TAFE to introduce the AIN to EN Program. This program provides students with the opportunity to complete the Certificate III – Health Services Assistant course and then proceed directly to the Diploma of Nursing. The AIN-EN course was offered at Dubbo, Tamworth and Shellharbour TAFE Campuses, with 10 students commencing at each site. The next cohort of students are due to commence in November this year, with one change in venue which will be Newcastle instead of Tamworth. Each of these students will be offered a cadetship on the commencement of the Diploma of Nursing.


Leona McGrath, Project Officer
Aboriginal Nursing and Midwifery Strategy

Midwifery Continuity of Carer Models Toolkit

In recognition of the considerable change that is occurring within Maternity care, and in particular service redesign, the Nursing and Midwifery Office and the Maternity Support Network collaborated to develop the Midwifery Continuity of Carer Models Toolkit. Providing women with midwifery continuity of carer models as part of service redesign, recognises the importance women place on having a known provider of care across the continuum, rather than the fragmented approach many women experience.

The toolkit provides background information on how to develop a continuity model, taking a practical hands-on approach. The toolkit is close to publication, and will be available in both hard and web-based design. The audience for the toolkit is maternity service managers, health service managers and project officers who may be involved in the development of new models within their service.

Jan White, Principal Adviser Midwifery

Nurse Practitioners – The Need for Change

NaMO is currently conducting three recurring workshops to support the release of the revised Nurse Practitioner Policy Directive Nurse Practitioners in NSW PD2012_26. The Policy Directive is supported by Nurse Practitioners in NSW - Guideline for Implementation of Nurse Practitioner Roles - NSW Health GL2012_004, both documents are available on the NSW Health website. The revision provides clear requirements for role development, implementation and sustainability and includes various tools developed to assist health services undertake service analysis, identify the need for Nurse Practitioner positions to address identified service gaps and evaluate roles.

The workshops provide a wonderful state wide networking opportunity include sessions to assist Nurse Practitioners (NPs), Transitional Nurse Practitioners (TNPs), managers and multidisciplinary teams in health service planning and role development. Workshops run to date have been attended by 150 participants with the final date on September 11 also at capacity.

Liza Edwards, Principal Adviser Nurse Practitioner Project

The Sepsis Kills Program was launched on May 13th 2011.

The Sepsis Kills Program is progressing well in emergency departments across NSW. 64 emergency departments are participating in the Sepsis program and providing data to the CEC.

Planning is underway to implement the Sepsis Program into inpatient facilities in rural and smaller hospitals this year, and metropolitan and tertiary hospitals in 2013.

Congratulations to all involved on your hard work and contribution to Recognising, Resuscitating and Referring patients with sepsis.

For further information go to this site: www.cec.health.nsw.gov.au/programs/sepsis or www.globalsepsisalliance.org/

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On June 8th, the Nursing and Midwifery Office showcased the achievements of teams involved in the Essentials of Care (EOC) program to over 450 attendees at Australian Technology Park. The presentations included 12 oral and 20 posters representing a wide variety of teams from both rural and metropolitan districts from across the State.

The Hon. Jillian Skinner, Minister for Health and Minister for Medical Research, supported the showcase by meeting with the poster presenters during lunch. The Minister gave the attendees an address showing her appreciation for the professional work reflected in the posters and expressed her support for the Essentials of Care program, noting that positive cultural change resulted in a more satisfied workforce and improved patient outcomes.

The Minister meeting representatives of staff from Geraghty Ward Hornsby Ku-ring-gai Hospital and the Surgical Ward Bathurst Base Hospital.

Clinical Support Officer Michelle, from Dubbo Base Hospital, presented ‘No, don’t send me to S-Block’ a presentation on cultural change. "I saw a consistently high standard of care delivery, cohesive teamwork, interest in work and the workplace and a good balance between the art, science and spirit of nursing."

The day was evaluated by the attendees as an overwhelming success with the attendees inspired with strategies and ideas to go back to their units and implement or re-engage their teams in the Essentials of Care program.

"If I was a nurse looking for work or starting my career, I would want to work where EOC had been embraced and implemented. If I was a patient I would want to be nursed in these wards."

Kathy Chapman, Project Manager Essentials of Care
ClinConnect is ‘Live!’

ClinConnect officially went ‘live’ on Monday 2 July 2012 in time for booking of the 2013 clinical placements in NSW Health facilities for the 14 professions initially using the system. This is a significant achievement and the ClinConnect project team would like to extend a big thank you to all involved for their hard work during the lead up to reaching this important milestone.

ClinConnect is a web-based application that will assist local health districts, networks and education providers manage clinical placements for nursing and midwifery, dental and oral health, allied health and medicine. It will be used for booking placements in nursing and midwifery, 11 of the allied health professions and dentistry and oral health, and will be used to record placement and student details for medicine. ClinConnect will help education providers and health facilities manage clinical training demand, capacity and reporting requirements at a state and national level.

There are currently over 1700 registered ClinConnect users across health and education. At present education providers are in the first round for requesting clinical placements for 2013. Feedback around ClinConnect has been largely positive with relatively few issues being reported since the system was implemented.

Timelines


A policy directive and guidelines supporting the use of ClinConnect for NSW Health clinical placements have been circulated for comment to local health districts, networks and education providers.

Training

ClinConnect Training ran for five weeks from May to July 2012. The ClinConnect team delivered 57 full-day training sessions to the LHDs, networks and education providers. Training resources have been provided to each organisation to support local training and a dedicated ClinConnect training system will continue to be available to support ongoing training.

Feedback received around ClinConnect has been largely positive and encouraging. Comments include: “ClinConnect will be very useful and user-friendly”; “It will make managing student placements much easier”; “congrats to you all for the implementation and the feedback to the system is positive with staff stating the system is very user friendly”.

ICU Best Practice Project

On May 10 and 11th we brought together ninety nurses, physiotherapists and pharmacists, together with eight Nursing Academics to undertake education, team building and to commence working on their guidelines. Each participant has been assigned a role within the guideline depending on their ability and experience. The participant’s role within the guideline group dictates how much time they are required to spend to complete the work. The participants have now gone back to their workplace with ongoing work to review the literature and evaluating current practice.

Guideline topics
- Patient Comfort (encompassing sedation, pain management and management of delirium)
- Suction of an artificial airway (update previous guideline)
- Post Insertion Care of Central Venous Access Devices (update previous guideline)
- Non – Invasive Ventilation – nursing care
- Temperature measurement
- Pressure Injury
- Patient Mobility.

Intensive Care Wiki – ICWIKI


Since 2005 ICCMU has established an extensive library of intensive care guidelines contributed by NSW ICU’s. In July this guideline library was archived to make way for an Intensive Care Wiki. The plan is to populate the Wiki with the new guidelines under development as well as identifying other state, national and international guidelines. The Wiki is free access via the internet and intranet.

The Wiki has been set up using the following structure:
- Patient monitoring & Assessment
  - Haemodynamic monitoring
  - Care of an arterial line
- Pharmacology
- Processes of care
  - Essential cares
    - Oral Care
    - Eye Care
- Vascular Access
  - Post insertion care of CVAD
- Ventilation
  - Stabilisation of a tracheal tube
  - Suction of a tracheal tube

Janet Masters, Project Officer Intensive Care Best Practice
CPD—Continuing Professional Development

To maintain registration as a nurse or midwife - all nurses and midwives must meet the continuing professional development (CPD) standard. This standard sets out the minimum requirements for CPD. CPD must be directly relevant to the nurse’s or midwife’s context of practice. This standard has been approved by the Australian Health Workforce Ministerial Council on 31 March 2010 pursuant to the Health Practitioner Regulation National Law (2009) (the National Law) with approval taking effect from 1 July 2010.

CPD is the means by which nurses / midwives maintain, improve and broaden their knowledge, expertise and competence, and develop the personal and professional qualities required throughout their professional lives.

The CPD cycle involves reviewing practice, identifying learning needs, planning and participating in relevant learning activities, and reflecting on the value of those activities (ANMC, 2009). For more information on reflective practice see Melanie Jasper’s, Beginning Reflective Practice – Foundations in Nursing & Health Care, 2003 and for a suitable framework to use see Borton’s Developmental Framework for Reflection.

The following activities are some examples of CPD

- Reflecting on feedback, keeping a practice journal
- Acting as a preceptor / mentor / tutor
- Participating on accreditation, audit or quality improvement committees
- Undertaking supervised practice for skills development
- Participating in clinical audits, critical incident monitoring, case reviews and clinical meetings
- Participating in a professional reading and discussion group
- Developing skills in IT, numeracy, communications, improving own performance, problem solving and working with others
- Writing or reviewing educational materials, journal articles, books
- Active membership of professional groups and committees
- Reading professional journals or books
- Writing for publication
- Developing policy, protocols or guidelines
- Working with a mentor to improve practice
- Presenting at or attending workplace education, in-service sessions, skills workshops, conferences, lectures, seminars or professional meetings
- Undertaking undergraduate or postgraduate studies which are of relevance to the context of practice
- Conducting or contributing to research
- Undertaking relevant online or distance education (ANMC, 2009)

If you are registered both as a nurse and a midwife you will be required to complete 20 hours of nursing CPD and 20 hours of midwifery CPD per year. If the CPD activities are relevant to both nursing and midwifery those activities may be counted as evidence for both nursing and midwifery CPD hours.

For further information from the NMBA web site go to http://www.nursingmidwiferyboard.gov.au/
Careers/Marketing

NaMO attended two career expos in June—one at Moore Park and one at Homebush. A big thank you to the nursing and midwifery staff from the LHDs who supported NaMo at these expos.

Below are some comments from nurses/midwives who worked at the expos....

*I enjoyed talking to the students, promoting nursing and midwifery, trying to emphasis the vast opportunities that nursing and midwifery bring.*

*Promoting nursing and meeting potential new nurses and their families discussing nursing as a career option, sharing my experiences.*

On the weekdays, students from years 10, 11, 12, teachers, career advisers were the main visitors to the expos. Family groups and people looking for career change/options attended weekend days.

Approximately 16,500 school students visited Homebush
Approximately 11,000 school students visited Moore Park

Over 1,300 ‘Becoming a Registered Nurse’ fact sheets and up to 1,000 of each of the ‘Becoming a Midwife/Enrolled Nurse’ fact sheets were distributed over the two expos.
PDF copies of these fact sheets were emailed to over 40 school career advisers after the expos.

On August 1 and 2, NaMO attended two seminars, with 80 career advisers at each, to market nursing and midwifery as career options for school students.

NaMO has developed the following information sheets for nurses and midwives

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 flowchart

Email NURSINGCAREERS@doh.health.nsw.gov.au for access to the above information sheets.


Joan Stort, Project Officer Nursing Strategy Innovation

Australian College of Midwives  [www.midwives.org.au](http://www.midwives.org.au)

Australian Nursing & Midwifery Accreditation Council (ANMAC)  [www.anmac.org.au](http://www.anmac.org.au)


NSW Nurses Association (NSWNA) Tel: [02] 8595 1234  [www.nswnurses.asn.au](http://www.nswnurses.asn.au)

Nursing & Midwifery Board of Australia (NMBA)  Tel: 1300 419 495  [www.nursingmidwiferyboard.gov.au](http://www.nursingmidwiferyboard.gov.au)

Australian College of Nursing  Tel: 1800 061 660  [www.rcna.org.au](http://www.rcna.org.au)

The College of Nursing  Tel: 1800 265 5343  [www.nursing.edu.au](http://www.nursing.edu.au)

For further information please contact NaMO on:

The Nursing and Midwifery Office, NSW Ministry of Health, Locked Mail bag 961, North Sydney, NSW 2059