



NaMO News

NSW HEALTH

NURSING & MIDWIFERY

NO TWO DAYS ARE EVER THE SAME

NaMO Update

Autumn 2008

Inside this issue:

NUM Project	1
Modelling Care (MC) 2007/2008	2
Mature Workforce Retention Project	2
Trainee Enrolled Nurse	2
NSW Nursing & Midwifery Scholarships	3
Mal Hughes - Director of Nursing, Mental Health, SWAHS	3
Clinical guidelines for Nursing and Midwifery	4
Clinical Placement Capacity Information System (CPCIS)	4
Recruitment of Nurses and Midwives	4
Mental Health News	5
NSW Nursing and Midwifery Forums	5
Recruitment of Nurses from Overseas	5
Midwifery News	6
New NaMO Staff	6

From the Chief Nursing & Midwifery Officer

We may have had a brief moment in which to draw breath during December/January but the momentum continues with a range of projects here in NaMO. Two of our major projects are the Nursing Unit Manager—Take the Lead Project and the Essentials of Care Program of work. Take the Lead has now been up and running for just 12 months and Sue Hawes the Project Lead has given an update in this newsletter. It has been very encouraging to see the level of support and enthusiasm from Nursing and Midwifery Unit Managers participating in this

project, and we are keen to ensure that as the diagnostic phase is now drawing to a close, that we have some clear and tangible outcomes in the not too distant future. While a separate program, the Essentials of Care Program (EOC) links in well with Take the Lead. EOC will work at a unit level to enable nurses and midwives in care delivery. Anna Thornton has agreed to come into NaMO for a short period to establish the program and to work with AHS on this important strategy. Again I have been impressed with the enthusiasm for this program.

Both strategies will be discussed at the Nursing and Midwifery Forum. This will also be the first forum that we repeat in a rural area. This time it is Wagga but if well received, we will continue to repeat the forum at least annually in a country area to enable more nurses and midwives to have the opportunity to attend. I would like to thank all of you who have contributed to the various NaMO projects to date and look forward to working more with you all in the coming months.

Debra Thoms
02 9391 9529

Nursing Unit Manager (NUM) Project

As we commence the new year the NUM project continues to gain momentum. A Project Officer, Helena Harrison, has been seconded to the project. Helena comes with a range of nursing experiences from acute care, community nursing and more recently nursing education. The skills and knowledge she brings with her will greatly enhance the next phase of the project as we move into solution design and implementation.

The final workshops and stakeholder interviews are now completed, which ends the diagnostic phase of the project with more than 600 NUMs from across the

State in all Area Health Services attending the workshops. The information gathered has been invaluable in identifying and clarifying the current depth and breadth of the NUM role and providing insight into how we might strengthen the NUM role.

This data is being analysed and over the next 12 months we will be working with the key findings to explore solutions, and design and implement changes. A NUM Forum was held in Sydney on 27 March to feedback the data and workshop solutions with NUMs.

In April we will be launching

the Nurse Unit Manager (NUM)/Midwifery Unit Manager (MUM) Website, which will be accessible from the NSW Health, Nursing and Midwifery Office webpage. We hope to use the site as a way of keeping everyone informed and up to date with the project and provide links related to the project.

Helena Harrison
Project Officer
Clinical Redesign
Patient Flow
02 9424 5941

Sue Hawes
Project Manager
Clinical Redesign
Patient Flow
02 9391 9397



Modelling Care (MC) 2007/2008

The Second Report from the 2006 Roadshow is available on the NaMO website at www.health.nsw.gov.au/nursing/moc.html. A collection of Powepoint presentations from this series of seminars is also available which provide an opportunity to share work and ideas across NSW.

The Statewide Reference Group has refined the Action Plan to particular areas of challenge and the following 4 projects are underway:

1. Communication

Development of a communication strategy across and within AHS linked to clinical leadership and is critical for sustainability. This project includes the identification of local champions and networks.

2. Support

This project is identifying resources, relationships and

processes to support modelling care work. It is also exploring support and is needed for modelling care at both a local and Statewide level.

3. Publication

Examples of modelling care will be published in a special edition in the August 2009 issue of *Contemporary Nurse*. A call for papers is currently on the journal's website at www.contemporarynurse.com/33.1/call-for-papers.html.

Two examples of where papers for the issue may come from include work presented at the Models of Care Roadshows and the recipients of Innovations Scholarships. Support for beginning authors is available if you email your abstract to slang@doh.health.nsw.gov.au by 30th September 2008.

4. Evaluation Multi-level and stakeholder evaluation re inte-

gration, inclusion, processes and outcomes impact of modelling care work.

There are representatives from every AHS and every university on the Reference Group (check with your ADONM's office or Dean/Head of School for their name and contact details). There will be further updates on the NaMO website and in NaMO Newsletters. This year the Reference Group will be co-chaired by Dr Vicki Parker (HNEAHS) and Karen Patterson (SESAHS).

The Reference Group will be holding another Innovations Showcase on 4th December 2008.

Susie Lang
Project Manager
Special Projects
02 9391 9376

Pain and Symptom Management in Terminal Illness

7-8 August 2008

The Quality Hotel
Cambridge, 212 Riley
Street, Surry Hills Sydney

Further information:
www.ausmed.com.au

Breathing New Life into Maternity Care: Working Together for Normal Birth

18-20th September
2008

Surfers Paradise

Further information
www.breathingnewlife.remark.com.au/index.htm

Midwives business: Peeling back the layers

17-18th October 2008
Coffs Harbour

Further information
www.nswmidwives.com.au/Home/tabid/36/Default.aspx

Mature Workforce Retention Project

Sally Forsstrom, the Project Officer, has been working closely with the staff in Dubbo and Warren with SageCo. This pilot will identify opportunities to retain valuable soon-to-be-retirees and achieve a "knowledge transfer" to the remaining workforce as well as identi-

fying barriers to the provision of realistically flexible working conditions. More information is being added to the SageCo website (established in conjunction with the Premier's Department) and is worth a visit. The site is a wealth of material for people who may have retirement on

the horizon, for managers and for HR personnel. The site address www.sagecentre.nsw.gov.au and the login is sagecentre with the password mature.

Susie Lang
Project Manager
Special Projects
02 9391 9376

Trainee Enrolled Nurse (TEN) Recruitment

The Nursing and Midwifery Office will once again manage the Statewide coordinated advertising and applications for Trainee Enrolled Nurses into the September 2008, February and April 2009 courses. The Statewide ad-

vertising and application process, whilst significantly increasing the workload in NaMO, has reduced the workload in each AHS. Applications are culled by the Nursing and Midwifery Office and eligible applicants are

sent to the Areas for interview and selection.

Julie Williams
Principal Policy &
Careers Officer
02 9391 9731

Other Scholarship Providers:-

- [Australian College of Midwives Inc \(NSW\)](#)
- [Family Planning NSW - Tony McGrane Rural Scholarship for Nurses in Reproductive Health](#)
- [Australian Government Department of Health and Ageing \(administered via RCNA\)](#)
- [Cancer Council NSW](#)
- [Cancer Institute NSW](#)
- [Churchill Fellowships](#)
- [The College of Nursing](#)
- [NSW Nurses' Association](#)
- [NSW Rural Doctors Network](#)
- [Nurses and Midwives Board NSW](#)
- [Royal College of Nursing, Australia](#)
- [Australian Government Department of Education, Science and Training, Higher Education Division](#)
- [Vierte Foundation](#)

Margaret Lambert Scholarships for ICM Glasgow 2008

The NSW Midwives Association would like to present a great opportunity to its members who may be considering attending the ICM Conference in Glasgow 2008. Each scholarship will provide \$1000 towards the purpose of attending the ICM Conference.

Guidelines for applying and further information is on the website.
www.nswmidwives.com.au/members/scholarships

NSW Nursing and Midwifery Scholarship Fund

Our inaugural 2008 enrolled nurse to registered nurse/registered midwife scholarships have been very popular with over 400 applications received. These are for enrolled nurses employed and currently working in the NSW public health system who are undertaking a Bachelor of Nursing degree in 2008.

Post Graduate Scholarships for Bachelor of Midwifery

2008 has seen a change to the criteria of our post-graduate scholarships. These are now offered within five categories: midwifery, men-

tal health, clinical studies, education and management. All scholarships offered under these categories are valued at up to \$1,000 per subject, to a maximum of \$8,000 in any calendar year. Closing date was 29th February 2008. We have had a very good response with over 800 applicants received. Due to this, unfortunately not all applicants will be awarded a scholarship. It is anticipated that applicants will be notified of the outcome of their application by the end of April.

For further information on all scholarships and grants offered under the NSW Nurs-

ing and Midwifery Scholarship Fund visit www.health.nsw.gov.au/nursing/scholar.html. This site also has links to other scholarship providers.

**Jo-Ann Cuneo
Project Officer
Scholarships
02 9391**

**Sona Dhiman
Administrative Support
Officer Scholarships
02 9391 9813**

Mal Hughes - Director of Nursing Mental Health Sydney West Area Health Service

Mal Hughes commenced Mental Health Nursing almost 40 years ago and became the youngest Superintendent of Mental Health Nursing in 1983. In 1986, he became the Principal Director of Nursing, amalgamating Rydalmere and Cumberland Hospitals. Over the years, this role has evolved and Mal is currently Director of Nursing, Mental Health for all of Sydney West, encompassing 660 staff from Auburn to Lithgow.

Mal considers the amalgamation of Rydalmere and Cumberland Hospitals as one of his most rewarding achievements.

Under Mal's leadership, Cumberland Hospital became the first psychiatric hospital in NSW to achieve

the full 3-year accreditation. Mal led the way by being the first to introduce ENs into mental health units in NSW.

With his spare time in retirement, Mal hopes to pursue other business ventures and to renovate properties for fun and profit. He also has an unlikely interest in driving heavy machinery including bulldozers. It looks like Mal's retirement will be far from 'retiring'! We would like to congratulate Mal for his achievements in mental health nursing, and wish him the very best of health and happiness in his retirement.

**Robyn Bowcock
Project Officer
Mental Health
02 9391 9203**



Adjunct Professor Debra Thoms and Mal Hughes attending the Mental Health Advisory Group Planning Day on the 29th November 2007.



Clinical Guidelines for Nursing and Midwifery Practice in NSW - Drug and Alcohol Issues

NaMO is working with the Mental Health and Drug and Alcohol Office of NSW to launch the new *Clinical Guidelines for Nursing and Midwifery Practice in NSW: Identifying and responding to drug and alcohol issues* and the accompanying new *NSW Drug and Alcohol Withdrawal*

Clinical Practice Guidelines. The necessity for all nurses and midwives to recognise issues of drug and alcohol use and have the knowledge to make appropriate referrals is important across all settings. Both publications will assist nurses and midwives in

their provision of safe, quality care. To ensure a timely and comprehensive implementation of these guidelines, a suitably skilled nurse has been appointed to project manage this roll-out across the State.

Corinne Maynard
Project Officer
Drug & Alcohol
Guidelines
02 9424 5711

Clinical Placement Capacity Information System

The clinical placement capacity information system (CPCIS) aims to identify current supply and demand for nursing and midwifery clinical placements and to build on the current capacity.

providers (universities, TAFE, The CoN, etc) for 2008. User feedback has been helpful in fine-tuning the functions of CPCIS so that it is a useful tool for users to manage clinical placements more effectively.

It is anticipated that clinical placement general information and specific requirements for each AHS will also be available via the website in April 2008.

NCAHS) will work on developing a standard request form for universities for 2009 clinical placement requests.

Phase 1 – which rolled out to AHS users is now complete. Most Area Health Services have used CPCIS to allocate placements requested by educational

Phase 2 – to enable education providers access to reports related to clinical placements “approved” by each facility will be implemented in April/May 2008.

The nursing CPCIS working group (membership consists of a representative from each AHS) met on 22 February 2008. A small working group comprised of co-ordinators from four AHS (SESIAHS, SSWAHS,

Cecilia Lau
Senior Analyst
Nursing Information
02 9391 9030

Karen Rankin
Project Officer
Nursing Informatics
02 93919318

Recruitment of Nurses and Midwives

The NSW Government Nurse Re-Connect is an initiative that encourages former registered and enrolled nurses and midwives to re-enter the profession and upgrade their nursing skills. The initiative has been very successful. Since 2002 over 1700 nurses and midwives have reconnected. This initiative has a 77% retention rate after 12 months.

Mental Health Connect is available and Midwifery Connect was launched in November 2007.

The Australian Government announced in January 2008 a new strategy called *Bringing Nurses Back into the Workforce*. The program will provide cash bonuses of up to \$6,000 to eligible nurses/midwives who return to work in either a public or private hospital or residential aged care home that is participating in the program. The Program will also provide cash bonuses of up to \$1,000 to each participating public hospital, private hospital and residential aged care home that employs an eligible nurse/midwife.

The cash bonus is paid pro rata dependent on the number of hours the nurse or midwife works and is paid after six months and 18 months of employment.

Further details about this scheme are available on the Department of Health and Ageing web site at www.health.nsw.gov.au

Julie Williams
Principal Policy &
Careers Officer
02 9391 9731

Redesigning Healthcare for the Ageing Population 2008 - Tailoring Care for the Specialist Needs of Ageing Patients

20-21 May 2008

Mercure Hotel, Brisbane, QLD

For further information:
www.iqpc.com/au/ageinghealth or call 02 9223 2600

Mental Health News

There have been three successful applicants for Mental Health Innovation Scholarships.

1. Protected Engagement Time – Lead by Fiona Lamont, CNC, SESIAHS.
2. Reducing Consumer Absconding in an Inpatient Psychiatric Rehabilitation Setting – Lead by Jennifer Petto, CNC, SWAHS.
3. Psychotherapeutic Relationship Skills: An Education Program for Adolescent Mental Health Nursing Practice – Lead by Maria Fitzgerald, Practice Devel-

opment Nurse Manager, SSWAHS.

These scholarships were awarded to reflect nurse driven innovations that support capacity building within the mental health workforce.

An evaluation of the Mental Health Re-Connect/ Connect Initiative is nearing completion. Managers and mentors have been surveyed to assist in providing a balanced perspective of the initiative.

The Principal Advisor, Mental Health Nursing, role is a joint initiative between NaMO and the Mental Health and Drug and Alcohol Office. While Natalie Cutler was in this position she successfully raised the profile of mental health nursing through promotion of recruitment, retention and professional development strategies. These successes are reflected in Mental Health Re-Connect exceeding the original target of 40 nurses (as of Feb 2007, 130

nurses have been employed) and the Mental Health Matters Award for the 2007 Mental Health Nursing Scholarships Program.

At the end of April 2008, Euan Hails will commence in the role.

Robyn Bowcock
Project Officer
Mental Health Nursing
02 9391 9203

NSW Nursing & Midwifery Forums

The Chief Nursing and Midwifery Officer's Forums in 2008 will include presentations from a wide variety of clinicians. Details about future Forums can be found on the NaMO website at www.health.nsw.gov.au/nursing/forums_new2.html There will be three NaMO Forums in 2008 – The program for 15 April at UTS will be repeated in a rural setting on 7 May in Wagga

Wagga. There will be a third forum on 18 November in Sydney.

The theme for 2008 is "Modelling Nursing and Midwifery Care and Service Delivery."

These events, previously known as the Peak Nursing Forums, have been extremely well received by the attendees at both fo-

ums last year. The audience comprised nurses and midwives, clinicians, managers and educators from public and private facilities in the acute, community, aged care and tertiary education sectors of health. Both audiences were asked if there was a need for such events and if so, what subject matters should be addressed in the future. These programs have been

designed with that feedback, and Forum PowerPoint presentations can be viewed and downloaded from the NaMO website at http://www.health.nsw.gov.au/nursing/forums_new2.html

Susie Lang
Project Manager
Special Projects
02 9391 9376

Recruitment of Nurses from Overseas

Permission was granted in late 2007 for the Nursing and Midwifery Office (NaMO) to conduct an active recruitment of approximately 100 experienced Registered Nurses and Midwives from overseas in January/February 2008.

Recruitment in January/February to sunny NSW is attractive to Registered Nurses and Midwives from

the winter of the northern hemisphere.

Over the 12 days of interviews the two NSW Health representatives interviewed 237 nurses and midwives with 130 nurses receiving initial job offers. A further 70 were considered to be suitable for employment and have been put on a waiting list for employment.

The vacancies used for this recruitment are in addition to the positions offered to newly Registered Nurses and Midwives. The nurses recruited from overseas are all second year and above Registered Nurses and Midwives who will be eligible for immediate registration with the Nurses and Midwives Board NSW. Nomination places are available under the

conditions of our Labour Agreement and the Registered Nurses and Midwives will be asked to travel as early as possible to fill positions in both rural and metropolitan hospitals.

Julie Williams
Principal Policy & Careers Officer
02 9391 9731

If you would like to subscribe to the mailing list for this newsletter please contact
Alwen Williams
alwen.williams@doh.health.nsw.gov.au

Nursing & Midwifery Office
NSW Department of Health
Locked Mail Bag 961
North Sydney NSW 2059
Phone: 02 9391 9528
Fax: 02 9391 9468
www.health.nsw.gov.au/nursing

NSW HEALTH

NURSING & MIDWIFERY

NO TWO DAYS ARE EVER THE SAME



New NaMO staff

Top: Helena Harrison, Project Officer - Nursing Patient Flow

Bottom: Corinne Maynard, Project Officer - Drug and Alcohol Guidelines



Nursing & Midwifery Office

Midwifery News

Birthrate Plus®

The NSW Department of Health and the NSW Nurses Association have reached a Memorandum of Understanding to undertake a further pilot project using Birthrate Plus®. (BR+) The second phase of the pilot will begin in April with negotiations being finalised to contract Marie Washbrook, co-author of BR+ to assist NaMO to test and adapt BR+ for use in the NSW Health environment in 20 NSW Health maternity services.

Statewide Annualised Salary Agreement

The NSWNA and NSW Health on 21st December 2007 signed the agreement for Midwives working in caseload models. NaMO is now working with the Legal and Industrial Branch in collecting data from a number of NSW midwifery led models of care to validate the oncost loading currently provided in the Annualised Salary Agreement.

Amendments to the Poisons and Therapeutic Goods Regulation

The Poisons and Therapeutic Goods Amendment (Midwives) Regulation 2007 was published in the Government Gazette on 21st December 2007. The amendments provide for registered midwives (who are not also registered nurses), to have the same responsibilities and functions as registered nurses under the Poisons and Therapeutic Goods Regulation 2002 in relation to the supply and possession of restricted substances and drugs of addiction for the purpose of their practice. It also updates the language used in the Regulation to define a Midwife and to accord with the Nurses and Midwives Act 1991.

Midwifery Recruitment DVD

A DVD has been developed with NaMO to assist in the recruitment of UK trained midwives. The DVD features two of our UK trained midwives currently working at Sutherland Hospital and has been provided to NSW Health Overseas Recruitment Agencies. NaMO has just completed an active overseas recruitment campaign where the DVD proved to be quite a hit. Thank you to Vanessa and Victoria for the fun and energy they put into making the DVD and to the staff in the Sutherland Maternity Unit for opening their doors to NaMO.

The DVD may be viewed on YouTube at [www.youtube.com/watch?](http://www.youtube.com/watch?v=cRFO4EgtE9E)



[v=cRFO4EgtE9E](http://www.youtube.com/watch?v=cRFO4EgtE9E)

International Midwives Day

5th May 2008

Healthy Families: The Key to the Future

*Theme this year:
Midwifery care for women and their babies as an investment in family and community that promotes healthy growth and well being for present and future generations.*