

The background features abstract, overlapping green geometric shapes in various shades, creating a modern and professional look. The shapes are primarily triangles and polygons, some solid and some semi-transparent, arranged in a dynamic, non-symmetrical pattern.

# Nepean ED recovery from a major incident

Dr Claire Helm

Deputy Director Nepean ED

NSW

Police officer, security guard shot in Nepean Hospital emergency department

January 13, 2016 2:55pm LEIGH VAN DEN BROEKE and MATT BAMFORD The Daily Telegraph



The Sydney Morning Herald New South Wales

NSW News Sydney Traffic NSW State Election 2015 Quizzes

You are here: Home > NSW News >

Search here... NSW Search

Get your city news feed.

SYDNEY NOW smh

Nurse held for Nepean Hospital shooting was on bail charged with assaulting officers

January 13, 2016

Read later



Rachel Olding

Reporter

View more articles from Rachel Olding

Follow Rachel on Twitter Email Rachel

Tweet

Share 1.5k

Share 2

Share

Pin it

submit

Email article Print Reprints & permissions



Police officer and security guard shot at Nepean Hospital

An altercation with a man at Nepean Hospital in Sydney's west has left a police officer and a security guard with gunshot wounds after the man stole the police officer's gun during a struggle. Vision: Today Show, Channel Nine

Related Coverage

Police officer and security guard shot at Nepean Hospital



Most popular

1 Lindt cafe hostage Marcia Mikhael left frustrated ...



2 NSW links to tax haven companies through 'Panama ...



3 Sydney Trains and Sydney Buses: The one thing ...



4 Lindt cafe hostage Joel Herat wanted to stab ...



5 Shark attack survivor Brett Connellan in good ...



HUFFPOST AUSTRALIA

Panama Papers: 800 Australians Investigated By ATO After Massive Leak HuffPost Australia



A 39-YEAR-OLD man has been charged over the shooting of a police officer and security guard at Nepean Hospital during a scuffle at the Western Sydney hospital last night.

The police officer shot with his own gun during the scuffle has been identified as dog squad cop Luke Warburton, the man who helped bring violent fugitive Malcolm Naden down in the forests of NSW.

Mr Warburton and a security guard were shot after the man allegedly got hold of the officer's gun during a scuffle.



Police remain at the hospital this morning following the shooting of a colleague. Picture: Stephen Cooper

A police source confirmed to the [Daily Telegraph](#) that both men were wounded by the same bullet when it passed through Mr Warburton's thigh and lodged in the security guard's leg.

The man, who is a nurse at nearby Westmead Hospital, has been charged with shoot with intent to murder; discharge firearm with intent to resist arrest; and detain for advantage.

The Daily Telegraph has been told that the man had been arrested by police at 1.30pm yesterday for goods in custody related to an alleged break an enter at Colyton. He allegedly then resisted arrest and assaulted police

### Police officer and security guard shot at Nepean Hospital

An altercation with a man at Nepean Hospital in Sydney's west has left a police officer and a security guard with gunshot wounds after the man stole the police officer's gun during a struggle. Vision: Today Show, Channel Nine

A man charged with shooting a police officer and a security guard inside Nepean Hospital's emergency department is a nurse from a nearby hospital who had been released on bail by police earlier in the day after allegedly attacking three officers.

The 39-year-old man was arrested overnight after allegedly holding a pair of scissors to the throat of a female doctor at the busy hospital in Kingswood, in Sydney's west, and screaming that he was going to "kill someone".

The first police officer on the scene, Senior Constable Luke Warburton, was shot in the upper thigh when his gun was pulled from his holster during a scuffle with the man in front of terrified patients and staff just before 10.30pm on Tuesday.



Acting Sergeant Luke Warburton, pictured in 2012, suffered severe blood loss in the Nepean Hospital shooting. Photo: David Darcy

Senior Constable Warburton, 38, from the NSW Police Dog Squad, was listed as critical but stable on Wednesday.

The security guard was shot in the leg and was in a stable condition on Wednesday afternoon.

Fairfax Media has been told the alleged shooter was a registered nurse at Westmead Hospital who had left two years ago, partly due to ongoing problems with the drug ice.



### Australians Investigated By ATO After Massive Leak

HuffPost Australia

### Cash Donations 'Significant' At Shane Warne Foundation: Report

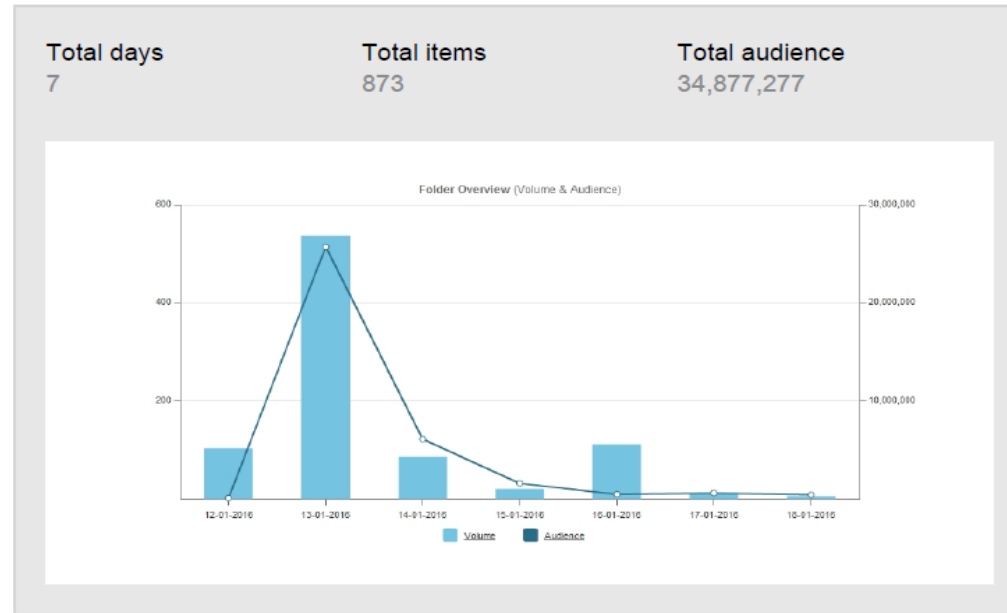
HuffPost Australia

## Follow Us on Facebook

Featured advertisers

MON 18 JANUARY 2016

# NBMLHD media coverage statistics 12 Jan to 18 Jan 2016



Date	Volume	Audience
January 12, 2016	103	64,687
January 13, 2016	536	25,692,826
January 14, 2016	86	6,085,099
January 15, 2016	20	1,585,566
January 16, 2016	111	458,178
January 17, 2016	12	573,630
January 18, 2016	5	417,291

# 12<sup>th</sup> January 22:30

- ▶ 21:15 night nursing staff commence
- ▶ 22:00 night medical staff commence
- ▶ 22:30 Incident occurred in ED
- ▶ 23:00 medical handover
- ▶ AH NM into ED
- ▶ Hospital executive came to ED overnight
- ▶ ED NM came overnight
- ▶ Ambulance bypass to 0830
- ▶ Waiting room patients redirected to Mt Druitt/ Blacktown/ Westmead

# Impact on staffing

- ▶ Roles in the ED
  - ▶ Paediatric Registrar
- ▶ ED SS Medical Commander
- ▶ ED SS Resus patient 1
- ▶ ED Night Reg Resus patient 2
- ▶ ASU Reg
- ▶ ED MOs review Paeds Reg
- ▶ ED JMO to OT
- ▶ 4 RNs down by 3am

# Contributing factors

- ▶ Risk assessment of patients brought in by police
- ▶ Handover of patients to ED staff, including security
- ▶ Shift handover
- ▶ Patient behaviour

# Recovery from Incident -immediate days

- ▶ Staff Physical Wellbeing
  - ▶ Admitted security officers
- ▶ Staff, Patients and Relatives - Psychological Wellbeing
  - ▶ CNUM at 0715 nursing handover, 0800 medical handover, 1330 medical handover
  - ▶ Counselling available onsite and via Employee Assistance Program (1800) - Broadcaster, posters, personal notification
  - ▶ Follow up of patients and relatives in the ED at time of incident (admitted and discharged)
  - ▶ Medical and Nursing follow up
- ▶ Updates
  - ▶ Chief Executive Day 1 - Situation Report, counselling information
  - ▶ General manager Day 2 - update on casualties and counselling services, commendations of staff
  - ▶ Chairman of NBM LHD Board Dr Andrew Keegan - update and thank you to staff
  - ▶ CE one week later
  - ▶ Acknowledgement from NUM and Director of ED to staff in following days



# Staff Follow up

- ▶ Medical and nursing staff contacted along professional lines
  - ▶ List of staff on shift and contact phone numbers
  - ▶ Acknowledgement of incident, Counselling services available, my contact number
- ▶ Interdepartmental
  - ▶ Security
  - ▶ Paediatrics
  
  - ▶ Departmental teaching topics
  - ▶ Peer support - Who to be concerned about
  - ▶ Acting ED Director, Acting Security Head of Department

# Recovery from Incident -following weeks

## NEPEAN ED

- ▶ Staff absences & rostering
  - ▶ Initial few days staffing minimal absences
  - ▶ Workcover process
- ▶ Messages from CNUM to Nursing and Emergency Consultant to medical staff
  - ▶ Congratulations for performance under stress of critical incident, pride
  - ▶ Personal response to the incident, utility of counselling
- ▶ Security guard coverage in ED
- ▶ Awareness of potential weapons
- ▶ Reduced tolerance of aggressive behaviour

# Recovery from Incident -following weeks

## NBM LHD


- ▶ Updates and broadcasts
- ▶ Afternoon teas, visit from Health Minister and DG
  
- ▶ External investigation
- ▶ Security audits
  
- ▶ Acknowledgement event hosted by NBM LHD board
- ▶ Video of staff reflecting on the incident

# Recovery from Incident -following weeks

## RESPONSE FROM OTHER AGENCIES

- ▶ Security Roundtable - HSU, NSW Nurses and Midwives' Association, ASMOF
- ▶ AMA comment on hospital security measures in face of intoxicated patients
- ▶ MOH
- ▶ Media

# Recovery

**NEWS** 


**SET LOCATION**  
for local news & weather

Just In Australia World Business Sport Analysis & Opinion Fact Check Programs More Topics

Print Email Facebook Twitter More

## Nepean Hospital shooting: Luke Warburton leaves hospital as police colleagues form guard of honour

By [Nick Dole](#)  
Updated 16 Feb 2016, 5:48pm



**PHOTO:** Luke Warburton leaves hospital amid cheers from his colleagues. (Supplied: NSW Police)

**Five weeks after he was shot in an emergency room incident, Acting Sergeant Luke Warburton has left Sydney's Nepean Hospital.**

**RELATED STORY:** Long road to recovery for police officer shot at Nepean Hospital

**MAP:** Kingswood 2747

Dozens of police formed a guard of honour for the injured dog squad officer, who was shot in the leg with his own weapon on January 12.

Acting Sergeant Warburton's wife Sandra and his police dog Chuck were also there to greet him.

In a statement on the dog squad's Facebook page, police said his recovery will take some time.

### TOP STORIES

- Elite private schools sued over multiple sexual abuse cases
- Source 'risked life' over Panama Papers data leak
- St Vincent's cancer under-dosing happening for years: report
- 'Honeymoon' over for Malcolm Turnbull, Kevin Andrews says
- Detainee dies in Villawood detention centre
- Negotiator's comment PM 'a busy man' angered siege hostage
- Chihuahua leads police on wild dog chase across San Francisco bridge
- Fraudsters, ex-tax officers among Australians identified in data leak
- Mother's plea after toddler crushed by TV
- Minister rules out probe into Gurrumul's hospital treatment
- NSW land tax could create 10,000 jobs, advocates say
- 8yo fights to build transgender house next to Westboro church
- 'Pantscraper' tower in Melbourne CBD gets go-ahead

### CONNECT WITH ABC NEWS

[Facebook](#) [Twitter](#) [YouTube](#)  
[flickr](#) [Instagram](#) [Vimeo](#)

News Podcasts  
Catch up with ABC News programs.

**GOT A NEWS TIP?** [>](#)  
If you have inside knowledge of a topic in the news, contact the ABC.

# Forgotten staff

- ▶ Non ED staff
- ▶ Switchboard operator
- ▶ Unseen patients
- ▶ Relatives
- ▶ Staff with previous experience of violence in workplace not directly involved
  - ▶ 154 nursing staff, 80 medical staff challenge to contact individually



# General measures Nepean ED

- ▶ De-escalation
- ▶ Rapid security response to acute severe behaviourally disturbed patient
- ▶ Guideline for ASBD patient
- ▶ Use of restraints - chemical and physical
- ▶ Risk 3 register
- ▶ Surveillance cameras
- ▶ Duress alarms - fixed, personal
- ▶ Lockdown

# Challenges to Recovery

- ▶ Perpetrator returned to ED the following day for medical clearance
- ▶ Ongoing violence in the ED
- ▶ Inability to debrief informally with colleagues
  - ▶ Police statements
  - ▶ Workplace stress, minimal 'incidental' debriefs
- ▶ Not predicted in this patient - could happen again unexpectedly
- ▶ Media coverage
- ▶ Focus upon incident, critiquing in quest to learn lessons
- ▶ Previous experience of violence
- ▶ Family concern re safety in the workplace



# ? Standard Operating Procedure

- ▶ Immediate disaster procedures
- ▶ Safety of the ED - notify hospital staff
- ▶ List of people in the ED
  - ▶ Staff, patients, relatives
  - ▶ Track patient movements
- ▶ Personal note of events
- ▶ Police statements
  - ▶ Time frames
  - ▶ Information for staff on giving police statements - where, when, take copy
- ▶ Counselling
  - ▶ Evidence based process
  - ▶ Advice regarding return to work, symptoms of acute stress reaction
- ▶ Process for work cover
- ▶ Media - TV, facebook
- ▶ Allocate one person to coordinate recovery
- ▶ Investigation - external, departmental incident review at M+M meeting