



Queensland Health
Office of the Chief Nursing Officer
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EPIC News

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Queensland Health Nursing and Midwifery EPIC News Issue 7, June 2009

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From the Chief Nurse's desk

I was honoured to attend the International Nurses and Midwifery official celebrations, including the breakfast, organised by Queensland Nurses' Union and Queensland Nursing Council, on the 12th May at the Brisbane Convention Centre. The theme of the breakfast was the Q 150 celebrations. It was exceptionally interesting to hear from Professor Glenda Stroum about the remarkable developments of Nursing and Midwifery history in Queensland, and the many "firsts" that Queensland can claim. Worth noting was the fact that Queensland was the first state to register nursing as a stand alone profession, the third region in the world to do so.

The second speaker, Ms Odette Best, Indigenous Nurse Advisor, Queensland Health, outlined the often not known, valuable contribution of Aboriginal and Torres Strait Islander nurses in the broader Queensland nursing and midwifery history. Aboriginal and Torres Strait Islander nurses have made huge inroads into the nursing profession in Queensland to the point where now we can boast four students of Nurse Practitioner studies enrolled in University of Queensland.

Queensland has the first hospital that holds Magnet recognition in the southern hemisphere, and we are proud to acknowledge the Princess Alexandra Hospital in doing so. Magnet designation is the highest honour bestowed by the American Nurses Credentialing Centre, the largest nursing credentialing organisation in America.

In closing, I would like to warmly invite you to attend the second Passionate about Practice Conference on July 29th and July 30th at Brisbane Convention Centre. We received many positive comments from the first Passionate about Practice conference held in June last year, including the fact that it held something to interest just about everyone, from acute stroke management to voiding positions! This year Dr Premarani Kannusamy will present on information technology within the Singapore Hospital, Dr Rhonda Marriot from Murdoch University on Indigenous Care, and Professor Alison Kitson, Head of Nursing from Adelaide University will present on essentials of care. For further program information and to register please visit <http://iamevents.com.au/qh/passionateaboutpractice/> I look forward to meeting you in July, and to hear about the areas of practice that you are passionate about.

Pauline Ross

Evidence Practice Innovation Capacity

Breast is Best

Queensland Health, in collaboration with the Australian Breastfeeding Association (ABA), has launched its current exciting and dynamic breastfeeding campaign to promote breastfeeding duration.

Recent Statewide research¹ shows that while most mothers initiate breastfeeding (95%), it is not sustained for long enough with rates dropping to 83% at 1 month, 59% at 6 months and 33% at 12 months. Exclusive breastfeeding rates were found to be 55% for the first 3 months and 13% for the first 6 months. Intent to breastfeed prior to giving birth remains a significant predictor of actual breastfeeding. Research also suggests that a large percentage of women choose to stop breastfeeding as they find it difficult, painful or believe they have low milk supply.



Breastfeeding and your baby

12+months on the breast • Normal • Natural • Healthy

The 2009 campaign has been developed to support behaviour change and to provide reassurance and confidence to breastfeeding mothers through the overarching theme of "Normal; Natural; Healthy" and the three targeted key messages:

- Everyone looks up to mums who breastfeed
- Any problem can be overcome
- Breastfeeding – it's a natural part of life

The target group for this campaign is mothers under the age of 30 years. Aboriginal and Torres Strait Islander mothers have also been identified as less likely to initiate and continue breastfeeding.

The campaign material and key messages have

been tested with the target market with very positive results.

The components of the 2009 campaign include:

- 1 Antenatal breastfeeding guide (both for whole of population and Aboriginal & Torres Strait Islander families)
- 2 Supporting breastfeeding posters (both for whole of population and Aboriginal & Torres Strait Islander families)

A one stop breastfeeding site on the Queensland Health website is being developed in addition to linkages with parenting websites which the target audience frequent to improve breastfeeding content.

The campaign materials were launched on Tuesday 5 May 2009 to coincide with ABA's National Mothering Week and International Midwife Day

and can be currently viewed on the Queensland Health website (www.health.qld.gov.au/breastfeeding). It is intended that all pregnant women attending antenatal services in Queensland will be given a breastfeeding guide while the campaign posters will be distributed to all maternal and child health services statewide.

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(Footnotes)

1. 2008 Infant Nutrition Survey, Queensland Health (www.qheps.health.qld.gov.au/ph/documents/hpu/tol_ins.pdf)

Evidence Practice Innovation Capacity

Nurse Practitioners in the field of mental health

This new and innovative position within mental health nursing is finalisation of a 'dream' commenced in 1985. When I was a beginning student mental health nurse at Baillie Henderson Psychiatric Hospital the Senior Lecturer,

Christine Cantley, spoke passionately about the new role of nurse practitioners sweeping the world especially in the USA. From this moment I was to develop a career in clinical care of the mentally ill, though it took nearly 20 years to achieve.

The journey from student nurse to Mental Health Nurse Practitioner (MHNP) has involved many varied clinical, management and learning experiences. I completed my Psychiatric Nurse Certificate at Baillie Henderson Hospital in 1988 and then worked as an RPN until 1989. I moved to Rockhampton to commence General Nurse training, the last of the hospital based training programme. After obtaining my General Certificate in 1992, I worked as an RN for 12 months before returning to the Rockhampton Mental Health Inpatient Unit in 1993.

Over the last 16 years I have held various positions, RN, CN, NPC, Team Leader and Program Coordinator Adult Acute and Specialist Services with the Mental Health Service. The growth with the community team has been enormous from a initial team of three clinicians to now fully functional 'satellite services' within the greater health district area. I have tried to maintain a strong consumer focus though the

amount of administration required has made this a challenge to maintain. It has been a great satisfaction to be able to return to clinical work and still have professional and financial recognition for my hard won experience and knowledge.



Rob Leerentveld Mental Health Nurse Practitioner

The Mental Health Nurse Practitioner role is a developing one. Initially the MHNP will focus upon the development of a Nurse Practitioner led general health clinic for mental health consumers as well as provide consultation

and clinical input into the local emergency department. As with all Nurse Practitioners the role will include assessment and management of consumers using nursing knowledge and skills and may include but not be limited to refer directly to other health care providers, prescribing medications, and ordering diagnostic investigations.

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Evidence Practice Innovation Capacity

Nursing portal for Queensland Health nurses

The e-Nursing Committee identified the development of a Nursing Portal as a key strategy to support Professional Practice. The Chief Nursing Officer supported this and invited nurses from Canada to present the Nurse One Portal at the Passionate about Practice Conference in July 2008. The Canadian presentation was very well received by the conference participants.

Work has progressed on planning a Nursing Portal for Queensland Health nurses. What is a portal? It is a website that provides links to resources rather than a service developing all of the information on the site. The Queensland Nursing Portal development will occur in two phases. Phase¹ will provide links to all resources currently available such as career de-

velopment opportunities, continuing education, professional links and library resources. Phase 2 will provide links to resources we may currently not have a licence to but this will need to be purchased such as extra nursing resources for CKN. The site will be accessible outside of the Queensland Health network via a process similar to CKN access.

This is an exciting development for nurses in Queensland Health. So watch this space.

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Evidence Practice Innovation Capacity

A Refreshing Success

Hi my name is Susan Gower. At the end of November 2008, as a Registered Nurse, I started a Refresher program on 7B South, the urology ward at Royal Brisbane and Women's Hospital.

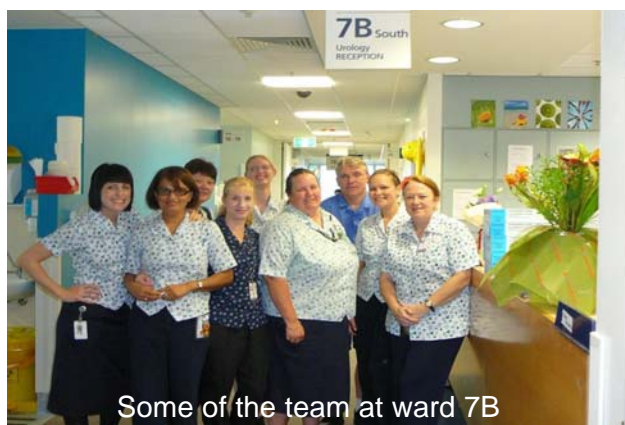
On my first day it had been at least 10 years since I had inserted a catheter or even cared for a post-op patient. Nervously, I wondered if I was making a good career move or if I was taking my first step on that proverbial slippery slope.

I have 26 years experience as an RN, primarily in the community and as a Nurse Advisor at the Queensland Nursing Council. I now run my own investigation business yet I've often thought about getting part-time work in 'hands-on' nursing.

My journey started late last year when I saw a Refresher program ad in the paper. Within a few weeks of completing the online application I found myself on 7BS, having an informal discussion with Nurse Unit Manager Charles De Riuter, Nurse Educator Alison Bowen and Shift Co-ordinator Ben Ballard. They promised a lot of support with theoretical modules, a preceptor, mutually acceptable shifts and regular evaluations. To top it

off, they would pay me to learn! As a sceptic I was surprised, that despite the hectic pace of the ward, Charles and the QH team delivered all that was promised.

Now, three months later, I'm employed on 7BS as a part-time RN. I get a real sense of satis-



Some of the team at ward 7B

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Clinical Education and Training Update

Establishment of Clinical Education and Training Queensland (ClinEdQ) and Health Workforce Australia

With the recent establishment of Clinical Education and Training Queensland (ClinEdQ) the OCNO Nursing and Midwifery Clinical Education and Training (NMCET) team have relocated to the Citilink Business Centre (opposite the Royal Brisbane and Women's Hospital). The aim of ClinEdQ is to ensure a coordinated effort across health professions in relation to clinical education and training, and will further assist the implementation of key recommendations for best practice in clinical education for nurses and midwives.

ClinEdQ will take a state-wide, multi-professional approach to clinical education and training and will collaborate closely with Health Workforce Australia to align with the Council of Australian Governments (COAG) Health Workforce Reform agenda. Health Workforce Association (HWA) will replace the current National Health Workforce Taskforce (NHWT) and assume responsibility for the current work program encompassing workforce planning and research, education and training and innovation and reform.



Above: Some enthusiastic members of the April 2nd graduate/facilitator workshop

Building capacity of nursing and midwifery through best practice in clinical education and training: The Building Blocks of Life Long Learning – Progress report on priority areas

Modernisation of the Queensland Health Nursing and Midwifery Staff Development Framework (SDF).

The internet version of the framework is now available to nurses and midwives via <http://www.health.qld.gov.au/nmsdf/default.asp>. The SDF outlines a supported learning and development pathway for nurses and midwives comprising three key learning and development stages integral to career development across the workforce continuum. The learning and development pathway acknowledges and builds on current skills and knowledge of nurses and midwives and supports transition to competent practice and continuing professional development throughout a nurse / midwife's journey of life long learning.

Tool kits for nurse educators will be available on QHEPS to support the operational map in the future.

There was wide consultation in preparing the internet version of the framework. The Office of the Chief Nursing Officer hosted a focus group of new / recent graduate and clinical nurses from the districts in April. This was an opportunity to engage with a dynamic and enthusiastic group of nurses and obtain their input on a number of issues surrounding clinical education and training. They had the opportunity to meet with our Chief Nursing Officer, Pauline Ross, over lunch to discuss issues important to their roles with in their districts. They were a very impressive group and our team value their input. A QH forum site in the Office of the Chief Nurse Public Forums has been set up in QHEPS for your feedback.

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Clinical Education and Training Update

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Development of a clinical placement management system and processes aimed at building placement capacity.

A working draft specification for the National Clinical Placement IT System, developed in partnership with key stakeholders has been forwarded to the Director, National Health Workforce Taskforce (NHWT) for consideration by the national expert advisory group. This group is currently being formed to determine an agreed specification and implementation plan for the system in readiness at a basic level for the 2010 academic year.

Development of a dedicated Nursing Portal to provide a single entry point to available electronic nursing resources and decision support tools. Within

ClinEdQ nursing and midwifery are taking the lead in progressing the development of a portal where users will be able to access a suite of functions specific to their discipline and role. The ClinEdQ Portal will provide a standardised approach to accessing clinical information resources, professional development opportunities, mandatory training skills and organisational resources. The aim of the Portal is therefore not to replicate existing information such as Mosby's Nursing Consult available as a Quicklink through the Clinicians Knowledge Network (CKN) <https://sp.cknservices.dotsec.com/ckn/home.php> but to provide a portal that integrates clinical education and training with clinical

knowledge requirements by establishing appropriate links through the Portal.

Phase 1 of the Rural and Remote Orientation Toolkit has been launched. This phase of the modular based orientation package provides useful information to nurses and midwives going bush for the first time. Please take a moment to explore the toolkit on www.health.qld.gov.au/cdes/

The ingenuity and curiosity of our nurses and midwives is evident in our health services every day. Constantly we are offered new ways of thinking about how we can best care for our patients. The Clinical Education and Training team believe the following quote exemplifies this.

“Curiosity is the wick in the candle of learning”

William A. Ward

We would love to hear of your ideas. The Clinical Education OCNO team contacts:

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faction caring for the patients – helping them reach their optimum wellbeing. I am full of admiration for my colleagues who work hard, laugh hard and who have sincerely welcomed me as a member of the team.

So, if you know someone who would love to get back into acute nursing or midwifery, tell them the Refresher program does deliver what it promises and they too can get their nursing groove back!

For more information on Nurse Refresher go to www.rethinknursing.com.au

Introducing....

Cathie Nesvadba, Nursing Director Profession & Practice Development

After an already diverse nursing career in Queensland, Cathie Nesvadba commenced her role as Nursing Director Profession and Practice Development on June 1 2009 at the Office of the Chief Nurse. In this position, Cathie will be taking on the duties of leading the continued improvement of the quality of the nursing/midwifery profession; promoting nursing research, evidence-based practice; and the development of innovative strategies across Queensland.



Primarily, Cathie has worked in professional regulation and in nurse education. In the early 1990s Cathie began her education career at Griffith University where she was initially worked as a clinical tutor and facilitator, as well as Associate Lecturer for the Bachelor of Nursing program. In 2001 she moved to the Queensland Nursing Council (QNC) in 2001, filling a number of roles, initially as the Coordinator of Nurse Education and most recently as the Director of Research and Policy.

While at QNC, Cathie was involved with developing and implementation of standards for practice and nursing education, including the

development and review of nursing and midwifery policy, standards and position statement at state and national level. Cathie's background has required her to consult and negotiate with all levels of nursing and midwifery, other health professionals, organisations and regulatory authorities at state, national and international levels.

With such a diverse background, Cathie provides a unique insight in to the contemporary approaches and issues currently faced within nursing and midwifery. This will benefit her new role to ensure strategies and policies are in place to improve professional practice through research, quality benchmarks, and innovative models of care; advanced practice roles, leadership development and mentoring programs.

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National registration scheme and the RN Drug Therapy Protocol (DTP) endorsements.

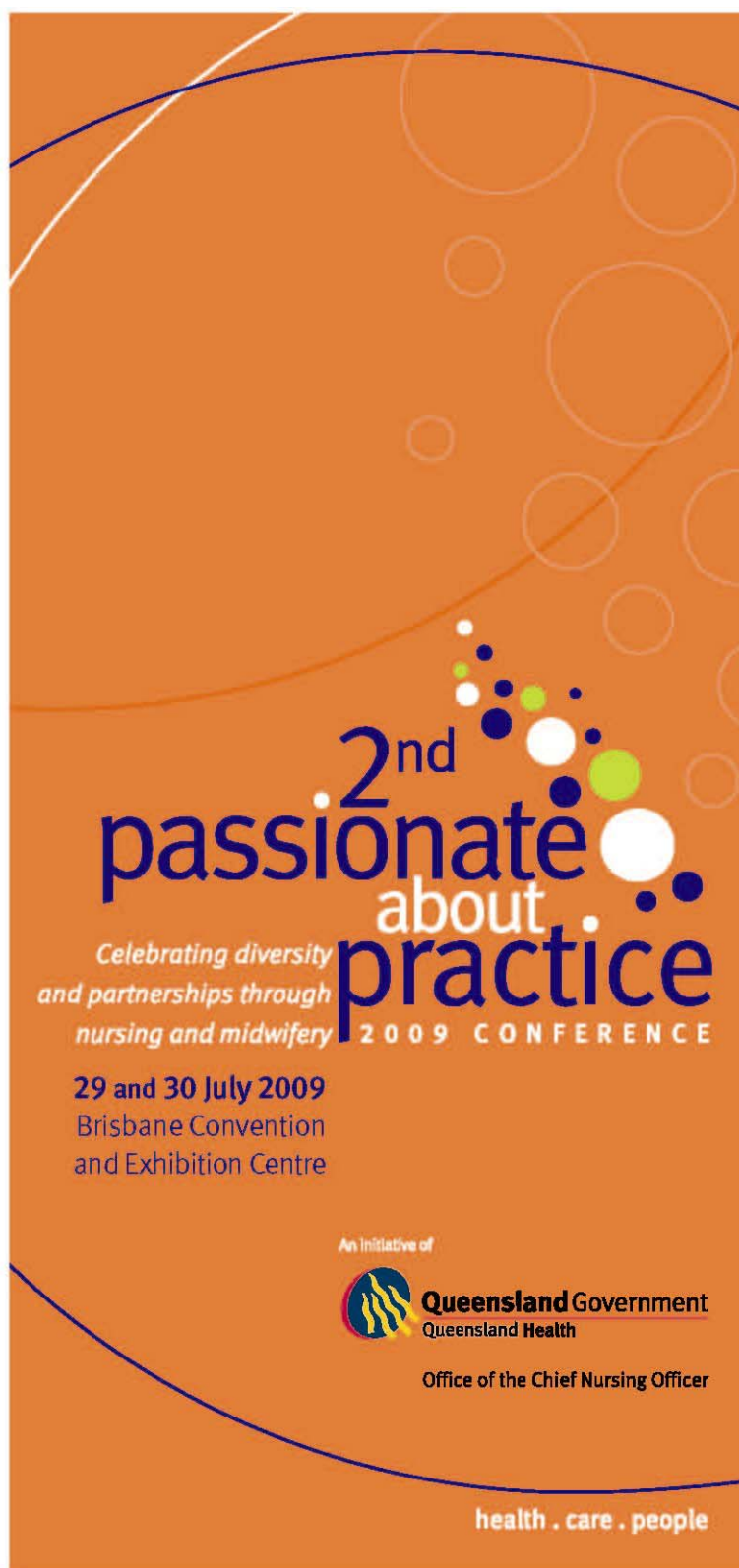
With the move to national registration in July 2010, the future of state based endorsements is unclear. In Queensland this affects the rural and isolated practice RN (RIPRN), sexual and reproductive health and immunisation endorsements. Whether the national board includes the Queensland specific DTP endorsements on the national register in the future is still to be determined. While we are unclear about this at the moment, we will work with the QNC, our QH clinical education team and our legislation policy unit to ensure there is appropriate alignment between the education programs and the legislation that enables these RNs to work under a DTP

We anticipate more information will be available once the national nursing and midwifery board has been appointed and the legislation has been passed.

Whatever the national board decides, I can assure you that Queensland Health values the important role that RNs who hold DTP endorsements perform especially within the rural and isolated areas of Queensland and the community.

Further information on the national registration and accreditation scheme for health professionals can be found on <http://www.nhwt.gov.au/natreg.asp>

A date for your diary...




2nd
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about
practice

*Celebrating diversity
and partnerships through
nursing and midwifery* **2009 CONFERENCE**

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