



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 8, September 2009

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chiefnurse-office@health.qld.gov.au



Queensland
Government

From the Chief Nurse's desk

Have you noticed a change in nursing capacity in Queensland Health? Across the board, nursing vacancy figures are sitting around 2%. This is historically low, and I trust it translates into smoother working conditions for you. But, workforce modelling still predicts that our nursing workforce is going to be short about 3000 registered nurses in 2013 and about 5000 registered nurses short in 2018. These years relate to opening of new services, predicted retirements of current nurses and increases in the general population, as well as an aging population.

The Office of the Chief Nursing Officer and key industry stakeholders, have identified a number of strategies to minimise the effects of the predicted shortages. The biggest single reform is to move the clinical education and training system forward, because we simply can't get enough domestic students into our eight universities to be able to meet demand in the outer years. At a statewide level, we are exploring how to improve our capacity to take an increasing number of students; we continue to offer scholarships and will be able to increase the number of scholarships offered and would encourage you to read page 4 and to apply; we are progressing models of care to be best placed for the implementation of the MBS and PBS access for Nurse Practitioners and Midwives.

I was delighted to host the second Passionate about Practice Conference in Brisbane in July, as the forum for emerging clinical leaders to see the innovations in practice and to observe nurses learning from each other. A few of the presentations from the conference are contained in this newsletter (page 2 and 3).

These abstracts present innovative models of care and practice which will contribute to our ability to implement best practice for the good of the profession and for the benefit of patients and their families.

This is an exciting time of change in health care with the work of the National Hospitals and Health Reform Commission. The Report is being submitted to the Federal Government. Our Deputy Premier and Minister for Health have provided strong leadership, shaping the Queensland views and response to the Commission's Report.

For more information visit <http://www.nhhrc.org.au/>

Pauline Ross

Evidence Practice Innovation Capacity

The 2008 Infant Nutrition Survey: key findings

Queensland Health is committed to the health and well being of Queensland’s children. The 2008 Infant Nutrition Survey (INS) is a repeat of the Queensland state-wide survey conducted in 2003. It is one of only a few studies to report against breastfeeding indicators using the nationally recommended survey questions and methods outlined by Webb et al (2001). The data emphasises Queensland’s adherence to the national infant feeding recommendations to exclusively breast feed to 6 months, introduce appropriate solids around 6 months and continue to breastfeed to at least 12 months.

Percentage of infants exclusively breastfed (%)			
Age of Infant	QH 2008 targets	Infant Nutrition Project 2006-2007 findings	Infant Nutrition Project 2008 findings
Up to 3 months old	60	38.1	55
Up to 6 months old	50	9.5	13

Data Source: Infant Nutrition Project 2006-2007 available at http://www.health.qld.gov.au/ph/documents/saphs/infant_nutrition.pdf

Data Source: Infant Nutrition Project 2006-2007 available at http://www.health.qld.gov.au/ph/documents/saphs/infant_nutrition.pdf

Other findings from the INS data gathered from 1200 biological mothers of infants 12 months or less, included:

- 95% mothers initiate breastfeeding (National target – 90%);
- 33% mothers were breastfeeding at 12 months;
- 83% mothers main reason for breastfeeding was “breast milk was better for baby”;
- 46% mothers experienced problems with breast feeding, the most common being attachment, sore/cracked nipples, low milk supply and mastitis;
- 85% mothers were satisfied with breastfeeding support in hospitals;
- 56% of infants were regular consumers of infant formula, 40% within the 1st month; and,
- 60% mothers commenced regular solids at around 6 months, 24% at 4 months and 7% before 4 months.

The survey methodology and raw data is currently available on QHEPS (http://qheps.health.qld.gov.au/ph/documents/hpu/tol_chs.pdf) with the final report (Infant and Child Nutrition in Queensland 2008) expected to be finalised in late 2009/early 2010. The development of the QH breastfeeding campaign (http://www.health.qld.gov.au/breastfeeding/bf_duration.asp) has been based on this information.

For more information contact: Michelle Harrison

Email: Michelle_Harrison@health.qld.gov.au

Evidence Practice Innovation Capacity

Practice Partnerships Implementation: Support + Feedback = Success

A project was undertaken to implement the Practice Partnership Model (PPM) into diverse care settings in MetroNorth Health Service District. The model is based on delivery of patient-focused care within a partnership consisting of the patient and two nurses: the Practice Partnership Model (PPM)

The PPM comprises of seven key elements: bedside nursing handover, a ‘First round’, bedside care planning, hourly patient rounds, ‘scrums’, communication boards, and traffic lighting’. The model was implemented using a framework of education, support, audit and feedback.

Education + Support - Formal education sessions were supported by focused education sessions, based on the individual requirements of each ward area, and when necessary support to individual nurses.

Audit + Feedback - The use of a rigorous and regular system of audit and feedback to communicate progress,



and highlight areas where further work was needed was highly effective.

Success - Diverse care settings within the district required tailoring of some elements of the model. Some ward staff viewed their areas as ‘special’ or ‘different’; believing initially that the PPM was not relevant to them. However, the implementation strategy has been very successful; because it is based upon a personal approach and understanding of the unique requirements of each ward area.

All participating wards are now using the PPM with a high degree of success, as evidenced by compliance data. An outcome measurement process is being developed to demonstrate the effectiveness of the PPM. Sustainability of the model is important, and it is recognised that support from the whole organisation is critical.

For More information contact: Toni Ferguson
Email: Toni_Ferguson@health.qld.gov.au

Evidence Practice Innovation Capacity

Motor Neurone Disease Videoconference Clinic - RBWH

Motor Neurone Disease (MND) is a progressive neurodegenerative disease with an average life expectancy of 2-5 years. The muscles of speech & swallow, limbs and breathing are affected. The disease is highly variable with symptoms and disability providing challenging management issues. There is no effective treatment. Management is supportive with a symptom management focus. In Queensland and Northern New South Wales, direction is provided by a multidisciplinary clinic based at the Royal Brisbane & Women's Hospital (RBWH). The MND clinic team consists of Neurology, Palliative Care, Speech Pathology and Nurse Coordinator. Health professionals such as their general practitioner, allied health and nursing provide ongoing supportive care locally. Patients attend the MND clinic 3-4 monthly in Brisbane and as disability increases, travel becomes difficult. The commencement of a monthly videoconferencing clinic with the ability to link to respiratory/sleep physicians at The Prince Charles Hospital (TPCH), Brisbane has provided continuity of



care in this rare, variable high-end user disease group for patients living in remote and regional areas.

Providing regular videoconferencing consultations facilitates people remaining in their local community and being cared for by their local health professionals yet receiving expert advice and support from a tertiary centre.

The MND videoconference clinic has only recently commenced, with adhoc MND videoconferences happening in the past to good success. The potential for the clinic is to considerably increase in number of consultations conducted each month. There is also potential to provide education to local allied health, palliative care nursing staff in the future via videoconferencing.

For More information contact:
Nicole Hutchinson
Email: Nicole_Hutchinson@health.qld.gov.au

Evidence Practice Innovation Capacity

Enrolled Nurse Up-Skilling - Sunshine Coast

The Enrolled Nurse Up-Skilling (Maternity) Project developed the first coordinated approach to up-skilling Enrolled Nurses to work in maternity services in Queensland. While Enrolled Nurses (EN) have been working in some maternity units, there was not an easily accessible, current, formalized training program to provide them with the appropriate skills and knowledge to care for mothers, babies and families. Up-skilled, appropriately trained ENs have a place within a multi-disciplinary care team, under the direction of midwives.

The importance of providing theoretical as well as clinical training was identified. A unique partnership between Queensland Health and the Sunshine Coast Institute of TAFE saw the development of a Professional Development Module. Six pilot sites across three Health Service Districts participated and twenty ENs successfully completed the program. The

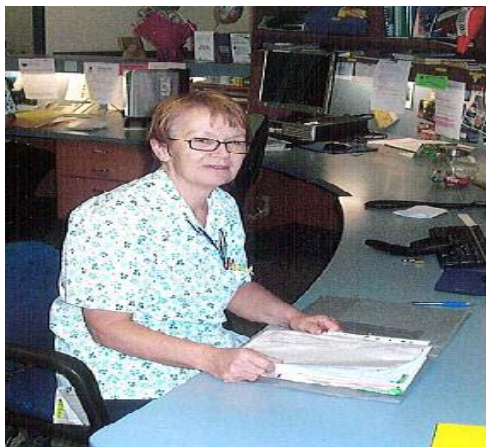


pilot care and health care education continuum.

Options are currently being investigated for the state wide rollout of this exciting, innovative program. Access to the program in all areas (remote to metropolitan) is important to ensure professional development opportunities are available to staff regardless of geographic location. The future of the program will continue to see collaborations between clinicians, educators, nurses and midwives to provide quality healthcare outcomes for women, babies and families.

For more information contact::
Keppel Schafer
Email: keppel_schafer@health.qld.gov.au

Office of the Chief Nursing Officer Scholarship Recipient



Brenda Williams
Endorsed Enrolled Nurse Advanced Practice3 (EENAP)
Neuroscience Rehabilitation Unit
Gold Coast Hospital Southport Campus

It was time to do some more study. In 2008 I decided to do a Certificate in Rehabilitation through Queen Elizabeth Centre - Ballarat.

The facilitator in my unit the Neuroscience Rehabilitation suggested that I apply for a Nursing Scholarship that Queensland Health was offering. So I filled out the application form and was successful.

It has been awhile since I had done any study and began to wonder if I would get through the year working full time and studying. But once I started the challenge I knew that I could do it. Even though I have worked in the Rehabilitation Unit a long time the more I looked at text books, journals etc I knew there was a lot more to learn.

There were also clinical hours to be done so working with the different Allied Health groups gave me a better understanding of their role in Rehabilitation. I also spent some time with Aged Care Assessment Team and Headway which was a great learning experience.

I have further enhanced my rehabilitation knowledge and skills which allows me to give the best patient care possible. I share this knowledge with my colleagues and students that come and do clinical placements in our rehabilitation unit.

Thank you Queensland Health for offering staff scholarships.

Office Of the Chief Nursing Officer Scholarships Now Open

Its that time of year again, the annual Office of the Chief Nursing Officer, nursing scholarships are open.

Scholarships are available in these areas:

Midwifery

Nurse Practitioner (areas of priority – Aged Care, Chronic Disease, Rural, Remote and Isolated Practice, Mental Health and Emergency)

General Nursing (area of priority – Perioperative, Intensive care, Emergency, Paediatrics, Neonatal Intensive Care, Acute and Supportive Care, Care of the Older Person, Rural and Remote.)

These scholarships are to encourage professional development by providing financial support to nurses undertaking undergraduate, post graduate or post registration studies and strategically support areas of clinical service delivery.

This is a great time to apply for your specialist scholarship. Queensland Health are preparing our staff to be ready for the increases in service, coming over the next few years. Don't miss out on this chance, as these applications are closing soon.

Midwifery and General Nursing – 16/10/09

Nurse Practitioner – 19/10/09

For more information on how to apply please go to
<http://qheps.health.qld.gov.au/ocno/content/scholarships.htm>
Or Phone Office of the Chief Nursing officer – 07 323 71550



Introducing.... Ali Drummond - Indigenous Nurse Project Officer

I am a Daureb man from the Torres Straits, and I also have ancestral connections to the Yadhagana and Wuthathi people of Cape York Peninsula. I grew up on Thursday Island in the Torres Strait.

My mother is a senior health worker, and she's been working for Queensland Health for as long as I can remember. As a result my seven siblings and I have been indirectly exposed to a plethora of health promotional campaigns, health education, and reminded daily about the association between unhealthy lifestyles habits and the poor health of Torres Strait Islanders. Naturally, I chose a career in health to help my family, my people to lead healthy long lives.

I have now worked in the health field for several years. I began work in Queensland health workforce as a casual health worker in the Torres Straits. I got to travel through out the beautiful Torres Strait Islands and relieve for remote health workers. Simultaneous I also commenced my nursing degree as well as work at the Star of the Sea Nursing Home on Thursday Island.

I worked briefly at the Emergency/Surgery Department at the Thursday Island Hospital in 2006. The following three and half years I was employed on Ward 2A/B Orthopaedics at the PA. I also worked for Oxley nursing agency all over Brisbane.



I commenced my Masters in International Public Health at the University of Queensland in February 2009. I have a keen interest in Indigenous health, as well as public health in third world settings.

I started in OCNO August 2009, employed as an Indigenous Nurse Project Officer. My main project is to develop an orientation package for the nurses working in the Torres Strait. I will also be involved in promoting nursing careers in indigenous schools and wider community as well as assisting with Indigenous nursing cadetships promotion.

For more information contact:
Ali Drummond
Ali_Drummond@health.qld.gov.au

International Council Of Nurses Conference Durban, South Africa

The International Council of Nurses Conference was held between 27 June and 4 July 2009 in Durban, South Africa, and Cheryl Burns, Nursing Director – Education, Office of the Chief Nursing Officer attended representing Queensland Health. The theme for the 2009 International Council of Nursing (ICN) Conference was **Leading Change: Building Healthier Nations** and was attended by 6,000 nurses from across the world. This conference is held on a 4 yearly basis and is affiliated with the Royal College of Nursing Australia. The next conference will be held in 2013 in Melbourne.



Cheryl presented an abstract on Best Practice Model for Clinical Education and Training in relation to competence and safe care, and a poster presentation on An Innovative

Model for Practice Partnership at The Prince Charles Hospital (TPCH).

The paper and poster were well received it was confirmed that this evidence based practice work through the Office of the Chief Nursing Officer was contemporary and internationally accepted practice. It also validated some of the directions which Queensland Health has supported funding to address the predicted workforce shortages through many strategies through the Office of the Chief Nursing Officer including significant work in ensuring that the nursing and midwifery workforce is well prepared and educated for the challenges of the future.

All papers are available on the ICN website:
<http://www.icn.ch/congress2009/presentations.htm>

Update from ClinEdQ - Nursing and Midwifery

Building the capacity of nursing and midwifery through best practice in clinical education and training: The Building Blocks of Life Long Learning

Major activities:

“The Bricks in the Wall” a suite of modern online competency based clinical learning modules to meet health service priorities for specialty areas by July 2010

The nursing and midwifery post-graduate clinical competency project is progressing well.

Over 4 years the current 17 educational programs (Transition to Practice Nurse Education Programs – TPNEP) will be streamlined into 9 programs and an additional 3 programs will be developed.

From July 2009- June 2010 online programs will be developed for the following key priority areas: paediatric care, neonatal care, care of the older person, time critical care (ED and ICU), acute and supportive care (med/surg, renal, oncology and neurological), mental health care and peri-operative care.

The following clinical and education experts have been recruited to lead the transfer of the current paper based programs to an online format:

- Paediatric care: Elayne Ellis-Cohen
- Neonatal care: Meshell Curtis
- Care of the Older Person: Margaret Turner,
- ED: Nicole Coogan
- ICU: Nicola Gregory
- Acute and Supportive Care: Kayleen Gordon/ Jenny Boys
- Mental Health: Tania Yegdich
- Peri-Operative: Andrew O’Brian

In Phase two of the project (July 2010- June 2011) online programs will be provided for maternity care, primary care and any other programs identified.

The new programs will commence with non specialist, scenario-based, foundation modules to facilitate the application of theory to practice. The nurse/midwife

moves onto core and specialist modules within their skill domain. Advanced standing into relevant postgraduate tertiary programs will be conferred on successful completion of the programs.

For more information on this exciting program contact
Michelle_Twentyman@health.qld.gov.au

Increasing the number of clinical places for students of nursing and midwifery

There is a projected nurse and midwifery workforce shortage of 5000 by the year 2018. The nursing and midwifery team are working with nurse and midwifery

leaders in clinical practice and clinical teaching settings to determine additional student places to help reduce the projected workforce shortage.

The project will provide health services with an electronic tool to help them determine the maximum number of students they can accommodate. In addition the group is also developing an electronic clinical placement supply register across public and private health services in Queensland to facilitate the planning and placement of students over the academic year.

Your help to identify possible additional new clinical learning sites and how you think we could make the students experience more valuable would be welcome.

For more information
Judy_Briggs@health.qld.gov.au or
Shaune_Hunt@health.qld.gov.au

“Connecting education and Practice” Roadshow

These are exciting times for the nursing and midwifery profession in Queensland. Cheryl and Shaune will be taking up the invitations offered by many to visit local health services where nurses and midwives work to talk about and validate the reform strategies built within the Best Practice Model for Clinical Education and Training of nurses and midwives in Queensland.

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MidPLUS



Queensland Health working with the peak midwifery professional body, the Australian College of Midwives (ACM), to support a competent and professional midwifery workforce in Queensland

'Queensland Health is funding the ACM to support QLD midwives to be informed about and meet National Registration requirements.'

Preparing for National Registration – how the ACM and QH are working to assist midwives prepare

National registration for health professionals, including midwives, is set to commence from 1 July 2010. As part of the National Registration Scheme every health professional will be required to:

- renew their registration annually;
- provide evidence of competence and continuing professional development; and
- be enrolled in a professional development program.

For midwives, the MidPLUS program is the only CPD program designed specifically for midwives, by midwives. If the Continuing Competence Framework is adopted, midwives will need to provide evidence of their ongoing competence across four main components of the Framework.

MidPLUS is a professional portfolio and online development package that not only helps to correctly record participation in ongoing professional development, but supports midwives to engage in self-assessment and reflection activities – essential components of the Framework.

The MidPLUS and Midwifery Practice Review programs can assist midwives in meeting all of the requirements of the Continuing Competence Framework (with the exclusion of the 'Recency of Practice' component.)

Queensland Health funding has recently been made available to help QLD midwives to enrol in MidPLUS for FREE.

The Queensland Health funding means that if you are a midwife working in QLD you are now being supported with the move to the national register. Please contact Kara Wood at the National Office in Canberra on

- ***free enrolment into MidPLUS;***
- ***free participation in the Midwifery Practice Review program; and/or***
- ***to attend a free 'National Registration' workshop.***

For further enquiries please contact Abby Clemence
programs@midwives.org.au or 1300 360 480.

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September itinerary includes visiting the North Queensland. The visit will include Mackay, Townsville and Cairns regions. Further visits are planned over the next two months for the Central and Southern Queensland regions including rural and remote health services west of the great dividing ranges. Cheryl and Shaune will be in Rockhampton 2nd October 2009 at the Central Queensland University to meet with health services and education leaders providing for the health needs of that region.

For further details or to have your say contact
Shaune_Hunt@health.qld.gov.au

On line Orientation for Rural and Remote Nurses and Midwives now available

The development of the orientation program of rural and remote on line modules is on track. Modules on line now are *Bush realities: exploring the difference, Working within the boundaries, Self care, support and staying sane, Essential guides: supporting clinical practice, Coping with a Clinical emergency, Exploring your local scene.* We have 380 rural nurses and midwives who have commenced the program which is fantastic. Phase 2 of

the project is progressing well with the modules for trauma and emergencies, diagnostic and pharmaceutical processes, Primary Care, Chronic Disease, Mental Health, Procedural Skills and Minor Trauma, Social dysfunction coming on line in the next couple of months.

Watch this space ClinEdQ website - the website is now on line and Nursing and Midwifery page is being developed and will be available within the next month website is <http://www.health.qld.gov.au/clinedq/default.asp>

Our inspirational quote - "Education's purpose is to replace an empty mind with an open one." *Malcom Forbes*

We would love to hear of your ideas watch for our website on ClinEdQ.....

The Clinical Education OCNO team contacts:
Cheryl_Burns@health.qld.gov.au
Shaune_Hunt@health.qld.gov.au
Michelle_Twentyman@health.qld.gov.au
Judy_Briggs@health.qld.gov.au
Lorraine_McMurtrie@health.qld.gov.au
Narelle_Sommerfeld@health.qld.gov.au

It takes a team to support breastfeeding

Appreciate the value of breastmilk

Respect the privacy of colleagues when they are breastfeeding or expressing breastmilk

Communicate how lactation breaks may change the way your team provides its health service

Plan the day with your manager

The Queensland Health Work and Breastfeeding Policy (IRM2.5-22) is an initiative which informs and supports:

- o women who choose to continue breastfeeding upon their return to paid work with Queensland Health
- o line managers
- o colleagues.

Visit: qheps.health.qld.gov.au/breastfeeding



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