



# Nursing Professional Development



## News from the Director of Nursing



Dear Colleagues

Last week we held our inaugural workshop for the Safe Staffing Health Workplaces (SSHW) Demonstration Site initiative. We are one of 3 DHB's in NZ to undertake this process. It was impressive to see 40 plus staff -Nurses, Midwives-clinical & management roles working with NZNO & PSA representatives sharing knowledge and current thinking over issues and gaps. This was not a solution focused meeting as that comes later. Capturing an overarching issue for our DHB provided some valuable insight. The draft statement we are working on reads...

*We are not consistently delivering Counties Manukau vision, values and goals across the organisation to the high standard we aspire to.*



This strong statement acknowledged that things could be better than they are and that we need to work together to get there. Staff were very loyal and protective of the vision and values. This left Geraint Martin CEO & Ron Dunham our Chief Operating Officer in no doubt how staff felt about our shared values.

Homework over the next few weeks will be to undertake to answer and seek information that underpins our workforce and how we work. Examples of questions posed included "How do you work out my FTE allocation for my work, Do we need an acuity tool?" The idea is to come back in October with relevant information. To help with this initiative I have appointed Helen Thomas as our Clinical Nurse Coordinator for the SSHW Demonstration Unit. This work spans over 9 months and will help us develop a shared platform of evidence to work from - this could be in workload modelling/budgets - however we won't know until we go through the steps. I am asking you to keep an open mind and use this Safe Staffing Healthy Workplaces as an opportunity to enable us to develop sustainable change where staff and patients say that we consistently provide a good experience of care and work in an environment that makes the best possible use of available resources...meanwhile be kind and caring to each other.



Kind regards  
Denise Kivell  
Director of Nursing





This is the inaugural Nurses Assistant graduates from MIT. A total of 11 completed the course with 100% success rate.

7 Nurse Assistants Completed the Acute Care-Medical Surgical Endorsement

5 Nurse Assistants completed the Peri-operative endorsement.

Currently they are pursuing job opportunities across Auckland however it is envisaged that CMDHB will recruit these nurses. CMDHB assisted in the course design and provided clinical placements.

## New Medication Safety Coordinator – Nursing

Derlys Jones 'Jonsey' has been recruited into the exciting role of Medication Safety Coordinator for Nursing. This innovative new position will support nursing staff around all issues relating to medication safety and will work closely with the collaborative team involved with medication safety issues.

Core competencies for the role initially will be:

- Implementation of Pyxis drug administration systems at ward level.
- Pyxis education and support for nursing staff using this system.
- Promoting competence and compliance with Pyxis.
- Review standards of practice, protocols and policies related to medication safety from a nursing perspective, and to audit and evaluate these.
- Develop and implement an annual nursing medication education plan.
- Annual Update Day workshop looking at Pyxis and medication safety.
- Risk management issues and nursing support for issues relating to medication errors.

This will be an evolving role and evaluated on a three monthly basis to review the core competencies and amend as necessary.

Jonsey, many of you may know from his previous role within CMDHB as NETP Expansion and Undergraduate Coordinator.

Jonsey will be based in CTEC and can be contacted on ext 2562 or via cell-phone (number will be available on SouthNET).

## RN Orientation Pilot



9<sup>th</sup> June 2009 witnessed the pilot generic orientation programme for new nurses recruited into CMDHB. Most of the new nurses attending on the day were the Internationally Educated Nurses (IENs) from the Competency Assessment Programme (CAP) who had completed their 12-week course and were on their second supernumerary week on the wards. Three of the attendees were NZ trained nurses new to the organisation and Return to nursing nurses.

Most of the project team members were present on the day to facilitate the sessions and support the nurses. Sabrina Freitas, the Recruitment Officer, and Beverley McClelland, Professional Nurse Leader were also in attendance.

The day started off with a welcome and introduction. Our theme was “Yesterday, Today and Tomorrow” (the flowers in the picture are called this). This signified what it was like for these nurses in the past, what it was like then for them now in CMDHB and in the future. Nurses were divided into random groups to enable discussion on what their nursing practices were prior to entering CMDHB in comparison to nursing practices here and the expectations of CMDHB. These were identified and linked to the New Zealand Council of New Zealand (NCNZ) Competencies and the vision and values of CMDHB.



There was a session on the Healthcare Jargon including the Kiwi slang and the NZ Healthcare Structure was presented and identified. All sessions were interactive and everyone participated.

The highlight of the day was the welcome and attendance by our Director of Nursing (DON), Denise Kivell. Denise shared the DON expectation which she summed up in the acronym “CPR” meaning communication, professionalism and resilience. She reassured that resilience in the midst of changes and challenges would keep us motivated and aid retention. Everyone undoubtedly enjoyed her support, good humour and honesty.

The day ended with a mention of the support systems that will be put in place to encourage these new nurses to grow and socialise for the next 6-12 months into the CMDHB nursing environment. Evaluation forms were completed by the participants that will help us improve our future sessions. Multiple photography shoots were taken by our team photographer to capture the important moments of the day.

A report is being written to the DON re the evaluation of the day and will have several recommendations in it- re continuing the orientation day for all nurses. In the meantime, the team has been requested to run the day again for the next CAP nurses on October 8<sup>th</sup>.

The first report on the Dedicated Education Unit (DEU) Pilot Project (on wards 6 and 24) has been drafted. This exciting project is a joint Counties Manukau District Health Board / Manukau Institute of Technology initiative funded by AKO Aotearoa National Project Fund and carried out under the Collaborative Nursing Development Unit.



The DEU is the result of much research into models and roles that best support nursing student clinical placements. The DEU idea was pioneered in Australia at Flinders University (1997) and has since been successfully introduced in Christchurch, New Zealand in 2007. Counties is a large DHB with 11% of the total population and the highest population growth projections. CMDHB also has a very diverse workforce with 52% overseas trained and 69 ethnicities. This diversity presents unique challenges in relation to the retention and success of students.

This project is being undertaken using action research, a cycle of reconnaissance planning, implementation, monitoring and evaluation. The first semester has been completed with much valuable information gained from all involved. The second cycle has commenced with a new group of students from all three years of the MIT Nursing program. At the end of this cycle a final report will be completed. Recommendations for the second cycle include:

- § Students need to understand the DEU before coming to it with fair and transparent allocation of students to the DEU.
- § Generate a list of frequently asked unit questions and answers that would assist future students to adapt to their clinical environment.
- § Ensure the supernumerary status of the Clinical and Academic Liaison Nurses is maintained while students are present on the units. Consider additional availability on afternoon shifts.
- § Consider how the number of students in a physical space such as the duty room could be reduced during handover without compromising the students' learning
- § The placement period of BN semester 2 students should be more structured to maximise the limited time in the DEU. Both students and DEU staff need to be clear on what they should achieve during their placement
- § Consider better ways for students to access electronic information
- § Consistency with feedback from preceptors and nurses and, preceptors should be allocated time to give constructive feedback to students
- § Consider the need to develop students' ability to receive and deliver constructive feedback.



A poster was prepared for the CMDHB Science fest and two abstracts have been accepted for the Nurse Educator Conference in Christchurch in October. Another abstract for the NZNO conference in Wellington later this year was also accepted.

Congratulations to all those involved in this exciting

project, a great way to **grow great nurses and build a great team. If your area is interested in being a dedicated education unit please call Jacky Watkins (Nurse Educator Ward 6) on\*3957 (021468294 or Ext: 2178.**



## Nursing and Midwifery Awards Winners 2009

### NURSING MIDWIFERY AWARDS 2009 12 MAY- ACADEMIC LECTURE THEATRE

#### DIRECTOR OF NURSING SPECIAL AWARD

Critical Care Complex - Led by Debbie Minton

#### GRADUATE NURSE/MIDWIFE AWARD

Mental Health Primary Healthcare	Tessa Robinson	RN, Tui Ward, Tiaho Mai
Midwifery	Estelle Cazalet	RN, Counties Care, Accident & Medical
Nursing	Eveline Oostdam	Staff Midwife, Maternity Ward, Middlemore
	Lisa Hayes	New Grad Nurse, Kidz First Emergency Care

#### MOST VALUABLE PRECEPTOR AWARD

Mental Health Primary Healthcare	Anthony Blacklock	Registered Nurse, Tiu Ward, Tiaho Mai
Midwifery	Jodi Smith	Registered Nurse, Centre for Youth Health
Nursing	Shenaaz Desai	Community Midwife, Midwifery
	Kala Kumar	Registered Nurse, Ward 2

#### EXCELLENCE IN PRACTICE AWARD

Mental Health Primary Healthcare	Dana Nash	Forensic Liaison Nurse, Intensive Community Mental Health
Midwifery	Maureen Thomas	Practice Nurse, Manurewa Healthcare
Nursing	Myra Basham	Clinical Midwife, Papakura Maternity
	Anvelli Purcell	Registered Nurse, Neonatal ICU

#### BEST SUPPORT PERSON AWARD

Mental Health Primary Healthcare	Sylvester Filipo	Psychiatric Assistant, Ward 22, MHSOP
Midwifery	Malaefono Seve	Community Health Worker, Southseas Health Trust
Nursing	Dorothy Railton	Hospital Aid, Maternity Ward
	Andrew Jackson	Health Care Assistant, Bureau Middlemore

#### LEADERSHIP AWARD

Mental Health Primary Healthcare	Kathy Moore	Nurse Educator, Mental Health
Midwifery	Tina Salter	Senior Practice Nurse, Bader Drive Health Clinic
Nursing	Julie Cox	Charge Midwife, Asses, Labour & Delivery Unit
	Pauline Owens	Charge Nurse Manager, Ward 4

#### AGED RELATED RESIDENTIAL CARE AWARD

Ann Leggett      Nurse Manager, Bethesda Home & Hospital

#### PACIFIC NURSING AWARD

Muagututi'a Pulaloa Taouma-Fatupaito      Pacific Programme Facilitator

#### QUALITY IMPROVEMENT UNIT AWARD

Michele Ede      Charge Nurse Manager, Spinal Unit

<b>TE KUPENGA O HOTUROA AWARD- NURSING</b>	
Gwendolyn Graty	Te Kupenga O Hoturoa
<b>MANUKAU INSTITUTE OF TECHNOLOGY PRECEPTOR AWARD - NURSING</b>	
Daphne Shaw	Charge Nurse Manager, Counties Care Accident & Medical Clinic, Papakura
<b>UNIVERSITY OF AUCKLAND LEADERSHIP/INNOVATION AWARD - NURSING</b>	
Meg Goodman	Primary Healthcare Nurse Specialist
<b>AUCKLAND UNIVERSITY OF TECHNOLOGY - MIDWIFERY</b>	
Kelly McConville	Community Midwife
<b>ESME GREEN SCHOLARSHIPS FOR PROFESSIONAL DEVELOPMENT - NURSING</b>	
Erin Kemeys	Registered Nurse, Ward 4
Ruku Shatrohan	Registered Nurse, Ward 2
Anne Lee	Charge Nurse Manager, Ward 11

## Post Graduate Education

Recently a memo re PG study, CTA funding and study leave was sent out by Denise Kivell (Director of Nursing). Here is an excerpt from it.

"After the recent successful CTA audit and further communication from CTA, CMDHB is expected to provide full educational leave for all of the study days of the nurses undertaking CTA funded postgraduate education. CMDHB is funded for this leave as part of the CTA funding. The average requirement is 3-4 days per paper. Planning this education leave is essential. In the event of a crisis the escalation plan will come into effect and leave may be cancelled by Senior Management. Education programmes over winter has been decreased considerably to allow for winter workload.

Please Note - All nurses undertaking PG study with CTA funding do require allocated educational leave for all their study days, even if this is above the DHB/NZNO MECA allocation and if working part-time.

### CTA Audit:

However on a brighter note, recently CMDHB Post grad programme was audited. 28<sup>th</sup> May 2009 was the day your Nurse Coordinator PGE was stressing about. However the auditors were really supportive. The audit was very comprehensive and involved interviews with several nurses, review of all the documentation including many application forms to ensure CMDHB was meeting CTA requirements. I am happy to say that the auditors were extremely impressed with us. We passed with flying colours. They were extremely impressed with the people who took the time to come and talk to them- your passion and enthusiastic approach were very apparent. They were also impressed with CMDHB interactions with our PHOs and NGOS. I would like to say thank you to everyone who took the time to talk to the auditors. It is because of you we passed. So many thanks.

CTA Funding Applications for  
Semester 2, 2009

Open: 12<sup>th</sup> October 2009

Close: 6<sup>th</sup> November 2009 4pm

The application form will be on  
Southnet/DHB website on the  
12<sup>th</sup> October.

# Professional Development and Recognition Programme

Recently there has been some confusion re the requirements for portfolio submissions. A memo has been sent out to all nurses with the following information in order to clarify this:

1. New staff from overseas: annual submission  
Will be reviewed using CMDHB Criteria as outlined in the PDRP operational manual on a case by case basis. If they have not participated in an accredited PDRP, they will be recognised as competent and at their 3 month performance review a timeline will be developed to meet proficient or expert level (if appropriate). If applying for COMPETENT level, they are required to submit one piece of evidence and the supporting evidence. If applying for PROFICIENT or EXPERT level they are required to submit a full portfolio i.e. 3 pieces of evidence and the supporting evidence.
2. New staff transferring from a Nursing Council of New Zealand (NCNZ) accredited PDRP organisation  
Will submit one piece of evidence and supporting evidence, for example, CV, Professional development hours etc.
3. New staff from a non NCNZ accredited organisation  
Same as for overseas staff -number 1.
4. Transferring CMDHB staff to a significantly different area e.g. KidsFirst to Theatre  
Annual submission, as per Number 2. If applying for proficient or expert level then a FULL portfolio i.e. 3 pieces of evidence and the supporting evidence is required.
5. NETP Graduates  
(ie: at the end of the NETP Programme) - Same as for overseas nurses- number 1.
6. Transferring CMDHB staff to a similar work area  
Due date remains the same. Annual submissions still apply.
7. Three yearly submission  
Will submit a FULL portfolio i.e. 3 pieces of evidence and the supporting evidence.
8. Application for Proficient or Expert before the due date  
Will submit a FULL portfolio i.e. 3 pieces of evidence and the supporting evidence.
9. Non compliance  
Will submit a FULL portfolio i.e. 3 pieces of evidence and the supporting evidence. Non-compliance should be managed as per the performance management guidelines.

Recently Anne Wroe (previous Nurse Coordinator PDRP) resigned and left CMDHB. We thank Anne for her hard work in the role and wish her all the best in her new endeavours. Before Anne left she updated the PDRP website. Please check it out. In the meantime Dee Gordon has been appointed into the Nurse Coordinator PDRP role. She has started her new role in the beginning of August. Congratulations Dee.

## CONGRATULATIONS- QSM

One of our own CMDHB registered nurses has been honoured in the Queen's Birthday Honours List. Ms **Sandra Elizabeth MACLEAN** was awarded **THE QUEEN'S SERVICE MEDAL** for services to senior citizens and the community. Sandra is the owner and nurse manager of Lady Elizabeth Rest Home and Private Hospital in Takanini. She has work tirelessly to promote excellence in the care of older people both within her facility and in the community. She is well known for her work her church.



## Congratulations

### Expert Orthopaedic Nurse - ward 11

Vivienne Jones recently achieved her expert PDRP in Orthopaedics (ward 11). Vivienne has worked and contributed to Orthopaedics for many years hence it is very rewarding to acknowledge her expert PDRP. An afternoon tea was held to celebrate. Viv's accomplishment & her ongoing commitment to quality nursing care in Orthopaedics.

Picture: Anne Lee (CNM) pinning an expert badge onto Vivienne Jones



Welcome to all the new nurses to CMDHB. Hope you enjoy working at CMDHB

Also welcome to the DON Governance Team:  
Dee Gordon- Nurse Coordinator PDRP  
Karen Alden- Nurse Coordinator Undergraduates  
Helen Thomas- Nurse Coordinator Safe Staffing  
Healthy Workplace Demonstration Unit

# Achievements

## Congratulations – Successfully completed all papers towards a Post Grad Qualification

### Post Graduate Certificate:

Christina Tapu  
Oyinade Adesina  
Trista-Lee Andrews  
Lois Boyd  
Diana Bruin  
Julie Carroll  
Helen Cohan  
Francie Birch  
Estelle Cazalet  
Nogi Eiao  
Nadia Farac  
Sneha Ganeshan  
Julie Gardner  
Kiranmayi Gopireddy  
Tracey Goulter  
Lisa Greening  
Robyn Hodgkinson  
Lorna Holt  
Lurline Hyland  
Susie Insole  
Rosita Jeliaskova  
Kuldip Kaur  
Wencui Li  
Robyn McCullough  
Kathryn McWatt  
Wen Qian  
Vicki Rawiri  
Emily Rushton  
Nirmala Sami  
Crishelle Stewart  
Delanie Te Amo  
Diana Verrall

### Post Graduate Diploma:

Veronica Cherrett  
Nicola Corna  
Anna Boase  
Pat Crogan  
Donna Macwan  
Amy Silas  
Anna Dixon



### Masters:

Esther Nwaomah

“The true character is not how much we know but how we behave when we don’t know what to do”  
John Holt

# Congratulations

“Without enthusiasm there is no progress in the world”.  
Woodrow Wilson (1856-1924)

If you want to contribute to the Nursing Newsletter please send the article to Dianne Barnhill  
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