



News from the Director of Nursing

Kia ora,



Winter is upon us – as usual it stretches our ability to safely provide the right care at the right ‘time’. Every year we say if only we..... This year there was a more strategic approach to build in “planning for winter”. Work on helping staff keep healthy saw a record uptake in flu vaccinations however there is still room for improvement.

Additionally work in CapPlan enabled planning to incorporate an increase in staff for winter. The safe staffing healthy workplace (SSHW) survey indicated support was more forthcoming than last year. D.O.U was able to fill per roster 40 of 49 FTE requests which included requests for the “strike” support. We continue to maintain 95% of patients in EC are clinical appropriate for meeting the 6 hours time frame. Therefore while it is busy and stressful at times it is better for patients. The SSHW survey along with the organisational survey has provided some key areas to address. A report will be on the website shortly meantime I am presenting back the data to key groups. Thank you once again to those who took time to fill in the surveys-it gives me evidence to work on what is working well and of course what needs improving. The take home message for me was that we have loyal, hard working staff that go the extra distance to care for patients.



Safe Staffing Healthy workplaces work has moved up a level from awareness, gathering data and roster analysis to a whole system approach on *capacity demand management*. This work logically fits under the proposed *Middlemore Central* – the centre of coordination.

July saw us host the new CEO from Nursing Council-Carolyn Reid. This gave us an opportunity to hear what the latest was on the “hot topics” such as EN scope and the pending RN-advanced practice scope of practice. The news from Council was that they too had undergone a review of the workforce data and competencies. We received positive feedback on our documentation sent to council regarding accreditation requirements and disciplinary letters.



I am planning to invite our new Chief Nurse Jane O’Malley once she commences in early September. Strategically for us this is important as Jane also was one of the SSHW demo sites (West Coast DHB).

Thanks again for your continuing hard work.

Kind regards
Denise Kivell
Director of Nursing



Nurse Entry to Practice

The NETP team would like to congratulate the May 2009 Graduates on 100% pass rate for their NETP programme. We wish you success in your future careers in nursing.



Back row: Anne Goddard (NETP co-ordinator), Gemma Greenhow, Luseanne Takitaki, Grace Dikitanan, Brigid Mathias (NETP clinical coach).
Front row: Lisa Bolt, Alisha da Silva, Cathy Cai.
Absent: Guorui (Daphne) Tang

NETP Team

There has been a new addition to the NETP team. Amanda Browne has been appointed into the Nurse Educator role. She is looking forward to meeting the new and existing graduate nurses and supporting them to successfully complete their NETP year.

Recruitment

The applications for the September 2010 intake have now closed, and to date 53 job offers have been made. This is a significantly higher number than Auckland and Waitemata DHB's have offered, and Counties Manukau DHB is very proud of their ongoing commitment to the nursing workforce of the future.

The new interview process was very successful and was well received by both the candidates and the interview panels. The NETP team would like to acknowledge the recruitment team's hard work and professionalism, in particular Sabrina and Angela, which ensured the smooth running of the assessment centres.

The application round for the January 2011 NETP intake open on the 13/9/10 and close on 3/10/10. All applications need to be submitted via the www.countieshealthjobs.com site, via the NETP button. If there are any queries please contact recruitment and the NETP team via their dedicated email: NETP@middlemore.co.nz

New NETP programme website

NETP have their own website which contains a wealth of information about the adult and paediatric pathways. Mental Health and NETP expansion information will be added in the next few months. The website can be accessed via Southnet in: Nursing - Nursing Professional Development Unit (NPDU)- NETP and then choose an intake date e.g January 2010.

Enrolled Nurse New Scope of Practice

Change in Enrolled Nurse Scope of Practice



From 31 May 2010, the scope of practice for Enrolled Nurses and Nurse Assistants changed. The new scope of practice will enable Enrolled Nurses to make a broader contribution to health services and give greater support to Registered Nurses.

Current Nurse Assistants will receive a new registration certificate and can apply for an Enrolled Nurse medal.

The Nursing Council of New Zealand requires most existing Enrolled Nurses, i.e. those who trained before 2000, to complete a competence assessment against the new NCNZ Enrolled Nurse competencies by 1 July 2011. Those Enrolled Nurses who choose not to complete the assessment within this timeframe will have a restriction placed on their practising certificate, which limits them to work with health consumers with stable and predictable outcomes. CMDHB and their partner agencies will support the Enrolled Nurses to meet the additional competencies through the current PDRP process.

Current Nurse Assistants who have a condition included in their practising certificate will continue to work within their current scope of practice. If they wish to have the condition removed they can complete part of the new enrolled nurse programme.

The scope has broadened in the following areas:

- Nursing assessment
- Working with health consumers who are not always stable and predictable
- Educating health consumers
- Working with health consumers with mental health concerns
- Co-ordinating care provided by health care assistants and
- Working under the direction of a health professional who is not a nurse

It is anticipated within CMDHB that most of the ENs who trained before 2000 will be able to demonstrate the new competencies with minimal difficulties. The Nurse Educators will assess all ENs (who trained before 2000) against the new competencies and if the EN does not meet them, then individual learning contracts will be developed. Please contact your nurse educator who will advise you how to complete the new competencies or else if you have any questions about the new scope of practice you can contact:

Amanda Browne
Ext 8312/*3593

Dianne Barnhill
Ext 8691/*3569

(source: www.nursingcouncil.org.nz/index.cfm/1,120,html/Enrolled-nurse-scope-of-practice)

Some important Dates for 2010



Denise and Matua (Kamatua) with the Pounamu Stone.

When Denise Kivell started her new role as the Director of Nursing, Dale Oliff (the resigning Director of Nursing) gave Denise some Pounamu Stone. Due to circumstances the stones were never officially handed over or blessed. At the Nursing and Midwifery awards in May this year, the blessing finally occurred. Denise is now deciding how and where they will be displayed.

Post Graduate Education (CTA Funding)

Semester 2, 2010 has started. Where has the year gone?

First of all congratulations to all of you who have successfully completed the requirements for the first semester and passed. Many have now successfully completed the requirements to receive a postgraduate qualification (Please see the last page). Well done to you all.

Now that you have completed the paper, please consider how you have implemented your new found knowledge and skills into your work area. Learning is not just the gaining of knowledge and skills but it is also what you do with it. Have your patient assessments improved? Is your documentation up to CMDHB standards? Are you teaching the other staff members in your area? These are just 3 ways to demonstrate your new knowledge. If need be please discuss this with your charge nurse or your educator on how you can pass your new skills and knowledge on.

Also please make yourself known to any staff members who are beginning their postgraduate journey. Support them by helping them with their assignments, proof read it for them, help with APA referencing. By accepting CTA funding you have indicated that you will support others. Let's ensure there is a community of learning in your work area.

To new postgraduate students- please seek help early before you get into difficulties. Nearly all the nurse educators have or are studying. If more information please see the postgraduate education webpage on Southnet and on the CMDHB external website.

2011 Funding:

There have been some major changes within CTA and they are now Health Workforce New Zealand. We have had notification from Health Workforce New Zealand that we will have funding for next year similar to this year within 5%. The final amount has not been decided yet but we will be able to offer this next year. I am sure again we will have to develop a wait list for some staff and there could be disappointments. Please note that CMDHB has a prioritisation strategy for postgraduate education.

The next Post Graduate Funding Round for Semester 1, 2011 will be 11th October -5th November.

Achievements

Congratulations – Successfully completed all papers towards a Post Grad Qualification

Post Graduate Certificate

Margaret Ghadiali
 Veena Valhothil
 Lourdes Caldwell
 Christine Cammell
 Krystal Gilliam
 Magreth Chingovo
 Lorna Faaetete
 Berodice Flotman
 Luke Flynn
 Rene Gu
 Heidi Hall
 Helen Hanna
 Dhyanne Hohepa
 Derlys Jones
 Khushmeet Kaur
 Sukhwinder Kaur
 Urmila Kerr
 Kajal Kumar
 Nalini Lakham
 Dan Lu
 Zheng Ma
 Kelly Reed
 Heather Robertson
 Bhadrashila Rugnathji
 Kelly Rush
 Tara Robbins

Post Graduate Certificate cont

Andrea Mahony
 Rhiannon Martel
 Fiona Martin
 Jolly Philip
 Brigid Mathias
 Jacky McKillen
 Katherine McLean
 Shaleshni Mestry
 Jocelyn Meynall
 Bronwyn Mitchell
 Faith Mlangeni
 Meenakshi Narang
 Melanie Olliff
 Sue Parmenter
 Janet Paterson
 Tepora Peseta
 Aruna Rajesh
 Valerie Scott
 Andrea Seymour
 Janine Taylor
 Justine Tito
 Louise Valentine
 Vinitha Varghese
 My Van Vuong
 Christine Waters
 Xialou Zhou

Post Graduate Diploma

Vandana Chawla
 Noeleen Francois
 Devika Dayal
 Jenny Hunt
 Sandra King
 Simuleshni Kumar
 Therese Manning
 Taavale Mulipola
 Michelle Peperkoorn
 Lila Prasad

Masters:

Christine Lynch
 Dianne Barnhill
 Ruth Davy



Nursing Grand Rounds:

Month	Division
17-Aug	Quality
21-Sep	Primary/Community
19-Oct	NPDU/Nurse Educators
16-Nov	Other teams
15-Dec	Denise

All Nursing Grand Rounds are on the 3rd Tuesday of every month

Venue: KidsFirst Meeting Rooms 1 & 2
 Time: 1-2pm

Congratulations



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

Also welcome to the DON Governance Team:

Amanda Browne- Nurse Educator NETP
 Jane Earl- CND Mental Health
 Cathy Larson- CND Surgical and Ambulatory Care