

Nursing and Midwifery Forum

9 December 2022



Adj Prof Katrina Nankervis
Chief Nursing and Midwifery Officer



Monash Health acknowledges the Traditional Custodians of the land and we pay our respects to them, their culture and their Elders past, present and future.



Questions via

Slido #CNMO2022

Type Slido into your browser then enter the code above...

COVID Update

- Moved to Stage 3 of the health system response plan
- Recently re-introduced mandatory mask use and increased our COVID-19 capacity across our health service.
- Hospital admissions are now the best indicator of infection numbers
- It is timely to remind ourselves of the importance of hand hygiene, correct mask use, booking in our annual fit test.
- Get tested if unwell, and there is the requirement to report positive test results.



From **Saturday 3 December**, RUSON/M workforce may be incorporated into the nurse/midwife-to-patient ratio numbers.

Where does this apply?

- RUSONs can work in care teams in our medical, surgical, subacute, rehab and mental health areas
- RUSOMs can work in care teams within our ante/postnatal inpatient wards
- **This does not apply to our intensive care and high acuity nursing areas**

How will this work?

- Our rosters will not change
- Where unplanned leave cannot be filled by an RN/Midwife/EN from pool, bank, agency or overtime a RUSON/M can be included in the direct care numbers
- RUSON/Ms will be part of the direct care team, only undertaking activities within their scope, under appropriate supervision


Further information:

- DCO, Educator, Clinical Support Nurse/Midwife will be able to answer questions, along with resources available on the NaMes intranet and LATTE e-learning sites
- We will monitor the situation and advise as soon as we are able to stand-down the extended team model



NEW – Nurse & Midwife Initiated Respiratory Pathogen PCR (COVID-19) Procedure

- Developed to allow nurses and midwives to initiate Respiratory Pathogen PCR (COVID-19) tests where clinically indicated and is designed to improve time to treatment and patient flow
- Order Respiratory Pathogen PCR (COVID-19) for patients as per the relevant procedure
 - [Inpatient Suspected COVID-19 Testing and Exclusion Procedure](#)
 - [COVID-19 Clearance Procedure](#)
- PCR is ordered via EMR
 - Patient summary > Quick Orders > Respiratory Pathogen PCR > Select Protocol (NO Cosign) – **‘Ordering Physician’ is the Infection Prevention Head of Unit (Dr. Rhonda Stuart)** > Sign the order

 Monash Health

Nurse and Midwife Initiated Respiratory Pathogen PCR (COVID-19) Procedure

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[TARGET AUDIENCE and SETTING](#)

Registered Nurses and Registered Midwives working at Monash Health. This procedure applies to adult and paediatric inpatients in all clinical areas of Monash Health.

[PURPOSE](#)

This procedure describes the process for nursing and midwifery employees ordering nurse initiated Respiratory Pathogen PCR (COVID-19) tests for patients admitted to inpatient clinical areas of Monash Health.

[PRECAUTIONS/CONTRAINDICATIONS](#)

- Nurses and Midwives are expected to work within their scope of practice.
- Nurse / Midwife initiated point of care pathology is determined by **Scope of Practice** as well as Monash Health **Policies and Procedures**.
- A respiratory pathogen PCR (COVID-19) is ordered where there is a clinical indication based on patient assessment
- As part of the contact tracing process, Infection Prevention may request a nurse or midwife to initiate a respiratory pathogen PCR (COVID-19) test. Where this occurs, this procedure must be followed.

[STANDARD REQUIREMENTS](#)

When undertaking any clinical interaction with a patient, staff are expected to;

- Perform routine hand hygiene. Refer to the [Hand Hygiene Procedure](#).
- Introduce themselves to the Patient and Carer/ Family if in attendance
- Check patient identification. Refer to the [Patient Identification Procedure](#).

PROMPT Doc No: SNH0196084 v2.0		
Date loaded on PROMPT: 11/11/2022	Page 1 of 3	Review By: 05/03/2023
Version Changed: 05/12/2022	Document uncontrolled when downloaded.	Last Reviewed Date: 05/12/2022



Galore, Galaxy Chocolate - 123456 Opened by Baker, Jessica - Clinical Nurse/Midwife Educator

Task Edit View Patient Chart Links Navigation Help

CareCompass Patient List Clinical Leader Organiser Staff Assignment Perioperative Tracking Emergency Tracking COVID-19 Inpatients VHH ECG My Experience eCoach Collection Runs Clinical Research Organiser Message Center

SMR Pathology Imaging Monash PROMPT Pharmacy Intranet Specimen Handbook SafeScript My Health Record JIMPH PROMPT

Tear Off Exit Calculator AdHoc Medication Administration Specimen Collection PM Conversation Communicate Medical Record Request iAware Discern Reporting Portal Documents Printed MAR Report Builder Capacity Management Protocol Office Manager

Galore, Galaxy Chocolate

Galore, Galaxy Chocolate
UR:123456
Sex:Female

Dosing Weight:81kg [14/10/2022: 5 weeks]
Age:30 years
Birth Date:01/01/1992

Allergies/ADRs: Other Food, Apples, Ciprofloxacin (Apo), Anchovies, baclofen
Alerts:Advance Care Planning (ACP), Clinical, Community, Cov19 Three Vacc, Implant, Infectious Risk, Research, Safety
Goals of Care: B - Limitation of medical treatment

Unit:Diagnostic Imaging
Loc:C Diag Imag: -
Preadmit FIN: WL-1606777 Loc: MH MMC-Clayton

Consultant:Stuckey, Stephen - Consultant

Full screen Print 5 minutes ago

Menu

Patient Summary

Observation Chart

MAR

Interactive View

Activities and Interventions

Orders + Add

Medication List

Alerts Summary

Diagnosis, Alerts & Problems

Encounter Procedure

-

Results Review

Allergies/ADRs + Add

Care Plan Summary

Documentation

Form Browser

Growth Chart

Histories

MAR Summary

Medication Requests

Notes

Patient Information

My Health Record

Clinical Media + Add

Patient Appointments

Immunisation History

Clinical Research

ISBAR Handover Quick Orders Discharge Patient Timeline COVID

Inpatient Prescriptions All

Outstanding Orders (15)

New Order Entry +

Inpatient Prescriptions

⚠ You are currently viewing a future encounter. Any order you place will apply to this encounter.

respiratory pathogens pcr

Mine Public Shared

Results

Respiratory Pathogens PCR Order

RAPID Respiratory Pathogens PCR Order

Care Plans

Novel Coronavirus (COVID19) Care Plan Novel Coronavirus (COVID19) Care Plan

Behaviour Management Care Plan Behaviour Management Care Plan

Altered Airway Care Plan Altered Airway Care Plan

Altered Bowel Function Care Plan Altered Bowel Function Care Plan

Altered Fluid Balance Care Plan Altered Fluid Balance Care Plan

Altered Mobility Care Plan Altered Mobility Care Plan

Altered Nutritional Status Care Plan Altered Nutritional Status Care Plan

Altered Respiratory Status Care Plan Altered Respiratory Status Care Plan

Altered Urinary Function Care Plan Altered Urinary Function Care Plan

Cognitive Impairment (Delirium and Dementia) Care Plan Cognitive Impairment (Delirium and Dementia) Care Plan

Cultural Diversity Care Plan Cultural Diversity Care Plan

Eating Disorders Care Plan Eating Disorders Care Plan

Fmotional Distress Care Plan Fmotional Distress Care Plan

Patient Care - Adult

Respiratory Pathogens PCR Swab Naso/Oropharyngeal, Nose, Routine collect, T:N

Hourly Rounding T:N, 1, days

Communication Orders

Point of Care

Activities of Daily Living

Altered Airway

Equipment

Dressings, Tubes, Lines

Diet and Fluid Monitoring

Basic Care

Respiratory Therapy

Investigations

Cardiovascular

Vital Signs

General Assessments

Patient Care - Paediatric

Respiratory Pathogens PCR Swab Naso/Oropharyngeal, Nose, Routine collect, T:N

Hourly Rounding T:N, 1, days

Communication Orders

Vital Signs

Point of Care

General Assessments

Diet and Fluid Monitoring

Respiratory Therapy

Basic Care

Dressings, Tubes, Lines

Equipment

Dietitian Initiated Pathology

Electrolyte/Renal Profile

Gastrointestinal Profile

Glucose/Endocrine Profile

Lipid Profile

Mineral Profile

Nutritional Anaemia Profile

Protein Profile

Vitamin Profile

Inflammatory Profile

Medications

Nurse Initiated Orders - Adult

paracetamol 500 mg oral tablet 1,000 mg, Tablet, Oral, daily PRN for other: see indication, Duration: 1 dose(s), Nurse initiated medication

paracetamol 500 mg oral effervescent tablet 1,000 mg, Tablet, Effervescent, Oral, daily PRN for other: see indication, Duration: 1 dose(s), Nurse initiated medication

paracetamol 250 mg/5 mL oral suspension 1,000 mg, Suspension, Oral, daily PRN for other: see indication, Duration: 1 dose(s), Nurse initiated medication

Nulax laxative block 10 g, Block, Oral, daily PRN for other: see indication, Duration: 1 dose(s), Nurse initiated medication

Fybogel (ispaghula) 3.5 g oral powder for reconstitution 1 sachet(s), Powder for Reconstitution, Oral, daily PRN for other: see indication, Durations: 1 dose (s), Nurse initiated medication

bisACODYL 10 mg rectal suppository 1 supp(s), Suppository, Rectal, daily PRN for other: see indication, Duration: 1 dose(s), Nurse initiated medication

glycerol 2.8 g adult rectal suppository 1 supp(s), Suppository, Rectal, daily PRN for other: see indication, Duration: 1 dose(s), Nurse initiated medication

Microlox Enema 450 mg-45 mg-3.125 g/5 mL rectal enema 1 Each, Enema, Rectal, daily PRN for other: see indication, Duration: 1 dose(s), Nurse initiated medication

docusate 50 mg, Tablet, Oral, daily PRN for other: see indication, Duration: 1 dose

Referrals - Adult

Referral to Speech Pathology (Initial)

Referral to Occupational Therapy (Initial)

Referral to Physiotherapy (Initial)

Referral to Social Work (Initial)

Referral to Nutrition and Dietetics (Initial)

Referral to Podiatry (Initial)

Referral to Spiritual Care (Initial)

Referral to Aboriginal Health Service (Initial)

Referrals - Paediatric

Referral to Speech Pathology (Initial)

Referral to Occupational Therapy (Initial)

Referral to Physiotherapy (Initial)

Referral to Social Work (Initial)

Referral to Monash Childrens Hospital School (Initial)

Referral to Music Therapy (Initial)

Referral to Art Therapy (Initial)

Referral to Child Life Therapy (Initial)

Referral to Spiritual Care (Initial)

Referral to Monash Childrens at Home (Initial)

Referrals - NICU/SCN

Referral to Nutrition and Dietetics (Initial)

Referral to Lactation Consultant (Initial)

Referral to Social Work (Initial)

Referral to Speech Pathology (Initial)

Referral to Music Therapy (Initial)

Referral to Occupational Therapy (Initial)

Referral to Audiology (Initial)

Referral to Child Life Therapy (Initial)

Referral to Stomal/Wound Clinical Nurse Consultant (Initial)

Referral to Victorian Infant Hearing Screening Program (Initial)



Antiseptics- product availability and alternatives

- These products are **currently unavailable** from the manufacturer
- **Chlorhexidine 0.1% aqueous, 30mL**
- **Chlorhexidine – Cetrimeide 0.05%-0.5%, 30mL**



Antiseptics- product availability and alternatives

What is happening?

- Due to the unavailability of the above products, the use of antiseptics for Urinary Catheter insertions was reviewed. To align with other health services and current available evidence, the decision has been made to move to **sodium chloride 0.9% for cleaning prior to Urinary Catheter insertion**. This change has been endorsed by Pharmacy and Infection Prevention.
- Clinical Guidelines will be updated to reflect this change

What do I need to do?

- For Urinary Catheter Insertion, sterile **sodium chloride 0.9%** is the solution of choice; please be aware of this change of practice.
- Chlorhexidine aqueous 0.1%, 100mL will be available in Operating Suites for use as a surgical skin preparation when alcoholic chlorhexidine is not suitable.
- Chlorhexidine 1% Obstetric lotion remains available for obstetric and gynaecological procedures.



Celebrating our achievements



MONASH HEALTH NURSING AND MIDWIFERY WORKFORCE DATA 2022

TOTAL NUMBER OF
NURSES AND MIDWIVES

9534

REGISTERED NURSES

8326

ENROLLED NURSES

648

REGISTERED MIDWIVES

556



Our care at a glance



3.24m

total episodes of care
(2020-21: 3.46m)



1,270,525

outpatient services episodes of care
(2020-21: 1,534,391)



39,914

paediatric admissions
(2020-21: 35,128)



238,397

emergency presentations
(2020-21: 219,603)



66,992

ambulance arrivals
(2020-21: 67,814)



273,938

total hospital admissions
(2020-21: 276,096)



9,979

babies born
(2020-21: 10,118)



376,175

mental health episodes of care
(2020-21: 404,856)



56m

pathology tests
(2020-21: 50.19m)



43,751

surgical operations
(2020-21: 48,333)



784,269

COVID-19 vaccinations
(2020-21: 135,000)



7,957

COVID-19 admissions
(2020-21: 166)



182,773

COVID-19 positive pathways patients
(2020-21: 287)

What calls us back to
Monash Health every day?
The power of purpose

MHB / NaMES Workforce Team - 2022 Achievements

2,830

Graduate applications
reviewed



800

RUSON applications
reviewed

Each fortnight graduates fill

618 EFT

46 EFT

in Surgical
Services



1,399

Graduates and RUSONs
recruited



526
RUSONS



Working across

90

different
clinical areas



128
EFT

in critical care



51 EFT in
Paediatrics
/Newborn

in subacute &
66 RACS
EFT



282 EFT

in general medical
and surgical areas



46 in Monash
EFT Womens



63
Midwives



810
Nurses

RUSONs fill



160
EFT

every fortnight

40%

of current
Graduates
previously worked
as RUSONs

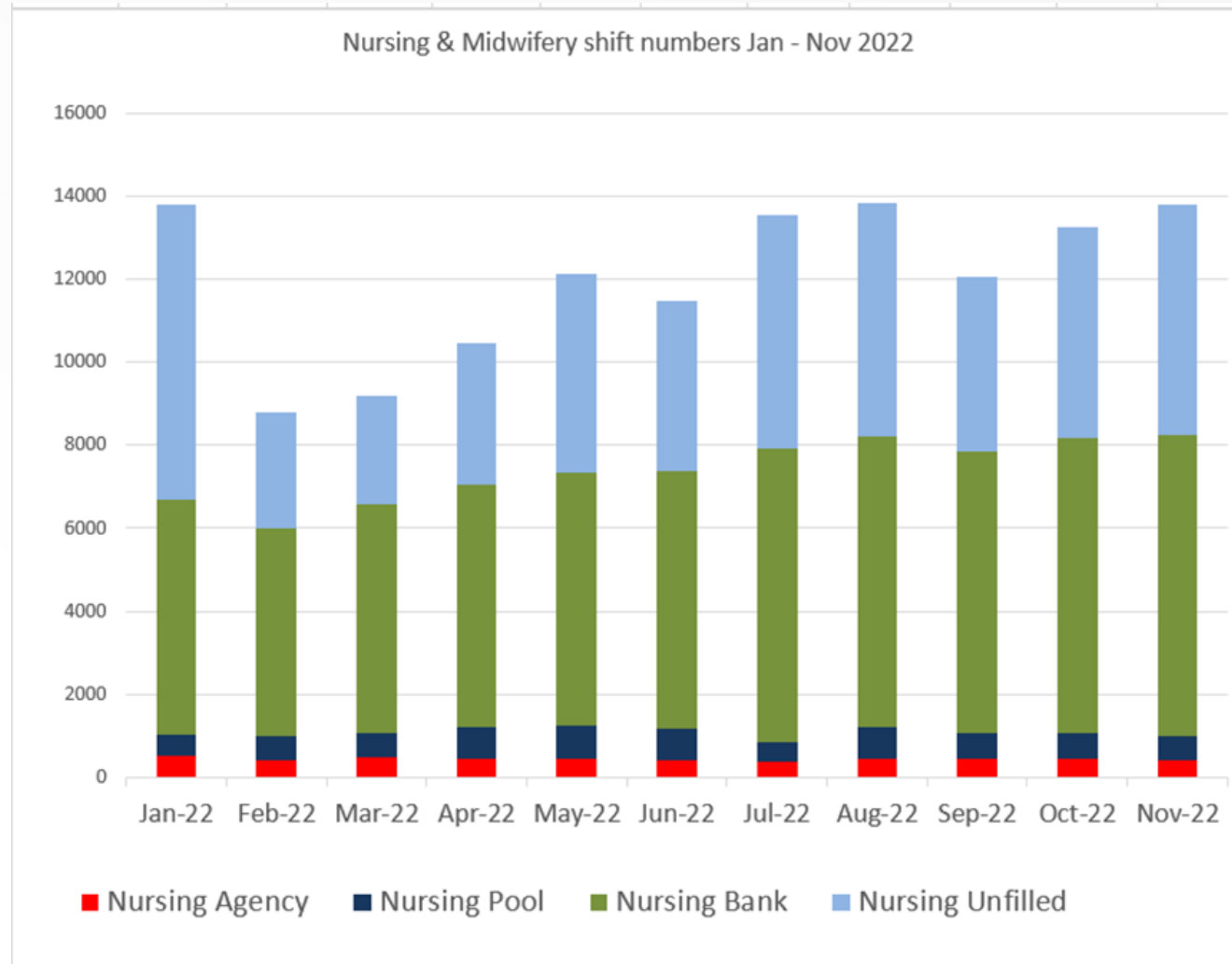


95%

of current Graduates
were **retained** in ongoing employment at
the end of their program



Casual/Pool shifts 2022 – Total 132,309 shifts



Education & Training

4387
Undergraduate
Students

194
TSP
Participants

191
Post Graduate
Students

20,956
Attendees of
facilitated
education



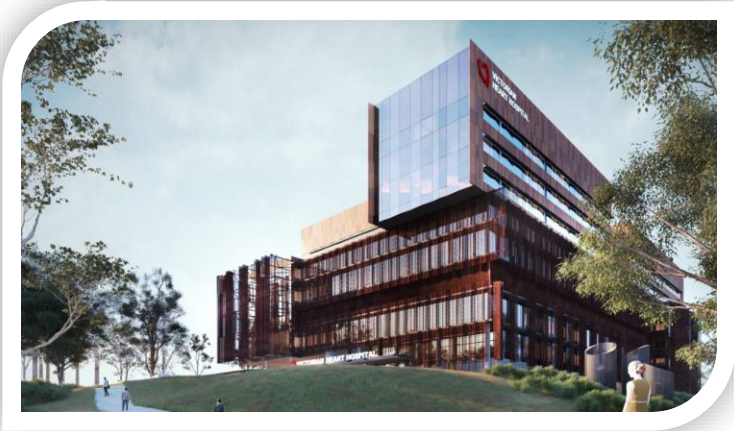
536
Participants in the
Preceptor & Assessor
Course

61,717
Clinical
Placement days

103
Graduate
Study Days

573
Post Graduate
assessments

4
Participants in the
Midwifery Refresher
Program



**Clinical Specialties
Supported**
Critical Care, Renal,
Midwifery, Mental Health
Emergency, Intensive Care,
Theatre, Cancer,
Medical/Surgical
Paediatrics, NICU, PICU



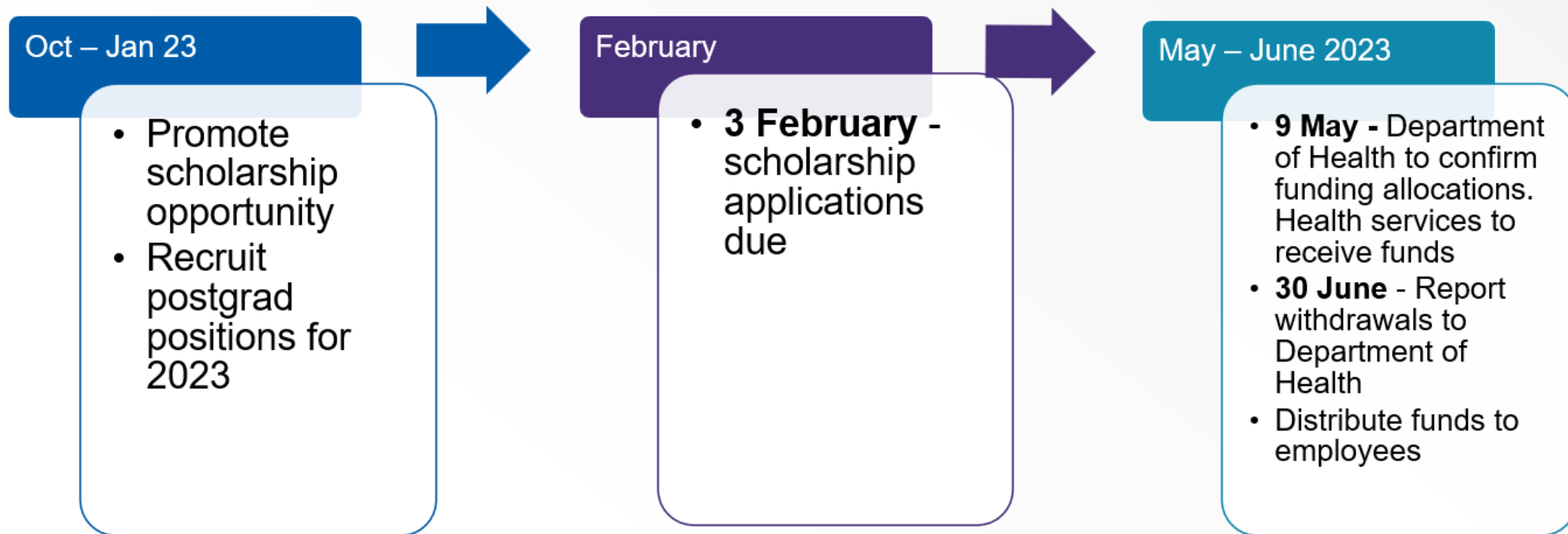
56
Nurses Upskilled to
Cardiac HDU

12
Education Partners
supporting the
development of our
workforce



Post Graduate Scholarships 2023







- Department of Health are offering Postgraduate Scholarships for 2023
- Scholarship covers out-of-pocket course fees for eligible courses in clinical priority areas identified by the Department



Prevention of Occupational Violence & Aggression

- 19 Code Grey workshops completed with 332 total attendees in 2022
 - 274 clinical
 - 58 security
- PRIIME Training Framework implemented
- Behaviour support workshops facilitated in Residential Aged Care facilities to 110 HCW's
- Introduction of Behaviour Support Consultant roles
 - Support Monash Health services by providing education and leadership
 - Improve capacity to predict, prevent and respond to aggression and behaviours that may lead to aggression

POVA: PRIIME Training Framework

	P Promote	Promote: <ul style="list-style-type: none">• A safe and supportive environment for all• Person and family centred care tailored to the consumers' needs• Trauma informed and least restrictive approaches• Collaboration and effective communication• Increased awareness of potential risks and contributing environmental and organisational factors
	R Reduce Risk	Reduce Risk to consumers and employees by: <ul style="list-style-type: none">• Identifying behaviours of concern and risk of aggression through active screening and assessment• Targeting high risk settings and consumers and/or visitors with increased risk of developing behaviours of concern• Communicating risk utilising patient alert system and handover processes• Identifying environmental risks and hazards• Commencing early planning and engagement
	I Implement	Implement early risk mitigation processes such as: <ul style="list-style-type: none">• Diversion and comfort strategies• Increased observation and engagement• Collaborative care planning with multidisciplinary team• Tailored behaviour support strategies and plans
	I Intervene Early	Intervene early to warning signs and escalating behaviours by: <ul style="list-style-type: none">• Maintaining situational awareness and responding to risk• Utilising appropriate communication strategies and de-escalation techniques• Escalating care with multidisciplinary input and review• Maintaining personal and environmental safety
	M Manage	Manage imminent risk and episodes of aggressive behaviour by activation of: <ul style="list-style-type: none">• Local safety/ duress response• Code Grey team response and incident management that is timely and a multi-disciplinary approach.• Code Black
	E Evaluate & Support	Evaluate and support employees and consumers by: <ul style="list-style-type: none">• Reviewing and updating behaviour support plans• Providing post incident debriefing and support• Documenting and reporting incidents• Conducting incident investigations and communicating shared learnings• Using data to inform practice



Achievements

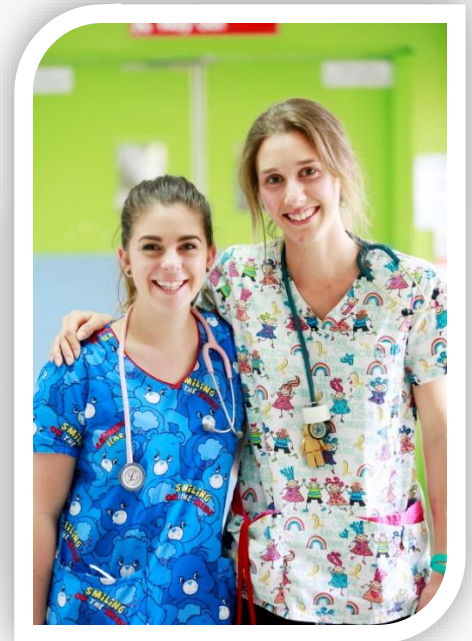
- Successful NSQHS accreditation
- Changed ways of working to improve service delivery
- Nursing Care Standards Audit
 - Patients tell us that the quality of care we provide is excellent
 - Over 90% of patients report
 - They were treated with respect, dignity and compassion
 - Nurses were friendly and helpful
 - They received enough emotional support
- Nursing & Midwifery Foundations of Care Review
 - Exciting opportunity for nurses and midwives to reshape the foundations of care at Monash Health
 - All Monash Health nurses and midwives are invited to complete a survey on the foundations of care

“Lovely nurses, very caring and helpful”

Thank you to all our nurses who are doing such a great job”

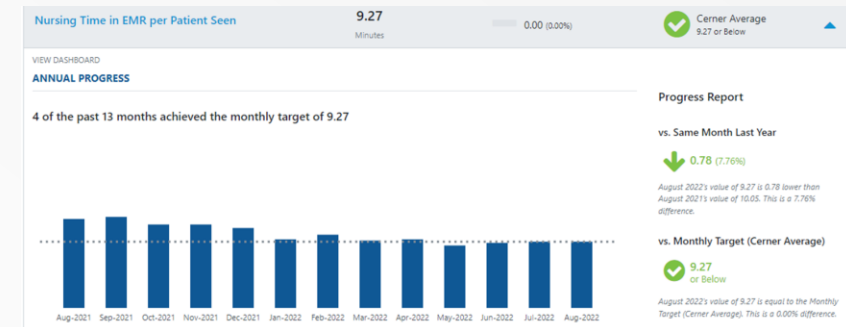
“Exceptional care has been provided. Nurses have all been very caring”

Foundations of Care Survey QR



Digital Health Achievements

- Supporting our nurses and midwives through:
 - Improving documentation in EMR
 - ❖ Comprehensive Care Plan
 - ❖ MST (malnutrition screening tool)
 - ❖ CLO improvements to include
 - Tap to witness workflows for double checking (first in Australia)
 - Trailing new computing devices for use in medication rooms
 - VHH nursing workflows and devices
 - Research publications and presentations
 - Presentating achievenmt in international stage



Nurse Practitioner Week 2022

27 Nurse Practitioners and several Candidates in the following specialties:

Diabetes

Immunisation

Nephrology

Mental Health

Newborn

Oncology

Paediatric Oncology

Chronic Disease

Emergency

Metastatic Breast Cancer



The banner features a yellow background with a green footer. In the top left, there is a logo for 'NP'22' and the text 'NURSE PRACTITIONER WEEK 12- 18 DECEMBER 2022'. The main text reads 'Nurse Practitioners the essential difference in health care', with 'the essential difference' in a blue script font. Below the text, there are three chairs: two yellow and one blue, with a magnifying glass highlighting the blue chair. The ACNP logo and website 'acnp.org.au' are in the bottom right. The footer contains the text 'Visit: acnp.org.au/np-week'.

NP'22 NURSE PRACTITIONER WEEK
12- 18 DECEMBER 2022

Nurse Practitioners
the essential difference
in health care

acnp
australian college of
nurse practitioners
acnp.org.au

Visit: acnp.org.au/np-week

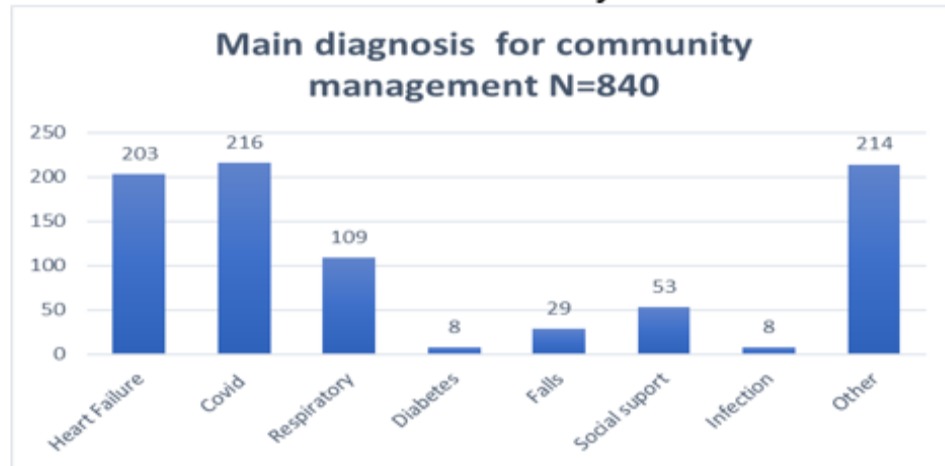
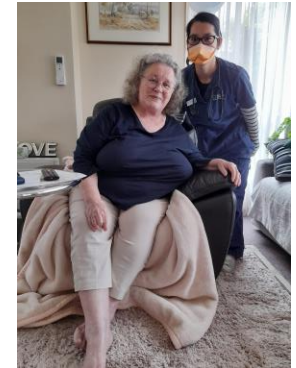


Monash Community Presentation

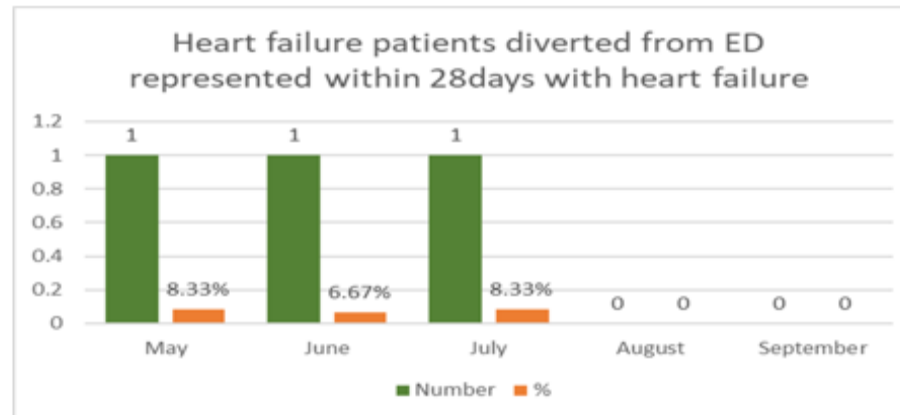
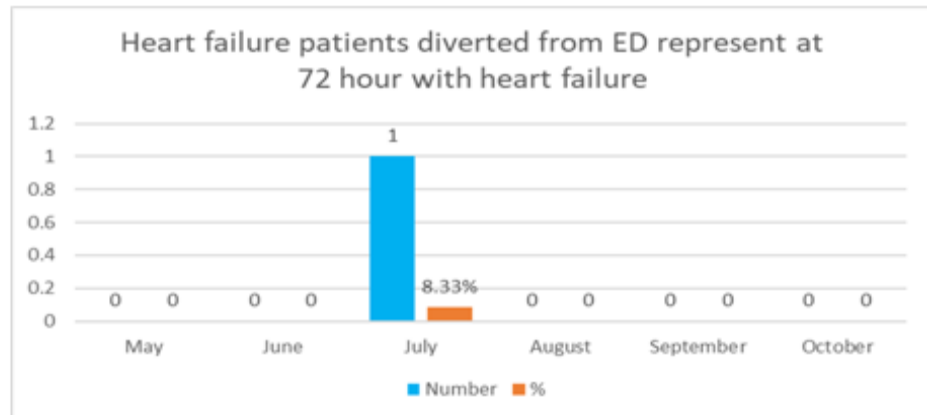
Community Nurse Practitioner (NP) in Clayton Emergency Department

Senior upfront decision maker

Direct link to Community and next day follow up by NP
 Fits with Excellence in Timely Care and Better at Home
 Connects Acute to Community



Patient Profile
 Age-75 (19-99)
 F:M 52%:48%
Disposition
 RACF 27%
 Private Residence 73%



The Victorian Heart Failure readmission cost average is \$9,038 and LOS average 5.6 days (2019 Safer Care Victoria Data)

Looking at the Heart Failure alone (N=203) model successful with readmission rates low



Monash Health Research

Curiosity compels us to find solutions for the future



\$73.9+
million research revenue



increasing active research projects to

1,664



768

new research projects submitted for approval



564
drug trials



46
device trials



306
PhD students enrolled



161
quality and service improvements
registered

Nursing and Midwifery Research

- Nurses and midwives are integral to the conduct of current and future healthcare research.
- Publications in nursing and midwifery have continued over the COVID period with 30 in 2020, 54 in 2021 and 32 year to date in 2022



SHOWCASING NURSING AND MIDWIFERY RESEARCH

Jan Forum

3 MINUTE THESIS

EOI to Research_NursingMidwifery@monashhealth.org

The graphic features several icons: a microscope, a computer monitor with a search bar, a smartphone with 'keyword' on the screen, a clock, a pie chart, a bar chart, a CD-ROM, a stack of books, and a folder labeled 'notes'.





2023 Nursing & Midwifery Awards & Scholarships (NAMAS) opening soon



Make your nominations and applications via the STAR portal



Employee wellbeing programs and initiatives



Fitness Passport



Leading Mentally Healthy Teams



Health & Wellbeing Hub



Financial Wellbeing Program



Resilience Project Digital Series



Wishing everyone a happy
and safe festive season

Questions via

Slido #CNMO2022

Type Slido into your browser then enter the code above...