



ANTS

WORKING TOGETHER FOR THE FUTURE OF NURSE EDUCATION



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WINNER of the ANTS/PEARSON Educator of the Year award



President's Letter

Dear members,

Happy New Year! I expect you are all well settled back into work by now.

This is an exciting change to have this newsletter in electronic format, it will be more cost-efficient and you will receive it more frequently. It does mean, however that you need to keep us informed of your change of email.

We are looking forward to the NETNEP International Education Conference at the Hilton in Sydney in April, hope to see many of you there. There is a large contingent of Canadians and UK educators coming. ANTS is excited to be involved with this conference, but it has relaxed our usual national conference. Bids for 2012 National Nurse Education Conference are currently being processed by the ANTS National Executive.

This will be the first time we are having the AGM on the Monday evening of the Conference. We are anticipating many Sydney members to come, even if they are not going to the Conference. You should have all have received the notices by email about the AGM, please email the Secretariat if this hasn't happened.

I am pleased to announce that we are launching the Australian Nurse Teacher Competencies at the AGM. Thank you to all who contributed to the research in forums, phone interviews and on-line feedback- this research has been conducted over the last 3 years with some funding from ANTS. We believe these competencies will assist educators in their professional development and particularly with the

onset of National Registration and development of portfolios.

The National Executive have been reviewing the ANTS Constitution over the last 2 years, particularly in regards the setting up the state branches. Thank you for the feedback we have received on this document. We will be voting on acceptance of this revision of the Constitution at the AGM. There still needs to be formulation of new policies to enable effective governance of our organisation. This will take place in 2010.

At the meeting we will also be presenting the ANTS/Pearson Education Award to Kerry Reid-Searl, our outstanding educator from Queensland. Watch for Kerry's profile on the ANTS website and in next issue of the newsletter.

In regards to the State Branch Development, I would like to congratulate all the state committees on their enthusiasm and commitment to meeting the educational needs of their State members. They have managed to increase ANTS membership considerably. NSW has had an adjustment to make with the new NSW State Committee under the able leadership of Pauline Murray-Parahi and her new team. The State reports will be presented at the AGM along with the National Executive report. The National Executive now meets separately to the NSW Committee. Thank you to that team of such willing workers.

I hope you are all managing to navigate the ANTS website. We hope to use the discussion pages more frequently and the survey tool to find out what your needs are. Please contact me re any issues you may have with ANTS. Hope to see you at the AGM!

Jacqui Guy, President ANTS
Email: jacqui.guy@acu.edu.au

Dr. Kerry Reid-Searl



The very first ANTS Nurse Educator of the year award goes to a very innovative nurse educator namely Dr. Kerry Reid-Searl from Central Queensland University.

This award was donated by Pearson's Australia a prestigious international publishing company. Dr. Reid-Searl will receive her award

in April 2010 during the ANTS AGM which will be held during the International Nurse Education Conference at the Hilton Hotel here in Sydney.

Dr. Reid-Searl is Senior Lecturer in the Faculty of Sciences, Engineering and Health at Central Queensland University and has been teaching undergraduate nursing students for the last 18 years.

It was a unanimous decision by Council to choose Dr. Reid-Searl as the outstanding winner because of the large amount of supporting documentation which clearly demonstrates her unique ability to make a real difference to student learning. The evidence was compelling. The true measure of her competence and contribution to student learning comes from the students themselves in their comments one of which declares

“ Her knowledge– she knows everything, when dressed up as another person it helped us to gain experience and relate to real life... She's as smart as.. She delivered funny well organised classes. Open to questions. She made it fun to learn real life skills in nursing”

There were many more equally positive feedback comments from the students.

Prior to winning this award Dr. Reid-Searl has won several teaching awards which include; The Vice Chancellor's award for Teacher of the Year in 2007. A Science Engineering and Health Faculty Teaching Award in 2007. An ALTC Citation for her outstanding contribution to student learning. In 2008 she was named Central Queensland University 'Teacher of the Year' (unijobs.com) as voted by students.

Dr. Reid-Searl's ability to ensure a very realistic safe non-threatening learning environment through role play with High Fidelity latex Simulation and the use of her characters Dudley Dawes, Iva Sore, Ethal Mae, Meryl Smiff and **Cyril Smith** (pictured in front cover) is awe inspiring. Her pioneering work in this area enables patients to become real with believable health issues for the students to learn from and to problem solve.

A truly deserving winner, congratulations Dr. Reid-Searl on being our **first Nurse Educator of the Year**.

ANTSNSW BRANCH REPORT



Hello fellow ANTS members... I feel a sense of excitement this year - great expectations of things to come for the Australian Nurse Teachers' Society. Judging by various reports from the states, things are happening in the respective ANTS branches also.

The mission of ANTSNSW and indeed all state branch councils for that matter is essentially to promote ANTS

within their own state; this is of course will be evidenced by increasing new membership and satisfied current members. Key to this satisfaction is to provide members with value in terms of educational and professional development opportunities.

As chair of ANTSNSW I consider myself very fortunate indeed to have such a keen and committed group of colleagues as part of our ANTSNSW council. This year we plan to offer 4 separate professional development opportunities for our members and these will be held in various locations in NSW- 3 will be metropolitan and 1 rural and to make these successful we will need your help and support to encourage other nurse teachers to join ANTSNSW and attend. This is your opportunity to become part of a vibrant group of likeminded professionals- so if you want to nurture and/or be nurtured this is your chance!

***15th May, ANTSNSW Metropolitan (half day seminar/ workshop)– Professional Portfolios**

This is a timely professional development activity given national health professional registration occurs on 1st July 2010.

With this in mind, the aims of this seminar are to,

- Provide member and non-members a forum to network and share skills with other nurse teachers
- Highlight the essential elements of developing portfolios using nurse teacher competencies and national registration requirements as a framework
- Assist participants in developing an understanding of and hands-on skills in compiling both conventional and e-portfolios

23rd July, ANTSNSW Christmas in July Dinner (Guest Speaker -metropolitan)

18th September, ANTSNSW Rural Seminar – (full day workshop) – currently seeking expressions of interest (EOI).

13th November, ANTSNSW Metropolitan Symposium (seminar/ workshop)

[*NB Dates have yet to be confirmed and will depend on venue/speaker and forum. In order to save costs [and the environment], members will be notified of events by email and the ANTS website- so please ensure the ANTS secretariat has your current contact details.]

Perhaps you have an idea for venue and/or guest speaker/ topic or would like to respond to the above EOI? If so, please contact myself, Secretary- Anne Maree Davis (details below or on ANTS website: <http://www.ants.org.au>).

Who knows who you might meet or what doors open up to you as a result?

Another avenue for your own professional development is to become actively involved with your own state council. This

does not necessarily require you to take on an office bearing position such as secretary, treasurer or chair person, although you may wish to try your hand at these positions at some stage too and of course all positions can be open to nomination at the relevant state and National AGMs.

Also remember after a 12 month 'tour of duty' on a State branch council you too can nominate or be nominated for National council! Being an active member of a national nursing organisation, is a great privilege as well as a wonderful addition to any nurse's professional portfolio.

I know this from personal experience - I started off as editor of ANTS National in 2006 (virtually the day I joined ANTS!) and although it was a bit of a steep learning curve, I relished every bit of it. Looking back I suppose I did put in a lot of effort but whatever I did pales into comparison to all I

Below, clockwise L-R: Benny Alexander (Treasurer: Lynda Mitchell (Education Officer) & Anne Maree Davis- (Secretary)... I'm taking the photo (& above left- conveniently in a glam pose). Other members of council not pictured- Kerry Brack, Shushila Lad & Sally Rickards (currently in London on leave of absence)



received in return... Such as mentoring... and lots of it! It also gave me a lot of confidence as a nurse teacher and leader and made me willing to try almost anything.

If you love learning new skills and a sense of fulfilment then I encourage you - jump into it! The mentoring and of course collegiality you will encounter needs to be experienced to be believed, in my new role as chair I am still being mentored...now by my new council!

So if you haven't considered joining council this is your opportunity- we would love to have your input and the members of ANTSNSW branch council (a few of whom are pictured above at our last meeting 17/3/10 enjoying Anne Maree's home grown produce and planning out your next ANTSNSW education session)—we look forward to hearing from you soon. However if the prospect of holding and official position may be a bit daunting, you may wish to join as a member of council first or perhaps become part of a sub-committee organised by one of our education officers—don't leave it for yet another year- there is much work to be done. So if you have any suggestions for an ANTSNSW event or are ready to take on a new challenge and learn some new skills, please feel free to contact me Pauline.Murray-Parahi@sswahs.nsw.gov.au or rpparahi@bigpond.com or P.Murray-Parahi@curtin.edu.au indeed any of our helpful branch committee members.

Kindest regards

Pauline Murray-Parahi

RN, RM, Dip App. Sc. (Nursing), Grad Certs Midwifery, Palliative Care, Cancer Nursing, M.Ed
Chair ANTSNSW, Media & Marketing ANTS National

Queensland ANTS Branch News

Queensland attracts ANTS!

On the 4th of December an enthusiastic group of ANTS met to form a Queensland Branch of the Australian Nurse Teachers Society (ANTS). Whilst history records that this is not the first branch for Queensland, it was a passionate group that met to re-establish Queensland as an active entity within ANTS.

Present at the meeting were representatives from industry and academic sectors. Sandra Campbell the current Vice-President of the Australian Nurse teachers Society welcomed the group and provided an overview of the Society's aims, expectations and activities. A Branch Council (Committee) were voted in and immediately began planning for the branch's future development.



Pictured left to right: Lorraine McMurtrie (*Chair of QLD Branch*), Judith Gonda (*Education Officer*), Michelle Cameron (*Secretary*) and Linda Canniford (*Treasurer*)

Future Directions . On the 8th of January the new Queensland Branch Council met to determine immediate and future directions for the Council. President Lorraine McMurtrie guided the council in the development of an operational plan to assist the council in supporting the National ANTS objective statements over the next calendar year.

Meet the Queensland Council. Provided below are some short introductions to the Queensland Council members.

Chair - Lorraine McMurtrie-

N. EM. Reg Teacher (P). M.Ed (Leadership and Management), Grad. Dip. Critical Care Nursing, Bach. App Sc.(Nursing), B.Ed (Adult & Workplace Ed.), Cert. IV T & A.

On secondment since the end June 2009 from my substantive role as Nurse Educator -Redland/Wynnum/ Dunwich Hospitals to the new Clinical Education and Training (Clin.EdQ) Nursing & Midwifery Unit which works closely with the Office of the Chief Nursing Officer. Just completed the Education Pathways Project (a web based online easily accessible access 'one stop shop' for information for those who wish to 'Become a Nurse and/or Midwife' now undertaken the Reconnect (refresher) project. Wide clinical and education experience in both Victoria and Queensland in an array of areas. Past business interest as a private provider. Research interests include experiential and adult learning, teaching on the run, quality use of medicines and preceptorship.

Currently, Vice Chair Royal College of Nursing, Australia, Queensland Chapter. As President of the newly formed ANTS Council, it is a privilege to be part of a great team of health professionals who have taken up designated responsibilities and accountabilities to establish ANTS Queensland Branch. lorraine_mcmurtrie@health.qld.gov.au

Secretary - Michelle Cameron (M.Ed., BN)

Michelle is a Nurse Educator at the Toowoomba Hospital with portfolios in medical nursing, student placements,

preceptorship and the Nurse Refresher program offered by Queensland Health.

Practice interests are currently in the concepts of communities of practice in healthcare, specifically nurse education and patient education. Recent research activities have related to the student and preceptor experience on clinical placement and the development of a context specific placement evaluatory tool.

Michelle_cameron@health.qld.gov.au

Treasurer - Lynda Canniford

Lynda is a Clinical Lecturer and the scholarships coordinator at the University of Queensland. Lynda's qualification include: Master of Nursing specialising in Advanced Clinical Education; graduate Diploma in Critical Care Nursing and Graduate Certificate in Orthopaedic nursing. Lynda is currently working on developing new innovative, cost effective ways to assess clinical

competence. She is currently working on a project involving guided reflection.

Lynda's research interests predominantly involve improving clinical assessments and reflective practice. She is very excited at taking on this challenge of Treasurer for the QLD Branch and is looking forward to sharing and exploring nurses education in Queensland. Contact:

l.canniford@uq.edu.au

Membership Officer - Melissa Carey

Melissa Carey has a Bachelor of Nursing, Graduate certificate acute care and a Master of Nursing. Melissa began her teaching career by facilitating students within the clinical setting, and commenced employment with MSIT as a teacher in the Diploma of Nursing in 2006. Melissa began employment with Griffith University as a Lecturer in the School of Nursing and Midwifery in 2008. Currently Melissa is employed by Griffith International as a project officer on the Kiribati Australia Nursing Initiative, an AusAID supported project.

Melissa's research interests include: Arts in Nursing Education, The impact of acculturation on development, identity and education for the international student. Methodology interests include: qualitative, ethnography and phenomenology.

Education Officer - Judith Gonda

My involvement in tertiary education commenced in 1989 and, like my practice, it has spanned three states of Australia, two states in the USA and Norway.

My journey in nursing commenced in Adelaide where I completed my General Nursing Certificate at the Royal Adelaide Hospital. Since then I have completed my Midwifery Certificate, a Bachelor of Applied Science in Advanced Nursing – Education, a Master of Nursing and PhD. My Master's thesis examined the effect of mastery learning on aspects of nursing students' first clinical experience and my PhD explored partnerships in clinical

Queensland ANTS Branch News (continued)

education for undergraduate nursing students. I have a wide interest and knowledge base of professional nursing issues including those relating to clinical nursing practice, the sociopolitical environment and the profession. My research interests include, teaching and learning in nursing, clinical education and gastrointestinal, hepatobiliary and drug and alcohol nursing issues.

Queensland Membership Survey

Queensland members can expect to receive an invitation to participate in an on-line membership survey in the near future. Council are looking to find out what specifically are the needs of the Queensland members and this will guide future professional development. The results will be published on our state Bulletin page.

SIM Learning at Westmead Hospital NSW Operating Suite



recording if the Day Surgery RN1 can conduct a preoperative assessment, page and inform the anaesthetist via phone succinctly, regarding such issues as Ruby's break in her pre operative fast. Observing and measuring anaesthetic nurse's assistance given to the anaesthetist, and correct documentation recording of schedule 8 drugs. Also monitoring

Orientation learning goals for Westmead Operating Suite are evaluated with a simulated patient's surgical journey. The suite's mascot Ruby Gumdrop has a surgical procedure and all RN1's carry out the roles that they have observed and received instruction in. This is conducted in the last afternoon of orientation.

The Day Surgery Unit's RN1 admits Ruby. Ruby being noncompliant with her preoperative instructions creates several problem solving issues for the RN1. While this is underway the Anaesthetic nurses are gathering airway equipment, organizing drugs and checking the anaesthetic machine in readiness for the surgical procedure. The Instrument/Circulating nurses are also checking the surgeon preference card, gathering sterile requirement for the laparotomy, scrubbing, gowning and gloving as well as setting up the sterile field. Counting instruments, skin preparation and draping is also attended. The recovery nurse is kept interested by acting as the check-in nurse responsible for correct consent documentation before surgery commences. The recovery nurse role involves removing the laryngeal mask, maintaining Ruby's airway, recording vital observations and managing pain and post operative vomiting to complete the scenario.

Sequentially the educators are conducting a learner's needs analysis on the RN1's performance. Observing keenly and

instrument/ circulating nurses scrubbing, gowning, sterile technique and counting according to protocol.

Evaluating also whether the recovery nurse can supply the correct jaw thrust (hard to demonstrate on Ruby) document observations and vital signs correctly.

The RN1's orientation evaluation form regular comments are that the simulated patients' journey was the highlight of the orientation program. An outcome noted by educators is that the simulation seems to prepare the RN1s for their working roles by removing stress from a conceived fear of the actual expectations of their new role.

Lynda Mitchell Peri-operative Nurse Educator

Westmead Hospital NSW
Ph: (02) 9845 6566 / (02) 9845 5555
Pager 8773

Email: Lynda.Mitchell@swahs.health.nsw.gov.au



RN Arlene Tuivani checking Ruby Gumdrop's consent for surgery. During her Operating suite orientation

South Australian ANTS Branch



Meet some of the Nurse Educators from The Queen Elizabeth Hospital Adelaide. Back Row Left to right; **Wayne Bills** (A/EN Facilitator); **Sue Henwood** (Anaes. & Recovery Educator); **David Cunningham** (Coronary Care Clinical Educator). Front row from left: **Chris Schwarz** (EN Facilitator); **Peter Teekens** (Peri-operative Educator); **Jennifer Barlow** (Transition Program Educator); **Karen Simunov** (Nursing Director); **Sue Hutton** (ICU Educator); **Crystal Hynes** (A/Work Experience Educator) **Judy Reid** (ND personal Assistant. Missing from this photo opportunity are **John Kenny** (Emergency Educator) **Anna Jones** (Clinical Educator); **Cheryl Wilden** and **David Ind** (nephrology Educators); **Ann McPhedran** (Clinical Skills Coordinator).

The Queen Elizabeth Hospital, Adelaide, SA was opened in 1954 with the establishment of the "School of Nursing". January 1959 saw the first intake of the three-year general student nurse training with the last intake in November 1990. Midwifery training also commenced and completed around the same time. With changes to education delivery the school was re-established as the "Continuing Education Centre for Nurses" (CECN) to provide training, education and clinical support for nursing staff. 1996 heralded the addition of a staff development service and another name change to the "Continuing Education Centre" also known as CEC. In keeping with the theme of inclusive education, Nursing and Medical Education amalgamated in 2002, keeping the acronym of CEC and changing the name to "Clinical Education Centre".

A wide variety of education programs and activities are provided including but not limited to: job shadowing and partnerships with VET in Schools; national Advanced Diploma Enrolled Nurse units under the auspices of the CNAHS Registered Training Organisation; transition programs for the registered nurse (TTPP), enrolled nurse (ENTP) and overseas trained staff (TANP); post-registration hospital certificates which are eligible for credit at universities within Australia; professional development; advanced clinical practice and peer support. Today The Queen Elizabeth Hospital Clinical Education Centre is a unit/site under the regional Workforce Learning and Development portfolio within the Central Northern Adelaide Health Service and continues with a commitment to provide education to ensure that the high standard of patient care is maintained.

Lyn George **Education Facilitator**

Modbury Hospital

Ph: 08 8161 2265

Pager: 40145

Email: lyn.george@health.sa.gov.au

Ready, Steady, Cook.

Ready, Steady, Cook, one might say is not cooking. Is nursing? Well yes it is. I write not about the ingredients to the next best chocolate cake, but that of the Essentials of Care (EOC) Program and Practice Development (PD) principles.

As the Clinical Nurse Educator (CNE) of the Brain Injury Rehabilitation Unit at Liverpool Hospital, my exposure to Essentials of Care (EOC) commenced in June 2009. I went along to a one day workshop and heard about what EOC is and how the Practice Development (PD) principles are incorporated. So you ask what EOC is?

Well, EOC is a, *"Care improvement and evaluation framework underpinned by Practice Development"*. It is the essential components of person-centred care and it seeks to promote participation of the clinician at a ward/unit level. Its purpose is to develop and enhance the culture that is ongoing and sustainable to PD and at the same time recognising good care and identifying opportunities of improving that care, (NSW Health).

There is much to expand on how one is to incorporate such principles, but I writing to share my experience on EOC and PD. Following the one day workshop, I also attended a two day facilitator workshop and one day conference on PD and EOC and let me tell you WOW! How things have changed. Suddenly I felt the spring back in my step and felt re-energised about the whole concept. Suddenly what I'd always believed in about my nursing care and particular rehabilitation nursing was there to more so incorporate and utilise and show my fellow rehabilitation colleagues that nurses can advocate for their rights and beliefs and values and it have a meaning.

I started to read up on the principles, their meanings and how I would be able to incorporate them to by best advantage to inspire the nurses I worked with to feel better about their purpose to their everyday practice. There was lots to learn, absorb and take in. Nurses across Australia have been incorporating PD principles for years and just by attending a conference and workshops, I'm inspired. We are using words like inclusiveness, respecting each other, valuing individual contributions and we are connecting. The Brain Injury Rehabilitation Unit will be starting the EOC program shortly.

Ready, Steady, Cook came about by introducing a new flavour to the whole process. We can make it fun. The ready being the preparation, the steady looking at the concerns and the cook implementing changes. It will take time, patience and small steps. Taking small steps to realise that by identifying and addressing the small issues in the unit to then tackle head on the bigger issues. Brain Injury



Meet Sandra Krpez as she poses beside her motivation board on essentials of care which she has embraced with a passion

Rehabilitation Nurses are ready, we are steady and we are going to **cook up a storm!**

**Sandra Krpez
Clinical Nurse Educator**

Brain Injury Rehabilitation Unit
Liverpool Hospital
Locked Bag 7103
LIVERPOOL BC NSW 1871
ph: 9828-5539 direct
ph: 9828-5542 nurses station
pager: 49395
e-mail: Sandra.Krpez@sswahs.nsw.gov.au

Nurse Educators & ANMC Professional Practice Framework for National Registration Preparation

Nurse Educators & Clinical Nurse Educators are working on strategies to, inform all nurses and midwives about the impact of the upcoming shift to national registration, provide information and tools to assist professional development and raise awareness of individuals' professional responsibilities effective from July 2010. Faculty and community educators know best 'what works' locally and strategies need to be flexible for busy clinical environments:

Centralised delivery of information using eLearning and intranet service. Localised activities with in-services or workshops Ongoing professional development activities for groups and individuals developing evidence of competence and guiding professional portfolio development.

National registration

Nursing & Midwifery Regulatory Authorities will soon be replaced by the Nursing & Midwifery Board Australia (2010) and all nurses and midwives will be required to meet the national standards endorsed by NMBA who will regulate nursing and midwifery professions from 1st July 2010.

"The primary purpose of nursing and midwifery regulation is to protect the public by ensuring that those who practice are competent to do so, and provide safe, quality care to the community. In order to achieve this, a comprehensive, dynamic and transparent regulatory framework is the key to maintaining the public's level of trust in the nursing and midwifery professions" (ANMC 2010, p.8).

Professional development and registration requirements

The Australian Nursing & Midwifery Council (ANMC) introduced the *Professional Practice Framework* (PPF) which is a process for ensuring nurses and midwives are competent for practice. The *Professional Practice Framework* standards act as a benchmark for measuring nurses' or midwives' continued competence to practice and guide professional development. This PPF is a national approach to setting the regulatory standards as we approach national registration (ANMC 2009, p.3).

The framework consists of four components:

1. Maintaining a professional portfolio
2. Assessment of practice
3. Continuing professional development
4. Regency of practice

"All components of the framework will be required in order for nurses and midwives to be eligible for renewal of registration, enrolment, endorsement or authorisation" (ANMC, 2009, p.2). ANMC provide the following documents online to support professional development:

- Competency standards
- Code of ethics & professional conduct



- Principles for the assessment Competency standards
- Decision making framework
- Continuing competence framework
- Professional boundaries

ANMC has been conducting 'Train the Trainer' workshops around Australia and generously provided the attached power point for local adaptation and use in promoting the PPF message among nurses and midwives.

Clinical education & training

Clinical areas depend on a learning organisation which O'Shea (2002) describes as one that "continually expands its capacity to create its own future by being committed to encouraging its staff to develop themselves". The way we learn in clinical settings continues to evolve and new strategies support 'on-the-

job' learning for example Essentials of Care, Team First, Between the Flags and DETECT in New South Wales. These initiatives facilitate clinicians and management learning and working together for improved patient care and health outcomes.

Education and training can be managed through self assessment followed by self directed learning online, face-to-face and through other modalities including in-services, workshops, simulations, tutorials, mentorship or preceptorship activities, consultancies and formal programs and courses guided by the *Professional Practice Framework*

Professional responsibilities

Professional development is achieved through individuals taking responsibility for continuously learning and improving practice. Nurses need to be clear about their professional responsibilities as we move from a federated system of regulation to a national model. Individuals' learning is aligned to performance development and nurses and midwives need to be cognisant of their specific needs and take action to identify practice development and learning needs and demonstrate their continued competence to practice.

Professional portfolio in either electronic or a hard copy format records evidence of assessment, continuing professional development (CPD) and currency of practice. Many authors describe the professional portfolio as a 'living document' and professional competencies frame portfolio development. Mills (2009) discusses professional portfolios and explains that they are tools to demonstrate to regulatory authorities how one meets competency requirements and she provides guidance on how to develop a portfolio to meet Australian registered nurses' requirements for licensure. New education and training strategies reflect a shift in professional development where responsibility for learning lies more with the individual staff member than the organisation. It is therefore imperative that nurses in all classifications know what knowledge and technical skills are required for their clinical practice, then education and training is structured to link directly with performance development and this is negotiated with one's manager.

Nurse Educators & ANMC Professional Practice Framework for National Registration Preparation (continued)

Therefore a key stakeholder in the ANMC Professional Practice Framework is the individual nurse or midwife. Nurse Educators, Clinical Nurse Educators and Nurse Managers assist the process with their educational, clinical and managerial expertise. Nurse Educators and Clinical Nurse Educators as well as Clinical Nurse Consultants and Clinical Nurse Specialists drive the educational agenda within networks and services. They provide learning resources and competency development frameworks. However nurses and midwives need to **self assess** and discuss capabilities for their role with their Manager and organise learning activities independently or in consultation with the Clinical Nurse Educators or Nurse Educators.

References

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Mary Bridgid Naylor

RN, RM, B.App. Sc, M. Hlth Sc. Education, MRNA,
March 2010

ANTS NATIONAL ANNUAL GENERAL MEETING

-Monday, 12th April 2010-

**The Hilton Sydney Hotel
488 George St, Sydney**

6:00pm: Drinks, snacks on arrival

6:30pm: Welcome & ANTS/Pearson Nursing
Educator of the Year 2009

Award Winner - Dr Kerry Reid-Searl.

6:40pm: Launch of the Nurse Teacher Competencies 2010

6:50pm: AGM

7:45pm: Close.

Cost: \$15 members; \$20 non-members

(for catering) **Networking Dinner will follow AGM & be held in city at own expense**

RSVP: Secretariat ANTS

by Monday 5th April 2010

**Postal Address: PO Box A103 Enfield South
NSW 2133**

Fax: 02 97151071

Email: kjksecretariat@netspace.net.au

**Don't Forget to Print off your Nomination Forms .
All Council Positions are up for nomination**

GOOD NEWS FROM THE WESTERN AUSTRALIAN BRANCH OF ANTS Scholarship offers Lisa Gatzoni's International Opportunity

The Western Australian Branch of the Australian Nurse Teachers' Society (ANTS) Treasurer, Lisa Gatzonis has been awarded a \$5,000 professional development scholarship from the Perth Convention Bureau. Lisa plans to use the scholarship to attend the 3rd International Nurse Education Conference in Sydney this year and the Australasian Nurse Educators Conference in New Zealand in 2011.

Lisa commented that "Being awarded this scholarship was an honour and extremely exciting. Not only will this scholarship offer me the experiences to enhance my own professional development but also to network with other international nurse educators."

As part of the scholarship, Lisa is developing a bid for Perth to host the National Nurse Education Conference in 2012.

As Lisa explained,

"Hosting the nurse education conference in Perth would provide an opportunity for local nurse educators to share their experiences and knowledge with nurses from around the world."

Joondalup Health Campus Director of Nursing Shane Combs said that Lisa was an excellent candidate for the scholarship because she is committed to the ongoing development of nursing education. Mr. Combs stated that, "Lisa is well deserving of this scholarship and I wish her all the best in the opportunities she will receive in the next few years,".

Perth Convention Bureau's scholarship program has been running since 1999 and this year expanded to include four of Perth's major hospitals. Perth Convention Bureau managing director Christine McLean said she was delighted to be

assisting the professional development of some of Perth's most passionate and dedicated hospital staff. Ms McLean also commented ,

"Through the scholarship program the Bureau provides opportunities for medical professionals to attend national and international conferences and develop the case to bring medical related conferences to Western Australia for the benefit of the wider State,"



Pictured Left to Right: Mr. Shane Combs (Director of Nursing Joondalup Health Campus), **Lisa Gatzonis** (WA Branch Treasurer) and **Ms. Christine McLean** (Perth Convention Bureau Managing Director).

Conferences and Seminars



NETEP 2010

3rd International Nurse Education Conference
Nursing education in a global community:
Collaboration and networking for the future
11-14 April 2010 | Sydney, Australia

At The Hilton Hotel Sydney **WEBSITE:** <http://www.netnep-conference.elsevier.com/>



TUESDAY 25TH & WEDNESDAY 26TH MAY


FOUR SEASONS HOTEL SYDNEY, 799 GEORGE ST, SYDNEY, NSW AUSTRALIA

FUTURE PROOFING THE AGED & COMMUNITY CARE WORKFORCE


FOR FUTURE PROOFING CONFERENCE [CLICK HERE](#)

Critical Care Nursing Continuing Education 11th Annual ICE Meeting

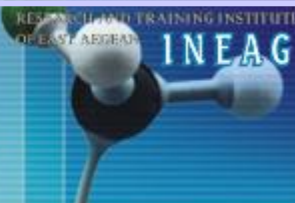
<http://www.acccn.com.au/>



ACCCN
Australian College of Critical Care Nurses




ICICTH
International Conference on Information Communication Technologies in Health




INEAG
Research and Training Institute of East Aegean

8th International Conference on ICT in Health Samos Island Greece from July 15-17
PhD Candidates are explicitly invited to present their work, Organized by: **Research and Training Institute of East Aegean (INEAG)** and **National & Kapodistrian University of Athens**; **Deadline for abstracts/proposals: 30 April 2010**
Check the event website for latest details: <http://www.ineag.gr/ICICTH/index.php>



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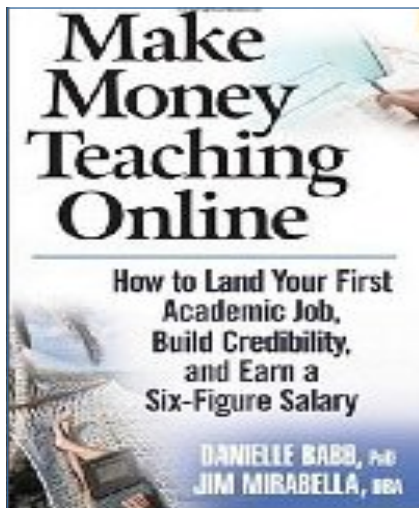


18th International Congress on Palliative Care

October 5 - 8, 2010 **Montréal, Canada** **Palais des Congrès**

ANTS Book Review

Preamble: When friend and colleague ANTS Editor, Olivia Mulligan asked for contributions for the first **electronic** ANTS Bulletin...I considered this book a must to review.



Have you ever dreamt of a sea/tree change and working from home or hours of your choosing?

Making Money Teaching Online—How to Land Your First Academic Job, Build Credibility, and Earn a Six-Figure Salary...

If the title doesn't grab your attention as it did mine... then perhaps take a look at just some of the contents of this easy to read how-to-guide from Wiley, the same publishers who have turned how-to-guides into an art form...

●Who Can Teach? ●Are They for Real? ●Preparing Yourself for Teaching Opportunities ●Types of Online Teaching Jobs ●How Much Can I Earn? ●Finding Your First Job ●What Universities Look For ●Sealing the Deal ●Training and Your First Class ●Working as an Online Faculty Member ●Must Have Technologies ●Maintaining Relationships ●Growing Sources...and more..

Relevance— Before you say... *Hang on this is not an Australian title! How does this relate to the Australian market or my situation?...*(I know— since it's exactly what I thought too)... Then I remembered that we are talking about a market that is global *and* continues to grow exponentially.

The authors Danielle Babb and Jim Mirabella explain the process of making a good living from teaching online in an easy and almost matter of fact manner that inspires confidence— the kind one absorbs sitting at the feet of a respected mentor.

Although I was initially hoping for even more specific detail—essentially an online teaching guide for

dummies (I'm hoping the publishers/authors note my wish list below)—the information that was offered was still comprehensive enough to satisfy my wanton curiosity...almost.

Extras— There are many other additions such as *sample documents*, which include well thought out examples of CVs, Resumes, email and letters of introduction as well as *Expert advice* and other tips and tricks of the trade that can only come from experiencing successful careers in online teaching.

Readability— this book takes out PP's Award (the equivalent of the Lazy Readers Pulitzer prize) for ease of read. I managed to read this on a cramped and very hot and long train ride and still remain engaged in the content.

Cost— very affordable at only 37.95AUD (...even [cheaper online](#)).

Details - ISBN: 978-0-470-10087-5; Hardcover; 256 pages.

References— As one would expect the authors have provided by way of their *sources* and thorough *index* pages a comprehensive reference offering. The links they provide, or at least those that I viewed (and most likely will be viewing for some time to come) are up to date and all worthy of inclusion.

As one would imagine whilst the sources and references reflect the geographic location of the authors yet surprisingly are not so American-centric to the extent they are unable to provide the Australian reader with adequate and relevant resources. In fact, the first one I viewed and worthy of mention was www.chronicle.com. This alone kept me occupied for longer than I care to disclose but illustrated to me the quality of references and sources provided by the authors and in itself was worth the effort.

This is one book that won't have the opportunity to gather dust in my office and worthy of a place any nurse teachers' professional library.

4.5 Stars ★★★★★ **ENJOY!**

Wish list - A dummies guide by the same authors!

Pauline Murray-Parahi
P.Murray-Parahi@curtin.edu.au
Chair ANTS NSW
Media & Marketing ANTS National



Interested in Online learning or the basics of design?....

Then check out these quality titles from the same publisher (to be reviewed) in the next ANTS e-Bulletin....

Editorial

Colleagues

This, the first ANTS E-Bulletin is in essence a trial run . It is our first foray into cyberspace publishing. We will most definitely be very indebted to you, the members of our organisation (or potential members should they read this editorial) for feedback on design and content. In the meantime, the articles and stories submitted by our members may inspire you to share your knowledge and experience with us. It is our dream to become a knowledge sharing culture.

The topic of sharing knowledge and experience has been discussed in a previous editorial. It is a very controversial subject which causes angst in many as they falsely believe that others may steal their ideas.

An article on Knowledge Sharing by David Gurteen (1999) Knowledge Management Magazine (Vol2 Issue 5) discusses the notion of creating a knowledge sharing culture and he offers good advice. It is not about blindly sharing ideas it is about exercising caution. Do not share it with a competitor either external or internal, alternatively do not try to develop the idea alone and do not sit on it fearing theft of the idea. It is better if you can figure out how you can make it work by collaborating with others.

The other thing to think about is that knowledge sharing is really about improving the way that things get done by sharing the little things. Individuals have lots of knowledge which is of little use to them and he suggests that it is shared with those who can make use of it and in return they will share relevant knowledge with you.

Mr. Gurteen believes that this must start with the individual as every one has their own individual knowledge and a certain amount of influence. Knowledge he suggests is knowing how and knowing why. He uses the metaphor of the cake, the molecular contents being data which he suggests is not very useful. A list of ingredients being information which is more useful,. It is however the recipe which holds the key as it is explicit *knowledge* which tell how to make the cake.

It is gratifying to witness this generosity of spirit in the form of our chosen winner of the coveted Australian Nurse Educator of the year award. Dr. Reid-Searl who so willingly shares her ideas and knowledge to benefit the education of undergraduate nurses. Her work is truly inspiring. Please visit our website www.ants.org.au/ to learn more about this remarkable woman.

Olivia Mulligan
Editor

[Email: mmom51@gmail.com](mailto:mmom51@gmail.com)

Welcome to the new ANTS Members

First Name	Surname	State	First Name	Surname	State	First Name	Surname	State
Helen	Barallon	VIC	Kylie	Furness	NSW	Helen	Pascoe	QLD
Lynley	Butler	NSW	Tammy	Gibb	QLD	Karin	Pearce	SA
Vicki	Campbell	QLD	Karen	Gollan	QLD	Julie	Rogers	SA
Jennifer	Carter	QLD	Catherine	Graham-Smith	WA	Chris	Sargeant	NSW
Louise	Carter	QLD	Wendy	Hall	SA	Laura	Sheridan	NSW
Julie	Cheney	QLD	Sonia	Harris	SA	Natalie	Simpson	SA
Diane	Collins	QLD	Helen	Hughes	SA	Shaun	Thompson	NSW
Nicole	Coogan	QLD	Shaune	Hunt AM	QLD	Carol	Tonkin	ACT
Michelle	Crawford	NSW	Rebecca	Kelly	NSW	Wayne	Varndell	NSW
Robin	Cross	NT	Shishila	Lad	NSW	Dianne	Williams	WA
Lauren	Culbert	NSW	Sharni	Lavell	QLD	Carolyn	Woodhouse	NSW
James	Daley	NSW	Cheryl	Manning	QLD	Julie	Flood	NSW
Kristine	Dalley	NSW	Susan	Mapletoft	NSW	Michael	Murphie	VIC
Emma	Di Michiel	NSW	Bernadette	Merrin	QLD	Jennifer	Morton	QLD
Emidia	Falzon	VIC						

The Good Wine 'Till last



Congratulations to Pauline Murray-Parahi seen here with her Mother Christina and husband Ranui. Pauline was the previous ANTS editor. Pauline completed her Masters in Education (with distinction) at University of Wollongong in December 2009. She will have a very busy year ahead as she has accepted the Chair of the NSW branch of ANTS. This branch will now be responsible for organising ANTS education seminars and events for the State of NSW. Pauline's application for admission to the doctoral program has been approved by the Faculty of Health Sciences Graduate Study Committee at Curtin University of Technology. We wish Pauline well in this exciting venture.



Perhaps you would like to have your research published, share your experiences educating nurses, comment about an article? If you have a story about nurse education, or an innovative idea you would like to contribute we would like to hear about it.

**DEADLINES FOR SUBMISSIONS & ADVERTISEMENTS FOR INCLUSION IN THE NEXT ANTS E-BULLETIN
NO LATER THAN May 31st 2010**
(exceptions: by prior arrangement with editor)

*Compiled and Produced By Olivia Mulligan (Editor). Formatting by Pauline Murray-Parahi
Marketing Officer for the National ANTS Council and Chairperson of the NSW branch of ANTS.
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[Telephone and Email address for Bulletin submissions...](#)

C/O Editor ANTS
Olivia Mulligan
Mobile: 0402091903
Email: mmom51@gmail.com