

# ANTS BULLETIN

The Australian  
Nurse Teachers'  
Society

Printpost Approved PP123093/00

Volume 2, Number 2

June, 2003

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## President's Report

By Janet Roden



# MESSAGE FROM THE NEW ANTS PRESIDENT FOR 2003

*As the new president of the Australian Nurses Teachers Society (ANTS) I look forward to taking up the challenge and being more involved in the valuable work of the outgoing president Jacqui Guy. Thank you Jacqui for your hard work and dedication to ANTS. In this, and the next ANTS Bulletin, you will be introduced to our new ANTS Council members. I know these 9 members will work well with me as a strong team to support and promote ANTS.*

### **OPEN DAY EDUCATION SEMINARS**

On the day the new ANTS Council was elected we had our first seminar for 2003. It was held on Saturday 22<sup>nd</sup> March at the University of Western Sydney, Bankstown campus. We enjoyed listening to Brett Holmes from the NSW Nurses Association who kept us well and truly up to date with the issues of enrolled nurses and medications and other vital matters. We have also just had an interesting Open Day seminar 'How can we as educators animate clinical learning?' at Bankstown, a popular venue with our Sydney members. Our third Open Day educational seminar is to be held at Tamworth on November 1<sup>st</sup>. This promises to be an important opportunity for our rural members who are keen to have input on Distance Education.

### **THE INAUGURAL ANTS LAUNCH**

Since the beginning of the year things have been moving for ANTS. As you now know we are affiliated with the College of Nursing. Recently we were approached by the College and offered a night at which to 'show case' our organisation. On 20 August we are having this special evening at which we will be discussing the National Nurse Education Review and its important focus for us being the issues associated with teaching student nurses to be beginning nurse practitioners. Watch out for the flyer we will soon be sending you and mark the inaugural ANTS Launch date in your diaries. This will be an opportunity to celebrate our organisation ANTS, meet and network with ANTS colleagues as well as our colleagues from the College of Nursing, listen to well-versed speakers, enter into lively debate and enjoy some amazing food and drink.



## President's Report (cont.)

### **STATE REPRESENTATIVES**

It is important to remember that ANTS is a National organisation of nurse educators/teachers. So far we have been able to set up some beginning terms of reference for state representatives from most states – Canberra, North Queensland, South Australia, Tasmania, Victoria and Western Australia. State representatives will primarily become an important communication point for their members in their particular states so that their members as well as other ANTS members can be better informed about particular clinical education issues as well as potential resources that exist in different states. We have been very fortunate in having nurse educators (whose names and profiles appear in this, and the next ANTS Bulletin) who are willing to step forward and offer their services for the role of state representative in these states and wish them well in their work. We also have some regional members who want to be involved in promoting ANTS and its work by acting as a central point for their ANTS members. At this stage we have not discussed the formalities of being a regional ANTS representative but this also needs to happen.

### **NATIONAL NURSE EDUCATION CONFERENCE BID**

Yes.....it's that time of the year again! I have just sent out the Conference Bids for the National Nurse Education Conference 2004, to our two conference contenders from Canberra and Victoria. In the next ANTS Bulletin I will be able to announce which state provided the winning bid. No doubt both these states and their teams will have a lot to offer a National Conference – good luck to both of you in your endeavours.

### **AUSTRALASIAN NURSE EDUCATORS CONFERENCE**

I want to remind everyone that The Australian Nurse Educators Conference 'Action for Excellence' will be held from 24-26 September, 2003 in Rotorua, New Zealand. Some lucky members may be able to go to this conference venue which promises to be another special event. However last year's Townsville Conference will be a very hard act to follow!

Well, as you can see, a lot of things are happening in ANTS. Next time I will talk to you about our new look web site and other such initiatives. I would also like to take this opportunity to welcome all our new members as well as our new Council members.

Dr Janet Roden  
ANTS President.  
02-96859116  
j.rodan@uws.edu.au

# Past President's Report

By Jacqui Guy



In 2001, ANTS contributed to the reports sent to the National Nursing Review of Higher Education and the Senate Review. The Review outcome was a Report in 2 volumes which was widely distributed and still available on [www.dest.gov.au](http://www.dest.gov.au)

Much of the report related to workforce issues related to improving the retention rate, the need for national leadership and continuity of existing programmes with increase of scholarships and research into clinical models. It will be important for us to follow up implementation of the recommendations and continue to have an active voice in nurse education.

I attended the National Nursing Organisations Meetings in May and October 2002. This is an opportunity to network with other similar organisations and discuss a range of state and national nursing issues. The NNO website is [www.anf.org.au/nno](http://www.anf.org.au/nno) for further information.

I also attended NSW Nurses Registration Board meetings throughout the year. Of particular importance was the review of the Enrolled Nurse Competencies and the need for change of policy and education requirements for medication administration for ENs. Chris Manwarring, who has been our key TAFE representative on the ANTS Council has written articles in the Bulletin regarding these issues.

ANTS has for 20 years been affiliated with the NSW College of Nursing. In February this year, we have renewed our affiliation with the College of Nursing which entitles ANTS members to receive a substantial discount on College membership. As the College is centrally placed at Burwood, we now hold many council meetings there. As there have been concerns in the council of an increasing amount of administrative work on a voluntary basis related to council matters, we now pay for Lesley Saunders from their secretariat services. Lesley will maintain our database, and function in the role as administrative assistant on a 10 hr per month basis. We are also changing our website management to the Secretariat. Our new email address is [ants@nursing.aust.edu.au](mailto:ants@nursing.aust.edu.au).

**Council Meetings:** We have met as a council every two months and the executive has used teleconferences as required. Marea Steel has been our minutes secretary and played an active role in discussion at meetings.

## 2002 National Conference and Educational Seminars

Congratulations to the great team of Townsville educators who organised the National Nurse Education Conference in July, 2002! Freda Fischer, the conference convenor, headed a very cohesive group who had thought of every detail. Delegates reported that they were impressed with the whole organization of the conference, from the venue to the quality of the concurrent sessions. We were all challenged and inspired by the guest speakers and the quality and diversity of the presentations of papers. Papers were presented from all sectors of nurse education and from nearly all the states.



## Past President's Report (cont.)

Expressions of interest have been received for the National 2004 Education Conference from Canberra and Geelong, confirmation of the conference will be in the next bulletin and on the website as soon as details are known.

We did not hold a May seminar, due to preparation for the Conference.

The seminar on 28<sup>th</sup> September at Bowral hospital was well attended by Sydney, South Coast and Canberra members. '*Clinical Teaching: Maintaining professional development*'.

To finalise the year, we had a wonderful ANTS Christmas dinner at the Drummoyne Rowing club.

Lyn Stewart, our educational representative on Council, has organized all our seminars, creating great programs for educators to meet and learn together.

### **The Bulletin**

During the year, Jann Foster has developed the ANTS Bulletin into a new format which has style and creativity. We need to encourage more members to write articles or letters to the Bulletin so we can share our educational concerns and ideas.

### **Nurse Teacher Competencies**

There is now a need for review of the ANTS Nurse Teacher Competencies, as they have not been revised for five years. I have offered to chair a national committee to review these competencies, so need some members from all education sectors on this committee.

ANTS state and regional representatives are being identified throughout Australia and terms of reference being developed for active participation and feedback on issues from all states.

### **Resignations from Council**

I have resigned from Council this year, as I have served 3 years on the Executive and constitutionally must leave for at least one year. Alex Pile, our Secretary resigned during the year, and Jenny Blundell and I have been sharing the position till the new Secretary is appointed. Alan Brown and Chris Manwarring, our marketing team have resigned from council due to work commitments. Alan has developed and maintained the ANTS website. They have been a wonderful asset to the Council in the many roles they have contributed. Tracey Lean has resigned and moved to the UK. This means that we have five vacancies on council.

I have enjoyed serving as President, and thank the Council members for their friendship and hard work over the past few years. May I particularly thank Jenny Blundell for her tireless efforts as Treasurer and at times Secretary. I wish the incoming President and Council an interesting and productive year.

Jacqui Guy  
Past President

## A Very Warm Welcome to our New Members



Vanessa Arnison (NSW)

Mairead Carr (NSW)

Marie Sansotta-Allen (NSW)

Ann Brine (NSW)

Gaye Bishop (NSW)

Isobel Hanson (NSW)

Trish Bourke (QLD)

Toni Donaghy (NSW)

Jane Field (NSW)

Jane Motley (VIC)

Bernard Hornblower (VIC)

Barbara Newman (TAS)

Christine Smith (NSW)

Yvette Vajter (NSW)

Julie Tait (NSW)

Louise Wall (NSW)

Mary van den Dolder (NSW)

Jason LeDilly (QLD)

Mariepaz Hazell (NSW)

### For the Diary

**The College of Nursing in collaboration with the Australian Nurse Teachers Society proudly present:**

***'The Theory Practice Conundrum'***

**Guest speaker: Prof. Ella Lowe**

**'The Nurse Education Review Committee and Post Review Progress'**

Other speakers to be announced

To be held on **20th August 2003**

At the College of Nursing, 14 Railway Pde, Burwood (reg. 5.30pm)

For further information ring or RSVP: Lesley Saunders ph: 97457525



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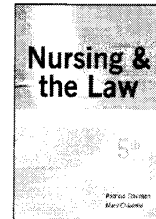
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- all state and territory statutes fully revised and updated
- expanded discussion of ethics and its relationship with the law
- contract of employment chapter now includes occupational health and safety issues and workers compensation

### contents

Preface. Table of abbreviations. Introduction to the law. The relationship between law and ethics. Negligence and vicarious liability. Consent to treatment. The contract of employment. The administration of drugs. Report writing; confidentiality of and access to patient's records. Professional regulation of nursing practice. The coroner's court. Human tissue transplantation. Mental health. Index.

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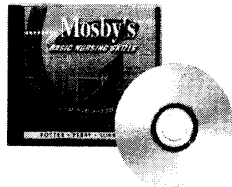
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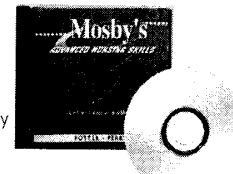


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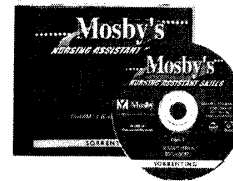


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**Macintosh** Power PC G3 300 MHz, iMAC, iBook • Macintosh OS 9.0 and higher\*\* • 64 MB of available RAM; 128 MB strongly recommended • 30 MB of available hard-disk space • 8x CD-ROM drive • Video card with 16 bit or higher colour (24 or 32 bit is best) • Display resolution of 800 x 600 or greater • Sound card and speakers. \*Minimum page file for NT 4.0 should be 256 MB • \*\*Mac OS X users should boot into Mac OS 9.x.

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## **The National League for Nursing – Education Summit 2002: Some Lessons for Australian Nurse Education**

**by Dr. Kate Andre**

Field Placement Coordinator  
School of Nursing and Midwifery  
University of South Australia



In September 2002 I had the wonderful opportunity to attend the National League for Nursing - Education Summit in Anaheim, California. For three and a half days I was able to discuss all things educational, as the family whiled away the hours at the various Disney theme parks.

The NLN has approximately 11,000 members and is perhaps the single most politically influential nurse education organisation in the United States. In addition to being a political lobby group for nurse education, the NLN also provides national standards for nurse education, products and services for staff development, research funds and collates a national data bank about nurse education matters.

The NLN summit is very much a national conference, concerned with local US nurse education issues. While I suspect I was the only international delegate at the summit, this was in no way an impediment, as my objective was to develop insights into the issues and functioning of nurse education in the US. Considering this objective, this conference served me well.

A major item for discussion was the resolving nursing shortage and the imminent Nurses Educator shortage. As I will explain, these two issues are related, and clearly relevant to the Australian situation. In her opening address, Ruth Corcoran (Chief Executive Officer for the NLN) officially announced the 'nursing shortage', though still an issue in many institutions, as being 'in its final stages' and that 'resolution was nigh'. Much credit was given to the national campaign to increase interest in nursing. The Nurse Reinvestment Act (federal) had assisted with a significant injection of funds and employment related reforms. A series of television campaigns was also given credit in enhancing community interest and values toward nurses. It was clear from many of the papers presented that the nursing shortage was addressed by both increasing recruitment and enhancing retention of nurses. The promotion of the Nurse Practitioner role was also considered a significant issue, the independence of this role and commencement wage of approximately US\$70,000 has apparently attracted many applicants, both at an undergraduate and post graduate level.

In addition to this, Ruth Corcoran later provided an interesting paper drawing on Peter Drucker's theory about nurses as 'knowledge workers'. Those of you at the ANTS conference in Townsville last year would remember that Professor Genevieve Gray also used Drucker's work to raise issues about the need for work environment reform to retain the 'knowledge worker nurse'. While these two papers differed significantly, the theme that Registered Nurses valued their cognitive role and ability to influence decisions and change was consistent. Both papers predicated that work environments that did not support the values of the Registered Nurse as a 'knowledge worker' were likely to continue to have difficulty in retaining staff. Ruth Corcoran extended on the relationship between satisfied knowledge workers and the role of Nurse Practitioners. In particular Ruth was advocating a rapid transition between entry into nursing and Masters (Nurse Practitioner) and PhD preparation, in order to retain quality undergraduate students. Apparently the average age for students to complete PhD preparation in the United States is 50 years.





## The National League for Nursing – Education Summit 2002: Some Lessons for Australian Nurse Education (cont.)

I suspect this is much the same in Australia. As Ruth indicated this leaves precious little time for PhD graduates to undertake research and influence reform. Ruth called on Nurse Educators to support and promote students undertaking higher degrees as soon as possible, and that there was room for PhD graduates with no clinical experience, particularly if well versed in health politics and economics.

So how does this all relate to the 'pending nurse educator shortage' as I suggested earlier? Apparently the Nurse Practitioner role has become so appealing (both financially and through job satisfaction) that few students undertaking higher degrees are showing interest in nurse education roles, particularly in the undergraduate area. In addition to this as few as 2% of Masters or Doctoral programs include nurse education preparation components and many graduates do not feel suitable prepared to undertake the rigors of the educator role. As several presenters indicated, Nurse Educator roles involve high teaching and assessment loads, rigid systems for tenure and promotion and unappealing salary scales. The failure to maintain the expansion of nurse education programs as per the 1980-1990's, has meant a lack of succession planning with insufficient tenured staff in junior positions. It is anticipated that 59% of nurse educators in the United States will retire in the next 15 years, many of whom are in senior positions. In some institutions it is predicted that 20% of Nurse Educators will retire in the next 2 years with few local *suitable* replacements. Note the stress on 'suitable'. The current lack of teaching staff has meant that some institutions already have reduced student intakes by as much as 7.3%, as there are insufficient staff to offer classes. This is clearly going to be a long term problem, with one speaker suggesting that failures in succession planning will influence nurse educator staffing for the next 18 years.

Clearly there are lessons to be learnt here. A cursory look around any nurse education conference in Australia suggests that we too are a little aged. Perhaps it is time to reconsider our own succession planning.

To summarise, in addition to the above, there were so many varied papers at this conference it would be inappropriate to even attempt to categorise them. A strong theme however was the need to consider the future of nurse education. Clearly public and political opinion supported the need to provide quality nurse education programs, both at an undergraduate and post graduate level. The clear objective for the NLN is to sustain this public support, while addressing the pending Nurse Educator shortage. As the nursing shortage has demonstrated, this will mean the need to address both recruitment and retention issues. Many of you may be asking if it is time to dust off the passport and emigrate – or perhaps just retire. This in itself is an indication of the pending issues in Australian nurse education.

The NLN website is at <http://www.nln.org/> and this years summit is in San Antonio Texas (September).

**Louise Wall**  
Executive Council Member: **Marketing**



*Louise is a Nurse Educator the Sydney Private Hospital. Her qualifications include a Masters in Adult Education, Bachelor of Nursing and Certificate IV in assessment and workplace Training.*

Hi everyone! My name is Louise Wall and I work as a nurse educator at The Sydney Private Hospital. I am responsible for co-ordinating hospital-wide education programmes for all staff (nursing and non-nursing staff) at the Sydney Private Hospital and Holroyd Private Hospitals. I have worked here for about 2 months so far, so am finding that I am still on a pretty intense learning curve myself! Previous to this I worked at the Royal Prince Alfred Hospital (RPAH) as a clinical nurse educator, mainly for the 'Re-Connect Programme' which was focusing on nurses returning to the nursing profession after a period of time away (This could range from anywhere between 2 to 30 years!). My clinical experience has also been fairly varied and whilst I have worked in many different clinical settings, I call myself an 'oncology/ palliative care nurse at heart'!

I have always been highly interested in the area of nurse education; I enjoy my current role and find it challenging due to the variety it has, sometimes you never know what the day will bring! I would be interested in meeting other ANTS members and hearing about the different settings that you work in, so come and have a chat to me!  
Take care, Louise

**Helen Cumming**  
Executive Council member: **Seminars/Open Forums**



*Helen is the Deputy Director of Nursing at the Lewisham Nursing Home. She is responsible for Continuous Quality Improvement, Occupational Health and Safety, Infection Control and Education. Helen has a Master of Adult Education and Cardio-thoracic Nursing Certificate.*

I enjoy working with assistants in nursing and the elderly. I try to make the education sessions enjoyable and interesting with open discussion to promote team work and critical thinking.

My main moto is to keep it simple, keep it safe and document, document, document.

## Annamonique Stebnycky Victorian Representative for ANTS



*Annamonique is the Education Coordinator at Hepburn Health Service*

About myself!

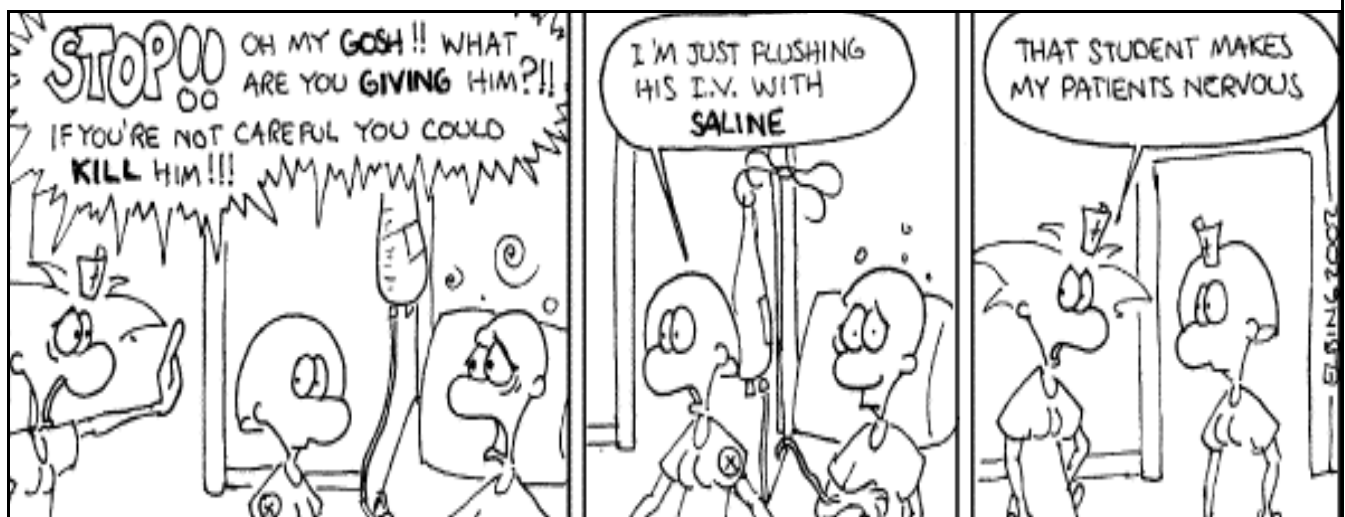
Well I guess first and foremost is my passion for sailing. Having obtained my UK yachtmasters ticket a few years back, I have been extremely fortunate to be able to see the world via the 'big blue'. The wealth of knowledge that this type of travel has imparted has allowed me to tackle the education "highs and lows" with a unique view and indeed a quirky sense of humour ( sometimes leaving some people scratching their heads in wonder).

I graduated in nursing from Prince Henry's in Melbourne in 1987 and since then have held a variety of positions. Currently holding the position of Education Coordinator at Hepburn Health Service( and yes it is one of the beautiful spots in the state) and currently studying at La Trobe, the issues in nursing education, particularly those in the rural setting in the small to medium hospital, hold a particular interest. Along with this, I am extremely interested in the 'competency assessment' process and how it is being utilised within our hospitals.

It is my fervent wish that as the ANTS state representative, I can impart both my energy and quirky sense of humour into the role and look forward to the first meeting that will soon be organised for the Victorian members where I will meet with you all face to face.

I thank you for this opportunity.

## Just for Fun



## **Christine Taylor: ANTS Vice President**



*Christine is a lecturer at the University of Western Sydney. She has a PhD, Masters in-Health Science Education and a Bachelor of Applied Science (Advanced Nursing)*

I trained at the Prince of Wales/ Prince Henry Hospitals 25 years ago. Since that time I have had a wide variety of clinical experiences in many different clinical fields, including experiences in several states of Australia as well as overseas. I have also been a clinical facilitator as well as a lecturer in nursing at three universities. For the past 10 years my clinical focus has been in paediatrics, and my teaching focus has been in undergraduate education in the tertiary sector.

## **Kate Andre**

### **South Australian Representative for ANTS**



Hello my name is Kate Andre. I am most excited about my nomination as the South Australian representative for ANTS as it is my long term ambition to advance the recognition given to clinical education. I have been employed in nurse education for 15 years, presented at several ANTS conferences and am part of the Network of Clinical Coordinators.

I am currently employed as the Field Placement Coordinator in the School of Nursing and Midwifery at the University of South Australia. Within this role I have been able to advance many aspects of University clinical/field/professional placement education. One of my ambitions has been to streamline and clarify issues related to clinical education at the University level. As a consequence, I instigated the formation of a Division committee to consider common field placement education issues within the varied health science programs offered by the University. In addition to this I have developed/authored a placement web page for students within the Division of Health Sciences (<http://www.unisanet.unisa.edu.au/HSCPlacements/index.htm>) and have written a curriculum for the proposed Graduate Certificate in Clinical Education.

In addition to this busy work schedule, I recently completed my PhD at Flinders University. The title of the thesis is 'The assessment of Undergraduate Clinical Performance: the communication of nursing', with copies available from both Flinders University and University of South Australia libraries. Associated publications are pending – depending on my energy levels and free time. Please feel free to visit my University home page for further information (<http://www.unisanet.unisa.edu.au/staff/homepage.asp?Name=Kate.Andre>).

I will be calling the first meeting of the South Australian branch of ANTS as soon as the administrative details are complete. I anticipate that this first meeting will include a lively discussion to clarify future directions and goals of this group. It would be wonderful to have as many nurse educators as possible present at this inaugural meeting. I look forward to seeing you there.

Regards Kate Andre PhD RN



Mid-Year Intake

ACU National

## Master of Nursing (Clinical Education)

### Australian Catholic University

Brisbane, Sydney, Canberra, Ballarat, Melbourne

Contact: Jacqui Guy at 0297392034 or email: [j.guy@mackillop.acu.edu](mailto:j.guy@mackillop.acu.edu).

ACU website: <http://www.acu.edu.au>

#### Campus

North Sydney Campus NSW (MacKillop)

#### Course Code

MNCLED

#### Mode

The course will be offered by mixed mode and will include ACUweb, campus-based learning and teaching as well as flexible learning course delivery where appropriate

#### Cost

This course will be offered on a fee-paying basis at a cost of \$875.00 per 10 credit point unit. Applicants to this course are eligible to apply for PELS.

#### Course Length

The course will be offered by full-time study duration of 1 year or part-time equivalent. The maximum course length is 3 years full-time or part-time equivalent.

The course aims to prepare graduates for an advanced role in clinical and health education. The course will encourage graduates to reflect on their clinical experience and further prepare them to design, implement and evaluate clinical education programs. The course will enhance the graduate's ability to use the clinical context as focus for their teaching.

Electives may be chosen from any related Master degree in consultation with the Course Coordinator. Students wishing to take a research focus for qualification as a Clinical Nurse Consultant could undertake the Qualitative and Quantitative Research Units from the Master of Nursing Leadership electives.

#### Admission Requirements

- Have completed a Bachelors degree (or equivalent)
- Be eligible for registration as a nurse in the country of initial qualification

#### Units Offered

Each of the following units represents 10 credit points.

**Special Entry**— Applicants who do not meet the Entry requirements may seek approval for entry to the course through the Faculty Board

#### Semester 1

NRSG600: Foundations in Clinical Education  
NRSG601: Teaching in Clinical Settings  
NRSG602: Assessing and evaluating Clinical Education  
Independent Study/Research Project/Elective

#### Course Structure and Completion Requirements

The Master of Nursing (Clinical Education) consists of eight units (80 credit points). Students will be required to complete 6 core units and 2 Electives

#### Semester 2

NRSG603: Curriculum Design and Development  
NRSTG610: Human Inquiry and Nursing  
NRSTG604: Nurse as Health Promoter and Educator  
Independent Study/Research Project/Elective

Health Sciences

## **A Synopsis of Brett Holme's Presentation at the ANTS Annual General Meeting Seminar By Dr. Christine Taylor, Vice President , ANTS**



*GUEST SPEAKER: BRETT HOLMES, General Secretary, NSWNA*

We were fortunate to have Brett Holmes, General Secretary, NSWNA, take time out of his busy schedule on Election day to speak to us at the Annual General Meeting. The seminar presentation predominantly focused on medication administration by enrolled nurses and the implications for practice. Mr Holmes outlined the development of this proposal, which commenced with the initial aim of developing a "better" qualified aged care workforce and also meet the current demands of the aged care workplace. Targeted outcomes from the recent Senate inquiry into Nursing in June 2002 (The Patient Profession: Time for Action) included the recommendation that State and Territory governments develop nationally consistent legislation in relation to the administration of medications by enrolled nurses. Furthermore the National review of Nursing Education 2002 (Recommendation 4) also recommended that enrolled nurses' scope of practice should include the administration of medications. This change to the Enrolled Nurse's scope of practice was tabled by The Hon. Kevin Andrews, Federal Minister for Ageing, at a meeting of stakeholders on 11 November 2002, indicating that he would support this change and stating that the Federal government would play an active role in promoting this recommended change to the practice guidelines.

A great deal of discussion flowed from the presentation by Mr Holmes. Many issues were raised by members, including training, financial compensation and scope of practice. The membership was informed that some registered Health Care Training Organisations have already developed 2-day packages for medication administration, whilst TAFE have developed an extensive training package that could be included in the EN Certificate IV course. The NSWNA supports the TAFE-style of training, which has yet to be implemented. Mr Holmes stated that the NSWNA would also support increased financial compensation for the ENs. There was a lot of discussion around the issue of scope of practice. It is clear that further clarification of the surrounding/relevant issues will need to be addressed by all stakeholders prior to it's wide-spread implementation.

The discussion then moved onto problems within the Aged Care Industry and the current pay disparity following the new increase in public hospital sector nurses' wages. This will result in the pay levels in the aged care sector to fall further behind and may have a detrimental effect on RN staffing. Before the recent wage claims nurses pay in the aged care sector was 3% lower than nurses in the public hospital sector, but not low enough to drive nurses from the aged care sector. Note that these figures are for NSW, as other states have far greater disparity, eg WA has currently a 20% pay disparity.

However, Mr Holmes did state that in order to gain parity with the public health sector in NSW, a claim for a 27% increase for nurses in the aged care sector needed to be sought. He also informed us that there is great resistance within the aged care sector to any increases in nurses rates of pay. Therefore, the NSWNA will be launching a new campaign related to this disparity within the aged care sector and public hospital nurses, and asked us all for our support.

Finally, a previously discussed issue related to the clarification of the roles of Nurse Educators and Clinical Educators was again raised. Mr Holmes apologised that no further action had been taken regarding this issue due to other issues being deemed of a higher priority, ie the "What's a nurse worth?" campaign and now the "Aged Care Campaign". This seminar presentation by Mr Holmes allowed ANTS members to discuss and inform the NSWNA of our position on many relevant issues related to nursing education. The presentation and discussion was both enlightening and informative. The ANTS council looks forward to the next opportunity for discussion related to Clinical Nurse Education at the inaugural ANTS Launch on 20 August. Hope to see you there!

(with thanks to Lyn Stewart)

**Noelene Hickey**  
ANTS Country Representative



*Noelene has a Bachelor in Health Science and Graduate Diploma in Adult Education and a Masters in Nursing. Noelene has 5 year's experience as a lecturer at the Charles Sturt University, Bathurst.*

I have always had an interest in teaching. I started an enrolled nurse course at Hillston Hospital in conjunction with Griffith Base Hospital when I was the Director of Nursing there in the early 70s. I then worked in a private hospital and became the education coordinator and I have also facilitated students through the Charles Sturt University.

My teaching interests lie in teaching and assessment methods and applying these in both the university and hospital settings.

**Editor's Note**



I hope you enjoy the introductions from the various ANTS Executive Committee members and State and Country Representatives in this, and the next edition of the ANTS Bulletin. Thanks so much to Kate Andre and Christine Taylor for their contributions.

Please send in anything that you'd like to share with other educators. Often the topics that we think are not worth talking or writing about are the very ones that others find extremely interesting. Anyone who is interested in writing an article, but would like some help, please let me know. The ANTS Bulletin is about sharing information and knowledge. I look forward to hearing from you.

Take care

**Interesting Websites and Conferences**

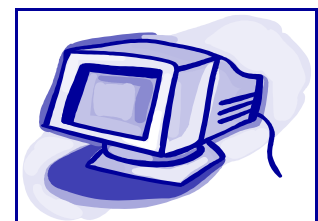
**The Australasian Nurse Educators Conference**

September 24th to 26th 2003

<http://www.anec2003.co.nz/index.htm>

There are some interesting education sessions at the:  
RCNA National Conference at the Gold Coast, QLD.  
24th—25th July

<http://www.rcna.org.au/pages/natcon.php>



**Interesting.....**

**The Australian Nurse  
Teachers' Society**

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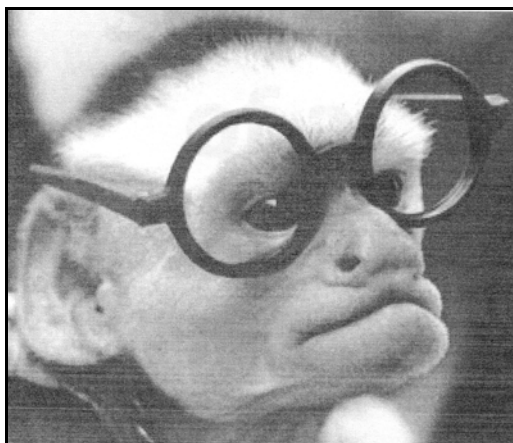
**What's on our website?**

- Brief History of ANTS
- Names and Contacts of Council Members
  - Goals of the Organisation
  - Nurse Teacher Competencies
  - Membership Application Form
    - Scholarship Form

**We're on the web!**  
**<http://www.ants.org.au>**

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*Final thought.....*



*Always listen to  
good advice....*