Welcome to the newly formatted *The Nursing & Midwifery News*. My team has been working closely with the SA Health Media and Communications Branch in developing a more interactive newsletter and I hope like us, you enjoy the new format.

One of the challenges I often hear when I am talking with nursing and midwifery leaders and nurses and midwives, is how do we share and recognise the fabulous work happening in our profession and nursing and midwifery practice across SA Health. Shared experiences, good practices, challenges faced and lessons learnt are often things we talk about with each other. The collective benefits of sharing creates an energy, it may sometimes make things less complicated or better for others, it allows us to observe, examine and experience the ideas of others that we may not have otherwise considered. With greater capacity in the architecture of *The Nursing & Midwifery News* I would like to invite you to submit articles that showcase nursing and/or midwifery practice.

*The Nursing & Midwifery News* will be a bimonthly publication and I am excited to share with you in this month’s newsletter some of the exciting things that have been happening within the Nursing and Midwifery Office over the last couple of months including the release of our new Nursing and Midwifery Office Website, the SA Health Nursing and Midwifery Professional Practice Framework and the Policy Directive for Clinical Privileging, Admitting and Practice Rights for Privately Practising Eligible Midwives in South Australia.

**LYDIA DENNETT**  
Adjunct Associate Professor  
Chief Nurse and Midwifery Officer  
SA Health

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Nursing Practitioner Strategy 2014

As part of their 2014 election campaign, the South Australian Labor Government committed $2.4 million to train 100 additional Nurse Practitioners (NPs). SA Health has drafted a strategy to support this election commitment and to develop, increase and embed NP roles across the health system. The proposed strategy aims to enhance service delivery through the development of NP models that will contribute to high quality, efficient and accessible health care across the care continuum.

SA Health has invited interested parties to review the draft strategy and provide feedback via the Nursing and Midwifery Office.

To access a copy of the draft strategy please contact Rebecca Badcock via

- rebecca.badcock@health.sa.gov.au
- or
- 8226 6333

The Nursing and Midwifery Office

FAREWELLS

SENIOR POLICY ADVISOR,

DAVID MORRIS

This month, the Nursing and Midwifery Office bids farewell to a valued senior team member, David Morris. During his time in the Nursing and Midwifery Office, David has led a number of projects in key areas such as model of care development, advanced and extended nursing/midwifery practice and staffing methodologies.

David is taking up a position at Southern Adelaide Local Health Network (SALHN) as the Executive Director of Nursing/Midwifery. A big thank you to David for his contribution to the work of the Nursing and Midwifery Office over the past few years, we wish him every success in his new role SALHN.

HOW TO CONTRIBUTE to the The Nursing & Midwifery NEWS?

Do you have a nursing and midwifery practice or professional achievement or update you want to showcase and share?

Contributions to The Nursing & Midwifery News are always welcome.

Tips for contributing to The Nursing & Midwifery News:

> notify the Nursing and Midwifery Office of your intention to submit an article
> articles must be less than 150 words
> include details of a contact person
> take photos using the highest resolution setting available on your camera
> be approved by your Nursing and/or Midwifery Director or Nursing and/or Midwifery Director.

We will always endeavour to run your story in the next publication, but if we are not able to do that due to file size and space constraints, we will contact you and hold your story off to the following edition.

The deadline for the December edition of The Nursing & Midwifery News is Monday 24 November 2014.

Text and photos can be emailed to Janet Pratt

- janet.pratt@health.sa.gov.au
- or
- 822 60749.
Postgraduate STUDY ASSISTANCE PROGRAM

The South Australian Public Sector Nursing and Midwifery Scholarship Program is in the process of transitioning to the Postgraduate Study Assistance Program following a review of the Scholarship program in 2013.

The aim of this program is to build a valued and sustainable nursing and midwifery workforce. Study assistance for postgraduate study will be awarded to registered nurses, registered midwives, enrolled nurses and mental health nurses who demonstrate a commitment to professional practice and continuing education. The program is open to both nurses and midwives in metropolitan and country areas. The study assistance program will support nurses and midwives as they build upon their knowledge and enhance their skills and expertise ensuring quality care to patients/clients, their organisation, the wider nursing and midwifery professions and the South Australian (SA) community.

The Postgraduate Study Assistance Program forms one of the key strategies of the SA Health Nursing and Midwifery Strategic Framework 2013-15 in that it supports the building of the nursing and midwifery workforce’s capacity and capability. Ensuring that SA Health has a sustainable and prepared workforce now and into the future, nurses and midwives who are responsive to new and emerging models of care and the changing healthcare environment.

Postgraduate study assistance will be prioritised based on:

> alignment with workforce needs and requirements,
> identified areas of high clinical need as determined by SA Health
> new models of care for nursing and midwifery practice.
> the SA Health Nursing and Midwifery Strategic Framework 2013-15 strategies

These priorities are subject to change and may differ from year to year. Applications for studies in clinical, education, research or leadership/management areas are encouraged.

The new Study Assistance program will offer the following benefits:

> Pre-approval process – the pre-approval process will provide successful applicants with an assurance of receiving funding for studies to be undertaken in the following academic year.
> Allowance payment – the allowance will be paid as a contribution toward the cost of study and is a once-off payment paid via payroll. The allowance will be treated as income and subject to ‘pay as you go’ tax at your marginal tax rate, however is not subject to Fringe Benefit Tax (FBT) neither will it be a limit to your ability to salary package.
> **Portal** - a new Nursing and Midwifery portal is being developed for the submission of applications, which will require an SA Health HAD login. HAD login allows all information and documentation to be lodged and documents to be uploaded. If you don't have a SA Health HAD login, please refer to the Scholarship's Frequently Asked Questions located on the Nursing and Midwifery Office's website.

**Who can apply:**

> Currently employed SA public sector employees of Aboriginal and Torres Strait Islander origin who are successfully undertaking studies during 2014 & 2015
> Currently employed SA public sector registered nurses and midwives who have successfully completed and/or who are undertaking postgraduate studies during 2014 & 2015
> Currently employed SA public sector enrolled nurses who are successfully undertaking enrolled nursing (post enrolment), advanced diploma or undergraduate nursing studies (first year of study only) during 2014 or 2015.

**Eligibility criteria:**

> Australian citizen or permanent resident
> Holds a current practicing certificate with Nursing and Midwifery Board of Australia (NMBA)
> Holds a substantive (ongoing) position and is currently working as a nurse or midwife within the SA public sector
> Not receiving any funding support through any other scholarship program or scheme


Applications will open in December 2014 for study already undertaken in the 2014 academic year and for pre-approval of study to be undertaken in 2015.

All enquiries should be directed to: Postgraduate Study Coordinator at: [Health.NursingandMidwiferyOfficeScholarships@health.sa.gov.au](mailto:Health.NursingandMidwiferyOfficeScholarships@health.sa.gov.au)
Release of the
PROFESSIONAL PRACTICE FRAMEWORK

The Chief Nurse and Midwifery Officer, Adjunct Associate Professor Lydia Dennett, officially announced the release of the ‘SA Health Nursing and Midwifery Professional Practice Framework’ at the Nursing and Midwifery Advisory Forum held on 23 September 2014.

The Framework has been developed to provide the primary mechanism to guide the professional practice requirements for nursing and midwifery across SA Health. The Framework is a key component of the Nursing and Midwifery Strategic Framework (NMSF), Strategic Priority 1, which aims to ensure that a philosophy of caring, kindness and respect is evident in every interaction with those we care for. The identified elements within the NMSF, Strategic Priority 1 are to:

> Identify/construct and implement a framework.
> Create and redesign care processes to reflect a truly person centred approach.
> Inform models of care to reflect the essence of caring and kindness.

The Professional Practice Framework has been designed to align with the requirements of the National Safety and Quality Health Service Standards (NSQHSS) for accreditation, and to recognise the practice development work already being undertaken across SA Health. This approach establishes the Framework as a mechanism for providing evidence of achievement against the NSQHSS, and to identify and share achievements and minimise duplication of activities and documentation.

Because cultural change is fundamental to the achievement of the expected outcome for NMSF Priority 1: ‘A philosophy of caring, kindness and respect is evident in every interaction with those we care for’ the Professional Practice Framework also identifies the required values, and associated behaviours that underpin the desired culture. The most central recurring tenet in all the initiatives explored when developing the Framework is the concept of person centred care and if this ideal is achieved, it is reasonable to expect that the ensuing workplace culture would reflect core values that align with caring with kindness. Person centred care is therefore the central component of the framework.
CULTURE

We want to demonstrate a culture where the person is at the centre of every interaction, and which is underpinned by a philosophy of caring with kindness.

VALUES AND BEHAVIOURS

Our values and behaviours are the living breathing evidence of our nursing and midwifery Vision.

Person Centred
I will:
> include and involve patients in conversation/decisions and acknowledge their needs, values, preferences and perspective
> have a knowledge of my patient’s history and enable them to be a partner in their care
> communicate as if the patient is in the room.

Respect
I will:
> negotiate with patients in the way I communicate and care for them
> be genuine when I am interacting with patients and others
> respectfully address all instances where my colleagues are not displaying the behaviours required for a culture of caring with kindness.

Integrity
I will:
> treat everyone as an individual, not a diagnosis, and never ‘label’ staff or patients
> be transparent about what I undertake to do and I deliver on promises I make
> actively support my colleagues to debrief when facing challenging circumstances.

Accountability
I will:
> never walk past a standard of care that is unacceptable - the standard I walk past is the standard I accept
> admit and seek advice when I don’t know, or am outside my scope of practice
> work proactively to find a solution if I am unable to meet a request.

PROFESSIONAL PRACTICE FRAMEWORK COMPONENTS

The components will help us to achieve our vision through influencing the required values and behaviours that result in an exemplary culture. They form the foundations of the Professional Practice Framework to inform and influence our day to day work at the operational/patient level.
Release of The Professional Practice Framework

To achieve Caring with Kindness, the care and needs of our patients must be at the centre of our purpose. Patients must receive person-centred fundamental care across the care continuum that is evidence based, safe, efficient and effective. These priorities have informed the five core components which direct nursing and midwifery care and form the foundation of our framework, namely:

> Person-centred care
> Fundamental Care
> Care Continuum
> System Efficiency and Effectiveness
> Managing Risk and Promoting Safety

The release of the Professional Practice Framework however, is not the end of the journey, but the beginning of it. From this point on, the input, endeavour, drive and enthusiasm of all nurses and midwives across SA Health is needed in using the Professional Practice Framework to bring about improved outcomes and experiences for those we care for, wherever that occurs.

In the coming months, an interactive version, and other supporting resources, will be released. The purpose of these resources is to assist in the recognition of the work that is currently underway within Local Health Networks in the important area of professional practice, and identification of the areas of focus for practice development in the future. In addition, the Framework and related resources have been designed to support nurses and midwives to help make the vision for SA Health nurses and midwives a reality and to embed the philosophy of 'Caring with Kindness in every nursing and midwifery interaction.'
The Advisory Forum continues to provide a platform for nurses and midwives across SA Health, through their representative Advisory Forum members, to influence the way we practice as we strive for exceptional patient-centred care and outcomes.

In recognition of the contribution of Advisory Forum members in the development and future implementation of the Framework, the Professional Practice Framework was released at this Forum by the Chief Nurse and Midwifery Officer. Members of the Practice Development Committee, who also contributed significantly to the Framework, were also in attendance to participate in the release of the Framework and to assist in facilitating group activities.

Included in the activities of the day, Forum by the Chief Nurse and Midwifery Officer members were asked to consider a number of questions to facilitate understanding of key issues, and to inform the implementation processes for the Professional Practice Framework. In particular, Forum members were asked to consider:

1. How the Professional Practice Framework can influence nursing and midwifery practice change, including barriers/enablers?

2. How to best consider how the Professional Practice Framework requirements are being met at the local level?

3. Identification of work occurring currently in LHNs that aligns to the Professional Practice Framework.

4. The role and advice of Advisory Forum members as leaders in the Change Management process

5. What members will plan for, and discuss with their Director of Nursing to drive practice change at the local level?

In the afternoon there were several presentations on the notion of 'leadership', with Tracy Robinson, winner of the ‘2014 Nursing and Midwifery Excellence Award for Management’ talking about the difference between leadership and management, and the crucial need for strong and capable leadership if the vision for SA Health nurses and midwives is to be realised. Tracy highlighted the requirement for nurses and midwives to recognise their strengths in leadership, and to exhibit leadership capacity and collaborative skills at every level and every place within SA Health, and particularly at the point of care.

The next Advisory Forum will be held on Thursday, 11 December 2014, and will build on the significant work that has been undertaken to date by Forum members.
The purpose of this Policy Directive is to provide a mechanism by which women are able to have a planned private midwifery model of care in a public maternity service within SA Health hospitals. This access is facilitated through the provision of clinical privileging, admitting and practice rights (CPAPR) for privately practising eligible midwives (PPEM). This Policy Directive has been developed in response to Recommendation 1.2.2 of the Commonwealth Government National Maternity Services Plan (2010), which requires:

‘Jurisdictions to develop consistent approaches to the provision of clinical privileges within public maternity services, to enable admitting and practice rights for eligible midwives and medical practitioners’.

The Policy Directive outlines the governance framework and application process for a PPEM seeking a CPAPR Services Agreement at a public maternity service within a Local Health Network. In addition to the Policy Directive, the necessary documents required to assist with the application process have been developed. These include the CPAPR Application Pack, a Collaborative Arrangements Template and the CPAPR Fact Sheet.

A special thank you to everyone who contributed to the development of this Policy Directive; your contribution and support throughout the process was valued highly.

To find out more and to access the Policy Directive and related documents, please go to the Nursing and Midwifery Office website.
Join Us at:
The NEW Nursing and Midwifery Office website

It is with pleasure that we announce the launch of the new Nursing and Midwifery Office (NMO) website.

The Nursing and Midwifery Office website established in 2001 (nursingsa.com) has migrated to the official SA Health website domain.

The new website has been formatted to enable nurses and midwives, as well as others interested in nursing and midwifery matters, to access information in a clear and accessible way. To facilitate this, the website has been structured with lead pages that include: the Nursing and Midwifery Office, Nursing and Midwifery Professional Practice, Nursing and Midwifery Education Learning and Development, Nursing and Midwifery Practice Changing Research, and Nursing and Midwifery Workforce Organisation.

The lead pages also include additional information, such as nursing and midwifery careers, Nurse Practitioner and Advanced Skills Enrolled Nurse resources, how and when to apply for Scholarships and the Nursing and Midwifery Excellence Awards through to the recently released Clinical Privileging, Admitting and Practice Rights (CPAPR) for Privately Practicing Eligible Midwives (PPEM) in South Australia and the SA Health Nursing and Midwifery Professional Practice Framework.

A variety of related information and associated resources has also been made available on the website, including information pertinent to nursing and midwifery regulation and research.

The website will continue to evolve and be updated in real time. New announcements and updates will be published, including information about Symposia, Scholarships and the 2015 Nursing and Midwifery Excellence Awards.

The NMO website can be directly accessed through the following address: www.sahealth.sa.gov.au/NursingandMidwifery

We know that it might take a while for nurses and midwives to become familiar with the new website, so the old website has been set up to redirect anyone trying to access it.
The Australian Nursing and Midwifery Accreditation Council (ANMAC) is the appointed independent accreditation authority for all nursing and midwifery education providers and programs of study leading to registration and endorsement in Australia. ANMAC commenced operations on 1 July 2010.

ANMAC sets standards for and accredits nursing and midwifery programs under the National Registration and Accreditation Scheme. They also help protect the health and safety of the community by promoting high quality standards for nursing and midwifery education.

New appointments

The Australian Nursing and Midwifery Accreditation Council recently announced the appointment of Clinical Professor Fiona Stoker to the position of Chief Executive Officer and the appointment of Adjunct Professor Debra Thoms to the role of Chair of the Board of the Council.

Clinical Professor Fiona Stoker brings to the role more than 40 years of professional experience including 12 years as the Chief Nursing and Midwifery Officer of the Department of Health and Human Services, Tasmania.

Adjunct Professor Debra Thoms has many years of experience within the Australian health system, including the role of Chief Nurse and Midwifery Officer in both New South Wales and South Australia. Debra is currently the Chief Executive Officer of the Australian College of Nursing and has served on the ANMAC Board of Directors since 2012.

Standards under review

Quality accreditation standards are the foundation of the accreditation system developed by ANMAC. All their standards are reviewed over time to ensure they are contemporary and aligned with Australian and international best practice. To view Standards now under review visit the ANMAC website: http://www.anmac.org.au/standards-review

SA Health Awards

The Nursing and Midwifery Office would like to congratulate all the finalists in this year’s SA Health Awards. The SA Health Awards ceremony is to be held on Friday 14 November, to celebrate their achievements.

For more information

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SA Health
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