Welcome to the second edition of our new look newsletter. Thank you for all the positive feedback we have received on the different presentation of the newsletter. We are continuing to work with our colleagues in the Media and Communications Branch to transition it to a more reader friendly on-line publication although we recognise this will take some months to fully complete.

I had the great pleasure of visiting and meeting with nurses and midwives working at the Cummins and Tumby Bay Hospitals in late November and gained a real insight into the wonderful work they do on a daily basis, as well as some of the significant challenges they face working in smaller hospitals in country areas. What I did see was the tremendous pride that staff have in the services they offer and the passion they have in ensuring that high standards and quality remain at the centre of every interaction with patients, twenty-four hours a day, seven days a week. These nurses and midwives care for such a diverse range of conditions and emergencies, never knowing what will come through the door at any time, and whilst this can be daunting and challenging at times, it can also be enormously rewarding, given the range of clinical skills developed and breadth of clinical judgement used in any one shift. And that is what makes regional, rural and remote nursing/midwifery so appealing and attractive to many in our profession. The leadership of Day Parkhurst Executive Officer/Director of Nursing, and Carol-Ann Stanborough A/Executive Officer/Director of Nursing was palpable and very evident - I commend them both.

What I also saw was the incredible pride and support that members of the local communities had in their hospitals, donating time, money and resources repeatedly and ongoing, to assist and support the staff to provide care that is truly patient centred and patient focused. My sincere thanks go to those who spent their precious time with me during this visit.

As we lead into the busy Christmas period, this will be the last newsletter for 2014, so I would like to take this opportunity to thank my team in the Nursing and Midwifery Office for their superb hard work and achievements throughout this year and also to wish you all a very happy, joyous and safe festive season with family and friends.

Best wishes.

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

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Postgraduate STUDY ASSISTANCE Program

Applications for the new study assistance program open Monday 15 December 2014 for study already undertaken in the 2014 academic year, and for pre-approval of study to be undertaken in 2015.

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 one-off payment paid via payroll. The allowance would be treated as income and subject to ‘pay as you go’ tax at your marginal tax rate, however is not subject to FBT or limit your ability to salary package.

> **PORTAL** - a new Nursing and Midwifery portal is being developed for the submission of applications which will require a SA Health HAD login. The HAD login allows all information and documentation to be lodged and documents to be uploaded.

Information, about the Guidelines and Frequently Asked Questions, will be available from the end of November 2014.

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**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.

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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 February edition of The Nursing & Midwifery News is Monday 26 January 2014.

Text and photos can be emailed to Jenny Lo

jenny.lo@health.sa.gov.au

or

822 60749.
The South Australian Nursing and Midwifery Excellence Awards recognise and acknowledge the significant contribution that nurses and midwives make to the community and their professions though their practice.

The Awards coincide with both International Midwives Day and International Nurses Day each year and form part of a week-long celebration which provides an opportunity to celebrate the pivotal role that nurses and midwives have in the provision of health care.

Nominations open on Monday, 12 January 2015 and will close Sunday, 22 February 2015. Winners will be announced at the 2015 South Australian Nursing and Midwifery Excellence Awards ceremony on Friday, 8 May 2015.
SA PREMIER’S
Nursing and Midwifery
SCHOLARSHIPS 2015-2016

Applications open: 19 January 2015 to 27 February 2015

The Premier’s scholarships support nurses and midwives currently employed in the public or private sectors to undertake study tours that are focussed on discovery of innovative, evidence-based initiatives that can enhance professional practice and improve patient/client care and community outcomes in South Australia.

The scholarships are awarded as follows:

> Five (5) international scholarships to the value of $12,000 each

Study tours must be undertaken between 1 July 2015 and 30 June 2016.

Priority will be given to applications that adequately address the criteria in the study tour proposal template and effectively demonstrate the ability to advance nursing and midwifery practice in South Australia.

All of the relevant documentation relating to the scholarship application process can be found on the NMO website.

PLEASE NOTE: Research proposals, conferences and formal courses are outside the scope of these scholarships.

For further information please email the NMO on

Health.NursingandMidwiferyOfficeScholarships@health.sa.gov.au
PROFESSIONAL PRACTICE FRAMEWORK

As reported in the October 2014 edition of the Nursing and Midwifery News, the Professional Practice Framework has been released. Presentations have commenced to promote the Framework prior to the release of the interactive resource early in 2015.

The Professional Practice Framework has been developed to provide the primary mechanism to guide the professional practice requirements for nursing and midwifery across SA Health and to achieve the requirements of the Nursing and Midwifery Strategic Framework 2013-2015 Strategic Priority 1 Caring with Kindness. However, it is not enough to only focus on nursing and midwifery practice if the expected outcome of this priority is to be achieved: ‘A philosophy of caring, kindness and respect is evident in every interaction with those we care for’. There must also a focus on establishing the desired culture.

The values and behaviours that have been identified to support the Nursing and Midwifery vision and a philosophy of Caring with Kindness are also incorporated in the Framework. There are four values with three related behaviours and these values and behaviours are depicted in the image below:

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.

Key in the development of the values and behaviours, and the promotion of the framework is the role of the Nursing and Midwifery Advisory Forum and the Practice Development Committee members as change leaders and change agents.
So have you seen the Framework?

If the answer is no then please speak with the Nursing and Midwifery Advisory Forum and/or Practice Development Committee representative in your Health Network, your line manager or contact the Nursing and Midwifery Office to find out more.

**So do you know who your health network representatives are on the Nursing and Midwifery Advisory Forum and Practice Development Committee?**

If the answer is no then please contact your nursing and midwifery executive or the Nursing and Midwifery Office to find out.

Access to a Private Midwifery Model of Care at SA Health

PUBLIC MATERNITY SERVICES

Since the release of the Clinical Privileging Admitting Practice Rights Policy Directive the Nursing and Midwifery Office has been promoting access to this new private midwifery model of care.

We have met with the Chief Executive Officers of the Local Health Networks and members of their senior executive to further outline the processes detailed in the policy directive. In addition several forums have been conducted for eligible midwives and consumers/women interested in accessing this model.

South Australia currently has an estimated 19 eligible midwives. While the number is small it is anticipated that with the introduction of this private model of care, through clinical privileging and admitting rights for privately practising midwives, this number could grow significantly over coming years. There has been considerable interest in this model of midwifery care as it provides more safe choices of maternity care for women and their families in South Australia.

Through the support and collaboration of all those involved in implementing this private midwifery model of care it is anticipated that this model will be in place at several SA Health maternity services in the near future.

1. Endorsement as a nurse practitioner registration standard

The Nursing and Midwifery Board of Australia (the National Board) is seeking feedback on the endorsement as a nurse practitioner registration standard.

The National Board considers that the standard is effective in regulating nurse practitioners. Consultation feedback to date has indicated that the criteria contained in the Standard and Guidelines are appropriate. For this reason, the National Board is proposing to continue with the standard inclusive of minor amendments reflecting the current nurse practitioner standards for practice - effective 1 January 2014 and feedback received from stakeholders.

Feedback from the preliminary consultation has seen the separation of the Safety and Quality Guideline for endorsement as a nurse practitioner from the initial Guidelines on endorsement as a nurse practitioner to ensure clarity and consistency and the development of an additional Guideline for nurses applying for endorsement as a nurse practitioner has been developed.

In addition, evidence required for nurse practitioner applications pathway 1 and 2 have been incorporated within the Guideline for registered nurses applying for endorsement so as to consolidate information for applicants.

As part of this review, the National Board will consider what further information should be developed and published for the public and practitioners about the endorsement. For example, this could include more information for the public and registered nurses about how the National Board assesses applications for endorsement as a nurse practitioner and material to remind nurse practitioners about their obligations under the National Law.

The public consultation paper is available here:

2. Registration standards for the eligible midwife

The National Board has released for public consultation, the papers on the review of the Registration standard endorsement for scheduled medicines for eligible midwives. The intention of the review is to make sure the standards provide an accurate guide for midwives applying for endorsement.

In 2010 the National Board developed two registration standards to enable midwives to access the Medicare Benefits Schedule and the Pharmaceutical Benefits Scheme. The standards were developed under sections 38 and 94 of the Health Practitioner National Law Act and approved by the Australian Health Workforce Ministerial Council (AHWMC). Since November 2010 midwives have been able to apply to the National Board for notation as an eligible midwife and endorsement for scheduled medicines if they met the requirements of the registration and endorsement standards.

The National Board is proposing to combine the two registration standards into one standard ‘endorsement for scheduled medicines for eligible midwives’. The registration standards describe the requisite qualification and experience that a midwife must be able to demonstrate when seeking endorsement.

The public consultation paper is available here:
The Australian Health Practitioners Regulation Agency (AHPRA) Annual Report and Summaries

The 2013/14 Annual Report of AHPRA and the National Boards report has now been published.

This report provides a detailed account of the work of the National Boards in partnership with AHPRA in regulating Australia’s 619,500 health practitioners in the public interest.

This year for the first time, AHPRA and the National Boards have also published a local summary for each state and territory about the regulation of all the professions in the National Scheme.

This summary provides a snapshot about the local decisions made in South Australia in the National Scheme.

AHPRA and the National Boards are producing profession-specific summaries for each of the 14 regulated professions, for the first time, and the nursing and midwifery summary is already available.

To access the nursing and midwifery summary go to the Nursing & Midwifery Board of Australia websites and to access the annual report go to the AHPRA website.