

## Nursing and Midwifery News

Issue 9, October 2005

### From the Head of School

Welcome to this action-packed issue of Nursing and Midwifery News! The school has been very active over the last six months since our last newsletter. We have even seen snow at Gippsland.

#### Research

Our research groups have been extremely busy moving forward our research agenda in rural nursing, palliative care, acute clinical nursing, education, midwifery, mental health, and health service operations research. We have recently completed an internal review of the school's research activities and it was terrific to see the progress being made by our research groups under some very fine leadership.

#### Conferences

Internationally, it has been rewarding to see the 5th Practice Development Conference being recently hosted by our collaborative partners at the Victoria University of Wellington in New Zealand – Next year, it's

the UK! We were also pleased to work again with the Malaysian Nurses Association to convene a conference in Penang at the Lam Wah Ee hospital and, more recently, held a most enjoyable alumni function in Kuala Lumpur for our many graduates in Malaysia. Our Vice-Chancellor, Professor Richard Larkins, has also recently signed a MOU with Fudan University (Shanghai, PR China), to build on some foundational work undertaken by Ken Sellick and others with our colleagues in China. We look forward to helping them celebrate their 100-year anniversary at a scientific meeting later this year.

I invite you to read this issue of Nursing and Midwifery News, to learn a little more about some of the activities occurring within the school, and encourage you to contact us should you wish to find out more.

Tony Barnett  
Head of School

### Victorian and Tasmanian Deans of Nursing and Midwifery Collaborative Research School

The inaugural Collaborative Research School was held on 26-27 September at Australian Catholic University in Melbourne and provided an opportunity for nursing and midwifery research students to present and share their work with other nursing scholars. The aim was to promote networks of support and promote scholarly exchange, foster discussion and debate questions of interest to the research community.

This was an initiative of Monash University, the University of Melbourne, University of Tasmania, RMIT University, Victoria University, Deakin University and Australian Catholic University. Sponsorship was provided by the Australian Nursing Federation (Vic branch), the Department of Human Services (Nurse Policy Branch), the Nurses Board of Victoria and the Royal College of Nursing Australia.

Participants were welcomed by Associate Professor Tony Barnett (Monash) and Dr Michelle Campbell (ACU). Keynote addresses were delivered by:

Dr Ann Bonner (James Cook University)  
– *Metaphor: a useful conceptual device*  
Professor S. Middleton (ACU)  
– *Multidisciplinary research*  
Professor Sanchia Aranda (Melbourne)  
– *Grantsmanship and post-doctoral opportunities*.

Panel discussions were led by Professor Megan-Jane Johnstone (RMIT), *Ethics and researcher responsibilities*, and Dr Michelle Campbell (ACU), *Writing for publication*

The program was closed with a presentation on the national research agenda by Emeritus Professor Margaret Bennett AM.

### Global interest in Monash research

#### An interview with Professor Karen Francis



In a recent interview, Professor Francis identified two important areas of nursing research which are in the early phases of development. The first is the global interest in the migration of registered nurses (Division 1) from third world to first world countries. First world countries are able to offer lucrative packages to nurses and are actively recruiting throughout Sri Lanka, India, China, South East Asia and developing African nations such as Botswana. Professor Francis observes that whilst this is good for the recruiting companies, there is little competitive opportunity offered by non equivalent packages from the home countries. Nurses trained in these countries are poached almost immediately after completion of training and this is a problem that the International Council of Nurses is trying to grapple with.

What are the global implications? What does it mean for the parties concerned? To date there has been little research on the local impact of this trend in staff recruitment. For example, housing and social needs, together with prejudicial and cultural barriers, may not have not been considered. A small study is underway in Gippsland

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# A community placement of a lifetime

by Aimee Smith

## 3rd-Year Bachelor of Nursing/ Bachelor of Rural Health Practice student

In August Aimee Smith and Rachel Iverach enjoyed a community placement at Sunrise Health Service, in Katherine in the Northern Territory. This is Aimee's story.

### Practice development – Gathering round the table

by Dr Jenny Newton

October 2004 saw the first gathering of nursing professionals from government departments, health organisations, researchers and practitioners from Victoria who have an interest in Practice Development (PD) to discuss issues pertaining to the engagement of PD in Victoria and beyond. This arose from several years of international collaboration with Professor Brendan McCormack at the University of Ulster, The School of Nursing and Midwifery, Monash University, the Royal College of Nursing, London, and the networks created through the school's PD conference, residential schools, workshops and seminars on PD. The group has met regularly throughout 2005 and has expanded to include colleagues from Tasmania and New South Wales. Discussions have covered topics on the role of the leader in PD, the role of the educator in PD and tools for evaluating PD outcomes. The Round Table provides an opportunity for lively discussions, learning and networking. To quote a participant "I really enjoyed the last one and look forward to seeing you on the 14/10".



### Winter Wonderland

Students taking a break from their studies to have a close look at the blanket of snow which covered Gippsland campus a few weeks ago.

'Our main aims were to learn more about Aboriginal culture, the health issues faced by Aboriginal people living in remote communities in the Northern Territory, and to gain an insight in what it was like to work in a remote setting, with minimal resources and staff. After paying off the credit card – maxed out with flights, accommodation, and bus trips – we eagerly boarded our plane to Darwin on the evening of Saturday 13th August.

Sunrise Health Service was part of the coordinated care trials taking place in the Northern Territory that finished in mid-2005. The service was found to be successful, and Sunrise Health Service took over the responsibility for the management of several clinics situated in the Top End. Sunrise Health Service receives funding from the NT government, as well as private organisations, such as the Fred Hollows Foundation, and the Ian Thorpe Foundation for Youth Trust.

Whilst at Sunrise, we visited Wuggular, Barunga, Manyallaluk, Werribin, Jillkminggan, and Mataranka, attending the clinics, facilitating community activities, promoting good nutrition and hygiene, and assisting with programs, such as the sewing program in Barunga at the Women's Centre. I will

be continuing to keep in contact with the women, sending materials, patterns and paints. Mataranka Clinic hosted us for four days, allowing us to practice and fine-tune our community nursing skills, and to really experience working in a remote area'.

Aimee and Rachel extend their thanks to Lesley Woolf, who coordinated their program at Sunrise Health Service; the coordinators, Alison, Natasha, Jean, and Pauline; Mike, Megan, Sam and Mary-Anne at Mataranka Clinic; Dr Cate; all clinic staff and community members 'and to all the patients who allowed us to spend time with them to improve our nursing skills'.



## Global interest in Monash research An interview with Professor Karen Francis

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and there has been intense interest from employers, who have subsequently faced retention problems for nurses recruited from third world countries. Localized initiatives have not always been successful and employers agree that although this type of recruitment is not their first choice, they have no option with the current shortage of working nurses. Anecdotal evidence from employers is that nurses from third world countries comprise 9% of their nursing workforce and this is projected to grow to 40% in the next few years. The impact on conservative rural communities will be researched along with the ethical and sensitive nature of the practice. There has been one small study in Queensland and Professor Francis is applying for an ARC linkage grant to further research the impact on the country in general.

The second issue is that of mandatory reporting of child abuse by maternal and child health nurses (MCHN) in rural communities. Professor Francis asks us

to consider the ethical decision-making dilemmas associated with suspected physical, sexual and/or emotional abuse in smaller communities, where the MCHN is highly visible. Couple that with the requirement for mandatory reporting and there is likely to be a significant impact on his/her capacity to interact with that community. According to Professor Francis, experienced nurses are likely to be able to manage the process better than less experienced nurses. She says, however, there is a significant risk that any nurse who reports incidents increases their own vulnerability in the position. We have not prepared nurses for this role. Professor Francis is working with Dr Ken Sellick and Dr Ysanne Chapman and employers of MCHN in Gippsland, conducting pilot interviews before applying for ARC or NH&MRC funding.

Anyone interested in discussion on either of these projects should contact Professor Francis on 9902 6763 or via email to Karen.Francis@med.monash.edu.au

## Monash Master of Nursing program at Peninsula offers opportunity to male nurses from Saudi Arabia

by Sultan Almutairi

Saudi Arabia has a population of 20 million and has seen much growth in its health care services in recent years. The Saudi government has built many hospitals and primary health centres, many of which have depended on non-Saudi health professionals for staffing. The government developed a plan to replace non-Saudi health professionals with Saudi. Many health institutes were established to teach nursing for Saudi students who are educated in same sex educational settings. However, fewer opportunities have been available to Saudi men wishing to pursue a nursing career, particularly those who aim to be Masters prepared.

The first health institute for male nurses was established in Riyadh in 1958 with 15 students. The first college for male nurses was established in 1992 in contrast to female students who were offered the course from 1976. From 2003, the Bachelor of Nursing was offered at King Sawad



University in Riyadh for male nurses. Female nurses have had the opportunity to study at this level and at Masters level since 1987, where two streams are offered including Master in Nursing Management and Master in Community Health Nursing.

Five male nurses have been offered the opportunity to study at Monash and are sponsored by Saudi organizations to study in Australia and complete the Master of Nursing. They are enrolled at Peninsula campus and several wish to follow completion of the masters with PhD studies in 2007.

## New School Manager



Welcome to Karen Allsop, who in June commenced in the newly created position of School Manager, School of Nursing and Midwifery. This position was created in line with

other schools in the faculty with the principal responsibilities of overseeing all processes relating to administration, human resources, finances, OH&S and information technology within the school.

Karen brings to this role vast experience from a previous position in the Science Faculty at Deakin University. She holds a BA(Hons) in anthropology and art and history, a Graduate Diploma in Museum Studies and a Master of Cultural Heritage. Being an anthropologist, Karen is also very interested in indigenous art and culture.

Projects to which Karen is giving priority focus are the establishment of a marketing committee, quality assurance, teaching, research and student administration support, internal and external policy development and implementation, for academic and administrative processes. A major focus is on the Nurses Board of Victoria requirements

for course accreditation, recognition of prior learning and policy incorporation into ongoing and new course development.

An especially exciting development is Karen's proposal for a coordinated approach to development and expansion of a strong nursing alumni. Standby for news on the alumni dinners.

### Postgrad Emergency and Intensive Care courses commence in Mildura

Course coordinators Jo Porter (Emergency) and Tracy McConnell-Henry (Intensive Care) are pleased to announce that postgraduate nursing courses have commenced in Mildura. Jo and Tracy are supported by Clinical Educator, Howard Cook of Mildura Base Hospital. The first 11 students have enjoyed a core introductory unit, 'Acute cardio-respiratory management', and will branch off into specialized units over the next 18 months. The popularity of the courses is demonstrated by a further 16 students enrolling for a mid-year intake. For enquiries, contact Tara Harle at tara.harle@med.monash.edu.au or telephone 9902 6441.

## Penang Conference

In association with Lam Wah Ee Hospital and Malaysian Nurses Association, the school held a conference in Penang during July.

The one-day conference was an overwhelming success with an attendance of over 250 participants. More than 10 working papers were presented on topics such as measuring nursing work, nurses at risk, advanced nursing practice and critical thinking.

The key note address was delivered by the Head of School, Associate Professor Tony Barnett and was entitled 'Nursing – meeting healthcare challenges today'.

Associate Professor Barnett provided an international perspective of the various challenges faced by nurses and ways of meeting these challenges. He highlighted that there is a need to nurture and support nursing leadership that is informed, wise and caring and that nurses need to be in positions of influence to be able to make that difference.

Ms Ivy Khoo Gim Cheok presented the 'Paradigm shift: nursing making a difference', and stressed that a better educated and knowledgeable health care consumer will create demand for better quality care as their right.

Merylin Cross' presentation was entitled 'Challenging nurses to think critically' and drew on the idea that an artist's knowledge, judgment and expertise, (their critical thinking) like that of the experienced/expert nurse, is largely invisible.

Merylin used painting as a metaphoric framework for nurses to apply critical thinking skills.





## Nursing news from Papua New Guinea

by Jeni Grubb

The School of Nursing and Midwifery has participated in nurse education in Papua New Guinea since 1999 and has recently expanded its activities. The third intake of Bachelor of Nursing (Post Registration) is nearing completion. Following a successful series of intensive workshops in June and July, the students are working with their study materials and local facilitators to complete their studies. One of the main themes of the workshops was initiation and management of change and students are keen to apply the skills and knowledge gained throughout the whole course, and to take advantage of the critical mass of nurses in key positions who have now undergone the course. In the workshops, students who

have already experienced some excellent patient outcomes by implementing the new methods of care, inspired others to seek specific opportunities to improve the quality of service delivery where possible.

The school is also working with the University of Papua New Guinea (UPNG) on a number of levels. Firstly, through the Nursing Conversion Degree Project, we are assisting the Division of Nursing to develop their capacity take over the delivery of an equivalent of Bachelor of Nursing (Post Registration) program by distance education mode. Secondly, we are working with the Division of Nursing and the UPNG Open College to develop and adopt course materials according to UPNG's distance students' needs. These courses are in clinical specialties such as medical/surgical, emergency, intensive care, mental health, midwifery and paediatric nursing. To this end, Monash discipline specialists are working with their counterparts at UPNG. Thirdly, one of our staff members is currently teaching at UPNG in her specialist area. All of this activity has been topped off by a visit by an academic from UPNG, who is aiming to gain an appreciation of teaching, learning and professional issues in mental health nursing in Australia.



Ms Silawaja Paul of UPNG and Ms Sue Henderson of Monash working on the distance education mental health postgraduate course materials, on location in Port Moresby.

## Phenomenology interest group

The Monash University School of Nursing and Midwifery has established a phenomenology interest group. Phenomenology is a philosophical school of thought that can also be used as a research method. This group is open to anyone interested in the philosophy of phenomenology or using a phenomenological method for research. This includes current and retired academics, students and researchers.

The group had its first meeting at Berwick last month. Membership includes nurses,

psychology students and staff from philosophy and fine arts. The purpose of this group is to engage discussion and provide support to members who are using this research method. This extends to discussing the philosophy supporting the method in all its complexity and critical feedback on articles in preparation for publication.

For further information please contact: Dr Joy Lyneham on 9904 4651 or email joy.lyneham@med.monash.edu.au or Dr Ysanne Chapman on 9902 6670 or email ysanne.chapman@med.monash.edu.au.

## Staff and students donate to PNG

Team leaders Jeni Grubb and Jill French are pictured in Port Moresby opening one of several boxes of nursing textbooks donated to the University of PNG in June. The university's library staff were delighted to receive so many books which will be placed on reserve for use by nursing, medical and dentistry students. The donation was a significant addition to the library resources and the efforts of the staff at Monash were obviously very much appreciated.

Third-year nursing students at Gippsland campus donated \$250 to support a fund

raising effort by the third-year Bachelor of Nursing coordinator, Jo Porter. After a recent visit to the Accident and Emergency Department at Port Moresby hospital, Jo met staff who identified the need for cervical collars in a range of sizes. Jo was able to purchase ten new collars and she took them with her last week when she returned to Port Moresby to conduct a two-week workshop in emergency nursing for postgraduate students.

Jo is pictured speaking with staff in the operating room at the hospital.

## Support leads to success



From left: Associate Professor Harry Ballis, Head, School of Humanities, Communication and Social Sciences, Gippsland; Donna Mathews; Fred Boreham, Manager, Gippsland Residential Services; Nathan Voll, Manager, Finance and Administration, Faculty of Education, Gippsland.

Congratulations to Donna Mathews who is pictured receiving the Disability Support Services Academic Excellence Award for 2005. Donna is a third-year student in the Bachelor of Nursing course at Gippsland campus. She was supported last year by The Disability Unit of the Equity and Diversity Centre as she tried to balance ongoing health issues, 12 weeks of clinical rotation and studies, together with the demands of her large family of 7 children and even larger extended family. With this support, Donna was able to manage her overall workload by breaking it into small steps, seeing each assignment completed as one step closer to registration as a Division 1 nurse. Donna acknowledges the wonderful support of her family. She says they have now learnt to become more independent as a result of her new found skills in managing their demands and the demands of study. After completion of a six-week preceptorship and one further assignment, Donna's long-held goal of becoming a registered nurse will be a reality.

Enquires: telephone Brenda Dack on 9902 6794



# Successful PhD candidate from Gippsland School of Nursing and Midwifery



Dr Hani Nawafleh is a registered nurse from Jordan and has recently completed a PhD. He is the first person to be awarded a PhD from the School of Nursing and Midwifery at Gippsland campus.

Dr Nawafleh's study examined the influence of HIV/AIDS on the practice of primary health care nurses in Jordan. He utilised an exploratory descriptive research design-focused ethnography. The main purpose of the study was to explore, describe and interpret the influence of HIV/AIDS on the practice of nurses employed in the emergency department (ED) in Comprehensive Primary Health Care Centres (CPHCCs) in Jordan. The study also sought to explicate the role, and the capacity of the nursing workforce employed in the EDs in the CPHCCs and aimed to:

1. Assess CPHCC nurses' level of understanding concerning aetiology, epidemiology, and prevention of HIV/AIDS.
2. Identifying the current standards and practices of the CPHCCs and the nurses' practices toward AIDS or HIV-infected patients.

3. Identifying to what extent nurses in CPHCCs comply with the Universal Precautions (UP) in their clinical practices.
4. Identify the health promotion activities provided by the nurses in CPHCCs.

Data collection occurred between 2002 and 2003 in three rural and three urban CPHCCs in Jordan and included participant observation, key informant interviews, field notation and document analysis. These data informed the development of descriptive ethnographic accounts that allowed for the subsequent identification of common and divergent themes reflective of factors recognized as influencing the practice of nurses. The computer software package QRS NVivo was used for data management and analysis. A thematic analysis was undertaken of the data resulting in categories being developed and three major themes being generated to explain the influence of HIV/AIDS on the nurses' practice. These were:

- clinical practice: rhetoric and reality
- vulnerability: a population at risk, and
- management and leadership issues.

The incidence of HIV/AIDS in Jordan is low, however, Dr Nawafleh recommended that nurses, health policy-makers and the Jordanian people must take action immediately to increase community awareness of HIV/AIDS and act to improve preventative practices if this disease is to be

contained. He suggested that the Jordanian government support primary health care nurses to acquire the knowledge and skills needed to reduce personnel and community risk, and that the Ministry of Health enhance commitment to improve workplace practices.

This study is the first research project of this type to be undertaken in Jordan that examined the practices of nurses employed in comprehensive primary health centres. Dr Nawafleh argued that his thesis introduces a new nursing discipline in Jordan, rural nursing. He believes that his work will stimulate Jordanian nurse researchers to further explore rural health and nursing issues that have been identified in other nations including Australia, Canada, the USA and Britain.

Professor Karen Francis was his principal supervisor. She provided assistance and wise guidance throughout the research, and her insightful and valuable comments allowed the thesis to be completed. Professor Francis worked with Dr Nawafleh to write several manuscripts emanating from the thesis that have subsequently been published in national and international journals.

Dr Nawafleh has returned to his home country Jordan, to take up an academic appointment in the Faculty of Nursing at Mu'tah University. His experiences in Australia have equipped him with new insights that will guide his future career and research endeavours.

## The Biennial National Conference of Palliative Care Australia

This multidisciplinary meeting held in Sydney during September was well attended by more than 1000 people from all over Australia and beyond. The school's Palliative Care Research Team were also well represented with six members traveling to the conference, comprising four staff and two PhD students.

Three posters, representing recent research projects as well as two papers were part of the conference program. All this work reflects the clinical partnerships that are integral to the Vivian Bullwinkel Chair in Nursing, Palliative Care – Peninsula Health, Peninsula Hospice Service and the Royal District Nursing Service. This means that whenever a research question arises, if relevant, these clinical agencies are actively involved in shaping the research. Often a question

comes from staff in these settings and they may then become involved in an aspect of the research work.

Of significance for nursing, was the establishment of a long-awaited national nursing group – Palliative Care Nurses Australia. Launched by Professor Linda Kristjanson, during the conference, this group will ensure a voice for palliative care nursing within the structures of Palliative Care Australia and is open to all nurses who either work in a role in palliative care or have interests in that area.

During the conference the Annual General Meeting of Palliative Care Australia was held and Professor Margaret O'Connor was elected as President-elect. She will take up the position of President in September 2006.





## Monash staff collect books for Sri Lanka



Two staff members with personal links to Sri Lanka have led an appeal for medical, nursing and counselling textbooks which were donated to the tsunami-ravaged nation.

Sri Lankan-born Ms Gayani Samarawickrema, from the Centre for Learning and Teaching

Support, and Ms Robyn Kirby, from the Centre for Health Services Operations Management, who has an adopted daughter from Sri Lanka, collected 150 books.

The collection began after Ms Samarawickrema visited her homeland earlier this year and realized there was a desperate need for textbooks. Ms Kirby said her colleague happened to have several textbooks on counselling with her, which local health professionals asked to keep. "It seemed they found them very descriptive and useful" Robyn said.

The collected books were donated to the medical faculty of the University of Kelaniya and the counselling organisation, Sri Lanka Sumithrayo.

For more information about making a donation, contact Ms Robyn Kirby on 9904 4276 or 0423 774 482 or Ms Gayani Samarawickrema on 9903 2339.

## CHSOM represented at research conference



Mr Omar Alsharqi, PhD student with the Centre for Health Services Operations Management, has been invited to present a paper at the 4th Conference of the Health Services Research Association of

Australia and NZ, in Canberra in November. The title of his paper is 'An analysis of the new Saudi health system'.

As a result of increasing costs and the growing demands of health services, the Saudi government recently reviewed its health care system. Access to health services was made available to all residents and Saudi citizens with both acute and chronic diseases however rural and remote areas were not covered by private providers. Mr Alsharqi's study employed a qualitative research approach. Interviews were conducted in Saudi Arabia early this year and the study suggests the need for an ongoing evaluation of the NSHS.

## Nursing students from Japan

by Kaori Shimoinaba

Japanese nursing students have once again been welcomed to the Peninsula campus to learn about palliative care, Australian nursing culture and our health care system. Lectures are delivered in Japanese by lecturer Kaori Shimoinaba and the students participate in lectures and laboratory practices with local 1st-year students.

Visits to hospitals and community services are also enjoyed by the visitors. This is a unique international program and has always received positive feedback from both students and staff. Groups have been visiting the school since 1999.



## Congratulations Val

Dr Valerie Wilson has been congratulated by staff and students after becoming one of the first recipients of the State Nursing Excellence and Commitment Awards. Val was nominated in the category of outstanding postgraduate nursing student in the annual awards presented by the Department of Human Services, Victoria.

## Are you a graduate of the Bachelor of Nursing (Post Registration) degree from Monash University?

### Do you live in East Malaysia?

If so, you are invited to participate in a study being conducted by Melanie Birks, PhD student in the School of Nursing and Midwifery.

The aim of this study is to explore how the experience of undertaking a postregistration degree in nursing has impacted on the personal and professional development of registered nurses in Malaysian Borneo.

**If you would like to participate in this study or would like more information about the project, please contact Melanie directly at [melanie.birks@med.monash.edu.au](mailto:melanie.birks@med.monash.edu.au)**

It is intended that the findings of this research will inform nursing education, capacity building and workforce planning in Malaysia, and will aid in course and curriculum development for those delivering educational programs to nurses in this region.

All students who have completed the course and who live in East Malaysia are eligible to participate in this research.

## News and Views

Contributions to the newsletter are very welcome from past and present students, staff and colleagues. We would love to receive photos, conference snapshots, and information on career moves for our alumni, research progress, awards, innovations and travel. Just contact us with your idea, anytime and we will do the rest!

Contact Virginia Plummer on 03 9904 4064 or [virginia.plummer@med.monash.edu.au](mailto:virginia.plummer@med.monash.edu.au)

### Contributions

Associate Professor  
Tony Barnett  
Professor Margaret O'Connor  
Dr Joy Lyneham  
Pathmavathy Namasivayam  
Kaori Shimoinaba  
Donna Matthews  
Professor Karen Francis  
Tracy McConnell-Henry  
Jo Porter

Omar Alsharqi  
Sultan Almutairi  
Aimee Smith  
Dr Jenny Newton  
Robyn Kirby  
Jeni Grubb  
Dr Hani Nawafleh  
Karen Allsop  
Melanie Birks.

### Editor

Virginia Plummer