

Submissions to the Editor: PO Box 7163, Hawthorn North, VIC 3122

Collecting our stories

LOFT was lucky to interview 98 years young, Alice Charles (nee Andrew) who graduated from the Carlton Hospital in 1942. During the interview Alice shared many of her memories of her training and the friends she made along the way. Born in Cheltenham, Victoria, Alice spent her childhood from the age of 7 to 13 years in Kenya, living between her boarding school and the sugar plum plantation her parents were managing. She felt very lucky to have such a happy childhood.

After returning to Australia to complete her secondary education, Alice chose to do her nursing training at the Children's at the suggestion of her doctor grandfather. Alice remembered the harsh conditions at Carlton, "It was hard, hard, hard going- cold and harsh, cool Lino, harsh rules, everything cold". There was only one fire place at the end of the ward and "the ward sister would warm her

backside there". "The Medical Superintendent, Vernon Collins, cared and tried to improve our diet and understood how hard it was for a nurse".

It was wartime and many fathers and boyfriends were away. "Everyone would wait for the morning mail hoping not to receive bad news. We had the companionship of each other, kids lovely, cheeky little devils, all over the place".

Frankston had a more relaxed atmosphere with many children recovering from polio, tuberculosis, osteomyelitis, scarlet fever and diphtheria with no antibiotics to treat them. "Frankston, one way was very sad, but we made it a happy place, many parents didn't visit, really sad. We nurses learnt to give them a lot of love, tried to make them feel loved. Very hard for parents, completely unnecessary, they could have given the kids their tea". There was weekly visiting but it "was cruel for children and for the parents,

children can't just turn off, they don't understand".

When Alice was asked for a wish for the hospitals future she replied, "don't worry about giving those medications, give them a cuddle!"

Note: The Archive Department at RCH will be collecting professional oral histories for the 150th over the next few months and is looking for nominations for key people to capture. If you have a story to tell please email sue.scott@rch.org.au with your name, age, contact details, role, dates of work and brief bio or background. These will be forwarded to Archives and if not considered your stories can also be added to the LOFT website (under review).



Advanced practice nursing and the Nurse Practitioner role at RCH

Advanced practice nurses (APN) is the term used to define a level of nursing practice that uses comprehensive skills, experience and knowledge in nursing care. At the RCH our Advanced Practice Nursing Group include, Nurse Practitioner, Clinical Nurse Consultant and Nurse Coordinator.

Currently there are more than 200 APN's across various specialties and services at RCH who provide expert care to patients and their families both in the hospital setting and within the community.

Of these, about 21 are Nurse Practitioners, who are in a variety of roles covering the Emergency Department, Paediatric Infant Perinatal Emergency Retrieval (PIPER), Young People's Health Service, Dermatology and Immunisation.

To be eligible for this role candidates must fit the criteria of the five nursing 'Domains of Practice'.

Direct Comprehensive care. The ANP conducts advanced, comprehensive and holistic health assessment relevant to a specialist field of nursing practice. Demonstrates a high level of confidence and clinical proficiency in carrying out a range of procedures, treatments and interventions that are evidence based and informed by specialist knowledge. Has the Authority to prescribe and order investigative procedures.

Support of systems. Recognised as senior member of the multidisciplinary team, nursing autonomy recognised, giving and accepting referrals as appropriate. Has the capacity to use the knowledge and skills of extended practice competencies in complex and unfamiliar environments.

Education. Demonstrates skills in accessing established and evolving knowledge in clinical and social sciences, and the application of this knowledge to patient care and the education of others. Provides a minimum of 6 formal education sessions to clinical teams annually. Contributes to RCH Campus Research and education week annually. Sessional lecturing of speciality clinical knowledge at tertiary level.

Research. Contribute to the development and evaluation of national international evidence/based clinical guidelines independent research (i.e. not sponsored clinical trials) or educational programs.

Professional Leadership Clinical leadership that influences and progresses clinical care, policy and collaboration through all levels of RCH and the wider health service in Victoria.

Desired qualification. Masters/PhD

Terry Carroll who trained in Ireland and has worked in the Emergency Department (ED) for 7 years explains the NP role.

The NP team in the ED currently comprises of 14 staff members, 13 endorsed and 1 candidate. The NP team works dynamically between both nursing and medical teams, providing a service model that is integral to providing quality care and access for children and their families. In addition, this team provides mentorship, leadership and education to staff of all disciplines. At present we are the largest paediatric emergency NP team in Australia and one of the largest NP teams in Victoria.

The Nurse Practitioner service was established to address the findings of a 2003 ED needs analysis identifying service gaps in access and quality. It was anticipated that an advanced nursing role could fill these gaps. This became a highly desired clinical career pathway within the ED for nurses aspiring to working in an advanced and autonomous role. The Department of Health and Human Services (DHHS) launched a project supporting the NP role nationwide and in 2004 the first NP Candidate, Dr. Dianne Crellin, commenced in the role. As an early adopter of a new model of care this has resulted in this team playing an influential role in supporting other services to develop models of care and mentoring nurses to develop competence to practice in this role. This has also culminated in a strong partnership with the Department of Nursing at The University of Melbourne where Di Crellin is the coordinator of the MANP (NP).

Our current model of service provision is predominantly clinical and covers 7 days per week 8am until midnight. The NP works as an autonomous treating clinician working within teams responsible for providing care to patients waiting to be seen, treating patients with simple problems that can be resolved quickly and managing patients with more complex healthcare needs. Depending on the complexity of the patient's healthcare needs, NPs manage their patients independently, following consultation with a medical colleague or for the most complex, collaboratively. Care also frequently involves referral to or consultation with specialty inpatient services such as; orthopaedic and plastic surgery, whom we have developed strong relationships with. Excitingly, our expertise is often called upon to consult or assist in patient care and interventions. This has reinforced for us the acknowledgement and respect that our service has gained over the years. Within our service we also provide senior nursing supervision and consultation. Staff have open access to us and utilise our team for many reasons including support with caring for children requiring resuscitation, making triage decisions and caring for children with complex needs.

The NP team is uniquely placed to provide clinical leadership in other ways such as; service development, education, research and scholarship and mentorship. Allocation of non-clinical time to team members makes this possible.

The team provides services such as education to both ED and hospital staff across various programs as well as to external seminars. The members of the team also provide significant mentorship and career counselling to many nurses from the department and the organisation. We are regularly engaged in policy, procedure and guideline writing and peer-review. Many of us are also members of committees and working groups within the hospital with the aim of providing clinical governance and improving service provision. Each member has areas of interests and

portfolios which they actively engage in and collaboratively we undertake many exciting projects.

The most notable project was the development of the RCH ENP smart device application. A popular pocket book resource produced by the NP team many years ago served as the template for this app which provides assessment and management tips for clinicians managing children in the ED. Generous funding from CasKids made this project possible and a team member led the enormous effort to produce and publish this application making it freely available on mobile and tablet devices internationally. Since launch in October 2018 it had reached number 1 downloaded app in its genre and continues to be widely downloaded. (The app is available on both iPhone and Android app stores)

We continue to aspire to grow and develop the NP service within RCH ED. Most recently we have developed a pathway for clinical nurse specialists

aspiring to expand their scope of practice or for those preparing themselves to enter the NP program in the future. This Extended Practice Nurse program is a 6 month program where the participant will work in a supported role with outlined goals and objectives with the aim to achieve advanced assessment and procedural

skills similar to a NP candidate. This is in early stages but the hope will be to continue this for all staff interested.

We are excited to be part of a successful team and feel privileged to work in a supportive hospital. For any further information on our service please contact emerg.np@rch.org.au



Photo: Courtesy of Terry Carroll. Emergency Department Team – Di Crellin is in pink scrubs in the centre, and Terry is in the back row second in from the right.

Remember when

Trainee nurses in class, circa 1947. The Children's Hospital, Carlton.

Image courtesy of The Royal Children's Hospital, Victoria.



Elizabeth Fearon Scholarship

The 2018 applicants were judged by a selection committee: Maria Flynn, Executive Director of Nursing, Professor Fiona Newall, Director Nursing Research and Amanda O'Brien and Judith Glazner (LOFT committee).

The scholarship was awarded to **Lauren Jorgensen**, Clinical Nurse Specialist, Stage 1 Recovery.

Explaining her project, Lauren said, "Currently there is disparity and inconsistency relating to the isolation environment of some patients that require protective isolation in the Post Anaesthetic Care Unit at RCH, in comparison to the wards. This has led to distress, upset and confusion at times for patients and families. Protective isolation is aimed at preventing infection and protecting our most vulnerable patients. This scholarship will assist in researching and determining if our current protective isolation practices in the perioperative department at the RCH reflect the best evidence based care practices available, Australia wide and globally".

The research question for the project is "Are we utilising the best protective isolation practice to ensure our patients are safe in the post anaesthetic care unit at the Royal Children's Hospital?"

Nursing Research and Clinical Innovations Symposium 2018

Held annually in September this is a wonderful celebration of nursing contribution to great care across the campus with 19 presentations focusing on patient and family experience, service delivery, and patient safety and optimising care. Director Nursing Research Prof Fiona Newall presented MCRI's David Danks Leader in Science Seminar.

In addition to the presentations, 35 posters lined the hallway showcasing the projects undertaken by nursing staff and students.

Prof Fiona Newall said she was delighted with how successful the day was. *"The day was a huge success – we have been hosting an annual symposium for five years and this one was the best one yet when it came to attendance numbers, quality of presentations and audience engagement, so it's a really fantastic result. The symposium is such a valuable opportunity to showcase some of the great work nursing staff are doing across our campus and we're already looking forward to planning for the 2019 event!"*

President's Message 2019

I write this, in the comfort of a cool study, I reflect on the extent of the bushfires now raging in Victoria – a hot and frightening start to autumn. One of our LOFT committee members is in a relief centre in Drouin and I can only wonder about her anxiety as she waits and worries about her husband, her home and her community.

In Queensland the floods were catastrophic and, having worked in Far NW Queensland and the coastal areas of FNQ, it is not only from media coverage, but from friends and former colleagues that I know the devastation, financial and personal stress that has resulted. The impact will be felt for many years as stock, stations and businesses are rebuilt. Yet in other parts of the country, drought is causing tremendous hardship. Let us all as nurses remember the remote area nursing, medical, allied and aviation staff who are out there delivering services to affected communities and individuals, along with all the emergency services, volunteer and philanthropic organisations. As people in caring we are, I believe, affected by the hardships and disasters in other countries where people have fewer resources and are less fortunate than us. We surely need to be thankful for all that we have in Australia.

We are delighted to have the new DON, Maria Flynn, as our guest speaker at the upcoming AGM in May. We are thrilled that Maria was willing to give up some of her precious weekend leisure and family time to attend our function. Maria kindly spent some time with Sue Scott and myself last year so that we were able to introduce her to our organisation, explain a little of our history, our aims in supporting nursing through the EFS, our connection to our alma mater and our support for the RCH.

We congratulate our Committee member, Dr Judith Glazner, who has completed her PhD. "What about me?" The Impact of Cystic Fibrosis on Parental Differential Treatment, Siblings, Relationships and Adjustments.

Congratulation also to Sasha Petersen, our 2012 EFS winner on completing her PhD. Sasha wrote a delightful, appreciative email stating that the EFS had been the

catalyst for this achievement. Your support of the EFS certainly makes a difference and we have had several generous contributions this year.

I was honoured to attend a Nursing Symposium and to award this year's EFS scholarship to Lauren Jorgensen and to give her a copy of our book. It was gratifying to see Lauren's excitement on receiving her award. Once again, the standard of the applicants was very high so nursing research is certainly well nurtured and encouraged at the Children's. Thank you to DON Maria Flynn, Professor Fiona Newall and our two LOFT representatives for participating in the selection interviews.

I have been invited to join the RCH Auxiliary 150 years Committee but as yet, I have only attended one meeting. I hope to be an advocate for LOFT and nursing in general as the activities are planned and executed. I trust you enjoyed the brief outline of some planned activities in the e- bulletin.

We have been trying to contact people on our membership list who are un-financial in order to encourage their continuing involvement. This is often difficult as we invariably do not have phone or email contact and in some cases addresses. If each member could make sure that we have current contact phone numbers, emails (if you have one) and addresses. If you know of others who are not attending or have moved and might like to receive mail or email newsletters and reconsider membership please follow up and contact a committee member.

I hope that you have enjoyed your eBulletins, as committee fulfils the members request for improved communication with membership.

Di Paul
President
diannepaulao@bigpond.com

Sally Mizrahi
Secretary
sally0307@hotmail.com



Di Paul

Long Service Recognition: 35 and 40 years

Nursing staff were acknowledged at the 2018 RCH Annual Celebration and Awards evening for 30, 35 and 40 years of dedicated service to the RCH.

30 years

- **Wendy Crocker** – Neonatal unit
- **Elizabeth Fletcher** – Intensive Care Unit
- **Sue-Ellan Jones** – Respiratory Department
- **Di Simpson** – Gastroenterology and Clinical Nutrition Department

35 years

- **Robin Cavanagh** – Emergency Department
- **Mary Ee** – Neonatal unit
- **Suan Ooi** – Recovery,

40 years

- **Julia McCoy** – Sugar Glider- General Medicine
- **Mary McGowan** – Children’s Cancer Centre
- **Elisabeth Wilson** – Intensive Care Unit Nursing

Mary Patten Award – 2018

The Mary Patten Award is given to a member of the RCH nursing team for their outstanding knowledge, skills and leadership. **Chelsea Holdsworth**, Clinical Nurse Coordinator, Sugar Glider in the recipient for 2018.

Chelsea delivers an excellent level of care to patients and families and is always willing to go above and beyond to support her colleagues. She gives her full attention to everyone she cares for, acts as a strong patient advocate and demonstrates exceptional clinical knowledge and skills. Chelsea has worked effectively with various internal and external stakeholders to support coordinating patient care and always works to provide a safe environment for everyone on the ward.



Notices

98th RCH LOFT Annual General Meeting and Luncheon

This year we are encouraging members and non-financial members who commenced their training in 1949, 1959, 1969, 1979 and nurses in the Graduate Programs – 1989, 1999 and 2009 to organise a reunion of their groups at the lunch.

If you do not wish to attend the AGM, you may arrive from 11.30am for the lunch.

Date

Saturday, 18th May 2019

Venue

Royal Automobile Club of Victoria.
Level 2, 501 Bourke Street, Melbourne

Program

10.15am – 11.00am Registration

Arrival Morning tea

11.00 – 11.30am Annual General Meeting and EFS recipient Lauren Jorgensen

12.30pm Luncheon

1.30pm Maria Flynn – Executive Director Nursing and Allied Health, Chief Nursing Officer

3.00pm Finish

Cost: \$75 for members

\$80 for non-members (drinks included)

Bookings close: 10th May 2019

LOFT Committee Members 2018/19

President Dianne Paul

Vice President Sally Mizrahi

Minute Secretary Bernice Court

Treasurer Marg McPherson

Newsletter Editor Sue Scott

Jenny Freestone

Amanda O'Brien

Annie Hardham

Sue Lamb

Ros Nankervis

Tracey Wilson

Sue King

Laurice Dickinson

Barb Purdie

Judith Glazner

Fundraising

Fundraising at last year's lunch with several major raffle prizes and a 2 dinner parties was very successful.

Committee member Tracey Wilson had 2 very busy nights cooking for 10 guests in the host's home. The menu included canapés, pea and haloumi fritters with smashed avocado, Thai chicken balls with sweet chilli sauce and caramelised onion and feta tarts. Main course was baked salmon on an almond sauce with salsa and sherry vinaigrette dressing (yum) served with seasonal vegetables followed by a dessert of sticky date pudding and vanilla bean ice cream.

Tracey reported back, *"one group were all nurses – most training at the Children's Hospital. I had not seen some of these girls for thirty years, so it was indeed a lovely reunion for me"*.

Mary Lynne Stewart (1976) emailed to say *"at last year's LOFT lunch raffle I was fortunate to win a voucher for breakfast for two at the Langham. Sandy Perkins (1976) and I put the voucher to good use this week, fittingly enough 46 years after starting our nursing training at the RCH. We had a lovely breakfast, it was a great setting and the food and service were excellent. Thanks to all from LOFT for organising the raffle and the prizes"*.

All funds raised go the Elizabeth Fearon Scholarship.



Entertainment books

Information on the purchase of Entertainment books for 2019/2020 will be circulated shortly. Books will be available for collection at the Annual Lunch in May.

Profits will go to the Elizabeth Fearon Scholarship fund. Enquires to sue.scott@rch.org.au

Neonatal research nurse 2018-2019

Funded by the RCH Foundation for the last 3 years, the Neonatal Research Nurse has played a crucial role in RCH's ongoing neonatal research and the ability of the Butterfly Ward to support other research projects improving the care of our patients. Held by Liz Perkins, the position has benefited from specially donated funds in honour of the late Kate Harden (died 2017).

Kate was the charge nurse in the 'babies ward 14' in Carlton, and was present when the first exchange blood transfusion was performed by Dr Elizabeth Turner.

Kate's friends, James and Rosemary Jacoby and their daughter Caroline made a gift in honour of her legacy. The opportunity to support a year of the NICU Research Nurse Position resonated deeply with them for its link to Kate's work, and to a trajectory of change in nursing roles – something they felt Kate would have identified with.

Several nursing friends close to Kate Harden contributed personally. The RCH Foundation is deeply grateful for their generous practical support, and the wonderful vision behind it.

For information about the ongoing NICU research program and its funding, please contact Jessica Freaan in the RCH Foundation T 9345 6389 email Jessica.freaan@rch.org.au.

150 celebrations



The official launch of RCH 150 celebrations will commence on September 9, 2019, which is 150 years to the day since the Melbourne Free Hospital for Sick Children opened its doors in 1870. Many activities are planned for 2019/2020. Recording stories in various formats to be shared with the public via online exhibitions, podcasts and History Hotspots.

The RCH Historical Room and Gallery will display material from the hospital's archival and artwork collection and become a public-access 'gallery' for visitors.

RCH Anniversary Choir will be formed for performances at anniversary events. Anyone who has been staff, volunteers, alumni, LOFT, campus partners can join.

Lots more information to come on these events and more as well as how you can contribute your stories and memories. RCH has a Facebook book for the occasion – RCH150 – which will keep you up to date.



An anniversary mascot – Uoo Uoo has been designed by Alexander Knox and will lead an Art Trail around Melbourne in September to November 2020.

Maria Flynn



Executive Director Nursing and Allied Health and Chief Nursing Officer

RN (Registered Nurse), RM (Registered Midwife – UK), Dip HEM, BA (Hons) – HealthCare Studies, MSc – HealthCare Management, Q Fellow (UK)

Maria Flynn joined The Royal Children’s Hospital in July 2018 as the Executive Director Nursing and Allied Health and Chief Nursing Officer, with responsibility for facilitating research, innovation and education, quality and safety improvement, advocating for professional and evidenced-based practice and clinical standards and enhancing recruitment, retention, training, development and succession planning.

Maria is a registered nurse and midwife with over 30 years’ experience of the National Health Service in the UK and has a Master’s Degree in Healthcare Management. She has held leadership roles in nursing, midwifery

and allied health and worked in general and commissioning management and as a quality performance manager and accreditor. She has led a multitude of services within acute, primary care, mental health and ambulance services.

As part of the European Hospital and Healthcare Federation (HOPE) Exchange Maria worked in Sweden and Austria to study European methods for sharing and learning from clinical incident management. Before commencing at the RCH, Maria commenced a Clinical Doctorate Research Fellowship (PhD), using Quality Improvement Science methodologies to enhance the programme Fundamental Care in Hospitals. She is delighted to continue pursuing her dream of contributing to healthcare in Australia.

Graduates 2019

This year we have seen two different groups of graduates come and go!

Firstly we welcomed our first of two intakes to the year-long Graduate Nurse program and said farewell at a graduation ceremony celebrating the young people transitioning to adult healthcare services.

<https://blogs.rch.org.au/intranetnews/2019/02/22/2019-transition-support-service-graduation-ceremony/>

In February, 60 patient graduates attended Graduation Ceremony, in Ella Latham Theatre.



Forty seven eager new nurses started in January and another 28 will start in April.

Graduates walked the red carpet, had photos with their families and took the opportunity to thank and farewell the many teams who have contributed to their care at the RCH.

CEO John Stanway congratulated these patients on their journey at the

RCH, and wished them well as they approached a new chapter in their lives. *“It demonstrates the impact of what we do in partnership with our patients, their families and carers and our broader team – to support a cohort of amazing young people.”*



Vale

Heather Telfer

Died May 2018.

Heather, a graduate of 1952, was a very well-known and much loved RCH nurse who mentored many.

After completing her midwifery at the Royal Women's Hospital, Heather did her Infant Welfare Certificate and then worked in a variety of settings; Lake Cargelligo Aboriginal Reserve, NSW, 1954, staff nurse at RCH and Box Hill and District Hospital, 1958-60, Great Ormond Street and Florence Nightingale Hospitals in the UK, 1961, Yirrkala Mission Hospital NT in 1962, and then back to RCH in a variety of roles – supervisory sister 5th floor, night supervisor, assistant Director of Nursing, Senior Nurse Teacher Mackinnon School of Nursing. During this time she managed to fit in a Diploma of Nursing Education and undertake a relieving position at a village clinic in Nepal.

Heather and Doris Flett (then Charge Sister of ICU) started the first Intensive Course at RCH (and Australia) in 1975. Heather continued on as the educator in ICU for many years.

When the graduate nurse year for the university trained nurses was introduced in 1986, Clinical Nurse Educators were appointed under the leadership of Heather who played a major role in this transmission from the student to registered nurse.

Heather was the only nurse to present a paper Centenary Paediatric Nursing Conference, in April in 1970, part of the 1970 hospital centenary events. Four days of lectures were delivered predominantly by medical and some allied health staff. Heather then a 'ward administrator' spoke on the 'Child in Hospital'.

Louse Blewett (graduated 1966) worked with Heather in the Intensive care unit from 1969. *"Not only was she a very special friend to me and a great support but a wonderful role model for the entire staff—practical and very wise and a wonderful teacher"*.

The LOFT president, Di Paul (nee Enever PTS 1968) worked in the original second floor Intensive Care Unit next to theatre and recovery in the early 70's when Heather was there. Many years ago Di was thrilled to receive a letter from Heather after she retired with some photos. She wrote, *Dear Dianne, it was so good to experience the freshness and energy of the LOFT committee last Saturday when I dropped in. I'm looking forward to the new developments. I thought I had more photos of you in the 'old ICU' but these 2 are all that I could find. They brought back memories of a caring and skilful people including you. It was a great team. With all my love Heather.*



*Photo Courtesy of Di Paul.
(ICU in the early 70's. Baby in oxygen headbox and IV scalp court needle.)*

Noreen Grace McKay

27th April 1924 - 23rd August 2018.

Anne Bryan who commenced her training at RCH in 1969 and worked in the Operating suite until her retirement wrote; *The Anaesthetic Departments 'Sister in Charge', Noreen McKay (Mac), was an excellent nurse who kept the Department organized. Responsible for the 'lists', the surgeons, the anaesthetists and the patients all being in the correct place for the right procedure in a timely manner was no small undertaking. The large reception desk and surrounding corridor became 'pre-op hold', with beds and trolleys managed by Porter Ellison Ballantyne.*

On the corner of this desk a large lectern held the handwritten Register of Surgery. Many surgeons could be seen, before dawn, covertly entering their previous day's patient's details before Mac came on duty to call them to attend to this requirement.

After retirement Noreen, Elaine Salter, Teddy Donohue, Hilda Jegermanis, Shirley Dunn, Claire Collins (on leave from the Red Cross) and Anne Bryan met at Elaine's home for Christmas Lunch, these retired nurses often knew of the hospital's news long before those of us still working there.



Photo: Courtesy of Anne Bryan

RCH news

To catch up on the news and events that happen at RCH you can log on the RCH Internet <http://www.rch.org.au/home/>

You can also view the 2017-18 annual *Quality of Care Report* which highlights improvements in patient care. <https://www.rch.org.au/uploadedFiles/Main/Content/rchpa/quality-of-care-report-2018.pdf>

Facebook

You can like LOFT on Facebook and stay up to date with friends, news and events by using the following link:

<https://www.facebook.com/LOFT-Royal-Childrens-Hospital-Nurses-Association-1773188932987422/>
Please share this Facebook link with your nursing colleagues.