

Nursing and Midwifery Services



Nursing and Midwifery Services

Overview

Nursing and Midwifery Services at Royal Brisbane and Women's Hospital employs more than 3,450 nursing and midwifery staff. The Executive Director, Nursing and Midwifery Services and the service line Nursing Directors form the RBWH Nursing and Midwifery Executive Council (NMEC). This Council is the governing body for nursing and midwifery at RBWH and is responsible and accountable to direct and lead the corporate and clinical governance of nursing at RBWH, ensuring at all times that nursing professional practice standards are in place and maintained.

Professional development opportunities, continuing learning in the workplace, support for evidence-based research and a number of innovative management practices prepare nurses and midwives for the high level of professional, technical and operational skills required by nurses and midwives.

Under the direction of the Executive Director, these specialist units provide the pivotal infrastructure required to support Nursing and Midwifery Services across the organisation and whole-of-hospital operations twenty-four hours a day, seven days a week.



Adj. Assoc. Prof. Lesley Fleming OAM
Executive Director, Nursing and Midwifery Services

Key departments

- Patient Flow Unit
 - » Community Interface Services
 - » After Hours Hospital Management
 - » Nursing Relief Pool
 - » Patient Transport Unit
 - » Operational Patient Flow Management Services including the Transit Care Centre (Transit Lounge and Flex Bed Unit)
- Workforce Planning Unit
- Centre for Clinical Nursing
 - » Workforce Development Education Unit
 - » Research Development Unit

Executive and directing staff

- **Adj. Assoc. Prof. Lesley Fleming OAM**
Executive Director, Nursing and Midwifery Services
- **Prof. Glenn Gardner**
Director, Centre for Clinical Nursing
- **Prof. Joan Webster**
Nursing Director, Research
- **Adj. Assoc. Prof. Robyn Fox**
Nursing Director, Education
- **Anthony Nesbit**
Nursing Director, Patient Flow Unit
- **Ben Ballard**
Assistant Nursing Director, Workforce Planning Unit



Back row: Judy O'Sullivan (Assistant Nursing Director, Department of Intensive Care Medicine), Kathleen Richter (Assistant Nursing Director, Internal Medicine and Aged Care), Kaylene Woollett (Assistant Nursing Director, Surgical and Perioperative Services), Katrina Kalmar (Assistant Nursing Director, Operational Patient Flow Unit), Dale Dally-Watkins (Assistant Nursing Director, Trauma Service), Sue Cadigan (Nursing Director, Surgical and Perioperative Services), Ben Ballard (Assistant Nursing Director, Workforce Planning), Dr Catriona Booker (Assistant Nursing Director, Education Coordination, Workforce Development and Education).

Middle row: Michelle Doidge (CNC, Infection Monitoring and Prevention Service), Juliet Graham (Nurse Manager, Critical Care and Clinical Support Services), Danielle Heffernan (Assistant Nursing Director, Renal Medicine), Kate Pearson (Assistant Nursing Director, Perioperative Services), Kate Mason (Nursing Director, Internal Medicine Services), Kelli Malone (A/Nurse Manager, Models of Professional Nursing Care), Prof. Joan Webster (Nursing Director, Research), Gillian Nasato (Assistant Nursing Director, Cancer Care Services), Mary Fenn (Assistant Nursing Director, Community Interface).

Front row: Lisa Fawcett (Nursing Director, Mental Health Services), Adj. Assoc. Prof. Alanna Geary (Nursing Director, Cancer Care Services), Adj. Assoc. Prof. Lesley Fleming (Executive Director, Nursing and Midwifery Services), Tony Nesbit (Nursing Director, Patient Flow Unit), Tami Photinos (Nursing and Midwifery Director, Women's and Newborn Services).

Centre for Clinical Nursing



Prof. Glenn Gardner
Director, Centre for
Clinical Nursing

Overview

The Centre for Clinical Nursing was established in May 2003 as the principal support service for nurse clinicians at RBWH. The Centre operates in partnership with Queensland University of Technology (QUT) and is the location for the Chair in Clinical Nursing.

Our aim in the Centre is to support a nursing workforce that is able to practise nursing competently and creatively and engage in the generation, application and evaluation of evidence-based practice to achieve a high quality patient centred nursing service. The team at the Centre for Clinical Nursing consists of a mix of education and research experts, and includes nurses who are leaders in their fields at state, national and international levels.

In addition to building nursing research capacity in the hospital, senior researchers in the Centre are internationally recognised for their contribution to the development of nursing, midwifery and healthcare knowledge through outputs from two major programs. The Effectiveness of Nursing Interventions Program focuses on the development of Cochrane systematic reviews and scientific testing of a range of nursing and midwifery interventions. The Health and Nursing Services Research Program conducts epidemiological, basic and applied research into health service delivery models, testing service innovative and investigation of advanced, practice nursing roles.

Research staff

Name	Qualifications	Position	Interests/specialities
Prof. Glenn Gardner	RN, PhD, FRCNA	Director, Centre of Clinical Nursing; Professor of Clinical Nursing	health services research and innovative nursing roles
Adj. Assoc. Prof. Joan Webster	RN, BA	Nursing Director, Research	evidence-based practice, infection control
Dr Carol Reid	PhD, MAppSc (Research), GradCert (Health Studies) Sexual Health, BHSc (Nursing)	Nurse Researcher	alcohol and drug nursing, sexual health and HIV nursing, community nursing

Supervised postgraduate students

Name	Current studies	Research topic
Foxcroft K	Master of Applied Science (Research)	Development of a Pregnancy Symptoms Index (PSI)
Gavin N	Master of Advanced Practice (Health Care Research)	The effect of frequency of dressing changes for central venous access devices on the incidence of catheter-related infection
Marsh N	Master of Advanced Practice (Health Care Research)	Peripheral venous dressings and securement devices for preventing intravenous complications
Fleming L	PhD	Effectiveness of an evidence-based leadership program: A cluster randomised controlled trial
Dunne L	PhD	A mixed-method study to investigate the relationship between the number of social support people present during labour, women's perceptions and birth outcomes
Avery J	PhD	Investigating the influence of health literacy on self management of chronic disease
Haydon D	PhD	Exploration of health service for the subacute population in emergency department
O'Connell J	PhD	An exploratory study for the development of emergency department nurse practitioner specialist competency standards
Adams M	PhD	Palliative care in primary care
Brown L	PhD	Palliative care in renal disease
Fox A	PhD	Practice influencing sustainability of emergency department nurse practitioner
Clifford S	PhD	Continuing educational needs of rural and remote nurse practitioners

Supervised postgraduate students

Name	Current studies	Research topic
Almutairi A	PhD	The influence of a culturally diverse workforce on patient care and safety in Saudi Arabia
Goulter N	PhD	Evaluation of mental health nursing model of healthcare
Fenech M	PhD	Investigating facilitators and barriers to implementing nurse practitioner service
Jennings M	PhD	Evaluating specific patient outcomes from emergency nurse practitioner service

Awards and achievements

Award	Event	Recipient
Cecelia Brazil Award for the Best Nursing Research Paper	RBWH Healthcare Symposium	Webster J
Publication Achievement Award	Griffith University Passionate about Practice Conference	Webster J
Best Overall Presentation	Griffith University Passionate about Practice Conference	Gardner G

Research grants

Investigators	Project title	Granting body	Amount awarded	Years of funding
Rickard C, Webster J, Young J, McMillan D, Fraser J, McGrail M	Intravascular device administration sets: Replacement after standard versus prolonged use	NHMRC	\$1,555,305	2011-2013
Chaboyer W, Rickard C, Aitken L, Webster J, Cooke M, Lukman T, Skuffham P, Doran D, Cullum N.	Centre for Research Excellence in Nursing interventions for hospitalised patients	NHMRC	\$2,499,380	2011-2015
Gardner G, O'Connell J	Pilot study for emergency department nurse practitioner competency development	OCNO	\$32,925	2011
Gardner G, Gardner A, Middleton S, Considine J, Hurst C, Della P, FitzGerald G	Nurse practitioners in emergency departments	ARC Linkage Grant	\$500,00 & \$270,00 partner contribution	2011
Reid C, Fenech M, Beckman K	A smoking cessation intervention for people with hepatitis C: A randomised, controlled trial	Hepatology Trust Fund, RBWH	\$10,000	2011

Publications

Chan RJ, Webster J. A Cochrane review on the effects of end-of-life care pathways: Do they improve patient outcomes? Australian Journal of Cancer Nursing. 2011;12(2):26-30.

Stevenson J, Anderson S, Veach K, Hine BA, Webster J, Fleming L, Osborne S. Occupancy data: Unravelling the mystery. AJAN 2011;29(2):5-12.

Chan RJ, Webster J, Marquart L. Information interventions for orienting patients and their carers to cancer care facilities. Cochrane Database of Systematic Reviews 2011, Issue 12.

Chan RJ, Alexander A, Bransdon M, Webster J, Hughes BG, Brown L, Graham T. Challenging the distal-to-proximal cannulation technique for administration of anticancer therapies: A prospective cohort study. Cancer Nurs. 2011 Nov 2.

Webster J, Gilles D, O'Riordan E, Sherriff, K, Rickard C. Gauze and tape versus transparent polyurethane dressings for central venous catheters. (Cochrane Database of Systematic Reviews 2011, Issue 10).

Moore Z, Webster J. Dressings and topical agents for preventing pressure ulcers Protocol. Cochrane Data base of Systematic Reviews 2011, Issue 10

Webster J, Davies H, Stankewicz M, Fleming L. Estimating the time involved in managing the 'unoccupied bed': A time and motion study. Nursing Economics November-December 2011;29(6):317-322.

Publications

Webster J, Osborne S. Home-based preoperative chlorhexidine bathing cloths to prevent surgical site infection. *Infection Control and Hospital Epidemiology* 2011;32:1047.

Webster J, Connolly A, Paton F, Corry J. The effectiveness of protocol driven, nurse-initiated discharge in a 23-h post surgical ward: A randomised, controlled trial. *International Journal of Nursing Studies* 2011;48:1173-1179.

Webster J, Nicholas C, Vellacott C, Cridland N, Fawcett L. Quality of life and depression following childbirth: Impact of social support. *Midwifery*. 2011;27:245-749.

Webster J, Wallis M, Stankiewicz M, Scuffman P. Negative pressure wound therapy for clean surgery; Protocol. *Cochrane Database of Systematic Reviews* 2011, Issue 8.

Gavin N, Webster J. Frequency of dressing changes for central venous catheters on catheter related infections. *Protocol Cochrane Database of Systematic Reviews* 2011, Issue 7.

Chan R, Webster J. A national roll out of an insufficiently evaluated practice: How evidence-based are our end-of-life care policies? *Journal of Palliative Medicine* 2011;14(7):802.

Lee N, Coxeter P, Beckmann MA, Webster J, Wright V, Smith T, Kildea S. Randomised non-inferiority controlled trial of a single versus a four intradermal sterile water injection technique for relief of continuous lower back pain during labour. *BMC Pregnancy and Childbirth* 2011;11:21 doi:10.1186/1471-2393-11-21.

Webster J, Coleman K, Gardner G, Mudge A, Stankiewicz M, Kirby J, Vellacott C, Horton-Beshers M, McClymont A. Pressure ulcers: Effectiveness of risk assessment tools. A randomised, controlled trial (the ULCER Trial). *BMJ Quality and Safety in Health Care*. 2011 20(4):297-306.

Flint AL, Webster J. The use of the exit interview to reduce turnover amongst healthcare professionals. *Cochrane Database of Systematic Reviews* 2011, Issue 1.

Seib C, Daghli M, Heath R, Booker C, Reid C, Fraser J. Screening for drug and alcohol use in pregnancy. *Midwifery*. 2011;September.

Reid C, Hall J, Boys J, Goodwin S, Chang A. The effectiveness of interventions which promote self-management for people with End Stage Renal Disease undergoing haemodialysis, *Systematic Review, JBI Library of Systematic Reviews* 2011:9(3)69-103.

Duffield C, Gardner G, Chang A, Fry M, Stasa H. 2011 National regulation in Australia: A time for standardisation in roles and titles. *Collegian*. 2011;18(2):45-49.