

Nursing and Midwifery Services



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

Overview

Nursing and Midwifery Services at RBWH employs more than 3,205 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 and midwifery, ensuring at all times that nursing and midwifery 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.

The specialist unit with Nursing and Midwifery Services provide the pivotal infrastructure required to support nursing and midwifery across the organisation and whole of hospital operations twenty four hours a day, seven days a week.

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 innovation and investigation of advanced, practice nursing roles.

Research staff

Name	Qualifications	Position	Interests/specialties
Prof. Glenn Gardner	RN, DipNursEd, BAppSc (AdvNurs), MEdSt, PhD, FRCNA	Director, Centre for Clinical Nursing; Professor of Clinical Nursing	health services research, acute care nursing, advanced practice nursing service
Prof. Joan Webster	RN, BA	Nursing Director, Research	effectiveness of healthcare interventions, developing and testing instruments, evidence-based practice
Dr Carol Reid	RN, BHSc (Nurs), Grad Cert Health Studies (Sexual Health), M.APP. Sc (Research) PhD, MRCNA	Nurse Researcher	effectiveness of nursing interventions, evidence based practice, nursing workforce, sexual health and HIV, alcohol and drug, community health

Supervised post-graduate students

Name	Current studies	Research topic
Haydon, D.	PhD APA Scholarship	Health services for the subacute population in emergency department
O'Connell, J.	PhD APA Scholarship	Development of emergency nurse practitioner parameters of practice and specialist competency standards
Avery, J.	PhD APA Scholarship	The influence of health literacy on self-management of chronic disease
Roche, T.	Master of Applied Science (Research)	Evaluating outcomes of emergency nurse practitioner management of patients presenting with chest pain
Brown, L.	PhD	Effectiveness of evidence-based decision making in care options for end stage renal disease
Fox, A.	PhD	Factors influencing sustainability of emergency department nurse practitioner
Clifford, S.	PhD	Clinical service drivers for rural and remote nurse practitioners' continuing education
Dunne, L.	PhD	Relationship between the social support during labour, women's perceptions, and birth outcomes
Goulter, N.	Master of Applied Science (Research)	Evaluation of mental health nursing service models
Fenech, M.	PhD	Investigating facilitators and barriers to implementing nurse practitioner service
Jennings, T.	PhD NHMRC Scholarship	Evaluating specific patient outcomes from emergency nurse practitioner service
Shipman, J.	Master of Advanced Practice (Health Care Research)	Central venous pressure monitoring practice across Australian critical care units: A national survey

Supervised post-graduate students

Name	Current studies	Research topic
Fleming, L.	PhD	Effectiveness of an evidence-based leadership program: A cluster randomised controlled trial
Marsh, N.	Master of Advanced Practice (Health Care Research)	Peripheral venous dressings and securement devices for preventing intravenous complications
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

Awards and achievements

Award	Event	Name
The Cecilia Brazil Nursing Research Award	2012 RBWH Healthcare Symposium	Reid, C.
Award of excellence	AORN 59th Congress, New Orleans	Webster, J.
Publication Achievement Award	RCCCP, Griffith University	Webster, J.

Research grants

Investigators	Research title	Granting body	Amount awarded	Years of funding
Gardner, A., Gardner, G., Coyer, F., Henderson, A., Gosby, H.	Educating for health service reform: Clinical learning, governance, and capability	Australian Research Council Discovery Grant	\$291,000	2012-2015
Gardner, A., Gardner, G., Henderson, A., Coyer, F., Gosby, H., Lenson, S.	Educating nurse practitioners: Advanced specialty competence, clinical learning and governance	Office for Learning and Teaching, Australian Government	\$220,000	2012-2014
Gardner, G., O'Connell, J.	Pilot study for emergency department nurse practitioner competency development	Office of the Chief Nursing Officer	\$32,925	2011-2012
Gardner, G., Gardner, A., Middleton, S., Considine, J., Hurst, C., Della, P., Fitzgerald, G.	Prospective evaluation of the impact of the nurse practitioner role on emergency department service and patient outcomes	Australian Research Council Linkage Grant Partner Contribution	\$507,178 \$270,000	2011-2014
Williams, N., Reid, C., Williams, L., Sullivan, P., Bonner, A., Hamernik, E., Jones, L.	Motivational interviewing for people with end stage kidney disease (ESKD) undergoing dialysis at home to improve treatment adherence: A randomised, controlled trial	RBWH Foundation	\$28,000	2012-2013
Reid, C., Fenech, M., Beckman, K.	A randomised controlled trial to evaluate the effectiveness of smoking cessation intervention for people with chronic hepatitis C	Queensland Health Nursing and Midwifery Research Grant; Queensland Nursing Council; Merc Sharpe and Dohme (Aust) Pty Ltd	\$9,595.10 \$14,351.50 \$15,000	2011-2012
Webster, J., Rickard, C., Scuffham, P.	The cost effectiveness of clinically indicated peripheral intravenous catheter replacement for the prevention of catheter failure	AusHSI	\$17,600	2012
Rickard, C., Fraser, J., Webster, J., Marshall, A., Young, J., Playford, E.G., McMillan, D., McGrail, M., Gowardman, J., Thom, O.	Securing arterial and venous peripheral devices effectively in hospitals: The SAVE trial	NHMRC	\$969,024	2012-2015

Research grants

Investigators	Research title	Granting body	Amount awarded	Years of funding
Marsh, N., Webster, J., Rickard, C., Hewer, B.	Securing peripheral venous catheters effectively in hospitals: A pilot study	Office of Health and Medical Research	\$9,164	2012
Kildea, S., Webster, J., Martensson, L., Stapleton, H., Homer, C., Beckmann, M.	Impact of caesarean section rates following injections of sterile water (ICARIS Trial)	NHMRC	\$456,760	2011-2013
Reynolds, H., Rickard, C., Webster, J., Marsh N.	Securing arterial and venous devices effectively in hospitals: The SAVE Trial (RBWH Pilot)	Griffith Health Institute Project Grant Scheme	\$14,098	2011-2012
Choboyer, W., Webster, J., Whitty, J., Mills, P., Desbrow, B., Rickard, C., Gillespie, B., Stankiewicz, M. Morley, N., Cullum, N.	Tertiary prevention for patients hospitalised with metabolic syndrome; developing a systematic, incremental pressure ulcer research program. Area of strategic investment (ASI) for chronic disease program	Area of Strategic Investment innovation application	\$99,021	2011-2012
Webster, J., Osborne, S., Gill, R., Chow, C., Wallin, S.	Promoting recovery and enhancing outcomes pre and post surgery (PREOPPS): Effects of oral carbohydrate loading on clinical outcomes	RBWH Foundation	\$19,600	2011-2012
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	2010-2012
Rickard, C., Webster, J., Chan, R.	The RSVP trial: Replacement of intravascular device administration sets after standard versus prolonged use	RBWH Research Foundation; Cancer Nurses Society of Australia	\$40,000 \$7,500	2010-2012
Chaboyer, W., Rickard, C., Aitken, L., Webster, J.	Centre for research excellence in nursing interventions for hospitalised patients	NHMRC	\$2,499,380	2010-2014
New, K., Fenn, M., Webster, J., Nesbit, T.	Minimising onerous movements for patients and staff: the MOVES study	RBWH Private Practice Trust Fund	\$100,000 \$39,000	2012-2013

Publications

Chang A, Gardner G, Duffield C, Ramis M. Advanced practice nursing role development: Factor analysis of a modified role delineation tool. *J Adv Nurs*. 2012;68(6):1369-79.

Chan R, Webster J, Marquets A. Systematic Review: The effects of orientation programs for cancer patients and their family/carers. *International Journal of Nursing Studies*. 2012;49:1558-1567.

Fox R, Burrige C, Bowen A. Preceptorship – Making a Difference. *Journal for nurses in staff development*. 2012;28(2):E12-E5.

Gardner G, Chang AM, Duffield C, Doubrovsky A. Delineating the practice profile of advanced practice nursing: A cross-sectional survey using the modified strong model of advanced practice. *Journal of Advanced Nursing*. 2012;doi: 10.1111/jan.12054. [Epub ahead of print.

Lee N, Webster J, Beckmann M, Gibbons K, Smith T, Stapleton H, Kildea S. Comparison of a single vs. a four intradermal sterile water injection for relief of lower back pain for women in labour : A randomised, controlled trial. *Midwifery*. 2012;e-pub ahead of print.

Lewis PA, Wright K, Webster A, Steer M, Rudd M, Gardner G. A randomised, controlled trial comparing aqueous crème with a beeswax and herbal oil crème in the provision of relief from post-burn pruritis. *Journal of Burn Care and Research*. 2012;33(4):195-200.

McInnes E, Middleton S, Gardner G, Haines M, Haertsch M, Paul CL, Castaldi P. A qualitative study of stakeholder views of the conditions for and outcomes of successful clinical networks. *BMC Health Services Research*. 2012;12(1). Article 49 (Section: Quality, performance, safety and outcomes).

O'Connell J, Gardner G. Development of clinician competencies for emergency nurse practitioners: A pilot study. *Australasian Emergency Nursing Journal*. 2012;15:195-201.

Seib CA, Daghli M, Heath R, Booker C, Reid C, Fraser J. Screening for alcohol and drug use in pregnancy. *Midwifery*. 2012;28(6):760-764.

Reid C. Examination of relationships and mediating effects of self-efficacy, locus of control, coping and the practice environment on caring efficacy and job satisfaction in Australian registered nurses. *Queensland University of Technology*. 2012; [Epub].

Reid C, Hurst CP, Anderson DJ. Examination of socio-demographics and job satisfaction in Australian registered nurses. *Collegian: Journal of the Royal College of Nursing Australia*. 2012; [Epub].

Publications

Rickard C, Webster J, Wallis M, McGrail M, French V, Foster L, Gallagher P, Gowerman J. Routine 3rd daily re-site of peripheral intravenous devices versus resite on clinical indication does not alter clinical outcome in hospitalized patients: a multi-centre randomised controlled trial. *Lancet*. 2012;380.

Webster J, Alghamdi AA. Use of plastic adhesive drapes during surgery for preventing surgical site infection (update). *Cochrane Database Systematic Reviews*. 2012; Issue 9.

Webster J, Osborne S. Preoperative bathing or showering with skin antiseptics to prevent surgical site infection (update). *Cochrane Database of Systematic Reviews*; 2012; Issue 9.

Webster J, Scuffman P, Stankiewicz M, Sherriff K, Chaboyer W. Negative pressure wound therapy for clean surgery. *Cochrane Database Systematic Reviews*. 2012; Issue 4.

Webster J, Bretherton F, Goulter N, Fawcett L. Does an educational intervention improve the usefulness of HoNOS in an acute mental health setting? *International Journal of Mental Health Nursing*. 2012. [Epub early view on-line].

