

APPENDIX H Professional development undertaken

Individual courses of study Three of the four nurses appointed to Neighbourhood Nurse positions were already committed to post-graduate study and continued in these programmes as follows:

Chris Beadle	Master of Nursing (Auckland University, delivered in Hamilton).
Fiona Goodwin	PG Diploma in Health Science (Advanced Nursing) focused on rural health care (Auckland University, delivered in Hamilton).
Mary Marr	PG Certificate, Hospice Palliative Care Module 3 (Whitireia Community Polytechnic/Hospice New Zealand).

Three points are important:

- The value the nurses placed on this study in supporting role development as a Neighbourhood Nurse, even though the completion of assignments etc made demands on their personal lives.
- The value of postgraduate study to the DHB and community - for instance, a community profile completed for Kumara by Chris Beadle prior to the project was utilised by the Mayor of Westland and other government agencies for a community development project; and her project on Standing Orders is being utilised by a DHB Steering Group led by the DONM.
- These enrolments went some way to meeting the contractual requirement to 'assist at least one of the Neighbourhood Nurses to work toward achieving Nurse Practitioner status by 2005'¹, although the need to respect individual's career planning had been stressed in a response to MOH's request for further information on this matter².

General continuing education The nurses attended other workshops and study days to meet particular needs, and these were negotiated with their manager or attended in their own time. Examples of the topics included were oncology, diabetes, vaccination and sexual health.

Professional development programme provided Development specific to the new role was based on the learning needs identified as common to the group, and matched to identified performance expectations in the position description.

Much of the development accessed was already provided by the DHB or became available locally. A number of inputs were specifically provided by the project, and were open to a general enrolment. See overleaf for programme.

Model of care workshop The Neighbourhood Nurses, along with those from some other WCDHB services, also attended a workshop on 04 September 2006 facilitated by Associate Professor Cheryle Moss and Clinical Professor Ken Walsh, both of the Graduate School of Nursing, Midwifery and Health, Victoria University. The workshop was arranged by the DONM to support the development of a model of care - an exercise begun with the Neighbourhood Nurses. This process is intended to help clinical teams explore and establish explicit purposes and frameworks for their service, which in turn means that what to expect can be made clear to consumers. It includes setting parameters for monitoring quality and outcomes, enabling ongoing review and improvement.

¹ WCDHB contract with MOH, 2003, for 'Primary health care nursing innovations funding', cited in Memo: Neighbourhood Nursing Project - Establishment of Steering Group, Hecta Williams, 05/04/2005.

² See Additional Information (Feb 2003), page 7.

source

DHB TRAINING PROGRAMME	25-28 October, 8-10 November 2005 ADULT HEALTH ASSESSMENT provided by CPIT <i>Outcomes for NN role development included</i> ▪ adult health assessment skills.	4a, b
	11 November 2005 TIKANGA RECOMMENDED BEST PRACTICE at Te Tauraka Waka a Maui Marae, Bruce Bay <i>Outcomes for NN role development included</i> ▪ completion WCDHB Tikanga Recommended Best Practice programme.	1a 5a 5b
PROVIDED BY PROJECT <i>open to all staff</i>	14 December 2005 SUPPORT YOUR CLIENTS IN POSITIVE LIFESTYLE CHANGE: SMOKING CESSATION, EXERCISE, HEALTHY EATING <i>Outcomes for NN role development included</i> • utilisation of 'effective brief intervention' model in practice • referrals for smoking cessation • opportunity to complete requirements to become Green Prescribers • participation of two nurses in community-based 'Appetite for Life' courses as assistant facilitators.	3b 3c 4c 5c
PROVIDED BY COMMUNITY AND PUBLIC HEALTH	(Wednesday 17) Thursday 18 (Friday 19) May 2006 JIGSAW Public Health/Health Promotion Training Programme A modular programme 'that provides a basic understanding of the frameworks within which health promotion and public health are practiced, and the methods by which it is delivered. It is intended as introductory training for those who deliver health promotion/protection as all or part of their role'. We do not expect the NNs to be leading health promotion activities initially, but they are already participating in them. <i>Intended outcomes for NN participation (attended Thursday 18)</i> • apply concepts of population/public health and health promotion in practice • link understanding of health determinants to social and family environments to health needs of people in caseload • link knowledge of health profile in local community with community development concepts • gain assessment and intervention perspectives on health inequalities to apply with caseload.	1a 1b 1c 3a 5a 5b 5d
PHO SPONSORED	Saturday 22 and Sunday 23 July 2006 SELF-MANAGEMENT IN CHRONIC CONDITIONS (FLINDERS MODEL) Three attended West Coast PHO arranged weekend course, one attended a publicly offered course in Auckland 27-28 July. At the conclusion of the project one nurse had completed requirements for certification, and the others were underway. <i>Outcomes for NN role development included</i> • assessment of client's capacity for self-management • collaborative problem identification • client-based goal setting • integrated care planning • motivational techniques • outcome measurement.	1a 4a,c-f 6d
PROVIDED BY PROJECT <i>open to all staff</i>	Thursday 17 August 2006 AFTERNOON UPDATE: PRIMARY MENTAL HEALTH CARE <i>Programme coordinated by Jane O'Malley (DONM) covered</i> • community mental health services • strengths model • alcohol and drug • PHO liaison role.	4 a-f
	Thursday 14 September 2006 AFTERNOON UPDATE: FAMILY, MATERNAL AND CHILD HEALTH <i>Programme coordinated by Chris Hendry (Project Manager) covered</i> ▪ maternal health and networking with midwifery services ▪ family violence prevention ▪ well-child and immunisations ▪ Strengthening Families programme.	3b-g

Monthly workshops Overall, the focus in the monthly workshops was on progressing the project, but these 'business matters' also contributed to learning and professional development.

Workshops in the induction period (September 2005 - March 2006) were directed to establishing the role and building caseload.

From April 2006, many of the monthly workshops were a half day or less, and the focus shifted to include

- participation in the Ministry's independent evaluation process
- an exploration of 'whanau ora' as a philosophy of care
- reporting back on learning experiences
- group supervision
- review of statistical information
- service and project evaluation.

A full set of monthly workshop programmes is available in the relevant Project File.