

Bay of Plenty Clinical School to deliver a Nursing Competency Assessment programme

A competency assessment programme developed for an American nurse seeking registration in New Zealand was so successful that the Nursing Council of New Zealand (NCNZ) has given approval for delivery of this programme to a group of nurses later this year.

Nadine McCarthy, from Virginia USA, relocated to Tauranga with her family in January 2009. Nadine was keen to secure a nursing position at Tauranga Hospital, but without New Zealand registration had to settle for employment as a Health Care Assistant despite 18 years of nursing practice in the USA.

Nadine's enthusiasm and commitment to gaining recognition of her professional skills made her a willing student for clinical nurse educator Fiona Williams, who agreed to develop a competency assessment programme for Nadine that would satisfy the NCNZ requirements.

"A key benefit of training individuals or small groups is that the programme can be customised to suit the individual's ability and learning needs," says



Nadine McCarthy (left) with Fiona Williams - Clinical Nurse Educator

Fiona. "Nadine was quick to meet the required competencies and was awarded a practising certificate as soon as her four-week programme ended."

"Being able to train on the site of the hospital in which you are seeking work is a huge advantage," says Nadine. "It is much easier to familiarise yourself with your surroundings and learn local procedures. It is also great for learning to make sense of kiwi slang – professional terms and conversational kiwi that includes sayings never before heard in the USA!"

The Clinical School's Nursing Competency Assessment Programme will commence at Tauranga Hospital on Monday 5th October. Nurses new to New Zealand, and NZ trained nurses who want to re-enter the nursing workforce, can meet the NCNZ competency requirements by completing this programme.

Upon successful completion of this programme students will comply with the NCNZ competency assessment requirements and can apply for a current practising certificate.

School comment

Since joining the Clinical School team six weeks ago as Acting Head of School I have been impressed by the vision of the School and by what has been achieved by so few. This year there are over 600 students and professionals studying programmes through the School and plans are in place for a range of new activities including delivery of a nursing competency assessment programme. We also look forward to welcoming an additional 25 medical students from Auckland next year.

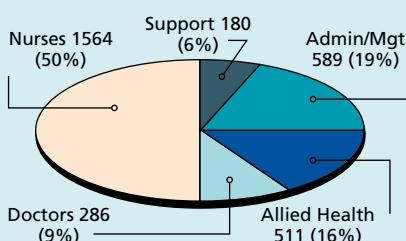
One of my priorities is helping recruit a permanent Head of School. We are looking for someone of clinical and academic standing, international in outlook and committed to our vision of interdisciplinary learning in community, rural and hospital settings. Applications close shortly. Consistently I am told the DHB needs to be more actively involved in research. What is perhaps surprising is the amount of research that is currently undertaken in the Bay, but often occurs 'below the radar'. In August I will be calling a meeting to discuss whether we need a more explicit research and development strategy for the DHB that embraces the primary, secondary, mental health and addictions and aged care sectors. Please let me know if you are interested in being part of such a discussion.

Chris Clarke
Acting Head
of School



BOPDHB workforce

Nurses comprise 50% of the DHB's 3,130 member workforce and 36% of the national healthcare workforce. This year 200 undergraduate nursing students are training within the BOPDHB's services and approx 170 nursing staff are working towards postgraduate qualifications



Clinical Training

Over the next few months I will be working with the Clinical School team to develop further the infrastructure needed for health care education in the BOP. Expansion of the education component of all healthcare disciplines is central to my role. However, my initial focus will be on medical training at both undergraduate and postgraduate level.

The 'to do' list includes ensuring ongoing Medical Council accreditation of training programmes at both BOP hospitals, consolidation of postgraduate education for House Officers and Registrars, formalising senior medical staff involvement in The University of Auckland's medical student teaching programme, and encouraging and promoting local research.

The increased number of placements we will provide for The University of Auckland's medical students in 2010 will serve to raise the tertiary education profile in what is now New Zealand's fifth biggest city. With infrastructure development struggling to keep up in many areas, including education, we need to focus on key developments. One of these, I believe, is development of an appropriate Clinical School facility that will be embraced as a centre of learning by local health professionals and their successors in the next generation.

The BOPDHB has committed, enthusiastic people driving clinical training initiatives that will best serve the future health needs of this region. I urge you all to support us.

Dr Neil Graham
Director of Clinical Training

It has been estimated that... the demand for health care workers will outstrip supply by 2011 with projected deficits of 7,000 – 10,000 health professionals across NZ by 2011 and 18,000 to 28,000 by 2021.

Source: Bay of Plenty District Health Board Health Needs Assessment Summary Neil de Wet (December 2008).

The University of Auckland /BOPDHB partnership agreement signed



Ian Reid (Deputy Dean of the Faculty of Medical and Health Sciences) and Mary Hackett (BOPDHB Chairperson)

On 29th April the Bay of Plenty Clinical School formally welcomed The University of Auckland to its network of key tertiary partners by signing a Memorandum of Understanding. During the past twelve months the DHB has also agreed Memoranda of Understanding with The University of Waikato, Te Whare Wananga o Awanuiarangi and Waiariki Institute of Technology.

The Bay of Plenty Clinical School is providing clinical placements for fifty University of Auckland medical students in 2009 and placement of additional students is a key initiative planned for 2010. Provisional plans are for twenty to twenty five additional students to be placed in the DHB's services. They will be part of a Midland Region cohort supported by the Waikato Clinical School.

Club foot/Waehape Study

What concerns do parents and caregivers have about the facilities and treatment provided for children diagnosed with 'Club Foot/Waehape' in the Bay of Plenty? This question forms the basis of a joint research initiative between the Tauranga Orthopaedic Research Society Incorporated and the Bay of Plenty Clinical School.

Treatment for children with club foot requires a series of plasters and boots to be worn over a period of time from birth until the child is six or seven years of age. Treatment is provided at the orthopaedic outpatients departments of both Tauranga and Whakatane Hospitals. High rates of non-attendance at these clinics prompted this study.

A series of interview questions were developed with regard to facilities, treatment, finances, feelings, and village or whanau support. The ethnicity ratio of children in the study is approximately 2:1 Maori to NZ European.

Research assistants have conducted interviews, mostly by telephone but some face-to-face and those interviewed have responded with a great deal of useful information and thought about their situation.

Common concerns are the lack of parking for carers with very young babies (who may not fit well in a baby carrier), and possibly with the child's siblings in tow, and the practicalities of having casts and boots on active, lively children.

Treatment providers are acknowledged in many positive ways from caring to professional and their knowledge is most appreciated.

This study will be completed at the end of July and a full report will be presented to the BOP DHB. Findings from this study may assist with reducing rates of non-attendance in other outpatient services.

Jan Caudwell
Tauranga Orthopaedic Research Society Inc.

Nursing update

The DHB's nursing services continue to demonstrate a strong commitment to training with 150 first semester papers being completed by nurses from both the primary and secondary sector working towards their Postgraduate Certificate, Postgraduate Diploma or Master's Degree. A further 170 semester two papers will also be completed by our nursing staff.

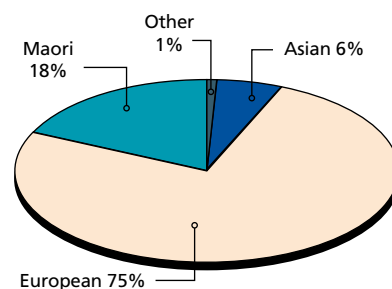
These numbers prove a huge amount of enthusiasm amongst our nurses for on-going professional development. This is confirmed by the Clinical Training Agency (CTA) who commented during an audit last month that the BOPDHB has the best uptake of funds ringfenced for training in long term conditions, primary and rural care that they have seen.

The CTA was also complimentary about the manner in which we prove compliance with their performance criteria and for the manner in which information is passed out to the wider DHB sector via our Practice Development Coordinator, Ross Turner. A Nursing Council of New Zealand

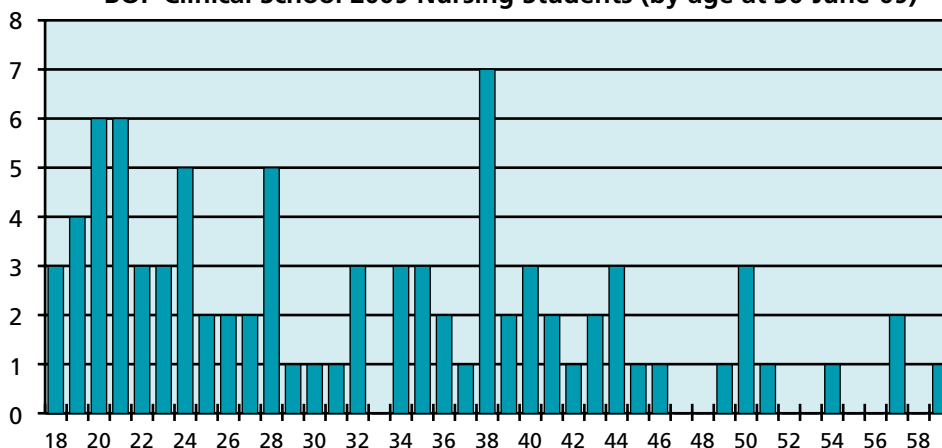
audit of the DHB's postgraduate nursing training programme received similar praise.

Two hundred undergraduate nursing students are also training in the DHB's services this year. Placements to date have been provided for students ranging in age from 18 to 59 years. The BOPDHB's nursing workforce has an average age of 45.6 yrs (as does the BOPDHB workforce overall), and the national average age of nurses is 43.8yrs.

BOP Clinical School Nursing Students (by ethnicity at 30-June-09)



BOP Clinical School 2009 Nursing Students (by age at 30-June-09)



Clinical School facilities transformed...

The focus this month was on Clinical School facilities as buildings used by the School were transformed via upgrade, construction, demolition and relocation.

In the Jacaranda House student accommodation block students were benefiting from the facility upgrade undertaken as a result of student exit survey feedback. After showering without having to run around in the shower to get wet (thanks to new shower heads!) students made breakfast in the refurbished kitchen



The Jacaranda House kitchen upgrade included installation of a pantry, additional oven, new fridges and a dishwasher.

then scanned the internet on the new computers installed in the student lounge before heading out to their clinical placements.

Meanwhile, development of the School's new facility in Pohutukawa House commenced, demolition of School space in the old Maternity building began, and the building allocated for School use on the Whakatane Hospital site was relocated from the Tauranga Hospital campus to the Eastern Bay.

The Clinical School will relocate to



The Maternity building is demolished

Pohutukawa House at the end of August. This facility provides two meeting/tutorial rooms, a room that can accommodate a 6-bed skills laboratory or be configured for lectures, and student space that includes a common room and computer room. The medical library is conveniently located within this same building. Additional educational space in this block may become available to the School when some of the DHB's community services move to the recently acquired RSA building.



Tauranga Hospital's former HIA (Health in Ageing) building is transported to the Whakatane Hospital campus.

Students tell it like it is

Student exit survey feedback from Q4 08/09 (Apr – Jun 09)

"Our experience at BOPDHB has been phenomenal! Friendly staff, great hospital and a central location in the North Island has made our time here very memorable."

"This elective was superb. The faculty and staff were friendly, accommodating and intelligent. I will definitely recommend this placement to my colleagues back in the States."

"My Student Nurse Educator was amazing. She totally enriched, stretched and encouraged me on this learning adventure".

"I will definitely apply here for work after I graduate."

"The department of Paediatrics were amazing – friendly, constructive and keen to teach. Thank you."

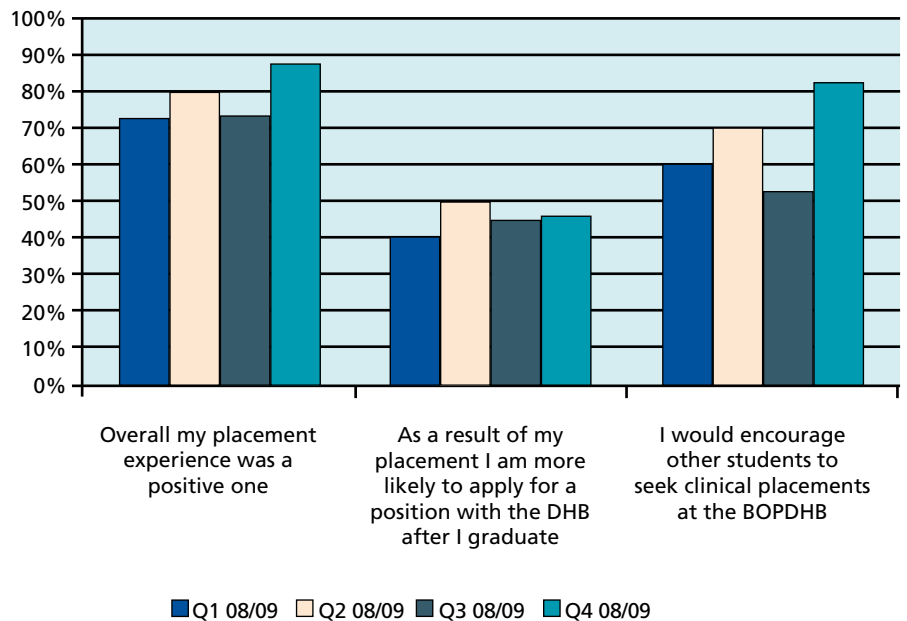
"My placement was excellent. Thank you for a brilliant introduction to medicine in New Zealand."

"I would definitely consider applying for a job here."

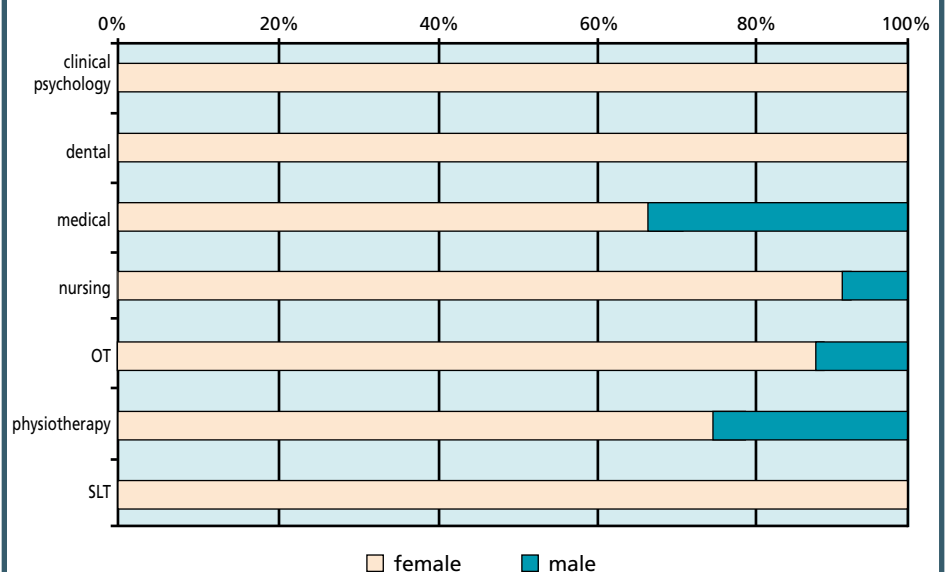
And a special mention for excellent service goes to...

- The O&G team
- The Paediatric team (Tauranga & Whakatane)
- ED staff
- APU staff
- ICU/CCU staff
- David Shaw (Physician) and team
- Michael Ratna (Psychiatrist)
- Andy Stokes, Ian Galley and Aaron Cook (Orthopaedic Surgeons)
- Imran Khan (Gastroenterologist)
- IT trainers
- Cilla Kuzmanov & Nick Stanley (OT student supervisors)
- Cindy Harper (Nurse Coordinator - Student Nurses)
- Student Nurse Educators/ Preceptors (Rita Neethling, Kaywyn McKenzie, Karen Brent)
- Stephanie Wynne (Clinical School Student Placement Coordinator)

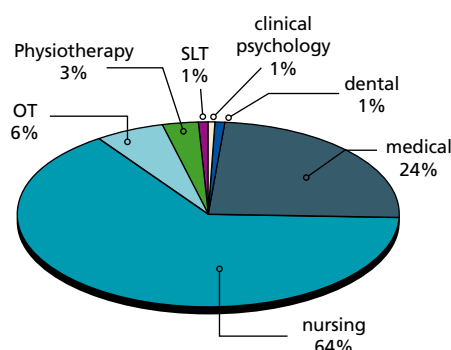
Key Performance Indicators for Jul 08 – Jun 09



2009 Students (by gender)



BOP Clinical School NZ Students (by type) Jan to Jun 09



For further information please contact us:

BOP Clinical School
 Private Bag 12024
 TAURANGA 3143
 Direct dial: (07) 579 8557
www.bopdhb.govt.nz/ClinicalSchool