



December 2017 Issue 40

Te Wheke December 2017 issue 40

http://www.nzno.org.nz/groups/colleges_sections/sections/nzno_nurse_managers_new_zealand

Committee Report

From the Chair, Sarah Tweedale

Tena koutou, tena koutou, tena koutou katoa

From the NMNZ section, It's been a busy year for section activity and also the general busyness in our lives, does anyone else wonder where 2017 actually went? In the mist of all the busyness of work and non-work life (yes I believe this does exist), It's often hard to get priorities right as they jostle for importance to make space to get the much needed time for ourselves.

One of the themes that is recurring in the current media is self-care and mindfulness, making your own health a priority. Linda Hutchings reframed this profoundly at conference this year when she recalled listening to a DHB CEO asking a room of people what an acceptable level of harm would be to our patients? Of course, there was a unanimous zero level of harm perceived as acceptable. Linda asked what is an acceptable level of harm to our staff? How many employees are burnt out, pressurised for more or longer hours, overburdened, left feeling inadequate or denied time to just catch a breath and emotionally recover before the next wave of work? Any of this sound familiar? Nurse leaders shoulder the burden of responsibility of caring for those in our charge while delivering on the expectations of the organisation. 'The Middle Squeeze' of nursing leadership is often a difficult and lonely place. where it's hard to recalibrate or reflect on 'doing the right thing.' It's often a place of self-sacrifice and personal discomfort where our self-care is somewhere near the bottom of the list, if indeed it makes the list.

Over 2018 we will look at this in greater depth, see the counter actions and strategies to adopt to ensure we as nursing leaders are in good shape to be the people who inspire, coach, respond courageously and ultimately care for ourselves in order to care for those in our charge. Mentoring, clinical supervision, assertiveness and embracing courage, letting go, managing our time well, even the prospect of possible downsizing our burdens to ensure we stay intact and in shape are on the 2018 agenda. Doing more with less is out the window!

Some of the section highlights for 2017 have been another successful education forum in Auckland, we are repeating this event with different speakers in March 2018 in Wellington. A well-attended conference in Dunedin. The launch of the Nurse Managers facebook page and a committee despite a couple of health-related wobbles, in good financial and enthusiastic shape to lead us into the next year. We warmly welcome Shamim and Teresa on board and encourage others to consider committee involvement in ours or other colleges and sections. They are the important part of the life of NZNO.

We wish you all a peaceful and safe Christmas wherever you may be spending it, we hope for rest and relaxation well deserved and think with gratitude of those working over this period to ensure the smooth running of our health service. We look forward to journeying through 2018 with you our section membership.

Warmest regards

Sarah

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New Committee Member sought

At this years AGM we were really fortunate to get two new members for the committee. For those not aware there are eight committee member who run the section and each will serve 4 years the first two years and then a chance to be reelected for a further two-year term. We all know how time seems to fly buy with years passing by at an ever-increasing rate. We as a committee want to ensure the section remains in good shape to serve its membership well.

We have one vacancy which unfortunately can't be filled for a two year term but instead by a secondement until November 2018 AGM

If anyone out there is interested in taking on this role then can you please email the section committee to this address dcnmsection@gmail.com and tell us what it is about the NMNZ section that appeals and what you feel you have to offer the membership. We would love to hear from you by the 1st February and hope you can join us at our first 2018 face to Face in Wellington on the March 14th & 15th where we will also be hosting the Educational forum on the evening of the 14th.



Meet Our Two New Committee Members



Hi I'm Teresa Fisher and have been an after hours Duty Nurse Manager at Gisborne Hospital since 2005. My nursing background is in ICU/CCU (from 1985 till 2009), and Flight (since 1995) I am still active as casual flight nurse for ICU/CCU and Flights. I am also an NZNO Delegate since late 1980's.

I am a founding member of a local group, calling ourselves Nurses and Midwives of Tairāwhiti (NAMOT) – Our purpose is celebrating nursing, we promote and acknowledge achievements and years of service by organising awards evenings twice a year. We are involved in local community events.

I was also on the conference organizing committee for the 2016 Gisborne conference so have already got to know some of the current committee. The Nurse Managers NZ section is a great opportunity for the nursing leadership community to have a platform to voice concerns and celebrate the successes and development of senior nursing across NZ.



Shamim Chagani is a Charge Nurse Manager based at Manukau Surgery Centre, Counties Manukau Health. She graduated in 1996 and migrated to New Zealand in 2001. Shamim' experience includes Emergency Nursing and Gen Surgical nursing. After 12 years, she moved to an educator role and then progressed to CNM in 2010. She continued her studies and completed Masters of Management in Health Service Management in 2014.

She also served as a member with Ministry of Health, Health & Disability Ethics committee for 4 years. She also worked on couple of projects with Health Quality and Safety Commission NZ, which includes Partners in care & Opioids induced harm.

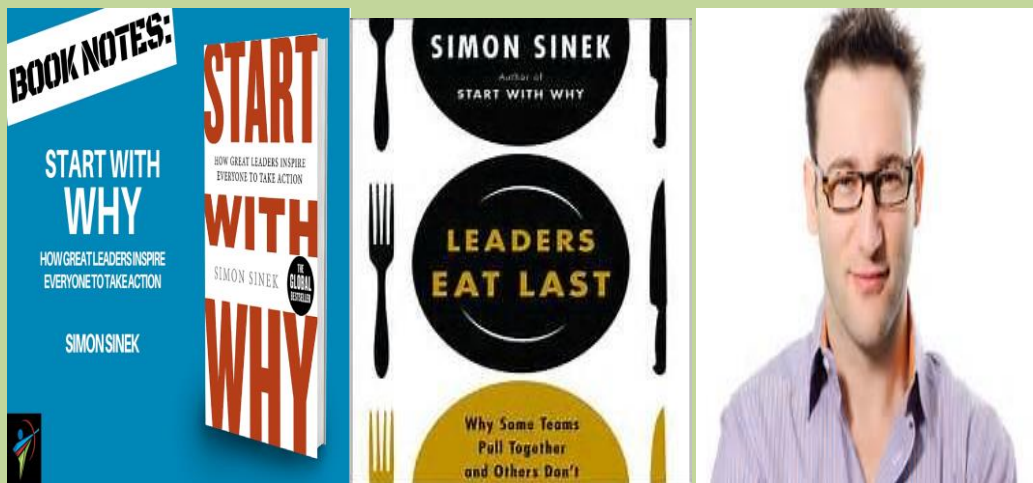
Shamim, believes Nurse Managers play a pivotal role in shaping the future, with the NZNO Nurse Manager forum an ideal platform

Membership/Education Grant

The NZNO Nurse Managers' Section New Zealand membership now stands at 534. We would love to see this to keep increasing so we encourage you all to talk to your colleagues and explain the benefits of belonging to this dynamic and forward thinking section. We recognise that we are all working in challenging environments and within financially constrained Organisation's. This section acts as an advocate for all members, listening to concerns/national trends and looking at ways to improve leadership roles within New Zealand nursing. A new initiative the committee have finalised this year is The NZNO Nurse Managers Section New Zealand Education Grant. This exciting development will enable members of the section to apply for grants of up to \$500.00 each in order to undertake further education. Two grants will be made annually in May and November. Application forms are available on the website with full details of requirements.

Click [here](#) to go the NZNO Nurse Managers' Section website.

Books, TED talks and websites to read and explore



Simon Sinek is a British/American author, motivational speaker and marketing consultant. He is the author of four books including the 2009 best seller Start With Why: How Great Leaders Inspire Everyone to Take Action.

Sinek was born in Wimbledon in the UK and resided with his family in Hong Kong and Johannesburg as well as London, before moving to the United States. Click [here](#) to watch one of his talks.

Spotlight Interrogation, (our regular feature article) – Let's get to know a little bit about each other.

What is your name, what do you do and where do you work?

My name is Kaye Allardice-Green, I am a Registered Nurse and I am currently employed as the Team Leader/Occ Health Nurse at MidCentral Health, Palmerston North.

What would you be doing if you weren't at your current job?

I would like to be cuddling babies in a Romania Orphanage or working for Charity in an affected country.

What is the most important lesson you have learned in the last year?

It's ok to say NO.

What characteristic do you most admire in others?

Compassion, honesty and the ability to say "I'm sorry"

If you were to start a company from scratch, what values would you build it on?

Believe in yourself, we are all human and we all need to be treated with fairness, honesty and compassion - free of judgement.

If you were to tell one person "thank you" for helping me become the person I am today, who would that be and what did they do?

Thank you to Mandy Ussher (RIP) . Charge Nurse of

Ward 27/29 at MidCentral Health when 25 years, ago you role modelled to me (who was a little scared of you) that being firm but fair was important in a leadership role but also that mediocre care was unacceptable and cutting corners was not negotiable but in return you advocated hugely for the staff and patients on the ward to the point of being ostracised at times by management. I always felt supported and safe when you were my Charge Nurse and as a new nurse this allowed me to flourish and provide well supported and holistic care for my patients, families and staff. I often think of you and I am sorry that you are not around for me to say Thank you as I believe I am the leader I am today because of you. Also a very special person called Jane Mitchell who I meet in Wellington Hospital during a very challenging and surreal time in my life who taught me to hug..... It is a skill I have used many times therapeutically within the last 15 years. Thank you xx

When are you at your happiest?

Socially; At home with a coffee and a teenage daughter snuggled in for a cuddle on the sofa. Professionally; When a complex patient taps you on the shoulder in the supermarket with smiles from cheek to cheek and says "hi Kaye, remember me and then proceeds to give you a big cuddle", when weeks before they had one foot in heaven and the other one being held by the team on the ward fighting to keep them alive.

What memory do you most treasure?

The memory I treasure most is the times that bring laughter. I love also the black humor that we as Health Professionals have and share without bias and the love and friendships we develop and nurture along the way.

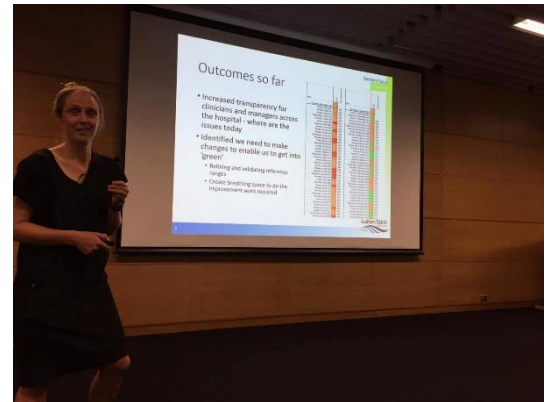
Dunedin Conference

The annual conference was held in Dunedin this November and attended by 95 delegates, over the course of two days a number speaker presented with some common threads to the conference title of breaking through the barriers. There was time for networking, socialising and to enjoy the fantastic sunny weather the South put on especially for us.

Our three leadership, motivational presentations By Mike Collins executive director of people culture and technology here at SDHB, Richard Roberts the CEO of Dunedin airport and Linda Hutchings our Keynote speaker complemented each other really well in how leadership has progressed over the years. We as Nursing Leaders need the courage tenacity and humility to take on these very rewarding and challenging roles in the face of being



squeezed in the middle from senior management and frontline staff.



The feedback was excellent for all these speakers who delivered not just the theory but some really practical advice on to have the critical conversations and give feedback on less than ideal behaviors. The takeaways were of great value with people feeling motivated to take some of the challenges with a greater level of enthusiasm.

Another area of highly positive feedback was the medical legal advice from Fiona McCrimmon this prompted numerous discussions and will be a regular feature of conference programmes. Nursing leadership roles are involved in EPOA and HDC investigation discussions as well as disciplinary HR workplace issues. The importance of clear and frequent documentation as well as seeking advice early on were just two of the numerous takeaways from this presentation.

Senior NZNO leadership also had a place at our conference when Jane McGeorge presented a little on her own Nursing management and leadership journey and also presented the NZNO Nurse Managers support pathway. This has been identified as a lacking element from within NZNO and is now being corrected in the shape of this initiative.

Our special interest speaker Professor Richie Poulton from the Dunedin study used the research and findings to reinforce the statement 'no health without mental health' touching on the political climate and funding challenges which is currently inadequate to meet the mental health needs of the New Zealand population, interestingly he discussed the false economy of ignoring the significant downstream effects and other negative social determinant of physical and mental health ends up resulting in a greater personal, physical and economical cost to individuals, whanau, organisations and the country's economy.

There was representation from all health care sectors who listened with interest to Nigel Millers presentation on who and why people are occupying hospital beds, elaborating on what does the future





look like in respect to the nature, demographics and volumes of inpatient admissions. Our hospitals will look like very different places in the not to distant future. David Perez followed on with the digital hospital presentation needing us all to put our imaginations to the test to view health care in the future, there will most definitely be a huge need for strong nursing leadership in this future state.

A couple of SDHD innovations were shared with the offer to assist others in their journey of innovation. As well as listening to two local nurse leaders share their on the experience of Rural health and public health nursing

How can I not mention the spectacular Larnach's castle where we were piped in to a delicious conference Dinner on the Otago peninsular.

In all a great two days spent with awesome folks, we even have a willing team to host next year's event in the amazing Hawkes Bay Hope to see you there.

MERRY
Christmas

Up and Coming NZNO dates to note

Level 4 Delegate Training - Hawke's Bay - All sectors	Event Start Date: 15/02/2018 9:00 a.m.	Event Locations Hawkes Bay Region
College of Emergency Nurses Committee	Event Start Date: 16/02/2018 8:00 a.m.	Event Locations Wellington Region
Level 2 Delegate Education - Wellington - All Sectors	Event Start Date: 20/02/2018 8:30 a.m.	Event Locations Wellington Region
Medio-Legal Forum - Informed Consent - Christchurch	Event Start Date: 21/02/2018 8:45 a.m.	Event Locations Canterbury Region
Medio-Legal Forum - Informed Consent - Dunedin	Event Start Date: 22/02/2018 9:00 a.m.	Event Locations Southern Region
Medio-Legal Forum - Informed Consent - Wellington	Event Start Date: 28/02/2018 8:45 a.m.	Event Locations Wellington Region
Medio-Legal Forum - Informed Consent - New Plymouth	Event Start Date: 1/03/2018 8:45 a.m.	Event Locations Central Region
NZ Triage Course - Christchurch March	Event Start Date: 3/03/2018 8:00 a.m.	Event Locations Christchurch
Medio-Legal Forum - Informed Consent - Hamilton	Event Start Date: 7/03/2018 8:45 a.m.	Event Locations Midlands Region
Level 3 Delegate Education - Wellington - All Sectors	Event Start Date: 13/03/2018 8:30 a.m.	Event Locations Wellington Region
Level 2 Delegate Training - Hamilton	Event Start Date: 14/03/2018 9:00 a.m.	Event Locations Midlands Region
NZ Triage Course - Lower Hutt March	Event Start Date: 16/03/2018 8:00 a.m.	Event Locations Lower Hutt
Aged Care National Delegates Committee Face to Face Meeting	Event Start Date: 20/03/2018 9:00 a.m.	Event Locations Wellington Region
Aged Care Sector Group Face to Face Meeting	Event Start Date: 21/03/2018 9:00 a.m.	Event Locations Wellington Region
Level 2 Delegate Training - Palmerston North - All sectors	Event Start Date: 22/03/2018 9:00 a.m.	Event Locations Central Region
Goodfellow Symposium 2018 - Skills for next Monday	Event Start Date: 23/03/2018 8:30 a.m.	Event Locations Auckland Region
Central Regional Council Meeting	Event Start Date: 24/03/2018 10:00 a.m.	Event Locations Central Region
Level 2 Delegate Training - Taranaki - All sectors	Event Start Date: 27/03/2018 9:00 a.m.	Event Locations Central Region
Central Regional Council Meeting	Event Start Date: 20/01/2018 10:00 a.m.	Event Locations Central Region
National Student Unit Committee meeting	Event Start Date: 24/01/2018 9:00 a.m.	Event Locations Wellington Region
Level 1 Delegate Education - Wellington - All Sectors	Event Start Date: 30/01/2018 8:30 a.m.	Event Locations Tai Tokerau Region
Enrolled Nurse Section Committee Meeting	Event Start Date: 7/02/2018 8:00 a.m.	Event Locations Wellington Region
Level 1 Delegate Training - Palmerston North - All sectors	Event Start Date: 7/02/2018 9:00 a.m.	Event Locations Central Region
Level 4 Delegate Training - Palmerston North - All sectors	Event Start Date: 9/02/2018 9:00 a.m.	Event Locations Central Region

