



ARNA

Australasian Rehabilitation
Nurses' Association

Official

JOURNAL of the AUSTRALASIAN REHABILITATION NURSES' ASSOCIATION

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ARNA



Australasian Rehabilitation Nurses' Association

JARNA

The Official Journal of the Australasian Rehabilitation Nurses' Association Inc

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From the Editor's desk

Well it's time again for the next edition of JARNA. Firstly I would like to apologise for this edition being late. JARNA would not be a journal without papers, and this edition was held up due to the difficulties in obtaining any papers for the journal. Sadly though, this task should be quite easy. Each presenter at the annual conference is informed that as part of their acceptance to present at the conference, there is the understanding that they will also present their paper for publication in JARNA. This is the easiest way for people to have their work published. Most of the work has already been done, and in my role as editor, I am only too happy to assist with developing your conference presentation into a paper for JARNA. As there are only four (4) JARNA's a year, and we like to have at least two (2) papers each edition, the need for papers only equates to eight (8) articles at a minimum a year. Last year's conference saw a total of 22 papers. If these presentations were forwarded for publication, it would make for an excellent journal of 5-6 papers each edition. That is without any extra papers and peer reviews we get throughout the year. As members you pay good money to receive a high quality journal, but we also need the members to ensure that this journal is the excellent publication we have come to expect.

Publication in JARNA offers a wide opportunity to network and share ideas both nationally and internationally. JARNA is distributed to more members than attend the conference. Corporate membership introduces a wider non-member audience, and JARNA is also available on CINAHL which attracts an international audience to see how Australasians lead with new initiatives and ideas in nursing rehabilitation.

The paper in this edition by Lisa is an excellent example of rehabilitation initiatives. I have been watching the development of TCAB with excitement, and my workplace is currently looking at plans to implement this into our own workplace. This paper showcases real changes that can be made within any rehabilitation service to improve patient outcomes and I personally applaud the efforts at Ipswich Hospital.

Lastly, I would also like to send my thoughts and prayers to the members and their families involved in both the Victorian Bushfires and Queensland Floods and thank all those involved in assisting with the recovery.

Make sure you book into your diaries the conference and numerous educational opportunities that are advertised in this edition, and look around you at the good work you're doing within your unit, pat yourself on your back, then write it down to share with your peers.

Take Care
Melissa
editor@arna.com.au

President's Report



Hi Everyone

Thank you for your continued interest and support of the Australasian Rehabilitation Nurses' Association. This edition comes after some very challenging times where the world and most societies suffered the effects of major economic downturns and where the full force of the Australian weather systems combined with our diverse landscapes resulting in flooding in Queensland and the horrific fire events throughout Victoria. As we enter autumn we hope for brighter times and we send strength and hope to all those affected.

ARNA has continued to actively seek representation on National Organisations to ensure Nursing's input into new strategies and developments in Rehabilitation is assured. Currently ARNA's representation includes:

- The Council of National Nursing Organisations (CoNNO)
- Review of the National Stroke Guidelines auspiced by the Stroke Foundation
- The Sub Acute Planning Framework Development - Department of Human Services Victoria
- Australasian Rehabilitation Outcomes Centre

Our involvement in these important forums is pivotal to advising and influencing government and peak bodies on the issues relating to modern Rehabilitation Services and the issues and opportunities that pertain to Nursing. Updates / Relevant information relating to these forums can be found in the minutes of the National Committee on the ARNA website.

ARNA's commitment to the ongoing professional development of Nursing and Rehabilitation Services is strongly reflected in the provision of scholarships and grants for our Members. These ensure that Rehabilitation Nurses have support to attend conferences, study days, and other educational and development opportunities. In turn we entrust in recipients a return of knowledge to their colleagues and places of work. Advice regarding scholarships can be obtained from your State Chapter and I encourage you to consider utilising the support available.

ARNA has also committed to a \$10,000 Research Grant. Invitations are now open for applications, and information related to this Grant is available on the ARNA website and within this edition of JARNA. This is a significant investment by this Association in supporting Rehabilitation Nursing Research and I hope generates much interest.

State Chapters have also been actively providing opportunities for Rehabilitation Nurses and their professional development, with some excellent Study Days and Education Forums. I would like to take the opportunity to thank Chapter Executives for their ongoing and enthusiastic facilitation of these important events. Local support by members is crucial to the success of these and they are important platforms for reflection on and growth in our professional area.

Garry Fehring and the ARNA Conference Committee are doing a fantastic job in coordinating this year's event. And it really is quite an event now - with expectations of continued growth in delegates, international and national presenters, continued support by many sponsors and the terrific social aspects. I am very impressed with the selection of venue and I can ensure prospective delegates that its is a wonderful Hotel and Conference Venue in a very nice part of Melbourne. There will be a special focus on Leadership in Rehabilitation Nursing this year, with a number of special guests to take part in presenting and a discussion forum. As always there will also be a broad range of papers and posters and lots of time to network. I have also been privy to the planning for the ARNA Dinner - and its going to be a real Melbourne Dining Experience! Look out for the Call For Abstracts in this edition and start your thinking and writing to ensure you are a part of this excellent annual event.

In my next report I will be outlining the progress of the Strategies identified by the National Committee that form the basis of ARNA Strategic Plan for the next 2 years. Work continues on scoping some these strategies and I look forward to presenting further information in the next edition.

Throughout the last three months the Communities that my Health Service serve have been severely affected by the devastation and constant threat of fire. Many of our staff lost family, friends, pets and their homes. Amongst this devastation and shock emerged the many great aspects of the Australian Spirit- in particular resilience, togetherness and grounded compassion. I observed this spirit from people, that despite their despair, they continued to care and look out for others. I hope this is a time never witnessed again by us or any Country. But I hope that the spirit and human compassion demonstrated forever remains a strong feature of what it is to be Australian.

Anthony Black
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Chapter Reports

ILLAWARRA Chapter

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CHAPTER NEWS

We have been busy preparing and running the Illawarra Chapter conference which was held on the 27th of Feb in Wollongong.

There were 20 attendees that were educated by 8 fabulous speakers, including Penny Kearney and Dr Julie Pryor.

A great day was had by all and we would like to thank all that attended. Special thanks to Mandy Hoss and Lesley Brennan for their hard work behind the scenes to make the day the success it was.

Membership News:

We were successful in our membership drive with 4 new ARNA memberships.

Education Sessions:

The Committee is now planning an education evening to be held at Lawrence Hargrave Hospital in May.

Would you like to contribute to JARNA?

If you've done any interesting research, or have new initiatives at your centre, please feel free forward your work to editor@arna.com.au at any time for inclusion in a future publication.

For more information, please contact ARNA office at 03 9895 4483 or editor@arna.com.au

Chapter Reports

NSW/ACT Chapter

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CHAPTER NEWS

The 2008/2009 committee:

Gillian Garrett	President
Sandra Lever	Vice President
Amanda Buzio	Secretary
Vacant	Treasurer
Jhoven DeJesus	Committee Member
Maureen Brereton	Committee Member
Gail Teale-Sinclair	Committee Member

Membership News:

Welcome to another exciting year for the NSW/ACT chapter. At the time of going to press we already have 49 membership renewals, which is fantastic. Remember, if you are able to renew your membership by the end of March your chapter benefits by receiving a capitation fee. This totals 30% of the annual membership fee and it is this money that continues to allow us to provide an annual study day free of charge to our chapter members.

Membership of ARNA affords us access to valuable education and networking opportunities within our speciality that otherwise would not exist. In addition, we receive the quarterly JARNA and, importantly, our speciality is represented on local and national nursing bodies.

Sadly we bid farewell to three Committee members this year - Christine Rolfe, Stella Kok and Helen Brooks. We sincerely thank them for their commitment over the last few years and wish them all the best in their futures.

Education Sessions:

The annual NSW/ACT chapter study day will take place in July. Your committee is looking forward to producing a stimulating and thought-provoking day with presenters covering a range of topics of interest and relevance to our speciality. To assist us in this endeavour we shall be referring to the feedback you provided at last year's study day. Plus of course, suggestions from you are always welcome. If there is a particular subject you would like to learn more about, please contact the ARNA chapter and let us know.

Not only does the study day provide a fantastic opportunity to network with colleagues from across the state, it also provides a unique opportunity to present your work to friends and colleagues. If you are interested in doing so, please contact a member of the chapter committee.

Chapter Committee Meetings:

The NSW/ACT chapter committee will continue to meet every 2 months throughout 2009/10. Our first meeting of the year was held on February 2nd. The minutes are available for you to read on the ARNA website.

All members are welcome to contact Gillian Garrett (gillian.garrett@royalrehab.com) or Amanda Buzio (amanda.buzio@royalrehab.com) with items for discussion at committee meetings.

Scholarships:

Each year, the NSW/ACT chapter is able to award two educational scholarships to members. Anyone who has been a member for two consecutive years or more is eligible to apply. There were no applications for scholarships last year. We are hopeful that the situation will be different this year.

For Chapter Information Contact Gillian Garrett.

Chapter Reports

Spinal Nurses Chapter

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Chapter Secretary

Royal Darwin Hospital
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E: erikaschlemmer@internode.on.net

CHAPTER NEWS

Education Sessions:

We had initially planned to hold a Spinal Nurses Conference 14th October 2009. However Dr Julie Pryor has now kindly offered to facilitate a Workshop

to generate spinal specific performance indicators for the ARNA competencies on that day. This is an amazing opportunity to move the development of Spinal Injury Nursing ahead much more quickly than we thought possible. To develop these competencies is an enormous task and we are really grateful to Julie for offering to share her knowledge and expertise in this way. There will be a lot of hard work on the day but everyone involved so far is really excited and keen. This workshop will be calling on the knowledge and expertise of nurses with significant spinal injury nursing experience so will be open to spinal nurses only.

The workshop will be held at the Royal Talbot Hospital in Kew, Victoria, from 0800 – 1630. There will be a minimal cost to cover catering. More information later.

There will be a pre-workshop planning day in Sydney 1st May 2009. Further information will be circulated to members as it becomes available.

As we are not having a Spinal Nurses Conference this year, we encourage members to present abstracts to the ARNA National Conference – details on the Web site as they become available.

A reminder has been sent out to all members to renew their membership and the response has been good, with 23 members currently registered with our chapter.

It is exciting to welcome our first chapter member from New Zealand, Karen Marshall from Christchurch whose knowledge and expertise in Spinal Injury Nursing is well known to most of our chapter members, particularly those who were at ANZSCOS 08

Meetings:

Committee Meeting last held 19/02/2009, Minutes will be posted on the web page.

Future Meetings:

Next Committee meeting (teleconference) will be Thursday 21st May at 1130 EST.

The AGM (teleconference) will be held Thursday 25th June 1330 EST.

Sponsorships:

Currently not available.

Chapter Reports

QLD Chapter

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CHAPTER NEWS

The committee for 2008/2009 is:

Trish Speadborough	President
Carolyn Wilson	Vice President
Pauline Blaney	Secretary
Alison New	Treasurer
Annette Horton	Committee Member
Glenis Glover	Committee Member
Monique Berger	Committee Member
Wendy Harper	Committee Member

Qld Chapter utilised their workshop on March 6th to recruit new members. So far we have 66 participants booked and have gained 6 new members.

March 6th Workshop topics included:

- Using Botox in a rehab setting,
- Stroke management
- Continence Management
- Equipment for a Rehab Unit
- Transition Care and how to refer
- Interpreting AROC
- Orthopaedic rehabilitation

We had a great day and those that could not make it but want more information about one of the above topics, please contact either the President or Secretary (Pauline Blaney)

Past Education:

November 2008 last year we had 14 participants at an education session with Dr Rachel Nunan (Rehabilitation Specialist) on Goal setting and Case Conferencing.

Future Education dates:

- **May 16th (Saturday)** at Greenslopes Private Hospital 0830-1230. **Rehab Nursing Workshop.** The topics will include
 - o Comparing Rehab Nursing Care plans and Rehab Pathways in both the public and private rehab units in Qld.
 - o Other topics will be based on the training needs evaluation forms coming out of the March 6th Workshop.
- **July 8th** at Brisbane Private Hospital at 1800 includes

o Education session – A case study on a challenging behavioral rehab client and how this behavior interacted within the multidisciplinary team.

- o AGM
- o Light refreshments will be provided

Chapter Reports

SA/NT/WA Chapter

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CHAPTER NEWS

The committee for 2008/2009 is:

Terry Wells	President
Denys Spencer	Vice President
Margaret de Haas	Secretary
Denise Collopy	Treasurer
Beverley Liebelt	Committee Member
Frances Goble	Committee Member
Deidre Widdall	Committee Member
Tony Lawton	Committee Member

Planning for the Chapter's annual study/seminar day has commenced. Themes that the committee would like to pursue are teaching and coaching role of Rehabilitation Nurses, Disability and Community Access, and Indigenous Rehabilitation. The committee seeks assistance from chapter members and a call for papers and presentations will be distributed shortly.

Beverley requires your help with contributions for the Chapter's Newsletter. Please email Beverley if you would like to contribute. Contributions can be emailed to Beverly at Beverly.Liebelt@health.sa.gov.au

Chapter Committee Meetings:

Meetings continue to be held at St Margaret's Rehabilitation Hospital and via teleconference for our NT committee members.

Sponsorships:

The Chapter is able to offer 2 x \$250 scholarships per year. In line with National guidelines, applications must be received by 30th June 2009.

Applications are available from our state secretary Margaret de Haas

Chapter Reports

VIC Chapter

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At this time of writing the past month has been dominated by the tragedy of the Victorian bushfires. Sadly some of our colleagues have perished. It has been a privilege to have worked alongside them; rest in peace. For so many others the process of grieving and rebuilding their lives is now taking place and the support and generosity of my fellow Victorians and the nation to support them in this process has been outstanding. I would also like to express my admiration for the emergency service workers and especially "Firies" for what they do and what they have done.

CHAPTER NEWS

Planning is still underway for our Chapter meetings. I am still hoping that a study day will go ahead in Tasmania and we will be having our AGM / Study day in July at Mt Alexander Hospital in Castlemaine. Details will be confirmed in the next Chapter mail out.

Chapter Scholarships:

With the dates and venue confirmed for the 19th National Conference (15th & 16th October 2009 at the Bayview Eden), Victorian Chapter members who are eligible can apply for scholarship funding to assist in attending the conference. Details are available from either the Chapter Secretary or Chapter President.

A safe and happy Easter to all of our colleagues from the VIC / TAS Chapter.

Is there a member of staff that you think might benefit from the networking and professional development opportunities that come with being an ARNA member?

Let them know they are welcome to join and attend study days free of charge!

ARNA's Aims and Objectives:

1. To promote Rehabilitation Nursing as a specialist field
2. To serve as a forum for the exchange of ideas related to Rehabilitation Nursing
3. To strive to update rehabilitation services in line with current advances in the field of Rehabilitation
4. To create opportunities to advance knowledge and skill in Rehabilitation Nursing through continuing education
5. To develop the awareness of the role and functions of Rehabilitation Nurses within the multidisciplinary rehabilitation team

Nurses working in the rehabilitation field significantly influence the level of function and quality of life achieved by their clients, many with disabilities.

Members of the Association include nurses working a variety of specialist fields, such as orthopaedics, paediatrics, geriatrics, spinal cord injuries, brain injuries, critical care, multiple trauma injuries, cardiac, occupational, back injuries, substance abuse, chronic pain management and community nursing.

Interested nurses are invited to join us in working towards a future of recognition in the field of Rehabilitation Nursing as a unique and dynamic area of nursing practice.

Non-voting membership is available to other health professionals who are interested in the development of Rehabilitation Nursing. Corporate membership is also available to organisations.

For more information on how to join, please visit www.arna.com.au or contact the ARNA Office on 03 9895 4483 or arna@pams.org.au



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Sexuality and Spinal Cord Injury

Thursday 21st May 2009

8:00AM - 4:40PM

This one-day workshop is designed to raise the knowledge, skills and comfort levels of service providers in the area of sexuality and spinal cord injury. The course covers attitudes towards sexuality, effects of spinal cord injury on sexuality, sex workers, legal issues and displays of available services and equipment. Recognised leaders will facilitate the course in sexuality and spinal cord injury. The workshop will consist of presentations, group work and trade displays.

This workshop will be of interest to all service providers working with people with spinal cord injuries who have an interest in learning more about sexuality.

The venue will be: Royal Rehabilitation Centre Sydney
Charles Blunt Conference Room
227 Morrison Rd, Ryde NSW 2112

Registration: \$180 (Inc GST)

Enquires: Sandra Lever Tel: 02 9808 9347 or
email: Sandra.Lever@royalrehab.com.au

Closing Date for Applications: 8th May 2009

Morning tea, lunch and afternoon tea provided.

ABN 34 000 025 794 59 Charles Street, Ryde NSW 2112
PO Box 6, Ryde NSW 2112

Application Form/Tax Invoice

Sexuality Workshop Thursday 21st May 2009

Please complete all contact details

Applicant Details:

SURNAME.....GIVEN NAME

Contact Details:

POSITION HELD:.....

ORGANISATION

UNIT / DEPARTMENT:

POSTAL ADDRESS.....

STATE.....POSTCODE.....

TELEPHONE (H)(W).....

(Mobile).....FAX

EMAIL.....

Payment details: This document becomes a tax invoice for GST purposes upon completion of payment.

Fees: I will be paying the **\$180** (inc GST) registration fee by: (please circle)

Cheque/Money order payable to **Royal Rehabilitation Centre Sydney**

Credit Card: Visa Mastercard Bankcard

Card Number:.....Expiry date:.....

Cardholder Name:

Signature on Credit Card:

APPLICANT'S SIGNATURE..... DATE

PLEASE STATE WHERE YOU FOUND OUT ABOUT THIS PROGRAM:

.....
Please forward your Cheque or Money Order with this application form to:

Phil Caruso - SOS

Royal Rehabilitation Centre, Sydney

PO Box 6

Ryde NSW 1680

Phone 02 98089666 Fax 02 99808 9658 Email: Phillip.Caruso@royalrehab.com.au

Administration Cancellation/Refund Policy:

Full refund for cancellations are available 5 days before the workshop. Otherwise no refund will be available.



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MEDIA RELEASE

2 March 2009
For immediate release

Community need must drive primary health care reform

Royal College of Nursing, *Australia* has called for an urgent shift away from the current GP-centred model of primary health care in a submission to the National Primary Health Care Review.

The submission, a key tool in RCNA's push for broader health care reform, outlines the critical need for a more flexible primary health care system in order to meet community need.

"If consumers cannot access timely, appropriate and equitable care when and where they need it then our health system is in need of serious change," said RCNA Chief Executive Officer, Debra Cerasa FRCNA.

"Nurses have a presence in nearly all areas of the primary health care structure, but are currently being under-utilised in the context of their education, scope of practice, skills and expertise," said Ms Cerasa.

"The education and experience of Australia's nursing workforce has much to contribute to the primary health care setting. We're hopeful this review will examine real opportunities for nurses to take a leading role in this reform process."

In calling for greater utilisation of nurses, the submission also acknowledged the invaluable roles that would be played by other health care professions in creating a successful contemporary primary health care system.

"Primary health care should be provided by multidisciplinary teams of health care professionals," Ms Cerasa added.

"One of the wonderful things about nursing is that it is a collaborative profession, and so we approach the idea of team-based care with a real belief that it is the best model with which to serve the community."

-ENDS-

Media contact

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Media and Communications Officer
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Australia's Peak Professional Nursing Organisation

TRANSFORMING CARE AT THE BEDSIDE - A MODEL OF CARE THAT WORKS IN REHABILITATION

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INTRODUCTION

Transforming care at the bedside (TCAB) was introduced into the Rehabilitation Aged Care and Stroke Service (RACSS) at a time when the culture was stale and no one wanted to work there. The ward was troubled by large staff vacancy numbers, large numbers of patient complaints and the existing staff had fallen into such a deep rut that they didn't know why they performed certain ritualistic tasks.

We set about to change the culture on the ward to a more positive one. A symbolic name change from 6B to RACSS was hoped to instil a sense of pride and ownership for the services provided by the ward and occurred at the time that TCAB was introduced.

TCAB is a model based on information from the Institute for Healthcare Improvement (IHI) website, <http://www.ihi.org/IHI/Programs/TransformingCareAtTheBedside/>, Studer group information <http://www.studergroup.com> and the FISH philosophy. Stephen C Lundin www.charthouse.com. TCAB is divided into 4 pillars – Patient centred care, safe and reliable care, vitality and team work, value added processes. Each pillar has strategies to promote each area. All areas focus on the belief that the patient is the centre of all that we do and the philosophy “if it's about me, not without me”. The pillars and the philosophy were embraced and have since become part of the ward culture.

BACKGROUND

The Rehabilitation Aged Care & Stroke Services ward at Ipswich Hospital has 29 beds, 4 of which are dedicated to acute stroke patients. A total of 24 Full Time Equivalent (FTE's) of nurses and many support services including administration staff and therapy assistants work alongside a large allied health contingent and many different medical officers to provide services to this ward.

Following a review in early 2006, TCAB was developed and implemented.

Without the right culture, no new model would ever work. The FISH philosophy was used to create a new culture. This included such strategies as Play, Be there, Make their day, Be present and Chose your Attitude. I expected a lot of resistance to the changes from staff, but found that by engaging the staff to champion the change process, they soon became involved. The key people became known as “Firestarters” and they were responsible for sparking the enthusiasm of other staff to engage in the FISH Philosophy and embrace the new model of care.

Problems Addressed

There were numerous issues to address. Poor culture which resulted in negativity and staff not feeling welcome resulted in complaints from patients and their families about the lack of communication and appropriate care. Many historical practices which resulted in inefficiencies and the ward had a reputation of being stale and old-hat. Existing staff felt disenfranchised and casual staff did not like working in the ward. The culture was regarded as “toxic” with no fresh ideas, people being set in their ways and resistant to change to the point where existing staff had become cocooned and isolated from the big picture, and recruitment of staff was difficult. The administration officer was difficult to find on the ward as the office was not located near the entrance to the ward.

Approach Taken

Many strategies were implemented under each of the 4 pillars of Transforming Care at the Bedside, We first established and implemented new terms to inject fresh meaning to old concepts. For example the term “practice partnerships” was introduced to bring new meaning to the concept of an RN and EN working together as a team. It included communication strategies and scrumming (regular discussions with team members) to improve the communication in the practice partnerships (close team work with the other staff members you are allocated to work with – includes the patient) and the ward in general.

The idea of “Lean thinking” was introduced. This is a focussed effort to clean up the environment and reviewing efficiency with processes, with the aim of resulting in de-cluttering of the ward and to look for and reduce inefficiencies to prevent staff from “hunting & gathering”.

We commenced an active campaigning of the new vision for patient and family centred care through multiple education sessions. The phrase “if it's about me, not without me” was promoted to indicate that communication and decision-making would now include patients, their families and staff. This phrase was also extended to include the communication and decision-making that occurred among the entire trans-disciplinary team of nurses, doctors and allied health workers about the whole change process. The most visible changes were the introduction of handover at the bedside and white boards in patient rooms. Handover at the bedside included the patient in the clinical handover practice. Traditionally it was conducted in a handover room, away from the patient. White boards were put in the patients'

rooms for the nurses to write their names on them, so that the patients and families know who are looking after them for the day.

The staff were kept informed about the changes and how they could contribute through discussion forums during which staff were encouraged to provide their input at all stages in the process. "Fire starters" were sought after to drive the changes forward and encourage others to join in. Traffic lights (coloured magnetic dots) are used on the staff allocation board to indicate the business of each area. A TLC (traffic light coordinator) is allocated each shift to go around seeing how each area is doing. Red, orange and green traffic lights are allocated. Green means going well and will get off on time, Orange means struggling a little bit but should get there, red means need help as soon as possible as very busy and nothing going to plan. This strategy was aimed at encouraging a team focus to providing care for the day. Each team member was made aware of "trouble spots" in the service for the day, and could then offer assistance wherever possible. The team member in the area having difficulty, in turn, felt more supported.



Outcomes

The culture at RACCS has become positive. There are now no nursing position vacancies, and a waiting list exists for staff to work in RACSS when positions become available. There is a significant improvement in patient and carer satisfaction and significantly, no formal complaints in 2 years. Quarterly surveys are undertaken for staff, patients and carers to be able to monitor progress. Systems are reviewed regularly and new strategies continue to be implemented to keep staff invigorated.

CONCLUSION

The ward culture at Ipswich Hospital was challenging. With the right attitude and model significant changes were made to team culture and team processes. The capacity for change within the staff can not be underestimated. The team never gave up. When one strategy wasn't successful, we tried something new, while maintaining focus on our vision. Change is now seen as a good thing on our ward, and it is hoped we will never become complacent; we'll keep looking at areas that could be improved. It's not just staff that need

to be inspired. Management need to constantly seek ways to keep inspired also, so we are sharing our story with others (peers, visitors) in the hope this gives them the confidence that they can change also. If you have happy staff and happy patients, then your budget falls into place without having to focus on the bottom line.

REFERENCES

IHI www.IHI.org – Institute for healthcare improvement

Studer Group – Quinton D. Studer.
www.Studergroup.com

Fish – written by Stephen C Lundin
www.charthouse.com

www.arna.com.au

Jump on-line and visit ARNA's website and guide yourself around lots of relevant information, including:

- State Chapter News and Diary Dates
- Education and Conference Information
- Links to related sites
- Rehabilitation Nursing Competency Standards
- Scholarship Information
- Lots more!

**Australasian Rehabilitation Nurses' Association
NSW/ACT Chapter
presents**

Diversity in Rehabilitation

Annual Conference & AGM

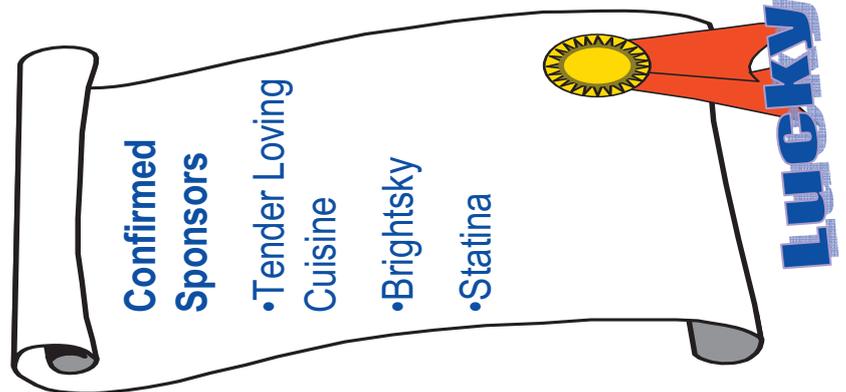
Friday 24th July 2009

0800hrs - 1600hrs

The Epping Club

Rawson St, Epping

Free for ARNA members & \$50 for non-members



For information please contact:
Amanda.Buzio@royalrehab.com.au

Tel: 9808 9687 or

Sandra.Lever@royalrehab.com.au

Tel: 9808 9347

ARNA Research Grants up to \$10,000 available

- **Have you been an ARNA member for 2 consecutive years?**
- **Do you have a research idea which will meet the guidelines?**

Why don't you apply NOW?

The grant is to provide financial assistance to members of the Australasian Rehabilitation Nurses' Association (ARNA) to undertake research relating to rehabilitation nursing and aimed at improving client outcomes.

All applications are due by the 30th June annually.

Assessment of the applications will be undertaken by the Education and Research Sub Committee within one (1) month of the closing date for applications. When necessary research expertise is co-opted to assist with this process. External peer review may be undertaken. Recommendations are made to the National Committee of ARNA Inc. The decision of the National Committee is final.

The lucky recipient is announced at the ARNA AGM in October.

Any queries visit the website <http://www.arna.com.au/research.html>

Australasian Rehabilitation Nurses' Association Inc

CALL FOR ABSTRACTS

19th National Conference

Thursday 15th & Friday 16th October 2009

Bayview Eden
6 Queens Road
Melbourne Vic

Short [15 minutes] and Long [30 minutes] papers

See Guidelines for Submission in JARNA

Abstracts to maximum 250 words

Topics: Rehabilitation and Rehabilitation Nursing

Contact

Garry A Fehring

Chairperson National Conference Committee

Garry.Fehring@Three.com.au

OR

ARNA@PAMS.org.au

Closing Date: COB Friday 26th June 2009

NB: All successful applications are published in subsequent editions of JARNA





for . . . papers, short papers, posters

Australasian Rehabilitation Nurses' Association 19th National Conference

**Thursday 15th and Friday 16th October 2009
Melbourne, Victoria**

ABSTRACT GUIDELINES

Abstract instructions

- Abstract should describe original work not previously presented or published.
- Abstracts are to be a maximum of 250 words, typed on a single A4 page, in Arial or Times New Roman font. Font size 12, single spaced. This applies to both hard copy and disk copy.
- Abstract title in CAPITAL LETTERS.
- Provide the name(s) of the author(s), and the name(s) of the presenters.
- Provide details of the principal author/presenter including initials and surname, title, position, organisation, address, telephone, facsimile, email and include a speaker profile.
- Send original "hard" copy and email a copy to the Conference Coordinator.
- Paper presentations will be restricted to 20-30 minutes, this will include question time.
- Short papers for the "lizzie Schreurs Memorial Prize" will be restricted to 10 minutes.
- Indicate whether the abstract is for a paper, short paper or poster.

**Closing date for abstracts EXTENDED
26th June 2009**

Enquiries to: Garry Fehring
Email: garry.fehring@three.com.au

Fax, email or mail abstracts to:

Fax: (03) 9898 0249
Email: arna@pams.org.au
Mail: Conference Coordinator
PO Box 193
SURREY HILLS VIC 3127



19th annual australasian
rehabilitation nurses'
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15 - 16 october 2009

bayview eden
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www.arna.com.au

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ARNA

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MEDIA RELEASE

11 March 2009
For immediate release

Scholarships offer fantastic opportunities for Australia's nurses and midwives

This week, scholarships of up to \$10 000 will be offered to assist nurses and midwives in Australia to move forward with their careers.

The Australian Government is calling for eligible nurses and midwives across Australia to apply for scholarships under the National Nurse Re-entry Scheme and the Continuing Professional Education Scheme for Rural and Remote Nurses.

The scholarships, which are funded by the Australian Government and administered by Royal College of Nursing, *Australia* (RCNA), offer up to \$6000 for nurses and midwives re-entering the profession, and up to \$10 000 to support currently practising nurses and midwives in their continuing education and professional development.

RCNA's Chief Executive Officer, Debra Cerasa FRCNA, believes that the schemes play an important part in assisting nurses and midwives with their career development.

"Since their inception, nearly 5000 recipients have benefited from the funding available under these scholarship schemes. I would strongly encourage all eligible applicants to take advantage of this very valuable opportunity," Ms Cerasa said.

"This is a great time for nursing and midwifery in Australia. I urge those in the profession, and those who are considering returning to the profession, to take advantage of the support systems that are out there for them," said Ms Cerasa.

-END-

Media contact

Claire Thompson, Communications Manager
Royal College of Nursing, *Australia*
Ph (02) 6215 8315
Mob 0409 129 634

Australia's Peak Professional Nursing Organisation

The Pain Continuum
Making Pain History

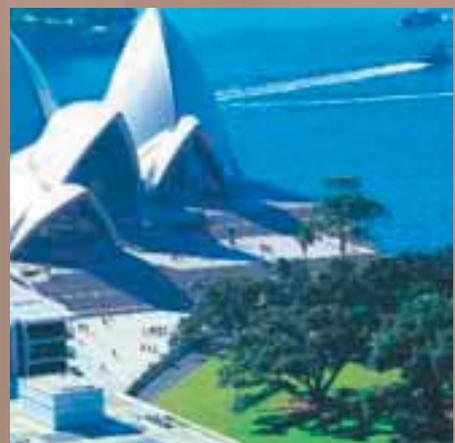
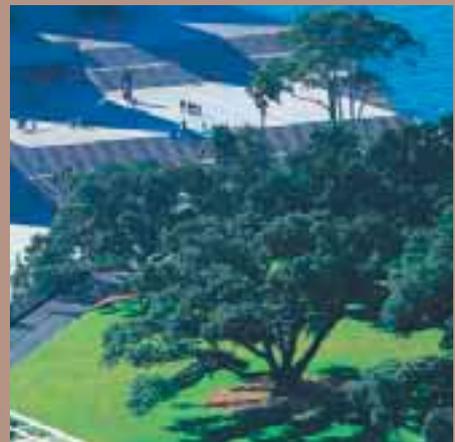
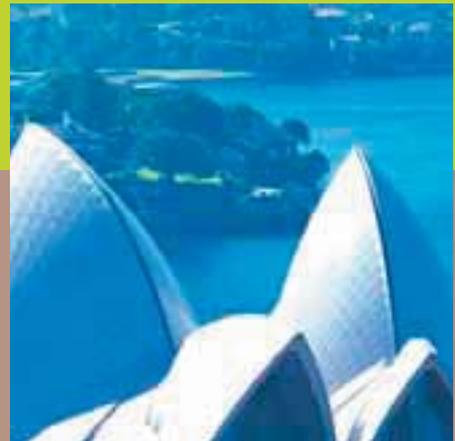


JANSSEN-CILAG

1978 1979 1997 2000 2002 2004 2009

The Australian Pain Society
29th Annual Scientific Meeting
Sydney Convention and
Exhibition Centre
5-8 April 2009

*Celebrating the 30th Anniversary
of the Australian Pain Society*



WELCOME TO NEW MEMBERS

The ARNA National Committee and members, take great pleasure in welcoming the following people who have become ARNA members.

INDIVIDUAL MEMBERS	CHAPTER
Caroline Armitage	ILLAWARRA
Cheryl Davis	ILLAWARRA
Linda Difford	ILLAWARRA
Sue Schauer	ILLAWARRA
Christine Whitney	ILLAWARRA
Carol Castillejo	NSW/ACT
Jacqueline Jensen	NSW/ACT
Sharon Krope	NSW/ACT
Rory Maguire	NSW/ACT
Cheryl Alexander	QLD
Denise Bartlett	QLD
Mary Anne Baxter	QLD
Vicky Currin	QLD
Norma Glover	QLD
Grant Henderson	QLD
Mary Knickel	QLD
Jennifer Mackenzie	QLD
Sarah McDeed	QLD
Josephine Polmeer	QLD
Michael Power	QLD
Shirley Richards	QLD
Suzanne Simpson	QLD
Jenny Wunderlich	QLD
Siobhan Jackson	SA/NT/WA
Jennifer Greenaway	Spinal Nurses
Gay Bewsher	VIC/TAS
Emese Bicsak	VIC/TAS
Helen Brinas	VIC/TAS
Gillian Deason	VIC/TAS
Pamela Jones	VIC/TAS
Cheryle Morey	VIC/TAS
Margaret Raglus	VIC/TAS
Jeanette Saurrel	VIC/TAS
Marie Vasquez	VIC/TAS
Su Hyung Yang	VIC/TAS

ARNA CORPORATE MEMBERS

CORPORATE MEMBERS	CHAPTER
Bundaberg Base Hospital	QLD
Royal Brisbane & Women's Hospital	QLD
Nambour Selangor Private Hospital	QLD
Greenslopes Private Hospital	QLD
Eden Rehabilitation Centre	QLD
Townsville Hospital	QLD
Eastern Health	VIC/TAS
Calvary Healthcare Tasmania	VIC/TAS
Goulburn Valley Health	VIC/TAS
Western District Health Services	VIC/TAS
Monash University	VIC/TAS
Elsternwick Private Hospital	VIC/TAS
Broadmeadows Health Service	VIC/TAS
St John of God Health Care	VIC/TAS
Geelong Private Hospital	VIC/TAS
Epworth Hospital	VIC/TAS
South Coast Home Health Care	ILLAWARRA
Lighthouse Health Group	NSW/ACT
Calvary Health Care Sydney	NSW/ACT
Alwyn Rehabilitation Hospital	NSW/ACT
Southern Highlands Private Hospital	NSW/ACT
St Vincents Hospital	NSW/ACT
College of Nursing	NSW/ACT
Kareena Private Hospital	NSW/ACT
Mayo Private Hospital	NSW/ACT
Strathalbyn And District Soldiers Memorial Hospital	SA/NT/WA
Royal Darwin Hospital	SA/NT/WA

Yearly fees: AU\$100 INC GST Individual
AU\$300 INC GST Corporate
(Overseas members incur same AUD price to cover postage)

Payments made between **1 August and 30 November**, attract half membership rates:
Half-yearly fees: AU\$50 INC GST Individual
AU\$150 INC GST Corporate

Payments made after 30 November, attract full membership rate for the following financial year (includes two months' free membership).

Please indicate which is appropriate below:

I am a NEW MEMBER		RENEWING MEMBER		CHAPTER	NSW/ACT SPINAL	QLD VIC/TAS	SA/NT/WA ILLAWARRA
Full Member		Corporate					

BUSINESS DETAILS							
Company							
Position/Title							
Business							
State				Postcode			
PH ()				Fax ()			
Email Address							

PERSONAL DETAILS							
Title		First Name			Last Name		
Private Address							
State				Postcode			
PH ()				Fax ()			
Email Address				Mobile PH			

Date of Birth:				Who introduced you to ARNA?			
Qualifications:							
Special interests:							
Current area of speciality practice:							

TOTAL	\$	(This form becomes your Tax Invoice when you make payment.) ABN: 78 676 522 506					
Cheque:	Made out to ARNA and forward it with this form to ARNA, PO Box 193, Surrey Hills, VIC 3127						
Credit Card:	Card Type	VISA		MASTERCARD			
	Name on the Card						
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	Signature				Date		

I acknowledge that by seeking to renew my membership of Australasian Rehabilitation Nurses Association (ARNA), I agree to be bound by the policies and procedures of the Incorporated association as set out in the ARNA constitution and policy.

Guidelines for Submission of Articles in JARNA

The Journal of the Australasian Rehabilitation Nurses' Association is a peer reviewed journal that publishes original work in any area relevant to rehabilitation nursing. It welcomes contributions on contemporary practice, policy and professional issues. The Journal publishes research articles (2000-3000 words), literature reviews (1500-2000 words), conference papers and case studies (1000-1500 words), book reviews and abstracts.

GUIDELINES FOR ALL SUBMISSIONS

Title page

The title page should contain the category of article, title of the article, name(s) of the author(s), professional qualifications, current position and, for the first author, the contact address, email address and telephone number.

Text

Use Arial font, 9 point, as the standard font. Manuscripts should be double-spaced with the top, bottom and side margins being 3cm.

Keep your sentences short and to the point. You may like to use headings and sub-headings as this will make it much easier for the reader to follow.

Abbreviations should be used sparingly and only where they ease the reader's task by reducing repetition of long, technical terms. Initially use the word in full followed by the abbreviation in parentheses. Abbreviations such as e.g., etc. and & should only be used in parentheses.

All pages of the manuscript must be numbered starting with the title page.

Illustrations, figures and tables

These should only be used if they add to the understanding of the text. Illustrations, figures, diagrams and tables should be included with each on a separate sheet.

Photographs

Please supply any photographs (originals only) with your submission. Make sure you enclose the permission of any person in the photograph. Photographs should be clearly labelled on the back by attaching a white label giving the names of people from LEFT to RIGHT and the appropriate caption. If you include a self-addressed stamped envelope, we will return your photograph promptly.

Referencing

The Harvard Style of referencing must be used throughout the article and conclude with a separate page for the reference list. For assistance with referencing, please refer to the Style Manual for Authors, Editors and Printers (6th edn, Wiley & Sons, 2002); or Web sites such as:

www.lib.monash.edu.au/vl/cite/harvex.htm
www.library.uq.edu.au/training/citation/harvard.html
www.lc.unsw.edu.au/onlib/ref.html

Acknowledgments

The source of financial grants and the contribution of colleagues or institutions should be acknowledged.

GUIDELINES FOR SUBMISSION OF PAPERS FOR THE REFEREED SECTION

Title page

In addition to the title page outlined above, papers for peer review require a second title page with the title of the article only.

Abstract

All papers for review should include a brief but informative abstract of no more than 150 words. The abstract should describe the central argument or research study and the principal conclusions.

Text

Please ensure that the author(s) and specific organisations cannot be identified in the manuscript prior to it being sent for peer review.

GUIDELINES FOR SUBMISSION OF ARTICLES OTHER THAN THOSE FOR THE REFEREED SECTION

Book review

Book reviews are encouraged and should be of interest to the general readership of JARNA.

Conference paper

To be published in the Journal, conference papers need to be developed into a standard manuscript with abstract, introduction, background, main content, conclusion and reference list. Speaker's notes, slides, transparencies etc. are not acceptable.

Contemporary comment

Features submitted for this section are encouraged no matter how controversial or thought provoking they are. This is where people can challenge current thinking, provide a different perspective or debate topics related to rehabilitation nursing. A guide for length of a feature is 200-1000 words. However, shorter or longer material may be accepted.

Abstract

Presenters of conference papers are encouraged to submit their abstracts for publication, together with the details of the conference at which the paper was presented and contact details.

The Editorial Committee reserves the right to edit any article submission received. This Committee is also available to assist you if required.

Submissions will be considered at any time. They can be sent on disk or e-mailed as follows:

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