



# DEPARTMENT OF HEALTH COMMUNIQUÉ FROM THE OFFICE OF THE CHIEF NURSE

## A Brief Word from the Chief Nurse ...

Edition number four! The past weeks have seen us all quickly move from 'holiday' mode as we watched the unfolding trauma associated with the Tsunami and the Eyre Peninsula fires. Nurses have been actively involved in the efforts to help these communities in the aftermath of these events. Locally the fires have been a time of personal tragedy as well. These events cause us to pause and reflect on the impact that these have had on many people. In particular our thoughts go out to those most directly impacted.

It is now some 12 months since I have taken up this role and I have found the experience to be very positive. The time has gone

extremely quickly and I have been encouraged by the work that has been undertaken but there is still a lot more to be achieved.

For the moment we are nearing the completion of the revamp of the nursing website; begun work to try and progress nurse practitioner positions across the State; commenced a review of the new graduate programs and improved our collection of data for vacancies (so that we start to have a better understanding of the changes in the workforce). This is just a few of the activities that are being undertaken by the Nursing Office.

We are also now in the lead up to the Nursing and Midwifery Excellence

Awards and I hope that you have sent in your nominations. Planning for the dinner is well underway and we hope that many of you will join us in celebrating nursing and midwifery. Elsewhere in the Communiqué you will find updates on other activities in the Nursing Office and several items from around the State.

I will be visiting some of the country centres over the next few months – starting with Ceduna – and hope to meet many of you in my travels.

Debra Thoms

## Nurse/Midwife Flexible Working Arrangement/Environment Questionnaire ...

Today we live in a demanding world, one where we are all aiming to achieving a balance between meeting our family and personal needs with those of our employer and professional needs. Balancing these needs is a challenge for both the employer and the employee.

The metropolitan and country

Directors of Nursing recognise that flexible working arrangements/environments are important to nurses and midwives and that providing such whilst still meeting the care needs of patients/clients across a 24x7x365 period can be a challenge.

To assist the DON's to better understand how you feel about

this issue a small questionnaire has been placed at the back of the Communiqué for you to feedback your thoughts. The results from the questionnaire will be present to the combined Directors of Nursing Forum and published for you in a future Communiqué.

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### Special points of interest:

- Nurse/Midwife Flexible Working Arrangement/Environment Questionnaire
- Nursing & Midwifery Excellence Awards
- Agency Nursing/Midwifery Panel Tender

## Graduate Diploma Course for District Nurses ...

The largest community health work force in Australia is made up of District Nurses who provide home care.

In the United Kingdom District Nurses have had a formal preparation program for a number of years. Now a specific Graduate Diploma (District Nursing) tertiary course is being offered here.

Adelaide University's Department of Clinical Nursing, in conjunction with the Royal District Nursing Services' Research and Education Unit's, offers the **Graduate Diploma in Nursing Science (District Nursing)**.

An expert teaching team has produced a flexible learning package to formalise district nursing practice. The heavily research driven package invites students to view contemporary issues in district nursing practice. The Graduate Diploma also provides opportunities for graduates to develop

advanced specialist skills in clinical inquiry, practice and leadership in professional nursing.

The graduate diploma course is shaped by current practice including sections on wound management, continence and diabetes.

The course is made up of two Adelaide University core subjects: Developing Advanced Practice in Health Systems I and II. Four additional subjects have been designed for district nurse practitioners already working in the field: Contemporary Issues in District Nursing; Population Profiling in Chronic Illness; District Nursing I; District Nursing II (the district nursing courses contain palliative care, diabetes, HIV Aids, disabilities, continence, wound management, management and health promotion).

A new elective "Working with Clients

and Community – A Primary Health Care Approach in District Nursing Practice" will be introduced in 2005.

The Graduate Diploma is to be completed within two years of the commencement date (One year full time and two years part-time). **The course commences February, 2005 (first semester).**

Further information is available from:

Department of Clinical Nursing, Adelaide University [www.nursing.adelaide.edu.au/programs/dip\\_district\\_nursing.shtml](http://www.nursing.adelaide.edu.au/programs/dip_district_nursing.shtml)

RDNS Education Centre website [www.healthed.rdns.net.au/](http://www.healthed.rdns.net.au/)

RDNS Research Unit website [www.rdns.org.au](http://www.rdns.org.au)

Or contact Natalie Howard, Research Coordinator, RDNS Research Unit on (08) 8206 0111 or email [natalie.howard@rdns.org.au](mailto:natalie.howard@rdns.org.au)



Congratulations to all the staff and well done!

*Submitted by Susan McKechnie, The Queen Elizabeth Hospital and Health Service*

## 'Baby Friendly' Celebrations ...

2004 has been a year of mixed fortunes for The Queen Elizabeth Hospital & Health Service's (TQEH&HS) Maternity Unit. While rejoicing in its 50<sup>th</sup> year of service to the community, its birthing services were suspended in May 2004 due to the lack of medical staff.

However despite this setback TQEH&HS Maternity unit has cause to celebrate as

they were successful in achieving the W.H.O./ACMI accreditation as a "Baby Friendly Hospital" for the third successive time in June 2004.

TQEH&HS Maternity Hospital was the First South Australian hospital to achieve this highly prized title in September 1997 and have maintained this W.H.O. initiative and standard since then.

## Pathways to Nursing Graduate ...

One of the Pathways to Nursing 2004 Graduates has managed to acquire some remarkable achievements and outcomes from doing the Certificate 3 Aged Care Work course at School in the Pathways to Nursing Program under the partnership of TAFESA – Mt Barker Campus and School & Beyond Adelaide Hills Murraylands.

Kylie Bennier, who lives in the small community of Jabuk in the Murray Mallee was accepted into the Pathways to Nursing course half way through Year 10 in 2002 at the Coomandook Area School. At the end of 2003, Kylie graduated with a Certificate 2 in Community Services (Aged Care Work) and received a Gold Certificate for Excellence from School & Beyond Adelaide Hills Murraylands.

As the Pathways to Nursing Program was reviewed and upgraded to a Certificate 3

Aged Care Work in 2004, Kylie was keen to continue with her Pathways to Nursing Studies, as it is now in the South Australian Certificate of Education (SACE) and attracts a Tertiary Entrance Ranked (TER) score.

With the transitional arrangements in place Kylie was able to complete the Certificate 3 Aged Care Work course and SACE in Year 12 in 2004. During that year Kylie was nominated for a South Australian Training Award of Vocational Student of the Year and was shorted listed to the top 12. At the end of 2004 Kylie received a Merit Award for Vocational Student of the Year from Unity College.

Kylie received a score of 20 for her Nursing subject of Certificate 3 Aged Care Work and now has a number of career opportunities available to her. Kylie will also be receiving another Merit Award from the Governor of

South Australia on the 15<sup>th</sup> February for the achievement of a complete score of 20 in her Nursing subject.

Kylie has a strong sense of purpose in her pursuit of becoming a Nurse, and with her determination, self-confidence and commitment has achieved an outstanding result.

Kylie has decided to accept an offer of the Cadetship at Karoonda Hospital and will be studying with TAFESA – Mt Barker Campus in the Cadetship program of Enrolled Nursing this year.

Kylie is to be congratulated on her outstanding achievements and she has agreed to be a motivational speaker at the Orientation Sessions for new Pathways to Nursing Students this year.

*Submitted by Pamela Francis, VET Coordinator Community Services, TAFESA – Mt Barker Campus*

# January 2005 Committee Update ...

## Clinical Standards Subcommittee

The Clinical Standards Subcommittee was established in May 2002 by the Nursing Information Systems Advisory Committee (NIISAC). The Subcommittee is currently in the process of developing additional groups of Corporate UOC's.

Some of the 'groups' of Corporate UOC's that have developed and consequently endorsed by the Directors of Nursing include:

- Blood Taking;
- Blood/Blood Product Transfusion;
- Falls;
- Hygiene (minimal, partial and full);
- Indwelling Catheter Management, Insertion and Removal;
- Intravenous Cannula Management, Insertion and Removal;
- Subcutaneous Cannula Management, Insertion and Removal;
- Additional Precautions; and
- Pulse Oximetry.

## Midwifery Advisory Committee (MAC)

The Midwifery Advisory Committee (MAC) was established to address recommendations from the *SA Nursing and Midwifery Recruitment and Retention Plan 2002-2005* relating to midwifery professional issues. The Advisory Committee has begun to review and prioritise strategies from relevant midwifery 'Reports' that are related to the role of the midwife and to explore different models of care that support the maintenance of maternity services

in rural and regional areas.

In 2005 the group will continue to review the strategies as well as work on other areas such as examining the WA Enhanced Role of the Midwife and the potential for a similar program in SA.

## Mental Health Nurses Advisory Group (MHNAG)

The Mental Health Nurses Advisory Group (MHNAG) held a workshop in December and discussed topics such as Practice Development Nurse roles, model and strategy for implementation of clinical supervision and the potential roles and implementation of MH Nurse Practitioners. Discussion was also held around the mechanism for scholarships to support nurses undertaking postgraduate studies in mental health nursing. Funding to pilot Practice Development Nurses has now been forwarded to the three metropolitan regions.

*Our sincere thanks to all those who were involved with the various committee's during 2004.*

*With out your input we would not be able to achieve the outcomes.*

The MHNAG will have a quarterly workshops with an interim short meeting during 2005. The Education and Training Working Group has been re formed beginning in February to look at specific issues around education for mental health nurses and general nurses in mental health issues. The Labourforce Implementation Group will continue in 2005.

## Continuing Education Advisory Committee

The Continuing Education Advisory Committee was established in July 2003 to address the recommendations of *The South Australian Nursing and Midwifery Recruitment and Retention Strategic Directions Plan 2002-2005* relating to continuing education. The guidelines for Transition to Practice have been distributed with the annual information re the Nurse Teaching Grant.

A paper outlining potential options for the Nurse Teaching Grant under the population funding model has been forwarded to the Population Funding Group and we await feedback on the paper. The paper was written incorporating the work done by the Funding Models subgroup.

The Committee was then disbanded and it has been agreed that in early 2005 a new group involving educators will be established to provide a forum for discussion and development of strategies around state wide continuing education and professional development issues.

# Pathways to Nursing as a Career in the Riverland Regions ...

The Vocational and Education Training Program (VET) Nursing Pathways Program was launched in 2001. The program provides pathways for students to become Direct Care Attendants (Aged Care) in the first instance, with further links into Enrolled or Registered Nursing.

Staff at Murray TAFE and Futures Connect Riverland have worked together over the past three years to develop a VET in Schools training program for students who are keen to enter Nursing as a future career. This program has stemmed from a stated community need – the retention of Aged Care and Nursing staff in the Riverland area of South Australia.

Students study at Certificate III level and attain a Direct, Aged Care worker qualification. Those students, who wish to continue and are academically able to do so, can progress and complete a Certificate IV in Community Services or a Diploma of Health (Enrolled Nursing)

As part of the Nursing Pathways Program, the VET program makes entering the nursing profession easier for rural high school students. The VET program gives students some introductory understanding of the training required to be a nurse, while still living in their own, local community. Students are able to study locally and complete clinical or practical placements at their local hospital or health unit.

The Nursing Pathways program was born out of a joint effort between local Riverland Hospitals, Futures Connect Riverland, Murray TAFE and four major Riverland high schools. The schools involved are located in Waikerie, Loxton, Glossop and Renmark. While, the participating hospitals are located in Waikerie, Loxton, Barmera and Renmark. Each of the hospitals has their own aged care facility on site and provide the opportunity for workplace learning to students on placement. Students with either an Aged Care or Community Services qualification can then progress to tertiary entry level and seek admittance to a university based nursing education program.

# 2004/2005 Nursing & Midwifery Health Unit Retention Projects ...

Submissions were call for Nursing Midwifery Health Unit Retention Projects. The projects funded up to the value of \$10,000 and were to:

- Support the retention of nurses and midwives within the workplace;
- Have specific ongoing benefit;
- Demonstrate significant long, term benefits; and
- Health units/regions responsible for project additional as well as all ongoing recurrent costs.

## **NORTHERN & FAR WESTERN REGIONAL HEALTH SERVICE**

### Child Care for Remote Nurses

- Investigate the viability of establishing 24 hour employer sponsored family day care service or alternative models.

## **EYRE REGIONAL HEALTH SERVICE Ceduna District Health Service**

### Relaxation Therapy

- Implement research findings from a study: "The effectiveness of massage, aromatherapy and music on stress and anxiety levels of ED staff". Established staff quite room including purchase of a remote controlled electrically operated reclining massage chair.



### Midwifery Network

- Series of 4 education and information sessions over 12 months rotated thought the Eyre Region focusing on midwifery and obstetric issues. Outcome to enhance and maintain regions midwifery competency and skills.

## **WAKEFIELD REGIONAL HEALTH SERVICE**

### Nurse Bank

- Fund project officer to explore and develop a process to establish a nurse bank across the sub region (Barossa, Gawler, Kapunda & Eudunda).

### **Gawler Health Service**

#### Introduce Graduate Midwife Program

- Develop and run a GMP program specifically designed for direct entry graduate midwives. Discuss options with staff, programs to be structured with learning package, study days, supernumerary clinical days including days at WCH.

### **Central Yorke Peninsula Hospital**

#### Family Day Care at CYPH

- It is extremely difficult for country nurses to return to work following maternity leave due to the lack of child care options. Hospital would employ 1-2 family day care workers to provide flexible service to nurses. Explore child care centre over next 12 months.

### **Eudunda & Kapunda Health Service - Kapunda Campus**

#### Keeping Nurses Safe

- Purchase of 2 high resolution cameras with protective tint domes, a 14" coloured monitor with recorder and guard disk, plus instillation. Need identified by staff as part of a program to enhance safety within their working environment, some funds already raised through donations.

## **HILLS MALLEE SOUTHERN REGIONAL HEALTH SERVICE**

### Regional Midwifery Staffing Pool

- Consult to establish a Regional Midwifery Staffing Pool, midwives have permanent employment but agree to work across region. Options for direct entry midwives.

## **Kangaroo Island Health Service New Midwifery/Obstetric Model**

- Recruitment and retention midwives difficult for KI. Agree new model of maternity/obstetric care, key stakeholders engaged. Funds to support final workshop scheduled to agree new model of care and allow development of the model.

## **SOUTH EAST REGIONAL HEALTH SERVICE**

### Effective CTG Interpretation, maintaining midwives confidence

- Provide midwives within SE region with the ability to access specialised cardiotocograph education, which is flexible and appropriate to their practice. Workshop to introduce web based electronic fetal monitoring tutor program, 12 membership to website, education sessions

## **MID NORTH REGIONAL HEALTH SERVICE**

### Retention of midwives and nurses to the Mid North

- Employ a project officer to develop a retention package; identify accommodation and child care, develop staffing pool for back fill staff on leave, mobile theatre

## **SOUTHERN ADELAIDE REGIONAL HEALTH SERVICE**

### **Flinders Medical Centre**

#### RON "The Roving Orientation Nurse"

- Pilot Project to trial the role of a roving orientation nurse to support transition to workplace practice for commencing nursing/midwifery employees

### **Drug & Alcohol Services Council**

Enhancing a supportive environment for nurses in community practice settings "Supporting the Engine Room"

# Alcohol & Other Drug (AOD) Nursing Conference...

**Drug and Alcohol Nurses of Australasia Inc (DANA)** would like to invite nurses, midwives and health professionals interested in AOD issues to attend our Annual Conference entitled 'AOD Nursing at the grass roots: Moving Forward, Looking Back', to be held at Rydges, Capital Hill, Canberra, June 23-24, 2005, during Drug Action Week. The conference is designed to profile the range of contexts in which AOD issues present. The call for papers closes on February 21, 2005.

Problems related to Intoxication and Regular Use of AOD emerge in many health settings. When present, AOD issues frequently complicate health care, but may not be identified, or may be considered of lower priority compared with the initial reason for presentation (such as accidents or injuries, hypertension, domestic violence, or mental health issues). While recognising the impact of AOD use on individuals, families and communities and promoting healthy lifestyle choices are important roles for nurses in every context of work,

many nurses feel under-prepared to identify, intervene or respond.

For further information on Conference themes, abstract submission processes and registration, please go to our website [www.danaconference.com](http://www.danaconference.com) or contact Emma or Jade at Eventcorp on (07) 3846 5858 or email [danaconference@eventcorp.com.au](mailto:danaconference@eventcorp.com.au). E-mail [president@danaonline.org](mailto:president@danaonline.org) [www.danaonline.org](http://www.danaonline.org)

Submitted by Jodie Shoobridge, President, DANA

# 2004/2005 Nursing & Midwifery Health Unit Retention Projects

continued ...

## **CENTRAL NORTHERN ADELAIDE REGIONAL HEALTH SERVICE**

### **Royal Adelaide Hospital**

#### Improving the organisational Climate for nurses

- To work with nurses in their work setting identity needs, concerns, identify shared values, code of behaviour for each ward to develop an organisational code of behaviour for nurses.

#### Changing Nursing Workforce Program

- The aim of the project is to re-organise the work of nurses, change the pattern of care delivery and introduce an additional type of worker to the nursing workforce. The implementation of new ways of working that maximize nursing staff skills will assist RAH in tackling



*the registered nurse shortage and increase job satisfaction.*

### **Lyell McEwin Health Service**

#### Transforming the Image of Nursing at the LMHS

- Past 12 months explored with staff recruitment and retention issues, developed plan. Funding to support employment project office to work with unit managers to implement strategies.

### **The Queen Elizabeth Hospital and Health Service**

#### Nursing & Midwifery Recruitment and Retention Project

- Fund a project officer RN3A to explore R&R issues at QEH and develop an R&R plan to present to Executive, this will include the creation of 5 KPI's.

### **CHILD, YOUTH AND WOMEN'S**

### **Women's and Children's Hospital**

#### Mentoring Program for Retention and Leadership Development

- Develop a mentoring program to assist in the retention of nurses and midwives who have completed a graduate year.

#### Professional Development Plan For Nurses and Midwives

- Develop the processes and systems to ensure nurses and midwives have an agreed professional development plan which is underpinned by an educational framework and informs the educational direction and build staff capacity.

### **REPATRIATION GENERAL HOSPITAL**

#### Mandatory Update Sessions for all Nursing Staff

- Enhance current mandatory staff update session, develop multi model delivery and expand to include clinical governance, cultural awareness, prevention and management of harassment and defusing/debriefing skills.

## Nursing and Midwifery Excellence Awards...

Following the success of the previous Nursing and Midwifery Excellence Awards, preparations are under way for the 2005 Awards. The Department of Health in conjunction with industry partners seeks your support for this exciting celebration of professional commitment and excellence in nursing and midwifery. You are invited to nominate nurses and midwives for the following categories :

- Clinical Practice (8 categories)
  - Community (RN/RM & EN)
  - Metropolitan Acute Care (RN/RM & EN)
  - Residential & Aged Care (RN/RM & EN)
  - Rural & Remote Care (RN/RM & EN)
- Leadership (RN/RM)
- Education (RN/RM)

- Research (RN/RM)
- Future Leader (RN/RM)
- Australian Defence Force Reservist (RN/RM/EN)

Nominees must hold a current practicing certificate with the Nurses Board of South Australia and be employed within South Australia at the time of nomination.

Winners will be announced at the South Australian Nursing and Midwifery Excellence Awards ceremony on Friday, **13 May 2005** which will be held at the Adelaide Entertainment Centre.

Bookings for the ceremony will soon be available through the Nursing Office and you are encouraged to book a table for your organisation and show your support to the profession and especially to the

nurses and midwives who have been nominated.

**Please note that nominations close 5.00 pm on Friday, 18 February 2005.**



2004 Nursing Excellence Award Winners

## New Staff Welcomed to the Nursing Office...

Patricia Brown commenced in January in the Nursing Office as a project officer (3 months) to look at the Graduate Transition Programs and identify any issues that need

to be addressed.

Patricia can be contacted on telephone (08) 8226 6219 or by email [patricia.brown@health.sa.gov.au](mailto:patricia.brown@health.sa.gov.au).

Welcome Patricia.

**NURSING OFFICE  
ROLES AND RESPONSIBILITIES**

**Adj Professor Debra Thoms, Chief Nursing Officer**  
Erminia Morizzi, Administrative Assistant

The following portfolios within the Nursing Office have been allocated as listed:

<b>Deb Pratt</b> Principal Nursing Adviser	Workforce Budget Recruitment and Retention
<b>Heather Osborne</b> Principal Project Nurse	Information Systems Communications/Marketing Midwifery
<b>Jane Gregurke</b> Project Nurse	Education
<b>Marcia Hakendorf</b> Project Nurse	Nurse Practitioner Research Officer to the Select Committee of Nurse Education and Training.
<b>Patricia Brown</b> Project Nurse	Graduate Transition Programs

***Nursing Services***

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**DEPARTMENT OF HEALTH**

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We're on the web at

[www.dhs.sa.gov.au/nurselabour](http://www.dhs.sa.gov.au/nurselabour)

The Nursing Office works closely with a number of Department of Health Divisions which include:

- Aboriginal Services Division
- Country Division
- Safety & Quality

## Nursing/Midwifery Agency Tender Update...

In March 2004 the Minister for Health (through the then Department of Human Services) sought responses, from providers in the field of Nursing Agencies who wished to be considered for appointment to a panel from which services will be procured from time to time.

The Department of Health's (DH) objectives in establishing the Panel are:

- To maximise the effectiveness and efficiency of Agency Nursing and Midwifery placement and management via a pre-qualification process;
- To ensure that Agency Nursing and Midwifery staff are appropriately qualified, fit for duty and suitable for the roles they perform;
- To ensure quality of care and reducing clinical risk;
- To ensure a standard and cost effective pricing model which will maintain costs and provide a value for money solution;
- To provide Health Units with flexibility, ease of access and choice in the provision of Agency Nursing and Midwifery services; and
- Establish firm and beneficial supplier relationships.

The contract is for a period of two (2) years and **commences on Monday, 14 February 2005**, with the Department of Health having

the option to extend for an additional 1 year. The extension option will be exercised at the discretion of DH. **The initial three-month period of this contract will enable the transition of Agency Nurses/Midwives currently placed with Health Units from current Suppliers to the new panel where required and appropriate.**

The successful Panel Members are:

- ASEPS;
- Acclaim Recruitment;
- Chandler McLeod Health;
- Health Employment;
- Health Management and Nursing Services;
- HenderCare Nursing Support Services;
- McArthur Management Services;
- NASANSB;
- Nursing Care Services; and
- West Australian Nursing Agency.

It is mandatory for Health Units to seek and obtain all agency nursing/midwifery requirements from the Panel. If these requirements cannot be met either by skill or location the health site must undertake a formal exemption process. The Health Unit must present to the Nursing Office clear evidence that they have sought the services from the appropriate

panel members prior to seeking an exemption.

The Nursing Office in conjunction with the Strategic Procurement Unit (SPU) are planning to undertake workshops (each a maximum of 1 hour in length) to discuss the Agency Panel and in order to expedite the process it is hoped that several health units could combine for these presentations.

The Contract Managers for the period of 14 February 2005 to 31 July 2005 are as listed below. Following the specified period, the Strategic Procurement Unit will provide all contract management.

**Contractual:**

**Mrs Kate Phillips**  
Manager Major Contracts  
Strategic Procurement Unit  
Level 4, 45 Pirie Street  
ADELAIDE SA 5000  
Telephone: (08) 8204 1805  
[kate.phillips@health.sa.gov.au](mailto:kate.phillips@health.sa.gov.au)

**Service Advisor:**

**Ms Heather Osborne**  
Principal Project Nurse  
Nursing Office  
Department of Health  
ADELAIDE SA 5000  
Telephone: (08) 8226 7366  
[heather.osborne@health.sa.gov.au](mailto:heather.osborne@health.sa.gov.au)

# NURSE/MIDWIFE FLEXIBLE WORKING ARRANGEMENT/ ENVIRONMENT QUESTIONNAIRE ...

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The Combined Directors of Nursing Forum (metro & country) are interested in your comments regarding flexible working arrangements/environments. The questionnaire below has been designed to seek feedback from you regarding your thoughts on this issue.

**Please complete and return the questionnaire to  
Jane Gregurke**

1 Please indicate your current place of employment; please tick one box.

- |                                    |   |
|------------------------------------|---|
| <input type="checkbox"/> Hospital  | <input type="checkbox"/> Community          |
| <input type="checkbox"/> Aged Care | <input type="checkbox"/> Other (List) _____ |

2 Insert your current age: \_\_\_\_\_Yrs

3 What do flexible working arrangements mean to you?

4 Is the following definition one you would agree with as a nursing/midwifery philosophy that underpins flexible working arrangements?

*'Flexible working arrangements is creating a work environment which allows employees to achieve balance between their work and personal lives which ultimately leads to enhanced performance and the provision of safe and quality care.'*

Tick Box     YES                       NO

4a. If you indicated NO to the above question what changes would you suggest?

5 What flexible working arrangements, does your current employer offer which you use, **list in order of priority to you.**


6 What other flexible working arrangements do you think your employer could offer which they do not, **list in order of priority to you?**


7. Do you believe employers are solely responsibility for creating and maintaining flexible working arrangements/environments?

Tick box       YES                       NO

8. Do employers and nurses/midwives have a shared responsibility in maintaining a flexible working environment?

Tick box       YES                       NO

9. If creating a flexible working environment is a shared responsibility what are the responsibilities of the employer and those of the nurses/midwife?

Employer	Nurse/Midwife

**Please return the questionnaire to Jane Gregurke**

[jane.gregorke2@health.sa.gov.au](mailto:jane.gregorke2@health.sa.gov.au)

Thank you for taking the time to share your thoughts with us. We will publish the results of the survey in the next Communiqué.

Adj Prof Debra Thoms  
**Chief Nursing Officer**



**Department of Health**