Learning4you

A NEWSLETTER FOR ALL EMPLOYEES OF COMMUNITY and ORAL HEALTH DIRECTORATE

Have you considered joining the Statewide Clinical Networks?

The Statewide Clinical Networks aim to improve patient outcomes and processes of care by connecting clinicians and consumers across the state; in decision making about clinical services planning and implementation, clinical practice improvement and quality and safety enhancements.

Membership is open to all Clinicians committed to improving care. You will receive information about aspects of clinical care, updates, educational opportunities and invitations to forums. This is a great way to keep up to date with the latest evidence, and innovations in your area of practice. This is all delivered by email … how easy!

Networks available are:
- Anaesthesia and Perioperative Care
- Cancer
- Cardiac
- Child and Youth Health
- Dementia
- Diabetes
- Queensland Emergency Department Strategic Advisory Panel
- General Medicine
- Intensive Care
- Maternity and Neonatal
- Older Person’s Health
- Renal
- Respiratory
- Rural and Remote
- Stroke

As the peak body of expertise in QLD, the Statewide Clinical Networks serve as an independent point of reference for clinicians, Hospital and Health Services (HHSs) and the Department of Health. The Statewide Clinical Networks guide quality improvement reform and support clinical policy development, emphasising evidence based practice and clinical consensus to guide implementation, optimisation and provision of high quality patient focussed healthcare.

Membership is open to Clinicians, Consumers and Managers with experience, interest and passion in improving healthcare.

If this sounds like you … join today!


“If you cannot do great things, do small things in a great way.”

Napoleon Hill
Introducing ... LEAD ... an innovative development program for ALL staff, commencing February 2019.

LEAD recognises that leadership is based on the core values and leadership qualities of the individual, rather than the level of the position in which they are employed. Yes ... that is right! You can be a leader irrespective of the position you are employed into. In fact, we can all be a leader! LEAD is for current and future leaders. A core element of LEAD is that LEARNING IS FUN!

Sessions will be video recorded, allowing everyone to access the presentations at a time that suits them.

It doesn’t matter what your job is. If you work in the Community and Oral Health Directorate ... LEAD is for you! Students on placement are also welcome.

Please help us develop the program, by completing our survey monkey. The survey also contains more detailed information about the program. Please complete the survey by Wednesday 31st October. It only takes 3 minutes!

LEAD is for everyone!

Link to survey:
https://www.surveymonkey.com/r/COH-LEAD

Introducing ... Dr Keren Harvey
Director Medical Services co-chair, Statewide Dementia Clinical Network

I joined Community and Oral Health just over one year ago to take up the new Director of Medical Services role. I am inspired to increase and improve medical services in the directorate to help our patients, clients and residents to stay well, to offer alternatives to hospital-based care and to recover after acute illness. I see my job as supporting the doctors working in Community and Oral Health so they can do the best job possible and to build awareness of the opportunities and benefits of medical practice in the community setting, especially for junior doctors and specialist trainees, and acknowledging and working with GPs who are the backbone of many of our services and medical practice in the community as a whole.

Outside the purely medical sphere, I am glad to contribute to other functions of COH, such as quality and safety. My clinical background is geriatric medicine, and I worked at The Prince Charles Hospital for a number of years before joining COH. I have also been working clinically in the Complex Needs Service (CCDS) since late 2014.

I have really enjoyed the freedom that joining COH has given me to get out of the hospital and the clinic room to see clients in many different settings. COH’s focus on person-centred care has helped me change my practice – I don’t ask “What’s wrong with you?” any more – I ask “What matters to you?” I’m looking forward to the future of COH, and I truly believe that services like ours are the future of healthcare.

Something you don’t know about Keren: On Saturday afternoons in winter, I am a hockey goalkeeper and my team contains 3 other doctors from Metro North!
Medication Matters
from Kerry Feilding your Director of Pharmacy

Medicines in Urinary Incontinence – Part 2

Stress Incontinence – outlet factors. Stress incontinence is related to involuntary leakage of urine on effort, exertion, sneezing or coughing. This is where intra-abdominal pressure exceeds urethral closure pressure and urine leaks out. The treatment options include pelvic floor muscle training; surgery (mainstay of treatment); lifestyle modification such as weight loss and the controlling of co-morbidities such as COPD also has a supportive role. The role of drug therapy in stress incontinence is very limited. Duloxetine (a serotonin and noradrenaline reuptake inhibitor (SNRI) has some effects on increasing bladder outlet resistance and has been effective in mild urinary stress, but is currently not approved for this indication in Australia.

Incontinence from voiding dysfunction – Overflow incontinence. The detrusor muscle relaxes when the bladder is being filled and urine stored. It contracts to overcome the resistance of the bladder outlet, to allow urine to flow and be voided. Leakage of urine can be caused by urinary retention and bladder distension caused by outlet obstruction (eg prostatic enlargement) or detrusor underactivity. Benign Prostatic hypertrophy (BPH) Chronic bladder outlet obstruction, can lead to changes in the urinary system which affect function, such as decreased bladder compliance and detrusor muscle overactivity which may result in symptoms of urgency, frequency and urge incontinence. This affects approximately 15% of men with lower urinary tract symptoms. Treatment options for this include watchful waiting, surgical options (depending on severity) and drug therapy.

Medications include: Alpha-adrenergic receptor blockers (“osins”) Prazosin; Tamsulosin; Terazosin; Alfuzosin; Silodosin.

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<tr>
<th>Medication</th>
<th>Mechanism for action</th>
<th>Considerations</th>
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<tr>
<td>Dutasteride, Finasteride</td>
<td>Inhibit 5-alpha-reductase enzyme which converts testosterone to dihydrotestosterone (which is responsible for stimulating prostate growth). They reduce prostate size and improve symptoms and urinary flow rate.</td>
<td>Dutasteride has a long half-life (3–5 weeks) compared with finasteride (6 hours) and can still be detected 4–6 months after stopping treatment. It may take longer than 6 months of treatment before symptoms improve.</td>
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<tr>
<td>Alfuzosin, Silodosin, Tamsulosin and Terazosin</td>
<td>Block alpha-1 receptors which relaxes smooth muscle in the bladder neck and prostate, and decrease resistance to urinary flow.</td>
<td>All agents cause first dose hypotension. It is most serious in the elderly and in patients with fluid depletion or who are taking diuretics. Treatment should be stopped after 4–6 weeks if there is no improvement in symptoms. A non-marketed use of these medicines and it is usually tamsulosin, is the use for up to 4 weeks in selected patients with ureteral stones as they may help stone passage.</td>
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<tr>
<td>Prazosin and Terazosin</td>
<td>Indicated for hypertension. So, this may be useful in patients who have pre-existing hypertension.</td>
<td>Most common to cause first dose hypotension.</td>
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The elderly and incontinence
Using drugs to manage incontinence in the elderly, follows the golden rule of prescribing of ‘start low and go slow’. As well as the dose, polypharmacy and co-existing medical co-morbidities must be considered. Antimuscarinics such as oxybutynin and toterodine are the mainstay for bladder overactivity, but should be used with care, especially with already impaired cognition.

The risk of urinary retention is also a matter for increased vigilance, as the ageing bladder is often associated with impaired emptying. The prescription for using these medicines in the elderly is slow escalation of dose, frequent review of the response, monitoring of urine output, post void residual volume as well as monitoring and recognising adverse effects ……not just adding another drug.

News in Brief...

Become a Hand Hygiene Auditor

This Hand Hygiene Australia training program allows you to become a trained auditor and leader in Hand Hygiene for your clinical area.

Who: RNs, ENs, Allied Health Professionals

15th November, 8am to 4pm, Brighton Campus

Presented by Angela Coram, CNC Infection Control.

Bookings essential. Send booking form to COH-InfectionControl@health.qld.gov.au

Don’t Forget Your Uniform!

Are you coming to an education day?

You are required to wear your regular work attire when you are coming to an education / training day. This is due to workplace health and safety concerns, and to ensure you are available in the rare case that you may be recalled to the workplace due to emergent needs.
As part of the Values in Action initiative, the Metro North Orientation program has been revised to integrate our values and articulate to our new staff what those values look like in our workplaces. As we all know, the orientation experience for new team members is critical for letting them know what to expect when they start working with us. Just as critical though, is for us to set expectations with new team members around what we expect of them in terms of their contribution to our local workplace culture.

The new format for orientation still includes information relevant to the facility or directorate where our new staff will be employed. It also still includes other traditional elements like mandatory training and facility orientation.

The major part of the day however, is now devoted to our Metro North values of Respect, Teamwork, Compassion, High Performance and Integrity and this is done in several different ways:

- A conversation with Senior Executive of the Facility or Directorate who speak about what the values look like for them and the way patient service is delivered in that part of Metro North. This also includes how the values influence how we interact with each other and work collaboratively as members of multi-disciplinary teams to improve the overall patient experience.
- A series of videos featuring staff and patients talking about their experience of either working at Metro North or receiving healthcare at Metro North and how the values influence these experiences in a positive way.
- An interactive workshop where participants discuss and discover examples of behaviours that are typical of ‘how we do things’ at Metro North under each of our values.

Another important part of the new Orientation program is a recognition and acknowledgement of our Indigenous history and culture across Metro North and how this is important in the delivery of healthcare into the Metro North Community. The link below will show you the video that covers this very important and interesting information.

https://drive.google.com/file/d/1t1m7Q22xTrZB9NYIZNUU9DIGOa3um0gp/view

The next article in Learning4you about Values in Action will look closely at Values Based Recruitment. In the meantime, to find out more about VIA, visit https://gheps.health.qld.gov.au/metronorth/values-in-action where you’ll also find a link to our Chief Executive’s VIA video.
NEW CLINICAL GUIDELINES

- National Heart Foundation of Australia and Cardiac Society of Australia and New Zealand: Australian clinical guidelines for the management of heart failure 2018

CONFERENCES / SYMPOSIUMS / FORUMS

- Centre for Palliative Care Research and Education (CPCRE) Annual Conference, RBWH, 28 September 2018
- 42nd World Hospital Congress: Innovate, Integrate, Inspire, (IHF-International Hospital Federation), Brisbane, 10-12 October 2018
- Annual Statewide Dementia Clinical Network Forum, (By invitation only to members of the Statewide Dementia Network. To join the Dementia Clinical Network, simply email Carmel Sheehan with your request to join … be quick!), Brisbane, 26th Oct 2018
- National Brain Injury Conference, Princess Alexandra Hospital, 13th-14th November 2018
- Bold Ideas, Better Solutions 2018, The Hopkins Centre Symposium, (Translational Research using the theme ‘enhancing the experience of rehabilitation’), Brisbane, 15th November 2018
- Comprehensive Care Forum (MNHHS, Falls and Pressure Injury Prevention & Management), Brighton, 4-5 April 2019
- 42nd National Australian Association of Stomal Therapy Nurses Conference, Sydney, 19-22 May, 2019
- 6th National Elder Abuse Conference, Brisbane, 22-23 July 2019

Please Contribute to ‘The Community Bulletin Board’

Please tell us about great opportunities (professional, hobbies or personal interest) that you know about, including: Courses (face to face, or online); Symposia, Conferences, Webinars, Lectures; Educational Videos; Online newsletters; Web sites with great resources … and anything else that comes your way!!!

Help our community of learners and send your contributions to COH-Education@health.qld.gov.au or phone Leah on 3631 7437.

Thank-you to Pat and Marianne who have contributed to The Community Bulletin Board this month

Learning4you Resource Guides

- Vol 12: Pressure Injuries and Malnutrition

Available via: QHEPS / Community and Oral Health Directorate home page / Training & Education / Libguides / Learning4you Resources

Policy and Procedure – NEW

- 003511: Antimicrobial Stewardship Program

The Australian Therapeutic Guidelines (TGs) are endorsed as the recommended guidelines for the prescription of antimicrobials in the Community and Oral Health Directorate. Clinicians can access these guidelines via the Clinician’s Knowledge Network (CKN) available all Queensland Health computer terminals.

Available via: QHEPS / Community and Oral Health Directorate home page / Policies, Procedures & Guidelines

CKN Workshops NLHP

Wednesday 3rd October 2018
NLHP, Ground Floor Large Meeting Room
Cindy Slater will provide an introduction session, and will also be available to assist with more advanced needs.
1.30 to 2.30pm: Drop-in session
2.45 to 3.30pm: Introduction to CKN
3.30 to 4.00pm: How to use CINAHL
Massive Open Online Courses

These online courses are free, and have no entry requirements: Anyone can participate!

Professional and Personal Development

How to Succeed at Interviews
Provides the tools you need to succeed at interviews:
- Preparing for interviews
- Dealing with interviews
- Handling different types of interview
The University of Sheffield: 3 weeks: 3 hours/week
https://www.futurelearn.com/courses/interviews

Introduction to Project Management
Learn the principles of project management and apply them in your own work and life.
- Core knowledge and applied skills in project management
- Essential communication skills to help you manage a project
- An understanding of why today’s projects are more complex
University of Adelaide: 6 weeks: 2-3 hours/week
https://www.edx.org/course/introduction-project-management-adelaidex-project101x-1

Maintaining a Mindful Life
Learn how to apply mindfulness techniques, so you can improve your communication, relationships and emotional health.
Monash University: 4 weeks: 3 hours/week
https://www.futurelearn.com/courses/mindfulness-life

Human Factors in a Healthcare Environment
Learn how the study of human factors can reduce error in healthcare with this course for healthcare professionals.
- Why Human error occurs
- Cognitive short topics of Human factors
- Human factor case studies
- Strategies to improve communication within the workplace
- Developing a safety culture
University of East Anglia (England): 3 weeks: 3 hours/week
https://www.futurelearn.com/courses/human-factors-healthcare

Medicines Adherence: Supporting Patients with Their Treatment
How can healthcare professionals help patients to improve their health through medicines adherence?
It is estimated that 30-50% of patients in the UK do not take their medicines as prescribed. As medicines are key to successful management of chronic conditions, underuse or non-adherence represents a lost opportunity for the health improvement of the patients, as well as being a waste of valuable resources.
Kings College of London: 2 weeks: 2 hours/week
https://www.futurelearn.com/courses/medicinesadherence

Law for Non-Lawyers: Introduction to Law
Understand the common law system used worldwide, and your legal rights and responsibilities.
- Introduction to the Common Law system
- Accessing & understand online legal resources
- Contract law
- Criminal law
- Torts law
- Intellectual Property law
- Your legal and social rights and responsibilities
Monash University: 4 weeks: 3 hours/week
https://www.futurelearn.com/courses/law-for-non-lawyers

Caring for People with Psychosis and Schizophrenia
Explore the key issues related to caring for a person with psychosis or schizophrenia:
- Describe key symptoms & causes of psychosis, the role of psychological & pharmacological treatments, & the meaning & process of recovery
- Identify common physical health problems and obstacles to healthier lifestyle options
- The impact of psychosis on individuals in the caregiving role
- Techniques for reducing communication difficulties in caregiving relationships
Kings College London: 4 weeks: 3 hours/week
https://www.futurelearn.com/courses/caring-psychosis-schizophrenia

Anatomy: Know Your Abdomen
Discover the human abdomen & how it works.
- the position of organs within the abdomen
- Common anatomical terminology relating to organs & their position relative to each other
- The anterior abdominal wall: how ‘abs’ are considered in relation to health & beauty
- The structure of the gastrointestinal tract
- Common gastrointestinal problems & the work done to treat or cure them
University of Leeds: 2 weeks: 2 hours/week
https://www.futurelearn.com/courses/anatomy-know-your-abdomen
Massive Open Online Courses

These online courses are free, and have no entry requirements: Anyone can participate!

Hobbies and Personal Interest

The Science of Beer
Are you interested in more than just the taste of beer? Discover what's in your beer, how it's made and marketed and the effect it has on your body and health.

Wageningen University & Research (Netherlands): 5 weeks: 2-4 hours/week
https://www.edx.org/course/the-science-of-beer-0

Digital Footprint ……… FOR BEGINNERS!
If I Googled you, what would I find? As we move around the online world we leave tracks and traces of our activity all the time: social media accounts, tagged images, professional presences, scraps of text, but also many artefacts we don't always realise we are leaving behind, or that others leave about us. Explore and reflect on your own online tracts and traces, to understand why your digital footprint is important.

- What makes an online presence effective?
- Why does your digital footprint matter?
- What does it mean to be an effective online professional?

The University of Edinburgh: 5 weeks: 5 hours/week
https://www.edx.org/course/injury-prevention-for-children-teens

Start Writing Fiction
Get started with your own fiction writing, focusing on the central skill of creating characters, with this hands-on course.

The Open University (UK): 8 weeks: 3 hours/week
https://www.futurelearn.com/courses/start-writing-fiction

Introductory Japanese (Level1)
This course is the first stage of the Introductory Level 1 of the Japanese Language program. Students taking this course are exposed to the vocabulary, grammar, and Japanese phrases as well as basic conversational Japanese in daily situational contexts. Emphasis is given to consolidating the four communication skills namely listening, speaking, reading and writing. The course aims to equip students with the ability to communicate using simple Japanese phrases relevant to foundation level.

Universiti Teknologi Mara (Malaysia)
https://www.openlearning.com/courses/introductory-japanese-language-level-1

What is a MOOC?
Massive Open Online Courses (MOOCS) are an affordable and flexible way to acquire new knowledge and skills, and advance your career. The online courses deliver education through lectures, videos, study materials and examples.

The courses are developed mostly by Australian and international universities, and some other training organisations e.g. Microsoft. They are hosted on one of several major MOOC platforms (Coursera, edX, Futurelearn and Udacity).

The courses are free and there are no entry requirements. There is usually an optional upgrade available.

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<thead>
<tr>
<th>Free</th>
<th>Optional Upgrade</th>
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<tbody>
<tr>
<td>$0</td>
<td>Usually between $40 &amp; $99</td>
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<tr>
<td>Course access for limited time (usually 5 to 12 weeks)</td>
<td>Unlimited course access</td>
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<td></td>
<td>May include additional learning materials</td>
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<tr>
<td></td>
<td>Generates a certificate or</td>
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<td></td>
<td>statement of participation</td>
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There is something for everyone! Areas of study include:

- Agriculture
- Art & culture
- Business & management
- Communications
- Computing & information technology
- Data analysis & statistics
- Education & training
- Environmental studies
- Food & nutrition
- Health services & support
- Humanities & social sciences
- Languages
- Landscape Design
- Literature
- Medicine
- Music
- Nursing
- Paralegal studies
- Psychology
- Science

The courses are always changing. Courses are made available for specific periods of time, and then archived, while new courses are being loaded. Check regularly to see what is available.

To search the 1000's of amazing free online courses available, search (google): ‘MOOC’
Learning Opportunities ... from your Education Team

Dementia Essentials: LAST CHANCE!

Dementia Essentials is a 3 day accredited course for staff working with people with dementia. Dementia Training Australia will be delivering this course. It is a great opportunity to attend this training at no cost, and get 21 hours of CPD. The program includes:

- Person centred care
- The nature of dementia
- Effective communication
- Impact of dementia
- Activities for engagement
- Understanding changed behaviours and developing effective responses.

If you attend this course, you MUST undertake a simple workplace assessment under supervision, interacting with people living with dementia. You MUST also be able to attend all 3 days of your nominated course.

Course 3: Fridays 30th November, 7th & 14th December – Limited places available!

As this course is being provided by an outside provider, our standard booking process does not apply. Contact COH Education if you wish to book.

How Are Your Mandatories?

All staff are required to be 100% compliant with the following mandatories (as applicable) by 30th November:

- Child Safety
- Elder Abuse
- First Response Evacuation Instruction (FREI)
- General Evacuation Instructions (GEI)
- PDP
- BLS
- Infection Control Awareness

RN/CN[NUM Development Day: Clinical Assessment & Clinical Deterioration 3rd October 0800-1630: Booked Out!

5th December 0800-1630

- Clinical communication
- Recognising and responding to clinical deterioration in the sub-acute setting
- Comprehensive Clinical Assessment: General, Cardiovascular, Respiratory and Neurological
- Diabetes Management

Introduction to Community Nursing
17th October, 1430-1630

- Referral process: CRU – where it all begins.
- Patient scenarios will be utilised to explore our community services: Hospital in the Home, Post Acute Care Services, Community Palliative Care Specialists, Chronic Complex Disease Team, Diabetes team, Community Transition Care Program.
- Discharge from community services – ongoing referral options for continued patient support.
- OVP in community settings.
- Communication challenges in the community.
- IT use in the community.

Difficult & Courageous Conversations: Conversations that Matter 21st November, 0800-1630: Everyone Welcome!

Specific skills around difficult conversations will focus on giving you the courage to have meaningful two-way conversations, assertive adult to adult principles, giving and receiving feedback and facilitating mutual accountability for professional behaviour.

Clinical Response to Domestic & Family Violence 13th November, 1230-1630: For All Clinical Staff

An interactive workshop where participants will:

- Increase knowledge of the legislation that underpins D&FV
- Increase knowledge of the indicators & risk factors of D&FV
- Build capacity to sensitively & skilfully ‘Recognise, Respond & Refer’

Participant must have completed 2 on-line training programs at time of booking in:

- Understanding Domestic & Family Violence module
- Clinical response to Domestic & Family Violence module

Train the Trainer Courses

- BLS Instructors Course: 28th November, 0830 – 1230
- Patient Handling Ward Unit Trainer Orientation: 12th November, 0800-1630
- Patient Handling Ward Unit Trainer Refresher: 9th October, 0800-1200

EDUCATION TEAM

Contact us
Ph: 3631 7437
COH-Education@health.qld.gov.au

Submissions & Suggestions to:
Karen Lush
Nursing Director Education
Ph: 3631 7613

Catch up on previous editions!

Learning4you is available on the Education Libguide.
Access via our training and education page (QHEPS).