November 2018

Learning4you

“We Work Together ... We Learn Together”

A NEWSLETTER FOR ALL EMPLOYEES OF COMMUNITY and ORAL HEALTH DIRECTORATE (COH)

November is Medication Safety Month

The use of medicines is one of the most common therapeutic interventions in Australian hospitals. It is also one of the most complex, with the delivery of each dose of medicine involving as many as 30 steps and almost as many people. Because they are so commonly used, medicines are associated with a higher incidence of errors and adverse events than other healthcare interventions.

Medication incidents have been estimated to cost the Australian health care system more than $660 million per year and represent 27% of all clinical incidents occurring in Australian hospitals. Medication and intravenous fluid related incidents are the second most frequently reported incident type, with a significant number of these incidents resulting in patient harm. (NSW Clinical Excellence Division).

Please join in our COH Medication Safety Month activities:

➢ Participate in the Medication safety poster competition
➢ Collaborate with your medical officers, pharmacists, nurses, and safety and quality coordinators to improve medication safety in your service
➢ Refer to the Learning4you Resource Guide (Back to Basics) for a plethora of related resources
➢ Participate in on-line learning opportunities
➢ Have a discussion with your team about the importance of using Riskman to report actual incidents and ‘near-misses’
➢ All RNs to complete the on-line ‘medication standing orders survey’ using this link: https://www.surveymonkey.com/r/Z3G9FS8

Read inside this edition for more information.

“The only way to achieve the impossible is to believe it is possible.”

Charles Kingsleigh
Alice in Wonderland (2010)
Using Research Evidence to Guide Safe Medication Management in Home Based Care

We are delighted to welcome Ijedimma Okozor (prefers to be named I.J.) to COH. I.J. is completing her final subject in Masters of Public Health at Griffith University, and is undertaking her research project in COH. It would be no surprise to you that safe medication management is more complex and challenging in the home environment, as compared to the controlled environment of ward and residential type services. This project will start with a comprehensive literature review of best medication practices in home based care. Our current practices will be evaluated against the literature findings, and the project outcome will include evidence-based recommendations. It will consider the roles of the prescriber, pharmacist and nurse in safe medication practice. This work will be conducted in HITH and PACS North Lakes.

In addition to her Griffith University Supervisor, I.J. will be supported by Kerry Feilding, Director of Pharmacy; Cecelia Boyd Orford, Nurse Educator; and Karen Lush, Nursing Director Education.

The project will commence 29th October and be completed by 1st February.

If you see I.J. around, please make her feel welcome!

Introducing ... Ijedimma Okozor (preferred name is ‘I.J.’)
Masters of Public Health Student … Safe Medication Project

My name is Ijedimma Okozor, originally from Nigeria. I am a Master of public health student from Griffith university. Prior to my relocation to Australia in 2017, I had over a decade career in the medical laboratory sciences. I had a first degree in medical laboratory sciences with a post graduate specialty in clinical chemistry, and worked in the chemical pathology department of a university teaching hospital for 11 years. As part of my job, I was involved in several research works in infectious and tropical diseases, ensuring quality diagnostic tests are provided to aid effective disease control. My involvement in HIV, Malaria and other tropical diseases programs awakened my interest in Public health.

As part of my public health program at Griffith University, I will be partnering with the Community and Oral Health, North Lakes on a project “Critical literature review of medication safety in the home environment”. Knowing the complex steps and strategies in medication delivery and the impact of medication incidents in healthcare delivery, I look forward to embarking on this project and delivering worthwhile recommendations at the end.

Something you don’t know about I.J.: Away from my career, I am happily married with 3 lovely children. Music helps me to de-stress. I am a singer in my own way and belong to my church choir where I sing every weekend.

Patient Safety & Quality Improvement Service (PSQIS)
(Clinical Excellence Division, QLD Health)

PSQIS is holding monthly education sessions on the third Thursday of each month. These are available by videoconference, and video-recordings are available. Recorded presentations currently available via QHEPS include:

- Open Disclosure: the importance of transparency and honesty
- Pressure injuries and the lower limb
- Identification, assessment and treatment of people with eating disorders
- The science of improvement
- Coronial management matters
- April No Falls – Pills and spills
- Unveiling the mystery behind conducting great Morbidity and Mortality Reviews
- National Safety and Quality Health Standards version 2 is coming!
- Medication Risk Awareness
- Let’s talk about sepsis
- Pressure injury staging made easy
- Pressure injury prevention equipment
- Clinical Handover – ISBAR and what have been obstacles, rewards, and future challenges to effective handover
- .... And more!

Raising the bar: leading the way in Allied Health student learning opportunities

Thanks to Chris Saxby, Allied Health Educator, for providing this article.

This year approximately 3000 allied health clinical placement days were offered to students from a range of professions including Dietetics, Exercise Physiology, Occupational Therapy, Physiotherapy, Podiatry, Psychology, Social Work, Speech Pathology and Allied Health Assistants. Students participate in various supervised clinical activities and also contribute to quality improvement and research projects. An example is the Groups4Health research study where Social Work and Psychology students and interns are making a significant contribution, supporting both the recruitment and implementation stages of the study. In addition to hosting clinical placements, COH supports allied health observational placements, allied health assistant placements and traineeships. This year, over 120 physiotherapy students visited the Brighton Health Campus rehabilitation facilities as part of their observational learning experiences.

The Education Team welcomes enquiries from education providers about students wishing to undertake clinical student placements within the directorate. The provision of student placements is central to workforce sustainability through engaging students in the application of contemporary clinical practice and enhancing partnerships with educational providers.

Pictured below are allied health students from a range of disciplines and universities learning together in the gym at the Brighton Health Campus.

Metro North Bariatric Symposium

Here is your chance to find out everything you wanted to know about preparing to care for the Bariatric Patient.

- A case study with the challenges
- A showcase of multidisciplinary care
- Equipment aids for the Bariatric patient
- Planning for the Bariatric patient
- A consumer’s story

Monday 18 February 2019
8am – 4.00pm
Education Centre, TPCH

Book Now!!!

Email: TPCH-Bookings@health.qld.gov.au
Medication Therapy is one of the most pervasive interventions in healthcare, however medication management is a complex and error-prone process. Mistakes during the medication management process can have serious implications for patients’ well-being, morbidity and mortality and costs to both health care system and society. Interestingly the World Health Organization estimates that more than 50% of all medications are either prescribed, dispensed or administered inappropriately. Added to this in COH is the further complexity of administering medications in the patient home, an area of healthcare that is a growing arena.

At the essence of patients’ medication are 3 key players, these being doctors and other clinicians who prescribe and write the medication order; pharmacists who dispense and review the order for appropriateness and nurses who administer and observe the effect of the given medication.

Prescribing is often thought of as just the act of writing a prescription, however it is a high-risk intervention of privilege that should require demonstration of competence. Safe prescribing must include cognitive and decision-making steps before the prescription is generated. A good prescriber is a safe one.

Pharmacists must continually review their dispensing processes to ensure safety. In recent times bar code scanners have improved selection error issues, however dose, frequency and duration still need continued vigilance. How is this measured and how often?

Nursing staff must administer all medications prescribed and reviewed. Can they do this without interruption? Do they have enough drug knowledge to understand the desired effect, how long it will take to occur and what adverse effects may happen? Are nursing staff given the opportunity to regularly review their competence in this area?

What about interprofessional collaboration - do we understand, respect and value each other’s roles? Do we show this on a daily basis? Rapid approvals on new drugs, without due safeguards and process? Is the new drug really safe? The complexity of medication giving in the home environment with unclear boundaries around responsibilities, fluctuating work conditions and the creation of bridging strategies to adapt to new challenges. Medication safety affects all of us involved in patient care. Are you ready to own it and make it YOUR business?

Medication incidents are the most frequently reported incidents in health services. If you make or witness an error, sharing your information helps us improve the way we deliver care.

Please use Riskman if you make or witness:

- A minor or serious error
- A ‘near miss’

A ‘near miss’ is an unplanned event that did not result in injury, illness or damage, but had the potential to do so.

By providing as much information as possible, we can learn how to prevent harm to our patients, residents and clients.

Help build our culture of patient safety …

PLEASE ALWAYS REPORT MEDICATION INCIDENTS (including any near miss!)
Medication Safety

Medication Risk Awareness (iLearn)
Online Learning: On completion of each scenario you will be able to:
- identify common medication safety risks
- describe strategies to mitigate medication adverse events
- describe at least one of the 6 Rights for Safe Medication Administration
- explain your responsibility when an adverse event occurs.

The following six self-directed interactive micro-learning moments are consistent with the 6 Rights for Safe Medication Administration and designed for nurse, pharmacist and clinician induction, continuing professional development, annual performance planning, in-service training or as a refresher following a medication incident.

In total this program takes approx. 1 hour to complete. You do not need to complete it all at one time. The 6 modules each take 10 minutes.


Get it Right!
Taking a Best Possible Medication History (BPMH)
(NPS MedicineWise)
This online learning module is centred around a video that guides clinicians on how to obtain and record a BPMH.

In this online learning module you will learn:
- how to obtain and record a BPMH
- why at least two sources of information are used to obtain the BPMH
- how medication history taking techniques can influence the accuracy of the medication history obtained
- why it is important to obtain an accurate medication history and reconcile medicines.

This program takes approx. 1 hour. You do not need to complete it all at one time.


Medication Safety Training (NPS MedicineWise)

- Module 1 – Understanding medication safety
- Module 2 – Types and causes of medication errors
- Module 3 – Wrong drug errors
- Module 4 – Wrong route errors
- Module 5 – Intravenous errors
- Module 6 – Formulation errors
- Module 7 – Communicating for safety
- Case Study 1
- Case Study 2

Total approx. 4.5 hours (9 modules – 30 mins per module): You do not need to complete it all at one time.

Interviews have just been completed for our Graduate RN’s for 2019. It is so pleasing that a record number of applicants chose COH as their first preference!

Congratulations to all staff who support our students when on placement within our services – this is how you promote our services and help build our reputation in the wider professional community. It also gives you a unique opportunity to help influence the future direction of our profession. We want every student who completes a placement with COH, to leave with the impression that they consider COH to be a future employee or choice!

In 2019, COH will be offering 11 graduate RN positions. The interview panelists have reported that this was a very strong cohort of applicants, with many applicants demonstrating that they are above the expected standard of a graduate RN.

What planning do NUMs need to be doing right now? Please consider:

➢ Do you have adequate preceptors to support both new graduates and all new starters? Preceptors are required to have either completed the one-day or two-day intensive course; or the 4-hour refresher in the last 5 years.

It is recommended that each graduate is allocated 2 preceptors – this optimises our ability to support our graduates through differing shift patterns and planned and unplanned leave. Consider how many preceptors you require for your service, as you also need to allocate preceptors to newly employed AIN’s, EN’s and RN’s. It is recommended that each NUM do an audit of their staff.

➢ Do you have any RN’s who have completed the Assessor Preparation Program? This may or may not be the graduate’s preceptor. This RN is required to support the graduate RN through their Transition Support Program (TSP), including the assessment of course work. It is a pre-requisite to:

- Be a current QLD Health Preceptor
- If the RN will be supporting RNs through the TSP Program, they are required to have a post graduate qualification: i.e. Graduate Certificate or higher. This is due to university articulation requirements.

The next Assessor Preparation Course is expected to run in early May 2019.

The Nurse Educators responsible for the COH graduate RN program are Andrea Keating and Sharon Hodby (job share). Please contact Andrea & Sharon for additional information.

Our graduate RN’s commence Monday 18th March 2019.

RN Graduates 2019 ... Start Planning Now!

QLD Health Preceptor Program
One Day Intensive Course

This State-wide QLD Health program was initially developed for RN’s and EN’s. However, applicants from AIN’s and other disciplines are also welcome if supported by the line manager based on the attributes listed below.

The purpose is to provide a supportive environment for all newly employed nurses. It provides an opportunity for preceptors to develop as leaders. A preceptor is required to be allocated to all newly employed AIN’s, EN’s and RN’s. It is recommended that two preceptors be allocated to each new graduate RN to take into account shift patterns and planned and unplanned leave.

Potential preceptors may be selected for exhibiting the following:

- Demonstrated interest in being a preceptor
- Demonstrated clinical competence
- Demonstrated good interpersonal and communication skills
- Demonstrated ability to socialise new staff into the workplace
- Demonstrated participation in, or commitment to Performance and Development Planning (PDP)
- Demonstrated commitment to the enhancement or development of leadership skills
- Commitment to teaching and learning
- Level of clinical experience is at the discretion of the Line Manager.

Course Outline:

- Roles and Responsibilities
- Resources to Support Effective Preceptoring
- Interpersonal Skills
- Adult Learning
- Teaching Effectively
- Assessing Performance
- Preceptee Needs
- Strategies for Effective Preceptoring

For additional information, contact Ann Hopper, Nurse Educator.

Preceptor Program: Fri. 8th Feb, 2019: 0800 – 1630

Book Now!

QLD Health Preceptor Program
Half Day Refresher Course

This program is for any staff member who has completed the one-day or two-day preceptor course; or the half day refresher course more than five years ago. You can contact Leah at COH Education to confirm when you last completed the program.

Pre-requisite: Previous completion of one or two day QLD Health Preceptor Program within the past 5 years.

For additional information, contact Ann Hopper, Nurse Educator.

Refresher Preceptor Program: Fri. 1st March, 2019: 0800 – 1230

Book now!
How Are Your Mandatories?

It often seems like a hassle to keep up to date with our mandatory training, and for many of us it simply is not a priority. But have you ever taken a moment to consider what the fuss is all about?

Specific core legislative and mandatory training is applicable to all staff across MNHHS regardless of professional group, stream or position. The purpose is to ensure all legislative requirements are met, and that the safety of all staff and consumers is maintained.

It is a condition of your employment that you keep your mandatories up to date, and it is the responsibility of each individual staff member to achieve this.

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

1. PDP
2. General Evacuation Instructions (GEI)
3. First Response Evacuation Instruction (FREI)
4. Infection Control Awareness
5. OVP Orientation
6. Code of Conduct
7. Introduction to Healthcare Ergonomics Theory (MSD)
8. Health & Safety Orientation
9. Australian Charter of Healthcare Rights
10. Child Safety
11. Elder Abuse
12. BLS (if applicable)

As these reminders commenced early in the year, hopefully you are now complete, or close to complete!

Access the COH Education LibGuide for information about how to complete these (most can simply be completed online!). If you are unsure how to do this, speak with your line manager.


To assist all staff and managers, a detailed report showing mandatory compliance by service and name will be circulated in the first week of December.

Attention all Line Managers: In the last week of September you should have received from your Senior Line Manager, our first LMS report showing a break-down of your service/s mandatory compliance, and requesting feedback if there are data integrity concerns. Please contact your Senior Line Manager if you have not received this. Please note that as the LMS is in an implementation phase, we are not currently able to report on Elder Abuse and BLS.

L.E.A.D...
Commencing ... February 2019

“we work together ... we learn together”

This exciting new program is for ALL staff of COH (all occupational groups)

A HUGE THANK-YOU to the 67 staff representing most occupational groups and all services, who have responded to our needs survey ... you have helped develop this program!

Thanks to your survey feedback, the subject themes will include:
- Team Development
- Professional Issues
- Personal Development
- Values in Action
- Safety and Quality
- Human Resources
- Workplace Health and Safety
- Legal
- Finance
- ... and more!

Who?
- EVERYONE! ALL COH staff & students on placement are welcome!

When?
- This will be announced as soon as room bookings are secured.

Where?
At all COH services and locations, as each of these sessions will be available via videoconference (if you don’t have videoconference available, please contact Leah at COH-Education for suggestions about how this may be achieved).

Why?
- “we work together ... let’s learn together”

Most sessions will be no more than one hour long.
VALUES in ACTION:
Integrating our values into our recruitment processes

Thanks to Col Smyth, Program Coordinator, Metro North Office of Strategic Projects, for providing this article.

Values Based Recruitment allows us to ensure that the people we recruit into Metro North and our team members who are promoted to more senior roles, are the ‘right people for the job’. While still aligned to the merit principle, it helps us to recognise that ‘team fit’ and behaviour in the workplace are equally critical dimensions of merit as things like clinical skills, experience and qualifications.

Metro North is now integrating Values Based Recruitment principles into all our recruitment processes. This means that when recruiting a vacant position, recruiting managers will now need to do the following to assess all candidates (internal and external):

1. Invite potential candidates for vacant positions to frame their application around the Metro North Values – the role description template now incorporates this requirement
2. Assess candidates’ behaviours against the values during the shortlisting and other selection techniques (e.g. interviews, work samples etc.)
3. Undertake referee checks by asking questions of the referee about the candidate’s behaviours within the Metro North values – the referee report template now incorporates this requirement

Testing candidates’ values at all three stages of recruitment is now mandatory for all roles in Metro North.

Clinical skills, experience, mandatory qualifications etc. are still valid where relevant. Values Based Recruitment does not override the usual processes that traditionally apply to recruiting roles within Metro North. Values Based Recruitment simply enhances our existing processes to help ensure we get the right person for the job, based not only on merit but having the right values and behaviours to support our healthcare delivery.

The recruitment and selection policy still applies and remains unchanged and any work value statements in our Awards still apply and remain unchanged.

Healthcare organisations whose workforces are aligned with values identified with delivering high quality services to patients are known to be more effective and benefit from higher levels of engagement, job satisfaction, discretionary effort and performance.

To find out more about Values Based Recruitment, visit the Metro North Values Based Recruitment page where you’ll find a comprehensive guide and a suite of resources to help you integrate Values Based Recruitment into your processes to help you get the best people for your team.

The next Values in Action article in Learning4you will be about how we’re using our values to celebrate and recognise the brilliant work that team members all over Metro North do every day.

A proctologist had been in practice for 20 years and had settled into a very comfortable life with his future very secure. So he decided to fulfill his REAL dream and become an auto mechanic.

Having entered mechanic school, the former physician received the results of his first test back with a score of 200%. Confused, he asked the teacher why his score was so high.

“Well”, said the teacher, “The first part was taking the engine apart and you did that perfectly, so you got 50%. The second was to put it back together again and you did it perfectly and got another 50%. The other 100% was for doing it through the tailpipe.”

Doctor: why did you take your antibiotic Medicine at 6:00 p.m. when I told you 9:00 p.m.?

Patient: I wanted to surprise the Bacteria...
Administration Officer Workshops

These important workshops are for ALL administration officers (full-time, part-time and casual). It requires attending two workshops in November. It is part of the ‘We-Care’ initiative to support the well-being and resilience of employees and enable a culture of wellness and continuous learning in the workplace.

These workshops identify the opportunities to enhance the recognition of administration staff as a professional cohort in the multi-disciplinary healthcare team, supporting the delivery of our clinical services, maintaining our facilities and delivering our support functions and systems.

You should have received an email from Leana (Lee) Barby inviting you to enrol in these workshops. If you have not received the email, please contact Lee directly. It is important to us that all Administration Officers participate in these workshops.

This is an exciting opportunity!!!

Contact:
Leana (Lee) Barby - 3631 7875

Microsoft 2016 Hands-On Training in 2 Hours

Learn how to become more productive using Microsoft Office 2016 in short 2-hour hands-on training sessions in a dedicated computer training room with an experienced trainer.

Programs include, Word, Excel Outlook and PowerPoint covering different topics. These 2-hour hands-on sessions provide practical tips on how to become a more efficient staff member.

Schedule can be found online at https://qheps.health.qld.gov.au/metronorth/it/training or email MNIT-Computer-training@health.qld.gov.au

HEART FOUNDATION - online learning & other resources
https://www.heartfoundation.org.au/for-professionals/online-learning

- Online learning: Heart Failure
- Online learning: My Heart, my life (evidence-based clinical information & tips to support conversations with patients with acute coronary syndrome)
- Many online resources available for professionals

APNA (Australian Primary HealthCare Nurses Association) online learning:
https://apna.asn.au/online-learning-products

- Cardiovascular Disease Risk Assessment & Management (2 hours - free)
- Obesity Management (1 hour - free)
- Many other courses available (at a small cost)

CONFERENCES / SYMPOSIUMS / FORUMS

- National Brain Injury Conference, Princess Alexander 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
- NEW! Metro North Bariatric Symposium, TPCH, 18th February 2109, Bookings to: TPCH-Bookings@health.qld.gov.au
- 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 http://www.stomaltherapyconference.com/
- NEW! #NextCare Health Conference: Connecting Inspiring & Transforming Health Leaders, Brisbane, 30-31 May 2019 #NextCare Health Conference (organised by MNHHS)
- 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 Marianne
who has contributed to
The Community Bulletin Board this month

Learning4you
Massive Open Online Courses

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

Professional and Personal Development

Creating Moments of Joy for People with Alzheimer’s
Learn how to help people with Alzheimer’s disease live as well as possible with practical tips & advice:
- Why conversations need to focus on memories that someone with Alzheimer’s has left
- Ways to trigger memories
- Strategies for determining the age the person with Alzheimer’s is living in their mind
- Ways to make a person with Alzheimer’s feel like everything is OK in this moment
- 3 questions to ask yourself before correcting or contradicting a person with Alzheimer’s
- How your mood affects the mood of some with Alzheimer’s

Purdue University: 2 weeks: 2 hours/week
https://www.futurelearn.com/courses/creating-moments-of-joy

Developing Clinical Empathy: Making a Difference in Patient Care
Discover the difference empathy can make to patient care, and improve your own clinical empathy.
- What is empathy; Emotional & cognitive empathy?
- The importance of empathy in healthcare
- Ideal empathic opportunities
- Verbal & non-verbal empathic responses
- Challenges of being empathic as a healthcare professional
- Self-awareness & building resilience for empathic practice

St George’s University London: 2 weeks: 2 hours/week
https://www.futurelearn.com/courses/clinical-empathy

How to Succeed at Writing Applications
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/writing-applications

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

Understanding Anxiety, Depression and CBT
Improve your understanding of depression & anxiety, & find out more about an effective & evidence-based treatment: CBT.
- CBT (Cognitive Behaviour Therapy)
- What is depression, myths & stereotypes
- The difference between ‘normal’ anxiety, & anxiety disorders
- The impact of anxiety & depression on behaviour & how CBT can address this

University of Reading: 5 weeks: 3 hours/week
https://www.futurelearn.com/courses/anxiety-depression-and-cbt

Improving Your Image: Dental Photography in Practice
Learn how to achieve consistent & excellent results in all aspects of dental photography.
- Theory & practice of using photography in dental practice
- The varied uses in dentistry of visual material in the form of images on computer & in print
- Choice of correct equipment systems for efficient use of time & resources
- Confidentiality & ethical use of images
- Techniques for producing high quality images suitable for teaching & marketing

University of Birmingham: 4 weeks: 5 hours/week
Massive Open Online Courses

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

Hobbies and Personal Interest

**Introduction to Forensic Science**
Explore the methods underpinning forensic science from crime scene investigation to reporting evidential value within a case.
- 4 major evidence types (drugs, DNA, firearms & impression evidence); how crime scene is processed; review various types of evidence including drugs, fingerprints, DNA, footwear marks & firearms; formulate opinions on the case.

*University of Strathclyde Glasgow*: 6 weeks: 3 hours/week
[https://www.futurelearn.com/courses/introduction-to-forensic-science](https://www.futurelearn.com/courses/introduction-to-forensic-science)

**Italian for Beginners 1: Meeting, Greeting and Eating**
Learn how to order food & drink, greet people, & introduce yourself.
*The Open University*: 4 weeks: 4 hours/week
[https://www.futurelearn.com/courses/italian-for-beginners-1](https://www.futurelearn.com/courses/italian-for-beginners-1)

**Irish 101: An Introduction to Irish Language & Culture**
Explore Ireland’s rich culture of dance, Gaelic games, music, storytelling & literature. Gain an insight into the language of Ireland & the people who speak it.
*Dubin City University*: 4 weeks: 4 hours/week
[https://www.futurelearn.com/courses/irish-language](https://www.futurelearn.com/courses/irish-language)

**How to Write Your First Song**
Get a practical introduction to the mechanics of songwriting & meet established songwriters.
- Setting words to music; time & pitch; working with melody; chords & chord progressions; song forms; arranging your song.

*The University of Sheffield*: 6 weeks: 3 hours/week
[https://www.futurelearn.com/courses/songwriting](https://www.futurelearn.com/courses/songwriting)

**Positive Parenting After Separation**
Get practical help & advice on parenting after a divorce or separation.
*Colorado State University*: 4 weeks: 3 hours / week
[https://www.futurelearn.com/courses/positive-parenting](https://www.futurelearn.com/courses/positive-parenting)

**A History of Royal Fashion**
From Henry VIII to Queen Elizabeth II, explore how British kings & queens have influenced fashion over 500 years.
*University of Glasgow*: 5 weeks: 4 hours/week
[https://www.futurelearn.com/courses/royal-fashion](https://www.futurelearn.com/courses/royal-fashion)

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.

<table>
<thead>
<tr>
<th>Free</th>
<th>Optional Upgrade</th>
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<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 May include additional learning materials Generates a certificate or statement of participation</td>
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There is something for everyone! Areas of study include:
- Agriculture - Humanities & social sciences
- Art & culture - Languages
- Business & management - Landscape Design
- Communications - Literature
- Computing & information technology - Medicine
- Data analysis & statistics - Music
- Education & training - Nursing
- Environmental studies - Paralegal studies
- Food & nutrition - Psychology
- Health services & support - 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’
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 – BE QUICK!!!

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.

Learning Opportunities ... from your Education Team

RN/CN/NUM Development Day: Clinical Assessment & Clinical Deterioration
5th December 0800-1630

Only 2 places remaining!!!

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

Patient Handling Ward Unit Trainer Orientation:
30th November, 0800-1630

Only 2 places remaining!!!

Clinical Response to Domestic and Family Violence

13th November, 1230-1630: For All Clinical Staff

The Queensland Health Guideline lists the following health professionals are required to complete the Domestic and Family Violence face-to-face training:

“health professionals who work in the following clinical areas, including: Maternity services, emergency departments, community child health, paediatrics, allied health, mental health, alcohol and other drug services, Aboriginal and Torres Strait Islander health and multicultural health services.”

This is 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

Catch up on previous editions!

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

EDUCATION TEAM
Contact us
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Submissions & Suggestions to:
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Learning4you