

Skin Surgery Workshop for Primary Care Nurses



The Clinical School skills laboratory – formerly the Special Care Baby Unit – provided an ideal setting for this workshop (and ample space to lay out the pig's belly!)

On Saturday 20th September the Clinical School filled with primary care nurses. Some had previously worked here, some had given birth here (and some had done both) but now all were here to up-skill in the School's Clinical Skills Laboratory. They came for punch biopsy training: learning how to perform punch biopsies and how to suture the wound.

GPSI (GP with special interest) Dr Franz Strydom facilitated the workshop which began with a very professional and interactive presentation on the anatomy and physiology of the skin and the pathology of malignancies, when and when not to biopsy (both shave and punch), biopsy aim and technique, and suturing of the wound. Then it was time to put theory into practice.

The School's Clinical Skills Laboratory (formerly the Special Care Baby Unit) provided the perfect venue, with plenty of bench space, a variety of lighting and wonderful surgical green décor. The reception bench was lined with pieces of pig belly complete with fat

and meat so that the nurses could punch down to the all important layers required. Surgical gloves, punches, sutures, forceps and scissors were distributed and the nurses were into the practical session with gusto, with Franz and two CentralMed nurses circulating, assisting and advising. The atmosphere was earnest but buzzing as the different skill levels were exposed - everyone helping each other.

This initiative is a result of the DHB's Skin Cancer Surgery Project, which aims to have skin cancers efficiently and effectively managed in the primary care setting thereby reducing demand on secondary care resources. The feedback has been exceptionally positive – the DHB's surgical services assisting financially, Dr Strydom delivering an excellent teaching session, and the Clinical School providing the perfect facility for this type of training.

Demand for this course exceeds supply, so another training session will be held soon.

Head of School's comment

Sometimes when you are involved in a futuristic project you suddenly realise you have reached a tipping point..... things are beginning to happen. The BOP Clinical School is starting to buzz with students, visitors, activities and noise! The BOPCS team provides a 'Kiwi host' atmosphere that makes the west wing of the old maternity annexe a great place to be. We are in effect a small boutique multidisciplinary Clinical School, learning to crawl before we can walk. As is the case with all significant projects, we have frustrations about the slowness of progress, about the barriers we have to negotiate and the opportunities we sometimes have to let pass by. However we remain steadfast in our resolve to continue the journey and we are working to achieve the milestones outlined in the last quarter's newsletter.

What has been interesting over the last few weeks has been the publicity surrounding the development of an 'Education Centre' at Counties-Manukau DHB, ostensibly to address the projected population increase and its health care needs. The script supporting this initiative could well have emanated from the Bay of Plenty. This leads me to the thought: "Are we in the BOP thinking big enough?" History would suggest that other Clinical Schools in New Zealand have developed with considerable backing from local provider organisations, academia and government. This begs the question: should we in the BOP be any different?



Noho ora mai
Paul Malpass

Medical student placements

The Auckland Medical School is undertaking a survey of Midland region hospitals to determine capability and capacity for teaching 5th year medical students with surveys being sent to the following departments in each hospital: Medicine; Surgery; ED; Ophthalmology; O&G; Paediatrics; Anaesthetics; Psychiatry; Locomotor; ORL and Geriatrics.

This study seeks to establish departmental leadership, numbers and types of doctors, doctors' involvement in teaching currently and prospectively, research activity and cultural competence. A similar study will also be carried out for General Practice. The results will illustrate our capacity and capability for medical student training and how we compare with our colleagues in neighbouring DHB's.

Once this information has been collated we can expect a visit from Auckland Medical School to discuss infrastructure requirements with the departmental leadership of each of our hospitals and for General Practice.

Meanwhile we are continuing to place significant numbers of medical students from NZ and overseas, with 2008 year to date figures showing 106 medical students placed at the Tauranga Hospital site (43 from NZ), 26 at Whakatane (13 from NZ), and a significant number of placements continuing to be provided in the primary setting.

Did you know....

- A recent OECD perspective of migration shows that New Zealand and Australia have the largest proportion of foreign-born doctors of all OECD countries, 46.9% in New Zealand and 42.9% in Australia.
- For every doctor trained in New Zealand who lives overseas, there are two doctors living in New Zealand who were trained overseas.

Source: *The future of the Medical Workforce: Discussion paper 30 Sept 08*

Students tell it like it is....

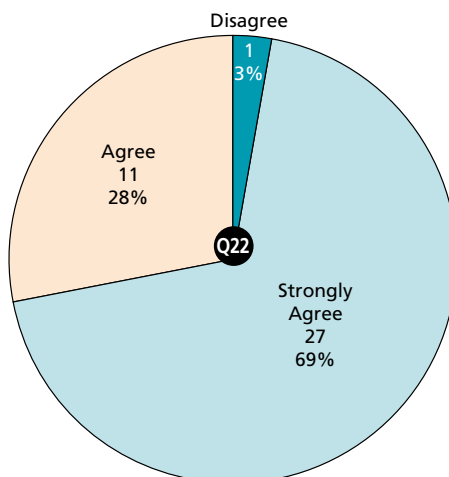
A Key Performance Indicator for the Bay of Plenty Clinical School is 'Positive student exit survey feedback'. Our aim is to provide students with such a positive placement experience that they will want to stay here, or return here to work once qualified.

An Undergraduate Student Placement Exit Survey has been developed to measure progress – asking students to rate their preparedness for placement, accommodation, learning and support, area of placement, people, and their overall experience.

The survey has been trialled on 39 medical students since March 2008. The results for 3 key questions asked in the 24 question survey are as follows:

Exit Survey Responses

Q22 Overall my placement experience was a positive one



Positive comments received during these 2 quarters included:

"I thoroughly enjoyed my placement here and would love to come back".

"I had a very enjoyable placement and it was excellent to be treated like an adult, and made to feel part of the team. I would certainly consider future employment here".

"It has been an invaluable experience and I would highly recommend Tauranga Hospital to other elective students".

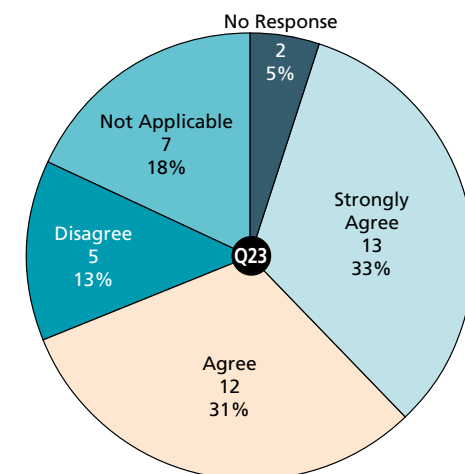
"Loved it here at Jacaranda House – met some great people on their elective/ placement (doctors, physios, midwives, radiographers) and had a blast. Thanks".

"Thoroughly enjoyed my time here and am seriously considering applying for a job in New Zealand".

Exit Survey Responses

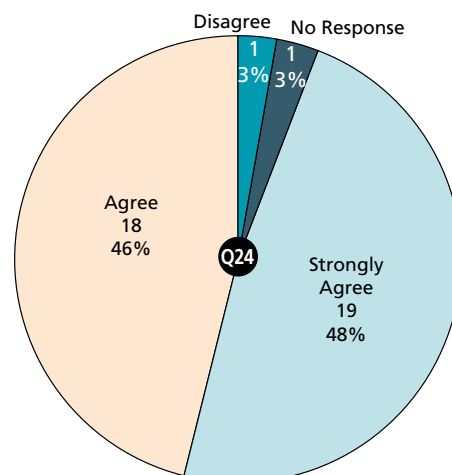
Q23 As a result of my placement experience I am more likely to apply for a position with the BOPDHB after I graduate

Note: 64% of surveys were completed by overseas students, many of whom responded "Disagree" "Not applicable" or did not answer this statement. However over half the overseas students either agreed or strongly agreed.



Exit Survey Responses

Q24 I would encourage other students to seek clinical placements at the BOPDHB



The standard of accommodation provided on the Tauranga Hospital site, and the limited access students have to computers and internet services are two recurring issues requiring improvement.

The School is still developing its student satisfaction database. Once complete, customised reports will be available to individual supervisors, letting them know how students rate their performance and to individual departments.

In 2009 the survey will be rolled out to undergraduate students in all other disciplines.

Don't underestimate a student's value

Dr Kerr Wright's general practice in Opotiki (Heritage Health) has been taking fourth year medical students from The University of Auckland for a number of years, and as he explains the effort involved in accommodating them is truly worth it.



Pictured (left to right) are: Mele Tupou (Tongan medical student); Trish Alpin (Practice nurse); Emma Chang Wai (Samoan medical student); Dr Kerr Wright (GP); Sidi Mareroa (Receptionist)

"We really enjoy having students and make a huge effort to make them feel welcome and to give those city dwellers a taste of the good things about rural life as well as rural General Practice. The truth is that entertaining fourth year students is a lot of extra work both within the practice and also for allied health professionals such as community pharmacists and others who contribute to the student's learning experiences. We also rely a lot on our patients'

goodwill as they give up some of their time to talk to our students.

The experience of teaching students is always a mixed one of personal reward but unwelcome extra workload. Our last student attachment was during this particularly busy winter. In addition our practice was contracted to look after a foreign workforce for the local Kiwifruit industry. The workers were Samoan and Tongan and for the most part their English was poor and certainly not good enough to have a satisfactory medical consultation with an English speaking GP like myself. One of our students was Tongan and the other Samoan. During their attachment we were able to offer a native language service which was greatly welcomed by the immigrant work force. The two students decided that they would design a questionnaire with basic past medical history, allergies etc and also list symptoms in a systematic manner with a tick box for patients to complete. As a result we have a very comprehensive questionnaire in Samoan/English and in Tongan/English which we now use in the practice.

The students have moved on to their next attachment but have left us with a useful legacy that we will be able to use in subsequent years. The lesson for us has been that even junior students can, with a little imagination, contribute something really useful for the practice."

Scholarship opportunities for BOPDHB employees

Waikato University Postgraduate Diploma in Management Studies

The University of Auckland Postgraduate Certificate/ Diploma in Clinical Education

The scholarship for completion of the PG Diploma in Management Studies is offered jointly by the University and Priority One and provides 50% of fees for each of the two years' study. The diploma comprises sixteen papers, taken over two years, providing an

introduction to the key disciplines in management which can lead on to an MBA. Applications close 28th October 2008.

The University of Auckland scholarships for completion of the PG Certificate/ Diploma in Clinical Education are offered by the School of Medicine to Doctors who supervise/train the university's medical students. Applications close in January 2009.

For further information and an application form, contact the Bay of Plenty Clinical School.

Clinical School a popular drop-in centre

The School's move to the old maternity annexe has proved popular with students and staff alike. The well configured training space in the west wing of this building has enabled a range of teaching and networking activities to take place within the School environment and the highly visible and central location has created a true 'drop-in centre' atmosphere. The School hosts student orientation sessions, study activities, training days, clinical forums and skills development courses such as the Skin Surgery Training Day held in September. If you want to book training space in the Clinical School facility give us a call.

Nurses – are you considering postgraduate study?

The BOPDHB with the support of the Clinical Training Agency (CTA) has provided financial support for approximately 145 registered nurses completing postgraduate papers in the first semester of this year (31 from the primary sector) and will also fund approximately 127 registered nurses completing 2nd semester papers.

Two BOPDHB nurses have helped deliver some of the postgraduate papers. Feedback from Wintec and the nurses taking these papers has been very positive. Well done Rachel Hall and Lucien Cronin – keep up the good work!

Applications are now invited for those wishing to be considered for CTA funding of postgraduate study in 2009. For more information contact me directly on (07) 579 8368 or check out the DHB website.

Ross Turner – Nurse Co-ordinator
Practice Development

Medical library services available to non-DHB health providers

Bay of Plenty District Health Board libraries at Tauranga and Whakatane Hospitals are primarily for use by DHB staff, but other health providers are also welcome to use some of the services. The library is open Monday - Friday 8:30-5:00 (Tauranga) and 8:00 - 5:00 (Whakatane).

Resources available for use include a range of clinical books and journals and computer access to databases and online journals. The library staff can supply users with a library login so they can make use of the library catalogue and most subscription material. Some of the resources are free online. Printing and photocopying services are available at 20c per page or those with a memory stick can download articles for free.

Library staff often work alone so it is advisable to phone first to make sure someone is there: Tauranga 07 579 8687 or Whakatane 07 306 0819. Email contact is: library@bopdhb.govt.nz.

Clinical Ethics Committee

Thank you to everyone who expressed interest in joining the BOPDHB Internal Ethics Committee. 45 applications were received from a wide spectrum of people both inside and outside the DHB. A panel will screen all applications this month to select an 8 – 10 member committee.

For further information please contact us:

BOP Clinical School
Private Bag 12024
TAURANGA 3143
Direct dial: (07) 579 8557
www.bopdhb.govt.nz/ClinicalSchool

Profile

Penny Horton

Nurse and Midwife Recruiter

Nurses are our largest health workforce group and so it makes sense to invest wisely in their recruitment and in strategies that will retain their employment. In 2003 the BOPDHB made such an investment by establishing the position of Nurse and Midwife Recruiter.

Penny Horton has held this position for the past year, building on a total of 18 years working for the BOPDHB. Penny works closely with Human Resources to ensure effective advertising of vacancies, liaises with Clinical Nurse Managers to maintain a vacancy database, processes employment applications, performs reference checks and participates in recruitment interviews. A key advantage of the Nurse/Midwife recruiter role is that turnaround time of applications is improved, which means that Penny can act quickly when an opportunity arises to fill a critical vacancy.

Other key initiatives include placing editorial features in local papers to attract non-practising nurses and midwives back into the workforce, establishing clinical support and networking groups for overseas nurses, working alongside training institutions that develop new graduate



programmes and using their forums to promote nursing employment opportunities in the Bay, and networking with local organisations that field enquiries from overseas residents wanting to come and live and work in the Bay.

“Being unable to find the right staff for critical vacancies is the most challenging aspect of this role. The most satisfying aspect of this job is meeting up with nurses you have placed, who have come back into the workforce after some years not working, and finding them enjoying their work and focused on a planned career development pathway”.

Key shortages currently are in Midwifery and Operating Theatre, so if you are a qualified midwife or theatre nurse looking for employment please give Penny a call on (07) 579 8031 or 021 281 2956.

Nursing & Midwifery Statistics

National

36% of health workforce
22,485 people
18,030 FTE
91% female
Av age 44yrs
Av length of service 7-8 yrs

Source: DHBNZ Health Workforce Information, Base Data Report (Snapshot as at 31 Dec 07)

BOPDHB

49% of health workforce
2,957 people
855 FTE
91.2% female
Av age 45yrs
Av length of service 7.5 yrs

Source: BOPDHB HR stats as at 17 Sept 08

Nursing New Graduates - Where do they go?

2008 results of the Annual National Survey completed by all Schools of Nursing on behalf of NETS (Nursing Education in the Tertiary Sector) showing the destination of graduates from December 2007.

Graduates (sat State Final Exam)	920	
Employed as RN	803	(87%)
Employed in New Grad programme	543	(59%)
Private	59	(6.4%)
Overseas*	50	(5.4%)
Not accounted for	83	(9%)

* 45 (90%) of those who went overseas went to Australia