

JUNE - 1985

## Editorial

Our Special Edition of Willsmere News 'n' Views is dedicated to a lady - Marie Einoder - who has served us well in the time she spent at Willsmere. So it is fitting that this Special Edition is a tribute to Marie.

I'd also like to take this opportunity to thank Judy Mortensen who helped to edit and produce this newsletter. Judy has since changed positions within the Mental Health Service, leaving me with the task of producing and editing the newsletter. I'm looking forward to the challenge.

In this Special Edition we welcome our new Director of Nursing, Mr John Fendyk, a young, energetic and competent administrator.

Under his leadership, Willsmere's Nursing Department will continue with renewed enthusiasm, offering a service which is second to none.

John commenced his training in a hospital with a history similar to ours - Beechworth Mental Hospital. Since he began in 1968, he has acquired a vast amount of experience in all aspects of Mental Health care. John's hard work and dedication didn't go unnoticed - in 1982 John was invited by the Superintendent of Nursing Services to work at Travancore Developmental Centre as the Acting Director of Nursing in the absence of the previous Director of Nursing. In April of this year 1985, John was promoted once again to the position of Director of Nursing at Willsmere Hospital. I should also mention that John is currently studying at the Phillip Institute of Technology for a Bachelor of Applied Science Degree.

*Rd Millar*



## FAREWELL & BEST WISHES FOR MRS. M. EINODER (D.O.N.)

February 22nd saw the end of an era in Willsmere's Nursing Department with a special afternoon tea and farewell presentation to our much loved and respected Director of Nursing, Mrs. Marie Einoder. During the afternoon many staff from Willsmere and throughout the Mental Health Division gathered in the Concert Hall with other friends to wish Marie a happy retirement.

A very warm informal social atmosphere pervaded throughout this occasion. Friends and colleagues exchanged greetings and news and many welcomed a cool drink after their long drive. At the appointed time, Mrs. Einoder accompanied by Mrs Maja Hrudka - Superintendent of Nursing Services, with Dr. Stamp the Psychiatrist Superintendent and Mr. J. Hayes the Manager, at Willsmere, took their seats on the platform for the presentation ceremony.

Dr. Stamp opened proceedings and addressed the throng of well wishers:

"Ladies and Gentlemen, this sort of occasion is of course by its very necessity, a bitter and sweet occasion. We're here to wish Marie well with her retirement and to say goodbye. I doubt whether it will be goodbye, probably just an adieu with a number of visits. I'm sure Marie will keep her finger on the pulse of Willsmere and nursing. I know she has many other plans as well.

I've known Marie for  $3\frac{1}{2}$  years. I'm certainly going to miss those occasional lunchtimes when I'd go up to Nursing Administration and refight the battle of Waterloo with her, and I'm very much reminded of the Duke of Wellington's comment about Napoleon... You must remember that Napoleon was one of the greatest bogeymen the British have ever known and one of the finest Frenchmen that the French will claim, for of course he was a foreigner, a Corsican. However, the Duke of Wellington referred to Napoleon and said - "that man is worth an extra battalion of troops on a battlefield by his very presence". I think that very comment actually can be made about Marie. She is worth a wardfull of nurses merely by her presence in any one place."



Mrs. Marie Einoder

Dr. Stamp said that he was fortunate to have Marie as Director of Nursing when he came to Willsmere. She introduced him to the hospital, gave him support and entered into frank discussions.

Knowing Marie has been an enriching experience for Dr. Stamp who concluded by saying.....  
"Marie, it is a great pity that you must retire. I think it is a time you have richly earned. There is much you have done for nursing in general, for teaching, for the profession and for this hospital. I've only known you for a short while. and I think it is for others perhaps to tell some more stories about you. Heavens knows what's going to come out, but at this point I would ask Mrs Hrudka to now address a few words to Marie and to make a presentation on behalf of, not merely the staff of this hospital, but also the many friends you have in the Division.



Marie has been at Willsmere over 7½ years. During that time she has untiringly worked long hours to bring changes into the hospital. She was appointed to Director of Nursing on 15th April, 1981. Her main achievements:

- \* An increase in graduate nursing staff; (figures show that in 1977 there were 49 trained staff, 2 State Enrolled Nurses and 280 Ward Assistants. In 1984 there were 135 trained staff, 122 State Enrolled Nurses and 76 Ward Assistants).
- \* In collaboration with the Metropolitan School for State Enrolled Nurses, she has been busy in training S.E.N's averaging 60 students a year.
- \* Since regionalisation of psychiatric nurse education, Marie has employed basic and post-basic student nurses. At present there are 30 basic and 5 post-basic students.

While the hospital had no Clinical Instructors, Marie overcame the difficulty in having suitable and willing nurses acting as Clinical Instructors for both psychiatric students and student State Enrolled Nurses.

Marie introduced regular Charge Nurse meetings. These meetings served to promote better two way communication, which involved discussions of problems, planning for the future, and for educational purposes. At the suggestion by Charge Nurses the usefulness of Ward Assistants in caring for patients was enhanced by formulating appropriate job descriptions. Willsmere achieved a more presentable patient population by introducing the use of private attire.

Under her watchful eye, the number of accredited clinical areas has risen from 3 in 1979 to 15 at present times.

She introduced patient care plans, I believe, before any other Divisional facility had even considered it.

Marie believed that inservice education was her responsibility. She not only encouraged it but increased and changed the programmes to serve the needs of the hospital.

She introduced an "open door policy", that is - her door was always open to any nurse who needed or wished to see her. Her counselling forms helped many nurses to change their behaviour.

Under her guidance the Nursing Services' Philosophy was produced as were job descriptions, learning objectives for State Enrolled Nurse students. From all this she edited "Willsmere Nursing Profile".

She encouraged staff participation in the development of a hospital badge. The Editor of the "News'n Views" states that it was Marie's enthusiasm that got Willsmere's newsletter into print.

I am convinced that this is only a small part of Marie's achievement. Her retirement will leave a vacuum in this hospital's life that would not be possible to fill completely. This is natural and you would not wish it to be different. With Marie's retirement an important phase in the history of the hospital comes to an end.

Both Marie and the hospital enter a new period of life. Marie is entering a life of comparative ease; the burden of running a hospital has been lifted. The hospital is in the process of scaling down the patient population. Its nursing services will have a new person at the helm.

Marie, with all my heart, I wish you a happy, self-actualising, healthy retirement."

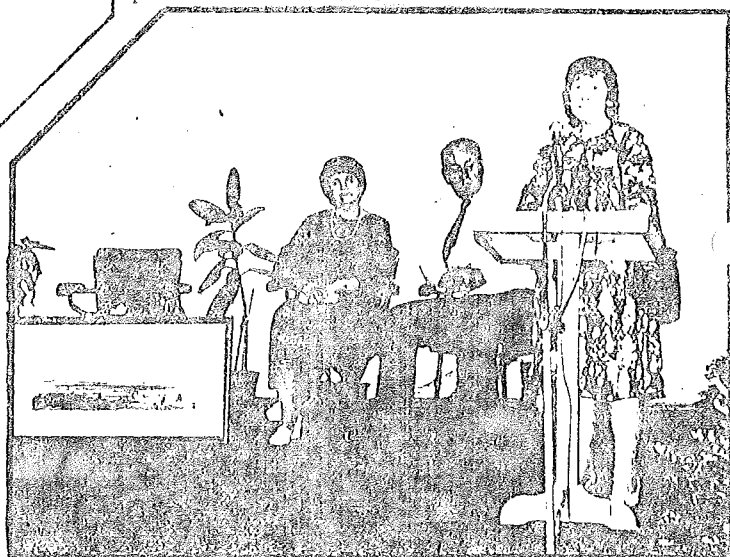


Mrs. Maja Hrudka



Mrs. Hrudka presents the rather large parcel to Marie.

How do we open it?



Marie seated, with Mr. Hayes and Elaine Cocking, with the painting finally freed from its silver cocoon.

Mrs. Hrudka, acting on behalf of Marie's many friends, presented her with a large parcel which when opened, revealed a landscape painted by John Porrack.

Mr. Hayes presented another view of this remarkable lady .....

"Ladies and Gentlemen, throughout my career in Mental Health, over many years, there were times when I met people who because of their attributes and abilities, I classed as special people. Our guest of honour today is one of those special people."

Mr. Hayes related how prior to Marie's appointment as Director of Nursing, the hospital suffered, as he recalled, "a black period in its history, which seemed to happen at regular intervals throughout the history of Willsmere".

He then went on to say -- "The first instance I had of her abilities was her organisation and administration of the project to tutor ward assistants, to enable them to sit for the nursing aide examination. The success of that exercise is shown in the results, that of all the ward assistants who participated in that scheme, only three were unable to go on and take up their duties as mental health aides. Her drive and resolve not only contributed to the success of the State Enrolled Nurses School at the hospital, but it was also responsible for this hospital regaining accreditation as a training area for psychiatric nurse training. There's a lot of other things that have happened because of this, because of her determination to upgrade nursing and patient care standards of this hospital. I think she can leave us today justifiably proud of the level of patient care she has attained here.

The only other thing I want to talk about is her loyalty. She was a person who could accept criticism as long as it was warranted; accept it and go off and try to do something about it. But she was the first to stand up and defend this hospital and its staff against any unfair criticism that was directed at this hospital.

Her loyalty was to her staff, her nursing staff. Over the years that she's been here, I have very seldom heard her criticise her nursing staff. I know it's happened, but it has been kept in the family of nursing staff. This is something that she always did. But even when she found cause to criticise anybody outside that area, she could always find something nice to say about the person and therefore soften the criticism. I hope that the nursing staff of this hospital understand and appreciate the loyalty that she's given to you people over the last 8 years.

There's not much more I can say. I can't wish Marie a happy retirement, because she's not going to retire. She's going to go on, but in another direction, so I'll close by offering you Marie my sincere thanks and best wishes."

Dr. Stamp then invited others who wished to address a few words to Marie to do so. Responses were from:

Mr. Arthur Skuja -- D.O.N. Plenty Hospital.

"I first had the opportunity of meeting Marie when, as Maja described, there was community involvement in the therapeutic community in Ararat. I was involved with puppets in Ballarat and showed those puppets in Ararat. Later I had the opportunity to meet Marie again at Plenty Hospital because her son Dr. Eiseler, was my next door neighbour. Lastly I had the opportunity to meet her as a colleague in our nursing profession, I at Plenty and Marie at Willsmere.

Now to add to what has already been said, I would like to describe Marie as a pillar of strength who has supported this hospital. Marie, as I know, endeavoured, and in my personal opinion succeeded, to build into the nursing staff, confidence, morale, loyalty, responsibility and skills to attain the standards of psychiatric nursing. As it was mentioned by Mr. Reischel at the State Enrolled Nurses Graduation Ceremony last November, Marie left no stone unturned to see that Willsmere Hospital resumed its function as a training hospital, which in turn should provide better patient care.

I am personally proud of the achievements of this charming lady and her staff which have placed Willsmere Hospital in the competitive field with the other hospitals within the Division.

Now to conclude, I would like to say to you Marie, what Maja has already mentioned, that your retirement will cause a great vacuum which may be hard to fill. And now on behalf of Plenty Hospital student nurses and staff, I wish you a happy, prosperous, healthy and long retirement."

Morcen Miles -- Shepparton

"Marie I have heard so many beautiful things said about you today, and I know that they are all true. I just want to say that the one thing that I can add is that I consider you to be the most loyal friend that I have ever had. I thank you so much for giving us the inspiration and the example that we needed at Ararat for us to become professional nurses. None of us can ever follow what you did, but we love you and we learned so much from you that it's impossible to say to people just what you did for us. I just want to thank you."

Elaine Cocking -- D.O.N. Warnambool

"I think I owe Marie just about everything. All of but the last 7 years of my working life has been spent with Marie. She was my teacher, my inspiration my friend and my counsellor, when I needed it.....She didn't have the blue forms then. But still, I think I learnt not only most of what I know about nursing from Marie, I also learnt an awful lot about myself. I'm very proud to have worked with her in those group homes. We had some good times and also some funny times.

Marie is a very special lady. When she left Ararat, something went from Ararat, and I think that's going to happen at Kew. She just can't be replaced, and unfortunately what a great loss to nursing! Now I'd better go before I cry."



Bob Murdoch -- D.O.M. Mont Park

"Being the second eldest living member of the tribe, it generally comes as part of my task to be able to speak at functions such as this. I've known Marie for some considerable time and we spent some pleasurable time at Malvern Clinic together. We worked in close liaison with Willsmere and Mont Park in relation to the Nursing Aide School, and that will continue. As a representative of the Director's of Nursing Conference Executive, I want to express the best wishes from all Directors to Marie on her retirement."

Dr. Stamp called upon Jan Sullivan, a Charge Nurse at Willsmere, who had previously worked at Ararat, to present a bouquet of roses to Marie.

That done, his next remark to the audience was "I think that this is perhaps the only time that I have been able to say to Marie, 'you will do as you are told this afternoon', -- then he added in moderated tones -- "and now Marie, perhaps you would like to speak."



Mrs. Marie Kinoder with Dr. Stamp



Jan Sullivan presenting the bouquet to Marie.

## MRS. EINODER'S RESPONSE

"At this very moment I am certainly deeply moved and extremely grateful to the organizers of this afternoon and to all of you who cared to come. I greatly appreciate and will always cherish the magnificent present you have given me, and I feel very humble and very proud of the wonderful tributes that have been paid to me by Dr. Stamp, Mrs. Hrudka, Arthur Skuja, Bob Murdoch, Noreen Miles, Elaine Cocking and Mr. Hayes. I must naturally share those tributes with all the people who worked with me - nurses, other health professionals, community volunteers.

I was very fortunate to have been in a nursing leadership position, in the right places at the right times, in Ararat and at Willsmere, when profound changes could take place, when supported by their Superintendents and Managers, a group of dedicated nurses with an outstanding pioneer spirit, a combination of talents and good coping strategies were ready and willing to become involved with me in the most challenging innovations.

We know that all is well that ends well and therefore realize that such a meaningful celebration as this one, is the greatest honour that could have been bestowed on me at the end of my nursing career.

Thank you for enabling me to start my retirement with an intact self-esteem and with a sense of achievement, for not shaking my strong belief in Cicero's philosophy of old age. According to Cicero, for me today the good age begins. 'At that age, professionals are very gently shouldered off the stage, but they are given such a comfortable front stall as spectators that if they played their part well, they will be content to sit down and and watch.'

I will sit down and watch, and hopefully still actively support the nursing organizations in their quest for greater autonomy, in their efforts to provide excellent patient care while becoming politically and economically more involved and more media conscious.

A greater number of our best nurses, academically well prepared, dedicated and with a lot of psychic energy, will have to leave the clinical setting and move into policy positions at local, state and federal level, because in the present times of rapid changes, we need a network of health professionals in the political arena in order to have the power to influence all policies concerning our future.

On another note now, I also believe in Cicero's theory that with the wisdom I gained from my life experiences, I am now, on retirement, entering the realm of triumphant maturity and glorious independence.

This glorious independence however will not prevent me from missing the close colleague relationship, it will not prevent me from remembering with nostalgia and deep fondness:

- the senior administrators and educators I admired and used as role model,
- the colleagues of all disciplines and the group of hospital volunteers who guided, supported and encouraged me through all the highlights, normal times and low points of my 30 years in psychiatric nursing,
- all the nurses who shared with me the belief in a nursing philosophy of existentialism, a philosophy of commitment and full fledged involvement with whatever we were doing,
- all the charge nurses and their staff, who devoted much time and effort in supporting our programs so calmly and unobtrusively that many of us tended to forget their enormous contribution,

- all the nursing administrators who worked with me in Ararat and Kew. Together we experienced that the road to success is not only through knowledge, skills, dedication, enthusiasm and courage, but also through an awful lot of hard work and one's share of misery. But we well know that ....

'without misery there is no greatness'

and that ....

'to succeed without suffering is to triumph without glory.'

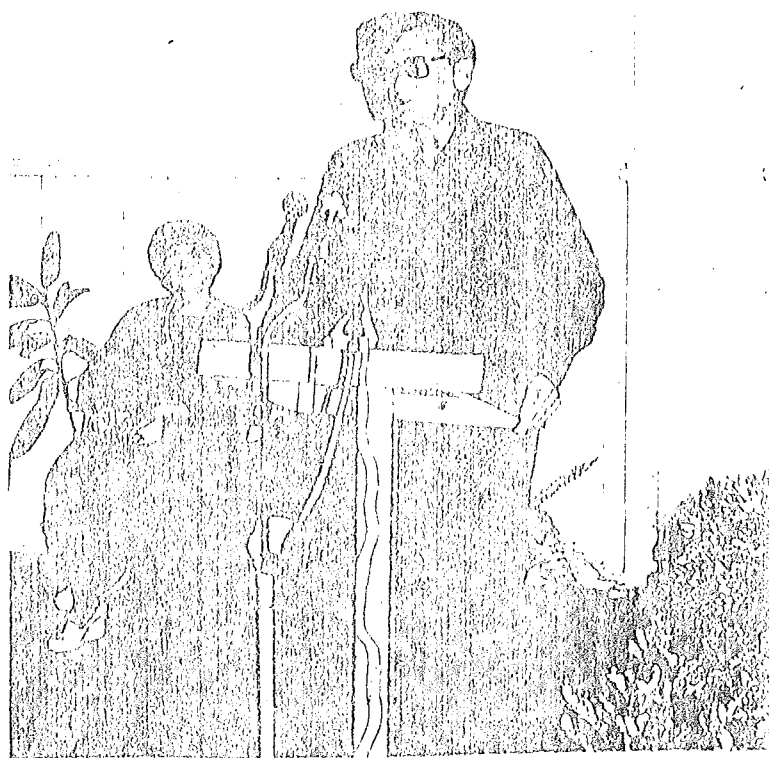
Again I say a sincere thank you to everyone here present, the representatives from Head Office, the professionals from other hospitals, the Willsmere staff, the community volunteers and my colleagues already in retirement. A special thought also goes to those who sent their apologies for not being able to come.

Also I want to express a very special sincere thank you to Mr. Hayes and Dr. Stamp for making all our achievements possible and for organizing this memorable afternoon.

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Mr. A. Skuja



Mr. R. Murdoch

Stop Press.

A warm welcome goes out to Mrs. Laurel Sutton who has taken over the position of Senior Occupational Therapist at Willsmere Hospital.

Coming your way soon is issue No. 22 of Willsmere 'News 'n Views' - bigger, brighter than ever.

