

THE COLLAB

10 + 11 AUGUST 2023



Thursday 10 & Friday 11 August 2023
Moonee Valley Racecourse

The Victorian Collaborative Mental Health Nursing Conference is jointly hosted by:



thecollab.org.au

MENTAL HEALTH TRAINING CALENDAR



FREE statewide training for people working in
Area Mental Health Services (AMHS) and Forensicare
<https://cmhl.org.au/cmhl-amhs-calendar>

Scan the QR code
to go to the calendar
and register



[https://cmhl.org.
au/cmhl-amhs-
calendar](https://cmhl.org.au/cmhl-amhs-calendar)

Events are online and face-to-face,
part- and full-day. New events are being
added so check back regularly!

EVENTS INCLUDE

- supervision training
- leadership development
- discipline and speciality area forums
- lived experience workforce development
- therapeutic interventions
- supported decision-making, and more.

Topics are guided by CMHL consultations, input from CMHL AMHS committees, the Royal Commission, and relevant frameworks and guidelines. Training is delivered by AMHS staff, statewide training providers and others.

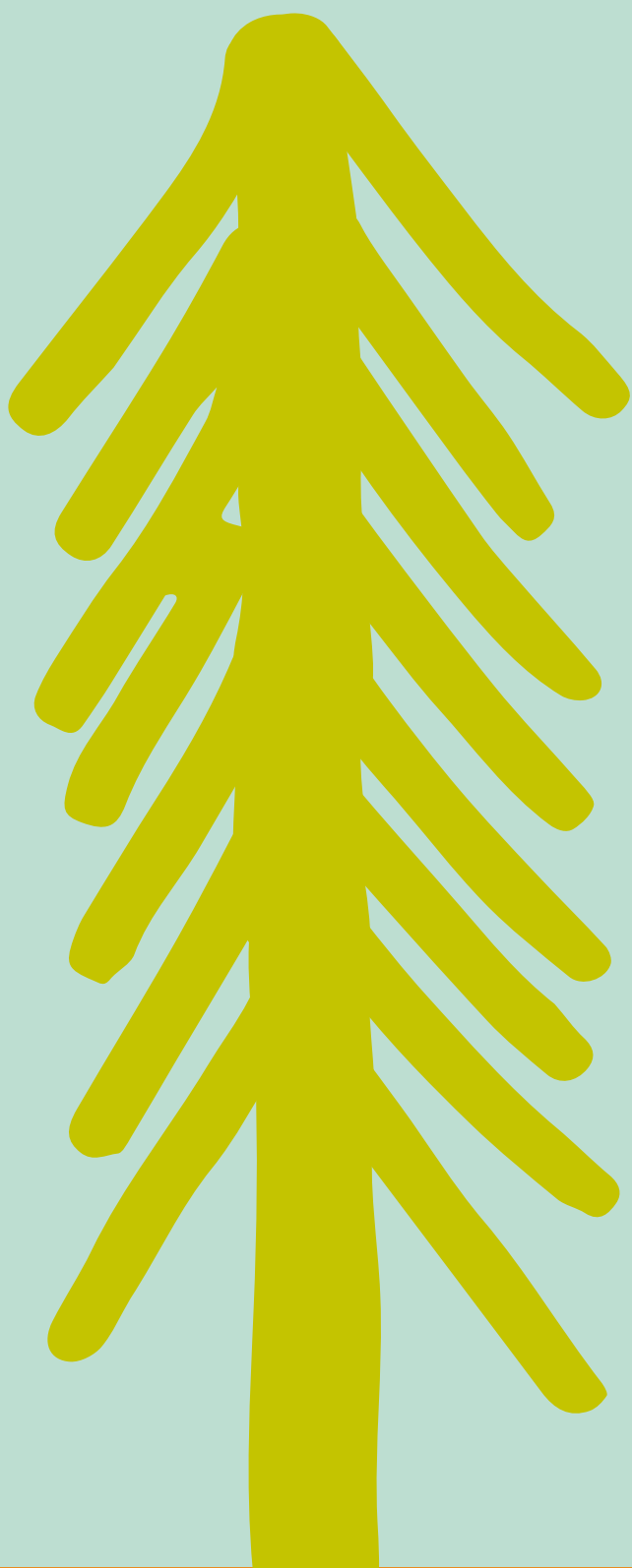
ELIGIBILITY CRITERIA

These are free events designed for members of the public clinical mental health workforce in Victoria, (staff employed at Area Mental Health Services, Forensicare or mental health staff from RCH) and lived experience workforces (LEW) working in either public clinical or community mental health state-funded roles. Other workforce in partner organisations, such as AOD organisations or ACCHOs, may sometimes be eligible.



To receive this poster in an accessible format, please email: contact@cmhl.org.au

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THE
COLLAB
2023

Keynote Speakers

Dr Haley Peckham



DAY ONE

TIME: 9:45am • THURSDAY 10 AUGUST

Dr Haley Peckham's background includes philosophy, mental health nursing, psychotherapy and neuroscience and her perspective is grounded in a colourful lived experience of recovering from complex trauma.

While studying Philosophy Haley worked with children and adolescents in 'care' and, realising that as adults they were over-represented in the criminal justice system and mental health services set out to understand the relationship between early experiences and brains, minds and behaviours.

Whilst working as a Mental Health Nurse Haley studied Molecular Neuroscience at Bristol and gained her PhD from The University of Melbourne where she learned the neuroscience of how experiences shape brains and the evolutionary

biology that illuminates why experiences may shape us the way they do. These insights are critically important for clinical practice especially for the delivery of coherent ACE aware and Trauma-Informed approaches and Haley seeks to share them with interested professionals in Australia and the UK.

Neuroplastic Wrap: The non-pathologising, ecological alternative to diagnostic labels

Most people accessing mental health services have adverse childhood experiences (ACEs) and/or histories of complex trauma. In recognition of this, there are calls to move away from medical model approaches and move toward trauma-informed approaches which privilege the impact of life experience over underlying pathology in the etiology of emotional and psychological suffering. The Neuroplastic Narrative is a neuroecological theory that privileges lived experience and recognizes that our experiences become embedded in our biology through evolved neuroplastic mechanisms that ultimately act to preserve survival in the service of reproduction. Evolved mechanisms of plasticity allow us to learn from, and adapt to, past experiences to better anticipate and physiologically prepare for future experiences that (nature assumes) are likely to occur, based on past experiences. However, neuroplastic mechanisms cannot discriminate between experiences; they function to embed experience regardless of the quality of that experience, generating vicious or virtuous cycles of psychobiological anticipation, to help us survive or thrive in futures that resemble our privileged or traumatic pasts. The etiology of suffering that arises from this process is not a pathology (a healthy brain is a brain that can adapt to experience) but is the evolutionary cost of surviving traumatizing environments.

DR HALEY PECKHAM'S KEYNOTE IS THANKS TO MAJOR SPONSOR AND COLLAB CO-HOST CENTRE FOR MENTAL HEALTH NURSING.

Ellie Hodges



DAY ONE

TIME: 1:25pm • THURSDAY 10 AUGUST

Ellie combines her professional, personal and socio-political worlds, centring lived experience and a commitment to transformative systems change. This is underpinned by a focus on innovation, social justice and leading together.

In 2017 Ellie founded and is the Executive Director of LELAN (the Lived Experience Leadership & Advocacy Network). LELAN is the peak organisation in South Australia for people with lived experience of mental distress, social issues or injustice. LELAN draws on the collective experiences, insights and leadership of people with lived experience to drive desperately needed change in the mental health and social sectors.

Ellie is an individually appointed member of the legislated South Australian Suicide Prevention Council and loves cheese, particularly the stinky oozy kind.

Lived Experience in the Leadership Space: Where being a 'leader with lived experience' and a 'lived experience leader' are not the same

In recent times critical reform documents, policies and tender processes are speaking to the important role lived experience has for transforming care and organisational cultures. Along with attempts to embed the lived experience (peer) workforces at scale, there has been greater disclosure by people across the sector about their own lived experience of mental distress, social issues and injustice. Whilst this is a welcome sign of greater acceptance of professional's full experience and expressions of self it comes with dilemmas for the lived experience movement and systems that are integrating it.

Ellie will speak to lived experience as a technical skillset, differentiating between having lived experience and intentionally drawing on the expertise of lived experience to lead. In her keynote Ellie will draw on her own journey as founder and Executive Director of LELAN, the peak body for lived experience in South Australia, and the work that her team leads in this space.

ELLIE HODGES' KEYNOTE IS THANKS TO MAJOR SPONSOR CENTRE FOR MENTAL HEALTH LEARNING.



Keynote Speakers

Anna Love



DAY
TWO

TIME: 9:00am • FRIDAY 11 AUGUST

Anna was appointed Victoria's Chief Mental Health Nurse in 2015 and comes with experience across mental health and addictions medicine, having trained and worked in the UK before moving to Australia. Anna's vision is to ensure we have a skilled, valued, and nurtured mental health nursing workforce.

In 2022, Anna was additionally appointed as Executive Director of the Clinical and Professional Leadership Unit within Safer Care Victoria.

Anna is the executive sponsor of the Mental Health Improvement Program, leading significant reform and improvement projects in response to the Royal

Commission into Victoria's Mental Health System. Anna provides expert advice on quality and safety matters to the CEO of Safer Care Victoria and the Department of Health. As Executive Director, Anna oversees and supports the work of Victoria's Chief Clinical Officers.

Inspiring Mental Health Nursing -Leading from where we are 'Reflections from Chief Mental Health Nurse Visits '

As the Chief Mental Health Nurse, Anna Love has endeavoured to keep a connection on a regular basis with nurses across the State.

The ways of keeping contact has been through holding Forums; online or in person meetings with nurses from different specialty areas; listening to current issues and sharing what's happening within Mental Health Reform; Workforce developments; Improvement work and updates on policy changes, have all been topics of conversation.

During the height of the pandemic, visits to services were put on hold and after a number of 'False ' starts during 2022, by the end of 2022 we had been able to recommence visiting mental health services.

The visits have been inspiring. Listening to staff talk about the changes they have made locally to their practice, the challenges they have encountered and also the complete 'Joy' that nurses are experiencing - working closely with Consumers, families and carers .

This keynote will be an opportunity for the Chief Mental Health Nurse to celebrate the truly 'Inspiring Nurses of Victoria' and share the learnings from the visits.

ANNA LOVE'S KEYNOTE IS THANKS TO MAJOR SPONSOR AND COLLAB CO-HOST HACSU.

Dr Christopher Langmead



DAY
TWO

TIME: 2:05pm • FRIDAY 11 AUGUST

Professor Chris Langmead is the Director of Neuromedicines Discovery Australia and co-leads the Monash Institute of Pharmaceutical Science's Neuroscience & Mental Health Therapeutic Program.

He is an expert in GPCR drug discovery, particularly in the field of neuropsychiatry, and has led multiple projects into late-stage preclinical development, many of which are now in clinical trials.

He has a degree and PhD in Pharmacology from Queens' College, Cambridge and University College London, respectively, was the youngest person to be elected as a Fellow of the British Pharmacological Society and was the recipient of the British Pharmacological Society Novartis Prize in 2017.

Beyond Prozac: The Risks and Opportunities of Neuromedicines in Australia.

Despite the work done to destigmatise mental ill health, the roll-out of the Royal Commission recommendations, and record investment in fixing a 'broken' system, a piece of the puzzle remains – innovation in drug treatments.

There have been no truly novel new medicines in mental health in 50 years, despite rapid advances in other critical areas such as heart disease, cancer and diabetes. Formed in 2021, Neuromedicines Discovery Australia aims to address that, as a centre with the expertise and critical mass to discover, trial, and manufacture a new class of medicines that are quick acting, non-addictive, and short-term. When combined with psychotherapy in a clinical setting, the results could see recovery impacts for people with acute depression, PTSD, eating disorders and drug and alcohol use disorders.

The TGA decision to re-classify psilocybin and MDMA makes the work of the NDA even more vital, as Australia faces a future which makes new treatments inaccessible and out-of-reach for the people that need them most, and potentially undermines our mental health workforce.

*Feature
Presentation*

Keynote Speakers

PANEL DISCUSSION

Emerging Leaders in a Climate of Change

DAY TWO

TIME: 2:55PM • FRIDAY 11 AUGUST

The current climate of change within mental health nursing presents both challenges and opportunities for emerging leaders in the field.

The workforce shortage in nursing and the increasing demand for mental health services requires new perspectives and innovative solutions to improve consumer outcomes and to better meet the needs of diverse populations.

This panel brings together three emerging leaders in mental health nursing to share their experiences and insights into the changing landscape of mental health care. The panellists will discuss their strategies for addressing workforce shortages and increasing access to care, as well as their approaches to enhancing patient engagement and improving outcomes.

The panellists will also highlight the importance of fostering a diverse and inclusive workforce that reflects the communities they serve. They will discuss their efforts to promote cultural humility and sensitivity, as well as their approaches to addressing social determinants of health and reducing health disparities.

Overall, this panel provides a unique opportunity to learn from the perspectives and experiences of emerging leaders in mental health nursing who are driving change in the field. Attendees will leave with a deeper understanding of the challenges and opportunities facing mental health care today, and with practical strategies for improving patient outcomes and enhancing the workforce.

THE EMERGING LEADERS PANEL PRESENTATION IS THANKS TO MAJOR SPONSOR AND COLLAB CO-HOST ANMF.



DANIEL DARMANIN
CHAIR

Daniel Darmanin is working as the new Program Manager at the Sunshine Mental Health and Wellbeing Centre. He has worked in many different settings, including adolescent, youth and adult services. He has previously worked as the Clinical Nurse Consultant and Code Grey Coordinator at the Royal Children's Hospital and as the Area Senior Nurse at Orygen Specialist Program. Daniel is a member of the Centre for Mental Health Nursing Expert Reference Group and the Victorian Collaborative Mental Health Nursing Conference Committee. Daniel works concurrently as a Sessional Trainer for Genu, teaching students the Certificate IV in Mental Health. His special interest areas include trauma informed care, occupational violence and aggression and supporting the physical health of consumers.



ABBHEY HEALEY
PANELIST

Abbey Healey is a Senior Mental Health Clinician for the Royal Children’s Hospital Mental Health Intake and Assessment Team. Abbey commenced her mental health nursing career at the Royal Children’s Hospital in 2018 and has worked in various positions in both the inpatient and community settings throughout the organisation. Her previous leadership positions have included Psychiatric Clinical Nurse Specialist, Associate Nurse Unit Manager and Mental Health Nurse Bed Coordinator. Abbey is passionate about trauma informed care, sensory modulation and improving efficiencies in practice through optimising EMR.



JAKE BUSHE
PANELIST

Jake Bushe is an emerging leader who has recently embraced the position of Clinical Nurse Educator at Orygen Inpatient Unit. After completing his Masters of Nursing Science at Melbourne University, Jake commenced his nursing career through the NWMH Graduate Program at Orygen in 2020. After completing rotations through the Northern Inpatient Unit and Norfolk Terrace CCU, he returned to Orygen where he completed his postgraduate studies and secured a full-time role. His passion for working alongside young people, and his strong emphasis on connection and collaboration has helped him thrive as a nurse and a shift leader in the youth mental health setting. Now, this passion has been channelled into the CNE role; with a keen focus on workforce wellbeing, risk assessment, Safewards interventions, and self-harm safety planning.



KRISTINE JOSEVSKI
PANELIST

Kristine Josevski is an emerging leader who has recently transitioned to a new role as an Associate Nurse Unit Manager (ANUM) at MWAMHS. Kristine graduated from Victoria University in 2019 and completed her Graduate year with the NWMH Graduate program. She has spent majority of her nursing career working within acute adult mental health inpatient units across the NWAMHS and thoroughly enjoys providing consumers with compassionate support during the acute phase of their recovery. She has completed her postgraduate studies in 2021 and is currently completing a Master of Advanced Nursing Practice (Mental Health) through RMIT University. Kristine continuously seeks to refine her skillsets through professional development opportunities. Kristine enjoys learning about reducing restrictive interventions through the use of de-escalation strategies and sensory modulation.



Safer Care Victoria are Victoria's healthcare safety and improvement specialists and are an administrative office of the Department of Health

Victoria's Chief Mental Health Nurse

The Chief Mental Health Nurse has a key role in supporting the mental health sector in Victoria through initiatives including:

- Mental health nursing workforce support
- Clinical supervision for mental health nurses
- Equally well - a framework for Victoria
- Occupational violence
- Development of a state-wide anti-ligature assessment tool



Anna Love
Chief Mental Health Nurse
Executive Director, Clinical & Professional Leadership Unit



Kate Thwaites
Deputy Chief Mental Health Nurse
Director, Mental Health Improvement Program

Mental Health Improvement Program

The Mental Health Improvement Program was established in 2021 as a recommendation of the Royal Commission into Victoria's Mental Health system.

Current focuses of the program include:

- Reducing compulsory treatment
- Adopting the zero suicide framework
- Preventing gender-based violence
- Towards elimination of restrictive practices

Safer Care Victoria works with clinicians, lived experience consumers, carers, families, and supporters to help health services deliver better, safer healthcare to Victorians

Connect with us



safercare.vic.gov.au



info@safercare.vic.gov.au



[@safercarevic](https://www.instagram.com/safercarevic)



Safer Care Victoria

Welcome to Country & Smoking Ceremony Uncle Perry Wandin, Wurundjeri Elder



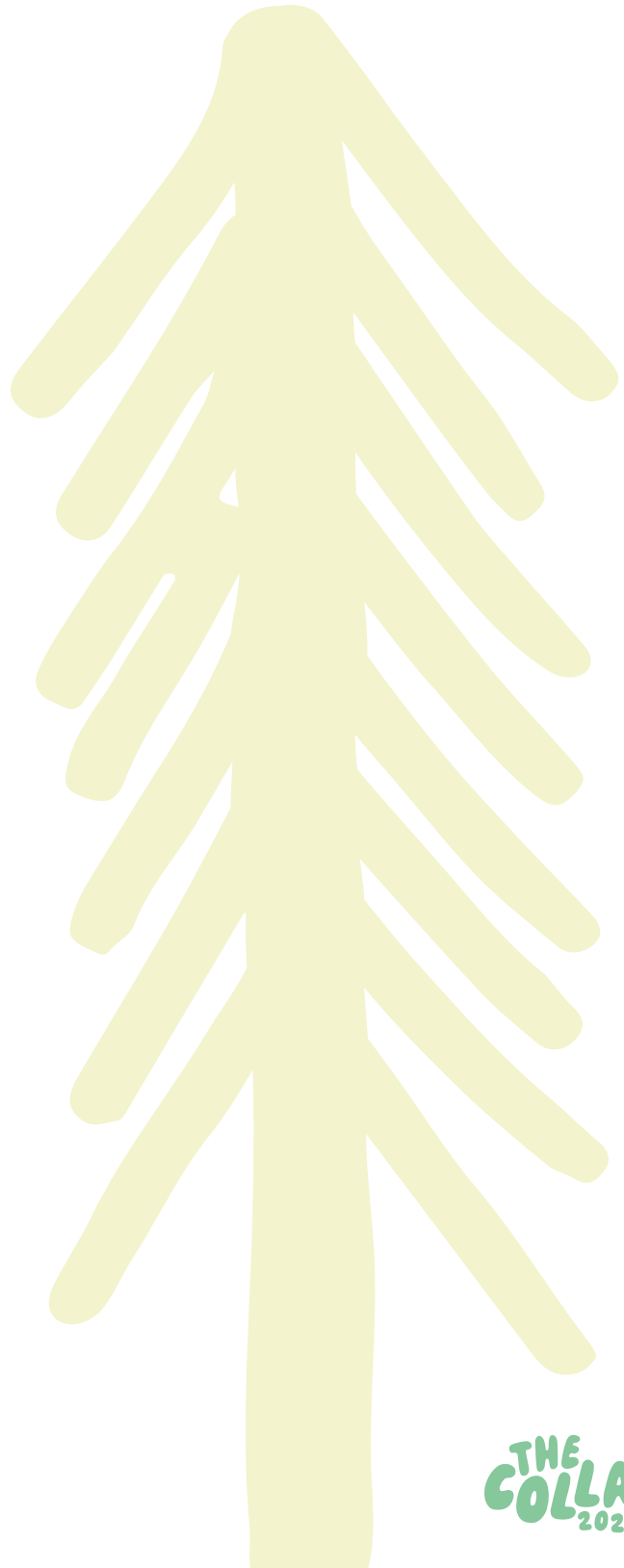
DAY
ONE

TIME: 8:45am • THURSDAY 10 AUGUST

Uncle Perry Wandin a proud Wurundjeri man, cultural heritage officer at Wurundjeri tribe land council.

Great, great, great nephew of William Barak and son of James Juby Wandin, Uncle Perry's home is in Healesville, near the community site that was Coranderrk.

Uncle Perry has been supporting and Welcoming the Collab attendees since 2018.



THE
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2023

Special Events

DAY ONE

Nursing Students Unite

TIME: 10:30am
DAY: THURSDAY 10 AUGUST
LOCATION: CHILL OUT SPACE

This popular meet and greet session is back again in 2023. Hosted by **Jo Stubbs, CMHL** this is a chance for you to meet your fellow nursing students and 2023 Student Pass winners. Meet current graduate mental health nurses, as well as other experienced mental health nurses and ask them anything!

DAY TWO

Enrolled Nurses Unite

TIME: 11:00am
DAY: FRIDAY 11 AUGUST
LOCATION: CHILL OUT SPACE

Hosted by **Shaina Serelson and Emma Murrell, CMHL** this meet and greet session is a chance to meet and chat to fellow Enrolled Nurses.

DAY ONE

Aboriginal and Torres Strait Islander Mental Health Nurses and Students to come together

TIME: 3:25pm
DAY: THURSDAY 10 AUGUST
LOCATION: CHILL OUT SPACE

Inviting Aboriginal and Torres Strait Islander Mental Health Nurses and Students to come together to purposefully connect and share with one another about their experience as Mental Health Nurses. **Hosted by Adrienne Lipscombe, VACCA.**



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Services Union

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As your specialist mental health union, HACSU fights to ensure your work is recognised and valued.

HACSU members work together to win better wages and conditions, secure work, and safe and inclusive workplaces — as well as campaigning for well-funded mental health services

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- a mind shift.

**MAKE YOUR
MIND
—SHIFT.**

barwonhealth.org.au/careers-in-mental-health



**Barwon
Health**

Special Events

JUMP TO: [CONTENTS](#) | [DAY ONE](#) | [DAY TWO](#)

DAY ONE

Drinks in the TOTE Bar

TIME: FROM 5:00pm
DAY: THURSDAY 10 AUGUST
LOCATION: TOTE BAR & DINING

Unwind after the first day of presentations and join your fellow Collab attendees for a drink and chat at the TOTE bar.

Happy Hour prices on 5-7pm.

DAY TWO

Awards Presentation

TIME: 4:00pm
DAY: FRIDAY 11 AUGUST
LOCATION: PLenary SPACE – THE CELEBRITY ROOM

Presentations will include 2023 First Time Presenter, Co-Production Prize and Day 1 / Day 2 People's Choice Presentation

THE AWARDS PRESENTATION IS THANKS TO MAJOR SPONSOR BARWON HEALTH.

DAY TWO

Cocktail Food & Drinks

TIME: 4:30pm
DAY: FRIDAY 11 AUGUST
LOCATION: THE MARKET PLACE

Join us for a drink and nibbles to celebrate the conclusion of The Collab Conference.



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Wellness Room Activities

The Collab can contain content that may be sensitive and sometimes distressing to conference participants. We have set up two spaces where participants can either sit quietly or participate in an activity to take a break from the conference atmosphere.

DAY ONE

DAY TWO

Chill Out Space

TIME: ALL DAY

DAY: THURSDAY 10 & FRIDAY 11 AUGUST

LOCATION: JUST BEFORE THE MOUNTING YARD



Wellness Room

TIME: ALL DAY

DAY: THURSDAY 10 & FRIDAY 11 AUGUST

LOCATION: PARADE BAR

DAY ONE

DAY TWO

Delta Therapy Dogs: Helping Animals and People Bring Joy to Each Other

TIME: 11:00am – 12:30pm (DAY 1) & 10:00am – 11:30am (DAY 2)

DAY: THURSDAY 10 & FRIDAY 11 AUGUST

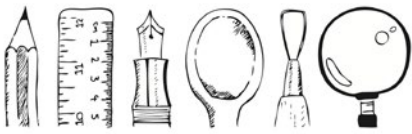
HOST: DELTA THERAPY DOGS

Delta Therapy Dogs is a national leader in the delivery of Animal Assisted Services, with over 1,200 volunteers delivering Animal Assisted Activities (AAA) and Collaborative Animal Assisted Therapy (C-AAT) in hospitals, aged care facilities, youth services, mental health services, correctional facilities, and other health and community services right across Australia.



THE WELLNESS ROOM IS THANKS TO MAJOR SPONSOR SAFER CARE VICTORIA.

Laneway Learning



laneway learning
cheap, fun classes in anything and everything

Laneway Learning hosts informal evening classes in anything and everything, and aims to make education accessible, community led and fun!

We are committed to providing interactive, entertaining and affordable classes to improve mental wellbeing and foster social connection. We source our teachers from the community and the community that we create is made up of people from all different walks of life. We strive to bring education outside of traditional learning spaces, making it a peer-to-peer experience.

DAY ONE

Macrame Planters

TIME: 2:20pm – 3:00pm
DAY: THURSDAY 10 AUGUST
HOST: MARIA YEBRA

Learn a few simple knots to make any sort of macrame plant hanger as well as many other macrame patterns.



DAY ONE

Pottery

TIME: 3:50pm – 4:40pm
DAY: THURSDAY 10 AUGUST
HOST: MARIA YEBRA

Using air dry clay we'll learn the basics of hand building pottery and make a little trinket plate, candle holder or whatever you fancy.



Wellness Room Activities

DAY TWO

Introduction to Meditation

TIME: 9:30am – 10:00am
DAY: FRIDAY 11 AUGUST
HOST: CHARLOTTE YOUNG

If you've been wondering about meditation and like the idea of becoming more mindful but are put off by sitting in a lotus position and/or following a certain kind of doctrine, then you'll enjoy this straightforward approach. We'll start by busting a few common myths and then learn some simple and effective meditation techniques that you can return to again and again.



DAY TWO

Journal with Ingrid

TIME: 11:30am – 12:15pm
DAY: FRIDAY 11 AUGUST
HOST: INGRID JONES

Journal writing is an incredible tool for looking after your wellbeing. This session will take the thinking out of how to journal. You'll be guided with a step-by-step process, helping you to reduce stress, gain clarity and feel inspired by your insights. Whatever you write is personal. (no one will be asked to share).
BRING A NOTEBOOK AND PEN!



DAY TWO

Self Massage with Clare

TIME: 12:20pm – 1:05pm
DAY: FRIDAY 11 AUGUST
HOST: CLARE

Do you find yourself needing to work out the aches and pains after a day in the office or an afternoon on the sports field? In this workshop you will learn how to self massage forearms, hands, necks and shoulders. We will explore:

- Where to find the good spots and what to do with “knots” when you do,
- Self care tools the experts recommend to help with repetitive movements and fatigue
- Stretches for when you're too tired to stretch
- Some theory about how these 3 areas hang together and affect one another through daily use. It's not a substitute for remedial therapy but it will make you feel pretty great!

DAY
TWO

Watercolours for Beginners

TIME: 2:00pm – 3:00pm
DAY: FRIDAY 11 AUGUST
HOST: FRAN MILLER PEZO

Ever wanted to learn watercolour florals? This is your chance to learn how to paint some beautiful Australian native floral motifs from scratch. We'll learn some tips and tricks to get us going with watercolours and then we'll go on to design our floral art.



DAY
TWO

Intro to Acrylic Markers: Colourful Patterns

TIME: 3:05pm – 4:00pm
DAY: FRIDAY 11 AUGUST
HOST: FRAN MILLER PEZO

Join this relaxing and mindful colouring art practice for total beginners! We'll learn about acrylic markers and pattern design while making a few fun patterns varying in complexity.

Who is teaching?

Fran (she/her) likes to try her hand at anything and everything. She's worked for comedy festivals, performed in shows, ran her own craft market and tour managed her way around the world with rock bands.

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Day One Program

Abstract Presentations

11:00am • PLENARY SPACE – CELEBRITY ROOM
BIANCA BLATCHFORD ★

Bianca Blatchford is the Early Career Nurse Coordinator for Austin Health, which is a role that includes oversight of Graduate Nurse Program, Post-graduate Program and transition to specialty practice program. Prior to this her background is in child and youth mental health nursing.

Work Readiness of Graduate Nurses - What do Our Graduates Need From Us?

Graduate nurses need support on entry to the workplace. Work readiness is one consideration for a successful adjustment to the role of a registered nurse and is a multi-dimensional construct beyond competency in nursing specific skills or knowledge. Addressing work readiness as part of the structure of Graduate Nurse Program may provide a useful insight into the needs of these early career nurses. A Work Readiness Scale (WRS) was used to determine the work readiness of 20 graduates at the commencement of their graduate nurse year. The domains from the WRS were used to inform the potential needs of the graduate nurses across the domains of organizational acumen, emotional intelligence, personal work characteristics and work competence.

This presentation will describe the results of the work readiness of the 20 graduate nurses, and how this information was used to influence the training needs of the Graduate Nurse Program in Mental Health at Austin Health for the early part of 2023. It will also include plans to use this information going forward.

11:00am • BREAK OUT 1 – MOUNTING YARD
DEB CARLON, KATIE LARSEN & TREVOR HUNT

Katie Larsen is the Senior Manager Inclusion and Participation at Mind Australia. They work from a lived expertise and social justice perspective incorporating lived experiences of mental health challenges and LGBTIQ+ identity.

Deb Carlon works from a Consumer LE perspective she is passionate about consumer led alternative spaces that incorporate consumer leadership, intersectionality, and Human Rights.

Trevor Hunt leads a team in the Lived Experience Branch that uses co-design and coproduction principles to implement mental health and wellbeing reforms in a government context, including the Healing Place project.

From Co-design to Consumer Leadership ♥

Mental health reform is a complex and challenging undertaking. Central to its success is that people with lived experience of mental distress not only have a voice in the design and delivery of services but have genuine leadership within these processes. Co-design is just the beginning/starting point of this. Consumer leadership is a step further than co-production, where people with personal lived experience take on leadership roles in the planning, implementation, delivery and evaluation of mental health services.

Positioning the Healing Place as a consumer led service, we intend to deliver a transformative approach to delivering services that will have broader impacts for reform across the mental health system. Co-Production and consumer leadership are critical approaches that are being used to reform mental health care. By working together, consumers, providers, policymakers and loved ones, can create a system of care that is more responsive

Abstract Presentations

to the needs of all individuals. We will explore the opportunities and challenges of enabling consumer leadership to drive system reform.

11:00am • BREAK OUT 2 – VALLEY VIEW MARCIE REGESTER

Marcie Regester has been working at St Vincent's as a mental health nurse since 2015 in various roles across both community and inpatient services, and is currently leading the Education Team. Marcie completed her second Master's degree with Monash University in 2022, and has a strong interest in building the confidence and capability of staff to work with consumers who use substances in a holistic and recovery-oriented way.

Identifying staff attitudes towards consumers who use substances across varying treatment settings: research findings

Introduction: There is an ingrained stigma in the community towards those who use substances and have a co-occurring mental health disorder. Stigma infiltrating mental health care affects the support and treatment consumers receive from staff and the service. There is plethora of research on the significant impacts that stigma has on consumers who use substances. Identifying and addressing attitudes is a mitigating strategy towards this stigma and improving care delivery.

Method: A cross-sectional survey was utilised to capture attitudes towards consumers who use substances within St Vincent's Hospital Melbourne. Participants (n=73) were from a range of areas, comparisons were drawn between groups using scores from non-stigmatising version of the Drug and Drug Problems Perception Questionnaire (DDPPQ). Risk as a potential impacting factor on attitudes was explored.

Findings: Staff attitudes across all areas were generally positive. Mental Health staff with previous AOD experience had more positive attitudes than those who did not. Aggression was a major influencing factor.

Conclusions: This research enabled the identification and comparison of attitudes towards consumers who use substances across staffing groups. Further investigation is required around aggression and risk influencing staff attitudes. Increasing clinician exposure to AOD settings may mitigate against negative attitudes.

11:00am • BREAK OUT 3 – JOCKEY ROOM DEAN CAMPBELL ★ & RITTA LOMINDED ★

Dean Campbell and Ritta Lominded are mental health nurses, currently employed at OASIS child neuropsychiatry unit at Monash Health. Dean's interest in mental health started with support work in the NDIS, this naturally led to him completing a graduate mental health nursing program, afterwards he specialised his practice to working with neuro-diverse consumers. Ritta is flexible and adaptable to new situations which is why she fits in to the Oasis team. Ritta is passionate caring for neuro-diverse consumers and families, she feels very fortunate to be able to support those in need.

Safewards – An application in OASIS child neuropsychiatry unit

Background: The Safewards care model was established via research across the United Kingdom and Victoria and was implemented in Victoria in September 2016. The model focuses on the multiple factors that influence conflict and containment.



Welcome to the

24th Victorian Collaborative Mental Health Nursing Conference!

As a major sponsor and ongoing conference committee member, ANMF (Vic Branch) is thrilled to again be part of the 24th Collab Conference.

The conference is always a fantastic opportunity to network and hear from some of mental health nursing's leading voices. The Victorian Mental Health Royal Commission's final report contained 65 recommendations (building on the nine interim recommendations) and was released in 2021. Since then, there has been ongoing and rapid reform in the mental health sector. New models and expansion of existing initiatives like Mental Health Hospital in the Home teams and expanded HOPE teams are underway. Mental health nurses are a critical part of their success.

ANMF continues to run our invaluable ANMF Royal Commission Working Group. This is a dedicated group of mental health nurse delegates from across the state who meet monthly to analyse and interpret the royal commission's final report and recommendations. The group is currently reviewing the new Mental Health and Wellbeing Act 2022, to take effect from 1 September 2023, and providing member feedback direct to the Mental Health division of the Department of Health. On behalf of our members, ANMF is in regular discussions with the Department and Safer Care Victoria in relation to improvement work, reform initiatives including the Mental Health Workforce Safety and Wellbeing Committee and the independent review into compulsory treatment.

ANMF is the largest trade union in Victoria representing nurses. We understand and respect mental health nurses' work, their expertise, and their skills. Mental health nurses are leading the way for mental health reform in Victoria.

Visit
us at our
exhibitor booth
for the chance to win
a ticket to the ANMF's
Creating a Mentally Safe
Workplace Conference
and a scarf, or join ANMF
to be in the running
to win an ANMF
hoodie!

anmfvic.asn.au/join



**Australian
Nursing &
Midwifery
Federation**
VICTORIAN BRANCH

Abstract Presentations

OASIS is a specialised inpatient unit focusing on the care of children with neurodevelopmental and or psychiatric difficulties whose current difficulties makes community assessment and treatment impractical. In planned and crisis admissions, the parent or carer are required to stay with the young person.

Outline: This presentation focuses on the application of Safewards in inpatient child neuropsychiatry and the role of nurses at OASIS. OASIS's implementation of Safewards varies from other psychiatric specialties as caregivers often hold more importance in managing flashpoints than the care providers. The emotional needs of child and carer requires comprehensive care from the multidisciplinary team to address behaviours of concern, often these interventions align with Safewards. Safewards interventions used at OASIS include, talk down methods, positive words, discharge messages, and bad news mitigation. We recently adapted the Know Each other intervention into a book to improve the child's recognition of staff upon unit admission. Additionally, we are adapting the mutual help group to be child and parent focused.

**11:25am • PLENARY SPACE – CELEBRITY ROOM
MARK BINT ★**

Mark Bint is a mental health nurse with over 15 years experience working in acute, forensic and addictions services. Originally from the UK, now living and working in Melbourne Australia, Mark is currently the team leader in emergency mental health at The Royal Melbourne Hospital

Workforce Development in Emergency Mental Health

It is well documented there is a significant demand for inpatient psychiatric beds. The Royal

Commission into Victoria's mental health system ultimately highlighted the need for better access to services. There is no doubt that the COVID-19 pandemic made worse this already broken system. Front line staffing numbers reduced as staff and consumers alike battled the virus. Nowhere was this pressure felt more so than the already thinly stretched emergency departments (ED's).

This 'bottle neck' effect would eventually lead to major delays in accessing mental health help for those in crisis. Huge ED waiting times for the displaced consumers was commonplace. Working in an overcrowded ED with limited inpatient beds posed significant challenges for both staff and consumers.

Prolonged waiting caused distress and exacerbated conditions. Emergency Mental Health (EMH) senior clinicians who would usually be making comprehensive assessments and referrals modified their approach by commencing treatment in The ED. The Royal Melbourne Hospital has since introduced new roles.

The MH/AOD Navigator role focuses on coordinating and facilitating the care and treatment that traditionally would be provided by bedside nurses. The implementation and success of this new role afforded the opportunity to develop a Post Graduate Nurse position.

This presentation will report the challenges, successes and implications for mental health nursing practice.

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11:25am • BREAK OUT 1 – MOUNTING YARD

RENEE HAYDEN ★, SHARYN AMOS ★ & SIAN PRITCHARD ★

Renee Hayden is a CMHN, Family Therapist and Dip AOD & founded APMHA with 3 CMHN's in direct response to the Royal Commissions 2015 review of Nationally Mental Health Services. As the CEO, Renee has a diverse executive, Board, management, & clinical background firmly cemented in mental health, AOD, general practice and primary care.

Sharyn Amos is an experienced senior CMHN and AOD practitioner working in various roles and key strategic disaster response projects delivered by APMHA since 2017.

Sian Pritchard joined APMHA on 1 July, 2023 as GM Service Delivery & Mental Health Reform. Sian is a Nurse Practitioner, CMHN and Dip AOD.

Primary Mental Health Nursing - recognition, response, and respect - where do we fit?

From July 2007 - Mental Health Nurses commenced in primary mental health. Many leading the landscape in program implementation and tailored community responsiveness for our most vulnerable. However, over the last 16 years, program funding has changed, services have been commissioned out and the profession is poorly represented and advocated.

This presentation will focus on the last 16 years, and provide participants with an overview of primary mental health and where MHN 'fit'. APMHA HealthCare Ltd, is a Not-for-Profit, delivering services across 5 Primary Health Networks, and is founded and led by 3 Mental Health Nurses.

If you are looking for a career in primary mental health, this presentation may assist in navigating the primary health care landscape.

11:25am • BREAK OUT 2 – VALLEY VIEW

RACHAEL SABRINSKAS

Rachael Sabrinskas is a dedicated and credentialed mental health nurse leader with clinical experience in inpatient and community adult mental health teams. She spearheaded the implementation of HOPE program at Latrobe Regional Hospital in 2019, and her commitment to advancing suicide prevention led her to pursue a PhD at the University of Melbourne in 2020. Passionate about living experience as expert knowledge, Rachael's clinical and research focus champion these voices to drive change. Recently, she joined La Trobe University as a lecturer within the School of Nursing and Midwifery and enjoys supporting the development of aspiring nurse leaders through their undergraduate degree programs.

Exploring coroner's recommendations to enhance suicide prevention

Every individual's life holds immense value and significance, making it crucial to delve into the complex factors surrounding suicide deaths and explore ways to improve prevention measures. Within Australia, the coroner plays one role in informing both suicide prevention and clinical practice. The governance of the coroner's operations varies across different states and territories (for example the Coroners Act 2008 (Vic) in Victoria). Additionally, the coronial data plays a significant role in informs the policies and safety processes of mental health services. However, despite the mandate for mental health services in in some states and territories (Victoria included) to demonstrate action based on coronial recommendations, there is a lack of systematic evaluation and implementation of these recommendations in terms of safety outcomes. Furthermore, there is a noticeable scarcity of



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1. Sustainability – Strengthen the foundations of the CentreMHN
2. Enhance practice – Advance the art and science of mental health nursing practice
3. Translational research – Build the evidence base for mental health nursing practice and drive the translation of evidence into policy and practice
4. Advocacy – Raise the voices of mental health nurses and partner with people with lived experience

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work focusing on recommendations specific to loss of life by hanging. Addressing this gap, this paper undertakes a preliminary analysis of publicly available Victorian coroner's recommendations from 2012 to 2022, with a specific focus on potential for preventing hanging suicides.

11:25am • BREAK OUT 3 – JOCKEY ROOM
KAYLA POLLARD, ANGIE BAXTER ★
& SANDRA DORSE ★

Kayla Pollard is a Mental Health Nurse who has been working at the Alfred Infant Child & Youth Area Mental Health and Wellbeing Service (ICYAMHWS) since 2020 after initially starting her career in Adult Inpatient Mental Health in 2016.

Angie Baxter and Sandra Dorse are both Family Peer Specialists within the Eating Disorder Programme at ICYAMHWS, who both carry a lived experience of caring for their children through their eating disorder recovery. Angie and Sandra both work alongside families and carers to provide support and teach the practical skills needed to care for their loved one.

'Recovering from my eating disorder meant that I was able to live again' Alfred Health's Eating disorder program encompassing family and peer support workers ♥

Living with a loved one with an eating disorder can have a significant impact on the mental and physical health of individual family members. Carers frequently report that they lack the skills and resources required to care for their loved one with an eating disorder. The manner in which the family attempts to reduce the symptoms may inadvertently play a role in maintaining or aggravating the problems. Often, when a young

person is starting to experience eating issues, they need the help of those around them to overcome these difficulties and interrupt the eating problem from taking over their life.

The Alfred's Eating Disorder Program has a long history of supporting young people and their families navigate the experiences of an eating disorder with a team approach. This team includes a mental health nurse, who will provide physical health reviews of the young person to help assess and manage some of the physical issues associated with the eating problem and a Family Peer Support Workers, who has a lived experience of caring for someone with an eating disorder. This paper aims to highlight the eating disorder program, nursing, and working with our lived experiences workforce in therapeutic and meaningful ways.

11:50am • PLENARY SPACE – CELEBRITY ROOM
JESSICA NAQQASH, LAURA RITZERT ★
& DAN DAO ★

Jessica Naqqash is an experienced mental health nurse who's worked in a variety of roles across different clinical areas. She has been in her current role as the Associate Director of Learning & Teaching for MH & Statewide Services since 2021.

Laura Ritzert is an experienced mental health nurse who also comes with invaluable experience as an emergency nurse. Laura joined the Learning & Teaching Directorate in 2022 where she has worked as a Clinical Support Nurse within the adult inpatient unit.

Dan Dao is an experienced mental health nurse and ANUM who also dabbled within the ECT Coordinator role before moving into this current role as a Clinical Support Nurse in mid-2022.

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Our Nurses, Our Future—Thinking Outside the Square to Provide Great Learner Experiences

In response to the Royal Commission into Victoria's Mental Health System, Mental Health & Wellbeing Services in Victoria have been working diligently to improve their services, particularly in the area of workforce reforms. This includes addressing workforce shortages through educational pathways and recruitment strategies, with a focus on expanding the junior workforce in registered nurses, enrolled nurses, and allied health disciplines. However, the increase in junior staff may introduce new risks into the clinical environment. To mitigate these risks, Eastern Health's Learning & Teaching Directorate in collaboration with the Mental Health & Wellbeing Program, implemented a comprehensive plan that supports the junior workforce through a number of educational initiatives.

This presentation, jointly delivered by the Associate Director of Learning & Teaching and Clinical Support Nurses, highlights the positive impact of the newly introduced Clinical Support Nurses in the mental health inpatient setting. Their role in supporting and empowering junior staff is discussed, along with the valuable insights gained from a qualitative evaluation.

The evaluation findings reveal common themes on the effectiveness of the implemented roles, showcasing the importance of clinical support in enhancing the quality of the learner experience within mental health settings, and further identifies recommendations for the future.

11:50am • BREAKOUT 1 – MOUNTING YARD
MEL LINDSAY ★

Mel Lindsay served in the Royal Australian Navy for 15 years, resulting in her becoming a passionate mental health advocate, especially for members of

the Australian Defence Force. She was employed by Monash Health in 2016 as a graduate Mental Health Nurse. Since 2017, she has been working at Austin Health's Psychological Trauma Recovery Service inpatient unit providing dual diagnosis services for consumers with trauma-related mental health conditions. As a result, she was appointed as a Psychiatric Clinical Nurse Specialist in October 2018. Mel has completed a Master of Addictive Behaviours and a Master of Mental Health Nursing.

Treatment of substance use disorder and co-occurring posttraumatic stress disorder

Substance Use Disorder (SUD) is a significant challenge in the Austin Health Psychological Trauma Recovery Service (PTRS) program. It commonly co-occurs with Post-Traumatic Stress Disorder (PTSD), especially among specialized groups like veterans and police officers which are the main demographic at PTRS. Around 50% of individuals with PTSD also have SUD, highlighting the need for comprehensive care.

Individuals with both PTSD and SUD have poorer treatment outcomes compared to those with only one disorder. Substance use worsens PTSD symptoms, affecting mood and sleep. Therefore, addressing both disorders simultaneously is crucial for optimal consumer outcomes.

To tackle this challenge, our PTRS program provides group and individual contemporary evidence-based treatment options for dual diagnosis. These treatments focus on education and skill-building to help reduce or stop substance use. This presentation will delve into the detailed treatment



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offered for individuals with PTSD and SUD. Participants in the group sessions have given positive feedback, expressing a desire for longer sessions due to the valuable information provided. These sessions have empowered them to identify factors contributing to addiction and implement targeted interventions.

The PTRS program strives to improve outcomes for individuals with dual diagnosis, enhance their quality of life, and promote successful recovery.

11:50am • BREAKOUT 2 – VALLEY VIEW MINH VIET (VIET) BUI

Viet Bui is currently enrolled in the Doctor of Philosophy degree with Australian Catholic University to pursue his interest in promoting the wellbeing and resilience of mental health nurses. He previously received mental health nursing training in the graduate and post-graduate program at NorthWestern Mental Health. His thesis will explain how a resilience training program can be effectively implemented at health services to support nurses to manage stress and challenges in the workplace.

Growing through challenge: mental health nurses' experience of resilience in practice during COVID-19

There has been limited research on mental health nurses' resilience in the context of workplace challenges during COVID. This qualitative study aimed to explore the experience and impacts of the pandemic on the resilience of nurses in mental health settings. Qualitative semi-structured interviews were conducted with 20 nurses working at a large Victorian metropolitan mental health service. Reflexive thematic analysis generated four main themes: experiencing significant disruptions; making sense of shared chaos; having professional

commitment; and growing through the challenges. The first theme described the impacts of COVID on nurses' relational practice with consumers and collaborative work with colleagues. The remaining three themes presented the processes and resources nurses used to maintain resilience in their practice. Nurses applied emotional intelligence skills (e.g., having a positive attitude) and accessed available organisational resources (clinical supervision) to proactively manage themselves. They drew on their sense of duty and showed a strong commitment to their work. They displayed professional growth through recognising their strength, having a better appreciation for teamwork,



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and being confident in creating strategies to overcome COVID and maintain practice. In the post-pandemic period, it is recommended that organisations facilitate trainings that help nurses develop stress management and emotional regulation skills.

11:50am • BREAKOUT 3 – JOCKEY ROOM
AMANDA BORG ★

Amanda Borg is a Credentialed mental health nurse with over 15 years' experience, predominantly in the field of infant, child, adolescent and family mental health. Her experience includes working across inpatient and outpatient mental health settings, education and providing supervision. She currently works on the Community development team at the Royal Childrens Hospital Mental Health Program, with a focus on consultation, education, reflective practice, health promotion and prevention and does private practice 1 day a week.

Mental Health Nurse led consultation: Building primary mental health care capacity. A 'child mental health focus'

In response to the impact of the COVID-19 pandemic on mental health, the Australian Government funded the Victorian Primary Health Network (PHN) to establish 15 Head2Health hubs consisting of multidisciplinary practitioners. Aimed at increasing their confidence and capacity to assess, treat and refer children and families, a mental health nurse led pilot program, using a partnership approach, was trialed. The benefits of this included:

- Easing referral and case-load burden in specialist services, enabling focus on the most complex and vulnerable

- Enhancing workforce capability (and confidence) in community/ primary care settings through clinical mentoring
- Strengthening professional networks between tertiary hospitals and primary care-based service.

Outcomes: Evaluations to date show PHN practitioners expressed an increased confidence in working with children and their families along with a greater knowledge of child and adolescent mental health referral pathways. This work also addresses a key recommendation of the Victorian Royal

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Commission- "...a responsive and integrated system with community at its' heart".

The approach: A needs assessment, relationship building, flexibility, individual secondary consultation, group consultation (reflective practice model), education sessions and evaluation.

12:15pm • PLENARY SPACE – CELEBRITY ROOM KATE THWAITES & TAMARA LAYLEY

Kate Thwaites is the Deputy Chief Mental Health Nurse and Director of the Mental Health Improvement Program.

Tamara Layley provides family/carer lived experience advice to the Mental Health Improvement Program at Safer Care Victoria. She is working on a project to reduce compulsory mental health treatment.

Mental Health Improvement Symposium ♥

The Royal Commission into Victoria's Mental Health system (RCVMHS) outlined a vision of what a reimagined mental health system could look like, and how it would support the mental health and wellbeing of Victorians for years to come.

The RCVMHS identified reducing restrictive interventions as one of the key priorities of the work for the Mental Health Improvement Program in Safer Care Victoria (SCV), along with reducing compulsory treatment, preventing gender-based violence and preventing suicides in healthcare settings.

Safer Care Victoria is looking to build on expertise from across the state, partnering with people who have lived and living expertise, building on existing improvement efforts to accelerate implementation of best practice within the Victorian mental health system.

12:15pm • BREAKOUT ROOM 1 – MOUNTING YARD JUSTYNA KURZAK ★ & CORA BROWNE

Cora Browne is a mental health nurse from Eastern Health. In her Clinical Nurse Educator role Cora holds the portfolio for occupational violence and aggression (OVA) management training aka SAFE training for the whole of Eastern Health.

Justyna Kurzak is a registered nurse from Eastern Health working in the SAFE training team with a diverse background in general nursing and a special interest in simulation based training

The SAFE team have implemented a standardised OVA management approach across the organisation, incorporating SAFEWARDS as standard practice. Online and simulation based programs for high risk areas are recent projects.

Improving leadership capability using simulation based training

A crisis or emergency situation occurring within healthcare, requires a measured and planned response to promote safety for all. This, however, can be difficult to translate into practice. An essential component in Emergency responses is not only the team responding together effectively but the capability of leadership to provide guidance and structure in an otherwise chaotic environment. Effective leadership forms one of the basis of Crisis Resource Management (CRM) principles.

To improve Emergency responses and processes for clinical staff, the Safe Aggressive Free Environments (SAFE) trainers sought to create a program of training that included simulation based training and a CRM based model to guide practice. Limited models exist to support staff in their response, especially when managing Code Grey Response. The Stabilise, Handover, Assess, Plan, Enact, Stand-down (SHAPES) model was developed in response to this need and reflected the CRM

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principles of leadership, closed loop communication and identifying roles.

This presentation will highlight the development of a sim based program in a Community Mental Health services, the benefits and challenges with this unique program. Demonstrating that in-situ simulation can be utilised successfully to improve leadership capacity, support staff confidence and improve safety.

**12:15pm • BREAKOUT ROOM 2 – VALLEY VIEW
CAMERON MARSHMAN**

Cameron Marshman is a credentialed mental health nurse who has worked across inpatient and community mental healthcare settings within the public sector. Cameron is a passionate mental health nurse, educator, and qualitative researcher. He has research interests in narrative research, health professions education, co-design, and visual methodologies. Cameron is currently a PhD candidate with Monash University exploring compassion in mental healthcare using visual-art based approaches to data collection.

Critical vulnerability: Reflections on visual art in mental health research

Introduction: Visual art-based approaches to mental health research, such as body mapping, offer significant opportunities for novel data collection and dissemination strategies. They provide an opportunity to create inclusive research designs and to engage the public in research findings.

Aim: This reflection outlines how body mapping has been used as a research approach to explore compassion in members of the clinical and lived experience mental health workforce at one public hospital in Victoria.

Outline: Body maps are life-sized self-portraits

created by participants that use symbols, metaphors, collage, and colour to explore lived and living experiences. Body mapping is a form of participatory action research, rooted in art therapy, that provides opportunities for the co-production and co-design of mental healthcare.

Challenges and opportunities for learning: There are several pragmatic issues to consider when using body mapping, including choice of materials, location, group size, facilitator experience and ensuring participants' psychological safety. Incorporating structured art-based activities may be important to assist those uncomfortable with art to engage with line and colour and build confidence.

Concluding remarks:

Body maps move beyond words to explore embodied and visceral understandings of lived experiences. They reduce the power of language by focusing on the power of art.

**12:15pm • BREAKOUT ROOM 3 – JOCKEY ROOM
TARRYN STAKER ★ & ANDREW JONG**

Tarryn Staker is a senior mental health nurse currently employed by Alfred Health's Infant Child and Youth Area Mental Health and Wellbeing Service (ICYAMHWS). Tarryn has had many years' experience as a mental health nurse prior to her current role in Access this has included the emergency department at the Royal Children's.

Andrew Jong is the current Discipline Senior of Nursing at the Alfred's Infant Child and Youth Area Mental Health and Wellbeing Service (ICYAMHWS). Andrew's career in mental health includes, as a Surge Clinician for Headspace, a mental health clinician for the Intensive Mobile Outreach Service.



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Access to mental health support; beyond a phone call

The Access team at the Alfred Child and Youth Area Mental Health and Wellbeing Service (ICYAMHWS) is a new team that was created in June of 2022 in response to the Royal Commission to make access to mental health services more accessible to the young people and their families as they navigate the mental health care system during increased periods of distress, high expressed emotion and safety concerns.

Beyond a triage phone call, the Access team endeavours to provide accurate assessment, brief treatment and consultation, therapeutic intervention, whilst demonstrating respect, support, dignity and compassion.

The team comprises of 5 senior nursing staff that reflect the best in nursing excellence. With increased demand for the service, the nursing team have been able to adapt and demonstrate flexibility in service delivery to ensure that the young people and their families receive the highest level of care in a timely manner and this has included meeting the consumers in their preferred home environments, arranging face to face appointments in culturally and linguistically safe ways and providing expert care in a timely manner to ensure care is delivered. This presentation aims to highlight how nurses can shape health care delivery and accessibility.

2:15pm • PLENARY SPACE – CELEBRITY ROOM CATHIE MILLER & HALEY PECKHAM

Cathie Miller is a mental health nurse and a passionate educator. She works within the CentreMHN to produce e-learning resources for mental health nursing graduates that draw upon consumer expertise throughout.

Dr Haley Peckham's background includes philosophy, mental health nursing, psychotherapy and neuroscience and her perspective is grounded in a colourful lived experience of recovering from complex trauma.

Thinking about psychosis: exploring contemporary explanatory frameworks

How people make sense of and find meaning in their experiences directly influences their recovery journey. Clinicians often make sense of psychosis using explanations grounded in the medical model. People with a lived experience of psychosis often have different ways of meaning-making.

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- (03) 9917 3009
- Academic advice and pathways
Professor Phil Maude
p.maude@latrobe.edu.au

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For consumers and clinicians alike, embracing alternative understandings enables connection and contributes to positive recovery experiences. Thinking about psychosis: understandings that promote recovery-oriented practice is an online training program that brings together diverse perspectives and contemporary explanatory frameworks, challenging preconceptions and offering new opportunities for understanding and collaboration. The course offers new frameworks from which to make sense of the experience of psychosis for mental health nurses. Learners move towards understanding psychosis as a meaningful, understandable, and a likely experience of personal recovery. Written explicitly for entry to practice mental health nurses, the training seeks to make often complex understandings accessible to all. This presentation will introduce the training, highlighting some of the content and interactive features and service-based learning extension options. Co-Authors will discuss their contributions to the training and invite questions from the audience.

2:15pm • BREAKOUT ROOM 2 - MOUNTING YARD
MIKHAILA DIGNAM ★, ALISON HALL ★
& JAN HOLT ★

Mikhaila Dignam has been a mental health nurse for 7 years, working clinically in inpatient, outpatient and emergency mental health, before transitioning to clinical education. Connection and authenticity are fundamental values in Mikhaila's work.

Alison Hall shares her lived experience expertise from a consumer perspective, as an educator. She values spaces which hold curiosity, mutuality, and collective learning.

Jan Holt has worked in carer lived experience roles for the past 5 years. Jan joined CMHL as a Family/Carer LLE educator this year and lives to bring joy and compassion to her work.

Pioneering through authentic partnership with lived/living experience workforces: Lean in, listen and learn ♥

Embedding Lived and Living Experience Workforces (LLEWs) within services is central to mental health reform (Department of Health, 2022). However, both LLEWs and non-lived experience workforces (e.g. clinicians) alike, are experiencing challenges navigating these changes. Understanding

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each other, and the unique expertise of diverse disciplines is essential to achieving reform. As the largest discipline within the mental health sector, nurses are in a powerful position to use their influence to elevate LLEWs to promote authentic and sustainable change.

As part of the Lived and Living Experience Workforces (LLEWs) Development Program, our organisation is producing training for non-LLEWs about LLEWs. Our multidisciplinary education team has embraced authentic connection, curiosity and collaboration as foundations in developing this training.

Effective LLEW and non-LLEW partnerships will result in truly recovery-oriented care, providing better outcomes for consumers, families and carers. This training will increase clinician understanding of different LLE disciplines, how LLEWs improve services and systems, and how clinicians can use their power to elevate lived/living experience voices. This training targets non-LLEWs and nurses as they are well placed to use their critical mass to be changemakers. All Nurses are leaders who can inspire colleagues and organisations to embed lived/living experience within services.

2:15pm • BREAKOUT ROOM 2 – VALLEY VIEW REBECCA HELVIG & KATE THWAITES

Rebecca Helvig has worked at SCV for the past two years and for Government since 2016. She has a background of mental health nursing and holds a master's in public health.

Kate Thwaites is the Deputy Chief Mental Health Nurse and Director of the Mental Health Improvement Program.

Developing and Supporting Mental Health Nurses into the Future

Clinical supervision is an important part of every Mental Health Nurse's professional development. In 2018 the Office of the Chief Mental Health Nurse, Victoria published Clinical Supervision for Mental Health Nurses: A framework for Victoria. This framework started the process of ensuring that all mental health nurses in Victoria are given access to quality clinical supervision. The implementation of this framework has been supported by a project team. 2023 heralds the end of the formal framework implementation project.

The project has pivoted to accommodate challenges that have arisen over the past five years. Despite these challenges, there remains widespread support and activity to effect statewide implementation. This presentation will discuss and celebrate some of the achievements, lessons and opportunities from this project, and look at the work that Safer Care Victoria is doing to support Clinical Supervision for Mental Health Nurses into the future.

2:15pm • BREAKOUT ROOM 3 – JOCKEY ROOM KATIE SMITH ★ & LEAH INGLES ★

Katie Smith has been a registered psychiatric nurse for the past 9 years, working in community mental health for the majority of that time. Katie is passionate about codesign, having led the Y-PARC project and implemented the Greater Geelong & Queenscliff Mental Health & Wellbeing Local.

Leah Ingles joined Barwon Health as a Lived Experience Project Officer in 2021 as a consumer representative on the codesign project for the new Central Community Mental Health Hub. She now brings this passion to her role as Community Engagement Lead at the new Greater Geelong - Queenscliff Mental Health & Wellbeing Local.

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Co-design in an era of service transformation ♥

Co-design is the recommended approach to designing and implementing new mental health services and models of care. Using the expertise of clinicians and those with lived experience, co-design supports a clearer understanding of the 'problem' and the development of innovative strategies to address it. It relies on the creation of a safe environment where power imbalances are acknowledged and mitigated, and decisions are made collaboratively.

Understanding how to do this effectively within mental health, where experiences of uneven power distribution and trauma are common, can feel overwhelming. This presentation uses an experiential approach to reflect on how co-design has been built into the transformation plan at Barwon Health's Mental Health Drug and Alcohol Service.

From the perspectives of both a mental health nurse and a lived experience project officer (consumer lens), this presentation will provide examples of how we enacted co-design. It will discuss factors that enhance the process (e.g., the allocation of time to establish and maintain an intimate trusting team culture) and strategies needed to mitigate challenges (e.g., the push to make fast-paced decisions). When these factors are attended to, co-design is dynamic and inspiring, and results in improved mental health services for our communities.

2:40pm • PLENARY SPACE – CELEBRITY ROOM FINUALA BOURKE ★

Finuala is the Co-ordinator of the AIM Clinic and the ECT Service at the Royal Melbourne Hospital. Finuala holds a Bachelor of Nursing (Psychiatric)

and a Master of Advanced Nursing Practice. She has worked as a registered mental health nurse in a range of acute and community settings. She has a particular interest in the provision of high-quality nursing care for consumers receiving ECT, and emerging treatments for depression.

Ketamine treatment for difficult-to-treat depression: a new clinical specialty in mental health nursing

The Advanced Interventions in Mood Disorders (AIM) Clinic is a new service at the Royal Melbourne Hospital offering low-dose ketamine treatment for consumers with difficult-to-treat depression. The innovative model of care includes a new clinical specialty for mental health nursing. Evidence for the effectiveness of low-dose ketamine treatment for difficult-to-treat depression has been growing over the past 20 years. The Clinic offers consumers a three-week course of intravenous ketamine infusions with the aim of improving depression symptoms, reducing anxiety and suicidality, and improving quality of life. The AIM Clinic carefully screens consumers to ensure that ketamine is a safe and appropriate treatment option. After the infusion, consumers are monitored before discharge. Safety and side effect data is collected and reviewed.

The specialist skills of mental health nursing are fundamental to the operations of the Clinic; from triaging referrals and sensitively managing consumer expectations in relation to the eligibility criteria, to assessing and managing dissociative and



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psychotomimetic short-term side effects that may occur, this innovative model of care provides unique opportunities for mental health nursing practice. This presentation will describe the model of care for the AIM Clinic and provide an update on the first months of the Clinic's operation.

**2:40pm • BREAKOUT ROOM 1 – MOUNTING YARD
KAREN HEWITT ★ & CHEZ PEART ★**

Karen Hewitt has worked as a nurse for 30 years as an EN and completed her Bachelor of Nursing in 2021. She completed her post-graduate in Mental Health Nursing. Karen is passionate about working with consumers and families throughout their journey. She is inspired by working in Mental-Health Hospital-In-The-Home.

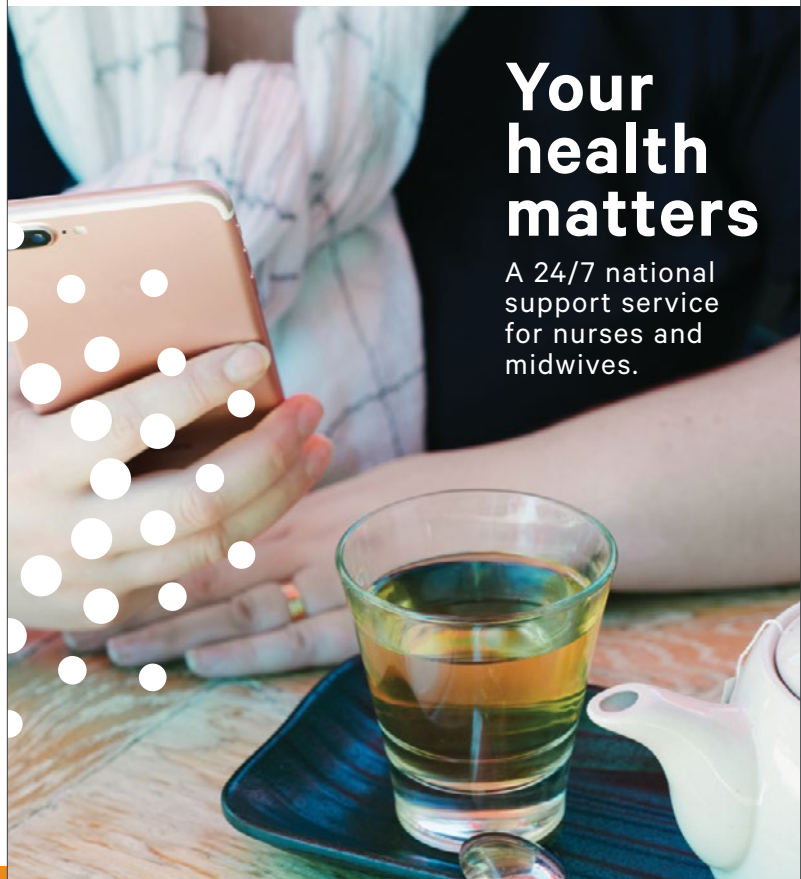
Chez Peart has been a psychiatric nurse for the last 10 years. She began her career as an enrolled nurse in the public mental health sector, completed her Bachelor of Nursing in 2020, and acquired a registered psychiatric nursing role. She is passionate about public mental health care and believes in equity and equality for all.

The Long Way Around

This presentation will showcase two case studies of Mental Health Enrolled Nurses (MHENs) who have transitioned to RPNs and the factors that supported their journey from a service level, a personal level and a professional level—also addressing challenges, barriers, and positive outcomes.

Encouraging Public Mental Health Services (PMHS) to support MHENs wanting to transition to RPNs. Nurture, cultivate, sustain and invest in a group of nurses who have worked as MHENs and wish to continue to develop professionally in the mental health sector.

Retention of a workforce that services have already invested in and continue encouraging them to grow and flourish professionally. These nurses are role models who continue developing expert mental health nursing skills. Supporting this pathway, services must nurture, cultivate, and sustain. This is especially important as Victorian PMHS struggles for experienced nurses. These emerging RPN leaders could encourage other MHENs to advance their professional development by completing a Bachelor of Nursing. Further consolidation of these skills through completing a Bachelor of Nursing will result in highly experienced nurses who are valuable to services in their graduate years and beyond.



Abstract Presentations

2:40pm • BREAKOUT ROOM 2 – VALLEY VIEW HOSU RYU

Hosu Ryu is a multi-award winning lecturer at La Trobe University. She brings previous experiences in mental health clinical work and healthcare leadership into teaching and research. Currently, she is completing a PhD project at the University of Melbourne, conducting an evaluation study on the implementation of the Department of Health clinical supervision framework for Victorian mental health nurses. Hosu cares deeply about the mental health nursing workforce and strives to contribute through teaching and research.

Evaluation of Clinical Supervision Implementation for Mental Health Nurses in Victoria, Australia.

The Royal Commission into Victoria’s Mental Health System has recognised the importance of a skilled and capable mental health workforce in providing safe and high-quality care to consumers. Mental health nurses (MHNs) make up a significant proportion of the mental health workforce. As the role and scope of MHNs continue to grow and expand, clinical supervision (CS) is increasingly considered a core aspect of key support to contemporary nursing practice (Howard & Eddy-Imishue, 2020).

The Victorian Chief Mental Health Nurse from Safer Care Victoria has developed a standardised CS implementation framework to support mental health services in integrating CS in all MHNs’ practices (Department of Health, 2018).

The purpose of this study is to evaluate the CS implementation by exploring nurses’ experiences and the factors affecting this experience through a mixed-method design.

This presentation will report preliminary survey and interview data collected from four participating public mental health services in Victoria. By exploring the supervisees’ experience, this evaluation study will offer valuable insights into what makes supervision work for individual nurses in what circumstances. These insights can assist organisations in effectively implementing and sustaining CS for their mental health nurses.



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Day One Program

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2:40pm • BREAKOUT ROOM 3 – JOCKEY ROOM
CHRIS DIXON ★

Chris Dixon loves Star Wars and is a passionate mental health worker. He has worked as a peer support worker, Collaborative Recovery Model Trainer and now a Lived Experience Educator. He has eight years' experience and actively engages in co-design, co-production and co-facilitation in mental health at Eastern Health representing the Lived Experience voice.

Lived Experience connection and Mental Health at Eastern Health.

Future mental health care needs new mental health staff. Mental Health is an interesting and challenging field. This presentation is about mental health and connecting with the Lived Experience Workforce. Explore mental health motivations, opportunities & settings, connect with multi-disciplinary teams and partnering along-side Lived Experience. Lived Experience involves models of practice, respecting Human Rights and mental health treatment. In Mental Health we need to provide great care and remember our own self-care. Presented by Lived Experience Workforce 2023.

3:05pm • PLENARY SPACE
HALEY PECKHAM & ELLIE HODGES

Conversations with the Keynotes: a further Q&A opportunity

Keynote Speakers Haley Peckham and Ellie Hodges are back to answer questions from their earlier Keynote Presentations.

3:05pm • BREAKOUT ROOM 1 – MOUNTING YARD
STUART WALL

Stuart Wall is the Education Steam Lead for Mental Health and AOD within Peninsula Health's Mental Health Service. Stuart works alongside his team of educators to support clinician and lived experience workforces to learn and develop their practice. Stuart is passionate about providing learning opportunities which are work integrated and easily transferable into practice. Stuart's team prides themselves on supporting safe and effective care through the development of high-quality learning programs, which have been developed in line with clinical needs and evidence-based practice.

Turning an incident into opportunity; a rapid move to support a service through work integrated learning

The way Victorian mental health services provide education needs to change (State of Victoria, 2021) by stepping away from traditional in-service training to a culture of learning that is integrated into everyday practice.

In November 2022, a pilling rig fell on the mental health building which housed our inpatient units and training area. Although there were no physically injuries from the incident, it was recognised that the building would be closed for many months.

This incident required several services to be moved to unfamiliar facilities within the region. Using a range of strategies our team of educators embedded themselves within clinical services to provide on the ground, in person coaching and support to clinical teams as they moved into these new clinical landscapes.

This oral presentation will discuss how our team of educators rapidly refocused learning delivery and supports needed to assist a mental health service

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after a challenging event and their adaption to alien environments. It will also investigate learning from this experience and how this has strengthened the Learning Hub connection to the workforce and how this event positively impacted the way we design and deliver learning moving forward.

3:05pm • BREAKOUT ROOM 2 – VALLEY VIEW JACINDA RYAN

Jacinda Ryan commenced employment in the Victorian public mental health sector in 2017, after a 14-year period of engagement as a consumer. Starting in the role of Peer Support Worker in a post-discharge program, she developed a keen interest in biopsychosocial health, leading her to study a Diploma of Nursing.

Graduating as a medication endorsed Enrolled Nurse in August 2022, Jacinda currently utilises her clinical skills and consumer experience in her role as the Community Mental Health Engagement Worker at a regional health service.

Aspiring to Inspire: A Peer in Nurse's Shoes

Mental health reform purports to implement new standards of care that will give emphasis to services focussing on consumer / carer engagement at a humanistic level; a timely, responsive, and empowering acknowledgement of the impacts of trauma history on service re-uptake and help seeking.

Through an honest reflection into the challenges of one former consumer worker's transformation to graduate clinician, this anecdotal account will proffer to elucidate the dynamically imperfect balancing act of normalisation versus vicarious risk, and demonstrate the beneficial potential discoveries of safe, purposeful sharing in clinical practice.

This session extends an open dialogue into what personally motivates the intention to continue the navigation of the complex waters of recovery-oriented practice, through the kaleidoscopic lens of consumer, peer, and clinician; and how this lens proposes to shape humanistic approaches to duty of care.

Why mutual acknowledgement through the tangibility of experiences can empower the steps forward, aspiring to inspire.

3:50pm • PLENARY SPACE – CELEBRITY ROOM EMMA MURRELL ★ & SHAINA SERELSON

Emma Murrell and Shaina Serelson are Statewide Mental Health Enrolled Nurse Educators with The Centre for Mental Health Learning.

Emma has been working in mental health in various capacities for several years. She is passionate about providing clinical support & training to Enrolled Nurses and promoting the delivery of safe, evidence-based care to ensure optimal outcomes for consumers.

Shaina began her nursing career as part of the North-Western Mental Health Enrolled Nurse Transition Program. Motivated by the unique impact of the EN workforce, Shaina believes empowering relationships are the foundation of successful outcomes. In 2020, she was awarded NWMH Nurse of the Year.



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Finding Your Voice: Training for ENs, by Ens

Through regular engagement with MHENs across the sector, the Statewide Mental Health Enrolled Nurse Educators were able to identify and prioritise the current needs of the MHEN workforce. These needs consistently align with the workforce development priorities identified in the Statewide Mental Health Enrolled Nurse scoping project conducted by CMHL.

To support Enrolled Nurses working in mental health and in response to the current needs of the MHEN workforce, Finding Your Voice - a training package by ENs specifically for ENs, was developed. The full day session unpacks the challenges of the EN role, explores how to have uncomfortable conversations, building resilience, and how to find joy in our work.

This presentation will provide an overview of the Finding Your Voice package, share the findings of the sessions that have been delivered and highlight the importance of EN specific training.

3:50pm • BREAKOUT ROOM 1 – MOUNTING YARD JUDY FOORD

Judy Foord has been a mental health nurse for over 30 years and has been a Nurse Practitioner for the past 10 years. She has worked in various settings throughout her career with a focus on crisis intervention and acute mental health care. She has worked as a sessional academic with undergraduate nursing students, and is passionate about the education, support and retention of nurses within psychiatry. Judy has a strong desire to ensure that people experiencing mental health conditions are provided with high quality care, including choices in their treatment, with their rights and dignity being upheld.

Happy In The Home (MH HITH) - A Nurse Practitioner Experience

Mental Health Hospital in the Home (MH HITH) is the only Victorian based, 9 bed, acute adult inpatient service, delivered in the home. Intensive home based mental health care and treatment is provided by a multi-disciplinary team, offering a true alternative to that provided in hospital based Acute Inpatient Mental Health Units.

Barwon Health have developed an innovative service that aims to reduce admissions to the Swanston Centre Acute Psychiatric Admissions



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Unit, and the McKellar Mental Health and Wellbeing Unit, and provides an alternative pathway for escalation and step-down of care from other areas of the service. People are often traumatized during the admission process to an acute mental health unit. MH HITH is trauma informed, recovery focused, involving both the consumer and carers in all aspects of care planning.

Nurse Practitioners (NP) have been embedded into the team to provide services out of hours for people requiring admission to the team, medication to be prescribed, pathology orders, and escalation of care for a person when their condition is deteriorating.

An overview of the team, its functions, and results (including consumer/carers feedback) so far, will be presented, along with the experiences of the NP and the model of care utilized.

3:50pm • BREAKOUT ROOM 2 – VALLEY VIEW TERESA KELLY & BRIDGET HAMILTON

Teresa Kelly is a credentialed mental health nurse and an academic at the CentreMHN. Her relationship with clinical supervision spans three decades. Teresa is passionate about the advancement of clinical supervision for mental health nurses. She is a co-author and co-facilitator of the CentreMHN Clinical Supervision Masterclass.

Bridget Hamilton is Director of the CentreMHN and Associate Professor in the Department of Nursing, University of Melbourne. She has been committed to clinical supervision throughout her career and co-developed the Clinical Supervision Masterclass.

Growing clinical supervisors through narrative, relationship, and community: exploring novel approaches

We all know that clinical supervision, like mental health nursing itself, is all about relationships. Yet, clinical supervision (CS) curriculum can rely on ill-fitting educational approaches, such as didactic delivery, where participants 'learn about' the practice, or else on problem-based learning, with an over-emphasis on CS governance. In this paper, we will share the aims and key components of a novel clinical supervisor development program for mental health nurses,



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introducing the pedagogical features of learning that underpin the program, which are: narrative, reflection, experience, and relationship. This Victorian government supported program includes a Masterclass for mid-career specialist nurses, concurrent provision of high-quality individual clinical supervision, and consumer perspective module and program review. We will invite conference participants to reflect on their learning experiences, and welcome feedback to build on the foundation of these learning approaches.

3:50pm • BREAKOUT ROOM 3 – JOCKEY ROOM HILARY CAPLE ★ & GIULIA LEAMAN ★

Giulia Leaman and Hilary Caple work as part of the multidisciplinary team at the Austin Health Psychological Trauma Recovery Service inpatient unit, Ward 17. Giulia is a Registered Nurse, who has worked across various areas in mental health for 10 years, including acute, inpatient, aged care and community areas, the last 5 years at Ward 17.

Hilary is an Occupational Therapist, who has worked in mental health for 6 years across various inpatient settings, the last 2 years at Ward 17.

Both working closely with consumers on their path to recovery.

Sensory Work with PTSD

Austin Health Psychological Trauma Recovery Service offers specialised inpatient care (Ward 17) for veterans, current serving members, and individuals on Workcover and TAC who have experienced psychological trauma related to their occupation or traffic accidents.

The treatment of traumatic stress can be approached by top-down (mindfulness) and bottom-up (breath, touch, and movement). This

approach aims to enhance self-awareness which enables individuals to recognise and respond effectively to their environment.

A key component in supporting consumer recovery on the unit is sensory modulation. This is facilitated through using the sensory room, which can support consumers to regulate their arousal levels (hyper or hypo) and is introduced on their first day of admission. A welcome pack containing sensory items is provided, and consumers have access to the sensory room for group sessions, individual sessions, and independent use.

Consumers have reported significant benefits from having an alternative space, aside from their bedrooms, to engage in self-regulation. Consumers have appreciated the individualised techniques offered and view it as an alternative to medication, with many of them inquiring and developing personal sensory space at home. This is one approach to the treatment of PTSD that this service utilises which promotes self-care, resilience, and recovery.

4:15pm • PLENARY SPACE – CELEBRITY ROOM STEPHANIE THUESEN ★ & PAUL HEALEY

Paul Healey was a mental health nurse for 26 years and is the current State Secretary of the Health and Community Services Union. Stephanie Thuesen is the Projects and Political Liaison at the Health and Community Services Union.

Healthcare for Workers by Workers

Around one in 20 Australians is living with harmful substance use. For these people, one of the harshest realities is that treatment almost inevitably results in loss of employment, with most treatment programs taking three to six months. But what if that didn't have to happen?

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This is the idea behind The Crossing, a residential rehabilitation centre, outpatient, outreach and suicide prevention service delivered by 30 trade unions, funded entirely by enterprise agreements, workers and employers. The idea, which is based on Foundation House in NSW, gives workers a short-stay rehabilitation option that ensures that they can stay employed while seeking healthcare.

4:15pm • BREAKOUT ROOM 1 – MOUNTING YARD DAVID SILKOFF ★

David Silkoff is a nurse practitioner in the alcohol and other drugs field, at Western Health. He has been a registered nurse since 1997, and a nurse practitioner since 2015. David recently completed his PhD exploring everyday clinical ethics in the alcohol and other drugs sector. Outside of work, David obtains joy from good food, books, cats, and Staffordshire bull terriers.

'We don't talk about ethics': An empirical ethics investigation into everyday clinical work within an alcohol and other drugs setting

Little attention has previously been paid to clinicians' perspectives on ethics within the complex setting of alcohol and other drugs (AOD). This absence of research neglects an important aspect of AOD clinical work. This presentation reports on an insider empirical ethics methodology. I used three qualitative data collection methods: semi-structured interviews with AOD clinicians, which comprised the most important data source; moral participation; and participant-observation. I used Applied Thematic Analysis to analyze the data. Although participants rarely used explicitly ethical language to describe their work, I found that their engagement with ethical challenges in their everyday work was ubiquitous. I identified four

clinical goals: helping clients to access AOD care and treatment; facilitating change in clients' lives; challenging stigma; and keeping people safe. I explain why these clinical goals should also be conceptualized as ethical goals. Ethics is a vital component of everyday AOD work. Increasing the focus on ethics in everyday clinical practice is an important contribution to future clinical work. Not doing so potentially neglects an important aspect of client care

4:15pm • BREAKOUT ROOM 2 – VALLEY VIEW SEAN HEGARTY & STUART WALL

Sean Hegarty is General Manager of Victorian and Tasmanian Services at Wellways, where he has worked for the past 17 years. Sean is a registered Occupational Therapist with a particular interest in collaborative partnership approaches to addressing community mental health and wellbeing needs.

Stuart Wall is the Education Steam Lead for Mental Health and AOD within Peninsula Health's Mental Health Service. Stuart works alongside his team of educators to support clinician and lived experience workforces to learn and develop their practice.

Supporting our community with the addition of a wellbeing workforce; a mental health nursing perspective

Public Mental Health Systems in Victoria are facing significant workforce challenges. One Area Mental Health Service investigated an innovative strategy to support ongoing recruitment issues



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and continue to deliver the high quality care it prides itself on. Nursing leaders and education specialists partnered with a local Non-Government Organisation (NGO) to utilise their workforce of highly skilled individuals who, at that time, were in abundant supply

This strategy not only provided an immediate response to the workforce shortage, but it also aligned with the Royal Commission into Victoria's Mental Health System recommendations. Through a comprehensive On-boarding, orientation and workforce integration strategy this Well-being Workforce was positively received across case management, crisis, brief intervention and acute inpatient services. This alternative workforce provided consumers with recovery orientated practice, psycho-social support and individualised care that both complemented and enhanced the clinical care already provided in mental health clinical teams.

This presentation will provide a well-being worker and mental health nursing perspective on this innovative initiative. Challenges and enablers to the implementation and sustainability of this new workforce will be investigated to provide a commentary on why this program was able to demonstrate higher value to mental health nursing and service delivery than first envisioned.

4:15pm • BREAKOUT ROOM 3 – JOCKEY ROOM DEAN McCAUGHAN & LOUISA ZANIN ★

Louisa Zanin (pronouns she/her) is currently undertaking a Bachelor of Social Work and is working as a Medical Receptionist for a family run medical clinic. Louisa is a member of the headspace Youth Advisory Committee, and she also holds the leadership role of Consortium Youth Co-Chair for headspace Casey Cardinia.

Dean McCaughan (pronouns he/him) is the headspace Services Manager & Senior Nurse for headspace Casey Cardinia & EACH. Dean has worked in senior clinical, educational and management roles within the hospital, community and primary health sectors over 20 years, specialising in child & youth mental health.

The Leadership of Youth Voice: EACH Youth Leadership Model ♥

EACH has received highly regarded National feedback related to its strong youth participation approach within its local community, with

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collaborative leadership in partnership with Senior Mental Health Nurses. The service has been commended for innovative models of youth leadership, co-design and youth participation that has led to improved service offerings and outcomes for young people.

The City of Casey & Cardinia Shire LGA's, are amongst the State's fastest growing regions, with a high youth population. The LGA's have a diverse representation of young people including from CALD backgrounds, and a high representation from the LGBTIQ+ community.

Part of the success of the service has been through the development of Youth Co-chair leadership positions on the local headspace Consortium, through peer work roles incorporating young people who have lived experience, and additionally through an active group of young people who are a part of the Youth Advisory Committee.

The presentation will provide overview of this model, as well as highlighting the key achievements and outcomes when working with the local youth community. The partnership role with the Mental Health Nursing workforce will be detailed, which is a key enabler of this particular model.

4:40pm • PLENARY SPACE – CELEBRITY ROOM
TIMOTHY BROWN & ROBERT PEREIRA

Tim Brown is an experienced Credentialed Mental Health Nurse and Care Coordinator who has extensive experience across child and youth mental health, and complex care coordination and system navigation with adults in community settings. Tim has co-led inclusive research into consumer-centred care, and brings a holistic

approach to his knowledge and research leadership in mainstream health and mental health sectors.

Dr Robert Pereira is an endorsed mental health occupational therapist, and Adjunct Associate Professor of Occupational Therapy who is passionate about inclusive practice and research, knowledge and service co-design and co-production, systemic advocacy and care navigation, critical policy analysis, and applying human rights and enablement strategies across health, disability and social care sectors.



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Applying the CORE approach – delivering authentic, inclusive and values-based care.

The Royal Commission into Victoria's Mental Health System has highlighted the need to develop innovative models of care (irrespective of clinical practice context), which are authentic, holistic, inclusive, and person-centred: which promotes consumers' 'voices' to be heard, recognised, and enhancing 'their' right to live 'their' optimal life.

AIM

The aim of this paper is introduce the Capabilities, Opportunities, Resources and Environments (CORE) approach developed by Pereira, 2017.

DISCUSSION

Each element of the CORE approach will be explained through mental health case studies.

CONCLUSION

The clinical application of the CORE approach provides a framework to apply recovery orientated practices and values by exploring a consumer's narrative; focusing on capabilities and opportunities to aspire, become, belong, do, and flourish.

4:40pm • BREAKOUT ROOM 1 – MOUNTING YARD BRIAN TYRELL

Brian Tyrell has worked in a correctional setting for ten years and is an endorsed nurse practitioner. He specializes in delivering mental health nursing care with patients who come into contact with the criminal justice system. Brian wishes to share his experiences delivering voluntary care and treatment as part of a patient's recovery in what is considered a restrictive environment.

The role of a mental health nurse practitioner in a custodial setting

Working within a restrictive environment and delivering mental health care and treatment can be both a rewarding and a challenging experience. This presentation outlines the pathway to endorsement as an NP, the varying levels of care and treatment offered in a typical NP clinic, and the unique interface with the legal and justice systems creating a unique workplace. I'm looking forward to sharing my journey with you.

4:40pm • BREAKOUT ROOM 2 – VALLEY VIEW EMMA MURRELL ★, CATHIE MILLER & NIAMH O'BRIEN ★

Emma Murrell is a MH Enrolled Nurse Educator with CMHL. She is passionate about providing clinical support & training to Enrolled Nurses and promoting the delivery of safe, evidence-based care to ensure optimal outcomes for consumers.

Cathie Miller is a Mental Health Nurse Academic with the Centre for Mental Health Nursing. She is passionate about supporting the learning and development of new generations of mental health clinicians.

Niamh O'Brien is a new-graduate Occupational Therapist working in an Older Adult Inpatient Unit. She participated in the Mental Health Pre-Qualification Program through Eastern Health in 2022 and is here today to share her experience.

Stories from the Victorian Pre-qualification Employment Program.

Victorian Mental Health Services have seen a sharp decrease in new staff entering the workforce, and subsequently, several pipeline positions have been funded to build, develop, and retain Victoria's

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Mental Health Workforce. The Pre-qualification employment initiative has allowed Area Services to employ undergraduates to work part-time in mental health settings while completing their studies.

This program is designed to build the capacity of mental health services to attract a soon-to-be-qualified workforce to choose a career in mental health and promote them as the employer of choice. This program helps to counteract the stigma around working in mental health by enabling students to engage with and support mental health consumers and their families and carers at different stages of recovery. It enhances the readiness and motivation of participants to apply for mental health graduate & post-graduate positions. Each service's program lead was supported through regular collaborative meetings, and participants were supported with multidisciplinary reflective practice sessions. During this presentation, we will discuss the benefits of a well-developed prequalification program, reflecting on our learnings from the 2022 pre-qualification program. This includes sharing of learning by the two organisations supporting program leads and sharing of the program experience by a recent graduate.

4:40pm • BREAKOUT ROOM 3 – JOCKEY ROOM
GLENDA HARRINGTON

Glenda Harrington has been working as a mental health nurse for 30 years, with experience in a wide variety of mental health services. Glenda worked as an educator in public mental health for 9 years and in 2018 took up the role in Adult Access. Here she works as a clinical coordinator, which is best described as an operational

educator. This role allows her to continue to follow her passion of educating staff, supporting new, novice staff transitioning into Access and continuing to improve practice capabilities for all staff. Brenda loves and enjoys the challenges mental health nursing brings and that there is always opportunities to learn and enhance our practice.

“What do we do when the bucket is empty?”

I don't think I need to state the obvious that our mental health workforce is depleted. Recruiting and retaining staff comes with challenges. This



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presentation will outline the development of a recruitment and retention strategy within an Adult Access service in Eastern Melbourne, reflecting on strengths and weaknesses.

Eastern Health's Adult Access service comprises the following services; Crisis Assessment and Treatment Team, Phone triage, Emergency Department response, Mental Health and police and Ambulance Victoria teleprompt. This service comprises a multidisciplinary team of over 70 EFT and with that comes challenges in recruiting and retaining staff, especially recruiting into senior roles. I discuss how the strategy and programs have evolved over time and the barriers that we have encountered but also the opportunities that have been established for staff to grow and develop within these programs, including developing their leadership skills to move into senior roles. The programs to be discussed include:

- Discovery days - "try before you buy"
- Access Clinical Development Program – a supportive program that allow for early entry into the access team
- Leadership mentoring program - a program that supports our emerging leaders develop and grow into seniors and,
- New opportunities for Enrolled nurses. We identified early that the 'bucket' was empty and to meet our short fall we needed to grow our own.

9:50am • PLENARY SPACE – CELEBRITY ROOM LAURA HAINSWORTH ★

Laura Hainsworth has been a qualified mental health nurse for 14 years. She trained in the UK where she worked for 9 years across a range of areas, including inpatient mental health, and police custody and the courts, and specialised in providing

court assessments and brief interventions for at risk young people. Laura went on to re-train as a Specialist Community Public Health Nurse, working in both primary and secondary schools, before relocating to Australia where she found her passion for education at Forensicare. She has been working at the RCH for two years as the organisation's psychiatric Nurse Consultant.

Improving therapeutic engagement on an adolescent inpatient unit

Throughout 2022, Banksia adolescent inpatient unit undertook a 12-month quality improvement project, aiming to change the focus of nursing observations from a passive 'tick-box' exercise, to a byproduct of therapeutic engagement. This was achieved through several changes in practice, such as implementation of a new guideline, addition of a bedside patient handover, changes to our electronic medical records, use of handheld electronic computers for nurses, and a new shift allocation process. Most notably, we eliminated 15-minute intermittent observations, based on contemporary research which suggests that more frequent nursing observations can actually inadvertently increase the risk of death by suicide. These changes in nursing practice have resulted in nurses spending less time in the office and more time engaging with young people, a more responsive, patient-centred approach to our young people, with a dynamic approach to risk, and a reduction in restrictive interventions.

Feedback was gathered from both staff and young people, suggesting that young people were spending more quality time with their allocated nurses, there were more opportunities for early intervention, thereby preventing escalation,

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and nurses felt their time was spent more therapeutically. Overall, this project has improved the patient experience, as well as job satisfaction for nurses.

9:50am • BREAKOUT ROOM 1 – MOUNTING YARD OLIVER MCDUGALL-FISHER

Oliver McDougall-Fisher has 8 years of experience as an enrolled nurse working in the Victorian mental health sector. He has worked through inpatient, community, and now as a state-wide educator. Through his career he has noticed that the enrolled nurse workforce can sometimes be overlooked and left behind in education / professional development. This has driven his passion in supporting and leading the MHENs through Victoria and wants to highlight the unique skills and expertise that enrolled nurses provide.

Mental Health Enrolled Nurse Video Series

At the start of 2022 the Mental Health Enrolled Nurse (MHEN) educator team at CMHL were looking at innovative ways to engage and support the mental health enrolled nurse workforce in Victoria. The team embarked on a project to develop a video series for the EN workforce that would be housed on the CMHL website.

The idea behind this video series was to look at a variety of topics that enrolled nurses were interested in and then create a short video that could be accessed anytime and used as an ongoing resource.

The MHEN educator team developed a list of potential topics based on workforce development scoping of the EN workforce that occurred in 2021. The list of topics was then taken to the MHEN Practice Network to decide which of the potential topics should be developed into a video.

The team has developed and uploaded three videos so far. The videos are; Psychiatric Enrolled Nurse (PEN) Level 3 Advancement on bed base services, MHEN Clinician Wellbeing, and an Introduction to Clinical Supervision for Mental Health Enrolled Nurses.

This presentation will provide an overview of the video series and highlight the importance of creating accessible resources for enrolled nurses throughout the state.

9:50am • BREAKOUT ROOM 2 – VALLEY VIEW CAMURAN ALBANOI

Camuran Albanoi was an Ethnic Albanian who came to Australia in 1984 and was employed in Jabiru as a Park Ranger. In 1988 he moved to Melbourne and in May 1995 Camuran was diagnosed with Paranoid Schizophrenia. From then until now he never stopped being engaged with various NGO's being Boards Member and Chair of Steering committees.

In 2001 Camuran was awarded Citizen of the year of Shepparton and Citizen of the year for Greater Shepparton, for his outstanding contribution and accelerated passion for Human rights and Social justice. As a Coordinator of Voices for Harmony Shepparton last 16 years, Camuran had the opportunity to develop as fellow human being and be a Free man.



Day Two Program

Abstract Presentations

Leadership and New Mind Set

Leadership is an absolute privilege one to be undertaken with passion, commitment, drive, purpose, authenticity and integrity” (Kansas Leadership Centre).

We are entering a new era in Mental Health and Wellbeing. In the past most leadership development programs focused on a select few, typically those at the top of an organization or being groomed for executive management.

In today's turbulent times, forward-thinking organizations with new shift in mindset include LLE workforce at all levels empowered to lead and catalyze change. W.C.H Prentice calls for democratic leadership that gives employees opportunity to learn and grow.

There is a great need for creating social contracts where LLE leadership will be accepted, supported and they will be characterized by maximization of contribution. Social contracts will embrace the language “We, Us, Our” vs “Me, Mine, Theirs”. We need shift and new mind set in leadership that seeks to be open, fluid, adaptable, and which unleashes the collective energy of inclusiveness and passion. Also we need to create democratic leadership alliances” which leads towards networks and partnerships. For many years and far too long LLE people have been on the menu, finally we are around the table.

9:50am • BREAKOUT ROOM 3 – JOCKEY ROOM
FIONA BROWNING ★, STUART WALL
& MELISSA KELLER-TUBERG ★

Fiona Browning is a lived/living experience consultant who is passionate about improving the outcomes for people whose lives have been impacted by mental health challenges/distress

and other associated experiences. She combines over 30 years personal lived/living experience and 20 years working in clinical and community health to her work today.

Stuart Wall is the Education Steam Lead for Mental Health and AOD within Peninsula Health's Mental Health Service. Stuart works alongside his team of educators to support clinician and lived experience workforces to learn and develop their practice. Stuart is passionate about providing learning opportunities which are work integrated and easily transferable into practice.



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Mel Keller-Tuberg (she/her) is a youth consumer consultant, speaker, writer and person with lived-experiences of accessing mental health care and the challenges of not being able to. She is a published author on the topic of youth participation in mental health services, and advocates that the mental health system must give those it seeks to serve a voice.

Lived experience development of introductory co-production training for transformation ♥

In line with the Royal Commission into Victoria's Mental Health System there is a growing need for Area Mental Health Services (AMHS) to embed lived and living experience roles as core components to service delivery and design. As part of this transformation process one AMHS identified the need to grow the workforces' understanding of co-production through the development of experiential learning packages and the creation of co-production champions. These elements worked to ensure participation levels were at their optimum and made sure that lip service was not given to the idea co-production. Directed by and Co-produced with the workforce, a suite of resources has been co-planned, co-designed, co-delivered and co-evaluated to support the clinical, lived and living experience workforces in their understanding of co-production; what it is and what it is not.

Developing workforce understanding of how to practically apply co-production, or other forms of participation, is key to achieving the proposed recommendations and ensuring the voice of lived and living experience remains intrinsic to transformation. This oral presentation will reflect on the learnings of one AMHS during the design and delivery of their Introduction to co-production training and how this work supported their movement to true co-production.

10:15am • PLENARY SPACE – CELEBRITY ROOM DEAN McCAUGHAN

Dean McCaughan currently works as the headspace Services Manager and Senior Nurse for headspace Casey Cardinia and EACH. Dean has worked as a Senior Mental Health Nurse in the Child & Youth Mental Health Sector across Monash Health ELMHS, Alfred CYMHS and headspace, with over 20 years in experience within hospital, community & primary health settings. Within that time Dean has worked in senior clinical, educational, and operational manager roles, with a passion for working with young people and families.



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M-F 8.30am-5pm



Day Two Program

Abstract Presentations

Engaging young men with vital support through the vehicle of sport

The City of Casey and Cardinia Shire LGA's are fast growing regions with high numbers of young people. Typically, the regional data highlighted much lower service engagement with young men, and evidence showed that young men had poorer outcomes across a range of key measures. The region has a large sporting presence and many of the sporting clubs are essential pillars of the local community.

The headspace Casey Cardinia service conducted a targeted program between January 2021–December 2022 to engage more young men in support of their mental and physical health needs, and improve health outcomes. The program involved a flexible model of engagement that incorporated in-reach into the community and a number of focussed initiatives being implemented, supporting young men in culturally safe and engaging ways through connection with sport & fitness.

This program had significant success in engaging higher numbers of young men with support services and influenced excellent health outcomes. Mental Health Nurses and youth members (peer support and volunteers) provided outstanding leadership into the development of this program. The presentation will overview the service model and key outcomes with relevant implications to future engagement models with young men.

10:15am • BREAKOUT ROOM 1 – MOUNTING YARD LEANNE HARDWICK

Leanne Hardwick completed her Graduate Nurse and Post Graduate Mental Health Nursing Program with NWMH and Masters of Advanced Nursing Practice (Mental Health) UoM. Leanne has worked

in Inpatient Units, Community Care Unit, and Community Teams including the Acute Crisis Intervention Service. In 2021 Leanne completed her qualifications as a Nurse Immuniser. In June 2022 Leanne took on and developed the role of Clinical Nurse Consultant Immunisation with NWMH. Commencing with coordinating of staff Influenza vaccine programs, Catch-Up Program in preparation for service disaggregation, dissemination of communication of RMH Infection Prevention messages and directions along with organisational representation for Standard 3.

Embedding Nurse Immunisers within the Mental Health Nursing Workforce

The year 2020 will be remembered in Australian history for many reasons, but mostly for the arrival of COVID-19 into the Australian population. As Mental Health Nurses working in hospitals and the community, suddenly thrown into situations that were new and frightening. There was a new danger that was unable to be documented on risk assessments or meticulously planned for. The field of Mental Health Nursing was changing rapidly and required innovation and flexibility in our approach to continuing to provide safe care to consumers of mental health services. However, COVID-19 also encouraged knowledge and skills building and inspiring creativity to include Infection Prevention and Control procedures when providing care to consumers of mental health services.

The program began with influenza vaccine administration to staff in 2020 in turn reduced consumers contracting influenza while receiving mental health care.

Late 2021 a COVID-19 outreach vaccination service commenced and targeted vulnerable adolescent and adult consumers of Mental Health Services. Providing vaccination to consumers in places they felt comfortable. Mental Health Nurse

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Immunisers quickly became a trusted source of advice regarding vaccinations for consumers and staff. Inspiring Mental Health services to include Infection Prevention and Control measures into Mental Health services.

10:15am • BREAKOUT ROOM 2 – VALLEY VIEW
SABRINA CARTER ★

Sabrina Carter is a mental health nurse from the United Kingdom, currently exploring her role within clinical settings in Tasmania.

After working within acute mental health services for over three years for the NHS, developing a strong passion for sustainable healthcare practice, she embarked on a new adventure - moving to Australia - where she currently works as a Depot/ Clozapine Clinic coordinator for Adult Mental Health Services.

At present, her interests centre upon improving the way in which healthcare systems deliver care in terms of its environmental, social and economic impacts, as well as improving the quality of care that is delivered.

Sustainability in Acute Mental Health Practice: Tackling Waste from the Ocean to the Ward

Achieving sustainable healthcare is essential to improving Australia's health system. The healthcare sector contributes approximately 7% of Australia's emissions. Such footprint is multi-faceted, with sustainability becoming a key part of work within health organisations. Little is known regarding the benefits and challenges that come with improving sustainable practice within mental health settings and the role nurses can play.

Aims: To consider sustainability within inpatient mental healthcare; exploring how nurses, in

partnership with service-users were inspired to lead change within a UK service, observing the benefits and challenges to implementation.

Discussion: Following expressed stakeholder concerns, the service sought to eliminate disposable plastics and adopt reusable alternatives. Consistent communication, education and role modelling helped alter the culture. Embedding 'leader-leader' style leadership where stakeholders felt inspired and supported was crucial to engagement. The experience highlighted the importance of the service community's sense of empowerment to lead change.

Conclusion: By adopting a collaborative approach, stakeholders felt empowered to make valuable contributions. Celebrating small changes and sharing practice was a powerful tool in inspiring others. Such initiatives highlight the need to understand how sustainable practices within mental health settings can not only improve our impact on the environment, but impact people's health and recovery outcomes.

10:15am • BREAKOUT ROOM 3 – JOCKEY ROOM
BRAE MURLEY ★, DAMIEN GEYLE ★ & MARK THORNETT

Brae Murley has 25 years in public mental health sector across both inpatient and community settings in both clinical and manager roles. Current role - Senior Psychiatric Nurse / Acting Director of Nursing.

Damien Geyle has previous nursing experience in acute health sector. Director of Co- design and co - production overseeing the Lived and living experience workforce.



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Mark Thornett has 44 years' experience in mental health sector and has held senior leadership positions in the UK and Australia. His clinical and leadership experience covers most aspects of mental health services. Current role - Director of GMHWS.

Co-design, Co-production and Recovery Oriented Service Transformation Initiative - Grampians Mental Health and Wellbeing Service (GMHWS) ♥

Our journey began in 2021, GMHWS engaged the consultancy service of Helen Glover, to support the consistent roll out of Recovery oriented practice across the service. Helen facilitated Senior, middle management and the lived and living experience workforce (LLEW) collectively to develop a unique value proposition (UVP) and subsequent practice principles. To support the service and cultural transformation a lived experience role of Director of Co design and Co Production was appointed, recognising LLEW as a unique discipline specialty that is embedded across all teams within the organisation. Multiple workshops were delivered by Helen to over 374 staff within the department to provide the platform for practice change.

At a more strategic level a working group was commissioned to review the design of all governance committees, incorporating the UVP and practice principles. Identifying the need for a LLEW Co-chair for all committees to elevate LLEW and work towards true co production.

To ensure sustainability of the initiative and subsequent practice change a community of practice was developed to facilitate co design and production opportunities to support systemic change in line with the Royal Commission Recommendations.

10:40am • PLENARY SPACE – CELEBRITY ROOM SHAINA SERELSON

Shaina Serelson began her nursing career as part of the North-Western Mental Health Enrolled Nurse Transition Program.

Motivated by the unique impact of the EN workforce, Shaina believes empowering relationships are the foundation of successful outcomes. In 2020, she was awarded NWMH Nurse of the Year.

Sharing Information for Child Wellbeing: Building Momentum Together

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The Child Information Sharing Scheme (CISS) allows services to share information with other authorised organisations more freely to support child wellbeing and safety. Mental Health Nurses working with children, young people, and families can gain a more comprehensive understanding of wellbeing needs of children they work with. This early intervention model allows children to receive improved support across sectors.

Last year CMHL was successful in raising Victoria's mental health sector's awareness of and confidence in using the Child Information Sharing Scheme (CISS) to promote child wellbeing and safety. We delivered scoping, coordination, resource development, and consistent messaging for the sector. The opportunities for 2023/24 include embedding consistent practice into services through tailored local sessions, building cross-sector relationships by connecting with schools, child protection, AOD services, and other organisations that work with children; and celebrating mental health services by promoting best practice accomplishments.

This session will provide a roadmap of the project, highlight great work happening at services, and discuss resources to support your work.

Victorian Department of Education and Training. (2023). Child information sharing scheme: information for authorised professionals <https://www.vic.gov.au/child-information-sharing-professionals>

10:40am • BREAKOUT ROOM 1 – MOUNTING YARD REGINA CAI

Regina Cai is a registered nurse currently working as a case manager at Yarra Ranges Continuing Care Team for Eastern health. With experience

in acute inpatient psychiatric wards, psychiatric rehabilitation, and community teams, she has a particular interest in improving physical health outcomes for consumers with lived experience of mental ill health. This presentation is around the pilot program of embedding General Practitioners in adult Community Mental Health Clinics.

General Practitioners in Adult Community Mental Health Clinics: Observation and feedback from the pilot program

Continued research highlights ongoing poor physical health outcomes among consumers with lived experience of mental ill health, resulting higher

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morbidity and mortality rates. As an indispensable component in delivering physical health care, general practitioners (GPs) are often difficult for mental health consumers to access. In accordance with Equally Well framework in Victoria, a pilot program was established to incorporate GP service into adult community mental health clinics for consumers who are case managed by continuing care teams, community care unit, mobile support and treatment service, and Homeless Outreach Psychiatric Service. This on-site GP service comes with an easy referral process for mental health case managers and promotes cardiometabolic monitoring as well as preventative physical health education. One-on-one individualised interview was conducted with the GPs, multidisciplinary mental health clinicians, consumers, and carers to evaluate the pilot program. Findings also highlights a few challenges are reported by the GPs in this pilot program. To further evaluate and improve the effectiveness of this pilot program, a mixed method of in-depth research will be required from the perspectives of service users, family and carers, and all other health professionals involved.

**10:40am • BREAKOUT ROOM 2 – VALLEY VIEW
BETH DUNLOP, TOM WILSON & ELLY PIPER ★**

Tom Wilson is the Senior Psychiatric Nurse at St. Vincent's Hospital Melbourne. He studied field specific Mental Health Nursing in the UK before moving to Australia in 2016. Tom has experience in inpatient mental health, emergency and alcohol and other drug settings. Beth Dunlop is the Leadership Development Coordinator at CMHL. She is a social worker with diverse experience across a range of sectors. In her role with CMHL she promotes and

develops leadership capability across all disciplines. Elly Piper has been a Mental Health nurse for 10+ years working in both Private and Public mental health across Victoria and Queensland.

Trauma Informed Leadership - Supporting Leaders to Lead with a Trauma Informed Lens

The Centre for Mental Health Learning (CMHL) collaborated with Foundation House, to deliver a pilot Trauma-informed Leadership Program for Area Mental Health Services (AMHS) in 2022-2023.

The Leadership Program is targeted at people across all disciplines working in mid-level management roles or who have been identified as emerging leaders in a position to influence system change.

Developing the leadership capacity of the public mental health workforce is a priority area, which will support individuals and organisations contributions to sustainable sector reform. The learning outcomes of the Leadership Program align with the principles and capabilities outlined in the workforce Capability Framework.

The Royal Commission recognises that the 'type of collaborative leadership required to transform Victoria's mental health system is different from traditional hierarchical leadership; it guides rather than controls and inspires rather than directs'. This program has supported growth, learning and reflections on how we can be leaders who lead safe and supportive teams that inspire change. This presentation will focus on how this Leadership Program has supported clinical leadership with a focus on self, our teams and services. We will hear from three participants about their experiences and share the findings from the initial evaluation of cohort 1.

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10:40am • BREAKOUT ROOM 3 – JOCKEY ROOM OLLIE LOVE DAVIES ★

In 2021 Ollie accepted a role with Barwon Health as a Graduate nurse in Oncology with the ambition to first gain clinical/medical skills before then moving to acute Mental Health. Subsequently completing their Post Graduate year and various rotations across Barwon Mental Health Services, Ollie completed my studies and was recognised for completing with a high distinctions. Additionally they were awarded Post Graduate of the year from the Barwon education team. Ollie now works in a community based acute intervention CAT team. Through this role they hold the portfolio for Youth and enjoy my role amongst the multidisciplinary team.

Weathering To Become Wiser

Undertaking Graduate and Post-Graduate years are challenging endeavours Mental Health Nurses are versed with. This venture at times can feel all-consuming where non-working hours are donated to study hours. This presentation reflects upon the balancing act of studying whilst simultaneously juggling work place demands, rotations and personal lives. The notion of “weathering to become wiser” is suggestive of the toll this year can have in the pursuit of a greater breadth of knowledge and scope of practice. This is one of the great ironies of these challenging years; that as we pursue to better the mental health of others, our own mental health is injured, but must this be so? This presentation will assume the role of a leader of self. Not a senior clinician, not an ANUM or NUM, but a clinician. A leader who has undertaken the difficulties of a seven unit Post Graduate year, graduating with a

distinctions whilst working 0.8FTE over 3 rotations. Through anecdote and literature, this piece will share strategies and boundaries to build resilience and self-care as a way of protecting and sustaining.

11:30am • PLENARY SPACE – CELEBRITY ROOM JO STUBBS & JEFFREY WEIZEL

Jo Stubbs has been a mental health nurse in Victoria for over 20 years. She has worked in a variety of roles in the public sector. She is currently a Learning and Practice Development Coordinator and acting Senior Lead at CMHL. Jo works closely with state-wide public mental health services to support professional development.

Jeff Weizel has worked across many areas of Victoria’s mental health and related service sectors. He is an Occupational Therapist, and passionate about education and training.

His areas of interest include dual diagnosis, trauma-informed care, motivational interviewing and clinical supervision.

Understanding & responding to sector workforce development needs

The Centre for Mental Health Learning (CMHL) is the central agency for public mental health workforce development. The CMHL connects, collects and shares the information, tools, resources and expertise from within the mental health sector and from other key sectors. Understanding what is required for workforce development requires carefully considered engagement, consultation and communication.



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In this presentation you will learn how CMHL engages with the sector via committee structures, specialist advisory groups, communities of practice and scoping activities. We identify and support sharing of mental health learning and development resources across Victoria, allowing the sector to reduce duplication, grow leadership and promote high quality resources within a culture of collaboration. What this means for nurses working in the sector is they have increased access to training and workforce development activities. We also try to build Area Mental Health Service capabilities by working closely with educators. All this work is underpinned by the CMHL values of collective learning, curiosity and integrity, engagement and collaboration, authenticity and connectedness, innovation and action and shared leadership.

**11:30am • BREAKOUT ROOM 1 – MOUNTING YARD
KIRSTY MORGAN, STUART WALL
& JESSICA REECE**

Kirsty Morgan is an Alcohol & other Drugs Educator (AOD) at Peninsula Health. She is a public health practitioner with over 20 years' experience in community health.

Jessica Reece has a split role at Peninsula Health; she is a Lived experience Alcohol & other drug support educator who brings her lived experience perspective to inform and support education. She also is a Care and Recovery Clinician.

Stuart Wall is the Education Steam Lead for Mental Health and AOD within Peninsula Health's Mental Health Service. Stuart works alongside his team of educators to support clinician and lived experience workforces to learn and develop their practice.

Using a co-produced multi-level drug-stigma reduction intervention to influence organisational culture ♥

Mental health nurses have considerable contact with people who use drugs (PWUD) given the high prevalence of substance use amongst people with mental illness, and are well placed to reduce harms associated with substance use. However, stigmatising attitudes towards PWUD that likely stem from widely held community stereotypes that PWUD are 'drug-seeking' and 'manipulative' can impact their capacity to meet the needs of PWUD. Social marketing has been widely used



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in government health promotion strategies to induce socially desirable behaviour change. Given the evidence base for use of social marketing, in combination with education and policy reform, Alcohol and Other Drugs (AOD) educators at a Melbourne hospital decided to apply a similar intervention design to tackling drug-stigma and discrimination.

This oral presentation will discuss a multi-level drug-stigma reduction intervention that coupled online and face to face education with social marketing approaches to influence organisational culture, including a co-produced video and other digital campaign materials. We will share our experience of co-producing education and social marketing, its reach and impact on prompting change amongst our workforce in how we talk and interact with people who use drugs.

11:30am • BREAKOUT ROOM 2 – VALLEY VIEW
EMMA BARKER & FRANCIS McNAMARA

Emma Baker is an experienced Mental Health nurse and leader, currently the Director of Nursing - Mental Health at Austin Health. Emma is Master prepared in Advanced Nursing Practice, holds a certificate of Developmental Psychiatry, a Diploma of Management along with trainings in leadership and contemporary therapeutic approaches to Mental Health care. Emma's professional priority is the wellness of the Mental Health nursing workforce.

Francis McNamara is the Senior Mental Health Nurse at Austin Mental Health and has previous experience as a CNC and NUM. He has a keen interest in workforce development, has qualifications in Advanced Clinical Nursing, Developmental Psychiatry and AOD.

Sustainability of Safewards, a working model

Following a Division wide refresh in 2021, Austin Health Mental Health has now embedded a clear strategy for the maintenance and successful embedding of Safewards in clinical practice across 7 different bed-based environments. We will continue to expand this success, with the commencement of a 'refresh' – for 2 more existing bed-based areas, with a plan for near future movement into community rehabilitation services.

The senior nursing team continues to strongly engage our nursing leaders (including our Safewards champions) to maintain and include

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Safewards in day-to-day practice and clinical decision making. The fidelity process is highly valued and strongly evidenced as being paramount in maintaining sustainable practice. We also complement this process with successful training and education program with multiple levels of engagement with mental health nursing staff leading this practice with the entire multidisciplinary mental health workforce.

Mental Health nursing's passion in this space at Austin Health is now transferring to our general partners, with Safewards now kicking off in our ED and some of the general wards.

This presentation will articulate our method for embedding and maintaining this crucial practice for contemporary, safe and consumer centered mental health nursing care.

11.30am • BREAKOUT ROOM 2 – VALLEY VIEW KIM FOSTER

Kim Foster is a Professor and Eileen O'Connor Chair of Mental Health Research in the School of Nursing, Midwifery & Paramedicine at Australian Catholic University. Between 2016-2022 she was Professor of Mental Health Nursing and Clinical Chair of the jointly funded Mental Health Nursing Research Unit at NorthWestern Mental Health and Australian Catholic University, where she conducted nurse-led health services research. For the past 4 years, she has led an Australian Research Council-funded Linkage project investigating the effects of the Promoting Resilience in Nurses program on nurses' wellbeing at the Royal Melbourne Hospital/ NorthWestern Mental Health.

A resilience program for mental health nurses: Key findings from an RCT

Workplace resilience programs can support nurses' wellbeing and resilience in the context of workplace stress. This presentation presents key findings from a randomised controlled trial of the Promoting Resilience in Nurses (PRiN©) program (QUT) with nurses at NorthWestern Mental Health.

PRiN is a strengths-based and evidence-based resilience program delivered face-to-face in 2 full day workshops by trained facilitators. A total of n=144 nurses enrolled in the trial and were randomly allocated to program or control group, with online surveys collected at three time points. Key trial findings included nurses' psychological distress was significantly lower in the program group vs control, and coping self-efficacy, mental health & wellbeing, resilience, and post-traumatic growth were significantly higher in the program group vs control. The PRiN program was found to be effective in promoting mental health nurses' resilience and capacity for post-traumatic growth and improving their mental health and wellbeing. These findings, from the first study of its kind in Australia, indicate that resilience programs can be effective in promoting mental health nurses' mental health, wellbeing and resilience and can be implemented in a range of settings as part of a larger suite of wellbeing strategies to support the mental health nursing workforce.

11:55am • PLENARY SPACE – CELEBRITY ROOM JANINE DAVIES & SIOBAIN BONFIELD ★

Janine Davies is Director of Nursing (Mental Health) at Peninsula Health. Janine provides nursing leadership for the mental health workforce ensuring the delivery of high-quality care. Janine has worked

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within a variety of clinical and leadership positions in the UK and Australia and is passionate about workforce development and well-being.

Dr Siobain Bonfield is the Discipline Senior for psychology at PHMHS. She has over 20 years-experience working in public mental health and private practice. She completed the post-graduate Doctorate in Clinical Psychology in England, before moving to Australia in 2006. She has additional psychotherapy training in several therapeutic models including Cognitive Analytic Therapy and Eye Movement Desensitisation and Reprocessing.

Supporting the mental health of employees in response to workplace-related incidents

The purpose of this presentation is to provide an overview of the wellbeing strategy implemented to support mental health employee's working at Peninsula Health, following a significant incident.

Peninsula Health is committed to supporting employees in response to workplace-related incidents and recognises that the piling rig incident was a significant event and that early intervention to enhance coping (Richins et al., 2019) was required. It was important to provide support for healthcare workers who are at increased risk of experiencing work-related stress, burnout, and general mental health problems (Chana, et al., 2015; Howgego, et al., 2005). Healthcare workers, such as nursing staff, can be unaware of the early signs of traumatic stress which means that they do not access early intervention or obtain the supports that can help them to naturally recover.

In line with the new psychological health regulations for Victorian employers, and in addition to on-site EAP (Employee Assistance Program) supports,

we used team reflective spaces called 'A Space to Think and Connect' which draws upon peer group processes to manage post incident stress, facilitating cohesion and supportive links with peers, we provided a summary of safety measures in place during Mental Health Staff meetings and provided employee tours prior to relocation.

This oral presentation will talk about the range of options it provided to support employees to feel safe to return to work.

11:55am • BREAKOUT ROOM 1 – MOUNTING YARD MARGIE NUNN, CHRIS DIXON ★ & DAVID COLLINS ★

Chris Dixon loves Star Wars and is a passionate mental health worker. He has worked as a peer support worker, Collaborative Recovery Model Trainer and now a Lived Experience Educator. He has eight years' experience.

David Collins has worked as a mental health nurse since 1994. He has enjoyed working in a variety of mental health settings ranging from the former hospital model to the current mainstreamed model. These environments have all enriched his experience.

Margie Nunn has worked in the mental health sector for over 25 years and was the first Lived Experience Educator to join the Eastern Health Learning and Teaching team. Margie is passionate about connecting with both lived experience and clinical workforces.



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Co-Production in mental health nursing education: a time of growth and learning ♥

In 2019 the first Lived Experience Educator was introduced into the Mental Health Learning and Teaching team at Eastern Health. A pilot study showed this to be a successful venture. Subsequently in 2023 a second lived experience member joined the team.

Eastern Health Lived Experience Educators provide a range of education to staff and students across the Mental Health and Wellbeing Program. They collaborate with clinical staff to co-produce and co-facilitate education sessions including risk and safety assessment, Safewards, Mandatory Training, Advance Statements, the Lived and Living Experience Workforce, the Collaborative Recovery Model and Peer Led Recovery Groups.

In this session, Lived Experience Educators and a Clinical Nurse Educator will present their professional journey working together designing and delivering training which aims to build knowledge, skills and attitudes. Lived experience perspectives can provide a powerful and relevant context to clinical education and inspire change. The presenters will also discuss how collaboration between clinical and lived experience staff may be fostered in the future.

11:55am • BREAKOUT ROOM 2 – VALLEY VIEW TESS MAGUIRE & RYAN LANG ★

Tess Maguire is a senior lecturer of Forensic Mental Health Nursing. She has a joint appointment at the centre for forensic behavioural science and at Forensicare. Her research focus on enhancing forensic mental health Nursing practice and enhancing FMH consumers experience of care.

Ryan Lang is a Consumer Consultant at Forensicare. His interests include reducing restrictive interventions and he was part of the research team that developed Safewards Secure

Safewards Secure-finalising the missing links ♥

Safewards Secure is a model for forensic mental health services to use in conjunction with the original model. Additions were developed to address identified issues with the introduction of Safewards, and to acknowledge the gaps for forensic mental health services. Using a Delphi study design,

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forensic mental health and Safewards experts identified specific flashpoints and influences within the six domains of the model and issues involved in the implementation of Safewards interventions in a forensic mental health setting. All flashpoints and influences were checked against evidence in the literature, and only suggestions supported by evidence were included in Safewards Secure. These key influences and flashpoints were integrated as an appendage to the original model and the Safewards Secure model emerged. While the Delphi study was able to identify key influences and flashpoints, another piece of work was required to develop staff and consumer modifiers (Maguire et al., 2022). This presentation will present the final piece of work conducted to finalise the missing components of Safewards Secure, where forensic mental health experts who have experience implementing Safewards, were engaged in a Nominal Group Technique to determine staff and consumer modifiers, and adaptations to the interventions to complete Safewards Secure.

**11:55am • BREAKOUT ROOM 3 – JOCKEY ROOM
NICOLE EDWARDS & SHELLEY BLACK**

Nicole Edwards is a MHN currently working across Monash Health as the Prevention of Violence and Aggression Coordinator. She has had a wide range of experiences over her 30 year career in Education, Dual Diagnosis and Community settings, with strategic roles in the ED and Department of Health.

Shelley Black also has 30 years' experience in MH nursing with roles in acute units and nursing education, where her primary portfolio was the development and delivery of Graduate Nurse Programs. Shelley has now commenced in an exciting new role, supporting the care of people who have been identified with behaviours of concern.

A sprinkle of Mental Health Nursing across General settings

People living with mental illness are more likely to develop comorbid physical illness and are frequently admitted to general wards for a variety of reasons. Often the care provided does not meet their needs. They can sometimes be identified as patients presenting with behaviours of concern. Consumers displaying behaviours of concern or aggressive behaviour are at higher risk of adverse outcomes, such as falls, injuries and psychological distress. Treatment can be more complex leading to increased length of stay, interrupted or reduced care. These behaviours can also lead to increased use of restrictive interventions which can cause injuries, trauma and harm to both consumers and employees. Monash Health have introduced new Behaviour Support Consultant roles to enhance the care provided to consumers who may present with changed behaviours. Mental Health Nurses play an integral role on the team and their leadership, knowledge and experience is providing a fresh perspective in general health settings.

This presentation will highlight how mental health nurses are "leading from where we are" including the aims and functions of the Behaviour Support Consultant, examples of how the role has improved care and consumer outcomes, and the effectiveness of the role.



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12:20pm • PLENARY SPACE – CELEBRITY ROOM ADRIENNE LIPSCOMB

Adrienne Lipscomb is a proud Wiradjuri woman and registered psychiatric nurse with extensive experience working in mental health settings. She is currently a senior Aboriginal therapeutic practitioner for VACCA's Aboriginal Children's Healing Team where she provides cultural and therapeutic practice advice, secondary consultations and leads the team's healing capability and training program. She also works as a lecturer and academic support in the Faculty of Medicine, Dentistry and Health Sciences at University of Melbourne.

Social and Emotional Wellbeing: A holistic approach to Aboriginal and Torres Strait Islander Mental Health

Aboriginal and Torres Strait Islander communities experience significantly higher rates of mental health issues compared to the non-Indigenous Australian population. These disparities can be attributed to the contemporary, historical, and intergenerational impacts of trauma resulting from colonization, discriminatory policies and practices, as well as ongoing exposure to trauma and stress. Simultaneously, it is crucial to recognise the enduring strength and resilience of Aboriginal and Torres Strait Islander people. Indigenous Australian cultures possess unique protective factors that contribute to fostering and promoting well-being.

VACCA will present the importance of adopting an Indigenous perspective on health and well-being to improve mental health outcomes for Indigenous Australians using the Aboriginal and Torres Strait Islander social and emotional well-being model. The presentation will reflect on the central relationships and connections found in Indigenous cultures which include connections to body, mind, family,

community, culture, land, and spirituality and understanding them within the broader social, cultural, political, and historical contexts. We hope that this presentation inspires future practice among Aboriginal and non-Aboriginal workers and clients within this field.

12:20pm • BREAKOUT ROOM 1 – MOUNTING YARD GRACE PIECYK ★ & ANDREW JONG

Grace Piecyk is Alfred's Infant Child and Youth Area Mental Health and Wellbeing Service Transition nurse for 2023. Prior to this role Grace has worked in Alfred Health Adult inpatient unit and with the consultant liaison team.

Andrew Jong is the current Discipline Senior of Nursing at the Alfred's Infant Child and Youth Area Mental Health and Wellbeing Service (ICYAMHWS). Andrew's career in mental health nursing includes as a Surge Clinician for Headspace, as a mental health clinician for the Intensive Mobile Outreach Service and the Intake, Assessment, Consultation, and Brief Team and Early in Life Mental Health Service, Monash Health, and as an inpatient nurse for Stepping Stones Child and Adolescent inpatient unit.

Recruitment, retention and nursing workforce development: Highlighting Alfred Health's Transition to Mental Health nursing program.

The difficulties in recruitment and retention into the mental health nursing workforce have been consistently acknowledged in Australian literature and these challenges to the nursing workforce, particularly in specialty areas, have only been perpetuated post pandemic.

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The Alfred Infant Child and Youth Area Mental Health and Wellbeing Service (ICYAMHWS) is a tertiary community mental health service that has a long history of supporting nurses' transition into this specialised area of nursing by providing its very own Transition to Community Mental Health program.

The culture of nursing is strong and diverse within the service, and the program has continued to expand with nursing currently represented in each of the different teams including: Access, Early Intervention Mobile Outreach Service, clinic based, infant 0-11 team, neurodevelopmental and intellectual disability team and the Child and Youth HOPE team. Nurses are employed as mental health clinicians while retaining core discipline skills with the clinics Eating Disorder Program.

This paper aims to celebrate how the Transition to Mental Health program has continued to attract, develop and retain mental health nurses and aims to inspire other health services to grow their community nursing workforce into the future, delivered by Grace Piecyk, Alfred Health's 2023 Transition nurse.

**12:20pm • BREAKOUT ROOM 2 – VALLEY VIEW
SHEREEN JOSE ★ & KATE GIFFORD ★**

Shereen Jose holds a Masters in mental health nursing with over 15 years of experience in the mental health. She has worked across inpatient units and is currently working in the professional development unit as a clinical educator. Her role has been instrumental in continuing the sustainability of Safewards and improving practices to reduce restrictive interventions.

Kate Gifford (co presenter) holds a Diploma in Mental Health with nursing experience as an ANUM in Mental Health, specialising in the Older Persons and currently working as a Clinical Educator. Kate holds a Safewards Portfolio with passion for leadership and reducing restrictive interventions.

Safewards Working Group: unity in leadership

Following the success of the Safewards pilot project in 2014, Bendigo Health established the model as core practice, with Reducing Restrictive Interventions(RRI) a key focus.

To address issues of reduced motivation among teams, NUM's and Clinical Educators identified potential leaders within each unit. Clinicians demonstrating passion and enthusiasm for Safewards and RRI were invited into a SWG.

Results:

- The WG leads are supported to generate meaningful conversation within their teams to enhance practice and leadership Qualities.
- Safewards has generated interest in leadership roles and intervention champions among early career nurses.
- Safe space for emerging leaders to be mentored through the WG consistently planning, auditing and sharing ideas.
- The WG meets once a month within protected time supported by managers

The WG drives the passion and potential of leads by having the opportunity to contribute as a valued member of their team. Through the group, staff



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have been able to develop their individual skills and mentor their colleagues, improving team building and a team approach to leading to innovations in RRI.

The SWG continues to inspire emerging leaders with the winning combination of passion and enthusiasm.

12:20pm • BREAKOUT ROOM 3 – JOCKEY ROOM BRENT HAYWARD

Brent Hayward is a Credentialed Mental Health Nurse who has worked in a variety of mental health roles over the last 21 years, mostly in clinical, regulatory, and policy roles which support people with intellectual and developmental disability, particularly those persons with behaviours of concern. His PhD explored the social network influences on the development of behaviour support policy in the National Disability Insurance Scheme. Brent is presently Principal Behaviour Support Adviser in the Victorian Department of Education, leading the policy and practice for behaviour support and restraint and seclusion in government schools. He still works clinically part-time in schools.

Non-executive nursing leaders in government: A preliminary qualitative exploration

The origin of this paper was reflection by Brent, a mental health nurse, on his leadership role in state government. He decided to collaborate with Tania, a general nursing colleague in government “to learn with and from each other” through a type of group reflective practice.

We adopted an existing challenge in the literature to convey our experiences as nurses engaged in policy work to encourage nurses into the area of policy, and more broadly into government. Research

suggests this can be achieved by describing personal experiences, and this then is the basis for this study. We used an unmediated co-constructed autobiographical methodology.

From the outset, we were venturing into a field which has not been explored academically and as we soon experienced, this undertaking proved challenging to methodologically construct. These aspects would ultimately help us to find a way forward and contribute to nursing, public administration, and qualitative research in ways which we did not anticipate.

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The presentation has three main aims: to explain the application of this novel methodology as both researchers and participants, describe our findings and interpret what they may mean, and to provide an insight into the role of nurses as leaders in government.

12:45pm • PLENARY SPACE – CELEBRITY ROOM KIMBERLEY GALLAHER

Kim Gallaher has been part of the ED MH hub for 3 years and has been working in MH for 13 years. Tyler is part of the Education Team with extensive general nursing experience in the ED environment. Together they have been working to increase the quality of response and expertise of the broader ED team when working with MH presentations.

Recognising Dual Skills. Experiences from the ED

As undergraduates, nurses are pushed to choose between MH nursing and General nursing and are largely encouraged to avoid MH nursing due to 'losing general skills' and needing to 'consolidate' general learning. This then creates a divide that leads to General nurses saying, 'I'm not a mental health nurse' and MH nurses avoiding any general skills work, and both lose the skills they are no longer using. In the emergency department this however, creates a large barrier to effective patient care and increases aggression which in turn can lead to increased restrictive interventions. In the Emergency Department at Monash Medical Centre, there is an increasing focus on creating a more confident and skilled workforce to improve patient care, and this presentation will highlight the benefits and challenges.

12:45pm • BREAKOUT ROOM 2 – VALLEY VIEW CAROLYN ANDERSON ★, GRACE TSETERE ★ & DALE CROOK ★

Grace Tsetere comes from a teaching background, then trained as a mental health nurse in the UK. After working in rehabilitation wards, she moved to Australia in 2016, and has been with Forensicare since.

Dale Crook is a Lived Experience Peer Worker at Thomas Embling Hospital and the Moroka Unit at Ravenhall. Prior to this he worked in community and with the NDIS.

Carolyn Anderson's work in pediatric research inspired her to become a nurse. She started her nursing career in an acute medical ward, before doing the Forensicare graduate nurse program.

DBT Superheroes: Nurses as Champions of Emotional Well-being

The Moroka unit is a unique unit in the correctional system. It is part of the Forensic Mental Health facility which is operated by Forensicare and GEO Group Australia at Ravenhall Correctional Centre. The program caters to men from prisons around Victoria who experience pervasive, complex and challenging behaviours (e.g. non-suicidal self-injury; aggressive behaviours) related to mental health. These behaviours present challenges for Victoria's prison services and the people in their custody.

The Moroka unit has 10 beds and provides a 12 week program using a Dialectical Behaviour Therapy (DBT) framework. DBT has been used



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worldwide to help people overcome problems with emotion dysregulation and associated urges and behaviours. Moroka Clinical staff include Social Work, Occupational Therapy, Psychology, Lived Experience, Art Therapy and Nursing. This multidisciplinary team provide therapy as DBT Clinicians.

This presentation will describe the exciting nursing role in Moroka which extends beyond monitoring mental state and dynamic risks and administering medication. Nurses receive ongoing DBT education and are closely involved in the delivery of DBT, including cofacilitating therapeutic groups, engaging in individual therapy sessions as key clinicians, and offering 24 hour coaching support when clients are experiencing overwhelming emotions and urges to engage in unwanted behaviour.

12:45pm • BREAKOUT ROOM 3 – JOCKEY ROOM STUART WALL & JANINE DAVIES

Stuart Wall is the Education Steam Lead for Mental Health and AOD within Peninsula Health's Mental Health Service. Stuart works alongside his team of educators to support clinician and lived experience workforces to learn and develop their practice.

Janine Davies is Director of Nursing (Mental Health at Peninsula Health. Janine provides nursing leadership for the mental health workforce ensuring the delivery of high-quality care. Janine has worked within a variety of clinical and leadership positions in the UK and Australia.

Clinical supervision from implementation to integration; learnings from one mental health service

There is an increased recognition of the importance of clinical supervision as a key component of mental health nursing practice (ACMHN, 2019; DHHS, 2018). Alongside this recognition comes a need for organisations to have the practices and processes in place that will reduce barriers to engagement in this important element of mental health nursing practice.

In partnership with the Chief Mental Health Nurse in Safer Care Victoria, Centre of Mental Health Learning and the Centre for Mental Health Nursing, a pilot was commenced in 2019. This pilot supported the operational application of the Clinical Supervision framework for Mental Health Nurses (DHHS, 2018).

Utilising the Clinical supervision for mental health nurses; A framework for Victoria, this service ensured that the support for the supervisee, supervisors and their organisation were cemented in practice. Key elements of success for this service included the use of clinical supervision navigators, communities of practice, executive support, ongoing communications strategies and an orientation program to clinical supervision in mental health nursing.

This presentation will outline the journey of this metropolitan area mental health service as it made its way from initial implementation to the integration of clinical supervision for mental health nurses ensuring that clinical supervision became business-as-usual.



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