Welcome (EDITORS NOTE) by Jane Peeters

Leadership is many things to many people and can be a challenge in itself, especially for those new to formal leadership roles. Our elected politicians are an obvious example.

We have had elections at all levels of government in the past eighteen months, and many of the elected pollies are fairly new to their respective roles. They all face a multitude of challenges including learning the ropes of office, the impact of the “global economic crisis” and the changing expectations of the electorate.

I’m not sure if those pollies who have made media headlines for the wrong reasons have actually failed or succeeded in meeting our expectations (of politicians)!

Nurses and other healthcare providers face their own challenges, for example from long term issues such as the aging population, the world-wide shortage of healthcare providers and the ever increasing cost of health care. Other challenges are emergent, such as the recent H1N1 viral pandemic and the changes to Australian industrial relations legislation and the award/agreement system.

The healthcare landscape is certainly a challenge to nurses!

This year’s Conference is all about the challenges of the healthcare landscape and how nurses face those challenges. Leaders in a variety of health-care relevant fields (including nurses and politicians!) will be giving us an understanding of the challenges they face.

The Conference is also a great opportunity for nurses who have been successful in aspects of their role to share their success with their peers. So – take the lead – submit an abstract, share your secrets of your success!

Mentoring Framework and Toolkit

Are you using it or know someone who is? Feedback from those utilising the Mentoring Framework and Toolkit is vital to the growth of this AQNL initiative. Please email your details to the AQNL Secretariat at info@aqnl.org.au to enable an evaluation process to be formulated.

The Mentoring Framework and Toolkit is available for download from the AQNL website www.aqnl.org.au or contact the AQNL Secretariat at info@aqnl.org.au for copies to be mailed to you.
TAKE THE LEAD INVOLVES:

CHALLENGES INCLUDE:
Changing Seasons & Conditions, Changing Trends, Competition

REGISTRATION NOW OPEN!
Register now to attend the 2009 Conference!
Visit www.aqnl.org.au to Register Online or download a Registration Form. You can also email the Conference Secretariat at info@aqnl.org.au to have a Registration Form sent to you.

CONFERENCE REGISTRATION FEES

<table>
<thead>
<tr>
<th></th>
<th>AQNL Member</th>
<th>Non-Member</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Bird Registration</td>
<td>$550.00</td>
<td>$650.00</td>
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<tr>
<td>Full Registration</td>
<td>$670.00</td>
<td>$770.00</td>
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<tr>
<td>Day Registration</td>
<td>$290.00 per day</td>
<td>$330.00 per day</td>
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Day Registration Packages are available for Wednesday and Thursday

CALL FOR ABSTRACTS
Details on the Call for Abstracts process is available on the AQNL website www.aqnl.org.au
Submission closing date: Monday 1 June 2009
Acceptance notification: Monday 15 June 2009
All Abstract Submissions are encouraged to address the AQNL Conference Best Paper Award criteria.
As always, please distribute and share this information with your colleagues far and wide!

AWARDS
Full details and submission forms are available on the AQNL website (www.aqnl.org.au – follow the link to Conference / Awards)

- AQNL Emerging Nurse Leader Award
  Nominations Close: Tuesday 1 September 2009
- AQNL Outstanding Achievement in Nursing Award
  Nominations Close: Tuesday 1 September 2009
- AQNL Conference Best Paper Award
  Nominations Close: Monday 1 June 2009

2009 EMERGING NURSE LEADER AWARD
This Award honours and recognises an Emerging Nurse Leader from within the profession. This Award identifies the commitment of an individual to nursing leadership through a research project, innovative program, introduction of change management, or a significant contribution to new or existing nursing leadership knowledge. The Award will be presented at the 2009 Annual Conference to an individual who has been nominated by their peers as the Emerging Nurse Leader for the preceding year.

The first prize of $1000 Scholarship will be awarded to the Emerging Nurse Leader.

The successful individual will also receive a one (1) year membership to AQNL.

OUTSTANDING ACHIEVEMENT IN NURSING AWARD
This Award honours and recognises an Outstanding Achievement made by a Nurse Leader from within the profession. This Award acknowledges the significant commitment of an individual to nursing leadership through a research project, innovative program, introduction of change management, or a significant contribution to nursing leadership.

The Award was inaugurated at the 2009 Annual Conference to an individual who has been nominated by their peers for the Outstanding Achievement in Nursing Award for the preceding year.

The first prize includes registration to the following year’s AQNL Conference including accommodation and flights (if required). The successful individual will also receive a one (1) year membership to AQNL and recognition as an Outstanding Nurse Leader within Queensland.
KEYNOTE SPEAKERS

AVRIL HENRY

Avril Henry Pty Ltd is a management consulting business established in July 2003, focusing on leadership, change management, talent management, diversity, recruitment and retention strategies. In 2008 her business was one of the 5 finalists in the City of Sydney Business of the Year awards.

Avril has been contracted by the University of Western Sydney to develop a 3-year leadership program for their gifted scholarship students, to be delivered in addition to their academic studies to better prepare them for leadership positions in the future.

Avril is the author of “Leadership Revelations: An Australian Perspective”, “The Who What When and Y of Generation Why?”, and is a co-author of the book “Ideas, Original Perspectives from Leading Thinkers”. She is featured in the book "Secrets Exposed of Inspiring Leaders", as one of Australia’s most inspiring female leaders. Her latest book released in 2007, entitled “Inspiring Tomorrow’s Leaders Today: Breaking Down Generational Barriers At Work” is the first in a four part series to be released over the next few years.

Avril Henry was a very popular presenter at the 2008 AQNL Conference and returns this year due to popular demand to present both a Plenary Session and Workshop. Don’t miss out!

PROFESSOR MARY CHIARELLA

Professor of Clinical Practice Development and Policy Research, Centre for Health Services Management, University of Technology, Sydney.

Mary’s career spans over 30 years both in the United Kingdom and Australia across a variety of nursing services.

Mary’s particular research interests focus on legal, policy and ethical issues in nursing and health care delivery. Examples of her research include an international review of nursing regulation, an examination of the legal and professional status of nurses, a review and analysis of the disciplinary decisions of the NSW Nurses Registration Board, and an international review of policy in end-of-life care. Her current projects are a state-wide review and analysis of models of nursing care and she recently undertook a state-wide review of advanced practice roles for the Nursing and Midwifery Office of the NSW Health Department. She has just successfully tendered with Amanda Adrian to undertake the second review and analysis of the disciplinary decisions of the NSW Nurses and Midwives Board.

MICHAEL (MICK) REID

Director General, Queensland Health

Michael Reid has had many years of experience in both the public and private sectors. For five years until 2002 he held the position as Director General of NSW Health.

Subsequent to that, he was Director of the Policy and Practice Program at the George Institute for International Health, University of Sydney, principally working with the Chinese Ministry of Health.

In 2006 he was appointed as Director General of the Ministry for Science and Medical Research in New South Wales with responsibility for planning and coordinating science, innovation and medical research in the State.

In January 2008 he took up the position as Chief of Staff to the Federal Minister for Health, Nicola Roxon primarily to initiate national health reform.

He was appointed Director-General Queensland Health in June 2008.

He holds Adjunct Professorships in the Faculty of Medicine at the University of Sydney and the Faculty of Public Administration at the University of Western Sydney.

When not engaged in the public sector, Mick has been Managing Director of a consulting company which undertook numerous projects throughout all States in Australia, for governments in Asia and the Pacific and with UN organisations.
### AQNL in Action

Mackay Base Hospital hosted the first Evening with the Association of Queensland Nursing Leaders (AQNL) Inc. on Monday 20 April 2009. An overview of the AQNL, Mentorship Framework and AQNL Conference and future local events were discussed along with the Nurse Practitioners role, issues and evolution into the organisation. Congratulations to Julie Rampton, DON Mackay Health Service District, winning the lucky door prize of 12 month AQNL membership.

The event was sponsored by Nursing Agency CQ Nurse.

### Rural Round Up

Attached to this Snapshot is information from the Rural Health Advisory Council. The AQNL representatives on this Council are: Narelle Gotting and Rhylla Webb.

### Member Profile

<table>
<thead>
<tr>
<th>Name</th>
<th>Audrey Kenny</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualifications</td>
<td>RN, Endorsed Midwife, Bachelor Of Business, Master of Business Administration</td>
</tr>
<tr>
<td>Current Position</td>
<td>Nurse Manager Business &amp; Informatics</td>
</tr>
<tr>
<td>Location</td>
<td>Mackay Base Hospital</td>
</tr>
<tr>
<td>Employment History</td>
<td>Trained at Royal Brisbane; Midwifery at Royal BrisbaneWomens; Worked in a variety of Registered Nurse placements at Royal Children’s, Greenslopes, Dalby, Prince Charles North West Private; Mackay Mater 1993 and Mackay Base Hospital since 1995 - Acting NUM since 2004 and Acting Nursing Director 2007</td>
</tr>
<tr>
<td>Member Status</td>
<td>New Member 2008</td>
</tr>
<tr>
<td>Why Did You Join The AQNL</td>
<td>To actively participate in raising the profile of Nursing Leadership within Queensland and learn with and from others within the network</td>
</tr>
<tr>
<td>What Do You Have To Offer The AQNL</td>
<td>The ability to promote the profile of AQNL throughout Mackay Health Service District and other areas that I have contact with. Energy to support activities that I am able to participate in</td>
</tr>
<tr>
<td>Nursing Interests</td>
<td>Passionate about Emergency and Intensive Care; Business Planning Framework; advocacy for Nursing data and change management and ensuring that all aspects of Nursing HR are managed well (in particular recruitment &amp; retention strategies)</td>
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<tr>
<td>Personal Interests</td>
<td>Fishing, boating, gardening, reading family activities and Lions member</td>
</tr>
<tr>
<td>Current Or Past AQNL Executive Positions</td>
<td>Currently AQNL Executive Committee member - Regional</td>
</tr>
<tr>
<td>Professional Memberships</td>
<td>Member RCNA</td>
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## Member Profile

<table>
<thead>
<tr>
<th>Name</th>
<th>Lyn Dasey</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualifications</td>
<td>RN.BN(ACU) MHA (UNSW)</td>
</tr>
<tr>
<td>Current Position</td>
<td>Regional Manager Southern Spiritus Community Care</td>
</tr>
<tr>
<td>Location</td>
<td>138 Juliette St Greenslopes Q 4120</td>
</tr>
<tr>
<td>Employment History</td>
<td>Various positions in the private/public hospital/community health sectors in Australia and the UK over a 30 year time frame including Director Perioperative Care, Director Day Surgery, Clinical Nurse Manager Respiratory and Cardio Thoracic, Project Manager Community and currently Regional Manager Southern Spiritus Community Care inclusive of Logan River Valley to the Gold Coast</td>
</tr>
<tr>
<td>Member Status</td>
<td>Member since 2006</td>
</tr>
<tr>
<td>Why Did You Join The AQNL</td>
<td>To ensure that I remained connected to nurse leaders in the greater health sector whilst working in a community NGO</td>
</tr>
<tr>
<td>What Do You Have To Offer The AQNL</td>
<td>My experience working between the hospital-community interface with a view to improving communication and knowledge of the NGO sector for the benefit of all AQNL members</td>
</tr>
<tr>
<td>Nursing Interests</td>
<td>Progressing community nursing into the future</td>
</tr>
<tr>
<td>Personal Interests</td>
<td>Opera, classical and jazz music, singing, travel, snow skiing and walking my dog George</td>
</tr>
<tr>
<td>Current Or Past AQNL Executive Positions</td>
<td>Nil</td>
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<td>Professional Memberships</td>
<td>AQNL, ACHSE</td>
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## Upcoming Events

### Queensland Health - Central West Health Service

**“Being close while being distant – safe professional boundaries”** - these workshops explore a number of themes which help to deepen knowledge and skills in working safely with professional boundaries.

- **Facilitator:** Dr Wendy McIntosh PhD
- **Dates:** Wednesday 3rd – Friday 5th June 2009
- **Venues:** Longreach, Barcaldine & Blackall
- **More information:** DON of Longreach, Barcaldine or Blackhall Hospital. If outside the Central West Health Service, please contact Mark White (DON Barcaldine Hospital) at mark.white@health.qld.gov.au
- **Proudly supported by AQNL**

### “The Role of Nurse Practitioners in the Community”

- **Hosted by:** Spiritus
- **Presenters:** Della Warren and Karen Crouch
- **Date:** Wednesday 15 July 2009
- **Venue:** TBA (Brisbane)
- **More Information:** Coming soon.....Listing on the AQNL Events Calendar (www.aqnl.org.au)

### 2nd Passionate about Practice Conference

These two days are targeted at front line nurses and midwives – Enrolled Nurses, registered Nurses and Clinical Nurses who provide the care to our patients.

- **Hosting Organisation** – Queensland Health
- **Date:** Wednesday 29 & Thursday 30 July 2009
- **Venue:** Brisbane Convention and Exhibition Centre
- **More information:** Coming soon. Check the listing on the AQNL Events Calendar (www.aqnl.org.au)

### QWCA 2009 Biennial Wound Management Conference

**“Building Bridges – Spanning the Spectrum of Wound Care Knowledge”**

- **Date:** 13 – 15 August 2009
- **Venue:** The Brisbane Convention & Exhibition Centre
- **Registration:** Now Open
- **For more information** or to register Expression of Interest (for you or your staff): www.qwca.org.au
Membership Update

Membership Fees

Annual fee (July-June) - $110 (incl GST)

Annual membership subscription is due and payable by all members at 1 July every year. All membership fees are tax deductible. Confirmation of membership and a Tax Invoice will be issued for all membership fees.

Membership is available online! Alternatively, forms can be downloaded from www.aqnl.org.au or request one to be sent to you by emailing info@aqnl.org.au with “Membership Form” in the subject line.

Membership Summary

Membership is now 199 financial members.

New Full Members

Sue Anderson – DON, Jundah PHC
Karen Croker – Principal Clinical Advisor, Royal Flying Doctor Service
Belinda Faulkner – NUM, Specialist Medical Services, Prince Charles Hospital
Erica Fletcher – Director of Rural Health Service, Laidley Hospital
Esther Forbes – Clinical Nurse/Stroke Coordinator, John Flynn Private Hospital
Michelle Gibb – Nurse Practitioner Wound Management, Queensland University of Technology
Robyn Humphries – DON, Star of the Sea Nursing Home
Catherine Marron – Clinical Nurse Consultant, Qld Health Community Child Health
Veronica May – Nurse Educator, Emerald Hospital (Central Highlands Hub)
Pauline Maude – DON, Bowen Hospital
Catherine McIntyre – NUM, Queensland Health
Joan Mutch – Service Development Manager, Queensland Health
Malcolm Neilson – Nursing Director (Acute & Community Mental Health), Toowoomba District Mental Health Service
Judy O’Sullivan – Assistant Nursing Director, Intensive Care Services, Royal Brisbane & Women’s Hospital
Annaliisa Paige – Clinical Nurse, Community Health, Toowoomba Base Hospital
Alice Pledger – Nurse Unit Manager, Baille Henderson Hospital
Sonya Preston – NUM Child & Youth Health, Redland Health Service Centre, Metro-South
Sally Taranec – Nursing Director, Princess Alexandra Hospital
Naomi Walker – Nurse Unit Manager, Yeppoon Hospital
Della Warren – Director Community Care, Spiritus Community Care
Debra Wilkinson – NUM, Adult Health, Queensland Health Capricorn Coast Health
Genny White – A/NUM, Med Ward, Mackay Health Service
Jacqui Williams – Regional Manager, Spiritus
Julie Worner – Nurse Unit Manager, PA Hospital
Katrina Valks – NUM, Princess Alexandra Hospital

New members names are only listed once they are accepted at a meeting of the AQNL Executive Committee as per the model rules of the Association.
Executive Contacts

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Nicola Young
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nicola_young@health.qld.gov.au