



Welcome to the May issue of the School of Primary Health Care newsletter.

This is a monthly bulletin covering the activities of the School in the community, academia and research.

Celebrating Success

The Primary Care Research Unit has secured a 5 year grant from the Shenzhen government to the value of AUD \$1.62 million to provide leadership training.

Professor Shane Thomas has accepted an invitation from China to become a senior advisor in the area of health reform and development. Over the period of the appointment he will provide expert advice on matters such as funding models, training requirements and research and evaluation activities in hospital, community and primary health care services. This is a highly prestigious appointment.

I hope as many of you as possible were able to have a good, and, maybe, lengthy break during April. We have to go back to 2000 to have a shorter time between ANZAC Day and Easter.

Many people who have been around the University for a long time have commented on how much change there has been in the last few years. New courses, staff leaving, explicit pressures on performance all take a toll on morale, and, inevitably can make it harder for us to do the things that brought us to a University in the first place.

In getting around our far flung school, I continue to be humbled that, in spite of the pressures, our academics and administrators continue to deliver quality at all sorts of levels.

And sometimes that gets acknowledged in a wonderful way. An example of that will come on the 10th July 2014. On that date the University's 25 Year Service Award medal will be awarded to two long term and highly respected members of our school: A/Prof Peter Schattner (Department of General Practice) and A/Prof Rosemary Sheehan (Department of Social Work) at a ceremony at Robert Blackwood Hall. This is a marvellous achievement for two great individuals. I hope as many as possible can share in their success.

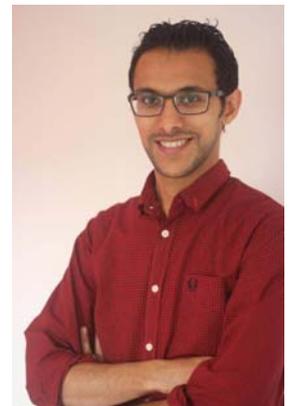
Finally, the 2014 Monash Staff Engagement Survey is soon to come out. Schools, Departments and Faculties take the anonymous results of this survey very seriously, so I urge all to complete it honestly and comprehensively. The survey comes out on Monday 19th May. In terms of feedback and engagement, I am always happy to meet individually (on Tuesday mornings) or speak by phone with members of the School community. My research administrator Brooke Vandenberg handles appointments (Brooke's email is brooke.vandenberg@monash.edu).

Wishing all a good month.



Visiting Fellow for General Practice.

The School would like to welcome Dr Mohammed Batais. Mohammed Batais is a family physician from the Kingdom of Saudi Arabia. He completed a Bachelor of Medicine and General Surgery and became a teaching assistant in the Family and Community Medicine Department at King Saud University, Riyadh. He completed a four years family medicine residency program in Saudi Arabia, and he is certified by the Saudi and Arab board of Family Medicine. He joined the clinical fellowship program in October 2013 to pursue his main interest in diabetes and chronic disease management which pose major health problems in most countries. As part of the program, Mohammed will undertake research in the quality of care of patients with chronic disease.





Celebrating Success

Department of Occupational Therapy

Dr Nikos Thomacos and Dr Tsharni Zazryn's recent publication on organisational health literacy has been recognised by the Institute of Medicine in the U.S. as a top-ranked resource in this emerging area of research and practice. The importance of health literacy in achieving better individual, community and societal outcomes is increasingly being understood; with considerable research and translation into practice work occurring locally and internationally. The publication developed by Drs Thomacos and Zazryn for use by health and social care agencies working in south-east Melbourne is intended to support change at the organisational level – so that health and social welfare organisations and agencies are better able to respond to the health literacy challenges and opportunities inherent in the populations that they serve. The publication titled 'Enliven Organisational Health Literacy Self-assessment Resource', was developed for Enliven, an alliance of health and social services active in south-east Melbourne; however, since its release the publication has been used to inform the development organisational health literacy locally and internationally.



Smoke Free Monash

In March, Monash joined all the other Victorian universities in formally launching the "smoke free campus" initiative. For Monash, the first steps will be the creation of designated smoking points at locations around each campus. From the 28 July 2014 smoking will be restricted to these locations.

For further information on this initiative and on the support available to smokers who wish to "kick the habit" click [here](#).

Adding to the app

The latest iPhone version of the [Monash app](#) has just been released with a new look and more functions. Some of the new features in the app include:

- a calendar week and month view of a student's timetable, including unit colour coding for activities
- mSafe: a new function focusing on campus community, awareness and safety
- after-hours security bus tracking at Clayton and Caulfield which continually updates the location of our Security bus through GPS relative to your location.

There are further enhancements to existing functions with map up dates and greater integration with a student's timetable, new principal dates layout and improved Moodle and lectures online usability. Feedback from students on the latest version has been extremely positive.

The team is now focusing on bringing the Android version of the app up to the same standard and expects this work to be completed in time for Semester 2.



GLOBAL walk/run 20 May 2014, 12.15pm

Monash Global Walk

The time has come to dust off your sneakers and take a step towards better health by participating in the bi-annual Monash Global Walk/Run to be held on Tuesday 20 May at 12.15pm. This year's Walk/Run will be held a little earlier in the year than usual but will continue to support men's health.

Delivered in conjunction with Wellbeing at Monash, TeamMONASH and Monash Sport, the lunchtime event is being at Alfred, Bendigo, Berwick, Caulfield, Clayton, Parkville, and Peninsula sites, and participants can choose between a 3km walk or 5km run depending on their fitness level.

It's good for your health, you get a delicious HealthSmart lunch and you go into the draw for some prizes too. The first 100 participants to register will also go in the draw to win a \$50 Myer voucher.

Gold coin donations will benefit Andrology Australia, which aims to increase awareness and knowledge of men's health.

This is a great opportunity to be part of the Monash community and take a step toward better mental health.

Register [online](#) today.



Inspiring Change - International Women's Day 2014

'Inspiring Change' was this year's theme for International Women's Day that was celebrated recently at Monash University.

Three members of staff from the Department of Community Emergency Health and Paramedic Practice attended the Caulfield luncheon held on the 11th March, 2014. Chantal Perera, Linda Ross and Jaime Wallis were amongst the 250 men and women who gathered to help celebrate and advocate women's rights and progression. "It was an amazing opportunity to unite and network with like-minded people" said Chantal Perera.

Guest speaker, Norah Breekveldt, shared her insights and experiences as a successful business woman and career coach. Norah has held senior leadership positions in both prominent Australian and international organizations and is currently consulting across the public, private and not-for-profit domains. However her accomplishments don't stop here. Breekveldt has recently authored the book "Sideways to the Top - 10 stories of successful women that will change your thinking about careers forever". This thought provoking book explores the journey of eleven women who challenged the status quo and took alternative career pathways to reach the top of their game. "She clearly encapsulated the true spirit of the day as she was truly inspiring" stated Jaime Wallis.

"I enjoyed the opportunity to share this occasion with and learn from other women whom I admire. Nora is a fantastic example of how to succeed through hard work and dedication", stated Linda.

The day concluded with the three women from Peninsula Campus sharing a moment with Norah and capturing this



SPHC Education committee, Report from Associate Professor Lyn Clearihan

The role of the School's Education committee has expanded this year to keep pace with changes that are happening at both a central and faculty level. The Faculty's education committee has now split into two. This has meant economies of effort at the Faculty level and it has also meant new opportunities for the School to gain greater autonomy over the quality of its educational offerings. Unfortunately the down side of this is that it adds another timeline into the process of Course and Unit amendments and proposals. The committee is working very hard to develop the necessary processes to support this change, and make sure it is as seamless as possible. The submission dates will appear on the School website in the near future.

Another exciting development is that the inaugural School awards introduced last year will be available again this year. Just as a reminder these are peer awards. The suitability criteria for these awards will also be available on the School website shortly. They are a wonderful opportunity to put a deserving colleague forward for recognition. We believe these Awards will become a prestigious addition to the School calendar, so start now to think about who amongst your teaching fraternity should be recognised for their work. A new award will also be available this year to recognise the essential work our professional staff undertake in making our courses happen.

Due to a number of recent changes to the committee membership and the expanded role of the committee, we are now actively seeking new members to contribute to the important work of this group. If you would like the opportunity to learn some new skills, or feel you have a valuable contribution to make to the development of educational standards and delivery across the school, please contact Lianne Gordon to provide an expression of interest. We particularly encourage new educators who are seeking to broaden their understanding to education development and would like the opportunity to contribute in a collegiate environment. I would like to thank Associate Professor Jane Tracy and Dr Sandy MacGibbon who have both retired as members of this committee, for their work over the last few years. I would also like to welcome Lianne Gordon who joined us this month to help assist with the development of a Secretariat for the committee to support the new processes required.

Did you know.....

One of the many Staff and Student safety support services is the new Safety & Security Video Library, there are a total of eight 1 to 2 minute short videos covering Security, Safety and Crime prevention.

You can check it out at the web address below!

www.monash.edu/about/who/safety-security/videos/



Gender equality

Monash senior management has formally endorsed the *United Nations (UN) Women's Empowerment Principles – Equality Means Business*. The seven principles have been established to provide guidance to organisations to promote gender equality in the workplace, marketplace and community as set out below:

- Establish high-level corporate leadership for gender equality
- Treat all women and men fairly at work – respect and support human rights and nondiscrimination
- Ensure the health, safety and well-being of all women and men workers
- Promote education, training and professional development for women
- Implement enterprise development, supply chain and marketing practices that empower women
- Promote equality through community initiatives and advocacy
- Measure and publicly report on progress to achieve gender equality

Vice-Chancellor Professor Ed Byrne AC confirmed the University's commitment to gender equality in the workplace and noted that the University is already taking action on all of the principles. Organisational support for addressing the barriers to achieving gender equity is achieving real outcomes. In 2013, Monash was ranked first in the Group of Eight for women in senior academic roles and ran a number of programs and initiatives to support women in the workplace.

The University will continue to grow its programs and initiatives to promote gender equality using the UN Women's Empowerment Principles as a means to analyse and improve current practices, benchmarks and reporting.

For further information on the University's gender equality strategy, visit the [Advancing Women at Monash website](#).



FACULTY STRATEGIC GRANTS SCHEME 2015

The Faculty of Medicine, Nursing, and Health Sciences Strategic Grants Scheme (SGS), consisting of about \$1 million per year, is an essential resource for research development in the Faculty. The SGS grant application process is tailored to enhance strategic gains to the Faculty research portfolio. The process consists of two stages:

- 1) Expressions of Interest (EOI);
- 2) Full Applications (invited only, selected from EOI).

Researchers interested in applying for a Strategic Grant for funding commencing in 2015, are required to submit an Expression of Interest (EOI) as the first stage of the process. At the second stage of the process, Full Applications will be requested from applicants whose projects best demonstrate a combination of scientific quality and the potential for strategic gain for the Faculty.

EOIs will be reviewed by a panel, and around 50% (usually 60-70 applications) will be short-listed and invited to the Full Application stage.

KEY DATES FOR SGS 2015

6 June: EOI Applications open. SGS 2015 Guidelines and EOI forms available online.

11 July: EOI Applications close.

15 August: Invitations to Submit Full Applications issued. Full Application forms available online.

26 September: Full Applications close.

14 November: Results of SGS 2015 announced in the Medicine E-Bulletin and on the Faculty Research Office intranet site.

Further information can be found at the [Faculty Research Office intranet site](#).



Welcome to Professor Paul Komesaroff.

Paul is a physician, medical researcher and philosopher, where he is Professor of Medicine. He is a practising clinician, specialising in the field of endocrinology, and his scientific research work focuses on the effects of hormones on the cardiovascular system. He is also Executive Director of the international NGO Global Reconciliation.

His activities in relation to ethics in medicine and society cover a broad scope. These include his roles as Director of the Centre for Ethics in Medicine and Society within Global Reconciliation, Director of the Clinical Ethics Service at the Alfred Hospital, Ethics Convener of the Royal Australasian College of Physicians (1995-2013) and Chair of the RACP Expert Advisory Group on Ethics (2008-13), Chair of the International Health Workforce Society of Australasia, and Deputy Chair of the Asia-Pacific Ethics Consortium. He has been a member or chair of a number of human research ethics committees continuously for over twenty years.



He is involved in a wide range of teaching activities, including at the undergraduate and postgraduate levels, and is co-convener of the annual Monash intensive research ethics course. He is engaged in many research and action projects in reconciliation and ethics, which cover clinical practice, public health, global health and research ethics. The projects span a broad field, including the impact of new technologies on health and society, consent in research, the experience of illness, palliative care and end of life issues, complementary medicines, obesity, psychological effects of trauma, and cross-cultural teaching and learning. His international work covers the development of international teaching programs, reconciliation and healing after conflict and social crisis, the nature and impact of foreign aid, capacity building in global health, and evaluation of development and aid programs; this program currently covers more than forty countries.

He is a present or past member or chair of a number of committees in professional societies, institutions and government, including the Ethics Advisory Committee of the US Endocrine Society, the Ethics Committee of the Australian Medical Association, the Victorian Justice Health Advisory Committee, the Victorian Department of Human Service Genetics Advisory Committee and Australians Donate. He is a Past President of the Australasian Bioethics Association.

He is the Chair of the Editorial Board of the Journal of Bioethical Inquiry and Ethics Editor of the Internal Medicine

Nominations for Dean's Awards - extended deadlines

The closing date for nominations for all Dean's Awards has been extended to Friday 30 May.

Nominations are now open for the following categories:

- Dean's Award for External Engagement
- Dean's Award for Excellence in Education
- Dean's Award for Excellence in Research
- Dean's Award for Excellence in Administration
- Dean's Award for Excellence in Safety
- Dean's Social Inclusion Award

Please submit your application to

melanie.koo@monash.edu by **Friday 30 May 2014**.





DCEHPP welcomed three new staff to the department in 2014. Damien Dambrosi and Janet Curtis started earlier this year, both teaching in the Bachelor of Emergency Health undergraduate degree, and Rod Mason has joined us on the Fatima College of Health Sciences curriculum project.

Damien has been a paramedic for 22 years, the last 15 years on MICA with Ambulance Victoria. Damien has been lecturing paramedic students since 2000 and has recently made the switch to full time teaching. He is currently finishing his Master of Emergency Health and hopes to commence a PhD in the near future. Damien is the Third Year Co-ordinator for the Bachelor of Emergency Health and Unit Coordinator for BEH2131 Paramedic Management of Cardiovascular Conditions, BEH2012 Paramedic Management of Respiratory Conditions, and BEH3032 Paramedic Care of Critical Care Specialty Situations. His interests include Cardiology, Respiratory Medicine and Hyperbaric Medicine.

Janet has a background in Psychology and Emergency Medicine. Janet was an Intensive Care Paramedic with St John Ambulance, New Zealand. Prior to this Janet worked as a counsellor in the drug and alcohol field, family court counselling and private practice. She has done Aid work in Kyrgyzstan designing and implementing a pre-hospital emergency medical programme for rural ambulance workers. During that time Janet also provided medical care to the homeless in Bishkek. Janet is doing a PhD with Monash, looking at the effectiveness of workplace bullying interventions in an emergency service. Janet's research interests include Workplace bullying in Emergency Services, Healthy work environments in Emergency Services, Mental Health of Emergency workers.



Rod is a Lecturer with the department and is currently working on the FATIMA project i.e. the delivery of the Bachelor of Emergency Health (Paramedic) program in the Middle East. He qualified as a paramedic and rescue officer in the early eighties and during his 22 year association with the Tasmanian Ambulance Service, performed a number of other roles including ambulance educator. Rod's experience in education, training and curriculum development transverses other contexts including police, state emergency service, private consultancy and the TAFE sector; and he was the Manager of Education and Professional Development with Ambulance Tasmania before taking up his current



Staff development online: anywhere, anytime

The Staff Development team in Monash HR is pleased to announce a new suite of *accessible anywhere, anytime* eLearning resources, made available to Monash staff through worldwide training provider Skillssoft.

Staff can now access 200 business courses, the Microsoft KnowledgeCenter and a dedicated leadership portal providing modules on key leadership and management competencies.

You can register for Skillssoft programs via the new [Staff Development website](#), which outlines the extensive selection of learning and development resources available.

Staff training and development is provided as part of the performance development process and is underpinned by the Learning and Development @ Monash framework. This maps the skills, capabilities and knowledge essential to Monash's success as identified in the strategic document *The next 10 years*.

To keep track of your training records, all courses completed will now be recorded on your Monash training record, which you can view in the [Employee Self Service](#) system. Just click into the tab 'My Monash Training Qualification' found under 'Personal Information'.

The staff development team is available to assist you with any development needs.





Enterprise Bargaining Negotiations

An agreement has been reached between Monash University and the National Tertiary Education Union (NTEU) to settle this round of Enterprise Bargaining negotiations.

The new agreement has elements that are positive for both the University and for staff, whilst simplifying the agreement to make it easier to understand. Features of the new agreement include:

Salary increases

In addition to the 2 per cent salary increase paid in October 2013, salary increases will be paid annually over the life of the new agreement as set out below:

- 3 per cent to be paid on the first full pay period on or after the approval of this agreement by the Fair Work Commission and on each subsequent anniversary of that date as follows:
- 3 per cent to be paid in 2015
- 3.5 per cent to be paid in 2016
- 3.5 per cent to be paid in 2017

More secure employment

- Creation of a new category of academic employment, to be called Scholarly Teaching Fellows, providing an alternative form of employment to sessional academic employment for early-career academics to create opportunities for fixed-term employment in place of sessional employment
- Creation of a number of additional categories of fixed-term employment for greater clarity, flexibility and additional opportunities for fixed-term employment in place of sessional employment
- A commitment to minimising involuntary redundancies and the goal of maintaining the overall size of the workforce over the life of the agreement

Indigenous employment

A renewed Indigenous employment strategy and a commitment to revised targets for recruitment of Aboriginal and Torres Strait Islander staff

Workloads

- An improved academic workload clause, with explicit provisions for increased transparency around workload allocation, consideration of research activities when assigning teaching load, consultation with staff over research performance standards, and creation of an Academic Workloads Advisory Committee to monitor workload trends and the operation of workload models
- An improved professional staff workload clause that identifies key steps for supervisors and staff to ensure professional staff workloads are managed appropriately

Provision of more flexible employment arrangements

- Introduction of Family Violence leave, to support staff who are experiencing family violence, including access to paid 'special leave'
- To be implemented for new staff, and by agreement with current staff, an increased span of hours (from 8am to 6pm to 8am to 8pm) but with no change to the overall 36.75 hours/week for full-time staff
- Introduction of new consultation requirements in relation to proposals to change a staff member's regular roster or ordinary hours of work
- An increase in the time allowed for academic staff to meet the requirements for confirmation of their probationary appointment from the current three years to five years, with an opportunity to apply for early confirmation after a minimum of 12 months continuous service
- Amendment of the current summer teaching period clause so that Scholarly Teaching Fellows and Teaching and Research staff who do not meet their Faculty's minimum research standards and have no Performance Development Plan agreed with their Academic Supervisor to reach those standards may be required to undertake teaching and associated administrative duties in no more than five (5) of six (6) teaching periods in any 24 month cycle
- Streamlined provisions governing professional development for academic and professional staff, reflecting the introduction of the Professional Development Online process
- Agreement on rules for eligibility for and advertising for positions in Mobility@Monash to improve access to professional development opportunities for professional staff

We are confident that the new agreement will help Monash to respond to challenges and opportunities for growth whilst providing excellent conditions for staff.





Pathway to Success

In 2013, Year 11 and 12 students participated in the Pathway to Paramedicine Program coordinated by Linda Ross of the Department of Community Emergency Health & Paramedic Practice. The program aimed to give students interested in a paramedic career insight into the Bachelor of Emergency Health (Paramedic) degree and a snap shot of university life.

Maeve Hamilton, Amy Reeves and Joelle Hodges were all eager participants of the program and have successfully transitioned into life as university students at Monash Peninsula Campus. Amy and Joelle are enrolled in the Bachelor of Emergency Health (Paramedic) degree and found the program very enjoyable. "The program gave me a great insight into what I would be participating in for the 1st year of my degree. I strongly recommend it to anyone with an interest in paramedicine" commented Joelle. Maeve is enrolled in the Bachelor of Nursing/ Bachelor of Emergency Health double degree and stated, "The program helped me cement my ideas and desire to pursue paramedics as a career. It was really worthwhile."

After the success of last year the program it is continuing in 2014 under the new name "*Insight into Paramedicine*". Interest in the program has been over whelming with 24 participants in March and a further 40 students on the waiting list for Semester 2.

For further information please watch the program mini-documentary on the faculty you tube site [here](#), or contact Linda Ross @ linda.ross@monash.edu.



The poetry of teaching

The Office of the Vice-Provost (Learning and Teaching) is calling for entries to its inaugural poetry competition, themed 'Teaching as a Human Experience'.

The prize for the competition is publication in Volume One of the anthology series *Teaching as a Human Experience: An Anthology of Contemporary Poems*, or a cash prize. The anthology will be edited by Dr Karen Head, Assistant Professor in the Georgia Institute of Technology, School of Literature, Media and Communication, and Patrick Blessinger, Founder and Executive Director of the Higher Education Teaching and Learning Association.

The poems in this collection will deal with the real-life worlds of professors, instructors and others working in education, covering contemporary teaching experiences. The poems will be written mainly by college and university professors, instructors, lecturers and others in the field of education, and will cover the many roles teachers play, including instructing, lecturing, mentoring, facilitating, coaching, guiding and leading.

This volume seeks to give creative voice to the full range of experiences by teachers, students and others, and will cover the manifold life experiences and perspectives of being and working as a teacher in education and the epiphanies experienced in that role.

It also seeks to empower readers with personal agency as they evolve as self-creating, self-determining authors of their own lives, personally and professionally, expand our consciousness of what it means to be a teacher in contemporary life and within diverse learning environments and cultures.

Submission requirements

You may submit up to two poems or creative works per person. Any poetic form is accepted, but each poem should be limited to 300 words, unless the poem of longer length is exceptional in quality and highly unique in insight or style and appropriate to the poetic form used.

Poems and creative works expressed in a pure economy of words and that are able to distil the human experience down to its bare essence are highly valued as are creative use of voice, passion, imagery and the interplay of intellect and emotions.

The poem 'Lecture' by Tami Haaland and 'Student' by Ted Kooser are a couple of examples of the type of work this volume seeks.

Submissions

We invite submissions of high-quality poems and creative works for Volume One, *Teaching as a Human Experience: An Anthology of Contemporary Poems*, from Monash academic and professional staff.

Submissions should be emailed to pe@monash.edu by 6 June 2014.

A judging panel will include those with expertise in writing, in particular in poetry.

For more information, contact Joy Whitton on 990 32499 or email: pe@monash.edu





Peninsula Research Seminar

Professor Leon Piterman invites you to attend an upcoming Peninsula Research Seminar..

Debra Griffiths presents:

Transferring aged care residents to the emergency department: the pitfalls underlying communication.

Western countries have encountered an increase in elderly patients transferred from residential aged care facilities to emergency departments. This patient cohort frequently experience impaired physical and cognitive function. Despite this, emergency department staff require important clinical and personal patient information to provide quality care. International studies show that documentation and handover deficiencies are common.

The purpose of this study was to identify and explain the relationship between RACF transfer documentation and care provided within the ED, and the experiences of relatives of patients who have been transferred.

Biography: A/P Debra Griffiths, RN, RM, BA, LLB, LLM, PhD, Legal Practitioner.

Debra is a registered nurse, midwife and lawyer with many years clinical experience working in Australia and overseas. She practised as a lawyer prior to commencing an academic career at Monash. Debra's research and educational focus relates to the law as it applies to, or, influences everyday clinical practice. Debra has experience teaching students from all health related disciplines. Debra's PhD explored the behaviour of nurses and medical practitioners when patients decided to forgo acute care treatment. She is the author of two texts: Essentials of Law for Health Professionals and Essentials of Law for Medical Practitioners.

And...

Julia Morphet presents:

Trandisciplinary care in the emergency department.

Health care systems have had to respond to increasing demands on emergency departments. In response, some emergency departments have introduced transdisciplinary care coordination teams; where staff from multiple disciplines are trained to perform roles outside their scope of practice. This study aimed to critically evaluate the patient and staff perceptions of the transdisciplinary model of care in an emergency department in a Melbourne metropolitan hospital. The results of this study will be presented.

Biography: Julia Morphet, MN (Education), Grad Cert Health Professional Education, Grad Dip Emergency Nursing, RN.

Julia joined the School of Nursing and Midwifery at Monash University in 2010, after seven years as an educator in a Melbourne metropolitan emergency department. In her role as Chair of the National Education Committee for the College of Emergency Nursing Australasia (CENA), Julia facilitates the provision of education for emergency nurses in Victoria and around Australia. Julia coordinates the Honours degree of Bachelor of Nursing and Honours degree of Bachelor of Midwifery. She is currently undertaking a PhD examining the breadth of transition to speciality practice programs throughout Australian EDs.

Lunch details:

Thursday 29 May, 2014. 12 to 1pm.

Location: Seahorse Tavern, Building U, Peninsula Campus
RSVPs essential to rsvp.peninsula@monash.edu by 23 May 2014.

As lunch will be provided please advise of any special dietary requirements.