



# ANNUAL REVIEW

## 2024

[monash.edu/nursing-annual-review](https://monash.edu/nursing-annual-review)

MONASH  
NURSING AND  
MIDWIFERY



# ACKNOWLEDGEMENT OF COUNTRY

We Acknowledge the Traditional Owners of the unceded land on which we work, the people of the Kulin Nations. We pay our respects to their Elders past and present.

We recognise the ancient and diverse cultures of Australia's Indigenous peoples, and strive to consider them as we work towards our vision of better health and wellbeing for all.

# MESSAGE FROM OUR HEAD OF SCHOOL

I am incredibly proud to contribute to the ongoing development of our school, collaborating with a dedicated team of academic and professional staff. Together, we are committed to providing our students with the highest quality education and advancing research that enhances healthcare practice for the people receiving care, their support networks, and the healthcare team. To our partners and colleagues, I am grateful for the strong partnerships that we have developed over the years, and that continue to benefit the education of students, our research outputs, and ultimately the healthcare industry and community in which we live and work.

## Purpose and Values

In 2024, we considered our individual and School values, what we do, why we choose to work for Monash (our 'why'), and what we want MNM to be known for. Over the year, we met both as a whole of School group, and in smaller working parties, to synthesise our School values and priorities. So, why does Health Starts With Us?



At Monash Nursing and Midwifery,

**We invest in people, community and industry:** In 2024, we continued to invest in our students, and developing the next generation of healthcare professionals. We supported students participating in learning experiences in Cambodia, and across rural and regional Australia. We invested in our staff, including supporting attendance at 55 domestic and 17 international conferences and workshops, and the delivery of two writing retreats providing protected time in a structured program to support writing. We invested in research that had an impact for the community, including work that informed the development of a Standard of Practice for primary care clinicians, hospital teams, and pharmacy services, to support older patients' movements across transitions of care. We also invested in industry, partnering with health services, government bodies, and professional associations and we developed joint appointments with health services, delivered workshops, and supported collaborative engagements.

**Our people are innovative and committed:** We celebrated the commitment and innovation of our team and established new ways of doing things. Monash Nursing and Midwifery (MNM) hosted the Empathy Symposium, an opportunity to share creative and innovative education and research with national and international colleagues in health professions teaching. Two of our researchers were internationally recognised in 2024, honoured by the Sigma 2024 Emerging Nurse Researcher and Scholar award, and the Sigma 2024 International Nurse Researcher Hall of Fame award, presented at Sigma's 35th International Nursing Research Congress in Singapore. From more than 20,000 staff across Monash University, two of our teams were recognised by the Vice Chancellor for Excellence in Education, awarded the Education Excellence Award for Innovation in Learning and Teaching (Year 1 Bachelor of Nursing and Bachelor of Nursing Bachelor of Midwifery (Honours)) and Education Excellence Award for Programs that Enhance Learning (ICU postgraduate stream).

**Our graduates are work-ready:** we have more than 3,150 students enrolled across undergraduate, graduate, and graduate research programs. Our students attended more than 72,000 days of clinical placement, across 19 health service providers and placement partners. We graduated 1,029 nurses and midwives across various degrees. We have introduced new postgraduate specialties, including advanced midwifery; cancer nursing; neuroscience nursing and palliative and end of life care. We are proud of the employment rate for our graduates, who are making a real contribution to their healthcare teams and we look forward to following their careers, confident in the knowledge that we have provided them with the skills and capabilities to handle future healthcare challenges successfully.

**Our teams are connected and collaborative:** we create genuine partnerships with authentic connections with our colleagues, students, and industry. We collaborate with 19 health service partners and placement providers, and advocate for nursing and midwifery with active representation across more than 50 government and professional organisations, steering committees and boards.

**Our research informs education and health:** our researchers are leading important work to improve the human condition, using evidence-based findings to create and innovate for the benefit of our students, colleagues and the people receiving healthcare. Staff undertook research across women's and maternal health, aged care, climate change and sustainable healthcare, infection prevention and control, ageing and aged care, and much more.

**Our education is authentic:** health starts with us educating nurses and midwives, the cornerstone of the health system and future health workforce. Underpinned by our Education Strategy, we use evidence and real-world experiences to prepare students and graduates for lifelong learning.

I hope you enjoy reading our 2024 Annual Review.

**Professor Julia Morphet**

# OUR YEAR IN NUMBERS



**1,600+**

Nursing students –  
Bachelor of Nursing,  
Master of Nursing Practice



**250+**

Nursing and Midwifery  
students



**1,200+**

Graduate students –  
Master of Advanced Nursing,  
Master of Advanced Clinical  
Nursing



**21**

PhD students

**94**

academics

**41**

Adjuncts

**16**

Research  
Fellows

**31**

Professional  
staff



**90%+**

Bachelor of Nursing and Master of  
Nursing Practice students gained  
employment



**100%**

Bachelor of Nursing and Bachelor  
of Midwifery (Hons) students  
gained employment



**70,000**

Clinical placement days carried out  
by our students



**664,000**

Admitted patients' students  
engaged with across key health  
service partners



**19**

Health service partners provide  
clinical placements for pre-  
registration course students



**25+**

Health services across Australia  
employ & support graduate  
students undertaking studies



**16**

Specialisations in  
Master courses



**11**

Research focus  
areas



Further  
information

# TEACHING AND LEARNING



# MESSAGE FROM OUR DIRECTOR OF EDUCATION

**As I reflect on my first year as Director of Education, I am filled with a sense of accomplishment and gratitude.**

In 2024, we successfully reaccredited our Master of Nursing Practice and Master of Nurse Practitioner programs. Additionally, our Master of Advanced Nursing and Master of Advanced Clinical Nursing programs received positive course reviews. The exceptional feedback from all review panels highlights the dedication of our Monash Nursing and Midwifery team.

Graduates from our pre-registration programs continue to be highly valued by industry, with an impressive number securing graduate positions.

Looking ahead to 2025, we are excited to introduce three new streams to our Masters programs: Cancer Nursing, Neuroscience Nursing and Palliative and End of Life Care Nursing. Our team is continuously working to enhance the quality and innovation of education across all our programs, ensuring that all of our graduates are well prepared to meet the demands of the healthcare industry.

I am so proud of our achievements over the past 12 months and look forward to working with my exceptional colleagues towards great success in 2025.

**Associate Professor Tamsin Jones**



Further  
information



## BACHELOR OF NURSING

Reflecting on another successful year, I am continually impressed by our students' dedication and their eagerness to engage fully in both academic and clinical practice. In 2024, our intake remained high, demonstrating the continued interest and trust in our program.

Our course continues to be delivered across two campuses, Clayton and Peninsula, covering a comprehensive range of topics including indigenous health, communication and scholarship, global health, law, ethics and leadership, safety in healthcare, mental health in nursing, nursing practice and concepts, prescribing, clinical care, and more.

Demand remains high for our graduates within the healthcare industry. Employers consistently seek out our graduates for their readiness to integrate seamlessly into healthcare teams and provide quality person-centred care.

This success is not only a testament to our students' hard work but also to the dedicated team of staff who teach and support them. Our school's commitment to excellence in education and their passion for nursing ensure that our students receive the best possible preparation for their careers.

I am proud of what we have achieved this year and look forward to continuing to build on this success in the future.

**Chris Scott**  
Course Director



## BACHELOR OF NURSING AND BACHELOR OF MIDWIFERY (HONOURS)

In 2024, the number of enrolments increased by 10% to 236 students in our Bachelor of Nursing and Bachelor of Midwifery (Honours) (BNBM [Hons]) course at the Peninsula campus. Completing this BNBM (Hons) course not only qualifies students for registration as both a nurse and a midwife but also opens up a broad range of career opportunities.

Monash Nursing and Midwifery is proud to report that all finalising students secured a graduate program position in the health industry for 2025. This remarkable achievement is proof of the rigorous nature of our program, which includes a minimum of 1700 hours of clinical practice in both nursing and midwifery, as well as the requirement to follow 10 pregnant women throughout their pregnancies. Our academic teaching team is proud of the professionalism, dedication and determination our students display.

**Anne Tremayne**  
Course Director



## MASTER OF NURSING PRACTICE

The Master of Nursing Practice course remains highly sought after, with over 250 enrolments in 2024. This year, around 110 students graduated from the program. The course boasts excellent graduate employment rates, with over 90% of final semester students securing jobs. This success highlights the high calibre of students, the dedicated teaching team, and the rigorous curriculum.

In February, a panel from the Australian Nursing and Midwifery Accreditation Council visited us for the new curriculum accreditation process. The panel was thoroughly impressed with what they observed and heard. We are thrilled to announce that the proposed Master of Nursing Practice curriculum has been approved by the panel for the next five years (2025–2029) without any restrictions or limitations.

**Associate Professor Malcolm Elliott**  
Course Director



## BACHELOR OF NURSING (HONS)

I was delighted to be appointed the new course director for this research focused one-year degree in 2023 and have looked to build on the excellent work and support of Dr Cliff Connell as the previous director. In 2024, there has been a continued growth in the number of students enrolled in the course.

This is a wonderful pathway for nurses and midwives interested in research and doctoral studies, and over the years honours research has contributed to the evidence on which we base nursing and midwifery practice. Our honours students are undertaking research relevant to healthcare and the profession in areas such as emergency care, primary health, mental health, midwifery and workforce preparation.

Whilst a relatively small cohort these novice researchers are inspiring in their dedication and passion to undertake research that will benefit their colleagues, patients, and the healthcare industry.

**Dr Auxillia Madhuvu**  
**Course Director**



## MASTERS DEGREES

It has been another exciting year in the post registration masters courses. In 2024, there has been continued growth in the number of students in both the Master of Advanced Clinical Nursing and Master of Advanced Nursing courses to over 1,300 students. An additional three specialisations will also be offered in 2025 to meet the clinical workforce needs of our industry partner healthcare organisations. The new specialisations include Cancer Care Nursing and Neuroscience Nursing which will be available within the Master of Advanced Clinical Nursing, and Palliative and End of Life Care which will be available in the Master of Advanced Nursing.

I am proud to work with and lead such a committed and passionate team of teaching academics in the post registration degrees. It is wonderful to see students and graduates in post registration nursing and midwifery take up the baton to lead high quality healthcare with all Australian communities.

**Associate Professor Jacqui Allen**  
**Master Courses Director**



## RESEARCH DEGREES

In 2024, our graduate research team has been focusing on providing the highest quality graduate research experience in a stimulating, supportive and professional environment. Nursing and midwifery led research is continually evolving to ensure we produce new, innovative, and evidence-based practice for the health and wellbeing of our communities.

In 2024, 31 students were enrolled in our graduate research program with 11 new enrolments across an extensive range of research methods and topics in line with our research focus areas. Our Graduate research team continues to provide effective and timely management and delivery of research degrees, including streamlining processes across admission and enrolment, securing three competitive full-time scholarships, chairing 23 panel milestones and updating candidature regulation processes that have substantially improved the calibre of MNM's PhD student cohort and timely, high quality PhD completions. In addition, in 2024 14 MNM staff registered or became accredited as PhD supervisors. Our MNM PhD Moodle site was updated and a series of new co-designed resources and videos with experienced MNM supervisors and students were co-produced.

Our graduates' research is diverse, from clinical to education and community-based subjects. For example, full time PhD student and MNM staff member Verity Mak completed her PhD that investigated the role of quality improvement (QI) education partnerships between higher education and healthcare organisations in Australian pre-registration

nursing curricula. During her PhD enrolment, Verity published three journal articles and had abstracts accepted at both international and national conferences.

In 2024, our PhD students presented their research at national and international conferences (three students receiving travel grants) and achieved over 13 publications, including in top tier nursing, midwifery, and health journals.

I look forward to 2025 and to the continued growth of the MNM Graduate Research program, including seeing the original work of our students impact the health and wellbeing of our community. Afterall, health starts with us.

**Professor Gabrielle Brand**  
**Director**



# CELEBRATING OUR STUDENTS AND GRADUATES

## Amelia Story



Amelia is looking forward to starting her career and whilst still unsure of where she sees herself heading knows that nursing is the career for her.

## Next steps in nursing career

Amelia is in her final year of the Bachelor of Nursing but always knew she wanted to work in some area of healthcare following in her mum's footsteps, who has been a nurse for over 30 years and is Amelia's inspiration to study nursing.

After graduating high school Amelia decided to complete a Diploma of Nursing (EN) which during the COVID pandemic created a lot of uncertainties and meant adjusting to studying online, but despite these challenges it solidified Amelia's love for nursing and once she completed it, decided to study the Bachelor of Nursing to become a Registered Nurse. "The Bachelor of Nursing has opened so many doors to many opportunities I never even knew were possible until I started at Monash University. Whilst completing the Bachelor of Nursing I have been fortunate enough to gain two RUSON (Registered undergraduate student of nursing) positions, one under Alfred Health and the other at The Royal Children's Hospital, both of which I thoroughly enjoy whilst being able to continue to develop fundamental nursing skills and knowledge amongst different working environments and patient demographics."

The decision to come to Monash University for her Bachelor of Nursing was informed after attending open days and online webinars at Monash about the course and what it had to offer, which Amelia felt aligned with both her academic and career goals and her mum was a Monash graduate, so it all fell into place. "The diverse community and enriching learning experiences at Monash provides ample opportunities for personal and professional growth, including the chance to be a part of fellowship program, allowing students to complete clinical placements under a specific health organisation. For me, Monash University was the ideal choice to pursue my academic journey, paving the way for a successful future as a Registered Nurse."

Amelia is now looking towards next year "Currently, I am getting organised to apply for graduate positions, both an exciting and daunting process, however the teaching staff at Monash have been nothing but helpful and supportive. Throughout my nursing graduate year, I hope to continue to learn and grow in my field to become a skilled and compassionate nurse. Although still a bit unsure of where I see myself headed in the future, my areas of interest include emergency, paediatrics and ICU, but I know that no matter where I end up, I will continue to provide hands-on care to patients, making a positive impact to the lives of others, which is why nursing such a rewarding career."

With her course near to completion, Amelia is taken time to reflect on her journey and has this advice for anyone considering nursing "Nursing isn't just a profession, but a chance to make a difference in people's lives every single day. Throughout your studies you are at the forefront of healthcare, providing comfort, compassion, and care to those in need, often when they are feeling most vulnerable. Nursing opens the doors to a diverse array of career paths and specialties, ranging from working in busy metropolitan hospitals to working amongst rural communities. Beyond the fulfilling nature of the work, nursing is profession always in demand, providing job security and growth prospects throughout one's career. Nursing is a field that values diversity, inclusivity, and lifelong learning, ensuring that every day brings new challenges and opportunities for personal and career growth."

# CELEBRATING OUR STUDENTS AND GRADUATES

## Alethea Vassiliadis



**Bachelor of Nursing and Bachelor of Midwifery (Hons) graduate Alethea is currently in her grad year – “The last six months have absolutely flown by! Adjusting to life as a graduate midwife has definitely been a challenge, but has also been so, so rewarding”.**

## Grad year – 6 months in

I'm Alethea and I graduated from the Bachelor of Nursing and Bachelor of Midwifery (Hons) in 2023 and I am 6 months into my grad program, and have just started my nursing rotation after doing 6 months of midwifery.

The last 6 months have absolutely flown by! Adjusting to life as a graduate midwife has definitely been a challenge, but has also been so, so rewarding. Looking back to the start of the year, I was so overwhelmed! I felt ready to be a grad, however nothing can prepare you for being a real midwife, no matter how much placement or RUSOM shifts you do! Reflecting back now, I am really proud of myself and how much I have learned and grown as a midwife this year. Despite the challenges, it has been an incredible experience, and the support and care from the rest of the maternity team has been amazing. I feel so lucky to be in such a beautiful team, and am so glad I trusted my instincts when choosing where to do my grad year.

Life out of uni has also been different than I was expecting! There have definitely been more 'adulting' things I have done during these past 6 months than I was expecting! Despite having worked before, having my 'grown-up job' and managing more things on my own has been a learning experience as well. I think I also had some imposter syndrome at the beginning of the year since I went straight from high school to uni to working, and don't have that much life experience yet! But I was reminded by colleagues of all ages and experiences that everyone brings something to the team, we all have our strengths, and we are all learning everyday :)

This year has also shown me the importance of having a good work/life balance, which is something I am still working on. It is so important to take time for yourself outside of work to relax and do things you enjoy, and also so important to see and spend time with your loved ones.

I have just started on my nursing rotation on a general surgical ward, and it is a completely different world! It has been a bit hard going from just finding my feet in midwifery to being back to the beginning in nursing, but I am excited for the opportunity to learn A LOT. Right now it feels a bit overwhelming, but I know that as I settle in, each shift will become better.

## Ashleigh Wilson



**What is it like on clinical Placement day? 3rd year Bachelor of nursing student Ash, takes us along on her first day at an ICU placement and shares how she prepares for this and what her experiences are.**



# CELEBRATING OUR STUDENTS AND GRADUATES

## Tristan Baczyk



**Some people have to travel across the world to find their calling. For Monash graduate Tristan Baczyk, the answer was only five minutes away.**

### **When you start looking, opportunities appear everywhere – even five minutes down the road!**

Tristan had always wanted to do something to make a difference and to help people in need, and Monash's Bachelor of Nursing presented an accessible, fulfilling solution. The ability to manage different specialisations within nursing and try different areas was also a great selling point for Tristan.

"I enjoyed that there were a lot of practical aspects to the course, including placements, labs and practical scenarios. This meant that I could get hands-on and link my theory to practice, Monash had great facilities to do this as well which made it as close as it could be to the real deal."

Tristan's study period was far from easy, in no small part due to the onset of the COVID 19 pandemic. Two out of the three years of his coursework were undertaken online, limiting some of the opportunities to socialise in person with his classmates. Even with the challenges of remote study, Tristan managed to graduate with a full set of practical skills relevant to his future career.

"Although my current role is specialised, Monash helped set the foundations of my nursing knowledge. They taught me many valuable practical skills, as well as bedside manner and how to notice and respond to deteriorating patients. Due to all the practical simulations that were done during my course, I was well-versed in different situations and was able to apply this to my practice in the workforce."

Nowadays, Tristan is hard at work in the chemotherapy day unit at Peninsula Health. After doing a six-month rotation there, he found that he loved the work and wanted to continue. His role requires him to demonstrate an incredible amount of patience and care for his patients, as he explains.

"A normal day for me will look like me treating four to six patients, varied by having patients who are for an hour or potentially the whole day depending on their regime. It is my job to make sure they are stable throughout their treatment, support them through their treatment and make sure they are coping okay between their treatments as well. I also have the opportunity to educate patients who are newly starting their treatment on what to expect and ensure they are supported throughout their treatment and reassured before they start treatment as this can be very daunting."

In addition to his full-time nursing role, Tristan is currently balancing work in the chemotherapy unit with postgraduate studies in oncology nursing to further his career. Though it's challenging studying and working at the same time, Tristan still holds a great passion for everything he does. He even manages to fit in time to train for a half marathon.

After finishing his oncology nursing degree, Tristan aims to become an oncology clinical nurse specialist, and perhaps even stepping into the educational space, teaching the next generation of nursing students as a hospital educator.

To others looking to study nursing, Tristan had the following advice:

"I would say make the most of the supports Monash has available to you, especially the peer mentoring program."

# CELEBRATING OUR STUDENTS AND GRADUATES

## Rhiarna Bell



Rhiarna was looking for a dynamic, passion driven change of pace when she arrived at Monash Uni's Open Day. She didn't have to look any further than the nursing and midwifery degrees to find a challenging but rewarding direction to take her future. It was then that Rhiarna began her double degree, and she hasn't looked back since.

### Being a midwife can be many things, but boring is not one of them

"I loved my time at Monash. I found the more you put in, the more you got out of the course. The education team was so inspiring and fuelled my passion for nursing and midwifery each and every day. I was also incredibly lucky to make some lifelong friends to share all the memories with, which I will be forever grateful for."

Thanks to a supportive education team and three years of undergraduate employment experience, Rhiarna had a relatively smooth transition from studying to working. Her role as a Registered Undergraduate Student of Nursing gave Rhiarna valuable insight into the role she'd be undertaking in her professional life.

Since having graduated from Monash, Rhiarna now works as a caseload midwife within a midwifery group practice at Peninsula Health's Frankston Hospital. There, two teams of six midwives provide careful, continuous care to women and their families through pregnancy, birth and the postnatal period. Being a midwife can be many things, but boring is not one of them, as Rhiarna explains.

"No one day is the same! I work on call many days at a time, I see women in the antenatal clinic for appointments, attend to labour care, provide postnatal care on the ward, and visit them in their homes prior to discharging them to the maternal child health nurse."

Though it's a demanding job, Rhiarna finds the rewards far outweighs the challenges.

"The most rewarding part of the job is when you feel you have positively contributed to a woman emerging from childbirth feeling safe, respected, empowered as a mother, and in awe of her profound physical and emotional strength. When they look at you after the birth and tell you they couldn't have done it without you, and you immediately remind them it was within them all along, that she is the powerful one and her baby is so lucky to have her as a mother."

Rhiarna recently received the Midwifery Graduate of the Year Award to commemorate her extraordinary contributions across the year. Looking ahead, Rhiarna hopes to help drive future improvements in healthcare for birthing women and their families.

"I would love to be involved in the expansion of publicly funded home birth. I feel strongly women deserve the option to birth where to where they feel the safest with trained care providers."

To those looking to leap head-first into an incredible career in midwifery, Rhiarna has the following advice.

"Midwifery is more than just a job; it changes the way you think about the world. While this can be rewarding, at times it can be emotionally taxing. To care for women during such a huge life milestone each day requires great ability to care for your own physical and mental health first. Develop your self-care strategies and surround yourself with like-minded and supportive friends, family and mentors."

# CELEBRATING OUR STUDENTS AND GRADUATES

## Intensive Care Nurses – recognised with excellence awards

Congratulations to the nine students in our Master of Advanced Clinical Nursing – Intensive care nursing stream who were nominated for an Australian College of Critical Care Nurses (ACCCN) certificate and professional recognition for the best critical care nurse graduate for the year (2023) and to Giselle Garcia from Alfred Health who was the overall winner for the ACCCN award for Monash University.



## Peninsula Billboard

Early in 2024, Nursing and Midwifery featured on the billboard at Peninsula Campus with past student Hannah, celebrating the number of nurses and midwives taught at Peninsula.

Hannah became a local landmark for a couple of weeks, with many of her colleagues commenting on seeing her on their way into work, so Hannah visited the billboard to have a look for herself.



# CELEBRATING OUR STUDENTS AND GRADUATES

## Nursing and Midwifery Annual Badge Ceremony

Nursing badges hold a deep sense of belonging and achievement, with a rich history dating back to military, chivalric, and religious orders. These badges were used to honour those who pursued excellence in the profession.

We are beyond proud to continue this tradition, and to celebrate the achievements and hard work of our graduating students as they take their first steps into their nursing and midwifery careers.



## Ryley Sowerby-Schmidt

Second-year Bachelor of Nursing student Ryley documented his experiences studying nursing at Monash University and completing a rural placement in Traralgon, Gippsland at Latrobe Regional Health. He also gave insight on how he spent his free time whilst on placement.



## MNHS Student Awards

The annual Faculty of Medicine, Nursing and Health Sciences awards is an opportunity to recognise and celebrate the achievements of many of our highest-performing students. 12 nursing and midwifery students were recognised over 11 awards.





## Aspire to Inspire

Our students and graduates shared why they decided to be a nurse, who their role models were and what their aspirations were for the future.

# CELEBRATING OUR STUDENTS AND GRADUATES

**Ashleigh Wilson** – 3rd year Bachelor of Nursing student and RUSON nurse, Ash Wilson believes everyone has their 'why' for studying nursing but hers was closer to home "My motives for studying nursing were influenced by my role model, Anne Young, a woman who spent over seven years of her life along with many others nursing in Northern India to support the government TB (Tuberculosis) efforts, and she was also my late great aunt. Participating in public health messaging, inpatient and outpatient mobile settings working to coordinate TB outreach programs with the mission of alleviating human suffering. Anne speaks of her own quiet mission better than I ever could, "It annoys me to think that some people just get a raw deal and others have a cushy life. I prefer to do social type of work. I prefer to do it for people who need it."

Ash goes on, "I aspire to become a critical care nurse and apply my knowledge and skills to rural and remote communities with minimally resourced health services. I think it would be an interesting challenge of skill and perseverance to provide healthcare in austere environments and one day would love to take the opportunity to travel overseas and work as a registered nurse. Until then however, my goal is to show up every day and be the best nurse I can be for all patients."



**Hannah Humphries** – Monash Nursing and Midwifery graduate Hannah Humphries, chose to pursue a career in nursing and midwifery because she wanted to help and work with people, and have something new and different each and every day. "I think my career has been everything that I'd hoped it would be so far. I have worked and learnt from so many supportive, knowledgeable, and generous colleagues and just have the best fun! Some days are harder than others but the teams that I work in really make all the difference."

Hannah wanted to be a nurse since primary school but believes that this came from her nan, Anne, and Aunt Pauline. "As much as they both have killer senses of humour and love to be busy, I always admired that their first instinct in any situation was always to care and be generous with their time and knowledge towards whoever was around them. I think that seeing that this career gives you so many futures and so many possibilities to explore really inspired me to follow their lead. Whilst I am still in the early years of my career, I would really love to continue to work in both nursing and midwifery but ultimately, I would love to work in education and return to my rural roots and work regionally."



**Jahred Doumias** – Graduate Jahred Doumias, chose to study nursing after watching a movie one night, which featured a nurse as the main character. "Whilst watching the movie, it finally hit me. My passion for helping others, and my love for the human body were the perfect mix for a nursing career. I soon realised that I appreciated having a career where there is always room to grow and learn new things. I also love the freedom that nursing gives with the ability to transition into different areas of work."

"After completing my Bachelor of Nursing with Monash, I started my career in the emergency department and I quickly learnt that this was a place where people felt vulnerable and more than ever, needed support and reassurance. I found that as a nurse, I was the person who spent the most time with a patient, providing me with the opportunity to advocate for their needs and provide personalised care. Now, in my new field of work, as a Hospital in the Home and District Nurse at West Gippsland Healthcare I feel honoured and privileged to be able to bring that same care into people's homes where they feel safe. Having only recently commenced my career in community nursing, I look forward to continually consolidating my knowledge and continuing being able to provide health care in the comfort of people's own homes. I have become an advocate for caring for people in their personal environments, and I look forward to growing in my current position where I can encourage and facilitate hospital care in people's homes."



# RESEARCH



# MESSAGE FROM OUR DIRECTOR OF RESEARCH

Throughout 2024, MNM has continued to consolidate and strengthen its research efforts, implementing our strategic vision with significant progress. A key focus has been investing in our people, fostering a dynamic research culture through initiatives such as our biannual Writing Retreats, Research Seminars, and monthly Research Forums — all of which saw excellent engagement. Additionally, we conducted several research skill development sessions and have introduced monthly informal open sessions to discuss all aspects of research.

Our commitment to supporting researchers was further demonstrated through the Research Development Grants scheme. Congratulations to Dr Edward Zimbudzi, Dr Katrina Recoche, and Dr Van Nguyen on their successful applications—we look forward to the outcomes of their work.

MNM continues to strengthen its partnerships, particularly through new joint appointments with our health service collaborators. These roles enhance collaboration and ensure our research remains relevant to MNM, our partners, and the broader community. We were also privileged to host four international visitors from Germany, Denmark, and Taiwan, fostering global research connections.

Delivering impactful solutions remains central to our mission. This is evident in our work with the National Centre for Healthy Ageing and the **A-PRECISE** project, aimed at improving the care and safety of residents in aged care homes. Additionally, the **Improving support for CALD carers transitioning older adults from hospital to community** project is advancing support for CALD carers transitioning older adults from hospital to the community, ensuring appropriate resources are available for informal carers during this critical period.

It is also essential to celebrate our collective successes. Special congratulations to Professor Neils Buus, who was inducted into the Sigma International Nurse Researcher Hall of Fame, and Dr Edward Zimbudzi, recipient of both the Sigma Emerging Nurse Researcher Award and the Monash Partners Award for Health Services Research. These prestigious recognitions reflect the high-impact research undertaken by both scholars.

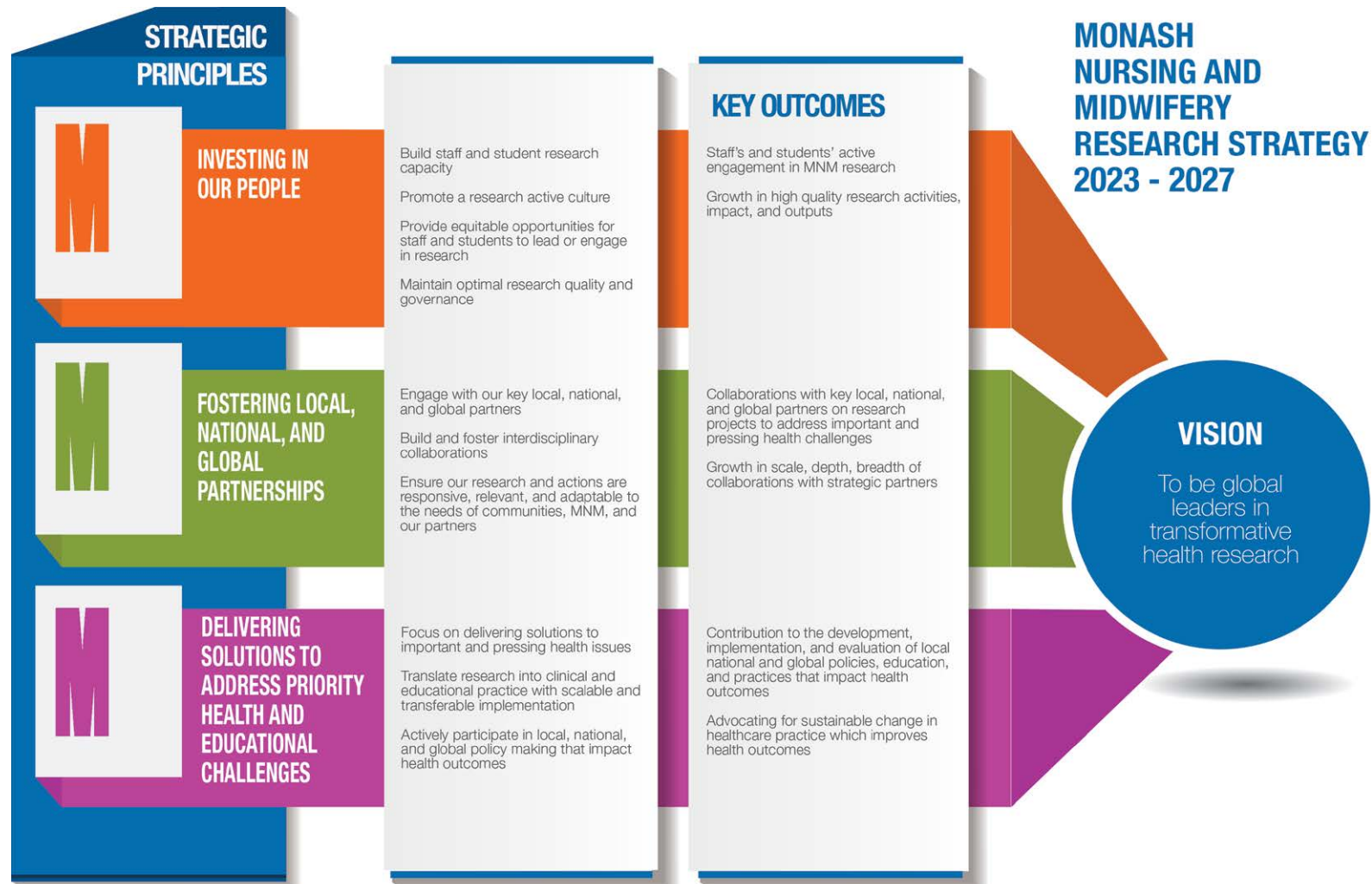
Finally, I extend my sincere gratitude to the faculty, sub-faculty, and Monash Research Office for their ongoing support. It is an honour to serve as MNM's Director of Research, and I am deeply appreciative of the team's dedication. A special thanks to Ms Emma Craige, Research Executive Officer, and A/Professor Wendy Pollock, Deputy Director of Research, for their outstanding contributions throughout the year.

**Professor Philip Russo**



# RESEARCH STRATEGY

The **MNM Research Strategy** is our 5-year strategic plan. Our vision is to be a global leader in transformative health research by investing in our people, fostering local, national, and global partnerships, and delivering solutions to address important and pressing health challenges.



# RESEARCH HIGHLIGHTS

## The ENGAGE Project: Improving Medication Management for Older People

As older adults navigate transitions of care, it's essential to engage them in decisions about their medications. With complex care needs and multiple transitions, without better strategies, the risks of medication errors, patient harm, and avoidable hospital admissions increase.

The ENGAGE Project aims to tackle this challenge head-on by empowering older people to take an active role in managing their medications. This project is not just about improving individual care; it's about reshaping health systems to reduce disparities, improve outcomes, and enhance efficiencies for priority populations, such as people from culturally and socioeconomically diverse backgrounds.

Key Goals:

- Improve medication management for older adults
- Support active engagement in care decisions
- Reduce avoidable hospital admissions
- Promote better healthcare models and services

By prioritising the voices and needs of older people, the Engage Project is working toward a future where all individuals, regardless of age, can experience better health outcomes and a smoother transition through care.

## Surviving ICU: The value of a qualified, specialist intensive care nurse

**Associate Professor Wendy Pollock**

Does having ICU nursing staff with a postgraduate specialty ICU nursing qualification in an ICU make a difference to patient outcomes?

A study examined the association between the percentage of ICU nurses with postgraduate ICU nursing qualification in an ICU and patient outcomes. For ICUs with more than 75% qualified ICU nurses, there was a 35% difference in patient mortality for those patients receiving life sustaining supports (ventilator, renal replacement therapy, ECMO) compared to units with 50 to 75% qualified staff. And, other outcomes were also reduced including pressure sores, delirium and observed ICU length of stay compared to predicted.

## Infection prevention: Safer hospitals, healthier patients

**Professor Philip Russo**

In healthcare settings, where patients are already vulnerable, healthcare-associated infections (HAIs) are a significant and persistent threat.

These infections, which patients acquire during their hospital stay, can lead to severe complications, prolong recovery times, and even result in death.

A ground-breaking clinical trial with researchers from Monash and other Australian universities was recently published in The Lancet Infectious Diseases, and has provided compelling evidence that improved hospital cleaning practices can dramatically combat the incidence of healthcare-associated infections, with a new trial showing a 35% reduction.



# RESEARCH HIGHLIGHTS

## Complexities involving medication management across transitions of care for older people

**Professor Elizabeth Manias**

Older people often experience many transfers across transitions of care because of the complexity of their healthcare needs. Transitions of care are the environments in which older people move to or from, and comprise the diverse health professionals involved in the care of these individuals.

## Challenges in supporting medication management of older people across transitions of care

Professor Manias has led a recently completed Australian Research Council Discovery project (DP170100308) comprising completed ethnographic research at an acute care hospital and a geriatric rehabilitation hospital. In all, 182 older people, 44 family members and 95 health professionals participated in the project, and 203 hours of observations were undertaken. The project comprised interviews, observations of practice and reflexive focus groups. Key outcomes of the project were clarifying understandings about the complexities of making decisions about changing medications across transitions of care (Manias et al. 2024). There were varied medication policies across different clinical settings, which contributed to the production of adverse effects. Health professionals often did not provide older people with information about changes to their regular medications. Instead, older people were informed about new medications after decisions were made. Health professionals had rigid views about their own roles in medication decisions. Nurses asked older people to direct their medication queries to pharmacists. External medical specialists who visited clinical settings rarely involved health care teams of the parent units in medication decisions. Shared decision-making between older people, families and health professionals was rarely observed during medication changes.

## Interventional work to enhance medication management, improve older people's experience and reduce medication-related hospital readmissions

The results of this ethnographic research have informed the work activities of a recently commenced Medical Research Future Fund project (App no: MRFMMIP000049), in which Professor Manias is a chief investigator. This project focuses on optimising medication information handover after discharge of older people from hospitals. This work involves a three-phased, multi-method project design. Phase one involves the co-design of the intervention with stakeholders and end users. Phase two is the development of the intervention and phase three involves the conduct of a stepped wedge cluster randomised controlled trial. The anticipated intervention components for the trial comprise hospital navigators, optimisation of primary care medication management review services, and a digital solution for information sharing. The primary outcome of the trial is comparison of 30-day medication-related hospital readmissions between intervention and control clusters. A protocol for conduct of the project has been published (Hattingh et al., 2024).

## Creation of Standard of Practice for transitions of care

Furthermore, the results of this ethnographic research have informed the development of the Standard of Practice for pharmacy services specialising in transitions of care (Phillips et al. 2024). While this Standard describes current best practice for pharmacy services, it also refers to the collaborative activities involving primary care clinicians and hospital teams, which includes nurses. Emphasis is placed on the importance of communication, collaboration, and person-centred care with people who have complex health conditions and vulnerabilities.

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Key outcomes of the project were clarifying understandings about the complexities of making decisions about changing medications across transitions of care.

# RESEARCH HIGHLIGHTS

## Climate-resilient Maternal and Child Health

Associate Professor Zerina Tomkins

Climate change poses significant risks to the health of pregnant women, new mothers, and young children. These risks arise from heat exposure, air pollution, climate-induced food insecurity, malnutrition, the spread of infectious diseases, and increasingly severe extreme weather events. The ongoing failure to reduce greenhouse gas emissions highlights the urgent need to integrate maternal and child health considerations into climate change adaptation and resilience strategies. Our research focuses on developing practical solutions to support maternal and child health in the face of climate change. We use a participatory approach, ensuring that affected communities play an active role in shaping interventions. Our methods include surveys, analysing health trends and needs, studying policies, holding interactive workshops, and reviewing existing studies to identify effective strategies. Over the past two years, with the recent support of a \$75,000 Monash Incubator Grant, we have laid the foundation for a regional network of experts and community members dedicated to strengthening maternal and child health resilience against climate change in the Indo-Pacific region. This funding enables us to bring together diverse stakeholders, including women of reproductive age, healthcare workers, researchers, and policymakers, to establish research priorities under the umbrella of maternal and Child health Climate Adaptation and Resilience (MCH-CARE) Network.

As part of this initiative, we have mapped global evidence on adaptation strategies for maternal and child health <sup>[1]</sup>, and analysed national policy documents to assess their climate-related health provisions <sup>[2]</sup>. We are also implementing climate adaptation solutions, including climate and health education, expanding green spaces, and improving access to clean water, sanitation, and hygiene (WASH). To ensure these interventions are effective, we collaborate with communities in Indonesia (supported by a Knowledge Partnership Platform Australia-Indonesia (KONEKSI) grant) and Malaysia, prioritizing local leadership and context-driven approaches. We also advocate for nurses and midwives as essential players in climate adaptation for maternal and child health, a perspective highlighted in *The Lancet Planetary Health* <sup>[3]</sup>. Additionally, we contribute to climate-sensitive curriculum development for nursing and midwifery programs in Indonesia



<sup>[4]</sup>, Fiji <sup>[5]</sup>, and Australia <sup>[6,7]</sup>, ensuring future healthcare professionals are prepared to address climate-related health challenges <sup>[8,9]</sup>. Another key aspect of our work is exploring how green digital health technologies and clinical terminologies, such as SNOMED-CT <sup>[10]</sup>, can document climate change impacts on maternal and child health. By embedding environmental sustainability into digital health solutions <sup>[11]</sup>, we aim to ensure that climate considerations are at the core of healthcare planning and practice, and community empowerment. Through these efforts, we are committed to building climate-resilient maternal and child health systems in the Indo-Pacific region, informed by research, community engagement, and sustainable healthcare innovations.

# RESEARCH HIGHLIGHTS

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# RESEARCH HIGHLIGHTS

## Vital signs monitoring in Australasian emergency departments: Development of a consensus statement from ACEM and CENA

**Associate Professor Cliff Connell**

A patient's vital signs such as their temperature, heart and respiratory rate, blood pressure and conscious state are measurements of a person's physiological status. They are usually simple to collect and provide a way to monitor acute hospital patients for potential instability. Vital signs measurement regimes and recommendations (e.g., what should be measured, how often they should be measured) are universally well established in the acute hospital ward setting. However, similar broad recommendations and guidelines have never been established in the Australasian emergency department (ED) setting. Rather, decisions about what vital signs should be measured and how often they should be measured in the ED have often been guided by factors such as a patient's status, emergency clinicians' clinical judgement and traditional local practice and conventions.

Consistent policy and practice are fundamental in the provision of equitable access to safe and high-quality patient care in all EDs. To achieve consistent practice in Australasia, this study sought to describe expert consensus on vital signs monitoring in the Australasian ED setting and inform the content of the Australasian College for Emergency Medicine (ACEM) and College of Emergency Nursing Australasia (CENA) position statement on vital signs monitoring in the emergency department. Using a practical and reliable method of generating consensus (nominal group technique), this study addressed potential variability in current ED practices contributing to improved patient outcomes and more efficient ED operations. The use of the nominal group technique, follow-up surveys and extensive 2-year emergency care stakeholder engagement process, including representation from Aotearoa / New Zealand and most Australian states and territories, provided a robust framework for capturing diverse expert consensus opinion across the region. The outcomes from this research represent an important first step toward providing ED patient vital signs monitoring recommendations that are evidence-based, person-centred and achievable.

The study<sup>1</sup> and resulting joint position statement is the first of its kind in Australasia, offering a unified position on emergency practice from the two peak bodies representing emergency nursing and emergency medicine in Australasian EDs. For the first time, this study generated a valuable, and 'live' document that will be adjusted over time as empirical evidence for the optimum standard and frequency of vital signs monitoring in ED setting becomes available.

The development and endorsement of a CENA / ACEM joint position statement on vital signs monitoring in Australasian emergency departments has significant implications for the provision of emergency care. Providing a minimum set of principles and recommendations about vital signs monitoring in ED, this study<sup>1</sup> (and resulting position statement) enable emergency Nurses and Doctors to improve equitable access to safe and high-quality care for all consumers of emergency care throughout the region. This research achieves this by providing practical expert recommendations for consistent ED policy and practice across Australasia.

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For the first time, this study generated a valuable, and 'live' document that will be adjusted over time as empirical evidence for the optimum standard and frequency of vital signs monitoring in ED setting becomes available.

# RESEARCH HIGHLIGHTS

## Patient mortality and the neglect of vital signs' assessment: What clues are in coronial data?

Associate Professor Malcolm Elliott

Vital signs assessment is a critical task performed by nurses. This surveillance helps ensure patient safety and is central to the success of medical emergency teams. Despite this, research has found that vital signs assessment is often neglected in clinical practice. The reasons for this are unclear as few studies have explored this issue. Those studies that have, are small, single site studies and found that culture and poor understanding are contributing factors.

Coroners' reports represent an untapped source of information regarding shortfalls in vital signs assessment. Using a framework analysis, this study audited the Australian National Coronial Information System for cases where vital signs' assessment was mentioned in Coronial reports. The aim was to explore the link between the clinical neglect of vital signs assessment and patient mortality and provide a better understanding of factors influencing vital signs assessment in the context of acute patient care. The study was part-funded by the Nurses Board of Victoria and is the first known international study to access Coronial data for this purpose.

Fifty-eight cases met the eligibility criteria, with deceased patients aged from 7 days to 93 years. Key themes related to absence of reassessment of vital signs, inappropriate delegation, passing responsibility to another staff member and not following policy. The findings reflect a combination of individual and institutional failings and suggest that vital signs assessment was not considered a priority aspect of care. Although vital signs assessment is a fundamental component of nursing practice, its importance needs to be emphasised across all domains of patient care.

This study was published in an international peer reviewed journal (*Nursing in Critical Care*). It was also cited in the local media (*Herald Sun*, and *3AW* morning radio news).

Elliott, M., Williamson, R., & Endacott, R. (2024). Patient mortality and the neglect of vital signs' assessment: An audit of a national coronial database. *Nursing in Critical Care*, 29(6), 1636-1642. <https://doi.org/10.1111/nicc.13037>



# RESEARCH HIGHLIGHTS

## Collaborative research to inform nursing workforce policies in Australian Primary Health Care settings

**Dr Van Nguyen**

Primary Health Care (PHC) is an integral part of health system to ensure individuals and communities receive quality and continuous care in their own local areas. This is particularly important in the context of growing burdens of chronic conditions in Australia and worldwide. Alongside other healthcare professionals, nurses and midwives contribute significantly to a wide range of PHC services in chronic condition management, coordination of care, health promotion, pharmaceutical management and administrative tasks. Yet, the visibility and importance of nursing and midwifery workforce in PHC settings is of lesser emphasis in both scholarly literature, education and media which could affect their involvement in workforce decision making and policy design/reform.

Monash Nursing and Midwifery therefore have been collaborating with Australian Primary Health Care Nurses Association (APNA) to investigate demographic and professional characteristics of nurses working in Australian Primary Health Care settings. More specifically, Dr Van Nguyen, Professor Julia Morphet, and Professor Gabrielle Brand scrutinised an extensive survey dataset collected annually by the APNA to select and collate the most comparable data together to explore longitudinal trends (or otherwise) in nursing and midwifery workforce characteristics and scope of practice in five consecutive years during 2015–2019.

In addition to demographic, education and employment characteristics of 8871 participants, we identified 26 unique workplace settings of PHC to demonstrate nurses and midwives' crucial contribution to a wide range of services from general practice to boarding houses and social services. We also identified why the participants chose a career in PHC and how these reasons varied among different sub-groups of participants<sup>[1]</sup>. Understanding what nurses and midwives of different age groups, qualifications, or registration status values is a critical step in improving nursing workforce promotion, recruitment and retention strategies.

Focusing further on only-registered-nurses, we also found that this workforce has been underutilised in PHC, reflected through nil significant changes over the course of five years in their scope of practice regardless of postgraduate qualifications and workplace localities. This

underutilisation of these highly qualified nurses was possibly due to multiple factors, especially by interprofessional, organisational and institutional factors<sup>[2]</sup>. These factors could include conflicts of financial interest between registered nurses and doctors, Medicare fundings, and fee-for-service funding models. These findings will contribute significant and timely evidence in nursing and midwifery workforce policy reform, especially when the Australian Government is developing a National Nursing Workforce Strategy to strengthen workforce sustainability and workforce diversity to address challenges faced by nurses in rural, regional and remote areas.

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In addition to demographic, education and employment characteristics of 8871 participants, we identified 26 unique workplace settings of PHC to demonstrate nurses and midwives' crucial contribution to a wide range of services from general practice to boarding houses and social services.

# POST-DOCTORAL PROFILES



## Dr Steph Garratt Research Fellow

I'm an early career researcher, I completed my PhD through the School of Population Health at the University of Auckland in New Zealand in late 2022. In 2018 I decided to apply for part-time research jobs in Melbourne, so that my options after PhD were a little broader than just New Zealand. Now over 5 years later I've become an Australian citizen, married an Australian, and am very happy to be working full-time as a research fellow with the School of Nursing and Midwifery at Monash University. I also work casually after hours as a group fitness instructor, and do a lot of walking around the Yarra trail.

### What drew you to research?

My family would say a combination of nature (strong sense of fairness even as a child), and nurture (both parents worked closely with aged care as pharmacists). I also enjoy asking 'why/how' based questions, and practical problem-solving. When I started out as a Bachelor of Arts undergraduate in 2010 (Sociology) I did not expect to end up as a researcher. I chose to do a paper on research ethics in my final year of my BA(Hons) at Otago University, which dovetailed into a Masters of Public Health at the University of Auckland focussing on healthcare ethics in 2014. During my MPH I worked with the aged care sector in New Zealand, implementing medication management systems, and also taught on a healthcare ethics undergraduate course. After a year away from research to teach and catch my breath, I dove straight into a PhD in 2017 combining my two emerging areas of expertise: care of older adults, and healthcare ethics. Sometimes, all it takes is one course, assignment, or lecture, for a students to find their 'thing', and start their journey towards a rewarding career.

### Tell us about your current project(s) / areas of research

My research areas include: gerontology, healthcare ethics, dementia care, consumer input into care, health services research, and medication management. Currently I am working on two projects with Professor Elizabeth Manias as my supervisor/mentor. Both projects are focused on how medication is given to older adults in residential aged care. The first is quantitative, a national audit of medication records from residential aged care (medications given, versus omitted/not given). The second is qualitative, involving observation of practice in residential aged care, interviews with older adults, aged care workers, and older adults' family members, and co-design workshops. The aim is to develop recommendations and resources for the aged care sector around supporting older adults' medication preferences.

### What are your career goals?

My main career goal is to obtain funding in the next year or so that will support my research role ongoing at Monash University beyond 2026. This means applying for lots of fellowship opportunities and developing project ideas that are of interest and value to stakeholders in Australia. Beyond that, I'm working towards becoming an accredited supervisor for higher-degree research students, and would be very open to adding some teaching back into my workload again at some point.

# POST-DOCTORAL PROFILES



## Dr Edward Zimbudzi Senior Lecturer | ECR Coordinator

I'm a Senior Lecturer with Monash Nursing and Midwifery, and a Senior Research Fellow at Monash Health. I have more than 20 years of experience in complex clinical environments, and have gained comprehensive expertise in clinical practice, research, and leadership. I completed my PhD at Monash University through the Department of Epidemiology and Preventive Medicine, contributing to a large-scale, multi-site NHMRC partnership project.

My research is focused on optimising self-management interventions to enhance the health-related quality of life for patients with diabetes and chronic kidney disease. This work culminated in the establishment of the Diabetes and Kidney Service, an innovative, patient-co-designed program developed in collaboration with General Practitioners, endocrinologists, nephrologists, and advocacy organisations such as Diabetes Australia and Kidney Health Australia.

### What drew you to research?

My passion for research stems from my deep curiosity and a desire to solve real-world problems. My research drew on 20 years of experience working with people who have comorbid diabetes and kidney disease. While it is known that the greater part of the management of these conditions occur at home, it is unclear whether patients and healthcare workers are aware of specific self-management interventions that lead to optimal patient outcomes including quality of life. The need for this understanding stimulated my passion for research that not only yields co-designed approaches to self-management, but also enhances knowledge, health, economic and social impacts for these patients and the broader community. Today, I'm still motivated by the opportunity to uncover new insights that could improve lives of people with chronic diseases particularly diabetes and kidney disease.

### Tell us about your current project(s) / areas of research

Currently, I am working on a project that focuses on optimising self-management and activation strategies for individuals with comorbid diabetes and chronic kidney disease from culturally and linguistically diverse backgrounds. The goal of the project is to improve the activation levels of individuals by integrating personalised and culturally sensitive interventions that can assist them in managing their condition more effectively. I utilise a mixed-methods approach, using both quantitative surveys and qualitative interviews to gather data on patient outcomes and experiences. This research has the potential to significantly improve patient outcomes and reduce healthcare costs, which is especially critical as the prevalence of these conditions continues to rise globally. I am actively participating in various clinical studies, including a randomised controlled trial focused on evaluating tailored educational and self-management Interventions to support Patient Activation in adults on hemoDialysis (IPAD study). This study will deliver crucial evidence on the impact of tailored interventions in enhancing patient activation among people with end-stage kidney disease on maintenance hemodialysis.

### What are your career goals?

I aim to lead innovative research projects that significantly improve outcomes for individuals living with chronic diseases. In addition to conducting cutting-edge research, I am committed to mentoring undergraduate and graduate students, fostering the next generation of scholars and researchers. Through my work, I seek to produce accessible, impactful research that benefits the broader community and contributes to policy-making by providing evidence-based recommendations in my area of expertise. My long-term vision is to establish a globally recognised research center dedicated to co-designing and translating self-management and activation interventions for individuals with chronic diseases, particularly those with comorbid diabetes and chronic kidney disease.

# OUR PEOPLE



# MESSAGE FROM OUR DEPUTY HEAD

I am truly honoured to work alongside an exceptional team at Monash Nursing and Midwifery, where a culture of empowerment allows each individual to thrive and reach their full potential within a supportive and collaborative environment. Our collective expertise, dedication, and passion have earned us global recognition as leaders in nursing and midwifery education and research. This achievement is a testament to the valuable collaboration of our academic and professional staff within the School and with our industry partners, enabling us to offer courses that consistently align to the evolving needs of our communities.

Our team includes clinical and research leaders who drive innovative, evidence-based research that shapes nursing and midwifery education and practice. I take immense pride in knowing that Monash Nursing and Midwifery will continue to grow, leading the way in education and research for the nursing and midwifery professions.

**Professor Helen Rawson**



Further  
information



# HIGHLIGHTS AND RECOGNITION OF OUR STAFF

## Academic staff promotions in 2024

In 2024 several of our academics who demonstrated exceptional dedication, leadership, and performance were promoted. These promotions reflect our commitment to recognising and nurturing talent within our school, ensuring that we continue to grow and excel in our industry.

Their contributions along with all our staff have been instrumental in driving our success. Congratulations to:

- Professor Gabrielle Brand
- Associate Professor Jacqui Allen
- Associate Professor Cliff Connell
- Associate Professor Malcolm Elliott
- Associate Professor Tamsin Jones



## Adjuncts

We were delighted to welcome several new adjunct appointments in 2024. These individuals bring a wealth of knowledge, experience, and expertise to our school, enhancing our ability to deliver exceptional value and innovation in our education programs and research projects.

- Adjunct Professor Katrina Nankervis – Executive Director Nursing and Midwifery and Chief Nursing and Midwifery Officer, Monash Health
- Adjunct Professor Ged Williams – Chief Nursing Officer, Alfred Health
- Adjunct Professor Megan Mills – Group Director Nursing and Clinical Education, Cabrini Health
- Adjunct Associate Professor Judy Reeves – Director of Nursing Education and Professional Development, Alfred Health
- Adjunct Clinical Associate Professor Janine Davies – Director of Nursing, Mental Health and Wellbeing Service, Peninsula Health



# HIGHLIGHTS AND RECOGNITION OF OUR STAFF

## Monash Partners Award

Congratulations to Dr Edward Zimbudzi who we are thrilled to announce is one of the winners of the Monash Partners Academic Health Science Centre Inaugural Award for Health Services Research!

Edward is being recognised with this award as an Early and Mid-Career Researcher for his outstanding leadership in health services research.

This award highlights his dedication to improving healthcare outcomes and advancing research in the field. We look forward to seeing all the incredible work Edward will continue to do in the future.



## Sigma Theta Tau International Honor Society of Nursing Recognition

Professor Niels Buus and Dr Edward Zimbudzi were recognised at the 35th Sigma International Research Congress in Singapore last month. Professor Buss was inducted into the Sigma International Nurse Researcher Hall of Fame which honours nurse researchers who have achieved significant and sustained national and/or international recognition for their work, and whose research has impacted the profession and the people it serves.

Dr Edward Zimbudzi was one of five Sigma Emerging Nurse Researcher/Scholar Award honourees from Sigma's seven global regions whose research or scholarship has influenced the nursing profession and the people it serves.

In announcing these awards, Sigma President Sandra C. Garmon said that "On behalf of the International Board of Directors, staff, and Sigma members worldwide, I am thrilled to recognise these outstanding emerging nurse researchers and scholars. I look forward to witnessing the impact of their work and their continued contributions to nursing research and knowledge."



# HIGHLIGHTS AND RECOGNITION OF OUR STAFF

## Medicine Nursing and Health Science Faculty Dean's Awards

At the annual Faculty of Medicine, Nursing and Health Science Dean's Awards, three of our Nursing and Midwifery specialisation teaching teams were recognised and celebrated for their outstanding achievements. These awards honour the dedication, innovation, and impact of staff who have demonstrated exceptional commitment to fostering academic excellence and enriching the learning experience for our students and who are shaping the future of education.



## Dean's Award for Excellence in Education: Innovation in Learning and Teaching

Awarded to the NUR1112 and NUR1114 team: Dr. Auxillia Madhuvu, Dr. Emma Ashton, Dr. Natalie Bennett, James Bonnamy, Associate Professor Cliff Connell, Dr. Dylan Fox, Dr. Andree Gamble, Monica O'Halloran, Jacinta Pitman, Elise Randle-Barrett, Dr. Renee Rogers, and Yasmin Zisin.

This award recognizes the team's innovative approach in crafting and delivering two units that blend bioscience with clinical nursing in the first-year curriculum. By effectively linking bioscience with nursing, the team has addressed student engagement and attrition challenges. Their integrated approach bridges theoretical knowledge with clinical practice through real-life scenarios in tutorials and simulations. Lecture and textbook content are seamlessly incorporated into scenario discussions, practical skill development, and post-class activities via Moodle. The results include:

- Improved student engagement and satisfaction
- Recognition of bioscience's importance in nursing
- Enhanced academic performance
- Reduced attrition rates
- Valuable feedback for ongoing unit development
- Published research

This innovation has also spurred educational research projects aimed at impacting higher education.

## Dean's Award for Excellence in Education: Programs that Enhance Learning

Awarded to the MNM ICU Team: Dr. Pauline Wong, Ange Clarke, Kelly Ottosen, Associate Professor Wendy Pollock, Melissa Njoku, and Carly Rienecker.

This award recognizes the ICU team's contribution to a sixfold increase in the successful completion of highly skilled ICU nurse graduates since 2019. Central to their success has been their ability to establish and grow industry partnerships with major healthcare networks across Victoria and peak professional bodies. Their high level of engagement in industry partnership activities has contributed to quality student learning and experiences, enhancing Monash's reputation for world-class education. All team members are actively involved in national peak professional bodies, such as the Australian College of Critical Care Nurses and the Australian and New Zealand Intensive Care Society. Their research and educational pursuits strengthen the critical care nursing workforce, ultimately having a positive impact on the health, social, and economic outcomes of our community.

# HIGHLIGHTS AND RECOGNITION OF OUR STAFF

## Dean's Award for Excellence in Education: Industry Education Programs

Awarded to the MNM Emergency Nursing team: Louise Shorten, Alysha Cowley, Associate Professor Cliff Connel, Kathryn Pristupa, Associate Professor Tamsin Jones, Associate Professor Kelli Innes, Rebecca Winter, Professor Julia Morphet, and Sam Dix.

This award recognizes the Monash Emergency Nursing stream teaching team's robust track record of innovation and excellence in emergency nursing education. Pioneering a hybrid teaching model prior to the widespread adoption of online learning during COVID-19, the team has significantly improved the accessibility and quality of emergency nursing education across Australia. Their efforts facilitated the expansion of the program nationally, enabling engagement from students in remote areas. The team's approach integrates real-world clinical experiences, significantly enhancing student outcomes and aligning with Monash's educational excellence goals. Their continued growth in industry collaboration and educational innovation positions them as leaders in shaping the future of emergency nursing.

## Vice Chancellor's Awards

Following the Dean's Awards, two of the Nursing and Midwifery specialisation teaching teams were then again recognised and celebrated for their outstanding contributions and achievements at the annual Vice-Chancellors Excellence Awards, achieving:

### **Vice Chancellor's Education Excellence Award for Innovation in Learning and Teaching:**

awarded to the NUR1112 and NUR1114 team: Dr Auxillia Madhuvu, Dr Emma Ashton, Dr Natalie Bennett, James Bonnamy, Associate Professor Cliff Connell, Dr Dylan Fox, Dr Andree Gamble, Monica O'Halloran, Jacinta Pitman, Elise Randle-Barrett, Dr Renee Rogers, and Yasmin Zisin.

And

### **Vice Chancellor's Education Excellence Award for Programs that Enhance Learning:**

MNM ICU Team: Dr Pauline Wong, Ange Clarke, Kelly Ottosen, Associate Professor Wendy Pollock, Melissa Njoku, Carly Rienecker

It was wonderful to see our teaching teams be recognised for their dedication in providing unique and innovative ways of learning for the benefit of our students.



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