



FRESH-FACED DOCTORS JOIN THE DISTRICT

They might only be three weeks into life at Northern Sydney Local Health District, but this year's crop of junior medical officers (JMOs) are already feeling at home.

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Leaders in healthcare, partners and wellbeing



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MESSAGE FROM THE BOARD CHAIR

Trevor Danos AM

On behalf of the Board, I would like to extend a very warm welcome to the 74 new Junior Medical Officers (JMOs) who have recently started working with us.

These junior doctors have been placed at Royal North Shore (44), Hornsby (17), Ryde (11) and Mona Vale (2) hospitals.

Every one of these new doctors is a welcome addition to our teams and I wish them well as they make the transition from being a student to being a fully-fledged junior doctor working in a demanding and exciting hospital setting.

As we all know, in the last few years a spotlight has been shone on JMOs as disturbing incidences of overwork and system failures and their consequences have been reported.

We have all been very concerned by stories about the pressure brought to bear on some JMOs, and – pleasingly – this issue is now receiving serious attention at the highest levels of health.

The Ministry of Health recently announced a range of new projects aimed at improving the health and wellbeing of JMOs across the State.

I am pleased to report one of the projects will be run out of RNSH. This project, called “Rethinking the Medical Workforce at Royal North Shore Hospital”, will feature a systematic, evidence-based evaluation of JMOs’ workloads to identify areas of pressure and develop solutions, such as workforce redistribution and work substitution.

This is a wonderful opportunity for RNSH to contribute to the wider commitment to address burnout and mental health issues among our hardworking junior doctors. The learnings will also be able to be applied to our colleagues working in Nursing and Allied Health.

We want all our new JMOs to have long, rewarding careers in our public health system which is why we are determined to



ensure their training is the best it can be, and that it is delivered in a positive and productive working environment.

The Board is particularly committed to staff welfare, including through the establishment of a Board JMO Wellbeing Committee.

The Board’s continuing program of site visits is an invaluable way for Board members to hear first-hand about the positives and negatives of working for NSLHD. This year, the Board’s first site visits will be to Northern Beaches Hospital and Macquarie Hospital.

Please ... if you see us visiting your hospital or service, do not hesitate to say hello. We would love to hear from you as we get out and about.

This year we are also continuing our program of breakfasts with emerging leaders – another valuable initiative to help us get a complete picture of life in NSLHD.

Two high priorities for the Board in 2019 are providing the Kolling Institute with strong foundations as it aims to establish itself as a world leader in translational research and developing and implementing plans to increase significantly the amount of donations and bequests that flow to and benefit NSLHD.

See P4 for the latest NSLHD JMO survey results.

Trevor Danos AM

Board Chair

Northern Sydney Local Health District



Kim O'Reilly and her dad Neil on one of his recent appointments at RNSH

RECOGNISING OUR WONDERFUL CARERS ACROSS THE DISTRICT

More than 1,200 NSLHD staff members are likely to have caring responsibilities beyond their usual work and family life.

It might be a parent, a partner, a child or even a sibling who is suffering a serious illness or injury or is living with a disability.

Whatever the circumstances, the life of a carer can be tough.

NSLHD Carers' Support Service head Barbara Lewis said it was estimated one in eight people having caring responsibilities.

That translates to a large chunk of our workforce, and Barbara has urged staff to remember Carers' Support is for everyone, including NSLHD employees.

"Whatever the circumstances – whether you have your family member living at

home, or whether you are trying to support them in the community being a carer can be very demanding," Barbara said.

"Some staff are trying to care for parents who are frail and live overseas, and that brings its own challenges.

"Staff in our support service can provide a listening ear as well as plan the next steps, and help work out what might be helpful.

"We know and understand how the community care sector works in Australia and have contact details for many service providers who cover aged care and disability.

"Sometimes carers need to work out how to manage their own health and wellbeing, and we can help with that."

Barbara said NSLHD staff can support their carer colleagues by understanding that it is

not always easy to care, and that carers can be tired and stressed.

Ideally, managers might be able to consider some rostering flexibility to assist carers balance their responsibilities.

One staffer who is dealing with the challenge of caring is RNSH admissions team leader Kim O'Reilly, who cares for her 84-year-old dad.

Kim said the combination of being a wife, mother, full-time worker and carer was all-consuming.

"Apart from going to work, I can't go out – I manage everything for my dad and it's very tiring," she said.

"I love my dad and of course it's a privilege to make sure his life is as good as possible, but it does take a lot of energy and cause a lot of stress at times.

2018 YOUR TRAINING AND WELLBEING MATTERS SURVEY RESULTS

The Ministry of Health has released the results of the 2018 Your Training and Wellbeing Matters survey, more commonly known as the JMO Survey.

Our District recorded some strong results – for example, across the LHD we scored above the state average on the wellbeing, training and supervision indices.

There has been an increase in the number of our JMOs reporting satisfaction with their training and feedback; our scores on satisfaction with supervision are either stable or slightly up; and the number

of JMOs who feel there are effective procedures in place to deal with workload and workload surges has risen.

It was pleasing to see a substantial rise in the number of JMOs who believe our culture deals effectively with bullying.

Of course, there is much more to do.

The District will work with JMO representatives on the JMO Wellbeing Board Committee and with the Directors of Medical Services to develop action plans for issues raised in the survey.

You can find the full survey results here:
www.health.nsw.gov.au/workforce/culture/Documents/yts-2018-jmo.pdf

More information about NSW Health's response to this issue can be found here:
www.health.nsw.gov.au/news/Pages/20190210_00.aspx

Thanks to everyone who completed the survey in October-November last year.

Your feedback is of great importance as the District continues working to improve your training environment.

JMOs JOIN HORNSBY KU-RING-GAI HOSPITAL

Interns at Hornsby Ku-ring-gai Hospital were welcomed by Hornsby MP Matt Kean and Ku-ring-gai MP Alister Henskens.

Mr Kean and Mr Henskens watched on as the newest additions to the hospital undertook a CPR refresher before stopping for a chat.

Overall, 17 JMOs have joined Hornsby, 11 have arrived at Ryde, 44 at Royal North Shore and two at Mona Vale.

Stay tuned for further coverage of our JMOs from across the District in the next newsletter.



Back row-left to right: Matt Kean with interns Jenis Catic, Erik De Tonnerre, Howard Tam, Alister Henskens and Lee Gregory, General Manager Hornsby Ku-ring-gai Hospital
Front row: Rachel Yeong, Marisa Campbell, Christopher Lam and Morgan Burrows



Dr Anu Ganapathy, Dr Kenneth Lee and Dr Amanda Burbidge

FRESH-FACED DOCTORS JOIN THE DISTRICT

They might only be three weeks into life at Northern Sydney Local Health District, but this year's crop of junior medical officers (JMOs) are already feeling at home.

All up, 74 fresh-faced doctors have joined the District including Dr Anu Ganapathy, Dr Kenneth Lee and Dr Amanda Burbidge.

The trio have hit the ground running at Royal North Shore Hospital after convening from across the state last month.

Anu said Northern Sydney's strong reputation was an added bonus as she begins her surgical rotation.

"I've heard a lot about RNS over the years as being a very supportive hospital," she said.

"The community here is really supportive, you get eased into it, you feel comfortable asking questions and asking for help which is really important."

Kenneth, who landed in ED for his first rotation since moving down from Newcastle, is enjoying the camaraderie.

"I think what I've enjoyed most so far is being part of a team, part of something bigger than yourself," he said.

Amanda grew up on a property an hour outside of Goulburn before relocating to Coffs Harbour as part of her degree with UNSW.

Now she's at one of the biggest tertiary teaching hospitals in Australia and

enjoying the neurology rotation.

"It's been really good, everyone's been really friendly and supportive despite how busy it is," she said.

"It's very different being at a tertiary hospital in Sydney compared to Coffs Harbour.

"There's more access to resources and technology – some that I haven't even heard of, which is a learning curve but it's really interesting.

"You get to spend time with lots of people and actually help people, which sounds really cliché but it's why everyone does it."

VIRTUAL REALITY AT HORNSBY KU-RING-GAI HOSPITAL

The Hornsby Ku-ring-gai Hospital Stage 2 Redevelopment is helping to lead the way for hospital redevelopments across the state with its use of virtual reality technology as a tool for staff and the community to 'experience' the facility prior to completion of construction.

From February, pop-up stands will be held at the hospital to give staff and members of the public the ability to view 3D images of various areas of the new facility, including the main entry, ambulatory care reception, lobby, rehabilitation, paediatrics and the Intensive Care Unit.

HKH General Manager Lee Gregory said: "The virtual reality headset displaying the 360 degree images is a useful communications tool to present a realistic impression of the new hospital to staff and the community.



Medical Imaging staff Kathryn Fletcher; Anna Abeska ; Sarina Klages

"A separate, and more interactive virtual reality building model, will enable staff and clinicians to conceptualise the space, allowing for accurate change management and planning for models of care in the new building, well before the new facility is complete."

Virtual reality was recently launched by Member for Hornsby and Minister for Innovation, Matt Kean, was joined by the redevelopment team and staff who demonstrated how the technology is being used.

RYDE HOSPITAL JOINS THE FIGHT TO END PJ PARALYSIS

On 20 February Ryde Hospital will be launching the #endPJparalysis project. The project is aimed at getting patients up, dressed and moving, where possible.

General Manager Heather Gough said the hospital is supporting an international campaign to #endPJparalysis.

"It has been demonstrated if patients put on their day clothes while in hospital, rather than pyjamas or gowns, it will enhance their overall physical and mental health," Heather said.

Deputy Director of Nursing and Midwifery Drew Hilditch-Roberts said when a patient stays in pyjamas or a hospital gown longer than necessary, they can feel vulnerable and more likely to take on the sick role, resulting in

longer time in bed than needed. The project will also help get patients home to their loved ones sooner.

"Staying longer in bed because of illness, accidents or treatment, leads to a cycle of deconditioning and results in staying in hospital longer than expected."

For people over the age of 80, 10 days in bed can age their muscles by 10 years -even one week of bed rest can result in muscle loss of up to 10 per cent. *Source: NHS #endPJparalysis campaign

"Getting up and out of bed and getting dressed in my own clothes has encouraged me to move around the hospital a lot more and knowing that it could help speed up my recovery is a bonus," said patient Joan.

Ryde Hospital #endPJparalysis working group will be holding an official launch of the project on 20 February at 11am in the main entrance. Come along and join the team to celebrate this wonderful program.

To raise awareness about this important issue staff will have the opportunity to wear PJs to work to encourage patients to discard their night wear in the day time to get up, dressed and moving.





Artist's impression of Kedesh Drug and Alcohol Rehabilitation Service

DRUG AND ALCOHOL SERVICES TO MOVE TO MONA VALE HOSPITAL

Drug and alcohol services on the beaches are being strengthened with a new, purpose-built, 10-bed residential facility to open at Mona Vale Hospital within months.

The Kedesh Drug and Alcohol Rehabilitation Service will run the evidence-based program, boosting the existing community-based day service.

CEO Mark Buckingham said the new facility will support more than a hundred people a year, with clients staying up to three months in the residential unit.

“We’re really pleased to be moving into a new, purpose-built facility and providing our successful program from Mona Vale Hospital,” Mark said.

“Residential drug and alcohol services are an important part of the recovery process.

“The treatment program supports clients as they withdraw from alcohol or other drugs and focuses on intensive recovery activities.

“We have been helping families on the beaches for nearly

a decade, with our service offering individual counselling, family support and living skills advice.”

The specialist inpatient unit will operate on the hospital campus along with the Urgent Care Centre, the rehabilitation services and the community health centre.

Work is also set to commence on the new Palliative Care and Geriatric Evaluation and Management Units this year.

RAMSAY RESEARCH AND TEACHING FUND RECIPIENTS

Since 1998, Royal North Shore Hospital and North Shore Private Hospital have worked in partnership to support key areas of clinical care development via Ramsay Research and Teaching Fund.

The fund has provided more than \$16 million to support research and teaching projects, salary support and scholarships on the RNSH campus over the past 20 years.

The Ramsay Research and Teaching Committee oversees the distribution of funds and recently opened a call for applications describing innovative projects to deliver better health care to the local community. There was a total of 48

applications received across the categories.

NSLHD Chief Executive Deb Willcox said: “I would like to thank all applicants for their submissions. I would also like to acknowledge North Shore Private CEO, Richard Ryan, and members of the Ramsay Research and Teaching Committee for their continued support of innovative research conducted on the RNSH campus.”

Congratulations to the successful applicants Dr Deborah Randall, Professor Gemma Figtree, Professor Robert Baxter, Dr Sarah Hayes, Dr Kristen Bubb and Professor John Vandervord.

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