

**Jonathan Stacey, medical intern at Lismore Base Hospital, checks out the Statement of Agreed Principles on a Respectful Culture in Medicine with NNSW LHD Manager Workforce Janne Boot. See story on Page 3.**

# Respectful culture



Page 9:  
We interview  
Kayelene Guthrie,  
Clinical Nurse  
Manager (Deputy  
Director of  
Nursing) at Casino  
Hospital.



Pages 10 & 11:  
Special Feature  
on how to Get  
Healthy and keep  
your New Years'  
resolutions.

**NNSWLHD is committed to safeguarding the privacy of patient and employee information, implementing measures to comply with Legislative obligations. Audits have commenced and will continue across the NNSW LHD throughout the calendar year.**

A warm welcome to 2017.

To those who had the pleasure of having a break over Christmas and New Year, I trust it was both enjoyable and relaxing; for those who remained on deck during the festive period – a very big thank you for your hard work.

It was quite a busy period with several of our Emergency Departments experiencing a surge in presentations that flowed on to more operating theatre activity and ward admissions, which ensured those who were at work were kept quite busy.

We start 2017 with some significant changes in NSW Health with both a new Premier and a new Health Minister.

Working with Health Ministers is an important part of the role of Chief Executive and whilst I look forward to working with our new Minister Brad Hazzard, I want to express my appreciation for the outgoing Minister Jillian Skinner who oversaw significant investment in regional/rural health through eHealth infrastructure, capital development and Integrated Care programs that supports our staff and clinicians to better meet the challenges in providing contemporary health care to our communities.

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I endeavoured in December to visit as many sites as possible to express my appreciation to staff and clinicians for

their hard work over 2016. My ambitions were outweighed by capacity and I did not get to as many sites as I hoped.

I wrapped up my hospital visits in early January and am starting planning to visit the Community Health Centres and other services to ensure I get the opportunity to visit all our sites and services.

I really do value the opportunity to chat with staff and clinicians and I was so impressed with the positive and optimistic attitude held by the majority of those I met.

Generally, I found staff to be well aware of the challenges we face in meeting the growing and diverse demands of health, and appreciated the opportunity to sit down and discuss issues and have their input into how they feel we should be responding to some of these challenges.

I was so impressed at how hard our support services work at ensuring



our hospitals are clean and tidy, our equipment is maintained and functioning, and our grounds are well maintained and so well presented.

All of these roles are so important in reassuring our patients and visitors in the quality of services they receive in our hospitals as it reflects a strong sense of ownership and pride in our workplace.

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I need to remind all clinical staff that we draw closer to the deadline for all relevant staff to have updated their Working with Children Check (WWCC).

This is a mandatory clearance notification that all relevant staff must have completed. If you are unsure if you are required to update your WWCC, please discuss with your line manager.

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Although we are only halfway through the current financial year we have already started planning for next year by working with staff and clinicians to consolidate our funding base and ensure our medical records and financial systems accurately reflect and capture the quality and quantity of services we provide to the many thousands of patients we treat each year.

*Wayne Jones*  
Chief Executive

## From the Board Chair

The resignation of Jillian Skinner from the Health portfolio brings to an end a 20-year career in Parliament working to improve health services for people in NSW. During that time she was a hands on, available, and always present Shadow Minister and Minister.

In Opposition for 14 years, she held the Government to account and visited every part of NSW, some regularly, gathering comments and suggestions. Once in Government she secured funds to rebuild Health facilities across NSW to leave a legacy of world class Hospitals.

She devolved responsibility for management of local services down to LHD Boards and ensured those Boards were populated by outstanding local Board members.

She secured ongoing increases in recurrent funding and made the funding process more transparent. After six tremendous years she can claim that all the quality and safety indicators improved, from waiting times in ED to the Elective surgery and Emergency surgery delivery to become the best in Australia. I wish her well for the future.

Equally I welcome The

Hon Brad Hazzard as our new Minister.

Brad is an old friend and has held many portfolios as a Senior Minister, each with distinction. Mostly he has been in charge of "people centred" services and for that reason he is a logical choice by the Premier. I am pleased that our LHD was the first he visited across the State.

I am pleased to note the progress in relation to the redesign of our Mental Health Services with Tuckeroo – Byron Sub-Acute Mental Health Unit to commence in early 2017.

When the renovations of the Lismore Adult Inpatient

unit are completed and the Older Persons Mental Health unit begins

operating, the Byron Central Hospital will take on the function of a Sub-Acute mental health facility. This Sub-Acute facility will have a longer length of stay for patients and have a recovery orientated therapeutic program, extending on from the recovery programs in place in the two acute units.

*Brian Pezutti*  
Board Chair





# Launch of a new era in Health

On 16 December 2016, consumers, health professionals and media gathered in Ballina for the launch of an exciting new project, aimed at improving the way our health services and health professionals communicate with consumers, patients and the community.

Dr Vahid Saberi, Chief Executive North Coast Primary Health Network, said the Health Literacy Project aimed to make it easier for patients to have the information they need to be able to self care with confidence.

"Self care is the greatest untapped resource the health system has," Dr Saberi said.

The Project is a collaborative effort by North Coast Primary Health Network and the Northern NSW Local Health District.

Key initiatives of the project include reducing the use of jargon, improving signage in health facilities, and a new health literacy website.

At the launch, Project Officer Taya Prescott led the audience through a tour of the website.

Visitors to the website can follow a community path or professional path, where they can learn what to do and what questions they should be asking.

There are also tools to help people find the right services and doctors in their local area, and make it easier to find reliable health information online.

For steering committee member George Thompson the Project means the



**Members of the Health Literacy Project steering committee at the launch in Ballina on 16 December, 2016.**

opportunity to break down the barriers between the educated 'elite' and those with missed opportunities.

"Navigating the health system is complex," Mr Thompson said.

"So when I heard of the Project I jumped at the chance to get involved. The impact of good communication is huge and this project needs to be applauded."

NNSW LHD Chief Executive Wayne Jones said the health literacy project would improve the way patients understand and manage their own health needs.

"Research tells us 60 percent of adults have low levels of health literacy, which means a large percentage of people aren't acting on information correctly," Mr Jones said.

"Research indicates that one in five people misuse their medication, and that's a big problem."

For more information or to book a Health literacy Workshop, contact Taya Prescott on 6624 0387 or mobile 0419 804 355. Alternatively, visit the website: <http://healthliteracy.nswlhd.health.nsw.gov.au/>

## Respectful medicine Hazzard our new Minister

### From Page 1

Northern NSW Local Health District has committed to building a culture of respect in the practice of medicine by signing on to a NSW Health initiative.

Working in partnership with key medical stakeholder organisations, NSW Health has launched the Statement of Agreed Principles on a Respectful Culture in Medicine, with NNSW LHD signing on as an endorsing organisation.

The Agreed Principles set out the organisation's commitment to building a respectful, safe and inclusive environment for young doctors

in training and, by extension, all staff and patients.

The aim is to build a profession that reflects the diversity of our community by promoting a culturally safe workplace for Indigenous Australians

As an endorsing organisation, the NNSW LHD agrees that our places of work, training and education are places where all participants should be treated with dignity and respect, and be free from unacceptable behaviour, including bullying, discrimination, harassment and racism.

The NNSW LHD agrees

to take active steps to build and promote respect, equity, diversity, fairness and cultural safety within our organisation and in our dealings with students, trainees, supervisors, practitioners, employees, contractors, members and each other.

Further, the LHD agrees to implement policies that promote diversity and respectful behaviours and clearly describe what behaviours are unacceptable and unlawful.

To read the Agreed Principles visit the NNSW LHD public website, which is accessible via the intranet.

Former Minister for Family and Community Services, Brad Hazzard, will replace Jillian Skinner as NSW Health Minister, following Ms Skinner's decision to retire from politics.

In a Cabinet reshuffle announced by new Premier Gladys Berejiklian, Pru Goward has been replaced as the Minister for Mental Health, Minister for Women, and Minister for Ageing by Tanya Davies MP who has been promoted to cabinet.



**Lee McDougall**  
Acting Editor

Another year has begun and already we are one month along.

It seems like all the promises I made to myself on New Years' Eve are now distant memories, yet as I read through the stories on

Pages 10 & 11, I am reminded to remain committed and that all the dedication to myself – to make 2017 a year of fitness and health – does reap benefits.

I hope our Special Feature contained in this Edition – provided by the team at Health Promotion – help you achieve your goals this year, or lead to a decision to Get Healthy!



The front page photo this month focuses on the NNSW LHD's adoption of the NSW Health's Respectful Culture in Medicine initiative that was rolled out across the State at the end of 2016.

By signing onto the initiative, NNSW LHD agrees to take active steps to build and promote respect, equity, diversity, fairness and cultural safety within our organisation and in all dealings with students, trainees, supervisors, practitioners, employees, contractors, members and each other.

While this may sound like a fairly straight-forward initiative for a public service, all too often we hear of instances of bullying, discrimination, and a lack of understanding and respect shown by those with whom we spend each working day.

'Culture' and 'respect' seem to be recent buzz words in political circles and within the media. Yet what does 'culture' mean and how do I as an individual show those around me 'respect'?

These two questions are perhaps at the heart of NSW Health's Respectful Culture in Medicine initiative and I encourage you all to hop on the NNSW LHD public website and read for yourself the Statement.



**Smokefree Champions, from left: Linda Whitehurst, Ania Ziemiński and Kerrie Ann Lahrs from Tweed Opioid Treatment Clinic; Christine Sullivan (Tobacco Treatment Specialist), Elspeth Findlay, Lynda Burch, and Lyn Menchin.**

# Tobacco treatment LHD pilot initiatives

In 2016, six staff from across the NNSW LHD received health promotion grants valued at \$1500 each to implement tobacco treatment pathways in their workplaces.

Treatment options funded included: patient-centred support, staff training, GP pathways, and pilot initiatives which hope to improve current practice around tobacco treatment.

Grant recipients receive mentoring by Tobacco Treatment Specialist, Christine Sullivan, as well as professional

development opportunities and support in submitting their projects to the Health District's 2017 Quality Awards.

Submissions are now open for the 2017 round of funding, closing on 28 February 2017.

Entry is open to AMIHS Staff, midwives working in antenatal/ maternity units, hospital staff in units in direct patient care and child and family health teams.

For more information contact Christine Sullivan 0417 474 417 [christine.sullivan@ncahs.health.nsw.gov.au](mailto:christine.sullivan@ncahs.health.nsw.gov.au)

## Like us on Facebook

The Northern NSW Local Health District Facebook page is used for a range of promotional activities, including the

Health Promotion newsletter, pictured right, by Workforce for recruitment, and by the LHD Media Unit to promote local events.





# Measles outbreak

The North Coast Public Health Unit was notified of a case of measles in a resident of Tweed Heads in December, prompting the NNSW LHD to issue a health warning on the signs and symptoms of the highly infectious disease.

Four cases of measles were identified in Sydney in December, with the NSW Government issuing a broad health warning.

Mr Paul Corben, NNSW LHD Public Health Director, said measles was highly infectious among people who

were not fully immunised.

"Measles is spread through coughing and sneezing," Mr Corben said.

"Symptoms can include fever, tiredness, runny nose, cough and sore red eyes which usually last for several days before a red blotchy rash appears.

If you develop the symptoms of measles, seek medical advice, but make sure that you call ahead to your doctor or hospital emergency department so that you can be isolated from others to minimise the risk of infection.



# Financial management course now on HETI

Are you a Cost Centre Manager or staff member responsible for the financial management of your unit?

The Financial Management Essentials Course (FME) is a state-wide recommended requirement for all cost centre managers, and is designed to enhance financial management skills to enable you to efficiently and pro-actively manage your unit.

The free course consists of two face-to-face workshops held in Lismore on Tuesday 21 March and Tuesday 2 May, four self-directed online modules delivered through HETI

Online, and a final project.

Networking and collaboration are key aspects of the course, and previous attendees have enjoyed sharing their ideas with colleagues.

Further information is available at [www.heti.nsw.gov.au/fme](http://www.heti.nsw.gov.au/fme) or contact Carol Heath by email on [Carol.Heath@ncahs.health.nsw.gov.au](mailto:Carol.Heath@ncahs.health.nsw.gov.au) or phone 02 6620 2349. Enrol by 21st February 2017.

Log into HETI Online and enrol in the FME Pathway, then 24 hours later enrol in the face-to-face sessions at Lismore on 21 March and 2 May 2017.

## Three new locations for BreastScreen bus

Commencing in 2017 BreastScreen NSW North Coast mobile unit will be offering free screening mammograms at three new locations across the NNSW LHD.

This will be:

**Murwillumbah:** 6 February – 23 February (Knox Park car park)

**Ocean Shores:** 27 February – 9 March (Ocean Shores Community Centre)

**Mullumbimby:** 13 March – 23 March (Dalley Street)

Screening remains available all year round at our fixed sites located at Lismore and Tweed Heads.

Breast screening continues to be an important health check for women. Nine out of 10 women who are diagnosed with breast cancer do not have a family history of the disease.

The service is free for all women

over the age of 40, however women aged 50 to 74 years are given priority and actively encouraged to attend for screening.

Appointments take 20 minutes. No referral necessary. To book your free screening mammogram call 13 20 50.

For details of dates for other mobile screening locations in the NNSW LHD visit the website: [www.breastscreen.nsw.gov.au](http://www.breastscreen.nsw.gov.au)

## Aboriginal focus

Childbirth is an exciting time in a woman's life, yet for many Aboriginal women, being away from their communities can often be overwhelming and stressful.

A new initiative designed to support Aboriginal women during their pregnancy and hospital stay was launched at Lismore Base Hospital on 13 December, 2016.

The project is aimed at assisting Women's Care Units to become culturally safe and inclusive places for Aboriginal women and their families.

As part of the project, Welcoming Women - Making Maternity Services Culturally Inclusive, visitors to Women's Care Units in Tweed Heads, Byron Bay, Murwillumbah, Lismore, and Grafton will now be welcomed by local Aboriginal art on the walls.

A range of new resources including brochures, posters and service directories has also been developed to provide Aboriginal women with information about maternity care options in the North Coast area.



**NNSW LHD staff involved in the Welcoming Women - Making Maternity Services Culturally Inclusive project which has been rolled out across all Women's Care Units in the Health District.**

# Nurses talk about mental health

The Northern NSW Branch of the Australian College of Mental Health Nurses (ACMHN) held their annual conference in Byron Bay at the end of 2016.

Around 70 delegates were in attendance to hear some

fascinating presentations and join in thoughtful discussion about the future of mental health nursing.

With a conference theme of '20/20 Vision – Innovation in Mental Health', delegates were treated to an array of



**From left, Kate Willock, Dr Richard Buss, and Mim Webber.**



**From left, Executive Director Mental Health and Drug and Alcohol Dr Richard Buss, NSW Mental Health Commissioner Mr John Feneley, CEO of ACMHN Kim Ryan, and NNSW LHD Board Chair Dr Brian Pezzutti.**

presentations including a unique program using surfing as a therapeutic tool for recovery (One Wave), the current and future of online and digital 'e-mental health' and Trauma Informed Care in our Emergency Departments.

Delegates were also treated to key note presentations by Mr Jon

Feneley (NSW Mental Health Commissioner), Kim Ryan (CEO of the ACMHN) and a truly inspirational talk from Gregory P Smith about his own journey of life and resilience.

The Conference was attended by people from all backgrounds, not just mental health nurses.

# LBH farewells Dr Ram Seshadri

The Lismore Base Hospital Haematology Unit has farewelled Staff Specialist, Dr Ram Seshadri, as he announced his retirement from clinical practice at the end of January. Dr Seshadri has been a highly valued member of the medical staff at Lismore Base Hospital for the last five years, and over his 50 years of practice has made a significant contribution to medicine in Australia.

Graduating from the University of Madras, India in 1966, Dr Seshadri had a particular interest in Paediatrics, and became a Paediatric registrar at the Queen Victoria Hospital in Melbourne, before taking up a position as Research Fellow in Paediatric Haematology and Oncology at hospitals in Melbourne and later Ontario, Canada.

He returned to Australia in 1976, as Director of Blood Transfusion Service at Flinders Medical Centre in Adelaide, a position which he held for 25 years. In 1995 Dr Seshadri also became the Director of Haematology at the Centre, and was also an Associate Professor at



**Dr Ram Seshadri has retired from clinical practice after a career spanning 50 years.**

Flinders University during this time.

In addition to his clinical work, Dr Seshadri has had a prolific research career, primarily in the fields of paediatric haematology/ oncology, medical oncology, blood transfusion and cancer cell biology.

He has authored over 100 peer-reviewed articles in international journals, given presentations and posters at more than 50 international conferences and has been the guest speaker on many occasions.

He has also served as scientific advisor for the Anti-Cancer Foundation of South Australia, an NGO dedicated to increasing scientific understanding and public knowledge of cancer.

Dr Seshadri was a committed member of the Medical Staff Council at Lismore Base Hospital and encouraged his colleagues to form a Division of Medicine to give the Physicians a forum for engaging with hospital management.

Dr Seshadri is planning a trip to India for a reunion with other members of his graduating medical class, and we wish him all the best in his retirement.

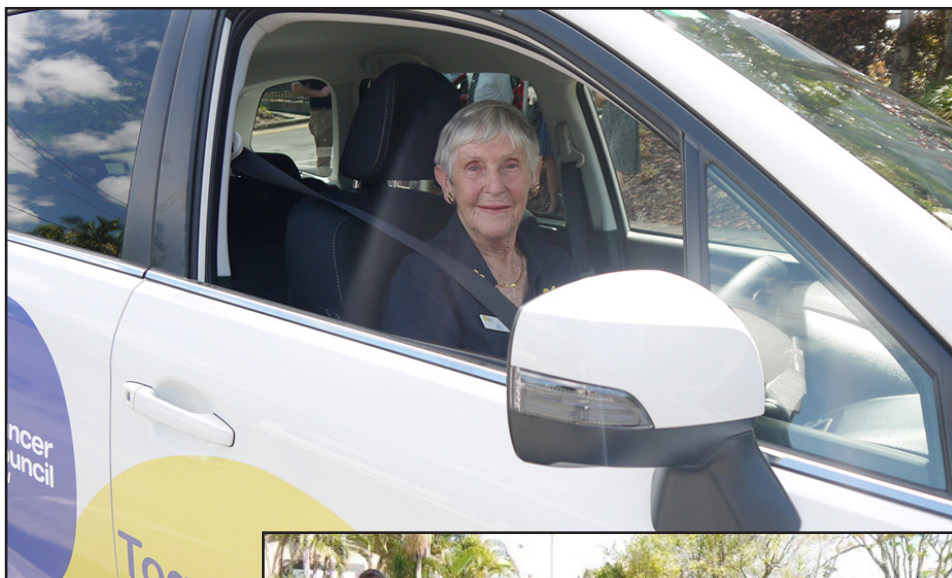


# Cancer patients get a free lift

The Newcastle Permanent Charitable Foundation has funded a new patient transport vehicle to enable disadvantaged cancer patients to access free transport to and from treatment at the North Coast Cancer Institute.

Announcing the launch of the new service, which will begin in 2017, Cancer Council NSW Community Engagement Manager, Rowena Terone, said the vehicle would be driven by a team of dedicated and specially trained local volunteer drivers.

"This empowers our volunteers to support local patients, and helps us in our mission to ensure that no one has to face a cancer diagnosis alone," Ms Terone said.



**Pictured top: – Cancer Council volunteer Jan McKinnon gets behind the wheel of the new cancer patient transport car.**

**Pictured right: from left, Andrew Virtue, Branch Lending Manager, Newcastle Permanent Lismore, Graham Batten, Executive Officer Newcastle Permanent Charitable Foundation, Alison Cook, Assistant Branch Manager, Newcastle Permanent Lismore, Rowena Terrone, Community Engagement Manager, Cancer Council, and Jan McKinnon, Cancer Council volunteer.**



## ACI recognises Tweed project

Innovative programs improving healthcare services in NSW was the key focus at a ceremony celebrating the graduation of 31 participants from the NSW Agency for Clinical Innovation's (ACI) Centre for Healthcare Redesign (CHR) Diploma Program in December 2016.

Shirley Walker and Fran Hofstee from The Tweed Hospital (TTH), **pictured** with NSW Health Minister Jillian Skinner, were recognised at the ceremony for their project to streamline and improve the surgical journey of emergency surgery patients.

Minister Skinner awarded participants with their diplomas at the ceremony and praised the commitment to supporting innovation and improvement in their services.

"As a system we are continuously exploring the latest innovations in healthcare and service delivery to ensure that every patient in NSW receives best practice, timely care," Mrs Skinner said.

"The dedication and passion these staff members have for improving patient care in their facilities is an outstanding example of the committed people we have working across NSW Health and I commend them on their successes."

The TTH project, 'Emergency Surgery: Why the Wait?', focussed on ensuring patients are allocated to the correct emergency surgery categories according to clinical need at TTH, with the aim of reducing delays



to theatre for emergency surgery patients.

The project also aimed at reducing pre-operative and

post-operative length of stay in order to reduce the risk of adverse outcomes and improve patient experience.



# Let's get cooking!

The NNSW LHD Health Promotion team is inviting you to take part in another Healthy Local Food Cooking Challenge!

The challenge requires participants to use only fresh ingredients from the local farmers markets, farm gate, or food you've grown yourself.

All you need to do to enter is ask a friend or family member to film you preparing or cooking a meal using these ingredients, with \$100 prize vouchers awarded for the most appealing, healthy and creative meals.

The prize voucher can be spent on dinner at a restaurant of your choice; a hamper of local produce; local farmers' markets; or as a \$100 discount for a cooking or video editing course.

You can film your food creation using a mobile phone or tablet. Many smart phones, tablets and computers have built in video editing software and there's lots of tutorials on the web to help.

For details visit the website <http://nswlhd.health.nsw.gov.au/health-promotion/cookingchallenge/>



## What we achieved for 2016

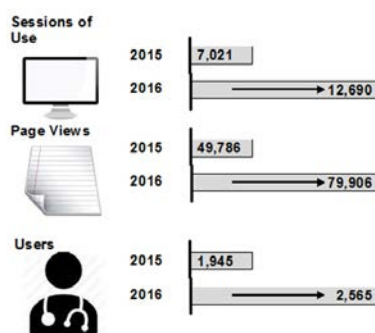
- Published over 282 Localised HealthPathways
- Commenced a two-yearly review process of published HealthPathways
- Developed pathways with multidisciplinary health professional workgroup members
- Expanded our team of Clinical Pathways writers
- Held two major HealthPathways education events:
  - 98 Clinicians attended the Pain Management event at Byron in February 2016
  - 66 Clinicians attended the Antenatal Shared Care event at Lismore in October 2016. (Watch this space, as we will be holding a similar event in Tweed on 23rd February 2017)

- Commenced GP Registrar training in the use of HealthPathways
- Commenced planning to undertake HealthPathways training to JMO's and Medical Students in 2017
- Commenced GP practice visits

## Google Analytics

We were pleased to achieve a marked increase in usage of our website during 2016.

Take a look at our statistics:



If you would like to know more about HealthPathways, please let us know and we can arrange a visit to your department and conduct an on-site education sessions.

We are happy to share the benefits of HealthPathways during 2017.

## Access to HealthPathways via CIAP

NSW HealthPathways was recently launched on CIAP. So you can now access Mid and North Coast HealthPathways via this new feature.

Remember, LHD Clinicians can also access HealthPathways via an icon which is located on all LHD desktops.

Simply click on the Blue and Green "H" icon to access. Access is also available via the Work Support Centre on the Intranet.

## Localised vs Non Localised Pathways

To view our localised pathways for our regions only, go to the menu bar on the left of the home page and select 'Mid and North Coast Localised Pathways'.

This will give you an 'at a glance view' of what is localised and you can print the listing by selecting the 'print' button at the top right of the page.

Also, the pathway name in the menu coloured blue is localised and the ones coloured black are not localised. Any page you look at that has silver ferns in the background is also a non-localised pathway.

## Tell us what you think!

If you have any feedback regarding any of our published HealthPathways or our Website, please let us know! Submit your feedback via the 'send feedback' button located at the top right of the pathway page.

To view Mid and North Coast HealthPathways localised for our region visit: <https://manc.healthpathways.org.au/index>

Username: manchealth -  
Password: conn3ct3d

For further





# Interview with Kayelene Guthrie

***This month Northern Exposure caught up with Kayelene Guthrie, Clinical Nurse Manager (Deputy Director of Nursing) at Casino and District Hospital. On a searing summer afternoon, Kayelene chatted to Fiona Baker about her path to nursing and the changes she's seen during her long career with the Northern NSW Local Health District.***

Growing up on a sugarcane farm at Kilgin, near Woodburn, Kayelene Guthrie had to go to more lengths than most to get a year 12 education. The nearest high school that went through to sixth form - as it was known in the early 1970s - was Ballina High School, nearly 40 kilometres away.

"I would go about a mile down the dirt road by whatever means - either ride a pushbike, drive a tractor or sometimes someone would drive me. I'd meet my cousins and we'd get in a rowboat and row across the Richmond River to Riley's Hill. We would then walk up a mud track, climb through a barbed wire fence, and get on the bus from Evans Head - standing all the way," Kayelene says.

"Life on the farm was great, and the whole family worked hard. I remember not being able to open my birthday present until the day's cane planting was complete. I developed a strong work ethic from these early days which has continued into my professional life."

Kayelene was a keen piano player throughout high school, and found herself tossing up between pursuing a career in music or a career in nursing. She had completed her 8th grade AMEB piano exams, but couldn't see herself teaching music in a high school or becoming a concert pianist.

"I was intrigued by nursing," says Kayelene, "although in those days there was no such thing as work experience to try it out!"

Kayelene enrolled in nursing in 1977 at Lismore Base Hospital (LBH). At that time, nursing was hospital-based training provided through the Regional Training School based in Lismore. Education blocks were held for theory which then progressed to practical sessions in the wards.

"In those days there was no such thing as a Clinical Nurse Educator on the floor. We just did the theory then hit the wards. Senior nurses and doctors were mostly feared and one would not question - but just do what they were told!"

During her training, and later as a graduate nurse, Kayelene lived in Crawford House, in what is now the administration and executive hub of LBH.



The move away from hospital-based, on-the-job nurse training to tertiary nursing education is one of the biggest changes Kayelene has witnessed in her nursing career.

"We're now seeing nurses entering the workforce having had less practical experience during their training, which places a greater need and emphasis on clinical support during the early post graduate years," Kayelene says.

Kayelene's post graduate experience was in orthopaedics and medical nursing. She became the 2 IC of the Medical Ward at LBH (A-Block) before becoming After Hours Nurse Manager in 1988.

In 1994, Kayelene gained a Bachelor of Health Science – Nursing at Southern Cross University.

After a state-wide restructure of health services in 1993, and the creation of new nursing management positions at smaller sites, Kayelene took up her current position of Clinical Nurse Manager (Deputy Director of Nursing) at Casino & District Memorial Hospital in August 1994.

Since then, Kayelene has enjoyed being involved in all aspects of hospital management, as well as maintaining her clinical skills to assist with patient care.

"Assisting in the Emergency Department on a regular basis keeps me in tune with what is actually happening on the floor," Kayelene said. "I have a great deal of respect for what nurses, and all hospital staff, are dealing with every day."

Dealing with change and managing change has been a constant aspect of Kayelene's role.

"The introduction of EMR2 and new electronic equipment are just some of the recent technological changes which have impacted the nursing profession," she said. "I learnt how to type at school, and this skill has been extremely valuable, especially for the transition to EMR2."

"I have enjoyed my nursing career and have managed to balance work with my family life."

"I have a love of unusual things; I love my garden, but above all, I love being with my family."

# Keeping those New Year Resolutions

## Eat your way to better health

In 2014-15 more than 60 per cent of all Australians aged 18 and over were obese or overweight, according to the National Health Survey.

This equates to 11.2 million people needing to take control of their weight.

Most of us don't eat well. In fact, 90 per cent of adults don't eat enough vegetables per day (5 serves) and 58 per cent of the average Australian household food expense is spent on takeaway and junk food.

Eating a balanced diet is one of the best ways to lose weight, and in turn reduce our risk of chronic health problems such as heart disease, type 2 diabetes and some cancers.

The following five tips will help you help you get back on track and realise your New Year resolution to lose weight and be healthy:

1. Choose smaller portions and avoid foods high in kilojoules – this means treat junk food as a once-a-week blip rather than a daily habit. Get used to eating smaller portions at meal times. It takes a while to feel satiated after a meal, so it's okay to leave the table feeling like you could eat more.

2. Eat more fruit and vegetables. Substitute them for snack foods and fill up on salads at meal times!

3. Drink water instead of sweet

**Exchange fruit and vegetables for high calorie snack foods and fill up on salads.**

drinks – avoid juices. Alcohol has lots of kilojoules and can reduce your willpower so try to have more alcohol-free days.

4. It's okay to be hungry, it's okay to not eat between meals. If you find you want to snack a lot between meals, clean your teeth after each meal to remind your body not to snack.

5. Get your whole family on board since it is easier to eat well if everyone else is doing it.

The NSW Health Get Healthy website is a great place to start if you're wanting to begin your journey to a healthier diet, or to get some tips specific to your particular circumstances.

There is information about healthy eating for different age groups, tips on meal planning and food shopping, as well as recipes and snack ideas.

Start your journey to good health today at [www.gethealthynsw.com.au](http://www.gethealthynsw.com.au).



### Get Healthy Testimonial

**Jenny Dowell, former Lismore City Council Mayor:**

**"I use the Get Healthy free coaching program and can highly recommend it.**

**"I've lost 10kg, run every day and eat more healthily since I started and set my own Get Healthy goals.**

**"It's made a huge difference to me."**





# Keeping those New Year Resolutions

## Plenty of time to get moving

One of the most common reasons for not being physically active or preparing your own healthy food is a perceived lack of time; we all complain of 'being too busy'.

Many people, who readily admit to being 'too busy to exercise', spend a large part of their day at work.

But even if work takes up 10 hours out of 24, and

you might be getting the recommended 8 hours of sleep there are still six golden hours remaining.

According to a recent Medibank study, Australian adults spend on average 6.3 hours per day on recreational screen time (TV, computers and phones).

It may seem that when you leave work, that it's a good idea to just switch off by turning to low energy activities, such as watching television.

But if you are saying to

yourself that you are 'just too busy' to exercise it may be time to face the absurdity of this assertion. If exercise is something you know you should do and you've actually decided you will make it a priority, it's time to hold yourself accountable to that

goal.

Neglecting looking after yourself (such as not cooking healthy meals and getting enough exercise) can lead to chronic, and preventable, diseases that will take up even more of your precious time.

And being active and getting outdoors will improve not only your physical health but your mental health as well.

If you really think health is important – and since we all work in health care, we probably do – then make looking after yourself a priority; give it the time it needs!

**Australian adults spend on average 6.3 hours per day on recreational screen time (TV, computers and phones)**



Find that 30 minutes a day out of 24 hours. As a bonus you could mix exercise with social time with family and friends.

Get yourself a gym buddy, splash in the pool with your kids, walk on the beach or in a park in the morning with

your partner.

Stop procrastinating and organise it into your day - start this week!

It can take several months to make this new healthy you, and for the routine to be established, so persevere. You're worth it.

## 30 minutes a day keeps doctor away

Ideally, we all should get 30 minutes a day of exercise.

Furthermore, a couple of times a week we should focus on exercises that improve strength – think resistance training or yoga – and balance so we can maintain muscle mass and prevent future falls.

Many people make resolutions at this time of the year to get healthy, and some of them succeed.

A great way to increase your chances of meeting your goals is to get a personal coach.

The Get Healthy Information and Coaching Service provides personal coaches for FREE to anyone aged over 16 years.

Funded by NSW Health, the Get

Healthy Service has qualified health coaches to help you develop personal health goals and create an action plan to make your goals become a reality.

You might want to focus on:

- healthy eating
- physical activity
- alcohol reduction, and/or
- achieving and maintaining a healthy weight.

There is a special module for people with Type 2 Diabetes.

Through the program you will be assigned your own coach who will stay with you for six months and will ring at times that suit you. You can also receive emails and other reminders, and be provided with access to a secure

website: [www.gethealthynsw.com.au](http://www.gethealthynsw.com.au).

On the website you can keep track of your goals with daily logs, get tips and other tools to help you keep an eye on your progress.

The service will also send you a free information book and journal. Call 1300 806 258 today to join this FREE service.

NNSW LHD staff can also access discounted entry to local gyms and pools through Fitness Passport [www.fitnesspassport.com.au](http://www.fitnesspassport.com.au).

The cost is \$12.95 a week and you can go to many local gyms and pools, as often as you want.

Add \$7 a week and get a family card. Send an email to [fitnesspassportnswlhd@gmail.com](mailto:fitnesspassportnswlhd@gmail.com) for more information.

# The last word ...

## Fellowship status awarded to James McGuigan

*Congratulations to James McGuigan, Executive Director Finance, who recently completed his examinations to advance to Fellowship status in the Australasian College of Health Service Management (ACHSM).*

*James joins Bernadette Loughnane, Executive Director Tweed Byron Health Service Group, who completed her FCHSM in 2013.*

*Fellowship is the highest membership category awarded in the College.*

*It is a significant professional achievement and is awarded by the College to those individuals who have demonstrated they have the knowledge, attitudes, conceptual, and communication skills to be recognised as leaders in the health industry.*

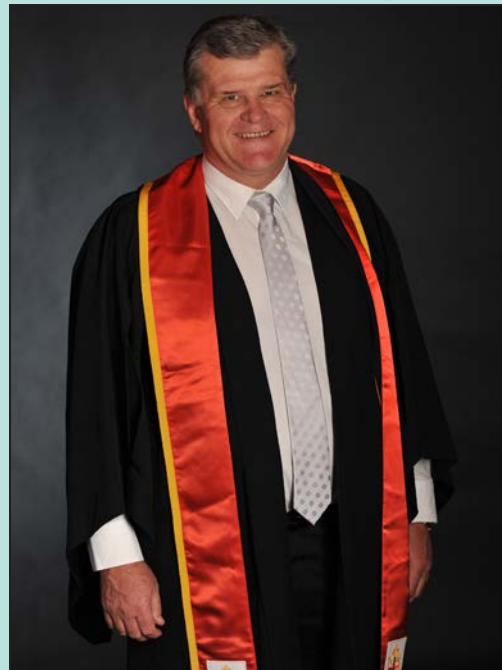
*Fellowship within the ACHSM is recognised both nationally and internationally and demonstrates an ongoing commitment to excellence in health service management.*

*Currently there are only 300 individuals who have been awarded the membership category of Fellowship.*

*The ACHSM is the peak professional body for health managers in Australasia and brings together health leaders to learn, network and share ideas.*

*The College aims to recognise, develop and support effective health leadership and management to deliver quality services and improve health and wellbeing.*

*Staff interested in joining the College are urged to contact Bernadette or James for further details.*



## Grafton's 2017 first baby

*It was smiles all round for proud new parents Roxanne Cooper and Dylan Budda-Deen with the arrival on 3 January, 2017*

*at 8.49am of baby Xanthe, their precious little girl and Grafton's first citizen for 2017, weighing a healthy 3908 grams.*

## Helping hand for Our Kids

*Our Kids had a great visit from the girls at Lismore Base Hospital recently who not only work tirelessly on our wards but also volunteer and help at the Mullumbimby Truck Show. Colleen Shannon, left, and Edwina Brady, pictured with Our Kids fundraising coordinator Rebekka Battista, centre, helped raise the \$1500 donation. A big 'Thank You' from all at Our Kids for your support.*

