



QRC: 3464

Price

One Day : \$460 inc. GST

Two Days: \$610 inc. GST

Date

31 Jan - 01 Feb 2019

Venue

Byron Community Centre

69 Jonson St , Byron Bay, NW, 2481

CPD Hours

11 Hours | 0 Mins

Beating Burnout in Nursing Conference - QLD 2019

Time to Care for Yourself - 2 Day Event for all Nurses

Need for Program

These days, burnout and stress are commonly associated with the nursing profession. We all know the nature of the work can be exceptionally demanding. Terms such as “compassion fatigue” illustrate the emotions involved. The complex combination of stressors result in impaired well-being, costly sick leave, decreased quality of care, and increased risk. As well, burnout and stress are associated with an often talked about sense of “career misery”. This may well cause the loss of highly experienced nurses from the profession. In order to combat these mental health vulnerabilities, nurses first need to understand the psychology underpinning stress and burnout and then be familiar with strategies that can develop the necessary resilience required to prevent these insidious professional dangers from occurring.

Purpose of Program

To provide nurses and midwives with knowledge and skills to reduce stress and burnout, and to increase personal wellness, job satisfaction, interaction with colleagues, more positive workplaces, and enhance patient care.

Learning Outcomes

At the conclusion of this program it is expected that the participants will be able to:

- Use reflection and knowledge to gain insight into factors that may cause personal stress and burnout
- Be resilient and cope better with stress in today's workplace
- Be compassionate to patients but use strategies to prevent transference of grief to you personally
- Leave work completely behind you when you go home

Program Schedule

Day One

8:30AM Registration for Day One

9:00

Dr Karen-Ann Clarke

Why do Nurses Get Stuck in a Rut?

Do you feel overwhelmed and consumed by the cumulative level of stress in your working life? When the feeling of drowning in stress occurs, burnout and compassion fatigue may gradually follow. It is obvious that we, as nurses, may need to accept the fact that this is occurring if we are to find ways to fix it. This session will look at why it is important to acknowledge unhappiness and understand how and why it evolves. Introductory questions to consider:

- Are you in a career rut?
- What are the definitions of stress, burnout, and compassion fatigue?
- What levels of stress should you reasonably accept as part and parcel of nursing?
- When does stress become unhealthy?
- How can you reflect and understand your own clinical practice?

9:45

Dr Karen-Ann Clarke

Stress vs Worry vs the Rest! What's the Difference?

Understanding the differences between stress, anxiety, worry, and depression are very important in order to develop coping strategies. This session will cover:

- What is the difference between stress, anxiety, worry, and depression?
- How does the cascade of small stressors accumulate and become big worries?
- What is secondary PTSD, and how does it differ to acute stress disorder (ASD)?
- When do we reach the tipping point of becoming emotionally unstable and need to seek help?
- How can you avoid becoming reliant on unsafe coping mechanisms? e.g substance misuse and abuse
- What are some practical strategies to relieve symptoms of anxiety in ourselves and patients?

10:45 Morning Tea

11:15

Dr Karen-Ann Clarke

Where do You Start and the Patient Stops? Preventing Boundary Creep ...

Although it is often drilled into us the importance of developing strong therapeutic relationships with patients, the idea of separating oneself from someone else's struggles can be difficult. Ill-defined professional boundaries are likely to result in aspects of your job getting under your skin and affecting your personal life. This session offers insight into how healthy professional boundaries can support you to leave work behind, so you can go home happy. It includes tips for how you can

provide holistic care but not take on our patients' worries and looks at:

- What are examples of healthy vs unhealthy professional boundaries?
- How can you recognise your own boundaries?
- How would know if a boundary is breached?
- What strategies help you leave work behind and let you go home happy?

12:30

Dr Karen-Ann Clarke

Superficially Charismatic with Callous Disregard

There are a raft of behaviours that cause feelings of unease and frustration in the workplace. There may be a sense that a person is "getting under your skin". Sometimes these behaviours are particularly damaging. This session will help you to understand personality disorders as a potential cause of workplace disruption and offers practical strategies to counter the consequences of this condition. It includes:

- What are the characteristics of personality disorder?
- How can you work with people who rely on manipulative behaviours, such as flattery and insincerity, to win favour?
- How can you "call out" and communicate this manipulative behaviour?

1:15PM Lunch and Networking

2:15

Dr Karen-Ann Clarke

The Power of Empathy...

At the core of the nursing identity is compassionate intention. Nurses intend to communicate and practice with genuine care, respect, and empathy for others. However, the delivery of fragmented, task-oriented, protocol-driven care can often leave us losing sight of these core intentions. Are we nursing with our heads or our hearts? Go back to basics and re-examine the power of empathy. Consider:

- What is empathy?
- Are you born with it or are there ways to develop it?
- How can patients benefit from empathetic care?
- Can empathy improve clinical satisfaction and nurse wellbeing?

3:15 Afternoon Tea

3:45

Dr Karen-Ann Clarke

How to Regain Your Passion for Nursing

Connecting with people is surely at the heart of being alive and coincidentally at the core of nursing care. Meaningful connections with patients and colleagues can help nurses to regain the special sense of satisfaction that may have once been so motivating but has been lost over time for a range of reasons. This final session of day one will consider the importance of engagement. It will practically explain and demonstrate how simple techniques, which are not difficult or time

consuming, can assist you to find meaning in what you do. This session includes:

- Why did you become a nurse?
- What type of behaviours could rekindle the spirit of nursing for those whose candle is burning low?
- Are your values aligned with nursing?
- How can connecting with patients and colleagues help you rekindle your passion for nursing?

4:30 Close of Day One of Conference

Day Two

9:00AM Commencement of Day Two

9:00

Jane Stanfield

Reclaim the Moment and Connect

Day two of the conference begins with an opportunity to sit, relax, breathe, create clarity, and reflect. Come along to this session and spend time talking to other participants about how we can maintain our wellbeing in our workplace. If you feel comfortable participating, take time to learn from, with, and about each other. This session will:

- Help to set the agenda and flow for the day
- Help you to make day two of the conference more personally relevant for each of you

9:30

Jane Stanfield

Practising What we Preach - Self-Care for Nurses

Feeling *well* is an important part of how our life pans out. Our time at work can have a huge impact on this. Significantly, in our chosen field, our wellbeing also has a huge impact on the people we are charged to care for, on their families, and on our community. How often do you get to the end of your shift and felt utterly exhausted, frustrated, or resentful? Have you struggled to find the time to care for your patients and loved ones as a result? Knowing yourself and how to care for yourself can help you to get the best out of your professional and personal lives. This session will build strategies for wellbeing and look at:

- What is resilience?
- How does self-care develop resilience?
- What is the “stress arc”? – from lethargy to chaos!
- Stress and disease – what does chronic stress do to our brain and body?
- How do we impact on others?
- How do we appreciate ourselves so we can appreciate others?
- The art of gratitude – how can you show that you value your colleagues?

10:30 Morning Tea

11:00

Jane Stanfield

So Much to Do. So Little Time...

In today's fast-paced world of nursing, it is easy to feel like we are constantly under pressure. It may be common to feel like we are unable to meet the expectations required of us in a certain period of time. Stressing about this is a habit and, like any habit, it can be rewired. Using the principles of neuroscience and neuroplasticity, as well as concepts of managing our energy rather than managing our time, we will step through ways to increase our awareness of what we *are* in control of and what we *aren't*. From this session, you will take away ideas about our current context and its challenges, including:

- Managing energy vs managing time – how to replenish and renew depleted energy
- How to manage your mind
- How to develop your own toolbox of ideas to balance your energy levels

Come prepared to be surprised!

12:00

Jane Stanfield

The Power of Positivity in the Workplace

Positive emotions are known to increase feelings of energy, help you cope with adversity, and be more optimistic about life in general. Using positive psychology is a key to feeling fulfilled and breaking the negative cultures that can undermine happiness. This session looks at how to reframe negativity and convert it to positive psychology. This session includes:

- Why is it that nurses can commonly fall into negative states of mind?
- Can positive psychology change thought patterns?
- When is attitude a learned behaviour?
- How can you avoid conversations that begin as a constructive debrief into and end in negativity?
- How can you deal with negative colleagues?

1:00PM Lunch and Networking

2:00

Jane Stanfield

Motivation - The Heart of the Matter?

Motivation is a constant issue in most workplaces. Exhaustion and feeling fatigued often go hand in hand with feeling burnout. Understanding what motivates you can assist you to identify why you are feeling depleted and, importantly, provide you with insights on how to recharge. It may in fact reveal that you aren't burnt out, you do still care, and that you are just tired! This session looks at:

- How do you know what motivates you?
- Where does goal setting fit in?
- How can managing energy and emotions assist us to stay motivated as nurses?
- How can we apply these principles to better collaborate and motivate others in our teams?

3:00 Afternoon Tea

3:30

Jane Stanfield

Stay Calm and Breathe Deeply ...

Mindfulness is increasingly being used as a powerful therapeutic intervention, as a way of managing stress, improving performance, and treating serious illness, including depression and some physical disorders. It is a simple and effective way to deal with the stress, anxiety, and burnout that you may experience daily. This conference concludes by taking you through a mindful meditation workshop. We will explore:

- Ways people define and use mindfulness
- The science currently supporting its re-emergence
- Mindfulness and stress
- A gentle opportunity to practice mindfulness and consider its possible application in our own personal and professional situations
- Ways to help bring you back to the present to ensure you are truly *there*

4:30 Close of Conference and Evaluations

Presenters

Karen-Ann Clarke

Dr Karen-Ann Clarke is a Registered Nurse and a specialised mental health nurse, with 30 years' experience of working with individuals and families impacted by the experiences of mental illness. Using a feminist narrative methodology, her PhD research explored the way in which women diagnosed with depression made decisions and meanings about receiving electroconvulsive therapy. As a lecturer in nursing at USC, Dr Clarke is responsible for the coordination of mental health curricula across multiple undergraduate and post-graduate programs. Teaching in excess of 900 undergraduate students each year, she is passionate about the value that immersive mental health simulation can bring to student's learning and clinical skills, and the way that it can safely bring to life theoretical concepts related to mental health care. Dr Clarke currently supervises a number of honours, masters, and PhD students and is part of numerous research projects involving visualisation and simulation, mental illness, suicide prevention and the inclusion of people with lived experience of mental illness into the teaching and learning space.

Jane Stanfield

Jane Stanfield is a health service improvement coach. She comes with 30 years' experience in healthcare, half as a clinician and half in health administration, support and coaching. Having had a brush with burnout herself and several close family members receiving healthcare, her focus is on bringing compassion back to healthcare for all involved. Her current use of neuroscience and mindfulness at work enables healthcare providers to work with their own mind, emotions and behaviour to influence their culture in a way that will energise and motivate them as they manage the safety and reliability of their care and its focus on the patient—whilst caring for themselves. Jane is currently coaching several nurse leaders; and runs workshops on leadership, shaping cultures, wellbeing, and communication and patient safety (CAPS). Her most recent professional development personally is in LEAN thinking - reducing waste and improving flow in healthcare....because waste is disrespectful to people!

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