



QRC: 3092

Price

One Day : \$462 inc. GST

Two Days: \$590 inc. GST

Date

30 - 31 Jul 2018

Venue

Venue TBA, Hobart

-- , Hobart, TA, TBA

CPD Hours

12 Hours | 0 Mins

Beating Burnout in Nursing - Hobart 2018

Time to Care for Yourself!

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 results in impaired wellbeing, costly sick leave, decreased quality 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 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

Welcome and Introduction

9:05

Craig Maloney

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 and 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:

- Am I in a career rut?
- Definitions of stress, burnout and compassion fatigue
- What levels of stress should I reasonably accept as part and parcel of nursing?
- When does stress become unhealthy?

10:30 Morning Tea

11:00

Craig Maloney

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 have we reached the 'tipping point' of becoming emotionally unstable and need to seek help?
- How to avoid becoming reliant on unsafe coping mechanisms, e.g. substance misuse and abuse

12:00PM Lunch and Networking

1:00

Dr. Jill Beattie

Dealing with Negativity and Toxicity

Positivity is known to increase energy, motivation, productivity and the ability to cope with adversity. Being positive rather than negative increases optimism and consequently, our ability to

see opportunities when difficult situations arise. It also helps prevent stress and burnout. The science of positive psychology is the study of human flourishing and provides strategies that assist in feeling fulfilled, and breaking the negative cultures that can undermine happiness in the workplace. This session looks at how to move from negativity to positivity. Includes:

- Why is it that nurses often fall into negative states of mind?
- What is positive psychology and how can it reduce stress and burnout?
- When is 'attitude' a learned behaviour?
- How to prevent constructive debrief conversations ending in negativity
- How to deal with the negativity of colleagues and toxic work environments

2:00

Dr. Jill Beattie

Accepting What is...

Some nurses and midwives experience 'career misery', finding it difficult to exit the negativity cycle. When we accept what is, we acknowledge that not everything is within our control. When we commit to acting on those things that are within our control, we let go of stress and worry, improve our job satisfaction, and live more enriched, productive lives. Using a variety of techniques we will reflect on the following:

- How do I go about 'accepting what is'?
- How can 'accepting what is' improve my job satisfaction?
- Learning to let go of self-limiting beliefs and doubts

3:00 Afternoon Tea

3:30

Dr. Jill Beattie

Staying Calm - The Power of Mindfulness

Mindfulness is increasingly used as a powerful therapeutic intervention as an effective way to deal with stress, anxiety and burnout. Day one concludes by taking you through a variety of mindfulness techniques. It's time to consider:

- How mindfulness could help you and your patients

4:30 Close of Day One of Conference

Day Two

9:00AM Commencement of Day Two

9:00

Craig Maloney

The Art of Assertion - The Key to Feeling Valued?

Let's face it - thousands of books have been written on the art of communication yet it still remains a most elusive skill. Work is getting more complex and this is compounded by many different

workplace cultures. Interdisciplinary cultures have always confounded nurses - witness the professional conflicts between nurses and doctors. This session offers some insights into why these occur and you can improve your ability to get your message across even if you think you are already a great communicator. Includes:

- Reasons why your plain speaking does not seem to get your message across
- Why people perceive you are being aggressive when you thought you were being assertive!
- Why being assertive is the key to feeling valued and lowering stress

10:00

Geoff Ahern

Laying the Foundations - How to Build Your Personal Resilience

Preventing and managing stress, burnout and compassion fatigue lies in your personal ability to be resilient. You can learn skills to become resilient. Starting with a self-assessment, this practical session will give you 7 steps for your personal resilience toolbox. Explore:

- How can understanding your brain help you become resilient?
- What impact does your belief and value systems play in helping you stay resilient?
- Practical techniques to help you build your own resilience

11:00 Morning Tea

11:30

Geoff Ahern

Making Time for the Bathroom - Why YOU Come FIRST!

Have you ever gotten to the end of your shift and felt utterly exhausted, incredibly frustrated and even resentful? Nurses can be placed in awkward situations where the solution is unclear and the risks high. Building self confidence is important. This session will demonstrate how to establish respect using easy tactics available for every nurse's emotional tool kit.

- What are the languages of love and why is understanding this the key to feeling fulfilled?
- Appreciating ourselves so we can appreciate others
- How to show that you value your colleagues

12:15

Geoff Ahern

Facing the Unknown ... Embracing Change

Today's workplace is changing at a hectic rate and those who cannot adapt run the risk of becoming casualties to the system. Change and the constant rate at which we are expected to deal with it often leave us feeling stressed and overwhelmed. Change has been exceptionally well studied and the reasons why people resist change is, to some extent, understood. This session assists nurses to understand theories of change and to consider ways to control it so that everyone wins. Includes:

- Fearing the unknown and losing control
- Tactics to stop change for change's sake
- When change is good - how to change your perspective on change
- Leading others through big changes

1:15PM Lunch and Networking

2:15

Geoff Ahern

Time to Reconnect with Your Patients?

Connecting with people is surely at the heart of being alive and coincidentally at the core of nursing care. Meaningful connections 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 session will consider the importance of engagement and how it can assist you to find meaning in what you do. Professionalism and addressing stress, burnout and compassion fatigue can help you reconnect with your patients and rekindle your passion for nursing. Includes:

- What type of behaviours could rekindle the spirit of nursing for those whose candle is burning low?
- How to make the time to engage with your patients, colleagues and profession again

3:00 Afternoon Tea

3:00

Craig Maloney

Where Do You Start and the Patient Stops? When Boundaries Creep...

When nurses complete their final year of study and enter the world of nursing they are novices and will have ill-defined professional boundaries. Although it is often drilled into nurses the importance of developing strong therapeutic relationships with patients, the idea of separating oneself from someone else's struggles can be difficult. This session debates the importance of limiting idealism of nursing and developing strong boundaries to prevent the job 'getting under your skin' and affecting your personal life. Includes:

- Healthy v unhealthy boundaries
- How to know when a boundary is breached
- Can we truly provide holistic care but not take on our patients' worries?
- 'It's just a job' - when idealism makes you bitter

4:30 Close of Conference and Evaluations

Presenters

Craig Maloney

Craig Maloney has an impressive background which includes a Master's of Mental Health Nursing and graduate qualifications in Child Adolescent Mental health, Group Work, Alcohol and Other Drugs, Dialectical Behaviour Therapy (DBT) and Acceptance Commitment Therapy (ACT). Craig has experience working in research and occupational health and safety and is sought after as a Risk Governance and Quality Systems Architect. He has substantial teaching experience in the area of managing workplace aggression and adverse incidents, mental health, nursing, root cause analysis and risk management. Craig is a Credentialed Mental Health Nurse, a Fellow of the Australian College of Mental Health Nurses and a Member of the Australian Institute of Company Directors. He is the recipient of two national awards for his work in primary healthcare and mental health and is a pioneer of males working in family and partner violence. He currently works as a consultant in systems design, quality and risk management, education, training, suicide intervention and mental health first aid. He is a life coach specialising in nursing success and is the Executive Officer of a charity that supports injured workers on the journey to recovery.

Jill Beattie

Dr Jill Beattie is a Senior Research Fellow at Monash University, Victoria. Jill is also a mindfulness-based emotional fitness consultant in her Performance Enhancement consultancy and provides services for people with stress, anxiety and depression. Jill has a background in nursing, education, management, research and clinical practice. She has delivered mindfulness education to nurses, and mindfulness programs for individuals and groups, including health services staff, pregnant women and partners of defence force personnel. Jill continues to be involved in mindfulness research.

Geoffrey Ahern

Geoffrey Ahern is a Senior Mental Health Clinician from Melbourne, who works with Victorian Police on a specialised mental health emergency response team called PACER (Police And Clinician Emergency Response). PACER clinicians are on the road with the police responding immediately to triple zero emergency calls that involve mental health, for example a person contemplating suicide. Geoff trained initially as a registered nurse in the early 90's and over the years has gained extensive experience in emergency and trauma, rural nursing, alcohol and other drug counselling and psychiatric nursing, across both the public and private sectors. He also holds a Master's of Health Science (Mental Health and AOD) and is a PhD candidate with Deakin University. When Geoff isn't working with the police you can find him conducting freelance education for various public and private organisations, raising community awareness and recognition of people developing mental health problems, and averting crisis situations similar to those he sees on the road with police. As an educator, he has been involved in one to one mentoring and staff in-services, right through to full-time lecturing at a tertiary level. Geoff is a passionate and creative teacher, bringing to his audience stories and experiences that give life and meaning to the subject areas that he teaches.

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