

# Northern Exposure



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# EXPOSURE

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# Executive update



**Lynne Weir – A/Chief Executive**

Working in health, you know that every day we're surrounded by a diversity of roles, skills, issues and solutions. As we strive to care for our patients in an ever-changing environment, we are continually faced with new challenges to overcome.

Accommodation is one such issue which has become increasingly important for a sustainable local workforce. We've tackled this

problem head on, taking on more properties providing more flexibility and capacity to support new staff to get settled in our area. We're also forging ahead with the visa and immigration support for new employees joining us from overseas, leading the way among regional health districts across NSW.

Another issue we've addressed locally is the availability of training and development for our staff. Living outside a metropolitan centre, it can be difficult to access forums to upskill or network, so we're developing our own solutions to meet this need.

The Emerging Leaders program is a great example. Initially a nursing and midwifery-focused program, it's now expanded to include allied health, with mentoring and education to support local staff to take their careers to the next level.

The Academic Health Alliance, a partnership between our health service and four tertiary education providers at the Tweed Valley Hospital, will boost training opportunities for clinicians, so they can learn and work locally, with world class facilities and educators.

Our new recruitment marketing campaign, centred around the two pillars of 'You care. We care,' is taking shape, and we're excited to start using the new materials to highlight the opportunities and benefits of working in our health service.

Lastly, I am pleased to welcome our new Chief Executive, Tracey Maisey. As I step back into the role of Director Clinical Operations, I want to thank all our staff, for your resilience, passion, advocacy and drive to always deliver the best healthcare we can.

## From the Chair



**Peter Carter – Board Chair**

Culture is at the heart of any organisation. In healthcare, the more positive the culture, the better the health outcomes and wellbeing of patients, staff and the community.

So, what is culture? It can be described as the shared aspects of organisational life – ways of thinking, feeling, responding and behaving; put simply, culture is people.

Although some media coverage would have us believe that healthcare organisations suffer from

frequent catastrophic shortcomings – in fact such events are extremely rare given the volume of work we do. But when they do occur, a "poor culture" is often seen as the culprit and calls for immediate cultural change follow. However, without clear evidence of 'culture causation', this kind of response does little to identify and correct any existing problems.

At a recent workshop for managers in our LHD, Dr Mark O'Brien, an Australian rural GP who also heads up the Oxford University Healthcare Leadership Program, spoke of the importance of workforce and culture. Dr O'Brien suggested our focus should be as much on our staff welfare as on the welfare of our patients – "50/50" he said.

On a recent two-day visit, the new NSW Health Minister, Ryan Park, met with some of our health staff and made it clear where his priorities lie – patients and staff. He described staff as the "heartbeat" of our health system.

A positive culture is one in which our heart beats strongly. A positive culture also increases organisational efficiency, helps to reduce sick leave and stress and decreases staff turnover. Our District has wonderful staff, and your knowledge, passion and commitment fuel our team culture every day, and ensures our patients receive the very best care.

One thing for sure is that our staff are key to the success of the District, and your everyday positive interactions will continue to create a culture we can be proud of. Our clinical leaders and managers will continue to nurture this culture, while the Board has made workforce and culture one of its four top priorities for this year.

The People Matter Survey (see page 6), open from 21 August to 15 September, is one way you can provide feedback on your workplace and culture. I encourage you to get involved and share your views.

# Welcome Tracey, our new Chief Executive

Our new Chief Executive Tracey Maisey joined us on 14 August. Welcome!

Tracey has had a long and broad career spanning both the public health and housing sectors and brings a wealth of experience to the role.

To help you get to know her better, we'll be profiling Tracey in the next edition of Northern Exposure.

*"Tracey brings significant expertise in the fields of population health planning, service commissioning and innovation," Peter Carter, NNSWLHD Board Chair said.*

*"We look forward to working with Tracey alongside our District's executive team and colleagues to continue delivering high-quality healthcare to our residents and communities."*



## HARP outreach to remote communities

The North Coast HIV and Related Programs (HARP) have partnered with the New School of Arts Neighbourhood House in South Grafton to provide outreach to a community hub in Baryulgil.

A combination of Hepatitis C, HIV and STI testing and flu vaccinations were offered to Malabugilmah and Baryulgil community members who face significant barriers accessing these health services.

Although the weather wasn't favourable with rain persisting throughout the day, it didn't stop adventurous community members stopping by.

Laura Johnson, Harm Reduction Officer with the Needle and Syringe Program said outreach is an important opportunity to build trust and ensures those most at risk receive education, testing and support.

*"Being able to partner with community services to provide outreach allows us to break down the barriers our priority populations face. This supports people to access much needed services in a timely manner that would otherwise not be available to them," said Laura.*

*"For example, Hepatitis C and some STIs don't show symptoms for many years which can result in long-term health problems if left untreated".*

Four staff from North Coast Population and Public Health Directorate and NNSWLHD supported the outreach and will continue their partnership to provide these services for remote communities.

For more information about [HARP services](#)



Anita Hoskins (MNCLHD Liver Clinic RN), Carl Daley (NNSWLHD Senior Aboriginal Health Worker), Larissa Smyth (NNSWLHD HARP Aboriginal Health Promotion Worker) and Laura Johnson (MNCLHD Harm Reduction Officer)

# Bonalbo kids are all smiles

Our pilot mobile oral health service has been popular in the bush, providing a much quicker trip to the dentist.

First stop was Bonalbo Central School with nearly 100 percent of the primary school children receiving dental check-ups.

Urbenville, Kyogle and Tabulam schools are also a part of the pilot program, in which Oral Health clinicians will provide important dental preventive care and treatments for up to 400 children.

Dr Angie Nilsson, Clinical Director Oral Health Services, said primary school children are at a critical point in their dental journeys as their adult teeth start to erupt.

*“With this school-based program, we’re helping kids set good oral health practices for life and ensuring they get the best start for healthy teeth and gums,” Angie said.*

*“The schools involved in our program this year are in regional and remote communities and by bringing the services to them we will be able to reduce some of the barriers to accessing dental services.”*

*“Currently, it can take more than two hours for some of our communities to travel to public*

*dental service, and in areas with limited public transport options, it’s even more of a challenge.”*

The services will include check-ups, cleans, x-rays and other preventive treatments, and will help to set children on a path to good dental health for life.

For Bonalbo Year 1 student, Hallie, it was her first experience at the dentist, and she loved it. Hallie’s mum, Kara said the program was a huge time saver for her family.

*“As a full-time working parent living remotely it is harder to be able to make appointments for treatment which is over an hour away. It is wonderful to see such an awesome program being made available to the students,” Kara said.*



District Team Leader Senior Oral Health Therapist Naiha Ahmad, student Hallie and District Team Leader Dental Assistant Kristie Noble



Student Hallie with District Team Leader Senior Oral Health Therapist, Naiha Ahmad

# People Matter Employee survey 2023

The People Matter Survey, open until 15 September, is every NNSWLHD staff member's chance to have a say about workplace culture. The results are reviewed by the Executive Leadership team and senior management at each facility and informs culture and workforce initiatives across the District.

In 2022, thousands of our staff from all types of roles, across all our sites, told us how they felt about being part of the NNSWLHD team.

This year, prize money will again be available to sites and work departments with high survey participation rates. The awarded amounts will be consistent with their work group size.

Last year's prize winners enjoyed spending their winnings on a range of team-based activities and items such as end-of-year celebrations with lucky door prizes, special food days, catering for work events, fun scrubs, and staff room items for some locations. The Casino staff voted for all staff to receive vouchers to spend at the hospital auxiliary and donated the remainder of the prize money to the auxiliary.



1. Oral Health development day where the hand painted mug and other gifts were presented. See picture 4
2. Nimbin AINs in fun scrubs
3. BreastScreen Services wearing their gift hats. They also received a Breastsreen lunch box and 5 star catered lunch for their training day
4. Hand painted mug and other staff gifts for Oral Health
5. Maclean cookies. Staff also purchased a coffee machine and a frother machine, 500 coffee pods and tearoom snacks

# You said, we did

Based on PMES feedback, we've been focused on implementing, progressing and completing several district-wide workplace improvement strategies:

## Communication activities and forums

- promotion of NNSWLHD priorities for 2023 – full details about the 2023 priorities are on the intranet
- CE all staff fortnightly email update
- CE all staff virtual forums.

## LifeWorks Staff Wellbeing Program 2022/2023

NNSWLHD partnered with LifeWorks (EAP provider) to deliver a Wellbeing Program with 1,418 attendances during 2022/2023. The program offers a variety of wellbeing workshops for individuals and teams. This opportunity continues to support the wellbeing of staff.

## Recruitment redesign project

The recruitment redesign project began in late 2021 and was operationalised in January 2023. This is a large body of work to improve recruitment systems, processes and timeframes.

One key outcome was the establishment of a specialist Centralised Recruitment Unit (CRU) which supports managers and shares the recruitment workload. The CRU works by streamlining recruitment practices, reducing timeframes and focusing on

candidate engagement and retention.

Byron Central Hospital has already reduced recruitment timeframes from 51.2 days in February 2023 to 33.8 days in May 2023.

## Leadership/management development program

Many senior managers participated in the Project Galileo Program that consisted of six workshops over 12 months focusing on leadership development and strategies to improve workplace culture.

The workshops covered:

- leadership capability development –challenging norms and paradigms, use of a scientific data-lead approach and delivering results through inspiring teams
- improving workplace culture and driving staff engagement
- creating a culture that reinforces the values and priorities of the LHD.

The Executive Development Program included individual coaching and group sessions.

## Flexible working arrangements

A flexible working arrangements policy was endorsed in July 2021 and continues to be supported as a valuable way of driving staff

engagement and productivity as well as boosting employee wellbeing.

## NNSWLHD Learning and Development (L&D) – Access Policy

The policy aims to provide consistent advice and mechanisms for the approval/granting of learning and development opportunities.

## Local level workplace improvement initiatives

The common themes emerging at the local level include:

- communication plans
- change management
- staff engagement
- respect
- workforce retention and wellbeing
- leadership and management.

For further information discuss with your manager.

**Have your say!** To have your say to improve your workplace, please look out for upcoming emails, virtual information sessions and intranet page for the People Matter Employee Survey. **Survey closes 15 September**

[Health.nsw.gov.au/peoplemattersurvey](https://health.nsw.gov.au/peoplemattersurvey)

# PEOPLE MATTER

NSW Public Sector Employee Survey





## Maree Neilson: for the love of it

Six years ago, Maree Neilson couldn't run around the block, now she competes in marathons and half-marathons—all on the same weekend!

This passion (some may say obsession) began after Maree's close friend passed away from breast cancer.

*"There I was, 90kgs and unfit, but I was alive. I had to do something in honour of my friend," Maree said.*

Maree, an Endorsed Enrolled Nurse in Lismore Base Hospital's perioperative endoscopy ward, works a 10-hour day, starting between 6.30-7am.

*"I have a very stressful career, so I start the day at 4am with a 10km run—it's just my time out and a great motivation for the rest of the day."*

Maree said she works in a great team, who are all incredibly supportive of each other—emotionally, clinically and physically.

*"Our NUM Grace is amazing, and we have a great relationship with the doctor, but when we see an average of 25 patients a day it can get pretty intense."*

Maree is part of a group of Lismore staff, who together compete in various running and walking events. In July they headed to the Gold Coast to compete in the weekend of races and marathons.

Along with about 200 other runners, Maree participated in the "double", running for nearly eight hours over the weekend. On Saturday she ran the half marathon—21 kms (taking two hours 31min) on Saturday, and on Sunday the full marathon—42kms (five hours 23mins).

*"I'm very determined, I had been training for months and months and months. I wasn't leaving the Gold Coast until I had the double medal in my pocket. I was crying, happy, sad," Maree said.*

*"I was thinking of my passed friend, my feet were bleeding, my knees were hurting. I crossed the finish line, and my hands were numb. I was just so proud of myself because that's massive. Every time I look at these medals I think 'wow'."*

*"I've lost 30kgs, now I can run for days. All in honour of my friend," smiled Maree.*

Taking up running wasn't the first about-change Maree's taken. Her career path took a U-turn after caring for her dying stepdad. She realised she wanted to join her four sisters and brother who all worked for NNSWLHD.

*"Family Christmas conversations are very 'interesting' nowadays."*

John Wickham, District Manager Medical Administration Workforce ran the half marathon and then the 5km on Saturday at the Gold Coast marathon event. On the Sunday morning he ran the 10km.

*"It was too much. I wouldn't recommend it!" said John.*



**Facing page** Maree Neilson with some of her medals alongside fellow runner John Wickham **Top** Tammy Reeves and Lenore Nixon  
**Bottom** Northern Rivers Runners and Walkers group, from left top: Rudolph Van Wyk, Warren Gibson, Maree Neilson, John Wickham, Lynette Fraser, Jasmine McCall, Renee Brown, Robyn Sears and Sandra Vidler



## Donate a minute, donate a lifetime

Kingscliff resident Peter Ramshaw was active and fit as a runner and cyclist, often travelling overseas with his wife, or taking 4WD trips in outback Australia. That was before he suffered end-stage kidney failure and became so ill he had difficulty walking any distance.

Peter received a kidney transplant several years ago which changed his life.

*“To say that the kidney transplant was transformative would be an understatement,” Peter said.*

*“Dialysis kept me alive, but it didn’t make me feel ‘well’ and certainly didn’t allow for much of a life. I was spending five hours every second day attached to a haemodialysis machine.*

*“I am now enjoying a much more normal life without dietary and fluid intake restrictions and can enjoy a more active lifestyle. These things might sound fairly ordinary for most people, but it really has meant a new life for me.”*

In the past 12 months, there have been eight organ and tissue donors in NNSWLHD, and we’ve been able to help over 27 people through these donations.

Lismore Base Hospital, The Tweed Hospital and Grafton Base Hospital all support patients and families in their decisions to consider donation as part of the patient’s end of life care.

Anyone aged 16 and over can register to become an organ donor: [www.donatelife.gov.au](http://www.donatelife.gov.au) or the Medicare app.

If you think you’re already registered, it takes just one minute to double-check.



Dr Mike Lindley-Jones, NNSWLHD Donation Specialist Medical with Peter Ramshaw

## Careers expo draws a crowd

On 12 August, NNSWLHD hosted its first ever careers expo at Mantra Kingscliff.

More than 570 guests attended the event, which showcased roles, training and volunteering opportunities available across the Tweed Valley region and the District.

*“Sites and services from the Tweed Valley came together to create a wonderful event,” Director of Nursing and Midwifery, Katharine Duffy said.*

*“For the first time for our LHD, job seekers had the opportunity to discuss roles and employment pathways face to face with our team. While Tweed Valley Hospital was popular, all sites and services were busy, and Workforce was inundated with questions about current and future vacancies.”*

*“The success of the event exceeded our expectations.”*

With 11 different sites and services each having their own promotional presence, as well as four partner organisations, there was plenty of

variety for interested candidates to connect with staff about the different roles on offer.

Featuring the new **You care, We care** recruitment campaign look and feel, the promotional stands provided a glimpse into our teams and iconic locations, highlighting what potential new employees will experience joining our health service.

The Expo featured information from Murwillumbah, Byron and The Tweed hospitals, the new Tweed Valley Hospital, and services such as Community and Allied Health, Aboriginal Health, Mental Health, Support Services, Nursing and Midwifery, as well as education partners including Southern Cross University, Griffith University and TAFE, and sponsorship partner Summerland Credit Union.



Health staff and partners at the Tweed Valley Careers Expo

# Collective community PASH

More than 650 young people and 150 teachers, parents, carers, presenters, health and youth workers and community leaders came together for a three-day event centred around all things sexual health.

After a five-year hiatus, the PASH Conference and Community Forum was held in Coffs Harbour and Lennox Head in late June.

The Positive Adolescent Sexual Health (PASH) network is made up of more than 40 North and Mid North Coast youth, education and health organisations which pool resources and expertise to support the sexual health and well-being of young people.

The conference included sessions about consent, identity gender and sexuality, mental health, safe partying, reproductive health, love, sex and relationships, check-ups and where to get help, and a production from Byron Youth Theatre.

The forum was facilitated by comedian, writer, feminist, social activist and mother of five, Mandy Nolan, and live streamed across the North Coast.

An expert panel featured speakers from legal, health and community sectors including Dr Melissa Kang, the longest serving 'Dolly Doctor,' and Safe on Social CEO Kirra Pendergast who delivered a keynote message on the topic of sextortion. PASH ambassador, Aboriginal rapper, musician and activist, JK-47 treated attendees to a live performance.



**Top** Panel of guest speakers  
**Bottom** PASH ambassador, Aboriginal rapper, musician and activist, JK-47

For more information about PASH, visit [www.pash.org.au](http://www.pash.org.au)



# Free parking and outreach service to complement new Tweed Valley Hospital

All eyes were on the new Tweed Valley Hospital when Health Minister Ryan Park visited the site last month, together with Member for Richmond Justine Elliot.

While visiting the site, Mr Park announced free parking for patients, staff and visitors at regional hospitals and health facilities, which includes the Tweed Valley Hospital and Lismore Base Hospital. This took effect on 1 August.

Construction is continuing on the new hospital, which is set to open in early 2024.

*“After construction is completed, there are many commissioning activities which are essential to ensuring the hospital and its staff are ready to safely receive patients,” Acting Chief Executive, NNSWLHD, Lynne Weir said.*

*“These include installing furniture, fixtures and equipment,*

*as well as completing clinical cleans and stocking departments with medical consumables in preparation for receiving patients.”*

Staff orientation, inductions and training phases will also form part of the commissioning activities.

While in the region, Mr Park also announced the development of a new urgent care service for people living in Tweed, Byron and Murwillumbah communities, which will become operational later this year.

*“The Rapid Outreach Service will enable patients to be treated in the comfort of their own homes,*

*which will make a big difference,” Mr Park said.*

*“This model is designed to create better links between the hospital and primary care systems – providing an additional option for people to receive urgent care for injuries and illnesses when a GP is unavailable.”*

Care will be provided at no cost to the patient and will include access to pathology, radiology and allied health services.

The Rapid Outreach Service will operate seven days a week and patients can be referred through several avenues, including via Healthdirect, NSW Ambulance or emergency department staff.

## Art and play for positive mental health

Recent NAIDOC celebrations in Lismore promoted positive mental health in Aboriginal children and young people.

A variety of activities focused on art, sensory experiences, stress relief, and fidgeting to create a safe and compassionate environment for the participants.

Organised by Child and Adolescent Mental Health Service (CAMHS) in conjunction with Lismore City Council, the celebrations enabled young people and their carers to learn about the wellbeing resources and support available to them.

CAMHS Safeguards Team Leader, Shae Somerville said the combination of promoting positive mental health through creative activities and highlighting available mental health services aimed to foster a sense of belonging, support, and empowerment among Aboriginal and non-Aboriginal children and young people in the Lismore area.

*“Many participated in activities to help them feel positive by celebrating their history, culture and achievements through art,” Shae said.*

*“The art and sensory activities supported mental wellbeing in a safe, playful and compassionate setting, while helping children and young people to learn new skills and identify their abilities and cope with difficulties in life.”*

The stall also displayed the Lismore Community Treatment Services available through CAMHS, which included Whole Family Team, Child and Adolescent Mental Health Community Team and the Safeguards Team.

Top, from left: Kelsey Bode-McCallum, Grace Wilcock, Tashi James, Shae Somerville, Alex Winters  
Bottom, artwork by children and young people.



# Share your thoughts

Are you an Allied Health professional? Share your thoughts on research capacity and culture!

You'll go into the draw to win a \$300 footwear gift voucher!

The Allied Health research capacity and culture survey, open until 4 September, is your chance to share your thoughts on the research capacity and culture in Allied Health and inform future tailored research capacity building strategies at a local level.

The one-off, online survey will take about 15-20 minutes and is voluntary and anonymous. Participation or non-participation in this study will have no effect on your relationships or standing within NNSWLHD.

All Allied Health professionals employed at NNSWLHD, irrespective of whether they are

working in a clinical role or not (eg, managers, project officers), are eligible to participate. Allied Health professionals are health professionals who are not nurses, midwives, doctors, or dentists.

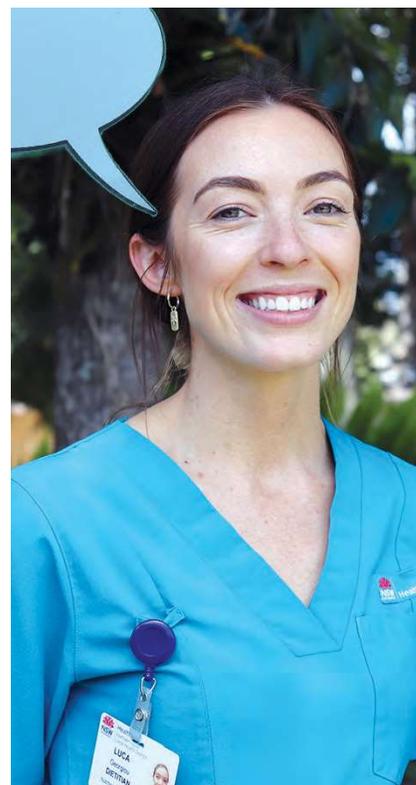
For this study, there are 24 Allied Health professions.



To complete the survey or find out more, scan the QR code.

This study has been reviewed and approved by the North

Coast NSW Human Research Ethics Committee (HREC): reference 2023/ETH01030.



## New BreastScreen artwork celebrates women's healing

New Aboriginal artwork is bringing fresh life to BreastScreen North Coast's familiar pink mobile van.

When BreastScreen NSW received the news that a replacement van was on its way, there was an opportunity to feature the artwork of proud Kamilaroi and Jerrinja woman, Jasmine Sarin.

Our District's newly painted van is the first in NSW to feature Jasmine's 'Biyani' artwork that was commissioned by BreastScreen NSW. 'Biyani' is a Dharawal word to describe a curative operation performed by women to cure illness in other women.

*"The community we live in supports our health and wellbeing. We talk about women's business, health and wellbeing, and part of that yarn means talking about breast screening and breast cancer," Jasmine said.*

*"This artwork reflects the journey all women are on, as*

*some become mothers, aunts, grandmothers, sisters.*

*"The artwork also shows the services and centres that are there to provide screening, treatment and information about breast cancer. There is so much support and knowledge sharing and it's up to each one of us to look after our women."*

Director of BreastScreen NSW North Coast, Jane Walsh, said the service aims to provide a culturally safe place of care for all women.

*"We have local Aboriginal artwork displayed in the Tweed Heads and Lismore clinics, as well as on board the mobile van. We hope the van artwork provides an extra welcome," Jane said.*

*"Our mobile screening services have proven to be extremely well-*

*attended by all women, so we're very pleased to be able to return to a full schedule of visits with this van."*

Keep your eyes peeled for the stunning van as it travels to locations across the District, you can't miss it! To book an appointment, call 13 20 50 or visit [book.breastscreen.nsw.gov.au](http://book.breastscreen.nsw.gov.au).



BreastScreen NSW bus featuring 'Biyani' artwork, and Louise Cochrane, Administration Officer BreastScreen North Coast

## Farewell Bill Oddie

William Oddie, known as Bill, began his career in September 1994 as a casual cleaner at Coraki Hospital. His efforts were so appreciated, he was offered a permanent part-time Wardsperson role at Ballina District Hospital, before later moving to Lismore Base Hospital.

During this time, Bill underwent a defensive driving course and job-shared the first one-vehicle Patient Transport Service. Bill found his true calling as a Lismore Base Hospital Security Officer, where he has worked for the last 16 years until his retirement in July 2023.

Bill has been involved with the HSU since 1994, was the President of the local sub-branch for over 10 years, and a Union State Councillor since 2016.

*"Bill will be remembered for his proactive approach to ensure all his colleagues had enough work hours, his compassionate approach to assisting anyone in need, and his contribution during and after the 2022 floods," Stuart Rollans, Manager Corporate Services, said.*



Stuart Rollans and Bill Oddie

## Up in a puff of smoke

The challenges of vaping, and community and youth-led discussions on how we might work collectively to address them, were the hot topics at a well-attended North Coast Youth Vaping Forum held in Ballina in June.

Over 70 attendees from community, school and health participated in a vibrant discussion to collectively workshop localised, collaborative and strategic solutions to create a Regional Action Plan to help protect young people from the harms of vaping.

Students from Byron Bay High School also attended and provided valuable contributions to the Forum.

Regional communities have seen a rapid rise of youth vaping, particularly in schools, leading the NSW Chief Health Officer Kerry Chant, to name reducing e-cigarette use as a key priority for NSW Health. She acknowledged that action at a localised, community level is key.

Since mid-2022 NNSWLHD's Health Promotion team have partnered

with both the Mid North Coast Local Health District and the North Coast Public Health Unit to take a coordinated and community-informed approach to protect young people from the harms of e-cigarettes.

*"The Health Promotion Team are looking to strengthen clinician engagement across the LHD," said Stephen Gammack, Clinical Engagement Coordinator.*

*"We want to understand the issue of youth vaping from a clinical perspective, what health issues are presenting, and what our health services need to address this."*

The Ballina Forum followed a similar event held in Coffs Harbour.

### Contact the Clinical Engagement Team:

- ✓ learn about the work of the North Coast Youth Vaping Taskforce or the Health Promotion Team's work on e-cigarettes
- ✓ request vaping education for clinical services, units and wards.



**Stephen Gammack,**  
Clinical Engagement Coordinator

02 6620 7501  
0422 538409

[stephen.gammack@health.nsw.gov.au](mailto:stephen.gammack@health.nsw.gov.au)

# Make it easy on yourself

A NSW Health procurement reform program is coming soon to a hospital near you!

DeliverEASE is focused on improving the availability of medical consumables, including PPE, reducing the time and effort spent on ordering and inventory management, and reducing waste.

This is a whole-of-District project and is supported by a team from HealthShare NSW and eHealth NSW.

You may see program team staff on site over the coming months. They'll work with nurse unit managers, clinical product management, and clinical support staff, nurses, and store and dock staff, to implement DeliverEASE.

The team will also assist with embedding new practices focused on faster and better ordering and more efficient dock-to-shelf product management, including storeroom management.



Got questions? Contact Jan Ensby CNC2, DeliverEASE NNSWLHD Project Manager

[NNSWLHD-delivereaseTeam@health.nsw.gov.au](mailto:NNSWLHD-delivereaseTeam@health.nsw.gov.au)



# Bipolar disorder added to HealthPathways

Bipolar disorder is now available as part of the comprehensive suite of mental health topics on HealthPathways.

*"The page supports GPs providing care to patients through different phases of bipolar disorder," said HealthPathways Clinical Editor Dr Sarah Mollard.*

*"It provides guidance about when to consider bipolar disorder, it's features and how to assess risk, as well as the diagnostic referral pathways for confirmation by a psychiatrist and treatment initiation."*

*"This is an important diagnosis to make. We've got data that suggests around one in 10 patients with bipolar had at least one suicide attempt in the last 12*

*months," Sarah said. "That figure rises to 25 per cent over their lifetime."*

Shareable patient resources are available, including:

- developing healthy lifestyle behaviours
- avoiding triggers
- identifying early warning signs of relapse
- using smartphone apps to monitor mood.

*"It also offers guidance around when psychiatrists might need to be involved again, for example when women of child-bearing*

*age are considering pregnancy, or when patients might need a change in their medications," Sarah said.*



Bipolar disorder has been added to the mental health pathway, along with conditions

like depression, perinatal mental illness, as well as more serious mental health disorders such as psychosis, PTSD, and eating disorders.

Username: manchealth

Password: conn3ct3d

# *Northern* Exposure

Issue 5, 2023 August/September



**Front cover**

Naiha Ahmad, Kristie Noble, and student Hallie

**Back cover**

Mount Lindesay