RCNA 2012 NATIONAL CONFERENCE

PREMIER EVENT FOR THE NURSING PROFESSION

LEADERS OF EXCELLENCE AND DISTINCTION
RCNA 2011 GRANT RECIPIENTS

ICN CREDENTIALING AND REGULATION FORUM 2011

A MOVING COMMEMORATIVE SERVICE
RCNA WA CHAPTER EVENT
From the Chief Executive

Debra Cerasa FRCNA FCN, CEO RCNA

the health sector. RCNA will continue
to pursue opportunities in 2012 for our members to share their unique nursing knowledge and contribute to the improvement and growth of Australia’s health system.

Through combined effort, nurses have been at the table and involved in key discussions directly influencing clinical, policy and governance matters across

We’ve seen the inaugural edition of our monthly publication RCNAreport in January and enjoyed bringing this publication to you through the year with wonderful contributions sharing our members’ perspectives. This is evident once again in this edition with the Special Feature, Leaders of excellence and distinction, shining a light on RCNA members and fellows who have been recognised for their commitment and excellence to the profession of nursing.

We’ve held two successful conferences, the RCNA National Conference and the Primary Health Care Nursing Conference, and also took the RCNA Nursing and Health Expos across

and launched a brand new faculty, the Disaster Health Faculty. Our Chapters have been busy with informative events being held across the country to great reception.

We’ve recently released the RCNA Social Media Guidelines for Nurses and RCNA was a finalist in the 2011 Australasian Reporting Awards for our 2010 Annual Report.

We are well aware there is still much to achieve but are looking forward to the challenges and opportunities that the year ahead will bring. The RCNA Board of Directors, along with staff at national office, would like to extend our warmest regards to our members and wish you all peace and happiness for the upcoming festive season.

Get published

PLANNING FOR THE JANUARY 2012 ISSUE OF RCNAreport AND THE MARCH 2012 ISSUE OF CONNECTIONS IS NOW UNDERWAY AND WE WANT TO HEAR FROM YOU!

All members are invited to submit their work – anything from research results to first-person accounts of nursing life. This is a great publication opportunity and an excellent way to get involved with your peak professional nursing organisation.

Article submissions can be from 300 to 1000 words. Email publications@rcna.org.au for more details.

The College of Nursing 59th Annual Oration and investiture of Fellows and Members

On Thursday 24 November some members of the RCNA team were privileged to attend the 59th Annual Oration and Investiture of Fellows and Members of the College of Nursing (TCoN). This event dates back more than 50 years and is a wonderful tradition of celebrating nursing excellence. An inspiring Oration was delivered by Dr Mary Chiarella, Professor of Nursing, Sydney Nursing School, University of Sydney. It was an honour to attend such a significant event and to join TCoN in acknowledging outstanding contributions to the nursing profession.
The 2012 RCNA National Conference will be held at the Cairns Convention Centre Queensland from 23 to 26 May. The conference will present an important opportunity for nurses to meet and explore issues around corporate and clinical governance. As the 'agents of connectivity' within our health care system, nurses have the unique role of providing essential linkages between the system's many users, health professionals and service arrangements. The 2012 conference, Corporate and Clinical Governance, will be a premier event for the nursing and health professions and we invite you to join nurse leaders and colleagues at a range of networking events to gain further insights and share your experience and knowledge.

Aims and objectives
The 2012 RCNA National Conference will:
- promote the appropriate engagement of nurses in governance structures
- promote and progress the involvement of clinical nurse leaders in systems-level governance
- encourage responsiveness of clinical governance structures
- explore the concept of 'integrated governance'
- drive the development of strong corporate and clinical leadership into the future.

In an exciting development RCNA will also be presenting Faculty Forums at the conference. The forums will be held on an optional workshop day on Saturday 26 May and will provide an opportunity for more specific professional focus. The Faculty Forums will feature workshops hosted by the following Faculty Advisory Committees (FACs):
- Rural Nursing and Midwifery FAC
- New Generation of Nurses FAC
- Health and Wellbeing in Ageing FAC
- Movement Disorders and Parkinson's Nurses FAC
- Disaster Health FAC

Patricia Slater Award
A continuing professional development opportunity

She travelled and worked in the UK and Europe from 1952 to 1955, returning to Australia in 1955 to take up her first teaching appointment at the Royal Melbourne Hospital, District School of Nursing. She completed a Diploma in Nurse Education, with the aid of a Florence Nightingale Scholarship, the first of many post basic qualifications she was to gain. Assisted by a Centaur Scholarship, Pat studied at the University of Washington, USA, in 1959, gaining a BSc (Nursing). At 43 years of age she acquired her Master of Arts degree in 1961, also from the University of Washington.

From 1961–1965 Pat was a consultant for the Florence Nightingale Committee and the Victorian Nursing Council, working on issues related to the future of nurse education in Australia. At the same time she was a part-time, later full-time, lecturer at College of Nursing Australia (now known as RCNA). She was appointed director of the college in 1966 and oversaw the development of the new college building that replaced the mansion on the site of 431 St Kilda Road, Melbourne. The new building was opened in 1970 and was later sold when the college relocated to the ACT in 1994, where it remains today.

In the position of director of the college, Pat was well placed to bring about the changes in education that she saw as essential for the future of the nursing profession. In 1974 she implemented the first undergraduate college-based nursing course in Australia, ten years before it became government policy to move all undergraduate nurse education to the tertiary sector. She is recognised for her pioneering efforts in the transformation of nurse preparation. This was achieved by refocusing nurse education on the sound educational principles that were lacking in the traditional service/apprenticeship style of training that had existed in Australia for over a century. Her citation for honorary fellowship of RCNA sums up the qualities characteristic of her leadership: Pat Slater has had a profound and lasting influence in the qualitative improvement of nursing education in Australia. Her enthusiasm, vision, tenacity of purpose, courage and insight ensure her place amongst the distinguished nurses of Australia.

Pat Slater retired in 1983 and turned her attention to ethics, writing a number of papers before her untimely death, in August 1990. A mark of the high regard in which she was held by many, especially in education matters, was the renaming of Arthur Street, the street in which the college stood, to Slater Street in March 1984.

THE PATRICIA SLATER AWARD is a memorial award given each year to a registered nurse who is a member of Royal College of Nursing, Australia (RCNA) and within the first three years of graduating from an undergraduate pre-registration nursing course. The award consists of:
- a return airfare from the successful nominee's usual place of employment to RCNA's 2012 National Conference
- conference registration
- accommodation at the conference venue
- presentation of the award at the conference.

Further information is available at www.rcna.org.au or by emailing grants-awards@rcna.org.au. Applications are due to open 16 January 2012.
IT IS SUCH A PRIVILEGE FOR RCNA TO SHOWCASE OUR 2011 GRANT RECIPIENTS, WHO HAVE ACHIEVED THEIR AWARDS THROUGH THEIR LEADERSHIP, INITIATIVE, INNOVATIVE RESEARCH METHODS AND UNWAVERING COMMITMENT TO THE NURSING PROFESSION. RCNA WARMLY CONGRATULATES ALL RECIPIENTS AND WOULD ENCOURAGE ALL RCNA MEMBERS TO CONSIDER APPLYING FOR ONE OF THESE GRANTS IN 2012.

**DR WENDY POLLOCK**
**MRCPNA**
**FLORENCE NIGHTINGALE MEMORIAL SCHOLARSHIP**

Wendy is a critical care nurse and midwife who examined critically ill pregnant and postpartum women in Victoria for her PhD. She sits on the Victorian maternal mortality and morbidity committee and is an associate investigator on the Australasian Maternity Outcomes Surveillance System. Her new study will complement her earlier work by asking critical care nurses and midwives to identify their knowledge and skill gaps when caring for critically ill pregnant and postpartum women.

**JOAN OSTASZKIEWICZ**
**MRCPNA**
**MYRTLE IVY QUICKE MEMORIAL GRANT**

Joan has a clinical background as a continence nurse advisor. She is currently undertaking a PhD on the management of incontinence in residential aged care, and is involved in national and international research on issues associated with quality and risk management in the context of ageing.

**MARY-ANNE RAMIS**
**MRCPNA**
**RCNA SCHOLARSHIP GRANT**

Mary-Anne Ramis has experience in various fields of acute care nursing and evidence-based health care. She would like to thank RCNA for this award which will assist her in completing a masters course, comprising a qualitative systematic review on the experiences of advanced practice nurses in Australian acute care settings.

**ANDREW HORNE**
**MRCPNA**
**RCNA SCHOLARSHIP GRANT**

Andrew completed his Bachelor of Nursing in 2009. During 2010, Andrew commenced working at a local health care facility while also embarking on a Master of Nursing – Research. The focus of the research is the Bachelor of Nursing students’ experience of nursing assessments in the clinical area. Andrew is very passionate about the development of undergraduate students, and has a particular interest in students’ competence and confidence.

**MADONNA GREHAN**
**MRCPNA**
**BEQUEST FUND FOR RESEARCH**

Madonna’s early career was in Queensland as a general nurse in coronary care and respiratory medicine, followed by midwifery. In 2009 Madonna completed a PhD in the history of nursing, midwifery and the care of women in Victoria from the 1840s, focusing on the regulatory aspects of this arena. Madonna believes our national and international networks in nursing and midwifery history are healthy and growing and that scholarship in history is highlighting the enormous impact of nursing and midwifery in the development of health care, recording practice history and showcasing the work of prominent individuals.

**KAREN CLARK-BURG**
**MRCPNA**
**JOYCE WICKHAM MEMORIAL GRANT**

Karen is the Assistant Dean and Undergraduate Course Coordinator at the Fremantle Campus of the University of Notre Dame. She has taught and coordinated a variety of undergraduate nursing subjects and also currently works part-time in her specialty of perioperative nursing. Karen has completed a Master of Business Administration (Executive) and has presented at conferences locally, nationally and internationally. Her research interests are in the area of perioperative nursing, nursing management and teaching and learning innovations. She is currently completing a PhD thesis on the topic of clinical nurse managers’ decision making process.

**CAROLE MADDISON**
**FRCPNA**
**CENTURANT NURSES MEMORIAL EDUCATION TRUST**

Holding the position of ADON in the Centre for Nursing Practice at GV Health, Shepparton, Victoria for the past 10 years prompted Carol’s current research. As part of her Doctor of Education she is exploring the experiences of nurses working in rural and regional areas and the relationship of continuing professional development in changing their clinical practice.

**CATHY MAGINNIS**
**MRCPNA**
**NEW SOUTH WALES NURSES RESEARCH GRANT**

Cathy is a single parent with three children so understands the challenges of working and studying. Cathy has worked for Charles Sturt University for the past 13 years and enrolled in her PhD in 2009. Her topic is ‘Journey to becoming a nurse: developing a professional identity’. The RCNA research grant will prove invaluable in addressing some of the costs associated with undertaking a research higher degree. Cathy hopes that her PhD can contribute to both nursing student education and the nursing profession.
RCNA WA Chapter holds a moving commemorative service

By Cheryle Poultny MRCNA, WA Chapter Committee Chair and Professor Linda Shields FRCNA, WA Chapter Committee Member

Since 1900, when Fanny Hines died in Africa, 102 Australian nurses have died from enemy action or succumbed to disease whilst in service. The last nurse to give her life, Flight Lieutenant Lynne Rowbottom (an RAAF Nurse), died in the relief effort after the Indian Ocean tsunami and earthquake when an army helicopter crashed.

The service was organised by the WA RCNA Chapter Committee and the precentor of St George’s Cathedral, Father Graeme Napier. The poignant service was led by the Dean of St George’s Cathedral, The Very Reverend Dr John Shepherd, and Reverend Graeme Manolas, Chaplain of Hollywood Private Hospital. The service was also attended by The Most Reverend Roger Herft, Archbishop of Perth.

A procession of nurses and army personnel was led by Professor Linda Shields who carried the scroll bearing the names of the deceased nurses. A wreath was laid in their honour by Major Annette Newell and Debra Cerasa, Chief Executive Officer of RCNA, gave the address.

A highlight of the service was the attendance of Mrs Anne Leach, a nurse who served in the Middle East in the Second World War and who is now 97. She was very pleased to attend as she was also married in the cathedral during the war.

The service will be an annual event in Remembrance Week celebrations in Perth.

RCNA NT Chapter event: Why can’t you be a normal nurse?

By Associate Professor Peter Brown FRCNA, NT Chapter Committee Vice-President

One of our members, Dr Gylo Hercelinsky, presented a very interesting talk entitled Why can’t you be a normal nurse? Images of mental health nursing, which was based on her PhD thesis. Dr Hercelinsky discussed how her interest in working in mental health nursing was negatively reacted to by various groups, including her family, colleagues and her students. She went on to discuss how mental health nursing was described in the context of the prevalence and incidence of mental illness in Australian society, changes in government policy, workforce demographics, inadequate funding for mental health, the changing role of mental health nurses, and the recruitment and retention of mental health nurses.

Dr Hercelinsky identified the following factors which could impact mental health nurses:
- Feeling deskilled.
- Inadequate numbers.
- Being “lost in a sea of genericism”.
- Ability and opportunity to explain what they do.
- Increasing inability to define themselves.
- Much of their work being hidden compared to general nursing.

Dr Hercelinsky’s study comprised in-depth interviews with both experienced mental health nurses and undergraduate nurses, who had successfully completed studies in mental health nursing. Interviews were audiotaped and analysed to identify themes from the data. The major themes of her study related to the challenges mental health nurses experienced in carrying out their roles and describing their roles and perceptions of their professional identity within contemporary mental health services.

Dr Hercelinsky concluded that there continues to be a contradictory view of mental health nursing and the identity of the mental health nurse has become more diffuse and uncertain as it moved outside the acute care setting. However, many mental health nurses continue to view themselves as different and see this difference as a positive attribute. Dr Hercelinsky recommends that mental health nurses need to begin “putting words around their role”. Other recommendations include increasing the depth, breadth and scope of mental health content in undergraduate courses, introducing mental health literacy and mental health first aid into undergraduate nursing and other health professional courses, and further research on the impact of higher degrees in mental health nursing on practice and patient outcomes.
The Forum facilitated discussions with country representatives from across the world on issues common to all nurses, particularly around regulation, credentialling, scope of practice, unregulated care workers, continuing competence and social media. The issues were explored within the context of the current global financial crisis, changing models of care, changing demographics, workforce shortages and imbalances, technological advancements and increasing globalisation.

One of the Forum highlights included a debate between Ms McLaughlin and Ms Elizabeth Oywer, Registrar of the Nursing Council of Kenya, on ‘whether there should be an all registered nurse nursing workforce’, considering the current trend toward greater utilisation of unlicensed care providers in all settings. One of Ms McLaughlin’s crucial points from an RCNA perspective centred on the challenges presented to employers and health care professionals, particularly nurses, surrounding the integration of unlicensed care workers within the care and health environment.

Ms McLaughlin argued that given the future health workforce shortages faced by many countries, nursing must develop a framework in which to work with the very mobile, adaptable and flexible workforce of care workers currently working across a wide range of health and community services that intersect with nursing. RCNA strongly believes that nursing does not need to attempt to regulate care workers but to develop a practice framework in which to practise collaboratively and in conjunction with this group of care providers.

RCNA maintains that in order to protect the health and safety of the public, there is a need to ensure that unlicensed care workers are appropriately qualified and skilled to undertake tasks associated with supporting nursing care. Within the debate setting, Ms McLaughlin argued that there is a need to scope and develop a nationally endorsed practice framework for unlicensed care workers that includes codes of ethics, codes of conduct and competency standards to assist and guide them, and the nurses with whom they work, in the delivery of competent and safe care. However, while there is an urgent need for a national practice framework and scope of practice for those care workers working with nurses in care delivery, there is not necessarily a need for registration or further regulation of the unlicensed care worker role.

The increasing use of social media within nursing was also actively discussed at the Forum and was of particular interest to RCNA following the recent release of RCNA Social Media Guidelines for Nurses.

Social Media Guidelines for Nurses: RCNA has been one of the very early national nursing associations internationally to develop and release such guidelines. The guidelines are for the benefit of Australia’s nursing and health sector, and outline the appropriate use of social media for nurses. Forum presentations were delivered by the American Nurses Association and the National Council of State Boards of Nursing, United States of America, and the Nursing and Midwifery Council, United Kingdom, addressing the benefits and issuing warnings in the use of social media from a regulatory perspective, especially in relation to confidentiality and professional conduct. International nurse leaders agreed on the need for the development and use of guidelines for nurses in the appropriate use of social media.

Contributing to this year’s ICN Credentialing and Regulators Forum was a valuable means to constructively gauge Australia’s approach to nurse credentialling and regulation in an international context.

*In reference to credentialling other than within the title of the forum, the Australian spelling ‘credentialling’ has been used.

For more information on the Forum and RCNA’s Social Media Guidelines for Nurses, please visit the Policy and Press Room sections of www.rcna.org.au
Adjunct Associate Professor
Stephanie Fox-Young FRCNA FCN, RCNA President

I CAN’T RECALL EVER CONSIDERING NURSING AS A CAREER DURING MY CHILDHOOD. I WENT TO UNIVERSITY STRAIGHT AFTER HIGH SCHOOL, STUDYING GOVERNMENT AND HISTORY, AND THEN MOVED TO CANBERRA TO JOIN THE COMMONWEALTH PUBLIC SERVICE AS A GRADUATE CLERK. HOWEVER, WITHIN A FAIRLY SHORT TIME I REALISED THAT I WAS NOT REALLY SUITABLE TO WORKING IN A BUREAUCRACY. SO, I NEEDED TO FIND A CAREER THAT DIDN’T INVOLVE OFFICE WORK AND THAT ALSO DID NOT INVOLVE MY PARENTS HAVING TO SUPPORT ME.

Nursing occurred as a possibility. Once I worked out that I could actually survive on the income, and that I could complete a nursing course at Canberra Hospital in two years, it seemed like I had found a way to remain independent and learn something useful.

On graduation, I worked in a number of wards at Canberra Hospital, and then moved to what was then known as Woden Valley Hospital (WVH), to the gastroenterology ward. I’d always had an interest in teaching, and even considered that as a career. A number of my friends from school and university had taken that pathway, so I took some time off nursing in the late 1970s to complete a Graduate Diploma in Education, which would give me the option of nurse educator positions or teaching. My practical experience in high schools convinced me that nursing was a better option, so I applied for a nurse educator position and started work at the Canberra Hospital School of Nursing, teaching in the two year course I had completed some years earlier and then in the three year supernumerary program, and then in the three years but had to relocate to Canberra in order to meet each other. With both of us having come from Brisbane, we started looking for career opportunities closer to our families. I obtained a senior lecturer position at Griffith University, Gold Coast. Unfortunately, my experience of working for a university was more bureaucratic than I expected, and I applied for a position at the Queensland Nursing Council where I remained for the next 14 years. Nursing regulation was a very different career from nurse education, but I gained insights into aspects of nursing that I had not even been aware existed before this – nurses with drug addictions, nurses who engaged in inappropriate relationships with patients; nurses who were let down by the system they worked in being just some of the new experiences. It was during this time that I completed my PhD part time.

After that long in one corner of the profession, I thought it was time to explore other opportunities again, and I resigned to consider my options. Soon after that, I took on some part-time work with the University of Queensland – something that I continued for five years until I retired in June this year. I’ve since been appointed as an Adjunct Associate Professor with the UQ School of Nursing and Midwifery.

I think the aspect I’ve loved most about nursing is the almost infinite variety of work that nurses can perform. I didn’t have anyone in my family who had been a nurse, and I’d spent all of two nights in hospital as a child – once to have my tonsils removed and once to have a broken finger set. So I had no real concept of what nurses do. I sometimes think that is still the case, because there are just so many possibilities for nurses, and those possibilities seem to keep increasing as health care changes. There is certainly no chance of ever being bored by nursing as a whole, even though some individual nursing roles might become repetitive and tedious.

The other thing I’ve loved about nursing is having met so many women who have been inspirational role models – nurses from all parts of the profession – clinicians, managers, educators, regulators, researchers, association leaders. They have all contributed to my confidence that nursing and nurses will continue to be significant players in the health system.

Of course, there have also been individuals who have made me wish I wasn’t a nurse; people who tend to make life difficult for everyone around them. But they are the minority, and I have, I hope, learned skills over the years for dealing with them more effectively. I’ve also tried to keep my options open. When I started nursing, it was always on the understanding that I’d try it for five years and move if it was not right. I think I’ve had at least seven of those five-year trials over my career – some that worked out and others that didn’t. But I haven’t found it necessary to leave nursing altogether yet. The last four and a half years have also been a great experience for me as President of RCNA.

I have been involved with RCNA to some extent since I joined in 1986, with two periods as Vice-Chair for the Queensland Chapter. Since 2007, I’ve had an extremely good Board of Directors to work with, and the CEO and staff of national office have provided excellent support in achieving our strategic goals. Working with our counterparts at The College of Nursing towards unification has been one of the most exciting periods of my career in nursing.

Working with our counterparts at The College of Nursing towards unification has been one of the most exciting periods of my career in nursing. From some very tentative beginnings, and after many attempts over more than 60 years, we have now reached the stage where a unified voice for the profession is within reach.
NOTICEBOARD

RCNA CHAPTER EVENTS

3 Dec 2011 HV/Northern NSW Chapter
Australian Nurse Teachers Conference NZ: Highlights & Reflections

6 Dec 2011 NT Chapter
Christmas get together for members and friends

8 Dec 2011 SA Chapter
A taste of nursing beyond the wards

9 Dec 2011 ACT/Southern NSW Chapter
End of year event: The year in review and directions forward

12 Dec 2011 QLD Chapter
Queensland Chapter Christmas Party
For further information please visit www.rcna.org.au

RCNA NATIONAL CONFERENCE

RCNA Website


RCNA COMMUNITY AND PRIMARY HEALTH CARE NURSING CONFERENCE

RCNA
Community and Primary Health Care Nursing Conference Perth

The Vines, Swan Valley, Perth

RCNA HAS A NEW WEBSITE

Check it out at www.rcna.org.au
We would love your feedback, email us at canberra@rcna.org.au

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GRANTS AND FELLOWSHIPS

Grants and Fellowships for Victorian Nurses and Midwives
Applications close: 4pm Friday 3 February 2012
For further information, please visit www.rcna.org.au

RCNA 2012 NURSING AND HEALTH EXPOS ANNOUNCED

Nurses Board of Victoria Legacy Limited
Investing in Victoria’s nurses and midwives

Held in most capital cities in Australia, the expos are a fantastic opportunity to explore all the nursing profession has to offer.

The 2012 Nursing and Health Expos are held on Sundays from 10am – 3pm on the following dates:

NSW – 25 March 2012
Sydney Convention & Exhibition Centre

QLD – 15 April 2012
Brisbane Convention & Exhibition Centre

WA – 29 April 2012
Perth Convention & Exhibition Centre

ACT – 6 May 2012
National Convention Centre, Canberra

SA – 3 June 2012
Adelaide Convention Centre

VIC – 8 July 2012
Royal Exhibition Building, Carlton

TAS – 15 July 2012
Hotel Grand Chancellor, Hobart

For more information, please visit www.rcna.org.au

RCNA MANAGED CONFERENCE

DANA CONFERENCE
Melbourne 13–15 June 2012
In the age of complexity

HONOR SOCIETY OF NURSING, SIGMA THETA TAU INTERNATIONAL

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2013
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Equity and Access to Health Care
18–23 May 2013

LET’S TALK

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FLORENCE NIGHTINGALE TEDDY BEAR

The ICN/FNIF Florence Nightingale teddy bear is being sold in support of the Girl Child Education Fund (GCEF), which provides for the schooling of the orphaned daughters of nurses in developing countries. Order this delightful bear at www.gcfebear.com. To find out more about GCEF, visit www.icn.ch/projects/girl-child-education-fund/

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