



**Lead, represent, develop and support Australian critical care nurses**



**H A P P Y  
N E W Y E A R**

#### **Happy New Year from the ACCCN National Board and staff members!**

This should be an exciting year for ACCCN. It has been noted in surveys that ACCCN members value the Australian Critical Care Journal and ACCCN's role in education and advocacy. As we enter 2023 ACCCN continues to provide services that members value and there are some new developments to enhance ACCCNs services to members.

#### **Australian Critical Care (ACC) Journal**

The bi-monthly Australian Critical Care (ACC) journal, (available online to ACCCN members\*) continues to perform very well with the leadership of Professor Andrea Marshal and the dedication of the editorial team. The January 2023 issue of ACC focuses on the supply and welfare on the critical care nursing workforce. The last few years have been incredibly challenging for everyone, so this is a great way to kick off the new year! The clinical activity levels remain high and there are unknown challenges ahead. This issue of ACC examines many of the issues relating to the supply and welfare of the critical care nursing workforce and provides some useful information leading into the future. I encourage members to read the editorial by Deena Costa and Naomi Hammond and review the remaining content of the ACC January 2023 issue of the ACC journal.

*\*If you aren't currently an ACCCN member, you can [join now](#) to access the ACC Journal online and many other fantastic [member benefits](#).*



#### **Education and Advocacy**

I am delighted to inform you all that ACCCN has employed a National Nurse Educator. This position will take the lead in development of an educational plan for ACCCN, review of Position Statements and develop a process for endorsement of external tertiary critical care courses. This is an exciting development for ACCCN that will allow the College to focus on its role of education and advocacy for our members.

## Meet Kylie Thompson – ACCCN National Nurse Educator

*"I am excited to be entering into a new role created at the ACCCN, as National Nurse Educator. The true benefit of this position is that I can work with a wonderful group of people to create, redesign, and further expand the education opportunities which ACCCN can offer our members."*

*I have a passion for education in the critical care setting, and after moving from a clinical role into education in 2015 I always try to create exciting education opportunities and support my fellow colleagues. I completed my Master of Education (Learning and Leadership) at the University of Technology, Sydney in 2021 and continue to look for opportunities to apply these skills to support adult learning and best practice. I am here to support our critical care nurses' continuous professional development and look forward to providing you with strong educational products both online and face to face.*



*I would love to hear from you if you have any feedback or recommendations regarding the ACCCN's education offerings."*

Kylie Thompson (BPsych,  
BN, Med)  
[kthompson@accn.com.au](mailto:kthompson@accn.com.au)

## Clinical Update – Managing a patient on non-invasive ventilation with an increased work of breathing.

As well as my part time role as CEO of ACCCN I have the pleasure of continuing to work as a nurse in intensive care. I feel this role compliments the role of CEO very well and helps keep me abreast of some of the issues facing critical care nurses. Overtime I have noticed that issues faced in one clinical area are often shared issues across the country. This summer I have been surprised by the number of unseasonable presentations of patients coming into hospital with multiple respiratory viruses +/- concomitant bacterial infections. With the high number of presentations there has been an increased use of non-invasive ventilation to assist in the management of these patients. Many of these patients have had an increased work of breathing making the effective delivery of non-invasive ventilation important. Given this demand I thought it would be useful to review a couple key principles.

To provide non-invasive ventilation, you need a:

- Mask, circuit and device/means to provide expiratory resistance, and a
- Flow rate, with potentially oxygen enriched gas, to match the patient's inspiratory flow requirement.

There are 2 types of circuits used for non-invasive ventilation, single limb and dual limb systems.

- Single limb systems utilise one inspiratory limb to deliver gas to the patient. Single limb systems must have an exhalation port for the patient to expire. To minimise apparatus dead space and rebreathing of carbon dioxide (CO<sub>2</sub>) the exhalation port should be positioned as close to the patient as possible. On a number of devices, the exhalation valve is part of the mask to address this issue.
- A dual limb circuit has separate inspiratory and expiratory limbs. A dual limb circuit is commonly used in the hospital on devices capable of providing both invasive and non-invasive ventilation.

Non-invasive devices that use single limb circuits tend to be more responsive than dual limb circuits. This is because single limb systems have a continuous leak built into the circuit and the device is constantly

delivering gas to maintain the target pressure. When the patient goes to inspire the patient is able to “suck” in some of the gas that is already moving through the circuit out of the exhalation port. The machine then increases flow to match the patient’s demands.

Dual limb systems are commonly less responsive and may struggle to reach the target pressure. There is often a delay in delivering an adequate flow rate to match the patients inspiratory flow requirements. This may result in a drop in pressure during the initiation of the breath or in later phases of the inspiratory breath cycle. This drop in pressure may be a sign that the patient has an increased work of breathing that is partially generated by the devices inability to match the patient’s demands. Furthermore, the “rise” time, measured in seconds and describes the time the device will take to rise from the baseline pressure to the target pressure, can influence this potential drop in pressure. Reducing the rise time to the lowest value will ensure that there is an increase in flow during the initial phase of inspiration, helping to offset the potential drop in pressure.

A final element to address, in order to meet your patient’s work of breathing demands, is a flow trigger set as low as possible. Setting the flow trigger as low as possible without causing “auto-cycling” will allow your patient to easily trigger/initiate a breath without increasing their work of breathing. While there will often be a physiological or disease related component to an increased work of breathing it is useful to recognise that the type of non-invasive circuit selected and the settings can also impact on your patient’s work of breathing.

**Key lesson point: Be vigilant in your continued assessment of your patient on non-invasive ventilation and always aim to reduce your patient’s work of breathing by understanding the mechanics of your non-invasive ventilation circuit.**

Rand Butcher  
ACCCN CEO

## Membership



### Membership with ACCCN

ACCCN offers a range of member benefits. These include discounted registration for courses and events, access to the Australian Critical Care journal online, a premium subscription to Continulus online along with opportunities to apply for grants and funding assistance for professional development, education and research.

Join now and stay connected!

For further information please email [member@accn.com.au](mailto:member@accn.com.au)

Are you an ACCCN Member? ACCCN members receive an extensive array of benefits that provide financial, educational, and professional opportunities. If you aren’t already a member **JOIN NOW** to stay informed and connected or **visit our website for more information**.

Existing member? **Visit our website to find out more about your ACCCN membership benefits** to ensure you are making the most of your membership.

## ACCCN Advisory Panels

The ACCCN Advisory Panels support the mission of the College ‘to lead, represent, develop, and support Australian critical care nurses’. The purpose of the Advisory Panels is to provide expert knowledge, advice, and information to the ACCCN Board and its members on issues relevant to Critical Care Nursing.

The Advisory Panels provide timely expert advice including reviewing the chapters of the ACCCN Critical Care Nursing textbook; reviewing and updating Advanced Life Support guidelines; reviewing abstract submissions for the ACCCN Annual Education Meeting and the ACCCN/ANZICS Annual Scientific Meeting; reviewing applications for the education and research grants that ACCCN provides to support nurses; and the development of ACCCN position statements and ACCCN Workforce and Practice Standards. There are nine Advisory Panels that are comprised of, and led by, dedicated ACCCN members with expertise in following areas:

**Workforce Advisory Panel** - Among its roles the panel has consulted and produced position papers on staffing and the Workforce Standards which are now under review.

**Education Advisory Panel** - Among its roles the panel has developed position papers on critical care nursing education and developed online learning resources for ACCCN members.

**End of Life Advisory Panel** – The panel has produced published review papers, and position statements on end-of-life care in ICU and organ and tissue donation and transplantation.

**Research Advisory Panel** - Among its roles the panel is responsible for evaluating and making recommendations on submissions for ACCCN and the ANZ Intensive Care Foundation Nursing research grants. To date the ACCCN has provided close to \$34,000 in grants to support nurses through national, state and territory grants for professional development.

**Quality Advisory Panel** - Provides expert knowledge, advice, and information to the ACCCN on matters relevant to critical care nursing practice relating specifically to patient management.

**Resuscitation Advisory Panel** – Provides expert knowledge, advice, and information to the ACCCN on all matters relevant to resuscitation and education. The Panel is responsible for reviewing the ACCCN Basic and Advanced Life Support course materials and position statements.

**Paediatric Advisory Panel** – Provides expert knowledge, advice and information on paediatric critical care nursing and facilitates paediatric critical care networking.

**Global Health Advisory Panel** - The newest ACCCN Advisory Panel which provides expert knowledge, advice, and information to the ACCCN working with neighbouring Pacific low- or middle-income country critical care nurses to foster collaboration in education and research based on local values and needs to improve patient and nursing outcomes. The Panel is currently collaborating with the Papua New Guinea Critical Care Nurses Society (PNGCCNS) to identify the needs and opportunities to support development of specialised critical care nursing education within each Country.



Following an expression of interest for the new appointment term, the members of the Advisory Panels have been decided by the Board and in the coming month's we will introduce you to the newly nominated chairs and members of the ACCCN Advisory Panels.

Malcolm Green  
**National Board Vice President & Advisory Panel Lead**  
**NSW/ACT State Committee National Representative**

**[LEARN MORE ABOUT ACCCN ADVISORY PANELS AND CURRENT PANELISTS](#)**



## Upcoming ACCCN Events



ANZICS/ACCCN  
Intensive Care ASM  
29-31 March 2023  
Adelaide Convention Centre  
South Australia

**ICU  
ON THE  
EDGE**

Early bird  
savings now on

[REGISTER NOW](#)

**THE PRELIMINARY PROGRAM** outlines all the outstanding speakers and topics which will be covered in this three-day conference. You can also learn more about our **KEYSTONE SPEAKERS HERE**.

**REGISTER** for either the full meeting or a single day. **EARLY BIRD PRICES** available until 17<sup>th</sup> February. Don't miss out, **REGISTER NOW** to save!



IN CASE YOU  
MISSED IT...

**PRELIMINARY  
PROGRAM NOW  
AVAILABLE**

[VIEW HERE](#)

Official Presenting Partner



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## NEUROLOGICAL AND TRAUMA DAY

VIC CRITICAL CARE SEMINAR

FRIDAY, 10 FEBRUARY 2023

OAKS ON MARKET, MELBOURNE

acccn.com.au







REGISTER NOW



## DETERIORATION IN CRITICAL CARE

ACT SEMINAR DAY

THURSDAY, 23 FEBRUARY 2023

RAMADA ENCORE HOTEL, BELCONNEN



acccn.com.au







REGISTER NOW





## 'TRACHEOSTOMY MANAGEMENT'

TAS HOT TOPIC EVENING

THURSDAY 23 FEBRUARY 2023

MECCA RESTAURANT, BURNIE

6:00PM – 8:00PM

REGISTER NOW



Registrations are now open for the NSW/ACT Seminar 'Critical Care Collaborative!  
**REGISTER NOW** to take advantage of **Early Bird** prices available until 31 March 2023.



## NSW/ACT SEMINAR: Critical Care Collaborative

Friday 12<sup>th</sup> May 2023 – Kirribilli Club, Lavender Bay NSW



**REGISTER NOW**



**REGISTER NOW**



## RECOGNISING & RESPONDING TO THE DETERIORATING CHILD

WA STUDY DAY

SATURDAY, 16 SEPTEMBER 2023  
ROYAL PERTH HOSPITAL, PERTH

[accn.com.au](http://accn.com.au)





**SAVE THE DATE!**

**Annual Education Meeting**



**Thursday 19<sup>th</sup> & Friday 20<sup>th</sup> October 2023**

**CROWN PROMENADE CONFERENCE CENTRE**  
Melbourne, Victoria






[www.acccn.com.au](http://www.acccn.com.au)

## ***Research Project Invitation to Participate***

### **The motivations of critical care nurses and the challenges they encounter in their roles**

Our research project aims to explore the motivations and challenges encountered by critical care nurses in their roles. We are interested to find out what motivates nurses to work in critical care. Also, we wish to understand the challenges that critical care nurses experience in their role. We aim to recruit Registered Nurses who are currently working in critical care to be interviewed for their perspectives and about their experiences (a Zoom based interview for approximately 30-60 minutes).

*Findings from this study will assist understanding in relation to the needs and interests of critical care nurses.*

### **Find out more and register your interest**



**Are you looking for research participant's?**

**The ACCCN encourages research participation and can promote your research project.**

All ACCCN members currently involved in research projects relevant to critical care nursing are eligible to promote their project through the ACCCN website, newsletter and social channels.

For more information or to submit a Research Project [CLICK HERE](#).



## INDUSTRY UPDATES

### Women & Leadership Australia – Leadership Scholarships



Women in health can now apply for a leadership development scholarship from Women & Leadership Australia (WLA). Providing world-class leadership development programs for women at all stages of their careers, WLA brings together the latest in leadership theory and practice with a focus on applied learning, building networks and a flexible, part-time delivery to fit in with your schedule.

Scholarships are now available through WLA to encourage more women to enhance their impact at work and beyond, and to support the development of women leaders at all levels.

Partial scholarships of \$1,000-\$5,000 will support participation in one of four courses designed for women in non-leadership roles through to senior leaders.

**Applications close Friday 17 March 2023 unless allocated prior.**

To find out more [CLICK HERE](#)

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Australia and New Zealand College of Emergency Nursing - Clinician Educator Incubator

# STARTING MARCH 2023

A 12 month interprofessional  
faculty development programme for  
Clinician Educators working in critical care

**LIMITED PLACES...**  
**EOIs CLOSE FEB 10, 2023**

Consultant physicians (with CPD funds) AUD \$1949.95  
Nursing/ Allied Health/ Trainees/ Other AUD \$449.95  
Scholarship programme for LMIC participants

All proceeds donated to  
The **Australian & New Zealand**  
**Intensive Care Foundation**



ANZCEN  
CLINICIAN  
EDUCATOR  
INCUBATOR

<https://litfl.com/anzcen-incubator/>

EOIs are open to join the **2023 Clinician Educator Incubator** for Clinical Educators working in critical care. Nurses play a key role in critical care education and are a vital part of our interprofessional Incubator community.

The Incubator is a professional development programme for clinicians engaged in health professions education, with a focus on the critical care specialties. The one-year programme enrolls participants into a mentored digital community of practice.

If you are a clinician who wants to develop as a scholarly educator, apply best practices and innovations to health professions education, and help lead critical care education in the 21st century, we invite you to work with us and join our community.

Participants will be selected for their demonstrated commitment to health professions education and their potential to develop as Clinician Educators. Through collaboration and mentorship, they will develop their expertise and engage in education projects that will benefit our community of educators, our learners, and ultimately help improve patient care.

Cost for this 12-month interprofessional faculty development programme:

- Consult physicians (with CPD funds) – AUD \$1,949.95
- Nursing/Allied Health/Trainees/Other - AUD \$449.95

Active ACCCN members will receive a further AUD \$100.00 discount. All proceeds are donated to the [Australia and New Zealand Intensive Care Foundation](#) to support future education projects.

**EOIs close 10 February 2023.** View full information on the 2023 Clinician Educator Incubator [HERE](#)

## Employment Opportunities



### Alice Springs Hospital: Registered Nurse/Midwife Emergency

Opportunities exist for Registered Nurses to work in the Emergency Department (ED) at Alice Springs Hospital. Located in the rugged and beautiful centre of Australia, the Alice Springs Emergency Department is unique due to the size of our catchment area (1 million square km's) and population.

Our ED is a 43-bed department including three resuscitation bays, four high dependency bays and a paediatric specific area. Nurses coming to our department will progress through all areas of the department with support and tailored education packages to assist them in upskilling. Our friendly and committed multidisciplinary team work closely together to achieve the best outcomes for our patients.

We are looking for passionate, enthusiastic, dedicated registered nurses who can adapt easily and always provide compassionate and patient focused care. Nurses applying would need current AHPRA registration and an ability to lead and co-ordinate client care resulting in positive clinical outcomes. Ideally you will have recent Emergency experience and experience in management of high acuity patients.

Several ongoing vacancies are available on a full time, part time or casual basis.

**Apply Now:** <https://jobs.nt.gov.au/Home/JobDetails?rtfId=256531>

**Closing date: 9 March 2023**



### Royal Flying Doctor Service: Clinical Educator

The Royal Flying Doctor Service (RFDS), South Eastern Section is offering a truly unique opportunity to shape a centre of excellence in rural health education, training and development within one of the largest and most comprehensive aeromedical organisations in the world.

We are seeking a Clinical Educator to join our team to deliver education to our amazing staff in Broken Hill. You'll have experience in developing and delivering clinical education and be highly skilled in adapting your style to different audiences. There's no such thing as a typical day - You'll be working with Retrieval staff; Primary care; Mental Health and more, so flexibility and being able to think on your feet are key! Education will be delivered in person, online, and through any other methods you may have come up with.

You'll be able to shape how and what we deliver to our people and have the autonomy and flexibility while being supported by your peers.

**For more information, please email [christine.busby@rfdse.org.au](mailto:christine.busby@rfdse.org.au) or check out:**  
<https://www.flyingdoctor.org.au/careers/job/629279-clinical-educator/>

**Closing date: 6 February 2023**





**Monash  
Health**

## Casey Hospital: Registered Nurse (Cardiac Care Unit)

Casey Hospital is seeking suitably qualified nurses who are passionate about and have demonstrated experience in CCU to become a valuable part of our cardiac care team. Yours is a pivotal front-line role providing care within a dynamic fast paced setting. You are committed to providing evidence based, patient and family centred care and you are motivated to seek all opportunities to further upskill and master your CCU expertise.

We guarantee that no two days will be the same! You'll enjoy the variety and challenge that comes from working with likeminded leaders and skilled senior staff and clinical mentors, while being supported by the management and executive team, across the program and across our large complex health service. We have a strong education focus with exposure to the expertise of our team across our Cardiac Care units and a commitment to supporting new team members progress their individual interest areas.

Ongoing Full or Part-Time positions available.

For more information or to apply now click here:

<https://monashhealth.mercury.com.au/ViewPosition.aspx?Id=Si0QOWjVz54=&k=57796&E=0&C=0&J=0&P=0&I=0&L=0&ibc=ere>

Closing date: 14 February 2023



## Victorian Heart Hospital: Emergency Registered Nurses

New Year, New Nursing Career in Cardiac Care! Join Australia's only heart hospital opening to patients in February 2023!

Recently hired Emergency Nurse Manager Adam it was a "dream job and to bring my international experience and passion for heart health to the Victorian Heart Hospital after living in the UK for the past five years". Adam is also "passionate toward building values-led teams and being there to support their growth and development to become highly qualified and successful nurses."

You are a high achiever, excellent communicator and able to engage with others at all levels to deliver outcomes in a timely manner. You are naturally curious, have a thirst learning and seek all opportunities to further upskill and master your critical care cardiac expertise. As a valued member of the cardiac emergency team, you are committed to delivering evidence based, patient and family centred care.

New full/part-time ongoing opportunities available

Apply Today:

<https://monashhealth.mercury.com.au/ViewPosition.aspx?Id=5VoylRe/aME=&k=57834&E=0&C=0&J=0&P=0&I=0&L=0&ibc=ere>

Closing date: 8 February 2023



## Victorian Heart Hospital: Critical Care Registered Nurse Intensive Care

New Year, New Nursing Career in Cardiac Care! Join Australia's only heart hospital opening to patients in February 2023!

The first dedicated cardiac intensive care service in Australia with a state-of-the-art unit with 16 bed Cardiothoracic care and a nurse lead ECMO service providing excellence in care to complex cardiac patients. Historic opportunity to work closely with a newly developed cardiac team of critical care nurses and passionate multidisciplinary cardiac team.

As a Critical Care Registered Nurse, you will bring a critical care certificate with opportunity to further upskill and access to undertake an ECMO course to gain competency. You will also be a respected and valued member of a supportive and inspiring leadership team committed to developing their Nurses. Positions available for accomplished, enthusiastic, and professional critical care cardiac Nurses to join our brand-new cardiac ICU.

New full/part-time ongoing (minimum .6EFT, negotiable) opportunities available.

Monash Health is a great place to work and now is the perfect time to join Australia's historic new cardiac facility - selection activity may commence prior to closing date, apply today!

### Apply Now:

<https://monashhealth.mercurv.com.au/ViewPosition.aspx?Id=xCLcKx1Abbg=&k=57838&E=0&C=0&J=0&P=0&I=0&L=0&jbc=ere>

**Closing date: 8 February 2023**

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## Gold Coast University Hospital: Clinical Nurse (Scrub/Scout Cardiothoracic)

An opportunity has become available for a Clinical Nurse (Scrub/Scout – Cardiothoracic) to join Gold Coast Health (GCH) where the focus of our 12 000-strong team is on providing world-class health care to people living in the Gold Coast, and northern New South Wales region of Australia.

This role acts as a resource person, role model and clinical leader for the Cardiothoracic Surgery which provides a wide range of surgeries at Gold Coast University Hospital. Based in Southport.

### Submit your application here:

<https://smartjobs.qld.gov.au/jobs/QLD-GC464347>

Job Ad reference: GC464347

**Closing date: 3 February 2023**

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## Northeast Health Wangaratta: Nurse Unit Manager – Intensive Care and Dialysis Unit

Northeast Health Wangaratta (NHW) is the major health provider in the Central Hume region with an extensive range of acute, sub-acute, aged care and community services.

NHW have just completed a very exciting redevelopment which includes a 12 bed Critical Care unit with state-of-the-art facilities. We have a sensational opportunity for a Nurse Unit Manager to join our amazing team.

As the NUM, and a senior member of the Nursing Division of NHW, you will have direct operational responsibility for the provision of high quality and safe inpatient and outpatient services through leadership, coaching, team building, change management and effective human and financial resource management.

If you are interested, please visit [www.nhw.org.au/careers](http://www.nhw.org.au/careers) for further information and details on how to apply.

**Apply Now:**

<https://www.livehire.com/job/nhw/D8EJQ>

**Closing date: 20 February 2023**



## Calvary Public Hospital: Critical Care Registered Nurses – Level 2 and Level 1 (ICU/CCU)

Calvary Public Hospital ICU/CCU is looking for registered critical care nurses that want to get back to the foundations of critical care nursing through the provision of safe, high quality, patient, and family focused care.

The public ICU/CCU is a combined critical care unit with a 10-bed medical/surgical ICU and 6 bed CCU. Each year we provide care for an average of 600 ICU patients and 650 CCU patients. While a smaller unit, the team prides itself on providing high quality holistic care to patients and families.

With various Permanent and Casual Full Time and Part Time opportunities available within the department, you can join a supportive, multi-disciplinary team with an excellent culture. Ongoing opportunities exist for professional development to enhance your clinical knowledge and leadership skills, with access to career pathways for professional growth.

**Apply Today:**

<https://careers.calvarycare.org.au/jobs/registered-nurse-hospital-canberra-act-australia>

**Closing date: 10 February 2023**