Professional Development Portfolio

Emily Jane Weston

B Nursing, BN (Hons, 1st class), B Soc Sci, Dip Edit & Pub, PhD candidate





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1. Registration

I am a Registered Nurse. The Australian Nursing and Midwifery Council governs the safe practice of Registered Nurses in Australia through establishing competencies.

My nursing registration details can be found at the Australian Health Practitioner Registration Agency homepage – NMW0001881168.

<http://www.ahpra.gov.au/>

2.1 Professional Qualifications

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| --- | --- | --- |
| **Qualification** | **Date** | **Organisation** |
| PhD Candidate | August 2022 | Western Sydney University |
| Graduate Cert in Higher Education | Commenced May 2022 | Australian Catholic University |
| Bachelor of Nursing (Hons, 1st class) | June 2021 | Western Sydney University |
| Advanced Life Support | October 2019 | Australian College of Critical Care Nurses |
| Bachelor of Nursing | December 2013 | Charles Sturt University |
| Certificate IV in Professional Kinesiology Practice (ICPKP) | December 2009 | Nature Care College |
| Diploma in Book Editing & Publishing | November 2004 | Macleay College |
| Bachelor of Social Science | December 2001 | Macquarie University |

Research

I completed a BN (Hons) degree at Western Sydney University in 2021. My thesis topic sought to identify how nurses in smaller regional facilities perceive clinical handover. Regional facilities face problems with recruitment and retention of experienced nursing staff in comparison with metropolitan health services. Differences in staffing and skill mix within regional facilities in addition to a lack of resident medical staff compound the risks in regional health environments.  
  
The aim of this research project was to explore nurses’ perceptions of clinical handover practices in regional facilities to identify the most appropriate model of oral and written clinical handover for this setting. The goal was to improve patient safety. I published this study in the Journal of Nursing Management, a Wiley publication.

I am a current PhD candidate. My thesis is based on phenomenological research that seeks to explore how community nurses develop emotional and professional resilience caring for end-of-life clients in the home.

* 1. **Curriculum Vitae**



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**Career Objective**

I am a Lecturer in Nursing (Level B) with Australian Catholic University.   
My areas of interest include acute care nursing, palliative care nursing and nursing education.

**Education**

* Grad Cert in Higher Education, Australian Catholic University, commenced June 2022
* Bachelor of Nursing (Hons, 1st class), Western Sydney University, 2021
* Advanced Life Support, Australian College of Critical Care Nurses, 2019
* Effective Online Facilitation, Western Sydney University Online, 2018
* Bachelor of Nursing (Dean’s Award recipient), Charles Sturt University, 2013
* Cert IV in Professional Kinesiology Practice (ICPKP), 2009
* Dip in Book Editing and Publishing, Macleay College, 2004
* Bachelor of Social Science, Macquarie University, 2001

Employment History

**Australian Catholic University Lecturer in Nursing Level B - Jan 2022 - present**

|  |
| --- |
| The **Lecturer in Nursing** is accountable for high quality teaching and learning outcomes through the development, delivery and continuous improvement of lectures, tutorials and laboratory classes in core subjects in the discipline of Nursing at undergraduate and postgraduate levels. I was a Lecturer in Charge for HLSC122 (Evidence in Practice) at Blacktown campus in Term 1. I am now a LIC for a theoretical subject focussed on ageing and a clinical subject aimed at teaching acute care skills to second-year students. I am in charge of clinical lab set-up and teaching as well as placement compliance.  More specifically the role entails:   * Developing and delivering high quality, innovative teaching informed by reflective practice. * Contributing to academic administration, quality improvement, risk management and/or governance which benefit the school and university. * Contributing to supporting students and creating supportive, inclusive learning environments through initiative or innovation in practice. * Participate in scholarship relevant to the discipline and /or learning and teaching. |

**Westmead Private Hospital Clinical Nurse Educator – Sept 2021-Jan 2022**

|  |
| --- |
| The Surgical ward Clinical Nurse Educator develops, implements, and evaluates training and education programs in line with organisational and departmental planning strategies. This role also involved facilitating regular orientations, in-servicing and clinical competence programs.  This role required an educator that can not only deliver formal training but also lead, coach, and inspire others through practical on the job training working alongside clinical employees. In addition, key unit objectives had to be achieved whilst promoting a culture of continuous improvement.  The CNE role necessitated a passion for training and development, coupled with innovative thinking, solution orientated and self-motivation. This role required exceptional communication and interpersonal skills with the ability to engage and influence their team. |

**Westmead Hospital Casual Pool Registered Nurse** July 2021 - current

This role involves working across all areas of the hospital to fill vacancies caused by sick/annual leave.

The Registered Nurse must demonstrate commitment to quality improvement, practice development and evidence-based practice. The RN must also apply demonstrate application of evidence-based practice and critical thinking to patient care. I have worked across clinical areas such as cardiology, emergency dept, endocrine, renal and Covid positive ward.

**Lawson Community Health Centre**  **Registered Nurse** March 2020 – Sept 2021

The Registered Nurse (RN) Chronic and Complex Care (CACC) is responsible for the provision of quality nursing assessment, planning, implementation and evaluation of care using evidence based best practice guidelines underpinned by the principles of Primary Health Care as part of a collaborative partnership with clients, families/carers and other key stakeholders.

The RN CACC ensures care is delivered in a person-centred way in line with the Australian Aged Care Quality Standards. Services include: Wound Management, Palliative Care, Chronic Disease Management and Continence Management and are provided in a range of community settings including client's homes and clinics in various locations. Community care involves SPC and male and female IDC care and changes, palliative care assessments and care planning; which involves educating family members caring for loved ones dying at home about subcutaneous medications, simple and complex wound management and pleurex and surgical drain management.

**Medical Staff Clinical Facilitator** Dec 2018- July 2020

I worked as a casual clinical facilitator for Medical Staff agency. This involves assisting the students to develop the knowledge, attitudes and skills necessary for practice within the clinical environment as a beginning level registered nurse. The clinical facilitator will act as a professional role model for students and is responsible for maintaining positive relationships with health care agencies to enhance the learning experience. Clinical facilitators have highly developed communication and interpersonal skills, a strong work ethic and a commitment to research/ evidence-based practice.

**Western Sydney University Online Online Learning Advisor** Sep 2018- Sept 2021

I taught several core units in the Online B Nursing program - **Human Relationships and Life Transitions, Approaches to Professional Nursing Practice** and **Professional Practice Experience 4 and 5.**  
**Unit learning outcomes**

1. Enhance students' online learning experience;

2. facilitate collaborative online interactions between students;

3. apply the principles which inform the WSU Online model;

4. develop and apply the facilitation skills of summarising and weaving

5. understand the principles which inform good feedback and how these are applied;

6. have the capacity to manage student expectations in the online environment;

7. locate and evaluate appropriate resources to manage student issues;

8. be proficient with the Canvas Learning Management System (LMS) and Collaborate   
  
OLA’s provide -

● Quality delivery of academic content, learning activities and assessment tasks

● Engaging and collaborative academic discussions

● Support, feedback and unit- specific advice throughout the study

**Western Sydney University**  **Academic Tutor** Feb 2015 – Feb 2022

I was a casual Academic Tutor for the University of Western Sydney, across Parramatta, Lithgow and Hawkesbury campus. I taught the following subjects in the Bachelor of Nursing undergraduate degree-

* **Professional Communication in Nursing.** Professional Communication covers an introduction to formal academic writing and examines the Australian Nursing and Midwifery Board competencies.
* **Aboriginal and Torres Strait Islander Health.** This subject explores the concepts of cultural safety and cultural competence for nursing and midwifery students.
* **Professional Practice Experience 1**. This unit introduces beginning students of nursing to the principles, concepts and skills used to identify, problem-solve, promote, maintain and support health and well- being across the lifespan.
* **Research for Nursing and Midwifery.** In this unit nursing and midwifery students develop a foundational understanding of research concepts that inform analysis of literature and evidence-based practice.
* **Health Variations 5**. Health Variations 5 develops a student’s knowledge and skills in a palliative approach when caring for individuals and their families who are experiencing life limiting illness.
* **Health Variations 3**. HV3 examines National Health Priority case histories to develop knowledge of pathophysiology, pharmacology and implications for nursing practice when caring for people with chronic conditions affecting the cardiovascular and renal, respiratory and musculoskeletal systems.
* **Health Variations 2** HV2 explores the concepts of chronicity, disability, habilitation and rehabilitation in relation to chronic conditions, functional and intellectual disabilities and their implications for nursing practice.
* **Health Variations 1**. Health Variations 1 focuses on: perioperative nursing, the pathophysiology of inflammatory disorders/malignancies and safe medication administration practices for the Registered Nurse.
* **Human Relationships and Life Transitions** (HRLT). HRLT explores frameworks that support an understanding of human development, development of a sense of self, predictable and unpredictable transitions across the lifespan and in the context of people realising their health potential.
* **Approaches to Professional Nursing Practice** APNP provides the foundations for developing comprehensive knowledge in the nursing discipline and introduces skills which will be utilised by new graduate nurses.

My **role responsibilities** as a casual academic tutor include:

* Deliver quality tutorials and provide academic support for students in the undergraduate nursing programs.
* Utilise a variety of technologies to achieve educational goals
* Contribute to the preparation and marking of assessment items and process results according to deadlines set by the school.
* Participate in curriculum activities including contributing to course/unit development, implementation and evaluation
* Participate in academic administration including attendance at unit meetings as required.
* Identify students who need additional assistance with literacy
* Consult and correspond with students and lecturers re: subject content.

**Blue Mountains District Anzac Memorial Hospital**  **Registered Nurse** Nov 2019 – Sept 2021

This role involved working as a casual Registered Nurse across a variety of clinical settings throughout a tertiary healthcare environment such as: the Close Observation Unit, Medical/Surgical ward, Rehabilitation ward, Palliative care and Emergency Department. I am ALS-trained, so I also work on the MET team when I am rostered on in the Emergency dept. I am venepuncture and cannulation-accredited.

**East Wing** (BMDAMH) **Registered Nurse** 21 Feb 2015 – Nov 2019

I was employed on a permanent basis at East Wing, Blue Mountains Hospital. East Wing is a 35-bed acute Medical/Surgical ward caring for patients with: cardiovascular and respiratory diseases, malignancies, diabetes, psychiatric and drug and alcohol related disorders. I also provided postoperative care to patients from the OT.

The responsibilities of the RN in the Medical/Surgical ward include:

* Consults with health care team members to plan, implement and evaluate patient care
* Prepares, administers and documents administration of prescribed medications
* Applies cardiac monitoring to patients as needed
* Educates patients on postoperative wound care and analgesia
* Identifies and manages the deteriorating patient in accordance with DETECT training
* Ensures Basic Life Support training is current, participates in MET calls
* Attends wound dressings, urinary catheterisation
* Provides end-of-life care in accordance with palliative care principles
* Being In-Charge of shift when required
* I am also trained in cannulation and venepuncture

**In Charge of Shift Accountabilities**

* Prioritise and monitor the workload of the unit.
* Ensure the allocation of staff is appropriate, including during staff breaks.
* Facilitate resident/patient flow through effective communication.
* Escalate workload issues, clinical concerns, adverse events, critical incidents, 'near misses' and complaints to the After-Hours Nurse Manager in a timely manner

**Rehabilitation Unit** (BMDAMH) Registered Nurse 13 Oct 2014 – 21 Feb 2015

I was employed as a Registered Nurse in the Rehabilitation Unit, Blue Mountains Hospital, as part of the New Graduate Program. The Rehab Unit comprises 22 rehab beds and 2 palliative beds; catering for the needs of patients with chronic and complex diseases and injuries requiring rehabilitation.   
My rotation objectives were:

* To plan and evaluate nursing care in consultation with the multidisciplinary health care team and patients using effective interpersonal communication.
* To prepare clients for future self-management by fostering their independence
* To evaluate the nursing care that is being provided and modify the plan, to achieve measurable goals and objectives.

**Palliative** care nursing involves:

* Providing pain relief
* Supporting families through the bereavement process and through the process of dying
* Enhancing the patient’s quality of life until the moment of death
* Care of the deceased

I also worked regularly in the capacity of **In-Charge** Nurse for the ward.

**East Wing** (BMDAMH) Registered Nurse 22 June– 13 Oct (2014)

I worked a rotation as a Registered Nurse in East Wing, Blue Mountains Hospital as part of the New Graduate Program.

My rotation objectives were:

* To maintain a high standard of nursing care
* To ensure a safe environment for patients, staff and visitors
* To ensure patients are able to make effective decisions about their care

Clinical skills I gained competence in included:

* + Medication administration
  + Diabetes management
  + Administration of blood
  + Basic Life Support
  + Assistance with pt. ADL’S
  + Cardiac telemetry
  + 12 lead ECG’s
  + Urinary catheterisation
  + Wound dressings
  + AWS assessment

**Springwood Hospital** (Rehab/Palliative Care) Registered Nurse 22 Feb– 22 June 2014

I worked as a Registered Nurse in Springwood Hospital as part of the New Graduate Program, across its rehab and palliative care units. My rotation objectives were: discharge planning, rehabilitation nursing, multidisciplinary teamwork and palliative nursing care.

To achieve these goals, the **rehabilitation** nurse:

* Facilitates goal setting, the development of a rehabilitation plan and discharge planning through assessment and intervention
* Contributes to the person’s rehabilitation through a variety of therapeutic activities aimed at maintaining the person’s current body functions, activities and participation.

**Pulse Staffing** Assistant in Nursing April 2013 – Feb 2014

I worked casually as an agency Assistant in Nursing in aged care facilities. This involved:

* Transferring residents using manual handling aids
* Providing assistance with resident ADLs
* Observing standard and additional precautions
* ACFI’s, bowel charts, PAC charts, fluid balance charts and progress notes

**Bupa Tumut** Assistant in Nursing April 2011 – Dec 2012

I worked casually as an Assistant in Nursing in the dementia care unit of the 100-bed nursing home.

* This involved: providing assistance with resident ADLs, conducting regular observations.
* Transferring residents with manual handling aids
* Completing ACFI’s, bowel charts, pressure area care charts, fluid balance charts and progress notes

**Nursing Agency Australia** Assistant in NursingFeb 2010-Mar 2011

I worked as an AIN in the agency branch of the business. I worked in a variety of hospitals, providing assistance with patient ADLs i.e. showering patients, transferring patients via the use of pelican belts, mechanical lifters and slide sheets, bed making and feeding patients.

I was also responsible for conducting regular patient observations.

**Stepping Stone House** Team LeaderNov 2008-Feb 2010

My role as Team Leader of a medium-term youth refuge involved:

* Managing the provision of residential care, casework services and support to young people accessing the refuge.
* The provision of de-escalation training to all members of staff
* Providing practical and emotional support to young people who are homeless and in crisis.
* Managing a safe, secure and clean environment for the client group
* Providing leadership to other Youth Workers to promote an effective team.

**University of NSW** Communications OfficerAug-Nov 2008

This role involved writing brochure and website copy for all the restructured degree programs in the Faculty of Arts and Social Sciences.

* I had to demonstrate a high level of written and interpersonal communication skills and prepare reports and correspondence on complex issues.

**Dept of Ageing, Disability & Home Care** Project CoordinatorMay-July 2008

Job responsibilities of this role included:

* Analyse complex matters, make recommendations, manage a high volume of work and meet deadlines.
* Demonstrate a high level of written and interpersonal communication skills and prepare reports and correspondence on complex issues.
* Establish internal and external stakeholder/client relationships
* Use organisational skills to work both autonomously and as a member of a team.

**Self Employed** Freelance Copywrite/Journalist May 2008-Dec 2010

I owned a small business providing copywriting services which included: online and print advertising, website copy, brochure copy, newsletters (email and print), press releases, feature articles, Visions and Values statements and Key Performance Indicators (KPIs).

Clients included:

* Cluey Advertising
* Leo Burnett
* Brave New World
* Flight Centre
* UNSW
* Travel Associates
* DoubleDay Books
* Heart Harmony

**Westpac** Online Communications SpecialistAug 2007- April 2008

* This role involved maintaining Westpac's intranet site by writing internal communications messages
* I also worked in the capacity of Journalist for Westpac's internal employee magazine, Westpac News. This role involved sourcing, writing and editing stories.

**Austrade** Online Editor April-Aug 2007

* At Austrade I was responsible for writing and sourcing features for internal publications and articles for their online portal.
* The role also involved writing engaging copy and subheads, conducting interviews with employees, attending marketing events and proofreading.

**Retail Media** Journalist/ Online EditorNov 2006- April 2007

At Retail Media I was responsible for writing and sourcing feature articles for Main Event magazine, Retail Pharmacy magazine, Canteen News and Childcare Australasia.

* The role also involved writing engaging copy, conducting interviews, attending product launches and proofreading where necessary.
* Other tasks included: collating and sourcing stories, scheduling online advertising, creating an editorial plan for each newsletter and reviewing the copy on all websites.

**A Woman’s Place - Mission Australia** Case Manager Nov 2004-Nov 2006

My role focused on the provision of case management to homeless single women living in a crisis refuge facing drug and alcohol addictions.

* Also to ensure safety of women staying overnight in Intoxicated Persons Unit.
* Crisis management and group mediation an important aspect of this role.
* Care planning and casework essential
* Assist to remain in Supported Accommodation
* Referral and advocacy of clients to other services, ie Centrelink, Dept of Housing,

**Youth Off The Streets** Drug and Alcohol Support WorkerFeb-Nov 2004

My role involved the provision of case management to homeless adolescents experiencing drug and alcohol addictions. Knowledge of Duty of Care principles was an essential part of the role, as well as implementation of YoTS' OH&S policies. Other responsibilities included:

* Engagement with young people and their families where youth have alcohol and drug issues
* Care planning and casework, assist to access Supported Accommodation
* Referral and advocacy of clients and secondary consultation with other service providers
* Community education ie conference presentations, community forums

**Vincentian Village** Community Support WorkerFeb 2003- Feb 2004

My job description focused on the provision of 24 hour care to homeless families and single women in a crisis refuge. This included sleepovers and shift work. Also to:

* Provide support, case management and advocacy to clients experiencing homelessness.
* Assist and support families to enhance their existing coping skills and ability to access resources.
* Provide learning opportunities and modelling to encourage responsive interaction between parents and children.
* Identify and develop referral pathways for families.
* Establish and facilitate collaborative partnerships with community partners to integrate service provision.

**Dept. of Community Services** Case Worker – Child ProtectionMay 2001- Jan 2003

My role involved working directly with children, young people and families to support them to achieve change that keeps children and young people safe and improves their social, emotional, health and educational outcomes.  
  
Other aspects of my job included:

* Undertaking assessment / investigations to identify and address risk concerns for young people.
* Modelling ethical casework that is responsive to the changing needs of young people and families.
* Building relationships within practice and legislative frameworks to create change in families
* Developing and maintaining networks and relationships with key stakeholders to deliver appropriate services for children, young people and families.
* Participating and contributing to a culture of continuous learning and professional development.
* Maintaining accurate and relevant client records for reporting and information sharing.
* Sharing decision making with family and key stakeholders about young people

Referees

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3. Evidence of Continuing Competence

**3.1 Employment Experience**  
I am a Lecturer in Nursing with ten years of experience working in child protection, case management and communications. My ten years working with homeless young people and families in crisis gave me an in-depth understanding of child protection legislation and the cycles of disadvantage that create vulnerable families. This intersects with the entrenched domains of addiction, child abuse and neglect, mental illness and maladaptive childrearing practices. This impacts upon my nursing career in that these vulnerable families are some of the primary groups represented in the clinical setting.

**3.2 Committees, Organisations and Interest groups**

I am a member of the following organisations -

* **Golden Key International Honours Society**

**3.3 Significant Achievements**

I was awarded the Dean’s Award for placing in the top 1% of my Bachelor of Nursing from Charles Sturt University in 2013. I graduated with First Class Honours from my BN (Hons) degree in 2022.