Merry Christmas and Happy New Year

On behalf of the National Board and staff and volunteers of the National Office, I would like to wish all readers of Spotlite a Merry Christmas and all the best for 2015.

The contribution that St John makes to the Australian community is only possible through the generous work of all members, both staff and volunteers. To all of you, many thanks for the work you do on behalf of St John. Australia is a more resilient community directly as a result of the work you do.

We hope that the Christmas/New Year period is a time of enjoyment for you with family and friends. If you are travelling over the Christmas and New Year period, travel safely.

See you in 2015.

Peter LeCornu, CEO

News from the SJAA Board

Welcome to this edition of the News from the SJAA Board which provides information about decisions made at its meeting in Canberra on 29 November 2014.

Key Performance Indicators

In the morning prior to the Board meeting, a workshop was held involving both SJAA Board members and CEOs. At the workshop, it was agreed to set 3 Key Performance Indicators (KPIs) with targets to be achieved by each State and Territory by 2020. One KPI relates to percentage of the population trained in first aid and two KPIs relate to the provision of Event Heath Services. Work will now be done to clarify the definitions of each KPI so that there is consistency in how the KPI is calculated in each State and Territory.

SJAA structure

The workshop also agreed to establish, in principle, a Federal Council, consisting of the Chancellor and State/Territory Chairs, with CEOs attending. The prime role of the Federal Council is to monitor progress against the agreed KPIs and encourage States and Territories to achieve the agreed KPIs through sharing ideas and collaborative projects. The workshop also agreed, in principle, to revise the structure of the SJAA Board. As a result, the Board agreed not to fill the position of Chief Commissioner or any other vacant board position whilst this review of the structure of the SJAA Board is undertaken.

Australian Youth Advisory Team

The Board agreed to a proposal to restructure the Australian Youth Council and form the Australian Youth Advisory Team (AYAT). This proposal was endorsed following consideration of Lachlan Cibich’s report Represent:
optimising the impact of young people’s participation and advocacy in St John. The AYAT will be a small group of young people who will provide advice to the National Office and the SJAA Board on how St John can achieve its goal of making first aid a part of everyone’s life. The AYAT will design effective methods for seeking the views of young people in St John in order to provide this advice.

Child and Vulnerable Persons’ Standards
The Board endorsed the changing of the child protection standards to become the Child and Vulnerable Persons’ Standards. The change in standards recognises that most State legislations now provide protection for both children and vulnerable persons. The Board also received the most recent report on the child protection scorecard.

Other matters
The Board approved the 2015 budget for SJAA. The Board is also seeking further details of a proposal from Western Australia to change the formula used to calculate how each State and Territory contributes to the funding of SJAA Inc. A report on the funding formula is to be presented to the next Board meeting.

The Board agreed that SJAA Inc. will adopt special purpose financial reporting.

The Board congratulated St John Western Australia on its recent marketing awards, particularly the silver at the London International Marketing Awards.

The Board noted that the program for the 2015 Member convention in Brisbane (2–3 May 2015) is now available at www.stjohnqld.com.au/memberconvention. Online registration can also now be taken for the Member convention.

Peter LeCornu, CEO, National Office

St John Ambulance/University partnership—a national first
A new pathway will take students from basic first aid through to diploma and bachelor-level studies in paramedic science. A Memorandum of Understanding between CQU and St John Ambulance gives students the opportunity to obtain a qualification through St John and then articulate into their preferred health-related degree.

As part of the MoU, CQU will provide a Diploma of Paramedic Science (Ambulance) and a Diploma of Paramedic Science (Pre-Hospital Care), as a pathway from the St John Certificate III and IV courses. CQU will also provide an articulated pathway for St John clinical employees who hold a Diploma of Paramedic Science or equivalent into the Bachelor of Paramedic Science (Pre-Hospital Care) program.

CQU Paramedic Science students will be encouraged to become St John Ambulance volunteers for major events, and a partnership is being explored to provide first aid training to university staff and the wider community. St John Ambulance (Qld) CEO Errol Carey said communities right across the State stood to profit from this landmark MoU, with increased numbers of Queenslanders having a greater opportunity to study and a higher focus on public safety and first aid.

Read more at http://goo.gl/LSsilP
Vale Mike Mooney AM KStJ, 1944–2014

Michael Mooney, Chairman of St John Northern Territory and member of the SJAA National Board, passed away on 29 November 2014 after a short illness.

Mike was a member of the Board of St John Northern Territory from 1988 and Chairman from 2001 until 2014. He was very passionate about St John and made an outstanding contribution to the work of St John in the Territory. He had many connections in the Darwin community which were of benefit to St John. He passionately defended St John running the ambulance service when a succession of enquiries and reviews sought to take the service away from St John.

Mike was an excellent contributor to the National Board of St John from 2001 to 2014. When Mike formed an opinion about a matter being discussed by the Board, other Board members were made very clear of Mike’s opinion on the matter. His opinion was always based on what he saw as in the best interests of St John.

Mike was a valuer and ran a real estate and valuation business in Darwin. These professional skills were of great benefit to St John nationally assisting with the sale of the Canberra Avenue headquarters, move to National Circuit and subsequent purchase of the new headquarters in Deakin. Mike’s diligent approach meant that these changes were achieved with maximum benefit to St John.

However, Mike’s valued contribution to the National Board was not restricted to property dealings. Mike fully understood the benefits and limitations of the St John federated structure in Australia. He was able to effectively contribute to National Board debate, recognising both the interests of the State/Territory organisations and the National interest.

Mike’s farewell service in Darwin on 8 December 2014 was a tribute to his outstanding contribution to his family, colleagues and the wider community throughout his life. The Darwin Catholic cathedral was full to capacity with family, friends and colleagues. The service was attended by the current Territory Administrator (equivalent to a State Governor) and four former Administrators, as well as a number of current and past Territory politicians. St John members provided a guard of honour, the Lord Prior and Chancellor read verses from the Bible, and the CEO of St John Northern Territory provided an eulogy illustrating the important contribution that Mike made to St John over a very long period.

I can recall the first time I met Mike at the national conference in Alice Springs, shortly after joining the National Office. He warmly welcomed me into the St John family and his passion for St John was immediately obvious. I have known Mike as a highly personable individual who cared deeply about other people and made an outstanding contribution. Mike lived an outstanding life, neatly summarised at his farewell service by the following passage from Micah 6:8:

This is what Yahweh asks of you: only this,
To act justly,
To love tenderly,
And to walk humbly with your God.

Mike—thank you and rest in peace.

Peter LeComu, CEO, National Office
First Aider and First Responder Accreditation Program changes

For some time, jurisdictions have reported difficulties in getting members to complete the First Responder Accreditation Program (for example, rural Divisions which might only have a small number of members join at the one time). Further, many trainers find it difficult to meet all the trainer requirements of the National Vocational Training Quality Framework. Consequently, following discussion at the November 2014 meeting of the National Event Health Services Group, the following changes to the First Aider and First Responder Accreditation Programs were agreed to:

The First Aider Accreditation Program would be renamed as the EHS New Member Induction Program. The existing First Aider Accreditation Workbook content will be reviewed and a reprint of this workbook will occur in the near future, with a new name. It is expected that ALL new Event Health Services members to St John will complete this new Program and workbook, allowing for a good grasp of basic organisational knowledge.

Commencing on 1 January 2015, the First Responder Accreditation Program will no longer have a workbook associated with it. The First Responder Accreditation Program will require members to just complete the following qualifications:

• Provide Advanced First Aid
• Provide Advanced Resuscitation
• Provide Pain Management
• Any additional State/Territory requirements

Your State/Territory should have advised you of these changes to the First Aider and First Responder Accreditation Programs, including any jurisdiction specific requirements.

The changes to these Programs will enable an easier pathway for new members to become First Responders, which in turn will allow for St John to provide better coverage at Event Health Services events.

There will be no changes to the EHS Reaccreditation Program in 2015, although some changes are being planned for 2016—more on this next year.

Any enquiries about these changes can be made, in the first instance, to Paul Compton, National Event Health Services Manager, via email ehs@stjohn.org.au

Capitular procession

cap-it-u-lar noun a member of a chapter.

chap-ter noun a meeting of the members of the Order of St John.

Ever wondered about the order in which St John Order members walk into a church or chapter meeting? If you have, your member website contains the latest version of the approved order of processing in a capitular procession.

Go to Member Connect and then search using ‘capitular’ or ‘procession’ or ‘church’.
Acute Coronary Syndromes Clinical Care Standard

The Australian Commission on Safety and Quality in Health Care, in collaboration with consumers, clinicians, researchers and health organisations, has developed the Acute Coronary Syndromes Clinical Care Standard to ensure patients receive optimal treatment from the onset of symptoms through to discharge from hospital. This includes recognition of an acute coronary syndrome, rapid assessment, early management and early initiation of a tailored rehabilitation plan.

The Standard can be downloaded from http://www.safetyandquality.gov.au/

Australian Health Practitioner Regulation Agency National Boards report on their work

National Boards have reported on their work in regulating their profession in the National Registration and Accreditation Scheme during 2013-14. The reports provide a profession-specific view of each Board’s work in managing risk to the public and regulating their profession in the public interest. These profiles record regulation at work in Australia for the 12 months ending 30 June 2014.

The Board reports can be downloaded from https://www.ahpra.gov.au/

Australian College of Nursing – State Matters Series 2015

In 2015, the Australian College of Nursing (ACN) will launch State Matters - a series aimed at providing nurses with the opportunity to engage with each other and hear from leading local presenters on key policy issues and state based factors affecting nurses across the public, private and aged care sectors. State Matters will be held in each state and territory on the following dates.

More information can be found on the CAN website at http://www.acn.edu.au/statematters

Article of interest

Finding patients before they crash – the next major opportunity to improve patient safety

With a renewed and ongoing Event Health Services focus on the deteriorating patient, this article reinforces the importance of the use of our clinical practice guidelines by credentialed health professionals. The article can be found at http://qualitysafety.bmj.com/content/24/1/1.extract.

A Christmas message from the Clinical Advisory Team

Christmas is a time for not only celebration but is also a time for reflection with family and friends. Brett, Rob, Glynn, Shane and Alannah wish all St John Ambulance members and their families a safe and joyous Christmas and new year. We look forward to working with and volunteering alongside you in 2015.

Submitted by Assoc. Prof. Brett Aimers
St John (Qld) is delighted to play host to the 2015 Convention.

The 2015 Convention will be the premier opportunity for St John members to celebrate YOUR service, share YOUR experience and expertise, as well as develop YOUR knowledge and skills.

Whether YOU are performing first aid at an Event Health Service, lending social support to the isolated and vulnerable, nurturing our history and heritage or a staff member with St John, YOU are making a significant difference to the lives of others.

The theme ‘the difference is YOU’ will focus on how YOU make a difference to the organisation and the wider community. This year’s conference will inspire pride in yourself, in the charity YOU work for, and in the humanitarian outcomes delivered to those in need.
AYC changes 2015!

From 1 January 2014, the Australian Youth Council will be changing.

What will change?

• The AYC will change its name to the Australian Youth Advisory Team (AYAT). There will be a greater focus on directly seeking the views of young members and youth stakeholders in St John. Members will be able to opt in to an AYAT communications network to stay up-to-date on important issues that affect young people in St John.
• The AYAT will hold an annual Youth Summit in one state/territory each year to seek ideas about things that matter to St John.
• The AYAT will use crowd-sourcing of volunteers when they need additional person-power for a project or initiative. For example, they may seek applications for someone with a certain skill-set to volunteer their time on a short-term basis. This gives great opportunities for others to become involved in the work of the AYAT.
• Participation in the AYAT is not limited to young people (i.e. under 26). Any member interested in youth participation and engagement in St John can get involved.

What stays the same?

• There will still be a core national group driving the work of the AYAT. These members will be under 26 years.
• The AYAT will remain connected to the key organisational goal—that of making first aid a part of everybody's life.
• The AYAT will remain connected to the National organisation, including the SJAA Board.

Why change?

Every organisation needs to grow and change over time to remain current, innovate and meet the needs of the market or its stakeholders. Groups within an organisation are no exception to this. The AYC was first established way back in 1996 and the world and St John has changed a great deal between now and then. So it is time to shake it up and change with the times.

We believe that members' views about issues that affect young St John members are important. Through the new model, we can engage directly with members in the online forums they frequent and reflect feedback to the highest levels of St John. Members have the flexibility to choose to participate as much or as little as they like. This makes the AYAT a more effective and streamlined model for youth participation in St John.

Next steps?

Watch this space for more exciting news about the AYAT and how you can become a part of the St John youth conversation!

Belinda Ding, National Policy Manager

Harper Family Endowment Scholarship 2015

St John Ambulance Australia is pleased to invite applications for the 2015 Harper Family Endowment Scholarship.

The Scholarship is a once-in-a-life-time experience for a young individual to tailor research to enhance the capacity of St John to make first aid and related services a part of everyone's life. The Scholarship is intended for recipients aged between 18 and 30 years and also targets projects which enhance the personal professionalism of the individual. The Scholarship provides a great opportunity for participants to travel and gain real world experience. Candidates may apply for up to $20,000 in funding in a competitive application process.

The 2015 Scholarship Application Pack and Application Form can be downloaded at www.stjohn.org.au, at Member Connect or provided by emailing policy@stjohn.org.au.

Applications close at 5pm (AEST) on Friday 27 March 2014.

Should you require any additional information, please do not hesitate to contact Belinda Ding, National Policy Manager, at policy@stjohn.org.au.
Leadership update

Provides information and tips for leaders and managers in St John.

10 signs you might have a bad boss

1. Be the person who thinks being a good ‘doer’ automatically makes you a good leader.
2. Mistake ‘leading by example’ for ‘doing the tasks that your team does’.
3. Set a bar that’s too high.
4. Burning the midnight oil at all times.
5. Failing to admit responsibility or mistakes.
6. Mistake being liked for being respected.
7. Mistake enforcing discipline for creating genuine accountability.
8. Failing to delegate and demonstrate trust.
9. Failing to engage with your direct reports on a human level.
10. Thinking you have all the answers, and that you have to have all the answers.

See http://time.com/3606645/bad-boss-characteristics/ for further information on each of these.

Submitted by Darren Daff (St John SA)

4 things new team leaders should do first

New team leaders often skip over the basics of team building in a rush to start achieving goals. But your actions in the first few weeks and months have a major impact on whether your team delivers results. Here’s how to set things up for success:

1. Get to know one another. Resist the urge to jump right into the work and focus instead on fostering camaraderie with team-building exercises.
2. Showcase your values. Explain what’s behind each of your decisions, what your priorities are, and how you will evaluate the team’s performance.
3. Explain how you want the team to work. Not everyone knows the best ways to ask for help or go about tasks. Set expectations and explain processes.
4. Set or clarify goals. Make clear what the team is working toward and how you expect to get there. Setting goals early on lays the framework for holding team members accountable.

Have a strategy for impromptu speaking

A key demand in business is the ability to speak off-the-cuff. Whether it’s giving an unexpected elevator pitch to a potential investor or being asked to quickly defend a proposal to sales, many of us have had to speak with no preparation. Next time, don’t panic. The worst business speeches are those that ramble on.

If forced to speak, quickly draft a structure of your main argument on a notecard (or napkin). Jot down an introduction, two or three supporting points, and a conclusion. Use extra time to fill out any examples or data you want to address. Always state your thesis upfront so listeners can easily follow your supporting comments. Focus on key stories and statistics, rather than your delivery. If you know your topic, the words will come. Finally, keep it short. When in doubt, say less.

Inventory your team’s knowledge when starting a new project

Team leaders often don’t fully tap into the knowledge team members bring with them. This is, in large part, because the most confident, outgoing people get the most airtime, while the real experts take a backseat and have limited impact. But a brief intervention can change this dynamic.

When starting on a new project, encourage team members to first discuss the relevant knowledge they each bring to the table. By opening the floor for reflection, you can lead the group in assessing members’ knowledge and discussing its relevance to the task at hand. And your team will be less likely to defer to those with the most confidence, and more likely to combine their expertise to devise strategies for solving the problems.

The process may sound simple, but it can help you bring out the best in your team.

Peter LeCornu, CEO, National Office