

Collaborative leadership

Implementation of HOTV vision screening

Jennifer McKay, Statewide Eyesight Preschooler Screening (STEPS) Program Coordinator, Northern NSW Local Health District
 Anna Tonkin, Child, Family and Adolescent Health Clinical Nurse Consultant Richmond Network, Northern NSW Local Health District

Goal

To implement the new HOTV vision screening chart across Northern NSW LHD (NNSW LHD)



Two intersecting Programs:

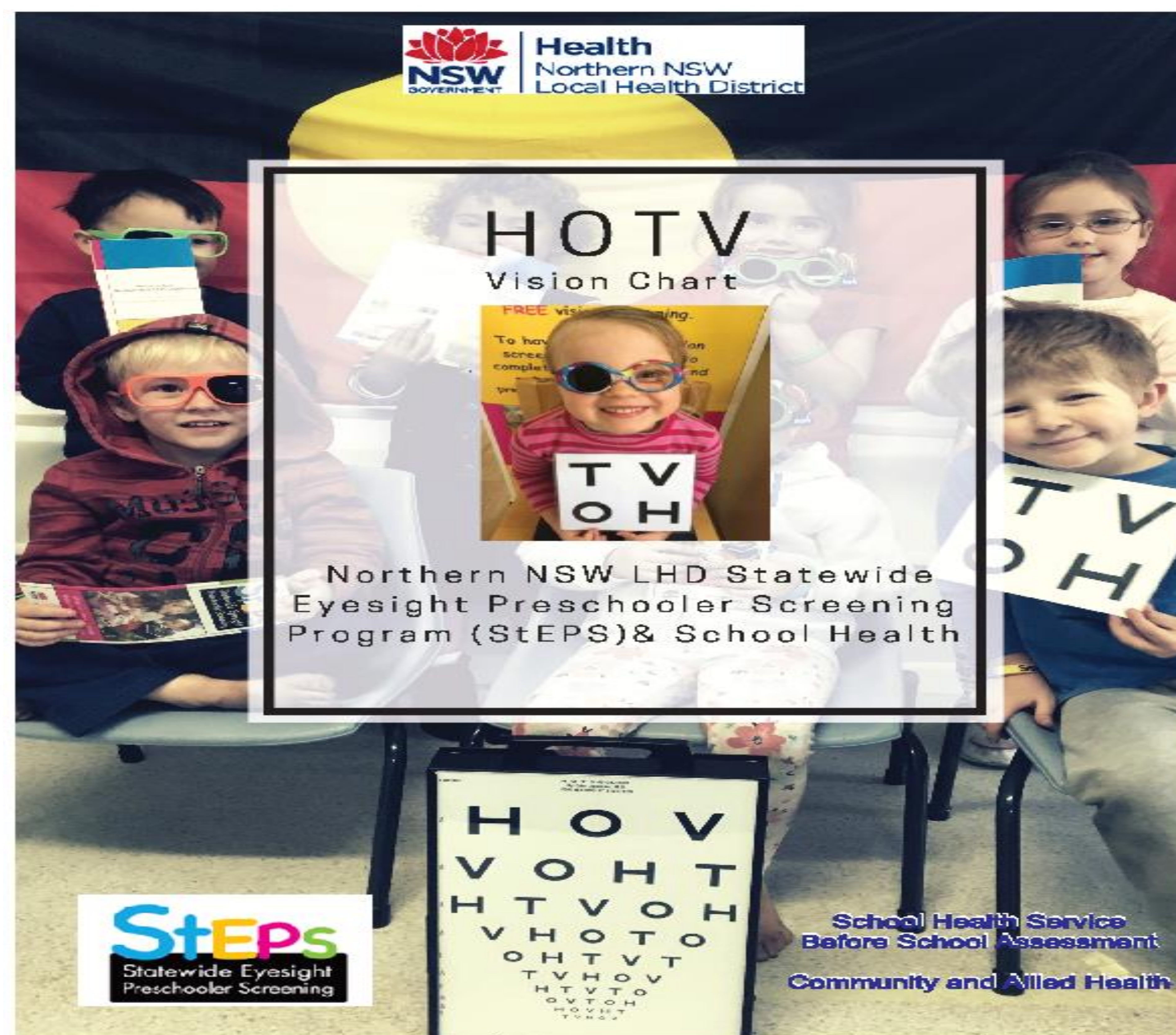


Statewide Eyesight Preschooler Screening (StEPS) Program

COMMUNITY & ALLIED HEALTH
 School Health Service
 Before School Assessments

Method

Effective communications to engage both management teams
 Leading and building our own respective teams
 Coaching and mentoring
 Managing Change – using Accelerated Implementation Methodology
 Presentation and facilitation
 Effective communication and relationship building
 Influencing and negotiation
 Conflict resolution



Barriers and how to overcome them

Resistance to change

Clinical leaders utilised recent successful change implementation histories to create a positive approach

Ongoing education and competency assessment, evaluation, and continuous improvement programs were utilised to ensure high standards of clinical practice were maintained.

- C**ollaborative leadership promoting confidence in clinicians
- O**penness ensuring all common information is shared across services & communities
- R**espectful of differences and aim towards resolution
- E**mpower teams.

Northern NSW Local Health District is the first LHD to implement the new HOTV vision screening chart for all 4 year old children!



Acknowledgements

Anna Tonkin 02 6625 0116
 Anna.Tonkin@ncahs.health.nsw.gov.au

Contact

Jennifer McKay 02 6620 2836
 Jennifer.Mckay@ncahs.health.nsw.gov.au