

IN THE FAIR WORK COMMISSION

Fair Work Act 2009

s.156 - Four Yearly Review of Modern Awards - Education Group

HIGHER EDUCATION INDUSTRY - ACADEMIC STAFF - AWARD 2010 (AM 2014/229) and HIGHER EDUCATION INDUSTRY - GENERAL STAFF - AWARD 2010 (AM 2014/230)

WITNESS STATEMENT OF PROFESSOR DAWN FRESHWATER

I **PROFESSOR DAWN FRESHWATER** of The University of Western Australia, 35 Stirling Highway, Crawley, Western Australia, Senior Deputy Vice-Chancellor and Registrar, STATE as follows:

1. I am the Senior Deputy Vice-Chancellor (**SDVC**) and Registrar at The University of Western Australia (**UWA**).
2. I have been provided with a copy of an extract of the NTEU submissions dated 11 March 2016 relating to a proposed variation by the NTEU to include a new clause 22 - Hours of Work in the Higher Education Industry - Academic Staff - Award 2010 (**Academic Award**). The NTEU seek to include a new lengthy and detailed regulation of hours and overtime payments for academic work for academic staff (**Academic Hours of Work Claim**).
3. I make this statement in support of the position of the Group of Eight Universities (**Go8**), which comprises the University of Western Australia, University of Adelaide, University of Melbourne, Monash University, Australian National University, University of New South Wales, University of Sydney and University of Queensland.

My Employment Background

4. I have held my current role as SDVC and Registrar since March 2014 when I commenced employment with the UWA. In my role as SDVC, I am responsible for the general management and academic leadership across the 9 Faculties at the UWA. I am also responsible for Legal, Audit and Risk Services as well as for HR and People Management Strategy. I frequently deputise for the Vice-Chancellor both externally and internally including for the purposes of industry collaboration and Government engagement with the City of Perth. In my role as Registrar I am responsibility for Strategy, Planning and Performance. I also sit on numerous University Committees and Boards and am the Chair of a number of such Committees.
5. Prior to commencing employment with the UWA, I lived in the United Kingdom and held the following roles at the University of Leeds:

- (a) from August 2011 to March 2014, I served as the Pro-Vice Chancellor (**PVC**) Staff and Organizational Effectiveness and Professor of Mental Health. In my role as PVC I was part of the Vice-Chancellors Executive Group was provided senior executive leadership for the University; and
 - (b) from September 2007 until August 2011, I was the Head of the School of Healthcare and Professor of Mental Health.
6. As an academic, amongst other things, I have served on the HEFCE Research Excellence Framework (**REF**) panel, I review and act in an advisory capacity for the National Institute for Health Research and MRC and to the National Institute for Clinical Excellence. I also contribute to clinical academic fellowship panels and to awards of doctoral training centres. In my leadership capacity, I have championed and led the successful Award of Athena SWAN, funded a study to examine the impact of globalisation on leadership and developed a manifest for inclusive Leadership jointly with the British Council. I have also been directly responsible for the recruitment of over 50 academic staff both at the UWA and in the UK.
7. A copy of my Curriculum Vitae is attached to this statement and marked "**DF-1**".
8. My experience in roles held, and as an academic, at Universities in both Australia and the United Kingdom, have given me a detailed knowledge and understanding of the nature of academic work and academic culture, as well as the regulation of academic work globally.

Academic Hours of Work Claim

9. I have been asked to comment on the NTEU's Academic Hours of Work Claim, particularly regarding its appropriateness and impact on international competitiveness.
10. At a general level, the NTEU's proposed clause is problematic including because it is clearly inconsistent with the nature of academic employment as largely self-managed, with Academic staff setting their own hours. It is significantly at odds with academic culture and the inherent nature of research and the conducting of such research. It does not reflect the regulation of academic work within Australia and internationally.
11. If the NTEU's proposed clause was to be adopted, it has the potential to significantly undermine the international standing and research of Australian Universities in an increasingly globally competitive environment. At a local level, if adopted it would necessarily lead to the imposition of significant restrictions upon the way in which academics undertake their work, it will be impossible to properly administer and enforce and will likely have a significant cost impact.
12. Whilst there are many difficulties and issues that I see with the proposed NTEU clause, I have identified some of the more fundamental issues that I see with it below.

13. Academic staff in research intensive Universities (such as the Go8 Universities) balance a broad range of work activities, under the main headings of research, teaching and management / administration. The balance between these activities, in terms of hours spent on each, reflects a number of things including individual preferences, aptitudes, inclinations and priorities. The individual academic has, and values, a high level of individual control over the balance of the work that he or she does and when and how that work is done. Introducing regulation (such as that which the NTEU's clause seeks to do) constrains individual academic judgement and activity management, and undermines the status of an academic as a self-organising professional.
14. The team of academics within a particular discipline or School at a University regulate their own activities such as how much teaching is to be allocated within the School and how it is to be allocated and undertaken, and how other academic activities are to be managed and organised, taking into account the various needs of the School as well as the individuals. They take responsibility for these issues as an academic team, with each individual contributing according to peer norms and expectations established by the group. Regulation of such activities and the hours taken to perform such activities will undermine this culture of team control and responsibility.
15. The nature of academic work also relies heavily on individual inspiration, tenacity and variety. Working practices, intensity and hours worked vary from person-to-person, week-to-week, day-to-day and even year-to-year. In particular, research work requires that individuals are free to manage their own time within a framework set by their academic peers and managers. Excellence is a reflection of very high levels of individual dedication and determination, which reflect as well as inspire individual pride, discretion and self-organisation.
16. Consistent with the approach taken in Australia, in all UK research intensive Universities (and most US ones that I am aware of) academics do not have fixed working hours or anything that remotely looks like an apportionment of hours of work based on activities, they do not have any entitlement to overtime payments and are not required to complete timesheets or otherwise record their hours of work.
17. Academics in the UK have been excluded from the European Union (EU) Working Time Directive (2003/88/EC) (**the EU Directive**) on the basis of the high level of their individual control and discretion over working time. The EU Directive requires all European Union countries to guarantee a number of working rights for workers, including in relation to working hours. In particular, the EU Directive imposes a limit to weekly working hours, which must not exceed 48 hours on average, including any overtime. There are specific derogations and exceptions to the EU Directive which include that Member States (such as the UK) do not have to apply a number of directives including in relation to the limits on hours of work:

- (a) *"when on account of the specific characteristics of the activity concerned, the duration of the working time is not measured and/or predetermined or can be determined by the workers themselves"; and*
- (b) *"in the case of activities involving the need for continuity of service or production, particularly... research and development activities."*

Academics are considered to fit within these derogations and exclusions. A copy of the EU Directive is attached to this statement and marked "**DF-2**".

- 18. This level of flexibility in terms of working hours and how and when work is performed is something that is highly valued by academics, it enhances their professional status and provides the scope to deal with peaks and troughs of work. It recognises different individual practices and provides the freedom to control work pressures and priorities. If these freedoms were constrained by a more regulated contract in Australia it would be very likely that academics would choose to work in institutions internationally where the norm was an unregulated contract. Indeed a regulated contract would be unusual, unattractive and uncompetitive in an international context.
- 19. The clause requires the recording of time and otherwise the imposition of systems and as an academic manager, would necessarily require a degree of managerial control to be adopted, including to avoid significant increases in additional labour costs. Any suggestion that the employer would limit or cap their capacity to pursue their research or impose a system to manage or limit research to enable management of overtime, would be fiercely resisted by most academic staff.
- 20. In that context, whilst it cannot be readily quantified, if the type of regulation identified in the NTEU clause were adopted here, I am confident it would lead to a loss of quality researchers here in Australia to the US and UK in particular, having a detrimental effect on both the sector financially, its international standing and on its ability to produce the highest quality research and drive innovation and development.

Professor Dawn Freshwater

6 June 2016

CURRICULUM VITAE

Professor Dawn Freshwater
Official Letters: PhD Nott BA (Hons) Man FRCN RGN RNT DipPsych
Nationality: Dual UK and Australian

PROFESSIONAL HISTORY

CURRENT/RECENT POSITIONS

- Senior Deputy Vice Chancellor & Registrar, University of Western Australia, Perth WA
- Professor of Mental Health, Faculty Medicine and Health, University of Leeds, UK
- Women in Health Science Committee Member (WiHS) NHMRC (2015-2017)
- HEFCE REF Panel Member Main Panel A (Sub-panel C) (UK) (2011-2014)
- Executive Board Member, WA Health Translation Network (WA) (2014-present)
- NIHR / CDTF Clinical Academic Training Programme Expert Review Panel (UK Research Council Funding Body) (2013-2016)
- NIHR CLARHRC Review Panel (UK)
- Research Quality Review Panel Member, University College Cork (Ireland) 2015
- Chair WUN Global Challenge Steering Group for Public Health and Understanding Cultures (2014-2017)
- Co-Editor Journal Mixed Methods Research (2012-2016)
- Inspector, Office for Corrective Services, Perth WA (2015-present)
- Advisory Board: Centre for Criminal Justice Studies, University of Leeds

QUALIFICATIONS

(Academic)

1993-1998 PhD University of Nottingham, UK

1989-1993 BA Honours Education, Manchester University, UK

(Executive Education)

Aug 2015-May 2016 **Leadership Development Partnership: Harvard Business School**

Private invitation to join 5 Corporate Organisations over 10 months for a series of Leadership and Innovation training events. Australia

May 2013 **CASE Tour** Alumni, Advancement and Development Training Programme, Toronto Canada (Senior Executive Training for Alumni and Fundraising)

Mar 2012 Executive Leadership Programme: **Leading Organisational Change and Renewal (LCOR) Harvard Business School, Boston, USA**

(Leadership and Management)

2008-09 Senior Leadership Programme University of Leeds, UK
2006 HEFCE Senior Strategic Leadership Programme (Nov 2006)
Leadership Foundation, UK

(Teaching and Learning)

1989-93 BA (Hons) 2:1 Education (University of Manchester) (1993)
1989 ENB 998 Teaching and Assessing Certificate
1988 City and Guilds 730 Teaching in Further and Adult Education

(Professional)

1980-1983 Registered Nurse (RN)
1989-1993 Registered Nurse Teacher (RNT)
Diploma in Clinical Supervision (Counselling and Mental Health)
Diploma in Advanced Psychotherapy
Certificate in Psychodynamic Counselling
Diploma in Cognitive Psychotherapy, NLP and Hypnotherapy

Current University Service includes (see attached organisational chart):

- Registrar with responsibility for Strategy, Planning and Performance
- SDVC Responsible for 9 Faculties
- Responsible for Legal, Audit and Risk Services
- Responsible for HR and People Management Strategy
- Executive Member University Audit & Risk Committee
- University Planning and Resources Committee (Chair)
- Senate Member
- Academic Board
- Strategic Resources Committee
- Chancellors Committee
- Strategic Implementation Group (Chair)
- Facilities Development Committee
- University International Committee
- Facilities Directorate Committee
- University Equality & Inclusion Committee (Chair)
- Academic Consultative Committee (Chair)
- Frequent Deputising for VC external and internal including industry collaboration and Government engagement with the City of Perth.

EMPLOYMENT HISTORY

Aug 2011- Mar 2014 ***Pro-Vice Chancellor Organisational Effectiveness and Professor of Mental Health***
University of Leeds; UK

*(One of only 3 PVC's along with the VC and DVC;
working under Professor Michael Arthur and Alan Langlands;
33,000+ students and 8,000 staff with annual turnover of £538m)*

University Service as PVC 2011-2014 includes:

Vice Chancellors Executive Group (The VCEG provided the Senior Executive Leadership for the University and portfolio carried by VC, DVC and 3 PVC's)

REF Steering Group (Research Excellence Framework) Since (Chair of REF complex circumstances panel)

IPE (Integrated Planning Exercise) Annual and 5 Year Strategic Planning Team

University Council Membership as Executive

Academic Performance Review Group

Employment Security Review Group (ESRG) (Senior Academic Lead VCEG)

Capital Group (Senior Academic Lead VCEG)

Faculty Management Group (FMG)

Athena Swan Steering Group Since (Chair and Senior Academic Lead VCEG)

Equality and Diversity Committee (Chair and Head of Service)

SDDU Advisory Group (Chair) (Staff Development Unit)

University Health and Safety Committee (Deputy Chair)

Academic Management Group (Task Group)

Pricing and Bursaries Review Group

Chair Staff-Student Forum

University Senate Membership as Executive

Aug 2011- Mar 2014 ***Executive Member Yorkshire Universities Management Group***
Including Leeds representative at N8

Aug 2009- Mar 2014 ***Governor Leeds Partnerships Foundation Trusts (Mental Health)***

Jun 2010- Jun 2013 ***Elected Executive Committee Council of Deans***
England representative for Nursing

Sept 2007-Aug 2011 ***Head of School and Professor of Mental Health***
School of Healthcare, FMH, University of Leeds

(7 Disciplines, 200 staff and 3,000 students with annual turnover £17m)

- Sept 2007-Aug 2011 ***Chairman and Director University of Leeds Healthcare Education Ltd.***
- Jan 2002- 2007 ***Professor Applied Research Mental Health and Primary Care and Director of Centre for Applied Research in Practice***
Institute of Health and Community Studies and North/South West Dorset NHS Trust, Bournemouth (funded by DoH £900,000)
- 2000 – 2002 ***Course Director, Senior Lecturer (Research)***
Faculty of Medicine and Health Sciences, University of Nottingham
- Jan 2012-to date ***Co-Editor, International Journal Mixed Methods Research (Impact Factored Journal)***
Sage Publishers
- July 2004-2014 ***Editor, International Journal of Psychiatric and Mental Health Nursing (Impact Factored Journal)***
Wiley-Blackwell Publishers
- May 2004-2006 ***President-Elect***
International Association for Human Caring
- 1998 – 2000 ***Senior Research Fellow in Nursing and Allied Health (Fixed Term Contract)***
Mary Seacole Research Centre, DeMontfort University, Leicester
Royal Infirmary, England
- 1993 – 1997 ***Senior Lecturer Research and Health Care***
School of Health, Homerton College Cambridge, England
- 1990 –1993 ***Lecturer***
North London College of Health Studies, Royal Free Hospital,
London

RESEARCH, ENTERPRISE AND KNOWLEDGE TRANSFER

RESEARCH PUBLICATIONS

Referred Journal Papers

† Indicates International Collaboration

Peer reviewed papers= 63 papers

1. **Freshwater, D.** and Cahill, J. (2016) Development of Research Discourses: A conceptual map. *Journal of Advanced Nursing*. Accepted 17 April 2016 (50%)
2. Hills, J. Lees, J. **Freshwater, D.** and Cahill, J. (2016) Psychosoma in crisis: An auto-ethnographic study of medically unexplained symptoms and their diverse contexts. *British Journal of Guidance and Counselling*. Accepted 26 March 2016 (25%)
3. Parkes, J. and **Freshwater, D.** (2015) Meeting the needs of women in secure mental health: A conceptual framework for nurses. *Journal of Research in Nursing*. 20 (6) 465-478 (50%)
4. Mackasie, J. Lees, J. and **Freshwater, D.** (2015) Talking about talking: interpersonal process recall as an inter-subjective research method. *Psychodynamic Practice*. (30%) (Accepted)
5. Essen, C. **Freshwater, D.** and Cahill, J. (2015) Towards an understanding of the dynamic socio-material embodiment of inter-professional collaboration. *Nursing Inquiry*. (35%) [DOI: 10.1111/nin.12093](https://doi.org/10.1111/nin.12093)
6. Drury, V. Chiang, P. Esterhuizen, P. **Freshwater, D.** Taylor, B. (2014) Researchers' experiences of focus group dynamics in Singapore, Australia and the Netherlands: troubling multicultural assumptions. *Journal of Research in Nursing*. 19 (6) 460-474 (35%) [DOI: 10.1177/1744987114546722](https://doi.org/10.1177/1744987114546722)
7. Macaskie, J. Lees, J. and Freshwater, D. (2014) Social and political perspectives on the psychotherapy and counselling profession: retuning caravelles. *European Journal of Psychotherapy and Counselling*. (30%) July 2014. P1-17 [DOI: 10.1080/13642537.2014.956772](https://doi.org/10.1080/13642537.2014.956772)
8. Fisher, P. **Freshwater, D.** (2014) Towards compassionate care through aesthetic rationality. *Scandinavian Journal of Caring Sciences*. (50%) Accepted for publication 30 November 2013 [Doi: 10.1111/scs.12109](https://doi.org/10.1111/scs.12109)
9. Walsh, E. Butt, C. **Freshwater, D.** et al (2014) Managing Pain in Prison: Staff Perspectives. *International Journal of Prisoner Health* (20%) 10 (3)
10. Fisher, P. **Freshwater, D.** (2014) An emancipatory approach to practice and qualitative inquiry in mental health. Finding 'voice' in Charles Taylor's ethics of identity. *Ethics and Social Welfare* (50%) [Doi: 10.1080/17496535.2014.884611](https://doi.org/10.1080/17496535.2014.884611)
11. **Freshwater, D.** Cahill, J. and Essen, C. (2013) Narratives of Collaborative Failure: Identity, Role and Discourse in an Interdisciplinary World. *Nursing Inquiry* (35%) Accepted for publication 8 March 2013

[DOI: 10.1111/nin.12031](https://doi.org/10.1111/nin.12031)

12. Fisher, P. **Freshwater, D.** (2013) Methodology and mental illness: resistance and restorying. *Journal of Psychiatric and Mental Health Nursing*. (50%) Accepted 2013 Apr 11. [Doi: 10.1111/jpm.12073](https://doi.org/10.1111/jpm.12073)
13. Walsh, E. **Freshwater, D.** and Fisher, P. (2013) Mindful Practice: Caring for Prisoners. *Journal of Research in Nursing*. (40%) (based on funded research) [DOI: 10.1177/1744987112466086](https://doi.org/10.1177/1744987112466086)
14. **Freshwater, D.** Fisher, P. and Walsh, E. (2013) Revisiting the Panopticon: Professional Regulation, Surveillance and Sousveillance. *Nursing Inquiry*. Accepted for publication 29 April 2013 [DOI: 10.1111/nin.12038](https://doi.org/10.1111/nin.12038)
15. **Freshwater, D.** et al (2012) Art and Science in Health Care Research: Pushing at open doors or locked in institutions? *Qualitative Health Research* (40%) [DOI 10.1177/1049732312449206](https://doi.org/10.1177/1049732312449206)
(based on funded research projects)
16. Parkes, J. and **Freshwater, D.** (2012) The Journey from despair to hope: an exploration of the phenomenon of psychological distress in women residing in British secure mental health services. *Journal Psychiatric and Mental Health Nursing*. (50%) [DOI: 10.1111/j.1365-2850.2012.01909.x](https://doi.org/10.1111/j.1365-2850.2012.01909.x)
(with PhD student)
17. **Freshwater, D.** (2011) RCN Debate: This house believes that economic impact is a valid way of measuring nursing research. *Journal of Research in Nursing*. March 16:195-198 (100%) [DOI: 10.1177/1744987110393453](https://doi.org/10.1177/1744987110393453)
18. **Freshwater, D.** Cahill, J. (2010) Care and Compromise: Developing a conceptual framework for work related stress. *Journal Research in Nursing* 15 (2) 173-183 (50%) [DOI: 10.1177/1744987109357820](https://doi.org/10.1177/1744987109357820)
(based on research funding)
19. **Freshwater, D.** Cahill, J. Muncey, T. and Walsh, E. (2010) Qualitative research as Evidence: Criteria for Rigour and Relevance. *Journal Research in Nursing* 15 (6) 497-508 (35%) [DOI: 10.1177/1744987110385278](https://doi.org/10.1177/1744987110385278)
(based on funded research)
20. Walsh, E. and **Freshwater, D.** (2009) Developing the mental health awareness of prison staff in England and Wales. *Journal of Correctional Health Care*. Vol 15 (4) In Press (50%) [DOI: 10.1177/1078345809341532](https://doi.org/10.1177/1078345809341532)
(based on funded research)
21. Walsh, E. and **Freshwater, D.** (2009) The mental well being of prison nurses in England and Wales. *Journal of Research in Nursing*. 14 (6) 553-564 (50%) [DOI: 10.1177/1744987109346762](https://doi.org/10.1177/1744987109346762)
(based on funded research)

22. Stickley, T. and **Freshwater, D.** (2009) Therapeutic Space: The Final Frontier. *Mental Health Practice*. 12 (6) 26-28 (50%)
(with PhD student)
23. Holloway, I. and **Freshwater, D.** (2007) Storying Vulnerability: Narrative Research in Nursing. *Journal of Research in Nursing*. 12 (6) 1-9 (50%)
[DOI: 10.1177/1744987107084669](https://doi.org/10.1177/1744987107084669)
24. **Freshwater, D.** (2007) Reading Mixed Methods Research: Contexts for Criticism. *Journal Mixed Methods Research* April (100%)
[DOI: 10.1177/1558689806298578](https://doi.org/10.1177/1558689806298578)
25. †**Freshwater, D.**, Sherwood, G. and Drury, V. (2006) International Research Collaboration: Issues, Benefits and Challenges of the Global Network *Journal of Nursing Research* 11 (4) 295-303 (40%)
[DOI: 10.1177/1744987106066304](https://doi.org/10.1177/1744987106066304)
26. Musselwhite C and **Freshwater D** (2006) Workforce planning and education: Mapping competencies, skills and standards in mental health. *Nurse Education Today*. 26 (4) 277-285 May (50%)
[DOI: 10.1016/j.nedt.2005.10.009](https://doi.org/10.1016/j.nedt.2005.10.009)
(based on funded research)
27. Avis, M. and **Freshwater, D.** (2006) Evidence for Practice, Epistemology and Critical Reflection (2006) *Nursing Philosophy* 7 (4) 216 Oct (50%)
[DOI: 10.1111/j.1466-769X.2006.00267.x](https://doi.org/10.1111/j.1466-769X.2006.00267.x)
28. **Freshwater, D.** and Avis, M. (2005) Critical Reflection in Research Based Practice. *The Australian Journal of Counselling Psychology* 6 (2) 3-5 (50%)
29. Walsh E and **Freshwater D** (2005) Using reflection to develop clinical supervision within prison settings: An Action Research Study *Nursing Standard*. (50%)
(based on funded research)
30. Stickley, T, and **Freshwater, D.** (2005) The art of listening in the therapeutic relationship. *Mental Health Practice* Feb 9 (5) 12-18 (50%)
31. Rolfe, G. and **Freshwater, D.** (2005) To save the honour of thinking. *International Journal of Nursing Studies*. 363-369 (50%)
[DOI: 10.1016/j.ijnurstu.2004.12.006](https://doi.org/10.1016/j.ijnurstu.2004.12.006)
32. **Freshwater, D.** (2005) The Poetics of Space: Researching the concept of spatiality through relationality. *Psychodynamic Practice* 11 (2) 177-188 (100%)
[DOI: 10.1080/14753630500108349](https://doi.org/10.1080/14753630500108349)
33. **Freshwater, D.** and Biley, F. (2005) Caring: The core value of Nursing. *Nursing Standard*. 19 (20) 14-15 (60%)
34. Taylor, J. Allen, H. and Hayden, A. Musselwhite, C. **Freshwater, D.** and Thompson, P. (2004) Qualitative Evaluation of a programme to improve self-efficacy in RA patients. *Rheumatology*

35. **Freshwater, D.** and Avis, M. (2004) Analysing interpretation and reinterpreting analysis: exploring the logic of critical reflection. *Nursing Philosophy* 5 pp 1 – [DOI: 10.1111/j.1466-769X.2004.00151.x](https://doi.org/10.1111/j.1466-769X.2004.00151.x)
36. **Freshwater, D.** (2004) Emotional Intelligence: Developing emotionally literate training in mental health. *Mental Health Practice* 8 (4) 12-15 (Freshwater 100%)
37. Howarth, A. and **Freshwater, D.** (2004) Examining the benefits of aromatherapy massage as a pain management strategy for patients with Multiple Sclerosis. *NTRResearch (now Journal Research in Nursing)* 9 (2) 120-128 (Freshwater 50%)
[DOI: 10.1177/136140960400900206](https://doi.org/10.1177/136140960400900206)
(with PhD student)
38. Hunt, V. Randle, J. and **Freshwater, D.** (2004) Paediatric nurses' attitude to massage and aromatherapy massage. *Complementary Therapies in Nursing and Midwifery* 10, 194-201 (Freshwater 30%)
[DOI: 10.1016/j.ctnm.2004.03.001](https://doi.org/10.1016/j.ctnm.2004.03.001)
(with Masters student)
39. **Freshwater D** (2004) Reflective Practice: A tool for Clinical Leadership? *Leadership* 2nd Quarter 20-24 (100%)
40. **Freshwater, D.** (2004) Aesthetics and Evidence based Practice: An Oxymoron? *International Journal for Human Caring*. Spring (Freshwater 100%)
41. Bishop, V. and **Freshwater, D.** (2003) Capacity building and careers in nursing research: Rationale and context. *NTRResearch (now Journal Research in Nursing)* 8 (6) (Freshwater 50%)
[DOI: 10.1177/136140960300800602](https://doi.org/10.1177/136140960300800602)
42. **Freshwater, D.** and Stickley, T. (2003) The Heart of the Art: Emotional Intelligence in Nurse Education. *Nursing Inquiry* (Freshwater 50%)
[DOI: 10.1111/j.1440-1800.2004.00198.x](https://doi.org/10.1111/j.1440-1800.2004.00198.x)
43. **Freshwater, D** (2003) Pathology in a post modern society. *NTRResearch (now Journal Research in Nursing)* 8 (3) 161-172 (Freshwater 100%)
[DOI: 10.1177/136140960300800302](https://doi.org/10.1177/136140960300800302)
(based on Doctoral thesis)
44. †Wolf, Z. Miller, M. **Freshwater, D.** Patronis Jones, A. A. and Sherwood, G. (2003) A standard of care for caring: A Delphi study. *International Journal of Human Caring* 7 (1) 34-43 (Freshwater 30%)
45. Danvers, L. **Freshwater, D.** Cheater, F. and Wilson, A. (2003) Providing a seamless service for children with life limiting illness. *Journal of Clinical Nursing* (35%)
[DOI: 10.1046/j.1365-2702.2003.00781.x](https://doi.org/10.1046/j.1365-2702.2003.00781.x)
(based on funded research & with MPhil Student)
46. Danvers, L., **Freshwater, D.**, Cheater, F. and Wilson, A. (2002) An Evaluation of the Diana Children's Community Nursing Service for Children with Life Limiting Illness. *NTRResearch*. Vol. 7 (3) 187-198 (35%)
[DOI: 10.1177/136140960200700305](https://doi.org/10.1177/136140960200700305)
(based on funded research and with MPhil student)

47. **Freshwater, D.**, Walsh, L. and Storey, L. (2002) Developing leadership through clinical supervision in prison healthcare. *Nursing Management*. 9 (1) Feb (40%)
(based on funded research)
48. **Freshwater, D.** (2002) Transformatory Learning: A post-modern analysis. *Curriculum Inquiry*. 32 (1) Spring 2002. (100%)
(based on Doctoral Thesis)
49. **Freshwater, D.**, Walsh, L. and Storey, L. (2001) Developing leadership through clinical supervision in prison healthcare. *Nursing Management*. 8 (8) 10-13 (40%)
(based on funded research)
50. **Freshwater, D.** and Rolfe, G. (2001) Critical Reflexivity: A politically and ethically engaged research method for nursing. *NTRResearch* 6 (1) 526-537 (50%)
[DOI: 10.1177/136140960100600109](https://doi.org/10.1177/136140960100600109)
51. **Freshwater, D.** (2001) Debate: The integration of Complementary therapies into conventional medicine focuses primarily upon symptomatic care of the body with scant attention given to any interrelationship of the spirit and mind upon health and well-being. *Complementary Therapies in Nursing and Midwifery*. 7 (3) 154-157
[DOI: 10.1054/ctnm.2001.0549](https://doi.org/10.1054/ctnm.2001.0549)
52. Heath, H. and **Freshwater, D.** (2000) Clinical Supervision as Emancipatory Process: Avoiding inappropriate intent. *Journal of Advanced Nursing*. 32 (3) 1298-1306
(Freshwater 50%)
[DOI: 10.1046/j.1365-2648.2000.01600.x](https://doi.org/10.1046/j.1365-2648.2000.01600.x)
53. **Freshwater, D.** (2000) Cross Currents: Against Cultural Narration. *Journal of Advanced Nursing*. 32 (2) 481-484 (Freshwater 100%)
[DOI: 10.1046/j.1365-2648.2000.01499.x](https://doi.org/10.1046/j.1365-2648.2000.01499.x)
(based on Doctoral Thesis)
54. **Freshwater, D.** (1999) Communicating with self through caring: The student nurse's experience of reflective practice. *International Journal of Human Caring*. Fall 3 (3) 28-33 (Freshwater 100%)
(based on Doctoral Thesis)
55. Todd, G. and **Freshwater, D.** (1999) Guided Discovery and Reflective Practice: Models for Clinical Supervision. *British Journal of Nursing*. 8 (20) 1383-1390
(Freshwater 50%)
56. **Freshwater, D.** (1999) Polarity and Unity: The healing power of symptoms. *Complementary Therapies in Nursing and Midwifery*. 5 (5) 136-139 (Freshwater 100%)
[DOI: 10.1016/S1353-6117\(99\)80092-4](https://doi.org/10.1016/S1353-6117(99)80092-4)
57. Biley, F.C. and **Freshwater, D.** (1999) Trends in Nursing and Midwifery Research and the need for change in Complementary Therapy Research. *Complementary Therapies in Nursing and Midwifery*. 5 (4) 99-102 (Freshwater 50%)
[DOI: 10.1016/S1353-6117\(99\)80003-1](https://doi.org/10.1016/S1353-6117(99)80003-1)
58. **Freshwater, D.** (1998) From Acorn to Oak Tree: A neoplatonic perspective of reflection. *Australian Journal of Holistic Nursing*. 5 (2) 14-19 (Freshwater 50%)
(based on Doctoral Thesis)

59. Biley, F.C. and **Freshwater, D.** (1998) Spiritual Care and the environment: a new paradigm for Nursing? *Complementary Therapies in Nursing and Midwifery*. 4 73-76 (Freshwater 50%)
[DOI: 10.1016/S1353-6117\(98\)80041-3](https://doi.org/10.1016/S1353-6117(98)80041-3)
60. **Freshwater, D.** and Biley, F.C. (1998) Ritual: The Soul Purpose. *Complementary Therapies in Nursing and Midwifery*. 4 73-76 (Freshwater 50%)
[DOI: 10.1016/S1353-6117\(98\)80058-9](https://doi.org/10.1016/S1353-6117(98)80058-9)
61. Briant, S. and **Freshwater, D.** (1998) Exploring Mutuality within the Nurse-Patient Relationship. *British Journal of Nursing*. 7 (4) 204-211 (Freshwater 75%)
62. **Freshwater, D.** (1997) Geopathic Stress. *Complementary Therapies in Nursing and Midwifery*. 3 160-162 (Freshwater 100%)
[DOI: 10.1016/S1353-6117\(05\)81003-0](https://doi.org/10.1016/S1353-6117(05)81003-0)
63. **Freshwater, D.** (1996) Complementary Therapies and Research in Nursing Practice. *Nursing Standard*. Jun 38 43-46 (Freshwater 100%)

Citation indices	All	Since 2011
Citations	3184	1723
h-index	27	20
i10-index	53	34

Books

Books Edited, Co-Authored and Authored Since 1996 = 14

† Indicates International Collaboration and * indicates translated into another language

1. Rolfe, G; Jasper, M. and **Freshwater, D.** (2011) Critical reflection for nurses and the caring professions. Basingstoke: Palgrave (30%) 2nd Ed.
2. Lees, J. and **Freshwater, D.** (2008) Practitioner Based Research: Power, Discourse and Transformation. (Eds.) London: Karnac (50%)
3. †**Freshwater, D.** Taylor, B. and Sherwood, G. (2008) International textbook of reflective practice. (Eds.) Wiley Blackwell: Oxford (40%)
(based on funded research)
4. Holloway, I. and **Freshwater, D.** (2007) Narrative Research in Nursing. Oxford: Blackwell Publishing (50%)
5. **Freshwater D** (2005) Mental health and illness: Questions and Answers for Counsellors and Therapists. London: Wiley and Sons (100%)

6. Johns C and **Freshwater D** (2005) Transforming Nursing through Reflective Practice. 2nd Ed. Oxford: Blackwell Science (50%)
7. **Freshwater D** and Rolfe G (2004) Everything and Nothing: Deconstructing Evidence Based Practice. London: Routledge/ Taylor and Francis (50%)
8. **Freshwater D** and Bishop V. (2004) Nursing Research in Context. Appreciation, Application & Professional Development. Basingstoke: Palgrave (50%)
9. **Freshwater D** and **Maslin-Prothero S** (2004) Blackwell's Dictionary of Nursing. Oxford: Blackwell Science (60%)
*Translated into *Hungarian*
10. **Freshwater D** (2003) Counselling Skills for Nurse, Midwives and Health Visitors. Buckinghamshire: Open University Press (100%)
*The above text is translated into **Italian** and **Chinese and Greek** and a **2nd Edition** has been commissioned.
11. **Freshwater D** and Robertson, C. (2002) Needs and Emotions. Core Concepts in Psychotherapy. Buckinghamshire: Open University Press (50%)
*The above text is translated into **Hebrew**
12. Freshwater D (2002) Therapeutic Nursing. Improving patient care through self-awareness and reflection. (Ed.) London: Sage (100%)
13. Rolfe, G., **Freshwater, D** Jasper, M. (2001) Critical Reflection for Nursing and the Helping Professions. A Users Guide. Basingstoke: Palgrave (30%)
14. Johns C and **Freshwater D** (1998) Transforming Nursing through Reflective Practice. Oxford: Blackwell Science (50%)

Book Chapters (51)

1. **Freshwater, D.** and Cahill, J. (2016) Professional responsibility and technologically informed decision making. In Foth et al (Eds.) Critical approaches to nursing theory and research: Implications for Nursing Practice. Osnabruck: V&R Press (60%)
2. **Freshwater, D.** and Esterhuizen, P. (2016) Connecting Culture with Leadership. In Going Global (In press) (65%)
3. **Freshwater, D.** (2016) Political landscape: mental health care. In Chambers, M. (Ed.) Psychiatric and Mental Health Nursing 3rd Ed. (50%) Taylor & Francis: London
4. †**Freshwater, D.** and Fisher, P. (2015) Mixed Methods: Dissonance and Values in Research with marginalized Groups. In Hesse-Biber, S. and Johnson, B. (Eds.) Oxford Handbook of Mixed and Multi-method Research. Oxford; Oxford University Press (50%)
5. **Freshwater, D.** (2015) Custodial caritas: Beyond rhetoric in caring and custody. In Norman, A. And Walsh, E. Eds. Nursing in Criminal Justice Services. Cumbria: M&K (100%)

6. **Freshwater, D.** and Holloway, I. (2015) Narrative Research. In Gerrish, K. and Lathlean, J. (Eds.) The Research Process in Nursing. Wiley Blackwell: Oxford New Edition (50%)
7. **Freshwater, D.** and Esterhuizen, P. (2015) Inclusive Leadership: A Delphi Study. British Council: Going Global Collection. British Council (50%)
8. **Freshwater, D.** and Cahill, J. (2014) Mixed Methods Research. In Mason Whitehead, E. et al. (Eds.) Key Concepts in Healthcare Research. London: Sage (50%)
9. **Freshwater, D.** (2013) Psychodynamic Theories. In Stickley, T. and Wright, N. (Eds.) Theories for mental health nursing: A guide for practice. London: Sage (100%)
10. †**Freshwater, D.** and Cahill, J. (2013) The Science of Qualitative Nursing Research. In Tatano-Beck, C. Eds. International Handbook of Qualitative Nursing Research. London: Sage In Press (60%)
11. **Freshwater, D.** (2011) Clinical Supervision and Reflective Practice. In Rolfe, G. Jasper, M and Freshwater, G. (Eds.) Critical Reflection in Practice, Generating knowledge for care. 2nd Ed Palgrave: Macmillan Ch 6
12. **Freshwater, D.** (2011) Using reflection as a tool for research. In Rolfe, G. Jasper, M and Freshwater, G. (Eds.) Critical Reflection in Practice, Generating knowledge for care. 2nd Ed Palgrave: Macmillan Ch 9
13. †**Freshwater, D.** Cahill, J. (2010) Sickness: Narrative Moments. In Kukert, A. and Esterhuizen, P. Diversity Lived Experiences. Netherlands: Bohn Stafleu van Loghum (60%)
*Translated into **Dutch**
14. **Freshwater, D.** and Holloway, I. (2010) Narrative Research. In Gerrish, K. and Lacey, A. The Research Process in Nursing. Wiley Blackwell: Oxford New Edition Ch 16 (50%)
15. **Freshwater, D.** and Cahill, J. (2010) Making Context work in Mental Health. In Mc Cormack, B and Kent, B. (Eds) Clinical Context for Evidence Based Practice. Oxford: Wiley Blackwell p138 (60%)
16. **Freshwater, D.** and Esterhuizen, P. (2009) Speaking the Unspeakable: What's love got to do with it. In Warne, T. and McAndrew, S. (Eds) Creative approaches in health and social care education and practice: Knowing me, understanding you (50%)
17. **Freshwater, D.** Graham, I. and Esterhuizen, P. (2009) Educating Leaders for Global Healthcare. In Bishop, V. (Ed) Leadership for Nursing and Allied Healthcare Professions. Palgrave: Basingstoke (40%)
18. **Freshwater, D.** (2008) Multiple voices, multiple truths: Creating reality through dialogue. IN Lees, J. and Freshwater, D. (Eds.) Practitioner Based Research: Power, Discourse and Transformation. Karnac: London (100%)
19. **Freshwater, D.** (2008) Teaching and learning reflective practice. IN Stickley, T. and Basset, T. (Eds.) Teaching Mental Health. Wiley: London (100%)

20. Stickley, T. and **Freshwater, D.** (2008) Therapeutic Relationships. IN Stickley, T. and Basset, T. (Eds.) Learning about Mental Health Practice. Wiley: London (50%)
21. **Freshwater, D.** and Stickley, T. (2008) Emotional Intelligence in Mental Health Education. In Stickley, T. and Basset, T. (Eds.) Teaching Mental Health. Wiley: London (50%)
22. †**Freshwater, D.** (2008) Reflective Practice: the state of the art. In **Freshwater, D.** Taylor, B. and Sherwood, G. International textbook of reflective practice. (Eds.) Wiley Blackwell: Oxford Ch1 p1-18 (100%)
23. †**Freshwater, D.** (2008) Developing an Evidence Based Approach to Clinical Practice. In **Freshwater, D.** Taylor, B. and Sherwood, G. International textbook of reflective practice. (Eds.) Wiley Blackwell: Oxford Ch 3 p 53-70 (100%)
24. †Esterhuizen, P. and **Freshwater, D.** (2008) Using Critical Reflection to Improve Practice. In **Freshwater, D.** Taylor, B. and Sherwood, G. International textbook of reflective practice. (Eds.) Wiley Blackwell: Oxford Ch 5 p99-118 (50%)
25. †Esterhuizen, P. and **Freshwater, D.** (2008) Clinical Supervision and Reflective Practice. In **Freshwater, D.** Taylor, B. and Sherwood, G. International textbook of reflective practice. (Eds.) Wiley Blackwell: Oxford Ch 6 p 119-136 (50%)
26. †**Freshwater, D.** Esterhuizen, P. and Horton-Deutsch, S. (2008) Reflective Practice and Therapeutic Use of Self. In **Freshwater, D.** Taylor, B. and Sherwood, G. International textbook of reflective practice. (Eds.) Wiley Blackwell: Oxford Ch 8 157-176 (40%)
27. †Esterhuizen, P. **Freshwater, D.** and Sherwood, G. (2008) Developing a reflective curriculum. In **Freshwater, D.** Taylor, B. and Sherwood, G. International textbook of reflective practice. (Eds.) Wiley Blackwell: Oxford Ch 9 177-196 (30%)
28. †**Freshwater, D.** and Esterhuizen, P. (2008) Reflective narratives: developing a career pathway. In **Freshwater, D.** Taylor, B. and Sherwood, G. International textbook of reflective practice. (Eds.) Wiley Blackwell: Oxford Ch 11 p223-239 (50%)
29. **Freshwater D** (2006) Reflective Practice and Clinical Supervision: Two sides of the same coin? In Bishop V (Ed.) Clinical Supervision. Basingstoke: Palgrave (100%)
30. **Freshwater D** Walsh E and Esterhuizen P (2006) Teaching and Facilitating Clinical Supervision. In Bishop V (Ed.) Clinical Supervision. Basingstoke: Palgrave (40%)
31. Lees J and **Freshwater D** (2006) Politics, Psychotherapy and Healthcare. In Totton, N. (Ed.) Politics and Psychotherapy. London: Sage (50%)
32. **Freshwater D** (2005) Action Research Methodology. In Holloway I (Ed.) Qualitative Research in Health Care. Buckingham: Open University Press (100%)
33. **Freshwater, D.** (2005) Clinical Supervision in the Context of Custodial Care. In Johns, C. and Freshwater, D. (Eds.) *Transforming Nursing through Reflective Practice.* Oxford: Blackwells (100%)
34. †Sherwood, G. and **Freshwater, D.** (2005) Doctoral education for transformational leadership in a global context. In Ketefian, S. and McKenna, H. (Eds.) Doctoral

Education in Nursing: International Perspectives. London: Routledge Chapter 3 (Freshwater 50%).

35. **Freshwater, D.** (2005) Reflexivity and Intersubjectivity in Clinical Supervision: On the value of not-knowing. In Johns, C. and Freshwater, D. (Eds.) *Transforming Nursing through Reflective Practice*. Oxford: Blackwells (Freshwater 100%)
36. **Freshwater, D.** (2003) Clinical Supervision and Leadership. In Slevin, O. and Basford, L. *Theory and Practice of Nursing*. London: Stanley Thornes (100%)
37. Bishop, V. and **Freshwater, D.** (2003) The context of clinical research: Policy and professionalism. In Freshwater, D. and Bishop, V. (Eds.) *Nursing research: Appreciation, Critique and Application*. Basingstoke: Palgrave (50%)
38. †**Freshwater, D.** and Picard, C. (2003) International Perspectives: Collaborative Conversations. In Freshwater, D. and Bishop, V. (Eds.) *Nursing research: Appreciation, Critique and Application*. Basingstoke: Palgrave (50%)
39. **Freshwater, D.** (2003) The appreciation and critique of research findings: Skills development. In Freshwater, D. and Bishop, V. (Eds.) *Nursing research: Appreciation, Critique and Application*. Basingstoke: Palgrave (100%)
40. Bishop, V. and **Freshwater, D.** (2003) Conducting research in a clinical environment: Research questions, methods and support. In Freshwater, D. and Bishop, V. (Eds.) *Nursing research: Appreciation, Critique and Application*. Basingstoke: Palgrave (50%)
41. Bishop, V. and **Freshwater, D.** (2003) Developing a research portfolio: Building a professional profile. In Freshwater, D. and Bishop, V. (Eds.) *Nursing research: Appreciation, Critique and Application*. Basingstoke: Palgrave (50%)
42. **Freshwater, D.** (2003) Funding Research: Writing Grant Applications. In Freshwater, D. and Bishop, V. (Eds.) *Nursing research: Appreciation, Critique and Application*. Basingstoke: Palgrave (100%)
43. **Freshwater, D.** (2002) Guided Reflection in a Post-Modern Context. In Johns, C. (Ed.) *Guided Reflection as a Process of Inquiry*. London: Blackwell (100%)
44. **Freshwater, D.** (2002) Therapeutic use of Self. In Freshwater, D. (Ed.) *Therapeutic Nursing. Improving patient care through self-awareness and reflection*. London: Sage Ch 1 (100%)
45. **Freshwater, D.** (2001) Clinical Supervision. In Rolfe, G., Freshwater, D. Jasper, M. *Critical Reflection for Nursing and the Helping Professions: A users guide*. Basingstoke: Palgrave
46. **Freshwater, D.** (2001) Research and the Reflective Practitioner. In Rolfe, G. Freshwater, D. Jasper, M. *Critical Reflection for Nursing and the Helping Profession: A users Guide*. Basingstoke: Palgrave
47. **Freshwater, D.** (2001) The role of reflection in practice development. In Clark, A., Doohar, J and Fowler, J. (2000) (Eds) *Handbook of Practice Development*. London: Quay Ch 4 (Freshwater 100%)

48. **Freshwater, D.** (2000) Geopathic Stress. In Rankin-Box, D. (2000) (Ed.) *Handbook of Complementary Therapies*. 2nd Edition London: Churchill Livingstone (Freshwater 100%)
49. Szeremeta, M. and **Freshwater, D.** (2000) Clinical Supervision – any benefits? In Freshwater, D. (Eds) *Making a Difference*. London: Nursing Praxis International Ch 5 (Freshwater 50%)
50. **Freshwater, D.** (2000) Research and Evidence Based Practice. In Bishop, V. and Scott, I. (2000) (Eds) *Challenges in clinical practice: Professional developments in nursing*. Basingstoke: Macmillan Ch 3 (Freshwater 90%)
51. **Freshwater, D.** (1998) The Philosophers Stone. In Johns, C. and Freshwater, D. (1998) (Eds) *Transforming Nursing through Reflective Practice*. Oxford: Blackwell Science (Freshwater 100%)

Book Chapters currently in Progress:

1. **Freshwater, D.** and Cahill, J. (2016) Socio-political landscape of theory in healthcare. In Lipscomb, M. (Ed.) *Social theory in Nursing Research and Scholarship*. London: Routledge
2. Stickley, T. and **Freshwater, D.** (2016) Emotional Intelligence and the Healthcare Professions. In Dacre-Pool, L. and Qualter, P. (Eds.) *An introduction to Emotional Intelligence*.

Selection of Published Research Reports = 10

1. **Freshwater, D.** and Esterhuizen, P. (2015) *Inclusive Leadership: A Delphi Study*. British Council: Going Global Collection. British Council
2. Walsh, E. Dilworth, S. and **Freshwater, D.** (2010) *Sustainable Reflective Practice in Offender health care*. University of Leeds
3. Walsh, E. Dilwoth, S. and **Freshwater, D.** (2007) *Establishing Clinical Supervision in Prison Health Care Settings: Phase 3*. Report for Offender Health, DoH, UK. ISBN 978-1-85899-234-1
4. Musselwhite, C. **Freshwater, D.** (2005) *Mental health mapping*. Bournemouth University. ISBN 1-85899-193-5
5. Musselwhite, C. Walsh, E. and **Freshwater, D.** (2005) *Evaluation of Mental health Awareness Training: A case study at HMP High Down*. Bournemouth University
6. **Freshwater, D.** Storey, L. and Walsh, E. (2002) *Clinical supervision in secure environments: Report of a study commissioned by UKCC, Foundation of Nursing Studies and Prison Policy Taskforce*. University of Nottingham: Nottingham
7. **Freshwater, D.**, Storey, L. and Walsh, L. (2002) *Establishing clinical supervision in prison health care*. *Foundation of Nursing Studies*. Spring
8. Danvers, L. **Freshwater, D.** Cheater, F. (2002) *Evaluation of the Diana Community Service: A report of the study commissioned by Leicestershire and Rutland*

Healthcare NHS Trust. Mary Seacole Research Centre, De Montfort University:
Leicester

9. **Freshwater, D.** Picard, C. Tait, T. (2001) Establishing consumer involvement: Innovative approaches to multidisciplinary education and health care provision. Report of a study commissioned by NHSE, Rutland. Mary Seacole Research Centre, De Montfort University: Leicester
10. Bishop, V. and **Freshwater, D.** (2000) Evaluation of Multi-site multi-agency clinical supervision and identification of best practice. Report of a study commissioned by Leicestershire Education Consortia. Mary Seakale Research Centre, De Mont fort University: Leicester

Editorials = 20

1. Fetters, M. and **Freshwater, D.** (2015) Publishing a Methodological Mixed Methods Research Article. (2015) *Journal of Mixed Methods Research*. 9 (3) 203-213
2. **Freshwater, D.** (2015) Mixed Methods Research: In Pursuit of Excellence. *Journal of Mixed Methods Research*. 9 (4) 295-296
3. **Freshwater, D.** (2014) What Counts in Mixed Methods Research: Algorithmic Thinking or Inclusive Leadership? *Journal of Mixed Methods Research*. 8 327-329(100%)
4. **Freshwater, D.** (2014) The challenge of Global Leadership: managing change; leading movement, *Journal of Research in Nursing*. 19 (2) 93-97 (100%)
5. **Freshwater, D.** and Fisher, P. (2014) (Con) Fusing Commerce and Science: Mixed methods research and the Production of Contextualized Knowledge. *Journal of Mixed Methods Research*. 8 (2) 111-114
[DOI: 10.1177/1558689814526804](https://doi.org/10.1177/1558689814526804)
6. **Freshwater, D.** (2013) Psychological Therapies and/or as Transformational Research. *Journal of Research in Nursing*. 18 (2) (100%)
[DOI: 10.1177/1744987112468533](https://doi.org/10.1177/1744987112468533)
7. **Freshwater, D.** (2012) Why Write? *Journal Mixed Methods Research*. 6 (3) 151-153
[DOI: 10.1177/1558689812452416](https://doi.org/10.1177/1558689812452416)
8. **Freshwater, D.** (2012) Managing Movement, Leading Change. *Journal Mixed Methods Research*. 6 (1) 3-4 (50%)
[DOI: 10.1177/1558689812439873](https://doi.org/10.1177/1558689812439873)
9. **Freshwater, D.** (2010) Liberating the NHS: Liberte, Egalite and Fraternite. *Journal Research in Nursing*. 15 (6) 485-487 (100%)
[DOI: 10.1177/1744987110387975](https://doi.org/10.1177/1744987110387975)
10. **Freshwater, D.** (2010) Capacity, capability and crisis. *Journal Research in Nursing*. 15 (3) 195-197 (100%)
[DOI: 10.1177/1744987110370306](https://doi.org/10.1177/1744987110370306)

11. **Freshwater, D.** (2008) The Editor is Dead: Long live the editor. *Journal Psychiatric and Mental Health Nursing* 15 10 791 (100%)
12. **Freshwater, D.** (2007) Expanding roles in mental health care: the importance of training in prisons. *Journal Psychiatric and Mental Health Nursing* 14 1 1-3 (100%)
13. **Freshwater, D.** (2006) Impact factors and relevance of research outputs: one step forward, two back? *Journal Psychiatric Mental Health Nursing* 13 p1 Oct (100%)
14. **Freshwater, D.** (2006) Editors and Publishing: Integrity, Trust and Faith. *Journal Psychiatric and Mental Health Nursing* 13 pg 1 Feb (100%)
15. **Freshwater, D.** and Westwood, T. (2006) Risk Detention and Evidence: Humanising mental health reform. *Journal Psychiatric Mental Health Nursing* 13 p1-3 (50%)
16. **Freshwater, D.** (2006) Integrating Mixed Methods Research in Health Care *Journal Research in Nursing Guest Editor* 11 (3) 179-181(100%)
17. **Freshwater, D.** (2005) Mental health awareness: Balancing the Image. *Journal of Psychiatric and Mental Health Nursing* 12 (1) 1-2 (100%)
18. **Freshwater, D.** (2005) Developing a visible critical mass. *Journal of Psychiatric and Mental Health Nursing* 12 (2) 1-2 (100%)
19. **Freshwater, D.** (2004) Globalisation and innovation: Nursing's role in creating a participative knowledge economy. *NTRResearch* 9 (4) 240 242 (Freshwater 100%)
20. †**Freshwater, D.** (2004) Aesthetics and Evidence Based Practice. *International Journal of Human Caring*. Spring 5-6 (100%)

International Commissioned Position Papers

†1. **Freshwater, D.** (2003) Understanding and Implementing Clinical Nursing Research. Commissioned by the ICN and Blackwell Publishing for the 2003 Biennial ICN conference, Switzerland.

Non-referred Journal Publications = 6

1. Walsh, L. and **Freshwater, D.** (2005) Managing practice innovations in prison health care services. *Nursing Times* 102 (7) 32-34
2. **Freshwater, D.** (2004) Emotionally Intelligent Curriculum in Mental Health Nursing. *Journal of Mental Health Practice* 8 (4) 12-15
3. **Freshwater, D.** (2004) Reflective Practice: A tool for Clinical Leadership? *Leadership* 2nd Quarter 20-24
4. **Freshwater, D.** (2002) Interview with Nurse of the Year. *Complementary Therapies in Nursing and Midwifery*. 8 (3) 136-137
5. **Freshwater, D.** (1999) Creative use of projection. *Counselling News*. Sept
6. **Freshwater, D.** (1992) Pre-operative care. A literature review. *Surgical Nurse*.

Selection of Published Research Commentaries = 12

1. **Freshwater, D.** (2013) Evaluation of an Alcohol Intervention Training Program for Nurses in Rural Australia. *Journal of Research in Nursing*. Online 21 Nov 2012
[DOI: 10.1177/1744987112466016](https://doi.org/10.1177/1744987112466016)
2. **Freshwater, D.** (2010) Exploring ethnographic genres and developing validity appraisal tools. *Journal of Research in Nursing*. 17 (5) 436-437
[DOI: 10.1177/1744987110389376](https://doi.org/10.1177/1744987110389376)
3. **Freshwater, D.** (2009) A thousand words paint a picture. The use of storyline in grounded theory. *Journal Research in Nursing*. 14 (5) 419-420
[DOI: 10.1177/1744987109104676](https://doi.org/10.1177/1744987109104676)
4. **Freshwater, D.** (2008) On the Constitution and Status of Evidence in Health Sciences. *Journal Research in Nursing*. 13 (4) 281
[DOI: 10.1177/1744987108093531](https://doi.org/10.1177/1744987108093531)
5. †**Freshwater D** (2006) Expansion or diminution of our character, essence and core: the matter of nurse prescribing in psychiatric/mental health nursing. In Cutcliffe, J. R. and Ward, M. F. (Eds) *Key debates in psychiatric/mental health nursing*. London: Churchill Livingstone
6. **Freshwater, D.** (2005) Writing, Rigour and Reflexivity. *Journal of Research in Nursing*. 10 (3) 311-315
7. **Freshwater, D.** (2005) Researcher or Handmaiden? *Journal of Research in Nursing*. 10 (6) 659-660
8. **Freshwater, D.** (2004) Integrating Qualitative and Quantitative Research Methods: Trent or Foe? *NTRResearch* 10 (3) 337-338
9. **Freshwater, D.** (2002) Refracting experience: Reflection, postmodernity and transformations. *NT Research* 7 (4) 311
10. **Freshwater, D.** (2002) Faking a Difference: Evidence Based Nursing and the Illusion of Diversity *Nurse Education Today*. 22 (1) 13-14
11. **Freshwater, D.** (2001) Does Nursing need an Ethical Code for Research. *NTRResearch*. 6 (2)
12. **Freshwater, D.** (2000) Using narrative inquiry in nursing research. *NTRResearch* 5 (3)

Electronic Publications

1. **Freshwater, D.** (2002) You don't have to be mad to work here...*Inaugural Lecture, Bournemouth University*.
2. **Freshwater, D.** (2001) The poetics of space. *European Honour Society of Nursing and Midwifery newsletter*. 1 (1) Jan

3. †eNote series of Research Newsletters, Faculty of Regional Professional Studies, Edith Cowan University

Selection of Published Book Reviews

1. **Freshwater, D.** (2002) Peters et al. Integrating Complementary Therapies in Primary Care. London: Churchill Livingstone. *Complementary Therapies in Nursing and Midwifery*. 8 (3) 173
2. **Freshwater, D.** (2001) Rolfe, G. (2000) Research, Truth and Authority. Post-modern perspectives on nursing. Basingstoke: Macmillan. *NTRResearch* 6
3. **Freshwater, D.** (1999) Hoskins, C.K. (1999) Developing Research in Nursing and Health, Quantitative and Qualitative Methods. New York: Springer. *Clinical Effectiveness in Nursing*. 2: 217
4. **Freshwater, D.** (1999) Faulkner, A. (1996) The Reflective Approach to Adult Nursing Practice. London: Chapman and Hall. *Journal of Clinical Nursing*. 8: 325
5. **Freshwater, D.** (1999) Munro, A. (1999) Delusional Disorder. Cambridge: Cambridge University Press. *Journal of Clinical Nursing*. 8: 325
6. **Freshwater, D.** (1999) Katz, J., Peberdy, A. (1997) (Eds). Promoting Health, Knowledge and Practice. London: MacMillan Press. *Clinical Effectiveness in Nursing*. 3: 54

Conference Proceedings and Reports

Freshwater, D. (2000) Culture as Collective and separate: Exploring the symbolic and archetypal images of transcultural healthcare. Proceedings of the 2nd National Conference of The Transcultural Nursing and Healthcare Association 1999. Pp 17-21

Freshwater, D. (2002) Education to meet the modernisation agenda. *NTRResearch*.

Freshwater, D. (1999) Taking responsibility for making a difference. *NTRResearch*. 4 (5) 395

Media articles/news

1. **Freshwater, D.** (2003) Emotional Intelligence: Cinderella's of the Psyche. *Mental health today* Sept 20-23
2. Stickley, T. and **Freshwater, D.** (2003) Love is all you need. *Mental health today*
3. **Freshwater, D.** (2003) Clinical Supervision in Prison Health Care. *Prison health care newsletter*.
4. **Freshwater, D.** (2003) Research and Mental Health. *Nursing Times* (In press)
5. **Freshwater, D.** (2003) Mind over Matters. *Daily Echo* Jan 10 6-7
6. **Freshwater, D.** and Wallace, S. (2003) Academic Centre in Practice. *Beacon* 3 April 14-15

Published Teaching Materials

Musselwhite, D. **Freshwater, D.** et al (2003) Mental health awareness training for Prison Officers. IHCS, Bournemouth University and Prison Policy Taskforce, DoH

Freshwater, D. (2003) Counselling skills for Midwives working with young parents.
For MIDRS

RESEARCH FUNDING

Total since 1998 = £2,350,000

***Denotes international collaboration, all competitive unless noted.**

Nov 2015	OLT Grant Application Submitted (Australia)
Jan 2014	Co-I: Managing Pain in Offender Health. <i>NIHR Programme Grant (Research Council Funding) £1.2M</i> (unsuccessful)
Jan 2014-Jun 2014	*PI: Inclusive Leadership: A Delphi Study <i>British Council £20,000</i>
Nov 2011- Feb 2015	*PI: Minding the Baby: Attachment based mentalisation programme for vulnerable parents <i>NSPCC and Yale University (USA) (Charitable Funding) £154,000</i>
Dec 2011- 2012	Co-I: Managing pain in offender health. <i>NIHR Programme Development Grant (Research Council Funding) £98,500</i>
July 2008- 2010	PI: Developing sustainable supervision for offender health. <i>Department of Health £88,500</i>
Jan 2009-2010	PI: Using reflective practice to improve quality of care In prison health. <i>Department of Health £68,210</i>
Oct 2004-July 08	C I: Phase 3 Clinical Supervision in Prison Health Care, 2 years <i>Dept of Health £250,000.00 + £38,000 top up</i>
July 2007-2008	PI: Offender health improvement. <i>NHS Funding. £52,750</i>
July 2005-2008	*CI: Assessing the effectiveness of the ageing workforce: A Psycho-social analysis. <i>Australian Research Council (Australia): A 4 year study. \$370,000.00</i>
Dec 2005-2007	*CI: A comparative study of health outcomes for cancer patients in rural Western Australia (<i>Australia</i>), <i>Val Lishman Foundation Pilot Study only \$50,000</i>
Jan 2006-2007	*CI: Suicide Prevention in Young Male Adolescents in Rural Communities. (<i>Australia</i>) <i>Val Lishman Foundation \$75,000</i>
Jan 2001- 2006	*CI: Lead for Academic Research Centre in Practice. £450,000.00 (Workforce Development Confederation) Project managed by Professor Iain Graham (Overall project total £900, 00.00).
Jan 2006- 2007	CI: Implementation of the NHS framework for elderly within acute care. Milton Keynes NHS Trust and DoH <i>Dept of Health £30,000.00</i>

Jul 2004	*CI: Ageing Workforce in South West Industry, Pilot Study \$5,500 <i>Val Lishman Foundation (Australia)</i>
Mar 2004	CI: Case study HMP High down Mental health Awareness training £25,000.00 <i>Dept of Health</i>
Mar 2004	CI: Lead for Correctional Scoping Exercise £4,000.00 <i>Dept of Health</i>
Oct 2003	CI: Mental Health Awareness Training for Prison Officers. £64,000.00 <i>Dept of Health</i>
March 2003	CO-I: Project developing role of Graduate Mental Health Worker in Primary Care (with UWE and Bath University) £186,000.00 <i>Dept of Health</i>
March 2003	PI: Implementation of national strategy for clinical supervision across secure environments. £24,000.00 <i>Dept of Health</i>
Mar 2003- July 2004	PI: Mental health mapping of training and education needs for the modernisation agenda. £30,000.00 <i>Workforce Confederation</i>
Jan 2000 – Mar 2002	PI: Evaluation of the Diana children’s community services for Leicestershire and Rutland healthcare NHS trust. £31,000 <i>Dept of Health</i>
Mar 2000- Mar 2001	*PI: Regional Education and Development Group. Establishing consumer involvement: Innovative approaches to multidisciplinary education and health care provision. £27,250 (NHSE Funded) (This is an international project in collaboration with Professor Carol Picard, Massachusetts General Hospital, Boston, USA).
May 2001-Nov 2001	CI: Evaluation of District Nursing Services (weekend provision). Tower Hamlets, London £4,500 (not competitive)
Jul 2000- Jul 2001	CI: Clinical Supervision in Secure Environments – A model for prison healthcare. A Pilot Study £16,000 DoH, UKCC and Foundation of Nursing Studies Funded
Oct 1999 – Oct 2000	CO-I with Professor Veronica Bishop. Leicestershire Education Consortium, Evaluation of multi-site multi-agency clinical supervision and identification of best practice. £9,800
Mar 1999- Mar 2000	PI: Peterborough NHS Hospitals Trust Education Consortium Clinical supervision in acute care settings, surgery £12,000 (not competitive)
Oct 1999 – Oct 2001	CO-I: Menieres Society The effect of dietary interventions, specifically a ‘no added salt’ diet on the symptoms of Menieres Disease Leicester Royal Infirmary Balance Centre £4,000
Oct 1998 – Mar 1998	CO-I: UKCC commissioned project examining The Nurse-Patient relationship £5,000 leading to publication of UKCC standards on abuse in the nurse-patient relationship

PROFESSIONAL CONSULTANCY AND INVITED CONTRIBUTIONS

Nov 2015	Independent reviewer for the Office for Corrective Services, Western Australia: Inspection of Acacia Male Prison
March 2015	Attracting Talent: Promoting Non-Traditional Education Paths and Careers to Girls. <i>Office of the Premier and Cabinet</i> , Perth Australia
March 2015	WA Gender research –Filling the Pool <i>Committee for Perth</i> , Perth Australia
Feb 2015	The 5 th National Higher Education Women’s Leadership Summit. Melbourne Australia
Nov 2014	Science in Australia Gender Equity Workshop. <i>Australian Academy of Science</i> . Canberra Australia

POSTGRADUATE SUPERVISION AND COMPLETIONS (Since 2001)

PhD Completions since 2001 (16)

1. Sarah Croake (Director of Studies) ‘Efficacy in CAM’ F/T Funded University of Leeds: School of Healthcare (2010-2016) *Successful Completion*
2. Helen Chin (Director of Studies) ‘Clinical Decision Making for Effective Leadership’ University of Leeds School of Healthcare (2010-2015) *Successful Completion*
3. Jane Macaskie (Director of Studies) ‘Experiences of change in counsellor training’. University of Leeds, School of Healthcare 2008-2014 *Successful completion*
4. Janice Hoover (2009-2013) (Director of Studies) ‘Spiritual Care Giving in Clinical Practice’ *Successful Completion*
5. Julie Smith (2004-2012) (Director of Studies) ‘Developing a framework for evaluating homeopathic treatment’ *Successful Completion*
6. Nigel Short (2007-2010) P/T ‘Mental Health Nursing: An auto-ethnography. University of Brighton *Successful Completion*
7. Jackie Parkes (2002-2008) P/T (Director of Studies) ‘An analysis of the cultural aspects of self-harming behaviours in female patients currently residing within secure psychiatric services’. *Successful Completion*
8. Theo Stickley (2002-2008) P/T (Director of Studies) ‘Developing a model of theatre based practice in mental health’ Nottingham University. *Successful Completion*
9. Tris Westwood (2002-2006) F/T (Director of Studies) ‘Exploring bibliotherapy within a post modern context’. *Successful Completion*
10. John Lees (2000-2005) P/T (Director of Studies) A constructivist examination of the Psychotherapy profession. Greenwich University, UK (Director of Studies) *Successful Completion*
11. Liz Walsh 2003-2007 P/T (Director of Studies) ‘Developing an work based induction programme for prison nursing: A reflexive action research study’ *Successful Completion Mar 2007*
12. Philip Esterhuizen (2002-2007) P/T (Director of Studies) ‘The role of the social system in the clinical setting with regard to the integration of knowledge obtained via the initial nursing education programme’. *Successful Completion June 2007*
13. Moira Walker (2005) PhD by Publication (Director of Studies) *Successful completion*
14. Amanda Howarth (2002-2006) P/T (Director of Studies) Evaluating the role of aromatherapy massage in patients with chronic pain from Multiple Sclerosis’ *Successful completion*
15. Robin Steele (2002-2005) F/T (Director of Studies) A phenomenological study of therapeutic processes. *Successful completion*

16. Sheila Greatrex-White (2001-2004) F/T What is study abroad? A Heideggerian Phenomenological Study. University of Nottingham, UK (Second Supervisor)
Successful completion

MPhil and Masters by Research Completions since 2001 = 6

1. Lesley Danvers 2000-2003 'Evaluation of the Princess Diana Community Nursing Team: An Action Research Study'. Master of Philosophy Submitted Oct 2003 Nottingham University. *Successful Completion*
2. Barbara Long 2000-2002 'A phenomenological study of multidisciplinary team working within primary care'. MSc *Graduated with Distinction* 2002 Cambridge University
3. Clare Crang 2000-2002 'An analysis of quality of life tools within a palliative care setting'. MSc *Graduated in 2002* Cambridge University
4. Vanessa Hunt 1999-2002 'Exploring the attitudes of paediatric nurses towards complementary therapies'. MSc Nursing *Graduated in 2002* Nottingham University
5. Dr John Smith 1999-2001 'Study of GP's decision making processes in the diagnosis of colorectal cancer'. MSc *Graduated with Distinction* in 2001 Cambridge University

Current Postgraduate Supervision = 4

Funded PhD Studentships: Director of Studies (2)

1. Allyson Hull (Director of Studies) 'Interdisciplinary collaboration in psychiatric practices'. University of Leeds: School of Healthcare 2012-2015

PhD Director of Studies (3)

1. Yvonne Williams (Director of Studies) 'Gangs and Therapy: An Auto-ethnography' University of Leeds: School of Healthcare 2009-2015 Draft thesis prepared
2. Suzy Hansford (Director of Studies) 'Language and Discourse in Psychotherapy: Therapeutic use of Language' 2013-2017
3. Rebecca Cody 'Leadership Academy for Young Women' (2015-2019) University of Western Australia

Previous University Service (2000-2011)

Chair of School Management Group (2007-2011)

Member of Faculty Executive (2007- 2011)

Member of School Executive (Chair) (2007-2011)

Elected to committee on Pro-Vice Chancellorships (2010)

Member of Faculty Health and Safety Committee (2007-2011)

Panel Quinquennial Review (2008)

School Research Strategy Group (2007-2011)

University Research and Higher Degree Committee Member (2002-2004)

School Research Committee Member (2001 to 2007)

School Committee Member (2001 to 2007)

Elected to Professorial Standing Committee (2005-2007)

Senate Professorial Representative (Elected 2006)

Teaching Duties and Experience includes:

2015	MBA UWA
2007-2014	MA Counselling and Psychotherapy
2007-2014	PGDip Counselling
2007-2012	BA Nursing Mental health
2007-current	PhD seminars (Multidisciplinary)
2000 -2007	MSc Evidence Based Practice (Multidisciplinary) Cambridge University
2003- 2013	Doctorate in Professional Practice
2001 -2010	DBA (Multidisciplinary)
2000 -2002	Master in Nursing Science
2002- 2011	Masters in Public Health
2002 -2012	Masters in Mental Health
2002	Masters in Nursing
2002	Honours Programme Media School (Multidisciplinary) (Australia)
2004	Post Graduate Research Training Programme

Curriculum Development includes:

2002	DPsych (Greenwich University)
2002	Masters in Interprofessional Mental Health
2002	Masters in Counselling and Psychotherapy
2003	Doctorate in Professional Practice

Professional Memberships

- Sigma Theta Tau International Nursing Honour Society
- UCKP registered Psychotherapist
- Member and Fellow Royal College of Nursing
- Member of International Association for Human Caring
- Registered Nursing Midwifery Council

ESTEEM INDICATORS

Prestigious Fellowship

- **FRCN:** October 2002 Awarded Fellow of the Royal College of Nursing for outstanding contribution to nursing through research, reflective practice and practice development.
- **Women of Achievement:** Nominee (2008)
- **Fellow** St Catherines College, WA

International Role

- **WUN Chair** Global Challenges Steering Group (Public Health and Understanding Cultures) 2015-2017
- **British Council** Asian Higher Education Dialogues (2012-13)
- **Co-Editor** International Journal Mixed Methods Research (2011-2015)
- **Editor** International Journal Psychiatric and Mental Health Nursing (2004-2014)
- Invited lead for Asia Dialogue Hong Kong (**British Council**) on Inclusive Leadership Feb 2014
- **WiHS Committee Panel Member** NHMRC, Australia (2015)

National Role

- **Research Quality Performance Panel Member**, University College, Cork, Ireland (2015)
- **REF Panel Member** Main Panel A (Sub-Panel 3, Nursing, Dentistry, Psychology and Allied Health). 2012-2014
- **OICS** Independent Inspector 2015-2016
- **NIHR / CNO** Clinical Academic Training Programme Expert Review Panel (UK) 2013
- **NIHR CDTF Review Panel** UK 2014-current
- **Centre for Workforce Intelligence** Expert Panel Member Since 2011
- **NHS Evidence** Advisory and Accreditation Board External Advisor

Funded Scholarship

- **International Research Scholarship** (2012) Curtin University, Western Australia \$4,500
- **WUN RMP** (2012-13) Self management in Chronic Disease with UWA, Perth Australia *Travel Award* £3,500
- **WUN RMP** (2012-13) Rehabilitating the Emotions into Health Research with University of Alberta, Canada *Travel Award* £2,500

Keynote Presentation at a Major International Conference (64)

1. **Freshwater, D.** (2016) Service Improvement and Innovation in Universities. LH Martin Institute, Brisbane **Invited Panel Speaker** August
2. **Freshwater, D.** (2016) 'Emotionally Resilient Leadership' Chronic Disease and Mental Health Symposium (ACMHN), Sydney Feb 26 **Invited Keynote Speaker**
3. **Freshwater, D.** (2015) Research and Internationalisation of Higher Education. University Governance and Regulations Forum. Canberra 15-16 September **Invited Plenary Speaker**
4. **Freshwater, D.** and Esterhuizen, P. (2015) Connecting Cultures through Leadership. Going Global London 2015 **Invited Speaker**
5. **Freshwater, D.** (2015) Political landscape of Mental Health: Forging Identity through Leadership. ANZMHN WA Branch Annual Symposium -Mental Health Nursing into the Future. **Key Note Invited Speaker**
6. **Freshwater, D.** (2015) Women in Leadership Panel. Perth International Women's Day March 5 Australia (*Sponsored by Ernst & Young*)
7. **Freshwater, D.** (2014) UK REF: Implications for Collaborative Research Practices. The Future of Research. *Hosted by The Conversation.* **Invited Speaker** Sydney Australia 1-2 Dec 2014
8. **Freshwater, D.** (2014) Leadership and six degrees of separation **Invited Public Lecture** Perth, Australia
9. **Freshwater, D.** (2014) International Mixed Methods Research Conference. **Invited Keynote speaker.** Boston USA June (*fully funded*)
10. **Freshwater, D.** and Esterhuizen, P. (2014) Manifesto towards a clear definition and operationalization of inclusive leadership. Going Global Miami June 2014 (*fully funded*)
11. **Freshwater, D.** (2014) Global Education Dialogues, Hong Kong 'Inclusive Leadership' Respondent and Key note x 2
12. **Freshwater, D.** (2013) Forging Identity through Collaboration: Ecologies and Economies of Performance in MHN. Australian and New Zealand Mental Health Conference. **Invited Keynote Speaker** Perth WA Oct (*fully funded*)
13. **Freshwater, D.** (2013) Caring and Custody 13th Biennial International Conference **Invited Keynote Speaker** Canada Oct (*fully funded*)
14. **Freshwater, D.** (2013) Leadership for Universities of the Future. Global Education Dialogues: Asia Series **Invited Plenary Speaker** Japan Jan 2013

15. **Freshwater, D.** and Cahill, J. (2012) Deconstructing regimes of collaboration in psychiatric practices. **Peer Reviewed Paper** Horatio European Festival Stockholm Sweden Sept 2012
16. **Freshwater, D.** (2012) Mixed Methods Research: Integrating Qualitative and Quantitative Research data. **Invited Keynote Denmark Oct** (*fully funded*)
17. **Freshwater, D.** (2012) Women in Leadership: Step forward. **Invited Speaker** British Council Asian Dialogues Series, **Hong Kong** Sept
18. Mertens, D. and **Freshwater, D.** (2012) Mixing Art and Science: Reviewing Mixed Methods Research. 8th International Mixed Methods Research Conference. **Invited Speaker** University of Leeds, UK 18-20th June
19. **Freshwater, D.** (2011) Critical Consciousness. New Zealand Mental Health Nurses Conferences **Invited Keynote Speaker** New Zealand Dunedin July 6 (*fully funded*)
20. Muncey, T. and **Freshwater, D.** (2012) Writing to learn and to heal. **Peer Reviewed Paper** RCN International Nursing Research Conference London 23 April.
21. **Freshwater, D. et al** (2011) Rhetoric V Reality: The role of research in deconstructing concepts of caring. **Symposium** RCN International Nursing Research Conference. Harrogate May 16
22. **Freshwater, D.** (2011) Therapeutic use of self. **Invited Keynote Speaker** Ang Mio Ko Hospital and National University of Singapore, Singapore March 10 (*fully funded*)
23. **Freshwater, D.** and Cahill, J. (2010) Interdisciplinary healthcare: Science, Paradigm Shift or Flawed Discourse. **Peer Reviewed Paper** presented at the Interdisciplinary Social Science Conference. Cambridge August 2-4
24. **Freshwater, D.** and Cahill, J. (2010) The therapeutic relationship in counselling and psychotherapy: construct and measurement issues within mixed methods research. **Peer Reviewed Paper.** 6th Mixed Methods International Research Conference: Baltimore July 9-11
25. **Freshwater, D.** (2010) Power and Caring: The thorn in the side of nursing? Asian Pacific Nursing Conference **Invited Keynote Speaker** Singapore June 30 (*fully funded*)
26. **Freshwater, D. et al** (2010) **Peer reviewed Symposium.** Pushing at open doors or locked in institutions: Methodological conflicts and tensions. Royal College of Nursing International Nursing Research Conference. Newcastle May 12
27. **Freshwater, D.** (2010) **Invited Debate Panelist** This house believes that economic impact is a valid way of measuring nursing research. RCN Nursing International Nursing Research Conference Newcastle May 13 (Paper Published)
28. **Freshwater, D.** and Cahill, J. (2010) Stress and Compromise: a reflective understanding of emotional labour in helping professions. **Peer Reviewed Paper** Horatio Mental Health Festival: Building Bridges: Prague April

29. **Freshwater, D.** (2009) Critical Discourse Analysis of Interdisciplinary Practices. Australian and New Zealand Mental Health Nursing Conference. **Invited Keynote Speaker** Sydney Sept 28 (*fully funded*)
30. **Freshwater, D.** (2009) Narrating Research: The Discourse of Health Science Research. Detecting the Evidence. *Nursing and Midwifery Research Conference*, Northampton **Invited Keynote Speaker** (*fully funded*)
31. **Freshwater, D. et al** (2009) RCN *International Research Conference*, Oxford, UK **Debate**
32. **Freshwater, D.** (2008) *NPNR Conference* Oxford **Invited Plenary Workshop**
33. **Freshwater, D.** (2007) Therapeutic Research: Healing through Mutual Inquiry. *Cultivating Healing Environments Conference*, Ottawa Canada. **Invited Keynote Speaker** (*fully funded*)
34. **Freshwater, D.** (2007) Critical Dialogue: Mixed Methods Research. *Mixed Methods Conference*, Cambridge. **Invited Plenary Discussion Forum**
35. **Freshwater, D.** (2007) Writing for Publication: Ethics Integrity and Trust *NPNR Conference* Oxford **Invited Plenary Workshop**
36. **Freshwater, D.** (2006) Reading Mixed Methods Research: Contexts for Criticism. *International Conference Mixed Methods*, Cambridge. **Invited Keynote Speaker**
37. **Freshwater, D.** (2005) Critical Reflexivity and Evidence Based Practice. *Australian Psychological Conference*. Melbourne. **Invited Keynote Speaker for Counselling Psychology**
38. **Freshwater, D.** (2005) Reflexive Pragmatism and Caring Research. *27th Annual International Association for Human Caring Annual Research Conference*. Lake Tahoe, USA **Invited Keynote Speaker** (Freshwater 100%) (*fully funded*)
39. **Freshwater, D.** (2005) Using Critical Reflection to Enhance Practice. *Annual community Nursing Research Conference Perth, Australia* March **Invited Keynote Speaker**
40. **Freshwater, D.** (2005) Developing a research portfolio. *Royal College of Nursing Annual International Research Conference*. Belfast, March **Invited Speaker**
41. **Freshwater, D.** (2005) New developments in qualitative research. Cambridge **Invited Professorial Lecture**
42. **Freshwater, D.** (2004) Something Old...Something New. *Network for Psychiatric Nursing Research Conference*. Oxford Oct **Invited Keynote Speaker** (Freshwater 100%)
43. **Freshwater, D.** (2004) Realising the vision for community mental health care. *Community health Nurses National Conference*. Perth Australia Sept **Invited Keynote Speaker** (Freshwater 100%) (*fully funded*)
44. **Freshwater, D.** (2004) Developing an Emotionally Intelligent Practice: A multi-professional challenge. Cambridge, UK. June **Invited Keynote Speaker** (Freshwater 50%)

45. **Freshwater, D.** (2004) Psychoanalytic reflections on embodied constructions of the self: Cover Version or remix? *Now Beauty: Cover Version or Re-Mix?* Perth, Australia March **Invited Keynote Speaker** (Freshwater 100%) (*fully funded*)
46. **Freshwater, D.** Sherwood, G. (2003) *Therapeutic use of Self in Caring*. Sigma Theta Tau International Conference. Nov Toronto **Invited Keynote Speaker** (Freshwater 50%) (*fully funded*)
47. **Freshwater, D.** (2003) *Fostering emotional intelligence*. Policy to Practice-Minding the Gap. Nottingham Sept **Invited Keynote Speaker** (Freshwater 100%)
48. **Freshwater, D.** (2003) *Clinical Leadership in Prison Healthcare*. Annual Prison Nurse Leads Seminar. London, Sept. **Invited Speaker** (Freshwater 100%)
49. **Freshwater, D.** (2003) *Developing Practice, Improving Care*. Foundation of Nursing Studies Annual Conference. Feb UK **Invited Keynote Speaker** (Freshwater 100%)
50. **Freshwater, D.**, Rolfe, G. and Stickley, T. (2002) Deconstructing Reflective Practice. *8th International Reflective Practice Conference*. **Keynote Symposium**. Amsterdam June (Freshwater 50%)
51. **Freshwater, D.** (2002) Critical Reflection: Pre conference workshop, University of Utrecht and Post conference workshop Hogeschool of Nursing. *8th International Reflective Practice Conference*. Holland. June. **Invited Keynote** (Freshwater 100%) (*fully funded*)
52. **Freshwater, D.** (2002) *European Federation of Nurse Educators 4th Annual Conference*, Madeira Portugal April **Invited Keynote Speaker** (Freshwater 100%)
53. **Freshwater, D.** (2002) *Nurse Education Today Diversity Seminar*. Manchester March (Freshwater 100%) **Invited Keynote Speaker**
54. **Freshwater, D.** (2002) *Realising the vision for Mental Health in Primary Care: Education for the modernisation agenda*. *RCN 4th Education Conference*. Blackpool, Feb **Invited Keynote Speaker** (Freshwater 100%)
55. Rolfe, G. and **Freshwater, D.** (2001) *Contesting Conversations*. Adelaide Australia Nov 2001 Invited Workshop (Freshwater 50%)
56. **Freshwater, D.** (2001) *Deconstructing User Involvement. Contesting Conversations*. Adelaide Australia Nov 2001 (Freshwater 50%)
57. **Freshwater, D.** and Storey, L. (2001) *Establishing Clinical Supervision in Secure Environments*. Prison Health Care Conference. Sakatoon, Canada Oct (Freshwater 50%)
58. **Freshwater, D.** (2001) *Reflexive research: An approach to practice development*. 3rd Annual Conference Journal of Orthopaedic Nursing. Nottingham July Invited Keynote (Freshwater 100%)
59. **Freshwater, D.** and Johns, C. (2001) 23rd Research Conference of the International Association for Human Caring. Stirling University, Scotland. Jun Invited Keynote (Freshwater 75%)

60. **Freshwater, D.** Picard, C. and Tait, T. (2001) Establishing Consumer Involvement in Nurse Education. Symposium ICN Conference Copenhagen Jun (Freshwater 50%)
61. **Freshwater, D.** (2001) Nursing at the Edge. City University, Jun (Freshwater 100%)
62. **Freshwater, D.** and Scottorn, S. (2001) RCN Prison Nurses Conference London May Invited Keynote (Freshwater 75%)
63. **Freshwater, D.** and Picard, C. (2001) Establishing Consumer Involvement: Innovative approaches to multidisciplinary education. Royal College of Nursing Research Society Conference. Glasgow, UK. April (Freshwater 50%)
64. **Freshwater, D.** (2001) Royal College of Nursing Education Conference. Eastbourne, UK. Feb Invited Keynote (Freshwater 100%)
65. **Freshwater, D.** (2001) Text, Narrative and Poetics. City University, UK. Feb (Freshwater 100%)

Prize or Award

- Oct 2008 Nominated **Woman of Achievement**, Women of the Year Awards.
- Nov 2004. **Staff Award for Excellence in Post Graduate Supervision**
- Nov 2004. **Faculty Researcher of the Year.**

Ethics Committees

- **School Research Ethics Committee** SoH, University of Leeds (2008-2012)
- **Silver Chain** Ethics Committee (2004) (WA, Australia)
- **NHMRC** Ethics Training Perth Australia

Direction of a Major International Conference

- **Conference Chair** 28th Annual Research Conference of the International Association for Human Caring, Fremantle Australia June 2006
- **Conference Committee** Annual Mental Health Conference Australia and New Zealand, Sydney 2009

Editorial Position of Significance

- **Editor** Journal of Psychiatric and Mental Health Nursing: An International Journal Impact Factored published by Wiley Blackwell (August 2004- current)
- **Co-Editor** Journal Mixed Methods Research: An International Journal Impact Factored published by Sage (2011-current)
- Editorial Board Member **2000- present, Journal of Research in Nursing (Sage)**
- Editorial Board Member **2006-present Journal of Multiple Research Approaches**

External peer review work with journals

- Manuscript Reviewer Nursing Inquiry

- Manuscript Reviewer Journal Psychiatric and Mental Health Nursing
- Manuscript Reviewer International Journal of Nursing Studies
- Manuscript Reviewer Qualitative Health Research
- Manuscript Reviewer Journal of Advanced Nursing
- Manuscript Reviewer Women and Maternal Health
- Manuscript Reviewer International Journal Multiple Research Approaches
- Manuscript reviewer and commentary writer Journal Research in Nursing
- Book Review panels Journal of Clinical Nursing, The Journal of Clinical Effectiveness in Nursing and Curriculum Inquiry
- Book Proposal and Manuscript Reviewer; Wiley Blackwell; Sage Publications; Routledge; McGraw Hill; Palgrave; Churchill Livingstone

Research Grant Reviewer

Medical Research Council Fellowship and Grant Review Panel
Dept of Health Fellowship and Grant Review Panel (Forensic and Mental Health)
SDO Grant Review Panel (Mental Health and Primary Care)
Australian Primary Care Research Institute Review Panel
NIHR reviewer project/programme grants

International collaborative links

- Academic and Research Collaboration Ang Mo Kio-Thye Hua Kwan Hospital, Singapore and NUS
- WUN collaboration University of Sydney, University of WA, and UTS
- See funded international research with **ARC** (Australian Research Council) \$370,000
- Funded Research with Yale University (2011-current)
- Unicamp and USP (Brazil) Research collaboration
- Chinese University of Hong Kong Research collaboration

Invited Lectures/ Panels

- *Anthropology and Sociology Seminar Series 2015, UWA.
- ‘Women in Leadership’ Panel. Perth International Women’s Day March 5 2015 Australia (*Sponsored by Ernst & Young*)
- ‘Absent Talent: Where are all the women?’ British Council, Asia Dialogues Series, Hong Kong Sept 2012 and Japan Jan 2013
- ‘Mixed Methods Research Methods’ Invited Speaker National Institute of Public Health, Denmark Oct 2012
- ‘Clinical Academic Careers and Training’ Invited Panel Member. National Institute for Health Research (NIHR) and Department of Health (DoH) Feb 2012 Leeds
- ‘Auto-ethnographic and narrative approaches to seeking evidence’ Invited Lecture. University of Huddersfield, Nov 2009
- ‘Professional regulation versus surveillance: Beyond the neurotic gaze of the panopticon’. Centre for Criminal Justice Studies, University of Leeds Public Seminar Feb 2008

International Invited Seminar Series

- Emotions in Psychotherapy and Research: Queensland University of Technology, Brisbane Australia May 2004
- Using Reflective narratives to improve nursing practice. 7 seminars delivered at University of Texas (Houston) and Methodist Hospital, Texas Medical Centre Nov 2003

PhD Examinations

PhD Examiner (External) 30 (†denotes international)

†Flinders University, Adelaide

- Tracy Giles ‘Factors Impacting Decision Making around Family Presence during Resuscitation’ Nov 2015

Trinity College, Dublin

- Jean Morrissey ‘Attenuating Anxieties: Mental Health Nurses responses to Suicidal Behaviour – A Grounded Theory Study’ 2015

DeMontfort University

- Kwadwo Ameyaw Korsah ‘Coping strategies of newly diagnosed patients with type ii Diabetes Mellitus in Ghana’.
Nov 2013 and Dec 2014

University of Aberdeen

- Roderick McKenzie ‘An ethnography of Scottish healing wells, their contemporary use and the implications for nursing practice’.
Feb 2014

†University of Central Queensland

- Elizabeth Mair Grigg ‘A Critical Discourse Analysis of literature pertaining to the historical ‘management’ of the sexual and/or intimacy needs of people labelled as having a learning disability in Australia and the United Kingdom.
December 2013

University of Ulster

- Famke van Lieshout ‘Taking action for action: A study of the interplay between Contextual and Facilitator’.
June 2013

DeMontfort University

- Maria Mills ‘Emotional Intelligence in Midwifery Work: Insights from the Midwives.
June 2013

†Southern Cross University, Australia

- Kathryn Jackson ‘Giving up the Ghosts: Healer’s perceptions of the perimortal process. A Phenomenological Study
Feb 2013

Sheffield Hallam University

- Janet Wilson ‘Staff responses to patient death in an acute medical ward’
Jan 2013 and April 2012

†University of Sydney

- Tim Wand ‘Implementation and pilot evaluation of an emergency department based mental health nurse practitioner outpatient service’.
Jan 2012

Brighton University

- Lydia Turner ‘Nursing and worth: An autoethnographic journey’
May 2012

- Brunel University, London
- Janice Robocon 'An Auto-ethnographic exploration of Faith Development' July 2011
- University of Cardiff, Wales
- Gwilym Roberts 'Creative Tuition: The experience of Problem Based Learning' May 2010
- †Murdoch University, Perth, Australia
- Wendy Lowe 'Health and I: An analysis of curricula phenomena through the lens of critical pedagogy' June 2009
- DeMontfort University, Leicester
- Zaheera Essat 'Zenana: The birth stories of migrant women in Britain'. Mary Seacole Research centre Feb 2009
- Keele University, Keele
- Wynne Thomas 'Competency Based Curriculum: the student nurse perspective'. March 2009
- Salford University, Manchester
- Celia Jane Hynes 'Transference and Counter-Transference as an agent of care.' Institute of Health and Social Care research Oct 2008
- University of Leeds, Leeds
- Sue McAndrew 'Gay Men and Suicidality: an exploration of the significant biographical experiences fore-grounded during childhood, adolescence and early adulthood of some gay men who have engaged in suicidality'. School of Psychology 2008
- University of Ulster, N Ireland
- Sinead Keeney 'An exploration of the stated knowledge, attitudes and behaviours of people in mid-life towards cancer prevention'. Faculty of Life and Health Sciences 2007
- University of Southampton, Southampton
- Susan Duke, School of Education 2007
- †Deakin University, Australia (External)
- Les Fitzgerald 'The metaphysics of Love' School of Philosophy 2006
- LaTrobe University, Australia (External)
- Jane Addis 'Myths of Partner Choice' School of Public Health Jan 2006
- University of Southampton (External)
- Lucy Simons 'Community Mental Health Nurse's perspectives on the treatment of people with Common Mental Health Problems' Dec 2005
- University of Portsmouth, England (External x2)
- Nigel Porter 'The learning experience of undergraduate student nurses and the struggle for authenticity: A Heideggerian Phenomenological study of becoming a nurse'. Dec 2005
- DeMontfort University Leicester (External)
- Tina Harris 'Midwifery Practice in the Third Stage of Labour'. 2005
- University of Central Lancs (External)
- Stephen Bradley 'An exploration of discursive constructions of young people's internet newsgroup accounts and received academic/professional wisdom' Nov 2005
- University of East Anglia (External)
- EdD Nurse Teacher's-Hidden Perspectives A Narrative Discovery Nov 2004 (External)
- University of Glamorgan, Wales (External)
- Allyson Lypp 'Developing Clinical Effectiveness'. 2003 PhD by Portfolio
- University of Cardiff, Wales (External)
- Erica Alabaster 'Same old, Same old: An interpretive analysis of nursing student's experience of working with older people' School of Social Sciences 2003

Portsmouth University (External)

- Stephanos Mantzoukas 'Exploring and understanding reflection, knowledge and everyday practice in the medical wards'. (2002)

PhD Examinations (Internal)

Bournemouth University, England (Internal)

- Caroline Hodges 'Relaciones Humanas': The potential for public relations practitioners as cultural intermediaries in Mexico City. Media School (2006)

MSc Examinations

Cambridge University, MSc Evidence Based Practice

External Examinerships

External Examiner MA/PGDip in Nursing Practice, Dublin City University 2006-2008

External Examiner University of Wales, MSc Programme Cardiff 2001 – 2005

External Examiner Westminster University 2002-2006

External Examiner University of Wales, Newport 2000-2003

Attendance as invited external at validation events: MSc Science of Nursing, Wales, College of Medicine (2001) and MA Advanced Practice, University of Surrey (2002); MA Secure environments, Plymouth University

DIRECTIVE 2003/88/EC OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL
of 4 November 2003
concerning certain aspects of the organisation of working time

THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty establishing the European Community, and in particular Article 137(2) thereof,

Having regard to the proposal from the Commission,

Having regard to the opinion of the European Economic and Social Committee ⁽¹⁾,

Having consulted the Committee of the Regions,

Acting in accordance with the procedure referred to in Article 251 of the Treaty ⁽²⁾,

Whereas:

- (1) Council Directive 93/104/EC of 23 November 1993, concerning certain aspects of the organisation of working time ⁽³⁾, which lays down minimum safety and health requirements for the organisation of working time, in respect of periods of daily rest, breaks, weekly rest, maximum weekly working time, annual leave and aspects of night work, shift work and patterns of work, has been significantly amended. In order to clarify matters, a codification of the provisions in question should be drawn up.
- (2) Article 137 of the Treaty provides that the Community is to support and complement the activities of the Member States with a view to improving the working environment to protect workers' health and safety. Directives adopted on the basis of that Article are to avoid imposing administrative, financial and legal constraints in a way which would hold back the creation and development of small and medium-sized undertakings.
- (3) The provisions of Council Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work ⁽⁴⁾ remain fully applicable to the areas covered by this Directive without prejudice to more stringent and/or specific provisions contained herein.
- (4) The improvement of workers' safety, hygiene and health at work is an objective which should not be subordinated to purely economic considerations.

(5) All workers should have adequate rest periods. The concept of 'rest' must be expressed in units of time, i.e. in days, hours and/or fractions thereof. Community workers must be granted minimum daily, weekly and annual periods of rest and adequate breaks. It is also necessary in this context to place a maximum limit on weekly working hours.

(6) Account should be taken of the principles of the International Labour Organisation with regard to the organisation of working time, including those relating to night work.

(7) Research has shown that the human body is more sensitive at night to environmental disturbances and also to certain burdensome forms of work organisation and that long periods of night work can be detrimental to the health of workers and can endanger safety at the workplace.

(8) There is a need to limit the duration of periods of night work, including overtime, and to provide for employers who regularly use night workers to bring this information to the attention of the competent authorities if they so request.

(9) It is important that night workers should be entitled to a free health assessment prior to their assignment and thereafter at regular intervals and that whenever possible they should be transferred to day work for which they are suited if they suffer from health problems.

(10) The situation of night and shift workers requires that the level of safety and health protection should be adapted to the nature of their work and that the organisation and functioning of protection and prevention services and resources should be efficient.

(11) Specific working conditions may have detrimental effects on the safety and health of workers. The organisation of work according to a certain pattern must take account of the general principle of adapting work to the worker.

(12) A European Agreement in respect of the working time of seafarers has been put into effect by means of Council Directive 1999/63/EC of 21 June 1999 concerning the Agreement on the organisation of working time of seafarers concluded by the European Community Ship-owners' Association (ECSA) and the Federation of Transport Workers' Unions in the European Union (FST) ⁽⁵⁾ based on Article 139(2) of the Treaty. Accordingly, the provisions of this Directive should not apply to seafarers.

⁽¹⁾ OJ C 61, 14.3.2003, p. 123.

⁽²⁾ Opinion of the European Parliament of 17 December 2002 (not yet published in the Official Journal) and Council Decision of 22 September 2003.

⁽³⁾ OJ L 307, 13.12.1993, p. 18. Directive as amended by Directive 2000/34/EC of the European Parliament and of the Council (OJ L 195, 1.8.2000, p. 41).

⁽⁴⁾ OJ L 183, 29.6.1989, p. 1.

⁽⁵⁾ OJ L 167, 2.7.1999, p. 33.

- (13) In the case of those 'share-fishermen' who are employees, it is for the Member States to determine, pursuant to this Directive, the conditions for entitlement to, and granting of, annual leave, including the arrangements for payments.
- (14) Specific standards laid down in other Community instruments relating, for example, to rest periods, working time, annual leave and night work for certain categories of workers should take precedence over the provisions of this Directive.
- (15) In view of the question likely to be raised by the organisation of working time within an undertaking, it appears desirable to provide for flexibility in the application of certain provisions of this Directive, whilst ensuring compliance with the principles of protecting the safety and health of workers.
- (16) It is necessary to provide that certain provisions may be subject to derogations implemented, according to the case, by the Member States or the two sides of industry. As a general rule, in the event of a derogation, the workers concerned must be given equivalent compensatory rest periods.
- (17) This Directive should not affect the obligations of the Member States concerning the deadlines for transposition of the Directives set out in Annex I, part B,

HAVE ADOPTED THIS DIRECTIVE:

CHAPTER 1

SCOPE AND DEFINITIONS

Article 1

Purpose and scope

1. This Directive lays down minimum safety and health requirements for the organisation of working time.
2. This Directive applies to:
 - (a) minimum periods of daily rest, weekly rest and annual leave, to breaks and maximum weekly working time; and
 - (b) certain aspects of night work, shift work and patterns of work.
3. This Directive shall apply to all sectors of activity, both public and private, within the meaning of Article 2 of Directive 89/391/EEC, without prejudice to Articles 14, 17, 18 and 19 of this Directive.

This Directive shall not apply to seafarers, as defined in Directive 1999/63/EC without prejudice to Article 2(8) of this Directive.

4. The provisions of Directive 89/391/EEC are fully applicable to the matters referred to in paragraph 2, without prejudice to more stringent and/or specific provisions contained in this Directive.

Article 2

Definitions

For the purposes of this Directive, the following definitions shall apply:

1. 'working time' means any period during which the worker is working, at the employer's disposal and carrying out his activity or duties, in accordance with national laws and/or practice;
2. 'rest period' means any period which is not working time;
3. 'night time' means any period of not less than seven hours, as defined by national law, and which must include, in any case, the period between midnight and 5.00;
4. 'night worker' means:
 - (a) on the one hand, any worker, who, during night time, works at least three hours of his daily working time as a normal course; and
 - (b) on the other hand, any worker who is likely during night time to work a certain proportion of his annual working time, as defined at the choice of the Member State concerned:
 - (i) by national legislation, following consultation with the two sides of industry; or
 - (ii) by collective agreements or agreements concluded between the two sides of industry at national or regional level;
5. 'shift work' means any method of organising work in shifts whereby workers succeed each other at the same work stations according to a certain pattern, including a rotating pattern, and which may be continuous or discontinuous, entailing the need for workers to work at different times over a given period of days or weeks;
6. 'shift worker' means any worker whose work schedule is part of shift work;
7. 'mobile worker' means any worker employed as a member of travelling or flying personnel by an undertaking which operates transport services for passengers or goods by road, air or inland waterway;
8. 'offshore work' means work performed mainly on or from offshore installations (including drilling rigs), directly or indirectly in connection with the exploration, extraction or exploitation of mineral resources, including hydrocarbons, and diving in connection with such activities, whether performed from an offshore installation or a vessel;

9. 'adequate rest' means that workers have regular rest periods, the duration of which is expressed in units of time and which are sufficiently long and continuous to ensure that, as a result of fatigue or other irregular working patterns, they do not cause injury to themselves, to fellow workers or to others and that they do not damage their health, either in the short term or in the longer term.

CHAPTER 2

MINIMUM REST PERIODS — OTHER ASPECTS OF THE ORGANISATION OF WORKING TIME

Article 3

Daily rest

Member States shall take the measures necessary to ensure that every worker is entitled to a minimum daily rest period of 11 consecutive hours per 24-hour period.

Article 4

Breaks

Member States shall take the measures necessary to ensure that, where the working day is longer than six hours, every worker is entitled to a rest break, the details of which, including duration and the terms on which it is granted, shall be laid down in collective agreements or agreements between the two sides of industry or, failing that, by national legislation.

Article 5

Weekly rest period

Member States shall take the measures necessary to ensure that, per each seven-day period, every worker is entitled to a minimum uninterrupted rest period of 24 hours plus the 11 hours' daily rest referred to in Article 3.

If objective, technical or work organisation conditions so justify, a minimum rest period of 24 hours may be applied.

Article 6

Maximum weekly working time

Member States shall take the measures necessary to ensure that, in keeping with the need to protect the safety and health of workers:

- (a) the period of weekly working time is limited by means of laws, regulations or administrative provisions or by collective agreements or agreements between the two sides of industry;
- (b) the average working time for each seven-day period, including overtime, does not exceed 48 hours.

Article 7

Annual leave

1. Member States shall take the measures necessary to ensure that every worker is entitled to paid annual leave of at least four weeks in accordance with the conditions for entitlement to, and granting of, such leave laid down by national legislation and/or practice.

2. The minimum period of paid annual leave may not be replaced by an allowance in lieu, except where the employment relationship is terminated.

CHAPTER 3

NIGHT WORK — SHIFT WORK — PATTERNS OF WORK

Article 8

Length of night work

Member States shall take the measures necessary to ensure that:

- (a) normal hours of work for night workers do not exceed an average of eight hours in any 24-hour period;
- (b) night workers whose work involves special hazards or heavy physical or mental strain do not work more than eight hours in any period of 24 hours during which they perform night work.

For the purposes of point (b), work involving special hazards or heavy physical or mental strain shall be defined by national legislation and/or practice or by collective agreements or agreements concluded between the two sides of industry, taking account of the specific effects and hazards of night work.

Article 9

Health assessment and transfer of night workers to day work

1. Member States shall take the measures necessary to ensure that:

- (a) night workers are entitled to a free health assessment before their assignment and thereafter at regular intervals;
- (b) night workers suffering from health problems recognised as being connected with the fact that they perform night work are transferred whenever possible to day work to which they are suited.

2. The free health assessment referred to in paragraph 1(a) must comply with medical confidentiality.

3. The free health assessment referred to in paragraph 1(a) may be conducted within the national health system.

*Article 10***Guarantees for night-time working**

Member States may make the work of certain categories of night workers subject to certain guarantees, under conditions laid down by national legislation and/or practice, in the case of workers who incur risks to their safety or health linked to night-time working.

*Article 11***Notification of regular use of night workers**

Member States shall take the measures necessary to ensure that an employer who regularly uses night workers brings this information to the attention of the competent authorities if they so request.

*Article 12***Safety and health protection**

Member States shall take the measures necessary to ensure that:

- (a) night workers and shift workers have safety and health protection appropriate to the nature of their work;
- (b) appropriate protection and prevention services or facilities with regard to the safety and health of night workers and shift workers are equivalent to those applicable to other workers and are available at all times.

*Article 13***Pattern of work**

Member States shall take the measures necessary to ensure that an employer who intends to organise work according to a certain pattern takes account of the general principle of adapting work to the worker, with a view, in particular, to alleviating monotonous work and work at a predetermined work-rate, depending on the type of activity, and of safety and health requirements, especially as regards breaks during working time.

CHAPTER 4

MISCELLANEOUS PROVISIONS*Article 14***More specific Community provisions**

This Directive shall not apply where other Community instruments contain more specific requirements relating to the organisation of working time for certain occupations or occupational activities.

*Article 15***More favourable provisions**

This Directive shall not affect Member States' right to apply or introduce laws, regulations or administrative provisions more favourable to the protection of the safety and health of workers or to facilitate or permit the application of collective agreements or agreements concluded between the two sides of industry which are more favourable to the protection of the safety and health of workers.

*Article 16***Reference periods**

Member States may lay down:

- (a) for the application of Article 5 (weekly rest period), a reference period not exceeding 14 days;
- (b) for the application of Article 6 (maximum weekly working time), a reference period not exceeding four months.

The periods of paid annual leave, granted in accordance with Article 7, and the periods of sick leave shall not be included or shall be neutral in the calculation of the average;

- (c) for the application of Article 8 (length of night work), a reference period defined after consultation of the two sides of industry or by collective agreements or agreements concluded between the two sides of industry at national or regional level.

If the minimum weekly rest period of 24 hours required by Article 5 falls within that reference period, it shall not be included in the calculation of the average.

CHAPTER 5

DEROGATIONS AND EXCEPTIONS*Article 17***Derogations**

1. With due regard for the general principles of the protection of the safety and health of workers, Member States may derogate from Articles 3 to 6, 8 and 16 when, on account of the specific characteristics of the activity concerned, the duration of the working time is not measured and/or predetermined or can be determined by the workers themselves, and particularly in the case of:

- (a) managing executives or other persons with autonomous decision-taking powers;
- (b) family workers; or
- (c) workers officiating at religious ceremonies in churches and religious communities.

2. Derogations provided for in paragraphs 3, 4 and 5 may be adopted by means of laws, regulations or administrative provisions or by means of collective agreements or agreements between the two sides of industry provided that the workers concerned are afforded equivalent periods of compensatory rest or that, in exceptional cases in which it is not possible, for objective reasons, to grant such equivalent periods of compensatory rest, the workers concerned are afforded appropriate protection.

3. In accordance with paragraph 2 of this Article derogations may be made from Articles 3, 4, 5, 8 and 16:

- (a) in the case of activities where the worker's place of work and his place of residence are distant from one another, including offshore work, or where the worker's different places of work are distant from one another;
- (b) in the case of security and surveillance activities requiring a permanent presence in order to protect property and persons, particularly security guards and caretakers or security firms;
- (c) in the case of activities involving the need for continuity of service or production, particularly:
 - (i) services relating to the reception, treatment and/or care provided by hospitals or similar establishments, including the activities of doctors in training, residential institutions and prisons;
 - (ii) dock or airport workers;
 - (iii) press, radio, television, cinematographic production, postal and telecommunications services, ambulance, fire and civil protection services;
 - (iv) gas, water and electricity production, transmission and distribution, household refuse collection and incineration plants;
 - (v) industries in which work cannot be interrupted on technical grounds;
 - (vi) research and development activities;
 - (vii) agriculture;
 - (viii) workers concerned with the carriage of passengers on regular urban transport services;
- (d) where there is a foreseeable surge of activity, particularly in:
 - (i) agriculture;
 - (ii) tourism;
 - (iii) postal services;
- (e) in the case of persons working in railway transport:
 - (i) whose activities are intermittent;
 - (ii) who spend their working time on board trains; or
 - (iii) whose activities are linked to transport timetables and to ensuring the continuity and regularity of traffic;

(f) in the circumstances described in Article 5(4) of Directive 89/391/EEC;

(g) in cases of accident or imminent risk of accident.

4. In accordance with paragraph 2 of this Article derogations may be made from Articles 3 and 5:

(a) in the case of shift work activities, each time the worker changes shift and cannot take daily and/or weekly rest periods between the end of one shift and the start of the next one;

(b) in the case of activities involving periods of work split up over the day, particularly those of cleaning staff.

5. In accordance with paragraph 2 of this Article, derogations may be made from Article 6 and Article 16(b), in the case of doctors in training, in accordance with the provisions set out in the second to the seventh subparagraphs of this paragraph.

With respect to Article 6 derogations referred to in the first subparagraph shall be permitted for a transitional period of five years from 1 August 2004.

Member States may have up to two more years, if necessary, to take account of difficulties in meeting the working time provisions with respect to their responsibilities for the organisation and delivery of health services and medical care. At least six months before the end of the transitional period, the Member State concerned shall inform the Commission giving its reasons, so that the Commission can give an opinion, after appropriate consultations, within the three months following receipt of such information. If the Member State does not follow the opinion of the Commission, it will justify its decision. The notification and justification of the Member State and the opinion of the Commission shall be published in the *Official Journal of the European Union* and forwarded to the European Parliament.

Member States may have an additional period of up to one year, if necessary, to take account of special difficulties in meeting the responsibilities referred to in the third subparagraph. They shall follow the procedure set out in that subparagraph.

Member States shall ensure that in no case will the number of weekly working hours exceed an average of 58 during the first three years of the transitional period, an average of 56 for the following two years and an average of 52 for any remaining period.

The employer shall consult the representatives of the employees in good time with a view to reaching an agreement, wherever possible, on the arrangements applying to the transitional period. Within the limits set out in the fifth subparagraph, such an agreement may cover:

(a) the average number of weekly hours of work during the transitional period; and

(b) the measures to be adopted to reduce weekly working hours to an average of 48 by the end of the transitional period.

With respect to Article 16(b) derogations referred to in the first subparagraph shall be permitted provided that the reference period does not exceed 12 months, during the first part of the transitional period specified in the fifth subparagraph, and six months thereafter.

Article 18

Derogations by collective agreements

Derogations may be made from Articles 3, 4, 5, 8 and 16 by means of collective agreements or agreements concluded between the two sides of industry at national or regional level or, in conformity with the rules laid down by them, by means of collective agreements or agreements concluded between the two sides of industry at a lower level.

Member States in which there is no statutory system ensuring the conclusion of collective agreements or agreements concluded between the two sides of industry at national or regional level, on the matters covered by this Directive, or those Member States in which there is a specific legislative framework for this purpose and within the limits thereof, may, in accordance with national legislation and/or practice, allow derogations from Articles 3, 4, 5, 8 and 16 by way of collective agreements or agreements concluded between the two sides of industry at the appropriate collective level.

The derogations provided for in the first and second subparagraphs shall be allowed on condition that equivalent compensating rest periods are granted to the workers concerned or, in exceptional cases where it is not possible for objective reasons to grant such periods, the workers concerned are afforded appropriate protection.

Member States may lay down rules:

- (a) for the application of this Article by the two sides of industry; and
- (b) for the extension of the provisions of collective agreements or agreements concluded in conformity with this Article to other workers in accordance with national legislation and/or practice.

Article 19

Limitations to derogations from reference periods

The option to derogate from Article 16(b), provided for in Article 17(3) and in Article 18, may not result in the establishment of a reference period exceeding six months.

However, Member States shall have the option, subject to compliance with the general principles relating to the protection of the safety and health of workers, of allowing, for objective or technical reasons or reasons concerning the organisation of work, collective agreements or agreements concluded between the two sides of industry to set reference periods in no event exceeding 12 months.

Before 23 November 2003, the Council shall, on the basis of a Commission proposal accompanied by an appraisal report, re-examine the provisions of this Article and decide what action to take.

Article 20

Mobile workers and offshore work

1. Articles 3, 4, 5 and 8 shall not apply to mobile workers.

Member States shall, however, take the necessary measures to ensure that such mobile workers are entitled to adequate rest, except in the circumstances laid down in Article 17(3)(f) and (g).

2. Subject to compliance with the general principles relating to the protection of the safety and health of workers, and provided that there is consultation of representatives of the employer and employees concerned and efforts to encourage all relevant forms of social dialogue, including negotiation if the parties so wish, Member States may, for objective or technical reasons or reasons concerning the organisation of work, extend the reference period referred to in Article 16(b) to 12 months in respect of workers who mainly perform offshore work.

3. Not later than 1 August 2005 the Commission shall, after consulting the Member States and management and labour at European level, review the operation of the provisions with regard to offshore workers from a health and safety perspective with a view to presenting, if need be, the appropriate modifications.

Article 21

Workers on board seagoing fishing vessels

1. Articles 3 to 6 and 8 shall not apply to any worker on board a seagoing fishing vessel flying the flag of a Member State.

Member States shall, however, take the necessary measures to ensure that any worker on board a seagoing fishing vessel flying the flag of a Member State is entitled to adequate rest and to limit the number of hours of work to 48 hours a week on average calculated over a reference period not exceeding 12 months.

2. Within the limits set out in paragraph 1, second subparagraph, and paragraphs 3 and 4 Member States shall take the necessary measures to ensure that, in keeping with the need to protect the safety and health of such workers:

- (a) the working hours are limited to a maximum number of hours which shall not be exceeded in a given period of time; or
- (b) a minimum number of hours of rest are provided within a given period of time.

The maximum number of hours of work or minimum number of hours of rest shall be specified by law, regulations, administrative provisions or by collective agreements or agreements between the two sides of the industry.

3. The limits on hours of work or rest shall be either:

(a) maximum hours of work which shall not exceed:

- (i) 14 hours in any 24-hour period; and
- (ii) 72 hours in any seven-day period;

or

(b) minimum hours of rest which shall not be less than:

- (i) 10 hours in any 24-hour period; and
- (ii) 77 hours in any seven-day period.

4. Hours of rest may be divided into no more than two periods, one of which shall be at least six hours in length, and the interval between consecutive periods of rest shall not exceed 14 hours.

5. In accordance with the general principles of the protection of the health and safety of workers, and for objective or technical reasons or reasons concerning the organisation of work, Member States may allow exceptions, including the establishment of reference periods, to the limits laid down in paragraph 1, second subparagraph, and paragraphs 3 and 4. Such exceptions shall, as far as possible, comply with the standards laid down but may take account of more frequent or longer leave periods or the granting of compensatory leave for the workers. These exceptions may be laid down by means of:

- (a) laws, regulations or administrative provisions provided there is consultation, where possible, of the representatives of the employers and workers concerned and efforts are made to encourage all relevant forms of social dialogue; or
- (b) collective agreements or agreements between the two sides of industry.

6. The master of a seagoing fishing vessel shall have the right to require workers on board to perform any hours of work necessary for the immediate safety of the vessel, persons on board or cargo, or for the purpose of giving assistance to other vessels or persons in distress at sea.

7. Member States may provide that workers on board seagoing fishing vessels for which national legislation or practice determines that these vessels are not allowed to operate in a specific period of the calendar year exceeding one month, shall take annual leave in accordance with Article 7 within that period.

Article 22

Miscellaneous provisions

1. A Member State shall have the option not to apply Article 6, while respecting the general principles of the protection of the safety and health of workers, and provided it takes the necessary measures to ensure that:

- (a) no employer requires a worker to work more than 48 hours over a seven-day period, calculated as an average for the reference period referred to in Article 16(b), unless he has first obtained the worker's agreement to perform such work;

(b) no worker is subjected to any detriment by his employer because he is not willing to give his agreement to perform such work;

(c) the employer keeps up-to-date records of all workers who carry out such work;

(d) the records are placed at the disposal of the competent authorities, which may, for reasons connected with the safety and/or health of workers, prohibit or restrict the possibility of exceeding the maximum weekly working hours;

(e) the employer provides the competent authorities at their request with information on cases in which agreement has been given by workers to perform work exceeding 48 hours over a period of seven days, calculated as an average for the reference period referred to in Article 16(b).

Before 23 November 2003, the Council shall, on the basis of a Commission proposal accompanied by an appraisal report, re-examine the provisions of this paragraph and decide on what action to take.

2. Member States shall have the option, as regards the application of Article 7, of making use of a transitional period of not more than three years from 23 November 1996, provided that during that transitional period:

- (a) every worker receives three weeks' paid annual leave in accordance with the conditions for the entitlement to, and granting of, such leave laid down by national legislation and/or practice; and
- (b) the three-week period of paid annual leave may not be replaced by an allowance in lieu, except where the employment relationship is terminated.

3. If Member States avail themselves of the options provided for in this Article, they shall forthwith inform the Commission thereof.

CHAPTER 6

FINAL PROVISIONS

Article 23

Level of Protection

Without prejudice to the right of Member States to develop, in the light of changing circumstances, different legislative, regulatory or contractual provisions in the field of working time, as long as the minimum requirements provided for in this Directive are complied with, implementation of this Directive shall not constitute valid grounds for reducing the general level of protection afforded to workers.

*Article 24***Reports**

1. Member States shall communicate to the Commission the texts of the provisions of national law already adopted or being adopted in the field governed by this Directive.

2. Member States shall report to the Commission every five years on the practical implementation of the provisions of this Directive, indicating the viewpoints of the two sides of industry.

The Commission shall inform the European Parliament, the Council, the European Economic and Social Committee and the Advisory Committee on Safety, Hygiene and Health Protection at Work thereof.

3. Every five years from 23 November 1996 the Commission shall submit to the European Parliament, the Council and the European Economic and Social Committee a report on the application of this Directive taking into account Articles 22 and 23 and paragraphs 1 and 2 of this Article.

*Article 25***Review of the operation of the provisions with regard to workers on board seagoing fishing vessels**

Not later than 1 August 2009 the Commission shall, after consulting the Member States and management and labour at European level, review the operation of the provisions with regard to workers on board seagoing fishing vessels, and, in particular examine whether these provisions remain appropriate, in particular, as far as health and safety are concerned with a view to proposing suitable amendments, if necessary.

*Article 26***Review of the operation of the provisions with regard to workers concerned with the carriage of passengers**

Not later than 1 August 2005 the Commission shall, after consulting the Member States and management and labour at European level, review the operation of the provisions with

regard to workers concerned with the carriage of passengers on regular urban transport services, with a view to presenting, if need be, the appropriate modifications to ensure a coherent and suitable approach in the sector.

*Article 27***Repeal**

1. Directive 93/104/EC, as amended by the Directive referred to in Annex I, part A, shall be repealed, without prejudice to the obligations of the Member States in respect of the deadlines for transposition laid down in Annex I, part B.

2. The references made to the said repealed Directive shall be construed as references to this Directive and shall be read in accordance with the correlation table set out in Annex II.

*Article 28***Entry into force**

This Directive shall enter into force on 2 August 2004.

*Article 29***Addressees**

This Directive is addressed to the Member States.

Done at Brussels, 4 November 2003.

For the European Parliament

The President

P. COX

For the Council

The President

G. TREMONTI

ANNEX I

PART A

REPEALED DIRECTIVE AND ITS AMENDMENT

(Article 27)

Council Directive 93/104/EC

(OJ L 307, 13.12.1993, p. 18)

Directive 2000/34/EC of the European Parliament and of the Council

(OJ L 195, 1.8.2000, p. 41)

PART B

DEADLINES FOR TRANSPOSITION INTO NATIONAL LAW

(Article 27)

Directive	Deadline for transposition
93/104/EC	23 November 1996
2000/34/EC	1 August 2003 ⁽¹⁾

⁽¹⁾ 1 August 2004 in the case of doctors in training. See Article 2 of Directive 2000/34/EC.

ANNEX II

CORRELATION TABLE

Directive 93/104/EC	This Directive
Articles 1 to 5	Articles 1 to 5
Article 6, introductory words	Article 6, introductory words
Article 6(1)	Article 6(a)
Article 6(2)	Article 6(b)
Article 7	Article 7
Article 8, introductory words	Article 8, introductory words
Article 8(1)	Article 8(a)
Article 8(2)	Article 8(b)
Articles 9, 10 and 11	Articles 9, 10 and 11
Article 12, introductory words	Article 12, introductory words
Article 12(1)	Article 12(a)
Article 12(2)	Article 12(b)
Articles 13, 14 and 15	Articles 13, 14 and 15
Article 16, introductory words	Article 16, introductory words
Article 16(1)	Article 16(a)
Article 16(2)	Article 16(b)
Article 16(3)	Article 16(c)
Article 17(1)	Article 17(1)
Article 17(2), introductory words	Article 17(2)
Article 17(2)(1)	Article 17(3)(a) to (e)
Article 17(2)(2)	Article 17(3)(f) to (g)
Article 17(2)(3)	Article 17(4)
Article 17(2)(4)	Article 17(5)
Article 17(3)	Article 18
Article 17(4)	Article 19
Article 17a(1)	Article 20(1), first subparagraph
Article 17a(2)	Article 20(1), second subparagraph
Article 17a(3)	Article 20(2)
Article 17a(4)	Article 20(3)
Article 17b(1)	Article 21(1), first subparagraph
Article 17b(2)	Article 21(1), second subparagraph
Article 17b(3)	Article 21(2)
Article 17b(4)	Article 21(3)
Article 17b(5)	Article 21(4)
Article 17b(6)	Article 21(5)
Article 17b(7)	Article 21(6)
Article 17b(8)	Article 21(7)
Article 18(1)(a)	—
Article 18(1)(b)(i)	Article 22(1)
Article 18(1)(b)(ii)	Article 22(2)
Article 18(1)(c)	Article 22(3)
Article 18(2)	—
Article 18(3)	Article 23
Article 18(4)	Article 24(1)

Directive 93/104/EC	This Directive
Article 18(5)	Article 24(2)
Article 18(6)	Article 24(3)
—	Article 25 ⁽¹⁾
—	Article 26 ⁽²⁾
—	Article 27
—	Article 28
Article 19	Article 29
—	Annex I
—	Annex II

⁽¹⁾ Directive 2000/34/EC, Article 3.

⁽²⁾ Directive 2000/34/EC, Article 4.