

Nursing/Midwifery Recruitment and Retention Activity Summary 2002- 2003

The Nursing Office has

- (1) Established an infrastructure to support the implementation of the nursing and midwifery recruitment and retention plan's recommendations including:
 - Gaining approval to appoint a Chief Nursing Officer.
 - Appointment of two permanent project nurse positions to the Nursing Office.
 - Establishment of recurrent recruitment and retention funding.
 - Establishment of a committee structure to address specific recommendations and strategies.
 - A requested to health units to identify local implementation strategies.
- (1) 7.1 Launched the DHS nursing intranet portal providing nurses and midwives with access to up to date information on Nursing Office activities.
- (1) 6.2 Conducted a strategic planning workshop with the metropolitan Directors of Nursing to explore current and future issues facing nurses and midwives in the metropolitan area.
- (2) 8.1 Provided \$1m for 12 free hospital based refresher & re-entry program for 200 registered and enrolled nurses, scholarships introduced for each student.
- (2) 6.3 Provided \$60,000 to support programs for Aboriginal nurses and midwives through the Aboriginal Services Division.
- (2) 1.3a Provided \$360,000 for the country Nursing Cadetship program. 41 students have successfully completed the initial program. A number of cadets have shown an interest in now undertaking an undergraduate nursing program.
- (2) 7 Provided \$8,000 sponsorship to the Royal College of Nursing Australia for the annual Nursing Career Education and Employment Expo.
- (2) 7.1a Held discussions with the Office of the North, LMHS, TQEH, Dept Ed & Children's Services regarding a VET in School program for the northern suburbs, the outcome was subject to a multilateral funding bid which was unsuccessful.
- (2) 11 Allocated \$20,000 for 17 nursing and midwifery country clinical postgraduate scholarships for a range of academic awards and specialty practice areas.
- (2) 11 Provided \$80,000 for 50 nursing and midwifery metropolitan clinical postgraduate scholarships for a range of academic awards and specialty practice areas.
- (2) 7.1a Provided \$200,000 for 89 country secondary school students to undertake the VET in School program.
 - **SA Training Awards 2003, MAS National Vet In Schools Excellence Award won by:** Riverland - Murray TAFE, DECS, and DHS for the VET in Schools - Pathway to Nursing Future Connect.
 - **National Training Awards 2003 won by:** Riverland / Murray TAFE, DECS, and DHS for the VET in Schools - Pathway to Nursing Future Connect program.
- (2) 6.3 Allocated \$30,000 for a 2, year pilot project for an Aboriginal Certificate IV Health (Nursing) program for 15 Aboriginal students through Spencer TAFE & the Pika Wyia Unique Centre for Learning in Port Augusta.
- (2) 17.1 Provided \$160,000 to recruit 98 overseas nurses for the Royal Adelaide and the Queen Elizabeth Hospitals.





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- (2) 2.7 Provided \$30,000 for a systematic review by the Joanna Briggs Institute, Royal Adelaide Hospital and the Nursing Practices and Services Delivery Unit, La Trobe University on the *'Need for Nurses in Acute Hospital an Analysis of Current Evidence'*. The review examined the composition and deployment of nursing teams in Australian acute hospitals and recurring problems in recruiting nurses. The review systematically examined recent literature that addressed these issues, both in Australia and overseas and then constructed a response to what appears to be a cyclical over- and then under-supply of nurses to provide nursing in the acute sector of the Australian Health System.
- (2) 7.1a Introduced the nursing and midwifery School Speaking and Job Shadowing (work experience) programs for secondary school students. Provided \$5,600 for promotional material.
 - (7) 1.1
 - 55 nurses and midwives from a variety of clinical settings were recruited and trained for the school-speaking program.
 - 37 school speaking engagements and 8 career expos were undertaken in both metropolitan and country areas.
 - 207 students from 94 secondary/area schools and colleges have participated in the Job Shadowing program at 7 metropolitan and 13 country health units.
- (2) 6.3 Provided \$10,000 for Aboriginal nurses and nursing students to attend the annual Congress of Aboriginal & Torres Strait Islander Nurses (CATSIN) conference.
- (3) 21.3 Established a mechanism for reporting fortnightly nursing workforce utilisation KPI data for those sites using the nursing information system ProAct.
- (3) 21.1 Developed the Tender for Membership to the Department of Human Services Nursing and Midwifery Agency Panel.
- (3) 21.3 Commenced discussion with the metro Directors of Nursing regarding the Magnet Recognition Program:
 - The Australian Chief Nurses have agreed to a national approach, the business case has been developed in consultation with Royal College of Nursing Australia (RCNA), and presented to the Australian Council for Safety & Quality in Health Care (ACSQHC). ACSQHC has scheduled a Magnet workshop with Linda Aiken and key stakeholders for March 2004.
- (3) 23.1 Participated in the Inquiry into the Role and Function of Unregulated Workers conducted by the Nurses Board of South Australia.
- (3) 18.1 Established business rules for the Operational Management of ExcelCare and ProAct.
- (3) 21 Participated in the tender process for the replacement of the Clinical Management Nursing Administration System. No tender was awarded due to the identified lack of suitable products in market place.
- (4) 6.1 Participated in the national critical care, mental health and midwifery workforce reviews conducted by the Australian Health Workforce Officers Committee (AHWOC).





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- (5) 2.1a Provided \$250,000 as a once off transition payment to Flinders University and University of SA for 100 additional undergraduate nursing places. Funding provided to assist universities to restructure internal programs to support the additional intakes.
 - University of South Australia: - 65 additional places partially funded (50 City East Campus & 15 Whyalla Campus)
 - Flinders University: - 35 additional places partially funded
- (5) 2.1a Provided \$200,000 as a second year payment for the partial funding of 40 additional undergraduate nursing places introduced in 2002: Flinders University (15 places) and University of SA (25 places).
- (5) 11.1 Provided \$50,000 to the Department of Clinical Nursing, University of Adelaide for the development of a new innovative clinically grounded undergraduate nursing program designed to respond to the current needs of students and the health industry.
- (5) 17.1a Provided \$50,000 to the Royal Adelaide Hospital for the development of a curriculum for an Advanced Enrolled Nurse Diploma.
- (5) 16.1 Participated in the development of a Diploma of Nursing (Pre-enrollment) to commence 2004 to replace the Certificate IV Health (Nursing).
- (5) 33.1 Allocated \$13.8m to support nurses and midwives continuing education through the Casemix Nurse Teaching Grant including graduate nurse/midwife, professional development and other education programs.
 - Graduate Program 400 places funded
 - Professional Development programs 594 places funded
 - Other education (funding per nurse - head count) 8,886 (headcount)
- (6) 10.2 Provided \$80,000 to the Neonatal Intensive Care Nurse Practitioner project a collaboration between Flinders Medical Centre and The Women's & Children's Hospital. 6 students commenced the Master of Nursing (Nurse Practitioner) neonatal strand. Neonatal Nurse Practitioners will provide high quality clinical care to neonates utilising a blend of nursing and medical skills consistent with that of a skilled neonatal nurse and an advanced paediatric neonatal trainee.
- (6) 6.1 Provided \$100,000 to conduct the International Clinical Leaderships Program for Registered Nurses developed by the Royal College of Nursing in the United Kingdom, 10 Local Facilitators trained, 60 Clinical Leaders participating from 5 Metropolitan health units and 2 Country Regions.
- (6) 4.1 Provided \$3,000 for the testing of the Nursing Information System ProAct version 5.2 upgrade and incorporation of options to streamline workforce Utilisation reporting
- (7) 4.1 Provided \$18,000 for the filming of 3 videos showing different perspectives of nursing prepared for free Community Service Announcement segment on free to air TV.
- (7) 1.1 Provided \$6,000 for paid advertisements:
 - Acknowledging the work of nurses on Intentional Nurses Day
 - Acknowledging the winners of the Nursing Excellence Awards
 - Promoting nursing as a career option in the SATAC and the Australian Immigrants Guides.





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- (6) 11 Finalised the Midwifery Skills Enhancement Project for country midwives. \$450,000 provided over 3 years by the Australian Government. Program included a series of clinical workshops, support for country midwives to undertake the Australasian Lactation Course and the introduction of a Midwifery Peer Shadowing Best Practice Programs.
- Continued support for the Nursing Excellence Awards introduced to recognise nurses and midwives for their professional commitment and practice excellence, \$6,000. Total 400+ guests attended awards function. Sponsorship raised \$16,000.
- (3) 6.1 Allocated \$60,000 for the Premier's Nursing Scholarships.
 - Overseas Study Tour
 - Ms Melissa-Jane Arnold, Nurse Educator, The Queen Elizabeth Hospital: explore the development of an Advanced Clinical Practice Nephrology Nursing Programs. (UK & SE Asia)
 - Ms June Cox, Nurse Consultant Education, Repatriation General Hospital: explore the application of the Magnet approach to education and transition programs for nurses. (USA, UK, Ireland)
 - Ms Annette Ferris, Deputy Director, Clinical Governance, Flinders Medical Centre: explore nursing performance indicator, the data collection processes and how this informs change and improves performance. (USA, UK)
 - Ms Trudi Verrall, Transfusion Nurse Consultant, Women's & Children's Hospital: explore the role of the transfusion nurse and the development of best practice guidelines for paediatric blood transfusion practice. (UK, Canada)
 - Australasian Study Tour
 - Ms Julie Johnston, Executive Officer, Director of Nursing, Central Yorke Peninsula Hospital: identify strategies that can be introduced to ensure health units provide culturally sensitive and appropriate services to the Aboriginal community. (Aust)

