

## Nursing/Midwifery Recruitment and Retention Activity Summary 2003- 2004

### The Nursing Office has

- (1)  Conducted a series of strategic workshops on Principles of Magnet Hospitals with the Directors of Nursing including one with Professor Linda Aiken, \$3,000 provided.
- (1)  Chief Nursing Officer appointed
- (2) 8.1  Provided \$1m for 10 free hospital based refresher & re-entry program for 136 registered and enrolled nurses.
- (2) 6.3  Provided \$100,000 to support programs for Aboriginal nurses & midwives through the Aboriginal Services Division.
- (2) 6.3  Sponsored RN to attend CATSIN annual conference from Ceduna, \$1,200
- (2) 1.3a  Provided \$360,000 for the Enrolled Nursing Cadetship program for country regions, 51 students enrolled program 3, Jan 2004. Program move to Diploma of Nursing (pre-registration), 2004. Program retention rate remains at 100%. Majority of students gain employment upon completion. Number of students has enrolled in the undergraduate, nursing program. Cadets employed 15hrs per week. Health units regard program as a positive short and long, term recruitment and retention strategy.
- (2) 7  Provided \$4,000 sponsorship to the Royal College of Nursing Australia for the annual Nursing Career Education and Employment Expo.
- (2) 11  Allocated \$30,000 for 15 nurse and midwives country clinical postgraduate scholarships including 2 Dr Margaret Tobin memorial scholarships for students studying Mental Health degrees.
- (2) 11  Provided \$82,990 for 41 nursing and midwifery metropolitan clinical postgraduate scholarships for a range of academic awards and specialty practice areas.
- (2) 7.1a  Provided \$200,000 for the VET in School - Pathway to Nursing program for country secondary school students, 71 students participated, programs remain popular with schools, students and VET sector.
- (2) 6.3  Allocated \$30,000 for the Aboriginal Certificate IV Health (Nursing) program provided by Spencer TAFE and coordinated through the Pika Wyia Unique Centre for Learning in Port Augusta. 14 Aboriginal students have graduated.
- (2) 17.1  Provided \$10,000 final payment to the Queen Elizabeth Hospital for their overseas nurse recruitment campaign, a total of 54 nurses recruited, 46 remain on staff, 14 applied for permanent residency. Campaign initiated 2002/03.
- (2) 18.1  Provided \$25,000 to review the implementation of the employment of undergraduate nursing student in public sector health units. Draft guidelines for employment and a Generic Job and Person Specification have been developed.
- (3) 11.1  Provided \$100,000 to conduct 12 comprehensive systematic reviews on 'Creating and Sustaining Health Work Environments: Development, Implementation, Dissemination and Evaluation of Best Practice' by the Joanna Briggs Institute in collaboration with the Registered Nurses Association of Ontario, Canada and the Robert Gordon University Aberdeen, Scotland report due 2005. From the reviews 'Health Workplace Guidelines' will be developed





## Recruitment and Retention Activity Summary 2003-04

- (3) 11.1a  Provided \$12,000 to conduct research into *'Retaining new graduates in nursing: Where are graduates nurses in South Australia working, what are they doing and what plans do they have for the future'* a joint project between DHS, ANF, Flinders University and the Nurses Board of South Australia, report due mid 2004.
- (3) 15.2  Provided \$24,000 to the ANF to conduct 'No Lift Policy' education and for metropolitan and rural and remote health units. Total 4 training programs conducted for 80 nurse/midwife participants.
- (3) 21.1  Called a Tender for Membership to the DHS Nursing and Midwifery Agency Panel, March 2004, \$21,000 provided. Tender evaluation processes being finalised with contracts to be finalised late 2004.
- (3) 21.3  Provided \$10,000 sponsor to the 8th Nursing Practice Conference; 'Hot Issues'. Key note speaker Dr Linda Aiken Director of the Centre for Health Outcomes and Policy Research, Claire Fagin Leadership Professor of Nursing and Professor of Sociology at the University of Pennsylvania. Linda is a world, renowned nurse researcher who has done extensive work in relation to the retention of nurses and the impact of nurse retention through the use of the Magnet Hospital principles. Over 200 Australian and international nurses attended the conference.
- (5) 2.1a  Provided \$200,000 final grant payment for partial funding of 40 additional undergraduate nursing places introduced in 2002: Flinders University (15 places) and University of SA (25 places).
- (5) 26.1  Provided sponsorship of \$10,000 to the Confederation of Paediatric and Child Health Nurses Conference; for the 8th Intentional Conference titled 'Bring it together for Kids and Families, Innovation, Improving Practice, Reducing Inequities. Over 300 Australian and international nurses attended the conference.
- (5) 26  Allocated \$50,000 to the Lyell McEwin Health Service to employ a Nurse Educator to conduct training for staff in the new Intensive Care Unit. Outcomes included an orientation program, training for new equipment, learning packages, advanced life support training, and establishment of resources.
- (5)  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 \$128,000 to the Neonatal Intensive Care Nurse Practitioner 2, year project commenced 2002/03. A joint project between FMC and WCH; 6 students commenced, 5 students currently working within the extended practice nurse role in their respective units. Practice includes implement extended practice knowledge, and skills, including advanced physical assessment, interpretation and diagnosis using clinical investigations, expanded clinical problem solving and pharmacotherapeutics. \$27,195 supported the first year implementation of a statewide training program in neonatal resuscitation for nursing and medical staff.





## Recruitment and Retention Activity Summary 2003-04

- (6) 6.1  Provided \$100,000 to the RAH for the pilot Clinical Leaderships Program for Registered Nurses developed by the Royal College of Nursing in the United Kingdom. 10 Local Facilitators trained, 60 Clinical Leaders graduated May 2004, 5 metropolitan health units and 2 country regions participated. Report due late 2004.
- (6) 2.1  Provided \$20,500 to the Nurses Board of South Australia to develop the South Australian Scope of Nursing Practice Decision, Making Framework to clarify the role and scope of nursing practice and regulation of nurses. Framework scheduled to be released late 2004.
- (7)  Provided \$5,000 to LMHS to develop a brochure '*We're transforming the image of nursing*' to assist with the recruitment of nurses. Feedback indicates brochure successful in attracting staff. Staff attracted by key messages in brochure.
- (7) 1.1  Provided \$25,000 for promotional activities including acknowledging the work of nurses and midwives on Intentional Nurses Day, the winners of the Nursing Excellence Awards, promoting nursing as a career option in the SATAC and the Australian Immigrants Guides, reprinting the nursing fact booklet and show bags.
- (6)  Developed the Framework for Nurse Practitioner Prescribing. Framework endorsed by Nurses Board of South Australia and Department of Health Senior Executive. Controlled Substances Advisory Council agreed to amend the Control Substances (Poisons) Regulations to allow pharmacists to dispense prescriptions written by Nurse Practitioners.
- Continued support for the Nursing Excellence Awards introduced to recognise nurses and midwives for their professional commitment and practice excellence, \$8,000. Total 456 guests attended awards function. Sponsorship raised \$21,800.
- Allocated \$60,000 for the Premier's Nursing Scholarships.
- Overseas Study Tour
  - Annie McHugh Palliative Outreach Nurse with the Southern Palliative Care Services: explore best practice in the management of dyspnoea (breathlessness) in patients with terminal cancer through Nurse-Led Dyspnoea Clinics. (UK).
  - Julie Harding Rehabilitation Coordinator, RGH: explore the role of nursing within rehabilitation day hospitals. (Canada & USA).
  - Dr Susan Mann Director Clinical Leadership Program RAH: evaluate and further develop Clinical Leadership with representatives of countries participating in the Clinical Leadership Program (UK & Europe).
  - Robyn Parkes Director of Development RAH: explore, recent United Kingdom National Health Service education and workforce changes. (UK)
- Australasian Study Tour
  - Josie Owens Aboriginal Health Nurse, RAH: visits Aboriginal Health Services to improve networks related to access, referral and cultural matters that affect hospitalisation and discharge (Aust).
  - Tracy Semmler-Booth Mental Health Midwife LMHS: gaining ongoing support through the setting up a network for Mental Health Nurse Practitioners (Aust).

