



Nursing/Midwifery Recruitment and Retention Activity Summary 2004- 2005

The Nursing Office has

- ❑ Provided \$950,000 for 11 free hospital based refresher & re-entry program for 113 registered & enrolled nurses and midwives
- ❑ Provided \$172,000 to support programs for Aboriginal nurses and nursing students through the Office of Aboriginal Health including;
 - \$43,000 to support 2 Aboriginal nursing students to undertake the EN Cadetship Program at the Leigh Creek and Tumby Bay Hospitals.
 - \$55,000 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. (Graduating students have gained employment in the acute and aged care sector, 1 gained the position of Manager at the Pika Wiya Learning Centre and 2 have elected to continue their studies).
 - \$25,000 for the Nursing Pathway Programs at the Far West Learning Centre in Ceduna.
 - \$45,000 for the Cert 3 Aged Care Program - Pathway to EN Cadetship for 10 students a program developed between the Ceduna Hospital and TAFE SA
 - \$2,000 for the development of a Ceduna Aboriginal Nursing Career Action Plan based on consultation with the local community.
- ❑ Allocated \$40,000 for 10 country clinical nursing postgraduate scholarships including scholarships for students studying Mental Health degrees.
- ❑ Provided \$82,000 for 44 nursing and midwifery metropolitan clinical postgraduate scholarships for a range of academic awards and specialty practice areas.
- ❑ Provided \$138,000 for 16 nursing mental health postgraduate scholarships including backfill for clinical placements. Recipients have all been employed within a mental health facility.
- ❑ Provided \$200,000 for the VET in School - Pathway to Nursing program for country secondary school students, 50 students participated hosted by 26 health units. The programs remain popular with schools, students and VET sector.
- ❑ Provided \$360,000 for the Enrolled Nursing Cadetship program for country regions, 20 students enrolled program 4, Jan 2005. Program move to Diploma of Nursing (pre-enrolment). Program retention rates remain high with students gaining 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.
- ❑ Finalised Tender for Membership to the DHS Nursing and Midwifery Agency Panel, \$15,000 provided, panel implemented 14 February 2005.
- ❑ Provided \$150,000 to the RAH for the Clinical Leaderships Program for Registered Nurses developed by the Royal College of Nursing in the United Kingdom. 12 Local Facilitators trained, 70 Clinical Leaders graduated May 2004, 10 metropolitan health units and 7 country regions participated.
- ❑ Refurbishment of the Nursing Website, \$13,000 provided. Website has up to date information on nursing and midwifery for state, national and international nurses and midwives.



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- ❑ Provided \$62,000 for promotional activities including acknowledging the work of nurses and midwives on Intentional Nurses Day and the winners of the Nursing Excellence Awards, promoting nursing as a career option including attendance at career expos and the purchase of display boards featuring nursing, midwifery and mental health nursing, advertised nursing in Career One (Advertiser), SATAC Guide and the Weekend Australian, designed and developed Nursing/Midwifery Fact Sheets and Packages for School Speakers.
- ❑ Provided \$29,000 for a project officer to review the existing transition to professional practice programs for general registered nurses, mental health nurses, midwifery graduates, enrolled nurses, and re-entry nurses offered by health units across the public sector recommending changes to support the provision of contemporary transition programs that are reflective of professional standards and industry best practice. Review report endorsed by the combined DON's and an action plan developed.
- ❑ Final payment of \$15,000 made to the Joanna Briggs Institute to conduct 12 comprehensive systematic reviews on 'Creating and Sustaining Health Work Environments: Development, Implementation, Dissemination and Evaluation of Best Practice' being undertaken in collaboration with the Registered Nurses Association of Ontario, Canada and the Robert Gordon University Aberdeen, Scotland report due 2005.
- ❑ Allocated \$41,000 for the Premier's Nursing Scholarships. The Scholarship seeks to develop knowledge and skills in contemporary nursing and midwifery practice, to consolidate nursing/midwifery knowledge and experience in order for the recipient to share with colleagues for the benefit of patients/clients. Funding was awarded to:
 - **Overseas Study Tour**
 - Tracey Doherty to explore the current practices and role of the Oncology Nurse Practitioner in the USA & Canada.
 - Michelle Muncaster to explore caring for children who require prolonged or frequent intravenous access and non-painful diagnostic studies in the USA & UK.
 - Deryn Thompson to explore nurse-led education, support and service model for children with eczema in the UK
 - **Australasian Study Tour**
 - Judy Deimel to explore Specialist Cognitive Memory Clinics and extending patient support to the community in NSW and Victoria.
- ❑ Conducted a series of strategic workshops with the combined metropolitan and country Directors of Nursing \$11,000 provided.
- ❑ Provided \$204,000 to conduct a whole of public sector Nurse Work Index Survey including appointment of a project officer to coordinate the survey process. The survey tool is an internationally validated tool for assessing nurses/midwives attitudes to their work and practice environment. Outcomes from the survey will assist in developing an understanding of the issues important to nurses about their work and practice environment facilitating the development of strategies to improve the retention of staff. Using the NWI will also enable benchmarking against other countries that have also used this tool. Survey conducted May 2005 the final report is due by Nov 2005.
- ❑ Provided \$11,000 for the adaptation of the Tasmanian Development Program for Rural and Remote Midwives for distribution to SA health units. The Program has a focus on providing midwives with the tools to assess and plan their own continuing education needs, based on a good understanding of the requirements of contemporary midwifery practice. The Program content is in modular format, which enables midwives to undertake the program at their own pace as well as facilitating distance education.





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- Provided \$188,000 for a range of retention projects at the health units to support local retention strategies for nurse and midwives. Projects included;
 - **Central Northern Adelaide Health Service,**
 - Improving the organisational climate for nurses, RAH
 - Transforming the image of nursing phase 2, LMHS
 - Nursing and midwifery workforce survey, development of recommendations matched to performance indicators, TQEH
 - **Southern Adelaide Health Service**
 - Pilot the Roving Orientation Nurse (RON Nse), FMC
 - Enhancing a supportive environment for nurses in community practice settings - supporting the engine room, DASSA
 - **Children's, Youth, Women's Health Service**
 - Establishing a training and development program, WCH
 - **Repatriation General Hospital**
 - Implement multi modal mandatory update sessions for all nursing staff, RGH
 - **Northern Far Western Regional Health Service**
 - Child care for remote nurses - examine an employer sponsored family day care service or alternative model, NFWRHS Directors of Nursing.
 - **Mid North Regional Health Service**
 - Explore options for retention of midwives and nurses in the Mid North Region, Mid North Regional Nursing Executive
 - **South East Regional Health Service**
 - Maintaining midwives competencies; Effective CTG Interpretation, SE Directors of Nursing Group
 - **Eyre Regional Health Service**
 - Purchase an SARA3000 Electronic Lifter, Cummins
 - Staff education on Breastfeeding, Cummins
 - Workshops on dementia and continence in aged care, Cummins
 - Relaxation therapy - instillation massage chair, Ceduna
 - Set up midwifery network, Ceduna
 - **Wakefield Regional Health Service**
 - Explore feasibility of a Nurse Bank, Barossa, Gawler, Eudunda and Kapunda Health Services
 - Introduce Graduate Midwife Program, Gawler
 - Explore feasibility of Family Day Care @ CYPH
 - Keeping Nurses Safe - installation of monitoring equipment, Kapunda
 - **Hills Mallee Southern Regional Health Service, \$18,988**
 - Explore feasibility of Regional Midwifery Staffing Pool, Mt Barker, Murray Bridge and South Coast Health Services
 - Explore New Midwifery/Obstetric Model, Kangaroo Island





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- ❑ Provided \$92,000 to support 880 enrolled nurses undertake the Diploma of Nursing (Post-Enrolment) Conversion Program in metropolitan and country regions.
- ❑ Backfill provided for, 3 nurse practitioner to present at the 'Dispelling the Myths of Being a Nurse Practitioner' Workshop, \$800. The workshop was attended by 40 nurses from various metropolitan and rural health services
- ❑ Provided \$124,000 for a 2 Day Workshop conducted by the NSW Institute of Psychiatry on clinical supervision and provision of backfill to health units to release staff to attend the workshop (metro & country). The outcome resulted in an agreement to developing a Statewide public sector 'Clinical Supervision Framework for Mental Health Nurses' based on work undertaken previously by Flinders University
 - Clinical supervision is a formal arrangement enabling nurses to discuss their work regularly with another experienced professional to reflect on their clinical practice, thus developing and maintaining competent and professional functioning, it is separate to a performance management process, and performance appraisal processes.
- ❑ Provided \$124,000 for the trial of the mental health practice development nurse roles in metropolitan regions to support the development of practice and implementation of new models. The role focuses on providing leadership in facilitating the ongoing development of mental health nursing services through clinical improvement, education, research, clinical consultancy and clinical service planning and management. Role to be formally evaluated 2005-06.
 - Participants:
 - Central Northern Adelaide Health Service
 - Southern Adelaide Health Service
 - Children, Youth and Women's Health Service
- ❑ The Department has employed a Principal Project Nurse (Nursing Career Structure Review). The Project Nurse is responsible for leading the review of the existing South Australian public sector nursing/midwifery career structure and works with the Career Structure Review Reference Group in developing and proposing changes to that structure, for the parties to consideration during the next round of nursing and midwifery enterprise bargaining negotiations in 2007.
- ❑ Provided \$39,000 for a project officer to explore the Western Australian NurseWest Casual Pool model as an option for South Australia. Final briefing on the option will be presented to the Departments Executive October 2005.
- ❑ 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
453 students placed
 - Professional Development Programs 592 places funded
847 students placed
 - Other education (funding per nurse - head count) 8,886 (headcount)
- ❑ A new Nursing and Midwifery (SA Public Sector) Enterprise Agreement 2004 was negotiated for public sector nurses and midwives. The agreement along with enhanced working conditions and remuneration levels included recognition of nurses and midwives postgraduate/enrolment qualifications, an agreement to review the current nurses and midwives career structure, provision of non clinical time for clinical nurse consultants in recognition of their leadership roles, incentive payment to nurses and midwives in rural and remote areas, provision of an average of 3 days professional development leave per annum for nurse and midwives, introduction of the standard 10 hour night duty shift and the extension of the WCH Midwifery Caseload Practice Agreement.





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- ❑ Conducted a Clinical Placement workshop based on earlier assessment and evaluation of the current clinical placement process and issues with key stakeholder's public, private, aged care, education sectors and professional bodies agreeing an action plan to enhance the current practices.

- ❑ Supported the Nursing Excellence Awards which was introduced to recognise nurses and midwives for their professional commitment and practice excellence, \$27,000 provided, 486 guests attended awards function and \$11,000 was raised for sponsorship. The Awards this year acknowledged the contributions made by the first 7 Aboriginal Nurses to the nursing profession. Awards were presented to;
 - Kathy Wooldridge, Roxby Downs Health Service - Nursing Clinical Practice (Community Registered Nurse/Midwife)
 - Jane McCallum, Booleroo Centre District Hospital - Nursing Clinical Practice (Community Enrolled Nurse)
 - Alyson Smith, Flinders Medical Centre - Nursing Education
 - Lyn Helbig, Barossa Village Incorporated - Nursing Research
 - Beverley Lawler, The Vales Aged Care Facility - Nursing Clinical Practice (Residential and Aged Care Registered Nurse)
 - Gillian Squire, Mt Gambier Hospital - Nursing Clinical Practice (Rural and Remote Enrolled Nurse)
 - Jodie Altschwager, Royal Adelaide Hospital - Nursing Clinical Practice - (Rural and Remote Registered Nurse)
 - Debbie Muir, Repatriation General Hospital, Nursing Clinical Practice (Metropolitan Acute Care Enrolled Nurse)
 - Christine Walsh, Children, Youth & Women's Health Service - Nursing Clinical Practice (Metropolitan Acute Care Registered Nurse)
 - Judy Smith, RDNS - Nursing Leadership

