

New Graduate Nurses in Community Health

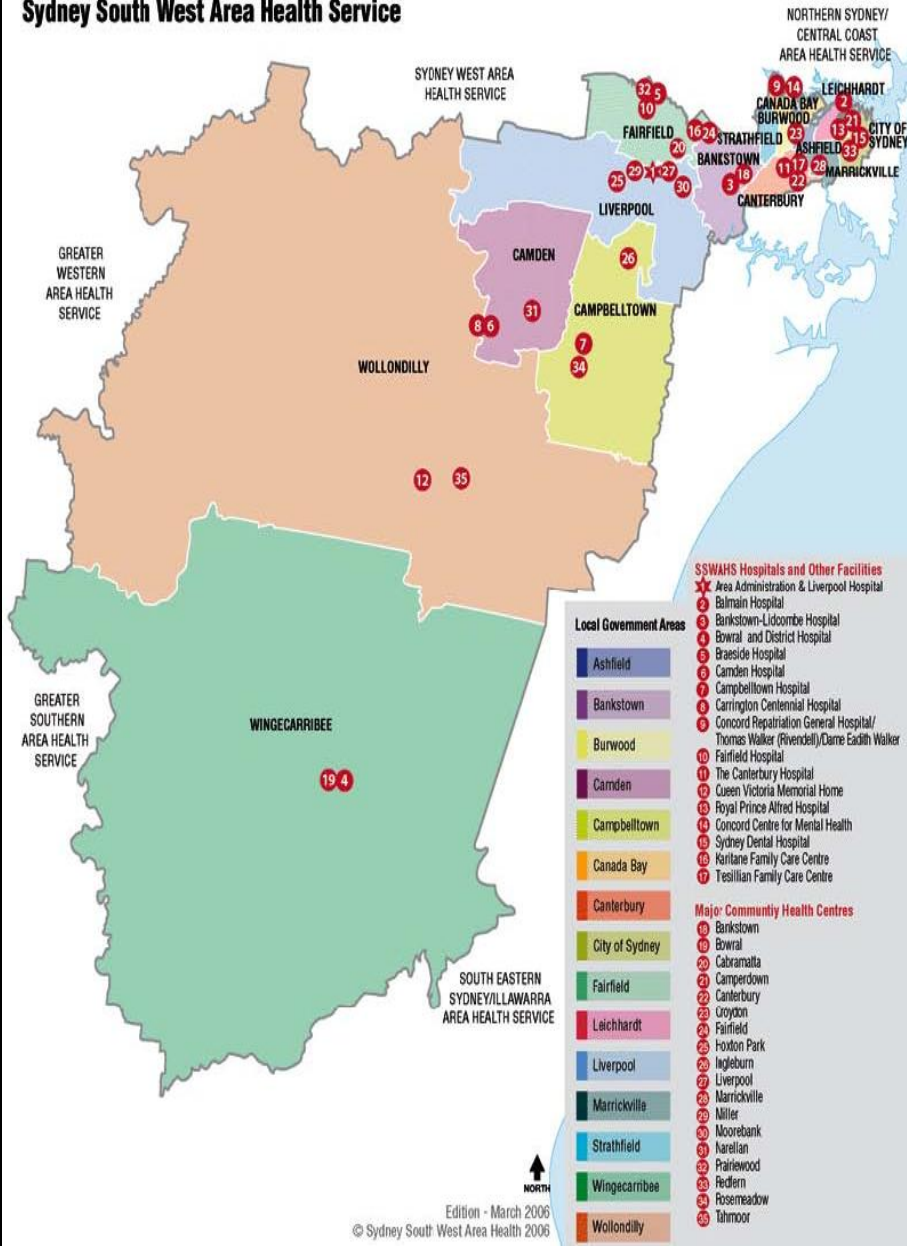
Creating a

Sustainable & Resilient Workforce...

SSWAHS (Post restructure)-

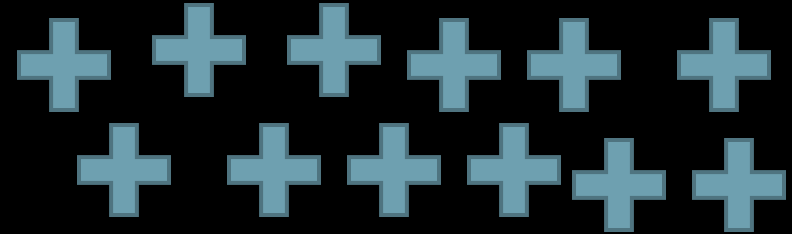


Sydney South West Area Health Service

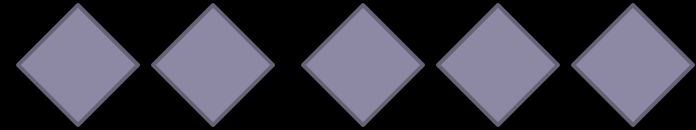


SSWAHS (Post restructure)-

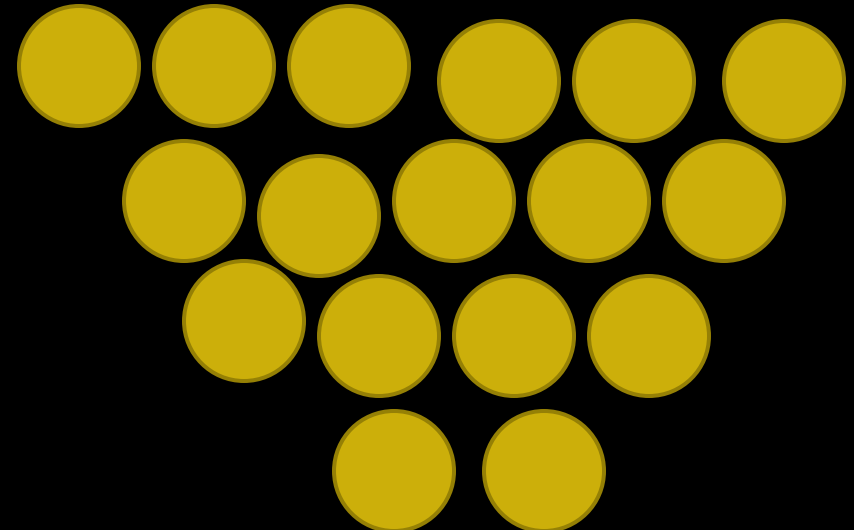
- 15 LGA
- 12 Hospitals



- 5 Facilities (other)

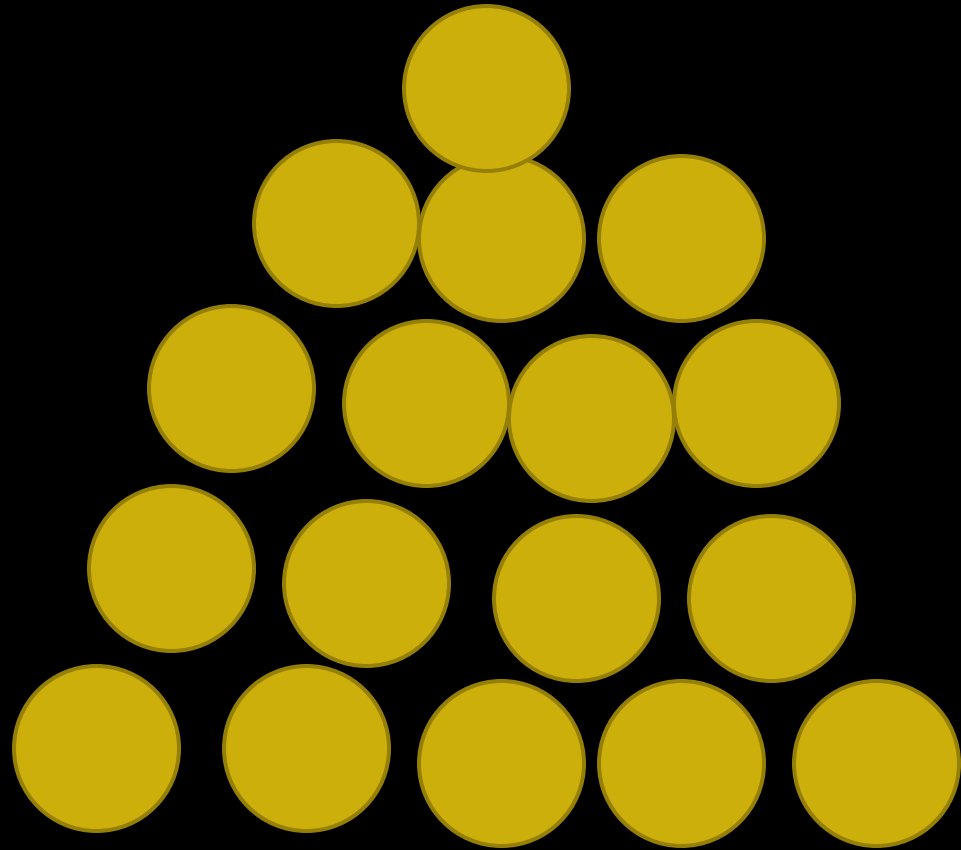


•18 Community Health Centres

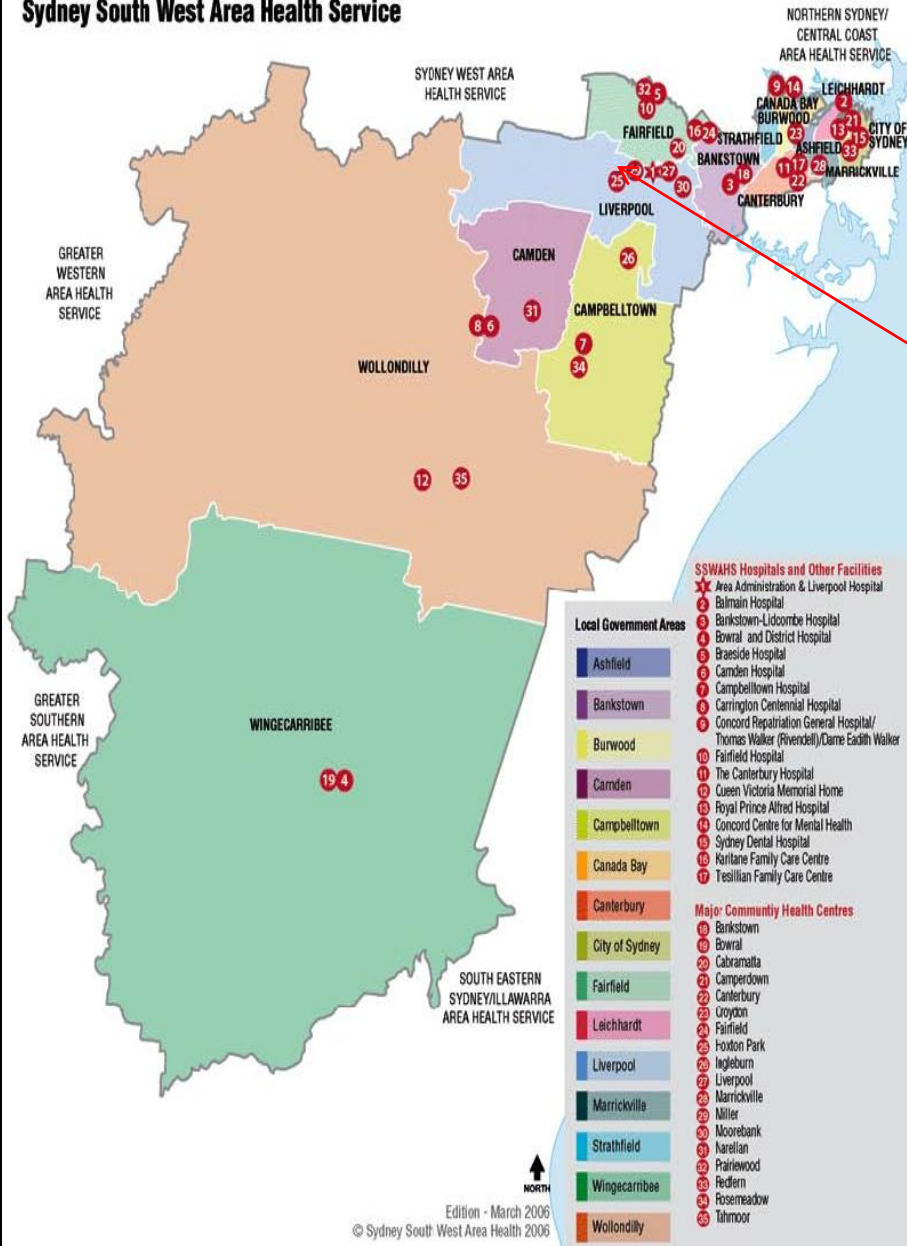


SSWAHS

1:18 Community Health Centres in SSWAHS Offer Positions to New Graduates



Sydney South West Area Health Service



1 = Hoxton Park CHC



SSWAHS Community Health Centres

2 strands



Community Health Nursing (CHN) Team

✓ Only CHN offer
New Graduate Positions

✓ CHN incorporates Multi-
specialisation offering
New Graduates experience in...

- Acute & Post Acute Care
- Chronic & Complex care
- Palliative Care
- Continence Care

Child & Family Nursing Team

History

- ◎ Phase 1 (1997- 2000) – Recognition
- ◎ Phase 2 (2001 - 2005) – Implementation
- ◎ Phase 3 (2006 - 2010) – Evaluation
- ◎ **Phase 4** (2010 & Beyond....)
Research - Publication - Duplication - Innovation

Desperation the mother of Invention...



Phase 1 & 2: Workforce Driven

Workforce Driven

....the bottom line





Problem/ Inward Focused...

our problem

- Awareness & Recognition of an Aging Workforce
- Overcoming Myths and Misconception
 - Role
 - Selection Criteria
- Skill Mix

Phase 3: Quality Focus

- Forging partnerships and networks
- Improving and enhancing the support structure of the program
- Commitment & Dedication to Evaluation
- Succession planning

Phase 4: Global Focus

- Little or no research in community nursing
- Obligation to share experience /knowledge with colleagues
- Implications of the new graduate program for other nursing/ health care services in the community i.e. Nursing homes, GP practices
- Scope the practice of new graduate programs in community health
- Scope the barriers or facilitators for establishing new graduate programs in community health - publish results
- Create a survival guide/ template and Duplicate program in other sswahs centres

Support Structure

- Initially Unstructured & Adhoc
- Redesigning & Improved over time
- Structured Orientation Program
- Supernumerary for 2-3 weeks
- Allocation of preceptors and support preceptors
- Clinical supervision framework
- IT access and support

Benefits

- **What's in it for us...** (staff *and* the organisation)
 - Credibility and reputation
 - 👍 Place at the table
 - Cost effective
 - Good skill mix
 - Recruitment and retention
 - Promotes a culture of...
 - Accountability
 - Collegial generosity
 - CPD

Benefits

- **What's in it for them...** (*new graduates*)
 - Individualised learning and induction period
 - Continuity of Care...
 - Exposed to new mindset and skill set
 - Widens career pathway and options
 - Develops practice autonomy and critical thinking
 - Develops advocacy skills, lateral thinking & creativity
 - CPD

Benefits

- **What's in it for them...** (*clients*)
 - A more sustainable workforce
 - Risk management focus and safe service delivery

Overall Benefits

Win...Win...Win

Challenges

- Insecure tenure
- Timely and accurate feedback
- Team depletion period
- ‘Un’learning can be difficult...

Evaluation...

- Based on Quality & iterative processes
- Formal evaluation and performance appraisal
- Regular and timely feedback from all stakeholders
- The use of ICT... Videotaping procedures
- Research Journaling... *more data*

Evaluation... opportunities

- Regular clinical supervision meeting- More structured and formalised... *even more data*
- Formal and informal interviews with new graduates and preceptors
- Opportunistic discussion and support
- Accessible management and colleagues- provides more timely feedback
- Benchmarking???

Improvements...what's on the backburner?

- 360° Feedback & appraisals- clients and colleagues
- **Wiki/ info sticks...** Implement or adapting other ideas or projects to address issues- reusable and transferable learning objects
- **New Grad Survival Guide...** 'Hitchhikers Guide to the *Community Nursing Galaxy*'
- **Better use of resources-** use connections and work smarter
- **Publishing locally & nationally...** Involving neophytes with ANTS & FYI

Networking... Networking... Networking

Future Vision... going where no one has gone before?

- **Safety in numbers...**
- **Mobile technology as a support infrastructure...**
Using cost effective ICT in the induction (*and pre-induction?*) phase
- **Establishing Communities of Practice** (*and virtual CoP*)
- **New Grad Survival Guide...** 'Guide to the Galaxy' AKA:
Community Nursing Nexus
- **Conduct and publish research...** *focus: neophyte practitioners in the community include undergraduate cohort*
- **Establish an NNO** Community Nursing Australia

Networking... Networking... Networking



NEW GRADUATE

Awards for

Goes to....

