

ANF

Victorian Branch

Lisa Fitzpatrick - Secretary

Workforce Retention Forum

11 April 2008

Nurse Recruitment & Retention

Complex and Multi-faceted

Nurse Recruitment & Retention

Some issues to be tackled:

- Exposure of graduate to rural nursing
- Professional development and support
- Ongoing support for regional universities
- Availability of refresher / re-entry courses
- Affordable and quality housing availability
- Access to affordable quality childcare
- Employment opportunities for spouses
- Education opportunities for children

Nurse Recruitment & Retention

Some issues to be tackled (cont...):

- Removal of metro / city divide employment terms and conditions
- Manageable workloads / inadequate staffing
- Ability for specialist nurses to maintain specialist competencies
- Lack of medical back up
- Social isolation
- Address negative workplace culture including bullying and harassment

Nurse Recruitment & Retention

Retention

- Number of nurses registered but not practising

2007 NBV figures

2001	3376
2002	3699
2003	4684
2004	4081

2004 Age Group	2004 %
20 - <30	15.55%
30 - <40	26.19%
40 - <50	25.75%
>50	32.5%

- 42% <40 years of age
- Div 1 and Div 2 - 95%

Commonwealth Government - \$6000 incentive

Nurse Recruitment & Retention

EBA outcome:

- Improved salaries
 - graduate nurses
 - bedside nurses
 - ANUMs
 - NUMs
- No metro / rural divide
- Improved / maintained ratios
- Allocation of 300 EFT - % to rural Victoria
- Flexibility in start time of the 6 hour shift – am / pm

Nurse Recruitment & Retention

EBA outcome (cont...):

- Retention of DON at each facility / campus
- Retention of CNC and CHN classifications
- Div 2 trainee provision
- Student Fellowship Model
 - undergraduate
 - midwifery
- Improved ratios

Nurse Recruitment & Retention

Student Fellowship

- Been available since late 1999
- Opportunity to woo 3rd year graduates
- Improve transition from student to graduate

Nurse Recruitment & Retention

Occupational Health & Safety

- 2004/5 – 1016 musculoskeletal injuries
- 2004/5 musculoskeletal injuries 65% of nurses' WorkCover claims (was 78% in 2000/2001)
- 15% reduction in Victoria – 5% nationally
- 2004 evaluation of VNBIPP - 25% decrease in claims
- 41% decrease in days lost
- 2004/5 mental stress, occupational violence, bullying & harassment 25% of WorkCover claims (15% in 2000/2001)
- Australian studies, eg Latrobe 1:10 resigned due to workplace bullying and 1:4 had considered resigning

Nurse Recruitment & Retention

Return to Work – ANF Project

- Improve rehabilitation and return to work outcomes
- Reduce the human and financial cost of injury and illness
- Reduce the loss of skilled nurses and the associated costs of nurse shortages, recruitment and training
- Promote recruitment and retention
- In conjunction with VHIA and pilot hospitals:
 - RMH
 - Epworth
 - Ballarat
 - Echuca
 - St Vincent's Public
 - Peninsula Health
 - Warrnambool declined