

INTRODUCING A POST GRADUATE PROGRAM IN A SPECIALIST ED

Ms Vanessa Gorman

BNurs, RN, Grad Dip Emerg Nurse, Grad Dip HSM, MSN, FCENA

Ms Grace Currie

BNurs, RN, Grad Cert Emerg Nurse



the women's
the royal women's hospital
victoria australia

Why?

Needs and Gap Analysis

- Recognition of increasing activity and acuity
- Increasing complexity in patient population
- Workforce analysis
 - Current state
 - Future state
 - Needs assessment



The elephant in the room

Addressing retention issues for ED nurses

Workforce (generational expectations)

Resilience in the workforce

Environmental issues

Culture



Strategies for implementation

- Engagement with stakeholders

Current workforce

People Culture & Wellbeing

ANMF

Operational Directors



- Engage with a university
- Review of other specialised ED models
- Recruitment phase

Recruitment

Development of a position description

Fixed term position

Advertising – did we want midwives or RN's?

Interview process – the candidates!



Footer
Celebrating the candidates



the women's
the royal women's hospital
victoria australia

Building the program



- Study days
- Tutorials – success/unsuccessful
- Calendars
- How did we specialise the program to focus on women's health?
- Hurdle requirements – how did we ensure we met them? Precinct partner engagement

Year 1 – what we learnt

Successes



- Successful completion of course requirements x 2 GCNP students
- Change project in the department -Triage

Lessons learnt



- AL planning
- Need for on-boarding contract
- Early meeting to discuss expectations

Results

- 2 students successfully completed the program
- 1 student relocated to Sydney and gained a general ED position
- 1 student has now chosen an alternate career pathway and exited nursing



What does the future hold?

Successfully we will be continuing the program in 2020 with plans for the future

We have retained and budgeted for a CNE 0.2 FTE

MOU with a general ED for a clinical exchange program

Expand knowledge sharing



ANY QUESTIONS?

