

Enhancing the Professional Development for our Enrolled Nurses

SALLY PETERS
NURSE MANAGER - LEADERSHIP DEVELOPMENT FACILITATOR
SESLHD NURSING & MIDWIFERY PRACTICE & WORKFORCE UNIT



YVONNE STEADWARD
NURSE EDUCATOR - NURSING EDUCATION & RESEARCH UNIT
PRINCE OF WALES HOSPITAL, RANDWICK

& THE SESLHD ENROLLED NURSE PROFESSIONAL DEVELOPMENT WORKING PARTY

Our purpose is to increase & enhance the opportunities for enrolled nurses to grow both professionally & personally in the organisation & support them to thrive in the workplace.

SESLHD EN PROFESSIONAL DEVELOPMENT WORKING PARTY

WHAT?

LIKE ALL LICENCED HEALTH PROFESSIONALS, ENROLLED NURSES ARE REQUIRED TO UNDERTAKE CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD) AS PART OF THEIR REGISTRATION STANDARDS (NMBA 2016)

THERE ARE LIMITED OPTIONS TO ENGAGE IN LEARNING OPPORTUNITIES & ENS IN THE CLINICAL SETTING ARE NOT ALWAYS PRIORITISED AS CLINICIANS FOR TRAINING & DEVELOPMENT

A REVIEW OF AVAILABLE OPPORTUNITIES FOR ENS HAS YIELDED LIMITED & COSTLY OPTIONS FOR DEVELOPMENT INCLUDING CONFERENCES & PRIVATELY HELD TRAINING DAYS THROUGH PROFESSIONAL ASSOCIATIONS (I.E. NSWNMA & ACORN)



A Learning Needs Analysis

LEARNING NEEDS ANALYSES WERE CONDUCTED WITH ENS ACROSS THE SESLHD TO UNDERSTAND THE AREAS IN WHICH ENS HOPED FOR FURTHER EDUCATION & DEVELOPMENT

MAJOR THEMES INCLUDED:

COMMUNICATION & CHALLENGING CONVERSATIONS
SCOPE OF PRACTICE & ROLE CLARITY
SELF-CARE & WELLBEING
CLINICAL SKILL DEVELOPMENT, NOTABLY:

- DIABETES & INSULIN MANAGEMENT
- CARDIAC MANAGEMENT
- DETERIORATING PATIENT & ASSESSMENT
- WOUND CARE & MANAGEMENT
- DELIRIUM & DEMENTIA



SO WHAT?

A NURSING AND MIDWIFERY STRATEGY RESERVE FUNDING GRANT FUNDED A PROJECT OFFICER & STUDY LEAVE FOR 30 PARTICIPANTS ACROSS THE SESLHD IN 2018

USING A COLLABORATIVE APPROACH WITH SUBJECT MATTER EXPERTS & FACILITATORS FROM ACROSS THE SESLHD, A PILOT 2 WORKSHOPS WERE CO-DESIGNED TO ADDRESS & MEET THE LEARNING NEEDS OF ENROLLED NURSES ACROSS THE DISTRICT, AS OUTLINED IN THE NEEDS ANALYSIS

Evaluation

WORKSHOPS WERE DEVELOPED & EXTENSIVELY EVALUATED USING A NUMBER OF METHODS TO QUALIFY & QUANTIFY THE IMPACT OF THE CONTENT ON THE NURSING PRACTICE OF THOSE WHO ATTENDED

SIGNIFICANT SHIFTS WERE NOTED IN THE CONFIDENCE AND KNOWLEDGE OF PARTICIPANTS TO ENGAGE IN:

- DIFFICULT CONVERSATIONS
- EXPLORATION OF SCOPE OF PRACTICE
- UNDERTAKE ACTIVITIES TO ENHANCE WELL BEING & RESILIENCE
- CLINICAL SKILL DEVELOPMENT.

NOW WHAT?

WITH ENDORSEMENT FROM THE DIRECTORS OF NURSING ACROSS THE SESLHD, A WORKING PARTY OF SKILLED FACILITATORS AND EDUCATORS HAS BEEN DEVELOPED TO CHAMPION THE ONGOING PLANNING, DELIVERY & EVALUATION OF THE WORKSHOPS IN BOTH FULL DAY WORKSHOP & MODULAR SESSION FORMATS

THIS WILL ENABLE SESSIONS TO BE DELIVERED AT THE UNIT LEVEL AS NEEDED & SUPPORT CONTINUOUS PROFESSIONAL DEVELOPMENT OF OUR ENS, AN ESSENTIAL PART OF OUR GROWING SKILLED & DYNAMIC WORKFORCE.



Outcomes

A DISTRICT WIDE WORKING PARTY DEDICATED TO SUPPORTING THE CONTINUOUS PROFESSIONAL DEVELOPMENT OF ENROLLED NURSES IN THE ORGANISATION

PROTECTED STUDY LEAVE TO SUPPORT THE SPECIFIC LEARNING NEEDS OF ENS ACROSS THE SESLHD WHERE THEY ARE THE PRIORITY LEARNERS

A STRONG NETWORK OF ENS WHO HAVE ATTENDED THE WORKSHOPS FROM ACROSS THE SESLHD

MODULARISED EDUCATION SESSIONS THAT CAN BE TRANSLATED TO THE FACILITY OR UNIT LEVEL

AN INDUSTRY PARTNERSHIP WITH NSW TAFE (ST. GEORGE & RANDWICK) TO SUPPORT PROFESSIONAL DEVELOPMENT OF ENS AND THEIR DIPLOMA TEACHERS

References

NURSING & MIDWIFERY BOARD OF AUSTRALIA (NMBA) 2016, REGISTRATION STANDARD: CONTINUING PROFESSIONAL DEVELOPMENT.

SESLHD ENROLLED NURSE PROFESSIONAL DEVELOPMENT WORKING PARTY:

- YVONNE STEADWARD, NE PRINCE OF WALES HOSPITAL
- LISA JOHNSON, NE ST GEORGE HOSPITAL
- JULIE AQUILINA, NE SUTHERLAND HOSPITAL
- BEN CHIDESTER, NE MENTAL HEALTH
- GEORGIA ELLIS, CNE WAR MEMORIAL HOSPITAL
- DEBBIE ROSS, CNE SYDNEY HOSPITAL & SYDNEY EYE HOSPITAL
- CHRISTINE HARRIS, NM CALVARY HOSPITAL
- CATHY WYNNE, NM GARRAWARRA CENTRE

"I had a really great day. The day was filled with a great variety of topics."

EN, 19 years' experience

"Cardiac and diabetic sessions great! Would be great if they were longer."

EN, 7 months experience

"IT WAS ESPECIALLY GOOD TO COME TOGETHER WITH OTHER ENS & SHARE OUR EXPERIENCES"

EN, 1 YEAR EXPERIENCE

"I AM PROUD TO BE A NURSE & WILL CONTINUE TO FIND WAYS TO DEVELOP MYSELF AS AN EN"

EN, 17 YEARS EXPERIENCE

Working Together & Developing Partnerships

Acknowledgements

THANKS TO OUR GROWING PARTNERSHIP WITH THE TAFE NSW SCHOOL OF NURSING, WE HAVE BEEN ABLE TO DELIVER INTERACTIVE & EXPERIENTIAL EDUCATION IN STATE-OF-THE-ART FACILITIES PROVIDED GENEROUSLY FROM TAFE RANDWICK & ST GEORGE. WE WOULD LIKE TO ACKNOWLEDGE THEIR SUPPORT & ONGOING OPPORTUNITY TO WORK COLLABORATIVELY AS INDUSTRY PARTNERS

