

# Building the Capacity of Divisions to Support Practice Nursing: Demonstration Divisions Project.



# Overview

- Background
- Common

## Themes:

- Recruitment and retention
- Professional development
- Multidisciplinary teams





# Australian Government Nursing in GP Initiatives

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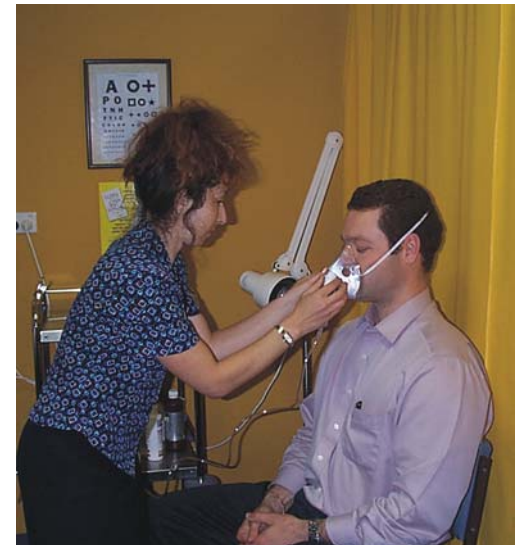
2001 NIGP Budget Initiative (\$104.3m over 4yrs)

- Practice Nurse incentive payment (PIP)
- Training and support (eg education, mentoring, Divisions, information to general practice)
- Re-entry and up-skilling scholarships

2003 Fairer Medicare - further investment in practice nursing by providing incentives to general practice in urban areas of workforce shortage to employ a nurse.

# Training and Support Priorities

- Communication about practice nursing
- Building Divisions' capacity to support practice nurses
- Training and upskilling
- Networks and mentoring
- Evaluation and research





# Building the Capacity of Divisions to Support Nursing

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Current projects include:

- Demonstration Divisions Project
- ADGP Principal Policy Advisor on Nursing in General Practice



# Demonstration Divisions Project

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- Funded eight Divisions of General Practice with established models of supporting nursing in general practice
- Will:
  - Document models → national resource kit
  - Host national workshops
  - Identify key challenges to Divisions to support nursing in general practice

# Recruitment and Retention

- Nurses help to alleviate GP workforce shortage
- Nurse assist in providing better chronic disease management
- Different Division different challenges therefore different solutions





# Recruitment and retention: Needs, Issues and Challenges

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- Eligibility of practice nurse incentive payment
- GP perception of benefits of nurse in general practice
- Lack of progress with Business case models
- The future of EPC, PIP, SIP
- Role confusion
- Resistance to change
- GPs lack of HR management and recruitment skills
- Practice nursing not seen as career option, no career path, poor pay



# Recruitment and retention: Divisional Responses

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- Promotion of nursing in general practice
- Position descriptions
- Case studies
- Regional data bases of nurses seeking employment
- Recruitment/employment services
- Business consultancy



# Recruitment and retention: Divisional Responses

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- Practice Nurse Networks
- Informal/formal mentoring of Practice Nurses
- Support for Practice Nurses across other Division programs
- Working with state regulatory bodies
- Employment of Practice Nurses as Program Officers
- Professional Development

# Professional Development



- Integral to practice support in general
- GP shortage has lead to an expanded role
- Expanded role requires new skills
- Divisions have responded by providing PD activities appropriate to the regional needs



# Professional Development: Needs, Issues and Challenges

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- Historically little PD provided for practice nurses
- Lack of specific funding for practice nurses
- Difficult to release during work hours
- Backfill is costly and benefit not recognised
- Many areas are a long way from major centers reducing accessibility to workshops and seminars.
- Lack of compulsory continuing education

# Professional Development: Divisional Responses

Divisions have focused on how nurses can:

- Improve practice income
- Enhance patient outcomes





# Professional Development: Divisional Responses

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Divisions have assisted in:

- Use of EPC items, PIPs and SIPs
- Ensuring competency in clinical practice
- Promotion of nursing in general practice
- Breaking down the barriers
- Promotion of a specialist practice

# Multidisciplinary teams

There are two aspects to this:

- multidisciplinary teams *within* general practice,
- and integration of care with other *community-based* primary care service providers



# Multidisciplinary teams: Needs, Issues and Challenges

- Attitudes/history
- Knowledge
- Structural/resources



# Multidisciplinary teams: Divisional Responses

- Research
- Peer leaders
- Innovative projects



# Multidisciplinary teams: Divisional Responses

- Team Building
- Linkages



# Building the Capacity of Divisions to Support Practice Nursing: Demonstration Divisions Project.

