

Achieving Work Life Balance Retention Strategies Nursing & Midwifery



Welcome to the second News Sheet.

Drake Australia in conjunction with the Department of Health and the State Health Advisory Committee on Work Life Balance have recently undertaken an initiative conducting Pre and Post Exit Interviews with nurses and midwives resigning or intending to resign from a number of Public Sector Health campuses across Perth.

At the core of this initiative is the realisation that there are a broad variety of concerns facing nurses and midwives in the Public Health Sector. The first phase to developing effective interventions is to build a detailed understanding of these issues.

Dr Phillip Della
Chief Nursing Officer

Participating Hospitals

The following hospitals have agreed to be included in the six month pilot:

- Graylands Hospital
- Royal Perth Hospital
- King Edward Memorial Hospital
- Armadale Hospital



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Contact Details:

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The intention of the pilot project is to provide an avenue where feedback can be collated from multiple sites in a neutral environment. In obtaining this feedback some recurrent comments addressed by Drake Australia include: Will my comments be heard? If I do speak up will my right to anonymity be protected? What actions will be taken to address these concerns?

The answer to all these questions is YES, ensuring respondent anonymity and confidentiality is fundamental to the success of this project.

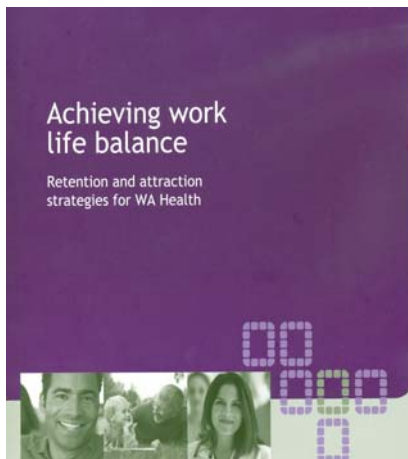
The first step to developing a solution is identification of where solutions are required. The next step is to investigate the concerns and the third is to develop effective interventions based on this feedback.

To demonstrate that you will be heard and anonymity will be protected the following comments have been received from respondents.

"I would be very happy to hear whether any comments have been taken on board and whether any changes will be made. I value my profession. I also value my anonymity."

"I practice to a high level of patient care and realise that will often lead to frustration within the working environment. However I feel that we should all as team members be practicing to an acceptable level of care and experienced that this was not always the case."

"Thank you for giving me the opportunity to be honest in my responses."





“Some new staff have English as a second language which adds stress for both the new staff and the staff training them, many find communication with staff and patients difficult. This should be addressed before being on a ward. Many patients are elderly and can be intolerant of staff struggling with language; this can be very stressful”

“As I said, I did have some issues with the work environment, however I enjoyed my time working at <name withheld>, and hope to return at some point in the future”.

“Mental health nurses are getting older, and the gap between them and newly trained nurses with only a few weeks experience in Mental Health is widening. Very few are choosing to work in this field. I have my Bachelor of Nursing, but most of my knowledge and experience was from Hospital -based training, which I did originally”.

“I did enjoy working at <name withheld> but I feel much improvement is needed. The lack of staff is making people stressed and everyone is then taking it out on each other and therefore working individually, which means working harder”.

Overall the project is tracking very well. The feedback that nurses and midwives are providing is helping to build a number of substantive cases around the concerns facing nurses and midwives. This information in turn provides the foundation to drive the necessary changes.

