

Primary Health Care New Graduate Nurse Development Programme: A SUCCESSFUL INNOVATION IN WAITEMATA DISTRICT

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Leadership, Governance and Support

- Waitemata Primary Health Care Nurse Leaders Steering Group
- Waitemata Nursing Development Steering Group
- Associate Director of Nursing for Primary Health
- Nurse Consultant for Nursing Entry to Practice
- Nurse Educators for Nursing Entry to Practice and Primary Health Care
- PHO Nurse Leaders
- Senior Lecturer, AUT University
- Preceptors or Mentors
- Nurse Team Leaders
- Provider/practice teams



Why

- Primary Health Care Nurses work in many different services and settings delivering health care to our diverse communities across Waitemata
- Our communities need to encourage newly qualified graduate nurses to lead nursing into the future and support the development of a highly skilled and competent workforce
- National and district strategic priorities and targets, including long term condition management, health of older people, child health and healthy lifestyles are reliant on the work of nurses in primary health care, reducing health inequalities and keeping people healthy in their own communities and homes

How

- Innovative 12 month programme developed from Waitemata's established hospital based new graduate Nursing Entry to Practice (NEiP) Programme
- Funding from national Clinical Training Agency and Waitemata DHB of \$12,000 per new graduate to support providers to employ nursing new graduates
- First intake of seven primary health care new graduates in Feb 2008
- Official expansion to NEiP programme in Feb 2009 with four new graduates commencing in Feb 2009 and a further six to start in Sept 2009
- Pioneer of additional and innovative Health Related Study Days to extend nurses' understanding of the broad context of primary health to facilitate networking, liaison and interdisciplinary teamworking
- Alignment of new graduate programme with post graduate paper at AUT University

Programme Content

- Short two day orientation programme and 10 further study days, focussing on national and district priorities for health, models of care, professional practice and accountability, vaccinator training, and cultural awareness and safety
- Twelve health related study days, negotiated between new graduate and preceptor, included hospice, school and youth health, district nursing, Plunket, residential care, podiatry, A&M centres, outreach, WINZ, social services, practice exchange days, interdisciplinary clinics
- Post graduate paper at AUT University supporting critical reflective practice, evidence-based care and professional development
- New graduates employed in a range of locations, including Maori Provider, Pacific Provider, practices in high needs population areas and rural practice
- Regular practice visits by nurse educator to support new graduate and preceptor

Feedback and Evaluation

- Six monthly evaluation by interview and questionnaire
- Final year evaluation by focus group and interviews
- New graduate completion of programme and required activities and competencies

Outcomes

- New graduate nurses completed level two portfolios and first post graduate paper with AUT University
- All primary health care employers wanted to continue to employ the new graduate nurses
- Preceptors all reported the experience to be challenging, rewarding and beneficial to their practice
- All the new graduate nurses see their career continuing in primary health care
- Two of the seven new graduates have started their pathway towards masters and nurse practitioner status

Partnership and Collaboration

- Waitemata PHOs
- Waitemata NEiP Programme
- Maori health providers
- Pacific health providers
- General practices
- Hospice
- Plunket
- Residential care
- AUT University



Acknowledgements & Champions

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- Mei Mahoney (Coast to Coast PHO)
- Tim Mallory (GP, Coast to Coast HealthCare)
- Siobhan Trevelyan (GP, Waitakere Union Health)
- Deb Spence (Joint Head of Nursing, AUT University)
- Bernie Tatton (Senior Lecturer, AUT University)