Realignment of Nursing Services
and Expectations

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Our Challenges

- Changing Client Needs
- Staffing difficulties
- Suitability of Buildings
Client Needs

- Age-related needs
- Complex health needs
- Challenging behaviours
- Combinations of all above
Staffing Issues

- Changing staff profile
- Difficulties in recruiting and retaining Registered Nurses and other nursing staff
- Generalised nature of nursing service
- Staff rostering practices
- Management structure
- Allocation of resources between units
- Consistency of staff within clusters
- Staffing shortages
Buildings

- Buildings design
- Building condition
- Shared bedrooms
- Apartments within buildings
Realign Project

- The project aims to realign generalised nursing services to develop specialist nursing services with the required capabilities to meet the needs of the clients and provide them with the best possible quality of life.
Benefits of Realignment

- Providing the best possible quality of life for clients in their current setting according to their individual needs and preferences
- Addressing critical risks in nursing services and ensure that nursing services can be maintained and enhanced
- Maximising service outcomes by the best utilisation of existing building stock with limited resources
Pre-2012 Nursing Structure

CEO
Hunter Residences

Principal Nurse Manager
Stockton Centre

Nurse Manager
Staff Resource Unit

Administrative Assistant

Nurse Manager
Stockton Centre Team A

RUNM x 9

1 Nurse System Support Coordinator and 2 NSSO

CNE x 2.5

Nurse Manager
Team B Stockton Centre

RUNM x 8

1 Nurse System Support Coordinator and 2 NSSO

CNE x 2.5
Nursing Staff Capabilities

- Identified for each specialist area
- Matching staff capabilities to client needs
- Staff satisfaction and retention
Staffing and Rostering

- Staff will stay within specialist clusters/streams
- Staff can express interest in working in other streams/clusters
- Greater decision making at local level re staffing matters
- Managers will be rewarded if they invest in staff development and retention
Recruitment of Staff

- Each stream can advertise according for staff with interest in specialised area
- Staff recruited can choose to stay in stream
- Changes to AIN Recruitment being reviewed to increase pool of potential applicants
Stream based Education

- Provides a focus for education of staff aligned to identified capabilities (to meet specialist needs of clients)
- Needs to be more flexible, using technology, mentoring and coaching
- Where appropriate will link to recognised qualifications
Progress

- Realignment of nursing structure
- Clustering of units
- Amalgamation of Units 3 and 4
- Increase of staff establishment in four units
- Reduction of client numbers in units resulting in increased number of clients with own bedroom
Where to now?

- Expression of interest from staff to work in specialist areas
- Assessment of staff against capabilities
- Review current status of project