

SUGGESTED PROGRAM FOR 3RD TO 5TH YEAR PAEDIATRIC NURSES

Internship similar to JMOS rotation but for Paediatric Nurses who are in their 3rd to 5th year of practice.

PLAN:

- 2 year program they have to apply for
- Organise 4 placements of 6 months each. Two in Metropolitan Hospital Paediatric Units and two within SCHN.
- Include an educational day each 6 months for them, mainly around soft skills not clinical which could include an assignment per year
- Clinical skills taught on wards by CNEs and senior nurses on wards.
- Leaderships skills taught in the classroom by Nurse Educators which would include; Education and management skills to equip them for more senior positions in the years after the course.

AIM:

- Upskill the current junior workforce in various clinical skills before the senior paediatric RNs leave/ retire
- Encourage the 3rd to 5th year RNs to stay and develop their skills, rather than leave the workforce
- Increase their confidence with various skills and enable a 'bigger picture' mentality, by seeing how the smaller paediatric units in adult hospitals manage.
- Build and develop their leadership skills through educating them and challenging them with "soft skill" education.
- Plan an ongoing scheme updating and upskilling the paediatric Nurses within NSW.

There is no reason why this program could not be a pilot program in conjunction with NSW Health and then extend to the adult world.

The benefits would be extensive as these nurses would end up with a wealth of 'hands on' knowledge and be able to equip others and create a ripple effect.

PROBLEM:

- Current role I cannot assist for this to go forward
- Funding ideally from NSW health
- Organisation of Paediatric Wards to keep a regular position available for a nurse from program to slot into.
- Recognition of program /unsure