

REVIEW OF NURSING EDUCATION: EDUCATING THE NURSE OF THE FUTURE FEEDBACK.

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The effectiveness of current educational preparation of and articulation between enrolled and registered nurses and nurse practitioners in meeting the needs of health service delivery.

We support the introduction of a 4 year degree on the basis of international equivalence and Allied Health education in Australia. There is evidence that education of nurses correlates with better patient safety and outcomes. There is also constant pressure on BNurs programs, which must prepare beginning registered nurses for safe practice with increasing complexity of the health system. This places huge pressure on the curriculum and also on the students themselves given the need for clinical placement.

Nursing programs must prepare graduates for safe beginning practice as registered nurses, thus they are a generic qualification. However, there is constant pressure for a plethora of topics to be covered in the existing programs for example the move towards nurse prescribing.

Thought needs to be given to how the 4th year would be offered. We propose it should contain some form of internship with collaboration with health care providers. We believe that serious workforce planning should be undertaken so that the number of students can be capped and attention can be given to the quality of programs and assurance of graduate employment.

Enrolled nurses can already easily transition into RN programs however this is not suitable or desired by all enrolled nurses. They continue to have an important place in health care delivery. We support a model of preparing nurses for advanced practice through post graduate programs rather than tightly regulated and restrictive nurse practitioner pathways.

Factors that affect the choice of nursing as an occupation, including for men

Many factors influence the choice of nursing as an occupation. Society's understanding of nursing can have a negative influence on recruitment of good students and this is in part due to how nursing is portrayed in the media, television etc. There are good examples of marketing campaigns which have impacted positively on recruitment internally and nationally.

The literature indicates that males are attracted to nursing for the same reasons as females, these include the desire to help people, and the quality of empathy. However, nursing is not always seen as a socially acceptable career for men, thus marketing campaigns are required to change public perception.

The role and appropriateness of transition to practice programs however named.

The quality of transition to practice programs varies considerably. Serious workforce planning would allow capping of numbers and guaranteed places in these programs for nursing graduates.

This would allow the quality of programs to be regulated and to be improved. If a 4 year degree was offered the transition to practice program could be standardised and offered in collaboration in the 4th year.

The competitiveness and attractiveness of Australian nursing qualifications across international contexts

This is currently limited by a 3 year degree and restricted clinical placement hours. An Australian wide exam for registration may ensure consistent academic standards are applied.

The respective roles of the education and health sectors in the education of the nursing workforce

This should always be a joint responsibility however, there is very limited collaboration within education at this time.

Educational preparation required for nurses to meet future health, aged care and disability needs of the Australian community including clinical training

Universities need to prepare quality graduates who are able to quickly transition to advanced practice in the workforce to meet the broad range of health care delivery. Registered nurses do not have the ability to impact aged care significantly as few RNs work in the sector and those who do are mainly administrative roles.

Processes for articulation between different levels of nursing

There are already sound processes for articulation.

Mechanisms for both attracting people to a career in nursing (both male and female) and encouraging diversity more broadly.

We need to work to change public perceptions of nursing. Our main areas of concern are Aboriginal & Torres Strait Islander representation and low socio economic representation. Although there are university pathways for these students more work needs to be done.

Regional needs and circumstances

There needs to be more support for placing students in rural settings. Currently it is expensive for the individual students and the universities.