

‘The missing piece’ are we validating junior nurses as valuable leaders in the healthcare team?

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Thank you and Welcome

Thank you for the opportunity to present today

This presentation is a representation of our experiences and opinions and does not reflect the values or opinions of the Australian College of Nursing (ACN) or the Royal Children's Hospital (RCH).



Presentation Aim

1. Examine the current issue
2. Share our experiences participating in a leadership program with the Australian College of Nursing (ACN)
3. Explore cost effective and accessible ways for leadership activities to be implemented

The Authors...

Catelyn Richards

- ▶ 25 years old.
- ▶ BN Monash University 2016
- ▶ Royal Children's Hospital Melbourne.
- ▶ Three month AusAid placement in the Solomon Islands, 2013.
- ▶ Stage 3 Emerging Nurse Leader (ACN).
- ▶ Research - Monash University on the area of Venous Leg Ulcers.
- ▶ Member - ACN, ANMF & ACCYPN



Lucy Osborn

- ▶ 23 years old.
- ▶ BN South Australia University 2016.
- ▶ Presenter - South Pacific Nurses Forum, 2016.
- ▶ Royal Children's Hospital NICU & ED Nurse
- ▶ Stage 3 Emerging Nurse Leader (ACN).
- ▶ Passion for continuing education and professional development.



The issue

- ▶ The knowledge/practice gap
- ▶ Students and early career nurses are seen as a burden and not an opportunity.
- ▶ Seen as competition by other staff members
- ▶ The stigma surrounding being a junior nurse

We are consistently reminded that we are neither 'ready' nor 'good enough' to make clinical decisions.

Why it is an issue

- ▶ It can be difficult for nurses to act as advocates for patients.
- ▶ In the year 2020, 46% of the workforce will be made up of generation Y in Australia.
- ▶ Jeopardy of safe staffing ratios.
- ▶ Theory should be applied in practice, so that it is solidified.
- ▶ Worker retention.

What does a junior nurses look like?

- ▶ Any age group.
- ▶ Finished formal nursing training in the last 5 years, or
- ▶ New to an area or speciality, or
- ▶ Returning to practice post time spent deregistered.
- ▶ Students.
- ▶ Formal learning to widen scope of practice.



The solution?

Leadership!

Stage 1



**Empowered to
LEARN**

Students completing a Bachelor of Nursing (final year), Nursing Masters or Nursing Honours year

Stage 2



**Empowered to
GROW**

Registered Nurses in their first year of practice

Stage 3



**Empowered to
REACH**

Registered Nurses in their second or third year of practice

Stage 4



**Empowered to
ACHIEVE**

Registered Nurses in their fourth or fifth year of practice

Stage 5



**Empowered to
LEAD**

Registered Nurses in their sixth year of practice

The Australian College of Nursing (ACN)



Emerging Nurse Leaders Program

The Program: self paced series of leadership activities.

Professional Engagement

- ▶ Attend events
- ▶ Career coaching
- ▶ Mentor junior nurses
- ▶ Read and critique journal articles
- ▶ Volunteer in the community

ACN Mentoring Program

- ▶ Mentee to senior nurses
- ▶ Visit the work environment of a nurse leader
- ▶ Submit an abstract to a conference
- ▶ Develop an article for ACN publication

Professional Development

- ▶ Professional Collaboration
- ▶ Involvement in developing policy
- ▶ Listen to webinars
- ▶ Attendance at conferences

Bonus Points

- ▶ Attend ACN National Nursing Forum
- ▶ Other ACN events
- ▶ Participation in health expositions

Stage Three

Requirements

- ▶ Registered Nurse in their second or third year in nursing.
- ▶ Profession Focused - Identifying and reaching your potential.
- ▶ Development of leadership qualities and applying them to professional activities.



Stage 3

Empowered to
REACH

Goals

- ▶ Demonstrated early career nurse leadership qualities.
- ▶ Demonstrated experience in advocacy, professional representation and engagement.
- ▶ Development of knowledge and skills to manage people and resources at the unit level.

Benefits of the leadership program

- ▶ Confidence
- ▶ Building academic skills
- ▶ Conferences and events
- ▶ Networking
- ▶ Mentoring

“I have never been much of a writer... I never thought my ideas or writings would ever be good enough to be taken seriously. I was so excited when my writing was accepted for The Hive’s Spring edition”

- Lucy in her 2017 ENL reflection



“I have had the opportunity to meet incredible people, to submit my own ideas for workshopping, to develop my skills in public speaking and to dream about new ways to contribute to the healthcare system.”

- Catelyn in her 2017 ENL reflection

Designing a leadership program

Do not underestimate the respect junior nurses have for you and your experience.

Our favourite parts were often the simplest elements of the program:

- ▶ Identify mentors for your junior nurses, pair them up!
- ▶ Encourage your junior nurses to volunteer in areas they are passionate about
- ▶ Ask your junior nurses to read articles and attend conferences
- ▶ Build your junior nurses love for the profession
- ▶ Be honest with your junior nurses about their career progression



Conclusion

In conclusion, a reputable team is one that has a broad range of experience, knowledge, personalities and focus.



References

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