NZNO 10TH NATIONAL GERONTOLOGY SECTION CONFERENCE

Rydges Latimer, Christchurch **31 Oct & 01 Nov 2016**

BACK TO OUR FUTURE

NEW ZEALAND NURSES ORGANISATION

Ageing Well
He Oranga Pakaihara
*Ki te Kaunau To Matua Kaha*
Diversity is our Strength

Culture of Caring - Visioning Professional Development in Aged Residential Care

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Research framework and methods
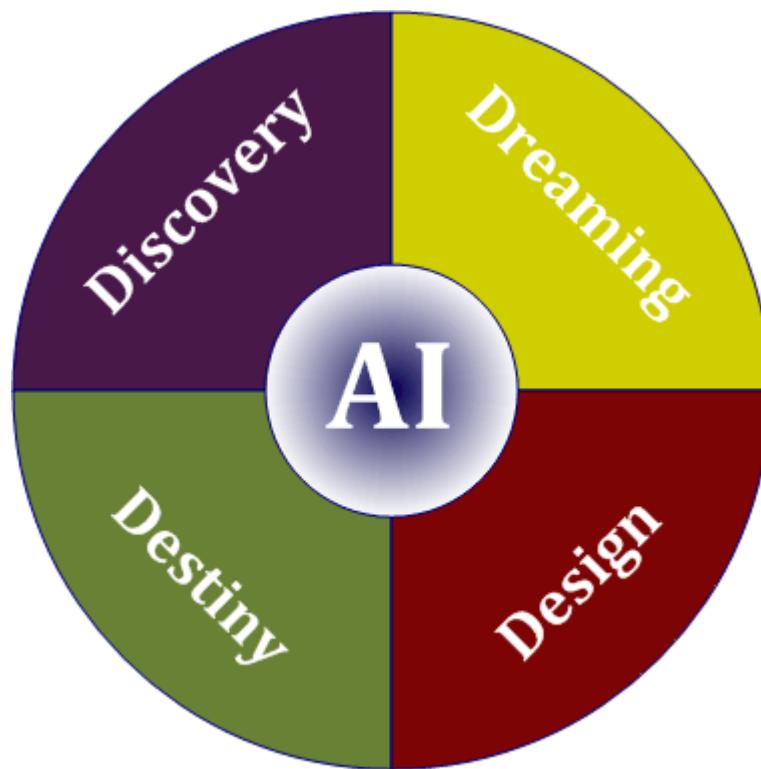
» Online surveys

» Focus groups

» Interviews with Clinical Managers

Focus Group Participants

Males:	3
Females:	10

Ages:

25 and under	2
26 – 40	9
40 and over	1
No response	1

Experience in ARC:

0 – 5 years	11
6 – 11 years	2

Highest qualification:

BN	3
BN NETP	1
Post grad	2
No response	7

Ethnicity

European/Pakeha /NZ European	4
Filipino	6
Indian	2
Asian	1

» Recognition of diversity in the RN role

» Wanted to provide safe and effective care

» Networking opportunity

➢ Built around MOH regulatory requirements

➢ Challenges being released for professional development
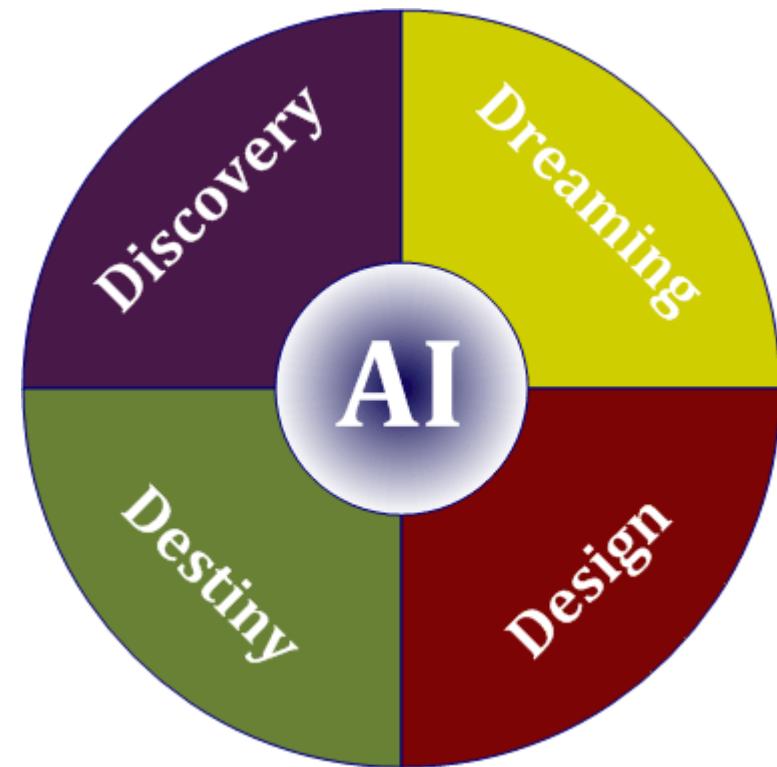
Culture and Caring

» Strong commitment to the sector

» Linked to culture beliefs

» Respect and care for older people

Caring

» *"feel concern or interest"*
» Provision of care and caring
» *"Hello my name is "*
» Positive attitudes

Barriers to Caring

» None or some ?

Culture of caring

"I love looking after old people. Remember in my culture we look after our elderly relatives so and when I was young I got used to looking after my grandfather and my grandmother also. Give me that chance of, you know sense of being able to return service for all that they have done for us. It makes you feel gratified ".

(Grant Thornton, 2010)

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Culture of caring

"Because if I may say in general with the Asian nurses particularly with the Filipinos, we do ....love looking after the old people and it comes from the heart....we treat them as family.... not financial we really love the work as an RN in the care setting."

Culture of caring

"For me it's a different thing because I didn't even consider working in aged care until I came here to New Zealand. It was never part of the plan. I gave it a try my first year and then after that I actually wanted to move from the aged care and work in a hospital setting. Until I was given the opportunity, I stayed here ...and every time I have the urge to move to the hospital setting, I just don't feel I'm an acute nurse, so I prefer long stay setting."

Discussion

» Culture has a positive influence on organisations & residents

» Supportive learning environments are vital

» Professional Development needs to be lead by ARC sector

Visioning Professional development in Aged Residential Care

» Develop a career pathway for RN's working in ARC

» Specific Clinical Leadership

» Integrate informal learning such as reflective practice

» Input and support from academic sector

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