

LOOKING AFTER OUR AGED CARE NURSING STAFF –

**Implementation of a Gerontology Acceleration Learning
Programme (GAP)**

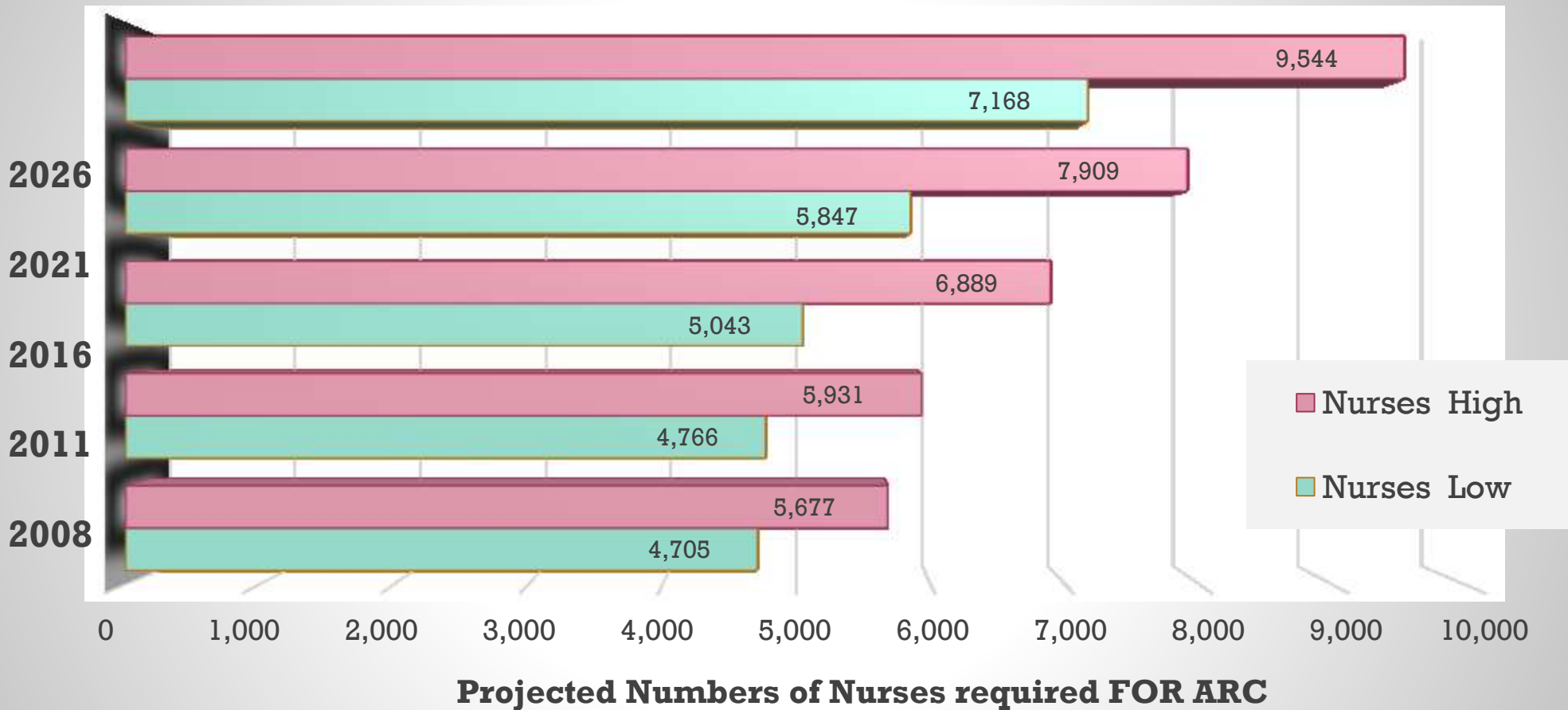
Rachael Haldane, MHSc,BCN
Nursing Workforce Development, CDHB

OVERVIEW

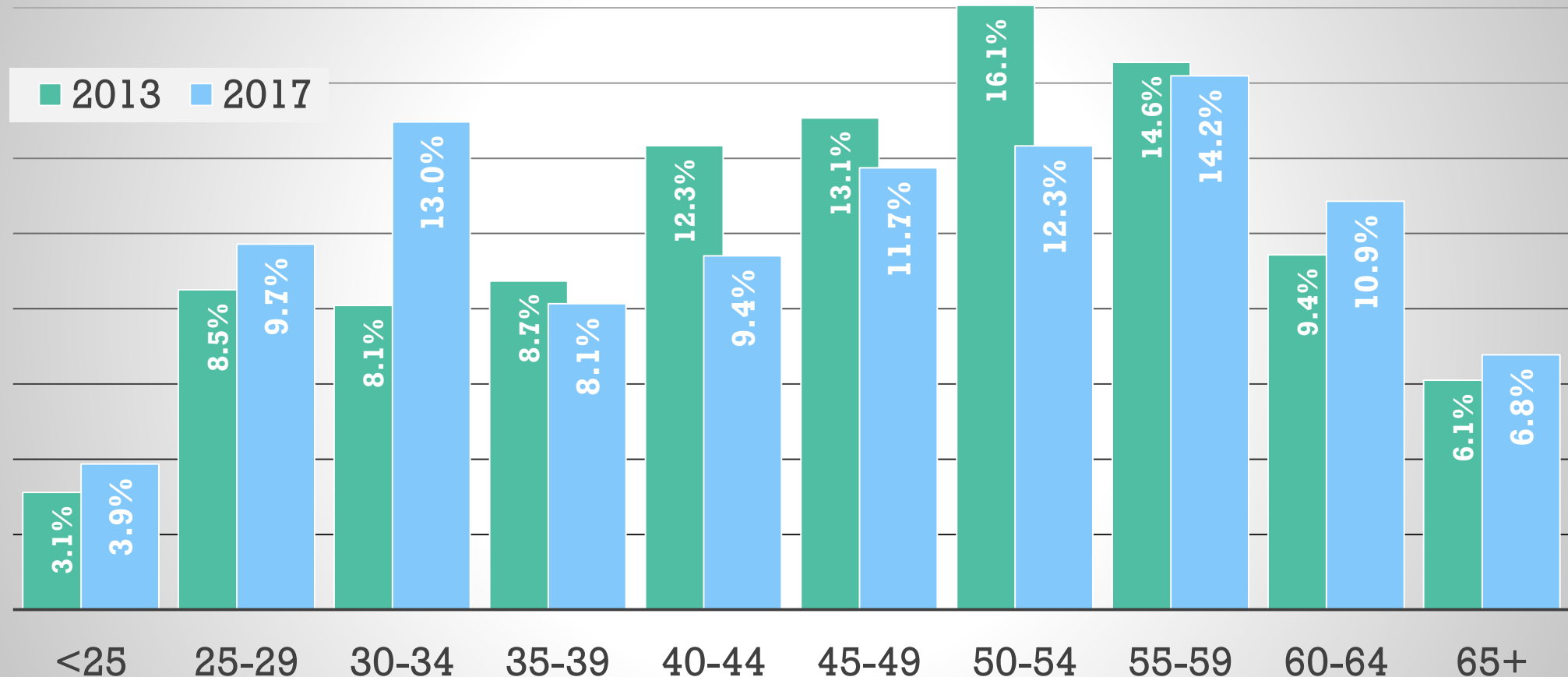
- Nursing workforce
- Gerontology nursing in NZ
- Canterbury gerontology nursing innovations
- Implementation and Embedding of Gap



PROJECTED ARC NURSING WORKFORCE DEMAND (1.0 FTE) REQUIREMENTS BY 2026

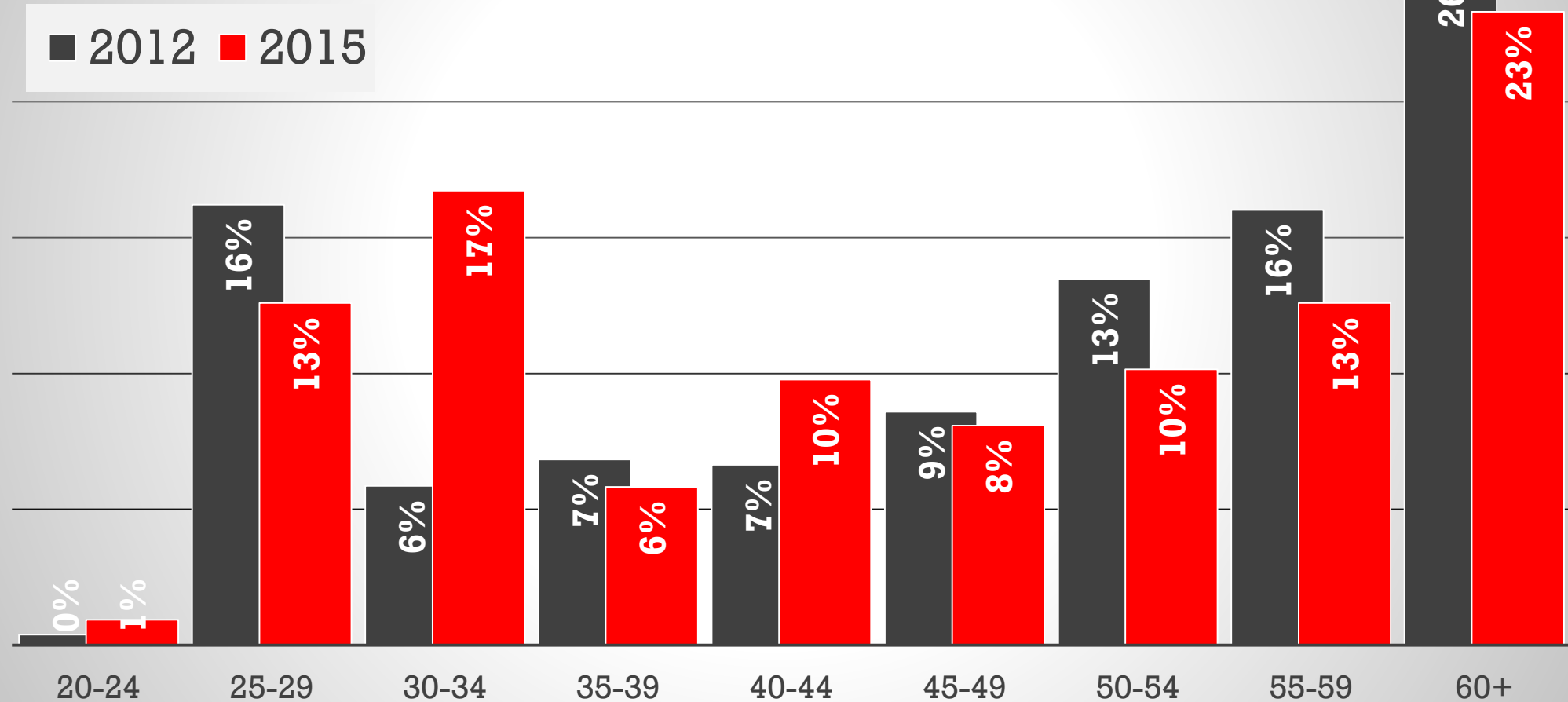


NZ NURSING WORKFORCE AGE DISTRIBUTION 2013 & 2017



NURSING WORKFORCE

Age Distribution - RNS Working in ARC CDHB Region
2012 & 2015



ARC NURSING WORKFORCE PROJECTION SUMMARY

- 65y+ population expected to double by late 20's
- Expected NZ ARC workforce ↑50-75% by 2026
- Almost 50% Canterbury ARC Nursing workforce aged 50y+



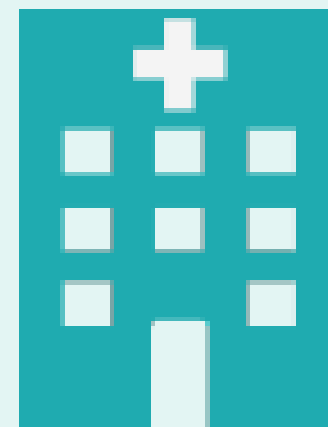
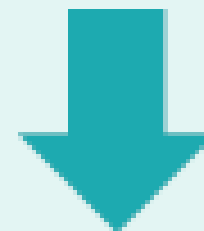
Largest

population aged
over 65 in NZ¹

87,580 people

CDHB STATISTICS

Canterbury DHB has an
older age profile, with the
highest number of over-65s
in the country – a 31%
increase since 2007/08.



Canterbury's acute
medical admission rate is
30% lower than the
national average.

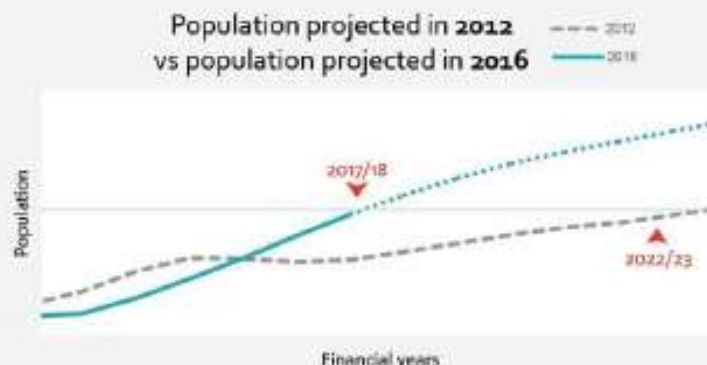
This means over
13,000 people received
treatment in their homes
and communities instead
of hospital

Population increases

Canterbury's population growth is
exceeding expectations—already
reaching levels predicted for 2022²

558,830

reasons to make a difference



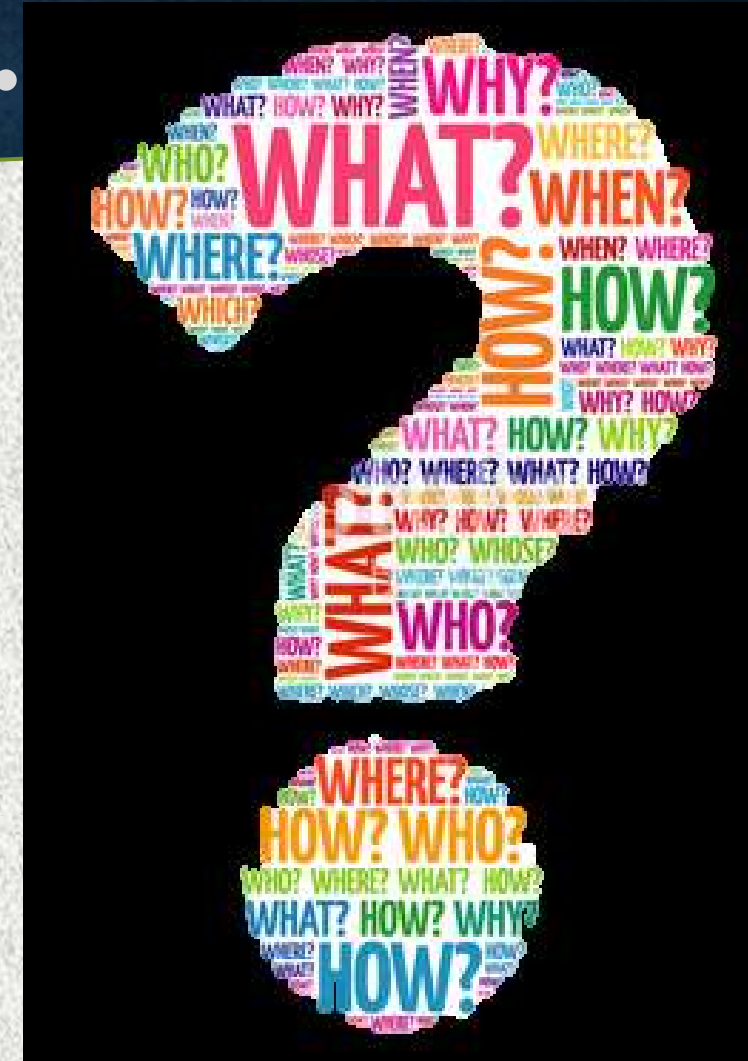
CHANGING THE STATUS QUO

- Putting people at the centre underpins everything that the CDHB do through providing more care in community settings, and forming partnerships and alliances.



ARC - WHAT IS NEEDED...

- Networking -established and strengthened across the entire health system
- More tailored education resources
- ARC recruitment and staff retention support
- Elimination of negative perceptions around ARC through collaborative alliancing



GAP BENEFITS FOR THE PATIENT

- Improved patient outcomes through:
- ↑gerontological pathway comprehension
- ↑gerontology nursing knowledge and clinical skills
- Improved patient assessment leading to
 - ↓hospital admissions,
 - ↑care potential within ARC
- Improved awareness, understanding and access to care and resources





GERONTOLOGY ACCELERATION PROGRAMME

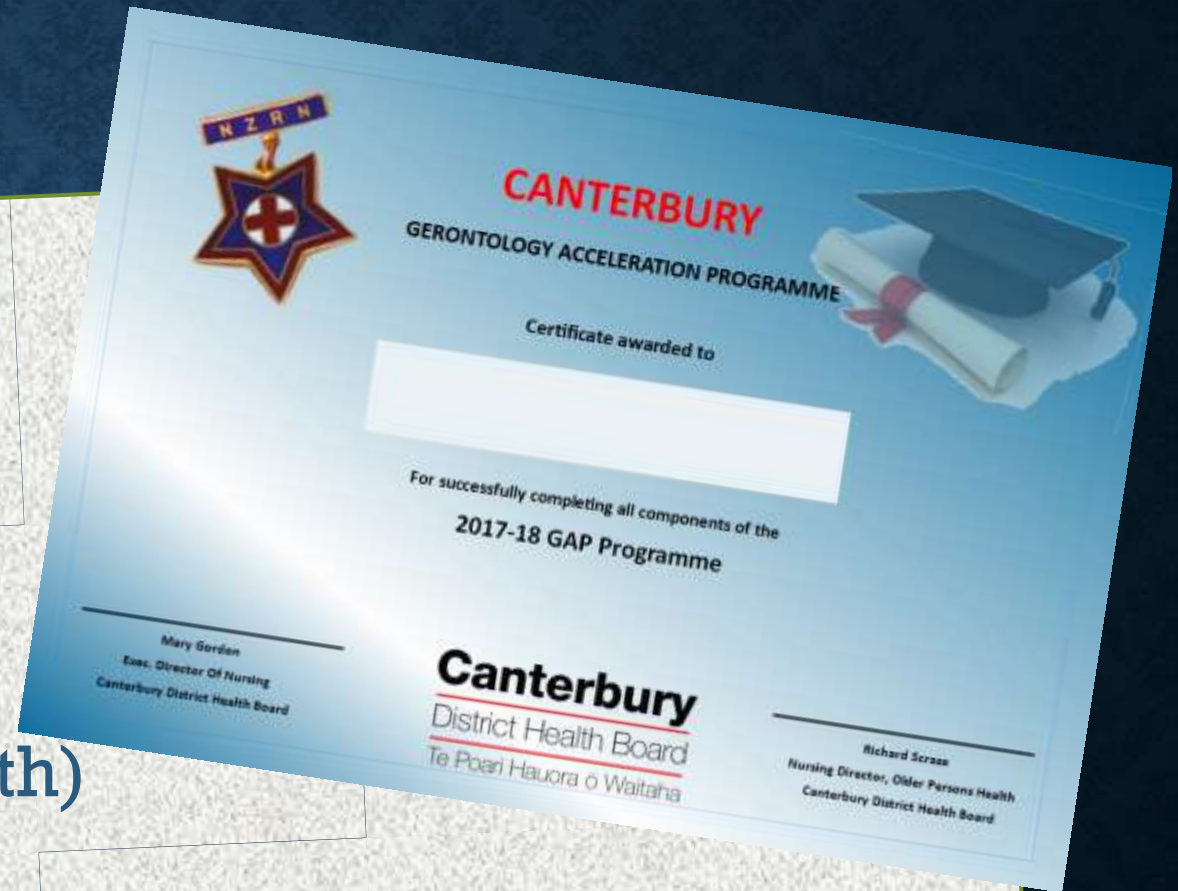
GAP

- **Post-Graduate Education**
- **Mentorship/Support**
- **Clinical Experience**
- **Networking Opportunities**
- **Enhanced Practice**



GAP

- Clinical rotation 2x 12wks (3mnth)
 - ARC Facility,
 - Acute Med/Surg
 - and/or Rehabilitation
- Return to original workplace (6mnth)
- 12months Mentorship
- Postgraduate Certificate Gerontology Nursing – Health Assessment/Gerontology
- PDRP – Proficient achievement



2013-14 MID GAP EVAUATION

- Method – 3x anonymous surveys developed for participants, mentors and clinical nurse managers (CNM's)
- 13/18 respondents
- Evaluation:
programme was well received and found to be highly beneficial by all

EVALUATION SHOWED THAT GAP...

- positively impacted development of participants' **clinical leadership** and **academic expertise** through:
- **extended clinical knowledge** and **understanding**
- **expanded network** of professional colleagues across the health system
- **enhanced** ability to act as **role model** and **resource person**
- increased ability to participate in **clinical teaching** and **quality improvement** activities.

FEEDBACK

“I had an amazing experience doing the GAP. I have learned so much and have found a new spark in me as a nurse” and “this programme is broadening the understanding of acute and residential care. It has assisting in stopping the silo thinking”

EXPECTATIONS

Programme Challenges

Work/Life Balance

New Environments

“nurses undertaking GAP had realistic expectations, but that it was still a struggle balancing a new environment against the deadlines associated with study” (CNM)



A cartoon illustration of a young girl and a young boy standing side-by-side. The girl on the left has brown hair in a ponytail, is wearing a dark blue school uniform with a white collar and a small brooch, and has her arms raised in a cheerful gesture. The boy on the right has dark hair, is wearing a dark blue school uniform with a white shirt and a dark tie, and is also smiling with his arms slightly out. They are both looking towards the viewer.

[illegible]

A black and white line drawing of a spiral-bound notebook. The notebook is tilted diagonally. The cover of the notebook has the number '24' written on it in a large, bold, handwritten style. The spiral binding is on the left side. The background is a solid dark blue.

CLINICAL ROTATION ADJUSTMENTS



MINISTRY OF
HEALTH

MANATŪ HAUORA

**Commissioned by
the Office of the
Chief Nurse, MOH**

**GERONTOLOGY ACCELERATION
PROGRAMME (GAP):
FORMATIVE EVALUATION REPORT (FEB 2015)**

AUTHORS: DR CHRIS HENDRY & DR GAIL PRILESZKY

The
NEW ZEALAND
INSTITUTE *of*
COMMUNITY HEALTH
CARE

METHOD

Mixed method approach

Surveys

Focus groups,

Key informant interviews

Review of literature



RESULTS

Communication

Mentorship

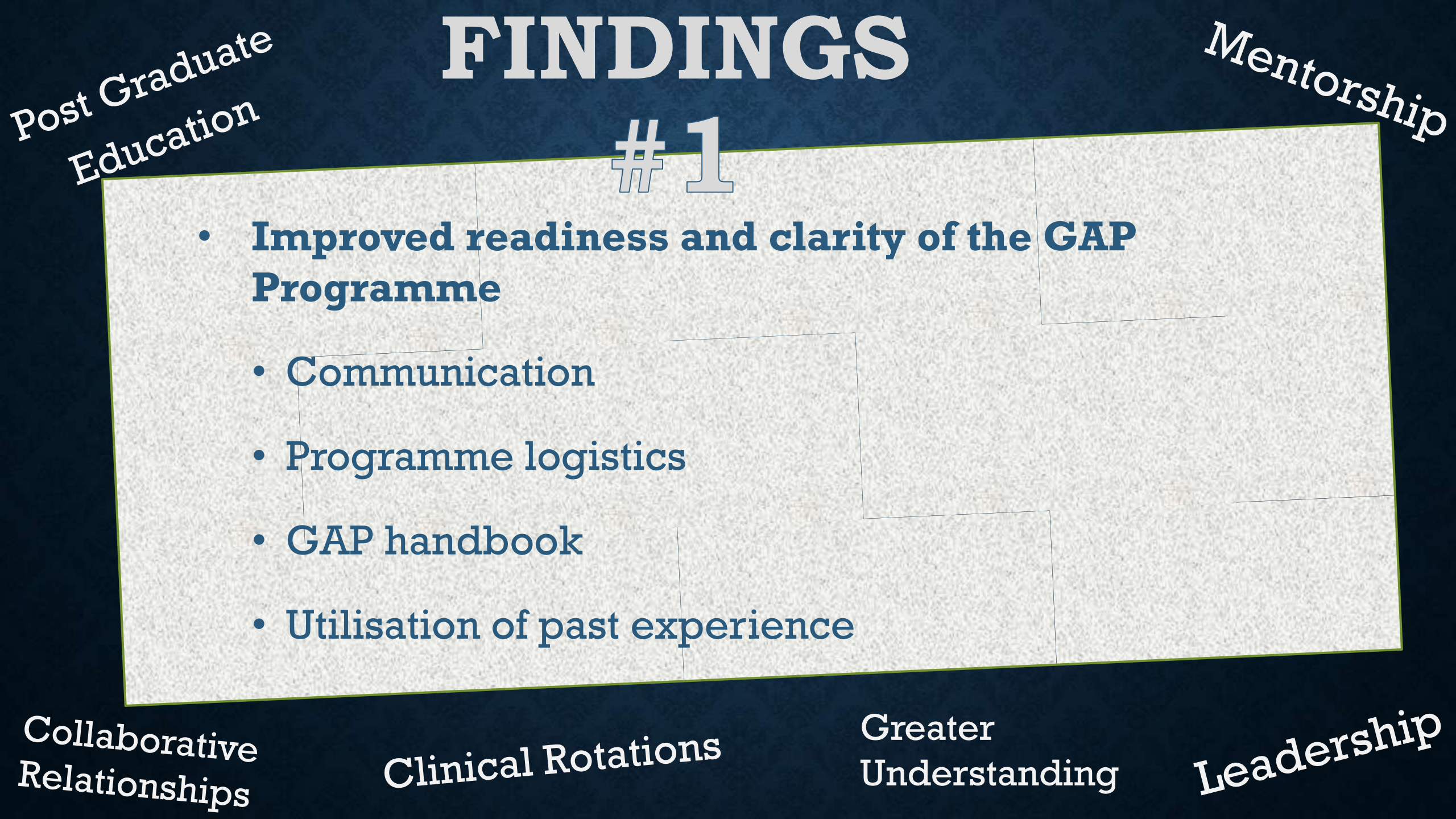
Post Graduate
Education

Programme
Logistics

Clinical Rotations

Information
Provision

Leadership



FINDINGS

#1

- **Improved readiness and clarity of the GAP Programme**
 - Communication
 - Programme logistics
 - GAP handbook
 - Utilisation of past experience

Post Graduate
Education

Mentorship

Collaborative
Relationships

Clinical Rotations

Greater
Understanding

Leadership



FINDINGS

#2

- **Implementation of a coordinator/facilitator with designated hours**
- **Communication**
- **Support**
- **Continuity**
- **Coordination/Management**



FINDINGS

#3

- **Continued development of this programme**
 - Continued programme review via pre/post surveys
 - Implement indicators that will measure success (longterm)
 - Utilisation of past experience for continued improvements



Post Graduate
Education

Mentorship

FINDINGS

#4

Ensure replication of GAP

Utilise the experiences of this programme to inform
continued establishment of the programme for providers
across New Zealand

Collaborative
Relationships

Clinical Rotations

Greater
Understanding

Leadership

EMBEDDING AND SUSTAINING GAP

- Implementation of Nursing Workforce
Coordinator Role



NOW....

- 24 GAP Applicants gone through the GAP programme
- Interest from 7 New facilities in 2018
- Potential to run GAP Mar, June, Oct
- Increased awareness of GAP Programme
- Clear facility benefits, exemplified by Bishop Selwyn's Decrease in Hospital Acute Admission (↓60% 2015 – maintained)

AIM

- To grow OPH Acute and Rehab interest in enable ↑#ARC nurses to participate GAP
- To extend programme to rural and national areas i.e Kaikoura, Westcoast, Nelson, Dunedin, North Island Facilites

FOR MORE INFORMATION

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www.cdhb.health.nz/GAP

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