

National Health Service Grampian (NHSG) and WA Health: Nursing and Midwifery Office research and recruitment collaborative

Leesa Kerr, Nursing and Midwifery Office, East Perth, Western Australia

Leesa.kerr@health.wa.gov.au

Jane Ewen, Chief Nurse, Practice Education and Development, NHS Grampian, Aberdeen Scotland

Jane.ewen2@nhs.net

Introduction/Background

Western Australian (WA) Health conducts a centralised recruitment process for graduate nurses and midwives GradConnect. Since 2005 there has been a steady increase in the number of graduates who are unable to obtain a position within a graduate program. NHS Grampian (NHSG) has a nursing shortage and are unable to fill vacancies from their own graduating workforce. A collaborative was established between NHSG and NMO (Nursing and Midwifery Office) WA providing an alternative pathway for WA graduates to obtain a position within a supported graduate program.

Aim/Purpose of the project

1. Enable retention of graduate nurses and midwives within the professions
2. Promote continuous improvement in safety, quality and efficiency for the nursing and midwifery workforce internationally
3. Develop international relationships for career advancement, continuing education and experience
4. Establish a research proposal between NHSG and NMO

Methods/Process/Who is being studied

Collaboration between the NMO and NHSG developed over a 12 month period. This was to promote the opportunity for newly qualified nurses who were unsuccessful in securing a graduate position in WA's health system; to undertake a formal supported transition program in NHSG. Following extension promotion by both the NMO and NHSG a Memorandum of Understanding formalising the collaborative partnership was signed to meet the aims outlined above.

Results/Outcome

To date, 108 applicants have successfully secured a position in NHSG with relocation commencing May 2019. Structured, regular communication from Scotland together with focused support from WA Health continues with successful registrants. This recruitment will continue for at least 5 years. Further expansion of this collaborative partnership in nursing and midwifery research is now being pursued.