



INDUSTRY AND VET INTEGRATION TRANSFORMS NURSING PRACTICE

PROBLEM



In 2010 the nursing sector was challenged by major regulatory reform relating to scope of practice and high numbers of nurse retirements.

SOLUTION



Nursing Educator Deb Blow realised the reforms gave hospitals more autonomy and enabled Enrolled Nurses (ENs) to perform new duties and she scoped roles and training. Ramsay Health Care successfully piloted the new workforce model and hospitals across the Ramsay national network adopted it.



"Deb is leading the way – she's intuitive with our needs and she'll always deliver. Every time we come back with changes to align our workforce training needs they've been so responsive. TAFE are our preferred provider for clinical training in Queensland."

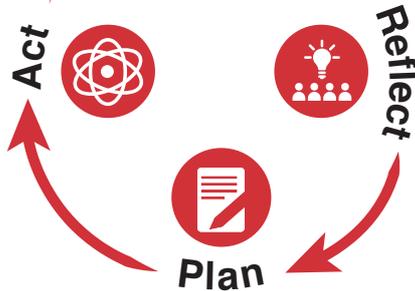
Liz Ohl, Workforce Learning and Development Coordinator
Ramsay Health Care Queensland

RESEARCH APPROACH



Scope of practice reforms and high numbers of nurse retirements.

The new model was piloted in a Ramsay Hospital. Its success generated strong interest from Directors across the national Ramsay network of 70 hospitals.



She scoped new practices for the EN workforce, including new duties in emergency care, renal units, critical care and IV medications.

Ramsay Health Care were able to:

- Refine the nursing skills mix;
- Create cost efficiencies;
- Improve the quality of patient care nationwide.

Ramsay Health Care is one of the biggest private hospital operators in the world and is a long-term TAFE Queensland partner. Nursing Educator Deb Blow realised the reform enabled ENs within Ramsay to increase their scope of practice.