Purpose

Canberra Health Services, in partnership with the ACT Chief Nursing and Midwifery Office will be implementing an Undergraduate Student Nurse (USN) role at Canberra Health Services as part of a range of workforce strategies which ensure CHS are providing exceptional health care to the ACT and surrounding community into the future.

A pilot phase of implementation is planned to commence in July 2023 for a period of 6 months and be evaluated in February 2024.

Consultation and communication with relevant stakeholders including the ACT Australian Nursing and Midwifery Federation (ANMF) is underway and feedback will be incorporated into the planning and implementation and evaluation of the role to ensure its success for health consumers, USNs and other staff at CHS.

This document outlines the orientation, employment model and evaluation criteria for the pilot.

Orientation and Education Requirements for Undergraduate Student of Nursing

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| USN Orientation CURRICULA via HRIMS | course frequency | MANDATORY LEGISLATED via HRIMS | course frequency |
| Basic Life Support - Theory | once | Fire and emergency eLearning | annual |
| BLS COVID-19 modifications eLearning | once | Child Protection Foundations eLearning | once |
| Basic Life Support Assessment | annual | Work Health and Safety Fundamentals eLearning | once |
| Incident Management (including RiskMan notification) | once | Workplace Behaviours eLearning | once |
| Healthcare rights | once | Orientation verification eLearning | once |
| Infection Prevention and Control, Occupational Medicine and Waste Management Practices | annual | Hand Hygiene National | annual |
| COVID 19 - PPE - Donning and Doffing Procedure | once | My role in ensuring the quality and safety of our care el | once |
| Comprehensive Care - A patient journey | annual | Cultural diversity and inclusion eLearning | once |
| Manual tasks clinical added separately | annual | Working with Aboriginal and Torres Strait Islander Patients and Families eLearning | once |
| COMPASS face to face | annual | Occupational Violence Modules 1 to 5 eLearning (5 courses) | once |
| Aseptic technique | once | Speaking Up for Safety FTF | once |
| Dressing skills lab and competency assessment | once | Family Violence - staff | once |
| Physical Assessment – Vital Signs and Competency (if not completed at University) TBC | once | Family violence a Shared Understanding eLearning | once |
| Digital Health Record training | once |  |  |

Orientation will include 2 days supernumerary to attend skills sessions and complete eLearning requirements.

The Nursing and Midwifery Resource Office (NMRO) Education team will provide this orientation and allocate the USN to the ward area. They will also ensure IAM, HRIMS, ACT Government email and DHR access are activated.

A further orientation will be included in local areas to introduce the team, provide fire safety and general work safety orientation to the area, including evacuation and response actions.

Support and direction is to be provided by the supervising RN with clear expectations about who is in the team on each shift and what local processes of communication are utilised to share information.

The NMRO education team will provide follow up and reflective practice sessions during the pilot to ensure additional support for the USN and early detection of any health and wellbeing issues.

Employment Model - Pilot

Positions will be advertised by the Nursing and Midwifery Central Recruitment team and individual USN’s will be appointed on temporary contracts and allocated to areas for the duration of the pilot.

For the purpose of the 6 month Pilot, positions will be identified from funded vacant Assistant in Nursing (AINs) positions, verified with Directors of Nursing and local area CNCs/Managers.

Students currently employed as AIN’s may be offered temp contracts as USNs through an internal EOI process where supported by the relevant DON.

USN’s may be rostered over 7 days on morning, evening or night shifts and provided leave to fulfill student placement requirements.

USN’s will be offered permanent positions (if eligible under work VISA requirements) at the end of their undergraduate program and provided direct entry into the CHS Transition to Practice Program.

USN’s with working Visas will be offered placement in the Novice Nurse Program.

Performance of the USN will be managed by the local area CNC with a performance report provided to the NMRO office to ensure smooth transition from USN to New Graduate positions.

Any identified performance issues will be managed effectively within CHS policy and procedures.

Pilot Evaluation Measures

The Pilot will be evaluated in February 2024.

Initial evaluation criteria and data includes:

***Principles of success***

1. Ensuring the USN is delivering safe and effective care
2. Ensuring the role is a valuable addition to the healthcare team and contributes to positive patient experiences
3. Ensuring the employment model supports USN’s during their undergraduate journey and a positive, smooth transition into their transition to practice year

***Evaluation Data may include:***

* Workforce Data – how many current AIN workforce transferred to USN roles, and in which areas, including how much leave is needed to support them in their studies
* How many USNs were employed as year 2 undergraduates vs year 3
* Experience feedback from USNs, patients and families, staff from different work groups
* Experience feedback from the education teams and managers supporting them
* Quality and safety data related to clinical incidents where USN may have been involved in providing care.
* A review of data where notable improvements in Quality outcomes which may be attributed to the addition of the USN providing care.
* Education data and feedback from education sessions
* Retention data – how many choose to stay and work in the Transition to Practice Program and Novice Nurse Program

Acknowledgement of Country 
Canberra Health Services acknowledges the Traditional Custodians of the land, the Ngunnawal people. We acknowledge and respect their continuing culture and contribution to the life of this city and region.

Accessibility: Call (02) 5124 0000
Interpreter: Call 131 450
canberrahealthservices.act.gov.au/accessibility

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