

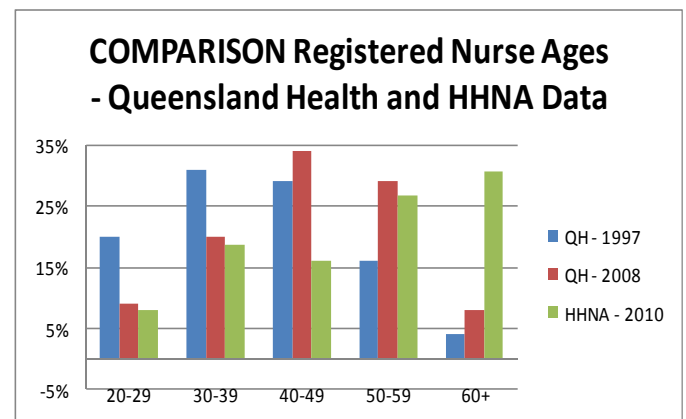


## WORKFORCE BREAKDOWN

Our aging population is an important issue, as we often wonder within HHNA who will look after us in our old age. This week we've tracked down a survey conducted by Queensland Health where RNs & EENs registered with the QNC were asked to complete the "Nursing and Midwifery Labour Force Survey".

This survey shows a shift over time towards an older workforce. For those nurses who responded to the survey in 2008 the proportion of those aged 40 and over grew from 49.5% in 1997 to 69.9% in 2008. The trend was even more significant in Enrolled Nurses with 52.2% in 1997 and 78.2% in 2008.

You will see below a graph that shows the Queensland Health Age Data for RNs in 1997 & 2008, and compares this to the RN age data for HHNA in 2010. It's interesting to note that our proportion of RNs aged 60+ years far outstrips the average - an intriguing snapshot of the Aged Care Industry. Food for thought as we battle with enhancing health care into the future.



## SHORT & SWEET...

**SHIFTS SHIFTS SHIFTS** — We have found shift numbers have rebounded very quickly and last week alone we could not fill 91 shifts. Please could you call HHNA to update your availabilities if you're looking for more work!!!

**EMPLOYEES OF THE MONTH** — For this month we would like to congratulate the following nurses for their ongoing hard-work and continued flexibility. Thanks for all that you do – keep up the great work!! Congratulations **GRACE YANG** and **NICHOLE MITCHELL**— your \$50 shopping voucher is on it's way to you

**SIGNATURES!!!!** - Just a timely reminder about remember to sign on/off both your HHNA timesheet and the facility books also. We have some facilities that refuse to pay invoices unless they have a copy of your signature. Please remember for each and every shift..

# NATIONAL REGISTRATION

As many of you may be aware, come July 1<sup>st</sup> 2010, ten health professions including nursing will commence Australia-wide National Registration for all Registered and Endorsed Enrolled Nurses. A number of mandatory standards have been proposed and submitted by the Nursing and Midwifery Board of Australia to the Health Workforce Ministerial Council. The board proposes that nurses will complete a minimum of 20 hours continuing professional development (relevant to the nurses' area of practice) per annum. Documented evidence of hours, dates and outcomes will be required.

## **BUT WHAT DOES THIS MEAN FOR ME?**

This change means all RNs and EENs will have to undertake and show proof of having completed 20hrs of training each year. Whilst we realise this may sound daunting, HHNA has been beavering away behind the scenes to make this as seamless a change as possible for our nurses.

From July 1<sup>st</sup> 2010, all HHNA RNs & EENs will be able to access Accredited Training online with a provider knowledgeable about our industry. This training will involve completion of the relevant CPD topics applicable to your work, and most likely involve completing four (4) online courses. Once you have successfully completed these courses, your certificate will be accessible to both you and HHNA for our records.

## **WHAT COURSES MIGHT BE OFFERED FOR CPD?**

Drug Calculations and Administration, Upper Airway Obstruction, Infection Control or Fire and Emergency Training are just some of the modules being offered. We are currently reviewing which of these will be available for staff to complete.

## **WILL THIS BE EXPENSIVE?**

HHNA has decided to pay for the cost of these courses to ease the transition for our nurses across to the new national system

## **I'M AN ASSISTANT NURSE – CAN I ACCESS THIS TRAINING TOO?**

At this stage, the National Registration is impacting RNs and EENs only. However, we may open this opportunity up to Assistant Nurses further down the track.

## **HOW CAN I FIND OUT MORE DETAILS?**

Keep watching as more information will be available shortly. We know there are a number of nurses who are aware of the changes coming through and wanted to reassure you we are in the process of finalising details of this training. After trialling a number of these modules here in the office we are pleasantly surprised with the content and feel this new training requirement for EENs and RNs will be beneficial and fun both personally and professionally.

# HHNA INVITATION: Coffee & Cake...

IT'S TIME FOR A CATCH UP!! HHNA is pleased to announce that its time for Morning Tea and a chat on us. When we held our last coffee and cake at Toowong, it was well attended and we heard a great deal of gossip (which was particularly good fun). So we thought, why not do it again?? Details for the next gathering are:

**WHEN: Wednesday, April 28th 2010 (9am to 11am)**

**WHERE: Toowong Coffee Club**

**WHO DO I TELL I'M COMING: Tracey, Office Manager**

Please let us know if you'll be attending so we can book a spot for you ☺

