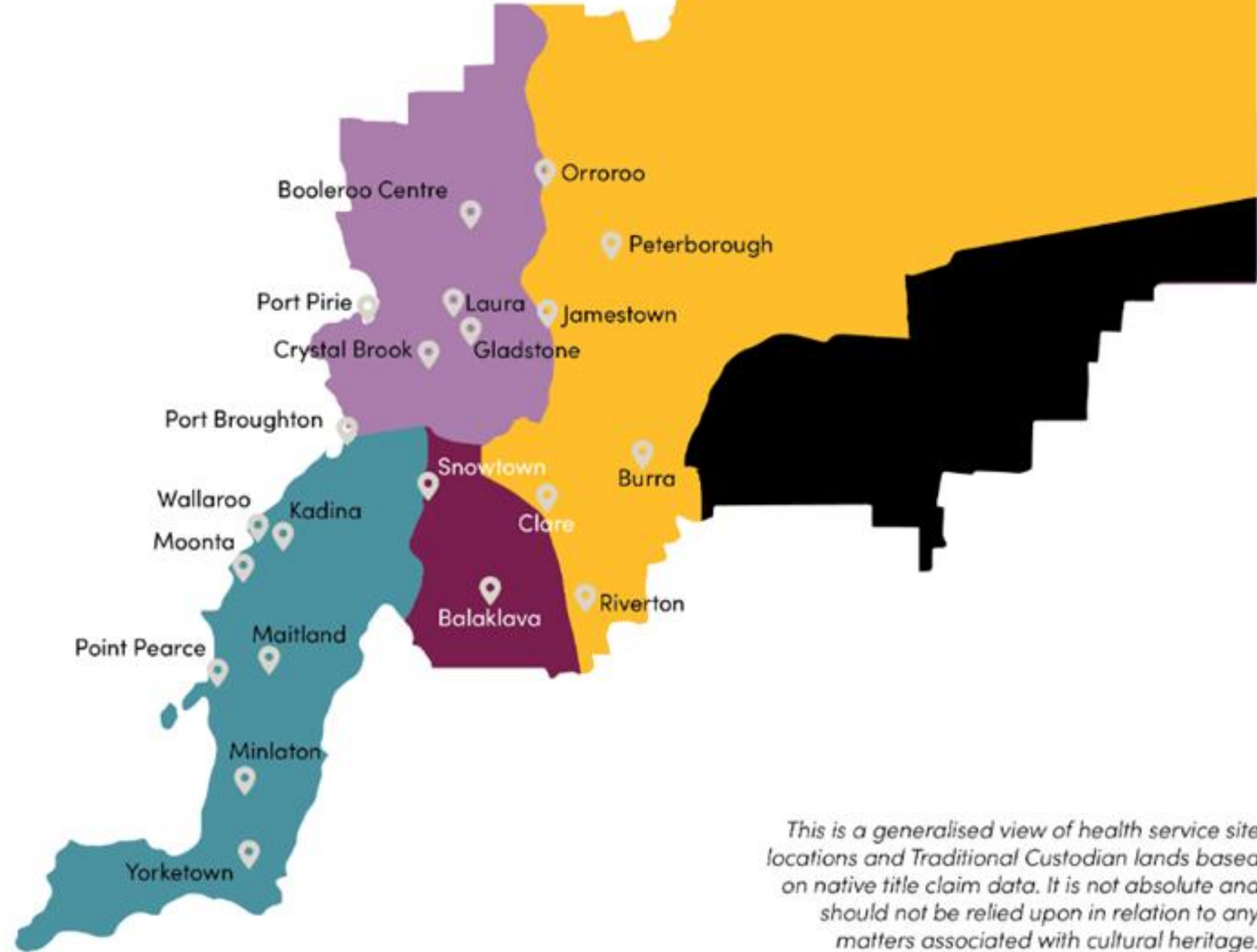


# A Metro / Rural Nursing Exchange for Early Career Nurses: Evaluation, Outcomes and Future Direction

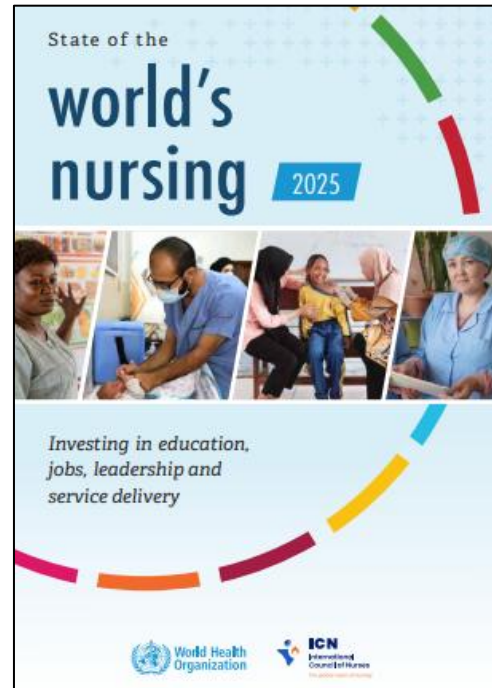
Jessie Anderson, Senior Lecturer,  
PhD Candidate, Flinders University



- Kurna
- Narungga
- Nukunu
- Ngadjuri
- Adnyamathanha
- Wilykali



*This is a generalised view of health service site locations and Traditional Custodian lands based on native title claim data. It is not absolute and should not be relied upon in relation to any matters associated with cultural heritage.*



**WHO STAYS IN RURAL PRACTICE?: AN INTERNATIONAL REVIEW OF THE LITERATURE ON FACTORS INFLUENCING RURAL NURSE RETENTION**

Candice Manahan, MSc<sup>1</sup>  
 Josée G. Lavoie, PhD<sup>2</sup>

<sup>1</sup> Instructor, [Health Sciences Program](#), University of Northern British Columbia, [manac000@unbc.ca](mailto:manac000@unbc.ca)  
<sup>2</sup> Assistant Professor, [Health Sciences Program](#), University of Northern British Columbia, [lavoie0@unbc.ca](mailto:lavoie0@unbc.ca)

**Australian Government**  
 Department of Health and Aged Care

**Nursing Supply and Demand Study**

2023 – 2035

SCHOLARLY PAPER

**Literature review: Why do we continue to lose our nurses?**

**AUTHOR**  
 Pete Goodare

**Should I stay, or should I go? Australia's nurse retention dilemma**

September 23, 2022 | Executive Briefing



EMPIRICAL RESEARCH - QUALITATIVE JAN WILEY

**Addressing the challenges of early career rural nursing to improve job satisfaction and retention: Strategies new nurses think would help**

Heidi Rose | Gemma Skaczkowski | Kate M. Gunn

**REVIEW ARTICLE**

**What influences nurses' decisions to work in rural and remote settings? A systematic review and meta-synthesis of qualitative research**

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**ORIGINAL ARTICLE**

**Factors that impact Australian early career nurses' intentions to remain in their position and the profession: A prospective cohort study**

Amanda Cottle-Quinn BN, MHPE, PhD, Lecturer<sup>1</sup> |  
 Marion Tower RN, PhD, Associate Professor<sup>2</sup> |  
 Rob Eley PhD, CSci, FRSB, Academic Research Manager<sup>3,4</sup>

Contents lists available at ScienceDirect

**Nurse Education in Practice**

journal homepage: [www.elsevier.com/locate/issn/14715953](http://www.elsevier.com/locate/issn/14715953)

ELSEVIER

Review

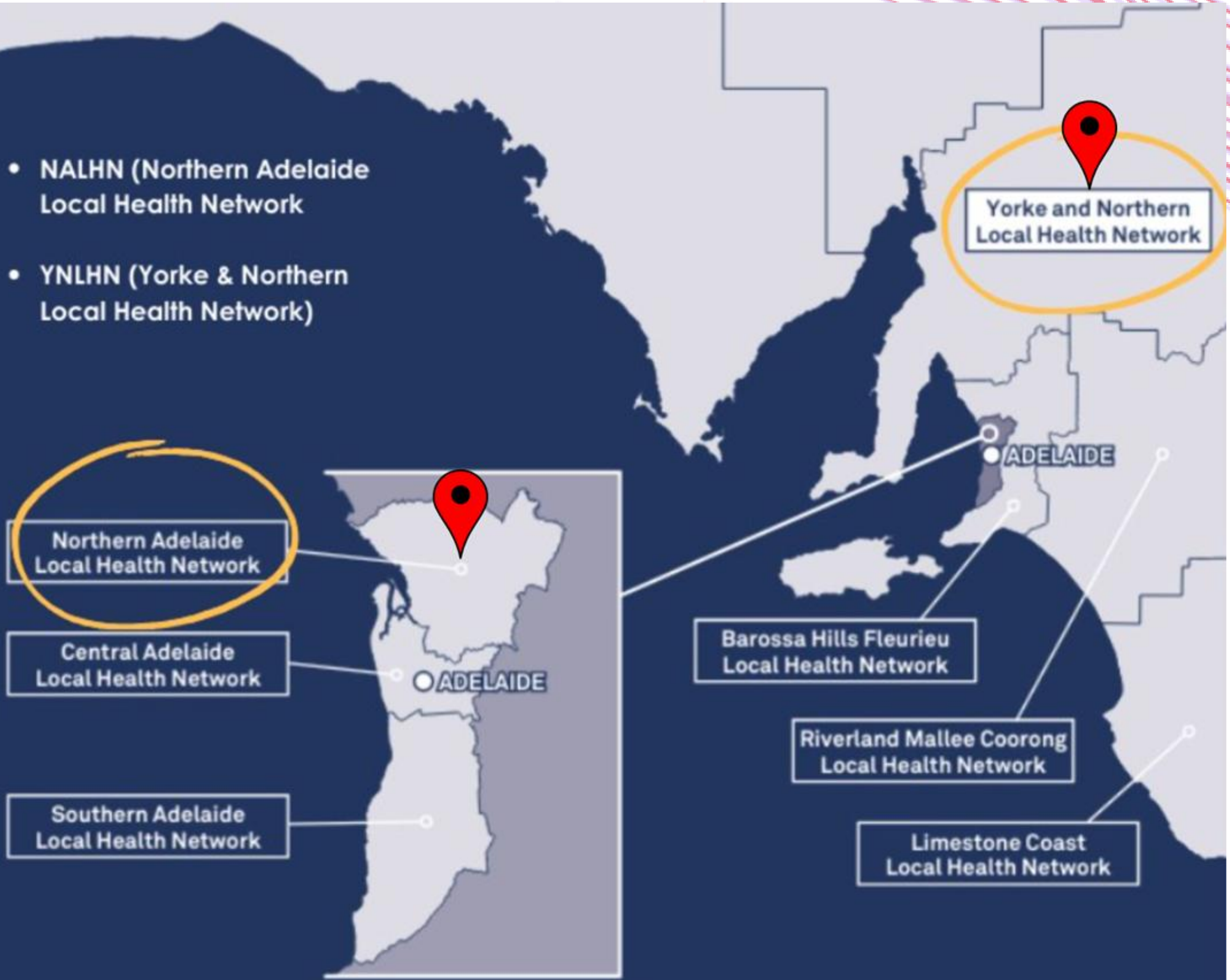
**What challenges and enablers elicit job satisfaction in rural and remote nursing in Australia: An Integrative review<sup>☆</sup>**

Michelle McElroy<sup>\*</sup>, Kristin Wicking, Nichole Harvey, Karen Yates

**RESEARCH ARTICLE** Open Access

**Retaining early career registered nurses: a case study**

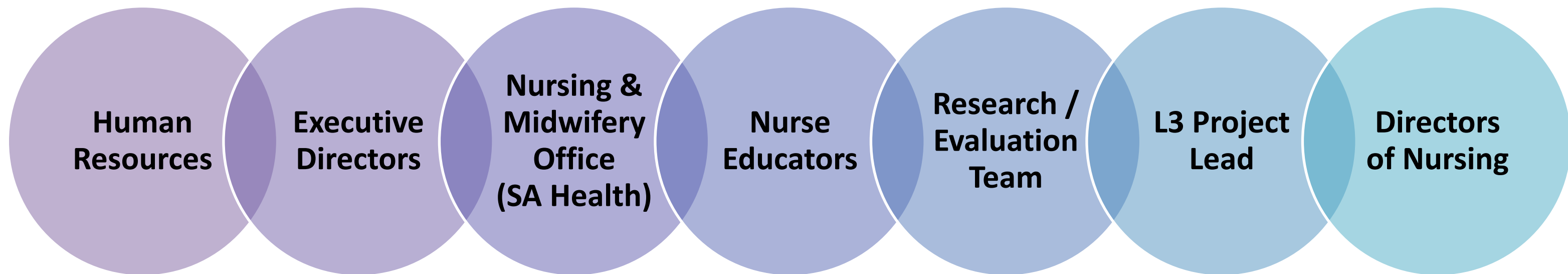
Jane Mills<sup>1</sup>, Jennifer Chamberlain-Salaun<sup>2\*</sup>, Helena Harrison<sup>1</sup>, Karen Yates<sup>1</sup> and Andrea O'Shea<sup>3</sup>



# The Metro Rural Exchange Program

## Aims of the Exchange:

- Enhance participants speciality nursing skills to build capability to support service delivery at their local networks.
- Promote recruitment and retention within the metropolitan and regional workforce.
- Strengthen the partnership between metropolitan and regional networks.
- Provide a valuable opportunity to conduct metropolitan and regional workforce research.



# Metro Rural Exchange Program

- Opportunity open to early career registered nurses (RNs) working at NALHN or YNLHN
- RNs with 2 – 6 years of experience
- 6- month rotation
- Accommodation provided
- Tailored program and education
- Build specialty nursing skills
- Professional development

**METRO / RURAL NURSING EXCHANGE**

The Yorke and Northern Local Health Network (YNLHN) is proud to partner with the Northern Adelaide Local Health Network (NALHN) to offer new professional development opportunities to early career nurses with 2 – 3 years' experience.

- Six month rotations
- Metro locations
- Varied clinical settings
- Accommodation support
- Gain invaluable experience

**Scan the link below for more**

Expressions of interest close  
Thursday 20 June, 2024



 Health  
Yorke and Northern Local Health Network

**METRO RURAL NURSING EXCHANGE**

The Northern Adelaide Local Health Network (NALHN) is proud to partner with the Yorke and Northern Local Health Network (YNLHN) to offer new professional development opportunities to early career nurses with 2 – 3 years' experience.

Find out how you can take part in a 6-month rotation at rural hospitals and health services located on the Yorke Peninsula, Southern Flinders, and the Lower and Mid North areas of South Australia!

Visit Inside Northern or scan the QR code to attend one of the below information sessions being held via MS Teams:

Wednesday 5 June  
14:00-15:00

Friday 7 June  
14:00- 15:00



 Health  
Northern Adelaide Local Health Network

# The Participants:

- 5 Early Career RNs from YNLHN
- 3 Early Career RNs from NALHN
- 1 Mid-Career RN from NALHN



- NALHN
  - Lyell McEwin Hospital Emergency Department, Mental Health, Operating Theatres and Renal Dialysis
- YNLHN
  - Port Pirie Hospital Operating Theatres and Surgical Ward
  - Wallaroo Hospital Emergency Department
  - Maitland Hospital General Medicine

# Research and Evaluation

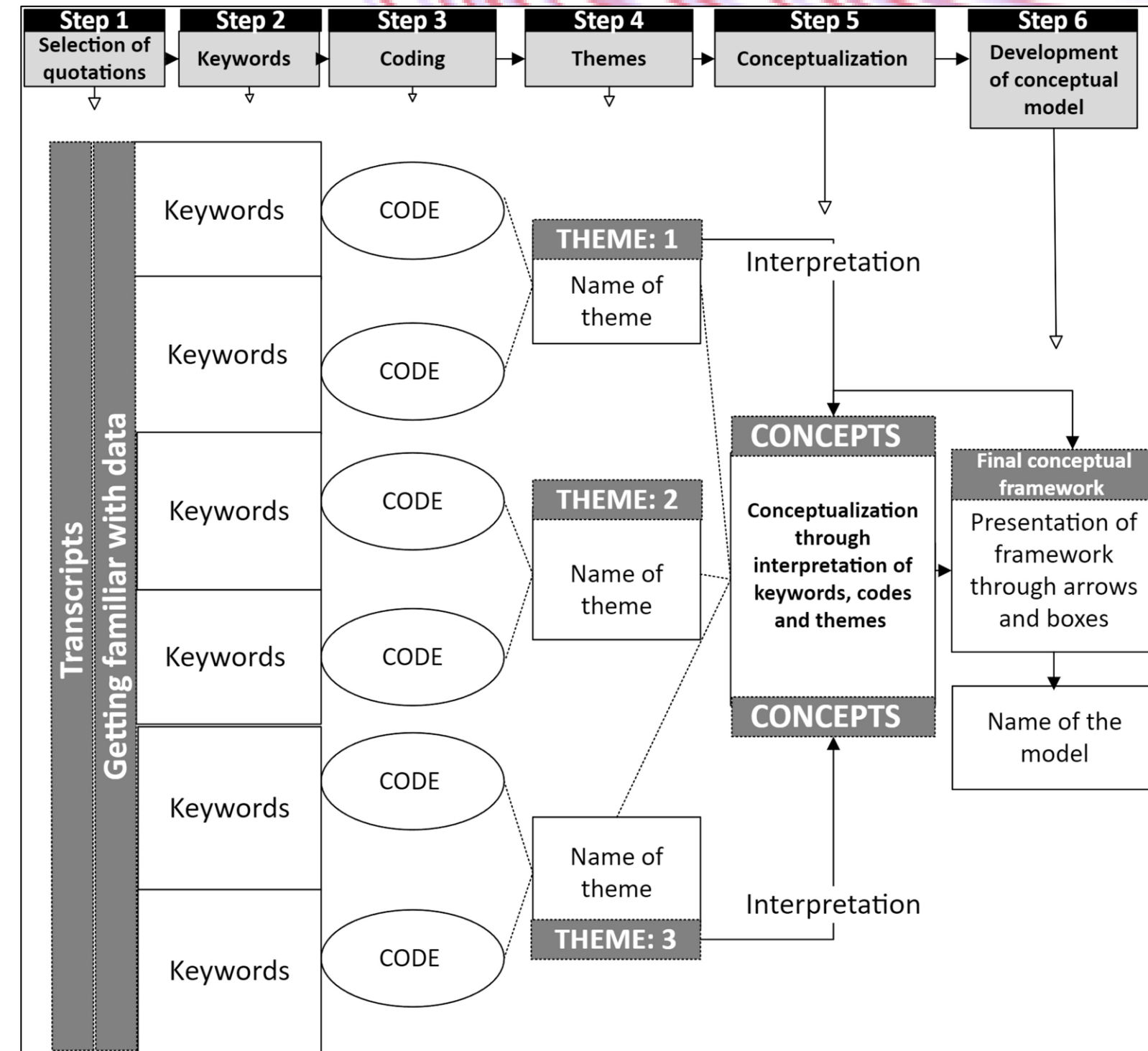
## Research Aims:

- Assess the Impact on Nursing Skills
- Examine Retention Effects
- Evaluate the sustainability and efficacy of the exchange
- Evaluate the impact on Local Health Network partnerships



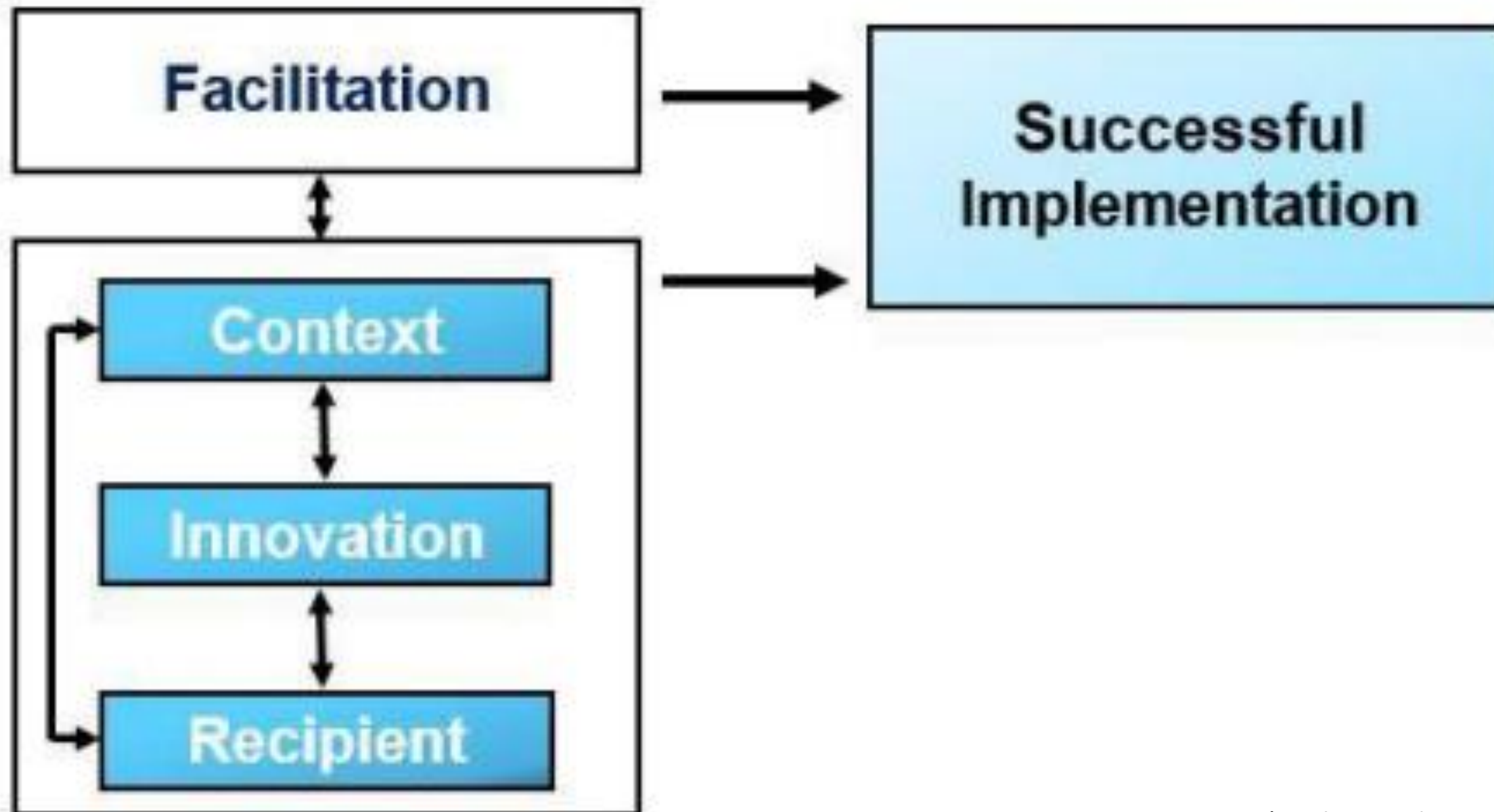
# Data Analysis

- Quantitative Data
  - Surveys
- The Confidence in Managing Challenging Situations Scale (CMCS) (Walsh et al, 2021).
- Nursing Workplace Satisfaction Questionnaire (NWSQ) (Fairbrother et al, 2010)
- Anticipated Turnover Scale (ATS) (Barlow & Sangaro, 2010)
- Qualitative Data
  - Interviews
  - Thematic Analysis
  - Social constructionist perspective
  - Concentrating on the social construction of objective reality.
  - Highlighting objective elements of investigated reality



Naeem, M., Ozuem, W., Howell, K., & Ranfagni, S. (2023). A Step-by-Step Process of Thematic Analysis to Develop a Conceptual Model in Qualitative Research. *International Journal of Qualitative Methods*, 22. <https://doi.org/10.1177/16094069231205789>

# i-PARIHS Framework



(Ritchie et al, 2020)

# The Innovation - Challenges and Barriers

- Mandatory Competencies, Education and Training
- Human Resources and Leave Balance Transfer
- Staff Health Pre-Employment Requirements
- Digital Health
- Matching the Skill Mix of Exchange Participants
- Program documentation & Orientation
- Accommodation
- Travel Costs



# The Context – Reason for participating in the Exchange

*“It was something that I wanted to do in my graduate year of Nursing, and I applied for it, and I didn't get it”. (Exchange Participant)*

*“I didn't have acute experience apart from placements. I want to experience more... That's why I asked for [Specialty Area] because it was one thing in my mind that really want to try, even when I was a student” (Exchange Participant)*

*“This was a good opportunity for me to keep my substantive position... but go and try something that I've always wanted to try without having to quit” (Exchange Participant)*

*“You could say it was a big leap of faith as well ... if this program never existed, it would have been considered a very big risk” (Exchange Participant)*



# The Context – Resistance from Managers

*“There are reservations as to whether it becomes somebody coming because they want to stay in the city. Does that, is that going to eventually cause some angst because they've trained up somebody to a certain level and then they come here and stay” (Manager/Educator Participant)*

*“Yep, we might lose her, but she might also come back in 10 years' time and run the hospital. She might also come back in five years' time and rewrite the guideline on how we deal with the paediatric admissions. If you don't invest in people early, you don't get that buy back” (Manager/Educator Participant)*



# Recipients – Orientation to the community and work location

*“When I first initially started, the Director of Nursing ... showed me around the community... It was a good way to understand my surrounding, like grounding me to what, what, what is out there” (Exchange Participant).*

*“The first few days she helped me with many.. like orientation, familiar with the environment and got the badge, got security card. Yeah, that was good” (Exchange Participant).*



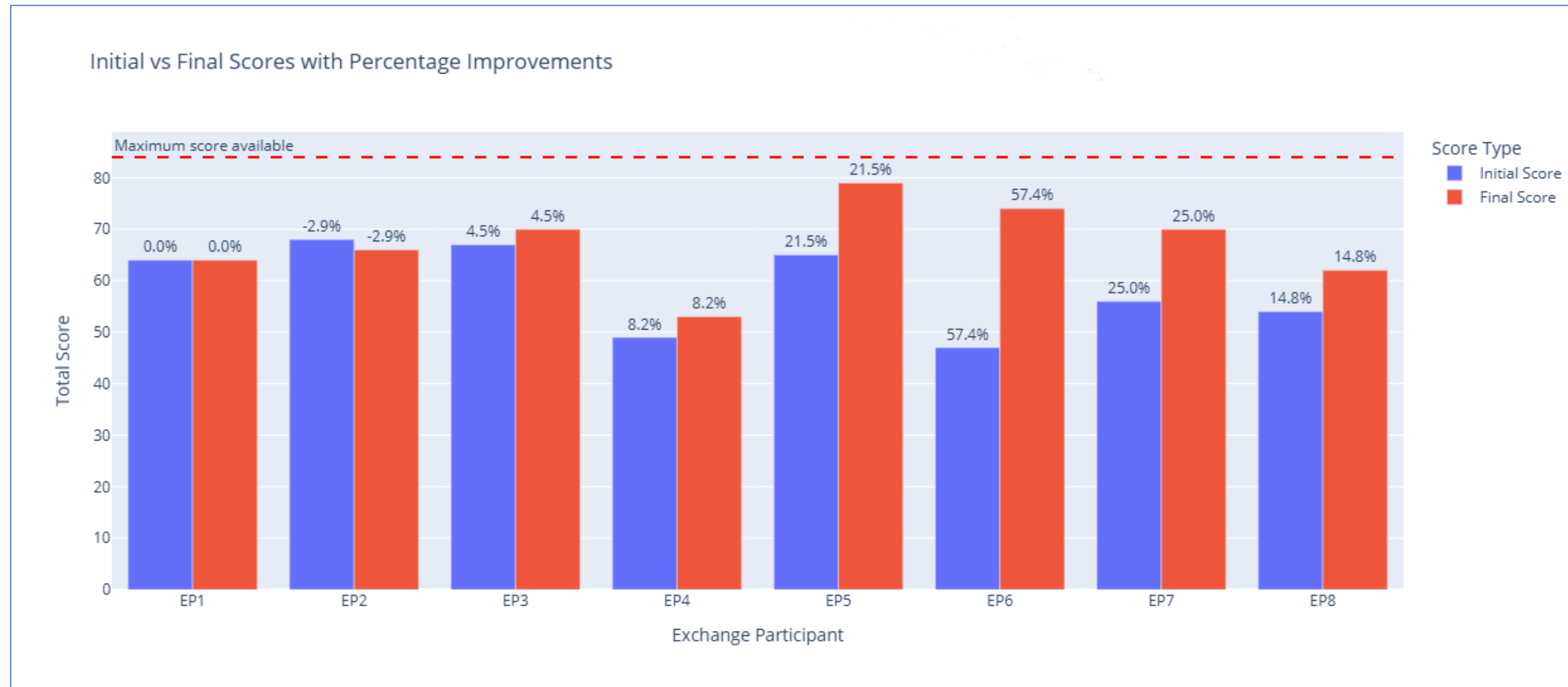
# Recipients – Participant skills and knowledge development

*“Before I went to Adelaide, I was like ... I'm so stressed, I don't know what I'm doing. Whereas now I'm like oh yeah, no dramas. I can do it. So yeah, I have noticed a difference in that which is really good, which is helping me a lot.” (Exchange Participant)*

*“Because I already done this education session and online learning, but I have to do this again, so I have to put my effort and spend the time for exactly the same thing again. And then before I got before I get the certificate, I can't do IV Canulation or blood taking because I don't have a certificate” (Exchange Participant).*



# Recipients – Increased Clinical Confidence



*Improvements in Confidence in Managing Challenging Situations Scale across exchange*

*“It's helped me build more confidence on how adaptable I can become ... because being in one place since the beginning of my career as a nurse, it's been a pleasant surprise that I can survive out in a different place, a different hospital” (Exchange Participant)*

# Recipients – Leadership

*“It's just the skills I built, the confidence I think I have now like I feel so much more comfortable being TL that's one thing that's standing out to me, managing everything and dealing with critical patients. I've never thought at the start I'd be able to do that or get to where I am now” (Exchange Participant)*

*“Like there's things that I'm now able to do, which I normally wouldn't put my hand up for or wouldn't want to be involved in. Something like, I don't know, being team leader and stuff. I'm yeah, could probably do that” (Exchange Participant)*



# Recipients - Education support during Exchange

*When you when you work there, the only resources supporting us are limited ... when we are in early career, we still want to have some more learning, study and have more training and can get more like confidence. But in regional it's really hard. (Exchange Participant)*

*"There's been a lot of really good courses that they've linked me to on I learn, but ... I haven't had the time dedicated time to do it, so I have been doing it after work, which is annoying,... like it's terrifying to have not got certain things, so I'd rather use my own time and get it done and not be stressed out at work" (Exchange Participant)*



# Recipients – Collaboration

*“One of the big things that that exchange has done for us is it opened my eyes to helping country regional areas. Since we've had [Participant], we've opened the doors to Jamestown, York & Northern others, like Crystal Brook and we've had two of their [specialty] nurses or two of their country nurses come here for a month to learn ...because they don't get much opportunity” (Nurse Manager).*

*“At my level we wouldn't get much chance or opportunity to do this otherwise... we've been picking each other's brain into other things... we've been able to talk to each other and say what do you think about this and where, how would you handle this and what's the standard procedure for you guys?” (Nurse Educator)*



# Facilitation – Addressing the Challenges

- Mandatory Competencies, Education and Training
- Human Resources and Leave Balance Transfer
- Staff Health Pre-Employment Requirements
- Digital Health
- Matching the Skill Mix of Exchange Participants
- Program documentation & Orientation
- Accommodation
- Travel Costs



# Conclusions



# Where to Next?



**LYELL McEWIN HOSPITAL**

**Metro Rural Nursing  
Exchange Program**

**2025/2026**

 **Health**  
Yorke and Northern  
Local Health Network

# Acknowledgements

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