

Enhancing Practice

2021 Conference

*20:20 Vision – Transforming Our Future
Through Person-Centred Practices*

WEDNESDAY 27TH – FRIDAY 29TH OCTOBER 2021
SAGE HOTEL WOLLONGONG, NSW AUSTRALIA



iPDe

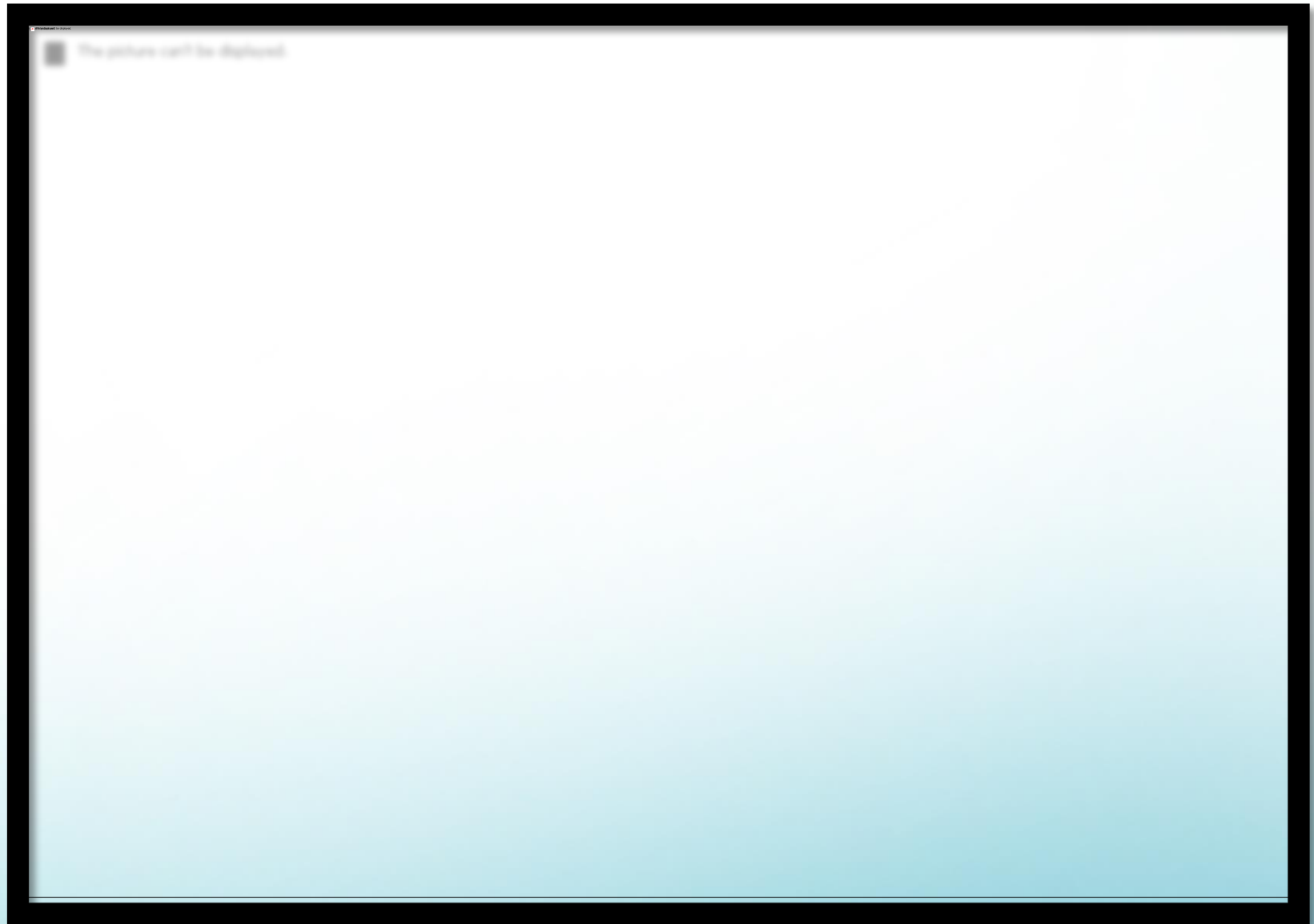
working together
to develop practice



Healthy Staff Create Healthy Workplaces

Discoveries of a Graduate Nurse Wellbeing Program

Background



Wellbeing sets as the foundation to give the best possible care.



Custodial Graduate Nurse Wellbeing Program



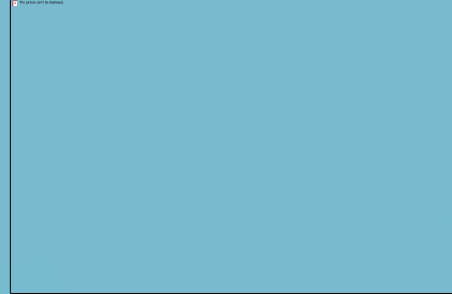
INTRO TO WELLBEING

One-off at orientation
2-hour session

Introduces GNs to:

- self-care
- wellbeing framework
- wellbeing initiatives
- reflective practice

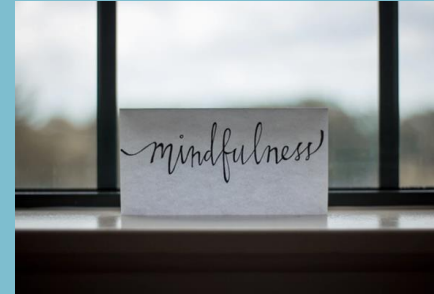
Guided to create a self-care plan.



VICARIOUS TRAUMA AND CLINICAL SUPERVISION

VT: One-off
1-4hour session
VT awareness

CS: 3 Monthly
1-hour session
Group supervision session
Crucial Conversations Self-Assessment Tool

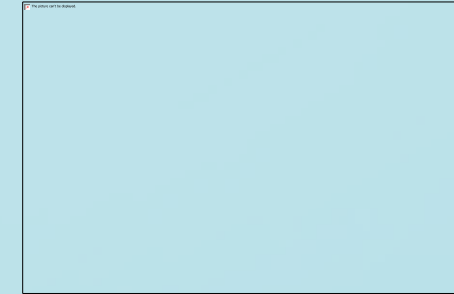


QUICK CONNECTS AND MWAC

Individual Support Sessions:
TBC

MWAC: Monthly
30minute session

Deep relaxation meditation
10minute session
Mindfulness meditation



SELF-DIRECTED LEARNING

Emotional Intelligence:

One off
40minutes

Building Individual Resilience:

One off
Completion of app at own pace

What did we do?

Delivery of Introduction to Wellbeing Workshops

6

Delivery of Vicarious Trauma Awareness Workshops

4

Episodes of Clinical Supervision

10

Episodes of Quick Connects

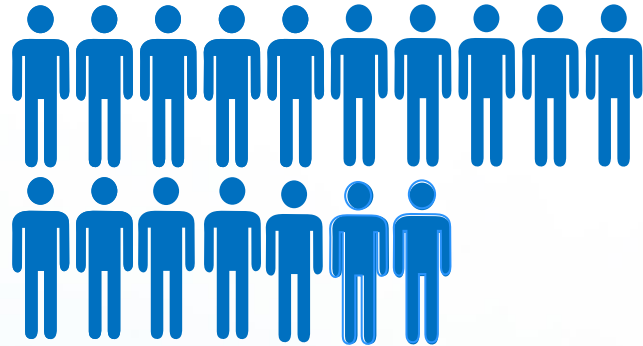
12

Episodes of Meditation sessions

**3 times
weekly**

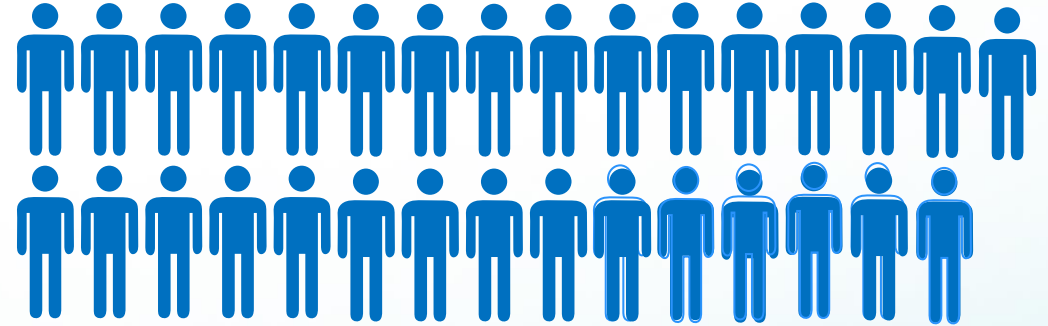
Completion and retention rates

2019



**88% currently
employed**

2020



**84% currently
employed**

Feedback from Graduate Nurses

The program needs to be aware of the things we need to know first, for our placements.

Less pressure on the completion of tasks especially in the first couple of weeks

Developing portfolios for our various placements, to inform the next person the routine and quick tips to access things

Sometimes what we learn in preparation for the workplace and what we encounter in the workplace is different

Time, support, resources and timely feedback to help us do our roles without worrying or second guessing

We need opportunities to handover to each other on the transition periods.

Next Steps

- Education sessions to mitigate inconsistencies
- Build local capacity to deliver for statewide service
- Three monthly check -ins

Remember:

‘We all want to be happy. When we’re happy, we’re productive, we’re good at building meaningful relationships with those around us, and we feel great’

Seligman (2011)
