



Where did you come from, where did you go?

What influences early career nurses to practice in rural areas?



Health
Murrumbidgee
Local Health District

Dr Elyce Green
Lecturer in Rural Health



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Project team



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- **Dr Elyce Green** Lecturer in Rural Health, Three Rivers University Department of Rural Health
- **Ms Annie Skipworth** Nurse Manager of Clinical Capability, Murrumbidgee Local Health District
- **Ms Melissa Sinclair** Nurse Manager Essentials of Care, Murrumbidgee Local Health District
- **Ms Claire Seaman** Program Evaluator, Three Rivers University Department of Rural Health
- **Professor Deborah Warr** Senior Principal Research Fellow, Three Rivers University Department of Rural Health
- **Ms Rebecca Barry** Lecturer in Rural Health, Three Rivers University Department of Rural Health



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Background



- Recognised difficulty in retention/recruitment of nurses in regional/rural areas
- Several healthcare organisations currently offer a new graduate program as a one year contract to ease transition into the workforce, ensure learning opportunities and support
- Programs similar to the TPP in NSW have been evaluated previously and found to be highly variable in terms of content and success



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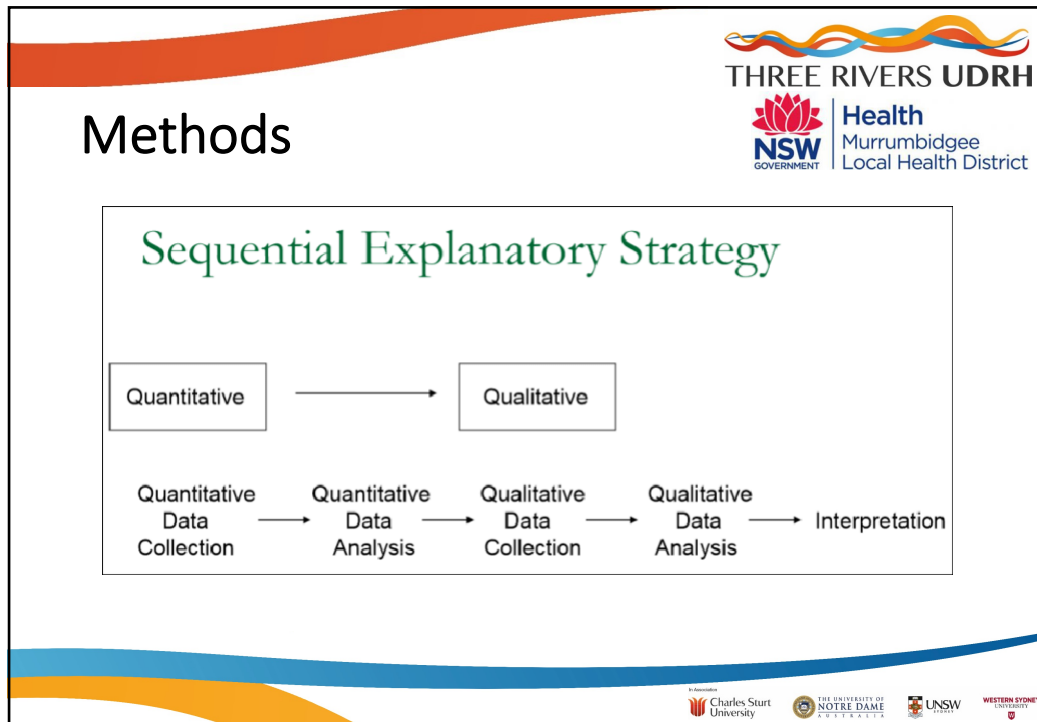
Aims



1. To describe the relationship between biographical factors, location of study and location of placements with employment in a rural/regional new graduate program.
2. To describe clinical and biographical components of the new graduate program that influence nurses' decision to remain in regional/rural employment.
3. To describe nurses' perceptions of career opportunities and progression in rural/regional areas.
4. To examine relationships between undergraduate factors and postgraduate employment in rural/regional areas.



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Results to date

Who are they?

- 34.6% have children or other carer responsibilities (but some have moved away from children/family)
- Mean age = 30.0, Median age = 26
- More than one-quarter are male (7 / 26.9%)

Where are they from?

- Only three new graduate nurses did not move to take up their new graduate role
- 69.2% of new graduates were born overseas
- Only 9 new graduates have ever lived in a non-metro location
- New graduates with a rural background are not necessarily Australia born; 4 out of 9 were born overseas
- 46.2% of new graduates had undertaken at least one prior rural placement

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Results

What are their career motivators and expectations?

- 65.4% indicated that their ideal place to work after their new graduate year is in a rural area
- 58% indicated they would still like to be working clinically in 5 years' time

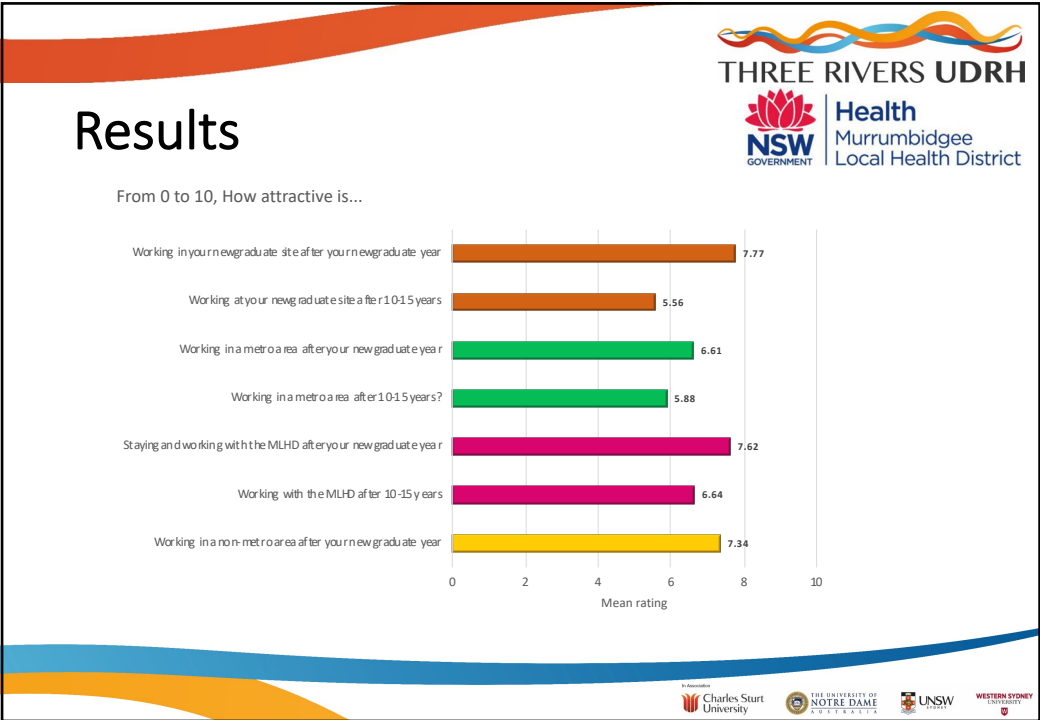
Ideal position in five years' time (multi choice)

Position	Percentage
Clinical	58%
Education	50%
Research	12%
Management	27%
No longer working in the Nursing area	4%
Not sure	19%

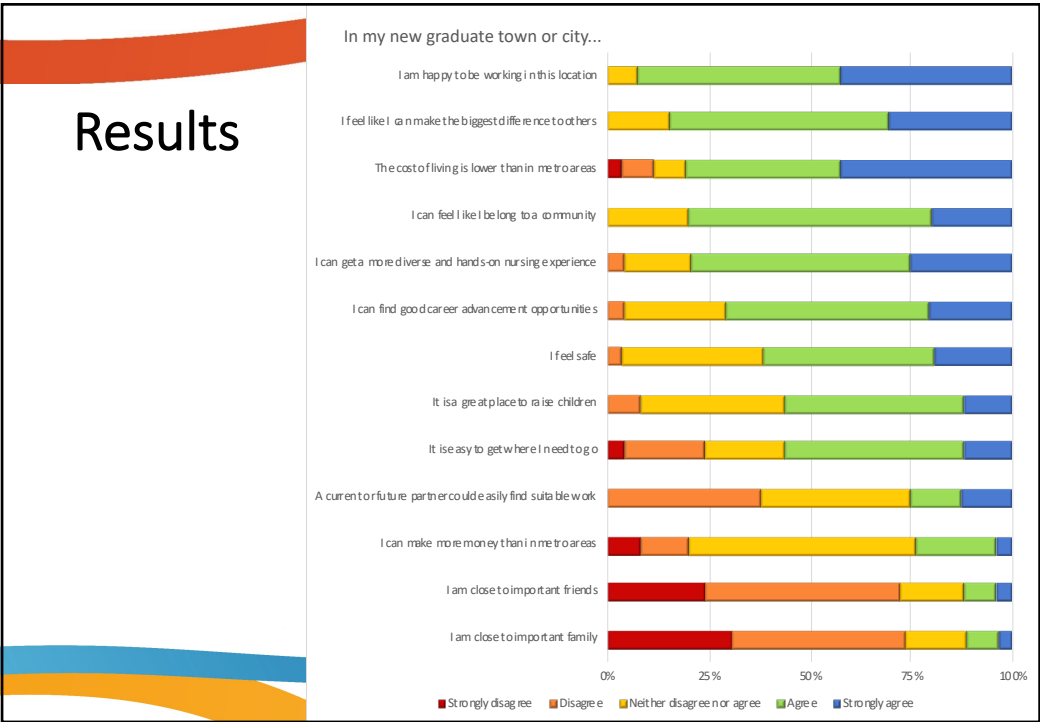
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Project expansion

- Two rounds of data collection have been completed in the Murrumbidgee Local Health District
- Ethics amendment underway to add Western NSW Local Health District as a site

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Far West, Western NSW, Murrumbidgee, Hunter New England, Sydney and Surrounds, Illawarra Shoalhaven, Southern NSW, Mid North Coast, Northern NSW

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