INTRODUCTION

‘Better, Sooner, More Convenient’ (2007) makes a strong primary health care (PHC) system central to improving the health of all New Zealanders & reducing health inequalities between different groups.

Nurses are a key workforce delivering primary health care, however an ageing workforce & expanding scopes of practice in PHC nursing present challenges:

- unlikely to be sufficient nurses to replace natural attrition
- diversity of PHC nurse roles creates a ‘blurring’ & a barrier to choosing primary health care as a career pathway.

FUTURE PLANS

- ongoing use in career development of PHC nurses
- formal evaluation of contribution to raising profile of PHC nurse roles
- a basis for development of Knowledge and Skills Framework in PHC,

AIM

To support the recruitment and retention of PHC nurses by developing a careers information resource to raise the profile of nursing roles within PHC.

Target groups:

- 3rd year undergraduate nursing students
- newly registered PHC nurses
- experienced PHC nurses.

APPRAOCH

- development of diagram and card sort
- documentation rather than creation of new pathways
- consultation/collaboration with PHC nurses/nurse leaders
- alignment with Future Workforce NZ (2007) circular career framework
- integration with Waitemata DHB career pathway framework
- based on Workforce Survey 2001 which identified 13 PHC nurse roles.

FINDINGS and RESULTS

- diagram developed, supported by card sort resource
- 16 PHC nurse roles identified in WDHB
- user groups: undergraduates & experienced PHC nurses
- used 1:1, in small groups & in presentations
- stimulates active discussion and questions
- a discussion tool rather than self-directed
- simple, cost effective, transportable resources.

FEEDBACK

- diagram rated ‘extremely’ or ‘very’ useful when exploring career possibilities
- increased my knowledge of nursing roles in PHC
- created new ideas around possible opportunities open to me in my career
- didn’t realise there were so many roles in PHC
- diagram is visually attractive

References

Career Framework for the Health Workforce in New Zealand (2007);
Department of Health (2004). The NHS Knowledge and Skills Framework (NHS KSF) and the Development Review Process