

2005 Nursing in General Practice Initiative

Report 1

Expenditure to Date

GPDV has expended no divisional training/development pool funds to date.

Interactions and Input from the Demonstration Divisions

GPDV has consulted with the Victorian Demonstration Divisions Consortium on a number of occasions (specifically with Mary Mathews of Monash Division, and Reital Minogue of Central Bayside Division).

They have both expressed support on behalf of the consortium to work with GPDV in rolling out this initiative. We have reached informal agreement around three key areas of joint work at present, and are meeting on 11 May to formalise a plan. The three key areas are:

1. Members of the consortium will be invited onto a planned GPDV Expert Reference Group to oversee the program (including the GPDV workshops program at which division staff will be aiming at achieving specific outcomes-based targets, targeted support; and statewide coordination)
2. Members of the consortium have also agreed to provide best practice examples at the planned GPDV workshops for division program staff.
3. The Demonstration Divisions will host a stand at the planned Joint APNA-GPDV workshop in October, providing information to divisions on the innovative ways that they have supported nurses, and information to nurses on what divisions of general practice can offer in terms of support, mentoring, access to education etc.

Additionally, the consortium has proposed to undertake a small piece of research into barriers and enablers to the placement of student nurses in general practice. We fully support this as one strategy to encourage student nurses to consider general practice as a worthwhile future career option. This is to be discussed at the 11 May meeting.

Barriers and Achievements against Program Objectives and Target Areas

Program Objectives

Objective 1 – assisting divisions with limited practice nursing support programs to develop and maintain such program

Achievements:

- two Victorian divisions have been identified by ADGP as requiring support to further develop PN support programs
- ADGP and GPDV have already met and spoken with representatives of these divisions to develop ideas for progress.

Barriers:

- All Victorian divisions are aware that a nursing support program is to be implemented, but are not aware of particular details at this stage. We are awaiting further direction from DoHA on how to inform divisions, and the templates and other materials expected from DoHA/ADGP.
- GPDV has been interviewing candidates for a Program Consultant position to implement this program. Three candidates have been interviewed to date but the quality of candidates applying may not be as high as usual due to the fact that we could only offer this as a nine-month position. We have two more candidates to interview.

Objective 2 – coordinating and funding training opportunities for PNs across Victoria

Achievements:

- No work has begun since funding was announced. (see barriers below)
- GPDV is in a position to build on previous work in this area, which includes:
 - A regular education and training calendar for nurses in Victorian general practice
 - Established relationships with disease-specific organisations, nursing organisations, training organisations and universities

Barriers:

- We are awaiting the templates and direction about how the needs assessment is to be undertaken. GPDV's usual approach, in which we have much experience, is to conduct a formal needs assessment of divisions via an electronic survey.

Program Target Areas

Target 1 – focus on divisions with no or limited nursing support programs

Achievements and Barriers:

- See report against Objective 1 above.

Target 2 – focus on divisions in outer metropolitan areas (where the Practice Nurse Incentive under the PIP has become newly available to practices)

Achievements:

- GPDV has previously worked with the PIP section of the Department to identify which outer metro divisions, and which postcodes within those divisions, have practices that are eligible for the practice nursing PIP. This has been communicated to those divisions.

Barriers:

- Lack of employment of a program consultant to date, as above.

Target 3 – focus on divisions serving smaller and more remote practices to remove barriers to the uptake of the PN PIP and employing nurses.

Achievements:

- GPDV has previously provided individualised consultancy to these divisions, as well as broader training through GPDV workshops.

Barriers:

- Lack of employment of a program consultant to date, as above.

GPDV
29/4/05