



Nurse Bank

Western Sydney Local Health District

Presenter: Danielle Levis, Jannelle Masa, Suzanne Stevens & Erin Cummins

HRT1611 Nursing Improvement Group

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Melbourne



Key Problem

- Monitoring staff vacancies across WSLHD
- Utilisation of premium contingency labour
 - Overtime
 - Agency



Aim of this innovation

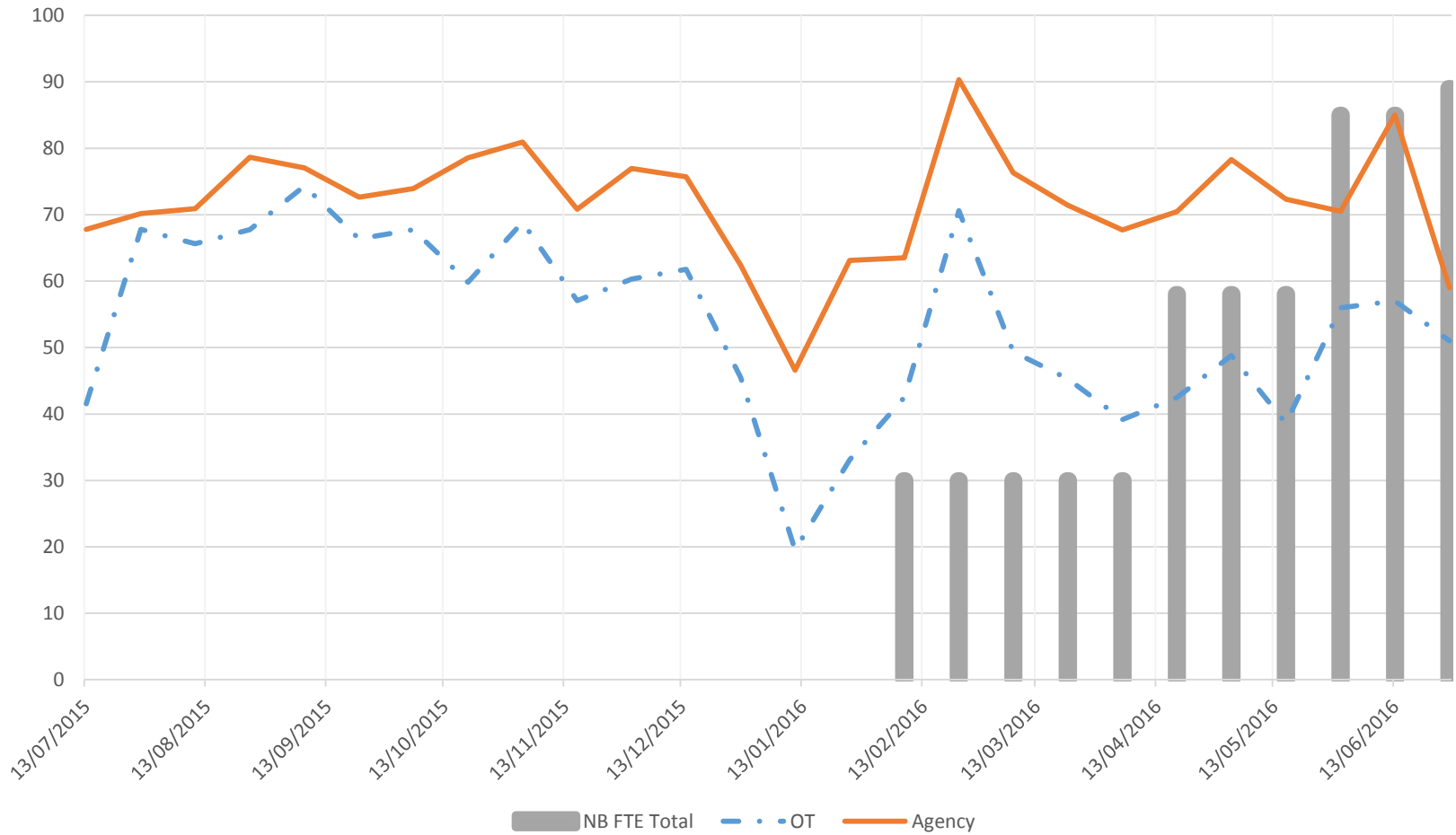
- Reduce temporary vacancies across WSLHD
- Reduce the cost of contingency labour across WSLHD
- Create a skilled workforce that results in improved patient carer relationships
- Nurse Bank staff possess skills that are easily transferrable across the units of the facilities of WSLHD

Baseline Data

- Workforce and bed platform utilisation review in consultation with Price Waterhouse Cooper
- Strategic Improvement Projects and WSLHD Strategic Plan
- Recruitment into the Nurse Bank
 - Social media
 - E-mercury
 - NSW Health recruitment websites
 - Transition to Professional Practice RN's and EN's
- Conversion of temporary contracts to permanent RN's – Year 2

Outcomes so far

Agency and OT Tracking against NB FTE



Outcomes so far cont.

Top 10 Nurse Bank Gap in Clinical Skills	
1.	Central Venous Access Device Management
2.	Cardiac Rhythm Interpretation/Haemodynamic Monitoring
3.	Insulin/Dextrose Algorithm
4.	Tracheostomy Management
5.	Continuous Ambulatory Peritoneal Dialysis (CAPD)
6.	VAC Dressing/Wound Management
7.	Venepuncture/Cannulation
8.	Under Water Seal Drain (UWSD)
9.	Enteral/Parental Feeding
10.	Pain Management/PCA Management

Lessons Learnt

What have you learned?

- Existence of transient workforce culture
- Engagement at all levels was key at implementation phase
- Performance monitoring tool for reporting
- CNE- facilitating belonging
- Units that have high contingency labour- embraced junior workforce

What would you recommend to other organisations?

- Executive sponsorship
- Engagement from all key stakeholders
- Understand/monitoring contingency labour
- Culture change – Grow your own

For more information Contact: Nurse Bank Nurse Manager Jennifer Fitzsimons/Nurse Bank Clinical Nurse Educator Jannelle Masa

Tel: 0438 305 902/0407 845 339

