

The Future Of Emergency Nursing – what the evidence is telling us

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Learning Outcomes

1. Discuss the impacts of the 4 key themes affecting emergency nursing retention including how education and training will impact positively on emergency nursing
2. Understand what the evidence over the past 10 years can teach us to assist in building a future workforce in emergency nursing, and what the implications for the future might be
3. Understand the role of the nurse unit manager in nursing retention globally

Before we start

1-3 years ED experience

10-15 years ED experience

20+ years ED experience

16-20 years ED experience

4-10 years ED experience



Is there really a problem? The evidence

- The Global nursing shortage is not a new phenomenon
- Prediction of a mismatch in nursing service provision
- Emergency nursing will not be spared



The key themes

- **WORKPLACE ENVIRONMENT**
- **DEMANDS ON EMERGENCY NURSES**
- **RESILIENCE**
- **EDUCATION AND TRAINING**

WORKPLACE ENVIRONMENT

EVIDENCE SUPPORTS THAT WORKPLACE ENVIRONMENTS AND RETENTION ARE LINKED

IT IS A UNIQUE ENVIRONMENT

VIOLENCE IN THE ED

MISMATCH IN JOB DEMANDS VS SUPPORTS IN PLACE

WORKPLACE ENVIRONMENT

WORKING IN THE TRENCHES”

A NEED TO UNDERSTAND WHAT
WE CAN CONTROL

THE ROLE OF THE NURSE UNIT
MANAGER

**WE CAN CONTROL THE SUPPORT
SYSTEMS**

BUT

**THERE IS NO ONE STOP SHOP
SOLUTION**

Demands on Emergency Nurses

MULTIFACETED PROBLEM

NURSING SHORTAGES

- INCREASED WORKFORCE NEED
- OVERTIME
- COMPLEXITY ACKNOWLEDGED

FINANCIALLY VIABLE HEALTHCARE SYSTEM

- SOME COUNTRIES HAVE MANDATED RATIO'S
- ACTIVITY vs ACUITY

STAFF SATISFACTION = PATIENT SATISFACTION



FATIGUE



EXTRA DEMANDS
CHRONIC ISSUES
TOXIC ENVIRONMENTS/CULTURE

NURSES DON'T NECESSARILY FEEL
FATIGUE FROM A BUSY SHIFT...IT IS
CUMMALATIVE FATIGUE

MISTAKES HAPPEN!!!

- **EVIDENCE DISCUSSES EXTRA DEMANDS INCLUDING:**

- LESS PATIENT INTERACTION
- PRODUCTION LINE MENTALITY – OR IS IT JUST SURVIVAL?
- COMPLEX IT SYSTEMS – EMR

- **SALARY DOES MATTER**

- MISMATCH IN JOB SATISFACTION
- DEMANDS ON PERSONAL LIFE FROM PROFESSIONAL LIFE

**THE EMERGENCY
FACTORY LINE**



RESILIENCE

WHAT DOES IT ALL MEAN? AREN'T WE RESILIENT?

COMMON THEME THROUGHOUT ALL THE LITERATURE

CAN IT BE TAUGHT?

IS IT ABOUT INFORMATION SHARING?

EMOTIONAL INTELLIGENCE

PATIENT SATISFACTOIN

WHAT REALLY TESTS US?

WHAT DOES THIS LOOK LIKE:

FORMAL UNIVERSITY TRAINING IN SOME COUNTRIES

IN HOUSE TRAINING PROGRAMS

CERTIFICATION

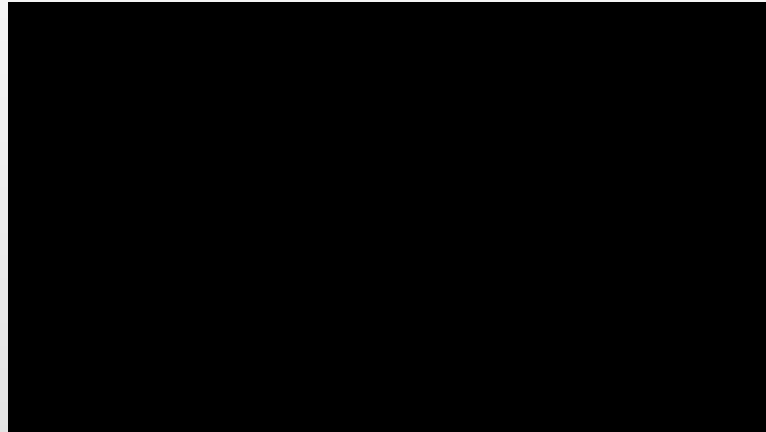
PRECEPTORSHIP

MENTORSHIP

**POSITIVE IMPACTS ON NURSING COMPETENCE,
CONFIDENCE & SKILLS**

**EDUCATION &
TRAINING**

LEADERSHIP IS CRUCIAL



THERE IS NO QUICK FIX

SUPPORT AT EVERY LEVEL IS KEY

A MODEL OF SUCCESSFUL RECRUITMENT AND RETENTION

GLOBAL COLLABORATION

NURSES ARE EMPATHETIC NOT PROCEDURE DRIVEN

IMPORTANCE OF MAINTAINING A PATIENT-CENTRIC SYSTEM

IMPLICATIONS FOR THE FUTURE

- **MANY YEARS OF EVIDENCE BUT NO CHANGE**
- **WE NEED TO WORK TOWARDS A HIGHLY SKILLED AND RESILIENT WORKFORCE**
- **STAFF SATISFACTION IS KEY**
- **POSITIVE ENGAGEMENT WITH FUTURE WORKFORCES**
- **STRATEGIES TO IMPROVE CAREER LONGEVITY**

THANK-YOU

