Overview

Recruitment and retention of nursing and midwifery graduates is an important priority for the Victorian health workforce. The Department of Health is supporting this important priority by allocating additional funding for nursing and midwifery graduate positions in Victorian health services for 2013. There are three funding streams available through this initiative.

Stream 1 - Collaborative Nursing Graduate Programs in Expanded settings

Nursing and Midwifery Policy are inviting Victorian health services to submit expression of interest for funding to support the establishment of a collaborative graduate program that supports Bachelor of Nursing, Bachelor of Midwifery, Bachelor of Nursing/Midwifery (dual degree) or Masters of Nursing graduates entering the workforce in 2013 or early 2014.

Collaborative Nursing Graduate Programs in Expanded settings will focus on:

- supporting a greater number of nursing and midwifery graduates participating in nursing graduate programs
- supporting best practice in the treatment and care of patients in a range of clinical services areas
- developing strategic local and/or regional approaches to nursing workforce planning
- developing and fostering new collaborations across service providers including private settings
- providing cost effective ways of delivering graduate programs through common/shared service models

Settings under this stream might include:

- acute, primary care, and community settings (including private and not for profit providers)
- aged care programs that combine acute, subacute and community based exposure
- chronic disease management with a focus on care of chronic disease across the service spectrum from acute to community or home-based services – eg renal, cardiac, respiratory

The Scope of the collaborative graduate program in expanded settings includes:

- a common program and learning structures across the collaborative sites
- rotations for graduates within the participating sites
- rotations that are planned and agreed in advance
- provision of a cohesive and integrated approach to graduate programs that crosses service settings and providers

Note:

- Participation does not guarantee ongoing employment for the nursing graduate with the health service following the graduate program
How are graduate programs different from employment?

- Graduate programs are formalised education programs offered by employers for those in their first year of practice. The workplace based program are designed to consolidate knowledge, skills and competence, and transition graduates to practice as safe, confident and accountable professionals whilst being employed.
- Graduate programs go beyond normal orientation and induction to offer graduates formal education time (including study days), supernumerary time and clinical support including preceptorship and supervised clinical education.

For further information about quality graduate programs for nurses and midwives, go to:

1. Amount and purpose

The funds are to assist with the development, implementation and evaluation of a collaborative graduate program to be provided for two consecutive years from commencement date.

For this stream, subject to demand, funding will support up to 25 graduates across 5 consortia.

Funding will include:

$35,000 establishment funds

These funds are to assist with the costs associated with establishing and evaluating the collaborative program in the expanded setting. The key activities this grant can be used for include:

- Initial engagement/consultation related activities;
- Establishing a governance model for the collaborative such as a MOU between the Directors of Nursing/consortia members, streamlined processes for appointment of graduates, and ongoing program monitoring;
- Development of an integrated graduate program across the sites;
- Development of common and shared corporate functions such as co-ordination issues including orientation at each site, fire safety and OHS to assist when graduates rotate to a new venue;
- Marketing of the collaborative program to students in ways that are integrated with existing processes (such as Computer Match);
- Establishing an evaluation methodology, and
- Building of preceptorship capacity within the organisation for sites where graduate programs are not generally offered.

Training and Development Grant (nursing and midwifery) funding, is available for participating Victorian Public health facilities who:

- Provide additional graduate activity above their usual HS graduate activity
- Submit activity in the usual Training and Development Grant (T&D) (nursing and midwifery) reconciliation.

NOTE: The second year/cohort of graduates will not attract guaranteed T&D funding; they will be included in the usual T&D submission for a share of the activity based funding criteria
2. Eligibility

2.1 Prerequisite Conditions

A consortia can include:

a. Public hospitals, metropolitan health services and multipurpose services identified in schedules 1, 2, 3, 4 and 5 of the Health Services Act 1988

b. Victorian public residential aged care facilities (as per list provided at: http://health.vic.gov.au/agedcare/downloads/res_aged_care_services_april11.xls), and

The eligible consortia must have:

- at least two facilities participating in the program
- at least one member from category a (as above)
- at least one member with recent experience at providing nursing & midwifery graduate programs
- at least one member who participates in the annual Nurse/Midwife Computer Match after 2013
- a nominated lead organisation and fund holder. The fund holder must be a category (a) or (b) provider (as above).

2.2 Principles

It is anticipated that the consortia will adhere to the following principles:

Sound Governance

- Clearly documented governance arrangements for the collaboration including corporate, fiscal and clinical domains
- The conditions will be fair and transparent for all sites
- A plan/map for the rotations will be established at the beginning of the program

Streamlined corporate structures/minimal duplication

- The processes for selection of graduates will be optimised, with single point of application and processing including interviews
- One schedule clearly articulated for each site
- Contact person available at each site
- Shared advertising and marketing

Improved career and employment opportunities

- Should be identified and promoted in the program
- The program reflects strategic organisational workforce planning.

2.3 Key selection criteria

Expanded settings collaborative programs will be considered if they:

1. Describe the organisational and regional strategic, service and workforce plans

2. Provide details regarding the anticipated increase in the number of nurse graduates participating in the program. Where possible this will be measured against previous year’s reconciliation data for the T&D grant
3. Describe the approach to provision of collaborative employment practices for graduates

4. Describe the approach to efficient use of resources and clinical placements

5. Agree to employ graduates in 2013 and plan to operate for a minimum of two academic years. Collaborative programs can have graduates joining program at any point across the year

3. How to apply

Expressions of Interest (EOI) are now being invited and should be submitted by a nominated Director of Nursing on behalf of the collaborative health services using the attached template by **Monday 8 April 2013**

EOIs are to be submitted electronically as an email attachment to nursepolicy@health.vic.gov.au

Health services will be notified by email of the outcome of their EOI by **Wednesday 10 April 2013**

4. Disbursement and Conditions

Funds will be disbursed to the lead organisation (this must be a public hospital) through the normal budget payment system in line with existing finance arrangements.

Where **non public health care service providers** are included in the collaboration (eg BNC, Community Health Services, private aged care providers etc), these organisations remain ineligible for T & D grant funding for graduate places. However, arrangements for graduates to undertake rotations at those services (and vice versa) can be part of the graduate program and this may include agreements about the reimbursement of clinical supervision or supernumerary time across sites.

The funding is not intended to assist with graduate wages or the ongoing costs of delivering the collaborative program.

By accepting funds under this grant, the health services agree to:

- Provide the collaborative graduate program yearly for a two year duration from commencement date
- Provide data on the extra number of new nurse/midwife graduates. In established programs the extra activity will be based on the reconciliation of the T&D grant from the previous year
- Provide financial acquittal for the grant
- Notify Nursing and Midwifery Policy of issues that impact the establishment or implementation of the graduate program, and
- Provide a “case study” report of the model and outcomes after year 1

5. Contact/further information

For further information regarding:

- the three collaborative graduate programs as part of this initiative or
- if you are unsure about defining your extra T&D grant activity

Please contact Merrin Bamert, Manager, Nursing and Midwifery Policy merrin.bamert@health.vic.gov.au or phone (03)9096 7827

An example template for an MOU will be available upon request.
Stream 1. Collaborative graduate programs in expanded settings – Expression of Interest

<table>
<thead>
<tr>
<th>Collaboration Name/Location</th>
<th>Local contact person for EOI</th>
<th>Nominated lead for EOI:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Contact (B/H phone)</td>
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<tr>
<td></td>
<td></td>
<td>Contact Email</td>
</tr>
</tbody>
</table>

**Collaboration Membership (List)**

<table>
<thead>
<tr>
<th>Membership status</th>
<th>Total current Graduate numbers per site (headcount) #</th>
<th>Proposed Graduates per site in collaborative model (headcount) #</th>
<th>Site is registered for Computer Match for 2013/14?</th>
</tr>
</thead>
<tbody>
<tr>
<td>C= Confirmed</td>
<td>P=Possible/Pending discussion.</td>
<td></td>
<td>Y=yes, N=no, ? = don’t know</td>
</tr>
</tbody>
</table>

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# Note: Nursing and Midwifery Policy will use past years training and development grant, graduate program reconciliation data to forecast impact of this proposal on overall graduate numbers.

Please provide a short description of the details and highlights of the proposed collaborative graduate program in expanded settings

EOIs should be submitted by a nominated Director of Nursing on behalf of the collaborative health settings using this template no later than **Monday 8 April 2013** by email attachment to nursepolicy@health.vic.gov.au