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Nurse retention now more important than ever

The Australian College of Nursing (ACN) welcomes the findings of the recent study by Monash University, "*What Nurses & Midwives Want: Findings from the National Survey on Workplace Climate and Well-being*", as an opportunity to open the discussion on addressing the issue of retention in the nursing profession. The study found a quarter of those surveyed said they were either likely or very likely to leave the profession.

ACN CEO Adjunct Professor Kylie Ward FACN said, "Nurses are the pillars of the health workforce. Poor working conditions and high stress levels can push nurses away from the profession they initially felt inspired to work in. Overall this will have a negative effect on patient experiences and health outcomes."

With over 307,000 nurses employed, the nursing profession is the largest component of the health system and faces many challenges in the very near future. These challenges include an ageing workforce with a majority expected to retire in the next decade. There is also the challenge of an ageing population with increasing levels of chronic disease that will require more nurses over the same period.

Adjunct Professor Ward said, "With the rapid growth and innovation of clinical technologies, and digital platforms moving so quickly, now is the time to invest in education of the nursing workforce. It is critical the nursing profession is supported to grow alongside the technological advances that support safe nursing practice."

The new study has found that many nurses feel over-worked and undervalued, leading to thoughts about leaving the profession. ACN will work tirelessly for its members, as it always does, to raise these issues at the most senior levels to ensure the nursing voice is heard in the pursuit of advancing nurse leadership.

Adjunct Professor Ward said, "The study results reinforce that now is the crucial time to engage with nurses at every level of their career and invest in nursing leadership to support systems of mentoring, professional development, resilience and capacity building."

"Nurses are well respected in the community, demonstrating high levels of integrity, trust and clinical knowledge. Nurses are pivotal to the success of improving social determinants of health and integrating health systems. Collectively the priority should now be on the wellbeing of the nursing workforce to continue to deliver safe and appropriate care to our communities," she said.

To view the *What Nurses & Midwives Want: Findings from the National Survey on Workplace Climate and Well-being* report please click [here](#).

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Adjunct Professor Kylie Ward, CEO of ACN.



Australian
College of
Nursing

Advancing nurse leadership

Notes to the Editors:

The Australian College of Nursing (ACN) is the national professional organisation for all nurse leaders and its aim is to ensure that the Australian community receives quality nursing care now and in the future. ACN is a membership organisation with members in all states and territories, health care settings and nursing specialties. ACN is also the Australian member of the International Council of Nurses headquartered in Geneva.

ACN, an organisation not afraid to intelligently challenge industry issues affecting the nursing profession or Australia's health care, is a well-connected and educated national body that drives

change with people of influence to enhance the delivery of health services to the Australian community. ACN advances the skills and expertise of nurses to provide leadership in their contribution to the policy, practice and delivery of health care.

A membership organisation with members in all states and territories, health care settings and nursing specialities, ACN's membership includes many nurses in roles of influence, including senior nurses, organisational leaders, academics and researchers.

What is the role of ACN to media?

- ACN provides trusted, well supported information about Australia's health care system, the delivery of health care, nursing leadership and the nursing profession.
- ACN has a number of media-savvy spokespeople within the organisation who can comment on Australia's health care system, the delivery of health care, nursing leadership and the nursing profession.
- ACN offers media with an alternative voice to that of an industrial relations perspective.
- ACN is in-the-know and can comment on health care matters of interest.
- ACN can respond to media requests in a timely manner and with subject/clinical expert's available on-hand for further discussion.
- ACN regularly responds to government updates pertaining to Australia's health care system.

What role does ACN play?

ACN is here to act and deliver results as agents of change. They are working towards a brighter future through advancing nurse leadership to enhance the delivery of health care to all. The organisation provides nurse leaders with access to relevant information, support and education that will enhance Australia's reputation on the world stage.

Social media channels:

Facebook: <https://www.facebook.com/acnursing>

Twitter: https://twitter.com/acn_tweet

LinkedIn: <http://www.linkedin.com/company/australian-college-of-nursing>

Instagram: https://www.instagram.com/acn_nursing