



**Submission No. 131**

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**Clinical Systems**

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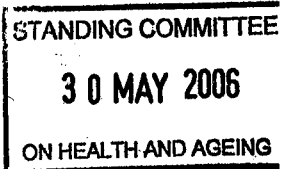
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06CLS/0545

Mr James Catchpole  
Committee Secretary, Standing Committee on Health and Ageing  
Parliament House  
CANBERRA ACT 2600

Dear Mr Catchpole

**RE INQUIRY INTO HEALTH FUNDING – QUESTION ON NOTICE**

I provide the attached information in response to the question placed on notice on 2 May 2006. This is derived from the South Australian submission to the Productivity Commission in 2005. It has been reviewed for currency by the Chief Nurse, Ms Debra Thoms.

Yours sincerely

Dr Richenda Webb  
**Director, Clinical Systems**

23/5/06

Encl.

The Department of Health's *Nursing and Midwifery Recruitment and Retention Strategic Directions Plan 2002-2005*, provides a strategic approach to supporting recruitment and retention of SA nurse and midwives. The Plan focuses on more flexible and family friendly workplaces, awards for excellence, vocational and post graduate training, specific Indigenous and rural projects, as well as opportunity for workplace review and reform. The Plan is currently being finalised and a number of the key strategies are being continued while others are to be developed. Examples include:

#### *Refresher and Re-entry programs*

Refresher and re-entry programs are provided for nurses and midwives who wish to return to the workforce as well as up skill and refresh their knowledge. The programs are free of course fees and supported by student scholarships.

#### *Nursing Scholarships:*

A range of scholarships are offered including the Premier's Nursing Scholarships. In previous years this has included investigating education and workforce changes in the United Kingdom and visiting Aboriginal Health Services to set up networks related to access, referral and cultural matters that affect hospitalisation and discharge. Other scholarships provide support for postgraduate study in areas of specialty practice.

#### *Rural development*

The Enrolled Nursing Cadetship program established for country regions has a high retention rate. The majority of the students gained employment on completion and a number have gone on to enrol in the undergraduate nursing program. A rural based TAFE designed Aboriginal Certificate 1V Health (nursing) program has also been very successful.

#### *Flexible workplaces*

Eyre Regional Health service has established a quiet room for Emergency Department staff, including a reclining massage chair. The Wakefield Regional Service will employ family day care workers and explore the feasibility of a child care centre to facilitate return to work for nurses.