

Project Title	Identifying the impact of workplace rotations in professional development programs for nurses
Supervisor	Michael Roche, Tash Lutz
Address	Building 10, 11 Kirinari St Bruce ACT
Telephone	6201 8404
Email	michael.roche@canberra.edu.au

Lead discipline (please select one)

Nursing and Midwifery

Allied Health

Medicine

Pre-clinical

Health Policy

Health Economics

Biostatistics

Value-based Healthcare

Epidemiology

Other

Outline of the project 250 words max

The demand for mental health support and treatment in Australia is growing beyond the capacity of the current workforce, with current and predicted shortages amongst most professional groups, particularly nursing. As noted in submissions to the National Mental Health Workforce Strategy, it is vital to enhance retention and recruitment, and to strengthen the skills of nurses in mental health. A significant component of such professional development programs is workplace rotation, where nurses work in a range of different mental health settings to provide a varied experience and opportunity to develop a broad skillset.

However, there is debate about the outcomes of rotations and whether they effectively support professional development (Levett-Jones & FitzGerald, 2005; Walker et al., 2017). While the personal and professional impact of transitions between different contexts has been identified, appropriate support mechanisms are less readily identified (Järvi & Uusitalo, 2004; Kinghorn et al., 2017). Early research by Fujino and Nojima (2005) has established some key elements, but a comprehensive view of the important enablers, barriers, and impacts is required.

This project will systematically explore the literature to identify known impacts, enablers, and barriers related to workplace rotations for nurses in professional development or transition to practice programs. Findings will provide evidence on which to develop, implement, and evaluate existing and future workplace rotation programs in ACT Mental Health services.

Proposed research methods

Scoping review of the literature. This type of review adopts a systematic process for identifying relevant research evidence, which is then synthesised. The product provides a consolidated view of contemporary evidence on the topic. Scoping reviews are useful when a topic has not been researched comprehensively. They clarify operational definitions and

relevant concepts, and identify areas for future research. An established approach will be used to guide this project (Peters, et al., 2015, 2020), with supervision provided to the student several times per week by an experienced supervisory team. The student will be provided with regular opportunities to develop their understanding of this aspect of the research process, including the opportunity to participate in the publication process. In order to ensure completion in the timeframe, the review will be undertaken in a 'rapid' mode as reported by Darvesh et al. (2020).

Preferred study discipline being undertaken by the student

Nursing preferred but all disciplines considered

Benefits to the student and to the department

The student will be supported by an experienced supervisory team to develop skills in a fundamental research activity that also links to nursing workforce development with direct application to current health service activities. Using an established method, the student will review and apply the search strategy and inclusion criteria, conduct the search, gather the literature, synthesise the evidence, and prepare a manuscript for publication. The service will be provided with an evidence-base with which to develop, implement, and evaluate a frequently adopted professional development practice, including ongoing quality improvement or research initiatives.

Alignment with Government Research Priorities 100w max

The upcoming National Mental Health Workforce Strategy emphasises the need for the development, support, and retention of an appropriately skilled workforce. Increasing numbers and enhancing the skills of nurses working in mental health are key components of that strategy, which will include expanding professional development activities and workplace rotations. These activities must be founded on contemporary evidence and must be evaluated in accordance with this evidence, in order to provide the strongest foundation for a sustainable workforce. This project seeks to support the workforce strategy by identifying fundamental aspects of workplace rotations that will guide development, implementation, and evaluation. Further, the project develops fundamental research skills that have broad applicability, thereby contributing to the establishment and expansion of a research culture.

Department within ACT Health Directorate / Canberra Health Services where the student will be based

Mental Health, Justice Health, and Alcohol & Drugs Services, and SYNERGY: Nursing and Midwifery Research Centre

Please submit form to preclinical.research@act.gov.au

References

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- Järvi, M., & Uusitalo, T. (2004). Job rotation in nursing: a study of job rotation among nursing personnel from the literature and via a questionnaire. *Journal of Nursing Management*, 12(5), 337-347.

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- Walker, A., Costa, B. M., Foster, A. M., & de Bruin, R. L. (2017). Transition and integration experiences of Australian graduate nurses: A qualitative systematic review. *Collegian*, 24(5), 505-512.