MARC

Melbourne
Ageing Research
Collaboration

KEEPING WISDOM AT WORK: CREATING CONDITIONS FOR A THRIVING AGEING WORKFORCE

Problem and Design

Focusing on nurses, the largest and fastest ageing cohort in the health workforce, the aim of this project is to investigate the benefits and challenges nurses (aged 45+ years) face when working in the public health system.

The objectives of the study are to develop recommendations for individual nurses and for organisations on how older nurses should be recognised for their experience and skills, and how age discrimination for nurses working in the public health system can addressed. These recommendations could be adopted by Human Resources divisions at each partner organisation and used for staff strengthening initiatives.

The current phase of this study consists of a comprehensive scoping of nurses data in an existing dataset, The Victorian Public Sector Commission's *People Matters Survey,* to identify barriers and enablers associated with workforce retention of nurses working in the public health workforce. The focus for this phase of the study will be on opportunities for further learning and development, experiences of ageism and other discriminations and change management processes. The overall focus of the study is on intergenerational, cooperative and place-based approaches in the workplace and depending on the outcomes of phase one there may be further phases with interviews and a systematic literature review to study the issues uncovered in greater detail.

Collaborators

NARI, Austin Health, Melbourne Health, Northern Health, St Vincent's Health, DHHS, University of Melbourne, Victorian Public Sector Commission.

Progress

• Analysis of People Matter Survey (Vic Public Sector Commission) in progress
• Literature reviews of Intergenerational Nursing Workforce and Discriminations in the Nursing Workforce completed and Literature review of Work climate and the Nursing Workforce in progress.
• Reported back on first two literature reviews and related results from PM Survey to project team
• Next project team meeting— 13 December 2018

Contacts

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