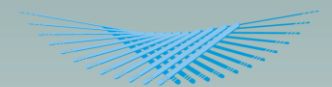


**P.L.U.S**

*(Pacific Lagolago U'u lima Savali Faatasi)*

**Storyboard Template**



**COUNTIES  
MANUKAU**  
HEALTH



# Introduction

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- Helen Bretherton- Charge Nurse CMH
- Jackie Reid – DEU/ Undergraduate Coordinator
- Victoria Crisp – NetP Co-ordinator
- Anne Fitisemanu – Clinical Lead Health Equity Programme
- Sue Lawrence- MIT Placement Co-ordinator
- Nesi Latu - MIT Clinical Co-ordinator
- Bridget Armour – Project Manager
- Nick Price – Improvement Advisor
- Ian Hutchby – Improvement Advisor
- Sponsor: Denise Kivell & Robyn Hughes
- Organisations: Counties Manukau Health & M.I.T





# Aim Statement: what are we trying to achieve

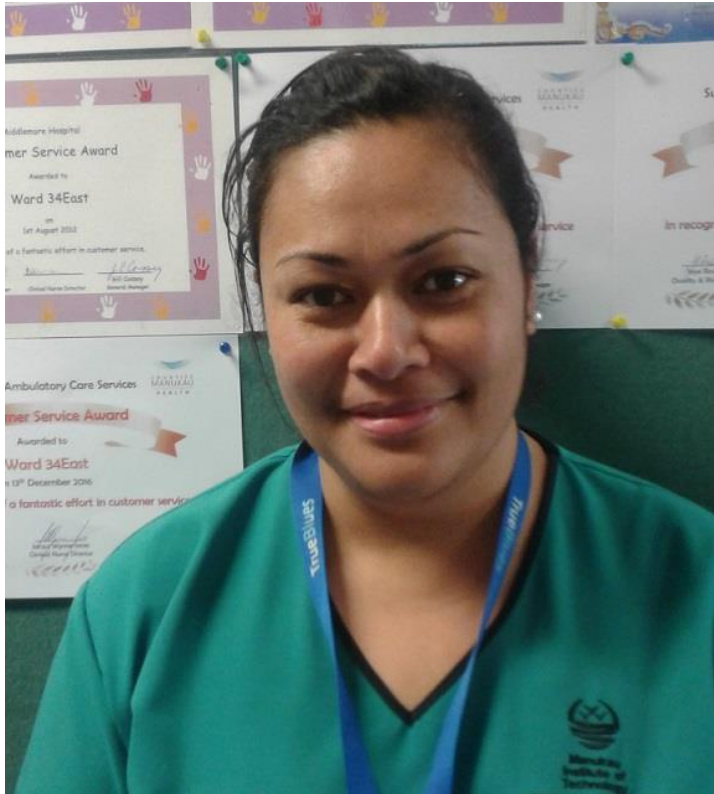
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- To increase the representation of Pacific Nurses in the current workforce at CMH to support the 2025 target of Pacifica Registered Nurses form 8.6% (working population) to 21.4% (community population)
- To increase the number of Pacifica Registered Nurses on the NET-P from 16% to 24%
- To increase the success rates of Pacific Nursing students in state final exams from 78% to 95%
- To positively influence nursing graduate choices i.e. CMH will be their first choice from 77.4% to 90%

# Experience of a Student Nurse on Clinical Transition

## Ward 34 east

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- “I had a Tongan lady (patient) on the ward— she thanked me for being Pacifica! She felt that she couldn’t ask the ‘palagi’ ward staff questions as she didn’t think they would understand her – she felt shy and worried. She didn’t think they would be able to understand her needs as well as a Pacific nurse could”
- “Helen creates a good relationship with the nursing students and always interacts with them – she helps us in many ways such as giving time to practice patient overviews, handovers, going over surgical/medical conditions and how to manage our time on the ward”



# What the data is telling us?



**(NRA Target 2025 DHB Working Population Projected for 2025)**

All Ethnicities	Pacific	% of Pacific		
349,100	74,720	21.4%		
All Ethnicities in RN Workforce	Pacific in RN Workforce	& of Pacific in RN Workforce	Number of Pacific to reflect working population	Number of Extra Pacific Required
2,411	207	8.6%	516	309



# Measurement Summary

	Description	Measure	Current performance	Target performance
<b>Outcome Measure</b>	To positively influence nursing graduate choices to select CMDHB as their first choice of employer	Number and % of MIT Pasifika student RN's who rate Counties as their #1 choice of employer	Counties Manukau health average for last 3 years is 77%	To increase the % of Pasifika RN's who rate Counties as their Number 1 choice of employer from 77% to 90% by December 2018
<b>Process Measure</b>	The number of student RN's from MIT who select CMDHB as their first choice of employer	Number and % of MIT student RN's who rate Counties as their #1 choice of employer after each Net-P intake	Counties Manukau health average for last 3 years is 77%	To increase the % of RN's who rate Counties as their Number 1 choice of employer from 77% to 90% after each Net-P intake
<b>Balance Measure</b>	The number of student RN's from the outside MIT who select CMDHB as their first choice of employer	Number and % of student RN's who rate Counties as their #1 choice of employer after each Net-P intake	Counties currently averages 12.4% nationally.	There will be no decrease in # or % of RN's who rate Counties as their Number 1 choice of employer from 12.4% after each Net-P intake

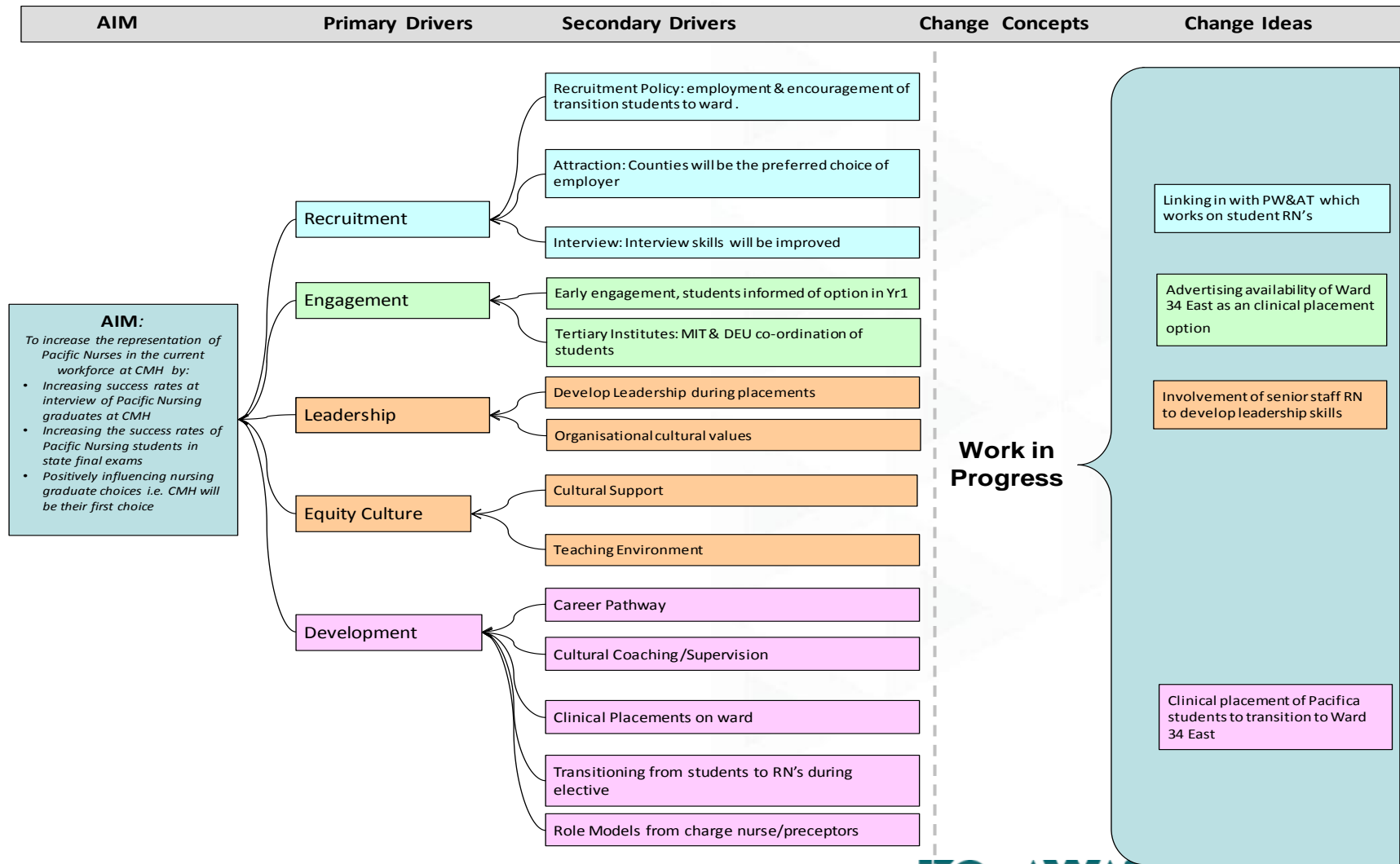
# Measurement Summary



	Description	Measure	Current performance	Target performance
<b>Outcome Measure</b>	To increase the representation of Pasifika RN's in the CMDHB inpatient settings.	Number of Pasifika RN's employed to CMDHB via clinical placements on Ward 34 East	98/620 (15.8%) of RN's employed into the NETP programme who identify as being Pasifika.	To increase the number of Pasifika RN's into the Counties NETP programme from: <ul style="list-style-type: none"> <li>• 15.8 to 17% by Dec 2017</li> <li>• 17 to 18% by June 2018</li> <li>• 18 to 19% by Dec 2018 (21.4% NRA target by 2025)</li> </ul>
<b>Process Measure</b>		Number of Pasifika student RN's who have transition placements on Ward 34 E	Not measured.	12/12 Clinical Transition students will identify as Pacifica
<b>Balance Measure</b>	The number of student RN's from the outside MIT who select CMDHB as their first choice of employer	Number and % of student RN's who rate Counties as their #1 choice of employer after each Net-P intake	Counties currently averages 12.4% nationally.	There will be no decrease in # or % of RN's who rate Counties as their Number 1 choice of employer from 12.4% after each Net-P intake



# Driver Diagram

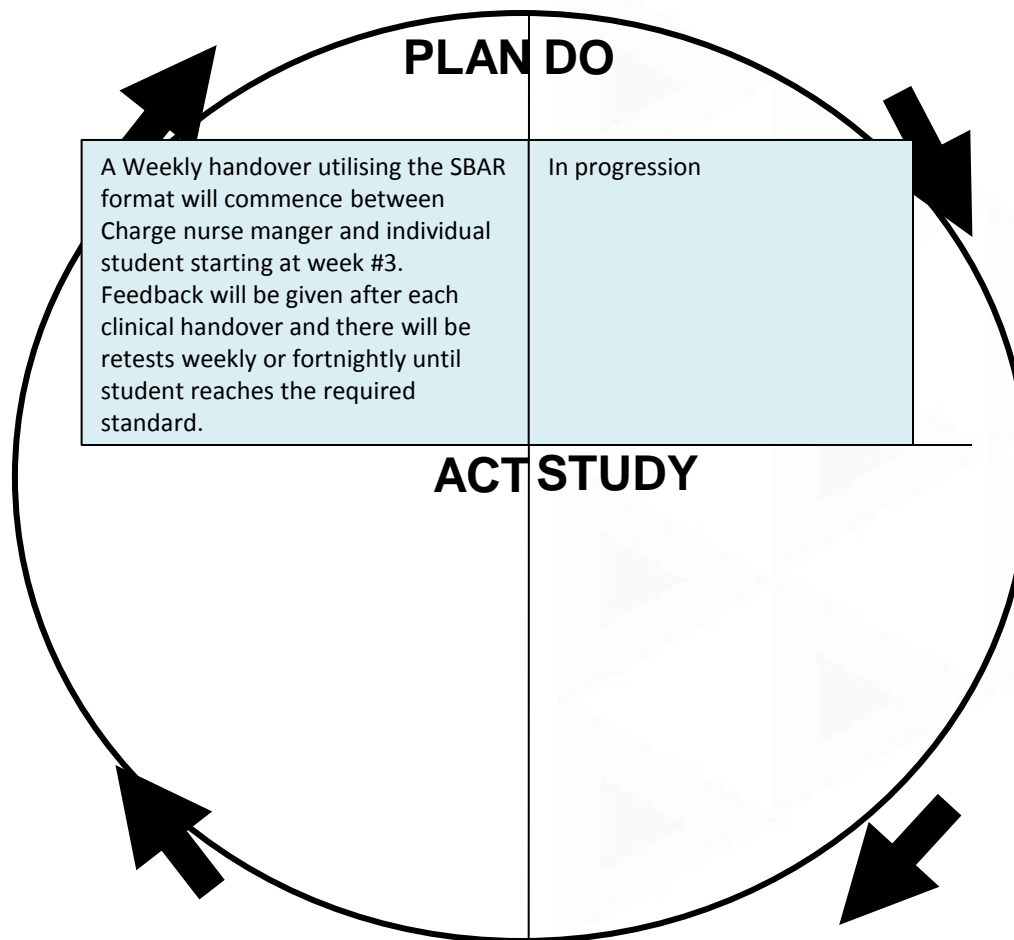


**Objective of this PDSA:** Student nurse will confidently holistically know their patient and diagnosis. They will develop their knowledge and confidence in utilizing the SBAR format.

**Change Idea:** A Weekly handover utilising the SBAR format will commence between Charge nurse manger and individual student starting at week #3. Feedback will be given after each clinical handover and there will be retests weekly or fortnightly until student reaches the required standard.

### Questions:

How have the transition students developed their clinical handover knowledge and skills to meet the MIT competency guidelines while incorporating the SBAR format



### Predictions:

- Students will develop at individual speed and by the end of their transition, all students will be able to present their patients utilising the SBAR format to the charge nurse independently.
- The students will also be able to present their clinical case to a MIT lecturer and pass the required competency

**Measurements:** Preceptor feedback will be positive. The students will use the SBAR correctly and succinctly with the charge nurse and be able to adapt to the patient journey i.e. Admission to discharge (Pre-op, inter-op, post-op). By the end of their rotation, MIT competency guidelines in written documentation will be meet.

# Highlights: biggest learning's



- Larger team with new members
- Engagement from MIT and Recruitment
- Closer alignment with Pacifica 2-7-4

# Lowlights: biggest learning's

- Sickness within the team

