

The training and job decisions of nurses

Newsletter 10th December 2009

Seasons greetings from the research team



Where is the project up to?

We conducted a pilot study in mid 2008 and commenced recruitment to the main study at the end of 2008. **So far, 560 nursing students and graduates have joined the research.** The first online survey commenced in September 2009 and has

been completed by 218 participants, to date.

What will happen in 2010?

The second online survey will begin in September. We will start analysing the first survey early in 2010.

What did we know before we started?

Young nurses have lower retention rates and the nursing workforce is aging. A 22 year old nurse working in NSW in 1994 had a 60% chance of continuing to work in nursing in NSW 6 years later. In 1993 19% of all nurses working in NSW were aged under 30, by 2000 this was down to 12.5%. [Doiron D, Hall J, Jones G. Is there a crisis in nursing retention in New South Wales? Australia and New Zealand Health Policy 2008, 5:19.](#)

Don't forget to complete the first survey, if you haven't already done so. Email nurses@chere.uts.edu.au if you have any problems.

What did we learn from the pilot study?

The pilot study provided important feedback for improving the online survey. Thank you to everyone who participated. We found that (based on 36 responses), salary, workplace culture and quality of care were the most important attributes for choosing a job. Respondents also said that they would like to have more clinical experience during their nursing degree.

Why do we need more research?

We now need data from a large, representative sample of nursing students and graduates. We will use these data to find out which job characteristics are important for nurses and to investigate the challenges they face in the early years at work.

It is important that we stay in touch for future surveys. If your email address changes, please let us know. Email nurses@chere.uts.edu.au or phone Patsy Kenny 02 95144750



Thank you for agreeing to be part of this important research. We wish you all the best for the festive season and 2010.