

# Pacific Heads of Nursing & Midwifery Meeting

## Réunion des directeurs des soins infirmiers et obstétricaux du Pacifique

A PRESENTATION DELIVERED TO THE PACIFIC HEADS OF NURSING MEETING, 16 NOVEMBER 2023, FIJI

# Pacific Islands Nursing Evidence- Based Practice, Leadership and Research Capacity Development Program: Proposal

**Professor Marion Eckert** | Director, Rosemary Bryant AO Research Centre | Professor of Cancer Nursing

**Mr Greg Sharplin** | Research and Strategy Manager, Rosemary Bryant AO Research Centre | Senior Research Fellow



# Rosemary Bryant AO



**Director of Nursing, Child Adolescent and Family Health Service (CAFHS) South Australia**

- Achievements:
- Integrated the CAFHS from three organisations to one.
  - Developed standards for health surveillance and health education which were adopted nationally

**Director, Nursing Policy and Planning – Health Department Victoria**

- Achievements:
- Undertook a study of the nurse labour force of 56,000 nurses .
  - Developed Victorian policy position on the length of the undergraduate entry to practice nursing program.
  - Undertook nurse labour force studies in specialist areas of nursing and implemented the findings

**Health Policy Consultant**

- Achievements:
- Consultant to World Health Organisation
  - Feasibility study on Implementation of a skills Check list for personal care assistants for the Aged, Community & Mental Health
  - Development of Performance Indicators for the Australian Nursing Council.
  - Development of drafting instructions for Nursing Legislation in SA for the Nurses Board of SA and the SA Government.

**Awarded the Degree of Doctor of Nursing, Queensland University of Technology**

**Commonwealth Chief Nursing and Midwifery Officer, Canberra, ACT**

- Achievements:
- Conducted a review of maternity services in Australia.
  - Led the policy development to enable Nurse Practitioners and Eligible Midwives to gain access to Medicare and the Pharmaceutical Benefits Scheme.
  - Represented Australia at the World health Assembly and the OECD.
  - Provided policy advice to the Ministers for Health and Ageing on all aspects of nursing and midwifery

**Awarded the Degree of Doctor of Nursing, Flinders University**

**Awarded the Degree of Doctor of Nursing, University of Technology Sydney**

**Awarded the Degree of Doctor of Nursing, UniSA2019**

**Order of Australia award**

Queen's Birthday Honours List for distinguished service to the profession of nursing through national and international leadership, and as a supporter of access and equity in health care



**1967 – 1982: Assistant Director of Nursing, Royal Adelaide Hospital**

**1978 – 1980: Nursing Supervisor, Royal Adelaide Hospital**

**1973 – 1977: Charge Nurse, Royal Adelaide Hospital**

**1970 – 1973: Registered Nurse, Royal Adelaide Hospital**

**1969 – 1970: Registered Nurse, The London Hospital, UK**

**1967 – 1969: Registered Nurse, Sibley Memorial Hospital, USA**

**1982-84: Director of Nursing, Royal Adelaide Hospital**

Achievements:

- Aggressive recruitment campaign in a climate of shortage
- Part time work and job sharing
- Child care facility on site
- New career structure allowing nurses to be promoted without moving into nursing administration or education
- Introduced computerised nursing information and rostering systems

**1984-90: Assistant Director, Service Development Branch, Acute Health Division**

Achievements:

- Implemented the Hospital in the Home Program,
- Piloted and implemented the Adult Retrieval Service for Retrieval by air or road in Victoria
- Developed and negotiated policy for the Nurses Act through the Parliament
- Developed and introduced the \$26m Nursing Training and Development Grant
- Developed and implemented a pilot project for a State-wide patient satisfaction questionnaire for acute Victorian hospitals.

**1990-92: Director, Nursing Policy and Planning – Health Department Victoria**

**1992-95: Health Policy Consultant**

**1995-2000: Commonwealth Chief Nursing and Midwifery Officer, Canberra, ACT**

**2000-08: Executive Director Royal College of Nursing, Canberra, ACT**

Achievements:

- Reduced financial deficit from ≈\$950,000 in 2000 to a profit of \$221,953 in 2007 with retained earnings of \$268,679.
- Growth in annual income from \$4 million to \$24 million
- Increased the number of scholarships administered from ≈200 p/a to 2175
- Raised the profile of the organisation with both governments, and the media
- Raised the profile of the organisation internationally

**2008-2015: President International Council of Nurses**

Represents more than 16 million Nurses world wide. Personal Watchword: Access

**Achievements:**

- Completed a lengthy process to enable the Chinese Nursing Association to be admitted to membership
- Negotiated to allow the Palestinian Nursing and Midwifery Association into membership.
- Provided support and encouragement to the nurses of Haiti following the earthquake.



---

## Rosemary Bryant AO Research Centre

- Established in 2016
- Governance Structure: Steering Committee
  - Chaired by Dr Rosemary Bryant AO
- Multi-disciplinary Team of 70 members
- Developed a comprehensive Strategic Plan:
  - <https://unisa.edu.au/siteassets/research/rbrc/1887-rosemary-bryant-strat-plan-v8.pdf>
- Focus on translational health research
- Building research capacity with nurses and midwives



# Presentation overview



THE PROPOSAL



PROGRESS TO  
DATE



PROGRAM  
OUTLINE



WHAT NOW


# The Global Health Network



Equity in where research happens, who leads & who benefits

A WHO collaborating Centre for research information sharing and capacity development

**Global Research Nurses**



A collaborative professional network of international research nurses, funded by the Burdett Trust for Nursing.

[VISIT SITE >](#)



A trusted facility used by researchers and research organisations for mobilizing knowledge and delivering capacity and abilities to teams over the long-term in the workplace

Enabling research where evidence is lacking



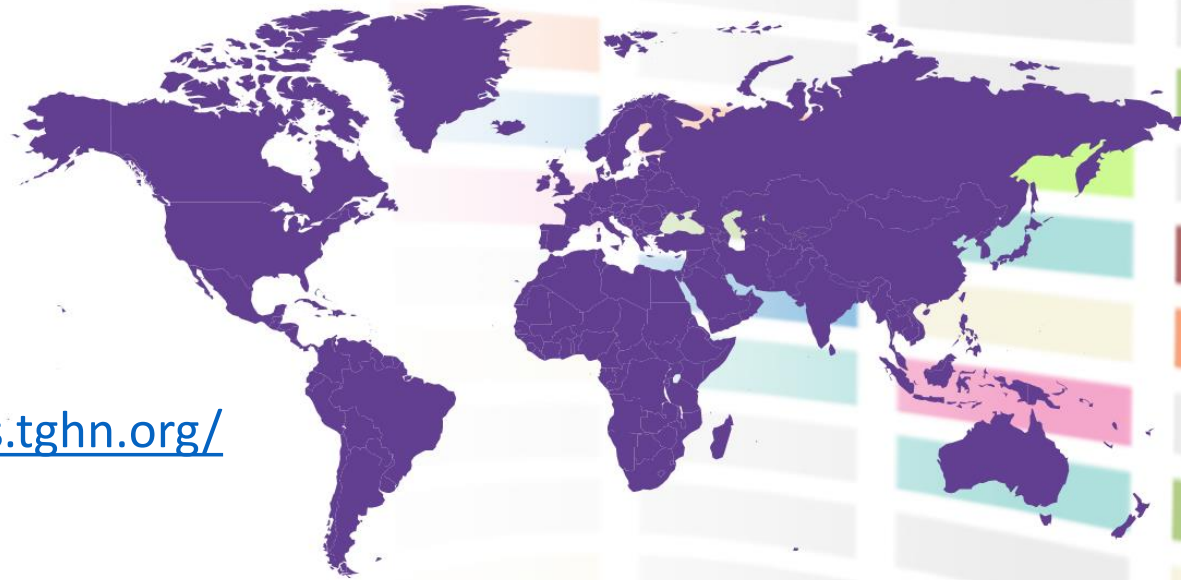
<https://tghn.org/>





# Global Research Nurses

Supporting nurses and midwives across the world  
to develop their research skills



<https://globalresearchnurses.tghn.org/>



 **THE GLOBAL HEALTH NETWORK**

# Global Research Nurses

- Our mission is to empower nurses and midwives to pursue a nursing or midwifery career that involves research
- Our ambition is to enable nursing and midwifery leadership in LMICs
- Funded by The Burdett Trust for Nursing
- We are part of The Global Health Network
- Led by regional coordinators who are research nurses in Africa, Asia and Latin-America



Community

**62,400  
users**

Representing a 37% increase of users from the previous year



Global

**195  
countries**

This means the GRN has reached 97% of all countries in the world



Traffic

**251,500  
page views**

This is an increase of over 25% on previous years



Social

**1,246  
followers**

Initiated from 2017, this is organic growth of the GRN Twitter following



Members

**8,754  
registered  
users**



# Strengthening research capacity

<https://globalresearchnurses.tghn.org/>

## Opportunities

ESPAÑOL PORTUGUÉS



<p><b>*NEW* GRN grant June 2023</b></p> <p>Pump-Priming Grant RESEARCH PROJECT Award <b>coming soon</b></p> <p><b>June 2023</b></p>	<p><b>Upcoming grants</b></p> <ul style="list-style-type: none"> <li>September 2023: GRN Pump-Priming Grant - TRAVEL Award</li> <li>November 2023: Most Impactful Research PAPER Competition</li> </ul>
---	---

**GRN grant April 2023**

GRN Pump-Priming Grant: Research Workshop Award

**Now closed**

<p><b>Burdett scholarships for MSc by research (Nursing) Studies at the University of Edinburgh</b></p> <p>The Burdett Trust for Nursing is providing funding for a 1 year, full-time, Scholarship for the MSc by Research (Nursing) for a Home (UK student) and an International student for a September 2023 start.</p> <p><b>Now closed</b></p>	<p><b>University of Oxford's new online Postgraduate Diploma in Global Health Research</b></p> <p>The University of Oxford's first fully online academic course, a Postgraduate Diploma in Global Health Research and with 30% of the student intake having funded places.</p> <p><b>Now closed</b></p>	<p><b>Qualitative Research Methods Course Competition 2022</b></p> <p>Nuffield Department of Primary Care at the University of Oxford is offering a funded place on the January 2023 qualitative research methods course.</p> <p><b>Now closed</b></p>
--	---	--

**Understanding Knowledge Translation in Research**

**For Research Nurses**

In person workshop

The Global Research Nurses mission is to ensure all research nurses will have free access to tools, training, support and guidance to engage in and lead research. This in-person workshop will equip research nurses and midwives with the skills on knowledge translation of research findings.

Location: Forest Cottages, Bukoto Naguru Uganda | Cost: Free

April 29 2023 | 8:00 - 17:00

@GRNurses @info\_TGHN

Register by 15th April 2023 for participation

[Register](#)



Professional Development Scheme

eLearning

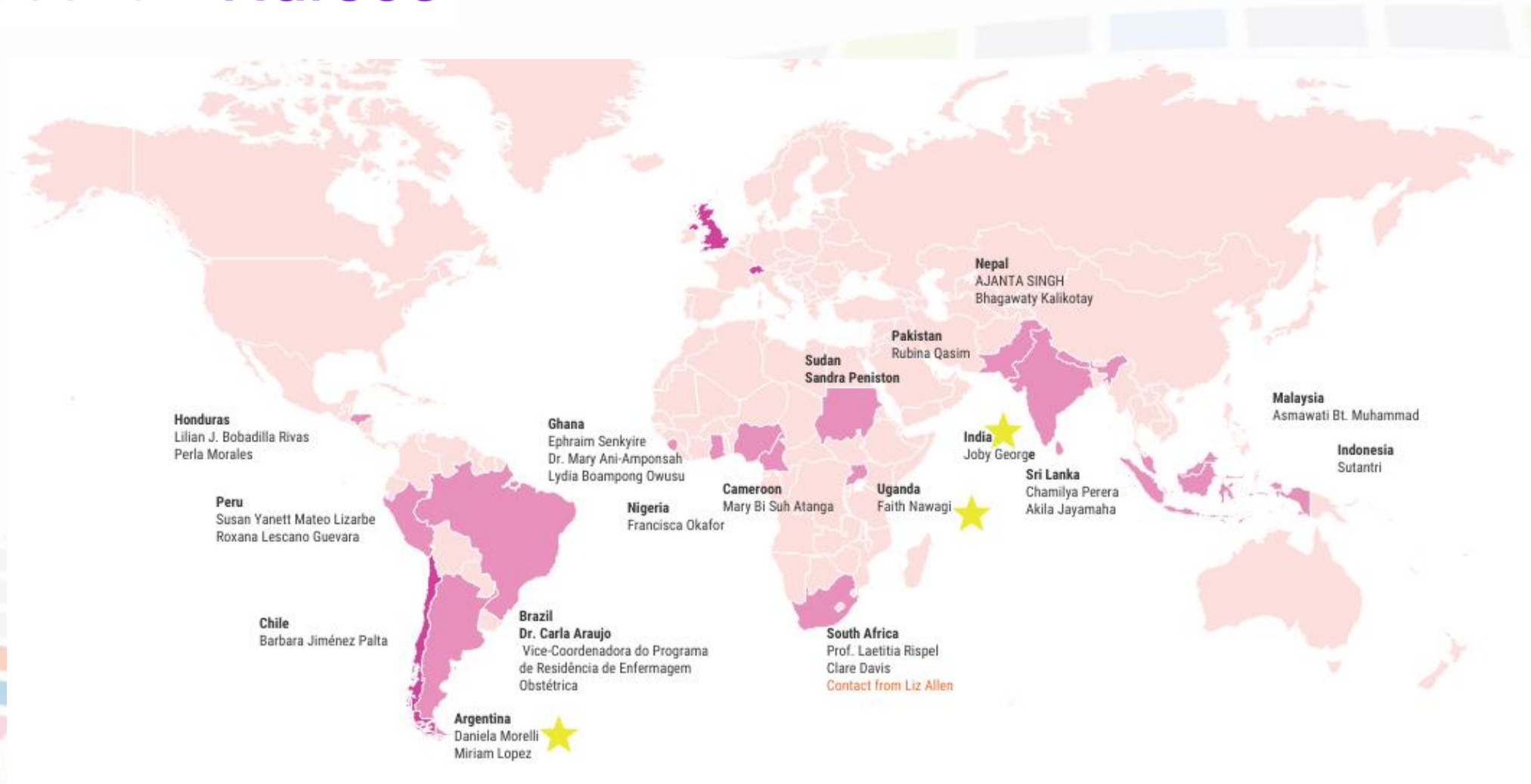
Research toolkits



Global  
Research Nurses

# Regional Collaborators

<https://globalresearchnurses.tghn.org/>

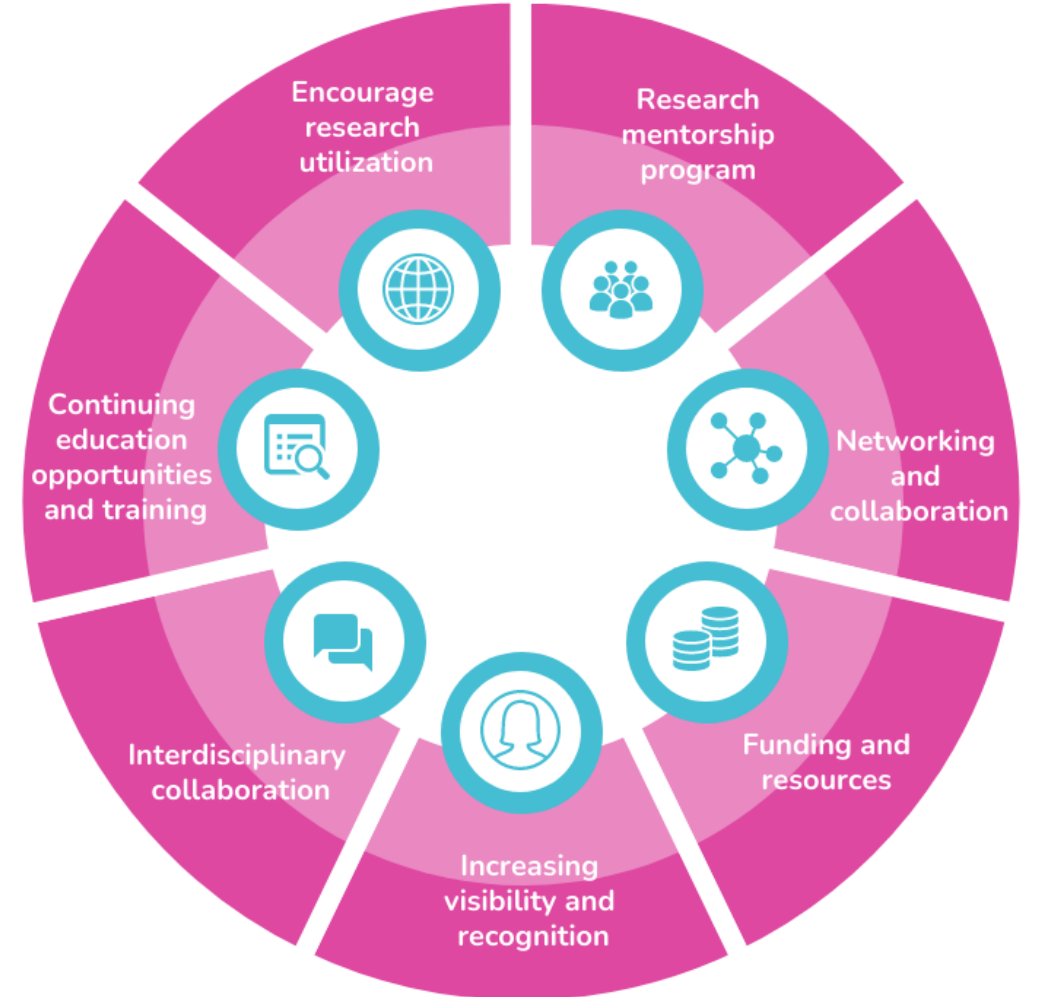




# Global Research Nurses

<https://globalresearchnurses.tghn.org/>

**Enabling research  
leadership for  
nurses and  
midwives in LMICs**







# The Proposal

To pilot an Evidence-Based Practice, Leadership, and Research Capacity Development Program for nurses from the Pacific region in partnership with the Global Research Nurses Network and the Rosemary Bryant AO Research Centre, University of South Australia.





# Program principles

- ✓ Culturally appropriate and culturally sensitive program design and delivery
- ✓ Collaborative co-design of the program
- ✓ Research to support community/regional benefit
- ✓ Any activities, data and outputs to remain of the country
- ✓ Aligned to regional/international nursing education initiatives
- ✓ Sustainable



# Details of the proposal

- ✓ Establish an evidence-based practice & research capacity development program
- ✓ Program based on the development of research modules and themes
- ✓ Aim to contribute to a more substantial education qualification with potential avenues to Masters of Research or PhD qualification
- ✓ The pilot of the program would be delivered at an agreed time, destination and period of time (e.g., 3-4 days) with the partnering agencies
- ✓ Interactive workshops focused on building capacity in evidence based practice





# Proposed program outline

Pre-workshop	
<b>Welcome pack: Program overview</b>	Set the scene and orientate the students to the program and presenters. Core skills set to be presented for the program.
<b>Baseline survey</b>	Baseline survey to get an understanding of current knowledge and what students aim to get from the program.



# Proposed program outline

Days 1-2	
<b>Program introduction and orientation</b>	Set the scene and orientate the students to the presenters. Core skills set to be presented for the following 3-4 days
<b>Overview of science and scientific method</b>	How to approach research (science). Challenges and examples in Pacific environment
<b>Research question</b>	What is important to Pacific Islands nurses? How to develop and frame a question for research?
<b>Conceptualising evidence</b>	What is evidence practice and strengths and weaknesses. Introduction to Ethics
<b>Applying EBP within local context</b>	Focus group sessions to explore examples and current challenges, and strengths
<b>Difference between audit, clinical quality improvement, research and evaluation</b>	Examples of audit vs CQI vs research vs evaluation in local context



# Proposed program outline

Days 3-4	
<b>Leadership in health</b>	Discuss challenges, provide examples and getting started with building research engagement in the clinical environment. Project planning and principles
<b>Research Design and Methods</b>	Overview of qualitative vs quantitative and common research methods applied. Where does consent fit?
<b>Adopting international guidelines.</b>	Where do guidelines fit within research?
<b>Funding opportunities to consider</b>	Getting started to achieve funding, who to engage?
<b>Translating research into practice</b>	Stakeholder engagement and progressing research in an ever-changing health environment
<b>Data in research</b>	What is required to establish rigorous baseline data and what factors need to be considered.
<b>Cultural and conceptual influences</b>	Final repeat survey to evaluate knowledge attainment





# Program Key Outcomes

- ✓ Address health and wellbeing topics for real-world translational impact in local context
- ✓ shared vision and learning objectives
- ✓ prioritisation of research needs locally
- ✓ Partnership engagement
- ✓ Support the development of leadership, research skills and evidence-based practice capacity of nurse researchers
- ✓ Support for participants to undertake mentored quality improvement
- ✓ Build collaborative and supportive links

Looking ahead...



# What would success look like?



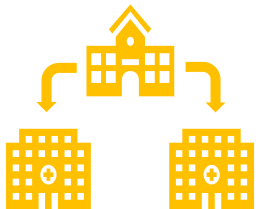
**Evidence-informed, nurse-led improvements to clinical care delivery**

**Leadership opportunities** for junior clinicians and researchers



**Ongoing technical support** for research projects

**potential for translation of research across multiple settings**



**Collaborative research networks for graduates**



# First steps

1. Apply for funding through the Global Research Nurses
2. Build partnerships in the region interested in the program
3. Establish a program governance structure
4. Develop communication channels between partners
5. Identify the first site or sites to deliver the program
6. Gather information and feedback to tailor the program
7. Deliver the program in the region
8. Report back to the funding agency with the aim to seek continued support

# Summary

Looking ahead...



An **evidence-based research and leadership program** would support the implementation of nurse led research in the region

It would provide **research leadership opportunities** including for early-career nurses

It will assist with **cross-fertilization of ideas, increase collaborations** and reduce research waste

To optimise the delivery and impact of the program, **we need the support of multiple parties**



Home

Demographics

Organisational Preparedness

Concerns

Occupational Strain

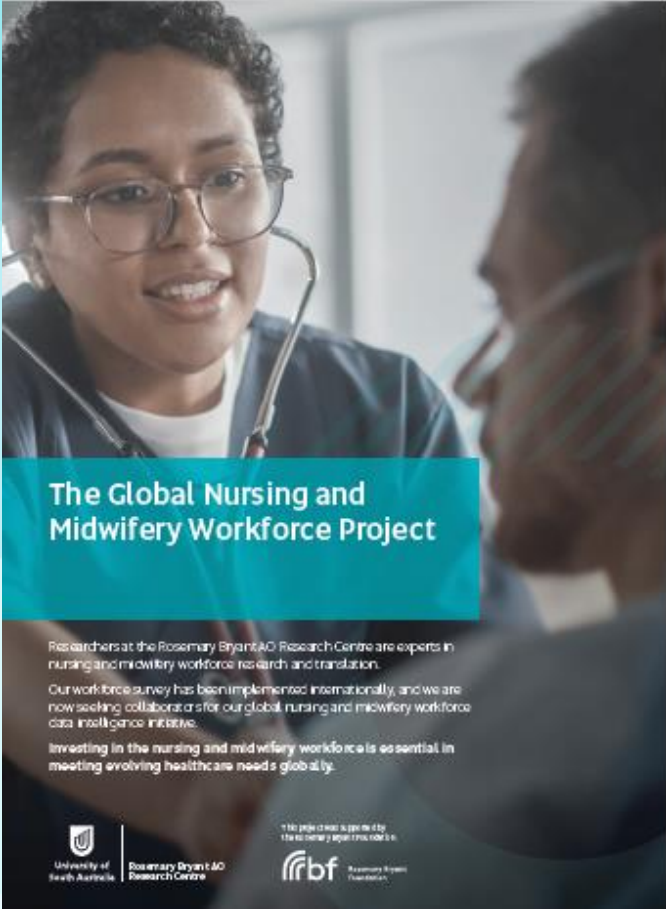
Practice Environment

Burnout

Psychological Health

Leave Intentions

Regional Overview



**The Global Nursing and Midwifery Workforce Project**

Researchers at the Rosemary Bryant AO Research Centre are experts in nursing and midwifery workforce research and translation. Our workforce survey has been implemented internationally, and we are now seeking collaborators for our global nursing and midwifery workforce data intelligence initiative. Investing in the nursing and midwifery workforce is essential in meeting evolving healthcare needs globally.

University of South Australia  
 Rosemary Bryant AO Research Centre  
 fbf Rosemary Bryant AO Foundation



  
 University of South Australia | Rosemary Bryant AO Research Centre

Home

Demographics

Organisational Preparedness

Concerns

Occupational Strain

Practice Environment

Burnout

Psychological Health

Leave Intentions

Regional Overview

Years worked

All

Gender

All

Province

All

Work setting

All

Job classification

All

Primary role

All

Individual

Workforce

Gender	Average age	N	%
	43.1	22	0%
Female	45.1	4807	92%
Gender non-binary	31.9	27	1%
Male	40.0	305	6%
Prefer not to say	41.9	39	1%
<b>Total</b>	<b>44.7</b>	<b>5200</b>	<b>100%</b>

Relationship status	N	%
	52	1%
Cohabiting	200	4%
Common law union	599	12%
Married	2699	52%
other	157	3%
prefer not to say	144	3%
Single	1284	25%
Widowed	65	1%
<b>Total</b>	<b>5200</b>	<b>100%</b>

Country of education	N	%
	420	8%
Canada	4404	85%
China	6	0%
Hong Kong	4	0%
India	63	1%
Iran	13	0%
Jamaica	9	0%
Nigeria	5	0%
Other	73	1%
Pakistan	3	0%
Philippines	82	2%
Poland	16	0%
Prefer not to say	18	0%
UK	42	1%
USA	42	1%
<b>Total</b>	<b>5200</b>	<b>100%</b>

Country of birth	N	%
	90	2%
Canada	4072	78%
China	29	1%
France	3	0%
Hong Kong	28	1%
India	96	2%
Iran	27	1%
Nigeria	25	0%
Other	365	7%
Pakistan	7	0%
Philippines	161	3%
Poland	23	0%
Prefer not to say	98	2%
UK	110	2%
USA	66	1%
<b>Total</b>	<b>5200</b>	<b>100%</b>

## Years worked

All

## Gender

All

## Province

All

## Work setting

All

## Job classification

All

## Primary role

All

Individual

Workforce

### Job classification

Job classification	N	%	Mean hours per week
	405	8%	34.1
A nurse in the Non-Practising Class	95	2%	19.2
A nurse in the Temporary Class	37	1%	36.7
Nurse Practitioner	183	4%	33.8
Registered Nurse	4213	81%	36.7
Registered Practical Nurse / Licensed Practical Nurse	241	5%	37.3
Registered Psychiatric Nurse	26	1%	35.3
<b>Total</b>	<b>5200</b>	<b>100%</b>	<b>36.4</b>

### Primary role

Primary role	N	%	Mean hours per week
	418	8%	35.9
Clinical Nurse Specialist/Advanced Practice Nurse	144	3%	35.8
Combination of staff nurse and education/research	70	1%	35.4
Combination of staff nurse and management	168	3%	35.8
Management	335	6%	41.0
Not working at the time	310	6%	31.6
Nurse Executive	64	1%	38.7
Nurse Practitioner	168	3%	33.8
Other	462	9%	33.8
Research	32	1%	32.8
Staff nurse	2845	55%	36.5
Teaching/Education	184	4%	41.9
<b>Total</b>	<b>5200</b>	<b>100%</b>	<b>36.4</b>

### Years worked

Years worked	N	%	Mean hours per week
	404	8%	35.7
< 1 year / new graduate	186	4%	39.2
1- 4 years	643	12%	38.6
10-14 years	492	9%	37.3
15-19 years	431	8%	37.0
20-24 years	434	8%	40.3
25-29 years	431	8%	37.1
30 years or more	1362	26%	32.6
5-9 years	706	14%	38.9
Current student / no previous experience	111	2%	33.8
<b>Total</b>	<b>5200</b>	<b>100%</b>	<b>36.4</b>

### Union membership

Union membership	N	%
	401	8%
No	1736	33%
Yes	3063	59%
<b>Total</b>	<b>5200</b>	<b>100%</b>

Home

Demographics

Organisational Preparedness

Concerns

Occupational Strain

Practice Environment

Burnout

Psychological Health

Leave Intentions

Regional Overview

Years worked

All

Gender

All

Province

All

Work setting

All

Job classification

All

Primary role

All

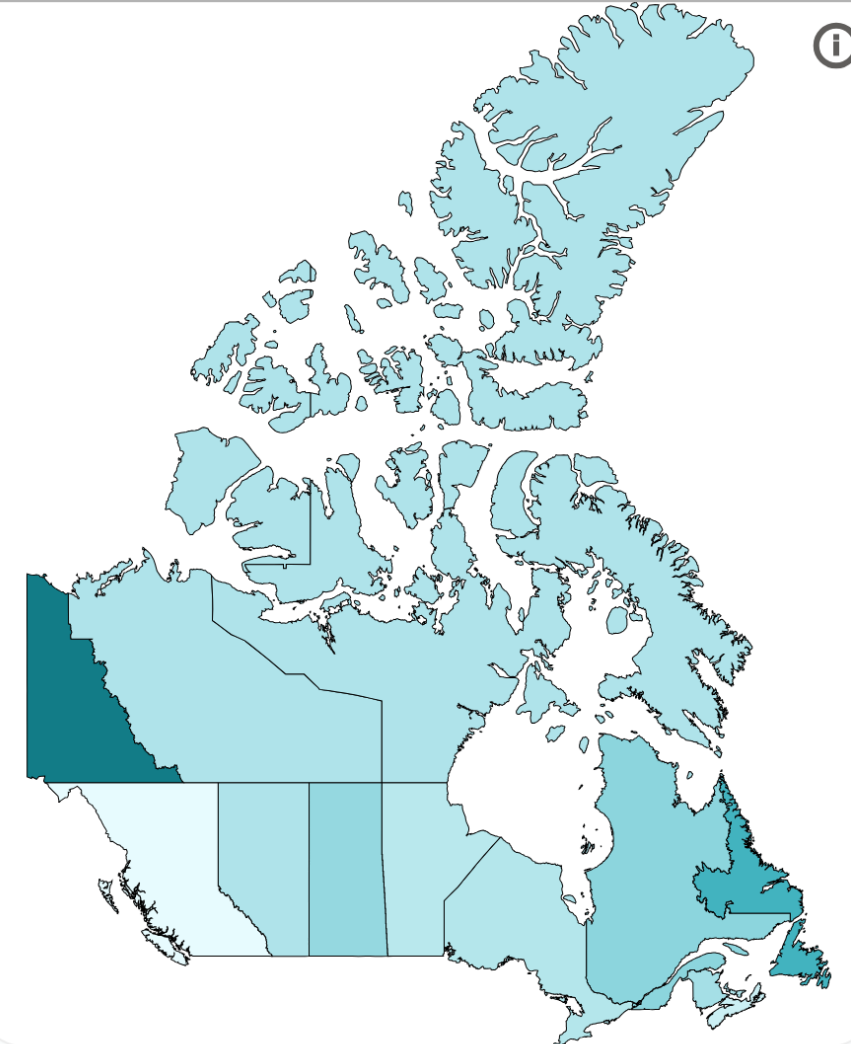
Province

Number of Responses

Average of Brief Resilience Scale

Province	Number of Responses	Average of Brief Resilience Scale
		2.97
Alberta	8	3.00
British Columbia	38	2.93
Manitoba	108	2.99
New Brunswick	288	3.01
Newfoundland and Labrador	15	3.15
Northwest Territories	3	3.00
Nova Scotia	62	2.97
Nunavut	2	3.00
Ontario	3938	2.99
Prince Edward Island	1	3.00
Quebec	33	3.04
Saskatchewan	5	3.03

## Average of Brief Resilience Scale by Province



Brief Resilience Scale

Vigor

Dedication

Absorption

Exhaustion

Disengagement

Depression

Anxiety

Stress

Quantitative Demands

Work Life Conflict

Role Conflicts

Role Clarity

Emotional Demands

Cognitive Demands

Work Pace



Home

Demographics

Organisational Preparedness

Concerns

Occupational Strain

Practice Environment

Burnout

Psychological Health

Leave Intentions

Regional Overview

Years worked

All

Gender

All

Province

All

Work setting

All

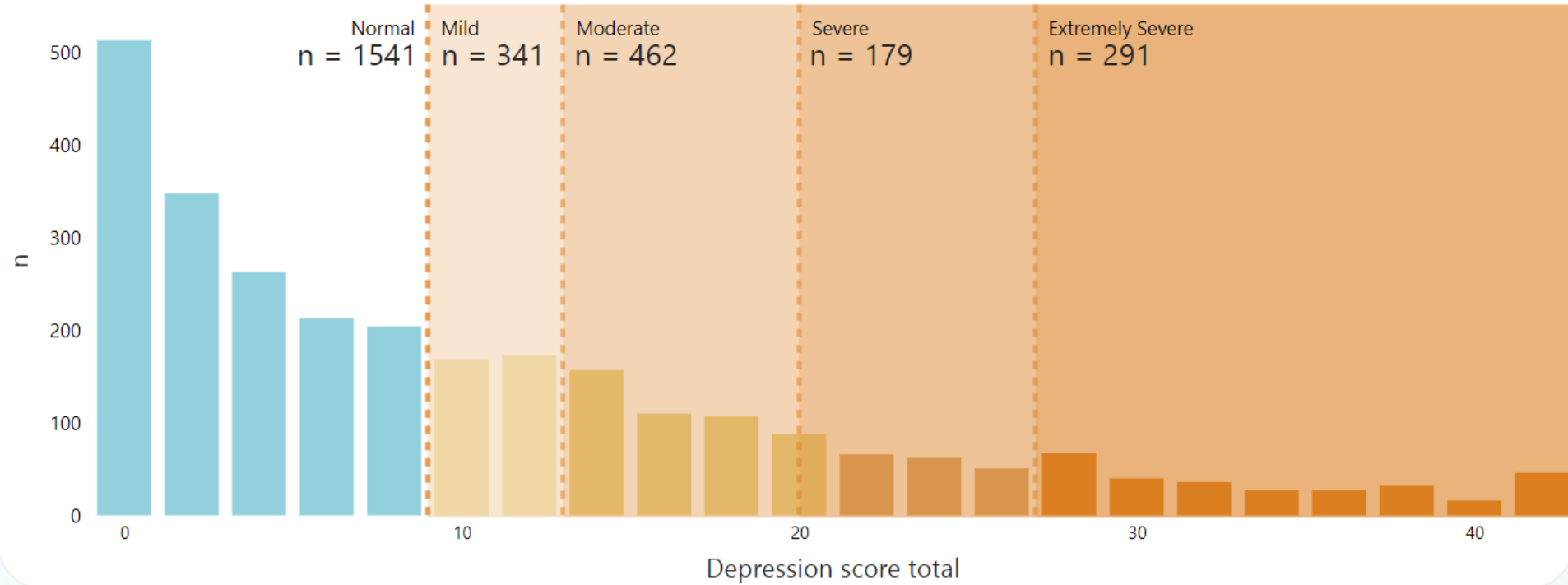
Job classification

All

Primary role

All

## Histogram of depression scores with cut-offs



Depression

Anxiety

Stress

Summary

Detailed

# Questions

---

## **Professor Marion Eckert**

Director, Rosemary Bryant AO Research Centre  
Professor of Cancer Nursing | Chair, Cancer Care  
Research

School of Nursing & Midwifery | Division of Health  
Sciences

University of South Australia

Adelaide SA 5000

T: + 61 8 8302 2129

[Marion.Eckert@unisa.edu.au](mailto:Marion.Eckert@unisa.edu.au)

[www.unisa.edu.au/research/rbrc](http://www.unisa.edu.au/research/rbrc)

