

Section 5 Our people



Our staff profile

Stream	Health	Queensland Health Shared Service Provider	Total
Managerial and clerical	6,718	1,517	8,235
Medical	3,214	2	3,216
Nursing	16,814	17	16,831
Operational	8,289	107	8,396
Trades and artisans	363	0	363
Visiting Medical Officer	245	0	245
Professional	4,767	26	4,793
Technical	1,032	2	1,034
Total	41,442	1,671	43,113

Figures prepared on the Minimum Obligatory Human Resource Indicator (MOHRI) basis as prescribed in the Ministerial Portfolio Statements. MOHRI is a departure from the previous basis used to calculate FTE data. The main difference being that MOHRI does not count contract/agency labour. The Ministerial Portfolio Statements include estimated actuals for 2003-04 whereas the Annual Report discloses the audited actual position at 30 June 2004.

Supporting our workforce

Nursing

Nurse practitioner trial

The nurse practitioner trial continued during 2003 at four sites – three rural and remote and one acute care site. A report outlining recommendations for the role, including needed legislative and policy changes was submitted to the Minister in December 2003.

The role of nurse practitioner allows highly skilled registered nurses to perform extended roles such as ordering tests and investigations, initiating and prescribing some medications and referring patients to other health practitioners. The role provides

additional services to patients while offering enhanced job satisfaction. Nurse practitioners were strongly supported by the communities and other health practitioners at the trial sites.

Rural and remote nursing relief program

This program is a web-based system incorporating a database of relief nurses and an assignment system to match those nurses with planned leave requirements. Nursing staff undertake an educational program funded by Queensland Health to assist them with skills to undertake relief positions in rural and remote areas.

At present, 152 Queensland Health nurses are available to provide planned relief and to date, 257 assignments to rural and remote facilities have been successfully filled.

Nursing scholarships

In the reporting period, 16 scholarships each worth \$12,200 a year for two years were given to encourage people in rural and remote communities to enter the nursing profession.

The Nursing Scholarship Scheme is open to all registered and enrolled nurses employed by Queensland Health. The scholarships encourage professional development in nursing by providing financial support to nurses undertaking post-graduate or post-registration nursing studies. Queensland Health provided \$99,827 in 2003-04 to 66 nurses across the State for these scholarships, to assist with further education.

Employment of new graduate nurses

The State Government is committed to employing 1,500 new nurse graduates over the next three years. As at 30 June, some 595 new nursing graduates had been employed by Queensland Health during 2003-04.

A graduate nurse online recruitment system, developed and implemented in 2001, is used to manage the employment of new nursing graduates every year.

Queensland Health provides \$1,600 per graduate nurse employed by metropolitan or provincial facility and \$3,000 per graduate nurse employed by a rural facility for transition support into the workplace. A total of \$1,350,000 was allocated to this purpose in 2003-04.

Violence Against Nurses Steering Committee

Queensland Health has established a Violence Against Nurses Steering Committee which is to

scholarships to encourage professional development in nursing