

# Strategies to respond to the Nursing Crisis

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# Lenmed Values

*How do we embrace every day?*



## **We strive**

to exceed the expectations of our patients, visitors and doctors



## **We work**

As a team and hold ourselves and each other accountable for our actions



## **We always act**

With compassion and empathy



## **We aim**

For perfection in all that we do

*Together  
we make  
Lenmed  
great!*

# The Crisis?

## The Crisis?

1. Disconnect between what we need and what we have?
2. Competence
3. Disconnect what we need and what we have? (SANC registers)
4. Socio-economic situation
5. Medico legal (litigious environment), Integrity of nursing as a profession
6. Preparation of Nurses for practice – disconnect, the practice environment
7. Advanced Nursing Practitioners, Specialist Nurses.
8. Demands and unionization, discipline, public needs

# The Strategies

## The Strategies

1. Competence, Induction, on-boarding, critical competencies, CPD
2. Adaptation programs – specialist units
3. Nursing workload management, FTE, skill mix, clinical supervision, scheduling, team nursing. Minimum safe levels, professional judgement.
4. Partnership with flexible nursing hours providers, contracts, agree standards.
5. Influence, collaboration.
6. Nurse management and leadership development
7. Skilled in the nursing process, patient documentation, competence in ethical, legal management. Incident management – “take the middle road” non-punitive, take responsibility and accountability at all levels.
8. Nursing sensitive indicators.
9. Quality improvement, continuous, simple – bottom up

Thank You.