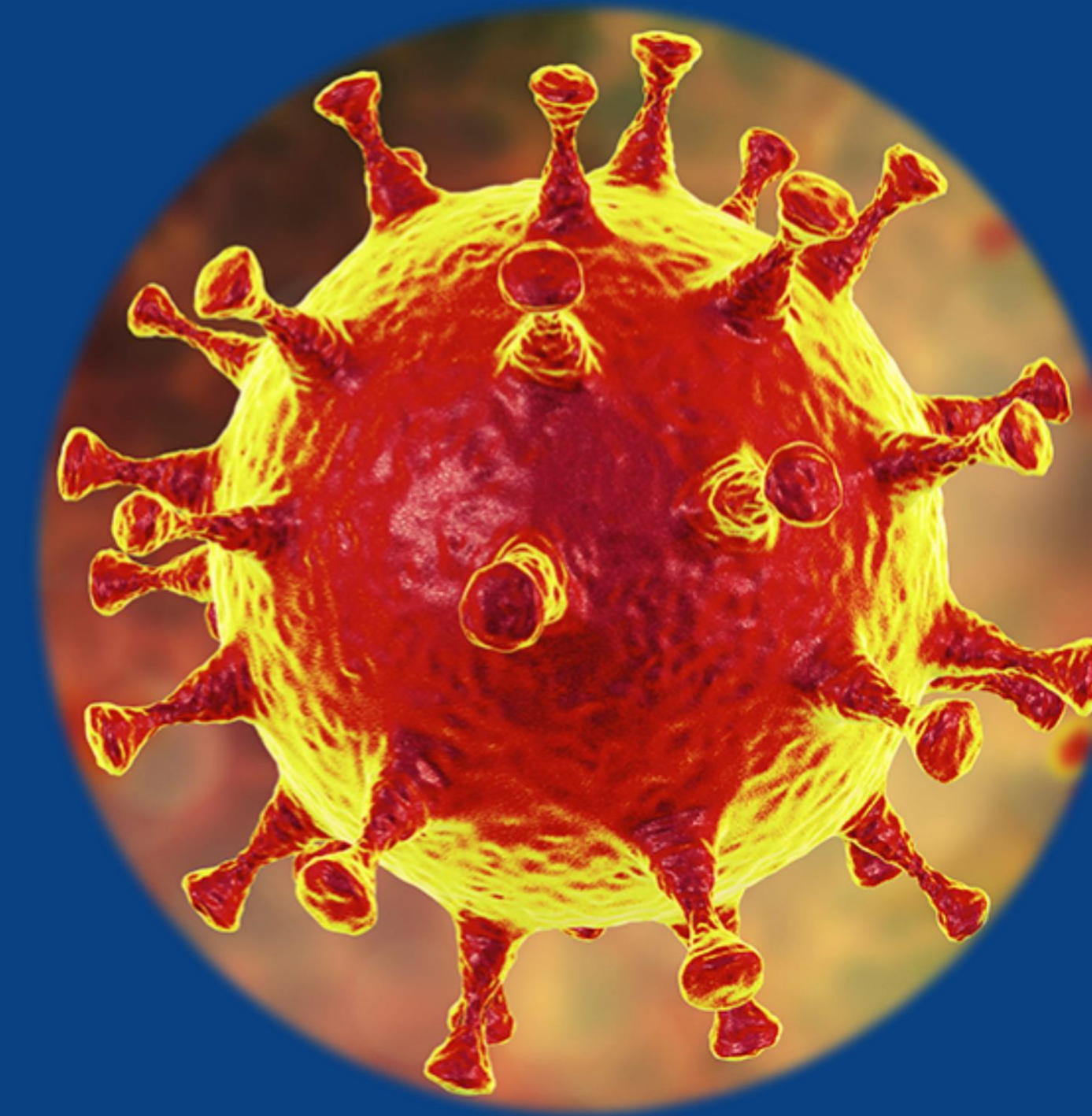




THE UNIVERSITY OF
MELBOURNE

GRADUATE NURSE WELLBEING, WORK WELLBEING AND MENTAL HEALTH



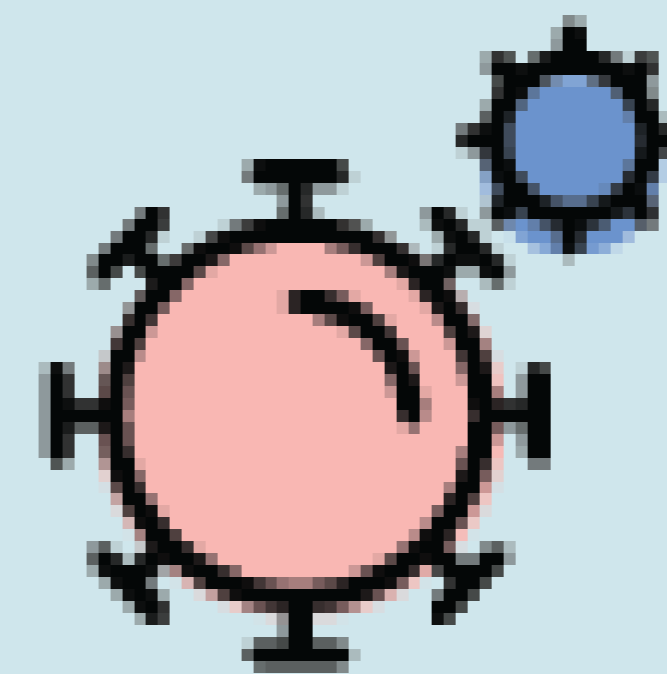
Dr. Rebecca Jarden, A/Prof Aaron Jarden, Weiland, T.,
Taylor, G., Brockenshire, N., Rutherford, M., Carbery, C.,
Moroney, K., Joshanloo, M., & Gerdtz, M.



Longitudinal survey



49 Victorian, Australian
nurses



During COVID-19



Three time points from Dec
2019 to July 2020

What was the problem?

Around a quarter of nurses new to the profession express an **intention to leave**.

Combined with increasing numbers of nurses retiring, this means the **health workforce is under huge pressure** to maintain safe nurse-to-patient ratios.

Retaining these new nurses is essential to ensure healthcare services remain **open and safe quality care** is provided.

Where was the opportunity?

Explore how nurses **characterise work wellbeing**.
Identify nurses' **strengtheners of work wellbeing**.

What did we do?

A **longitudinal study** investigating nurse wellbeing during the coronavirus (2019) pandemic.

What we found

Strong **positive correlation** between **self-determination** and **work wellbeing** ($r = .83, p < .01$)

Strong **negative correlation** between **work wellbeing** and **flight risk** ($r = -.76, p < .01$).

Several moderate relationships; a **moderate positive correlation** between **work wellbeing** and **nurse manager ability, leadership and support** ($r = .37, p < .01$), and a **moderate negative correlation** between **burnout** and **staffing and resource adequacy** ($r = -.40, p < .01$).

Collegial nurse-physician **relationships deteriorated**.

Three themes: **physical health, psychological wellbeing, and social connection** were identified as important for nurses' wellbeing.

What next?

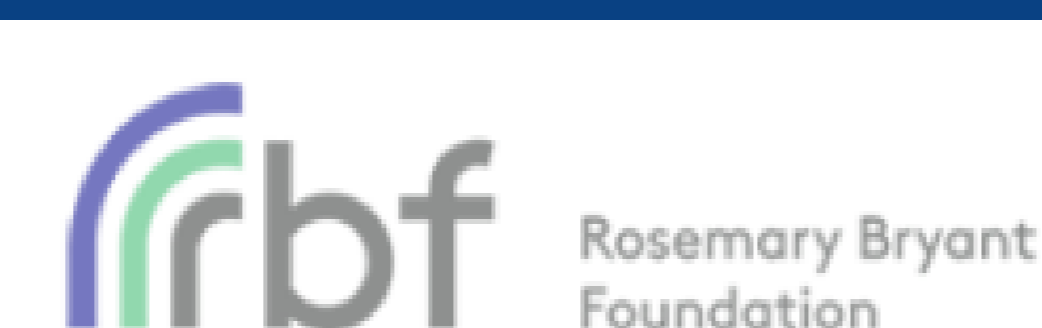
Evaluation of **local wellbeing (and illbeing) services** for graduate nurses.

Determine the most **effective intervention or interventions** to include in a work wellbeing program for these new nurses.

Develop and test the **feasibility of a work wellbeing program** to increase these nurses job satisfaction, intention to stay and reduce rates of turnover.

More information

Jarden, R., Jarden, A., Weiland, T., Taylor, G., Brockenshire, N., Rutherford, M., Carbery, C., Moroney, K., Joshanloo, M., & Gerdtz, M. (In press). Nurses' wellbeing during the coronavirus (2019) pandemic: A longitudinal study. *Nursing Open*



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