

Succession Planning in the Adult Emergency Department – The Outcomes

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Introduction:

Succession planning is the purposeful, formalised assessment and development of individuals for future leadership positions. Succession planning is relatively new to the healthcare sector, only appearing in the literature from the year 2000 onwards. Purposeful planning into the Clinical Nurse role started at the Princess Alexandra Emergency Department in 2013 and continues today. This presentation presents the quantitative and qualitative outcomes for those staff that have been supported into this role.

Aim:

To evaluate the outcomes for staff of using a formal support structure into the leadership role of Clinical Nurse within the emergency department.

Methods:

In November 2012 a survey of all of the Clinical Nurses and Senior Registered Nurses who had performed higher duties into the Clinical Nurse Role in the previous 12 months was performed. This survey asked the respondents quantify questions in the following domains; Feedback, Support, Preparedness and Goal setting whilst in the Acting Clinical Nurse / Clinical Nurse role. After this a specific process for supporting RN's into the Clinical Nurse position was adopted and a workbook developed. This process has now been in place for over 12 months and has been reassessed using the same survey.

Results:

Of 36 staff members (n=36) invited to participate 11 did (response rate of 30.55%) for the initial survey. In the four domains (measured by positively weighted likert scores out of 10); Feedback was thought to be very poor (mean 3.9/10), Staff felt supported in the role (mean 7.43/10), they felt somewhat prepared (mean 5.88/10) and their goals were somewhat made clear before they start (mean 5.25/10). Post introduction surveying is currently occurring and will hopefully show significant improvement in these results.

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Key Words

Succession Planning

Leadership

Development

Staffing