**Aim Statement**

To have all 28 funded Inpatient beds on General Ward at Macksville Hospital utilised at 85% occupancy by June 2017.

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**MHC General Ward**

**Primary Drivers**

- Full staffing of nursing roles
- Recruitment Process
- Delegation of Nurse Facilitators
- Rural Location/Workforce/Non-Facilities planning
- Retention of staff (Milling, Development, Opportunities)

**Secondary Drivers**

- Process Measure: How much your say services, increased satisfaction.
- By when: June 2017

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**Team Members**

- Ems Sponsorship: Kathleen Brennan
- Matt Tyler
- Nika粘
- Irene Chapman
- Lisa Sisken
- Matthew Ahe
- Donna Kennedy
- Les Lovejoy
- Wendy Crowe
- Ken Hunter

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**Results**

**Outcome measures**

- % Bed Occupancy

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**Process measures**

- Were the New Graduates a positive addition to the General Ward:
  - Average response of General Floor staff 9.7 out of 10

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**Overall Outcome of Project:**

- Average prior to the program commenced 73.5% occupancy.
- Since the program commenced 86.9%
- For the 16/17 financial year the average occupancy is 85.4%

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**Process measures**

- Cost saving:
  - Recurrent Savings of New Graduate staff positions versus RN 8 - $92,804.40 per annum
  - These savings along with others are briefed to go towards costings of CNS 2 After Hours Support role for the entire facility.

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**Plans to sustain change**

1. Standardisation – All New Graduate Programs for this point forward will follow the same process
2. Documentation – Continuing evolution of the New Graduate Handbook
4. Training – All Managers at Macksville involved in strategies and ideologies

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**Plans to spread /share change**

Done

Submitted to the ACI Innovation Exchange
Presented at European Union Society of Emergency Medicine Congress in November 2016
Planned:
- Enter into MNCHLD Quality Award 2017
- Consideration of other conferences throughout 2017

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**With which National Standard or Strategic Imperative is the project aligned?**

- Standard 1 – Governance for Safety and Quality in Health Service Organisations
- Standard 2 – Partnering with Consumers