PDRP: Fit for future purpose?

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Australasian Nurse Educators Conference (ANEC)
Dunedin, November 2019
ABOUT THE RESEARCH
Explanatory-sequential mixed methods
ABOUT THE RESEARCH

Postal survey mailed to participants across the organisation. 129 eligible for the study. 64% response rate (n = 86)

PHASE 1

Surveys analysed, Results reported. Questions developed for Phase 2.

ANALYSIS

Semi-structured interviews with 14 volunteers. Nurses voice to explain curious findings

PHASE 2

How have nurses’ explained the curious findings and what does this mean?

INTERPRETATION
02

ABOUT THE SURVEY

Explanatory-sequential mixed methods
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TOP INFLUENCING FACTORS

- Number of years since registration
  - 0-5y: 21%
  - 5-10y: 18%
  - 11-15y: 13%
  - 16-20y: 10%
  - 21-25y: 5%
  - >26y: 27%

- Age distribution
  - 20-30: 21%
  - 31-40: 21%
  - 41-50: 57%

- Initial qualification
  - Cert: 21%
  - Dip: 21%
  - BNurs: 57%

DEMOGRAPHIC DATA

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- Initial qualification
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PORTFOLIO COMPLETION

- 28% Yes
- 70% No
03

ABOUT THE INTERVIEWS

Explanatory-sequential mixed methods
To be honest I did it so I wouldn't get audited and to get a peer to do the same for you as an assessment is probably what stops them and it's definitely what stopped me.

NURSE D

To be honest I did it [PDRP] wouldn't get audited

NURSE F

It takes a long time you don't realise each of those domains and everything takes a long time

NURSE M
ABOUT THE INTERVIEWS: Nurses are not at the centre of PDRP

My own experience? The remuneration wasn’t worth it
Nurse A

In my opinion, the point presented is more important than academic style presentation
Nurse F

‘It doesn’t make me a better nurse’
Nurse O

FINANCIAL ALLOWANCE

WRITTEN REQUIREMENTS
‘It seems very sad to me that there is more negative out there than positive about it.’
Nurse H

‘We saw Nurse X go through the process and she always put a lot of pressure on herself and was quite vocal with how difficult it was and I think people hear that.’
Nurse K

‘...you say, PDRP or competencies and everyone seems to have a panic reaction.’
Nurse M
04

ABOUT THE INTERPRETATION

Explanatory-sequential mixed methods
58,206 nurses

5+ million patients

3.5 million CPD hours

22 Approved programmes

20 District Health Boards

250 portfolio assessors

1 Regulator

Human Resource Departments

80% Compulsory participation rate

5+ Private sector providers

1 Nurses’ Union

20% Voluntary participation rate

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20 million patients
1. Inclusion of regulatory requirements has overshadowed the legitimate professional development opportunity PDRP represents

2. PDRP has become an ecology so large that it fails to meet the educational needs of nurses and impact the downstream health outcomes of patients

3. PDRP has an extremely poor reputation within the profession and this might be part of the voluntary engagement problem
There's a fine line between making it too easy that it just becomes a tick box. I don't want that. You need to be accountable, you need to be progressing with your development and you need to be able to show that. But we want that [to be a] user-friendly thing to encourage more people into it.

Nurse B
THANK-YOU!

Does anyone have any questions?
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