

# Research Directions

Office of Research Services

## ***Nurses Surviving and Thriving***

A multidisciplinary UWS team comprising of Professor Debra Jackson (School of Nursing), Associate Professor Margaret Vickers (School of Management), and Professor Lesley Wilkes (School of Nursing) have attracted ARC Linkage funds. In collaboration with industry partners from Nepean Hospital and Sydney West Area Health Services (SWAHS), the project will explore how nurses and midwives can be resistant to stress in a time of significant change in their workplace.



‘Nurses and midwives work in environments of organisational flux that contributes to workplace adversity, and generate perceptions of the workplace as being abusive to employees’ says Professor Jackson. ‘The project will trial and evaluate a work-based intervention to enhance personal resilience in nurses and midwives. We anticipate that this will assist participants to remain productive and thrive in the face of rapid ongoing organisational change’.

The project will be conducted with nurses and midwives in Nepean Hospital, where baseline data will be collected and compared to data immediately and six months after an intervention comprising a series of workshops to enhance personal resilience of the participants. Workshop attendees will also receive take-home material on enhancing resistance to stress and adversity.

The project will provide evidence about resilience as a strategy to enhance the ability of nurses and midwives to thrive in climates of rapid organisational change. The findings of the study will provide information about the value of initiating sustainable strategies that can support nurses and midwives to develop their personal resilience. Australia is currently experiencing an acute and chronic shortage of nurses and midwives, and findings of this study will assist organisations by providing a validated and sensitive model to develop resilience in staff. It is expected that this intervention will reduce staff turnover, helping to ameliorate the shortage of nurses and midwives in Australia.

As well as benefiting individual nurses and midwives, and the organisations they work for, evidence and information from the study will be useful for policy-makers, human resource professionals in the health industry, unions, health care administrators, nursing unit managers, and other allied health professionals.

**Project Title:** *Surviving and thriving in the face of workplace adversity: An intervention to develop personal resilience in nurses and midwives*

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