2009

Magnetism in aged care

Jennifer Lowe
University of Wollongong, jl316@uow.edu.au

Joanne T. Joyce-McCoach
University of Wollongong, jjoyce@uow.edu.au

Patrick A. Crookes
University of Wollongong, pcrookes@uow.edu.au

Publication Details
Magnetism in aged care

Abstract
Aim: To measure the impact of magnetism on the attraction and retention of staff in the aged care setting.

Keywords
aged, care, magnetism

Disciplines
Arts and Humanities | Life Sciences | Medicine and Health Sciences | Social and Behavioral Sciences

Publication Details

This conference paper is available at Research Online: http://ro.uow.edu.au/hbspapers/857
Magnetism in Aged Care

Aim: To measure the impact of magnetism on the attraction and retention of staff in the aged care setting.

- Builds on magnet hospital research
- Magnet hospitals ‘good places to practice nursing; low turnover and vacancy rates; competitive locality’
- To evaluate the impact of magnetism on staff attraction and retention in the Australian aged care setting.
Magnetism in Aged Care

Methodology

- Qualitative research design
  - Applicability of the magnet concept to Australian aged care sector
  - Include direct care staff in aged care

- Focus Groups
  - Direct care staff from regional facilities
  - Reviewed the Australian NWI-R:A tool
  - Considered the relevance of tool for aged care context
Key Findings to date

- Magnet concept relevant to aged setting
  - Direct care staff share similar views of practice environment
  - Consistent with global research
  - Relationships important to retention
  - Altruism linked to perceived satisfaction with care
**Implications**

- Building on research translating the Australian tool (NWI-R:A) to the aged care setting
- Focussed on direct care staff, diversifying population
- Identified new findings not identified in the earlier research
- Study not only informed by the theory also adds to understanding of “magnetism”