

# [Inclusivity dynamics that work for unskilled nurses](https://assignbuster.com/inclusivity-dynamics-that-work-for-unskilled-nurses/)

Approach and Strategy

As mentioned above in the Australian experience, the strategies deployed through policy imperatives have shown the best outcomes. In this regard, effective workplace facilitation, proactive leadership and managerial effectiveness involving training schedules give the desirable outcomes (Dawson et al, 2014). Unskilled workers need empowerment at the workplace to function optimally. Without empowerment, work redundancy might set in and the confusion that follows can be terribly disastrous (Taylor & Foster, 2015). With an effective management and leadership approach, the decision-making practices and devolved communication models regarding daily operations create a spirit of collegiality and nurses are involved in useful consultations.

Strengths and Weaknesses

The nursing profession in Australia is currently one of the most robust as a result of the wave of inclusivity for unskilled workers. Inclusivity has brought about adequate personnel into the system but has presented the challenge of management and leadership (Ford & Kawashima, 2016). Nonetheless, diverse generational cohorts might pose both leadership and management challenges because they derive their reasoning and conduct from extensively dissimilar backgrounds. For this reason, generational conflicts ought to be addressed through amicable and sustainable models of correction (Dawson et al, 2014). Due to the generational diversity, nursing leadership ought to cultivate generational synergy to advance collegial comportment among nurses at the workplace and this is a reward garnered by inclusivity. The diverse dispositions in terms of attitude, beliefs and experiences can be treated to extensive peer-to-peer learning so that greater understanding is attained.

Conclusion

There are diverse models of workplace facilitation in the nursing fraternity that ensures optimal productivity among the unskilled nurses. These diverse models and approaches should be deployed sparingly while taking into consideration their own merits and demerits (Ford & Kawashima, 2016). In the light all the challenges and opportunities afforded by the inclusion of unskilled workers in the nursing fraternity, one thing is clear that a radical approach should be engaged everywhere within the institutions of nursing practice to create order and progress. While making way for professional cultivation and progression, the unskilled workers create a pool of vital workforce that can address the temporary challenges as we advance through the various phases of the transition. Eventually, the unskilled workers can gain the boost of learning through academic evaluation and then integrated into the workforce as qualified workers.  Furthermore, this study finds it useful to recommend that economic analyses and service delivery quality studies should be given extensive attention throughout the phases when excessive unskilled workers are incorporated into the nursing fraternity.

## References

Admi, H., & Moshe-Eilon, Y. (2010). Stress among charge nurses: tool development and stress measurement. Nursing Economics, 28(3), 151.

Araujo, E. C., Evans, T. G., & Maeda, A. (2016). Using economic analysis in health workforce policy-making. Oxford Review of Economic Policy, 32(1), 41-63.

Bohmer, R. M., & Imison, C. (2013). Lessons from England’s health care workforce redesign: no quick fixes. Health Affairs, 32(11), 2025-2031.

Bond, M., & Holland, S. (2011). Skills of clinical supervision for nurses: A practical guide for supervisees, clinical supervisors and managers. McGraw-Hill Education (UK).

Cooke, F. L., & Bartram, T. (2015). Guest Editors’ Introduction: Human Resource Management in Health Care and Elderly Care: Current Challenges and Toward a Research Agenda. Human Resource Management, 54(5), 711-735.

Dawson, A. J., Stasa, H., Roche, M. A., Homer, C. S., & Duffield, C. (2014). Nursing churn and turnover in Australian hospitals: nurses perceptions and suggestions for supportive strategies. BMC nursing, 13(1), 1.

Denise Waters, C., Freda Rochester, S., & Anna Mcmillan, M. (2012). Drivers for renewal and reform of contemporary nursing curricula: A blueprint for change. Contemporary nurse, 41(2), 206-215.

Dychtwald, K., Erickson, T. J., & Morison, R. (2013). Workforce crisis: How to beat the coming shortage of skills and talent. Harvard Business Press.

Ford, M., & Kawashima, K. (2016). Regulatory approaches to managing skilled migration: Indonesian nurses in Japan. The Economic and Labour Relations Review, 1035304616629580.

Jeon, Y. H., Merlyn, T., & Chenoweth, L. (2010). Leadership and management in the aged care sector: a narrative synthesis. Australasian journal on ageing, 29(2), 54-60.

Kilpatrick, K., Lavoie-Tremblay, M., Ritchie, J. A., & Lamothe, L. (2014). Advanced practice nursing, health care teams, and perceptions of team effectiveness. Journal of Trauma Nursing, 21(6), 291-299.

Leong, Y. M. J., & Crossman, J. (2015). New nurse transition: success through aligning multiple identities. Journal of health organization and management, 29(7), 1098-1114.

Lozano, M., Meardi, G., & Martín-Artiles, A. (2015). International Recruitment of Health Workers British Lessons for Europe? Emerging Concerns and Future Research Recommendations. International journal of health services, 45(2), 306-319.

Manion, J. (2011). From Management to Leadership: Strategies for Transforming Health. John Wiley & Sons.

Osuji, J. (2014). Building Global Capacity for Better Health Through Increased Gerontology Content in Undergraduate Nursing Education Curriculum: A Commentary. Indian Journal of, 28(4), 482-493.

Rigolosi, E. L. M. (2012). Management and leadership in nursing and health care: An experiential approach. Springer Publishing Company.

Seutloadi, K. (2015). Perceptions on the role and importance of soft skills or relevant competencies on the performance of nurse managers in hospitals (Doctoral dissertation, University of Southern Queensland).

Smith, N., Hennefer, D. L., Brettle, A., Jiang, X., Hu, R., & Xiao, H. (2012). Nursing knowledge and skills for global employability: A systematic literature review and synthesis.

Taylor, A., & Foster, J. (2015). Migrant Workers and the Problem of Social Cohesion in Canada. Journal of International Migration and Integration, 16(1), 153-172.

Weston, M. J., (Jan. 31, 2010) " Strategies for Enhancing Autonomy and Control Over Nursing Practice" OJIN: The Online Journal of Issues in Nursing Vol. 15, No. 1, Manuscript 2.