

Organisational support for older registered nurses (RNs)' continuation of practice

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Introduction and background

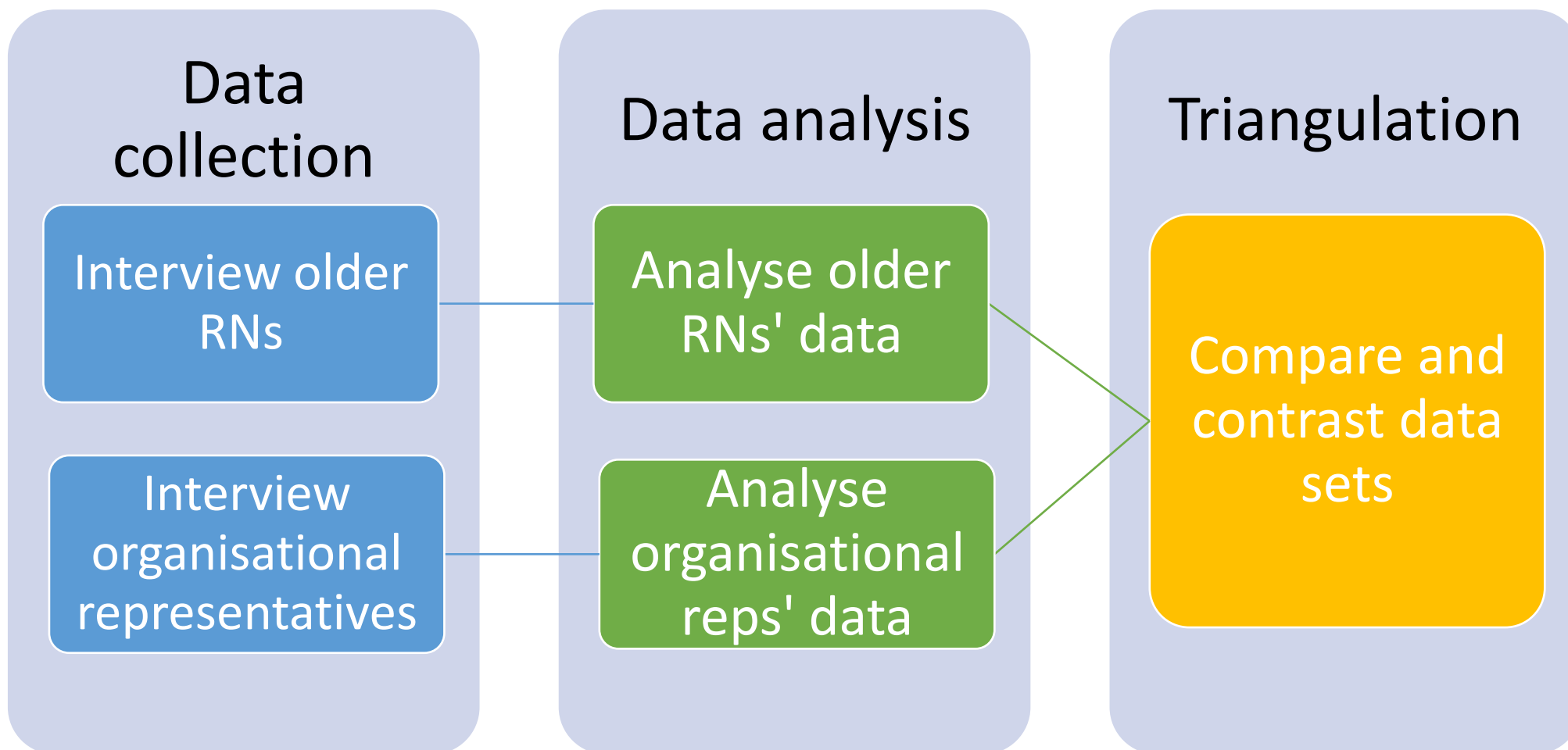
- **Global ageing** is increasing demand for complex healthcare services
- **Older RNs** bring valuable knowledge and clinical expertise
- Yet, **organisational support** for older RNs' continuation of practice is **underexplored**



Aim of PhD

To explore how RNs aged 60+ (50+ if Māori or Pasifika) and organisational representatives perceive organisational support for older RNs' continuation of practice.

Design of the study



(Braun & Clarke, 2022; Denzin & Lincoln, 2018; Grbich, 2010)



Gaining access to participants

- Submitted application form and research protocol to one of the largest districts of Health New Zealand for research access
- Access granted after revising the recruitment strategy
- Utilised existing relationships with AUT nursing staff, who introduced me to an insider at the organisation who then supported recruitment
- Inclusion criteria modified to increase number of participants
- Thirteen RNs and four organisational representatives included in the study

Participants demographics

Thirteen RNs

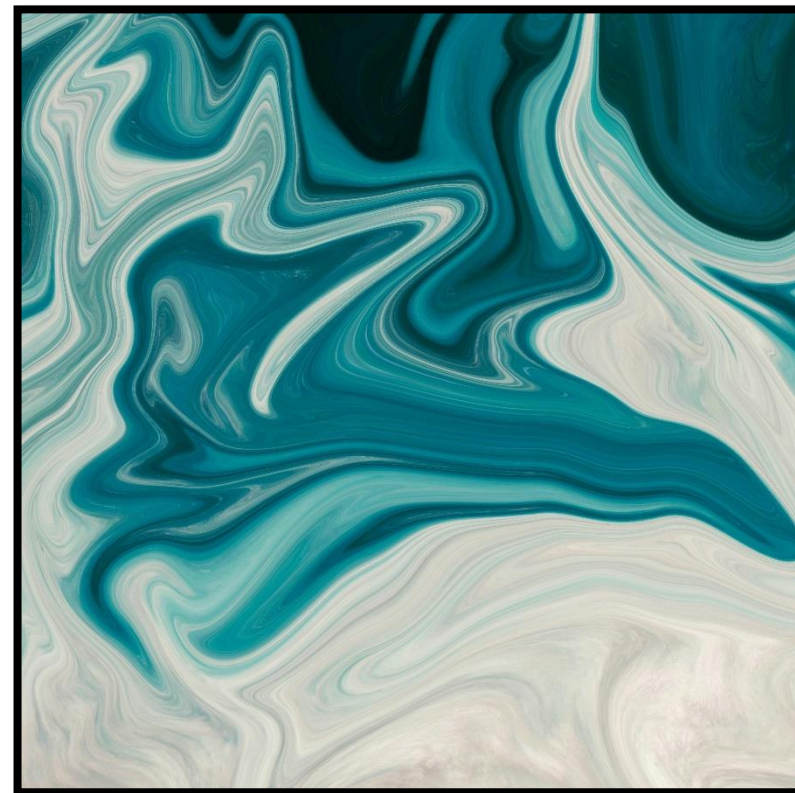
- Age range: 52 to 74 years; five RNs aged 61–65, and four aged 66–70
- Mix of part-time and full-time
- Mostly Clinical Nurse Specialists
- Ethnicities: 1 Māori, 1 Pasifika, 1 Eurasian, remainder European

Four Organisational Representatives

- 3 were team leads/clinical managers (clinical + leadership roles)
- 1 held a senior management role at the organisational level

Data analysis

- Preliminary coding
- Feedback from supervisors
- Coding
- Searching for themes in RN dataset





“I enjoy the work with patients. I enjoy that. If I didn't enjoy that, if I lost the joy for that, then I would need to move on, that is the main thing that keeps me employed”-N13

“I often get asked when are you going to retire as well, so I have to prevent myself from smacking the person in the nose, you know”-N3

“I am starting to get some age-related problems like I've got arthritis in my fingers and some in my knees”-N11

Preliminary patterns

- Older RNs are passionate about their work and valued by their own colleagues
- Face social stigma and the need to adapt to a changing healthcare system
- Often manage age-related physical changes and retirement planning with self-directed strategies

Implications for Practice, Policy and Research

- Enhances understanding of organisational support for older RNs in Aotearoa New Zealand
- Informs strategies to better support older RNs in the workforce
- Provides a foundation for future research on older RNs' continuation of practice

References

Braun, V., & Clarke, V. (2022). *Thematic analysis: A practical guide*. Sage.

Denzin, N. K., & Lincoln, Y. S. (2018). *The Sage handbook of qualitative research*. Sage publications.

Grbich, C. (2010). *Qualitative data analysis an introduction*. SAGE.