



**University of Wollongong**  
**Industry Partner: UnitingCare Ageing**

***Magnetism in aged care: the attraction  
and retention of direct care staff***

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# MAGNET RESEARCH

## Background:

- *Recognition in 1980's of global shortage of nurses*
- *Magnet hospitals: 'cultures of excellence' and 'innovative practices' highly attractive to qualified nurses*
- *Nurses face very similar challenges around the world; solutions which work in one country are likely to work in others (Aiken 2003)*



# MAGNET IN AGED CARE

## Literature review:

- *Ageing population increasing/demand for more residential aged care places*
- *Focus on issues of dissatisfaction and turnover in RACF*
- *Little research on why RNs, ENs and PCs are attracted and retained by RACF*



# ***MAGNET IN AGED CARE***

## **Methodology**

**Focus groups: 45 participants to date**

**1. *NWI-R:A***

- *Terminology in context of aged care*

**2. *Existing 49 items checked for relevance in aged care***

**3. *Aged care specific: inclusion of items***





# ***MAGNET IN AGED CARE***

## **Results:**

- *Supportive, empowering workplaces*
- *Personal care valued/excellence in resident care*
- *Working with others passionate about aged care*







# ***MAGNET IN AGED CARE***



*Measuring magnetism in  
aged care for  
RNs, ENs and PCs*



*Magnet in Aged Care:  
Australia (MAC:A)*

