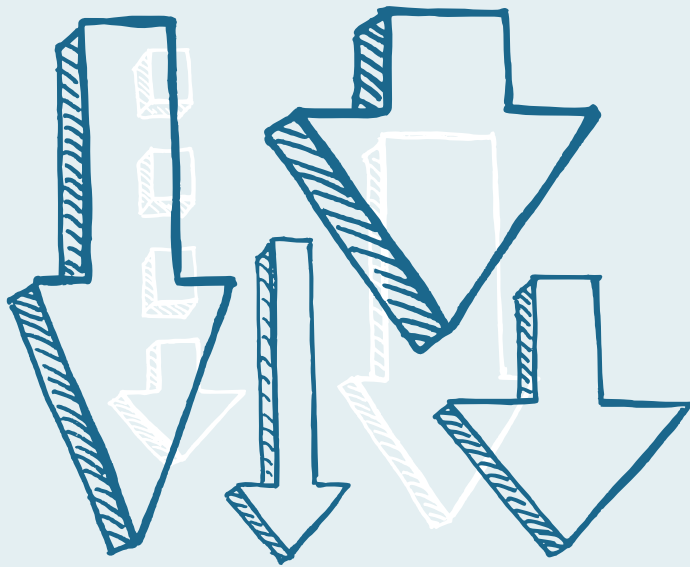


Public Health Nurses: An Essential Human Resource in Nurse-Family Partnership®

Human Resources

Public health agencies invest significant resources to educate and support public health nurses to deliver Nurse-Family Partnership (NFP). Furthermore, client retention is related to nurse retention. It is important for NFP teams to be aware of factors that nurses perceive influence nurse retention or attrition in the program.



NURSE ATTRITION

Compassion fatigue

Burnout

Unmanageable levels of documentation

Lack of skilled supervisory support

Lack of an emotionally safe space for reflective supervision

Administration/management lack understanding of NFP program elements and requirements to deliver program with fidelity to core model elements

Limited communication about long-term sustainability of NFP in local department

NURSE RETENTION

Intervention requirement and program support to develop long-term (up to 2.5 years) relationships with clients

Delivering care at full scope of nursing practice

Engagement in and receipt of regular, intensive professional education to advance skill development

Regular contact and opportunities for reflection with supportive NFP team members

Primary public health assignment is only to NFP; staffing models support full-time assignment to NFP

Flexibility to organize structure of work day (determine location to start, end work day, flexibility on where to document)

Provision of current technology to support work such as mobile phone with data, laptop computer

Organizational resources directed to addressing compassion fatigue and burnout

Mentorship or “job shadowing” provided on how to deliver NFP in practice

Caseload size negotiated based on geography and client needs

High quality, frequent reflective supervision provided

