MCH Nurse Workforce Analysis – Survey of MCH nurses

Frequently Asked Questions (FAQs)

These FAQs have been designed to provide answers to common questions about the MCH Nurse workforce supply and demand project and the surveys being conducted as part of the project.

Who are ACIL Allen Consulting?

ACIL Allen Consulting is an independent economics and public policy consulting firm.

Workforce analysis and policy and program review is a key area of activity and expertise of the firm. Information about senior staff at the firm and further detail on the kind of work regularly undertaken is available at: http://www.acilallen.com.au.

Why are you conducting this MCH workforce analysis now?

Workforce planning and analysis is important for any industry. Undertaking MCH nurse workforce analysis now will ensure the MCH service system is positioned to respond to growing population and demand issues, barriers to attraction and recruitment, staff shortages in rural areas, and other issues such as an ageing workforce. This project will contribute to informed and evidence-based policy and planning into the future.

What is the role of the CCCH in this survey?

ACIL Allen have been commissioned by the Department of Education and Training (DET), in partnership with the Municipal Association of Victoria (MAV), to look at MCH workforce supply and demand. In a related but separate project, DET have also commissioned the CCCH to examine professional development and support needs for the MCH nurse workforce. Given the intersection of these two issues, ACIL Allen and CCCH have collaborated on this survey to focus on both areas. ACIL Allen will have access to all survey data and the CCCH will only access the survey data related to professional development and support.

Are you reviewing my performance, or the performance of MCH services in my area?

The purpose of this survey (and the project more broadly) is to examine MCH nurse workforce attraction and recruitment, at both the state and local level. The analysis from this project will input into broader MCH nurse workforce supply and demand analysis being undertaken by DET. The analysis does not involve judgement of the performance of individual MCH nurses or other staff, LGAs, or any specific organisation. Examination of MCH service quality or individual client outcomes is not in the scope of this project. The focus of this project is exclusively on MCH workforce employment, attraction and recruitment.

What happens with my contribution?

The views and perspectives of MCH nurses, coordinators, and other individuals surveyed during this project are an essential input into the project analysis. The information collected through the survey instruments will provide further depth and understanding to MCH nurse workforce data, and allow for a granular analysis of MCH workforce supply and demand across the state. ACIL Allen and the CCCH respect the confidentiality of all the survey respondents and will ensure that views collected throughout the project are handled sensitively and appropriately. Your survey response will be kept confidential. It will only be analysed by the ACIL Allen team, and reported in a way that prevents any linking of responses to specific individuals.

What are the project timeframes?

The project commenced in January 2016. It is due to conclude in April 2016.

Where are you getting data from?

A wide range of data is being used for this project. This includes: MCH nurse workforce data; ABS data; administrative data held by DET; survey data; and relevant workforce evidence and literature. Targeted consultation with key stakeholders will also occur in the latter half of the project.

What will happen with the findings from this project?

This project is designed to support ongoing policy and planning around MCH. Findings from the project will be reported to senior policy and decision-making forums in DET and MAV.

How does a MCH nurse that performs more than one MCH role answer the survey?

Please answer the survey with your primary MCH role in mind. This is the role in which you work the most hours. Your other MCH work is still relevant to this survey so please also use your knowledge from all your MCH roles to complete various questions.