

My name is Mojgan Soltanifard

I work in Concord Hospital with 25 years of experience as ICU nurse, after Hour CNC, I worked with fly squid. So been thought COVID, Canberra fire, Bali bombing. But never seen nursing that bad.

Unfortunately we lost so many experienced nurses during COVID for different positions. A group of them retired early because of COVID, unhappy, no one listens to their needs, been more than a year staff working more than needed due to shortage of staff. Nurses been working double shift to cover but not appreciated.

Most of the time we need to go over capacity but office can't provide extra staff or take a RN from ward and send it to other place but replace with AIN. There been increase numbers in metcalls, code black, falls. Families complain, IV meds not given on time delay in blood products due to shortage of staff and unexperienced staff. Number of patients who return to emergency day after discharge because of early discharges.

What we and you will do to encourage nurses stay. Some wards run by newgrad who didn't have much experience in nursing.

Recent research shown 25% of new grad will leave nursing after 1 year and 35% after 4 years.

COVID left a big hole in nursing.

Recently educators and CNC ask to work on floor due to shortage of staffing.

Staff calling sick more often due to working overtime and getting tired. No patient you send home with their patients

sorry to say but All medical team vome for Review their pt"s but not knowing how much stress and work load nurses dealing on daily base.

Morale is low Hospital wide due to no one taking the time to listen & try to help us to fix the problem

Nurses are hesitant to speak up after hours because they will get shut down by the ADNs because they are short staffed across the entire hospital

Kind Regards Mojgan Soltani Fard