



The ACCCN **Workforce Advisory Panel** was formed in February 2023. The panel has been busy working on its ACCCN Board approval projects for the new term of appointments, which is 2 years. The panel of four members reside in **Queensland** and **Victoria**, and we welcome other members from other states or territories to join the Workforce Advisory Panel. As the nursing workforce is a national issue, we would appreciate and value more of an Australia-wide perspective of workforce positives and challenges.

The Workforce Advisory Panel are also members of the **ACCCN Workforce Standards Review Committee**. There are 10 original Workforce Standards with an eleventh one to be added during this review process. To assist with workforce development, the Advisory Panel is currently setting up a system to review nursing focused data from the **Australian & New Zealand Intensive Care Society (ANZICS)** registries to understand different aspects of the nursing workforce across the nations Intensive Care Units. Each member has committed to assisting with the work required to better understand workforce issues, so that the profession is able to improve both recruitment and more importantly retention of an experienced workforce for the future.



Philip Peter
Victoria

Philip has a background in Clinical Governance and holds a Director position on a District Health Service Board of Management. Philip's critical care background is in Paediatrics Intensive Care and Coronary Care. Philip's interest in Clinical Leadership and commenced further studies by undertaking his PhD within this key area.



Paul Ross
Victoria

Paul is currently a Clinical Nurse Specialist and Clinical Research Nurse at the Alfred Intensive Care Unit, Melbourne and is undertaking his PhD investigating the influence of nursing on patient outcomes in the ICU. Paul is a Critical Care Registered Nurse (CCRN) and has completed both a Master of Nursing Research and Masters of Adult Education. Runs a blog Nursing Education Network.

Latest Publication: Ross, P, Serpa-Neto, A, Tan, S,C, Watterson, J, Ilic, D, Hodgson, C, Udy, A, Litton, E, & Pilcher, D. (2023). The relationship between nursing skill mix and severity of illness of patients admitted in Australian and New Zealand intensive care units. Australian Critical Care.



Michelle Foster
Queensland

Michelle Foster is Nursing Director of Workforce at Gold Coast Hospital and Health Service in Queensland. Michelle has recently completed a secondment as the Acting Director of Nursing for Workforce Sustainability in the Queensland Office of the Chief Nurse and Midwifery. Michelle has worked in the acute setting for just over 40 years with the majority of career being in Intensive Care. The highlight of Michelle's career has been assisting with covid response to the Gold Coast Community and seeing new graduates and emerging leaders progress through their nursing career.



Brad Cummins
Queensland

Braddon is the Nurse Unit Manager of the Intensive Care Unit at the Princess Alexandra Hospital in Brisbane. Braddon has worked within the ICU specialty since 2003, including stints in the public, private and NHS sectors. He has developed a broad understanding of the challenges and issues impacting the ICU over this time and thoroughly enjoys working collaboratively with the large ICU multidisciplinary workforce. Outside of work, he is a keen basketballer, cyclist, Carlton supporter and loves getting outdoors with his family.

For further information or to contact the Workforce Advisory Panel please email
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