introduction

The Nepean Blue Mountains Local Health District (NBMLHD) Nursing and Midwifery Strategic Plan is directly related to the strategic plan of the district.

- Improving the population health (Inequalities and localities)
- Enhancing the patient experience (clinical quality, access and safety)
- Living within our means (service and finance performance)
- Strengthening our workforce
- Enhancing our services and our facilities
- Developing and strengthening research capacity
- Establishing robust governance and local decision making

The key goals of the NSW public sector health system are to help people stay healthy and to provide access to timely, high quality, patient-centred health care.

Achieving these goals requires clear priorities, supportive leadership and staff working together, underpinned by the core and safe values of: Collaboration, Openness, Respect and Empowerment – SAFTEY, Agility and Responsiveness, Fairness and EQUITY and EXCELLENCE.

mission statement

To enable, empower and engage the nursing and midwifery workforce to lead teams that are person-centred and compassionate care focused

The nursing and midwifery strategic plan is built around addressing four domains which overall address the District’s seven strategic goals.

- Nursing and Midwifery Workforce Plan.
- Nursing and Midwifery Career Pathways
- Nursing and Midwifery Models of Care
- Nursing and Midwifery Healthcare Strategies/Framework.

nursing and midwifery workforce plan

Within this domain the priorities are to develop a nursing and midwifery workforce plan that addresses the identified objectives:

- Build a nursing and midwifery workforce that is adaptable, responsive and aligns to the service demands and emerging consumer health needs.
- Foster professional capabilities, including leadership.
- Promote and support a positive culture and a healthy workforce.

Key indicators of success:

- The Nursing and Midwifery Workforce Plan complete by November 2016.
- The Workforce Plan is socialised to the nursing and midwifery workforce.
- Implementation goals for the Nursing and Midwifery Workforce Plan are monitored and evaluated.

nursing and midwifery career pathways

Within this domain the priorities to develop career pathways is to ensure that our nursing and midwifery staff will be able to:

- Demonstrate a clearer understanding of their roles and identify professional development opportunities in NBMLHD.
- Promote and support their professional development.
- Assist with their performance review with their NUM/MUM.
- Assist with maintaining their professional portfolio and Continuing professional Development (CPD) requirements.

Key indicators of success:

- Career pathway framework developed and implemented for nursing & midwifery staff within NBMLHD.
- Professional framework incorporating essential knowledge and skills for both generic and specialty nursing and midwifery staff within NBMLHD.
- Clinical competency assessment manual developed and effectively used by nursing and midwifery staff within NBMLHD.
- Links with the induction and annual performance review framework as well as ward/unit/departmental based orientation manuals.

nursing and midwifery models of care

Within this domain the priorities are to develop Models of Care through collaborative research:

- Involvement of nursing and midwifery teams in exploring and developing existing and future Models of Care.
- Undertake skill mix assessment against Models of Care.
- Develop career pathways that align to the Models of Care.

Key indicators of success:

- Body of research is completed that advises the nursing and midwifery workforce on best practice that suits their model of care.
- Models of Care are described for various teams
- Career pathways support the Models of Care.

nursing and midwifery workforce healthcare strategies/framework

Within this domain the importance of self-care and well-being are promoted through current Practice Development Programs:

- Develop a framework that encompasses an emphasis on the importance of self-care and well-being for the nursing and midwifery workforce.
- In consultation with nursing and midwifery leaders design an implementation strategy for a self-care and well-being program.

Key indicators of success:

- A developed framework that guides the implementation strategy for the self-care and well-being program.