

# STRATEGIC PLAN FOR NT NURSING AND MIDWIFERY 2015-2018



## Strategic Objective



**To achieve this we will:**  
**Promote** nursing and midwifery as a caring, kind, and compassionate profession, and **live up to** public expectations of honesty, capability and integrity  
 Build nursing and midwifery workforce capacity for preventing illness and promoting health for tomorrow

**We will recognise our achievements by:**  
 Evidence of media messaging and a public profile that positions NT nurses and midwives as caring for, and caring about people, and are trustworthy, professional, and capable  
 Clearly articulating primary health care capabilities within position descriptions and recruitment and development policies and practices for nurses and midwives

**Our Vision**  
 The NT Nursing and Midwifery Workforce will be compassionate, competent, confident, contemporary, capable, and committed to leading person centred health care.



**Implement** models of nursing and midwifery care that are innovative, effective and responsive to the high proportion of Aboriginal people within the population of the NT and the burden of disease individuals, families and communities experience

Reviewing and improving policies and processes for delivering primary health care models of nursing and midwifery care in prisons, remote communities, and acute care settings  
 Establishing nurse practitioner positions in the priority areas of child health and chronic disease that provide prevention and care coordination for vulnerable populations across the lifespan  
 Reviewing and improving communication systems and processes to promote models of care that lead to better coordination and integration of Maternity, Child and Family Health services.

**Our Mission**  
 Nurses and midwives will lead evidence based person centred care across diverse geographical and cultural contexts in collaboration with individuals, families, communities and our health professional colleagues



**Enhance** peoples' access to culturally appropriate health care by increasing the recruitment and retention of Aboriginal people within the nursing and midwifery workforce

Developing a workforce strategy to increase participation of Aboriginal people in nursing and midwifery

**Our Values**  
**NT nurses and midwives have integrity**  
 We care about people using our services, our fellow health professionals and the communities in which we work and live  
 Compassion drives us to embrace diverse cultures, perspectives and experiences as we engage in person-centred professional, nursing and midwifery practice



**Lead innovations** in care that encourage consistency of peoples experiences and the care they receive across diverse workplaces  
 Establish partnerships for streamlining care across diverse settings

Evidence of greater consistency of nursing and midwifery practices across acute care, mental health, AOD services and primary health care  
 Establishing and consolidating professional partnerships with NGO health service providers

**NT nurses and midwives value partnerships**  
 We recognise that our primary partnership is with the person and their family at the centre of nursing and midwifery care



Celebrate and promote excellence in nursing and midwifery care  
 Promote a nursing and midwifery culture that optimises the role of nurses and midwives in corporate governance  
 Implement robust systems of governance for setting, implementing and monitoring compliance with clinical and professional standards

Increasing the profile of the nursing and midwifery awards and better articulating the characteristics of clinical excellence  
 Evidence of nursing and midwifery leadership at all decision making levels relating to health services governance, nursing and midwifery practice, and profession standards  
 Implementing procedures, policies and management tools that ensure compliance with clinical and professional standards

**NT nurses and midwives are accountable**  
 We are accountable to our community and ourselves for culturally responsive, caring and compassionate professional behaviour  
 Sustainable use of resources, and personalising health care drives our leadership of quality and safety, risk management and innovation



Develop an evidence based approach to supporting transition from student to graduate and a flexible workforce that can work safely across practice settings  
 Fully **utilise** nursing and midwifery skills and knowledge across the entire career structure  
 Embed cultural responsiveness into nursing and midwifery practice

Developing evidence based recruitment and retention strategies that include educational innovation and specifically address the challenges of working in remote, isolated and low resource environments  
 Education and research partnerships with Tertiary institutions  
 Developing a matched workforce and education plan that optimises capability across all classifications  
 Responding to the recommendations of the Nursing and Midwifery career structure review  
 Developing KPIs for nursing and midwifery behaviours that demonstrate cultural responsiveness

We are accountable for our self-care and our responsibility to support, mentor, develop and coach our peers across the lifespan of participation in the nursing and midwifery workforce  
**NT nurses and midwives are relevant today and ready for tomorrow**  
 We strive to continuously improve our knowledge and skills and the evidence base for our practice  
 We are committed to articulating the critical, irreplaceable value and contribution of nurses and midwives to the multidisciplinary team



Develop and implement workforce reforms based on nursing and midwifery led models of care,  
 Advance and extend our scope of practice to respond to health needs today and into the future

Implementing positions that utilise the full scope of existing nursing and midwifery roles  
 Achieve the aims of the Nurse Practitioner Strategic Plan

**NT nurses and midwives are committed to delivering high quality care**  
 We encourage, recognize and celebrate excellence in contemporary nursing and midwifery practice and the achievements of the nurses and midwives who have brought us to where we are today