

NORTHERN TERRITORY NURSING AND MIDWIFERY PLAN 2023-2028

OUR VALUES

Safe | Responsive | Kind

OUR VISION

To empower an agile nursing and midwifery workforce to provide care at the right place and time

OUR COMMITMENT

Working together with community for health and wellbeing to implement person-centred care

KEY FOCUS AREAS



Promote wellbeing and prevent illness



Provide high quality health care that reflects personal and community needs



Support and develop our workforce



Connect service delivery & support systems for a sustainable future

KEY OBJECTIVES

- Understand nursing and midwifery culture and wellbeing
- Improve workplace culture and strengthen resilience for leadership
- Lead nursing and midwifery research
- Participate in co-design models of care
- Evaluate and monitor quality of care

- Understand and embed Trauma informed care
- Strengthen scope of practice
- Strengthen nursing and midwifery-led models of care
- Optimise flexibility in service delivery
- Support the use of digital technology

- Empower professional alignment and leadership to values of NT Health
- Advance the national profile as employer of choice
- Review and strengthen recruitment processes
- Attract recruit and retain nurses and midwives where they are most needed
- Invest in growing our own nursing and midwifery workforce
- Reinforce coaching and clinical supervision
- Drive shared governance principles

- Adapt and evaluate methodology for nursing and midwifery workload management
- Establish professional governance framework
- Continue to support access to education and career pathways
- Enhance Aboriginal nursing and midwifery workforce
- Establish performance monitoring through informatics

KEY OUTCOMES

- Increased utilisation of the health and wellbeing initiatives
- Nursing and midwifery cultural survey developed and results utilised to improve workplace culture
- Produce five pieces of nursing and midwifery research for publication
- New models of care will be developed and implemented
- Nursing and Midwifery Sensitive Indicators are available and accessible to nursing and midwifery leaders

- Trauma Informed Care resources are implemented and culturally responsive care is provided
- Nurses and midwives are confident and supported to work to their full scope of practice
- Increase the number of Nurse Practitioners, Endorsed Midwives and Advanced Practice nurses and midwives in nursing and midwifery-led models of care
- Nurse and midwifery-led procedural services are available
- Virtual Care platforms are utilised for nursing and midwifery services

- Job descriptions and Work Partnership Plans will reflect NT Health values
- Nursing and midwifery vacancy and attrition rates are improved
- Recruitment is streamlined and timelines from application to on boarding are reduced
- Nurses and midwives have access to career pathways and development opportunities
- Educational and scholarship opportunities are available and promoted
- Clinical Supervision is implemented and embedded
- Nursing and midwifery council re-established and regular information sessions implemented

- Business Planning Framework implemented across all services
- Professional Nursing and Midwifery Governance Framework is developed and implemented
- Work Partnership Plan will align with nursing and midwifery career pathways
- Aboriginal nursing and midwifery workforce has increased
- Informatics dashboards implemented and utilised across services

ALIGNMENT TO NT HEALTH STRATEGIC PLAN

- We demonstrate a culture where employees feel valued, safe at work and their wellbeing is supported
- Our skilled workforce attraction and retention is improved
- Research and continuous improvement are embedded in our learning health system
- We partner to build an environment to support and protect healthy lives
- Our governance and financial system support a sustainable future which is environmentally and financially responsible

- We provide culturally responsive services – supporting and encouraging culturally safe practice
- Territorians feel safe and cared for in health care environments
- We enable, incentivise and implement new models of care
- Territorians' lifetime physical and mental health improves
- Patients and clients have more choice in health care across their lifetime
- We partner to build an environment to support and protect healthy lives

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OUR FOUNDATIONS

Northern Territory Health Strategy 2023-2028; Northern Territory Health Workforce Action Plan; Northern Territory Health Aboriginal Cultural Security Framework 2016-2026; Northern Territory Health Virtual Care Strategic Framework; Northern Territory Health Clinical Governance, Safety and Quality Framework; Northern Territory Health Nursing and Midwifery Education Plan 2022; World Health Organisation Global strategic directions for Nursing and Midwifery 2021-2025