

# 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	<ul style="list-style-type: none"> <li>Understand nursing and midwifery culture and wellbeing</li> <li>Improve workplace culture and strengthen resilience for leadership</li> <li>Lead nursing and midwifery research</li> <li>Participate in co-design models of care</li> <li>Evaluate and monitor quality of care</li> </ul>	<ul style="list-style-type: none"> <li>Understand and embed Trauma informed care</li> <li>Strengthen scope of practice</li> <li>Strengthen nursing and midwifery-led models of care</li> <li>Optimise flexibility in service delivery</li> <li>Support the use of digital technology</li> </ul>	<ul style="list-style-type: none"> <li>Empower professional alignment and leadership to values of NT Health</li> <li>Advance the national profile as employer of choice</li> <li>Review and strengthen recruitment processes</li> <li>Attract recruit and retain nurses and midwives where they are most needed</li> <li>Invest in growing our own nursing and midwifery workforce</li> <li>Reinforce coaching and clinical supervision</li> <li>Drive shared governance principles</li> </ul>	<ul style="list-style-type: none"> <li>Adapt and evaluate methodology for nursing and midwifery workload management</li> <li>Establish professional governance framework</li> <li>Continue to support access to education and career pathways</li> <li>Enhance Aboriginal nursing and midwifery workforce</li> <li>Establish performance monitoring through informatics</li> </ul>
KEY OUTCOMES	<ul style="list-style-type: none"> <li>Increased utilisation of the health and wellbeing initiatives</li> <li>Nursing and midwifery cultural survey developed and results utilised to improve workplace culture</li> <li>Produce five pieces of nursing and midwifery research for publication</li> <li>New models of care will be developed and implemented</li> <li>Nursing and Midwifery Sensitive Indicators are available and accessible to nursing and midwifery leaders</li> </ul>	<ul style="list-style-type: none"> <li>Trauma Informed Care resources are implemented and culturally responsive care is provided</li> <li>Nurses and midwives are confident and supported to work to their full scope of practice</li> <li>Increase the number of Nurse Practitioners, Endorsed Midwives and Advanced Practice nurses and midwives in nursing and midwifery-led models of care</li> <li>Nurse and midwifery-led procedural services are available</li> <li>Virtual Care platforms are utilised for nursing and midwifery services</li> </ul>	<ul style="list-style-type: none"> <li>Job descriptions and Work Partnership Plans will reflect NT Health values</li> <li>Nursing and midwifery vacancy and attrition rates are improved</li> <li>Recruitment is streamlined and timelines from application to on boarding are reduced</li> <li>Nurses and midwives have access to career pathways and development opportunities</li> <li>Educational and scholarship opportunities are available and promoted</li> <li>Clinical Supervision is implemented and embedded</li> <li>Nursing and midwifery council re-established and regular information sessions implemented</li> </ul>	<ul style="list-style-type: none"> <li>Business Planning Framework implemented across all services</li> <li>Professional Nursing and Midwifery Governance Framework is developed and implemented</li> <li>Work Partnership Plan will align with nursing and midwifery career pathways</li> <li>Aboriginal nursing and midwifery workforce has increased</li> <li>Informatics dashboards implemented and utilised across services</li> </ul>
ALIGNMENT TO NT HEALTH STRATEGIC PLAN	<ul style="list-style-type: none"> <li>We demonstrate a culture where employees feel valued, safe at work and their wellbeing is supported</li> <li>Our skilled workforce attraction and retention is improved</li> <li>Research and continuous improvement are embedded in our learning health system</li> <li>We partner to build an environment to support and protect healthy lives</li> <li>Our governance and financial system support a sustainable future which is environmentally and financially responsible</li> </ul>	<ul style="list-style-type: none"> <li>We provide culturally responsive services – supporting and encouraging culturally safe practice</li> <li>Territorians feel safe and cared for in health care environments</li> <li>We enable, incentivise and implement new models of care</li> <li>Territorians’ lifetime physical and mental health improves</li> <li>Patients and clients have more choice in health care across their lifetime</li> <li>We partner to build an environment to support and protect healthy lives</li> </ul>	<ul style="list-style-type: none"> <li>Our skilled workforce attraction and retention is improved</li> <li>We demonstrate a culture where employees increasingly feel valued, safe at work and their wellbeing is supported</li> <li>Research and continuous improvement are embedded in our learning health system</li> <li>Our governance and financial systems support a sustainable future which is environmentally and financially responsible</li> </ul>	<ul style="list-style-type: none"> <li>Our governance and financial systems support a sustainable future which is environmentally and financially responsible</li> <li>We demonstrate a culture where employees increasingly feel valued, safe at work and their wellbeing is supported</li> <li>Our skilled workforce attraction and retention is improved</li> <li>Our Aboriginal workforce is increased</li> </ul>

### 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