

OUR VISION

To be a world leader in the delivery of Nursing and Midwifery care, through collaboration, excellence and innovation.

OUR COMMITMENT

Nurses and Midwives working together to deliver better health care for all Territorians.

OUR VALUES

RESPECTFUL

teamwork, inclusiveness, culturally safe

'We are considered'

ETHICAL

trust, honesty, equity

'We are accountable'

COMPASSIONATE

care, kindness, excellence

'We are person centred'

COURAGEOUS

integrity, innovation, research

'We are leaders for the future'

STRATEGIC OBJECTIVES



PRACTICE EXCELLENCE

Nursing and Midwifery practice is contemporary, evidence based and culturally safe.



WORKFORCE SUSTAINABILITY

NT Health is an employer of choice. The Nursing and Midwifery workforce is agile and offers flexible work options.



PROFESSIONAL CAPABILITY

Our workplace culture supports learning, where people want to develop and flourish.



CLINICAL SERVICE PERFORMANCE

We deliver sustainable, high value health services, driven by continuous improvement, creativity and innovation.

KEY ACTIVITIES

We will:

- Establish a Governance Framework
- Align models of Nursing and Midwifery care
- Engage with patients/consumers
- Implement Nurse Practitioner led models of care
- Provide evidence based care delivered closer to home
- Improve partnership participation
- Monitor and manage the quality of clinical care
- Participate in research
- Monitor and manage Nursing and Midwifery workload

We will:

- Develop a *Nursing and Midwifery Workforce Plan*
- Develop an *Annual Communication Plan*
- Promote working in the NT
- Explore and implement sustainable workforce options, including career pathways for Aboriginal people
- Enable flexible work options
- Use data to make informed decisions
- Leverage digital platforms
- Transition the Patient Care Assistant role to Assistant in Nursing role

We will:

- Develop an *NT Nursing and Midwifery Education Plan*
- Invest in the development of current and emerging leaders
- Build capability through *New to Practice Framework*
- Create a *Succession Planning Framework* for NT Health Nurses and Midwives
- Partner with industry and academia
- Enhance research opportunities
- Establish learning exchange opportunities

We will:

- Measure what matters
- Develop a *NT Nursing and Midwifery Performance Framework*
- Provide safe care through strengthening the bank and casual workforce
- Implement continuous improvement
- Monitor and evaluate care

MEASURES OF SUCCESS

- Implementation of the *NT Health Nursing and Midwifery Governance Framework*
- Implementation of a *Consumer Engagement Action Plan*
- Implementation of a *Nurse Practitioner Action Plan*, delivering a minimum of 22 Nurse Practitioners by 2022
- 10 research projects initiated
- 10 conference presentations/journal publications



- Publication and implementation of the *NT Nursing and Midwifery Workforce Plan*
- Robust recruitment campaign, attracting staff
- Business rules supporting flexible work practices
- Patient Care Assistant role transitioned to Assistant in Nursing role aligning with models of care
- Zero agency use by 2020
- Social media presence



- Publication and implementation of the *NT Nursing and Midwifery Education Plan*
- *New to Practice Support Framework* implemented
- *NT Nursing and Midwifery Succession Planning Framework* implemented
- Leadership program for frontline clinical managers implemented
- 10 Nurses/Midwives in nationally recognised leadership programs
- 3 successful Adjunct appointments, or similar, with Charles Darwin University



- *NT Nursing and Midwifery Performance Dashboard* implemented
- Regular reporting on performance outcomes
- Regular communication across the system on performance



ALIGNMENT TO NT HEALTH STRATEGIC PLAN

- Preventing illness
- Focus on each person
- Embed research
- Redesign to improve access

- Preventing illness
- Focus on each person
- Lift performance toward excellence
- Embed research

- Preventing illness
- Lift performance toward excellence
- Embed research

- Lift performance toward excellence
- Redesign to improve access
- Embed research
- Systematise effectiveness and efficiency

OUR FOUNDATIONS

NT Health Strategic Plan 2018-2022; NT Health Clinical Service Plan; NT Health Quality and Safety Framework; NT Health Nursing and Midwifery Career Framework; NT Government Capability and Leadership Framework; NTG Indigenous Employment & Career Development Strategy; International Council of Nurses Strategic Priorities 2017-2020.