Office of the Chief Nursing and Midwifery Officer Strategic Plan

Transforming Queensland   Innovating nationally   Influencing globally

Vision
Nursing and midwifery will provide leadership in forming and advancing policy in a world class health system that ensures a person’s health needs and choices are prioritised, to deliver healthier and sustainable communities.

Mission
OCNMO is leading the advancement of Government Policy for a healthier and sustainable future for Queenslanders. We are doing this through a strong collaborative culture, which is committed to the role of nurses and midwives as leaders in translating innovation and evidence across different contexts of care.

We will uphold the Queensland Public Service and OCNMO values by:
- Providing system wide leadership and strategic direction for the Nursing and Midwifery professions to meet NMBA Standards of Practice
- Advocating for people-centred health services
- Developing pathways to professional excellence
- Leading innovation through collaboration to design new models of care
- Supporting the translation of research into evidence-based practice

Measures of success

OCNMO key priorities and strategies to support departmental objectives

Priorities

Leadership and Capability
To lead and advance policy that builds confidence and enables nurses and midwives to work to their full potential.

Workforce Sustainability
To lead and advance policy that will build the sustainability of nursing and midwifery workforce for now and into the future.

Innovation and Accessibility
To disrupt and drive practice innovation to transform nursing and midwifery.

Strategic Objectives

Leadership and Capability
- Promote practice standards that deliver compassionate care
- To develop a statewide nursing and midwifery framework that promotes leadership at all levels
- To promote nursing and midwifery representation in key decision making forums
- Identify and remove legislative and regulatory barriers to full scope of practice
- Support the implementation of nursing and midwifery excellence programs
- Develop models to support rapid and/or early career specialisation
- Establish a statewide Education and Life Long Learning Framework
- Develop a statewide nursing and midwifery research strategy to embed a research culture

Workforce Sustainability
- Implementation of the health workforce strategy
- Establish a safe and supportive practice environment for nurses and midwifery
- Identify and collaborate to develop career pathway opportunities for Aboriginal and Torres Strait Islander people and people from culturally and linguistically diverse backgrounds
- Facilitate effective workload provisions
- Promote the Business Planning Framework and strengthen legislative safe minimum nurse to patient ratios
- Strengthen graduate recruitment & retention
- Establish mentorship/preceptorship and succession planning models
- Promote shared governance in the implementation of industrial agreements

Innovation and Accessibility
- Develop a digital road map that supports the transition of nursing and midwifery services to a digital environment
- Support the redesign and enhancement of nursing and midwifery services in partnership with consumers to promote:  
  - Inter-professional collaborative practice models
  - Prevention and primary health care models
  - Nurse and midwife navigation models
- Promote and advocate the e/uniFB00erts in supporting consumers to promote:
  - Nurse and midwife continuity of care provision
  - Promote access and inclusion to support cultural and gender diversity
- Promote shared learnings to translate research and innovation into practice
- Advocate for funding models that support nurse led and midwife continuity of carer provision

Challenges ahead

- Rapidly increasing population by 2026
- Aging workforce with high retirement projections
- Meeting the needs of our First Nations people to support Closing the Gap
- Keeping up with rapid change to evidence based practice in a digital age
- Increased burden of disease particularly chronic disease and preventable conditions in an aging population