

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
- Nurses and midwives working to their full potential and scope
- Representing the Nursing and Midwifery professions in policy and legislation decisions
- Building sustainable workforce capacity and capability
- Consulting, engaging and partnering with HHSs and other key stakeholders
- Collaborating with other areas of the Queensland Department of Health to contribute to sustainable, people-centred care.

Measures of success

 <i>Profession of choice</i>	 <i>Compassionate care</i>	 <i>Improved safety and quality</i>	 <i>Improved health literacy</i>	 <i>Reduced burden of disease</i>	 <i>Improved care coordination</i>	 <i>A sustainable workforce</i>	 <i>Strategic partnerships</i>	 <i>Strengthen governance, stewardship and productivity</i>
Community and Person centred care		High Reliability and Quality Services		Innovation and Technology		Productivity and Value Based		

OCNMO key priorities and strategies to support departmental objectives

Priorities	Leadership and Capability	Workforce Sustainability	Innovation and Accessibility
	 <i>To lead and advance policy that builds confidence and enables nurses and midwives to work to their full potential.</i>	 <i>To lead and advance policy that will build the sustainability of nursing and midwifery workforce for now and into the future.</i>	 <i>To disrupt and drive practice innovation to transform nursing and midwifery.</i>
Strategic Objectives	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> - Inter-professional collaborative practice models - Prevention and primary health care models - Nurse and midwife navigation models Promote and advocate the efforts in supporting <i>Closing the Gap</i> to deliver improved healthcare outcomes for Aboriginal and Torres Strait Islander people 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 <i>nurse led</i> and midwife continuity of carer provision

Challenges ahead

- Rapidly increasing population by 2026
- Aging workforce with high retirement projections
- Meeting educational needs through an ever changing healthcare environment
- Meeting the needs of our First Nations people to support *Closing the Gap*
- Capacity and accessibility in a geographically dispersed State.
- Reliability and integration of workforce data, systems and planning models
- Keeping up with rapid change to evidence based practice in a digital age
- Increasing burden of disease particularly chronic disease and preventable conditions in an aging population.

Aligned with: 1) Advancing Health 2016 directions; 2) Queensland Government objectives for the community; 3) WHO, Global strategy for Nursing & Midwifery; 4) WHO, Sustainable Development Goals.