

# Early Career Nursing and Midwifery Retention Strategy

## Vision

To build a supported, resilient, capable and sustainable nursing and midwifery workforce to meet Queensland's needs

## Intent

The Early Career Nurses and Midwives Retention Strategy 2022-2026 (the Strategy) articulates the breadth of work underway to support Queensland's nursing and midwifery workforce needs, now and into the future.

The Strategy intends to align with departmental workforce initiatives to improve the supply, attraction and retention of health workforces, specifically nursing and midwifery workforces with a focus on graduates and early career nurses and midwives. The Strategy builds upon the Framework for Lifelong Learning for Nurses and Midwives and highlights the need for professional development and growth opportunities across the continuum of professional practice.

The Strategy's intended purpose is to support respective Hospital and Health Service's workforce planning functions to build upon current efforts to maximise attraction and retention of Queensland Health's nurses and midwives.

### FOCUS AREA 1

Implement Positive Practice Environment Standards for Nursing and Midwifery

### FOCUS AREA 2

Provide education and professional development opportunities aligning with Lifelong Learning Framework

### FOCUS AREA 3

Invest in leadership support, development and training

### FOCUS AREA 4

Develop workforce data systems to inform workforce planning

## Strategic alignment

- WHO Global Strategic Direction for Nursing and Midwifery 2021-2025
- My health, Queensland's future: Advancing health 2026
- Department of Health Strategic Plan 2021-2025
- Advancing health service delivery through workforce: A strategy for Queensland 2017-2026
- Strategic health workforce planning framework
- Rural and Remote Health & Wellbeing Strategy 2022-2027
- Queensland Health Workforce Diversity and Inclusion Strategy 2017-2022
- Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016-2026
- State-wide Strategic Nursing and Midwifery Workforce Action Plan
- Framework for Lifelong Learning for Nurses and Midwives
- First Nations Nursing and Midwifery Workforce Strategy
- Nursing and Midwifery Research Framework 2020
- Queensland Normal Birth Strategy

## Principles

- Evidence based decision making
- Support First Nations nurses and midwives
- Supportive workplace environments
- Support graduates and early career nurses and midwives to obtain permanency
- Empower nurses and midwives to practice to full scope of practice
- Principles of lifelong learning across the nursing and midwifery career continuum