Nursing & Midwifery Strategic Priorities
2017–2020

A Well, Resilient, Capable and Sustainable Workforce

Health Information Technology that supports and informs Extraordinary Care

Research that informs patient care and contributes to new knowledge

Delivering the highest quality care in partnership with our patients and their families

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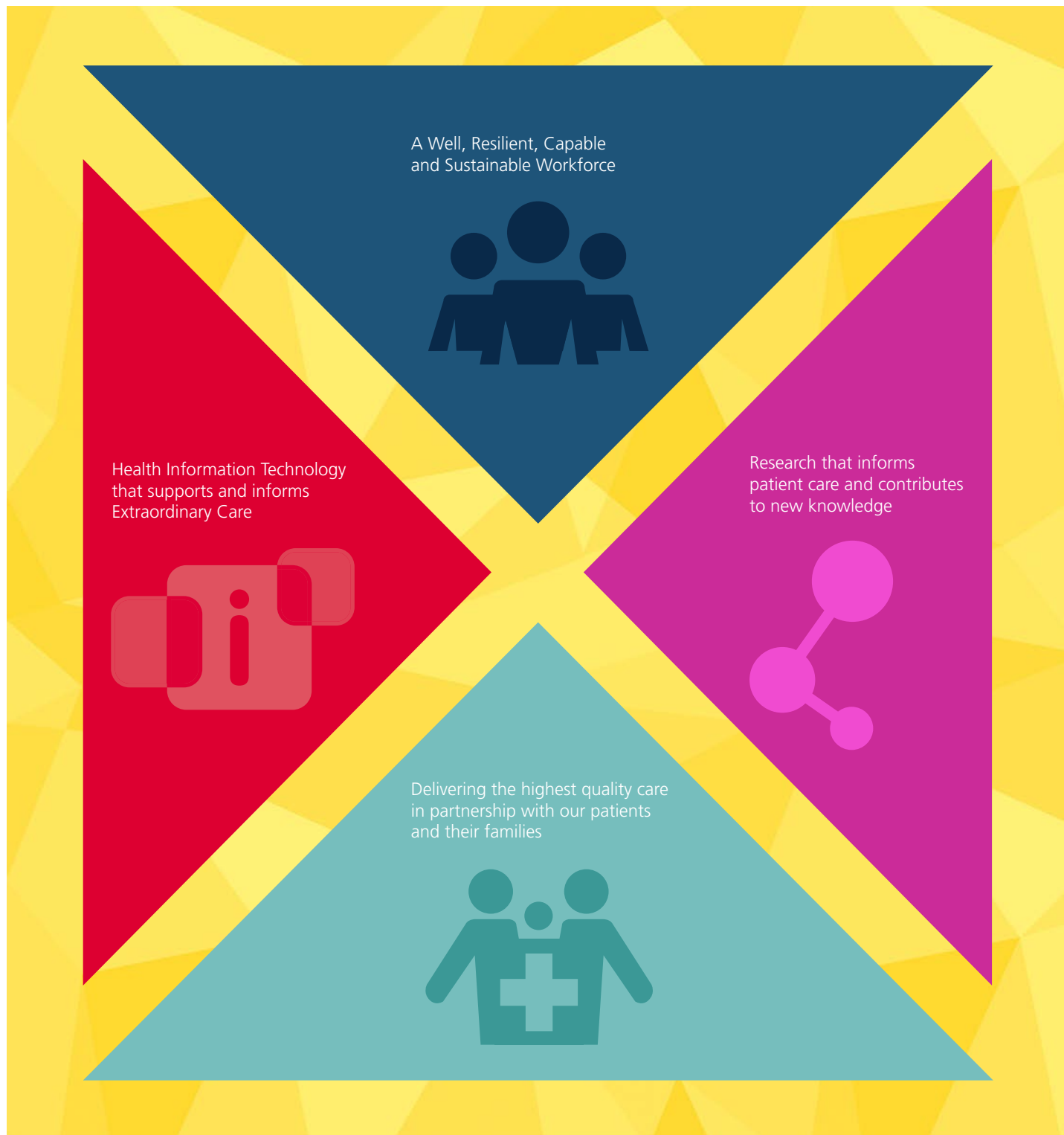
I am delighted to present the Sydney Local Health District Nursing & Midwifery Service Strategic Priorities 2017–2020. Our commitment to the delivery of Nursing and Midwifery excellence informs the selection of priorities and articulates aspirational strategies to achieve our vision. The priorities underpin our major areas of work over the next three years and will focus on the delivery of excellent care to our patients and our broader community.

Our key strategic priority areas are:

- Clinical Practice
- Workforce
- Information & Communication Technology
- Research

It is through these priorities and our commitment to Nursing and Midwifery excellence that we aim to achieve our vision; *SLHD Nurses and Midwives — An Extraordinary Profession, Leading Extraordinary Care*.

These priorities align with the District's vision *"To achieve excellence in healthcare for all"* and support the achievement of the Strategic, Workforce and Information and Communication Technology Plans in addition to supporting our hospitals and services in the delivery of their respective strategic and operational plans.

The next three years will bring great opportunity for the Nursing and Midwifery service to ensure Patients and families experience the best nursing care in a compassionate, supportive and collaborative environment, which embraces and advances professional Nursing and Midwifery practice, education, leadership and research.

Katharine Duffy

Director of Nursing & Midwifery Service
Sydney Local Health District

Our Vision: Extraordinary Care

Goals	Actions
Demonstrate that the SLHD Nursing and Midwifery Service is providing extraordinary care to our patients, carers, and community.	– Implement the Nursing and Midwifery Excellence program. – Maintain programs that enable the evaluation of Nursing and Midwifery practice on patient outcomes. – Promote Nursing and Midwifery achievements through profiling and multimedia messaging.

An Extraordinary Profession, Leading Extraordinary Care

Clinical Practice

Priority	Goals	Actions
Delivering the highest quality care in partnership with our patients and their families.	Provide a transparent and accountable culture of safety and quality that embodies excellent professional practice.	– Develop efficient systems to collect, review and communicate Nursing and Midwifery sensitive quality and safety data. – Support the use of Nursing and Midwifery sensitive data that informs patient care outcomes. – Implement processes and systems to support meaningful partnerships with patients, carers and consumers. – Utilise consumer feedback to enhance Nursing and Midwifery practice. – Influence and support the development of innovative models of care that ensure efficient and effective delivery of quality services.
	Support staff to demonstrate a measurable increase in compassionate, patient and family-centred care.	– Design, implement and evaluate programs for mindfulness and compassion, coaching and enabling and personalised/patient and family centred care. – Build a team of facilitators to support the scalability and sustainability of the staff wellness and compassionate care programs.
	Be recognised for leading edge staff wellness and compassionate care practice, education and research.	– Create opportunities to measure staff wellness and compassionate care. – Present current and completed work to external organisations, communities and stakeholders.
	Nursing and Midwifery staff engage in reflective practices which inform and develop clinical practice and improve staff and patient experiences of care.	– Develop Nurses and Midwives who are able to facilitate processes of enquiry and reflection. – Acknowledge, celebrate and showcase teams who transform practice through the use of enquiry and reflection.
	Positive workplace cultures are developed and sustained through the use of Patient Care Initiatives that empower Nurses and Midwives.	– Evaluate the effectiveness of the Patient Care Initiatives. – Establish a training and development strategy to support the sustainability of the Patient Care Initiatives. – Complete a service wide workplace culture survey every 3 years.

Workforce

Priority	Goals	Actions
A Well, Resilient, Capable & Sustainable Workforce	Establish a work ready graduate and undergraduate workforce, in collaboration with education providers and other stakeholders.	– Coordinate the development, implementation and evaluation of an internal facilitation model for undergraduates. – Increase the number of undergraduate Assistants in Nursing positions. – Review and update the Transition to Professional Practice (TPP) program across the LHD.
	Develop a resilient workforce which can identify areas of need and is able to adapt to emerging issues in a changing healthcare environment.	– Identify opportunities for advanced practice roles to support clinical service delivery. – Continue to review Nursing and Midwifery roles and practice to meet the needs of health services, patients and carers.
	Strengthen capacity for leadership at all levels of the service.	– Develop and embed the leadership development frameworks for the Nursing Unit Manager and Clinical Nurse Educator roles. – Evaluate and secure further funding for the Leadership Development Programs. – Develop skills in facilitation in key staff groups.
	Demonstrate increases in staff wellness and resilience, mindfulness and self-compassion.	– Design, implement and evaluate programs for mindfulness, self-compassion, wellness and resilience.
	Attract, retain and value all of our staff through professional development.	– Provide staff with education, learning and advancement opportunities. – Establish appropriate processes and opportunities to develop Nursing and Midwifery staff to reach their full potential.

Information & Communication Technology

Priority	Goals	Actions
Health Information Technology that Supports and Informs Extraordinary Care	Contribute actively to the governance of Information Communication Technology (ICT) in relation to Nursing and Midwifery practice.	– Support the development of ICT systems that are safe and positively impact on Nursing and Midwifery practice and patient care. – Build partnerships with internal and external stakeholders relating to ICT and Nursing and Midwifery practice. – Ensure Nursing and Midwifery leaders are represented and active in current and future ICT initiatives.
	Contribute actively to the effective delivery of the SLHD ICT strategic plan.	– Build a workforce that is able to contribute to the delivery of ICT projects that impact on Nursing and Midwifery practice and patient care outcomes. – Build Nursing and Midwifery capability to capitalise on the benefits of information systems for clinical practice and patient care. – Create professional development opportunities for the Nursing and Midwifery workforce in e-Health and ICT.
	Create research opportunity related to ICT and Nursing and Midwifery practice.	– Describe and evaluate the role of nurse informatics in contemporary Nursing and Midwifery practice in Australia. – Conduct a needs analysis that identifies opportunities for the use of health informatics in Nursing and Midwifery practice. – Develop a patient and family centred care research agenda relating to the interface between technology and Nursing and Midwifery practice.

Research

Priority	Goals	Actions
Research that informs patient care and contributes to new knowledge	Build a strong and independent Nursing and Midwifery research presence in the district by; – Expanding Nursing and Midwifery research capacity. – Increasing publishing output. – Increasing external funding for research.	– Provide research education and support that targets research practice and evidence use. – Build strong relationships and collaboratives with university partners. – Create opportunities for internal and external research funding. – Develop a body of innovative research that includes clinical intervention related PFCC research, enquiry/reflection based development activity, workplace culture, change, organisational facilitation and change leadership and research-based modelling for Patient Care Initiative activities. – Profile and celebrate Nursing and Midwifery research and increase the number of conference presentations and posters annually.
	Support the translation of research into practice.	– Provide research appraisal and evidence ranking-related support to units/teams working on evidence-based clinical policy/guideline material. – Provide evidence-related support/expertise to Nursing and Midwifery-led ICT innovations which support the translation of research into practice.

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