



Nursing and Midwifery Health Program

CARING FOR NURSES AND MIDWIVES

Strategic Directions

2017-2020

History

The Nursing and Midwifery Health Program Victoria evolved from a forum of nurses (ANMF, former Nurses Board of Victoria and some independent nurses from the field of research and service provision) who came together to address the issue of how to support nurses and midwives in sensitive areas of health. A submission to develop a program in Victoria for nurses and midwives affected by substance use disorder or mental health concerns was prepared and presented to the Nurses Board of Victoria and funding was provided by this body for a period of four years, commencing in early 2006, with staff recruited and the program established by September 2006. The funding received was \$400,000 per annum.

The program developed strategy over the initial twelve months of operation (mid 2006 and 2007) to maximise opportunity for promotion of the program, to establish frameworks for service delivery and to develop frameworks for monitoring and accountability.

A second funding agreement was struck in June 2010 for the period July 2010 to June 2013. These funds came from the assets of the sale of the former Nurses Board of Victoria. On 1st July 2013 the Nursing & Midwifery Board of Australia took on the role for funding the NMHPV. This funding arrangement continued until 28th February 2017.

The NMHPV has continued to evolve over time and to be recognised as the expert consulting base for Victorian organisations working to support and respond to nurses and midwives identified as having these health issues. Whilst demand continues for clinical case management the Program has responded to the demand for at times, briefer and more focused episodes of care. In recent times the Program has included greater focus on areas of prevention and early intervention, in response to the needs of those in the profession.

The Present

With the Victorian State Government's decision in 2016 to take on the responsibility for resourcing the Program, funding commenced through the DHHS in January 2017.

As a result, the Program staffing profile now comprises a full-time CEO, a permanent part-time Office Manager and 2 permanent part-time Senior Clinicians. In early 2017, the NMHPV established a Senior Clinician casual 'pool' to assist in meeting consumer demand and to enhance and strengthen the Program's human resource base.

The NMHPV had a change of membership in March 2017 when the Australian Health Practitioner Regulation Agency (AHPRA) resigned its position and the Australian College of Mental Health Nurses (ACMHN) took on membership alongside the ANMF (Victorian Branch).

NMHPV has an independent board of 5 directors who have responsibility for the governance framework.

The following vision and mission statements remain relevant and form a platform for the strategic direction.



Glenn Taylor

Chief Executive Officer

Vision:

A healthy and safe nursing/midwifery profession.

Mission:

We are a nurse led organisation committed to the health, well-being and resilience of nurses and midwives.

We do this by adopting a person centred approach to our work which includes;

- Providing a sensitive response to all those whom we come in contact.
- Providing appropriate and considered information, advice and referral options.
- Providing case management and counselling support for nurses and midwives and students of nursing and midwifery with; alcohol and other drug problems, and or mental health concerns, and or other sensitive concerns which impact their health. This is provided in order to promote individual health and wellbeing.
- Reducing risks to those who use nursing/midwifery services by assisting nurses/midwives to maintain their health.
- Providing advice and a pathway of support for employers managing nurses/midwives with health issues relating to drug & alcohol and or mental health and or other sensitive concerns.
- Supporting resilience and self-care through prevention & early intervention programs and education & training.
- Developing partnerships to pursue research opportunities to guide and direct our work.

The following statements underpin NMHPV policy, procedures and practice:

- The organisation's Strategic Directions incorporates a focus which delivers client centred, evidence based, outcome oriented, well planned, responsive, interactive and safe services.
- Provision of an opportunity for the participant to choose and shape their service options. This includes their service interventions and treatment modalities.
- Acknowledgment of the rights of the broader community to receive safe and high quality nursing and midwifery care.
- Treating all people with whom NMHPV have contact in the course of our work fairly, courteously and confidentially.
- Fostering an environment where staff are valued, their skills and talents developed and their ideas encouraged.
- Ethical management and practice.
- Accountability in the use of all resources, including research and evaluation of the program.
- Fostering collaborative partnerships which will achieve the best outcomes for NMHPV participants.

NMHPV STRATEGIC DIRECTIONS 2017-2020

Strategic Direction 1: Development and delivery of quality services
Objectives: 1.1 To provide services that are evidence-based, accessible and sensitive to the health needs of the nursing/midwifery community. 1.2 To continually review and update service policies, procedures and guidelines in keeping with the diverse needs of our consumers and professional standards. 1.3 To achieve and maintain the organisation's accreditation program and to communicate as appropriate. 1.4 To ensure staff have the required skill mix to safely and effectively deliver the service and are provided with the necessary support and resources to maintain their own health and wellbeing. 1.5 To maintain and improve monitoring, data capture and analysis, compliance and risk management systems. 1.6 To enable service users to contribute to the organisation through diverse and varied feedback methods including structured evaluation, review and planning of services.
Strategic Direction 2: Promoting our Services
Objectives: 2.1 To strategically raise awareness of the NMHPV through targeted communication with nurses/midwives and their employers and other relevant stakeholders. 2.2 To identify the needs of key stakeholders and through two way communication position NMHPV across the Victorian healthcare workforce as the leading service provider in nurse/midwife health.
Strategic Direction 3: Ensuring accountability through funded research and evaluation of our services
Objectives: 3.1 To use internal information including consumer views, and external evidence to inform the planning, development and delivery of appropriate and relevant services. 3.2 To develop strategic partnerships with researchers to evaluate the key strategic areas for service improvement. 3.3 To present the evaluation results throughout the nursing/midwifery community and to relevant stakeholders through a variety of forums including multi-media outlets.
Strategic Direction 4: Achieving organisational sustainability and innovation
Objectives: 4.1 To position the organisation to appropriately respond to government, industry and environmental needs relating to nurses and midwife health, and to secure the necessary resources to meet these future demands. 4.2 To maintain and operate a financially sound organisation which is imbedded in Victoria and recognised as a trusted, leading resource in promoting the health of nurses/midwives and health services. 4.3 To develop sustainable and innovative partnerships which will add value to the organisation by providing a multifaceted approach to service delivery. 4.4 To continually engage and collaborate with a range of stakeholders to ensure the diverse needs of those in the professions are being met using innovation and contemporary methods to develop services and products which will enhance their wellbeing.