



Nursing and Midwifery Health Program

CARING FOR NURSES AND MIDWIVES

Strategic Directions

2013-2016

History

The Nursing and Midwifery Health Program, Victoria evolved from a forum of nurses (ANF, 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 in sensitive areas of health. A submission to develop a program in Victoria for nurses 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.

The Present

As of 1 July 2013 the NMHP will be funded by the Nursing & Midwifery Board of Australia for the period July 2013 to June 2014.

The program is continuing to evolve and be recognised as the expert consulting base for organisations working to support and respond to nurses and midwives identified as having these health issues. The clinical case management component of the program is being well utilised, with close to 1000 episodes of care in 6.5 years of operation.

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 program staff comprises a full-time CEO, a part-time office manager and 2 part-time case managers. NMHP has an independent board of 5 directors who have responsibility for the governance framework.

The NMHP organisation members, the Australian Health Practitioner Regulation Agency (AHPRA) and ANF (Victorian Branch) continue to generously support the organisation in every way.

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 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.
- 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 NMHP policy, procedures and practice:

- The organisation's Strategic Plan incorporates a focus which delivers client centred, evidence based, outcome oriented, well planned, responsive, interactive and safe services.
- Provision of an opportunity for the client 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 care.
- Treating all people with whom NMHP 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 NMHP clients.

NMHP STRATEGIC DIRECTIONS 2013-2016

Strategic Direction 1: Development & Delivery of Quality Services
Objectives: <ul style="list-style-type: none">1.1 To provide services that are evidence-based, professional, accessible and sensitive to the health needs of the nursing/midwifery community utilising a range of models of service delivery1.2 To continually review and update service policies, procedures and practices in line with evidence-based best practice and the professional standards1.3 To meet and maintain the organisation's accreditation program and standards1.4 To ensure staff have the required skill mix and are well supported in their work
Strategic Direction 2: Promoting our Services
Objectives: <ul style="list-style-type: none">2.1 To increase the number of nurses/midwives who are aware of the organisation and what we do through our communication and marketing plan2.2 To raise awareness of the organisation and our services locally, nationally and internationally across the healthcare workforce
Strategic Direction 3: Ensuring Accountability through Funded Research and Evaluation of our Services
Objectives: <ul style="list-style-type: none">3.1 To use internal and external evidence to inform service delivery and future planning3.2 To undertake primary research to systematically investigate issues of concern3.3 To present the results of investigations to stakeholders and others through a range of media in the best interests of the NMHP and the nursing/midwifery community
Strategic Direction 4: Ensuring Good Governance
Objectives: <ul style="list-style-type: none">4.1 To maintain and improve monitoring, data capture, compliance and risk management systems4.2 To ensure Directors and staff maintain relevant knowledge that assists good governance of the NMHP4.3 To ensure service users continue to contribute to the organisation through the evaluation, review & planning of services available to consumers4.4 To ensure a robust transition plan is enacted in the absence of a secure, future funding stream
Strategic Direction 5: Achieving Organisational Sustainability
Objectives: <ul style="list-style-type: none">5.1 To secure ongoing funds to meet future requirements5.2 To maintain a financially sound organisation5.3 To develop collaborative partnerships to assist us achieve our mission5.4 To engage stakeholders in supporting the organisation and in achieving a sustainable funding base5.5 To ensure staff have the right skill mix and are well supported in their work