

Strategic Directions 2020–2023



History

Nursing and Midwifery Health Program Victoria (NMHPV) 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 experiencing alcohol and other drug related problems, and other sensitive health issues. 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.

NMHPV developed strategy over the initial twelve months of operation (mid 2006 and 2007) to maximise opportunity for promotion of the organisation, 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 NMHPV. This funding arrangement continued until 28th February 2017.

With the Victorian State Government's decision in 2016 to take responsibility for resourcing the organisation, funding commenced through the DHHS in January 2017, and is recurrent.

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 organisation has responded to the demand for at times, briefer and more focused episodes of care. In recent times the organisation has included greater focus on areas of prevention and early intervention, in response to the needs of those in the profession.

Australian Nursing & Midwifery Federation (ANMF), Victorian Branch and Australian College of Mental Health Nurses (ACMHN) continue as the constitutional members of NMHPV. The members appoint 5 directors of the independent board 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

Healthy and safe nursing and midwifery professions.

Mission

We are an organisation designed by nurses, led by nurses and delivered by nurses and midwives committed exclusively to the health, wellbeing and resilience of nurses, midwives and nursing and midwifery students which operates within a health and wellbeing framework incorporating prevention, intervention and restoration.

We sensitively and thoughtfully respond to individuals with information, advice and treatment, and assist with access to specialist referral partners for any sensitive health concern which will promote the individual's health, wellbeing and resilience and reduce the risks to those who use nursing and midwifery services.

We promote engagement and pursue partnerships with industry stakeholders, including employers and educators of nurses and midwives, and seek to develop research opportunities to guide and direct our work.

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STRATEGIC DIRECTIONS	OBJECTIVES
STRATEGIC DIRECTION 1 Leading in the development and delivery of quality peer-based support services to nurses, midwives, nursing and midwifery students and stakeholders	1.1 To provide peer-based support services that are person-centred, evidence-based, easily accessible through technology and sensitive to the health needs of the nursing and midwifery community, including prioritising those in susceptible and marginalised groups within the professions.
	1.2 To develop and deliver services which promote case management and care coordination, and which are inclusive for diverse population groups, promote prevention, provide supportive responses and prioritise intervention and restoration of the individual's health, within a health and wellbeing framework.
	1.3 To strengthen our internal specialist areas of expertise in relation to family violence, trauma, bullying and harassment, alcohol and other drugs, mental health, and critical incidence response.
	1.4 To maintain service policies, procedures, and guidelines which promote and sustain diversity, inclusion, and equity, in keeping with the diverse needs of our consumers and professional standards.
	1.5 To maintain and continually improve monitoring, data capture and analysis, compliance and risk management systems using the latest technology.
	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 using appropriate technology.
STRATEGIC DIRECTION 2 Strategically targeted promotion of our services to industry stakeholders	2.1 To strategically raise awareness of NMHPV as the high quality, peer-based support service in Victoria, through targeted multimedia communication methods with nurses, midwives and their employers, nursing and midwifery students and their educators and other relevant stakeholders.
	2.2 To identify the needs of key stakeholders and strengthen partnerships with specialist areas within the professions to position NMHPV across the Victorian healthcare workforce as the leading service provider in nurse, midwife and nursing and midwifery student health.
STRATEGIC DIRECTION 3 Ensuring accountability through funded research and evaluation of our services	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 and midwifery community and to relevant stakeholders through a variety of forums including multi-media outlets.

STRATEGIC DIRECTIONS	OBJECTIVES
<p>STRATEGIC DIRECTION 4 Achieving organisational sustainability and innovation</p>	<p>4.1 To support all staff and directors to undertake training and professional development in the area of diversity, inclusion and equity and to implement a Diversity, Inclusion and Equity Framework with an aligned action strategy, that articulates and supports improvements and new initiatives with a focus on better health and wellbeing outcomes.</p> <p>4.2 To position the organisation to be prepared, to appropriately respond to existing and future government, industry and environmental needs – such as associated with COVID-19 – in relation to nurse, midwife and nursing and midwifery student health, and to secure the necessary resources to meet these demands.</p> <p>4.3 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 nursing and midwifery students, and health services.</p> <p>4.4 To seek strategic opportunities to develop sustainable and innovative programs through partnerships with specialist organisations, such as alcohol and other drug services, which will add value to what the organisation can provide to service users.</p> <p>4.5 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.</p> <p>4.6 To achieve and maintain the organisation’s accreditation program, including achieving Rainbow Tick accreditation, and to embed the principles into the organisation’s operations, marketing, communications, and key framework documents and communicate as appropriate.</p>