

Nursing and Midwifery Forum

14 December 2023

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Chief Nursing and Midwifery Officer



Slido #CNMO2023

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Monash Health acknowledges the Traditional Custodians of the land and we pay our respects to them, their culture and their Elders past, present and future.



Overview

- Nursing and Midwifery Strategic Directions
- Quiz!
- Looking ahead to 2024
- Decking our halls



Introducing Monash Health's 2023-2028 Strategic Directions Plan for Nursing and Midwifery



Vision

Monash Health is a world leader in nursing and midwifery practice through the delivery of exceptional care by nurses and midwives who are professional, inspired, empowered and learned.



Monash Health Nursing and Midwifery Strategic Pillars

Nursing and Midwifery Care Excellence



Culture



Governance



Workforce



Growth



Innovation



Nursing and Midwifery Strategic Directions Plan: 2023-2028.

Nursing and Midwifery Care Excellence

Vision: Monash Health is a world leader in nursing and midwifery practice through the delivery of exceptional care by nurses and midwives who are professional, inspired, empowered and learned.

Pillars: Our vision will be realized through achievement of the goals under each of the five identified pillars; Culture, Governance, Workforce, Growth and Innovation

	Culture	Governance	Workforce	Growth	Innovation
Pillar Intent	Our culture and identity ensures we are values driven, cohesive, inclusive, accountable and just with a collective commitment to safe, high-quality care.	Our governance framework ensures we operate in a system designed to deliver safe high-quality care.	We have the workforce required now and for the health care needs of the future.	Our education, training and development offering, attracts and retains a world class nursing and midwifery workforce skilled to deliver safe high-quality care.	Nurses and midwives undertake, translate and utilise research and innovation to effectively inform, enable, and respond to changing health care demands.
Objectives	<p>We are welcoming, inclusive, supportive, and celebrate diversity.</p> <p>We are proud of who we are, what we do and where we do it.</p> <p>Together we foster a culture of mentorship, respect, support, kindness, and unity within our teams.</p> <p>Our nursing and midwifery voice is empowered at all levels and interactions.</p> <p>We are accountable and take responsibility for our actions and practice.</p> <p>We are agile and adaptive, responding effectively to emergent issues and requirements.</p>	<p>Our governance framework is documented, readily understood, and facilitates engagement at all levels.</p> <p>We are accountable for our decisions, which are informed by evidence and critical thinking.</p> <p>Education and development builds capability and confidence for nurses and midwives to deliver exceptional care.</p> <p>We have systems in place for nurses and midwives to work to the top of their scope of practice and to appropriately expand this scope.</p> <p>We guide our nurses and midwives clinical and professional practice through evidence informed frameworks.</p> <p>We manage deviations from expected behaviour and practice in a psychologically safe and just culture with a focus on remediation and development.</p> <p>We transparently monitor and measure our clinical and professional outcomes and take action to minimise risk and continuously improve across all clinical and professional domains</p>	<p>Our commitment to a work environment that is positive, respectful, healthy, safe and kind, resulting in an elevated level of satisfaction amongst employees.</p> <p>Our outstanding reputation reflects our standards of care and sees us regarded as a lead organisation and makes us an employer of choice.</p> <p>We have clearly defined pathways of career progression that focus on growth and development.</p> <p>Our workforce is flexible and agile to respond to clinical demands, service growth and consumer needs.</p> <p>We work with our people to deliver flexible work practices which are fair and equitable.</p>	<p>Our nursing and midwifery practice is underpinned by contemporary, evidence informed policy, procedure, and guidance.</p> <p>We have education frameworks that support clinical and professional progression across all clinical specialties.</p> <p>The structure of our education and development systems allows nurses and midwives to continually grow and develop and delivers a skilled and capable workforce.</p> <p>We have the tools and facilities available to deliver high quality education programs.</p> <p>The quality of our education is monitored and measured and serves as an asset in recruiting and developing employees.</p> <p>We monitor, measure and act to continually improve clinical outcomes for consumers.</p>	<p>Monash Health fosters a positive environment where innovative ideas are encouraged, rewarded, and implemented.</p> <p>We provide training and support for all levels of nurses and midwives to ensure rigorous research methodology is deployed consistently.</p> <p>Monash Health has a well-respected reputation for the finest research that is both inclusive of and lead by nurses and midwives.</p> <p>We engage in partnerships with universities to enable honorary positions for nurses and midwives.</p> <p>We have a hub where nursing and midwifery innovation and research is shared.</p> <p>Nursing and Midwifery participation in research and publication forms part of our key performance indicators and is captured in our annual performance discussions.</p>





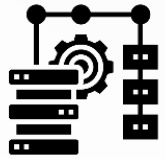
Culture

Intent: Our culture and identity ensures we are values driven, cohesive, inclusive, accountable and just with a collective commitment to safe, high-quality care.

Goals:

1. We are welcoming, inclusive, supportive, and celebrate diversity.
2. We are proud of who we are, what we do and where we do it.
3. Together we foster a culture of mentorship, respect, support, kindness, and unity within our teams.
4. Our nursing and midwifery voice is empowered at all levels and interactions.
5. We are accountable and take responsibility for our actions and practice.
6. We are agile and adaptive, responding effectively to emergent issues and requirements.





Governance

Intent: Our governance framework ensures we operate in a system designed to deliver safe high-quality care.

Goals:

1. Our governance framework is documented, readily understood, and facilitates engagement at all levels.
2. We are accountable for our decisions, which are informed by evidence and critical thinking.
3. Education and development builds capability and confidence for nurses and midwives to deliver exceptional care.
4. We have systems in place for nurses and midwives to work to the top of their scope of practice and to appropriately expand this scope.
5. We guide our nurses and midwives clinical and professional practice through evidence informed frameworks.
6. We manage deviations from expected behaviour and practice in a psychologically safe and just culture with a focus on remediation and development.
7. We transparently monitor and measure our clinical and professional outcomes and take action to minimise risk and continuously improve across all our clinical and professional domains.





Workforce

Intent: We have the workforce required now and for the health care needs of the future.

Goals:

1. Our commitment to a work environment that is positive, respectful, healthy, and kind and results in an elevated level of satisfaction amongst employees.
2. Our outstanding reputation reflects our standards of care and sees us regarded as a lead organisation and makes us an employer of choice.
3. We have clearly defined pathways of career progression that focus on growth and development.
4. Our workforce is flexible and agile to respond to clinical demands, service growth and consumer needs.
5. We work with our people to deliver flexible work practices which are fair and equitable.





Growth

Intent: Our education, training and development offering, attracts and retains a world class nursing and midwifery workforce skilled to deliver safe high-quality care.

Goals:

1. Our nursing and midwifery practice is underpinned by contemporary, evidence informed policy, procedure, and guidance.
2. We have education frameworks that support clinical and professional progression across all clinical specialties.
3. The structure of our education and development systems allows nurses and midwives to continually grow and develop and delivers a skilled and capable workforce.
4. We have the tools and facilities available to deliver high quality education programs.
5. The quality of our education is monitored and measured and serves as an asset in recruiting and developing employees.
6. We monitor, measure and act to continually improve clinical outcomes for consumers.





Innovation

Intent: Nurses and midwives undertake, translate and utilise research and innovation to effectively inform, enable, and respond to changing health care demands.

Goals:

1. Monash Health fosters a positive environment where innovative ideas are encouraged, rewarded, and implemented.
2. We provide training and support for all levels of nurses and midwives to ensure rigorous research methodology is deployed consistently.
3. Monash Health has a well-respected reputation for the finest research that is both inclusive of and lead by nurses and midwives.
4. We engage in partnerships with universities to enable honorary positions for nurses and midwives.
5. We have a hub where nursing and midwifery innovation and research is shared.
6. Nursing and Midwifery participation in research and publication forms part of our key performance indicators and is captured in our annual performance discussions.



Quiz Time!

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Q & A

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Looking ahead to 2024





Nominations and applications
are now open for the

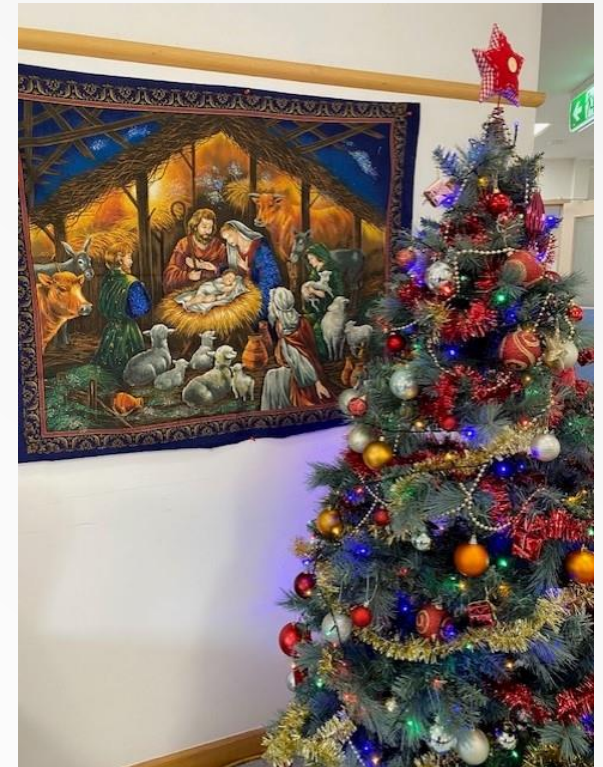
2024 Nursing and Midwifery Awards and Scholarships (NAMAS)

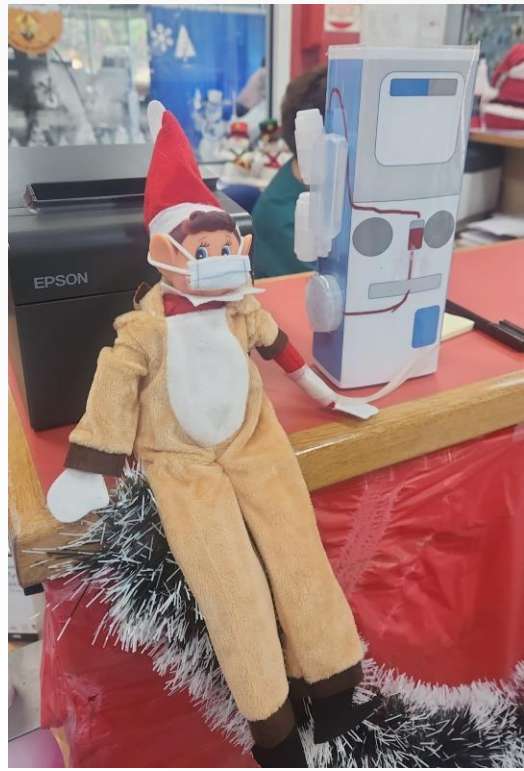


Make your nominations and
applications via the STAR portal



Decking our halls





The background features a dark, starry night sky with numerous colorful bokeh lights in shades of yellow, orange, red, purple, and blue. Small white snowflakes are scattered throughout the scene, creating a festive and wintry atmosphere. The text is positioned on the left side of the image, set against a lighter, gradient background that transitions from white to a soft blue.

Wishing you a
very happy
festive season