South Eastern Sydney Local Health District

NSW GOVERNMENT

Nursing & Midwifery

Our Strategy for Transforming Person-Centred Cultures 2024-2029

Our purpose

The purpose of person-centred practice is to enhance the human experience. This can be achieved by co-creating positive workplace cultures to provide safe, quality and compassionate care. This will be underpinned by authentic behaviours that foster a shared understanding and innovative approaches to practice that will support positive outcomes.

Person-Centred Practice Framework, McCormack, B. and McCance, T. (Eds.) (2017)

Priorities areas and strategic actions

Developing Person-Centred Cultures

- Use the Person-Centred Practice Framework as the foundation for developing a shared understanding of person-centred practice
- Create a workplace culture that aligns person-centred values to positive behaviours
- Enhance relationships within and across teams through authentic engagement
- Develop approaches that support staff and prioritise their wellbeing

Creating a Supportive Practice Environment

- Develop workforce plans that respond to emerging trends impacting on skill mix and influencing delivery of care
- Explore innovative approaches to care delivery that maximise the Nursing and Midwifery workforce
- Explore the impact of the physical environment on the care experience
- Develop mechanisms in practice that support critical reflection and shared learning within multidisciplinary teams
- Ensure Nurses and Midwives have a voice through the implementation of a framework for shared governance

Building Research Capacity

- Ensure equity of access to learning opportunities for the development of research knowledge and skills
- Develop communities of practice to support Nursing and Midwifery researchers
- Establish pathways that support the development of clinical academic careers
- Increase awareness and access to research funding opportunities that support collaboration with a range of partners
- Utilise evidence to develop person-centred practice
- Celebrate and disseminate the outcomes from research and development

Building a Dynamic Workforce

- Explore flexible and innovative approaches to education
- Develop Nursing and Midwifery professional and career development pathways
- Foster collaborative partnerships with external education providers
- Ensure adequate investment in resources for staff to undertake educational and professional development
- Develop processes & opportunities for the development of Nurses & Midwives to work to their full scope of practice

Fostering Leadership at all Levels

- Develop compassionate and person-centred leaders
- Support clinical leaders to work towards creating and supporting person centred cultures
- Invest in mentorship for all Nursing and Midwifery leaders
- Celebrate and recognise the contribution of current and emerging leaders

Enhancing Digital Informatics and New Technologies

- Establish pathways for nurses and midwives to develop capability including enhanced digital literacy and skills in data analysis
- Ensure equity and access to current, future and emerging digital technology resources for the Nursing and Midwifery workforce
- Utilisation of data to enable innovation, improvement, research and evaluation to support person centred practice
- Enhance stakeholder engagement and collaboration in the development and implementation of new technology and digital informatics
- Ensure integration of digital systems to support Nurses and Midwives to enhance person centred practice

Delivering High Quality, Safe Person-Centred Care

- Ensure that the person is at the centre of what we do by providing access to holistic care that is flexible, coordinated and collaborative
- Create the conditions to utilise evidence to assist in developing and delivering person centred, high quality and safe care
- Explore innovative approaches to communicating and evaluating the care experience of people
- Develop mechanisms that support all Nurses and Midwives to flourish through self-development and enhanced self-awareness as a foundation for delivery of person-centred care
- Create cultures that inspire creativity and innovation in care delivery

Our Nursing & Midwifery Values

CARE	INTEGRITY	RESPECT	INFLUENCE	INNOVATION	INSPIRATION	COURAGE