



Draft National Nursing Workforce Strategy

Public consultation is now open!

The draft National Nursing Workforce Strategy has been released for the purpose of seeking feedback from people and organisations with an interest in the nursing workforce.

About the Strategy

The Department of Health and Aged Care, Victorian Department of Health and SaferCare Victoria are developing Australia's first National Nursing Workforce Strategy (strategy), in collaboration with all states and territories and the nursing profession.

The strategy establishes priorities for enhancing the nursing workforce, aiming to bolster the delivery of health and aged care to all Australian communities. The Strategy is written for the whole nursing profession, to apply to all practice settings and contexts of care and service delivery.

Developing the Strategy

The draft strategy has been developed with extensive input from 6,000 stakeholders including consumers, health professionals, health organisations, employers, relevant jurisdictional and federal agencies, and other interested parties.

Outcomes from consultation as well as the evidence gathered through national and international environmental scans and literature reviews are summarised in the [National Nursing Workforce Strategy – Stage One Consultation Summary Report](#).

The strategy considers state and territory and international strategies and aligns with other relevant reforms and strategies that affect the nursing profession.

The prospective actions presented in the draft strategy reflect issues, ideas and feedback raised during consultation. The development has been overseen by the [Strategy Steering Committee](#) with advice provided by the [Strategy Advisory Group](#).

Key elements of the Strategy

Vision Statement

Outcomes

Priorities (Value, Plan, Design and Deliver)

Actions

We want to hear from you!

We invite you to provide your feedback on the draft strategy through an online survey here:

<https://consultations.health.gov.au/health-workforce/nnws> or scan the **QR code** below.

**Have your say
on the future
of Australia's
nursing
workforce**

National Nursing Workforce Strategy



**Consultation will be
open from 11 September
2024 until midnight 20
October 2024.**



Get in touch

Please contact NNWS@health.gov.au for any questions.

To receive updates on the National Nursing Workforce Strategy, please subscribe to the [nursing and midwifery newsletter](#).

Draft National Nursing Workforce Strategy

Vision Statement: The nursing workforce is valued for its vital contribution to the health and wellbeing of all Australians and is empowered to innovate and excel in dynamic and diverse environments.

Outcomes

Sufficient supply and distribution of nurses to meet the diverse health needs of the Australian community.

Nursing roles enable the workforce to work to optimum scope of practice and improve access to and experience of person-centred care.

Improved retention of the nursing workforce.

Positive practice environments which foster diversity, cultural safety and wellbeing.

Nursing management and leadership engaged in effective decision-making and policy at all levels, in all contexts and valued for its contribution.

Aboriginal and Torres Strait Islander population parity achieved within the nursing workforce.

Career and education infrastructure enable nurses to progress their careers and lead and participate in research and innovation in the way they choose.

Priority	Themes	Actions
1) Value Priority 1 focuses on the need to uplift the value and perception of nurses and nursing from within the profession and from a public perspective.	Leadership	1.1 Invest in nurse leadership. 1.2 Grow Aboriginal and Torres Strait Islander nurse leadership.
	Cultural safety and diversity	1.3 Adopt anti-racism initiatives in nursing. 1.4 Support internationally qualified nurses to transition into Australia's health and aged care system.
	Identity of nursing	1.5 Modernise the identity of nursing.
2) Plan Priority 2 focuses on workforce planning, education and regulation as pivotal to meeting the health and aged care needs of the Australian community and drive change.	Workforce planning	2.1 Implement nationally coordinated nursing workforce data, modelling and planning. 2.2 Implement strategies that enhance workforce mobility and flexibility.
	Aboriginal and Torres Strait Islander nurses	2.3 Grow the Aboriginal and Torres Strait Islander nursing workforce.
	Nursing education	2.4 Investigate and implement the most contemporary structure of pre-registration education. 2.5 Facilitate students to access and complete nursing education. 2.6 Adapt student employment models for all health and aged care settings.
	Regulation	2.7 Increase transparency and timeliness of regulatory processes and outcomes. 2.8 Develop and implement a nationally consistent accreditation process for post graduate nursing education.
3) Design Priority 3 focuses on designing the nursing profession to ensure it meets the needs of the community.	Emerging technologies	3.1 Prepare and engage the nursing workforce to drive the innovation and use of emerging technologies.
	Innovative models of care	3.2 Grow nurse leadership and involvement in the design and delivery of innovative models of care. 3.3 Empower Aboriginal and Torres Strait Islander nursing communities to design workforce initiatives that suit local conditions and community situations. 3.4 Create and embed funding models that drive evolution and enhancement of nursing practice.
	Optimum scope of practice	3.5 Enable nurses to work to their optimum scope of practice in all settings.
	Climate ready healthcare	3.6 Mobilise the nursing workforce to lead and contribute to a sustainable and climate-resilient health and aged care system.
4) Deliver Priority 4 focuses on what is required to enable Australia to grow, attract, recruit and retain the best possible people to the nursing profession. This is critical to the future growth of the profession and underpins how our population will be cared for today and into the future.	Retention	4.1 Develop a nationally consistent framework for transition to practice. 4.2 Develop a national professional development framework. 4.3 Adopt positive practice environment standards in all settings.
	Attract and recruit	4.4 Develop a national career framework. 4.5 Build and grow nurse clinical-academic/research career pathways.
	Rural and remote workforce	4.6 Develop a dedicated rural and remote recruitment and retention strategy (inclusive of students).

Consultation on the draft strategy is open!

This one-page summary provides a high level overview of the architecture of the draft National Nursing Workforce Strategy. We encourage you to read the draft strategy in full, and provide your feedback here: <https://health.gov.au/nnws>