# 1791-5628 Department of Health and Aged Care

## Building the evidence base for a National Nursing Workforce Strategy

### Consultation Hub text:

Welcome to the Consultation Hub for the National Nursing Workforce Strategy. Thank you for taking the time to share your views – we appreciate your time. Consultation opens 1 November 2023 and will close 30 November 2023.

**Overview**

A well-supported nursing workforce is critical to effectively addressing the health, aged and disability care needs of Australians. There has never been a national-level strategy developed to inform nursing policy and workforce planning. The National Nursing Workforce Strategy (Strategy) will seek to ensure the nursing profession is equipped, enabled and supported to deliver person-centred, evidence-based, compassionate care to all Australian communities.

The Strategy will cover registered nurses (RN), enrolled nurses (EN), nurse practitioners (NP), assistants in nursing (AIN – however named) and students of nursing. It will also consider these roles in the broader care team of the future.

The Australian Government Department of Health and Aged Care (Department), Victorian Department of Health and Safer Care Victoria are leading the development of the Strategy, in collaboration with all states and territories and nursing stakeholders.

**Why your views matter**

We appreciate your participation in this important consultation to understand the current challenges affecting the nursing workforce in Australia and to explore the opportunities for a way forward.

The consultation has been designed to gather comprehensive and diverse perspectives from a wide range of stakeholders, including administrators, nurses, nursing students, educators, and policymakers.

Your input will contribute to a deeper understanding of opportunities that a national approach to nursing workforce strategy should consider, to ensure a thriving nursing workforce that meets our nation's healthcare needs now and into the future.

**Before you start your feedback, please take the time to read the National Nursing Workforce Strategy Consultation Paper – it provides relevant information about Australia’s nursing workforce and offers questions to help consider what the Strategy might address into the future.**

There are four ways you can participate:

* + by attending a workshop or webinar

or

* + by uploading a short video
	+ by making a written submission
	+ by completing a short 10-minute online survey

**Privacy**

This consultation is being conducted by Whereto Research in accordance with the Australian Market and Social Research Code. Your personal information is protected by law, including the *Privacy Act 1988* (Privacy Act) and the Australian Privacy Principles, and is being collected by the Department, via Whereto Research, for the purposes of conducting the National Nursing Workforce Strategy Consultation Program.

### Written submission landing page:

Thank you for choosing to provide a submission to help inform the development of the National Nursing Workforce Strategy (NNWS).

This consultation is being conducted by Whereto Research in accordance with the Australian Market and Social Research Code. Your personal information is protected by law, including the *Privacy Act 1988* (Privacy Act) and the Australian Privacy Principles, and is being collected by the Department, via Whereto Research, for the purposes of conducting the NNWS Consultation Program. The Department will collect your personal information at the time that you provide a submission, unless you choose to make a submission anonymously, and you are not reasonably identifiable from the information provided in your submission.

If you consent, the Department may, at its discretion, publish part or all of your submission on the Department’s website. If your submission is published, the Department may identify you and/or your organisation as the author of the submission, if you consent to being identified.  Please note that your email address will not be published and responses may be moderated to remove content that is inappropriate/offensive, or contains sensitive information.

Submissions which have been published on the Department’s website can be accessed by the general public, including people overseas.  Ordinarily, where the Department discloses personal information to an overseas recipient, Australian Privacy Principle (APP) 8.1 requires the Department to take reasonable steps to ensure that the overseas recipients does not breach the APPs. However, if you consent to the publication of your submission, APP 8.1 will not apply to this disclosure and the Department will not be accountable under the Privacy Act for any subsequent use or disclosure of the submission by an overseas recipient, and you will not be able to seek redress under the Privacy Act.

You should not include information in your submission about another individual who is identified, or reasonably identifiable. If you need to include information about another individual in your submission, you will need to inform that individual of the contents of this notice, and obtain their consent to the Department collecting their personal information.

You can get more information about the way in which the Department will manage your personal information, including our privacy policy, on [our website](https://www.health.gov.au/resources/publications/privacy-policy). You can obtain a copy of the Department’s privacy policy by telephone on (02) 6289 1555 or freecall 1800 020 103 or by using the online enquiries form at [Australian Government Department of Health and Aged Care](https://www.health.gov.au/).

If you have any questions about the consultation, please feel free to contact Whereto Research on (03) 8648 3418 or email nnws@wheretoresearch.com.au.

Before providing the feedback, please answer a few questions below:

1. Do you consent to your submission being published on the consultation hub? [MANDATORY]
	* Yes
	* No
2. [If selected Yes to consent] Would you like your name to be published alongside your submission on the consultation hub? [MANDATORY]
	* Yes
	* No
3. [If selected Yes to name being published] Please provide your name:

Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ [MANDATORY]

**Respondent information**

Please answer a few short questions about yourself.

1. Name: [optional]
2. Are you answering these questions on behalf of an organisation? [MANDATORY]
	* Yes, I am answering on behalf of an organisation/institution
	* No, I am answering as an individual
3. IF ORGANISATION: Name of your organisation: [optional]
4. IF ORGANISATION: In which State(s)/Territory do you mainly operate:
	* VIC
	* SA
	* NSW
	* QLD
	* WA
	* TAS
	* ACT
	* NT
	* NATIONAL
5. IF ORGANISATION: Please select the category that best describes your organisation: [MANDATORY]
	* Peak/professional body - nursing
	* Peak/professional body - other
	* Regulatory body
	* Aboriginal and/or Torres Strait Islander organisation
	* State/Territory Government department/agency
	* Health service delivery organisation
	* Local council
	* Primary Health Network
	* University/education/research institute
	* Other
6. IF INDIVIDUAL: Where do you live? Please provide your postcode: [MANDATORY]

POSTCODE

1. IF INDIVIDUAL: Please select the category that best describes you: [MANDATORY]
	* Health care consumer
	* Nurse practitioner
	* Registered nurse
	* Registered nurse/midwife
	* Enrolled nurse
	* Assistant in nursing
	* Medical practitioner
	* Allied health professional
	* Nurse employer
	* Nurse educator
	* Nurse academic
	* Nurse student
	* Nurse researcher
	* Midwife
	* Other [please specify]
2. ASK ALL What is your area of practice or interest?

OPEN ENDED

Please upload your written submission or type it into the text box provided below.

UPLOAD BUTTON

OPEN TEXT BOX

Note your submission file can be a max size of 100mb.

**Close out text**

Thank you for your participation. Your input to the development of the Strategy is greatly appreciated. If you’d like to receive updates on the progress of the Strategy, please subscribe to our newsletter [ https://www.health.gov.au/using-our-websites/subscriptions/subscribe-to-our-nursing-and-midwifery-newsletter].

### Online survey landing page:

#### Introduction

Thank you for choosing to complete this survey to help inform the development of the National Nursing Workforce Strategy (NNWS). It should take approximately 10 minutes to complete survey.

This consultation is being conducted by Whereto Research in accordance with the Australian Market and Social Research Code. Your personal information is protected by law, including the *Privacy Act 1988* (Privacy Act) and the Australian Privacy Principles, and is being collected by the Department, via Whereto Research, for the purposes of conducting the NNWS Consultation Program. No personal information will be collected through this survey.

You can get more information about the way in which the Department will manage your personal information, including our privacy policy, on [our website](https://www.health.gov.au/resources/publications/privacy-policy). You can obtain a copy of the Department’s privacy policy by telephone on (02) 6289 1555 or freecall 1800 020 103 or by using the online enquiries form at [Australian Government Department of Health and Aged Care](https://www.health.gov.au/).

When you’re ready, you can start the survey here.

**Respondent information**

Please answer a few short questions about yourself.

1. Are you answering these questions on behalf of an organisation? [MANDATORY]
	* Yes, I am answering on behalf of an organisation/institution
	* No, I am answering as an individual
2. IF ORGANISATION: In which State(s)/Territory do you mainly operate:
	* VIC
	* SA
	* NSW
	* QLD
	* WA
	* TAS
	* ACT
	* NT
	* NATIONAL
3. IF ORGANISATION: Please select the category that best describes your organisation: [MANDATORY]
	* Peak/professional body - nursing
	* Peak/professional body - other
	* Regulatory body
	* Aboriginal and/or Torres Strait Islander organisation
	* State/Territory Government department/agency
	* Health service delivery organisation
	* Local council
	* Primary Health Network
	* University/education/research institute
	* Other
4. IF INDIVIDUAL: Where do you live? Please provide your postcode: [MANDATORY]

POSTCODE

1. IF INDIVIDUAL: Please select the category that best describes you: [MANDATORY]
	* Health care consumer
	* Nurse practitioner
	* Registered nurse
	* Registered nurse/midwife
	* Enrolled nurse
	* Assistant in nursing
	* Medical practitioner
	* Allied health professional
	* Nurse employer
	* Nurse educator
	* Nurse academic
	* Nurse student
	* Nurse researcher
	* Midwife
	* Other [please specify]
2. ASK ALL What is your area of practice or interest?

OPEN ENDED

#### Opportunities for Australia’s National Nursing Workforce Strategy

*[ALL SUBSEQUENT QUESTIONS ARE OPTIONAL]*

1. What is the key issue or opportunity for the National Nursing Workforce Strategy? What challenge do you want to see it address?

*Please provide as much useful detail as possible.*

OPEN ENDED

1. Thinking about the current health, aged care and disability care systems and the way the nursing profession currently operates (education/training, system supports, scope of practice etc), how well do you think Australia’s nursing workforce is able to meet these needs over the next ten years?

Please answer using a scale from 0 to 10, where 0 means you think it will be completely unable to meet needs and 10 means you think it will meet our needs extremely well.

SCALE: 0= NOT ABLE TO 10= EXTREMELY ABLE

1. Why do you say that?

*Please provide as much useful detail as possible.*

OPEN ENDED

1. How well do you think Australia’s nursing workforce is:

SCALE: 0=NOT AT ALL TO 10=EXTREMELY WELL

* + Enabled to address the needs of **regional, rural and remote** communities.
	+ Able to address the health and aged care needs of the **aging population.**
	+ Supported to work to their full **scope of practice.**
	+ Supported through **workload management systems.**
	+ Enabled to use **data and** **digital technology** effectively to improve outcomes for people.
	+ Given access to **education and lifelong learning** that equips nurses with the skills they need.
	+ Able to **transition to practice** when they’ve finished their initial qualification.
	+ Supported to access opportunities for **career progression**.
	+ Enabled through workplaces that have a **positive culture with strong leadership that supports nurse/staff wellbeing**.
	+ Supported to deliver **person-centred care**.
	+ Enabled through a **mutual recognition of skills** between health services, care contexts and jurisdictions.
	+ **Valued by the community.**
1. Which areas should the Australian National Nursing Workforce Strategy prioritise to ensure a sustainable and engaged nursing workforce into the future?

Please choose the **five** areas that you think should be prioritised the most.

* + Addressing the needs of a **regional, rural and remote** communities.
	+ Addressing the health and aged care needs of the **aging population.**
	+ Supporting nurses to work to their full **scope of practice**.
	+ Supporting nurses by ensuring effective **workload management systems.**
	+ Enabling nurses to use **data and** **digital technology** effectively to improve outcomes for Australians.
	+ Giving access to **education and lifelong learning** that equips nurses with the skills they need.
	+ Ensuring nurses can **easily transition to practice** when they’ve finished their initial qualification.
	+ Providing access to opportunities for **career progression**.
	+ Ensuring workplaces that have a **positive culture with strong leadership that supports nurse/staff wellbeing**.
	+ Ensuring nurses can deliver true **person-centred care**.
	+ Ensuring a **mutual recognition of skills** between health services, care contexts and jurisdictions.
	+ Promoting the **value of nurses within the community.**
1. Please rank all the priorities that you chose in the previous question, placing the highest priority area that needs to be addressed over the next ten years at the top and the lowest priority at the bottom. [INSERT LIST FROM ABOVE]
2. Why do you think that [HIGHEST PRIORITY] is the most important area to be addressed over the next ten years?

*Please provide as much useful detail as possible.*

OPEN ENDED

#### Specific Opportunities for Australia’s National Nursing Workforce Strategy

1. You noted that [MOST IMPORTANT PRIORITY] is the most important priority for the National Nursing Workforce Strategy. What strategies/initiatives could address this issue and ensure a sustainable and engaged nursing workforce into the future?

*Please provide as much useful detail as possible.*

OPEN ENDED

1. What other ideas or solutions could ensure a sustainable and engaged nursing workforce into the future?

*Please provide as much useful detail as possible.*

OPEN ENDED

**Close out text**

Thank you for your participation. Your input to the development of the Strategy is greatly appreciated. If you’d like to receive updates on the progress of the Strategy, please subscribe to our newsletter [ https://www.health.gov.au/using-our-websites/subscriptions/subscribe-to-our-nursing-and-midwifery-newsletter].

### Video upload landing page:

#### Introduction

Thank you for choosing to upload a video to help inform the development of the National Nursing Workforce Strategy (the Strategy). Please aim to keep videos under 60 seconds to ensure successful upload. The file size limit is 100mb. You can upload up to five videos if you need.

This consultation is being conducted by Whereto Research in accordance with the Australian Market and Social Research Code. Your personal information is protected by law, including the *Privacy Act 1988* (Privacy Act) and the Australian Privacy Principles, and is being collected by the Department, via Whereto Research, for the purposes of conducting the NNWS Consultation Program. The Department will collect your personal information at the time that you upload your video, unless you choose to submit a video anonymously noting that recordings which feature faces are not considered anonymous.

If you consent, the Department may share your video (within the Department and with key stakeholders – not publicly), at its discretion. If your video is shared, the Department may identify you and/or your organisation as the author of the video, if you consent to being identified.  Please note that your email address will not be published and responses may be moderated to remove content that is inappropriate/offensive, or contains sensitive information.

You should not include information or recordings in your video about another individual who is identified, or reasonably identifiable. If you need to include information about another individual in your submission, you will need to inform that individual of the contents of this notice, and obtain their consent to the Department collecting their personal information.

You can get more information about the way in which the Department will manage your personal information, including our privacy policy, on [our website](https://www.health.gov.au/resources/publications/privacy-policy). You can obtain a copy of the Department’s privacy policy by telephone on (02) 6289 1555 or freecall 1800 020 103 or by using the online enquiries form at [Australian Government Department of Health and Aged Care](https://www.health.gov.au/).

If you have any questions about the consultation, please feel free to contact Whereto Research on (03) 8648 3418 or email nnws@wheretoresearch.com.au.

Before providing the feedback, please answer a few questions below:

1. Do you consent to your submission being published to share within the Department and to key stakeholders (not publicly) ? [MANDATORY]
	* Yes
	* No
2. [If selected Yes to consent] Would you like your name to be published alongside your submission on the consultation hub? [MANDATORY]
	* Yes
	* No
3. [If selected Yes to name being published] Please provide your name:

Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ [MANDATORY]

**Respondent information**

1. Are you answering these questions on behalf of an organisation? [MANDATORY]
	* Yes, I am answering on behalf of an organisation/institution
	* No, I am answering as an individual
2. IF ORGANISATION: Name of your organisation: [optional]
3. IF ORGANISATION: In which State(s)/Territory do you mainly operate:
	* VIC
	* SA
	* NSW
	* QLD
	* WA
	* TAS
	* ACT
	* NT
	* NATIONAL
4. IF ORGANISATION: Please select the category that best describes your organisation: [MANDATORY]
	* Peak/professional body - nursing
	* Peak/professional body - other
	* Regulatory body
	* Aboriginal and/or Torres Strait Islander organisation
	* State/Territory Government department/agency
	* Health service delivery organisation
	* Local council
	* Primary Health Network
	* University/education/research institute
	* Other
5. IF INDIVIDUAL: Where do you live? Please provide your postcode: [MANDATORY]

POSTCODE

1. IF INDIVIDUAL: Please select the category that best describes you: [MANDATORY]
	* Health care consumer
	* Nurse practitioner
	* Registered nurse
	* Registered nurse/midwife
	* Enrolled nurse
	* Assistant in nursing
	* Medical practitioner
	* Allied health professional
	* Nurse employer
	* Nurse educator
	* Nurse academic
	* Nurse student
	* Nurse researcher
	* Midwife
	* Other [please specify]
2. ASK ALL What is your area of practice or interest?

OPEN ENDED

1. ASK ALL Please upload your video submission below. You can upload up to five separate videos.

To ensure a successful upload please keep each video under 60 seconds.

Note each video submission can be a max of 100mb.

UPLOAD BUTTON X 5

**Close out text**

Thank you for your participation. Your input to the development of the Strategy is greatly appreciated. If you’d like to receive updates on the progress of the Strategy, please subscribe to our newsletter [ https://www.health.gov.au/using-our-websites/subscriptions/subscribe-to-our-nursing-and-midwifery-newsletter].