



Nurses and midwives have a critical role to play in shaping the future of health care delivery at Western Health.

As the largest professional group, nurses and midwives are well placed to actively contribute and lead the actions needed to deal with growing demand and the ongoing pursuit of outstanding, sustainable, patient-centred care. An informed, strategic and multi-faceted workforce plan that is dynamic and fluid has been developed to ensure that nursing and midwifery meet the needs of our rapidly evolving health service.

Our core priorities and timelines are set out below, with many commencing in 2019, being embedded and reinforced in the following years:

PRIORITY

1

Attracting and retaining the best nurses and midwives

2019	2020	2021
Joan Kirner Womens & Childrens workforce profiles	Expand reward and recognition programs	Explore implementation of enhanced flexible work arrangements
Refresher programs – offer twice per year	Embed standardised supplementary roster process for permanent staff	Investigate and pilot re-entry programs
WH Nursing & Midwifery recruitment brand	Pilot third tier workforce model	
Centralised recruitment for Grade 2 & EN positions	Optimise models of care including expansion of practice	
Revitalise Graduate & Discovery programs	Increase Enrolled nurse employment models	

PRIORITY

2

Empowering the provision of Best Care

2019	2020	2021
Enhance delegation and supervision knowledge	Embed clinical education model	Optimise EMR to enhance Best Care
New clinical education model	Implement team based models of care	
‘Working together’ pilot	Redesign specialising process to be proactive	
Review specialising utilisation	Optimise EMR to enhance Best Care	
Optimise EMR to enhance Best Care		

PRIORITY

3

Enhancing Clinical and Professional Leadership

2019	2020	2021
Establish clinical leadership framework	Unit Manager leadership program	Enhance relationships with university partners
ANUM / AMUM Leadership program	Establish Chair of Midwifery position	Increase post graduate courses offered
Clinical Supervision program by senior clinical nursing / midwifery roles	Enhance CNS / CMS clinical leadership	Formalise mentoring and coaching of emerging leaders
Introduce strategic workforce software – realtime reporting, supplementary staffing management, profile EFT	Utilise workforce software to inform budget build	

