

Mental Health & Wellbeing Nursing Workforce Sub-plan 2023-2026 Plan-on-a-Page

The following is a summary of objectives that underpin Western Health's commitment to working with all stakeholders to implement actions that focus on meeting our Mental Health & Wellbeing nursing workforce growth and development in the coming years.

Objective 1: Attracting and retaining the best nurses for our growing health service

1. Introduce international recruitment framework in alignment with current practice and investigate options for Mental Health & Wellbeing specific roles. Explore and implement 'in person' overseas recruitment activities to facilitate a sustainable candidate pipeline (2023-2024)
2. Introduce centralised recruitment model in alignment with current practice for Grade 2 and Enrolled Nurse recruitment (2023)
3. Clarify minimum qualification requirements for employment into Mental Health & Wellbeing nursing services (2023)
4. Maintain and explore expansion of Registered Undergraduate Students of Nursing (RUSON) program (2023-2024)
5. In collaboration with university partners, investigate and facilitate an increase in undergraduate student placement opportunities and establish fellowship programs (2024)
6. Maintain and expand Transition to Mental Health program for qualified staff with limited or no Mental Health experience (2024)
7. Investigate opportunities and implement actions to improve recruitment experience for candidate and manager from initial contact to on boarding (2024)
8. Explore and implement expansion of graduate employment models including registered nurses and enrolled nurses (2023-2026)
9. Determine workforce recruitment targets for current and new activity by utilising workforce planning tools (2024-2026)
10. Optimising roster practices to meet care delivery needs, support wellbeing and improve job satisfaction (2024)
11. Introduce utilisation of supplementary roster in HeWS platform (2023)
12. Review nursing marketing strategies for Mental Health & Wellbeing to facilitate meeting demographic needs (2023-2025)
13. Develop and implement a Mental Health Pool and grow program to meet workforce needs (2024-2026)
14. Explore and implement sustainable retention incentives including flexible working arrangements, alternate roster shifts, wellbeing and safety strategies (2024-2026)
15. Develop and implement recruitment campaign for new Footscray Hospital (2024)
16. Develop and implement recruitment campaign for Melton Hospital (2026)

Objective 2: Empowering Best Care, exploring alternate models of care and building expertise

17. Review and clarify Psychiatric Clinical Nurse Specialist & RPN Advanced level application process (2023)
18. Increase Post graduate scholarships offered – across all areas including Mental Health & Wellbeing (2024)
19. Grad+ program for Registered Nurses and Midwives embedded (2024)
20. Optimise EMR to enhance Best Care (2024-2026)
21. Enhance alignment of educators and clinical support nurses to wards / departments (2024)
22. Explore and develop framework for nursing and midwifery progression into specialties and advanced practice (pathways) (2024)
23. Explore and develop education framework to facilitate career progression for qualified staff, as well as certificate-prepared worker transition to qualified positions, Enrolled Nurse to Registered Nurse (2024)
24. Review current unit based career structure to align with best practice (2024)
25. Enhance relationships with university partners to expand access to learning opportunities (2024)
26. Explore supporting flexibility of movement across clinical areas and sites expanding clinical exposure (2024-2025)
27. Explore and facilitate access to opportunities for Enrolled Nurse Advanced Diplomas (2024-2025)
28. Develop and optimise models of care at all sites (2023-2026)

Objective 3: Enhancing clinical and professional leadership and management

29. Development and implementation of meaningful data dashboards (2023-2024)
30. Engage in leadership and management learning programs offered (2024)
31. Engage in completing workforce planning and supplementary staff management learning programs (2023)
32. Introduce and support utilisation of workforce data for recruitment and staffing (2024)
33. Improve access to leadership and management resources (2023-2024)
34. Implement mentorship for Program/Unit Managers (2024)
35. Clarify expectations of senior Mental Health & Wellbeing clinical roles (2023-2024)
36. Early identification of future leaders, with expanded clinical leadership learning opportunities (2024-2025)
37. Explore and implement a succession planning process (2024)
38. Develop and implement clinical supervision framework for Mental Health & Wellbeing nursing staff (2024)
39. Explore feasibility of establishing a Chair of Mental Health research position (2024)

EVALUATION AND REPORTING:

Measuring and evaluation of the progress and success of this plan will occur through a variety of reporting mechanisms via:

- Western Health Executive and Board
- Operations Steering Committee
- Nursing and Midwifery Advisory Committee oversight
- Updates on progress shared with our Mental Health & Wellbeing nurses through communication forums.

For a full copy of this sub-plan please visit westerly.wh.org.au/nursing-midwifery/workforce/workforce-plan