

Nursing Strategy

February 2024 – June 2027

Pinnacle Nursing Strategy

- Our nursing strategy covers the 2024 to 2027 period and continues our focus on developing thriving nursing services whilst preparing the workforce of the future. We know the health landscape is changing rapidly and as such, is bringing new opportunities for nurses across the primary and community care sector.
- However, the sector is facing a number of challenges including a workforce shortage, increasing use of technologies and the introduction of AI , health sector reform and uncertainty. The strategy looks to prepare nurses for these changes and the opportunities they will bring.

Horizon scanning

- With the changing political, global and health sector changes, horizon scanning indicates the following trends that nurses need to be cognisant of:
 - ❖ STRONGER PATIENT ADVOCATES
 - ❖ USE OF NEW AND EMERGING TECHNOLOGIES
 - ❖ AUTOMATION THROUGH MACHINE LEARNING AND AI
 - ❖ IMPORTANCE OF SELF-CARE, WORK/LIFE BALANCE, MENTAL HEALTH AWARENESS AND PHYSICAL HEALTH IMPACTS OF AGEING
 - ❖ HEIGHTENED LEADERSHIP OPPORTUNITIES
 - ❖ MORE ONLINE EDUCATION
 - ❖ MORE COMMUNITY CARE OPPORTUNITIES
 - ❖ CAREER DEVELOPMENT TO SPECIALIST ROLES (PRESCRIBING, NURSE PRACTITIONER ETC)
 - ❖ HEALTH INFORMATICS GROWTH AND THE USE OF DATA
 - ❖ PATIENTS HAVE INCREASED ACCESS TO INFORMATION FROM A WIDE VARIETY OF SOURCES
 - ❖ MAJOR FOCUS ON IMPROVING EQUITY IN HEALTH OUTCOMES
 - ❖ INCREASING AGEING POPULATIONS
 - ❖ LONGER WORKING LIVES
 - ❖ AWARENESS OF CYBER-CRIME AND ITS IMPACTS ON SYSTEMS
 - ❖ GLOBAL WORKFORCE SHORTAGES
 - ❖ ONGOING IMPROVEMENT AND PREPARATION OF NEW GRADUATE WORKFORCES

How will we develop our workforce ?

Our focus remains to deliver excellence in nursing and care across the network. We will do this by:

- Supporting development in nursing leadership
- Offering learning and development for professional growth
- Focusing on understanding, measuring and improving the patient experience
- Focusing on staff experience and wellbeing
- Working in partnership to achieve Pae Ora
- Focusing on quality improvement and safety of patient care

Supporting development in nursing

We are committed to developing and supporting our nursing workforce from student nurses, new graduates to experienced nurses. We will do this by:

- Developing nurse leaders who contribute to the development of nursing strategies
- Encouraging practices to offer student nurse placements
- Continuing our commitment to supporting new graduate nurse
- Increasing the numbers of Registered Nurse Prescribers
- Increasing the number of Nurse Practitioners, especially in rural areas
- Using evidence-based practice in patient care
- Supporting skills and knowledge development at all levels
- Supporting the growth and career progression of kaimahi roles

Offering learning and development for professional growth

We want to develop our nurses to apply culturally appropriate, contemporary knowledge in their practice. We will do this by:

- Nursing practice reflects being a good Treaty partner and focussing on the healthcare of priority populations
- Using evidence based practice in nursing care
- Supporting nursing skills and knowledge growth
- Offering learning and development opportunities
- Supporting the extension of nursing practice through RNPCH and designated prescriber pathways

Focusing on the patient experience

We want to make sure our patients have a positive experience each time.
We will do this by:

- Focusing on reducing health inequalities
- Partnering with community providers and reducing barriers to care
- Delivering patient / whanau centred care
- Ensuring all services are culturally safe and in accordance with Tikanga
- Capturing whanau voice and patient feedback
- Ensuring correct pronunciation of patient's names
- Ensuring patients have whanau involved in discussions regarding care, where requested

Focusing on staff experience

We want our nursing staff to feel valued and supported in their daily work.

We will do this by:

- Supporting the personal and professional wellbeing of nursing and care staff
- Supporting a culture of continuous improvement where staff participate, feel valued and empowered
- Valuing diversity and supporting inclusion for all staff
- Using progressive recruitment and retention strategies to attract and retain the workforce
- Advocate strongly for recognition of the contribution of primary care to the wider health environment

Focusing on quality and safety of patient care

We want all patients to receive safe and effective care that minimises harm and improves health outcomes. We will do this by:

- Using evidence-based practice
- Understanding clinical dashboards and using data for quality improvement
- Participating in quality improvement activities and projects, clinical governance and safety at all levels to understand and minimise harm
- Working with others to deliver integrated care approaches
- Using advancing technology to support good patient outcomes
- Reducing the environmental impact of healthcare delivery, where possible

Working in partnership to achieve Pae Ora

We want to work collaboratively with all providers to deliver on healthy populations and reduce inequities. We will do this by :

- Being a good treaty partner to remove barriers and improve access for priority populations
- Working with external partners / NGO/ other PHO's/ IMPBs/ Community care providers
- Focussing on delivering improved outcomes for patients and their whanau
- Working across all clinical and non-clinical teams to achieve better patient outcomes