



Nurse Practitioner Workforce Plan

Aim: to enhance the accessibility and delivery of person-centred care for all Australian communities through a well-distributed, culturally safe nurse practitioner (NP) workforce.

Outcomes

Increase NP services across the country

Improve community awareness and knowledge of NP services

Support for NPs to work to their full scope of practice

Grow the NP workforce to reflect the diversity of the community and improve cultural safety

Theme	Actions
<p>Education and lifelong learning</p> <p>Actions to encourage provision and uptake of NP education and NP endorsement pathway, including actions to encourage the growth of First Nations RNs becoming NPs.</p>	<ul style="list-style-type: none"> Support RNs studying a Master of NP through funding opportunities, including designated First Nations places Develop opportunities to financially support RNs studying a Master of NP Support employers to provide integrated professional practice hours required for the NP endorsement Design new national education and workplace programs that support existing NPs changing or expanding their scope of practice Support the pathway for First Nations RNs to become NPs
<p>Recruitment and retention</p> <p>Actions to strengthen incentives to increase recruitment and retention of NPs and to support the NP workforce community.</p>	<ul style="list-style-type: none"> Strengthen incentives to bolster NPs in multi-disciplinary care Target incentives for NPs in rural and remote areas Enhance clinical, workplace and cultural peer support, mentoring and leadership programs for NPs Build NP communities of practice Implement funding arrangements and reforms to support sustainable NP services Provide advice and support to NPs to set up best practice models of care
<p>Models of care</p> <p>Actions that facilitate sustainable models of NP care that meet community needs and to ensure continuity of care for consumers accessing the health and aged care system.</p>	<ul style="list-style-type: none"> Support NP access to Closing the Gap initiatives Promote incentives to support NPs with digital health set up, implementation and capture of information Strengthen consumer access to NP services Primary Health Networks, Rural Workforce Agencies and Aboriginal Community Controlled Health Organisations to support development of NP models of care across primary health care services Improve integration of NPs into consumer care pathways Develop, implement and evaluate best practice models that integrate NP practice in multidisciplinary teams
<p>Health workforce planning</p> <p>Actions that build system enablers, support national consistency of practice and enable NPs to work to their full scope of practice.</p> <p>Actions that build understanding of the role and contribution of NPs, including for consumers, other health professionals and health workforce planners.</p> <p>Actions to bolster data infrastructure and planning processes that include NPs in workforce planning.</p>	<ul style="list-style-type: none"> Review regulations that allow NP medication prescribing Support review of NP prescribing of medicines on the Pharmaceutical Benefits Scheme Support NPs to deliver services through access to Medicare Benefits Schedule items Develop and implement a legislative review to set up a nationally consistent model to allow NPs to work to their full scope of practice Develop and implement a national NP awareness strategy, including promotion of NP scope of practice and capabilities Develop and implement a nationally consistent NP data collection strategy Undertake regular national NP workforce modelling Support research and application of clinical indicators and patient reported measures

Timeframes for implementation

Short term (1-3 years). The goal is to remove barriers affecting the NP workforce.

Medium term (3-5 years). The goal is to grow, expand and build the NP workforce.

Long term (5-10 years). The goal is to increase access to NP care.