Nurse Practitioner Workforce Plan

16 May 2023

### The aim of this Plan is to enhance the accessibility and delivery of person-centred care for all Australian communities through a well-distributed, culturally safe nurse practitioner (NP) workforce.

**Outcome 1**

Increase NP services across the country

**Outcome 2**

Improve community awareness and knowledge of NP services

**Outcome 3**

Support for NPs to work to their full scope of practice

**Outcome 4**

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

To ensure actions are coordinated effectively across the whole of the health workforce, the actions in this Plan are built on a foundation of leadership, collaboration and co-design, and data, evidence, and research. The actions are grouped into four themes.

| Theme | Sub-themes | Actions will contribute to Plan outcomes by |
| --- | --- | --- |
| Education and lifelong learning | 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. | * Increasing the supply of NPs and the number of NPs who are First Nations Peoples. * Supporting a flexible NP workforce to meet population health needs. |
| Recruitment  and retention | Actions to strengthen incentives to increase recruitment and retention of NPs.  Actions to support the NP workforce community. | * Improving consumer access to NP services. * Increasing the supply of NPs. * Improving the status and recognition of NP-delivered services. * Supporting and valuing NPs. * Increasing opportunities for NPs to take on roles in new locations and service areas. * Increasing opportunities for First Nations NPs. * Improving sustainability of NP services. |
| Models of care | Actions that facilitate sustainable models of NP care that meet community needs.  Actions to ensure continuity of care for consumers accessing the health and aged care system. | * Improving the distribution and sustainability of NP services. * Improving consumer access to NP services. * Increasing opportunities for NPs to take on roles in new locations and service areas. |
| Health workforce planning | Actions that build system enablers, support national consistency of practice and enable NPs to work to their full scope of practice.  Actions that build understanding of the role and contribution of NPs, including for consumers, other health professionals and health workforce planners.  Actions to bolster data infrastructure and planning processes that include NPs in workforce planning. | * Enhancing consumer access and choice. * Supporting NP workforce capacity to provide services at locations and in areas most in need. * Supporting greater consistency in NP practice across the country. * Improving the evidence base by helping to capture, collect and report NP data. * Improving access for consumers to NP services by enabling NPs to work to their full scope of practice. |

### 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.