**Australian Government**
**Department of Health and Aged Care**

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.

# Nurse Practitioner Workforce Plan

| Outcome 1 | Outcome 2 | Outcome 3 | Outcome 4 |
|---|---|---|---|
| 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 |

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.<br>• Supporting a flexible NP workforce to meet population health needs. |
| Recruitment and retention | • Actions to strengthen incentives to increase recruitment and retention of NPs.<br>• Actions to support the NP workforce community. | • Improving consumer access to NP services.<br>• Increasing the supply of NPs.<br>• Improving the status and recognition of NP-delivered services.<br>• Supporting and valuing NPs.<br>• Increasing opportunities for NPs to take on roles in new locations and service areas.<br>• Increasing opportunities for First Nations NPs.<br>• Improving sustainability of NP services. |
| Models of care | • Actions that facilitate sustainable models of NP care that meet community needs.<br>• Actions to ensure continuity of care for consumers accessing the health and aged care system. | • Improving the distribution and sustainability of NP services.<br>• Improving consumer access to NP services.<br>• 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.<br>• Actions that build understanding of the role and contribution of NPs, including for consumers, other health professionals and health workforce planners.<br>• Actions to bolster data infrastructure and planning processes that include NPs in workforce planning. | • Enhancing consumer access and choice.<br>• Supporting NP workforce capacity to provide services at locations and in areas most in need.<br>• Supporting greater consistency in NP practice across the country.<br>• Improving the evidence base by helping to capture, collect and report NP data.<br>• 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.