



**Australian Government**

**Department of Health  
and Aged Care**

# Nurse Practitioner Workforce Plan

The Plan provides  
Australia's strategic direction  
for NPs for the next 10 years  
and beyond.

The Nurse Practitioner Workforce Plan (the Plan) has been developed to guide long-term nurse practitioner workforce planning across Australia.

## About the Plan

The aim of the Plan is to improve the accessibility and delivery of person-centred care to Australian communities through a well distributed, culturally safe nurse practitioner (NP) workforce. It has been developed from broad public consultation, evidence, research, and under the guidance of the Nurse Practitioner Steering Committee.

The Plan provides actions to build a sustainable highly trained NP workforce. It details how to remove key barriers currently facing the workforce, build workforce numbers, and increase access to care for all Australian communities.

## Why it is important

The NP role has been in Australia for more than 20 years, however, the workforce remains small, with 2,200 endorsed NPs in 2021. NPs have the skill, knowledge, expertise, and legal authority to provide preventative care, and diagnose and treat people of all ages with acute and chronic health conditions.

With an ageing population, the burden of chronic illness and increasing complexities of care, the health care needs of Australians have changed. Current care delivery models are struggling to meet the increasing demands, and new ways of delivering health care are required.

NPs are well placed to meet consumer needs and deliver services in an innovative and comprehensive way, now and into the future. Aligning with the goals of the Strengthening Medicare Taskforce, the Plan supports opportunities to enable wide-spread adoption of multidisciplinary models of care that include NPs and ensure that NPs can work to their full scope of practice.

## Goals of the Plan

The Plan sets out four overarching outcomes:

- increase NP services across the country
- improve community awareness and knowledge of NP services
- support 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 within the Plan are built upon a foundation of leadership, collaboration and co-design, and data, evidence and research. The actions are grouped into four themes:

- education and lifelong learning
- recruitment and retention
- models of care
- workforce planning.

## Who we work with

The Plan will foster partnerships and collaboration amongst stakeholders to implement the actions within the Plan. Implementation will be the collective responsibility of all individuals and organisations that educate, train, employ, regulate and support NPs. This includes the Commonwealth Government, state and territory governments, educators, regulatory bodies, private sector organisations, professional associations, industry bodies, planning bodies and health consumers.

**Read the full Nurse Practitioner Workforce Plan**  
[health.gov.au/NP-Plan](https://health.gov.au/NP-Plan)