

National Nursing Workforce Strategy

Vision: A sustainable nursing workforce that adapts, innovates and excels to deliver evidence-based health and wellbeing outcomes for all Australian communities



Australian Government

Department of Health, Disability and Ageing

Priority	Action
 1. Enhancing workforce planning, education and regulation Priority 1 focuses on workforce planning, education and regulation as pivotal to meeting the health and aged care needs of Australian communities.	1.1 Implement nationally coordinated nursing workforce data, modelling and planning 1.2 Implement strategies that enhance nurses' mobility and career flexibility 1.3 Grow the Aboriginal and Torres Strait Islander nursing workforce 1.4 Research and implement the most contemporary models of delivery of pre-registration education 1.5 Facilitate students and nurses to access and complete nursing education 1.6 Adapt student employment models for all health and aged care settings 1.7 Increase transparency and improve timeliness and currency of regulatory processes and outcomes 1.8 Develop and implement a nationally consistent accreditation process for post graduate nursing education
 2. Enabling nursing innovation Priority 2 focuses on supporting nursing innovation to meet the evolving needs of the community and improve healthcare delivery and outcomes.	2.1 Prepare and engage the nursing workforce to continue to drive the innovation and effective use of emerging technologies 2.2 Create and embed funding models that drive evolution and enhancement of sustainable nursing practice 2.3 Implement nurse-led innovative models of care 2.4 Aboriginal and Torres Strait Islander nurses and communities design workforce initiatives that suit local conditions and community situations 2.5 Enable nurses to work to their optimum scope of practice in all settings 2.6 Mobilise and support the nursing workforce to lead and contribute to an environmentally sustainable and climate-resilient health and aged care system
 3. Elevating the nursing profession Priority 3 focuses on uplifting the value and perception of nurses and nursing, both within the profession and across the community.	3.1 Advance nursing leadership 3.2 Grow Aboriginal and Torres Strait Islander nurse leadership 3.3 Adopt anti-racism initiatives in nursing 3.4 Foster a diverse, inclusive and culturally safe nursing workforce 3.5 Support internationally qualified nurses to transition into Australia's health and aged care system 3.6 Contemporise the identity of nursing
 4. Delivering a sustainable nursing workforce Priority 4 focuses on growing, attracting, recruiting and retaining the nursing workforce needed for a stable and effective health system now and into the future.	4.1 Develop a nationally consistent framework for transition of practice 4.2 Develop a national nursing skills and capability framework and matrix 4.3 Develop a national professional development framework 4.4 Adopt positive practice environment standards in all settings 4.5 Build and grow nurse clinical-academic/research career pathways 4.6 Develop a rural and remote career pathway inclusive of transition of practice support 4.7 Develop models of education to allow students to study closer to home including strengthening rural nursing clinical schools and professional experience placements 4.8 Remove barriers to nurses working to their optimum scope of practice within multidisciplinary models of care in rural and remote locations