

Public Consultation Survey for the Draft National Nursing Workforce Strategy

Overview:

The Department of Health and Aged Care, Victorian Department of Health and Safer Care Victoria, in collaboration with all jurisdictions, are developing Australia's first National Nursing Workforce Strategy (the strategy).

The strategy will establish priorities for enhancing the nursing workforce, aiming to bolster the delivery of health and aged care to all Australian communities. It offers a comprehensive framework to foster collaboration and drive action among stakeholders in shaping the future of workforce planning, investment and reform.

Context:

The draft strategy has been released for the purpose of seeking feedback from people and organisations with an interest in the nursing workforce. The prospective priorities and actions presented reflect issues, ideas and feedback raised during the initial consultation process.

The evidence base collected in this process was analysed and summarised into a **Consultation and Research Summary Report** <https://www.health.gov.au/resources/publications/national-nursing-workforce-strategy-stage-1-consultation-summary-report?language=en>

For more information on strategy development visit www.health.gov.au/nnws

Why your views matter:

Open consultation is an opportunity to have your say to help shape the strategy. The strategy is written for the whole nursing profession, to apply to all specialties and practice settings. Nurses working in specialty areas are encouraged to read the strategy through this lens to understand and apply it to their context.

The diverse perspectives, experiences and knowledge of all stakeholders and interested members of the community are valued, respected and will contribute to the final strategy.

Complete the survey or upload a written submission:

Before providing your feedback, you are encouraged to read *Draft National Nursing Workforce Strategy*.

The consultations close at 11.59pm AEDT on 20 October 2024.

The survey will take approximately **15 minutes** to complete.

If you have any questions about how to complete the survey, please email nnws@health.gov.au.

You may provide your feedback on the strategy by responding to specific survey questions or by uploading a written response.

You will have the opportunity to go back and review your responses at the end of the survey before submitting.

If uploading a written submission, please ensure the file does not exceed 25MB. If you have any issues uploading your document, please email to nnws@health.gov.au by 23:59 AEDST 20 October 2024.

Alternatively, you can send to:

Department of Health and Aged Care
Attention: Director, Nursing Taskforce
MDP 55, Level 9 South
GPO Box 9848
Canberra ACT 2601
Australia

Thank you for your interest. We look forward to hearing your views.

PRIVACY NOTICE

Your personal information is protected by law, including the [Privacy Act 1988 \(Privacy Act\)](#) and the [Australian Privacy Principles](#), and is being collected by the Department for the purposes of conducting the Consultation on the Draft [National Nursing Workforce Strategy](#). The Department will collect your personal information at the time that you provide a submission, unless you choose to make a submission anonymously, and you are not reasonably identifiable from the information provided in your submission.

If you consent, the Department may, at its discretion, publish part or all of your submission on the Department's website. If your submission is published, the Department may identify you and/or your organisation as the author of the submission, if you consent to being identified. Please note that your email address will not be published and responses may be moderated to remove content that is inappropriate/offensive or contains sensitive information.

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You should not include information in your submission about another individual who is identified, or reasonably identifiable. If you need to include information about another individual in your submission, you will need to inform that individual of the contents of this notice and obtain their consent to the Department collecting their personal information.

You can get more information about the way in which the Department will manage your personal information, including our privacy policy, on [our website](#). You can obtain a copy of the Department's privacy policy by telephone on (02) 6289 1555 or free call 1800 020 103 or by using the online enquiries form at [Australian Government Department of Health and Aged Care](#).

CONSENT TO PUBLISH

Your feedback is being used to refine the draft strategy and ensure the actions address key nursing workforce challenges. Suggestions proposed during this round of consultation will be considered as work continues to refine the final version of the strategy for approval by all Health Ministers.

Do you consent to your submission being published? [MANDATORY]

Yes

No

[If selected Yes to consent] Would you like your name or your organisation's name to be published alongside your submission on the consultation hub? [MANDATORY]

Yes

No

[If selected Yes to name being published] Please provide your name or your organisation's name as it will appear alongside your response:

Name ___Universities Australia_____ [MANDATORY]

RESPONDENT INFORMATION

It is important for diverse perspectives, experiences and knowledge of all stakeholders and interested members of the community to be heard. This is valued, respected and will contribute to the final refinement of the strategy.

Please answer a few short questions about yourself:

Are you answering these questions on behalf of an organisation? [MANDATORY]

- Yes, I am answering on behalf of an organisation/institution.
 No, I am answering as an individual.

IF ORGANISATION: Name of your organisation: [optional]

Name of your organisation:

Universities Australia

IF ORGANISATION: In which State(s) and/or Territory(ies) do you mainly operate: [MANDATORY]

- New South Wales
 Australian Capital Territory
 Victoria
 Queensland
 Tasmania
 Western Australia
 Northern Territory
 South Australia
 National

IF ORGANISATION: Please select the category that best describes your organisation: [MANDATORY]

- Peak/professional body – nursing
 Peak/professional body – other
 Regulatory body
 Aboriginal and/or Torres Strait Islander organisation
 State/Territory Government department/agency
 Health service delivery organisation
 Local council
 Primary Health Network
 University/education/research institute
 Other

IF OTHER: How would you describe your organisation? [MANDATORY if ticked 'other']

How would you describe your organisation?

Universities Australia is the voice of Australia's universities. As the peak body for the sector, we advocate for the vast social, economic and cultural value of higher education and research to Australia and the world. On behalf of our 39 member universities, we provide expert policy advice, analysis and statistical evidence, and media commentary on higher education.

IF INDIVIDUAL: Please provide your name: [Optional]

Response here

IF INDIVIDUAL: Please select the category that best describes you: [MANDATORY]

- Health care consumer/interested member of the public
- Nurse practitioner
- Registered nurse
- Registered nurse/midwife
- Enrolled nurse
- Assistant in nursing/or similar named
- Medical practitioner
- Allied health professional
- Nurse employer
- Nurse educator
- Nurse academic
- Nurse student
- Nurse researcher
- Midwife
- Other [please specify]

IF OTHER: How would you describe your role? [MANDATORY if ticked 'other']

Response here

IF INDIVIDUAL: If you are a health professional, which sector do you work in? [MANDATORY]

- Acute care
- Primary care
- Mental health
- Aged care
- Other

IF OTHER: How would you describe the sector you work in? [MANDATORY]

Response here

IF INDIVIDUAL: In which State/Territory do you live? [MANDATORY]

- New South Wales
- Australian Capital Territory
- Victoria
- Queensland
- Tasmania
- Western Australia
- Northern Territory
- South Australia

IF INDIVIDUAL: Where do you live? Please provide postcode: [MANDATORY]

Response here

SURVEY QUESTIONS

QUESTION ONE:

Vision:

The nursing workforce is valued for its vital contribution to the health and wellbeing of all Australians and is empowered to innovate and excel in dynamic and diverse environments.

Do you have any suggested changes to the *Vision* of this strategy?

- Yes
- No
- Unsure

If respondent selects **Yes**:

What changes to the *Vision* would you suggest?

Response here

QUESTION TWO:

Outcomes

In meeting the vision, the following outcomes will be achieved:

- *Sufficient supply and distribution of nurses to meet the diverse health needs of the Australian community.*
- *Nursing roles enable the workforce to work to optimum scope of practice and improve access to and experience of person-centred care.*
- *Improved retention of the nursing workforce.*
- *Positive practice environments which foster diversity, cultural safety and wellbeing.*
- *Nursing management and leadership engaged in effective decision-making and policy at all levels, in all contexts and valued for its contribution.*
- *Aboriginal and Torres Strait Islander population parity achieved within the nursing workforce.*
- *Career and education infrastructure enable nurses to progress their careers and lead and participate in research and innovation in the way they choose.*

Do these Outcomes support the Vision?

- Yes
 No
 Unsure

If respondent selects **No**:

Which Outcomes would you change?

Sufficient supply and distribution of nurses to meet the diverse health needs of the Australian community.
Nursing roles enable the workforce to work to optimum scope of practice and improve access to and experience of person-centred care.
Improved retention of the nursing workforce.
Positive practice environments which foster diversity, cultural safety and wellbeing.
Nursing management and leadership engaged in effective decision-making and policy at all levels, in all contexts and valued for its contribution.
Aboriginal and Torres Strait Islander population parity achieved within the nursing workforce.
Career and education infrastructure enable nurses to progress their careers and lead and participate in research and innovation in the way they choose.

What changes would you suggest for each of these Outcomes?

Sufficient supply and distribution of nurses to meet the diverse health needs of the Australian community.	<i>Response here</i>
Nursing roles enable the workforce to work to optimum scope of practice and improve access to and experience of person-centred care.	<i>Response here</i>

Improved retention of the nursing workforce.	<i>Response here</i>
Positive practice environments which foster diversity, cultural safety and wellbeing.	<i>Response here</i>
Nursing management and leadership engaged in effective decision-making and policy at all levels, in all contexts and valued for its contribution.	<i>Response here</i>
Aboriginal and Torres Strait Islander population parity achieved within the nursing workforce.	<i>Response here</i>
Career and education infrastructure enable nurses to progress their careers and lead and participate in research and innovation in the way they choose.	<i>Response here</i>

Are there any additional Outcomes that you would suggest?

<p><i>Response here</i></p>

QUESTION THREE:

Priority 1: Value

Priority 1 focuses on the need to uplift the value and perception of nurses and nursing from within the profession and from a public perspective.

Action

1.1	Invest in nurse leadership.
1.2	Grow Aboriginal and Torres Strait Islander nurse leadership.
1.3	Adopt anti- racism initiatives in nursing.
1.4	Support internationally qualified nurses to transition into Australia’s health and aged care system.
1.5	Modernise the identity of nursing.

Do you have any suggested changes to the actions in *Priority 1*?

- Yes
 No
 Unsure

If respondent selects **Yes**:

Which actions in *Priority 1* would you change?

1.1	Invest in nurse leadership.
1.2	Grow Aboriginal and Torres Strait Islander nurse leadership.
1.3	Adopt anti- racism initiatives in nursing.
1.4	Support internationally qualified nurses to transition into Australia’s system.
1.5	Modernise the identity of nursing.

What changes would you suggest for each of these actions?

1.1	Invest in nurse leadership.	<i>Response here</i>
1.2	Grow Aboriginal and Torres Strait Islander nurse leadership.	<i>Response here</i>
1.3	Adopt anti- racism initiatives in nursing.	<i>Response here</i>
1.4	Support internationally qualified nurses to transition into Australia’s health and aged care system.	<i>Response here</i>
1.5	Modernise the identity of nursing.	<i>Response here</i>

Are there any additional actions for *Priority 1* that you would suggest?

Response here

QUESTION FOUR:

Priority 2: Plan

Priority 2 focuses on workforce planning, education and regulation as pivotal to meeting the health and aged care needs of the Australian community and drive change.

Action	
2.1	Implement nationally coordinated nursing workforce data, modelling and planning.
2.2	Implement strategies that enhance workforce mobility and flexibility.
2.3	Grow the Aboriginal and Torres Strait Islander nursing workforce.
2.4	Investigate and implement the most contemporary structure of pre-registration courses.
2.5	Facilitate students to access and complete nursing education.
2.6	Adapt student employment models for all health and aged care settings.
2.7	Increase transparency and timeliness of regulatory processes and outcomes.
2.8	Develop and implement a nationally consistent accreditation process for post graduate nursing education.

Do you have any suggested changes to the actions in *Priority 2*?

- Yes
 No
 Unsure

If respondent selects **Yes**:

Which actions in *Priority 2* would you change?

2.1	Implement nationally coordinated nursing workforce data, modelling and planning.
2.2	Implement strategies that enhance workforce mobility and flexibility.
2.3	Grow the Aboriginal and Torres Strait Islander nursing workforce.
2.4	Investigate and implement the most contemporary structure of pre-registration courses.
2.5	Facilitate students to access and complete nursing education.
2.6	Adapt student employment models for all health and aged care settings.
2.7	Increase transparency and timeliness of regulatory processes and outcomes.
2.8	Develop and implement a nationally consistent accreditation process for post graduate nursing education.

What changes would you suggest for each of these actions?

2.1	Implement nationally coordinated nursing workforce data, modelling and planning.	Response here
2.2	Implement strategies that enhance workforce mobility and flexibility.	<i>Response here</i>
2.3	Grow the Aboriginal and Torres Strait Islander nursing workforce.	<i>Response here</i>

2.4	Investigate and implement the most contemporary structure of pre-registration courses.	<i>Investigate, and implement <u>and evaluate</u> the most contemporary structure of pre-registration courses.</i>
2.5	Facilitate students to access and complete nursing education.	<i>Response here</i>
2.6	Adapt student employment models for all health and aged care settings.	<i>Response here</i>
2.7	Increase transparency and timeliness of regulatory processes and outcomes.	<i>Response here</i>
2.8	Develop and implement a nationally consistent accreditation process for post graduate nursing education.	<i>Response here</i>

Are there any additional actions for *Priority 2* that you would suggest?

Response here

QUESTION FIVE:

Priority 3: Design

Priority 3 focuses on designing the nursing profession to ensure it meets the needs of the community.

Action	
3.1	Prepare and engage the nursing workforce in the innovation and use of emerging technologies.
3.2	Grow nurse leadership and involvement in the design and delivery of innovative models of care.
3.3	Empower Aboriginal and Torres Strait Islander nursing communities to design workforce initiatives that suit local conditions and community situations.
3.4	Create and embed funding models that drive evolution and enhancement of nursing practice.
3.5	Enable nurses to work to their optimum scope of practice in all settings.
3.6	Mobilise the nursing workforce to lead and contribute to a sustainable and climate-resilient health and aged care system.

Do you have any suggested changes to the actions in *Priority 3*?

- Yes
 No
 Unsure

If respondent selects **Yes**:

Which actions in *Priority 3* would you change?

3.1	Prepare and engage the nursing workforce in the innovation and use of emerging technologies.
3.2	Grow nurse leadership and involvement in the design and delivery of innovative models of care.
3.3	Empower Aboriginal and Torres Strait Islander nursing communities to design workforce initiatives that suit local conditions and community situations.
3.4	Create and embed funding models that drive evolution and enhancement of nursing practice.
3.5	Enable nurses to work to their optimum scope of practice in all settings.
3.6	Mobilise the nursing workforce to lead and contribute to a sustainable and climate-resilient health and aged care system.

What changes would you suggest for each of these actions?

3.1	Prepare and engage the nursing workforce in the innovation and use of emerging technologies.	<i>Response here</i>
3.2	Grow nurse leadership and involvement in the design and delivery of innovative models of care.	<i>Response here</i>
3.3	Empower Aboriginal and Torres Strait Islander nursing communities to design	<i>Response here</i>

	workforce initiatives that suit local conditions and community situations.	
3.4	Create and embed funding models that drive evolution and enhancement of nursing practice.	<i>Response here</i>
3.5	Enable nurses to work to their optimum scope of practice in all settings.	<i>Response here</i>
3.6	Mobilise the nursing workforce to lead and contribute to a sustainable and climate-resilient health and aged care system.	<i>Response here</i>

Are there any additional actions for *Priority 3* that you would suggest?

Response here

QUESTION SIX:

Priority 4: Deliver

Priority 4 focuses on what is required to enable Australia to grow, attract, recruit, and retain the best possible people to the nursing profession.

Action	
4.1	Develop a nationally consistent framework for transition to practice.
4.2	Develop a national professional development framework.
4.3	Adopt positive practice environment standards in all settings.
4.4	Develop a national career framework.
4.5	Build and grow nurse clinical-academic/research career pathways.
4.6	Develop a dedicated rural and remote recruitment and retention strategy (inclusive of students).

Do you have any suggested changes to the actions in *Priority 4*?

- Yes
 No
 Unsure

If respondent selects **Yes**:

Which actions in *Priority 4* would you change?

4.1	Develop a nationally consistent framework for transition to practice.
4.2	Develop a national professional development framework.
4.3	Adopt positive practice environment standards in all settings.
4.4	Develop a national career framework.
4.5	Build and grow nurse clinical-academic/research career pathways.
4.6	Develop a dedicated rural and remote recruitment and retention strategy (inclusive of students).

What changes would you suggest for each of these actions?

4.1	Develop a nationally consistent framework for transition to practice.	<i>Response here</i>
4.2	Develop a national professional development framework.	<i>Response here</i>
4.3	Adopt positive practice environment standards in all settings.	<i>Response here</i>
4.4	Develop a national career framework.	<i>Response here</i>
4.5	Build and grow nurse clinical-academic/research career pathways.	<i>Response here</i>

4.6	Develop a dedicated rural and remote recruitment and retention strategy (inclusive of students).	<i>Response here</i>
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Are there any additional actions for *Priority 4* that you would suggest?

Response here

QUESTION SEVEN:

The strategy is written for the whole nursing profession, to apply to all specialties, practice settings and contexts of care and service delivery. Nurses working in specialty areas are encouraged to read the strategy through this lens, to understand and apply it to their context.

Are you able to see how the strategy’s actions can be applied/implemented to your sector or area of work?

- Yes
- No
- Unsure

If respondent selects **No:**

What could be changed to ensure the actions can be applied/implemented to your sector or area of work?

Response here

QUESTION EIGHT:

Can you see the link between the actions and the strategy’s vision to improve the health and wellbeing of all Australians?

- Yes
- No
- Unsure

If respondent selects No:

What could be changed to ensure the link between the actions and the strategy’s vision is clear?

Response here

QUESTION NINE:

Please provide any further feedback you may have in the text box below.

Coordination of the Strategy across government departments and between levels of government will require clear communication channels and divisions of responsibility to ensure decisions are made and actions taken by the relevant authority. Such coordination may rest with a single authority or be shared by different groups. Another option is to draw upon existing structures; for example, the National Health Reform Agreement already provides a means of ensuring agreement across state and territories.

The Department may want to consider whether nurses also have a role to play in the disability sector.

What happens next?

Thank you for your participation. Your input to the development of the strategy is greatly appreciated.

If you’d like to receive updates on the progress of the strategy, please visit our website <http://www.health.gov.au/nnws> or subscribe to our newsletter <https://www.health.gov.au/using-our-websites/subscriptions/subscribe-to-our-nursing-and-midwifery-newsletter>.