

NSW Aboriginal Nursing and Midwifery Strategy 2007–2010

Background:

The NSW Rural and Remote Aboriginal Nursing Strategy was developed in 2001 as a result of the NSW State Government commitment to increase the number of Aboriginal nurses in rural and remote NSW, and to improve career opportunities for Aboriginal employees working in the public health system.

The NSW Government also made a specific commitment to increasing the number of Aboriginal registered and enrolled nurses and midwives as a result of the NSW Alcohol Summit 2003.

In early 2005, the name of the Strategy was changed to the NSW Aboriginal Nursing and Midwifery Strategy in recognition of midwifery as a unique profession and to develop strategies across NSW as a whole.

Aims:

The NSW Aboriginal Nursing and Midwifery Strategy aims to improve Aboriginal health by providing opportunities for Aboriginal people to gain education and employment in the fields of nursing and midwifery.

The Strategy also aims to work with the current NSW nursing and midwifery workforce to provide better health services to Aboriginal people through the delivery of culturally respectful and competent nursing and midwifery services.

Expected Outcomes:

The provision of career opportunities for Aboriginal people in nursing and midwifery can have an enormous impact on the health and well-being of Aboriginal communities. Aboriginal people need Aboriginal nurses and midwives working in their local hospitals, community health centres and in senior management positions, for Aboriginal health to improve.

A career in nursing or midwifery not only provides the opportunity to improve one's own health, it also contributes to the health of families and the local community. A career in nursing or midwifery also offers job opportunities at local, regional and national levels.

Outcomes of the NSW Aboriginal Nursing and Midwifery Strategy will ensure that there is a culturally respectful and competent workforce to meet the needs of Aboriginal people, so that all Aboriginal people can enjoy a longer and healthier life.



NURSING

NO TWO DAYS ARE EVER THE SAME

NSW HEALTH

NSW Aboriginal Nursing and Midwifery

Vision: Improved health for Aboriginal people through nursing and midwifery



1. **STRATEGIC PLANNING:** To ensure Aboriginal participation and partnership in the development, implementation and evaluation of the NSW Aboriginal Nursing and Midwifery Strategy

Development, Implementation and Evaluation:

- 1.1 NSW Health in partnership with other organisations aims to achieve the outcomes of the NSW Aboriginal Nursing and Midwifery Strategy

2. **CULTURAL RESPECT AND COMPETENCE:** To provide an educated nursing and midwifery workforce that is culturally respectful and competent to care for Aboriginal people

Nursing and Midwifery Workforce:

- 2.1 Increase knowledge and application of Aboriginal Cultural Respect in the NSW nursing and midwifery workforce

Mentoring Framework:

- 2.2 Develop an appropriate Aboriginal Mentoring Model to support Aboriginal students and graduates

Networking and Support:

- 2.3 Promote the Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN)
- 2.4 Develop a NSW Aboriginal Nursing and Midwifery network to support students and graduates working in the NSW public sector

Addressing Racism:

- 2.5 Develop and implement effective strategies to address racism directed at Aboriginal students, nurses and midwives

Aboriginal Education for Nurses and Midwives:

- 2.6 Ensure the delivery of effective Aboriginal Health Promotion education for nurses and midwives

Midwifery Strategy 2007–2010

by providing culturally respectful and competent nursing and midwifery services in NSW

- 3. WORKFORCE DEVELOPMENT:** To identify and promote nursing and midwifery career pathways that are supportive and responsive to the needs of the Aboriginal community

Career Pathways:

- 3.1 Develop specific career pathways for Aboriginal people into careers in nursing and midwifery
- 3.2 Promote nursing and midwifery as career choices for Aboriginal people
- 3.3 Implement a Koori Specific health careers residential workshop

Vocational Education Training:

- 3.4 Identify nursing and midwifery career development opportunities for Aboriginal school students eg: Certificate III – Aged Care

Scholarships:

- 3.5 Increase awareness of the NSW Aboriginal Scholarship program
- 3.6 Target current Enrolled Nurses to promote further tertiary education in nursing and midwifery
- 3.7 Evaluate outcomes of the NSW Aboriginal Scholarship program annually

Nursing and Midwifery Promotion:

- 3.8 Identify and acknowledge leadership and excellence of Aboriginal nurses and midwives at the NSW Health – Aboriginal Health Awards
- 3.9 Develop Aboriginal culturally specific nursing and midwifery information, resources and packages (eg. for Aboriginal Trainee Enrolled Nurses)

Trainee Enrolled Nursing:

- 3.10 Employ 60 Aboriginal Trainee Enrolled Nurses annually
- 3.11 Develop and implement training opportunities for Aboriginal people to improve numeracy and literacy
- 3.12 Develop accurate Aboriginality identification systems for the Trainee Enrolled Nurse program
- 3.13 Increase participation of Aboriginal Community Controlled Health Services in the development and education of Trainee Enrolled Nurses

Undergraduate Nursing and Midwifery:

- 3.14 Implement the NSW Aboriginal Undergraduate Nursing and Midwifery Survey annually
- 3.15 Implement the NSW Aboriginal Nursing and Midwifery Undergraduate Cadetship Program

Nurse Practitioner:

- 3.16 Develop supportive career pathways for Aboriginal registered nurses to become Nurse Practitioners

- 4. INFORMATION SYSTEMS:** To develop effective information systems that will guide and assist in the design, monitoring and evaluation of the Aboriginal nursing and midwifery workforce

Data Identification:

- 4.1 Collect actual data of the number of Aboriginal Registered Nurses and Midwives and Enrolled Nurses in NSW Health annually
- 4.2 Increase Aboriginal origin identification data across all sectors of the nursing and midwifery workforce





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