

NSW Aboriginal Nursing and Midwifery Strategy 2007–2010

Vision: Improved health for Aboriginal people by providing culturally respectful and competent nursing and midwifery services in NSW



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

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

