

nmb: strategy

Nurses and Midwives Board, New South Wales
Strategic Plan 2004 - 2007
(including actions for 2006 - 2007)

Thanks goes to the nurses and midwives who provided the Board with feedback on the work of the Board at the Nurses and Midwives Board Consultation Forums conducted on the 29 and 30 March 2006. The Board was pleased to receive the feedback, which has been incorporated into this plan.

In the interest of protection of the health and safety of the public

- providing mechanisms to ensure that nurses and midwives are fit to practise, and
- providing mechanisms to enable the public and employers to readily identify nurses and midwives

Key focus areas

1 Standards and Competence

Objective

The promotion and maintenance of professional standards and competence to practise.

Key Strategies

Promotion of professional standards through:

- 1.1 Establishment of a code of professional conduct.
- 1.2 Promotion of quality and safety in practice.
- 1.3 Promotion / facilitation of self-assessment of competence.

Maintenance of professional standards through:

- 1.4 Maintenance of processes to ascertain / address capacity to practise, and the imposition of conditions on practice where necessary.
- 1.5 Use of rigorous and fair professional disciplinary processes.

Actions for 2006 – 2007

- 1.1 To continue to work collaboratively with the Australian Nursing and Midwifery Council to establish new code(s) of professional conduct / practice.
- 1.2 To undertake a project to identify current public health and safety issues related to nursing and midwifery practice and to commission and fund research related to these areas.
- 1.3 To develop and disseminate a statement encouraging the development, by nurses and midwives, of portfolios of professional practice as a mechanism of self-assessment of competence.
 - 1.4.1 To implement performance assessment process for nurses and midwives and to implement an evaluation process aside this.
 - 1.4.2 To review and refine the Inquiry processes of the Board (schedule 1B Inquiries, s21 and s28C hearings).
- 1.5 To continue to work effectively with the Health Care Complaints Commission and other institutions where appropriate.

2 Education and Research

Objective

The promotion of education and research related to contemporary practice and the educational programs leading to registration, enrolment and authorisation.

Key Strategies

- 2.1 Promotion and support of professional education for the maintenance and enhancement of competence to practise.
- 2.2 Commissioning and funding of targeted research related to the Board's strategic agenda.
- 2.3 Development and / or refinement of course accreditation processes.

Actions for 2006 – 2007

- 2.1 To revise criteria for research and development education support scholarships including the simplification of the application forms.
 - 2.2.1 To revise criteria for research and development committee research scholarships.
 - 2.2.2 To commission research related to the Board's identified quality and safety agenda.
 - 2.2.3 To commission research relating to possible licensing of unlicensed care workers undertaking nursing tasks for the protection of the health of the public including recommendations to the Board, the HCCC and the Minister on further actions (e.g. infection control, medication administration).
 - 2.3.1 To facilitate development of annual workplans by the Nurses Practice Committee and the Midwives Practice Committee, in relation to such functions as the Board may determine in accord with s.12A(2) and submit such workplans to the Board for advice and approval.
 - 2.3.2 To work collaboratively with the Australian Nursing and Midwifery Council and regulatory authorities towards development of a national accreditation framework for education programs and to utilise this framework in the refinement of the criteria for course accreditation in NSW.

wives who are registered or enrolled.

3 Communication

Objective

Interact with key stakeholders on registration / enrolment / authorisation, standards for practice and other matters arising from the Act and the contemporary health care environment such that they will be well informed about the Board and its processes.

Key Strategies

3.1 Provision to the public of information about the Board's responsibilities and its actions in safeguarding the public and enhancing the standards of nursing and midwifery practice.

3.2 Consultation with health care and education institutions on the activities and policies of the Board.

3.3 Interaction with other regulatory authorities on issues of national importance, primarily through the Australian Nursing and Midwifery Council.

3.4 Communication with the Minister for Health in relation to the Board's role and responsibilities in matters of public safety.

3.5 Provision of information on the processes and requirements for registration / enrolment and the full range of work of the Board to nurses, midwives and prospective applicants.

Actions for 2006 – 2007

3.1.1 To utilise the full functionality of the newly developed website.

3.1.2 To revise and distribute the public information leaflet and incorporate information into our website. (e.g. revise leaflet, place on website and insert in nmb:update)

3.1.3 To devise and implement a distribution strategy for information to the public.

3.1.4 To utilise the new website to differentiate the responsibilities of the Board from other bodies. (e.g. website feature "what we are and what we are not")

3.2.1 To maximise opportunities to consult widely on policies and priorities of the Board.

3.2.2 To work with education institutions to enhance students' understanding of the work of the Board.

3.3 To work collaboratively with governments, other regulatory authorities and the Australian Nursing and Midwifery Council to develop a consistent national approach to issues relating to regulation of nursing and midwifery whilst maintaining New South Wales' high level of protection of the public.

3.4 To meet yearly with the Minister of Health to discuss issues of relevance.

3.5.1 To develop and disseminate a "welcome to practice in NSW" booklet.

3.5.2 To complete and issue an information booklet for applicants for registration and enrolment and interested others.

3.5.3 To complete the review of proforma letters sent from the Board's office (by the end of 2006).

3.5.4 To set and meet high standards of customer service.

4 Registers and Roll

Objective

Development and maintenance of systems to ensure accurate and accessible Registers and Roll.

Key Strategies

4.1 Further development of systems for registration, authorisation, enrolment and restoration.

4.2 Streamlining of processes for annual renewal.

4.3 Ensuring that the Registers and Roll have mechanisms to identify those currently registered or enrolled, removed from the Registers or Roll or had conditions imposed on practice.

4.4 Maximisation of public access to the Registers and Roll, within constraints of privacy legislation.

Actions for 2006 – 2007

4.1 To ensure the implementation of a tracking / contact management system related particularly to registration and enrolment processes.

4.2 To ensure the integrity of the annual renewal process while providing necessary support to accommodate consequential changes arising from recent legislation.

4.3 To ensure that registration, enrolment, removal from the Registers or Roll and the imposition of conditions are recorded quickly and accurately.

4.4 To identify the areas of legislation requiring amendment and to seek such amendments through the Minister of Health.

4.5 To work collaboratively with Health Professionals Registration Boards to expedite public online access to the Registers and Roll.

5 The Board's Work

Objective

Development and maintenance of systems and processes to enhance the work of the Board.

Key Strategies

5.1 Effective liaison with Health Professionals Registration Boards towards achieving the Board's objectives.

5.2 Provision of professional development, as appropriate, for Board members.

5.3 Liaison with Health Professionals Registration Boards to maintain development of its officers.

Actions for 2006 – 2007

5.1.1 To hold three-monthly meetings between the President and Deputy President of the Board, Director and Deputy Director of Health Professionals Registration Boards, and the Executive Director and Associate Executive Director.

5.1.2 To negotiate with the Health Professionals Registration Boards for provision of a budget to the Board for its work, and a manual of delegations for that budget.

5.1.3 To negotiate with the Health Professionals Registration Boards for appropriate business processing and support for better utilisation of technology to improve efficiency.

5.1.4 To review the principal processes of the Board to ensure compliance with current legislative frameworks.

5.2 To structure and implement a professional development program, beginning with chairpersons of Board committees.

5.3 With the Health Professionals Registration Boards, develop a staff development plan in order to achieve the Board's strategic directions.