Nurse Midwife Health Program Australia

Strategic Direction 2024-2027

Influencing drivers behind Nurse Midwife HPA

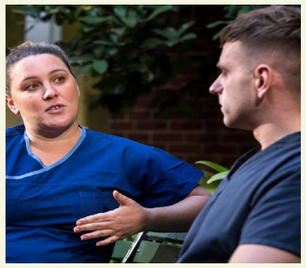
Major milestones

1980's
January 15th

CRANAplus formed, Bush Support Line launched.

'90 - '00
February 5th

Increased social/political awareness of the impact of workplace wellness incl. pressures on nurses, midwives and students.



2001
May 19th

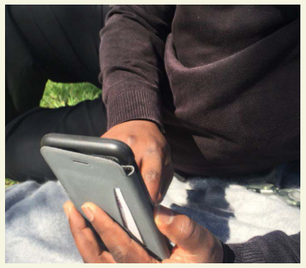
Doctors Health Program funded in Victoria.

2006
July 1st

NMHP Vic launched with the aim of supporting nurses, midwives & students in Victoria.

2017
March

Nurse & Midwife Support telehealth service launched in Victoria.



2020
MARCH 22ND

COVID-19. Public recognition of the role/ impact of N&M's. Churn and burn out of NM's becomes concerning for governments.

2022
November 22nd

ANMF successfully lobbied the Federal Government to gain a commitment to fund a national nurses, midwives and students health program.

2023
November 15th

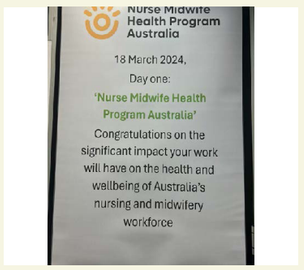
Australian Government invests $25 mil to establish the National Nurse Midwife HPA.

2023
November 15th

Independent legal entity and Board established for Nurse Midwife HPA.

2024
March 17th

Official first day of service delivery from new office.. Phone switched on!



2024
Aril 30th

Official launch in Canberra with Federal Health representatives.

2024
July 18th

Full promotional roll out across Australia eg: National Nurses Forum, Australian College of Nursing.

Who we are

Nurse Midwife HPA is a health program supporting nurses, midwives and undergraduate students of these disciplines to address sensitive health and wellbeing challenges including stress, fatigue, psychological distress and substance misuse.

Our program:

- is a free and confidential
- offers support in a welcoming, compassionate and non-judgmental environment, providing a culturally safe place to connect and heal.
- operates nationally via telehealth and in-person services across four jurisdictional hubs and four regional offices, with the head office in Melbourne. Trained nurses and midwives are available to provide timely, accessible consultations, ensuring support is delivered when and where it is needed.

At the heart of our service is the participant. Nurse Midwife HPA's intentional peer support, counselling and case management model approach uses a framework that incorporates prevention, support and intervention - working towards health restoration. The peer-led and delivered program provides our participants with the opportunity to choose and shape their service options, including interventions and treatments.

Our history

The Nurse Midwife HPA has its roots in a strong tradition of advocacy and activism in the pursuit of quality care, professionalism and self-determination nationally over the past 50 years.

In this country our origins can be traced back to the work of CRANAplus in the mid 1980s with the establishment of this organisation and, ultimately, setting up the Bush Support Line for Rural and remote RANs.

Over the past 20 years, the growing recognition of mental health's impact on everyday life has led to the evolution of drug and alcohol support programs into modern-day Employee Assistance Programs (EAPs). This shift reflects the understanding that mental health is not just a familial or community responsibility but also an organisational one.

By 2005 the Doctor's Health Program was funded in Victoria, de-stigmatising health challenges for our medical professionals in this state. The following year NMHPVic was launched, signalling a state wide acknowledgement of the crucial role of the nursing and midwifery profession in ensuring a safe and effective health system and the particular stresses our work brings. The Victorian organisation continues to provide its services for nurses, midwives and students of the professions across Victoria.

During the last 20 years issues such as equality and equity (gender, racial, sexual age and marriage), mental health and family violence have become part of the mainstream conversation. In 2017 the Nursing and Midwifery Board of Australia opened the Nurses and Midwives 24/7 Support line with a focus on brief intervention and referral.

Fast forward to the unpredecented impacts of the global pandemic of COVID-19 in 2020, when health workforces were at the forefront of responding to the crisis leading to rising rates of workforce burnout. 2021 saw the inception of two Royal Commissions - Royal Commission into Victoria's Mental Health System and Royal Commission into Aged Care, Quality and Safety with recommendations to reform service delivery models. The resulting reform agendas have substantial implications for our profession in terms of needing to adapt and or lead structural, governance and organisational cultural change.

Against a backdrop of increasing complexity of modern day life, growing consumer expectations and spiralling demands for health services, the workplace context for our participants necessitates the need to support nurses, midwives and students to navigate these increasing professional demands.

In August 2022, the Australian Nursing and Midwifery Federation undertook a lobbying strategy to gain commitment to fund a national peer led support service for nurses, midwives and students. The successful campaign resulted in the government of the day announcing its investment of $25.2 million to implement this service.

An establishment team began work in February 2023 to plan and model this service. This included the establishment of the legal entity and Board of Directors, with the implementation team rolling out the first phase of service delivery in March 2024.

The Nurse Midwife HPA team and directors have developed the following vision, mission, values and the following five strategic pillars.

Our vision

Empower nurses, midwives and students by enhancing health outcomes through the provision of peer support, case management, supportive counselling and referrals when required. In doing this we increase safety and satisfaction for Australians using our health services.

Our mission

A national support service delivered by nurses and midwives, for nurses, midwives and our students to foster a sustainable and healthy workforce.

Our values

Our ERIC values serve as the foundation that shapes every encounter we have with nurses, midwives, students, stakeholders, and each other. They are the guiding principles that give meaning to our actions, ensure our connections are genuine, and advance our collective commitment to fostering a healthy and resilient nursing and midwifery workforce.

Excellence	We challenge ourselves and each other to learn from the best evidence and examples. We will provide the highest quality service we can.
Respect	We are warm and welcoming and treat everyone with dignity, so everyone can feel safe and valued.
Integrity	We are honest, accountable and transparent in all we do to build trust, make good decisions, and work cooperatively together.
Compassion	We empathise, support, and show kindness and care, so everyone can feel heard and accepted.

Nurse Midwife HPA Strategic Directions 2024-2027

Strategic direction 1: governance

Ensure the organisation has robust governance systems in place, creating a financially sustainable, safe and progressive organisation.

Objectives:

1.1 Implement the following robust frameworks and monitoring systems to enable a safe, inclusive and compliant organisation that delivers on its mission.

1.2 Risk management framework.

1.3 Cultural safety and inclusion framework.

1.4 Delegation framework.

1.5 OHS framework.

1.6 Budgeting, capital planning and robust monitoring and compliance.

1.7 Continuous quality improvement framework.

Strategic direction 2: service delivery

Leading in the development and delivery of quality, peer-based support, counselling and case management services to nurses, midwives, students and stakeholders.

Objectives:

2.1 To provide peer-based support services that are person-centred, evidence-based, easily accessible through technology and sensitive to the health needs of the nursing and midwifery community, including prioritising those in susceptible and marginalised groups and those in remote geographic and contextual locations within the professions.

2.2 To develop and deliver services that promote case management and care coordination, and that are inclusive for diverse population groups, promote prevention, provide supportive responses and prioritise intervention and restoration of the individual's health, within a health and wellbeing framework.

2.3 To strengthen our internal specialist areas of expertise in relation to family violence, trauma, bullying and harassment, alcohol and other drugs, mental health, and critical incidence response.

2.4 To develop and maintain service policies, procedures, and guidelines that promote and sustain cultural safety, diversity, inclusion, and equity, in keeping with the diverse needs of our participants and professional standards.

Strategic direction 3: our people

Building an appropriately qualified, engaged, innovative and safe workforce.

Objectives:

3.1 Attract the right people at the right time to enable a healthy and strong workforce.

3.2 Implement ways of working that enable optimal staff flexibility, engagement and diversity to ensure we are attracting and retaining the best of talent, providing a workplace that is accessible, inclusive and that enables employees the opportunity to balance their own wellbeing and life commitments with their professional demands.

3.3 Building and implementing a training and development framework that ensures staff are appropriately credentialed and equipped with the most contemporary education and in which competencies are regularly monitored.

3.4 Building and implementing a succession planning strategy that ensures talent development for key positions and career pathways for those that seek advancement.

Strategic direction 4: sustainability and innovation

Enabling the longevity and relevance of Nurse Midwife HPA.

Objectives:

4.1 To position the organisation to be prepared, to appropriately respond to existing and future government, industry and environmental needs in relation to nurse, midwife and nursing and midwifery student health.

4.2 To advocate for and maintain a financially sound organisation across Australia and be recognised as a trusted, leading resource in promoting the health of nurses, midwives and nursing and midwifery students.

4.3 To seek strategic opportunities to develop sustainable and innovative programs through partnerships with specialist organisations, that will add value to what the organisation can provide.

4.4 To pursue an innovation strategy that improves the quality of services and quality of life for our participants. This strategy will focus on placing the participants of our program at the centre in terms of empowerment and choice, to take advantage of technology advances and service delivery models, new funding opportunities, emerging research, and potential partnerships.

4.5 To work towards achievement of national accreditation for the organisation.

Strategic direction 5: Equity of access for all nurses, midwives and students across Australia.

We will strive in everything we do for equity of access and inclusion for all our participants and staff by ensuring they have the right access to the services they need, especially those who need it most and are at greatest risk of poor health outcomes.

Objectives:

5.1. We will design our services for easy access to the right care at the right time, in consideration of potential barriers, such as geography, cultural, linguistic or socio-economic situation through the provision of multi-channel service provision (in person, telehealth or self-service online).

5.2. We will practice cultural safety through respecting people's unique cultural identity which includes age or generation; gender; sexual orientation; occupation and socio-economic status; ethnic origin or migrant experience; religious or spiritual beliefs; and disability. We will strive to ensure this is embedded in our ways of working and relating internally and externally, ensuring employees receive training where needed and to reflect on our own biases and beliefs.

5.4 We will work with First Nations and Torres Strait Islander allies to co-design elements of service delivery to meet the needs of their nurses, midwives and students.

5.3. We will develop and implement a staffing strategy that includes nurses and midwives with lived experience reflective as possible of our wider participant cohort, including the of needs of culturally, linguistically, socio-economically diverse groups and those working in rural and remote contexts.

5.3. We will ensure the special needs of rural and remote nurses and midwives are responded to, meeting participants specific geographical and contextual demand.

5.4. We will be guided by human rights-based approaches and principles to health services when planning and evaluating service provision.