



Clinical Practice Action Plan

Action
Plan
2017- 2020

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Goals	Actions	Outcome Measures	Responsibility	Timeframe
Provide a transparent and accountable culture of safety and quality that embodies excellent professional practice.	Develop efficient systems to collect review and communicate Nursing and Midwifery sensitive quality and safety data.	Implemented systems utilised to review and communicate N&M sensitive quality and safety data promote appreciative inquiry; contribute to learning and development; encourage accountability for treatment and care of patients; support local quality improvement activities and improve nursing and midwifery knowledge.	N&M Exec team	
	Support the use of Nursing and Midwifery sensitive data that informs patient care outcomes.	DONMS, nurse managers and N/MUMs actively promote the use of N&M sensitive data. Nursing and Midwifery staff can demonstrate the use of nursing sensitive data to inform patient care outcomes.	N&M Exec team	
	Implement processes and systems to support meaningful partnerships with patients, carers and consumers	Processes and systems actively reflect care experiences and mutually beneficial partnerships between patients, families and nursing and midwifery staff. Metrics are established that accurately reflect what patients say about their care (patient experience metrics)	N&M Exec team	
	Utilise consumer feedback to enhance Nursing and Midwifery practice.	Formal and informal consumer feedback is utilised to understand the patient's confidence in the knowledge and skill of our nurses and midwives; nurses and midwives understanding of what is important to the patient and their families; time spent by nurses and midwives with their patients; involvement of patients in decisions made about their care.	N&M Exec team	
	Influence and support the development of innovative models of care that ensure efficient and effective delivery of quality services.	Models of care adopted by nursing and midwifery staff are responsive to their patient population needs, effectively and appropriately utilise the skills and knowledge of the nurse and midwives providing the care; enhance patient outcomes and reduce adverse events.	N&M Exec team	
Support staff to demonstrate a measurable increase in compassionate, patient and family-centred care.	Design, implement and evaluate programs for mindfulness and compassion, coaching and enabling and personalised/patient and family centred care.	Mindfulness, compassion, coaching and enabling personalised PCC programs have been designed, implemented and evaluated	NM staff wellness and PFCC & Research CNC	
	Build a team of facilitators to support the scalability and sustainability of the staff wellness and compassionate care programs	Each facility and service within the SLHD has a group of trained/accredited facilitators to support the staff wellness and compassionate care programs	NM staff wellness and PFCC	

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Be recognised for leading edge staff wellness and compassionate care practice, education and research.	Create opportunities to measure staff wellness and compassionate care.	The first district wide nursing and midwifery survey has been completed, analysed and published.	N&M Exec team	
	Present current and completed work to external organisations, communities and stakeholders.	Staff wellness and compassionate care practices within the SLHD have been published and presented to external communities, stakeholders and organisations.	N&M Exec team	
Nursing and Midwifery staff engage in reflective practices which inform and develop clinical practice and improve staff and patient experiences of care.	Develop Nurses and Midwives who are able to facilitate processes of enquiry and reflection.	<ul style="list-style-type: none"> Implementation of role clarification and reflective conversations strategy Learning and support framework established to develop and sustain skill set 	N&M Exec team	2017 and ongoing
	Acknowledge, celebrate and showcase teams who transform practice through the use of enquiry and reflection.	<ul style="list-style-type: none"> There is an increase in the number of presentations (internal and external), publications and research projects that demonstrate how reflective practice has informed changes to practice and improvements in the care provided There is an increase in the number of quality and other related awards 	N&M Exec team, PCI project manager, Research CNC and CP manager	2017-2020
Positive workplace cultures are developed and sustained through the use of Patient Care Initiatives that empower Nurses and Midwives.	Evaluate the effectiveness of the Patient Care Initiatives.	<ul style="list-style-type: none"> Implementation of the N&M Staff Survey to enable baseline and trending of relevant indicators There is a continuous and sustained generation of presentations (internal and external), publications and research projects related to each PCI There is an increase in the number of quality and other related awards as a result of PCI activity Implementation of NMX will demonstrate evidence of effectiveness in PCI units 	N&M Exec	Nov 2016 and every 3 ongoing Ongoing Ongoing
	Establish a training and development strategy to support the sustainability of the Patient Care Initiatives.	<ul style="list-style-type: none"> Promotion, communication and implementation of learning and development pathway for staff Sustainable number of trained facilitators Continuing engagement with CEWD facilitation module 	CEWD and N&M Exec	Ongoing - Yearly program of development activities 2017-2018

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		<ul style="list-style-type: none"> Establishment and sustainability of Facilitators Community of Practice 		
	<p>Complete a service wide workplace culture survey every 3 years.</p>	<ul style="list-style-type: none"> Generation of data that can be trended to demonstrate improvements in the workplace culture 	<p>CNC Research and Project officer</p>	<p>Nov 2016 and every 3 ongoing</p>