

What Transforming Health means for: Nurses and Midwives

Highlights

South Australia's nurses and midwives are dedicated to giving excellent care to their patients. Across our metropolitan health system, our doctors, nurses and midwives and allied and scientific health professionals have found ways to design our health system so that it delivers the best care, first time, every time. They developed 284 Safety and Quality Standards, which if adopted would result in several changes to how and where we deliver health care.

The following highlights some important changes for nurses and midwives, arising from Transforming Health.

Working to full scope of practice

Through Transforming Health there will be opportunities for nurses and midwives to further enhance their knowledge, skills and expertise to build their capacity and capabilities and work to their full scope of practice.

It is important that nurses and midwives work to their full scope of practice within a professional practice framework that supports caring and kindness and safe quality care outcomes. Examples of this include nursing roles in supportive models of care that focus on the specific requirements of the older person such as bone fragility or neurological conditions. These roles assist in improving the effectiveness of care through a reduction in hospital presentations and length of stay, and improved self-management capacity.

Midwifery-led models of care

Demand for midwifery-led models of care in South Australia is increasing and is expected to increase even further as our population grows. Case load midwifery models facilitate the provision of access to safe maternity care choices for women as outlined in the *National Maternity Services Plan*.

There are opportunities to consider the existing models in South Australia to ensure that demand is met for women who choose this model of care.

Provision of person-centred care

Delivery of person-centred care requires not only a focus on the person being cared for but also the way in which nurses and midwives provide care. It is therefore imperative that staff are involved in determining the organisational values and defining the behaviours that embody those values which foster a culture of person-centred care.

SA Health nurses and midwives will be supported in their practice to ensure that a philosophy of caring with kindness is evident in every interaction with the person they care for.

Elective investigative procedures

Timely access to elective investigative procedures results in reduced waiting times and earlier interventions leading to improved outcomes and experience of care for patients.

There are examples of interdisciplinary team based approaches to service delivery to meet increasing demand in areas such as screening and surveillance. Statewide governance exists to ensure

healthcare is provided by the most appropriate healthcare practitioner whilst ensuring quality and safety standards are met.

Management of patients with complex needs

People with complex healthcare needs are some of the most vulnerable in our community and include those with mental health or comorbid conditions, and older people. Focusing on health maintenance, early detection and appropriate management can lead to fewer Emergency Department attendances, fewer unplanned admissions and fewer days in hospital.

Interdisciplinary models, which include nurse/midwife-led services that focus on the management of clients with complex needs, can lead to better health outcomes for the people nurses and midwives care for.

What are the next steps for nurses and midwives under Transforming Health?

Under Transforming Health, nurses and midwives are well positioned to:

- > Provide innovative, creative and contemporary nursing and midwifery-led services, including (but not limited to) the management of bone fragility or neurological conditions associated with our ageing population.
- > Provide nurse-led management of clients with chronic disease, mental health conditions, or complex care needs or conditions in order to avoid hospitalisation and to facilitate the management of these conditions in the community.
- > Provide direct admission for patients/women to nurse or midwifery-led care.
- > Undertake advanced and extended practice roles, for example, within nurse/midwifery-led clinics/services.
- > Undertake roles which include procedural elements, such as endoscopy, cystoscopy or sedation to ensure efficient management of low risk, high throughput cases.
- > Participate in reviews of current processes and practices to identify areas for improvement that influence positive care outcomes and efficient and effective journey pathways and flows.
- > Participate in new models of care and clinical care pathways that utilise their full scope of practice.

Who are the nurses and midwives in SA Health?

SA Health nurses and midwives provide 24-hour care, seven days a week, across all healthcare environments. Nurses and midwives are:

- > Educationally prepared to practice autonomously with a defined scope of practice.
- > Part of the broader interdisciplinary healthcare team.
- > Regulated nationally.
- > Able to advance and extend their scope of practice to meet changing healthcare and service needs.
- > Able to advocate for the needs of their patients.

Nurses and midwives use their clinical skills, knowledge and expertise in the provision of person-centred care.

Workforce Impacts

As key members of the interdisciplinary healthcare team, nurses and midwives play a major role in the delivery of safe, quality care, and have an important contribution to make in the design of new models of care.

Together, we want to design a system that allows our clinicians to meet the challenges ahead, and give best care, first time, every time.

Potential impacts of Transforming Health for nurses and midwives include changing scopes of practice and care environments to support innovative models of care. This will require nurses and midwives to be contributors and leaders in the transformation process.

What is the timeline for implementation?

Implementation of the main changes will take effect between 2014/15 and 2018/2019. Beyond this, Transforming Health will be a journey of continuous improvement applied across the healthcare system.

The first priority is to improve patient access and flow, which will create capacity in our system. This is a precursor to many service changes which will only occur once enough capacity has been created.

Targeted, site-specific implementation plans will be developed and will align with existing works and programs, such as the opening of the new Royal Adelaide Hospital, the upgrade of the Flinders Medical Centre and mental health reforms.

How will staff be involved?

Given the scope and degree of changes required, ongoing engagement with staff, unions, consumers and primary health, academic and industry partners is a priority to ensure the changes meet the identified Clinical Standards and reflect the views of all affected groups.

SA Health is committed to ongoing employee engagement and consultation. A formal Employee and Union Engagement and Consultation Strategy will be developed to support this, in collaboration with unions, which details our commitment, and how this translates in practice.

Where do I go for more information?

You can access the Deliver Transforming Health – Our Next Steps paper and fact sheets by site on the Transforming Health website at www.transforminghealth.sa.gov.au.

For more information

Email: transforminghealth@health.sa.gov.au

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