



LEGISLATIVE ASSEMBLY

FOR THE AUSTRALIAN CAPITAL TERRITORY

STANDING COMMITTEE ON HEALTH AND COMMUNITY WELLBEING

Mr Johnathan Davis (Chair), Mr James Milligan MLA (Deputy Chair),
Mr Michael Petterson MLA

Submission Cover Sheet

Inquiry into Recovery Plan for Nursing and Midwifery Workers

Submission Number: 02

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To the Select Committee on Health and Community Wellbeing Inquiry and Report on e-Petition 19-22 (Recovery Plan for Nursing and Midwifery Workers).

I am a Registered Nurse, who has worked for Canberra Health Services, in a variety of roles, for approximately 25 years.

I offer the following suggestions to support the nursing/midwifery workforce in the ACT:

- Improved workforce planning using available data to predict staffing requirements
- Improved pay and conditions to recruit staff to work in the ACT
- Strategies to retain staff including improved pay, mandated nurse-patient ratios, employing enough FTE so the staff can take their annual/long-service/professional development leave entitlements, improved rostering including self-rostering, increased access to financial support for graduate studies, flexibility in shift length to improve work-life balance, utilize data from exit interviews to improve retention
- Increased opportunities for advancement through support of and increasing the number of Nurse Practitioner and Advanced Practice Nurse roles
- Equitable and improved access to Sabbatical Leave
- Genuine consultation with staff and unions regarding workplace change
- Targeted support, mentoring and professional development for nursing/midwifery managers
- Succession planning
- More specific rostering guidelines within the EBA to minimize staff fatigue
- Increased and improved access to staff well-being initiatives, particularly outside of the major hospitals

Kirsten Madsen

