

ACT Health Workforce Strategy 2023–2032				
Early Action	Expected Impact	Lead	Progress status	Estimated timeline for completion
1. Establish an employment program with mentoring and support to successfully develop a network across Health with the creation of at least five identified positions across the ACT Health Directorate.	Aboriginal and Torres Strait Islander health workers to be supported, culturally safe and have input across the ACT health system.	ACT Health Directorate	Not yet commenced	End 2024
2. Meet with key community and service provider representatives to identify specific priority actions that will be implemented under the National Aboriginal and Torres Strait Islander Health Workforce Strategic Framework and Implementation Plan 2023-2031.	Implementation of the National Aboriginal and Torres Strait Islander Health Workforce Strategic Framework and Implementation Plan 2021–2031.	ACT Health Directorate	Not yet commenced	End 2023
3. Partner with Australian National University College of Health and Medicine's, National Centre for Workforce Studies, and the Capital Health Network to improve the understanding of and modelling of the health workforce across the Territory.	Accurate understanding and modelling of the ACT health workforce.	ACT Health Directorate	Commenced	2025
4. Identify, collect, and analyse reliable, recent and applicable baseline workforce planning data.	Accurate understanding and modelling of the ACT health workforce.	ACT Health Directorate	Commenced	Ongoing

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5. Explore ways to better understand the workforce of self-regulated and unregulated health professions across different sectors and contexts in the ACT.	Access to data for self-regulated and unregulated health workers.	ACT Health Directorate	Not yet commenced	End 2024
6. Commit to improving publicly available health workforce data.	Transparent health workforce data within the ACT.	ACT Health Directorate	Commenced	Ongoing
7. Identify barriers and opportunities to improve partnerships across Canberra and the surrounds through the leaders of health systems across the ACT and surrounding regions.	Create pathways for shared knowledge and a supportive health system.	ACT Health Directorate	Commenced	End 2024
8. Continue to implement the Health Workforce Wellbeing and Recovery Fund.	Positive workplace culture and improved staff retention in the public sector.	ACT Health Directorate Canberra Health Services	Commenced	2027
9. Embed a positive workplace culture as business as usual.	Positive workplace culture and improved staff retention.	ACT Health Directorate Canberra Health Services	Commenced	Ongoing
10. Work with education and training partners to embed a trauma-informed, domestic, family and sexual violence informed, and disability confident approach into education and training pathways.	Health workers well equipped to deliver compassionate, culturally safe, person-centred care.	ACT Health Directorate	Not yet commenced	End 2024

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11. Support the ACT Disability Strategy to improve career pathways in health for people with disability.	Increased diversity of the health workforce.	ACT Health Directorate	Not yet commenced	Ongoing
12. Explore models and partnerships to grow and sustain a learning health system within the ACT.	Opportunities to improve research, collaborations and foster a culture of ongoing learning within the ACT.	ACT Health Directorate Canberra Health Services	Commenced	Ongoing
13. Work with health practitioners to identify barriers to professions working to their top of scope, prioritising key areas of service demand and reform as identified by the ACT Health Services Plan.	Improved service delivery and opportunities for professional growth.	ACT Health Directorate Canberra Health Services	Commenced	End 2024
14. Work in partnership with the Better together: A strategic plan for research in the ACT health system 2022–2030 implementation teams.	Research opportunities driving workforce attraction, retention and recruitment.	ACT Health Directorate Canberra Health Services	Commenced	Ongoing
15. Link in with the existing committees focused on career pathways and the transition of students into the workforce.	Implementation of existing work to strengthen career pathways.	ACT Health Directorate	Not yet commenced	Ongoing
16. Work with Education Providers and local health services to map ACT career pathways to understand where our health workforce comes from, how long they stay, why they leave and where they go.	Understand career pathways and opportunities for staff attraction and retention.	ACT Health Directorate	Commenced	End 2024

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17. Develop a discussion paper on barriers and opportunities to increase flexibility and mobility across the health system.	Opportunities to improve staff mobility across the health system.	ACT Health Directorate	Commenced	End 2023
18. Map migration pathways for international recruitment.	Improved timeframes and processes for international recruitment to the health system.	ACT Health Directorate	Not yet commenced	End 2024
19. Convene a student round table/forum in 2023.	Understand the aspirations of health workers training in the ACT.	ACT Health Directorate	Completed	Forum was held on 26 April 2023
20. Partner with local education providers to identify areas for professional development, credentialling and qualification pathways.	Improve opportunities for ongoing education, development and career pathways within the ACT.	ACT Health Directorate Canberra Health Services	Not yet commenced	End 2024
21. Identify innovation in technology, models of care and service delivery occurring locally, nationally, and internationally for consideration in the ACT.	Introduce technology and innovative services to improve service delivery and outcomes.	ACT Health Directorate Canberra Health Services	Not yet commenced	End 2024
22. Support Health Ministers to advocate for health workforce supply and models that will be effective for the ACT.	Represent the ACT's interest in national agendas.	ACT Health Directorate	Commenced	Ongoing
23. Support work to explore optimal and sustainable primary and community care models for the ACT.	Innovative service delivery that supports the workforce and improves access to services.	ACT Health Directorate Canberra Health Services	Commenced	Ongoing