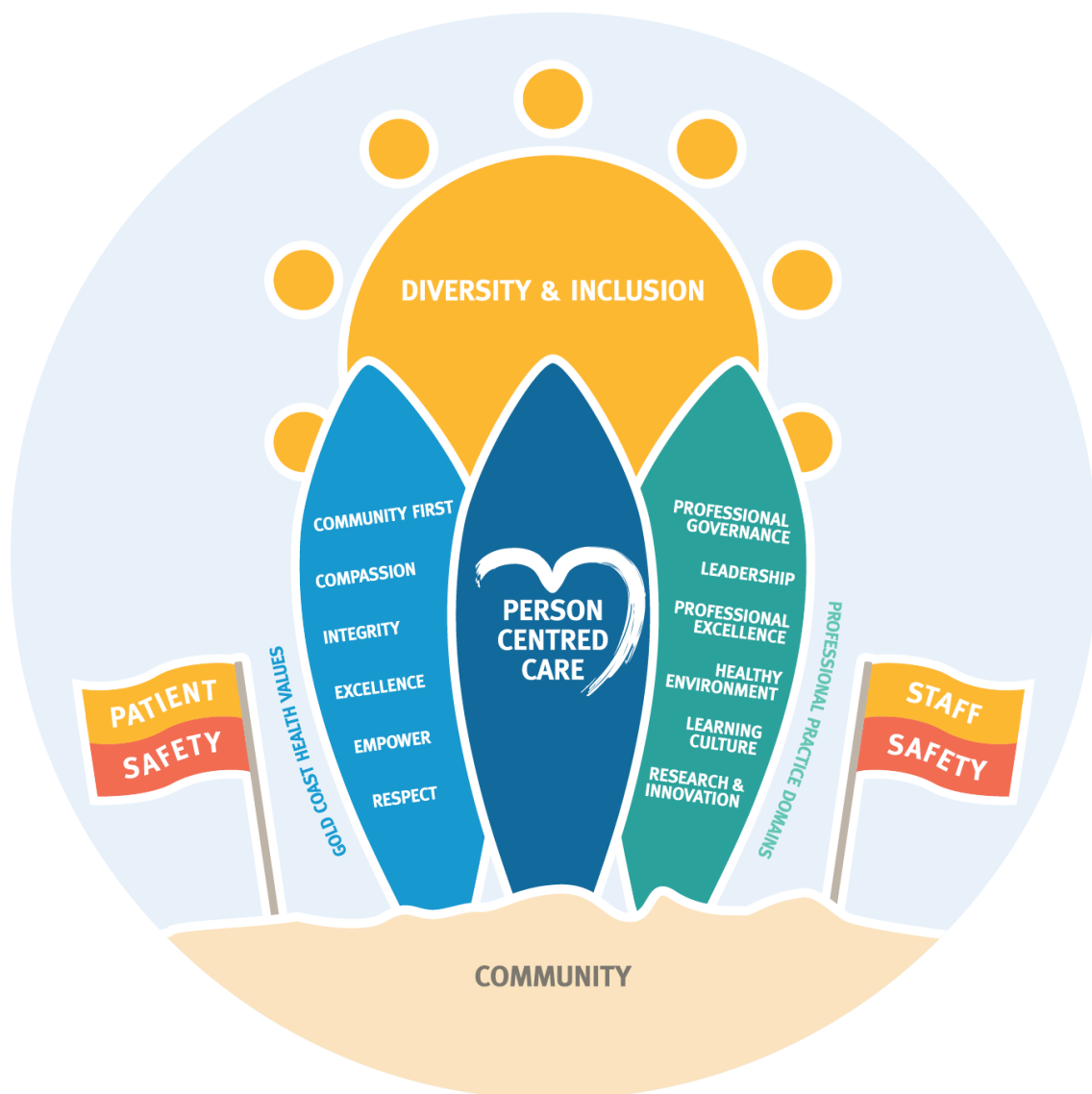


GCH Nursing and Midwifery PPM Professional Practice Domains - Definitions



Professional Governance

At GCH, nursing and midwifery practice is guided by evidence-based standards, legislation, and regulations, and the skills and expertise of nurses and midwives are highly valued across the health service. At GCH, the voices of nurses and midwives are heard loud and clear. We ask, listen, talk, teach and share decision making in striving for the best outcomes.

GCH nurses and midwives have committed to a professional governance model that emphasises inclusive decision-making, accountability, and ownership. This approach empowers all members of the healthcare workforce to have a voice in decision-making and promotes engagement and positive governance. Nurses and midwives are empowered to lead decisions that impact their practice and are committed to service improvement, demonstrating accountability and responsibility for professional practice and clinical outcomes. Such distributed decision-making promotes greater autonomy and authority in nursing and midwifery practice, enhances the safety and quality of patient care, and fosters collaboration within and across work units.

Leadership

Leadership is transformational in nature, embracing positive change, and promoting excellence and innovation. All nurses and midwives at GCH are recognised as leaders with the ability to influence the quality of care, patient experience, and their own working environments. They are empowered to think critically and creatively and are supported to make decisions, building autonomy in their professional practice.

Our leaders are role models who embody the qualities of authenticity, collaboration, and open communication to build positive culture and a shared vision for their teams. Inspirational leaders encourage and motivate others to develop professionally through robust performance management and succession planning processes, and formal and informal mentorship. They provide strength and support in times of difficulty and recognise and reward successes. They reflect on their own practice, encourage others to do the same and embrace change as a means to achieve more than they thought possible.

Professional Excellence

Our commitment to professional excellence at GCH encourages all nurses and midwives to practice autonomously and within their teams to their full potential and scope of practice. We are committed to a growing our culture of excellence by building career pathways and advanced practice opportunities, enhancing leadership competency, governance structures and research opportunities. We proactively look to the future and consider innovative models of care and workforce strategies to support our growing and changing populations.

We recognise and value the voices of our peers, interprofessional colleagues, patients and communities. We work collaboratively to plan and provide highly reliable person-centred care that is evidence-based, and we proudly celebrate, promote and share our achievements with internal and external audiences.

Healthy Environment

GCH nurses and midwives believe a healthy environment is one in which people thrive. We work collaboratively with other professions and develop strong networks and collegial relationships. All people are culturally, physically and psychologically safe, including our vulnerable and diverse populations. Diversity and inclusion is a strength and we embrace the skills and insights gained from a workforce that represents the community we serve.

We listen to and act on feedback from nurses, midwives, colleagues and consumers in order to improve the healthcare environment and patient outcomes. Nurses and midwives feel valued and respected by the organisation and feel a sense of pride and belonging, as we strive toward a culture of success. At GCH our people 'Always Care' for each other, staff and consumers alike.

Learning Culture

A learning culture is essential in healthcare where we must continually adapt to changing patient needs, best practices, and technological advancements. GCH fosters a supportive environment for lifelong learning, where nurses and midwives feel valued and respected in their professional practice. We prioritise education, skill development and open communication. We are encouraged to speak up for safety, ask questions, seek feedback, and share knowledge in order to continuously improve the quality of patient care.

Novice to expert learning pathways are complex and essential to grow our future clinicians, academics and leaders, and to maintain reliable, high quality person-centred care. We understand that learning is a dynamic and ongoing process that requires the involvement of all members of the healthcare team, from frontline staff to management. Based on learning needs and goals, nurses and midwives are supported and encouraged to continue to develop throughout the life of their careers, and regularly participate in learning activities that maintain fundamental knowledge or advance practice.

Research and Innovation

At GCH, Nursing and midwifery research is well established and continues to evolve in response to the needs of our consumers. We support several joint appointments with universities and our nursing and midwifery professoriate are internationally renowned. We strive for excellence by pushing the boundaries to in exploring new knowledge and innovation with research opportunities.

Our researchers play a key role in mentoring nurses and midwives in research activity, focusing on research to support the translation of best evidence into clinical practice. We encourage nurses and midwives to be inquisitive, discover, and learn from each other to lead the way in ensuring our consumers receive world class care.