



# A JOURNEY TO RECRUITMENT

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# WDHB NURSING STRATEGIC PLAN | 2016-2020

## OUR VISION

*The nursing workforce in Whanganui will be recognised as leaders of excellence in integrated patient and whānau-centred care.*



## OUR PRIORITIES

### PRIORITY ONE

**Align nursing workforce to population needs:**

- know our population
- be open to change
- work with partners
- have a flexible workforce.

### PRIORITY TWO

**Person/family/whānau-centred care:**

- nursing voice in planning
- build functional and professional relationships
- work with partners
- have a flexible workforce.

### PRIORITY THREE

**Foster the growth of a strong, confident nursing workforce:**

- growing our own
- professional development opportunities
- recruit for values
- making a positive difference.

### PRIORITY FOUR

**Promote a transparent culture of safety & continuous quality improvement:**

- exceed national patient safety measures
- contribute to national health & safety initiatives
- embrace an open & honest patient safety culture system.

### PRIORITY FIVE

**Dynamic, sustainable leadership:**

- invest in nursing leadership and succession planning
- rolemodel positive collaborative leadership behaviour & values
- actively engaged and influencing nursing contribution to wellbeing of the population.

### PRIORITY SIX

**Patient-centred decision making based on the ethical and sustainable use of resources:**

- reducing duplication across the sector
- collaborative recruitment and retention strategies
- aligning capacity to demand
- nursing contribution to wellbeing of population.