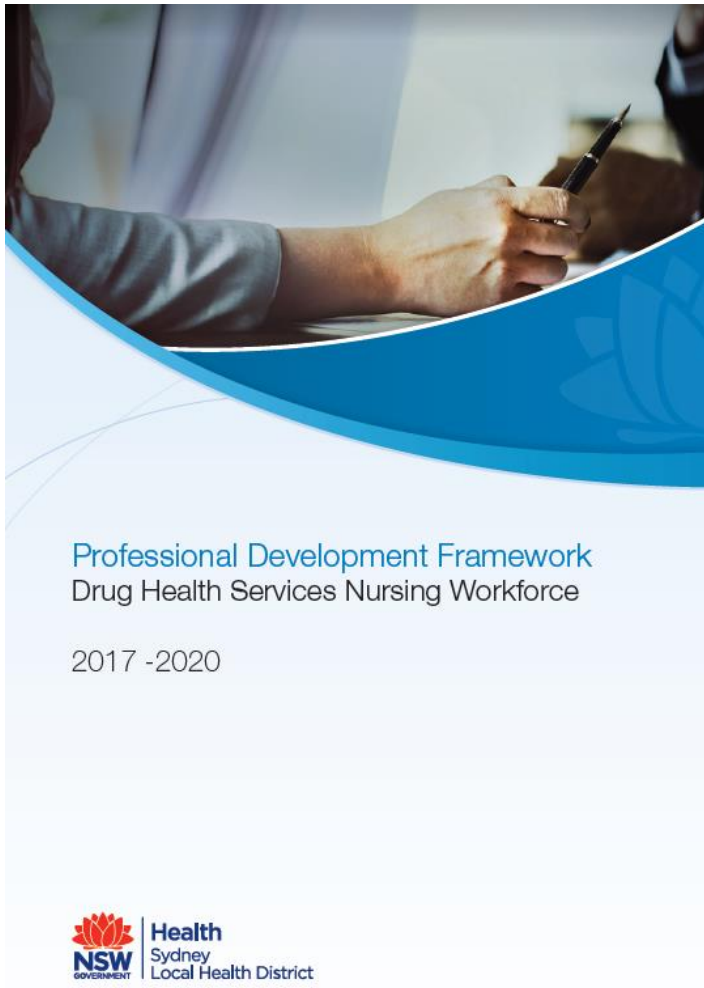


# EXTRAORDINARY AND COMPASSIONATE NURSES WITHIN THE ALCOHOL AND OTHER DRUG HEALTH FIELD

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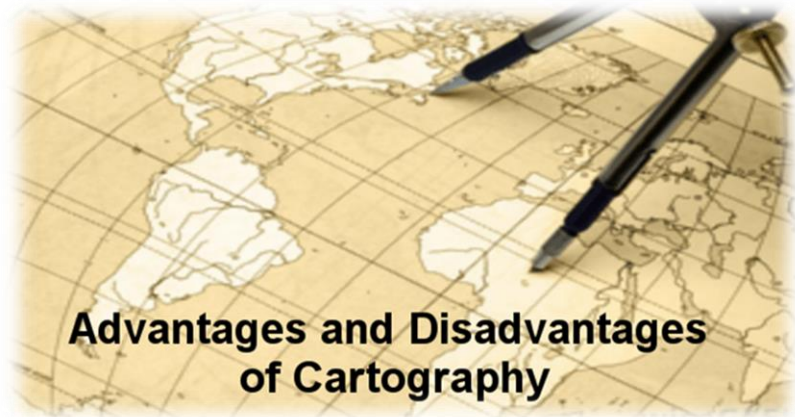
# Nursing workforce



- To provide a framework used to support nurses
  - in ongoing professional development
  - in succession planning

# Career cartography

- is described as the science of designing, producing, and communicating an individualized and detailed map toward deliberate career achievement and advancement
- (Feetham & Doering, 2015).



# Career Mapping

- Individual development plans that clarify strengths, identify opportunities for improvement, and determine learning needs are essential strategies along with performance tracking and ongoing professional development appraisal.



# Post Grad Studies

CURRENT STUDENT	COMPLETED	DID NOT COMPLETE	DEFERRED
6	8	2	3



# Using the framework to

1

- Professional development
- Engage nurses in continuing their professional development and educational requirements to further their career
- Highly and appropriately skilled
- Up to date knowledge
- Succession planning
- Provide clear and transparent processes in which to engage nurses
- Future proofing
- Strength and ability



# Using the framework to

# 2

- Assist nurses, mapping a career in nursing and in a particular speciality will be one that is transparent and achievable rather than mysterious.
- Pathways to becoming leaders
- Identifying and developing new or potential successors
- Effect workplace culture

# Workplace Culture

- Evolving a positive workplace culture, through;
  - Leadership
  - Opportunity
  - Guidance
  - Support





# Work towards

- Ensuring that our nurses are effectively utilised, highly skilled and up to date within their specialty service, improving safety, quality and health outcomes for patients and their families.



Thank you

