



Palliative Care
NURSES AUSTRALIA

STRATEGIC PLAN

2018 - 2021

PALLIATIVE CARE NURSES AUSTRALIA STRATEGIC PLAN 2018 – 2021

Our history

Palliative Care Nurses Australia (PCNA) is a member organisation that gives Australian nurses a voice in the national palliative care conversation. Launched in 2005 with seed funding from Palliative Care Australia, PCNA was established by a group of nurses who identified the need for national palliative care nursing body.

What we do

At PCNA, we provide advocacy, representation and professional development opportunities for all our members. We're committed to championing the delivery of high quality, evidence-based palliative care; building capacity within the palliative care nursing workforce; and supporting our members to work to the outer limits of their scope of practice.

As the only professional nursing organisation that speaks to palliative care nursing in all its guises, we believe strongly that all nurses have a critical role to play in improving palliative care outcomes for all Australians.

Who are we?

Nurses from all specialties play a key role in the delivery of palliative care, even if palliative care isn't a formal part of their title or role description. As such, we're committed to offering all nurses, regardless of speciality, a seat at the PCNA table.

Our members come from all nursing backgrounds – some are specialist palliative care nurses, while others work in other clinical specialties that bring them into contact with patients experiencing a range of progressive life-limiting conditions.

What unites all our members is their passion for excellence in end-of-life care and their desire to play a role in improving national and international palliative care policy and services.

Nurses deliver palliative care in a wide range of settings, from homes and residential aged care facilities to hospitals and hospices. One of the defining features of palliative care is that it's uniquely interdisciplinary – nurses work alongside a range of other health professionals, including medical specialists, social workers, counsellors, physiotherapists, and pastoral or spiritual carers.

Strategic Plan 2018-2021 (summary) | Version 2.0

Vision

Our vision is to promote excellence in palliative care nursing for our community, through leadership, representation and professional support.

Aims

At PCNA, we aim to:

- foster the sustainability of the nursing workforce in palliative care
- promote the professional development of nurses providing end of life care
- provide opportunities for collaboration among members
- facilitate knowledge, research, education and policy in palliative care
- promote palliative care nursing in a changing environment
- encourage participation in local, national and international palliative care nursing activities.

Strategic Directions 2018-2021

- **Strategic Direction 1:** To actively contribute to national and international palliative care policy and advocate for nursing care that improves patient outcomes.
- **Strategic Direction 2:** To encourage the adoption of new evidence and support the advancement of palliative care nursing research.
- **Strategic Direction 3:** To engage and support the nurses providing a palliative approach to care.
- **Strategic Direction 4:** To foster the sustainability of the specialist palliative care nursing workforce.
- **Strategic Direction 5:** To promote palliative care nursing educational opportunities.
- **Strategic Direction 6:** To ensure a sustainable, dynamic organisation that provides leadership and represent the needs of palliative care nurses.

Objective 1: Advocacy

Goals to meet our Strategic Directions	Actions to meet our Goals	Timeframe
1.1 Policy and Position Statement	<ul style="list-style-type: none"> • Position statements on contemporary issues <ul style="list-style-type: none"> - Euthanasia / Physician Assisted Dying – updated Feb 2019 - Rural and Remote Palliative Care – CRANaplus – endorsed 2018 - Advanced Practice / Specialist Nurse – in progress - Medical Cannabis – to be commenced - Indigenous Peoples at End of Life - to be commenced - Clinical Trials in Palliative Care – to be commenced - Responsible Use of Opioids –develop in 2020 	Next 12 months
1.2 Special Interest Groups (SIG)	<ul style="list-style-type: none"> • Establish and support our PCNA SIG to provide members with networking, peer-support, educational opportunities and advocate for policy change: <ul style="list-style-type: none"> - Aged Care SIG – established – maintain - Nurse Practitioner SIG – established – maintain - WA SIG – in start-up phase - Rural and Regional SIG – in start-up phase • Secretariat support provided by PCNA 	Next 12 months
1.3 Profiling Palliative Care Nursing	<ul style="list-style-type: none"> • Create a space for PCNA members to upload a 3 minute you-tube clip depicting the life of a palliative care nurse across Australia – yet to be initiated 	24 months –International Nurses Day

Objective 2: Collaborative Partnerships

Goals to meet our Strategic Directions	Actions to meet our Goals	Timeframe
<p>2.1 Strengthening our Collaborative Partnerships</p>	<ul style="list-style-type: none"> • Establish and/or strengthen our relationship with the following key organisations to look for collaborative opportunities (joint position statements; education; policy and/or advocacy): <ul style="list-style-type: none"> - PCA – Affiliated Organisation; President’s Meeting Members - ANZSPM – Informal linkages and collaboration - State Based Palliative Care Organisations - PCNNZ – Reciprocal arrangements in place and - CNSA - Reciprocal arrangements in place - CoNNMO – Member Organisation - APHN – Informal linkage and collaborations - Congress Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) - yet to be initiated 	<p>Next 12 months</p>

Objective 3: Education

Goals to meet our Strategic Directions	Actions to meet our Goals	Timeframe
3.1 Continuing Professional Development	<ul style="list-style-type: none"> Encourage the SIGs to identify CPD learning topics/opportunities Arrange 3-4 Webinars per year – available to all members Annual ½ or 1-day Masterclass Nurses (i.e. prior to PCA Conference and during PCNA Conference) 	Ongoing
3.2 Conference 2020	<ul style="list-style-type: none"> Deliver a biennial PCNA conference in a major capital city Grow PCNA conference attendance, abstract submissions and sponsorship Appoint a new conference organiser with the capacity to grow our audience and sponsors conference quality – completed January 2019 	Ongoing
3.3 Training – Abstract submissions	<ul style="list-style-type: none"> Provide members with opportunities to build their conference abstract submission capabilities (i.e. crafting and submitting oral and poster abstract; how to develop a prize-winning poster; and deliver a great presentation). 	Prior to conference
3.4 Mentoring	<ul style="list-style-type: none"> Maintain, promote and grow PCNA mentoring program 	Ongoing

Objective 4: Research

Goals to meet our Strategic Directions	Actions to meet our Goals	Timeframe
4.1 Sub Committees	<ul style="list-style-type: none"> • Create a Research Sub Committee <ul style="list-style-type: none"> - EOI to go out to members - Terms of Reference to be developed 	12-24 months
4.2 Grant Program	<ul style="list-style-type: none"> • Establish a business case for a grant program • Seek sponsorship 	12-24 months
4.3 Develop a Research Plan	<ul style="list-style-type: none"> • Establish a process for identifying areas of Research • Allow members to contribute to the research project 	4-5 years
4.4 Promote research opportunities	<ul style="list-style-type: none"> • Establish a process for promoting research opportunities to members – established • Promote research participation opportunities to members (i.e. via Monthly Newsletters and email blasts) – established 	Ongoing

Objective 5: Sustainability

Goals to meet our Strategic Directions	Actions to meet our Goals	Timeframe
5.1 Website	<ul style="list-style-type: none"> • Commission a new website – completed • Build PCNA’s website maintenance capabilities – Secretariat • Maintain the website – ensure that the information is correct and maintains its clinical currency – Secretariat • Annual Review of all web content – PCNA Executive 	Ongoing
5.2 Governance	<ul style="list-style-type: none"> • Annual review of PCNA Constitution – to ensure it covers our current business operations – PCNA Executive • Review PCNA policies and procedures in accordance with the nominated review dates • Advertising Policy – updated • Develop new policies as required 	Ongoing
5.3 Membership	<ul style="list-style-type: none"> • Establish a system for undergraduate nurses to have a complimentary membership – to be completed • Develop ways to maintain and grow membership – ongoing • Maintain regular communication with members – ongoing • Develop a communication plan – confirm offer from PCA 	Next 12 months
5.4 Succession planning	<ul style="list-style-type: none"> • Proactively plan for Executive and General Committee renewal to ensure continuity and a smooth handover 	Ongoing