



Leading a Safer Culture Charter

Nurses and Midwives Leading a Safer Culture

PURPOSE

Leading a safer culture is essential to ensuring all persons who enter ACT public health services including Nurses, Midwives, other Health Workers, Patients their Carers, Visitors and Volunteers are protected from physical, psychological, emotional or professional harm and feel safe at all times.

LEADING A SAFER CULTURE UNPACKED

Leading a safer culture

- promotes an inclusive workplace that values the input of all persons to proactively eliminate and minimise risks to all people in the environment.
- acknowledges that both staff and patient safety are intertwined and equally important where leaders ensure environments are safe using knowledge of Work Health and Safety principles, policies, procedures and protocols.
- means taking action by being proactive with strategies which support workplace safety and wellbeing and ensuring clear and regular communication to all persons on an ongoing basis and when an incident occurs.
- promotes reporting of risks to all persons to minimise unsafe situations through risk assessment and escalation of concerns.
- seeks to make reporting easier, effective and transparent on measured improvements made to make a safer environment.
- is done in partnership with patients, their families and visitors to enable them to identify emerging risks in their environment.
- uses a psychological safety approach to support the health and wellbeing all persons where leaders ensure a good workplace climate, a responsive workplace culture and support Nurses, Midwives and other Health Workers in their work.

EMPOWERMENT OF LEADERS

Leaders at all levels in Nursing and Midwifery are empowered by organisations to embed and consistently lead a safer culture.

Leaders are empowered to make decisions, work within their full scope of practice and advocate for the safety of all persons. They do this by proactively identifying, reporting and responding to the safety of all persons.

PRINCIPLES OF HOW LEADERS ARE DEVELOPED

Leaders require initial and ongoing investment to build knowledge and skills to be able to undertake leadership roles effectively and a strong understanding of safety principles appropriate to their level and position to enable a safe environment for all.

Through education, training and support, leaders are developed to listen to and value the safety concerns all persons who may be affected by policy, procedures, guidelines, or strategies.

To support the roles and responsibilities of Nurses and Midwives and other Health Workers in leading a safer culture education programs must be designed in collaboration with representation from Nursing, Midwifery, Patients and their Carers.

To implement changes and sustain a safer culture, leaders require authentic role models, mentoring and organisation support.