



Position statement

Nursing leadership

The purpose of this position statement is to outline key considerations in nursing leadership

Experience shows that all health provider organisations benefit from employing a nurse leader and a supporting leadership structure for professional leadership and support for standards of practice development. Where a nursing leadership structure is absent, the nursing workforce can potentially lose direction, standards may deteriorate, and workforce development and morale can be impacted.

A nurse leader contributes a significant perspective on achieving equitable health access and health outcomes, organisational strategic planning, workforce development, risk management and quality improvement that benefits service delivery and management decision making.

- Nurse leaders enhance organisational effectiveness utilising professional standards, promoting shared leadership, acknowledging contribution and promoting workforce development.
- Nurse leaders ensure that safe-staffing processes are in place to ensure safe service delivery and effective health care outcomes.
- Nurses in different leadership positions, from the front-line, need support, professional supervision, development, mentorship, and career development.

Mentorship

NEA strongly supports the professional growth of nursing leaders, and acknowledges its strategic role in providing opportunities for the positioning and development of nurse leaders in provider organisations.

Mentorship builds leadership skills and confidence and assists nurses with their career planning, professional growth, and development.

Mentorship enhances career socialisation, advancement, and success as it encourages the nurse to:

- assess their professional strengths and areas for development
- develop a career plan
- develop professional credibility
- access formal and informal opportunities for professional growth
- identify leadership qualities and develop their leadership craft
- develop professional networks and networking skills
- increase their visibility locally and nationally
- have a better understanding of organisational culture.

NEA acknowledges responsibility for the support, development, and retention of nurse leaders at a local, regional and national level. Helping to prepare the next generation of nurse leaders is a strategic priority.



Nurse Leader Considerations

- Have a clear sense of your place and contribution in the organisation and work to deliver against these expectations
- Develop strategies to demonstrate your role and function to the Board, CEO, and management team as well as nurses at all levels
- Have systems and processes in place that identify nurse team leader support needs and development structures and mentorship to enhance their effectiveness.

Key documents

The Safe Staffing/Healthy Workplaces Committee of Inquiry Report, June 2006
<https://sshw.health.nz/>