



CATSINaM

Congress of Aboriginal and Torres
Strait Islander Nurses and Midwives

Unity and Strength through Caring

STRATEGIC PLAN
2023-2028
catsinam.org.au



Acknowledgment of Traditional Custodians

The Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) acknowledges Traditional Owners. We pay and extend our respect to their Elders, past and present. We also acknowledge and pay respect to the present and future generations.

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Who We Are

The Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) is the peak advocacy body for Aboriginal and Torres Strait Islander nurses and midwives in Australia. CATSINaM was founded in 1997 and has represented, advocated, and supported Aboriginal and Torres Strait Islander nurses and midwives nationally for over 25 years. Through unity and strength through caring, CATSINaM is Australia's collective national voice of Aboriginal and Torres Strait Islander nurses and midwives.

Our Purpose

To lead the nursing and midwifery workforce to improve health outcomes for Aboriginal and Torres Strait Islander peoples.

Our Commitments

- To honour Aboriginal and Torres Strait Islander ways of knowing, being and doing.
- To work towards eliminating systemic organisational and individual racism.
- To commit to collective leadership and reciprocal relationships.

Our Strategic Pillars

1. Leadership and Advocacy
2. Workforce Engagement and Growth
3. Partnerships



Our Priorities

Priority 1:

Leadership and advocacy in the Aboriginal and Torres Strait Islander nursing and midwifery sector.

Priority 2:

Foster an active and engaged CATSINaM member community.

Priority 3:

Workforce engagement and growth of CATSINaM members and stakeholders.

Priority 4:

Develop and maintain strong partnerships with nursing, midwifery, and Aboriginal and Torres Strait Islander health stakeholders.

Priority 5:

Be an effective and sustainable organisation.

Strategic Objectives

Priority 1:

Leadership and advocacy in the Aboriginal and Torres Strait Islander nursing and midwifery sector.

1. Promote culturally safe nursing and midwifery workplace environments for Aboriginal and Torres Strait Islander care recipients, nurses, midwives, and students.
2. Enhance stakeholder understanding of culturally safe nursing and midwifery practice.
3. Showcase the contributions and achievements of Aboriginal and Torres Strait Islander nurses and midwives.
4. Facilitate collaboration between CATSINaM members, research partners and practitioners.
5. Mobilise evidence-based research to strengthen and drive CATSINaM's advocacy activities.

Strategic Objectives

Priority 2:

Foster an active and engaged CATSINaM member community.

1. Enhance engagement with our members through targeted activities to ensure their needs are understood, prioritised, and responded to promptly.
2. Ensures a culturally safe community environment for members.
3. Develop a clear sense of purpose and collective vision for CATSINaM members.
4. Support and promote membership connections and networks.

Priority 3:

Workforce engagement and growth of CATSINaM members and stakeholders.

1. Support Aboriginal and Torres Strait Islander nurses, midwives, and students to navigate education pathways and adhere to professional standards.
2. Invest in culturally safe education and lifelong learning initiatives.
3. Develop culturally safe strategies for workforce planning for Aboriginal and Torres Strait Islander nurses and midwives.
4. Promote Aboriginal and Torres Strait Islander nursing and midwifery capabilities in education, practice, and health systems management.
5. Provide capability-building opportunities to CATSINaM members and stakeholders.



Strategic Objectives

Priority 4:

Develop and maintain strong partnerships with nursing, midwifery, and Aboriginal and Torres Strait Islander health stakeholders.

1. Enhance key stakeholder relationships with nursing, midwifery, and Aboriginal and Torres Strait Islander partners to enable progress of CATSINaM's strategic pillars.
2. Develop formalised partnerships for co-accreditation and co-regulation.
3. Lead, monitor and evaluate the implementation of the 'gettin em n keepin em n growin em' (GENKE II).

Priority 5:

Be an effective and sustainable organisation.

1. Strengthen CATSINaM's Constitution and governance structures.
2. Value and develop the CATSINaM Board of Directors, employees, sub-contractors, and volunteers.
3. Promote and celebrate CATSINaM achievements.
4. Ensure people and resources align with CATSINaM's vision.
5. Be a culturally safe organisation.
6. Increase and diversify funding sources.





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