

Professional Association of Nurses  
in Developmental Disability Australia Inc

# Strategic Plan 2021–2025



## PANDDA Strategic Plan 2021–2025

### Mission Statement

Nurses who work with people with Intellectual and developmental disabilities work in partnership with the person, their families/carers and support services, acknowledging and valuing their right to person-centred care, independence, self-determination, choice, and decision-making.

Nurses respect that health and wellbeing is a fundamental right for all people, including those with intellectual and developmental disabilities and their families (World Health Organization 2007).

Nurses who work with people with Intellectual and Developmental disabilities are known to care with great passion and commitment, addressing the biopsychosocial needs of a person with intellectual and developmental disabilities across a range of contexts, and over time.

The challenges experienced by people with intellectual or developmental disabilities are lifelong and therefore have the potential to impact on the person across their entire lifespan.

This strategic plan and the mission of PANDDA are also aligned with and underpinned by the principles of the Nursing and Midwives Board of Australia, Standards for Practice. That is, that nursing practice is person-centred and evidence-based with preventative, curative, formative, supportive, restorative, and palliative elements. Nurses work in therapeutic and professional relationships with individuals, as well as with families, groups and communities. These people may be healthy and with a range of abilities or have health issues related to physical or mental illness and/or health challenges.

### Strategic Goals

PANDDA is committed to:

1. Promoting PANDDA to increase, expand and strengthen PANDDA membership.
2. Disseminating and promoting current and relevant information about nursing and intellectual and developmental disability.
3. Convening an annual conference.
4. Raising PANDDA's professional profile and the role of nurses who work with people with Intellectual and developmental disabilities through political presence and leadership.
5. Promoting research in nursing and people with intellectual and developmental disability.
6. Ensuring sound governance.

**1. To Increase, expand, and strengthen membership PANDDA will:**

- Develop and implement strategies that:
    - support membership retention;
    - increase membership;
    - maintain and strengthen membership diversity;
    - engage and communicate with PANDDA members; and
    - maintain, monitor, and evaluate the current Standards of Professional Practice.
  - Develop, identify, and promote the benefits of PANDDA membership to existing and potential members.
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**2. To disseminate and promote current and relevant information PANDDA will:**

- Regularly update and maintain the PANDDA website.
  - Produce a quarterly newsletter.
  - Maintain and update PANDDA Facebook page.
  - Provide a regular webinar program.
  - Provide regular communication to members.
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**3. To convene an annual conference PANDDA will:**

- Plan and convene an annual conference with a range of national and international keynote and invited speakers, including people with intellectual and developmental disabilities.
  - Support and encourage nurses and interested parties to submit abstracts for review and inclusion in the conference programme.
  - Support and encourage members to publish and present literature related to the work of nurses who work with people with intellectual and developmental disabilities.
  - Upload conference papers to website annually.
  - Offer the PANDDA presentation awards at the annual PANDDA conference.
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**4. To raise PANDDA’s professional profile and the role of nurses who work with people with intellectual and developmental disabilities through leadership and political presence. To this endeavour, PANDDA will:**

- Ensure PANDDA is well positioned to develop and enhance relationships of influence within and across the nursing, disability, health, social and education sectors.
  - Develop and maintain regular interaction and propose partnership opportunities with nursing, disability, and other relevant stakeholders.
  - Explore affiliation and build on existing relationships with national and international organisations.
  - Promote communication and collaboration between national and international organisations.
  - Explore options and promote opportunities to have intellectual and developmental disabilities content recognised and included in national nursing curriculums.
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**5. To promote research and education in nursing and people with intellectual and developmental disability PANDDA will:**

- Lead, promote and support high quality research that provides the theoretical basis for evidence-based practice.
  - Produce publications that provide evidence and practical solutions to commission, manage, and deliver better services by nurses who support people with intellectual disability.
  - Prepare and deliver and/or facilitate high quality training and professional development in the provision of services for people with intellectual and developmental disability.
  - Contribute written submissions to inform policy makers and government based on strong research evidence on matters of importance to the area of intellectual and developmental disability.
  - Where possible, offer financial scholarship support to PANDDA members undertaking a research degree in the area of nursing and people with intellectual and developmental disability.
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**6. To ensure sound governance PANDDA will:**

- Plan and convene an annual general meeting as set out in the constitution.
  - Support and encourage members to attend and to stand for elected committee position.
  - Endorse the elected committee as the management committee of PANDDA for each year.
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