

## CoNNMO Meeting Minutes – Friday 19 May 2017

### 1. Welcome

Members were welcomed to the meeting by Christopher Cliffe, Chair of the Coalition of National Nursing and Midwifery Organisations (CoNNMO).

### 2. Attendance

Tracy Clarke	Audiometry Nurses Association of Australia
Phillip Newton	Australasian Cardiovascular Nursing Council
Marilyn Cruikshank	Australasian College for Infection Prevention and Control
Jeanne Barr	Australasian Neuroscience Nurses Association
Joanne Perks	Australasian Sexual Health and HIV Nurses Association
Brad Whitton	Australasian Sexual Health and HIV Nurses Association (Observer)
Paul McLeish	Australia and New Zealand Orthopaedic Nurses Association
Sally Sara	Australia and New Zealand Urological Nurses Society
Leonie Ballantyne	Australian Association of Nurse Surgical Assistants
Wendy Sansom	Australian Association of Stomal Therapy Nurses
Jacqui Burton	Australian College of Children and Young People's Nurses
Dianne Chamberlian	Australian College of Critical Care Nurses
Ann Kinnear	Australian College of Midwives
Shelley Reid	Australian College of Neonatal Nurses & CoNNMO Councillor
Grainne Lowe	Australian College of Nurse Practitioners
Carolyn Stapleton	Australian College of Nursing
Sarah Bird	Australian College of Perioperative Nurses
Claire Kennedy	Australian Day Surgery Nurses Association
Tracy Aylen	Australian Diabetes Educators Association
Angela Ryan	Australian Digital Health Agency
Michelle Girdler	Australian Nurse Teachers Society & CoNNMO Councillor
Margaret Gatling	Australian Nursing and Midwifery Accreditation Council
Julianne Bryce	Australian Nursing and Midwifery Federation & CoNNMO Secretary
Annie Butler	Australian Nursing and Midwifery Federation
Elizabeth Foley	Australian Nursing and Midwifery Federation
Julie Reeves	Australian Nursing and Midwifery Federation (Observer)
Belinda Clark	Australian Nursing and Midwifery Federation VIC Branch (Observer)
Mark Staaf	Australian Nursing and Midwifery Federation VIC Branch (Observer)
Amanda Wylie	Australian Ophthalmic Nurses Association
Julianne Badenoch	Australian Primary Health Care Nurses Association & CoNNMO Councillor
Jane Bollen	Australian Primary Health Care Nurses Association (Observer)
Jane Newman	Australian Women's Health Nurse Association
Samantha Gibson	Cancer Nurses Society of Australia
Samantha Dix	College of Emergency Nursing Australia
Debra Thoms	Commonwealth Chief Nurse and Midwifery Officer
Janine Mohamed	Congress of Aboriginal & Torres Strait Islander Nurses and Midwives
Joan Ostazkiewicz	Continnence Nurses Society of Australia
Tracey Moroney	Council of Deans of Nursing and Midwifery
Christopher Cliffe	CRANaplus & CoNNMO Chair
Karen Cook	Department of Health
Darren Smyth	Drug and Alcohol Nurses of Australasia
Mark Holmes	Flight Nurses Association
Chloe Coker	Flight Nurses Association (Observer)
Lynn Rapley	Gastroenterological Nurses College of Australia
Julian Grant	Maternal Child & Family Health Nurses Association & CoNNMO Councillor
Dawn Pedder	Medical Imaging Nurses Association
Louise Dearman	National Enrolled Nurses Association
Cate Nagle	NMBA Midwife Standards for Practice Project

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The Coalition of National Nursing & Midwifery Organisations acknowledges the traditional owners and Elders past and present of the land on which we meet across Australia

Supported by the Australian Government Department of Health

Mark Aitken  
Tanya Vogt  
Marian Linnane  
Tracey Nicholls  
Cheryl Kelly  
Kym Griffin  
Peter Sinclair

Nurse and Midwife Support Program  
Nursing and Midwifery Board of Australia  
Nursing Informatics Australia & CoNNMO Deputy Chair  
Otorhinolaryngology Head and Neck Nurses Group & CoNNMO Councillor  
Otorhinolaryngology Head and Neck Nurses Group (Observer)  
Palliative Care Nurses Australia  
Renal Society of Australasia

### **Apologies**

Minister Greg Hunt MP  
Suzanne Sheppard-Law  
Sara Alger  
Kim Ryan  
Kylie Ward  
Sharon Temby  
Joanne Ramadge  
Anne Van Loon  
Fiona Stoker  
Tianna Camilleri  
Janie Thompson  
Lucy Spencer  
Peter Brown

Australasian Hepatology Association  
Australasian Rehabilitation Nurses Association  
Australian College of Mental Health Nurses  
Australian College of Nursing  
Australian Dermatology Nurses Association & CoNNMO Councillor  
Australian Diabetes Educators Association  
Australian Faith Community Nurses Association  
Australian Nursing and Midwifery Accreditation Council  
Australian Student and Novice Nurse Association  
Continence Nurses Society of Australia  
Renal Society of Australasia  
Psychogeriatric Nurses Association

### **3. Confirmation of agenda**

### **4. Minutes of the previous meeting**

The minutes of the previous meeting held on Friday 7 October were accepted as a true and accurate record of the meeting.

### **5. Business arising from the previous meeting**

All action items from the previous meeting have been addressed.

### **6. Australian Government Department of Health update**

Deb Thoms, Commonwealth Chief Nurse and Midwifery Officer gave an update on the Biosimilar Awareness Initiative. The Initiative was announced in May 2015 as part of the Pharmaceutical Benefits Scheme Access and Sustainability Package. In accordance with the National Medicines Policy, the aim of the Initiative is to support awareness of, and confidence in, the use of biosimilar medicines for healthcare professionals and consumers. A biosimilar medicine is highly similar to a 'reference biological medicine'. The reference biological medicine is the first brand to market. The introduction of biosimilar medicines encourages competition in the Australian market which will lead to a reduction in the cost of medicines, resulting in savings to the health care system. These lower prices improve affordability of, and access to medicines. This initiative will give people more medicines brand options and reduce the cost to the PBS.

The presentation is available on the CoNNMO website.

For more information, visit the Australian Government website at [www.health.gov.au/biosimilars](http://www.health.gov.au/biosimilars).

There is additional information at [www.tga.gov.au/publication/evaluation-biosimilars](http://www.tga.gov.au/publication/evaluation-biosimilars).

### **7. Nursing and Midwifery Board of Australia update**

An update was provided by Tanya Vogt, Executive Officer.

There is an update on the NMBA website on the outcome based assessment for internationally qualified nurses and midwives. A request for tender will be released soon for the development of an objective structured clinical examination for overseas trained nurses and midwives. The public consultation on the Codes of Conduct has concluded and the team is now collating the feedback and revising the final document for consideration by the Board in July. Once the Board approval process is completed, work will commence on the roll out of the new Codes. The NMBA is keen to work with CoNNMO on this process.

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The start date for the new Codes will be 2018. The NMBA is working with the ANMF, ACN and ACM on reviewing the Codes of Ethics for nurses and midwives. Public consultation on the Midwife Standards for Practice will commence in July 2017. CoNNMO member organisations were encouraged to engage with this consultation process. Work on the review of the Board's Decision Making Framework (DMF) will begin later this year. The NMBA will be conducting targeted focus groups for this review. Members were reminded that renewal of registration closes 31 May 2017. The NMBA is trying to move forward with the removal of the Rural and Isolated Practice Registered Nurse (RIPRN) endorsement model. There will need to be a replacement prescribing model.

For further information, visit the website at <http://www.nursingmidwiferyboard.gov.au>

#### **8. Australian Nursing and Midwifery Accreditation Council update**

An update was provided by Margaret Gatling, Director of Accreditation Services.

In February 2017, ANMAC launched a new risk-based approach to accreditation. A targeted survey of education providers and key stakeholders found that they felt the accreditation process needed to be shorter, less onerous and less cost. ANMAC currently provide oversight of 220 programs. Programs accredited for a 5 year period will be required to report once assessed against a risk matrix which will include: whether there are any conditions on the program; whether there are a large number of campuses (which poses a risk to consistency); whether there is a complaint against the program. The external NRAS review is taking place at the same time as the ANMAC internal review. It is anticipated that the NRAS review will focus on Accreditation being more fit for purpose and user friendly. The new Enrolled Nurse Accreditation Standards are currently awaiting NMBA approval. The Registered Nurse Accreditation Standards are being reviewed this year. This work will commence with an Issues Paper to seek feedback on the key matters for review which will include clinical placement hours and the use of simulation. ANMAC will be looking at ICN and RCN positions on these issues. The Issues Paper will be circulated in July and will be sent to CoNNMO member organisations for feedback.

Please visit the website for further information at <http://www.anmac.org.au/>.

#### **9. Nurse and Midwife Support Program**

Mark Aitken, Consultant and Stakeholder Engagement Officer presented on the new national service, Nurse and Midwife Support. The service was launched in Melbourne by the Commonwealth Chief Nurse and Midwifery Officer, Deb Thoms on 8 March 2017. Nurses, midwives or students experiencing a health issue or at risk of a health issue, have access to national 24 hour 7 days a week support. Important elements of the service include phone support, brief intervention counselling and referral pathways. Support is anonymous, confidential and free. Nurse and Midwife Support is funded by the Nursing and Midwifery Board of Australia and run independently by Turning Point. AHPRA commissioned a review to look at referral, notifications, assessment, treatment, monitoring and rehabilitation for health practitioners with a health impairment. The report found that nurses and midwives don't have a clear understanding of the impairment process. It also found that nurses and midwives are uncertain about where and how to seek support when they self-identify they have an impairment, identify an impairment of their colleague or are notified that they have been reported as having an impairment. AHPRA then undertook an extensive tender process for an organisation to provide a service to support nurses and midwives around Australia. Turning Point was the successful candidate to develop the service.

For further information, visit the website at [www.nmsupport.org.au](http://www.nmsupport.org.au).

The presentation is available on the CoNNMO website.

#### **10. Australian Digital Health Agency**

Angela Ryan, General Manager, Clinical Programs addressed CoNNMO members on the role of the Australian Digital Health Agency. Angela spoke about the agency work program and the particular impacts going forward for the nursing and midwifery professions. The agency was established 1 July 2017 and is continuing the work of NEHTA including the My Health Record. As of 14 May 2017 there are 4.8 million people registered with a My Health Record. The Agency have been funded to move to an opt-out process for the My Health Record in 2018. Once your record is created, individuals will have 3 months to opt-out. The ability to opt-out continues to be available at any time. The My Health Record Mobile app is called Healthi. One of the initial tasks of the Agency is developing a national digital health strategy for Australia in collaboration with states and territories and other stakeholders. Following consultations, the Agency has

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identified that the top 5 ways that health professionals want to use digital technology is for: sharing health records with the person receiving care; transferring prescriptions to a pharmacy; interactive support with colleagues; communicating with people before or after consultation; and sharing health records with other practitioners. Themes from the consultations include support for making the right health care choices and the provision of options, access, security and control.

For further information, visit the website at [www.digitalhealth.gov.au](http://www.digitalhealth.gov.au).

The presentation is available on the CoNNMO website.

#### 11. **NMBA Midwife Standards for Practice Project**

Associate Professor Cate Nagle, Deakin University provided an update on the progress of the project to date. A literature review, key stakeholder interviews and the first round of observations have been completed. The preliminary consultation with selected stakeholders has also been conducted. The amended draft standards were then reviewed by the Expert Advisory Group and the NMBA. The second draft of the standards will go to an 8 week public consultation in July/August 2017. A second round of observations will then be undertaken in November/December 2017 to validate the standards.

The presentation is available on the CoNNMO website.

#### 12. **National Aged Care Staffing and Skills Mix Project**

Annie Butler, Assistant Federal Secretary, Australian Nursing and Midwifery Federation provided a brief presentation to CoNNMO on the Australian Nursing and Midwifery Federation (ANMF) National Aged Care Staffing and Skills Mix Project. The Project was commissioned by the ANMF and developed by the ANMF South Australian Branch, Flinders University and the University of South Australia.

The Project's findings revealed two urgent priorities for residential aged care: the need for more nursing and care hours and a skills mix with a guaranteed ratio of registered nurses (RNs), enrolled nurses (ENs) and assistants in nursing/personal care workers (AINs/PCWs).

The Project found that current staffing levels in residential aged care are seriously inadequate: residents, on average, need 4.3 hours of care per day but typically receive only 2.84 hours. This shortfall means that residents miss out on essential care and treatment, a finding confirmed by the Project's survey of more than 3,000 RNs, ENs and AINs/PCWs investigating 'missed care'.

The Project also found that a mandated staffing skills mix in aged care needs to be introduced to ensure the right number of RNs, ENs and AINs/PCWs are available to provide adequate care. It recommends a skills mix of 30% registered nurses, 20% enrolled nurses and 50% AINs/PCWs.

The ANMF is seeking support from CoNNMO member organisations for the project recommendations.

The full report is available at:

[http://www.anmf.org.au/documents/reports/National\\_Aged\\_Care\\_Staffing\\_Skills\\_Mix\\_Project\\_Report\\_2016.pdf](http://www.anmf.org.au/documents/reports/National_Aged_Care_Staffing_Skills_Mix_Project_Report_2016.pdf)

**Action: The ANMF to write to CoNNMO Member Organisations seeking support for the National Aged Care Staffing and Skills Mix Project Report recommendations.**

#### 13. **Panel Discussion: Certification, Credentialling and Endorsement – What does it all mean?**

A panel discussion was held on the use of the terms credentialling, certification and endorsement in Australia. The panel consisted of: Tracy Ayles, Past President of the Australian Diabetes Educators Association; Di Chamberlain, National President of the Australia College of Critical Care Nurses; Christopher Cliffe, Chief Executive Officer of CRANAplus; Julianne Bryce, Senior Federal Professional Officer of the Australian Nursing and Midwifery Federation; and Tanya Vogt, Executive Officer of the Nursing and Midwifery Board of Australia. Following a brief presentation from each of the panel members, CoNNMO member representatives debated at length the definitions, understanding, merits and risks of these processes.

#### 14. **Council report**

The CoNNMO Chair and Secretariat Report was provided by Julianne Bryce, Secretariat.

This report is available on the CoNNMO website.

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## 15. Member reports

Written reports were provided by the following member organisations (see attached).

Australasian Cardiovascular Nursing Council  
Australasian Hepatology Association  
Australasian Neuroscience Nurses Association  
Australasian Rehabilitation Nurses Association  
Australasian Sexual Health and HIV Nurses Association Inc  
Australian and New Zealand Council of Deans of Nursing and Midwifery  
Australian and New Zealand Orthopaedic Nurses Association  
Australian and New Zealand Urological Nurses Society  
Australian Association of Nurse Surgical Assistants  
Australian Association of Stomal Therapy Nurses  
Australian College Children and Young People's Nurses  
Australian College of Critical Care Nurses  
Australian College of Neonatal Nurses  
Australian College of Nursing  
Australian College of Perioperative Nurses  
Australian Faith Community Nurses Association  
Australian Nurse Teachers Society  
Australian Nursing and Midwifery Federation  
Australian Ophthalmic Nurses Association  
Australian Primary Health Care Nurses Association  
Australian Women's Health Nurse Association  
Cancer Nurses Society of Australia  
Contenance Nurses Society of Australia  
CRANaplus  
Drug and Alcohol Nurses of Australasia  
Flight Nurses Australia  
Gastroenterological Nurses College of Australia  
Maternal Child and Family Health Nurses Australia  
National Enrolled Nurse Association  
Nursing Informatics Australia  
Otorhinolaryngology Head and Neck Nurses Group  
Palliative Care Nurses Australia  
Psychogeriatric Nurses' Association  
Renal Society of Australasia

## 16. Other business

### i. CoNNMO National Priorities

The CoNNMO National Priorities were formally launched today with an accompanying media release. A copy of the document was provided to members before the meeting.

The CoNNMO National Priorities document is available on the CoNNMO website.

### ii. New member application

A new member application was received by the Australian Association of Nurse Surgical Assistants (AANSA). As per the CoNNMO Terms of Reference, the AANSA application was considered by CoNNMO Council and a recommendation for acceptance was made to the CoNNMO membership. This recommendation was carried unanimously. Christopher Cliffe informed the representative of AANSA in attendance at the meeting as an observer, Leonie Ballantyne, of their successful application for CoNNMO membership and welcomed AANSA to CoNNMO.

## 17. Next meeting

The next CoNNMO member meeting will be held on Friday 6<sup>th</sup> October 2017 from 9.30 am to 4pm at the New South Wales Nurses and Midwives Association (NSWNMA), 50 O'Dea Avenue, Waterloo, NSW.

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