

CoNNMO Meeting Minutes – Friday 4th May 2018

1. Welcome

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

2. Attendance

Professor John Pollaers	Aged Care Workforce Strategy Taskforce (speaker)
Tracy Hawes	Audiometry Nurses Association of Australia
Phillip Newton	Australasian Cardiovascular Nursing College
Marilyn Cruikshank	Australasian College for Infection Prevention and Control
Suzanne Sheppard-Law	Australasian Hepatology Association
Jeanne Barr	Australasian Neuroscience Nurses Association
Joanne Perks	Australasian Sexual Health and HIV Nurses Association
Melinda Hassall	Australasian Society for HIV, Viral Hepatitis and Sexual Health Medicine (speaker)
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
Jacquie Burton	Australian College of Children and Young People's Nurses
Diane Chamberlain	Australian College of Critical Care Nurses
Rebecca East	Australian College of Perioperative Nurses
Kim Ryan	Australian College of Mental Health Nurses
Sarah Stewart	Australian College of Midwives
Shelley Reid	Australian College of Neonatal Nurses & CoNNMO Councillor
Kylie Ward	Australian College of Nursing
Jan Riley	Australian Dermatology Nurses Association
Joanne Ramadge	Australian Diabetes Educators Association
Angela Ryan	Australian Digital Health Agency (speaker)
Joanne Rich	Australian Faith Community Nurses Association
Michelle Girdler	Australian Nurse Teachers Society & CoNNMO Councillor
Julianne Bryce	Australian Nursing and Midwifery Federation & CoNNMO Secretary
Elizabeth Foley	Australian Nursing and Midwifery Federation (observer)
Julianne Badenoch	Australian Primary Health Care Nurses Association & CoNNMO Councillor
Shanthi Gardiner	Australian Primary Health Care Nurses Association (observer)
Melissa Cromarty	Australian Primary Health Care Nurses Association (observer)
Annette Heather	Australian Women's Health Nurses Association
Sonja Cronje	Cancer Nurses Society of Australia
Janine Mohamed	Congress of Aboriginal and Torres Strait Islander Nurses and Midwives
Alicia Mohamed	CATSINaM (observer)
Janie Thompson	Continence Nurses Society of Australia
Lisa Wragg	Continence Nurses Society of Australia (observer)
Sally Robertson	Council of Deans of Nursing and Midwifery
Christopher Cliffe	CRANAp _{lus} & CoNNMO Chair
Geri Malone	CRANAp _{lus} (observer)
Darren Smyth	Drug and Alcohol Nurses of Australasia
Louise Burton	Flight Nurses Australia
Lynn Rapley	Gastroenterological Nurses College of Australia
Dawn Pedder	Medical Imaging Nurses Association
Louise Dearman	National Enrolled Nurses Association & CoNNMO Councillor
Tanya Vogt	Nursing and Midwifery Board of Australia (speaker)
Petrina Halloran	Nursing and Midwifery Board of Australia (speaker)
Marian Linnane	Nursing Informatics Australia & CoNNMO Deputy Chair
Karen Cook	Office of the Commonwealth Chief Nurse and Midwifery Officer (speaker)
Cheryl Kelly	Otorhinolaryngology Head and Neck Nurses Group
Kym Griffin	Palliative Care Nurses Australia
Kathy Hill	Renal Society of Australasia

Apologies

Deidre Widdall	Australasian Rehabilitation Nurses Association
Grainne Lowe	Australian College of Nurse Practitioners
Ann Kinnear	Australian College of Midwives
Claire Kennedy	Australian Day Surgery Nurses Association
Sarah Bird	Australian College of Perioperative Nurses
Anne van Loon	Australian Faith Community Nurses Association
Fiona Stoker	Australian Nursing and Midwifery Accreditation Council
Lisa Fitzpatrick	Australian Nursing and Midwifery Federation Victorian Branch (host)
Julia Morphet	College of Emergency Nursing Australia
Debra Thoms	Commonwealth Chief Nurse and Midwifery Officer
Julian Grant	Maternal Child and Family Health Nurses Australia & CoNNMO Councillor
Tracey Nicholls	Otorhinolaryngology Head and Neck Nurses Group & CoNNMO Councillor
Ann Maree Keenan	Victorian Chief Nurse and Midwifery Officer

3. Confirmation of agenda

4. Minutes of the previous meeting

The minutes of the previous meeting held on Friday 6 October 2017 were accepted as a true and accurate record of the meeting.

5. Business arising from the previous meeting

All actions from the previous meeting have been addressed.

6. Office of the Commonwealth Chief Nurse and Midwifery Officer update

An update was provided by Karen Cook, Senior Nursing Advisor.

The Department of Health has commissioned KPMG to conduct a cost-benefit analysis of nurse practitioner models to inform future workforce policy. Key stakeholder meetings have been held with the Australian College of Nurse Practitioners (ACNP), the Australian Nursing and Midwifery Federation (ANMF) and the Royal Australian College of General Practitioners (RACGP). The project team will be visiting pilot sites to observe different nurse practitioner models across the country to develop case studies. The report for this project will be provided to the Minister for Health at the end of the year. CoNNMO member organisations interested in participating in this project should contact Karen Cook.

The MBS Review is nearing completion. Committees will be established for nurse practitioners and midwives with scheduled medicines endorsement as part of this review.

The Federal Budget will be handed down next week.

The National Nursing and Midwifery Education Advisory Network (NNMEAN) has been meeting for two years. There have been sub groups looking at mental health nursing and enrolled nursing. This work has been finalised. The NNMEAN will be winding up in its current form and re-forming as a smaller group of nine organisations.

The Commonwealth has taken the lead on developing a National Strategic Approach to Maternity Services (NSAMS). This project will continue until mid-2019. A Project Reference Group (PRG) of jurisdictional representatives and a Project Advisory Group (PAG) of clinicians have been established to oversee this work. Consultation workshops have commenced. There will be approximately 30 workshops held across the country. A public consultation paper has been released on-line. Submissions close Monday 18 June 2018. The consultation paper is available at: <https://consultations.health.gov.au/office-of-the-chief-nursing-and-midwifery-officer/national-strategic-approach-to-maternity-services/>

7. Nursing and Midwifery Board of Australia update

An update was provided by Tanya Vogt, Executive Officer.

The Nursing and Midwifery Board of Australia (NMBA) has just released the new *Midwife standards for practice* which will take effect from 1 October 2018. They are much more streamlined and contemporary. Thank you to all those that participated in the review of these standards. The NMBA now have standards for practice across all the nursing and midwifery titles the NMBA regulate.

An advanced practice symposium was held in Canberra in March 2017. One of the agreed outcomes of the symposium was that the NMBA, together with the chief nursing and midwifery officers, would review the definition of advanced practice. The NMBA will be consulting on the revised definition of advanced practice in the next few months.

It has now been 12 months since the Nurse and Midwife Support Program was established. The NMBA has received the 12 month report which demonstrates that the program has been a real success. The NMBA encourages all CoNNMO members to promote the program to ensure that all nurses and midwives can benefit.

The NMBA has commenced a review of the Decision Making Framework (DMF). A literature review is currently being undertaken. The Board conducted an on-line survey on registrants' awareness and understanding of the DMF earlier in the year. The feedback indicated that the framework needs to be more contemporary and less wordy.

The Board is undertaking a review of the re-entry to practice pathway. The review involves seeking feedback from participants and supervised practice venues to ensure the pathway is fit for purpose.

Currently work is being undertaken on development of a new model for assessment of internationally qualified nurses and midwives. It is anticipated this model will be released mid-2019. The new model will still include an equivalence pathway. The significant change will be the assessment pathway, which currently involves using bridging programs.

The Australian Health Practitioner Regulation Agency (AHPRA) is conducting two public consultations:

- Review of accreditation arrangements – assignment of accreditation functions (submissions close 15 May 2018), and;
- Consultation on draft guideline: Informing a National Board about where you practice (submissions close 25 May 2018).

Please visit the NMBA website for further information: www.nursingmidwiferyboard.gov.au

8. Australian Nursing and Midwifery Accreditation Council update

An update was provided by Janine Mohamed, Australian Nursing and Midwifery Accreditation Council (ANMAC) Board Member.

ANMAC is currently reviewing the *Registered Nurse Accreditation Standards*. A collation of responses from the first round of consultation is now available on the ANMAC website. The second stage of consultation is scheduled to commence at the end of May 2018. ANMAC will be holding a forum in Melbourne as part of the second stage of consultation. It is anticipated the review of the standards will be finalised late 2018.

ANMAC's Report is available on the CoNNMO website.

Please visit the ANMAC website for further information, including the ANMAC Bulletin for May 2018: www.anmac.org.au

9. Australian Digital Health Agency update

An update was provided by Angela Ryan, General Manager, Clinical Programs.

The Australian Digital Health Agency (ADHA) is progressing the opt-out expansion program. By the end of 2018, every Australian will have a My Health Record, unless they choose not to. Once the Health Minister announces the commencement date, there will be a 3 month opt-out period.

The ADHA My Health Record Communications team is providing information packs to primary health networks, jurisdictions, private hospitals and clinical peak bodies during 2018. Information packs will detail what the opt-out process is, how it will affect providers and consumers, and information on the benefits of the My Health Record.

The Provider Readiness team's main objective is to ensure healthcare providers: are aware of the My Health Record; able to discuss the benefits; and know where to seek further information if required. This is being achieved through a multi-layered, multi-channel change and adoption program based on a 3- tiered approach of awareness, enablement and participation that aims to achieve meaningful clinical use.

More than 5.7 million consumers are already registered for the My Health Record and the number is growing. It is expected numbers will rise sharply by the end of the year. There is also a steady increase in

the number of healthcare providers registered. The highest My Health Record usage relates to MBS and PBS.

There will be communication from the Australian Health Practitioner Regulation Agency (AHPRA) in the next few weeks regarding the opt-out program of the My Health Record. It will target every registered health practitioner (660,000) and some non-regulated health professionals (total of 1 million).

The ADHA has recently started to meet formally with nursing and midwifery organisations. The agency is looking to partner with stakeholders to provide leadership to the nursing and midwifery professions to increase awareness, education and adoption of the My Health Record. Initial target organisations have included: CoNNMO; the Australian Nursing and Midwifery Federation (ANMF); the Australian College of Nurse Practitioners (ACNP); the Australian College of Nursing (ACN); and the Australian Primary Health Care Nurses Association (APNA). The Agency is seeking to collaborate on the development of nursing specific toolkits. The Agency is aiming to identify and engage clinical champions to support the peer to peer messaging and education of nurses nationally. These champions will sit within a broader pool of clinical champions, including already inducted nurses.

Angela's presentation is available on the CoNNMO website.

Please visit the ADHA website for further information: www.digitalhealth.gov.au

10. Nursing and Midwifery Board of Australia Prescribing Project

Tanya Vogt, NMBA Executive Officer and Petrina Halloran, NMBA Policy Manager presented on the NMBA's proposed *Registration Standard: Endorsement for scheduled medicines for registered nurses prescribing in partnership*.

On recommendation from the Health Workforce Principal Committee (HWPC), the NMBA has worked with the Australian and New Zealand Council of Chief Nursing and Midwifery Officers (ANZCCNMO) to explore potential models of prescribing to determine a model for an endorsement to enable registered nurses (RNs) to prescribe scheduled medicines. The NMBA and ANZCCNMO have consulted with governments, key nursing stakeholders, nurses and consumers to formulate the basis for the new registration standard.

The NMBA is proposing the *Registration Standard: Endorsement for scheduled medicines for registered nurses prescribing in partnership*, structured on Model 2 of the Australian Health Ministers Advisory Committee's (AHMAC) endorsed Health Professions Prescribing Pathway (HPPP) - Prescribing under designation/supervision. This model enables prescribing to occur where a prescriber undertakes prescribing, within their scope of practice, under the designation/supervision of another authorised health professional.

The NMBA is currently conducting preliminary consultation with key stakeholders. Public consultation will commence in June 2018. The Board will hold public forums as part of this round of consultation.

The Board will also be consulting on the guidelines to accompany the registration standard. These guidelines will articulate the partnership relationship, what constitutes safe and effect prescribing and set out the governance relationship.

11. Cultural Safety

Janine Mohamed, Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINAM) CEO and Tanya Vogt, NMBA Executive Officer presented on cultural safety in the context of the new NMBA Codes of conduct for nurses and midwives.

The National Boards, AHPRA and Accreditation Authorities have committed to an Aboriginal and Torres Strait Islander Strategy with a vision of '*patient safety for Aboriginal and Torres Strait Islander People's as the norm*'. To lead this work, an Aboriginal and Torres Strait Islander health strategy group was established. This group, made up of Aboriginal and Torres Strait Islander health sector leaders and representatives from Accreditation Authorities, National Boards and AHPRA, look at how to improve Aboriginal and Torres Strait Islander patient safety, improve health outcomes for all Australians, develop Aboriginal and Torres Strait Islander people's participation in the health workforce, and contribute to closing the gap in health outcomes between Aboriginal and Torres Strait Islanders and other Australians.

Cultural awareness training raises the awareness and knowledge of participants about the experiences of cultures different from their own - in particular, different from dominant culture. It is usually done by local Aboriginal people and raises awareness and knowledge of participants about experiences and cultural difference from their own.

Cultural safety training involves recognising, understanding and responding to racism at an individual level but more importantly at the socio-cultural and institutional level. It encourages critical self-reflection for non-Aboriginal people. This training assists participants to explore 'whiteness' and white privilege and how it shapes the lives of Aboriginal white people and Aboriginal and Torres Strait Islander Australians. It helps to gain understanding of the impact of colonisation and dispossession, and the historical and ongoing effects in Aboriginal and Torres Strait Islander people's everyday lives.

To work towards culturally safe practice, the NMBA has partnered with CATSINaM to embed cultural safety in the professional standards and codes of conduct for nurses and midwives. They have also developed a joint policy on racism.

The new codes of conduct have attracted some media attention over recent months regarding the glossary definition of cultural safety. The review process for the new codes included a review of both the previous codes of conduct and the professional boundaries documents. The review was informed by research, the nursing and midwifery professions and the public. An extensive working group of key stakeholders provided oversight and specialist input for the codes review. The new codes were developed unopposed. Following the inaccurate claims in the media, the NMBA, along with CATSINaM, the Australian Nursing and Midwifery Federation (ANMF), the Australian College of Nursing (ACN) and the Australian College of Midwives (ACM), released a joint statement on cultural safety. CoNNMO members have been invited to lend their support by co-badging with the NMBA on the joint statement. Seventeen national nursing and midwifery organisations have signed on to the statement to date. Organisations that also wish to be involved can contact Tanya Vogt.

Janine and Tanya's presentations are available on the CoNNMO website.

12. Aged Care Workforce Strategy Taskforce

Professor John Pollaers, Chairman of the Aged Care Workforce Strategy Taskforce

The purpose of the taskforce is to develop a strategy for growing and sustaining the workforce providing aged care services and support for older people, to meet their care needs in a variety of settings across Australia. The taskforce's role is to provide guidance on strategic direction, steer the process of developing a strategy and sponsor robust consultation and engagement.

The taskforce has held two national summits, workshops and community consultation. They have engaged with over 400 providers and received 684 submissions from the public and organisations. John has spoken at over 70 forums. The taskforce has also established four specialist technical advisory groups. The three themes for transformational change include: shifting attitude, referring access and enhancing life with 15 strategic actions to be completed. The work of the taskforce is to be completed by 30 June 2018.

John's presentation is available on the CoNNMO website.

13. Australasian Society for HIV, Viral Hepatitis and Sexual Health Medicine

Melinda Hassall, Clinical Nurse Lead, Nursing Program, National Policy and Education

The Australasian Society for HIV, Viral Hepatitis and Sexual Health Medicine (ASHM) is a not-for-profit member based organisation. It supports health professionals working in HIV, Viral Hepatitis and Sexual Health Medicine. ASHM provides face to face, webinar and on-line training; policy and position statements; and advocates for an increased scope of practice for health professionals. The ASHM Stigma and Discrimination Project is Commonwealth funded. It is a collaboration, across 8 interventions, with key stakeholders to address systemic barriers, stigma and discrimination experienced by people living with a blood borne virus (BBV) accessing the health system. The Nursing Working Group for Intervention 2 of this project was established at the beginning of 2017. A free on-line learning module for nurses is being developed to raise awareness of stigma and discrimination experienced by people living with BBVs. The module is nearing the final stages of development. Once completed, the module can be accessed through the ASHM website.

Melinda's presentation is available on the CoNNMO website.

Please visit the ASHM website for further information: www.ashm.org.au

14. Council report

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

This report is available on the CoNNMO website.

15. Member reports

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

Audiometry Nurses Association of Australia
Australasian College for Infection Prevention and Control
Australasian Hepatology Association
Australasian Neuroscience Nurses Association
Australasian Sexual Health and HIV Nurses Association Inc
Australia and New Zealand Urological Nurses Society
Australian Association of Nurse Surgical Assistants
Australian College of Children and Young People's Nurses
Australian College of Critical Care Nurses
Australian College of Midwives
Australian College of Neonatal Nurses
Australian College of Nurse Practitioners
Australian College of Nursing
Australian College of Perioperative Nurses
Australian Dermatology Nurses Association
Australian Diabetes Educators Association
Australian Faith Community Nurses Association
Australian Nurse Teachers Society
Australian Nursing and Midwifery Federation
Australian Primary Health Care Nurses Association
Australian Women's Health Nurses Association
Cancer Nurses Society of Australia
Congress of Aboriginal and Torres Strait Islander Nurses and Midwives
Continence Nurses Society Australia
Council of Deans of Nursing and Midwifery
CRAN*plus*
Drug and Alcohol Nurses of Australasia
Flight Nurses Australia
Gastroenterological Nurses College of Australasia
National Enrolled Nurse Association
Nursing Informatics Australia
Otorhinolaryngology Head and Neck Nurses Group
Palliative Care Nurses Australia
Renal Society of Australasia

16. Other business

The Nursing Now website was launched in February this year. In collaboration with the World Health Organisation and International Council of Nurses, the Nursing Now Campaign aims to raise the status and profile of nursing.

Please visit the website for further information www.nursingnow.org

17. Next meeting

The next CoNNMO member meeting will be held on Friday 5 October 2018 from 9.30am-4pm at the New South Wales Nurses and Midwives Association (NSWNMA), 50 O'Dea Avenue, Waterloo, NSW.