

CoNNMO Meeting Minutes – Friday 6th October 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

John Peacock	Associations Forum (speaker)
Kathy Nguyen	Associations Forum (observer)
Claire Bell	Associations Forum (observer)
Phillip Newton	Australasian Cardiovascular Nursing College
Suzanne Sheppard-Law	Australasian Hepatology Association
Jeanne Barr	Australasian Neuroscience Nurses Association
Andrew Murray	Australasian Rehabilitation Nurses Association
Jo Perks	Australasian Sexual Health and HIV Nurses Association
Sally Sara	Australia & New Zealand Urological Nurses Society
Leonie Ballantyne	Australian Association of Nurse Surgical Assistants
Fiona Govegan	Australian Association of Stomal Therapy Nurses
Jacquie Burton	Australian College of Children and Young People's Nurses
Ann Kinnear	Australian College of Midwives
Shelley Reid	Australian College of Neonatal Nurses & CoNNMO Councillor
Matthew Monaghan	Australian College of Nurse Practitioners (observer)
Kylie Ward	Australian College of Nursing
Karen Hay	Australian College of Perioperative Nurses
Jan Riley	Australian Dermatological Nurses Association
Angela Ryan	Australian Digital Health Agency
Peter Teekens	Australian Nurse Teachers Society
Fiona Stoker	Australian Nursing and Midwifery Accreditation Council (speaker - t/c)
Julianne Bryce	Australian Nursing and Midwifery Federation & CoNNMO Secretary
Elizabeth Foley	Australian Nursing and Midwifery Federation (observer)
Julie Reeves	Australian Nursing and Midwifery Federation (observer)
Julianne Badenoch	Australian Primary Health Care Nurses Association & CoNNMO Councillor
Annette Heather	Australian Women's Health Nurse Association
Raymond Chan	Cancer Nurses Society of Australia
Carrie Marr	Clinical Excellence Commission (speaker)
Wayne Varndell	College of Emergency Nurses Australasia
Vicki Patton	Continence Nurses Society Australia
Sally Robertson	Council of Deans of Nursing and Midwifery
Christopher Cliffe	CRANaplus & CoNNMO Chair
Lucinda Scopelliti	Drug and Alcohol Nurses of Australasia
Louise Burton	Flight Nurses Australia
Lynn Rapley	Gastroenterological Nurses College of Australia
Melissa Sweet	Journalist and Author (speaker)
Julian Grant	Maternal Child and Family Health Nurses Australia & CoNNMO Councillor
Louise Dearman	National Enrolled Nurses Association & CoNNMO Councillor
Brett Holmes	NSW Nurses and Midwives Association (host and observer)
Petrina Halloran	Nursing and Midwifery Board of Australia (speaker)
Lis Herbert	Nursing Informatics Australia
Liza Edwards	Office of the Commonwealth Chief Nursing and Midwifery Officer (speaker)
Tracey Nicholls	Otorhinolaryngology Head and Neck Nurses Group & CoNNMO Councillor
Cheryl Kelly	Otorhinolaryngology Head and Neck Nurses Group (observer)
Kym Griffin	Palliative Care Nurses Australia
Regina McDonald	Psychogeriatric Nurses Association Australia

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Apologies

Tracey Clarke	Audiometry Nurses Association of Australia
Marilyn Cruickshank	Australasian College for Infection Prevention and Control
Megan White	Australian & New Zealand Orthopaedic Nurses Association
Dianne Chamberlain	Australian College of Critical Care Nurses
Kim Ryan	Australian College of Mental Health Nurses
Grainne Lowe	Australian College of Nurse Practitioners
Sarah Bird	Australian College of Perioperative Nurses
Claire Kennedy	Australian Day Surgery Nurses Association
Joanne Ramadge	Australian Diabetes Educators Association
Linda Starr	Australian Forensic Nurses Association
Michelle Girdler	Australian Nurse Teachers Society & CoNNMO Councillor
Debra Thoms	Commonwealth Chief Nursing and Midwifery Officer
Janine Mohamed	Congress of Aboriginal & Torres Strait Islander Nurses and Midwives
Karen Cook	Department of Health
Darren Smyth	Drug and Alcohol Nurses of Australasia
Tanya Vogt	Nursing and Midwifery Board of Australia
Marian Linnane	Nursing Informatics Australia & CoNNMO Deputy Chair
Kathy Hill	Renal Society of Australasia

3. Confirmation of agenda

4. Minutes of the previous meeting

The minutes of the previous meeting held on Friday 19 May 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 Nursing and Midwifery Officer update

An update was provided by Liza Edwards, Project Manager.

Debra Thoms sent her regards and apologies as she was on annual leave. In late August, Deb accepted the position of First Assistant Secretary for Ageing and Aged Care Services. This is in addition to her role as Commonwealth Chief Nurse and Midwifery Officer (CCNMO). As CCNMO, Deb hosted a 2 day symposium in March on both advanced practice, and registered nurse and midwife prescribing. Two pieces of work following on from the symposium include: developing a national framework to support advanced practice; and exploring the progression of registered nurse and midwife prescribing in Australia. Deb Thoms is currently working with the Nursing and Midwifery Board of Australia (NMBA) and the Australian and New Zealand Council of Chief Nursing and Midwifery Officers (ANZCCNMO) on a discussion paper exploring potential prescribing models for registered nurses and midwives in Australia. The discussion paper will be circulated for public consultation later this month.

Please visit the CCNMO website for further information:

<http://www.health.gov.au/internet/main/publishing.nsf/Content/cnmo-debrathoms>

7. Nursing and Midwifery Board of Australia update

An update was provided by Petrina Halloran, Policy Manager.

The NMBA are currently working in association with the Australian and New Zealand Council of Chief Nursing and Midwifery Officers (ANZCCNMO) Chief Nurses on prescribing. A working group has been set up with representatives from both groups. They have reviewed the work that came from the advanced practice and registered nurse and midwife prescribing symposium, and drafted a discussion paper looking at the health professional prescribing pathway (HPPP) model, autonomous prescribing, prescribing under supervision and protocol prescribing. An 8 week consultation is being conducted for feedback on the proposed model and planned implementation. The Midwife standards for practice have been reviewed with the final document due to be released April next year. The NMBA is also about to review the national decision making framework. There will be a survey as part of this consultation. The Australian Health Practitioner Regulation Agency

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(AHPRA) now has a mobile friendly website which is easier for users to navigate. Graduates can also now complete the majority of their application for initial registration online. The NMBA is currently calling for applications for appointment to the Committee to oversee the assessment of overseas qualified nurses and midwives. The closing date for applications is 27 October 2017.

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 Fiona Stoker, Chief Executive Officer via teleconference.

The Australian Nursing and Midwifery Accreditation Council (ANMAC) review accreditation standards every 5 years. The ANMAC Registered Nurse Accreditation Standards consultation is currently underway with submissions due 22 October 2017. There is also a survey available online for stakeholders to provide feedback. ANMAC have been looking at the NMC UK model of accreditation services and the framework used by other accreditation councils in Australia, in particular the one used by the Dental Board. Both of these models have five standards. ANMAC may reduce the current number of standards to remove overlap. Any duplication in the standards will be looked at in the course of the RN Accreditation Standards review. ANMAC are updating the website and now have a quarterly newsletter. They are keen for more engagement with stakeholders in order to improve education standards. ANMAC will be seeking expressions of interest for expert advisory groups. The Independent review of accreditation systems within the National Registration and Accreditation Scheme (NRAS) for health professions report is now available. CoNNMO members were encouraged to read the governance section and recommendations in the report. Submissions on the report are due 16 October 2017.

Please visit the ANMAC website for further information: www.anmac.org.au

9. Nursing and Midwifery Board of Australia Codes of Conduct

Petrina Halloran, Policy Manager for the NMBA, presented on the release of the revised Codes of conduct for nurses and midwives. The Board undertook a two year project to review the codes, which now incorporates professional boundaries. The codes of conduct support nurses and midwives in the delivery of safe practice as part of their professional role. They provide guidance for the public about the standard of conduct and behaviour they should expect from nurses and midwives. The codes assist the Board to protect the public by setting and maintaining standards to ensure safe practice.

The review of the codes was informed by research, commencing with a comprehensive literature review. Mapping was undertaken against the current codes and a shared code of conduct used by other regulated professions. This was followed by analysis of notifications and complaints to identify key issues to address in the codes. Focus groups were held across the country. Working groups for both nursing and midwifery were established to provide specialist input throughout the review. An 8 week public consultation on the revised codes was undertaken.

The key recommendations that came from the literature review included that the code should: be modelled on those used by the other professions; condense the nursing and midwifery codes into one document; apply to nurses and midwives in both clinical and non-clinical practice; include professional boundaries; use more directive language; and, include guidance on bullying and harassment and use of social media.

The NMBA has maintained a separate code for nurses and a code for midwives. Consideration will be given to moving to a joint code with other professions in the future.

Petrina's presentation is available on the CoNNMO website.

Please visit the NMBA website for a copy of the Codes of Conduct: www.nursingmidwiferyboard.gov.au

10. Australian Digital Health Agency

After addressing CoNNMO earlier this year at the May member meeting, Angela Ryan, General Manager of Clinical Programs at the Australian Digital Health Agency (ADHA) gave an update on activities in recent months. Following consultation, the national digital health strategy is now completed.

Four key themes came from the consultation: the health system is difficult to navigate; people would like to access their personal health information on their smart phone (my health app); health care is difficult to access when needed, due to cost, location and availability of appointments; and the top activities consumers

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want to be able to do on their mobile device is to manage medications, track their health and request refill prescriptions.

Digital health is about giving consumers more control of their health and care, connecting and empowering health care professionals, and bringing together a seamless integrated view of digital health and health care. Having access to information brings enormous benefit to consumers and enables consumers to have more control of their health. The My Health Record is a summary view of a person's health information that can be shared securely on-line between the person and their health care provider to support improved decision-making and continuity of care. Following completion of the My Health Record opt-out trials in Nepean Blue Mountains and Northern Queensland, the opt-out model is now being rolled out to all Australians. The Australian Government has invested \$374.2 million over years to ensure every Australian has a My Health Record, unless they prefer not to. If a person doesn't already have a My Health Record, a record will be automatically created for them in 2018, unless they choose not to have one.

The Australian Government, Department of Health is currently consulting on the development of a framework for the secondary use of My Health Record systems data. Written submissions are due 17 November 2017. As part of this consultation, workshops will be held around the country commencing mid-October through to mid-November.

The ADHA is currently seeking expressions of interest to participate in their Clinical Reference Leads program. Details of the program and application process is available at:

<https://www.digitalhealth.gov.au/about-the-agency/careers/clinical-reference-leads-expression-of-interest>

Angela's presentation is available on the CoNNMO website.

For further information, visit the Australian Digital Health Agency website: www.digitalhealth.gov.au

11. Good Governance, Member Engagement and Growth

John Peacock, General Manager, Associations Forum facilitated an interactive session on governance of associations, member engagement and growth. John first addressed CoNNMO members over ten years ago when he was engaged to facilitate a Strategic Planning Day to guide the work of the then NNO's. Since then CoNNMO has become a coalition, changed its name and logo, developed a strategic plan, and developed Terms of Reference. John consults with organisations on strategy, governance, board effectiveness, operations, restructuring and financial issues, as well as reviews of associations and charities. John has worked individually with many of the CoNNMO member organisations. John led discussion on the topics using a handout to guide practice.

John's handout is available on the CoNNMO website.

For further information, visit the Associations Forum website at www.associations.net.au

12. Patient Safety and Leadership

Carrie Marr, Chief Executive of the NSW Clinical Excellence Commission addressed CoNNMO members on the work of the Commission and the future focus of patient safety. The Commission provides leadership in safety and quality to improve outcomes for patients by developing and driving improvement initiatives in collaboration with consumers, clinicians, managers, and other health service partners. The approach to patient safety is shifting. NSW Health have identified five strategic priorities, and nominated patient safety as the top priority. It is essential that, from Government to the bedside, we are clear that what matters most is patient safety and quality. We are all committed and want to improve safety and quality of care but from a staff perspective, our implementation is weak with no plan or method. There are 'priority thickets' so we need to stop focusing on KPI's and declutter data collection. The health sector is not speaking with a single voice on safety and quality. The balance between compliance and improvement is not there.

Carrie described some of the international models that are working well. The top five are in Sweden, the United States and the United Kingdom. As organisations, they have created themselves to be proactive and generative, relying on culture not policies and processes. These top organisations' focus on: culture, people, work flow, technology and organisation values. At John Hopkins in the US, they use a 'safety huddle' to focus on near misses rather than adverse events/errors. They consider how they can do more of the right thing rather than how to do less of the wrong. It's about behaviours and values, not policies. In a just culture, people believe that psychological safety is about reliability. We should be asking patients not 'what's the matter?' but rather 'what matters to you?'. Highly reliable organisations: focus on being predictive and proactive; are open about failures; are not harm free, but harm does not disable them; emphasize learning;

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are obliged to act; are accountable; have a just culture; believe daily work practices produce safer care; and value teamwork and leadership.

Carrie's presentation is available on the CoNNMO website.

For further information, visit the NSW Clinical Excellence Commission website at www.cec.health.nsw.gov.au

13. Interactive Social Media session

Melissa Sweet, an independent journalist, author and publisher with a focus on innovation in public interest journalism, gave CoNNMO members a guide to using social media, with a particular focus on using Twitter. Melissa is the founding editor of the social journalism project for health Croakey.org which focuses on covering social determinants of health, indigenous health, climate change and health and health policy.

For further information on Melissa Sweet's work, visit the Croakey website at <https://croakey.org/>.

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 and discussion

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

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 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 Nurse Teachers Society
Australian Nursing and Midwifery Federation
Australian Primary Health Care Nurses Association
Australian Women's Health Nurse Association
College of Emergency Nursing Australasia
Continence Nurses Society Australia
CRANaplus
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
Psychogeriatric Nurses Association

16. Other business

Accreditation Systems Review

Professor Michael Woods was commissioned by the Australian Health Minister Advisory Committee (AHMAC) as the Independent Reviewer for the *Review of the National Registration and Accreditation Scheme for health professionals* (NRAS Review). These recommendations are now available on the COAG website at <https://www.coaghealthcouncil.gov.au/Projects/Accreditation-Systems-Review>. The preferred model the reviewer has proposed is for one accreditation board for all health professions – a health education

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accreditation board. The ANMF have provided a submission on the draft report which is available at: <http://www.anmf.org.au/pages/professional-submissions>.

Clinical Supervision position statement

Kylie Ward CEO of the Australian College of Nursing asked for an update on this item. The Joint Draft Position Statement on Clinical Supervision – the Australian College of Mental Health Nurses (ACMHN) and the Australian College of Nursing (ACN) was placed on the agenda by Kim Ryan and Kylie Ward at the October 2016 meeting. Questions had been raised by members about the definition of clinical supervision and references for the document at this meeting. The ACMHN and ACN then requested that other CoNNMO members consider joining with these colleges on the position statement. Members were advised to let Kim Ryan or Kylie Ward know if they were interested. The CoNNMO Secretariat has not received any expressions of interest. CoNNMO members were, once again, encouraged to contact Kylie if they wished to participate.

Marriage equality

Discussion on this issue was led by Kylie Ward, CEO of ACN. It was proposed that a CoNNMO media release, to support marriage equality, be developed. As this issue has not been considered by all CoNNMO member organisations, a clear position could not be reached. A media release was not supported. Member organisations were encouraged to consider developing their own position statements and communication on this issue.

17. Next meeting

The next CoNNMO member meeting will be held on Friday 4 May 2018 from 9.30am-4pm at the new ANMF Victorian Branch, 535 Elizabeth St, Melbourne.

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