

CoNNMO Member Meeting Minutes - Friday 28th October 2022

1. Welcome, acknowledgement of country and introductions

Members were welcomed to the meeting by Marian Linnane, Chair of the Coalition of National Nursing and Midwifery Organisations (CoNNMO). Marian also acknowledged the traditional owners and custodians of the land where member representatives, invited guests and observers were participating in the meeting.

2. Attendance

Dr Megan-Jane Johnstone	AO
Marian Linnane	AIDH Nursing and Midwifery & CoNNMO Chair
Jen Bichel-Findlay	AIDH Nursing and Midwifery
Leigh Bruce	Australasian Neuroscience Nurses Association
Alison New	Australasian Rehabilitation Nurses Association
Joanne Perks	Australasian Sexual Health & HIV Nurses Association & CoNNMO Councillor
Sally Kane	Australian and New Zealand Society of Occupational Medicine
Sandra Code	Australian and New Zealand Society of Occupational Medicine
Sue Monaro	Australian and New Zealand Society of Vascular Nursing
Sally Sara	Australian and New Zealand Urological Nursing Society
Jacquie Burton	Australian College of Children and Young People's Nurses
Rand Butcher	Australian College of Critical Care Nurses
Philip Russo	Australasian College for Infection Prevention and Control
Shelley Reid	Australian College of Neonatal Nurses
Leanne Boase	Australian College of Nurse Practitioners
Linda Davidson	Australian College of Nursing
Rebecca East	Australian College of Operating Room Nurses
Vera Meeusen	Australian College of Peri anaesthesia Nurses
Deryn Thompson	Australian Dermatology Nurses Association
Anne van Loon	Australian Faith Community Nurses Association
Julie Shaw	Australian Nurse Teacher Society
Margaret Gatling	Australian Nursing and Midwifery Accreditation Council
Lori-Anne Sharp	Australian Nursing and Midwifery Federation
Julianne Bryce	Australian Nursing and Midwifery Federation & CoNNMO Secretariat
Roslyn Hollis	Australian Women's Health Nurse Association
Meredith Cummins	Cancer Nurses Society of Australia & CoNNMO Councillor
Julia Morphett	College of Emergency Nursing Australia
Alison McMillan	Commonwealth Chief Nursing and Midwifery Officer
Frances Rice	Commonwealth Chief Nursing and Midwifery Office
Kellie Wilton	Commonwealth Chief Nursing and Midwifery Office
Jonathan Bray	Commonwealth Department of Health and Aged Care
Jane Clarke	Continence Nurses Society of Australia
Melissa Isaia	Cosmetic Nurses Association
Colleen Blums	Drug and Alcohol Nurses of Australasia & CoNNMO Councillor
Deborah Hatcher	Council of Deans of Nursing & Midwifery
Colleen Reid	Flight Nurses Australia
Victoria Traynor	Gerontological Alliance of Nurses Australia
Kasia Bail	Gerontological Alliance of Nurses Australia
Louise Wightman	Maternal Child and Family Health Nurses Association
Gabrielle Koutoukidis	National Enrolled Nursing Advisory Council
Tanya Vogt	Nursing and Midwifery Board of Australia
Petrina Halloran	Nursing and Midwifery Board of Australia
Tracey Nicholls	Otorhinolaryngology Head and Neck Nurses Group & CoNNMO Councillor
Edward Zimbudzi	Renal Society of Australia
Claudia Virdun	Palliative Care Nurses Australia

3. Apologies

Tracy Hawes	Audiometry Nurses Association of Australia
Sinead Sheils	Australasian Hepatology Association
Lesley Thomas	Australian & New Zealand Orthopaedic Nurses Alliance
Fiona Bolton	Australian Association of Stomal Therapy Nurses
Kylie Ward	Australian College of Nursing
Fiona Stoker	Australian Nursing and Midwifery Accreditation Council
Roianne West	CATSINaM
Maria Shaw	Commonwealth Department of Health and Aged Care
Katherine Isbister	CRANApplus
Deb Blow	National Enrolled Nursing Advisory Council
Sue Easton	Professional Association of Nurses in Developmental Disability Australia Inc.
Nathan Wilson	Professional Association of Nurses in Developmental Disability Australia Inc.
Marianne Cummins	Psychogeriatric Nurses Association Australia Inc.
Helen Jentz	Wounds Australia

4. Commonwealth Chief Nursing and Midwifery Officer update

An update was provided by Alison McMillan, Commonwealth Chief Nursing and Midwifery Officer. There has been a lot going on with the change of government. Plan to commence developing the first National Nursing Workforce Strategy before the end of the year. There are also discussions taking place about a midwifery strategy too. There is support from all of governments on this national strategy which is waiting for sign off from the Health Ministers. This will be a huge piece of work going forward and will include workforce sustainability, diversity of the profession, challenges around rural, regional and remote, pathways from novice to expert, challenges and articulated pathway to Nurse Practitioner. There will be broad stakeholder engagement. It will involve working through the government structures, with a steering committee, co-chaired by the Commonwealth and Victoria. The announcement is imminent.

The office is about to commence a second round of consultation on the Nurse Practitioner Ten Year Plan. Concerns have been raised about medical representation on the steering committee. This was a decision of the former government and then Health Minister. The AMA has publicly expressed concerns about Nurse Practitioners. Leanne Boase provided an excellent response to this article.

Alison's team has also been working on supply and demand modelling for the nursing workforce. This work has been completed and the Commonwealth is about to commence consultation with the jurisdictions.

There is a Senate Inquiry into universal access to reproductive healthcare for women. Alison encouraged CoNNMO member organisations to make a submission. For the Terms of Reference go to: https://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Community_Affairs/ReproductiveHealthcare/Terms_of_Reference. Submissions close 15 December 2022. There is a consultation hub by the Department of Health at www.consultations.health.gov.au.

The Government committed \$23 million to deliver a national nurse and midwife health service to address the mental health of nurses and midwives experiencing fatigue and burnout as a result of COVID. This will be modelled on the Victorian Nursing and Midwifery Health Program.

The Independent Review of collaborative arrangements for nurse practitioners and participating midwives is completed. A recommendation will be made to Government in the coming months.

\$484 million over five years will be committed to strengthening Australia's higher education sector. This includes 20,000 Commonwealth supported university places, in particular for those who are disadvantaged, First Nations people, rural and remote and first in family to go to university. These places will largely be for teaching, nursing and engineering.

In accordance with the Budget commitment to aged care, the legislation passed yesterday for 24/7 RNs in all residential aged care facilities commencing 1 July 2023 and for care minutes commencing 1 October 2024. There will be a lot of work ahead to build the nursing workforce in aged care and to progress the Fair Work Commission work currently underway.

\$22.5 million has been committed to build a dedicated Birthing on Country centre at Waminda in Nowra for women with complicated issues associated with birthing, pre-term birth and low birth weights. This is a midwifery-led and First Nations model of care.

Kellie Wilton has joined the team as the Senior Midwifery Adviser. Fran Rice is the Senior Nursing Adviser.

5. Commonwealth Department of Health and Aged Care update

An update was provided by Jonathan Bray, Assistant Secretary of the Health Workforce Reform Branch in the Health Workforce Division. Jonathon has been in the role since last November. He works closely with Alison McMillan and her team in relation to nursing and midwifery. His division has some nursing workforce policy programs but they also work on the broader health workforce strategies. The team are working closely with Alison on the National Nursing Workforce Strategy and Nurse Practitioner Ten Year Plan. They are also managing the National Medical Workforce Strategy, First Nations Health Workforce Policy, the Health Workforce Data Analysis section and Health Workforce Regulation. Jonathon's department is also involved in delivering the new National Nurse and Midwife Health Service in partnership with the ANMF, the Nursing in Primary Health Care Program with APNA and the Training and Professional Support for Remote Health Workforce Program with CRANAplus. The Workforce Incentive Program encourages multidisciplinary care in general practice. A new initiative announced recently, in association with NACCHO, involves 500 First Nations worker training leadership program positions.

Work is also underway with the Commonwealth, states and territories in relation to health workforce matters. Jonathon's team engages with the Health Workforce Taskforce and provides advice on health workforce and reform to Health Executives and Health Ministers. This includes migration and visas, registration and accreditation, data intelligence, scope of practice, models of care and sustainable implementation. They are undertaking an internationally qualified nurse's project with the NMBA and are looking at re-entry to practice and re-entry pathways.

6. Nursing and Midwifery Board of Australia update

An update was provided by Tanya Vogt, Executive Officer and Petrina Halloran, Policy Officer.

Some of the NMBA's current work includes:

- Scope and context of practice fact sheets have been published for ENs, RNs, NPs and Midwives;
- Project to further explore the role, scope and educational requirements of maternal, family and child health practitioners in Australia;
- EN education and standards review, joint work with ANMAC to make sure they are fit for purpose, commenced with a literature review;
- Review of NP accreditation standards and NP endorsement registration standard, joint project with ANMAC;
- National Assessment Tool for Pre-registration Registered Nurses (NATPRN), still on the agenda to develop, at beginning stage but hope to progress next year;
- Student register improvements;
- Stakeholder engagement – students and employers of nurses and midwives;
- Support the nursing and midwifery professions to deliver culturally safe care to improve health outcomes for Aboriginal and Torres Strait Islander peoples;
- Conditions on registration post notification review and implementation of outcomes;
- Health and performance assessment – review draft thresholds;
- Enhancements to the Nursing and Midwifery Support Program – notification navigator service, wellness programs and graduate support;
- Assessment of IQNMs Interim review;
- Midwifery workforce project;
- Review of approach to re-entry to practice;
- RN designated prescriber; and
- Review of the Guidelines for privately practicing practitioners.

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

7. Australian Nursing and Midwifery Accreditation Council update

Margaret Gatling had to leave the meeting early but left a short update for CoNNMO members in the chat box. It is business as usual at ANMAC. Currently there are 171 programs and 101 education providers that have been accredited by ANMAC. They are continuing to monitor the backlog of clinical placement requirements which are a legacy of COVID.

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

8. Australian Nursing and Midwifery Federation update

An update was provided by Lori-Anne Sharp, Federal Assistant Secretary on the work of the ANMF. The ANMF membership is now over 322,000 and growing despite the challenges of COVID and flood disasters around the country. The ANMF, along with other health unions, lodged an application with the Fair Work Commission seeking a 25% pay increase for nurses, carers and assistants in nursing who work in aged care. The wage differential between an aged care nurse and a nurse working in the public sector under the award is 48%, for an EN it is 33% and for AINs it is 23%. The ANMF provided 28 witness statements. We are now waiting on a decision. The Commonwealth has indicated that it will support the quantum from the Commissioner.

Family Domestic Violence leave was passed with a universal entitlement of 10 paid days across the country for all workers including those who are casual.

The Implementing Care Reform Bill was passed in the Senate, which includes the provision of national law for a registered nurse 24/7 in nursing homes.

The Industrial Relations Bill was introduced called the Secure Jobs and Better Pay Bill.

Commonwealth Paid Parental Leave is increasing from 18 to 26 weeks. This will be phased in 2 week increments for each year leading to 2026.

The ANMF has secured some funding for implementation of a national Nursing and Midwifery Support Service based on the very successful Victorian model.

Please visit the ANMF website for further information: www.anmf.org.au

9. Nursing ethics: Lessons from a global pandemic

Dr Megan-Jane Johnstone AO is a retired professor of nursing who now writes as an independent scholar. Internationally renowned for her work, she has published extensively on the subject of nursing and health care ethics with a particular focus on patients' rights, cross-cultural ethics, health and human rights, mental health ethics, end-of-life ethics, professional conduct and patient safety ethics. Megan-Jane has published over 190 works including books, book chapters, journal articles, invited commentaries and editorials. In 2019 she was made an Officer in the Order of Australia (AO) for 'distinguished service to medical education in the field of nursing and healthcare ethics, to patients' rights, and to professional standards.'

Megan presented on nursing ethics and the lessons learnt from a global pandemic and tragic weather events. Megan identified four key issues facing nurses. The moral limits to the duty to care and the ethics of refusal to care or abandoning patients; the ethics of solidarity and the duty of the public; the moral costs of making tragic choices; and operationalising crisis standards of care. During the pandemic we saw that nurses had strong confidence in their own ability to keep safe, the common objective of controlling and stopping the spread of the disease, and for many it was unthinkable for them to leave when there were people who needed them. The COVID-19 pandemic has been a time of moral reckoning. It has called into question the taken for granted values, norms and role expectations of society and the adequacy of accepted professional ethical frameworks for guiding just decision-making and behaviours during the pandemic. There is no one perfect solution since every option has fateful consequences and there is no magic formula for calculating the lesser of two evils when trying to decide what really is the best thing to do in the extreme situation at hand. No matter what is done someone will be left without.

Dr Megan-Jane Johnstone's presentation is available on the CoNNMO website.

10. CoNNMO Council update

In October 2022, the Australian Government Department of Health and Aged Care funded the ANMF Federal Office to conduct the operations of CoNNMO for a further three years, until 30 June 2025. A three year contract for the operations of CoNNMO was signed on 26 October 2022. The new funding model includes sitting fees for eligible members. The contract also includes the opportunity for CoNNMO consultation forums to be conducted with the Department of Health and Aged Care.

CoNNMO Chair, Marian Linnane has completed three consecutive terms on CoNNMO Council so will be stepping down. The Secretariat thanked Marian on behalf of CoNNMO members for her dedication and commitment as the Chair of CoNNMO for the last four years and for six years of service on CoNNMO Council. CoNNMO Council now has four vacancies. Colleen Blums has completed her second term and is eligible to re-nominate. Megan Cooper is no longer the Australian College of Midwives CoNNMO representative so will also be vacating her position on Council. Megan's generous contribution to the work of Council was also acknowledged. CoNNMO member representatives that have attended a minimum of two member meetings, as a representative or observer, were encouraged to nominate for Council. Following the member meeting, the Secretariat will seek nominations from eligible member representatives for the four vacant positions on Council.

The CoNNMO Chair & Secretariat Report is available on the CoNNMO website.

11. New member applications

The CoNNMO Secretariat received three new member applications from the Cosmetic Nurses Association, the National Enrolled Nurses Advisory Council and the Gerontological Alliance of Nurses Australia. CoNNMO Council considered these applications at their meeting on 19 September 2022 and put forward a recommendation for acceptance of all three applications by the CoNNMO membership at this meeting. CoNNMO members voted and the recommendations for membership were carried. Following voting in camera, CoNNMO Chair, Marian Linnane, welcomed the new members who were in attendance as observers.

12. Questions

CoNNMO Chair, Marian Linnane facilitated questions from CoNNMO member representatives.

13. Member reports

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

Audiometry Nurses Association of Australia
Australasian Neuroscience Nurses Association
Australasian Rehabilitation Nurses Association
Australasian Sexual Health and HIV Nurses Assn Inc.
Australian and New Zealand Orthopaedic Nurses Alliance
Australian and New Zealand Society of Occupational Medicine
Australian & New Zealand Society of Vascular Nursing
Australian Association of Stomal Therapy Nurses
Australian College of Critical Care Nurses
Australian College of Neonatal Nurses
Australian College of Nursing
Australian College of Peri anaesthesia Nurses

Australian Dermatology Nurses Association
Australian Faith Community Nurses Association Inc.
Australian Nurse Teacher Society
Australian Women's Health Nurses Australia
Cancer Nurses Society of Australia
Congress of Aboriginal and Torres Strait Islander Nurses and Midwives
College of Emergency Nursing Australasia
Continence Nurses Society Australia
Council of Deans, Nursing and Midwifery (Australia & New Zealand)
Flight Nurses Australia
Maternal Child and Family Health Nurses Australia
Nursing and Midwifery Digital Health Network
Palliative Care Nurses Australia
Professional Association of Nurses in Developmental Disability Australia
Psychogeriatric Nurses Association of Australia
Renal Society of Australasia
Australian Nursing and Midwifery Federation

14. Other business - nil

15. Next meeting

Friday 5 May 2023, face to face meeting in Melbourne (details to follow).