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Welcome from the President

The Australian College of Nursing (ACN) is pleased to deliver the September edition of NurseClick to you.

Our focus this month is the role of standards for practice. ACN’s Movement Disorder and Parkinson’s Community of Interest Key Contact, Sally-Anne Wherry MACN, has written about the development of standards for practice for movement disorder and Parkinson’s nurses in the UK, and the transition and evolution of these standards in Australia.

The ACN Policy team recently collaborated with five key nursing and midwifery organisations to provide a major submission to the Australian Senate’s Select Committee Inquiry on Health. Working with the Australian Primary Health Care Nurses Association, Australian College of Mental Health Nurses, Australian College of Midwives, CRANAplus, ACN saw the submission as an opportunity to advocate for policy and financing, related to nursing and midwifery, that would enhance access to services and improve the health care system and community health outcomes.

Clinical Professor Fiona Stoker MACN, has been appointed as CEO of the Australian Nursing and Midwifery Accreditation Council. For a number of years Fiona has been the Chief Nurse in Tasmania and we are proud to see ACN members continuing to hold key leadership roles in the Australian health system. We wish Fiona all the best.

The Australian Institute of Health and Welfare has released a report this month on the Nursing and Midwifery Workforce 2013. It’s interesting to see how the nursing and midwifery workforce has changed over the past ten years and how it is continuing to evolve.

Finally, ACN is pleased to announce that Australian culinary icon Maggie Beer will be guest speaker at this year’s National Nursing Forum Fashions on the Field dinner. Registrations for the Forum close 24 October; make sure you don’t miss out on what is going to be an educational and exciting three days.

“ACN Policy team recently collaborated with five key nursing and midwifery organisations to provide a major submission to the Australian Senate’s Select Committee inquiry on health.”
The latest from the Australian Institute of Health and Welfare

Stillbirth rates fall for mothers over 40
READ MORE HERE >>>

One in four aged care places is in community-based care
READ MORE HERE >>>

Major cities have greatest supply of medical practitioners, while remote areas have greatest supply of nurses and midwives
READ MORE HERE >>>

Some improvement in Indigenous life expectancy, but a 10 year gap remains
READ MORE HERE >>>

Osteoporosis reported in 15% of women and 3% of men aged over 50
READ MORE HERE >>>

Dementia Awareness Month

Dementia currently affects more than 332,000 Australians and is a progressively terminal condition with mild symptoms that affect everyone differently but invariably worsen over time. Fight Dementia is increasing the awareness of this disease with this video The Unspoken Impact of Dementia for Dementia Awareness Month, watch here.

The Anzac Girls: How did they adjust to life back in Australia following World War I?

“It was not until 1958 that WWI nurses were given access to medical and hospital treatment in repatriation hospitals. Stories exist of nurses who suffered terribly after the war, both financially and emotionally. Some surrendered to suicide, alcoholism and mental illness. Others, their hearts broken by the death of a fiancé, never married at all.”

ABC News Online
Read more here.

He For She – Emma Watson’s UN Speech

UN Women’s Goodwill Ambassador and Actor Emma Watson spoke at the UN headquarters in New York on 20 September for the launch of He For She, a movement that calls on men and boys worldwide to raise their voices for gender equality and women’s empowerment.

“I am reaching out to you because we need your help. We want to end gender inequality and to do that we need everyone involved,” said Ms. Watson

“The reality is, that if we do nothing, it will take 75 years before women can expect to be paid the same as men for the same work…and at the current rate, it will be 2086 before all rural African girls can have a secondary education.”

Watch Emma’s speech here and read more about the He For She movement here.

The unspoken impact of dementia

Emma Watson speaking at the UN

ABC News Online
Join the super fund that puts members first.
Call 1300 650 873 or visit firststatesuper.com.au

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Read the full article here.
Standards for practice: crucial in education development

Standards for practice are not a new concept within contemporary nursing practice. They range from the minimum standards used to benchmark all nursing practice to specialty standards governing diverse and complex nursing roles. Undergraduate nursing students have been aligning their burgeoning practice to the Australian Nursing and Midwifery Council (ANMC) competency standards since their development, to ensure quality of care and professional practice.

At ACN, all postgraduate courses are developed to facilitate critical thinking and analysis in our graduates, who will become the emerging nurse leaders of tomorrow. All courses have assessment requiring the alignment of these standards for practice, and use reflection to contextualise them with contemporary practices.

ACN’s Diploma of Nursing students are often surprised to discover that standards for practice are embedded within their state and facility policies. Training on the Australian health care system and competency standards enables them to discover the systemic use of these standards, and prepare them for potential Australian Health Practitioners Regulation Agency auditing. This also facilitates the development of their professional portfolio, where the competency standards are aligned to continuing professional development activities.

The current ANMC National Competency Standards for the Enrolled Nurse were released in 2002, and are currently under redevelopment for the Nursing and Midwifery Board of Australia by Monash University. ACN has been involved in this review process, and looks forward to helping future students to discover and incorporate the contemporary standards into their provision of excellent nursing care.

Find further information and the ACN Training and Assessment handbook here.

“...students are often surprised to discover the standards of practice which are embedded within their state and facility policies.”

Join us for the October webinar

The dilemma of polypharmacy: a growing prevalence

Half of Australians aged between 65 - 75 years and two thirds of those aged over 75 report taking five or more medicines daily. Polypharmacy presents a significant risk for elderly people and contributes to increased adverse effect, such as falls, confusion, and functional decline. It is also a significant contributor to preventable hospitalisation and poor clinical outcomes.

Nurses have a unique opportunity to help identify patients at risk for inappropriate polypharmacy and to educate patients and families about risk reduction.

ACN’s October webinar will cover the definition of polypharmacy, its implications, and strategies for improvement of medication management. Our presenter, Stephen Wiblin is a Clinical Education Consultant at Bupa Aged Care, with extensive experience in the residential aged care sector. He has held positions involving early assessment and intervention strategies for residents to prevent potentially avoidable hospitalisation and was heavily involved in medication review. In his current role Stephen focuses on promoting clinical excellence and facilitating professional development opportunities for aged care nurses.

Webinar date and time:
28 October 2014 6:00 pm (AEST)

Price: $22 (ACN members); $30 (non-members)

To find out more about this webinar and to register, please go to our CPD online website.
**PROFESSIONAL PRACTICE STANDARDS AT THE NATIONAL NURSING FORUM**

**PROFESSIONAL PRACTICE STANDARDS IS A KEY THEME WOVEN THROUGH MANY OF THIS YEAR’S NATIONAL NURSING FORUM CONCURRENT PRESENTATIONS. MAKE SURE YOU READ THE PROGRAM AND DON’T MISS OUT ON ANY OF THIS YEAR’S EXCITING PRESENTATIONS!**

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**A FRAMEWORK FOR DEVELOPING COMPETENCE**

Sally Lima’s presentation will consider how identifying and interpreting standards is one element of competency development for nurses new to paediatric practice.

Sally has extensive experience in facilitation, development, and research. In her current role at the Royal Children’s Hospital Melbourne she supports nurses and nursing teams to look at how they work and what they do to help them be the best nurses they can be and provide quality, evidence-based care.

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**DO NURSES CARE ABOUT SELF-CARE? RESEARCH PRIORITIES AND IMPLICATIONS FOR PRACTICE**

Jason Mills’ presentation asks why there is so little research on self-care in the palliative care nursing workforce, despite the fact that self-care strategies are mandated in the national competency standards for palliative care nursing.

Jason is a registered nurse and Fellow of ACN, holding postgraduate qualifications in palliative care, mental health, and medical anthropology. As a PhD Candidate at the University of Sydney, his research examines self-care and its relationship with self-compassion and compassion for others in palliative care nurses.

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**SUPERVISION CARE: PREPARING STAFF FOR CRITICAL CONVERSATIONS**

Margaret Martin’s presentation gives an overview of work being undertaken in the South Eastern Sydney Local Health District to provide nurses with the skill-sets to support professional standards and focus on patient care.

Margaret is a nurse and midwife with extensive experience in education. Her particular interests are in curriculum design and the professional development of others. She believes that the facilitation of a positive workplace culture offers the best opportunity for patients to be the centre of care.

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**TO VIEW THE FULL RANGE OF CONCURRENT ABSTRACTS, DOWNLOAD THE FORUM PROGRAM.**

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**INTERESTED DELEGATES CAN ALSO VISIT THE NURSING AND MIDWIFERY BOARD OF AUSTRALIA’S (NMBA) EXHIBITOR BOOTH AT THE FORUM TO LEARN MORE ABOUT THE NMBA’S ROLE IN DEVELOPING AND REVIEWING NATIONAL PROFESSIONAL PRACTICE STANDARDS. VIEW THE FORUM PROGRAM TO READ MORE ABOUT THIS YEAR’S CONCURRENT PRESENTATIONS.**

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**REGISTRATIONS CLOSE FRIDAY 24 OCTOBER, REGISTER TODAY**

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**SPECIAL GUEST SPEAKER ANNOUNCEMENT!**

We will be joined on Monday evening at the Forum Dinner by Australian culinary icon Maggie Beer whose career spans farming, food production, television presenting and food writing. Maggie’s appearance on the hit ABC programme The Cook & The Chef cemented her place as one of Australia’s most well-known food personalities. We are delighted to have Maggie join us at the Fashions on the Field Forum Dinner.
Internationally qualified nurses and midwives: update

You may have noticed new content on our website regarding the new model for assessing the qualifications for registration from internationally qualified nurses and midwives (IQNMs). We have published current information about:

- **how we assess applications under the new model** – this information gives more clarity to applicants on the equivalence of international qualifications to Australian qualifications.
- **making an appeal** – this guides IQNMs on making an appeal if their application for registration with the National Board is not successful.
- **how we use the Australian Qualifications Framework** – this gives more detail on our assessment of qualification levels.

We have also added a new set of frequently asked questions (FAQ) to help manage the numerous queries we are getting on social media and other channels. The FAQ go into specifics about matters such as accreditation, the Australian Qualification Framework (AQF), bridging programs, and migration.

There is also an important announcement on migration. Nurses and midwives who were approved for skilled migration by the Australian Nursing and Midwifery Accreditation Council (ANMAC) before 10 February 2014 when we implemented the new model may be eligible for registration if they meet specified registration requirements. See the media release on our website.

Find out about the new model on Internationally qualified nurses and midwives on our website.

Reduced fee for 2014/15

The Nursing and Midwifery Board of Australia (National Board) has announced a reduced national registration fee for nurses and midwives for 2014/15.

The lower fee of $150 takes effect from 9 September 2014 and will apply to the next registration renewal for nurses and midwives on 31 May 2015.

Registrants who hold registration as a nurse and a midwife only pay one registration fee.

To find out more, read the media release on the National Board website.

Noticed our new look?

In August, we launched a new homepage design on our website.

We hope that our new look improves your experience when you visit us online. Now you can search the national register with a single click from our homepage, browse news items and more.

These are immediate improvements on usability but more work will follow.

Tell us what you think – respond to our survey.

Consultation paper out now on three-year review of the National Scheme

We told you about the three-year review of the National Scheme in our July 2014 newsletter.

A consultation paper has been prepared by Independent Reviewer Mr Kim Snowball who has been commissioned by the Australian Health Ministers Advisory Council (Ministerial Council) to review the National Scheme for the health professions.

This consultation paper is now available and seeks feedback on a number of areas. These include accountability, future of regulation, complaints, and notifications.

The paper identifies a number of related issues for comment regarding workforce reform, advertising provisions and legislative amendments, among other things.

The consultation period is open until 10 October 2014.

Your feedback is important – read the consultation on the Ministerial Council’s website.

For more information

Visit [www.nursingmidwiferyboard.gov.au](http://www.nursingmidwiferyboard.gov.au) under Contact us to lodge an online enquiry form

For registration enquiries: 1300 419 495 (within Australia) +61 3 8708 9001 (overseas callers)

For media enquiries: (03) 8708 9200
In August, I was privileged to present at the Nursing Informatics Australia conference, held as part of the Health Informatics Society of Australia’s Health Informatics Conference (HIC14). The theme was Investing in e-health: People, knowledge and technology for a healthy future. We soon learnt that the ‘e’ meant far more than ‘electronic’; it also included equipment, engagement, empowerment and education.

There were many great speakers. However, there were two key messages that resonated through each presentation. First and foremost, IT systems are there to augment the professional judgement of health care professionals, not replace it. Secondly, we need to ensure these systems are helping nurses complete their tasks more efficiently, safely and accurately, without taking them away from the patient. My quote of the conference comes from Jane Lawless, “Until the things keeping nurses awake at night are keeping the execs up too, nothing will change”.

I am also excited to be starting my honours with the University of Newcastle. My research project will focus on examples of clinical leadership demonstrated by nursing students and graduates. The research aims to increase our understanding of what motivates and inspires these leaders to question practices or ‘rock the boat’, when others have instead chosen to stay silent and conform, even when patient safety was at stake. With this knowledge, hopefully, we can determine if others can be taught to apply this moral courage to their own practice. I am very happy Professor Tracy Levett-Jones and Mr Peter Sinclair have agreed to be my supervisors for my honours research project.

Laurie Bickhoff MACN, Registered Nurse and 2012 ENL
Catherine Jurd MACN, Registered Nurse and 2012 ENL

I have enjoyed the new challenges of commencing work as an RN post-completion of my graduate program earlier this year. I am now working at the Cloncurry Hospital, Queensland, and I have been well supported in taking on the team leader role. I am close to the completion of my Postgraduate Certificate of Advanced Practice Nursing (Rural and Remote), which will enable me to use the Primary Clinical Care Manual to its full capacity in remote Queensland facilities. As the completion of the Emerging Nurse Leader Program approaches, I cannot believe how quickly the time has passed. I am grateful for the support of ACN and sponsors of the ENL Program throughout this period.

Natalie Bradbury MACN, Registered Nurse and 2013 ENL

I am currently completing my graduate program as an RN at Fremantle Hospital, Perth. Continuing with postgraduate education, I am also completing a Graduate Certificate in Clinical Nursing through the University of Notre Dame, to expand my clinical skills and further develop my critical thinking and decision-making abilities.

In August an exciting opportunity arose when I was able to attend the ANMAC Consultation Forum for the review of Nurse Practitioner Accreditation Standards. I was able to ‘shadow’ ACN’s representative, Deirdre Louw MACN, and listen in on discussions around the new accreditation standards for nurse practitioners. I learnt a lot about the process and stages of review, the importance of stakeholders being present at different stages of the review and the significance of their view and opinion being considered. The consultation forum was an important event among this process, designed to ensure that the new accreditation standards reflect the current workforce needs and that they are relevant, concise and nationally consistent.

I am very much looking forward to settling into my new role as an RN as well as attending the ACN National Nursing Forum in Adelaide in November.