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N³ET NEWSLETTER



N³ET Statement of Endeavour: The N³ET Taskforce is committed to building an enhanced and sustainable healthcare system through the promotion of professional visibility and pride, quality education and regulation to nationally consistent standards and capacity in practice, education and research for all nurses across Australia.

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Message from Mrs. Patricia Heath AM BEM FRCNA (Hon) Chair, The National Review of Nursing Education

Following the release of the final report of the National Review of Nursing Education 2002: *Our Duty of Care* report, I am delighted that the work of the National Nursing & Nursing Education Taskforce is now underway.

The Taskforce has been assigned the challenging task of overseeing the implementation of a designated 22 of the 36 recommendations of the National Review of Nursing Education 2002: *Our Duty of Care* report that encompasses a complexity of issues impacting on the nursing profession at a national level (the remaining recommendations are for other organisations to implement).

In order to bridge the gap between nursing education and nursing practice, it is imperative that the nursing profession, together with the education sector and industry, help and support the Taskforce. By working collaboratively and being committed, nursing will move forward in Australia.

The nursing profession should be open to new and fresh direction. This national initiative is a true opportunity for nursing to further demonstrate its ability and to be duly recognised for its great work.

I would like to take this opportunity to again express my sincere appreciation to all who were involved in the original Review and to wish to the Taskforce and the profession success in this national initiative for nursing.

Australian Health Ministers' Advisory Council

The National Nursing & Nursing Education Taskforce Secretariat
C/- Department of Human Services
Level 12 - 555 Collins Street
MELBOURNE VIC 3000

P: 03 9616 6995 F: 03 9616 7494

Web Page: www.nnnet.gov.au

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Progress of the Taskforce

Following our inaugural meeting in February 2004, the Taskforce has made significant progress over the last four months.

This is largely due to the composition of the Taskforce itself. The nominated members have been appointed for their leadership qualities and collective expertise, rather than for the State/Territory groups they represent. Each member brings a wealth of knowledge to the table.

The Secretariat has been working extremely hard "behind the scenes". Work to date has included a comprehensive stakeholder analysis to identify Key Stakeholders who are instrumental to the Taskforce's work. The results of this exercise assisted in the development of a detailed Communication Strategy.

The Taskforce is committed to ensuring that its work is well communicated and understood by the wide variety of Stakeholders in the health and education sectors nationally.

Further work has involved the drafting of a Workplan, which was recently submitted to the Australian Health Ministers' Advisory Council (AHMAC) for approval.

Individual Project Plans have been developed for the first six recommendations, which were identified as priority areas by AHMAC.

As Chair of the Taskforce, Mrs. Belinda Moyes has recently met with a number of organisations including: Australian Nursing Council, Australian Nursing Federation, Australian Rural Nurses Inc., Council of Remote Area Nurses of Australia Inc., National Nursing Organisations, College of Surgeons (Victoria), Nurses Board of Victoria, Australian Private Hospital Association, Australian Peak Nursing Forum.

In addition, Belinda has spoken at the Australian Nursing Homes & Extended Care Association (NSW) Nursing and Management Issues Congress and the Health Leaders Network Workforce Conference.

Stakeholder Registration

The Taskforce has had an overwhelming response to our Stakeholder Registration - a total of 275 completed registration forms have been received since early May.

We would like to take this opportunity to thank those who have taken the time to complete and return their forms. We look forward to engaging with you as our work develops.

To register as a Stakeholder, please fax your details to (03) 9616-7494, or enter your details via our web site at www.nnet.gov.au



N³ET Website

The Taskforce is committed to providing up-to-date information on its activities and progress. To do this we have established the N³ET website. The site contains current information on our progress towards implementation of the recommendations. To date, the site has received approximately 1,100 hits.

Information on the Taskforce's progress and activities can be found on the N³ET web site at www.nnet.gov.au



Taskforce Meetings

The Taskforce meets formally approximately every 8 weeks. Thus far, there have been four meetings and the remainder of the meetings scheduled for 2004 are as follows:

- July 13th
- September 8th
- October (TBA)
- December 10th

Following each Taskforce meeting, the pivotal issues that are identified are released as "Key Messages" and disseminated to our Stakeholders in the form of an electronic information update, or E-Update.

E-Updates are sent to Stakeholders to keep them abreast of the progress made on the implementation of recommendations.

N³ET NOMINATED MEMBERS

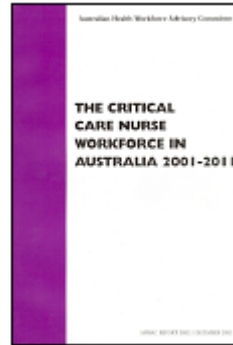
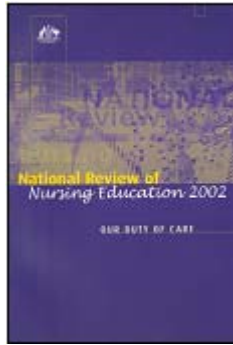
| | | |
|---|---|---|
| Mrs Belinda Moyes (Chair) | Ms Rosemary Bryant <i>Nominee - Commonwealth Minister for Health and Ageing</i> Executive Director - Royal College of Nursing | Professor Mary Chiarella <i>Nominee - State/Territory Health Ministers</i> Chief Nursing Officer, Department of Health (NSW) |
| Ms Katherine Henderson <i>Nominee - ANTA MINCO</i> Deputy Chief Executive Officer NT Department of Employment, Education & Training | Ms Di Lawson <i>Nominee - ANTA MINCO</i> Chief Executive Officer, Community Services and Health Industry Skills Council | Ms Sue Macri <i>Nominee - Private Sector</i> Executive Director, Australian Nursing Homes & Extended Care Association (NSW) |
| Professor Pauline Nugent <i>Nominee - MCEETYA</i> Head, School of Nursing, Deakin University (VIC) | Ms Fiona Stoker <i>Nominee - State/Territory Health Ministers</i> Principal Nurse Advisor, Department of Health & Human Services (TAS) | Professor Jill White <i>Nominee - Commonwealth Minister for Education & Training</i> Dean, Faculty of Nursing, Midwifery & Health, University of Technology Sydney (NSW) |

* Member profiles are available on the N³ET website.

Overview of the Recommendations

LEGEND

- X = N³ET not responsible for Rec
- ✓ = Taskforce's responsibility
- M = Taskforce to monitor



| | | | |
|------------------|----|---|-----|
| OUR DUTY OF CARE | 1 | Implementation of Taskforce | X |
| | 2 | Establish a National Nursing Council of Australia | X |
| | 3 | Nursing Education & Workforce Forums | M |
| | 4 | Nationally consistent scope of practice for all nurses | ✓ |
| | 5 | National Standards for Nurse Practitioners | ✓ |
| | 6 | National ANCI principles to underpin legislation & registration | ✓/M |
| | 7 | Care Workers not covered by legislation | ✓ |
| | 8 | Research & Training for Nursing | ✓ |
| | 9 | Image of Nursing | ✓ |
| | 10 | Information on Nursing | X |
| | 11 | Government & employer Information on Nursing | X |
| | 12 | Maximising Education pathways | ✓ |
| | 13 | Student Nurse Employment | M |
| | 14 | Standards for Transition programs | M |
| | 15 | Continuing Clinical Development of Nurses | X |
| | 16 | Continuing Clinical Development of Nurses: Aged Care | X |
| | 17 | Transition to Workforce: Funding | X |
| | 18 | Lifelong Learning & Nursing Competencies | X |
| | 19 | Models of Preparation | X |
| | 20 | Nurse academics and teachers | M |
| | 21 | Enrolled Nurse competencies | M |
| | 22 | Minimum Qualification for RN's | X |
| | 23 | HECS for Undergraduate Nursing | X |
| | 24 | Clinical Education Funding | ✓ |
| | 25 | Commonwealth Assistance for Specialty & Re-entry Courses | ✓ |
| | 26 | Remuneration for applied Postgraduate Study | M |
| | 27 | Engagement of interdisciplinary & cross professional approaches to education & practice | ✓ |
| | 28 | Work Organisation | ✓ |
| | 29 | Aged Care Nursing | X |
| | 30 | Workplace Culture | ✓ |
| | 31 | Workforce Planning & Data | X |
| | 32 | Health Workforce Research Funding | X |
| | 33 | Commonwealth Funding for additional Undergraduate university places | M |
| | 34 | Expansion of opportunities in VET & VET-In-Schools | ✓ |
| | 35 | Training places for Certificate III | ✓ |
| | 36 | Nursing Leadership & Management | M |
| CRIT CARE | 1 | Supply of Critical Care Nurses (Quantity) | ✓ |
| | 2 | Supply of Qualified Critical Care Nurses (Quality) | ✓ |
| | 3 | Data - Supply & Requirement Analysis | ✓ |
| | 4 | Monitoring the Workforce | X |
| MIDWIFERY | 1 | Supply of Midwives | ✓ |
| | 2 | Supply of Midwives - Implementation of Projections (Rec 1) | ✓ |
| | 3 | Workforce Data Collection | X |
| | 4 | National Longitudinal Research Study | ✓ |
| | 5 | Models of Care | X |
| | 6 | Monitoring Supply & Recruitment Projections | X |
| | 7 | Distribution of Midwifery Workforce Report | X |

The Taskforce has been assigned responsibility for a number of recommendations from the **National Review of Nursing Education 2002: Our Duty of Care** report, as well as recommendations of two recent Australian Health Workforce Committee (AHWAC) nursing workforce reports: **The Critical Care Nurse Workforce in Australia (2001-2011)** and **The Midwifery Workforce in Australia (2002-2012)**.

The Table shown at left provides an overview of those recommendations for which the Taskforce is either responsible or monitoring.

Six recommendations (3, 5, 8, 12, 24, 25) from National Review of Nursing Education 2002: *Our Duty of Care* have been identified as priority areas and detailed Project Plans are currently being developed.

Recommendations 4, 6, 7, 28, 30, 34 of the same report have been earmarked for the next round of work to commence.

The Critical Care and Midwifery reports will be considered in the context of this work.

As Project Summaries become available, they will be available on the N³ET web site.

In order to successfully carry out its work and achieve effective outcomes, the Taskforce will rely on engaging and consulting with Key Stakeholders.

We all need to work together!

* Web links to these reports can be found on the N³ET web site at www.nnet.gov.au



PROJECT SPOTLIGHT

REC 3 NURSING EDUCATION & WORKFORCE FORUMS

To support the work of N³ET and other bodies implementing recommendations at a national level, Nursing Education and Workforce Forums are to be established in each State and Territory.

Forums will be a platform for considering local perspectives and issues, as well as play a supporting role in the implementation of many of the recommendations, with an opportunity for local partnerships between sectors to flourish.

Whilst it is not the Taskforce's responsibility to implement these Forums, it has been agreed that Forums will have a consistent format and will be established by jurisdictions. The Taskforce is working with the CNOs to develop a framework for the Forums that will include the recommended membership, how Forums should operate, and the issues/recommendations they will address.

At this stage, Forums are to be established in each State and Territory by November 2004 and will be maintained until 2006.

Further details on the Forums, including the contact details for each jurisdiction, will be posted on the N³ET website as soon as they are available.

REC 25 COMMONWEALTH ASSISTANCE FOR SPECIALTY AND RE-ENTRY COURSES

A number of State and Territory reports, which have examined the reasons why nurses have left the profession, quote the high cost of maintaining professional competency and skills, and undertaking formal specialist postgraduate education as key factors. It has also been documented that the financial burden placed upon nurses wishing to regain registration is a deterrent to returning to the workforce. These factors have provided the impetus for governments to provide scholarship funding to nurses wishing to specialise in clinical areas with recognised shortages, and to encourage nurses to return to the workforce. However, the approach to scholarship funding is fragmented, inequitable and variable. A more cooperative and coordinated approach was recommended by the National Review of Nursing Education 2002: *Our Duty of Care* report, in an attempt to address funding support for specialist nursing practice and re-entry programs.

The purpose of this project is to identify the current number of scholarship opportunities available in specialty nursing areas and recommend the number of additional scholarships that may be required, and determine the cost and financial support available to participants undertaking re-entry programs, so as to provide advice on the need for loan scheme assistance.

CARE WORKERS NOT COVERED BY LEGISLATION

"Unregulated/unlicensed" care workers (such as care assistants) are employed in a range of settings including health, education, disability, aged care and community. There is currently debate about these workers in both aged and acute care and some have raised the issue of regulation. Given the wide range of settings outside of the health sector in which these workers operate, there needs to be a considered approach to this issue.

The Taskforce recently reviewed the excellent work of the Nurses Board of South Australia - *Summary of Issues Paper: Inquiry into the Role and Function of Unregulated Care Workers in South Australia*. This paper is instructive in that it points out that the issue is complex and has implications which must be considered within a broader context than nursing.

A number of recommendations in the National Review of Nursing Education 2002: *Our Duty of Care* report relate to care workers not covered by legislation, namely Recommendations 7, 35, 12 and 34. The work on these recommendations will include developing a national classification, move to minimum competency level and a system of appropriate suitability checks for this group. In addition, their role will be considered in the context of how teams function and deliver health care (Recommendations 27, 28).

The Taskforce's work over the next 6-12 months and the completion of the work of the Nurses Board of South Australia will form an important framework for the way forward.



Please feel free to copy and distribute the N³ET Newsletter to any interested colleagues. If possible, we would appreciate your posting a copy of the N³ET Newsletter on your staff bulletin board.

The next N³ET Newsletter will be available in **September 2004**. Upcoming issues will include further Project Spotlights on the priority recommendations. Stay tuned....



For more information on N³ET, please check our web site on www.nnnet.gov.au or contact (03) 9616-6995 / n3et@dhs.vic.gov.au.