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# N<sup>3</sup>ET Newsletter



National Nursing & Nursing Education Taskforce (N<sup>3</sup>ET)

*The N<sup>3</sup>ET 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 and midwives across Australia.*

## N<sup>3</sup>ET Solution Seekers

The National Nursing and Nursing Education Taskforce (The Taskforce) is very pleased to announce the launch of an important new initiative **N<sup>3</sup>ET Solution Seekers**. **Solution Seekers** is a tool designed to increase the visibility of nursing/midwifery research initiatives, innovative practice and practical solutions to health workforce issues while connecting people with similar interests to work together and collaborate to position nursing/midwifery for the future.

The Australian Health and Education Ministers assigned a number of

recommendations from four national reviews to the Taskforce to implement and monitor. A number of these recommendations illustrate the need for national approaches to workforce issues as well as the sharing and dissemination of best practice.

**N<sup>3</sup>ET Solution Seekers** is an electronic clearinghouse that showcases projects related to the work of the Taskforce, and as such, are issues identified by the Ministers to be of national importance.

**N<sup>3</sup>ET Solution Seekers** provides an exciting opportunity for nurses, midwives, NNOs, governments, educators,



*Solution Seekers highlights new ways of solving nursing/midwifery/health workforce issues.*  
"Photography by Simon Fox, Deakin University"

researchers, regulatory authorities and more to share and highlight their innovative projects. **N<sup>3</sup>ET Solution Seekers** enables anyone to search for projects of interest without leaving the N<sup>3</sup>ET website. Sharing of this information provides further opportunities to collaborate, connect and discuss different initiatives across Australia.

### Inside this issue:

<i>Solution Seekers</i>	1
<i>N<sup>3</sup>ET Work Highlighted Nationally</i>	1
<i>Development of National NP Data Set</i>	2
<i>N<sup>3</sup>ET connects with ATSI on education pathways</i>	2
<i>State/Territory Progress on National Work</i>	2
<i>Solution Seekers continued...</i>	3
<i>N<sup>3</sup>ET Conference Watch</i>	3
<i>Action Alliance—A Unique Opportunity</i>	4

## N<sup>3</sup>ET Work Highlighted to Productivity Commission

In March 2005, the Productivity Commission announced it would undertake an Australian Health Workforce System Study. The study includes issues affecting the supply of health professionals as well as the structure and distribution of the workforce, issues directly related to the work of the Taskforce.

The Taskforce welcomed the opportunity to contribute to the submission made by Australian Health Ministers Advisory Council (AHMAC) to the Productivity

Commission and was pleased to see that work from the National Review of Nursing that N<sup>3</sup>ET has been asked to do, has been reflected in the AHMAC submission. The Taskforce is acknowledged as:

*"an important collaborative mechanism for progressing the development of a national perspective and policy in relation to nursing/midwifery issues"*

The Taskforce encourages nurses and midwives to review the range of submissions made to the Commission by individuals and organisations from

across Australia (available via the Productivity Commission website) and to be informed about these important issues occurring in the national landscape.

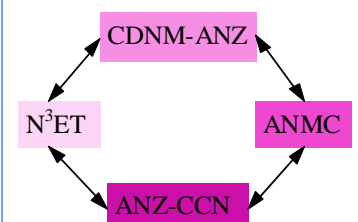
The Productivity Commission has since put out a Position Paper (also online at the commissions website) that directly references the N<sup>3</sup>ET Scopes of Practice Commentary Paper (available online at the N<sup>3</sup>ET website).

The final report from the Productivity Commission is due out in December 2005.

### HIGHLIGHTS!



- **N<sup>3</sup>ET Solution Seeker of the month, Mt Barker Hospital SA!** pg 3
- **Do you know about the Blue Print for National Action and the Action Alliance?** pg 4



## Building a picture of the contribution of Nurse Practitioners within the health workforce (Recommendation 5)



*Knowing who Nurse Practitioners "see and what they do" will help us plan for where their services can help deliver health care.*

As part of its work on Recommendation 5 - *National Standards for Nurse Practitioners (NP)*, the Taskforce has commenced work with Australian Institute of Health and Welfare (AIHW) and DHS Victoria to develop an agreed data set to be used to inform workforce policy and planning decisions about the role NP play in the workforce.

Given the relative newness of the NP role and the small numbers of NP at present, it is critical to capture this moment and to begin developing consistent data about this important role.

Getting agreement on the types of data needed to make informed decisions about the NP workforce will require the primary users of such data to collaborate — government, policy, researchers and workforce

planners as well as those who work in data standards and nurse practitioners themselves will be brought together to identify what needs to be collected.

The focus will be on data that describes the NP role for government, health service planners and researchers and informs future policy development and service planning.

The data will also provide a basis for the future development of research and evaluation methodologies related to NP practice by providing structure and consistency in the way high level data on NP is collected (data standards).

This work has a very different focus than the detailed "episode of care", cost analysis and client satisfaction data that was collected in some state/

territory NP trials. Wherever possible, data items that are already part of mandatory data collections will be identified.

Given the diverse settings that NP are working in it will not be possible to capture data in all settings but the standards can be adopted by individuals or organisations and thereby ensure that consistent definitions are used that allow for comparison and benchmarking.

Over the next few weeks, The Taskforce will be inviting primary users such as all state/territory governments to participate in a Development Team and to work with AIHW on developing a draft of the data they require. There will then be an opportunity for all interested parties to comment on the draft that is developed in early 2006.



## N<sup>3</sup>ET Education Pathways Work Connects with ATSI

Recommendation 12 of the National Review of Nursing Education (2002) *Our Duty of Care* report recognises that consideration needs to be given to providing opportunities for Aboriginal and Torres Strait Islander (ATSI) people to pursue a career in nursing. The Taskforce has been discuss-

ing this matter with members of the Aboriginal and Torres Strait Islander Health Workforce Working Group (ATSIHWWG), the Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN) and other stakeholders, and as a result a member of CATSIN will join the

Recommendation 12 Work Groups to bring an **ATSI** perspective to the work.

The Taskforce is committed to considering issues specific to ATSI people in all aspects of its work and will continue to liaise with CATSIN and ATSIHWWG.

## Progress on Recommendations by States/Territories

*States & Territories progress work on :*

*Student nurse employment*

*Transition programs*

*Nurse academics & teachers, and*

*Nursing leadership*

The Taskforce provides quarterly progress reports on the recommendations it has responsibility for implementing to both the Australian Health Ministers Advisory Council and the Ministerial Council on Education, Employment, Training and Youth Affairs. In addition, the Taskforce is required to monitor and report to Ministers on a number of recommendations for which the jurisdictions are responsible.

The Taskforce was asked by

Ministers to report back after 12 months on the initiatives of individual jurisdictions with respect to four recommendations. Those four recommendations are:

- *Recommendation 13 - Student Nurse employment,*
- *Recommendation 14 - Standards for Transition Programs,*
- *Recommendation 20 - Nurse Academics and Teachers, and*

- *Recommendation 36 - Nursing Leadership.*

As the Taskforce compiles the information provided by Chief Nurses on these recommendations it is evident that there is a lot of excellent work being done that is tailored to the "local" needs and circumstances.

This new jurisdictional progress report is available online along with the September Progress report on the N<sup>3</sup>ET website.

## N<sup>3</sup>ET Solution Seekers continued...

**N<sup>3</sup>ET Solution Seekers** is a web application that organises and stores data. It is easily searched, sorted and updated. The projects (planned, completed or in progress) are submitted by an individual or an organisation through a simple online submission form.

As the site is designed to hold project briefs, attachments can be added if further documents are publicly available. The project can be easily updated online. This allows the person who submitted the project to change and update information as the project progresses.

Each project describes the key issue addressed, action

### N<sup>3</sup>ET Solution Seekers Highlight of the Month



#### Mt Barker Hospital, South Australia

*"With the imminent withdrawal of medical services after hours (overnight only) within this health facility the nursing staff had to find ways of maintaining an emergency service."*

*Mt Barker Hospital, 2005*

To find out how, visit **N<sup>3</sup>ET Solution Seekers** today.

[www.nnnet.gov.au](http://www.nnnet.gov.au)

taken and if completed, the end results of the project. Also included are contact details enabling interested

parties to contact the right person to find out more about the initiative.

This site is designed as a tool for the nursing/midwifery and health workforce planners and to ensure it is effective, we need your feedback. Please use the feedback form located within the Solution Seekers website.

The Taskforce encourages you to visit the site and submit interesting and innovative projects. Each month, the Taskforce will select a new **N<sup>3</sup>ET Solution Seekers** Highlight of the Month.

*As the Taskforce implements recommendations from the various reports, we have found many interesting and innovative approaches to nursing issues that are designed to address "common problems". Too often someone else is working on the same problem, "just down the road" and we just don't know about it. Find out more through N<sup>3</sup>ET Solution Seekers today!*

## N<sup>3</sup>ET Conference Watch

As part of our "boundary scanning", the Taskforce Secretariat keeps a watch on conferences that may be of interest and relevance to our work plan. This list is circulated within the Secretariat but it may be of interest and use to others. As

such, N<sup>3</sup>ET Conference Watch is now available on the N<sup>3</sup>ET website. The information is updated regularly to monitor new events as they come up.

Useful to the Secretariat, it is hoped that it will also be of interest to the wider

community, whether it is for professional/personal development or even to scan to see what issues are receiving national attention.

If you know of any interesting conferences or events please contact N<sup>3</sup>ET to have it listed on the site.

[n3et@dhs.vic.gov.au](mailto:n3et@dhs.vic.gov.au)



*"N<sup>3</sup>ET invites you to contribute conference & event details that relate to the work of the Taskforce via email today at: [n3et@dhs.vic.gov.au](mailto:n3et@dhs.vic.gov.au)"*

Title: **All that you can be - Division 2 Nurses Conference**

Date: November 17

Venue: Geelong Vic

Title: **L21 Health & Aged Care Forum**

Date: November 22-23

Organisation: L21 Pty Ltd

Venue: Cockle Bay Wharf, Sydney NSW

Title: **Health Workforce Innovations Workshop**

Date: November 23-24

Organisation: University of Queensland & Queensland Health

Venue: Carlton Crest Hotel, Brisbane Qld

Title: **2005 JBI International Convention - Pebbles of Knowledge: Making Evidence Meaningful**

Date: November 28-30

Organisation: Joanna Briggs Institute

Venue: Adelaide SA

Title: **Your problem is our problem: Creating global partnerships in health**

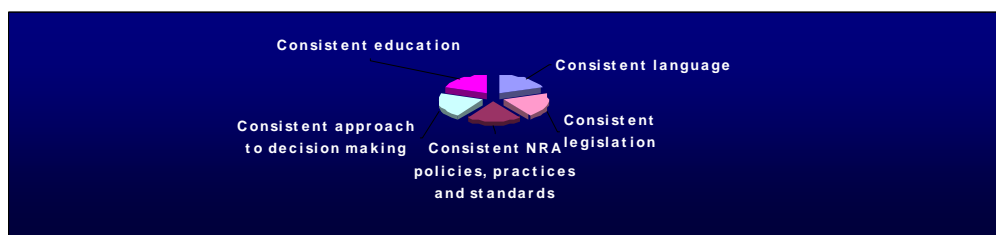
Date: November 29

Organisation: University of Melbourne

Venue: State Library Victoria, Melbourne Vic

To find out more about these and other event and conferences of interest, visit [www.nnnet.gov.au/confwatch.htm](http://www.nnnet.gov.au/confwatch.htm)

## Blueprint for National Action



The Action Alliance is progressing projects on a number of priority action areas.

Blueprint Elements	Priority Action Area Projects	Lead
<b>Consistent terminology</b>	<b>Occasional paper</b> <ul style="list-style-type: none"> <li>An occasional paper exploring the contemporary use of key terms and constructs is being developed to complement the work of ANMC on the Decision Making Framework, and also the work by N<sup>3</sup>ET to develop a framework for nursing and midwifery specialisation.</li> </ul>	<b>N<sup>3</sup>ET</b>
<b>Consistent legislation</b>	<b>Mapping exercise</b> <ul style="list-style-type: none"> <li>A mapping exercise of legislation and regulation of nursing and midwifery practice is commencing December 2005. The mapping focusing on the operation and application of mutual recognition process for nurses and midwives as it relates to their scopes of practice.</li> <li>The mapping will support other projects being undertaken by the Alliance partners and draw on work already undertaken by N<sup>3</sup>ET such as the mappings for Nurse Practitioner and Re-entry.</li> </ul>	<b>N<sup>3</sup>ET</b>
<b>Consistent NMRA policies and practice (impacting on the regulation of practice)</b>	<b>Mapping exercise</b> <ul style="list-style-type: none"> <li>The mapping exercise will also give consideration to the policies, standards and practices of the nurses and midwifery regulatory authorities as they relate to scopes of practice and mutual recognition</li> </ul> <b>Re-entry</b> <ul style="list-style-type: none"> <li>A project to bring consistency to "<b>Re-entry to practice</b>" is being scoped and planned. The need for this work has been reinforced by the findings of the N<sup>3</sup>ET report to Ministers on Re-entry processes.</li> </ul> <b>Competency for renewal of registration and enrolment</b> <ul style="list-style-type: none"> <li>A project to bring consistency to the <b>(audited) self-declaration of competency for renewal of registration and enrolment</b> is being scoped and planned (see also Rec 6).</li> </ul>	<b>N<sup>3</sup>ET</b> <b>ANZ-CCN</b> <b>ANZ-CCN</b>
<b>Consistent approach to decision making</b>	<b>A National Decision Making Framework</b> <ul style="list-style-type: none"> <li>The ANMC is undertaking a project to develop a National Decision Making Framework for nursing and midwifery scopes of practice.</li> <li>More information on this project is available from the ANMC website <a href="http://www.anmc.org.au">www.anmc.org.au</a></li> </ul>	<b>ANMC</b>
<b>Nationally consistent education</b>	<b>Guidelines for the accreditation of courses</b> <ul style="list-style-type: none"> <li>The ANMC is poised to commence Phase 3 of a project to develop national/agreed guidelines for accreditation of courses leading to registration and enrolment, and is currently reviewing the outcomes and learnings from Phase 1 and 2 projects.</li> <li>More information on this project is available from the ANMC website <a href="http://www.anmc.org.au">www.anmc.org.au</a></li> </ul> <b>Nurse Practitioner</b> <ul style="list-style-type: none"> <li>Work group 3 for Recommendation 12 is reviewing the educational preparation and pathways for nurse practitioners currently in place and developing a set of principles for minimum educational requirements.</li> <li>This work complements the other arms of work to implement Recommendation 5.</li> </ul>	<b>ANMC</b> <b>CDNM-ANZ</b>