

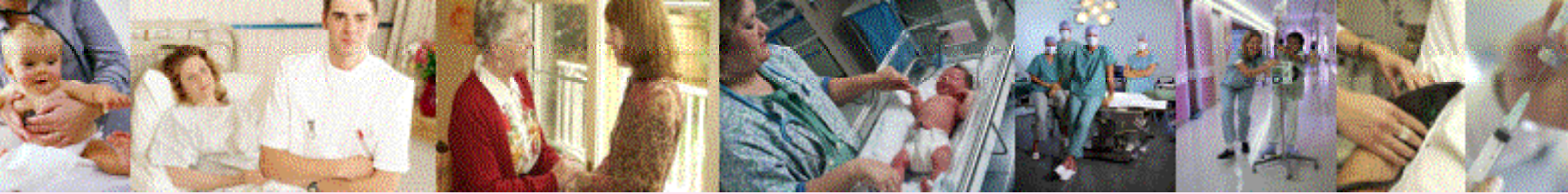
**National Nursing and
Nursing Education Taskforce
(N³ET)**

Synergistic Leadership

**Nursing leaders working together to achieve national
consistency**

**RCNA Annual Conference
6-8 July 2005
Adelaide**





Synergistic Leadership

Synergy

- *a mutually advantageous conjunction of distinct elements*

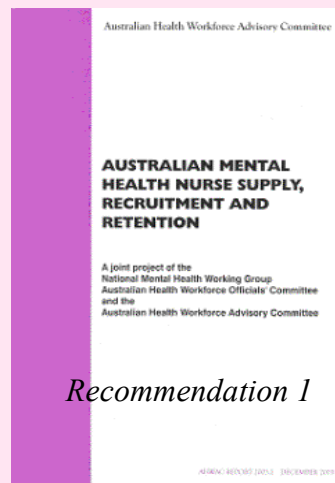
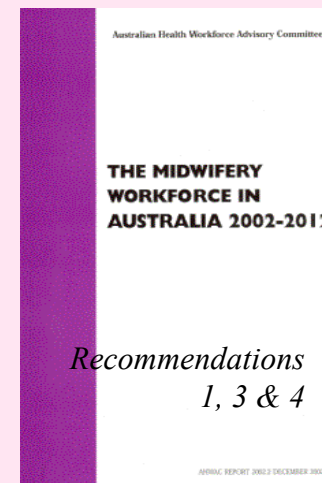
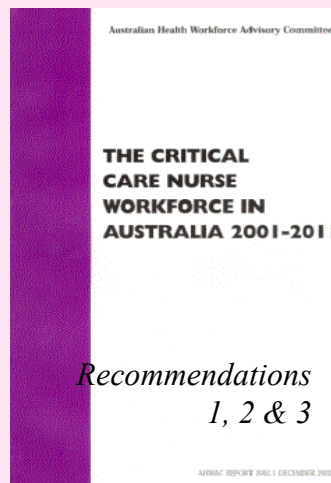
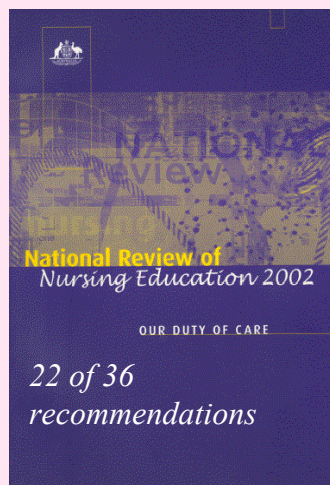
Synergistic leadership

- *a mutually advantageous conjunction of leaders*





N³ET Work

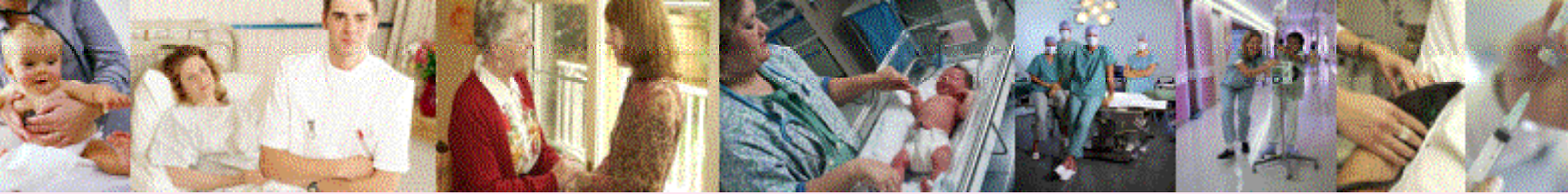




Vision for a national health workforce

“Australia will have a sustainable health workforce that is knowledgeable, skilled and adaptable. The workforce will be distributed to achieve equitable health outcomes, suitably trained and competent. The workforce will be valued and able to work within a supportive environment and culture. It will provide safe, quality, preventative, curative and supportive care that is population and health consumer focused and capable of meeting the health needs of the Australian community”.





Strategic Resilience

“Strategic resilience is not about responding to a one time crisis. It’s not about rebounding from a setback. It’s about continuously anticipating and adjusting to deep, secular trends It’s about having the capacity to change before the case for change becomes desperately obvious.”

Hamel, G. and Välikangas, L. 1993.
‘The Quest for Resilience’
Harvard Business Review (Sept 2003)



Nationally consistent scope of practice

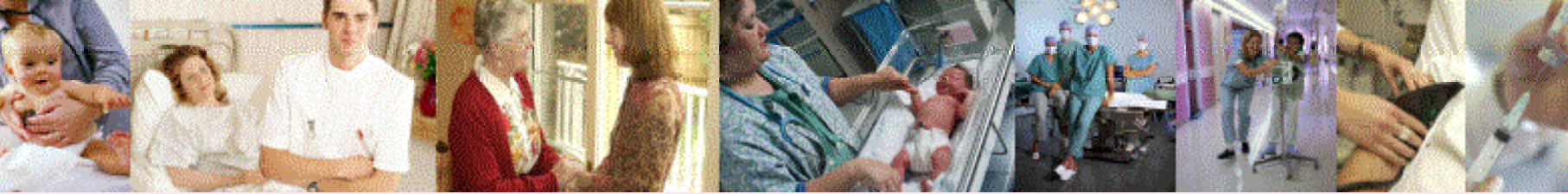
(Rec 4: Our Duty of Care)

- To promote a professional scope of practice for nurses and greater consistency across Australia:
- a nationally consistent framework should be developed that allows all nurses to work within a professional scope of practice, including the administration of medications by enrolled nurses
- To facilitate this development, all Commonwealth, State and Territory legislation and regulations that impact on nursing should be reviewed and reformed as required.

(Our Duty of Care, p.19)

RECOMMENDED RESPONSIBILITY: AHMAC referred this recommendation to Taskforce to be carried out in consultation with States/Territories and Commonwealth

Recommendation is supported.



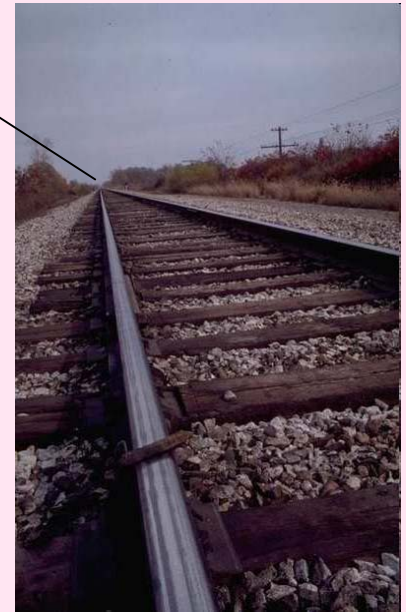
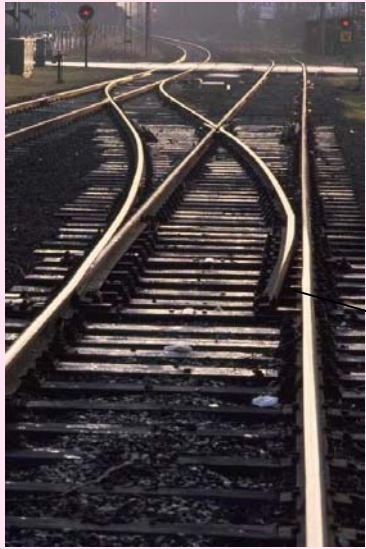
What did Our Duty of Care say?

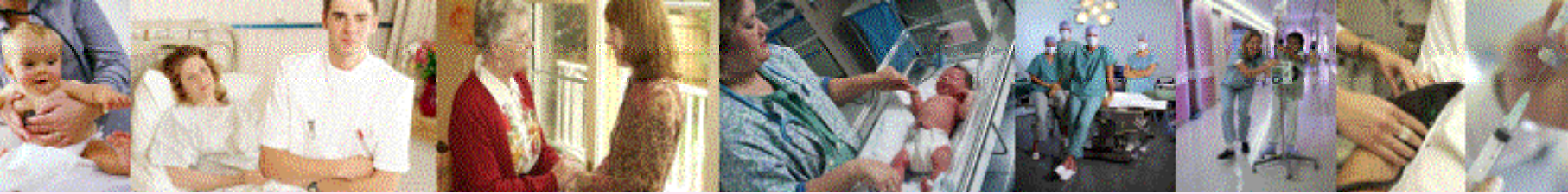
A new approach to nursing and scope of practice will recognise the diversity of nurses and nursing work, and be characterised by its:

- Responsiveness to change
- Flexibility of workforce structure and work organisation, and
- National approach to coverage

Our Duty of Care (p.117)





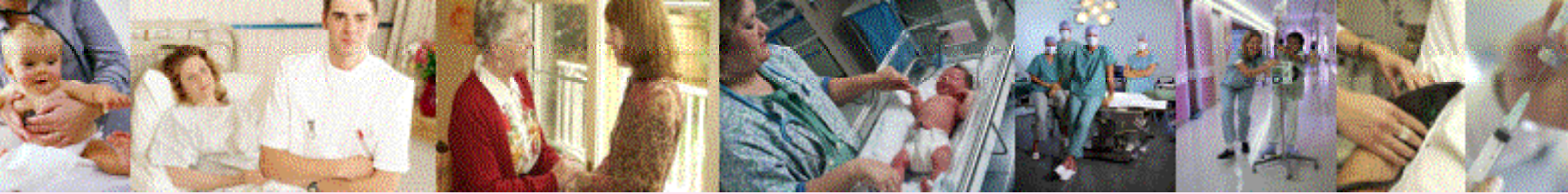


National consistency is not always about “all being the same”

Our Duty of Care promotes a national framework to bring consistency in two main ways:

- Consistency in what is included in the scope of practice of nurses and midwives of similar categories or groups across Australia*
- National consistency in the approach to managing scopes of practice*



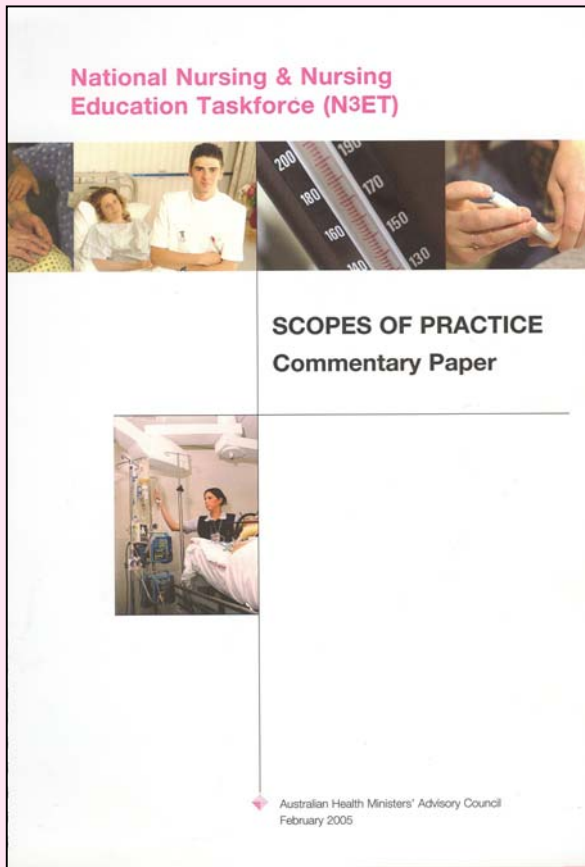


Scopes of Practice Commentary Paper

Scopes of Practice are enabled and sustained through:

- Government policy and funding
- Legislation and statutory regulation
- NRA practices - Professional standards, codes and guidelines
- Education, training and competencies
- Professional indemnity and insurance
- Professional / workplace culture
- Organisational capability
- Workplace relations
- Technology

Complex problems have complex solutions



N3ET Scopes of Practice Symposium

March 30, 2005

Bring key stakeholders together

Share and exchange views



Identify priority action areas

Explore the issues

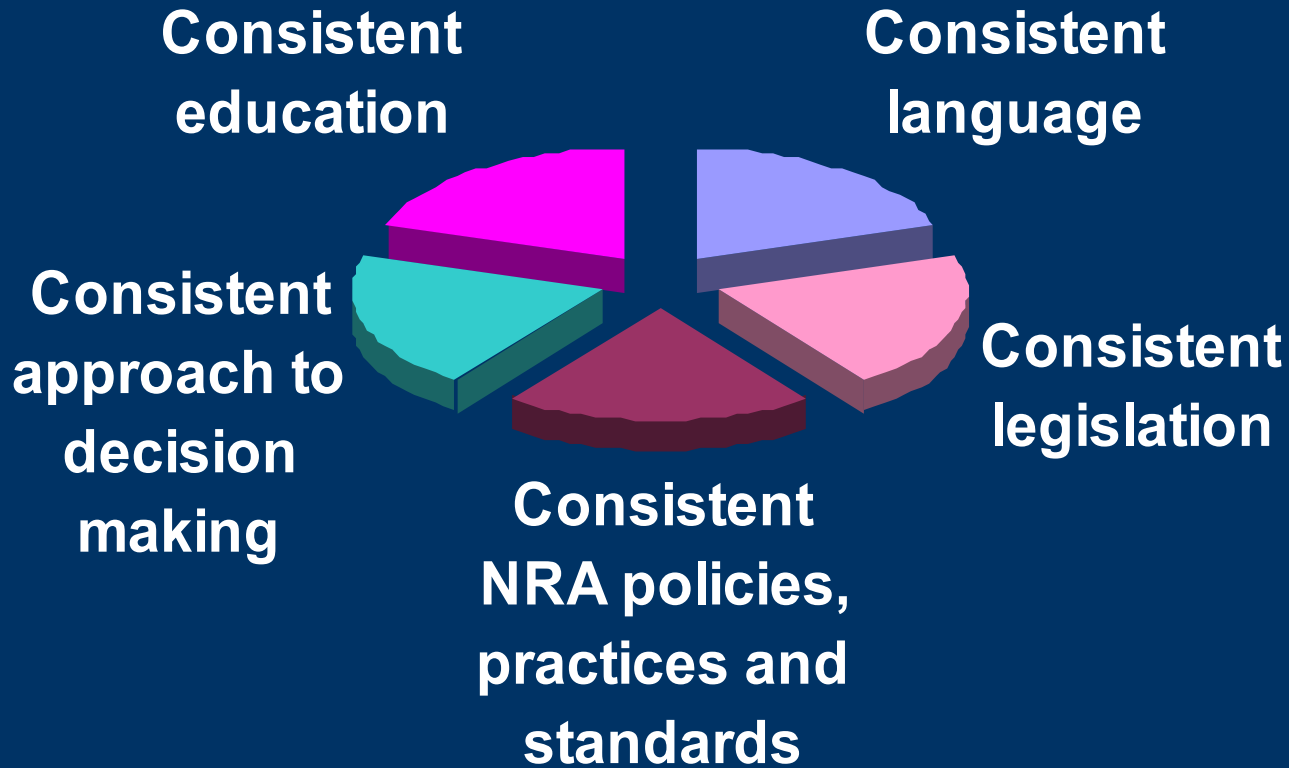
Frame options and a way forward

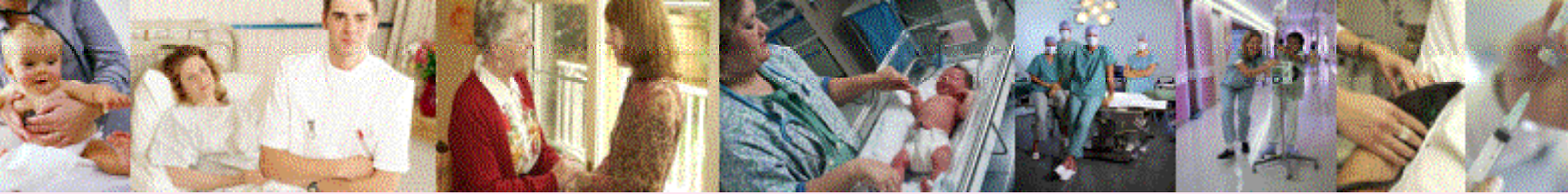
Consider challenges



Nationally consistent scopes of practice

Blueprint for National Action





Alliance

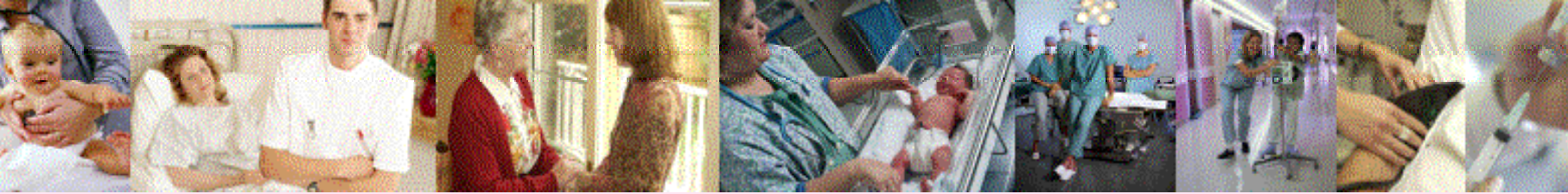
Synergy of Leaders

**National Nursing and Nursing Education
Taskforce (N³ET),
ANZ Council of Chief Nurses (ANZ CCN)
Australian Nursing and Midwifery Council
(ANMC),
Council of Deans of Nursing and Midwifery -
ANZ (CDNM – ANZ)**

★ Tactical

★ Strategic





Synergistic Leadership

Making it work

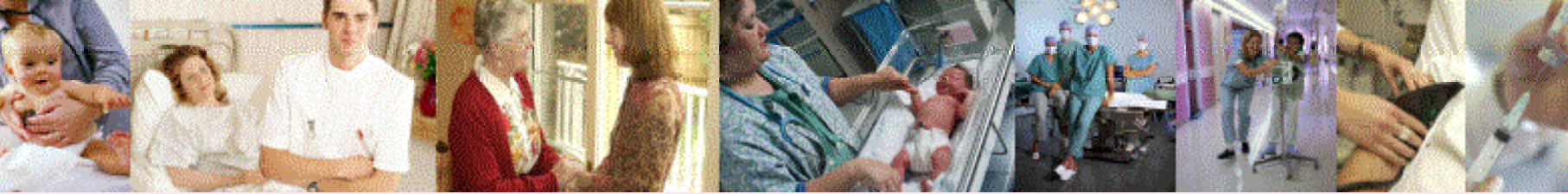
- Values

- *Agree on core values* govern the way members *interact* and how the work is done
- Understand and respect what is *core* to each of the member's interests and where these agendas intersect
- Value and recognise each member's contribution
- Create an atmosphere of trust and common cause
- Foster new ideas, promote creative thinking and openness to change

- Vision

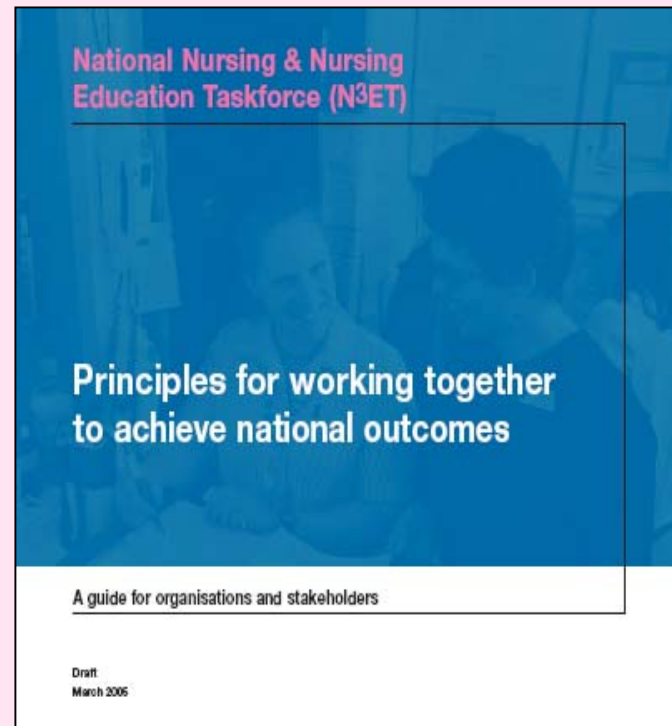
- Unified picture of what everyone on is striving to achieve
- Agree on how to get there

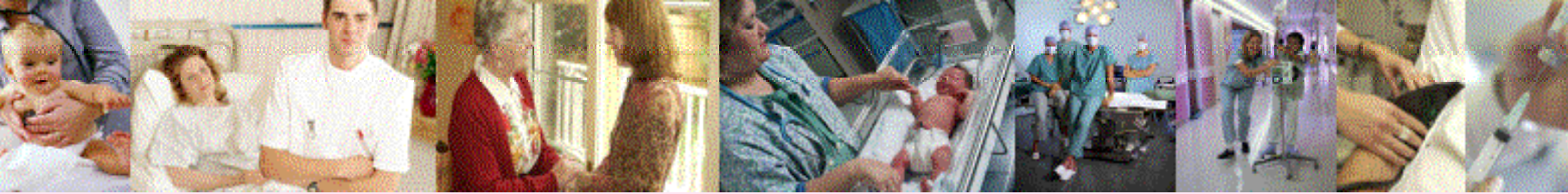




Working together to achieve national outcomes

- Key to successful outcomes are:
 - **Communication**
 - **Consultation**
 - **Collaboration**
- Principles
 - Transparency
 - Integrity
 - Accountability
 - Stewardship
 - Leadership





Endeavour

N³ET 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.



For further details on the N³ET, please contact the Secretariat at:

Phone: (03) 9616-6995

Fax: (03) 9616-7494

Web Site:

www.nnnet.gov.au

* If you have not already done so, but would like to register as a stakeholder, please visit our web site and register on-line.

