



# e-Bulletin Part 1

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### From the President's Desk

Hello colleagues,



Julie has got herself a new position (as you can see from the post-script to her name) and has been exceptionally busy moving house and setting into her new role. We'll hear from her in the next edition of the e-Bulletin. Congratulations Julie from us all (the Ed).

**Dr Julie Shaw** –

A/Professor Julie Shaw, Discipline Lead

Department of Nursing and Allied Health

School of Health Sciences | Swinburne University - Hawthorn

campus

SFHEA, PhD, Registered Nurse

Image Source: Vintage Tea Cup Bird'S Nest - Free photo on Pixabay

### From the Editor's Desk

The submission deadline for Winter Edition is Tuesday 16<sup>th</sup> May 2023 to [bulletin@ants.org.au](mailto:bulletin@ants.org.au)

Happy Easter, International Midwives & Nurses Days – relax & have a read!



Welcome to our many new members, thank you for joining. We have also had some new team members on the National Executive and Tegan has kindly provided a bio for you to read. As many of you will be aware we are in the lead up to the National Nurse Educators Conference at the Gold Coast in June so the Committee Members have been working hard behind the scenes to make this a memorable event that we can all enjoy – refer to page 6 or the website for mor information.

In the upcoming months we celebrate both International Midwives Day (5<sup>th</sup> May) & International Nurses Day (12<sup>th</sup> May) – please email in or send photographs of what your team did to celebrate these important days, we’d love to share in your celebrations.

This quarter I’ve found some interesting resources for members that work in the Disability Sector, Palliative or Aged care and in Rural & Remote practice. Hopefully this is of benefit and an interesting read.

If you are a hospital or community-based Nurse Educator that supports staff completing their performance reviews the ACN section provides a list of their courses or webinars that may be of value. If your looking for some professional development of your own – the Conference section covers the rest of the year. If you know of any or are hosting any additional workshops / Conferences please let me know so that I can include them in this section. If you’re looking for a day to celebrate at work – fun or serious the list of health-related days will give you some food for thought.

Finally, with Anzac Day 2023 almost upon us, if you are currently working in the Armed Services or have had a previous career in this field – *Thank you for your service.*

**Kathryn Geisler** – Nurse Educator | RN, RM, IPN, Dip. T & A, Grad Cert. Leadership and Management, MLM  
Sunshine Coast Hospital & Health Service – ANTS e-Bulletin Editor  
Image source: [Daffodils Tea Time Cup Of - Free photo on Pixabay](#)

### National Committee Members

President	Dr Julie SHAW	Vic
Vice President	Creina MITCHELL	Qld
Secretary	Elizabeth (Beth) PIERCE	Qld
Treasurer	Christine TAYLOR	NSW

Administrator /		
Membership Officer	Stuart TAYLOR	NSW
e-Bulletin Editor	Kathryn GEISLER	Qld
	Helen KANEKO	Qld
	Sharon BOURKE	Vic
	Dianna BURR	Vic
	Didy BUTTON	South Aust.
General Committee	Lisa PEARSON	South Aust.
	Mark BROWNING	Vic
	Tegan PUTSEY	South Aust.
	Amanda PETRIE	Qld

### Meet one of our new ANTS Executive Tegan Putsey



RN, BNg (Hons), RM, BM, MACN

Tegan is an Associate Lecturer Teaching Specialist (Clinical) in the College of Nursing and Health Sciences at Flinders University actively teaching into the Undergraduate Nursing and Paediatric Postgraduate Programs.

Always striving to leave the world a better place than when found, she has recent clinical experience as a Registered Nurse and Midwife across the acute care setting in South Australia. Tegan has predominantly nursed in the paediatric setting providing care to children and their families. She engages often in self-improvement and professional development activities, with a passion to connect with and support others through education, teaching scholarship, and transition to clinical practice. (Photograph – Supplied)

### Membership



Our membership fees remain very modest. (If you have a colleague that might be interested in joining please refer to the last pages of the e-Bulletin for the Application form).

**Stuart Taylor** - ANTS Administrator

### New Member Welcome



The National Committee would like to warmly welcome the following new members to ANTS November 2022 to 14<sup>th</sup> March 2023:

#### Tasmania

- Janelle Stephens – Clinical Nurse Educator – Mersey Community Hospital

#### Victoria

- Louise Huempel – Clinical Nurse Educator – Monash Health Casey Hospital
- Jayne Porter - Lecturer in Nursing - Deakin University
- Lisa Tabb - Clinical Nurse Educator – The Victorian Eye & Ear Hospital
- Catherine Corless - Clinical Nurse Educator - Eastern Health
- Susan Quirk - Nurse Lecturer - Holmesglen Institute

#### South Australia

- Mary Martinaitis – Nurse Educator – Recovery & Anaesthetics – Royal Adelaide Hospital
- Katrina Broaden - Senior Lecturer - Flinders University

#### Western Australia

- Nilufeur McKay – Nurse Practitioner & Senior Lecturer - Edith Cowan University

#### New South Wales

- Catherine Gonzalez – Nurse Educator – South Western Sydney Local Health District
- Ariane Blom - Clinical Nurse Educator – Vitalis Health & Home Care
- Clover Lewis – Clinical Midwifery Educator – Maitland Hospital
- Nalini Singh – Nurse Educator Learning & Development - South Western Sydney Local Health District
- Peta Kirk-Lauritsen – Learning & Development Manager - North Shore Private Hospital – Ramsay Health Care
- Jane Anderson - Clinical Nurse Educator – Orange Health Service – NSW Health
- Rebecca Davis - Clinical Midwifery Educator – Lake Macquarie Private Hospital
- Keryn Turner - Nurse Educator – HNE Health - Drug & Alcohol Clinical Services
- Poonam Garg - Afterhours Clinical Development Nurse - The Children's Hospital at Westmead
- Sally Phoebus - Nurse Educator – The Children's Hospital at Westmead
- Suzanne Bowdler - Lecturer – University of Wollongong
- Rebecca Gibb - RN TAFE teacher - St John of God TAFE NSW
- Megan Santifort - Clinical Nurse Specialist - Sydney Children's Hospital Network

#### Queensland

- Robyn McFeeters – Nurse Educator – Rockhampton Base Hospital – Queensland Health
- Anne Brimson – Teacher – TAFE Queensland
- Peta Ward – Nurse Educator – Queensland Health

- Susan Morgan – Nursing Lecturer – University of Southern Queensland
- Lee O'Malley – Academic Lecturer - University of Southern Queensland
- Natalie Rees – Nurse Educator – Royal Brisbane & Women's Hospital
- Anne Ford – Clinical Facilitator – Queen Elizabeth II Jubilee Hospital / Associate Lecturer - University of Queensland
- Elizabeth Ryan – Senior Lecturer – University of Southern Queensland
- Olivia Bosci – Nurse Educator – Princess Alexandra Hospital
- Kaila Kellaway – Nurse Educator – Princess Alexandra Hospital
- Melanie Nilsen – Nurse Educator – Queensland Health
- Karen Armstrong – Acting Nurse Educator - Queensland Health
- Vicki Dunk – Lecturer - James Cook University
- Som Varghese - Course Coordinator (Nursing) - Health Careers International

#### State of the Nation Membership Snap shop - 224

ACT	- 3	NSW	- 62	NT	- 1
Qld	- 81	SA	- 19	Tas	- 4
Vic	- 38	WA	- 16		

Australia Photograph source: Unknown Author is licensed under [CC BY-NC-ND](https://creativecommons.org/licenses/by-nc-nd/4.0/)



Source: [10,000+ Free Easter & Rabbit Photos - Pixabay](https://www.pixabay.com/photos/free-easter-rabbit-photos/)

## What's Happening



The Coalition of National Nursing & Midwifery Organisations (CoNNMO) is made up of 58 national Nursing and Midwifery organisations that work together to advance the nursing & midwifery profession. The Australian Government – Department of Health & Aged Care fund CoNNMO's twice yearly meetings. These bodies reflect the diverse generalist & specialist contexts of practice in which the nursing and midwifery workforce undertakes their essential roles.

The Australian Nurse Teachers' Society is a participating member of CoNNMO.

Latest News links from the CoNNMO site:

- Chief Nursing & Midwifery Officer Newsletter is available via the CoNNMO site (October 2022)

CONNMO Information Source: [Home \(connmo.org.au\)](http://Home(connmo.org.au))  
Website: [CoNNMO](http://CoNNMO)



## AHPRA – Nursing & Midwifery Board & the Australia Health Practitioner Regulation Authority



Adjunct Professor Veronica Casey AM - Chair of the  
National Board and Health Practitioner

(Photograph source: [Nursing & Midwifery Leaders Conference \(eventsair.com\)](http://Nursing & Midwifery Leaders Conference (eventsair.com)))

The following are excerpts from the latest newsletter from the NMBA –  
December 2022 (including the photograph of AP Veronica Casey)

### Nurse & Midwife Support launches the Notification Navigator



Notification Navigator is the Nurse & Midwife Support's free support service for Nurses & Midwives who are the subject of a notification.

The service provides nurses & midwives with accessible, professional, confidential, compassionate & individualised assistance throughout the notification process. The impacted nurse or midwife is cared for by an experienced nurse & midwife counsellor.

Notification Navigator has been built for nurses & midwives dealing with a notification. As an opt-in service, if an individual is subject to a notification, they can get support from someone who understands their situation. They can contact a Notification Navigator on 1800 667 877 (for an immediate response) or via email from the link on the Nurse & Midwife Support website [nmsupport.org.au](http://nmsupport.org.au) (response may be delayed up to 48 hours).

Just a reminder, Nurse & Midwife Support is the first national telephone & online service to offer 24-7 health support to nurses and midwives across Australia. It is a free & confidential service focused on improving the health & wellbeing of nurses & midwives & in turn safer care for the public.

### Updates from recent NMBA Meetings

- With recent attention on the shortages of health practitioners, the NMBA has approved a project to review the midwifery workforce. The project will deliver a comprehensive report on the midwifery workforce in Australia & will include broad stakeholder consultation.

- An additional project is underway to improve the NMBAs understanding of the role, scope, **education** & context of practice of maternal child & family health (MCFH) practitioners in Australia, & the intersection between Registered Nurses (RNs) & Midwives without nursing qualification practising in this area.

### Professional judgement matters: how mandatory notifications keep the public safe

The NMBA works to ensure that Australia's nurses and midwives are suitably trained, qualified and safe to practise. Public safety and maintaining the public's trust in the professions is their priority.

One of the ways the NMBA keeps the public safe is by investigating mandatory notifications which are made to them by registered health practitioners, their employers, and education providers. It's important for nurses and midwives, as well as their employers and educators, to know when they must make a mandatory notification. Even if a colleague, employee or student resigns and is no longer working with you; or has representatives that suggest 'non-disparaging' clauses in the 'resignation' agreements prevent you making a mandatory notification, your legal obligations still apply.

### When should a mandatory notification be made?

There are four concerns that may trigger a mandatory notification, depending on the risk of harm to the public:

- impairment
- intoxication while practising
- significant departure from accepted professional standards, and
- sexual misconduct.

Source: [Checklist Goals Box - Free photo on Pixabay](http://Checklist Goals Box - Free photo on Pixabay)



### Who should be making a mandatory notification?

- Treating practitioners - a practitioner who becomes aware of the concern while providing treatment to another practitioner.

- Non-treating practitioners - a practitioner who has a concern about another practitioner (e.g., a colleague)
- Employers of practitioners - a person or organisation that employs a practitioner under an employment or service contract or as a volunteer.

### When do you have to make a mandatory notification?

The table below shows the types of concerns that need to be reported, and the different reporting thresholds for different groups. It gives page numbers for further information in the guideline's Mandatory notifications about registered health practitioners. This document describes who must make a mandatory notification, how to do it and how notifiers are legally protected when doing so.

The NMBA recognise that deciding whether to make a mandatory notification can be a difficult decision and requires a balanced judgement which should holistically consider relevant risk factors.

### What happens to a practitioner who has a mandatory notification made about them?

A mandatory notification does not mean a practitioner will lose their registration or career. It's an important way we manage risk and support practitioners to practise safely. For example, in the case of a health impairment, a mandatory notification can often trigger a practitioner to seek professional support and get the help they need to get healthy and continue practising safely.

### Types of risks and reporting thresholds for different groups

Impairment	Intoxication	Departure from standards	Sexual misconduct
<b>Treating practitioners</b> must report practitioners who:			
are practising with an impairment, and place the public at substantial risk of harm  See page 10	are practising while intoxicated by alcohol or drugs, and place the public at substantial risk of harm.  See page 13	are significantly departing from professional standards, and place the public at substantial risk of harm.  See page 15	have engaged in, are engaging in or might engage in sexual misconduct connected to their practice.  See page 17
<b>Non-treating practitioners</b> must report practitioners who:			
are practising with an impairment, and place the public at risk of substantial harm.  See page 19	are practising while intoxicated by alcohol or drugs.  See page 21	by significantly departing from professional standards, and place the public at risk of harm.  See page 22	engage in sexual misconduct connected to their practice.  See page 23
<b>Employers of practitioners</b> must report practitioners who:			
are practising with an impairment, and place the public at risk of substantial harm.  See page 24	are practising while intoxicated by alcohol or drugs.  See page 27	by significantly departing from professional standards, and place the public at risk of harm.  See page 28	engage in sexual misconduct connected to their practice.  See page 29

### NMBA getting nurses and midwives ready to work quicker – in case you missed this ...

With the steady growth in the number of Australian and overseas qualified nurses and midwives applying for registration is being further boosted by a range of measures the NMBA is introducing to get them work-ready sooner to ease the strain on the existing workforce.

Effective from the 13<sup>th</sup> of March 2023, formerly registered nurses and midwives who have not practiced for 10 - 15 years can now be considered for provisional or general registration with conditions. Once assessed and if appropriate, these nurses and midwives may be given the opportunity to complete a six-month re-entry program instead of undergoing a university assessment, which could take over 12 months.

The NMBA is also *conducting a full review of the policy: Re-entry to practice for nurses and midwives* to assess how it can be further simplified to support of a nurse or midwife's return to practice.

NMBA Board Chair, Adjunct Professor Veronica Casey said there was a need to have easier pathways to practice safely in Australia, "We acknowledge the immense stress and pressure our nurses and midwives are experiencing currently so the NMBA is taking

steps to simplify the pathways to registration while maintaining a high standard of care for the public”.

More work is also underway to support internationally qualified nurses and midwives (IQNMs) to get registered in Australia sooner. The NMBA has boosted the number of Objective Structured Clinical Examinations (OSCEs) by almost 30% this year at Adelaide Health Simulation, eliminating exam wait times for overseas qualified nurses looking to get registered in Australia. The NMBA is also exploring the opportunity of a secondary OSCE location in 2023.

By the end of 2021/22, applications from overseas practitioners returned to pre-pandemic levels with 2,015 applications from internationally qualified nurses and midwives. International applications have continued to rise in the first few months of 2023, setting Australia on track to surpass the applications of the past two years. More than 2200 IQNM applicants have already applied for registration in Australia this financial year and almost 500 applicants recently sat the exam over a two week-period - the largest cohort at one time.

The NMBA is also supporting the development of an accessible and affordable online Registered Nurse OSCE preparatory course that will provide critical information on the Australian healthcare context and support IQNMs through the examination process. “There is no single measure we can take to address labour issues and we are working hard to support those who want to get registered as a nurse or midwife in Australia into the workforce quickly and safely”, said Adjunct Professor Casey.

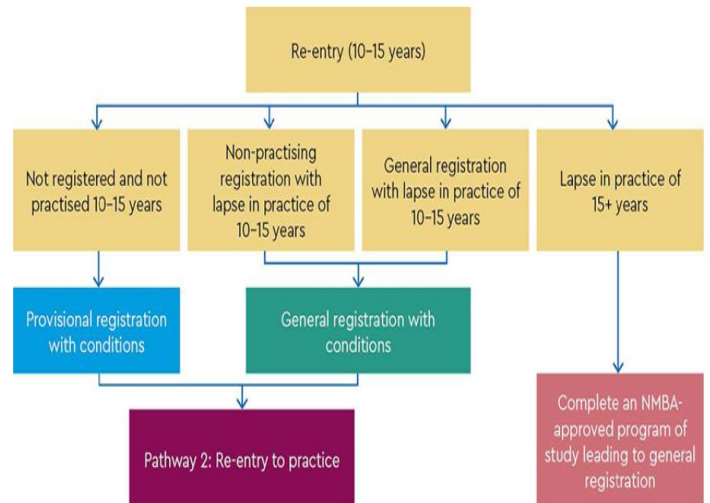
The NMBA expects these changes will help more nurses and midwives get registered and ease the burden on the current 436,866 nurses and 7,357 midwives in Australia. This includes 17,849 new local graduates getting registered to join the workforce.

### Further information

You can view the [updated policy](#) and read the [fact sheet for re-entry to practice](#) on the NMBA website

[Details on updated pathway](#)

The diagram below outlines the re-entry pathways for nurses and midwives who have not practised between 10 to 15 years.



### Key points:

- ✚ The Nursing and Midwifery Board of Australia (NMBA) is introducing a range of measures to support the growing demand for registration.
- ✚ The registration process for international graduates is being streamlined with a big jump in the number of Objective Structured Clinical Examinations (OSCE) places being offered and a second OSCE site to be available later this year. There is also a new program to better prepare international graduates for the OSCE exam.
- ✚ The NMBA is working to make it easier for nurses and midwives out of the professions who want to return including a quicker pathway for those out between 10- 15 years.

Sources – 2<sup>nd</sup> March 2023 - [Nursing and Midwifery Board of Australia - Pathway for nurses and midwives out of practice between 10 to 15 years \(nursingmidwiferyboard.gov.au\)](#) & 13<sup>th</sup> March 2023: [Nursing and Midwifery Board of Australia - NMBA getting nurses and midwives ready to work quicker \(nursingmidwiferyboard.gov.au\)](#)

### AHPRA issues warnings over unproven IV treatments

Australia’s health practitioner regulator is putting sections of the [wellness industry on notice](#) over concerns unproven intravenous infusion treatments may be being marketed





inappropriately.

Ahpra recently wrote to several businesses warning that their advertising of IV infusion treatments may be in breach of the National Law, which prohibits material that makes misleading or unfounded claims. What are the main issues?

### Misleading advertising and inherent risks

IV infusion treatments are increasingly being offered across Australia, however the medical justification and scientific evidence for them has not kept pace with their marketing. Clinics that are charging hundreds of dollars for cocktails promising everything from boosting immunity, clearer thinking, beauty, through to anti-aging, need to be honest with their clients about the lack of scientific evidence supporting their services. Photograph source: [7+ Free Intravenous & Injection Photos - Pixabay](#)

Patients also need to be aware of infection and other risks which come with all medical treatments, and which is why clinical interventions should only be provided when they are necessary. IV infusions are an invasive procedure with inherent health and safety risks.

Under Australia's National Law, anyone advertising a regulated health service must ensure their advertising does not include false, misleading or deceptive information, does not use testimonials, and does not create an unreasonable expectation of beneficial treatment. The legislation, enforced by Ahpra and the National Boards, also outlaws advertising which encourages the indiscriminate or unnecessary use of regulated health services.

As with any regulated health service, claims made about the benefits of IV infusions must be accurate and not misleading. This is because consumers are likely to rely on purported scientific claims, and be significantly influenced by such claims, when making choices about their healthcare.

### What about the practitioners providing infusion services?

Drugs and poisons legislation in each state and territory imposes restrictions on possessing, using, obtaining, selling, storing, prescribing, administering and supplying scheduled medicines. Infusions containing Schedule 4 drugs such as glutathione are subject to these additional restrictions. Registered practitioners who provide IV infusion services may face additional investigation by the regulator to ensure they are upholding a range of professional standards and obligations in their code of conduct.

Any unregistered person found to be claiming to be qualified to practise as a medical practitioner or nurse may also be subject to criminal proceedings.

### Where do I go if I have concerns?

Ahpra does not regulate products, including IV equipment or fluids. So, concerns about health-related products should be directed to the Therapeutic Goods Administration (TGA).

However, anyone who has concerns about a registered health practitioner is encouraged to contact Ahpra on 1300 419 495 or via the Ahpra website.

### 19<sup>th</sup> National Nursing Education Conference (NNEC) – 7<sup>th</sup> to 9<sup>th</sup> June 2023 – Gold Coast, Queensland

Come and join us at the 2023 National Nurse Educators' Conference (NNEC) at Sea World on the Gold Coast, 7<sup>th</sup> to 9<sup>th</sup> June 2023.

During February 2023, some of the Conference working group and invited parties reviewed all the abstracts received. They have allocated presentations and Posters into the programme focusing on our theme of 'Create, Innovate, Energise'. We look forward even more to seeing you in person at the Gold Coast in 2023.

Thank you to all those who have submitted papers and posters to enrich this NNEC program in 2023. A draft programme is available now.





## Conference Programme:

[Please click here for access to the draft program](#)

### Meet our Keynote Speakers



**Adjunct Professor Shelley Nowlan**  
Chief Nursing and Midwifery Officer - Queensland Health



**Bernadette Thomson**  
Nursing Director Education,  
Metro South Health - Queensland Health



**Professor Amanda Wilson**  
Deputy Head of School, Teaching and Learning in  
the School of Nursing and Midwifery



**Dr Lynda Hughes**  
Senior Lecturer and Program Director, School of  
Nursing,  
and Midwifery



**Damian Green**  
Damian Green, Deputy Director-General eHealth  
Queensland

The conference is supported by ANTS and is managed by a professional conference organiser, DC Conferences.

Please see the conference website for more information at:  
<https://dcconferences.eventsair.com/nnec-2023>

## Registration categories:

Registration Category	Early Bird Before Friday, 31 March 2023, 11:59pm AEDT	Standard From Friday 31 March 2023, 12:00am AEST
**Member Registration	\$795	\$895
Non-Member Registration	\$925	\$995
*Student Registration	\$545	\$645
Sponsor/Exhibitor: Additional	\$550	\$550
Day Registration: Wednesday	\$375	\$550
Day Registration Thursday	\$375	\$425
Day Registration : Friday	\$375	\$425

\*To be eligible of Student Registration, attendee must be studying full-time and be able to provide evidence (e.g., copy of enrolment advice)

\*\*To learn more about ANTS Membership and take advantage of its member discounts, [click here](#)

### Click to Register

Or = <https://eventsair.us17.list-manage.com/track/click?u=add9da13d085da8857d709f8a&id=209b6cd6ab&e=eb80b560b6>

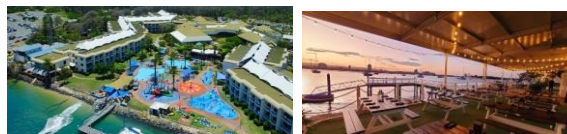
## Registration Entitlements

- Attendance at all conference sessions
- Access to conference abstracts and program materials

- Daily catering including morning tea, afternoon tea and lunch
- Welcome Reception

**Payment** – details on the conference site

**Accommodation** is available at Sea World Resort, with our special rates! Register now and add this during your booking



Picture source – Conference website

Book in for our **Social Functions** too! The Welcome Reception is included in your registration, and BBQ Dinner by the Boatshed tickets are available to purchase.

For further information please contact the NNEC 2023 Conference Secretariat @:  
DC Conference & Association Management  
Suite 103 3-5 West St North Sydney NSW 2060  
P | 61 2 9954 4400 E | [nneconf@dcconferences.com.au](mailto:nneconf@dcconferences.com.au)

*Kathryn Geisler* – ANTS e-Bulletin Editor  
On behalf of the Conference Organising Committee



## International Midwives' Day

**International Day of the Midwife (IDM) 5<sup>th</sup> May 2023 - Together again: from evidence to reality**

Source – Adapted from:

<https://www.internationalmidwives.org/icm-events/international-day-of-the-midwife-2023.html>

This year's IDM theme, 'Together again: from evidence to reality' is a nod to the upcoming 33<sup>rd</sup> International Council of Midwives (ICM) Triennial Congress, where our global midwife community will come together for the first time in more than five years. It is honouring the efforts of midwives and their associations to action critical evidence like the State of the World's Midwifery (SoWMy) 2021 towards meaningful change for our profession and the women and families we care for.

Here's what you can expect for this year's IDM:

- IDM 2023 toolkit (at time of publication - yet to be released) - [International Day of the Midwife 2023 \(internationalmidwives.org\)](https://www.internationalmidwives.org)

- ✚ Within the toolkit, you will find details about our digital IDM event. This year, our event on 5<sup>th</sup> May will focus on providing midwives belonging to our MAs with a platform to share stories and key learnings from their impactful advocacy initiatives.
- ✚ The ICM will soon announce their first-ever IDM contest which will bring together two major moments in the upcoming year, IDM and the 2023 Congress.
- ✚ If you're interested, stay tuned to the ICM space for more IDM-related news and resources! In the meantime, [click here to share the IDM theme with your community.](#)

The aim of the ICM is to strengthen Midwives Associations and to advance the profession of midwifery globally by promoting autonomous midwives as the most appropriate caregivers for childbearing women and in keeping birth normal, in order to enhance the reproductive health of women, their newborns and their families.



Key education resources linked to this site are [Education Resources \(internationalmidwives.org\)](#):

- ✚ [ICM Essential Competencies of Midwifery Practice](#) Jan 2019 - October 2019
- ✚ [ICM Global Standards for Midwifery Education 2021](#)
- ✚ [Guidance for meeting the ICM Global Standards for Midwifery Education \(2021\): Practical/Clinical Experience](#)