



Newsletter

March 2018

About the newsletter

This newsletter is the official communication of the Australian College of Neonatal Nurses to its members, produced quarterly in March, June, September and December. It presents information on a range of professional issues and clinical topics of interest to neonatal nurses. Any member of ACNN may contribute.

Articles should be submitted by email as Word documents. Any images should be in jpg format. Referencing style should follow the Vancouver style. All content will be edited to newsletter standard.

Editor: Shelley Reid. Proofreader: Jan Polverino.

Please send correspondence to the newsletter team at newsletter@acnn.org.au

Views expressed in this newsletter are not necessarily those held by the Australian College of Neonatal Nurses Inc.

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Next deadline: 1 May 2018

ACNN National Committee 2017 – 2018

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Vice president	Jennifer Dawson
Secretary	Shelley Reid
Treasurer	Karen New

Committee members

Angela Casey
Samantha Lannan (Assistant Treasurer)
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Professional Officer - Dr Linda Ng

Conference Coordinator - Jane Roxburgh

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President's report

I am happy to share with you in this first president's report of 2018 some of the news not only about ACNN, but also from the Council of International Neonatal Nurses (COINN).

I will start with COINN. For new members who may not know this, every member of ACNN is a member of COINN as ACNN contributes a small capitation amount from the annual membership fees. I am honoured to be vice-president of COINN where I work with some amazing nurses on the board from thirteen countries. Representing COINN, I was invited to participate in a leadership panel in the United States late last year. On the panel was a nurse leader from each of four American neonatal nursing organisations: the Association of Neonatal Nurses (ANN), the National Association of Neonatal Nurses (NANN), the Association of Women's Health, Obstetric and Neonatal Nurses (AWHONN), and Caring for Hawai'i Neonates (C4HN). The panel was facilitated by Carol Kenner, President and CEO of COINN and the meeting was hosted by Leiliani Kahoano, President of C4HN in the most beautiful venue in Honolulu.

This was the first time that nursing leaders from these organizations had come together and I'm delighted to report that all agreed that their organisations should work together. This is a great step forward for neonatal nursing as a new coalition was formed to advocate for improved global care for infants and families, the new Alliance for Global Neonatal Nursing (ALIGNN), which all members of ACNN are part of through COINN.

I'm also excited to say that in October this year COINN is holding their first conference in Africa, in Kilgali, Rwanda. This will be a great opportunity to support our colleagues in Africa. If anyone is interested in attending, the information is on the COINN website. And of course, the triennial COINN conference will be held in Auckland in 2019.

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President's report (cont.)

But, even more exciting, is that our ACNN annual conference is to be held in Launceston in August, and the conference committee is putting together a great program. Keep checking the website and Facebook for updates. As well as the conference, I'm delighted to say that two of our SIGs, NNP and Leadership have planned a workshop in Brisbane in May. I'm also aware that the NSW Branch and the Research SIG are planning a joint event together in a few months. It's great to see everyone working together.

The executive committee has a face-to-face meeting over the first weekend in March, and I look forward to reporting the results of that meeting. There is much on the agenda and I'm sure it will be a busy two days.

Please, if anyone is interested in joining the operating committee of the Education SIG, let me know. I would like to

South Australia Branch Report

The SA branch is ready for an exciting and busy 2018! With some movements within the committee, we have warmly welcomed some enthusiastic new members and look forward to new ideas, education and networking over the coming year. A big focus this year is to continue recruiting ACNN members across the state and see new involvement and attendance at twilight meetings and events around neonatal nursing topics.

Early February, the SA branch held their first meeting where the year's plan was discussed and ideas formulated. We look forward to reviewing the expression of interests in the coming month to select a successful candidate to receive sponsorship to the 7th Bali international Combined Clinical Meeting to be held on 16 – 19 May. This is a fantastic opportunity to facilitate the sharing of knowledge and nursing and midwifery experience and education worldwide with this year's focus of

thank Carley and Jemma for the great work they have done for the SIG. However, both need to step down, thus we urgently need a new chair and secretary otherwise the SIG will cease to exist.

I will finish by once again thanking all the operating committee members, as without you our organisation would not be growing from strength to strength. We are nearly at 950 members, how good would it be to have 1,000 members by the conference? Let's all see if we can recruit just one new member each in the next few months and then we can celebrate 1,000. I wonder who the 1,000th member of ACNN will be?

I wish you all well wherever you are and look forward to a fantastic year for ACNN in 2018.

A/Prof Karen Walker

the conference being neonatal resuscitation.

The branch's focus over the next few months is to plan a country seminar in Port Augusta (to be confirmed). This will involve a full day of education with the staff. Topic ideas are currently still being discussed. We also aim to receive more feedback from members about high interest areas for two other seminar meetings in July and November to promote increased engagement and interest from all members.

We look forward to sharing more with you soon and hearing about the fantastic work around the branches!

Brie Simpson



29 - 31 August 2018

LAUNCESTON, TASMANIA

Conference Report

Jo Sheils

CNC Neonatology, NSW Perinatal Services Network

In October 2017 I attended the 25th Annual Conference held on Fraser Island. This was made possible by a Jessie Everson Checkley Education Grant from the NSW Branch. The conference theme was *Shaping neonatal care, from past to future*. Past ACNN presidents who played an integral role in establishing ACNN and making the college the success it is today were invited to celebrate the 25th anniversary. This was the first year that international speakers were invited to present their work but more on that later.

As a former Queenslander, I was very excited to return to the area where I spent many school holidays fishing, swimming and playing in the coloured sand dunes of Rainbow Beach, which is opposite Fraser Island. My family still lives in the area and I waved as I flew over their town. Fraser Island is a magical place and arriving by ferry to the island seemed to set the mood for the conference. Unfortunately, I didn't allow any free time to fully explore and made do with a quick walk from the venue. Reports from other delegates made me jealous of all the wonders that they had seen.

The program was very comprehensive with an afternoon session on the Wednesday to set the mood for the following two days. Kaye Spence AM reflected on the changes in the last 25 years of neonatal nursing before jetting off to the USA. A presentation by Peter Meyers, a guide and photographer, had us all laughing and gasping at the beauty of Fraser Island. The afternoon finished off with drinks and bush tucker.

At the conference, I presented two posters. The first was on Family Integrated Care and the use of the Stella Bella beads to help families construct a visual representation of their journey in the NICU. The second focused on the introduction of a new mode of ventilation at the Royal Hospital for Women, neurally adjusted ventilatory assist (NAVA). This is a new exciting mode which has allowed the weaning of chronic babies to a lower level of support. As this is not a widely used ventilator mode in Australia, it was great to share our experiences.

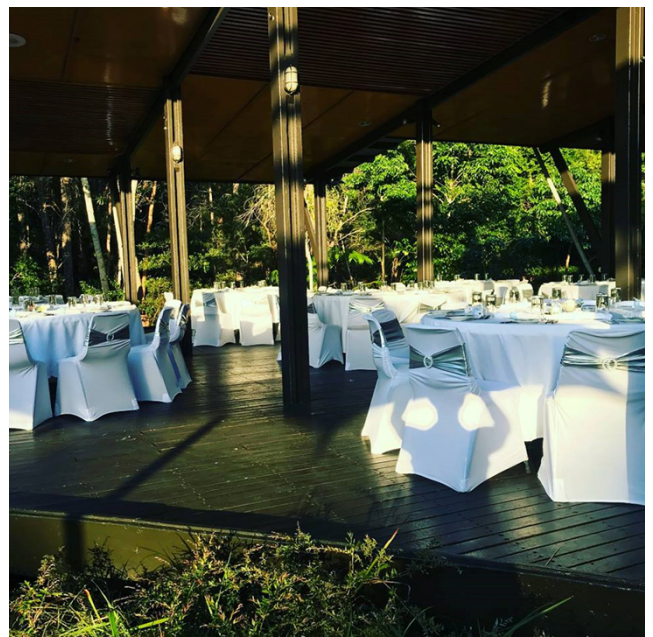
The standout presenter for me was A/Professor Marsha Campbell-Yeo. Her work on newborn pain is extensive and recently has focused on non-pharmacological interventions and family involvement in painful procedures. It was a good reminder about the power of families and the benefits of integrating them into the care team. The video 'the power of a parent's touch' is a great tool for teaching parents how to support their babies during painful procedures. The video can be found on www.momlinc.ca MOM-LINC provides an interdisciplinary research environment for the development of innovative and non-invasive healthcare interventions that engage mothers and families in the management and care of neonates.

The other presentation I took lots of notes on was A/Professor Jeanie Cheong's talk on moderate to late preterm birth – a new at-risk group. The 32-36 week gestation babies are often the forgotten ones as they are considered almost term and therefore receive less follow-up or developmental surveillance in childhood. It is now becoming apparent that this cohort are at risk of developmental delay in language, cognition and motor development. I believe this is important for the regional and rural special care units which care for many of these babies. Follow up and ongoing support, e.g. physiotherapy, speech therapy, occupational therapy, is limited outside the Sydney basin.

This was the first conference I had attended by myself. It was a little daunting to think that I would have no 'friends' to sit with. Lucky for me this was not so. Everyone was very welcoming and friendly but a big thank-you goes out to the team from Westmead's Grace Centre for Newborn Care. They made me an honorary member of the team and kept me laughing the entire time. I even volunteered to become an ordinary member of the NSW branch at their urging. I also joined the Leadership special Interest group. I look forward to being part of their program for the year.

The highlight of the social events was the 'Silver Celebration' Gala Dinner. Everyone made an effort to dress in silver, white or aqua as per the theme. A band was set up in the garden and kept everyone dancing all night. It was a celebration of how ACNN has grown in the last 25 years with new friends and many long standing (not old) colleagues.

Thank you to the ACNN NSW Branch for the Jessie Everson-Checkley Education Grant.



Nursing Now!

Update 1 December 2017 – Nigel Crisp

info@nursingnow.global

Nursing Now!

Nursing Now! is a campaign to improve health globally by raising the status and profile of nursing, demonstrating what more it can achieve, and enabling nurses to maximise their contribution to achieving universal health coverage.

Strengthening nursing will have the additional benefits of promoting gender equity, contributing to economic development and supporting other Sustainable Development Goals.

The campaign is being run in association with the World Health Organisation and the International Council of Nurses and is a programme of the Burdett Trust for Nursing.

Nursing Now! will be launched on 27 February 2018 and run to the end of 2020.

The campaign

Nursing and the associated profession of midwifery are at the heart of all health care and health promotion. They are half the professional workforce globally and provide 90% of the care given by professionals. Yet nurses are too often undervalued and unable to use their knowledge and skills to the full. This is an enormous waste of talent and resources, made worse in many cases by poor pay and conditions.

The campaign will have 5 programmes designed to persuade countries and organisations to strengthen and develop their nursing workforce and focusing on:

- Promoting the contribution nursing can make to universal health coverage
- Collating and publicising evidence about the impact of nursing
- Ensuring more nurses are involved in policy making and leadership roles and supporting development and leadership programmes
- Contributing to the Sustainable Development Goals, particularly improving health and wellbeing, gender equity and economic development
- Sharing good practice in innovative new ways of working, in everything from clinical skills to education and employment

Work continues to refine the programmes, establish the organisation and secure further partnerships and funding.

Meanwhile the steering group for the campaign has continued to consult widely and gathered enormous support.

Nursing Now! interviews and on-line survey of views

The communications firm Luther Pendragon undertook 30 phone interviews about the campaign with stakeholders in September and October and, with help from the ICN, sent out a survey form to many others.

There were almost 600 responses. All parts of the world were represented – 30% from Europe, 16% from the Americas, 15% from Africa and 39% from Asia and the Pacific region. Among respondents, 57% were aged 41-60 years, 16% 31-40 years and 16% under 30 years. 79% were women and 21% men.

The responses provide a valuable source of views and ideas which will shape the campaign as it develops. A summary of responses is available at the [All-Party Parliamentary Group \(APPG\) on Global Health website](#). A flavour of these is given by the following answers to the telephone interviews on the question of “*What do you hope the campaign will achieve?*”

- Bring the public and decision makers up to speed with what nursing is like in the 21st century by drawing on their multidimensional role and position along the clinical pathway, rather than purely in the context of a hospital.
- Flatten the healthcare hierarchy by improving the policy influencing position of nurses and the current situation of nurses being the last people to the table, even when it directly affects nursing.
- Emphasise that nursing is not only important in healthcare terms, but that as a workforce, nurses contribute to economic security, community cohesion and improved levels of education.
- Expand access to nursing as a profession, both in terms of gender and class.
- Create and promote a coordinated, unified nursing voice that draws on a consistent set of messages and avoids competition between nursing practices.
- Relate to the ultimate goal of improved patient care and safety through Universal Health Coverage.
- Make nursing attractive as a profession, one that involves real change-making and policy influence.
- Encourage and educate the next generation of nursing leaders.
- Foster the global connections that exist within the profession and engage the perspectives of poorly represented nursing communities.

Appointment of the Campaign Board

The steering group has now held its last meeting having successfully laid the foundations for the campaign.

A Campaign Board is being formed with members so far from Botswana, Uganda, the USA, the Bahamas, India, Ireland, Spain, Australia, Jordan and the UK. Two nurses under 35 years – from Zimbabwe and Canada – have been appointed to ensure that younger people's perspectives are included. Further appointments are being made from different countries. It also includes representatives of the WHO and ICN. The full membership will be announced before the first meeting in January.

Next steps

The *Nursing Now!* website will go live in early January and social media will start to be used extensively in the build up to the launch on 27 February 2018.

Launch events are being planned in Uganda, Singapore, the USA and the UK – and more are welcome. The *Nursing Now!* website will contain details about how to be involved from January.

Contact

More information and the report *Triple Impact* that led to the campaign are on the APPG on Global Health website at <http://www.appg-globalhealth.org.uk/> where you can register for updates or at [Nursing Now! Updates Registration Form](#).



COMMUNIQUE

CoNNMO Member Meeting – Friday 6 October 2017

Representing the national interests of nurses and midwives in all sectors of the health profession

Office of the Commonwealth Chief Nursing and Midwifery Officer

Liza Edwards, Project Manager gave an update as Debra Thoms was on leave. In late August, Deb accepted the position of First Assistant Secretary for Ageing and Aged Care Services. This is in addition to her role as Commonwealth Chief Nurse and Midwifery Officer (CCNMO). As CCNMO, Deb hosted a 2-day symposium in March on both advanced practice, and registered nurse and midwife prescribing. Two pieces of work following on from the symposium include: developing a national framework to support advanced practice, and exploring the progression of registered nurse and midwife prescribing in Australia. Deb Thoms is currently working with the Nursing and Midwifery Board of Australia (NMBA) and the Australian and New Zealand Council of Chief Nursing and Midwifery Officers (ANZCCNMO) on a discussion paper exploring potential prescribing models for registered nurses and midwives in Australia. The discussion paper will be circulated for public consultation later this month. Please visit the CCNMO website for further information: <http://www.health.gov.au/internet/main/publishing.nsf/Content/cnmo-debrathoms>

Nursing and Midwifery Board of Australia

Petrina Halloran, Policy Manager, gave an update. The NMBA is currently working in association with the Australian and New Zealand Council of Chief Nursing and Midwifery Officers (ANZCCNMO) Chief Nurses on prescribing. A working group has been set up with representatives from both groups. They have reviewed the work that came from the advanced practice and registered nurse and midwife prescribing symposium, and drafted a discussion paper looking at the health professional prescribing pathway (HPPP) model, autonomous prescribing, prescribing under supervision and protocol prescribing. An 8-week consultation is being conducted for feedback on the proposed model and planned implementation. The Midwife Standards for Practice have been reviewed with the final document due to be released April next year. The NMBA is also about to review the national decision making framework. There will be a survey as part of this consultation. The Australian Health Practitioner Regulation Agency (AHPRA) now has a mobile friendly website which is easier for users to navigate. Graduates can also complete the majority of their application for initial registration online. The NMBA is currently calling for applications for appointment to the Committee

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CoNNMO Communique (cont.)

to oversee the assessment of overseas qualified nurses and midwives. The closing date for applications is 27 October 2017. Please visit the NMBA website for further information: www.nursingmidwiferyboard.gov.au

Australian Nursing and Midwifery Accreditation Council

An update was provided by Fiona Stoker, Chief Executive Officer via teleconference. The Australian Nursing and Midwifery Accreditation Council (ANMAC) reviews accreditation standards every 5 years. The ANMAC Registered Nurse Accreditation Standards consultation is currently underway with submissions due 22 October 2017. There is also a survey available online for stakeholders to provide feedback. ANMAC has been looking at the NMC UK model of accreditation services and the framework used by other accreditation councils in Australia, in particular the one used by the Dental Board. Both of these models have five standards. ANMAC may reduce the current number of standards to remove overlap. Any duplication in the standards will be looked at in the course of the RN Accreditation Standards review. ANMAC is updating the website and now has a quarterly newsletter. They are keen for more engagement with stakeholders in order to improve education standards. ANMAC will be seeking expressions of interest for expert advisory groups. The independent review of accreditation systems within the National Registration and Accreditation Scheme (NRAS) for health professions report is now available. CoNNMO members were encouraged to read the governance section and recommendations in the report. Submissions on the report are due 16 October 2017. Please visit the ANMAC website for further information: www.anmac.org.au

Nursing and Midwifery Board of Australia Codes of Conduct

Petrina Halloran, Policy Manager for the NMBA, presented on the release of the revised Codes of Conduct for Nurses and Midwives. The Board undertook a two-year project to review the codes, which now incorporate professional boundaries. The codes of conduct support nurses and midwives in the delivery of safe practice as part of their professional role. They provide guidance for the public about the standard of conduct and behaviour they should expect from nurses and midwives. The codes assist the Board to protect the public by setting and maintaining standards to ensure safe practice. The review of the codes was informed by research, commencing with a comprehensive literature review. Mapping was undertaken against the current codes and a shared code of conduct used by other regulated professions. This was followed by analysis of notifications and complaints to identify key issues to address in the codes. Focus groups were held across the country. Working groups for both nursing and midwifery were established to

provide specialist input throughout the review. An 8-week public consultation on the revised codes was undertaken.

The key recommendations that came from the literature review included that the code should: be modelled on those used by the other professions; condense the nursing and midwifery codes into one document; apply to nurses and midwives in both clinical and non-clinical practice; include professional boundaries; use more directive language; and, include guidance on bullying and harassment and use of social media. The NMBA has maintained a separate code for nurses and a code for midwives. Consideration will be given to moving to a joint code with other professions in the future. Petrina's presentation is available on the CoNNMO website. Please visit the NMBA website for a copy of the Codes of Conduct: www.nursingmidwiferyboard.gov.au.

Australian Digital Health Agency

After addressing CoNNMO earlier this year at the May member meeting, Angela Ryan, General Manager of Clinical Programs at the Australian Digital Health Agency (ADHA), gave an update on activities in recent months. Following consultation, the national digital health strategy is now completed. Four key themes came from the consultation: the health system is difficult to navigate; people would like to access their personal health information on their smart phone (my health app); health care is difficult to access when needed, due to cost, location and availability of appointments; and the top activities consumers want to be able to do on their mobile device is to manage medications, track their health and request refill prescriptions.

Digital health is about giving consumers more control of their health and care, connecting and empowering health care professionals, and bringing together a seamless integrated view of digital health and health care. Having access to information brings enormous benefit to consumers and enables consumers to have more control of their health. The My Health Record is a summary view of a person's health information that can be shared securely on-line between the person and their health care provider to support improved decision-making and continuity of care. Following completion of the My Health Record opt-out trials in Nepean Blue Mountains and Northern Queensland, the opt-out model is now being rolled out to all Australians. The Australian Government has invested \$374.2 million over years to ensure every Australian has a My Health Record, unless they prefer not to. If a person doesn't already have a My Health Record, a record will be automatically created for them in 2018, unless they choose not to have one. The ADHA is currently seeking expressions of interest to participate in their Clinical Reference Leads program. Details of the program and application process is available at: <https://www.digitalhealth.gov.au/about-the-agency/careers/clinical-reference-leads-expression-of-interest>.

Angela's presentation is available on the CoNNMO website. For further information, visit the Australian Digital Health Agency website: www.digitalhealth.gov.au

Good Governance, Member Engagement and Growth

John Peacock, General Manager, Associations Forum facilitated an interactive session on governance of associations, member engagement and growth. John first addressed CoNNMO members over ten years ago when he was engaged to facilitate a Strategic Planning Day to guide the work of the then NNOs. Since then CoNNMO has become a coalition, changed its name and logo, developed a strategic plan, and developed terms of reference. John consults with organisations on strategy, governance, board effectiveness, operations, restructuring and financial issues, as well as reviews of associations and charities. He has worked individually with many of the CoNNMO member organisations. John led discussion on the topics using a handout to guide practice and his handout is available on the CoNNMO website. For further information, visit the Associations Forum website at www.associations.net.au

Patient Safety and Leadership

Carrie Marr, Chief Executive of the NSW Clinical Excellence Commission, addressed CoNNMO members on the work of the Commission and the future focus of patient safety. The Commission provides leadership in safety and quality to improve outcomes for patients by developing and driving improvement initiatives in collaboration with consumers, clinicians, managers, and other health service partners. NSW Health has identified five strategic priorities, and nominated

patient safety as the top priority. Carrie described some of the international models that are working well. The top five are in Sweden, the United States and the United Kingdom. As organisations, they have created themselves to be proactive and generative, relying on culture not policies and processes. These top organisations focus on culture, people, work flow, technology and organisation values. Highly reliable organisations focus on being predictive and proactive; are open about failures; are not harm free, but harm does not disable them; emphasize learning; are obliged to act; are accountable; have a just culture; believe daily work practices produce safer care; and value teamwork and leadership. Carrie's presentation is available on the CoNNMO website. For further information, visit the NSW Clinical Excellence Commission website at www.cec.health.nsw.gov.au

Interactive Social Media session

Melissa Sweet, an independent journalist, author and publisher with a focus on innovation in public interest journalism, gave CoNNMO members a guide to using social media, with a particular focus on using Twitter. Melissa is the founding editor of the social journalism project for health Croakey.org which focuses on covering social determinants of health, indigenous health, climate change and health and health policy. Further information on Melissa Sweet's work can be found on the Croakey website at <https://croakey.org/>.

Council report by the CoNNMO Chair and Secretariat is available on the CoNNMO website www.connmo.org.au

Member reports are available on the CoNNMO website www.connmo.org.au

NNP SIG WORKSHOP

24 May 2018

0800 – 1700hrs

RBWH, Brisbane, Centre for Clinical Nursing

Topics

Neonatal Haematology • Pharmacology • Leadership

Cost

\$20 for members, \$30 for non-members

Visit www.acnn.org.au/events/ for more information



26th ACNN NATIONAL CONFERENCE

Quality neonatal care: innovation and inspiration

29-31 August 2018 Launceston, Tasmania

KEY CONTENT AREAS

- Advances in Foetal and Neonatal Surgery
- Communication Innovations and Inspirations
- Feeding, Growth and Development
- Innovative Clinical Leadership
- Inspiring Neonatal Nurses Globally
- Parents as Research Partners
- Respiratory Innovations

SPEAKERS

Professor Carole Kenner

Dr Jennifer Dawson

Professor Jane Scott

Glenda Fleming



**REGISTRATION
OPENS
FEBRUARY
2018**

**EARLY BIRD
CLOSES
12 JULY
2018**

**ABSTRACTS
CLOSE
13 APRIL
2018**

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