

CATSINaM Submission to the Draft Registration standard: General registration for internationally qualified registered nurses

The Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM)

CATSINaM is the peak advocacy body for Aboriginal and Torres Strait Islander nurses and midwives in Australia. Our purpose is to lead the nursing and midwifery workforce to improve health outcomes for Aboriginal and Torres Strait Islander peoples. Our commitments are:

- To honour Aboriginal and Torres Strait Islander ways of knowing, being and doing
- To work to eliminate systemic organisational and individual racism
- To commit to collective leadership and reciprocal relationships.

CATSINaM preferences Option statement 2

CATSINaM recognises the potential workforce supply benefits of the NMBA's proposed streamlined approach to internationally qualified registered nurse (IQRN) registration assessment. Based on the evidence presented by the NMBA, CATSINaM is in support of *Option 2 – Consult on a draft registration standard*. CATSINaM supports the assumption that the revised approach outlined in Option 2 will go some way to increasing the supply of RNs and alleviate pressures in critical areas nurse workforce shortage.

As outlined in our feedback to the preliminary consultation, CATSINaM aims to ensure IQRNs seeking to work in the Australian health care context are appropriately prepared to provide clinically and culturally safe care to Aboriginal and Torres Strait Islander peoples. Regardless of their place of origin, all IQRNs must have grounding education and orientation to provide culturally safe care and work safely with Aboriginal and Torres Strait Islander peoples. This forms part of the complex web of policy measures needed to eradicate racism and embed cultural safety across all aspects of nursing education and practice.

CATSINaM acknowledges the inclusion of the following statement in the Patient health and safety impact statement, and we look forward to reviewing the 2-part orientation program under the CATSINaM-NMBA Partnership Investment Agreement to ensure it meets contemporary expectations for cultural safety in nursing practice:

In addition to the NMBA's mandatory registration standards, professional codes, guidelines and standards for practice, all IQNM, inclusive of the proposed cohort of IQRN, are required to successfully complete a 2-part orientation program providing important learnings on a range of concepts relating to safe and effective care within the Australian healthcare context. The program includes key content on the provision of culturally safe and effective care to Aboriginal and Torres Strait Islander Peoples in Australia.

The impact statement uses the term non-Aboriginal and Torres Strait Islander people, we suggest using the term non-Indigenous people instead.

CATSINaM responses to the consultation questions

- 1. Do you support the proposed approach in the draft registration standard? Why or why not?**
For the reasons outlined above.
- 2. Is the information in the draft registration standard clear? If no, please explain why.**
Yes, however, it would be beneficial to include an explanatory note regarding the reference to 1 January 2017 and an explanatory note detailing the minimum practice requirement of 1,800 hours, including over what timeframe those hours need to have been undertaken.
- 3. Are the proposed pathways, clear and workable? If no, please explain why.**
The pathways seem clear and theoretically workable. A significant increase in applications could be anticipated given many applicants will no longer be required to undertake the OBA pathway which carries a significant personal and financial commitment.
- 4. Do you support the requirement for successful completion of a regulatory examination process for internationally qualified registered nurses in an NMBA-approved comparable international regulatory jurisdiction? Why or why not?**
Yes, for the reasons outlined above and by the NMBA in the consultation analysis.
- 5. Do you support the requirement for 1,800 hours of practice in an NMBA-approved comparable international regulatory jurisdiction/s prior to application for registration in Australia? Why or why not?**
No comment.
- 6. Do you support the draft registration standard being extended to internationally qualified midwives from the NMBA-approved list of comparable international regulatory jurisdictions where midwifery has a comparable educational standard/framework and is regulated as a separate profession, i.e. the United Kingdom, Ireland and relevant Canadian provinces? Why or why not?**
Yes, for the reasons outlined above and by the NMBA in the consultation analysis.
- 7. Do you have any other feedback to the draft proposed registration standard?**
Noted above.