



CATSINaM

# CATSINaM 2013 Conference Yarning Circles consultation outcomes

December 2013

# Contents

**INTRODUCTION** ----- 1

**THE YARNING CIRCLES** ----- 3

    Process ----- 3

    Outcomes: Professional support ----- 4

    Outcomes: Policy positions ----- 10

    Outcomes: Research topics ----- 12

    Other matters: Student needs ----- 14

**NEXT STEPS** ----- 15

## ACKNOWLEDGEMENTS

CATSINaM would like to thank all of the Conference attendees who participated in the yarning circles for their enthusiastic engagement with this activity, and the depth and breadth of material generated in providing guidance to CATSINaM in its ongoing work on behalf of Aboriginal and Torres Strait Islander nurses and midwives.

## Introduction

The intention of the 2013 CATSINaM Conference was to share information and work toward an integrated approach to improving health care and health outcomes for Aboriginal and Torres Strait Islander peoples, and improving the conditions for Aboriginal and Torres Strait Islander Nurses and Midwives, and therefore the recruitment and retention of our workforce. It also provided an opportunity to showcase the very real difference being made in Aboriginal and Torres Strait Islander health by our Members.

The Annual Conference is an important mechanism for implementing aspects of the 2013-2018 CATSINaM Strategic Plan. Figure 1 highlights the areas of the plan that are a priority focus for the conference linked to Strategic Direction 1 and Strategic Direction 4.

This report outlines the outcomes from the two 'Yarning Circles' held during the conference where we consulted our Members about the following areas:

- ① Professional support needs, including Member support, professional development and Member benefits.
- ① Policy positions and research topics.

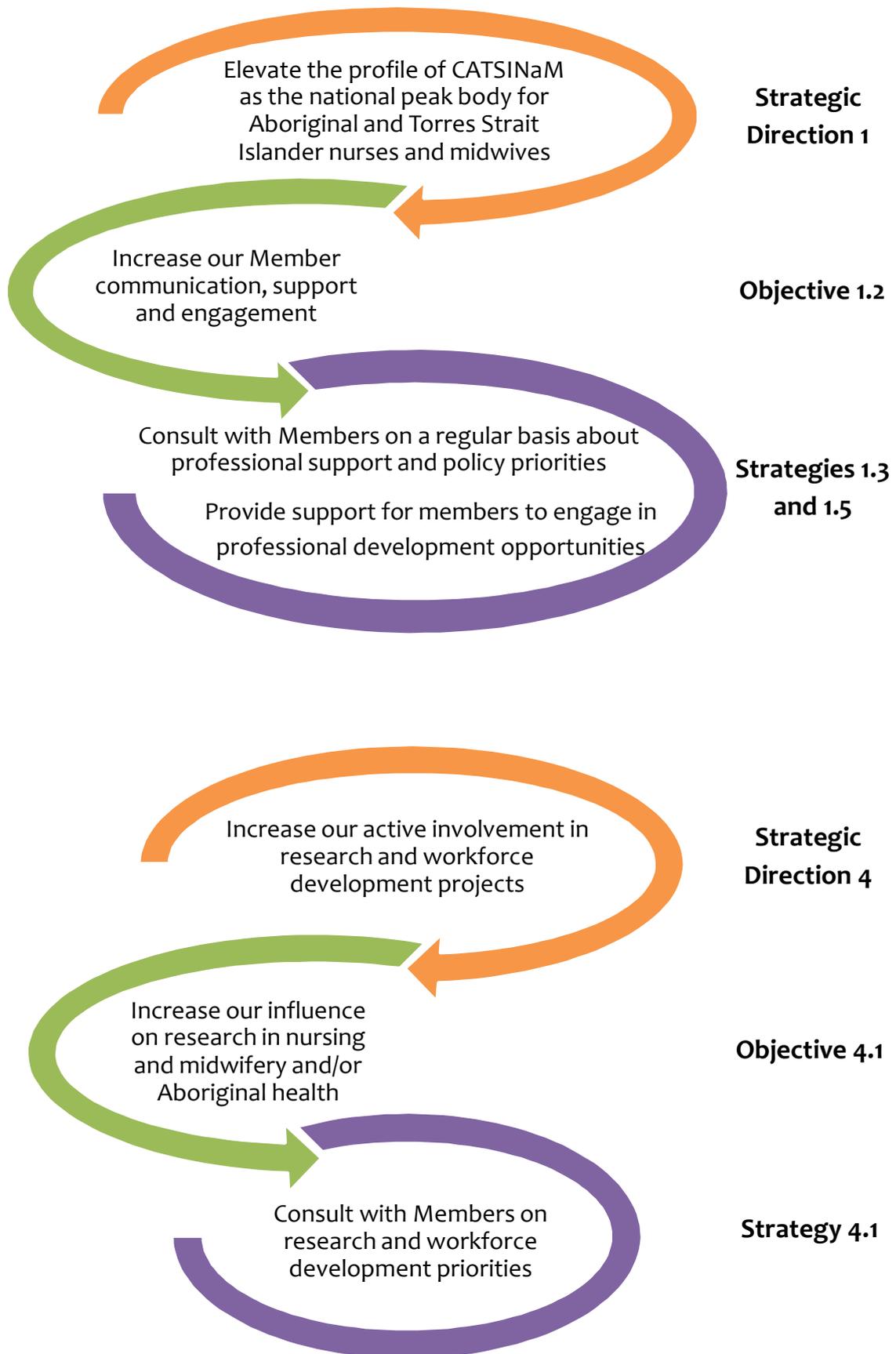
In addition to this consultation opportunity, CATSINaM is undertaking a dedicated Membership Recruitment Strategy in late 2013 - early 2014, through which CATSINaM will consult more widely on these topics with existing and new Members. Member Forums will occur in all states and territories, except for the ACT:

- Perth, November 2013
- Adelaide, February 2014
- Alice Springs, February 2014
- Darwin and Gove, February 2014
- Brisbane, March 2014
- Sydney, March 2014
- Launceston, March 2014
- Melbourne, March 2014.

Teleconferences will also be offered to provide access to Members who do not live or cannot easily get to the forums in these locations.

Upon completion of all Member Forums and teleconferences, the information will be combined with the Conference Yarning Circle outcomes into an overall report. It has already been cross-referenced with the 2013 Member survey done as part of the CATSINaM Communication Strategy development. This will enable CATSINaM to move forward on a clear basis from April 2014 having gained comprehensive coverage of Member views.

Figure 1: 2013-2018 CATSINaM Strategic Plan and Annual Conference links



# The Yarning Circles

## Process

The Yarning Circles were a self-led activity where Members worked at a table with ~eight people, chose their table facilitator and documenter, and used provided recording tools. The same process was followed for the two yarning circles, despite the different topics, and there was approximately an hour for each yarning circle. Members needed to:

1. Nominate the **range of options** they wanted CATSINaM to consider in relation to the topic.
2. Organise the options into **three categories** that reflected different priority levels.
3. Briefly share their top priority options with the larger group.

Figure 2 shows the three topics and priority levels for Yarning Circle 1 on professional support needs. The definitions for the priority levels were:

- **Essential list:** Your minimum expectation of CATSINaM.
- **Desirable list:** Your preferred expectation if resources are secured.
- **Wish list:** Your hope for what CATSINaM could aspire to over time.

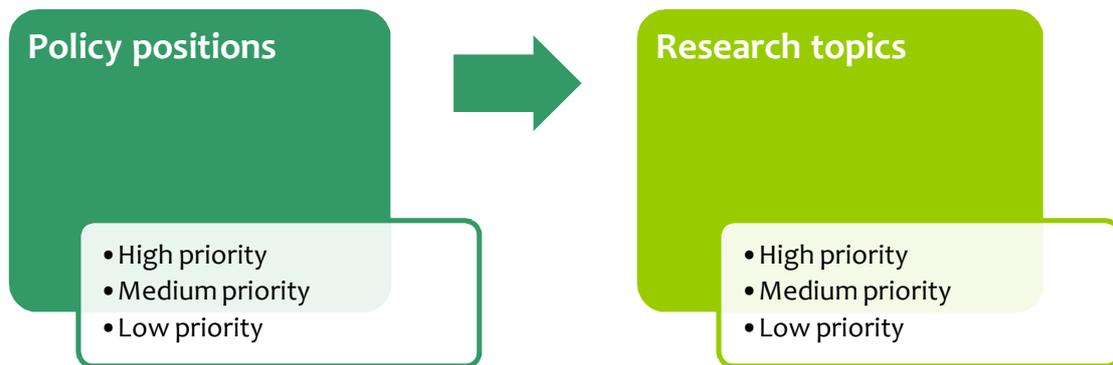
**Figure 2: Priorities for professional support needs**



Figure 3 shows the three topics and priority levels for Yarning Circle 2 on policy positions and research topics. The definitions for the priority levels were:

- **High priority:** Urgent issues that CATSINaM should focus on immediately.
- **Medium priority:** Important issues for CATSINaM in the short-medium term.
- **Low priority:** Other issues that CATSINaM could address over time.

**Figure 3: Priorities for policy positions and research topics**



Close to 60 CATSINaM Members participated in both yarning circles, representing a diversity of experience as CATSINaM Members and as nurses and midwives, as there was a large contingent of student nurses and midwives at the Conference.

## Outcomes: Professional support

The outcomes for this yarning circle provide direction for CATSINaM on how it can achieve *Objective 1.2: To increase our Member communication, support and engagement* in the current Strategic Plan.

### Member support

The areas of most interest to Members at the Conference fell into the following five areas

- ① **Networking options:** Networking opportunities, whether in person or through online mechanisms, provide Members with forums through which they can gain and offer support on a range of matters relevant to their work contexts and career development. It was apparent that although there are shared areas of interest for student and qualified nurses and midwives, students have specific needs that would warrant them having access to dedicated student networking options. Professional development is specifically discussed in the next section, but is related as it doubles as a networking opportunity.
- ① **Professional information:** CATSINaM was seen as a logical source of professional information, including information on what CATSINaM is doing at a national level on behalf of its Members and Aboriginal and Torres Strait Islander nurses and midwives generally, as well as contemporary developments in nursing and midwifery that are relevant to Members.
- ① **Financial support:** This related to two areas – scholarships that assist with ongoing career development and bursaries to attend professional development opportunities, i.e. to cover travel, accommodation and/or conference fees.

- ⑥ **Mentoring:** Mentoring was frequently named in terms of mentoring support for student nurses and midwives, but also for qualified early career nurses and midwives to support them in making a solid start to their career, and qualified experienced nurses and midwives as they move into new areas, e.g. research and publications.
- ⑥ **Advocacy:** Members appeared to be identifying individually, professionally and culturally focused advocacy. Due to the purpose of CATSINaM as a professional association for Aboriginal and Torres Strait Islander nurses and midwives with a focus on professional and cultural advocacy, individual advocacy is the responsibility of other bodies, e.g. employee and student unions. However, CATSINaM can provide an advice service to assist Members make informed choices about where to gain support where individual advocacy is needed (this is identified in Strategy 1.4 of the Strategic Plan). Further, the issues for which individual advocacy is needed should be cross-referenced with the matters on which CATSINaM is undertaking professional and cultural advocacy so they can be addressed at a systemic level.

These forms of support are consistent with the strategies listed in the current Strategic Plan. They are also interrelated and link to other matters, such as policy and research. For example, topics discussed in networking forums will identify issues for advocacy and forums can be used to discuss the progress of CATSINaM's advocacy efforts or policy development with Members and gain further input. Professional information will include a focus on CATSINaM's advocacy work, current policy developments, available professional development options, sources of financial support to help Members advance their careers, and relevant research.

Table 1 lays out the priorities for these areas based on how Members organised their proposals into the essential, desirable and wish lists. This does not reflect the final decisions that CATSINaM will make based on what is viable in terms of resources as well as what fits with the purpose of CATSINaM as a professional association.

**Table 1: Member support needs by priority levels**

Area	Essential list	Desirable list	Wish list
<b>Networking options</b>	<p>1: Regular networking options that focus on specific topics that CATSINaM initiate and support, including face-to-face, teleconferences and online forums. <i>Priority topic: cultural issues, cultural identity and cultural safety</i></p> <p>2: Provide list of Member names and preferred contact details for self-initiation of networking</p> <p>3: Facilitate student-specific forums</p>	<p>1: Use CATSINaM supported networking forums as opportunity for Member to provide input into policy direction</p>	<p>1: Regionally based and facilitated networking forums</p> <p>2: Set up a social networking system for Members</p>
<b>Professional information</b>	<p>1: Improve existing and use new communication mechanisms (i.e. e-newsletter, website, email alerts) to reach all Members regardless of location that cover:</p> <ul style="list-style-type: none"> <li>▪ directories and contacts of relevant information, topics, clearinghouse or search systems</li> <li>▪ CATSINaM corporate information (governance, Strategic Plan, constitutions, key stakeholders)</li> <li>▪ CATSINaM policies and positions, and its work in promoting and advocating for them</li> <li>▪ relevant national policies and initiatives (Aboriginal and Torres Strait Islander health, nursing and midwifery)</li> <li>▪ relevant research.</li> </ul> <p>2: Exchange information with people and organisations who become ‘Affiliates or Friends of CATSINaM’ (definitions are currently being discussed by the Board)</p>	<p>1: Redesigned e-newsletter that covers all in essential list and:</p> <ul style="list-style-type: none"> <li>▪ activities and outcomes of the mentoring program</li> <li>▪ Member and staff profiles</li> <li>▪ funding opportunities</li> <li>▪ professional development opportunities (practical, skill-based or clinical competencies)</li> </ul> <p>2: Provide a ‘CATSINaM Welcome to the Profession’ pack for new Aboriginal and Torres Strait Islander graduate nurses and midwives with a membership application form, and a student version for new nursing/midwifery students.</p>	

<p><b>Financial support</b></p>	<p>1: Promote information on available scholarships (more actively than current website information provided) 2: Provide bursaries to attend CATSINaM conference</p>	<p>1: Provide bursaries to attend professional and culturally relevant conferences/symposiums 2: Provide financial support to undertake research</p>	
<p><b>Mentoring</b></p>	<p>1: Strengthen and extend the existing mentoring program to reach more Members at different levels of experience, including:</p> <ul style="list-style-type: none"> <li>▪ clear framework for the program</li> <li>▪ formal training for mentors</li> </ul> <p>2: Provide guidance and support for Members involved with high level committees, i.e. for CATSINaM or other organisations.</p>		
<p><b>Advocacy</b></p>	<p>1: Have a strong professional and political voice for members - <i>priority topics: cultural safety - including cultural education as a mandatory requirement for all nurses and midwives, employer accountability, and access to clinical supervision</i></p>	<p>1: Other advocacy topics to pursue: <i>appropriate and more clinical placements, match between curriculum and cultural competency frameworks</i> 2: Provide an advisory service to assist with individual advocacy needs 3: Provide direction to people and organisations who become 'Affiliates or Friends of CATSINaM' on how to support CATSINaM advocacy efforts</p>	

## Professional development

There was a high level of interest in CATSINaM providing support regarding professional development. It focused on two components:

- ① **Information on continuing professional development (CPD):** This included information on meeting CPD requirements for maintaining registration, as well as the pathways Members could follow to support their career development to more senior or specialised positions. This needs to be incorporated into the ‘professional information’ section of Member Support in Table 1 within the essential list; having a dedicated section of the website on CPD was also recommended that included a calendar of events that qualify for CPD with hyperlinks to PD opportunities available at a national or regional level that are provided by, recommended by or known to CATSINaM.
- ② **Professional development workshops:** Members wanted CATSINaM to directly provide or provide access to workshops. Topics were proposed, which are summarised in Table 2 according to priority levels, that would provide extension opportunities to qualified nurses and midwives that may not be readily available to them through other sources. The ‘value add’ of CATSINaM run workshops is that they double as networking opportunities, a high priority in the Member Support section. It was also proposed that CATSINaM should utilise the expertise of its Members in offering professional development where possible. Further, that the use of different mechanisms for delivering workshops be considered, such as webinars.

As the recent Member Survey had a question about professional development topics, those responses have been cross-referenced with the yarning circle outcomes. It is apparent that there are clear links to the areas identified in the Member Support section for mentoring and advocacy.

**Table 2: Professional development topics by priority levels**

Essential list	Desirable list	Wish list
1: Leadership, including public speaking 2: Cultural safety in the workplace, including a focus on personal and community wellbeing and self-care strategies, e.g. an “invisible dillybag toolkit” 3: Mentoring (i.e. how to be a mentor) 4: Writing for university	1: Quality use of medicines 2: Ear and hearing health 3: Eye health 4: Clinical supervision 5: Job application skills	1: Governance training for Members who are not currently Board members

## Member benefits

Members were keen to see that membership of CATSINaM provided them with specific benefits. Proposals fell into two main areas:

- ① **Formal affiliations with other nursing and midwifery associations:** While CATSINaM may be members of other nursing and midwifery associations of the 67 respondents in the recent Member Survey, 81% indicated membership of one or more other associations), a formal affiliation between these associations and CATSINaM could occur. If they were a non-Aboriginal and Torres Strait Islander association, this would demonstrate their commitment to increasing and supporting the Aboriginal and Torres Strait Islander nursing and midwifery workforce. If they were Indigenous or First Nations associations in other countries, this would reinforce their shared work to address cultural safety and recognise culture as a skill-based in our nursing and midwifery work.
- ② **Discounts on products, services and professional development options:** A range of options were identified that focused on health, wellbeing and self-education. A membership card will be needed to present as proof of CATSINaM affiliation.

**Table 3: Member benefits by priority levels**

Essential list	Desirable list	Wish list
<b>Formal affiliations with other nursing and midwifery associations</b>		
1: Discounted memberships of other associations 2: Discounts on CPD or conferences provided by other associations 3: Joint member benefits through partnerships with other associations	1: Fellowship arrangements	1: Cultural exchange with other Indigenous associations 2: Joint conference with other Indigenous associations
<b>Discounts on:</b>		
1: Professional development courses 2: Travel/accommodation and holidays 3: Professional indemnity insurance (particularly for students and new graduates)	1: Gym memberships 2: Private health insurance 3: Petrol cards	1: Food and entertainment 2: Cinema tickets 3: Internet and phone services 4: Weight management

## Outcomes: Policy positions

Participants were asked to identify the range of issues they wanted CATSINaM to consider for policy positions and that were relevant to them. The outcomes for this yarning circle provide direction for CATSINaM on how it can achieve *Objective 1.2: To increase our Member communication, support and engagement* in the current Strategic Plan, with specific reference to Member input into policy development and advocacy. It will also guide several other aspects of the 2013-2018 Strategic plan that focus on policy and advocacy work, particularly for Strategic Directions 2, 3 and 4.

While many participants used the 'high, medium and low' priority structure to document their responses, there was considerable overlap on the main policy issues for which they wanted CATSINaM to take a clear position. Their allocations to different priority levels focused more on the details of what CATSINaM should emphasise in its position, i.e. **strategies** to implement and **recommendations** for other stakeholders. They are summarised here but will need to be explored in greater detail through the policy development process, which includes consultation with Members.

Two related areas were consistently identified by Members in the yarning circles as immediate priorities for CATSINaM:

① **Workforce recruitment and retention, and workforce development:** Participants identified that a shortage of nurses and midwives generally, but Aboriginal and Torres Strait Islander nurses and midwives particularly, set the scene to address this as a priority area. Recruitment and retention were relevant to both nursing and midwifery students and qualified nurses and midwives. Workforce development became a critical aspect of retention for qualified nurses and midwives. They proposed that the following aspects be considered and/or included in CATSINaM's policy:

- setting recruitment quotas in undergraduate and post-graduate training programs
- monitoring of recruitment and retention rates by training institution, jurisdiction and nationally
- setting and monitoring mandated employment quotas, i.e. % of Indigenous participation in the local health workforce to reflect the local population (not just a national average figure)
- mentoring for student and graduate nurses and midwives
- establishing Aboriginal and Torres Strait Islander Nursing Director positions in public hospitals
- improved approach to clinical placements
- mapping out career pathways, including into academia and research, collecting evidence on Aboriginal and Torres Strait Islander nurses and midwives who have followed them (this would also be a valuable research topic) and promoting this information to inspire Members to pursue them

- graduate cadetship programs to recruit Aboriginal and Torres Strait Islander nurses and midwives into high need or low representation areas
- minimum requirements on cadetship program remuneration to create greater equity between jurisdictions

Several of these proposals can be linked with the professional information aspect of Member Support above, including profiling the different locations and roles in which Members are working to demonstrate career pathway options. The model that Professor Roianne West had developed, which she is continuing to implement and research, was identified as a valuable to adopt and promote in order to build support for it on a wider basis.

- ⑥ **Cultural safety and cultural content in training and education:** Participants named both ‘cultural safety’ in the workplaces and education/training institutions, and ‘cultural content in training and education’, but it was clear they were closely linked. Providing cultural content in training and education – whether it is pre or post-registration training - is a major strategy that will help build cultural safety in the workplace for Aboriginal and Torres Strait Islander nurses, midwives and their clients. Participants were concerned that many healthcare staff, including non-Aboriginal and Torres Strait Islander nurses and midwives, had minimal or infrequent cultural education. This resulted in them having limited cultural competency and professional responsibility to address this, and reduced cultural safety for Aboriginal and Torres Strait Islander colleagues and clients. Consistent with the current CATSINaM Strategic Plan, participants wanted CATSINaM to advocate on the necessity of including cultural safety and cultural content in undergraduate and post-graduate education, and as part of CPD.

The CATSINaM Policy Development Framework makes a distinction between policy position papers and position statements, which is shown in Figure 4. It appears that these two areas may fit the definition of a policy position paper and that specific aspects could then be extended upon in a position statement as this will provide greater direction and detail about CATSINaM’s position and how it can be brought into reality through the combined efforts of CATSINaM and key stakeholders.

In addition to these two main areas, some specific practice issues were identified. The outcomes from consultations during the Member Forums will assist in determining how best to characterise this material within the policy space.

Participants also commented on how they wished CATSINaM to work in this area. They suggested that CATSINaM review the existing policy positions and position statements, in the light of this information, as well as write new ones. Further, they suggested that CATSINaM utilise or strengthen existing partnerships, or build new partnerships with other bodies who may share all or some aspects of CATSINaM’s positions as part of the policy review and development process. These may be non-Aboriginal and Torres Strait Islander nursing and midwifery organisations, or other Aboriginal and Torres Strait Islander health organisations.

**Figure 4: Definition of a ‘policy position paper’ and ‘position statement’**

### Policy position paper

*CATSINaM Policy Position Papers will closely consider the impacts of public policy on priority issues for Aboriginal and Torres Strait Islander nurses and midwives, as well as from an Aboriginal and Torres Strait Islander health perspective. They will aim to address the identified and emerging priorities for CATSINaM as the leader in addressing Aboriginal and Torres Strait Islander nursing and midwifery issues.*

*CATSINaM Policy Position Papers will reflect one of the following situations:*

- **Proactive:** The identified and emerging priorities for CATSINaM as defined by the Board and Members.
- **Responsive:** The impact of new or existing public policy on CATSINaM priorities.

### Position statement

*CATSINaM Position Statements are developed in response to emerging issues that are critical in the nursing and midwifery workforce arena or within the Aboriginal and Torres Strait Islander health arena. They will be developed as a result of Policy Positions Papers and via directions from the CATSINaM Board.*

*Positions Statements are shorter and more focused documents that focus on specific issues that may be more broadly covered in a Policy Position Paper. Again, they may be generated either proactively or responsively. On occasions, they may be generated reactively when it is recognised that CATSINaM needs a position on a newly announced public policy issue, particularly when there was no opportunity to be consulted or involved in the process.*

## Outcomes: Research topics

Participants were asked to identify the range of issues they wanted CATSINaM to consider as research topics that were relevant to them. It was explained that CATSINaM would most often be in the position to influence research, compared to supporting or conducting research, although those options would be considered based on the ability to access resources or whether CATSINaM was in the best position to undertake the research. The outcomes for this yarning circle provide direction for CATSINaM on how it can achieve *Objective 4.1: To increase our influence on research in nursing and midwifery and/or Aboriginal health that is undertaken by other stakeholders in the current Strategic Plan.*

Five topics were identified - workforce, racism and cultural safety, clinical placements, CATSINaM specific, and specific practice areas - with different elements proposed for the priority levels, as shown in Table 4. As there were no suggestions put in the low priority category, only high and medium priority topics are shown in the table.

**Table 4: Research topics by priority levels**

High priority	Medium priority
<b>Workforce</b>	
<p>1: Nature and impact of workplace stressors on different nursing and midwifery roles</p> <p>2: Workforce retention: why do people stay or leave?</p> <p>3: Factors that support Aboriginal and Torres Strait Islander nursing and midwifery students to complete qualifications</p>	<p>1: What contributes to burnout of Aboriginal and Torres Strait Islander nurses and midwives?</p> <p>2: What impact does work overload and high levels of representative work have on Aboriginal and Torres Strait Islander nurses and midwives?</p> <p>3: Taking a holistic approach as a nurse practitioner</p>
<b>Racism and cultural safety</b>	
<p>1: Impact of systemic and institutional racism on Aboriginal and Torres Strait Islander health</p>	<p>1: Cultural awareness and respect towards Indigenous students from lecturers and educators</p> <p>2: Culturally safe palliative care (e.g. sorry business in Emergency Departments)</p>
<b>Clinical placements</b>	
<p>1: Exploring barriers and enablers to quality clinical placements</p>	
<b>CATSINaM</b>	
<p>1: Analysis of CATSINaM members: profile, location, skills, journey and reasons for being members.</p>	<p>1: What is CATSINaM's 'edge' – what sets it apart from other professional colleges?</p>
<b>Specific practice issues</b>	
<p>1: Nature and impact of workplace stressors on different nursing and midwifery roles</p> <p>2: Best practice models</p>	<p>1: Relationships between different Aboriginal Health services and territory hospitals.</p> <p>2: Changing hospital practices and policies to accommodate the needs of Aboriginal birthing women and their families</p> <p>3: Prenatal depression in men</p>

Once again, participants emphasised the importance of working through CATSINaM's existing partnerships, or forging new ones, in influencing the focus of research, supporting research or conducting research.

Members proposed that CATSINaM identify a pool of experts on priority research topics and a reference group with whom they could collaborate and drive research, i.e. to initiate research, utilise what is in existence and extract relevant data, and gain information to create more specific details of ongoing progressive research items. There was also a suggestion that a culturally co-ordinated and national approach be taken to Aboriginal and Torres Strait Islander ethics committees, although this may be a matter that is beyond CATSINaM's scope to address but should be kept in mind when operating in the research space.

### Other matters: Student needs

There was a high level of student representation during the yarning circles, representing approximately 25% of the participants. This highlighted that CATSINaM continue in giving specific attention to the needs of students; this already occurs through providing bursaries to students for attending the CATSINaM Conference and offering places in the mentoring program.

For example, a targeted communication strategy for students would be important to develop, i.e. a student section of the newsletter and website, and specific mechanisms for reaching students as negotiated with educational institutions. Another consideration is whether there is a place for a student representative on the Board, which may require a change to the current constitution where Board membership is based on jurisdictional representation.

## Next steps

1. CATSINaM is updating its communication mechanisms in early 2014 (e.g. website, e-newsletters and e-alerts), so rather than wait for the final report in March/April 2013:
  - a) essential list items from the Member Support section that can be immediately incorporated should be acted upon
  - b) essential list or high priority items that CATSINaM is already progressing need to be communicated to the membership to highlight the work that CATSINaM is doing on their behalf.
2. This report needs to be updated based on the outcomes from the member consultation forums once completed in March 2014 to create a final report for distribution to the membership.
3. The outcomes in the final report need to be compared with the strategies outlined in the 2013-2018 CATSINaM Strategic Plan and 2013-2014 Business Plan to identify how well essential list or higher priority items match them, as they are the key strategic and operational documents guiding CATSINaM's work. Where there is a low match, then these essential list or higher priority items need to be considered in developing the CATSINaM 2014-2015 Business Plan.