



CATSINaM

THE CONGRESS OF ABORIGINAL
AND TORRES STRAIT ISLANDER
NURSES & MIDWIVES

ANNUAL REPORT

2018 – 2019

Strategic directions

Respect Fairness IDENTITY CULTURE
 ACCOUNTABILITY
 RESILIENCE HONESTY Proud NURSE
 MIDWIFE UNIQUENESS

1

STRATEGIC DIRECTION 1

Elevate the profile of CATSINaM as the national peak body for Aboriginal and Torres Strait Islander nurses and midwives

HOW?

- Improve recruitment and retention of our Members
- Increase our Member communication, support and engagement
- Increase external stakeholder awareness of CATSINaM

2

STRATEGIC DIRECTION 2

Strengthen our effectiveness in advocating on behalf of Aboriginal and Torres Strait Islander nurses and midwives

HOW?

- Increase capacity of CATSINaM Directors and Members to represent CATSINaM
- Strengthen existing and establish new partnerships that enable CATSINaM to advocate on priorities

VISION

Pivotal and respected role in achieving health equity for Aboriginal and Torres Strait Islander nurses and midwives

3

STRATEGIC DIRECTION 3

Strengthen our effectiveness in supporting recruitment/retention of Aboriginal and Torres Strait Islander nurses and midwives

HOW?

- Expand our influence in recruitment and retention of Aboriginal and Torres Strait Islander peoples in nursing and midwifery
- Increase access to PD and cultural safety support strategies

PURPOSE

Develop and promote holistic and culturally safe approaches for nurses and midwives

4

STRATEGIC DIRECTION 4

Increase our active involvement in research and workforce development projects that realise the CATSINaM vision

HOW?

- Increase our influence on research in nursing and midwifery and/or Aboriginal health
- Increase our involvement with workforce development projects

Introduction to CATSINaM

FOUNDING MEMBERS

The Founding Members of the Congress of Aboriginal and Torres Strait Islander Nurses at the first National Forum of Aboriginal and Torres Strait Islander nurses and midwives, August 1997. These women and men are the trail-blazers who had the vision and courage to challenge a system that excluded them.

VISION

Aboriginal and Torres Strait Islander nurses and midwives play a pivotal and respected role in achieving health equality across the Australian health system for Aboriginal and Torres Strait Islander Peoples and communities.

PURPOSE

CATSINaM advocates for a holistic and culturally safe approach to achieving optimal health and wellbeing for Aboriginal and Torres Strait Islander Peoples. It develops and promotes strategies so holistic Aboriginal health and cultural safety is understood and applied by nurses and midwives working in Australia. CATSINaM's major priority is supporting its 1,680 members who work in care, education or advocacy roles across Australia.



STRUCTURE

CATSINaM is a company limited by guarantee that operates within the Corporations Act 2001. The CATSINaM Constitution is registered with the Australian Charities and Not-for-Profits Commission.

- 1 **Ms Marni Tuala**
President
- 2 **Ms Renee Blackman**
Director
- 3 **Ms Venessa Curnow**
Director
- 4 **Mr Jason Coombes**
Director
- 5 **Mr Ben Gorrie**
Director
- 6 **Ms Roxanne Jones**
Director
- 7 **Mr Joshua Pierce**
Director
- 8 **Mr Ted Murphy**
Director

PRESIDENT'S Report



I would like to begin by acknowledging our brother, our friend and Director of CATSINaM, Norman Dulvarie. Norman, we thank you for your commitment and dedication to improving the health and wellbeing of our people and our communities. We honour you as a man, a father, a brother, a son, an Uncle, a friend and a health professional. May you Rest in Peace Norman, your laughter and your legacy to improving the health of our people will live on, you will be forever in our hearts.

What a year! 2018 – 2019 has seen a lot of changes. We farewelled our former CEO Janine Mohamed at last years conference, however her work continued into the first half of the financial year to kick off our new Strategic Plan (2018 – 2023). Janine continued to give her passion and dedication to CATSINaM and our collective vision up until her last day on the 31st of January. Thankyou Janine, for your passion and your vision – a lasting legacy and an integral part of the story of CATSINaM.

February 2019 marked the beginning of a new journey for CATSINaM with the exciting appointment of our current CEO, Melanie Robinson. Mel has a strong background in education, training and policy giving her a unique set of skills to drive the current strategic direction for CATSINaM. Mel is perfectly qualified and committed to driving our key priority areas in working with membership to build leadership and resilience. Mel has engaged Nursing and Midwifery academics and clinicians within our membership to strategically grow the membership of both CATSINaM and LINMEN. In her first six months as CATSINaM CEO, Mel has displayed passion, commitment, dedication, knowledge and resilience – the makings of a great leader. Mel is developing new ways in which to best align our business to our strategic directions and the ways in which we meet the needs of our Members.

Over the last 12 months our Board have had many Professional Development opportunities and have been working hard to ensure we are strategically driving CATSINaM towards both our purpose and our vision. We commenced some exciting new things throughout the year including our recently launched Board Communique. This is a way to invite you as our Members in to the Board room to see where the strategic planning and activities occur. Our members and our shared love for our professions and our people is what drives us to work tirelessly for this organisation and continue the strive for equity in health. The student and early career advisory committee is another exciting new addition to CATSINaM this year, providing mentoring and experience for our student and new graduate members as well as providing them with a platform to directly inform strategy development at a Board level.

It is an exciting time to be a part of this dynamic and resilient organisation. It is my absolute honour and privilege to work alongside Mel, our Directors and all of you to strive toward a better health system to support our workforce and equitable health outcomes for our People and Communities.

Marni Tuala
PRESIDENT

CHIEF EXECUTIVE OFFICER'S Report



I took over as CEO of CATSINaM in February 2019 from Ms Janine Mohamed. I applaud the legacy Janine has left CATSINaM. As the new CEO, my transition was smooth thanks to Janine's work in raising CATSINaM's profile, establishing the 2018–2023 CATSINaM Strategic Plan, working with the CATSINaM Board and team, and securing funding from the Department of Health.

I am connected on my Dad's side to the Gidja and Ngarinyin Peoples of the Kimberley in Western Australia. My mum is Anglo-Indian. I am proud of my Bachelor of Science (Nursing) degree, which I gained in 1993, and my work as a registered nurse for 18 years in paediatric and adult nursing, including in my home town of Derby.

Nursing has taken me to many places and given me many opportunities. I worked at Marr Mooditj training (2008 - 13) as an educator for enrolled nurses and Aboriginal Health workers. I also gained experience in the role of training manager. From 2013 - 18, I worked in a policy role in Aboriginal Health Policy Directorate in the Western Australia Department of Health. This gave me the strategic policy development skills, experience and data knowledge needed to work to increase the Aboriginal and Torres Strait Islander workforce in the Western Australia Health system. I am also proud to have been involved in the development of the Aboriginal Cultural E-Learning project which provides an introduction to cultural safety for clinicians.

I have been a CATSINaM Member since 2008 and was on the Board for Western Australian since late 2016 until February 2019. Being on the Board had taught me a great

deal and built my skill base, which has been valuable in my transition to this CEO role.

With all the skills nursing has given me, and the experience I have gained in previous roles, I am looking forward to taking CATSINaM to another level. My experience includes my time as Director of Aboriginal Health Strategy at Child and Adolescent Health Service (June to December 2018), when I was also an active member of the executive team. My skills are backed by my Post Graduate Diploma of Nursing (Paediatrics) (2005) and my Master in Nursing Research (2018). I also completed an 18-month Aboriginal Leadership and Excellence Development Program (2017–18) which gave me the skills and knowledge I use every day in my work, including in the areas of emotional intelligence, communication skills and people management.

During the past nine months. I have been extremely busy as CEO, including working with the CATSINaM team on existing projects and programs, planning the annual conference, working with government and non-government organisations on consultation and project development, participating in research, and meeting with CATSINaM Members. I have also presented on topics including cultural safety and the importance of the nursing and midwifery workforce in Wellington, New Zealand, at the Indigenous Cardiovascular and Lowitja conferences.

I am looking forward to working with the CATSINaM Board and President and continuing to serve CATSINaM Members and implement the 2018–2023 CATSINaM Strategic Plan.

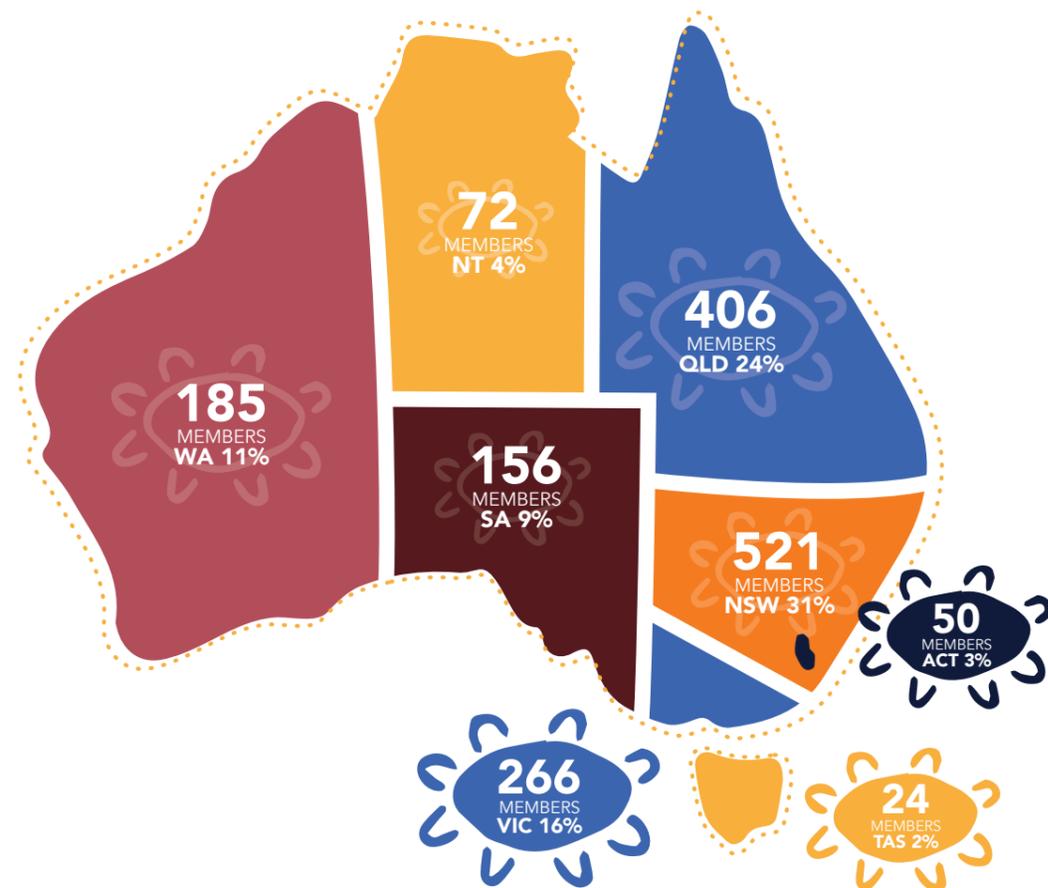
Melanie Robinson, CEO



ACHIEVEMENTS AND Challenges ²⁰¹⁸⁻¹⁹

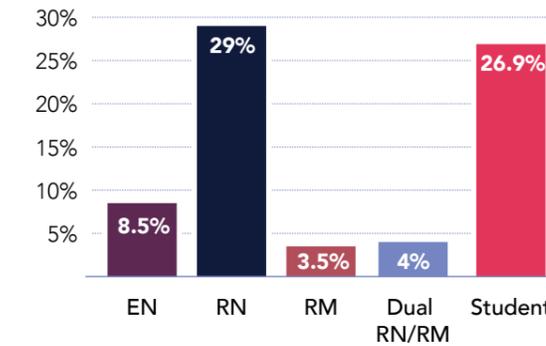
MEMBERSHIP

Our membership grew strongly throughout 2018–19. We had 1,680 members on Tuesday 15 May 2019, a 22.9 per cent growth over the year.



MEMBERSHIP BY JURISDICTION

Members by professional identity (excluding Affiliates)



In 2018–19, CATSINaM’s functions in membership support were reinforced through workforce training initiatives which engaged acute, primary and community service providers in cultural safety and mentoring workshops.

The substantial increase in all member categories may be explained by the professional impact on nurses and midwives from the CATSINaM Annual Professional Development Conference and the inclusion of cultural safety precepts in the *Nursing and Midwifery Code of Conduct*.

However, very few Aboriginal and Torres Strait Islander nurses are in primary care roles, especially in the areas of mental health, drug and alcohol, children’s health, women’s health, men’s health and chronic disease management.

During the year, CATSINaM delivered cultural safety training to representatives from acute, primary and community care service operators in Queensland, South Australia, New South Wales and the Northern Territory. This needs to continue to address the ceiling in career development opportunities for Aboriginal and Torres Strait Islander nurses and midwives across the Australian health system.

CATSINAM MEMBER ACHIEVEMENTS 2018-19

CATSINaM Members play a major role in improving the mainstream health systems response to Aboriginal and Torres Strait Islander workforce and patient care systems. Members continue to be involved in many priorities that form a major part of health system reform. This includes:

- developing and supporting recruitment and retention strategies for Aboriginal and Torres Strait Islander Peoples in nursing and midwifery
- informing national Aboriginal and Torres Strait Islander health and education policy agendas
- providing a cultural hub for resilience and leadership development of Members
- informing best practice in culturally safe learning, workplace and health service delivery environments for Aboriginal and Torres Strait Islander Peoples.

In 2018-19, CATSINaM Members—through workshops, training and public speaking, communications and submissions—were role models in the Aboriginal and Torres Strait Islander health sector and the mainstream health and education sector.

A major impact has been minimisation of racism towards Aboriginal and Torres Strait Islander Peoples at national, state and territory and community levels.

CATSINaM Members, in 2019, led four successful *Cultural Safety and the National Safety and Quality Health Service Standard* training workshops and four mentoring workshops. The ongoing impact of CATSINaM workshops is more effective communication with Aboriginal and Torres Strait Islander Peoples. For example, CATSINaM Members advised senior staff from acute, primary and community health sectors on the cultural safety context of health service interactions. They supported health administrators and clinicians to understand why cultural safety and diversity have an impact on health access and health gain. These efforts have raised the individual and collective profile of Aboriginal and Torres Strait Islander nurses and midwives.



Evaluating and monitoring workshop outcomes confirms:

- the high importance of inter-personal communication with students and clinicians who play a role in the Aboriginal and Torres Strait Islander health workforce
- that leadership by Aboriginal and Torres Strait Islander nurses and midwives is required to ensure health-care processes in mainstream systems humanise and improve patient-centered outcomes
- that mainstream health and medical research needs to make more and better use of resources endorsed by the Leaders in Indigenous Nursing and Midwifery Network, so system changes are based on published research by Aboriginal and Torres Strait Islander scholars.

To improve the workforce experience of Aboriginal and Torres Strait Islander nurse and midwife Members, CATSINaM has developed and distributed new workplace resources including:

- Nursing and Midwifery Aboriginal and Torres Strait Islander Health Curriculum Framework*
- Cadetship and Transition to Professional Practice Programs Guide*
- Good Clinical Placements Guide*
- Yarning Circle* reports
- cultural safety publications
- newsletters.

Social media platforms—Twitter, Facebook, Instagram and LinkedIn—continued to be used to share key milestones in advocacy. These milestones are also promoted through CATSINaM’s website.

Approximately 560 *Aboriginal and Torres Strait Islander Nursing and Midwifery Information Packs* were distributed at career orientation, health workforce or specialist conference events in regional and remote Australia.

CATSINaM Members have also held ground for the CATSINaM Mentoring Program which is:

- reforming the organisational culture of mainstream health services
- improving interpersonal communication in both workplace and clinical contexts.

Mentoring workshop evaluations are confirming that the Mentoring Program is improving the:

- workplace experience of Aboriginal and Torres Strait Islander nurses and midwives
- understanding among mainstream health service administrators and clinicians about matters improving access to health services and health outcomes for Aboriginal and Torres Strait Islander Peoples.
- development of skilled mentors in partnership with Western NSW Local Health District, Barramalinga Industry Skills Council and CATSINaM. Providing this training to mentors is essential to building a culturally safe workplace and supporting Aboriginal and Torres Strait Islander students and graduates studying at university or transitioning into the workforce

To support Member transition to broader work roles or to enter the workforce, the CATSINaM Secretariat continues to maintain a Jobs Board of relevant positions available across Australia. This is through the CATSINaM website.

CATSINaM Members continue to participate in the International Alliance of Indigenous Nurses to share research and knowledge at the international level.

In 2018 and 2019, CATSINaM Members won two awards—HESTA Nurse of the Year and HESTA Midwife of the Year.



CATSINaM continues to celebrate through awards that recognise the accomplishments of Aboriginal and Torres Strait Islander individuals, groups and organisations within the nursing and midwifery sector. These awards were granted during the year:

- 🌟 *Sally Goold Award for Individual Nursing Excellence 2018*—Jason Coombs
- 🌟 *Sister Alison Bush Award for Individual Midwifery Excellence 2018*—Cherisse Buzzacott
- 🌟 *CATSINaM Partnership Award 2018 for Aboriginal or Torres Strait Islander organisations*—Aboriginal and Torres Strait Islander Nursing and Midwifery Strategy Team led by Leona McGrath
- 🌟 *CATSINaM Hall of Fame 2018*—inductee Jane Jones
- 🌟 *CATSINaM Student of the Year Award 2018*—Taneeka Hyatt and Vernon Armstrong
- 🌟 *CATSINaM Fellowship 2018*, which recognises services to the Aboriginal and Torres Strait Islander health sector and community—Professor Roianne West and Dr Ray Lovet.

Congratulations to CATSINaM Member, Tracey Stephens, on winning the Midwife of the Year Award at the 2019 HESTA Australian Nursing & Midwifery Awards. Tracey has achieved major accomplishments in improving maternity and health-care outcomes for Aboriginal and Torres Strait Islander women and babies.

Another major milestone for CATSINaM during the year was convening the annual CATSINaM Professional Development Conference 2019 under the theme *Connecting Care through Culture*. In 2018, CATSINaM supported 292 delegates to attend the CATSINaM professional development conference under the theme *Honouring Our Past, Empowering our Present and Growing our Future*.

In 2018–19, seven students were supported through CATSINaM Royal Flying Doctors Service Scholarships to undertake remote clinical placements. The students shared their reflections on, and experiences relating to, their placements through content in Royal Flying Doctor Service newsletters.

The inaugural Grace Kinsella Women's Health Memorial Scholarship was awarded to CATSINaM Member Monique Hooper who is using her award to complete a Masters of Nursing–Nurse Practitioner. This will provide her with a wider scope of practice which, she can apply to her community work as a specialist nurse in reproductive health.



STAKEHOLDERS AND ADVOCACY

In 2018–19, CATSINaM participated in the consultation processes, reviews and inquiries listed in this table.

DATE	ORGANISATION
18 July 2018	Participating Midwives Reference Group—Medicare Items for Midwives—stakeholder engagement (oral presentation and written submission)
19 July 2018	Senate Committee Public Hearings—Inquiry into the accessibility and quality of mental health services in rural and remote Australia
23 July 2018	Nurse Practitioner Reference Group—Medicare Items for Nurse Practitioners—stakeholder engagement (oral presentation and written submission)
1 August 2018	Australian Nursing and Midwifery Accreditation Council Registered Nurse Accreditation Standards
3 August 2018	Medical Board of Australia draft consultation paper: Code of conduct for doctors in Australia
14 August 2018	Nurse Practitioner Reference Group—Medicare Items for Nurse Practitioners—stakeholder engagement (oral presentation and written submission)
29 August 2018	Consultation for the national Code of Conduct for health care workers
5 October 2018	Co-signatory to a letter from the Australasian Society for HIV Viral Hepatitis and Sexual Health Medicine to the pharmaceutical benefits advisory committee about Nurse Practitioner S100 prescribing
8 October 2018	Commonwealth Department of Health: Syphilis Chapter Pregnancy Care Guidelines -
22 October 2018	Senate inquiry into stillbirth research and education
29 October 2018	Department of Health National Women’s Health Strategy (online survey)
29 October 2018	Department of Health National Men’s Health Strategy (online survey)
29 October 2018	MBA Preliminary Consultation Paper: Midwifery Board of Australia’s minor revision of the registration standard: endorsement as a nurse practitioner
31 October 2018	Victorian Department of Health and Human Services: progressing reforms to the Health Practitioner Regulation National Law (limited response to Section 3 governance)
23 November 2018	SkillsIQ—Future Skills Survey
1 November 2018	Department of Health and Human Services—consultation—regulation of Australia’s health professions: keeping the national law up to date and fit-for-purpose
29 November 2018	Australian Human Rights Commission: Wiyi Yani U Thangani project
1 February 2019	Department of Health—third and final consultation on the national strategic approach to maternity services
8 March 2019	Medicare Taskforce Review—letters regarding privately practicing midwives MBS review report

19 March 2019	Department of Social Services—public survey—draft Terms of Reference for the Royal Commission into abuse of people with a disability
19 March 2019	Medicare Taskforce Review—Nurse Practitioner Reference Group—MBS Review Final Report consultation
2 April 2019	Productivity Commission—Mental Health—written submission
6 May 2019	Medicare Taskforce Review—Practising Midwife Reference Group—MBS Review Final Report consultation
24 May 2019	Australian Health Practitioner Regulatory Agency—public consultation on the definition of cultural safety
5 June 2019	Department of Health—submission to the Practice Incentive Program Indigenous Health Incentive consultation paper
5 June 2019	MBS Taskforce Review—submission to the Aboriginal and Torres Strait Islander Health Reference Group MBS Review Final Report
30 June 2019	Royal Commission Into Aged Care Quality and Safety—submission
30 June 2019	Australian Government Department of Health Nursing Education Review—submission

In 2018–19, CATSINaM’s CEO, Board President and Directors and CATSINaM Members also participated in a Advisory Groups and Steering Committees, including:

Australian College of Midwives, Aboriginal and Torres Strait Islander Advisory Committee	Department of Health and Ageing	Nursing and Midwifery Education and Advisory Network
Australian College of Midwives, Birthing on Country Steering Committee	Aboriginal and Torres Strait Islander Health Workforce Working Group	Nursing and Midwifery Stakeholder Reference Group
Australian Health Practitioner Regulation Agency, Aboriginal and Torres Strait Islander Health Strategy Working Group	Cervical Screening Advisory Group	Queensland Nursing and Midwifery Executive Council’s Expert Advisory Committee
Australian Indigenous HealthInfoNet Board	Indigenous Health Sector Co-design Group, Evaluation of PHC Effectiveness for Aboriginal & Torres Strait Islander Peoples	Rheumatic Heart Disease in Pregnancy Committee, Rheumatic Heart Disease Australia
Australian Nursing and Midwifery Accreditation Advisory Council Board	Cervical Screening Advisory Group	Puggy Hunter Scholarship Assessment Committee
Australian Nursing and Midwifery Accreditation Advisory Council: Standards, Accreditation and Assessment Committee	National Aboriginal and Torres Strait Islander Immunisation Network	Koori Maternity Strategy Women’s Business Forum
	National Breastfeeding Advisory Group	
	National Strategic Approach to Maternity Services Advisory Group	