

18 June 2019

Secretariat
Educating the Nurse of the Future

To whom it may concern,

Thank you for this opportunity to submit a submission into Independent Review of Nursing Education: Educating the Nurse of the Future into the Nursing Profession.

I am aware that the inquiry is focusing mainly on Nursing Education however I believe that before these issues can be addressed successfully there are 3 essential elements that any Nursing study needs to take into consideration if there is to be a successful outcome.

These elements if incorporated will retain Nurses in the profession and result in the development of highly skilled professional Nursing workforce with subsequent improvements in the health and well-being of Australians in primary, secondary and tertiary care.

These elements are as follows:

1. Caring Profession
2. Holistic Nursing
3. Valuing and Respecting Nurses and the Nursing Profession

Unless the above are considered and integrated into the review Nursing will not progress causing nurses to experience burnout and lose their ability to care with compassion that they once had. Nurses need to be able to deliver holistic care in a caring and nurturing environment.

I am of the belief that if the above can be integrated into a total holistic approach to health service delivery then there may be a chance for the future of nursing to be assured.

Please consider the attached submission as part of a solution to the issues confronting the Government and health service delivery in relation to Educating the Nurse of the Future.

I give permission for you to include this submission on the Independent Review website.

Yours sincerely

Peta Nottle (Mrs)

Holistic Nurse Healer, Complementary Therapist
Owner Director Tranquillitas Healing Clinic
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Independent Review of Nursing Education: Educating the Nurse of the Future

Australian Government Department of Health

This submission addresses a number of factors that fall into the various categories set out in the Terms of Reference for this enquiry. These comments are made under headings relating to the Terms of Reference.

Effectiveness of current educational preparation of and articulation between enrolled and registered nurses and nurse practitioners in meeting the needs of health service delivery

Current educational preparation and articulation between enrolled and registered nurses and nurse practitioners (hereafter called EN, RN and NP)

Although there are still experienced RNs it is the practice of primary, secondary and tertiary health care for the future of not employing ENs. All nurses are expected to have a Bachelor of Nursing Science degree. This is evident in the model of practice for education in WA by educating ENs at TAFE and transitioning to university study once they enter the workforce. Graduate programs for ENs are very limited in terms of availability and scope.

Many ENs end up on completion of their TAFE studies as care givers in Aged Care and Community Care with very limited experience in this area.

Due to the diversity of students there is often a lack of understanding of the needs of the elderly physically, mentally, emotionally and spiritually, in addition to the cultural and environmental contexts.

There is no screening of suitability of these students as to their personality type, the result being often a lack of empathy and compassion.

There is no differentiation between the care given in hospitals between ENs and RNs apart from the fact that ENs cannot give intravenous medications nor access scheduled drugs without the presence of an RN.

There is often a lack of communication and respect between ENs and RNs due to valuing each other –and this leads to a breakdown in communication and compromises care.

The present model deems a nurse with three years full time advanced practice with an additional year specialised practice, along with completion of a Master's degree in Nursing, an expert as they then qualify to become a NP.

Some become experts in name only. There is a deep lack of holistic patient centred care in the current model. There are many anecdotal instances where this is evident. It appears

the role of NP lies between a RN and a Doctor however in many instances is purely focused on the business model.

Health service delivery is currently ineffective, secondary to the lack of holistic and patience centred care.

Factors effecting the choice of nursing as an occupation, including for men

Most nurses begin their formal education with this ideal of becoming a holistic nurse. Many nurses retain this orientation after graduation, and some manage this guiding principle of caring throughout their professional life. However, many nurses through the hectic pace of their professional lives, may forget this ideal, become discouraged and feel a sense of burnout. It appears that this is what is and has been happening in the Western Australian Nursing Profession over the last 30 years. Unfortunately the Nursing Profession is in need of a total holistic approach to Nursing if it is to survive.

Many nurses express a feeling of frustration and failure. Nurses see themselves, feel themselves spread as pawns across a health care system too large to control or understand. This in part could be directly related to having forgotten their true role as holistic nurses. Today people choose nursing as a career this includes both men and women. Attractive factors include job flexibility, security, remuneration, transferability of skills with travel, and career progression. In the past nursing was seen as a vocation.

The role and appropriateness of transition to practice programs however named

There is a lack of clinical expertise on graduation for nursing graduates as they enter graduate programs, if they are available. 380 students graduated from universities in WA in 2018, with only 80 positions available. As an outcome RNs are only able to obtain work as carers for Aged Care and Home care providers. Many RNs end up leaving the profession and open small businesses in cleaning or choose to gain certification in complementary therapies such as Reiki, reflexology and massage and open their own practice with no experience in their profession of choice.

This is an infective use of resources.

The competitiveness and attractiveness of Australian nursing qualifications across international contexts

Nursing needs to be empowered in Western Australia. This movement – empowering of Nurses has been happening in the US for years. The evolution in the US has seen the emergence of a new model of nursing and that is the holistic nurse. Universities in the US now offer undergraduate training programs for holistic nursing. The definition of nursing equals care with compassion and sadly this has slowly been eroded as focus has changed to the science and technology of nursing.

In practical terms this shift has removed the art and wisdom of nursing from nursing education at all levels – EN, RN and NP. The result is a total lack of person centred care.

Regional needs and circumstances

Nursing staff who work in rural and remote areas must have a broad range of experience and skills to meet the full gamete of health care delivery. The absolute need to bring back education in the form of a generalist nurse able to work in emergency care, paediatric care, palliative care, aged care, surgical care, medical care, midwifery care, is clear. One solution is rotational programs to encourage nursing staff to obtain skills in all facets of nursing care in the specialities described above. This ought to include primary health care nursing staff. Nursing staff today do not access this experience in the tertiary system as it stands.

National and international trends

The international trend in nursing is the transition from a science based model only to an integration of the art and wisdom of nursing with the science of nursing. In the US the American Holistic Nurses Association (AHNA) vision is ‘every nurse is a holistic nurse’. The mission statement of the AHNA is to ‘illuminate holism in nursing practice, community, advocacy, research and education.’

This includes:

Engagement Opportunities

Committees	Networking
<ul style="list-style-type: none">- Practice- Research- Health (advocacy)- Education- Awards	<ul style="list-style-type: none">- Nurse networking calls (quarterly)- Conferences- Local chapters- Social media

Leadership

- Serve as a Board member
- Serve as a local chapter leader
- Serve as a Committee Chair
- Become a Conference Presenter

The strategic goals of the AHNA for 2018-2022 are as follows:

- Increase AHNA membership and expand influence on holism in healthcare
- Increase and unify holistic and integrative research, practice and education opportunities
- Strengthen and empower the voice of holistic nursing
- Expand and increase communication and awareness about holistic nursing
- Optimise and leverage resources to strengthen AHNA infrastructure.

The AHNA has a detailed reference book: *Holistic Nursing: Scope and Standards of Practice*. 2018. (2 edition) nursesbooks.org, Silver Spring Maryland. This would be a useful resource to guide the implementation of the above mentioned principles for education of the nurse for the future.

In October 2019 in Tokyo, Japan a Conference on Traditional, Holistic Medicine and Holistic Nursing will be convened. The conference theme is enhancing the excellence in traditional and alternative medicine. This might provide great insight into international developments.

The need to consider and adopt a similar approach to that of the US is absolutely fundamental to the future of nursing in Australia. From the nursing staff perspective this approach provides a greater range of opportunities resulting in a broader richer career path with various pathways for staff to pursue. This approach would lead to greater retention of trained staff as they can see opportunities for advancement and further development.

In addition this would benefit the community as staff would have the flexibility to meet the needs of people in their care, particularly required in the regional and remote WA.

Research policies and enquiries and previous reviews relating to nursing education

I made a submission to a previous Senate inquiry into the Nursing Profession in June 2001.

The main themes and changes I saw and commented on related to three areas:

1. Return to caring - Nursing is a heart centred profession.
2. To allow nurses to nurse holistically.

3. Greater respect and value of nurses, especially by the Medical Profession.

Sadly since 2001 the change in nursing education to a science only based program has had a significant effect in the removal of care and compassion in health service delivery. An example of this is the introduction of care in the form of checklists. The disappearance of the nursing process and the NANDA diagnosis language has ruled out nursing language that is incompatible with the medical and allied health professionals approaches.

Nurses must refine and adopt a standard language for nursing specific practices. The language of physicians and ancillaries does not work. By nurses returning to their original and best strength – ‘caring’ – true patient centred care will be the outcome.

In conclusion, I cannot emphasise enough for the Committee to recommend that Nursing remains a Heart Centred Profession and that is I believe crucial to the healing of the profession, once this philosophy is grounded then we can really assist in healing the people entrusted to our care, whether it be at home, in the community or in our institutions – hospitals.

27 June 2001

Mr Elton Humphrey
Secretary
Senate Community Affairs Reference Committee
Suite S1 59
Parliament House
Canberra ACT 2600

Dear Mr Humphrey,

Thank you for this opportunity to submit a submission into The Senate inquiry into the Nursing Profession.

I am aware that the inquiry is focusing mainly on Nursing Education and Nursing Retention and Recruitment issues, however I believe that before these issues can be addressed successfully there are 3 essential elements that any Nursing study needs to take into consideration if there is to be a successful outcome .

These elements if incorporated will bring Nurses back into the profession and certainly will retain a highly skilled professional Nursing workforce.

These elements are as follows:

4. Caring Profession
5. Holistic Nursing
6. Valuing and Respecting Nurses and the Nursing Profession

Unless the above are considered and integrated into a plan Nurses will continue to leave the Profession as they are doing now and will not be incited back into a workforce which does not respect or value them. Nurses need to be able to deliver holistic care in a caring and nurturing environment.

I am of the belief that if the above can be integrated into a total holistic approach to the Health Industry then there may be a chance for the future to be improved.

Please consider the attached submission as part of a solution to the issues confronting the Government and the Health Industry in relation to the Nursing Profession.

I would like to have the opportunity to appear before the Senate Select Committee if the Senate Committee travels to remote Western Australia for public hearings.

Yours sincerely
Peta Nottle (Mrs)

NEW VISION – NEW DIRECTION

I have been thinking about the Nursing profession for many years now and wondering about solutions. I would like to take this opportunity to outline what I believe could be solutions to the current situation that nursing finds its profession in today.

1. *Return to caring, Nursing is a heart centred profession.*
2. *To allow nurses to nurse holistically.*
3. *Respect and value nurses.*

1. RETURN TO CARING

To nurse means to care for or to nurture with compassion.

“Mr Ian Pearson a renowned information technology futurist and a British telecommunications analyst published his predictions for technology over the next 2 decades, combine his predictions with what we know about nursing today, and it is not hard to see what the nursing profession might look like in 2020.

What happens when computers are smarter than us? Pearson believes that this will cause a shift to a “care economy” computers can never learn to care. People will concentrate on the human interpersonal side of work.

Nurses will need to get back to their original and best strength – caring. Although computers cannot care, they can help nurses define, quantify and measure the effects of caring of patients’ outcomes. Making sure that they do just that is crucial to nursing’s survival.

Caring defined

“Step 1 – Nurses must refine and adopt a standard language for nursing specific practise. The language of physicians and ancillaries will not work. If you can’t define caring, you can’t measure caring and in today’s accountable health industry you can’t measure caring and therefore caring does not count and since caring may be nursing’s primary purpose 20 years from now, it makes a lot of sense to define it now.”

(Reference and quotation taken from an article on information technology in the Nursing Management Journal – Springhouse Corporation April 2000).

2. HOLISTIC APPROACH TO NURSING

Florence Nightingale expressed a holistic view of nursing when she said that nursing should “put us in the best possible conditions of nature to restore or preserve health, to prevent or cure disease or injury”.

The goal of holistic nursing is to promote health, facilitate healing and alleviate suffering. To do so the nurse focuses on the whole person – body, mind and spirit when delivering care.

Most nurses begin their formal education with this ideal of becoming a holistic nurse. Many nurses retain this orientation after graduation, and some manage this guiding principle of caring throughout their professional life. However, many nurses through the hectic pace of their professional lives, may forget this ideal, become discouraged and feel a sense of burnout. It appears that this is what is and has been happening in the Western Australian Nursing Profession over the last 10 years. Unfortunately the Nursing Profession is in need of a total holistic approach to Nursing if it is to survive.

Many nurses express a feeling of frustration and failure. Nurses see themselves, feel themselves spread as pawns across a health care system too large to control or understand. This in part could be directly related to having forgotten their true role as holistic nurses.

Most nurses conceptualise nursing as much more than a vocation. Nurses are greater than our individual roles as scientists, nurse specialists or care deliverers.

Nursing need to be empowered here in Western Australia. This movement – empowering of Nurses has been happening in the US for years and they searched for a new name to put on their conception of the empowered nurse. They have introduced a term Nurse Healer. This aptly describes the qualities of an increasing number of clinicians, educators, administrators and nurse practitioners. In the US all nurses are awakening to the realisation that they have the potential for healing.

(Reference and quotations taken from “Introduction to the Nurse a Healer Series Author Lynn Keegan, PhD, RN Series Editor Associate Professor, School of Nursing University of Texas Health Science Centre San Antonio Texas).

Traditionally, nurses have found it hard to provide holistic care in institutions that are focused on purely the medical model. In this environment, care is typically symptom and disease oriented, focused on the diseased part than the person with the disease.

I am of the firm belief that we here in Western Australia need to focus on a model such as the innovative program called the “Healing Web” this model of Holistic Nursing was developed by a group of Nurse Educators from South Dakota in the US.

This model teaches nursing students to listen reflectively, to trust their inner wisdom and to foster interactions that recognises the value of all participants, whether they are patients, caregivers or administrators. The core values of the model are collaboration, research and an integration of technology, mind and spirit. Students are taught the Native American belief that each person has wisdom. They may call on experts to validate, clarify, or amplify, but they are encouraged to trust their intuition and know the wisdom comes from within each person, including the patient.

(Reference – “Nurse’s Handbook of Alternatives and Complementary Therapies”, Publisher Springhouse).

In conclusion to the above, I cannot emphasise enough for the Committee to recommend that Nursing remains a Heart Centered Profession and that is I believe crucial to the healing of the profession, once this philosophy is grounded then we can really assist in healing the people entrusted to our care, whether it be at home, in the community or in our institutions – hospitals.

3. RESPECT AND VALUING NURSES

I think a fundamental component for addressing the issues related to the Nursing profession is the valuing and respect of nurses. In 1991, I wrote the following:-

The Clinical Nurse

*Nurses by the bedside are very special are they not
Appreciated by their clients, by management they are not
Treated with a lack of respect and dignity
I wonder if this will ever change for you and me
Our focus is on patient care not on numbers like the top
You work here, you work there. It does not matter if you are in a
specialty or not
Happiness in the workplace should a priority be
For then and only then will the best come deep from within me
Respect your colleagues a cry to management be
For then and only then will we be a true fraternity*

In 2001 I ask myself "What has changed?" My career path has taken me to the level of Senior Nurse Manager, therefore my reflections come out of my experience. I find that today Senior Nurses are not always respected by the Corporate Sector. In my position I see what is happening to our nurses, and I constantly ask myself "why is it that senior nurses are not consulted, listened to or involved in decision making at corporate level, even though they are part of the Health Service Executive. Nurses are heart-centred people and there is a need I believe, for heart-centredness and business centredness to be integrated so that our profession as nurses can bring a holistic approach to the health industry. This will have major benefits for the Health industry with a resultant flow-on effect to our communities and institutions. It is interesting to note one of Western Australia's most successful companies, practise this model of Holistic Management at the highest level.

A good place to start is that we truly listen to each other. Nurses are the backbone of the Health Industry – they are intelligent, responsible, accountable and according to the Bulletin's magazine's ranking of the ten top professions, nurses are "the most ethical of professionals".

It is imperative that Nurses are supported, valued and respected by the whole of the Health Industry.

Peta Nottle

Director of Nursing
Nickol Bay Hospital