







Congress of Aboriginal and Torres Strait Islander Nurses

In keeping with the recommendations formulated at the first Forum.

TRACKS TO OUR DREAMING

2010 ~ 2014




TERMINOLOGY

-  Tracks to our dreaming: Our strategic plan
-  Our dreaming, Our awakening: Forward
-  Our forward dreaming: Mission statement
-  Our reason for being: Our purpose
-  Building around our dream: The key Issues
-  Living our dream: Our Strategies

OUR DREAMING, OUR AWAKENING

Cultural Heritage and Identity

1. There is a need to educate non-Aboriginal and Torres Strait Islander people involved in health care at all levels of the nature and effects of past and present government policies of:

-  colonisation, assimilation;
-  forced removal of peoples from their traditional lands;
-  and forced removal of children from their families.

2. It is necessary for the providers of health care to understand the link between historical factors and the appalling health status of Aboriginal and Torres Strait Islander people.

3. It is essential that the principles of cultural safety be taught to all students of nursing and midwifery and to all teaching staff within the schools and departments of nursing and midwifery.

This is necessary to ensure the cultural safety of all Aboriginal and Torres Strait Islander students.

4. The utilisation of Aboriginal and Torres Strait Islander nurses and midwives as advisors to schools and departments of nursing and midwifery would be a practical means of ensuring cultural education and mentoring.
5. Linking Aboriginal and Torres Strait Islander issues to multicultural issues is an unacceptable practice. The focus must be on Aboriginal and Torres Strait Islander peoples as First Nations People.
6. Providing a mandatory component of educational programs in Aboriginal and Torres Strait Islander health, focusing on the primary health care model, incorporating the principals of community development that reflect the structure of the relevant community.





OUR FORWARD DREAMING

The numbers of Aboriginal and Torres Strait Islander peoples in nursing and midwifery reflects the National Aboriginal and Torres Strait Islander population.

OUR REASON FOR BEING




To increase the recruitment and retention of Aboriginal and Torres Strait Islander peoples in nursing and midwifery.

BUILDING OUR DREAM AROUND

-  Cultural Heritage and Identity
-  Recruitment and Retention
-  Education
-  Professional Issues

LIVING OUR DREAM




Recruitment and Retention

1. Achieve demonstrated commitment from:
 -  All faculties of nursing and midwifery
 -  The Chief Nursing Officer/advisor in each State and Territory
 -  All educational/health organisations at local, state and national levels
2. Chief nursing officers/advisors and nurses and midwives registration bodies include an Aboriginal and/or Torres Strait Islander nurse or midwife as a member on their nursing advisory boards.
3. Strategies to facilitate the articulation of Aboriginal Health Workers into nursing and midwifery education programs.
4. Provide support for Aboriginal and Torres Strait Islander people in nursing and midwifery.
5. That there be an Aboriginal and Torres Strait Islander advisor who is nurse or midwife employed in each State and Territory, to visit and speak with primary school children offering nursing and midwifery as a career option.

EDUCATION

1. Schools of nursing and midwifery establish a curriculum advisory body to facilitate the development and implementation of a compulsory component of Aboriginal and Torres Strait Islander health issues in the curriculum, which reflects the diverse nature of Aboriginal and Torres Strait Islander societies, and the effects of historical factors on our health and well-being.

This body will:

-  Work in partnership with the Aboriginal and Torres Strait Islander centres/units on campus.
 -  Be part of the school of nursing and midwifery's strategic plan in Aboriginal and Torres Strait Islander higher education, in particular the teaching of Aboriginal and Torres Strait Islander matters by Aboriginal and Torres Strait Islander people.
 -  Endorse and reflect the recommendations arising from;
 - * National Aboriginal Health Strategy, 1989.
 - * Bringing them home, national inquiry in to the separation of Aboriginal and Torres Strait Islander children from their families, 1997.
 - * The Royal Commission into Aboriginal deaths in custody, 1992.
 - * 'gettin em n keeping em' : Report of the Indigenous Nursing Education Working Group, 2002.
 - * A Blueprint for Action: Pathways into the Health workforce for Aboriginal and Torres Strait Islander people, 2008.
 - * Cultural Respect Framework for Aboriginal and Torres Strait Islander Health 2004-2009: Australian Health Ministers Advisory Committee.
2. Encourage placement for students of nursing and midwifery in an Aboriginal and/or Torres Strait Islander community health organisation to communicate with appropriate support mechanisms.
3. Ensure that there is a mentorship program for Aboriginal and Torres Strait Islander nursing and midwifery students.
4. Recognise prior learning.
5. Recognise of Aboriginal and Torres Strait Islander world view and ways of learning.
6. Develop and implement flexible learning modes to accommodate the needs of Aboriginal and Torres Strait Islander nursing and midwifery students.

PROFESSIONAL ISSUES

The formation of CATSIN was deemed the first step in Aboriginal and Torres Strait Islander nurses and midwives claiming ownership for setting the agenda, and addressing the needs of the Aboriginal and Torres Strait Islander nurses and midwives, and student nurses and midwives.

This will be achieved by:

- Advising on arrange of issues related to Aboriginal and Torres Strait Islander health.
- Promoting a culturally appropriate interviewing and selection process, familiarity with customary practices and implications for face-to-face interviews.
- Acknowledgement of the expertise, knowledge and leadership role that Aboriginal and Torres Strait Islander nurses and midwives contribute to health care.
- Providing for this cultural expertise and knowledge to be incorporated into nursing ad midwifery practice, leadership, education and research.
- Contributing to the development, implementation and promotion of Aboriginal and Torres Strait Islander nurse and midwife education and employment strategies.
- Advising Commonwealth, State/Territory health ministers and their relevant departments on strategic developments, policy development and implementation, regarding Aboriginal and Torres Strait Islander health and nursing and midwifery workforce issues.
- Advising the nursing and midwifery profession on specific issues, trends, expectations and considerations.
- Lobbying all key stakeholders to progress CATSIN's objectives to maximise its contribution.

Unity and Strength through Caring