



CLEAR NEWS

A quarterly publication of the Council on Licensure, Enforcement and Regulation

Spring 2004 Newsletter (Volume 21, No. 1)

President's Column

By Deanna Williams

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Environmental and Related Professions

by Heather S. Brinegar

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Board Actions

The Board of Directors took the following actions during the January 9, 2004 meeting. [\(More\)](#)

Bylaws Change

The CLEAR Board of Directors invites comment from the membership on the the following proposed bylaws change. [\(More\)](#)

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Naturopaths - Path to Licensure

As the 2004 legislative sessions get underway, one issue at hand is the regulation of naturopathic physicians. Bills are being introduced or re-introduced in a number of states. [\(More\)](#)

Call for Board Nominations

CLEAR's Board of Directors wishes to solicit nominations for 2004-2006 members of its Board of Directors as well as for the position of 2004-2005 President-Elect. [\(More\)](#)

Call for CLEAR Awards Nominations

CLEAR is now accepting submissions for its 2004 awards program which culminates in the recognition of recipients at the organization's annual conference. [\(More\)](#)

International News

On January 13, 2004 the European Commission released its much-anticipated proposal on services in the internal market. [\(More\)](#)

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Advertisements



CLEAR Exam Review

The leading North American journal on testing issues for the professional and occupational regulatory community

CLEAR 2004 Annual Conference information available



CLEAR is a dynamic forum for improving the quality and understanding of regulation in order to enhance public protection

Pam Brinegar, Executive Director
Stephanie Thompson, Editor



**PRESIDENT'S MESSAGE TO
THE MEMBERSHIP**

By Deanna Williams

March 2004

It is hard to believe, but as I write this, I am already half-way through my presidency. The months since our Toronto conference last September have been full, as always, with activity and thanks to our Program Committee-so ably chaired by Rose McCool and Donna Mooney-a fantastic program for the Kansas City conference is now being finalized. Our mid-year meeting this January in New Orleans saw record attendance of committee members which was fantastic, and in addition to much hard work, members of the committees, CLEAR Board, and staff found the opportunity to meet, mingle, and enjoy the sights and sounds of the wonderful city that is New Orleans!

We seized the opportunity while we were all together at the midyear meeting to have members of our Advisory Committee on Strategic Initiatives participate in a facilitated session with the view to reviewing our current objectives and determining what our strategic initiatives should be in the coming years. The working group, which consists of the Board of Directors and several appointed members, identified five interrelated focus areas for accomplishing this vision:

- Expand, diversify and enhance membership and market base
- Expand, diversity, enhance and market products/services
- Cooperation with organizations with similar market base/strategic alliances
- Inclusive and interactive culture
- Organizational sustainability

A small working group consisting of members of the advisory committee will meet in Richmond, VA in mid-May to flesh out the identified areas and develop direction

statements for Board approval later this spring. Any comments or thoughts that you might have that would help us in this important task would, as always, be most welcome.

Call for Nominations for CLEAR Awards

Among our members are many unsung heroes. We all know talented individuals who sustain CLEAR by donating their professional resources, yet would never seek recognition for their efforts. A nominations call for CLEAR's annual awards is contained in this newsletter and I'd like to encourage you to consider making awards nominations, keeping those who are often overlooked in mind when you do. There are five awards categories: Service, Member Achievement, Program, Investigator of the Year, and (for a non-member), Recognition. The nominations deadline is May 30, 2004. For Awards nomination information, please [click here](#).

21st Century Regulation: "Show Me What Works"

A flyer containing full details of CLEAR's 2004 annual conference in Kansas City September 30 – October 2 will be mailed to you very soon. As a little preview, I'd like to announce three exciting plenary speakers that you won't want to miss:

- September 30, Julianne D'Angelo Fellmeth of the [Center for Public Interest Law](#) in San Diego;
- October 1, Marjorie Peace Lenn of the [Center for Quality Assurance in International Education](#); and
- October 2, [Dave Caperton](#), educator and humorist.

Of course, we're also offering training in conjunction with the conference including Basic and Specialized investigator/inspector programs, board member training, and regulatory leadership development training. Two useful pre-conference workshops on examination issues (Show Me the Validity and Show Me How to Get Past MCQs: New Opportunities in Measurement) are excellent opportunities for staff and board members to learn from North America's leading testing experts.

ADA Publication Expanded

The expanded and revised edition of CLEAR's popular publication, *The Americans with Disabilities Act: Information for Credentialing Examinations*, is now available in the members-only section of CLEAR's Web site. Volunteers on the Examination Resources and Advisory Committee worked hard the past two years updating this valuable information for CLEAR's members, and I'd like to thank them for this effort.

Looking Ahead

In my first column, I shared a "3M" vision for CLEAR this year in which increased **M**arketing of CLEAR's products and services would translate into more **M**embers and thus more **M**oney we could spend on member products and services that would be marketed and begin the cycle again.

To further our plan, the Board has considered how, if at all, CLEAR could collaborate with other “like” organizations to serve our members better and more effectively. Executive Director Pam Brinegar, Past President Mack Smith, and I have been in discussion with our counterparts at NOCA to determine what opportunities and interest may exist, and we will keep you posted as to the outcomes of our discussion.

In closing, I would like to thank so much Pam Brinegar and the tremendous staff at CLEAR for their hard work, commitment, and dedication to me, to the Board, and to CLEAR. Your efforts and ongoing support are much appreciated!

Environmental and Related Professions

by Heather S. Brinegar

We are all aware that the allied health professions constitute one of the fastest growing areas of professional and occupational regulation. Often attracting less attention than recently regulated health fields, but expanding just as rapidly, are the environmental and related professions.

The accompanying chart contains environmental and related professions that are regulated by one or more of the states. Some related professions, such as architects and engineers, are long-established in all states and are not included. Data for the chart is from the [LOIS database](#).

Chart on Environmental and Related Professions

The author would like to thank Robert E. Tepel, the catalyst for much of our current state geology regulation, for his thoughtful generosity. He possesses a wealth of knowledge in this area and has agreed to share a couple of points for this article:

1. For the environmental and related professions, even if there is state regulation, individuals not wishing to meet the necessary requirements often are not prevented from practicing the profession. He writes:

It is important to note that in many professions, for example the professions of engineering, architecture, land surveying, landscape architecture, and geology, licensure is not a “barrier to entry into the profession.” In fact, one must (generally) practice the profession for a few years to gain the experience necessary to sit for the licensure exam (or the last part of it). Many of these professionals can choose their employment setting so as to enjoy entire careers without being licensed. Licensure is required only if one wishes to practice directly before the public, or to assume responsibility for work on which the public may reasonably be expected to rely.

2. Tepel also writes that the

word 'environmental' can have marketing zing or confer status. Therefore, it is a popular word to incorporate into the name of a professional, or trade association, with perhaps only partial or indirect connection to the ideals of environmentalism.

Other Resources

[Association of Boards of Certification](#)

Members include water and wastewater professional environmental certifying authorities from 40 states and 10 provinces. ABC maintains a listing of state, provincial and other [governing authority contacts](#).

[The National Groundwater Association](#)

**Actions of the CLEAR Board of Directors
January 9, 2004
New Orleans, Louisiana**

1. Approved the minutes of the October 29, 2003 meeting as presented.
 2. Accepted the report of the Education and Training Committee and its subcommittees (International Relations, NCIT, Publications).
 3. Accepted the report of the Examination Resources and Advisory Committee.
 4. Approved a FY2005 budget.
 5. Accepted the reports of ad hoc working groups (Online Special Projects, Facilities, Regulatory Leadership Development Training).
 6. Approved exploration of collaborative projects with The National Organization for Competency Assurance (NOCA).
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Proposed Bylaws Change

The CLEAR Board of Directors invites comment from the membership on the following proposed bylaws change which is intended to clarify the board's expectation of its International Relations Subcommittee:

BYLAWS ARTICLE VI. Section 3 (f) identify and recommend opportunities for collaboration with international colleagues in all areas, including educational programming, publications, and training.

Please send comments on the proposed change by Friday, April 22, 2004, to Pam Brinegar, 403 Marquis Avenue, Suite 100, Lexington, Kentucky 40502, facsimile (859) 231-1943, e-mail pbrinegar@mis.net.

Net News

Government of Canada Online

[Canada's Government Online](#) site has as its mission "to provide information and services on the Internet by 2005" and the [progress of this online initiative](#) may be tracked online by the public. That is very interesting, as are several of the site's areas, but one page deserves special mention. [Environmental Scan News Files](#), updated daily and annotating current Internet sources for a broad range of issues, is definitely worth a regular visit. Recent topics range from the US initiative to define government information to the question of whether Canadians have a better sense of humor than Americans (and even whether the Government Online project itself [faces failure](#)).

Recent State Reports

Alaska

[A Sunset Review of the Alaska Real Estate Commission](#) was released December 12, 2003 by the [Alaska Division of Legislative Audit](#)

Ohio

[Ohio's Occupational and Regulatory Boards Annual Report for Fiscal Year 2003](#)

Texas

Saying that both agencies face significant operational problems, and the state needs to change its regulation of barbering and cosmetology, the Texas Sunset Advisory Commission issued a [rare joint report](#) on the Texas State Board of Barber Examiners and the Texas Cosmetology Commission. The report recommends abolishing both boards and moving regulatory oversight to the Texas Department of Licensing and Regulation. It also recommends against full licensure for the professions, suggesting that certification is sufficient to properly protect the public and that practical examinations are unnecessary.

Other recently released Texas reports are the [Texas Board of Chiropractic Examiners](#) and [the Texas State Board of Examiners of Psychologists](#). For additional information see the [Texas Sunset Advisory Commission](#) and [The Texas Sunset Commission's Occupational Licensing Model](#)..

Vermont

[Vermont Landscape Architects - Sunrise Application - December 2003](#)

Washington

[WA Dental Care Scope of Practice Sunrise Review](#)

US Census Bureau: 2000 Occupations Data

[Census 2000 Special Equal Employment Opportunity \(EEO\) Tabulation](#) provides a useful

[Census 2000 EEO Data Tool](#) that permits visitors to build their own data tables based on occupation codes or groups. For a general description of the industries and occupations indexes, see the [overview](#). There are 31,000 occupational titles in the 2000 census. The [Standard Occupational Classification System](#) (SOC) places workers into one of 820 occupations which in turn fit into one of 23 occupational groups. You can now use the online tools to [compare 1990 with 2000 occupational census data](#).

These are good companion sites to the [State Health Workforce Profiles](#) from the National Center for Health Workforce Analysis mentioned in the last issue of CLEAR News.

Other Useful Data Sets

[Integrated Public Use Microdata Series](#)

[IPUMS USA](#)

[IPUMS International](#)

Naturopathic Physicians - The Path to Licensure

As the 2004 legislative sessions get underway, one issue at hand is the regulation of naturopathic physicians. Bills are being introduced or re-introduced in a number of states calling for licensure of the profession.

Currently, thirteen states - Alaska, Arizona, California, Connecticut, Hawaii, Kansas, Maine, Montana, New Hampshire, Oregon, Utah, Vermont, and Washington - the Virgin Islands, Puerto Rico, and five Canadian provinces - Alberta, British Columbia, Manitoba, Ontario, and Saskatchewan - have licensing laws for naturopathic physicians. Some of these have had laws in place since 1919/1920 (Washington, Connecticut, and Ontario). The first US school of naturopathic medicine was founded in 1902 in New York City by German emigrant Benedict Lust. During the early part of the 20th century, 22 colleges of naturopathic medicine were established in the US, and many states enacted licensure laws. Naturopathy suffered a downswing in the mid-20th century as scientific medicine, antibiotics, and high-tech treatments were introduced and the American Medical Association began to discredit what were considered alternative forms of medicine. Schools began to close, and many states stopped licensing naturopathic physicians. But by the 1970s, public interest in naturopathy was again growing as people sought alternatives to conventional medicine and its high cost.

Meaning "nature of the disease (pathos)," naturopathic medicine focuses on natural treatment methods to encourage the body's own healing powers. Naturopathic physicians treat the cause of the illness and attempt to use the least invasive treatments to treat the whole person, educating the patient on lifestyle choices that affect health and well-being.

As more and more people seek alternative healthcare, associations of naturopathic physicians are seeking the passage of licensure laws for the profession. Legislation is pending in at least nine states, and associations are preparing for such a movement in several other states and provinces. So, what factors are giving rise to this push for licensure? The over-arching reason cited by many of the naturopathic physicians associations is to increase consumer access to natural healthcare and to provide assurance to consumers that the practitioners offering care meet certain educational requirements and standards of practice.

Although details of the proposed legislation do vary by state, the bills generally require candidates for licensure as naturopathic physicians to have graduated from a four-year, graduate level, accredited naturopathic medicine college. The requirements include two years of supervised clinical internship and passing the licensure examination. The bills provide a definition of the practice of naturopathy and the scope of practice for a licensed naturopathic physician. (Some of the proposed bills refer to the licensure of "naturopathic doctors." For the sake of consistency, the term "naturopathic physician" will be used throughout this article.) The defined scope of practice in the bills would allow naturopathic physicians to perform tasks such as ordering lab tests, prescribing drugs, and performing minor surgery. Regulation of the profession would also create a system for consumers to make complaints and a board to investigate and discipline practitioners who do not meet the standards.

[The American Association of Naturopathic Physicians](#), which advocates state licensing of naturopathic physicians, states that "licensure creates an infrastructure of accountability supported by law for the benefit of the people by affirming that the persons who possess the license are under the scrutiny of a board of examiners whose purpose is to protect the public by maintaining professional standards."

Another key issue addressed by the licensure bills is providing a distinction between naturopathic physicians and what some refer to as "traditional" naturopaths. Under current law in many states where naturopathic medicine is unregulated, practitioners who have received training at trade schools or by correspondence may practice naturopathy using the title "naturopathic physician" or "naturopathic doctor." Proponents say that licensure is necessary so that consumers can distinguish between naturopathic physicians who have undergone training as proposed in the legislation and "traditional" naturopaths who have not received such training.

On the other side of this point, many "traditional" naturopaths are against the licensure bills. One such group is the [Coalition for Natural Health](#). The Coalition emphasizes the differences between "naturopathic medicine" and "naturopathy" and between "naturopathic physicians" and "naturopaths." They claim that licensing naturopathic physicians according to the proposed legislation would prevent naturopaths from practicing naturopathy. What is the distinction? The practice of "naturopathic medicine" combines elements of traditional naturopathy with conventional (allopathic) medical practices such as prescribing drugs and performing surgery. This is not what traditional naturopaths practice. According to the Coalition's definition, "traditional naturopaths do not diagnose or treat disease but instead focus on health and education. They teach clients how to create an internal and external environment that is conducive to good health. . ." The proposed legislation refers to the scope of practice of naturopathic medicine and requires education, training, and licensure in that type of practice in order to use the titles naturopathic physician, naturopath, doctor of naturopathy, naturopathic practitioner, or naturopathic doctor. Thus, in order to legally offer any form of naturopathic service, naturopaths - who do not prescribe drugs or perform surgery as part of their practice - would be required to have such training. The Coalition claims that, in essence, the laws would preclude naturopaths from practicing naturopathy.

Many traditional naturopaths also fear that licensing naturopathic physicians to practice naturopathic medicine would elevate the status of naturopathic physicians to primary care physicians, exposing the public to harm because these practitioners do not meet the requirements of such status. The Coalition for Natural Health claims that naturopathy as practiced by traditional naturopaths is safe and poses no threat to the public welfare, and is thus not in need of regulation. They do claim, however, that licensing naturopathic physicians to perform certain tasks currently in the scope of practice of primary care physicians would pose public harm.

Offering a similar argument against licensure of naturopathic physicians, but coming from a slightly different perspective, are various medical societies. In sunrise reviews of naturopathic regulation in several states, medical societies have offered the opinion that naturopathic physicians are not adequately educated or trained to practice within the scope of practice put forward in the legislation. Granting them such status would put the public at risk since requirements for graduation from a school of naturopathic medicine are below those required for graduation from a school of medicine. The potential risk comes from allowing naturopathic physicians to provide a broad range of primary care services within a scope of practice that overlaps and competes with already licensed healthcare professionals. Some opponents argue that giving legal recognition to the profession may mislead the

public about the effectiveness of some naturopathic services which may have no clinically proven medical value. Opponents fear that dependence on some natural methods could delay the use of needed and more effective medical treatments in some cases.

Other arguments against naturopathic physician licensure include the lack of documented evidence of risk from not granting licensure, the fact that most states currently permit alternative health practices (traditional naturopathy) without regulation, and the unlikelihood that the small number of naturopathic physicians could offset the cost of administering the license.

So, the various groups continue to put forward their arguments and opinions in the hopes of pushing forward or pushing down the proposed legislation. Donald Patrick Albert, Ferry Butar Butar, and Solomon Schneider of Sam Houston State University have created a [mathematical prediction](#) of the path naturopathic physician licensure will take throughout the US and Canada. In brief, their study predicts that licensure will "diffuse via a contagious process," meaning that as more states and provinces adopt licensure laws, the states and provinces bordered by licensed neighbors will adopt the law sooner. They have categorized the states and provinces into the Existing Early Majority (which have already adopted licensure), the Remaining Early Majority, the First Half of Late Majority, and the Remaining Late Majority and Laggards. Will licensure laws be adopted following this predicted path? CLEAR will keep you updated as the issue progresses.

Related Web Sites

[American Association of Naturopathic Physicians](#)

[Coalition for Natural Health](#)

[Florida Naturopathic Physicians Association](#)

[Missouri Association of Naturopathic Physicians](#)

[Colorado Sunrise Review](#)

[Florida Sunrise Report](#)

[New York Association of Naturopathic Physicians](#)

[North American Board of Naturopathic Examiners](#)

[Canadian Naturopathic Association](#)

[Example of pending legislation, FL SB2604](#)



Council on Licensure, Enforcement and Regulation

CALL FOR NOMINATIONS Board of Directors and President-Elect

CLEAR's Board of Directors wishes to solicit nominations for 2004-2006 members of its Board of Directors as well as for the position of 2004-2005 President-Elect. The board seat reserved for an associate member position is open for nominations.

A potential nominee must be both willing and able to serve. Board member terms are for a period of two years and eligible board members may stand for re-election to one additional two-year term. Over the next few years, CLEAR's board size will be reduced from 15 members to 11. The number of available positions will be affected by this change beginning with this election.

CLEAR's Board of Directors meets at least twice a year in various North American locations. Expenses for attending these meetings as well as any other expenses incurred as a result of the office are borne by the individuals or the agencies/organizations they represent.

Among the criteria you should consider when nominating yourself or someone else for office are knowledge of occupational and professional regulation, commitment to the goals and programs of CLEAR, service to CLEAR, demonstrated leadership, and demonstrated ability to commit the necessary time and expense. A complete [list of leadership duties](#) is available.

To make a nomination for either President-Elect or for service on the Board of Directors, please send the nominee's name, title, address, telephone/fax numbers and e-mail address, along with a brief candidate resume, to Pam Brinegar, c/o CLEAR, 403 Marquis Avenue, Suite 200, Lexington, Kentucky, 40502 or fax to 859-231-1943. Please indicate whether the nomination is for board service or the office of President-Elect. Proposed candidates will be contacted regarding their willingness to serve.

To allow sufficient time for preparation of mail ballots, nominations must be received at CLEAR headquarters by close of business on **Friday, July 16, 2004.**



Call for Award Submissions for 2004 Program

CLEAR is now accepting submissions for its 2004 awards program which culminates in the recognition of recipients at the organization's annual conference. Contributions to the regulatory community are recognized by the awards program which is now in its sixteenth year. CLEAR awards are available in the following categories, and further information including a nomination form is available by clicking on the relevant category: [Investigator of the Year](#); [CLEAR Recognition](#); [CLEAR Member Achievement](#); [CLEAR Program](#); and [CLEAR Service Awards](#).

Self-nomination is permitted though CLEAR policy prohibits the nomination of any sitting members of the Special Awards Committee or CLEAR's Board of Directors. Please note that all nominations must be received by the close of business on May 30, 2004. Should you have further questions, please contact Adam Parfitt of CLEAR staff via [e-mail](#) or by telephone at (859) 269-1503.

A [full list](#) of previous award recipients is available for review.



International News

European Union Unveils Initiative to Further Free Movement of Services

On January 13, 2004 the European Commission released its much-anticipated proposal on services in the internal market. The proposed Directive would require Member States to reduce administrative burdens in order to increase competitiveness and engage more effectively in cross-border activity. The proposal addresses many of the concerns raised in the Commission report of July 2002 (IP/02/1180) and will now be considered by the European Parliament and the Council of Ministers.

The approach taken by the Commission is to establish a large legal framework, rather than to provide detailed requirements concerning the harmonization of rules for the provision of services across the Member States. Internal Market Commissioner Frits Bolkestein stated that “some of the national restrictions are archaic, overly burdensome and break EU law. Those have simply got to go. A much longer list of differing national rules needs sweeping regulatory reform.... The proposed Directive would involve Member States jointly screening and modernizing their regulatory regimes so that a spirit of cooperation and mutual trust is built. That is the best way to ensure that service providers no longer have to jump over unnecessary regulatory hurdles. So we need it adopted, written into national law and implemented as quickly as possible.” Professions and occupations that will be affected by the proposed Directive include consulting, architecture, engineering, and legal advice. Business services including technical testing, customer base management, and data processing are also covered, as are security services and environmental services such as waste management. Retail services, travel agencies, hotels, restaurants, and entertainment would be affected as would health services. Occupations such as of plumbers and carpenters also fall within the scope of the proposed Directive.

Related Links:

[Proposed Directive](#)

[European Commission](#)

[European Parliament](#)

United States and Australian Governments Agree AUSFTA Free Trade Agreement

On 8 February, 2004 the Australian and U.S. Governments announced the successful conclusion of negotiations to produce a free trade agreement between the two countries. Subject to approval in both nations, the agreement includes provisions to “encourage the relevant bodies in their respective territories to develop mutually acceptable standards and criteria for licensing and certification of professionals; services suppliers and to provide recommendations on mutual recognition” (Annex 10-A, page 9). More broadly, the agreement provides access to the market in each country, including the ability to bid on government contracts, as well as reducing barriers to operate in one another’s markets.

Concern has been expressed in Australia about the difficulty in applying trade agreements at a state (or sub-national) level particularly in the U.S. where only 37 states are signatories to the World Trade Organization trade rules. The approval process may be further complicated by the federal elections that are taking place in both nations in 2004. It is anticipated that the AUSFTA will be considered by the U.S. Congress in the months prior to the general election process.

[Full Text of the Agreement](#)

UK Government Announces Plans to Regulate Health Care Assistants and Practitioners of Alternative Medicine

The British Government will next month publish details of its proposals to regulate Health Care Assistants (HCAs). Unlike other healthcare professionals in the United Kingdom, Health Care Assistants have previously been unregulated, a situation that has seen health professionals subject to sanctions being able to remain working in the healthcare sector in this hitherto unregulated role.

The Nursing and Midwifery Council, the body that regulates nurses, midwives, and health visitors, has suggested that it is the appropriate organization to oversee regulation of HCAs. Jonathan Asbridge, NMC president, stated that “increasingly it is HCAs who are providing direct care to patients. It is important that the public are assured the same level of protection whoever is treating them.” He added, “We would wish to be the body regulating HCAs since they often work under the supervision of nurses. Regulation would also improve the career and salary prospects of HCAs.” HCAs are increasingly employed to provide basic care in residential and nursing homes around the United Kingdom.

Meanwhile, the estimated one in five Britons who reportedly go regularly to see acupuncturists or herbal practitioners will soon be better protected if proposals, as expected, become law in late 2005. Currently there is no legislation in place to regulate these practitioners although approximately 4,000 are registered with voluntary organizations. The government now plans a consultation for its proposals to establish a Complementary and Alternative Medicine Council (CAM) to be responsible for the mandatory registration of practitioners, in addition to the establishment of minimum training requirements.

Related Links:

[Nursing and Midwifery Council](#)

[Department of Health](#)

New Zealand and Australia Launch Drive for Cross Border Standards for Nurse Practitioners

The Nursing Council of New Zealand and the Australian Nursing Council began work in December 2003 on a significant research project to develop agreed competency standards for nurse practitioners in both countries. In launching the project Marilyn Gendek, Chief Executive Officer of the Australian Nursing Council, noted that “this is the first time that research is being conducted to develop a common set of standards for the nurse practitioner across borders and it is also the first time that Australia and

New Zealand have collaborated to develop core standards.” This action follows the signature in 2001 of a Memorandum of Cooperation between the two councils.

Marion Clark, Chief Executive Officer of the Nursing Council of New Zealand, added that “Australia and New Zealand have had a strong relationship for some years now which is highlighted by the countries signing of the Trans-Tasman Mutual Recognition Agreement (1997) and ANC/NCNZ Memorandum of Cooperation (2001). The research project to develop standards for the nurse practitioner in Australia and New Zealand is taking this relationship one step further towards harmonizing the standards expected of nurses across the jurisdictions.” The conclusions and recommendations from the project are expected to be available later this year.

Related Links:

[Nursing Council of New Zealand](#)

[Australian Nursing Council](#)

CLEAR CALENDAR

CLEAR MEETINGS

2004 Annual Conference

21st Century Regulation: "Show Me" What Works

September 30 - October 2

The Westin Crown Center

Kansas City, Missouri

2005 Annual Conference

September 15-17

Pointe Hilton South Mountain

Phoenix, Arizona

CLEAR Business Meetings

September 29-30, 2004

The Westin Crown Center

Kansas City, Missouri

NCIT Programs

April 19-21 2004

Basic Program

Hartford, Connecticut

April 26-28 2004

Basic and Specialized Program

Las Vegas, Nevada

May 3-5, 2004

Basic Program

Albuquerque, New Mexico

May 10-12, 2004

Basic and Specialized Program

Richmond, Virginia

May 24-26, 2004

Basic and Specialized Program

Austin, Texas

September 28-30, 2004

Basic and Specialized Program

Kansas City, Missouri

MEMBER ACTIVITIES

Federation of Chiropractic Licensing Boards 78th Annual Educational Conference

May 5-9, 2004

Westin Hotel at the Tabor Center

Denver, Colorado

www.fclb.org

Association of Engineering Geologists 47th Annual Meeting

September 26- October 2, 2004

Hyatt Regency Dearborn Hotel

Dearborn, Michigan

www.aegweb.org

ARELLO Annual Conference

October 2-5, 2004

Pittsburgh, PA

www.arello.org

Association of Marital and Family Therapy Regulatory Boards Annual Meeting of the State Delegates

September 29-30, 2004

Westin Crown Center

Kansas City, Missouri

www.amftrb.org

National Association of State Boards of Accountancy 97th Annual Meeting

October 17-20, 2004

Marriott Chicago Downtown

Chicago, Illinois

www.nasba.org

NOCA 2004 Annual Educational Conference

November 17-20, 2004

Loews Miami South Beach

www.noca.org