

IQNM: Fact sheet for internationally qualified midwives

October 2018

Information about the assessment model for the qualifications of *internationally qualified nurses and midwives* is published on the [NMBA website](#).

This is important information for internationally qualified midwives.

Qualification experience requirements

Midwives in Australia are required to complete specific minimum supervised professional experience requirements as part of their program of study. Internationally qualified midwives who hold a qualification that is assessed as meeting all the qualification criteria other than criterion 5, the professional experience requirements, may be registered by the NMBA with a condition requiring a period of supervised practice.¹

Supervised practice

1. What does supervised practice mean?

When the NMBA imposes conditions requiring supervised practice on your registration, it means that you must work under the supervision of a midwife, as approved by the NMBA. Requirements are tailored to the purpose of supervision.

2. Why are supervised practice conditions necessary for my registration?

Where you do not meet all requirements for general registration, supervised practice is to help assure the NMBA of your competence. Women and their infants have a right to expect safe, competent and contemporary midwifery care at all times. Correct supervision reassures the NMBA and the community that a midwife's practice is safe and does not place the public at risk and confirms the internationally qualified midwife's suitability for registration in Australia.

3. Do I need to arrange my own supervised practice?

Yes, you are responsible for making sure that your employer meets the NMBA's requirements for supervised practice.

4. What specific conditions for supervised practice can I expect on my registration?

The conditions will require that you demonstrate competence to practice as a midwife against the NMBA *Midwife standards for practice (2018)*. These are the standards that provide the minimum expected standard of practice for a midwife and they inform the education standards for midwives in Australia. Midwife standards for practice are available under [Professional standards](#) on the NMBA website.

Other requirements of the conditions will be:

- To work only in a health service that is approved by the NMBA for the purpose of midwifery supervised practice. You will not be able to work in private practice or work through an agency.

¹ Prior to June 2018, Midwives who had not completed continuity of care experiences were registered with a notation that stated that they were not educationally prepared for midwifery continuity of care experiences. The NMBA has now determined that this notation is no longer required.

The Director of Midwifery Services (or equivalent) at the health service approved for your midwifery practice will be required to provide the NMBA with a letter at the end of the supervision period confirming that you have been assessed as meeting the NMBA *Midwife Standards for practice*.

5. What will the conditions on my registration state?

Your registration will include the schedule of supervised practice conditions for midwives.

Current conditions on your registration will be visible on the [national register](#).

6. Do I need to start my supervised practice immediately after being registered?

No, there is no required start date for employment with supervised practice. However, you will need to make sure you can meet the recency of practice and continuing professional development [registration standards](#) when you renew your registration. Registration expires on 31 May of every year.

7. How long must I work under supervision?

Based on the specific circumstances of your application, the NMBA will determine the duration of the supervised practice you are required to complete.

If you are required to complete 3 months full-time equivalent supervised practice, you must work 450 hours (3 X 150 hours per month).

'Full-time equivalent' represents average hours over a specified period which is equal to that of a full-time employee or student. Full-time equivalent hours are defined as 37.5 hours per week or 150 hours per month.

If you are working full-time, you must undertake supervised practice for the number of months specified in your conditions, with a maximum of 150 hours worked per month.

If you are working part-time, you must undertake supervised practice for as long as it takes you to complete the required number of hours.

8. Who is going to pay if there are costs involved in fulfilling conditions on my registration?

You are responsible for paying any costs associated with meeting any NMBA-approved conditions on your registration.

9. Will the conditions on my registration impact on my ability to find employment?

You will be able to undertake supervised practice in a health service approved by the NMBA but not engage with an employment agency for the purpose of midwifery supervised practice. The NMBA does not allow private practice and practice outside these parameters.

10. Can I do supervised practice in a private practice or with an agency?

No. The supervised practice must be in a health setting that is approved by the NMBA for the purpose of midwifery supervised practice. You will not be able to work in private practice or work through an agency.

11. Can any health professional supervise my practice?

Your supervisor must be a midwife who has a minimum of 24 months full-time equivalent experience and no conditions on their registration as a midwife. You can have more than one supervisor, but they must all meet these requirements.

12. Does supervised practice mean I have to be directly supervised at all times?

Supervision can be direct or indirect. The level of supervision required will be determined initially by the NMBA and by your supervisor(s) during your supervised practice. Your level of supervision will depend on your past experience and your performance in the workplace. For more information on the levels of supervision read the [supervision guidelines](#).

13. What happens with the conditions on my registration when I renew registration?

If annual renewal of your registration arises before you have completed your supervised practice, we will renew your registration with the same conditions.

14. Must I tell my employer/s of the conditions on my registration?

Yes, you need to inform your employer/s of your conditions and provide a copy of the conditions with your employer's signature to the NMBA within the term specified on the conditions.

15. What happens if I change employment during my period of supervised practice?

You will need to inform your new employer of your conditions and provide a copy of the conditions with your new employer's signature to the NMBA within the term specified on the conditions. You will also need a new supervisor who works for your new employer.

16. How will you know that I have met the conditions on my registration?

When you have completed the period of supervised practice the Director of Midwifery Services (or equivalent) at the health service approved for your midwifery practice will be required to provide the NMBA with a letter at the end of the supervision period confirming that you have been assessed as meeting the NMBA *Midwife Standards for practice*.

17. Will my employer incur any costs as a result of my supervised practice?

There will be a resource commitment required by your employer to provide your supervision. You would need to negotiate this with your employer.

18. Will I be required to complete continuity of care experiences as part of my supervised practice?

No, It is not a requirement to complete the 10 continuity of care experiences as part of your supervised practice.

19. Is there a toolkit to help me complete necessary documentation for my supervised practice?

Yes, the NMBA has published [templates](#) to help you complete the documentation you need during your supervised practice. These are:

- Supervision guidelines

20. Where do I get more information?

- Information about the assessment model is published on the NMBA website under Registration and endorsement > [Internationally qualified nurses and midwives](#).
- For registration enquiries: 1300 419 495 (within Australia) +61 3 8708 9001 (overseas callers)
- For more information on the requirements for internationally qualified nurses and midwives: visit the [Internationally qualified nurses and midwives page](#) of the NMBA website.
- [Application form for internationally qualified nurses and midwives](#)
- [Approved programs of study](#)
- [Australian Qualifications Framework](#)