

Authority

This standard has been approved by the Australian Health Workforce Ministerial Council on 31 March 2010 pursuant to the *Health Practitioner Regulation National Law (2009)* (the National Law) with approval taking effect from 1 July 2010.

Summary

Nurses and midwives must have undertaken sufficient practice to demonstrate competence in their professions within the preceding five years.

Nurses and midwives who are returning to practice after a break of more than five years must satisfactorily complete a program or assessment process that is approved by the Board.

Scope of application

This standard applies to nurses and midwives seeking registration, endorsement of registration or renewal of registration. It does not apply to recent graduates from nursing or midwifery programs in Australia applying for registration for the first time; persons holding student registration; or nurses or midwives holding non-practising registration or applicants for nonpractising registration.

Requirements

1. Nurses and midwives must demonstrate, to the satisfaction of the Board, that they have undertaken sufficient practice, as defined in (2) below, in their professions within the preceding five years to maintain competence.
2. Nurses and midwives will fulfil the requirements relating to recency of practice if they can demonstrate one, or more of the following:
 - a) practice in their profession within the past five years for a period equivalent to a minimum of three months full time
 - b) successful completion of a program or assessment approved by the Board, or
 - c) successful completion of a supervised practice experience approved by the Board.
3. Practice hours are recognised if evidence is provided to demonstrate:
 - a) the nurse or midwife held a valid registration with a nursing or midwifery regulatory authority in the jurisdiction (either Australian or overseas) when the hours were worked, or

- b) the role involved the application of nursing and/or midwifery knowledge and skills, or
- c) the time was spent undertaking postgraduate education leading to an award or qualification that is relevant to the practice of nursing and/or midwifery.

4. Extended time away from practice due to illness or any type of leave will not be counted as practice.

Definitions

Practice means any role, whether remunerated or not, in which the individual uses their skills and knowledge as a nurse or midwife. For the purposes of this registration standard, practice is not restricted to the provision of direct clinical care. It also includes working in a direct non-clinical relationship with clients, working in management, administration, education, research, advisory, regulatory or policy development roles, and any other roles that impact on safe, effective delivery of services in the profession and/or use their professional skills.

Recent graduate means a person applying for registration for the first time whose qualification for registration was awarded not more than two years prior to the date of their application.

Recency of practice means that a practitioner has maintained an adequate connection with, and recent practice in, the profession since qualifying or obtaining registration.

References

Australian Nursing and Midwifery Council (2009): *Continuing Competence Framework for Nurses and Midwives* (adapted from Nursing Council of New Zealand, 2004).

Review

This standard will commence on 1 July 2010. The Board will review this standard at least every three years of operation.