

Attachment 3 - NMBA Work Program

Equation for nurses and midwives

Nurses and midwives in Australia are used to paying an annual registration renewal fee. However most are probably not yet familiar with the value the National Registration and Accreditation Scheme brings them and the community through a more robust regulatory framework. The annual registration fee provides individual nurses and midwives with a licence to practise Australia-wide, currently including:

- a dedicated board (or committee of the National Board) in every state and territory to bring local expertise and knowledge to decision-making about individual nurses and midwives within a consistent national regulatory framework
- access to advice and information in every state and territory through a network of AHPRA offices, supported by expert nursing and midwifery teams and individuals in each office
- clear, up to date and nationally consistent policy framework and approaches to important nursing and midwifery policy issues
- robust processes for dealing with concerns about conduct, performance and health of individual practitioners, with legal risk appropriately managed
- a fair and reasonable annual renewal fee which is the lowest among the regulated health professions, and
- clear national standards for making sure education programs are equipping future nurses and midwives for safe, competent practice.

Board's work program

The key regulatory initiatives for the Board in the three year period from 2011-2014 that have been budgeted under this fee increase include the following.

- Review of the Board's four competency standards using a research based and national consultation approach. These four competency standards are an important component of the Board's Professional Practice Framework as they establish the minimum standards of competence for an Enrolled Nurse, Registered Nurse, Nurse Practitioner and Midwife and are used by education providers to demonstrate that the student has met the requirements of an approved program of study (i.e. graduate outcomes) for registration as an Enrolled Nurse, Registered Nurse and Midwife or endorsement as a Nurse Practitioner. The review of the Competency Standards for Enrolled Nurses (August 2002), and Nurse Practitioners (2006) will commence in 2011-12 with a tender process to identify the appropriate team to undertake this work on behalf of the Board.
- Review of the professional Code of Ethics and the Code of Conduct for Nurses as well as the professional Code of Ethics and the Code of Conduct for Midwives (August 2008);
- Scoping the requirement for, and subsequent development of, a range of professional standards and guidelines which may include a national medicines management standard for nurses and midwives; guidelines for the management of nurses, midwives and students with blood borne viruses; and use of restraint.
- Development and implementation of comprehensive communication strategies and education materials and activities for national implementation of new or revised registration standards, professional codes, standards and guidelines as well as competency standards for stakeholders including nurses, midwives, students, employers, education providers and the public.
- Development of a model of annual audit of the Recency of Practice and Continuing Professional Development Registration Standards for nurses and midwives for trial and evaluation followed by full implementation by AHPRA to complement the audit of the registration standards for Criminal History and Professional Indemnity Insurance.

- Research and development into the Board's Framework for the Assessment of Internationally Qualified Nurses and Midwives (IQNM) and in particular, the review of educational equivalence of nursing and midwifery qualifications from overseas qualifications.
- Development and implementation of a continuous improvement and education strategy that facilitates a nationally consistent approach in the outcomes of decision-makers, i.e. members of State and Territory Boards and Committees of NMBA who are required to make decisions on notifications in relation to the health, performance and professional conduct of nurses, midwives or students as well as applications for registration under the National Law.
- Collaborative research initiatives to determine international best practice nursing and midwifery regulation with regulators from other countries with similar sophisticated regulatory systems (United Kingdom, Ireland, Canada, United States of America, New Zealand and Singapore).
- Support for the Nurses and Midwives Health Program, Victoria (NMHPV) is funded from \$1.5 million in specified reserves for the first three years.
- Contingency funds to provide for unforeseen but important new standards, guidelines or policy initiatives that require immediate development and implementation by the Board to ensure the safety of the public during this initial three-year establishment and consolidation period for the national registration and accreditation scheme.