

Patient and Consumer Health and Safety Impact Assessment – proposed Registration standard: General registration for internationally qualified registered nurses

July 2024

Assessment purpose

The National Boards' Patient and Consumer Health and Safety Impact Assessment¹ explains the potential impact of a proposed registration standard, code or guideline on the health and safety of the public, vulnerable members of the community and the Aboriginal and Torres Strait Islander Peoples.

The four key components considered in the Assessment are:

1. The potential impact of the revised registration standard, code or guideline on the health and safety of patients and consumers particularly members of the community vulnerable to harm including approaches to mitigate any potential negative or unintended effects.
2. The potential impact of the revised registration standard, code or guideline on the health and safety of Aboriginal and Torres Strait Islander Peoples including approaches to mitigate any potential negative or unintended effects.
3. Engagement with patients and consumers particularly members of the community vulnerable to harm about the proposal.
4. Engagement with Aboriginal and Torres Strait Islander Peoples about the proposal.

The National Boards' Health and Safety Impact Assessment aligns with the National Scheme's [Aboriginal and Torres Strait Islander Cultural Health and Safety Strategy 2020-2025](#), [National Scheme engagement strategy 2020-2025](#), [National Scheme Strategy 2020-2025](#) and reflect key aspects of the revised consultation process in the [Ahpra Procedures for developing registration standards, codes and guidelines and accreditation standards](#).

This assessment relates to the NMBA's development of the Registration standard: General registration for internationally qualified registered nurses.

¹ This assessment has been developed by Ahpra and the National Boards in accordance with section 25(c) and 35(c) of the *Health Practitioner Regulation National Law* as in force in each state and territory (the National Law). Section 25(c) requires AHPRA to establish procedures for ensuring that the National Registration and Accreditation Scheme (the National Scheme) operates in accordance with good regulatory practice. Section 35(c) assigns the National Boards functions to develop or approve standards, codes and guidelines for the health profession including the development of registration standards for approval by the COAG Health Council and that provide guidance to health practitioners registered in the profession. Section 40 of the National Law requires National Boards to ensure that there is wide-ranging consultation during the development of a registration standard, code, or guideline.

Below is our assessment of the impact of the proposed *Registration standard: General registration for internationally qualified registered nurses* (registration standard) on the health and safety of patients and consumers, particularly members of the community vulnerable to harm and Aboriginal and Torres Strait Islander Peoples.

1. How will the proposed registration standard impact on patient and consumer health and safety, particularly members of the community vulnerable to harm? What are the actions that have been taken to address or prevent this?

The NMBA has carefully considered the impacts that the proposed registration standard could have on patient, client and consumer health and safety, particularly people vulnerable to harm within the community informed by both preliminary and public consultation with key stakeholders. The proposed standard is based on best available evidence, best practice approaches and monitoring the current established pathways for international nurses to register in Australia. The standard is clearly and simply expressed, which should make it easier for all to understand.

In line with our established consultation processes, the NMBA undertook wide-ranging and public consultation to engage with professional associations and peak bodies, patient and consumer representative bodies and many other relevant organisations to gain input and views from vulnerable members of the community.

Our assessment is that there will be no negative impact of the proposed standard on the health and safety of patients, clients and consumers, particularly people vulnerable to harm within the community, and Aboriginal and Torres Strait Islander Peoples. However, the NMBA will fully consider and take actions, should any potential or unintended impacts be raised or identified during the life of the proposed standard.

Submissions to our public consultation will be published on the NMBA's [Past Consultations](#) page.

2. How will the proposed registration standard impact on Aboriginal and Torres Strait Islander Peoples? What are the actions that have been taken to address or prevent this?

The NMBA does not expect there to be any adverse impacts for Aboriginal and Torres Strait Islander Peoples as a result of the proposed registration standard which is aimed at ensuring internationally qualified registered nurses meet the standard expected to practise as a safe entry-level practitioner.

The National Boards are committed to the National Scheme's [Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy 2020-2025](#) which focuses on achieving patient safety for Aboriginal and Torres Strait Islander Peoples as the norm, and the inextricably linked elements of clinical and [cultural safety](#).

Careful consideration, has been taken by the NMBA on any potential impact of the draft registration standard in order to meet our responsibilities to protect safety and health care quality for Aboriginal and Torres Strait Islander Peoples. This included consultation with a wide range of stakeholders including the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) whose submission indicated support for the approach proposed in the draft registration standard.

In addition to the NMBA's mandatory registration standards, professional codes, guidelines and standards for practice, all Internationally qualified nurses and midwives, inclusive of the proposed cohort of internationally qualified registered nurses, are required to successfully complete a two-part orientation program providing important learnings on a range of concepts relating to safe and effective care within the Australian healthcare context. The program includes key content on the provision of culturally safe and effective care to Aboriginal and Torres Strait Islander Peoples in Australia.

We will monitor feedback from our stakeholders during the life of the proposed standard.

3. How will the impact of the proposed registration standard be actively monitored and evaluated?

The NMBA and Ahpra are committed to the ongoing review of their regulatory policies and assessment processes related to internationally qualified nurses and midwives while maintaining the safety of the public requiring care in the Australian healthcare system.

Accordingly, the NMBA will regularly review the proposed registration standard, so the standard remains contemporary and fit for purpose. The NMBA may also review the standard earlier, in response to any issues which arise or new evidence which emerges to ensure the standard's continued relevance, workability and maintenance of public safety standards. In particular, the NMBA will review the registration standard earlier if unintended consequences on the health and safety of the public, vulnerable members of the community and Aboriginal and Torres Strait Islander Peoples were to arise.