



Information forum for nurses and midwives

Western Health – Footscray Hospital

2 November 2023

Acknowledgement of Country

About the NMBA

Who we are



**Nursing and
Midwifery Board**
Ahpra

- The Nursing and Midwifery Board of Australia (NMBA) regulates nurses and midwives.
- We work in partnership with the Australian Health Practitioner Regulation Agency (Ahpra).

What the NMBA does



registers nurses, midwives and students



sets evidence-based, contemporary **standards, codes and guidelines** for nurses and midwives to practice safely



approves **accreditation standards** and **accredited programs of study**



assesses **overseas trained** nurses and midwives who wish to practise in Australia



takes regulatory action (where appropriate) in response to **complaints or concerns** regarding the **performance, health and/or conduct** of a nurse or midwife

What Ahpra does



administers the **National Registration and Accreditation Scheme** (National Scheme)



supports the **National Boards** in their primary role of **protecting the public**



maintains a **public register of health practitioners** who are registered



manages the **registration** and **renewal processes** for health practitioners and students across Australia.



manages **complaints** or **concerns** received in relation to the **performance, health or conduct** of health practitioners

A partnership approach

- The NMBA works collaboratively with its partners to support public safety



The NMBA

National Board



11

members

8

Nurses
and midwives

3

Community
members.

4

Registered
nurses

4

Dual registered
(registered
nurse/midwife)

National Committees

- Finance, Governance and Communications Committee (FGCC)
- Registration and Notifications Committee (RNC)
- Program Accreditation Committee (PAC)

Delegated decision makers

State and Territory Boards



8

boards

70

members

45

Nurses and midwives

25

Community members

34

Registered nurses
Enrolled nurse

1

9

Dual registered
(registered
nurse/midwife)

1

Midwife

Nursing

- National Assessment Committee
- National Immediate Action Committee
- State and Territory Boards of the NMBA

Midwifery

- Registration and Notifications Committee: Midwifery (National) (RNCMN)

Co-regulatory models

- New South Wales (since 1 July 2010)
 - NSW Board of the NMBA is only responsible for the registration of nurses, midwives and students
 - Notifications are managed by the Nursing and Midwifery Council of NSW and Health Care Complaints Commission
- Queensland (since 1 July 2014)
 - Health Ombudsman receives all complaints in relation to registered health practitioners
 - Determines which complaints go to Ahpra and National Boards
 - Manages serious complaints relating to the health, conduct and performance of health practitioners

Registration with the NMBA



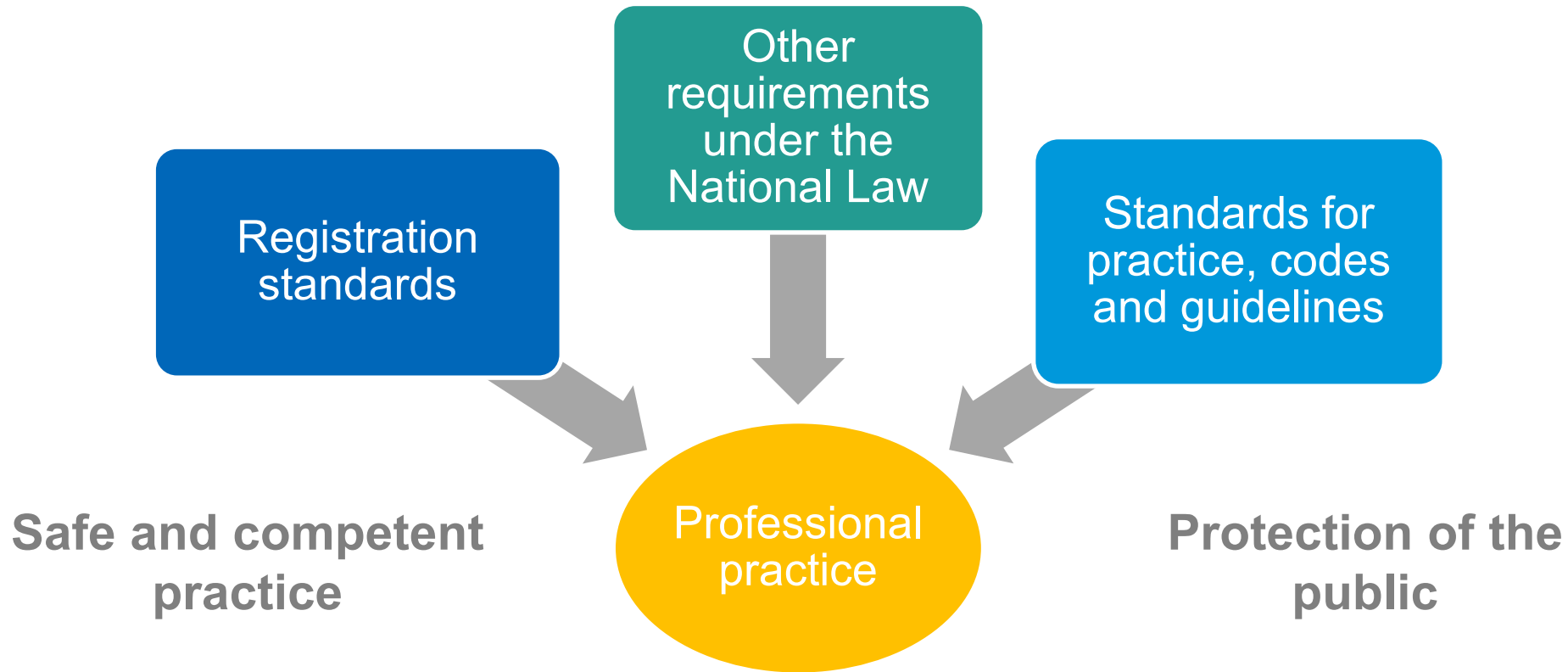
Registration lets people know that their nurse or midwife is **qualified and competent to practise**



Each year you are asked to renew your registration and declare you are **meeting your profession's standards**

The professional practice framework

Professional practice framework



Registration standards

Continuing professional development

Criminal history

English language skills

Professional indemnity insurance arrangements

Recency of practice

Standards for practice

Enrolled nurse standards for practice

Registered nurse standards for practice

Midwife standards for practice

Nurse practitioner standards for practice

Differences between enrolled nurse, registered nurse and nurse practitioner

- registration requirements
- level of education
- responsibilities
- scope of practice

Decision-making framework

- A guide to practice decisions on scope of practice, delegation and supervision for nurse practitioners, registered nurses, enrolled nurses and midwives.

Codes of conduct

The codes

- support nurses and midwives in the **delivery of safe practice** as part of their professional roles
- provide **guidance** for the public about the **standard of conduct and behaviour** they should expect from nurses and midwives
- help the NMBA **protect the public** in setting and maintaining standards to ensure safe practice

Your professional journey



The nursing and midwifery workforce in Australia

Nursing now

A snapshot as at 30 June 2022

Workforce at a glance



454,721 nurses in Australia

15,265 nurses on the pandemic sub-register

469,986 nurses in total

54.6% of regulated health practitioner workforce

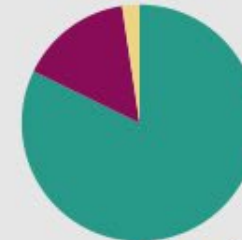
1,718.8 nurses per 100,000 head of population

Registration type



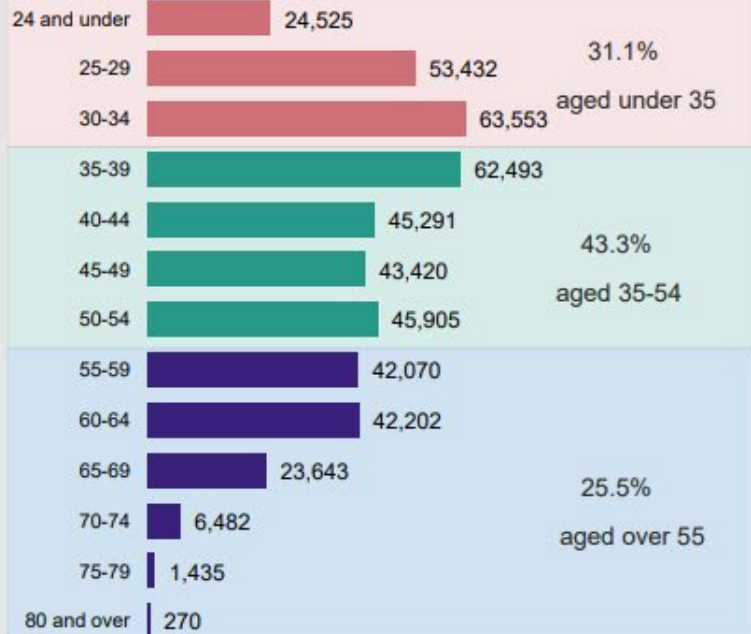
- General 97.8%
- Non-practising 2.1%
- Provisional 0.1%

Divisions



- Registered nurse 82.2%
- Enrolled nurse 15.4%
- Enrolled nurse and registered nurse 2.4%

Age range at 2021/22



Average age (mean)

43.7 years

Nurses per 100,000 head of population excluding non-practising registrants



Gender



- Female 88.3%
- Male 11.7%



Midwifery now

A snapshot as at 30 June 2022

Workforce at a glance



33,421 midwives in Australia

1,835 midwives on the pandemic sub-register

35,256 midwives in total

4.0% of regulated health practitioner workforce

120.9 midwives per 100,000 head of population

Registration types

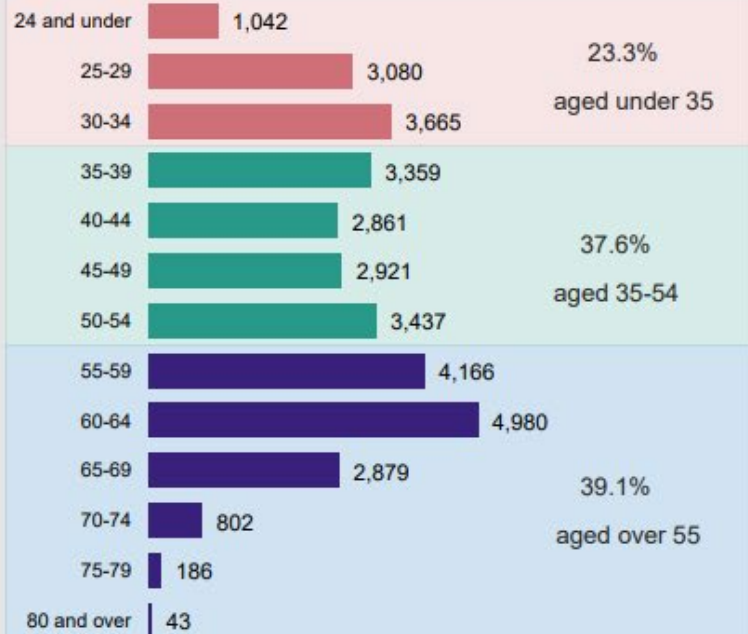


Endorsements

1 Midwife practitioner

860 Scheduled medicines

Age range at 2021/22



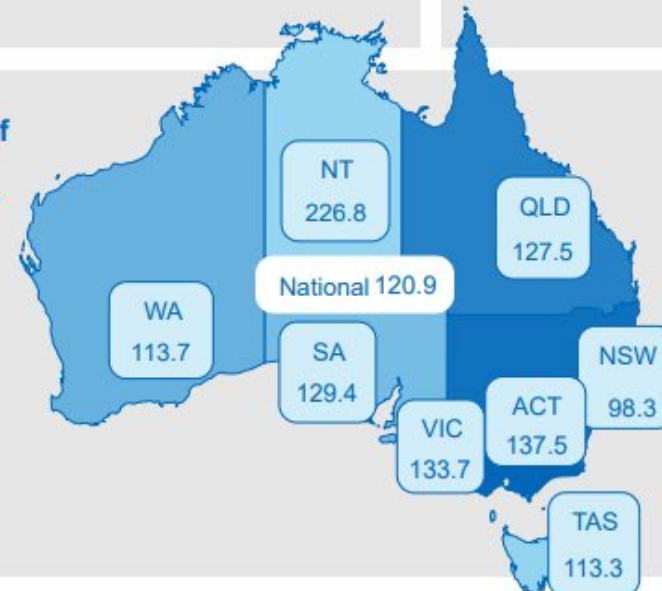
Average age (mean)

47.8 years

Gender



Midwives per 100,000 head of population excluding non-practising registrants



Pathways to workforce



Retention students and graduates



Approved programs of study



Professional experience placement



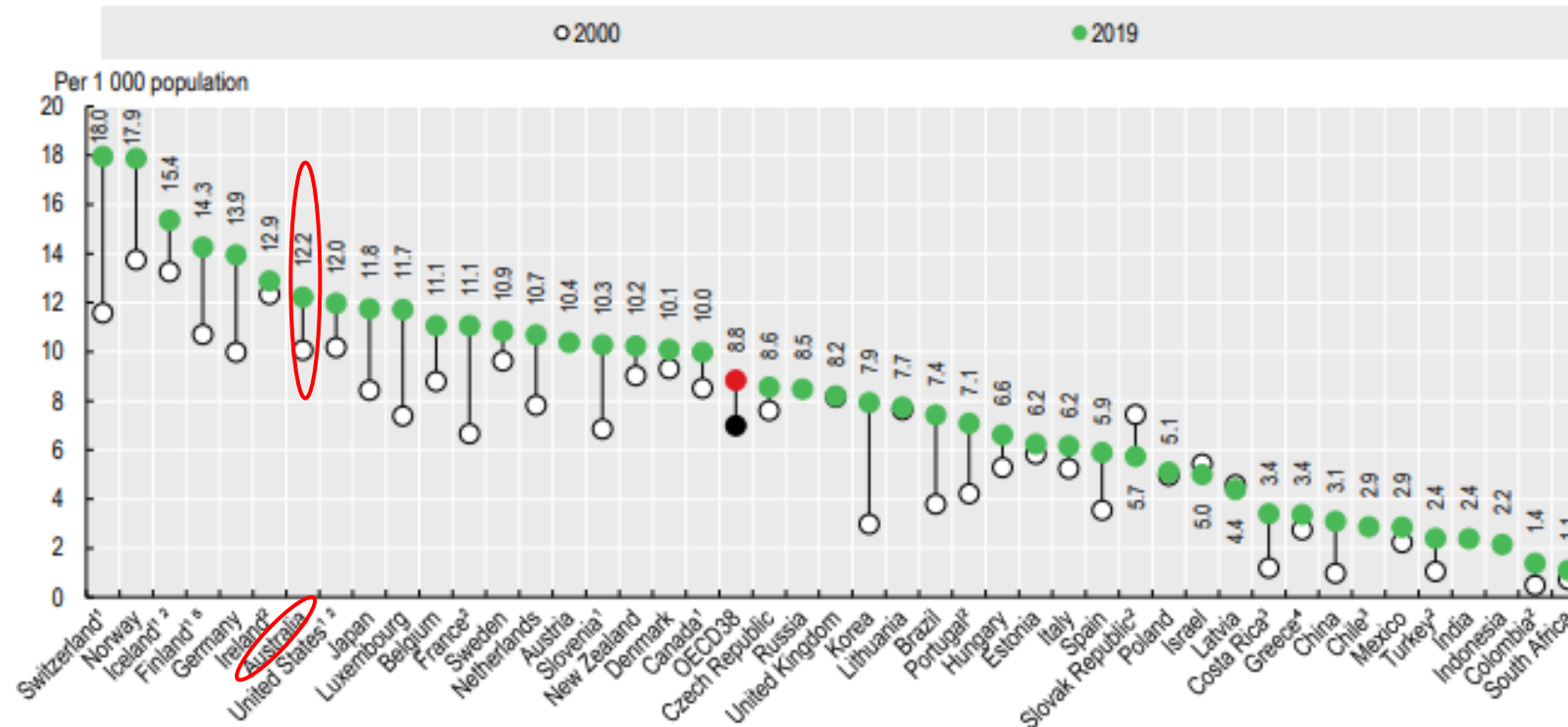
Transition to practice programs



Internationally qualified nurses and midwives (IQNMs)

Nurses as a proportion of population

Figure 8.12. Practising nurses per 1 000 population, 2000 and 2019 (or nearest year)

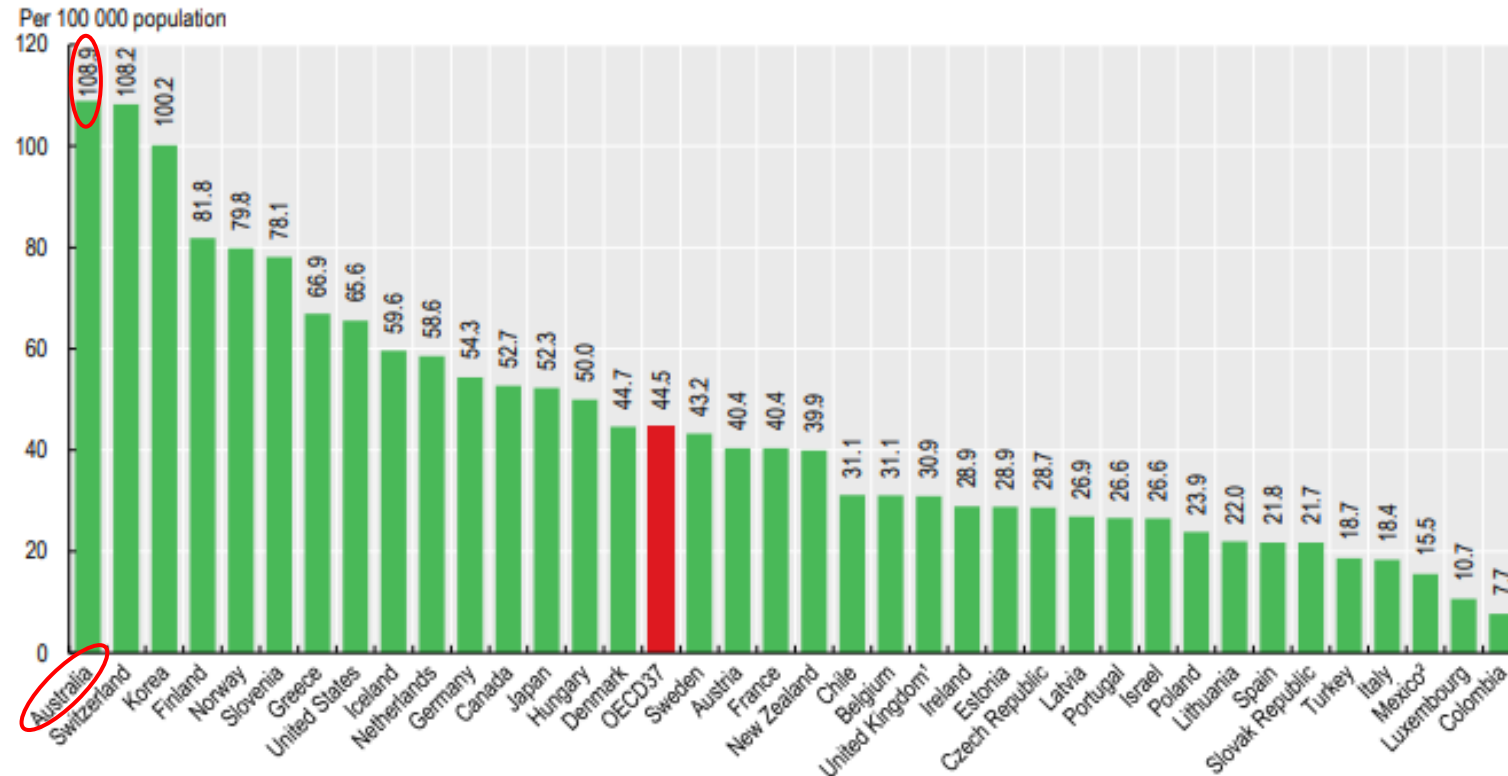


1. Associate professional nurses with a lower level of qualifications make up about two-thirds of nurses in Slovenia; about one-third in Switzerland, Iceland, Finland and Canada; and about 18% in the United States. In Switzerland, most of the growth since 2000 has been in this category. 2. Data include nurses working in the health sector as managers, educators, researchers and similar. 3. Data include all nurses licensed to practise. 4. Data only refer to nurses employed in hospitals. 5. Latest data is from 2014.

Source: OECD Health Statistics 2021.

Nursing graduates as a proportion of population

Figure 8.21. Nursing graduates, 2019 (or nearest year)



1. In the United Kingdom, the numbers refer to new nurses receiving an authorisation to practise, which may result in an overestimation if these include foreign-trained nurses. 2. In Mexico, the data include professional nursing graduates only.

Source: OECD Health Statistics 2021.

Victorian registration data (as at 30 June 2023)

Profession	Australia	Vic	% Vic
Enrolled nurse	68,573	21,729	32%
Registered nurse	360,108	89,433	25%
Enrolled nurse and registered nurse	11,429	4,202	37%
Midwife	7,410	1,653	22%
Nurse (EN/RN) and midwife*	25,645	7,548	29%
Nurse practitioner	2,656	641	24%

* Practitioners with a Nurse and Midwife registration may hold registration as an EN and Midwife, RN and Midwife, or EN and RN and Midwife.

Victoria registration data trends

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023 (June)
Enrolled nurse	19,693	19,661	19,766	19,738	19,899	20,063	20,343	20,499	22,551	23,664	21,049	21,729
Registered nurse	60,431	63,581	64,562	66,021	68,036	70,385	73,770	77,247	84,024	88,238	86,221	89,433
Enrolled nurse and registered nurse	1,164	1,541	1,782	2,033	2,380	2,660	2,901	3,159	3,436	3,729	3,781	4,202
Midwife	761	890	985	1,089	1,165	1,262	1,358	1,495	1,625	1,655	1,601	1,653
Nurse (EN/RN) and midwife*	8,457	7,863	7,747	7,597	7,441	7,361	7,383	7,288	7,875	8,187	7,339	7,548
Total	92,518	95,549	96,856	98,493	100,937	103,748	107,773	111,707	121,531	127,494	122,013	124,565

* Practitioners with a Nurse and Midwife registration may hold registration as an EN and Midwife, RN and Midwife, or EN and RN and Midwife.

Internationally qualified nurses and midwives

Pathway to registration in Australia

IQNMs are required to have their **qualifications assessed** in order to determine a **pathway to registration**.

Stream A

IQNMs who have an **'equivalent'** or **'substantially equivalent'** qualification to an Australian qualification under the Australian Qualifications Framework are eligible to apply for registration

Stream B

IQNMs who hold a qualification that is **'relevant'** must successfully complete the outcomes-based assessment (OBA) in order to apply for registration

Outcomes based assessment (OBA)

Comprised of two parts:



Multiple-Choice Question (MCQ) exam

The MCQ is a theoretical exam to assess a candidate's professional knowledge.



Objective Structured Clinical Exam (OSCE)

The OSCE is a clinical exam to assess whether candidates demonstrate the knowledge, skills and competence of a **graduate-level nurse or midwife** from an Australian NMBA-approved program of study.

Notifications

Notifications



- A **notification** is when Ahpra receives a **complaint or concern** is raised that a health practitioner may be putting **public safety at risk**.
- In 2021/22, Ahpra received
 - 1,940 notifications related to nurses (0.5% of all nurses)
 - 113 notifications related to midwives (0.4% of all midwives)

When should I make a notification?

Where there is reasonable belief that:



a practitioner's behaviour is placing the public at risk



a practitioner is practising their profession in an unsafe way



a practitioner's ability to make safe judgements about their patients might be impaired because of their health

What happens when a notification is made?

The notifications process: How AHPRA handles notifications



Did you know?

- **Less than 1%** of notifications about practitioners result in their registration being cancelled or suspended.
- **More than 70%** of notifications result in no further action by the relevant Board.
- **11%** of notifications result in a practitioner being cautioned.
- **12%** of notifications result in a practitioner having restrictions placed on their practice.

63% of notifications don't proceed beyond initial assessment.
40% of all notifications are closed within 90 days.

37% of notifications reach this stage.
44% of these investigations take more than 12 months to complete.

Web www.ahpra.gov.au
Phone 1300 419 495

NMBA current projects

NMBA projects

- Stakeholder engagement – Employers of nurses and midwives
- Further enhancing the services of Nurse & Midwife Support:
 - Notification navigator
 - Wellness programs
 - Graduate support
- Accurate database of students (student register)
- Endorsement for scheduled medicines – designated registered nurse prescriber (registration standard and guidelines)

NMBA projects

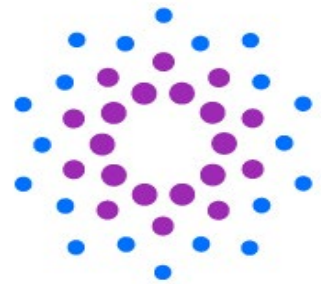
- Guidelines: Privately practising nurses
- Conditions on registration for nurses and midwives post-notification
- Midwifery workforce review
- Review into the approach of re-entry to practice
- Internationally qualified nurses and midwives
 - Additional OSCE capacity
 - New registration standard for IQRNs from NMBA-approved international jurisdictions
 - Interim review of approach to assessment

NMBA projects

- Improving nursing and midwifery understanding of health and cultural needs of Aboriginal and Torres Strait Islander people
 - a) Improved provision of culturally safe care by nurses and midwives to Aboriginal and Torres Strait Islander People
 - b) Improve management of nurses and midwives where instances of culturally unsafe practice are identified.
 - c) review of the NMBA Standards codes and guidelines to ensure the Cultural Safety and health of Aboriginal and Torres Strait Islander Peoples are addressed.
- Joint project: Educating nurses and midwives on the scope of practice of Aboriginal and Torres Strait Islander health practitioners
- Analysis of coronial tribunal findings of deaths in custodial settings

NMBA projects

- Scheduled review of standards, codes and guidelines:
 - Registration standard: Endorsement as a nurse practitioner (includes Safety and quality guidelines for nurse practitioners)
 - Registration standard: Endorsement for scheduled medicines for midwives
 - Safety and quality guidelines for privately practising midwives (completed)
 - Enrolled nurse standards for practice
 - Registered nurse standards for practice



Nurse & Midwife Support

- a confidential service, independent of the NMBA
- offers advice and referral on health issues to nurses, midwives and students
- offers information and support for employers, education providers and concerned others
- phone support available 24/7 nationally

www.nmsupport.org.au 1800 667 877

For more information

www.nursingmidwiferyboard.gov.au

- presentations and videos available online
- consultations
- regular NMBA newsletters

Your feedback

