Re-entry to the nursing and midwifery workforce

The ANMF supports re-entry to the nursing and midwifery workforce of previously registered nurses, midwives and enrolled nurses and the provision of further education as required to enable a transition to safe and competent nursing and midwifery practice.

It is the position of the Australian Nursing and Midwifery Federation that:

1. Programs combining theory and clinical experience must be widely accessible in a variety of learning modes to allow previously educated registered nurses, midwives and enrolled nurses to demonstrate the competence required for re-entry to the nursing and/or midwifery register.

2. Re-entry programs must be available, affordable and accessible.

3. The Nursing and Midwifery Board of Australia (NMBA) should provide national standards which ensure clear, consistent criteria for acceptance into re-entry programs and/or supervised practice arrangements.

4. Nurses and midwives with a lapse in practice greater than 10 years should be individually assessed by the NMBA to determine their re-entry requirements.

5. Education providers or agencies* offering re-entry programs and/or supervised practice arrangements must ensure that the NMBA requirements for supervision are met.

6. The nurse or midwife undertaking a re-entry program should not be included in staff establishment numbers until their registration to practice is fully restored.

7. Nurses and midwives re-entering the nursing and/or midwifery workforce must have access to expert and experienced registered nurses and midwives to provide support during the transition to practice through various models such as: preceptorship, supervision and mentoring.

8. The offering of nursing and midwifery scholarships by governments, employers, other nursing or midwifery and health related organisations, to support re-entry to practice, is imperative for a sustainable workforce.

9. Specific re-entry scholarships should be provided for Aboriginal and Torres Strait Islander nurses and midwives seeking to re-enter the workforce as a commitment to closing the gap.

10. Bonding to a particular employer or agency on completion of re-entry as a condition for the awarding of scholarships to nurses or midwives, is not supported.

*The term ‘agency’ includes, but is not limited to: health services, universities, professional organisations and private providers of education and training.