



anf policy

# australian nursing federation

## professional practice competency standards for nursing and midwifery<sup>1</sup>

It is the policy of the Australian Nursing Federation that:

1. The interests of nurses and midwives must be represented in all forums where professional practice competency standards relevant to nursing and midwifery are being developed or reviewed.
2. National professional practice competency standards developed for nursing and midwifery practice must:
  - reflect the skills, knowledge, attitudes, values and abilities required in the workplace;
  - reflect the relationship, and allow for articulation, between the different levels of nursing and midwifery;
  - form the basis for curriculum development; and
  - reflect the relationship between nursing and midwifery practice and the practice of other workers in the health sector.
3. Core professional practice competency standards should be prepared and used as the baseline for nursing and midwifery practice by the Nursing and Midwifery Board of Australia assessing the competence of those licensed to practise as registered nurses, enrolled nurses, midwives and nurse practitioners.
4. Professional practice competency standards have been prepared in consultation with the profession for the advanced registered nurse<sup>2</sup> and advanced enrolled nurse<sup>3</sup>. These can be used by specialist professional nursing and midwifery organisations as a framework for specialist practice.
5. The process of development of professional practice competency standards related to nursing and midwifery practice must be validated and evaluated and have processes in place for review.
6. Competency standards should not be developed in a manner that creates barriers for recruitment and retention of the nursing and midwifery workforce.
7. When professional practice standards are used as criteria for performance assessment, mechanisms must be in place to monitor assessment processes, ensure adequate assessor preparation, and provide for avenues of appeal.

*adopted by federal executive june 1998*

*reviewed and re-endorsed may 2005*

*reviewed and re-endorsed november 2008*

*reviewed and re-endorsed november 2011*

### references

1. Australian Nursing and Midwifery Council. 2006. National Competency Standards for the Registered Nurse 4th Edition ANMC Canberra.
2. Australian Nursing Federation. 2005. Competency standards for the advanced registered nurse.
3. Australian Nursing Federation. 2005. Competency standards for the advanced enrolled nurse.