



Professional practice framework for nurses and midwives

Nurses and midwives practice under the Nursing and Midwifery Board of Australia (NMBA)¹ Professional Practice Framework (PPF). The national Professional Practice Framework includes:

- Standards for Practice, including:
 - Registered nurse standards for practice,
 - Enrolled nurse standards for practice,
 - Midwife standards for practice,
 - Nurse practitioner standards for practice,
- Codes of Conduct, including:
 - Code of conduct for nurses,
 - Code of conduct for midwives,
- Codes of Ethics, including:
 - International Council of Nurses (ICN) Code of ethics for nurses,
 - International Confederation of Midwives (ICM) Code of ethics for midwives,
- Frameworks, including:
 - Decision-making framework (DMF),
 - Assessing standards for practice for nurses and midwives,
- Guidelines, including:
 - Guidelines for registration standards,
 - Professional practice guidelines,
 - Safety and quality guidelines for nurse practitioners,
 - Safety and quality guidelines for privately practicing midwives, and
- Registration Standards:
 - Criminal history,
 - English language skills,
 - Continuing professional development,
 - Recency of practice,
 - Professional indemnity insurance arrangements
 - Endorsement as a nurse practitioner,
 - Endorsement for scheduled medicines for midwives,
 - Endorsement for scheduled medicines for registered nurses.

Nurses and midwives must be provided with an environment which facilitates effective, efficient and quality care in order to meet the NMBA Standards for practice.

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

1. All nurses and midwives have a responsibility to provide high quality, safe and competent nursing and/or midwifery care to the community.
2. All nurses and midwives have a professional responsibility to meet the NMBA Standards for practice and to have a contemporary knowledge and skill base in order to deliver safe nursing and/or midwifery care.



3. Individual nurses, midwives, professional organisations, the NMBA, employers, education providers and governments share the responsibility to ensure the maintenance of professional practice standards.
4. Nurses and midwives use the required standards for practice for regular self-assessment or peer review and identification of learning needs.
5. Nurses and midwives may base their self-assessment on a variety of methods to ensure they meet the required standards for practice. These methods include: formal and informal learning; participation in and use of evidence based practice and research; other continuing professional development activities; and reflection on practice and on workplace performance appraisals.
6. Measures to meet the NMBA's professional standards may include, but should not be limited to: evaluation and reflection on professional practice against the relevant standards; workplace performance appraisal to identify knowledge and practice gaps; attendance at a relevant conference, seminar and/or continuing professional development sessions; relevant post graduate education programs; maintenance of knowledge through professional literature and research; participation in mandatory education (such as cardiopulmonary resuscitation or workplace safety); and membership of a professional and/or industrial organisation.
7. Assessment of nurses and midwives should only be conducted by nurses and midwives with similar or advanced clinical expertise in the context of practice in which the nurse or midwife is to be assessed.
8. The assessment of a nurse or midwife requires knowledge of the professional and registration standards and their context of practice and acknowledgement of the extent of experience the nurse or midwife has undertaken.
9. Nurses and midwives should demonstrate a commitment to their Professional practice framework through life-long learning.
10. Nurses and midwives should seek quality educational experiences relevant to their area of practice or professional interest.
11. Employers should provide nurses and midwives with support (financial and/or time off) and access to learning opportunities in a range of settings including facilitating education in the workplace, online, and via other distance education methods, where appropriate.
12. Nurses and midwives should support each other in demonstrating and maintaining the standards for nursing and midwifery practice.
13. Nurses and midwives who identify learning needs in their practice should be given the support to formulate and implement a professional development plan in collaboration with their employer.
14. Nurses and midwives need to document continuing professional development activities in accordance with the requirements of the NMBAs, *Continuing Professional Development Registration Standard*.²



15. The development of nurses and midwives must be undertaken by the professions and include consultation with key nursing and midwifery stakeholders.

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Reviewed and re-endorsed November 2010

Reviewed and re-endorsed November 2013

Reviewed and re-endorsed August 2016

Reviewed and re-endorsed November 2019

References

- 1 Nursing and Midwifery Board of Australia website at <http://www.nursingmidwiferyboard.gov.au/>
- 2 Nursing and Midwifery Board of Australia. 2016. *Registration standard: Continuing professional development*. Available at: <https://www.nursingmidwiferyboard.gov.au/Registration-Standards/Continuing-professional-development.aspx>