



Assistants in nursing

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

1. Assistants in nursing* should be regulated under the *Health Practitioner Regulation National Law Act 2009* (National Law).
2. Assistants in nursing must be referred to by common nomenclature. The most appropriate title for this class of worker is assistant in nursing (AIN) and should be the nationally protected title recognised under the National Law.
3. Regulation would afford assistants in nursing a recognised Professional Practice Framework, incorporating national codes, guidelines and standards, including an English language skills standard, and a scope of practice.
4. Nationally accredited education and training for assistants in nursing must be provided to ensure the safety and dignity of individuals receiving care and to enable assistants in nursing to practice safely and competently with articulation pathways established to enrolled nurse and registered nurse education programs.
5. The educational preparation of assistants in nursing should be in accordance with nationally recognised education from industry agreed training packages which meet the standards required for work in the health, aged care and community services sectors. There should be a minimum level of education mandated nationally, at Certificate III level, to ensure consistent educational preparation.
6. Until such time as assistants in nursing are regulated, they must be guided by the National Code of Conduct for Unregulated Workers implemented in each state or territory¹. The Code sets out the minimum standards required for health workers who are not currently registered under the national registration and accreditation scheme.
7. All education for health and community services workers including assistants in nursing should recognise prior learning and experience and should be provided within the Vocational Education and Training (VET) sector by a Registered Training Organisation or a Technical and Further Education (TAFE) Institute with the required qualification on their scope of registration.
8. Any requirement for student clinical placement of assistants in nursing during their education and training should only be conducted in settings which are commensurate with their level of skill and knowledge and provide safe working environments that promote best practice.
9. Assistants in nursing work under the direction and supervision of registered nurses. They provide delegated elements of nursing care to patients and/or residents according to the nursing care plan. Consequently, this level of worker must be supervised and assessed by a registered nurse during their period of clinical training and thereafter. Enrolled nurses also provide support and supervision to assistants in nursing to ensure care is provided as outlined within the plan of care according to institutional policies, protocols and guidelines².
10. Formal articulation and recognition of prior learning arrangements should be developed and implemented between VET Certificate III and Certificate IV courses for assistants in nursing and the Diploma of Nursing qualification that lead to registration as an enrolled nurse.
11. Assistants in nursing should have equitable access to continuing educational opportunities and study leave provisions.

*The term assistant in nursing also refers to care workers (however titled)



*Endorsed August 2004
Reviewed and re-endorsed May 2007
Reviewed and re-endorsed May 2010
Reviewed and re-endorsed November 2013
Reviewed and re-endorsed August 2016
Reviewed and re-endorsed November 2019*

References

1. COAG Health Council. April 2015. A National Code of Conduct for unregulated workers. Available at <http://www.coaghealthcouncil.gov.au/NationalCodeOfConductForHealthCareWorkers/ArtMID/529/ArticleID/40/A-National-Code-of-Conduct-for-health-care-workers>
2. Nursing and Midwifery Board of Australia (NMBA). January 2016. Enrolled Nurse Standards for Practice. Available at <https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/enrolled-nurse-standards-for-practice.aspx>

This position statement should be read in conjunction with ANMF Position Statement *Assistants in nursing providing aspects of nursing care*.