



Standards for practice for nurses and midwives

Standards for practice should be broad and principle based to ensure they are sufficiently dynamic to use as a benchmark for assessment of nursing and midwifery practice in all contexts of practice.

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

1. The interests of nurses and midwives must be represented in all forums where standards for practice relevant to nursing and midwifery are being developed, reviewed or revised.
2. National standards for practice have been prepared by the Nursing and Midwifery Board of Australia (NMBA) in consultation with the professions. These core mandated standards for practice provide the framework for assessing registered nurses, enrolled nurses, midwives, nurse practitioners and midwives with scheduled medicines endorsement.^{1, 2, 3, 4} These standards also inform national accreditation standards for nursing and midwifery education and are used to regulate nurses and midwives.
3. National standards for practice developed for nurses and midwives must:
 - a) reflect the knowledge, skills, abilities, attitudes and values required for the provision of safe, quality care;
 - b) reflect the relationship, and allow for articulation, between the different levels of nursing and midwifery;
 - c) form the basis for curriculum development;
 - d) reflect the relationship between nursing and midwifery practice and the practice of other workers in the health sector; and
 - e) reflect community needs in relation to health and aged care outcomes.
4. National or jurisdictional standards for practice developed by professional organisations for nurses and midwives must be prepared in consultation with the nursing and midwifery professions. They are not mandatory but may be used by nurses and midwives as a framework to guide practice and self-assessment of practice in a particular context or setting.
5. Standards for practice for nurses and midwives must be appropriately validated and evaluated by the nursing and midwifery professions, and have agreed processes for regular review, including those standards developed by professional organisations. These standards for practice should be utilised as a positive learning tool.
6. Standards for practice should not be developed in a manner that creates barriers for recruitment and retention of the nursing and midwifery workforce.
7. When the NMBA standards for practice are used to assist performance appraisal, the process must include fair, valid and reliable assessment, undertaken by competent registered nurse or midwife assessors, with provision for avenues of appeal.



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Reviewed and re-endorsed November 2011
Reviewed and re-endorsed May 2015
Reviewed and re-endorsed May 2018
Reviewed and re-endorsed May 2021*

References

1. Nursing and Midwifery Board of Australia (2016). *Registered nurses standards for practice*. Available at: <https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/registered-nurse-standards-for-practice.aspx>
2. Nursing and Midwifery Board of Australia (2016). *Enrolled nurse standards for practice*. Available at <https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/enrolled-nurse-standards-for-practice.aspx>
3. Nursing and Midwifery Board of Australia (2018). *Midwife standards for practice*. Available at <https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/Midwife-standards-for-practice.aspx>
4. Nursing and Midwifery Board of Australia (2014). *Nurse practitioner standards for practice – effective January 2014, updated March 2018*. Available at <https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/nurse-practitioner-standards-of-practice.aspx>

This policy should be read in conjunction with the ANMF Registration of Assistants in Nursing Position Statement.