



## Nurses and midwives in general practice position statement

### 1. Purpose

This position statement details the practices and policies the Australian Nursing and Midwifery Federation (ANMF) considers general practice providers should have in place when employing nurses and midwives.

It should be read with the ANMF position statement: *Medical practice assistants* and the ANMF publication: *National practice standards for nurses in general practice* and accompanying toolkit.<sup>1</sup>

### 2. Definitions

**Direct supervision** occurs when the registered nurse or midwife is present and personally observes, works with, guides and directs the person who is being supervised.

**Indirect supervision** occurs when the registered nurse or midwife works in the same facility or organisation as the supervised person but does not constantly observe their activities. An indirect supervisor must be available for reasonable access.

### 3. Context

The ANMF supports the employment of nurses and midwives in general practice because it:

- enhances the range of services available to the community and improves health outcomes by incorporating their diverse scope of practice
- provides clinical and collegial support to other health professionals working in that setting.

### 4. Position

#### Employment arrangements

It is the position of the ANMF that:

1. All general practice providers must ensure that all registered nurses and midwives and all enrolled nurses employed in their practice:
  - are registered with the Nursing and Midwifery Board of Australia (NMBA)
  - are employed according to the appropriate industrial instrument
  - are recognised and remunerated at a level commensurate with their qualifications, skills, knowledge, experience and scope of practice
  - have a clear position description and scope of practice appropriate to their educational preparation and consistent with national and state and territory legislative frameworks
  - are not accountable to non-nurse/midwife practice managers for clinical decisions and outcomes.

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<sup>1</sup> Australian Nursing and Midwifery Federation (2014). *National practice standards for nurses in general practice*. Melbourne: ANMF. Available at [https://www.anmf.org.au/media/ouzgngft/anmf\\_national\\_practice\\_standards\\_for\\_nurses\\_in\\_general\\_practice.pdf](https://www.anmf.org.au/media/ouzgngft/anmf_national_practice_standards_for_nurses_in_general_practice.pdf).



## Professional support and growth

It is the position of the ANMF that:

2. all general practice providers must have the following in place:
  - evidence-based policies and protocols to provide direction to the nurse or midwife and clear boundaries and role expectations
  - clear and appropriate direct or indirect supervisory arrangements with a registered nurse for all enrolled nurses employed in the practice<sup>2,3</sup>
  - mechanisms to facilitate communication between nurses and midwives in the practice and other nurses and midwives in the local area who are working in similar or other primary health care roles to facilitate professional support; information and idea sharing; and ongoing professional development activities.

## 5. Position statement management

Document type: Position statement	Review process: Federal Executive every three years
Title: Nurses and midwives in general practice	Last reviewed: November 2023
Endorsed: 2001	Next review: November 2025

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<sup>2</sup> Nursing and Midwifery Board of Australia. 2020. *Decision-making framework for nursing and midwifery*. Available at: <https://www.nursingmidwiferyboard.gov.au/codes-guidelines-statements/frameworks.aspx>.

<sup>3</sup> Nursing and Midwifery Board of Australia. 2016. *Enrolled nurse standards for practice*. <http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx>.