



anf position
statement

australian nursing federation

employment of undergraduate students of nursing and midwifery

The Australian Nursing Federation (the ANF) recognises that some, students of nursing or midwifery will choose to be, or need to be, employed during the period of their undergraduate education, both for financial reasons and for the experience such employment provides.

It is the position of the Australian Nursing Federation that:

1. The employment of undergraduate students of nursing or midwifery should be subject to agreement between the ANF State or Territory Branch¹ and the employer, and include the number of students to be employed, the area of employment, the hours of work and the full time equivalent value in the workplace.
2. The employment of undergraduate students of nursing or midwifery must be complementary to their undergraduate education; and not be a requirement of the student, the employer or the educational institution.
3. Undergraduate students of nursing or midwifery if employed in nursing or midwifery must be designated with a student nursing or midwifery classification.
4. The undergraduate student of nursing or midwifery must be employed within a position description agreed to by the relevant ANF State or Territory Branch. Where a model of nursing or midwifery is employed that includes undergraduate students of nursing or midwifery working in paid employment, the student role must be clearly identified and differentiated as distinct from other unlicensed health care workers, and this should be articulated in the position description
5. The employment of undergraduate students of nursing or midwifery must be covered by an award or agreement of the relevant ANF State or Territory Branch.
6. Remuneration of undergraduate students of nursing or midwifery must be negotiated with the relevant ANF State or Territory Branch and specified in the award or agreement, and should increase incrementally as the student progresses through their academic studies.
7. The employment of undergraduate students of nursing or midwifery must not be substituted for the employment of nurses or midwives.
8. The employment of undergraduate students of nursing or midwifery must be within legislation.

9. The undergraduate student of nursing or midwifery must be covered by the employer's vicarious liability.
10. There must be adequate registered nurse or midwife support and supervision for the employed student nurse or midwife in the workplace.
11. In consultation with the relevant ANF State or Territory Branch, the employment of undergraduate students of nursing or midwifery must be subject to regular evaluation and review in conjunction with the student, other nurses or midwives and the employer.

endorsed november 2002

reviewed and re-endorsed november 2004

reviewed and re-endorsed may 2007

reviewed and re-endorsed may 2010

Reference

1. This includes ANF Branches in the Australian Capital Territory, Victoria, Western Australia, South Australia, Queensland (Queensland Nurses' Union), Northern Territory, Tasmania and New South Wales (NSW Nurses' Association).