



anf position
statement

australian nursing federation

management of nursing and midwifery services

It is the position of the Australian Nursing Federation that:

1. In order for nurses and midwives to be accountable for facilitating effective, efficient and quality care they must have the authority and responsibility for organising nursing and midwifery services.
2. Directors of Nursing and Midwifery (however titled) should have recognised management or other relevant qualifications or be working toward a management qualification; or have significant management experience.
3. Directors of Nursing and Midwifery (however titled) should make certain that the management of nursing and midwifery services at all levels is undertaken by nurses or midwives with the appropriate qualifications and delegated authority.
4. Directors of Nursing and Midwifery (however titled) must be fully participating members of the health agency management executive, including involvement in the selection process for other executive members.
5. The Director of Nursing and Midwifery (however titled) must have authority and accountability for the management and functions of nursing and midwifery services. This authority should include:
 - 5.1 the quality of nursing and midwifery services, including the development and maintenance of policies and standards affecting nursing and midwifery practice;
 - 5.2 nursing and midwifery resources, including staffing levels and skills mix;
 - 5.3 nursing and midwifery education;
 - 5.4 preparation and control of the nursing and midwifery budget;
 - 5.5 nursing and midwifery research;
 - 5.6 development and implementation of the mission statement, philosophy and strategic direction of nursing and midwifery services;
 - 5.7 occupational health and safety of nurses and midwives, including rehabilitation or return to work plans for injured nurses and midwives.
6. The Director of Nursing and Midwifery (however titled) should ensure that nurses and midwives in management positions are assisted in obtaining management qualifications appropriate to the level of appointment.

7. The context in which registered nurses or midwives are employed as nurse or midwife managers shall include:
 - 7.1 all organisations, public and private, where nurses or midwives are employed as clinicians, educators, managers, project positions, and/or researchers;
 - 7.2 all government or statutory organisations responsible for, or associated with, the delivery of health services to the community;
 - 7.3 all educational organisations which offer undergraduate or postgraduate programs for nurses or midwives;
 - 7.4 all government or statutory organisations responsible for, or associated with, the provision of continuing educational programs for nurses and/or midwives.
8. Nurse managers retain accountability for the functions associated with nurses and nursing. Midwife managers retain accountability for the functions associated with midwives and midwifery.
9. Where nurses or midwives are employed as advisers/consultants in government or statutory organisations they must be members of the nursing or midwifery division, where one exists.
10. Nursing or midwifery personnel must be included in selection panels and performance management arrangements for senior nurse or midwifery manager positions, and hold the majority of panel seats.
11. Nurses and midwives in senior management positions (however titled) must have input into their own performance appraisal process and/or personal development review, and those of other senior managers.

endorsed by federal executive june 1998

reviewed and re-endorsed november 2006

reviewed and re-endorsed november 2009