



anf position
statement

australian nursing federation

re-entry to the nursing/midwifery workforce

The ANF supports re-entry to the nursing/midwifery workforce of previously registered nurses, midwives and enrolled nurses and the provision of further education as required to ensure safe and competent nursing and midwifery practice.

It is the position of the Australian Nursing Federation that:

1. Programs combining theory and clinical experience must be widely available in a variety of learning modes to allow previously educated registered nurses and midwives and enrolled nurses to demonstrate the competence required for re-entry to the nursing/midwifery register.
2. Re-entry programs must be available, affordable and accessible.
3. The Nursing and Midwifery Board of Australia (NMBA) should provide national standards which ensure clear, consistent criteria for acceptance into re-entry programs and/or supervised practice arrangements.
4. Educational providers or agencies¹ offering re-entry programs and/or supervised practice arrangements must ensure that the NMBA requirements for supervision are met and that the nurse or midwife undertaking the re-entry program is not included in staff establishment numbers until their license to practice is fully restored.
5. Nurses and midwives re-entering the nursing/midwifery workforce must have access to expert and experienced nurses and midwives to provide support during the transition to practice through various models such as: preceptorship, team-based care, supervision and mentoring.

endorsed august 2004

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references

1. The term 'agency' includes, but is not limited to: health services, universities, professional organisations and private providers of education and training.