



anf policy

australian nursing federation

competency standards¹ and nursing and midwifery

Where the term 'nurse' is used it includes all licensed classifications including, but not limited to: registered nurse, midwife, enrolled nurse, nurse practitioner.

It is the policy of the Australian Nursing Federation that:

1. The interests of nurses and midwives must be represented in all forums where competency standards relevant to nursing and midwifery are being developed or reviewed.
2. National competency standards developed for nursing and midwifery practice must:
 - reflect the skills, knowledge and attributes required in the workplace;
 - reflect the relationship, and allow for articulation, between the different levels of nursing and midwifery;
 - form the basis for curriculum development; and
 - reflect the relationship between nursing and midwifery practice and the practice of other workers in the health sector.
3. Core competency standards should be prepared and used as the baseline for nursing and midwifery practice by regulatory authorities assessing the competence of people licensed to practise as registered nurses, enrolled nurses², midwives and nurse practitioners.
4. Advanced competency standards can be prepared in consultation with the profession and used by specialist professional nursing and midwifery organisations as a frame work for specialist practice, eg nurses in critical care, or nurses working in a special context eg nurses in remote areas.
5. The process of development of competency standards related to nursing and midwifery practice must be validated and evaluated and have processes in place for review.
6. Competency standards should not be developed in a manner that creates barriers for recruitment and retention of the nursing and midwifery workforce.
7. When used as criteria for performance assessment, mechanisms must be in place to monitor assessment processes, ensure adequate assessor preparation, and provide for avenues of appeal.

adopted by federal executive june 1998

reviewed and re-endorsed may 2005

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references

1. Competency standards are the competency units and elements that describe competence. Competence is the combination of skills, knowledge, values and abilities that underpin effective performance in a professional/occupational area (such as nursing). A competent nurse is one that has competence across all domains of competencies applicable to the nurse, at a standard that is judged to be appropriate for the level of nurse being assessed (from ANMC 2004 Common competencies for registered nurses in Western Pacific and South East Asian Region, ANMC Canberra).
2. Registered nurse (Division 2) in Victoria.