

# NMBA update

CoNNMO

Friday 27 May 2016

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# Overview

- The NMBA – who we are and what we do
- National Scheme - Professional practice framework
  - Registration standards update
  - RN Standards for practice
- NMBA current projects

# The NMBA - Who we are

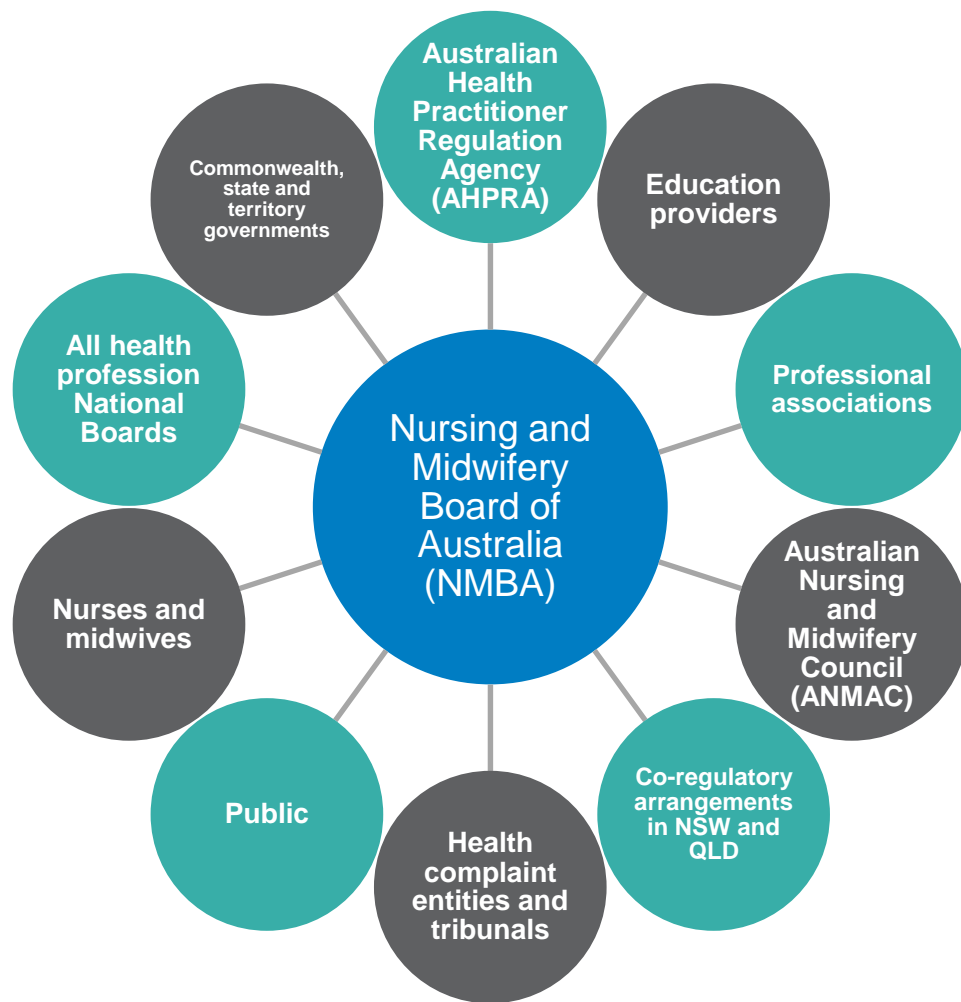
- undertakes functions as set by the **Health Practitioner Regulation National Law**
- works in partnership with the **Australian Health Practitioner Regulation Agency (AHPRA)**
- **regulates** nurses and midwives in Australia

**Public protection is at the heart  
of everything we do**

# The NMBA - What we do

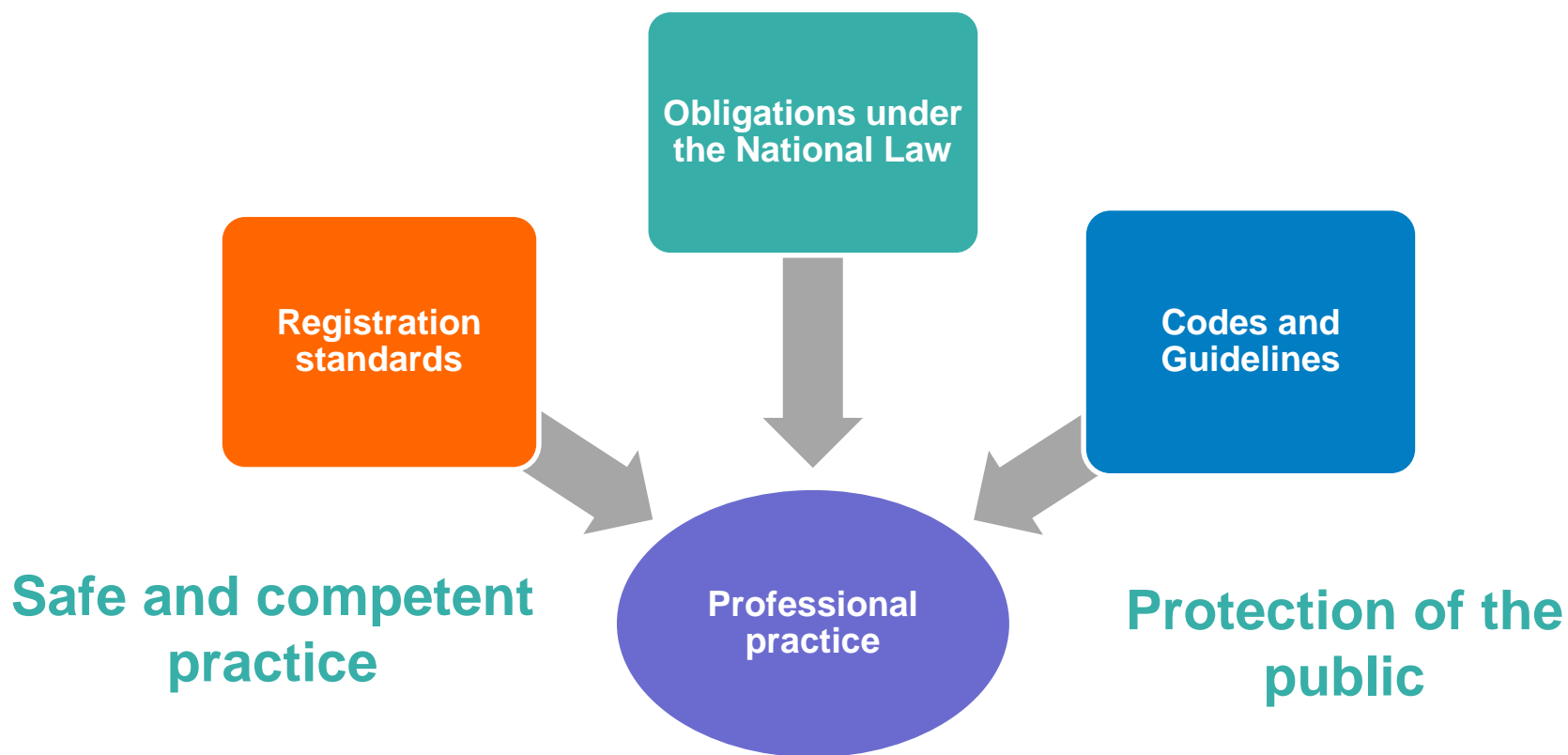
- develops **standards, codes and guidelines** for the nursing and midwifery professions
- **registers** nurses, midwives and students
- handles **notifications**, complaints, investigations and disciplinary hearings
- assesses **overseas trained** nurses and midwives who wish to practise in Australia
- approves **accreditation standards** and **accredited programs of study**

# Partnerships in regulation



# Regulatory framework

# Understanding the professional practice framework under the National Scheme



# Registration standards



# Registration standards

5 mandatory standards:

- **Continuing professional development**
- Criminal history
- English language skills
- Professional indemnity insurance arrangements
- **Recency of practice**

# Registration standards for endorsement

- **Endorsement as a nurse practitioner**
- **Endorsement for scheduled medicines for midwives**
- Endorsement for scheduled medicines for registered nurses (rural and isolated practice)

# Registration standards for continuing professional development (CPD) and recency of practice

# Key dates

The revised standards:

- come into effect on **1 June 2016**
- will replace the registration standards that are currently in place
- do not apply to renewals of registration in 2016

All nurses and midwives will need to meet the obligations of these revised registration standards by the next **registration renewal period in May 2017**

# Registration standard: Continuing professional development

# What is CPD?

Continuing professional development (CPD) is the means by which nurses and midwives maintain, improve and broaden their knowledge, expertise and competence, and develop the personal and professional qualities needed throughout their professional lives.

# How many CPD hours?

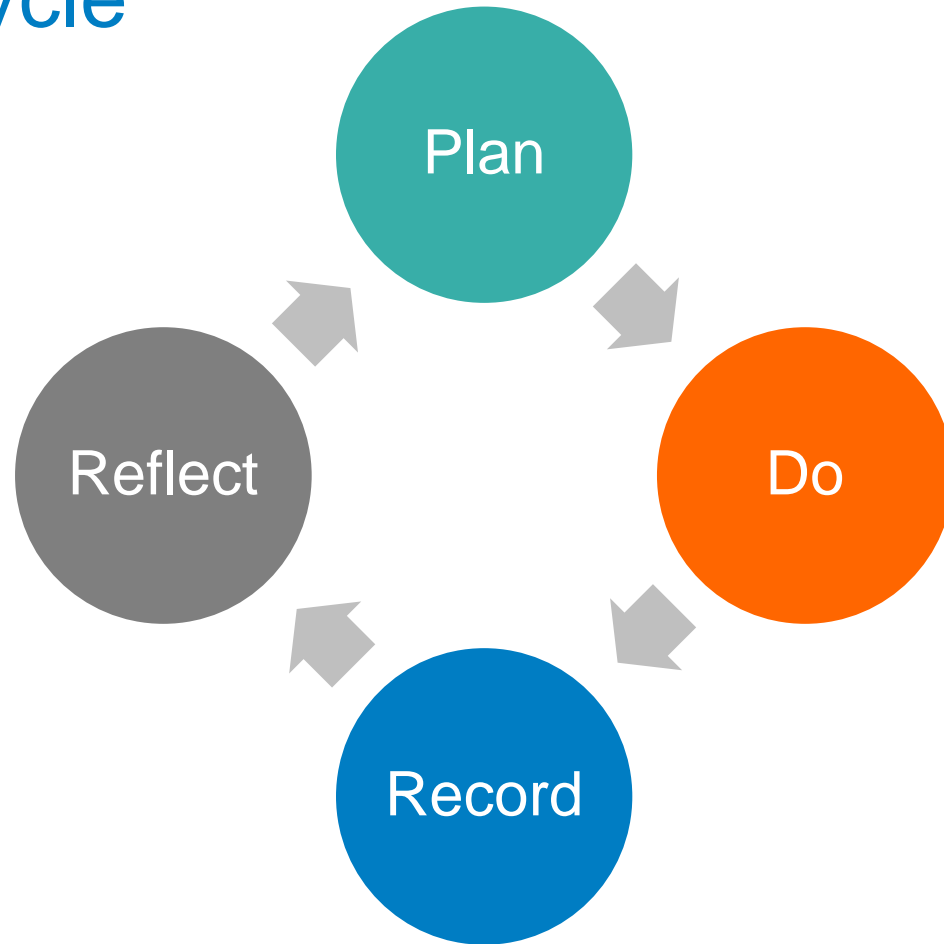
You must complete a **minimum of 20 hours** of CPD per registration period relevant to your **context of practice** as a nurse or midwife.

# Key changes

- Clarity: nurses and midwives who are **registered but not working** must complete CPD.
- Midwives with an **endorsement** for scheduled medicines will have to complete **10 hours** of additional CPD, related to prescribing and ordering of diagnostics.



# The CPD cycle



# Registration standard: Recency of practice

# What is recency of practice?

Recency of practice means that a nurse or midwife has maintained an adequate connection with, and recent **practice** in nursing and/or midwifery since qualifying for, or obtaining registration.

# What is practice

- Broad definition
- Remunerated or not
- Skills and knowledge as a nurse and/or midwife
- Not only direct clinical care
- Includes non-clinical - management, administration, education, research, advisory, regulatory or policy development roles.

# How is recency of practice demonstrated?

Able to provide evidence that the nurse/midwife has practised for a period equivalent to a **minimum of 450 hours** of practice **within the past five years**.

# Registration standard: Endorsement as a nurse practitioner

# Key dates

- comes into effect on **1 June 2016**
- will replace the current registration standard
- does not apply to renewals of registration in 2016

# Key changes

- Definition of nurse practitioner
- Clarity: definition of 'program that is substantially equivalent'
- Clarity that nurse practitioners are required to demonstrate recency of practice at the **advanced practice nursing level** to retain endorsement



# Regulatory definitions

- **Advanced nursing practice** is defined as a continuum along which nurses develop their professional knowledge, clinical reasoning and judgement, skills and behaviours to higher levels of capability (that is recognisable)
- **Advanced practice nurse** is a nurse practising in the advanced practice role

# What do I need to do to become endorsed?

- Current general registration as a registered nurse with no conditions or undertakings relating to unsatisfactory professional performance or unprofessional conduct
- 5,000 hours experience at the clinical advanced nursing practice level
- Appropriate qualifications
- Compliance with the NMBA's *Nurse practitioner standards for practice*.

# Registration standard: Endorsement for scheduled medicine for midwives

# Key dates

- comes into effect on **1 January 2017**
- will replace the current registration standards
- does not apply to renewals of registration in 2016

# Key changes

- combines and replaces the two current registration standards *Registration standard for endorsement for scheduled medicines for midwives* and *Eligible midwife registration standard*.
- the need for a **two-step process** of applying for notation then endorsement has been replaced by a **one-step process** of applying for endorsement only

# Key changes

- The term 'eligible midwife' has been removed from the title as this relates to health practitioner access to the MBS and PBS and as such is not an NMBA term.

# Key changes

- requirement for registration as a midwife constituting three (3) years' full-time **(5,000 hours) within the past six (6) years** of clinical practice
- experience across the '**context of practice**' has been included
- completion of a professional practice review program (PPRP) has been **removed**
- 20 additional hours of CPD related to the endorsement has been **reduced** to 10 additional hours

# Registered nurse standards for practice



# What are the standards for?

- communicate to the general public the **standards that can be expected** of nurses
- determine the **eligibility for registration** of people who have completed an nursing program of study in Australia
- determine the **eligibility for registration** of nurses wanting to practise in Australia but have completed courses elsewhere
- assess nurses who wish to **return to work** after being out of the workforce for a defined period, and
- assess nurses who need to show that they are **competent to practise**.

# Project phases

- Gap analysis research and consultation
  - Literature reviews
  - Interviews with Chief Nursing and Midwifery Officer
  - Observations of RN Practice
- Preliminary then Public consultations
- Validation – Observations of practice

# Registered nurse standards for practice

The standards:

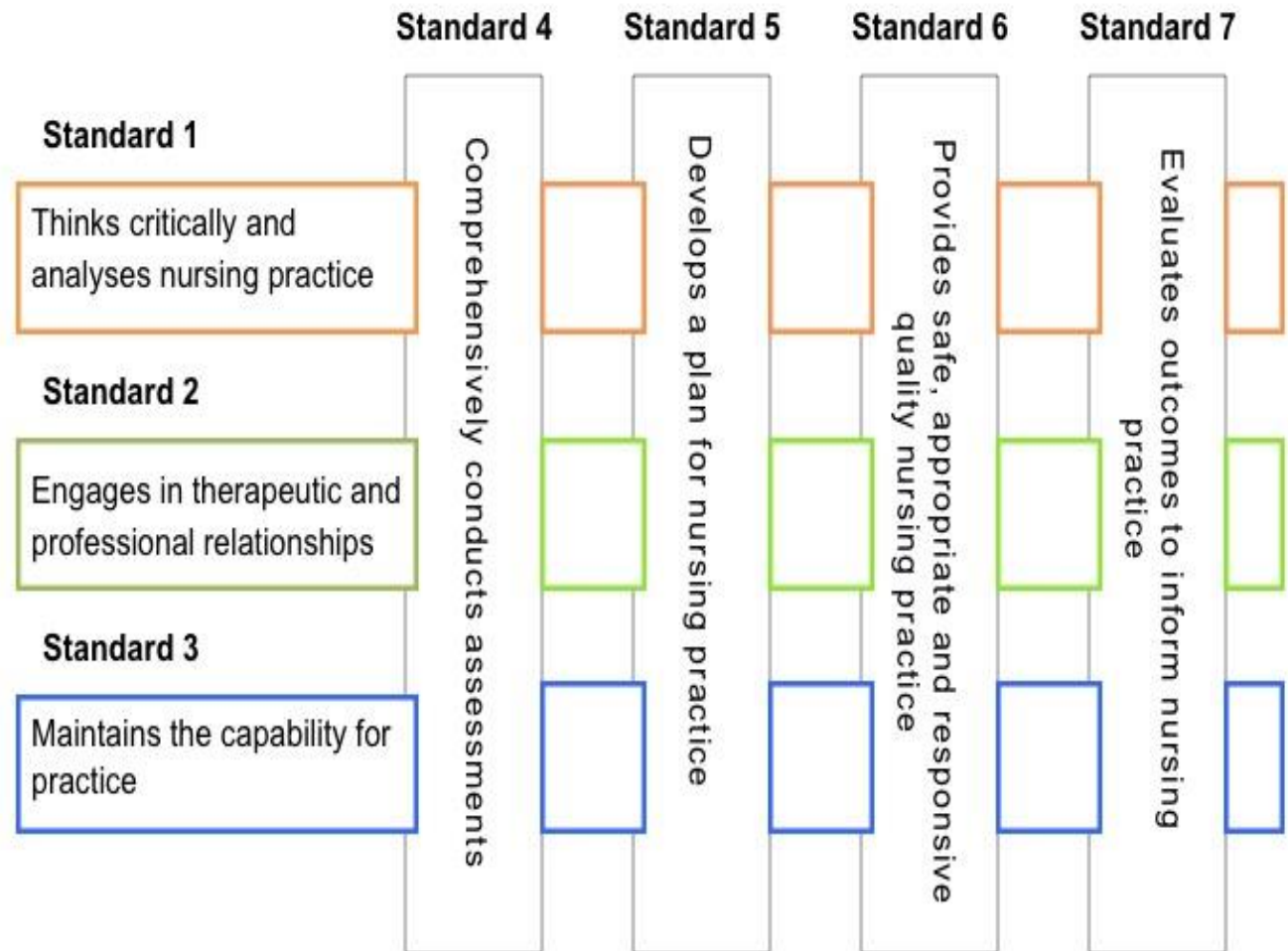
- Come into effect on **1 June 2016**
- **Replace** the *National competency standards for the registered nurse*

# What are the key features?

The standards:

- comprise seven standards that are interconnected
- are founded on person-centred and evidenced-based practice
- are for all RNs across **all** areas of practice, and
- are designed to be read in conjunction with NMBA standards, codes and guidelines

# RN Standards for Practice



# Current projects

# Current projects

- Codes of professional conduct for nurses and midwives
- Midwifery standards for practice
- National health support service for nurses and midwives
- Outcomes based assessment of IQNM competence to practice

# Meeting registration requirements

- Obligations
- Declarations
- Audit

**Nurse and midwives need to  
renew registration by  
31 May 2016**



# Where can I find more information?

[www.nursingmidwiferyboard.gov.au](http://www.nursingmidwiferyboard.gov.au)

The screenshot shows the homepage of the Nursing and Midwifery Board of Australia. The navigation bar at the top includes links for Home, About, Registration & Endorsement, Registration Standards, Professional Codes & Guidelines, Accreditation, and News. The main header identifies the board as 'Regulating Australia's nurses and midwives' and notes it is supported by AHPRA.

Key sections on the page include:

- Check your nurse or midwife is registered:** A search area with a text input for 'Practitioner's family name or registration number', a dropdown for 'Select health profession', and a 'Search' button. Links for 'Tips for using the register' and 'Cancelled health practitioner register' are also present.
- What's happening:** A section for staying up to date with National Board activities, featuring links to 'Read our communiqués' and 'Read our newsletters'.
- Report concerns about a nurse or midwife:** A 'Make a complaint' button and links to 'Find out more about the notification process' and 'Make a mandatory notification'.
- Latest news:** Two news items are listed: 'Protecting the public: Local data summaries from a national scheme' and 'Call for applications'.
- Right-hand sidebar:** Contains tabs for 'Nurse or midwife' and 'Employer'. It features a 'Become a registered Australian nurse or midwife' button, 'Access online services' with a 'Renew your registration online' button, and a list of 'Nurse and midwife services' including renewal information, audit requirements, and CPD information.
- Bottom right:** Sections for 'Approved programs of study' and 'Requests for tender'.

A red circle highlights two banners in the center of the page:

- Nursing registration standards are changing** (with a 'Find out more' button)
- Midwifery registration standards and guidelines are changing** (with a 'Find out more' button)

**Public protection is at the heart of everything we do**