



CONNMO

Sydney

Friday 6 October 2017

Codes of conduct

Why are the codes important?

The codes

- support nurses and midwives in the **delivery of safe practice** as part of their professional roles
- provide **guidance** for the public about the **standard of conduct and behaviour** they should expect from nurses and midwives
- help the NMBA **protect the public** in setting and maintaining standards to ensure safe practice

The review process

The codes are

- Informed by **research**
 - Literature review
 - Mapping of codes
 - Notification analysis
- Informed by **nurses and midwives**
 - Workshops and focus groups
 - Working group and specialist input
 - Preliminary and public consultation

Informed by research

- Literature review
- Mapping of codes
 - Comparative analysis of nursing and midwifery codes
 - Comparative analysis of the codes to multi-profession (common) code
- Notification (complaints) analysis

Key recommendations from literature

- Model the codes on the common codes
- Combine the nursing and midwifery codes
- Include boundaries guidance into the code
- Use second person directive language
- Include guidance on bullying and harassment
- Include guidance on social media

Key findings from mapping

- Codes should:
 - be relevant for all nurses and midwives in both clinical and non-clinical practice
 - include additional requirements for privately practising nurses and midwives
 - include professional boundaries content within the codes

Informed by nurses and midwives

- Working groups and specialist input
 - Key stakeholder bodies
- Workshops
- Focus groups
 - Held in each state and territory
- Consultation

Main features of the new Codes

- Modelled on multi-profession shared code
- Conduct is framed around seven principles,
- The principles are categorised into four domains
- ‘Person’ is used to refer to the those in a professional relationship with a nurse
- ‘Woman’ is used to refer to those in a professional relationship with a midwife
- Includes professional boundaries

Codes - 4 Domains

1. Practise legally
2. Practise safely, effectively and collaboratively
3. Act with professional integrity
4. Promote health and wellbeing

Practise legally

1. Legal compliance

- Obligations under the National Law including mandatory notifications
- Obligations under other relevant legislation
- Lawful behaviour - Expectation to practise honestly and ethically and not engage in unlawful behaviour

Practise safely, effectively and collaboratively

2. Person/woman centred practice

- Evidence base, collaborative practice, consent, open disclosure

3. Cultural practice and respectful relationships

- Aboriginal and Torres Strait Islander Peoples health, culturally safe practice
- Effective communication
- Confidentiality and privacy
- End of life care
- Bullying and harassment

Act with professional integrity

4. Professional behaviour

- Professional boundaries
- Advertising
- Conflicts of interest
- Financial arrangements and gifts

5. Teaching and supervising

6. Research in health

Promote health and wellbeing

7. Health and wellbeing

- Responsibility to maintain health to practise safely and effectively
- Understand and enact the principles of public health e.g. health promotion and vaccination
- Use expertise and influence to protect and advance the health and wellbeing of individuals, communities and populations

Structure and content – nursing



Principles of the *Code of conduct for nurses*

Domain: Practise legally

1. Legal compliance

Domain: Practise safely, effectively and collaboratively

2. Person-centred practice
3. Cultural practice and respectful relationships

Domain: Act with professional integrity

4. Professional behaviour
5. Teaching, supervising and assessing
6. Research in health

Domain: Promote health and wellbeing

7. Health and wellbeing



Get to know the new *Code of conduct for nurses*.

Visit www.nursingmidwiferyboard.gov.au.

Structure and content - midwifery



Principles of the *Code of conduct for midwives*

Domain: Practise legally

1. Legal compliance

Domain: Practise safely, effectively and collaboratively

2. Woman-centred practice
3. Cultural practice and respectful relationships

Domain: Act with professional integrity

4. Professional behaviour
5. Teaching, supervising and assessing
6. Research in health

Domain: Promote health and wellbeing

7. Health and wellbeing



Get to know the new *Code of conduct for midwives*.

Visit www.nursingmidwiferyboard.gov.au.

Where can I find more information?

www.nursingmidwiferyboard.gov.au

- presentations and videos available online
- consultations
- regular NMBA newsletters

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