



Employment of undergraduate students of nursing and midwifery

The Australian Nursing and Midwifery Federation (the ANMF) recognises that some students of nursing or midwifery wish to be, employed during the period of their undergraduate education, both for financial reasons and for the experience such employment provides.

It is the position of the Australian Nursing and Midwifery Federation that:

1. The employment of undergraduate students of nursing or midwifery should be subject to agreement between the relevant ANMF State or Territory Branch¹ and the employer, and include the number of students to be employed, the area of employment, the hours of work and the full time equivalent value in the workplace.
2. The employment of undergraduate students of nursing or midwifery must be independent of their undergraduate education clinical placement; and not be a requirement of the student, the employer or the education provider.
3. Where a model of nursing or midwifery is in place that includes undergraduate students of nursing or midwifery working in paid employment, the student role must be clearly identified and differentiated as distinct from assistants in nursing / assistants in midwifery or other unregistered health care workers. This role should be articulated in the position description as agreed to by the relevant ANMF State or Territory Branch.
4. The employment of undergraduate students of nursing or midwifery must be covered by an award or agreement of the relevant ANMF State or Territory Branch.
5. Remuneration of undergraduate students of nursing or midwifery must be negotiated with the relevant ANMF State or Territory Branch and specified in the award or agreement.
6. The employment of undergraduate students of nursing or midwifery must not be substituted for the employment of registered or enrolled nurses or midwives.
7. Any employment of undergraduate students of nursing or midwifery must occur within relevant legislative requirements.
8. There must be adequate registered nurse or midwife support and supervision for the employed student nurse or midwife in the workplace.
9. Consistent with the Nursing and Midwifery Board of Australia's national decision making framework², the registered nurse or midwife is responsible and accountable for all nursing or midwifery activities they delegate to the undergraduate student of nursing or midwifery.
10. In consultation with the relevant ANMF State or Territory Branch, the employment of undergraduate students of nursing or midwifery must be subject to regular evaluation and review in conjunction with the student, other nurses or midwives and the employer.



endorsed November 2002

reviewed and re-endorsed November 2004

reviewed and re-endorsed May 2007

reviewed and re-endorsed May 2010

reviewed and re-endorsed February 2015

Reference

1. This includes ANMF Branches in the Australian Capital Territory, Victoria, Western Australia, South Australia, Northern Territory, Tasmania, Queensland (Queensland Nurses' Union), and New South Wales (NSW Nurses' and Midwives Association).
2. A National Framework for the Development of Decision-making Tools for Nursing and Midwifery Practice. September 2007.
<http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Codes-Guidelines.aspx#dmf>