



Re-entry to the nursing and midwifery workforce

The ANMF supports re-entry to the nursing and midwifery workforce of previously registered nurses, midwives and enrolled nurses and the provision of further education as required to enable a transition to safe and competent nursing and midwifery practice.

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

1. Programs combining theory and clinical experience must be widely accessible in a variety of learning modes to allow previously educated registered nurses, registered midwives and enrolled nurses to demonstrate the competence required for re-entry to the nursing and/or 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. Nurses and midwives with a lapse in practice greater than 10 years should be individually assessed by the NMBA to determine their re-entry requirements.
5. Education 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 registration to practice is fully restored.
6. Nurses and midwives re-entering the nursing and/or midwifery workforce must have access to expert and experienced registered nurses and registered midwives to provide support during the transition to practice through various models such as: preceptorship, supervision and mentoring.
7. The offering of nursing and midwifery scholarships by governments, employers, other nursing or midwifery and health related organisations, to support re-entry to practice, is imperative for a sustainable workforce.
8. Specific re-entry scholarships should be provided for Aboriginal and Torres Strait Islander nurses and midwives seeking to re-enter the workforce as a commitment to closing the gap.
9. Bonding to a particular employer or agency on completion of re-entry as a condition for the awarding of scholarships to nurses or midwives, is not supported.

*endorsed August 2004
reviewed and re-endorsed May 2007
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Reference

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