



## Re-entering the nursing and midwifery workforce position statement

### 1. Purpose

This position statement sets out the arrangements the Australian Nursing and Midwifery Federation (ANMF) considers should be in place to help previously registered nurses and midwives re-enter the workforce.

### 2. Definitions

**Re-entry** refers to the process by which previously registered nurses, midwives and enrolled nurses whose registration has lapsed return to the workforce and seek re-registration.

### 3. Context

The ANMF supports the re-entry of previously registered nurses, midwives and enrolled nurses to the nursing and midwifery workforce.

The ANMF strongly advocates for further education to facilitate their smooth and timely transition to safe and competent nursing and midwifery practice.

### 4. Position

It is the position of the ANMF that:

1. Re-entry programs are a crucial element in creating and sustaining a local nursing and midwifery workforce.
2. The Nursing and Midwifery Board of Australia (NMBA) should develop national standards with clear and consistent criteria for acceptance into re-entry programs and supervised practice arrangements.
3. The NMBA should individually assess nurses and midwives with a lapse in practice greater than 10 years to determine their specific re-entry requirements.
4. The NMBA's assessment centres and services must be affordable and accessible, with at least one centre in every state.
5. To encourage re-entry, re-entry education and training programs must be available, affordable and accessible.
6. Programs combining theory and clinical experience must be available in a variety of learning modes so previously registered nurses, midwives and enrolled nurses can readily gain and demonstrate the competence required for registration.
7. Education providers or agencies offering re-entry programs and supervised practice must ensure they meet the NMBA requirements for supervision.<sup>1</sup>
8. Nurses and midwives re-entering the nursing or midwifery workforce must have access to expert and experienced registered nurses and midwives through various models that support their transition to practice including preceptorship, supervision and mentoring.

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<sup>1</sup> Agencies includes health services, universities, professional organisations and private education and training providers.



9. Any nurse or midwife undertaking a re-entry program must not be included in staff establishment numbers until their registration to practice has been fully restored.
10. Governments, employers, health services and other nursing and midwifery organisations should offer nursing and midwifery scholarships to encourage and support re-entry to practice. This includes offering specific re-entry scholarships for Aboriginal and Torres Strait Islander nurses and midwives as part of the 'closing the gap' initiatives.<sup>2</sup>
11. Governments, employers, health services and other nursing and midwifery organisations offering scholarships must not make bonding to a particular employer or agency on completion of re-entry a condition for any scholarships.

## 5. Position statement management

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<sup>2</sup> 'Closing the gap' refers to the Australian Government strategy to reduce disparity between Aboriginal and Torres Strait Islander people and other Australians on key health, education and economic opportunity targets. See <https://www.closingthegap.gov.au>.