

## EXPLANATORY NOTE

# Qualifications of Academic Staff Teaching into Nursing & Midwifery Programs of Study

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### 1. PURPOSE

This explanatory note has been prepared to assist education providers seeking accreditation by the Australian Nursing and Midwifery Accreditation Council (ANMAC) for an entry to practice nursing or midwifery program of study. This explanatory note provides clarification relating to qualifications of academic staff teaching into nursing and midwifery programs of study.

### 2. BACKGROUND

ANMAC is responsible for the accreditation of all nursing and midwifery education providers and programs of study leading to registration and endorsement in Australia.

The safety and quality of care provided to people in the health care system is reliant on nurses and midwives possessing the necessary knowledge, skills, attitudes and behaviours and developing their capacity for critical thinking and clinical judgment. This is achieved by ensuring national consistency and quality in nursing and midwifery education through a robust assessment process using contemporary Accreditation Standards. The qualifications, expertise and ongoing professional development of staff teaching into a nursing or midwifery program of study are regarded as critical aspects of educating an enabled high performing workforce..

### 3. APPLICATION

This explanatory note applies to all education providers seeking accreditation of programs of study leading to registration or endorsement. In the case of nursing and midwifery dual degrees, the principles of this explanatory note apply to staff who are teaching, designing and /or, delivering discipline specific components of a dual degree curriculum.

### 4. RELEVANT DOCUMENTATION

In addition to the relevant Accreditation Standards detailed in Section 3 this explanatory note should be read in conjunction with the following:

- a) [Australian Qualifications Framework, January 2013](#)
- b) [Tertiary Education Quality and Standards Agency \(TEQSA\) - Higher Education Standards Framework \(Threshold Standards\) 2011](#)

The following documentation is relevant to this explanatory note:

- ANMAC Enrolled Nurse Accreditation Standards (2009)
- ANMAC Registered Nurse Accreditation Standards (2012)
- ANMAC Midwife Accreditation Standards (2014)
- ANMAC Enrolled Nurse Application Pack
- ANMAC Registered Nurse Application Pack
- ANMAC Midwife Application Pack
- Australian Qualifications Framework January 2013

## 5. EXPLANATORY NOTE

As a result of the cyclical review of ANMAC standards, the criterion related to teaching staff qualifications in all relevant standards is revised to align with the relevant regulatory, educational frameworks.<sup>1</sup>

*Staff with responsibilities for academic oversight and those with teaching and supervisory roles in courses or units of study are equipped for their roles in the following ways.*

- Staff must possess a knowledge of contemporary developments in the discipline or field, which is informed by continuing scholarship, research and advances in practice*
- Pedagogical knowledge and skills in contemporary teaching, learning and assessment principles that enable staff to understand the requirements of a curriculum, meet the learning needs of students and fulfil their role as educator and*
- Possess a qualification in a relevant discipline, at least one level higher than the course of study; or equivalent relevant academic or professional or practice-based experience and expertise.*

*Those with specialist skills and knowledge, who are teaching specialised components of a nursing and /or midwifery program and who do not meet the standards for teaching or supervision as described at a, b, or c will have their teaching guided and overseen by staff who meet those standards<sup>2</sup>*

*Those staff teaching into the nursing and midwifery component of the program who may not have a qualification at least one level higher than that being taught or equivalent have in place an explicit time limited professional development plan, or other strategies to achieve the necessary qualification or equivalent experience and until such time are mentored or use a team teaching approach to enable a successful transition to academic teaching as required.*

All ANMC Accreditation Standards when updated to ANMAC Accreditation Standards will align with the intent of this revised standard.

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<sup>1</sup> ASQA trainer and assessor requirements

<sup>2</sup> TEQSA Higher Education Standards Framework (Threshold Standards) 2011.

It is therefore expected that academic staff will normally hold a qualification that is one level higher than the program being taught. In special circumstances, the teaching of subjects such as pharmacy, law, specialty areas of nursing, midwifery or Aboriginal and Torres Strait Islander health, it may be reasonable that the teacher has an equivalent qualification to that being taught AND possess extensive professional experience in their subject area(s). Similarly, academic staff teaching into a graduate-entry accredited nursing and / or midwifery program are expected to have, or be studying for, a relevant post-graduate qualification. However, in special circumstances it may be reasonable for an academic staff member to hold a Bachelor degree AND possess extensive professional experience in the subject area(s).

Table of Amendments:

Version number	Date	Short Description of amendment
V1.0	October 2012	First explanatory note following revision of Registered Nurse Accreditation Standards 2012
V2.0	August 2015	<p>Rewording of purpose, background and application to integrate current Standards revision.</p> <p>Removal of exclusions.</p> <p>Inclusion of wording to align with TEQSA Higher Education Standards Framework (Threshold Standards, 2011) and (Guidance note for professional equivalence) in explanatory note.</p> <p>Removal of specific information about the previously endorsed ANMAC 'grace period' for staff who do not meet the requirements of the relevant Standard</p>

**Date of ANMAC Board Determination**

1 August 2012

**Further Clarification Provided:**

1 October 2012

**Date for Review:**

1 May 2017

**Responsible Director:**

Executive Director of Accreditation and Assessment Services