AUSTRALIAN NURSING & MIDWIFERY ACCREDITATION COUNCIL

INTERIM STANDARDS FOR ACCREDITATION OF PROFESSIONAL PRACTICE REVIEW PROGRAMS

These standards and criteria were developed for the accreditation of professional practice review programs in relation to the requirements for application for notation as an eligible midwife in Australia.

There are seven standards, each underpinned by a set of criteria. The standards draw on the accreditation criteria described in the Australian Nursing and Midwifery Council (ANMC) National Accreditation Framework, as endorsed by Nursing and Midwifery Board of Australia (NMBA).

Each standard has a ‘statement of intent’ drawing attention to the underlying motivation for the standard or the principles on which it depends. Each standard is expressed as a requirement for the provider to produce evidence of the arrangements for aspects of quality assurance. The statement of intent is followed by a list of the criteria that are pertinent to demonstrating the overarching standard.

In the document, the ‘provider’ is the organisation who delivers the program. The ‘applicant’ is the person who applies to, and commences the program. The ‘program participant’ is the person who undertakes the program. The ‘reviewer’ includes both consumer and midwife reviewers. The Professional Practice Framework comprises a suite of standards that guide and determine professional practice for nurses and midwives in Australia.

STANDARD ONE: GOVERNANCE

The provider demonstrates policies, procedures, processes and practices in regard to: quality assurance and improvement; program design and management; consultation and collaboration; and ensuring resources adequate to course implementation.

Statement of intent

Programs have adequate governance arrangements to assess participants using the ANMC Competency Standards for the Midwife (2006), endorsed by NMBA.

Criteria

The provider is required to demonstrate:

- Current and ongoing program development, monitoring, review, evaluation and quality improvement processes.
- Collaborative approaches to the design and delivery of the program, including governance through midwives, consumers and other key stakeholders.
- Ongoing monitoring of the performance of the reviewers involved in the program.
- Ongoing reviewer development systems and processes.
- Privacy and protection of the applicant through Qualified Privilege legislation.
- That participants are aware that the practice review status is current for three years and that following this time a further review is required to maintain currency.
- That professional practice review experience promotes reflection and lifelong learning.
- Effective and ethical recruitment processes that enable midwives and consumers to participate freely in the review processes both as reviewers and applicants.
STANDARD TWO: STAFFING OF THE PROGRAM

The provider demonstrates policies, procedures, processes and practices to demonstrate that staff (reviewers) are qualified and prepared for their roles and responsibilities in relation to participation in the professional practice review activities.

Statement of intent

That reviewers and professional staff are qualified and sufficient in number to deliver the program.

Criteria

The provider is required to demonstrate that:

- The program provider is an organisation that understands the professional issues related to midwifery and maternity service provision in Australia and demonstrates strong links with contemporary midwifery education and/or research.
- Reviewers in the professional practice review program have the necessary qualifications and relevant experience
- Reviewers in the professional practice program receive ongoing support and training to fulfill their role.

STANDARD THREE: APPLICANTS

The course provider demonstrates policies, procedures, processes and practices which establish:

- That applicants are informed of specific entry requirements and the processes used in the review;
- Equal opportunities for all applicants to meet the requirements for the professional practice review process;
- Applicants are aware of the regulatory authority’s requirements regarding eligible midwives and mandatory reporting of unsafe practice.

Statement of intent

That programs are underpinned by equal opportunity principles in terms of accessibility and support of applicants.

Criteria

The provider is required to demonstrate accessibility through ensuring that:

- Applicants are informed of specific access to the program including face to face review times and dates in advance.
- Applicants are informed of regulatory authority’ requirements regarding eligible midwives in Australia.
STANDARD FOUR: PROGRAM STRUCTURE

The provider demonstrates policies, procedures, processes and practices for the achievement of the outcomes of the professional review process.

Statement of intent

That the program structure is sufficient to review the midwifery competency outcomes and that face to face review processes are incorporated into the program to promote reflection on past, current and future practice and continuing professional development

Criteria

The provider is required to demonstrate that the professional practice review program includes at least three stages. These are:

1. initial self assessment using the ANMC Professional Practice Framework for the Midwife, endorsed by NMBA.
2. Face to face discussion to reflect on practice with a midwife and consumer reviewer.

STANDARD FIVE: PROGRAM CONTENT

The provider demonstrates policies, procedures, processes and practices to establish that the professional practice review program promotes a woman centred midwifery philosophy as the foundation of practice within a framework of primary health care.

Statement of intent

That the program meets the requirements of midwifery as a practice based discipline by ensuring that the content and philosophy uses the International Definition of a Midwife (adopted by the International Confederation of Midwives in July 2005) and the ANMC Professional Practice Framework for the Midwife, endorsed by NMBA.

Criteria

The provider is required to demonstrate that:

- The program reviews applicants against the ANMC Professional Practice Framework for midwives to demonstrate how the competency outcomes are achieved.
- The process of the practice review provides applicants with the opportunity to demonstrate all required competency outcomes across the continuum of care.
- Evidence based approaches are applied throughout the practice review process.
STANDARD SIX: PRACTICE REVIEW AND ASSESSMENT

The provider demonstrates policies, procedures, processes and practices to establish that the practice review program incorporates a variety of approaches to assessment.

Statement of intent

That the process is explicitly and comprehensively linked to the review of the applicant’s practice in relation to the ANMC Professional Practice Framework for the Midwife (2006), endorsed by the NMBA.

Criteria

The provider is required to demonstrate:

- That participants have undertaken a number of activities including a self assessment, face to face discussion and reflection on practice and the completion of a professional development plan for the following three years.
- At each subsequent review, evidence of professional development activities across the continuum of care undertaken since the previous review is required to be presented.
- Procedural fairness, validity and transparency of review systems and processes including an appeals system
- That the practice review program uses current research.
- That the practice review program encourages and supports participants to develop skills in midwifery inquiry, which includes evidence based practice.

NOTE: These Interim Standards were prepared by the Policy Working Group of the Nursing and Midwifery Board of Australia (NMBA) endorsed by the Board of the Australian Nursing and Midwifery Accreditation Council (ANMAC) on 16 November 2010.