



Midwifery Workforce Review 'Midwifery Futures'

Coalition of National Nursing & Midwifery Organisations (CoNNMO) — 3 May 2024

Sarah Fagan, Senior Policy and Project Officer

Background

Emerging

1. NMBA *Registration standard: Endorsement for scheduled medicines for midwives* due for review.
2. Growing body of anecdotal, industry and regulatory data reporting growing deficits in the supply and increasing challenges recruiting and retaining midwives in Australia.

NMBA data trends

- No growth in registration of midwives overall

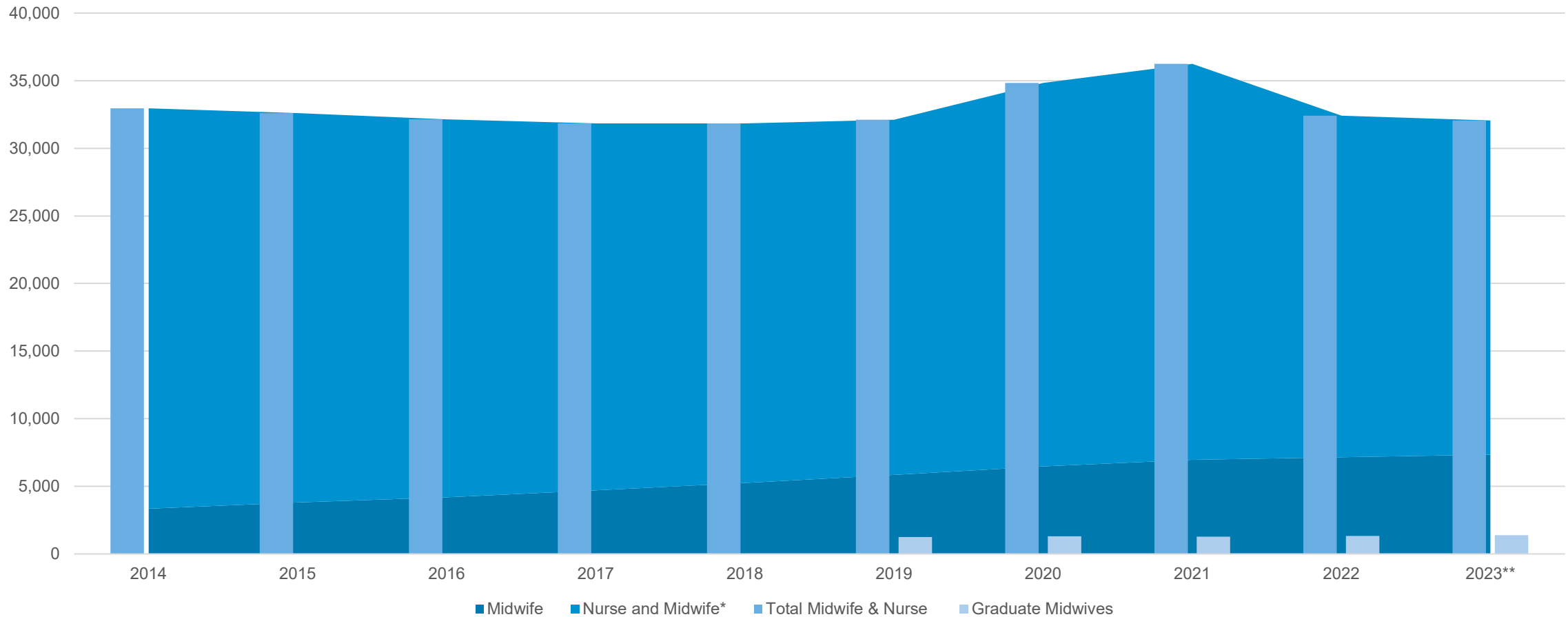
National	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023**
Total Midwife & Nurse	32,956	32,613	32,142	31,850	31,832	32,121	34,831	36,234	32,412	32,057

- Midwifery graduates plateaued

Graduate	2018-19	2019-20	2020-21	2021-22	2022- 23
Midwives TOTAL	1,239	1,311	1,264	1,329	1,382

Midwifery registration data trends

NMBA Midwifery registration trend



Background

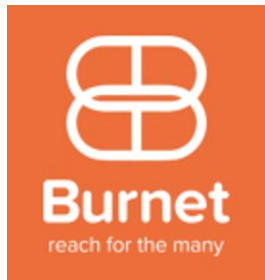


Strategy

Expand review of registration standard complemented by a comprehensive exploration of the Australian midwifery workforce for solutions to existing midwifery workforce challenges.

2023 commissioned scope of work awarded to Burnet Institute - 'Midwifery Futures' Project.

Final report due August 2024.



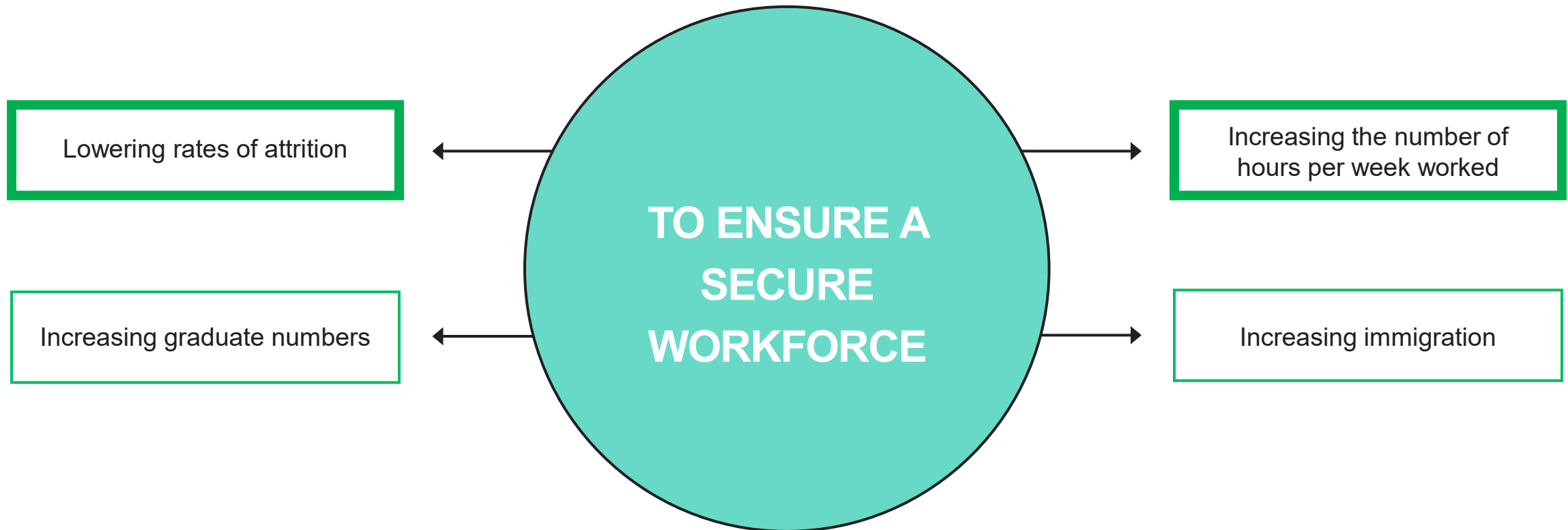
1. Midwifery Futures Project

- **Literature/scoping reviews** – what women want, and midwife prescribing completed; workforce trends, workforce demand factors, strengthening midwifery Aboriginal and Torres Strait Islander workforce drafted
- **Stakeholder engagement/consultation**
 - Consumer reference panel established
 - Yarning circles developed
 - Focus groups ongoing, conference abstracts accepted
- **Midwifery workforce national survey** – completed January 2024. Workforce modelling underway.
- **Discussion paper** – written and distributed symposium participants
- **National midwifery workforce symposium** – 14 March 2024
- **Final Report** - drafting

Key preliminary findings

- 300,000 births are year – midwives are critical to every one of these
- Challenges greater in rural and remote settings as services reduce
- Challenges remain with Closing the Gap despite some great examples (Birthing on Country)
- Insufficient numbers of Aboriginal and Torres Strait Islander midwifery students and midwives
- Endorsed midwife workforce increasing slowly but barriers exist to work to full scope of practice
- The workforce is challenged
 - 37% of midwives in practice say they are thinking of leaving
 - 73% work part time an average of 20 hours week
 - 18% services fully staffed

Preliminary workforce levers



2. Registration standard: Endorsement for scheduled medicines for midwives – Progress

1. Literature review on midwifery prescribing – completed March 2024
2. Consider outcomes/options (NMBA) April – June 2024
3. Consultation
 - a) Preliminary – mid 2024
 - b) Public – late 2024
4. Consider feedback
5. Progress for Health Ministers' approval – 2025
6. Implementation – 2026

NMBA key projects 2024

NMBA projects – Nursing and midwifery



- Improving understanding of health and cultural needs of Aboriginal and Torres Strait Islander people
 - Partnership Investment Agreement with CATSINaM
 - GENKE II (*getting em n keepin em n growin em*) recommendations
 - Review of the NMBA standards, codes and guidelines
 - Joint project ATSIHPBA: *Guidance for nurses and midwives - What nurses and midwives need to know about Aboriginal and Torres Strait Islander Health Practitioners*
 - Analysis of coronial tribunal findings of deaths in custodial settings

NMBA projects – Nursing and midwifery



- Review into the approach of re-entry to practice
- Enhancing the services of Nurse & Midwife Support
- Stakeholder engagement – Employers of nurses and midwives
- Reviews of registration standards (multi-profession)

NMBA projects – Nursing

- Guidelines for privately practising nurses consultation
- Cosmetic position statement to *Guidelines for nurses who perform non-surgical cosmetic procedures* consultation
- Registration standard and guidelines for nurse practitioner endorsement in collaboration with ANMAC
- Development of internationally qualified RN registration standard (finalising)

NMBA projects – Nursing

- Designated registered nurse (RN) prescribing
 - Additional education (accredited/approved program)
 - Experience (three years' full-time post-initial registration clinical experience (5,000 hours) within the past six years)
 - Appropriate authorisation (NMBA endorsement plus relevant state/territory drugs and poisons legislation)
 - able to prescribe in a relationship with an authorised health practitioner (medical practitioner, nurse practitioner).

NMBA projects – Enrolled Nurse and Registered Nurse Standards for Practice



- EN Regulatory Advisory Group held on March 15th, 2024, update provided
- Literature review completed.
- Gap analysis completed.
- 1st research stage stakeholder interviews completed.

Next Steps:

- Update for both Regulatory Advisory Groups
- 2nd Research stage of review of EN Standards (2016) align with RN standards.
- Develop Draft revised EN and RN Standards for practice.
- Preliminary and Public Consultation



Questions?