



Re-entry into New Zealand practice for midwives who have worked overseas Policy

Refers to the following key legislation:

- Health Practitioners Competence Assurance Act 2003 Section 27 and 29

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Policy Statement

All New Zealand-registered midwives who have held a midwifery practising certificate in a country outside of New Zealand who are now seeking a New Zealand practising certificate must demonstrate evidence of good character and ongoing midwifery practice and will be required to complete a Re-entry to New Zealand Competence Programme.

Legal basis

The Health Practitioners Competence Assurance Act 2003 (HPCAA) requires the Council ¹ to satisfy itself that a midwife is competent to practise midwifery before it issues an APC.

Section 27 states that when the applicant has not held an annual practising certificate of a kind sought by the application within the 3 years immediately preceding the date of the application, the Council may decline to issue an APC or include varying conditions on the midwife's scope of practice.

Section 29 enables the Council to consider what conditions it may impose or vary before it issues an APC.

Purpose

To provide a formal framework for midwives re-entering New Zealand practice.

To ensure that the Council staff and midwives have the background, knowledge and ability to approve and monitor re-entry to New Zealand programmes

Scope

Midwives re-entering New Zealand after practising overseas

Council secretariat staff

Definition of Competence to practise

In order to be issued with a practising certificate, registered midwives must provide evidence that they are practising within the Midwifery Scope of Practice and that they are maintaining their competence to practise. The Council defines 'maintaining competence to practise' for registered midwives as 'the ongoing capacity to integrate knowledge, skills, understanding, attitudes and values within the professional framework of the Midwifery Scope of Practice'

¹ Council refers to the Midwifery Council of New Zealand throughout this document

References

This policy should be read in conjunction with

1. Re-entry to New Zealand procedures and flowchart
2. Annual Practising Certificate policy
3. Midwifery Council Scope of Practice statement and Competencies for Entry to the Register of Midwives

Review

This policy and all other referenced re-entry to New Zealand documents will be reviewed biennially or sooner if operations or risk dictate

Principles

These principles guide the re-entry to New Zealand policy and Midwifery Council workforce strategy.

1. Midwives are fit and competent to practise their profession
2. Those returning to New Zealand practice after an absence of more than one year will provide evidence of good practice and character while practising overseas and will engage in an informed programme of education and practice which mitigates potential risk of harm to public safety
3. Midwifery Council policies and procedures will ensure that staff administering these policies are informed and apply a consistent process.
4. The time periods and programmes ascribed to each category are indicative of what the Council would expect is appropriate for midwives in those circumstances and are a guide only

Classification of Re-Entry to New Zealand

Category A	Midwives who have practised midwifery overseas for less than three years and who now wish to re-enter NZ midwifery practice
Category B	Midwives who have practised overseas for between three and five years and who now wish to re-enter NZ midwifery practice
Category C	Midwives who have practised overseas for more than five full years and who now wish to re-enter NZ midwifery practice

Appendix A: Standard requirements for re-entry into New Zealand practice

Requirements demonstration competence to practise and good character

No matter which category, all midwives must provide the following documents at time of APC application. Any midwife who has not practised across the full scope of midwifery (demonstrated in CV) will have an individualised requirement which will include clinical placement and assessment

Requirements	Specification
Police Vetting	1) From any country where the midwife has lived for 12 months or more. This must be: a) current (no older than 6 months) b) from the national police organisation c) an original sent directly to the Council
Health certificate	Sent directly from the medical practitioner
Certificate of good standing	Sent directly to the Council
Curriculum Vitae (CV)	Current and include evidence of ongoing continuing midwifery education
Name and contact details for two professional referees	References will be obtained by the Council

Appendix B: Competence Programme Requirements

Category A

Education	Timeframe
Combined emergency skills day	< 6 months
Electronic fetal monitoring	< 6 months
Growth Assessment Protocol (GAP)	< 6 months
Continuing midwifery education	12 months
Other requirements	
Midwifery Standards Review (MSR)	Two years from APC application

Categories B and C

Education	Timeframe	
	Category B	Category C
Combined emergency skills day	< 6 months	< 6 months
Electronic fetal monitoring	< 6 months	< 6 months
Growth Assessment Protocol (GAP)	< 6 months	< 6 months
Family violence workshop	< 12 months	< 12 months
Smoking cessation course	< 12 months	< 12 months
National screening unit 5 online courses	<12 months	< 12 months
Examination of the newborn theory		<12 months
Examination of the newborn practical demonstration	< 12 months	<12 months
Update on immunisation schedule including hepatitis b programme	<12 months	<12 months
Review: HQSC, NMMG, MQSP, PMMRC and processes Local policy development processes Role of MC, recertification	< 6 months	
New Zealand Maternity Systems on line		<18 months
Pharmacology and Prescribing on-line		< 18 months
Cultural competence for midwives on-line course		< 18 months
Other requirements		
Practice under supervision until requirements completed		< 18 months
Midwifery Standards Review	< 2 years from APC application	< 2 years from APC application