

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

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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. |
| Owner | Midwifery Council |

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| 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 |

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

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| Document Control | Policy |
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| Approved by: Council | Date of approval: 19 May 2017 |
| Renewal date : May 2019 | |

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| | framework of the Midwifery Scope of Practice’ |
| References | This policy should be read in conjunction with <ul style="list-style-type: none"> 1. Re-entry to New Zealand standard operating procedures 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. <ul style="list-style-type: none"> 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

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| 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 |
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| 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 |
| Continuing midwifery education | 12 months |

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| 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 |
| 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 |
| Self-directed learning package on opiates | < 12 months | |
| Cultural competence for midwives on-line course | | < 18 months |
| Other requirements | | |
| Mentor until requirements completed | | < 18 months |
| Midwifery Standards Review | < 2 years from APC application | < 2 years from APC application |