

NURSING AND MIDWIFERY - SESLHD BUSINESS RULE – SESLHDBR/038

Name	Framework for managing staff with identified practice issues - Assessor criteria
What it is	Criteria for staff that perform formal assessments based on the Standards for Practice for RN, RM or EN as part of the framework for managing staff with identified practice issues.
Risk Rating	Medium Review Date May 2023
Who it applies to	The business rule applies to all SESLHD nursing and midwifery staff.
Why the rule is necessary	The SESLHD framework for managing staff with identified practice issues clearly articulates when assessment of a nurse or midwife is required. To ensure the assessment process is rigorous and fair, only suitably trained nurses and midwives are authorised to perform assessments.
When to use it	When staff require formal assessment as per the process outlined within the framework for managing staff with identified practice issues.
What to do	<p>When a SESLHD nurse or midwife requires a formal assessment based on the Standards for practice, the process outlined in the SESLHD Framework for managing staff with identified practice issues must be followed.</p> <p>The nurse or midwife undertaking the assessment must have a minimum of five years post graduate experience and completed the following:</p> <ul style="list-style-type: none"> • SESLHD Clinical Supervision Foundation level workshop • SESLHD Assessor training • Post graduate qualification in Adult Education or clinical specialty <p>The assessor must be familiar with the Nursing & Midwifery Board of Australia (NMBA) framework for assessing standards for practice for registered nurses, enrolled nurses and midwives and feel confident performing the assessment. SESLHD Nursing and Midwifery Practice and Workforce Unit (NMPWU) and the Managers of Nursing and Midwifery Education maintain a register of trained assessors.</p>
Who is responsible	Managers of Nursing and Midwifery Education are responsible for ensuring staff undertaking assessments are suitably qualified and provide a mentorship model to support the process.
How to use it	The business rule will be accessible to all nursing and midwifery staff. Any request for staff to undertake assessments outside SESLHD facilities must be made in writing to the LHD Director

	of Nursing and Midwifery. All requests for staff to undertake assessments within SESLHD facilities should be arranged through the facility Directors of Nursing & Midwifery and Managers of Nursing and Midwifery Education.
Ministry of Health / SESLHD reference	<u>NMBA Framework for assessing standards for practice for registered nurses, enrolled nurses and midwives</u> SESLHD Framework for managing staff with identified practice issues
Executive Sponsor	SESLHD Director of Nursing and Midwifery
Author	SESLHD Nursing and Midwifery Practice and Workforce Unit

Revision and Approval History

Date	Revision Number	Author and Approval
27 March 2014		SESLHD Nursing and Midwifery Practice and Workforce Unit Approved and endorsed SESLHD Director of Nursing and Midwifery
21 August 2015	1	SESLHD Nursing and Midwifery Practice and Workforce Unit Approved and endorsed SESLHD Director of Nursing and Midwifery
February 2016	2	SESLHD Nursing and Midwifery Practice and Workforce Unit Approved and endorsed SESLHD Director of Nursing and Midwifery
April 2016	3	SESLHD Nursing and Midwifery Practice and Workforce Unit Approved and endorsed SESLHD Director of Nursing and Midwifery
April 2018	4	SESLHD Nursing and Midwifery Practice and Workforce Unit Approved and endorsed SESLHD Director of Nursing and Midwifery
November 2018	5	SESLHD Nursing and Midwifery Practice and Workforce Unit Approved and endorsed SESLHD Director of Nursing and Midwifery
June 2021	6	SESLHD Nursing and Midwifery Practice and Workforce Unit Approved and endorsed SESLHD Director of Nursing and Midwifery