



Self employment

This position statement refers to registered nurses and midwives considering establishing their own nursing or midwifery business. This may be:

- as a self employed, sole trader, or
- in a business in conjunction with others.

It is the position of the Australian Nursing and Midwifery Federation that:

1. Registered nurses and midwives are free to establish themselves in a business, in or related to nursing and/or midwifery, where they are self employed.
2. It is the responsibility of the registered nurse and/or midwife to seek expert advice or investigate all the requirements of setting up an ethical and professional business that is consistent with professional obligations as a nurse and/or midwife¹. This includes having the necessary management skills, industry expertise, technical skills, finance and a long-term vision and plan to grow and achieve the goals.
3. Registered nurses and midwives setting up in self-employment are strongly advised to utilise the wide range of government advice and support available. Most state and territory governments provide home-based and other business start-up kits and fact sheets.
4. It is the responsibility of these registered nurses and/or midwives to ensure that they comply with all professional registration requirements, including professional indemnity insurance. They also need to comply with other legislative requirements such as taxation, registration of business name and other obligations in the establishment of their business.²
5. Registered nurses and midwives who are self-employed should be aware of the need for insurance cover for income protection, in addition to professional indemnity insurance and associated legal costs. If the nurse or midwife employs other staff, additional insurance will be required to cover any workplace injuries their employees may incur.³
6. Registered nurses and midwives who employ more than one employee should negotiate an enterprise agreement with the ANMF to ensure that their classifications, salaries and working conditions reflect industry standards and promote the rights of employees to be members of, and participate in the activities of their trade union.
7. Where registered nurses and midwives employ only one employee, they should reflect conditions in ANMF negotiated enterprise bargaining agreements reflective of their type of workplace and sector of the industry.
8. Any registered nurse or midwife advertising regulated health services, including individual health practitioners, must ensure their advertisements comply with the *Health Practitioner Regulation National Law Act 2009* and other relevant legislation.⁴

Endorsed December 2007

Reviewed and re-endorsed February 2011

Reviewed and re-endorsed June 2014

Reviewed and re-endorsed August 2017

References

1. Nurses and midwives practice under the NMBA Professional Practice Framework (PPF). The PPF includes:
 - Codes of Ethics
 - Codes of Professional Conduct
 - National Standards for Practice
 - National Decision Making Framework
 - National Registration Standards
 - Guidelines for advertising regulated health services
2. Ibid
3. Work Health and Safety (WHS) Regulations. 28 November 2016. Available at <https://www.safeworkaustralia.gov.au/doc/model-work-health-and-safety-regulations>
4. *Health Practitioner Regulation National Law Act 2009*. <http://www.ahpra.gov.au/>