



Nurses and midwives working internationally

Engaging in professional practice outside of Australia has many advantages for nurses and midwives. Such work experience includes gaining additional education and practical experience; access and exposure to alternative models of care; practising in a different cultural context; and forming networks with nurses and midwives from other countries.

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

1. Nurses and midwives contemplating paid or unpaid work outside Australia, either on a permanent or temporary employment contract or as an independent contractor, should investigate:
 - 1.1 the credibility of the employing body or contracting agent and their previous record in the employment or contracting of nurses and midwives for that country;
 - 1.2 the nursing and midwifery registration arrangements in the country in which they will be working;
 - 1.3 the complete and exact terms of the employment or other contract specified in writing, including how grievances are dealt with and how the contract may be terminated;
 - 1.4 independent advice on any contract before signing, the exact nature of the work, the role and responsibilities of the employment or other contract, and the resources available to ensure safe practice;
 - 1.5 the existence and prevalence of disease in the destination country ensuring they have undertaken appropriate immunisation, other precautions and relevant education in relation to these diseases;
 - 1.6 the labour and work health and safety laws, taxation laws, regulatory and immigration requirements of the country in which they will be working;
 - 1.7 the economic situation of the country in which they will be working, in order to assess the cost of living, including the availability of accommodation;
 - 1.8 the political situation, social norms and cultural practices of the country in which they will be working, in order to assess whether it is a safe and secure environment in which to work;
 - 1.9 the impact of accepting the employment or contract on the development of Indigenous nursing and midwifery services in the country concerned, if relevant;
 - 1.10 the remuneration and conditions of employment or contract (for example sick leave, annual leave, supported home leave), and whether they have been determined by the application of, or with reference to, a relevant award or industrial agreement in the country in which they will be working;
 - 1.11 the relationship of employment or other contract conditions to those local nurses and midwives in positions involving the same duties and responsibilities, that is whether those nurses and/or midwives are remunerated less or more favourably;
 - 1.12 the visa requirements that apply to the particular country where the nurse or midwife is seeking to gain employment or practice as an independent contractor;
 - 1.13 any professional indemnity insurance requirements.



2. The nurse or midwife should join the national nursing or midwifery association and/or the nursing or midwifery union of the employing or contracting country.
3. The nurse or midwife should obtain an official certificate/letter of service from each employer as evidence for ongoing registration requirements.
4. The nurse or midwife should maintain accurate records of all continuing professional development completed while overseas for ongoing registration requirements.

Endorsed September 1994
Reviewed and re-endorsed November 1996
Reviewed and re-endorsed November 2004
Reviewed and re-endorsed December 2007
Reviewed and re-endorsed June 2011
Reviewed and re-endorsed May 2015
Reviewed and re-endorsed May 2018