



Australian  
Nursing &  
Midwifery  
Federation

SUBMISSION TO THE

457 INTEGRITY REVIEW

April 2014

**Canberra Office**

Unit 3, or PO Box 4239  
28 Eyre Street  
Kingston ACT 2604  
Australia

T +612 6232 6533  
F +612 6232 6610  
E [anmfcanberra@anmf.org.au](mailto:anmfcanberra@anmf.org.au)  
W [www.anmf.org.au](http://www.anmf.org.au)

**Melbourne Office**

Level 1, 365 Queen Street  
Melbourne VIC 3000  
Australia

T +613 9602 8500  
F +613 9602 8567  
E [anmfmelbourne@anmf.org.au](mailto:anmfmelbourne@anmf.org.au)  
W [www.anmf.org.au](http://www.anmf.org.au)

**ANMF Journals**

Australian Nursing and  
Midwifery Journal  
E [anmj@anmf.org.au](mailto:anmj@anmf.org.au)

Australian Journal of  
Advanced Nursing  
E [ajan@anmf.org.au](mailto:ajan@anmf.org.au)

ABN 41 816 898 298

*The industrial and  
professional organisation  
for Nurses, Midwives and  
Assistants in Nursing  
in Australia*

## 1. Introduction

- 1.1 The Australian Nursing and Midwifery Federation (ANMF) is the national union for nurses, midwives and assistants in nursing with branches in each state and territory of Australia. The ANMF is also the largest professional nursing organisation in Australia. The ANMF's core business is the industrial and professional representation of its members.
- 1.2 As members of the union, the ANMF represents over 240,000 registered nurses, midwives and assistants in nursing nationally. They are employed in a wide range of enterprises in urban, rural and remote locations, in the public, private and aged care sectors including nursing homes, hospitals, health services, schools, universities, the armed forces, statutory authorities, local government, and off-shore territories and industries.
- 1.3 References in this submission to nurses includes midwives. Over 90% of the midwife population in Australia also hold qualifications as registered nurses.
- 1.4 We thank the Independent Review Panel (the Panel) for providing this opportunity to submit our views on the integrity of the sub class 457 program. In doing so we provide an overview of the program as it impacts on the nursing professions engaged in the health, aged care and community sectors and make recommendations as to how the program may better meet its regulatory and policy objectives.
- 1.5 We draw the attention of the Panel to the sorry state of the employment prospects for new nurse graduates with an increasing number struggling to find work, with many rejected for work by employers that use international recruited nurses under the 457 program.
- 1.6 We urge the Panel to resist calls for any deregulation that will remove or dilute current protections or safeguards particularly relating to labour market testing, English language requirements and current obligations regarding wages and employment conditions.

## 2. Demographics on the Employment of Nurses and Midwives

- 2.1 The latest published data for the nursing and midwifery workforce from the Australian Institute of Health and Welfare (AIHW) is the *Nursing and Midwifery Workforce 2012* published in 2013.
- 2.2 According to the AIHW, there were 334,078 nurses licensed<sup>1</sup> in Australia in 2012. Of these, 275,678 (82.5%) were registered nurses and 58,399 (17.5%) were enrolled nurses.<sup>2</sup>

<sup>1</sup> Registered nurses, midwives and enrolled nurses

<sup>2</sup> AIHW 2013 *Nursing and Midwifery Workforce 2012* Table 3.2 p.7

Year	2004	2005	2007	2008	2009	2011	2012
In Workforce	253,592	254,956	277,297	283,087	291,246	303,010	311,176
Not in workforce	29,110	30,663	28,538	29,649	29,735	23,659	22,902
% of RNs & ENs not in workforce	10.3	10.7	9.3	9.5	9.3	7.2	6.9

Source: AIHW *Nursing Labour Force* 1997, 1998, 2001, 2003 and AIHW *Nursing and Midwifery Labour Force* 2005, 2006, 2008, 2009, 2010, 2011, 2012, 2013

- 2.3 Overall, 35,632 nurses were registered as midwives. Of these, 2,274 were direct entry (B.Midwifery) midwives.<sup>3</sup>
- 2.4 The overall supply of employed nurses and midwives in Australia increased by 0.5% between 2008 and 2012, from 1,117.8 FTE per 100,000 population in 2008 to 1,123.6 in 2012.
- 2.5 The nursing workforce in Australia is also ageing. In 2012, the average age for registered nurses was 44.3 years and for enrolled nurses it was 46 years. Almost 53% of the nursing workforce is aged 45 years and over with 23% aged 55 years and over.<sup>4</sup>
- 2.6 These figures have implications for nursing education and for workforce planning as over 50% of nurses will be contemplating retirement within the next 10-15 years and it is likely they will be those with the most experience and with specialist qualifications or expertise.
- 2.7 In 2012, 45.9% of the registered nurse workforce and 58.1% of the enrolled nurse workforce worked part time hours (defined by AIHW as less than 35 hours per week). The average number of hours worked per week for 2012 is 33.4 hours, (33.9 hours for registered nurses and 31.3 hours for enrolled nurses).<sup>5</sup>
- 2.8 There has been an increase in the number of people completing undergraduate nursing courses each year between 2002 and 2012.<sup>6</sup>
- 2.9 However, the improvement in the numbers of nursing graduates is considerably negated by the lack of employment opportunities for new graduates.

**Table 2: Undergraduate Course Completions 2001-2012**

Year	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Completions	5050	5310	5320	5631	5650	6114	6683	7186	7266	7452	7840	8425

Source: Department of Education

<sup>3</sup> AIHW 2013 *Nursing and Midwifery Workforce 2012* Page 10

<sup>4</sup> AIHW 2013 *Nursing and Midwifery Workforce 2012* Table 5 Registered and enrolled nurse demographic overview table

<sup>5</sup> AIHW 2013 op cit Page 18

<sup>6</sup> <http://www.innovation.gov.au/highereducation/HigherEducationStatistics>

- 2.10 There are insufficient university places for those eligible people wishing to undertake a nursing course. Figures from the Department of Education shows that over 5,000 nursing applicants missed out on an undergraduate nursing place in 2013.<sup>7</sup>

### 3. ANMF position on migration

- 3.1 The ANMF has always supported the geographical movement of nurses and midwives; the professions have a strong tradition of international collaboration, with nurses and midwives moving around the globe to gain further training and different clinical experiences. There is also clear merit in international exchange and diversity, as well as the economic benefit of remittances and transfers in technologies.
- 3.2 We recognize that in many cases the motivation to work in other countries is linked to more attractive employment opportunities including higher salaries, better working conditions and improved capacity for career advancement. And increasingly the opportunity to work and live in a better and safer environment for themselves and their families is an important factor.
- 3.3 Our union generally favours permanent migration but recognise there is a place for temporary skilled migration programs to meet short term and unexpected skill shortages.
- 3.4 Our acceptance of the need for temporary skilled migration is based on the view that appropriate policy and regulatory settings should discourage employers accessing offshore labour without first investing in training and undertaking genuine testing of the local labour market and, there are safeguards and protections for both local and overseas workers.
- 3.5 The ANMF supports a robust and transparent labour market testing regime; parity in wages and conditions at the enterprise for local and offshore nurses and an English language standard of IELTS 7.
- 3.6 The ANMF also supports ethical recruitment of offshore nurses and midwives. The ANMF policy on the international recruitment of nurses and midwives forms *Attachment 1* to this submission.

### 4. A snap shot of temporary migration and nursing

- 4.1 Many developed countries including Australia scan the globe for potential employees and aggressively recruit permanent and temporary nursing labour from many countries including the UK, India and other parts of Asia, Africa and within the pacific region.
- 4.2 Nursing features strongly in skilled migration programs including the subclass 457 and 442 visa programs as well as permanent visa grants.

<sup>7</sup> Department of Industry, *Undergraduate applications, Offers and Acceptances 2013*, Table 20, page 25.

- 4.3 We set out below two tables on visas granted to overseas nurses from 2005/06 to 2011/12. Please note that since the introduction of ANZSCO in 2010 (formally ASCO) there are now 14 Registered Nurse occupations which international nurses can be nominated under, eg. Medical, Aged Care, Educator, Nurses Practitioner, Community Health and so on.

**Table 3: Number of 457 temporary business (long-stay) visa grants to nurses, 2005-06 to 2011-12**

	2005	2006	2007-08	2008-09	2009-10	2010-11	2011-12
Registered nurses <sup>(a)</sup>							
457 Business (Long Stay)	2,609	3,011	3,375	3,977	2,624	2,146	3,095
442 Occupational Trainee	88	17	15	80	8	3	23
Total	2,697	3,028	3,390	4,057	2,632	2,149	3,118

**Table 4: Permanent visa grants, 2005-06 to 2011-12**

	2005	2006	2007-08	2008-09	2009-10	2010-11	2011-12
Registered nurses <sup>(a)</sup>	2161	2174	2478	3492	4133	3400	3160

(a) ANZSCO code 2544 Registered nurse

Source: Department of Immigration and Citizenship administrative data

## 5. Where are they employed?

- 5.1 Nurses under the 457 program are employed across all sectors of health, community and aged care. The largest employer is the NSW public hospitals sector followed by private hospital groups and residential aged care employers.
- 5.2 Over 70% of 457 nurses become permanent residents (PR's) within the first 12 months of their temporary employment.

## 6. Nursing wage rates and the Temporary Skilled Migration Income Threshold (TSMIT)

- 6.1 Set out below is a table of the national average wage rates payable to an entry level registered nurse in the first year of their employment in the particular health setting. The table also compares nursing EBA and Award rates with the TSMIT.

**Table 5: Registered Nurse Entry Level Wage Rate**

Public Hospitals National Average EBA	Private Hospitals National Average EBA	Aged Care National Average EBA	Nurses Award	TSMIT
1095.54	1054.12	980.40	789.30	1034.50

## **7. Market Rates**

- 7.1 In 2008 legislation was enacted that required 457 visa workers to be paid no less than the equivalent Australian worker.
- 7.2 Prior to this, the ability to pay lower rates of pay was a clear incentive to use temporary overseas labour and also to put downward pressure on the wages of Australian workers.
- 7.3 The ANMF strongly supports market rates as being fundamental to the integrity of the 457 program and rejects any change to the program that would allow employers to employ any offshore worker on wages and conditions less than the Australian equivalent.

## **8. The TSMIT**

- 8.1 In addition to the market rates obligation, the TSMIT provides a floor below which no 457 visa worker can be paid. The requirement to pay market rates is the first obligation that must be met, but in cases where a properly determined market rate falls below the TSMIT, then the TSMIT applies.
- 8.2 The TSMIT is currently \$53,900 per year and is subject to annual indexation. The table above shows that (as a national average) for entry level registered nurses the current TSMIT is below the agreement rates in public and private hospitals but above equivalent agreement rates in residential aged care settings and above the minimum rate applicable in the Nurses Award.
- 8.3 The ANMF submit that for nursing, the TSMIT level is about right and helps ensure the 457 visa program does not exclusively operate in those parts of the labour markets where the attraction to pay low wages is most attractive , for example in the residential aged care sector.
- 8.4 It is essential that the TSMIT be retained at its current level with annual indexation. Employers must not be able to sponsor overseas workers who will be paid less than the TSMIT.

## **9. Training obligations**

- 9.1 The current training obligations are ineffective.

- 9.2 At present employers of 457 labour can meet their training obligations by either:
- Paying the equivalent of at least two per cent of total payroll expenditure to an industry training fund; or
  - Paying the equivalent of at least one per cent of total payroll expenditure on the training of Australian workers and permanent residents employed by the business.
- 9.3 The reality of this regime is that little if any additional training resources become available to nurses as a result of these obligations as it is typically consumed by medical staff, specialists and senior management.
- 9.4 As employers are under no obligation to train in any occupation where they use the 457 program it is open to them to expend the monies wherever they like.
- 9.5 The Nursing and Midwifery Board of Australia (NMBA), requires nurses and midwives to maintain competence in order to provide safe, quality nursing or midwifery care. To maintain registration the NMBA requires every nurse to undertake a minimum of 20 hours of continuing professional development annually.
- 9.6 Measures to achieve continuing competence may include evaluation of professional practice against relevant professional standards; workplace performance appraisal; attendance at a relevant conference, seminar and/or continuing professional development sessions and relevant post graduate educational courses. Accordingly there is significant scope for a sponsor to contribute to this requirement for mandatory continuing professional development for 457 and local nurses at the enterprise.

***Recommendation on training obligations***

*At least 2 per cent of the total gross wages for the sponsor's total nursing workforce be expended on training directly linked to the mandatory requirement for nurses to undertake continuing professional development.*

**10. The under-employment of new graduate nurses and midwives**

- 10.1 An increasing number of new graduate nurses and midwives struggle to find employment in their chosen profession, in many instances rejected by employers who utilise 457 nursing labour. This is inconsistent with the key policy objective of the temporary skilled migration program.
- 10.2 Over the past few years there has been a consistent and chronic underemployment of nursing graduates despite the employment of large numbers of offshore nurses.
- 10.3 The ANMF estimates that
- In 2013 60% of Tasmanian nursing graduates were unable to find work;

- In Queensland only around 28% of new nursing graduates secured positions with Queensland Health (Queensland Health 2013, unpublished MOHRI data). In 2014, only 600 of 2500 graduates were employed.
- In 2013 800 graduates in Victoria, 400 in Western Australia and 280 in South Australia could not secure positions.

10.4 It should be noted that while we are able to source some data, our estimates on graduate employment are primarily drawn from our state and territory branches and from our new graduate members and, although sketchy, the numbers we quote are probably conservative.

10.5 While accurate and complete data is very difficult to come by we understand that Health Workforce Australia estimate that in 2014 15% (around 1100) new nurse and midwife graduates will be unable to find positions and 45% (around 1500) graduate enrolled nurses will miss out on a permanent nursing position.

***Recommendation on data relating to the employment of new graduates.***

1. *That the Expert Panel recommend that the Commonwealth Department of Social Services be directed to obtain from workforce agencies, educational providers and nursing regulatory authorities sufficient data to provide a complete analysis of the employment and underemployment of new graduate nurses and midwives.*
2. *That the Commonwealth Department of Social Services makes this information publically available annually on the department's website.*

## **11. Stories from new graduates**

11.1 On becoming aware of the threat of further deregulation of 457 program and the potential impact this may have on new nursing graduates obtaining employment in nursing, the ANMF called on new graduates to tell their stories.

11.2 This call was placed on the ANMF Website and Facebook page ([www.anmf.org.au](http://www.anmf.org.au)) and included a feedback questionnaire which forms *Attachment 2* to this submission.

11.3 In the few short weeks that the material was on the website the response was overwhelming with over 200 nurses taking up the opportunity to inform the Panel of their difficulties in obtaining employment.

11.4 The questionnaire responses set out at *Attachment 3* of this submission paint an appalling and unacceptable picture of new graduates struggles to obtain work.

11.5 A scan of the questionnaire responses confirms:

1. Large numbers of new graduates fail to find employment in their field.
2. Many graduates receive numerous employment rejections, in one case over 70.
3. Most graduates fortunate enough to obtain employment are engaged on a precarious basis through agency, part time or casual arrangements.
4. Many graduates go to extraordinary lengths to obtain work, for example by moving interstate and separating themselves from their families.
5. Most new graduates are saddled with a HECS debt and many believe their university course was a waste of money.
6. Most employers named in the questionnaire as rejecting new graduates, use 457 labour.

11.6 In addition to completing the questionnaire a number of new graduates took the time to provide further detail of their own experiences.

11.7 A sample is set out below:

**EXAMPLE 1 – Postcode 4352**

*I have applied for over 60 registered nursing positions in every area of nursing. I have tried contacting most of the employers to ask for feedback and have not heard back from them. Most of the times I have replied, they haven't even made the effort to let me know the outcome of my application even when I have made the effort multiple times to contact them (with no answer or reply). The few employers who have made the effort to inform me of my application outcome told me the reason I had not received an interview is because of my lack of experience (even though the jobs didn't specify that you actually needed experience). I stressed to employers that I was keen and willing to learn however that was not enough to even gain an interview. Despite applying for over 60 registered nursing positions, I have not gained even one interview. My resume and cover letter are not the problem as I have had a good friend who has been an English lecturer for many years look over it to make sure it was of a high standard. A lot of places will say, "you need a minimum of one year experience working as an RN" before they will even consider you. I'm devastated that I don't have a job, even a casual nursing job would be great in any area of nursing. I have spent so much money on my degree and want to do further study however I can't obtain any nursing job. How are we supposed to get experience if no one is willing to employ us to get experience?*

#### EXAMPLE 2 – Postcode 2904

During studies at ACU Brisbane students were told that grad positions were 'a given'. At the end of our year the story changed, we were told that there would be limited positions and we would be lucky to get work. However on the Queensland health website the main promotion of job availability was directed towards staff from overseas. 'Work for Queensland health', promoting Queensland as an ideal place to live. Writing to the then health minister Lawrence Springborg to ask for support for graduates received no response. As I needed to be employed, I applied in Brisbane metro area, remote Queensland, ACT, Melbourne, South Australia and Tasmania. I was fortunate to be offered a grad position in the ACT, however this came with huge personal cost. I have had to leave my husband and two children in Queensland, despite having a job, this also has had a huge personal impact, both emotionally and financially. My husband and I spend significant amounts to travel to see the family and we are virtually paying for two households so there isn't much financial benefit of having a job. I did secure a permanent position, and the job situation in Queensland is still poor with limited short term temporary contracts only available. I am not alone; many others in my cohort have had similar stories. I also believe that the universities need to take some responsibility as they offer enrolments that exceed the number of student clinical placements available and as a result feed a glut of grads into a system that doesn't employ them.

#### EXAMPLE 3 - Postcode 6530

I graduated in July of 2013, I started looking for a job a year before I graduate as I could tell it was going to be very difficult to find work, especially in metropolitan hospitals. I settled on going completing a graduate rotational program in WA in rural and remote hospitals. (I am very grateful for this opportunity) However, I have felt most the time to be just another staff member as there is constant problems with staffing shortages, I have not received the support required, the graduate co-ordinators are essentially office based and at times there has been no one in the position. The hospital based staff development nurses who are essentially supposed to guide and assist the graduate nurses are often on leave, their time is utilised as a floating staff member due to staff shortages, pooled elsewhere or are not interested in teaching, has been very hard and scary. I am coming up on my final three months and hoping I can go home as I am from the east coast, however I have been looking for post grad jobs it is proving difficult to find a job that asks for anything less than 2 years experience even in aged care. I feel as if I have chosen to leave my home, my family and friends and live and work in very difficult environments and to still be faced with no work at the end of a very stressful grad year.

I am very disheartened with the prospects of future employment and feel as if I have been lied to when told "oh you're a nurse you can get a job anywhere", this statement would be true if I had 3+ years experience! I believe once people start to retire there will be movement for new nurses or will these organisations just employ experienced overseas nurses to fill the gap. I am all for a multicultural environment, but not when it begins to affect such a large proportion of the local nursing workforce.

#### EXAMPLE 4 – Postcode 2795

I worked as an AIN at my local hospital for two years whilst completing my degree. Upon finishing I applied and was successful in gaining a new graduate position, as part of that contract it stated that upon finishing I will be offered a position, if one is available. Well, there was one available, but I was 'not experienced enough' to fill that position among many others I have applied for. I then went on to do a 2nd year new grad rotation, to finish and have nothing, I have applied for several jobs at this same hospital I have been working for, for more than 4 years now to be told that I am too inexperienced, and even one NUM told me that she had a choice from "186 applicants, 185 were Indian, and I want an Australian with more experience than you". I have applied for 14 jobs in the past 18 months! It is emotionally and physically exhausting! I am also a single mother, I need to work to keep food on the table and a roof over our heads! I regret investing so much time and effort in becoming a registered nurse.

#### EXAMPLE 5 – Postcode 5211

*I graduated as an enrolled nurse approximately 18mnths ago. I did well with both study and placement, but at the end, after 27 job applications I could only get casual shifts in a nursing home. Every other application told me I needed more experience. I was not furthering my education in the job I took, I was rushed off of my feet, always staying back at least a half hr from my shift as it was impossible to complete the work load. I then took a permanent position out of main stream nursing now so I have a regular income as I have a mortgage, but I cannot further myself in the job. The longer I stay, the harder it will be to re-enter mainstream nursing and assistant nursing are now being trained to do my job. I am the third generation of nursing in my family, and I cannot believe how hard it is to get work as a nurse, let alone a position which will allow you to grow your knowledge as you work. What we are taught in our studies isn't true. We are told we will continue to learn on the job. But no, we are expected to walk in the door with at least 5-10yrs of experience under our belts. If that is what is required, it needs to be provided in our study. I am so disappointed that after 18months of continual applications to within 1hrs drive of my home, and asking to do further placement "FREE" to refresh my skills. (yes that's right, I can't even "VOLUNTEER" my service to learn), I am still out of luck. I am now considering leaving nursing as I feel that I am falling behind the ball. Even new students have more skills than I now have as at least their skills are fresh. What I do have is a passion for nursing that is stronger than most of my fellow nurses but that unfortunately doesn't help you get your foot in the door. Where I go from here I'm unsure. I have considered completing my RN, however I could then end up the same as some of my friends who have a huge HECS debt, no GNP, then no job.*

*Now can someone with so much more knowledge than I tell me "WHY" we are going to have a shortage of nurses in the future, because apparently no-one in a decision making role is able to see the obvious.*

- 11.8 The failure of our economy to provide work for our new graduates at a time when employers continue to access large numbers of 457 nurses demonstrates a disconnect between the current policy environment that makes possible access to offshore labour when a Australian worker is not available to fill a position and the available supply of new graduates to our health, aged care and community services industries.
- 11.9 The failure of new graduates to find work can have devastating consequences for them because the NMBA *Recency of Practice Registration Standard* **requires nurses have a minimum of three months full-time equivalent practice in their profession**. Many new graduates without ongoing, permanent employment have difficulty meeting this requirement, thereby risking their registration. Without registration new graduates are prohibited from working as a nurse.
- (See Nursing and Midwifery Board of Australia *Recency of Practice Registration Standard 2010*  
<http://www.nursingmidwiferyboard.gov.au/Registration-Standards.aspx>)
- 11.10 Putting aside the demoralizing and devastating effect this has on new graduates who are unable to find work after undertaking a three year tertiary course; it also represents a loss in investment in the education of professional health workers and a loss in the contribution of those potential workers to the health care systems.

- 11.11 If not stemmed this will represent a lost generation of Australian graduates to the Australia health and aged care sectors.

***Recommendations of new grad employment***

1. *Every nurse or midwife graduate should be afforded and guaranteed access to a graduate program. This is a priority to ensure the next generation of nurses and midwives are retained in the sector.*
2. *A 457 sponsor of nurse labour shall be entitled to a direct payment from the Commonwealth in recognition of the start-up costs and administration of graduate programs.*
3. *A 457 sponsor of nurse labour be required to employ one graduate nurse on a full time basis for each nurse at the enterprise employed pursuant to a 457 visa.*

**12. ANMF response to the term of reference regarding the level of non-compliance responses in the sub class 457 program, both historically and under the regulatory framework**

- 12.1 Up until 2006, the 457 program was notorious for the use and ripping-off of migrant workers. Temporary migrant workers were vulnerable to exploitation because their industrial rights were less than local workers and their rights as citizens were virtually non-existent. The ability of the migrant worker to continue working in Australia depended on a sponsoring employer. For the worker to step forward and complain meant taking a significant risk and one that could lead to a withdrawal of their sponsorship and ultimately deportation.
- 12.2 Exorbitant deductions from wages for administration costs, educational costs and other costs were common place and these monies were often deducted from the worker's pay without their agreement. And while authorised deductions from employee's wages has always been illegal because of the visa status and the threat of the loss of sponsorship, most employers took these monies in the confidence they would not be challenged. For many migrant nurses this was also a difficult period and the union is aware of numerous examples of nurses being forced to accept inferior employment contracts and being denied any form of representation for support.
- 12.3 There were many instances of nurses on 457 visas being required to work long periods of unpaid overtime, weekends and afternoon and night shift periods. While these examples are too numerous to state fully, one of the worst cases witnessed by the union was in relation to a group of nurses from India and Nigeria employed in an aged care facility in Victoria. They were told by their employer that they had to pay for training and would also be subject to one paid mandatory clinic experience in order to complete such training. The education was delivered by the Director of Nursing in her home and was subject to no scrutiny or standard. On completion of this unnecessary training the nurses were also required to do 260 hours of unpaid work before the facility consider them qualified for a paid position.

Once working, the nurses were often required to work unsupervised often exceeding safe working hours and shift lengths constituting a serious occupational health and safety risk for the nurses themselves as well as other staff and patients. The refusal of the employer to pay shift loadings, overtime and related penalties was significant given that on average 40% of nurses remuneration is made up of such payments.

- 12.4 The positive changes introduced by the Rudd Government in 2008/2009 were significant. These included the introduction of market wages, the relaxation of sponsorship requirements and removing ANZSCO 5-7 occupations from the 457 lists. All of these changes we would argue had a significant positive impact on migrant nurses as well as reducing of non-compliance by sponsors.

**13. ANMF response to the term of reference regarding the suitability of labour market testing, including the current scope for exemptions and protected occupations**

- 13.1 The ANMF supports the provisions for labour market testing as provided in the *Migration Amendment (Temporary Sponsored Visas) Act 2013*.
- 13.2 Notwithstanding recent comments from the current government we understand that the labour market testing regulations simply give effect to a long standing bipartisan political principle that the 457 program is there only to fill skill shortages that cannot be met by Australian workers.
- 13.3 The provisions mean that employers seeking to utilise 457 labour must look locally first and demonstrate to the satisfaction of the Minister that a suitably qualified and experienced Australian worker is not readily available to fill the position. This requires employers to provide evidence of their recruitment attempts, such as job ads and participation in job and career expos, and detail the results of such recruitment efforts.
- 13.4 The ANMF supports labour market testing as an important feature of the 457 visa program to ensure that where temporary migrant workers are employed there is in fact a genuine skill shortage and that Australian workers are not being displaced. The labour market testing arrangements should be an effective and transparent way of determining if the work that may be given to an off-shore worker can be done by an Australian worker.
- 13.5 Unfortunately it appears that many employers view the regulations as requiring them to do little more than making a token gesture of a commitment to local recruitment.
- 13.6 In our experience many employers simply advertise through the local print media to fill nursing vacancies. It is not surprising that where legitimate nursing shortages exist, this narrow and unrealistic approach to attracting domestic labour is more often than not unsuccessful.

- 13.7 Unfortunately the labour market testing regulations do not stipulate the minimum content of a job ad as evidence of convincingly pursuing local labour.
- 13.8 In our submission such advertisements should include:
- The job title and classification and grade
  - Main duties and responsibilities of the job
  - The location
  - Necessary skills, qualifications and experience
  - Salary and conditions.
- 13.9 The ANMF submits that it is particularly important that sponsors demonstrate that their attempts to fill positions locally also included realistic prerequisites with regard to academic qualifications and years of experience. It is now becoming commonplace to see advertisements that require extensive years of experience and multiple nursing qualifications. We believe in many cases these vacancies could have been readily filled by an Australian worker eligible to practice nursing who may have graduated in the preceding one to two years.
- 13.10 In support of this view, we note that in general overseas nurses normally take between 2 and 3 years to adapt to the Australian nursing workplace systems.
- 13.11 Evidence of national and local advertising in conjunction with local and national recruitment policies is a logical condition of labour market testing.
- 13.12 Accordingly, it is our strong view that the current labour market testing requirements need to be strengthened to include employer obligations such as:
- The need to advertise vacancies locally and nationally at market rates;
  - Offering relocation, housing and utility assistance where required;
  - Reporting on specific measures taken to employ disadvantaged groups, local job seekers and recently retrenched workers;
  - Where possible making sure that new graduates have a reasonable chance of filling vacancies.

#### 14. ANMF response to the term of reference regarding exemptions/protections

- 14.1 In principle the ANMF believes that labour market testing should apply to all occupations and exemptions should be confined to persons who receive remuneration that exceeds \$250,000 per year.
- 14.2 Should there remain exemptions based on skill, we support nursing being categorised as a protected qualification or protected experience. We submit that for the purpose of this exemption nursing should include all registered, mothercraft and enrolled nurses as defined in the ANZSCO Nursing Classifications.
- 14.3 The relevant ANZSCO groupings for Nursing are included under “Midwifery and Nursing Professionals” and “Enrolled and Mothercraft Nurses”. ANZSCO grouping 254 covers Midwifery and Nursing Professionals, which is designated a minor group under Skill level 1. Enrolled and Mothercraft Nurses are included in a “minor group” called Health and Welfare Support Workers. (Skill level 2)

*ANMF April 2014*

*Attachment 1 - ANMF Policy on International Recruitment*

*Attachment 2 - ANMF New Graduates Employment Feedback Survey*

*Attachment 3 - New Graduates Employment Feedback*



## International recruitment of nurses and midwives

### Preamble

The movement of nurses and midwives between countries is an international phenomenon contributing to the personal and professional development of individual nurses and midwives and to the provision of nursing and midwifery care.

While international mobility of nurses and midwives is nothing new, there now exists large scale, targeted, international recruitment by developed countries to address domestic shortages.

In Australia, international recruitment is a permanent part of an employer's strategy to solve work force shortages.

The global shortage of nurses and midwives can only be adequately addressed by Governments acknowledging the issue and at a local level by implementing strategies that properly plan and manage the domestic nursing and midwifery workforce.<sup>1</sup>

A primary strategy must include inter-government agreements which protect the interests of host and source countries, with particular acknowledgment of the need to minimise the negative impacts on the provision of health services in developing countries.

### It is the policy of the Australian Nursing Federation that:

1. The implication of global competition for nurses and midwives necessitates ethical consideration, as aggressive recruitment from developing countries may have potentially unwanted consequences for the health systems of the source country(ies).
2. Migration programs should not be used as a primary strategy to overcome nursing and midwifery shortages in Australia.
3. Governments should commit more resources for workforce planning, education and improving pay and conditions in order to attract and keep nurses.
4. Employers wishing to recruit nurses and midwives internationally must demonstrate:
  - they have introduced a range of strategies aimed at attracting, recruiting and retaining nurses and midwives residing in Australia; and
  - they will provide internationally recruited nurses and midwives with employment conditions the same as those offered to nurses and midwives in Australia.
5. Prior to the recruitment of international nurses and midwives, employers must exhaust all avenues to employ nurses and midwives domestically.
6. Employers seeking to recruit and employ nurses and midwives from other countries must provide the following:
  - Transparency and fairness in recruitment practice;
  - Effective human resource planning and development including mentoring and orientation;
  - Full access to employment opportunities and flexible environments;
  - Equal pay for equal work;
  - Freedom from discrimination; and
  - The right to be informed regarding freedom of association;
  - Assistance to meet the necessary English Language Skills Registration Standard of the Nursing and Midwifery Board of Australia.



7. Procedures for the assessment of nursing and midwifery applications from other countries must be equitable and fair, be based on nationally agreed proficiency in the English language, determine clinical competence, and recognise previous experience and prior formal educational qualifications.
8. Employing agencies must exhaust all avenues to employ specialist nurses and midwives residing in Australia prior to seeking specialist nurses and midwives from other countries.
9. The ANF Federal Office will become the central point for all enquiries from international recruitment companies or any other source seeking information regarding the recruitment of nurses and midwives from overseas.

endorsed June 1998  
reviewed and re-endorsed November 2004  
reviewed and re-endorsed December 2007  
reviewed and re-endorsed August 2008  
reviewed and re-endorsed June 2011

---

Reference

1. World Health Organisation 2003 *International nurse mobility, trends and policy implications* Geneva p.5



### New Graduates Employment Feedback Survey

The purpose of this survey is to hear from nurses and midwives their experiences in obtaining work after graduation.

This information will form part of the ANMF submission to the government review of regulations applying to employers wishing to obtain workers from overseas. Please note that we will not disclose any of your personal details (such as your name) without your permission.

Email

First Name

Last Name

Postal Code

1. Are you a...?

- ☐ Registered Nurse  
☐ Enrolled Nurse  
☐ Midwife

2. Where did you complete your undergraduate nursing/midwifery education?\*

3. When did you complete your undergraduate nursing/midwifery education?\*

[illegible]

4. Did you seek work as a nurse/midwife upon graduation?\*

A.  
P.  
D.

5. Did you seek a place in a nurse graduate programme?\*

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356	357	358	359	360	361	362	363	364	365	366	367	368	369	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400	401	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417	418	419	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449	450	451	452	453	454	455	456	457	458	459	460	461	462	463
---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

6. Could you please list up to five employers where you were unsuccessful in obtaining employment.\*

△ △  
△ △  
△ △

7. If you were successful in obtaining a graduate placement were you offered on going employment at the conclusion of the programme?\*

- ☐ Yes
- ☐ No

8. Are you working now?\*

- ☒ Yes
- ☒ No

9. If you are working how long did it take you to obtain your first nursing job?\*

10. Would you like your personal details (eg. name) to remain anonymous?\*

☐ Yes

☐ No

☒ Subscribe to our email list

\* denotes required field

## NEW GRADUATES EMPLOYMENT FEEDBACK SURVEY

Where did you complete your undergraduate nursing/midwifery education	When did you complete your undergraduate nursing/midwifery education?	Could please list up to five employers where you were unsuccessful in obtaining employment	Are you working now?	If you are working how long did it take you to obtain your first nursing job?
Edith Cowan University	2012	SCGH, PMH, RPH, JHC, Kalgoorlie Regional Hospital	No	but due to budget cuts they were unable to renew my contract, so now I'm unemployed. I have now been out of
University of South Australia	2013	Health SA, Lyell McEwin, RAH, Flinders, QEH, Southern Cross Care	No	Not working
Edith Cowan University	Jan-14	Rockingham GH, Armadale GH, Peel Health Campus, St John of God Murdoch, Armadale Hospital Peri-op	Yes	2 months, but I am casual. Some weeks I only get 1 shift
Monash University, Peninsula Campus, Frankston Victoria	2013	I withdrew from computer match early as I received a private offer, but I applied to: Peninsula Health, Monash Health, Eastern Health, St Vincent's Private and Alfred Health.	Yes	This is my graduate year still
Curtin University of Technology	Dec-13	Fertility of WA, Baptist Care Australia, Joondalup Health Campus, Hammond Park Family Practice, Perth Sleep Clinic	Yes	4 months
Edith Cowan University (Joondalup)	Dec-13	WA Dept of Health - Moora, WA Dept of Health - Kondinin, SJOG Subiaco, Aegis - The Pines, Ellenbrook, Ramsay - Joondalup health Campus	No	Not Working
Victoria University	Start of 2013	The Northern Hospital, Frances Perrty House, The Women's Hospital, Barwon health - Geelong Hospital Ballarat	No	I am still trying. Looking into completing study days etc so I don't lose my skills. However, I wish I was given a chance to apply and enhance my existing skills to practice ASAP.
University of Technology Syste UTS	2012	1) HCA Nursing Agency formerly known NAA previously worked as EEN )2) GrdPlus New Grad Program for private hospitals 3) Ramsay health Care?North Shore 4) NSW Gov Health New Graduate Program 5) Many local nursing homes, local news paper Registered Nurse advertising adds 6) Manly Waters 7) Manly, Mona Vale, Royal North Shore Hospitals, their casual pools 8) Many Nursing Agencies around Sydney	No	No
USQ	Nov-13	WA Health; Qld Health; Bluecare; St vincent's; St Andrews	No	N/A
Flinders University	2013	SA Health GNP, NSW Health GNP; A variety of aged care centres, I have applied for nearly every single position that I have seen that does not a requirement to have had at least 12 months paid experience as a nurse	Yes	Despite agencies usually requiring paid work experience I have managed to get into a nursing agency (with the assistance of my mother who is also a nurse) however I have only been able to get 4 shifts in 3 months with the agency and the majority of those shifts have been mental health specials.
Edith Cowan University	Dec-12	Geraldton Hospital, Aegis Aged Care, Southern Cross Care, Hollywood Hospital, Hall & Prior	No	N/A
Flinders University	Nov-13	Royal Adelaide Hospital, Queen Elizabeth Hospital; Lyell McEwin Hospital, Repatriation Hospital, Flinders Medical Centre	No	Have not acquired a nursing job yet.
University of the Sunshine Coast	2011	I have 74 rejection letters ranging from WA, SA, NSW and QLD. Both public and private hospitals.	Yes	Two months.
University of Ballarat	2012	Melbourne RCH, Ballarat Base Hospital; Peter MacCallum, Geelong Hospital, Eastern Health	Yes	1 and a half year only just been offer a graduate pision!
Queensland University of Technology	2013	Queensland Health, Blue Care, Anglicare, Uniting Care and Mater	No	Still trying to get one
Queensland University of Technology	2013	the Mater Mother's Hospital, the Mater Children's Hospital, Pindara Private Hospital, John Flynn Hospital, The Wesley Hospital, St Andrews's Hospital, Gold Coast Hospital	No	Not working as an RN
Edith Cowan University (Joondalup)	Dec-13	WA Dept of health - Moora, WA Dept of Health - Kondinin, SJOG Subiaco, Aegis - The Pines, Ellenbrook, Ramsay - Joondalup health Campus	No	Not working.
Victoria University	Start of 2013	Northern Hospital, The Frances Perry House, The Women's Hospital, Barwon Health-Geelong Hospital, Ballarat.	No	I am still trying. Looking into completing study days etc so I don't lose my skills, However I wish I was given a chance to apply and enhance my existing skills to practice ASAP.
Latrobe University Bendigo	2013	Castlemaine Health, Heathcote Health, Bendigo Health - main stream.	Yes	I am still in my graduate year.
University of New Castle	2013	Successful in obtaining new graduate position. Have to wait till August 18, 2014 to start. I able to work within QLD health unless I have 6 months RN experience. Unable to apply to practices and clinics ad they require experienced staff.	No	Still waiting to start.
ECU	Aug-13	Bentley Health Service, Narrogin Hospital, Silver Chain Nursing, St Ives, Juniper	No	N/A
USQ	Nov-13	WA Health, Qld Health, Bluecare, St Vincents, St Andrews	No	N/A
Edith Cowan University (Joondalup)	Graduated Jan 2014	Fremantle Hospital, Hollywood Private Hospital	No	Still seeking employment.
Edith Cowan University	Dec-12	Geraldton Hospital, Aegis Aged Care, Southern Cross Care, Hollywood Hospital, Hall & Prior	No	N/A

Where did you complete your undergraduate nursing/midwifery education	When did you complete your undergraduate nursing/midwifery education?	Could please list up to five employers where you were unsuccessful in obtaining employment	Are you working now?	If you are working how long did it take you to obtain your first nursing job?
University of Queensland	2012	Mater Mothers Hospital	Yes	I was employed by graduation of my degree.
University of South Australia Mount Gambier Campus	Jul-05	Nil employ straight into a graduate program finding it hard to find work now completed	Yes	Weeks only as a casual position with minimal work.
QUT, Brisbane	Nov-13	the Wesley (Brisbane), the Royal Melbourne Hospital, the Alfred, St vincent's (Melbourne)	Yes	I was offered 5 grad programs including the one I am in now. I had a job before graduation.
UTAS Launceston	2012	Calvary Tasmania	Yes	I started a week after my registration came through.
QUT	Nov-13	Qld Health, the Alfred - Melbourne	Yes	Before graduation.
University of Southern Queensland, Toowoomba, Queensland	Nov-13	I have called several hospitals and none will accept my resume.	No	N/A
University of New Castle	Nov-12	St Vincents Public, Hawkesbury District Health Service, St Vincents Private Hospital, Canterbury Hospital, Concorc Repatriation General Hospital	No	N/A
Queensland University of Technology	Dec-13	Ramsey Health Qld, Vic, SA, Tasmania Department of health, Royal Sydney Northshore Hospital	Yes	Started my job 2 months after graduation.
Queensland University of Technology - Kelvin Grove	Completed in Dec 2013	Greenslopes, Mater Women, Mater Childrens, Queensland Health, Children's Hospital	No	Not given the opportunity to get a job as most employers want someone that has experience. How do we get the experience without a fair go.
Flinders University	Dec 2013 graduation April 16th 2014	Flinders Hospital, Numerous agencies, Victor Harbor Hospital, Women's and children's, Royal Adelaide Hospital	No	I am still looking for a position. I have been told my resume is good but I have no nursing experience and once I do please call back.
Queensland University of Technology	2013 Dec	Mater Private Hospital, Blue Care, Brisbane Private Hospital, Regis Group, Royal Brisbane Hospital	No	I am not working as a RN at the moment.
University of Wollongong	Dec-13	Wollongong Hospital, Sutherland Hospital, Hurstville private, Kareeena private, St George public	Yes	2 months
University of Wollongong	Dec 2013 graduation April 16th 2014	NSW Health (all areas)	Yes	1 month, though very flukey, if had not got this position interstate would most likely still be looking.
QUT	Jul-13	Qld Health cancelled my interview at Logal Hospital mid year and then did not offer me an interview at the end of the year, John Flynn, Wesley, NSW Health and North Shore Private Sydney	Yes	1 month at a nursing home, 7 months for grad program
QUT	2013	Logan Hospital, Medibank health, RSL Care, Regis, Corestaff Mt Isa	No	N/A
University of Western Sydney	2012	Nepean Hospital, Westmead Hospital, Orange Base Hospital, Liverpool Hospital, Blue Mountain Hospital	Yes	2-3 month. It's in a medical centre not a public hospital and only because a friend of mine introduce me.
Charles Sturt University Bathurst	2011	Bathurst Base Hospital - on more than 4 occasions, Western Medicare Local, Whiddon Group, Tanderra Nursing Home Lithgow	No	N/A
Queensland University of Technology (Kelvin Grove)	2012	Bupa, Holy Spirit Northside, Bluecare, Ozcare, Qld Health	No	I am currently halfway through my grad program and have no idea if I will have a job once its finished.
QUT	Last December	QLD health, Ramsey, Bupa, Wesley, Mater	No	N/A
ECU	2010	pmh, Joondalup, RPH, SCGH, OPH	Yes	Offered p/t work in Mental Health following inception of first 12 month grad program MNAHS MH, straight into post grad MHN, also Nurse West prior to obtaining f/t work NMAHS MH, currently ASDN
Victoria University, St Albans Campus	2012	Sunshine Hospital, Northern Hospital, Werribee Mercy, Epworth Freemasons, Goulburn Valley Hospital	Yes	It took me 2 years and over 50 interviews to obtain a casual position at a hospital.
Victoria University	2012	Eastern, Western Health, Southern Health, Mercy Hospital for Women	No	N/A
La Trobe Bendigo	2013	Bendigo Health, Heathcote Health, Northern Rivers Program, St John of God Hospital Bendigo, Kilmore Health	Yes	I managed to obtain a Graduate program in the first week of February at Echuca Community for the Aged.
Victoria University	2012	Epworth Freemasons, the Women's, Sunshine, Cabrini, the Mercy	No	Not working
ACU	Dec-13	jSt Vincens Private Hospital, Canterbury Hospital, Westmead Hospital, Royal North shore Hospi9tal, St George Hospital	No	N/A
Kings Unitech, Qld	Nov-13	Qld Health, Arcare, Tricare, IPN Clinics, Homestead Nursing Centre Qld	No	N/A
La Trobe University, Melbourne	Nov-13	Alfred Hospital, St Vincent's Hospital, Peter Mac Centre, Royal Melbourne Hospital	No	I am still looking for work.
QUT	2008	Princess Alexander, Greenslopes, Holy Spirit Hospital, Brisbane Private, Uniting Care Hospitals	Yes	1 and half years
GCIT	3/11/2013	Pindara Private - Benowa, Gold Coast Hospital - Southport, Domain Aged Care - Ashmore, Highlands health Centre - Highland Park, Allamanda Hospital - Southport	Yes	5 months

Where did you complete your undergraduate nursing/midwifery education	When did you complete your undergraduate nursing/midwifery education?	Could please list up to five employers where you were unsuccessful in obtaining employment	Are you working now?	If you are working how long did it take you to obtain your first nursing job?
University of Notre Dame, Fremantle	Dec-13	Fremantle Hospital and Health Service, St John of God Subiaco, St John of God Murdoch, Alfred Carson lodge Claremont	Yes	3 months
University of Technology Sydney	2013	The Mater Hospital, Mona Vale Hospital, Royal North Shore, The SAN	Yes	Not working in a nursing position
Edith Cowan University	2013	Sir Charles Gairdner Hospital - multiple pools and graduate program, Mater Hospital graduate program south brisbane	No	N/A
Queensland University of Technology	Jul-13	Queensland Health Royal Brisbane Hospital, Mater Hospital, Wesley Hospital, Greenslopes Private Hospital	Yes	I am still completing my graduate program and I am looking for work back home. But a lot of the job advertisements state 2 plus years experience even in aged care which is going to be difficult to find work after the program is completed.
Queensland University of Technology	Dec-13	Uniting Care, Mater, St Vincents	No	I am currently on a waitlist for a grad program at the Royal Brisbane and Women's hospital. I have not been told which clinical area or the commencement date. I was interviewed for a position in ED but have no information if I am waiting for a position there or if I am in the general pool of applications.
TAFE Tasmania	2013	RDNS in Vic, Bishop Davies Court, LGH, Hobart Private, RHH	Yes	Not employed as an EEN but as a PCA casually
University of Queensland	Dec-13	Cairns and Townsville both public and private sector, Tasmania, north and west, Harvey bay, western Queensland Perth, Broome, Longreach, Roma, Stanthorpe, Mackay, Bundaberg, North Queensland, Weipa, Atherton, many more.	Yes	1 month. I followed up every lead, and continued to re-approach Nurse Managers I had written to as results became available. I had also received great feedback from some organisations regarding where to look further
Kangan Institute of TAFE	Dec-13	Melbourne Health, Bendigo Hospital, Royal Melbourne Hospital, Northern health, Blue Cross Aged Care	Yes	3 months. It's with an agency though as struggled to find a job in a hospital without experience.
ACU Melbourne	Nov-13	Eastern Health (Vic)	Yes	I received a Grad program offer through the PMCV computer match on Oct 15, 2013 and commenced Jan 28, 2014 (I cannot answer about the job offer after grad prgroom because I'm still doing it)
Gold Coast, Queensland	Gold Coast, Queensland	Qld Health	Yes	Yes after New Grad I was casual for 6 months with as little as 18 hours a fortnight. I have since moved interstate, again, for a permanent position. Very lucky!
Deakin University	2011	St Vincents, Eastern Health, Cabrini, Ramsay, Western health (I also applied to a number of aged care groups)	Yes	Almost 2 years after completing my degree. i did my honours after obtaining my degree as i could find no employment. after my honours I worked for about 8 months as a pca before i was employed as a division 2 nurse in an aged care facility given my lack if experience. sadly, within my circle itself, there are five of us who are working below our qualification because we are inexperienced and unable to obtain graduate nurse programs.
University of Western Sydney	Dec-13	Nepean Hospital, Westmead Hospital, Blacktown Hospital, Mount Druitt Hospital	No	N/A
University of Canberra	2013	The Canberra Hospital	Yes	Upon graduation
Deakin University	2012	Eastern health, Epworth Richmond, Epworth Eastern, Knox, Warringal Private, John Fawkner, Cabrini, St Vincents Private	Yes	Still working as an Enrolled Nurse where I started 9 years ago.
Griffith University - Brisbane	2013	Queensland Health	Yes	Not working in a nursing job - continue in my previous administration job with QH
ACU Brisbane	2012	Royal Brisbane Hospital for Women, Redcliffe Hospital, Gold Coast Hospital, Logan Hospital, Mater Hospital	Yes	3 months. However I have had to relocate interstate leaving my house, husband, and two children behind.
University of Tasmania	Apr-13	Concort Hospital, Bankstown Community Mental Health, Blacktown Community Mental health, RPA Hospital, Liverpool Hospital	Yes	Graduated April 2013. Took an Occupational English Test last October 2013. Then applied for RN jobs, after 6 months a Nursing Agency took me for training in Nursing Home & started job in on call basis. Still looking for permanent job
Murdoch University	2013	St Charles Gardiner, Peel health Campus, SJOG Murdoch, Rockingham, SJOG Subiaco	Yes	Immediately at private hospital.
CQU	2013	Qld Health, Uniting Care, Ramsay Health, Mater Health, Regis Healthcare	Yes	approved prior to graduation. Commenced in February.
Overseas	1989	N/A	Yes	Not long
Deakin University	2013	St John of God Hospital Geelong, Barwon Health Geelong	Yes	I organised my own casual work at St John of God. Barely ever get shifts.
Currently in my 3rd year of my Bachelor of Nursing Degree. I am studying at the Mt Gambier University of South Australia Campus	Same as above	N/A	No	N/A
Monash University	Dec-13	Monash Health, Eastern Health, Peninsula Health, Epworth, St Vincents, Ramsay Health	Yes	Currently in SA working in a TPPP Graduate program. Unable to secure a grad program place in Victoria. After TPPP finishes I have no idea how long it will take to secure an ongoing job
ACU Melbourne	2013	Epworth Freemasons, Mercy Heidelberg, Mercy Werribee, Frances Perry, St Vincents	No.	I never gained employment as a midwife and have returned to study nursing

Where did you complete your undergraduate nursing/midwifery education	When did you complete your undergraduate nursing/midwifery education?	Could please list up to five employers where you were unsuccessful in obtaining employment	Are you working now?	If you are working how long did it take you to obtain your first nursing job?
UNISA	2012 Aug	SA Health, ECH Group, ACH Group, Uniting Care, Eldercare	Yes	3-4 months
Navitas Health Skills Australia	Oct-13	Southern Health, Eastern Health, St Vincents, Murrumbeena Aged Care, Adventist Aged Care	No	Currently applying to Belmore
Gold Coast Institute of TAFE	Dec-13	N/A	Yes	I am currently on a 12 month grad. Programme that commenced in Feb 2014.
University of South Australia	2013	St Vincents Public, St Vincents Private, Monash Health, Royal Melbourne Hospital	Yes	Currently undertaking graduate year on a 1 year contract.
Australian Catholic University - St Pat's campus	2012	the Alfred, St Vincent's Private	Yes	There was ano gap between finishing my grad year and commencing the role I am currently in.
Curtin University	Dec-13	Royal Perth Hospital, Joondalup Health Campus, Hollywood Private Hospital, Rockingham Hospital, Bentley Hospital	No	N/A
Queensland University of Technology	2013	Qld Health, Uniting Care, Ramsey Health, Blue Care, Regis	Yes	6 months
University of Western Sydney	Dec-13	New grad at Liverpool Hospital, Westmead Private, Calvary Mater Newcastle, St vincent, Nepean Hospital	No	I am still waiting to get a job.
Monash University	Mar-13	I did not seek employment post graduation as I had my grad year commencing in May of 2013	Yes	I have not finished my graduate year
Kimberley	2014	No	No	I am not working
Sunshine Coast University	Nov-12	Queensland Health, Nambour, Sunshine Coast Private Hospital, Bluecare Gladstone, Bluecare Sunshine Coast	Yes	6 months
ACU	2013	Austin Health, Royal Children's Hospital	Yes	6 months
Australian Catholic University	2011-2013	N/A	Yes	2 weeks
Australian Catholic University	2013	The Royal Melbourne Hospital, The Alfred Hospital, the Arcare Aged Care (Brighton), The St Vincent Hospital, Epworth Health	Yes	I just started my work last week.
University of New England	2012	Nil	Yes	Currently employed as a casual RN immediately after completing new graduate position 2/2014.
Australian Catholic University - Fitzroy Campus	2013	Eastern Health, Monash Health, St vincent's Private, Healthscope, Epworth Rehabilitation Richmond	Yes	4 months after first round offers came out to receive a job offer, 6 months till I started working.
Monash University, Churchill	Dec-13	Royal Victorian Eye and Ear, Royal Womens, Royal childrens, La Trobe Regional Hospital, Yarram District Health Services	No	Didn't obtain a graduate program. Currently not working as a nurse.
Griffith University	December, 2013	Princess Alexandra Hospital, Prince Charles Hospital, Mater Health Services, Wesley Hospital, Logan Hospital, Ipswich Hospital	No	I am working as an Enrolled nurse, but I can't get a job as an RN anywhere as they want experience RN
Monash	2013	Monash Medical Centre, Alfred Health, Royal Childrens, Cabrini, The Womens Hospital	No	Not working.
University of Canberra	December, 2013	NT - Darwin, alice springs and Kathrine, WA - all hospitals I applied too, ACT - The Canberra Hospital and Calvary Health Care	Yes	3 months
University of South Australia	2012	SA Health, Calvary Group, Acha Group	Yes	1.5 years
Australian Catholic University	Nov-13	Hammond Care	No	N/A
ACU	2013	Epworth Richmond Hospital, Werribee Mercy, St Vincents Public and Private Hospital, La Trobe Regional Hospital, Western Hospital	Yes	6 months
University of Adelaide	2011	St Andrews Hospital, Calvary Wakefield, Calvary North Adelaide, Ashford Hospital, Flinders Private	Yes	I got a TPPP straight away at the womens and childrens Hospital but there were no jobs on offer after completion. It then took me 4 months to get a casual position at a rehabilitation centre. I had many rejections before getting it.
Melbourne University	2013	RCH, Northern Hospital, St Vincent's Hospital, Petermac, Eastern Health	No	Haven't got one yet.
Murdoch University Perth	Nov-13	Sir Charles Gairdner Hospital	Yes	Currently completing graduate program.
Griffith University, Nathan Campus	1993	Nil - got position I'd applied for	Yes	Straight away.
University of Tasmania	2012	DHHS Tasmania, Calvary Tasmania, Aged Care and Community Service Tasmania	Yes	Four months.
University of Tasmania - Hobart	Feb-14	DHHS South, Calvary South	Yes	I was offered the position before I completed my studies, however it is in Aged Care which is not necessarily going to assist me in progressing to Midwifery as some institutions require acute care experience.
NSW	1996	None	Yes	Straight after new grad program.
Monash University	2011	Monash, Dandenong, Casey, Box Hill, Frankston	Yes	I had to move to Canberra from Melbourne leaving my kids to work in a supported roll as a midwife. 3months post graduation. Then found a grad yr back in Melbourne 5 months later. So 8months in total till I gained a grad year to be eligible to work in Melbourne my hometown.
Gordon TAFE Geelong	Dec-13	Geelong Private Hospital, Geelong Hospital, Grace McKellar - Several areas, Leopold Lodge	No	Still trying!
Edith Cowan University Joondalup Campus	Dec-13	Sir Charles Gairdner Perth, Hollywood Hospital, Armadale Hospital, Swan District Hospital, the Mount Hospital	No	Still searching.

Where did you complete your undergraduate nursing/midwifery education	When did you complete your undergraduate nursing/midwifery education?	Could please list up to five employers where you were unsuccessful in obtaining employment	Are you working now?	If you are working how long did it take you to obtain your first nursing job?
ECU Western Australia	Nov-13	Sir Charles Gairdner, Hollywood Private Hospital, Royal Perth, Joondalup, St John of God	No	N/A
University of Sydney	Nov-13	Westmead Hospital, Bankstown/Lindcombe Hospital, Fairfield Hospital, Liverpool Hospital, Royal Prince Alfred Hospital	Yes	4 months
Australian Catholic University	Dec-13	Eastern Health, Cabrini Hospital, Ballarat Hospital, Epworth Hospital	No	I have found the nursing job
USYD	2013	Successful in public and private sector	Yes	Was accepted as a new grad before concluding study.
University of Tasmania	Aug-12	Melbourne Health, St Vincent's Hospital Melbourne, Western Health (Victoria), SA Health, Calvary Health Care Tas.	Yes	3 months
UTAS	Feb-14	Hobart Private Hospital, District Nurses, Nuse Line, Launceston General	Yes	2 months
Monash University	Mar-12	Southern Health, Eastern Health, Knox Private, Waverley Private, Cabrini	Yes	12 months post graduation.
Tas	2012	No	Yes	First application - whilst still completing degree.
University of Tasmania	Dec-13	Ramsay Healthcare, Calvary Healthcare, Joondalup Hospital, Mater Hospital	Yes	A few months.
TAFE Taree NSW	Mar-14	I got a position with the first hospital that I applied.	Yes	I was offered the position while completing my placement during training. I didn't have to complete an interview I just filled in the paperwork and started working there.
Charles Darwin University	2013	Peninsula Health, Epworth Hospital, Bupa Aged Care Nursing/Management Program, Ramsay Health, Leading Aged Care Services, Royal District Nursing Service, Bass Coast Health, Wangaratta Hospital, various other positions interstate (WA & NSW)	Yes	Finished December 2013 and commenced employment in February 2014 as a RN in rural/remote Victoria
Orange, NSW	2010	Northeast Health, Greater Murray Health Service, Wodonga Regional Health Service, Indigo Shire Health Service	Yes	6 months
University of Wollongong - Wollongong Campus	Dec-13	NSW Health (New Grad program), NSW Health (1st year RN), Charterhouse Medical, Campbelltown Medical Centre (due to the other applicant having one years experience), Warrawong Medical Centre	Yes	Started applying in