



Self-employment and private practice information sheet

1. Complying with laws and regulations

Nurses and midwives setting themselves up in business must be sure to comply with:

- all professional registration requirements
- all business registration and insurance requirements
- all legal conditions around advertising their services
- all other legislative requirements around governance, financial management, and taxation etc.

The ANMF recommends seeking expert advice about these requirements to ensure you set up an ethical and professional business that meets your professional obligations as a nurse or midwife¹

2. Protecting yourself and your clients

Registered nurses and midwives who are self-employed or in private practice should have the following insurance cover in place as a minimum:

- professional indemnity insurance – this is a requirement of your professional registration
- public liability insurance
- income protection
- worker's compensation insurance if you employ other staff.²

3. Protecting your employees

If you employ more than one employee, you should negotiate an enterprise agreement with the ANMF to ensure their terms and conditions reflect industry standards and promote their right to join and participate in their union.

If you employ only one employee, you should ensure their terms and conditions reflect the ANMF negotiated enterprise bargaining agreements for your type of workplace and sector.

4. Advertising your services

The *Health Practitioner Regulation National Law Act 2009* places strict conditions on advertising and the use of protected titles. Very serious penalties apply for breaches.³ Refer to the ANMF information sheet: *Advertising by nurses and midwives* for more information.

5. Getting advice and support

Use the wide range of government advice and support available, including state and territory start-up kits and fact sheets. See <https://business.gov.au/> to get started.

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¹ Refer to the Nursing and Midwifery Board of Australia website at <https://www.nursingmidwiferyboard.gov.au> for information about professional registration requirements including codes of conduct and ethics; standards for practice; registration standards; the decision-making framework; and guidelines for advertising a registered health service.

² Safe Work Australia (2020). *Model work health and safety regulations*. Available at <https://www.safeworkaustralia.gov.au/doc/model-work-health-and-safety-regulations>.

³ Refer to s133 of the *Health Practitioner Regulation National Law Act 2009* for your state or territory <https://www.ahpra.gov.au/about-ahpra/what-we-do/legislation.aspx>.