



Working internationally guidance note

1. Purpose

This guidance note provides advice to nurses and midwives considering working overseas.

2. Context

Many nurses and midwives choose to practise overseas for the professional benefits it offers – the opportunity to experience other models of care and cultural practices and to form networks and friendships with international colleagues.

3. Guidance

The ANMF encourages all nurses and midwives considering paid or unpaid work overseas to protect their interests through the following actions. If you're still not sure, get independent advice.

Before accepting a position

[Your country of choice](#)

The ANMF recommends investigating:

- the nursing and midwifery registration arrangements in the country in which you wish to work
- the existence and prevalence of disease in that country, the immunisations you will need and any other useful precautions you should take to protect your health
- the local laws in relation to labour, work health and safety, tax, and immigration, including the visa requirements that apply for the length of stay and work you wish to do
- the economic situation, cost of living, and availability of accommodation
- the political situation, social norms, and cultural practices you may encounter so you can make your own assessment about whether it will be a safe and secure environment in which to work
- the impact of accepting an employment or contract on the country's local nursing and midwifery workforce.

[Your working terms and conditions](#)

The ANMF recommends investigating:

- the credibility of the employing body or contracting agent and their previous record in employing nurses and midwives in your country of choice
- the complete and exact terms of the employment contract or any other contract including:
 - how grievances will be dealt with
 - how the contract can be terminated
 - the exact nature of the work, role and responsibilities
 - the resources available to ensure safe practice
 - the pay you will receive and how and when you will receive it
 - your leave entitlements such as sick leave, annual leave and supported home leave



- whether these terms and conditions have been determined by an award or another industrial agreement or instrument
- how your employment terms and conditions compare to those of local nurses and midwives doing the same duties and responsibilities so you can be confident your local colleagues aren't being treated less favourably.

Your professional interests

The ANMF recommends investigating:

- the nursing and midwifery registration arrangements
- the professional indemnity insurance requirements or the level of insurance you should put in place to protect yourself.

After accepting a position

The ANMF recommends:

- joining the national nursing or midwifery professional and industrial associations or union
- obtaining an official certificate or letter of service from each international organisation in which you work as either a paid employee or volunteer – you will need this evidence for your ongoing domestic and international registration
- keeping accurate records of all the professional development you complete while overseas – again, you will need this evidence for your ongoing domestic and international registration.

Returning to practise in Australia

Please be aware that:

- you must identify any international criminal history for registration and renewal with the Nursing and Midwifery Board of Australia
- you must meet all registration standards to practise in Australia.

4. Guidance note management

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