

Navigating Your Nursing Career Down Under

A webinar for nurses and midwives migrating to Australia

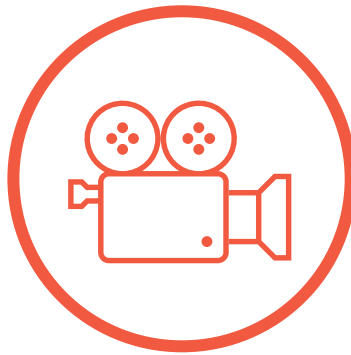
19 October 2023

Kath Baird RN BSc MBA (Exec) MACN

Housekeeping rules



Please use the chat box to ask a question

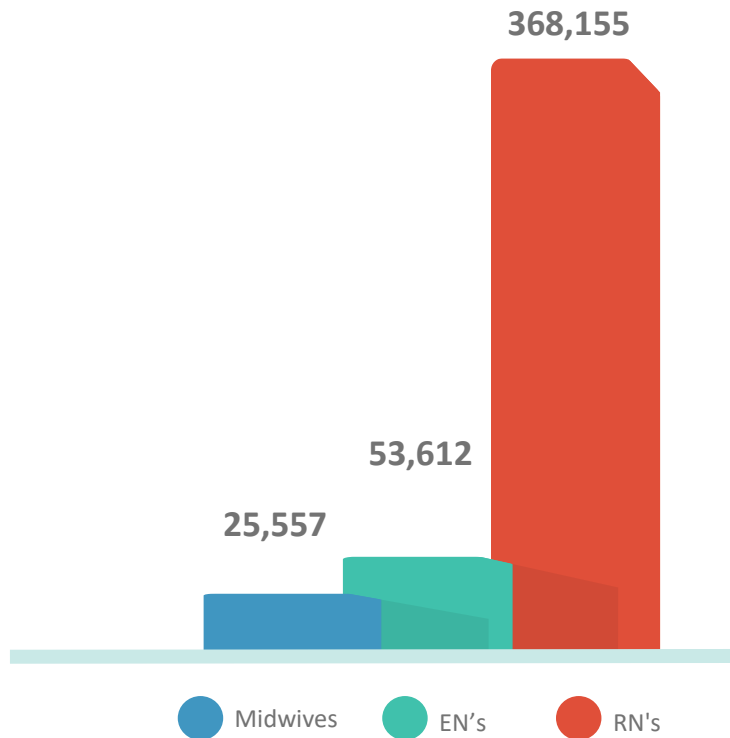


This webinar will be recorded and made available on on **ANMAC** socials



All attendees will be muted by default

440,000+ registered nurses and midwives in Australia



The latest workforce data suggests a 26,000 nurse deficit by 2026

Source: Jobs & Skills Australia, 2023



75,000 approved student intake places across all accredited nursing & midwifery programs in Australian Universities, TAFE's and Registered Training Organisations per year

Source: <https://www.anmac.org.au>

Last updated 18 October 2023 -
<https://hwd.health.gov.au/resources/data/summary-nrmw.html>

Why is healthcare regulation important?

Healthcare regulation:

- sets a standard for service delivery, ensuring practitioners are safe and effective at providing high quality care
- Includes the accreditation of individuals and organisations, monitoring, reviews, investigations and complaints.

There are **3 main entities** for the nursing and midwifery professions in Australia:

Ahpra = Australian Health Practitioner Regulation Agency

NMBA = Nursing and Midwifery Board of Australia

ANMAC = Australian Nursing and Midwifery Accreditation Council





ANMAC & the Approved Programs of Study List (APOS)

Nursing & midwifery education programs that lead to registration in Australia must be accredited by ANMAC.

They are then listed on the NMBA's Approved Programs of Study list.

If you are considering undertaking a nursing or midwifery course in Australia, please check this list...

[Nursing and Midwifery Board of Australia - Approved programs of study \(nursingmidwiferyboard.gov.au\)](https://www.nursingmidwiferyboard.gov.au)

ANMAC's role as an assessing authority

ANMAC is...

- an independent assessing authority assigned by the Australian Government to undertake migration skills assessments
- responsible for providing advice to Government on an applicant's suitability for skilled migration

ANMAC is not...

- a Government agency
- an employer for overseas nurses, midwives or aged care workers
- responsible for nursing and midwifery registration – this is a function of the NMBA & Ahpra



Who are Skilled Migration Services?

Skilled migration services is responsible for assessing the skills and qualifications of nurses, midwives and carers seeking to migrate to Australia.

This process involves:

- Assessing qualifications
- Periods of paid work experience
- Allocating ANZSCO codes

Who we assess in the Nursing and Midwifery Occupations

- internationally qualified nurses
- internationally qualified midwives
- international graduates who have completed nursing and midwifery programs in Australia and/or New Zealand who have completed their program and are registered in Australia and/or New Zealand

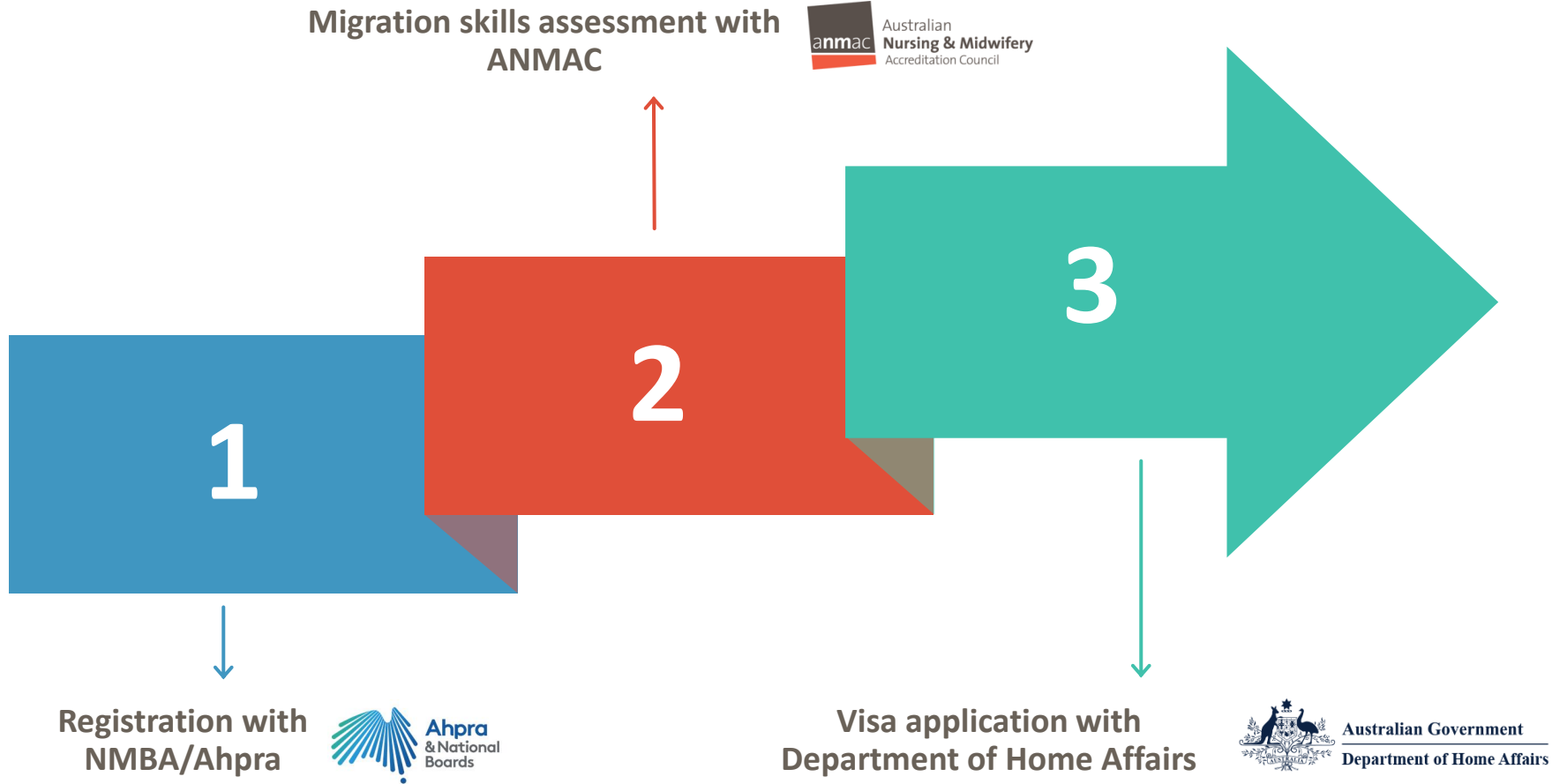
ANMAC also assesses aged care workers under the Australian Government's [Aged Care Industry Labour Agreement](#).

Who we assess in the Direct Care Occupations

- Care workers who have a Certificate III minimum qualification of AQF Certificate III in a relevant field obtained overseas, including nursing-related study* or study in aged care; OR
- Care workers with full-time paid work experience of at least 12 months completed in Australia or overseas within the last 5 years, including nursing-related work or work in an aged care setting.



Where should you begin?





Which skills assessment should I apply for?

1

Modified (1)

You are registered to practice as a nurse or midwife in Australia or New Zealand

\$ 395.00

2

Modified PLUS (2)

You have applied for registration and now need to present in person to Ahpra?

\$ 395.00

3

Full (3)

You have a Bachelor degree from the UK, Canada, the US, Hong Kong or Ireland in nursing/midwifery and are not yet registered in Australia?

\$ 595.00

4

Direct Care (4)

This is not a nursing skills assessment

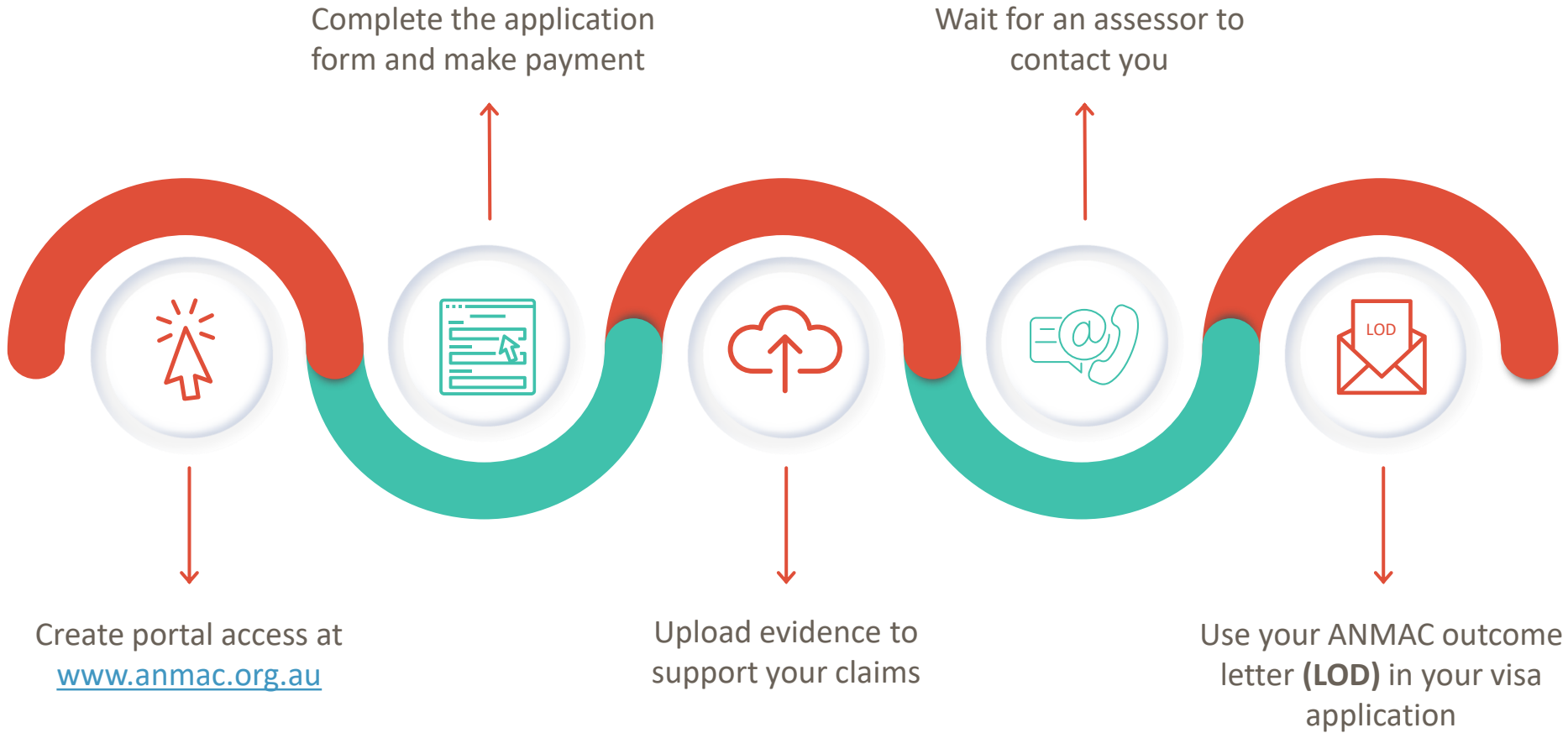
To apply you must have a Certificate III minimum qualification in a relevant field obtained overseas, including nursing-related study or study in aged care*

OR

full-time paid work experience of at least 12 months in a relevant area completed in Australia or overseas within the last 5 years, including nursing-related work or work in an aged care setting.

\$ 545.00

Next steps



What evidence do I need to provide?

1

Proof you are who you say you are

- **Passport**



- **Photo**



2

Graduation documents from **all** programs that have resulted in registration

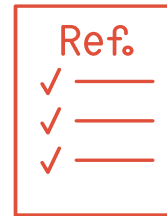
- University degrees
- TAFE courses
- Exams for registration, including OBA's and OSCE's (NCLEX)



3

Professional references to support claims of paid work experience

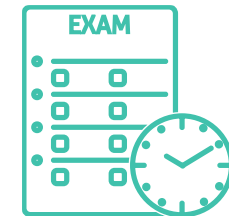
- ANMAC will only report on work where there is corresponding professional registration
- Registration verification from relevant countries



4

*English language test results

- Only for FULL skills assessments
- Accepts results from 2 test sittings taken within 6 months of each other



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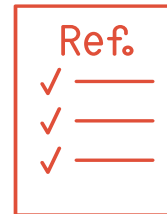
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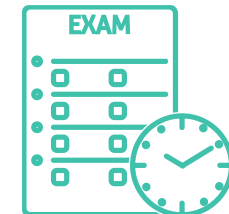
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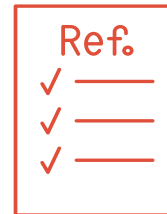
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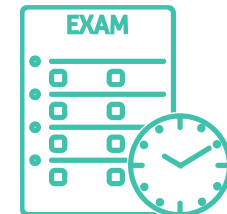
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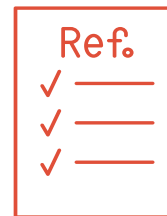
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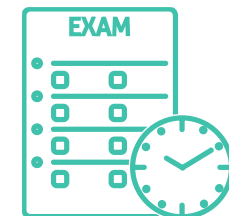
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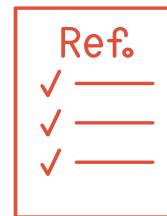
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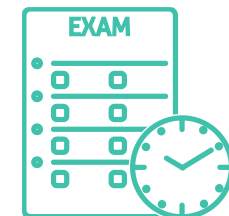
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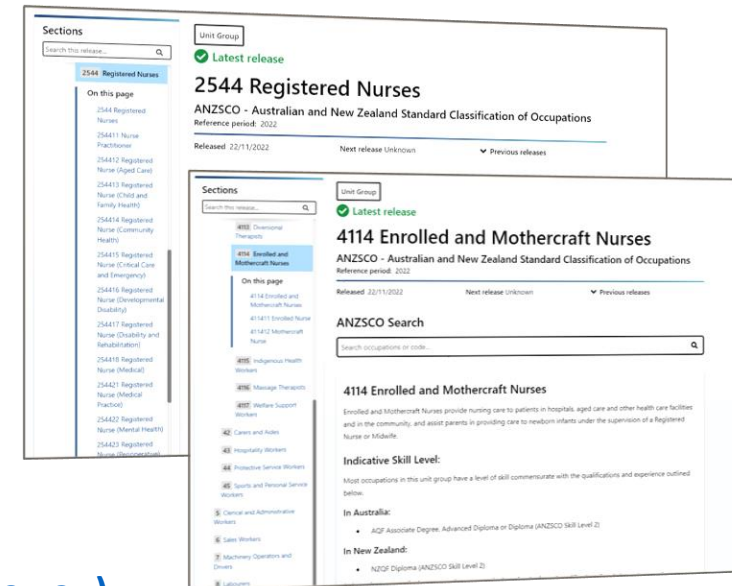
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What is meant by ANZSCO code?

The ANZSCO is a **classification system** used by the Australian Government and provides information on skill level, qualifications and experience. Applicants are required to nominate a code that is closely linked to their qualification and experience.

- There is an ANZSCO code that correlates with most of the common areas a nurse works.
- If in doubt, select ANZSCO 254499 Not Elsewhere Classified.
- This is the generic ANZSCO code for Registered Nurses.
- The ANZSCO code for enrolled nurses is ANZSCO 411411.



To find more visit: [ANZSCO - Australian and New Zealand Standard Classification of Occupations, 2022 | Australian Bureau of Statistics \(abs.gov.au\)](https://abs.gov.au/standards/australian-and-new-zealand-standard-classification-of-occupations-anzsco)

What is fraud?

- Fraud is a crime and is defined as **‘the false representation of facts’**.

Examples of fraud at ANMAC:

- Falsified professional references, including false dates of employment and forged signatures
- Fake graduation documents
- Altered English language test results

Confirmed fraud will result in:

- An unsuitable outcome in your ANMAC skills assessment
- You will be unable to apply for another skills assessment for 2 years
- The Department of Home Affairs will be notified of the fraudulent activity





What does the outcome of my assessment look like?

You will receive a **letter from ANMAC** when your assessment has finished.

The following information is listed:

- Suitable or Unsuitable for the purposes of skilled migration
- Qualifications assessed
- Work experience claims (if applicable)
- Issue date and detail as to the expiry of the letter

The letter is signed and will have your photo on the top left hand signed.

There are a number of key features that the Department of Home Affairs will use to verify the detail provided.

The image shows a sample of a determination letter from ANMAC. At the top left is a box labeled 'YOUR PHOTO'. At the top right is the ANMAC logo and the text 'Australian Nursing & Midwifery Accreditation Council'. The title of the letter is 'DETERMINATION FOR MIGRATION PURPOSES REGARDING THE ASSESSMENT OF NURSES/MIDWIVES THAT HOLD AUSTRALIAN OR NEW ZEALAND REGISTRATION'. Below the title is a box for 'YOUR NAME'. The main body of the letter states: 'The Australian Nursing & Midwifery Accreditation Council (ANMAC) has completed the assessment of your qualifications and experience based on the documentation provided. Your skills have been assessed as suitable for migration for the nominated occupation of YOUR ANZSCO CODE'. It then states: 'The applicant has completed the following education to gain Australian/New Zealand registration:'. This is followed by a list of 'YOUR EDUCATION' items. Below that, it states: 'These educational qualifications have been recognised by ANMAC as being commensurate with at least an Australian Bachelor degree for the purposes of awarding points for qualifications under the General Skilled Migration points test. The assessment has been made based on the following items of evidence:'. This is followed by a list of 'YOUR EVIDENCE' items. The letter concludes with: 'This advice is in the opinion of ANMAC and does not guarantee the awarding of any points under the skilled migration points test. Determination of points under the skilled migration points test remains at the discretion of delegated officers of the Department of Home Affairs. This determination is valid for migration purposes for two years commencing XX/XX/XXXX. This decision can be used for employment purposes, such as for supporting a job application. This skills assessment did not include an English Language Proficiency Test. This letter was issued by ANMAC in CITY XXX/XXX'. At the bottom left, there are fields for 'Reference: XXXXXXXX', 'ANZSCO Code: XXXXXXXX', and 'LOD Number: XXXXXXXX'. At the bottom right is a box labeled 'SIGNATURE'. The page number 'Page 1 of 2' is at the very bottom.



Q & A

- Do I need a migration agent?
- How do I get a job?
- How long do I need to wait to get the outcome of my skills assessment?



Application



[About ANMAC](#) ▾ [Accreditation services](#) ▾ [Standards and review](#) ▾ [Skilled Migration Services](#) ▾ [News and resources](#) 

Log in

Log in

Register


Request new password

E-mail or username *

Enter your e-mail address or username.

Password *

Enter the password that accompanies your e-mail.



Skilled Migration Services Contact Details

Call-Centre

Monday to Friday

10am to 4pm

Ph: (02) 6257 7960 (AEST)



Email

skilledmigration@anmac.org.au

Website

www.anmac.org.au - new website coming soon

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