

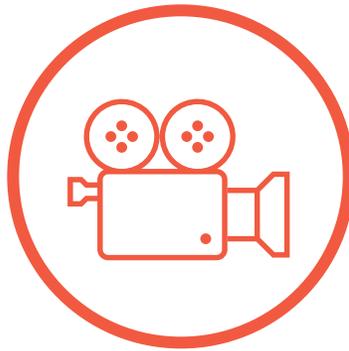
Unlocking Global Nursing and Midwifery Talent_Skilled Migration process for Employers

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Please use the chat box to ask a question



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



All attendees will be muted by default

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'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

What is 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 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

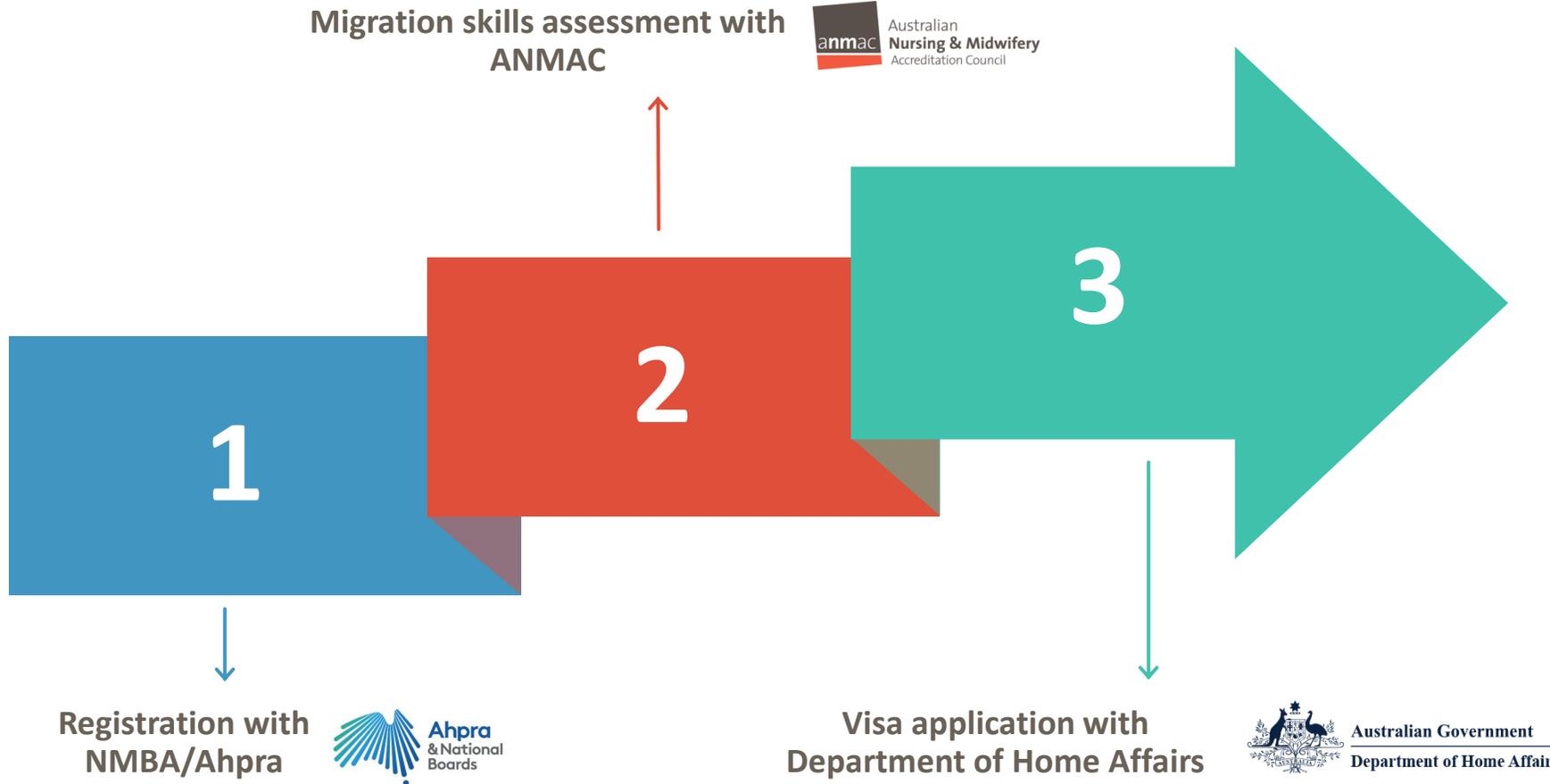
***Who we assess in Aged Care

- Personal Care Assistant's and Nursing Support Worker's for employment with providers who have entered into an Aged Care Industry Labour Agreement with the Australian Government (as of mid-June 2023)

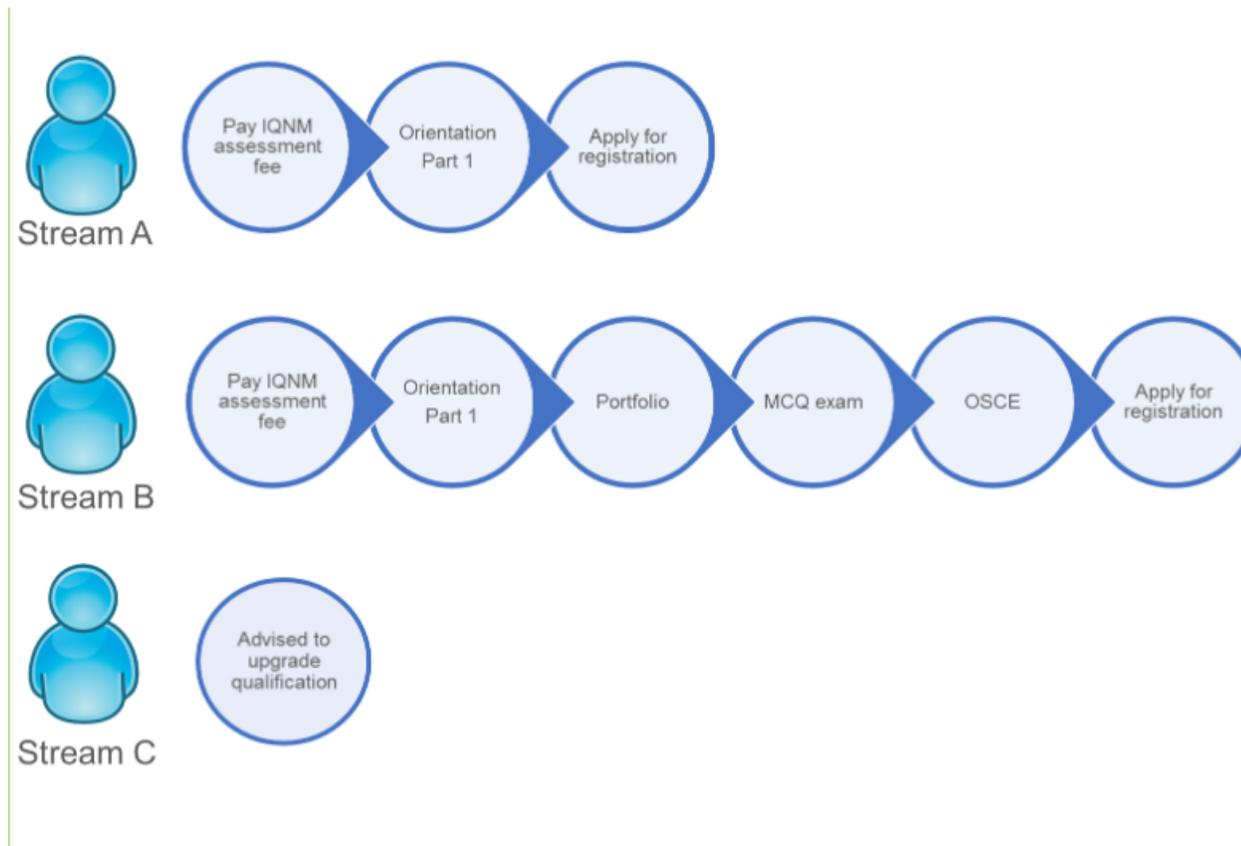




Key steps for nursing & midwifery skilled migrants



NMBA registration streams



To find out more information about the NMBA registration process please visit [Nursing and Midwifery Board of Australia - Home \(nursingmidwiferyboard.gov.au\)](https://www.nursingmidwiferyboard.gov.au)

Which skills assessment is relevant to my employee?

1

Modified

Registered to practice as a nurse or midwife in Australia or New Zealand

\$ 395.00

2

Modified PLUS

Applied for registration and now need to present in person to Ahpra

\$ 395.00

3

Full

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

\$ 595.00

ANMAC application and assessment steps



What evidence is needed?

1

Proof you are who you say you are

- **Passport**



- **Photo**



2

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

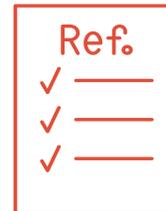
- University degrees
- TAFE courses
- Exams for registration, including OBA's and OSCE's (NCLEX)



3

Professional references to support claims of paid work experience

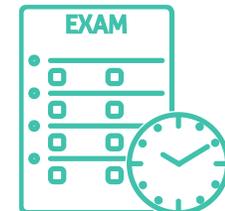
- ANMAC will only report on work where there is corresponding professional registration
- Registration verification from relevant countries



4

*English language test results

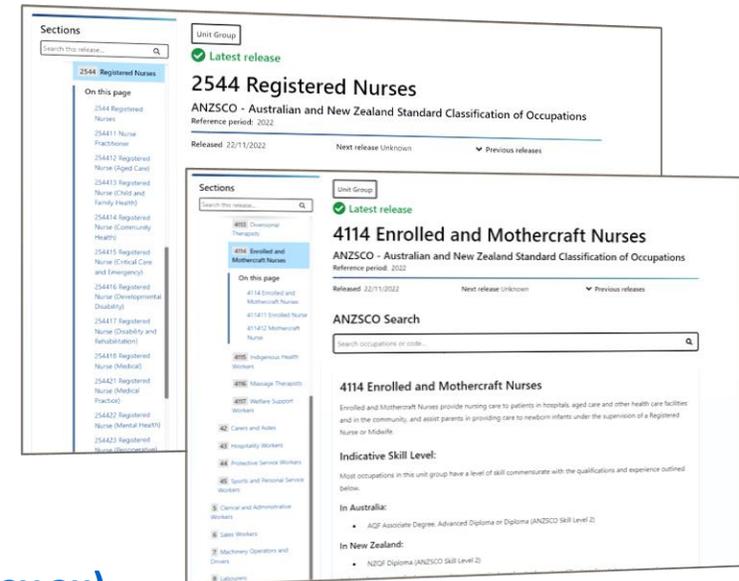
- Only for FULL skills assessments
- Accepts results from 2 test sittings taken within 6 months of each other



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)

Common ANZSCO questions



1. Do I have to nominate a specific code if my employer is sponsoring me?
2. If I am being sponsored in a specific area do I need to have work experience in that area to be allocated that specific ANZSCO code?
3. If I already have a skills assessment from ANMAC, can I get the ANZSCO code changed if my employment conditions changed and I am being sponsored?
4. I work in a mixed ward – does it matter which ANZSCO code I nominate?
5. I work in a high-dependency ward. Do I nominate the critical care code or a medical ward? Or something else?
6. I work in a Geriatric ward in an acute care hospital. Can I nominate aged care? Or is it medical?

Detail we need to help us determine relevance & suitability:

- Dates and hours of employment
- Clinical skills and competencies
- Relevant CPD
- Referee's work email address to verify the claims being made

We discourage:

- Applicants writing the reference
- Referee's signing for references they haven't written
- Fraud...

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 the 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 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 says: '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 says: '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.



Skilled Migration Services Contact Details

Call-Centre

Monday to Friday

10am to 4pm

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Website

www.anmac.org.au

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