



anf position statement

australian nursing federation

self employment

This position statement refers to nurses and midwives who may be considering setting up their own business. This may be:

- as a self employed, sole trader, or
- in a business in conjunction with others.

For nursing or midwifery related services, for example in the areas of:

- nursing and/or midwifery clinical care services
- research
- project management
- planning
- educational services
- employment services
- other related services.

It is the position of the Australian Nursing Federation that:

1. Nurses and midwives are free to establish themselves in a business in or related to nursing and/or midwifery where they are self employed.
2. It is the responsibility of the nurse and/or midwife to seek assistance from experts or investigate all the requirements of setting up an ethical and professional business that is in keeping with the person's duty of care and professional obligations as a nurse and/or midwife. This includes having the necessary management skills, industry expertise, technical skills, finance and a long-term vision and plan to grow and achieve the goals.
3. It is the responsibility of the nurse and/or midwife to ensure that they comply with all legislative requirements including professional registration, taxation, registration of business name and other obligations in the establishment of their business.
4. Nurses and midwives who are self-employed should be aware of the need for insurance cover for income protection, in addition to professional indemnity and associated legal costs. If the nurse or midwife employs other staff, additional insurance will be required to cover any workplace injuries their employees may incur.
5. Nurses and midwives who employ other staff should ensure that their classifications, salaries and working conditions reflect best practice and are union friendly.

6. Nurses and midwives setting up in self-employment are strongly advised to utilise the wide range of government advice and support available. Most state and territory governments provide home-based and other business start-up kits and fact sheets.

endorsed december 2007

reviewed and re-endorsed february 2011