



anf policy

australian nursing federation

nurses and midwives working internationally

It is the policy of the Australian Nursing Federation that:

1. Working outside Australia has many advantages for nurses and midwives including gaining additional education and experience; access to different models of care; practicing in a different cultural context; and forming networks with nurses and midwives from other countries.
2. Nurses and midwives contemplating paid or unpaid work outside Australia, either on a permanent or temporary employment contract or as an independent contractor, should investigate:
 - the credibility of the employing body or contracting agent and their previous record in the employment or contracting of nurses and midwives for that country;
 - the nursing and midwifery licensing arrangements in the country in which they will be working;
 - the complete and exact terms of the employment or other contract specified in writing, including how grievances are dealt with and how the contract may be terminated;
 - independent advice on any contract before signing;
 - the exact nature of the work, the role and responsibilities of the employment or other contract, and the resources available to ensure safe practice;
 - the labour laws of the country in which they will be working;
 - the economic situation of the country in which they will be working, in order to assess the cost of living, including the availability of accommodation;
 - the political situation of the country in which they will be working, in order to assess whether it is a safe and secure environment in which to work; and
 - the impact of accepting the employment or contract on the development of indigenous nursing and midwifery services in the country concerned, if relevant.
3. Nurses and midwives contemplating paid work outside Australia should additionally investigate:
 - the remuneration and conditions of the employment or other contract (eg sick leave, annual leave), and whether they have been determined by the application of, or with reference to, a relevant award or industrial agreement in the country in which they will be working; and;

- the relationship of the employment or other contract conditions to those of nationals in positions involving the same duties and responsibilities, ie whether less or more favourable.
4. The nurse or midwife should join the national nursing or midwifery association and/or the nursing or midwifery union of the employing or contracting country.

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