

Revised Standards for Assessment of Nurses and Midwives for Migration Purposes

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Introduction

The Australian Nursing and Midwifery Accreditation Council (ANMAC) is a national body whose membership is comprised of the peak bodies representing nursing and midwifery professions in Australia. They are the Australian Nursing Federation (ANF), Australian College of Nursing (ACN), Australian College of Midwives (ACM), Council of Deans of Nursing and Midwifery (CDNM), and Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN).

ANMAC has been gazetted by the Minister for Immigration, pursuant to the *Migration Act 1958, Migration Regulations Amendment 1999, 2.26B*, to perform the skills assessment function for migration purposes for the occupation of registered nurse and midwife. Enrolled nurse has been added to this list since inclusion on the Consolidated Sponsored Occupational List (CSOL) on 1 July 2012, leading to the primary amendments in this document.

One of the objectives of the Council is to undertake the assessment of internationally qualified nurses and midwives which is consistent with registration. Assessment for registration is undertaken by the Australian Health Practitioner Regulation Agency (AHPRA) independently of the assessment done by ANMAC. The Council's activities are related to eligibility for migration only.

ANMAC Assessment Process

These are the standards and the process of assessment of the educational qualifications and work experience of internationally educated nurses and midwives. The ANMAC assessment process provides accurate and timely advice to applicants regarding the suitability of their skills for migration. There are two types of assessment:

1. A full assessment

- for nurses and midwives who hold a current license/eligibility/registration to practise outside Australia or New Zealand.

2. A modified assessment

- for nurses and midwives who hold current registration and a practising license in Australia or New Zealand.

The assessment process consists of:

- The applicant's qualifications being assessed against the ANMAC standards;
- The applicant being notified of the determination of the process; and
- The applicant being informed of the review process if they wish to appeal the determination of the assessment.

Standard One

The applicant establishes their identity

Principle

The applicant is able to demonstrate that they are the person that the skills assessment will be carried out on.

Rationale

The applicant is able to demonstrate that they are the person applying for the skills assessment and subsequent visa application for migration to Australia.

The Standard is met when the applicant's identity is established.

Criteria	Assessment of Criteria
1. The applicant must provide documentary and photographic evidence that they are the person seeking to be registered	<ul style="list-style-type: none"> Documents must meet the requirements for the 100 point identification check as set out by the Australian Government with at least 70 points from the primary document category. All documents must be an original or certified as a true copy of the original
2. Documents must be current	<ul style="list-style-type: none"> The documents have not expired
3. Evidence of current professional registration/licensure with AHPRA or an international nursing and midwifery regulatory authority	<ul style="list-style-type: none"> Evidence of verification of registration/licensure
4. Evidence that names match verified qualifications	<ul style="list-style-type: none"> The correct name matches all qualifications with documentation to support evidence of a name change (eg .marriage or change of name certificate)

Standard Two

The applicant establishes meets English language proficiency requirements for the nursing and midwifery professions

Principle

English language proficiency is a requirement for registration and migration skills assessment and is essential for safe care and effective communication.

Rationale

Health care providers, consumers and their families need to be confident that nurses and midwives can communicate effectively. The Department of Immigration and Citizenship (DIAC) recognises the International English Language Testing System (IELTS) and the Occupational English Test (OET) as the official tests for the purposes of migration to Australia. Other health professional bodies within Australia have set a minimum score of 7 in the IELTS academic test.

The Standard is met when the applicant can demonstrate achievement of the required score in either the IELTS academic or OET for nurses English language test.

All applicants applying under a full assessment are required to meet the English language testing criterion regardless of their country of origin. Applicants applying under a modified assessment will have already met English language proficiency requirements for registration in Australia or New Zealand. Provided they have no conditions on their registration relating to English language proficiency, they will not be required to submit English language test results.

Criteria	Assessment of Criteria
<ol style="list-style-type: none"> 1. The applicant must achieve a score of 7 in all bands of the IELTS academic IELTS or 2. The applicant achieves a B pass in all bands of the OET for nurses 	<ul style="list-style-type: none"> • The applicant must achieve this score at a single test sitting and the test must have been completed within the last 2 years • The applicant can undertake the test either onshore or offshore • The applicant must organise for documentary evidence of the test outcome to be supplied directly to ANMAC

Standard Three

The applicant is assessed as meeting current Australian nursing and midwifery educational standards.

Principle

Internationally qualified nurses and midwives must meet the educational standard set for Australian qualified registered nurses and midwives.

Rationale

This standard is in line with the pre-existing Australian standards and consistent with other developed countries with health systems similar in nature to the Australian health care system. Nursing and midwifery knowledge requires advanced critical thinking and research skills which are usually attained through higher education experiences and/or through involvement in a continuing education pathway.

The Standard for a Registered Nurse/Midwife is met when the applicant has a minimum qualification of a Bachelor degree, or qualification combined with experience that is comparable in duration and content to the nationally agreed minimal educational standard for nursing and midwifery in Australia.

Criteria	Assessment of Criteria
<ol style="list-style-type: none"> 1. The applicant must provide documentary evidence that their qualifications and/or experience meet the accepted educational standard for nursing and midwifery in Australia 2. ANMAC accepts education programs leading to registration from the following countries as similar to the Australian standard: <ol style="list-style-type: none"> i. Nursing: UK, Ireland, Canada, USA, Singapore, Hong Kong, European Union (EU) member nations where nursing education meets the EU Directive 2005/36/EC ii. Midwifery: UK, Ireland, EU member nations where midwifery education meets EU Directive 2005/36/EC 3. If initial qualification is gained elsewhere an applicant may still be found suitable for migration if able to provide evidence of registration and 3 months (full time equivalent) paid work experience in one of the following countries: <ol style="list-style-type: none"> i. Nursing: UK, Ireland, USA, Canada ii. Midwifery: UK, Ireland 	<ul style="list-style-type: none"> • For a registered nurse or midwife the evidence provided by the applicant demonstrates that their educational preparation meets the current ANMAC accreditation standards for nursing and/or midwifery <ul style="list-style-type: none"> – University based Bachelor degree or equivalent with a minimum length equivalent to six full time semesters • Post graduate midwifery courses must be of at least 12 months duration • Documentary evidence to include original or certified copies of a <ul style="list-style-type: none"> – Graduation certificate – Transcript or syllabus of theoretical and practical content of the course • Evidence of recent work experience must be in the form of employment statements and professional references

The Standard for an Enrolled Nurse is met when the applicant has a minimum qualification of a Diploma (Certificate IV until 2014), or qualification combined with experience that is comparable in duration and content to the nationally agreed minimal educational standard for enrolled nurses and midwifery in Australia.

Criteria	Assessment of Criteria
<p>1. The applicant must provide documentary evidence that their qualifications and/or experience meet the accepted educational standard for enrolled nurses in Australia</p>	<ul style="list-style-type: none"> • For an enrolled nurse the evidence provided by the applicant demonstrates that their educational preparation meets the current ANMAC accreditation standards for enrolled nurses <ul style="list-style-type: none"> – Diploma (Cert. IV until July 2014) or equivalent with a minimum length equivalent to 18 months • Documentary evidence to include original or certified copies of a <ul style="list-style-type: none"> – Graduation certificate – Transcript or syllabus of theoretical and practical content of the course • Evidence of recent work experience must be in the form of employment statements and professional references

Applicants that hold current registration as an enrolled nurse in Australia or New Zealand and provide appropriate documentation will be deemed to have met Standard 3 based on the assessment of education conducted by the Australian Health Practitioner Regulation Agency (AHPRA) or the Nursing Council of New Zealand (NCNZ). These applicants will undertake a modified assessment with ANMAC, similar to the current process for registered nurses.

Applicants that are registered as a nurse outside Australia or New Zealand will be required to undertake a full assessment for migration purposes. Further criteria need be developed prior to commencing full assessments of enrolled nurses for migration purposes.

Standard Four

The applicant provides evidence of having practised as a nurse and/or midwife within a defined period of time preceding the application

Principle

The constantly changing nature of technology, treatment modalities, models of care and expanding roles for nurses and midwives means that nurses and midwives must be able to demonstrate contemporary knowledge, experience and the maintenance of skills in order to practise safely.

Rationale

There is little evidence available but there is reasonable consensus both within the profession and ANMAC with the principle underlying this standard. Other health professions both in Australia and internationally require evidence of recency of practice.

The Standard is met when the applicant has practised as a nurse or midwife in the 5 years preceding their application date. Newly registered Australian nursing and midwifery graduates do not need to meet this standard but they must have obtained AHPRA registration.

Criteria	Assessment of Criteria
<p>In relation to the basis for the application</p> <ol style="list-style-type: none"> 1. The applicant must hold a current nursing and/or midwifery registration or licence to practise either in their country of residence and/or their country of initial education and must have practised within the 5 years preceding their application 2. Please note if the applicant is applying from a country which either <ul style="list-style-type: none"> • Does not have a regulatory system or • Cannot provide evidence, then The applicant's eligibility will need to be individually assessed 	<ul style="list-style-type: none"> • Applicant must provide certified documentary evidence of currency of registration or licensure in the country from which they currently/last worked • Applicant must provide certified documentary evidence from their current and previous employers that they have practised nursing and/or midwifery in the 5 years preceding their application • If not currently employed the applicant must provide certified documentary evidence from their most recent employer • Applicant must have practised nursing and/or midwifery in their area of practice as defined by the ANMAC definitions of "practice"

Standard Five

The applicant demonstrates they are “fit to practise” nursing and/or midwifery in Australia

Principle

Fitness to practise is required for demonstration to the wider public of the integrity of the profession and its processes governing regulation.

Rationale

A major purpose of regulation is to protect the public and having such a requirement demonstrates to both the profession and the public that adequate measures are in place to protect the public from professional misconduct or adverse outcomes as a result of a nurse and/or midwife suffering from a physical or mental incapacity. Only those fit to practise are found suitable for migration.

The Standard is met when the applicant can demonstrate that they are fit to practise without restrictions within the *ANMC Code of Professional Conduct for Nurses and Midwives in Australia (2008)*, *ANMC Codes of Ethics for Nurses and Midwives in Australia (2008)*

Criteria	Assessment of Criteria
<ol style="list-style-type: none"> 1. The applicant must provide evidence of fitness to practise from a registering authority verifying that the applicant has no previous proven disciplinary proceedings against them 2. The applicant must produce evidence of fitness to practise from a registering authority verifying that the applicant has no restrictions resulting from mental incapacity 3. The applicant must produce evidence of fitness to practise from a registering authority verifying that the applicant has no restrictions resulting from physical incapacity 4. The applicant must attest that they have no criminal convictions which would preclude them from practising as a nurse and/or midwife in Australia 5. The applicant must attest that they have no professional impediment or physical or mental incapacity which would preclude them from practising as a nurse and/or midwife in Australia 	<ul style="list-style-type: none"> • The applicant must provide documentary evidence of fitness to practise in the form of verification which must be supplied directly from the relevant regulatory authority or in the absence of a regulatory system from the highest relevant nursing authority or professional body under which they are currently registered • The applicant must provide a declaration attesting to the fact that they have no criminal convictions which would preclude them from practising in Australia • The applicant must provide a declaration attesting to the fact that they have no outstanding disciplinary proceedings that would preclude them from practising nursing and/or midwifery in Australia