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NSW
NURSES &
MIDWIVES'
ASSOCIATION

Pre-decision & Information Guide for Nurses and Midwives Migrating to Australia



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INTRODUCTION

Public Services International is a global trade union federation representing 20 million working women and men who deliver vital public services in 150 countries. PSI champions human rights, advocates for social justice and promotes universal access to quality public services. PSI works with the United Nations system and in partnership with labour, civil society and other organizations. PSI runs a Migration Programme through partnerships with its affiliated public service trade unions worldwide in defending the human and trade union rights of migrant workers while promoting equality, access to justice and quality public services for all. Visit www.world-psi.org.

The NSW Nurses and Midwives' Association (NSWNMA), a PSI affiliate, believes that as a key beneficiary of migration Australia has an obligation to its neighbouring and regional countries to try and ensure that nurses and midwives wishing to migrate to this country do so with as much information as possible. We are therefore pleased to be partners in the production of this kit.

There are many points to consider prior to migrating to another country. Included in these considerations are ethical, political, economic and personal issues.

It must be recognised that as an industrialised and wealthy nation, Australia benefits as a destination country of skilled workers. Skills shortages within the Australian economy are quickly and cheaply met through migration, as the cost of education and training is borne by the country of origin. Increasingly, this is seeing less wealthy countries not only carry the cost, but also experience the loss of quality, and much needed, skills and knowledge for their own health care system.

It must also be recognised however that women migrant workers send home half of the world's remittances that flow to developing countries, providing much needed money for families and communities.

A key piece of knowledge to have is that in Australia the right to belong to a trade union is recognised and accepted as a common and safe practice.

Throughout Australia, and particularly within the Public Health Care System, the vast majority (over 85%) of nurses and midwives belong to a union. Belonging to a union can help to ensure that you know your rights and that your rights are acknowledged and protected.

It is an unfortunate reality that within the Australian community there are people who will take advantage of, and exploit, migrant workers. As a migrant worker you may not automatically be entitled to the same rights, such as free health care and free education, as Australian nationals. The decision to migrate therefore is weighted by many considerations. This kit provides some of the basic information, or links to information, that we hope will assist nurses and midwives to make their decision.



HOW TO USE THIS GUIDE

This guide contains basic information over several topics. In some instances, where the information is complex or likely to change, links to useful websites are used. Individuals should **use the information as a guide only** and should ensure that they have verified any information on which you intend to rely.

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Disclaimer: There is a range of immigration, professional and industrial advice within this guide. The intent of the guide is to raise awareness of the issues affecting nurses and midwives who migrate to Australia. The aim of the guide is not to provide detailed information or advice but to indicate the areas requiring further research by the individual. Whilst every effort has been made to ensure that the information in this guide is accurate and up-to-date neither Public Services International nor the New South Wales Nurses and Midwives' Association takes responsibility for outcomes arising from actions taken by individuals who rely upon the content of this guide.

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1 WHAT IS AUSTRALIA

Officially known as the Commonwealth of Australia we are surrounded by the Indian and Pacific Oceans, separated from Asia by the Arafura and Timor seas, with the Coral Sea lying off the Queensland Coast and the Tasman Sea lying between Australia and New Zealand. Australia is the largest island in the world.

Australia is a continent comprising mainland Australia, Tasmania, and some neighbouring islands. Australia's land area is about 7.692 million square kilometres. Australia is the world's sixth largest country, approximately 4,000 km from east to west and 3,200 km from south to north, with a coastline of 36,735 km long.

» States and Territories

Australia is made up of six States and two Territories. Each State and Territory has its own Government with the Federal Government (the Government of Australia) sitting above them. Listed according to population size the States and Territories are:

| | |
|--------------------------------------|--------------|
| New South Wales (NSW) | 7.3 million |
| Victoria (VIC) | 5.6 million |
| Queensland (QLD) | 4.6 million |
| Western Australia (WA) | 2.4 million |
| South Australia (SA) | 1.6 million |
| Tasmania (TAS) | 0.5 million |
| Australian Capital Territories (ACT) | 0.37 million |
| Northern Territory (NT) | 0.23 million |

» Facts

Capital: Canberra

Population: 22, 906, 400 (2012 Australian Bureau of Statistics - ABS)

Official language: English

International Dialling Code: 61



» History

Australia's first inhabitants, the Aboriginal people, are believed to have migrated from an unknown point in Asia to Australia between 50,000 and 60,000 years ago.

While Captain James Cook is credited with Australia's European discovery in 1770, the Portuguese possibly first sighted the country, and the Dutch first explored the western coastal regions in the 1640s.

The first European settlement in Australia was in 1788, when the first fleet sailed into Botany Bay under the command of Captain Arthur Philip. Originally established as a penal colony, by the 1830s, the number of free settlers was increasing. Transportation of convicts to the Eastern colonies was abolished in 1852 and to the Western colonies in 1868.

This first fleet's arrival is an annual public holiday on January 26 known as Australia Day.

» Climate

The majority of Australia experiences temperate weather for most of the year. The northern states are typically warm all the time, with the southern states experiencing cool winters but rarely sub-zero temperatures. Snow falls on the higher mountains during the winter months, enabling skiing in southern New South Wales and Victoria as well as Tasmania.

The summer months are December, January and February, Autumn months are March, April and May, Winter months are June, July and August, and spring months are September, October and November.

» Governments

Australia follows a Westminster system of government and law inherited from the British who originally colonized the country.

There are two major political groups that usually form government, federally and in the states: the Australian Labor Party and the Coalition which is a formal grouping of the Liberal Party and its minor partner, the National Party.

Voting is compulsory for all enrolled Australian citizens eighteen years and over and in every jurisdiction.

Federal legislation overrides state legislation only in areas that are set out in *section 51 of the Australian Constitution*: state parliaments retain all residual legislative powers, including those over health, schools, state police, the state judiciary, roads, public transport and local governments.

There are three levels of Government: Local Councils (responsible for groups of towns), State Government and the Federal Government.



» Culture, languages and people

Australian culture is as broad and varied as the country's landscape. Australia is multicultural and this is reflected in the country's food, lifestyle and cultural practices and experience.

Australia has an important heritage from its Indigenous people, which plays a defining role in the cultural landscape.

Australia's Multicultural Policy (*The People of Australia*) was launched on 16 February 2011 and re-affirms the importance of a culturally diverse and socially cohesive nation.

Migrants make up the largest proportion of the Australian population today with migration from United Kingdom, the Pacific Islands, New Zealand, China, India, Italy, Greece, Vietnam, Philippines, South Africa, Africa, Malaysia, Germany, the Middle East and others.

Today, approximately one in four Australians were born overseas, or have a parent who was born overseas. Although the main language spoken in Australia is English, over four million people speak a language other than English and over 260 languages spoken nationally.

» Religion

In the case of Aboriginal Australians, their spirituality is known as the Dreamtime and it places a heavy emphasis on belonging to the land.

Since the arrival of the First Fleet in 1788, Christianity has grown to be the major religion. Consequently the Christian festivals of Easter and Christmas are observed as public holidays. Christian churches have played an integral role in the development of education, health and welfare services in Australia.

Islam, Hinduism, Buddhism and Judaism have all been expanding in the post war decades. To a lesser extent, smaller affiliations including the Baha'i Faith, Sikhism, Wicca and Paganism have also seen increases in numbers of people nominating them as their faith.

It is illegal in Australia for individuals to be discriminated against due to their religious beliefs. As a secular nation there is a clear separation between religion and Government.

» Economy

As the world's thirteenth largest economy Australia is a wealthy country with the 5th highest Gross Domestic Product (GDP) per capita, and a relatively low rate of poverty. The Australian dollar is the currency for the nation, including Christmas Island, Cocos (Keeling) Islands, and Norfolk Island, as well as the independent Pacific Island states of Kiribati, Nauru and Tuvalu.

Australia was ranked third in the *Index of Economic Freedom 2010*. According the ABS 2012, unemployment rate stands at 5.1 per cent. The service sector of the economy, including tourism, education, and financial services accounts for 70 percent of the GDP and inflation has typically been 2-3% and the base interest rate at 5.2%.



Rich in natural resources, Australia is a major exporter of agricultural products, particularly wheat and wool, minerals such as iron ore and gold, and energy in the forms of liquefied natural gas and coal. Although these resources account for only 5 per cent of GDP, they contribute substantially to export performance. Australia is the world's fourth largest exporter of wine, and the wine industry contributes \$5.5 billion per year to the nation's economy (ABS).

Australia's largest export markets are Japan, China, the USA, South Korea and New Zealand.

» Major Sports

Around 24 per cent of Australians over the age of 15 regularly participate in organised sporting activities in Australia. Australia has strong international teams in *cricket, field hockey, netball, rugby league and rugby union*. Australia is also powerful in track cycling, rowing and swimming, having consistently been in the top five medal-winners at Olympic or world championship level since 2000, (ABS).

Nationally, other popular sports include Australian Rules football, horse racing, squash, surfing, soccer and motor racing. The annual Melbourne Cup horse race, held the first Tuesday in November, and the Boxing Day (December 26) Sydney to Hobart yacht race attract intense interest.

Australia has participated in every summer Olympics of the modern era, and every Commonwealth Games (ABS). Australia hosted the 1956 Summer Olympics in Melbourne and the 2000 Summer Olympics in Sydney, and ranked among the top six medal winners for the games in 2000, 2004, and 2008 (ABS). In the 2012 Olympics in London, Australia was placed 10th in the medal winners table.

Australia has also hosted the 1938, 1962, 1982, 2006 Commonwealth Games and will host the 2018 Commonwealth Games.

Other major international events held in Australia include the Australian Open (tennis), international cricket matches, and the Australian Formula One Grand Prix. The annual Australia-New Zealand Bledisloe Cup is keenly watched. The grand finals of the rugby league, Australian Football League (AFL) and annual Rugby League State of Origin attract the highest television ratings annually.

» Public holidays

Traditionally, workers, public or private are entitled to take a public holiday with regular pay, or if required to work the Public Holiday may be entitled to higher pay for the day, known as *Penalty Rates*.

Currently, employees are generally paid at a penalty rate usually 2.5 times (known as double time and a half) the base rate for working on a Public Holiday.

Besides designating days as public holidays, some of these days are also designated as restricted trading days. Trading restrictions apply to Good Friday, Christmas Day and before 1pm on Anzac Day. On these days only exempted businesses are permitted to open for trading.



The main dates observed throughout Australia are:

| | |
|---|-------------|
| New Years Day | January 1 |
| Australia Day | January 26 |
| Good Friday | April 6 |
| Saturday after Good Friday | April 7 |
| Easter Monday | April 9 |
| Anzac Day <i>(ANZAC Day commemorates Service Personnel who have fallen and focus on the Gallipoli Campaign in the First World War)</i> | April 25 |
| Queen's Birthday | June 11 |
| Bank Holiday | August 6 |
| Labour Day | October 1 |
| Christmas Day | December 25 |
| Boxing Day | December 26 |

Some states have their own public holidays in addition to national public holidays listed above, and in some states public holidays are provided on a local basis, such as Melbourne Cup Day. The Australian government websites provide listings of all public holidays State by State (www.australia.gov.au).



2 The benefits of working in Australia

Australia is a politically stable country where differences are generally aired through words and peaceful demonstrations. People are free to support any political party they choose without fear of retribution. The military and police services play no part in the election process. Elections every three to four years are peaceful and there are smooth transitions of government. Services such as health and education continue regardless.

Our climate and lifestyle is renowned for being relaxed. Being such a large country there are climates to suit everyone. From hot, dry desert regions, to rainforest areas, open plains that are warm during the day and cold at night, to cold climate areas. The vast bulk of the population lives on the Australian Eastern seaboard stretching from Queensland to Victoria.

For nurses and midwives there are many benefits to working in Australia. Australia is a diverse country that offers a broad range of experiences and opportunities; from working in large fully equipped acute hospitals to working in remote disadvantaged communities, you can either focus or expand your skills and knowledge.

Smaller regional sites need nurses and midwives with a broad range of skills and knowledge whilst within the major teaching hospitals it is possible to focus on a particular field, such as orthopaedics, intensive care, education, emergency nursing, paediatric, infectious diseases or midwifery just to name a few.

The health care industry exists as government run services (the main provider of health care is the Government), private providers and not-for-profit organisations. This too provides for a variation in career opportunities as you can work in aged care, specialised services or in public health.

Nursing and midwifery are highly respected professions within the community. The wages and conditions of most nurses are above the average income level (be warned however that the cost of living is high – see *Cost of Living Advice* within this guide) and there are opportunities for further study. Working conditions for Australians are generally high with many rights enshrined in legislation. Minimum wage, annual leave, maternity leave, workers compensation and health and safety laws are just a few. The trade union movement in Australia has a proud history of winning rights for workers such as the ones just mentioned.

Importantly, workers in Australia, including nurses and midwives, are legally entitled to join trade unions. The Australian Nursing Federation (ANF) is the largest union in Australia and each State and Territory has an affiliated union for nurses and midwives. In the vast majority of health care workplaces the rates of pay and working conditions have been negotiated by one of these unions.

The pay and conditions are documented in workplace agreements and Awards that are legally enforceable. By joining one of the unions that cover nurses and midwives you will get assistance in knowing what your workplace rights are, and the union can advocate on your behalf should there be professional or industrial issues for you at work.

By joining a union you contribute to the ongoing improvement of worker's rights and their ongoing fight for improvements in health care everywhere.



3 Challenges of working in Australia

» Racism bullying and cultural differences

Whilst most Australians are welcoming of overseas workers there can be no denying that racism occurs. Over the last 30 years the Commonwealth Government and the State and Territory Governments have introduced anti-discrimination laws to help protect people from discrimination and harassment.

Legally you cannot be discriminated against because of your skin colour, your ethnic origin, religious beliefs, gender, sexuality or age. If you believe that you are being discriminated against you can contact your union for advice.

The following laws operate at a federal level and the Australian Human Rights Commission has statutory responsibilities under them:

Age Discrimination Act 2004

Australian Human Rights Commission Act 1986

Disability Discrimination Act 1992

Racial Discrimination Act 1975

Sex discrimination Act 1984

Commonwealth laws and the state/territory laws generally cover the same grounds and areas of discrimination. However, there are some gaps in the protection that is offered between different states and territories and at a Commonwealth level.

Please visit www.humanrights.gov.au for more information.

» Homesickness

There are migrant resource centres in every state and they welcome migrants newly arriving in Australia, also those who arrive as refugees and on humanitarian grounds. They offer a range of services and programmes designed to help individuals and communities bridge the gaps encountered by new and emerging groups during their settlement in Australia.

The teams have great experiences and education in the field and are usually migrants themselves who come from a great mix of cultural and ethnic backgrounds. They are acutely sensitive to the difficulties people face finding their way in a new culture.

Please see also www.australia.gov.au and follow the links to states and there will be listings of services provided at your local government and locations.



4 Nursing and Midwifery in Australia

» Registration & Recognition of Qualifications

There are three regulatory bodies for nursing and midwifery in Australia of whom you should be aware. They are The Australian Health Practitioner Regulation Agency (AHPRA), The Nursing and Midwifery Board of Australia (which has State bodies) and the Australian Nursing and Midwifery Accreditation Council (ANMAC).

AHPRA (the following information is taken from AHPRA at www.ahpra.gov.au © AHPRA 2010)

AHPRA implements the National Registration and Accreditation Scheme across Australia. This is to ensure that there are nationally agreed standards for practice.

Each health care professional body is represented by its own Board. For nurses and midwives in Australia this is the Nursing and Midwifery Board of Australia (NMBA).

Nursing and Midwifery Board of Australia

It is the NMBA that will assess your application for registration as a nurse or midwife in Australia. The NMBA has established State and Territory Boards to support the work of the National Board.

You will not be able to work as a Registered/Enrolled Nurse or midwife in Australia without authorisation through AHPRA to do so. You can work as an Assistant in Nursing without registration however you should be aware that the rates of pay are considerably less than that of a registered nurse or midwife.

The NMBA uses five criteria (established by the ANMAC) in order to assess an overseas applicant's suitability for authorisation. According to their website the criteria are, in summary:

Criterion one: The applicant establishes their identity

Criterion two: The applicant meets English language proficiency criteria for the nursing and midwifery professions

Criterion three: The applicant is assessed as meeting current Australian nursing and midwifery education standards

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

Criterion five: The applicant demonstrates they are 'fit to practise'

More details are available via: www.nursingmidwiferyboard.gov.au/Registration-and-Endorsement/International.aspx



» Nursing council

Australian Nursing and Midwifery Accreditation Council hears complaints about performance and conduct, and imposes penalties on nurses and midwives who do not meet the standards. These penalties can include suspension, conditions on your practice or de-registration.

Under Australian law, ANMAC is the authority that can assess your qualifications as a nurse or midwife to determine if you are suitable for skilled migration as nurse or midwife.

» Support for different specialties

There are a large range of nursing specialties in Australia such as paediatric, intensive care, theatres and dialysis. Midwifery is increasingly seen as a parallel career rather than a specialty of nursing. There is educational support available for nurses, including the ability to gain certificates in certain specialties. In some States nurses and midwives can receive extra pay if they have additional recognized nursing or midwifery qualifications within their specialty areas.

» Structure/Classifications

In Australia there are three main classifications of nursing. These are:

AiN - Assistant in Nursing. This level of nursing does not require qualifications but may have a Certificate IV from a Technical and Further Education (TAFE) provider. Sometimes AiNs are referred to as Nurses' Aides.

EN - Enrolled Nurse. This level needs to be registered through the Australian Health Practitioners Regulatory Authority (AHPRA), referred to in some States as a Registered Nurse Division 1

RN - Registered Nurse. This level needs to be registered through AHPRA, referred to in some States as a Registered Nurse Division 2

RM - Registered Midwife. This level needs to be registered through AHPRA

It is against the law in Australia to say that you are an enrolled or registered nurse unless you are duly registered and recognised as such by AHPRA. It is also unlawful for an employer to lead others to believe that you are a registered or an enrolled nurse unless you are duly registered and recognised as such by AHPRA.

Within each of the nursing and midwifery classifications there are further gradings reflecting job requirements, qualifications and education. These differ in each state, but generally RNs can move into specialist, consultant and practitioner roles, all of which require a higher level of knowledge and experience and therefore attract a higher pay.



» Nursing and Midwifery Education (costs)

There is a variety of education available in Australia. This includes University, TAFE and vocational studies. A registered nursing course will cost up to \$30, 000. Employers also require their staff to undertake training to keep their skills up to date, however this is usually at no cost. See also the section on Continuing Professional Development.

» Professional Associations

There are many nursing professional associations in Australia, including:

The Royal College of Nursing

The National Enrolled Nurse Association of Australia

Australian Practice Nurses

Australian Council of Operating and Recovery Nurses (ACORN)

Australian College of Midwives

Australian Faith Community Nurses Association

Australasian Neuroscience Nurse Association

There are also cultural nursing groups in Australia including Associations for nurses from Tonga and the Philippines.

» Continuing Professional Development

To stay registered or enrolled with AHPRA, a nurse or midwife must do 20 hours of professional education a year, and be able to show evidence that they have done this. This may include reading peer reviewed journals, attending conferences or completing courses. There are forms that help you keep track of your CPD available through the union websites. AHPRA has a useful FAQ sheet at:

www.nursingmidwiferyboard.gov.au/documents/default.aspx?record=%20WD13%2F10423&dbid=AP&chksum=XYXqwGF6471a39q1ZIEU0g%3D%3D

» Roles and Regulation

The regulations which apply to nurses and midwives in Australia can be complex. Employers can provide information about the roles expected to be fulfilled by the different classifications of nurses. The AHPRA website www.ahpra.gov.au can also provide more information.



» **Employment opportunities and how to get a job**

Positions are generally advertised through online web sites (Seek.org), in newspapers, magazines or other forms of information/ media. There are selection criteria that will be listed in the ad, or in the application package. Applicants must state in the application how their knowledge and experience meets these criteria. Applicants who meet the criteria should be given an interview. The candidate will receive notification of whether they have been successful or not.

» **Nurses Role (feeding, hygiene etc)**

In Australia, nurses' roles vary depending on their position and qualifications. Australia has an aged care system where older people requiring varying levels of assistance with daily living are cared for. There are also residential homes and units for people with severe disabilities.

Generally nurses are responsible for personal care including feeding, toileting and washing. Nurses are also responsible for medication administration, attending wound dressings, monitoring of vital signs and other patient care tasks. Registered Nurses are responsible for directing the nursing care of patients and reporting to medical officers. Registered and Enrolled nurses are their patients' advocates and are relied upon to fulfil this role. In the acute care setting the nurses' role includes assistance with the activities of daily living, medication administration, basic and complex observations and monitoring of equipment (IV pumps, drains, ventilators, suction etc)

» **Immunisation Requirements**

There will be policies and guidelines at employment that will notify potential staff of immunisation requirements. If staff are not immunised, they will need to see their doctor to get the vaccines needed. Whilst you may be a conscientious objector to immunisation your employer may send you home without pay should there be an outbreak of a disease to which you are not immunised.

» **Health check**

It is a requirement for registration with AHPRA that you declare any conditions you may or will suffer from if they are likely to impact on practice. AHPRA may then require you to have an assessment, or regular assessments, reported to them. Some employers provide health checks on staff at commencement of employment.



» **Registration requirements (Criminal record check, CPD, etc)**

AHPRA will conduct a criminal record check (CRC) on application for registration. Sometimes the employer will require a police check on application. In some States and Territories you will be required to provide, or allow the employer to request, a criminal record check prior to employment, especially in aged care or where you are likely to come into contact with children.

» **Infection control**

It is essential that each nurse has high infection control standards and abides by the guidelines of each facility. Infection control includes personal protective equipment (gloves, gown, goggles, and masks), hand washing regularly, and cleanliness.



5 Immigration Issues

» Migration to Australia

To live and work as a nurse or midwife in Australia you will need to do three things:

1. Have your skills assessed
2. Get a Visa
3. Apply for registration through AHPRA (see section 4 for details)

Skills Assessment for Migration Purposes

If you are applying for Skilled Migration visas as a nurse or midwife, you will need to obtain a Skills Assessment from the Australian Nursing and Midwifery Accreditation Council (ANMAC). Under Australian law, ANMAC is authorised to assess your qualifications as a nurse or midwife to determine if you are suitable for skilled migration as nurse or midwife. We recommend that you obtain a Skills Assessment prior to lodging any visa application otherwise, if your qualifications are not suitable, your visa application will not be successful.

Please note that the skills assessment for visa application is separate to the assessment carried out by AHPRA for registration. You need to do both.

Only Registered/Enrolled Nurses and Registered Midwives can apply for their skills to be assessed.

The skills assessment is based on 5 Standards and to be considered suitable for migration you would have to meet the criteria for all 5 Standards. The 5 Standards are:

1. *“The applicant establishes their identity.*
2. *The applicant establishes meets English language proficiency requirements for the nursing and midwifery professions.*
3. *The applicant is assessed as meeting current Australian nursing and midwifery educational standards.*
4. *The applicant provides evidence of having practiced as a nurse and/or midwife within a defined period of time preceding the application.*
5. *The applicant demonstrates they are “fit to practise” nursing and/or midwifery in Australia.”*

Detailed information on the Standards and the Assessment Criteria for each Standard can be found by the following the links at www.anmac.org.au/assessment-standards.

The assessment process includes the review of your application form and supporting documents. Your application will then be assessed against the 5 Standards. After the assessment you will receive a Letter of Determination which will inform you of your suitability for migration as a nurse or midwife.



If your application is deemed unsuitable:

Information on what further education and training needs to be undertaken to meet all 5 Standards can be obtained from AHPRA.

You may appeal the decision

Detailed information about a Skills Assessment can be found on www.anmac.org.au/international-services.

Get a Visa

You need to ensure that the visa you apply for will enable you to work in Australia.

Visas that allow you to work can be temporary or permanent. These visas may be employer sponsored or individuals can apply for independent visas. Some visas will allow you to bring your family with you to Australia.

For the most up to date information including the cost of visas, list of documents required and application processes please follow the links on the Department of Immigration and Citizenship website www.immi.gov.au and/or contact your nearest Australian High Commission.

If you are interested in applying for the skilled migration visas, for example a 457 temporary visa or a permanent visa, you will need to lodge an Expression of Interest via SkillSelect. SkillSelect is an online service that allows intending migrants to record their details to be considered for a visa.

Australian employers, including State and Territory Governments, can then find and nominate intending migrants for skilled visas or you may be invited by the Australian Government to lodge a visa application.

Most visa applicants are required to meet certain health and character requirements. You may have to undergo a health examination and provide a police certificate. The following links will provide more detailed information.

www.immi.gov.au/allforms/health-requirements

www.immi.gov.au/allforms/character-requirements

To work in Australia as a nurse or midwife involves applying to the Nursing and Midwifery Board of Australia for recognition of your qualifications and training. You will need a working visa to be allowed to work in Australia.

For some applicants there is an English exam required to register as a nurse or midwife.

The Australian Government states “to work in a hospital or other health care area, nurses need to pass a health examination which includes a chest x-ray” (www.immi.gov.au/skilled/medical-practitioners/nurses.htm).

Immigration law can be a complicated area and migrants are advised to seek legal advice.



» Work Visa options for Nurses

If applying for Skilled Migration visas as a nurse or midwife, you will need to obtain a Skills Assessment from the Australian Nursing and Midwifery Council. For further details see www.anmac.org.au.

To compare all visas that will allow you to work in Australia please see www.immi.gov.au/skilled/comparison-charts.htm

Choose the visa that best applies to your circumstances. You can seek advice from the Australian High Commission prior to lodging your application.

For the location of your nearest Australian High Commission office see www.immi.gov.au/contacts/overseas

A note about the Temporary Work (Skilled) visa (subclass 457)

To be able to apply for the 457 Temporary Work visa you have to be sponsored by an approved business. You will need to have a skills assessment for immigration purposes and to work in Australia as a Registered or an Enrolled nurse you will need to be registered by APHRA.

The Temporary Work (Skilled) visa (subclass 457) visa will allow you to:

work in Australia for up to four years,

bring your family to work or study in Australia,

travel in and out of Australia as often as you want.

If you are planning to migrate on a 457 visa ensure that your Australian employer has divulged the nursing classification at which you will be employed. Independently verify your ability to work at the level for which they are employing you. It may be safest to obtain Authority to practice through AHPRA prior to migrating. There have been cases in Australia where nurses have migrated on a 457 visa on the promise of an employer that they will work as a registered nurse only to find that they cannot work as a Registered Nurse once they are here, leaving them economically trapped.

» Words of Caution

Be careful where you get your immigration information from and who assists you with the migration process. Protect yourself from migration fraud. There are groups that act fraudulently and workers can end up either being deported, or left economically trapped. See information on www.immi.gov.au/migration-fraud.

You will become an unlawful 'citizen' if you are still in Australia and your visa expires. In this case you may be detained and be taken out of Australia. To stay and to work in Australia legally you must contact the Department of Immigration prior to your visa expiring.



6 Employment Laws in Australia

» Employment law

The following is a general guide to employment law in Australia. Each State has varying laws that affect your employment rights. The most important thing you can do to make sure you are protected at work is to join your union. Information on joining Australian Unions can be found at: www.unionsaustralia.com.au

» Working Conditions (leave)

Australian workplace law varies slightly in different states, but there are some basic things which all permanent workers get. Most workers in Australia must be given a minimum of four weeks paid annual leave. Shift workers usually get more than this, generally five or six weeks. Workers have the right to be off work on a public holiday and to be paid for this day. Most workers must also receive ten days personal (sick) leave per year. This leave may also be used to care for sick family members. Generally workers should also receive parental leave - this can be unpaid leave. The maximum working hours for workers is 38 hours per week which can be averaged over a longer period. Workers are also entitled to long service leave if they have been working for the same employer for a period of time (usually 7-10 years). It is important to note that not all these conditions apply to casual employees (casuals don't get paid annual leave, for example)

» Workplace agreements (collective agreements and collective bargaining)

As well as the minimum standards outlined above, workers in Australia have the ability to bargain with their bosses for better pay and conditions. The most common way that this is done is through union members working together to negotiate an enterprise bargaining agreement (EBA). An EBA must be better overall than the minimum conditions, and must be voted on by the workers at the workplace.

» Health and Safety

Employers in Australia must provide a safe workplace; one that is safe for the workers' patients and visitors. Workers must follow the policies and rules of their workplaces to make sure they are safe. Unions work with members to make sure employers are following the rules about keeping workers safe. State governments also promote safe workplaces through organisations like WorkCover (NSW). More information can be found at www.safeworkaustralia.gov.au



» Fair Work link

The Fair Work Commission is the Federal tribunal which approves workplace agreements. It's the court which decides on disputes between employers and employees, including about industrial action, and it also has the power to set minimum wages. More information is available at www.fwc.gov.au

» Ombudsman

The Fair Work Ombudsman is an officer who investigates complaints and tries to make sure that employees and employers follow workplace laws. Workers can make complaints to the Ombudsman if they believe that they have, for example, been paid incorrectly or have not received conditions such as leave or penalty rates. It is important to know that the Ombudsman can only deal with individual complaints. Unions are better placed to represent workers when employers are trying to make workplace changes or disputes arise about the workplace.

» Recognition of prior experience/qualifications

Prior experience should generally be recognised, however sometimes experience in different countries is not recognised in Australia. Nurses who are registered overseas or who have overseas qualifications may not have their registration recognised in Australia as soon as they arrive. They may be required by the Nurses and Midwives Board to do further education so they can be registered or enrolled.

» Superannuation

Superannuation (often called "Super" in Australia) is a compulsory retirement savings scheme for workers. The employer should contribute 9.25% of a worker's pay to a superannuation account, as long as they earn more than \$450 per month and are over 18 years of age. This applies to temporary residents of Australia, and to full time, part time and casual employees. The money is put into an account in the worker's name, but they can't access it until they reach 50 years of age and retire, or reach 65, even if they are still working. Temporary residents who are leaving Australia can apply to have their super paid out to them when they leave Australia. More information about superannuation can be found at www.fwc.gov.au.

» When do I get paid?

Most employees are paid every two weeks. After you start work for a new employer you should be paid on the first payday. Workers should not work "trial" periods without being paid - they should be paid for all work they do, even if they are new.



» Employee Assistance Program

Most employers, especially public hospitals, provide their workers with an employee assistance program or EAP. This program provides support to workers about issues which may be going on at work, or outside of work. The EAP can provide support for family and relationship issues, grief and trauma counselling, drug and alcohol issues, depression and a range of other issues. Ask your manager about the EAP available at your workplace.

» Workers Compensation

Workers compensation is a system which helps workers who are injured at work with medical bills and other payments. The systems are different in different states. The Australian government provides information about the different systems on its workplace health and safety website www.safeworkaustralia.gov.au.

» How to join your Union

As mentioned above, joining your union is the most important thing you can do to make sure you are protected at work. In Australia, you are allowed to be a member of your union, and your employer is not allowed to treat you badly. There are strong penalties, including fines, for employers who target workers who join or are active in their union.

If you are a nurse, it is most likely that your union is one of the Australian Nursing and Midwifery Federation affiliates. The best way to find out is to visit www.unionsaustralia.com.au. This website also gives you the ability to join your union for six months at lower prices.

The following links go to the unions that cover nurses and midwives in the various States:

NSW Nurses and Midwives Association www.nswnma.asn.au

Australian Nursing and Midwifery Federation – Australian Capital Territory (ACT) Branch
www.actanf.org.au

Australian Nursing and Midwifery Federation – Victorian (Vic) Branch www.anfvic.asn.au

Australian Nursing and Midwifery Federation – Tasmanian (Tas) Branch <http://anftas.org/>

Australian Nursing and Midwifery Federation – South Australian (SA) Branch www.anmfsa.org.au

Australian Nursing and Midwifery Federation – Western Australian (WA) Branch
www.anfiuwp.org.au

Australian Nursing and Midwifery Federation – Northern Territory (NT) Branch www.anfnt.org.au

Queensland Nurses' Union www.qnu.org.au



» **Minimum pay**

All employees in Australia are entitled to be paid at least a minimum wage. What you are entitled to be paid depends on factors including which state or territory you work in, your age, which workplace agreement you are covered by, and the details of your employment contract.

Your employer must pay you regularly and generally must not make deductions from your salary (other than for tax purposes) without your permission.

» **Conditions of employment**

All workers in Australia have minimum conditions of employment. These standards cover working hours, payment for overtime, rest breaks, sick leave and holidays.

» **Rights to representation**

All workers in Australia have the right to join and be represented by a trade union. Unions provide their members with advice on wages, employment conditions and workplace rights. They help with workplace problems, and bargain with employers about members' pay and employment conditions.

You do not have to tell your employer you are a union member. Your employer must not treat you unfavourably or dismiss you because you are a member of a union.

If you are not working as a nurse and you want to join a union but don't know which union to join, you can contact Unions Australia for advice (www.unionsaustralia.com.au). Unions Australia is a membership and advice service run by the Australian Council of Trade Unions. It can also help if you have a question about your rights or entitlements at work.

» **Protection against discrimination**

You are protected against discrimination and 'adverse action' at work for reasons of your race, religion, gender, pregnancy, sexual preference, disability or for being a member of a trade union.

'Adverse action' includes termination of employment and also covers a range of behaviour falling short of dismissal such as refusing to employ a person, prejudicially altering the position of the employee or treating an employee differently for discriminatory reasons.



7 Banking and Finance and Paying Taxes

» Banking

There are three main sectors for banking and financial services in Australia; The Credit Unions, Building Societies and the more traditional Banks. Credit unions are typically not for profit organisations. Banks and Building Societies operate in much the same way. Credit unions provide most of the services that the banks and building societies do including savings and loans, credit cards and internet banking.

In Australia your pays nearly always go into a credit union / building society / bank account so you'll need to set up a bank account as soon as possible. The following information is from the Australian Government's Department of Immigration and Citizenship's Website - www.immi.gov.au/living-in-australia/settle-in-australia/beginning-life/_pdf/eng.pdf

If you open a bank, building society or credit union account **within six weeks of your arrival** you will usually only need your passport as identification. After six weeks you will need additional identification to open an account, and you may have difficulty if you do not have many documents to identify yourself. Advise your bank of your tax file number (TFN) to avoid higher rates of taxation on interest earned.

You then access your pay through Automatic Teller Machines (ATMs) – most ATMs will accept all bank cards however you will usually be charged a fee of \$2 - \$2.50 if you access money through an ATM if it doesn't belong to your bank.

Australia's banking system is highly computerised meaning that you can often pay for things with your bank account card and Personal Identification Number (PIN. A 4 – 6 digit number that is unique to your bank account). This includes clothes, groceries and household goods. Payment of bills for electricity and phones etc is also usually done over the internet or over the phone.

» **Warning: High Interest rates on short term loans!**

There are businesses, such as *same day* money lenders, that will offer you an advance on your wage. However you should be aware that the interest rates charged by these providers are very high compared to the credit unions and the banks. Make sure that you are clear what it will cost you to pay back any money accessed through these types of services.



» Paying Taxes

The following information on Tax is based on advice available from the Australian Governments' Department of Immigration website and is available at:

www.immi.gov.au/living-in-australia/settle-in-australia/beginning-life/_pdf/eng.pdf

In Australia, tax is paid to the government out of money you earn from a job, business or investment.

The **Australian Taxation Office (ATO)** collects taxes from individuals and businesses to pay for important community services like hospitals, schools, roads and railways. You will need to apply for a Tax File Number and can do so at: www.ato.gov.au. If you do not have a tax file number, your employer must take the maximum amount of tax from payments made to you. You'll need to treat the Tax File Number as a secure document and not share it with anyone other than Govt Departments and your employer once you have started work.

Australia has a **Goods and Services Tax (GST)** of 10 per cent on most items. The Goods and Services Tax is included in the price you are asked to pay. Some things such as basic food, most education and health services, eligible child care and nursing home care are GST-free.

Income tax return

If you earn any income in a financial year (between 1 July and 30 June), you must lodge an **Income Tax Return** with the ATO.

By law, many organisations such as employers, superannuation funds, government agencies and investment bodies, have to report your income details to the Australian Taxation Office.

Overseas assets, investments and income: Australian residents are taxed on their worldwide income and must declare all foreign income in their income tax return. Whether you are a resident of Australia for tax purposes has to be determined on a case by case basis. The Australian Taxation Office (ATO) has information on its website that will help you understand your tax obligations.

If you have income from overseas, you must declare it even if tax was paid in the country where you earned the income. If foreign income is assessable in Australia, and you paid foreign tax on it, you may be entitled to a foreign income tax offset.



8 Cost of Living Advice

» Average wage

The national minimum wage acts as a safety net for employees for employees not covered by awards or agreements.

Australia's minimum wage is \$15.96 per hour or \$606.40 per week for employees 18 years and over. Generally, employees in the national system shouldn't get less than this.

Special minimum wages have also been set for trainees, apprentices and juniors who are not covered by any other award or agreement. There is also a minimum wage for employees with disability who aren't covered by an award. The pay rate depends on how much the disability affects their work. See also www.fairwork.gov.au

» Cost of food

It is important to remember that although this is a realistic guide, costs may vary from state to state and suburbs or towns stores/supermarkets/markets and shopping centres. Major food chains like Woolworths, Coles, IGA and Aldi can be found in all states and online. Below is a listing of basic food items and average costs according to these stores and ABS.

| | | | |
|------------------------|--------------|---------------|--------------|
| Milk (regular) 1 litre | \$1- \$2.50 | Bananas (1kg) | \$3 - \$6 |
| Loaf of bread | \$1- \$4 | Beef (1kg) | \$7 - \$32 |
| Rice (1kg) | \$2.50- \$4 | Lamb (1kg) | \$9 - \$44 |
| Eggs (12) | \$3-\$6.50 | Pork (1kg) | \$10 - \$20 |
| Local cheese (1kg) | \$8 - \$10 | Fish (1kg) | \$8 - \$25 |
| Chicken breast (1kg) | \$9 - \$13 | Cereal (500g) | \$3.50 - \$7 |
| Apples (1kg) | \$3 - \$5 | Tea (250g) | \$4 - \$6 |
| Oranges (1kg) | \$2.50 - \$4 | Coffee (250g) | \$3.30 - \$7 |
| Tomatoes (1kg) | \$ 4 - \$6 | Sugar (1kg) | \$2 - \$3 |
| Potatoes (1kg) | \$2 - \$4 | Flour (1kg) | \$1 - \$2 |
| Lettuce (1head) | \$1 - \$3 | | |



» Motor Vehicle Fuel (Petrol & Diesel)

Fuel prices in Australia vary depending on whether you are in the metropolitan or regional areas. Fuel prices rise and fall on a daily basis due to competition and the changing price of shipping and trading oil. An average cost is listed below. Regional petrol prices are generally higher and more stable than metropolitan prices.

By law all cars used in Australia run on unleaded petrol and the major fuel types are Petrol (gasoline), E10 (petrol with ethanol), diesel or LP gas (liquid petroleum). Gas is the cheapest option but cars need to be especially fitted with gas tanks and outlets are not as common as petrol and diesel.

| | |
|-------------------------|------------------------|
| Petrol (1 litre) | \$1.40 - \$1.60 |
|-------------------------|------------------------|

» Transport

Public transport varies from state to state and most timetables can be found on local websites. Bus, train and ferries operate nationally and fares cost according to distance. Travel between states can be done on rail, bus and air and costs depend on providers and distance.

| | |
|--|------------------------|
| One way ticket (local public transport) | \$3.20 - \$6.60 |
|--|------------------------|

| | |
|---------------------|---------------------|
| Monthly pass | \$70 - \$135 |
|---------------------|---------------------|

| | |
|-------------------|---------------------|
| Taxi (1km) | \$1.69 - \$3 |
|-------------------|---------------------|

» Utilities (monthly)

Basic electricity, gas, water and garbage for an average apartment can vary anywhere from \$130 to \$300 per month.

1 minute of pre-paid mobile telephone local calls with no discounts or plans can cost between \$0.35 and \$1.

Internet (6 Mbps, unlimited data, cable/ADSL) will cost from \$50 to \$70 per month.

Each state may have their own providers for utilities therefore it is important to check the names of providers and use their websites to determine correct pricing on utilities.



» Clothing furniture and white goods

Prices vary significantly according to brand names, stores and whether your buying new or used. Some brands are significantly more costly than others. Major department retail chain stores like Kmart, Target, Payless, Millers, Big W and Rivers have generic brands and retail at a lower cost for those shopping on a budget.

Household white goods, furniture, car accessories, gardening needs, bedding and all children's requirements can also be purchased at these major chain stores and pricing also varies significantly according to styles and brands.

Salvation Army, St Vincent de Paul and Anglican Care have retail stores in almost every town in Australia and recycle pre loved clothing (children & adult), books, furniture, beddings, white goods, beddings, and other household items for a significantly lower price.

Online shopping options such as EBay, Gumtree and the Trading Post are used increasingly to find just about anything (new or used) with very competitive prices.

» Buying a home and renting in Australia

Renting

Each Australian state has a Residential Tenancy Act and they contain the rights and responsibilities of tenants and landlords under the act when renting properties. Landlords must give their tenants a copy of the home state renting guide before entering into the residential tenancy agreement. Tenants must have access to the basic information they need to enter into a lease agreement. These guides are available in English as well as other languages.

According to the recent household census the median weekly household income stands at \$1,234. **Median weekly rent is \$285 per room** depending on type of accommodation, location and size.

You will typically be asked to provide a bond (usually equal to two weeks rent) and to be two weeks rent in advance at all times. You may need certain documents like proof of employment and / or references in order to obtain a rental property. Finding rental properties can be done either through newspapers, websites (such as www.domain.com.au) and Real Estate Agencies.

Buying a home

If you are not a permanent resident of Australia and wish to buy a home, prior approval from the Government must be obtained in writing and application forms can be downloaded from the Foreign Investment Review Board website: www.firb.gov.au. Allow at least 30 days for a decision.



You do not need prior approval if you are:

an Australian citizen with a foreign spouse and want to buy a residential real estate as joint tenants.

an Australian citizen resident abroad

a foreign national who holds a permanent resident visa, or "special category visa" for example, a New Zealand citizen.

The cost of houses varies from state to state and whether you are looking in the cities, suburbs or regional areas. Sydney and Melbourne rate as some of the most expensive cities in the world in which to buy a home. Median monthly mortgage repayment is \$1,800 depending on, interest rates, amount borrowed, the type of accommodation (unit/flats/apartments or house), number of rooms and location.



9 Useful Services

» Emergency Services

The Emergency services in Australia include the Police, the Fire Brigade and the Ambulance service. These services are provided by the State and Territory governments. **To call emergency services, dial 000.** To reach these services from a mobile phone service, you can also call 112.

To see what services are offered by the Police and to find the location of your nearest Police Station click on <http://australia.gov.au/topics/law-and-justice/police-services/state-police-services>.

For services by the Fire Brigade click on website that relates to the state you are in:

New South Wales www.fire.nsw.gov.au

Queensland www.fire.qld.gov.au

Western Australia www.dfes.wa.gov.au/Pages/default.aspx

South Australia www.mfs.sa.gov.au/site/home.jsp

Victoria www.mfb.vic.gov.au

Tasmania www.fire.tas.gov.au

Australian Capital Territory <http://esa.act.gov.au/actfr/>

Ambulance costs are not covered by Medicare. The user is responsible for all costs. You can organise to have Ambulance cover as part of your Private Health Insurance.

» Health Care

The NSW Government provides free or subsidised health care to Citizens and Permanent Residents of Australia through public hospitals and public health services. Follow the links for further information and to find your nearest hospital www.health.nsw.gov.au/hospitals/pages/default.aspx .

Medicare is the Federal service through which Citizens and Residents access public health services. For detailed information on Medicare see www.humanservices.gov.au/customer/subjects/medicare-services#AboutMedicare. To find out if you qualify for Medicare, you will need to contact your nearest Medicare office <http://humanservices.findnearest.com.au>. The Immigration Department may also be able to assist you. If you are eligible you should sort out your Medicare status as soon as possible upon arrival.

Private health services are available for everyone at a cost. Private health insurance can be purchased from Private Health Insurance companies. See www.privatehealth.gov.au/dynamic/healthfundlist.aspx for a list of Private Health Insurance providers.



Check whether your employer and/ or the company sponsoring you provide assistance with Private Health Insurance.

General Practitioners (GP) can be accessed through local medical centres. Some GPs bulk bill, that is, if you have Medicare, your costs are paid for by Medicare and you do not need to pay to see the GP. Some GPs don't bulk bill, that is, user pays all costs. Some of these costs can then be reimbursed through Medicare.

Pharmacies are readily available in most areas. These are usually found in the local shopping area. Some medications require you to have a prescription from a person eligible to prescribe, for example, a doctor or a dentist. In Australia antibiotics and strong pain relief require prescriptions.

» Social Security

Centrelink is the agency through which the Federal Government provides social security to Australian citizens and Residents. To find out if you qualify for any assistance from Centrelink, please contact your nearest Centrelink Office <http://humanservices.findnearest.com.au>. Also see www.humanservices.gov.au/customer/themes/migrants-refugees-and-visitors.

» Local Governments

Local Governments or Local Councils in each State and in the Northern Territory are responsible for waste collection, public recreation facilities and town planning. In The Australian Capital Territory this function is carried out by the Department of Territory Government. For information on your local council in your State or Territory see <http://australia.gov.au/about-australia/our-government/local-government-councils>.

» Childcare

Child care in Australia may be provided by family members and registered child care centres. The <http://mychild.gov.au> website provides information on different types of child care and how to get assistance with the cost of child care. To find child care centres in your local area you can carry out a search on this website. You may also be able to find the services' vacancy and fee information. You need to know that in the city areas child care is expensive and there are often waiting lists.

The cost can vary dependent on the age of your child, how often and how long you need the care for.

Centrelink provides some assistance with Child Care costs to eligible residents. To find out if you are eligible for this assistance please contact Centrelink or go to www.humanservices.gov.au/customer/information/family-assistance-website.



» Education

It is compulsory for children aged between 5 and 15 years, to attend school. Public schooling is free, however, students on Temporary visas may have to pay fees, even at the public schools. Even at public schools where the tuition is free, parents are asked to contribute to costs such as sports carnivals and excursions. The user pays all costs in the private schools.

All levels of education in Australia are provided by both the public and the private sector. The schooling system is funded and regulated by the State or Territory governments. The States also run Vocational training institutions that prepare people for careers that do not require university degrees.

Universities receive funding from the Federal government. Students can receive assistance from the government for their university fees. Dependent on their visa type, some students have to pay the full fees themselves. For more information contact the relevant university.

To see the types of education and training that may be available to you and your family click on www.immi.gov.au/living-in-australia/settle-in-australia/everyday-life/education/

» Legal Advice

If you require legal advice and you are a member of a union, your union may be able to assist you in getting legal advice. Your union will definitely provide advice and even assistance if the matter is related to your employment. For other legal services you may be able to access Community Legal Centres for advice. For details go to: www.clcnsw.org.au



10 Australian Language and Common Sayings (Slang)

One of the significant issues which some migrants face is the speed at which Australians speak and trying to understand the different types of language and slang used in Australia. Australians often use abbreviations for words, and slang phrases which are hard to understand if you are not used to them.

One of the main ways Australians use language is by abbreviating words. For example, “Musician” becomes “muso”, “combination” becomes “combo” and “chewing gum” becomes “chewy”. Australians even abbreviate “Australian” - it becomes “Aussie”. The number of Australian slang words and phrases is huge so there are too many to list here.

This links to a short list of slang words and phrases.

www.monash.edu.au/lls/llonline/quickrefs/10-australian-slang.xml

This is a much larger list of slang. A lot of the phrases included are not very common, but it is a good reference page.

www.koalanet.com.au/australian-slang.html



11 Communications and Internet Services

In Australia there are a large number of telephone and internet providers; choosing which provider suites you best can be difficult when comparing the charges of their services.

Telephones within households are referred to as *fixed line* services as there is a cable going into the house, either from below ground or from the telegraph poles. These *fixed line* services require you to enter a contract with a provider.

Mobile phone services are also available through contracts or pre-paid systems. Costs will vary, however a typical monthly contract is anywhere between \$20 and \$80. A useful website to use as a guide is www.whistleout.com.au/MobilePhones

Mobile phone and internet coverage is generally good in metropolitan areas however there are many regional and rural areas where the mobile and internet services can drop out, or are simply not available due to remoteness or the landscape.

Home internet services require a contract with a provider which is usually the same provider as your fixed line telephone provider as they “bundle” the services (offer both as a package). Internet services can also be accessed at some Convenience Stores, Internet Cafes and Local Council Libraries on a per service fee. Some shops provide free WiFi services to their customers.



12 Other useful resources and Services

Each State and Territory has its own Department of Education and its own Department of Health. For NSW these are:

There are several **Migrant Resource Centres** that can assist you with referrals and resources. A useful website for NSW is <https://sites.google.com/site/smcstestsite/Home>

The NSW Ministry of Health: Here you can find where there are jobs available within the Public Health System www.health.nsw.gov.au/Pages/default.aspx

The NSW Department of Education: Here you can find out about local schools and Technical and Further Education (TAFE) colleges for your children, you or your partner www.dec.nsw.gov.au/home

Gumtree is a useful website where people buy and sell things, this might be a cheaper way of getting household goods etc. www.gumtree.com.au

The Australian Government Department of Immigration is at: www.immi.gov.au and there is a useful booklet from the Department at: www.immi.gov.au/living-in-australia/settle-in-australia/beginning-life/_pdf/eng.pdf





Public Services International
Internationale des Services Publics
Internacional de Servicios Públicos
Internationale der Öffentlichen Dienste
Internationell Facklig Organisation för Offentliga Tjänster
國際公務勞連

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