

Information on Visa Sponsorship for Overseas Registered General Nurses under the WA Department of Health's Employer Nomination Scheme (ENS) to work at Royal Perth Hospital

Conditions apply and registered nurses will need to meet the following requirements:

- Have a recognised tertiary qualification, or equivalent, in nursing (i.e. minimum 3 years full-time study in nursing);
- Have current nursing registration with the Nurses Board of Western Australia (NMBWA) prior to their visa being approved. The Nurses Board of WA can be contacted at Locked Bag 6, East Perth, Western Australia, 6892, Australia. Their web site is www.nmbwa.org.au. In some instances the Nurses Board may require an assessment of your qualifications by the Australian Nursing Council Incorporated. **Please make sure all documentation required by the NMBWA (set out in their procedure for registration) are sent with the application or it won't be processed;**
- If from a non-English speaking background then successfully complete the Nurses Board requirements for English language test, i.e. International English Language Testing System (IELTS) or equivalent;
- Work only for the sponsoring employer for the contracted period. It is possible to resign within this period but two weeks notice is necessary. Under the conditions of the sponsorship Royal Perth Hospital is required to contact the Immigration Department to notify them of your resignation. You will have to leave the country within 28 days of the date of resignation or obtain another visa;
- Work full-time for the length of the visa, i.e. minimum of 38 hours per week.
- Applicants must meet the maximum age limit of 45 years. If greater than 45 years then sponsorship may only occur on exceptional grounds. In this situation, the Immigration Department will make their decision on these "exceptional grounds" only after you have lodged your visa application.
- Nurses sponsored for permanent residency will be expected to work for Royal Perth Hospital for a minimum of three years.

Sponsorship for permanent residence is only offered to applicants who have decided to settle permanently in Australia. Initial sponsorship for permanent residency can be negotiated at interview.

Royal Perth Hospital recommends: Temporary Visa registered nurses not participating in the graduate program can apply for Permanent Visa sponsorship after 12 months of employment, based on satisfactory performance; and, Temporary Visa Graduate Program registered nurses can apply for Permanent Visas 18 months into their program, based on satisfactory performance.

A satisfactory performance appraisal is required prior to nomination.

The nurse manager and nursing director for the division you work in must have a vacancy that cannot be filled with an Australian applicant.

SELECTION CRITERIA

Applicants must meet the employment selection requirements of Royal Perth Hospital. Sponsored nurses are entitled to the same employment conditions as Australian nurses.

The selection process will include a personal or telephone interview using a conference phone. A senior Nurse Manager and a senior Clinical Nurse will conduct the interview. Questions will relate to practical situations in the applicant's area of nursing expertise and concentrate on skills, competencies and safety issues.

Reference checking will also be carried out and applicants should include the names and contact details of two referees who can support the application and provide a commentary on the applicant's recent clinical work. Contact by e-mail or fax is preferred.

An Offer of Employment letter will be issued to successful applicants and will be for full-time employment at level one under the ANF Award. A contract will be issued for signing once the applicant has arrived in Perth with the appropriate work visa. The salary point within level one will depend on years of relevant full-time experience since qualification as a Registered Nurse. Records of service are required from previous employers to confirm your experience.

The whole process from initial application to issue of the visa usually takes on average six months. Applicants are expected to commence employment within a month of receipt of their visa. More time can be negotiated with the Nurse Manager.

CRIMINAL RECORD SCREENING

Permanent visa holders will not require criminal record screening if employed within six weeks of entering Australia as criminal record screening is undertaken as part of the permanent visa application process. All nursing positions at Royal Perth Hospital are also subject to a Working With Children (WWC) Check. This is a compulsory check for people who carry out child-related work in Western Australia. A WWC Check is required to be undertaken within two weeks of commencing at Royal Perth Hospital

HEALTH COVER

Permanent residents are eligible for health cover under the Medicare scheme. For items not covered by Medicare, private health insurance cover may also be taken out with an insurer or fund of the employee's choice. The employee shall indemnify the South Metropolitan Health Service against any such costs incurred by the South Metropolitan Health Service where such costs arise due to a failure by the employee to obtain and maintain adequate private health insurance for items not covered by Medicare.

FURTHER INFORMATION

If you have any further queries please contact the Nurse Manager - Recruitment and Retention via email rph.nursing.recruitment.officer@health.wa.gov.au, the RPH website at www.nursingwa.com.au or phone +61 8 9224 2345 (Perth City) or +61 8 9382 7391 (Shenton Park).

For more information and useful facts regarding immigration see <http://www.immi.gov.au/>