

04 March 2021

Mr Julian Leeser MP  
Chair  
Joint Standing Committee on Migration  
PO Box 6021  
Parliament House  
CANBERRA ACT 2600

Via email: [migration@aph.gov.au](mailto:migration@aph.gov.au)

Dear Chair


**Response to Question on Notice – Labour Market Testing and Skilling Australians Fund Impact on Nursing Profession**

Thank you for the opportunity to appear before the Committee on 3 March 2021 and provide evidence on the Inquiry into Australia’s skilled migration program.

During the hearing, the Australian College of Nursing (ACN) received a question related to the impacts of labour market testing and the Skilling Australians Fund on the nursing profession, which was taken on notice.

Please find attached ACN’s response to the question.

Yours sincerely

  
Zac Smith  
Director – Media and Government Relations  
Australian College of Nursing

# Joint Standing Committee on Skilled Migration – Questions on notice

## What are the implications of labour market testing on the nursing profession, if any?

Labour market testing is required for the following 457 visa occupation categories sought by migrant nurses:

- Enrolled Nurse 411411
- Nurse Manager 254311
- Nurse Practitioner 254411
- Nursing Clinical Director 134212
- Registered Nurse (Aged Care) 254412
- Registered Nurse (Child and Family Health) 254413
- Registered Nurse (Community Health) 254414
- Registered Nurse (Critical Care and Emergency) 254415
- Registered Nurse (Developmental Disability) 254416
- Registered Nurse (Disability and Rehabilitation) 254417
- Registered Nurse (Medical Practice) 254421
- Registered Nurse (Medical) 254418
- Registered Nurse (Mental Health) 254422
- Registered Nurse (Paediatrics) 254425
- Registered Nurse (Perioperative) 254423
- Registered Nurse (Surgical) 254424
- Registered Nurses nec 254499

ACN is not aware of instances where the requirement for labour market testing for some visa types has impacted the nursing profession. However it is possible that the requirement to advertise a position for at least four weeks before an employer can sponsor a skilled migrant to fill the position may exacerbate understaffing, particularly in areas of greatest need, such as aged care and across all health care sectors in rural and remote areas. In these settings, it can be very difficult to attract and/or retain Australian-trained nurses. Waiting four weeks to nominate a migrant nurse could impact on safety and quality of care in some circumstances, particularly for registered nurse positions.

## What are the implications of the Skilling Australians Fund on the nursing profession, if any?

Similar to labour market testing provisions, the Skilling Australians Fund (SAF) poses a potential impost on the employment of nurses, particularly in areas where it is already difficult to find nurses. The cost impost of the SAF presents a potential additional cost factor for employers looking to bring nurses into Australia.

However, ACN is not aware of instances where the SAF requirement has exacerbated understaffing in practice. ACN recommends that, should it suit the Committee, that they reach out to large nursing employers, including state and territory Health departments, private healthcare providers, aged care providers and particularly regional and rural healthcare providers to establish if this exists as a challenge in the field.