

VNCA

GUIDELINES

TITLE:

Working in Australia as an Overseas Veterinary Nurse or Technician

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On behalf of its members and the Australian veterinary nurse community, the Veterinary Nurses Council of Australia (VNCA) issues the following guidelines regarding working in Australia as an overseas veterinary nurse or technician.

VISA REQUIREMENTS

Many overseas veterinary nurses and technicians come to travel and work in Australia. Any person travelling from most other countries to Australia will require a visa to be able to work, travel or live. The VNCA encourages overseas trained veterinary nurses and technicians considering working in Australia to undertake detailed research before committing to relocation. Please note that while immigration laws are set federally, regulation around areas such as scope of practice and minimum qualifications required to practise are set at state level. You should visit the Department of Immigration website www.immi.gov.au for information on visa and work requirements.

QUALIFICATIONS

The Certificate IV in Veterinary Nursing is the current nationally recognised qualification for veterinary nurses in Australia.

For the purposes of membership and Australian Veterinary Nurse and Technician (AVNAT) Registration Scheme registration, the VNCA recognises a number of overseas qualifications as equivalent to the Certificate IV in Veterinary Nursing. These can be found on the VNCA website. www.vnca.asn.au/membership/recognised-qualifications.

For qualifications not currently on this list the individual must apply to the VNCA to have their qualification assessed by the Board.

If an overseas qualified veterinary nurse or technician wishes to have their

individual qualification assessed with regard to the Australian Certificate IV in Veterinary Nursing they may do so by enquiring with one of the Registered Training Organisations (RTO) delivering the Certificate IV in Veterinary Nursing (see <https://training.gov.au/Training/Details/ACM40418> for a list of RTOs). They will assess the qualification for Recognition of Prior Learning (RPL) and the individual's work history and professional experience and development for Recognition of Current Competency (RCC).

AVNAT REGISTRATION SCHEME

The VNCA recommends that any veterinary nurse or technician wishing to work in Australia be registered with the AVNAT Registration Scheme. This is a voluntary regulatory scheme that aims to improve the professional standards of the industry and ensure that all veterinary nurses and technicians hold a qualification, maintain currency by undertaking continuing education and uphold a code of conduct and ethical practice. By being registered with the AVNAT Registration Scheme, a potential employee will be able to demonstrate that standards are upheld by the individual, and that they are committed to their profession. More information on the AVNAT Registration Scheme can be found here: www.vnca.asn.au/avnat.

Application to be registered with the AVNAT Scheme can be carried out while living overseas as long as the applicant meets all entry requirements.

WORKING IN WESTERN AUSTRALIA

To be able to work as a veterinary nurse in the state of Western Australia you will need to be granted approval by the Veterinary Surgeons' Board of Western Australia. The Veterinary Surgeons' Board is an independent statutory authority responsible for administering

the *Veterinary Surgeons Act 1960* in Western Australia. Once approved, veterinary nurses are expected to act professionally and comply with the Act and Regulations.

For approval as a veterinary nurse the standard educational qualification is a Certificate IV in Veterinary Nursing or equivalent. If the applicant does not hold a Certificate IV, the Board will assess whether the applicant's qualifications are sufficient for them to be granted approval as a veterinary nurse.

An application for approval as a veterinary nurse may take up to a month for approval to be granted. Veterinary nurses may apply for approval without being employed. The Veterinary Surgeons' Board expects that an applicant has met all necessary visa requirements; however, they are not required to provide evidence as part of their application. To find out more details or contact the Veterinary Surgeons' Board of Western Australia, please visit www.vsbwa.org.au/nurses.

SEEKING EMPLOYMENT

Employment opportunities for veterinary nurses and technicians can be found in a number of ways: employment section of the VNCA website, veterinary employment companies, classified sections in veterinary magazines/journals and word of mouth. Alternatively, you can deliver your resume to veterinary clinics to hold on file in case any opportunities arise.

EMPLOYMENT CONDITIONS AND REMUNERATION

The Fair Work Commission is Australia's national workplace relations tribunal and covers veterinary nurses under the Animal Care and Veterinary Services Award. Please see www.fwa.gov.au for the most up-to-date copy of the award and employment conditions.