



PAPUA NEW GUINEA NURSING COUNCIL  
Office of the Registrar

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PRIVATE MAIL BAG  
PORT MORESBY  
PAPUA NEW GUINEA

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## **OVERSEAS NURSES AND MIDWIVES REGISTRATION POLICY**

### **1. Introduction**

- 1.1 This policy outlines the processes and legal guidelines for overseas nurse and midwives (including volunteers) registration with the Papua New Guinea (PNG) Nursing Council (NC) Board under the Medical Act 1980.
- 1.2 An overseas nurse and/or midwife is a health professional who was educated and registered in a country other than PNG and is not a PNG citizen.
- 1.3 An overseas nurse and/or midwife who has been working in PNG for over 10 years, will be regarded as a PNG applicant for registration purposes.
- 1.4 A non PNG citizen who has completed their nursing or midwifery training in PNG will be regarded as a PNG applicant for registration purposes.
- 1.5 A PNG citizen educated and registered overseas returning to PNG will be regarded as a PNG applicant for registration purposes.
- 1.6 An overseas nurse and/or midwife who is applying for Volunteer Work Permit for one to four weeks is in a separate category (fee waiver as per Medical Act 117)

See Table 1 for fee structure.

### **2. Labour and Industrial Relations – Work Permit Guidelines**

- 2.1 Under Employment of Non-citizens Act 2007 a person should only be employed under the area stated in their work permit application and therefore should have registration with the PNG NC to be eligible to work as a nurse or midwife.
- 2.2 It should be remembered that a work permit must remain valid; that is it must continue to be valid in respect to the employer, the occupation and the non-citizen.
- 2.3 For example:

*“Mrs. Green is granted a 3-year work permit which allows her to work as the Nurse for POM General Hospital. However, after 1 year Mrs. Green decides to leave POM General Hospital and accept employment as Nurse with New International Hospital. Mrs. Green keeps her current work permit which identifies POM General*

*Hospital as her employer. In this case, Mrs. Green does not hold a 'valid' work permit which allows her to work for New International Hospital. As a result, she has committed an offence and can be fined up to K10,000. New International Hospital has also committed an offence and can also be fined up to K20,000.00."*

- 2.4 An individual who has a work permit as a nurse or midwife but is NOT registered with the PNG NC to carry out that role can be fined up to K10,000 and the employer up to K20,000.
- 2.5 As per the Employment of Non-citizens Act 2007 the Labour and Industrial Relations provides PNG Classification of Occupations (Work Permit Guideline, Version 1, 1 January 2009). As stated in 2.3 it is important that the classification submitted on the work permit application is the same as the work being undertaken. The following are examples of occupation classifications where an individual needs to supply PNG NC registration documents to gain a work permit:
- 254111 Midwife Occupation open to PNG citizens and non-citizens
  - 254211 Nurse Educator Occupation open to PNG citizens and non-citizens
  - 254212 Nurse Researcher Occupation open to PNG citizens and non-citizens
  - 254311 Nurse Manager Occupation open to PNG citizens and non-citizens
  - 254499 Registered Nurse

Please see website <http://www.workpermits.gov.pg/> for further details and other occupation classifications.

- 2.6 A registered nurse and/or midwife therefore must be registered with PNG NC before applying for a work permit. See work permit under Part 111 of the Medical Registration Act 1980 (No. 23 of 1980).
- 2.7 All nurses and midwives require registration with PNG NC if they are carrying out duties in a health care setting, regardless of employment status. For example non-citizen volunteers are required to hold a valid work permit unless they are employed by a specified Aid Donor Organisation which has been formally recognized by Government; all volunteers require registration with PNG NC.

### **3. Registration Process**

- 3.1 To apply for Provisional Registration Form NC1 and NC4 are available
- 3.2 All documents which are written in a foreign language other than English must be translated to English and certified as a true copy of the original document
- 3.3 Applicants do not need to send original copies. The only exception is a Treasury fee receipt.
- 3.4 All documents need submitting according to the checklist NC 4.
- 3.5 All copies must be certified, stamped by a legal authority in home country.
- 3.6 All INCOMPLETE application forms will be declined
- 3.7 All applicants must have completed the required 2 years post registration practise in their country of registration before applying to PNG Nursing Council

3.8 Fees for provisional registration are outlined in Table 1: (To be paid by the employer agent per section 86 (2), (b), (iii), of the Medical Registration Act 1980). The fees above can be paid at the Treasury office, Vulupindi building, Waigani, National Capital District, PNG

3.9 If applicant is successful they will be granted a provisional license, they will then need to work with a supervisor at a health setting in PNG. The supervisor or preceptor would mentor and assist them to complete essential nursing or midwifery skills to enable them to acquire clinical competency; Form NC6 nursing or NC7 midwifery. After six (6) months they should apply for a full license to practise as a nurse or midwife in PNG (a further fee will be applicable see Table 1).

3.10 Applications to be sent: PNG NURSING COUNCIL, OFFICE OF REGISTRAR, PRIVATE MAIL BAG, PORT MORESBY, PNG

## 4. Fees

Table 1: Fee structure for overseas nurses and midwives

Type of Applicant	Fee structure	
4.1 An overseas nurse and/or midwife is a health professional who was educated and registered in a country other than PNG and is not a PNG citizen.	Provisional	500.00PGK
	Full registration	500.00PGK
	Renewal	250.00PGK
4.2 An overseas nurse and/or midwife who has been working in PNG for over 10 years, will be regarded as a PNG applicant for registration purposes.	Provisional	30.00PGK
	Full registration	50.00PGK
	Renewal (nurse/midwife)	70.00PGK
4.3 A non PNG citizen who has completed their nursing or midwifery training in PNG will be regarded as a PNG applicant for registration purposes.	Provisional	30.00PGK
	Full registration	50.00PGK
	Renewal (nurse/midwife)	70.00PGK
4.4 A PNG citizen educated and registered overseas returning to PNG will be regarded as a PNG applicant for registration purposes.	Provisional	30.00PGK
	Full registration	50.00PGK
	Renewal (nurse/midwife)	70.00PGK
4.5 An overseas nurse and/or midwife who is applying for Volunteer Work Permit for one to four weeks is in a separate category as fee waiver, 2-9 months volunteering is 50.00PGK This category will change again with the Health Practitioners Bill is enacted.	Fee waived (as per Medical Act 117)	
	1-4 weeks	00.00PGK
	Temporary	50.00PGK