


**HEALTHCARE PROFESSIONALS ABROAD GUIDE**


# Nursing & Allied Health

Canada | United Kingdom | Australia | Middle East

Venad Global Consultancy — Honest Career Guidance from Kollam, Kerala

<https://venadglobal.github.io/links.html>

## 1. Overview — Why Nursing Abroad is a Kerala Priority

Kerala has produced some of India's finest nursing professionals. Yet the nursing salary structure in Kerala — and across most of India — remains deeply inadequate compared to the skill, dedication, and sacrifice that nursing demands. This has driven thousands of Malayali nurses to seek opportunities abroad every year.

Venad Global Consultancy now formally offers dedicated guidance for nursing and allied healthcare professionals seeking to work and settle abroad. This service is offered with the same honesty and transparency that defines everything we do — no false promises, no inflated guarantees.

### Why Venad Global for Nursing Guidance?

- **Personal experience:** Our founder assisted a family member — a qualified nurse — to successfully relocate to the United Kingdom. We know the real process, real timelines, and real challenges.
- **Honest assessment:** We will tell you exactly what qualification pathway applies to your nursing degree (GNM, BSc Nursing, Post-Basic BSc, MSc Nursing) and which country is most feasible.
- **Canada expertise:** Our primary strength is the Atlantic Immigration Program (AIP) — and nurses are among the most in-demand professions across all four Atlantic provinces.
- **No agency fees hidden inside visa fees:** We charge a transparent consultancy fee for guidance only. We do not take cuts from visa applications or employer referral fees.

## 2. Nursing Qualifications — Kerala Context

Qualification	Full Form	Duration	Eligible For
GNM	General Nursing & Midwifery (Diploma)	3.5 years	UK (LPN pathway), Middle East, AIP TEER 3

Qualification	Full Form	Duration	Eligible For
BSc Nursing	Bachelor of Science in Nursing	4 years	All countries — strongest pathway
Post-Basic BSc	Post-Basic BSc Nursing (after GNM)	2 years	All countries — equivalent to BSc
MSc Nursing	Master of Science in Nursing	2 years after BSc	All — plus teaching/specialist roles
M.Phil / PhD	Research degrees	Varies	Academic and research positions

△ GNM holders: You are eligible for international nursing, but the pathway in Canada and Australia is more complex. In the UK, GNM qualifies for Licensed Practical Nurse (LPN) registration rather than RGN. Always verify your specific qualification eligibility before starting the process.

### 3. Canada — Atlantic Immigration Program for Nurses

#### Why Canada is the Top Destination for Kerala Nurses in 2026

- Canada has over 21,000 registered nurse vacancies nationally — and the shortage is growing due to an ageing population.
- Atlantic provinces (NS, NL, NB, PEI) are actively recruiting internationally trained nurses through the AIP — no CRS score needed, no points competition.
- Nova Scotia's NSNP Labour Market Priorities Stream offers an additional 600 CRS points upon nomination — a massive boost for Express Entry.
- New Brunswick has a dedicated Internationally Educated Nurses (IEN) Program offering 400 additional CRS points.
- Nursing salaries in Canada average CAD \$70,000–\$95,000 per year — approximately Rs. 43–58 lakh annually.

#### Canada Nursing Pathway — Step by Step

Step	Action	Timeframe	Cost (Approx.)
1	IELTS General Training — minimum CLB 6 (Band 6.0) for AIP TEER 2/3	Book immediately	Rs. 16,500
2	NNAS (National Nursing Assessment Service) — credential assessment for Canadian nursing standards	Apply at nnas.ca — takes 3–6 months	CAD \$465–\$650
3	Provincial regulatory body registration — e.g. CRNNS (Nova Scotia), ARNNL (NL)	After NNAS — 1–3 months	CAD \$200–\$500

Step	Action	Timeframe	Cost (Approx.)
4	NCLEX-RN exam — mandatory for all RN registration in Canada (Next Gen NCLEX since 2023)	Book at Pearson VUE — can sit in India	USD \$200 approx.
5	Jurisprudence Exam — provincial laws, ethics, practice standards	Online — taken after NCLEX	CAD \$50–\$100
6	Job offer from AIP-designated employer (hospital, LTC, community health)	Active job search — LinkedIn, Job Bank, NS Health careers	Free
7	AIP Endorsement — employer endorses candidate with province	2–4 months	Free for employer
8	PR Application to IRCC	Submit within 6 months of endorsement	CAD \$1,365 (principal)

## Key Regulatory Bodies by Province

Province	Regulatory Body	Website
Nova Scotia	College of Registered Nurses of Nova Scotia (CRNNS)	crnns.ca
Newfoundland & Labrador	Association of Registered Nurses of NL (ARNNL)	arnnl.ca
New Brunswick	Nurses Association of NB (NANB)	nanb.nb.ca
Prince Edward Island	Association of Registered Nurses of PEI (ARNPEI)	arnpei.ca

NNAS Expedited Service is available for Nova Scotia, New Brunswick, Newfoundland & Labrador, and PEI — faster processing for Atlantic provinces. Strongly recommend starting NNAS before searching for employers.

## 4. United Kingdom — Health & Care Worker Visa

### Why the UK is the Second Most Popular Destination

- The UK Health and Care Worker Visa is specifically designed for nurses — lower fees than standard Skilled Worker Visa, no Immigration Health Surcharge (saving £1,035+ per year).
- Minimum salary threshold: £25,000 per year (Band 5 Registered Nurse: £27,735–£34,155) — well above threshold.
- NHS Trusts actively run international recruitment campaigns — many cover sponsorship costs and assist with relocation.
- After 5 years: Indefinite Leave to Remain (ILR) = permanent residency in UK.
- Family: Spouse and dependent children can join — and they are also exempt from Immigration Health Surcharge.
- Processing: Typically 3 weeks (fast-track) compared to 8+ weeks for other visa routes.

### UK Nursing Pathway — Step by Step

Step	Action	Where / How
1	IELTS Academic (min. 7.0 each band) OR OET (min. Grade B each section)	britishcouncil.in / oet.io — book immediately
2	NMC (Nursing & Midwifery Council) application — submit nursing degree, INC registration, references	nmc.org.uk — create account online
3	NMC Decision Letter — received within 60 working days confirming eligibility	Wait for green light from NMC
4	CBT (Computer Based Test) — theoretical nursing knowledge exam, taken in India at Pearson VUE	pearsonvue.com/nmc — can take in Kerala
5	Job search — NHS Jobs website, UK nursing recruitment agencies, NHS Trust websites	jobs.nhs.uk — search 'international nursing'
6	Certificate of Sponsorship (CoS) — issued by NHS Trust employer	Employer handles — you receive CoS number
7	Health & Care Worker Visa application — online, biometrics at VFS India	gov.uk/health-care-worker-visa
8	Travel to UK — arrive, begin OSCE training funded by NHS Trust (6–12 weeks)	OSCE taken at NMC-approved UK centre
9	NMC PIN — full UK Registered Nurse status. Career begins!	NMC issues PIN after passing OSCE

⚠ OSCE (Objective Structured Clinical Examination) is taken IN the UK only — not in India. The NHS Trust will fund and arrange your OSCE training. You have 3 attempts. If you fail all 3, you must return to India. Preparation is essential.

⚠ Care worker roles (support workers, care assistants) are EXCLUDED from the Health & Care Worker Visa since July 22, 2025. This guide covers registered nurses (NMC-registered RGN/RN) only — not care workers.

## 5. Australia — Skills in Demand Visa (Core Skills Pathway)

Australia is actively recruiting internationally trained nurses. The minimum salary requirement is AUD \$79,499 per year — nursing salaries comfortably meet this threshold at all levels.

Step	Action	Details
1	IELTS Academic minimum 7.0 each band OR OET Grade B — mandatory for AHPRA (nursing registration)	IELTS or OET accepted by AHPRA
2	AHPRA (Australian Health Practitioner Regulation Agency) — credential assessment and registration application	ahpra.gov.au — can apply from India
3	Australian nursing skills assessment — ANMAC (Australian Nursing & Midwifery Accreditation Council)	anmac.org.au — takes 4–8 weeks
4	Skills in Demand Visa — Core Skills Pathway — employer sponsorship required	homeaffairs.gov.au
5	Find sponsoring employer — large health networks, aged care facilities, private hospitals	Seek.com.au, LinkedIn, nursing agencies
6	After 2 years work in Australia — apply for Permanent Residency	Employer nomination or state nomination

ANZSCO Code for Registered Nurses: 254411 (Registered Nurse — General). GNM holders may need a bridging program in Australia to qualify for full RN registration.

## 6. Middle East — UAE, Saudi Arabia, Qatar, Kuwait, Oman

### Middle East Nursing Overview

- The GCC has the highest concentration of Kerala nurses abroad — hundreds of thousands work across UAE, Saudi Arabia, Qatar, Kuwait, and Oman.

- No complex licensing exams like NCLEX or NMC CBT — registration is through each country's Health Ministry, typically arranged by the employer.
- Salaries: AED 4,000–8,000/month in UAE; SAR 5,000–9,000 in Saudi. Tax-free. Accommodation often provided.
- Process is largely employer-driven — apply via Gulf nursing recruitment agencies or direct hospital applications.
- DHA (Dubai Health Authority), HAAD (Abu Dhabi), MOH (UAE/Saudi/Qatar) — regulatory approvals handled by employer.
- Our advantage: 20+ years UAE experience. We know exactly how hospitals recruit and what they look for.

### Key Middle East Nursing Job Portals

Portal	Country Focus	URL
Bayt.com	All GCC — largest	bayt.com
Naukrigulf.com	All GCC + India	naukrigulf.com
LinkedIn Jobs	UAE / Saudi premium roles	linkedin.com/jobs
MOH Saudi (Inomed)	Saudi Government hospitals	inomed.moh.gov.sa
DHA Sheryan	Dubai — mandatory DHA licensing	sheryan.dha.gov.ae
Qatar Health	HMC Qatar	careers.hamad.qa

## 7. Country Comparison — Kerala Nurses Quick Reference

Factor	Canada	UK	Australia	UAE/GCC	Oman
<b>Salary (approx.)</b>	CAD \$70K–95K	£28K–42K	AUD \$70K–85K	AED 48K–96K/yr	OMR 8K–14K/yr
<b>PR Pathway</b>	AIP / Express Entry	ILR after 5 yrs	After 2 yrs work	Difficult	Difficult
<b>Family Welcome</b>	Yes — AIP	Yes — NHS	Yes	Employer terms	Employer terms
<b>Language Test</b>	IELTS 6.0	IELTS 7.0 / OET B	IELTS 7.0 / OET B	Not always	Not always
<b>Licensing Exam</b>	NCLEX-RN	CBT + OSCE	AHPRA	MOH/DHA exam	MOH Oman
<b>Timeline</b>	12–24 months	8–18 months	12–18 months	3–6 months	3–6 months
<b>Best For</b>	BSc + PR goal	GNM + BSc	BSc + PR goal	Quick income	Quick income

## 8. Venad Global — Nursing Services & Pricing

Service	Fee	What's Included
<b>Free Initial Consultation</b>	FREE	30-min call — honest assessment of eligibility, best country, realistic timeline. No obligation.
<b>Nursing Profile Assessment</b>	Rs. 1,000	Qualification mapping, country eligibility, pathway recommendation, document checklist.
<b>Canada AIP — Nursing Complete</b>	Rs. 10,000–18,000	NNAS guidance, NCLEX prep roadmap, IELTS strategy, job search, CV, cover letters, AIP process end-to-end. Instalments available.
<b>UK H&amp;C Worker Visa — Nursing</b>	Rs. 8,000–15,000	NMC registration guidance, CBT prep roadmap, IELTS/OET strategy, NHS job search, CoS process.
<b>Australia Nursing Guidance</b>	Rs. 7,000–12,000	ANMAC assessment guidance, AHPRA registration, IELTS strategy, employer search.
<b>Middle East Nursing Package</b>	Rs. 3,500–7,000	UAE/Saudi/Qatar/Kuwait/Oman — CV in Gulf format, direct hospital email strategy, DHA/MOH guidance, job portals.
<b>Nursing CV &amp; Cover Letter</b>	Rs. 1,500–3,000	Country-specific nursing CV + tailored cover letter. 1 revision.
<b>IELTS / OET Prep Guidance</b>	Rs. 2,000	Customised study plan, free resource list, writing practice feedback (3 sessions).
<b>NCLEX / CBT Preparation Guide</b>	Rs. 2,000	Study roadmap, resource list, exam registration guidance, timeline planning.

### Important Disclaimer

Venad Global Consultancy provides career guidance and document preparation services only. We are not licensed immigration lawyers, registered nurses, or certified nursing educators. We do not register candidates with NNAS, AHPRA, NMC, or any regulatory body — we guide you through those processes. We do not guarantee visa approvals, job offers, exam pass rates, or nursing licensure. All immigration programs and exam requirements are subject to change — always verify current requirements at official government and regulatory body websites.

***Kerala nurses deserve honest guidance — not false promises.***

Venad Global Consultancy | +91 8589895659 | [venadglobal@gmail.com](mailto:venadglobal@gmail.com)  
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