

The information provided in this brochure is intended for internationally qualified funeral directors and/or embalmers looking to immigrate to Australia.

Do I need to be licensed?

The Australian funeral industry is unregulated and there is no licensing system for funeral directors and/or embalmers.

What training and qualifications are available?

It is not essential to have formal qualifications in order to work within the funeral industry, but formal training can help build your skills and your career options. There are a number of nationally recognised qualifications available within the industry.

The training for nationally recognised qualifications can only be delivered by Registered Training Organisations (RTOs).

Due to the large amount of practical work that is available in the course, a pre-requisite of training is that participants must be employed in the Funeral Services Industry.

The courses that are available under the National Funeral Services Training Package are:

- **Certificate II in Funeral Operations** is designed to reflect the role of employees who work under supervision, including mortuary assistant, funeral director's assistant and funeral escort or driver.
- **Certificate III in Cemetery and Crematorium Operations** is designed to reflect the role of employees who work relatively autonomously and may coordinate and supervise others, including customer service consultant, sales consultant, administrative officer and crematorium operator.
- **Certificate III in Gravedigging, Grounds and Maintenance** is designed to reflect the role of employees who work relatively autonomously and may coordinate and supervise others, including gravedigger and grounds maintenance worker.

- **Certificate III in Funeral Operations** is designed to reflect the role of employees who work relatively autonomously and may coordinate and supervise others, including funeral director's assistant, funeral arranger or conductor, mortuary assistant and customer service consultant.
- **Certificate IV in Funeral Services** is designed to reflect the role of employees who work autonomously and coordinate and supervise others, including funeral director, cemetery manager and crematorium manager.
- **Certificate IV in Embalming** is designed to reflect the role of employees working in the field of embalming.
- **Diploma of Mortuary Management** is designed to reflect the role of employees who work autonomously and manage the work of others, including mortuary manager.

Are my qualifications transferable?

As it is not essential to have formal qualifications in order to work within the funeral industry, any qualifications that you have will be of benefit when applying for jobs in Australia.

If you are an Embalmer, membership to the Australian Institute of Embalming (AIE), British Institute of Embalming (BIE) and American Society of Embalmers (ASE) could be of benefit.

Special considerations

If you are an embalmer immigrating to New South Wales, under the Public Health (Disposal of Bodies) Regulation 2002, you must have:

- completed Certificate IV in Funeral Services (Embalming) through an institution approved by the Director-General; or
- had the Australian Institute of Embalming (AIE) issue a 'Certificate of Admission' as an equivalent certificate of proficiency to the Certificate IV in Funeral Services (Embalming) to an embalmer practising prior to the introduction of the Certificate

IV in Funeral Services (Embalming) provided that the following conditions are satisfied:

(a) the embalmer was a Member of the Australian Institute of Embalming (AIE) prior to the introduction of the Certificate IV in Funeral Services (Embalming), and

(b) the Australian Institute of Embalming (AIE) has issued a 'Certificate of Admission' to the person, named in the certificate, as a Member.

- had the Australian Institute of Embalming (AIE) issue a 'Certificate of Admission' as an equivalent certificate of proficiency to the Certificate IV in Funeral Services (Embalming) to a person who qualified as an embalmer from an overseas institution or organisation provided that the person's qualification(s) is recognised by the Australian Institute of Embalming (AIE) as appropriate for the industry. Prior to admission to the Australian Institute of Embalming (AIE), a person may be required to undergo further training if recommended by the Australian Institute of Embalming (AIE).

What do I need to know about immigrating to Australia?

Details about immigrating to Australia are located on the Australian Government's Department of Immigration and Citizenship website.

Currently the Department of Immigration's Gazetted Occupation List includes the occupation of funeral director, which enables an employer to sponsor a funeral director and/or embalmer to Australia under a 457 visa for a maximum of four years. However, neither of the occupations is included on the Employer Nomination Scheme Occupation List (ENSOL) and therefore a permanent visa cannot be issued.

The AFDA is currently lobbying Federal Government requesting that the specialisation of embalmer be considered for the ENSOL List to facilitate employer sponsored applications for permanent visas for qualified embalmers.

Currently the only options available to immigrating funeral directors and/or embalmers are:

Employer sponsored workers

The Employer Sponsored Temporary Business visa (the subclass 457). This is only a temporary visa.

This visa enables you to:

- work in Australia for a period of between three (3) months and four (4) years
- bring any eligible secondary applicants with them to Australia – secondary applicants can work and study
- after entering Australia, have no limit on the number of times they travel in and out of Australia
- this visa can be renewed indefinitely, but does not entitle you to permanent residency.

Regional employment

The Australian Government is working closely with state, territory and local governments, and regional authorities to provide regional migration programs that support regional development and help supply the skill needs of regional employers.

These programs are designed to address the special circumstances of rural and regional Australia.

They are employer-friendly, flexible and include concessions for regional employers.

The programs aim to attract young, skilled, English speaking migrants to areas of Australia where they are most needed. Generally, skilled migrants are under 45 years of age, have functional English, diploma level qualifications or above and relevant work experience.

What will I earn?

While there is a National Award which applies to the funeral industry, individual companies have different remuneration levels and many pay above Award rates. The Fair Work Online website provides information and advice about Australia's new national workplace relations system from the Fair Work Ombudsman.

What should I do next?

Seeking employment in the funeral industry is just as challenging as any other career, therefore we suggest that you compile a comprehensive resume and submit it

to funeral homes in your preferred area. You may wish to refer to our website to find a list of AFDA Members.

Check out job placement search engine websites (refer to additional resources below).

It may be possible to set up a new business, but it can be difficult and costly. Most firms in this industry are well established.

Additional Resources

Australian Funeral Directors Association 1300 888 188
www.afda.org.au

Australian Institute of Embalming 03 9859 5722
www.aieptyltd.org

Job Search Facilities

Seek www.seek.com.au
My Career www.mycareer.com.au
Career One www.careerone.com.au
Australian Job Search www.jobsearch.gov.au
AIE Job Search www.aieptyltd.org/positions_vacant.htm

Other Resources

Department of Immigration and Citizenship
www.immi.gov.au

Fair Work Online 13 13 94
www.fairwork.gov.au

So you want to work in the funeral industry in Australia

**A guide for internationally qualified funeral
directors/embalmers immigrating to Australia**

