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Route timeline: the official steps in order

The licensing and recognition stages for each destination, taken from regulator pages. Durations are shown as "to be verified" until each is confirmed from an official source.

Facts last checked 9 October 2026. Rules change, so confirm each step with the regulator before acting.

Gulf: Saudi Arabia, UAE, Qatar

Each Gulf regulator runs its own registration. The common thread is verification of your documents at source, then a licensing exam where required.

1

Check the offer is genuine

UAE private-sector offers use the MOHRE-approved job offer form with a serial number and barcode (contact centre 600590000). Verify before you resign or travel.

Gulf News, UAE MOHRE warning on fake job offers, 2 Oct 2026

2

Start your professional registration with the regulator

Saudi: SCFHS Professional Classification and Registration, then Professional Practice Licensure Exams eligibility, tracked in Mumaris+ (call centre 920019393). UAE: MOHAP, DOH Abu Dhabi, DHA and the Sharjah Health Authority share one set of Professional Qualification Requirements. Qatar: DHP.

Saudi Commission for Health Specialties, services guide

3

Primary source verification

Dubai: Sheryan self-assessment tool, then Dataflow primary source verification. Qatar: complete verification with an approved provider before applying for registration or evaluation.

Dubai Health Authority, Sheryan "Get Registered"

4

Licensing exam where required

Dubai: a computer-based test by Prometric where required. A DHA registration is valid for one year and must be activated into a licence by a healthcare facility before you can practise.

Dubai Health Authority, Sheryan "Get Registered"

5

Emigration clearance (India)

ECR passport holders and nurses travelling for work to the 18 designated countries, including Saudi Arabia, the UAE and Qatar, obtain emigration clearance through eMigrate. For nurses this applies whatever the passport category.

Embassy of India, Riyadh, FAQs on ECR and non-ECR

6

Staying licensed

Qatar from 1 October 2026: at least 40 CPD points per two-year cycle (20 Category 1, 20 from Categories 2 or 3, minimum 20 per year) as a condition of renewal.

Lexis Middle East, Circular DHP/2026/38, 6 Oct 2026

Total time from start to working: TO BE VERIFIED

Germany

Nursing is a regulated profession in Germany, so your qualification must be recognised. German language is the main gate.

1

Assessment of equivalence

The federal portal Anerkennung in Deutschland describes an assessment of equivalence of your qualification with the German one.

Anerkennung in Deutschland, recognition procedure for General nurse (Pflegefachperson)

2

Authorisation to use the professional title

This also checks personal aptitude, medical fitness and German language (level B2 on the North Rhine-Westphalia page checked).

Anerkennung in Deutschland, recognition procedure for General nurse (Pflegefachperson)

3

Compensation measure if needed

If differences are found you can usually complete a compensation measure such as an adaptation period or a knowledge test. You can apply from abroad.

Anerkennung in Deutschland, recognition procedure for General nurse (Pflegefachperson)

Total time from start to working: TO BE VERIFIED

United Kingdom

Applicants trained outside the UK take the NMC Test of Competence unless they hold a qualifying European qualification.

1. **Apply to the NMC**
   The NMC checks English language, health and character, and requires a face-to-face ID check at a test centre.

   Nursing and Midwifery Council, register if you trained outside the UK

2. **Test of Competence: CBT**
   A multiple-choice computer-based test (CBT).

   Nursing and Midwifery Council, Test of Competence

3. **Test of Competence: OSCE**
   A practical exam (OSCE). Both parts must be passed within two years of each other.

   Nursing and Midwifery Council, Test of Competence

4. **Staying registered**
   The NMC annual registration fee rose from £120 to £143 on 1 October 2026. If you do not pay on time your registration lapses automatically.

   Nursing and Midwifery Council, paying your annual fee

Total time from start to working: TO BE VERIFIED

Market signal (NMC annual data, April 2025 to March 2026): 26.4% of new joiners to the register were internationally educated, down from 39.1% the year before and 49.4% in 2023-24. Check current demand before committing. NMC, "The NMC Register, 1 April 2025 to 31 March 2026" (annual data report)

Australia

Nurses register with the Nursing and Midwifery Board of Australia (NMBA); Ahpra assesses applications on its behalf.

1. **Self-check**
   Everyone starts with the Self-check. The Board says it cannot be completed by a third party or agent on your behalf.

   Nursing and Midwifery Board of Australia, Completing the Self-check

2. **Outcomes-based assessment (Stream B)**
   If placed in Stream B, registered nurses complete the NCLEX-RN multiple-choice exam, then an OSCE held in Adelaide or Melbourne.

   Nursing and Midwifery Board of Australia, information for registered nurses (examinations)

3. **Registration before big decisions**
   The Board advises against irreversible decisions such as resigning or moving until registration is approved. Registration and visas are separate processes.

   Nursing and Midwifery Board of Australia, immigration and employment in Australia

Total time from start to working: TO BE VERIFIED

New Zealand

The Nursing Council of New Zealand registers nurses and has no role in recruitment.

1. **Verify your documents with TruMerit**
   Including evidence of 1,800 hours of post-registration nursing experience.
   Nursing Council of New Zealand, internationally qualified nurses
2. **Criminal history check**
   All applicants have a criminal history check.
   Nursing Council of New Zealand, internationally qualified nurses
3. **Competence assessment if needed**
   Some applicants need a competence assessment.
   Nursing Council of New Zealand, internationally qualified nurses

Total time from start to working: TO BE VERIFIED

> **Market signal (Nursing Council, 9 Oct 2026 check): demand is currently lower than before except in some specialities, such as mental health and addiction.**
> **Nursing Council of New Zealand, internationally qualified nurses**

United States

We have not yet verified the US licensing, screening and visa steps against official sources, so we do not publish them here.

> TO BE VERIFIED **Steps not yet checked against official sources.**