



Enrolled Nurse ANZSCO 4114-11

New South Wales
June 2019

Current labour market rating: Metropolitan Shortage

Shortages are evident across metropolitan New South Wales. Employers struggled to find suitable applicants with a significant proportion of vacancies remaining unfilled.

Key research findings

- Employers filled 58 per cent of vacancies with an average of 5.7 applicants, 5.6 qualified applicants and 1.8 suitable applicants per vacancy.
- Metropolitan employers experienced more difficulty filling vacancies than their regional counterparts.
 - Metropolitan employers surveyed filled 38 per cent of their vacancies from an average of 1.0 suitable applicant per vacancy. Regional employers, however, filled all of their vacancies with an average of 3.3 suitable applicants per vacancy.
 - Almost 80 per cent of qualified applicants were considered unsuitable in metropolitan areas, compared with 35 per cent in regional areas.
- Employers were surveyed across public and private hospitals and health care centers.
- Employers sought applicants with tertiary qualifications in nursing, and full registration with the Australian Health Practitioner Regulation Agency (AHPRA) as an enrolled nurse.
- Employers commonly sought applicants with experience in the occupation or specific modality, high level of communication and management skills and the ability to work independently or within a multidisciplinary team.
- Qualified and registered applicants were commonly considered unsuitable because they lacked specific or general experience, lacked technical skills, or submitted a poor job application.

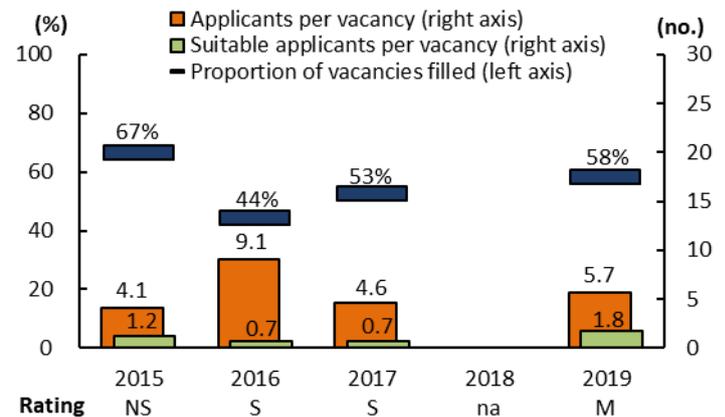
Demand and supply

- Underlying demand for enrolled nurses continues to increase because of the growth and ageing of the population, advances in medical technology and an increasing incidence of chronic disease.

2019 Survey Results¹



Figure 1: Survey results, Enrolled Nurse, 2015 to 2019



Key to ratings: S = Shortage; M = Metropolitan shortage; NS = No shortage; na = Not assessed

- Activity in hospitals and other health care services have been relatively steady, with public and private hospital separations (episodes of care) in NSW decreasing by 0.6 per cent in the year to 2017-18 after an increase of 3.3 per cent in the previous year.
- The number of enrolled nurses registered and practicing in NSW (excluding people who had other types of nursing registration) was 13,657 in March 2019, slightly higher compared with March 2018.
- The Department's 12 month average internet vacancy index for enrolled and mothercraft nurses in NSW increased by 64 per cent over the year to June 2019. Vacancy numbers are at the highest level since the Departments vacancy index began in 2006.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology](#)

Additional Data Sources: Australian Institute of Health and Welfare, Admitted Patient Care 2017-18 Australian Hospital Statistics; Nursing and Midwifery Board of Australia, Registrant data, various issues; Internet Vacancy Index, June 2019, 12 month moving average; Department of Home Affairs, Temporary Resident (Skilled) Visas Granted