



ANZSCO 4114-11 Enrolled Nurses

Queensland June 2018

Current labour market rating: No shortage

Previous labour market rating (June 2017): No shortage

Comments

Most employers across Queensland are filling their vacancies for enrolled nurses. However, some employers experience more difficulty with recruiting specialist and experienced staff than new graduates.

Survey results¹

- Employers in this survey included public and private hospitals, general, practices, aged care facilities and community health services across the state.
- Vacancies were for experienced enrolled nurses in a variety of areas including private practice, surgical and theatre, skin cancer treatment, children's health and paediatric, rehabilitation, surgical and medical, community, orthopaedic and aged care.
- Overall, the proportion of vacancies filled this year within six weeks of advertising was 84 per cent which was an increase compared with last year (75 per cent).
 - The number of metropolitan vacancies filled increased from 79 per cent in 2017 to 87 per cent this year.
 - The number of regional vacancies filled increased from 67 per cent in 2017 to 75 per cent.
- This year, there was an average of 21.4 applicants per vacancy.
 - There was a wide disparity between average number of applicants per vacancy for metropolitan (24.7) and regional vacancies (9.0).
- Of all applicants, 89 per cent were qualified.
 - Around 90 per cent of metropolitan applicants and 78 per cent of regional applicants were qualified.

Unsuitable applicants

- Metropolitan employers reported a higher proportion of qualified applicants who were unsuitable (88 per cent) than their regional counterparts (64 per cent). This was similar to the result in 2017, which was 85 per cent and 67 per cent, respectively.
- Many employers considered applicants unsuitable, as they did not hold required qualifications.
- The most common reasons that employers deemed qualified applicants unsuitable was the lack of a minimum of six months experience, or specialised experience.
 - Many applicants were new graduates without the necessary depth or length of experience while others lacked specific experience such as paediatrics, surgical/theatre and rehabilitation.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business - Document library, Australian Government](#) and can also be accessed by the QR code.



- A small number of applicants were considered unsuitable due to poor applications, non-attendance at interviews, the lack of soft skills including communication, and poor cultural fit.

Demand and supply trends

- Enrolled nurses work predominantly in hospitals, aged care residential services and other medical and health care services.
 - The latest figures available from the Australian Institute of Health and Welfare (AIHW) show that the number of separations (episodes of admitted patient care) in all Queensland public and private hospitals increased by an average of six per cent from 2012-13 to 2016-2017.²
- Enrolled nurses must hold a Diploma of Nursing and be registered with the Nursing and Midwifery Board of Australia (NMBA).
 - Figures show that as at March 2018, there were 13,064 enrolled nurses registered and practicing in Queensland, an increase from 12,635 March 2017. There were also 1624 enrolled nurses who held dual registration as a registered nurse as at March 2018, an increase from 1453 in March 2017.³
- The Department of Jobs and Small Business' Internet Vacancy Index (IVI) data show that the number of online vacancies for enrolled and mothercraft nurses in Queensland have increased around 12 per cent in the 12 months to May 2018.⁴
- Data from the National Centre for Vocational Education Research (NCVER) show that the number of students enrolled in courses intended for enrolled nurses was 6221 in 2016 which is an increase of approximately 9.8 per cent from 2015 (5666).
 - NCVER data show that the number of students who completed an enrolled nursing course declined by approximately 6.8 per cent to 1278 between 2014 and 2016, however 20 per cent greater than 2015 (1063).⁵
- Information from Department of Home Affairs indicates that temporary skilled migration is a minimal source of supply for this profession. There were five temporary resident skilled visas (class 457 and 482) granted for positions in Queensland in 2017-18 (at 31 March 2018), a minimal increase from less than five in 2016-17.⁶

Other indicators and issues

- The Nursing and Midwifery Board of Australia's national registration data at 31 March 2018 indicates that 48.4 per cent of enrolled nurses were aged 45 and over.⁷
- Employers in private practices sometimes found that, as they could not compete with the additional remuneration of penalty rates in hospitals, they had fewer applicants or suitable applicants declined their offers of employment.

² Australian Institute of Health and Welfare, [Admitted patient care 2016-17, Australian hospital statistics](#)

³ Nursing and Midwifery Board of Australia, [Statistics, Registration data table](#)

⁴ Department of Jobs and Small Business, [12 month average IVI 4 digit data, May 2018](#)

⁵ National Centre for Vocational Education Research, [TVA program completions, 2016](#)

⁶ Department of Home Affairs, [Temporary resident \(skilled\) visa granted, Mar 2018](#)

⁷ Nursing and Midwifery Board of Australia, [Statistics, Registration data table](#)