ANZSCO 4114-11  South Australia
Enrolled Nurse  June 2017

Current labour market rating  No Shortage
Previous labour market rating (June 2016)  No Shortage

Comments

Employers with recently advertised vacancies reported attracting a sufficient number of suitable applicants to fill a high percentage of vacancies.

Survey results

- The businesses contacted were both private and public sector medical services in both metropolitan and non-metropolitan South Australia. Employers surveyed included hospitals, rehabilitation services, aged and paediatric care environments and required a range of nursing experience including Post Traumatic Stress Disorder, mental health, acute care and surgical.
- This year’s survey result is consistent with previous years’ results.
  - The survey of employers who had recently advertised for enrolled nurses found that 81 per cent of vacancies were filled within six weeks of advertising. This equates to slightly above average results for employers this year as compared to the ten year average (78 per cent).
  - Historically, employers have received on average around 10 applicants per vacancy. This year employers received slightly above average numbers by reporting 11.2 applicants per vacancy.
  - In the last five years the number of suitable applicants per vacancy has fluctuated between 1.5 and 3.0 suitable applicants. This year employers identified around 1.9 suitable applicants per vacancy.
- Both metropolitan and non-metropolitan based employers were contacted. Although there was no difference in overall recruitment experiences, regional employers generally attracted fewer applicants per vacancy (3.8) than metropolitan employers (15.8).
- Regional employers generally sought enrolled nurses with broad skills.
- Overall, the majority of employers were able to fill their enrolled nurse vacancies within 6 weeks of advertising. Employers requiring a range of experiences identified suitable applicants. The occupation is not in shortage.

Unsuitable applicants

- All employers sought qualified enrolled nurses registered with the Australian Health Practitioner Regulation Agency (AHPRA) and 90 per cent of applicants met this criterion.
- Despite the high proportion of qualified applicants, employers considered only around 18 per cent of these qualified applicants to be suitable to employ. This was because most applicants lacked sufficient experience, particularly applicants who had recently graduated and required ongoing supervision.
Some employers found applicants unsuitable if they did not have specific experience related to the role, for example specific experience in pediatric, mental health or aged care.

Conversely, some employers in rural settings considered highly specialised applicants unsuitable. Enrolled nurses in rural medical settings are required to perform a range of nursing duties and therefore require a broad range of knowledge and experience.

**Demand and supply trends**

- Underlying demand for enrolled nurses remains steady.
- Data from AHPRA\(^1\) shows that as at December 2015, there were 7,720 enrolled nurses (excluding those with multiple registrations) whose principal place of practice was in South Australia. This represents the second calendar year where a modest 0.2 per cent increase has occurred.
- The number of enrolled nurses (excluding those with multiple registrations) principally practicing in South Australia has been very stable since 2012.
- In contrast, the number of persons registered as both enrolled and registered nurses grew by 9.2 per cent in 2016 following increases over successive years.
- Around 91 per cent of practising Enrolled Nurses in South Australia are female.
- Demand within the industry is influenced by occupational demographics. In 2011, two thirds of enrolled nurses were part time\(^2\).
- Despite some volatility in the rates of internet advertised vacancies over a five year period and a moderate fall in internet vacancies from 2015 to 2016, the number of vacancies advertised in 2016 remains near the five year average\(^3\).
- Pathways into this occupation are available via numerous training providers including TAFE SA and private Registered Training Organisations. Data from the National Centre for Vocational Education and Research (NCVER)\(^4\) shows that the number of students in training has increased significantly over the period 2008 to 2015. This suggests that supply to the occupation has also expanded substantially over the same period.


\(^2\) ABS Census 2011

\(^3\) Department of Employment, Internet Vacancy Index Detailed Occupation Data – March 2006 onwards

\(^4\) NCVER, Students and Courses, 2015. Includes students in courses intended for 4114-11 Enrolled Nurse, limited to domestic students in a Training Package or Nationally Accredited Certificate IV or higher VET qualification.