



ANZSCO 4114-11 Enrolled Nurses

Tasmania May 2018

Current labour market rating: No Shortage

Previous labour market rating (June 2017): No Shortage

Comments

Recent research indicates there is currently no shortage of enrolled nurses in Tasmania with the majority of employers attracting sufficient candidates to fill their vacancies with suitably qualified applicants.

Survey results¹

- The Survey of Employers who have Recently Advertised for enrolled nurses found 83 per cent of vacancies filled within the survey period. This compares with 100 per cent filled in 2017.
 - Employers received an average of 2.5 qualified applicants per vacancy, of which 1.0 applicant per vacancy was considered suitable. These results are very similar to the 2017 survey results.
- Employers indicated they wanted applicants with experience in areas such as general practice nursing, residential aged care, acute hospital aged care and mental health. Additionally, some employers had a preference for applicants with IV endorsement.
- While the majority of vacancies were filled, a small number of employers indicated they can encounter difficulties filling their casual pool of enrolled nurses as most applicants would like permanent positions.
 - Some employers stated applicants are deterred by the fixed term and part time nature of roles offered, and the wages and conditions within the hospital system are better than aged care.
 - There is a perception the experience gained in aged care facilities is limited, as many graduates are seeking acute care experience.
 - Employers in some rural and remote areas advised they struggle to attract applicants for positions.
 - A small number of employers reported re-advertising to fill vacant positions.

Unsuitable applicants

- Employers considered 60 per cent of qualified applicants unsuitable if they lacked specific experience in a particular field such as general practice, aged care, mental health and cardiology.

Demand and supply trends

- Demand for enrolled nurses is driven by factors such as the general health and ageing of the population, as well as the allocation of government funding to the health sector.
 - Data published by the Nursing and Midwifery Board of Australia (NMBA) shows in March 2018 there were 1,543 enrolled nurses in Tasmania, which is a 12.3 per cent increase from March 2014.²

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.



- Australian Bureau of Statistics 2016 Census data shows enrolled nurses in Tasmania are primarily employed by hospitals (40.0 per cent) and aged care residential services (36.1 per cent). Other business services employing enrolled nurses were state government administration (7.4 per cent), general practice medical services (3.5 per cent) and other health care services (1.7 per cent).³
 - Census 2016 data shows enrolled nurses were employed primarily on a full-time basis (56.2 per cent) and part-time 37.7 per cent; 6.0 per cent did not state hours worked or were not working.
 - The majority of enrolled nurses identified as female (91.5 per cent) with only 8.5 per cent of enrolled nurses identifying as male.
- ABS data shows during the five years to June 2016, the number of people aged 65 years and over in Tasmania increased by 13.2 per cent.⁴ Additionally, as at June 2016, Tasmania had the highest proportion of people aged 65 years and over at 18.7 per cent, compared to 15.2 per cent nationally. Tasmania also has the oldest median age, which is 42.0 years, and the largest increase in median age between 2006 and 2016 (increasing by 3.1 years).⁵
- The main source of supply of enrolled nurses in Tasmania is through the completion of a Diploma of Nursing (Enrolled/Division 2 Nursing).
 - Data from the Australian Health Practitioner Regulation Agency (AHPRA) indicates as at 30 June 2017 there were 1,590 enrolled nurses whose principal place of practice was Tasmania. This represents an increase of 1.8 per cent on the number of enrolled nurses (1,472) recorded as at 30 June 2016.⁶

² Nursing and Midwifery Board of Australia, Registrant Data, December 2018 and December 2014

³ Australian Bureau of Statistics, 2016, Population Census data, Tasmania

⁴ Australian Bureau of Statistics, Data by Region, Tasmania, Estimated Resident Population – Persons 65 years and over, Tasmania, 2012 to 2016, accessed 20 June, 2018

⁵ Australian Bureau of Statistics, Population by Age and Sex, Regions of Australia, 2015, Tasmania Cat. No. 3235.0

⁶ Australian Health Practitioner Regulation Agency, Annual Report Summary 2016-17 and 2015-16 Tasmania