



Enrolled Nurse

ANZSCO 4114-11

Western Australia
June 2019

Current labour market rating: No shortage

Most advertised vacancies for enrolled nurses are filled and attract a sufficient number of suitable applicants. However, employers advise that many qualified applicants lack the necessary experience, especially for roles in aged care.

Key research findings

- Overall, the majority of surveyed employers across the state filled their vacancies for enrolled nurses.
 - Those in the metropolitan area attracted an average of 7.0 suitable applicants per vacancy and filled 100 per cent of their vacancies.
 - In regional areas, employers attracted an average of 1.6 suitable applicants, and filled 56 per cent of vacancies.
- Employers sought qualified and board registered applicants with recent experience relevant to the role advertised, excellent written and oral communication skills and the ability to operate within the full scope of the role.
 - A majority of vacancies sought enrolled nurses for the aged care sector. Applicants to these roles were typically required to have previous experience in the sector, a knowledge of aged care quality standards and the Aged Care Financial Instrument, and have leadership skills and supervision capabilities.
- Applicants were also required to demonstrate an ability to take direction, work collaboratively within a multi-disciplinary team, engage effectively with patients from a range of backgrounds and engage in ongoing learning and development.
- Ninety-four per cent of applicants for surveyed vacancies held a Diploma of Nursing, the minimum qualification for this occupation.
 - Employers in the metropolitan and regional areas, respectively, found 72 per cent and 81 per cent of qualified applicants to be unsuitable.

2019 Survey Results¹



71%
of vacancies
filled



15.5
Applicants per
vacancy



14.6
Qualified
applicants
per vacancy



3.5
Suitable
applicants per
vacancy

- All employers in regional areas attracted qualified applicants to their positions. However, unfilled vacancies in regional areas occurred due to qualified applicants lacking experience in particular sub-specialties, such as perioperative nursing, aged care nursing or theatre nursing.
- Applicants were most often deemed unsuitable due to a lack of experience. This issue was present across regional and metropolitan areas and was largely due to applicants lacking previous experience in aged care settings.
 - Employers noted that the level of specialist care required by residents in aged care settings and the limited resources available to train inexperienced enrolled nurses necessitated the requirement for applicants to have previous experience in this speciality.

Demand and supply

- Online vacancies for enrolled nurses have remained steady over the past 12 months, with an average of around 36 vacancies per month.
- Entry into this profession is via a Diploma of Nursing.
- Data from the Nursing and Midwifery Board for March 2019 show there were 5563 enrolled nurses holding general registration in Western Australia, a 3 per cent increase on the previous year.

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

Additional Data Sources: Department of Employment, Skills, Small and Family Business, Internet Vacancy Index, May 2019; [Nursing and Midwifery Board of Australia](#), Statistics, March 2019.