

# **Nursing labour force 1998**

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NATIONAL HEALTH LABOUR FORCE SERIES

# **Nursing labour force 1998**

Australian Institute of Health and Welfare  
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## Abbreviations

ABS	Australian Bureau of Statistics
ACT	Australian Capital Territory
ADON	Assistant director of nursing
AHMAC	Australian Health Ministers' Advisory Council
ANCI	Australian Nursing Council Incorporated
DETYA	Department of Education, Training and Youth Affairs
DEWRSB	Department of Employment, Workplace Relations and Small Business
DON	Director of nursing
FTE	Full-time equivalent
LEO	Labour Economics Office
NSW	New South Wales
NT	Northern Territory
OECD	Organisation for Economic Co-operation and Development
Qld	Queensland
RNO	Regional nursing officer
SA	South Australia
Tas	Tasmania
UK	United Kingdom
USA	United States of America
Vic	Victoria
WA	Western Australia

## Symbols and other usages

Throughout this publication, data may not add to the totals shown due to the estimation process for non-response.

Throughout this publication, percentages may not add to 100.0 due to rounding.

*Italics* within a table denote a subtotal.

Percentage printed as 0.0 may denote less than 0.05%.

.. denotes not applicable.

– denotes nil.

n.a. denotes not available.

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# 1 Overview of the nursing labour force

This report on the nursing labour force in 1998 draws information from a range of sources including State and Territory nursing registration boards, the Australian Institute of Health and Welfare, the Australian Bureau of Statistics, and the Commonwealth Departments of Education, Training and Youth Affairs, Immigration and Multicultural Affairs, and Employment, Workplace Relations and Small Business. It presents statistics on the supply and distribution of the nursing labour force in Australia. The main features include the following.

- A significant decline in registrations in the period from 1993 to 1996 has leveled off and overall nurse numbers are almost the same as a decade earlier. However, there is a continuing decline in full-time equivalent (FTE) nurse employment per 100,000 population throughout Australia. This means that, on average, patient numbers per FTE nurse have been increasing. For example, in public hospitals between 1995–96 and 1997–98, patient separations per FTE nurse increased by 8.1%, from 44.6 to 48.2.
- There are significant differences in the distribution of employed nurses among States and Territories, and between metropolitan and non-metropolitan areas. Compared with the national average of 1,064 FTE nurses per 100,000 population in 1996, Western Australia had 1,236, Victoria 1,178, the Australian Capital Territory 1,142 and Tasmania 1,120, while Queensland with 962 and New South Wales with 984 were below the national average. South Australia (1,097) and the Northern Territory (1,079) were close to the national average.  
Nursing employment in rural areas per 100,000 population is well above that of other health professions. Indeed, in 1996, nurse employment per 100,000 population in large rural centres (1,705), small rural centres (1,363) and remote centres (1,220) exceeded that of capital cities (1,183). However, around 30% of nurses employed in small rural centres and other rural and remote areas except for large centres were enrolled nurses. In capital cities, only 17.1% were enrolled nurses.
- 39.2% of nurses worked part-time in 1989. This increased to 44.0% in 1994 and stabilised at that level between 1994 and 1998. However, there is considerable variation among work settings and nursing disciplines in the proportion employed part-time. For example, the proportion working part-time in public hospitals was 41.0% in 1996. This compared with 57.1% in private hospitals, 65.9% in public nursing homes, 69.3% in private nursing homes, 37.9% in community health centres and 29.6% in private medical rooms.
- Areas of nurse practice in national shortage in December 1998 which have been identified by the Department of Employment, Workplace Relations and Small Business were in specialised fields – operating theatre, critical and intensive care, neonatal intensive care, accident and emergency, midwifery, cardiothoracic and mental health nursing. To undertake postgraduate training in these fields may involve significant costs for nurses, both in higher education course fees and in income foregone during time out of the workforce while studying.
- Acute care hospitals are the main employer of nurses in Australia. The number of nurse clinicians employed in acute care hospitals was 104,070 in 1986 and 104,438 in 1996. The

number of patient separations during this period increased by 55.6%, from 3.3 million to 5.2 million. During the period from 1995–96 to 1997–98, the number of FTE nurses in public acute and psychiatric hospitals decreased by 2.9% from 80,570 to 78,239, while the number of patient separations increased by 5.0%.

In private acute and psychiatric hospitals, there was a 6.2% increase in FTE nursing staff during the same period, from 23,136 to 24,567, and the number of patient separations increased by 9.2%.

In private free-standing day hospitals, the number of patient separations increased by 30.1% from 1995–96 to 1997–98, and FTE nursing staff increased by 39.9% to 696.

- The number of nurses employed in nursing homes fell between 1993 and 1996, despite increases in nursing home beds, in the proportion of patients needing the three highest levels of nursing care, and in total employment. In 1990, there were 72,615 nursing home beds and 68.9% of nursing home patients were classified in the three categories of highest need for nursing care. In 1997, there were 74,233 nursing home beds and 89.7% of nursing home patients were classified in the three categories of highest need for nursing care (AIHW, 1993, 1995, 1997). Between 1993 and 1996, employment of nurses in public nursing homes fell from 22,209 to 15,873, and in private nursing homes from 20,560 to 18,081. However, there was a small increase in public and private hospital employment of geriatrics and gerontology nurses, and employment of these nurses in hostels increased from 429 to 1,218.
- There has been a major change in the age profile of persons commencing undergraduate nursing training, with a large increase in mature-age students. By 1998, the average age of students commencing pre-registration bachelor degrees had risen to 24.5 years, from 21.8 years only 5 years earlier. In 1998, students aged 30–39 represented 17.4% of the intake and those aged 40 years or more 9.5%. Only 38.1% were traditional school leavers aged less than 19 years. Age of career commencement is one of the factors affecting the expected working life of nursing graduates and has implications for nursing training numbers.
- The nursing workforce has an older age structure than in the days when nursing training was hospital-based. Although the average age of the nursing workforce remained unchanged between 1993 and 1996, the recent increase in the average age of undergraduate nursing students is expected to result in an ageing of the nursing workforce over the next decade.
- There is significant leakage from the Australian nursing labour force of Australian nurses obtaining employment in overseas countries and of trained nurses leaving nursing for other employment. Between 1993 and 1996 the number of Australian registered nurses working overseas ranged from 3,675 to 4,218 per year, while there were between 12,500 and 17,700 nurses per year employed in Australia in occupations other than nursing. Of the latter, only two to four thousand each year were seeking employment in nursing.
- There is also a significant loss to the workforce of nurses moving out of the labour force altogether, either temporarily or permanently. At the 1996 population census, 19.8% of Australian-born persons with a highest qualification in nursing and aged between 15 and 64 years were not in the labour force, with around 16% in each age group from 25 to 54 years. For overseas-born nurses, the proportion was lower – 14.3% of 15–64 year olds, mainly because of much higher labour force participation between ages 45 and 64 compared with Australia-born nurses.
- There is a relatively low level of recruitment of overseas-trained nurses for employment in Australia. This is unlike the medical workforce in which State health authorities make extensive use of temporary resident overseas-trained doctors to ameliorate workforce

shortages. In 1997–98, there were 1,713 doctors and 496 nurses from overseas countries who migrated to Australia temporarily for employment. Of the nurses, 307 were from the United Kingdom and Ireland and 132 were from New Zealand.

The following overview describes the main trends but more detail is found in subsequent chapters and in the statistical tables published in this report.

## Registrations and enrolments of nurses to 1998

- From 1993 to 1998, nurse registrations and enrolments decreased by 5.9% from 281,453 to 264,819. The 21.4% decrease in nurse enrolments to 54,124 was much greater than that for nurse registrations, which fell 0.9% to 210,695.

## Employment trends

- Australian Bureau of Statistics (ABS) estimates of employed nurse clinicians show no change in 1998 employment of 197,700, compared with 1989 employment of 197,100. However, the proportion working part-time increased from 39.2% to 44.0%. In 1996, part-time nurses averaged 23 hours per week. If this average is used to convert part-time nurses to FTEs, and each full-time nurse is assumed to be 1 FTE, it can be estimated that there was an absolute reduction in FTE employment of 1.6% over the decade, and an 11.8% reduction in FTE nurses per 100,000 population. The population of Australia increased by 11.5% during the same period.
- The proportion of enrolled nurses in the nursing workforce fell from 24.0% in 1989 to 20.0% in 1998.
- In 1996, the number of nurses employed in acute care hospitals was 104,000, the same as in 1986. During the same period, nurse employment in psychiatric hospitals fell by 47.3%, from 7,880 to 4,150, and in nursing homes by 4.7%, from 29,810 to 28,412. These losses were offset by an 80.6% increase in nurses employed at community health centres, a 36.3% increase in medical practices, and a 19.3% increase in industries other than the health industry.
- Although total nurse numbers have been relatively constant over the last decade, major changes have occurred in the composition of the nurse workforce. During the five years between 1991 and 1996, not only did the number of enrolled nurses enumerated in the census drop by 37.8% from 39,485 to 24,559, but there were increases of 39.0% in registered midwives to 10,901, of 11.3% in registered mental health nurses to 6,039, and of 55.1% in registered developmental disability nurses to 1,089. On the other hand, the numbers of directors of nursing declined by 46.5% to 3,132, and of nurse managers by 1.6% to 6,179.
- Numbers of persons in nursing support occupations increased significantly between 1991 and 1996. The number of nursing assistants increased by 27.1% from 20,402 to 25,941, while personal care assistant emerged as a new occupation, numbering 16,706 in 1996.

## Nurse shortages

The report *Nursing Education in Australian Universities. Report of the National Review of Nurse Education in the Higher Education Sector: 1994 and Beyond* (Reid 1994) said that there was then an oversupply of newly graduating comprehensively prepared nurses in at least four States, but there were shortages in a number of specialist areas such as critical care nursing, in which education is provided at the postgraduate level.

In December 1998 the Department of Employment, Workplace Relations and Small Business (DEWRSB) found that the following registered nurse occupations were experiencing Australia wide shortages: operating theatre, critical and intensive care, accident and emergency, cardiothoracic, neonatal intensive care, midwifery and mental health.

Some States also experienced State wide or regional shortages in additional nursing occupations.

### **Nurse unemployment**

The number of registered and enrolled nurses who were not employed in any job and who were looking for work in nursing fell between 1993 and 1996. In 1993, there were 9,066 of these nurses, in 1994 there were 9,979, in 1995 there were 5,456, and, in 1996, there were 5,143. As a percentage of the labour force comprising these nurses and those employed in nursing, this represented a fall from 4.2% in 1993 to 2.4% in 1996.

During the same period, the Skilled Vacancy Survey of the Department of Employment, Workplace Relations and Small Business found a significant rise in vacancies for registered nurses. The skilled vacancy index in December 1992 was 89. By December 1993, it increased to 121, with 288 seasonally adjusted vacancies. There was a sharp increase in 1994 to an index value of 237, with 567 vacancies. During 1995 the influx of unemployed nurses into the workforce saw the index reduce to 160 by December, and it was 126, with 301 vacancies, in December 1996. In December 1997 the index was 137, with 327 vacancies. Early in 1998 the Department ceased to identify registered nurses as an occupational group in its published data.

### **Distribution of the nursing workforce**

Nursing is predominantly a salaried occupation with opportunities for employment related to the distribution of health services throughout Australia and the levels of staffing by nurses of those health service establishments.

Of the 218,172 employed registered and enrolled nurses in 1996, 63.2% worked in a capital city, 6.8% in other metropolitan centres, 27.0% in rural areas, and the remaining 3.0% in remote areas. This distribution was almost the same as that of the overall population (63.6% living in capital cities, 7.5% in other metropolitan centres, 25.8% in rural areas and 3.0% in remote areas). This is unlike the distribution of health professions generally, which have workforce numbers skewed toward metropolitan areas.

Some 42.1% of enrolled nurses worked in rural and remote areas in their main job in 1996 compared with 26.8% of registered nurses.

Between 1993 and 1996 the percentage of registered nurses employed in capital cities increased from 64.2% of the total to 66.5%, while the percentage employed in other metropolitan centres decreased from 8.1% to 6.7%, and in large rural centres from 9.6% to 8.4%. The proportions in other geographic areas changed only marginally over the period.

### **Ageing of the nurse workforce**

The age structure of the nurse workforce has undergone a major change. At the 1986 census, 23.3% of nurses were aged less than 25 years and 17.5% were aged 45 years or more. By 1996, the proportion aged under 25 years had reduced to 9.9% while the proportion aged 45 years or more had increased to 28.6%. Between 1993 and 1998 the average age of students commencing undergraduate nursing degrees increased from 21.8 to 24.5 years.

## **Trends in male participation**

Between 1986 and 1996 the number of male nurses increased by 17.1% from 13,010 to 15,241, while the number of female nurses increased by 6.7% from 169,230 to 180,495. As a proportion of the nurse workforce, male employment increased from 7.1% to 7.8% over this decade. Male employment was highest in mental health nursing at 34.2% in 1996. It was very low in midwifery (0.9%) and in private medical rooms (0.7%).

## **Nurse education**

The numbers of Australian citizen or permanent resident students commencing basic nursing training at Australian universities decreased by 15.9% from a high of 9,347 in 1991 to 7,858 in 1998. Numbers of Australian students completing basic nurse training declined from a peak of 6,768 in 1994 to 5,323 in 1997.

The numbers of nurses completing postgraduate diplomas is important addressing workforce requirements for specialist fields of nursing practice. Between 1994 and 1997, the number of Australian permanent resident nurses completing postgraduate diplomas in nursing increased by 76.1% from 921 to 1,622. However, there were 1,725 persons in 1998 commencing postgraduate diplomas in nursing, a decline from 2,075 in 1997 and 2,058 in 1996.

## **Nurse migration**

In 1997-98, there was a fall in the number of persons with overseas nursing qualifications assessed by the Australian Nursing Council as eligible to practise in Australia. There were 570 persons compared with 740 in the previous year and 819 in 1995-96.

In contrast to this, there was a sharp rise in the number of nurses from overseas countries arriving in Australia on temporary employment contracts. These increased from 250 in 1995-96 and 287 in 1996-97 to 496 in 1997-98.

In the same year, almost 2,000 Australian nurses returned to Australia after an overseas stay of a year or more, while 815 left Australia for long term overseas employment, with the most popular destinations the United Kingdom and Ireland (345) and the Middle East (162).



**Table 1: Registrations and enrolments, States and Territories, 1993 to 1998**

Year	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Registrations</b>									
1993	71,361	54,246	37,515	18,643	17,969	6,440	3,906	2,550	212,630
1994	71,960	55,163	38,221	18,430	17,613	6,103	3,817	2,261	213,568
1995	73,178	52,699	34,073	18,359	17,283	6,083	3,930	2,305	207,910
1996	74,131	49,716	34,924	18,709	17,250	5,640	3,905	2,763	207,038
1997	74,659	52,245	35,445	19,346	17,021	5,375	3,806	2,895	210,792
1998	74,895	52,783	34,703	19,374	16,897	5,224	3,799	3,020	210,695
<b>Enrolments</b>									
1993	16,569	26,285	10,952	6,054	6,369	1,390	822	384	68,825
1994	16,521	24,796	9,145	5,855	6,090	1,390	787	523	65,107
1995	16,565	20,323	8,188	6,146	5,770	1,387	780	466	59,625
1996	16,578	17,965	8,039	5,688	5,618	1,267	719	536	56,410
1997	16,477	17,896	7,705	5,131	5,369	1,176	661	546	54,961
1998	16,343	17,771	7,230	5,279	5,165	1,092	693	551	54,124
<b>Total</b>									
1993	87,930	80,533	48,467	24,695	24,338	7,829	4,726	2,934	281,453
1994	88,481	79,957	47,366	24,286	23,703	7,493	4,604	2,784	278,673
1995	89,743	73,022	42,261	24,505	23,053	7,470	4,710	2,771	267,535
1996	90,485	67,681	43,322	24,397	22,868	6,905	4,622	3,299	263,579
1997	91,136	70,141	43,150	24,477	22,390	6,551	4,467	3,441	265,753
1998	91,238	70,554	41,933	24,653	22,062	6,316	4,492	3,571	264,819
<b>(percentage change from previous year)</b>									
<b>Registrations</b>									
1994	0.8	1.7	1.9	-1.1	-2.0	-5.2	-2.3	-11.3	0.4
1995	1.7	-4.5	-10.9	-0.4	-1.9	-0.3	3.0	1.9	-2.6
1996	1.3	-5.7	2.5	1.9	-0.2	-7.3	-0.6	19.9	-0.4
1997	0.7	5.1	1.5	3.4	-1.3	-4.7	-2.5	4.8	1.8
1998	0.3	1.0	-2.1	0.1	-0.7	-2.8	-0.2	4.3	0.0
<b>Enrolments</b>									
1994	-0.3	-5.7	-16.5	-3.3	-4.4	0.0	-4.3	36.2	-5.4
1995	0.3	-18.0	-10.5	5.0	-5.3	-0.2	-0.9	-10.9	-8.4
1996	0.1	-11.6	-1.8	-7.5	-2.6	-8.7	-7.8	15.0	-5.4
1997	-0.6	-0.4	-4.2	-9.8	-4.4	-7.2	-8.1	1.9	-2.6
1998	-0.8	-0.7	-6.2	2.9	-3.8	-7.1	4.8	0.9	-1.5
<b>Total</b>									
1994	0.6	-0.7	-2.3	-1.7	-2.6	-4.3	-2.6	-5.1	-1.0
1995	1.4	-8.7	-10.8	0.9	-2.7	-0.3	2.3	-0.5	-4.0
1996	0.8	-7.3	2.5	-0.4	-0.8	-7.6	-1.9	19.1	-1.5
1997	0.7	3.6	-0.4	0.3	-2.1	-5.1	-3.3	4.3	0.8
1998	0.1	0.6	-2.8	0.7	-1.5	-3.6	0.6	3.8	-0.4

Source: State and Territory nurse registration boards.

**Table 2: Registered and enrolled nurse workforce, Australia, 1989 to 1998**

Year	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia	Number employed part-time	Per cent employed part-time
										(000's)	(per cent)
<b>Employed registered nurses</b>											
1989	50.9	40.1	21.6	12.0	14.6	6.5	2.6	1.6	149.8	56.7	37.8
1990	52.7	43.6	22.8	11.7	12.9	6.5	2.2	1.2	153.5	60.8	39.6
1991	59.3	41.2	27.1	13.5	13.7	6.8	1.9	1.4	164.5	65.4	39.7
1992	51.4	39.7	27.0	14.1	13.2	6.8	2.0	1.7	155.8	61.5	39.5
1993	53.9	39.9	24.7	15.0	15.1	5.2	2.0	1.6	157.4	63.7	40.5
1994	58.1	33.6	25.5	13.7	12.7	5.2	2.5	1.4	152.6	63.1	41.4
1995	56.4	41.0	23.9	14.4	13.7	5.6	2.7	1.2	158.7	68.2	42.9
1996	57.1	42.4	26.6	13.8	14.2	5.0	2.3	1.7	163.0	68.9	42.3
1997	56.4	39.2	25.2	14.2	13.9	5.2	2.3	1.5	157.9	66.0	41.8
1998	57.0	39.0	25.3	14.0	13.6	5.2	2.4	1.4	158.1	66.5	42.1
<b>Employed enrolled nurses</b>											
1989	13.2	14.2	7.7	4.4	5.2	1.8	0.5	0.5	47.3	20.6	43.6
1990	8.7	16.5	6.8	4.6	6.7	1.2	0.2	0.5	45.0	21.1	46.8
1991	9.9	14.9	7.2	4.7	5.4	1.6	0.4	0.5	44.5	22.7	51.0
1992	11.8	17.2	7.1	3.4	5.2	1.3	0.4	0.2	46.6	24.2	51.8
1993	11.4	15.3	6.4	5.0	4.3	1.9	0.5	0.2	44.9	23.6	52.6
1994	9.7	16.0	7.6	3.0	4.2	1.5	0.3	0.1	42.2	22.6	53.6
1995	10.0	12.3	6.8	4.6	3.7	1.8	0.4	0.2	39.6	19.7	49.7
1996	7.3	12.0	6.3	3.8	5.0	1.1	0.2	0.3	36.1	18.2	50.3
1997	9.6	13.9	6.8	4.1	4.3	1.5	0.3	0.2	40.7	21.0	51.7
1998	9.1	13.5	6.9	3.8	4.3	1.5	0.3	0.2	39.6	20.4	51.4
<b>Employed registered and enrolled nurses</b>											
1989	64.1	54.3	29.3	16.4	19.8	8.3	3.0	2.1	197.1	77.3	39.2
1990	61.3	60.1	29.6	16.3	19.6	7.7	2.4	1.6	198.5	81.8	41.2
1991	69.2	56.1	34.3	18.2	19.1	8.4	2.3	1.8	209.0	88.0	42.1
1992	63.2	56.8	34.2	17.5	18.4	8.0	2.4	1.9	202.4	85.6	42.3
1993	65.3	55.1	31.1	20.0	19.4	7.1	2.5	1.8	202.2	87.3	43.2
1994	67.8	49.6	33.1	16.7	16.8	6.6	2.8	1.5	194.8	85.7	44.0
1995	66.3	53.3	30.7	19.0	17.4	7.3	3.0	1.3	198.4	87.8	44.3
1996	64.4	54.4	32.9	17.6	19.2	6.1	2.5	2.0	199.1	87.1	43.7
1997	66.0	53.1	32.0	18.3	18.2	6.8	2.7	1.7	198.6	87.0	43.8
1998	66.1	52.6	32.2	17.9	17.9	6.7	2.7	1.6	197.7	86.9	44.0
<b>(per cent of workforce)</b>											
<b>Employed enrolled nurses</b>											
1989	20.6	26.2	26.2	26.9	26.3	21.8	15.7	22.0	24.0	26.6	..
1990	14.1	27.5	23.0	28.0	34.1	15.6	8.4	29.2	22.7	25.7	..
1991	14.2	26.6	21.1	25.6	28.2	19.1	18.3	24.7	21.3	25.8	..
1992	18.6	30.2	20.9	19.5	28.2	15.6	17.9	12.0	23.0	28.2	..
1993	17.5	27.7	20.6	25.1	22.0	26.2	20.4	11.0	22.2	27.0	..
1994	14.3	32.3	22.9	17.7	24.7	21.9	10.9	5.1	21.6	26.3	..
1995	15.0	23.1	22.2	24.0	21.2	24.2	12.4	13.2	20.0	22.4	..
1996	11.3	22.1	19.1	21.6	26.0	18.0	8.0	15.0	18.1	20.9	..
1997	14.5	26.2	21.2	22.3	23.5	22.8	12.8	11.3	20.5	24.2	..
1998	13.8	25.8	21.4	21.5	23.9	21.9	11.1	11.4	20.0	23.4	..

*Notes:*

1. The above annual estimates are the averages of the four quarterly estimates.
2. The sampling fraction for the monthly labour force survey was 1 in 230 dwellings for NSW and Victoria, 1 in 160 for Qld, 1 in 70 for Tasmania and 1 in 115 for other States and Territories prior to September 1992.
3. The sampling fraction for the monthly labour force survey was 1 in 277 dwellings for NSW, 1 in 242 for Victoria, 1 in 195 for Qld, 1 in 139 for SA, 1 in 146 for WA and 1 in 75 for Tasmania and the Territories from September 1992.
4. *The Labour Force Australia* (ABS Cat. 6203.0) provides the standard errors for labour force survey estimates.

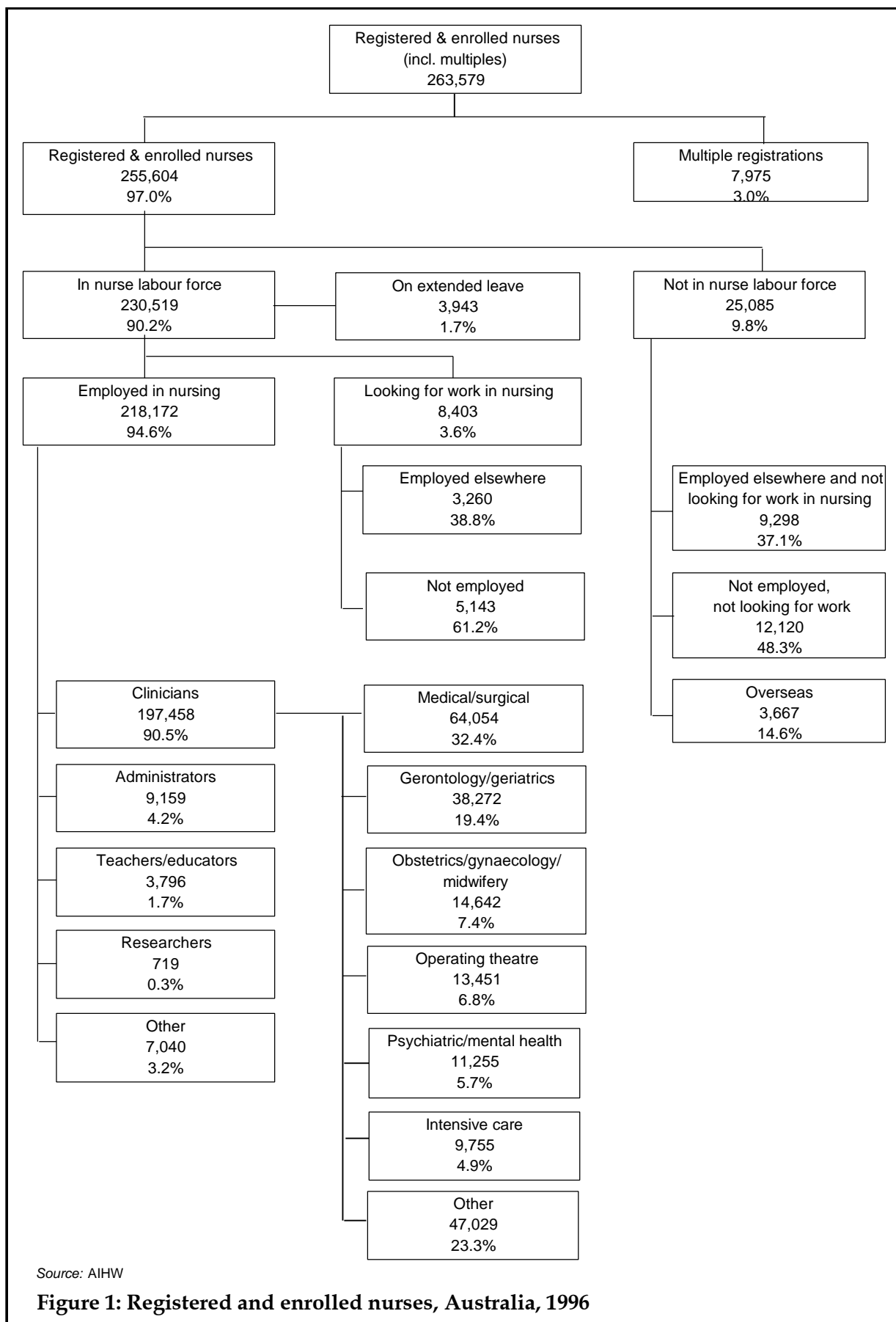
Source: AIHW, from ABS monthly labour force survey quarterly estimates.

**Table 3: Registered and enrolled nurses: employment status, Australia, 1993 to 1996**

Employment status/occupation	1993	1994	1995	1996	1993	1994	1995	1996
Employed in nursing, only or mainly in State/Territory					(per cent)			
Clinician	195,737	204,748	195,692	197,458	90.3	91.0	88.7	90.5
Administrator	8,538	8,534	10,027	9,159	3.9	3.8	4.5	4.2
Teacher/educator	4,623	4,717	4,717	3,796	2.1	2.1	2.1	1.7
Researcher	637	627	884	719	0.3	0.3	0.4	0.3
Other	7,161	6,484	9,347	7,040	3.3	2.9	4.2	3.2
<i>Total</i>	<i>216,696</i>	<i>225,110</i>	<i>220,666</i>	<i>218,172</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
Employed in nursing <sup>(a)</sup>	216,696	225,110	220,666	218,172	93.2	92.9	95.5	94.6
On extended leave	2,535	2,856	2,594	3,943	1.1	1.2	1.1	1.7
Looking for work in nursing								
Employed elsewhere	4,306	4,280	2,447	3,260	1.9	1.8	1.1	1.4
Not employed	9,066	9,979	5,456	5,143	3.9	4.1	2.4	2.2
<i>Total</i>	<i>13,372</i>	<i>14,259</i>	<i>7,902</i>	<i>8,403</i>	<i>5.7</i>	<i>5.9</i>	<i>3.4</i>	<i>3.6</i>
<i>Nursing labour force</i>	<i>232,603</i>	<i>242,225</i>	<i>231,163</i>	<i>230,519</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
Overseas	4,142	4,218	3,675	3,667	10.9	15.8	13.1	14.6
Not looking for work in nursing								
Employed elsewhere	13,410	9,831	10,501	9,298	35.2	36.8	37.5	37.1
Not employed	20,565	12,696	13,820	12,120	54.0	47.5	49.4	48.3
<i>Total</i>	<i>33,975</i>	<i>22,527</i>	<i>24,321</i>	<i>21,419</i>	<i>89.1</i>	<i>84.2</i>	<i>86.9</i>	<i>85.4</i>
<i>Not in nursing labour force</i>	<i>38,117</i>	<i>26,745</i>	<i>27,996</i>	<i>25,085</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
Nursing labour force	232,603	242,225	231,163	230,519	85.9	90.1	89.2	90.2
Not in nursing labour force	38,117	26,745	27,996	25,085	14.1	9.9	10.8	9.8
<i>Total registered, enrolled nurses</i>	<i>270,720</i>	<i>268,970</i>	<i>259,159</i>	<i>255,604</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
Multiple registrations, enrolments	10,733	9,703	8,376	7,975	..	..	..	..
<b>Total registrations, enrolments</b>	<b>281,453</b>	<b>278,673</b>	<b>267,535</b>	<b>263,579</b>	..	..	..	..

(a) Excludes nurses on extended leave.

Source: AIHW.



**Table 4: Employed nurses and full-time equivalent nurses per 100,000 population: States and Territories, 1993 to 1996**

	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Number of nurses per 100,000 population, 1993</b>									
All nurses	1,096	1,368	1,164	1,218	1,502	1,317	1,059	1,090	1,227
FTE nurses <sup>(a)</sup>	876	1,034	928	953	1,149	998	855	932	958
FTE nurses <sup>(b)</sup>	994	1,145	1,047	1,083	1,252	1,103	978	1,089	1,074
Population ('000)	5,997.4	4,464.2	3,116.0	1,676.3	1,462.9	471.4	298.9	169.3	17,656.4
<b>Number of nurses per 100,000 population, 1994</b>									
All nurses	1,093	1,500	1,214	1,223	1,457	1,257	1,018	1,071	1,262
FTE nurses <sup>(a)</sup>	881	1,162	984	960	1,114	952	835	918	998
FTE nurses <sup>(b)</sup>	999	1,282	1,115	1,083	1,214	1,053	979	1,061	1,118
Population ('000)	6,049.2	4,475.5	3,196.1	1,701.1	1,469.4	472.5	300.9	171.1	17,835.8
<b>Number of nurses per 100,000 population, 1995</b>									
All nurses	1,105	1,420	1,070	1,238	1,423	1,376	1,098	1,062	1,222
FTE nurses <sup>(a)</sup>	824	1,133	868	1,004	1,099	1,077	884	923	957
FTE nurses <sup>(b)</sup>	934	1,284	952	1,173	1,201	1,212	1,006	1,106	1,079
Population ('000)	6,115.1	4,502.0	3,277.4	1,731.7	1,474.0	473.0	304.1	173.9	18,051.2
<b>Number of nurses per 100,000 population, 1996</b>									
All nurses	1,100	1,309	1,092	1,212	1,413	1,271	1,064	1,213	1,192
FTE nurses <sup>(a)</sup>	819	1,043	887	1,137	939	995	953	948	931
FTE nurses <sup>(b)</sup>	984	1,178	962	1,236	1,097	1,120	1,142	1,079	1,064
Population ('000)	6,203.9	4,560.8	3,339.1	1,765.7	1,474.4	474.6	308.0	181.9	18,308.4
<b>(percentage change between 1993 and 1996)</b>									
All nurses	0.4	-4.3	-6.2	-0.5	-5.9	-3.5	0.4	11.3	-2.9
FTE nurses <sup>(a)</sup>	-6.5	0.8	-4.4	19.3	-18.3	-0.3	11.4	1.6	-2.8
FTE nurses <sup>(b)</sup>	-1.0	2.9	-8.1	14.2	-12.4	1.5	16.7	-0.9	-0.9
Population	3.4	2.2	7.2	5.3	0.8	0.7	3.0	7.4	3.7

(a) Calculated on the basis that all nurses working 35 or more hours per week are counted as one full-time equivalent (FTE) and all working less than 35 hours per week are a portion of a FTE.

(b) Calculated on the basis that hours worked is divided by 35 for all nurses, i.e. a nurse working 70 hours per week equals 2 FTEs, one working 21 hours equals 0.6 FTEs.

Source: AIHW.

## 2 Nursing employment, 1998

There were 265,753 registrations and enrolments in 1997 and 264,819 in 1998. Applying the average of the numbers in each employment status and occupation for 1995 and 1996 to these totals results in an estimated 257,571 registered and enrolled nurses for 1997, with 231,011 in the nursing labour force and 219,581 employed mainly in nursing. Using the same method results in an estimated 256,666 registrations and enrolments for 1998, with 230,199 in the nursing labour force and 218,810 employed mainly in nursing.

The nurse clinician workforce of 196,000 in 1998 estimated using this method is almost the same as the estimate of 197,700 derived by averaging the Australian Bureau of Statistics (ABS) quarterly nurse workforce estimates for 1998.

**Table 5: Registered and enrolled nurses: employment status, Australia, 1993 to 1998**

Employment status/occupation	Survey results				Estimates <sup>(a)</sup>	
	1993	1994	1995	1996	1997	1998
Employed in nursing, only or mainly in State/Territory						
Clinician	195,737	204,748	195,692	197,458	196,720	196,029
Administrator	8,538	8,534	10,027	9,159	9,600	9,566
Teacher/educator	4,623	4,717	4,717	3,796	4,260	4,245
Researcher	637	627	884	719	802	799
Other	7,161	6,484	9,347	7,040	8,200	8,171
<i>Total</i>	<i>216,696</i>	<i>225,110</i>	<i>220,666</i>	<i>218,172</i>	<i>219,581</i>	<i>218,810</i>
Employed in nursing <sup>(b)</sup>	216,696	225,110	220,666	218,172	219,581	218,810
On extended leave <sup>(c)</sup>	2,535	2,856	2,594	3,943	3,271	3,260
Looking for work in nursing						
Employed elsewhere	4,306	4,280	2,447	3,260	2,856	2,846
Not employed	9,066	9,979	5,456	5,143	5,303	5,284
<i>Total</i>	<i>13,372</i>	<i>14,259</i>	<i>7,902</i>	<i>8,403</i>	<i>8,159</i>	<i>8,130</i>
<i>Nursing labour force</i>	<i>232,603</i>	<i>242,225</i>	<i>231,163</i>	<i>230,519</i>	<i>231,011</i>	<i>230,199</i>
Overseas	4,142	4,218	3,675	3,667	3,673	3,661
Not looking for work in nursing						
Employed elsewhere	13,410	9,831	10,501	9,298	9,907	9,872
Not employed	20,565	12,696	13,820	12,120	12,980	12,934
<i>Total</i>	<i>33,975</i>	<i>22,527</i>	<i>24,321</i>	<i>21,419</i>	<i>22,887</i>	<i>22,806</i>
<i>Not in nursing labour force</i>	<i>38,117</i>	<i>26,745</i>	<i>27,996</i>	<i>25,085</i>	<i>26,560</i>	<i>26,467</i>
Nursing labour force	232,603	242,225	231,163	230,519	231,011	230,199
Not in nursing labour force	38,117	26,745	27,996	25,085	26,560	26,467
<i>Total registered, enrolled nurses</i>	<i>270,720</i>	<i>268,970</i>	<i>259,159</i>	<i>255,604</i>	<i>257,571</i>	<i>256,666</i>
Multiple registrations, enrolments	10,733	9,703	8,376	7,975	8,182	8,153
<b>Total registrations &amp; enrolments</b>	<b>281,453</b>	<b>278,673</b>	<b>267,535</b>	<b>263,579</b>	<b>265,753</b>	<b>264,819</b>

(a) Estimated, based on applying the average of 1995 and 1996 data to total registrations and enrolments for 1997 and 1998.

(b) Excludes nurses on extended leave.

(c) Not included as an option on the New South Wales or Queensland survey forms.

Source: AIHW.

# 3 FTE nursing staff in hospitals, 1997–98

The annual Australian public hospitals data collection by the Australian Institute of Health and Welfare includes full-time equivalent (FTE) staffing numbers in nursing and various other categories. Data relating to private hospitals are taken from the ABS publication *Private Hospitals 1997–98* (ABS 1999).

## Public hospitals

In public hospitals (acute and psychiatric) between 1995–96 and 1997–98 there was an increase in FTE nursing staff per available bed from 1.35 to 1.40. However, staffing per bed, per 1,000 separations and per 1,000 patient days varied significantly among the States and Territories in 1997–98. The three largest States had at or slightly below the national provision of 4.7 FTE nurses per 1,000 patient days. The five smallest States and the two Territories had a significantly higher provision—between 5.0 and 5.4 FTE nurses per 1,000 patient days.

During the period from 1995–96 to 1997–98 changes in patient statistics and staffing in Australia included the following.

- A 5.0% increase in separations and a 6.1% increase in patient days.
- A 14.4% increase in same day separations.
- A decline in overall staffing of 5.1%, including a 2.9% decline in nurse staffing from 80,570 FTE nurses to 78,239 FTE nurses.
- Separations per FTE nurse increased by 8.1% and patient days per FTE nurse increased by 9.3%.

## Private hospitals

Private hospitals (acute and psychiatric) contrast with public hospitals in the trends in their patient statistics and staffing levels. During the period from 1995–96 to 1997–98 changes in patient statistics and staffing in private hospitals in Australia included the following.

- A 9.2% increase in separations and a 0.2% increase in patient days.
- An increase in overall staffing of 6.3%, including a 6.2% increase in nurse staffing from 23,136 FTE nurses to 24,567 FTE nurses.
- Separations per FTE nurse increased by 2.8% and patient days per FTE nurse declined by 5.6%.

However, in 1997–98 the staffing level of one FTE nurse per 64.5 patient separations in private hospitals was significantly lower than the public hospital staffing level of one FTE nurse per 48.2 patient separations. This is largely associated with the substantial differences in the patients treated in terms of their nursing care requirements. Detailed statistics on the demographic, diagnosis and medical procedure characteristics of patients in public and private hospitals are presented in *Australian Hospital Statistics 1997–98* (AIHW 1999).

Private fee-standing day hospitals experienced strong growth in both patient and staffing numbers from 1995–96 to 1997–98. There was a 30.1% increase in patient separations and a 39.9% increase in FTE nursing staff to 696.

**Table 6: Full-time equivalent nursing staff per bed in public acute and psychiatric hospitals, States and Territories, 1995–96 to 1997–98**

	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>1995–96</b>									
FTE nursing staff	30,399	18,000	13,879	6,914	7,132	2,048	1,393	805	80,570
Average available beds	21,560	13,139	11,113	5,547	5,543	1,468	780	570	59,720
FTE nursing staff per bed	1.41	1.37	1.25	1.25	1.29	1.40	1.79	1.41	1.35
<b>1996–97</b>									
FTE nursing staff	28,471	17,211	13,973	6,252	7,248	1,903	1,365	967	77,390
Average available beds	20,705	12,134	10,881	5,177	5,250	1,328	784	577	56,836
FTE nursing staff per bed	1.38	1.42	1.28	1.21	1.38	1.43	1.74	1.68	1.36
<b>1997–98</b>									
FTE nursing staff	28,517	16,714	14,246	7,598	7,371	1,520	1,329	944	78,239
Average available beds	19,705	12,337	10,809	5,263	5,198	1,078	768	577	55,735
FTE nursing staff per bed	1.45	1.35	1.32	1.44	1.42	1.41	1.73	1.64	1.40
FTE nursing staff per 1,000 separations	22.4	18.0	20.8	21.9	21.3	20.3	22.7	17.9	20.7
FTE nursing staff per 1,000 patient days	4.7	4.5	4.6	5.2	5.0	5.4	5.4	5.0	4.7
<b>Per cent increase from 1995–96 to 1997–98</b>									
FTE nursing staff	-6.2	-7.1	2.6	9.9	3.4	-25.8	-4.6	17.3	-2.9
Average available beds	-8.6	-6.1	-2.7	-5.1	-6.2	-26.6	-1.5	1.2	-6.7
FTE nursing staff per bed	2.6	-1.1	5.5	15.8	10.2	1.1	-3.1	15.8	4.0

Source: Australian hospital statistics, AIHW.



**Table 7: Average FTE nursing staff in public acute and psychiatric hospitals: States and Territories, 1995–96 to 1997–98**

Classification	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>1995–96</b>									
Registered nurses	25,559	n.a.	11,280	n.a.	5,488	n.a.	1,194	654	n.a.
Enrolled nurses	4,142	n.a.	2,415	n.a.	1,546	n.a.	199	140	n.a.
Student nurses	—	n.a.	158	n.a.	—	n.a.	—	11	n.a.
Trainee/pupil nurses	691	n.a.	27	n.a.	99	n.a.	—	—	n.a.
<b>Total</b>	<b>30,399</b>	<b>18,000</b>	<b>13,879</b>	<b>6,914</b>	<b>7,132</b>	<b>2,048</b>	<b>1,393</b>	<b>805</b>	<b>80,570</b>
<b>1996–97</b>									
Registered nurses	n.a.	14,790	11,462	n.a.	5,637	n.a.	1,169	836	n.a.
Enrolled nurses	n.a.	2,421	2,396	n.a.	1,532	n.a.	195	131	n.a.
Student nurses	n.a.	n.a.	85	n.a.	—	n.a.	—	—	n.a.
Trainee/pupil nurses	n.a.	n.a.	30	n.a.	79	n.a.	—	—	n.a.
<b>Total</b>	<b>28,471</b>	<b>17,211</b>	<b>13,973</b>	<b>6,252</b>	<b>7,248</b>	<b>1,903</b>	<b>1,365</b>	<b>967</b>	<b>77,390</b>
<b>1997–98</b>									
Registered nurses	n.a.	14,457	11,983	6,848	5,790	n.a.	1,143	800	n.a.
Enrolled nurses	n.a.	2,257	2,263	746	1,527	n.a.	186	141	n.a.
Student nurses	n.a.	—	—	4	—	n.a.	0	3	n.a.
Trainee/pupil nurses	n.a.	—	—	n.a.	54	n.a.	0	0	n.a.
<b>Total</b>	<b>28,517</b>	<b>16,714</b>	<b>14,246</b>	<b>7,598</b>	<b>7,371</b>	<b>1,520</b>	<b>1,329</b>	<b>944</b>	<b>78,239</b>
<b>(per cent)</b>									
<b>1995–96</b>									
Registered nurses	84.1	n.a.	81.3	n.a.	76.9	n.a.	85.7	81.2	n.a.
Enrolled nurses	13.6	n.a.	17.4	n.a.	21.7	n.a.	14.3	17.4	n.a.
Student nurses	—	n.a.	1.1	n.a.	—	n.a.	—	1.4	n.a.
Trainee/pupil nurses	2.3	n.a.	0.2	n.a.	1.4	n.a.	—	—	n.a.
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>1996–97</b>									
Registered nurses	n.a.	85.9	82.0	n.a.	77.8	n.a.	85.6	86.5	n.a.
Enrolled nurses	n.a.	14.1	17.1	n.a.	21.1	n.a.	14.3	13.5	n.a.
Student nurses	n.a.	n.a.	0.6	n.a.	—	n.a.	—	—	n.a.
Trainee/pupil nurses	n.a.	n.a.	0.2	n.a.	1.1	n.a.	—	—	n.a.
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>1997–98</b>									
Registered nurses	n.a.	86.5	84.1	90.1	78.6	n.a.	86.0	84.7	n.a.
Enrolled nurses	n.a.	13.5	15.9	9.8	20.7	n.a.	14.0	14.9	n.a.
Student nurses	n.a.	—	—	0.1	—	n.a.	0.0	0.3	n.a.
Trainee/pupil nurses	n.a.	—	—	n.a.	0.7	n.a.	0.0	0.0	n.a.
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: Australian hospital statistics, AIHW.

**Table 8: Patient and staffing statistics, public acute and psychiatric hospitals, Australia, 1995–96 to 1997–98**

	1995–96	1996–97	1997–98	% change from 1995–96
<b>Patient statistics</b>				
Separations (000s)	3,593	3,642	3,771	5.0
Same day separations (000s)	1,420	1,521	1,624	14.4
Patient days (000s)	15,607	16,531	16,561	6.1
Average stay (days)	4.3	4.5	4.4	1.1
<b>FTE staffing</b>				
Salaried medical officers	13,361	14,210	15,387	15.2
Nurses	80,570	77,390	78,239	-2.9
Other personal care staff	4,901	5,389	4,544	-7.3
Diagnostic and health professionals	24,299	22,360	22,748	-6.4
Administrative and clerical staff	26,213	24,418	24,894	-5.0
Domestic and other staff	35,159	30,927	29,212	-16.9
<b>Total staff</b>	<b>184,494</b>	<b>174,695</b>	<b>175,024</b>	<b>-5.1</b>
<b>Separations per FTE</b>				
Salaried medical officers	268.9	256.3	245.1	-8.9
Nurses	44.6	47.1	48.2	8.1
Other personal care staff	733.1	675.8	829.9	13.2
Diagnostic and health professionals	147.9	162.9	165.8	12.1
Administrative and clerical staff	137.1	149.2	151.5	10.5
Domestic and other staff	102.2	117.8	129.1	26.3
<b>Total staff</b>	<b>19.5</b>	<b>20.8</b>	<b>21.5</b>	<b>10.6</b>
<b>Patient days per FTE</b>				
Salaried medical officers	1,168.1	1,163.3	1,076.3	-7.9
Nurses	193.7	213.6	211.7	9.3
Other personal care staff	3,184.5	3,067.5	3,644.6	14.4
Diagnostic and health professionals	642.3	739.3	728.0	13.3
Administrative and clerical staff	595.4	677.0	665.3	11.7
Domestic and other staff	443.9	534.5	566.9	27.7
<b>Total staff</b>	<b>84.6</b>	<b>94.6</b>	<b>94.6</b>	<b>11.9</b>

Source: Australian hospital statistics, AIHW.

**Table 9: Patient and staffing statistics, private acute and psychiatric hospitals, Australia, 1992–93 to 1997–98**

	1992–93	1993–94	1994–95	1995–96	1996–97	1997–98	% change from 1995–96
<b>Patient statistics</b>							
Separations (000s)	1,202.2	1,250.7	1,346.7	1,452.3	1,539.4	1,585.3	9.2
Occupied bed days (000s)	5,006.3	5,172.4	5,421.9	5,844.2	5,853.6	5,858.8	0.2
Average stay (days)	4.2	4.1	4.0	4.0	3.8	3.7	-8.1
<b>FTE staffing</b>							
Salaried medical officers and other diagnostic and health professionals	1,081.1	1,310.2	1,608.9	1,652.5	1,764.5	2,055.2	24.4
Nursing staff	19,357.8	20,032.9	21,512.2	23,135.5	24,193.2	24,566.6	6.2
Registered	15,514.0	16,361.5	18,111.6	19,545.7	20,701.7	21,130.5	8.1
Other	3,843.8	3,671.5	3,400.6	3,589.7	3,491.5	3,436.1	-4.3
Administrative and clerical staff	3,882.9	4,124.6	4,593.3	5,105.9	5,225.4	5,419.2	6.1
Domestic and other staff	8,170.9	8,289.9	8,875.2	9,206.0	9,724.5	9,524.6	3.5
<b>Total staff</b>	<b>32,492.6</b>	<b>33,757.6</b>	<b>36,588.6</b>	<b>39,099.9</b>	<b>40,907.5</b>	<b>41,565.6</b>	<b>6.3</b>
<b>Separations per FTE</b>							
Salaried medical officers and other diagnostic and health professionals	1,112.0	954.6	837.0	878.9	872.4	771.4	-12.2
Nursing staff	62.1	62.4	62.6	62.8	63.6	64.5	2.8
Registered	77.5	76.4	74.4	74.3	74.4	75.0	1.0
Other	312.8	340.7	396.0	404.6	440.9	461.4	14.0
Administrative and clerical staff	309.6	303.2	293.2	284.4	294.6	292.5	2.8
Domestic and other staff	147.1	150.9	151.7	157.8	158.3	166.4	5.5
<b>Total staff</b>	<b>37.0</b>	<b>37.0</b>	<b>36.8</b>	<b>37.1</b>	<b>37.6</b>	<b>38.1</b>	<b>2.7</b>
<b>Patient days per FTE</b>							
Salaried medical officers and other diagnostic and health professionals	4,630.7	3,947.8	3,369.9	3,536.6	3,317.4	2,850.7	-19.4
Nursing staff	258.6	258.2	252.0	252.6	242.0	238.5	-5.6
Registered	322.7	316.1	299.4	299.0	282.8	277.3	-7.3
Other	1,302.4	1,408.8	1,594.4	1,628.0	1,676.5	1,705.1	4.7
Administrative and clerical staff	1,289.3	1,254.0	1,180.4	1,144.6	1,120.2	1,081.1	-5.5
Domestic and other staff	612.7	623.9	610.9	634.8	601.9	615.1	-3.1
<b>Total staff</b>	<b>154.1</b>	<b>153.2</b>	<b>148.2</b>	<b>149.5</b>	<b>143.1</b>	<b>141.0</b>	<b>-5.7</b>

Note: Percentage increases are calculated for 1995–96 to 1997–98 for comparison with Tables 8 and 10.

Source: ABS, *Private Hospitals*, Cat. No. 4390.0.

**Table 10: Patient and staffing statistics, private free-standing day hospitals, 1993–94 to 1997–98**

	1993–94	1994–95	1995–96	1996–97	1997–98	% change from 1995–96
<b>Patient statistics</b>						
Separations	182,178	189,863	208,793	226,266	271,700	30.1
<b>FTE staffing</b>						
Nursing staff	359.9	409.5	497.4	571.1	695.7	39.9
Administrative and clerical staff	211.5	244.2	290.7	331.8	397.6	36.8
Other staff	81.5	101.3	101.6	107.6	126.4	24.4
<b>Total staff</b>	<b>653.1</b>	<b>755.0</b>	<b>889.7</b>	<b>1,010.6</b>	<b>1,219.7</b>	<b>37.1</b>
<b>Separations per FTE</b>						
Nursing staff	506.2	463.6	419.8	396.2	390.5	-7.0
Administrative and clerical staff	861.4	777.5	718.2	681.9	683.4	-4.9
Other staff	2,235.3	1,874.3	2,055.0	2,102.8	2,149.5	4.6
<b>Total staff</b>	<b>278.9</b>	<b>251.5</b>	<b>234.7</b>	<b>223.9</b>	<b>222.8</b>	<b>-5.1</b>

Note: Percentage increases are calculated for 1995–96 to 1997–98 for comparison with Tables 8 and 9.

Source: ABS, *Private Hospitals*, Cat. No. 4390.0.

# 4 Education and migration

## Education

Statistics on students who commenced, enrolled in or completed courses in nursing were produced by AIHW from data provided by the Department of Education, Training and Youth Affairs (DETYA). The features of these data include:

- 31,063 students were enrolled in nursing courses in 1998 – 21,542 (69.3%) in basic nursing and 9,521 (30.7%) in post-basic nursing courses. This represented a 13% decline from the peak enrolment of 35,692 in 1993.
- There is concern from some State health authorities that shortages in specialist fields of nursing practice are being exacerbated by the costs of course fees and time out of the workforce to undertake post-basic training. Between 1994 and 1997, the number of Australian permanent resident nurses completing postgraduate diplomas in nursing increased by 76.1% from 921 to 1,622. However, there were 1,725 persons in 1998 commencing postgraduate diplomas in nursing, a decline from 2,075 in 1997 and 2,058 in 1996.
- There is also concern that the overall nurse workforce in the future may be under-supplied because of a significant rise in mature-age students commencing undergraduate nurse training. There has been a major change in the age profile of persons commencing undergraduate nurse training, with a large increase in mature-age students. By 1998, the average age of students commencing pre-registration bachelor degrees had risen to 24.5 years, from 21.8 years only 5 years earlier. In 1998, students aged 30–39 represented 17.4% of the intake and a further 9.5% were aged 40 years or more. Only 38.1% were traditional school leavers aged less than 19 years (source: unpublished AIHW analysis of DETYA data).
- 95.1% of students enrolled in basic nursing courses in 1998 were Australian citizen or permanent resident students, 86.3% of whom were female.
- 13,667 students commenced nursing courses in 1998 – 44.0% of enrolments. Of these, 8,411 (61.5%) commenced basic nursing and 5,256 (38.5%) commenced post-basic nursing courses.
- 93.4% of students commencing basic nursing courses in 1998 were Australian citizens or permanent resident students – 86.3% of these were female.
- Of post-basic nursing students enrolled in bachelor (pass and honours) courses in 1998, 34.8% were from overseas. Of those commencing such courses, 46.4% were overseas students.
- 10,655 students completed nursing courses at Australian universities in 1997 – 5,976 (56.0%) completed basic and 4,679 (44.0%) post-basic nursing courses.
- 89.1% of students completing basic nursing courses were Australian citizen or permanent resident students, 87.4% of whom were female.
- Of the 9,356 Australian permanent resident students in 1997 who completed nursing courses, 81.5% were born in Australia, 17.2% were born overseas, and the remaining 1.3% were unable to be classified. Of the 1,607 students born overseas, 38.7% were from the United Kingdom and Ireland.

- The home location of 60.3% of Australian citizen or permanent resident students enrolled in nursing courses was a capital city; 8.5% other metropolitan areas; 26.5% rural areas; and 2.3% from remote areas. This was similar to the distribution for the population as a whole.

## Migration

International migration statistics in this publication were produced by AIHW from data provided by the Department of Immigration and Multicultural Affairs. In 1997–98, migration flows included:

- 994 nurses who were residents of foreign countries permanently migrated to Australia and a further 1,878 nurses who were Australian residents returned after a long-term (12 months or more) overseas stay. Also, 651 Australian nurses permanently migrated from Australia and a further 666 nurses who had been residing in Australia for 12 months or more departed.
- 496 nurses who were citizens of foreign countries arrived in Australia temporarily to take up employment. Of these, 276 migrated for a long-term stay, and 220 for a short-term stay. Of the 496, 62% previously resided in the United Kingdom/Ireland, and 27% in New Zealand. In addition, 815 Australian resident nurses left Australia for a long-term stay for employment overseas. Of these, 345 (42%) went to work in the United Kingdom/Ireland, 162 (20%) to the Middle East and 71 (9%) to the United States or Canada.
- 189 nurses arrived in Australia for a short or long-term stay for education purposes. Of these, 102 (54%) previously resided in Asia. Fifty Australian resident nurses departed for long-term study overseas, 24 (48%) of these going to the United Kingdom/Ireland.

The Australian Nursing Council Incorporated is responsible for assessing, for migration purposes, the qualifications of nurses educated overseas. In 1997–98, there were 570 overseas-qualified nurse applicants assessed as eligible to practise nursing in Australia. Of these, 350 (61.4%) were from the United Kingdom/Ireland, a large decline from 613 (74.8%) in 1995–96.

The unsuccessful applicants were advised that either they would need to undertake a migrant bridging program or they did not meet the requirements for registration because:

- the length of time since the applicant last practised nursing was more than five years;
- there is no register existing in Australia for the particular qualification held; or
- the applicant was not a registered nurse in the country of origin.

**Table 11: Australian permanent resident nursing course completions: country of birth and year of completion, 1990 to 1997**

Country of birth	1990	1991	1992	1993	1994	1995	1996 <sup>(a)</sup>	1997
Australia	3,598	4,775	6,950	8,623	8,769	8,660	8,079	7,624
New Zealand	28	37	44	77	87	89	258	107
Papua New Guinea	12	15	34	30	29	41	28	28
Other Oceania	14	12	19	29	22	34	36	28
UK and Ireland	301	335	585	692	620	656	699	622
West Germany	22	11	29	41	41	27	24	29
Netherlands	13	13	31	34	24	31	39	23
Other Europe	56	76	138	131	134	152	129	136
Hong Kong	16	22	59	85	76	98	107	74
India	18	16	14	26	20	41	31	24
Malaysia	42	53	68	97	100	109	86	82
Singapore	10	16	13	20	27	17	23	20
Vietnam	11	14	18	27	28	32	43	46
Philippines	19	28	48	60	71	67	87	75
Other Asia/Middle East	28	32	51	65	71	100	98	122
South Africa	15	21	38	42	40	42	51	44
Other Africa	38	29	60	69	61	58	92	45
Canada	14	15	25	25	23	34	29	30
USA	9	12	15	28	20	29	19	31
Chile	9	14	25	28	16	16	26	17
Other America	15	15	14	25	21	35	38	24
Not stated	924	1,093	405	210	465	46	68	125
<b>Total</b>	<b>5,212</b>	<b>6,654</b>	<b>8,683</b>	<b>10,464</b>	<b>10,765</b>	<b>10,414</b>	<b>10,090</b>	<b>9,356</b>
	(per cent)							
Australia	69.0	71.8	80.0	82.4	81.5	83.2	80.1	81.5
New Zealand	0.5	0.6	0.5	0.7	0.8	0.9	2.6	1.1
Papua New Guinea	0.2	0.2	0.4	0.3	0.3	0.4	0.3	0.3
Other Oceania	0.3	0.2	0.2	0.3	0.2	0.3	0.4	0.3
UK and Ireland	5.8	5.0	6.7	6.6	5.8	6.3	6.9	6.6
West Germany	0.4	0.2	0.3	0.4	0.4	0.3	0.2	0.3
Netherlands	0.2	0.2	0.4	0.3	0.2	0.3	0.4	0.2
Other Europe	1.1	1.1	1.6	1.3	1.2	1.5	1.3	1.5
Hong Kong	0.3	0.3	0.7	0.8	0.7	0.9	1.1	0.8
India	0.3	0.2	0.2	0.2	0.2	0.4	0.3	0.3
Malaysia	0.8	0.8	0.8	0.9	0.9	1.0	0.9	0.9
Singapore	0.2	0.2	0.1	0.2	0.3	0.2	0.2	0.2
Vietnam	0.2	0.2	0.2	0.3	0.3	0.3	0.4	0.5
Philippines	0.4	0.4	0.6	0.6	0.7	0.6	0.9	0.8
Other Asia/Middle East	0.5	0.5	0.6	0.6	0.7	1.0	1.0	1.3
South Africa	0.3	0.3	0.4	0.4	0.4	0.4	0.5	0.5
Other Africa	0.7	0.4	0.7	0.7	0.6	0.6	0.9	0.5
Canada	0.3	0.2	0.3	0.2	0.2	0.3	0.3	0.3
USA	0.2	0.2	0.2	0.3	0.2	0.3	0.2	0.3
Chile	0.2	0.2	0.3	0.3	0.1	0.2	0.3	0.2
Other America	0.3	0.2	0.2	0.2	0.2	0.3	0.4	0.3
Not stated	17.7	16.4	4.7	2.0	4.3	0.4	0.7	1.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Includes New Zealand citizens, which were included with Australian permanent resident student data for 1996 by DETYA.

Note: Excludes students completing 'other award courses'.

Source: AIHW from DETYA data.

**Table 12: Nursing course commencements: type and level of course, residency and year of commencement, Australia, 1989 to 1998**

Type/level of course	1989	1990	1991	1992	1993	1994	1995	1996	1997 <sup>(a)</sup>	1998
<b>Australian citizens and permanent resident students</b>										
<b>Basic nursing</b>										
Bachelor (pass/honours)	122	184	801	8,748	8,407	8,264	8,135	7,778	7,546	7,819
Diploma/Other	6,625	7,656	8,546	347	121	13	11	3	6	39
<i>Total basic nursing</i>	<i>6,747</i>	<i>7,840</i>	<i>9,347</i>	<i>9,095</i>	<i>8,528</i>	<i>8,277</i>	<i>8,146</i>	<i>7,781</i>	<i>7,552</i>	<i>7,858</i>
Per cent female	85.8	87.3	85.6	85.4	85.2	86.0	84.9	85.2	85.9	86.3
<b>Post-basic nursing</b>										
PhD/Masters/higher doctorate	87	135	261	292	434	458	637	702	872	841
Postgraduate qualifying	—	12	43	12	14	3	—	3	—	—
Postgraduate diploma	126	354	501	692	1,034	1,397	1,843	2,058	2,075	1,725
Bachelor (postgraduate)	—	—	98	—	—	115	108	50	19	72
Bachelor (pass/honours)	2,014	2,969	3,125	3,347	3,441	2,703	2,623	2,092	1,277	1,033
Graduate certificate	—	—	46	87	233	225	301	446	337	474
Diploma/associate diploma	608	114	12	7	—	—	—	—	—	0
<i>Total post-basic nursing</i>	<i>2,835</i>	<i>3,584</i>	<i>4,086</i>	<i>4,437</i>	<i>5,156</i>	<i>4,901</i>	<i>5,512</i>	<i>5,351</i>	<i>4,580</i>	<i>4,145</i>
Per cent female	88.8	88.9	89.4	89.4	91.3	91.8	90.1	90.2	89.8	89.9
<b>Total</b>	<b>9,582</b>	<b>11,424</b>	<b>13,433</b>	<b>13,532</b>	<b>13,684</b>	<b>13,178</b>	<b>13,658</b>	<b>13,132</b>	<b>12,132</b>	<b>12,003</b>
Per cent female	86.7	87.8	86.8	86.7	87.5	88.1	87.0	87.3	87.4	87.6
<b>Overseas students</b>										
<b>Basic nursing</b>										
Bachelor (pass/honours)	2	6	28	567	425	512	490	444	679	552
Diploma/Other	163	173	194	19	13	—	—	—	—	1
<i>Total basic nursing</i>	<i>165</i>	<i>179</i>	<i>222</i>	<i>586</i>	<i>438</i>	<i>512</i>	<i>490</i>	<i>444</i>	<i>679</i>	<i>553</i>
Per cent female	83.6	92.2	86.0	87.4	87.9	87.3	89.4	91.0	93.1	89.9
<b>Post-basic nursing</b>										
PhD/Masters/higher doctorate	5	3	14	18	31	38	36	37	90	140
Postgraduate qualifying	—	—	1	—	2	—	—	—	—	—
Postgraduate diploma	5	10	18	28	33	47	63	34	44	61
Bachelor (postgraduate)	—	—	2	—	—	17	3	14	4	2
Bachelor (pass/honours)	170	206	267	214	208	215	349	377	571	896
Graduate certificate	—	—	1	2	3	3	5	11	26	12
Diploma/associate diploma	25	28	29	—	—	—	—	—	—	—
<i>Total post-basic nursing</i>	<i>205</i>	<i>247</i>	<i>332</i>	<i>262</i>	<i>277</i>	<i>320</i>	<i>456</i>	<i>473</i>	<i>735</i>	<i>1,111</i>
Per cent female	88.8	90.7	91.9	90.1	93.1	92.2	91.7	94.9	93.3	90.4
<b>Total</b>	<b>370</b>	<b>426</b>	<b>554</b>	<b>848</b>	<b>715</b>	<b>832</b>	<b>946</b>	<b>917</b>	<b>1,414</b>	<b>1,664</b>
Per cent female	86.5	91.3	89.5	88.2	89.9	89.2	90.5	93.0	93.2	88.0
<b>(overseas students as a percentage of all students)</b>										
<b>Basic nursing</b>										
Bachelor (pass/honours)	1.6	3.2	3.4	6.1	4.8	5.8	5.7	5.4	8.3	6.6
Diploma/Other	2.4	2.2	2.2	5.2	9.7	—	—	—	—	—
<i>Total basic nursing</i>	<i>2.4</i>	<i>2.2</i>	<i>2.3</i>	<i>6.1</i>	<i>4.9</i>	<i>5.8</i>	<i>5.7</i>	<i>5.4</i>	<i>8.2</i>	<i>6.6</i>
<b>Post-basic nursing</b>										
PhD/Masters/higher doctorate	5.4	2.2	5.1	5.8	6.7	7.7	5.3	5.0	9.4	14.3
Postgraduate qualifying	—	—	2.3	—	12.5	—	—	—	—	—
Postgraduate diploma	3.8	2.7	3.5	3.9	3.1	3.3	3.3	1.6	2.1	3.4
Bachelor (postgraduate)	—	—	2.0	—	—	12.9	2.7	21.9	17.4	2.7
Bachelor (pass/honours)	7.8	6.5	7.9	6.0	5.7	7.4	11.7	15.3	30.9	46.4
Graduate certificate	—	—	2.1	2.2	1.3	1.3	1.6	2.4	7.2	2.5
Diploma/associate diploma	3.9	19.7	70.7	—	—	—	—	—	—	—
<i>Total post-basic nursing</i>	<i>6.7</i>	<i>6.4</i>	<i>7.5</i>	<i>5.6</i>	<i>5.1</i>	<i>6.1</i>	<i>7.6</i>	<i>8.1</i>	<i>13.8</i>	<i>21.1</i>
<b>Total</b>	<b>3.7</b>	<b>3.6</b>	<b>4.0</b>	<b>5.9</b>	<b>5.0</b>	<b>5.9</b>	<b>6.5</b>	<b>6.5</b>	<b>10.4</b>	<b>12.2</b>

(a) Includes New Zealand citizens, which were included with Australian permanent resident students data for 1997 by DETYA. Numbers, however, are now small because New Zealand citizens are required to pay HECS fees up front at Australian universities.

Source: AIHW from DETYA data.



**Table 13: Nursing course enrolments: type and level of course, residency and year of enrolment, Australia, 1989 to 1998**

Type/level of course	1989	1990	1991	1992	1993	1994	1995	1996	1997 <sup>(a)</sup>	1998
<b>Australian permanent resident students</b>										
<b>Basic nursing</b>										
Bachelor (pass/honours)	319	347	1,261	15,152	21,615	23,373	22,144	21,058	20,366	20,441
Diploma/other	15,334	17,944	20,405	8,227	2,319	256	66	10	12	41
<i>Total basic nursing</i>	<i>15,653</i>	<i>18,291</i>	<i>21,666</i>	<i>23,379</i>	<i>23,934</i>	<i>23,629</i>	<i>22,210</i>	<i>21,068</i>	<i>20,378</i>	<i>20,482</i>
Per cent female	86.2	86.9	86.7	86.5	86.1	86.5	86.3	86.0	86.0	86.3
<b>Post-basic nursing</b>										
PhD/Masters/higher doctorate	146	265	472	603	821	954	1,217	1,374	1,669	1,660
Postgraduate qualifying	—	12	62	17	19	5	—	3	—	—
Postgraduate diploma	189	463	753	1,073	1,511	2,088	2,641	3,245	3,226	2,847
Bachelor (postgraduate)	—	—	348	—	—	189	192	128	60	83
Bachelor (pass/honours)	3,963	5,635	6,803	7,753	7,819	5,486	5,157	4,701	3,446	2,670
Graduate certificate	—	—	46	106	251	272	321	493	401	517
Diploma/associate diploma	1,007	330	17	31	—	—	—	—	—	—
<i>Total post-basic nursing</i>	<i>5,305</i>	<i>6,705</i>	<i>8,501</i>	<i>9,583</i>	<i>10,421</i>	<i>8,994</i>	<i>9,528</i>	<i>9,944</i>	<i>8,802</i>	<i>7,777</i>
Per cent female	87.1	88.6	89.2	89.9	90.8	91.7	90.8	91.2	90.8	90.6
<b>Total</b>	<b>20,958</b>	<b>24,996</b>	<b>30,167</b>	<b>32,962</b>	<b>34,355</b>	<b>32,623</b>	<b>31,738</b>	<b>31,012</b>	<b>29,180</b>	<b>28,259</b>
Per cent female	86.4	87.3	87.4	87.5	87.5	88.0	87.6	87.6	87.5	87.5
<b>Overseas students</b>										
<b>Basic nursing</b>										
Bachelor (pass/honours)	5	7	40	789	852	842	995	766	1,084	1,060
Diploma/other	302	365	413	169	70	10	2	—	—	1
<i>Total basic nursing</i>	<i>307</i>	<i>372</i>	<i>453</i>	<i>958</i>	<i>922</i>	<i>852</i>	<i>997</i>	<i>766</i>	<i>1,084</i>	<i>1,060</i>
Per cent female	85.3	87.6	86.5	86.7	88.2	87.7	87.7	88.5	90.9	86.6
<b>Post-basic nursing</b>										
PhD/Masters/higher doctorate	13	7	18	32	47	67	82	68	121	227
Postgraduate qualifying	—	—	1	—	2	—	—	—	—	—
Postgraduate diploma	6	12	23	31	44	60	81	34	47	75
Bachelor (postgraduate)	—	—	7	—	—	20	5	14	4	2
Bachelor (pass/honours)	244	371	440	397	317	316	508	547	888	1,427
Graduate certificate	—	—	1	3	5	4	5	11	26	13
Diploma/associate diploma	28	31	30	2	—	—	—	—	—	—
<i>Total post-basic nursing</i>	<i>291</i>	<i>421</i>	<i>520</i>	<i>465</i>	<i>415</i>	<i>467</i>	<i>681</i>	<i>674</i>	<i>1,086</i>	<i>1,744</i>
Per cent female	90.7	91.0	92.5	89.2	90.8	92.7	92.8	95.4	93.0	90.9
<b>Total</b>	<b>598</b>	<b>793</b>	<b>973</b>	<b>1,423</b>	<b>1,337</b>	<b>1,319</b>	<b>1,678</b>	<b>1,440</b>	<b>2,170</b>	<b>2,804</b>
Per cent female	88.0	89.4	89.7	87.6	89.0	89.5	89.7	91.7	91.9	87.9
<b>(overseas students as a percentage of all students)</b>										
<b>Basic nursing</b>										
Bachelor (pass/honours)	1.5	2.0	3.1	4.9	3.8	3.5	4.3	3.5	5.1	4.9
Diploma/other	1.9	2.0	2.0	2.0	2.9	3.8	2.9	—	—	—
<i>Total basic nursing</i>	<i>1.9</i>	<i>2.0</i>	<i>2.0</i>	<i>3.9</i>	<i>3.7</i>	<i>3.5</i>	<i>4.3</i>	<i>3.5</i>	<i>5.1</i>	<i>4.9</i>
<b>Post-basic nursing</b>										
PhD/Masters/higher doctorate	8.2	2.6	3.7	5.0	5.4	6.6	6.3	4.7	6.8	12.0
Postgraduate qualifying	—	—	1.6	—	9.5	—	—	—	—	—
Postgraduate diploma	3.1	2.5	3.0	2.8	2.8	2.8	3.0	1.0	1.4	2.6
Bachelor (postgraduate)	—	—	2.0	—	—	9.6	2.5	9.9	6.3	2.4
Bachelor (pass/honours)	5.8	6.2	6.1	4.9	3.9	5.4	9.0	10.4	20.5	34.8
Graduate certificate	—	—	2.1	2.8	2.0	1.4	1.5	2.2	6.1	2.5
Diploma/associate diploma	2.7	8.6	63.8	6.1	—	—	—	—	—	—
<i>Total post-basic nursing</i>	<i>5.2</i>	<i>5.9</i>	<i>5.8</i>	<i>4.6</i>	<i>3.8</i>	<i>4.9</i>	<i>6.7</i>	<i>6.3</i>	<i>11.0</i>	<i>18.3</i>
<b>Total</b>	<b>2.8</b>	<b>3.1</b>	<b>3.1</b>	<b>4.1</b>	<b>3.7</b>	<b>3.9</b>	<b>5.0</b>	<b>4.4</b>	<b>6.9</b>	<b>9.0</b>

(a) Includes New Zealand citizens, which were included with Australian permanent resident students data for 1997 by DETYA. Numbers, however, are now small because New Zealand citizens are required to pay HECS fees up front at Australian universities.

Source: AIHW from DETYA data.

**Table 14: Nursing course completions: type and level of course, residency and year of completion, Australia, 1989 to 1997**

Type/level of course	1989	1990	1991	1992	1993	1994	1995	1996 <sup>(a)</sup>	1997
<b>Australian permanent resident students</b>									
<b>Basic nursing</b>									
Bachelor (pass/honours)	—	16	203	2,528	5,461	6,588	6,073	5,814	5,284
Diploma/Other	3,036	3,760	4,254	2,673	1,165	180	46	7	39
<i>Total basic nursing</i>	<i>3,036</i>	<i>3,776</i>	<i>4,457</i>	<i>5,201</i>	<i>6,626</i>	<i>6,768</i>	<i>6,119</i>	<i>5,821</i>	<i>5,323</i>
Per cent female	88.4	87.6	88.3	88.5	88.4	87.9	87.6	88.0	87.4
<b>Post-basic nursing</b>									
PhD/Masters/higher doctorate	2	14	42	51	113	131	154	187	298
Postgraduate qualifying	—	—	13	1	—	—	—	—	—
Postgraduate diploma	62	177	289	359	584	921	1,025	1,458	1,622
Bachelor (postgraduate)	—	—	67	—	149	103	100	75	38
Bachelor (pass/honours)	1,048	1,164	1,745	3,007	2,835	2,693	2,815	2,215	1,751
Graduate certificate	—	—	23	56	157	149	201	334	324
Diploma/associate diploma	392	81	18	8	—	—	—	—	—
<i>Total post-basic nursing</i>	<i>1,504</i>	<i>1,436</i>	<i>2,197</i>	<i>3,482</i>	<i>3,838</i>	<i>3,997</i>	<i>4,295</i>	<i>4,269</i>	<i>4,033</i>
Per cent female	88.2	87.7	88.2	90.4	91.2	91.8	91.8	91.9	92.1
<b>Total</b>	<b>4,540</b>	<b>5,212</b>	<b>6,654</b>	<b>8,683</b>	<b>10,464</b>	<b>10,765</b>	<b>10,414</b>	<b>10,090</b>	<b>9,356</b>
Per cent female	88.3	87.6	88.3	89.3	89.4	89.4	89.3	89.7	89.4
<b>Overseas students</b>									
<b>Basic nursing</b>									
Bachelor (pass/honours)	—	—	2	324	488	508	363	219	652
Diploma/Other	78	53	68	91	22	3	3	—	1
<i>Total basic nursing</i>	<i>78</i>	<i>53</i>	<i>70</i>	<i>415</i>	<i>510</i>	<i>511</i>	<i>366</i>	<i>219</i>	<i>653</i>
Per cent female	93.6	81.1	84.3	84.6	88.4	87.7	88.8	92.7	91.1
<b>Post-basic nursing</b>									
PhD/Masters/higher doctorate	4	2	4	2	6	14	15	26	53
Postgraduate diploma	4	12	14	8	20	34	62	24	48
Bachelor (postgraduate)	—	—	1	—	34	14	15	20	6
Bachelor (pass/honours)	76	153	215	246	192	242	284	373	515
Graduate certificate	—	—	—	1	2	1	1	1	24
Diploma/associate diploma	14	62	69	—	—	—	—	—	—
<i>Total post-basic nursing</i>	<i>98</i>	<i>229</i>	<i>303</i>	<i>257</i>	<i>254</i>	<i>305</i>	<i>377</i>	<i>444</i>	<i>646</i>
Per cent female	90.8	92.1	94.1	93.0	89.0	93.4	93.1	95.3	94.1
<b>Total</b>	<b>176</b>	<b>282</b>	<b>373</b>	<b>672</b>	<b>764</b>	<b>816</b>	<b>743</b>	<b>663</b>	<b>1,299</b>
Per cent female	92.0	90.1	92.2	87.8	88.6	89.8	91.0	94.4	92.6
<b>(overseas students as a percentage of all students)</b>									
<b>Basic nursing</b>									
Bachelor (pass/honours)	..	..	1.0	11.4	8.2	7.2	5.6	3.6	11.0
Diploma/Other	2.5	1.4	1.6	3.3	1.9	1.6	6.1	..	2.5
<i>Total basic nursing</i>	<i>2.5</i>	<i>1.4</i>	<i>1.5</i>	<i>7.4</i>	<i>7.1</i>	<i>7.0</i>	<i>5.6</i>	<i>3.6</i>	<i>10.9</i>
<b>Post-basic nursing</b>									
PhD/Masters/higher doctorate	66.7	12.5	8.7	3.8	5.0	9.7	8.9	12.2	15.1
Postgraduate diploma	6.1	6.3	4.6	2.2	3.3	3.6	5.7	1.6	2.9
Bachelor (postgraduate)	..	..	1.5	..	18.6	12.0	13.0	21.1	13.6
Bachelor (pass/honours)	6.8	11.6	11.0	7.6	6.3	8.2	9.2	14.4	22.7
Graduate certificate	..	..	..	1.8	1.3	0.7	0.5	0.3	6.9
Diploma/associate diploma	3.4	43.4	79.3	..	..	..	..	..	..
<i>Total post-basic nursing</i>	<i>6.1</i>	<i>13.8</i>	<i>12.1</i>	<i>6.9</i>	<i>6.2</i>	<i>7.1</i>	<i>8.1</i>	<i>9.4</i>	<i>13.8</i>
<b>Total</b>	<b>3.7</b>	<b>5.1</b>	<b>5.3</b>	<b>7.2</b>	<b>6.8</b>	<b>7.0</b>	<b>6.7</b>	<b>6.2</b>	<b>12.2</b>

(a) Includes New Zealand citizens, which were included with Australian permanent resident students data for 1996 by DETYA. Numbers, however, are now small because New Zealand citizens are required to pay HECS fees up front at Australian universities.

Source: AIHW from DETYA data.

**Table 15: Australian permanent resident students completing nursing courses: country of birth by year of completion, 1990 to 1997**

Country of birth	1990	1991	1992	1993	1994	1995	1996 <sup>(a)</sup>	1997 <sup>(a)</sup>
	<b>(number)</b>							
Australia	3,598	4,775	6,950	8,623	8,769	8,660	8,079	7,624
New Zealand	28	37	44	77	87	89	258	107
Papua New Guinea	12	15	34	30	29	41	28	28
Other Oceania	14	12	19	29	22	34	36	28
UK and Ireland	301	335	585	692	620	656	699	622
West Germany	22	11	29	41	41	27	24	29
Netherlands	13	13	31	34	24	31	39	23
Other Europe	56	76	138	131	134	152	129	136
Hong Kong	16	22	59	85	76	98	107	74
India	18	16	14	26	20	41	31	24
Malaysia	42	53	68	97	100	109	86	82
Singapore	10	16	13	20	27	17	23	20
Vietnam	11	14	18	27	28	32	43	46
Philippines	19	28	48	60	71	67	87	75
Other Asia/Middle East	28	32	51	65	71	100	98	122
South Africa	15	21	38	42	40	42	51	44
Other Africa	38	29	60	69	61	58	92	45
Canada	14	15	25	25	23	34	29	30
USA	9	12	15	28	20	29	19	31
Chile	9	14	25	28	16	16	26	17
Other America	15	15	14	25	21	35	38	24
Not stated	924	1,093	405	210	465	46	68	125
<b>Total</b>	<b>5,212</b>	<b>6,654</b>	<b>8,683</b>	<b>10,464</b>	<b>10,765</b>	<b>10,414</b>	<b>10,090</b>	<b>9,356</b>
	<b>(per cent)</b>							
Australia	69.0	71.8	80.0	82.4	81.5	83.2	80.1	81.5
New Zealand	0.5	0.6	0.5	0.7	0.8	0.9	2.6	1.1
Papua New Guinea	0.2	0.2	0.4	0.3	0.3	0.4	0.3	0.3
Other Oceania	0.3	0.2	0.2	0.3	0.2	0.3	0.4	0.3
UK and Ireland	5.8	5.0	6.7	6.6	5.8	6.3	6.9	6.6
Germany	0.4	0.2	0.3	0.4	0.4	0.3	0.2	0.3
Netherlands	0.2	0.2	0.4	0.3	0.2	0.3	0.4	0.2
Other Europe	1.1	1.1	1.6	1.3	1.2	1.5	1.3	1.5
Hong Kong	0.3	0.3	0.7	0.8	0.7	0.9	1.1	0.8
India	0.3	0.2	0.2	0.2	0.2	0.4	0.3	0.3
Malaysia	0.8	0.8	0.8	0.9	0.9	1.0	0.9	0.9
Singapore	0.2	0.2	0.1	0.2	0.3	0.2	0.2	0.2
Vietnam	0.2	0.2	0.2	0.3	0.3	0.3	0.4	0.5
Philippines	0.4	0.4	0.6	0.6	0.7	0.6	0.9	0.8
Other Asia/Middle East	0.5	0.5	0.6	0.6	0.7	1.0	1.0	1.3
South Africa	0.3	0.3	0.4	0.4	0.4	0.4	0.5	0.5
Other Africa	0.7	0.4	0.7	0.7	0.6	0.6	0.9	0.5
Canada	0.3	0.2	0.3	0.2	0.2	0.3	0.3	0.3
USA	0.2	0.2	0.2	0.3	0.2	0.3	0.2	0.3
Chile	0.2	0.2	0.3	0.3	0.1	0.2	0.3	0.2
Other America	0.3	0.2	0.2	0.2	0.2	0.3	0.4	0.3
Not stated	17.7	16.4	4.7	2.0	4.3	0.4	0.7	1.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Includes New Zealand citizens, which were included with Australian permanent resident students data for 1996 by DETYA. Numbers, however, are now small because New Zealand citizens are required to pay HECS fees up front at Australian universities.

Source: AIHW from DETYA data.

**Table 16: Australian permanent resident students commencing nursing courses: geographic location of home residence, sex, States and Territories, 1998**

Geographic location	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Males</b>									
Capital city	233	125	134	50	62	9	20	6	639
Other metropolitan area	59	13	43	—	—	—	—	—	115
Large rural centre	25	28	48	—	2	14	—	—	117
Small rural centre	31	13	10	—	—	4	—	—	58
Other rural area	33	34	31	1	5	4	—	—	108
Remote centre	—	—	6	—	—	—	—	—	6
Other remote area	1	—	5	—	1	—	—	1	8
Not stated	—	—	21	1	—	—	—	—	24
<b>Total</b>	<b>382</b>	<b>213</b>	<b>298</b>	<b>52</b>	<b>70</b>	<b>31</b>	<b>20</b>	<b>7</b>	<b>1,075</b>
<b>Females</b>									
Capital city	1,270	1,088	685	452	430	56	87	32	4,100
Other metropolitan area	311	69	174	—	—	—	1	—	555
Large rural centre	170	123	273	—	9	47	—	—	622
Small rural centre	163	95	38	38	24	9	—	—	367
Other rural area	246	266	166	21	72	37	—	1	809
Remote centre	—	—	64	22	—	—	—	3	89
Other remote area	21	1	34	10	5	—	—	5	76
Not stated	3	3	133	10	—	—	—	1	165
<b>Total</b>	<b>2,184</b>	<b>1,645</b>	<b>1,567</b>	<b>553</b>	<b>540</b>	<b>149</b>	<b>88</b>	<b>42</b>	<b>6,783</b>
<b>Persons</b>									
Capital city	1,503	1,213	819	502	492	65	107	38	4,739
Other metropolitan area	370	82	217	—	—	—	1	—	670
Large rural centre	195	151	321	—	11	61	—	—	739
Small rural centre	194	108	48	38	24	13	—	—	425
Other rural area	279	300	197	22	77	41	—	1	917
Remote centre	—	—	70	22	—	—	—	3	95
Other remote area	22	1	39	10	6	—	—	6	84
Not stated	3	3	154	11	—	—	—	1	189
<b>Total</b>	<b>2,566</b>	<b>1,858</b>	<b>1,865</b>	<b>605</b>	<b>610</b>	<b>180</b>	<b>108</b>	<b>49</b>	<b>7,858</b>
<b>Percentage of student nurses</b>									
Capital city	58.6	65.3	43.9	83.0	80.7	36.1	99.1	77.6	60.3
Other metropolitan area	14.4	4.4	11.6	—	—	—	0.9	—	8.5
Large rural centre	7.6	8.1	17.2	—	1.8	33.9	—	—	9.4
Small rural centre	7.6	5.8	2.6	6.3	3.9	7.2	—	—	5.4
Other rural area	10.9	16.1	10.6	3.6	12.6	22.8	—	2.0	11.7
Remote centre	—	—	3.8	3.6	—	—	—	6.1	1.2
Other remote area	0.9	0.1	2.1	1.7	1.0	—	—	12.2	1.1
Not stated	0.1	0.2	8.3	1.8	—	—	—	2.0	2.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Note: Excludes 49 students for whom State/Territory was not stated.

Source: AIHW, from DETYA data.

**Table 17: Persons with overseas nursing qualifications assessed as eligible to practise in Australia: country of qualification, 1992–93 to 1997–98**

Country	1992–93	1993–94	1994–95	1995–96	1996–97	1997–98
New Zealand	18	6	3	9	7	n.a.
Other Oceania	—	—	—	1	4	n.a.
Hong Kong	86	35	4	22	80	41
Philippines	6	3	1	6	9	6
Other Asia	8	8	2	7	19	n.a.
South Africa	13	24	16	88	89	97
Other Africa/Middle East	4	1	1	1	6	n.a.
UK/Ireland	493	545	318	613	457	350
Other Europe	4	1	2	10	26	n.a.
USA/Canada	36	50	16	62	43	37
Other	—	—	—	—	—	25
<b>Total</b>	<b>668</b>	<b>673</b>	<b>363</b>	<b>819</b>	<b>740</b>	<b>570</b>
			(per cent)			
New Zealand	2.7	0.9	0.8	1.1	0.9	n.a.
Other Oceania	—	—	—	0.1	0.5	n.a.
Hong Kong	12.9	5.2	1.1	2.7	10.8	7.2
Philippines	0.9	0.4	0.3	0.7	1.2	1.1
Other Asia	1.2	1.2	0.6	0.9	2.6	n.a.
South Africa	1.9	3.6	4.4	10.7	12.0	17.0
Other Africa/Middle East	0.6	0.1	0.3	0.1	0.8	n.a.
UK/Ireland	73.8	81.0	87.6	74.8	61.8	61.4
Other Europe	0.6	0.1	0.6	1.2	3.5	n.a.
USA/Canada	5.4	7.4	4.4	7.6	5.8	6.5
Other	—	—	—	—	—	4.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: ANCI Annual Reports, 1992–93 to 1997–98.

**Table 18: Permanent migration of nurses to and from Australia, 1993–94 to 1997–98**

Category/country	1993–94	1994–95	1995–96	1996–97	1997–98
<b>Permanent migration of overseas residents to Australia</b>					
Country of previous residence					
New Zealand	147	170	210	230	245
Other Oceania	18	5	17	19	1
UK/Ireland	325	396	364	287	328
Other Europe	101	114	102	73	75
Middle East	10	32	31	35	35
Africa	20	28	45	42	58
Hong Kong	65	158	88	46	54
China	22	13	151	70	25
Philippines	39	38	33	38	47
Other Asia	59	73	66	57	56
USA/Canada	37	50	54	55	55
Other countries	4	4	5	3	15
<i>Total</i>	<i>847</i>	<i>1,081</i>	<i>1,166</i>	<i>955</i>	<i>994</i>
<b>Migration from Australia of Australian residents permanently departing</b>					
Country of future residence					
New Zealand	236	207	207	207	183
Other Oceania	9	5	5	12	3
UK/Ireland	225	195	225	241	273
Other Europe	33	42	43	38	32
Middle East	16	16	24	25	17
Asia	43	35	49	52	41
USA/Canada	79	85	76	71	84
Other countries	25	6	4	5	18
<i>Total</i>	<i>666</i>	<i>591</i>	<i>633</i>	<i>651</i>	<i>651</i>

*Note:* Long-term movements refer to those involving 12 months or more.

*Source:* AIHW from DIMA data.

**Table 19: Temporary migration of nurses to and from Australia for employment, 1993–94 to 1997–98**

<b>Category/country</b>	<b>1993–94</b>	<b>1994–95</b>	<b>1995–96</b>	<b>1996–97</b>	<b>1997–98</b>
<b>Migration to Australia for short-term stay</b>					
Country of previous residence					
New Zealand	51	56	44	62	58
UK/Ireland	54	45	53	65	137
Other countries	25	23	7	12	25
<i>Total</i>	<i>130</i>	<i>124</i>	<i>104</i>	<i>139</i>	<i>220</i>
<b>Migration to Australia for long-term stay</b>					
Country of previous residence					
New Zealand	69	66	77	72	74
UK/Ireland	26	32	45	54	170
Other countries	23	15	24	22	32
<i>Total</i>	<i>118</i>	<i>113</i>	<i>146</i>	<i>148</i>	<i>276</i>
<b>Migration to Australia by Australian residents returning after a long-term overseas stay</b>					
Country of long-term stay					
New Zealand	68	49	70	79	81
Other Oceania	41	45	36	34	17
UK/Ireland	965	985	958	998	990
Other Europe	120	128	137	123	117
Middle East	207	236	196	202	174
Africa	36	44	35	48	28
Hong Kong	111	112	89	93	74
Singapore	18	38	38	22	23
Malaysia	32	26	27	24	21
Other Asia	62	69	71	86	102
USA/Canada	267	270	267	251	224
Other countries	28	13	30	20	27
<i>Total</i>	<i>1,955</i>	<i>2,015</i>	<i>1,954</i>	<i>1,980</i>	<i>1,878</i>
<b>Migration of Australian residents from Australia for long-term overseas stay</b>					
Country of long-term stay					
New Zealand	26	32	27	30	42
Other Oceania	22	30	30	20	4
UK/Ireland	175	185	231	299	345
Other Europe	27	16	26	15	20
Middle East	235	224	233	192	162
Hong Kong	47	63	54	55	47
Singapore	33	24	24	36	26
Other Asia	39	57	61	71	67
USA/Canada	98	68	71	69	71
Other countries	18	26	29	20	31
<i>Total</i>	<i>720</i>	<i>725</i>	<i>786</i>	<i>807</i>	<i>815</i>
<b>Temporary visitor departing after long-term stay in Australia</b>					
Country of future residence					
New Zealand	77	60	67	62	54
Other Oceania	30	20	28	16	14
UK/Ireland	82	130	162	213	279
Other Europe	35	26	39	52	56
Hong Kong	13	14	13	11	10
China	21	12	10	8	16
Other Asia	45	65	67	98	164
USA/Canada	21	32	32	23	36
Other countries	8	9	10	18	37
<i>Total</i>	<i>332</i>	<i>368</i>	<i>428</i>	<i>501</i>	<i>666</i>

*Note:* Long-term movements refer to those involving 12 months or more. Short-term movements refer to those involving less than 12 months.

*Source:* AIHW from DIMA data.

**Table 20: Temporary migration of nurses to and from Australia for education, 1992–93 to 1997–98**

<b>Category/country</b>	<b>1993–94</b>	<b>1994–95</b>	<b>1995–96</b>	<b>1996–97</b>	<b>1997–98</b>
<b>Migration to Australia for long-term stay</b>					
Country of previous residence					
New Zealand	11	9	1	4	11
Other Oceania	26	15	14	18	11
Hong Kong	11	18	31	27	10
Singapore	32	25	8	12	11
Other Asia	31	35	15	57	36
Other countries	17	14	36	23	26
<i>Total</i>	<i>128</i>	<i>116</i>	<i>105</i>	<i>141</i>	<i>105</i>
<b>Migration to Australia for short-term stay</b>					
Country of previous residence					
New Zealand	4	4	1	6	4
Other Oceania	15	12	11	11	1
Singapore	45	28	21	—	15
Hong Kong	16	17	12	—	—
Other Asia	24	65	75	43	30
USA/Canada	1	3	3	—	—
Other countries	10	11	6	—	34
<i>Total</i>	<i>115</i>	<i>140</i>	<i>129</i>	<i>60</i>	<i>84</i>
<b>Migration of Australian residents from Australia for long-term overseas stay</b>					
Country of long-term stay					
UK/Ireland	24	32	24	18	24
Other countries	24	23	16	20	26
<i>Total</i>	<i>48</i>	<i>55</i>	<i>40</i>	<i>38</i>	<i>50</i>

*Note:* Long-term movements refer to those involving 12 months or more. Short-term movements refer to those involving less than 12 months.

*Source:* AIHW from DIMA data.



# 5 Nurse shortages, December 1998

The following information on nursing shortages has been taken from the Internet site of the Department of Employment, Workplace Relations and Small Business (DEWRSB). The web site address is <http://www.dewrsb.gov.au>.

The Skills Analysis and Research Branch of the Department monitors occupational labour markets in Australia and assesses whether skill shortages exist. This work is undertaken by the National Office in tandem with Labour Economics Offices (LEOs) in each State capital city and Darwin. The LEOs provide 'on the ground' intelligence on occupational developments and skill shortages.

The Department defines a skill shortage as follows:

Skill shortages exist when employers are unable to fill or have difficulty in filling vacancies in a recognised occupation or specialisation at the current level of remuneration and conditions of employment, including realistic location. Shortages are typically for specialised and experienced workers, and can coexist with relatively high unemployment. Shortages may be numerically small, or in specific geographic areas.

The Department does not quantify the skill shortage of the occupations that it identifies are in shortage at a particular point in time.

In December 1998 the following registered nurse occupations were experiencing Australia wide shortages – operating theatre, critical/intensive care, neonatal intensive care, accident/emergency, cardiothoracic, midwifery, and mental health.

Some States experienced State wide or regional shortages in additional nursing occupations.

**Table 21: Nursing occupations in shortage, States and Territories, December 1998**

Nursing occupation in shortage	Australia	NSW/ACT	Vic	Qld	WA	SA	Tas	NT
Operating theatre RN	Y	Y	..	Y	..	..	Y	Y
Critical/intensive care RN	Y	Y	..	Y	Y	..	Y	Y
Accident/emergency RN	Y	Y	Y	Y	Y	..	..	..
Cardiothoracic RN	Y	..	Y	Y	Y	..	..	..
Neonatal intensive care RN	Y	..	Y	Y	Y	..	Y	..
Neonatal RN	..	..	..	..	..	..	..	Y
Perioperative RN	..	..	Y	..	..	..	Y	..
Paediatric RN	..	..	..	Y	..	..	..	Y
Renal RN	..	..	..	Y	..	..	Y	Y
Aged care RN	..	..	..	Y	Y	..	..	..
Oncology RN	..	..	..	Y	..	..	..	..
Neuroscience RN	..	..	..	..	..	..	Y	..
General RN	..	..	..	..	Y	Y*	..	..
Registered midwife	Y	Y	..	Y	Y	Y*	..	..
Registered mental health nurse	Y	Y	Y	Y	..	Y	Y*	Y
Enrolled nurse	..	..	Y	..	..	..	..	..

Note: Y means yes, in shortage; Y\* means shortage in some regional areas only.

Source: National and State skills shortage lists, DEWRSB.

# 6 Employed nurses, national nursing labour force survey, 1996

## Overall numbers

- In 1996 there were 218,172 nurses employed mainly in nursing, of whom 171,684 were registered nurses and 46,488 enrolled nurses.

## Main areas of practice

- Of the 197,458 registered and enrolled nurses employed as clinicians, 64,054 (32.4%), were employed in the areas of medical and surgical practice, 38,272 (19.4%) in gerontology/geriatric nursing, and 14,642 (7.4%) in obstetrics, gynaecology and midwifery.
- The distribution across specific areas of clinical nursing was similar across all States of Australia. In the Australian Capital Territory and the Northern Territory, which have younger populations than the rest of Australia, the percentages of nurse clinicians employed in gerontology/geriatrics (13.0% and 7.3% respectively) were lower than in the States, and higher than the States in midwifery (12.0% and 12.4% respectively). The Northern Territory had a high percentage (14.1%) of nurse clinicians employed in community health compared with 2.8% nationally.

## Age

- The average age of all employed nurses was 39.9 years, the highest since this survey commenced in 1993. The average for females (40.0 years) was slightly older than that for males (38.4 years).

## Hours worked

- Employed nurses worked an average of 32.9 hours per week, with males averaging 39.6 hours per week and females averaged 32.3 hours. 51.7% of females worked less than 35 hours per week compared with only 17.5% of males.

## Country of birth and initial qualification

- In those States for which the data were available (New South Wales, Queensland, Western Australia and South Australia), 76.2% of nurses employed in 1996 were born in Australia. A further 11.2% were born in the United Kingdom or Ireland, 3.9% in Asian countries, 2.8% in New Zealand, 2.5% in 'Other Europe' and 3.3% in other countries.
- 87.9% of employed nurses gained their initial nursing qualification in Australia, with 0.7% qualifying in the United Kingdom or Ireland, 1.9% in New Zealand, 1.8% in Asia and 7.7% in other countries.

## Citizenship

- 92.9% of employed nurses were Australian citizens. Nurses employed in Tasmania and the Australian Capital Territory had the highest percentages of nurses who were Australian citizens (both 94.5%) while Western Australia (89.5%) had the lowest.

**Table 22: Registered and enrolled nurses: professional employment status, States, Territories, 1996**

Professional employment status	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Employed in nursing, only or mainly in this State									
Clinician	62,193	52,215	34,340	19,168	19,339	5,371	2,864	1,968	197,458
Administrator	3,410	2,566	1,221	751	648	310	142	111	9,159
Teacher/educator	1,020	1,196	582	421	353	80	62	82	3,796
Researcher	132	251	117	118	72	15	8	5	719
Other	1,506	3,481	197	935	423	257	200	41	7,040
<i>Total</i>	<i>68,261</i>	<i>59,709</i>	<i>36,456</i>	<i>21,394</i>	<i>20,836</i>	<i>6,033</i>	<i>3,276</i>	<i>2,207</i>	<i>218,172</i>
On extended leave	856	1,377	654	348	317	155	124	112	3,943
Looking for work in nursing									
Employed elsewhere	1,823	548	350	176	163	58	93	49	3,260
Not employed	2,303	1,023	768	435	386	131	84	12	5,143
<i>Total</i>	<i>4,126</i>	<i>1,571</i>	<i>1,118</i>	<i>611</i>	<i>550</i>	<i>189</i>	<i>177</i>	<i>60</i>	<i>8,403</i>
<i>Nursing labour force</i>	<i>73,243</i>	<i>62,657</i>	<i>38,228</i>	<i>22,354</i>	<i>21,703</i>	<i>6,377</i>	<i>3,577</i>	<i>2,379</i>	<i>230,519</i>
Overseas	1,835	610	593	335	108	33	90	63	3,667
Not looking for work in nursing									
Employed elsewhere	5,308	1,019	1,484	468	277	92	449	202	9,298
Not employed	6,807	1,593	1,792	773	515	221	227	191	12,120
<i>Total</i>	<i>12,115</i>	<i>2,612</i>	<i>3,276</i>	<i>1,241</i>	<i>792</i>	<i>313</i>	<i>676</i>	<i>393</i>	<i>21,419</i>
<i>Not in nursing labour force</i>	<i>13,950</i>	<i>3,222</i>	<i>3,868</i>	<i>1,576</i>	<i>900</i>	<i>346</i>	<i>766</i>	<i>456</i>	<i>25,085</i>
<i>Registered and enrolled nurses</i>	<i>87,194</i>	<i>65,879</i>	<i>42,096</i>	<i>23,930</i>	<i>22,603</i>	<i>6,724</i>	<i>4,343</i>	<i>2,835</i>	<i>255,604</i>
Multiple registrations, enrolments	3,291	1,802	1,226	467	265	182	278	464	7,975
<b>Total registrations, enrolments</b>	<b>90,485</b>	<b>67,681</b>	<b>43,322</b>	<b>24,397</b>	<b>22,868</b>	<b>6,905</b>	<b>4,622</b>	<b>3,299</b>	<b>263,579</b>

Source: AIHW.

**Table 23: Registered and enrolled nurses employed as clinicians: area of clinical nursing, States and Territories, 1996**

Area of clinical nursing	NSW <sup>(a)</sup>	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Mixed medical and surgical	8,018	10,284	4,772	4,343	3,212	739	401	248	32,018
Medical	9,969	2,555	2,629	1,566	892	399	205	86	18,302
Surgical	6,012	2,442	2,369	1,278	950	384	202	97	13,734
Operating theatre	4,864	3,140	2,346	1,238	1,255	345	160	104	13,451
Intensive care	3,434	2,652	1,807	823	656	162	130	91	9,755
Paediatric	—	1,046	1,026	690	447	137	98	126	3,570
Obstetrics and gynaecology	479	364	210	217	87	36	31	9	1,433
Midwifery	4,261	3,456	2,192	1,187	1,157	369	343	244	13,209
Psychiatric/mental health	3,649	3,083	2,013	1,103	1,010	214	115	68	11,255
Developmental disability	1,918	410	179	189	213	82	11	4	3,005
Gerontology/geriatric	12,704	12,920	5,133	2,806	3,106	1,088	373	143	38,272
Accident and emergency	2,245	1,278	1,049	564	374	142	83	108	5,842
Community	1,781	1,048	658	635	646	383	149	277	5,578
Child health	736	449	439	237	255	90	80	43	2,329
School medical	152	178	127	166	22	21	6	23	694
District/domiciliary	—	1,501	1,016	286	323	42	21	11	3,200
Occupational health	276	330	225	112	183	12	12	9	1,159
Private medical	—	1,249	1,379	393	597	106	87	50	3,860
Independent practice	—	121	341	84	27	12	10	12	607
No one principal area	890	536	2,974	416	2,561	258	48	93	7,777
Other	805	3,173	1,459	835	1,367	348	299	121	8,408
<b>Total</b>	<b>62,193</b>	<b>52,215</b>	<b>34,340</b>	<b>19,168</b>	<b>19,339</b>	<b>5,371</b>	<b>2,864</b>	<b>1,968</b>	<b>197,458</b>
	(per cent)								
Mixed medical and surgical	12.9	19.7	13.9	22.7	16.6	13.8	14.0	12.6	16.2
Medical	16.0	4.9	7.7	8.2	4.6	7.4	7.2	4.4	9.3
Surgical	9.7	4.7	6.9	6.7	4.9	7.2	7.0	4.9	7.0
Operating theatre	7.8	6.0	6.8	6.5	6.5	6.4	5.6	5.3	6.8
Intensive care	5.5	5.1	5.3	4.3	3.4	3.0	4.5	4.6	4.9
Paediatric	—	2.0	3.0	3.6	2.3	2.6	3.4	6.4	1.8
Obstetrics,gynaecology	0.8	0.7	0.6	1.1	0.5	0.7	1.1	0.5	0.7
Midwifery	6.9	6.6	6.4	6.2	6.0	6.9	12.0	12.4	6.7
Psychiatric/mental health	5.9	5.9	5.9	5.8	5.2	4.0	4.0	3.5	5.7
Developmental disability	3.1	0.8	0.5	1.0	1.1	1.5	0.4	0.2	1.5
Gerontology/geriatric	20.4	24.7	14.9	14.6	16.1	20.2	13.0	7.3	19.4
Accident and emergency	3.6	2.4	3.1	2.9	1.9	2.6	2.9	5.5	3.0
Community	2.9	2.0	1.9	3.3	3.3	7.1	5.2	14.1	2.8
Child health	1.2	0.9	1.3	1.2	1.3	1.7	2.8	2.2	1.2
School medical	0.2	0.3	0.4	0.9	0.1	0.4	0.2	1.2	0.4
District/domiciliary	—	2.9	3.0	1.5	1.7	0.8	0.7	0.5	1.6
Occupational health	0.4	0.6	0.7	0.6	0.9	0.2	0.4	0.5	0.6
Private medical	—	2.4	4.0	2.0	3.1	2.0	3.0	2.5	2.0
Independent practice	—	0.2	1.0	0.4	0.1	0.2	0.3	0.6	0.3
No one principal area	1.4	1.0	8.7	2.2	13.2	4.8	1.7	4.7	3.9
Other	1.3	6.1	4.2	4.4	7.1	6.5	10.4	6.2	4.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) For New South Wales, obstetrics is included with midwifery.

Source: AIHW.

**Table 24: Employed registered and enrolled nurses: age and sex, States and Territories, 1996**

Age (years)	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Males</b>									
Under 25	473	241	238	72	45	5	8	2	1,083
25–29	934	540	528	140	204	51	19	16	2,433
30–34	841	697	473	163	281	54	15	41	2,565
35–39	1,237	812	519	300	391	89	29	34	3,410
40–44	1,182	789	455	222	375	85	43	41	3,191
45–49	692	481	323	167	176	68	17	29	1,953
50–54	303	238	189	138	89	28	12	15	1,011
55–59	180	125	86	68	58	26	2	—	546
60–64	62	51	48	38	17	11	4	2	233
65 and over	24	11	14	10	8	—	—	2	68
<i>Total</i>	<i>5,928</i>	<i>3,984</i>	<i>2,873</i>	<i>1,318</i>	<i>1,643</i>	<i>417</i>	<i>149</i>	<i>183</i>	<i>16,494</i>
Average age	38.7	37.8	37.5	40.2	38.7	40.2	39.7	39.3	38.4
<b>Females</b>									
Under 25	4,545	3,160	2,148	1,012	687	157	62	77	11,848
25–29	7,707	6,716	4,488	2,018	2,061	408	216	253	23,866
30–34	8,532	8,102	4,765	2,746	2,875	772	355	347	28,493
35–39	12,470	9,935	5,819	3,763	4,272	1,087	634	417	38,397
40–44	10,775	9,918	5,244	3,606	3,694	1,082	628	351	35,299
45–49	7,837	7,928	4,593	2,998	2,684	924	560	299	27,823
50–54	5,455	5,374	3,373	2,133	1,651	687	385	173	19,231
55–59	3,221	3,134	2,085	1,326	857	366	195	81	11,265
60–64	1,311	1,136	830	393	334	112	85	20	4,221
65 and over	482	322	239	81	79	22	7	6	1,237
<i>Total</i>	<i>62,333</i>	<i>55,725</i>	<i>33,583</i>	<i>20,077</i>	<i>19,193</i>	<i>5,616</i>	<i>3,127</i>	<i>2,024</i>	<i>201,679</i>
Average age	40.3	39.7	39.8	40.3	39.6	41.4	41.7	39.1	40.0
<b>Persons</b>									
Under 25	5,017	3,401	2,386	1,085	732	162	70	78	12,931
25–29	8,641	7,256	5,017	2,158	2,264	459	235	269	26,299
30–34	9,373	8,799	5,238	2,909	3,155	825	370	389	31,058
35–39	13,707	10,747	6,338	4,063	4,662	1,176	663	451	41,807
40–44	11,956	10,707	5,700	3,828	4,069	1,167	671	392	38,490
45–49	8,529	8,409	4,915	3,165	2,860	992	577	328	29,776
50–54	5,757	5,611	3,562	2,271	1,740	715	397	188	20,242
55–59	3,402	3,259	2,171	1,394	915	392	197	81	11,810
60–64	1,373	1,187	877	431	351	123	89	22	4,454
65 and over	506	333	252	91	87	22	7	7	1,305
<b>Total</b>	<b>68,261</b>	<b>59,709</b>	<b>36,456</b>	<b>21,394</b>	<b>20,836</b>	<b>6,033</b>	<b>3,276</b>	<b>2,207</b>	<b>218,172</b>
Average age	40.1	39.6	39.7	40.3	39.6	41.4	41.6	39.1	39.9

(continued)

**Table 24 (continued): Employed registered and enrolled nurses: age, sex, States and Territories, 1996**

Age (years)	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
(per cent—males)									
Under 25	8.0	6.0	8.3	5.5	2.7	1.2	5.1	0.9	6.6
25–29	15.8	13.6	18.4	10.6	12.4	12.3	12.8	9.0	14.8
30–34	14.2	17.5	16.5	12.4	17.1	12.9	10.2	22.6	15.6
35–39	20.9	20.4	18.1	22.8	23.8	21.3	19.4	18.8	20.7
40–44	19.9	19.8	15.8	16.9	22.8	20.3	28.6	22.6	19.3
45–49	11.7	12.1	11.2	12.7	10.7	16.3	11.6	15.9	11.8
50–54	5.1	6.0	6.6	10.4	5.4	6.6	8.0	8.3	6.1
55–59	3.0	3.1	3.0	5.1	3.5	6.3	1.7	—	3.3
60–64	1.1	1.3	1.7	2.9	1.0	2.7	2.5	0.9	1.4
65 and over	0.4	0.3	0.5	0.8	0.5	—	—	0.9	0.4
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
(per cent—females)									
Under 25	7.3	5.7	6.4	5.0	3.6	2.8	2.0	3.8	5.9
25–29	12.4	12.1	13.4	10.1	10.7	7.3	6.9	12.5	11.8
30–34	13.7	14.5	14.2	13.7	15.0	13.7	11.4	17.2	14.1
35–39	20.0	17.8	17.3	18.7	22.3	19.4	20.3	20.6	19.0
40–44	17.3	17.8	15.6	18.0	19.2	19.3	20.1	17.3	17.5
45–49	12.6	14.2	13.7	14.9	14.0	16.5	17.9	14.8	13.8
50–54	8.8	9.6	10.0	10.6	8.6	12.2	12.3	8.6	9.5
55–59	5.2	5.6	6.2	6.6	4.5	6.5	6.2	4.0	5.6
60–64	2.1	2.0	2.5	2.0	1.7	2.0	2.7	1.0	2.1
65 and over	0.8	0.6	0.7	0.4	0.4	0.4	0.2	0.3	0.6
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
(per cent—persons)									
Under 25	7.4	5.7	6.5	5.1	3.5	2.7	2.1	3.6	5.9
25–29	12.7	12.2	13.8	10.1	10.9	7.6	7.2	12.2	12.1
30–34	13.7	14.7	14.4	13.6	15.1	13.7	11.3	17.6	14.2
35–39	20.1	18.0	17.4	19.0	22.4	19.5	20.2	20.4	19.2
40–44	17.5	17.9	15.6	17.9	19.5	19.3	20.5	17.8	17.6
45–49	12.5	14.1	13.5	14.8	13.7	16.4	17.6	14.9	13.6
50–54	8.4	9.4	9.8	10.6	8.4	11.8	12.1	8.5	9.3
55–59	5.0	5.5	6.0	6.5	4.4	6.5	6.0	3.7	5.4
60–64	2.0	2.0	2.4	2.0	1.7	2.0	2.7	1.0	2.0
65 and over	0.7	0.6	0.7	0.4	0.4	0.4	0.2	0.3	0.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 25: Employed registered and enrolled nurses: total hours worked and sex, States and Territories, 1996**

Hours worked	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Males</b>									
1-9	93	56	47	16	30	10	5	8	264
10-19	240	134	77	30	44	4	—	4	531
20-29	330	266	123	50	103	27	12	7	917
30-34	289	412	215	64	151	35	4	2	1,171
35-39	2,296	1,378	1,197	460	789	158	28	47	6,353
40-49	1,868	1,335	1,100	499	432	144	78	89	5,546
50-59	157	150	100	75	41	14	11	16	564
60-69	60	56	15	22	11	11	—	2	176
70-79	302	96	—	56	33	7	2	3	501
80 and over	292	102	—	46	10	6	9	5	470
<i>Total</i>	<i>5,928</i>	<i>3,984</i>	<i>2,873</i>	<i>1,318</i>	<i>1,643</i>	<i>417</i>	<i>149</i>	<i>183</i>	<i>16,494</i>
Average weekly hours	41.3	39.2	37.4	41.6	37.6	38.6	41.0	40.1	39.6
<b>Females</b>									
1-9	1,863	2,343	976	628	862	193	97	34	6,996
10-19	8,574	7,703	3,413	2,366	3,192	712	380	119	26,458
20-29	12,096	13,233	6,592	4,128	4,739	1,709	865	325	43,687
30-34	5,807	9,275	4,976	3,033	2,747	751	428	104	27,122
35-39	13,911	10,507	8,766	4,244	4,236	824	380	396	43,263
40-49	14,209	9,532	8,260	4,006	2,929	1,175	771	829	41,711
50-59	903	1,050	528	343	172	49	108	97	3,249
60-69	567	626	70	251	120	45	9	38	1,726
70-79	1,910	641	2	622	129	55	28	20	3,407
80 and over	2,493	814	—	457	66	103	64	63	4,059
<i>Total</i>	<i>62,333</i>	<i>55,725</i>	<i>33,583</i>	<i>20,077</i>	<i>19,193</i>	<i>5,616</i>	<i>3,127</i>	<i>2,024</i>	<i>201,679</i>
Average weekly hours	34.4	31.2	31.8	33.4	29.4	30.7	32.1	37.2	32.3
<b>Persons</b>									
1-9	1,956	2,399	1,023	644	892	203	101	42	7,260
10-19	8,814	7,837	3,490	2,395	3,235	716	380	123	26,989
20-29	12,426	13,500	6,714	4,178	4,841	1,736	876	332	44,604
30-34	6,097	9,687	5,191	3,096	2,898	786	432	106	28,293
35-39	16,207	11,885	9,963	4,704	5,025	982	408	444	49,616
40-49	16,077	10,867	9,361	4,506	3,361	1,319	849	917	47,257
50-59	1,061	1,200	628	417	213	63	119	112	3,813
60-69	627	682	84	273	131	56	9	40	1,903
70-79	2,211	737	2	679	163	62	30	23	3,908
80 and over	2,785	915	—	503	76	109	73	68	4,529
<b>Total</b>	<b>68,261</b>	<b>59,709</b>	<b>36,456</b>	<b>21,394</b>	<b>20,836</b>	<b>6,033</b>	<b>3,276</b>	<b>2,207</b>	<b>218,172</b>
Average weekly hours	34.9	31.8	32.2	33.9	30.1	31.2	32.6	37.5	32.9

(continued)

**Table 25 (continued): Employed registered and enrolled nurses: total hours worked and sex, States and Territories, 1996**

Hours worked	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>(per cent—males)</b>									
1–9	1.6	1.4	1.6	1.2	1.8	2.4	3.1	4.1	1.6
10–19	4.0	3.4	2.7	2.3	2.7	1.0	—	2.2	3.2
20–29	5.6	6.7	4.3	3.8	6.2	6.5	7.8	3.8	5.6
30–34	4.9	10.3	7.5	4.9	9.2	8.4	2.6	1.0	7.1
35–39	38.7	34.6	41.7	34.9	48.0	37.9	18.8	26.0	38.5
40–49	31.5	33.5	38.3	37.9	26.3	34.6	52.4	48.6	33.6
50–59	2.7	3.8	3.5	5.7	2.5	3.4	7.3	8.6	3.4
60–69	1.0	1.4	0.5	1.7	0.7	2.7	—	1.0	1.1
70–79	5.1	2.4	—	4.3	2.0	1.7	1.6	1.9	3.0
80 and over	4.9	2.6	—	3.5	0.6	1.4	6.3	2.9	2.8
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
<b>(per cent—females)</b>									
1–9	3.0	4.2	2.9	3.1	4.5	3.4	3.1	1.7	3.5
10–19	13.8	13.8	10.2	11.8	16.6	12.7	12.1	5.9	13.1
20–29	19.4	23.7	19.6	20.6	24.7	30.4	27.6	16.1	21.7
30–34	9.3	16.6	14.8	15.1	14.3	13.4	13.7	5.2	13.4
35–39	22.3	18.9	26.1	21.1	22.1	14.7	12.1	19.6	21.5
40–49	22.8	17.1	24.6	20.0	15.3	20.9	24.6	40.9	20.7
50–59	1.4	1.9	1.6	1.7	0.9	0.9	3.5	4.8	1.6
60–69	0.9	1.1	0.2	1.3	0.6	0.8	0.3	1.9	0.9
70–79	3.1	1.1	0.0	3.1	0.7	1.0	0.9	1.0	1.7
80 and over	4.0	1.5	—	2.3	0.3	1.8	2.0	3.1	2.0
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
<b>(per cent—persons)</b>									
1–9	2.9	4.0	2.8	3.0	4.3	3.4	3.1	1.9	3.3
10–19	12.9	13.1	9.6	11.2	15.5	11.9	11.6	5.6	12.4
20–29	18.2	22.6	18.4	19.5	23.2	28.8	26.7	15.0	20.4
30–34	8.9	16.2	14.2	14.5	13.9	13.0	13.2	4.8	13.0
35–39	23.7	19.9	27.3	22.0	24.1	16.3	12.4	20.1	22.7
40–49	23.6	18.2	25.7	21.1	16.1	21.9	25.9	41.6	21.7
50–59	1.6	2.0	1.7	2.0	1.0	1.0	3.6	5.1	1.7
60–69	0.9	1.1	0.2	1.3	0.6	0.9	0.3	1.8	0.9
70–79	3.2	1.2	0.0	3.2	0.8	1.0	0.9	1.0	1.8
80 and over	4.1	1.5	—	2.3	0.4	1.8	2.2	3.1	2.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>(per cent working part-time hours)</b>									
Males	16.1	21.8	16.0	12.1	19.9	18.2	13.6	11.1	17.5
Females	45.5	58.4	47.5	50.6	60.1	59.9	56.6	28.8	51.7
All nurses	42.9	56.0	45.0	48.2	57.0	57.0	54.6	27.3	49.1

Source: AIHW.



**Table 26: Employed nurses: type of nurse, country of birth, selected States, 1996**

<b>Country of birth</b>	<b>NSW</b>	<b>Qld</b>	<b>WA</b>	<b>SA</b>	<b>Total</b>
<b>Registered nurses</b>					
Australia	42,540	23,835	10,157	12,225	88,757
New Zealand	1,217	1,159	561	193	3,130
Other Oceania	372	263	62	35	732
UK/Ireland	5,058	2,721	3,511	2,268	13,557
Other Europe	1,466	561	391	493	2,911
Middle East/ North Africa	202	26	35	34	297
Asia	2,958	676	1,195	389	5,218
North America	374	242	161	79	856
Central/ South America	208	44	43	18	313
West/ East Africa	1,273	126	199	45	1,643
South Africa	291	120	150	35	596
<b>Total</b>	<b>55,958</b>	<b>29,772</b>	<b>16,466</b>	<b>15,814</b>	<b>118,010</b>
<b>Enrolled nurses</b>					
Australia	10,222	5,417	3,476	4,074	23,189
New Zealand	337	347	189	60	932
Other Oceania	85	43	16	4	148
UK/Ireland	857	554	842	674	2,928
Other Europe	313	159	147	150	769
Middle East/ North Africa	31	1	4	3	39
Asia	228	103	183	42	556
North America	28	24	16	5	74
Central/ South America	98	11	4	1	114
West/ East Africa	79	20	36	4	139
South Africa	25	4	16	4	50
<b>Total</b>	<b>12,303</b>	<b>6,684</b>	<b>4,929</b>	<b>5,022</b>	<b>28,937</b>
<b>Total</b>					
Australia	52,762	29,252	13,633	16,299	111,946
New Zealand	1,554	1,506	749	252	4,062
Other Oceania	457	305	78	39	880
UK/Ireland	5,915	3,275	4,354	2,941	16,485
Other Europe	1,778	719	538	644	3,680
Middle East/ North Africa	233	28	39	37	336
Asia	3,186	779	1,378	431	5,774
North America	403	266	177	84	930
Central/ South America	306	55	46	20	427
West/ East Africa	1,352	146	235	49	1,783
South Africa	317	124	167	39	646
<b>Total</b>	<b>68,261</b>	<b>36,456</b>	<b>21,394</b>	<b>20,836</b>	<b>146,948</b>
<b>(per cent)</b>					
Australia	77.3	80.2	63.7	78.2	76.2
New Zealand	2.3	4.1	3.5	1.2	2.8
Other Oceania	0.7	0.8	0.4	0.2	0.6
UK/Ireland	8.7	9.0	20.3	14.1	11.2
Other Europe	2.6	2.0	2.5	3.1	2.5
Middle East/ North Africa	0.3	0.1	0.2	0.2	0.2
Asia	4.7	2.1	6.4	2.1	3.9
North America	0.6	0.7	0.8	0.4	0.6
Central/ South America	0.4	0.2	0.2	0.1	0.3
West/ East Africa	2.0	0.4	1.1	0.2	1.2
South Africa	0.5	0.3	0.8	0.2	0.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 27: Employed nurses: type of nurse, country of initial qualification, States, 1996**

<b>Country of initial qualification</b>	<b>NSW</b>	<b>Vic</b>	<b>Qld</b>	<b>WA</b>	<b>SA</b>	<b>Tas</b>	<b>Total</b>
<b>Registered nurses</b>							
Australia	47,993	38,097	26,505	12,480	14,605	4,621	144,300
New Zealand	845	603	900	478	132	56	3,014
Other Oceania	97	22	24	0	5	0	149
UK/Ireland	470	427	149	110	86	22	1,264
Other Europe	3,979	3,402	1,754	2,812	808	275	13,030
Middle East/North Africa	101	40	5	8	7	0	160
Asia	1,954	1,098	158	322	97	7	3,636
Nth America	237	132	143	89	46	9	655
Central/Sth America	42	22	1	2	5	0	72
West/East Africa	35	43	29	37	4	2	149
South Africa	205	122	104	130	21	15	596
<b>Total</b>	<b>55,958</b>	<b>44,008</b>	<b>29,772</b>	<b>16,466</b>	<b>15,814</b>	<b>5,007</b>	<b>167,025</b>
<b>Enrolled nurses</b>							
Australia	11,417	14,762	6,178	4,383	4,857	1,001	42,597
New Zealand	297	196	274	169	41	13	989
Other Oceania	27	18	15	0	0	0	60
UK/Ireland	55	126	19	18	15	0	232
Europe	345	455	177	330	103	10	1,420
Middle East/North Africa	15	14	0	0	0	0	29
Asia	86	78	11	20	1	0	197
North America	15	5	5	2	4	3	33
Central/South America	32	32	3	0	1	0	67
West/East Africa	4	4	1	0	0	0	9
South Africa	11	12	1	7	0	0	31
<b>Total</b>	<b>12,303</b>	<b>15,701</b>	<b>6,684</b>	<b>4,929</b>	<b>5,022</b>	<b>1,026</b>	<b>45,665</b>
<b>Registered and enrolled nurses</b>							
Australia	59,410	52,859	32,683	16,863	19,461	5,621	186,897
New Zealand	1,142	799	1,175	646	172	68	4,004
Other Oceania	125	40	39	—	5	—	209
UK/Ireland	524	552	168	128	101	22	1,495
Other Europe	4,324	3,857	1,930	3,143	911	285	14,450
Middle East/North Africa	115	54	5	8	7	—	189
Asia	2,041	1,176	169	342	98	7	3,833
North America	251	137	148	90	50	12	689
Central/Sth America	74	54	4	2	6	—	139
West/East Africa	39	47	30	37	4	2	158
South Africa	215	134	105	137	21	15	627
<b>Total</b>	<b>68,261</b>	<b>59,709</b>	<b>36,456</b>	<b>21,394</b>	<b>20,836</b>	<b>6,033</b>	<b>212,690</b>
<b>(per cent)</b>							
Australia	87.0	88.5	89.6	78.8	93.4	93.2	87.9
New Zealand	1.7	1.3	3.2	3.0	0.8	1.1	1.9
Other Oceania	0.2	0.1	0.1	—	—	—	0.1
UK/Ireland	0.8	0.9	0.5	0.6	0.5	0.4	0.7
Europe	6.3	6.5	5.3	14.7	4.4	4.7	6.8
Middle East/North Africa	0.2	0.1	—	—	—	—	0.1
Asia	3.0	2.0	0.5	1.6	0.5	0.1	1.8
Nth America	0.4	0.2	0.4	0.4	0.2	0.2	0.3
Central/Sth America	0.1	0.1	—	—	—	—	0.1
West/East Africa	—	0.1	0.1	0.2	—	—	0.1
South Africa	0.3	0.2	0.3	0.6	0.1	0.2	0.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 28: Employed nurses: type of nurse, citizenship, States and Territories, 1996**

Citizenship	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Registered nurses</b>									
Australian citizen	51,972	40,863	27,920	14,693	14,657	4,723	2,616	1,744	159,251
Non-Australian citizen	3,986	3,144	1,852	1,773	1,157	285	155	144	12,433
<i>Total</i>	<i>55,958</i>	<i>44,008</i>	<i>29,772</i>	<i>16,466</i>	<i>15,814</i>	<i>5,007</i>	<i>2,771</i>	<i>1,888</i>	<i>171,684</i>
<b>Enrolled nurses</b>									
Australian citizen	11,551	14,817	6,219	4,460	4,691	981	479	293	43,498
Non-Australian citizen	752	884	465	468	331	45	26	26	2,990
<i>Total</i>	<i>12,303</i>	<i>15,701</i>	<i>6,684</i>	<i>4,929</i>	<i>5,022</i>	<i>1,026</i>	<i>505</i>	<i>319</i>	<i>46,488</i>
<b>Registered and enrolled nurses</b>									
Australian citizen	63,512	55,659	34,140	19,145	19,345	5,701	3,094	2,037	202,716
Non-Australian citizen	4,749	4,050	2,316	2,249	1,490	333	182	170	15,456
<b>Total</b>	<b>68,261</b>	<b>59,709</b>	<b>36,456</b>	<b>21,394</b>	<b>20,836</b>	<b>6,033</b>	<b>3,276</b>	<b>2,207</b>	<b>218,172</b>
<b>(per cent)</b>									
Australian citizen	93.0	93.2	93.6	89.5	92.8	94.5	94.5	92.3	92.9
Non-Australian citizen	7.0	6.8	6.4	10.5	7.2	5.5	5.5	7.7	7.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

# 7 Trends in nursing employment

## 7.1 Broad trends

### Registrations and enrolments from 1993 to 1998

Between 1993 and 1998, total registrations and enrolments decreased by 5.9%, from 281,453 to 264,819. The fall of 14,701 in enrolments (21.4%) was much greater than that for registrations (0.9%).

The largest variations in total registrations and enrolments occurred in the Northern Territory (+21.7%), Tasmania (-19.3%), Queensland (-13.5%) and Victoria (-12.4%). The changes in the Northern Territory and Tasmania were mainly in registrations, while the decreases in Victoria and Queensland were mainly in enrolments.

### Employed registered nurses, 1993 to 1996

The number of employed registered male nurses increased by 12.1% from 12,166 in 1993 to 13,642 in 1996, while the corresponding number of females increased by 5.0% from 150,490 to 158,043.

The percentage of employed registered nurses aged under 30 years increased from 16.1% of the total to 18.2% over this period, while the percentage aged 60 and over fell from 3.2% to 2.9%.

The percentage of registered nurses employed in the public sector decreased from 71.4% in 1993 to 69.6% in 1996. The number employed in public nursing homes decreased by 22.1% from 10,706 to 8,344; those employed in private sector nursing homes decreased by 6.0% from 12,500 to 11,752.

The percentage of registered nurses employed in capital cities increased from 64.2% of the total to 66.5%, while the percentages employed in 'Other metropolitan centres' decreased from 8.1% to 6.7% and in large rural centres from 9.6% to 8.4%. The percentages in other geographic areas changed only marginally over the period.

### Employed enrolled nurses, 1993 to 1996

From 1993 to 1996, numbers of employed enrolled nurses decreased by 11.4% from 52,444 to 46,488. The decline in numbers occurred mainly in those employed in public nursing homes, down 3,974, and private nursing homes, down 1,731.

**Table 29: Employed registered nurses: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Sex</b>								
Males	12,166	12,924	13,123	13,642	7.5	7.6	7.6	7.9
Females	150,490	158,020	158,651	158,043	92.5	92.4	92.4	92.1
<b>Geographic location</b>								
Capital city	105,439	110,131	111,488	114,236	64.2	63.9	64.9	66.5
Other metropolitan centre	13,321	13,966	12,810	11,503	8.1	8.1	7.5	6.7
Large rural centre	15,801	16,830	15,873	14,417	9.6	9.8	9.2	8.4
Small rural centre	11,019	11,719	12,001	11,534	6.7	6.8	7.0	6.7
Other rural area	14,713	15,738	15,422	15,277	9.0	9.1	9.0	8.9
Remote centre	1,592	1,648	1,642	1,887	1.0	1.0	1.0	1.1
Other remote area	2,367	2,403	2,538	2,831	1.4	1.4	1.5	1.6
<b>Age (years)</b>								
Average	40.0	39.6	39.6	40.1	..	..	..	..
<30	26,170	29,610	29,894	31,284	16.1	17.3	17.4	18.2
30–39	56,725	60,182	58,299	54,636	34.9	35.2	33.9	31.8
40–49	49,680	51,667	53,801	53,858	30.5	30.2	31.3	31.4
50–59	24,932	25,051	25,500	26,849	15.3	14.7	14.8	15.6
60+	5,150	4,434	4,281	5,058	3.2	2.6	2.5	2.9
<b>Hours worked per week</b>								
Average	32.6	32.5	32.7	34.2	..	..	..	..
Part-time (<35 hours)	73,852	79,754	80,318	80,667	45.0	46.3	46.8	47.0
Full-time (35 hours+)	90,400	92,680	91,457	91,018	55.0	53.7	53.2	53.0
<b>Field of nursing</b>								
Clinician	147,238	155,752	151,485	154,210	89.6	90.3	88.2	89.8
Administrator	8,360	8,359	9,735	8,915	5.1	4.8	5.7	5.2
Teacher/educator	4,174	4,309	4,298	3,553	2.5	2.5	2.5	2.1
Researcher	626	613	849	700	0.4	0.4	0.5	0.4
Other	3,854	3,402	5,408	4,306	2.3	2.0	3.1	2.5
<b>Area of clinical nursing (clinicians)</b>								
Medical/surgical	46,986	51,731	50,733	49,526	31.9	33.2	33.5	32.1
Operating theatre	9,491	10,538	10,652	11,222	6.4	6.8	7.0	7.3
Midwifery/obstet/gynaecology	13,049	14,095	14,839	14,067	8.9	9.0	9.8	9.1
Gerontology/geriatric	22,259	22,663	22,129	22,111	15.1	14.6	14.6	14.3
Other	55,454	56,724	53,132	57,284	37.7	36.4	35.1	37.1
<b>Work setting of main job</b>								
<b>Public sector</b>								
Acute/psychiatric hospital	81,155	85,458	85,009	84,852	49.9	50.0	49.5	49.4
Nursing home	10,706	9,813	8,008	8,344	6.6	5.7	4.7	4.9
Community	7,203	8,760	9,325	9,557	4.4	5.1	5.4	5.6
Other	17,011	17,429	16,651	16,745	10.5	10.2	9.7	9.8
<i>Total</i>	<i>116,077</i>	<i>121,461</i>	<i>118,993</i>	<i>119,498</i>	<i>71.4</i>	<i>71.1</i>	<i>69.3</i>	<i>69.6</i>
<b>Private sector</b>								
Acute/psychiatric hospital	21,923	23,313	24,398	24,936	13.5	13.6	14.2	14.5
Nursing home	12,500	12,608	12,985	11,752	7.7	7.4	7.6	6.8
Private medical rooms	3,901	4,995	5,236	5,273	2.4	2.9	3.0	3.1
Other	9,852	10,057	10,162	10,226	6.1	5.9	5.9	6.0
<i>Total</i>	<i>48,175</i>	<i>50,973</i>	<i>52,781</i>	<i>52,187</i>	<i>29.6</i>	<i>29.8</i>	<i>30.7</i>	<i>30.4</i>
<b>Classification of main job</b>								
Level 1 registered nurse	102,904	108,747	105,025	106,739	62.6	63.1	61.1	62.2
Other	61,348	63,687	66,749	64,945	37.4	36.9	38.9	37.8
<b>No. per 100,000 population</b>	930.3	966.8	951.6	926.4	..	..	..	..
<b>Total</b>	<b>164,252</b>	<b>172,434</b>	<b>171,774</b>	<b>171,684</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 30: Employed enrolled nurses: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Sex</b>								
Males	2,986	3,242	2,973	2,852	5.7	6.2	6.1	6.3
Females	49,209	49,092	45,919	43,636	94.3	93.8	93.9	93.7
<b>Geographic location</b>								
Capital city	26,054	26,317	24,543	23,548	49.7	50.0	50.2	50.7
Other metropolitan centre	4,341	4,495	3,869	3,328	8.3	8.5	7.9	7.2
Large rural centre	5,117	5,473	4,711	4,260	9.8	10.4	9.6	9.2
Small rural centre	5,333	5,118	5,148	4,748	10.2	9.7	10.5	10.2
Other rural area	9,517	9,456	8,768	8,702	18.1	18.0	17.9	18.7
Remote centre	801	658	721	776	1.5	1.2	1.5	1.7
Other remote area	1,283	1,159	1,132	1,125	2.4	2.2	2.3	2.4
<b>Age (years)</b>								
Average	37.6	37.3	37.9	38.7	..	..	..	..
<30	10,470	10,792	9,213	7,946	20.1	20.6	18.8	17.1
30–39	22,016	21,828	20,042	18,229	42.2	41.7	41.0	39.2
40–49	13,987	14,214	14,203	14,408	26.8	27.2	29.0	31.0
50–59	4,997	4,898	4,867	5,203	9.6	9.4	10.0	11.2
60+	726	601	567	701	1.4	1.1	1.2	1.5
<b>Hours worked per week</b>								
Average	31.1	30.9	31.1	33.0	..	..	..	..
Part-time (<35 hours)	28,232	29,576	27,333	26,480	53.8	56.1	55.9	57.0
Full-time (35 hours+)	24,212	23,100	21,559	20,008	46.2	43.9	44.1	43.0
<b>Field of nursing</b>								
Clinician	48,499	48,997	44,207	43,248	92.5	93.0	90.4	93.0
Administrator	178	175	291	244	0.3	0.3	0.6	0.5
Teacher/educator	449	408	419	243	0.9	0.8	0.9	0.5
Researcher	11	14	35	19	0.0	0.0	0.1	0.0
Other	3,307	3,083	3,939	2,734	6.3	5.9	8.1	5.9
<b>Area of clinical nursing (clinicians)</b>								
Medical/surgical	15,655	16,259	15,693	14,528	32.3	33.2	35.5	33.6
Operating theatre	2,276	2,299	2,284	2,229	4.7	4.7	5.2	5.2
Psychiatric/mental health	2,068	1,944	1,820	1,840	4.3	4.0	4.1	4.3
Gerontology/geriatric	19,427	18,671	16,533	16,160	40.1	38.1	37.4	37.4
Other	9,074	9,824	7,877	8,490	18.7	20.0	17.8	19.6
<b>Work setting of main job</b>								
<b>Public sector</b>								
Acute/psychiatric hospital	18,157	18,780	18,924	18,479	34.6	35.7	38.7	39.8
Nursing home	11,503	10,514	7,750	7,529	21.9	20.0	15.9	16.2
Community	728	835	881	868	1.4	1.6	1.8	1.9
Other	5,402	6,384	5,270	4,868	10.3	12.1	10.8	10.5
<i>Total</i>	<i>35,790</i>	<i>36,512</i>	<i>32,825</i>	<i>31,744</i>	<i>68.2</i>	<i>69.3</i>	<i>67.1</i>	<i>68.3</i>
<b>Private sector</b>								
Acute/psychiatric hospital	4,390	4,223	4,098	3,793	8.4	8.0	8.4	8.2
Nursing home	8,060	7,340	7,226	6,329	15.4	13.9	14.8	13.6
Private medical rooms	1,042	1,347	1,429	1,447	2.0	2.6	2.9	3.1
Other	3,162	3,255	3,314	3,175	6.0	6.2	6.8	6.8
<i>Total</i>	<i>16,654</i>	<i>16,164</i>	<i>16,067</i>	<i>14,744</i>	<i>31.8</i>	<i>30.7</i>	<i>32.9</i>	<i>31.7</i>
<b>No. per 100,000 population</b>	296.8	295.0	270.5	253.9	..	..	..	..
<b>Total</b>	<b>52,444</b>	<b>52,676</b>	<b>48,892</b>	<b>46,488</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

## **7.2 Nursing workforce by work setting and area of nursing, 1996**

### **Nurses employed in public hospitals**

There were 103,331 nurses employed in public hospitals in 1996, representing 47.4% of employed nurses.

The number of nurses employed in public hospitals increased by 4,019 (4.0%) between 1993 and 1996, comprising an increase of 5,459 (14.8%) in part-time employment and a decrease of 1,440 (2.3%) full-time employees.

Of nurses employed in public hospitals in 1996, 82.1% were registered nurses. Compared with employed registered nurses generally, nurses employed in public hospitals:

- had a higher percentage of males (9.1% compared with 7.9%);
- had a lower percentage with a main job in a capital city (61.3% compared with 66.5%);
- were younger (average age 37.7 years compared with 40.1 years). Nearly a quarter (22.9%) were under 30 years of age, much higher than the 18.2% for all employed registered nurses; and
- were more likely to be Level 1 registered nurses (65.8%) than all employed registered nurses (62.2%).

### **Nurses employed in private hospitals**

There were 28,729 nurses employed in private hospitals in 1996 – an increase of 0.8% over the previous year and 9.2% more than in 1993.

Nurses in private hospitals represented 21.8% of nurses employed in hospitals, slightly higher than in 1993 (20.9%).

In private hospitals, 67.5% of nurses worked in medical/surgical and operating theatre, compared with 50.0% in public hospitals. Approximately 11% of nurses in both public and private hospitals worked in obstetrics, gynaecology and midwifery. Only 4.6% of nurses in private hospitals were males compared with 9.1% in public hospitals, which also employed a higher proportion of enrolled nurses (17.9% compared with 13.2%).

### **Nurses employed in nursing homes**

Between 1993 and 1996, the number of nurses employed in public nursing homes decreased from 22,209 to 15,873 (-28.5%), with decreases in both registered nurses (-2,362) and enrolled nurses (-3,974). Over this period, the number of nurses employed in private nursing homes fell from 20,560 in 1995 to 18,081 (-12.1%).

Between 1993 and 1996, there were notable increases in the percentage of registered nurses employed in public nursing homes (48.2% to 52.6%) and private nursing homes (60.8% to 65.0%). Their average weekly hours worked per week increased by 0.6 hours and 1.6 hours respectively over this period.

### **Nurses employed in community health centres**

In 1996, there were 10,425 nurses employed in community health centres, an increase of 31.4% on the number employed in 1993, with all except 140 (1.8%) of the increase occurring in registered nurses.

Of nurses employed in community health centres:

- 40.5% worked in community nursing, 12.8% in mental health nursing, 10.4% in child health and 10.3% in district/domiciliary nursing,
- just 53.0% had their main job in capital cities (much lower than the 64% of the population who lived there), 6.8% in 'Other metropolitan areas', 16.6% in rural centres, 19.2% in 'Other rural areas' and 4.4% in remote areas,
- the average age was 42.4 years – higher than for all employed nurses (39.9), and
- 62.1% worked full-time – higher than for all employed nurses (59.9%).

### **Nurses employed in private medical rooms**

In 1996, there were 6,720 nurses employed in private medical rooms, a 35.9% increase on 1993, but only slightly more than in 1995. All except 50 nurses were female, and 70.4% of the total worked part-time. Of the registered nurses, 78.6% were classified as Level 1 – much higher than the percentage for all registered nurses (62.2%). 63.6% worked in capital cities, 6.9% in 'Other metropolitan areas' and 29.5% in rural and remote areas – similar to the percentages of the population living in those areas.

### **Nurses employed in school health services**

In 1996, there were 2,231 nurses employed in school health services, slightly fewer than in the previous year. In 1996:

- 96.0% were females,
- 67.2% were located in capital cities in their main job,
- 91.9% were registered nurses, and of these a low 30.8% were classified as Level 1,
- 55% worked full-time, and
- their average age was 45.2 years – significantly above the norm.

### **Nurses employed in community/district/domiciliary services**

Of the 8,778 nurses employed in community/district/domiciliary services in 1996:

- 95.9% were females,
- 91.2% were registered nurses,
- 54.4% had their main job in a capital city and 4.9% in 'Other metropolitan areas' somewhat less than the 71% of the population living in those areas, while 36.1% were located in rural areas, where only 21.4% of the population lives,
- their average age was 42.4 years – somewhat above that for all employed registered nurses (40.1).

### **Nurses employed in geriatrics and gerontology**

In 1996, a total of 38,271 nurses were employed in geriatrics and gerontology nursing, slightly less than the number in 1995, and 8.2% fewer than in 1993.

The proportion of registered nurses increased from 53.4% in 1993 to 57.8% in 1996. Of these, 96.0% were female, and only 31.3% worked full-time. 34.0% were employed in public nursing homes, 39.8% in private nursing homes, 13.4% in hospitals and 3.2% in hostels.



### **Nurses employed in medical and surgical nursing**

In 1996, there were 64,054 nurses working mainly in medical or surgical nursing or both fields, less than in previous years. Of these, 88.4% were employed in public and private hospitals, 51.1% worked full-time, 94.4% were female, and 77.5% of the registered nurses were classified as Level 1.

Only 68% worked mainly in metropolitan areas, lower than the percentage of the population living in those areas (71%).

### **Nurses employed in psychiatry and mental health**

In 1996, there were 11,255 nurses working mainly in psychiatric and mental health nursing, a similar number to the four previous years. However, the proportion of registered nurses increased during this period from 81.4% to 83.7%. Three-quarters (75.4%) were working full-time, 79.1% were employed in hospitals and 73.3% of those registered were Level 1. In contrast to other fields of nursing, a relatively high proportion (34.2%) was male.

### **Nurses employed in midwifery, obstetrics and gynaecology**

In 1996, there were 14,642 nurses employed in these disciplines, an increase of 6.4% on 1993. Of this workforce, nearly all (99.1%) were females, 96.1% were registered nurses, only 51.1% of which were classified as Level 1. Also, 93.8% worked in hospitals and a low 42.9% worked full-time.

### **Nurses employed in operating theatre nursing**

In 1996, there were 13,451 nurses working mainly in operating theatre nursing. Of these, 83.4% were registered nurses, 71.7% of which were classified Level 1. Also, 94.2% were female, 57.1% worked in public hospitals, 32.3% in private hospitals and 6.4% in day procedure centres.

### **Nurses employed in intensive care nursing**

In 1996, there were 9,755 nurses working mainly in intensive care nursing, a 15.3% increase since 1993. Of the intensive care workforce, 98.5% were registered nurses, 68.2% of which were classified Level 1. Also, 11.5% were males, 80.5% worked in public hospitals and 15.6% in private. Intensive care nurses in 1996 had an average age of 34.8 years in 1996, almost four years younger than the average for all nurses working in public and private hospitals.

**Table 31: Registered and enrolled nurses employed in public hospitals: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	81,155	85,458	85,009	84,852	81.7	82.0	81.8	82.1
Enrolled nurses	18,157	18,780	18,924	18,479	18.3	18.0	18.2	17.9
<b>Sex</b>								
Males	8,325	9,342	9,482	9,442	8.5	9.0	9.1	9.1
Females	90,106	93,959	94,451	93,889	91.5	91.0	90.9	90.9
<b>Geographic location of main job</b>								
Capital city	59,388	61,516	62,044	63,334	59.8	59.0	59.7	61.3
Other metropolitan centre	7,312	7,815	7,568	7,038	7.4	7.5	7.3	6.8
Large rural centre	9,255	10,316	10,155	8,809	9.3	9.9	9.8	8.5
Small rural centre	7,856	8,554	8,283	8,472	7.9	8.2	8.0	8.2
Other rural area	12,040	12,885	12,325	13,182	12.1	12.4	11.9	12.8
Remote centre	1,376	1,207	1,409	608	1.4	1.2	1.4	0.6
Other remote area	2,086	1,945	2,149	1,888	2.1	1.9	2.1	1.8
<b>Age (years)</b>								
Average	37.4	36.9	37.2	37.7	..	..	..	..
<30	22,952	25,475	25,095	23,709	23.3	24.7	24.1	22.9
30–39	38,280	40,264	38,959	37,293	38.9	39.0	37.5	36.1
40–49	25,465	26,401	27,967	29,463	25.9	25.6	26.9	28.5
50–59	10,167	9,908	10,566	11,388	10.3	9.6	10.2	11.0
60+	1,567	1,253	1,346	1,479	1.6	1.2	1.3	1.4
<b>Hours worked per week</b>								
Average	34.5	34.2	34.1	34.8	..	..	..	..
Part-time (<35 hours)	36,923	40,355	41,632	42,382	37.2	38.7	40.1	41.0
Full-time (35 hours+)	62,389	63,883	62,302	60,949	62.8	61.3	59.9	59.0
<b>Field of nursing</b>								
Clinician	93,509	98,882	97,309	97,018	94.2	94.9	93.6	93.9
Administrator	3,506	3,615	3,900	3,839	3.5	3.5	3.8	3.7
Teacher/educator	1,306	1,188	1,219	1,229	1.3	1.1	1.2	1.2
Researcher	302	227	342	322	0.3	0.2	0.3	0.3
Other	689	325	1,163	923	0.7	0.3	1.1	0.9
<b>Area of clinical nursing (clinicians)</b>								
Medical/surgical	41,907	44,714	43,213	40,928	44.8	45.2	44.4	42.2
Operating theatre	6,835	7,434	7,398	7,612	7.3	7.5	7.6	7.8
Intensive care	7,305	7,832	7,747	7,983	7.8	7.9	8.0	8.2
Paediatric	2,824	3,014	3,111	3,087	3.0	3.0	3.2	3.2
Obstetrics/gynaecology/midwifery	10,002	10,846	11,196	10,803	10.7	11.0	11.5	11.1
Psychiatric/mental health	6,628	7,763	8,034	8,067	7.1	7.9	8.3	8.3
Geriatric/gerontology	3,837	3,853	4,064	4,277	4.1	3.9	4.2	4.4
Accident and emergency	4,867	4,671	4,771	5,011	5.2	4.7	4.9	5.2
Other	9,304	8,756	7,776	9,251	9.9	8.9	8.0	9.5
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	54,890	58,978	55,548	55,794	67.6	69.0	65.3	65.8
Other	26,265	26,480	29,462	29,058	32.4	31.0	34.7	34.2
<b>Employed nurses per 100,000 population</b>								
Registered nurses	459.6	479.1	470.9	457.9	..	..	..	..
Enrolled nurses	102.8	105.3	104.8	99.7	..	..	..	..
All nurses	562.5	584.4	575.8	557.6	..	..	..	..
<b>Total all nurses</b>	<b>99,312</b>	<b>104,238</b>	<b>103,933</b>	<b>103,331</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 32: Registered and enrolled nurses employed in private hospitals: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	21,923	23,313	24,398	24,936	83.3	84.7	85.6	86.8
Enrolled nurses	4,390	4,223	4,098	3,793	16.7	15.3	14.4	13.2
<b>Sex</b>								
Males	1,025	1,179	1,346	1,312	3.9	4.3	4.7	4.6
Females	25,158	26,244	27,149	27,417	96.1	95.7	95.3	95.4
<b>Geographic location of main job</b>								
Capital city	18,507	19,292	19,988	21,666	70.3	70.1	70.1	75.4
Other metropolitan centre	2,234	2,544	2,618	1,743	8.5	9.2	9.2	6.1
Large rural centre	3,787	3,841	3,818	3,229	14.4	14.0	13.4	11.2
Small rural centre	1,138	1,069	1,175	1,177	4.3	3.9	4.1	4.1
Other rural area	634	773	850	873	2.4	2.8	3.0	3.0
Remote centre	8	5	6	3	—	—	—	—
Other remote area	5	12	40	37	—	—	0.1	0.1
<b>Age (years)</b>								
Average	38.6	38.0	38.4	38.8	..	..	..	..
<30	4,156	4,855	4,989	4,902	15.9	17.7	17.5	17.1
30–39	10,965	11,557	11,467	11,006	41.9	42.1	40.2	38.3
40–49	7,799	7,892	8,564	8,950	29.8	28.8	30.1	31.2
50–59	2,838	2,761	3,078	3,398	10.8	10.1	10.8	11.8
60+	427	357	397	474	1.6	1.3	1.4	1.6
<b>Hours worked per week</b>								
Average	30.4	30.7	31.0	31.4	..	..	..	..
Part-time (<35 hours)	15,168	15,791	16,238	16,395	57.6	57.3	57.0	57.1
Full-time (35 hours+)	11,145	11,745	12,258	12,334	42.4	42.7	43.0	42.9
<b>Field of nursing</b>								
Clinician	24,691	25,686	26,399	26,767	93.8	93.3	92.6	93.2
Administrator	1,146	1,502	1,430	1,376	4.4	5.5	5.0	4.8
Teacher/educator	203	227	254	247	0.8	0.8	0.9	0.9
Researcher	12	12	10	15	—	—	—	0.1
Other	261	109	402	324	1.0	0.4	1.4	1.1
<b>Area of clinical nursing (clinicians)</b>								
Medical/surgical	13,147	14,283	14,140	13,869	53.2	55.6	53.6	51.8
Operating theatre	3,973	4,221	4,158	4,194	16.1	16.4	15.8	15.7
Intensive care	1,059	1,181	1,326	1,549	4.3	4.6	5.0	5.8
Paediatric	192	224	244	239	0.8	0.9	0.9	0.9
Obstetrics/gynaecology/midwifery	2,851	3,096	3,199	3,125	11.5	12.1	12.1	11.7
Psychiatric/mental health	751	831	903	922	3.0	3.2	3.4	3.4
Geriatric/gerontology	368	297	614	531	1.5	1.2	2.3	2.0
Accident and emergency	180	144	291	361	0.7	0.6	1.1	1.3
Other	2,169	1,408	1,526	1,976	8.8	5.5	5.8	7.4
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	15,996	17,057	16,814	17,087	73.0	73.2	68.9	68.5
Other	5,927	6,257	7,584	7,849	27.0	26.8	31.1	31.5
<b>Employed nurses per 100,000 population</b>								
Registered nurses	124.2	130.7	135.2	134.6	..	..	..	..
Enrolled nurses	24.9	23.7	22.7	20.5	..	..	..	..
All nurses	149.0	154.4	157.9	155.0	..	..	..	..
<b>Total all nurses</b>	<b>26,313</b>	<b>27,536</b>	<b>28,496</b>	<b>28,729</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 33: Registered and enrolled nurses employed in public nursing homes: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	10,706	9,813	8,008	8,344	48.2	48.3	50.8	52.6
Enrolled nurses	11,503	10,514	7,750	7,529	51.8	51.7	49.2	47.4
<b>Sex</b>								
Males	1,082	1,051	737	748	4.9	5.2	4.7	4.7
Females	21,082	19,225	15,022	15,125	95.1	94.8	95.3	95.3
<b>Geographic location of main job</b>								
Capital city	11,609	10,309	7,599	7,884	52.3	50.7	48.2	49.7
Other metropolitan centre	2,019	1,838	1,367	1,291	9.1	9.0	8.7	8.1
Large rural centre	2,273	2,129	1,748	1,499	10.2	10.5	11.1	9.4
Small rural centre	2,019	1,906	1,616	1,618	9.1	9.4	10.3	10.2
Other rural area	3,919	3,845	3,161	3,334	17.6	18.9	20.1	21.0
Remote centre	155	113	112	71	0.7	0.6	0.7	0.4
Other remote area	216	187	154	176	1.0	0.9	1.0	1.1
<b>Age (years)</b>								
Average	42.7	42.2	43.0	43.6	..	..	..	..
<30	2,264	2,236	1,533	1,376	10.2	11.0	9.7	8.7
30–39	6,601	6,107	4,381	4,172	29.8	30.1	27.8	26.3
40–49	7,460	7,043	5,641	5,773	33.7	34.7	35.8	36.4
50–59	4,763	4,082	3,506	3,717	21.5	20.1	22.3	23.4
60+	1,075	808	698	835	4.8	4.0	4.4	5.3
<b>Hours worked per week</b>								
Average	29.4	28.8	29.7	30.0	..	..	..	..
Part-time (<35 hours)	14,107	13,589	10,179	10,460	63.5	66.9	64.6	65.9
Full-time (35 hours+)	8,102	6,738	5,579	5,413	36.5	33.1	35.4	34.1
<b>Field of nursing</b>								
Clinician	20,408	19,163	14,319	14,506	91.9	94.3	90.9	91.4
Administrator	1,007	966	741	863	4.5	4.8	4.7	5.4
Teacher/educator	175	120	93	77	0.8	0.6	0.6	0.5
Researcher	9	2	2	—	—	—	—	—
Other	611	77	604	427	2.8	0.4	3.8	2.7
<b>Area of clinical nursing (clinicians)</b>								
Medical/surgical	820	637	504	443	4.0	3.3	3.5	3.1
Psychiatric/mental health	489	318	169	176	2.4	1.7	1.2	1.2
Developmental disability	155	77	117	82	0.8	0.4	0.8	0.6
Geriatric/gerontology	18,260	17,753	13,213	13,426	89.5	92.6	92.3	92.6
Community	123	49	17	17	0.6	0.3	0.1	0.1
District/domiciliary	132	42	36	5	0.6	0.2	0.3	—
Occupational health	9	5	2	17	—	—	—	0.1
Private medical/independent practice	18	5	17	148	0.1	—	0.1	1.0
Other	401	277	243	193	2.0	1.4	1.7	1.3
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	6,039	5,305	5,054	5,423	56.4	54.1	63.1	65.0
Other	4,667	4,508	2,954	2,921	43.6	45.9	36.9	35.0
<b>Employed nurses per 100,000 population</b>								
Registered nurses	60.6	55.0	44.4	45.0	..	..	..	..
Enrolled nurses	65.1	58.9	42.9	40.6	..	..	..	..
All nurses	125.8	114.0	87.3	85.7	..	..	..	..
<b>Total all nurses</b>	<b>22,209</b>	<b>20,327</b>	<b>15,758</b>	<b>15,873</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 34: Registered and enrolled nurses employed in private nursing homes: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	12,500	12,608	12,985	11,752	60.8	63.2	64.2	65.0
Enrolled nurses	8,060	7,340	7,226	6,329	39.2	36.8	35.8	35.0
<b>Sex</b>								
Males	681	645	659	655	3.3	3.3	3.3	3.6
Females	19,783	19,207	19,553	17,426	96.7	96.7	96.7	96.4
<b>Geographic location of main job</b>								
Capital city	13,884	13,029	13,223	12,313	67.5	65.3	65.4	68.1
Other metropolitan centre	1,700	1,805	1,835	1,283	8.3	9.1	9.1	7.1
Large rural centre	1,456	1,682	1,722	1,353	7.1	8.4	8.5	7.5
Small rural centre	1,541	1,463	1,531	1,367	7.5	7.3	7.6	7.6
Other rural area	1,818	1,804	1,727	1,654	8.8	9.0	8.5	9.1
Remote centre	113	122	106	50	0.5	0.6	0.5	0.3
Other remote area	48	43	68	62	0.2	0.2	0.3	0.3
<b>Age (years)</b>								
Average	42.8	42.5	43.2	43.7	..	..	..	..
<30	1,871	1,944	1,717	1,447	9.1	9.8	8.5	8.0
30–39	6,067	5,918	5,558	4,626	29.6	29.8	27.5	25.6
40–49	7,327	7,113	7,638	6,968	35.8	35.8	37.8	38.5
50–59	4,185	4,057	4,396	4,207	20.5	20.4	21.7	23.3
60+	1,013	820	902	833	4.9	4.1	4.5	4.6
<b>Hours worked per week</b>								
Average	27.4	28.0	28.5	29.0	..	..	..	..
Part-time (<35 hours)	14,473	13,781	14,010	12,533	70.4	69.1	69.3	69.3
Full-time (35 hours+)	6,087	6,167	6,202	5,548	29.6	30.9	30.7	30.7
<b>Field of nursing</b>								
Clinician	18,285	18,029	17,650	15,944	88.9	90.4	87.3	88.2
Administrator	1,709	1,661	1,770	1,549	8.3	8.3	8.8	8.6
Teacher/educator	161	163	134	120	0.8	0.8	0.7	0.7
Researcher	3	2	2	3	—	—	—	—
Other	402	94	655	465	2.0	0.5	3.2	2.6
<b>Area of clinical nursing (clinicians)</b>								
Medical/surgical	474	352	471	362	2.6	2.0	2.7	2.3
Psychiatric/mental health	169	146	101	86	0.9	0.8	0.6	0.5
Developmental disability	84	44	65	55	0.5	0.2	0.4	0.3
Geriatric/gerontology	17,019	17,287	16,852	15,251	93.1	95.9	95.5	95.7
Community	103	23	12	6	0.6	0.1	0.1	—
District/domiciliary	172	15	15	8	0.9	0.1	0.1	0.1
Occupational health	11	8	7	6	0.1	—	—	—
Private medical/independent practice	31	18	35	39	0.2	0.1	0.2	0.2
Other	220	138	94	128	1.2	0.8	0.5	0.8
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	7,588	7,879	8,120	7,358	60.7	62.5	62.5	62.6
Other	4,912	4,729	4,865	4,394	39.3	37.5	37.5	37.4
<b>Employed nurses per 100,000 population</b>								
Registered nurses	70.8	70.7	71.9	63.4	..	..	..	..
Enrolled nurses	45.6	41.2	40.0	34.2	..	..	..	..
All nurses	116.4	111.8	112.0	97.6	..	..	..	..
<b>Total all nurses</b>	<b>20,560</b>	<b>19,948</b>	<b>20,211</b>	<b>18,081</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 35: Registered and enrolled nurses employed in community health centres: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	7,203	8,760	9,325	9,557	90.8	91.3	91.4	91.7
Enrolled nurses	728	835	881	868	9.2	8.7	8.6	8.3
<b>Sex</b>								
Males	735	837	903	923	9.8	9.0	8.8	8.9
Females	6,802	8,432	9,303	9,502	90.2	91.0	91.2	91.1
<b>Geographic location of main job</b>								
Capital city	3,896	4,902	5,100	5,521	49.1	51.1	50.0	53.0
Other metropolitan centre	756	806	783	707	9.5	8.4	7.7	6.8
Large rural centre	648	720	764	734	8.2	7.5	7.5	7.0
Small rural centre	735	807	999	1,003	9.3	8.4	9.8	9.6
Other rural area	1,455	1,708	1,842	1,999	18.3	17.8	18.0	19.2
Remote centre	69	124	150	40	0.9	1.3	1.5	0.4
Other remote area	371	527	569	421	4.7	5.5	5.6	4.0
<b>Age (years)</b>								
Average	42.2	41.5	41.9	42.4	..	..	..	..
<30	448	731	784	712	5.9	7.9	7.7	6.8
30–39	2,711	3,420	3,598	3,478	36.0	36.9	35.3	33.4
40–49	2,752	3,255	3,708	4,000	36.5	35.1	36.3	38.4
50–59	1,378	1,626	1,836	1,955	18.3	17.5	18.0	18.8
60+	248	236	279	280	3.3	2.5	2.7	2.7
<b>Hours worked per week</b>								
Average	33.8	33.7	33.9	34.5	..	..	..	..
Part-time (<35 hours)	2,679	3,445	3,728	3,955	33.8	35.9	36.5	37.9
Full-time (35 hours+)	5,252	6,150	6,478	6,470	66.2	64.1	63.5	62.1
<b>Field of nursing</b>								
Clinician	7,270	8,998	9,211	9,472	91.7	93.8	90.3	90.9
Administrator	298	328	440	429	3.8	3.4	4.3	4.1
Teacher/educator	145	160	169	165	1.8	1.7	1.7	1.6
Researcher	13	7	22	19	0.2	0.1	0.2	0.2
Other	205	101	363	338	2.6	1.1	3.6	3.2
<b>Area of clinical nursing (clinicians)</b>								
Medical/surgical	585	603	598	536	8.0	6.7	6.5	5.7
Psychiatric/mental health	1,127	1,163	1,157	1,211	15.5	12.9	12.6	12.8
Geriatric/gerontology	644	577	687	686	8.9	6.4	7.5	7.2
Community	3,178	4,077	3,745	3,838	43.7	45.3	40.7	40.5
Child health	668	795	924	983	9.2	8.8	10.0	10.4
District/domiciliary	191	794	886	972	2.6	8.8	9.6	10.3
Obstetrics/gynaecology/midwifery	65	75	125	104	0.9	0.8	1.4	1.1
Private medical/independent practice	26	47	30	64	0.4	0.5	0.3	0.7
Other	786	868	1,059	1,079	10.8	9.6	11.5	11.4
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	3,289	3,690	4,077	4,018	45.7	42.1	43.7	42.0
Other	3,915	5,070	5,247	5,539	54.3	57.9	56.3	58.0
<b>Employed nurses per 100,000 population</b>								
Registered nurses	40.8	49.1	51.7	52.9	..	..	..	..
Enrolled nurses	4.1	4.7	4.9	4.8	..	..	..	..
All nurses	44.9	53.8	56.5	57.8	..	..	..	..
<b>Total all nurses</b>	<b>7,931</b>	<b>9,595</b>	<b>10,206</b>	<b>10,425</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 36: Registered and enrolled nurses employed in private medical rooms: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	3,901	4,995	5,236	5,273	78.9	78.8	78.6	78.5
Enrolled nurses	1,042	1,347	1,429	1,447	21.1	21.2	21.4	21.5
<b>Sex</b>								
Males	25	32	45	50	0.5	0.5	0.7	0.7
Females	4,893	6,268	6,621	6,670	99.5	99.5	99.3	99.3
<b>Geographic location of main job</b>								
Capital city	2,914	3,895	4,025	4,274	59.0	61.4	60.4	63.6
Other metropolitan centre	475	531	577	465	9.6	8.4	8.7	6.9
Large rural centre	544	612	645	536	11.0	9.6	9.7	8.0
Small rural centre	417	543	582	599	8.4	8.6	8.7	8.9
Other rural area	504	624	682	724	10.2	9.8	10.2	10.8
Remote centre	39	70	71	48	0.8	1.1	1.1	0.7
Other remote area	50	67	83	74	1.0	1.1	1.2	1.1
<b>Age (years)</b>								
Average	42.3	41.6	41.8	42.0	..	..	..	..
<30	381	551	531	560	7.8	8.7	8.0	8.3
30–39	1,627	2,275	2,368	2,271	33.1	36.1	35.5	33.8
40–49	1,802	2,206	2,408	2,472	36.6	35.0	36.1	36.8
50–59	898	1,035	1,120	1,155	18.3	16.4	16.8	17.2
60+	209	232	239	262	4.2	3.7	3.6	3.9
<b>Hours worked per week</b>								
Average	25.2	25.3	26.2	26.7	..	..	..	..
Part-time (<35 hours)	3,526	4,521	4,679	4,728	71.3	71.3	70.2	70.4
Full-time (35 hours+)	1,417	1,821	1,987	1,992	28.7	28.7	29.8	29.6
<b>Field of nursing</b>								
Clinician	4,286	5,934	5,706	5,874	86.7	93.6	85.6	87.4
Administrator	75	67	143	165	1.5	1.1	2.1	2.5
Teacher/educator	6	21	11	18	0.1	0.3	0.2	0.3
Researcher	9	14	23	15	0.2	0.2	0.3	0.2
Other	567	305	782	647	11.5	4.8	11.7	9.6
<b>Area of clinical nursing (clinicians)</b>								
Medical/surgical	1,249	1,374	1,325	1,253	29.1	23.1	23.2	21.3
Obstetrics/gynaecology/midwifery	112	149	159	173	2.6	2.5	2.8	2.9
Private medical/independent practice	2,333	3,674	3,538	3,752	54.4	61.9	62.0	63.9
Operating theatre	39	68	64	76	0.9	1.1	1.1	1.3
Accident and emergency	65	76	105	77	1.5	1.3	1.8	1.3
Community	71	83	56	69	1.7	1.4	1.0	1.2
Occupational health	22	16	31	23	0.5	0.3	0.5	0.4
Other	395	494	429	452	9.3	8.3	7.5	7.7
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	2,975	4,068	4,193	4,145	76.3	81.4	80.1	78.6
Other	925	927	1,043	1,128	23.7	18.6	19.9	21.4
<b>Employed nurses per 100,000 population</b>								
Registered nurses	22.1	28.0	29.0	29.2	..	..	..	..
Enrolled nurses	5.9	7.5	7.9	8.0	..	..	..	..
All nurses	28.0	35.6	36.9	37.2	..	..	..	..
<b>Total all nurses</b>	<b>4,943</b>	<b>6,341</b>	<b>6,665</b>	<b>6,720</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 37: Registered and enrolled nurses employed in school health services: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	1,414	1,422	2,006	2,051	81.1	88.8	88.9	91.9
Enrolled nurses	329	179	249	180	18.9	11.2	11.1	8.1
<b>Sex</b>								
Males	22	13	31	89	1.3	0.9	1.4	4.0
Females	1,708	1,503	2,225	2,142	98.7	99.1	98.6	96.0
<b>Geographic location of main job</b>								
Capital city	1,198	1,137	1,605	1,499	68.8	71.0	71.2	67.2
Other metropolitan centre	84	74	100	114	4.8	4.6	4.4	5.1
Large rural centre	135	125	159	139	7.8	7.8	7.0	6.2
Small rural centre	126	89	142	175	7.3	5.6	6.3	7.8
Other rural area	139	104	202	264	8.0	6.5	9.0	11.8
Remote centre	25	36	17	18	1.4	2.2	0.8	0.8
Other remote area	35	36	31	21	2.0	2.2	1.4	0.9
<b>Age (years)</b>								
Average	42.9	43.3	44.2	45.2	..	..	..	..
<30	125	87	162	130	7.2	5.7	7.2	5.8
30–39	463	441	554	507	26.8	29.1	24.6	22.7
40–49	672	570	837	821	38.8	37.6	37.1	36.8
50–59	394	351	614	640	22.7	23.1	27.2	28.7
60+	77	68	88	133	4.5	4.5	3.9	5.9
<b>Hours worked per week</b>								
Average	33.5	33.2	32.6	33.1	..	..	..	..
Part-time (<35 hours)	721	669	975	1,005	41.4	41.8	43.2	45.0
Full-time (35 hours+)	1,022	932	1,281	1,226	58.6	58.2	56.8	55.0
<b>Field of nursing</b>								
Clinician	1,539	1,530	1,933	1,892	88.3	95.6	85.7	84.8
Administrator	35	30	49	84	2.0	1.9	2.2	3.8
Teacher/educator	50	27	74	57	2.9	1.7	3.3	2.6
Researcher	13	2	–	2	0.7	0.1	—	0.1
Other	105	12	199	195	6.0	0.7	8.8	8.8
<b>Area of clinical nursing (clinicians)</b>								
Paediatric	89	105	147	96	5.8	6.9	7.6	5.1
Community health	63	70	201	158	4.1	4.5	10.4	8.3
Child health	1,132	967	885	737	73.6	63.2	45.8	38.9
School medical	118	253	372	545	7.7	16.6	19.2	28.8
No one principal area	5	23	14	71	0.3	1.5	0.7	3.7
Other	131	113	314	286	8.5	7.3	16.3	15.0
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	530	454	484	632	37.5	31.9	24.2	30.8
Other	884	968	1,521	1,419	62.5	68.1	75.8	69.2
<b>Employed nurses per 100,000 population</b>								
Registered nurses	8.0	8.0	11.1	11.4	..	..	..	..
Enrolled nurses	1.9	1.0	1.4	1.0	..	..	..	..
All nurses	9.9	9.0	12.5	12.4	..	..	..	..
<b>Total all nurses</b>	<b>1,743</b>	<b>1,600</b>	<b>2,255</b>	<b>2,231</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.



**Table 38: Registered and enrolled nurses employed in community/district/domiciliary services: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	8,447	8,956	7,076	8,005	95.1	94.6	91.0	91.2
Enrolled nurses	685	728	698	773	7.7	7.7	9.0	8.8
<b>Sex</b>								
Males	307	345	280	361	3.5	3.6	3.6	4.1
Females	8,579	9,124	7,494	8,417	96.5	96.4	96.4	95.9
<b>Geographic location of main job</b>								
Capital city	4,669	4,870	4,106	4,778	52.5	51.4	52.8	54.4
Other metropolitan centre	553	592	446	429	6.2	6.2	5.7	4.9
Large rural centre	691	774	592	581	7.8	8.2	7.6	6.6
Small rural centre	782	853	713	792	8.8	9.0	9.2	9.0
Other rural area	1,672	1,795	1,561	1,801	18.8	19.0	20.1	20.5
Remote centre	153	166	77	80	1.7	1.8	1.0	0.9
Other remote area	367	418	279	318	4.1	4.4	3.6	3.6
<b>Age (years)</b>								
Average	41.8	41.7	42.4	42.4	..	..	..	..
<30	697	853	676	715	7.8	9.0	8.7	8.1
30–39	3,199	3,431	2,721	2,967	36.0	36.2	35.0	33.8
40–49	3,065	3,197	2,763	3,172	34.5	33.8	35.5	36.1
50–59	1,601	1,714	1,417	1,661	18.0	18.1	18.2	18.9
60+	325	274	196	263	3.7	2.9	2.5	3.0
<b>Hours worked per week</b>								
Average	27.7	27.9	28.6	32.1	..	..	..	..
Part-time (<35 hours)	4,339	4,676	3,802	4,314	48.8	49.4	48.9	49.1
Full-time (35 hours+)	4,547	4,793	3,972	4,464	51.2	50.6	51.1	50.9
<b>Work setting of main job</b>								
<b>Public sector</b>								
Hospital	454	521	312	325	5.1	5.5	4.0	3.7
Hospice	213	83	44	25	2.4	0.9	0.6	0.3
Community centre	3,410	4,997	4,260	3,490	38.4	52.8	54.8	39.8
Agency	—	167	110	115	—	1.8	1.4	1.3
School	54	60	163	166	0.6	0.6	2.1	1.9
Other	2,979	2,050	1,629	3,192	33.5	21.6	21.0	36.4
<b>Private sector</b>								
Nursing home	247	36	23	115	2.8	0.4	0.3	1.3
Agency	256	318	218	111	2.9	3.4	2.8	1.3
Nursing practice	140	252	218	134	1.6	2.7	2.8	1.5
Private industry	35	45	46	116	0.4	0.5	0.6	1.3
Other	1,097	940	749	990	12.3	9.9	9.6	11.3
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	4,184	4,471	3,647	4,076	49.5	49.9	51.5	50.9
Other	4,263	4,485	3,429	3,929	50.5	50.1	48.5	49.1
<b>Employed nurses per 100,000 population</b>								
Registered nurses	47.8	50.2	39.2	43.2	..	..	..	..
Enrolled nurses	3.9	4.1	3.9	4.2	..	..	..	..
All nurses	51.7	54.3	43.1	47.4	..	..	..	..
<b>Total all nurses</b>	<b>9,132</b>	<b>9,684</b>	<b>7,774</b>	<b>8,778</b>	<b>102.8</b>	<b>102.3</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 39: Registered and enrolled nurses employed as clinicians in geriatrics/gerontology: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	22,259	22,663	22,129	22,111	53.4	54.8	57.2	57.8
Enrolled nurses	19,427	18,671	16,533	16,160	46.6	45.2	42.8	42.2
<b>Sex</b>								
Males	1,583	1,622	1,503	1,540	3.8	3.9	3.9	4.0
Females	39,979	39,586	37,160	36,731	96.2	96.1	96.1	96.0
<b>Geographic location of main job</b>								
Capital city	23,446	23,229	21,374	21,683	56.2	56.2	55.3	56.7
Other metropolitan centre	3,626	3,614	3,441	2,817	8.7	8.7	8.9	7.4
Large rural centre	3,532	3,860	3,663	3,203	8.5	9.3	9.5	8.4
Small rural centre	3,641	3,533	3,434	3,465	8.7	8.5	8.9	9.1
Other rural area	6,842	6,581	6,170	6,567	16.4	15.9	16.0	17.2
Remote centre	205	176	225	123	0.5	0.4	0.6	0.3
Other remote area	393	342	356	413	0.9	0.8	0.9	1.1
<b>Age (years)</b>								
Average	41.8	41.7	42.4	42.9	..	..	..	..
<30	4,744	4,752	3,962	3,776	11.4	11.5	10.2	9.9
30–39	13,405	12,928	11,537	10,530	32.3	31.4	29.8	27.5
40–49	13,819	14,103	13,715	13,992	33.2	34.2	35.5	36.6
50–59	7,835	7,863	7,945	8,306	18.9	19.1	20.6	21.7
60+	1,759	1,563	1,503	1,668	4.2	3.8	3.9	4.4
<b>Hours worked per week</b>								
Average	27.7	27.9	28.6	29.3	..	..	..	..
Part-time (<35 hours)	28,936	28,887	26,496	26,275	69.4	69.9	68.5	68.7
Full-time (35 hours+)	12,750	12,448	12,166	11,996	30.6	30.1	31.5	31.3
<b>Work setting of main job</b>								
<b>Public sector</b>								
Hospital	4,195	3,886	4,360	4,536	10.1	9.4	11.3	11.9
Nursing home	16,841	16,458	12,696	13,007	40.4	39.8	32.8	34.0
Community	719	597	731	716	1.7	1.4	1.9	1.9
Other	924	1,512	1,396	1,738	2.2	3.7	3.6	4.5
Total	22,679	22,453	19,182	19,997	54.4	54.3	49.6	52.3
<b>Private sector</b>								
Hospital	391	299	668	578	0.9	0.7	1.7	1.5
Nursing home	16,830	16,620	16,858	15,247	40.4	40.2	43.6	39.8
Hostel	429	763	845	1,218	1.0	1.8	2.2	3.2
Agency	714	508	512	440	1.7	1.2	1.3	1.2
Nursing practice	278	375	336	416	0.7	0.9	0.9	1.1
Other	365	316	260	374	0.9	0.8	0.7	1.0
Total	19,007	18,881	19,480	18,274	45.6	45.7	50.4	47.7
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	15,433	15,066	15,807	16,026	69.3	66.5	71.4	72.5
Other	6,826	7,597	6,322	6,085	30.7	33.5	28.6	27.5
<b>Employed nurses per 100,000 population</b>								
Registered nurses	126.1	127.1	122.6	119.3	..	..	..	..
Enrolled nurses	110.0	104.7	91.6	87.2	..	..	..	..
All nurses	236.1	231.7	214.2	206.5	..	..	..	..
<b>Total all nurses</b>	<b>41,686</b>	<b>41,334</b>	<b>38,662</b>	<b>38,271</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 40: Registered and enrolled nurses employed as clinicians in medical and surgical nursing: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	46,986	51,731	50,733	49,526	75.0	76.1	76.4	77.3
Enrolled nurses	15,655	16,259	15,693	14,528	25.0	23.9	23.6	22.7
<b>Sex</b>								
Males	3,403	3,834	3,819	3,591	5.5	5.7	5.7	5.6
Females	58,944	63,762	62,607	60,463	94.5	94.3	94.3	94.4
<b>Geographic location of main job</b>								
Capital city	37,208	39,816	38,563	39,158	59.4	58.6	58.1	61.1
Other metropolitan centre	4,601	5,263	5,321	4,406	7.3	7.7	8.0	6.9
Large rural centre	6,001	6,728	6,846	5,549	9.6	9.9	10.3	8.7
Small rural centre	4,858	5,181	4,929	4,889	7.8	7.6	7.4	7.6
Other rural area	7,923	8,973	8,518	8,621	12.6	13.2	12.8	13.5
Remote centre	741	715	797	302	1.2	1.1	1.2	0.5
Other remote area	1,310	1,315	1,453	1,129	2.1	1.9	2.2	1.8
<b>Age (years)</b>								
Average	37.2	36.6	36.8	37.3	..	..	..	..
<30	15,381	18,281	18,114	16,691	24.7	27.0	27.3	26.1
30–39	23,542	25,054	23,397	21,810	37.8	37.1	35.2	34.0
40–49	16,052	16,917	17,534	17,774	25.7	25.0	26.4	27.7
50–59	6,316	6,472	6,484	6,858	10.1	9.6	9.8	10.7
60+	1,057	873	898	921	1.7	1.3	1.4	1.4
<b>Hours worked per week</b>								
Average	32.5	32.4	32.5	33.2	..	..	..	..
Part-time (<35 hours)	29,167	32,173	31,984	31,338	46.6	47.3	48.1	48.9
Full-time (35 hours+)	33,474	35,818	34,443	32,716	53.4	52.7	51.9	51.1
<b>Work setting of main job</b>								
<b>Public sector</b>								
Hospital	41,949	44,995	43,970	42,030	67.0	66.2	66.2	65.6
Nursing home	693	589	459	415	1.1	0.9	0.7	0.6
Community	597	622	604	543	1.0	0.9	0.9	0.8
Agency	0	695	756	824	0.0	1.0	1.1	1.3
Other	2,597	2,744	2,153	2,048	4.1	4.0	3.2	3.2
Total	45,835	49,644	47,942	45,861	73.2	73.0	72.2	71.6
<b>Private sector</b>								
Hospital	12,803	14,344	14,603	14,619	20.4	21.1	22.0	22.8
Nursing home	430	337	447	351	0.7	0.5	0.7	0.5
Day procedure centre	438	409	492	543	0.7	0.6	0.7	0.8
Medical (Doctor's rooms)	1,196	1,315	1,272	1,221	1.9	1.9	1.9	1.9
Agency	1,141	974	874	724	1.8	1.4	1.3	1.1
Other	797	968	796	736	1.3	1.4	1.2	1.1
Total	16,805	18,347	18,484	18,193	26.8	27.0	27.8	28.4
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	35,977	40,328	39,553	38,402	76.6	78.0	78.0	77.5
Other	11,009	11,403	11,180	11,124	23.4	22.0	22.0	22.5
<b>Employed nurses per 100,000 population</b>								
Registered nurses	266.1	290.0	281.0	267.2	..	..	..	..
Enrolled nurses	88.7	91.2	86.9	78.4	..	..	..	..
All nurses	354.8	381.2	368.0	345.6	..	..	..	..
<b>Total all nurses</b>	<b>62,641</b>	<b>67,991</b>	<b>66,426</b>	<b>64,054</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 41: Registered and enrolled nurses employed as clinicians in psychiatry/mental health: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	9,066	9,408	9,428	9,415	81.4	82.9	83.8	83.7
Enrolled nurses	2,068	1,944	1,820	1,840	18.6	17.1	16.2	16.3
<b>Sex</b>								
Males	3,834	4,026	3,920	3,845	34.4	35.5	34.9	34.2
Females	7,300	7,326	7,327	7,410	65.6	64.5	65.1	65.8
<b>Geographic location of main job</b>								
Capital city	7,713	7,767	7,634	7,868	69.3	68.4	67.9	69.9
Other metropolitan centre	807	818	835	710	7.2	7.2	7.4	6.3
Large rural centre	1,495	1,589	1,616	1,540	13.4	14.0	14.4	13.7
Small rural centre	650	669	643	595	5.8	5.9	5.7	5.3
Other rural area	444	461	452	495	4.0	4.1	4.0	4.4
Remote centre	11	33	21	12	0.1	0.3	0.2	0.1
Other remote area	13	15	47	35	0.1	0.1	0.4	0.3
<b>Age (years)</b>								
Average	39.7	39.4	39.7	40.3	..	..	..	..
<30	1,433	1,522	1,534	1,472	12.9	13.4	13.6	13.1
30–39	4,370	4,448	4,206	3,904	39.2	39.2	37.4	34.7
40–49	3,663	3,728	3,856	4,110	32.9	32.8	34.3	36.5
50–59	1,330	1,317	1,417	1,495	11.9	11.6	12.6	13.3
60+	264	248	235	274	2.4	2.2	2.1	2.4
<b>Hours worked per week</b>								
Average	37.1	37.0	37.4	37.7	..	..	..	..
Part-time (<35 hours)	2,405	2,600	2,586	2,767	21.6	22.9	23.0	24.6
Full-time (35 hours+)	8,729	8,752	8,662	8,488	78.4	77.1	77.0	75.4
<b>Work setting of main job</b>								
<b>Public sector</b>								
Hospital	6,895	7,766	8,107	8,189	61.9	68.4	72.1	72.8
Nursing home	429	292	153	128	3.9	2.6	1.4	1.1
Community	1,197	1,193	1,159	599	10.8	10.5	10.3	5.3
Developmental disability service	154	99	190	73	1.4	0.9	1.7	0.6
Other	1,251	857	493	1,154	11.2	7.6	4.4	10.3
Total	9,926	10,207	10,101	10,142	89.2	89.9	89.8	90.1
<b>Private sector</b>								
Hospital	760	830	925	707	6.8	7.3	8.2	6.3
Nursing home	159	139	95	46	1.4	1.2	0.8	0.4
Other	289	176	126	360	2.6	1.6	1.1	3.2
Total	1,208	1,145	1,146	1,113	10.8	10.1	10.2	9.9
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	6,110	6,535	6,994	6,901	67.4	69.5	74.2	73.3
Other	2,956	2,873	2,434	2,514	32.6	30.5	25.8	26.7
<b>Employed nurses per 100,000 population</b>								
Registered nurses	51.3	52.7	52.2	50.8	..	..	..	..
Enrolled nurses	11.7	10.9	10.1	9.9	..	..	..	..
All nurses	63.1	63.6	62.3	60.7	..	..	..	..
<b>Total all nurses</b>	<b>11,134</b>	<b>11,352</b>	<b>11,247</b>	<b>11,255</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 42: Registered and enrolled nurses employed as clinicians in midwifery, obstetrics and gynaecology: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	13,049	14,095	14,839	14,067	94.8	95.2	96.0	96.1
Enrolled nurses	710	711	614	575	5.2	4.8	4.0	3.9
<b>Sex</b>								
Males	139	173	160	131	1.0	1.2	1.0	0.9
Females	13,619	14,633	15,293	14,511	99.0	98.8	99.0	99.1
<b>Geographic location of main job</b>								
Capital city	9,058	9,699	10,234	10,137	65.8	65.5	66.2	69.2
Other metropolitan centre	1,111	1,205	1,214	1,044	8.1	8.1	7.9	7.1
Large rural centre	1,472	1,598	1,746	1,357	10.7	10.8	11.3	9.3
Small rural centre	976	1,079	1,060	1,004	7.1	7.3	6.9	6.9
Other rural area	899	938	888	939	6.5	6.3	5.7	6.4
Remote centre	159	193	179	75	1.2	1.3	1.2	0.5
Other remote area	84	94	132	86	0.6	0.6	0.9	0.6
<b>Age (years)</b>								
Average	39.4	38.3	38.6	39.4	..	..	..	..
<30	1,491	2,003	1,886	1,580	10.8	13.5	12.2	10.8
30–39	6,063	6,908	7,228	6,484	44.1	46.7	46.8	44.3
40–49	4,151	4,114	4,565	4,700	30.2	27.8	29.5	32.1
50–59	1,609	1,434	1,596	1,688	11.7	9.7	10.3	11.5
60+	227	170	178	191	1.6	1.1	1.2	1.3
<b>Hours worked per week</b>								
Average	30.9	30.6	30.6	30.8	..	..	..	..
Part-time (<35 hours)	7,210	8,087	8,559	8,363	52.4	54.6	55.4	57.1
Full-time (35 hours+)	6,549	6,719	6,893	6,279	47.6	45.4	44.6	42.9
<b>Work setting of main job</b>								
<b>Public sector</b>								
Hospital	9,931	10,590	11,177	10,583	72.2	71.5	72.3	72.3
Community	66	75	123	101	0.5	0.5	0.8	0.7
Agency	–	152	136	131	0.0	1.0	0.9	0.9
Other	513	469	344	269	3.7	3.2	2.2	1.8
Total	10,511	11,287	11,780	11,082	76.4	76.2	76.2	75.7
<b>Private sector</b>								
Hospital	2,754	3,017	3,241	3,142	20.0	20.4	21.0	21.5
Medical (Doctor's rooms)	106	139	150	161	0.8	0.9	1.0	1.1
Agency	127	103	86	50	0.9	0.7	0.6	0.3
Other	261	261	196	207	1.9	1.8	1.3	1.4
Total	3,248	3,519	3,673	3,560	23.6	23.8	23.8	24.3
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	9,789	10,838	7,559	7,183	75.0	76.9	50.9	51.1
Other	3,260	3,258	7,280	6,884	25.0	23.1	49.1	48.9
<b>Employed nurses per 100,000 population</b>								
Registered nurses	73.9	79.0	82.2	75.9	..	..	..	..
Enrolled nurses	4.0	4.0	3.4	3.1	..	..	..	..
All nurses	77.9	83.0	85.6	79.0	..	..	..	..
<b>Total all nurses</b>	<b>13,759</b>	<b>14,806</b>	<b>15,453</b>	<b>14,642</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 43: Registered and enrolled nurses employed as clinicians in operating theatre nursing: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	9,491	10,538	10,652	11,222	80.7	82.1	82.3	83.4
Enrolled nurses	2,276	2,299	2,284	2,229	19.3	17.9	17.7	16.6
<b>Sex</b>								
Males	667	744	777	782	5.7	5.8	6.0	5.8
Females	11,099	12,093	12,159	12,669	95.1	94.9	94.0	94.2
<b>Geographic location of main job</b>								
Capital city	7,964	8,651	8,663	9,423	67.7	67.4	67.0	70.1
Other metropolitan centre	1,062	1,169	1,175	1,011	9.0	9.1	9.1	7.5
Large rural centre	1,365	1,494	1,522	1,381	11.6	11.6	11.8	10.3
Small rural centre	769	831	860	912	6.5	6.5	6.6	6.8
Other rural area	500	576	576	666	4.2	4.5	4.5	5.0
Remote centre	79	77	95	28	0.7	0.6	0.7	0.2
Other remote area	27	38	45	30	0.2	0.3	0.3	0.2
<b>Age (years)</b>								
Average	38.0	37.8	37.8	38.3	..	..	..	..
<30	2,110	2,404	2,633	2,612	18.1	18.9	20.4	19.4
30–39	4,914	5,368	5,117	5,131	42.1	42.1	39.6	38.1
40–49	3,274	3,561	3,750	4,068	28.1	28.0	29.0	30.2
50–59	1,239	1,287	1,301	1,483	10.6	10.1	10.1	11.0
60+	130	117	135	158	1.1	0.9	1.0	1.2
<b>Hours worked per week</b>								
Average	34.0	34.0	33.7	34.3	..	..	..	..
Part-time (<35 hours)	4,679	5,312	5,444	5,780	39.8	41.4	42.1	43.0
Full-time (35 hours+)	7,087	7,525	7,492	7,671	60.2	58.6	57.9	57.0
<b>Work setting of main job</b>								
Public sector								
Hospital	6,894	7,432	7,393	7,685	58.6	57.9	57.2	57.1
Day procedure	70	168	250	382	0.6	1.3	1.9	2.8
Other	286	275	225	212	2.4	2.1	1.7	1.6
Total	7,251	7,875	7,869	8,279	61.6	61.3	60.8	61.5
Private sector								
Hospital	3,899	4,212	4,218	4,346	33.1	32.8	32.6	32.3
Day procedure	407	468	528	484	3.5	3.6	4.1	3.6
Medical rooms	37	65	60	73	0.3	0.5	0.5	0.5
Nursing practice	9	52	69	93	0.1	0.4	0.5	0.7
Other	163	283	321	342	1.4	2.2	2.5	2.5
Total	4,516	5,079	5,197	5,337	38.4	39.6	40.2	39.7
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	6,724	7,745	7,588	8,048	70.9	73.5	71.2	71.7
Other	2,767	2,793	3,064	3,174	29.1	26.5	28.8	28.3
<b>Employed nurses per 100,000 population</b>								
Registered nurses	53.8	59.1	59.0	60.6	..	..	..	..
Enrolled nurses	12.9	12.9	12.7	12.0	..	..	..	..
All nurses	66.6	72.0	71.7	72.6	..	..	..	..
<b>Total all nurses</b>	<b>11,766</b>	<b>12,837</b>	<b>12,936</b>	<b>13,451</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 44: Registered and enrolled nurses employed as clinicians in intensive care nursing: characteristics, Australia, 1993 to 1996**

Characteristics	1993	1994	1995	1996	1993	1994	1995	1996
					(per cent)			
<b>Type of nurse</b>								
Registered nurses	8,320	8,876	9,099	9,610	98.3	98.3	98.3	98.5
Enrolled nurses	143	154	158	145	1.7	1.7	1.7	1.5
<b>Sex</b>								
Males	885	960	1,017	1,123	10.5	10.6	11.0	11.5
Females	7,578	8,070	8,241	8,632	89.5	89.4	89.0	88.5
<b>Geographic location of main job</b>								
Capital city	6,309	6,811	7,044	7,483	74.6	75.4	76.1	76.7
Other metropolitan centre	720	709	750	763	8.5	7.8	8.1	7.8
Large rural centre	738	765	753	756	8.7	8.5	8.1	7.7
Small rural centre	489	554	534	564	5.8	6.1	5.8	5.8
Other rural area	148	150	151	157	1.8	1.7	1.6	1.6
Remote centre	43	30	13	20	0.5	0.3	0.1	0.2
Other remote area	15	11	14	12	0.2	0.1	0.2	0.1
<b>Age (years)</b>								
Average	34.4	34.2	34.3	34.7				
<30	2,492	2,709	2,855	2,993	29.4	30.0	30.8	30.7
30–39	4,055	4,329	4,270	4,355	47.9	47.9	46.1	44.6
40–49	1,609	1,658	1,793	2,005	19.0	18.4	19.4	20.6
50–59	294	325	320	370	3.5	3.6	3.5	3.8
60+	14	9	20	33	0.2	0.1	0.2	0.3
<b>Hours worked per week</b>								
Average	34.6	34.5	33.9	34.8				
Part-time (<35 hours)	3,273	3,608	3,925	4,302	38.7	40.0	42.4	44.1
Full-time (35 hours+)	5,191	5,422	5,333	5,453	61.3	60.0	57.6	55.9
<b>Work setting of main job</b>								
Public sector								
Hospital	7,063	7,522	7,597	7,851	83.5	83.3	82.1	80.5
Agency	..	53	110	119	..	0.6	1.2	1.2
Other	163	139	76	94	1.9	1.5	0.8	1.0
Total	7,226	7,714	7,783	8,064	85.4	85.4	84.1	82.7
Private sector								
Hospital	1,037	1,140	1,320	1,522	12.2	12.6	14.3	15.6
Agency	154	152	125	125	1.8	1.7	1.3	1.3
Other	47	24	30	44	0.6	0.3	0.3	0.4
Total	1,237	1,316	1,474	1,691	14.6	14.6	15.9	17.3
<b>Classification of main job (registered nurses)</b>								
Level 1 registered nurse	6,060	6,566	6,141	6,555	72.8	74.0	67.5	68.2
Other	2,260	2,310	2,959	3,055	27.2	26.0	32.5	31.8
<b>Employed nurses per 100,000 population</b>								
Registered nurses	47.1	49.7	50.4	52.5	..	..	..	..
Enrolled nurses	0.8	0.9	0.9	0.8	..	..	..	..
All nurses	47.9	50.6	51.2	53.3	..	..	..	..
<b>Total all nurses</b>	<b>8,463</b>	<b>9,030</b>	<b>9,258</b>	<b>9,755</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

# 8 Registered nurses, national nursing labour force survey, 1996

## Composition of the workforce, 1996

- The national nursing labour force survey in conjunction with renewal of registration in 1996 enumerated 200,453 registered nurses. Of these, 171,684 (85.6%) were employed in nursing, 3,086 (1.5%) were employed but on leave for three months or more, 5,684 (2.8%) were looking for work in nursing, 3,503 (1.7%) were overseas, and 16,496 (8.2%) were not employed in nursing and not looking for work in nursing.
- Of those registered nurses employed in nursing, 89.8% were working as clinicians, 5.2% as administrators, 2.1% as teachers or educators, 0.4% as researchers and the remaining 2.5% in other nursing occupations.
- Of the 5,684 registered nurses looking for work in nursing, 2,160 (38.0%) were employed in an occupation other than nursing, and the remaining 3,523 (62.0%) were not employed.
- Of the 16,496 nurses not employed in nursing and not looking for work in nursing, 6,934 were employed in jobs other than nursing, and 9,563 were not employed.

## Classification

- The percentage of females (62.5%) who were level 1 registered nurses (the lowest classification) was slightly higher than that for males (57.9%). The percentage (4.4%) of females classified as assistant directors or directors of nursing was slightly lower than that for males (6.4%).

## Main areas of practice

- Nearly one-third (32.2%) of nurses in clinical practice were employed in the areas of medical and surgical practice, and 14.3% in gerontology or geriatric nursing. The distribution across specific areas of clinical nursing was similar in all States. In the Australian Capital Territory and the Northern Territory, the proportions of clinicians employed in gerontology/geriatric areas were lower than in the States, while the proportions employed in midwifery (14.2% and 14.7% respectively) was much higher than nationally (8.3%). The Northern Territory had 16.2% of clinicians employed in community health compared with 3.3% for Australia.

## Age

- The average age of employed registered nurses was 40.1 years (slightly higher than in previous years), with the females averaging 40.3 years and males 38.6 years.

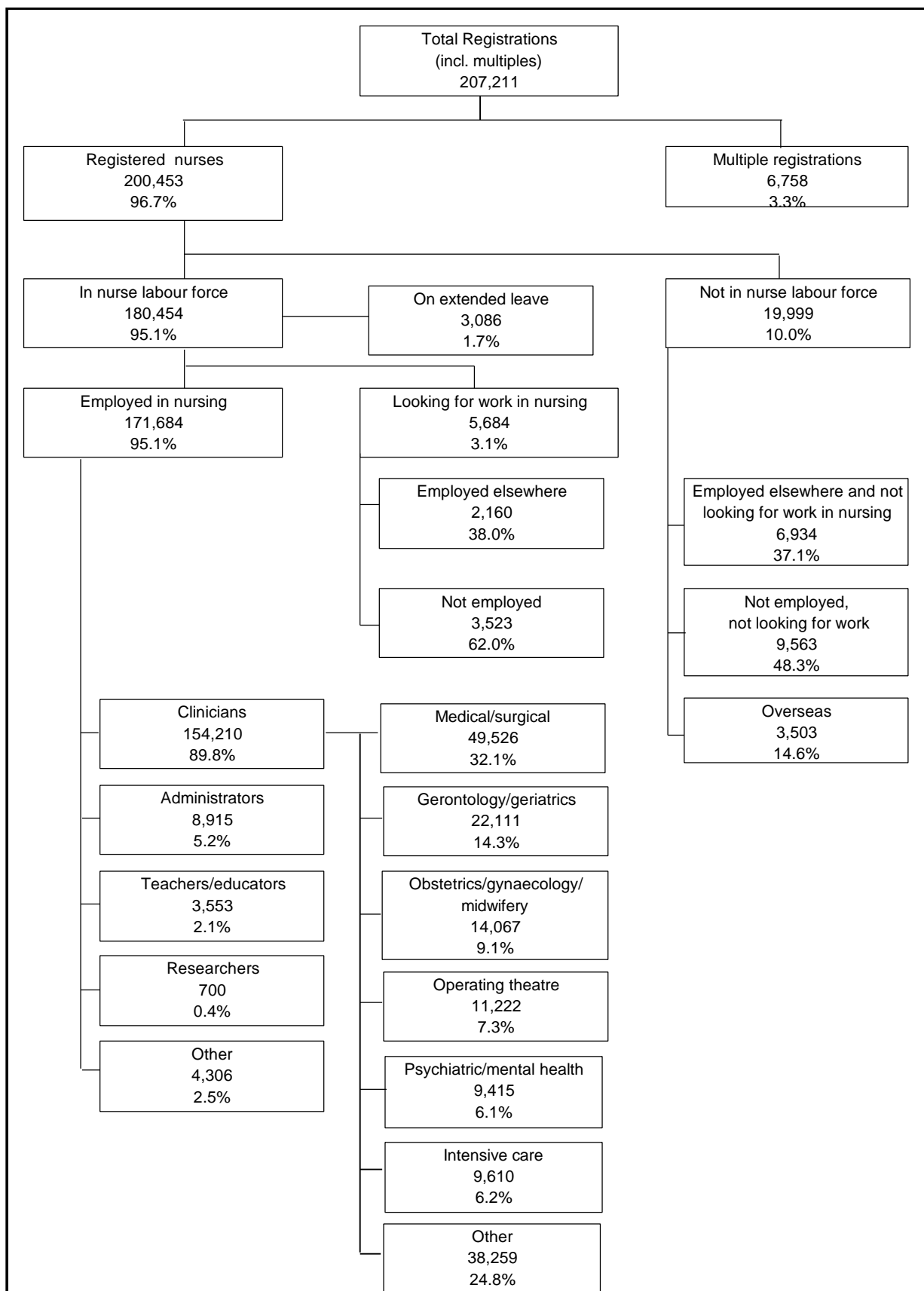


## Hours worked

- Registered nurses worked an average of 33.2 hours per week, with males averaging 40.0 hours and females 32.6 hours. Nearly half (49.8%) of females worked less than 35 hours per week compared with 14.9% of males.
- Across the States and Territories, the average hours worked per week by male registered nurses ranged from 38.0 hours in Queensland up to 41.8 hours in Western Australia. For female registered nurses, their average hours worked varied from a low of 30.9 hours in South Australia to a high of 38.1 hours per week in the Northern Territory. The proportion of females working less than 35 hours per week in the Northern Territory (25.6%) was about half the proportion for Australia (49.8%).

## Sector of employment

- The public sector employed 69.6% of registered nurses. This proportion varied from a high of 85.5% in the Northern Territory to lows of 65.1% in Tasmania and Queensland.
- Of registered nurses employed in the public sector, 71.0% worked in acute and psychiatric hospitals, 8.0% worked in community health centres and 7.0% worked in nursing homes. In the private sector, 47.8% worked in acute and psychiatric hospitals, 22.5% in nursing homes and 10.1% in private medical rooms.
- Registered nurses employed in the public sector worked an average of 34.5 hours per week compared with 30.3 hours for those in the private sector. Average hours worked across both public and private sectors varied across work setting, from a high of 39.0 hours per week in the defence forces down to 26.1 hours in private medical rooms and 26.0 hours in public agencies.



Source: AIHW

**Figure 2: Registered nurses, Australia, 1996**

**Table 45: Registered nurses: professional employment status, occupation, States and Territories, 1996**

<b>Professional employment status/occupation</b>	<b>NSW</b>	<b>Vic</b>	<b>Qld</b>	<b>WA</b>	<b>SA</b>	<b>Tas</b>	<b>ACT</b>	<b>NT</b>	<b>Australia</b>
Employed in nursing <sup>(a)</sup> only or mainly in State/Territory									
Clinician	50,244	38,670	27,737	14,616	14,448	4,424	2,409	1,662	154,210
Administrator	3,401	2,393	1,192	733	640	305	142	109	8,915
Teacher/educator	1,011	990	578	403	350	80	62	80	3,553
Researcher	130	241	113	115	72	15	8	5	700
Other	1,172	1,713	152	600	304	182	150	33	4,306
<i>Total</i>	<i>55,958</i>	<i>44,008</i>	<i>29,772</i>	<i>16,466</i>	<i>15,814</i>	<i>5,007</i>	<i>2,771</i>	<i>1,888</i>	<i>171,684</i>
On extended leave <sup>(b)</sup>	695	1,046	552	262	221	122	100	87	3,086
Looking for work in nursing									
Employed elsewhere	1,311	286	243	105	92	22	73	29	2,160
Not employed	1,572	673	533	306	276	91	73	—	3,523
<i>Total</i>	<i>2,883</i>	<i>959</i>	<i>776</i>	<i>411</i>	<i>367</i>	<i>113</i>	<i>146</i>	<i>29</i>	<i>5,684</i>
<i>Nursing labour force</i>	<i>59,536</i>	<i>46,013</i>	<i>31,101</i>	<i>17,139</i>	<i>16,402</i>	<i>5,242</i>	<i>3,017</i>	<i>2,004</i>	<i>180,454</i>
Overseas	1,774	566	569	318	105	33	81	57	3,503
Not looking for work in nursing									
Employed elsewhere	4,208	596	1,089	294	172	54	380	140	6,934
Not employed	5,652	1,114	1,366	573	347	166	182	162	9,563
<i>Total</i>	<i>9,860</i>	<i>1,710</i>	<i>2,454</i>	<i>867</i>	<i>520</i>	<i>220</i>	<i>563</i>	<i>302</i>	<i>16,496</i>
<i>Not in nursing labour force</i>	<i>11,634</i>	<i>2,276</i>	<i>3,023</i>	<i>1,185</i>	<i>625</i>	<i>253</i>	<i>644</i>	<i>359</i>	<i>19,999</i>
<i>Total registered nurses</i>	<i>71,170</i>	<i>48,289</i>	<i>34,124</i>	<i>18,325</i>	<i>17,027</i>	<i>5,495</i>	<i>3,660</i>	<i>2,363</i>	<i>200,453</i>
Multiple registrations	2,865	1,427	1,071	385	222	143	245	400	6,758
<b>Total registrations</b>	<b>74,035</b>	<b>49,716</b>	<b>35,196</b>	<b>18,709</b>	<b>17,249</b>	<b>5,639</b>	<b>3,905</b>	<b>2,763</b>	<b>207,211</b>
<b>(per cent of employed nurses)</b>									
Employed in nursing <sup>(a)</sup>									
Clinician	89.8	87.9	93.2	88.8	91.4	88.4	86.9	88.0	89.8
Administrator	6.1	5.4	4.0	4.5	4.0	6.1	5.1	5.8	5.2
Teacher/educator	1.8	2.2	1.9	2.4	2.2	1.6	2.2	4.2	2.1
Researcher	0.2	0.5	0.4	0.7	0.5	0.3	0.3	0.3	0.4
Other	2.1	3.9	0.5	3.6	1.9	3.6	5.4	1.7	2.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>(per cent of total registered nurses)</b>									
Employed in nursing <sup>(a)</sup>	78.6	91.1	87.2	89.9	92.9	91.1	75.7	79.9	85.6
On extended leave <sup>(b)</sup>	1.0	2.2	1.6	1.4	1.3	2.2	2.7	3.7	1.5
Looking for work in nursing	4.1	2.0	2.3	2.2	2.2	2.1	4.0	1.2	2.8
<i>Nursing labour force</i>	<i>83.7</i>	<i>95.3</i>	<i>91.1</i>	<i>93.5</i>	<i>96.3</i>	<i>95.4</i>	<i>82.4</i>	<i>84.8</i>	<i>90.0</i>
Overseas	2.5	1.2	1.7	1.7	0.6	0.6	2.2	2.4	1.7
Not looking for work in nursing	13.9	3.5	7.2	4.7	3.1	4.0	15.4	12.8	8.2
<i>Not in nursing labour force</i>	<i>16.3</i>	<i>4.7</i>	<i>8.9</i>	<i>6.5</i>	<i>3.7</i>	<i>4.6</i>	<i>17.6</i>	<i>15.2</i>	<i>10.0</i>
<b>Total registered nurses</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Excludes nurses on extended leave.

(b) On leave for three months or more. This was not included as an option in the New South Wales or Queensland surveys.

Source: AIHW.

**Table 46: Employed registered nurses: classification of main job and sex, States and Territories, 1996**

Classification	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Males</b>									
L1 registered nurse	3,046	1,805	1,371	527	871	190	49	45	7,903
L2 clinical nurse	714	—	550	301	204	90	32	23	1,914
L3 nurse manager	461	244	80	61	41	8	7	12	914
L3 clinical nurse	142	579	179	92	141	34	19	56	1,242
L3 staff development/education	101	—	39	30	28	8	7	3	216
L4 staff development/education	1	—	8	8	7	—	—	—	24
L4 assistant director of nursing	138	136	28	26	29	8	2	3	371
Director of nursing	234	153	38	31	34	6	2	3	502
Lecturer—higher education sector	89	50	22	16	22	6	—	3	210
Other	93	119	49	28	36	6	2	12	345
<b>Total</b>	<b>5,020</b>	<b>3,086</b>	<b>2,363</b>	<b>1,121</b>	<b>1,413</b>	<b>356</b>	<b>121</b>	<b>162</b>	<b>13,642</b>
<b>Females</b>									
L1 registered nurse	33,578	22,263	18,513	8,958	10,387	2,746	1,533	858	98,836
L2 clinical nurse	9,059	—	4,786	4,276	1,967	1,187	651	333	22,261
L3 nurse manager	2,643	5,017	691	501	268	166	84	55	9,426
L3 clinical nurse	933	9,961	1,424	465	773	231	186	332	14,304
L3 staff development/education	764	—	358	274	121	51	34	41	1,645
L4 staff development/education	75	—	58	57	40	10	13	5	259
L4 assistant director of nursing	775	1,849	313	158	115	67	31	23	3,330
Director of nursing	1,527	990	504	218	307	99	18	27	3,691
Lecturer—higher education sector	405	285	223	131	146	17	21	25	1,253
Other	1,178	557	538	306	276	78	78	27	3,039
<b>Total</b>	<b>50,938</b>	<b>40,922</b>	<b>27,409</b>	<b>15,345</b>	<b>14,401</b>	<b>4,652</b>	<b>2,650</b>	<b>1,726</b>	<b>158,043</b>
<b>Persons</b>									
L1 registered nurse	36,624	24,068	19,884	9,485	11,258	2,936	1,581	903	106,739
L2 clinical nurse	9,773	—	5,336	4,577	2,172	1,277	683	356	24,175
L3 nurse manager	3,104	5,261	771	562	309	174	91	67	10,340
L3 clinical nurse	1,075	10,539	1,603	557	915	265	205	387	15,546
L3 staff development/education	865	—	398	304	149	59	41	44	1,861
L4 staff development/education	77	—	65	66	47	10	13	5	283
L4 assistant director of nursing	912	1,985	341	184	144	75	34	27	3,701
Director of nursing	1,761	1,142	542	250	342	105	21	30	4,193
Lecturer—higher education sector	494	335	245	148	168	23	21	28	1,463
Other	1,272	676	587	334	312	84	81	39	3,384
<b>Total</b>	<b>55,958</b>	<b>44,008</b>	<b>29,772</b>	<b>16,466</b>	<b>15,814</b>	<b>5,007</b>	<b>2,771</b>	<b>1,888</b>	<b>171,684</b>

(continued)

**Table 46 (continued): Employed registered nurses: classification of main job and sex, States and Territories, 1996**

Classification	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>(per cent—males)</b>									
L1 registered nurse	60.7	58.5	58.0	47.0	61.6	53.4	40.0	28.0	57.9
L2 clinical nurse	14.2	—	23.3	26.9	14.5	25.3	26.0	14.0	14.0
L3 nurse manager	9.2	7.9	3.4	5.4	2.9	2.2	6.0	7.5	6.7
L3 clinical nurse	2.8	18.8	7.6	8.2	10.0	9.6	16.0	34.4	9.1
L3 staff development/education	2.0	—	1.7	2.6	2.0	2.2	6.0	2.2	1.6
L4 staff development/education	—	—	0.3	0.7	0.5	—	—	—	0.2
L4 assistant director of nursing	2.7	4.4	1.2	2.3	2.1	2.2	2.0	2.2	2.7
Director of nursing	4.7	4.9	1.6	2.8	2.4	1.7	2.0	2.2	3.7
Lecturer—higher education sector	1.8	1.6	0.9	1.5	1.6	1.7	—	2.2	1.5
Other	1.9	3.9	2.1	2.5	2.5	1.7	2.0	7.5	2.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>(per cent—females)</b>									
L1 registered nurse	65.9	54.4	67.5	58.4	72.1	59.0	57.8	49.7	62.5
L2 clinical nurse	17.8	—	17.5	27.9	13.7	25.5	24.6	19.3	14.1
L3 nurse manager	5.2	12.3	2.5	3.3	1.9	3.6	3.2	3.2	6.0
L3 clinical nurse	1.8	24.3	5.2	3.0	5.4	5.0	7.0	19.2	9.1
L3 staff development/education	1.5	—	1.3	1.8	0.8	1.1	1.3	2.4	1.0
L4 staff development/education	0.1	—	0.2	0.4	0.3	0.2	0.5	0.3	0.2
L4 assistant director of nursing	1.5	4.5	1.1	1.0	0.8	1.4	1.2	1.3	2.1
Director of nursing	3.0	2.4	1.8	1.4	2.1	2.1	0.7	1.5	2.3
Lecturer—higher education sector	0.8	0.7	0.8	0.9	1.0	0.4	0.8	1.4	0.8
Other	2.3	1.4	2.0	2.0	1.9	1.7	3.0	1.5	1.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>(per cent—persons)</b>									
L1 registered nurse	65.5	54.7	66.8	57.6	71.2	58.6	57.1	47.8	62.2
L2 clinical nurse	17.5	—	17.9	27.8	13.7	25.5	24.6	18.9	14.1
L3 nurse manager	5.5	12.0	2.6	3.4	2.0	3.5	3.3	3.6	6.0
L3 clinical nurse	1.9	23.9	5.4	3.4	5.8	5.3	7.4	20.5	9.1
L3 staff development/education	1.5	—	1.3	1.8	0.9	1.2	1.5	2.4	1.1
L4 staff development/education	0.1	—	0.2	0.4	0.3	0.2	0.5	0.3	0.2
L4 assistant director of nursing	1.6	4.5	1.1	1.1	0.9	1.5	1.2	1.4	2.2
Director of nursing	3.1	2.6	1.8	1.5	2.2	2.1	0.7	1.6	2.4
Lecturer—higher education sector	0.9	0.8	0.8	0.9	1.1	0.5	0.8	1.5	0.9
Other	2.3	1.5	2.0	2.0	2.0	1.7	2.9	2.1	2.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Note: New South Wales and Victoria have their own State awards while the other States and Territories operate with a federal award. A national classification has been developed (see Definitions for concordance used); however, some levels were not available for Victoria.

Source: AIHW.

**Table 47: Registered nurses employed as clinicians: area of clinical nursing, States and Territories, 1996**

Area of clinical nursing	NSW <sup>(a)</sup>	Vic	Qld	WA	SA	Tas	ACT	NT	Australia	% of total
Mixed medical and surgical	5,656	8,166	3,344	2,911	2,210	582	308	188	23,363	15.2
Medical	8,055	1,818	2,201	1,117	591	318	160	73	14,334	9.3
Surgical	5,131	2,202	2,108	1,093	730	348	148	69	11,829	7.7
Operating theatre	3,914	2,908	1,906	1,032	934	308	137	84	11,222	7.3
Intensive care	3,394	2,633	1,751	813	646	160	130	82	9,610	6.2
Paediatric	—	938	877	551	339	116	79	95	2,996	1.9
Obstetrics/ gynaecology	415	298	165	197	69	36	31	7	1,217	0.8
Midwifery	4,168	3,298	2,136	1,159	1,134	366	343	244	12,850	8.3
Psychiatric/mental health	3,283	2,320	1,689	882	888	183	111	60	9,415	6.1
Developmental disability	1,511	321	84	128	159	50	11	2	2,266	1.5
Gerontology/geriatric	8,519	5,552	3,413	1,690	1,878	750	238	71	22,111	14.3
Accident and emergency	2,151	1,197	963	511	309	139	83	101	5,455	3.5
Community health	1,671	957	597	513	548	335	125	270	5,016	3.3
Child health	716	389	428	231	237	88	72	41	2,202	1.4
School medical	134	153	121	162	22	19	6	23	640	0.4
District/domiciliary	—	1,443	977	252	245	40	21	11	2,989	1.9
Occupational health	258	271	213	101	178	12	8	9	1,050	0.7
Private medical	—	725	1,154	295	440	70	84	28	2,797	1.8
Independent practice	—	96	253	54	25	12	5	12	458	0.3
No one principal area	752	372	2,234	275	1,810	200	44	82	5,770	3.7
Other	516	2,612	1,122	647	1,056	295	265	108	6,622	4.3
<b>Total</b>	<b>50,244</b>	<b>38,670</b>	<b>27,737</b>	<b>14,616</b>	<b>14,448</b>	<b>4,424</b>	<b>2,409</b>	<b>1,662</b>	<b>154,210</b>	<b>100.0</b>

(a) New South Wales used a different classification for area of clinical nursing and therefore some areas were not able to be separately identified. Midwifery also included obstetrics.

Source: AIHW.

**Table 48: Employed registered nurses: age and sex, States and Territories, 1996**

Age (years)	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Males</b>									
Under 25	313	198	215	54	40	5	8	2	834
25–29	766	429	444	128	172	43	9	15	2,007
30–34	639	509	377	145	225	48	15	36	1,993
35–39	1,084	626	428	254	328	86	19	32	2,857
40–44	1,059	633	378	186	333	65	43	36	2,733
45–49	652	382	263	140	163	56	15	27	1,698
50–54	267	171	139	119	77	21	9	11	816
55–59	163	96	67	58	51	20	—	—	456
60–64	53	32	42	31	16	11	4	2	190
65 and over	23	11	9	7	8	—	—	2	59
<b>Total</b>	<b>5,020</b>	<b>3,086</b>	<b>2,363</b>	<b>1,121</b>	<b>1,413</b>	<b>356</b>	<b>121</b>	<b>162</b>	<b>13,642</b>
Average age	39.2	37.7	37.3	40.2	38.9	40.0	39.9	39.3	38.6
<b>Females</b>									
Under 25	3,388	2,626	1,958	784	578	151	52	73	9,609
25–29	6,068	5,037	3,735	1,658	1,578	358	173	226	18,834
30–34	6,594	5,729	3,818	2,099	2,021	607	315	285	21,470
35–39	9,763	6,847	4,457	2,630	2,944	834	497	345	28,316
40–44	8,968	7,082	4,080	2,635	2,720	848	540	293	27,166
45–49	6,772	5,833	3,763	2,328	2,076	777	466	247	22,262
50–54	4,869	4,029	2,895	1,663	1,368	618	339	157	15,939
55–59	2,868	2,531	1,791	1,119	743	329	183	75	9,639
60–64	1,195	947	704	354	303	110	78	20	3,712
65 and over	452	261	207	75	70	20	7	6	1,097
<b>Total</b>	<b>50,938</b>	<b>40,922</b>	<b>27,409</b>	<b>15,345</b>	<b>14,401</b>	<b>4,652</b>	<b>2,650</b>	<b>1,726</b>	<b>158,043</b>
Average age	40.8	39.8	39.9	40.5	40.0	41.7	41.9	39.2	40.3
<b>Persons</b>									
Under 25	3,701	2,824	2,172	838	618	156	60	75	10,443
25–29	6,835	5,466	4,180	1,786	1,750	402	182	240	20,841
30–34	7,233	6,238	4,195	2,244	2,247	655	330	321	23,462
35–39	10,847	7,473	4,886	2,884	3,272	919	516	377	31,173
40–44	10,028	7,715	4,459	2,821	3,053	913	583	328	29,899
45–49	7,424	6,215	4,027	2,468	2,239	833	481	274	23,960
50–54	5,137	4,200	3,034	1,782	1,445	639	348	168	16,754
55–59	3,031	2,627	1,858	1,177	794	349	183	75	10,095
60–64	1,248	979	746	385	319	121	81	22	3,902
65 and over	475	272	215	82	78	20	7	7	1,156
<b>Total</b>	<b>55,958</b>	<b>44,008</b>	<b>29,772</b>	<b>16,466</b>	<b>15,814</b>	<b>5,007</b>	<b>2,771</b>	<b>1,888</b>	<b>171,684</b>
Average age	40.7	39.6	39.7	40.5	39.9	41.6	41.8	39.2	40.1

Source: AIHW.

**Table 49: Employed registered nurses: total hours worked per week and sex, States and Territories, 1996**

Hours worked	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Males</b>									
1-9	64	25	31	9	22	10	5	5	171
10-19	163	75	38	25	33	4	—	2	339
20-29	257	173	84	32	73	24	12	7	662
30-34	222	290	167	43	110	22	—	2	856
35-39	2,023	1,112	1,010	406	711	142	28	38	5,470
40-49	1,597	1,090	934	438	377	122	58	82	4,698
50-59	149	127	88	68	39	14	7	16	507
60-69	50	36	12	17	11	8	—	2	135
70-79	261	77	—	48	29	4	2	3	424
80 and over	233	82	—	35	10	6	9	5	380
<i>Total</i>	<i>5,020</i>	<i>3,086</i>	<i>2,363</i>	<i>1,121</i>	<i>1,413</i>	<i>356</i>	<i>121</i>	<i>162</i>	<i>13,642</i>
Average weekly hours	41.6	39.9	38.0	41.8	38.1	38.6	41.2	40.9	40.0
<b>Females</b>									
1-9	1,527	1,629	734	460	576	163	74	24	5,186
10-19	6,941	5,307	2,755	1,753	2,233	579	322	96	19,987
20-29	9,970	9,170	5,232	2,987	3,286	1,370	731	247	32,993
30-34	4,554	6,818	3,949	2,164	1,982	605	325	74	20,472
35-39	11,821	8,124	7,292	3,519	3,446	716	338	345	35,601
40-49	11,736	7,548	6,917	3,108	2,476	999	683	737	34,204
50-59	731	772	469	261	145	41	96	94	2,610
60-69	404	495	59	203	99	37	5	36	1,339
70-79	1,433	501	2	543	104	52	28	15	2,680
80 and over	1,821	558	—	346	53	88	48	57	2,971
<i>Total</i>	<i>50,938</i>	<i>40,922</i>	<i>27,409</i>	<i>15,345</i>	<i>14,401</i>	<i>4,652</i>	<i>2,650</i>	<i>1,726</i>	<i>158,043</i>
Average weekly hours	34.1	31.7	32.1	33.9	30.2	30.9	32.3	37.8	32.6
<b>Persons</b>									
1-9	1,591	1,654	765	469	597	173	78	29	5,358
10-19	7,104	5,382	2,793	1,778	2,266	583	322	98	20,326
20-29	10,227	9,343	5,316	3,019	3,359	1,394	743	254	33,655
30-34	4,777	7,108	4,116	2,207	2,092	627	325	76	21,328
35-39	13,844	9,237	8,302	3,925	4,157	858	366	384	41,071
40-49	13,332	8,637	7,851	3,547	2,853	1,121	741	819	38,901
50-59	880	898	556	329	184	55	103	110	3,116
60-69	455	530	71	220	110	45	5	38	1,474
70-79	1,693	578	2	591	133	56	30	19	3,103
80 and over	2,054	640	—	381	63	94	58	62	3,351
<b>Total</b>	<b>55,958</b>	<b>44,008</b>	<b>29,772</b>	<b>16,466</b>	<b>15,814</b>	<b>5,007</b>	<b>2,771</b>	<b>1,888</b>	<b>171,684</b>
Average weekly hours	34.7	32.3	32.5	34.4	30.9	31.4	32.7	38.1	33.2

(continued)



**Table 49 (continued): Employed registered nurses: total hours worked per week and sex, States and Territories, 1996**

Hours worked	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>(per cent—males)</b>									
1–9	1.3	0.8	1.3	0.8	1.5	2.8	3.8	3.2	1.3
10–19	3.2	2.4	1.6	2.2	2.3	1.1	—	1.1	2.5
20–29	5.1	5.6	3.6	2.9	5.1	6.7	9.6	4.3	4.9
30–34	4.4	9.4	7.0	3.8	7.8	6.2	—	1.1	6.3
35–39	40.3	36.0	42.7	36.2	50.3	39.9	23.1	23.7	40.1
40–49	31.8	35.3	39.5	39.1	26.7	34.3	48.1	50.5	34.4
50–59	3.0	4.1	3.7	6.0	2.7	3.9	5.8	9.7	3.7
60–69	1.0	1.2	0.5	1.5	0.8	2.2	—	1.1	1.0
70–79	5.2	2.5	—	4.3	2.1	1.1	1.9	2.2	3.1
80 and over	4.6	2.7	—	3.2	0.7	1.7	7.7	3.2	2.8
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
<b>(per cent—females)</b>									
1–9	3.0	4.0	2.7	3.0	4.0	3.5	2.8	1.4	3.3
10–19	13.6	13.0	10.0	11.4	15.5	12.4	12.2	5.6	12.6
20–29	19.6	22.4	19.1	19.5	22.8	29.5	27.6	14.3	20.9
30–34	8.9	16.7	14.4	14.1	13.8	13.0	12.3	4.3	13.0
35–39	23.2	19.9	26.6	22.9	23.9	15.4	12.7	20.0	22.5
40–49	23.0	18.4	25.2	20.3	17.2	21.5	25.8	42.7	21.6
50–59	1.4	1.9	1.7	1.7	1.0	0.9	3.6	5.5	1.7
60–69	0.8	1.2	0.2	1.3	0.7	0.8	0.2	2.1	0.8
70–79	2.8	1.2	—	3.5	0.7	1.1	1.1	0.9	1.7
80 and over	3.6	1.4	—	2.3	0.4	1.9	1.8	3.3	1.9
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
<b>(per cent—persons)</b>									
1–9	2.8	3.8	2.6	2.8	3.8	3.5	2.8	1.6	3.1
10–19	12.7	12.2	9.4	10.8	14.3	11.6	11.6	5.2	11.8
20–29	18.3	21.2	17.9	18.3	21.2	27.8	26.8	13.5	19.6
30–34	8.5	16.2	13.8	13.4	13.2	12.5	11.7	4.0	12.4
35–39	24.7	21.0	27.9	23.8	26.3	17.1	13.2	20.3	23.9
40–49	23.8	19.6	26.4	21.5	18.0	22.4	26.7	43.4	22.7
50–59	1.6	2.0	1.9	2.0	1.2	1.1	3.7	5.8	1.8
60–69	0.8	1.2	0.2	1.3	0.7	0.9	0.2	2.0	0.9
70–79	3.0	1.3	—	3.6	0.8	1.1	1.1	1.0	1.8
80 and over	3.7	1.5	—	2.3	0.4	1.9	2.1	3.3	2.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>(per cent working part-time hours)</b>									
Males	14.1	18.3	13.5	9.7	16.8	16.9	13.5	9.7	14.9
Females	45.1	56.0	46.2	48.0	56.1	58.4	54.8	25.6	49.8
Persons	42.4	53.4	43.6	45.4	52.6	55.5	53.0	24.2	47.0

Source: AIHW.

**Table 50: Registered nurses employed as clinicians: area of clinical nursing and total hours worked per week, Australia, 1996**

Area of clinical nursing	Hours worked per week							Total
	1-9	10-19	20-29	30-34	35-39	40-49	50+	
Mixed medical and surgical	890	3,250	4,999	3,606	4,782	4,477	1,359	23,363
Medical	287	1,473	2,675	1,629	3,679	3,632	959	14,334
Surgical	172	1,154	2,075	1,409	3,305	2,963	751	11,829
Operating theatre	279	1,172	1,991	1,436	2,733	2,949	662	11,222
Intensive care	185	933	1,628	1,509	2,315	2,358	682	9,610
Paediatric	85	315	638	444	812	592	110	2,996
Obstetrics and gynaecology	31	166	325	137	262	236	59	1,217
Midwifery	440	2,004	3,226	1,701	2,737	2,181	560	12,850
Psychiatric/mental health	141	480	927	642	3,557	2,888	780	9,415
Developmental disability	29	176	300	158	965	480	159	2,266
Gerontology/geriatric	867	4,187	6,343	3,808	3,197	2,626	1,084	22,111
Accident and emergency	108	523	1,030	691	1,309	1,405	389	5,455
Community health	207	595	857	433	1,287	1,374	262	5,016
Child health	113	269	445	204	580	512	80	2,202
School medical	20	70	126	62	205	118	39	640
District/domiciliary	190	440	755	353	538	650	64	2,989
Occupational health	35	88	148	82	219	398	80	1,050
Private medical/independent practice	274	677	959	403	379	477	86	3,255
No one principal area	273	675	1,137	778	1,286	1,381	239	5,770
Other	160	670	1,237	893	1,713	1,645	303	6,622
<b>Total</b>	<b>4,856</b>	<b>19,335</b>	<b>31,805</b>	<b>20,277</b>	<b>35,764</b>	<b>33,375</b>	<b>8,798</b>	<b>154,210</b>
Per cent of total	3.1	12.5	20.6	13.1	23.2	21.6	5.7	100.0

Source: AIHW.

**Table 51: Employed registered nurses: work setting of main job, sector, States and Territories, 1996**

Work setting	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Public sector</b>									
Acute/psychiatric hospital	29,283	20,939	14,163	8,472	7,466	2,210	1,399	921	84,852
Nursing home	2,785	2,175	1,421	456	1,170	224	75	38	8,344
Day procedure centre	464	266	183	107	142	43	16	22	1,242
Hostel	258	178	223	43	97	6	32	—	838
Hospice	258	198	32	78	60	12	45	20	704
Community health centre	3,871	2,315	853	736	746	420	192	423	9,557
Agency	—	823	0.0	279	325	21	32	11	1,491
Developmental disability service	1,238	520	67	43	247	27	11	2	2,155
School/child health service	108	891	534	169	17	29	5	29	1,782
Tertiary education institution	692	652	353	227	218	33	24	40	2,239
Prison medical service	231	45	89	72	44	—	5	9	494
Defence forces	74	48	48	7	8	2	35	5	227
Other	1,292	1,357	1,424	427	601	235	141	96	5,574
<i>Total public sector</i>	<i>40,554</i>	<i>30,407</i>	<i>19,390</i>	<i>11,116</i>	<i>11,141</i>	<i>3,262</i>	<i>2,013</i>	<i>1,615</i>	<i>119,498</i>
<b>Private sector</b>									
Acute/psychiatric hospital	6,206	7,231	5,262	2,517	2,418	865	302	136	24,936
Nursing home	4,201	3,164	1,681	1,200	795	548	123	40	11,752
Day procedure centre	446	303	202	160	65	33	35	5	1,250
Hostel	318	173	300	37	55	39	13	2	936
Hospice	8	21	39	98	24	12	—	—	202
Private medical rooms	1,596	993	1,295	511	589	107	139	43	5,273
Agency	874	325	319	107	148	19	29	2	1,822
Private nursing practice	633	251	190	140	160	49	24	5	1,452
Developmental disability service	63	42	13	25	25	2	—	—	170
School/child health service	66	86	51	35	15	—	13	4	270
Tertiary education institution	53	18	6	13	3	2	—	—	95
Private sector	476	358	272	134	180	19	13	16	1,469
Other	465	635	753	372	197	51	67	20	2,559
<i>Total private sector</i>	<i>15,404</i>	<i>13,601</i>	<i>10,382</i>	<i>5,350</i>	<i>4,673</i>	<i>1,746</i>	<i>758</i>	<i>273</i>	<i>52,187</i>
<b>All sectors</b>									
Acute/psychiatric hospital	35,488	28,170	19,425	10,989	9,884	3,075	1,701	1,056	109,789
Nursing home	6,986	5,339	3,102	1,656	1,966	772	198	78	20,095
Day procedure centre	910	569	386	267	207	76	51	27	2,492
Hostel	576	351	523	80	152	45	45	2	1,774
Hospice	266	219	71	177	84	23	45	20	906
Community health centre <sup>(a)</sup>	3,871	2,315	853	736	746	420	192	423	9,557
Private medical rooms <sup>(b)</sup>	1,596	993	1,295	511	589	107	139	43	5,273
Agency	874	1,148	319	386	472	41	61	13	3,313
Private nursing practice <sup>(b)</sup>	633	251	190	140	160	49	24	5	1,452
Developmental disability service	1,301	562	80	68	273	29	10.7	2	2,325
School/child health service	174	976	585	204	32	29	19	33	2,051
Tertiary education institution	745	670	359	240	221	35	24	40	2,334
Private sector <sup>(b)</sup>	476	358	272	134	180	19	13	16	1,469
Prison medical service <sup>(a)</sup>	231	45	89	72	44	—	5	9	494
Defence forces <sup>(a)</sup>	74	48	48	7	8	2	35	5	227
Other	1,757	1,992	2,177	800	798	286	208	116	8,133
<b>Total all sectors</b>	<b>55,958</b>	<b>44,008</b>	<b>29,772</b>	<b>16,466</b>	<b>15,814</b>	<b>5,007</b>	<b>2,771</b>	<b>1,888</b>	<b>171,684</b>

(a) Public sector only.

(b) Private sector only.

Source: AIHW.

**Table 52: Employed registered nurses: average hours worked per week by work setting of main job, sector, States and Territories, 1996**

Work setting	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Public sector</b>									
Acute/psychiatric hospital	36.6	33.7	34.1	36.7	32.6	33.8	34.6	37.7	35.0
Nursing home	31.8	29.4	30.8	29.2	26.7	26.8	31.7	30.2	30.0
Day procedure centre	34.1	32.5	32.0	34.0	30.0	30.0	28.5	38.0	32.8
Hostel	34.9	31.4	28.1	38.6	28.7	28.5	35.0	—	31.5
Hospice	38.7	32.5	35.1	30.8	28.8	20.0	34.6	39.3	34.6
Community health centre	36.5	31.5	35.9	36.1	32.5	30.4	34.5	41.5	34.8
Agency	—	25.8	—	28.2	24.3	34.9	22.3	30.4	26.0
Developmental disability service	36.3	41.6	33.7	29.4	37.4	42.1	42.0	16.0	37.6
School/child health service	33.0	31.8	32.7	35.7	39.8	26.3	31.5	42.8	32.6
Tertiary education institution	35.5	38.6	35.9	37.0	40.4	42.9	36.0	35.7	37.2
Prison medical service	39.5	38.8	35.4	40.2	37.0	—	33.0	31.6	38.3
Defence forces	38.9	41.1	39.5	30.3	34.2	8.0	38.2	46.7	39.0
Other	34.5	34.2	31.9	34.6	33.1	33.5	32.5	44.8	33.6
<i>Total public sector</i>	<i>36.2</i>	<i>33.2</i>	<i>33.7</i>	<i>36.0</i>	<i>32.0</i>	<i>32.8</i>	<i>34.2</i>	<i>38.9</i>	<i>34.5</i>
<b>Private sector</b>									
Acute/psychiatric hospital	32.3	31.3	31.6	32.4	28.6	30.2	30.6	31.7	31.4
Nursing home	30.8	28.4	29.0	29.7	26.9	28.0	27.5	33.0	29.4
Day procedure centre	30.6	31.5	31.7	29.3	26.2	26.4	25.2	36.7	30.5
Hostel	31.8	37.5	29.9	37.3	27.5	27.8	23.0	40.0	31.9
Hospice	29.0	31.3	32.8	30.8	28.0	29.2	—	—	30.8
Private medical rooms	27.2	26.4	26.5	24.3	23.6	22.4	23.4	25.4	26.1
Agency	29.3	26.2	27.7	30.5	23.5	28.8	22.2	10.0	27.9
Private nursing practice	28.4	30.0	29.5	34.1	26.8	29.1	25.2	34.3	29.2
Developmental disability service	33.6	34.9	31.7	34.3	39.4	40.0	—	—	34.8
School/child health service	30.9	28.9	32.4	31.0	33.6	—	41.2	45.0	31.2
Tertiary education institution	39.2	28.7	29.2	25.4	39.0	16.0	—	—	34.4
Private sector	32.0	34.3	32.9	40.2	35.1	31.0	24.8	46.4	33.9
Other	31.2	32.0	31.2	34.4	29.5	32.2	32.6	36.4	31.8
<i>Total private sector</i>	<i>31.0</i>	<i>30.3</i>	<i>30.4</i>	<i>31.3</i>	<i>27.8</i>	<i>28.9</i>	<i>28.2</i>	<i>32.4</i>	<i>30.3</i>
<b>All sectors</b>									
Acute/psychiatric hospital	35.9	33.1	33.4	35.7	31.6	32.7	33.9	36.9	34.2
Nursing home	31.2	28.8	29.8	29.6	26.8	27.6	29.1	31.6	29.7
Day procedure centre	32.4	31.9	31.8	31.2	28.8	28.5	26.2	37.7	31.7
Hostel	33.1	34.4	29.1	38.0	28.2	27.8	32.0	40.0	31.7
Hospice	38.4	32.3	33.8	30.8	28.6	24.6	34.6	39.3	33.7
Community health centre <sup>(a)</sup>	36.5	31.5	35.9	36.1	32.5	30.4	34.5	41.5	34.8
Private medical rooms <sup>(b)</sup>	27.2	26.4	26.5	24.3	23.6	22.4	23.4	25.4	26.1
Agency	29.3	25.9	27.7	28.9	24.1	32.0	22.2	27.0	27.1
Private nursing practice <sup>(b)</sup>	28.4	30.0	29.5	34.1	26.8	29.1	25.2	34.3	29.2
Developmental disability service	36.1	41.1	33.4	31.1	37.6	42.0	42.0	16.0	37.4
School/child health service	32.2	31.6	32.6	34.9	36.7	26.3	38.4	43.1	32.4
Tertiary education institution	35.8	38.3	35.8	36.4	40.4	41.4	36.0	35.7	37.1
Private sector <sup>(b)</sup>	32.0	34.3	32.9	40.2	35.1	31.0	24.8	46.4	33.9
Prison medical service <sup>(a)</sup>	39.5	38.8	35.4	40.2	37.0	—	33.0	31.6	38.3
Defence forces <sup>(a)</sup>	38.9	41.1	39.5	30.3	34.2	8.0	38.2	46.7	39.0
Other	33.6	33.5	31.7	34.5	32.2	33.2	32.5	43.4	33.0
<b>Total all sectors</b>	<b>34.7</b>	<b>32.3</b>	<b>32.5</b>	<b>34.4</b>	<b>30.9</b>	<b>31.4</b>	<b>32.7</b>	<b>38.1</b>	<b>33.2</b>

(a) Public sector only.

(b) Private sector only.

Source: AIHW.

**Table 53: Employed registered nurses: type and source of post initial qualification skills used for a total of 12 months or more in the past 5 years, States and Territories, 1996**

Qualification/source	NSW <sup>(a)</sup>	Vic	Qld	WA	SA	Tas	ACT	NT	Total
Accident and emergency									
Hospital gained	1,473	537	294	338	177	45	19	77	2,960
College or university gained	160	155	110	23	21	15	12	27	525
Hospital and college/university	43	20	14	0	9	0	0	2	89
<i>Total</i>	1,676	712	419	361	207	60	31	107	3,573
Advanced nursing studies									
Hospital gained	1,126	371	206	80	341	24	10	32	2,192
College or university gained	1,136	1,008	700	245	494	125	55	92	3,855
Hospital and college/university	65	28	34	0	27	0	5	10	169
<i>Total</i>	2,327	1,408	940	325	862	149	70	134	6,216
Advanced psychiatric									
Hospital gained	413	122	89	41	58	15	2	12	752
College or university gained	51	97	30	19	16	7	2	10	233
Hospital and college/university	20	7	5	0	0	0	0	5	37
<i>Total</i>	484	226	124	60	75	22	3	27	1,021
Cardiothoracic									
Hospital gained	754	347	223	137	91	28	17	17	1,614
College or university gained	43	54	11	9	4	4	3	7	134
Hospital and college/university	8	3	2	0	1	0	0	2	16
<i>Total</i>	804	404	236	146	96	32	21	27	1,765
Child and family health									
Hospital gained	1,157	598	537	277	216	123	41	65	3,014
College or university gained	436	386	96	185	68	45	26	35	1,277
Hospital and college/university	25	15	14	0	4	0	0	0	58
<i>Total</i>	1,619	999	648	462	288	168	67	99	4,349
Community health									
Hospital gained	570	482	158	133	209	34	44	77	1,707
College or university gained	435	503	151	151	138	37	58	50	1,524
Hospital and college/university	25	17	18	0	11	0	3	2	78
<i>Total</i>	1,031	1,003	327	284	358	71	106	129	3,309
Coronary care									
Hospital gained	1,194	929	475	243	381	73	41	35	3,370
College or university gained	36	66	58	9	27	6	0	5	206
Hospital and college/university	9	15	11	0	5	0	2	2	44
<i>Total</i>	1,239	1,010	543	252	412	78	43	42	3,619
Developmental disability									
Hospital gained	652	122	19	9	48	21	2	15	888
College or university gained	39	28	11	6	30	9	0	0	123
Hospital and college/university	14	0	1	0	4	0	2	2	23
<i>Total</i>	705	151	31	15	82	30	3	17	1,034
Geriatric/gerontology									
Hospital gained	2,047	970	396	271	757	110	29	45	4,626
College or university gained	290	433	167	172	130	28	50	17	1,287
Hospital and college/university	65	46	13	0	14	0	3	2	144
<i>Total</i>	2,402	1,450	576	443	901	138	82	65	6,056
Intensive care									
Hospital gained	2,055	1,965	594	361	579	157	53	99	5,863
College or university gained	55	300	90	25	6	11	3	17	508
Hospital and college/university	18	93	18	0	6	0	2	2	139
<i>Total</i>	2,128	2,358	702	386	592	168	58	119	6,510

(continued)

**Table 53 (continued): Employed registered nurses: type and source of post initial qualification skills used for a total of 12 months or more in the past 5 years, States and Territories, 1996**

Qualification/source	NSW <sup>(a)</sup>	Vic	Qld	WA	SA	Tas	ACT	NT	Total
Midwifery									
Hospital gained	11,850	5,792	3,541	2,123	1,965	721	364	741	27,096
College or university gained	409	246	42	74	24	9	10	20	835
Hospital and college/university	144	22	12	0	8	0	3	5	194
<i>Total</i>	<i>12,403</i>	<i>6,060</i>	<i>3,595</i>	<i>2,198</i>	<i>1,996</i>	<i>731</i>	<i>378</i>	<i>765</i>	<i>28,125</i>
Mothercraft									
Hospital gained	1,088	0	64	13	20	2	29	0	1,216
College or university gained	98	0	4	4	3	2	10	0	120
Hospital and college/university	8	0	0	0	0	0	0	0	8
<i>Total</i>	<i>1,194</i>	<i>0</i>	<i>67</i>	<i>17</i>	<i>23</i>	<i>4</i>	<i>39</i>	<i>0</i>	<i>1,344</i>
Nursing administration									
Hospital gained	1,125	556	270	122	143	37	14	52	2,319
College or university gained	1,073	542	339	151	110	65	38	35	2,354
Hospital and college/university	81	46	24	0	10	0	2	0	163
<i>Total</i>	<i>2,279</i>	<i>1,144</i>	<i>633</i>	<i>274</i>	<i>263</i>	<i>103</i>	<i>53</i>	<i>87</i>	<i>4,836</i>
Nursing education									
Hospital gained	617	466	263	121	180	35	9	32	1,722
College or university gained	785	631	287	165	135	50	17	35	2,105
Hospital and college/university	64	30	29	0	11	0	5	7	146
<i>Total</i>	<i>1,466</i>	<i>1,127</i>	<i>578</i>	<i>285</i>	<i>326</i>	<i>86</i>	<i>31</i>	<i>75</i>	<i>3,973</i>
Neonatal intensive care									
Hospital gained	777	420	287	207	142	43	44	32	1,952
College or university gained	97	24	5	3	6	0	2	2	139
Hospital and college/university	29	3	2	0	0	0	0	0	34
<i>Total</i>	<i>903</i>	<i>447</i>	<i>294</i>	<i>210</i>	<i>148</i>	<i>43</i>	<i>46</i>	<i>35</i>	<i>2,125</i>
Neurological/neurosurgery									
Hospital gained	364	98	52	58	15	11	3	2	604
College or university gained	19	27	18	4	0	4	2	0	74
Hospital and college/university	6	5	1	0	0	0	0	0	13
<i>Total</i>	<i>389</i>	<i>131</i>	<i>71</i>	<i>63</i>	<i>15</i>	<i>15</i>	<i>5</i>	<i>2</i>	<i>690</i>
Occupational health									
Hospital gained	433	172	86	28	120	7	10	10	867
College or university gained	234	159	78	71	52	17	15	12	639
Hospital and college/university	33	7	6	0	3	0	0	0	48
<i>Total</i>	<i>700</i>	<i>338</i>	<i>170</i>	<i>99</i>	<i>174</i>	<i>24</i>	<i>26</i>	<i>22</i>	<i>1,554</i>
Oncology									
Hospital gained	752	594	247	79	134	34	14	12	1,865
College or university gained	23	89	30	68	6	6	29	2	253
Hospital and college/university	14	16	5	0	0	0	0	0	35
<i>Total</i>	<i>789</i>	<i>699</i>	<i>282</i>	<i>147</i>	<i>140</i>	<i>39</i>	<i>43</i>	<i>15</i>	<i>2,153</i>
Operating theatre									
Hospital gained	1,610	1,281	463	303	432	101	34	50	4,274
College or university gained	61	155	76	31	14	7	10	10	364
Hospital and college/university	10	39	16	0	3	0	3	0	71
<i>Total</i>	<i>1,681</i>	<i>1,475</i>	<i>554</i>	<i>333</i>	<i>449</i>	<i>108</i>	<i>48</i>	<i>60</i>	<i>4,709</i>
Orthopaedic									
Hospital gained	815	186	88	176	154	28	5	22	1,474
College or university gained	11	31	32	6	5	2	7	5	99
Hospital and college/university	4	1	0	0	0	0	0	2	8
<i>Total</i>	<i>830</i>	<i>218</i>	<i>120</i>	<i>182</i>	<i>159</i>	<i>30</i>	<i>12</i>	<i>30</i>	<i>1,581</i>

(continued)

**Table 53 (continued): Employed registered nurses: type and source of post initial qualification skills used for a total of 12 months or more in the past 5 years, States and Territories, 1996**

Qualification/source	NSW <sup>(a)</sup>	Vic	Qld	WA	SA	Tas	ACT	NT	Total
Paediatric									
Hospital gained	968	322	295	320	212	39	51	45	2,253
College or university gained	58	52	17	20	5	4	2	2	160
Hospital and college/university	16	3	2	0	1	0	0	0	23
<i>Total</i>	<i>1,042</i>	<i>377</i>	<i>314</i>	<i>341</i>	<i>219</i>	<i>43</i>	<i>53</i>	<i>47</i>	<i>2,436</i>
Paediatric intensive care									
Hospital gained	167	121	40	28	23	7	9	5	399
College or university gained	6	19	2	3	0	0	2	2	35
Hospital and college/university	0	0	0	0	0	0	0	0	0
<i>Total</i>	<i>173</i>	<i>140</i>	<i>42</i>	<i>31</i>	<i>23</i>	<i>7</i>	<i>10</i>	<i>7</i>	<i>433</i>
Psychiatric/mental health									
Hospital gained	2,133	739	733	230	764	86	46	72	4,802
College or university gained	135	163	64	31	39	6	2	5	444
Hospital and college/university	81	23	10	0	13	0	0	5	132
<i>Total</i>	<i>2,350</i>	<i>925</i>	<i>806</i>	<i>261</i>	<i>816</i>	<i>91</i>	<i>48</i>	<i>82</i>	<i>5,378</i>
Renal									
Hospital gained	486	207	77	60	131	21	9	40	1,031
College or university gained	15	17	41	4	0	2	0	5	85
Hospital and college/university	0	8	1	0	0	0	0	0	9
<i>Total</i>	<i>502</i>	<i>233</i>	<i>119</i>	<i>64</i>	<i>131</i>	<i>22</i>	<i>9</i>	<i>45</i>	<i>1,124</i>
Ward management									
Hospital gained	0	481	174	98	182	22	15	37	1,009
College or university gained	0	225	102	33	30	17	10	2	420
Hospital and college/university	0	28	20	0	5	0	2	0	55
<i>Total</i>	<i>0</i>	<i>734</i>	<i>296</i>	<i>131</i>	<i>217</i>	<i>39</i>	<i>27</i>	<i>40</i>	<i>1,485</i>
Other									
Hospital gained	3,370	1,897	685	534	900	136	79	249	7,849
College or university gained	1,913	2,085	693	546	364	229	118	149	6,098
Hospital and college/university	278	58	30	0	19	0	2	7	394
<i>Total</i>	<i>5,562</i>	<i>4,039</i>	<i>1,408</i>	<i>1,081</i>	<i>1,283</i>	<i>365</i>	<i>198</i>	<i>405</i>	<i>14,342</i>

(a) The NSW data count all post basic qualifications held by a registered nurse. The data for the other States and Territories count qualifications which have been used for a period of 12 months or more in the last five years.

Source: AIHW.

# 9 Enrolled nurses, national nursing labour force survey, 1996

## Composition of the workforce, 1996

- The national nursing labour force survey in conjunction with renewal of registration in 1996 enumerated 55,151 enrolled nurses. Of these, 46,488 (84.3%) were employed in nursing, 858 (1.6%) were on leave for three months or more, 2,719 (4.9%) were looking for work in nursing, 4,922 (8.9%) were not looking for work in nursing and 164 (0.3%) were overseas.
- Of those enrolled nurses employed in nursing (excluding those on extended leave), 93.0% were working as clinicians, 0.5% as administrators, 0.5% as teachers or educators and the remaining 5.9% in other nursing occupations.
- The 15,701 enrolled nurses employed in Victoria was higher than in any other State or Territory, primarily because of different staffing regulations for aged care in Victoria. Of these, 7,368 were employed in gerontology and geriatric care in that State compared with 4,185 in New South Wales and 1,719 in Queensland.
- Of the 4,922 enrolled nurses not employed in nursing and not looking for work in nursing, 2,365 had jobs in other occupations.

## Main area of practice

- Of the 43,248 enrolled nurses mainly working in clinical practice, the highest numbers worked in the areas of gerontology/geriatric nursing (37.4%) and medical and surgical practice (33.6%). Across the States and Territories, 54.4% of clinicians in Victoria were employed in gerontology/geriatric nursing compared with only 23.5% in the Northern Territory.

## Age

- The average age of employed enrolled nurses in 1996 was 38.7 years, with the average of 38.8 years for females being slightly higher than that for males – 37.4 years.

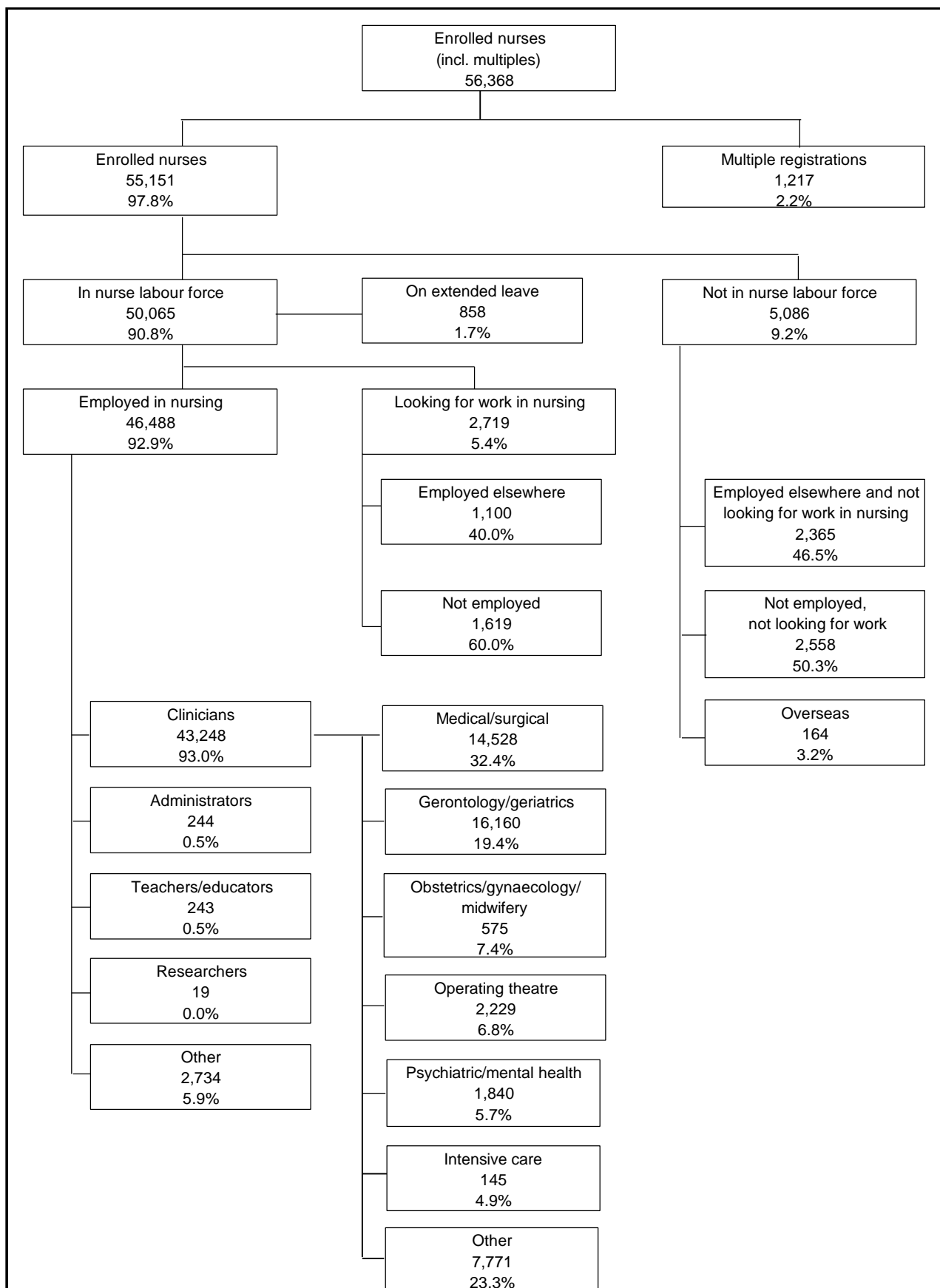
## Hours worked

- Enrolled nurses worked an average of 31.6 hours per week (37.0 hours for males and 31.2 hours for females). A high proportion of females (58.7%) worked less than 35 hours per week – much higher than that for males (30.0%).
- Average hours worked among States were lowest at 27.2 hours in South Australia, where the highest proportion (70.8%) of enrolled nurses worked less than 35 hours per week. Enrolled nurses in New South Wales had the highest average working hours (35.9).



## **Sector of employment**

- The public sector employed 68.3% of enrolled nurses. This proportion varied from a high of 77.4% in South Australia to a low of 56.9% in Tasmania. Of enrolled nurses employed in the public sector, 58.2% worked in acute and psychiatric hospitals and a further 23.7% worked in nursing homes. In the private sector, 42.9% worked in nursing homes, 25.7% worked in acute and psychiatric hospitals and 9.8% worked in private medical rooms.



Source: AIHW

**Figure 3: Enrolled nurses, Australia, 1996**

**Table 54: Enrolled nurses: professional employment status and occupation, States and Territories, 1996**

<b>Professional employment status/occupation</b>	<b>NSW</b>	<b>Vic</b>	<b>Qld</b>	<b>WA</b>	<b>SA</b>	<b>Tas</b>	<b>ACT</b>	<b>NT</b>	<b>Australia</b>
Employed in nursing <sup>(a)</sup> , only or mainly in State/Territory									
Clinician	11,949	13,545	6,603	4,552	4,891	947	454	306	43,248
Administrator	9	173	28	18	9	5	—	2	244
Teacher/educator	9	206	4	18	3	—	—	2	243
Researcher	2	10	4	4	—	—	—	—	19
Other	334	1,768	45	336	118	74	51	8	2,734
Total	12,303	15,701	6,684	4,929	5,022	1,026	505	319	46,488
On extended leave <sup>(b)</sup>	161	330	101	86	96	33	24	25	858
Looking for work in nursing									
Employed elsewhere	512	262	107	71	72	36	20	20	1,100
Not employed	731	350	235	129	111	40	11	12	1,619
Total	1,243	613	342	200	182	76	32	32	2,719
<i>Nursing labour force</i>	13,708	16,644	7,127	5,215	5,300	1,135	561	375	50,065
Overseas	61	44	24	17	3	—	9	6	164
Not looking for work in nursing									
Employed elsewhere	1,100	423	395	173	104	38	69	61	2,365
Not employed	1,155	479	426	200	168	55	45	30	2,558
Total	2,255	902	821	374	273	93	114	91	4,922
<i>Not in nursing labour force</i>	2,316	946	845	391	275	93	122	97	5,086
<i>Total enrolled nurses</i>	16,024	17,590	7,972	5,606	5,575	1,228	683	472	55,151
Multiple registrations	426	375	155	82	43	38	34	64	1,217
<b>Total registrations</b>	<b>16,450</b>	<b>17,965</b>	<b>8,127</b>	<b>5,688</b>	<b>5,619</b>	<b>1,267</b>	<b>717</b>	<b>536</b>	<b>56,368</b>
<b>(per cent of employed nurses)</b>									
Employed in nursing <sup>(a)</sup>									
Clinician	97.1	86.3	98.8	92.4	97.4	92.3	90.0	96.1	93.0
Administrator	0.1	1.1	0.4	0.4	0.2	0.5	—	0.7	0.5
Teacher/educator	0.1	1.3	0.1	0.4	0.1	—	—	0.7	0.5
Researcher	—	0.1	0.1	0.1	—	—	—	—	—
Other	2.7	11.3	0.7	6.8	2.4	7.3	10.0	2.6	5.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>(per cent of total enrolled nurses)</b>									
Employed in nursing <sup>(a)</sup>	76.8	89.3	83.8	87.9	90.1	83.5	73.9	67.4	84.3
On extended leave <sup>(b)</sup>	1.0	1.9	1.3	1.5	1.7	2.7	3.6	5.3	1.6
Looking for work in nursing	7.8	3.5	4.3	3.6	3.3	6.2	4.6	6.7	4.9
<i>Nursing labour force</i>	85.5	94.6	89.4	93.0	95.1	92.4	82.1	79.5	90.8
Overseas	0.4	0.3	0.3	0.3	0.0	0.0	1.3	1.2	0.3
Not looking for work in nursing	14.1	5.1	10.3	6.7	4.9	7.6	16.7	19.3	8.9
<i>Not in nursing labour force</i>	14.5	5.4	10.6	7.0	4.9	7.6	17.9	20.5	9.2
<b>Total enrolled nurses</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Excludes nurses on extended leave.

(b) On leave for three months or more.

Source: AIHW.

**Table 55: Enrolled nurses employed as clinicians: area of clinical nursing, States and Territories, 1996**

Area of clinical nursing	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia	% of total
Mixed medical and surgical	2,362	2,119	1,429	1,432	1,003	158	93	60	8,655	20.0
Medical	1,914	737	427	449	301	81	46	13	3,968	9.2
Surgical	881	241	261	185	220	36	54	28	1,905	4.4
Operating theatre	951	232	440	206	321	38	23	19	2,229	5.2
Intensive care	40	19	55	10	10	2	—	9	145	0.3
Paediatric	—	108	148	139	108	21	19	30	574	1.3
Obstetrics/gynaecology	64	65	46	21	19	—	—	2	216	0.5
Midwifery	93	158	55	27	23	3	—	—	359	0.8
Psychiatric/mental health	367	763	324	221	122	31	4	8	1,840	4.3
Developmental disability	406	88	95	60	54	32	0	2	738	1.7
Gerontology/geriatric	4,185	7,368	1,719	1,116	1,228	338	134	72	16,160	37.4
Accident and emergency	94	80	86	52	64	3	0	7	386	0.9
Community	111	92	61	122	98	49	23	7	562	1.3
Child health	20	60	10	6	17	2	8	2	127	0.3
School medical	18	24	5	4	—	2	—	—	55	0.1
District/domiciliary	—	58	39	34	78	3	—	—	211	0.5
Occupational health	18	58	12	11	5	—	4	—	109	0.3
Private medical	—	523	225	98	157	36	3	21	1,064	2.5
Independent practice	—	25	88	30	2	—	4	—	149	0.3
No one principal area	138	164	740	141	751	59	4	11	2,007	4.6
Other	289	562	337	188	311	54	34	13	1,787	4.1
<b>Total</b>	<b>11,949</b>	<b>13,545</b>	<b>6,603</b>	<b>4,552</b>	<b>4,891</b>	<b>947</b>	<b>454</b>	<b>306</b>	<b>43,248</b>	<b>100.0</b>

Source: AIHW.

**Table 56: Employed enrolled nurses: age and sex, States and Territories, 1996**

Age (years)	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Males</b>									
Under 25	159	43	24	18	5	—	—	—	249
25–29	168	111	84	12	32	8	10	2	427
30–34	202	188	96	18	56	6	—	6	572
35–39	153	186	90	46	63	3	10	2	553
40–44	122	156	77	37	42	20	—	6	459
45–49	41	99	59	27	13	12	2	2	256
50–54	35	66	50	18	12	7	2	4	195
55–59	18	30	19	9	6	6	2	—	90
60–64	10	18	6	8	1	—	—	—	43
65 and over	1	—	5	3	—	—	—	—	9
<b>Total</b>	<b>908</b>	<b>898</b>	<b>510</b>	<b>197</b>	<b>230</b>	<b>61</b>	<b>27</b>	<b>20</b>	<b>2,852</b>
Average age	35.0	38.1	38.6	40.6	37.0	40.6	38.7	39.3	37.4
<b>Females</b>									
Under 25	1,157	534	190	229	109	6	10	4	2,239
25–29	1,639	1,679	753	360	483	49	43	27	5,032
30–34	1,938	2,373	946	647	853	164	40	62	7,024
35–39	2,707	3,088	1,362	1,133	1,328	254	137	72	10,080
40–44	1,806	2,836	1,164	971	974	234	88	59	8,133
45–49	1,065	2,095	829	670	609	148	93	52	5,561
50–54	585	1,344	478	470	282	69	46	17	3,293
55–59	353	602	294	207	115	37	11	6	1,626
60–64	115	189	125	39	30	2	8	—	509
65 and over	30	61	32	6	9	2	—	—	140
<b>Total</b>	<b>11,395</b>	<b>14,803</b>	<b>6,174</b>	<b>4,732</b>	<b>4,792</b>	<b>965</b>	<b>478</b>	<b>298</b>	<b>43,636</b>
Average age	37.2	39.4	39.6	39.5	38.5	39.8	39.8	38.7	38.8
<b>Persons</b>									
Under 25	1,316	577	214	247	114	6	10	4	2,487
25–29	1,806	1,790	837	371	514	57	53	29	5,459
30–34	2,140	2,562	1,043	665	909	170	40	67	7,596
35–39	2,860	3,274	1,452	1,179	1,391	257	147	74	10,633
40–44	1,928	2,992	1,241	1,008	1,016	254	88	64	8,592
45–49	1,105	2,194	889	698	621	160	96	54	5,817
50–54	621	1,411	528	488	295	76	49	20	3,488
55–59	371	632	312	216	121	43	14	6	1,715
60–64	125	208	131	46	32	2	8	—	552
65 and over	31	61	37	9	9	2	—	—	149
<b>Total</b>	<b>12,303</b>	<b>15,701</b>	<b>6,684</b>	<b>4,929</b>	<b>5,022</b>	<b>1,026</b>	<b>505</b>	<b>319</b>	<b>46,488</b>
Average age	37.0	39.3	39.5	39.6	38.5	39.9	39.8	38.7	38.7

Source: AIHW.

**Table 57: Employed enrolled nurses: total hours worked per week and sex, States and Territories, 1996**

Hours worked	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Males</b>									
1-9	29	31	15	7	8	—	—	2	93
10-19	77	58	39	5	11	—	—	2	192
20-29	73	94	39	17	30	3	—	—	256
30-34	67	121	48	21	41	13	4	—	315
35-39	273	266	187	54	78	16	—	9	883
40-49	271	246	167	61	55	23	20	7	848
50-59	8	23	12	7	3	—	4	—	57
60-69	10	20	3	5	—	3	—	—	41
70-79	41	20	—	9	4	3	—	—	77
80 and over	59	20	—	10	—	—	—	—	89
<i>Total</i>	<i>908</i>	<i>898</i>	<i>510</i>	<i>197</i>	<i>230</i>	<i>61</i>	<i>27</i>	<i>20</i>	<i>2,852</i>
Average weekly hours	39.4	36.6	34.8	40.3	34.1	39.6	40.0	31.9	37.0
<b>Females</b>									
1-9	335	714	243	168	286	30	23	10	1,810
10-19	1,633	2,396	659	612	959	133	57	22	6,471
20-29	2,126	4,063	1,360	1,141	1,453	339	134	78	10,694
30-34	1,253	2,457	1,027	869	765	146	103	31	6,650
35-39	2,090	2,382	1,473	725	790	108	42	51	7,662
40-49	2,473	1,984	1,343	898	453	176	88	92	7,507
50-59	173	279	59	81	27	8	11	2	640
60-69	163	132	10	48	21	8	4	2	387
70-79	477	139	—	79	25	3	—	4	727
80 and over	673	256	—	111	13	15	15	6	1,088
<i>Total</i>	<i>11,395</i>	<i>14,803</i>	<i>6,174</i>	<i>4,732</i>	<i>4,792</i>	<i>965</i>	<i>478</i>	<i>298</i>	<i>43,636</i>
Average weekly hours	35.7	29.8	30.6	31.5	26.8	29.1	31.0	32.8	31.2
<b>Persons</b>									
1-9	365	745	258	175	295	30	23	12	1,902
10-19	1,709	2,455	697	617	970	133	57	25	6,663
20-29	2,199	4,157	1,398	1,159	1,483	342	134	78	10,949
30-34	1,320	2,579	1,075	889	806	159	107	31	6,965
35-39	2,363	2,648	1,661	779	868	124	42	60	8,545
40-49	2,744	2,230	1,510	959	508	198	107	99	8,355
50-59	181	302	72	88	29	8	15	2	697
60-69	173	152	13	53	21	11	4	2	428
70-79	518	159	—	88	29	6	—	4	805
80 and over	731	276	—	121	13	15	15	6	1,178
<b>Total</b>	<b>12,303</b>	<b>15,701</b>	<b>6,684</b>	<b>4,929</b>	<b>5,022</b>	<b>1,026</b>	<b>505</b>	<b>319</b>	<b>46,488</b>
Average weekly hours	35.9	30.2	30.9	31.9	27.2	29.6	31.6	32.7	31.6

(continued)

**Table 57 (continued): Employed enrolled nurses: total hours worked per week and sex, States and Territories, 1996**

Hours worked	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
(per cent—males)									
1–9	3.2	3.4	3.0	3.5	3.6	—	—	11.1	3.3
10–19	8.4	6.5	7.6	2.7	4.8	—	—	11.1	6.7
20–29	8.0	10.4	7.6	8.8	13.1	5.3	—	—	9.0
30–34	7.4	13.5	9.5	10.6	17.9	21.1	14.3	—	11.0
35–39	30.1	29.6	36.8	27.4	33.9	26.3	—	44.4	31.0
40–49	29.9	27.4	32.7	31.0	23.8	36.8	71.4	33.3	29.7
50–59	0.9	2.6	2.4	3.5	1.2	—	14.3	—	2.0
60–69	1.1	2.2	0.5	2.7	—	5.3	—	—	1.4
70–79	4.5	2.2	—	4.4	1.8	5.3	—	—	2.7
80 and over	6.5	2.2	—	5.3	—	—	—	—	3.1
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
(per cent—females)									
1–9	2.9	4.8	3.9	3.5	6.0	3.1	4.8	3.4	4.1
10–19	14.3	16.2	10.7	12.9	20.0	13.8	12.0	7.5	14.8
20–29	18.7	27.4	22.0	24.1	30.3	35.2	28.0	26.0	24.5
30–34	11.0	16.6	16.6	18.4	16.0	15.1	21.6	10.3	15.2
35–39	18.3	16.1	23.9	15.3	16.5	11.2	8.8	17.1	17.6
40–49	21.7	13.4	21.8	19.0	9.5	18.2	18.4	30.8	17.2
50–59	1.5	1.9	1.0	1.7	0.6	0.8	2.4	0.7	1.5
60–69	1.4	0.9	0.2	1.0	0.4	0.8	0.8	0.7	0.9
70–79	4.2	0.9	—	1.7	0.5	0.3	—	1.4	1.7
80 and over	5.9	1.7	—	2.3	0.3	1.6	3.2	2.1	2.5
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
(per cent—persons)									
1–9	3.0	4.7	3.9	3.5	5.9	2.9	4.5	3.9	4.1
10–19	13.9	15.6	10.4	12.5	19.3	13.0	11.3	7.8	14.3
20–29	17.9	26.5	20.9	23.5	29.5	33.4	26.5	24.4	23.6
30–34	10.7	16.4	16.1	18.0	16.1	15.5	21.2	9.6	15.0
35–39	19.2	16.9	24.8	15.8	17.3	12.1	8.3	18.9	18.4
40–49	22.3	14.2	22.6	19.5	10.1	19.3	21.3	31.0	18.0
50–59	1.5	1.9	1.1	1.8	0.6	0.7	3.0	0.6	1.5
60–69	1.4	1.0	0.2	1.1	0.4	1.0	0.8	0.6	0.9
70–79	4.2	1.0	—	1.8	0.6	0.6	—	1.3	1.7
80 and over	5.9	1.8	—	2.5	0.3	1.5	3.0	1.9	2.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
(per cent working part-time hours)									
Males	27.1	33.8	27.6	25.7	39.3	26.3	14.3	22.2	30.0
Females	46.9	65.1	53.3	59.0	72.3	67.2	66.4	47.3	58.7
All nurses	45.5	63.3	51.3	57.6	70.8	64.8	63.6	45.7	57.0

Source: AIHW.

**Table 58: Enrolled nurses employed as clinicians: area of clinical nursing and total hours worked per week, Australia, 1996**

Area of clinical nursing	Hours worked per week							Total
	1-9	10-19	20-29	30-34	35-39	40-49	50+	
Mixed medical and surgical	387	1,163	1,933	1,234	1,300	1,596	570	8,655
Medical	108	447	765	492	714	848	321	3,968
Surgical	22	189	342	232	422	417	165	1,905
Operating theatre	46	229	328	224	479	644	136	2,229
Intensive care	2	16	19	10	42	44	10	145
Paediatric	12	73	156	69	133	117	12	574
Obstetrics and gynaecology	10	23	48	30	41	45	8	216
Midwifery	14	56	87	46	58	75	12	359
Psychiatric/mental health	50	138	207	180	619	430	135	1,840
Developmental disability	16	74	92	67	230	159	62	738
Gerontology/geriatric	622	2,639	4,449	2,892	2,387	1,704	821	16,160
Accident and emergency	13	30	79	39	91	91	30	386
Community health	29	73	126	73	115	102	33	562
Child health	4	26	20	15	29	28	—	127
School medical	2	5	18	4	5	13	5	55
District/domiciliary	27	46	46	39	24	17	5	211
Occupational health	2	13	15	9	22	31	15	109
Private medical/independent practice	70	208	321	172	215	182	33	1,213
No one principal area	126	326	444	253	342	368	56	2,007
Other	43	226	359	279	374	374	71	1,787
<b>Total</b>	<b>1,587</b>	<b>5,978</b>	<b>9,718</b>	<b>6,300</b>	<b>7,655</b>	<b>7,293</b>	<b>2,570</b>	<b>43,248</b>
Per cent of total for age groups	3.7	13.8	22.5	14.6	17.7	16.9	5.9	100.0

Source: AIHW.



**Table 59: Employed enrolled nurses: work setting of main job, sector, States and Territories, 1996**

Work setting	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Public sector</b>									
Acute/psychiatric hospital	5,916	4,083	2,938	2,514	2,319	351	184	174	18,479
Nursing home	1,621	3,643	847	480	756	85	60	35	7,529
Day procedure centre	128	83	52	34	27	5	8	7	343
Hostel	156	286	119	36	245	18	4	—	865
Hospice	105	99	16	4	10	3	8	—	244
Community health centre	264	233	74	78	142	59	16	2	868
Agency	—	319	—	130	213	3	16	—	681
Developmental disability service	448	106	65	16	30	26	4	—	695
School/child health service	12	80	26	16	3	—	—	—	137
Tertiary education institution	17	36	8	18	3	—	—	2	84
Prison medical service	12	3	1	4	2	—	—	—	22
Defence forces	49	31	37	4	10	—	8	7	144
Other	205	847	255	169	126	34	12	4	1,651
<i>Total public sector</i>	<i>8,932</i>	<i>9,849</i>	<i>4,438</i>	<i>3,504</i>	<i>3,886</i>	<i>584</i>	<i>321</i>	<i>231</i>	<i>31,744</i>
<b>Private sector</b>									
Acute/psychiatric hospital	1,190	804	883	341	395	129	36	15	3,793
Nursing home	1,266	3,199	644	604	271	189	112	44	6,329
Day procedure centre	120	98	44	36	16	5	4	2	325
Hostel	124	250	136	36	126	49	8	—	730
Hospice	9	3	12	12	6	3	—	—	46
Private medical rooms	199	618	232	140	183	39	12	24	1,447
Agency	179	106	114	52	38	5	—	—	495
Private nursing practice	100	80	67	50	57	3	—	—	357
Developmental disability service	17	20	8	—	3	—	—	—	48
School/child health service	11	24	1	2	2	3	—	—	43
Tertiary education institution	2	5	—	—	—	—	—	—	6
Private sector	43	96	40	38	8	3	4	—	231
Other	112	550	65	112	30	16	8	2	896
<i>Total private sector</i>	<i>3,371</i>	<i>5,852</i>	<i>2,246</i>	<i>1,425</i>	<i>1,136</i>	<i>442</i>	<i>184</i>	<i>88</i>	<i>14,744</i>
<b>All sectors</b>									
Acute/psychiatric hospital	7,106	4,886	3,821	2,664	2,909	481	299	139	22,305
Nursing home	2,887	6,843	1,492	1,008	1,104	274	125	109	13,842
Day procedure centre	247	181	95	42	72	10	14	8	669
Hostel	281	537	255	364	74	67	—	8	1,585
Hospice	114	102	29	16	16	5	—	5	287
Community health centre <sup>(a)</sup>	264	233	74	139	80	59	3	10	862
Private medical rooms <sup>(b)</sup>	199	618	232	180	143	39	38	8	1,456
Agency	179	425	114	247	186	8	—	10	1,169
Private nursing practice <sup>(b)</sup>	100	80	67	56	51	3	—	—	357
Developmental disability service	465	125	74	33	16	26	—	3	741
School/child health service	23	104	27	5	18	3	—	—	180
Tertiary education institution	18	41	8	3	18	—	3	—	92
Private sector <sup>(b)</sup>	43	96	40	8	39	3	—	3	230
Prison medical service <sup>(a)</sup>	12	3	1	2	4	—	—	—	22
Defence forces <sup>(a)</sup>	49	31	37	9	4	—	10	5	145
Other	317	1,397	320	153	286	49	10	13	2,546
<b>Total all sectors</b>	<b>12,303</b>	<b>15,701</b>	<b>6,684</b>	<b>4,929</b>	<b>5,022</b>	<b>1,026</b>	<b>505</b>	<b>319</b>	<b>46,488</b>

(a) Public sector only.

(b) Private sector only.

Source: AIHW.

**Table 60: Employed enrolled nurses: average hours worked per week by work setting of main job, sector, States and Territories, 1996**

Work setting	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Public sector</b>									
Acute/psychiatric hospital	38.3	32.4	32.1	32.7	29.0	32.9	34.3	35.5	33.8
Nursing home	34.1	29.1	31.0	29.6	25.9	29.2	37.2	33.5	30.1
Day procedure centre	36.5	31.1	33.1	35.2	27.5	10.0	30.0	28.7	33.3
Hostel	31.2	33.1	30.3	41.0	24.5	25.9	14.0	—	30.0
Hospice	38.9	30.7	28.8	22.5	32.3	30.0	33.0	—	34.0
Community health centre	36.7	29.9	27.9	29.9	25.8	24.7	35.3	40.0	31.0
Agency	—	26.7	—	26.0	17.5	30.0	19.8	—	23.6
Developmental disability service	39.2	34.8	33.9	38.1	26.3	39.8	20.0	—	37.2
School/child health service	32.5	28.0	26.9	32.0	46.0	—	—	—	29.0
Tertiary education institution	26.1	32.5	23.2	30.3	24.0	—	—	3.0	28.9
Prison medical service	42.2	68.5	48.0	26.0	38.0	—	—	—	44.2
Defence forces	41.8	42.2	38.6	16.5	40.2	—	41.0	28.3	39.5
Other	33.9	34.3	31.0	33.7	29.9	29.1	34.7	22.5	33.2
<i>Total public sector</i>	<i>37.3</i>	<i>31.1</i>	<i>31.8</i>	<i>32.1</i>	<i>27.5</i>	<i>31.2</i>	<i>33.8</i>	<i>34.3</i>	<i>32.6</i>
<b>Private sector</b>									
Acute/psychiatric hospital	35.3	30.2	29.8	31.2	25.7	23.9	32.1	30.3	31.1
Nursing home	30.4	27.3	28.4	31.1	25.6	27.6	26.5	29.0	28.2
Day procedure centre	31.4	33.2	31.6	32.1	27.0	18.5	32.0	25.0	31.6
Hostel	31.8	28.0	29.2	35.2	26.1	28.0	25.5	—	28.8
Hospice	24.8	54.0	31.6	29.6	32.7	30.0	—	—	31.4
Private medical rooms	35.1	28.2	29.1	29.0	26.4	29.6	20.0	28.9	29.1
Agency	32.0	25.0	21.7	25.8	18.6	21.0	—	—	25.9
Private nursing practice	33.4	29.8	28.4	28.5	26.5	22.0	—	—	29.6
Developmental disability service	32.9	30.9	33.5	—	37.0	—	—	—	32.4
School/child health service	42.7	30.7	45.0	30.0	38.0	48.0	—	—	35.3
Tertiary education institution	24.0	21.0	—	—	—	—	—	—	21.8
Private sector	31.2	35.5	33.5	39.5	30.6	38.0	25.0	—	34.7
Other	31.4	36.4	30.2	32.2	28.9	40.8	24.0	20.0	34.5
<i>Total private sector</i>	<i>32.7</i>	<i>28.9</i>	<i>29.0</i>	<i>31.0</i>	<i>25.8</i>	<i>27.2</i>	<i>27.1</i>	<i>28.9</i>	<i>29.6</i>
<b>All sectors</b>									
Acute/psychiatric hospital	37.8	32.1	31.6	32.5	28.5	30.5	33.9	35.1	33.3
Nursing home	32.4	28.2	29.9	30.4	25.8	28.1	30.3	31.1	29.3
Day procedure centre	34.0	32.2	32.4	33.6	27.3	15.7	30.7	27.8	32.5
Hostel	31.5	30.7	29.7	38.1	25.1	27.4	21.7	—	29.5
Hospice	37.6	31.4	30.1	27.6	32.4	30.0	33.0	—	33.6
Community health centre <sup>(a)</sup>	36.7	29.9	27.9	29.9	25.8	24.7	35.3	40.0	31.0
Private medical rooms <sup>(b)</sup>	35.1	28.2	29.1	29.0	26.4	29.6	20.0	28.9	29.1
Agency	32.0	26.2	21.7	26.0	17.7	24.0	19.8	—	24.6
Private nursing practice <sup>(b)</sup>	33.4	29.8	28.4	28.5	26.5	22.0	—	—	29.6
Developmental disability service	38.9	34.3	33.9	38.1	26.8	39.8	20.0	—	36.9
School/child health service	36.9	28.7	27.8	31.8	43.3	48.0	—	—	30.4
Tertiary education institution	25.9	31.1	23.2	30.3	24.0	—	—	3.0	28.4
Private sector <sup>(b)</sup>	31.2	35.5	33.5	39.5	30.6	38.0	25.0	—	34.7
Prison medical service <sup>(a)</sup>	42.2	68.5	48.0	26.0	38.0	—	—	—	44.2
Defence forces <sup>(a)</sup>	41.8	42.2	38.6	16.5	40.2	—	41.0	28.3	39.5
Other	33.0	35.1	30.9	33.1	29.7	32.8	30.4	21.7	33.6
<b>Total all sectors</b>	<b>35.9</b>	<b>30.2</b>	<b>30.9</b>	<b>31.9</b>	<b>27.2</b>	<b>29.6</b>	<b>31.6</b>	<b>32.7</b>	<b>31.6</b>

(a) Public sector only.

(b) Private sector only.

Source: AIHW.

# 10 Geographic distribution of the nursing workforce, 1996

This section presents 1996 data on the characteristics of employed registered and enrolled nurses by geographical location using the *Rural, Remote and Metropolitan Areas Classification* (Department of Primary Industries and Energy and the Department of Health and Family Services 1994).

## General

- Of the 218,172 employed registered and enrolled nurses in 1996, 63.2% worked in a capital city, 6.8% in other metropolitan centres, 27.0% in rural areas, and the remaining 3.0% in remote areas. This distribution was almost the same as that of the overall population (63.6% living in capital cities, 7.5% in other metropolitan centres, 25.8% in rural areas and 3.0% in remote areas). This is unlike the distribution of health professions generally, which have workforce numbers skewed toward metropolitan areas.
- Some 42.1% of enrolled nurses worked in rural and remote areas in their main job in 1996 compared with 26.8% of registered nurses.
- Registered nurses comprised 82.9% of employed nurses in capital cities, with enrolled nurses comprising 17.1%. Registered nurses comprised 70.8% of employed nurses in small rural centres, 63.7% in 'other rural areas', and 71.3% in remote areas.

## Nurses per 100,000 population

- There are significant differences in the distribution of employed nurses among States and Territories, and between metropolitan and non-metropolitan areas. Compared with the national average of 1,064 FTE nurses per 100,000 population in 1996, Western Australia had 1,236, Victoria 1,178, the Australian Capital Territory 1,142 and Tasmania 1,120, while Queensland with 962 and New South Wales with 984 were below the national average. South Australia (1,097) and the Northern Territory (1,079) were close to the national average.
- Nursing employment in rural areas per 100,000 population is well above that of other health professions. Indeed, in 1996, nurse employment per 100,000 population in large rural centres (1,705), small rural centres (1,363) and remote centres (1,220) exceeded that of capital cities (1,183). However, around 30% of nurses employed in small rural centres and other rural and remote areas except for large centres were enrolled nurses. In capital cities, only 17.1% were enrolled nurses.

## Sex

- Male nurses comprised 7.6% of the national nursing workforce, but were 9.2% of employed nurses in 'Other metropolitan centres' and 9.4% in large rural centres, but only 4.2% in remote centres and 4.7% in 'Other rural areas'.

## Age

- Across geographic locations, the average age of employed registered nurses ranged from 42.6 years in 'Other rural areas' down to 38.5 years in remote centres. For employed enrolled nurses, the average age ranged from 39.7 years in 'Other rural areas' down to 36.8 years in 'Other metropolitan areas'.

## Hours worked

- Employed registered nurses worked an average of 33.2 hours per week. Across geographic areas, they ranged from 35.7 hours in remote centres and 35.8 hours in 'Other remote areas' down to 31.0 hours in 'Other rural areas'.
- The proportion of employed registered nurses working less than 35 hours per week ranged from 58.7% in 'Other rural areas' down to 34.8% in 'Other remote areas' and 35.4% in remote centres.
- For employed enrolled nurses, average weekly hours were 31.6, and varied from 32.6 in remote centres and 32.5 hours in 'Other metropolitan areas' down to 31.0 hours in small rural centres and 30.5 hours in 'Other rural areas'.

## Classification

- The highest percentages of registered nurses who were Level 1 registered nurses (the lowest classification) were in large rural centres (65.1%) and 'Other metropolitan centres' (64.5%), while the lowest were in remote centres (54.9%) and 'Other remote areas' (50.9%). In capital cities, 2.4% of registered nurses were directors of nursing (DONs) while 5.3% of remote registered nurses were DONs.

**Table 61: Employed registered and enrolled nurses: characteristics and geographic location of main job, Australia, 1996**

Characteristics	Geographic location of main job							Total
	Capital city	Other metropolitan centre	Large rural centre	Small rural centre	Other rural area	Remote centre	Other remote area	
<b>Type of nurse</b>								
Registered nurses	114,236	11,503	14,417	11,534	15,277	1,888	2,831	171,684
Enrolled nurses	23,548	3,328	4,260	4,748	8,702	776	1,125	46,488
<b>Sex</b>								
Males	10,834	1,359	1,753	1,087	1,116	111	231	16,494
Females	126,950	13,471	16,925	15,195	22,862	2,552	3,725	201,680
<b>Age (years)</b>								
Average	33.1	33.1	32.7	32.0	31.1	32.4	34.0	32.9
Under 30	34,802	3,287	4,068	2,823	3,124	713	821	49,094
30–39	48,657	5,835	7,101	6,547	8,557	954	1,422	79,146
40–49	37,871	4,116	5,468	4,991	8,182	728	1,100	62,726
50–59	14,647	1,457	1,862	1,729	3,584	226	474	24,153
60 and over	1,807	136	179	192	532	44	138	3,053
<b>Hours worked per week</b>								
Average	33.1	33.1	32.6	32.1	30.8	34.5	34.8	32.9
Part-time (under 35 hours)	65,200	7,115	9,233	9,024	14,511	1,226	1,531	106,893
Full-time (35 hours or more)	72,854	7,716	9,444	7,259	9,468	1,787	2,425	111,279
<b>Classification of main job (registered nurses)</b>								
L1 registered nurse	70,022	7,423	9,380	7,089	9,309	1,037	1,440	106,769
L2 clinical nurse	15,812	1,633	1,779	1,522	1,846	429	551	24,186
L3 nurse manager	7,399	734	739	705	995	71	89	10,323
L3 clinical nurse	10,668	726	1,339	1,242	1,792	164	407	15,542
L3 staff development/education	1,353	132	132	84	68	28	27	1,858
L4 staff development/education	225	19	11	7	3	5	10	283
L4 assistant director of nursing	2,737	219	291	279	317	27	40	3,693
Director of nursing	2,688	268	273	289	649	48	201	4,186
Lecturer—higher education sector	1,046	105	210	94	19	7	3	1,457
Other	2,285	245	262	224	279	71	62	3,386
<b>Work setting of main job</b>								
Registered nurses								
Acute/psychiatric hospital	74,067	7,226	9,834	7,080	8,766	1,030	1,600	109,841
Nursing home	13,401	1,366	1,511	1,383	2,222	193	154	20,165
Community health centre	5,223	639	724	883	1,710	96	517	9,420
Private medical rooms	3,381	396	468	498	547	109	75	5,296
Other	18,165	1,876	1,879	1,689	2,031	460	485	26,962
Enrolled nurses								
Acute/psychiatric hospital	10,261	1,396	2,250	2,380	4,884	512	838	22,398
Nursing home	3,027	667	834	1,003	1,929	80	109	7,562
Community health centre	391	66	24	115	223	8	39	846
Private medical rooms	1,053	79	87	102	168	17	23	1,438
Other	8,816	1,120	1,065	1,148	1,498	159	116	14,244
<b>Employed nurses per 100,000 population</b>								
Registered nurses	981	836	1,316	966	626	864	842	938
Enrolled nurses	202	242	389	397	356	356	335	254
All nurses	1,183	1,078	1,705	1,363	982	1,220	1,177	1,192
<b>Total all nurses</b>	<b>137,784</b>	<b>14,831</b>	<b>18,677</b>	<b>16,282</b>	<b>23,979</b>	<b>2,664</b>	<b>3,956</b>	<b>218,172</b>

(continued)

**Table 61 (continued): Employed registered and enrolled nurses: characteristics and geographic location of main job, Australia, 1996**

Characteristics	Geographic location of main job							Total
	Capital city	Other metropolitan centre	Large rural centre	Small rural centre	Other rural area	Remote centre	Other remote area	
	(per cent)							
<b>Type of nurse</b>								
Registered nurses	82.9	77.6	77.2	70.8	63.7	70.9	71.6	78.7
Enrolled nurses	17.1	22.4	22.8	29.2	36.3	29.1	28.4	21.3
<b>Sex</b>								
Males	7.9	9.2	9.4	6.7	4.7	4.2	5.8	7.6
Females	92.1	90.8	90.6	93.3	95.3	95.8	94.2	92.4
<b>Age (years)</b>								
Under 30	25.3	22.2	21.8	17.3	13.0	26.8	20.8	22.5
30–39	35.3	39.3	38.0	40.2	35.7	35.8	35.9	36.3
40–49	27.5	27.8	29.3	30.7	34.1	27.3	27.8	28.8
50–59	10.6	9.8	10.0	10.6	14.9	8.5	12.0	11.1
60 and over	1.3	0.9	1.0	1.2	2.2	1.7	3.5	1.4
<b>Hours worked per week</b>								
Part-time (under 35 hours)	47.3	48.0	49.4	55.4	60.5	46.0	38.7	49.0
Full-time (35 hours or more)	52.9	52.0	50.6	44.6	39.5	67.1	61.3	51.0
<b>Classification of main job (registered nurses)</b>								
L1 registered nurse	61.3	64.5	65.1	61.5	60.9	54.9	50.9	62.2
L2 clinical nurse	13.8	14.2	12.3	13.2	12.1	22.7	19.5	14.1
L3 nurse manager	6.5	6.4	5.1	6.1	6.5	3.8	3.1	6.0
L3 clinical nurse	9.3	6.3	9.3	10.8	11.7	8.7	14.4	9.1
L3 staff development/education	1.2	1.1	0.9	0.7	0.4	1.5	1.0	1.1
L4 staff development/education	0.2	0.2	0.1	0.1	0.0	0.3	0.4	0.2
L4 assistant director of nursing	2.4	1.9	2.0	2.4	2.1	1.4	1.4	2.2
Director of nursing	2.4	2.3	1.9	2.5	4.2	2.5	7.1	2.4
Lecturer—higher education sector	0.9	0.9	1.5	0.8	0.1	0.4	0.1	0.8
Other	2.0	2.1	1.8	1.9	1.8	3.8	2.2	2.0
<b>Work setting of main job</b>								
<b>Registered nurses</b>								
Acute/psychiatric hospital	53.8	48.7	52.7	43.5	36.6	38.7	40.5	50.3
Nursing home	9.7	9.2	8.1	8.5	9.3	7.2	3.9	9.2
Community health centre	3.8	4.3	3.9	5.4	7.1	3.6	13.1	4.3
Private medical rooms	2.5	2.7	2.5	3.1	2.3	4.1	1.9	2.4
Other	13.2	12.7	10.1	10.4	8.5	17.3	12.3	12.4
<b>Enrolled nurses</b>								
Acute/psychiatric hospital	7.4	9.4	12.0	14.6	20.4	19.2	21.2	10.3
Nursing home	2.2	4.5	4.5	6.2	8.0	3.0	2.8	3.5
Community health centre	0.3	0.4	0.1	0.7	0.9	0.3	1.0	0.4
Private medical rooms	0.8	0.5	0.5	0.6	0.7	0.6	0.6	0.7
Other	6.4	7.5	5.7	7.0	6.2	6.0	2.9	6.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 62: Employed registered nurses: geographic location of main job and sex, States and Territories, 1996**

Geographic location	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Males</b>									
Capital city	3,068	2,049	1,464	922	1,260	199	121	77	9,161
Other metropolitan centre	834	112	180	—	—	—	—	—	1,125
Large rural centre	453	379	452	—	34	92	—	—	1,411
Small rural centre	364	289	65	66	50	43	—	—	876
Other rural area	293	254	124	30	52	21	—	4	777
Remote centre	—	—	31	38	—	—	—	25	94
Other remote area	7	3	47	66	17	—	—	56	196
<b>Total</b>	<b>5,020</b>	<b>3,086</b>	<b>2,363</b>	<b>1,121</b>	<b>1,413</b>	<b>356</b>	<b>121</b>	<b>162</b>	<b>13,642</b>
<b>Females</b>									
Capital city	31,264	28,325	16,163	11,778	11,779	2,232	2,650	885	105,075
Other metropolitan centre	6,646	1,810	1,921	—	—	—	—	—	10,377
Large rural centre	4,246	3,056	4,331	—	218	1,155	—	—	13,007
Small rural centre	3,821	3,324	1,153	1,113	737	510	—	—	10,658
Other rural area	4,622	4,315	2,251	1,066	1,499	717	—	30	14,499
Remote centre	—	—	701	759	—	—	—	332	1,793
Other remote area	339	94	888	629	168	37	—	479	2,635
<b>Total</b>	<b>50,938</b>	<b>40,922</b>	<b>27,409</b>	<b>15,345</b>	<b>14,401</b>	<b>4,652</b>	<b>2,650</b>	<b>1,726</b>	<b>158,043</b>
<b>Persons</b>									
Capital city	34,332	30,374	17,627	12,700	13,039	2,432	2,771	962	114,236
Other metropolitan centre	7,480	1,922	2,101	—	—	—	—	—	11,503
Large rural centre	4,699	3,435	4,783	—	252	1,248	—	—	14,417
Small rural centre	4,185	3,612	1,219	1,179	787	553	—	—	11,534
Other rural area	4,915	4,568	2,375	1,096	1,551	738	—	33	15,277
Remote centre	—	—	733	797	—	—	—	358	1,888
Other remote area	346	96	936	695	185	37	—	535	2,831
<b>Total</b>	<b>55,958</b>	<b>44,008</b>	<b>29,772</b>	<b>16,466</b>	<b>15,814</b>	<b>5,007</b>	<b>2,771</b>	<b>1,888</b>	<b>171,684</b>
<b>(per cent—persons)</b>									
Capital city	61.4	69.0	59.2	77.1	82.5	48.6	100.0	50.9	66.5
Other metropolitan centre	13.4	4.4	7.1	—	—	—	—	—	6.7
Large rural centre	8.4	7.8	16.1	—	1.6	24.9	—	—	8.4
Small rural centre	7.5	8.2	4.1	7.2	5.0	11.0	—	—	6.7
Other rural area	8.8	10.4	8.0	6.7	9.8	14.7	—	1.8	8.9
Remote centre	—	—	2.5	4.8	—	—	—	18.9	1.1
Other remote area	0.6	0.2	3.1	4.2	1.2	0.7	—	28.4	1.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.

**Table 63: Employed enrolled nurses: geographic location of main job and sex, States and Territories, 1996**

Geographic location	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Males</b>									
Capital city	465	497	275	156	199	42	27	12	1,673
Other metropolitan centre	179	32	22	—	—	—	—	—	234
Large rural centre	64	173	97	0	1	7	—	—	342
Small rural centre	101	74	18	10	6	2	—	—	211
Other rural area	95	122	78	13	22	9	—	—	339
Remote centre	—	—	5	12	—	—	—	—	17
Other remote area	5	—	15	6	1	—	—	8	35
<b>Total</b>	<b>908</b>	<b>898</b>	<b>510</b>	<b>197</b>	<b>230</b>	<b>61</b>	<b>27</b>	<b>20</b>	<b>2,852</b>
<b>Females</b>									
Capital city	4,190	8,249	2,643	2,710	3,168	283	478	156	21,875
Other metropolitan centre	1,860	909	326	—	—	—	—	—	3,094
Large rural centre	1,183	1,497	983	0	76	178	—	—	3,918
Small rural centre	1,441	1,458	379	712	359	188	—	—	4,537
Other rural area	2,501	2,613	1,156	690	1,099	301	—	2	8,363
Remote centre	—	—	318	351	—	—	—	90	759
Other remote area	220	77	370	269	90	15	—	50	1,090
<b>Total</b>	<b>11,395</b>	<b>14,803</b>	<b>6,174</b>	<b>4,732</b>	<b>4,792</b>	<b>965</b>	<b>478</b>	<b>298</b>	<b>43,636</b>
<b>Persons</b>									
Capital city	4,654	8,746	2,918	2,866	3,367	325	505	168	23,548
Other metropolitan centre	2,039	941	348	—	—	—	—	—	3,328
Large rural centre	1,246	1,670	1,080	—	78	185	—	—	4,260
Small rural centre	1,542	1,532	397	722	365	190	—	—	4,748
Other rural area	2,596	2,736	1,233	703	1,121	310	—	2	8,702
Remote centre	—	—	323	363	—	—	—	90	776
Other remote area	225	77	384	275	91	15	—	58	1,125
<b>Total</b>	<b>12,303</b>	<b>15,701</b>	<b>6,684</b>	<b>4,929</b>	<b>5,022</b>	<b>1,026</b>	<b>505</b>	<b>319</b>	<b>46,488</b>
<b>(per cent—persons)</b>									
Capital city	57.1	65.5	56.4	72.8	78.7	45.7	100.0	51.2	63.2
Other metropolitan centre	13.9	4.8	6.7	—	—	—	—	—	6.8
Large rural centre	8.7	8.6	16.1	—	1.6	23.8	—	—	8.6
Small rural centre	8.4	8.6	4.4	8.9	5.5	12.3	—	—	7.5
Other rural area	11.0	12.2	9.9	8.4	12.8	17.4	—	1.6	11.0
Remote centre	—	—	2.9	5.4	—	—	—	20.3	1.2
Other remote area	0.8	0.3	3.6	4.5	1.3	0.9	—	26.9	1.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: AIHW.



**Table 64: Employed registered nurses: classification of main job, geographic location, States and Territories, 1996**

Classification	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Capital city</b>									
L1 registered nurse	21,561	16,341	11,851	7,234	9,325	1,459	1,511	536	70,022
L2 clinical nurse	6,609	—	3,180	3,592	1,717	553	710	212	15,812
L3 nurse manager	1,917	3,960	431	452	283	77	92	18	7,399
L3 clinical nurse	716	7,019	931	411	743	142	226	109	10,668
L3 staff development/education	648	—	245	274	134	43	46	19	1,353
L4 staff development/education	67	—	46	54	43	8	15	2	225
L4 assistant director of nursing	610	1,451	231	150	129	49	40	16	2,737
Director of nursing	1,065	896	205	167	237	43	21	14	2,688
Lecturer—higher education	357	203	166	114	158	10	24	12	1,046
Other	782	505	341	251	270	47	86	25	2,285
<i>Total</i>	<i>34,332</i>	<i>30,374</i>	<i>17,627</i>	<i>12,700</i>	<i>13,039</i>	<i>2,432</i>	<i>2,771</i>	<i>962</i>	<i>114,236</i>
<b>Other metropolitan centre</b>									
L1 registered nurse	5,023	1,048	1,364	—	—	—	—	—	7,423
L2 clinical nurse	1,252	—	397	—	—	—	—	—	1,633
L3 nurse manager	428	231	68	—	—	—	—	—	734
L3 clinical nurse	109	481	113	—	—	—	—	—	726
L3 staff development/education	106	—	27	—	—	—	—	—	132
L4 staff development/education	11	—	8	—	—	—	—	—	19
L4 assistant director of nursing	111	88	17	—	—	—	—	—	219
Director of nursing	204	44	21	—	—	—	—	—	268
Lecturer—higher education	63	18	24	—	—	—	—	—	105
Other	172	12	62	—	—	—	—	—	245
<i>Total</i>	<i>7,480</i>	<i>1,922</i>	<i>2,101</i>	—	—	—	—	—	<i>11,503</i>
<b>Large rural centre</b>									
L1 registered nurse	3,207	1,975	3,296	—	177	723	—	—	9,380
L2 clinical nurse	719	—	763	—	38	316	—	—	1,779
L3 nurse manager	241	319	122	—	6	39	—	—	739
L3 clinical nurse	128	818	263	—	17	77	—	—	1,339
L3 staff development/education	54	—	70	—	3	6	—	—	132
L4 staff development/education	2	—	8	—	—	2	—	—	11
L4 assistant director of nursing	75	142	47	—	3	18	—	—	291
Director of nursing	126	66	55	—	1	26	—	—	273
Lecturer—higher education	38	67	82	—	6	14	—	—	210
Other	110	48	78	—	1	28	—	—	262
<i>Total</i>	<i>4,699</i>	<i>3,435</i>	<i>4,783</i>	—	<i>252</i>	<i>1,248</i>	—	—	<i>14,417</i>
<b>Small rural centre</b>									
L1 registered nurse	2,927	1,967	770	651	514	259	—	—	7,089
L2 clinical nurse	562	—	259	349	150	202	—	—	1,522
L3 nurse manager	231	344	30	65	12	24	—	—	705
L3 clinical nurse	73	977	69	34	60	29	—	—	1,242
L3 staff development/education	40	—	16	10	9	10	—	—	84
L4 staff development/education	3	—	—	2	1	—	—	—	7
L4 assistant director of nursing	63	170	19	15	3	8	—	—	279
Director of nursing	138	72	29	19	16	16	—	—	289
Lecturer—higher education	41	30	3	15	4	—	—	—	94
Other	108	52	22	19	17	6	—	—	224
<i>Total</i>	<i>4,185</i>	<i>3,612</i>	<i>1,219</i>	<i>1,179</i>	<i>787</i>	<i>553</i>	—	—	<i>11,534</i>

(continued)

**Table 64 (continued): Employed registered nurses: classification of main job, geographic location, States and Territories, 1996**

Classification	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
<b>Other rural area</b>									
L1 registered nurse	3,464	2,096	1,565	598	1,107	470	—	8	9,309
L2 clinical nurse	675	—	439	363	248	191	—	4	1,846
L3 nurse manager	276	603	30	24	14	32	—	—	995
L3 clinical nurse	66	1,420	121	26	79	16	—	14	1,792
L3 staff development/education	38	—	16	15	1	—	—	—	68
L4 staff development/education	2	—	—	2	—	—	—	—	3
L4 assistant director of nursing	38	234	19	9	6	2	—	2	317
Director of nursing	237	140	134	39	76	22	—	—	649
Lecturer—higher education	6	6	2	—	1	—	—	4	19
Other	115	70	49	19	19	6	—	2	279
<b>Total</b>	<b>4,915</b>	<b>4,568</b>	<b>2,375</b>	<b>1,096</b>	<b>1,551</b>	<b>738</b>	<b>—</b>	<b>33</b>	<b>15,277</b>
<b>Remote centre</b>									
L1 registered nurse	—	—	424	424	—	—	—	184	1,037
L2 clinical nurse	—	—	165	209	—	—	—	56	429
L3 nurse manager	—	—	17	35	—	—	—	21	71
L3 clinical nurse	—	—	49	52	—	—	—	66	164
L3 staff development/education	—	—	9	10	—	—	—	10	28
L4 staff development/education	—	—	—	4	—	—	—	2	5
L4 assistant director of nursing	—	—	5	19	—	—	—	4	27
Director of nursing	—	—	25	14	—	—	—	8	48
Lecturer—higher education	—	—	—	2	—	—	—	6	7
Other	—	—	38	29	—	—	—	2	71
<b>Total</b>	<b>—</b>	<b>—</b>	<b>733</b>	<b>797</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>358</b>	<b>1,888</b>
<b>Other remote area</b>									
L1 registered nurse	240	35	515	346	100	16	—	161	1,440
L2 clinical nurse	36	—	179	199	45	14	—	84	551
L3 nurse manager	22	15	6	19	1	2	—	26	89
L3 clinical nurse	5	38	86	53	23	2	—	223	407
L3 staff development/education	—	—	8	6	1	—	—	14	27
L4 staff development/education	—	—	3	4	1	—	—	2	10
L4 assistant director of nursing	8	5	8	9	1	—	—	8	40
Director of nursing	27	2	105	38	10	2	—	10	201
Lecturer—higher education	2	—	2	—	—	—	—	—	3
Other	6	2	24	21	1	—	—	8	62
<b>Total</b>	<b>346</b>	<b>96</b>	<b>936</b>	<b>695</b>	<b>185</b>	<b>37</b>	<b>—</b>	<b>535</b>	<b>2,831</b>
<b>Total</b>									
L1 registered nurse	36,651	24,067	19,898	9,482	11,255	2,937	1,578	902	106,769
L2 clinical nurse	9,791	—	5,328	4,578	2,172	1,276	685	356	24,186
L3 nurse manager	3,084	5,263	770	563	309	174	91	68	10,323
L3 clinical nurse	1,070	10,539	1,599	558	916	265	206	388	15,542
L3 staff development/education	862	—	397	304	149	59	42	44	1,858
L4 staff development/education	77	—	65	66	47	10	13	5	283
L4 assistant director of nursing	906	1,984	341	184	144	74	34	27	3,693
Director of nursing	1,753	1,143	542	250	342	105	21	30	4,186
Lecturer—higher education	489	335	245	148	168	23	21	28	1,457
Other	1,274	676	587	333	312	84	81	39	3,386
<b>Total</b>	<b>55,958</b>	<b>44,008</b>	<b>29,772</b>	<b>16,466</b>	<b>15,814</b>	<b>5,007</b>	<b>2,771</b>	<b>1,888</b>	<b>171,684</b>

Source: AIHW.

**Table 65: Employed registered nurses: average age by geographic location of main job and sex, States and Territories, 1996**

Geographic location/sex	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Capital city									
Males	38.4	37.9	37.1	40.9	39.0	40.7	40.3	39.1	38.5
Females	40.2	39.7	39.1	40.6	39.7	41.3	42.3	39.1	39.9
All nurses	40.1	39.6	38.9	40.6	39.6	41.2	42.2	39.1	39.8
Other metropolitan centre									
Males	39.9	37.2	35.6	—	—	—	—	—	38.8
Females	40.3	39.8	38.5	—	—	—	—	—	39.9
All nurses	40.3	39.6	38.3	—	—	—	—	—	39.8
Large rural centre									
Males	39.9	37.6	38.8	—	36.7	37.3	—	—	38.6
Females	41.1	38.9	40.3	—	36.7	40.5	—	—	40.2
All nurses	41.0	38.8	40.2	—	36.7	40.3	—	—	40.0
Small rural centre									
Males	40.6	36.5	37.7	38.1	40.6	39.5	—	—	38.6
Females	41.5	40.3	42.0	41.8	40.4	42.2	—	—	41.1
All nurses	41.4	40.0	41.8	41.6	40.4	42.0	—	—	40.9
Other rural area									
Males	40.7	41.0	39.9	39.3	38.9	43.9	—	48.5	40.6
Females	43.0	42.6	42.8	42.7	41.9	43.8	—	43.6	42.7
All nurses	42.9	42.5	42.7	42.6	41.8	43.8	—	44.2	42.6
Remote centre									
Males	—	—	33.3	33.7	—	—	—	39.1	35.0
Females	—	—	39.0	38.0	—	—	—	39.1	38.6
All nurses	—	—	38.8	37.8	—	—	—	39.1	38.5
Other remote area									
Males	40.3	36.0	36.4	37.0	33.7	—	—	38.6	37.0
Females	42.7	43.0	40.6	39.4	41.3	47.5	—	38.7	40.5
All nurses	42.6	42.8	40.3	39.2	40.6	47.5	—	38.7	40.3
<b>Total</b>									
<b>Males</b>	<b>39.2</b>	<b>37.7</b>	<b>37.3</b>	<b>40.2</b>	<b>38.9</b>	<b>40.0</b>	<b>39.9</b>	<b>39.3</b>	<b>38.6</b>
<b>Females</b>	<b>40.8</b>	<b>39.8</b>	<b>39.9</b>	<b>40.5</b>	<b>40.0</b>	<b>41.7</b>	<b>41.9</b>	<b>39.2</b>	<b>40.3</b>
<b>All nurses</b>	<b>40.7</b>	<b>39.6</b>	<b>39.7</b>	<b>40.5</b>	<b>39.9</b>	<b>41.6</b>	<b>41.8</b>	<b>39.2</b>	<b>40.1</b>

Source: AIHW.

**Table 66: Employed enrolled nurses: average age by geographic location of main job and sex, States and Territories, 1996**

Geographic location/sex	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Capital city									
Males	34.5	39.2	39.1	40.4	36.9	41.1	40.3	33.3	37.9
Females	36.4	39.9	40.6	39.7	38.6	38.1	39.9	38.2	39.2
All nurses	36.3	39.9	40.4	39.8	38.5	38.4	40.0	37.9	39.1
Other metropolitan centre									
Males	33.3	37.4	32.8	—	—	—	—	—	33.9
Females	36.1	38.3	37.0	—	—	—	—	—	37.0
All nurses	35.9	38.3	36.7	—	—	—	—	—	36.8
Large rural centre									
Males	33.1	36.0	36.7	—	40.0	48.5	—	—	36.0
Females	36.9	37.8	37.9	—	36.9	39.6	—	—	37.6
All nurses	—	39.0	—	—	—	—	—	—	39.0
All nurses	36.8	37.6	37.8	—	37.0	39.8	—	—	37.5
Small rural centre									
Males	35.5	37.9	38.3	36.6	33.5	44.0	—	—	36.8
Females	37.5	38.8	40.1	40.6	38.0	40.0	—	—	38.8
All nurses	37.4	38.8	40.0	40.6	38.0	40.1	—	—	38.7
Other rural area									
Males	38.5	37.6	40.2	44.0	35.7	37.3	—	—	38.5
Females	38.6	39.9	38.8	40.5	38.4	41.0	—	42.0	39.3
All nurses	38.0	40.5	—	—	—	—	—	—	39.7
Remote centre									
Males	—	—	36.0	36.8	—	—	—	—	36.6
Females	—	—	36.8	39.2	—	—	—	39.1	38.0
All nurses	—	—	36.8	39.1	—	—	—	39.1	38.0
Other remote area									
Males	33.5	—	35.2	41.0	33.0	—	—	46.7	37.8
Females	38.5	39.1	38.1	38.0	37.7	48.8	—	40.1	38.4
All nurses	38.4	39.1	38.0	38.1	37.7	48.8	—	40.9	38.4
<b>Total</b>									
<b>Males</b>	<b>35.0</b>	<b>38.1</b>	<b>38.6</b>	<b>40.6</b>	<b>37.0</b>	<b>40.6</b>	<b>38.7</b>	<b>39.3</b>	<b>37.4</b>
<b>Females</b>	<b>37.2</b>	<b>39.4</b>	<b>39.6</b>	<b>39.5</b>	<b>38.5</b>	<b>39.8</b>	<b>39.8</b>	<b>38.7</b>	<b>38.8</b>
<b>All nurses</b>	<b>37.0</b>	<b>39.3</b>	<b>39.5</b>	<b>39.6</b>	<b>38.5</b>	<b>39.9</b>	<b>39.8</b>	<b>38.7</b>	<b>38.7</b>

Source: AIHW.

**Table 67: Employed registered nurses: total hours worked per week, geographic location of main job, States and Territories, 1996**

<b>Geographic location/ hours worked</b>	<b>NSW</b>	<b>Vic</b>	<b>Qld</b>	<b>WA</b>	<b>SA</b>	<b>Tas</b>	<b>ACT</b>	<b>NT</b>	<b>Australia</b>
<b>Capital city</b>									
1–19	5,251	4,484	2,117	1,623	2,179	375	369	70	16,558
20–34	8,869	10,625	5,456	4,059	4,367	890	1,043	186	35,691
35 and over	20,213	15,265	10,054	7,018	6,492	1,167	1,359	706	61,987
<i>Total</i>	<b>34,332</b>	<b>30,374</b>	<b>17,627</b>	<b>12,700</b>	<b>13,039</b>	<b>2,432</b>	<b>2,771</b>	<b>962</b>	<b>114,236</b>
<i>Average weekly hours</i>	<b>34.8</b>	<b>33.0</b>	<b>32.7</b>	<b>34.2</b>	<b>31.4</b>	<b>31.8</b>	<b>33.1</b>	<b>36.6</b>	<b>33.4</b>
<b>Other metropolitan centre</b>									
1–19	1,155	400	147	—	—	—	—	—	1,715
20–34	2,201	725	616	—	—	—	—	—	3,561
35 and over	4,124	797	1,337	—	—	—	—	—	6,226
<i>Total</i>	<b>7,480</b>	<b>1,922</b>	<b>2,101</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>11,503</b>
<i>Average weekly hours</i>	<b>33.9</b>	<b>30.3</b>	<b>34.3</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>33.3</b>
<b>Large rural centre</b>									
1–19	695	504	557	—	48	134	—	—	1,949
20–34	1,369	1,379	1,510	—	77	517	—	—	4,865
35 and over	2,635	1,551	2,717	—	127	597	—	—	7,603
<i>Total</i>	<b>4,699</b>	<b>3,435</b>	<b>4,783</b>	<b>—</b>	<b>252</b>	<b>1,248</b>	<b>—</b>	<b>—</b>	<b>14,417</b>
<i>Average weekly hours</i>	<b>34.3</b>	<b>32.0</b>	<b>32.4</b>	<b>—</b>	<b>31.2</b>	<b>32.3</b>	<b>—</b>	<b>—</b>	<b>32.9</b>
<b>Small rural centre</b>									
1–19	693	593	180	155	156	83	—	—	1,870
20–34	1,245	1,555	411	425	311	208	—	—	4,189
35 and over	2,247	1,464	628	598	320	262	—	—	5,476
<i>Total</i>	<b>4,185</b>	<b>3,612</b>	<b>1,219</b>	<b>1,179</b>	<b>787</b>	<b>553</b>	<b>—</b>	<b>—</b>	<b>11,535</b>
<i>Average weekly hours</i>	<b>33.9</b>	<b>31.6</b>	<b>31.2</b>	<b>33.7</b>	<b>29.9</b>	<b>32.9</b>	<b>—</b>	<b>—</b>	<b>32.5</b>
<b>Other rural area</b>									
1–19	865	933	345	230	391	148	—	2	2,939
20–34	1,561	2,142	799	430	671	386	—	10	6,038
35 and over	2,489	1,493	1,231	436	489	204	—	21	6,300
<i>Total</i>	<b>4,915</b>	<b>4,568</b>	<b>2,375</b>	<b>1,096</b>	<b>1,551</b>	<b>738</b>	<b>—</b>	<b>33</b>	<b>15,277</b>
<i>Average weekly hours</i>	<b>33.8</b>	<b>29.5</b>	<b>31.4</b>	<b>32.0</b>	<b>27.6</b>	<b>28.5</b>	<b>—</b>	<b>38.3</b>	<b>31.0</b>
<b>Remote centre</b>									
1–19	—	—	94	103	—	—	—	32	230
20–34	—	—	213	158	—	—	—	63	438
35 and over	—	—	426	537	—	—	—	263	1,220
<i>Total</i>	<b>—</b>	<b>—</b>	<b>733</b>	<b>797</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>358</b>	<b>1,888</b>
<i>Average weekly hours</i>	<b>—</b>	<b>—</b>	<b>33.2</b>	<b>37.7</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>36.9</b>	<b>35.7</b>
<b>Other remote area</b>									
1–19	61	13	137	110	25	4	—	21	375
20–34	89	36	210	118	63	19	—	58	609
35 and over	195	47	589	467	97	14	—	456	1,847
<i>Total</i>	<b>346</b>	<b>96</b>	<b>936</b>	<b>695</b>	<b>185</b>	<b>37</b>	<b>—</b>	<b>535</b>	<b>2,831</b>
<i>Average weekly hours</i>	<b>34.5</b>	<b>32.5</b>	<b>32.9</b>	<b>38.5</b>	<b>32.3</b>	<b>31.6</b>	<b>—</b>	<b>41.7</b>	<b>35.8</b>
<b>Total</b>									
1–19	8,720	6,928	3,576	2,221	2,799	744	369	125	25,483
20–34	15,334	16,463	9,215	5,191	5,489	2,021	1,043	316	55,071
35 and over	31,902	20,616	16,983	9,055	7,526	2,243	1,359	1,447	91,132
<b>Total</b>	<b>55,958</b>	<b>44,008</b>	<b>29,772</b>	<b>16,466</b>	<b>15,814</b>	<b>5,007</b>	<b>2,771</b>	<b>1,888</b>	<b>171,684</b>
<b>Average weekly hours</b>	<b>34.7</b>	<b>32.3</b>	<b>32.5</b>	<b>34.4</b>	<b>30.9</b>	<b>31.4</b>	<b>32.7</b>	<b>38.1</b>	<b>33.2</b>

(continued)

**Table 67 (continued): Employed registered nurses: total hours worked per week, geographic location of main job, States and Territories, 1996**

Geographic location hours worked	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
	(per cent)								
Capital city									
1-19	15.3	14.8	12.0	12.8	16.7	15.4	13.3	7.3	14.5
20-34	25.8	35.0	30.9	32.0	33.5	36.6	37.6	19.3	31.2
35 and over	58.9	50.3	57.0	55.3	49.8	48.0	49.0	73.4	54.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Other metropolitan centre									
1-19	15.4	20.8	7.0	—	—	—	—	—	14.9
20-34	29.4	37.7	29.3	—	—	—	—	—	31.0
35 and over	55.1	41.4	63.7	—	—	—	—	—	54.1
Total	100.0	100.0	100.0	—	—	—	—	—	100.0
Large rural centre									
1-19	14.8	14.7	11.6	—	18.9	10.7	—	—	13.5
20-34	29.1	40.2	31.6	—	30.5	41.4	—	—	33.7
35 and over	56.1	45.2	56.8	—	50.5	47.8	—	—	52.7
Total	100.0	100.0	100.0	—	100.0	100.0	—	—	100.0
Small rural centre									
1-19	16.6	16.4	14.7	13.2	19.8	15.1	—	—	16.2
20-34	29.7	43.0	33.7	36.1	39.5	37.5	—	—	36.3
35 and over	53.7	40.5	51.5	50.7	40.7	47.4	—	—	47.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	—	—	100.0
Other rural area									
1-19	17.6	20.4	14.5	21.0	25.2	20.0	—	5.9	19.2
20-34	31.8	46.9	33.7	39.3	43.3	52.4	—	29.4	39.5
35 and over	50.6	32.7	51.8	39.7	31.5	27.6	—	64.7	41.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	—	100.0	100.0
Remote centre									
1-19	—	—	12.8	12.9	—	—	—	9.0	12.2
20-34	—	—	29.1	19.8	—	—	—	17.5	23.2
35 and over	—	—	58.1	67.3	—	—	—	73.5	64.6
Total	—	—	100.0	100.0	—	—	—	100.0	100.0
Other remote area									
1-19	17.7	13.6	14.6	15.8	13.3	10.5	..	3.9	13.3
20-34	25.8	37.9	22.4	17.0	34.1	52.6	..	10.9	21.5
35 and over	56.5	48.5	63.0	67.2	52.6	36.8	..	85.3	65.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	..	100.0	100.0
Total									
1-19	15.6	15.7	12.0	13.5	17.7	14.9	13.3	6.6	14.8
20-34	27.4	37.4	31.0	31.5	34.7	40.4	37.6	16.7	32.1
35 and over	57.0	46.8	57.0	55.0	47.6	44.8	49.0	76.7	53.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: AIHW.

**Table 68: Employed enrolled nurses: total hours worked per week, geographic location of main job, States and Territories, 1996**

<b>Geographic location hours worked</b>	<b>NSW</b>	<b>Vic</b>	<b>Qld</b>	<b>WA</b>	<b>SA</b>	<b>Tas</b>	<b>ACT</b>	<b>NT</b>	<b>Australia</b>
<b>Capital city</b>									
1–19	767	1,680	441	431	751	45	88	25	4,288
20–34	1,241	3,252	1,019	1,168	1,496	151	222	54	8,662
35 and over	2,646	3,814	1,457	1,268	1,119	129	196	89	10,597
<i>Total</i>	<i>4,654</i>	<i>8,746</i>	<i>2,918</i>	<i>2,866</i>	<i>3,367</i>	<i>325</i>	<i>505</i>	<i>168</i>	<i>23,548</i>
<i>Average weekly hours</i>	<i>36.2</i>	<i>31.4</i>	<i>31.1</i>	<i>32.0</i>	<i>28.2</i>	<i>31.0</i>	<i>31.6</i>	<i>32.0</i>	<i>31.7</i>
<b>Other metropolitan centre</b>									
1–19	315	244	46	—	—	—	—	—	618
20–34	622	430	146	—	—	—	—	—	1,220
35 and over	1,102	267	156	—	—	—	—	—	1,490
<i>Total</i>	<i>2,039</i>	<i>941</i>	<i>348</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>3,328</i>
<i>Average weekly hours</i>	<i>35.3</i>	<i>28.2</i>	<i>30.9</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>32.5</i>
<b>Large rural centre</b>									
1–19	184	294	157	—	18	32	—	—	687
20–34	407	805	366	—	41	99	—	—	1,731
35 and over	655	572	556	—	19	54	—	—	1,841
<i>Total</i>	<i>1,246</i>	<i>1,670</i>	<i>1,080</i>	<i>—</i>	<i>78</i>	<i>185</i>	<i>—</i>	<i>—</i>	<i>4,260</i>
<i>Average weekly hours</i>	<i>35.6</i>	<i>29.9</i>	<i>31.3</i>	<i>—</i>	<i>27.4</i>	<i>29.3</i>	<i>—</i>	<i>—</i>	<i>31.7</i>
<b>Small rural centre</b>									
1–19	299	286	47	102	87	31	—	—	858
20–34	511	790	185	335	170	90	—	—	2,107
35 and over	732	457	164	285	108	69	—	—	1,783
<i>Total</i>	<i>1,542</i>	<i>1,532</i>	<i>397</i>	<i>722</i>	<i>365</i>	<i>190</i>	<i>—</i>	<i>—</i>	<i>4,748</i>
<i>Average weekly hours</i>	<i>34.3</i>	<i>29.3</i>	<i>30.1</i>	<i>31.7</i>	<i>27.3</i>	<i>29.3</i>	<i>—</i>	<i>—</i>	<i>31.0</i>
<b>Other rural area</b>									
1–19	470	566	155	139	370	53	—	—	1,782
20–34	773	1,459	440	313	552	159	—	2	3,752
35 and over	1,353	712	637	251	200	98	—	—	3,168
<i>Total</i>	<i>2,596</i>	<i>2,736</i>	<i>1,233</i>	<i>703</i>	<i>1,121</i>	<i>310</i>	<i>—</i>	<i>2</i>	<i>8,702</i>
<i>Average weekly hours</i>	<i>35.6</i>	<i>28.9</i>	<i>30.9</i>	<i>30.8</i>	<i>24.4</i>	<i>28.6</i>	<i>—</i>	<i>26.0</i>	<i>30.5</i>
<b>Remote centre</b>									
1–19	—	—	48	35	—	—	—	10	138
20–34	—	—	120	132	—	—	—	39	420
35 and over	—	—	156	196	—	—	—	41	567
<i>Total</i>	<i>—</i>	<i>—</i>	<i>323</i>	<i>363</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>90</i>	<i>1,125</i>
<i>Average weekly hours</i>	<i>—</i>	<i>—</i>	<i>30.6</i>	<i>35.2</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>31.8</i>	<i>32.6</i>
<b>Other remote area</b>									
1–19	41	15	57	35	26	—	—	—	180
20–34	68	36	113	91	34	5	—	17	367
35 and over	115	26	214	149	31	10	—	41	579
<i>Total</i>	<i>225</i>	<i>77</i>	<i>384</i>	<i>275</i>	<i>91</i>	<i>15</i>	<i>—</i>	<i>58</i>	<i>1,125</i>
<i>Average weekly hours</i>	<i>35.2</i>	<i>29.3</i>	<i>31.0</i>	<i>35.0</i>	<i>26.9</i>	<i>41.7</i>	<i>—</i>	<i>34.8</i>	<i>32.4</i>
<b>Total</b>									
1–19	2,076	3,084	952	742	1,251	161	88	34	8,387
20–34	3,622	6,770	2,390	2,039	2,294	504	222	112	17,952
35 and over	6,605	5,848	3,341	2,148	1,477	360	196	171	20,147
<b>Total</b>	<b>12,302</b>	<b>15,702</b>	<b>6,683</b>	<b>4,929</b>	<b>5,022</b>	<b>1,025</b>	<b>505</b>	<b>318</b>	<b>46,486</b>
<b>Average weekly hours</b>	<b>35.9</b>	<b>30.2</b>	<b>30.9</b>	<b>31.9</b>	<b>27.2</b>	<b>29.6</b>	<b>31.6</b>	<b>32.7</b>	<b>31.6</b>

(continued)

**Table 68 (continued): Employed enrolled nurses: total hours worked per week, geographic location of main job, States and Territories, 1996**

Geographic location hours worked	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
	(per cent)								
Capital city									
1–19	16.5	19.2	15.1	15.0	22.3	13.8	17.3	14.7	18.2
20–34	26.7	37.2	34.9	40.7	44.4	46.3	43.9	32.4	36.8
35 and over	56.9	43.6	49.9	44.2	33.2	39.8	38.8	52.9	45.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Other metropolitan centre									
1–19	15.4	25.9	13.3	—	—	—	—	—	18.6
20–34	30.5	45.7	41.9	—	—	—	—	—	36.7
35 and over	54.1	28.4	44.8	—	—	—	—	—	44.8
Total	100.0	100.0	100.0	—	—	—	—	—	100.0
Large rural centre									
1–19	14.7	17.6	14.6	—	22.4	17.4	—	—	16.1
20–34	32.7	48.2	33.9	—	53.1	53.6	—	—	40.6
35 and over	52.6	34.2	51.5	—	24.5	29.0	—	—	43.2
Total	100.0	100.0	100.0	—	100.0	100.0	—	—	100.0
Small rural centre									
1–19	19.4	18.6	11.9	14.1	23.7	16.2	—	—	18.1
20–34	33.1	51.5	46.7	46.4	46.6	47.3	—	—	44.4
35 and over	47.5	29.8	41.4	39.5	29.7	36.5	—	—	37.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	—	—	100.0
Other rural area									
1–19	18.1	20.7	12.6	19.8	33.0	17.1	—	—	20.5
20–34	29.8	53.3	35.7	44.5	49.2	51.3	—	100.0	43.1
35 and over	52.1	26.0	51.7	35.7	17.8	31.6	—	—	36.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	—	100.0	100.0
Remote centre									
1–19	—	—	14.8	9.7	—	—	—	10.8	12.3
20–34	—	—	37.0	36.4	—	—	—	43.2	37.3
35 and over	—	—	48.1	53.9	—	—	—	45.9	50.4
Total	—	—	100.0	100.0	—	—	—	100.0	100.0
Other remote area									
1–19	18.3	19.1	14.7	12.9	28.6	—	—	—	16.0
20–34	30.4	46.8	29.5	33.1	37.5	33.3	—	29.2	32.6
35 and over	51.3	34.0	55.8	54.0	33.9	66.7	—	70.8	51.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	—	100.0	100.0
Total									
1–19	16.9	19.6	14.2	15.1	24.9	15.7	17.3	10.8	18.0
20–34	29.4	43.1	35.8	41.4	45.7	49.1	43.9	35.3	38.6
35 and over	53.7	37.2	50.0	43.6	29.4	35.2	38.8	53.9	43.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: AIHW.



# 11 Population census statistics, 1996

## Trends

The ABS five-yearly census of population and housing provides excellent data on long term employment trends and on the labour force characteristics of persons with a highest qualification in nursing, not all of whom may be registered or enrolled.

Total health industry employment increased by 18.9% between 1986 and 1996, but nurse employment in this industry increased by just 2.2%. A 47.3% fall in nurse employment in psychiatric hospitals and a 4.7% fall in employment in nursing homes were offset by a 36.3% increase in employment in medical practices and an 80.6% increase in employment at community health centres.

Significant changes also occurred among nurse occupations between 1986 and 1996:

- There was a 46.5% decline in the number of directors of nursing and a 1.6% reduction in the number of nurse managers. Enrolled nurse numbers fell by 37.8%.
- Midwife numbers increased by 39.0%, and the number of registered mental health nurses rose by 11.3% and of developmental disability nurses by 55.1%.
- In the support occupations, the number of nursing assistants increased by 27.1% from 20,402 to 25,941, while 'personal care assistant' emerged as a newly classified occupation with 16,706 persons.

## Labour force participation

The census provides data on labour force participation by persons with a highest qualification in nursing. There were 329,666 persons with a highest qualification in nursing in Australia in 1996, and 186,144 persons employed in nursing, including dental nursing.

There were some differences in labour force participation between Australian-born nurses with a highest qualification in nursing and overseas-born nurses who obtained their qualification in Australia. Australian-born nurses appear to retire earlier than overseas-born nurses. In the 55–64 year age group, 50.2% of Australian-born nurses were not in the labour force, compared with 24.7% of overseas-born nurses in that age group. In the 65 and over age group, only 7.0% of Australian-born nurses were still working, compared with 35.3% of overseas-born nurses, although the numbers of the latter were small.

In the age group under 25 years, the reverse pattern applies, with 15.8% of overseas-born nurses not in the labour force, compared with 7.3% of Australian born nurses.

In terms of leakage from the nursing workforce to other occupations, the census data appears to indicate that this does not occur substantially until the 35–44 year age group. In this group, 6,700 Australian qualified nurses were found to be working in non-nursing occupations, although some of these would be working as administrators, researchers and academics in nursing.

A further analysis of leakage from the nursing workforce can be seen in Table 72, using data from the 1996 national nursing labour force survey. This tabulates the labour force status by age group of nurses who were registered or enrolled in 1996 but not employed in nursing:

- of the 3,503 nurses overseas, one-third were under 30 years of age and a further 40% were in their 30s,
- among nurse graduates under 25 years of age, 251 were employed in non-nursing jobs. The numbers employed in non-nursing jobs increased to 788 for 25–29 year olds, 1,314 for 30–34 year olds and peaked at 1,932 for the 35–39 year age group. Overall, there were 9,094 registered and enrolled nurses employed in jobs outside nursing, with 2,161 of these looking for work in nursing at the time of the survey.

**Table 69: Health industry and nurse employment, Australia, 1986 and 1996**

<b>Work setting</b>	<b>1986</b>	<b>1996</b>	<b>% change</b>
<b>Total employment</b>			
Acute care hospitals	231,570	222,423	-3.9
Psychiatric hospitals	18,730	8,420	-55.0
Nursing homes	67,570	80,560	19.2
Medical practices	64,960	78,140	20.3
Community health centres	13,650	31,930	133.9
<b>Total health industry</b>	<b>451,870</b>	<b>537,210</b>	<b>18.9</b>
<b>Nurse employment</b>			
Acute care hospitals	104,070	104,438	0.4
Psychiatric hospitals	7,880	4,150	-47.3
Nursing homes	29,810	28,412	-4.7
Medical practices	6,710	9,143	36.3
Community health centres	4,850	8,758	80.6
<b>Total health industry</b>	<b>157,030</b>	<b>160,416</b>	<b>2.2</b>
<b>Other industries</b>	<b>16,410</b>	<b>19,574</b>	<b>19.3</b>

Source: AIHW from ABS data.

**Table 70: Employment in nursing occupations, Australia, 1991 and 1996**

<b>Occupation</b>	<b>1991</b>	<b>1996</b>	<b>% change</b>
Director of nursing	5,850	3,132	-46.5
Nurse manager	6,281	6,179	-1.6
Nurse educator	1,706	1,776	4.1
Nurse researcher	..	289	..
Registered nurse	118,792	133,931	12.7
Reg. midwife	7,843	10,901	39.0
Reg. mental health nurse	5,427	6,039	11.3
Reg. dev. disability nurse	702	1,089	55.1
<i>Total registered</i>	<i>146,601</i>	<i>163,336</i>	<i>11.4</i>
Enrolled nurse	39,485	24,559	-37.8
<i>Total registered &amp; enrolled</i>	<i>186,086</i>	<i>187,895</i>	<i>1.0</i>
Nursing assistant	20,402	25,941	27.1
<b>Total</b>	<b>206,488</b>	<b>213,836</b>	<b>3.6</b>
Personal care assistant	..	16,706	..

*Note:* Personal care assistant became a newly recognised occupation in the second edition of the *Australian Standard Classification of Occupations*, used for the 1996 census.

*Source:* AIHW from ABS data.

**Table 71: Persons with a highest qualification in nursing and employed nurses, States and Territories, 1996**

	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Aust
<b>Males</b>									
Basic nursing	5,897	3,589	2,872	1,208	1,623	517	192	173	16,071
Community nursing	6	8	3	0	7	0	3	0	27
Midwifery	78	41	53	23	22	7	4	7	235
Mothercraft nursing	7	14	6	5	0	3	0	0	35
Nursing education	35	34	13	6	10	3	0	0	101
Psychiatric nursing	559	863	392	364	233	83	14	20	2,528
Nursing, nec	208	418	91	42	102	35	7	6	909
Nursing, nfd	149	86	76	16	49	12	6	6	400
<b>Total</b>	<b>6,939</b>	<b>5,053</b>	<b>3,506</b>	<b>1,664</b>	<b>2,046</b>	<b>660</b>	<b>226</b>	<b>212</b>	<b>20,306</b>
<b>Females</b>									
Basic nursing	81,237	62,255	45,717	25,470	23,816	6,909	4,144	2,426	251,974
Community nursing	274	309	120	65	106	13	21	7	915
Midwifery	8,947	7,550	6,154	3,013	2,777	849	528	403	30,221
Mothercraft nursing	1,607	3,203	834	799	423	443	87	53	7,449
Nursing education	352	396	147	71	91	27	15	10	1,109
Psychiatric nursing	924	1,301	517	565	412	89	47	44	3,899
Nursing, nec	1,926	1,919	701	387	592	164	76	48	5,813
Nursing, nfd	2,835	1,607	2,015	569	522	234	123	75	7,980
<b>Total</b>	<b>98,102</b>	<b>78,540</b>	<b>56,205</b>	<b>30,939</b>	<b>28,739</b>	<b>8,728</b>	<b>5,041</b>	<b>3,066</b>	<b>309,360</b>
<b>Persons</b>									
Basic nursing	87,134	65,844	48,589	26,678	25,439	7,426	4,336	2,599	268,045
Community nursing	280	317	123	65	113	13	24	7	942
Midwifery	9,025	7,591	6,207	3,036	2,799	856	532	410	30,456
Mothercraft nursing	1,614	3,217	840	804	423	446	87	53	7,484
Nursing education	387	430	160	77	101	30	15	10	1,210
Psychiatric nursing	1,483	2,164	909	929	645	172	61	64	6,427
Nursing, nec	2,134	2,337	792	429	694	199	83	54	6,722
Nursing, nfd	2,984	1,693	2,091	585	571	246	129	81	8,380
<b>Total</b>	<b>105,041</b>	<b>83,593</b>	<b>59,711</b>	<b>32,603</b>	<b>30,785</b>	<b>9,388</b>	<b>5,267</b>	<b>3,278</b>	<b>329,666</b>
<b>Persons per 100,000 population</b>									
Basic nursing	1,404.5	1,443.7	1,455.2	1,510.9	1,725.4	1,564.7	1,407.8	1,428.8	1,464.0
Community nursing	4.5	7.0	3.7	3.7	7.7	2.7	7.8	3.8	5.1
Midwifery	145.5	166.4	185.9	171.9	189.8	180.4	172.7	225.4	166.3
Mothercraft nursing	26.0	70.5	25.2	45.5	28.7	94.0	28.2	29.1	40.9
Nursing education	6.2	9.4	4.8	4.4	6.9	6.3	4.9	5.5	6.6
Psychiatric nursing	23.9	47.4	27.2	52.6	43.7	36.2	19.8	35.2	35.1
Nursing, nec	34.4	51.2	23.7	24.3	47.1	41.9	26.9	29.7	36.7
Nursing, nfd	48.1	37.1	62.6	33.1	38.7	51.8	41.9	44.5	45.8
<b>Total</b>	<b>1,693.1</b>	<b>1,832.9</b>	<b>1,788.2</b>	<b>1,846.5</b>	<b>2,088.0</b>	<b>1,978.1</b>	<b>1,710.1</b>	<b>1,802.1</b>	<b>1,800.5</b>
<b>Persons employed as nurses</b>									
Males	5,277	3,695	2,779	1,263	1,541	488	173	187	15,403
Females	54,689	44,761	30,547	15,596	15,717	4,843	2,533	1,735	170,741
<b>Total</b>	<b>59,966</b>	<b>48,456</b>	<b>33,326</b>	<b>16,859</b>	<b>17,258</b>	<b>5,331</b>	<b>2,706</b>	<b>1,922</b>	<b>186,144</b>
<b>Persons employed as a percentage of persons with a highest qualification</b>									
Males	76.0	73.1	79.3	75.9	75.3	73.9	76.5	88.2	75.9
Females	55.7	57.0	54.3	50.4	55.8	55.5	50.2	56.6	55.2
<b>Total</b>	<b>57.1</b>	<b>58.0</b>	<b>55.8</b>	<b>51.7</b>	<b>57.1</b>	<b>56.8</b>	<b>51.4</b>	<b>58.6</b>	<b>56.5</b>

Notes: nec—not elsewhere classified; nfd—not further defined; dental nurses included in total employed.

Source: ABS Cat. Nos. 2022.0 and 3101.0

**Table 72: Australian-born persons with a highest qualification in nursing, by age, Australia, 1996**

Employment status	Age group						Total
	15-24	25-34	35-44	45-54	55-64	65+	
	(number)						
Employed	12,545	44,525	62,995	38,021	12,851	1,881	172,818
Unemployed	374	1,036	1,521	807	288	36	4,062
Not in the labour force	1,012	8,958	12,130	7,891	13,340	25,027	68,358
Not stated	22	111	207	140	94	0	574
Total	13,953	54,630	76,853	46,859	26,573	26,944	245,812
Persons employed in nursing occupations	13,450	43,937	56,241	32,158	9,397	723	155,906
	(per cent)						
Employed	89.9	81.5	82.0	81.1	48.4	7.0	70.3
Unemployed	2.7	1.9	2.0	1.7	1.1	0.1	1.7
Not in the labour force	7.3	16.4	15.8	16.8	50.2	92.9	27.8
Not stated	0.2	0.2	0.3	0.3	0.4	0.0	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	(per cent of total qualified)						
Persons employed in nursing occupations	96.4	80.4	73.2	68.6	35.4	2.7	63.4
	(per cent of employment status category)						
Employed	7.3	25.8	36.5	22.0	7.4	1.1	100.0
Unemployed	9.2	25.5	37.4	19.9	7.1	0.9	100.0
Not in the labour force	1.5	13.1	17.7	11.5	19.5	36.6	100.0
Not stated	3.8	19.3	36.1	24.4	16.4	0.0	100.0
Total	5.7	22.2	31.3	19.1	10.8	11.0	100.0
Persons employed in nursing occupations	8.6	28.2	36.1	20.6	6.0	0.5	100.0

Source: AIHW from ABS data.

**Table 73: Overseas-born persons with a highest qualification in nursing obtained in Australia, by age, Australia, 1996**

Employment status	Age group						Total
	15-24	25-34	35-44	45-54	55-64	65+	
	(number)						
Employed	649	2,793	2,321	557	61	6	6,387
Unemployed	45	86	68	16	0	0	215
Not in the labour force	131	554	356	40	20	11	1,112
Not stated	6	3	3	3	0	0	15
Total	831	3,436	2,748	616	81	17	7,729
Persons employed in nursing occupations	588	2,839	2,669	698	74	3	6,871
	(per cent)						
Employed	78.1	81.3	84.5	90.4	75.3	35.3	82.6
Unemployed	5.4	2.5	2.5	2.6	0.0	0.0	2.8
Not in the labour force	15.8	16.1	13.0	6.5	24.7	64.7	14.4
Not stated	0.7	0.1	0.1	0.5	0.0	0.0	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	(per cent of total qualified)						
Persons employed in nursing occupations	70.8	82.6	97.1	113.3	91.4	17.6	88.9
	(per cent of employment status category)						
Employed	10.2	43.7	36.3	8.7	1.0	0.1	100.0
Unemployed	20.9	40.0	31.6	7.4	0.0	0.0	100.0
Not in the labour force	11.8	49.8	32.0	3.6	1.8	1.0	100.0
Not stated	40.0	20.0	20.0	20.0	0.0	0.0	100.0
Total	10.8	44.5	35.6	8.0	1.0	0.2	100.0
Persons employed in nursing occupations	8.6	41.3	38.8	10.2	1.1	0.0	100.0

Source: AIHW from ABS data.

**Table 74: Registered and enrolled nurses who are not employed in nursing, by age, Australia, 1996**

Employment status	Age group										Total
	15-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and over	
	(number)										
Looking for work in nursing:											
Employed elsewhere	76	204	306	447	426	325	199	117	44	18	2,161
Not employed	173	315	510	747	630	392	319	244	136	57	3,523
Overseas	314	879	784	602	399	266	153	67	31	9	3,503
Not looking for work in nursing:											
Employed elsewhere	175	584	1,008	1,485	1,369	1,031	701	387	140	54	6,933
Not employed	144	764	1,668	2,133	1,195	738	719	845	730	627	9,563
Total	882	2,746	4,277	5,414	4,018	2,751	2,092	1,661	1,080	764	25,683
	(per cent)										
Looking for work in nursing:											
Employed elsewhere	8.7	7.4	7.1	8.2	10.6	11.8	9.5	7.0	4.1	2.4	8.4
Not employed	19.6	11.5	11.9	13.8	15.7	14.2	15.3	14.7	12.6	7.4	13.7
Overseas	35.6	32.0	18.3	11.1	9.9	9.7	7.3	4.1	2.9	1.1	13.6
Not looking for work in nursing:											
Employed elsewhere	19.9	21.3	23.6	27.4	34.1	37.5	33.5	23.3	12.9	7.0	27.0
Not employed	16.3	27.8	39.0	39.4	29.7	26.8	34.4	50.9	67.6	82.1	37.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	(per cent of employment status category)										
Looking for work in nursing:											
Employed elsewhere	3.5	9.4	14.1	20.7	19.7	15.0	9.2	5.4	2.0	0.8	100.0
Not employed	4.9	8.9	14.5	21.2	17.9	11.1	9.1	6.9	3.9	1.6	100.0
Overseas	9.0	25.1	22.4	17.2	11.4	7.6	4.4	1.9	0.9	0.2	100.0
Not looking for work in nursing:											
Employed elsewhere	2.5	8.4	14.5	21.4	19.7	14.9	10.1	5.6	2.0	0.8	100.0
Not employed	1.5	8.0	17.4	22.3	12.5	7.7	7.5	8.8	7.6	6.6	100.0
Total	3.4	10.7	16.7	21.1	15.6	10.7	8.1	6.5	4.2	3.0	100.0

Source: AIHW.

# 12 International comparison

The Organisation for Economic Co-operation and Development (OECD) defines certified nurses as first level (nurses who have had a minimum of three years of formal training, corresponding to registered nurses in Australia) and second level (nurses who have had between one and two years of formal training, corresponding to enrolled nurses in Australia).

Unfortunately, not all OECD countries use the same definition for certified nurses and formal training varies considerably across countries. A footnote has been used to indicate where the definitions are known to differ from the standard OECD definition.

These differences mean that comparisons with the OECD 'average' are not meaningful. However, Australia does appear to have a higher provision of registered nurses per 100,000 population than do most other English-speaking countries in the OECD.

**Table 75: Certified nurses: OECD countries, 1996**

Country	Certified nurses	Population ('000)	Per cent of population aged 65+	Nurses per 100,000 population
Australia	175,990	18,289	12.0	962.3
Austria	70,059	8,059	14.7	869.3
Canada (1995) <sup>(a)</sup>	264,305	29,615	11.9	892.5
Czech Republic <sup>(b)</sup>	83,832	10,316	12.5	812.6
Denmark (1995)	34,946	5,228	15.5	668.4
Finland	108,981	5,124	14.4	2,126.9
France (1995)	342,370	58,138	15.2	588.9
Germany (1995)	735,000	81,662	15.5	900.1
Greece (1993)	37,211	10,379	14.8	358.5
Hungary (1995)	49,479	10,106	14.0	489.6
Iceland (1994) <sup>(c)</sup>	1,952	266	11.1	733.8
Ireland	53,641	3,626	11.4	1,479.3
Italy (1995)	313,512	57,283	16.0	547.3
Japan	928,896	125,864	14.6	738.0
Korea (1995)	116,944	45,093	5.9	259.3
Mexico	96,775	96,582	4.1	100.2
New Zealand	37,026	3,640	11.3	1,017.2
Norway	65,232	4,381	15.6	1,489.0
Poland	215,295	38,618	11.5	557.5
Portugal	34,509	9,935	14.8	347.3
Spain <sup>(d)</sup>	177,034	39,270	15.5	450.8
Sweden (1995)	90,200	8,837	17.4	1,020.7
Switzerland (1990)	93,781	6,796	14.4	1,379.9
Turkey (1995) <sup>(e)</sup>	63,900	61,646	5.1	103.7
United Kingdom (1988)	<sup>(f)</sup> 243,854	57,065	15.6	427.3
United States	2,161,700	265,557	12.7	814.0
<b>Total</b>	<b>6,352,570</b>	<b>1,061,375</b>	<b>337.5</b>	<b>598.5</b>

(a) Registered nurses employed in nursing as well as licensed nursing assistants. Some of the licensed nursing assistants may be unemployed or not employed in nursing. The licensed nursing assistants have at least one year of formal training.

(b) Data refer to full-time equivalent paramedical personnel.

(c) Enrolled nurses who have three years of training but not at university level are not included.

(d) Certified nurses in hospitals of the National Health Service only.

(e) Excludes midwives.

(f) Great Britain only.

Source: OECD Health Data File, 1998.



# 13 Explanatory notes

## Background

In 1990, the Australian Health Ministers' Advisory Council (AHMAC) commissioned the Australian Institute of Health and Welfare to develop national health labour force statistics about the major registrable health professions. Data collections based on a national minimum data set were developed addressing the labour force planning needs of the health professions, government, service providers and educational institutions. In addition to nursing, published data from the collection are available for medicine, dentistry, pharmacy, podiatry and physiotherapy.

In 1997, the National Health Information Management Group of AHMAC reviewed national health labour information requirements and decided that future national collections would be conducted annually for medicine, biannually for nursing, and on a rolling three-year cycle for dentistry and several allied health occupations.

## Scope and coverage

The scope of the national nursing labour force survey conducted in association with renewal of registration and enrolment is all nurses registered or enrolled with the nurses' board or nursing council in each State and Territory, and eligible to practise.

The coverage may exclude nurses who registered for the first time during the current year. These nurses may not be required to renew their registration at the standard renewal date if the initial registration in that State or Territory has occurred during the preceding 12 months.

## Method

The main data in this publication were obtained from a nursing labour force survey conducted by each State and Territory nurses board on behalf of the Institute. Each State and Territory nurses board conducts an annual renewal of registrations and a survey questionnaire was sent to all nurses as part of the registration renewal process. Each State and Territory health authority forwarded a computer file of the survey data to the Institute for aggregation into a national dataset.

## Nurse labour force survey response rate

Based on the total of the registrations in each State and Territory, the response rate to the survey was 79.3%. The response rate was 72% in New South Wales, 75% in Victoria, 85% in Queensland, 59% in Western Australia, 79% in South Australia, 50% in Tasmania, 40% in the Australian Capital Territory and 53% in the Northern Territory. However, complete data were not available for all responding nurses, either because not all survey questions were completed or because nurses board initial registration data were incomplete or not provided.

The overall response rate can only be estimated, and not determined with complete accuracy. It is known that at least some nurses who were registered in more than one State or Territory completed a questionnaire in just one State or Territory. The incidence of this occurrence cannot be ascertained because matching survey records among States and Territories is not possible.

## **Labour force estimates**

Nurses may register in more than one State or Territory. In estimating the nursing labour force, it is therefore important to reduce as much as possible the consequent duplication in statistics.

The estimation of the number and characteristics of currently employed nurses in each State and Territory was based on the responses of those nurses employed solely or mainly in the State or Territory of registration. Nurses who were on leave for three months or more, although employed, were excluded from most tables of employed nurses because not all States and Territories collected data from nurses who were on leave.

It is assumed, for all estimates, that non-respondents to the survey had the same labour force characteristics as had respondents, and the survey data were scaled up to the registrations in each State and Territory by distributing the non-response numbers on the basis of this assumption. This process may overestimate the numbers of nurses in the labour force in each State and Territory if non-respondents are more likely to be those with multiple registration or those not in the nurse labour force. This survey error will be greater in the two Territories, which have a higher proportion of nurses registered in other jurisdictions, and lower proportions of nurses practising solely in the Territories.

## **Collection timing**

The labour force survey is conducted by the nurses' registration board in each State and Territory in conjunction with the annual renewal of practice licences. Therefore, the timing of the survey depends on the licence renewal procedure that operates in each State and Territory. Nurses registering for the first time are not included in the survey at initial registration because they would generally have no previous nursing job for which details could be provided.

As the renewal of registration in New South Wales is due on the anniversary of initial registration, the survey is conducted throughout the calendar year.

South Australia has four renewal periods each year with about one-quarter of nurses registered in each period. The survey returns from each quarterly renewal period are accumulated for a calendar year.

The remaining States and Territories have annual renewals due by a fixed date. For Victoria, renewal is due by 31 December, Queensland is due by 30 June, Western Australia is due by 31 December, Tasmania is due by 31 August, the Australian Capital Territory is due by 1 April, and the Northern Territory is due by 30 June. The collection period in each State and Territory is shown schematically in the following table.

In this publication, survey data collected during 1996 were used, except for Tasmania and the Northern Territory. For Tasmania, the 1996 survey did not include the question about field of nursing. As this is an important question in terms of determining whether a nurse is working as a clinician or in some other field of nursing, it was decided to use 1995 data scaled to 1996 registration numbers. As the survey was not conducted the Northern Territory in 1996, the 1995 data have been scaled to the 1996 registration numbers.

**Table 76: Nurse labour force survey: data collection period, States and Territories, 1996**

State/Territory	Nov 95	Dec 95	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
New South Wales														
Victoria														
Queensland														
Western Australia														
South Australia														
Tasmania														
Australian Capital Territory														
Northern Territory														

## Identification of registered and enrolled nurses

The 1996 survey questionnaire did not have a question that identified whether a nurse was on the register or the roll in each State and Territory because it was assumed that this would be readily available from the registering authority.

A means of positively identifying whether a respondent to the survey was on the register or the roll was provided for New South Wales, Queensland, Tasmania and the Northern Territory. For all other States and Territories, nurses were identified as registered or enrolled by the division in which they were registered (see table below). Nurses identified as being both registered and enrolled were defined as registered in the survey database.

Use of the register to classify nurses as either registered or enrolled differed from that used in previous years where job classification was used.

**Table 77: Nurse labour force survey: method of classifying nurses as registered or enrolled, selected States and Territories, 1996**

Classification	Victoria	Western Australia	South Australia	Australian Capital Territory
<b>Enrolled</b>	Enrolled (Div. 2) Mothercraft (Div. 5)	Enrolled Enrolled (comprehensive) Enrolled (mental health) Mothercraft Dental	Enrolled Mothercraft	Enrolled Mothercraft
<b>Registered</b>	Comprehensive (Div. 1) Psychiatric (Div. 3) Mental retardation (Div.4)	General Comprehensive Psychiatric Mental health Child health Midwifery Other	General Midwifery Infant Mental health Mental deficiency Other	General Midwifery Infant Mental health Other

# Glossary

## Age

Age has been derived as the number of completed years from year of birth to the year of the survey.

## Area of clinical nursing

A classification of the area of nursing in which a nursing clinician is engaged.

A detailed classification of some 61 classes was used by New South Wales that does not precisely match the standard 21 classes used in other States and Territories. The concordance between the standard classification and the New South Wales classification is shown in the table below.

**Table 78: Area of clinical nursing concordance, New South Wales, 1996**

Publication classification	New South Wales classification
Mixed medical and surgical	Mixed medical surgical
Medical	Medical group excluding aged care Diagnostic group
Surgical	Surgical group excluding operating theatre/recovery
Operating theatre	Operating theatre/recovery
Intensive care	Acute care group excluding casualty accident/emergency
Paediatric	
Obstetrics and gynaecology	Gynaecology Reproductive medicine
Midwifery	Obstetrics/midwifery
Psychiatric/mental health	Mental health group excluding drug and alcohol
Developmental disability	Developmental disability Mental health (drug and alcohol)
Gerontology/geriatric	Aged care
Accident and emergency	Casualty accident/emergency
Community	Community nursing—general
Child health	Child and family health
School medical	School children's health
District/domiciliary	
Occupational health	Occupational health
Private medical practice	
Independent practice	
No one principal area	No one area of practice
Other	Other Mothercraft Aboriginal health Women's health

## Classification of job

The classification of the registered nurse according to the industrial award in each State and Territory. New South Wales and Victoria have state awards while the other States and Territories operate with a federal award. The concordance among the reported classifications and the published classification is shown in Table 79.

**Table 79: Registered nurses: classification of job concordance, States and Territories, 1996**

Publication Classification	Reported classification	NSW	Vic	Qld	WA	SA	Tas	ACT	NT
Level 5 director of nursing	Management: area DON/RNO	X							
	Management: area manager nurse education	X							
	Management: director of nursing	X							
	Management: deputy director of nursing	X							
	Grade 7 director of nursing		X						
	Grade 6 management/education		X						
	Level 5 director of nursing			X	X	X	X	X	X
Level 4 assistant director of nursing: clinical/management	Clinical: assistant director of nursing	X							
	Management: assistant director of nursing	X							
	Grade 5 clinical consultant/supervisor/educator		X						
	Level 4 ADON: clinical/management			X					
	Level 4 clinical/management				X	X	X	X	X
Level 4 staff development/education/research	Management: manager nurse education	X							
	Level 4 staff development/education/research			X	X	X	X	X	X
Level 3 nurse manager	Clinical: nursing unit manager	X							
	Management: nursing unit manager	X							
	Grade 4 charge nurse/maternal and child health nurse/education		X						
	Level 3 Nurse manager			X	X	X	X	X	X
Level 3 clinical nurse consultant/specialist	Clinical nurse consultant	X							
	Grade 3 clinical nurse consultant/associate charge nurse		X						
	Level 3 Nurse practice coordinator			X					
	Level 3 clinical nurse consultant/specialist			X	X	X	X	X	X
Level 3 staff development/education/research	Education: clinical education	X							
	Education: staff development	X							
	Education: vocational education	X							
	Researcher	X							
	Level 3 staff development/education			X	X	X	X	X	X
	Level 3 research			X	X				
	Level 2 staff development/education				X				
Level 2 clinical nurse	Clinical nurse specialist	X							
	Clinical: midwife	X							
	Level 2 clinical nurse			X	X	X	X	X	X
	Level 2 area manager				X				
Level 1 registered nurse	Clinical: registered nurse	X							
	Grade 2 registered nurse		X						
	Grade 1 registered nurse		X						
	Psychiatric nurse (Division 3)		X						
	Level 1 registered nurse			X	X	X	X	X	X
Lecturer—higher education sector	Education: nurse academic	X							
	Lecturer—higher education sector		X		X	X	X	X	X
	Lecturer/Tutor—higher education sector			X					
Other	Other	X	X	X	X	X	X	X	

## Clinician

A registered or enrolled nurse who is mainly involved in the care and treatment of patients, including nursing diagnosis and preventative action.

## Country

The Australian Bureau of Statistics, *Australian Standard Classification of Countries for Social Statistics*, Catalogue No. 1269.0 has been used to classify country of initial qualification and country of birth into the following categories:

1. *Australia*
2. *New Zealand*
3. *United Kingdom and Ireland*: England, Scotland, Wales, Northern Ireland, Ireland
4. *Asia*: Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand, Viet Nam, People's Republic of China, Hong Kong, Japan, Democratic People's Republic of Korea (North Korea), Republic of Korea (South Korea), Macau, Mongolia, Formosa, Taiwan, Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, Sri Lanka
5. *Other countries*: all countries not specified above.

## Enrolled nurse

A nurse who is on the roll maintained by the State or Territory nurses board or nursing council to practise nursing in that State or Territory. The minimum educational requirement for an enrolled nurse is a one-year diploma from a tertiary education institution or equivalent from a recognised hospital-based program. It is necessary for a nurse to have practised for a specified minimum period in the past five years to maintain enrolment. Enrolled nurses include mothercraft and dental nurses where the educational course requirements may be greater than one year but less than a three-year degree course or equivalent.

## Geographic classification

The *Rural, Remote and Metropolitan Areas Classification (RRMA)*, November 1994, of the Department of Primary Industries and Energy and the Department of Health and Aged Care has been used to classify the geographic location of the main job of responding nurses in the following seven categories.

### Metropolitan areas:

1. *Capital cities* consist of the State and Territory capital cities of Sydney, Melbourne, Brisbane, Perth, Adelaide, Hobart, Darwin and Canberra.
2. *Other metropolitan centres* consist of one or more statistical subdivisions which have an urban centre of population of 100,000 or more in size. These centres are: Newcastle, Wollongong, Queanbeyan (part of Canberra-Queanbeyan), Geelong, Gold Coast-Tweed Heads, Townsville-Thuringowa.

### Rural zones:

3. *Large rural centres* are statistical local areas where most of the population reside in urban centres of population of 25,000 to 99,999. These centres are: Albury-Wodonga, Dubbo, Lismore, Orange, Port Macquarie, Tamworth, Wagga Wagga (NSW); Ballarat, Bendigo, Shepparton-Mooroopna (Vic); Bundaberg, Cairns, Mackay, Maroochydore-Mooloolaba, Rockhampton, Toowoomba (Qld); Whyalla (SA); and Launceston (Tas).
4. *Small rural centres* are statistical local areas in rural zones containing urban centres of population between 10,000 and 24,999. These centres are: Armidale, Ballina, Bathurst, Broken Hill, Casino, Coffs Harbour, Forster-Tuncurry, Goulburn, Grafton, Griffith, Lithgow, Moree Plains, Muswellbrook, Nowra-Bombaderry, Singleton, Taree (NSW); Bairnsdale, Colac, Echuca-Moama, Horsham, Mildura, Moe-Yallourn, Morwell, Ocean

Grove–Barwon Heads, Portland, Sale, Traralgon, Wangaratta, Warrnambool (Vic); Caloundra, Gladstone, Gympie, Hervey Bay, Maryborough, Tewantin–Noosa, Warwick (Qld); Mount Gambier, Murray Bridge, Port Augusta, Port Lincoln, Port Pirie (SA); Albany, Bunbury, Geraldton, Mandurah (WA); Burnie–Somerset, Devonport (Tas).

5. *Other rural areas* are the remaining statistical areas within the rural zone. Examples are Cowra Shire, Temora Shire, Guyra Shire (NSW); Ararat Shire, Cobram Shire (Vic); Cardwell Shire, Whitsunday Shire (Qld); Barossa, Pinnaroo (SA); Moora Shire, York Shire (WA); George Town, Ross (Tas); Coomalie, Litchfield (NT).

**Remote zones:** these are generally less densely populated than rural statistical local areas and hundreds of kilometres from a major urban centre. Data in this publication are reported for the zone which comprises the two areas shown below.

6. *Remote centres* are statistical local areas in the remote zone containing urban centres of population of 5,000 or more. These centres are: Blackwater, Bowen, Emerald, Mareeba, Moranbah, Mount Isa, Roma (Qld); Broome, Carnarvon, East Pilbara, Esperance, Kalgoorlie/Boulder, Port Hedland, Karratha (WA); Alice Springs, Katherine (NT).
7. *Other remote areas* are the remaining areas within the remote zone. Examples are: Balranald, Bourke, Cobar, Lord Howe Island (NSW); French Island, Orbost, Walpeup (Vic); Aurukun, Longreach, Quilpie (Qld); Coober Pedy, Murat Bay, Roxby Downs (SA); Coolgardie, Exmouth, Laverton, Shark Bay (WA); King Island, Strahan (Tas); Daly, Jabiru, Nhulunbuy (NT).

## Hours worked

The total number of hours worked per week self-reported by responding nurses as the usual number of hours worked per week in all nursing-related jobs over the four weeks before the survey. Note that the Queensland and South Australian surveys did not specify the four week period.

Hours worked exclude time spent on travel between work locations (except travel to call-outs) and unpaid professional and/or voluntary activities. In the editing of survey responses, maximum hours worked per week was limited to 99 hours per week for main, second and subsequent jobs and 126 hours per week for total hours worked.

The cut-off for full-time and part-time work varies among the States and Territories. In this publication the Australian Bureau of Statistics definition has been used:

- *full-time*: 35 hours or more per week;
- *part-time*: less than 35 hours per week.

## Nursing labour force

The nursing labour force (registered and enrolled nurses) in each State and Territory includes nurses currently employed in nursing and nurses who are not employed in nursing but are looking for work in nursing.

Registered and enrolled nurses who, at the time of the survey, were on maternity or other extended leave for more than three months are employed, and thus part of the nursing labour force. However, in most cross-classified tables for employed nurses, those on extended leave have not been included because not all States and Territories collected data on their employment characteristics prior to commencement of leave.

## Occupation

A description of the job function within the field of nursing of a person with nursing qualifications. The occupations are:

- *clinician*: a registered or enrolled nurse who is mainly involved in the care and treatment of patients, including nursing diagnosis and preventative action;
- *administrator*: a person mainly employed in nursing administration;
- *teacher/educator*: a person who is teaching or training persons in nursing for their initial qualification or in advanced skills after initial qualification;
- *researcher*: a person engaged in nursing research; and
- *other*: a job function in nursing which is not one of the above – for example, industrial relations or public health activities in nursing.

## Registered nurse

A nurse who is on the register maintained by the State or Territory nurses board or nursing council to practise nursing in that State or Territory. The minimum educational requirement for a registered nurse is a three-year degree from a tertiary education institution or equivalent from a recognised hospital-based program. Registered nurses may have their practice certificate endorsed to practise in a specific clinical area (for example, midwifery) on completion of a recognised postgraduate course. To maintain registration, it is necessary for a nurse to have practised for a specified minimum period in the field of nursing in the past five years.

## Work setting

The functional use of the premises where a nursing job is located. Table 80 presents the concordance between the description in the publication and the data as collected from each State and Territory.



**Table 80: Work setting concordance, States and Territories, 1996**

Publication description	Data collection description	NSW	Vic	Qld	WA	SA	Tas	ACT	NT
<b>Public sector</b>									
Acute/psychiatric hospital	Hospital inpatient	X	X		X	X	X	X	X
	Hospital outpatient	X	X		X	X	X	X	X
	Acute general/specialist hospital			X					
	Psychiatric hospital/service			X					
Nursing home	Nursing home	X	X		X	X	X	X	X
	Nursing home/aged care service			X					
Day procedure centre	Day procedure centre	X	X		X	X	X	X	X
Hostel	Hostel	X	X		X	X	X	X	X
Hospice	Hospice	X	X		X	X	X	X	X
Community health centre <sup>(a)</sup>	Community health centre/service	X	X	X	X	X	X	X	X
Agency	Agency		X		X	X	X	X	X
Developmental disability service	Developmental disability institution	X	X	X	X	X	X	X	X
School/child health service	School	X	X		X	X	X	X	X
	Maternal and child health service		X						
	Child health service			X					
Tertiary education institution	Tertiary/higher education institution	X	X	X	X	X	X	X	X
Prison medical service <sup>(b)</sup>	Prison medical service	X	X		X	X	X	X	X
Defence forces <sup>(b)</sup>	Defence forces	X	X	X	X	X	X	X	X
Other	Other	X	X	X	X	X	X	X	X
	Domiciliary nursing service			X					
	Government dept/statutory authority			X					
	Local government			X					
<b>Private sector</b>									
Acute/psychiatric hospital	Hospital inpatient	X	X		X	X	X	X	X
	Hospital outpatient	X	X		X	X	X	X	X
	Acute general/specialist hospital			X					
	Psychiatric hospital/service			X					
Nursing home	Nursing home	X	X		X	X	X	X	X
	Nursing home/aged care service			X					
Day procedure centre	Day procedure centre	X	X		X	X	X	X	X
	Day surgery centre/facility			X					
Hostel	Hostel	X	X		X	X	X	X	X
Hospice	Hospice	X	X		X	X	X	X	X
Private medical rooms	Private medical (doctor's rooms)	X	X	X	X	X	X	X	X
Agency	Agency	X	X	X	X	X	X	X	X
Private nursing practice	Private nursing practice	X	X		X	X	X	X	X
Developmental disability service	Developmental disability service	X	X	X	X	X	X	X	X
School/child health service	School	X	X		X	X	X	X	X
	Maternal and child health service		X						
Tertiary education institution	Tertiary/higher education institution	X	X	X	X	X	X	X	X
Private sector	Private sector	X	X		X	X	X	X	X
	Industry/private enterprise			X					
Other	Other	X	X	X	X	X	X	X	X
	Domiciliary nursing service			X					

(a) Includes private community health centres for New South Wales.

(b) Includes private prison medical services and private defence forces for South Australia.

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# Related publications

The following publications relating to the health labour force have been issued by the Australian Institute of Health and Welfare.

## National health labour force series

- No. 1: *Pharmacy labour force 1992*
- No. 2: *Podiatry labour force 1992*
- No. 3: *Medical labour force 1992–93*
- No. 4: *Physiotherapy labour force 1993*
- No. 5: *Pharmacy labour force 1993*
- No. 6: *Medical labour force 1994*
- No. 7: *Podiatry labour force 1994*
- No. 8: *Pharmacy labour force 1994*
- No. 9: *Nursing labour force 1993 and 1994*
- No. 10: *Medical labour force 1995*
- No. 11: *Nursing labour force 1995*
- No. 12: *Pharmacy labour force 1995*
- No. 13: *Medical labour force 1996*
- No. 15: *Medical labour force 1997*

## Other publications

- Australia's health 1994*
- Australia's health 1996*
- Australia's health 1998*
- Australia hospital statistics 1993–95: an overview*
- Australian hospital statistics 1996–97*
- Australian hospital statistics 1997–98*

## Internet access

A selection of material produced by the Australian Institute of Health and Welfare is published on the Institute's web site at <http://www.aihw.gov.au>. This includes the Institute's medical and nursing labour force publications, the publications catalogue and the order form for purchase of publications.

This report by the Australian Institute of Health and Welfare presents statistics on trends in the employment of nurses in Australia over the decade up to, and including, 1998.

The number and characteristics of all registered and enrolled nurses are presented for 1996, including statistics showing employment in nursing by age, sex, type of nurse, area of clinical nursing, classification, work setting, hours worked and geographic region of main job.

The report also includes statistics on numbers of certified nurses employed in OECD countries, levels of international migration by nurses, and the numbers of students enrolled in and completing tertiary nursing courses.