

3 Trends in nursing employment

3.1 Nurse labour force data by work setting

Registrations and enrolments

Total registrations and enrolments decreased by 5.6% from 281,452 in 1993 to 265,753 in 1997. The 20.1% fall in enrolments of 13,864 was much greater than the 0.9% decline of 1,838 in registrations.

The largest falls in total registrations and enrolments occurred in Tasmania (16.3%), Victoria (12.9%) and Queensland (11.0%). The falls in Victoria and Queensland were mainly in enrolments, while the decrease in Tasmania was mainly in registrations.

Provision per 100,000 population

Between 1993 and 1995, employed nurses per 100,000 population in Australia decreased marginally – from 1,227 to 1,222. The ratio fell in Queensland, South Australia and the Northern Territory, and rose in the other States and the Australian Capital Territory. In terms of full-time equivalents nationally, the numbers per 100,000 population were unchanged.

Registered nurses

The number of male employed registered nurses increased by 7.9% from 12,166 in 1993 to 13,123 in 1995, while the number of their female counterparts increased by 5.4% from 150,490 to 158,651.

The average age of male employed registered nurses fell slightly from 40.0 years in 1993 to 39.6 years in 1995. The proportion of employed registered nurses aged under 30 years increased from 16.1% to 17.4% over this period, while the proportion of those aged 60 and over fell from 3.2% to 2.5%.

The percentage of registered nurses employed in the public sector fell from 70.7% in 1993 to 69.3% in 1995. The number of those employed in public nursing homes decreased by 2,702 and those in private sector nursing homes increased by 485.

Enrolled nurses

Numbers of enrolled nurses decreased in all geographic areas between 1993 and 1995, with the main falls occurring in private hospitals and private and public nursing homes.

Public hospital employment

There were 103,933 nurses employed in public hospitals in 1995, representing 47.0% of the nursing workforce.

Although the number of nurses employed in public hospitals increased by 4,616 between 1993 and 1995, the increase was solely in part-time employment and average hours worked per week declined from 34.5 to 34.1. This means that the apparent 4.7% increase in employed nurses produced a 3.4% increase in hours worked.

Registered nurses made up 81.8% of nurses employed in public hospitals in 1995. Compared with employed registered nurses generally, nurses employed in public hospitals:

- had a higher proportion of males (9.1% compared with 7.6% for all registered nurses);
- had a lower proportion with a main job in a capital city (59.7% compared with 64.9% for other registered nurses);
- were younger (with an average age of 37.2 years compared with 39.6 years). Nearly a quarter (24.1%) were under 30 years of age, which was a much higher proportion than in work settings; and
- averaged 34.1 hours worked per week compared with 30.6 hours for all other employed registered nurses, because 59.9% of nurses in public hospitals worked full-time, compared with an average of 43.0% in other work settings.

Private hospital employment

There were 28,496 nurses employed in private hospitals in 1995, representing 21.5% of nurses employed in hospitals, and an increase since 1993 of 8.3%.

In private hospitals, 74.4% of nurses worked in medical, surgical, operating theatre and intensive care nursing, compared with 60.0% in public hospitals. Around 12% of nurses in both public and private hospitals worked in obstetrics, gynaecology and midwifery. Only 4.7% of nurses in private hospitals were male compared with 9.1% in public hospitals, which also employed a higher proportion of enrolled nurses.

Nursing home employment

Public nursing home beds fell from 13,177 in 1992 to 10,890 in 1996, while private nursing home beds rose from 60,862 to 64,114. The decrease in nursing employment in public nursing homes from 22,209 in 1993 to 15,758 in 1995 reflected this fall. The number of nurses employed in private nursing homes was stable at just over 20,000, indicating a fall in nurse employment per bed in these nursing homes. However, the proportion of registered nurses employed in private nursing homes increased from 60.8% in 1993 to 64.2% in 1995, and average weekly hours increased from 42.8 hours to 43.2 hours.

There appears to have been a much higher number of nurses per nursing home bed in the public sector compared with the private sector. However, a number of nurses who reported working in a public nursing home may have been employed in a private not-for-profit nursing home. Such homes accounted for 37.5% of nursing home beds in 1996.

Community health centre employment

There were 10,206 nurses employed in community health centres in 1995 – an increase of 28.7% on the number employed in 1993 – with nearly all of the increase in registered nurses. The health centre nurses reported that 40.7% worked in community nursing, 12.6% in mental health nursing and 10.0% in child health. Just 50.0% were employed in capital cities, with 42.3% located in rural and remote areas. The average age of 41.9 years was higher than for the nurse workforce as a whole, and, related to this, the proportion working full-time (63.5%) was also higher.

Private medical room employment

There were 6,665 nurses employed in private medical rooms in 1995—a 40.9% increase on the 1993 number. Almost all such nurses were female, and only 28.9% worked full-time. In contrast to the distribution of the medical workforce, 60.4% worked in capital cities and 30.9% in rural and remote. Given that 22.0% of general medical practitioners worked in rural and remote areas in 1995, this suggests that rural medical practices make relatively greater use of nurse practitioners in their rooms than do metropolitan practices.

School health service employment

There were 2,255 nurses employed in school health services in 1995 and almost all were female. In contrast to other fields of nurse practice, school health nursing employment was concentrated in capital cities where 70.6% of school health nurses were working in their main job. A relatively high 63.0% of these nurses worked full-time and their average age of 44.2 years was significantly above the nurse workforce average.

Geriatrics and gerontology nursing

A total of 38,662 nurses were employed in geriatrics and gerontology nursing in 1995—an apparent decline of 7.3% from the number reported in 1993. The proportion of registered nurses increased from 53.4% in 1993 to 57.2% in 1995. Features of this workforce included the following.

- 96.1% were females.
- Only 31.5% worked full-time.
- 32.8% were employed in public nursing homes, 43.6% in private nursing homes, 13.0% in hospitals and 2.2% in hostels.

Medical and surgical nursing

There were 66,426 nurses working mainly in medical or surgical nursing or both fields in 1995. Features of this workforce included the following.

- 88.2% were employed in public and private hospitals.
- 51.9% worked full-time.
- 94.3% were females.
- 78.0% of the registered nurses were Level 1.

Psychiatric and mental health nursing

There were 11,247 nurses working mainly in psychiatric and mental health nursing in 1995—a similar number to the previous two years. However, the proportion of registered nurses increased during this period from 81.4% to 83.8%. Psychiatric and mental health nurses had the following characteristics which contrasted with other nurses.

- A relatively high proportion (34.9%) was male.
- 77.0% were working full-time.
- 80.3% were employed in hospitals.

- 74.2% of those registered were Level 1.

Midwifery, obstetrics and gynaecology nursing

There were 15,453 nurses employed in these disciplines in 1995 – an apparent increase of 12.3% on the number in 1993, although changes to the labour force survey questionnaire in respect of midwifery in some States may have influenced the level of response. Features of this workforce in 1995 included the following.

- 99.0% were females and 96.0% were registered nurses.
- 93.3% worked in hospitals.
- 44.6% worked full-time.
- 25.9% worked in rural and remote areas.

Operating theatre nursing

There were 12,936 nurses mainly working in operating theatre nursing in 1995. Characteristics of these included the following.

- 82.3% were registered nurses, of whom 71.2% were Level 1.
- 57.2% worked in public hospitals, 32.6% in private hospitals and 4.1% in day procedure centres.
- 94.0% were female.
- 23.9% worked in rural and remote areas.

Table 8: Registrations and enrolments of nurses: States and Territories, 1993–97

	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Registrations									
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
Enrolments									
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
Total									
1993	87,930	80,533	48,467	24,695	24,338	7,829	4,726	2,934	281,452
1994	88,481	79,957	47,366	24,286	23,703	7,493	4,604	2,784	278,674
1995	89,743	73,022	42,261	24,505	23,053	7,470	4,710	2,771	267,535
1996	90,709	67,681	42,963	24,397	22,868	6,907	4,624	3,299	263,448
1997	91,136	70,141	43,150	24,477	22,390	6,551	4,467	3,441	265,753
(% change from previous year)									
Registrations									
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
Enrolments									
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
Total									
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	1.1	-7.3	1.7	-0.4	-0.8	-7.5	-1.8	19.1	-1.5
1997	0.5	3.6	0.4	0.3	-2.1	-5.2	-3.4	4.3	0.9

Source: State and Territory nurse registration boards.

Table 9: Registered and enrolled nurses: professional employment status and occupation, Australia, 1993–95

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

(a) Excludes nurses on extended leave.

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

Table 10: Employed nurses and full-time-equivalent nurses per 100,000 population: States and Territories, 1993–95

	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Number of nurses per 100,000 population, 1993									
All nurses	1,096.3	1,368.0	1,163.6	1,218.2	1,502.4	1,317.3	1,059.2	1,089.7	1,227.3
FTE nurses (a)	876.0	1,034.3	927.8	953.2	1,148.9	997.8	855.2	932.4	957.9
FTE nurses (b)	993.6	1,144.8	1,046.8	1,082.9	1,252.2	1,103.0	978.3	1,088.5	1,073.6
Population ('000) (c)	5,997.4	4,464.2	3,116.0	1,676.3	1,462.9	471.4	298.9	169.3	17,656.4
Number of nurses per 100,000 population, 1994									
All nurses	1,092.9	1,500.2	1,214.3	1,223.3	1,456.5	1,256.8	1,018.2	1,070.9	1,262.1
FTE nurses (a)	880.7	1,161.6	983.6	959.6	1,113.9	952.2	834.6	918.4	997.9
FTE nurses (b)	998.9	1,281.9	1,114.9	1,082.7	1,214.0	1,052.6	978.8	1,060.8	1,117.8
Population ('000) (c)	6,049.2	4,475.5	3,196.1	1,701.1	1,469.4	472.5	300.9	171.1	17,835.8
Number of nurses per 100,000 population, 1995									
All nurses	1,104.5	1,420.3	1,070.0	1,237.8	1,423.4	1,376.4	1,097.9	1,061.6	1,222.4
FTE nurses (a)	824.3	1,132.6	868.2	1,004.0	1,098.7	1,077.0	883.5	923.3	957.4
FTE nurses (b)	933.7	1,283.6	952.1	1,173.2	1,200.7	1,212.5	1,006.1	1,106.2	1,079.3
Population ('000) (c)	6,115.1	4,502.0	3,277.4	1,731.7	1,474.0	473.0	304.1	173.9	18,051.2
(% change over previous year)									
All nurses	-0.3	9.7	4.4	0.4	-3.0	-4.6	-3.9	-1.7	2.8
FTE nurses (a)	0.5	12.3	6.0	0.7	-3.0	-4.6	-2.4	-1.5	4.2
FTE nurses (b)	0.5	12.0	6.5	0.0	-3.0	-4.6	0.1	-2.6	4.1
Population	0.9	0.3	2.6	1.5	0.4	0.2	0.7	1.1	1.0
All nurses	1.1	-5.3	-11.9	1.2	-2.3	9.5	7.8	-0.9	-3.1
FTE nurses (a)	-6.4	-2.5	-11.7	4.6	-1.4	13.1	5.9	0.5	-4.1
FTE nurses (b)	-6.5	0.1	-14.6	8.4	-1.1	15.2	2.8	4.3	-3.4
Population	1.1	0.6	2.5	1.8	0.3	0.1	1.1	1.6	1.2
All nurses	0.8	3.8	-8.0	1.6	-5.3	4.5	3.6	-2.6	-0.4
FTE nurses (a)	-5.9	9.5	-6.4	5.3	-4.4	7.9	3.3	-1.0	-0.1
FTE nurses (b)	-6.0	12.1	-9.0	8.3	-4.1	9.9	2.8	1.6	0.5
Population	2.0	0.8	5.2	3.3	0.8	0.3	1.7	2.7	2.2

(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 fewer than 35 hours per week are a portion of an FTE.

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

(c) Estimated resident population as at 30 June of that year. *Source:* ABS: Cat. No. 3101.0

Table 11: Employed registered nurses: characteristics, Australia, 1993–95

Characteristics	1993	1994	1995	1993	1994	1995
				(per cent)		
Sex						
Males	12,166	12,924	13,123	7.5	7.6	7.6
Females	150,490	158,020	158,651	92.5	92.4	92.4
Geographic location						
Capital city	105,439	110,131	111,488	64.2	63.9	64.9
Other metropolitan centre	13,321	13,966	12,810	8.1	8.1	7.5
Large rural centre	15,801	16,830	15,873	9.6	9.8	9.2
Small rural centre	11,019	11,719	12,001	6.7	6.8	7.0
Other rural area	14,713	15,738	15,422	9.0	9.1	9.0
Remote centre	1,592	1,648	1,642	1.0	1.0	1.0
Other remote area	2,367	2,403	2,538	1.4	1.4	1.5
Age (years)						
Average	40.0	39.6	39.6	..	..	..
Under 30	26,170	29,610	29,894	16.1	17.3	17.4
30–39	56,725	60,182	58,299	34.9	35.2	33.9
40–49	49,680	51,667	53,801	30.5	30.2	31.3
50–59	24,932	25,051	25,500	15.3	14.7	14.8
60 and over	5,150	4,434	4,281	3.2	2.6	2.5
Hours worked per week						
Average	32.6	32.5	32.7	..	..	..
Part-time (<35 hours)	73,852	79,754	80,318	45.0	46.3	46.8
Full-time (35 hours+)	90,400	92,680	91,457	55.0	53.7	53.2
Field of nursing						
Clinician	147,238	155,752	151,485	89.6	90.3	88.2
Administrator	8,360	8,359	9,735	5.1	4.8	5.7
Teacher/educator	4,174	4,309	4,298	2.5	2.5	2.5
Researcher	626	613	849	0.4	0.4	0.5
Other	3,854	3,402	5,408	2.3	2.0	3.1
Area of clinical nursing (clinicians)						
Medical/surgical	46,986	51,731	50,733	31.9	33.2	33.5
Operating theatre	9,491	10,538	10,652	6.4	6.8	7.0
Midwifery/obstetrics/gynaecology	13,049	14,095	14,839	8.9	9.0	9.8
Gerontology/geriatric	22,259	22,663	22,129	15.1	14.6	14.6
Other	55,454	56,724	53,132	37.7	36.4	35.1
Work setting of main job						
Public sector						
Acute/psychiatric hospital	81,155	85,458	85,009	49.4	49.6	49.5
Nursing home	10,706	9,813	8,008	6.5	5.7	4.7
Community	7,203	8,760	9,325	4.4	5.1	5.4
Other	17,011	17,429	16,651	10.4	10.1	9.7
Total	116,077	121,461	118,993	70.7	70.4	69.3
Private sector						
Acute/psychiatric hospital	21,923	23,313	24,398	13.3	13.5	14.2
Nursing home	12,500	12,608	12,985	7.6	7.3	7.6
Private medical rooms	3,901	4,995	5,236	2.4	2.9	3.0
Other	9,852	10,057	10,162	6.0	5.8	5.9
Total	48,175	50,973	52,781	29.3	29.6	30.7
Classification of main job						
Level 1 registered nurse	102,904	108,747	105,025	62.7	63.1	61.1
Other	61,348	63,687	66,749	37.3	36.9	38.9
Employed registered nurses per 100,000 population	930.3	966.8	951.6	..	..	..
Total all nurses	164,252	172,434	171,774	100.0	100.0	100.0

Table 12: Employed enrolled nurses: characteristics, Australia, 1993–95

Characteristics	1993	1994	1995	1993	1994	1995
				(per cent)		
Sex						
Males	2,986	3,242	2,973	5.7	6.2	6.1
Females	49,209	49,092	45,919	94.3	93.8	93.9
Geographic location						
Capital city	26,054	26,317	24,543	49.7	50.0	50.2
Other metropolitan centre	4,341	4,495	3,869	8.3	8.5	7.9
Large rural centre	5,117	5,473	4,711	9.8	10.4	9.6
Small rural centre	5,333	5,118	5,148	10.2	9.7	10.5
Other rural area	9,517	9,456	8,768	18.1	18.0	17.9
Remote centre	801	658	721	1.5	1.2	1.5
Other remote area	1,283	1,159	1,132	2.4	2.2	2.3
Age (years)						
Average	37.6	37.3	37.9	..	..	..
Under 30	10,470	10,792	9,213	20.1	20.6	18.8
30–39	22,016	21,828	20,042	42.2	41.7	41.0
40–49	13,987	14,214	14,203	26.8	27.2	29.0
50–59	4,997	4,898	4,867	9.6	9.4	10.0
60 and over	726	601	567	1.4	1.1	1.2
Hours worked per week						
Average	31.1	30.9	31.1	..	..	..
Part-time (<35 hours)	28,232	29,576	27,333	53.8	56.1	55.9
Full-time (35 hours+)	24,212	23,100	21,559	46.2	43.9	44.1
Field of nursing						
Clinician	48,499	48,997	44,207	92.5	93.0	90.4
Administrator	178	175	291	0.3	0.3	0.6
Teacher/educator	449	408	419	0.9	0.8	0.9
Researcher	11	14	35	0.0	0.0	0.1
Other	3,307	3,083	3,939	6.3	5.9	8.1
Area of clinical nursing (clinicians)						
Medical/surgical	15,655	16,259	15,693	32.3	33.2	35.5
Operating theatre	2,276	2,299	2,284	4.7	4.7	5.2
Psychiatric/mental health	2,068	1,944	1,820	4.3	4.0	4.1
Gerontology/geriatric	19,427	18,671	16,533	40.1	38.1	37.4
Other	9,074	9,824	7,877	18.7	20.0	17.8
Work setting of main job						
Public sector						
Acute/psychiatric hospital	18,157	18,780	18,924	34.6	35.7	38.7
Nursing home	11,503	10,514	7,750	21.9	20.0	15.9
Community	728	835	881	1.4	1.6	1.8
Other	3,313	6,384	5,270	6.3	12.1	10.8
Total	35,790	36,512	32,825	68.2	69.3	67.1
Private sector						
Acute/psychiatric hospital	4,390	4,223	4,098	8.4	8.0	8.4
Nursing home	8,060	7,340	7,226	15.4	13.9	14.8
Private medical rooms	1,042	1,347	1,429	2.0	2.6	2.9
Other	3,313	3,313	3,313	6.3	6.3	6.8
Total	16,654	16,164	16,067	31.8	30.7	32.9
Employed enrolled nurses per 100,000 population	297.0	295.3	270.9	..	..	..
Total all nurses	52,444	52,676	48,892	100.0	100.0	100.0

Table 13: Registered and enrolled nurses employed in public hospitals: characteristics, Australia, 1993–95

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

Table 14: Registered and enrolled nurses employed in private hospitals: characteristics, Australia, 1993–95

Characteristics	1993	1994	1995	1993	1994	1995
				(per cent)		
Type of nurse						
Registered nurses	21,923	23,313	24,398	83.3	84.7	85.6
Enrolled nurses	4,390	4,223	4,098	16.7	15.3	14.4
Sex)						
Males	1,025	1,179	1,346	3.9	4.3	4.7
Females	25,158	26,244	27,149	96.1	95.7	95.3
Geographic location of main job						
Capital city	18,507	19,292	19,988	70.3	70.1	70.1
Other metropolitan centre	2,234	2,544	2,618	8.5	9.2	9.2
Large rural centre	3,787	3,841	3,818	14.4	14.0	13.4
Small rural centre	1,138	1,069	1,175	4.3	3.9	4.1
Other rural area	634	773	850	2.4	2.8	3.0
Remote centre	8	5	6	0.0	0.0	0.0
Other remote area	5	12	40	0.0	0.0	0.1
Age (years)						
Average	38.6	38.0	38.4	..	..	..
Under 30	4,156	4,855	4,989	15.9	17.7	17.5
30–39	10,965	11,557	11,467	41.9	42.1	40.2
40–49	7,799	7,892	8,564	29.8	28.8	30.1
50–59	2,838	2,761	3,078	10.8	10.1	10.8
60 and over	427	357	397	1.6	1.3	1.4
Hours worked per week						
Average	30.4	30.7	31.0	..	..	..
Part-time (<35 hours)	15,168	15,791	16,238	57.6	57.3	57.0
Full-time (35 hours+)	11,145	11,745	12,258	42.4	42.7	43.0
Field of nursing						
Clinician	24,691	25,686	26,399	93.8	93.3	92.6
Administrator	1,146	1,502	1,430	4.4	5.5	5.0
Teacher/educator	203	227	254	0.8	0.8	0.9
Researcher	12	12	10	0.0	0.0	0.0
Other	261	109	402	1.0	0.4	1.4
Area of clinical nursing (clinicians)						
Medical/surgical	13,147	14,283	14,140	53.2	55.6	53.6
Operating theatre	3,973	4,221	4,158	16.1	16.4	15.8
Intensive care	1,059	1,181	1,326	4.3	4.6	5.0
Paediatric	192	224	244	0.8	0.9	0.9
Obstetrics/gynaecology/midwifery	2,851	3,096	3,199	11.5	12.1	12.1
Psychiatric/mental health	751	831	903	3.0	3.2	3.4
Geriatric/gerontology	368	297	614	1.5	1.2	2.3
Accident and emergency	180	144	291	0.7	0.6	1.1
Other	2,169	1,408	1,526	8.8	5.5	5.8
Classification of main job (registered nurses)						
Level 1 registered nurse	15,996	17,057	16,814	73.0	73.2	68.9
Other	5,927	6,257	7,584	27.0	26.8	31.1
Employed nurses per 100,000 population						
Registered nurses	124.2	130.7	135.2	..	..	..
Enrolled nurses	24.9	23.7	22.7	..	..	..
All nurses	149.0	154.4	157.9	..	..	..
Total all nurses	26,313	27,536	28,496	100.0	100.0	100.0

Table 15: Registered and enrolled nurses employed in public nursing homes: characteristics, Australia, 1993–95

Characteristics	1993	1994	1995	1993	1994	1995
				(per cent)		
Type of nurse						
Registered nurses	10,706	9,813	8,008	48.2	48.3	50.8
Enrolled nurses	11,503	10,514	7,750	51.8	51.7	49.2
Sex						
Males	1,082	1,051	737	4.9	5.2	4.7
Females	21,082	19,225	15,022	95.1	94.8	95.3
Geographic location of main job						
Capital city	11,609	10,309	7,599	52.3	50.7	48.2
Other metropolitan centre	2,019	1,838	1,367	9.1	9.0	8.7
Large rural centre	2,273	2,129	1,748	10.2	10.5	11.1
Small rural centre	2,019	1,906	1,616	9.1	9.4	10.3
Other rural area	3,919	3,845	3,161	17.6	18.9	20.1
Remote centre	155	113	112	0.7	0.6	0.7
Other remote area	216	187	154	1.0	0.9	1.0
Age (years)						
Average	42.7	42.2	43.0	..	..	..
Under 30	2,264	2,236	1,533	10.2	11.0	9.7
30–39	6,601	6,107	4,381	29.8	30.1	27.8
40–49	7,460	7,043	5,641	33.7	34.7	35.8
50–59	4,763	4,082	3,506	21.5	20.1	22.3
60 and over	1,075	808	698	4.8	4.0	4.4
Hours worked per week						
Average	29.4	28.8	29.7	..	..	..
Part-time (<35 hours)	14,107	13,589	10,179	63.5	66.9	64.6
Full-time (35 hours+)	8,102	6,738	5,579	36.5	33.1	35.4
Field of nursing						
Clinician	20,408	19,163	14,319	91.9	94.3	90.9
Administrator	1,007	966	741	4.5	4.8	4.7
Teacher/educator	175	120	93	0.8	0.6	0.6
Researcher	9	2	2	0.0	0.0	0.0
Other	611	77	604	2.8	0.4	3.8
Area of clinical nursing (clinicians)						
Medical/surgical	820	637	504	4.0	3.3	3.5
Psychiatric/mental health	489	318	169	2.4	1.7	1.2
Developmental disability	155	77	117	0.8	0.4	0.8
Geriatric/gerontology	18,260	17,753	13,213	89.5	92.6	92.3
Community	123	49	17	0.6	0.3	0.1
District/domiciliary	132	42	36	0.6	0.2	0.3
Other	428	287	262	2.1	1.5	1.8
Classification of main job (registered nurses)						
Level 1 registered nurse	6,039	5,305	5,054	56.4	54.1	63.1
Other	4,667	4,508	2,954	43.6	45.9	36.9
Employed nurses per 100,000 population						
Registered nurses	60.6	55.0	44.4	..	..	..
Enrolled nurses	65.1	58.9	42.9	..	..	..
All nurses	125.8	114.0	87.3	..	..	..
Total all nurses	22,209	20,327	15,758	100.0	100.0	100.0

Table 16: Registered and enrolled nurses employed in private nursing homes: characteristics, Australia, 1993–95

Characteristics	1993	1994	1995	1993	1994	1995
				(per cent)		
Type of nurse						
Registered nurses	12,500	12,608	12,985	60.8	63.2	64.2
Enrolled nurses	8,060	7,340	7,226	39.2	36.8	35.8
Sex						
Males	681	645	659	3.3	3.3	3.3
Females	19,783	19,207	19,553	96.7	96.7	96.7
Geographic location of main job						
Capital city	13,884	13,029	13,223	67.5	65.3	65.4
Other metropolitan centre	1,700	1,805	1,835	8.3	9.1	9.1
Large rural centre	1,456	1,682	1,722	7.1	8.4	8.5
Small rural centre	1,541	1,463	1,531	7.5	7.3	7.6
Other rural area	1,818	1,804	1,727	8.8	9.0	8.5
Remote centre	113	122	106	0.5	0.6	0.5
Other remote area	48	43	68	0.2	0.2	0.3
Age (years)						
Average	42.8	42.5	43.2	..	..	..
Under 30	1,871	1,944	1,717	9.1	9.8	8.5
30–39	6,067	5,918	5,558	29.6	29.8	27.5
40–49	7,327	7,113	7,638	35.8	35.8	37.8
50–59	4,185	4,057	4,396	20.5	20.4	21.7
60 and over	1,013	820	902	4.9	4.1	4.5
Hours worked per week						
Average	27.4	28.0	28.5	..	..	..
Part-time (<35 hours)	14,473	13,781	14,010	70.4	69.1	69.3
Full-time (35 hours+)	6,087	6,167	6,202	29.6	30.9	30.7
Field of nursing						
Clinician	18,285	18,029	17,650	88.9	90.4	87.3
Administrator	1,709	1,661	1,770	8.3	8.3	8.8
Teacher/educator	161	163	134	0.8	0.8	0.7
Researcher	3	2	2	0.0	0.0	0.0
Other	402	94	655	2.0	0.5	3.2
Area of clinical nursing (clinicians)						
Medical/surgical	474	352	471	2.6	2.0	2.7
Psychiatric/mental health	169	146	101	0.9	0.8	0.6
Developmental disability	84	44	65	0.5	0.2	0.4
Geriatric/gerontology	17,019	17,287	16,852	93.1	95.9	95.5
Community	103	23	12	0.6	0.1	0.1
District/domiciliary	172	15	15	0.9	0.1	0.1
Other	263	164	136	1.4	0.9	0.8
Classification of main job (registered nurses)						
Level 1 registered nurse	7,588	7,879	8,120	60.7	62.5	62.5
Other	4,912	4,729	4,865	39.3	37.5	37.5
Employed nurses per 100,000 population						
Registered nurses	70.8	70.7	71.9	..	..	..
Enrolled nurses	45.6	41.2	40.0	..	..	..
All nurses	116.4	111.8	112.0	..	..	..
Total all nurses	20,560	19,948	20,211	100.0	100.0	100.0

Table 17: Registered and enrolled nurses employed in community health centres: characteristics, Australia, 1993–95

Characteristics	1993	1994	1995	1993	1994	1995
				(per cent)		
Type of nurse						
Registered nurses	7,203	8,760	9,325	90.8	91.3	91.4
Enrolled nurses	728	835	881	9.2	8.7	8.6
Sex						
Males	735	837	903	9.8	9.0	8.8
Females	6,802	8,432	9,303	90.2	91.0	91.2
Geographic location of main job						
Capital city	3,896	4,902	5,100	49.1	51.1	50.0
Other metropolitan centre	756	806	783	9.5	8.4	7.7
Large rural centre	648	720	764	8.2	7.5	7.5
Small rural centre	735	807	999	9.3	8.4	9.8
Other rural area	1,455	1,708	1,842	18.3	17.8	18.0
Remote centre	69	124	150	0.9	1.3	1.5
Other remote area	371	527	569	4.7	5.5	5.6
Age (years)						
Average	42.2	41.5	41.9	..	..	..
Under 30	448	731	784	5.9	7.9	7.7
30–39	2,711	3,420	3,598	36.0	36.9	35.3
40–49	2,752	3,255	3,708	36.5	35.1	36.3
50–59	1,378	1,626	1,836	18.3	17.5	18.0
60 and over	248	236	279	3.3	2.5	2.7
Hours worked per week						
Average	33.8	33.7	33.9	..	..	..
Part-time (<35 hours)	2,679	3,445	3,728	33.8	35.9	36.5
Full-time (35 hours+)	5,252	6,150	6,478	66.2	64.1	63.5
Field of nursing						
Clinician	7,270	8,998	9,211	91.7	93.8	90.3
Administrator	298	328	440	3.8	3.4	4.3
Teacher/educator	145	160	169	1.8	1.7	1.7
Researcher	13	7	22	0.2	0.1	0.2
Other	205	101	363	2.6	1.1	3.6
Area of clinical nursing (clinicians)						
Medical/surgical	585	603	598	8.0	6.7	6.5
Psychiatric/mental health	1,127	1,163	1,157	15.5	12.9	12.6
Geriatric/gerontology	644	577	687	8.9	6.4	7.5
Community	3,178	4,077	3,745	43.7	45.3	40.7
Child health	668	795	924	9.2	8.8	10.0
District/domiciliary	191	794	886	2.6	8.8	9.6
Other	877	990	1,213	12.1	11.0	13.2
Classification of main job (registered nurses)						
Level 1 registered nurse	3,289	3,690	4,077	45.7	42.1	43.7
Other	3,915	5,070	5,247	54.3	57.9	56.3
Employed nurses per 100,000 population						
Registered nurses	40.8	49.1	51.7	..	..	..
Enrolled nurses	4.1	4.7	4.9	..	..	..
All nurses	44.9	53.8	56.5	..	..	..
Total all nurses	7,931	9,595	10,206	100.0	100.0	100.0

Table 18: Registered and enrolled nurses employed in private medical rooms: characteristics, Australia, 1993–95

Characteristics	1993	1994	1995	1993	1994	1995
				(per cent)		
Type of nurse						
Registered nurses	3,901	4,995	5,236	78.9	78.8	78.6
Enrolled nurses	1,042	1,347	1,429	21.1	21.2	21.4
Sex						
Males	25	32	45	0.5	0.5	0.7
Females	4,893	6,268	6,621	99.5	99.5	99.3
Geographic location of main job						
Capital city	2,914	3,895	4,025	59.0	61.4	60.4
Other metropolitan centre	475	531	577	9.6	8.4	8.7
Large rural centre	544	612	645	11.0	9.6	9.7
Small rural centre	417	543	582	8.4	8.6	8.7
Other rural area	504	624	682	10.2	9.8	10.2
Remote centre	39	70	71	0.8	1.1	1.1
Other remote area	50	67	83	1.0	1.1	1.2
Age (years)						
Average	42.3	41.6	41.8	..	..	..
Under 30	381	551	531	7.8	8.7	8.0
30–39	1,627	2,275	2,368	33.1	36.1	35.5
40–49	1,802	2,206	2,408	36.6	35.0	36.1
50–59	898	1,035	1,120	18.3	16.4	16.8
60 and over	209	232	239	4.2	3.7	3.6
Hours worked per week						
Average	25.2	25.3	26.2	..	..	..
Part-time (<35 hours)	3,526	4,521	4,679	71.3	71.3	70.2
Full-time (35 hours+)	1,417	1,821	1,987	28.7	28.7	29.8
Field of nursing						
Clinician	4,286	5,934	5,706	86.7	93.6	85.6
Administrator	75	67	143	1.5	1.1	2.1
Teacher/educator	6	21	11	0.1	0.3	0.2
Researcher	9	14	23	0.2	0.2	0.3
Other	567	305	782	11.5	4.8	11.7
Area of clinical nursing (clinicians)						
Medical/surgical	1,249	1,374	1,325	29.1	23.1	23.2
Obstetrics/gynaecology/midwifery	112	149	159	2.6	2.5	2.8
Private medical/independent practice nursing	2,333	3,674	3,538	54.4	61.9	62.0
Other	593	737	685	13.8	12.4	12.0
Classification of main job (registered nurses)						
Level 1 registered nurse	2,975	4,068	4,193	76.3	81.4	80.1
Other	925	927	1,043	23.7	18.6	19.9
Employed nurses per 100,000 population						
Registered nurses	22.1	28.0	29.0	..	..	..
Enrolled nurses	5.9	7.5	7.9	..	..	..
All nurses	28.0	35.6	36.9	..	..	..
Total all nurses	4,943	6,341	6,665	100.0	100.0	100.0

Table 19: Registered and enrolled nurses employed in school health services: characteristics, Australia, 1993–95

Characteristics	1993	1994	1995	1993	1994	1995
				(per cent)		
Type of nurse						
Registered nurses	1,414	1,422	2,006	81.1	88.8	88.9
Enrolled nurses	329	179	249	18.9	11.2	11.1
Sex						
Males	33	36	31	1.9	2.3	1.4
Females	1,697	1,481	2,225	98.1	97.7	98.6
Geographic location of main job						
Capital city	1,198	1,137	1,592	68.8	71.0	70.6
Other metropolitan centre	84	74	100	4.8	4.6	4.4
Large rural centre	135	125	159	7.8	7.8	7.0
Small rural centre	126	89	142	7.3	5.6	6.3
Other rural area	139	104	194	8.0	6.5	8.6
Remote centre	25	36	34	1.4	2.2	1.5
Other remote area	35	36	34	2.0	2.2	1.5
Age (years)						
Average	42.9	43.3	44.2	..	..	..
Under 30	169	110	162	9.8	7.3	7.2
30–39	502	432	554	29.0	28.5	24.6
40–49	601	555	837	34.7	36.6	37.1
50–59	372	362	614	21.5	23.9	27.2
60 and over	86	56	88	5.0	3.7	3.9
Hours worked per week						
Average	33.5	33.2	32.6	..	..	..
Part-time (<35 hours)	644	608	834	37.0	38.0	37.0
Full-time (35 hours+)	1,098	992	1,422	63.0	62.0	63.0
Field of nursing						
Clinician	1,539	1,530	1,933	88.3	95.6	85.7
Administrator	35	30	49	2.0	1.9	2.2
Teacher/educator	50	27	74	2.9	1.7	3.3
Researcher	13	2	0	0.8	0.1	0.0
Other	105	12	199	6.0	0.7	8.8
Area of clinical nursing (clinicians)						
Paediatric	89	101	130	5.8	6.6	6.7
Community health	63	66	183	4.1	4.3	9.5
Child health	1,132	923	787	73.6	60.4	40.7
School medical	118	290	501	7.7	18.9	25.9
Other	137	150	333	8.9	9.8	17.2
Classification of main job (registered nurses)						
Level 1 registered nurse	260	301	484	18.4	21.1	24.2
Other	1,154	1,121	1,521	81.6	78.9	75.8
Employed nurses per 100,000 population						
Registered nurses	8.0	8.0	11.1	..	..	..
Enrolled nurses	1.9	1.0	1.4	..	..	..
All nurses	9.9	9.0	12.5	..	..	..
Total all nurses	1,743	1,600	2,255	100.0	100.0	100.0

Table 20: Registered and enrolled nurses employed as clinicians in geriatrics or gerontology: characteristics, Australia, 1993–95

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

Table 21: Registered and enrolled nurses employed as clinicians in medical and surgical nursing: characteristics, Australia, 1993–95

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

Table 22: Registered and enrolled nurses employed as clinicians in psychiatric or mental health: characteristics, Australia, 1993–95

Characteristics	1993	1994	1995	1993	1994	1995
				(per cent)		
Type of nurse						
Registered nurses	9,066	9,408	9,428	81.4	82.9	83.8
Enrolled nurses	2,068	1,944	1,820	18.6	17.1	16.2
Sex						
Males	3,809	3,995	3,920	34.4	35.5	34.9
Females	7,251	7,269	7,327	65.6	64.5	65.1
Geographic location of main job						
Capital city	7,713	7,767	7,634	69.3	68.4	67.9
Other metropolitan centre	807	818	835	7.2	7.2	7.4
Large rural centre	1,495	1,589	1,616	13.4	14.0	14.4
Small rural centre	650	669	643	5.8	5.9	5.7
Other rural area	444	461	452	4.0	4.1	4.0
Remote centre	11	33	21	0.1	0.3	0.2
Other remote area	13	15	47	0.1	0.1	0.4
Age (years)						
Average	39.7	39.4	39.7	..	..	..
Under 30	1,433	1,522	1,534	13.0	13.5	13.6
30–39	4,370	4,448	4,206	39.5	39.5	37.4
40–49	3,663	3,728	3,856	33.1	33.1	34.3
50–59	1,330	1,317	1,417	12.0	11.7	12.6
60 and over	264	248	235	2.4	2.2	2.1
Hours worked per week						
Average	37.1	37.0	37.4	..	..	..
Part-time (<35 hours)	2,405	2,600	2,586	21.6	22.9	23.0
Full-time (35 hours+)	8,729	8,752	8,662	78.4	77.1	77.0
Work setting of main job						
Public sector						
Hospital	6,895	7,766	8,107	61.9	68.4	72.1
Nursing home	429	292	153	3.9	2.6	1.4
Community	1,197	1,193	1,159	10.8	10.5	10.3
Developmental disability service	154	99	190	1.4	0.9	1.7
Other	1,251	857	493	11.2	7.6	4.4
Total	9,926	10,207	10,101	89.2	89.9	89.8
Private sector						
Hospital	760	830	925	6.8	7.3	8.2
Nursing home	159	139	95	1.4	1.2	0.8
Other	289	176	126	2.6	1.6	1.1
Total	1,208	1,145	1,146	10.8	10.1	10.2
Classification of main job (registered nurses)						
Level 1 registered nurse	6,110	6,535	6,994	67.4	69.5	74.2
Other	2,956	2,873	2,434	32.6	30.5	25.8
Employed nurses per 100,000 population						
Registered nurses	51.3	52.7	52.2	..	..	..
Enrolled nurses	11.7	10.9	10.1	..	..	..
All nurses	63.1	63.6	62.3	..	..	..
Total all nurses	11,134	11,352	11,247	100.0	100.0	100.0

Table 23: Registered and enrolled nurses employed as clinicians in midwifery, obstetrics and gynaecology: characteristics, Australia, 1993–95

Characteristics	1993	1994	1995	1993	1994	1995
				(per cent)		
Type of nurse						
Registered nurses	13,049	14,095	14,839	94.8	95.2	96.0
Enrolled nurses	710	711	614	5.2	4.8	4.0
Sex						
Males	137	171	160	1.0	1.2	1.0
Females	13,404	14,458	15,293	99.0	98.8	99.0
Geographic location of main job						
Capital city	9,058	9,699	10,234	65.8	65.5	66.2
Other metropolitan centre	1,111	1,205	1,214	8.1	8.1	7.9
Large rural centre	1,472	1,598	1,746	10.7	10.8	11.3
Small rural centre	976	1,079	1,060	7.1	7.3	6.9
Other rural area	899	938	888	6.5	6.3	5.7
Remote centre	159	193	179	1.2	1.3	1.2
Other remote area	84	94	132	0.6	0.6	0.9
Age (years)						
Average	39.4	38.3	38.6	..	..	..
Under 30	1,491	2,003	1,886	11.0	13.7	12.2
30–39	6,063	6,908	7,228	44.8	47.2	46.8
40–49	4,151	4,114	4,565	30.7	28.1	29.5
50–59	1,609	1,434	1,596	11.9	9.8	10.3
60 & over	227	170	178	1.7	1.2	1.2
Hours worked per week						
Average	30.9	30.6	30.6	..	..	..
Part-time (<35 hours)	7,210	8,087	8,559	52.4	54.6	55.4
Full-time (35 hours+)	6,549	6,719	6,893	47.6	45.4	44.6
Work setting of main job						
Public sector						
Hospital	9,931	10,590	11,177	72.2	71.5	72.3
Community	66	75	123	0.5	0.5	0.8
Agency	0	152	136	0.0	1.0	0.9
Other	513	469	344	3.7	3.2	2.2
Total	10,511	11,287	11,780	76.4	76.2	76.2
Private sector						
Hospital	2,754	3,017	3,241	20.0	20.4	21.0
Medical (doctor's rooms)	106	139	150	0.8	0.9	1.0
Agency	127	103	86	0.9	0.7	0.6
Other	261	261	196	1.9	1.8	1.3
Total	3,248	3,519	3,673	23.6	23.8	23.8
Classification of main job (registered nurses)						
Level 1 registered nurse	9,789	10,838	7,559	75.0	76.9	50.9
Other	3,260	3,258	7,280	25.0	23.1	49.1
Employed nurses per 100,000 population						
Registered nurses	73.9	79.0	82.2	..	..	..
Enrolled nurses	4.0	4.0	3.4	..	..	..
All nurses	77.9	83.0	85.6	..	..	..
Total all nurses	13,759	14,806	15,453	100.0	100.0	100.0

Table 24: Registered and enrolled nurses employed as clinicians in operating theatre nursing: characteristics, Australia, 1993–95

Characteristics	1993	1994	1995	1993	1994	1995
				(per cent)		
Type of nurse						
Registered nurses	9,491	10,538	10,652	80.7	82.1	82.3
Enrolled nurses	2,276	2,299	2,284	19.3	17.9	17.7
Sex						
Males	662	738	777	5.7	5.8	6.0
Females	11,006	11,999	12,159	94.3	94.2	94.0
Geographic location of main job						
Capital city	7,964	8,651	8,663	67.7	67.4	67.0
Other metropolitan centre	1,062	1,169	1,175	9.0	9.1	9.1
Large rural centre	1,365	1,494	1,522	11.6	11.6	11.8
Small rural centre	769	831	860	6.5	6.5	6.6
Other rural area	500	576	576	4.2	4.5	4.5
Remote centre	79	77	95	0.7	0.6	0.7
Other remote area	27	38	45	0.2	0.3	0.3
Age (years)						
Average	38.0	37.8	37.8	..	..	..
Under 30	2,110	2,404	2,633	18.1	18.9	20.4
30–39	4,914	5,368	5,117	42.1	42.1	39.6
40–49	3,274	3,561	3,750	28.1	28.0	29.0
50–59	1,239	1,287	1,301	10.6	10.1	10.1
60 and over	130	117	135	1.1	0.9	1.0
Hours worked per week						
Average	34.0	34.0	33.7	..	..	..
Part-time (<35 hours)	4,679	5,312	5,444	39.8	41.4	42.1
Full-time (35 hours+)	7,087	7,525	7,492	60.2	58.6	57.9
Work setting of main job						
Public sector						
Hospital	6,894	7,432	7,393	58.6	57.9	57.2
Day procedure centre	70	168	250	0.6	1.3	1.9
Other	286	275	225	2.4	2.1	1.7
Total	7,251	7,875	7,869	61.6	61.3	60.8
Private sector						
Hospital	3,899	4,212	4,218	33.1	32.8	32.6
Day procedure centre	407	468	528	3.5	3.6	4.1
Other	210	283	321	1.8	2.2	2.5
Total	4,516	4,962	5,067	38.4	38.7	39.2
Classification of main job (registered nurses)						
Level 1 registered nurse	6,724	7,745	7,588	70.9	73.5	71.2
Other	2,767	2,793	3,064	29.1	26.5	28.8
Employed nurses per 100,000 population						
Registered nurses	53.8	59.1	59.0	..	..	..
Enrolled nurses	12.9	12.9	12.7	..	..	..
All nurses	66.6	72.0	71.7	..	..	..
Total all nurses	11,766	12,837	12,936	100.0	100.0	100.0

3.2 Full-time-equivalent nursing staff in public hospitals

The annual Australian public hospitals data collection by the Australian Institute of Health and Welfare includes full-time-equivalent staffing numbers in various categories, including nursing.

Full-time-equivalent nursing staff in public hospitals in Australia increased by 2.0% from 78,972 in 1993–94 to 80,570 in 1995–96. However numbers declined in Western Australia, South Australia, Tasmania and the Northern Territory. During the same period full-time-equivalent nurse staffing per available bed increased from 1.29 to 1.35.

The Australian public hospitals data collection commenced in 1985–86. In that year in public and repatriation hospitals (other than psychiatric hospitals), 77,630 full-time-equivalent nurses had a patient workload of 2.5 million inpatient separations. In 1995–96, one per cent fewer full-time-equivalent nurses (76,815) had a patient workload of 3.6 million inpatient separations. Thus, during the 10-year period, inpatient separations per full-time-equivalent nurse per year increased by 48.7%; at the same time, occupied bed days per full-time-equivalent nurse declined by 6.5% from 217.6 to 203.5. Reasons for the improvement in productivity include a 37.1% reduction in average patient stay from 6.9 to 4.3 days; an older, more experienced and highly trained nurse workforce; and devolution of some functions to nurse assistants and personal care assistants.

Table 25: Average full-time-equivalent nursing staff in public hospitals: States and Territories, 1993–94 to 1995–96

Classification	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Total
1993–94									
Registered nurses	23,153	n.a.	11,238	n.a.	6,073	n.a.	833	730	n.a.
Enrolled nurses	4,222	n.a.	2,428	n.a.	1,793	n.a.	155	138	n.a.
Student nurses	35	n.a.	169	n.a.	121	n.a.	..	14	n.a.
Trainee/pupil nurses	455	n.a.	161	n.a.	14	n.a.	..	..	n.a.
Total	27,865	17,388	13,996	7,582	8,001	2,270	988	882	78,972
1994–95									
Registered nurses	23,886	n.a.	11,185	n.a.	5,669	n.a.	1,156	717	n.a.
Enrolled nurses	5,532	n.a.	2,438	n.a.	1,650	n.a.	201	138	n.a.
Student nurses	95	n.a.	173	n.a.	72	n.a.	5	16	n.a.
Trainee/pupil nurses	510	n.a.	98	n.a.	8	n.a.	..	2	n.a.
Total	30,023	16,820	13,894	7,167	7,399	2,122	1,362	873	79,660
1995–96									
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.
Total	30,399	18,000	13,879	6,914	7,132	2,048	1,393	805	80,570
(per cent)									
1993–94									
Registered nurses	83.1	n.a.	80.3	n.a.	75.9	n.a.	84.3	82.8	n.a.
Enrolled nurses	15.2	n.a.	17.3	n.a.	22.4	n.a.	15.7	15.6	n.a.
Student nurses	0.1	n.a.	1.2	n.a.	1.5	n.a.	..	1.6	n.a.
Trainee/pupil nurses	1.6	n.a.	1.2	n.a.	0.2	n.a.	..	..	n.a.
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1994–95									
Registered nurses	79.6	n.a.	80.5	n.a.	76.6	n.a.	84.9	82.1	n.a.
Enrolled nurses	18.4	n.a.	17.5	n.a.	22.3	n.a.	14.8	15.8	n.a.
Student nurses	0.3	n.a.	1.2	n.a.	1.0	n.a.	0.4	1.8	n.a.
Trainee/pupil nurses	1.7	n.a.	0.7	n.a.	0.1	n.a.	..	0.2	n.a.
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1995–96									
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.
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Sources: AIHW: Australian hospital statistics 1993–95: an overview; AIHW: Australian hospital statistics 1995–96.

Table 26: Average full-time-equivalent nursing staff per bed in public hospitals: States and Territories, 1993–94 to 1995–96

	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
1993–94									
Nursing staff	27,865	17,388	13,996	7,582	8,001	2,270	988	882	78,972
Average available beds	21,389	13,707	11,553	5,668	5,973	1,630	765	575	61,260
Average FTE nursing staff per bed	1.30	1.27	1.21	1.34	1.34	1.39	1.29	1.53	1.29
1994–95									
Nursing staff	30,023	16,820 ^(a)	13,894	7,167	7,399	2,122	1,362	873	79,660
Average available beds	21,657	13,260	10,977	5,121	5,504	1,429	777	548	59,273
Average FTE nursing staff per bed	1.40	1.23	1.20	1.26	1.24	1.30	1.78	1.52	1.30
1995–96									
Nursing staff	30,392	18,000	13,880	6,914	7,133	2,048	1,393	805	80,565
Average available beds	21,560	13,139	11,113	5,547	5,543	1,468	780	570	59,720
Average FTE nursing staff per bed	1.41	1.37	1.25	1.25	1.29	1.40	1.79	1.41	1.35

(a) Nursing staff data for this year for Victoria appear to be incomplete.

Sources: AIHW: Australian hospital statistics 1993–95: an overview; AIHW: Australian hospital statistics 1995–96.

Table 27: Patient and full-time-equivalent staffing statistics in public and repatriation hospitals: Australia, 1985–86 and 1995–96

	1985–86	1995–96	% change
Patient statistics			
Separations ('000s)	2,465.7	3,627.3	47.1
Occupied bed days ('000s)	16,891.4	15,631.3	-7.5
Average stay (days)	6.9	4.3	-37.1
FTE staffing			
Nurses	77,630	76,815	-1.0
Salaried medical officers	9,300	13,095	40.8
Diagnostic and health professionals	20,360	23,720	16.5
Administrative and clerical staff	19,730	25,493	29.2
Domestic and other staff	47,160	38,227	-18.9
Total staff	173,730	177,350	2.1
Separations per FTE			
Nurses	31.8	47.2	48.7
Salaried medical officers	265.1	277.0	4.5
Diagnostic and health professionals	121.1	152.9	26.3
Administrative and clerical staff	125.0	142.3	13.9
Domestic and other staff	52.3	94.9	81.5
Total staff	14.2	20.5	44.1
Occupied bed days per FTE			
Nurses	217.6	203.5	-6.5
Salaried medical officers	1,816.3	1,193.7	-34.3
Diagnostic and health professionals	829.6	659.0	-20.6
Administrative and clerical staff	856.1	613.2	-28.4
Domestic and other staff	358.2	408.9	14.2
Total staff	97.2	88.1	-9.3

Source: AIHW.

3.3 ABS labour force survey statistics, 1989–97

ABS labour force survey estimates of employment by occupation are collected quarterly. Associated with these estimates are standard errors that are higher for the smaller States and Territories and particularly high for State and Territory estimates of enrolled nurses. Thus, care should be taken in interpreting State and Territory data because volatility in the sampling error causes most of the estimates to be unreliable. Annual averages of these quarterly estimates are used in the following table to reduce some of the quarterly volatility in the numbers. The national estimates have a much lower standard error than the State estimates and so provide a more reliable illustration of nursing trends in Australia.

The total nursing workforce in Australia has remained relatively stable in absolute numbers over the past eight years, although there appears to have been a small decline in 1997. However, this may be at odds with the increase in registration numbers seen in Table 8.

Trends evident in the time series estimates include the following.

- Employment of enrolled nurses declined while employment of registered nurses increased, except in 1997. Enrolled nurses, as a proportion of the total nursing workforce, declined from 24.0% in 1989 to 15.6% in 1997.
- 41.1% of registered nurses worked part-time in 1997, down from 42.9% in 1995, while 51.9% of enrolled nurses worked part-time, up from 49.7% in 1995.

Table 28: Employed nurses: type of nurse, States and Territories, 1989–97 ('000)

	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Total	Number employed part-time	Per cent employed part-time
											(per cent)
	Employed registered nurses										
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	51.4	42.7	30.3	13.6	15.1	5.3	1.5	2.0	161.9	66.5	41.1
	Employed enrolled nurses										
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	8.5	9.2	5.5	3.5	2.7	0.2	0.3	0.2	30.0	15.6	51.9
	Employed registered and enrolled nurses										
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	59.9	51.9	35.9	17.0	17.7	5.5	1.8	2.2	191.9	82.0	42.7
	(enrolled nurses as percentage of workforce)										
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	14.1	17.7	15.4	20.4	15.0	3.7	15.1	9.0	15.6	19.0	

Notes

1. Quarterly estimates have been averaged to produce annual estimates. The 1997 figures are based on the average of the first three quarters only.
2. The sampling fraction for the monthly labour force survey was 1 in 230 dwellings for New South Wales and Victoria, 1 in 160 for Queensland, 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 New South Wales, 1 in 242 for Victoria, 1 in 195 for Queensland, 1 in 139 for South Australia, 1 in 146 for Western Australia and 1 in 75 for Tasmania and the Territories from September 1992.
4. ABS, *Labour Force, Australia*, Cat. No. 6203.0 provides the standard errors for labour force survey estimates.

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