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Number 9

# Nursing labour force 1993 and 1994

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# Contents

**Abbreviations** ..... iv
**List of tables** ..... v
**List of figures** ..... vii
**Acknowledgements** ..... viii
**Symbols and other usages** ..... viii
**1 Introduction** ..... 1
**2 Overview** ..... 4
**3 All registered and enrolled nurses** ..... 6
**4 Trends in nursing employment and features of the nursing labour force at the 1991 census** ..... 17
**4.1 ABS population census statistics, 1971–91** ..... 17
**4.2 ABS labour force survey statistics, 1989–96** ..... 22
**4.3 Main features of the nursing labour force at the 1991 census** ..... 24
**5 International comparison** ..... 31
**6 Registered nurses** ..... 32
**7 Enrolled nurses** ..... 54
**8 Rural nurse work force** ..... 68
**9 Migration and education** ..... 81
**Definitions** ..... 91
**Reference list** ..... 96
**Related publications** ..... 97

# Abbreviations

| | |
|---|---|
| ABS | Australian Bureau of Statistics |
| ACT | Australian Capital Territory |
| ADON | Assistant director of nursing |
| ANC | Australian Nursing Council |
| dept | department |
| DON | Director of nursing |
| FTE | Full-time equivalent |
| n.e.c. | not elsewhere classified |
| n.f.d. | not further defined |
| 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 |

# List of tables


Table 1: Nurse labour force survey response rate: States and Territories, 1993 and 1994 ..... 1

Table 2: Nurse labour force survey: data collection period, States and Territories, 1993 and 1994 ..... 3

Table 3: Registrations of registered and enrolled nurses, 1993–96 ..... 8

Table 4: Registered and enrolled nurses: professional employment status, occupation and States and Territories, 1993 ..... 9

Table 5: Registered and enrolled nurses: professional employment status, occupation and States and Territories, 1994 ..... 10

Table 6: Employed nurses and full-time equivalent nurses per 100,000 population: States and Territories, 1993 and 1994 ..... 11

Table 7: Registered and enrolled nurses employed as clinicians: area of clinical nursing and States and Territories, 1993 ..... 12

Table 8: Registered and enrolled nurses employed as clinicians: area of clinical nursing and States and Territories, 1994 ..... 13

Table 9: Employed nurses: type of nurse, country of birth and States and Territories, 1994 ..... 14

Table 10: Employed nurses: type of nurse, country of initial qualification and States and Territories, 1994 ..... 15

Table 11: Employed nurses: type of nurse, citizenship and States and Territories, 1994 16

Table 12: Trends in nursing employment: sex and employed nurses per 100,000 population, 1971, 1976, 1981, 1986 and 1991 censuses ..... 18

Table 13: Trends in nursing employment: characteristics of employed nurses, 1981, 1986 and 1991 censuses ..... 19

Table 14: Trends in nursing employment: type of nurse and States and Territories, 1986 and 1991 censuses ..... 20

Table 15: Number of employed nurses per 100,000 population: type of nurse and States and Territories, 1986 and 1991 censuses ..... 21

Table 16: Trends in nursing employment: type of nurse and States and Territories, 1989–96 ..... 23

Table 17: Employed nurses: category of nursing, sex and States and Territories, 1991 census ..... 25

Table 18: Employed nurses per 100,000 population: type of nurse, geographic location and States and Territories, 1991 census ..... 27

Table 19: Employed registered and enrolled nurses: highest qualification and sex, Australia, 1991 census ..... 27

Table 20: Employed nurses: type of nurse and country of birth, Australia, 1991 census 28

Table 21: Employed nurses born overseas: percentage distribution by country of birth and period of arrival, Australia, 1991 census ..... 28

Table 22: Persons whose highest qualification was in nursing: labour force status, age and sex, Australia, 1991 census ..... 29

Table 23: Certified nurses: OECD countries, 1994 ..... 31

Table 24: Registered nurses: professional employment status, occupation and States and Territories, 1993 ..... 36

Table 25: Registered nurses: professional employment status, occupation and States and Territories, 1994 ..... 37

Table 26: Registered nurses: classification of main job, sex and States and Territories, 1993 ..... 38

Table 27: Registered nurses: classification of main job, sex and States and Territories, 1994 ..... 40
Table 28: Registered nurses employed as clinicians: area of clinical nursing and States and Territories, 1993 ..... 42
Table 29: Registered nurses employed as clinicians: area of clinical nursing and States and Territories, 1994 ..... 43
Table 30: Registered nurses: age, sex and States and Territories, 1994 ..... 44
Table 31: Registered nurses: total hours worked per week, sex and States and Territories, 1994 ..... 46
Table 32: Registered nurses employed as clinicians: area of clinical nursing and total hours worked per week, Australia, 1994 ..... 48
Table 33: Registered nurses: work setting of main job, sector and States and Territories, 1994 ..... 49
Table 34: Registered nurses: average hours worked per week by work setting of main job, sector and States and Territories, 1994 ..... 50
Table 35: Registered nurses: type and source of post initial qualification skills used for a total of 12 months or more in the past five years and States and Territories, 1994 ..... 51
Table 36: Enrolled nurses: professional employment status, occupation and States and Territories, 1993 ..... 57
Table 37: Enrolled nurses: professional employment status, occupation and States and Territories, 1994 ..... 58
Table 38: Enrolled nurses employed as clinicians: area of clinical nursing and States and Territories, 1993 ..... 59
Table 39: Enrolled nurses employed as clinicians: area of clinical nursing and States and Territories, 1994 ..... 60
Table 40: Enrolled nurses: age, sex and States and Territories, 1994 ..... 61
Table 41: Enrolled nurses: total hours worked per week, sex and States and Territories, 1994 ..... 63
Table 42: Enrolled nurses employed as clinicians: area of clinical nursing and total hours worked per week, Australia, 1994 ..... 65
Table 43: Enrolled nurses: work setting of main job, sector and States and Territories, 1994 ..... 66
Table 44: Enrolled nurses: average hours worked per week by work setting of main job, sector and States and Territories, 1994 ..... 67
Table 45: Registered and enrolled nurses: characteristics and geographic location of main job, Australia, 1994 ..... 70
Table 46: Registered nurses: geographic location of main job, sex and States and Territories, 1994 ..... 72
Table 47: Enrolled nurses: geographic location of main job, sex and States and Territories, 1994 ..... 73
Table 48: Registered nurses: classification of main job, geographic location and States and Territories, 1994 ..... 74
Table 49: Registered and enrolled nurses: average age by type of nurse, geographic location of main job, sex and States and Territories, 1994 ..... 76
Table 50: Registered nurses: total hours worked per week, geographic location of main job and States and Territories, 1994 ..... 77
Table 51: Enrolled nurses: total hours worked per week, geographic location of main job and States and Territories, 1994 ..... 79
Table 52: Permanent migration of nurses to and from Australia, 1992–95 ..... 83

Table 53: Temporary migration of nurses to and from Australia for the purpose of employment, 1992–95 ..... 84
Table 54: Temporary migration of nurses to and from Australia for the purpose of education, 1992–95 ..... 85
Table 55: Persons with overseas nursing qualifications assessed by the Australian Nursing Council: assessment and country of qualification, 1993–95 ..... 86
Table 56: Students commencing nursing courses: type and level of course and year of commencement, 1989–95 ..... 87
Table 57: Students enrolled in nursing courses: type and level of course, 1989–95 ..... 88
Table 58: Students completing nursing courses: type and level of course, citizenship and year of completion, 1989–94 ..... 89
Table 59: Australian permanent resident students completing nursing courses: country of birth and year of completion, 1989–94 ..... 90
Table 60: Area of clinical nursing concordance, New South Wales ..... 91
Table 61: Registered nurses: classification of job concordance, States and Territories ..... 92
Table 62: Work setting concordance, States and Territories ..... 95

# List of figures

Figure 1: Employed nurses per 100,000 population: type of nurse and States and Territories, 1994 ..... 7
Figure 2: Trends in nursing employment: age distribution, Australia, 1981, 1986 and 1991 ..... 18
Figure 3: Trends in nursing employment: type of nurse, Australia, 1989–96 ..... 22
Figure 4: Registered nurses employed as clinicians: percentage distribution by area of clinical nursing, Australia, 1994 ..... 34
Figure 5: Registered nurses working part-time: percentage distribution by sex and States and Territories (excluding the Northern Territory), 1994 ..... 34
Figure 6: Registered nurse labour force, Australia, 1994 ..... 35
Figure 7: Enrolled nurses employed as clinicians: percentage distribution by area of clinical nursing, Australia, 1994 ..... 55
Figure 8: Enrolled nurse labour force, Australia, 1994 ..... 56
Figure 9: Percentage distribution of employed nurses by type of nurse and geographic location of main job, Australia, 1994 ..... 69
Figure 10: Students completing nursing courses: type of course by year of completion, Australia, 1989–94 ..... 82

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## 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 denotes a subtotal.

Percentage printed as 0.0 may denote less than 0.05%.

. . denotes not applicable.

n.a. denotes not available.

# 1 Introduction

## Background

In 1990, the Australian Health Ministers' Advisory Council 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.

## Scope and coverage

The scope of the data is all nurses registered or enrolled with the nurses board or nursing council in each State and Territory as eligible to practise nursing.

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 if the initial registration in that State or Territory has occurred within a short time before the standard renewal date.

## Method

The main data in this publication were obtained from a nurse 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 81.5% in 1993 and 79.8% in 1994. The response rate for each year and State is shown in the table below. The overall response rate can only be estimated, and not determined with complete accuracy, because 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 and not in the others in which they were registered. The incidence of this occurrence cannot be ascertained because matching survey records among States and Territories is not possible.

**Table 1: Nurse labour force survey response rate: States and Territories, 1993 and 1994**

| Year | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | Per cent | | | | |
| 1993 | 85.9 | 82.9 | 79.1 | 75.2 | n.a. | 61.1 | 59.9(a) | 28.9(a) | **80.8** |
| 1994 | 84.7 | 80.0 | 79.2 | 60.1 | 90.9 | 63.0 | 63.6 | 73.8 | **79.8** |

(a) Mail survey undertaken independent of the renewal of registration process.

## Labour force estimates

Nurses may register in more than one State or Territory. Therefore, in estimating the nursing labour force, it is important to reduce as much as possible the duplication in statistics which arises from multiple registrations.

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 were employed but they were excluded from most tables of employed nurses because the data presented were not collected from nurses on leave.

Estimation of State and Territory numbers of nurses looking for work in nursing was based on the number of persons with usual residence in the State or Territory of registration who were not employed in nursing and looking for work in nursing.

For all estimates, the assumption was made that non-respondents to the survey had the same labour force characteristics as 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 number of nurses in the labour force if non-respondents were more likely to be those with multiple registrations not in their home State or Territory or not in the nursing labour force.

For those States and Territories for which initial registration data were available for non-respondents to the survey, the age distribution of non-respondents was very similar to that of respondents with only two exceptions: there was a higher non-response for nurses aged under 25 years and 65 years and over.

## 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 which 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.

In New South Wales renewal of registration is due on the anniversary of initial registration; thus, the survey is conducted throughout the year. The New South Wales data consist of all responses received during 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.

In Tasmania, licence renewal was staggered with monthly dispatches throughout the year. The Tasmanian data are all responses in the fiscal year of July to June. In 1995, a uniform licence expiry date of 31 August was introduced.

The remaining States and Territories have annual renewals due by a fixed date. In Victoria, registration renewal notices and the survey are dispatched around the end of October for return by 31 December. In 1994, the registration period was in June to coincide with the implementation of the *Nurses Act 1993*.

In Queensland, the renewal and survey period was from 1 July to 30 September in 1993. The annual licence period changed in 1994 to the period from 1 April to 30 June.

Western Australia has an annual renewal of licences in November–December with licence renewal due by 31 December.

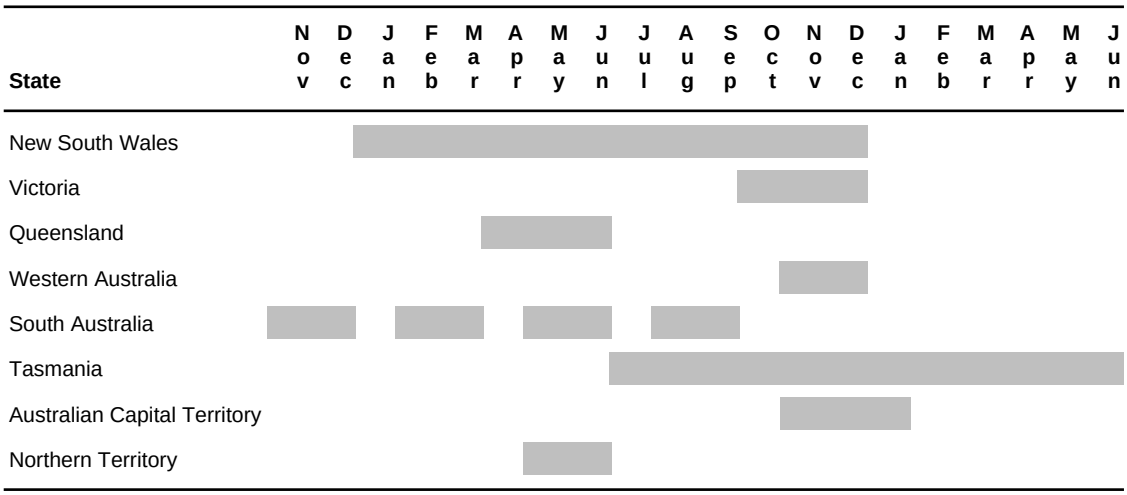
In the Australian Capital Territory, annual renewals and the survey are in the period November to January. The 1993 survey was conducted in February 1994, independently of

the registration renewal process, whereas the 1994 survey was conducted with the registration renewal process at the end of 1994.

The Northern Territory conducts licence renewal and the survey during May–June in each year.

The collection period in each State and Territory is shown schematically below.

**Table 2: Nurse labour force survey: data collection period, States and Territories, 1993 and 1994**




## Identification of registered and enrolled nurses

The 1993 and 1994 survey questionnaires did not have a question which 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.

In both years, 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 and Tasmania. This enabled accurate data for these States to be compiled by nurse type for nurses who were on leave, overseas and not employed in nursing. For all other States and Territories, nurses were identified as registered or enrolled by their job classification. Not all employed nurses answered this question, and nurses on leave, overseas, unemployed or not in the labour force were not required to answer this question.

## Additional data sources

Additional data were obtained as follows:

- data for students enrolled in and completing higher education courses from the Department of Employment, Education, Training and Youth Affairs;
- international migration data from the Department of Immigration and Multicultural Affairs;
- data for overseas nurses applying to practise in Australia from the Australian Nursing Council;
- data for employed nurses as collected via the five-yearly national population census conducted between 1971 and 1991, and quarterly in the monthly labour force survey conducted between 1989 and 1996 from the Australian Bureau of Statistics; and
- data on the number of certified nurses in other countries from the OECD Health Data File, 1996.

# 2 Overview

## Overall numbers

- In 1994 there were 227,966 nurses employed in Australia—an increase of 4.0% on the number employed in 1993. Registered nurses made up 76.5% of these, compared with 75.7% in 1993. The other 23.5% were enrolled nurses.
- In the nursing labour force in 1994, 14,259 nurses (5.9%) were not employed in nursing and were looking for work in nursing.
- Overseas employment was popular for nurses registered in Australia in 1994; 4,218 were working in other countries.
- Also out of the Australian labour force in 1994 were 22,527 registered and enrolled nurses who were not employed in nursing and not looking for work in nursing.
- Of those employed in nursing in 1994, excluding those on extended leave, 91.0% were working as clinicians, 3.8% as administrators, 2.1% as teachers or educators, 0.3% as researchers and the remaining 2.9% in other nursing occupations including public health and union organising.
- There were 1,262.1 employed nurses per 100,000 population in 1994: 966.8 registered nurses and 295.3 enrolled nurses per 100,000 population.

## Age

- Female nurses, on average, were slightly older than males. For registered nurses, females were an average of 39.7 years compared with 37.9 years for males in 1994, and for enrolled nurses, females were 37.4 years compared with 36.5 years for males.

## Hours worked

- Male registered nurses worked an average of 39.0 hours per week in 1994 while females averaged 31.9 hours. For enrolled nurses, males worked an average of 36.8 hours per week and females 30.5 hours. This difference was a result of the higher proportion of females who worked part-time hours—49.1% of female registered nurses and 58.2% of female enrolled nurses compared with only 13.4% and 27.1% respectively for males.

## Classification

- A larger proportion (63.8%) of female registered nurses were level 1 registered nurses, the lowest classification, compared with males (55.3%) in 1994, while a smaller proportion were classified as assistant directors or directors of nursing (5.2% of females compared with 8.6% of males).

## Main areas of practice

- One-third of registered nurses employed as clinicians in 1994 were employed in the areas of medical and surgical practice, followed by 14.6% in gerontology or geriatric nursing. Enrolled nurses employed as clinicians were more likely to be employed in gerontology or geriatric nursing (38.1%) while 33.2% were employed in the areas of medical and surgical practice.

## Sector of employment

- The main job of 70.4% of registered nurses in 1994 was in the public sector. Registered nurses employed in this sector were comprised of 70.4% in acute and psychiatric hospitals, 8.1% in nursing homes and 7.2% in community health centres. In the private sector, 45.7% worked in acute and psychiatric hospitals, 24.7% worked in nursing homes and 9.8% worked in private medical rooms.
- The main job of 69.3% of enrolled nurses was in the public sector in 1994. Just over half (51.4%) of enrolled nurses employed in the public sector worked in acute and psychiatric hospitals and a further 28.8% worked in nursing homes. In the private sector, 45.4% worked in nursing homes, 26.1% worked in acute and psychiatric hospitals and 8.3% worked in private medical rooms.

## Rural employment

- The geographic distribution of employed nurses is very similar to that of the general population. This contrasts with other health professions where the numbers per 100,000 population are much lower in rural and remote areas than in metropolitan centres.
- Enrolled nurses were more likely to work in rural and remote areas than were registered nurses. Some 39.2% of enrolled nurses were working in rural and remote areas in 1994 while the remaining 60.8% were working in metropolitan areas. In comparison, 25.0% of registered nurses were working in rural areas and 75.0% in metropolitan areas.
- Female registered and enrolled nurses were more likely to be employed in rural and remote areas than their male counterparts. In 1994, 25.0% of female registered nurses and 39.7% of female enrolled nurses were working in rural and remote areas compared with 21.4% and 30.2% respectively of males.

## Tertiary education

- In 1994, 11,581 students completed nursing courses at universities in Australia—7,279 (62.9%) completed basic nursing and 4,302 (37.1%) completed post-basic nursing courses. Females accounted for 89.4% of all completions. After growing by an average of 24.4% per year between 1989 and 1993 (during the changeover from hospital-based to university training), the number of completions increased by only 3.1% between 1993 and 1994.

## Trends

- The nursing work force is now older and more highly trained than in the 1980s—a result of the change from hospital-based to university training and of declining numbers of enrolled nurses in the work force. In 1981, 33.3% of employed nurses were aged 15–24 years; by 1991 this had fallen to 14.6%. In 1989, 24.0% of nurses were enrolled; by 1996 this had fallen to 18.1%.
- From 1989 to 1996, declining employment of enrolled nurses and increasing employment of registered nurses resulted in a total nursing work force in Australia which was relatively stable in absolute numbers but reducing in numbers per 100,000 population and reducing in full-time equivalent numbers as a rising proportion of nurses worked part-time. In 1989, 39.2% of employed nurses were working part-time; by 1996 this had increased to 43.7%.
- From 1993 to 1996, there was a decline in registrations of registered nurses from 212,630 to 204,676, and of enrolled nurses from 68,825 to 56,616. However, there were significant State and Territory differences with a significant increase in registrations in New South Wales contrasting with a sharp decline in Victoria.

# 3 All registered and enrolled nurses

## Total registrations

There were 261,292 registrations of registered and enrolled nurses in Australia in 1996—a three year decline of 7.2% since 1993.

This decrease was experienced in all States and Territories except New South Wales and the Northern Territory where the numbers increased by 3.2% and 12.4% respectively over the same period. The largest decline occurred in Victoria with a reduction of 16.0%.

Of the registrations in 1996, 204,676 (78.3%) were registered nurses and 56,616 (21.7%) were enrolled nurses in 1996. The proportion of registered nurses increased from 75.5% in 1993 to 78.3% in 1996.

## Nursing labour force

- There were 278,673 registrations of registered and enrolled nurses in 1994. Excluding the estimated 9,703 multiple registrations, 242,225 (90.1%) were in the nursing labour force and 26,745 (9.9%) were not in the nursing labour force.
- Of those in the nursing labour force, 227,966 (94.1%) were employed, including 2,856 nurses who were on leave for 3 months or more, and 14,259 (5.9%) were looking for work in nursing.
- Of those employed in nursing, excluding those on extended leave, 91.0% were employed as clinicians, 3.8% as administrators, 2.1% as teachers or educators, 0.3% as researchers and the remaining 2.9% in other nursing occupations.
- In 1994 there were 1,262.1 employed nurses per 100,000 population, comprising 966.8 registered nurses and 295.3 enrolled nurses. Victoria had the highest number of nurses per 100,000 population (1,500.2) while the Australian Capital Territory had the lowest (1,017.9). Overall, the number of employed nurses per 100,000 population increased by 2.8% between 1993 and 1994.

## Not in the nursing labour force

- Those not in the nursing labour force in 1994 consisted of 4,218 (15.8%) nurses working overseas and 22,527 (84.2%) nurses not looking for work in nursing (including 9,831 employed in an occupation other than nursing and 12,696 nurses who were not employed).
- The proportion of registered and enrolled nurses not in the nursing labour force decreased from 14.1% in 1993 to 9.9% in 1994 mainly as a result of a decline in the number of nurses not looking for work in nursing, suggesting a fall in the numbers willing to pay to maintain registration or enrolment when not seeking employment as a nurse.

## Main areas of practice

- Of the 204,748 registered and enrolled nurses employed as clinicians in 1994, 33.2% were employed in the areas of medical and surgical practice, followed by 20.2% in gerontology or geriatric nursing. The distribution across specific areas of clinical nursing was relatively similar across all States and differed in the Territories where the younger age structures of the population resulted in a lower proportion of clinicians employed in gerontology and geriatric nursing and a higher proportion employed in obstetrics, gynaecology and midwifery (11.0% in the Australian Capital Territory and 10.6% in the Northern Territory compared with the national proportion of 7.2%). Also

in the Northern Territory, 12.5% of nurse clinicians were employed in community health compared with the national proportion of 3.0%.

## Country of birth and initial qualification

- 77.3% of employed nurses in 1994 were born in Australia. This proportion differed slightly for registered (76.2%) and enrolled (80.6%) nurses. Almost half (46.3%) of those nurses who were not born in Australia were born in the United Kingdom or Ireland and 19.8% were born in Asian countries.
- 90.1% of employed registered and enrolled nurses in 1994 gained their initial qualification in Australia. Of those nurses who gained an initial qualification overseas, 59.0% qualified in the United Kingdom or Ireland, 17.6% in New Zealand and 9.7% in Asia.

## Citizenship

- In 1994, 92.1% of employed nurses were Australian citizens. This proportion was similar for registered (91.8%) and enrolled (92.9%) nurses. Nurses employed in the Australian Capital Territory were most likely to be Australian citizens (95.2%) while those employed in Western Australia were least likely to be Australian citizens (88.2%).

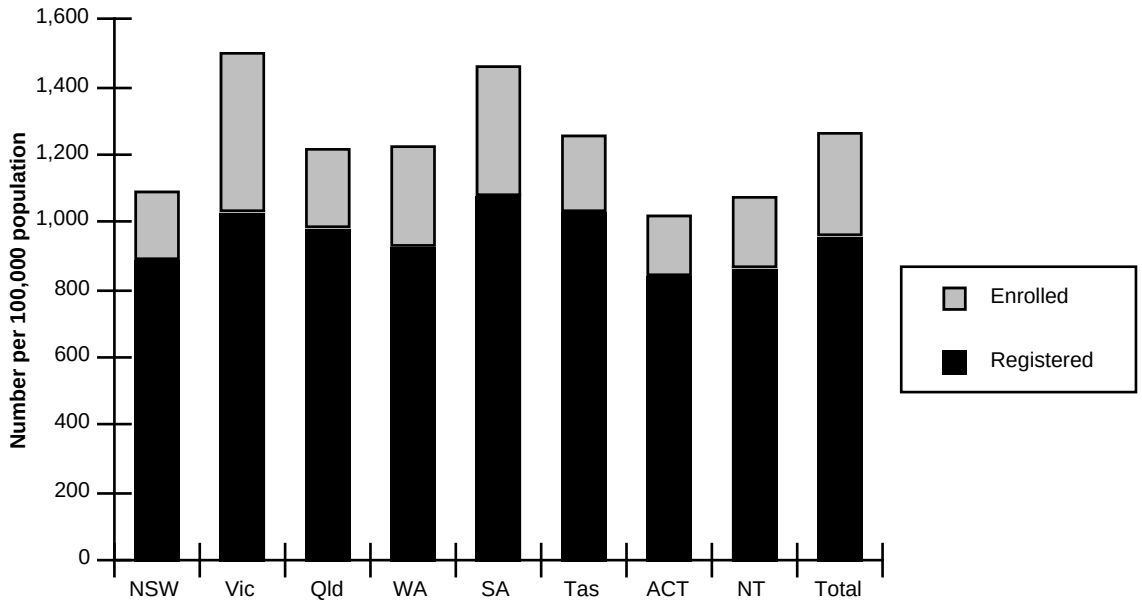



**Figure 1: Employed nurses per 100,000 population: type of nurse and States and Territories, 1994**

**Table 3: Registrations of registered and enrolled nurses, 1993–96**

| Type of nurse | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Registered nurses | | | | | | | | | |
| 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 | 17,824 | 15,773 | 5,640 | 3,905 | 2,763 | 204,676 |
| Enrolled nurses | | | | | | | | | |
| 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 | 6,262 | 5,250 | 1,267 | 719 | 536 | 56,616 |
| **Total nurses** | | | | | | | | | |
| **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** | **24,086** | **21,023** | **6,907** | **4,624** | **3,299** | **261,292** |
| | | | **(percentage change from previous year)** | | | | | | |
| Registered nurses | | | | | | | | | |
| 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 | -2.9 | -8.7 | -7.3 | -0.6 | 19.9 | -1.6 |
| Enrolled nurses | | | | | | | | | |
| 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 | 1.9 | -9.0 | -8.7 | -7.8 | 15.0 | -5.0 |
| **Total nurses** | | | | | | | | | |
| **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** | **-1.7** | **-8.8** | **-7.5** | **-1.8** | **19.1** | **-2.3** |

**Table 4: Registered and enrolled nurses: professional employment status, occupation and States and Territories, 1993**

| Professional employment status/occupation | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Employed in nursing, only or mainly in State/Territory | | | | | | | | | |
| Clinician | 59,541 | 53,976 | 32,260 | 19,063 | 20,449 | 5,831 | 2,980 | 1,637 | 195,737 |
| Administrator | 3,355 | 1,930 | 1,432 | 707 | 691 | 224 | 83 | 115 | 8,538 |
| Teacher/educator | 1,192 | 1,412 | 769 | 551 | 456 | 116 | 56 | 70 | 4,623 |
| Researcher | 137 | 172 | 140 | 86 | 77 | 20 | 5 | 0 | 637 |
| Other | 1,523 | 3,580 | 1,656 | 15 | 303 | 18 | 42 | 23 | 7,161 |
| Total | 65,749 | 61,070 | 36,257 | 20,422 | 21,977 | 6,210 | 3,166 | 1,845 | 216,696 |
| On extended leave (a) | n.a. | 1,571 | n.a. | 343 | 362 | 114 | 82 | 63 | 2,535 |
| Looking for work in nursing | | | | | | | | | |
| Employed elsewhere | 1,712 | 1,471 | 473 | 223 | 202 | 80 | 92 | 53 | 4,306 |
| Not employed | 2,792 | 3,008 | 1,483 | 914 | 483 | 223 | 100 | 63 | 9,066 |
| Total | 4,504 | 4,479 | 1,956 | 1,137 | 685 | 303 | 192 | 116 | 13,372 |
| *Nursing labour force* | *70,253* | *67,120* | *38,213* | *21,902* | *23,024* | *6,627* | *3,440* | *2,024* | *232,603* |
| Overseas | 1,581 | 845 | 843 | 528 | 146 | 117 | 36 | 46 | 4,142 |
| Not looking for work in nursing | | | | | | | | | |
| Employed elsewhere | 5,287 | 3,916 | 2,391 | 482 | 282 | 388 | 482 | 182 | 13,410 |
| Not employed | 7,464 | 6,041 | 4,377 | 1,323 | 539 | 388 | 278 | 155 | 20,565 |
| *Not in nursing labour force* | *14,332* | *10,802* | *7,611* | *2,333* | *967* | *893* | *796* | *383* | *38,117* |
| *Total registered and enrolled nurses* | *84,585* | *77,922* | *45,824* | *24,235* | *23,991* | *7,520* | *4,236* | *2,407* | *270,720* |
| Multiple registrations | 3,345 | 2,611 | 2,643 | 460 | 348 | 309 | 490 | 527 | 10,733 |
| **Total registrations** | **87,930** | **80,533** | **48,467** | **24,695** | **24,339** | **7,829** | **4,726** | **2,934** | **281,453** |
| | | | **(per cent of employed nurses)** | | | | | | |
| Employed in nursing (b) | | | | | | | | | |
| Clinician | 90.6 | 88.4 | 89.0 | 93.3 | 93.0 | 93.9 | 94.1 | 88.7 | 90.3 |
| Administrator | 5.1 | 3.2 | 3.9 | 3.5 | 3.1 | 3.6 | 2.6 | 6.2 | 3.9 |
| Teacher/educator | 1.8 | 2.3 | 2.1 | 2.7 | 2.1 | 1.9 | 1.8 | 3.8 | 2.1 |
| Researcher | 0.2 | 0.3 | 0.4 | 0.4 | 0.4 | 0.3 | 0.2 | 0.0 | 0.3 |
| Other | 2.3 | 5.9 | 4.6 | 0.1 | 1.4 | 0.3 | 1.3 | 1.2 | 3.3 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |
| | | | **(per cent of total registered and enrolled nurses)** | | | | | | |
| Employed in nursing (b) | 77.7 | 78.4 | 79.1 | 84.3 | 91.6 | 82.6 | 74.7 | 76.7 | 80.0 |
| On extended leave (a) | n.a. | 2.0 | n.a. | 1.4 | 1.5 | 1.5 | 1.9 | 2.6 | 0.9 |
| Looking for work in nursing | 5.3 | 5.7 | 4.3 | 4.7 | 2.9 | 4.0 | 4.5 | 4.8 | 4.9 |
| *Nursing labour force* | *83.1* | *86.1* | *83.4* | *90.4* | *96.0* | *88.1* | *81.2* | *84.1* | *85.9* |
| Overseas | 1.9 | 1.1 | 1.8 | 2.2 | 0.6 | 1.6 | 0.8 | 1.9 | 1.5 |
| Not looking for work in nursing | 15.1 | 12.8 | 14.8 | 7.4 | 3.4 | 10.3 | 17.9 | 14.0 | 12.5 |
| *Not in nursing labour force* | *16.9* | *13.9* | *16.6* | *9.6* | *4.0* | *11.9* | *18.8* | *15.9* | *14.1* |
| **Total registered and enrolled nurses** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

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

(b) Excluding nurses 'on extended leave'.

**Table 5: Registered and enrolled nurses: professional employment status, occupation and States and Territories, 1994**

| Professional employment status/occupation | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Employed in nursing, only or mainly in State/Territory | | | | | | | | | |
| Clinician | 59,626 | 59,388 | 36,155 | 19,594 | 19,908 | 5,575 | 2,825 | 1,677 | 204,748 |
| Administrator | 3,484 | 2,164 | 1,293 | 536 | 677 | 213 | 100 | 67 | 8,534 |
| Teacher/educator | 1,256 | 1,562 | 778 | 459 | 447 | 112 | 52 | 51 | 4,717 |
| Researcher | 153 | 194 | 112 | 63 | 76 | 20 | 6 | 4 | 627 |
| Other | 1,593 | 3,834 | 473 | 159 | 295 | 18 | 80 | 33 | 6,484 |
| Total | 66,111 | 67,142 | 38,811 | 20,810 | 21,403 | 5,938 | 3,063 | 1,832 | 225,110 |
| On extended leave (a) | n.a. | 1,851 | n.a. | 393 | 352 | 108 | 82 | 70 | 2,856 |
| Looking for work in nursing | | | | | | | | | |
| Employed elsewhere | 2,171 | 1,018 | 459 | 195 | 197 | 77 | 117 | 46 | 4,280 |
| Not employed | 2,571 | 2,099 | 3,746 | 710 | 470 | 213 | 112 | 58 | 9,979 |
| Total | 4,742 | 3,117 | 4,205 | 905 | 667 | 290 | 229 | 104 | 14,259 |
| *Nursing labour force* | *70,853* | *72,110* | *43,016* | *22,108* | *22,422* | *6,336* | *3,374* | *2,006* | *242,225* |
| Overseas | 1,718 | 909 | 811 | 416 | 142 | 112 | 58 | 52 | 4,218 |
| Not looking for work in nursing | | | | | | | | | |
| Employed elsewhere | 4,968 | 1,703 | 1,508 | 438 | 275 | 372 | 433 | 134 | 9,831 |
| Not employed | 7,634 | 2,657 | 236 | 883 | 525 | 375 | 276 | 110 | 12,696 |
| *Not in nursing labour force* | *14,320* | *5,269* | *2,555* | *1,737* | *942* | *859* | *767* | *296* | *26,745* |
| *Total registered and enrolled nurses* | *85,173* | *77,379* | *45,571* | *23,845* | *23,364* | *7,195* | *4,141* | *2,302* | *268,970* |
| Multiple registrations | 3,308 | 2,578 | 1,794 | 441 | 339 | 298 | 463 | 482 | 9,703 |
| **Total registrations** | **88,481** | **79,957** | **47,365** | **24,286** | **23,703** | **7,493** | **4,604** | **2,784** | **278,673** |
| | | | **(per cent of employed nurses)** | | | | | | |
| Employed in nursing (b) | | | | | | | | | |
| Clinician | 90.2 | 88.5 | 93.2 | 94.2 | 93.0 | 93.9 | 92.2 | 91.5 | 91.0 |
| Administrator | 5.3 | 3.2 | 3.3 | 2.6 | 3.2 | 3.6 | 3.3 | 3.7 | 3.8 |
| Teacher/educator | 1.9 | 2.3 | 2.0 | 2.2 | 2.1 | 1.9 | 1.7 | 2.8 | 2.1 |
| Researcher | 0.2 | 0.3 | 0.3 | 0.3 | 0.4 | 0.3 | 0.2 | 0.2 | 0.3 |
| Other | 2.4 | 5.7 | 1.2 | 0.8 | 1.4 | 0.3 | 2.6 | 1.8 | 2.9 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |
| | | | **(per cent of total registered and enrolled nurses)** | | | | | | |
| Employed in nursing (b) | 77.6 | 86.8 | 85.2 | 87.3 | 91.6 | 82.5 | 74.0 | 79.6 | 83.7 |
| On extended leave (a) | n.a. | 2.4 | n.a. | 1.6 | 1.5 | 1.5 | 2.0 | 3.0 | 1.1 |
| Looking for work in nursing | 5.6 | 4.0 | 9.2 | 3.8 | 2.9 | 4.0 | 5.5 | 4.5 | 5.3 |
| *Nursing labour force* | *83.2* | *93.2* | *94.4* | *92.7* | *96.0* | *88.1* | *81.5* | *87.1* | *90.1* |
| Overseas | 2.0 | 1.2 | 1.8 | 1.7 | 0.6 | 1.6 | 1.4 | 2.3 | 1.6 |
| Not looking for work in nursing | 14.8 | 5.6 | 3.8 | 5.5 | 3.4 | 10.4 | 17.1 | 10.6 | 8.4 |
| *Not in nursing labour force* | *16.8* | *6.8* | *5.6* | *7.3* | *4.0* | *11.9* | *18.5* | *12.9* | *9.9* |
| **Total registered and enrolled nurses** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

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

(b) Excluding nurses 'on extended leave'.

**Table 6: Employed nurses and full-time equivalent nurses per 100,000 population: States and Territories, 1993 and 1994**

| | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Number of nurses per 100,000 population, 1993** | | | | |
| All nurses | 1,096.3 | 1,368.0 | 1,163.6 | 1,218.3 | 1,502.3 | 1,317.4 | 1,059.2 | 1,089.8 | 1,227.3 |
| FTE nurses (a) | 876.0 | 1,034.3 | 927.8 | 953.2 | 1,148.9 | 997.8 | 855.1 | 934.2 | 957.9 |
| FTE nurses (b) | 993.6 | 1,144.8 | 1,046.8 | 1,082.9 | 1,252.1 | 1,103.1 | 978.3 | 1,090.7 | 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 | 1,456.6 | 1,256.7 | 1,017.9 | 1,070.7 | 1,262.1 |
| FTE nurses (a) | 880.7 | 1,161.6 | 983.6 | 959.6 | 1,113.9 | 952.1 | 834.5 | 918.2 | 997.9 |
| FTE nurses (b) | 998.9 | 1,281.9 | 1,114.9 | 1,082.7 | 1,214.1 | 1,052.6 | 978.6 | 1,060.6 | 1,117.8 |
| Population ('000) (d) | 6,049.2 | 4,475.5 | 3,196.1 | 1,701.1 | 1,469.4 | 472.5 | 300.9 | 171.1 | 17,835.8 |
| | | | | | **(percentage change between 1993 and 1994)** | | | | |
| 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 | -1.7 | 4.2 |
| FTE nurses (b) | 0.5 | 12.0 | 6.5 | 0.0 | -3.0 | -4.6 | 0.0 | -2.8 | 4.1 |
| Population | 0.9 | 0.3 | 2.6 | 1.5 | 0.4 | 0.2 | 0.7 | 1.1 | 1.0 |

(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 are 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.

(c) Estimated resident population as at 30 June 1993.

(d) Estimated resident population as at 30 June 1994.

*Source:* ABS: Cat. No. 3101.0.

**Table 7: Registered and enrolled nurses employed as clinicians: area of clinical nursing and States and Territories, 1993**

| Area of clinical nursing | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Mixed medical and surgical | 5,598 | 7,323 | 5,604 | 4,404 | 4,977 | 726 | 363 | 168 | 29,163 |
| Medical | 12,028 | 1,701 | 1,974 | 1,655 | 1,184 | 571 | 218 | 65 | 19,396 |
| Surgical | 6,017 | 2,322 | 2,183 | 1,386 | 1,378 | 493 | 241 | 60 | 14,081 |
| Operating theatre | 3,901 | 2,511 | 2,228 | 1,102 | 1,319 | 391 | 215 | 99 | 11,766 |
| Intensive care | 2,891 | 2,151 | 1,566 | 676 | 762 | 184 | 179 | 54 | 8,463 |
| Paediatric | n.a. | 867 | 1,179 | 637 | 560 | 153 | 144 | 130 | 3,670 |
| Obstetrics and gynaecology/ midwifery | 4,571 | 3,241 | 2,337 | 1,367 | 1,190 | 466 | 370 | 217 | 13,759 |
| Psychiatric/mental health | 3,519 | 3,190 | 1,822 | 826 | 1,344 | 231 | 126 | 75 | 11,134 |
| Developmental disability | 1,773 | 632 | 180 | 143 | 267 | 78 | 5 | 4 | 3,081 |
| Gerontology/geriatric | 12,118 | 15,958 | 5,412 | 3,214 | 3,336 | 1,152 | 372 | 124 | 41,686 |
| Accident and emergency | 1,755 | 1,589 | 888 | 523 | 398 | 122 | 110 | 108 | 5,493 |
| Community | 1,913 | 1,041 | 738 | 628 | 748 | 426 | 158 | 234 | 5,886 |
| Child health | 801 | 929 | 437 | 172 | 292 | 145 | 42 | 33 | 2,849 |
| School medical | 161 | 190 | 94 | 143 | 30 | 38 | 10 | 42 | 708 |
| District/domiciliary | n.a. | 1,362 | 1,011 | 350 | 403 | 84 | 22 | 13 | 3,246 |
| Occupational health | 319 | 328 | 169 | 183 | 173 | 33 | 16 | 25 | 1,246 |
| Private medical practice/ independent practice | n.a. | 1,590 | 1,113 | 465 | 561 | 198 | 85 | 21 | 4,033 |
| No one principal area | 1,466 | 2,383 | 982 | 540 | 611 | 150 | 67 | 25 | 6,224 |
| Other | 714 | 4,668 | 2,343 | 647 | 917 | 188 | 236 | 142 | 9,855 |
| **Total** | **59,541** | **53,976** | **32,260** | **19,063** | **20,449** | **5,831** | **2,980** | **1,637** | **195,737** |
| | | | | **(per cent)** | | | | | |
| Mixed medical and surgical | 9.4 | 13.6 | 17.4 | 23.1 | 24.3 | 12.5 | 12.2 | 10.3 | 14.9 |
| Medical | 20.2 | 3.2 | 6.1 | 8.7 | 5.8 | 9.8 | 7.3 | 4.0 | 9.9 |
| Surgical | 10.1 | 4.3 | 6.8 | 7.3 | 6.7 | 8.5 | 8.1 | 3.7 | 7.2 |
| Operating theatre | 6.6 | 4.7 | 6.9 | 5.8 | 6.5 | 6.7 | 7.2 | 6.0 | 6.0 |
| Intensive care | 4.9 | 4.0 | 4.9 | 3.5 | 3.7 | 3.2 | 6.0 | 3.3 | 4.3 |
| Paediatric | n.a. | 1.6 | 3.7 | 3.3 | 2.7 | 2.6 | 4.8 | 8.0 | 1.9 |
| Obstetrics and gynaecology/ midwifery | 7.7 | 6.0 | 7.2 | 7.2 | 5.8 | 8.0 | 12.4 | 13.3 | 7.0 |
| Psychiatric/mental health | 5.9 | 5.9 | 5.6 | 4.3 | 6.6 | 4.0 | 4.2 | 4.6 | 5.7 |
| Developmental disability | 3.0 | 1.2 | 0.6 | 0.8 | 1.3 | 1.3 | 0.2 | 0.2 | 1.6 |
| Gerontology/geriatric | 20.4 | 29.6 | 16.8 | 16.9 | 16.3 | 19.8 | 12.5 | 7.6 | 21.3 |
| Accident and emergency | 2.9 | 2.9 | 2.8 | 2.7 | 1.9 | 2.1 | 3.7 | 6.6 | 2.8 |
| Community | 3.2 | 1.9 | 2.3 | 3.3 | 3.7 | 7.3 | 5.3 | 14.3 | 3.0 |
| Child health | 1.3 | 1.7 | 1.4 | 0.9 | 1.4 | 2.5 | 1.4 | 2.0 | 1.5 |
| School medical | 0.3 | 0.4 | 0.3 | 0.7 | 0.1 | 0.7 | 0.3 | 2.6 | 0.4 |
| District/domiciliary | n.a. | 2.5 | 3.1 | 1.8 | 2.0 | 1.4 | 0.8 | 0.8 | 1.7 |
| Occupational health | 0.5 | 0.6 | 0.5 | 1.0 | 0.8 | 0.6 | 0.5 | 1.5 | 0.6 |
| Private medical practice/ independent practice | n.a. | 2.9 | 3.5 | 2.4 | 2.7 | 3.4 | 2.9 | 1.3 | 2.1 |
| No one principal area | 2.5 | 4.4 | 3.0 | 2.8 | 3.0 | 2.6 | 2.2 | 1.5 | 3.2 |
| Other | 1.2 | 8.6 | 7.3 | 3.4 | 4.5 | 3.2 | 7.9 | 8.7 | 5.0 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

**Table 8: Registered and enrolled nurses employed as clinicians: area of clinical nursing and States and Territories, 1994**

| Area of clinical nursing | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Mixed medical and surgical | 5,480 | 10,529 | 5,902 | 4,429 | 4,837 | 687 | 406 | 252 | 32,522 |
| Medical | 12,174 | 2,785 | 2,275 | 1,651 | 1,150 | 550 | 197 | 72 | 20,852 |
| Surgical | 5,816 | 2,757 | 2,489 | 1,433 | 1,344 | 476 | 232 | 70 | 14,616 |
| Operating theatre | 3,986 | 3,265 | 2,417 | 1,207 | 1,284 | 367 | 212 | 100 | 12,837 |
| Intensive care | 2,950 | 2,555 | 1,679 | 680 | 746 | 177 | 168 | 75 | 9,030 |
| Paediatric | n.a. | 1,071 | 1,230 | 557 | 545 | 148 | 120 | 131 | 3,802 |
| Obstetrics and gynaecology/ midwifery | 4,528 | 4,102 | 2,765 | 1,316 | 1,165 | 443 | 310 | 178 | 14,806 |
| Psychiatric/mental health | 3,516 | 3,201 | 2,019 | 873 | 1,312 | 222 | 121 | 88 | 11,352 |
| Developmental disability | 1,745 | 689 | 201 | 136 | 260 | 76 | 15 | 2 | 3,125 |
| Gerontology/geriatric | 12,041 | 15,588 | 5,619 | 3,292 | 3,236 | 1,110 | 323 | 126 | 41,334 |
| Accident and emergency | 1,780 | 1,147 | 1,000 | 541 | 388 | 115 | 87 | 94 | 5,153 |
| Community | 2,084 | 1,038 | 881 | 687 | 730 | 409 | 166 | 209 | 6,205 |
| Child health | 899 | 833 | 479 | 218 | 285 | 138 | 43 | 21 | 2,917 |
| School medical | 175 | 211 | 119 | 152 | 30 | 35 | 9 | 20 | 750 |
| District/domiciliary | n.a. | 1,640 | 945 | 401 | 393 | 82 | 13 | 5 | 3,479 |
| Occupational health | 281 | 417 | 215 | 173 | 170 | 30 | 11 | 13 | 1,311 |
| Private medical practice/ independent practice | n.a. | 1,627 | 1,349 | 524 | 546 | 183 | 85 | 30 | 4,344 |
| No one principal area | 1,464 | 742 | 2,206 | 494 | 593 | 147 | 56 | 50 | 5,753 |
| Other | 708 | 5,191 | 2,364 | 830 | 895 | 182 | 253 | 139 | 10,563 |
| **Total** | **59,626** | **59,388** | **36,155** | **19,594** | **19,908** | **5,575** | **2,825** | **1,677** | **204,748** |
| | | | | **(per cent)** | | | | | |
| Mixed medical and surgical | 9.2 | 17.7 | 16.3 | 22.6 | 24.3 | 12.3 | 14.4 | 15.0 | 15.9 |
| Medical | 20.4 | 4.7 | 6.3 | 8.4 | 5.8 | 9.9 | 7.0 | 4.3 | 10.2 |
| Surgical | 9.8 | 4.6 | 6.9 | 7.3 | 6.7 | 8.5 | 8.2 | 4.1 | 7.1 |
| Operating theatre | 6.7 | 5.5 | 6.7 | 6.2 | 6.4 | 6.6 | 7.5 | 5.9 | 6.3 |
| Intensive care | 4.9 | 4.3 | 4.6 | 3.5 | 3.7 | 3.2 | 5.9 | 4.5 | 4.4 |
| Paediatric | n.a. | 1.8 | 3.4 | 2.8 | 2.7 | 2.7 | 4.3 | 7.8 | 1.9 |
| Obstetrics and gynaecology/ midwifery | 7.6 | 6.9 | 7.6 | 6.7 | 5.8 | 7.9 | 11.0 | 10.6 | 7.2 |
| Psychiatric/mental health | 5.9 | 5.4 | 5.6 | 4.5 | 6.6 | 4.0 | 4.3 | 5.2 | 5.5 |
| Developmental disability | 2.9 | 1.2 | 0.6 | 0.7 | 1.3 | 1.4 | 0.5 | 0.1 | 1.5 |
| Gerontology/geriatric | 20.2 | 26.2 | 15.5 | 16.8 | 16.3 | 19.9 | 11.4 | 7.5 | 20.2 |
| Accident and emergency | 3.0 | 1.9 | 2.8 | 2.8 | 2.0 | 2.1 | 3.1 | 5.6 | 2.5 |
| Community | 3.5 | 1.7 | 2.4 | 3.5 | 3.7 | 7.3 | 5.9 | 12.5 | 3.0 |
| Child health | 1.5 | 1.4 | 1.3 | 1.1 | 1.4 | 2.5 | 1.5 | 1.3 | 1.4 |
| School medical | 0.3 | 0.4 | 0.3 | 0.8 | 0.1 | 0.6 | 0.3 | 1.2 | 0.4 |
| District/domiciliary | n.a. | 2.8 | 2.6 | 2.0 | 2.0 | 1.5 | 0.5 | 0.3 | 1.7 |
| Occupational health | 0.5 | 0.7 | 0.6 | 0.9 | 0.9 | 0.5 | 0.4 | 0.8 | 0.6 |
| Private medical practice/ independent practice | n.a. | 2.7 | 3.7 | 2.7 | 2.7 | 3.3 | 3.0 | 1.8 | 2.1 |
| No one principal area | 2.5 | 1.2 | 6.1 | 2.5 | 3.0 | 2.6 | 2.0 | 3.0 | 2.8 |
| Other | 1.2 | 8.7 | 6.5 | 4.2 | 4.5 | 3.3 | 9.0 | 8.3 | 5.2 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

**Table 9: Employed nurses: type of nurse, country of birth and States and Territories, 1994**

| Country of birth | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Registered nurses** | | | | |
| Australia | n.a. | 35,818 | 25,264 | 9,787 | n.a. | 4,177 | 1,998 | 1,074 | 78,117 |
| New Zealand | n.a. | 759 | 1,159 | 570 | n.a. | 65 | 43 | 64 | 2,660 |
| Other Oceania | n.a. | 168 | 282 | 38 | n.a. | 13 | 8 | 11 | 520 |
| UK/Ireland | n.a. | 4,173 | 2,833 | 3,334 | n.a. | 458 | 256 | 185 | 11,238 |
| Other Europe | n.a. | 1,417 | 620 | 397 | n.a. | 67 | 83 | 62 | 2,646 |
| Middle East/North Africa | n.a. | 96 | 29 | 40 | n.a. | 5 | 6 | 4 | 179 |
| Other Africa | n.a. | 404 | 258 | 251 | n.a. | 31 | 19 | 14 | 977 |
| Asia | n.a. | 3,260 | 702 | 1,182 | n.a. | 60 | 89 | 48 | 5,340 |
| North America | n.a. | 209 | 259 | 153 | n.a. | 24 | 26 | 25 | 696 |
| Other America | n.a. | 105 | 40 | 40 | n.a. | 3 | 10 | 4 | 201 |
| Not stated | 53,936 | 0 | 0 | 0 | 15,923 | 0 | 0 | 0 | 69,859 |
| *Total* | *53,936* | *46,408* | *31,444* | *15,792* | *15,923* | *4,903* | *2,538* | *1,490* | *172,434* |
| | | | | | **Enrolled nurses** | | | | |
| Australia | n.a. | 17,071 | 5,979 | 3,552 | n.a. | 955 | 406 | 275 | 28,238 |
| New Zealand | n.a. | 304 | 363 | 158 | n.a. | 10 | 13 | 17 | 866 |
| Other Oceania | n.a. | 61 | 53 | 16 | n.a. | 2 | 0 | 0 | 132 |
| UK/Ireland | n.a. | 1,597 | 626 | 881 | n.a. | 43 | 59 | 34 | 3,240 |
| Other Europe | n.a. | 925 | 172 | 158 | n.a. | 23 | 25 | 8 | 1,310 |
| Middle East/North Africa | n.a. | 46 | 1 | 5 | n.a. | 0 | 0 | 0 | 52 |
| Other Africa | n.a. | 87 | 26 | 44 | n.a. | 0 | 0 | 2 | 160 |
| Asia | n.a. | 526 | 111 | 183 | n.a. | 3 | 15 | 4 | 843 |
| North America | n.a. | 41 | 21 | 11 | n.a. | 0 | 0 | 0 | 73 |
| Other America | n.a. | 75 | 15 | 9 | n.a. | 0 | 7 | 2 | 107 |
| Not stated | 12,175 | 0 | 0 | 0 | 5,480 | 0 | 0 | 0 | 17,655 |
| *Total* | *12,175* | *20,734* | *7,367* | *5,018* | *5,480* | *1,035* | *525* | *342* | *52,676* |
| | | | | | **All nurses** | | | | |
| Australia | n.a. | 52,889 | 31,243 | 13,339 | n.a. | 5,132 | 2,403 | 1,349 | 106,355 |
| New Zealand | n.a. | 1,064 | 1,523 | 728 | n.a. | 75 | 57 | 81 | 3,527 |
| Other Oceania | n.a. | 229 | 335 | 54 | n.a. | 15 | 8 | 11 | 652 |
| UK/Ireland | n.a. | 5,770 | 3,458 | 4,215 | n.a. | 500 | 315 | 219 | 14,478 |
| Other Europe | n.a. | 2,342 | 792 | 555 | n.a. | 90 | 108 | 70 | 3,955 |
| Middle East/North Africa | n.a. | 141 | 30 | 45 | n.a. | 5 | 6 | 4 | 232 |
| Other Africa | n.a. | 491 | 284 | 295 | n.a. | 31 | 19 | 16 | 1,137 |
| Asia | n.a. | 3,786 | 813 | 1,365 | n.a. | 63 | 105 | 51 | 6,183 |
| North America | n.a. | 250 | 280 | 164 | n.a. | 24 | 26 | 25 | 769 |
| Other America | n.a. | 180 | 54 | 49 | n.a. | 3 | 16 | 6 | 308 |
| Not stated | 66,111 | 0 | 0 | 0 | 21,403 | 0 | 0 | 0 | 87,514 |
| **Total** | **66,111** | **67,142** | **38,811** | **20,810** | **21,403** | **5,938** | **3,063** | **1,832** | **225,110** |

**Table 10: Employed nurses: type of nurse, country of initial qualification and States and Territories, 1994**

| Country of initial qualification | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Registered nurses** | | | | |
| Australia | n.a. | 41,662 | 28,017 | 11,751 | 15,619 | n.a. | 2,282 | n.a. | 99,332 |
| New Zealand | n.a. | 477 | 951 | 504 | 40 | n.a. | n.a. | n.a. | 1,972 |
| Other Oceania | n.a. | 29 | 19 | 2 | 3 | n.a. | n.a. | n.a. | 52 |
| UK/Ireland | n.a. | 2,793 | 1,857 | 2,785 | 180 | n.a. | n.a. | n.a. | 7,615 |
| Other Europe | n.a. | 359 | 153 | 138 | 20 | n.a. | n.a. | n.a. | 670 |
| Middle East/North Africa | n.a. | 44 | 5 | 9 | 4 | n.a. | n.a. | n.a. | 62 |
| Other Africa | n.a. | 162 | 140 | 163 | 8 | n.a. | n.a. | n.a. | 473 |
| Asia | n.a. | 773 | 139 | 327 | 29 | n.a. | n.a. | n.a. | 1,267 |
| North America | n.a. | 92 | 153 | 109 | 14 | n.a. | n.a. | n.a. | 368 |
| Other America | n.a. | 17 | 10 | 5 | 7 | n.a. | n.a. | n.a. | 39 |
| Not stated | 53,936 | 0 | 0 | 0 | 0 | 4,903 | 256 | 1,490 | 60,585 |
| *Total* | *53,936* | *46,408* | *31,444* | *15,792* | *15,923* | *4,903* | *2,538* | *1,490* | *172,434* |
| | | | | | **Enrolled nurses** | | | | |
| Australia | n.a. | 19,709 | 6,808 | 4,469 | 5,425 | n.a. | 484 | n.a. | 36,895 |
| New Zealand | n.a. | 174 | 285 | 141 | 11 | n.a. | n.a. | n.a. | 611 |
| Other Oceania | n.a. | 19 | 19 | 0 | 0 | n.a. | n.a. | n.a. | 37 |
| UK/Ireland | n.a. | 463 | 205 | 355 | 37 | n.a. | n.a. | n.a. | 1,060 |
| Other Europe | n.a. | 151 | 29 | 22 | 7 | n.a. | n.a. | n.a. | 209 |
| Middle East/North Africa | n.a. | 12 | 0 | 0 | 0 | n.a. | n.a. | n.a. | 12 |
| Other Africa | n.a. | 18 | 3 | 5 | 0 | n.a. | n.a. | n.a. | 26 |
| Asia | n.a. | 126 | 11 | 22 | 0 | n.a. | n.a. | n.a. | 159 |
| North America | n.a. | 8 | 3 | 2 | 0 | n.a. | n.a. | n.a. | 13 |
| Other America | n.a. | 54 | 5 | 2 | 0 | n.a. | n.a. | n.a. | 61 |
| Not stated | 12,175 | 0 | 0 | 0 | 0 | 1,035 | 41 | 342 | 13,593 |
| *Total* | *12,175* | *20,734* | *7,367* | *5,018* | *5,480* | *1,035* | *525* | *342* | *52,676* |
| | | | | | **All nurses** | | | | |
| Australia | n.a. | 61,372 | 34,825 | 16,220 | 21,044 | n.a. | 2,766 | n.a. | 136,227 |
| New Zealand | n.a. | 651 | 1,236 | 645 | 51 | n.a. | n.a. | n.a. | 2,583 |
| Other Oceania | n.a. | 47 | 38 | 2 | 3 | n.a. | n.a. | n.a. | 89 |
| UK/Ireland | n.a. | 3,256 | 2,062 | 3,140 | 216 | n.a. | n.a. | n.a. | 8,675 |
| Other Europe | n.a. | 510 | 182 | 160 | 28 | n.a. | n.a. | n.a. | 879 |
| Middle East/North Africa | n.a. | 55 | 5 | 9 | 4 | n.a. | n.a. | n.a. | 73 |
| Other Africa | n.a. | 180 | 143 | 168 | 8 | n.a. | n.a. | n.a. | 499 |
| Asia | n.a. | 899 | 150 | 348 | 29 | n.a. | n.a. | n.a. | 1,426 |
| North America | n.a. | 100 | 155 | 111 | 14 | n.a. | n.a. | n.a. | 380 |
| Other America | n.a. | 71 | 15 | 7 | 7 | n.a. | n.a. | n.a. | 100 |
| Not stated | 66,111 | 0 | 0 | 0 | 0 | 5,938 | 297 | 1,832 | 74,178 |
| **Total** | **66,111** | **67,142** | **38,811** | **20,810** | **21,403** | **5,938** | **3,063** | **1,832** | **225,110** |

**Table 11: Employed nurses: type of nurse, citizenship and States and Territories, 1994**

| Citizenship | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Registered nurses** | | | | |
| Australian citizen | 49,589 | 42,553 | 29,368 | 13,835 | 14,622 | 4,559 | 2,416 | 1,365 | 158,307 |
| Non-Australian citizen | 4,347 | 3,855 | 2,076 | 1,957 | 1,301 | 344 | 122 | 125 | 14,127 |
| *Total* | *53,936* | *46,408* | *31,444* | *15,792* | *15,923* | *4,903* | *2,538* | *1,490* | *172,434* |
| | | | | | **Enrolled nurses** | | | | |
| Australian citizen | 11,290 | 19,397 | 6,860 | 4,512 | 5,101 | 989 | 498 | 315 | 48,962 |
| Non-Australian citizen | 885 | 1,337 | 507 | 506 | 379 | 46 | 27 | 27 | 3,714 |
| *Total* | *12,175* | *20,734* | *7,367* | *5,018* | *5,480* | *1,035* | *525* | *342* | *52,676* |
| | | | | | **All nurses** | | | | |
| Australian citizen | 60,879 | 61,949 | 36,228 | 18,347 | 19,724 | 5,548 | 2,915 | 1,680 | 207,269 |
| Non-Australian citizen | 5,232 | 5,193 | 2,583 | 2,463 | 1,679 | 390 | 148 | 152 | 17,841 |
| **Total** | **66,111** | **67,142** | **38,811** | **20,810** | **21,403** | **5,938** | **3,063** | **1,832** | **225,110** |
| | | | | **(per cent of registered nurses)** | | | | | |
| Australian citizen | 91.9 | 91.7 | 93.4 | 87.6 | 91.8 | 93.0 | 95.2 | 91.6 | 91.8 |
| Non-Australian citizen | 8.1 | 8.3 | 6.6 | 12.4 | 8.2 | 7.0 | 4.8 | 8.4 | 8.2 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* |
| | | | | **(per cent of enrolled nurses)** | | | | | |
| Australian citizen | 92.7 | 93.6 | 93.1 | 89.9 | 93.1 | 95.5 | 94.9 | 92.1 | 92.9 |
| Non-Australian citizen | 7.3 | 6.4 | 6.9 | 10.1 | 6.9 | 4.5 | 5.1 | 7.9 | 7.1 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* |
| | | | | **(per cent of all nurses)** | | | | | |
| Australian citizen | 92.1 | 92.3 | 93.3 | 88.2 | 92.2 | 93.4 | 95.2 | 91.7 | 92.1 |
| Non-Australian citizen | 7.9 | 7.7 | 6.7 | 11.8 | 7.8 | 6.6 | 4.8 | 8.3 | 7.9 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

# 4 Trends in nursing employment and features of the nursing labour force at the 1991 census

This section presents data on registered, enrolled and dental nurses, collected by the Australian Bureau of Statistics (ABS) in the census of population and housing conducted every five years. It also presents data from 1989 to 1996 on registered and enrolled nurses collected every quarter by the ABS in the monthly labour force survey.

## 4.1 ABS population census statistics, 1971–91

Population census counts for employed health professionals are lower than estimates from labour force surveys because of differences in methodology. The census count is not adjusted to allow for non-response to the occupation question and some employed health professionals are enumerated in other occupations including administration, research and education. Nevertheless, census counts provide very useful five-yearly trend and intersectoral and interstate comparison statistics.

- At the 1991 census, 188,630 persons were employed in nursing—an increase of 3.5% since the 1986 census and 110.8% since the 1971 census. Of these, 174,610 (92.6%) were female. This proportion had declined slightly each census from 94.4% in 1971.
- There were 1,119.0 employed nurses per 100,000 population in 1991—an increase of 59.5% since 1971. The highest number of nurses per 100,000 population in 1991 was in Tasmania (1,404.0) and the lowest number was in the Australian Capital Territory (982.0). The number of employed nurses per 100,000 population increased from 701.7 at the 1971 census to 1,168.0 at the 1986 census before declining to 1,119.0 in 1991.
- 14.6% of employed nurses were aged less than 25 years in 1991, 85.1% were aged between 25 and 64 years and the remaining 0.3% were aged 65 years and over. This age distribution represented a significant change from the 1981 census when one-third of employed nurses were aged less than 25 years, 66.3% were aged 25 to 64 years and 0.4% were aged 65 years and over.
- 53.0% nurses were employed in hospitals (excluding psychiatric hospitals) at the 1991 census, 15.9% were employed in nursing homes, 19.9% in other health services and the remaining 11.2% in industries other than health.
- 55.8% nurses were employed in the public sector in 1991, a decline from 60.5% in 1981.
- Of employed nurses, 75.9% were born in Australia in 1991—a decrease of 2.2 percentage points from the 1981 census figure of 78.1% as a result of increased overseas nurse recruitment in the mid-1980s to address a nurse shortage.
- Of the 188,630 nurses employed at the 1991 census, 139,380 (73.9%) were registered, 39,670 (21.0%) were enrolled and 9,600 (5.1%) were dental nurses. This distribution varied across States and Territories. In South Australia, 70.0% of employed nurses were registered, 25.0% were enrolled and 5.1% were dental nurses, while the proportions in the Australian Capital Territory were 79.3%, 13.5% and 6.9% respectively.
- The number of registered nurses in 1991 had increased by 0.8% from 1986 while the number of enrolled nurses had increased 12.6% and dental nurses had increased 9.1%. These increases varied across the States and Territories. For registered nurses, the largest increase was recorded by the Northern Territory (17.2%) while decreases were recorded in Victoria, South Australia and Tasmania. For enrolled nurses, the largest increases were recorded by the Northern Territory (81.5%) and Queensland (38.3%) while the Australian Capital Territory recorded a decrease of 5.1%.

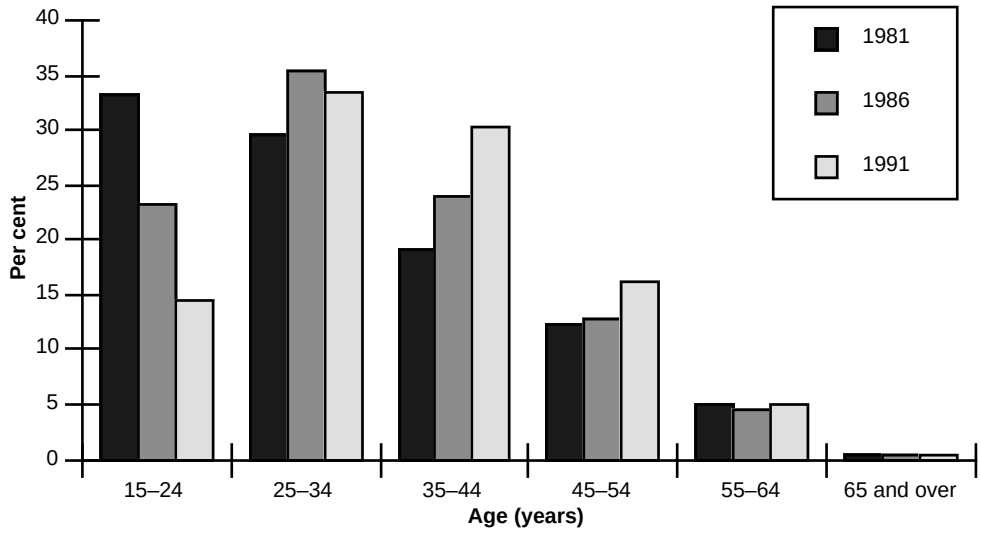



**Figure 2: Trends in nursing employment: age distribution, Australia, 1981, 1986 and 1991**

**Table 12: Trends in nursing employment: sex and employed nurses per 100,000 population, 1971, 1976, 1981, 1986 and 1991 censuses**

| | 1971 | 1976 | 1981 | 1986 | 1991 | Increase 1971–91 | Per cent increase 1971–91 |
|---|---|---|---|---|---|---|---|
| Sex | | | | | | | |
| Males | 5,029 | 7,061 | 9,607 | 13,010 | 14,030 | 9,001 | 179.0 |
| Females | 84,473 | 110,500 | 129,826 | 169,230 | 174,610 | 90,137 | 106.7 |
| **All nurses** | **89,502** | **117,561** | **139,433** | **182,240** | **188,630** | **99,128** | **110.8** |
| Per cent females | 94.4 | 94.0 | 93.1 | 92.9 | 92.6 | -1.8 | . . |
| Employed nurses per 100,000 population | | | | | | | |
| New South Wales | 706.4 | 862.6 | 902.7 | 1,010.9 | 976.8 | 270.4 | 38.3 |
| Victoria | 662.4 | 836.1 | 968.3 | 1,250.5 | 1,185.4 | 523.0 | 79.0 |
| Queensland | 649.5 | 726.8 | 874.6 | 1,070.3 | 1,039.2 | 389.7 | 60.0 |
| Western Australia | 699.0 | 850.9 | 933.0 | 1,114.5 | 1,070.2 | 371.2 | 53.1 |
| South Australia | 845.6 | 1,172.8 | 1,242.5 | 1,406.8 | 1,330.3 | 484.7 | 57.3 |
| Tasmania | 831.9 | 1,068.6 | 1,179.1 | 1,413.2 | 1,364.6 | 532.7 | 64.0 |
| Australian Capital Territory | 650.4 | 831.9 | 935.8 | 1,012.0 | 947.1 | 296.7 | 45.6 |
| Northern Territory | 713.0 | 787.9 | 904.1 | 1,016.8 | 1,208.5 | 495.5 | 69.5 |
| **Total** | **701.7** | **867.7** | **956.6** | **1,137.7** | **1,091.4** | **389.7** | **55.5** |

*Note:* Employed nurses include trainees but exclude nursing aides in 1971, 1976 and 1981.

*Sources*: ABS: Cat. No. 4346.0, 1981, 1986 and 1991; ABS: Cat. No. 3101.0.

**Table 13: Trends in nursing employment: characteristics of employed nurses, 1981, 1986 and 1991 censuses**

| Characteristics of employed nurses | 1981 | 1986 | 1991 | 1981 | 1986 | 1991 | Per cent increase 1981–91 |
|---|---|---|---|---|---|---|---|
| | (number) | | | (per cent) | | | |
| State or Territory | | | | | | | |
| New South Wales | 46,275 | 55,910 | 57,630 | 33.2 | 30.7 | 30.6 | 24.5 |
| Victoria | 37,111 | 52,030 | 52,400 | 26.6 | 28.6 | 27.8 | 41.2 |
| Queensland | 20,072 | 28,090 | 30,770 | 14.4 | 15.4 | 16.3 | 53.3 |
| Western Australia | 11,883 | 16,260 | 17,500 | 8.5 | 8.9 | 9.3 | 47.3 |
| South Australia | 15,967 | 19,450 | 19,230 | 11.5 | 10.7 | 10.2 | 20.4 |
| Tasmania | 4,940 | 6,310 | 6,360 | 3.5 | 3.5 | 3.4 | 28.7 |
| Australian Capital Territory | 2,076 | 2,620 | 2,750 | 1.5 | 1.4 | 1.5 | 32.5 |
| Northern Territory | 1,115 | 1,570 | 1,990 | 0.8 | 0.9 | 1.1 | 78.5 |
| Age (years) | | | | | | | |
| 15–24 | 46,482 | 42,530 | 27,610 | 33.3 | 23.3 | 14.6 | -40.6 |
| 25–34 | 41,292 | 64,260 | 63,150 | 29.6 | 35.3 | 33.5 | 52.9 |
| 35–44 | 26,830 | 43,550 | 57,140 | 19.2 | 23.9 | 30.3 | 113.0 |
| 45–54 | 17,354 | 23,180 | 30,540 | 12.4 | 12.7 | 16.2 | 76.0 |
| 55–64 | 6,881 | 8,080 | 9,570 | 4.9 | 4.4 | 5.1 | 39.1 |
| 65 and over | 594 | 640 | 620 | 0.4 | 0.4 | 0.3 | 4.4 |
| Industry | | | | | | | |
| Hospitals (exc. psychiatric) | 85,620 | 104,070 | 99,940 | 61.4 | 57.1 | 53.0 | 16.7 |
| Psychiatric hospitals | 8,328 | 7,880 | 6,010 | 6.0 | 4.3 | 3.2 | -27.8 |
| Nursing homes (a) | 17,478 | 29,810 | 29,990 | 12.5 | 16.4 | 15.9 | 71.6 |
| Medicine | 5,064 | 6,710 | 6,680 | 3.6 | 3.7 | 3.5 | 31.9 |
| Dentistry and optometry | 5,068 | 7,940 | 8,760 | 3.6 | 4.4 | 4.6 | 72.8 |
| Community health centres | 2,561 | 4,850 | 5,380 | 1.8 | 2.7 | 2.9 | 110.1 |
| Other health services | 4,496 | 4,560 | 10,740 | 3.2 | 2.5 | 5.7 | 138.9 |
| Industries other than health | 10,818 | 16,410 | 21,130 | 7.8 | 9.0 | 11.2 | 95.3 |
| Sector | | | | | | | |
| Public | 81,888 | 101,390 | 103,660 | 58.7 | 55.6 | 55.0 | 26.6 |
| Private | 53,411 | 75,250 | 81,970 | 38.3 | 41.3 | 43.5 | 53.5 |
| Not stated | 4,134 | 5,590 | 3,000 | 3.0 | 3.1 | 1.6 | -27.4 |
| Country of birth | | | | | | | |
| Born in Australia | 108,773 | 141,540 | 142,790 | 78.0 | 77.7 | 75.7 | 31.3 |
| Born overseas | 30,462 | 39,950 | 45,460 | 21.8 | 21.9 | 24.1 | 49.2 |
| Not stated | 197 | 750 | 380 | 0.1 | 0.4 | 0.2 | 92.9 |
| **Total** | **139,433** | **182,240** | **188,630** | **100.0** | **100.0** | **100.0** | **35.3** |

(a) In 1981, includes hospitals and nursing homes undefined.

*Note:* Employed nurses include trainees but exclude nursing aides in 1981.

*Source*: ABS: Cat. No. 4346.0, 1981, 1986 and 1991.

**Table 14: Trends in nursing employment: type of nurse and States and Territories, 1986 and 1991 censuses**

| | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Registered nurses | | | | | | | | | |
| 1986 | 44,480 | 37,990 | 21,810 | 11,900 | 14,070 | 4,700 | 2,060 | 1,220 | 138,220 |
| 1991 | 45,060 | 37,160 | 22,460 | 12,990 | 13,460 | 4,640 | 2,180 | 1,430 | 139,370 |
| % increase 1986–91 | 1.3 | -2.2 | 3.0 | 9.2 | -4.3 | -1.3 | 5.8 | 17.2 | 0.8 |
| Enrolled nurses | | | | | | | | | |
| 1986 | 8,640 | 11,710 | 4,810 | 3,490 | 4,480 | 1,430 | 390 | 270 | 35,220 |
| 1991 | 9,460 | 12,830 | 6,650 | 3,520 | 4,800 | 1,550 | 370 | 490 | 39,670 |
| % increase 1986–91 | 9.5 | 9.6 | 38.3 | 0.9 | 7.1 | 8.4 | -5.1 | 81.5 | 12.6 |
| Dental nurses | | | | | | | | | |
| 1986 | 2,800 | 2,330 | 1,470 | 870 | 900 | 180 | 170 | 80 | 8,800 |
| 1991 | 3,100 | 2,410 | 1,660 | 1,000 | 980 | 180 | 190 | 80 | 9,590 |
| % increase 1986–91 | 10.7 | 3.4 | 12.9 | 14.9 | 8.9 | 0.0 | 11.8 | 0.0 | 9.0 |
| **All nurses** | | | | | | | | | |
| **1986** | **55,910** | **52,030** | **28,090** | **16,260** | **19,450** | **6,310** | **2,620** | **1,570** | **182,240** |
| **1991** | **57,630** | **52,400** | **30,770** | **17,500** | **19,230** | **6,360** | **2,750** | **1,990** | **188,630** |
| **% increase 1986–91** | **3.1** | **0.7** | **9.5** | **7.6** | **-1.1** | **0.8** | **5.0** | **26.8** | **3.5** |
| | | | | | **(per cent)** | | | | |
| Registered nurses | | | | | | | | | |
| 1986 | 79.6 | 73.0 | 77.6 | 73.2 | 72.3 | 74.5 | 78.6 | 77.7 | 75.8 |
| 1991 | 78.2 | 70.9 | 73.0 | 74.2 | 70.0 | 73.0 | 79.3 | 71.9 | 73.9 |
| Enrolled nurses | | | | | | | | | |
| 1986 | 15.5 | 22.5 | 17.1 | 21.5 | 23.0 | 22.7 | 14.9 | 17.2 | 19.3 |
| 1991 | 16.4 | 24.5 | 21.6 | 20.1 | 25.0 | 24.4 | 13.5 | 24.6 | 21.0 |
| Dental nurses | | | | | | | | | |
| 1986 | 5.0 | 4.5 | 5.2 | 5.4 | 4.6 | 2.9 | 6.5 | 5.1 | 4.8 |
| 1991 | 5.4 | 4.6 | 5.4 | 5.7 | 5.1 | 2.8 | 6.9 | 4.0 | 5.1 |
| **All nurses** | | | | | | | | | |
| **1986** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |
| **1991** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

*Source*: ABS: Cat. No. 4346.0, 1986 and 1991.

**Table 15: Number of employed nurses per 100,000 population: type of nurse and States and Territories, 1986 and 1991 censuses**

| | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Population as at 30 June ('000) | | | | | | | | | |
| 1986 | 5,531.5 | 4,160.9 | 2,624.6 | 1,459.0 | 1,382.6 | 446.5 | 258.9 | 154.4 | 16,018.4 |
| 1991 | 5,898.7 | 4,420.4 | 2,961.0 | 1,636.1 | 1,446.3 | 466.8 | 289.3 | 165.5 | 17,284.0 |
| Registered nurses | | | | | | | | | |
| 1986 | 804.1 | 913.0 | 831.0 | 815.6 | 1,017.6 | 1,052.6 | 795.7 | 790.2 | 862.9 |
| 1991 | 763.9 | 840.6 | 758.5 | 794.0 | 930.7 | 994.0 | 753.5 | 864.0 | 806.4 |
| Increase 1986–91 | -40.2 | -72.4 | -72.5 | -21.7 | -87.0 | -58.6 | -42.1 | 73.9 | -56.5 |
| Enrolled nurses | | | | | | | | | |
| 1986 | 156.2 | 281.4 | 183.3 | 239.2 | 324.0 | 320.3 | 150.6 | 174.9 | 219.9 |
| 1991 | 160.4 | 290.2 | 224.6 | 215.1 | 331.9 | 332.0 | 127.9 | 296.1 | 229.5 |
| Increase 1986–91 | 4.2 | 8.8 | 41.3 | -24.1 | 7.9 | 11.8 | -22.7 | 121.2 | 9.6 |
| Registered and enrolled nurses | | | | | | | | | |
| 1986 | 960.3 | 1,194.5 | 1,014.2 | 1,054.8 | 1,341.7 | 1,372.9 | 946.3 | 965.0 | 1,082.8 |
| 1991 | 924.3 | 1,130.9 | 983.1 | 1,009.1 | 1,262.5 | 1,326.0 | 881.4 | 1,160.1 | 1,035.9 |
| Increase 1986–91 | -36.0 | -63.6 | -31.1 | -45.7 | -79.1 | -46.9 | -64.9 | 195.1 | -46.9 |
| Dental nurses | | | | | | | | | |
| 1986 | 50.6 | 56.0 | 56.0 | 59.6 | 65.1 | 40.3 | 65.7 | 51.8 | 54.9 |
| 1991 | 52.6 | 54.5 | 56.1 | 61.1 | 67.8 | 38.6 | 65.7 | 48.3 | 55.5 |
| Increase 1986–91 | 1.9 | -1.5 | 0.1 | 1.5 | 2.7 | -1.8 | 0.0 | -3.5 | 0.5 |
| **All nurses** | | | | | | | | | |
| **1986** | **1,010.9** | **1,250.5** | **1,070.3** | **1,114.5** | **1,406.8** | **1,413.2** | **1,012.0** | **1,016.8** | **1,137.7** |
| **1991** | **976.8** | **1,185.4** | **1,039.2** | **1,070.2** | **1,330.3** | **1,364.6** | **947.1** | **1,208.5** | **1,091.4** |
| **Increase 1986–91** | **-34.1** | **-65.0** | **-31.1** | **-44.2** | **-76.5** | **-48.6** | **-64.9** | **191.6** | **-46.3** |

*Sources:* ABS: Cat. No. 4346.0, 1986 and 1991; ABS: Cat. No. 3101.0.

## 4.2 ABS labour force survey statistics, 1989–96

ABS labour force survey estimates of employment by occupation are collected quarterly. Annual averages of these quarterly estimates for nurses are provided in Table 16. Associated with these estimates are standard errors which 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 annual figures for States and Territories because volatility in the sampling error causes most of the estimates to be unreliable. However, the national estimate has a much lower standard error and, therefore, provides a reliable picture of nursing trends in Australia.

From 1989 to 1996, the total nursing work force in Australia remained relatively stable in absolute numbers. Trends evident in the time series estimates include:

- Employment of enrolled nurses is declining while employment of registered nurses is increasing. Enrolled nurses, as a proportion of the total nursing work force, declined from 24.0% in 1989 to 18.1% in 1996. This overall decline was experienced by all States and Territories.
- The proportion of nurses working part-time is increasing. In 1996, 42.3% of registered nurses worked part-time and 50.3% of enrolled nurses worked part-time. These proportions had increased from 37.8% and 43.6% respectively since 1989.

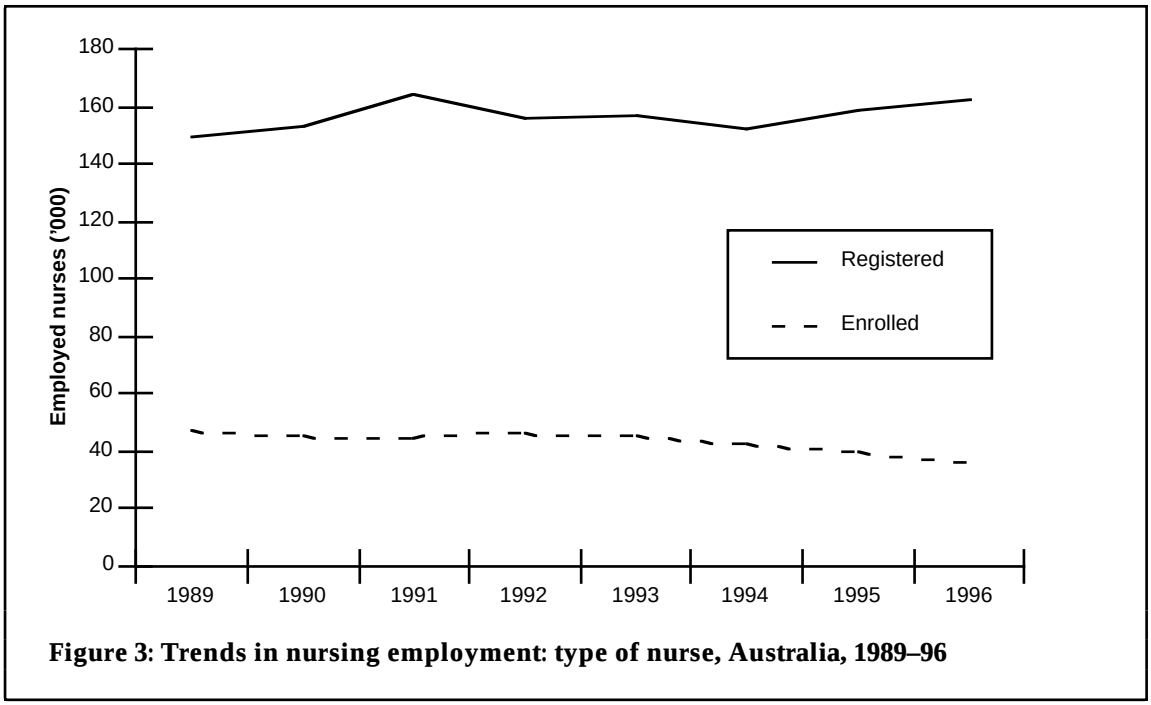



**Figure 3: Trends in nursing employment: type of nurse, Australia, 1989–96**

## Table 16: Trends in nursing employment: type of nurse and States and Territories, 1989–96

| Type of nurse/year | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total | Number employed part-time | Per cent employed part-time |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ('000) | | | | | | |
| 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 |
| 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 |
| 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 |
| | | | | | (enrolled nurses as per cent 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 | |

*Notes*

1. Quarterly estimates have been averaged to produce annual estimates.

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:* Quarterly estimates from the ABS monthly labour force survey.

## 4.3 Main features of the nursing labour force at the 1991 census

- Just over half (50.7%) of employed nurses were classified in the 1991 census as registered general nurses while a further 20.1% were identified as enrolled nurses and 4.9% as dental nurses. This breakdown varied among males and females: 41.1% of males were registered general nurses, 20.7% were enrolled nurses and 15.2% were registered psychiatric nurses; while only 1.7% of females were registered psychiatric nurses and 4.3% were registered midwives.
- There were significantly more employed registered and enrolled nurses per 100,000 population in capital city areas than in other areas in Queensland, Western Australia, South Australia and Tasmania. For the remaining States and the Northern Territory there were more nurses per 100,000 population in other areas than in the capital cities.
- Of those persons employed as registered and enrolled nurses at the 1991 census, 71.2% possessed a basic nursing qualification (72.4% of females and 57.9% of males) and 7.8% had a qualification in midwifery (8.4% of females and 1.3% of males). Males were more likely to have a qualification in psychiatric nursing (9.9% of males compared with 1.1% of females).
- Most (75.2%) employed registered and enrolled nurses were born in Australia. Of those born overseas, almost half (45.8%) were from the United Kingdom and Ireland, 19.9% were from Asia and 10.5% were from New Zealand.
- At the 1991 census, 334,151 persons reported that their highest qualification was in nursing (314,351 females and 19,800 males). Of these, 47.6% were employed as nurses while 21.3% were employed in an occupation other than nursing, 2.6% were unemployed (looking for work) and 28.0% were not in the labour force (not employed and not looking for work).
- Males whose highest qualification was in nursing were more likely to be employed than females (81.9% of males compared with 68.1% of females) and also more likely to be unemployed (4.0% compared with 2.6%) while females were more likely not to participate in the labour force (28.9% of females compared with 13.9% of males).

**Table 17: Employed nurses: category of nursing, sex and States and Territories, 1991 census**

| Occupation | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Males** | | | | |
| Director of nursing | 526 | 190 | 54 | 64 | 69 | 27 | 6 | 10 | 946 |
| Nurse educator | 38 | 63 | 27 | 9 | 45 | 6 | 3 | 0 | 191 |
| Nursing supervisor | 50 | 284 | 112 | 18 | 21 | 3 | 0 | 3 | 491 |
| Registered nurse, general | 2,458 | 1,350 | 919 | 550 | 764 | 230 | 92 | 56 | 6,419 |
| Registered nurse, community health | 89 | 43 | 24 | 32 | 69 | 13 | 9 | 6 | 285 |
| Registered midwife | 51 | 34 | 21 | 7 | 11 | 8 | 3 | 3 | 138 |
| Registered nurse, mental retardation | 48 | 122 | 0 | 6 | 27 | 0 | 0 | 0 | 203 |
| Registered nurse, psychiatric | 530 | 858 | 259 | 307 | 243 | 66 | 15 | 19 | 2,297 |
| Student registered nurse | 0 | 6 | 10 | 6 | 12 | 0 | 0 | 0 | 34 |
| Registered nurse n.e.c. | 299 | 224 | 101 | 67 | 69 | 50 | 0 | 0 | 810 |
| Enrolled nurse | 758 | 980 | 572 | 224 | 385 | 130 | 14 | 65 | 3,128 |
| Student enrolled nurse | 0 | 31 | 0 | 0 | 0 | 0 | 0 | 0 | 31 |
| Dental nurse | 41 | 21 | 24 | 10 | 3 | 0 | 6 | 0 | 105 |
| *Total* | *4,888* | *4,206* | *2,123* | *1,300* | *1,718* | *533* | *148* | *162* | *15,078* |
| | | | | | **Females** | | | | |
| Director of nursing | 2,687 | 977 | 516 | 309 | 275 | 86 | 29 | 28 | 4,907 |
| Nurse educator | 461 | 445 | 222 | 142 | 156 | 56 | 20 | 7 | 1,509 |
| Nursing supervisor | 618 | 3,805 | 792 | 163 | 232 | 101 | 37 | 21 | 5,769 |
| Registered nurse, general | 31,406 | 22,617 | 15,322 | 9,146 | 8,892 | 3,058 | 1,554 | 847 | 92,842 |
| Registered nurse, community health | 1,959 | 1,008 | 584 | 576 | 560 | 268 | 158 | 129 | 5,242 |
| Registered midwife | 2,083 | 2,253 | 1,228 | 759 | 868 | 267 | 143 | 98 | 7,699 |
| Registered nurse, mental retardation | 162 | 226 | 25 | 24 | 40 | 12 | 9 | 0 | 498 |
| Registered nurse, psychiatric | 796 | 1,063 | 387 | 353 | 388 | 86 | 37 | 11 | 3,121 |
| Student registered nurse | 27 | 68 | 66 | 6 | 53 | 10 | 0 | 0 | 230 |
| Registered nurse n.e.c. | 4,393 | 3,499 | 2,098 | 922 | 1,276 | 479 | 170 | 54 | 12,891 |
| Enrolled nurse | 8,693 | 11,774 | 5,980 | 3,284 | 4,433 | 1,413 | 333 | 382 | 36,292 |
| Student enrolled nurse | 0 | 148 | 0 | 0 | 3 | 0 | 0 | 0 | 151 |
| Dental nurse | 3,063 | 2,396 | 1,611 | 981 | 976 | 181 | 185 | 75 | 9,468 |
| *Total* | *56,348* | *50,279* | *28,831* | *16,665* | *18,152* | *6,017* | *2,675* | *1,652* | *180,619* |
| | | | | | **All nurses** | | | | |
| Director of nursing | 3,213 | 1,167 | 570 | 373 | 344 | 113 | 35 | 38 | 5,853 |
| Nurse educator | 499 | 508 | 249 | 151 | 201 | 62 | 23 | 7 | 1,700 |
| Nursing supervisor | 668 | 4,089 | 904 | 181 | 253 | 104 | 37 | 24 | 6,260 |
| Registered nurse, general | 33,864 | 23,967 | 16,241 | 9,696 | 9,656 | 3,288 | 1,646 | 903 | 99,261 |
| Registered nurse, community health | 2,048 | 1,051 | 608 | 608 | 629 | 281 | 167 | 135 | 5,527 |
| Registered midwife | 2,134 | 2,287 | 1,249 | 766 | 879 | 275 | 146 | 101 | 7,837 |
| Registered nurse, mental retardation | 210 | 348 | 25 | 30 | 67 | 12 | 9 | 0 | 701 |
| Registered nurse, psychiatric | 1,326 | 1,921 | 646 | 660 | 631 | 152 | 52 | 30 | 5,418 |
| Student registered nurse | 27 | 74 | 76 | 12 | 65 | 10 | 0 | 0 | 264 |
| Registered nurse n.e.c. | 4,692 | 3,723 | 2,199 | 989 | 1,345 | 529 | 170 | 54 | 13,701 |
| Enrolled nurse | 9,451 | 12,754 | 6,552 | 3,508 | 4,818 | 1,543 | 347 | 447 | 39,420 |
| Student enrolled nurse | 0 | 179 | 0 | 0 | 3 | 0 | 0 | 0 | 182 |
| Dental nurse | 3,104 | 2,417 | 1,635 | 991 | 979 | 181 | 191 | 75 | 9,573 |
| **Total** | **61,236** | **54,485** | **30,954** | **17,965** | **19,870** | **6,550** | **2,823** | **1,814** | **195,697** |

*(continued)*

**Table 17 (continued): Employed nurses: category of nursing, sex and States and Territories, 1991 census**

| Occupation | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | (per cent—males) | | | | |
| Director of nursing | 10.8 | 4.5 | 2.5 | 4.9 | 4.0 | 5.1 | 4.1 | 6.2 | 6.3 |
| Nurse educator | 0.8 | 1.5 | 1.3 | 0.7 | 2.6 | 1.1 | 2.0 | 0.0 | 1.3 |
| Nursing supervisor | 1.0 | 6.8 | 5.3 | 1.4 | 1.2 | 0.6 | 0.0 | 1.9 | 3.3 |
| Registered nurse, general | 50.3 | 32.1 | 43.9 | 42.9 | 44.6 | 43.2 | 64.2 | 34.6 | 41.1 |
| Registered nurse, community health | 1.8 | 1.0 | 1.1 | 2.5 | 4.0 | 2.4 | 6.1 | 3.7 | 1.9 |
| Registered midwife | 1.0 | 0.8 | 1.0 | 0.5 | 0.6 | 1.5 | 2.0 | 1.9 | 0.9 |
| Registered nurse, mental retardation | 1.0 | 2.9 | 0.0 | 0.5 | 1.6 | 0.0 | 0.0 | 0.0 | 1.3 |
| Registered nurse, psychiatric | 10.8 | 20.5 | 12.2 | 23.6 | 14.1 | 12.4 | 11.1 | 11.7 | 15.2 |
| Student registered nurse | 0.0 | 0.1 | 0.5 | 0.5 | 0.7 | 0.0 | 0.0 | 0.0 | 0.2 |
| Registered nurse n.e.c. | 6.1 | 5.3 | 4.8 | 5.2 | 4.0 | 9.4 | 0.0 | 0.0 | 5.4 |
| Enrolled nurse | 15.5 | 23.3 | 26.9 | 17.2 | 22.4 | 24.4 | 10.4 | 40.1 | 20.7 |
| Student enrolled nurse | 0.0 | 0.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.2 |
| Dental nurse | 0.8 | 0.4 | 0.5 | 0.2 | 0.1 | 0.0 | 0.1 | 0.0 | 2.1 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* |
| | | | | | (per cent—females) | | | | |
| Director of nursing | 4.8 | 1.9 | 1.8 | 1.9 | 1.5 | 1.4 | 1.1 | 1.7 | 2.7 |
| Nurse educator | 0.8 | 0.9 | 0.8 | 0.9 | 0.9 | 0.9 | 0.7 | 0.4 | 0.8 |
| Nursing supervisor | 1.1 | 7.6 | 2.7 | 1.0 | 1.3 | 1.7 | 1.4 | 1.3 | 3.2 |
| Registered nurse, general | 55.7 | 45.0 | 53.1 | 54.9 | 49.0 | 50.8 | 58.1 | 51.3 | 51.4 |
| Registered nurse, community health | 3.5 | 2.0 | 2.0 | 3.5 | 3.1 | 4.5 | 5.9 | 7.8 | 2.9 |
| Registered midwife | 3.7 | 4.5 | 4.3 | 4.6 | 4.8 | 4.4 | 5.3 | 5.9 | 4.3 |
| Registered nurse, mental retardation | 0.3 | 0.4 | 0.1 | 0.1 | 0.2 | 0.2 | 0.3 | 0.0 | 0.3 |
| Registered nurse, psychiatric | 1.4 | 2.1 | 1.3 | 2.1 | 2.1 | 1.4 | 1.4 | 0.7 | 1.7 |
| Student registered nurse | 0.0 | 0.1 | 0.2 | 0.0 | 0.3 | 0.2 | 0.0 | 0.0 | 0.1 |
| Registered nurse n.e.c. | 7.8 | 7.0 | 7.3 | 5.5 | 7.0 | 8.0 | 6.4 | 3.3 | 7.1 |
| Enrolled nurse | 15.4 | 23.4 | 20.7 | 19.7 | 24.4 | 23.5 | 12.4 | 23.1 | 20.1 |
| Student enrolled nurse | 0.0 | 0.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 |
| Dental nurse | 5.4 | 4.8 | 5.6 | 5.9 | 5.4 | 3.0 | 6.9 | 4.5 | 5.2 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* |
| | | | | | (per cent—all nurses) | | | | |
| Director of nursing | 5.2 | 2.1 | 1.8 | 2.1 | 1.7 | 1.7 | 1.2 | 2.1 | 3.0 |
| Nurse educator | 0.8 | 0.9 | 0.8 | 0.8 | 1.0 | 0.9 | 0.8 | 0.4 | 0.9 |
| Nursing supervisor | 1.1 | 7.5 | 2.9 | 1.0 | 1.3 | 1.6 | 1.3 | 1.3 | 3.2 |
| Registered nurse, general | 55.3 | 44.0 | 52.5 | 54.0 | 48.6 | 50.2 | 58.3 | 49.8 | 50.7 |
| Registered nurse, community health | 3.3 | 1.9 | 2.0 | 3.4 | 3.2 | 4.3 | 5.9 | 7.4 | 2.8 |
| Registered midwife | 3.5 | 4.2 | 4.0 | 4.3 | 4.4 | 4.2 | 5.2 | 5.6 | 4.0 |
| Registered nurse, mental retardation | 0.3 | 0.6 | 0.1 | 0.2 | 0.3 | 0.2 | 0.3 | 0.0 | 0.4 |
| Registered nurse, psychiatric | 2.2 | 3.5 | 2.1 | 3.7 | 3.2 | 2.3 | 1.8 | 1.7 | 2.8 |
| Student registered nurse | 0.0 | 0.1 | 0.2 | 0.1 | 0.3 | 0.2 | 0.0 | 0.0 | 0.1 |
| Registered nurse n.e.c. | 7.7 | 6.8 | 7.1 | 5.5 | 6.8 | 8.1 | 6.0 | 3.0 | 7.0 |
| Enrolled nurse | 15.4 | 23.4 | 21.2 | 19.5 | 24.2 | 23.6 | 12.3 | 24.6 | 20.1 |
| Student enrolled nurse | 0.0 | 0.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 |
| Dental nurse | 5.1 | 4.4 | 5.3 | 5.5 | 4.9 | 2.8 | 6.8 | 4.1 | 4.9 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

n.e.c. not elsewhere classified.

*Source*: ABS: 1991 census, unpublished data.

**Table 18: Employed nurses per 100,000 population: type of nurse, geographic location and States and Territories, 1991 census**

| | NSW | Vic | Qld | WA | SA | Tas | ACT (a) | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Registered and enrolled nurses | | | | | | | | | |
| Capital city | 970 | 1,103 | 1,121 | 1,169 | 1,407 | 1,566 | 920 | 1,005 | 1,100 |
| Other | 996 | 1,360 | 877 | 671 | 1,044 | 1,239 | . . | 1,112 | 1,037 |
| Dental nurses | | | | | | | | | |
| Capital city | 56 | 58 | 63 | 67 | 71 | 43 | 67 | 53 | 60 |
| Other | 47 | 45 | 48 | 43 | 59 | 37 | . . | 36 | 46 |
| Ratio of capital city to other | | | | | | | | | |
| Registered/enrolled | 0.97 | 0.81 | 1.28 | 1.74 | 1.35 | 1.26 | . . | 0.90 | 1.06 |
| Dental | 1.21 | 1.29 | 1.32 | 1.57 | 1.21 | 1.17 | . . | 1.48 | 1.30 |

(a) Figures are for the total ACT.

*Source*: ABS: 1991 census, unpublished data.

**Table 19: Employed registered and enrolled nurses: highest qualification and sex, Australia, 1991 census**

| Qualification | Male | Female | Total | Male | Female | Total |
|---|---|---|---|---|---|---|
| | | (number) | | | (per cent) | |
| Basic nursing | 8,685 | 123,757 | 132,442 | 57.9 | 72.4 | 71.2 |
| Midwifery | 202 | 14,386 | 14,588 | 1.3 | 8.4 | 7.8 |
| Mothercraft nursing | 6 | 1,639 | 1,645 | 0.0 | 1.0 | 0.9 |
| Psychiatric nursing | 1,489 | 1,881 | 3,370 | 9.9 | 1.1 | 1.8 |
| Community nursing | 12 | 464 | 476 | 0.1 | 0.3 | 0.3 |
| Nurse education | 61 | 428 | 489 | 0.4 | 0.3 | 0.3 |
| Nursing n.e.c. | 350 | 2,568 | 2,918 | 2.3 | 1.5 | 1.6 |
| Nursing n.f.d. | 393 | 2,633 | 3,026 | 2.6 | 1.5 | 1.6 |
| Field of study not stated | 150 | 2,080 | 2,230 | 1.0 | 1.2 | 1.2 |
| Health n.f.d. | 61 | 231 | 292 | 0.4 | 0.1 | 0.2 |
| Other qualification | 1,720 | 7,050 | 8,770 | 11.5 | 4.1 | 4.7 |
| Inadequately described | 109 | 412 | 521 | 0.7 | 0.2 | 0.3 |
| Not applicable | 1,755 | 13,455 | 15,212 | 11.7 | 7.9 | 8.2 |
| **Total** | **14,993** | **170,984** | **185,977** | **100.0** | **100.0** | **100.0** |

n.e.c. not elsewhere classified.

n.f.d. not further defined.

*Source*: ABS: 1991 census, unpublished data.

**Table 20: Employed nurses: type of nurse and country of birth, Australia, 1991 census**

| Country of birth | Registered and enrolled nurses | Dental nurses | Total | Registered and enrolled nurses | Dental nurses | Total |
|---|---|---|---|---|---|---|
| | | (number) | | | (per cent) | |
| Australia | 139,913 | 8,262 | 148,175 | 75.2 | 86.2 | 75.7 |
| New Zealand | 4,848 | 141 | 4,989 | 2.6 | 1.5 | 2.5 |
| Other Oceania | 1,255 | 30 | 1,285 | 0.7 | 0.3 | 0.7 |
| UK and Ireland | 21,195 | 504 | 21,699 | 11.4 | 5.3 | 11.1 |
| Southern Europe | 1,569 | 153 | 1,722 | 0.8 | 1.6 | 0.9 |
| Other Europe | 4,503 | 118 | 4,621 | 2.4 | 1.2 | 2.4 |
| West Asia | 321 | 28 | 349 | 0.2 | 0.3 | 0.2 |
| South East Asia | 5,923 | 144 | 6,067 | 3.2 | 1.5 | 3.1 |
| North East Asia | 1,669 | 60 | 1,729 | 0.9 | 0.6 | 0.9 |
| Southern Asia | 1,264 | 23 | 1,287 | 0.7 | 0.2 | 0.7 |
| South America | 480 | 38 | 518 | 0.3 | 0.4 | 0.3 |
| USA and Canada | 884 | 16 | 900 | 0.5 | 0.2 | 0.5 |
| Other America | 115 | 6 | 121 | 0.1 | 0.1 | 0.1 |
| Africa | 1,612 | 39 | 1,651 | 0.9 | 0.4 | 0.8 |
| Not stated | 589 | 27 | 616 | 0.3 | 0.3 | 0.3 |
| **Total** | **186,140** | **9,589** | **195,729** | **100.0** | **100.0** | **100.0** |

*Source*: ABS: 1991 census, unpublished data.

**Table 21: Employed nurses born overseas: percentage distribution by country of birth and period of arrival, Australia, 1991 census**

| | Period of arrival | | | | |
|---|---|---|---|---|---|
| Country of birth | Before 1981 | 1981–85 | 1986–91 | Not stated | Total |
| New Zealand | 8.0 | 18.1 | 14.6 | 6.5 | 10.5 |
| Other Oceania | 2.6 | 3.5 | 2.5 | 3.7 | 2.7 |
| UK and Ireland | 49.2 | 31.4 | 43.9 | 28.6 | 45.6 |
| Southern Europe | 4.9 | 1.6 | 0.9 | 3.6 | 3.6 |
| Other Europe | 12.1 | 8.8 | 3.3 | 6.4 | 9.7 |
| West Asia | 0.7 | 1.0 | 0.8 | 0.3 | 0.7 |
| South East Asia | 10.5 | 19.4 | 16.8 | 5.7 | 12.8 |
| North East Asia | 2.1 | 4.5 | 8.0 | 1.0 | 3.6 |
| Southern Asia | 2.9 | 3.3 | 1.9 | 1.7 | 2.7 |
| South America | 1.3 | 0.9 | 0.7 | 1.0 | 1.1 |
| USA and Canada | 2.0 | 1.8 | 1.8 | 0.3 | 1.9 |
| Other America | 0.2 | 0.3 | 0.3 | 0.0 | 0.3 |
| Africa | 3.1 | 4.9 | 4.1 | 1.4 | 3.5 |
| Not stated | 0.4 | 0.6 | 0.4 | 39.8 | 1.3 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

*Source*: ABS: 1991 census, unpublished data.

**Table 22: Persons whose highest qualification was in nursing: labour force status, age and sex, Australia, 1991 census**

| Age (years) | Labour force status | | | | | |
|---|---|---|---|---|---|---|
| | Employed in nursing | Employed, not in nursing | Unemployed | Not in the labour force | Not stated | Total |
| | | | **Males** | | | |
| Less than 20 | 20 | 28 | 12 | 3 | 0 | 63 |
| 20–24 | 1,245 | 333 | 79 | 102 | 6 | 1,766 |
| 25–29 | 1,850 | 670 | 119 | 133 | 3 | 2,775 |
| 30–34 | 2,695 | 1,107 | 171 | 167 | 12 | 4,152 |
| 35–39 | 2,302 | 1,109 | 137 | 173 | 3 | 3,724 |
| 40–44 | 1,382 | 699 | 78 | 161 | 15 | 2,336 |
| 45–49 | 749 | 433 | 42 | 122 | 0 | 1,346 |
| 50–54 | 502 | 254 | 57 | 122 | 3 | 708 |
| 55–59 | 285 | 199 | 21 | 200 | 3 | 708 |
| 60–64 | 148 | 117 | 63 | 420 | 3 | 751 |
| 65 and over | 20 | 47 | 6 | 1,150 | 0 | 1,243 |
| *Total* | *11,198* | *5,016* | *785* | *2,753* | *48* | *19,800* |
| | | | **Females** | | | |
| Less than 20 | 279 | 152 | 93 | 71 | 0 | 595 |
| 20–24 | 14,744 | 2,366 | 914 | 1,664 | 56 | 19,744 |
| 25–29 | 22,824 | 6,312 | 1,237 | 6,482 | 117 | 36,972 |
| 30–34 | 28,074 | 11,329 | 1,750 | 11,663 | 295 | 53,111 |
| 35–39 | 25,792 | 11,968 | 1,423 | 8,785 | 269 | 48,237 |
| 40–44 | 21,545 | 11,225 | 969 | 5,797 | 218 | 39,774 |
| 45–49 | 15,346 | 8,666 | 667 | 4,654 | 162 | 29,495 |
| 50–54 | 10,479 | 6550 | 491 | 5,432 | 170 | 23,122 |
| 55–59 | 5,785 | 4,052 | 309 | 6,963 | 145 | 17,274 |
| 60–64 | 2,415 | 2,182 | 76 | 9,906 | 3 | 14,582 |
| 65 and over | 473 | 1,508 | 115 | 29,346 | 3 | 31,445 |
| *Total* | *147,756* | *66,310* | *8,064* | *90,783* | *1,483* | *314,351* |
| | | | **All nurses** | | | |
| Less than 20 | 299 | 180 | 105 | 74 | 0 | 658 |
| 20–24 | 15,989 | 2,699 | 993 | 1,766 | 62 | 21,509 |
| 25–29 | 24,674 | 6,982 | 1,356 | 6,615 | 120 | 39,747 |
| 30–34 | 30,769 | 12,436 | 1,921 | 11,830 | 307 | 57,263 |
| 35–39 | 28,094 | 13,077 | 1,560 | 8,958 | 272 | 51,961 |
| 40–44 | 22,927 | 11,924 | 1,067 | 5,958 | 233 | 42,109 |
| 45–49 | 16,095 | 9,099 | 709 | 4,776 | 162 | 30,841 |
| 50–54 | 10,981 | 6,804 | 548 | 5,554 | 173 | 24,060 |
| 55–59 | 6,070 | 4,251 | 330 | 7,163 | 148 | 17,982 |
| 60–64 | 2,563 | 2,299 | 139 | 10,326 | 6 | 15,333 |
| 65 and over | 493 | 1,573 | 121 | 30,496 | 3 | 32,688 |
| **Total** | **158,954** | **71,326** | **8,849** | **93,536** | **1,486** | **334,151** |

*(continued)*

**Table 22 (continued): Persons whose highest qualification was in nursing: labour force status, age and sex, Australia, 1991 census**

| Age (years) | Labour force status: Employed in nursing | Employed, not in nursing | Unemployed | Not in the labour force | Not stated | Total |
|---|---|---|---|---|---|---|
| | | | (per cent—males) | | | |
| Less than 20 | 31.7 | 44.5 | 19.0 | 4.8 | 0.0 | 100.0 |
| 20–24 | 70.5 | 18.9 | 4.5 | 5.8 | 0.3 | 100.0 |
| 25–29 | 66.7 | 24.1 | 4.3 | 4.8 | 0.1 | 100.0 |
| 30–34 | 64.9 | 26.7 | 4.1 | 4.0 | 0.3 | 100.0 |
| 35–39 | 61.8 | 29.8 | 3.7 | 4.6 | 0.1 | 100.0 |
| 40–44 | 59.2 | 29.9 | 3.3 | 6.9 | 0.6 | 100.0 |
| 45–49 | 55.6 | 32.2 | 3.1 | 9.1 | 0.0 | 100.0 |
| 50–54 | 53.5 | 27.1 | 6.1 | 13.0 | 0.3 | 100.0 |
| 55–59 | 40.3 | 28.1 | 3.0 | 28.2 | 0.4 | 100.0 |
| 60–64 | 19.7 | 15.6 | 8.4 | 55.9 | 0.4 | 100.0 |
| 65 and over | 1.6 | 5.4 | 0.5 | 92.5 | 0.0 | 100.0 |
| *Total* | *56.6* | *25.3* | *4.0* | *13.9* | *0.2* | *100.0* |
| | | | (per cent—females) | | | |
| Less than 20 | 46.9 | 25.5 | 15.6 | 11.9 | 0.0 | 100.0 |
| 20–24 | 74.7 | 12.0 | 4.6 | 8.4 | 0.3 | 100.0 |
| 25–29 | 61.7 | 17.1 | 3.3 | 17.5 | 0.3 | 100.0 |
| 30–34 | 52.9 | 21.3 | 3.3 | 22.0 | 0.6 | 100.0 |
| 35–39 | 53.5 | 24.8 | 3.0 | 18.2 | 0.6 | 100.0 |
| 40–44 | 54.2 | 28.2 | 2.5 | 14.6 | 0.5 | 100.0 |
| 45–49 | 52.0 | 29.4 | 2.3 | 15.8 | 0.5 | 100.0 |
| 50–54 | 45.3 | 28.3 | 2.1 | 23.5 | 0.7 | 100.0 |
| 55–59 | 33.5 | 23.4 | 1.8 | 40.4 | 0.8 | 100.0 |
| 60–64 | 16.6 | 14.4 | 0.5 | 67.9 | 0.0 | 100.0 |
| 65 and over | 1.5 | 4.8 | 0.4 | 93.3 | 0.0 | 100.0 |
| *Total* | *47.0* | *21.1* | *2.6* | *28.9* | *0.5* | *100.0* |
| | | | (per cent—all nurses) | | | |
| Less than 20 | 45.4 | 27.4 | 16.0 | 11.2 | 0.0 | 100.0 |
| 20–24 | 74.3 | 12.6 | 4.6 | 8.2 | 0.3 | 100.0 |
| 25–29 | 62.1 | 17.5 | 3.4 | 16.6 | 0.3 | 100.0 |
| 30–34 | 53.7 | 21.8 | 3.4 | 20.7 | 0.5 | 109.0 |
| 35–39 | 54.1 | 25.1 | 3.0 | 17.2 | 0.5 | 100.0 |
| 40–44 | 54.4 | 25.4 | 2.5 | 14.1 | 0.6 | 100.0 |
| 45–49 | 52.2 | 29.5 | 2.3 | 15.5 | 0.5 | 100.0 |
| 50–54 | 45.6 | 28.3 | 2.3 | 23.1 | 0.7 | 100.0 |
| 55–59 | 33.8 | 23.6 | 1.8 | 39.9 | 0.8 | 100.0 |
| 60–64 | 16.7 | 15.0 | 0.9 | 67.3 | 0.0 | 100.0 |
| 65 and over | 1.5 | 4.8 | 0.4 | 93.3 | 0.0 | 100.0 |
| **Total** | **47.6** | **21.3** | **2.6** | **28.0** | **0.4** | **100.0** |

*Source*: ABS: 1991 census, unpublished data.

# 5 International comparison

Summary data for Organisation for Economic Co-operation and Development (OECD) countries are shown in Table 23. The OECD defines certified nurses as first level (nurses who have had a minimum of three years of formal training) and second level (nurses who have had between one and two years of formal training). 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 nurses per 100,000 population than do other English-speaking countries in the OECD.

**Table 23: Certified nurses: OECD countries, 1994**

| Country | Certified nurses | Population ('000) | Per cent of population aged 65+ | Nurses per 100,00( population |
|---|---|---|---|---|
| Australia | 227,966 | 17,843 | 11.8 | 1,277.6 |
| Austria | 67,479 | 8,030 | 15.0 | 840.3 |
| Canada (1992) (a) | 317,877 | 28,436 | 11.2 | 1,117.9 |
| Czech Republic (b) | 103,042 | 10,336 | 13.1 | 996.9 |
| Denmark (1993) | 34,946 | 5,189 | 15.4 | 673.5 |
| Finland | 60,575 | 5,038 | 14.2 | 1,202.4 |
| France (1993) | 325,965 | 57,530 | 14.5 | 566.6 |
| Greece (1993) | 37,211 | 10,368 | 14.8 (1993) | 358.9 |
| Hungary | 50,749 | 10,261 | 14.0 | 494.6 |
| Iceland (1992) (c) | 1,859 | 261 | 10.6 | 712.3 |
| Ireland | 26,918 | 3,571 | 11.5 | 753.8 |
| Italy (1992) | 231,638 | 56,757 | 14.5 (1989) | 408.1 |
| Japan | 849,013 | 124,960 | 14.0 | 679.4 |
| Mexico | 166,644 | 90,011 | 4.1 | 185.1 |
| New Zealand | 35,085 | 3,480 | 11.5 | 1,008.2 |
| Norway | 71,216 | 4,337 | 16.3 | 1,642.1 |
| Portugal | 31,991 | 9,912 | 14.4 | 322.8 |
| Spain (1993) (d) | 167,894 | 39,083 | 14.2 | 429.6 |
| Sweden | 89,200 | 8,816 | 17.4 | 1,011.8 |
| Switzerland (1990) | 93,781 | 6,712 | 15.0 | 1,397.2 |
| Turkey (e) | 56,280 | 60,576 | 2.8 | 92.9 |
| United Kingdom (1988) | 243854(f) | 57,065 | 15.6 | 427.3 |
| United States (1992) | 1,853,000 | 265,100 | 12.3 | 699.0 |
| **Total** | **4,900,329** | **883,672** | **. .** | **554.5** |

(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, 1996.

# 6 Registered nurses

## Overall numbers

- In 1994, 174,367 nurses were employed in Australia, including 1,933 nurses on leave for three months or more—an increase of 5.0% on the number employed in 1993.
- In the nursing labour force in 1994, 10,394 registered nurses (5.6%) were not employed in nursing and were looking for work in nursing.
- 3,676 nurses registered in Australia in 1994 were working in other countries.
- Also not in the labour force in 1994 were 17,248 registered nurses who were not employed in nursing and not looking for work in nursing.
- The proportion of registered nurses who were not employed in nursing and not looking for work in nursing decreased from 12.3% in 1993 to 8.4% in 1994, while the proportion who were employed in nursing increased from 81.4% to 84.7% over the same period.
- Of those registered nurses employed in nursing, excluding those on extended leave, 90.3% were working as clinicians, 4.8% as administrators, 2.5% as teachers or educators, 0.4% as researchers and the remaining 2.0% in other nursing occupations.

## Classification

- The distribution of employed registered nurses across classifications was relatively similar for males and females in 1994, although a larger proportion of females were level 1 registered nurses, the lowest classification (63.8% of females compared with 55.3% of males), while a smaller proportion of females were classified as assistant directors or directors of nursing (5.2% of females compared with 8.6% of males).

## Main areas of practice

- Of the 155,752 registered nurses employed as clinicians in 1994, one-third were employed in the areas of medical and surgical practice, followed by 14.6% in gerontology or geriatric nursing. The distribution across specific areas of clinical nursing was relatively similar across all States and differed in the Territories where a lower proportion of clinicians were employed in gerontology and geriatric areas and a higher proportion were employed in obstetrics, gynaecology and midwifery (13.3% in the Australian Capital Territory and 13.2% in the Northern Territory compared with the national proportion of 9.0%). Also in the Northern Territory, 15.2% of clinicians were employed in community health compared with the national proportion of 3.7%.

## Age

- The average age of employed registered nurses in 1994 was 39.6 years. On average, females were slightly older than males—39.7 years compared with 37.9 years.

## Hours worked

- On average, registered nurses worked a total of 32.5 hours per week in 1994. Males worked an average of 39.0 hours per week while females worked 31.9 hours. This difference in average hours worked is a result of the higher proportion of females working part-time hours—49.1% compared with only 13.4% of males. 79.5% of males worked between 35 and 50 hours per week, while 79.2% of females worked between 20 and 50 hours per week.

- While average hours worked by male registered nurses were similar across all States and Territories, average hours worked by females varied from a high of 34.6 hours per week in the Australian Capital Territory to a low of 29.9 hours in Tasmania (which also had the highest proportion of females—59.3%—working part-time).
- Given a higher proportion of males working in psychiatric and mental health, only 21.9% of nurses in this field worked part-time and their average hours worked (37.2 hours per week) were longer than for other areas of nursing practice. Registered nurses working in the area of private medical or independent practice averaged the least hours (24.6 hours per week) because 74.8% worked part-time.

## Sector of employment

- 70.4% of registered nurses worked in the public sector in 1994. This proportion varied from highs of 85.6% in the Northern Territory and 78.9% in the Australian Capital Territory to lows of 64.5% in Queensland and 65.7% in South Australia. Of registered nurses employed in the public sector, 70.4% worked in acute and psychiatric hospitals, 8.1% worked in nursing homes and 7.2% worked in community health centres. In the private sector, 45.7% worked in acute and psychiatric hospitals, 24.7% worked in nursing homes and 9.8% worked in private medical rooms.
- Registered nurses employed in the public sector worked an average of 33.8 hours per week compared with 29.3 hours in the private sector. Registered nurses employed in the Northern Territory worked the longest average hours in both the public (37.2 hours per week) and private (32.0 hours) sectors. Average hours worked across both public and private sectors ranged across work setting—from a high of 39.9 hours per week in the defence forces to a low of 24.7 hours in private medical rooms.

## Post registration nursing courses

- 51.7% of registered nurses had completed post registration nursing courses. Of these, 76.0% indicated that they had used the special skills of one or more of these qualifications for 12 months or more during the past five years.
- Midwifery was by far the most popular post registration nursing qualification (22,947 nurses) followed by intensive care (6,116) and advanced nursing studies (5,247).

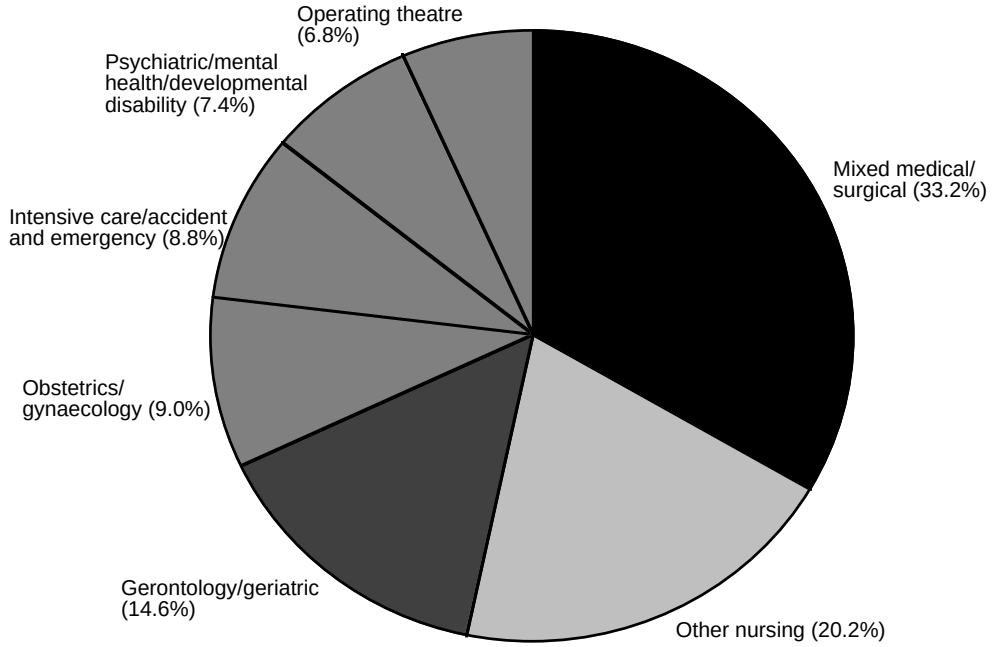



**Figure 4: Registered nurses employed as clinicians: percentage distribution by area of clinical nursing, Australia, 1994**

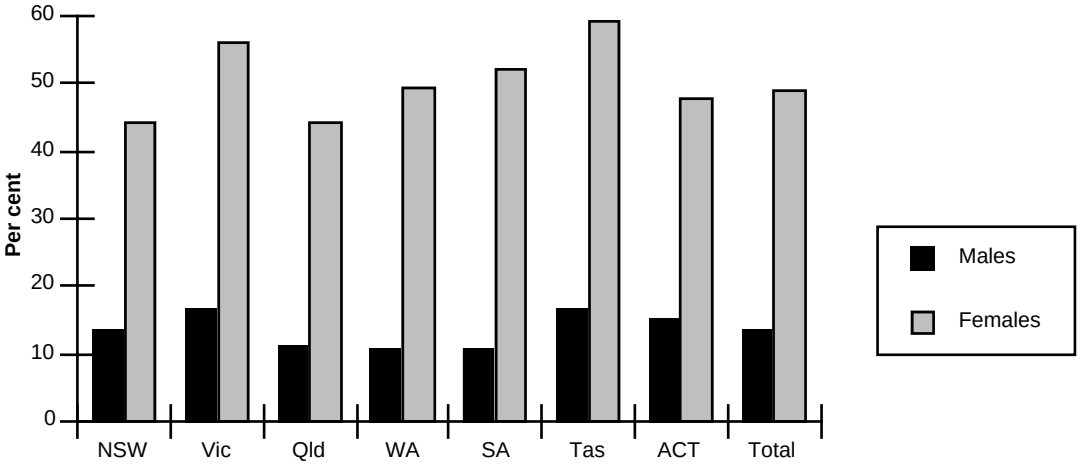



**Figure 5: Registered nurses working part-time: percentage distribution by sex and States and Territories (excluding the Northern Territory), 1994**

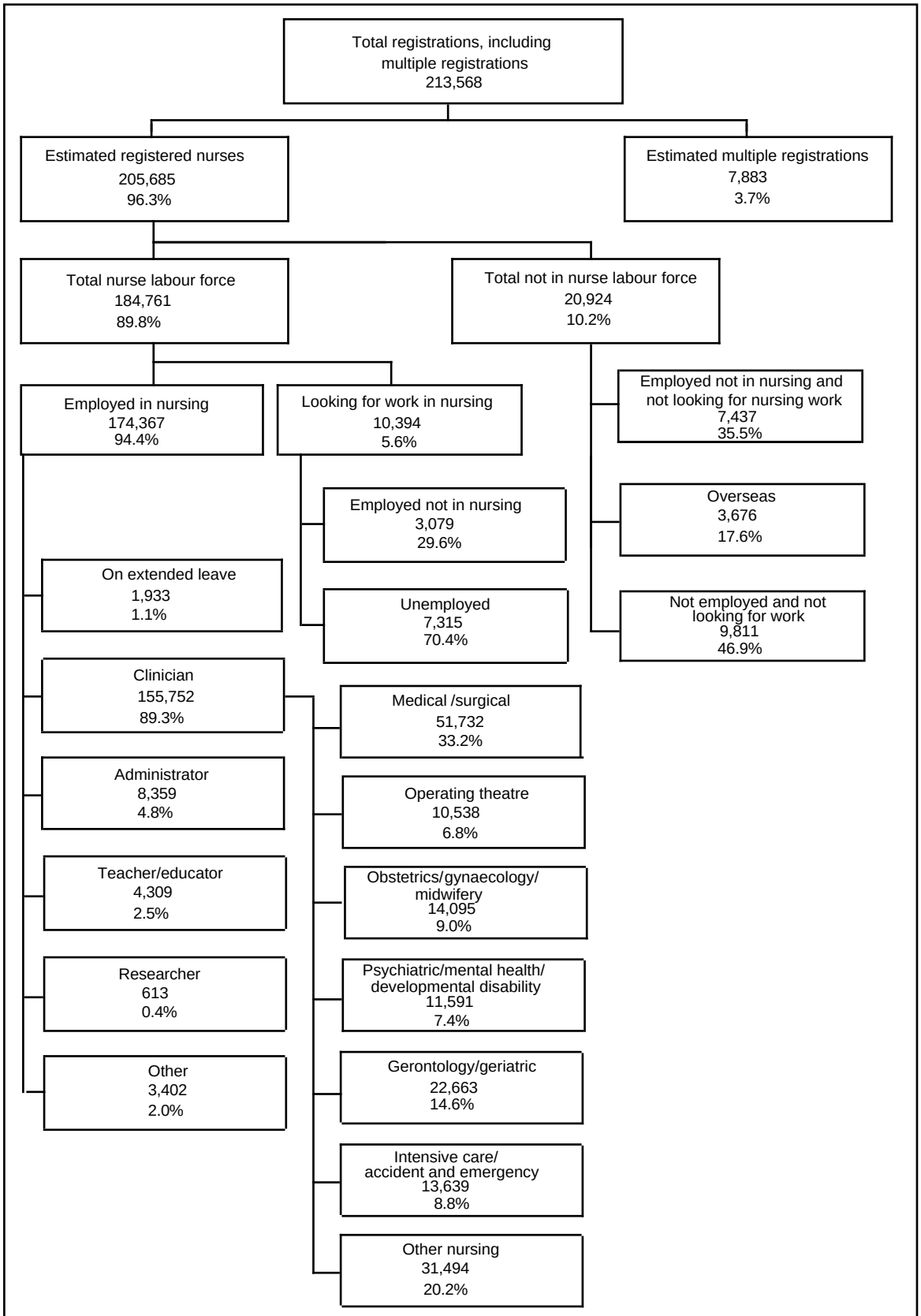



**Figure 6: Registered nurse labour force, Australia, 1994**

**Table 24: Registered nurses: professional employment status, occupation and States and Territories, 1993**

| Professional employment status/occupation | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Employed in nursing, only or mainly in State/Territory | | | | | | | | | |
| Clinician | 47,695 | 37,002 | 24,958 | 14,137 | 14,824 | 4,798 | 2,432 | 1,394 | 147,238 |
| Administrator | 3,350 | 1,824 | 1,393 | 689 | 682 | 224 | 83 | 115 | 8,360 |
| Teacher/educator | 1,177 | 1,057 | 765 | 489 | 444 | 116 | 56 | 70 | 4,174 |
| Researcher | 137 | 172 | 133 | 81 | 77 | 20 | 5 | 0 | 626 |
| Other | 1,240 | 1,167 | 1,144 | 15 | 219 | 13 | 38 | 17 | 3,854 |
| Total | 53,599 | 41,222 | 28,393 | 15,411 | 16,245 | 5,172 | 2,614 | 1,596 | 164,252 |
| On extended leave (a) | n.a. | 1,022 | n.a. | 262 | 245 | 104 | 73 | 59 | 1,765 |
| Looking for work in nursing | | | | | | | | | |
| Employed elsewhere | 1,270 | 986 | 279 | 169 | 149 | 57 | 76 | 46 | 3,032 |
| Not employed | 1,996 | 2,017 | 981 | 690 | 356 | 166 | 82 | 55 | 6,343 |
| Total | 3,266 | 3,003 | 1,260 | 859 | 505 | 223 | 158 | 101 | 9,375 |
| *Nursing labour force* | *56,865* | *45,247* | *29,653* | *16,532* | *16,995* | *5,499* | *2,845* | *1,756* | *175,392* |
| Overseas | 1,525 | 566 | 794 | 399 | 107 | 103 | 30 | 40 | 3,564 |
| Not looking for work in nursing | | | | | | | | | |
| Employed elsewhere | 4,026 | 2,626 | 1,678 | 363 | 208 | 280 | 398 | 158 | 9,737 |
| Not employed | 5,991 | 4,050 | 3,165 | 998 | 397 | 294 | 230 | 134 | 15,259 |
| *Not in nursing labour force* | *11,542* | *7,242* | *5,637* | *1,760* | *712* | *677* | *658* | *332* | *28,560* |
| *Total registered nurses* | *68,407* | *52,489* | *35,290* | *18,292* | *17,707* | *6,176* | *3,503* | *2,088* | *203,952* |
| Multiple registrations | 2,954 | 1,757 | 2,225 | 351 | 262 | 264 | 403 | 462 | 8,678 |
| **Total registrations** | **71,361** | **54,246** | **37,515** | **18,643** | **17,969** | **6,440** | **3,906** | **2,550** | **212,630** |
| | | | | **(per cent of employed nurses)** | | | | | |
| Employed in nursing (b) | | | | | | | | | |
| Clinician | 89.0 | 89.8 | 87.9 | 91.7 | 91.2 | 92.8 | 93.0 | 87.3 | 89.6 |
| Administrator | 6.2 | 4.4 | 4.9 | 4.5 | 4.2 | 4.3 | 3.2 | 7.2 | 5.1 |
| Teacher/educator | 2.2 | 2.6 | 2.7 | 3.2 | 2.7 | 2.2 | 2.1 | 4.4 | 2.5 |
| Researcher | 0.3 | 0.4 | 0.5 | 0.5 | 0.5 | 0.4 | 0.2 | 0.0 | 0.4 |
| Other | 2.3 | 2.8 | 4.0 | 0.1 | 1.3 | 0.3 | 1.5 | 1.1 | 2.3 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |
| | | | | **(per cent of total registered nurses)** | | | | | |
| Employed in nursing (b) | 78.4 | 78.5 | 80.5 | 84.2 | 91.7 | 83.7 | 74.6 | 76.4 | 80.5 |
| On extended leave (a) | n.a. | 1.9 | n.a. | 1.4 | 1.4 | 1.7 | 2.1 | 2.8 | 0.9 |
| Looking for work in nursing | 4.8 | 5.7 | 3.6 | 4.7 | 2.9 | 3.6 | 4.5 | 4.8 | 4.6 |
| *Nursing labour force* | *83.1* | *86.2* | *84.0* | *90.4* | *96.0* | *89.0* | *81.2* | *84.1* | *86.0* |
| Overseas | 2.2 | 1.1 | 2.2 | 2.2 | 0.6 | 1.7 | 0.9 | 1.9 | 1.7 |
| Not looking for work in nursing | 14.6 | 12.7 | 13.7 | 7.4 | 3.4 | 9.3 | 17.9 | 14.0 | 12.3 |
| *Not in nursing labour force* | *16.9* | *13.8* | *16.0* | *9.6* | *4.0* | *11.0* | *18.8* | *15.9* | *14.0* |
| **Total registered nurses** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

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

(b) Excluding nurses 'on extended leave'.

**Table 25: Registered nurses: professional employment status, occupation and States and Territories, 1994**

| Professional employment status/occupation | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Employed in nursing, only or mainly in State/Territory | | | | | | | | | |
| Clinician | 47,722 | 41,657 | 28,957 | 14,668 | 14,530 | 4,547 | 2,326 | 1,345 | 155,752 |
| Administrator | 3,474 | 2,053 | 1,270 | 516 | 668 | 211 | 98 | 67 | 8,359 |
| Teacher/educator | 1,251 | 1,190 | 774 | 445 | 435 | 112 | 52 | 51 | 4,309 |
| Researcher | 146 | 194 | 108 | 63 | 76 | 20 | 3 | 4 | 613 |
| Other | 1,343 | 1,314 | 335 | 100 | 215 | 13 | 60 | 23 | 3,402 |
| Total | 53,936 | 46,408 | 31,444 | 15,792 | 15,923 | 4,903 | 2,538 | 1,490 | 172,434 |
| On extended leave (a) | n.a. | 1,183 | n.a. | 291 | 240 | 99 | 67 | 53 | 1,933 |
| Looking for work in nursing | | | | | | | | | |
| Employed elsewhere | 1,610 | 701 | 285 | 148 | 146 | 55 | 97 | 37 | 3,079 |
| Not employed | 1,882 | 1,444 | 2,807 | 539 | 349 | 155 | 92 | 47 | 7,315 |
| Total | 3,492 | 2,145 | 3,092 | 687 | 495 | 210 | 189 | 84 | 10,394 |
| *Nursing labour force* | *57,428* | *49,736* | *34,536* | *16,770* | *16,658* | *5,212* | *2,794* | *1,627* | *184,761* |
| Overseas | 1,667 | 625 | 777 | 315 | 105 | 97 | 48 | 42 | 3,676 |
| Not looking for work in nursing | | | | | | | | | |
| Employed elsewhere | 3,861 | 1,171 | 1,138 | 332 | 204 | 263 | 359 | 109 | 7,437 |
| Not employed | 6,125 | 1,828 | 202 | 670 | 389 | 279 | 229 | 89 | 9,811 |
| *Not in nursing labour force* | *11,653* | *3,624* | *2,117* | *1,317* | *698* | *639* | *636* | *240* | *20,924* |
| *Total registered nurses* | *69,081* | *53,360* | *36,653* | *18,087* | *17,356* | *5,851* | *3,430* | *1,867* | *205,685* |
| Multiple registrations | 2,879 | 1,803 | 1,568 | 343 | 257 | 252 | 387 | 394 | 7,883 |
| **Total registrations** | **71,960** | **55,163** | **38,221** | **18,430** | **17,613** | **6,103** | **3,817** | **2,261** | **213,568** |
| | | | **(per cent of employed nurses)** | | | | | | |
| Employed in nursing (b) | | | | | | | | | |
| Clinician | 88.5 | 89.8 | 92.1 | 92.9 | 91.2 | 92.7 | 91.6 | 90.3 | 90.3 |
| Administrator | 6.4 | 4.4 | 4.0 | 3.3 | 4.2 | 4.3 | 3.9 | 4.5 | 4.8 |
| Teacher/educator | 2.3 | 2.6 | 2.5 | 2.8 | 2.7 | 2.3 | 2.1 | 3.4 | 2.5 |
| Researcher | 0.3 | 0.4 | 0.3 | 0.4 | 0.5 | 0.4 | 0.1 | 0.3 | 0.4 |
| Other | 2.5 | 2.8 | 1.1 | 0.6 | 1.3 | 0.3 | 2.3 | 1.5 | 2.0 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |
| | | | **(per cent of total registered nurses)** | | | | | | |
| Employed in nursing (b) | 78.1 | 87.0 | 85.8 | 87.3 | 91.7 | 83.8 | 74.0 | 79.8 | 83.8 |
| On extended leave (a) | n.a. | 2.2 | n.a. | 1.6 | 1.4 | 1.7 | 2.0 | 2.8 | 0.9 |
| Looking for work in nursing | 5.1 | 4.0 | 8.4 | 3.8 | 2.9 | 3.6 | 5.5 | 4.5 | 5.1 |
| *Nursing labour force* | *83.1* | *93.2* | *94.2* | *92.7* | *96.0* | *89.1* | *81.5* | *87.1* | *89.8* |
| Overseas | 2.4 | 1.2 | 2.1 | 1.7 | 0.6 | 1.7 | 1.4 | 2.2 | 1.8 |
| Not looking for work in nursing | 14.5 | 5.6 | 3.7 | 5.5 | 3.4 | 9.3 | 17.1 | 10.6 | 8.4 |
| *Not in nursing labour force* | *16.9* | *6.8* | *5.8* | *7.3* | *4.0* | *10.9* | *18.5* | *12.9* | *10.2* |
| **Total registered nurses** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

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

(b) Excluding nurses 'on extended leave'.

**Table 26: Registered nurses: classification of main job, sex and States and Territories, 1993**

| Classification | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Males** | | | | |
| Level 1 registered nurse | 2,602 | 1,508 | 964 | 428 | 919 | 190 | 65 | n.a. | 6,677 |
| Level 2 clinical nurse | 621 | n.a. | 389 | 298 | 286 | 102 | 34 | n.a. | 1,730 |
| Level 3 nurse manager | 274 | 322 | 66 | 57 | 84 | 19 | 8 | n.a. | 830 |
| Level 3 clinical nurse | 91 | 674 | 133 | 61 | 153 | 26 | 17 | n.a. | 1,155 |
| Level 3 staff development/educatio | 34 | n.a. | 45 | 39 | 42 | 11 | 4 | n.a. | 175 |
| Level 4 staff development/educatio | 17 | 34 | 21 | 7 | 13 | 0 | 0 | n.a. | 92 |
| Level 4 assistant director of nursing | 368 | 240 | 26 | 25 | 29 | 6 | 0 | n.a. | 693 |
| Director of nursing | 134 | 84 | 39 | 24 | 42 | 19 | 0 | n.a. | 340 |
| Lecturer—higher education sector | 78 | 84 | 26 | 16 | 27 | 4 | 4 | n.a. | 239 |
| Other | 80 | 0 | 120 | 33 | 0 | 2 | 0 | n.a. | 234 |
| *Total* | *4,299* | *2,944* | *1,829* | *989* | *1,595* | *379* | *132* | *n.a.* | *12,166* |
| | | | | | **Females** | | | | |
| Level 1 registered nurse | 35,785 | 20,718 | 16,785 | 7,668 | 10,399 | 2,662 | 1,366 | n.a. | 95,382 |
| Level 2 clinical nurse | 5,627 | n.a. | 4,431 | 4,490 | 2,238 | 1,394 | 739 | n.a. | 18,921 |
| Level 3 nurse manager | 1,658 | 4,972 | 839 | 362 | 365 | 151 | 84 | n.a. | 8,431 |
| Level 3 clinical nurse | 782 | 9,083 | 1,166 | 404 | 812 | 326 | 178 | n.a. | 12,751 |
| Level 3 staff development/educatio | 440 | n.a. | 304 | 399 | 160 | 53 | 34 | n.a. | 1,390 |
| Level 4 staff development/educatio | 222 | 307 | 197 | 90 | 35 | 13 | 6 | n.a. | 870 |
| Level 4 assistant director of nursing | 2,171 | 2,127 | 252 | 141 | 155 | 57 | 32 | n.a. | 4,934 |
| Director of nursing | 872 | 670 | 520 | 269 | 326 | 73 | 19 | n.a. | 2,750 |
| Lecturer—higher education sector | 583 | 400 | 219 | 141 | 161 | 30 | 23 | n.a. | 1,558 |
| Other | 1,160 | 0 | 1,851 | 458 | 0 | 34 | 0 | n.a. | 3,503 |
| *Total* | *49,300* | *38,278* | *26,564* | *14,422* | *14,650* | *4,793* | *2,482* | *n.a.* | *150,490* |
| | | | | | **All nurses** | | | | |
| Level 1 registered nurse | 38,387 | 22,226 | 17,749 | 8,096 | 11,318 | 2,853 | 1,431 | 845 | 102,904 |
| Level 2 clinical nurse | 6,249 | n.a. | 4,821 | 4,788 | 2,524 | 1,496 | 774 | 305 | 20,957 |
| Level 3 nurse manager | 1,932 | 5,294 | 905 | 419 | 449 | 170 | 92 | 91 | 9,352 |
| Level 3 clinical nurse | 872 | 9,757 | 1,300 | 466 | 965 | 352 | 195 | 269 | 14,175 |
| Level 3 staff development/educatio | 474 | n.a. | 349 | 438 | 202 | 64 | 38 | 31 | 1,596 |
| Level 4 staff development/educatio | 239 | 341 | 217 | 97 | 49 | 13 | 6 | 5 | 967 |
| Level 4 assistant director of nursing | 2,539 | 2,366 | 278 | 166 | 183 | 62 | 32 | 0 | 5,627 |
| Director of nursing | 1,006 | 754 | 558 | 293 | 368 | 92 | 19 | 33 | 3,123 |
| Lecturer—higher education sector | 662 | 484 | 245 | 157 | 188 | 34 | 27 | 17 | 1,813 |
| Other | 1,240 | 0 | 1,971 | 491 | 0 | 36 | 0 | 0 | 3,738 |
| **Total** | **53,599** | **41,222** | **28,393** | **15,411** | **16,245** | **5,172** | **2,614** | **1,596** | **164,252** |

*(continued)*

**Table 26 (continued): Registered nurses: classification of main job, sex and States and Territories, 1993**

| Classification | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | (per cent—males) | | | | |
| Level 1 registered nurse | 60.5 | 51.2 | 52.7 | 43.3 | 57.6 | 50.2 | 49.3 | n.a. | 54.9 |
| Level 2 clinical nurse | 14.4 | n.a. | 21.3 | 30.1 | 17.9 | 26.9 | 26.1 | n.a. | 14.2 |
| Level 3 nurse manager | 6.4 | 10.9 | 3.6 | 5.8 | 5.3 | 5.0 | 5.8 | n.a. | 6.8 |
| Level 3 clinical nurse | 2.1 | 22.9 | 7.3 | 6.2 | 9.6 | 7.0 | 13.0 | n.a. | 9.5 |
| Level 3 staff development/education | 0.8 | n.a. | 2.5 | 3.9 | 2.6 | 3.0 | 2.9 | n.a. | 1.4 |
| Level 4 staff development/education | 0.4 | 1.1 | 1.1 | 0.7 | 0.8 | 0.0 | 0.0 | n.a. | 0.8 |
| Level 4 assistant director of nursing | 8.5 | 8.1 | 1.4 | 2.6 | 1.8 | 1.5 | 0.0 | n.a. | 5.7 |
| Director of nursing | 3.1 | 2.8 | 2.1 | 2.4 | 2.6 | 5.0 | 0.0 | n.a. | 2.8 |
| Lecturer—higher education sector | 1.8 | 2.8 | 1.4 | 1.6 | 1.7 | 1.0 | 2.9 | n.a. | 2.0 |
| Other | 1.9 | 0.0 | 6.5 | 3.4 | 0.0 | 0.5 | 0.0 | n.a. | 1.9 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | (per cent—females) | | | | |
| Level 1 registered nurse | 72.6 | 54.1 | 63.2 | 53.2 | 71.0 | 55.5 | 55.0 | n.a. | 63.4 |
| Level 2 clinical nurse | 11.4 | n.a. | 16.7 | 31.1 | 15.3 | 29.1 | 29.8 | n.a. | 12.6 |
| Level 3 nurse manager | 3.4 | 13.0 | 3.2 | 2.5 | 2.5 | 3.1 | 3.4 | n.a. | 5.6 |
| Level 3 clinical nurse | 1.6 | 23.7 | 4.4 | 2.8 | 5.5 | 6.8 | 7.2 | n.a. | 8.5 |
| Level 3 staff development/education | 0.9 | n.a. | 1.1 | 2.8 | 1.1 | 1.1 | 1.4 | n.a. | 0.9 |
| Level 4 staff development/education | 0.4 | 0.8 | 0.7 | 0.6 | 0.2 | 0.3 | 0.2 | n.a. | 0.6 |
| Level 4 assistant director of nursing | 4.4 | 5.6 | 0.9 | 1.0 | 1.1 | 1.2 | 1.3 | n.a. | 3.3 |
| Director of nursing | 1.8 | 1.8 | 2.0 | 1.9 | 2.2 | 1.5 | 0.8 | n.a. | 1.8 |
| Lecturer—higher education sector | 1.2 | 1.0 | 0.8 | 1.0 | 1.1 | 0.6 | 0.9 | n.a. | 1.0 |
| Other | 2.4 | 0.0 | 7.0 | 3.2 | 0.0 | 0.7 | 0.0 | n.a. | 2.3 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | (per cent—all nurses) | | | | |
| Level 1 registered nurse | 71.6 | 53.9 | 62.5 | 52.5 | 69.7 | 55.2 | 54.8 | 52.9 | 62.7 |
| Level 2 clinical nurse | 11.7 | n.a. | 17.0 | 31.1 | 15.5 | 28.9 | 29.6 | 19.1 | 12.8 |
| Level 3 nurse manager | 3.6 | 12.8 | 3.2 | 2.7 | 2.8 | 3.3 | 3.5 | 5.7 | 5.7 |
| Level 3 clinical nurse | 1.6 | 23.7 | 4.6 | 3.0 | 5.9 | 6.8 | 7.5 | 16.8 | 8.6 |
| Level 3 staff development/education | 0.9 | n.a. | 1.2 | 2.8 | 1.2 | 1.2 | 1.5 | 1.9 | 1.0 |
| Level 4 staff development/education | 0.4 | 0.8 | 0.8 | 0.6 | 0.3 | 0.3 | 0.2 | 0.3 | 0.6 |
| Level 4 assistant director of nursing | 4.7 | 5.7 | 1.0 | 1.1 | 1.1 | 1.2 | 1.2 | 0.0 | 3.4 |
| Director of nursing | 1.9 | 1.8 | 2.0 | 1.9 | 2.3 | 1.8 | 0.7 | 2.1 | 1.9 |
| Lecturer—higher education sector | 1.2 | 1.2 | 0.9 | 1.0 | 1.2 | 0.7 | 1.0 | 1.1 | 1.1 |
| Other | 2.3 | 0.0 | 6.9 | 3.2 | 0.0 | 0.7 | 0.0 | 0.0 | 2.3 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

*Note:* For Victoria, level 2 clinical nurses have been included as level 1 registered nurses and level 3 staff development/education nurses have been included as level 3 clinical nurses.

**Table 27: Registered nurses: classification of main job, sex and States and Territories, 1994**

| Classification | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Males** | | | | |
| Level 1 registered nurse | 2,608 | 1,707 | 1,285 | 430 | 888 | 169 | 52 | n.a. | 7,141 |
| Level 2 clinical nurse | 655 | n.a. | 466 | 254 | 289 | 92 | 18 | n.a. | 1,774 |
| Level 3 nurse manager | 246 | 375 | 80 | 65 | 86 | 17 | 5 | n.a. | 876 |
| Level 3 clinical nurse | 122 | 781 | 141 | 63 | 147 | 22 | 18 | n.a. | 1,295 |
| Level 3 staff development/educatio | 72 | n.a. | 45 | 28 | 41 | 10 | 0 | n.a. | 197 |
| Level 4 staff development/educatio | 7 | 55 | 9 | 5 | 14 | 0 | 0 | n.a. | 90 |
| Level 4 assistant director of nursing | 339 | 176 | 19 | 30 | 27 | 5 | 0 | n.a. | 596 |
| Director of nursing | 207 | 177 | 45 | 35 | 45 | 14 | 0 | n.a. | 523 |
| Lecturer—higher education sector | 89 | 83 | 23 | 20 | 25 | 3 | 0 | n.a. | 244 |
| Other | 114 | 0 | 50 | 23 | 0 | 2 | 0 | n.a. | 188 |
| *Total* | *4,460* | *3,355* | *2,164* | *954* | *1,563* | *335* | *93* | *n.a.* | *12,924* |
| | | | | | **Females** | | | | |
| Level 1 registered nurse | 35,270 | 23,592 | 19,765 | 8,031 | 10,179 | 2,539 | 1,456 | n.a. | 100,831 |
| Level 2 clinical nurse | 5,753 | n.a. | 5,102 | 4,571 | 2,201 | 1,323 | 634 | n.a. | 19,584 |
| Level 3 nurse manager | 1,692 | 5,968 | 805 | 505 | 357 | 142 | 62 | n.a. | 9,531 |
| Level 3 clinical nurse | 888 | 9,669 | 1,406 | 469 | 805 | 312 | 175 | n.a. | 13,724 |
| Level 3 staff development/educatio | 761 | n.a. | 332 | 413 | 160 | 52 | 46 | n.a. | 1,763 |
| Level 4 staff development/educatio | 53 | 348 | 69 | 59 | 33 | 13 | 4 | n.a. | 579 |
| Level 4 assistant director of nursing | 1,662 | 1,945 | 289 | 153 | 148 | 54 | 38 | n.a. | 4,288 |
| Director of nursing | 1,651 | 1,071 | 610 | 263 | 316 | 70 | 20 | n.a. | 4,002 |
| Lecturer—higher education sector | 482 | 461 | 268 | 140 | 160 | 30 | 11 | n.a. | 1,552 |
| Other | 1,265 | 0 | 635 | 235 | 0 | 33 | 0 | n.a. | 2,167 |
| *Total* | *49,476* | *43,053* | *29,280* | *14,838* | *14,360* | *4,568* | *2,445* | *n.a.* | *158,020* |
| | | | | | **All nurses** | | | | |
| Level 1 registered nurse | 37,879 | 25,299 | 21,050 | 8,461 | 11,067 | 2,708 | 1,508 | 775 | 108,747 |
| Level 2 clinical nurse | 6,408 | n.a. | 5,568 | 4,825 | 2,490 | 1,415 | 652 | 280 | 21,637 |
| Level 3 nurse manager | 1,938 | 6,344 | 885 | 570 | 443 | 160 | 67 | 83 | 10,489 |
| Level 3 clinical nurse | 1,010 | 10,449 | 1,547 | 532 | 952 | 335 | 193 | 249 | 15,268 |
| Level 3 staff development/educatio | 833 | n.a. | 377 | 441 | 201 | 62 | 46 | 29 | 1,988 |
| Level 4 staff development/educatio | 61 | 403 | 78 | 64 | 48 | 13 | 4 | 5 | 675 |
| Level 4 assistant director of nursing | 2,001 | 2,121 | 308 | 183 | 175 | 59 | 38 | 24 | 4,908 |
| Director of nursing | 1,858 | 1,248 | 655 | 298 | 361 | 84 | 20 | 30 | 4,555 |
| Lecturer—higher education sector | 571 | 544 | 292 | 160 | 185 | 33 | 11 | 15 | 1,811 |
| Other | 1,378 | 0 | 685 | 257 | 0 | 35 | 0 | 0 | 2,355 |
| **Total** | **53,936** | **46,408** | **31,444** | **15,792** | **15,923** | **4,903** | **2,538** | **1,490** | **172,434** |

*(continued)*

**Table 27 (continued): Registered nurses: classification of main job, sex and States and Territories, 1994**

| Classification | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | (per cent—males) | | | | |
| Level 1 registered nurse | 58.5 | 50.9 | 59.4 | 45.1 | 56.8 | 50.5 | 55.8 | n.a. | 55.3 |
| Level 2 clinical nurse | 14.7 | n.a. | 21.5 | 26.6 | 18.5 | 27.3 | 19.2 | n.a. | 13.7 |
| Level 3 nurse manager | 5.5 | 11.2 | 3.7 | 6.9 | 5.5 | 5.2 | 5.8 | n.a. | 6.8 |
| Level 3 clinical nurse | 2.7 | 23.3 | 6.5 | 6.6 | 9.4 | 6.7 | 19.2 | n.a. | 10.0 |
| Level 3 staff development/education | 1.6 | n.a. | 2.1 | 2.9 | 2.6 | 3.1 | 0.0 | n.a. | 1.5 |
| Level 4 staff development/education | 0.2 | 1.6 | 0.4 | 0.5 | 0.9 | 0.0 | 0.0 | n.a. | 0.7 |
| Level 4 assistant director of nursing | 7.6 | 5.2 | 0.9 | 3.2 | 1.7 | 1.5 | 0.0 | n.a. | 4.6 |
| Director of nursing | 4.6 | 5.3 | 2.1 | 3.7 | 2.9 | 4.1 | 0.0 | n.a. | 4.0 |
| Lecturer—higher education sector | 2.0 | 2.5 | 1.1 | 2.1 | 1.6 | 1.0 | 0.0 | n.a. | 1.9 |
| Other | 2.5 | 0.0 | 2.3 | 2.4 | 0.0 | 0.5 | 0.0 | n.a. | 1.5 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | (per cent—females) | | | | |
| Level 1 registered nurse | 71.3 | 54.8 | 67.5 | 54.1 | 70.9 | 55.6 | 59.5 | n.a. | 63.8 |
| Level 2 clinical nurse | 11.6 | n.a. | 17.4 | 30.8 | 15.3 | 29.0 | 25.9 | n.a. | 12.4 |
| Level 3 nurse manager | 3.4 | 13.9 | 2.7 | 3.4 | 2.5 | 3.1 | 2.5 | n.a. | 6.0 |
| Level 3 clinical nurse | 1.8 | 22.5 | 4.8 | 3.2 | 5.6 | 6.8 | 7.2 | n.a. | 8.7 |
| Level 3 staff development/education | 1.5 | n.a. | 1.1 | 2.8 | 1.1 | 1.1 | 1.9 | n.a. | 1.1 |
| Level 4 staff development/education | 0.1 | 0.8 | 0.2 | 0.4 | 0.2 | 0.3 | 0.1 | n.a. | 0.4 |
| Level 4 assistant director of nursing | 3.4 | 4.5 | 1.0 | 1.0 | 1.0 | 1.2 | 1.6 | n.a. | 2.7 |
| Director of nursing | 3.3 | 2.5 | 2.1 | 1.8 | 2.2 | 1.5 | 0.8 | n.a. | 2.5 |
| Lecturer—higher education sector | 1.0 | 1.1 | 0.9 | 0.9 | 1.1 | 0.6 | 0.4 | n.a. | 1.0 |
| Other | 2.6 | 0.0 | 2.2 | 1.6 | 0.0 | 0.7 | 0.0 | n.a. | 1.4 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | (per cent—all nurses) | | | | |
| Level 1 registered nurse | 70.2 | 54.5 | 66.9 | 53.6 | 69.5 | 55.2 | 59.4 | 52.0 | 63.1 |
| Level 2 clinical nurse | 11.9 | n.a. | 17.7 | 30.6 | 15.6 | 28.9 | 25.7 | 18.8 | 12.5 |
| Level 3 nurse manager | 3.6 | 13.7 | 2.8 | 3.6 | 2.8 | 3.3 | 2.7 | 5.5 | 6.1 |
| Level 3 clinical nurse | 1.9 | 22.5 | 4.9 | 3.4 | 6.0 | 6.8 | 7.6 | 16.7 | 8.9 |
| Level 3 staff development/education | 1.5 | n.a. | 1.2 | 2.8 | 1.3 | 1.3 | 1.8 | 1.9 | 1.2 |
| Level 4 staff development/education | 0.1 | 0.9 | 0.2 | 0.4 | 0.3 | 0.3 | 0.1 | 0.3 | 0.4 |
| Level 4 assistant director of nursing | 3.7 | 4.6 | 1.0 | 1.2 | 1.1 | 1.2 | 1.5 | 1.6 | 2.8 |
| Director of nursing | 3.4 | 2.7 | 2.1 | 1.9 | 2.3 | 1.7 | 0.8 | 2.0 | 2.6 |
| Lecturer—higher education sector | 1.1 | 1.2 | 0.9 | 1.0 | 1.2 | 0.7 | 0.4 | 1.0 | 1.1 |
| Other | 2.6 | 0.0 | 2.2 | 1.6 | 0.0 | 0.7 | 0.0 | 0.0 | 1.4 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

*Note:* For Victoria, level 2 clinical nurses have been included as level 1 registered nurses and level 3 staff development/education nurses have been included as level 3 clinical nurses.

**Table 28: Registered nurses employed as clinicians: area of clinical nursing and States and Territories, 1993**

| Area of clinical nursing | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Mixed medical and surgical | 4,017 | 5,637 | 3,527 | 2,859 | 3,277 | 567 | 267 | 130 | 20,281 |
| Medical | 9,363 | 1,267 | 1,590 | 1,259 | 743 | 462 | 169 | 50 | 14,903 |
| Surgical | 5,099 | 1,988 | 1,910 | 1,083 | 1,075 | 433 | 181 | 33 | 11,802 |
| Operating theatre | 3,091 | 2,312 | 1,672 | 908 | 930 | 345 | 153 | 80 | 9,491 |
| Intensive care | 2,865 | 2,136 | 1,505 | 657 | 747 | 184 | 179 | 46 | 8,320 |
| Paediatric | n.a. | 752 | 978 | 487 | 422 | 136 | 120 | 92 | 2,988 |
| Obstetrics and gynaecology/ midwifery | 4,388 | 3,011 | 2,192 | 1,311 | 1,121 | 450 | 362 | 213 | 13,049 |
| Psychiatric/mental health | 3,261 | 2,163 | 1,464 | 700 | 1,097 | 198 | 116 | 67 | 9,066 |
| Developmental disability | 1,338 | 387 | 90 | 93 | 198 | 55 | 2 | 0 | 2,163 |
| Gerontology/geriatric | 7,970 | 5,971 | 3,483 | 1,862 | 1,939 | 755 | 216 | 63 | 22,259 |
| Accident and emergency | 1,653 | 1,410 | 763 | 443 | 323 | 112 | 102 | 105 | 4,911 |
| Community | 1,792 | 899 | 702 | 592 | 628 | 390 | 144 | 234 | 5,380 |
| Child health | 749 | 776 | 430 | 169 | 268 | 140 | 28 | 29 | 2,589 |
| School medical | 153 | 154 | 84 | 134 | 24 | 38 | 10 | 42 | 639 |
| District/domiciliary | n.a. | 1,319 | 973 | 345 | 319 | 76 | 22 | 13 | 3,067 |
| Occupational health | 304 | 239 | 160 | 153 | 167 | 29 | 16 | 21 | 1,090 |
| Private medical practice/ independent practice | n.a. | 1,060 | 941 | 376 | 404 | 159 | 77 | 17 | 3,033 |
| No one principal area | 1,213 | 1,746 | 602 | 368 | 372 | 105 | 59 | 21 | 4,486 |
| Other | 440 | 3,775 | 1,893 | 338 | 769 | 164 | 208 | 138 | 7,725 |
| **Total** | **47,695** | **37,002** | **24,958** | **14,137** | **14,824** | **4,798** | **2,432** | **1,394** | **147,238** |
| | | | | **(per cent)** | | | | | |
| Mixed medical and surgical | 8.4 | 15.2 | 14.1 | 20.2 | 22.1 | 11.8 | 11.0 | 9.3 | 13.8 |
| Medical | 19.6 | 3.4 | 6.4 | 8.9 | 5.0 | 9.6 | 6.9 | 3.6 | 10.1 |
| Surgical | 10.7 | 5.4 | 7.7 | 7.7 | 7.3 | 9.0 | 7.4 | 2.4 | 8.0 |
| Operating theatre | 6.5 | 6.2 | 6.7 | 6.4 | 6.3 | 7.2 | 6.3 | 5.7 | 6.4 |
| Intensive care | 6.0 | 5.8 | 6.0 | 4.7 | 5.0 | 3.8 | 7.4 | 3.3 | 5.7 |
| Paediatric | n.a. | 2.0 | 3.9 | 3.4 | 2.8 | 2.8 | 4.9 | 6.6 | 2.0 |
| Obstetrics and gynaecology/ midwifery | 9.2 | 8.1 | 8.8 | 9.3 | 7.6 | 9.4 | 14.9 | 15.3 | 8.9 |
| Psychiatric/mental health | 6.8 | 5.8 | 5.9 | 5.0 | 7.4 | 4.1 | 4.8 | 4.8 | 6.2 |
| Developmental disability | 2.8 | 1.0 | 0.4 | 0.7 | 1.3 | 1.1 | 0.1 | 0.0 | 1.5 |
| Gerontology/geriatric | 16.7 | 16.1 | 14.0 | 13.2 | 13.1 | 15.7 | 8.9 | 4.5 | 15.1 |
| Accident and emergency | 3.5 | 3.8 | 3.1 | 3.1 | 2.2 | 2.3 | 4.2 | 7.5 | 3.3 |
| Community | 3.8 | 2.4 | 2.8 | 4.2 | 4.2 | 8.1 | 5.9 | 16.8 | 3.7 |
| Child health | 1.6 | 2.1 | 1.7 | 1.2 | 1.8 | 2.9 | 1.2 | 2.1 | 1.8 |
| School medical | 0.3 | 0.4 | 0.3 | 0.9 | 0.2 | 0.8 | 0.4 | 3.0 | 0.4 |
| District/domiciliary | n.a. | 3.6 | 3.9 | 2.4 | 2.2 | 1.6 | 0.9 | 0.9 | 2.1 |
| Occupational health | 0.6 | 0.6 | 0.6 | 1.1 | 1.1 | 0.6 | 0.7 | 1.5 | 0.7 |
| Private medical practice/ independent practice | n.a. | 2.9 | 3.8 | 2.7 | 2.7 | 3.3 | 3.2 | 1.2 | 2.1 |
| No one principal area | 2.5 | 4.7 | 2.4 | 2.6 | 2.5 | 2.2 | 2.4 | 1.5 | 3.0 |
| Other | 0.9 | 10.2 | 7.6 | 2.4 | 5.2 | 3.4 | 8.5 | 9.9 | 5.2 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

**Table 29: Registered nurses employed as clinicians: area of clinical nursing and States and Territories, 1994**

| Area of clinical nursing | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Mixed medical and surgical | 3,872 | 8,353 | 4,106 | 2,912 | 3,212 | 530 | 299 | 159 | 23,444 |
| Medical | 9,379 | 2,066 | 1,861 | 1,193 | 728 | 439 | 144 | 47 | 15,857 |
| Surgical | 4,935 | 2,443 | 2,198 | 1,161 | 1,054 | 414 | 177 | 49 | 12,431 |
| Operating theatre | 3,190 | 3,020 | 1,891 | 982 | 912 | 321 | 155 | 67 | 10,538 |
| Intensive care | 2,925 | 2,536 | 1,611 | 663 | 732 | 177 | 168 | 64 | 8,876 |
| Paediatric | n.a. | 953 | 1,039 | 402 | 414 | 131 | 103 | 107 | 3,149 |
| Obstetrics and gynaecology/ midwifery | 4,376 | 3,855 | 2,607 | 1,243 | 1,099 | 427 | 310 | 178 | 14,095 |
| Psychiatric/mental health | 3,227 | 2,335 | 1,687 | 711 | 1,075 | 189 | 111 | 74 | 9,408 |
| Developmental disability | 1,265 | 458 | 109 | 92 | 194 | 53 | 11 | 0 | 2,183 |
| Gerontology/geriatric | 7,996 | 6,122 | 3,780 | 1,892 | 1,901 | 717 | 190 | 65 | 22,663 |
| Accident and emergency | 1,701 | 1,086 | 901 | 480 | 317 | 104 | 87 | 87 | 4,763 |
| Community | 1,941 | 932 | 843 | 623 | 615 | 374 | 153 | 205 | 5,685 |
| Child health | 847 | 549 | 473 | 213 | 263 | 132 | 35 | 17 | 2,530 |
| School medical | 156 | 181 | 109 | 147 | 23 | 35 | 9 | 20 | 681 |
| District/domiciliary | n.a. | 1,587 | 905 | 376 | 313 | 73 | 11 | 5 | 3,271 |
| Occupational health | 271 | 342 | 207 | 151 | 164 | 28 | 11 | 13 | 1,189 |
| Private medical practice/ independent practice | n.a. | 1,075 | 1,179 | 438 | 396 | 144 | 72 | 23 | 3,328 |
| No one principal area | 1,210 | 457 | 1,495 | 333 | 365 | 101 | 48 | 32 | 4,041 |
| Other | 431 | 3,305 | 1,954 | 653 | 754 | 157 | 234 | 132 | 7,621 |
| **Total** | **47,722** | **41,657** | **28,957** | **14,668** | **14,530** | **4,547** | **2,326** | **1,345** | **155,752** |
| | | | | **(per cent)** | | | | | |
| Mixed medical and surgical | 8.1 | 20.1 | 14.2 | 19.9 | 22.1 | 11.7 | 12.8 | 11.8 | 15.1 |
| Medical | 19.7 | 5.0 | 6.4 | 8.1 | 5.0 | 9.7 | 6.2 | 3.5 | 10.2 |
| Surgical | 10.3 | 5.9 | 7.6 | 7.9 | 7.3 | 9.1 | 7.6 | 3.6 | 8.0 |
| Operating theatre | 6.7 | 7.2 | 6.5 | 6.7 | 6.3 | 7.1 | 6.7 | 5.0 | 6.8 |
| Intensive care | 6.1 | 6.1 | 5.6 | 4.5 | 5.0 | 3.9 | 7.2 | 4.7 | 5.7 |
| Paediatric | n.a. | 2.3 | 3.6 | 2.7 | 2.8 | 2.9 | 4.4 | 8.0 | 2.0 |
| Obstetrics and gynaecology/ midwifery | 9.2 | 9.3 | 9.0 | 8.5 | 7.6 | 9.4 | 13.3 | 13.2 | 9.0 |
| Psychiatric/mental health | 6.8 | 5.6 | 5.8 | 4.8 | 7.4 | 4.2 | 4.8 | 5.5 | 6.0 |
| Developmental disability | 2.7 | 1.1 | 0.4 | 0.6 | 1.3 | 1.2 | 0.5 | 0.0 | 1.4 |
| Gerontology/geriatric | 16.8 | 14.7 | 13.1 | 12.9 | 13.1 | 15.8 | 8.2 | 4.9 | 14.6 |
| Accident and emergency | 3.6 | 2.6 | 3.1 | 3.3 | 2.2 | 2.3 | 3.7 | 6.5 | 3.1 |
| Community | 4.1 | 2.2 | 2.9 | 4.3 | 4.2 | 8.2 | 6.6 | 15.2 | 3.7 |
| Child health | 1.8 | 1.3 | 1.6 | 1.5 | 1.8 | 2.9 | 1.5 | 1.2 | 1.6 |
| School medical | 0.3 | 0.4 | 0.4 | 1.0 | 0.2 | 0.8 | 0.4 | 1.5 | 0.4 |
| District/domiciliary | n.a. | 3.8 | 3.1 | 2.6 | 2.2 | 1.6 | 0.5 | 0.4 | 2.1 |
| Occupational health | 0.6 | 0.8 | 0.7 | 1.0 | 1.1 | 0.6 | 0.5 | 1.0 | 0.8 |
| Private medical practice/ independent practice | n.a. | 2.6 | 4.1 | 3.0 | 2.7 | 3.2 | 3.1 | 1.7 | 2.1 |
| No one principal area | 2.5 | 1.1 | 5.2 | 2.3 | 2.5 | 2.2 | 2.1 | 2.4 | 2.6 |
| Other | 0.9 | 7.9 | 6.7 | 4.5 | 5.2 | 3.5 | 10.1 | 9.9 | 4.9 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

**Table 30: Registered nurses: age, sex and States and Territories, 1994**

| Age (years) | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Males** | | | | |
| Less than 25 | 208 | 230 | 219 | 42 | 73 | 5 | 0 | n.a. | 776 |
| 25–29 | 484 | 499 | 392 | 71 | 203 | 27 | 14 | n.a. | 1,690 |
| 30–34 | 674 | 595 | 366 | 139 | 286 | 58 | 7 | n.a. | 2,125 |
| 35–39 | 1,159 | 802 | 406 | 232 | 397 | 86 | 35 | n.a. | 3,118 |
| 40–44 | 969 | 595 | 332 | 170 | 314 | 50 | 23 | n.a. | 2,452 |
| 45–49 | 519 | 356 | 220 | 121 | 145 | 43 | 7 | n.a. | 1,410 |
| 50–54 | 227 | 145 | 130 | 92 | 61 | 30 | 5 | n.a. | 691 |
| 55–59 | 141 | 95 | 62 | 52 | 47 | 13 | 2 | n.a. | 411 |
| 60–64 | 58 | 30 | 37 | 29 | 30 | 20 | 0 | n.a. | 204 |
| 65 and over | 20 | 9 | 0 | 5 | 8 | 3 | 0 | n.a. | 47 |
| *Total* | *4,460* | *3,355* | *2,164* | *954* | *1,563* | *335* | *93* | *n.a.* | *12,924* |
| *Average age* | *38.7* | *37.2* | *36.4* | *40.6* | *37.8* | *41.4* | *38.3* | *n.a.* | *37.9* |
| | | | | | **Females** | | | | |
| Less than 25 | 2,057 | 3,194 | 2,268 | 661 | 757 | 131 | 100 | n.a. | 9,168 |
| 25–29 | 4,660 | 5,389 | 3,965 | 1,515 | 1,762 | 461 | 225 | n.a. | 17,977 |
| 30–34 | 8,250 | 6,556 | 4,758 | 2,195 | 2,505 | 668 | 365 | n.a. | 25,297 |
| 35–39 | 10,450 | 7,769 | 4,534 | 2,573 | 2,975 | 812 | 530 | n.a. | 29,643 |
| 40–44 | 8,470 | 7,154 | 4,362 | 2,394 | 2,412 | 790 | 470 | n.a. | 26,052 |
| 45–49 | 6,731 | 5,819 | 3,994 | 2,193 | 1,887 | 732 | 395 | n.a. | 21,752 |
| 50–54 | 4,665 | 3,813 | 2,922 | 1,753 | 1,166 | 553 | 202 | n.a. | 15,075 |
| 55–59 | 2,782 | 2,304 | 1,666 | 1,094 | 621 | 290 | 118 | n.a. | 8,875 |
| 60–64 | 1,030 | 857 | 676 | 394 | 224 | 111 | 39 | n.a. | 3,330 |
| 65 and over | 381 | 197 | 134 | 68 | 50 | 20 | 4 | n.a. | 854 |
| *Total* | *49,476* | *43,053* | *29,280* | *14,838* | *14,360* | *4,568* | *2,445* | *n.a.* | *158,020* |
| *Average age* | *40.3* | *39.4* | *39.0* | *40.6* | *38.8* | *41.0* | *39.9* | *n.a.* | *39.7* |
| | | | | | **All nurses** | | | | |
| Less than 25 | 2,265 | 3,424 | 2,486 | 702 | 831 | 136 | 100 | n.a. | 9,944 |
| 25–29 | 5,143 | 5,888 | 4,358 | 1,586 | 1,965 | 487 | 239 | n.a. | 19,666 |
| 30–34 | 8,924 | 7,151 | 5,124 | 2,334 | 2,791 | 726 | 372 | n.a. | 27,421 |
| 35–39 | 11,610 | 8,571 | 4,940 | 2,805 | 3,372 | 898 | 565 | n.a. | 32,760 |
| 40–44 | 9,439 | 7,749 | 4,694 | 2,564 | 2,726 | 840 | 493 | n.a. | 28,505 |
| 45–49 | 7,250 | 6,175 | 4,214 | 2,314 | 2,031 | 775 | 402 | n.a. | 23,162 |
| 50–54 | 4,892 | 3,958 | 3,053 | 1,845 | 1,228 | 583 | 207 | n.a. | 15,765 |
| 55–59 | 2,923 | 2,399 | 1,728 | 1,146 | 668 | 303 | 119 | n.a. | 9,286 |
| 60–64 | 1,088 | 887 | 712 | 423 | 254 | 131 | 39 | n.a. | 3,534 |
| 65 and over | 401 | 207 | 134 | 73 | 58 | 23 | 4 | n.a. | 900 |
| **Total** | **53,936** | **46,408** | **31,444** | **15,792** | **15,923** | **4,903** | **2,538** | **n.a.** | **170,944** |
| **Average age** | **40.2** | **39.3** | **38.8** | **40.6** | **38.7** | **41.0** | **39.8** | **n.a.** | **39.6** |

*(continued)*

**Table 30 (continued): Registered nurses: age, sex and States and Territories, 1994**

| Age (years) | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | (per cent—males) | | | | |
| Less than 25 | 4.7 | 6.9 | 10.1 | 4.4 | 4.7 | 1.5 | 0.0 | n.a. | 6.0 |
| 25–29 | 10.8 | 14.9 | 18.1 | 7.5 | 13.0 | 7.9 | 15.1 | n.a. | 13.1 |
| 30–34 | 15.1 | 17.7 | 16.9 | 14.5 | 18.3 | 17.3 | 7.5 | n.a. | 16.4 |
| 35–39 | 26.0 | 23.9 | 18.7 | 24.4 | 25.4 | 25.7 | 37.7 | n.a. | 24.1 |
| 40–44 | 21.7 | 17.7 | 15.3 | 17.8 | 20.1 | 14.9 | 24.5 | n.a. | 19.0 |
| 45–49 | 11.6 | 10.6 | 10.2 | 12.7 | 9.2 | 12.9 | 7.5 | n.a. | 10.9 |
| 50–54 | 5.1 | 4.3 | 6.0 | 9.6 | 3.9 | 8.9 | 5.7 | n.a. | 5.3 |
| 55–59 | 3.2 | 2.8 | 2.9 | 5.5 | 3.0 | 4.0 | 1.9 | n.a. | 3.2 |
| 60–64 | 1.3 | 0.9 | 1.7 | 3.1 | 1.9 | 5.9 | 0.0 | n.a. | 1.6 |
| 65 and over | 0.5 | 0.3 | 0.0 | 0.5 | 0.5 | 1.0 | 0.0 | n.a. | 0.4 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | (per cent—females) | | | | |
| Less than 25 | 4.2 | 7.4 | 7.7 | 4.5 | 5.3 | 2.9 | 4.1 | n.a. | 5.8 |
| 25–29 | 9.4 | 12.5 | 13.5 | 10.2 | 12.3 | 10.1 | 9.2 | n.a. | 11.4 |
| 30–34 | 16.7 | 15.2 | 16.3 | 14.8 | 17.4 | 14.6 | 14.9 | n.a. | 16.0 |
| 35–39 | 21.1 | 18.0 | 15.5 | 17.3 | 20.7 | 17.8 | 21.7 | n.a. | 18.8 |
| 40–44 | 17.1 | 16.6 | 14.9 | 16.1 | 16.8 | 17.3 | 19.2 | n.a. | 16.5 |
| 45–49 | 13.6 | 13.5 | 13.6 | 14.8 | 13.1 | 16.0 | 16.1 | n.a. | 13.8 |
| 50–54 | 9.4 | 8.9 | 10.0 | 11.8 | 8.1 | 12.1 | 8.2 | n.a. | 9.5 |
| 55–59 | 5.6 | 5.4 | 5.7 | 7.4 | 4.3 | 6.3 | 4.8 | n.a. | 5.6 |
| 60–64 | 2.1 | 2.0 | 2.3 | 2.7 | 1.6 | 2.4 | 1.6 | n.a. | 2.1 |
| 65 and over | 0.8 | 0.5 | 0.5 | 0.5 | 0.3 | 0.4 | 0.1 | n.a. | 0.5 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | (per cent—all nurses) | | | | |
| Less than 25 | 4.2 | 7.4 | 7.9 | 4.4 | 5.2 | 2.8 | 3.9 | n.a. | 5.8 |
| 25–29 | 9.5 | 12.7 | 13.9 | 10.0 | 12.3 | 9.9 | 9.4 | n.a. | 11.5 |
| 30–34 | 16.5 | 15.4 | 16.3 | 14.8 | 17.5 | 14.8 | 14.7 | n.a. | 16.0 |
| 35–39 | 21.5 | 18.5 | 15.7 | 17.8 | 21.2 | 18.3 | 22.3 | n.a. | 19.2 |
| 40–44 | 17.5 | 16.7 | 14.9 | 16.2 | 17.1 | 17.1 | 19.4 | n.a. | 16.7 |
| 45–49 | 13.4 | 13.3 | 13.4 | 14.7 | 12.8 | 15.8 | 15.8 | n.a. | 13.5 |
| 50–54 | 9.1 | 8.5 | 9.7 | 11.7 | 7.7 | 11.9 | 8.2 | n.a. | 9.2 |
| 55–59 | 5.4 | 5.2 | 5.5 | 7.3 | 4.2 | 6.2 | 4.7 | n.a. | 5.4 |
| 60–64 | 2.0 | 1.9 | 2.3 | 2.7 | 1.6 | 2.7 | 1.5 | n.a. | 2.1 |
| 65 and over | 0.7 | 0.4 | 0.4 | 0.5 | 0.4 | 0.5 | 0.1 | n.a. | 0.5 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **n.a.** | **100.0** |

*Note:* The figure for total persons does not match that given in other tables because age and sex data are not available for the Northern Territory.

**Table 31: Registered nurses: total hours worked per week, sex and States and Territories, 1994**

| Hours worked | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Males** | | | | |
| 1–9 | 62 | 48 | 24 | 9 | 17 | 5 | 0 | n.a. | 165 |
| 10–19 | 123 | 58 | 41 | 23 | 17 | 5 | 0 | n.a. | 266 |
| 20–29 | 250 | 168 | 92 | 26 | 64 | 23 | 11 | n.a. | 633 |
| 30–34 | 165 | 279 | 84 | 44 | 71 | 23 | 4 | n.a. | 669 |
| 35–39 | 2,081 | 1,474 | 97 | 324 | 872 | 137 | 21 | n.a. | 5,006 |
| 40–49 | 1,478 | 1,070 | 1,672 | 442 | 435 | 122 | 51 | n.a. | 5,271 |
| 50–59 | 101 | 95 | 74 | 30 | 39 | 11 | 2 | n.a. | 352 |
| 60–69 | 42 | 45 | 31 | 7 | 3 | 2 | 0 | n.a. | 130 |
| 70–79 | 88 | 87 | 3 | 26 | 37 | 2 | 2 | n.a. | 244 |
| 80 and over | 70 | 32 | 46 | 23 | 7 | 7 | 4 | n.a. | 187 |
| *Total* | *4,460* | *3,355* | *2,164* | *954* | *1,563* | *335* | *93* | *n.a.* | *12,924* |
| *Average weekly hours* | *38.7* | *38.9* | *40.0* | *40.1* | *38.7* | *38.2* | *39.5* | *n.a.* | *39.0* |
| | | | | | **Females** | | | | |
| 1–9 | 1,858 | 1,698 | 990 | 472 | 557 | 183 | 53 | n.a. | 5,810 |
| 10–19 | 6,178 | 6,148 | 3,310 | 1,839 | 2,139 | 618 | 271 | n.a. | 20,504 |
| 20–29 | 9,978 | 9,757 | 5,493 | 2,874 | 3,119 | 1,338 | 581 | n.a. | 33,140 |
| 30–34 | 3,897 | 6,473 | 3,191 | 2,144 | 1,645 | 572 | 266 | n.a. | 18,188 |
| 35–39 | 13,090 | 9,488 | 1,577 | 2,844 | 3,909 | 677 | 321 | n.a. | 31,905 |
| 40–49 | 12,273 | 7,887 | 13,546 | 3,865 | 2,560 | 1,013 | 718 | n.a. | 41,863 |
| 50–59 | 511 | 519 | 386 | 170 | 151 | 49 | 76 | n.a. | 1,862 |
| 60–69 | 268 | 337 | 230 | 141 | 90 | 18 | 32 | n.a. | 1,117 |
| 70–79 | 660 | 502 | 100 | 309 | 134 | 40 | 37 | n.a. | 1,782 |
| 80 and over | 762 | 244 | 457 | 179 | 58 | 59 | 90 | n.a. | 1,849 |
| *Total* | *49,476* | *43,053* | *29,280* | *14,838* | *14,360* | *4,568* | *2,445* | *n.a.* | *158,020* |
| *Average weekly hours* | *32.4* | *30.7* | *33.1* | *32.3* | *30.8* | *29.9* | *34.6* | *n.a.* | *31.9* |
| | | | | | **All nurses** | | | | |
| 1–9 | 1,920 | 1,746 | 1,014 | 481 | 574 | 188 | 53 | 22 | 5,998 |
| 10–19 | 6,301 | 6,206 | 3,351 | 1,862 | 2,156 | 623 | 271 | 61 | 20,831 |
| 20–29 | 10,228 | 9,925 | 5,585 | 2,901 | 3,183 | 1,361 | 592 | 252 | 34,026 |
| 30–34 | 4,062 | 6,752 | 3,275 | 2,189 | 1,716 | 595 | 269 | 43 | 18,900 |
| 35–39 | 15,171 | 10,962 | 1,674 | 3,168 | 4,781 | 814 | 342 | 366 | 37,276 |
| 40–49 | 13,751 | 8,958 | 15,218 | 4,307 | 2,995 | 1,135 | 768 | 642 | 47,776 |
| 50–59 | 613 | 613 | 461 | 200 | 190 | 61 | 78 | 50 | 2,265 |
| 60–69 | 310 | 382 | 262 | 148 | 93 | 20 | 32 | 18 | 1,265 |
| 70–79 | 748 | 589 | 103 | 336 | 171 | 41 | 39 | 10 | 2,036 |
| 80 and over | 833 | 275 | 503 | 202 | 64 | 66 | 94 | 26 | 2,062 |
| **Total** | **53,936** | **46,408** | **31,444** | **15,792** | **15,923** | **4,903** | **2,538** | **1,490** | **172,434** |
| **Average weekly hours** | **33.0** | **31.3** | **33.6** | **32.8** | **31.6** | **30.5** | **34.7** | **36.4** | **32.5** |

*(continued)*

**Table 31 (continued): Registered nurses: total hours worked per week, sex and States and Territories, 1994**

| Hours worked | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | (per cent—males) | | | | |
| 1–9 | 1.4 | 1.4 | 1.1 | 0.9 | 1.1 | 1.5 | 0.0 | n.a. | 1.3 |
| 10–19 | 2.8 | 1.7 | 1.9 | 2.4 | 1.1 | 1.5 | 0.0 | n.a. | 2.1 |
| 20–29 | 5.6 | 5.0 | 4.2 | 2.8 | 4.1 | 6.8 | 11.3 | n.a. | 4.9 |
| 30–34 | 3.7 | 8.3 | 3.9 | 4.6 | 4.6 | 6.8 | 3.8 | n.a. | 5.2 |
| 35–39 | 46.7 | 43.9 | 4.5 | 33.9 | 55.8 | 40.8 | 22.6 | n.a. | 38.7 |
| 40–49 | 33.1 | 31.9 | 77.3 | 46.3 | 27.8 | 36.4 | 54.7 | n.a. | 40.8 |
| 50–59 | 2.3 | 2.8 | 3.4 | 3.1 | 2.5 | 3.4 | 1.9 | n.a. | 2.7 |
| 60–69 | 0.9 | 1.4 | 1.4 | 0.7 | 0.2 | 0.5 | 0.0 | n.a. | 1.0 |
| 70–79 | 2.0 | 2.6 | 0.1 | 2.8 | 2.4 | 0.5 | 1.9 | n.a. | 1.9 |
| 80 and over | 1.6 | 0.9 | 2.1 | 2.4 | 0.4 | 1.9 | 3.8 | n.a. | 1.5 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | (per cent—females) | | | | |
| 1–9 | 3.8 | 3.9 | 3.4 | 3.2 | 3.9 | 4.0 | 2.2 | n.a. | 3.7 |
| 10–19 | 12.5 | 14.3 | 11.3 | 12.4 | 14.9 | 13.5 | 11.1 | n.a. | 13.0 |
| 20–29 | 20.2 | 22.7 | 18.8 | 19.4 | 21.7 | 29.3 | 23.8 | n.a. | 21.0 |
| 30–34 | 7.9 | 15.0 | 10.9 | 14.5 | 11.5 | 12.5 | 10.9 | n.a. | 11.5 |
| 35–39 | 26.5 | 22.0 | 5.4 | 19.2 | 27.2 | 14.8 | 13.1 | n.a. | 20.2 |
| 40–49 | 24.8 | 18.3 | 46.3 | 26.0 | 17.8 | 22.2 | 29.3 | n.a. | 26.5 |
| 50–59 | 1.0 | 1.2 | 1.3 | 1.1 | 1.0 | 1.1 | 3.1 | n.a. | 1.2 |
| 60–69 | 0.5 | 0.8 | 0.8 | 1.0 | 0.6 | 0.4 | 1.3 | n.a. | 0.7 |
| 70–79 | 1.3 | 1.2 | 0.3 | 2.1 | 0.9 | 0.9 | 1.5 | n.a. | 1.1 |
| 80 and over | 1.5 | 0.6 | 1.6 | 1.2 | 0.4 | 1.3 | 3.7 | n.a. | 1.2 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | (per cent—all nurses) | | | | |
| 1–9 | 3.6 | 3.8 | 3.2 | 3.0 | 3.6 | 3.8 | 2.1 | 1.5 | 3.5 |
| 10–19 | 11.7 | 13.4 | 10.7 | 11.8 | 13.5 | 12.7 | 10.7 | 4.1 | 12.1 |
| 20–29 | 19.0 | 21.4 | 17.8 | 18.4 | 20.0 | 27.8 | 23.3 | 16.9 | 19.7 |
| 30–34 | 7.5 | 14.5 | 10.4 | 13.9 | 10.8 | 12.1 | 10.6 | 2.9 | 11.0 |
| 35–39 | 28.1 | 23.6 | 5.3 | 20.1 | 30.0 | 16.6 | 13.5 | 24.6 | 21.6 |
| 40–49 | 25.5 | 19.3 | 48.4 | 27.3 | 18.8 | 23.2 | 30.3 | 43.1 | 27.7 |
| 50–59 | 1.1 | 1.3 | 1.5 | 1.3 | 1.2 | 1.2 | 3.1 | 3.3 | 1.3 |
| 60–69 | 0.6 | 0.8 | 0.8 | 0.9 | 0.6 | 0.4 | 1.3 | 1.2 | 0.7 |
| 70–79 | 1.4 | 1.3 | 0.3 | 2.1 | 1.1 | 0.8 | 1.5 | 0.6 | 1.2 |
| 80 and over | 1.5 | 0.6 | 1.6 | 1.3 | 0.4 | 1.3 | 3.7 | 1.7 | 1.2 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |
| | | | | | (per cent working part-time hours) | | | | |
| Males | 13.5 | 16.5 | 11.1 | 10.7 | 10.8 | 16.5 | 15.1 | n.a. | 13.4 |
| Females | 44.3 | 55.9 | 44.3 | 49.4 | 51.9 | 59.3 | 47.9 | n.a. | 49.1 |
| All nurses | 41.7 | 53.1 | 42.1 | 47.1 | 47.9 | 56.4 | 46.7 | 25.4 | 46.3 |

**Table 32: Registered nurses employed as clinicians: area of clinical nursing and total hours worked per week, Australia, 1994**

| Area of clinical nursing | Hours worked per week | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | 1–9 | 10–19 | 20–29 | 30–34 | 35–39 | 40–49 | 50+ | Total | Average |
| Mixed medical and surgical | 1,003 | 3,338 | 5,113 | 3,115 | 4,021 | 5,965 | 888 | 23,444 | 31.1 |
| Medical | 428 | 1,625 | 3,061 | 1,543 | 3,826 | 4,693 | 680 | 15,857 | 33.4 |
| Surgical | 215 | 1,099 | 2,193 | 1,211 | 2,887 | 4,314 | 512 | 12,431 | 34.3 |
| Operating theatre | 285 | 992 | 1,951 | 1,238 | 2,086 | 3,505 | 482 | 10,538 | 33.8 |
| Intensive care | 199 | 812 | 1,401 | 1,147 | 2,113 | 2,744 | 462 | 8,876 | 34.5 |
| Paediatric | 55 | 365 | 562 | 382 | 626 | 1,030 | 129 | 3,149 | 33.6 |
| Obstetrics and gynaecology/ midwifery | 528 | 2,031 | 3,503 | 1,589 | 2,691 | 3,340 | 413 | 14,095 | 30.7 |
| Psychiatric/mental health | 107 | 505 | 939 | 510 | 3,406 | 3,431 | 510 | 9,408 | 37.2 |
| Developmental disability | 38 | 197 | 309 | 114 | 949 | 447 | 128 | 2,183 | 35.4 |
| Gerontology/geriatric | 1,126 | 4,691 | 6,567 | 3,480 | 2,845 | 3,325 | 628 | 22,663 | 27.7 |
| Accident and emergency | 83 | 425 | 900 | 497 | 1,016 | 1,589 | 254 | 4,763 | 34.5 |
| Community | 291 | 668 | 974 | 408 | 1,482 | 1,648 | 214 | 5,685 | 32.3 |
| Child health | 122 | 288 | 426 | 194 | 804 | 612 | 84 | 2,530 | 32.5 |
| School medical | 26 | 95 | 124 | 48 | 214 | 109 | 65 | 681 | 33.5 |
| District/domiciliary | 260 | 553 | 816 | 342 | 415 | 837 | 49 | 3,271 | 28.0 |
| Occupational health | 63 | 116 | 122 | 90 | 328 | 392 | 78 | 1,189 | 34.3 |
| Private medical practice/ independent practice | 324 | 809 | 973 | 381 | 349 | 422 | 69 | 3,328 | 24.6 |
| No one principal area | 308 | 555 | 823 | 409 | 493 | 1,271 | 181 | 4,041 | 30.8 |
| Other | 212 | 682 | 1,433 | 898 | 1,646 | 2,478 | 272 | 7,621 | 33.4 |
| **Total** | **5,672** | **19,849** | **32,188** | **17,596** | **32,198** | **42,152** | **6,098** | **155,752** | **32.5** |

| Area of clinical nursing | (per cent) | | | | | | | | Per cent part-time |
|---|---|---|---|---|---|---|---|---|---|
| Mixed medical and surgical | 4.3 | 14.2 | 21.8 | 13.3 | 17.2 | 25.4 | 3.8 | 100.0 | 53.6 |
| Medical | 2.7 | 10.3 | 19.3 | 9.7 | 24.1 | 29.6 | 4.3 | 100.0 | 42.0 |
| Surgical | 1.7 | 8.8 | 17.6 | 9.7 | 23.2 | 34.7 | 4.1 | 100.0 | 37.9 |
| Operating theatre | 2.7 | 9.4 | 18.5 | 11.7 | 19.8 | 33.3 | 4.6 | 100.0 | 42.4 |
| Intensive care | 2.2 | 9.1 | 15.8 | 12.9 | 23.8 | 30.9 | 5.2 | 100.0 | 40.1 |
| Paediatric | 1.8 | 11.6 | 17.8 | 12.1 | 19.9 | 32.7 | 4.1 | 100.0 | 43.3 |
| Obstetrics and gynaecology/ midwifery | 3.7 | 14.4 | 24.9 | 11.3 | 19.1 | 23.7 | 2.9 | 100.0 | 54.3 |
| Psychiatric/mental health | 1.1 | 5.4 | 10.0 | 5.4 | 36.2 | 36.5 | 5.4 | 100.0 | 21.9 |
| Developmental disability | 1.7 | 9.0 | 14.1 | 5.2 | 43.5 | 20.5 | 5.9 | 100.0 | 30.2 |
| Gerontology/geriatric | 5.0 | 20.7 | 29.0 | 15.4 | 12.6 | 14.7 | 2.8 | 100.0 | 70.0 |
| Accident and emergency | 1.7 | 8.9 | 18.9 | 10.4 | 21.3 | 33.4 | 5.3 | 100.0 | 40.0 |
| Community | 5.1 | 11.8 | 17.1 | 7.2 | 26.1 | 29.0 | 3.8 | 100.0 | 41.2 |
| Child health | 4.8 | 11.4 | 16.8 | 7.7 | 31.8 | 24.2 | 3.3 | 100.0 | 40.7 |
| School medical | 3.9 | 13.9 | 18.2 | 7.1 | 31.4 | 15.9 | 9.6 | 100.0 | 43.1 |
| District/domiciliary | 7.9 | 16.9 | 24.9 | 10.4 | 12.7 | 25.6 | 1.5 | 100.0 | 60.2 |
| Occupational health | 5.3 | 9.8 | 10.3 | 7.6 | 27.6 | 33.0 | 6.5 | 100.0 | 32.9 |
| Private medical practice/ independent practice | 9.7 | 24.3 | 29.2 | 11.5 | 10.5 | 12.7 | 2.1 | 100.0 | 74.8 |
| No one principal area | 7.6 | 13.7 | 20.4 | 10.1 | 12.2 | 31.5 | 4.5 | 100.0 | 51.9 |
| Other | 2.8 | 9.0 | 18.8 | 11.8 | 21.6 | 32.5 | 3.6 | 100.0 | 42.3 |
| **Total** | **3.6** | **12.7** | **20.7** | **11.3** | **20.7** | **27.1** | **3.9** | **100.0** | **48.3** |

**Table 33: Registered nurses: work setting of main job, sector and States and Territories, 1994**

| Work setting | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Public sector** | | | | |
| Acute/psychiatric hospital | 28,004 | 22,882 | 15,116 | 7,851 | 7,166 | 2,219 | 1,466 | 755 | 85,458 |
| Nursing home | 2,488 | 3,376 | 1,662 | 1,021 | 787 | 348 | 105 | 26 | 9,813 |
| Day procedure centre | 194 | 361 | n.a. | n.a. | n.a. | n.a. | 28 | n.a. | 583 |
| Hostel | n.a. | 230 | n.a. | n.a. | n.a. | n.a. | 41 | n.a. | 271 |
| Hospice | n.a. | 209 | n.a. | n.a. | n.a. | n.a. | 0 | n.a. | 209 |
| Community health centre | 3,790 | 1,858 | 801 | 722 | 633 | 461 | 181 | 315 | 8,760 |
| Agency | n.a. | 1,131 | n.a. | n.a. | n.a. | n.a. | 24 | n.a. | 1,155 |
| Developmental disability service | 1,388 | 521 | 88 | 60 | 229 | 35 | 7 | 0 | 2,328 |
| School/child health service | 44 | 139 | 531 | 207 | 316 | 118 | 9 | 16 | 1,380 |
| Tertiary education institution | 762 | 666 | 395 | 229 | 192 | 50 | 17 | 16 | 2,324 |
| Prison medical service | 200 | 62 | n.a. | n.a. | n.a. | n.a. | 4 | n.a. | 266 |
| Defence forces | 78 | 32 | 38 | 5 | 9 | 0 | 13 | 7 | 182 |
| Other | 2,194 | 2,164 | 1,662 | 1,120 | 1,124 | 218 | 107 | 142 | 8,731 |
| *Total public sector* | *39,141* | *33,631* | *20,291* | *11,214* | *10,456* | *3,450* | *2,002* | *1,275* | *121,461* |
| | | | | | **Private sector** | | | | |
| Acute/psychiatric hospital | 5,106 | 7,155 | 5,163 | 2,178 | 2,672 | 685 | 259 | 95 | 23,313 |
| Nursing home | 4,733 | 2,515 | 2,485 | 986 | 1,316 | 455 | 68 | 50 | 12,608 |
| Day procedure centre | 320 | 280 | 257 | 107 | 92 | 39 | 18 | 3 | 1,117 |
| Hostel | 427 | 130 | n.a. | n.a. | n.a. | n.a. | 13 | n.a. | 569 |
| Hospice | 48 | 7 | n.a. | n.a. | n.a. | n.a. | 0 | n.a. | 55 |
| Private medical rooms | 1,420 | 1,064 | 1,335 | 498 | 445 | 130 | 76 | 28 | 4,995 |
| Agency | 734 | 360 | 343 | 174 | 486 | 11 | 24 | 0 | 2,132 |
| Private nursing practice | 502 | 380 | n.a. | n.a. | n.a. | n.a. | 24 | n.a. | 907 |
| Developmental disability service | n.a. | 18 | 28 | 37 | 34 | 9 | 0 | 0 | 126 |
| School/child health service | n.a. | 40 | n.a. | n.a. | n.a. | n.a. | 2 | n.a. | 42 |
| Tertiary education institution | n.a. | 10 | 28 | 15 | 2 | 2 | 0 | 2 | 58 |
| Private sector | 427 | 390 | 576 | 224 | 266 | 52 | 11 | 24 | 1,971 |
| Other | 1,077 | 429 | 939 | 358 | 154 | 70 | 41 | 12 | 3,080 |
| *Total private sector* | *14,795* | *12,777* | *11,153* | *4,578* | *5,467* | *1,453* | *536* | *215* | *50,973* |
| | | | | | **All sectors** | | | | |
| Acute/psychiatric hospital | 33,110 | 30,037 | 20,278 | 10,029 | 9,839 | 2,904 | 1,725 | 850 | 108,771 |
| Nursing home | 7,221 | 5,892 | 4,146 | 2,006 | 2,103 | 803 | 174 | 76 | 22,422 |
| Day procedure centre | 514 | 641 | 257 | 107 | 92 | 39 | 46 | 3 | 1,700 |
| Hostel | 427 | 360 | n.a. | n.a. | n.a. | n.a. | 54 | n.a. | 840 |
| Hospice | 48 | 216 | n.a. | n.a. | n.a. | n.a. | 0 | n.a. | 265 |
| Community health centre (a) | 3,790 | 1,858 | 801 | 722 | 633 | 461 | 181 | 315 | 8,760 |
| Private medical rooms (b) | 1,420 | 1,064 | 1,335 | 498 | 445 | 130 | 76 | 28 | 4,995 |
| Agency | 734 | 1,491 | 343 | 174 | 486 | 11 | 48 | 0 | 3,288 |
| Private nursing practice (b) | 502 | 380 | n.a. | n.a. | n.a. | n.a. | 24 | n.a. | 907 |
| Developmental disability service | 1,388 | 539 | 116 | 97 | 262 | 44 | 7 | 0 | 2,454 |
| School/child health service | 44 | 179 | 531 | 207 | 316 | 118 | 11 | 16 | 1,422 |
| Tertiary education institution | 762 | 675 | 422 | 244 | 193 | 52 | 17 | 17 | 2,382 |
| Private sector (b) | 427 | 390 | 576 | 224 | 266 | 52 | 11 | 24 | 1,971 |
| Prison medical service (a) | 200 | 62 | n.a. | n.a. | n.a. | n.a. | 4 | n.a. | 266 |
| Defence forces (a) | 78 | 32 | 38 | 5 | 9 | 0 | 13 | 7 | 182 |
| Other | 3,270 | 2,592 | 2,600 | 1,479 | 1,279 | 289 | 148 | 154 | 11,811 |
| **Total all sectors** | **53,936** | **46,408** | **31,444** | **15,792** | **15,923** | **4,903** | **2,538** | **1,490** | **172,434** |

(a) Public sector only.

(b) Private sector only.

**Table 34: Registered nurses: average hours worked per week by work setting of main job, sector and States and Territories, 1994**

| Work setting | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Public sector** | | | | |
| Acute/psychiatric hospital | 34.6 | 33.1 | 35.9 | 35.0 | 33.8 | 33.6 | 36.5 | 35.6 | 34.4 |
| Nursing home | 30.3 | 27.1 | 30.5 | 30.1 | 28.0 | 27.1 | 30.8 | 32.3 | 28.9 |
| Day procedure centre | 32.3 | 31.5 | . . | . . | . . | . . | 35.9 | . . | 31.9 |
| Hostel | . . | 31.6 | . . | . . | . . | . . | 41.1 | . . | 32.8 |
| Hospice | . . | 31.3 | . . | . . | . . | . . | . . | . . | 31.3 |
| Community health centre | 34.9 | 31.1 | 37.2 | 35.6 | 32.5 | 29.8 | 34.1 | 39.4 | 34.1 |
| Agency | . . | 25.2 | . . | . . | . . | . . | 12.6 | . . | 25.0 |
| Developmental disability service | 35.2 | 40.0 | 30.3 | 33.0 | 37.5 | 34.2 | 31.0 | . . | 36.2 |
| School | 31.0 | 29.7 | 36.0 | 35.9 | 33.2 | 31.5 | 33.2 | 34.0 | 34.1 |
| Tertiary education institution | 34.9 | 36.8 | 36.6 | 35.6 | 41.0 | 37.8 | 35.4 | 39.3 | 36.3 |
| Prison medical service | 36.3 | 37.5 | . . | . . | . . | . . | 40.5 | . . | 36.6 |
| Defence forces | 40.4 | 39.9 | 39.3 | 40.5 | 30.6 | . . | 40.3 | 46.5 | 39.9 |
| Other | 34.0 | 32.3 | 32.7 | 33.3 | 34.5 | 31.2 | 34.2 | 40.9 | 33.3 |
| *Total public sector* | *34.4* | *32.2* | *35.3* | *34.5* | *33.6* | *32.3* | *35.7* | *37.2* | *33.8* |
| | | | | | **Private sector** | | | | |
| Acute/psychiatric hospital | 31.4 | 30.2 | 32.6 | 29.8 | 28.5 | 28.3 | 32.1 | 32.2 | 30.8 |
| Nursing home | 29.1 | 27.5 | 28.7 | 27.8 | 26.5 | 24.5 | 32.3 | 29.2 | 28.3 |
| Day procedure centre | 27.7 | 29.5 | 31.0 | 28.0 | 30.4 | 22.7 | 29.8 | 18.0 | 29.0 |
| Hostel | 30.8 | 31.5 | . . | . . | . . | . . | 37.0 | . . | 31.1 |
| Hospice | 33.6 | 25.2 | . . | . . | . . | . . | . . | . . | 32.5 |
| Private medical rooms | 25.1 | 23.9 | 25.4 | 24.2 | 22.8 | 24.4 | 24.7 | 34.3 | 24.7 |
| Agency | 23.6 | 24.5 | 27.3 | 23.8 | 25.5 | 20.3 | 21.0 | . . | 24.7 |
| Private nursing practice | 25.8 | 26.3 | . . | . . | . . | . . | 24.8 | . . | 26.0 |
| Developmental disability service | . . | 33.4 | 34.1 | 28.2 | 35.8 | 28.8 | . . | . . | 32.7 |
| School | . . | 29.1 | . . | . . | . . | . . | 62.0 | . . | 30.2 |
| Tertiary education institution | . . | 36.0 | 28.2 | 40.0 | 35.0 | 12.0 | . . | 40.0 | 31.9 |
| Private sector | 32.1 | 32.3 | 32.0 | 35.4 | 30.4 | 32.3 | 30.5 | 34.1 | 32.2 |
| Other | 29.6 | 32.0 | 31.0 | 31.5 | 35.1 | 24.0 | 35.5 | 36.4 | 30.8 |
| *Total private sector* | *29.3* | *29.0* | *30.5* | *28.9* | *27.7* | *26.5* | *30.6* | *32.0* | *29.3* |
| | | | | | **All sectors** | | | | |
| Acute/psychiatric hospital | 34.1 | 32.4 | 35.1 | 33.9 | 32.4 | 32.3 | 35.9 | 35.2 | 33.6 |
| Nursing home | 29.5 | 27.3 | 29.4 | 29.0 | 27.1 | 25.6 | 31.4 | 30.2 | 28.5 |
| Day procedure centre | 29.4 | 30.6 | 31.0 | 28.0 | 30.4 | 22.7 | 33.4 | 18.0 | 30.1 |
| Hostel | 30.8 | 31.6 | . . | . . | . . | . . | 40.1 | . . | 31.6 |
| Hospice | 33.6 | 31.1 | . . | . . | . . | . . | . . | . . | 31.6 |
| Community health centre (a) | 34.9 | 31.1 | 37.2 | 35.6 | 32.5 | 29.8 | 34.1 | 39.4 | 34.1 |
| Private medical rooms(b) | 25.1 | 23.9 | 25.4 | 24.2 | 22.8 | 24.4 | 24.7 | 34.3 | 24.7 |
| Agency | 23.6 | 25.0 | 27.3 | 23.8 | 25.5 | 20.3 | 16.8 | . . | 24.8 |
| Private nursing practice (b) | 25.8 | 26.3 | . . | . . | . . | . . | 24.8 | . . | 26.0 |
| Developmental disability service | 35.2 | 39.8 | 31.2 | 31.2 | 37.3 | 33.0 | 31.0 | . . | 36.1 |
| School | 31.0 | 29.6 | 36.0 | 35.9 | 33.2 | 31.5 | 38.0 | 34.0 | 33.9 |
| Tertiary education institution | 34.9 | 36.8 | 36.1 | 35.9 | 40.9 | 36.9 | 35.4 | 39.4 | 36.2 |
| Private sector (b) | 32.1 | 32.3 | 32.0 | 35.4 | 30.4 | 32.3 | 30.5 | 34.1 | 32.2 |
| Prison medical service (a) | 36.3 | 37.5 | . . | . . | . . | . . | 40.5 | . . | 36.6 |
| Defence forces (a) | 40.4 | 39.9 | 39.3 | 40.5 | 30.6 | . . | 40.3 | 46.5 | 39.9 |
| Other | 32.6 | 32.3 | 32.1 | 32.9 | 34.6 | 29.6 | 34.6 | 40.6 | 32.6 |
| **Total all sectors** | **33.0** | **31.3** | **33.6** | **32.8** | **31.6** | **30.5** | **34.7** | **36.4** | **32.5** |

(a) Public sector only.

(b) Private sector only.

**Table 35: Registered nurses: type and source of post initial qualification skills used for a total of 12 months or more in the past five years and States and Territories, 1994**

| Qualification/source | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Accident and emergency | | | | | | | | | |
| Hospital gained | n.a. | 696 | 247 | 396 | 258 | 17 | 24 | 19 | 1,657 |
| College or university gained | n.a. | 64 | 95 | 49 | 12 | 4 | 17 | 10 | 250 |
| Hospital and college/university | n.a. | 10 | 11 | 3 | 17 | 0 | 0 | 0 | 41 |
| *Total* | *n.a.* | *770* | *353* | *448* | *287* | *21* | *41* | *29* | *1,948* |
| Advanced nursing studies | | | | | | | | | |
| Hospital gained | n.a. | 389 | 186 | 94 | 393 | 27 | 24 | 17 | 1,130 |
| College or university gained | n.a. | 1,529 | 877 | 451 | 753 | 179 | 92 | 57 | 3,938 |
| Hospital and college/university | n.a. | 56 | 26 | 37 | 31 | 19 | 2 | 7 | 178 |
| *Total* | *n.a.* | *1,974* | *1,089* | *582* | *1,177* | *225* | *119* | *81* | *5,247* |
| Advanced psychiatric | | | | | | | | | |
| Hospital gained | n.a. | 140 | 110 | 76 | 121 | 10 | 2 | 0 | 460 |
| College or university gained | n.a. | 147 | 30 | 24 | 31 | 6 | 0 | 5 | 244 |
| Hospital and college/university | n.a. | 10 | 0 | 6 | 7 | 2 | 0 | 0 | 26 |
| *Total* | *n.a.* | *297* | *141* | *107* | *159* | *19* | *2* | *5* | *729* |
| Cardiothoracic | | | | | | | | | |
| Hospital gained | n.a. | 465 | 359 | 186 | 121 | 21 | 32 | 7 | 1,190 |
| College or university gained | n.a. | 13 | 9 | 12 | 10 | 4 | 0 | 0 | 47 |
| Hospital and college/university | n.a. | 3 | 0 | 0 | 0 | 4 | 0 | 0 | 7 |
| *Total* | *n.a.* | *480* | *368* | *198* | *130* | *29* | *32* | *7* | *1,244* |
| Child and family health | | | | | | | | | |
| Hospital gained | n.a. | 826 | 790 | 350 | 333 | 122 | 68 | 31 | 2,520 |
| College or university gained | n.a. | 589 | 113 | 189 | 111 | 35 | 36 | 21 | 1,095 |
| Hospital and college/university | n.a. | 30 | 6 | 9 | 10 | 68 | 2 | 0 | 126 |
| *Total* | *n.a.* | *1,445* | *909* | *548* | *454* | *225* | *107* | *52* | *3,741* |
| Community health | | | | | | | | | |
| Hospital gained | n.a. | 483 | 173 | 149 | 200 | 29 | 66 | 36 | 1,135 |
| College or university gained | n.a. | 704 | 266 | 122 | 263 | 31 | 73 | 45 | 1,504 |
| Hospital and college/university | n.a. | 20 | 17 | 9 | 17 | 19 | 2 | 0 | 85 |
| *Total* | *n.a.* | *1,207* | *457* | *280* | *480* | *78* | *141* | *81* | *2,724* |
| Coronary care | | | | | | | | | |
| Hospital gained | n.a. | 1,450 | 673 | 384 | 565 | 64 | 63 | 21 | 3,221 |
| College or university gained | n.a. | 28 | 61 | 6 | 12 | 4 | 2 | 0 | 113 |
| Hospital and college/university | n.a. | 13 | 9 | 3 | 0 | 10 | 0 | 0 | 35 |
| *Total* | *n.a.* | *1,491* | *743* | *393* | *577* | *78* | *66* | *21* | *3,369* |
| Developmental disability | | | | | | | | | |
| Hospital gained | n.a. | 170 | 48 | 27 | 87 | 19 | 5 | 2 | 358 |
| College or university gained | n.a. | 25 | 13 | 12 | 48 | 6 | 2 | 0 | 107 |
| Hospital and college/university | n.a. | 0 | 0 | 0 | 7 | 4 | 2 | 0 | 14 |
| *Total* | *n.a.* | *196* | *61* | *40* | *142* | *29* | *10* | *2* | *479* |
| Geriatric/gerontology | | | | | | | | | |
| Hospital gained | n.a. | 1,374 | 559 | 435 | 1,095 | 91 | 75 | 7 | 3,637 |
| College or university gained | n.a. | 513 | 180 | 204 | 220 | 12 | 32 | 5 | 1,165 |
| Hospital and college/university | n.a. | 56 | 15 | 27 | 24 | 37 | 7 | 0 | 167 |
| *Total* | *n.a.* | *1,943* | *754* | *667* | *1,339* | *140* | *114* | *12* | *4,969* |

*(continued)*

**Table 35 (continued): Registered nurses: type and source of post initial qualification skills used for a total of 12 months or more in the past five years and States and Territories, 1994**

| Qualification/source | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Intensive care | | | | | | | | | |
| Hospital gained | n.a. | 3,236 | 758 | 566 | 835 | 157 | 122 | 52 | 5,726 |
| College or university gained | n.a. | 163 | 78 | 9 | 7 | 4 | 2 | 2 | 266 |
| Hospital and college/university | n.a. | 89 | 6 | 0 | 0 | 27 | 2 | 0 | 125 |
| *Total* | *n.a.* | *3,488* | *842* | *575* | *842* | *188* | *126* | *55* | *6,116* |
| Midwifery | | | | | | | | | |
| Hospital gained | n.a. | 8,654 | 5,212 | 3,386 | 3,240 | 788 | 530 | 506 | 22,316 |
| College or university gained | n.a. | 211 | 37 | 43 | 27 | 2 | 2 | 5 | 326 |
| Hospital and college/university | n.a. | 20 | 13 | 15 | 2 | 254 | 0 | 0 | 305 |
| *Total* | *n.a.* | *8,885* | *5,262* | *3,444* | *3,269* | *1,044* | *532* | *511* | *22,947* |
| Mothercraft | | | | | | | | | |
| Hospital gained | n.a. | 10 | 93 | 6 | 29 | 8 | 0 | 7 | 154 |
| College or university gained | n.a. | 0 | 24 | 6 | 0 | 6 | 5 | 0 | 41 |
| Hospital and college/university | n.a. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| *Total* | *n.a.* | *10* | *117* | *12* | *29* | *14* | *5* | *7* | *195* |
| Nursing administration | | | | | | | | | |
| Hospital gained | n.a. | 660 | 357 | 210 | 183 | 17 | 46 | 14 | 1,488 |
| College or university gained | n.a. | 823 | 535 | 189 | 236 | 62 | 41 | 21 | 1,908 |
| Hospital and college/university | n.a. | 41 | 32 | 27 | 12 | 21 | 0 | 2 | 136 |
| *Total* | *n.a.* | *1,524* | *925* | *426* | *432* | *99* | *87* | *38* | *3,531* |
| Nursing education | | | | | | | | | |
| Hospital gained | n.a. | 620 | 290 | 201 | 207 | 31 | 24 | 17 | 1,390 |
| College or university gained | n.a. | 942 | 522 | 244 | 302 | 50 | 29 | 21 | 2,109 |
| Hospital and college/university | n.a. | 84 | 24 | 15 | 12 | 29 | 0 | 0 | 164 |
| *Total* | *n.a.* | *1,646* | *836* | *460* | *521* | *109* | *53* | *38* | *3,664* |
| Neonatal intensive care | | | | | | | | | |
| Hospital gained | n.a. | 734 | 351 | 289 | 229 | 35 | 87 | 29 | 1,754 |
| College or university gained | n.a. | 8 | 6 | 0 | 7 | 0 | 0 | 0 | 21 |
| Hospital and college/university | n.a. | 3 | 11 | 0 | 0 | 17 | 0 | 0 | 30 |
| *Total* | *n.a.* | *744* | *368* | *289* | *236* | *52* | *87* | *29* | *1,806* |
| Neurological/neurosurgery | | | | | | | | | |
| Hospital gained | n.a. | 132 | 58 | 97 | 12 | 12 | 17 | 2 | 332 |
| College or university gained | n.a. | 8 | 15 | 3 | 2 | 4 | 2 | 2 | 37 |
| Hospital and college/university | n.a. | 13 | 2 | 0 | 0 | 0 | 0 | 0 | 15 |
| *Total* | *n.a.* | *152* | *76* | *100* | *14* | *17* | *19* | *5* | *384* |
| Occupational health | | | | | | | | | |
| Hospital gained | n.a. | 178 | 93 | 97 | 101 | 10 | 15 | 7 | 502 |
| College or university gained | n.a. | 234 | 102 | 43 | 87 | 10 | 19 | 10 | 504 |
| Hospital and college/university | n.a. | 15 | 6 | 0 | 7 | 0 | 2 | 0 | 31 |
| *Total* | *n.a.* | *427* | *201* | *140* | *195* | *21* | *36* | *17* | *1,037* |
| Oncology | | | | | | | | | |
| Hospital gained | n.a. | 686 | 307 | 164 | 162 | 21 | 36 | 5 | 1,381 |
| College or university gained | n.a. | 69 | 45 | 37 | 7 | 2 | 29 | 0 | 189 |
| Hospital and college/university | n.a. | 15 | 9 | 12 | 0 | 0 | 2 | 0 | 39 |
| *Total* | *n.a.* | *770* | *362* | *213* | *169* | *23* | *68* | *5* | *1,609* |

*(continued)*

**Table 35 (continued): Registered nurses: type and source of post initial qualification skills used for a total of 12 months or more in the past five years and States and Territories, 1994**

| Qualification/source | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Operating theatre | | | | | | | | | |
| Hospital gained | n.a. | 2,012 | 604 | 508 | 610 | 74 | 73 | 38 | 3,920 |
| College or university gained | n.a. | 137 | 61 | 6 | 14 | 2 | 15 | 2 | 237 |
| Hospital and college/university | n.a. | 30 | 6 | 3 | 2 | 27 | 0 | 0 | 69 |
| *Total* | *n.a.* | *2,179* | *671* | *518* | *627* | *103* | *87* | *40* | *4,227* |
| Orthopaedic | | | | | | | | | |
| Hospital gained | n.a. | 178 | 106 | 262 | 171 | 27 | 10 | 17 | 770 |
| College or university gained | n.a. | 15 | 48 | 12 | 7 | 4 | 5 | 0 | 91 |
| Hospital and college/university | n.a. | 3 | 0 | 3 | 0 | 4 | 0 | 0 | 10 |
| *Total* | *n.a.* | *196* | *154* | *277* | *179* | *35* | *15* | *17* | *871* |
| Paediatric | | | | | | | | | |
| Hospital gained | n.a. | 498 | 433 | 402 | 326 | 33 | 78 | 26 | 1,795 |
| College or university gained | n.a. | 25 | 19 | 0 | 2 | 0 | 7 | 0 | 55 |
| Hospital and college/university | n.a. | 5 | 0 | 0 | 0 | 14 | 0 | 0 | 20 |
| *Total* | *n.a.* | *528* | *453* | *402* | *328* | *47* | *85* | *26* | *1,870* |
| Paediatric intensive care | | | | | | | | | |
| Hospital gained | n.a. | 206 | 56 | 30 | 39 | 6 | 12 | 5 | 354 |
| College or university gained | n.a. | 3 | 6 | 3 | 0 | 2 | 0 | 0 | 14 |
| Hospital and college/university | n.a. | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 5 |
| *Total* | *n.a.* | *211* | *65* | *33* | *39* | *8* | *12* | *5* | *373* |
| Psychiatric/mental health | | | | | | | | | |
| Hospital gained | n.a. | 1,085 | 790 | 344 | 1,158 | 50 | 70 | 50 | 3,547 |
| College or university gained | n.a. | 86 | 41 | 15 | 36 | 2 | 5 | 0 | 186 |
| Hospital and college/university | n.a. | 18 | 6 | 6 | 7 | 25 | 0 | 2 | 65 |
| *Total* | *n.a.* | *1,189* | *838* | *365* | *1,202* | *76* | *75* | *52* | *3,798* |
| Renal | | | | | | | | | |
| Hospital gained | n.a. | 264 | 115 | 52 | 215 | 14 | 15 | 19 | 693 |
| College or university gained | n.a. | 18 | 11 | 0 | 0 | 2 | 0 | 2 | 33 |
| Hospital and college/university | n.a. | 3 | 0 | 0 | 0 | 2 | 0 | 0 | 5 |
| *Total* | *n.a.* | *284* | *126* | *52* | *215* | *19* | *15* | *21* | *731* |
| Ward management | | | | | | | | | |
| Hospital gained | n.a. | 820 | 303 | 146 | 239 | 12 | 24 | 26 | 1,571 |
| College or university gained | n.a. | 305 | 193 | 40 | 55 | 23 | 27 | 5 | 647 |
| Hospital and college/university | n.a. | 20 | 6 | 3 | 2 | 10 | 0 | 0 | 43 |
| *Total* | *n.a.* | *1,146* | *502* | *189* | *297* | *45* | *51* | *31* | *2,261* |
| Other | | | | | | | | | |
| Hospital gained | n.a. | 2,731 | 935 | 871 | 1,163 | 87 | 160 | 109 | 6,056 |
| College or university gained | n.a. | 2,271 | 682 | 502 | 794 | 23 | 107 | 93 | 4,471 |
| Hospital and college/university | n.a. | 84 | 39 | 33 | 43 | 27 | 2 | 2 | 231 |
| *Total* | *n.a.* | *5,085* | *1,656* | *1,407* | *2,000* | *136* | *270* | *204* | *10,759* |

*Note:* The New South Wales survey form did not ask respondents to indicate which post initial qualification skills they had used for a total of 12 months or more during the past five years.

# 7 Enrolled nurses

## Overall numbers

- In 1994, 53,601 enrolled nurses were employed in Australia, including 925 nurses on leave for three months or more—a slight increase of 0.7% on the number employed in 1993.
- In the nursing labour force in 1994, 3,865 enrolled nurses (6.7%) were not employed in nursing and were looking for work in nursing.
- Not in the nursing labour force in 1994 were 540 enrolled nurses who were working overseas and a further 5,279 enrolled nurses not employed in nursing and not looking for work in nursing.
- The proportion of enrolled nurses who were not employed in nursing and not looking for work in nursing decreased from 13.4% in 1993 to 8.3% in 1994, while the proportion who were employed in nursing increased from 79.7% to 84.7% over the same period.
- Of those enrolled nurses employed in nursing, excluding those on extended leave, 93.0% were working as clinicians, 0.3% as administrators, 0.8% as teachers or educators and the remaining 5.9% in other nursing occupations.
- There was a much higher employment of enrolled nurses in Victoria than in other States and Territories, primarily because stricter staffing regulations for aged care in Victoria led to greater employment of enrolled nurses—9,465 in gerontology and geriatric care in that State compared with 4,045 in New South Wales and 1,840 in Queensland.

## Main area of practice

- Of the 48,997 enrolled nurses employed as clinicians in 1994, 38.1% were employed in the area of gerontology or geriatric nursing and 33.2% were employed in the areas of medical and surgical practice. The distribution across these specific areas of clinical nursing differed across the States and Territories. In Victoria, 53.4% of clinicians were employed in gerontology or geriatric nursing while only 18.2% were employed in medical and surgical practice. In contrast, in the Northern Territory, these proportions were 18.2% and 42.0% respectively.

## Age

- The average age of employed enrolled nurses in 1994 was 37.3 years. On average, females were slightly older than males—37.4 years compared with 36.5 years.

## Hours worked

- On average, enrolled nurses worked 30.9 hours per week in 1994. Males worked an average of 36.8 hours per week while females worked 30.5 hours. This difference in average hours worked is a result of the higher proportion of females working part-time hours—58.2% compared with only 27.1% of males.
- Average hours worked by enrolled nurses varied across States and Territories from a high of 33.7 hours per week in the Australian Capital Territory to a low of 28.0 hours in South Australia (which also had the highest proportion of enrolled nurses working part-time—65.8%).
- Enrolled nurses employed as clinicians in the area of psychiatric or mental health nursing worked longer hours (36.3 hours per week), on average, than those employed

in other areas and in this area only 27.9% of nurses worked part-time hours. Enrolled nurses working in district or domiciliary nursing worked, on average, the least hours (23.8 hours per week) as 79.5% of these nurses worked part-time.

## Sector of employment

- 69.3% of enrolled nurses were employed in the public sector in 1994. This proportion varied from highs of 76.4% in the Australian Capital Territory and 74.0% in the Northern Territory to lows of 63.9% in Tasmania and 64.5% in Queensland. Of enrolled nurses employed in the public sector, 51.4% worked in acute and psychiatric hospitals and a further 28.8% worked in nursing homes. In the private sector, 45.4% worked in nursing homes, 26.1% worked in acute and psychiatric hospitals and 8.3% worked in private medical rooms.
- Enrolled nurses employed in the public sector worked an average of 31.9 hours per week compared with 28.4 hours in the private sector. Enrolled nurses employed in the Australian Capital Territory worked the longest average hours in both the public (35.4 hours per week) and private (30.2 hours) sectors. Average hours worked across both sectors ranged across work setting—from a high of 43.9 hours per week in the prison medical service to a low of 24.0 hours in agencies.

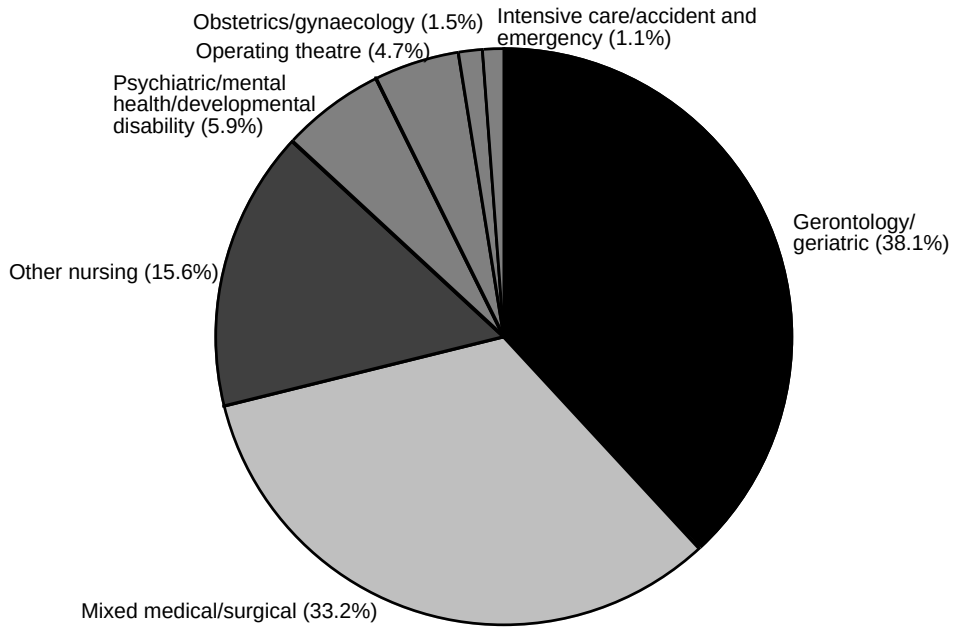



**Figure 7: Enrolled nurses employed as clinicians: percentage distribution by area of clinical nursing, Australia, 1994**

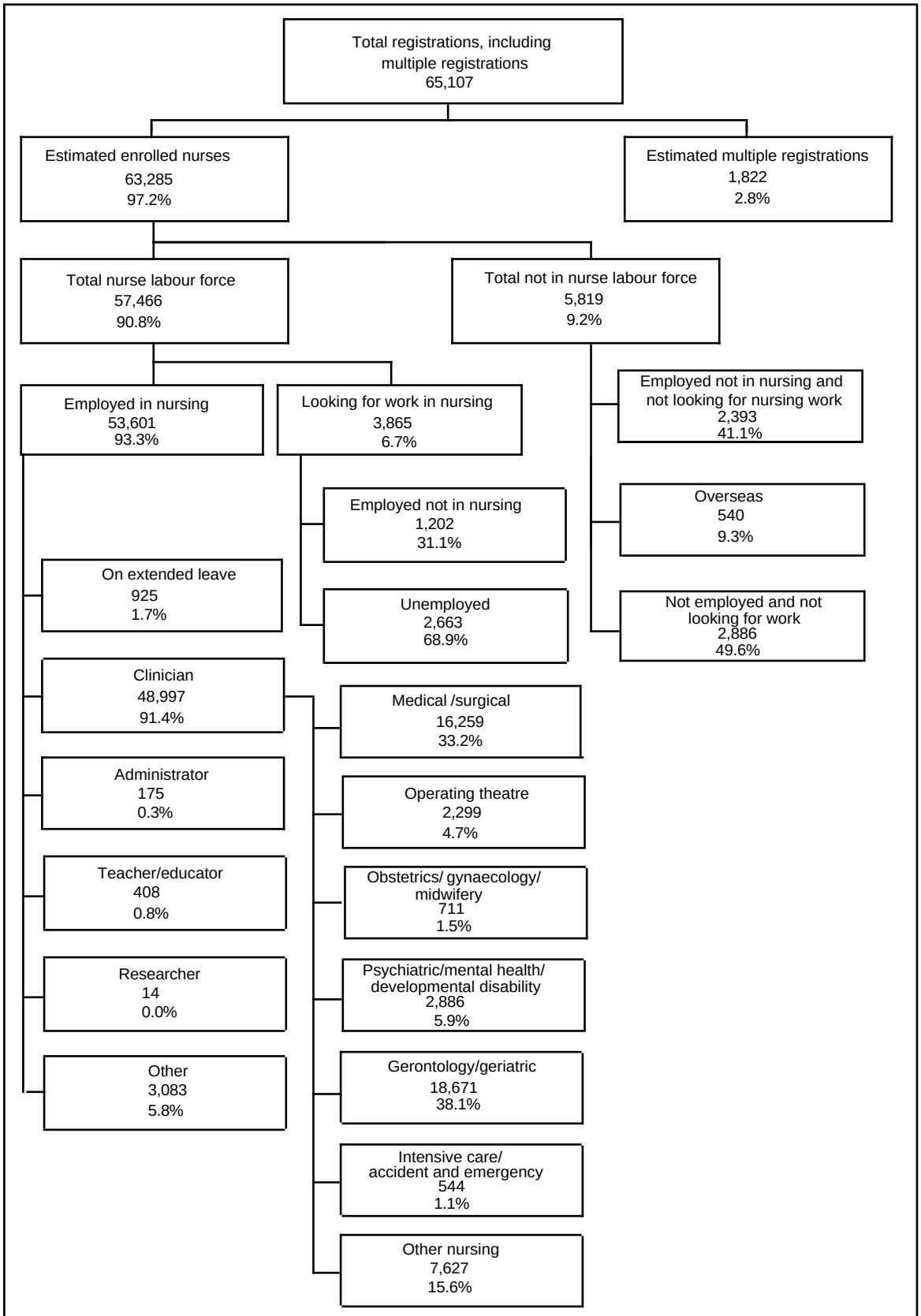



**Figure 8: Enrolled nurse labour force, Australia, 1994**

**Table 36: Enrolled nurses: professional employment status, occupation and States and Territories, 1993**

| Professional employment status/occupation | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Employed in nursing, only or mainly in State/Territory | | | | | | | | | |
| Clinician | 11,847 | 16,974 | 7,302 | 4,926 | 5,626 | 1,033 | 548 | 244 | 48,499 |
| Administrator | 5 | 106 | 39 | 19 | 9 | 0 | 0 | 0 | 178 |
| Teacher/educator | 15 | 356 | 5 | 62 | 12 | 0 | 0 | 0 | 449 |
| Researcher | 0 | 0 | 6 | 4 | 0 | 0 | 0 | 0 | 11 |
| Other | 283 | 2,413 | 512 | 0 | 85 | 5 | 4 | 5 | 3,307 |
| Total | 12,150 | 19,848 | 7,864 | 5,011 | 5,732 | 1,038 | 552 | 249 | 52,444 |
| On extended leave (a) | n.a. | 549 | n.a. | 81 | 117 | 10 | 10 | 4 | 771 |
| Looking for work in nursing | | | | | | | | | |
| Employed elsewhere | 442 | 485 | 194 | 55 | 53 | 23 | 16 | 7 | 1,275 |
| Not employed | 796 | 991 | 502 | 224 | 127 | 56 | 17 | 8 | 2,721 |
| Total | 1,238 | 1,476 | 696 | 279 | 180 | 79 | 33 | 15 | 3,996 |
| *Nursing labour force* | *13,388* | *21,873* | *8,560* | *5,371* | *6,029* | *1,127* | *595* | *268* | *57,211* |
| Overseas | 56 | 278 | 49 | 130 | 38 | 14 | 6 | 6 | 577 |
| Not looking for work in nursing | | | | | | | | | |
| Employed elsewhere | 1,261 | 1,290 | 713 | 118 | 74 | 108 | 84 | 24 | 3,672 |
| Not employed | 1,473 | 1,991 | 1,212 | 325 | 142 | 95 | 49 | 21 | 5,308 |
| *Not in nursing labour force* | *2,790* | *3,559* | *1,974* | *573* | *254* | *217* | *139* | *51* | *9,557* |
| *Total enrolled nurses* | *16,178* | *25,432* | *10,534* | *5,944* | *6,283* | *1,344* | *734* | *319* | *66,768* |
| Multiple registrations | 391 | 853 | 418 | 110 | 86 | 46 | 88 | 65 | 2,057 |
| **Total registrations** | **16,569** | **26,285** | **10,952** | **6,054** | **6,369** | **1,390** | **822** | **384** | **68,825** |
| | | | | **(per cent of employed nurses)** | | | | | |
| Employed in nursing (b) | | | | | | | | | |
| Clinician | 97.5 | 85.5 | 92.9 | 98.3 | 98.1 | 99.5 | 99.3 | 97.8 | 92.5 |
| Administrator | 0.0 | 0.5 | 0.5 | 0.4 | 0.2 | 0.0 | 0.0 | 0.0 | 0.3 |
| Teacher/educator | 0.1 | 1.8 | 0.1 | 1.2 | 0.2 | 0.0 | 0.0 | 0.0 | 0.9 |
| Researcher | 0.0 | 0.0 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Other | 2.3 | 12.2 | 6.5 | 0.0 | 1.5 | 0.5 | 0.7 | 2.2 | 6.3 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |
| | | | | **(per cent of total enrolled nurses)** | | | | | |
| Employed in nursing (b) | 75.1 | 78.0 | 74.7 | 84.3 | 91.2 | 77.2 | 75.2 | 78.1 | 78.5 |
| On extended leave (a) | n.a. | 2.2 | n.a. | 1.4 | 1.9 | 0.7 | 1.4 | 1.3 | 1.2 |
| Looking for work in nursing | 7.7 | 5.8 | 6.6 | 4.7 | 2.9 | 5.9 | 4.5 | 4.7 | 6.0 |
| *Nursing labour force* | *82.8* | *86.0* | *81.3* | *90.4* | *96.0* | *83.9* | *81.1* | *84.0* | *85.7* |
| Overseas | 0.3 | 1.1 | 0.5 | 2.2 | 0.6 | 1.0 | 0.8 | 1.9 | 0.9 |
| Not looking for work in nursing | 16.9 | 12.9 | 18.3 | 7.5 | 3.4 | 15.1 | 18.1 | 14.1 | 13.4 |
| *Not in nursing labour force* | *17.2* | *14.0* | *18.7* | *9.6* | *4.0* | *16.1* | *18.9* | *16.0* | *14.3* |
| **Total enrolled nurses** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

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

(b) Excluding nurses 'on extended leave'.

**Table 37: Enrolled nurses: professional employment status, occupation and States and Territories, 1994**

| Professional employment status/occupation | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Employed in nursing, only or mainly in State/Territory | | | | | | | | | |
| Clinician | 11,904 | 17,731 | 7,198 | 4,926 | 5,378 | 1,028 | 500 | 332 | 48,997 |
| Administrator | 9 | 111 | 22 | 20 | 9 | 2 | 2 | 0 | 175 |
| Teacher/educator | 5 | 372 | 4 | 14 | 12 | 0 | 0 | 0 | 408 |
| Researcher | 7 | 0 | 4 | 0 | 0 | 0 | 3 | 0 | 14 |
| Other | 250 | 2,521 | 138 | 58 | 81 | 5 | 20 | 10 | 3,083 |
| Total | 12,175 | 20,734 | 7,367 | 5,018 | 5,480 | 1,035 | 525 | 342 | 52,676 |
| On extended leave (a) | n.a. | 669 | n.a. | 102 | 112 | 10 | 15 | 17 | 925 |
| Looking for work in nursing | | | | | | | | | |
| Employed elsewhere | 561 | 318 | 174 | 47 | 51 | 22 | 20 | 9 | 1,202 |
| Not employed | 689 | 655 | 939 | 171 | 121 | 58 | 19 | 11 | 2,663 |
| Total | 1,250 | 973 | 1,113 | 218 | 172 | 80 | 39 | 20 | 3,865 |
| *Nursing labour force* | *13,425* | *22,376* | *8,480* | *5,338* | *5,764* | *1,125* | *579* | *379* | *57,466* |
| Overseas | 51 | 284 | 34 | 100 | 37 | 14 | 10 | 10 | 540 |
| Not looking for work in nursing | | | | | | | | | |
| Employed elsewhere | 1,107 | 531 | 370 | 106 | 71 | 109 | 74 | 25 | 2,393 |
| Not employed | 1,509 | 829 | 34 | 213 | 136 | 96 | 48 | 21 | 2,886 |
| *Not in nursing labour force* | *2,667* | *1,644* | *438* | *419* | *244* | *219* | *132* | *56* | *5,819* |
| *Total enrolled nurses* | *16,092* | *24,020* | *8,918* | *5,757* | *6,008* | *1,344* | *711* | *435* | *63,285* |
| Multiple registrations | 429 | 776 | 227 | 98 | 82 | 46 | 76 | 88 | 1,822 |
| **Total registrations** | **16,521** | **24,796** | **9,145** | **5,855** | **6,090** | **1,390** | **787** | **523** | **65,107** |
| | | | | **(per cent of employed nurses)** | | | | | |
| Employed in nursing (b) | | | | | | | | | |
| Clinician | 97.8 | 85.5 | 97.7 | 98.2 | 98.1 | 99.4 | 95.2 | 97.0 | 93.0 |
| Administrator | 0.1 | 0.5 | 0.3 | 0.4 | 0.2 | 0.2 | 0.4 | 0.0 | 0.3 |
| Teacher/educator | 0.0 | 1.8 | 0.1 | 0.3 | 0.2 | 0.0 | 0.0 | 0.0 | 0.8 |
| Researcher | 0.1 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | 0.6 | 0.0 | 0.0 |
| Other | 2.0 | 12.2 | 1.9 | 1.2 | 1.5 | 0.5 | 3.9 | 3.0 | 5.9 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |
| | | | | **(per cent of total enrolled nurses)** | | | | | |
| Employed in nursing (b) | 75.7 | 86.3 | 82.6 | 87.2 | 91.2 | 77.0 | 73.8 | 78.6 | 83.2 |
| On extended leave (a) | n.a. | 2.8 | n.a. | 1.8 | 1.9 | 0.7 | 2.1 | 3.9 | 1.5 |
| Looking for work in nursing | 7.8 | 4.1 | 12.5 | 3.8 | 2.9 | 6.0 | 5.5 | 4.6 | 6.1 |
| *Nursing labour force* | *83.4* | *93.2* | *95.1* | *92.7* | *95.9* | *83.7* | *81.4* | *87.1* | *90.8* |
| Overseas | 0.3 | 1.2 | 0.4 | 1.7 | 0.6 | 1.0 | 1.4 | 2.3 | 0.9 |
| Not looking for work in nursing | 16.3 | 5.7 | 4.5 | 5.5 | 3.4 | 15.3 | 17.2 | 10.6 | 8.3 |
| *Not in nursing labour force* | *16.6* | *6.8* | *4.9* | *7.3* | *4.1* | *16.3* | *18.6* | *12.9* | *9.2* |
| **Total enrolled nurses** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

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

(b) Excluding nurses 'on extended leave'.

**Table 38: Enrolled nurses employed as clinicians: area of clinical nursing and States and Territories, 1993**

| Area of clinical nursing | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Mixed medical and surgical | 1,580 | 1,686 | 2,078 | 1,545 | 1,700 | 159 | 97 | 38 | 8,882 |
| Medical | 2,665 | 434 | 384 | 397 | 441 | 109 | 50 | 15 | 4,494 |
| Surgical | 918 | 334 | 273 | 304 | 303 | 60 | 60 | 27 | 2,279 |
| Operating theatre | 810 | 199 | 556 | 193 | 389 | 47 | 63 | 19 | 2,276 |
| Intensive care | 26 | 15 | 61 | 18 | 15 | 0 | 0 | 8 | 143 |
| Paediatric | n.a. | 115 | 201 | 150 | 138 | 17 | 23 | 38 | 682 |
| Obstetrics and gynaecology/ midwifery | 183 | 230 | 145 | 56 | 69 | 16 | 8 | 4 | 710 |
| Psychiatric/mental health | 259 | 1,028 | 358 | 126 | 247 | 33 | 10 | 8 | 2,068 |
| Developmental disability | 435 | 245 | 90 | 51 | 69 | 22 | 3 | 4 | 918 |
| Gerontology/geriatric | 4,148 | 9,987 | 1,929 | 1,352 | 1,397 | 397 | 157 | 61 | 19,427 |
| Accident and emergency | 102 | 179 | 125 | 80 | 75 | 10 | 8 | 4 | 582 |
| Community | 121 | 143 | 36 | 37 | 120 | 36 | 13 | 0 | 506 |
| Child health | 51 | 153 | 7 | 3 | 24 | 5 | 13 | 4 | 260 |
| School medical | 8 | 36 | 10 | 8 | 6 | 0 | 0 | 0 | 69 |
| District/domiciliary | n.a. | 43 | 38 | 6 | 84 | 9 | 0 | 0 | 179 |
| Occupational health | 15 | 89 | 9 | 30 | 6 | 3 | 0 | 4 | 156 |
| Private medical practice/ independent practice | n.a. | 530 | 172 | 89 | 157 | 40 | 8 | 4 | 1,000 |
| No one principal area | 253 | 638 | 380 | 172 | 239 | 45 | 8 | 4 | 1,739 |
| Other | 274 | 893 | 450 | 309 | 148 | 24 | 29 | 4 | 2,131 |
| **Total** | **11,847** | **16,974** | **7,302** | **4,926** | **5,626** | **1,033** | **548** | **244** | **48,499** |
| | | | | | **(per cent)** | | | | |
| Mixed medical and surgical | 13.3 | 9.9 | 28.5 | 31.4 | 30.2 | 15.4 | 17.6 | 15.6 | 18.3 |
| Medical | 22.5 | 2.6 | 5.3 | 8.1 | 7.8 | 10.5 | 9.0 | 6.3 | 9.3 |
| Surgical | 7.8 | 2.0 | 3.7 | 6.2 | 5.4 | 5.9 | 11.0 | 10.9 | 4.7 |
| Operating theatre | 6.8 | 1.2 | 7.6 | 3.9 | 6.9 | 4.5 | 11.4 | 7.8 | 4.7 |
| Intensive care | 0.2 | 0.1 | 0.8 | 0.4 | 0.3 | 0.0 | 0.0 | 3.1 | 0.3 |
| Paediatric | n.a. | 0.7 | 2.8 | 3.0 | 2.4 | 1.7 | 4.3 | 15.6 | 1.4 |
| Obstetrics and gynaecology/ midwifery | 1.5 | 1.4 | 2.0 | 1.1 | 1.2 | 1.5 | 1.4 | 1.6 | 1.5 |
| Psychiatric/mental health | 2.2 | 6.1 | 4.9 | 2.6 | 4.4 | 3.2 | 1.9 | 3.1 | 4.3 |
| Developmental disability | 3.7 | 1.4 | 1.2 | 1.0 | 1.2 | 2.2 | 0.5 | 1.6 | 1.9 |
| Gerontology/geriatric | 35.0 | 58.8 | 26.4 | 27.4 | 24.8 | 38.5 | 28.6 | 25.0 | 40.1 |
| Accident and emergency | 0.9 | 1.1 | 1.7 | 1.6 | 1.3 | 1.0 | 1.4 | 1.6 | 1.2 |
| Community | 1.0 | 0.8 | 0.5 | 0.7 | 2.1 | 3.5 | 2.4 | 0.0 | 1.0 |
| Child health | 0.4 | 0.9 | 0.1 | 0.1 | 0.4 | 0.5 | 2.4 | 1.6 | 0.5 |
| School medical | 0.1 | 0.2 | 0.1 | 0.2 | 0.1 | 0.0 | 0.0 | 0.0 | 0.1 |
| District/domiciliary | n.a. | 0.3 | 0.5 | 0.1 | 1.5 | 0.8 | 0.0 | 0.0 | 0.4 |
| Occupational health | 0.1 | 0.5 | 0.1 | 0.6 | 0.1 | 0.3 | 0.0 | 1.6 | 0.3 |
| Private medical practice/ independent practice | n.a. | 3.1 | 2.4 | 1.8 | 2.8 | 3.8 | 1.4 | 1.6 | 2.1 |
| No one principal area | 2.1 | 3.8 | 5.2 | 3.5 | 4.2 | 4.3 | 1.4 | 1.6 | 3.6 |
| Other | 2.3 | 5.3 | 6.2 | 6.3 | 2.6 | 2.3 | 5.2 | 1.6 | 4.4 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

**Table 39: Enrolled nurses employed as clinicians: area of clinical nursing and States and Territories, 1994**

| Area of clinical nursing | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Mixed medical and surgical | 1,608 | 2,176 | 1,795 | 1,517 | 1,625 | 157 | 108 | 93 | 9,079 |
| Medical | 2,795 | 719 | 414 | 458 | 421 | 111 | 53 | 26 | 4,995 |
| Surgical | 881 | 315 | 291 | 272 | 290 | 62 | 55 | 21 | 2,185 |
| Operating theatre | 797 | 245 | 525 | 225 | 372 | 46 | 57 | 33 | 2,299 |
| Intensive care | 25 | 19 | 67 | 17 | 14 | 0 | 0 | 12 | 154 |
| Paediatric | n.a. | 118 | 191 | 154 | 131 | 18 | 17 | 23 | 653 |
| Obstetrics and gynaecology/ midwifery | 151 | 246 | 158 | 73 | 66 | 16 | 0 | 0 | 711 |
| Psychiatric/mental health | 289 | 866 | 332 | 162 | 236 | 33 | 11 | 14 | 1,944 |
| Developmental disability | 480 | 231 | 92 | 44 | 66 | 23 | 4 | 2 | 942 |
| Gerontology/geriatric | 4,045 | 9,465 | 1,840 | 1,400 | 1,335 | 393 | 133 | 60 | 18,671 |
| Accident and emergency | 79 | 60 | 100 | 61 | 72 | 11 | 0 | 7 | 390 |
| Community | 143 | 107 | 38 | 64 | 115 | 35 | 13 | 5 | 520 |
| Child health | 52 | 284 | 6 | 5 | 23 | 5 | 8 | 5 | 387 |
| School medical | 19 | 29 | 9 | 5 | 6 | 0 | 0 | 0 | 69 |
| District/domiciliary | n.a. | 53 | 40 | 24 | 80 | 9 | 2 | 0 | 208 |
| Occupational health | 10 | 74 | 8 | 22 | 6 | 2 | 0 | 0 | 122 |
| Private medical practice/ independent practice | n.a. | 552 | 170 | 86 | 150 | 39 | 13 | 7 | 1,016 |
| No one principal area | 254 | 285 | 711 | 162 | 228 | 46 | 8 | 19 | 1,712 |
| Other | 277 | 1,886 | 411 | 176 | 142 | 25 | 19 | 7 | 2,942 |
| **Total** | **11,904** | **17,731** | **7,198** | **4,926** | **5,378** | **1,028** | **500** | **332** | **48,997** |
| | | | | | **(per cent)** | | | | |
| Mixed medical and surgical | 13.5 | 12.3 | 24.9 | 30.8 | 30.2 | 15.2 | 21.5 | 28.0 | 18.5 |
| Medical | 23.5 | 4.1 | 5.7 | 9.3 | 7.8 | 10.8 | 10.5 | 7.7 | 10.2 |
| Surgical | 7.4 | 1.8 | 4.0 | 5.5 | 5.4 | 6.0 | 11.0 | 6.3 | 4.5 |
| Operating theatre | 6.7 | 1.4 | 7.3 | 4.6 | 6.9 | 4.5 | 11.4 | 9.8 | 4.7 |
| Intensive care | 0.2 | 0.1 | 0.9 | 0.3 | 0.3 | 0.0 | 0.0 | 3.5 | 0.3 |
| Paediatric | n.a. | 0.7 | 2.7 | 3.1 | 2.4 | 1.7 | 3.4 | 7.0 | 1.3 |
| Obstetrics and gynaecology/ midwifery | 1.3 | 1.4 | 2.2 | 1.5 | 1.2 | 1.5 | 0.0 | 0.0 | 1.5 |
| Psychiatric/mental health | 2.4 | 4.9 | 4.6 | 3.3 | 4.4 | 3.3 | 2.1 | 4.2 | 4.0 |
| Developmental disability | 4.0 | 1.3 | 1.3 | 0.9 | 1.2 | 2.2 | 0.8 | 0.7 | 1.9 |
| Gerontology/geriatric | 34.0 | 53.4 | 25.6 | 28.4 | 24.8 | 38.2 | 26.6 | 18.2 | 38.1 |
| Accident and emergency | 0.7 | 0.3 | 1.4 | 1.2 | 1.3 | 1.0 | 0.0 | 2.1 | 0.8 |
| Community | 1.2 | 0.6 | 0.5 | 1.3 | 2.1 | 3.4 | 2.5 | 1.4 | 1.1 |
| Child health | 0.4 | 1.6 | 0.1 | 0.1 | 0.4 | 0.5 | 1.7 | 1.4 | 0.8 |
| School medical | 0.2 | 0.2 | 0.1 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 | 0.1 |
| District/domiciliary | n.a. | 0.3 | 0.6 | 0.5 | 1.5 | 0.9 | 0.4 | 0.0 | 0.4 |
| Occupational health | 0.1 | 0.4 | 0.1 | 0.4 | 0.1 | 0.2 | 0.0 | 0.0 | 0.2 |
| Private medical practice/ independent practice | n.a. | 3.1 | 2.4 | 1.7 | 2.8 | 3.8 | 2.5 | 2.1 | 2.1 |
| No one principal area | 2.1 | 1.6 | 9.9 | 3.3 | 4.2 | 4.5 | 1.7 | 5.6 | 3.5 |
| Other | 2.3 | 10.6 | 5.7 | 3.6 | 2.6 | 2.4 | 3.8 | 2.1 | 6.0 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

**Table 40: Enrolled nurses: age, sex and States and Territories, 1994**

| Age (years) | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Males** | | | | |
| Less than 25 | 126 | 86 | 30 | 13 | 28 | 0 | 2 | n.a. | 284 |
| 25–29 | 182 | 175 | 79 | 25 | 57 | 8 | 7 | n.a. | 534 |
| 30–34 | 203 | 284 | 95 | 33 | 77 | 12 | 7 | n.a. | 710 |
| 35–39 | 163 | 250 | 93 | 38 | 70 | 8 | 2 | n.a. | 623 |
| 40–44 | 93 | 180 | 79 | 33 | 47 | 8 | 2 | n.a. | 441 |
| 45–49 | 58 | 140 | 54 | 25 | 19 | 5 | 4 | n.a. | 305 |
| 50–54 | 26 | 79 | 44 | 20 | 9 | 0 | 0 | n.a. | 177 |
| 55–59 | 24 | 50 | 19 | 13 | 7 | 2 | 0 | n.a. | 114 |
| 60–64 | 8 | 22 | 6 | 9 | 2 | 2 | 0 | n.a. | 49 |
| 65 and over | 0 | 3 | 1 | 0 | 0 | 0 | 0 | n.a. | 5 |
| *Total* | *882* | *1,268* | *501* | *208* | *315* | *45* | *24* | *n.a.* | *3,242* |
| *Average age* | *34.3* | *37.4* | *38.0* | *39.9* | *34.8* | *37.6* | *34.2* | *n.a.* | *36.5* |
| | | | | | **Females** | | | | |
| Less than 25 | 986 | 1,272 | 441 | 190 | 235 | 15 | 13 | n.a. | 3,150 |
| 25–29 | 1,852 | 2,525 | 1,018 | 533 | 718 | 108 | 70 | n.a. | 6,824 |
| 30–34 | 2,397 | 3,494 | 1,239 | 948 | 1,170 | 198 | 87 | n.a. | 9,532 |
| 35–39 | 2,726 | 4,035 | 1,456 | 1,080 | 1,332 | 233 | 102 | n.a. | 10,962 |
| 40–44 | 1,390 | 3,550 | 1,093 | 795 | 877 | 189 | 85 | n.a. | 7,979 |
| 45–49 | 959 | 2,439 | 771 | 643 | 449 | 148 | 81 | n.a. | 5,489 |
| 50–54 | 537 | 1,368 | 434 | 419 | 230 | 63 | 37 | n.a. | 3,087 |
| 55–59 | 326 | 570 | 300 | 166 | 115 | 23 | 20 | n.a. | 1,520 |
| 60–64 | 91 | 181 | 103 | 36 | 35 | 13 | 6 | n.a. | 465 |
| 65 and over | 30 | 33 | 13 | 2 | 5 | 0 | 0 | n.a. | 82 |
| *Total* | *11,293* | *19,466* | *6,866* | *4,810* | *5,165* | *990* | *501* | *n.a.* | *49,092* |
| *Average age* | *36.1* | *37.9* | *37.5* | *38.4* | *36.7* | *38.8* | *38.5* | *n.a.* | *37.4* |
| | | | | | **All nurses** | | | | |
| Less than 25 | 1,112 | 1,357 | 471 | 202 | 263 | 15 | 15 | n.a. | 3,435 |
| 25–29 | 2,034 | 2,699 | 1,097 | 558 | 776 | 116 | 78 | n.a. | 7,358 |
| 30–34 | 2,600 | 3,778 | 1,334 | 980 | 1,247 | 209 | 94 | n.a. | 10,242 |
| 35–39 | 2,889 | 4,284 | 1,549 | 1,118 | 1,402 | 241 | 104 | n.a. | 11,586 |
| 40–44 | 1,483 | 3,730 | 1,172 | 827 | 923 | 198 | 87 | n.a. | 8,420 |
| 45–49 | 1,016 | 2,580 | 825 | 668 | 468 | 153 | 85 | n.a. | 5,794 |
| 50–54 | 562 | 1,446 | 478 | 439 | 238 | 63 | 37 | n.a. | 3,264 |
| 55–59 | 350 | 620 | 319 | 179 | 122 | 25 | 20 | n.a. | 1,634 |
| 60–64 | 99 | 204 | 109 | 45 | 37 | 15 | 6 | n.a. | 514 |
| 65 and over | 30 | 36 | 14 | 2 | 5 | 0 | 0 | n.a. | 87 |
| **Total** | **12,175** | **20,734** | **7,367** | **5,018** | **5,480** | **1,035** | **525** | **n.a.** | **52,334** |
| **Average age** | **36.0** | **37.9** | **37.5** | **38.4** | **36.6** | **38.7** | **38.4** | **n.a.** | **37.3** |

*(continued)*

**Table 40 (continued): Enrolled nurses: age, sex and States and Territories, 1994**

| Age (years) | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | (per cent—males) | | | | |
| Less than 25 | 14.3 | 6.7 | 6.0 | 6.1 | 8.8 | 0.0 | 7.7 | n.a. | 8.8 |
| 25–29 | 20.7 | 13.8 | 15.8 | 12.2 | 18.2 | 18.5 | 30.8 | n.a. | 16.5 |
| 30–34 | 23.0 | 22.4 | 19.0 | 15.7 | 24.3 | 25.9 | 30.8 | n.a. | 21.9 |
| 35–39 | 18.5 | 19.7 | 18.5 | 18.3 | 22.1 | 18.5 | 7.7 | n.a. | 19.2 |
| 40–44 | 10.5 | 14.2 | 15.8 | 15.7 | 14.9 | 18.5 | 7.7 | n.a. | 13.6 |
| 45–49 | 6.5 | 11.1 | 10.8 | 12.2 | 6.1 | 11.1 | 15.4 | n.a. | 9.4 |
| 50–54 | 2.9 | 6.2 | 8.8 | 9.6 | 2.8 | 0.0 | 0.0 | n.a. | 5.5 |
| 55–59 | 2.7 | 3.9 | 3.8 | 6.1 | 2.2 | 3.7 | 0.0 | n.a. | 3.5 |
| 60–64 | 0.9 | 1.8 | 1.3 | 4.3 | 0.6 | 3.7 | 0.0 | n.a. | 1.5 |
| 65 and over | 0.0 | 0.3 | 0.3 | 0.0 | 0.0 | 0.0 | 0.0 | n.a. | 0.1 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | (per cent—females) | | | | |
| Less than 25 | 8.7 | 6.5 | 6.4 | 3.9 | 4.5 | 1.5 | 2.6 | n.a. | 6.4 |
| 25–29 | 16.4 | 13.0 | 14.8 | 11.1 | 13.9 | 10.9 | 14.0 | n.a. | 13.9 |
| 30–34 | 21.2 | 17.9 | 18.0 | 19.7 | 22.7 | 20.0 | 17.3 | n.a. | 19.4 |
| 35–39 | 24.1 | 20.7 | 21.2 | 22.4 | 25.8 | 23.5 | 20.3 | n.a. | 22.3 |
| 40–44 | 12.3 | 18.2 | 15.9 | 16.5 | 17.0 | 19.1 | 17.0 | n.a. | 16.3 |
| 45–49 | 8.5 | 12.5 | 11.2 | 13.4 | 8.7 | 14.9 | 16.2 | n.a. | 11.2 |
| 50–54 | 4.8 | 7.0 | 6.3 | 8.7 | 4.4 | 6.4 | 7.4 | n.a. | 6.3 |
| 55–59 | 2.9 | 2.9 | 4.4 | 3.5 | 2.2 | 2.3 | 4.1 | n.a. | 3.1 |
| 60–64 | 0.8 | 0.9 | 1.5 | 0.8 | 0.7 | 1.3 | 1.1 | n.a. | 0.9 |
| 65 and over | 0.3 | 0.2 | 0.2 | 0.0 | 0.1 | 0.0 | 0.0 | n.a. | 0.2 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | (per cent—all nurses) | | | | |
| Less than 25 | 9.1 | 6.5 | 6.4 | 4.0 | 4.8 | 1.4 | 2.8 | n.a. | 6.6 |
| 25–29 | 16.7 | 13.0 | 14.9 | 11.1 | 14.2 | 11.2 | 14.8 | n.a. | 14.1 |
| 30–34 | 21.4 | 18.2 | 18.1 | 19.5 | 22.8 | 20.2 | 18.0 | n.a. | 19.6 |
| 35–39 | 23.7 | 20.7 | 21.0 | 22.3 | 25.6 | 23.3 | 19.7 | n.a. | 22.1 |
| 40–44 | 12.2 | 18.0 | 15.9 | 16.5 | 16.9 | 19.1 | 16.5 | n.a. | 16.1 |
| 45–49 | 8.3 | 12.4 | 11.2 | 13.3 | 8.5 | 14.8 | 16.2 | n.a. | 11.1 |
| 50–54 | 4.6 | 7.0 | 6.5 | 8.7 | 4.3 | 6.1 | 7.0 | n.a. | 6.2 |
| 55–59 | 2.9 | 3.0 | 4.3 | 3.6 | 2.2 | 2.4 | 3.9 | n.a. | 3.1 |
| 60–64 | 0.8 | 1.0 | 1.5 | 0.9 | 0.7 | 1.4 | 1.1 | n.a. | 1.0 |
| 65 and over | 0.2 | 0.2 | 0.2 | 0.0 | 0.1 | 0.0 | 0.0 | n.a. | 0.2 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **n.a.** | **100.0** |

*Note:* The figure for total persons does not match that given in other tables because age and sex data are not available for the Northern Territory.

**Table 41: Enrolled nurses: total hours worked per week, sex and States and Territories, 1994**

| Hours worked | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Males** | | | | |
| 1–9 | 30 | 26 | 13 | 4 | 14 | 2 | 0 | n.a. | 89 |
| 10–19 | 55 | 67 | 34 | 8 | 13 | 2 | 0 | n.a. | 178 |
| 20–29 | 65 | 130 | 32 | 15 | 31 | 3 | 0 | n.a. | 276 |
| 30–34 | 58 | 157 | 44 | 25 | 40 | 8 | 4 | n.a. | 335 |
| 35–39 | 309 | 447 | 45 | 53 | 116 | 13 | 0 | n.a. | 983 |
| 40–49 | 293 | 348 | 307 | 86 | 92 | 16 | 13 | n.a. | 1,155 |
| 50–59 | 17 | 37 | 12 | 6 | 0 | 0 | 4 | n.a. | 76 |
| 60–69 | 8 | 12 | 1 | 0 | 2 | 0 | 0 | n.a. | 23 |
| 70–79 | 21 | 33 | 1 | 2 | 4 | 2 | 0 | n.a. | 62 |
| 80 and over | 25 | 11 | 12 | 10 | 4 | 0 | 2 | n.a. | 63 |
| *Total* | *882* | *1,268* | *501* | *208* | *315* | *45* | *24* | *n.a.* | *3,242* |
| *Average weekly hours* | *37.3* | *36.5* | *37.1* | *37.9* | *35.1* | *35.9* | *44.7* | *n.a.* | *36.8* |
| | | | | | **Females** | | | | |
| 1–9 | 438 | 1,009 | 296 | 164 | 305 | 36 | 8 | n.a. | 2,255 |
| 10–19 | 1,332 | 3,316 | 826 | 710 | 968 | 173 | 59 | n.a. | 7,384 |
| 20–29 | 2,369 | 5,302 | 1,462 | 1,131 | 1,433 | 290 | 141 | n.a. | 12,127 |
| 30–34 | 1,007 | 3,035 | 898 | 836 | 804 | 137 | 74 | n.a. | 6,792 |
| 35–39 | 2,482 | 3,337 | 359 | 632 | 1,029 | 98 | 61 | n.a. | 7,998 |
| 40–49 | 3,038 | 2,761 | 2,807 | 1,113 | 535 | 227 | 109 | n.a. | 10,590 |
| 50–59 | 128 | 262 | 43 | 25 | 38 | 7 | 17 | n.a. | 520 |
| 60–69 | 56 | 147 | 43 | 51 | 16 | 8 | 8 | n.a. | 329 |
| 70–79 | 183 | 195 | 23 | 74 | 18 | 5 | 8 | n.a. | 505 |
| 80 and over | 259 | 103 | 111 | 74 | 18 | 8 | 17 | n.a. | 590 |
| *Total* | *11,293* | *19,466* | *6,866* | *4,810* | *5,165* | *990* | *501* | *n.a.* | *49,092* |
| *Average weekly hours* | *32.8* | *28.8* | *31.8* | *30.6* | *27.6* | *28.8* | *33.3* | *n.a.* | *30.5* |
| | | | | | **All nurses** | | | | |
| 1–9 | 468 | 1,035 | 309 | 168 | 319 | 37 | 8 | 10 | 2,355 |
| 10–19 | 1,388 | 3,383 | 860 | 717 | 981 | 175 | 59 | 23 | 7,586 |
| 20–29 | 2,433 | 5,432 | 1,494 | 1,146 | 1,464 | 293 | 141 | 88 | 12,491 |
| 30–34 | 1,066 | 3,191 | 941 | 861 | 844 | 145 | 79 | 17 | 7,144 |
| 35–39 | 2,791 | 3,784 | 404 | 685 | 1,145 | 111 | 61 | 63 | 9,044 |
| 40–49 | 3,332 | 3,109 | 3,113 | 1,199 | 628 | 243 | 122 | 126 | 11,872 |
| 50–59 | 145 | 299 | 55 | 31 | 38 | 7 | 22 | 6 | 602 |
| 60–69 | 64 | 159 | 44 | 51 | 18 | 8 | 8 | 2 | 355 |
| 70–79 | 204 | 228 | 24 | 76 | 22 | 7 | 8 | 2 | 570 |
| 80 and over | 284 | 113 | 123 | 84 | 22 | 8 | 19 | 4 | 657 |
| **Total** | **12,175** | **20,734** | **7,367** | **5,018** | **5,480** | **1,035** | **525** | **342** | **52,676** |
| **Average weekly hours** | **33.1** | **29.4** | **32.2** | **30.9** | **28.0** | **29.1** | **33.7** | **33.4** | **30.9** |

*(continued)*

**Table 41 (continued): Enrolled nurses: total hours worked per week, sex and States and Territories, 1994**

| Hours worked | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | (per cent—males) | | | | |
| 1–9 | 3.4 | 2.1 | 2.6 | 1.8 | 4.6 | 3.6 | 0.0 | n.a. | 2.8 |
| 10–19 | 6.3 | 5.3 | 6.9 | 3.7 | 4.0 | 3.6 | 0.0 | n.a. | 5.5 |
| 20–29 | 7.3 | 10.3 | 6.3 | 7.3 | 9.8 | 7.1 | 0.0 | n.a. | 8.5 |
| 30–34 | 6.6 | 12.3 | 8.7 | 11.9 | 12.6 | 17.9 | 18.2 | n.a. | 10.3 |
| 35–39 | 35.1 | 35.2 | 9.0 | 25.7 | 36.8 | 28.6 | 0.0 | n.a. | 30.3 |
| 40–49 | 33.3 | 27.5 | 61.2 | 41.3 | 29.3 | 35.7 | 54.5 | n.a. | 35.6 |
| 50–59 | 2.0 | 2.9 | 2.4 | 2.8 | 0.0 | 0.0 | 18.2 | n.a. | 2.4 |
| 60–69 | 0.9 | 1.0 | 0.3 | 0.0 | 0.6 | 0.0 | 0.0 | n.a. | 0.7 |
| 70–79 | 2.3 | 2.6 | 0.3 | 0.9 | 1.1 | 3.6 | 0.0 | n.a. | 1.9 |
| 80 and over | 2.9 | 0.8 | 2.4 | 4.6 | 1.1 | 0.0 | 9.1 | n.a. | 1.9 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | (per cent—females) | | | | |
| 1–9 | 3.9 | 5.2 | 4.3 | 3.4 | 5.9 | 3.6 | 1.5 | n.a. | 4.6 |
| 10–19 | 11.8 | 17.0 | 12.0 | 14.8 | 18.7 | 17.5 | 11.8 | n.a. | 15.0 |
| 20–29 | 21.0 | 27.2 | 21.3 | 23.5 | 27.7 | 29.3 | 28.1 | n.a. | 24.7 |
| 30–34 | 8.9 | 15.6 | 13.1 | 17.4 | 15.6 | 13.9 | 14.8 | n.a. | 13.8 |
| 35–39 | 22.0 | 17.1 | 5.2 | 13.1 | 19.9 | 9.9 | 12.2 | n.a. | 16.3 |
| 40–49 | 26.9 | 14.2 | 40.9 | 23.1 | 10.4 | 22.9 | 21.7 | n.a. | 21.6 |
| 50–59 | 1.1 | 1.3 | 0.6 | 0.5 | 0.7 | 0.7 | 3.4 | n.a. | 1.1 |
| 60–69 | 0.5 | 0.8 | 0.6 | 1.1 | 0.3 | 0.9 | 1.5 | n.a. | 0.7 |
| 70–79 | 1.6 | 1.0 | 0.3 | 1.5 | 0.3 | 0.5 | 1.5 | n.a. | 1.0 |
| 80 and over | 2.3 | 0.5 | 1.6 | 1.5 | 0.3 | 0.9 | 3.4 | n.a. | 1.2 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | (per cent—all nurses) | | | | |
| 1–9 | 3.8 | 5.0 | 4.2 | 3.3 | 5.8 | 3.6 | 1.5 | 3.1 | 4.5 |
| 10–19 | 11.4 | 16.3 | 11.7 | 14.3 | 17.9 | 16.9 | 11.2 | 6.7 | 14.4 |
| 20–29 | 20.0 | 26.2 | 20.3 | 22.8 | 26.7 | 28.3 | 26.8 | 25.8 | 23.7 |
| 30–34 | 8.8 | 15.4 | 12.8 | 17.2 | 15.4 | 14.0 | 15.0 | 4.9 | 13.6 |
| 35–39 | 22.9 | 18.3 | 5.5 | 13.7 | 20.9 | 10.7 | 11.6 | 18.4 | 17.2 |
| 40–49 | 27.4 | 15.0 | 42.3 | 23.9 | 11.5 | 23.5 | 23.2 | 36.8 | 22.5 |
| 50–59 | 1.2 | 1.4 | 0.7 | 0.6 | 0.7 | 0.7 | 4.1 | 1.8 | 1.1 |
| 60–69 | 0.5 | 0.8 | 0.6 | 1.0 | 0.3 | 0.8 | 1.5 | 0.6 | 0.7 |
| 70–79 | 1.7 | 1.1 | 0.3 | 1.5 | 0.4 | 0.6 | 1.5 | 0.6 | 1.1 |
| 80 and over | 2.3 | 0.5 | 1.7 | 1.7 | 0.4 | 0.8 | 3.7 | 1.2 | 1.2 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |
| | | | | | (per cent working part-time hours) | | | | |
| Males | 23.6 | 30.0 | 24.5 | 24.8 | 31.0 | 32.1 | 18.2 | n.a. | 27.1 |
| Females | 45.6 | 65.0 | 50.7 | 59.1 | 68.0 | 64.2 | 56.3 | n.a. | 58.2 |
| All nurses | 44.0 | 62.9 | 48.9 | 57.6 | 65.8 | 62.8 | 54.5 | 40.5 | 56.1 |

**Table 42: Enrolled nurses employed as clinicians: area of clinical nursing and total hours worked per week, Australia, 1994**

| Area of clinical nursing | Hours worked per week | | | | | | | Total | Average |
|---|---|---|---|---|---|---|---|---|---|
| | 1–9 | 10–19 | 20–29 | 30–34 | 35–39 | 40–49 | 50+ | | |
| Mixed medical and surgical | 487 | 1,323 | 2,144 | 1,248 | 1,196 | 2,319 | 362 | 9,079 | 30.4 |
| Medical | 216 | 570 | 948 | 438 | 1,064 | 1,481 | 278 | 4,995 | 33.0 |
| Surgical | 41 | 190 | 386 | 226 | 482 | 760 | 101 | 2,185 | 34.5 |
| Operating theatre | 51 | 200 | 347 | 223 | 417 | 937 | 123 | 2,299 | 35.1 |
| Intensive care | 0 | 17 | 20 | 12 | 35 | 65 | 7 | 154 | 35.4 |
| Paediatric | 11 | 87 | 150 | 76 | 100 | 211 | 18 | 653 | 32.1 |
| Obstetrics and gynaecology/ midwifery | 26 | 99 | 195 | 96 | 102 | 161 | 32 | 711 | 30.7 |
| Psychiatric/mental health | 47 | 141 | 226 | 129 | 554 | 733 | 115 | 1,944 | 36.3 |
| Developmental disability | 23 | 91 | 123 | 80 | 331 | 250 | 43 | 942 | 34.6 |
| Gerontology/geriatric | 866 | 3,289 | 5,520 | 3,203 | 2,596 | 2,504 | 692 | 18,671 | 28.4 |
| Accident and emergency | 9 | 41 | 71 | 29 | 79 | 129 | 31 | 390 | 35.0 |
| Community | 24 | 77 | 145 | 60 | 76 | 117 | 21 | 520 | 29.8 |
| Child health | 30 | 59 | 62 | 20 | 90 | 115 | 11 | 387 | 30.7 |
| School medical | 5 | 13 | 10 | 7 | 15 | 10 | 8 | 69 | 31.1 |
| District/domiciliary | 26 | 50 | 63 | 26 | 20 | 19 | 4 | 208 | 23.8 |
| Occupational health | 10 | 14 | 15 | 10 | 31 | 33 | 9 | 122 | 31.6 |
| Private medical practice/ independent practice | 102 | 188 | 258 | 107 | 200 | 139 | 22 | 1,016 | 27.0 |
| No one principal area | 124 | 254 | 364 | 201 | 171 | 521 | 76 | 1,712 | 30.4 |
| Other | 99 | 274 | 509 | 274 | 742 | 931 | 112 | 2,942 | 33.4 |
| **Total** | **2,196** | **6,979** | **11,556** | **6,465** | **8,302** | **11,434** | **2,067** | **48,997** | **30.9** |

| Area of clinical nursing | (per cent) | | | | | | | | Per cent part-time |
|---|---|---|---|---|---|---|---|---|---|
| Mixed medical and surgical | 5.4 | 14.6 | 23.6 | 13.7 | 13.2 | 25.5 | 4.0 | 100.0 | 57.3 |
| Medical | 4.3 | 11.4 | 19.0 | 8.8 | 21.3 | 29.7 | 5.6 | 100.0 | 43.5 |
| Surgical | 1.9 | 8.7 | 17.6 | 10.3 | 22.0 | 34.8 | 4.6 | 100.0 | 38.6 |
| Operating theatre | 2.2 | 8.7 | 15.1 | 9.7 | 18.2 | 40.7 | 5.4 | 100.0 | 35.7 |
| Intensive care | 0.0 | 10.8 | 12.9 | 7.5 | 22.6 | 41.9 | 4.3 | 100.0 | 31.2 |
| Paediatric | 1.7 | 13.3 | 22.9 | 11.6 | 15.3 | 32.3 | 2.8 | 100.0 | 49.6 |
| Obstetrics and gynaecology/ midwifery | 3.7 | 13.9 | 27.4 | 13.5 | 14.4 | 22.6 | 4.6 | 100.0 | 58.4 |
| Psychiatric/mental health | 2.4 | 7.2 | 11.6 | 6.6 | 28.5 | 37.7 | 5.9 | 100.0 | 27.9 |
| Developmental disability | 2.5 | 9.7 | 13.1 | 8.5 | 35.2 | 26.5 | 4.6 | 100.0 | 33.7 |
| Gerontology/geriatric | 4.6 | 17.6 | 29.6 | 17.2 | 13.9 | 13.4 | 3.7 | 100.0 | 69.0 |
| Accident and emergency | 2.2 | 10.6 | 18.1 | 7.5 | 20.4 | 33.2 | 8.0 | 100.0 | 38.5 |
| Community | 4.6 | 14.9 | 27.8 | 11.6 | 14.6 | 22.5 | 4.0 | 100.0 | 58.9 |
| Child health | 7.6 | 15.3 | 16.1 | 5.1 | 23.3 | 29.7 | 3.0 | 100.0 | 44.1 |
| School medical | 7.3 | 19.5 | 14.6 | 9.8 | 22.0 | 14.6 | 12.2 | 100.0 | 51.2 |
| District/domiciliary | 12.5 | 24.1 | 30.4 | 12.5 | 9.8 | 8.9 | 1.8 | 100.0 | 79.5 |
| Occupational health | 8.5 | 11.3 | 12.7 | 8.5 | 25.4 | 26.8 | 7.0 | 100.0 | 40.8 |
| Private medical practice/ independent practice | 10.0 | 18.5 | 25.4 | 10.5 | 19.7 | 13.7 | 2.2 | 100.0 | 64.4 |
| No one principal area | 7.3 | 14.8 | 21.3 | 11.7 | 10.0 | 30.4 | 4.5 | 100.0 | 55.1 |
| Other | 3.4 | 9.3 | 17.3 | 9.3 | 25.2 | 31.7 | 3.8 | 100.0 | 39.3 |
| **Total** | **4.5** | **14.2** | **23.6** | **13.2** | **16.9** | **23.3** | **4.2** | **100.0** | **55.5** |

## Table 43: Enrolled nurses: work setting of main job, sector and States and Territories, 1994

| Work setting | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Public sector** | | | | |
| Acute/psychiatric hospital | 5,527 | 5,040 | 3,071 | 2,194 | 2,234 | 311 | 220 | 182 | 18,780 |
| Nursing home | 1,672 | 6,041 | 993 | 701 | 738 | 239 | 104 | 25 | 10,514 |
| Day procedure centre | 77 | 160 | n.a. | n.a. | n.a. | n.a. | 10 | n.a. | 247 |
| Hostel | n.a. | 513 | n.a. | n.a. | n.a. | n.a. | 8 | n.a. | 521 |
| Hospice | n.a. | 163 | n.a. | n.a. | n.a. | n.a. | 2 | n.a. | 165 |
| Community health centre | 233 | 282 | 58 | 63 | 133 | 41 | 14 | 11 | 835 |
| Agency | n.a. | 527 | n.a. | n.a. | n.a. | n.a. | 14 | n.a. | 541 |
| Developmental disability service | 515 | 176 | 76 | 39 | 55 | 26 | 0 | 0 | 887 |
| School/child health service | 5 | 60 | 29 | 12 | 38 | 6 | 2 | 9 | 161 |
| Tertiary education institution | 13 | 67 | 11 | 9 | 0 | 0 | 0 | 0 | 100 |
| Prison medical service | 20 | 9 | n.a. | n.a. | n.a. | n.a. | 2 | n.a. | 31 |
| Defence forces | 23 | 43 | 43 | 0 | 10 | 0 | 4 | 5 | 126 |
| Other | 579 | 1,431 | 475 | 543 | 499 | 38 | 20 | 21 | 3,604 |
| *Total public sector* | *8,663* | *14,513* | *4,755* | *3,560* | *3,705* | *661* | *401* | *253* | *36,512* |
| | | | | | **Private sector** | | | | |
| Acute/psychiatric hospital | 1,181 | 827 | 1,045 | 397 | 578 | 145 | 32 | 18 | 4,223 |
| Nursing home | 1,443 | 3,338 | 1,027 | 632 | 637 | 169 | 48 | 46 | 7,340 |
| Day procedure centre | 45 | 46 | 75 | 39 | 20 | 8 | 2 | 2 | 236 |
| Hostel | 208 | 266 | n.a. | n.a. | n.a. | n.a. | 2 | n.a. | 476 |
| Hospice | 35 | 7 | n.a. | n.a. | n.a. | n.a. | 0 | n.a. | 42 |
| Private medical rooms | 173 | 607 | 192 | 131 | 182 | 34 | 14 | 14 | 1,347 |
| Agency | 120 | 156 | 99 | 137 | 281 | 2 | 2 | 0 | 797 |
| Private nursing practice | 47 | 211 | n.a. | n.a. | n.a. | n.a. | 12 | n.a. | 270 |
| Developmental disability service | n.a. | 41 | 15 | 9 | 10 | 0 | 0 | 0 | 75 |
| School/child health service | n.a. | 18 | n.a. | n.a. | n.a. | n.a. | 0 | n.a. | 18 |
| Tertiary education institution | n.a. | 2 | 2 | 6 | 0 | 2 | 0 | 0 | 11 |
| Private sector | 51 | 130 | 93 | 48 | 28 | 2 | 2 | 9 | 361 |
| Other | 210 | 572 | 65 | 60 | 40 | 13 | 10 | 0 | 970 |
| *Total private sector* | *3,512* | *6,221* | *2,612* | *1,458* | *1,775* | *374* | *124* | *89* | *16,164* |
| | | | | | **All sectors** | | | | |
| Acute/psychiatric hospital | 6,708 | 5,867 | 4,116 | 2,591 | 2,811 | 455 | 252 | 201 | 23,002 |
| Nursing home | 3,115 | 9,379 | 2,020 | 1,333 | 1,375 | 408 | 152 | 71 | 17,853 |
| Day procedure centre | 122 | 206 | 75 | 39 | 20 | 8 | 12 | 2 | 483 |
| Hostel | 208 | 779 | n.a. | n.a. | n.a. | n.a. | 10 | n.a. | 997 |
| Hospice | 35 | 170 | n.a. | n.a. | n.a. | n.a. | 2 | n.a. | 207 |
| Community health centre (a) | 233 | 282 | 58 | 63 | 133 | 41 | 14 | 11 | 835 |
| Private medical rooms(b) | 173 | 607 | 192 | 131 | 182 | 34 | 14 | 14 | 1,347 |
| Agency | 120 | 683 | 99 | 137 | 281 | 2 | 16 | 0 | 1,338 |
| Private nursing practice (b) | 47 | 211 | n.a. | n.a. | n.a. | n.a. | 12 | n.a. | 270 |
| Developmental disability service | 515 | 217 | 91 | 48 | 65 | 26 | 0 | 0 | 962 |
| School/child health service | 5 | 78 | 29 | 12 | 38 | 6 | 2 | 9 | 179 |
| Tertiary education institution | 13 | 69 | 12 | 15 | 0 | 2 | 0 | 0 | 111 |
| Private sector (b) | 51 | 130 | 93 | 48 | 28 | 2 | 2 | 9 | 361 |
| Prison medical service (a) | 20 | 9 | n.a. | n.a. | n.a. | n.a. | 2 | n.a. | 31 |
| Defence forces (a) | 23 | 43 | 43 | 0 | 10 | 0 | 4 | 5 | 126 |
| Other | 789 | 2,003 | 540 | 602 | 538 | 51 | 30 | 21 | 4,573 |
| **Total all sectors** | **12,175** | **20,734** | **7,367** | **5,018** | **5,480** | **1,035** | **525** | **342** | **52,676** |

(a) Public sector only.

(b) Private sector only.

**Table 44: Enrolled nurses: average hours worked per week by work setting of main job, sector and States and Territories, 1994**

| Work setting | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Public sector** | | | | |
| Acute/psychiatric hospital | 35.4 | 32.1 | 33.8 | 32.3 | 29.8 | 33.1 | 38.2 | 35.6 | 33.5 |
| Nursing home | 32.3 | 27.4 | 30.8 | 30.6 | 26.5 | 28.7 | 31.2 | 32.6 | 28.8 |
| Day procedure centre | 32.9 | 32.1 | . . | . . | . . | . . | 51.2 | . . | 33.0 |
| Hostel | . . | 27.6 | . . | . . | . . | . . | 43.3 | . . | 27.8 |
| Hospice | . . | 31.1 | . . | . . | . . | . . | 32.0 | . . | 31.1 |
| Community health centre | 32.0 | 30.1 | 29.7 | 29.8 | 27.4 | 31.2 | 29.6 | 40.5 | 30.5 |
| Agency | . . | 25.1 | . . | . . | . . | . . | 18.2 | . . | 25.0 |
| Developmental disability service | 36.0 | 35.2 | 36.6 | 34.1 | 29.3 | 38.9 | . . | . . | 35.6 |
| School | 39.3 | 25.9 | 34.2 | 43.0 | 25.9 | 22.0 | 18.0 | 23.0 | 28.7 |
| Tertiary education institution | 27.1 | 34.2 | 33.6 | 25.0 | . . | . . | . . | . . | 32.3 |
| Prison medical service | 47.1 | 38.0 | . . | . . | . . | . . | 25.0 | . . | 43.9 |
| Defence forces | 42.2 | 39.4 | 43.4 | . . | 40.0 | . . | 48.5 | 41.0 | 41.8 |
| Other | 33.7 | 33.5 | 33.7 | 33.2 | 28.7 | 30.8 | 30.1 | 32.0 | 32.9 |
| *Total public sector* | *34.7* | *29.9* | *33.2* | *32.1* | *28.9* | *31.4* | *35.4* | *34.8* | *31.9* |
| | | | | | **Private sector** | | | | |
| Acute/psychiatric hospital | 31.1 | 28.5 | 30.9 | 31.6 | 27.0 | 26.2 | 29.3 | 32.8 | 30.0 |
| Nursing home | 28.6 | 26.8 | 28.7 | 27.1 | 25.6 | 23.7 | 32.7 | 30.0 | 27.5 |
| Day procedure centre | 29.2 | 31.4 | 34.6 | 28.0 | 29.7 | 28.3 | 40.0 | 15.0 | 31.4 |
| Hostel | 28.0 | 28.4 | . . | . . | . . | . . | 35.0 | . . | 28.2 |
| Hospice | 32.5 | 21.3 | . . | . . | . . | . . | . . | . . | 30.9 |
| Private medical rooms | 29.3 | 27.8 | 26.6 | 26.9 | 24.4 | 26.9 | 22.0 | 36.5 | 27.4 |
| Agency | 24.2 | 26.1 | 23.8 | 19.0 | 22.1 | 2.0 | 20.0 | . . | 23.3 |
| Private nursing practice | 26.7 | 26.8 | . . | . . | . . | . . | 38.3 | . . | 27.3 |
| Developmental disability service | . . | 26.7 | 26.9 | 50.0 | 26.6 | . . | . . | . . | 28.5 |
| School | . . | 27.0 | . . | . . | . . | . . | . . | . . | 27.0 |
| Tertiary education institution | . . | 40.0 | 40.0 | 26.5 | . . | 30.0 | . . | . . | 32.6 |
| Private sector | 34.2 | 27.5 | 33.7 | 34.3 | 24.5 | 5.0 | 24.0 | 29.0 | 30.8 |
| Other | 29.3 | 34.4 | 32.4 | 32.7 | 25.9 | 23.7 | 23.2 | . . | 32.2 |
| *Total private sector* | *29.4* | *27.9* | *29.7* | *28.2* | *25.5* | *24.9* | *30.2* | *31.1* | *28.4* |
| | | | | | **All sectors** | | | | |
| Acute/psychiatric hospital | 34.7 | 31.6 | 33.0 | 32.2 | 29.2 | 30.9 | 37.0 | 35.3 | 32.8 |
| Nursing home | 30.5 | 27.2 | 29.7 | 28.9 | 26.1 | 26.6 | 31.7 | 30.9 | 28.3 |
| Day procedure centre | 31.5 | 31.9 | 34.6 | 28.0 | 29.7 | 28.3 | 49.3 | 15.0 | 32.3 |
| Hostel | 28.0 | 27.9 | . . | . . | . . | . . | 41.6 | . . | 28.0 |
| Hospice | 32.5 | 30.7 | . . | . . | . . | . . | 32.0 | . . | 31.1 |
| Community health centre (a) | 32.0 | 30.1 | 29.7 | 29.8 | 27.4 | 31.2 | 29.6 | 40.5 | 30.5 |
| Private medical rooms(b) | 29.3 | 27.8 | 26.6 | 26.9 | 24.4 | 26.9 | 22.0 | 36.5 | 27.4 |
| Agency | 24.2 | 25.4 | 23.8 | 19.0 | 22.1 | 2.0 | 18.4 | . . | 24.0 |
| Private nursing practice (b) | 26.7 | 26.8 | . . | . . | . . | . . | 38.3 | . . | 27.3 |
| Developmental disability service | 36.0 | 33.6 | 35.0 | 37.1 | 28.9 | 38.9 | . . | . . | 35.2 |
| School | 39.3 | 26.2 | 34.2 | 43.0 | 25.9 | 22.0 | 18.0 | 23.0 | 28.5 |
| Tertiary education institution | 27.1 | 34.3 | 34.7 | 25.6 | . . | 30.0 | . . | . . | 32.3 |
| Private sector (b) | 34.2 | 27.5 | 33.7 | 34.3 | 24.5 | 5.0 | 24.0 | 29.0 | 30.8 |
| Prison medical service (a) | 47.1 | 38.0 | . . | . . | . . | . . | 25.0 | . . | 43.9 |
| Defence forces (a) | 42.2 | 39.4 | 43.4 | . . | 40.0 | . . | 48.5 | 41.0 | 41.8 |
| Other | 32.5 | 33.8 | 33.6 | 33.1 | 28.5 | 28.9 | 27.6 | 32.0 | 32.8 |
| **Total all sectors** | **33.1** | **29.4** | **32.2** | **30.9** | **28.0** | **29.1** | **33.7** | **33.4** | **30.9** |

(a) Public sector only.

(b) Private sector only.

# 8 Rural nurse work force

This section presents data on the characteristics of employed registered and enrolled nurses by geographical location using the *Rural and Remote Areas Classification* (RARAC) of the Department of Health and Family Services. The features of the rural nurse work force included:

- Of the 225,110 employed registered and enrolled nurses in 1994, 61.8% worked in a capital city; 9.9% worked in other major urban areas; 25.4% in rural areas; and the remaining 2.9% in remote areas. This was similar to the distribution of the overall population—63.2% living in capital cities; 9.1% in other major urban areas; 24.5% in rural areas and 3.2% in remote areas. Other health professions have relatively very few persons working in remote areas. This means that nurses in remote areas provide a much higher proportion of the health services received by the population than nurses employed in metropolitan centres.

## Registered and enrolled nurses

- Enrolled nurses were more likely to work in rural and remote areas than registered nurses. Some 39.2% of enrolled nurses were working in rural and remote areas in 1994 compared with 25.0% of registered nurses. Just over half (51.7%) of enrolled nurses were working in capital cities compared with 64.9% of registered nurses.
- Of all nurses employed in a capital city in 1994, 80.4% were registered nurses and 19.6% were enrolled nurses. The distribution in other rural and remote areas was 63.1% registered nurses and 36.9% enrolled nurses.

## Sex

- Female registered and enrolled nurses were more likely to work in rural and remote areas than their male counterparts. In 1994, 25.0% of female registered nurses and 39.7% of female enrolled nurses were working in rural and remote areas compared with 21.4% and 30.2% respectively for males.

## Age

- The average age of employed nurses was higher in rural areas than in metropolitan or remote areas. In 1994, in rural areas, 13.6% of employed nurses were aged less than 30 years and 16.2% were aged 50 years and over. In comparison, these proportions were 20.7% and 13.6% respectively in remote areas, and 19.1% and 16.0% respectively in capital cities.

## Hours worked

- Average hours worked per week by employed nurses decreased with geographical remoteness from 32.6 hours per week in capital cities to 29.8 hours in other rural areas, although nurses working in remote areas averaged the longest hours (33.2 hours) in 1994. This pattern was evident for both registered and enrolled nurses.
- 40.4% of registered nurses in remote areas worked part-time in 1994 compared with 58.1% of registered nurses in other rural areas. Of enrolled nurses, 52.2% in remote areas were working part-time compared with 62.6% in other rural areas.

## Classification

- Registered nurses were more likely to be level 1 registered nurses, the lowest classification, in metropolitan areas than in other rural or remote areas and less likely

to be directors of nursing. In 1994, 63.1% of registered nurses working in capital cities were level 1 registered nurses, while 57.0% were working at this level in remote areas. Some 2.4% of capital city registered nurses were directors of nursing while 4.7% of remote registered nurses were working at this level.

## Work setting of main job

- Registered nurses working in remote areas were more likely to be located in a community health centre than were their metropolitan counterparts. In 1994, 14.1% of registered nurses working in remote areas were located in a community health centre compared with 4.2% in capital cities. Also, 7.4% of registered nurses in remote areas were working in nursing homes compared with 13.1% in capital cities.
- 39.9% of enrolled nurses in capital cities were working in acute and psychiatric hospitals and 32.4% in nursing homes, compared with 62.4% and 20.4% respectively of enrolled nurses working in remote areas.

## Nurses per 100,000 population

- In 1994, there were 1,262.1 employed nurses per 100,000 population. This varied across geographic locations from a high of 1,702.2 per 100,000 population in major rural areas to a low of 959.6 in other rural areas. In capital cities, the provision was 1,233.9 per 100,000 population. There were more than twice as many enrolled nurses per 100,000 population in major rural areas (488.1) than in capital cities (241.6).

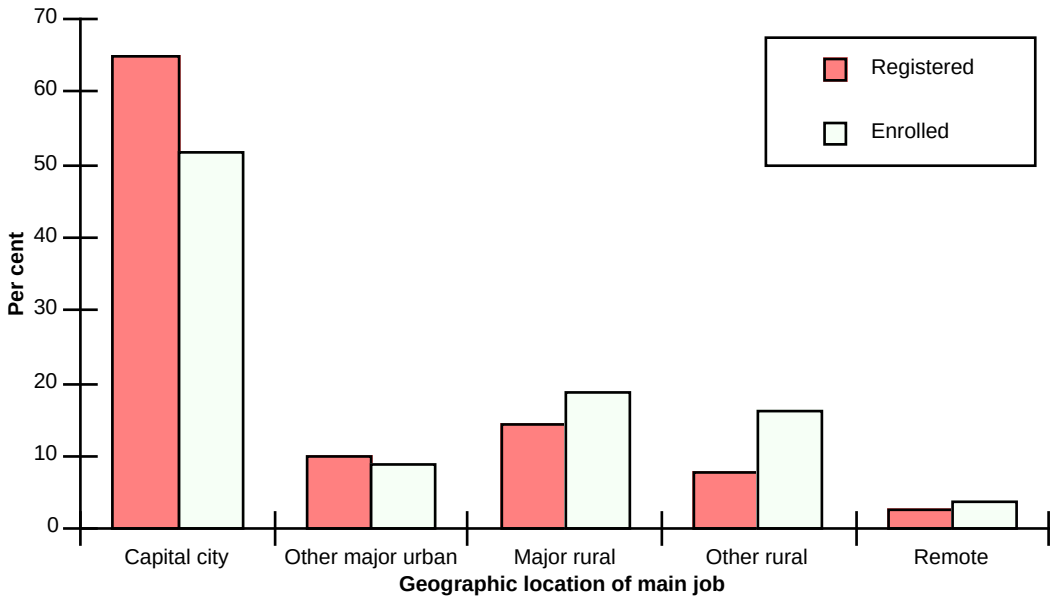



**Figure 9: Percentage distribution of employed nurses by type of nurse and geographic location of main job, Australia, 1994**

**Table 45: Registered and enrolled nurses: characteristics and geographic location of main job, Australia, 1994**

| Characteristics | Geographic location of main job | | | | | Total |
|---|---|---|---|---|---|---|
| | Capital city | Other major urban | Major rural | Other rural | Remote | |
| Type of nurse | | | | | | |
| Registered nurses | 111,851 | 17,444 | 24,904 | 13,793 | 4,441 | 172,434 |
| Enrolled nurses | 27,232 | 4,792 | 10,011 | 8,519 | 2,122 | 52,676 |
| Sex (a) | | | | | | |
| Males | 10,710 | 1,709 | 2,600 | 911 | 238 | 16,168 |
| Females | 127,520 | 20,527 | 32,315 | 21,213 | 5,535 | 207,110 |
| Age (years) (a) | | | | | | |
| Average | 39.0 | 38.7 | 39.3 | 40.6 | 37.9 | 39.1 |
| Less than 30 | 26,444 | 4,014 | 5,222 | 2,587 | 1,196 | 39,462 |
| 30–39 | 48,980 | 8,465 | 13,790 | 8,262 | 2,346 | 81,843 |
| 40–49 | 40,702 | 6,607 | 10,754 | 7,163 | 1,445 | 66,672 |
| 50–59 | 18,824 | 2,735 | 4,501 | 3,543 | 670 | 30,274 |
| 60 and over | 3,278 | 414 | 649 | 570 | 115 | 5,027 |
| Hours worked per week | | | | | | |
| Average | 32.6 | 32.4 | 31.2 | 29.8 | 33.2 | 32.1 |
| Part-time (less than 35 hours) | 64,216 | 10,487 | 18,197 | 13,341 | 2,901 | 109,142 |
| Full-time (35 hours or more) | 74,869 | 11,750 | 16,718 | 8,972 | 3,662 | 115,971 |
| Classification of main job (registered nurses) | | | | | | |
| Level 1 registered nurse | 70,534 | 11,584 | 16,313 | 7,784 | 2,533 | 108,747 |
| Level 2 clinical nurse | 14,323 | 2,470 | 2,527 | 1,525 | 792 | 21,637 |
| Level 3 nurse manager | 7,220 | 779 | 1,351 | 920 | 220 | 10,489 |
| Level 3 clinical nurse | 9,116 | 1,050 | 2,446 | 2,164 | 491 | 15,268 |
| Level 3 staff development/education | 1,463 | 207 | 204 | 71 | 43 | 1,988 |
| Level 4 staff development/education | 501 | 49 | 83 | 28 | 13 | 675 |
| Level 4 assistant director of nursing | 3,232 | 443 | 767 | 387 | 80 | 4,908 |
| Director of nursing | 2,730 | 355 | 587 | 676 | 207 | 4,555 |
| Lecturer—higher education sector | 1,258 | 183 | 285 | 70 | 15 | 1,811 |
| Other | 1,475 | 323 | 341 | 168 | 47 | 2,355 |
| Work setting of main job | | | | | | |
| Registered nurses | | | | | | |
| Acute/psychiatric hospital | 71,119 | 11,254 | 15,757 | 7,869 | 2,707 | 108,705 |
| Nursing home | 14,682 | 2,073 | 3,284 | 2,143 | 328 | 22,510 |
| Community health centre | 4,726 | 810 | 1,571 | 1,386 | 628 | 9,122 |
| Other | 21,324 | 3,307 | 4,292 | 2,395 | 777 | 32,096 |
| Enrolled nurses | | | | | | |
| Acute/psychiatric hospital | 10,877 | 2,275 | 4,779 | 4,492 | 1,325 | 23,748 |
| Nursing home | 8,819 | 1,556 | 3,833 | 2,885 | 432 | 17,525 |
| Community health centre | 421 | 69 | 121 | 183 | 64 | 857 |
| Other | 7,114 | 892 | 1,279 | 960 | 301 | 10,546 |
| Employed nurses per 100,000 population | | | | | | |
| Registered nurses | 992.3 | 1,070.3 | 1,214.1 | 593.2 | 796.6 | 966.8 |
| Enrolled nurses | 241.6 | 294.0 | 488.1 | 366.4 | 380.6 | 295.3 |
| All nurses | 1,233.9 | 1,364.3 | 1,702.2 | 959.6 | 1,177.2 | 1,262.1 |
| **Total all nurses** | **139,083** | **22,236** | **34,915** | **22,312** | **6,563** | **225,110** |
| **Total (excluding the Northern Territory)** | **138,230** | **22,236** | **34,915** | **22,124** | **5,773** | **223,278** |

*(continued)*

**Table 45 (continued): Registered and enrolled nurses: characteristics and geographic location of main job, Australia, 1994**

| Characteristics | Geographic location of main job | | | | | Total |
|---|---|---|---|---|---|---|
| | Capital city | Other major urban | Major rural | Other rural | Remote | |
| | (per cent) | | | | | |
| Type of nurse | | | | | | |
| Registered nurses | 80.4 | 78.4 | 71.3 | 61.8 | 67.7 | 76.6 |
| Enrolled nurses | 19.6 | 21.6 | 28.7 | 38.2 | 32.3 | 23.4 |
| Sex (a) | | | | | | |
| Males | 7.7 | 7.7 | 6.9 | 3.9 | 3.5 | 7.1 |
| Females | 92.3 | 92.3 | 93.1 | 96.1 | 96.5 | 92.9 |
| Age (years) (a) | | | | | | |
| Less than 30 | 19.1 | 18.1 | 15.0 | 11.7 | 20.7 | 17.7 |
| 30–39 | 35.4 | 38.1 | 39.5 | 37.3 | 40.6 | 36.7 |
| 40–49 | 29.4 | 29.7 | 30.8 | 32.4 | 25.0 | 29.8 |
| 50–59 | 13.6 | 12.3 | 12.9 | 16.0 | 11.6 | 13.6 |
| 60 and over | 2.4 | 1.9 | 1.9 | 2.6 | 2.0 | 2.3 |
| Hours worked per week | | | | | | |
| Part-time (less than 35 hours) | 46.2 | 47.2 | 52.1 | 59.8 | 44.2 | 48.5 |
| Full-time (35 hours or more) | 53.8 | 52.8 | 47.9 | 40.2 | 55.8 | 51.5 |
| Classification of main job (registered nurses) | | | | | | |
| Level 1 registered nurse | 63.1 | 66.4 | 65.5 | 56.4 | 57.0 | 63.1 |
| Level 2 clinical nurse | 12.8 | 14.2 | 10.1 | 11.1 | 17.8 | 12.5 |
| Level 3 nurse manager | 6.5 | 4.5 | 5.4 | 6.7 | 5.0 | 6.1 |
| Level 3 clinical nurse | 8.2 | 6.0 | 9.8 | 15.7 | 11.1 | 8.9 |
| Level 3 staff development/education | 1.3 | 1.2 | 0.8 | 0.5 | 1.0 | 1.2 |
| Level 4 staff development/education | 0.4 | 0.3 | 0.3 | 0.2 | 0.3 | 0.4 |
| Level 4 assistant director of nursing | 2.9 | 2.5 | 3.1 | 2.8 | 1.8 | 2.8 |
| Director of nursing | 2.4 | 2.0 | 2.4 | 4.9 | 4.7 | 2.6 |
| Lecturer—higher education sector | 1.1 | 1.0 | 1.1 | 0.5 | 0.3 | 1.1 |
| Other | 1.3 | 1.9 | 1.4 | 1.2 | 1.1 | 1.4 |
| Work setting of main job | | | | | | |
| Registered nurses | | | | | | |
| Acute/psychiatric hospital | 63.6 | 64.5 | 63.3 | 57.0 | 61.0 | 63.0 |
| Nursing home | 13.1 | 11.9 | 13.2 | 15.5 | 7.4 | 13.1 |
| Community health centre | 4.2 | 4.6 | 6.3 | 10.1 | 14.1 | 5.3 |
| Other | 19.1 | 19.0 | 17.2 | 17.4 | 17.5 | 18.6 |
| Enrolled nurses | | | | | | |
| Acute/psychiatric hospital | 39.9 | 47.5 | 47.7 | 52.7 | 62.4 | 45.1 |
| Nursing home | 32.4 | 32.5 | 38.3 | 33.9 | 20.4 | 33.3 |
| Community health centre | 1.5 | 1.4 | 1.2 | 2.1 | 3.0 | 1.6 |
| Other | 26.1 | 18.6 | 12.8 | 11.3 | 14.2 | 20.0 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

(a) Excludes the Northern Territory.

## Table 46: Registered nurses: geographic location of main job, sex and States and Territories, 1994

| Geographic location | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Males** | | | | |
| Capital city | 2,728 | 2,205 | 1,261 | 838 | 1,405 | 190 | 93 | n.a. | 8,720 |
| Other major urban | 649 | 123 | 576 | 0 | 0 | 86 | 0 | n.a. | 1,434 |
| Major rural | 950 | 666 | 204 | 38 | 102 | 41 | 0 | n.a. | 2,002 |
| Other rural | 108 | 302 | 92 | 33 | 39 | 14 | 0 | n.a. | 587 |
| Remote | 25 | 60 | 32 | 45 | 16 | 3 | 0 | n.a. | 182 |
| *Total* | *4,460* | *3,355* | *2,164* | *954* | *1,563* | *335* | *93* | *n.a.* | *12,924* |
| | | | | | **Females** | | | | |
| Capital city | 30,144 | 29,429 | 15,082 | 11,409 | 11,802 | 2,151 | 2,418 | n.a. | 102,435 |
| Other major urban | 5,452 | 1,903 | 7,414 | 0 | 0 | 1,229 | 13 | n.a. | 16,010 |
| Major rural | 9,999 | 6,462 | 3,579 | 1,160 | 1,090 | 599 | 13 | n.a. | 22,902 |
| Other rural | 3,270 | 4,573 | 2,414 | 1,180 | 1,143 | 462 | 2 | n.a. | 13,043 |
| Remote | 611 | 686 | 791 | 1,089 | 325 | 128 | 0 | n.a. | 3,629 |
| *Total* | *49,476* | *43,053* | *29,280* | *14,838* | *14,360* | *4,568* | *2,445* | *n.a.* | *158,020* |
| | | | | | **All nurses** | | | | |
| Capital city | 32,872 | 31,635 | 16,343 | 12,247 | 13,207 | 2,341 | 2,511 | 696 | 111,851 |
| Other major urban | 6,101 | 2,025 | 7,989 | 0 | 0 | 1,315 | 13 | 0 | 17,444 |
| Major rural | 10,950 | 7,128 | 3,783 | 1,198 | 1,192 | 640 | 13 | 0 | 24,904 |
| Other rural | 3,377 | 4,874 | 2,506 | 1,213 | 1,182 | 476 | 2 | 163 | 13,793 |
| Remote | 636 | 746 | 823 | 1,134 | 341 | 131 | 0 | 630 | 4,441 |
| **Total** | **53,936** | **46,408** | **31,444** | **15,792** | **15,923** | **4,903** | **2,538** | **1,489** | **172,433** |
| | | | | | **(per cent—males)** | | | | |
| Capital city | 61.2 | 65.7 | 58.2 | 87.9 | 89.9 | 56.7 | 100.0 | n.a. | 67.5 |
| Other major urban | 14.6 | 3.7 | 26.6 | 0.0 | 0.0 | 25.8 | 0.0 | n.a. | 11.1 |
| Major rural | 21.3 | 19.9 | 9.4 | 4.0 | 6.5 | 12.4 | 0.0 | n.a. | 15.5 |
| Other rural | 2.4 | 9.0 | 4.2 | 3.4 | 2.5 | 4.1 | 0.0 | n.a. | 4.5 |
| Remote | 0.6 | 1.8 | 1.5 | 4.7 | 1.0 | 1.0 | 0.0 | n.a. | 1.4 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | **(per cent—females)** | | | | |
| Capital city | 60.9 | 68.4 | 51.5 | 76.9 | 82.2 | 47.1 | 98.9 | n.a. | 64.8 |
| Other major urban | 11.0 | 4.4 | 25.3 | 0.0 | 0.0 | 26.9 | 0.5 | n.a. | 10.1 |
| Major rural | 20.2 | 15.0 | 12.2 | 7.8 | 7.6 | 13.1 | 0.5 | n.a. | 14.5 |
| Other rural | 6.6 | 10.6 | 8.2 | 8.0 | 8.0 | 10.1 | 0.1 | n.a. | 8.3 |
| Remote | 1.2 | 1.6 | 2.7 | 7.3 | 2.3 | 2.8 | 0.0 | n.a. | 2.3 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | **(per cent—all nurses)** | | | | |
| Capital city | 60.9 | 68.2 | 52.0 | 77.6 | 82.9 | 47.7 | 98.9 | 46.7 | 64.9 |
| Other major urban | 11.3 | 4.4 | 25.4 | 0.0 | 0.0 | 26.8 | 0.5 | 0.0 | 10.1 |
| Major rural | 20.3 | 15.4 | 12.0 | 7.6 | 7.5 | 13.1 | 0.5 | 0.0 | 14.4 |
| Other rural | 6.3 | 10.5 | 8.0 | 7.7 | 7.4 | 9.7 | 0.1 | 10.9 | 8.0 |
| Remote | 1.2 | 1.6 | 2.6 | 7.2 | 2.1 | 2.7 | 0.0 | 42.3 | 2.6 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

*Note:* In the Australian Capital Territory, nurses who were working in 'other major urban' and 'major rural' regions were actually working in these regions in New South Wales or Queensland and may have recently relocated to the Australian Capital Territory at the time of the survey.

**Table 47: Enrolled nurses: geographic location of main job, sex and States and Territories, 1994**

| Geographic location | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Males** | | | | |
| Capital city | 484 | 751 | 255 | 171 | 278 | 26 | 24 | n.a. | 1,990 |
| Other major urban | 115 | 36 | 114 | 0 | 0 | 10 | 0 | n.a. | 275 |
| Major rural | 193 | 299 | 71 | 22 | 10 | 5 | 0 | n.a. | 598 |
| Other rural | 74 | 168 | 54 | 2 | 21 | 5 | 0 | n.a. | 324 |
| Remote | 16 | 15 | 7 | 12 | 6 | 0 | 0 | n.a. | 56 |
| *Total* | *882* | *1,268* | *501* | *208* | *315* | *45* | *24* | *n.a.* | *3,243* |
| | | | | | **Females** | | | | |
| Capital city | 4,070 | 11,002 | 2,708 | 2,992 | 3,475 | 341 | 495 | n.a. | 25,085 |
| Other major urban | 1,437 | 1,235 | 1,614 | 0 | 0 | 230 | 2 | n.a. | 4,517 |
| Major rural | 3,363 | 3,454 | 1,083 | 736 | 568 | 206 | 2 | n.a. | 9,413 |
| Other rural | 1,999 | 3,354 | 1,113 | 628 | 909 | 165 | 2 | n.a. | 8,170 |
| Remote | 425 | 420 | 348 | 453 | 213 | 48 | 0 | n.a. | 1,906 |
| *Total* | *11,293* | *19,466* | *6,866* | *4,810* | *5,165* | *990* | *501* | *n.a.* | *49,091* |
| | | | | | **All nurses** | | | | |
| Capital city | 4,554 | 11,753 | 2,964 | 3,164 | 3,754 | 367 | 519 | 158 | 27,232 |
| Other major urban | 1,552 | 1,271 | 1,728 | 0 | 0 | 240 | 2 | 0 | 4,792 |
| Major rural | 3,555 | 3,753 | 1,154 | 758 | 578 | 211 | 2 | 0 | 10,011 |
| Other rural | 2,073 | 3,523 | 1,167 | 631 | 930 | 170 | 2 | 24 | 8,519 |
| Remote | 441 | 435 | 355 | 465 | 218 | 48 | 0 | 160 | 2,122 |
| **Total** | **12,175** | **20,734** | **7,367** | **5,018** | **5,480** | **1,035** | **525** | **342** | **52,676** |
| | | | | | **(per cent—males)** | | | | |
| Capital city | 54.9 | 59.2 | 51.0 | 82.4 | 88.3 | 57.1 | 100.0 | n.a. | 61.4 |
| Other major urban | 13.1 | 2.8 | 22.8 | 0.0 | 0.0 | 21.4 | 0.0 | n.a. | 8.5 |
| Major rural | 21.8 | 23.5 | 14.1 | 10.6 | 3.1 | 10.7 | 0.0 | n.a. | 18.4 |
| Other rural | 8.4 | 13.3 | 10.7 | 1.2 | 6.7 | 10.7 | 0.0 | n.a. | 10.0 |
| Remote | 1.8 | 1.2 | 1.4 | 5.9 | 1.8 | 0.0 | 0.0 | n.a. | 1.7 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | **(per cent—females)** | | | | |
| Capital city | 36.0 | 56.5 | 39.4 | 62.2 | 67.3 | 34.5 | 98.8 | n.a. | 51.1 |
| Other major urban | 12.7 | 6.3 | 23.5 | 0.0 | 0.0 | 23.2 | 0.4 | n.a. | 9.2 |
| Major rural | 29.8 | 17.7 | 15.8 | 15.3 | 11.0 | 20.8 | 0.4 | n.a. | 19.2 |
| Other rural | 17.7 | 17.2 | 16.2 | 13.1 | 17.6 | 16.6 | 0.4 | n.a. | 16.6 |
| Remote | 3.8 | 2.2 | 5.1 | 9.4 | 4.1 | 4.9 | 0.0 | n.a. | 3.9 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *n.a.* | *100.0* |
| | | | | | **(per cent—all nurses)** | | | | |
| Capital city | 37.4 | 56.7 | 40.2 | 63.0 | 68.5 | 35.5 | 98.9 | 46.1 | 51.7 |
| Other major urban | 12.7 | 6.1 | 23.5 | 0.0 | 0.0 | 23.1 | 0.4 | 0.0 | 9.1 |
| Major rural | 29.2 | 18.1 | 15.7 | 15.1 | 10.5 | 20.4 | 0.4 | 0.0 | 19.0 |
| Other rural | 17.0 | 17.0 | 15.8 | 12.6 | 17.0 | 16.4 | 0.4 | 7.1 | 16.2 |
| Remote | 3.6 | 2.1 | 4.8 | 9.3 | 4.0 | 4.6 | 0.0 | 46.8 | 4.0 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

*Note:* In the Australian Capital Territory, nurses who were working in 'other major urban' and 'major rural' regions were actually working in these regions in New South Wales or Queensland and may have recently relocated to the Australian Capital Territory at the time of the survey.

**Table 48: Registered nurses: classification of main job, geographic location and States and Territories, 1994**

| Classification | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Capital city** | | | | |
| Level 1 registered nurse | 22,333 | 18,059 | 11,065 | 6,713 | 9,212 | 1,265 | 1,495 | 391 | 70,534 |
| Level 2 clinical nurse | 4,445 | n.a. | 2,796 | 3,615 | 1,988 | 678 | 645 | 157 | 14,323 |
| Level 3 nurse manager | 1,142 | 4,646 | 430 | 428 | 403 | 71 | 65 | 35 | 7,220 |
| Level 3 clinical nurse | 673 | 5,983 | 810 | 420 | 792 | 165 | 189 | 84 | 9,116 |
| Level 3 staff development/education | 612 | n.a. | 209 | 362 | 177 | 48 | 46 | 10 | 1,463 |
| Level 4 staff development/education | 43 | 300 | 49 | 53 | 48 | 6 | 2 | 0 | 501 |
| Level 4 assistant director of nursing | 1,257 | 1,408 | 171 | 150 | 166 | 38 | 38 | 3 | 3,232 |
| Director of nursing | 1,117 | 894 | 225 | 176 | 245 | 42 | 20 | 12 | 2,730 |
| Lecturer—higher education sector | 401 | 345 | 172 | 140 | 176 | 9 | 11 | 3 | 1,258 |
| Other | 849 | 0 | 417 | 191 | 0 | 18 | 0 | 0 | 1,475 |
| *Total* | *32,872* | *31,635* | *16,343* | *12,247* | *13,207* | *2,341* | *2,511* | *696* | *111,851* |
| | | | | | **Other major urban** | | | | |
| Level 1 registered nurse | 4,285 | 1,084 | 5,456 | 0 | 0 | 752 | 7 | 0 | 11,584 |
| Level 2 clinical nurse | 737 | n.a. | 1,370 | 0 | 0 | 359 | 4 | 0 | 2,470 |
| Level 3 nurse manager | 227 | 250 | 258 | 0 | 0 | 44 | 0 | 0 | 779 |
| Level 3 clinical nurse | 101 | 520 | 346 | 0 | 0 | 83 | 0 | 0 | 1,050 |
| Level 3 staff development/education | 101 | n.a. | 97 | 0 | 0 | 9 | 0 | 0 | 207 |
| Level 4 staff development/education | 6 | 16 | 22 | 0 | 0 | 4 | 2 | 0 | 49 |
| Level 4 assistant director of nursing | 257 | 96 | 81 | 0 | 0 | 9 | 0 | 0 | 443 |
| Director of nursing | 171 | 42 | 122 | 0 | 0 | 20 | 0 | 0 | 355 |
| Lecturer—higher education sector | 64 | 17 | 78 | 0 | 0 | 24 | 0 | 0 | 183 |
| Other | 153 | 0 | 159 | 0 | 0 | 11 | 0 | 0 | 323 |
| *Total* | *6,101* | *2,025* | *7,989* | *0* | *0* | *1,315* | *13* | *0* | *17,444* |
| | | | | | **Major rural** | | | | |
| Level 1 registered nurse | 8,180 | 3,940 | 2,495 | 558 | 773 | 363 | 4 | 0 | 16,313 |
| Level 2 clinical nurse | 961 | n.a. | 708 | 431 | 248 | 175 | 4 | 0 | 2,527 |
| Level 3 nurse manager | 406 | 677 | 147 | 61 | 30 | 27 | 2 | 0 | 1,351 |
| Level 3 clinical nurse | 200 | 1,879 | 200 | 38 | 76 | 50 | 4 | 0 | 2,446 |
| Level 3 staff development/education | 98 | n.a. | 49 | 31 | 21 | 5 | 0 | 0 | 204 |
| Level 4 staff development/education | 12 | 62 | 6 | 0 | 0 | 4 | 0 | 0 | 83 |
| Level 4 assistant director of nursing | 400 | 303 | 40 | 13 | 7 | 4 | 0 | 0 | 767 |
| Director of nursing | 324 | 118 | 69 | 36 | 28 | 11 | 0 | 0 | 587 |
| Lecturer—higher education sector | 97 | 148 | 21 | 10 | 9 | 0 | 0 | 0 | 285 |
| Other | 271 | 0 | 49 | 20 | 0 | 2 | 0 | 0 | 341 |
| *Total* | *10,950* | *7,128* | *3,783* | *1,198* | *1,192* | *640* | *13* | *0* | *24,904* |
| | | | | | **Other rural** | | | | |
| Level 1 registered nurse | 2,588 | 1,835 | 1,593 | 581 | 844 | 266 | 2 | 76 | 7,784 |
| Level 2 clinical nurse | 223 | n.a. | 493 | 446 | 190 | 155 | 0 | 19 | 1,525 |
| Level 3 nurse manager | 136 | 671 | 35 | 41 | 9 | 11 | 0 | 17 | 920 |
| Level 3 clinical nurse | 26 | 1,851 | 128 | 36 | 63 | 26 | 0 | 34 | 2,164 |
| Level 3 staff development/education | 19 | n.a. | 18 | 28 | 4 | 0 | 0 | 3 | 71 |
| Level 4 staff development/education | 0 | 23 | 0 | 5 | 0 | 0 | 0 | 0 | 28 |
| Level 4 assistant director of nursing | 68 | 286 | 12 | 5 | 2 | 7 | 0 | 7 | 387 |
| Director of nursing | 213 | 174 | 162 | 46 | 71 | 9 | 0 | 2 | 676 |
| Lecturer—higher education sector | 9 | 34 | 21 | 0 | 0 | 0 | 0 | 7 | 70 |
| Other | 97 | 0 | 44 | 25 | 0 | 2 | 0 | 0 | 168 |
| *Total* | *3,377* | *4,874* | *2,506* | *1,213* | *1,182* | *476* | *2* | *163* | *13,793* |

*(continued)*

**Table 48 (continued): Registered nurses: classification of main job, geographic location and States and Territories, 1994**

| Classification | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Remote** | | | | |
| Level 1 registered nurse | 493 | 381 | 442 | 609 | 238 | 63 | 0 | 308 | 2,533 |
| Level 2 clinical nurse | 42 | n.a. | 200 | 334 | 63 | 48 | 0 | 105 | 792 |
| Level 3 nurse manager | 27 | 99 | 15 | 41 | 2 | 5 | 0 | 30 | 220 |
| Level 3 clinical nurse | 10 | 216 | 63 | 38 | 21 | 11 | 0 | 131 | 491 |
| Level 3 staff development/education | 3 | n.a. | 4 | 20 | 0 | 0 | 0 | 15 | 43 |
| Level 4 staff development/education | 0 | 2 | 1 | 5 | 0 | 0 | 0 | 5 | 13 |
| Level 4 assistant director of nursing | 19 | 28 | 4 | 15 | 0 | 0 | 0 | 13 | 80 |
| Director of nursing | 33 | 20 | 77 | 41 | 18 | 2 | 0 | 17 | 207 |
| Lecturer—higher education sector | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 5 | 15 |
| Other | 9 | 0 | 16 | 20 | 0 | 2 | 0 | 0 | 47 |
| *Total* | *636* | *746* | *823* | *1,134* | *341* | *131* | *0* | *630* | *4,441* |
| | | | | | **Total** | | | | |
| Level 1 registered nurse | 37,879 | 25,299 | 21,050 | 8,461 | 11,067 | 2,708 | 1,508 | 775 | 108,747 |
| Level 2 clinical nurse | 6,408 | n.a. | 5,568 | 4,825 | 2,490 | 1,415 | 652 | 280 | 21,637 |
| Level 3 nurse manager | 1,938 | 6,344 | 885 | 570 | 443 | 160 | 67 | 83 | 10,489 |
| Level 3 clinical nurse | 1,010 | 10,449 | 1,547 | 532 | 952 | 335 | 193 | 249 | 15,268 |
| Level 3 staff development/education | 833 | n.a. | 377 | 441 | 201 | 62 | 46 | 29 | 1,988 |
| Level 4 staff development/education | 61 | 403 | 78 | 64 | 48 | 13 | 4 | 5 | 675 |
| Level 4 assistant director of nursing | 2,001 | 2,121 | 308 | 183 | 175 | 59 | 38 | 24 | 4,908 |
| Director of nursing | 1,858 | 1,248 | 655 | 298 | 361 | 84 | 20 | 30 | 4,555 |
| Lecturer—higher education sector | 571 | 544 | 292 | 160 | 185 | 33 | 11 | 15 | 1,811 |
| Other | 1,378 | 0 | 685 | 257 | 0 | 35 | 0 | 0 | 2,355 |
| **Total** | **53,936** | **46,408** | **31,444** | **15,792** | **15,923** | **4,903** | **2,538** | **1,490** | **172,434** |

*Note:* In the Australian Capital Territory, nurses who were working in 'other major urban' and 'major rural' regions were actually working in these regions in New South Wales or Queensland and may have recently relocated to the Australian Capital Territory at the time of the survey.

**Table 49: Registered and enrolled nurses: average age by type of nurse, geographic location of main job, sex and States and Territories, 1994**

| Geographic location/ sex | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | **Registered nurses** | | | | |
| Capital city | | | | | | | | | |
| Males | 38.1 | 37.0 | 36.1 | 41.0 | 37.8 | 41.7 | 38.3 | n.a. | 37.7 |
| Females | 39.9 | 39.1 | 38.3 | 40.6 | 38.6 | 41.2 | 39.8 | n.a. | 39.4 |
| All nurses | 39.8 | 39.0 | 38.1 | 40.6 | 38.5 | 41.2 | 39.8 | n.a. | 39.2 |
| Other major urban | | | | | | | | | |
| Males | 38.9 | 37.5 | 37.0 | . . | . . | 39.7 | . . | n.a. | 38.0 |
| Females | 39.6 | 39.7 | 39.1 | . . | . . | 39.8 | 42.4 | n.a. | 39.4 |
| All nurses | 39.5 | 39.5 | 38.9 | . . | . . | 39.8 | 42.4 | n.a. | 39.2 |
| Major rural | | | | | | | | | |
| Males | 40.0 | 36.9 | 35.5 | 40.4 | 38.1 | 42.2 | . . | n.a. | 38.4 |
| Females | 41.0 | 38.9 | 40.0 | 43.0 | 38.4 | 40.3 | 39.3 | n.a. | 40.2 |
| All nurses | 40.9 | 38.7 | 39.7 | 42.9 | 38.4 | 40.4 | 39.3 | n.a. | 40.0 |
| Other rural | | | | | | | | | |
| Males | 39.9 | 40.0 | 39.5 | 39.3 | 38.9 | 39.4 | . . | n.a. | 39.8 |
| Females | 42.7 | 42.1 | 41.9 | 41.6 | 41.0 | 43.7 | 48.0 | n.a. | 42.1 |
| All nurses | 42.6 | 42.0 | 41.8 | 41.5 | 40.9 | 43.5 | 48.0 | n.a. | 42.0 |
| Remote | | | | | | | | | |
| Males | 38.7 | 34.8 | 33.1 | 36.4 | 35.6 | 36.0 | . . | n.a. | 35.4 |
| Females | 41.1 | 38.6 | 37.6 | 37.6 | 40.4 | 42.8 | . . | n.a. | 38.9 |
| All nurses | 41.0 | 38.3 | 37.4 | 37.6 | 40.2 | 42.6 | . . | n.a. | 38.7 |
| *Total* | | | | | | | | | |
| *Males* | *38.7* | *37.2* | *36.4* | *40.6* | *37.8* | *41.4* | *38.3* | *n.a.* | *37.9* |
| *Females* | *40.3* | *39.4* | *39.0* | *40.6* | *38.8* | *41.0* | *39.9* | *n.a.* | *39.7* |
| *All nurses* | *40.2* | *39.3* | *38.8* | *40.6* | *38.7* | *41.0* | *39.8* | *n.a.* | *39.6* |
| | | | | | **Enrolled nurses** | | | | |
| Capital city | | | | | | | | | |
| Males | 34.7 | 37.8 | 39.6 | 40.5 | 34.7 | 38.5 | 34.2 | n.a. | 37.1 |
| Females | 35.7 | 38.0 | 38.8 | 38.5 | 37.0 | 37.6 | 38.5 | n.a. | 37.6 |
| All nurses | 35.6 | 38.0 | 38.9 | 38.6 | 36.8 | 37.6 | 38.4 | n.a. | 37.6 |
| Other major urban | | | | | | | | | |
| Males | 31.6 | 37.4 | 36.5 | . . | . . | 35.2 | . . | n.a. | 34.7 |
| Females | 35.1 | 37.3 | 36.8 | . . | . . | 39.6 | . . | n.a. | 36.6 |
| All nurses | 34.9 | 37.3 | 36.8 | . . | . . | 39.4 | . . | n.a. | 36.4 |
| Major rural | | | | | | | | | |
| Males | 33.2 | 36.1 | 35.1 | 38.1 | 34.8 | 38.7 | . . | n.a. | 35.1 |
| Females | 36.3 | 37.3 | 37.3 | 38.9 | 35.8 | 39.0 | 26.0 | n.a. | 37.0 |
| All nurses | 36.1 | 37.2 | 37.2 | 38.8 | 35.8 | 39.0 | 26.0 | n.a. | 36.9 |
| Other rural | | | | | | | | | |
| Males | 38.7 | 37.6 | 38.2 | 41.0 | 34.6 | 37.3 | . . | n.a. | 37.8 |
| Females | 37.6 | 38.4 | 36.8 | 38.4 | 36.6 | 40.1 | 51.0 | n.a. | 37.8 |
| All nurses | 37.6 | 38.4 | 36.8 | 38.4 | 36.5 | 40.0 | 51.0 | n.a. | 37.8 |
| Remote | | | | | | | | | |
| Males | 34.1 | 38.3 | 30.4 | 35.4 | 38.7 | . . | . . | n.a. | 35.2 |
| Females | 35.6 | 37.3 | 34.2 | 36.7 | 36.3 | 37.5 | . . | n.a. | 35.9 |
| All nurses | 35.6 | 37.3 | 34.1 | 36.6 | 36.3 | 37.5 | . . | n.a. | 35.9 |
| *Total* | | | | | | | | | |
| *Males* | *34.3* | *37.4* | *38.0* | *39.9* | *34.8* | *37.6* | *34.2* | *n.a.* | *36.5* |
| *Females* | *36.1* | *37.9* | *37.5* | *38.4* | *36.7* | *38.8* | *38.5* | *n.a.* | *37.4* |
| *All nurses* | *36.0* | *37.9* | *37.5* | *38.4* | *36.6* | *38.7* | *38.4* | *n.a.* | *37.3* |

*Note:* In the Australian Capital Territory, nurses who were working in 'other major urban' and 'major rural' regions were actually working in these regions in New South Wales or Queensland and may have recently relocated to the Australian Capital Territory at the time of the survey.

**Table 50: Registered nurses: total hours worked per week, geographic location of main job and States and Territories, 1994**

| Geographic location/ hours worked | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Capital city | | | | | | | | | |
| 1–19 | 4,762 | 5,014 | 2,200 | 1,772 | 2,153 | 396 | 309 | 43 | 16,650 |
| 20–34 | 8,169 | 10,571 | 4,378 | 3,925 | 3,873 | 920 | 860 | 154 | 32,849 |
| 35 and over | 19,941 | 16,050 | 9,765 | 6,550 | 7,180 | 1,025 | 1,343 | 499 | 62,353 |
| *Total* | *32,872* | *31,635* | *16,343* | *12,247* | *13,207* | *2,341* | *2,511* | *696* | *111,851* |
| *Average weekly hours* | *33.6* | *32.1* | *34.0* | *32.7* | *32.1* | *30.3* | *34.9* | *35.9* | *33.0* |
| Other major urban | | | | | | | | | |
| 1–19 | 871 | 482 | 1,041 | 0 | 0 | 179 | 0 | 0 | 2,573 |
| 20–34 | 1,625 | 720 | 2,360 | 0 | 0 | 514 | 4 | 0 | 5,223 |
| 35 and over | 3,605 | 823 | 4,588 | 0 | 0 | 622 | 9 | 0 | 9,647 |
| *Total* | *6,101* | *2,025* | *7,989* | *0* | *0* | *1,315* | *13* | *0* | *17,444* |
| *Average weekly hours* | *33.0* | *29.2* | *33.6* | *. .* | *. .* | *31.5* | *38.0* | *. .* | *32.8* |
| Major rural | | | | | | | | | |
| 1–19 | 1,721 | 1,224 | 524 | 163 | 182 | 123 | 2 | 0 | 3,939 |
| 20–34 | 3,243 | 2,928 | 1,140 | 465 | 424 | 252 | 2 | 0 | 8,454 |
| 35 and over | 5,986 | 2,976 | 2,119 | 570 | 585 | 265 | 9 | 0 | 12,511 |
| *Total* | *10,950* | *7,128* | *3,783* | *1,198* | *1,192* | *640* | *13* | *0* | *24,904* |
| *Average weekly hours* | *31.8* | *30.4* | *33.1* | *32.2* | *31.3* | *29.9* | *38.0* | *. .* | *31.6* |
| Other rural | | | | | | | | | |
| 1–19 | 634 | 1,084 | 476 | 241 | 291 | 75 | 0 | 13 | 2,814 |
| 20–34 | 991 | 2,253 | 778 | 437 | 503 | 221 | 0 | 13 | 5,196 |
| 35 and over | 1,752 | 1,537 | 1,252 | 536 | 388 | 180 | 2 | 136 | 5,783 |
| *Total* | *3,377* | *4,874* | *2,506* | *1,213* | *1,182* | *476* | *2* | *163* | *13,793* |
| *Average weekly hours* | *31.4* | *28.2* | *31.3* | *30.7* | *27.9* | *29.5* | *41.0* | *37.4* | *29.9* |
| Remote | | | | | | | | | |
| 1–19 | 118 | 125 | 104 | 146 | 98 | 28 | 0 | 29 | 648 |
| 20–34 | 174 | 288 | 166 | 220 | 128 | 49 | 0 | 121 | 1,145 |
| 35 and over | 344 | 333 | 553 | 769 | 115 | 54 | 0 | 480 | 2,648 |
| *Total* | *636* | *746* | *823* | *1,134* | *341* | *131* | *0* | *630* | *4,441* |
| *Average weekly hours* | *31.7* | *30.7* | *36.2* | *36.8* | *27.2* | *30.0* | *. .* | *37.0* | *33.9* |
| Total | | | | | | | | | |
| 1–19 | 8,106 | 7,929 | 4,345 | 2,322 | 2,725 | 801 | 310 | 85 | 26,623 |
| 20–34 | 14,202 | 16,759 | 8,822 | 5,046 | 4,929 | 1,956 | 865 | 289 | 52,868 |
| 35 and over | 31,628 | 21,720 | 18,277 | 8,424 | 8,268 | 2,146 | 1,363 | 1,115 | 92,942 |
| **Total** | **53,936** | **46,408** | **31,444** | **15,792** | **15,923** | **4,903** | **2,538** | **1,490** | **172,434** |
| **Average weekly hours** | **33.0** | **31.3** | **33.6** | **32.8** | **31.6** | **30.5** | **34.7** | **36.4** | **32.5** |

*(continued)*

**Table 50 (continued): Registered nurses: total hours worked per week, geographic location of main job and States and Territories, 1994**

| Geographic location/ hours worked | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | (per cent) | | | | |
| Capital city | | | | | | | | | |
| 1–19 | 14.5 | 15.8 | 13.5 | 14.5 | 16.3 | 16.9 | 12.3 | 6.1 | 14.9 |
| 20–34 | 24.9 | 33.4 | 26.8 | 32.0 | 29.3 | 39.3 | 34.2 | 22.1 | 29.4 |
| 35 and over | 60.7 | 50.7 | 59.7 | 53.5 | 54.4 | 43.8 | 53.5 | 71.7 | 55.7 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* |
| Other major urban | | | | | | | | | |
| 1–19 | 14.3 | 23.8 | 13.0 | . . | . . | 13.6 | 0.0 | . . | 14.7 |
| 20–34 | 26.6 | 35.5 | 29.5 | . . | . . | 39.1 | 28.6 | . . | 29.9 |
| 35 and over | 59.1 | 40.6 | 57.4 | . . | . . | 47.3 | 71.4 | . . | 55.3 |
| *Total* | *100.0* | *100.0* | *100.0* | *. .* | *. .* | *100.0* | *100.0* | *. .* | *100.0* |
| Major rural | | | | | | | | | |
| 1–19 | 15.7 | 17.2 | 13.9 | 13.6 | 15.3 | 19.3 | 14.3 | . . | 15.8 |
| 20–34 | 29.6 | 41.1 | 30.1 | 38.9 | 35.6 | 39.3 | 14.3 | . . | 33.9 |
| 35 and over | 54.7 | 41.8 | 56.0 | 47.6 | 49.1 | 41.4 | 71.4 | . . | 50.2 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *. .* | *100.0* |
| Other rural | | | | | | | | | |
| 1–19 | 18.8 | 22.2 | 19.0 | 19.9 | 24.6 | 15.8 | 0.0 | 8.2 | 20.4 |
| 20–34 | 29.3 | 46.2 | 31.0 | 36.0 | 42.6 | 46.5 | 0.0 | 8.2 | 37.7 |
| 35 and over | 51.9 | 31.5 | 50.0 | 44.2 | 32.8 | 37.7 | 100.0 | 83.5 | 41.9 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* |
| Remote | | | | | | | | | |
| 1–19 | 18.5 | 16.8 | 12.6 | 12.8 | 28.9 | 21.3 | . . | 4.6 | 14.6 |
| 20–34 | 27.3 | 38.6 | 20.2 | 19.4 | 37.4 | 37.3 | . . | 19.2 | 25.8 |
| 35 and over | 54.2 | 44.7 | 67.2 | 67.8 | 33.7 | 41.3 | . . | 76.2 | 59.6 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *. .* | *100.0* | *100.0* |
| Total | | | | | | | | | |
| 1–19 | 15.0 | 17.1 | 13.8 | 14.7 | 17.1 | 16.3 | 12.2 | 5.7 | 15.4 |
| 20–34 | 26.3 | 36.1 | 28.1 | 32.0 | 31.0 | 39.9 | 34.1 | 19.4 | 30.7 |
| 35 and over | 58.6 | 46.8 | 58.1 | 53.3 | 51.9 | 43.8 | 53.7 | 74.8 | 53.9 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

*Note:* In the Australian Capital Territory, nurses who were working in 'other major urban' and 'major rural' regions were actually working in these regions in New South Wales or Queensland and may have recently relocated to the Australian Capital Territory at the time of the survey.

**Table 51: Enrolled nurses: total hours worked per week, geographic location of main job and States and Territories, 1994**

| Geographic location/ hours worked | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| Capital city | | | | | | | | | |
| 1–19 | 705 | 2,378 | 438 | 503 | 796 | 85 | 64 | 9 | 4,977 |
| 20–34 | 1,123 | 4,388 | 949 | 1,334 | 1,526 | 137 | 227 | 56 | 9,740 |
| 35 and over | 2,727 | 4,987 | 1,577 | 1,327 | 1,432 | 144 | 229 | 93 | 12,516 |
| *Total* | *4,554* | *11,753* | *2,964* | *3,164* | *3,754* | *367* | *519* | *158* | *27,232* |
| *Average weekly hours* | *33.9* | *30.2* | *32.9* | *30.8* | *29.0* | *29.1* | *33.7* | *33.5* | *31.3* |
| Other major urban | | | | | | | | | |
| 1–19 | 217 | 386 | 301 | 0 | 0 | 47 | 2 | 0 | 953 |
| 20–34 | 442 | 555 | 623 | 0 | 0 | 117 | 0 | 0 | 1,738 |
| 35 and over | 893 | 329 | 804 | 0 | 0 | 76 | 0 | 0 | 2,103 |
| *Total* | *1,552* | *1,271* | *1,728* | *0* | *0* | *240* | *2* | *0* | *4,792* |
| *Average weekly hours* | *33.3* | *26.4* | *31.5* | *. .* | *. .* | *28.4* | *18.0* | *. .* | *30.9* |
| Major rural | | | | | | | | | |
| 1–19 | 505 | 739 | 191 | 134 | 160 | 56 | 0 | 0 | 1,785 |
| 20–34 | 1,252 | 1,722 | 390 | 308 | 261 | 85 | 0 | 0 | 4,019 |
| 35 and over | 1,798 | 1,292 | 573 | 316 | 156 | 70 | 2 | 0 | 4,207 |
| *Total* | *3,555* | *3,753* | *1,154* | *758* | *578* | *211* | *2* | *0* | *10,011* |
| *Average weekly hours* | *32.1* | *28.8* | *31.3* | *30.3* | *26.2* | *27.6* | *56.0* | *. .* | *30.4* |
| Other rural | | | | | | | | | |
| 1–19 | 345 | 773 | 185 | 138 | 265 | 21 | 0 | 4 | 1,732 |
| 20–34 | 594 | 1,809 | 401 | 290 | 431 | 71 | 0 | 2 | 3,599 |
| 35 and over | 1,134 | 941 | 581 | 203 | 233 | 77 | 2 | 17 | 3,189 |
| *Total* | *2,073* | *3,523* | *1,167* | *631* | *930* | *170* | *2* | *24* | *8,519* |
| *Average weekly hours* | *32.8* | *27.6* | *31.4* | *29.2* | *26.0* | *31.5* | *40.0* | *39.8* | *29.7* |
| Remote | | | | | | | | | |
| 1–19 | 61 | 72 | 47 | 85 | 65 | 4 | 0 | 17 | 351 |
| 20–34 | 136 | 236 | 82 | 129 | 106 | 20 | 0 | 48 | 757 |
| 35 and over | 244 | 127 | 226 | 251 | 47 | 24 | 0 | 96 | 1,014 |
| *Total* | *441* | *435* | *355* | *465* | *218* | *48* | *0* | *160* | *2,122* |
| *Average weekly hours* | *33.5* | *28.6* | *33.6* | *33.7* | *24.7* | *34.2* | *. .* | *32.8* | *31.7* |
| Total | | | | | | | | | |
| 1–19 | 1,833 | 4,349 | 1,161 | 859 | 1,286 | 213 | 66 | 30 | 9,798 |
| 20–34 | 3,547 | 8,709 | 2,445 | 2,062 | 2,324 | 432 | 227 | 106 | 19,853 |
| 35 and over | 6,795 | 7,676 | 3,762 | 2,096 | 1,869 | 391 | 233 | 206 | 23,029 |
| **Total** | **12,175** | **20,734** | **7,367** | **5,018** | **5,480** | **1,035** | **525** | **342** | **52,676** |
| **Average weekly hours** | **33.1** | **29.4** | **32.2** | **30.9** | **28.0** | **29.1** | **33.7** | **33.4** | **30.9** |

*(continued)*

**Table 51 (continued): Enrolled nurses: total hours worked per week, geographic location of main job and States and Territories, 1994**

| Geographic location/ hours worked | NSW | Vic | Qld | WA | SA | Tas | ACT | NT | Total |
|---|---|---|---|---|---|---|---|---|---|
| | | | | | (per cent) | | | | |
| Capital city | | | | | | | | | |
| 1–19 | 15.5 | 20.2 | 14.8 | 15.9 | 21.2 | 23.2 | 12.3 | 5.7 | 18.3 |
| 20–34 | 24.6 | 37.3 | 32.0 | 42.2 | 40.6 | 37.4 | 43.7 | 35.7 | 35.8 |
| 35 and over | 59.9 | 42.4 | 53.2 | 41.9 | 38.2 | 39.3 | 44.0 | 58.6 | 46.0 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* |
| Other major urban | | | | | | | | | |
| 1–19 | 14.0 | 30.4 | 17.4 | . . | . . | 19.4 | 100.0 | . . | 19.9 |
| 20–34 | 28.5 | 43.7 | 36.1 | . . | . . | 48.9 | 0.0 | . . | 36.3 |
| 35 and over | 57.5 | 25.9 | 46.5 | . . | . . | 31.7 | 0.0 | . . | 43.9 |
| *Total* | *100.0* | *100.0* | *100.0* | *. .* | *. .* | *100.0* | *100.0* | *. .* | *100.0* |
| Major rural | | | | | | | | | |
| 1–19 | 14.2 | 19.7 | 16.6 | 17.6 | 27.7 | 26.4 | 0.0 | . . | 17.8 |
| 20–34 | 35.2 | 45.9 | 33.8 | 40.7 | 45.2 | 40.5 | 0.0 | . . | 40.1 |
| 35 and over | 50.6 | 34.4 | 49.6 | 41.7 | 27.1 | 33.1 | 100.0 | . . | 42.0 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *. .* | *100.0* |
| Other rural | | | | | | | | | |
| 1–19 | 16.6 | 22.0 | 15.8 | 21.8 | 28.5 | 12.5 | 0.0 | 18.2 | 20.3 |
| 20–34 | 28.7 | 51.3 | 34.4 | 46.0 | 46.4 | 42.0 | 0.0 | 9.1 | 42.3 |
| 35 and over | 54.7 | 26.7 | 49.8 | 32.1 | 25.1 | 45.5 | 100.0 | 72.7 | 37.4 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* |
| Remote | | | | | | | | | |
| 1–19 | 13.9 | 16.5 | 13.2 | 18.3 | 29.7 | 7.7 | . . | 10.4 | 16.5 |
| 20–34 | 30.8 | 54.2 | 23.1 | 27.8 | 48.6 | 42.3 | . . | 29.9 | 35.7 |
| 35 and over | 55.3 | 29.2 | 63.7 | 53.9 | 21.6 | 50.0 | . . | 59.7 | 47.8 |
| *Total* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *. .* | *100.0* | *100.0* |
| Total | | | | | | | | | |
| 1–19 | 15.1 | 21.0 | 15.8 | 17.1 | 23.5 | 20.5 | 12.5 | 8.8 | 18.6 |
| 20–34 | 29.1 | 42.0 | 33.2 | 41.1 | 42.4 | 41.7 | 43.2 | 31.1 | 37.7 |
| 35 and over | 55.8 | 37.0 | 51.1 | 41.8 | 34.1 | 37.8 | 44.3 | 60.1 | 43.7 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

*Note:* In the Australian Capital Territory, nurses who were working in 'other major urban' and 'major rural' regions were actually working in these regions in New South Wales or Queensland and may have recently relocated to the Australian Capital Territory at the time of the survey.

# 9 Migration and education

Nurse international migration data are provided by the Department of Immigration and Multicultural Affairs. The features of these data include:

- In 1995, 1,176 nurses who were citizens of foreign countries permanently migrated to Australia and a further 1,934 nurses who were Australian citizens or permanent residents of Australia returned after a long-term (12 months or more) overseas stay. During the same year, 605 Australian nurses permanently migrated out of Australia and a further 427 foreign nurses who had been residing in Australia for 12 months or more migrated out of the country.
- Also in 1995, 254 nurses who were citizens of foreign countries arrived in Australia temporarily to take up employment. Of these, 49.2% previously resided in New Zealand and 33.5% resided in the United Kingdom and Ireland. During the same year, 1,231 Australian citizen or permanent resident nurses left Australia temporarily to take up employment overseas. Of these, 29.2% were intending to work in the Middle East, 23.3% in the United Kingdom and Ireland and 14.4% in Hong Kong.
- 272 nurses arrived in Australia temporarily for education purposes during 1995. 73.2% of these nurses previously resided in Asia, of whom 26.1% were from Singapore. Some 58 Australians left the country temporarily to study overseas, mainly in the United Kingdom and Ireland.

The Australian Nursing Council is responsible for assessing, for migration purposes, the qualifications of nurses educated overseas. In 1995, 363 of the 385 overseas-educated nurse applicants were assessed as eligible to practise nursing in Australia. Of the successful applicants, 87.6% were from the United Kingdom and Ireland. This proportion had increased from 73.8% in 1993.

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.

Data on the number of students who enrolled in or completed courses in nursing were obtained from the Department of Employment, Education, Training and Youth Affairs. The features of these data include:

- In 1995, 33,416 students were enrolled in nursing courses—23,207 (69.4%) students in basic nursing and 10,209 (30.6%) students in post-basic nursing courses. After reaching a peak of 35,692 in 1993, the number of students enrolled in nursing courses decreased by 6.4% to 33,416 students in 1995. Females accounted for 87.7% of all students (86.3% of basic nursing and 90.9% of post-basic nursing students). This proportion has remained relatively steady since 1989.
- The pattern of enrolments has changed over the past several years. In 1989, most basic nursing students (98.0%) were enrolled in a diploma course while in 1995 most (99.7%) were enrolled in a bachelor course. This changeover most noticeably occurred in 1992. While most post-basic nursing students are enrolled in bachelor courses, this proportion decreased from 74.7% in 1989 to 55.5% in 1995, and the proportion enrolled in doctoral, masters or postgraduate diploma courses has increased from 6.4% to 39.4% over the same period.

- 14,604 students commenced nursing courses in 1995—43.7% of enrolments. Of these, 8,636 (59.1%) commenced basic nursing and 5,968 (40.9%) commenced post-basic nursing courses. As with enrolments, the number of commencements also decreased in 1994—down to 14,010 students—but increased again in 1995 to its highest level. Females accounted for 87.3% of all commencements (85.2% of basic nursing and 90.3% of post-basic nursing students).
- In 1994, 11,581 students completed nursing courses at Australian universities—7,279 (62.9%) completed basic nursing and 4,302 (37.1%) completed post-basic nursing courses. After increasing by an average of 24.4% per year between 1989 and 1993, during the change over from hospital-based to university nursing education, the number of completions increased by only 3.1% between 1993 and 1994. Females accounted for 89.4% of all completions in 1994.
- Of the 10,765 Australian permanent resident students who completed nursing courses in 1994, 81.5% were born in Australia, 14.2% were born overseas, and the remaining 4.3% were unable to be classified. Of the 1,531 students born overseas, 40.5% were from the United Kingdom and Ireland and 25.7% were from Asian countries.

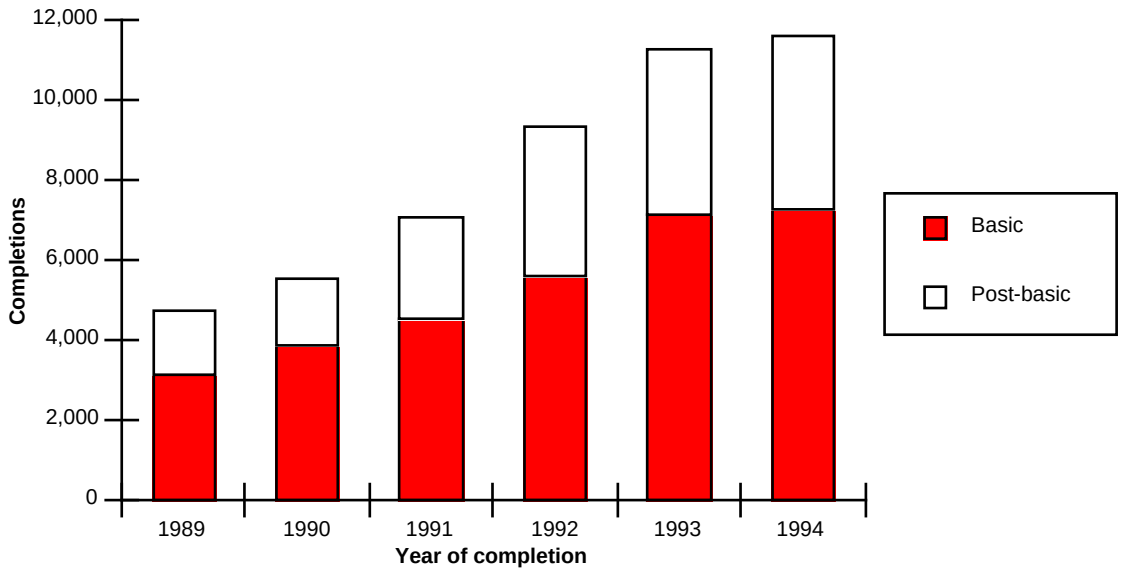



**Figure 10: Students completing nursing courses: type of course by year of completion, Australia, 1989–94**

## Table 52: Permanent migration of nurses to and from Australia, 1992–95

| | 1992 | 1993 | 1994 | 1995 |
|---|---|---|---|---|
| **Permanent migration of overseas residents to Australia** | | | | |
| Country of previous residence | | | | |
| New Zealand | 133 | 136 | 137 | 198 |
| Other Oceania | 16 | 18 | 8 | 13 |
| UK/Ireland | 425 | 291 | 348 | 396 |
| Other Europe | 125 | 106 | 114 | 107 |
| Middle East | 10 | 8 | 21 | 30 |
| Africa | 17 | 11 | 24 | 38 |
| Hong Kong | 240 | 92 | 106 | 149 |
| China | 21 | 19 | 14 | 70 |
| Philippines | 59 | 28 | 36 | 39 |
| Other Asia | 115 | 59 | 72 | 75 |
| USA/Canada | 74 | 34 | 46 | 58 |
| Other countries | 4 | 6 | 4 | 3 |
| *Total* | *1,239* | *808* | *930* | *1,176* |
| **Migration to Australia by Australian residents returning after a long-term overseas stay** | | | | |
| Country of long-term stay | | | | |
| New Zealand | 67 | 58 | 56 | 51 |
| Other Oceania | 29 | 37 | 45 | 41 |
| UK/Ireland | 951 | 1,013 | 968 | 962 |
| Other Europe | 128 | 121 | 125 | 128 |
| Middle East | 100 | 179 | 220 | 208 |
| Africa | 37 | 35 | 41 | 42 |
| Hong Kong | 74 | 100 | 116 | 91 |
| Singapore | 17 | 19 | 28 | 50 |
| Malaysia | 23 | 42 | 26 | 30 |
| Other Asia | 73 | 59 | 71 | 64 |
| USA/Canada | 246 | 280 | 259 | 242 |
| Other countries | 19 | 10 | 24 | 25 |
| *Total* | *1,764* | *1,953* | *1,979* | *1,934* |
| **Migration from Australia of Australian residents permanently departing** | | | | |
| Country of future residence | | | | |
| New Zealand | 190 | 209 | 226 | 211 |
| Other Oceania | 14 | 10 | 7 | 1 |
| UK/Ireland | 280 | 241 | 212 | 207 |
| Other Europe | 27 | 41 | 39 | 40 |
| Middle East | 18 | 13 | 19 | 17 |
| Asia | 29 | 47 | 38 | 42 |
| USA/Canada | 95 | 87 | 86 | 81 |
| Other countries | 10 | 17 | 16 | 6 |
| *Total* | *663* | *665* | *643* | *605* |
| **Temporary visitor departing after long-term stay in Australia** | | | | |
| Country of future residence | | | | |
| New Zealand | 100 | 76 | 63 | 68 |
| Other Oceania | 27 | 34 | 22 | 33 |
| UK/Ireland | 177 | 94 | 108 | 150 |
| Other Europe | 23 | 32 | 32 | 32 |
| Hong Kong | 34 | 30 | 11 | 15 |
| China | 12 | 31 | 10 | 12 |
| Other Asia | 53 | 54 | 57 | 67 |
| USA/Canada | 23 | 21 | 23 | 41 |
| Other countries | 11 | 9 | 7 | 9 |
| *Total* | *460* | *381* | *333* | *427* |

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

*Source:* Department of Immigration and Multicultural Affairs, unpublished data.

**Table 53: Temporary migration of nurses to and from Australia for the purpose of employment, 1992–95**

| | 1992 | 1993 | 1994 | 1995 |
|---|---|---|---|---|
| **Migration to Australia for long-term stay** | | | | |
| Country of previous residence | | | | |
| New Zealand | 106 | 70 | 69 | 69 |
| UK/Ireland | 24 | 21 | 27 | 42 |
| Other countries | 15 | 23 | 18 | 20 |
| *Total* | *145* | *114* | *114* | *131* |
| **Migration to Australia for short-term stay** | | | | |
| Country of previous residence | | | | |
| New Zealand | 99 | 53 | 55 | 56 |
| UK/Ireland | 23 | 30 | 49 | 43 |
| Other countries | 6 | 9 | 24 | 24 |
| *Total* | *128* | *92* | *128* | *123* |
| **Migration of Australian residents from Australia for long-term overseas stay** | | | | |
| Country of long-term stay | | | | |
| New Zealand | 16 | 28 | 29 | 31 |
| Other Oceania | 29 | 32 | 24 | 29 |
| UK/Ireland | 192 | 210 | 177 | 202 |
| Other Europe | 19 | 22 | 27 | 15 |
| Middle East | 171 | 221 | 220 | 217 |
| Hong Kong | 55 | 57 | 54 | 61 |
| Singapore | 17 | 39 | 22 | 22 |
| Other Asia | 43 | 52 | 43 | 62 |
| USA/Canada | 122 | 110 | 85 | 60 |
| Other countries | 23 | 16 | 22 | 22 |
| *Total* | *687* | *787* | *703* | *721* |
| **Migration of Australian residents from Australia for short-term overseas stay** | | | | |
| Country of short-term stay | | | | |
| New Zealand | 10 | 16 | 9 | 16 |
| Other Oceania | 11 | 16 | 23 | 6 |
| UK/Ireland | 98 | 93 | 66 | 85 |
| Other Europe | 13 | 14 | 6 | 13 |
| Middle East | 199 | 218 | 168 | 143 |
| Hong Kong | 99 | 78 | 85 | 116 |
| Other Asia | 60 | 24 | 38 | 68 |
| USA/Canada | 95 | 93 | 45 | 53 |
| Other countries | 6 | 8 | 14 | 10 |
| *Total* | *591* | *560* | *454* | *510* |

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

*Source:* Department of Immigration and Multicultural Affairs, unpublished data.

**Table 54: Temporary migration of nurses to and from Australia for the purpose of education, 1992–95**

| | 1992 | 1993 | 1994 | 1995 |
|---|---|---|---|---|
| **Migration to Australia for long-term stay** | | | | |
| Country of previous residence | | | | |
| New Zealand | 7 | 6 | 8 | 8 |
| Other Oceania | 15 | 19 | 24 | 13 |
| Hong Kong | 55 | 21 | 16 | 30 |
| Singapore | 18 | 26 | 29 | 24 |
| Other Asia | 27 | 35 | 40 | 30 |
| Other countries | 13 | 17 | 17 | 15 |
| *Total* | *135* | *124* | *134* | *120* |
| **Migration to Australia for short-term stay** | | | | |
| Country of previous residence | | | | |
| New Zealand | 6 | 3 | 3 | 5 |
| Other Oceania | 7 | 7 | 12 | 22 |
| Singapore | 11 | 42 | 32 | 28 |
| Hong Kong | 56 | 29 | 14 | 13 |
| Other Asia | 15 | 35 | 26 | 74 |
| USA/Canada | 44 | 2 | 2 | 2 |
| Other countries | 5 | 9 | 13 | 8 |
| *Total* | *144* | *127* | *102* | *152* |
| **Migration of Australian residents from Australia for long-term overseas stay** | | | | |
| Country of long-term stay | | | | |
| UK/Ireland | 45 | 33 | 33 | 20 |
| Other countries | 20 | 21 | 30 | 13 |
| *Total* | *65* | *54* | *63* | *33* |
| **Migration of Australian residents from Australia for short-term overseas stay** | | | | |
| Country of short-term stay | | | | |
| UK/Ireland | 14 | 14 | 16 | 11 |
| Other countries | 13 | 15 | 8 | 14 |
| *Total* | *27* | *29* | *24* | *25* |

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

*Source:* Department of Immigration and Multicultural Affairs, unpublished data.

**Table 55: Persons with overseas nursing qualifications assessed by the Australian Nursing Council: assessment and country of qualification, 1993–95**

| | 1993 | | 1994 | | 1995 | |
|---|---|---|---|---|---|---|
| **Country** | **R** | **NR** | **R** | **NR** | **R** | **NR** |
| New Zealand | 18 | 0 | 6 | 0 | 3 | 0 |
| Other Oceania | 0 | 9 | 0 | 10 | 0 | 1 |
| Hong Kong | 86 | 22 | 35 | 16 | 4 | 2 |
| Philippines | 6 | 35 | 3 | 22 | 1 | 4 |
| Other Asia | 8 | 35 | 8 | 33 | 2 | 5 |
| South Africa | 13 | 2 | 24 | 1 | 16 | 0 |
| Other Africa/Middle East | 4 | 15 | 1 | 10 | 1 | 0 |
| UK/Ireland | 493 | 14 | 545 | 7 | 318 | 3 |
| Other Europe | 4 | 42 | 1 | 34 | 2 | 6 |
| USA/Canada | 36 | 2 | 50 | 1 | 16 | 1 |
| Other America | 0 | 2 | 0 | 3 | 0 | 0 |
| **Total** | **668** | **178** | **673** | **137** | **363** | **22** |
| | | | **(per cent)** | | | |
| New Zealand | 2.7 | 0.0 | 0.9 | 0.0 | 0.8 | 0.0 |
| Other Oceania | 0.0 | 5.1 | 0.0 | 7.3 | 0.0 | 4.5 |
| Hong Kong | 12.9 | 12.4 | 5.2 | 11.7 | 1.1 | 9.1 |
| Philippines | 0.9 | 19.7 | 0.4 | 16.1 | 0.3 | 18.2 |
| Other Asia | 1.2 | 19.7 | 1.2 | 24.1 | 0.6 | 22.7 |
| South Africa | 1.9 | 1.1 | 3.6 | 0.7 | 4.4 | 0.0 |
| Other Africa/Middle East | 0.6 | 8.4 | 0.1 | 7.3 | 0.3 | 0.0 |
| UK/Ireland | 73.8 | 7.9 | 81.0 | 5.1 | 87.6 | 13.6 |
| Other Europe | 0.6 | 23.6 | 0.1 | 24.8 | 0.6 | 27.3 |
| USA/Canada | 5.4 | 1.1 | 7.4 | 0.7 | 4.4 | 4.5 |
| Other America | 0.0 | 1.1 | 0.0 | 2.2 | 0.0 | 0.0 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

R Recommended.

NR Not recommended.

*Source:* Australian Nursing Council, 1993, 1994 and 1995.

**Table 56: Students commencing nursing courses: type and level of course and year of commencement, 1989–95**

| Type/level of course | 1989 | 1990 | 1991 | 1992 | 1993 | 1994 | 1995 |
|---|---|---|---|---|---|---|---|
| Basic nursing | | | | | | | |
| Postgraduate diploma (a) | 0 | 59 | 0 | 0 | 0 | 0 | 0 |
| Bachelor (pass/honours) | 124 | 131 | 829 | 9,315 | 8,832 | 8,776 | 8,625 |
| Diploma | 6,788 | 7,829 | 8,740 | 366 | 134 | 13 | 11 |
| *Total basic nursing* | *6,912* | *8,019* | *9,569* | *9,681* | *8,966* | *8,789* | *8,636* |
| Number of females | 5,928 | 6,955 | 8,196 | 8,281 | 7,649 | 7,563 | 7,357 |
| Per cent female | 85.8 | 86.7 | 85.7 | 85.5 | 85.3 | 86.1 | 85.2 |
| Post-basic nursing | | | | | | | |
| PhD/Masters/higher doctorate | 92 | 138 | 275 | 310 | 465 | 496 | 673 |
| Postgraduate qualifying | 0 | 12 | 44 | 12 | 16 | 3 | 0 |
| Postgraduate diploma | 131 | 364 | 519 | 720 | 1,067 | 1,444 | 1,906 |
| Bachelor (postgraduate) | 0 | 0 | 100 | 0 | 0 | 132 | 111 |
| Bachelor (pass/honours) | 2,184 | 3,175 | 3,392 | 3,561 | 3,649 | 2,918 | 2,972 |
| Graduate certificate | 0 | 0 | 47 | 89 | 236 | 228 | 306 |
| Diploma/associate diploma | 633 | 142 | 41 | 7 | 0 | 0 | 0 |
| *Total post-basic nursing* | *3,040* | *3,831* | *4,418* | *4,699* | *5,433* | *5,221* | *5,968* |
| Number of females | 2,700 | 3,409 | 3,956 | 4,201 | 4,964 | 4,792 | 5,387 |
| Per cent female | 88.8 | 89.0 | 89.5 | 89.4 | 91.4 | 91.8 | 90.3 |
| **Total** | **9,952** | **11,850** | **13,987** | **14,380** | **14,399** | **14,010** | **14,604** |
| **Number of females** | **8,628** | **10,364** | **12,152** | **12,482** | **12,613** | **12,355** | **12,744** |
| **Per cent female** | **86.7** | **87.5** | **86.9** | **86.8** | **87.6** | **88.2** | **87.3** |
| | | | | **(per cent)** | | | |
| Basic nursing | | | | | | | |
| Postgraduate diploma (a) | 0.0 | 0.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Bachelor (pass/honours) | 1.8 | 1.6 | 8.7 | 96.2 | 98.5 | 99.9 | 99.9 |
| Diploma | 98.2 | 97.6 | 91.3 | 3.8 | 1.5 | 0.1 | 0.1 |
| *Total basic nursing* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* |
| Post-basic nursing | | | | | | | |
| PhD/Masters/higher doctorate | 3.0 | 3.6 | 6.2 | 6.6 | 8.6 | 9.5 | 11.3 |
| Postgraduate qualifying | 0.0 | 0.3 | 1.0 | 0.3 | 0.3 | 0.1 | 0.0 |
| Postgraduate diploma | 4.3 | 9.5 | 11.7 | 15.3 | 19.6 | 27.7 | 31.9 |
| Bachelor (postgraduate) | 0.0 | 0.0 | 2.3 | 0.0 | 0.0 | 2.5 | 1.9 |
| Bachelor (pass/honours) | 71.8 | 82.9 | 76.8 | 75.8 | 67.2 | 55.9 | 49.8 |
| Graduate certificate | 0.0 | 0.0 | 1.1 | 1.9 | 4.3 | 4.4 | 5.1 |
| Diploma/associate diploma | 20.8 | 3.7 | 0.9 | 0.1 | 0.0 | 0.0 | 0.0 |
| *Total post-basic nursing* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* |
| Basic nursing | 69.5 | 67.7 | 68.4 | 67.3 | 62.3 | 62.7 | 59.1 |
| Post-basic nursing | 30.5 | 32.3 | 31.6 | 32.7 | 37.7 | 37.3 | 40.9 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

(a) Includes 20 students commencing a postgraduate qualifying course in 1990.

*Note:* Excludes students commencing ‘enabling courses’ and ‘other award courses’.

*Source:* Department of Employment, Education, Training and Youth Affairs, unpublished data.

## Table 57: Students enrolled in nursing courses: type and level of course, 1989–95

| Type/level of course | 1989 | 1990 | 1991 | 1992 | 1993 | 1994 | 1995 |
|---|---|---|---|---|---|---|---|
| Basic nursing | | | | | | | |
| Postgraduate diploma (a) | 85 | 59 | 0 | 0 | 0 | 0 | 0 |
| Bachelor (pass/honours) | 239 | 295 | 1,301 | 15,941 | 22,467 | 24,215 | 23,139 |
| Diploma | 15,636 | 18,309 | 20,818 | 8,396 | 2,389 | 266 | 68 |
| *Total basic nursing* | *15,960* | *18,663* | *22,119* | *24,337* | *24,856* | *24,481* | *23,207* |
| Number of females | 13,756 | 16,218 | 19,180 | 21,044 | 21,421 | 21,192 | 20,037 |
| Per cent female | 86.2 | 86.9 | 86.7 | 86.5 | 86.2 | 86.6 | 86.3 |
| Post-basic nursing | | | | | | | |
| PhD/Masters/higher doctorate | 159 | 272 | 490 | 635 | 868 | 1,021 | 1,299 |
| Postgraduate qualifying | 0 | 12 | 63 | 17 | 21 | 5 | 0 |
| Postgraduate diploma | 195 | 475 | 776 | 1,104 | 1,555 | 2,148 | 2,722 |
| Bachelor (postgraduate) | 0 | 0 | 355 | 0 | 0 | 209 | 197 |
| Bachelor (pass/honours) | 4,107 | 6,006 | 7,243 | 8,150 | 8,136 | 5,802 | 5,665 |
| Graduate certificate | 0 | 0 | 47 | 109 | 256 | 276 | 326 |
| Diploma/associate diploma | 1,035 | 361 | 47 | 33 | 0 | 0 | 0 |
| *Total post-basic nursing* | *5,496* | *7,126* | *9,021* | *10,048* | *10,836* | *9,461* | *10,209* |
| Number of females | 4,886 | 6,325 | 8,064 | 9,034 | 9,839 | 8,682 | 9,282 |
| Per cent female | 88.9 | 88.8 | 89.4 | 89.9 | 90.8 | 91.8 | 90.9 |
| **Total** | **21,456** | **25,789** | **31,140** | **34,385** | **35,692** | **33,942** | **33,416** |
| **Number of females** | **18,642** | **22,543** | **27,244** | **30,078** | **31,260** | **29,874** | **29,319** |
| **Per cent female** | **86.9** | **87.4** | **87.5** | **87.5** | **87.6** | **88.0** | **87.7** |
| | | | | **(per cent)** | | | |
| Basic nursing | | | | | | | |
| Postgraduate diploma (a) | 0.5 | 0.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Bachelor (pass/honours) | 1.5 | 1.6 | 5.9 | 65.5 | 90.4 | 98.9 | 99.7 |
| Diploma | 98.0 | 98.1 | 94.1 | 34.5 | 9.6 | 1.1 | 0.3 |
| *Total basic nursing* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* |
| Post-basic nursing | | | | | | | |
| PhD/Masters/higher doctorate | 2.9 | 3.8 | 5.4 | 6.3 | 8.0 | 10.8 | 12.7 |
| Postgraduate qualifying | 0.0 | 0.2 | 0.7 | 0.2 | 0.2 | 0.1 | 0.0 |
| Postgraduate diploma | 3.5 | 6.7 | 8.6 | 11.0 | 14.4 | 22.7 | 26.7 |
| Bachelor (postgraduate) | 0.0 | 0.0 | 3.9 | 0.0 | 0.0 | 2.2 | 1.9 |
| Bachelor (pass/honours) | 74.7 | 84.3 | 80.3 | 81.1 | 75.1 | 61.3 | 55.5 |
| Graduate certificate | 0.0 | 0.0 | 0.5 | 1.1 | 2.4 | 2.9 | 3.2 |
| Diploma/associate diploma | 18.8 | 5.1 | 0.5 | 0.3 | 0.0 | 0.0 | 0.0 |
| *Total post-basic nursing* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* | *100.0* |
| Basic nursing | 74.4 | 72.4 | 71.0 | 70.8 | 69.6 | 72.1 | 69.4 |
| Post-basic nursing | 25.6 | 27.6 | 29.0 | 29.2 | 30.4 | 27.9 | 30.6 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

(a) Includes 20 students enrolled in a postgraduate qualifying course in 1990.

*Note:* Excludes students enrolled in 'enabling courses' and 'other award courses'.

*Source:* Department of Employment, Education, Training and Youth Affairs, unpublished data.

**Table 58: Students completing nursing courses: type and level of course, citizenship and year of completion, 1989–94**

| Type/level of course | 1989 | 1990 | 1991 | 1992 | 1993 | 1994 |
|---|---|---|---|---|---|---|
| | | | **Australian permanent resident students** | | | |
| Basic nursing | | | | | | |
| Bachelor (pass/honours) | 0 | 16 | 203 | 2,528 | 5,461 | 6,588 |
| Diploma | 3,036 | 3,760 | 4,254 | 2,673 | 1,165 | 180 |
| *Total basic nursing* | *3,036* | *3,776* | *4,457* | *5,201* | *6,626* | *6,768* |
| Per cent female | 88.4 | 87.6 | 88.3 | 88.5 | 88.4 | 87.9 |
| Post-basic nursing | | | | | | |
| PhD/Masters/higher doctorate | 2 | 14 | 42 | 51 | 113 | 131 |
| Postgraduate qualifying | 0 | 0 | 13 | 1 | 0 | 0 |
| Postgraduate diploma | 62 | 177 | 289 | 359 | 584 | 921 |
| Bachelor (postgraduate) | 0 | 0 | 67 | 0 | 149 | 103 |
| Bachelor (pass/honours) | 1,048 | 1,164 | 1,745 | 3,007 | 2,835 | 2,693 |
| Graduate certificate | 0 | 0 | 23 | 56 | 157 | 149 |
| Diploma/associate diploma | 392 | 81 | 18 | 8 | 0 | 0 |
| *Total post-basic nursing* | *1,504* | *1,436* | *2,197* | *3,482* | *3,838* | *3,997* |
| Per cent female | 88.2 | 87.7 | 88.2 | 90.4 | 91.2 | 91.8 |
| **Total** | **4,540** | **5,212** | **6,654** | **8,683** | **10,464** | **10,765** |
| **Per cent female** | **88.3** | **87.6** | **88.3** | **89.3** | **89.4** | **89.4** |
| | | | **Overseas students** | | | |
| Basic nursing | | | | | | |
| Bachelor (pass/honours) | 0 | 0 | 2 | 324 | 488 | 508 |
| Diploma | 78 | 53 | 68 | 91 | 22 | 3 |
| *Total basic nursing* | *78* | *53* | *70* | *415* | *510* | *511* |
| Per cent female | 93.6 | 81.1 | 84.3 | 84.6 | 88.4 | 87.7 |
| Post-basic nursing | | | | | | |
| PhD/Masters/higher doctorate | 4 | 2 | 4 | 2 | 6 | 14 |
| Postgraduate qualifying | 4 | 12 | 14 | 8 | 20 | 34 |
| Postgraduate diploma | 0 | 0 | 1 | 0 | 34 | 14 |
| Bachelor (postgraduate) | 76 | 153 | 215 | 246 | 192 | 242 |
| Graduate certificate | 0 | 0 | 0 | 1 | 2 | 1 |
| Diploma/associate diploma | 14 | 62 | 69 | 0 | 0 | 0 |
| *Total post-basic nursing* | *98* | *229* | *303* | *257* | *254* | *305* |
| Per cent female | 90.8 | 92.1 | 94.1 | 93.0 | 89.0 | 93.4 |
| **Total** | **176** | **282** | **373** | **672** | **764** | **816** |
| **Per cent female** | **92.0** | **90.1** | **92.2** | **87.8** | **88.6** | **89.8** |
| | | | **(overseas students as a percentage of all students)** | | | |
| Basic nursing | | | | | | |
| Bachelor (pass/honours) | . . | 0.0 | 1.0 | 11.4 | 8.2 | 7.2 |
| Diploma | 2.5 | 1.4 | 1.6 | 3.3 | 1.9 | 1.6 |
| *Total basic nursing* | *2.5* | *1.4* | *1.5* | *7.4* | *7.1* | *7.0* |
| Post-basic nursing | | | | | | |
| PhD/Masters/higher doctorate | 66.7 | 12.5 | 8.7 | 3.8 | 5.0 | 9.7 |
| Postgraduate qualifying | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Postgraduate diploma | 6.1 | 6.3 | 4.6 | 2.2 | 3.3 | 3.6 |
| Bachelor (postgraduate) | . . | . . | 1.5 | . . | 18.6 | 12.0 |
| Bachelor (pass/honours) | 6.8 | 11.6 | 11.0 | 7.6 | 6.3 | 8.2 |
| Graduate certificate | . . | . . | 0.0 | 1.8 | 1.3 | 0.7 |
| Diploma/associate diploma | 3.4 | 43.4 | 79.3 | 0.0 | . . | . . |
| *Total post-basic nursing* | *6.1* | *13.8* | *12.1* | *6.9* | *6.2* | *7.1* |
| **Total** | **3.7** | **5.1** | **5.3** | **7.2** | **6.8** | **7.0** |

*Note:* Excludes students completing 'enabling courses' and 'other award courses'.

*Source:* Department of Employment, Education, Training and Youth Affairs, unpublished data.

**Table 59: Australian permanent resident students completing nursing courses: country of birth and year of completion, 1989–94**

| Country of birth | 1989 | 1990 | 1991 | 1992 | 1993 | 1994 |
|---|---|---|---|---|---|---|
| Australia | 2,283 | 3,598 | 4,775 | 6,950 | 8,623 | 8,769 |
| New Zealand | 29 | 28 | 37 | 44 | 77 | 87 |
| Papua New Guinea | 7 | 12 | 15 | 34 | 30 | 29 |
| Other Oceania | 6 | 14 | 12 | 19 | 29 | 22 |
| UK and Ireland | 176 | 301 | 335 | 585 | 692 | 620 |
| Germany | 10 | 22 | 11 | 29 | 41 | 41 |
| Netherlands | 8 | 13 | 13 | 31 | 34 | 24 |
| Other Europe | 38 | 56 | 76 | 138 | 131 | 134 |
| Hong Kong | 13 | 16 | 22 | 59 | 85 | 76 |
| India | 18 | 18 | 16 | 14 | 26 | 20 |
| Malaysia | 23 | 42 | 53 | 68 | 97 | 100 |
| Singapore | 9 | 10 | 16 | 13 | 20 | 27 |
| Vietnam | 8 | 11 | 14 | 18 | 27 | 28 |
| Philippines | 4 | 19 | 28 | 48 | 60 | 71 |
| Other Asia | 26 | 28 | 32 | 51 | 65 | 71 |
| South Africa | 5 | 15 | 21 | 38 | 42 | 40 |
| Other Africa/Middle East | 14 | 38 | 29 | 60 | 69 | 61 |
| Canada | 12 | 14 | 15 | 25 | 25 | 23 |
| USA | 9 | 9 | 12 | 15 | 28 | 20 |
| Chile | 7 | 9 | 14 | 25 | 28 | 16 |
| Other America | 10 | 15 | 15 | 14 | 25 | 21 |
| Not stated | 1,825 | 924 | 1,093 | 405 | 210 | 465 |
| **Total** | **4,540** | **5,212** | **6,654** | **8,683** | **10,464** | **10,765** |
| | | | **(per cent)** | | | |
| Australia | 50.3 | 69.0 | 71.8 | 80.0 | 82.4 | 81.5 |
| New Zealand | 0.6 | 0.5 | 0.6 | 0.5 | 0.7 | 0.8 |
| Papua New Guinea | 0.2 | 0.2 | 0.2 | 0.4 | 0.3 | 0.3 |
| Other Oceania | 0.1 | 0.3 | 0.2 | 0.2 | 0.3 | 0.2 |
| UK and Ireland | 3.9 | 5.8 | 5.0 | 6.7 | 6.6 | 5.8 |
| Germany | 0.2 | 0.4 | 0.2 | 0.3 | 0.4 | 0.4 |
| Netherlands | 0.2 | 0.2 | 0.2 | 0.4 | 0.3 | 0.2 |
| Other Europe | 0.8 | 1.1 | 1.1 | 1.6 | 1.3 | 1.2 |
| Hong Kong | 0.3 | 0.3 | 0.3 | 0.7 | 0.8 | 0.7 |
| India | 0.4 | 0.3 | 0.2 | 0.2 | 0.2 | 0.2 |
| Malaysia | 0.5 | 0.8 | 0.8 | 0.8 | 0.9 | 0.9 |
| Singapore | 0.2 | 0.2 | 0.2 | 0.1 | 0.2 | 0.3 |
| Vietnam | 0.2 | 0.2 | 0.2 | 0.2 | 0.3 | 0.3 |
| Philippines | 0.1 | 0.4 | 0.4 | 0.6 | 0.6 | 0.7 |
| Other Asia | 0.6 | 0.5 | 0.5 | 0.6 | 0.6 | 0.7 |
| South Africa | 0.1 | 0.3 | 0.3 | 0.4 | 0.4 | 0.4 |
| Other Africa/Middle East | 0.3 | 0.7 | 0.4 | 0.7 | 0.7 | 0.6 |
| Canada | 0.3 | 0.3 | 0.2 | 0.3 | 0.2 | 0.2 |
| USA | 0.2 | 0.2 | 0.2 | 0.2 | 0.3 | 0.2 |
| Chile | 0.2 | 0.2 | 0.2 | 0.3 | 0.3 | 0.1 |
| Other America | 0.2 | 0.3 | 0.2 | 0.2 | 0.2 | 0.2 |
| Not stated | 40.2 | 17.7 | 16.4 | 4.7 | 2.0 | 4.3 |
| **Total** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** | **100.0** |

*Note:* Excludes students completing 'other award courses'.

*Source:* Department of Employment, Education, Training and Youth Affairs, unpublished data.

# Definitions

## 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 which does not precisely match the standard 20 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 60: Area of clinical nursing concordance, New South Wales**

| 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/emergenc |
| Paediatric | |
| Obstetrics and gynaecology/midwifery | Gynaecology/obstetrics group excluding mothercraft |
| Psychiatric/mental health | Mental health group excluding developmental disability |
| Developmental disability | Developmental disability |
| 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 | Mothercraft |
| | Aboriginal health |
| | Women's health |

In 1993, midwifery was not separately identified and, in 1994, Victoria was the only State to separately identify this area. Therefore, midwifery is not shown as a separate area of clinical nursing in this publication. Midwifery was separately identified in the 1995 and subsequent surveys.

## 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 the table below.

**Table 61: Registered nurses: classification of job concordance, States and Territories**

| 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 (ADON) | X | | | | | | | |
| | Management: assistant director of nursing | X | | | | | | | |
| | Grade 5 clinical management/supervisor | | X | | | | | | |
| | Level 4 ADON: clinical | | | X | | | | | |
| | Level 4 ADON: management | | | X | | | | | |
| | Level 4 clinical/management | | | | X | X | X | X | X |
| Level 4 staff development/ education/research | Management: manager nurse education | X | | | | | | | |
| | Grade 5 staff development/education | | X | | | | | | |
| | Level 4 staff development/education | | | X | | | | | |
| | Level 4 research | | | X | | | | | |
| | Level 4 staff development/education/research | | | | X | X | X | X | X |
| Level 3 nurse manager | Clinical: nursing unit manager | X | | | | | | | |
| | Management: nursing unit manager | X | | | | | | | |
| | Grade 4 nurse manager/maternal child nurse/ staff development | | 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 clinical nurse consultant | | | X | X | X | X | X | X |
| | Level 3 clinical nurse specialist | | | | | | | 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 | | | | | |
| | Level 2 staff development/education | | | | X | | | | |
| Level 2 clinical nurse | Clinical nurse specialist | X | | | | | | | |
| | Level 2 clinical nurse | | | X | X | X | X | X | X |
| Level 1 registered nurse | Clinical: midwife | X | | | | | | | |
| | Clinical: registered nurse | X | | | | | | | |
| | Garde 2 registered nurse/clinical nurse specialist | | X | | | | | | |
| | Grade 1 registered nurse | | 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 | 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 data by country.

## 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, mental health, psychiatric 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 and Remote Areas Classification* (RARAC), January 1994, of the Department of Health and Family Services has been used to classify the geographic location of the main job of responding nurses in the following five categories:

1. c*apital city;*
2. o*ther major urban:* areas with a population of 80,000 or more—for example, are Newcastle, Wollongong, Queanbeyan (part of Canberra–Queanbeyan), Geelong, Gold Coast–Tweed (part), Townsville, Cairns, Sunshine Coast, Toowoomba and Launceston;
3. *major rural:*

   • statistical local areas with a minimum population of 20,000 in New South Wales and Victoria, 18,000 in Queensland, or 14,000 in other States and Territories; or

   • urban areas with a population density of 30 or more per square kilometre and a population of at least 10,000 in New South Wales and Victoria, 9,000 in Queensland, or 7,000 in other States / Territories.

   For example, Albury, Armidale, Lismore (NSW); Ballarat, Shepparton (Vic); Gladstone, Mackay (Qld); Mount Gambier, Port Augusta (SA); Albany, Bunbury (WA); and Devonport, Wynyard (Tas);
4. *other* r*ural:* for example, Cowra Shire, Temora Shire (NSW); Ararat Shire, Cobram Shire (Vic); Cardwell Shire, Whitsunday Shire (Qld); Barossa, Pinnaroo (SA); Moora Shire, York Shire (WA); Bruny, Ross (Tas); and Vernon (NT);
5. r*emote:* generally less densely populated areas than rural statistical local areas and hundreds of kilometres from a major urban centre—for example, are Broken Hill, Bourke (NSW); Mildura, Omeo (Vic); Mt Isa, Quilpie (Qld); Port Lincoln, Coober Pedy (SA); Carnarvon, Exmouth (WA); King Island, Zeehan (Tas); and Alice Springs, Jabiru (NT).

## Hours worked

The total number of hours worked per week self reported by responding nurses as the average worked in all nursing related jobs over the four weeks before the survey. Note that some States and Territories recorded hours worked in the respondent's first and second nursing related jobs while other States and Territories recorded hours worked in the respondent's first, second and remaining nursing related jobs.

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 126 hours per week.

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 3 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 data were not collected 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 research in the practice of nursing; 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. The table below presents the concordance between the description in the publication and the data as collected from each State and Territory.

**Table 62: Work setting concordance, States and Territories**

| Publication description | Data collection description | NSW | Vic | Qld | WA | SA | Tas | ACT | NT |
|---|---|---|---|---|---|---|---|---|---|
| **Public sector** | | | | | | | | | |
| Acute/psychiatric hospital | General hospital | X | | | | | | | |
| | Psychiatric hospital | X | | | | | | | |
| | Paediatric hospital | X | | X | | | | | |
| | Hospital inpatient | | X | | | | | | |
| | Hospital outpatient | | X | | | | | | |
| | Acute general/specialist hospital | | | X | X | X | X | X | X |
| Nursing home | Nursing home | X | X | | | | | | |
| | Nursing home/aged care service | | | X | X | X | X | X | X |
| Day procedure centre | Day procedure centre | X | X | | | | | | |
| Hostel | Hostel | | X | | | | | | |
| Hospice | Hospice | | X | | | | | | |
| Community health centre | Community health centre/service | X | X | X | X | X | X | X | X |
| Agency | Agency | | X | | | | | | |
| Developmental disability service | Developmental disability institution | X | X | X | X | X | X | X | X |
| School/child health service | Public school system | X | | | | | | | |
| | School | | | | | | | | |
| | Child health service | | | X | X | X | X | X | X |
| Tertiary education institution | Higher education institution | X | | X | X | X | X | X | X |
| Prison medical service | Prison medical service | X | X | | | | | | |
| Defence forces | Defence forces | X | | X | X | X | X | X | X |
| Other | Other | X | X | X | X | X | X | X | X |
| | Domiciliary nursing service | | | X | X | X | X | X | X |
| | Government dept/statutory authority | | | X | X | X | X | X | X |
| | Local government | | | X | X | X | X | X | X |
| | Mental health centre/service | | | | | | | X | |
| **Private sector** | | | | | | | | | |
| Acute/psychiatric hospital | General hospital | X | | | | | | | |
| | Psychiatric hospital | X | | X | | | | | |
| | Hospital inpatient | | X | | | | | | |
| | Hospital outpatient | | X | | | | | | |
| | Acute general/specialist hospital | | | X | X | X | X | X | X |
| Nursing home | Nursing home | X | X | | | | | | |
| | Nursing home/aged care service | | | X | X | X | X | X | X |
| Day procedure centre | Day procedure centre | X | X | | | | | | |
| | Day surgery centre/facility | | | X | X | X | X | X | X |
| Hostel | Hostel | X | X | | | | | | |
| Hospice | Hospice | 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 | | | | | | |
| Developmental disability service | Developmental disability service | | X | X | X | X | X | X | X |
| School/child health service | School | | X | | | | | | |
| Tertiary education institution | Higher education institution | | | X | X | X | X | X | X |
| Private sector | Private sector | X | X | | | | | | |
| | Industry/private enterprise | | | X | X | X | X | X | X |
| Other | Other | X | X | X | X | X | X | X | X |
| | Prison medical service | | X | | | | | | |
| | Defence forces | | X | | | | | | |
| | Domiciliary nursing service | | | X | X | X | X | X | X |
| | Mental health centre/service | | | | | | | X | |

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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*

## Other publications

*Australia's Health 1994*

*Australia's Health 1996*

## 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 report by the Australian Institute of Health and Welfare presents statistics on all nurses registered with the nursing board or nursing council in each State and Territory of Australia in 1993 and 1994.

The number and characteristics of all registered and enrolled nurses are presented 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 showing trends in nursing employment, and data on the number of certified nurses employed in OECD countries, levels of international migration within the field, and the number of students enrolled in and completing tertiary nursing courses.