

# Enrolled Nurses NHWDS 2016 Fact Sheet



Australian Government  
Department of Health

## 2016 Workforce



The Enrolled Nurse (EN) 2016 *registered* workforce (**59,576**) has increased by **3.1%** (**1,767**) compared to the workforce in 2013 (**57,809**), with an average annual increase of **1%**.

	2013	2014	2015	2016
Registered	57,809	58,353	58,556	59,576
Employed	50,741	50,722	50,818	51,464

## Hours worked

In 2016, *registered and employed* ENs (“Workforce”) worked an average of **31.7** total hours per week. In comparison, in 2013 the average total hours worked per week was **31.9**, a decrease of **0.2** hours per week.

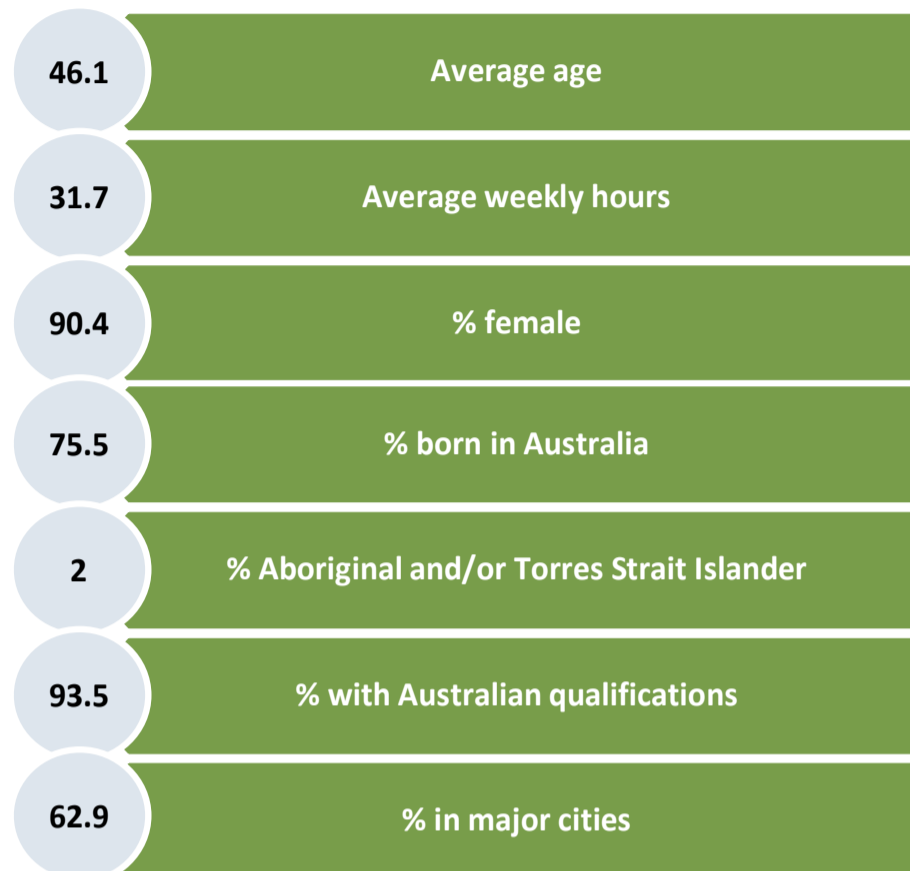
Age Group	Males - average hours		Females - average hours	
	2013	2016	2013	2016
0-19	37.3	30	31.5	31.5
20-34	35.1	34.6	30.6	30.7
35-44	36.1	35	30.4	30.7
45-54	35.2	35.7	32.1	31.9
55-64	36.4	35.4	32.4	31.7
65-74	36.9	31.6	29.4	29.3
75-99	36	9	27.7	27.6

In 2016, ENs worked an average of **29.6** clinical hours per week compared to an average of **29.2** clinical hours per week in 2013.

Average hours worked	2013	2014	2015	2016
Clinical	29.2	29.8	29.7	29.6
Non-clinical	2.7	2.1	2.1	2.1
<b>Total</b>	<b>31.9</b>	<b>31.9</b>	<b>31.8</b>	<b>31.7</b>

Employment count for **All Nurses and Midwives** is a total headcount, whereas the employed counts by profession (Nursing (Registered Nurse (RN)/EN) and Midwifery) are calculated based on working hours in each division and/or profession.

## Quick facts



Quick facts—registered and employed Enrolled Nurses

That is, if a person records hours in more than one profession (Nursing (RN/EN), and/or Midwifery), they will be counted as employed in each of those professions. For example, someone who reports hours worked as an RN and a Midwife will be reported in both employed counts.

## Demographics

In 2016, **90.4%** of the Workforce was female and the average age of the Workforce was **46.1**. There was a minor decrease in the average age between 2013 and 2016.

More than half of the Workforce were females aged between 45 and 64 years, with **26.2%** being females aged between 45-54 and aged between 55-64 (**13,465** and **13,466** respectively).

From 2013 to 2016 the percentage of male ENs rose by **0.2** percentage points to **9.6%** of the Workforce in 2016.

## Tele-Health

A question was added in the 2016 workforce survey to determine the average hours per week practiced via tele-health in the previous year. Tele-health is the use of telecommunication techniques for the purpose of providing telemedicine and education, and health education over a distance.

**9.8%** (**5,048**) of the Workforce responded to the tele-health question. On average this workforce practiced via tele-health **20** hours per week.

Remoteness area breakdown for the Workforce that responded to the tele-health question; this shows the location of the person in the Workforce, not the location of the person receiving the service.

Major cities	Inner regional	Outer regional	Remote	Very remote
60.6%	21.4%	14%	2.8%	1.3%

Note: Not stated/Unknown has been excluded



## Job role

**49,189 (95.6%)** worked predominantly in a clinician role in 2016. In comparison, **47,410 (93.4%)** worked in a clinician role in 2013.

Job role	Employed (Headcount)	
	2013	2016
Clinician	47,410	49,189
Administrator	1,194	1,243
Teacher or educator	570	490
Researcher	171	117
Other	1,396	425
<b>Total</b>	<b>50,741</b>	<b>51,464</b>

## Principal area of practice

In 2016, **67.2%** of the Workforce was employed in the five largest principal areas of practice. **33.6%** worked in *aged care* (**17,302**) which has decreased by **0.7** percentage points from **34.3%** (**17,421**) in 2013. The number of the Workforce working in *peri-operative care* increased by **248** in the same period.

The Workforce working in *management* reported the highest average total hours per week (**38.5**).

Principal area of practice	Employed Total (Headcount)	
	2013	2016
Aged care	17,421	17,302
Medical	5,774	6,150
Mixed medical/surgical	4,187	4,173
Surgical	3,749	3,792
Rehabilitation and disability	3,019	3,178
Mental health	2,994	3,131
Practice nursing	2,610	2,678
Other	2,697	2,590
Peri-operative	2,310	2,558
Community nursing	1,590	1,665
Emergency	1,112	1,080
Palliative care	568	569
Paediatrics	579	502
Maternity care	488	372
Critical care	376	345
Education	344	304
Management	285	278
Child and family health	264	246
Drug and Alcohol	155	193
Neonatal care	-	163
Health promotion	143	132
Research	70	55
Policy	6	8
<b>Total</b>	<b>50,741</b>	<b>51,464</b>

## Principal work sector

In 2016, **47.4%** of ENs worked in the *public sector only* compared to **47.3%** *only in private*.

Employment sector	Headcount	
	2013	2016
<b>Public sector only</b>	24,643	24,412
<i>Proportion (%)</i>	48.6	47.4
<b>Private sector only</b>	22,248	24,361
<i>Proportion (%)</i>	43.8	47.3
<b>Both</b>	1,330	1,167
<i>Proportion (%)</i>	2.6	2.3
<b>Non response</b>	2,520	1,524
<i>Proportion (%)</i>	5	3
<b>Total</b>	<b>50,741</b>	<b>51,464</b>

## Principal work setting

In 2016, **47.3%** (**24,330**) of the Workforce worked in a *hospital* setting. The next most common work setting was in a *residential health care facility* with **29.2%** (**15,014**).

Principal work setting	2013		2016	
	Head-count	Average total hours	Head-count	Average total hours
Hospital	23,958	32.4	24,330	32.2
<i>FTE Clinical hours - public*</i>	13,806.6		13,782.4	
<i>FTE Clinical hours - private*</i>	5,654.6		6,273.1	
Residential health care facility	15,395	31.4	15,014	31.1
Community health care service	2,555	31.9	2,640	31.2
General practitioner (GP) practice	2,129	29.4	2,302	29.2
Other	2,507	31.7	2,019	31.4
Other private practice	1,249	29.9	1,410	29.5
Outpatient service	1,067	33.3	1,139	32
Defence forces	520	37.4	705	37
Residential mental health care service	-	-	578	29.8
Other government department or agency	305	34.8	299	32.3
Hospice	188	30.5	186	30.6
Aboriginal health service	150	37.9	158	36.8
Correctional service	115	36.7	143	36.5
Other educational facility	164	28.1	141	30.1
Commercial/business service	156	32.7	140	30.8
Tertiary educational facility	142	32.5	126	33.6
School	109	26.3	98	28.8
Locum private practice	32	25.3	36	30.9
<b>Total</b>	<b>50,741</b>	<b>31.9</b>	<b>51,464</b>	<b>31.7</b>

\* The *hospital* setting FTE has been calculated based on *clinical* hours worked in either the *private* or *public* sector.

In 2013, **47.2%** (**23,958**) of the Workforce worked in a *hospital* setting. The next most common work setting was also in a *residential health care facility* with **30.3%** (**15,395**).



## Working Intentions

In 2016 the Workforce had worked on average for **15\*** years and intended to work for another **16** years. In 2013 the Workforce worked on average for **16\*** years and intended to work for another **15** years.



\*May not have worked all years as an EN

## Initial qualification

The workforce survey asks the Workforce where they obtained their initial qualification. **93.5%** (**48,110**) obtained their initial qualification in Australia and **3.2%** (**1,672**) obtained their initial qualification overseas. Of these, **218** needed to obtain further qualifications or undertake an education program to gain registration.

## Distribution

### State and Territory

More than half (**54.6%**) of the Workforce was located in **NSW** and **VIC** in 2016.

**NT** and **ACT** had the lowest number of the Workforce per Estimated Residential Population (ERP) at **130.4** and **146.9** per 100,000 respectively. **SA** had the largest number per ERP at **378.1** per 100,000.

2016 State & Territory	Headcount	Total FTE	Average total hours	<sup>2</sup> Rate per 100K population
NSW	11,335	9,998.5	33.5	147.3
VIC	16,764	13,335.2	30.2	277.6
QLD	10,351	8,882.8	32.6	208.7
SA	6,529	5,153.2	30	378.1
WA	4,308	3,620.8	31.9	156.3
TAS	1,243	1,038.5	31.7	238.1
ACT	596	522.7	33.3	146.9
NT	330	309.5	35.6	130.4

Note: Not stated/Unknown has been excluded

<sup>2</sup>ABS - 3222.0 - Population Projections, Australia, 2016

Average total hours worked was highest in the **NT (35.6)** and lowest in **SA** at **30** hours per week.

2013 State & Territory	Headcount	Total FTE	Average total hours	<sup>3</sup> Rate per 100K population
NSW	11,462	10,075.5	33.4	154.7
VIC	16,761	13,522.5	30.7	292.3
QLD	9,346	8,046.3	32.7	200.9
SA	6,775	5,488.4	30.8	405.6
WA	4,252	3,602.5	32.2	169
TAS	1,178	990.4	31.9	229.6
ACT	609	523.6	32.7	159.9
NT	349	344.1	37.5	143.9

Note: Not stated/Unknown has been excluded

<sup>3</sup>ABS - 3218.0 Regional Population Growth, Australia, 2013

When compared to 2013 the number of the Workforce per ERP in most States and Territories has decreased, most noticeably in **SA (27.5)**.

In 2013, the number of the Workforce per ERP 100,000 in **NT** was **143.9**, **ACT** was **159.9**, and **SA** was **405.6**.

## Remoteness area

In 2016, **86.7%** of the Workforce (**44,611**) worked in either **Major Cities** or **Inner Regional** locations. In comparison, in 2013 this distribution was **86%** (**43,656**).

The average total hours worked generally increased with remoteness, from **31** hours per week in **Inner Regional** areas to **36.9** hours in **Very Remote** areas.

2016 Remoteness Area	Headcount	Total FTE	Average total hours	<sup>3</sup> Rate per 100K population
Major cities	32,377	27,028.8	31.7	192
Inner regional	12,234	9,983.6	31	284.3
Outer regional	5,884	4,974.2	32.1	282.1
Remote	675	597.2	33.6	210.2
Very remote	293	284.3	36.9	143.6

Note: Not stated/Unknown has been excluded

<sup>3</sup>ABS - 3218.0 Regional Population Growth, Australia, 2015

2013 Remoteness Area	Headcount	Total FTE	Average total hours	<sup>3</sup> Rate per 100K population
Major cities	31,479	26,551	32.1	193.1
Inner regional	12,177	10,033.2	31.3	289
Outer regional	5,986	5,040.4	32	289.6
Remote	773	665.9	32.7	239.7
Very remote	322	307.3	36.3	154

Note: Not stated/Unknown has been excluded

<sup>3</sup>ABS - 3218.0 Regional Population Growth, Australia, 2013

In 2016, **17.2%** (**8,840**) of the Workforce was aged 45-54 and worked in **Major cities**. There were **1,861** aged 65 and over (**3.6%** of the Workforce) and **1,110** of this group worked in **Major cities**.

In comparison, **19.8%** (**10,069**) of the Workforce in 2013 was aged 45-54 and worked in **Major cities**. There were **1,391** aged 65 and over (**2.7%** of the Workforce) and **869** of this group worked in **Major cities**.



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## References

- 1) Registered and employed workforce data, National Health Workforce Dataset 2013—2016 (<http://data.hwa.gov.au/datasets.html>)
- 2) ABS - 3222.0 - Population Projections, Australia (<http://www.abs.gov.au/ausstats/abs@.nsf/mf/3222.0>), released at 11:30 AM (CANBERRA TIME) 26/11/2013
- 3) ABS - 3218.0 Regional Population Growth, Australia (<http://www.abs.gov.au/ausstats/abs@.nsf/mf/3218.0>), released at 11:30 AM (CANBERRA TIME) 30/03/2016