

2019

Aboriginal and Torres
Strait Islander nurses
and midwives



The workforce survey asks nurses and midwives if they identify as an Australian Aboriginal and/or Torres Strait Islander person. The nurses and midwives who identified as Aboriginal and/or Torres Strait Islander and were born in Australia are collectively presented in this factsheet as Aboriginal and/or Torres Strait Islander nurses and midwives..

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Note: There are 4 factsheets in this series: 1 Nurses and Midwives, 2 Registered Nurses, 3 Midwives, 4 Enrolled Nurses. This factsheet is based on the total headcount, whereas the headcount in the individual fact sheets in this series are based on a job role or hours worked in the profession. This means, if a practitioner has a job role or worked hours in more than one profession, they will be counted in each profession's factsheet, but only once in this factsheet. Hence, when the individual factsheets in this series are added together, the total will vary from this factsheet.

2019

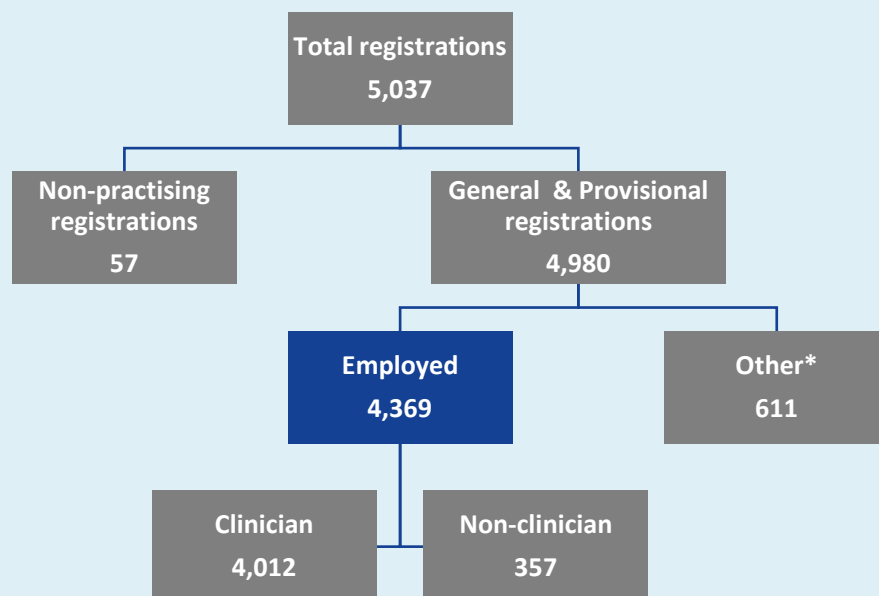
Aboriginal and Torres Strait Islander nurses and midwives



1

Workforce

Figure 1: Aboriginal and Torres Strait Islander nurses and midwives: workforce status, 2019



*'Other' includes: working but on long leave, working outside the profession, looking for work, overseas, and retired.

Quick facts - 2019

Quick facts for the Aboriginal and Torres Strait Islander nursing and midwifery workforce



52.9%
in
metropolitan
areas (MM1)



89.6%
female



35.0
average
weekly hours



42.1
average
age



Between 2016 and 2019, the total number of Aboriginal and Torres Strait Islander nurses and midwives with general or provisional registration increased by 37.0% from 3,677 to 5,037 (a compound annual growth rate of 11.1%). The number of employed Aboriginal and Torres Strait Islander nurses and midwives ('workforce') increased 36.4% from 3,202 to 4,369 over the same period (a compound annual growth rate of 10.9%).

The number of employed Aboriginal and Torres Strait Islander nurses and midwives who worked as clinicians increased 41.4% from 2,838 to 4,012 over the same period (a compound annual growth rate of 12.2%). Clinicians are Aboriginal and Torres Strait Islander nurses and midwives who indicated that the principal role of their main job was clinician (nurses / midwives, including managers and supervisors, involved in direct patient care). Non-clinicians are nurses and midwives who indicated that the principal role of their main job was administrator, teacher, educator, research or other.

The following analysis of the Aboriginal and Torres Strait Islander nursing and midwifery 'workforce' is drawn from the number of employed nurses and midwives (4,369 in 2019 as indicated by blue shading in figure 1) unless otherwise stated.

Table 1: Aboriginal and Torres Strait Islander students who are commencing, continuing and completing general nursing courses required for initial registration

Status	2012	2013	2014	2015	2016	2017
Commencing	358	390	424	489	560	564
Continuing	522	556	631	675	814	945
Completing	103	128	145	139	203	205

Source: Department of Education, Higher Education Statistics Collections 2012-2017



Table 2: Aboriginal and Torres Strait Islander nursing and midwifery workforce, 2016 - 2019

Division	2016	2017	2018	2019	Annual growth (%)
Registered	3,677	4,080	4,643	5,037	11.1%
Employed	3,202	3,540	3,992	4,369	10.9%
Clinicians	2,838	3,166	3,598	4,012	12.2%

Source: NHWDS Nurses and Midwives, 2016 – 2019

Table 3: Aboriginal and Torres Strait Islander nurses and midwives by division, 2016 - 2019

Division	2016	2017	2018	2019	Annual growth (%)
Registered Nurse	1,922	2,151	2,459	2,659	11.4%
Enrolled Nurse only	1,025	1,121	1,221	1,359	9.9%
Dual Registration*	205	204	238	259	8.1%
Midwife only	50	64	74	92	22.5%
Total	3,202	3,540	3,992	4,369	10.9%

Source: NHWDS Nurses and Midwives, 2016 – 2019

*Changes in the recency of practice requirements came into effect on 1 June 2016 and impact the number of nurses and midwives holding dual registrations and the number of employed dual registrants

Table 4: Aboriginal and Torres Strait Islander nurses and midwives by age and gender, 2016 and 2019

Year	Age Group	Female	Male	Total
2016	Under 25	193	19	212
	25-34	688	85	773
	35-44	617	90	707
	45-54	755	108	863
	55-64	499	70	569
	65 and over	NP	NP	78
2019	Under 25	319	28	347
	25-34	1,038	107	1,145
	35-44	868	94	962
	45-54	894	123	1,017
	55-64	660	96	756
	65 and over	136	6	142

Source: NHWDS Nurses and Midwives, 2016 and 2019

Total excludes unknown age or gender

'NP' denotes figure that are not published (suppressed) for confidentiality purposes



Table 5: Average hours per week, 2016 - 2019

Average weekly hours	2016	2017	2018	2019
Clinical hours*	30.1	30.2	30.5	31.2
Non-clinical hours^	5.0	4.6	4.2	3.9
Total hours	35.2	34.8	34.8	35.0

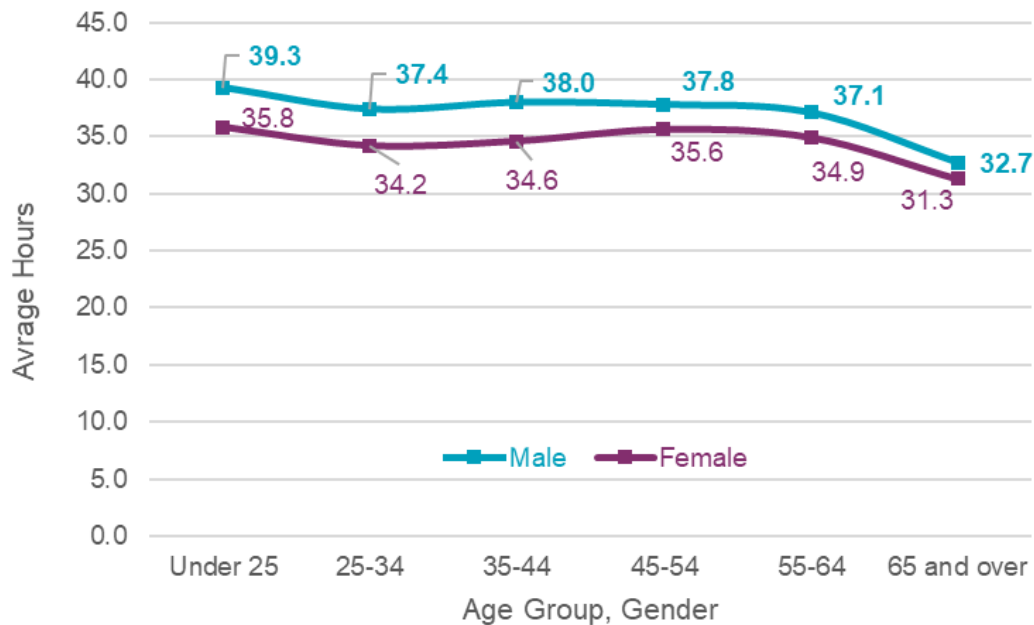
Source: NHWDS Nurses and Midwives, 2016 - 2019

Due to rounding figures may not sum to the expected total

* Clinical hours are the reported weekly hours worked in clinical roles (nurses / midwives, including managers and supervisors, involved in direct patient care).

^ Non-clinical hours are the reported weekly hours worked in non-clinical roles (including teacher, researcher, administrator or other).

Figure 2: Average hours per week by gender and age group, 2019



Source: NHWDS Nurses and Midwives, 2019



Table 6: Principal role, 2016 and 2019

Principal Role	2016	2019
Clinician	2,838	4,012
Administrator	157	175
Teacher or educator	107	117
Researcher	32	32
Other	68	33
Total	3,202	4,369

Source: NHWDS Nurses and Midwives, 2016 and 2019

Table 7: Clinical full time equivalent (FTE) by sector, 2016 - 2019

Sector	Private sector	Public sector
2015	758.3	1,583.3
2016	818.1	1,721.5
2017	899.5	1,913.2
2018	1,032.6	2,176.2
2019	1,159.1	2,423.0

Source: NHWDS Nurses and Midwives, 2016 and 2019



Table 8: Principal area, 2016 and 2019

Principal area	2016 Headcount	2016 Average weekly hours	2019 Headcount	2019 Average weekly hours
Aged care	465	34.0	587	34.5
Medical	346	34.4	471	35.0
Mental health	217	37.5	319	36.6
Emergency	221	36.2	307	35.8
Surgical	208	34.2	295	34.6
Practice nursing	221	32.8	293	32.9
Peri-operative	193	34.4	280	33.8
Mixed medical/surgical	213	34.7	277	33.1
Other	197	37	257	36.0
Community nursing	165	36	255	36.8
Critical care	110	36.9	167	35.2
Rehabilitation and disability	89	34	127	34.4
Management	98	39.7	121	39.0
Antenatal, Intra-partum and Post-partum care	45	38	81	36.2
Education	71	34.9	80	33.9
Paediatrics	49	33.2	76	34.4
Child and family health	56	35.8	66	35.2
Maternity care	35	33.2	52	38.1
Postnatal care	36	31.4	40	35.6
Neonatal care	24	38.1	39	32.8
Care during labour and birth	29	38.3	38	36.4
Drug and Alcohol	27	35	35	35.1
Palliative care	24	33.9	32	38.8
Research	21	35.7	26	34.9
Antenatal care	13	39.8	21	31.9
Health promotion	20	31.4	20	33.0
Policy	9	36.4	7	34.3
Total	3,202	35.2	4,369	35.0

Source: NHWDS Nurses and Midwives, 2016 and 2019



Table 9: Principal work setting, 2016 and 2019

Principal work setting	2016 Headcount	2016 Average weekly hours	2019 Headcount	2019 Average weekly hours
Hospital	1,748	35.2	2,430	35.0
Residential health care facility	402	34.1	495	34.7
Community health care service	266	37.4	360	36.2
Aboriginal health service	169	39.9	230	38.6
General practitioner (GP) practice	144	30.4	216	31.5
Other	106	34.7	146	34.6
Outpatient service	78	36	117	35.0
Independent private practice	-	-	73	29.6
Other government department or agency	55	35.3	63	35.7
Other private practice	76	30.6	58	29.7
Tertiary educational facility	54	37.7	58	36.1
Correctional service	18	36.3	33	39.2
Defence forces	39	35.4	25	34.6
Group midwifery practice / caseload	4	36.5	16	39.0
Other educational facility	16	29.2	16	33.3
Commercial/business service	10	42.7	14	33.4
School	7	22.4	12	42.3
Remaining work settings	10	30.8	7	37.6
Total	3,202	35.2	4,369	35.0

Source: NHWDS Nurses and Midwives, 2016 and 2019



Table 10: Years worked and years intending to remain in nursing and midwifery workforce, 2019

Division	Gender	Average Years Worked	Average Years Intended
Nursing and Midwifery	Male	13.0	18.6
	Female	13.1	20.7

Source: NHWDS Nurses and Midwives, 2019

Table 11: Initial qualification country, 2016 and 2019

Division	Year	Initial Qualification Australia %	Initial Qualification Overseas/not stated
Nursing and Midwifery	2016	99.5	0.5
	2019	99.7	0.3

Source: NHWDS Nurses and Midwives, 2016 and 2019



Table 12: Distribution by state and territory, 2019

State / Territory	Headcount	Full time equivalent (FTE)	Average weekly hours	Population	Full time equivalent per 100,000 population
New South Wales	1,620	1512.8	35.5	8,089,817	18.7
Victoria	600	517.6	32.8	6,596,039	7.8
Queensland	1,213	1133.7	35.5	5,094,510	22.3
South Australia	252	219.8	33.1	1,751,963	12.5
Western Australia	319	305.2	36.4	2,621,509	11.6
Tasmania	216	189.9	33.4	534,457	35.5
Australia Capital Territory	45	41.6	35.1	426,704	9.7
Northern Territory	104	107.1	39.1	245,929	43.5
Australia	4,369	4,207.7	35.0	25,365,571	16.6

Source: NHWDS Nurses and Midwives, 2019
 ABS 3218.0 - Australian Demographic Statistics, Jun 2019
 Full time equivalent (FTE) based on 38 hours per week



Table 13: Distribution of full time equivalent (FTE) nurses and midwives by Modified Monash Model (MMM 2019), 2019

Modified Monash Model	FTE	Population	FTE per 100,000 population
MM1 - Metropolitan	2,086.4	18,320,373	11.4
MM2 - Regional centres	586.9	2,245,754	26.1
MM3 - Large rural towns	595.6	1,587,466	37.5
MM4 - Medium rural towns	243.6	968,583	25.2
MM5 - Small rural towns	236.1	1,748,340	13.5
MM6 - Remote communities	151.6	281,794	53.8
MM7 - Very remote communities	127.5	212,587	60.0
Total	4,027.7	25,364,300	15.9

Source: NHWDS Nurses and Midwives, 2019
<https://www.health.gov.au/resources/publications/modified-monash-model-fact-sheet>
 ABS estimated resident population (unpublished)
 Total includes unknown MMM
 Full time equivalent (FTE) based on 38 hours per week

Table 14: Tele-health workforce by Modified Monash Model (MMM2019), 2019

Modified Monash Model	Percentage*
MM1 - Metropolitan	52.2%
MM2 - Regional centres	14.8%
MM3 - Large rural towns	14.4%
MM4 - Medium rural towns	6.4%
MM5 - Small rural towns	6.1%
MM6 - Remote communities	3.3%
MM7 - Very remote communities	2.9%

Source: NHWDS Nurses and Midwives, 2019
 MMM breakdown for tele-health refers to the location of the nurse or midwife, not the location of the person receiving the service
 * Percentage based on the total number of employed nurses and midwives who reported practising via tele-health in 2019



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References

- 1) National Health Workforce Dataset (NHWDS) Nurses and Midwives 2016-2019 (<http://hwd.health.gov.au>)
- 2) ABS 3218.0 - Australian Demographic Statistics, Jun 2019
- 3) ABS estimated resident population (unpublished)