



# Enrolled Nurses

## 2017 Factsheet

The Enrolled Nurse (EN) works with the Registered Nurse (RN) as part of the health care team and demonstrates competence in the provision of person-centred care. Core practice generally requires the EN to work under the direct or indirect supervision of the RN. The qualification requirement is a Diploma of Enrolled Nursing.

### The Workforce

Between 2014 and 2017, the total number of Enrolled Nurses with general or provisional registrations increased by 3.1% from 58,353 to 60,146 (an average annual growth of 1.0%). The number of employed Enrolled Nurses ('workforce') increased by 1.5% from 50,737 to 51,478 over the same period (an average annual growth of 0.5%).

**Table 1: Enrolled Nurses, 2014-2017**

	2014	2015	2016	2017
Registered	58,353	58,556	59,576	60,146
Employed	50,737	50,801	51,454	51,478

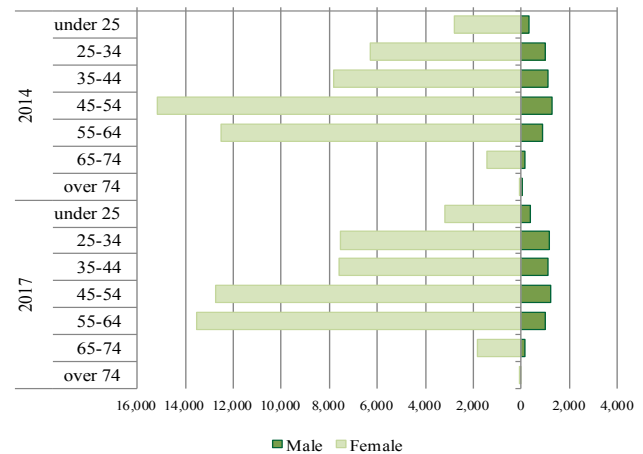
The following analysis of the Enrolled Nurse 'workforce' is based on the number of employed Enrolled Nurses as indicated by the green shading in Figure 2 (51,478 in 2017) unless otherwise stated.

### Demographics

In 2017, 90.3% of the Enrolled Nurse workforce were female. Since 2014, the number of male Enrolled Nurses has increased by 247 and they now comprise 9.7% of the workforce.

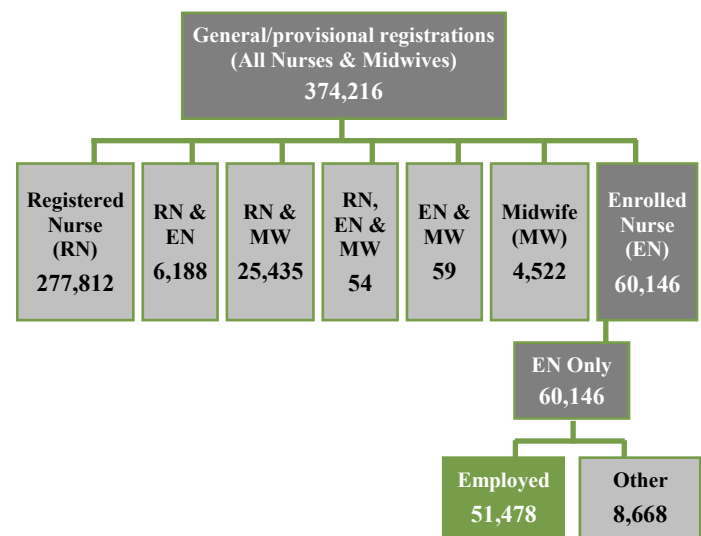
The average age of the workforce has decreased from 46.3 years in 2014 to 46.0 years in 2017. The proportion of Enrolled Nurses 34 years and under has grown from 20.5% in 2014 to 23.8% in 2017.

**Figure 1: Age and gender distribution 2014 and 2017**



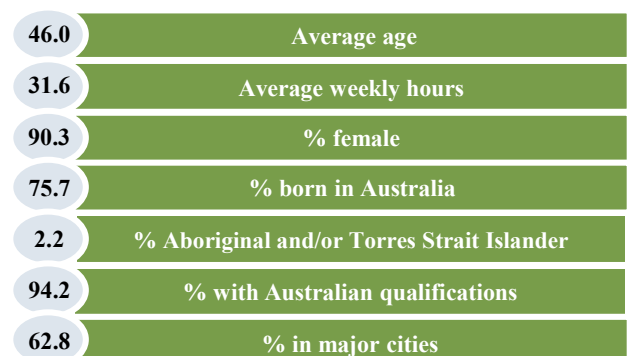
### Workforce

**Figure 2: Enrolled Nurses, 2017**



### Quick facts — 2017

**Figure 3: Summary, 2017**



## Hours worked

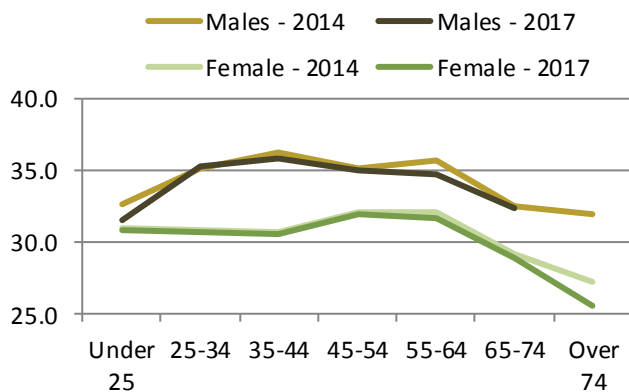
Since 2014, the number of average hours worked per week has decreased by 0.3 hours to 31.6 hours in 2017. The majority of these hours were worked in a clinical role (29.5 hours per week on average).

**Table 2: Average total hours per week, 2014-2017**

Average hours worked	2014	2015	2016	2017
Clinical	29.7	29.8	29.6	29.5
Non-clinical	2.1	2.1	2.1	2.1
Total	31.9	31.8	31.7	31.6

Male Enrolled Nurses worked more hours per week on average than females in 2017 (34.8 hours vs 31.2 hours) and this was the case within all age groups.

**Figure 4: Average total hours per week by gender and age group, 2014 and 2017**



## Job Role

In 2017, 95.0% of Enrolled Nurses worked as clinicians - a small increase in comparison with 2014 (94.6%).

**Table 4: Principal role, 2014 and 2017**

Job role	2014	2017
Clinician	47,981	48,893
Administrator	1,159	1,172
Teacher or educator	489	485
Researcher	127	138
Other	981	790
Total	50,737	51,478

Note: Not stated/Unknown has been excluded; table sort order = 2017 headcount

## Principal work sector

In 2017, 48.7% of Enrolled Nurses worked only in the public sector, 48.8% only in the private sector and 2.4% in both. Between 2014 and 2017, the number of Enrolled Nurses working in the public sector only decreased by 280 while the number working in the private sector only increased by 956.

**Table 5: Sector in which clinical hours were worked, 2014 and 2017**

Employment sector	2014	2017
Public sector only	24,609	24,329
Proportion (%)	49.9	48.7
Private sector only	23,429	24,385
Proportion (%)	47.5	48.8
Both	1,281	1,215
Proportion (%)	2.6	2.4
Non response	1,418	1,549
Total	50,737	51,478

## Principal area of practice

In 2017, six principal areas of practice accounted for 73.2% of the Enrolled Nurse workforce. In 2014, these same 'top six' areas of practice also accounted for 73.8% of the workforce.

Although Aged care was the most common area of practice reported by the EN workforce, the number of ENs working in Aged care decreased by 2.6% from 17,424 in 2014 to 16,968 in 2017.

In 2016, there was a change to the response options in the principal area of practice question in the survey ('continuum of care' was renamed 'antenatal, intra-partum and post-partum care'). Consequently, there are changes between 2014 and 2017 in the number of Enrolled Nurses who reported working in the Maternity care area of practice

In 2017, Enrolled Nurses whose principal area of practice was Management reported the highest average hours worked per week (37.1 hours), while those working in Child and family health reported the lowest average hours work per week (27.5 hours)

**Table 6: Principle area of practice, 2014 and 2017**

Principal area of practice	2014		2017		Change
	Head-count	Average Total Hours	Head-count	Average Total Hours	
Aged care	17,424	31.0	16,968	30.8	-456
Medical	5,856	32.2	6,296	31.9	440
Mixed medical/surgical	4,282	31.3	4,191	31.2	-91
Surgical	3,718	32.3	3,881	32.1	163
Mental health	3,082	35.1	3,211	34.7	129
Rehabilitation and disability	3,093	32.5	3,155	32.0	62
Practice nursing	2,618	30.3	2,792	29.6	174
Other	2,555	32.6	2,502	32.5	-53
Peri-operative	2,352	33.1	2,496	32.4	144
Community nursing	1,539	30.9	1,799	30.4	260
Emergency	1,036	34.5	1,085	34.3	49
Palliative care	554	31.6	552	31.0	-2
Paediatrics	542	30.7	500	30.9	-42
Critical care	407	35.3	348	35.1	-59
Maternity care	445	29.5	344	29.9	-101
Management	285	36.6	285	37.1	-
Education	307	32.0	264	32.1	-43
Child and family health	246	26.1	232	27.5	-14
Drug and Alcohol	166	32.8	190	31.0	24
Neonatal care	-	-	179	29.8	179
Health promotion	136	32.9	124	29.7	-12
Research	82	31.7	69	27.8	-13
Policy	12	28.8	15	36.8	3

Note: Not stated/Unknown has been excluded; table sort order = 2017 headcount

### Principal work setting

In 2017, 47.1% of Enrolled Nurses worked primarily in a Hospital setting. Residential health care facilities were the next most common work setting (29.7%) followed by Community health care services (5.3%). However, the number of Enrolled Nurses working in Residential health care facilities decreased 2.2% from 15,651 in 2014 to 15,304 in 2017.

In 2017, there was a change to the response options in the principal work setting question in the nursing survey ('independent private practice' was added). Consequently, there are changes between 2014 and 2017 in the number of Enrolled Nurses who reported working in Other and Other private practice.

**Table 7: Principal work setting, 2014-2017**

Principal work setting	2014		2017	
	Head-count	Average Total Hours	Head-count	Average Total Hours
Hospital	23,787	32.3	24,252	32.1
<i>FTE Clinical hours - public*</i>	13,863.6		13,652.8	
<i>FTE Clinical hours - private*</i>	5,765.7		6,254.2	
Residential health care facility	15,651	31.2	15,304	31.0
Community health care service	2,569	31.7	2,703	31.1
General practitioner (GP) practice	2,207	29.7	2,457	29.0
Other	2,238	32.1	1,835	31.7
Outpatient service	1,073	32.6	1,140	31.5
Independent private practice	-	-	1,081	29.6
Defence forces	575	37.3	753	38.5
Other private practice	1,302	29.9	720	30.4
Other government department or agency	304	35.3	301	33.9
Aboriginal health service	175	37.4	190	36.5
Hospice	229	31.0	169	29.9
Correctional service	126	39.1	135	36.6
Other educational facility	130	29.4	132	29.3
Tertiary educational facility	102	32.5	111	31.8
Commercial/business service	130	33.1	104	29.3
School	99	31.8	91	26.4
Locum private practice	40	33.0	-	-

Note: Not stated/Unknown has been excluded; table sort order = 2017 headcount

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

### Working Intentions

In 2017, Enrolled Nurses had worked in nursing for 14 years on average and intended to stay in the workforce for 17 years. There were gender differences: males reported having worked fewer years than females (10 years vs 15 years). This difference is attributable to a younger male workforce (52.9% of male Enrolled Nurses are aged 44 years or younger relative to 39.3% of female Enrolled Nurses).

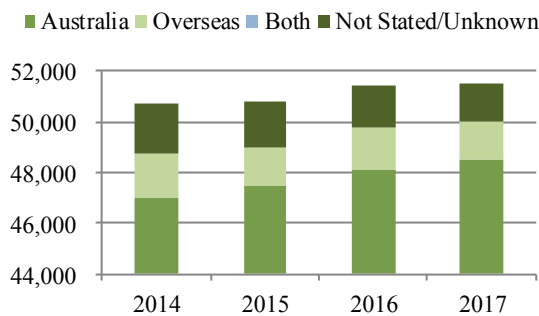
**Figure 4: Workforce intentions, 2017.**



## Initial qualification

The workforce survey asks where nurses obtained their initial qualification. In 2017, 94.2% of Enrolled Nurses obtained their initial qualification(s) in Australia and 2.9% obtained their initial qualification(s) overseas.

Figure 5: Initial qualification, 2014-2017



## Distribution

### State and territory

In 2017, three quarters (74.9%) of the workforce was located in three states: VIC (32.3%), NSW (22.2%) and QLD (20.5%).

In 2017, the highest rate of Enrolled Nurses per 100,000 population were in SA and VIC while the NT had the lowest rate. Between 2014 and 2017, QLD had the largest rate increase (11.6), followed by TAS (8.2). Conversely VIC had the largest rate decrease (22.7).

From 2014 to 2017, the average hours worked per week decreased across all States and Territories. In 2017, Enrolled Nurses in the NT worked the highest average hours per week (36.5 hours) and those in SA worked the fewest hours (30.1 hours).

Table 8: Distribution by state/territory, 2017

State & Territory	Headcount	Total FTE	Average total hours	<sup>2</sup> Rate per 100K population
NSW	11,410	9,967	33.2	145.1
VIC	16,608	13,245	30.3	262.7
QLD	10,556	9,022	32.5	214.2
SA	6,417	5,087	30.1	372.3
WA	4,269	3,550	31.6	165.8
TAS	1,280	1,075	31.9	245.1
ACT	589	506	32.6	143.1
NT	342	328	36.5	138.2
Australia	51,478	42,787	31.6	209.3

Note: Not stated/Unknown has been included in the Australia total.

<sup>2</sup>ABS - 3218.0 - Regional Population Growth, Australia, 2016-2017

## Remoteness area

In 2017, 62.8% of Enrolled Nurses worked in Major cities, 23.8% in Inner Regional, 11.5% in Outer regional and 1.9% in Remote/Very remote locations.

In 2014, the proportions of the workforce across remoteness areas were very similar, with 62.5% working in Major Cities, 24.0% in Inner Regional, 11.6% in Outer regional and 2.0% in Remote/Very remote locations.

In 2017, average hours worked per week increased with remoteness, from 31.1 hours in Inner Regional to 36.5 Very Remote areas.

Table 9: Distribution by remoteness area, 2017

Remoteness Area	Headcount	Total FTE	Average total hours	<sup>2</sup> Rate per 100K population
Major cities	32,336	26,861	31.6	183.0
Inner regional	12,244	10,029	31.1	278.9
Outer regional	5,917	5,013	32.2	288.9
Remote	694	609	33.3	237.6
Very remote	287	275	36.5	143.1
Australia	51,478	42,787	31.6	209.3

Note: Not stated/Unknown has been included in the Australia total.

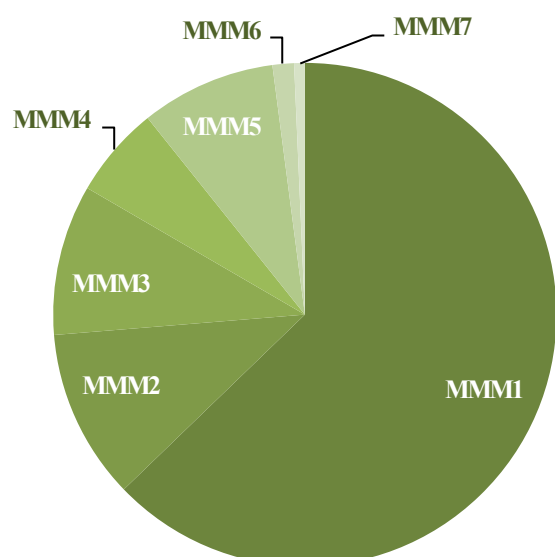
<sup>2</sup>ABS - 3218.0 - Regional Population Growth, Australia, 2016-2017

## Modified Monash Model

In 2017, the majority of FTE Enrolled Nurses (62.8%) were located in a major city or a location considered as MMM1 under the Modified Monash Model (MMM) classification system, a small decrease from 62.9% in 2014.

Note: See [www.doctorconnect.gov.au](http://www.doctorconnect.gov.au) for more information

Figure 6: FTE Distribution by Modified Monash, 2017



## Tele-Health

The workforce survey asks nurses to report hours practiced via tele-health in nursing, midwifery or both in the previous year. Responses have been combined to provide an average for the workforce.

Note: Tele-health is defined as the use of telecommunication techniques for the purpose of providing telemedicine and education, and health education over a distance.

In 2017, 6.1% (3,161) of the workforce responded to the tele-health question. On average, respondents practiced via tele-health 13.8 hours per week.

Remoteness area breakdown for tele-health refers to the location of the Enrolled Nurse, not the location of the person receiving the service.

**Table 10: Tele-health workforce remoteness location, 2017**

Major cities	Inner regional	Outer regional	Remote	Very remote
61.9%	19.5%	13.9%	3.2%	1.5%

Note: Not stated/Unknown has been excluded

Note: There are 5 factsheets in this series: 1 Nurses and Midwives, 2 Registered Nurses, 3 Midwives, 4 Enrolled Nurses, 5 Nurse Practitioners.

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 the Nurses and Midwives factsheet. Hence, when the individual factsheets in this series are added together, the total will vary from the Nurses and Midwives factsheet.

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## References

- 1) Registered and employed workforce data, National Health Workforce Dataset 2014—2017  
(<http://hwd.health.gov.au/datasets.html>)  
*Note: These numbers have changed due to an error in the NHWDS for 2013-2016 and won't match the previous years figures in the 2016 factsheets.*
- 2) 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) 31/08/2018