



# Skilled Occupations List

Tracking Code: TVYHFA

## Introduction

### Skilled Occupations List

The **Department of Education and Training** is currently updating its advice on the Australian Government's **Skilled Occupations List (SOL)** for 2016-17.

We are seeking your input on the occupations/industry sectors your organisation represents or that you belong to as an individual. In particular, we are seeking evidence of:

- skill demand and supply imbalance,\* both nationally and regionally
- medium to long-term demand and supply trends which may impact upon Australia's employment outlook
- formal licensing or registration requirements.

**Note:** The SOL is concerned only with 'medium to long-term' skills needs rather than immediate skills shortages. As such, the Department of Education and Training is only seeking to obtain information on longer term trends, rather than immediate shortages and costs. For the purposes of this exercise, 'medium to long-term' is defined as a period of around two to ten years

\* **Skill demand and supply (im)balance** occurs when the quantity of a given skill supplied by the workforce and the quantity demanded by employers diverge at existing market conditions. Labour market supply and demand for occupational skills are continuously fluctuating. At a certain point in time, there will be labour market imbalances and accompanying skill imbalances if there is disequilibrium between the demand for and supply of skills.

### Privacy

All information, including **name and address details**, contained in submissions will be made available to the public on the Department of Education and Training website unless you indicate that you would like all or part of your submission to remain in confidence. Automatically generated confidentiality statements in emails do not suffice for this purpose. Respondents who would like all or part of their submission to remain in confidence should provide this information in an email to [SOLSubmissions@education.gov.au](mailto:SOLSubmissions@education.gov.au). Legal requirements, such as those imposed by the Freedom of Information Act 1982, may affect the confidentiality of your submission.

# Details

---

## Applicant Details

Given Name \*

Nicholas

Surname \*

Blake

Organisation

Australian Nursing and Midwifery Federation

## Contact Details

Please provide the name, position and contact details of a person within your organisation who is willing to be contacted if any further information or follow-up is required.

Given Name \*

Nicholas

Surname \*

Blake

Position

Senior Federal Industrial officer

Contact Number \*

0419 523 740

Email (receipt will be sent to this address) \*

industrial@anmf.org.au

# Industry

---

## Type of Industry

What are the industry/industries and ANZSCO occupation/s that you or your organisation represents for the purposes of this submission? \*  
(select all that apply)

- |   |  |
|---|--|
| <input type="checkbox"/> All Industries                             | <input type="checkbox"/> Agriculture, Forestry and Fishing               |
| <input type="checkbox"/> Mining                                     | <input type="checkbox"/> Manufacturing                                   |
| <input type="checkbox"/> Electricity, Gas, Water and Waste Services | <input type="checkbox"/> Construction                                    |
| <input type="checkbox"/> Wholesale Trade                            | <input type="checkbox"/> Retail Trade                                    |
| <input type="checkbox"/> Accommodation and Food Services            | <input type="checkbox"/> Transport, Postal and Warehousing               |
| <input type="checkbox"/> Information Media and Telecommunications   | <input type="checkbox"/> Financial and Insurance Services                |
| <input type="checkbox"/> Rental, Hiring and Real Estate Services    | <input type="checkbox"/> Professional, Scientific and Technical Services |
| <input type="checkbox"/> Administrative and Support Services        | <input type="checkbox"/> Public Administration and Safety                |
| <input type="checkbox"/> Education and Training                     | <input checked="" type="checkbox"/> Health Care and Social Assistance    |
| <input type="checkbox"/> Arts and Recreation Services               | <input type="checkbox"/> Other Services                                  |

# Occupation

---

## Occupation

The three dropdowns below accord with the ABS ANZSCO classification of occupations. Selections are required at the 'Occupation Group' 2-digit level and at the 'Occupation Unit (4-digit)' level, but can also be made down to the Occupation (6-digit) level depending on the occupation/s to which your submission relates.

### Occupation 1 of 10

Occupation Group \*

Occupation Unit \*

Occupation \*

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include       Exclude       Maintain status quo

**Occupation 2 of 10**

Occupation Group \*

Health Professionals

Occupation Unit \*

2543

Occupation \*

All

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include       Exclude       Maintain status quo

**Occupation 3 of 10**

Occupation Group \*

Health Professionals

Occupation Unit \*

2544

Occupation \*

254411

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include       Exclude       Maintain status quo

**Occupation 4 of 10**

Occupation Group \*

Health Professionals

Occupation Unit \*

2544

Occupation \*

254415

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include       Exclude       Maintain status quo

**Occupation 5 of 10**

Occupation Group \*

Health Professionals

Occupation Unit \*

2544

Occupation \*

254421

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include       Exclude       Maintain status quo

**Occupation 6 of 10**

Occupation Group \*

Health Professionals

Occupation Unit \*

2541

Occupation \*

All

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include       Exclude       Maintain status quo

**Occupation 7 of 10**

Occupation Group \*

Health Professionals

Occupation Unit \*

2544

Occupation \*

254423

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include       Exclude       Maintain status quo

**Occupation 8 of 10**

Occupation Group \*

Health Professionals

Occupation Unit \*

2544

Occupation \*

254424

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include       Exclude       Maintain status quo

**Occupation 9 of 10**

Occupation Group \*

Health Professionals

Occupation Unit \*

2544

Occupation \*

254499

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include       Exclude       Maintain status quo

**Occupation 10 of 10**

Occupation Group \*

Health and Welfare Support Workers

Occupation Unit \*

4114

Occupation \*

All

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include       Exclude       Maintain status quo

Are there any occupations that you represent where there is evidence of imbalances in the demand and supply of skills in the medium to long-term? Please list them.

The ANMF believe the SOL 2016-17 should only contain those occupations( and sub groups) where there are identified and genuine skills shortages that cannot be met by efforts to train and employ Australian workers. We note that as with previous years there is a blanket approach to nursing on the SOL. The ANMF rejects the view of a widespread nursing and midwifery shortage. While there are sectors such as rural and remote residential aged care where employers struggle to recruit and retain nursing labour it is also true there is high demand by domestic nurses for positions in other parts of the economy . These sought after positions include nurse managers , educators and researchers and specialty areas of clinical nursing and midwifery such as ICU/CCU , nurse practitioner , perioperative, surgical and nec.

820 of 1000 characters

Is there evidence of imbalances in the demand for and supply of skills in the medium to long-term in non-metropolitan areas?

Yes  No

Please indicate in which part of Australia this imbalance exists. \*

The ANMF estimates that every year up to 3000 Australian nursing and midwifery graduates fail to secure graduate employment positions which are a critical first step to employment in their chosen profession. Many new graduates are rejected by employers who are heavily reliant on offshore labour. The ANMF considers the failure of our economy to provide work for new graduates at a time when employers continue to access large numbers of offshore nurses and midwives demonstrates an imbalance and disconnect between the current policy environment that makes possible access to offshore labour when a Australian worker is not available to fill a position and the available supply of new graduates to our health , aged care and community services industries.

759 of 1000 characters

Are there any occupations which require formal licensing or registration arrangements in order to practice/perform. \*

For example:

- Midwives are required to register with the nurses board in their state or territory
- Panelbeaters are required to be registered or certified with the state Motor Vehicle Repair Industry Authority

Yes  No

Please provide details. \*

Registered nurses , midwives and enrolled nurses require registration by the Nursing and Midwifery Board of Australia.

120 of 1000 characters

Is it expected that your employment sector will be impacted by any medium to long-term trends which will impact upon demand and/or supply (excluding costs associated with training, labour hire, and international sponsorship)?

Yes  No

Please provide evidence (e.g. data source, policy document) which substantiates these claims. \*

For example:

- New benchmarks for childcare centres mandate increased staff-to-child ratios and higher qualification standards for childcare workers .

With the aging of the Australian population demand for health , community and aged care services will continue to grow. As these services are labour intensive the need for nurses and other health workers will increase. This demand was broadly recognised some time ago and appropriate policies settings intended to increase domestic labour supply were introduced. In the university and TAFE sectors for example more nursing and midwifery undergraduate places were made available boosting the availability of local labour. This is evident by the trend in course completions ; 9633 in 2012 , 10474 in 2013 and 12029 in 2014. This was intended to meet increased demand , perhaps complemented by small numbers of offshore workers to meet unforeseen demand. However despite the growing local labour pool the reality is many employers go offshore before looking locally and rely on the SOL as evidence a shortage exists.

923 of 1000 characters

## Additional Information

Please provide any additional information you consider relevant evidence to support your submission. For example, you may know of independent studies about your occupation that supports your advice to us.

The ANMF compiles and analyses major factors that may impact on the state of the labour market for registered nurses in Australia. Such factors include undergraduate commencements and completions , the numbers of nurses in the workforce and vacancy rates. Set out below is a copy of the analysis and we would welcome an opportunity to discuss these matters in the context of the current review of the SOL

406 of 1000 characters

Please add any document that supports your recommendations.

Supporting Document

File: Appendix A State of the Labour Market for Registered Nurses.docx