

**ANMF SUBMISSION TO THE  
DEPARTMENT OF EDUCATION, SKILLS  
AND EMPLOYMENT IN RELATION TO THE  
CONSULTATION ON SKILLED MIGRATION  
OCCUPATION LISTS REVIEW**

**FEBRUARY 2020**



**Australian  
Nursing &  
Midwifery  
Federation**



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## Introduction

The Australian Nursing and Midwifery Federation (ANMF) is Australia's largest national union and professional nursing and midwifery organisation. In collaboration with the ANMF's eight state and territory branches, we represent the professional, industrial and political interests of more than 280,000 nurses, midwives and carers across the country.

Our members work in the public and private health, aged care and disability sectors across a wide variety of urban, rural and remote locations. We work with them to improve their ability to deliver safe and best practice care in each and every one of these settings, fulfil their professional goals and achieve a healthy work/life balance.

Our strong and growing membership and integrated role as both a trade union and professional organisation provides us with a complete understanding of all aspects of the nursing and midwifery professions and see us uniquely placed to defend and advance our professions.

Through our work with members, we aim to strengthen the contribution of nursing and midwifery to improving Australia's health and aged care systems, and the health of our national and global communities.

The ANMF welcomes the opportunity to provide feedback to the Skilled Migration Occupation Lists Review, Traffic Light Bulletin.

Please note this submission is in response to the following questions in the online survey form: Part 4: Occupations you wish to Change. Questions 12, 13, 17 and 18

### Part 4: Occupations you wish to change

#### **Q12 What occupations should be removed from the Medium and Long-term Strategic Skills List (MLTSSL)?**

The ANMF notes that a number of Registered Nurse occupations (14) are a standard inclusion on the MLTSSL list and has been the case for a number of years under previous temporary visa categories.

While the MLTSSL list is directed to whether an occupation might be needed in two to ten years' time we are not aware of evidence to suggest there is, or will be a genuine and unexpected skill shortage of Registered Nurses in that time frame. We are aware that some employers report difficulties recruiting (and retaining) registered nurses in some sectors and locations such as aged care and regional and remote areas, but in general, this is not related to a lack of supply of registered nurses.



We acknowledge there are local shortages in rural and remote areas based on difficulties associated with attracting nurses to work in these locations and this has been the situation for many years.

However, we do not support the international recruitment of nurses on temporary or employer sponsored arrangements as a strategy to resolve workforce shortages created by a failure to address longstanding and ongoing recruitment and retention problems in particular sectors or locations.

In general, the ANMF favours permanent, independent migration over temporary measures. We accept that temporary skilled migration programmes may be necessary in circumstances where there is evidence of a genuine short term and unexpected skill shortage. However, this acceptance is conditional on the implementation of policy and regulatory arrangements that discourage employers from accessing off shore labour without first investing in training and undertaking genuine labour market testing. These arrangements must also provide safeguards and protections for both local and overseas workers to ensure equivalent wages and conditions and other entitlements as local nurses and prevent exploitation in the workplace.

We recognise that the future demand for nurses will continue to grow as the population increases and lives longer, but as identified below, demand for nursing courses is strong and there is an increasing number of new graduates seeking employment each year. There is also evidence of underemployment in the nursing workforce, with a high proportion of registered nurses engaged in part time employment.

### **Q13 Please outline the evidence or data that would support these occupation being removed from the MLTSSL.**

#### **Labour market data**

Recent data published by Department of Employment, Skills, Small and Family Business Jobs and Small Business, (the Department), providing labour market ratings for skilled occupations advise there is “No Shortage” in relation to Registered Nurses.

(We note there is a “Shortage” rating for the occupation of Midwife.)

[https://docs.employment.gov.au/system/files/doc/other/ratingssummary\\_june2019\\_0.pdf](https://docs.employment.gov.au/system/files/doc/other/ratingssummary_june2019_0.pdf)

The Department’s “Explainer: Labour Market for Nurses” reports “little evidence of pervasive shortages for registered nurses...”. It also notes there are many different factors that may affect an employers’ success in recruiting and that the recruitment experiences may be different depending on the level of experience required and locations within and across the States and Territories.

<http://lmip.gov.au/default.aspx?LMIP/GainInsights/SpecialTopicReports>



## Higher Education data

The latest Higher Education data from Department of Employment and Education shows a growing demand for enrolment in courses leading to registration as a Nurse. (See Attachment 1 Table 2.3)

The data shows that the number of course commencements increase year on year with 26,645 commencements in 2018, representing a 50% increase in commencements since 2012. (Attachment 1 Table 2.1)

Course completions also continue to increase, with 15,270 completions in 2018, an increase of 44% since 2012. (Attachment 1 Table 4.1)

In total, there were 71,157 enrolments in a general nursing course required for initial registration in 2018. This figure represents the number of student enrolments overall. (Attachment 1 Table 2.3)

The ANMF is concerned that while the numbers of nursing graduates are increasing, the ongoing recruitment of a temporary off-shore workforce has a negative impact on the employment opportunities for new graduate and early career nurses.

## Graduate Employment

In 2018, the QILT Graduate Outcomes survey reported that 78.7% of nursing graduates were employed full time after graduating. While this figure is higher than the average for all graduates there are still large numbers of graduates who are not employed or underemployed.

Over the last five years, the ANMF has conducted a survey of nurses and midwives who have recently completed their studies to gather information regarding their experiences post-graduation. Many express their frustration that they have been unable to find employment while employers continue to access nurses on temporary visa arrangements.

The current survey commenced late last year and will remain open at least until the end of February 2020. While it is still in the early stages, at the time of writing there were 300 responses. Most had graduated as registered nurses, (87%); 9.3% had graduated as midwives and 3.7% as registered nurses and midwives.

37% were currently looking for a position as a newly graduated nurse or midwife and of those, 14% had applied for 15 or more positions. Some respondents reported applying for 40 to 50 positions and even up to 150.

By far the majority of those who secured employment were employed part time (44%); 28% were employed full time and 14% in casual employment, with 60% employed within a graduate nurse/midwife transition program.



Overwhelmingly, the comments offered by respondents (39%) indicate it is difficult to secure employment post-graduation. Consistent with previous surveys, the main issues raised are that there are not nearly enough graduate transition programme positions available. For those who do not secure a graduate transition place, the situation is more difficult and extremely frustrating as many employers are not willing to employ nurses and midwives without at least 12 months experience. A selection of responses is included in Attachment 2.

The ANMF estimates that there will be about 8000 graduate transition places offered in the public health system in 2020. (Note the number of transition places offered is not consistent year on year and depends on each jurisdiction). We know that some private hospitals and other health settings offer a transition to practice program but numbers are limited. If the number of student completions in 2018 were 15,270, based on the growth rates over the previous 5 years, we can expect that number will have increased.

Apart from the deeply demoralising experience of being unemployed or underemployed after successfully completing a nursing and/or midwifery degree, this also represents a significant cost to the community and potential loss of a qualified workforce necessary for the growing demand for health care and related services.

The ANMF requests that graduate data and employment opportunities for graduates and early career nurses be taken into account in determining whether the occupation of registered nurses should remain on the MLTSSL List.

### **Types of employment and hours of work**

In addition to the increasing number of nurses graduating each year, it should be noted that there is a significant proportion, 46.4%, of registered nurses work part time (ABS data – Census of Population and Housing 2016 – 2544 Registered Nurses). Compared to 32.7% for “All Occupations”. (Attachment 3)

In the aged care sector, the percentage of part time and casual employment arrangements is even higher. In residential aged care 68% of Registered Nurses are employed part time and in community care sector, 60% are employed part time. Only 12% of Registered nurses are employed full time in residential aged care with 35% employed on a full time basis in community care. (See The Aged Care Workforce 2016 [https://agedcare.health.gov.au/sites/default/files/documents/03\\_2017/nacwcs\\_final\\_report\\_290317.pdf?acsf\\_files\\_redirect](https://agedcare.health.gov.au/sites/default/files/documents/03_2017/nacwcs_final_report_290317.pdf?acsf_files_redirect))

This suggests there is at least some capacity to increase supply through an increase in the hours of work.



## Student employment

It should also be noted that the Temporary Graduate visa (subclass 485), allows an overseas student to work in Australia after graduation. Overseas nursing graduates can access an 18 month visa under the Graduate Work stream or a 2 to 4 year visa under the Post-Study Work stream.

The 2018 Higher Education data for nursing students (Attachment 1 Table 2.3) shows there are a total 10,823 temporary entry permit holders enrolled in Bachelor level nursing courses.

In 2018, 2,741 students completing their studies were holders of a temporary entry permit and are therefore eligible to apply for a temporary graduate visa. (Attachment 1 Table 4.1)

The Department of Home Affairs does not appear to publish data on the number of nursing graduates granted subclass 485 visa or the number of holders of this type of visa.

## Workplace exploitation and the increased vulnerability of workers on temporary visa arrangements

The ANMF is concerned that temporary work visa holders are placed in a far more vulnerable position and subject to unfair treatment and exploitation in the workplace because they are either unaware of, or not in a position to exercise their rights. The employment arrangements place temporary visa holders at an enormous disadvantage in the employment relationship where they are reluctant to exercise their rights for fear of retribution.

Nurses working in residential aged care on temporary visa arrangements are particularly vulnerable to the pressures of excessive workloads and substandard conditions impacting on their ability to provide safe and quality care to residents. The following example concerning an ANMF member highlights this point:

Our member was employed as an RN on a subclass 457 visa by a large aged care provider. During an audit by the Australian Aged Care Quality Agency (AACQA), our member provided information to AACQA representative regarding faulty equipment, staff shortages and excessive workloads as part of the audit process. A number of sanctions were imposed against the facility.

Shortly after the audit the Employer was overtly hostile towards the RN and fabricated false misconduct allegations about her performance/conduct. A short and perfunctory disciplinary process followed with no procedural fairness or natural justice provided and the RN was dismissed with 2 weeks wages in lieu of notice.



Subclass 457 visa holders have 90 days following termination of employment to either find an alternative employer/sponsor, or to return to their country of origin. Within the required 21 days the member made an application to the Fair Work Commission (FWC) for an unfair dismissal remedy. The matter was listed for a conciliation conference in the usual manner and timeframe with the conference being held 39 days after employment was terminated.

After exploring the respective positions of the parties the Respondent employer made a first and final offer of three weeks wages to settle the matter despite the ANMF's contention that evidence would easily demonstrate that the dismissal was harsh, unfair and unreasonable. With the knowledge that our member had approximately 50 days before she would need to leave Australia in accordance with her 457 visa conditions, the Employer representative made comments to the effect: "if she wants to reject the settlement offer and go to an arbitration hearing, good luck getting a hearing date before the 90 days is up."

This raised sufficient doubt and serious concern in our member's mind and she accepted the settlement and left Australia with her husband and daughter who were also in Australia accompanying her under the sponsored employment arrangement.

The conduct of the Respondent Employer in this matter demonstrates very starkly the vulnerable and often impossible situations temporary visa holders face even when they have the courage to exercise their legal right to pursue their entitlements or, in this case, a remedy for unfair dismissal.

### **Q17 What occupations should be removed from the Short Term Skilled Occupation List (STSOL)?**

In this section the ANMF will address the proposal in the Traffic Light Bulletin to add the following occupations to the STSOL list:

- 423111 Aged or Disabled Carer
- 423312 Nursing Support Worker
- 423313 Personal Care Assistant

There is no evidence that a genuine skill shortage exists in relation to the above three occupations.

It should be noted the above care workers are employed under a range of titles including personal care worker, assistant in nursing, nursing assistant, aged care worker and personal care attendant to name a few. For purposes of this submission we call them collectively care workers.



Care workers are predominately employed in the aged care sector, in both residential and home care and in disability services. A care worker is an unregulated worker who provides aspects of nursing care and personal care in a community or residential setting. Currently there is no regulated minimum education requirement for care workers. It is estimated that 67% of care workers have a certificate III in aged care.

In residential care, care workers comprise 70% of the direct care workforce. In home/community care its 85%. (See The Aged Care Workforce 2016 [https://agedcare.health.gov.au/sites/default/files/documents/03\\_2017/nacwcs\\_final\\_report\\_290317.pdf?acsf\\_files\\_redirect](https://agedcare.health.gov.au/sites/default/files/documents/03_2017/nacwcs_final_report_290317.pdf?acsf_files_redirect))

### **Q18 Please outline the evidence or data that would support these occupation being removed from the Short Term Skilled Occupation List (STSOL)?**

We acknowledge there is a need for continued growth in the care workforce, however there is no reason this cannot be met, and should be met domestically, given the level of unemployment and underemployment in the workforce nationally.

The national unemployment and underemployment figures indicate there is capacity to grow the workforce. We have a national unemployment rate of 5.2% and an even higher underemployment rate of 8.4%. The labour underutilisation rate of 13.6% should also be taken into account in the decision making process. <https://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.0>

At a broad industry level, the ABS Labour force data for Health Care and Social Assistance released in November 2019 shows there are 183,100 underemployed persons in this sector. (Table 19 <https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6291.0.55.003Nov%202019?OpenDocument>)

Within the aged care sector, there is a very high level of part time employment across all direct care classifications (including Registered Nurse, Enrolled Nurse, Personal Care Attendant and Allied Health workers). In residential care, 78.1% of the direct care workforce is part time. For Personal Care Attendants, the percentage is higher at 80.3%. In the Home care and Home support area, 75.3% of the direct care workforce is employed part time. 79% of Community care workers are employed part time and 15.3% casual. (See The Aged Care Workforce 2016 [https://agedcare.health.gov.au/sites/default/files/documents/03\\_2017/nacwcs\\_final\\_report\\_290317.pdf?acsf\\_files\\_redirect](https://agedcare.health.gov.au/sites/default/files/documents/03_2017/nacwcs_final_report_290317.pdf?acsf_files_redirect))

The same Report indicates that 30% of direct care workers in residential care, and 40% in home care and home support would prefer to work longer hours.



## Royal Commission into Aged Care Quality and Safety

Long standing attraction and retention issues in the aged care sector currently remain a barrier to employment in the sector. However, there are positive signs that the Royal Commission into Aged Care Quality and Safety will address a range of workforce issues in their final report to be delivered later this year and that this will hopefully result in significant reforms across the sector.

The Interim Report: Neglect, Volume 1 released on 31 October 2019, concludes the Workforce chapter with the following statement:

*“The quality of care that people receive from aged care services depends very much on the quality of the paid carers and their working conditions. Workforce issues are relevant to every aspect of our inquiry. It is clear that most people working in aged care are doing their best, and that many of them are doing so in difficult circumstances.*

*Throughout the remainder of the Royal Commission, we will continue to examine closely workforce issues, including the issues explored in this chapter: attraction and retention; education and training; choosing the right staff; remuneration and careers; continuity of care; and staffing levels and staff mix. These workforce issues, among others, will be critical to the recommendations in our Final Report for comprehensive reform of the aged care system”*

<https://agedcare.royalcommission.gov.au/Pages/default.aspx>

The Royal Commission commented on the question of using temporary immigration as a means of addressing skill shortages in their Background Paper 2:

*“Immigration may offer some assistance in addressing skill shortages in aged care workforce. However, in addressing Australia's future aged care workforce needs, it will be important to remember that demand is not seasonal and is not subject to changes due to economic conditions. Its growth is primarily driven by demographics. It is therefore better suited to being staffed by a stable, long-term workforce than a temporary migrant workforce with high turnover or workers staying for long periods but with limited rights.*

The Paper also pointed out there is potential risk to quality of care:

*“Aged-care clients are a vulnerable group and if they are looked after by another vulnerable group, without the protection of permanent residency or citizenship, this may impact on quality of care”.*

[Background Paper 2 \[PDF 1.1MB\]](#)



## Mandatory Skill Assessment

The Traffic Light Bulletin recommends STSOL status with mandatory skill assessment in relation to the three occupations.

We wish to state at the outset our position that care workers should be regulated and covered by a registration scheme to protect the safety of the public, that is, the safety of those in their care. Similar to the system applicable to registered and enrolled nurses established under the National Law.

This is a matter that will be the subject of further examination by the Royal Commission.

It is also one of the recommendations of the recent nursing education review Report:

*“To protect the public, assistants in nursing (whatever their job title) should have mandated education, English language, and probity requirements, which are accredited, assessed, and enforced by a robust quality –assurance regime”.*

<https://www.health.gov.au/resources/publications/educating-the-nurse-of-the-future>

In this context, we question who or which organisation would be qualified to perform the skill assessment, how would the qualifications, skills and experience of care workers from overseas be assessed and against what standards.

We also question the efficacy of such an assessment in circumstances where there are currently no nationally mandated standards regarding the educational preparation and training of care workers in Australia.

The Report, *Educating the Nurse in the Future*, (referenced above), notes with concern the lack of regulation in relation to care workers:

*“Numerous stakeholders have expressed their dismay that some of the most vulnerable people in the community are being looked after by staff whose education and expertise are not regulated. News stories arising from the Royal Commission on Aged Care Quality and Safety documenting poor practice make it imperative that these calls be heeded”.*

*In view of the spotlight on the aged care workforce, including the education, training and qualifications required, in addition to the need for the regulation of care workers, it is clear a range of workforce issues need to be addressed to ensure the provision of safe and quality care. It is also clear that integral to this are the people who perform this vital work who need to have appropriate qualifications, skills and training and who are supported in their work through equitable pay and working conditions.*



The provision of safe and quality care requires a stable workforce which is best met by ensuring the existing attraction and retention issues are properly addressed to enable the aged care sector to become a more attractive and rewarding place to work.

## Students, Selected Higher Education Statistics

Table 2.3: Number of enrolment for initial registration as a nurse by citizenship, 2012-2018

Author: Neesan Chelliah Dec 2019

Source: enrolment(2012-2018)

RFI: 19-627

A general nursing course required for initial registration

State/Territory/citizenship/detailed field of education	2012	2013	2014	2015	2016	2017	2018
<b>TOTAL</b>	48,421	50,678	53,542	57,893	62,365	65,977	71,157
<b>Australian citizen</b>	38,893	41,119	43,742	47,370	50,963	53,393	56,311
<b>New Zealand citizen</b>	374	446	492	539	628	709	793
<b>Permanent resident</b>	1,925	1,964	2,041	2,160	2,217	2,414	2,763
<b>Temporary entry permit</b>	6,678	6,566	6,669	7,261	8,024	8,987	10,823
<b>Other overseas</b>	203	201	198	178	161	84	21
<b>Permanent humanitarian visa</b>	348	382	400	385	372	390	446

(a)The data takes into account the coding of Combined Courses to two fields of education. As a consequence, counting both fields of education for Combined Courses means that the totals may be less than the sum of all broad fields of education

## Students, Selected Higher Education Statistics

**Table 2.1: Number of commencements for initial registration as a nurse by citizenship, 2012-2018**

Author: Neesan Chelliah Dec 2019

Source: enrolment(2012-2018)

RFI: 19-627

A general nursing course required for initial registration

State/Territory/citizenship/detailed field of education	2012	2013	2014	2015	2016	2017	2018
<b>TOTAL</b>	17,862	18,989	20,266	22,049	23,645	24,362	26,645
<b>Australian citizen</b>	14,141	15,108	16,174	17,617	18,874	19,071	20,222
<b>New Zealand citizen</b>	164	200	196	214	266	275	271
<b>Permanent resident</b>	922	867	959	984	980	1,106	1,201
<b>Temporary entry permit</b>	2,357	2,576	2,717	3,023	3,343	3,770	4,758
<b>Other overseas</b>	115	93	93	76	74	7	0
<b>Permanent humanitarian visa</b>	163	145	127	135	108	133	193

(a)The data takes into account the coding of Combined Courses to two fields of education. As a consequence, counting both fields of education for Combined Courses means that the totals may be less than the sum of all broad fields of education

## Students, Selected Higher Education Statistics

**Table 4.1: Number of completion for initial registration as a nurse by citizenship, 2012-2018**

Author: Neesan Chelliah Nov 2019

Source: enrolment(2012-2018)

RFI: 19-627

A general nursing course required for initial registration

State/Territory/citizenship/detailed field of education	2012	2013	2014	2015	2016	2017	2018
<b>TOTAL</b>	10,635	11,084	11,640	12,041	13,443	14,010	15,270
Australian citizen	8,063	8,481	8,991	9,254	10,399	10,849	11,717
New Zealand citizen	67	77	93	105	121	119	177
Permanent resident	342	431	467	410	465	512	566
Temporary entry permit	2,048	1,967	1,922	2,141	2,324	2,399	2,741
Other overseas	71	68	87	81	78	62	17
Permanent humanitarian visa	44	60	80	50	56	69	52

(a)The data takes into account the coding of Combined Courses to two fields of education. As a consequence, counting both fields of education for Combined Courses means that the totals may be less than the sum of all broad fields of education

## Selected comments from Graduating Nurses and Midwives Survey 2019

<p>Finding a job is near impossible without a grad in WA i have many friends who years on cannot find employment I've met new PCAs who couldn't get an RN job so took any hospital position they could get</p>
<p>I have gained a graduate position for 12 months, unsure what the future will hold after that period.</p>
<p>Finding employment is hard because everyone wants you to have experience but no-one will hire you to gain the experience</p>
<p>It is really difficult to gain a position. I am Brisbane born and based, did my degree at a Brisbane university, scored fantastically on my ANSAT have 3 x facilitators referencing me and I have prior corporate and managerial work experience. I put full availability on all my applications as well. There are just way too many other nursing applicants.</p>
<p>I have only been able to secure a 6 month contract</p>
<p>Took me 8 months after graduating to finally secure employment because I was fresh out and had "no prior experience" despite my 400 hours of clinical placement over my degree</p>
<p>I think that the pre-requisite of needing a year of experience is disheartening especially after completing 6 months worth of prac, and having employers still deeming us as inexperienced or incompetent, when we are rarely if not ever given the opportunity to gain that experience. I feel that it would be in the best interest of Australia, to decrease their unemployment rate, by removing Nursing as an occupation that is sought after for migration here to Australia. I feel there are thousands of new graduates that have studied here in Australia that are well equipped in order to fill in the job shortage, rather than outsourcing 'more experienced' nurses from other countries</p>
<p>It took me over 12 months to find a nursing job after I completed my studies as I had no experience</p>
<p>Very limited grad programs and application process for them doesn't reflect the person's abilities and quality of nursing. Thankfully was able to get a job as an RN, but only through connection and it was extremely difficult because most RN positions advertise that they don't want new grads.</p>
<p>It was very difficult to get a job without completing a graduate position. It took over 6 months to gain employment. Very disheartening.</p>
<p>More grad positions!! Too many graduates, not enough jobs</p>
<p>There are not enough graduate opportunities available to service the needs current graduates</p>
<p>Your employment options above for new grad positions only list full time, part time, casual or unsure. I've ticked unsure because while I have a full time contract, it's only full-time for 12months and my district are currently telling their existing new grads that there are no jobs for them next year i.e. they won't be retained. Contract work is NOT full time permanent work, it is a precarious form of employment</p>

Certain areas like Cairns private hospital only give graduate positions to those students who have completed placement with their facility, a lot of students missed out. I was lucky to relocate to Townsville get a grad with Qld health as a part time and hopefully the Mater Townsville as casual. Others not so lucky as major facilities require 12 months experience before they will hire you.

Would love for there to be more grad nurse positions available and open for interstate.

Difficulty applying for agency work as most require a minimum 12 months experience before applying.

Seems impossible to get an RN position in a Qld health facility without a Grad year in a Qld health facility.

I feel trying to gain a graduate position is very stressful as there are not enough graduate positions available.

Oversaturation of the employment market post graduation with not enough positions available to newly graduated nurses.

Very hard to launch my career if I didn't get grad job.

It seems impossible to gain an RN position without RN experience. I have EN experience and attained high GPA at uni but still unable to get a job offer.

To be employed casually or through an agency you need a min 6 months experience, but how are you supposed to get that as a new grad!?

Not enough graduate positions.

I am a rural new grad and finding it extremely difficult to find permanent work. I hold dual registration and worried if I hand in my EN registration I won't get any work.

Extremely hard to find work if you miss out on a graduate year.

There appear to be a lot more graduates than graduate programs. There is also a lot of uncertainty at the end of grad year as to whether or not we will even find a permanent position.

Aged care facilities and Hospitals will not hire if you don't have at least 1 year of local experience.

There are not enough jobs for newly graduated RN's. No one I know from my university has gotten a job since graduated.

Very hard to find any jobs as all applications that I have submitted have been unsuccessful and when I questioned why was told not enough experience. Now how can I gain this experience if no one is willing to give me a job?

It is so vicious and so hard to find a job as a new graduate. Everyone wants an experienced nurse. How can I get experience if I don't get an opportunity to practice even months after?

graduation.

I find it all quite daunting. All advertising state grad nurse with 1 year experience!

This has been impossible and extremely soul crushing, no where will take grads who didnt gain a position in a transition program and there are too many graduates for everyone to get a position in a transition program, agencies do not take graduates, aged care wont take anyone who doesnt currently work in aged care as an EN or a carer, my career options are extremely limited and my future uncertain.

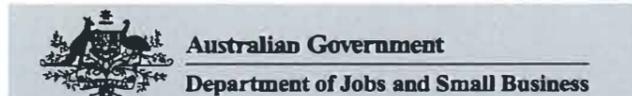
Very difficult to gain graduate position

Its hard, stressful and really dissappointing

It's incredibly difficult to find employment without a grad year, but there are not enough graduate positions for graduating RNs. It's been 2 years and every feedback I have had is that despite graduating with distinction due to my lack of a grad year (therefore paid employment experience) I am not a suitable candidate for the role. I have since gone on to do a postgraduate midwifery course (which I will also complete with distinction in 2020) but feel that it will be hard to gain a graduate position there as well.

## Department of Jobs and Small Business - Occupational Profiles Summary, Australia

Based on Australian Bureau of Statistics data - Census of Population and Housing 2016, Place of Usual Residence



### DISPLAYING DATA FOR OCCUPATION:

### 2544 Registered Nurses

Reference period: 09-Aug-16

Last updated: 19-May-18

Number Employed (rounded): **221,000**

		All
Male and Female	%	Occupations
Male	10.8%	52.5%
Female	89.2%	47.5%
Gender Profile		
	Male	Female
15 - 19 years	10.3%	89.7%
20 - 24 years	8.5%	91.5%
25 - 29 years	11.4%	88.6%
30 - 34 years	13.1%	86.9%
35 - 39 years	12.2%	87.8%
40 - 44 years	11.9%	88.1%
45 - 49 years	11.1%	88.9%
50 - 54 years	9.4%	90.6%
55+ years	9.2%	90.8%
Age Profile		
	%	All Occs
15 - 19 years	0.2%	5.0%
20 - 24 years	5.7%	9.3%
25 - 29 years	12.2%	11.2%
30 - 34 years	12.7%	11.7%
35 - 39 years	10.3%	10.9%
40 - 44 years	11.9%	11.2%
45 - 49 years	11.9%	11.1%
50 - 54 years	11.6%	10.4%
55+ years	23.4%	19.2%
<b>Median Age Group:</b>	40 - 44 years	40 - 44 years
Highest Level of Education		
	%	All Occs
Postgraduate qualification	15.2%	9.5%
Bachelor degree	59.3%	20.7%
Advanced diploma and diploma	13.9%	11.0%
Certificate III and IV	4.3%	20.0%
No post-school qualification	3.3%	33.6%
Not stated or Not classified	3.9%	5.2%

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Industry	n	%	All Occupations
A Agriculture, Forestry and Fishing	40	0.0%	2.5%
B Mining	100	0.0%	1.7%
C Manufacturing	130	0.1%	6.4%
D Electricity, Gas, Water and Waste Services	10	0.0%	1.1%
E Construction	50	0.0%	8.5%
F Wholesale Trade	70	0.0%	2.9%
G Retail Trade	250	0.1%	9.9%
H Accommodation and Food Services	100	0.0%	6.9%
I Transport Postal and Warehousing	40	0.0%	4.7%
J Information Media and Telecommunications	20	0.0%	1.7%
K Financial and Insurance Services	430	0.2%	3.6%
L Rental, Hiring and Real Estate Services	20	0.0%	1.7%
M Professional, Scientific and Technical Services	300	0.1%	7.3%
N Administration and Support Services	2,000	0.9%	3.4%
O Public Administration and Safety	6,900	3.1%	6.7%
P Education and Training	1,600	0.7%	8.7%
Q Health Care and Social Assistance	206,100	93.3%	12.6%
R Arts and Recreation Services	30	0.0%	1.7%
S Other Services	840	0.4%	3.7%
Not stated or Not classified	2,000	0.9%	4.4%
<b>Total</b>	<b>221,000</b>	<b>100.0%</b>	<b>100.0%</b>

#### Top Five Detailed Industries

	n	%	All Occs
8401 Hospitals (except Psychiatric Hospitals)	136,100	61.6%	3.9%
8601 Aged Care Residential Services	33,400	15.1%	2.0%
8511 General Practice Medical Services	10,000	4.5%	0.9%
Q000 Health Care and Social Assistance, nfd	4,900	2.2%	0.2%
8512 Specialist Medical Services	4,200	1.9%	0.4%

#### Employment Type

	n	%	All Occs
Employee	218,300	98.8%	83.1%
Owner Manager	1,100	0.5%	14.3%
Contributing Family Member	110	0.0%	1.6%
Not stated	1,500	0.7%	1.0%

#### Top Five 6-digit occupations under current group

	n	% of current group
254412 Registered Nurse (Aged Care)	39,300	17.8%
254415 Registered Nurse (Critical Care and Emergency)	32,900	14.9%
254499 Registered Nurses nec	24,500	11.1%
254400 Registered Nurses nfd	21,900	9.9%
254423 Registered Nurse (Perioperative)	19,100	8.7%

State/Territory (Usual Residence)	n	%	All Occupations
New South Wales	69,100	31.3%	31.6%
Victoria	56,300	25.5%	25.6%
Queensland	45,400	20.5%	20.0%
South Australia	17,700	8.0%	7.0%
Western Australia	21,800	9.8%	10.8%
Tasmania	5,200	2.4%	2.0%
Northern Territory	2,300	1.0%	1.0%
Australian Capital Territory	3,300	1.5%	1.9%
<b>Total</b>	<b>221,000</b>	<b>100.0%</b>	<b>100.0%</b>

#### Metropolitan/Regional (Usual Residence)

	n	%	All Occs
Capital Cities	142,700	64.7%	68.8%
Rest of the State / Territory	78,000	35.3%	31.2%

#### Part-time/Full-time (Actual Hours Worked)<sup>1</sup>

	n	%	All Occs
Not Stated	2,600	1.2%	1.9%
None	14,900	6.8%	3.5%
<b>Part-time</b>	<b>102,600</b>	<b>46.4%</b>	<b>32.7%</b>
1-15	12,100	5.5%	11.4%
16-24	38,300	17.3%	10.1%
25-34	52,200	23.6%	11.2%
<b>Full-time</b>	<b>100,900</b>	<b>45.7%</b>	<b>62.0%</b>
35-39	40,000	18.1%	19.0%
40	41,700	18.9%	18.7%
41-48	9,100	4.1%	9.3%
49 hours and over	10,000	4.5%	15.1%

\*Total hours worked in all jobs, not just the main occupation

#### Suppression and rounding:

- Numbers greater than 1000 are rounded to the nearest hundred.
- Numbers less than 1000 are rounded to the nearest ten.
- Numbers less than 10 have been suppressed (shows as <10). Percentages that have been suppressed show as #N/A.