

1 Overview of the nursing labour force

This report on the nursing labour force in 1998 draws information from a range of sources including State and Territory nursing registration boards, the Australian Institute of Health and Welfare, the Australian Bureau of Statistics, and the Commonwealth Departments of Education, Training and Youth Affairs, Immigration and Multicultural Affairs, and Employment, Workplace Relations and Small Business. It presents statistics on the supply and distribution of the nursing labour force in Australia. The main features include the following.

- A significant decline in registrations in the period from 1993 to 1996 has leveled off and overall nurse numbers are almost the same as a decade earlier. However, there is a continuing decline in full-time equivalent (FTE) nurse employment per 100,000 population throughout Australia. This means that, on average, patient numbers per FTE nurse have been increasing. For example, in public hospitals between 1995–96 and 1997–98, patient separations per FTE nurse increased by 8.1%, from 44.6 to 48.2.
- There are significant differences in the distribution of employed nurses among States and Territories, and between metropolitan and non-metropolitan areas. Compared with the national average of 1,064 FTE nurses per 100,000 population in 1996, Western Australia had 1,236, Victoria 1,178, the Australian Capital Territory 1,142 and Tasmania 1,120, while Queensland with 962 and New South Wales with 984 were below the national average. South Australia (1,097) and the Northern Territory (1,079) were close to the national average.
Nursing employment in rural areas per 100,000 population is well above that of other health professions. Indeed, in 1996, nurse employment per 100,000 population in large rural centres (1,705), small rural centres (1,363) and remote centres (1,220) exceeded that of capital cities (1,183). However, around 30% of nurses employed in small rural centres and other rural and remote areas except for large centres were enrolled nurses. In capital cities, only 17.1% were enrolled nurses.
- 39.2% of nurses worked part-time in 1989. This increased to 44.0% in 1994 and stabilised at that level between 1994 and 1998. However, there is considerable variation among work settings and nursing disciplines in the proportion employed part-time. For example, the proportion working part-time in public hospitals was 41.0% in 1996. This compared with 57.1% in private hospitals, 65.9% in public nursing homes, 69.3% in private nursing homes, 37.9% in community health centres and 29.6% in private medical rooms.
- Areas of nurse practice in national shortage in December 1998 which have been identified by the Department of Employment, Workplace Relations and Small Business were in specialised fields – operating theatre, critical and intensive care, neonatal intensive care, accident and emergency, midwifery, cardiothoracic and mental health nursing. To undertake postgraduate training in these fields may involve significant costs for nurses, both in higher education course fees and in income foregone during time out of the workforce while studying.
- Acute care hospitals are the main employer of nurses in Australia. The number of nurse clinicians employed in acute care hospitals was 104,070 in 1986 and 104,438 in 1996. The

number of patient separations during this period increased by 55.6%, from 3.3 million to 5.2 million. During the period from 1995–96 to 1997–98, the number of FTE nurses in public acute and psychiatric hospitals decreased by 2.9% from 80,570 to 78,239, while the number of patient separations increased by 5.0%.

In private acute and psychiatric hospitals, there was a 6.2% increase in FTE nursing staff during the same period, from 23,136 to 24,567, and the number of patient separations increased by 9.2%.

In private free-standing day hospitals, the number of patient separations increased by 30.1% from 1995–96 to 1997–98, and FTE nursing staff increased by 39.9% to 696.

- The number of nurses employed in nursing homes fell between 1993 and 1996, despite increases in nursing home beds, in the proportion of patients needing the three highest levels of nursing care, and in total employment. In 1990, there were 72,615 nursing home beds and 68.9% of nursing home patients were classified in the three categories of highest need for nursing care. In 1997, there were 74,233 nursing home beds and 89.7% of nursing home patients were classified in the three categories of highest need for nursing care (AIHW, 1993, 1995, 1997). Between 1993 and 1996, employment of nurses in public nursing homes fell from 22,209 to 15,873, and in private nursing homes from 20,560 to 18,081. However, there was a small increase in public and private hospital employment of geriatrics and gerontology nurses, and employment of these nurses in hostels increased from 429 to 1,218.
- There has been a major change in the age profile of persons commencing undergraduate nursing training, with a large increase in mature-age students. By 1998, the average age of students commencing pre-registration bachelor degrees had risen to 24.5 years, from 21.8 years only 5 years earlier. In 1998, students aged 30–39 represented 17.4% of the intake and those aged 40 years or more 9.5%. Only 38.1% were traditional school leavers aged less than 19 years. Age of career commencement is one of the factors affecting the expected working life of nursing graduates and has implications for nursing training numbers.
- The nursing workforce has an older age structure than in the days when nursing training was hospital-based. Although the average age of the nursing workforce remained unchanged between 1993 and 1996, the recent increase in the average age of undergraduate nursing students is expected to result in an ageing of the nursing workforce over the next decade.
- There is significant leakage from the Australian nursing labour force of Australian nurses obtaining employment in overseas countries and of trained nurses leaving nursing for other employment. Between 1993 and 1996 the number of Australian registered nurses working overseas ranged from 3,675 to 4,218 per year, while there were between 12,500 and 17,700 nurses per year employed in Australia in occupations other than nursing. Of the latter, only two to four thousand each year were seeking employment in nursing.
- There is also a significant loss to the workforce of nurses moving out of the labour force altogether, either temporarily or permanently. At the 1996 population census, 19.8% of Australian-born persons with a highest qualification in nursing and aged between 15 and 64 years were not in the labour force, with around 16% in each age group from 25 to 54 years. For overseas-born nurses, the proportion was lower – 14.3% of 15–64 year olds, mainly because of much higher labour force participation between ages 45 and 64 compared with Australia-born nurses.
- There is a relatively low level of recruitment of overseas-trained nurses for employment in Australia. This is unlike the medical workforce in which State health authorities make extensive use of temporary resident overseas-trained doctors to ameliorate workforce

shortages. In 1997–98, there were 1,713 doctors and 496 nurses from overseas countries who migrated to Australia temporarily for employment. Of the nurses, 307 were from the United Kingdom and Ireland and 132 were from New Zealand.

The following overview describes the main trends but more detail is found in subsequent chapters and in the statistical tables published in this report.

Registrations and enrolments of nurses to 1998

- From 1993 to 1998, nurse registrations and enrolments decreased by 5.9% from 281,453 to 264,819. The 21.4% decrease in nurse enrolments to 54,124 was much greater than that for nurse registrations, which fell 0.9% to 210,695.

Employment trends

- Australian Bureau of Statistics (ABS) estimates of employed nurse clinicians show no change in 1998 employment of 197,700, compared with 1989 employment of 197,100. However, the proportion working part-time increased from 39.2% to 44.0%. In 1996, part-time nurses averaged 23 hours per week. If this average is used to convert part-time nurses to FTEs, and each full-time nurse is assumed to be 1 FTE, it can be estimated that there was an absolute reduction in FTE employment of 1.6% over the decade, and an 11.8% reduction in FTE nurses per 100,000 population. The population of Australia increased by 11.5% during the same period.
- The proportion of enrolled nurses in the nursing workforce fell from 24.0% in 1989 to 20.0% in 1998.
- In 1996, the number of nurses employed in acute care hospitals was 104,000, the same as in 1986. During the same period, nurse employment in psychiatric hospitals fell by 47.3%, from 7,880 to 4,150, and in nursing homes by 4.7%, from 29,810 to 28,412. These losses were offset by an 80.6% increase in nurses employed at community health centres, a 36.3% increase in medical practices, and a 19.3% increase in industries other than the health industry.
- Although total nurse numbers have been relatively constant over the last decade, major changes have occurred in the composition of the nurse workforce. During the five years between 1991 and 1996, not only did the number of enrolled nurses enumerated in the census drop by 37.8% from 39,485 to 24,559, but there were increases of 39.0% in registered midwives to 10,901, of 11.3% in registered mental health nurses to 6,039, and of 55.1% in registered developmental disability nurses to 1,089. On the other hand, the numbers of directors of nursing declined by 46.5% to 3,132, and of nurse managers by 1.6% to 6,179.
- Numbers of persons in nursing support occupations increased significantly between 1991 and 1996. The number of nursing assistants increased by 27.1% from 20,402 to 25,941, while personal care assistant emerged as a new occupation, numbering 16,706 in 1996.

Nurse shortages

The report *Nursing Education in Australian Universities. Report of the National Review of Nurse Education in the Higher Education Sector: 1994 and Beyond* (Reid 1994) said that there was then an oversupply of newly graduating comprehensively prepared nurses in at least four States, but there were shortages in a number of specialist areas such as critical care nursing, in which education is provided at the postgraduate level.

In December 1998 the Department of Employment, Workplace Relations and Small Business (DEWRSB) found that the following registered nurse occupations were experiencing Australia wide shortages: operating theatre, critical and intensive care, accident and emergency, cardiothoracic, neonatal intensive care, midwifery and mental health.

Some States also experienced State wide or regional shortages in additional nursing occupations.

Nurse unemployment

The number of registered and enrolled nurses who were not employed in any job and who were looking for work in nursing fell between 1993 and 1996. In 1993, there were 9,066 of these nurses, in 1994 there were 9,979, in 1995 there were 5,456, and, in 1996, there were 5,143. As a percentage of the labour force comprising these nurses and those employed in nursing, this represented a fall from 4.2% in 1993 to 2.4% in 1996.

During the same period, the Skilled Vacancy Survey of the Department of Employment, Workplace Relations and Small Business found a significant rise in vacancies for registered nurses. The skilled vacancy index in December 1992 was 89. By December 1993, it increased to 121, with 288 seasonally adjusted vacancies. There was a sharp increase in 1994 to an index value of 237, with 567 vacancies. During 1995 the influx of unemployed nurses into the workforce saw the index reduce to 160 by December, and it was 126, with 301 vacancies, in December 1996. In December 1997 the index was 137, with 327 vacancies. Early in 1998 the Department ceased to identify registered nurses as an occupational group in its published data.

Distribution of the nursing workforce

Nursing is predominantly a salaried occupation with opportunities for employment related to the distribution of health services throughout Australia and the levels of staffing by nurses of those health service establishments.

Of the 218,172 employed registered and enrolled nurses in 1996, 63.2% worked in a capital city, 6.8% in other metropolitan centres, 27.0% in rural areas, and the remaining 3.0% in remote areas. This distribution was almost the same as that of the overall population (63.6% living in capital cities, 7.5% in other metropolitan centres, 25.8% in rural areas and 3.0% in remote areas). This is unlike the distribution of health professions generally, which have workforce numbers skewed toward metropolitan areas.

Some 42.1% of enrolled nurses worked in rural and remote areas in their main job in 1996 compared with 26.8% of registered nurses.

Between 1993 and 1996 the percentage of registered nurses employed in capital cities increased from 64.2% of the total to 66.5%, while the percentage employed in other metropolitan centres decreased from 8.1% to 6.7%, and in large rural centres from 9.6% to 8.4%. The proportions in other geographic areas changed only marginally over the period.

Ageing of the nurse workforce

The age structure of the nurse workforce has undergone a major change. At the 1986 census, 23.3% of nurses were aged less than 25 years and 17.5% were aged 45 years or more. By 1996, the proportion aged under 25 years had reduced to 9.9% while the proportion aged 45 years or more had increased to 28.6%. Between 1993 and 1998 the average age of students commencing undergraduate nursing degrees increased from 21.8 to 24.5 years.

Trends in male participation

Between 1986 and 1996 the number of male nurses increased by 17.1% from 13,010 to 15,241, while the number of female nurses increased by 6.7% from 169,230 to 180,495. As a proportion of the nurse workforce, male employment increased from 7.1% to 7.8% over this decade. Male employment was highest in mental health nursing at 34.2% in 1996. It was very low in midwifery (0.9%) and in private medical rooms (0.7%).

Nurse education

The numbers of Australian citizen or permanent resident students commencing basic nursing training at Australian universities decreased by 15.9% from a high of 9,347 in 1991 to 7,858 in 1998. Numbers of Australian students completing basic nurse training declined from a peak of 6,768 in 1994 to 5,323 in 1997.

The numbers of nurses completing postgraduate diplomas is important addressing workforce requirements for specialist fields of nursing practice. Between 1994 and 1997, the number of Australian permanent resident nurses completing postgraduate diplomas in nursing increased by 76.1% from 921 to 1,622. However, there were 1,725 persons in 1998 commencing postgraduate diplomas in nursing, a decline from 2,075 in 1997 and 2,058 in 1996.

Nurse migration

In 1997-98, there was a fall in the number of persons with overseas nursing qualifications assessed by the Australian Nursing Council as eligible to practise in Australia. There were 570 persons compared with 740 in the previous year and 819 in 1995-96.

In contrast to this, there was a sharp rise in the number of nurses from overseas countries arriving in Australia on temporary employment contracts. These increased from 250 in 1995-96 and 287 in 1996-97 to 496 in 1997-98.

In the same year, almost 2,000 Australian nurses returned to Australia after an overseas stay of a year or more, while 815 left Australia for long term overseas employment, with the most popular destinations the United Kingdom and Ireland (345) and the Middle East (162).

Table 1: Registrations and enrolments, States and Territories, 1993 to 1998

Year	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Registrations									
1993	71,361	54,246	37,515	18,643	17,969	6,440	3,906	2,550	212,630
1994	71,960	55,163	38,221	18,430	17,613	6,103	3,817	2,261	213,568
1995	73,178	52,699	34,073	18,359	17,283	6,083	3,930	2,305	207,910
1996	74,131	49,716	34,924	18,709	17,250	5,640	3,905	2,763	207,038
1997	74,659	52,245	35,445	19,346	17,021	5,375	3,806	2,895	210,792
1998	74,895	52,783	34,703	19,374	16,897	5,224	3,799	3,020	210,695
Enrolments									
1993	16,569	26,285	10,952	6,054	6,369	1,390	822	384	68,825
1994	16,521	24,796	9,145	5,855	6,090	1,390	787	523	65,107
1995	16,565	20,323	8,188	6,146	5,770	1,387	780	466	59,625
1996	16,578	17,965	8,039	5,688	5,618	1,267	719	536	56,410
1997	16,477	17,896	7,705	5,131	5,369	1,176	661	546	54,961
1998	16,343	17,771	7,230	5,279	5,165	1,092	693	551	54,124
Total									
1993	87,930	80,533	48,467	24,695	24,338	7,829	4,726	2,934	281,453
1994	88,481	79,957	47,366	24,286	23,703	7,493	4,604	2,784	278,673
1995	89,743	73,022	42,261	24,505	23,053	7,470	4,710	2,771	267,535
1996	90,485	67,681	43,322	24,397	22,868	6,905	4,622	3,299	263,579
1997	91,136	70,141	43,150	24,477	22,390	6,551	4,467	3,441	265,753
1998	91,238	70,554	41,933	24,653	22,062	6,316	4,492	3,571	264,819
(percentage change from previous year)									
Registrations									
1994	0.8	1.7	1.9	-1.1	-2.0	-5.2	-2.3	-11.3	0.4
1995	1.7	-4.5	-10.9	-0.4	-1.9	-0.3	3.0	1.9	-2.6
1996	1.3	-5.7	2.5	1.9	-0.2	-7.3	-0.6	19.9	-0.4
1997	0.7	5.1	1.5	3.4	-1.3	-4.7	-2.5	4.8	1.8
1998	0.3	1.0	-2.1	0.1	-0.7	-2.8	-0.2	4.3	0.0
Enrolments									
1994	-0.3	-5.7	-16.5	-3.3	-4.4	0.0	-4.3	36.2	-5.4
1995	0.3	-18.0	-10.5	5.0	-5.3	-0.2	-0.9	-10.9	-8.4
1996	0.1	-11.6	-1.8	-7.5	-2.6	-8.7	-7.8	15.0	-5.4
1997	-0.6	-0.4	-4.2	-9.8	-4.4	-7.2	-8.1	1.9	-2.6
1998	-0.8	-0.7	-6.2	2.9	-3.8	-7.1	4.8	0.9	-1.5
Total									
1994	0.6	-0.7	-2.3	-1.7	-2.6	-4.3	-2.6	-5.1	-1.0
1995	1.4	-8.7	-10.8	0.9	-2.7	-0.3	2.3	-0.5	-4.0
1996	0.8	-7.3	2.5	-0.4	-0.8	-7.6	-1.9	19.1	-1.5
1997	0.7	3.6	-0.4	0.3	-2.1	-5.1	-3.3	4.3	0.8
1998	0.1	0.6	-2.8	0.7	-1.5	-3.6	0.6	3.8	-0.4

Source: State and Territory nurse registration boards.

Table 2: Registered and enrolled nurse workforce, Australia, 1989 to 1998

Year	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia	Number employed part-time	Per cent employed part-time
										(000's)	(per cent)
Employed registered nurses											
1989	50.9	40.1	21.6	12.0	14.6	6.5	2.6	1.6	149.8	56.7	37.8
1990	52.7	43.6	22.8	11.7	12.9	6.5	2.2	1.2	153.5	60.8	39.6
1991	59.3	41.2	27.1	13.5	13.7	6.8	1.9	1.4	164.5	65.4	39.7
1992	51.4	39.7	27.0	14.1	13.2	6.8	2.0	1.7	155.8	61.5	39.5
1993	53.9	39.9	24.7	15.0	15.1	5.2	2.0	1.6	157.4	63.7	40.5
1994	58.1	33.6	25.5	13.7	12.7	5.2	2.5	1.4	152.6	63.1	41.4
1995	56.4	41.0	23.9	14.4	13.7	5.6	2.7	1.2	158.7	68.2	42.9
1996	57.1	42.4	26.6	13.8	14.2	5.0	2.3	1.7	163.0	68.9	42.3
1997	56.4	39.2	25.2	14.2	13.9	5.2	2.3	1.5	157.9	66.0	41.8
1998	57.0	39.0	25.3	14.0	13.6	5.2	2.4	1.4	158.1	66.5	42.1
Employed enrolled nurses											
1989	13.2	14.2	7.7	4.4	5.2	1.8	0.5	0.5	47.3	20.6	43.6
1990	8.7	16.5	6.8	4.6	6.7	1.2	0.2	0.5	45.0	21.1	46.8
1991	9.9	14.9	7.2	4.7	5.4	1.6	0.4	0.5	44.5	22.7	51.0
1992	11.8	17.2	7.1	3.4	5.2	1.3	0.4	0.2	46.6	24.2	51.8
1993	11.4	15.3	6.4	5.0	4.3	1.9	0.5	0.2	44.9	23.6	52.6
1994	9.7	16.0	7.6	3.0	4.2	1.5	0.3	0.1	42.2	22.6	53.6
1995	10.0	12.3	6.8	4.6	3.7	1.8	0.4	0.2	39.6	19.7	49.7
1996	7.3	12.0	6.3	3.8	5.0	1.1	0.2	0.3	36.1	18.2	50.3
1997	9.6	13.9	6.8	4.1	4.3	1.5	0.3	0.2	40.7	21.0	51.7
1998	9.1	13.5	6.9	3.8	4.3	1.5	0.3	0.2	39.6	20.4	51.4
Employed registered and enrolled nurses											
1989	64.1	54.3	29.3	16.4	19.8	8.3	3.0	2.1	197.1	77.3	39.2
1990	61.3	60.1	29.6	16.3	19.6	7.7	2.4	1.6	198.5	81.8	41.2
1991	69.2	56.1	34.3	18.2	19.1	8.4	2.3	1.8	209.0	88.0	42.1
1992	63.2	56.8	34.2	17.5	18.4	8.0	2.4	1.9	202.4	85.6	42.3
1993	65.3	55.1	31.1	20.0	19.4	7.1	2.5	1.8	202.2	87.3	43.2
1994	67.8	49.6	33.1	16.7	16.8	6.6	2.8	1.5	194.8	85.7	44.0
1995	66.3	53.3	30.7	19.0	17.4	7.3	3.0	1.3	198.4	87.8	44.3
1996	64.4	54.4	32.9	17.6	19.2	6.1	2.5	2.0	199.1	87.1	43.7
1997	66.0	53.1	32.0	18.3	18.2	6.8	2.7	1.7	198.6	87.0	43.8
1998	66.1	52.6	32.2	17.9	17.9	6.7	2.7	1.6	197.7	86.9	44.0
(per cent of workforce)											
Employed enrolled nurses											
1989	20.6	26.2	26.2	26.9	26.3	21.8	15.7	22.0	24.0	26.6	..
1990	14.1	27.5	23.0	28.0	34.1	15.6	8.4	29.2	22.7	25.7	..
1991	14.2	26.6	21.1	25.6	28.2	19.1	18.3	24.7	21.3	25.8	..
1992	18.6	30.2	20.9	19.5	28.2	15.6	17.9	12.0	23.0	28.2	..
1993	17.5	27.7	20.6	25.1	22.0	26.2	20.4	11.0	22.2	27.0	..
1994	14.3	32.3	22.9	17.7	24.7	21.9	10.9	5.1	21.6	26.3	..
1995	15.0	23.1	22.2	24.0	21.2	24.2	12.4	13.2	20.0	22.4	..
1996	11.3	22.1	19.1	21.6	26.0	18.0	8.0	15.0	18.1	20.9	..
1997	14.5	26.2	21.2	22.3	23.5	22.8	12.8	11.3	20.5	24.2	..
1998	13.8	25.8	21.4	21.5	23.9	21.9	11.1	11.4	20.0	23.4	..

Notes:

1. The above annual estimates are the averages of the four quarterly estimates.
2. The sampling fraction for the monthly labour force survey was 1 in 230 dwellings for NSW and Victoria, 1 in 160 for Qld, 1 in 70 for Tasmania and 1 in 115 for other States and Territories prior to September 1992.
3. The sampling fraction for the monthly labour force survey was 1 in 277 dwellings for NSW, 1 in 242 for Victoria, 1 in 195 for Qld, 1 in 139 for SA, 1 in 146 for WA and 1 in 75 for Tasmania and the Territories from September 1992.
4. *The Labour Force Australia* (ABS Cat. 6203.0) provides the standard errors for labour force survey estimates.

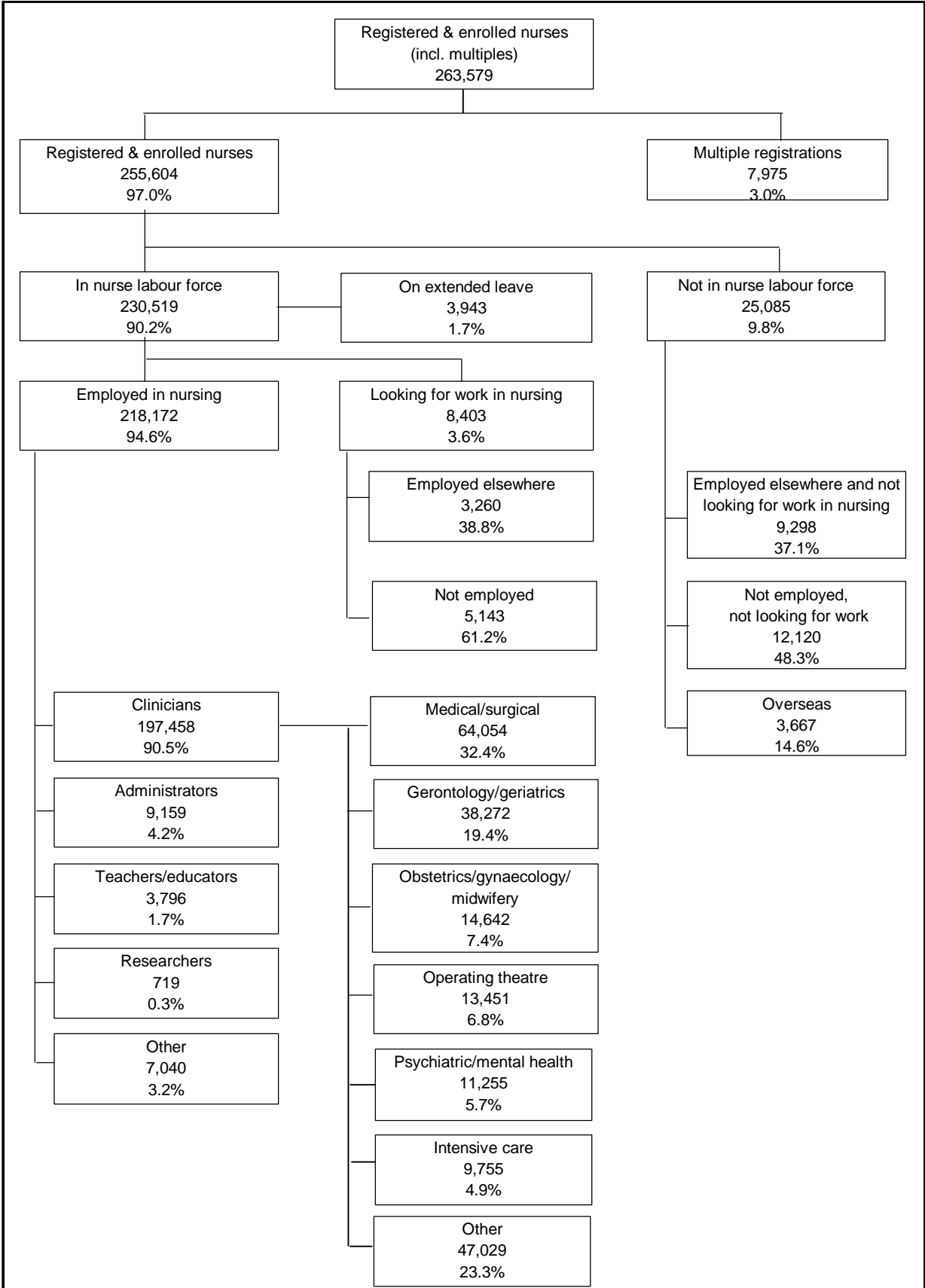
Source: AIHW, from ABS monthly labour force survey quarterly estimates.

Table 3: Registered and enrolled nurses: employment status, Australia, 1993 to 1996

Employment status/occupation	1993	1994	1995	1996	1993	1994	1995	1996
Employed in nursing, only or mainly in State/Territory					(per cent)			
Clinician	195,737	204,748	195,692	197,458	90.3	91.0	88.7	90.5
Administrator	8,538	8,534	10,027	9,159	3.9	3.8	4.5	4.2
Teacher/educator	4,623	4,717	4,717	3,796	2.1	2.1	2.1	1.7
Researcher	637	627	884	719	0.3	0.3	0.4	0.3
Other	7,161	6,484	9,347	7,040	3.3	2.9	4.2	3.2
<i>Total</i>	<i>216,696</i>	<i>225,110</i>	<i>220,666</i>	<i>218,172</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
Employed in nursing ^(a)	216,696	225,110	220,666	218,172	93.2	92.9	95.5	94.6
On extended leave	2,535	2,856	2,594	3,943	1.1	1.2	1.1	1.7
Looking for work in nursing								
Employed elsewhere	4,306	4,280	2,447	3,260	1.9	1.8	1.1	1.4
Not employed	9,066	9,979	5,456	5,143	3.9	4.1	2.4	2.2
<i>Total</i>	<i>13,372</i>	<i>14,259</i>	<i>7,902</i>	<i>8,403</i>	<i>5.7</i>	<i>5.9</i>	<i>3.4</i>	<i>3.6</i>
<i>Nursing labour force</i>	<i>232,603</i>	<i>242,225</i>	<i>231,163</i>	<i>230,519</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
Overseas	4,142	4,218	3,675	3,667	10.9	15.8	13.1	14.6
Not looking for work in nursing								
Employed elsewhere	13,410	9,831	10,501	9,298	35.2	36.8	37.5	37.1
Not employed	20,565	12,696	13,820	12,120	54.0	47.5	49.4	48.3
<i>Total</i>	<i>33,975</i>	<i>22,527</i>	<i>24,321</i>	<i>21,419</i>	<i>89.1</i>	<i>84.2</i>	<i>86.9</i>	<i>85.4</i>
<i>Not in nursing labour force</i>	<i>38,117</i>	<i>26,745</i>	<i>27,996</i>	<i>25,085</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
Nursing labour force	232,603	242,225	231,163	230,519	85.9	90.1	89.2	90.2
Not in nursing labour force	38,117	26,745	27,996	25,085	14.1	9.9	10.8	9.8
<i>Total registered, enrolled nurses</i>	<i>270,720</i>	<i>268,970</i>	<i>259,159</i>	<i>255,604</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
Multiple registrations, enrolments	10,733	9,703	8,376	7,975
Total registrations, enrolments	281,453	278,673	267,535	263,579

(a) Excludes nurses on extended leave.

Source: AIHW.



Source: AIHW

Figure 1: Registered and enrolled nurses, Australia, 1996

Table 4: Employed nurses and full-time equivalent nurses per 100,000 population: States and Territories, 1993 to 1996

	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Number of nurses per 100,000 population, 1993									
All nurses	1,096	1,368	1,164	1,218	1,502	1,317	1,059	1,090	1,227
FTE nurses ^(a)	876	1,034	928	953	1,149	998	855	932	958
FTE nurses ^(b)	994	1,145	1,047	1,083	1,252	1,103	978	1,089	1,074
Population ('000)	5,997.4	4,464.2	3,116.0	1,676.3	1,462.9	471.4	298.9	169.3	17,656.4
Number of nurses per 100,000 population, 1994									
All nurses	1,093	1,500	1,214	1,223	1,457	1,257	1,018	1,071	1,262
FTE nurses ^(a)	881	1,162	984	960	1,114	952	835	918	998
FTE nurses ^(b)	999	1,282	1,115	1,083	1,214	1,053	979	1,061	1,118
Population ('000)	6,049.2	4,475.5	3,196.1	1,701.1	1,469.4	472.5	300.9	171.1	17,835.8
Number of nurses per 100,000 population, 1995									
All nurses	1,105	1,420	1,070	1,238	1,423	1,376	1,098	1,062	1,222
FTE nurses ^(a)	824	1,133	868	1,004	1,099	1,077	884	923	957
FTE nurses ^(b)	934	1,284	952	1,173	1,201	1,212	1,006	1,106	1,079
Population ('000)	6,115.1	4,502.0	3,277.4	1,731.7	1,474.0	473.0	304.1	173.9	18,051.2
Number of nurses per 100,000 population, 1996									
All nurses	1,100	1,309	1,092	1,212	1,413	1,271	1,064	1,213	1,192
FTE nurses ^(a)	819	1,043	887	1,137	939	995	953	948	931
FTE nurses ^(b)	984	1,178	962	1,236	1,097	1,120	1,142	1,079	1,064
Population ('000)	6,203.9	4,560.8	3,339.1	1,765.7	1,474.4	474.6	308.0	181.9	18,308.4
(percentage change between 1993 and 1996)									
All nurses	0.4	-4.3	-6.2	-0.5	-5.9	-3.5	0.4	11.3	-2.9
FTE nurses ^(a)	-6.5	0.8	-4.4	19.3	-18.3	-0.3	11.4	1.6	-2.8
FTE nurses ^(b)	-1.0	2.9	-8.1	14.2	-12.4	1.5	16.7	-0.9	-0.9
Population	3.4	2.2	7.2	5.3	0.8	0.7	3.0	7.4	3.7

(a) Calculated on the basis that all nurses working 35 or more hours per week are counted as one full-time equivalent (FTE) and all working less than 35 hours per week are a portion of a FTE.

(b) Calculated on the basis that hours worked is divided by 35 for all nurses, i.e. a nurse working 70 hours per week equals 2 FTEs, one working 21 hours equals 0.6 FTEs.

Source: AIHW.