



NEW ZEALAND
TRADE & ENTERPRISE
Te Taurapa Tūhono

NURSING WORKFORCE IN AUSTRALIA

SAGAR BHAT | APRIL 2023

Contents

SECTION 1

Nursing workforce key statistics

Key workforce statistics including number of healthcare professionals by year, age-group, state, region, job area, and employer

3

SECTION 2

Nursing employment trends

Nursing employment trends in Australia including years intended to work, retention challenges, supply and demand, and forecast

9

SECTION 3

Nurse recruitment agencies

Top 5 recruitment agencies and core digital recruitment platforms in Australia

15



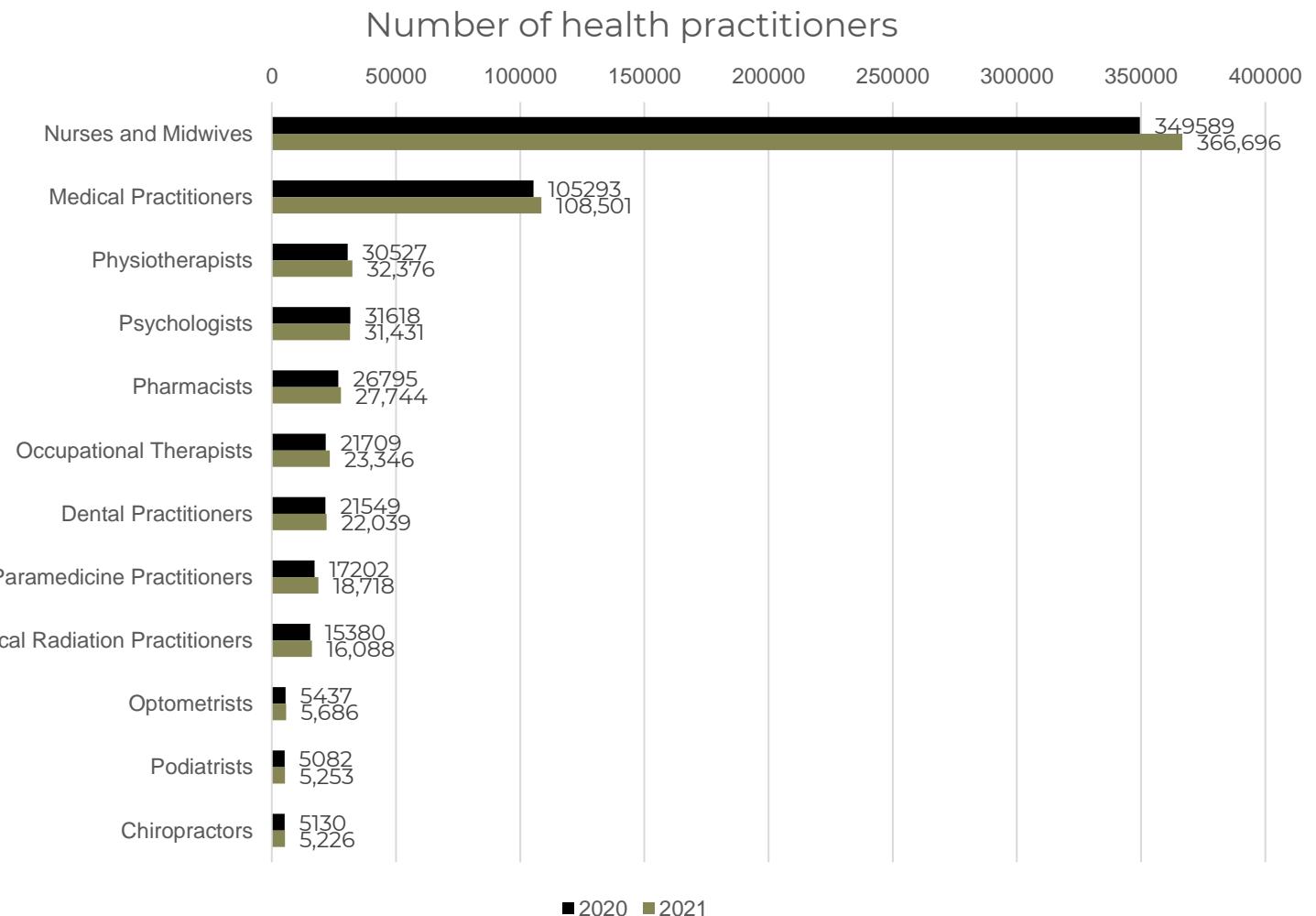
SECTION 1

NURSING WORKFORCE KEY STATISTICS

Health workforce in Australia

There were more than 670,000 health practitioners working in their registered professions in Australia in 2021, which includes 108,000 medical practitioners, 367,000 nurses and midwives, 22,000 dental practitioners, and 173,000 allied health professionals

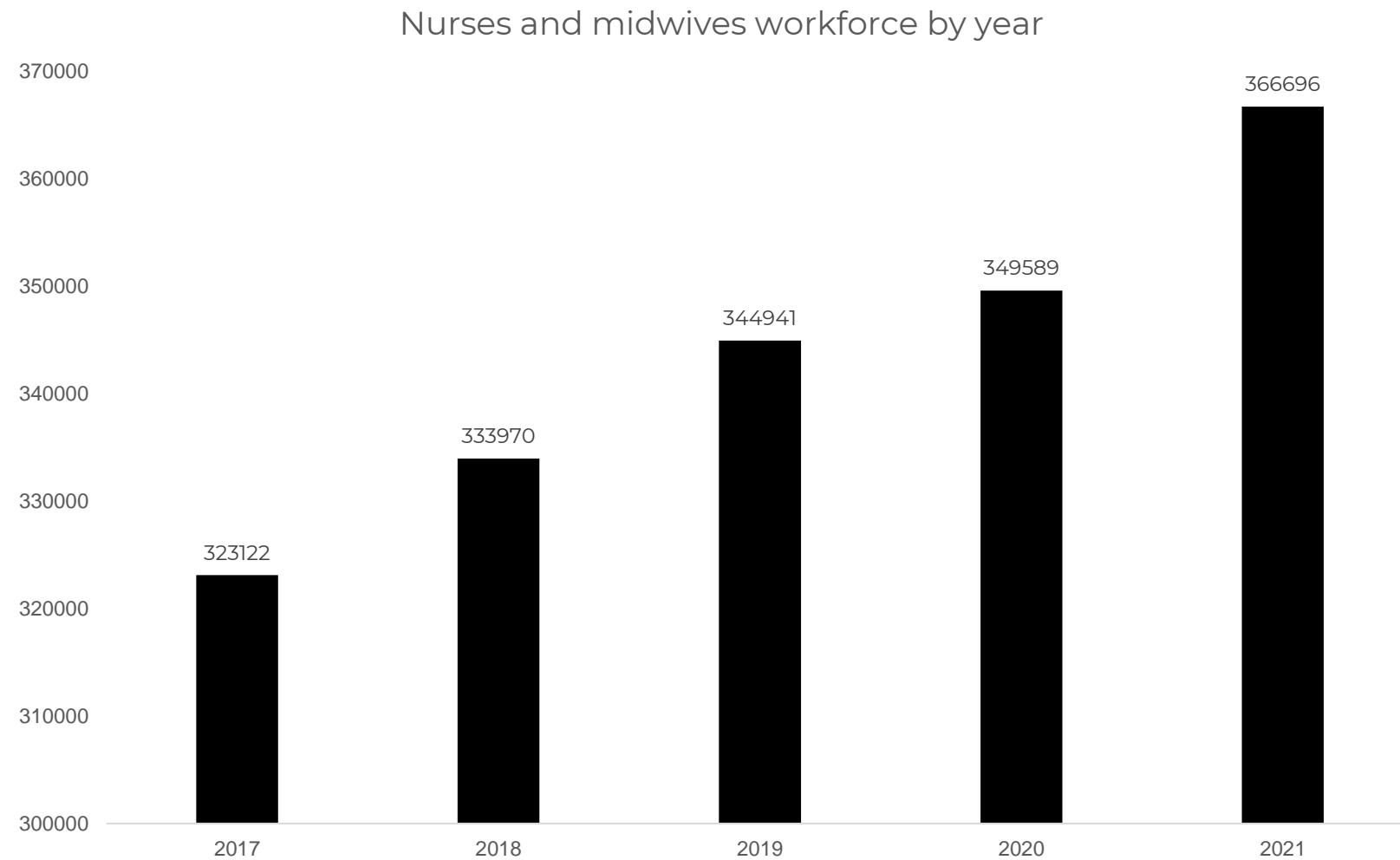
Relative to the Australian population, allied health workers showed the greatest growth in FTE rate in the last five years (an increase of 147 FTE per 100,000 people). The inclusion of paramedicine practitioners as a new registered health profession (since 2019) has contributed to this increase, accounting for 80 FTE per 100,000 people in 2021.



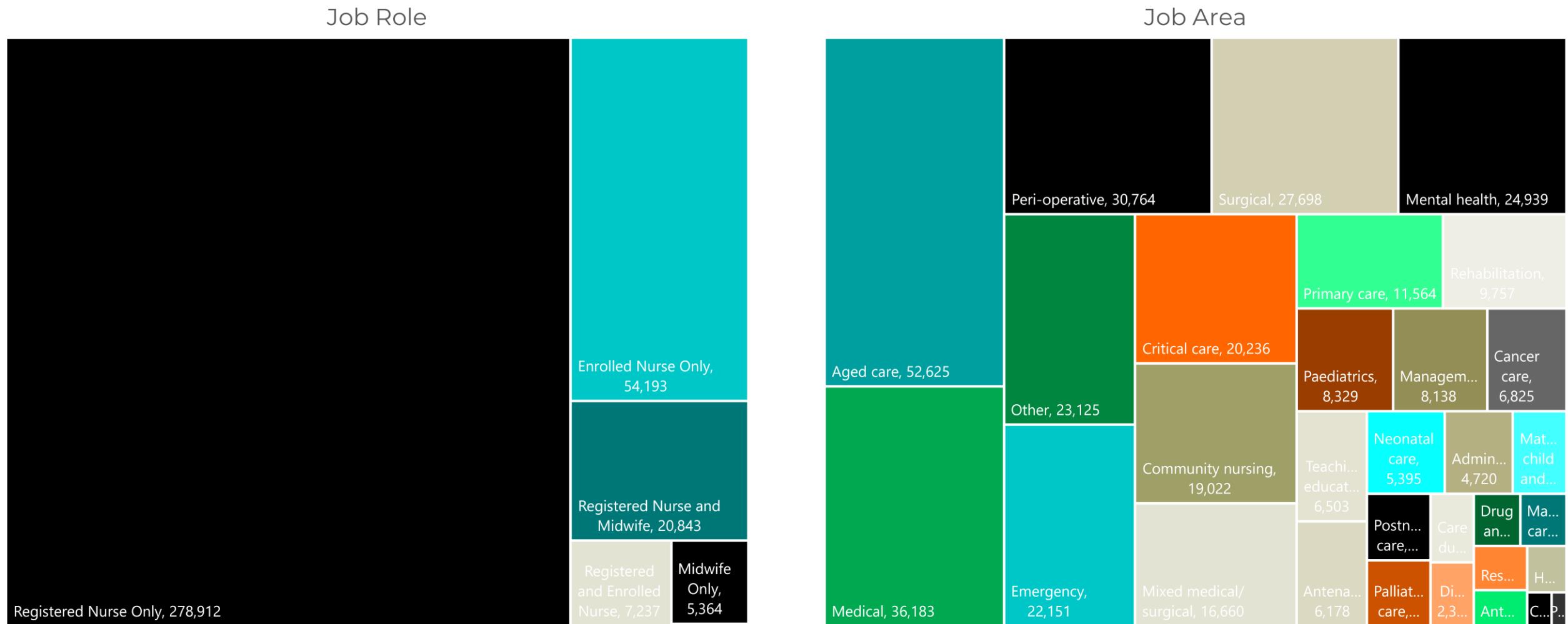
Nurses and midwives in Australia

Nurses and midwives are the largest group of registered health professionals in Australia, at about 367K, registered in 2021 (55% of all registered health professionals).

Workforce planning projections for the nursing workforce show that in the medium to long- term Australia's demand for nurses will significantly exceed supply, with a projected shortfall of approximately 85,000 nurses by 2025, and 123,000 nurses by 2030 under current settings.



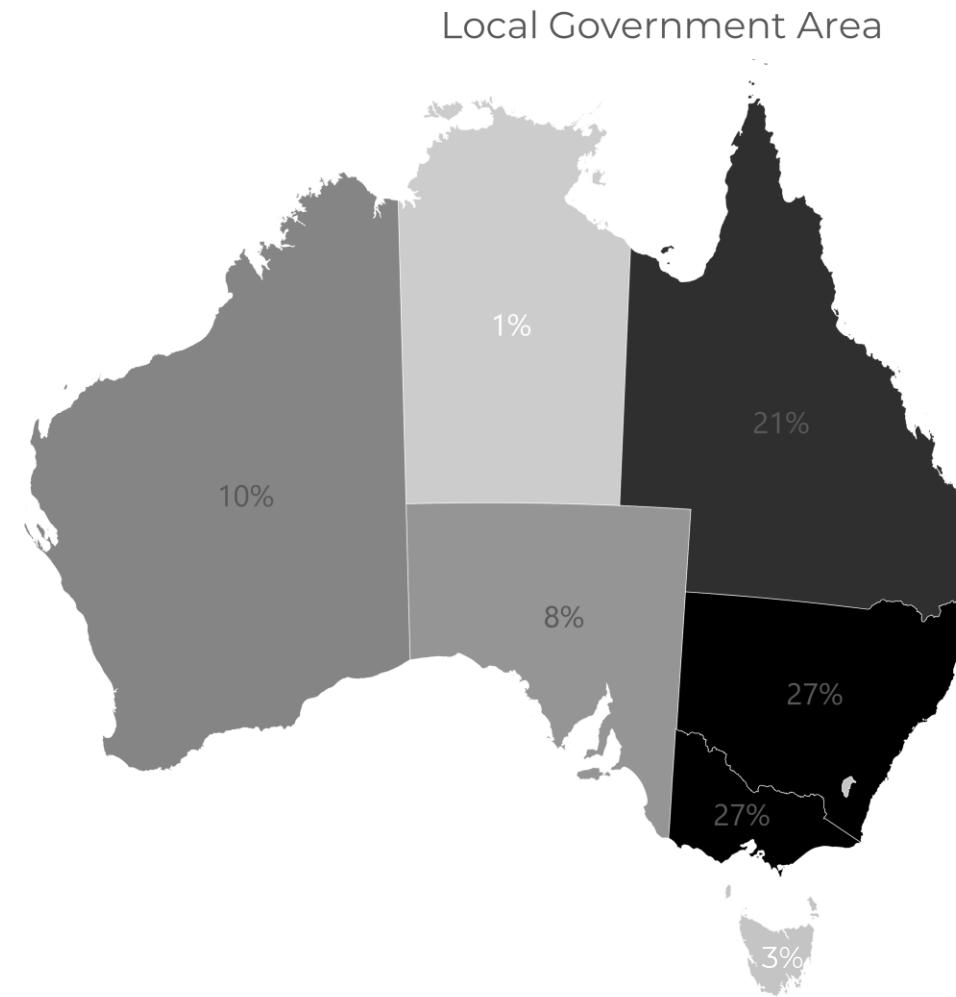
Nurses and midwives by job role and job area



Nurses and midwives by Local Government Area

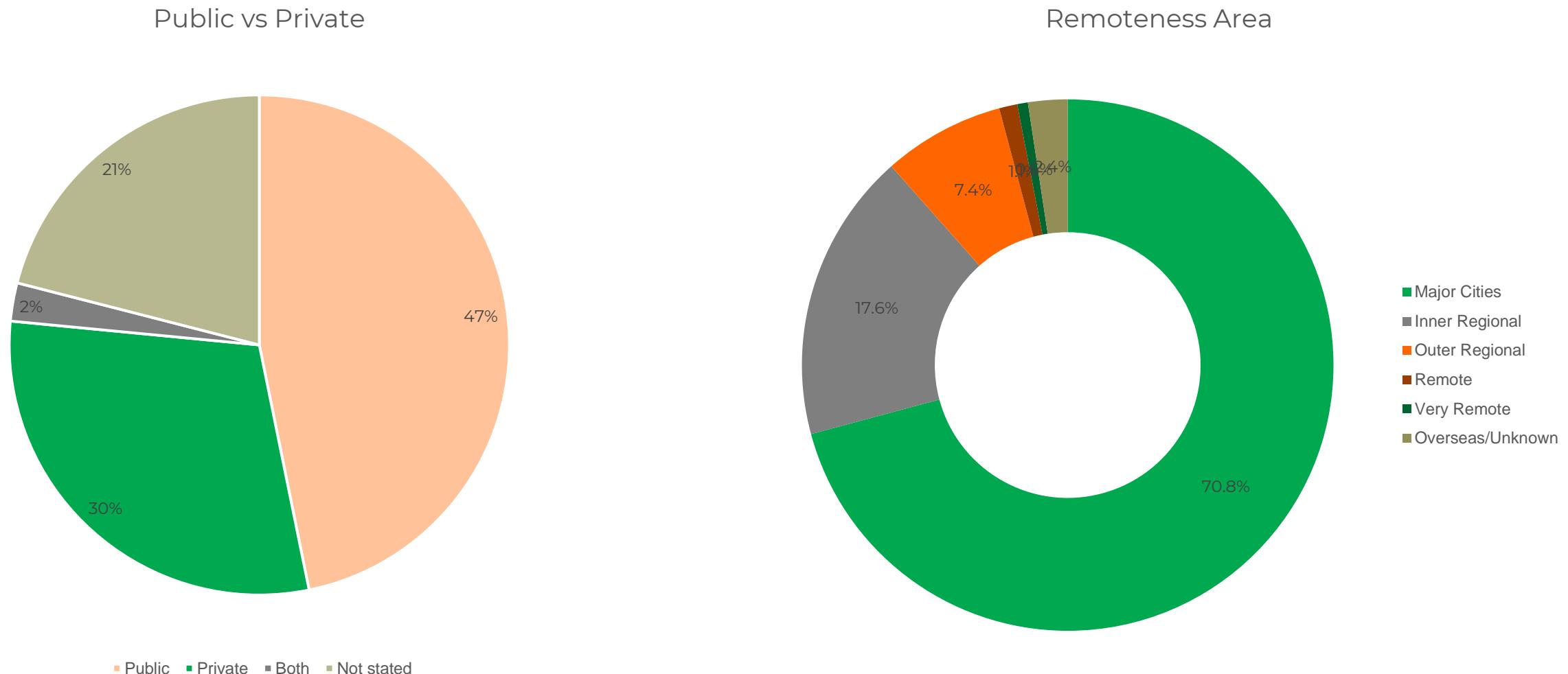
The state of New South Wales (NSW) has the highest proportion of nurses and midwives in Australia with about 101K registered in 2021, followed by Victoria (100K), and Queensland (78K)

However, NSW has the lowest FTE rate (1075 FTE per 100,000) followed by Western Australia (1,134 FTE per 100,000) and Victoria (1207 FTE per 100,000)



Powered by Bing
© Australian Bureau of Statistics

Nurses and midwives by employer and remoteness area





SECTION 2

EMPLOYMENT TRENDS

Nursing workforce trends

According to McKinsey 2021 Future of Work in Nursing survey, one-fifth of Australia's registered nurses say they intend to leave their current role in the next year. Avoiding major staff shortages will likely require targeted interventions from stakeholders

Seeking higher pay was the number-one reason driving Australian nurses to leave the profession, the survey found. However, having a positive work environment—caring teammates, a safe space, and a sense of purpose—was important to nurses who said they want to stay

Australia has nearly 300,000 registered nurses (RNs) and one of the highest nurse workforce densities of any OECD nation, yet it may soon experience a worsening of current shortages. Demands on nurses are high and growing across the rapidly expanding sectors of healthcare

Despite this expansion, workforce growth has been slowing since before the pandemic. Absolute numbers of nursing school enrolments declined in 2019, and the number of visas granted to immigrating nurses has dropped by almost 25 percent.

Acute effects of the pandemic on demands and workloads have stretched the nursing workforce more thinly and could cause a significant increase in early exits from the profession, further compounding the anticipated shortage.

Even before the pandemic, Australia's nursing workforce faced shortages. There were more than 3,700 nursing vacancies in aged-care roles, and the National Skills Commission warned of a possible national shortage of enrolled nurses (ENs).

Next career steps for nurses planning to leave current position

Among nurses who said they planned to leave their roles, 41% indicated that they would move countries or leave nursing entirely.

This trend is more pronounced among early-career nurses (nurses with one to five years of experience), who are two and a half times as likely to express an intention to leave than those with six to ten years of experience. Losing early-career nurses could constrict the supply pipeline, leaving the workforce with a higher retirement rate and adding to future shortages.

Next career steps for nurses who affirmed plans to leave current position in the next year,¹

% of respondents (n = 41²)

Direct-care nursing role at alternate employer

Nurses who indicated they would leave nursing entirely or move countries

27

Alternate direct-care nursing role at current employer

17

17

Leave the workforce to focus on life goals or family

12

12

Alternate non-direct-care nursing role at alternate employer

10

10

Leave nursing for another career path

10

10

Retire

7

7

Pursue further education

7

7

Direct-care nursing role in a different country

5

5

Other³

2

2

N/A: Unlikely to leave current direct-care role

2

2

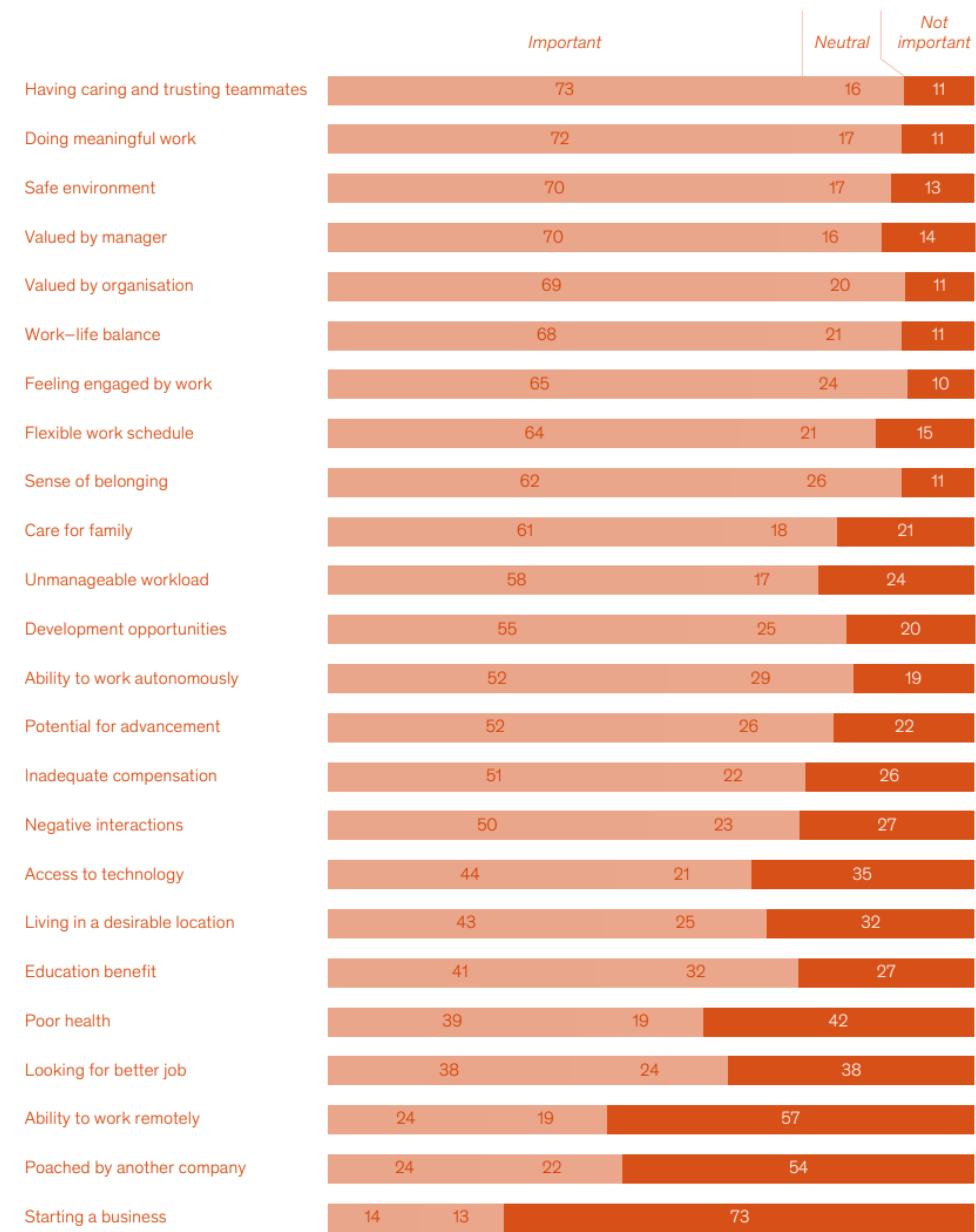
Factors influencing the decision to stay in current position

The work environment is the most important factor in nurses' decision to stay in their current role

Beyond remuneration, workplace conditions play a critical role in retaining nurses. Many of the most cited reasons for leaving—workload, understaffing, and emotional toll on the job—relate to workplace conditions. Conversely, the strongest drivers of decisions to stay included a positive and safe work environment and the opportunity to perform meaningful work.

Survey respondents expressed the desire for a safe workplace, a positive and caring team environment, and choices in working conditions. Respondents reported increased recognition of individual nurses' contributions as the single most effective initiative to address well-being, followed by more built-in breaks, additional support, and open lines of communication.

Factors that would influence the decision to stay in current position,¹ % of respondents (n = 202²)



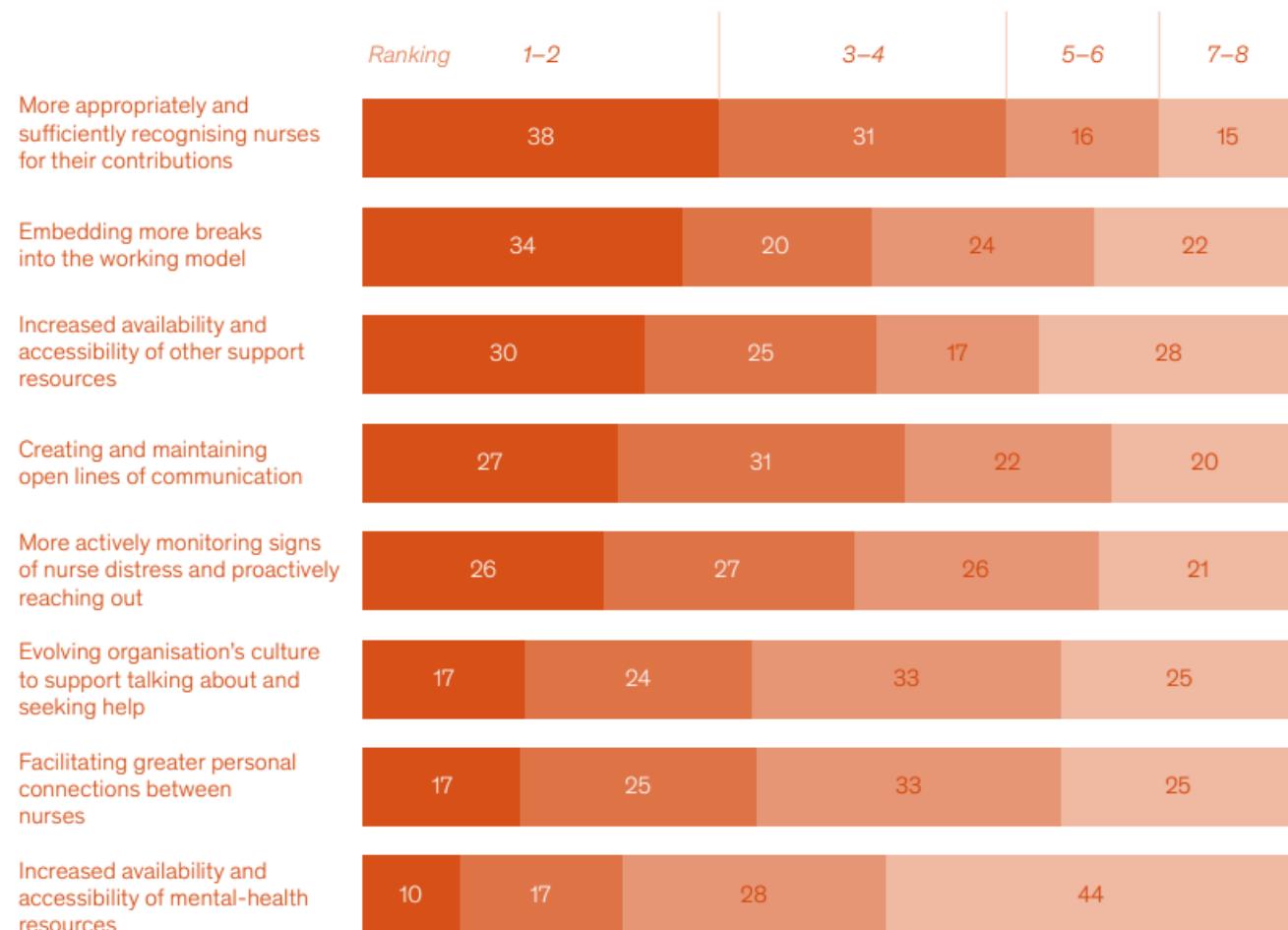
Perception of support initiatives' effectiveness

More recognition and built-in work breaks stand out as the most desired initiatives for supporting nurses' well-being

Caring and trusting colleagues were the primary driver of retention. The pandemic introduced many nurses to new ways of working that they found they prefer, although they also have concerns that they may lack the advanced clinical skills they need to be effective in their roles.

Nurses also value control over their schedules, ranking the three most important aspects of workplace flexibility as control over time off, working roster, and shift type

Perception of support initiatives' effectiveness,¹ % of respondents (n = 202²)



Nursing workforce supply and demand

Retention is the most powerful approach to address short-term supply challenges.

McKinsey encourages governments, industry groups., and employers to deploy three-pronged strategy – build, excite, and utilise to address the nursing workforce supply challenges.

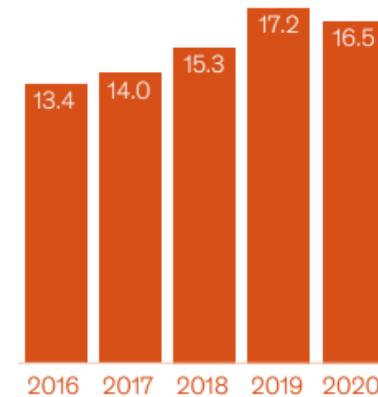
The most effective of the three strategies is to excite the workforce, giving nurses as many reasons to stay as possible. Retention is the most powerful lever to address the short-term supply gap

Building the workforce can create a positive feedback loop as increased and stable staffing levels facilitate many of the retention practices

Employers could consider the composition and capabilities of care teams to better utilise existing skill sets and qualifications

Retention is the most powerful approach to address short-term supply challenges.

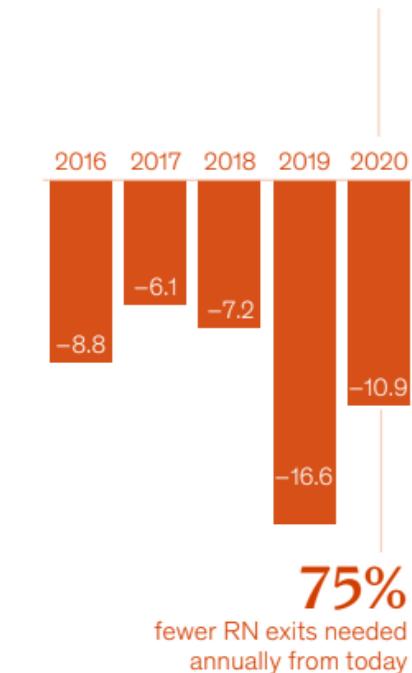
2016–20 award completions for registered nurses (RNs),¹ thousands



2016–21 primary skilled visas for registered nurses,² thousands



2017–20 nurse workforce exits,³ thousands



To reach goal of ~40,000 active registered nurses by 2025

3.5x
course commencements needed from next year

2.5x
primary skilled RN visas needed annually from today

SECTION 3

NURSE RECRUITMENT AGENCIES IN AUSTRALIA

1



Healthcare Australia

Overview: Australia's leading provider of recruitment, NDIS and Care services and Training. HCA connects healthcare professionals, organisations, and people to provide end-to-end healthcare solutions as needed.

Website: <http://www.healthcareaustralia.com.au/>

Company size: 501-1,000 employees

Headquarters: Sydney, NSW

Specialties: Agency nursing, Perm nursing, Locum doctors, Nursing, Midwifery, Aged care, Medical, Rural and remote, International resourcing, Training and development, Workforce solutions, Allied Health Professionals, Medical Imaging, Physiotherapy, Audiology, Perm Doctors, Support Workers, Home Care, Youth Workers, Disability Support Workers, Mental Health, Welfare Supports, NDIS Registered Provider, covid-19, emergency response, and acute.

2

The logo for You + Aus, featuring the text "YOU + AUS" in a bold, white, sans-serif font. The "+" sign is a plus sign, not a plus minus sign. The background is a solid dark teal color.

You and Aus

Overview: You+Aus (You and Aus) is Australia's largest family of boutique healthcare agencies. You+Aus supports both in recruitment and relocation of healthcare staff to Australia.

Website: <http://www.youandaus.com.au/>

Company size: 501 -1,000 employees

Headquarters: Fitzroy, VIC

Specialties: General nursing, aged care nursing. Midwifery, mental health nursing, ICU nursing, community nursing, theatre nursing, pediatric nursing, support workers, allied health – casual and permanent.

3



Alliance Nursing

Overview: National strength. Local focus. Alliance Nursing was born out of the passion of dedicated healthcare experts. Alliance Nursing offers a combined 140 years' collective experience and a national network right across Australia.

Website: <http://www.alliancenursing.com.au/>

Company size: 1,001-5,000 employees

Headquarters: Surry Hills, NSW

Specialties: Immunisation nurse, enrolled nurse, registered nurse, assistant in nursing, specialist registered nurse, aged care nurse, midwife

4



HealthStaff Recruitment

Overview: HealthStaff Recruitment has developed extensive expertise in both national and international recruitment of Registered Nurses, Midwives, Doctors and other Healthcare Professionals and specialised in placing health professionals in position in Australia and New Zealand.

Website: <https://www.healthstaffrecruitment.com.au/>

Company size: 11-50 employees

Headquarters: South Yarra, VIC

Specialties: Doctors, Midwives, General Practitioners, Registrars, Psychiatrists, Occupational Therapists, Dentists, Physiotherapists, Registered Nurses, Social Workers, and Aged Care Facility Managers

5



Bower Healthcare

Overview: A Sydney based nursing and community in-home support recruitment agency, Bower Healthcare provides specialist recruitment services within the health care and community sectors, throughout the Sydney metro area and further afield within NSW.

Website: <https://www.bowerhealthcare.com.au/>

Company size: 2-10 employees

Headquarters: Sydney, NSW

Specialties: General nursing, acute care nursing. Midwifery, mental health nursing, ICU nursing, community nursing, rural and remote healthcare, allied health

Digital healthcare recruitment platforms in Australia



UPAGED

Marketplace for healthcare workers

uPaged was born of an idea that there had to be a better way for great nurses to get great nursing jobs when they want; and for quality healthcare organisations to find quality nurses quickly. since then, uPaged has expanded across a range of healthcare workers

Giving healthcare workers freedom of choice with when, where and how they work, and control over their careers, on a platform that showcases their skills and expertise direct to the healthcare organisations that engage them

Helping healthcare organisations solve supply, quality, time and cost issues and eliminate labor-intensive sourcing and administrative burdens



ZONDA PEOPLE

Healthcare recruitment platform

Zonda People was founded in 2010. Since then, our business has grown to become a specialist in multiple industries, including Medical, Aged care, Allied Health and Business Support. We pride ourselves on our industry knowledge and vast candidate networks, ready to support our Clients.

At Zonda People we work alongside our clients as a trusted partner, developing a deep understanding of their business to help them achieve their goals. We know that every business is unique, just like every candidate. We take a tailored approach to find you the best candidate in market for your business.



GO HEADHUNT

Nursing recruitment platform

Goheadhunt is the future of headhunting. Candidates use the platform to create their profiles, attend a virtual interview and get on the job hunt. Employers use a search engine to find candidates, lookup their profile, watch their interviews and connect.

A digital marketplace designed to deliver a more robust and inclusive recruitment experience for both the candidate and employer, connecting them in a more effective and efficient way than traditional methods.



**NEW ZEALAND
TRADE & ENTERPRISE**
Te Taurapa Tūhono

Disclaimer: This document only contains general information and is not formal advice. The New Zealand Government and its associated agencies ('the New Zealand Government') do not endorse or warrant the accuracy, reliability or fitness for any purpose of any information provided. It is recommended that you seek independent advice on any matter related to the use of the information. In no event will the New Zealand Government be liable for any loss or damage whatsoever arising from the use of the information. While every effort is made to ensure the accuracy of the information contained herein, the New Zealand Government, its officers, employees and agents accept no liability for any errors or omissions or any opinion expressed, and no responsibility is accepted with respect to the standing of any firms, companies or individuals mentioned. Please understand that, although your specific needs may drive the direction of our research, our reports are prepared for NZ exporters generally and are likely to be shared with multiple exporters and/or published on myNZTE.