Registered Nurse
ANZSCO 2544

Queensland
June 2019

> **Current labour market rating: No shortage**
>
> Most surveyed vacancies were filled. The small number of unfilled vacancies were all located in regional Queensland.

Key research findings

- Surveyed employers recruiting for registered nurses worked across a range of specialisations and settings including public and private hospitals, aged care homes, not for profit centres and general practices.

- In 2019, 87% of registered nurse vacancies in Queensland were filled.

- All unfilled vacancies were located outside of the greater Brisbane region. A small number of employers also noted that they currently had registered nurse vacancies in remote areas of the state that they were unable to fill.

- Despite the relatively large number of qualified applicants per vacancy (an average of 12.6), few were considered suitable. There was an average of 1.5 suitable applicants per vacancy. Suitable applicant numbers were slightly lower (1.3 per vacancy) in regional Queensland compared with greater Brisbane (1.8 per vacancy).

- Almost all job advertisements required experience in the vacancy specialisation. The most common reason for unsuitability was lacking the required length and depth of experience in the specialisation, for example, emergency, or general practice nursing. This was particularly evident for clinical nurse vacancies.

- Other reasons for applicant unsuitability included a poor initial application (for example, failing to tailor the application to the requirements of the position), lacking a nursing degree or registration (such a nursing students who had not yet graduated) and not having a relevant post-graduate qualification.

Demand and supply

- Future demand for nurses is projected to be very strong. Modelling undertaken by the Department of Health in 2014, projected a large shortfall of nurses (85,000) in Australia by 2025.

2019 Survey Results[1]

87% of vacancies filled
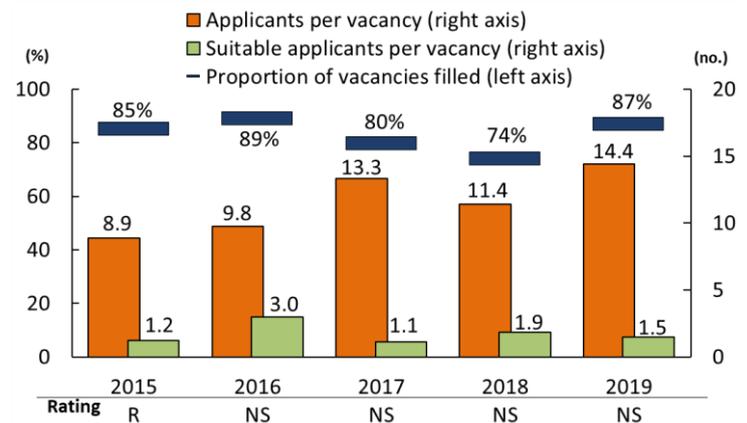
14.4 Applicants per vacancy

1.5 Suitable applicants per vacancy

12.6 Qualified applicants per vacancy

Figure 1: Survey results, Registered Nurses, 2015 to 2019

Key to ratings: R = Regional Shortage; NS = No shortage

- As at March 2019, there were 67,550 registered nurses (holding an AHPRA general registration) in Queensland. Internet vacancies for registered nurses in this state increased by 4% over the year, to a record high.

- The number of commencements and completions in university nursing courses rose strongly in Queensland over the year to 2017 (latest available data), up by 12% and 7% respectively.

- Graduate outcomes for nursing students, while still above average, have declined compared with five years ago. Around 79% of nursing students were employed full-time in 2018, down from 82% in 2013.

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[1] The methodology underpinning this research is outlined at Skill Shortage Research Methodology