



# Registered Nurse

## ANZSCO 2544

Western Australia  
June 2019

### Current labour market rating: No shortage

On average, surveyed employers attracted multiple suitable applicants to their positions and filled nearly three quarters of their roles.

### Key research findings

- Surveyed employers in metropolitan and regional areas experienced little difficulty attracting suitably qualified and experienced applicants to their roles.
  - Employers in the metropolitan area attracted an average of 2.2 suitable applicants per vacancy and filled 82 per cent of their vacancies.
  - Those in regional areas attracted an average of 3.2 suitable applicants per vacancy and filled 67 per cent of their roles.
- Employers sought experienced applicants with excellent communication and conflict resolution skills, and the ability to negotiate, problem solve and supervise junior staff.
- With the exception of employers seeking applicants for graduate roles, all employers required applicants with recent specialist experience.
  - This included appropriate levels of experience in hospitals providing emergency care, acute care, theatre and mental health nursing, or working in aged care and rehabilitation.
  - The experience sought also extended to providing nursing care in specific environments such as clinical trials, prisons and delivering education about chronic health conditions such as diabetes.
- All vacancies required a Bachelor or Master of Nursing and registration with the Nursing and Midwifery Board of Australia. A majority of applicants (91 per cent) were appropriately qualified.
  - Those without a qualification had typically not yet graduated or held a Diploma of Nursing.
  - Employers in the metropolitan and regional areas, respectively, found 88 per cent and 72 per cent of qualified applicants to be unsuitable.

### 2019 Survey Results<sup>1</sup>



74%  
of vacancies  
filled



16.3  
Applicants per  
vacancy



15.0  
Qualified  
applicants  
per vacancy



2.7  
Suitable  
applicants per  
vacancy

- A lack of relevant experience was the overwhelming reason qualified applicants were deemed unsuitable.
  - Employers advised that the specialist expertise required to operate effectively in areas such as emergency departments, mental health facilities and operating theatres and the limited time available to upskill inexperienced staff meant applicants who lacked this experience were deemed unsuitable for these roles.
  - Other reasons applicants were commonly found unsuitable were generic applications and poor performance at interview.
- A lack of applicants holding relevant experience was the main reason some employers were unable to fill their vacancies.

### Demand and supply

- The number of online vacancies for registered nurses has remained broadly steady over the past 12 months.
- Both commencements and completions of students undertaking undergraduate courses for initial nursing registration in Western Australia are at their highest levels in over a decade.
- Data show there were 30,290 registered nurses holding general registration in Western Australia at March 2019, a 2.5 per cent increase on a year ago.

<sup>1</sup> The methodology underpinning this research is outlined at [Skill Shortage Research Methodology](#)

Additional Data Sources: Department of Employment, Skills, Small and Family Business, Internet Vacancy Index, May 2019; Department of Education, Higher Education Student Statistics Data Cube, 2017, domestic students; [Nursing and Midwifery Board of Australia, Statistics - March 2019](#)