



# Registered Nurses ANZSCO 2544

Victoria  
May 2019

## Current labour market rating: Metropolitan recruitment difficulty (mental health) and regional shortage

Most metropolitan employers were able to fill vacancies except in mental health settings. Regional employers attracted few suitable applicants resulting in a lower fill rate.

### Key research findings

- Employers filled 71 per cent of vacancies from averages of 6.0 qualified applicants and 1.0 suitable applicants per vacancy.
- Metropolitan employers filled 81 per cent of vacancies from averages of 8.1 qualified applicants and 1.2 suitable applicants per vacancy.
  - Employers seeking mental health registered nurses in Melbourne filled half of their vacancies, with an average of 0.5 suitable applicants per vacancy.
- Regional employers filled 54 per cent of vacancies. On average, they received 2.4 qualified and 0.6 suitable applicants per vacancy.
  - Unfilled vacancies in regional Victoria were not limited to any location or specialisation.
  - Approximately one-third of surveyed regional employers did not receive any suitable applicants.
- Vacancies were surveyed across a broad range of specialisations.
- Employers primarily considered applicants unsuitable due to a lack of experience, particularly in specific settings or similar roles.

### Demand and supply

- Demand and supply for registered nurses continues to grow in line with population growth and ageing.
- Recent amendments to the Victorian Government Safe Patient Care Act 2015, effective March 2019, contribute towards the increased demand for this occupation.
  - These changes introduce or increase the nurse to patient ratios in some public hospital wards. It is expected an additional 600 equivalent full-time nurses and midwives will be employed in Victorian public hospitals to meet the new requirements.

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

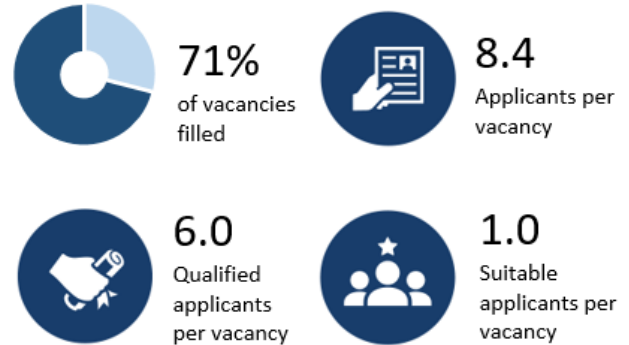
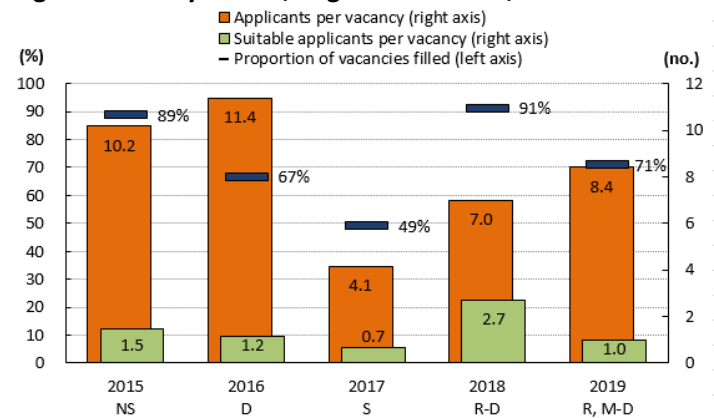


Figure 1: Survey results, Registered Nurses, 2015 to 2019



Key to ratings: NS = No shortage; D = Recruitment difficulty; S = Shortage; R-D = Regional recruitment difficulty; RS = Regional shortage; M-D = Metropolitan recruitment difficulty

- Internet vacancies for registered nurses in Victoria increased by 6.6 per cent over the year to May 2019 and increased by an average of 13.3 per cent annually over five years to May 2019.
- The number of practicing registered nurses increased by 4.8 per cent over 12 months and by an average of 3.2 per cent annually over five years.
- In 2017, 4419 students commenced and 2054 completed nursing bachelor degrees. Over five years from 2013, there have been an average of 1876 graduates per year.
- In May 2019, the Victorian Government announced a \$50 million Nursing and Midwifery Workforce Development Fund to address current and future workforce challenges. One-fifth of the fund will focus on supporting the rural and regional nursing workforce.

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

Additional Data Sources: Department of Education and Training, Higher Education Student Data Collection customised tables; Department of Employment, Skills, Small and Family Business, Internet Vacancy Index, May 2019; Nursing and Midwifery Board of Australia, Registrant Data March 2014 to March 2019; Victorian Government Department of Health & Human Services, Health Workforce - Nursing and Midwifery.