

# Workforce research



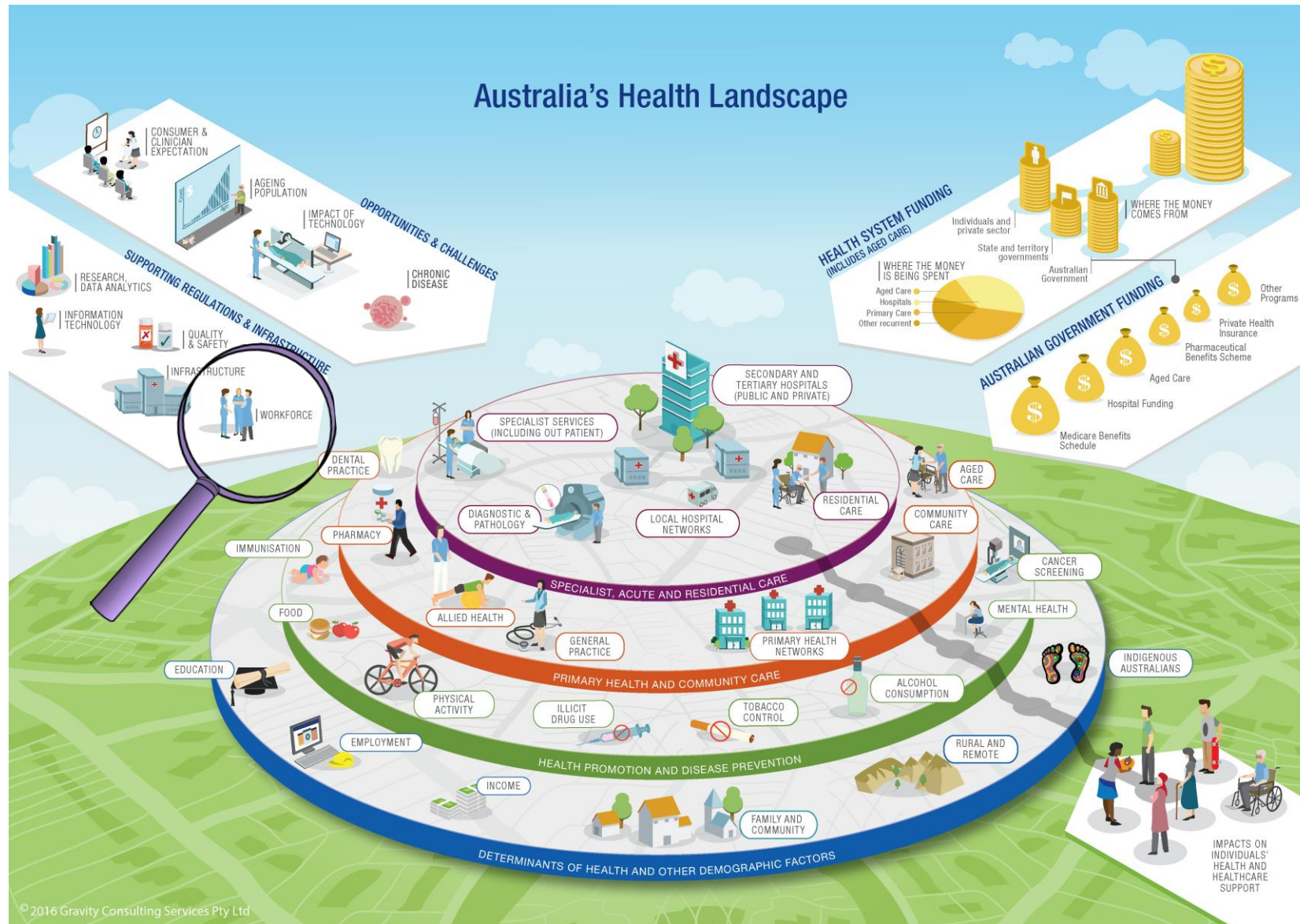
## a window on the power within



**Image References:**

Central image: [Program - TNMSA 2021](#), Tasnms.com.au

Window frame: [This Photo](#) by Unknown Author is licensed under [CC BY](#)



**Image References:**  
 Australian Government Department of Health 2018, *Australia's health landscape infographic*,

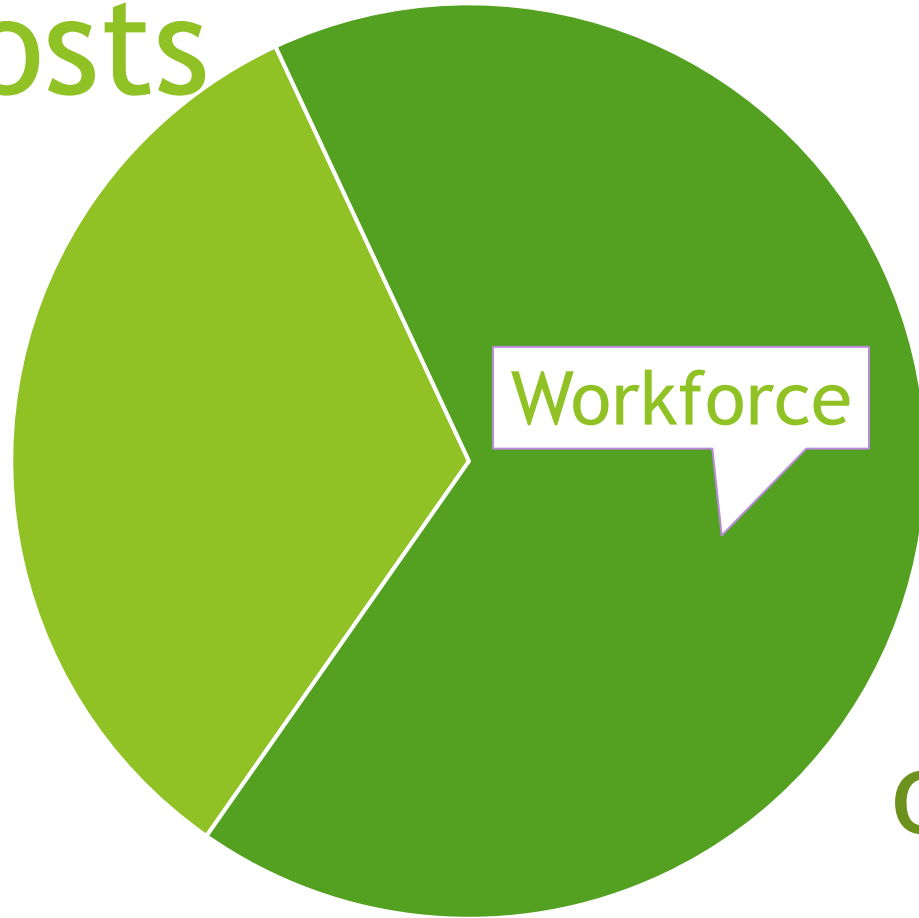
**A UNIVERSAL TRUTH:  
NO HEALTH WITHOUT  
A WORKFORCE**



**Image References:**

'WHO | A Universal Truth: No Health Without a Workforce' 2014, *Who.int*

Costs



Workforce

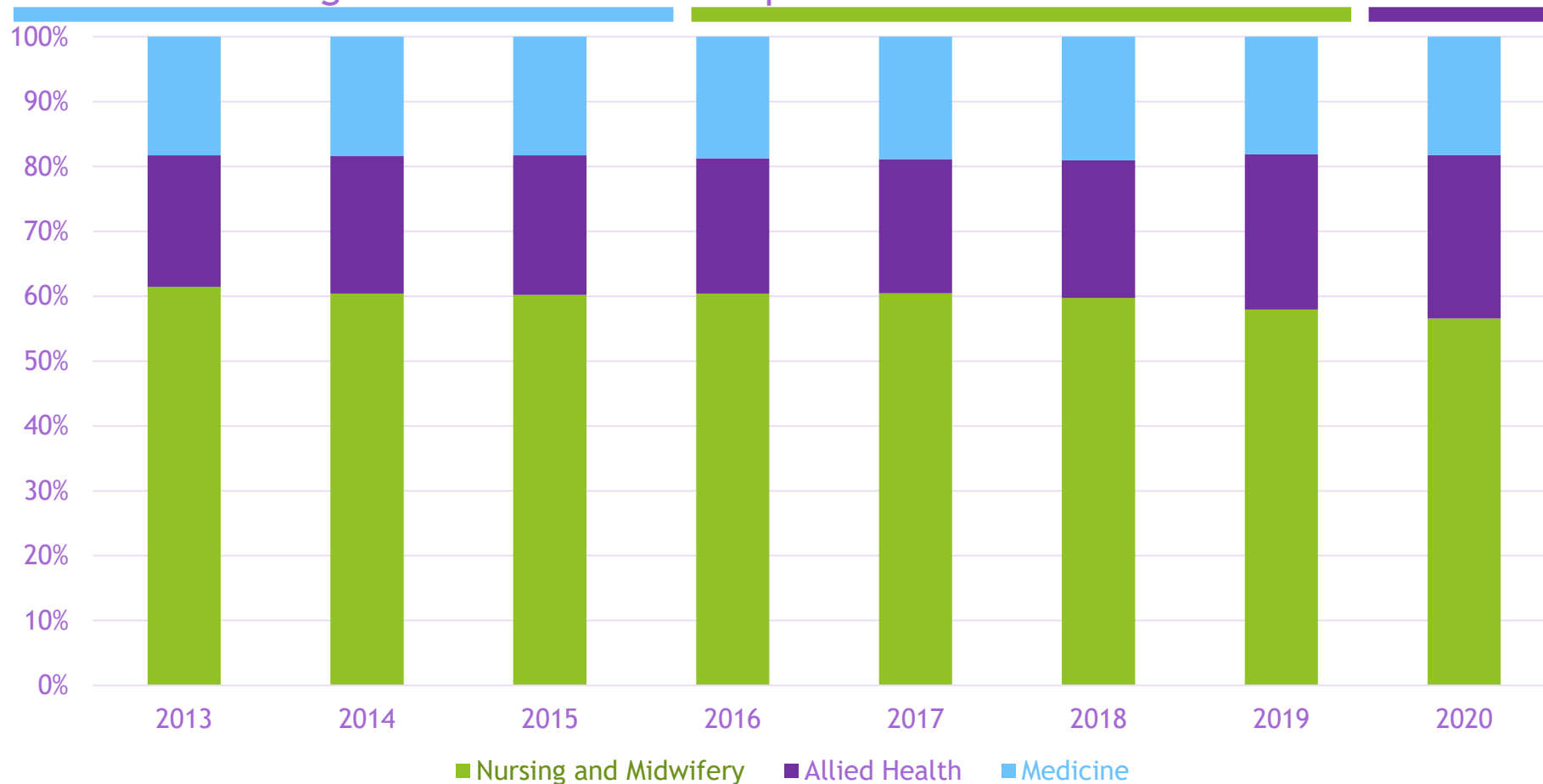
about 2/3

of health costs

**References:**

Australian Government - Health Workforce Australia 2014, *Australia's Future Health Workforce – Doctors report*, Health Workforce Australia, Adelaide, SA

## Registered Profession Groups % of Health Workforce FTE



Nursing and midwifery FTE: 57% of Registered Health Profession FTE in Tasmania  
52% of Registered Health Profession FTE in Australia

### References:

*Health Workforce Data - Datasets 2021*, Australian Government Department of Health, Health.gov.au  
Creative Commons Online pictures







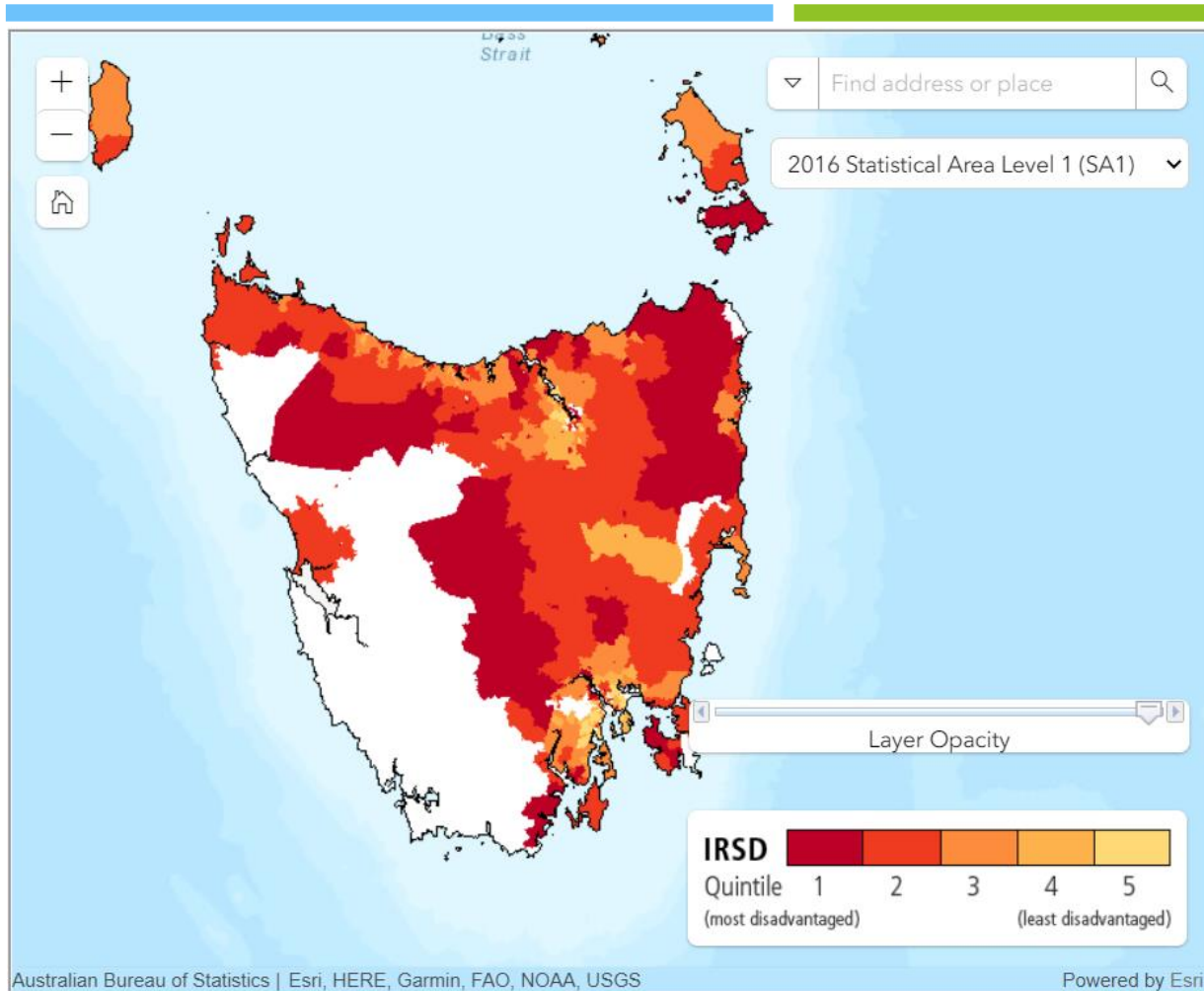
*The only constant is  
change*

Paraphrased from *Heraclitus*

(c. 540 BCE - c.480 BCE)

**References:**

*Heraclitus* / *Biography, Philosophy, Logos, Fire, & Facts* / *Britannica* 2021, *Encyclopædia Britannica*



Tasmania is the oldest and fastest ageing State.

The 85+ age group is the fastest growing, driving service utilisation and demand.

Tasmania also has higher proportions of the population who are disadvantaged (than the national average). This contributes to demand for services.

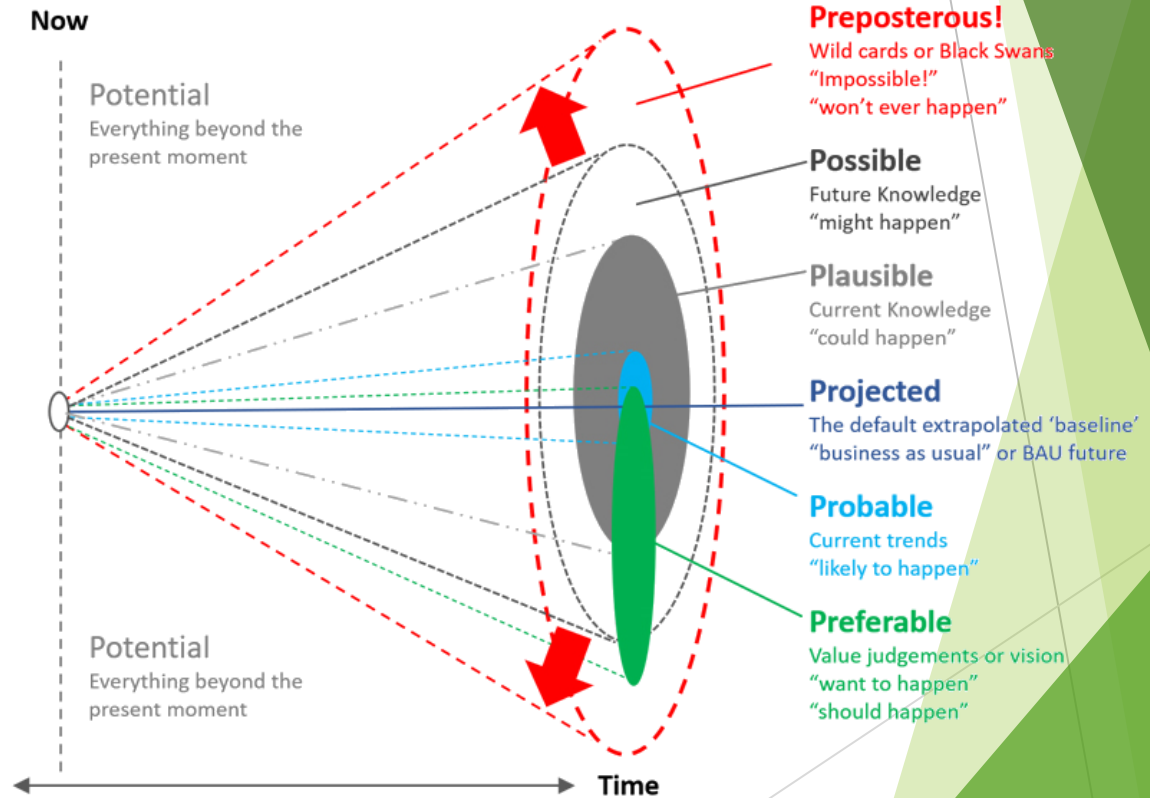
**References:**

[Council of the Ageing, Tasmania 2020 \*Tasmania's Ageing Profile Part I\*](#)  
 Australian Government 2021, Services Australia - Statistics - [Medicare Item Reports by Patient Demographics](#), Humanservices.gov.au  
 Australian Government - Australian Bureau of Statistics 2020, [Regional internal migration estimates, provisional, September 2020](#), Statistics - People - Population  
 Australian Government - Australian Bureau of Statistics 2018, [Socio-Economic Indexes for Areas \(SEIFA\) 2016](#), Statistics - Census 20133.0.55.001 Census of Population and Housing - Socio-economic Indices  
 Australian Government - Australian Bureau of Statistics 2020, [Life tables, 2017 - 2019](#), Statistics - People - Population. Australian Bureau of Statistics  
 Australian Government - Australian Bureau of Statistics 2021, [Census Time Series 2016, 2011, 2006: People - People and Communities - Disability - T14 Core Activity Need for Assistance](#), ABS.StatBeta  
 Australian Government - Australia Bureau of Statistics 2018, [4364.0.55.001 - National Health Survey: First Results, 2017-18](#)  
 Tasmanian Government - Department of Health 2019, [The State of Public Health Tasmania 2018](#), Public Health

# Where are we now?



# Where are we going?



Adapted from Voros (2003, 2017), based on Hancock & Bezold's original cone





# HEALTH WORKFORCE 2040

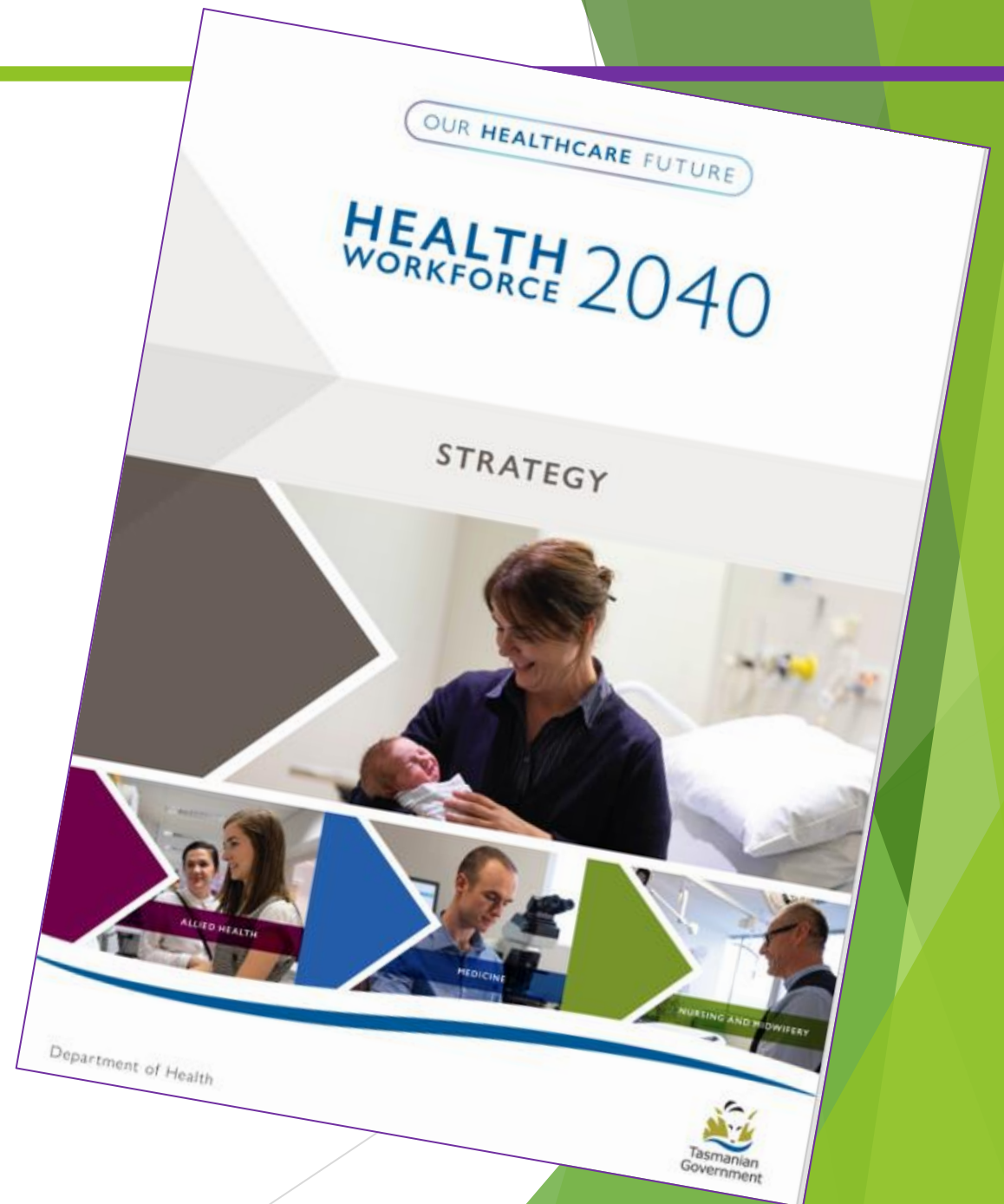
## KEY FINDINGS

- ▶ Our health workforce is **comparable in size** per capita to other jurisdictions, however, ongoing challenges exist in ensuring regional and rural areas have a sustainable workforce and in recruiting and retaining health professionals in some professions
- ▶ Professions identified as the **highest priority for planning**: Occupational therapists, dermatologists, intensive care specialists, cardiologists, endocrinologists, infectious disease physicians, neurologists, rehabilitation physicians, general surgeons, oral & max surgeons
- ▶ An urgent and ongoing commitment is needed to progress **innovative & effective** workforce models
- ▶ An ongoing focus on supporting **generalist** careers is required
- ▶ **Education & training** are important in addressing geographic distribution supply of professional or specialty areas of practice
- ▶ **Aboriginal employment** in the health workforce is too low
- ▶ The **culture** in healthcare organisations needs improving to support the wellbeing and work of health professionals.



# Focus areas

1. Shaping the health workforce
2. Education and training
3. Fostering innovation
4. Enhancing culture and wellbeing
5. Recruitment and effective working arrangements
6. Planning





# ACTIONS

## 1. Shaping the health workforce

In 2040, Tasmania's health workforce will be better aligned with the needs of the community, with an appropriate mix of generalist and specialist services and a fair distribution of the workforce in the North West.



Focus area 1   Focus area 2   Focus area 3   Focus area 4   Focus area 5   Focus area 6

#	Action	Next step	Lead
1.05	Grow professional development opportunities and specialist capability for health professionals working in rural and remote services.	Develop nursing scholarships and leadership programs targeted at rural and remote health professionals.	OCNM

## 2. Education and training

In 2040, education and training will be aligned with identified workforce priorities and career pathways. The health workforce will be supported with training and education at all stages of their career and will engage in lifelong learning.



Focus area 1   Focus area 2   Focus area 3   Focus area 4   Focus area 5   Focus area 6

#	Action	Next step	Lead
2.03	Develop a statewide supervised practice framework for nurses and midwives returning to practice or seeking to change their context of practice.	Launch a refresher program to attract nurses with a focus on areas of workforce need.	OCNM

## 3. Fostering innovation

In 2040, Tasmania will embrace new and innovative health workforce roles and models to respond to the changing needs of communities. The health workforce will be confidently using technology to drive innovation and harnessing the benefits to support health service delivery and quality.



Focus area 1   Focus area 2   Focus area 3   Focus area 4   Focus area 5   Focus area 6

#	Action	Next step	Lead
3.02	Establish service models that enable health professionals to work to their full scope of practice.	Develop an advanced practice framework to support emerging models of care for nurses and midwives working in rural and remote services across the acute and community service interface.	OCNM
3.03	Grow the current enrolled nurse workforce to achieve the agreed industrial level of 25 per cent where clinically appropriate.	Develop an enrolled nurse workforce strategy.	OCNM
3.04	Grow midwifery continuity of care models that support improved access to midwifery outreach services and greater integration of General Practice.	Evaluate current models of care and access. Strengthen workforce recruitment to this model of care. Evaluate access to shared-care GP models.	OCNM OCNM OCNM

## 4. Enhancing culture & wellbeing

In 2040, the Tasmanian public health sector will be a workplace of choice. A collaborative statewide working environment will celebrate success and encourage positive risk taking and sharing of learning. Health leaders will drive a culture of high quality, safe, person centered service delivery. Promoting and supporting the health and wellbeing of the health workforce will be a priority.



Focus area 1   Focus area 2   Focus area 3   Focus area 4   Focus area 5   Focus area 6

#	Action	Next step	Lead
4.01	Develop a better understanding of people's workplace experience in the Department of Health – including bullying and discrimination – and use outcomes as a basis for improvement in workplace culture.	Review current staff feedback tools and results to determine if they adequately capture the experiences within and culture of the workplace.	HR
4.07	Develop leadership capability by: <ul style="list-style-type: none"> <li>identifying clinical leaders across health professional groups</li> <li>establishing strong mentoring programs</li> <li>increasing female representation in leadership roles.</li> </ul>	Develop a nursing and midwifery leadership strategy that builds capability and capacity across the professional career spectrum through targeted leadership programs.	OCNM
		Develop education and training that supports succession planning for Nurse and Midwife Unit Managers and capability development around workforce management and workforce planning.	OCNM

## 5. Recruitment & effective working arrangements

In 2040, Tasmania's public health workforce will be supported by a framework for employment that is fit for purpose, with efficient and effective recruitment processes. The Tasmanian public health sector will be a workplace of choice.



Focus area 1   Focus area 2   Focus area 3   Focus area 4   Focus area 5   Focus area 6

#	Action	Next step	Lead
5.02	Support clinical leaders to recruit efficiently and effectively.	Establish HR administration roles across the state to streamline nursing and midwifery recruitment.	HR
5.03	Align employment arrangements with training requirements of medical specialist trainees.	Review the current links between training programs and employment practices.	HR, CQRA
5.05	Partner with the private sector and educational institutions for shared recruitment and employment strategies.	Develop an agreed approach to conjoint appointments with the University of Tasmania.	TEW
5.06	Improve the current structure and content of industrial instruments for simplicity, clarity, and ease of use.	Work with SSMO on behalf of the Head of State Service to gain support for reform of the industrial instruments.	HR
5.07	Reform the employment framework to meet demand most efficiently for services and facilitate the development of innovative health workforce models.	Where possible, increase authority to influence structure and content of instruments on an ongoing basis. Assign resources to develop reform options for employment framework elements such as Employment Directions, Policies, Practices, and Standards, and Regulation.	HR

## 6. Planning

In 2040, Tasmania's public health sector will have accurate workforce data to inform evidence-based decision and policy making and to provide more effective and efficient procedures.



Focus area 1   Focus area 2   Focus area 3   Focus area 4   Focus area 5   Focus area 6

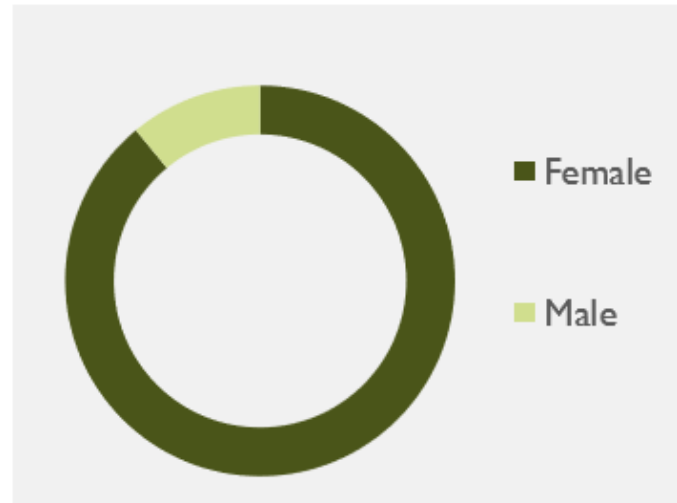
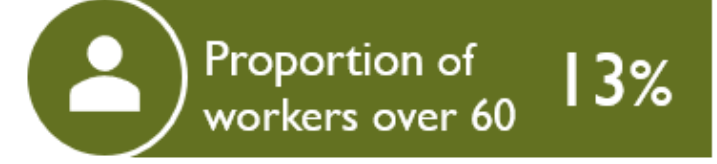
#	Action	Next step	Lead
6.01	Develop system capability to automate data extraction from the National Health Workforce Data Set (NHWDS).	Review existing health data extraction tools. Develop a business case to support the implementation of a system to enable automated data extraction from the NHWDS.	CQRA CQRA
6.05	Support statewide operational workforce planning.	Engage with operational areas identified in <i>Health Workforce 2040</i> as a priority for planning. Develop a program of work and support materials to support business units to undertake workforce analysis.	HWPU HR

# Nurses and midwives, Tas 2019

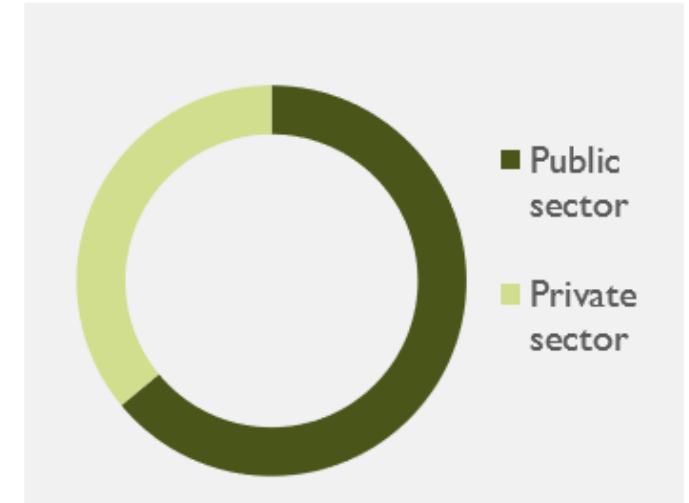
includes public and private sectors, registered professions



FTE per 100,000 population



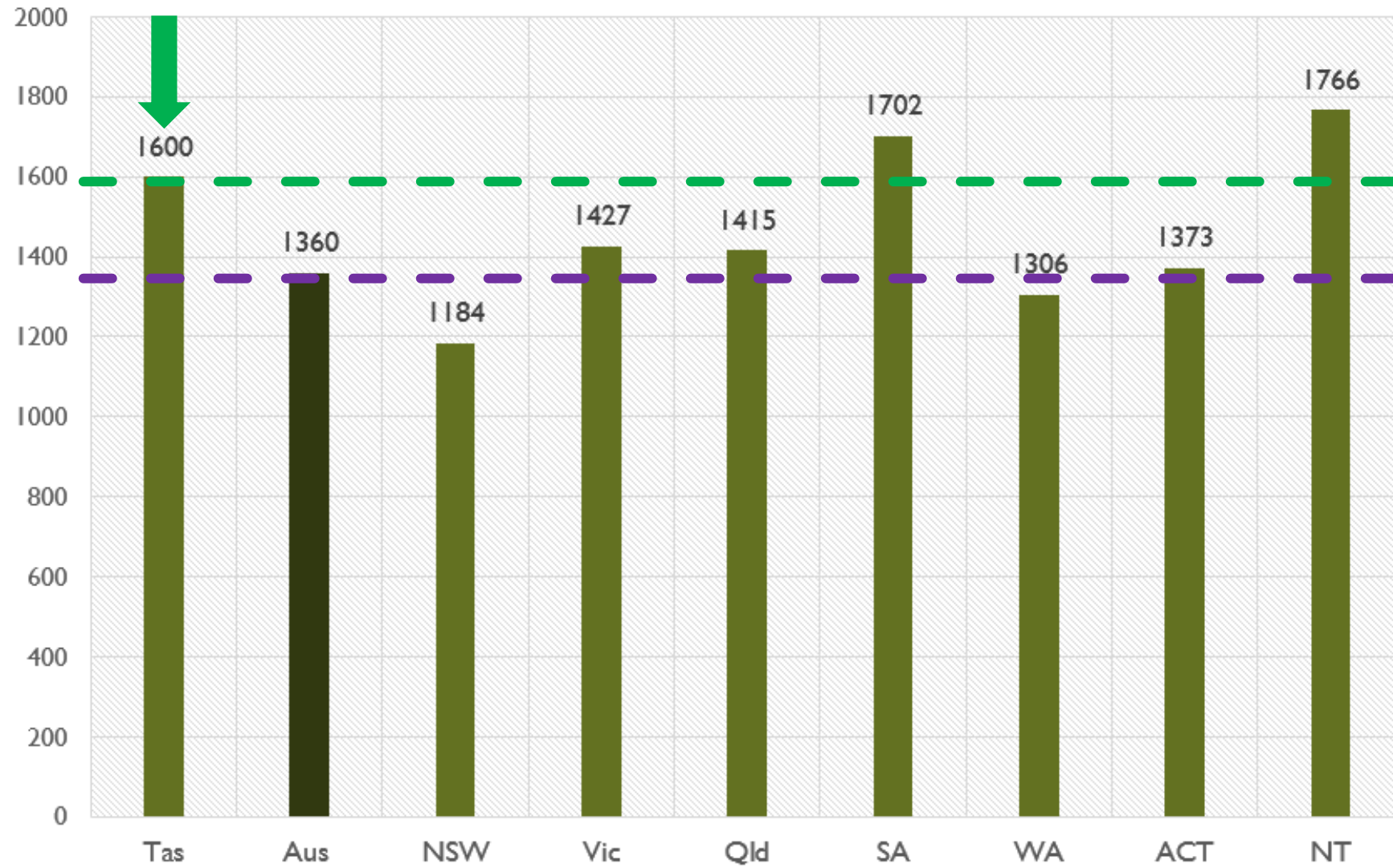
Gender



Proportion of public and private sector hours

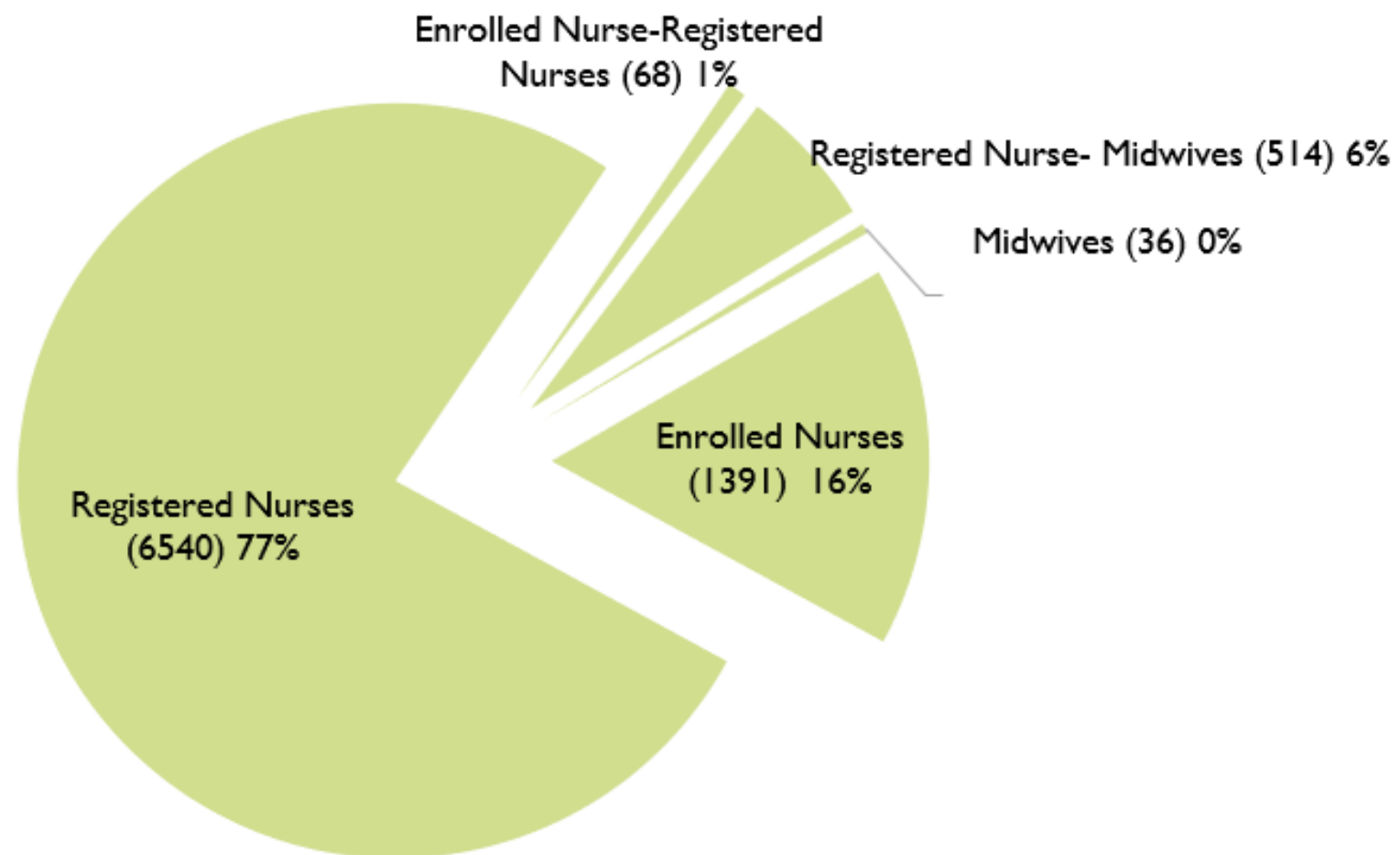


**Figure 3 Nurses and midwife (headcount) per 100,000 population, Tas, Aus and jurisdictions, 2019**



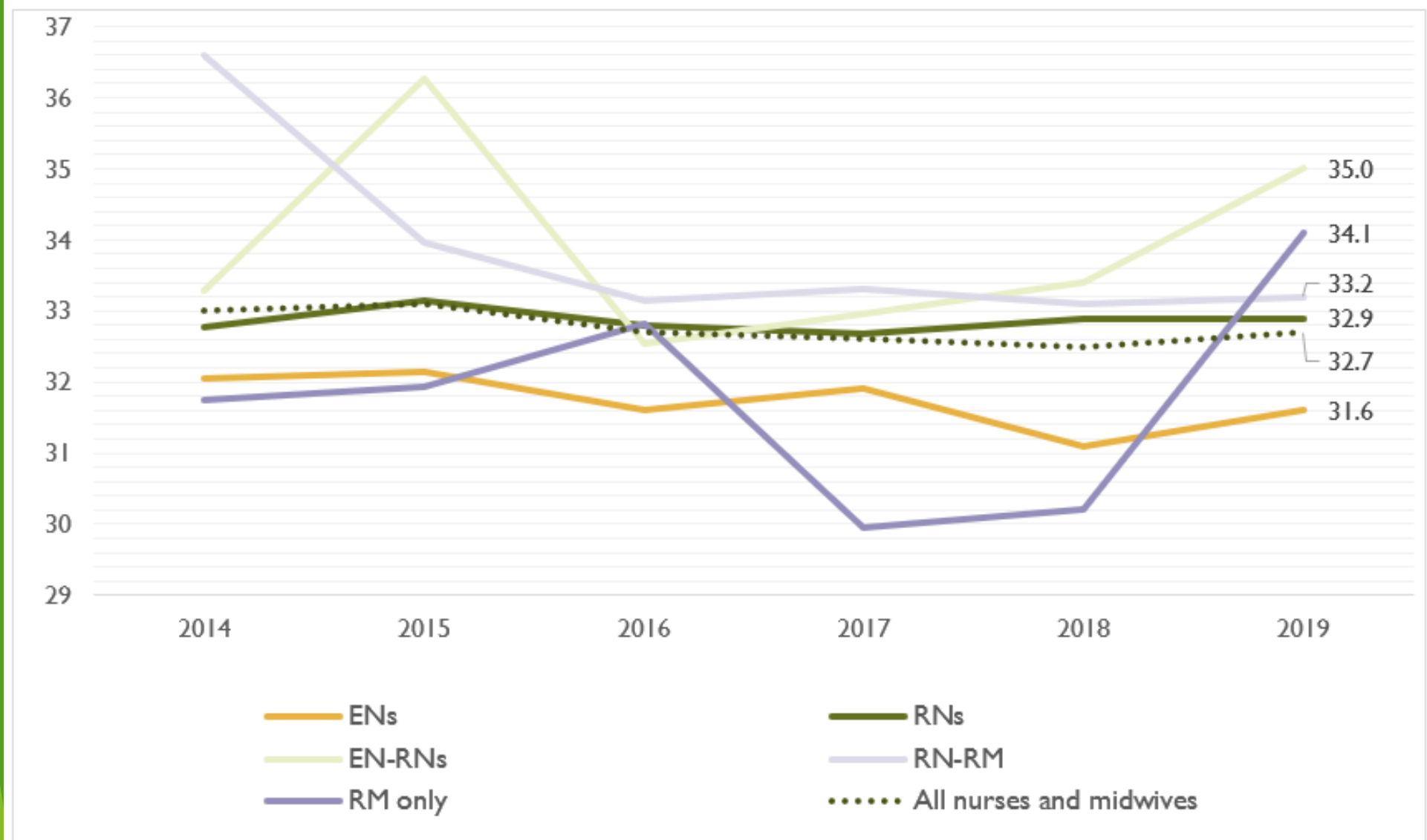
Sources: National Health Workforce Data Set including Tasmanian Unit Record Data (2019)

**Figure 4 Nurse and midwife headcount by registration division, Tas 2019**



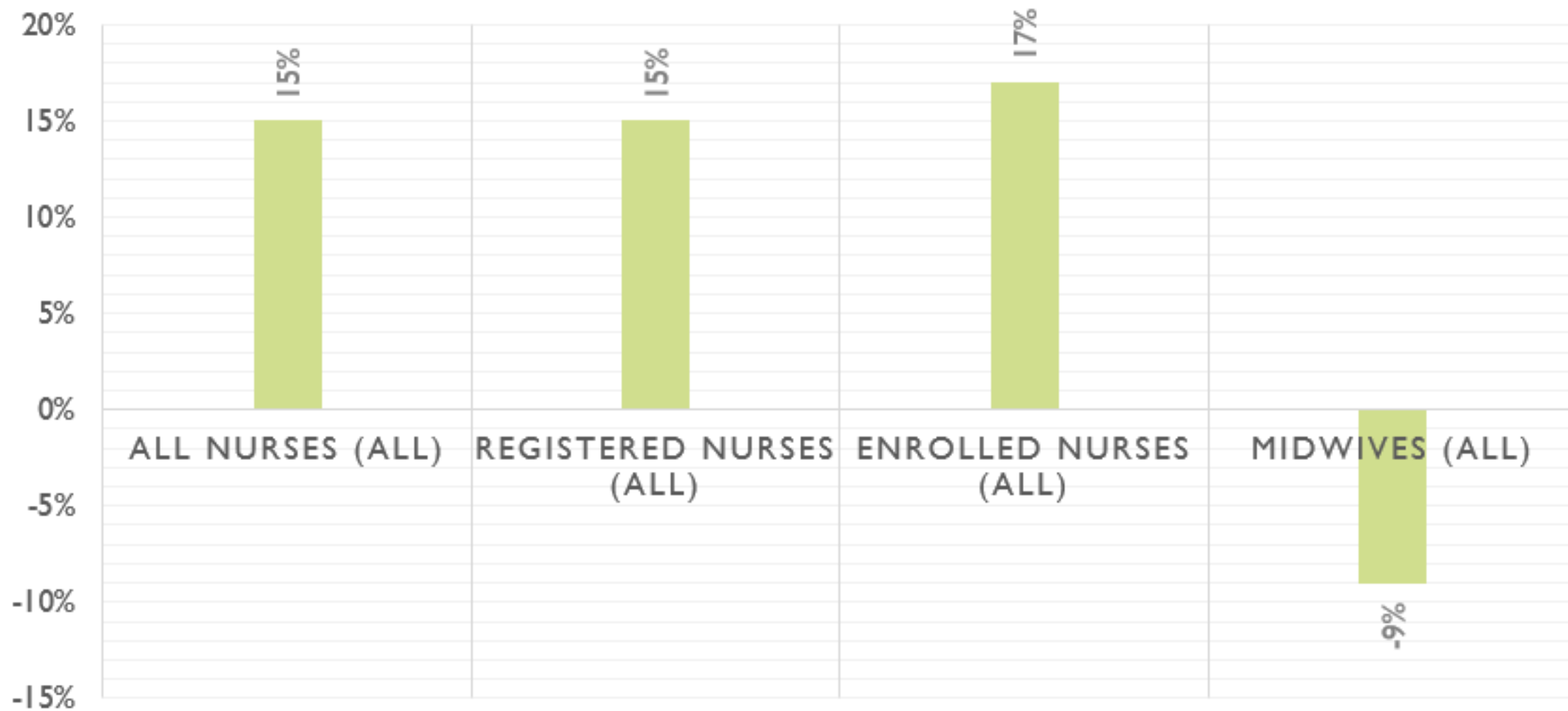
Source: National Health Workforce Data Set - Tasmanian Unit Record Data (2019)

**Figure 5 Average weekly hours worked by registration division, Tas 2014-19**



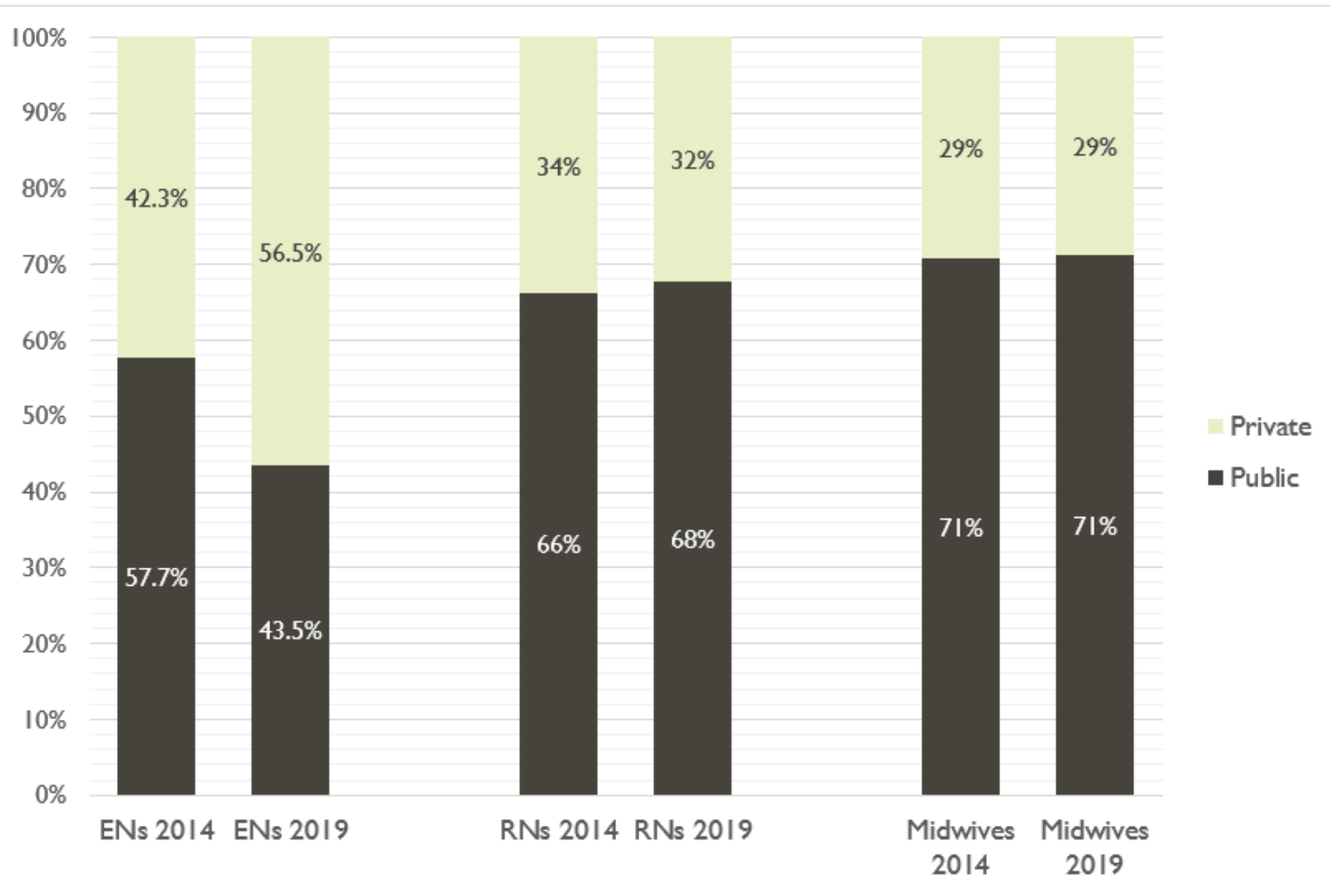
Source: National Health Workforce Data Set including Tasmanian Unit Record Data (2019)

**Figure 6 Growth of nursing and midwifery FTE, Tas 2014-19**



Source: National Health Workforce Data Set including Tasmanian Unit Record Data (2019)

**Figure 7 Proportion of clinical hours worked x sector x registration division, Tas 2014 & 2019**



Source: National Health Workforce Data Set including Tasmanian Unit Record Data (2019)



**Figure 8 Nurse and midwife (headcount) per 100,000 population by region, 2019**



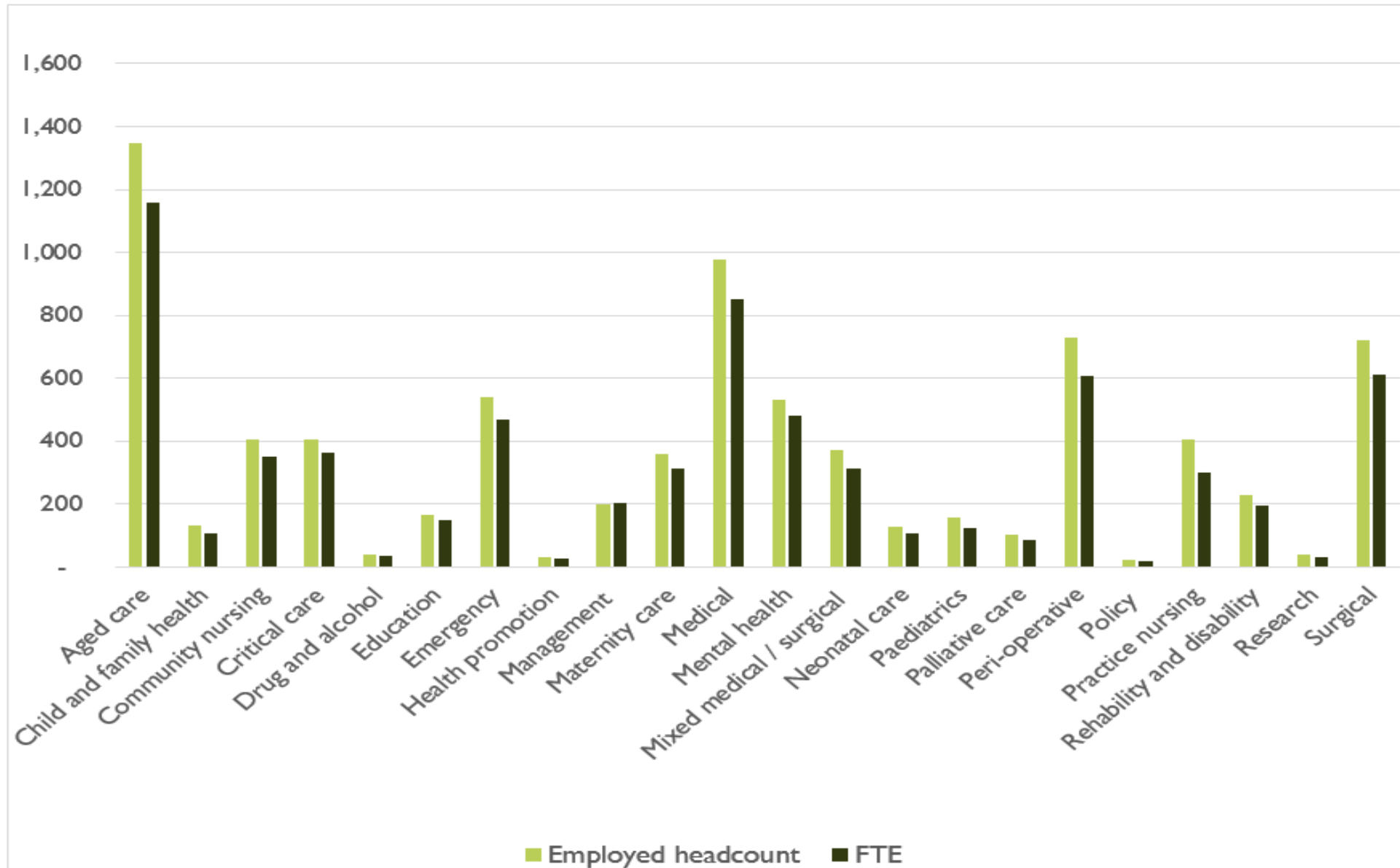
Source: National Health Workforce Data Set including Tasmanian Unit Record Data (2019), ABS population data cat. 3235.0 (2019)

**Figure 9 Nurse and midwife (FTE) per 100,000 population by region, 2019**



Source: National Health Workforce Data Set including Tasmanian Unit Record Data (2019), ABS population data cat. 3235.0 (2019)

**Figure 10 Headcount and FTE of nurses and midwives by practice area, Tas 2019**



Source: National Health Workforce Data Set including Tasmanian Unit Record Data (2019)

**Figure 11 Nursing and midwifery divisions, areas of practice with workforce indicators, Tas 2019**

Profession or area of practice	Over 60 years	Training in Tas	FTE per 100,000 population				Workforce size
			Tas	South	North	North West	
All Enrolled Nurses	13%	Yes	228.6	211.9	257.7	230.7	1461
All Registered Nurses	13%	Yes	1155.3	1193.9	1264.8	917.8	7124
All Midwives	14%	Yes	90.4	90.8	103.0	73.1	552
Nurse Practitioners*	7%	No	8.3	8.8	8.8	6.5	41
<i>Area of practice:</i>							
Aged care nurses	18%	Yes	216.9	201.2	241.2	223.0	1348
Critical care nurses	9%	Yes	68.0	78.9	70.5	38.1	404
Emergency nurses	6%	Yes	87.4	73.8	96.2	108.9	538
Mental health nurses	23%	Yes	90.0	114.3	62.4	67.5	532
Peri-operative nurses	12%	Yes	113.3	132.8	104.9	77.1	729
Practice nurses	16%	Yes	56.4	54.0	59.1	58.5	406

**Key to shading**

(Proportion of workforce) over 60 years	0-10%	11-24%	25% plus
Entry-level training available in Tasmania	Yes		No
FTE of professionals per 100,000 population compared to Aus	At or above	Below	Significantly below (by 25% or more)
Workforce size (using headcount)	More than 10		10 or fewer

**Figure 12 Australian nursing and midwifery education pathways in 2019**

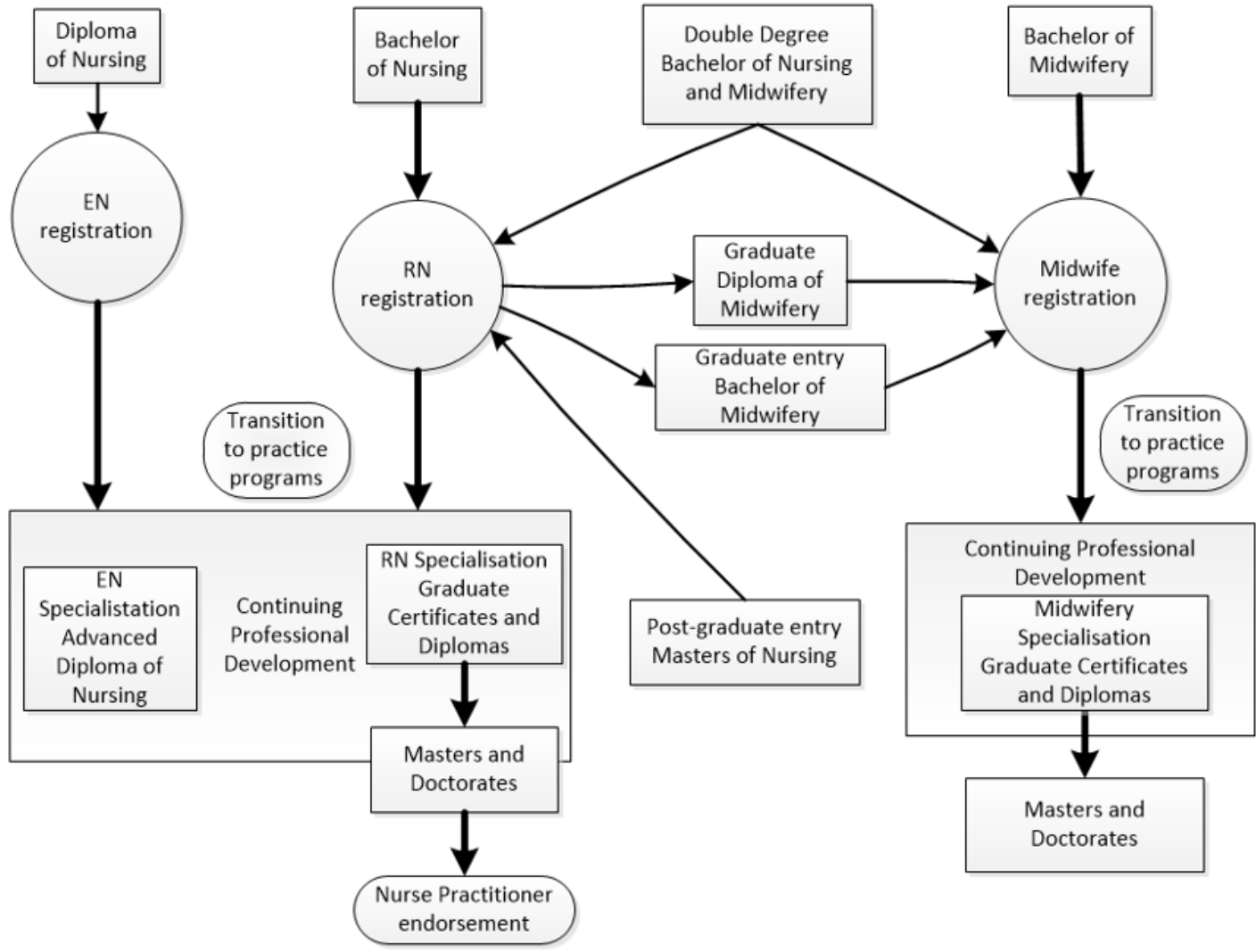
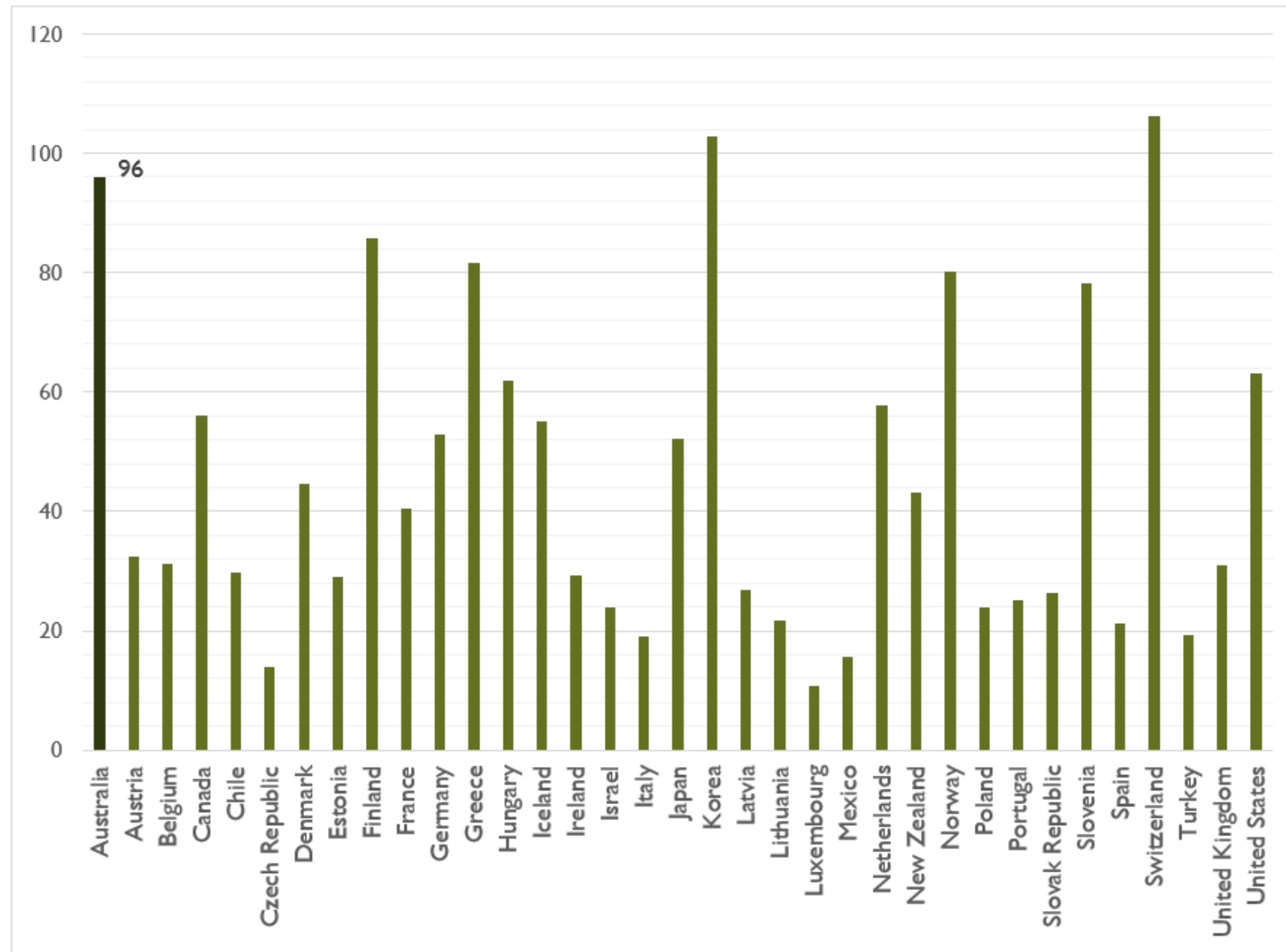


Figure 13

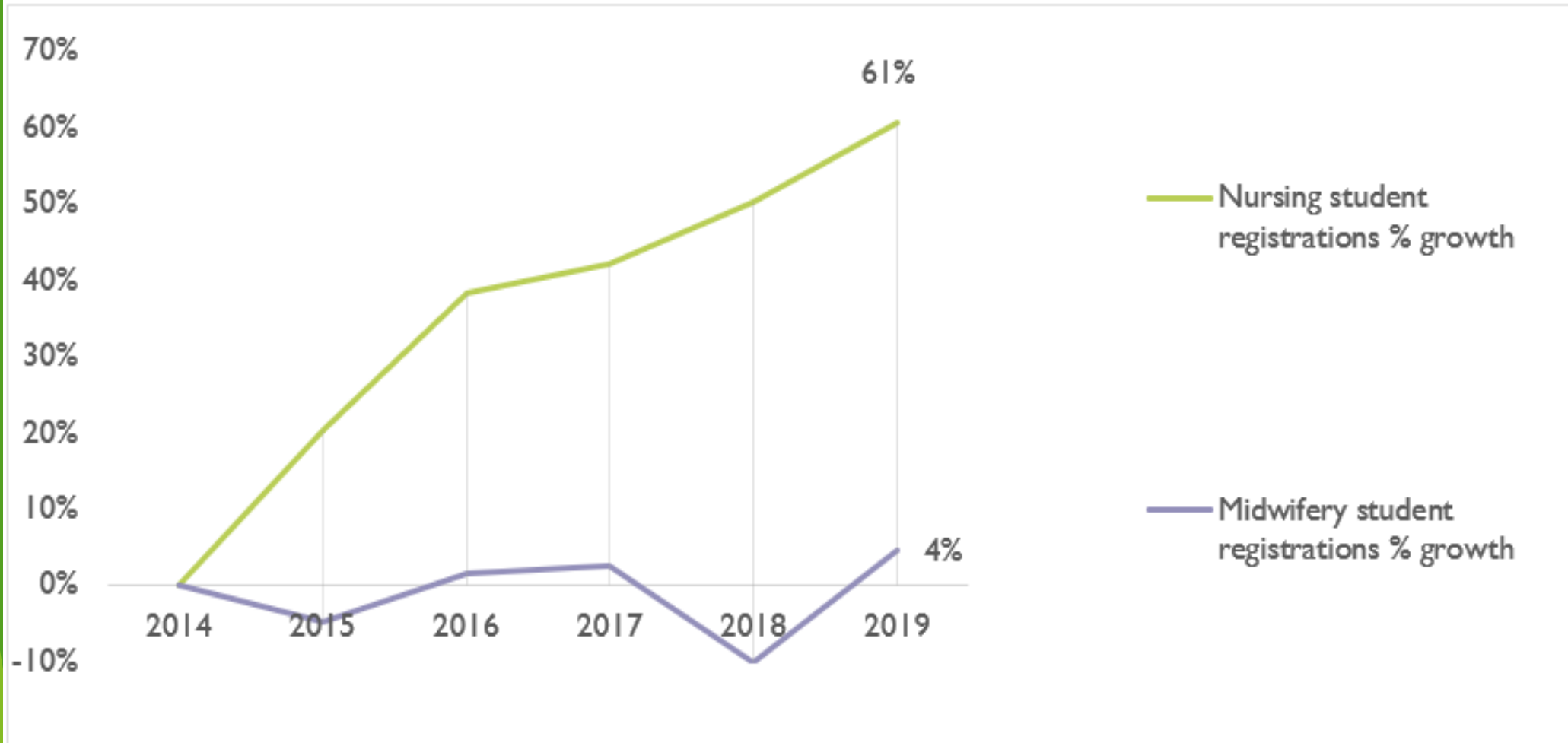
Enrolled + Registered Nursing graduates/ 100,000 population OECD countries, 2019/latest data



Source: [OECD Health resources: Nursing graduates 2019](#) or most recent data

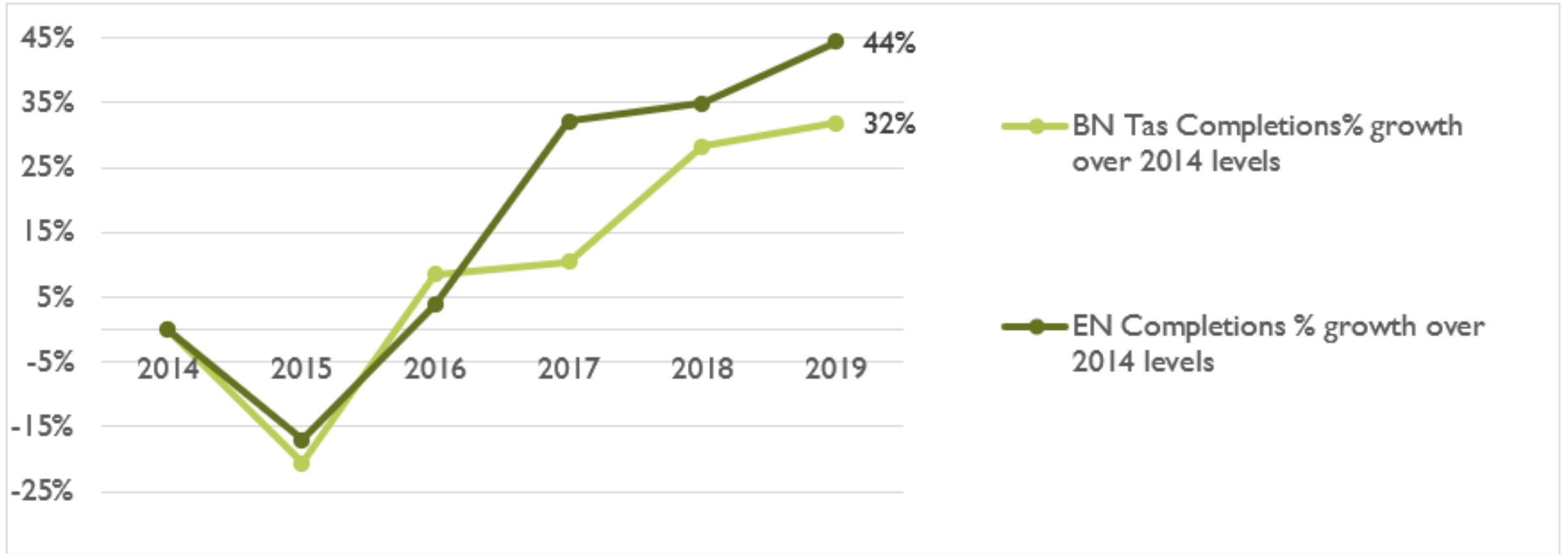


**Figure 14 Nursing and midwifery student registration growth, Aus 2014-2019**



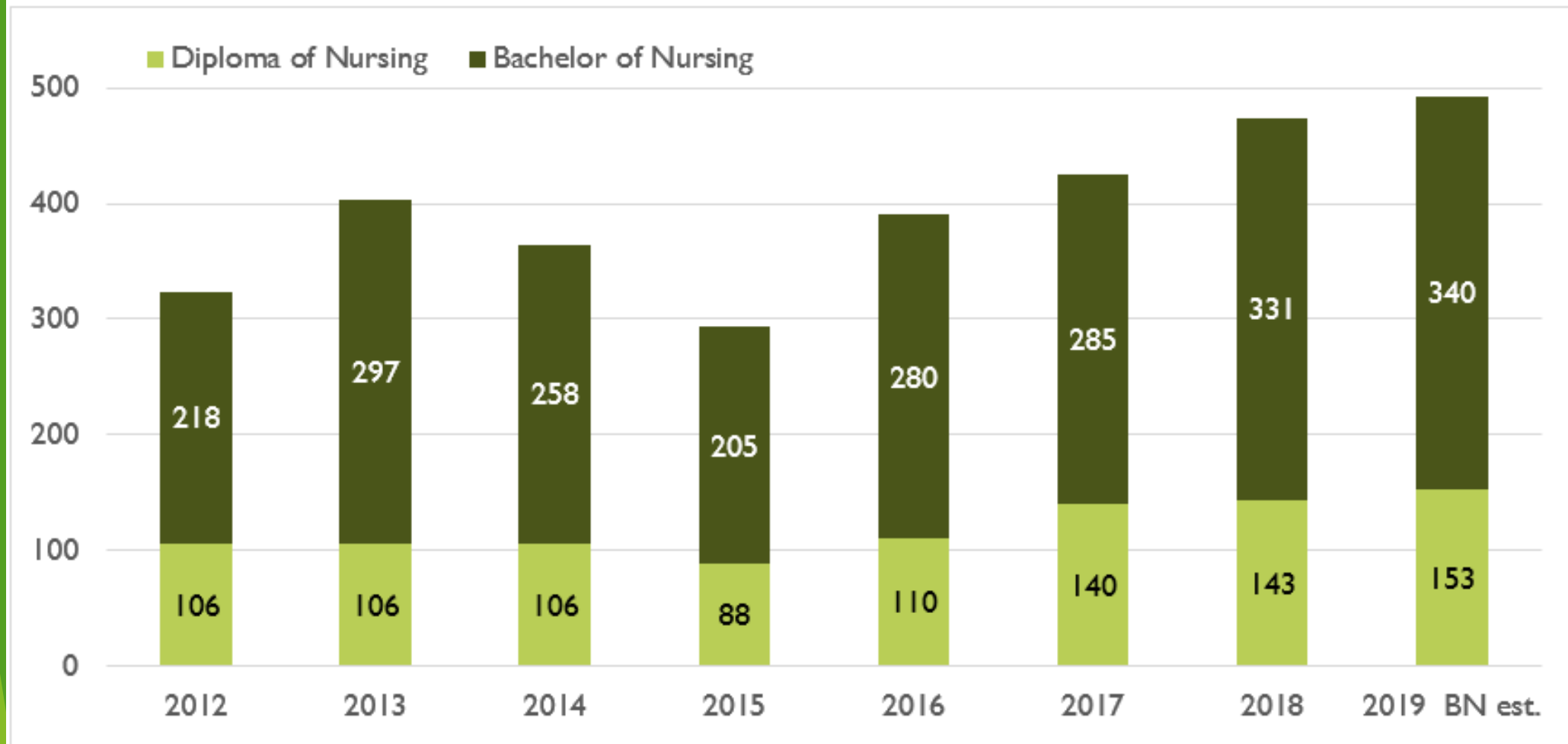
Source: AHPRA Annual Reports

**Figure 15 Enrolled and Bachelor of Nursing graduates, Tas 2014-2019**



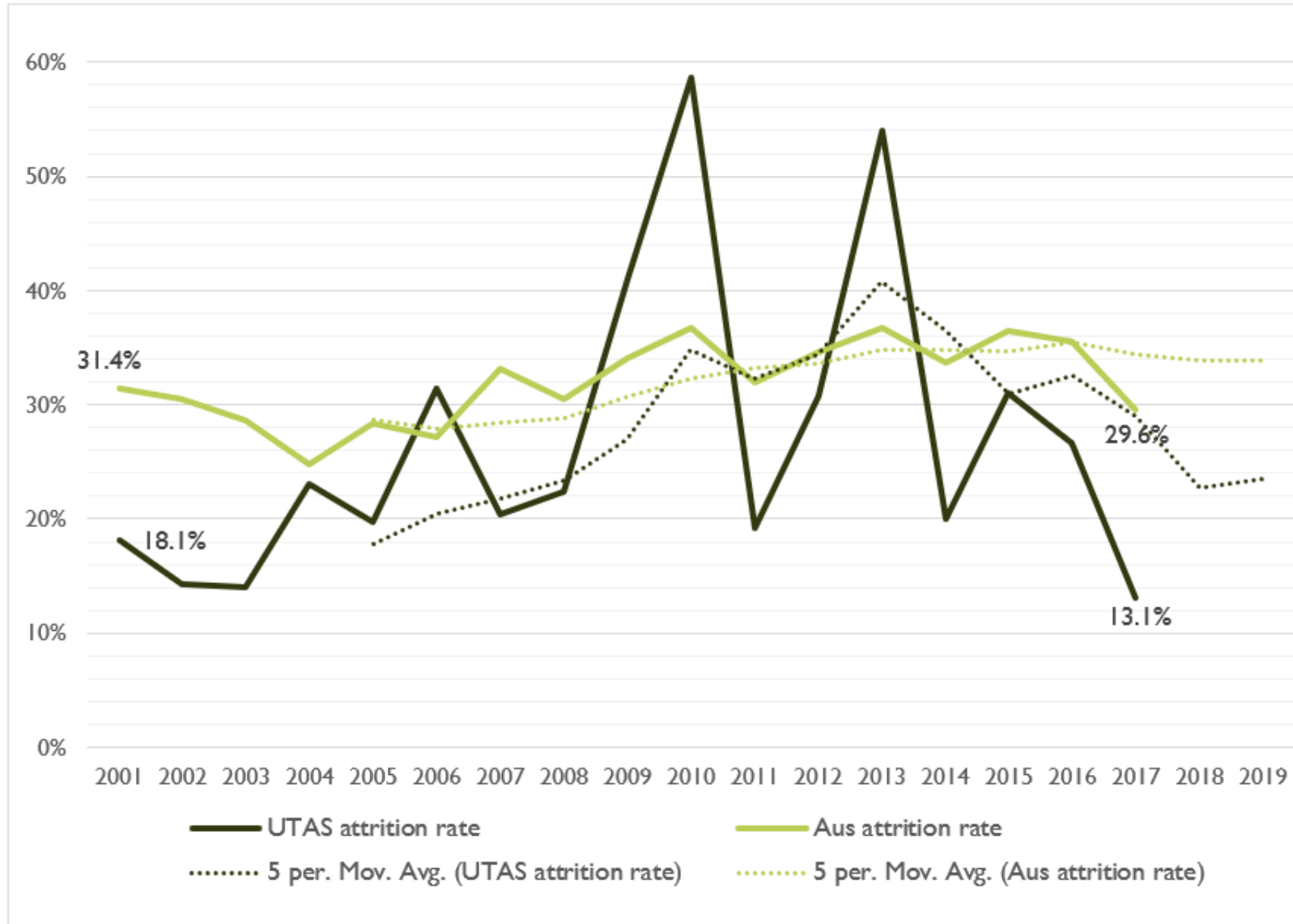
Source: UCube<sup>4</sup> Higher Education Statistics<sup>5</sup>; TasTAFE, Health Education and Research Centre and U Tas internal data

**Figure 16 Diploma and Bachelor of Nursing graduates, Tas 2012-19**



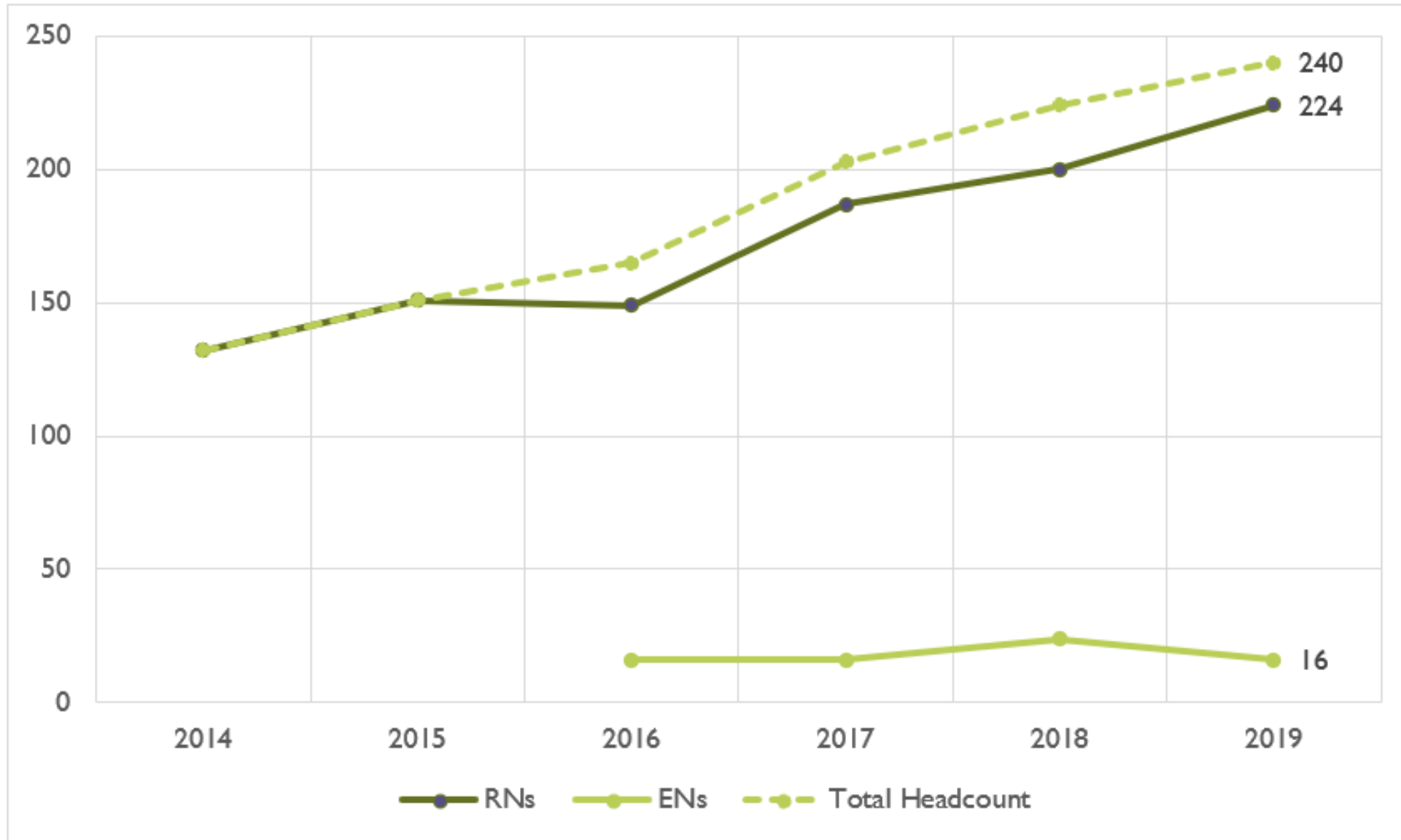
Source: TasTAFE and Health Education and Research Centre internal data; UTas internal and estimated BN data 2019

**Figure 17 Enrolled and Bachelor of Nursing student apparent attrition rates University of Tasmania and Aus 2001-17**



Source: UCube Higher Education Statistics

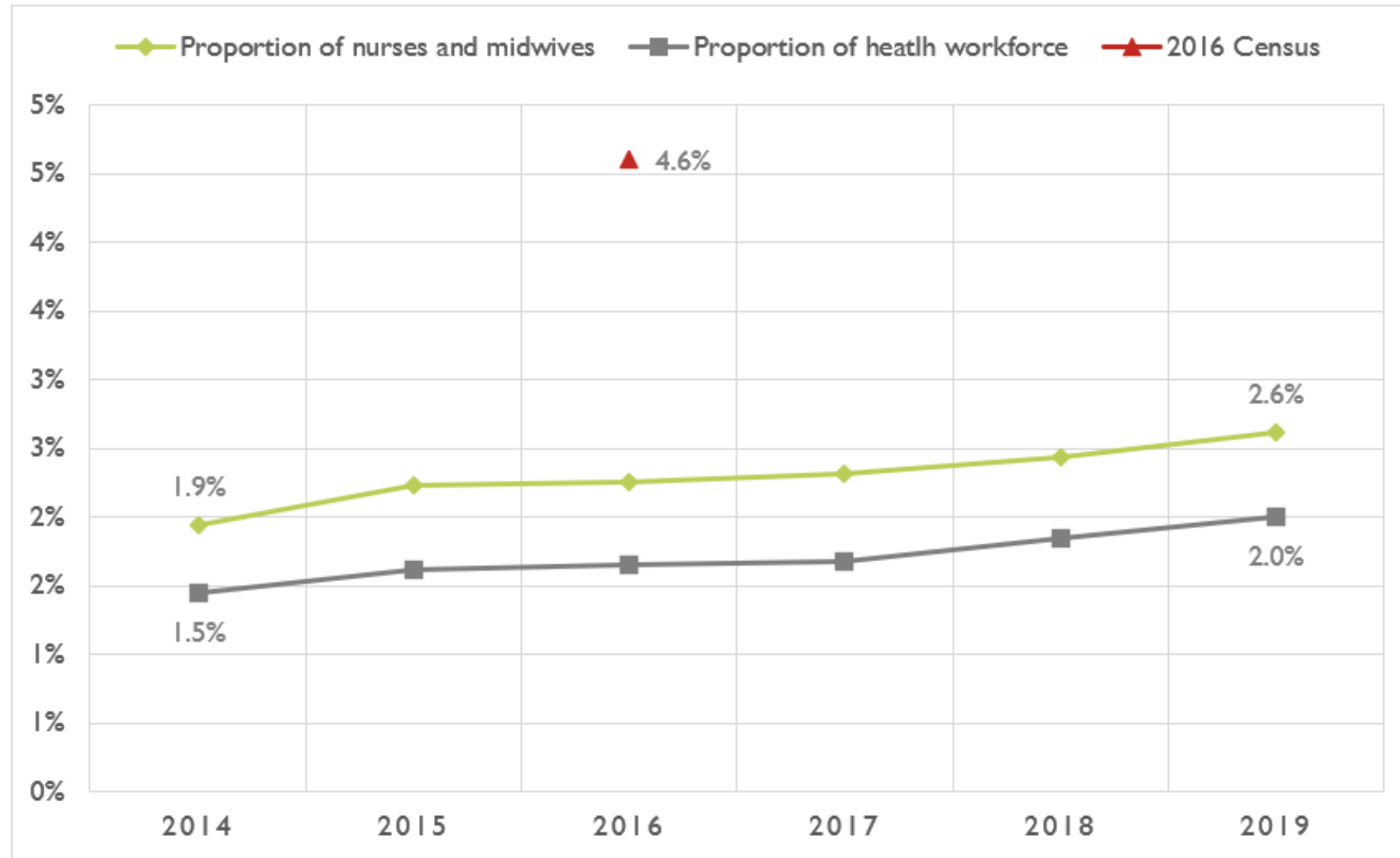
**Figure 18 Tas public health sector nurses, Transition to Practice headcount and FTE, 2014-2019**



Source: Department of Health, Tasmania

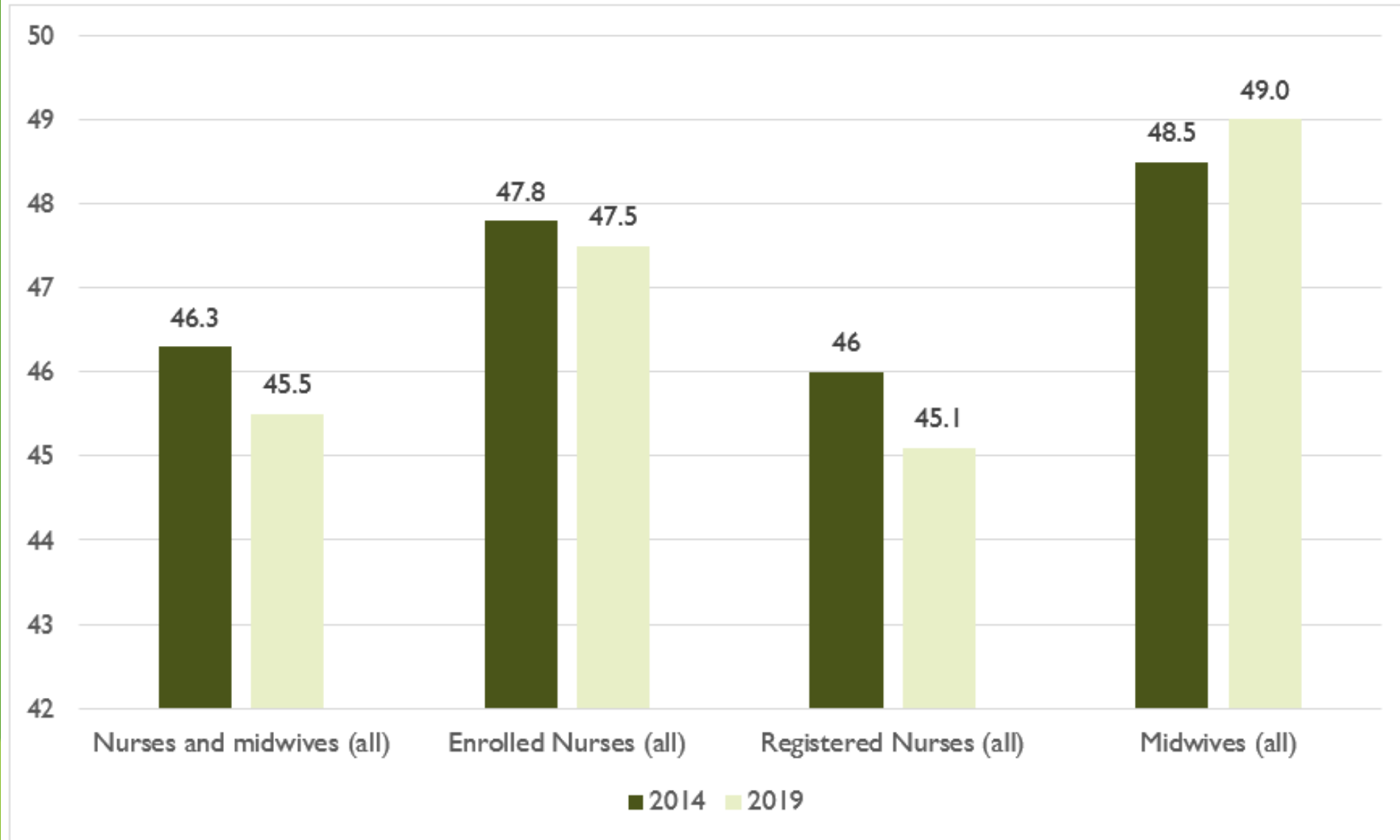


**Figure 19 Aboriginal employment as a percentage of the nursing and midwifery workforce, Tas 2014-2019 shown with the percentage of Aboriginal Tasmanians as a proportion of the community (2016 Census)**



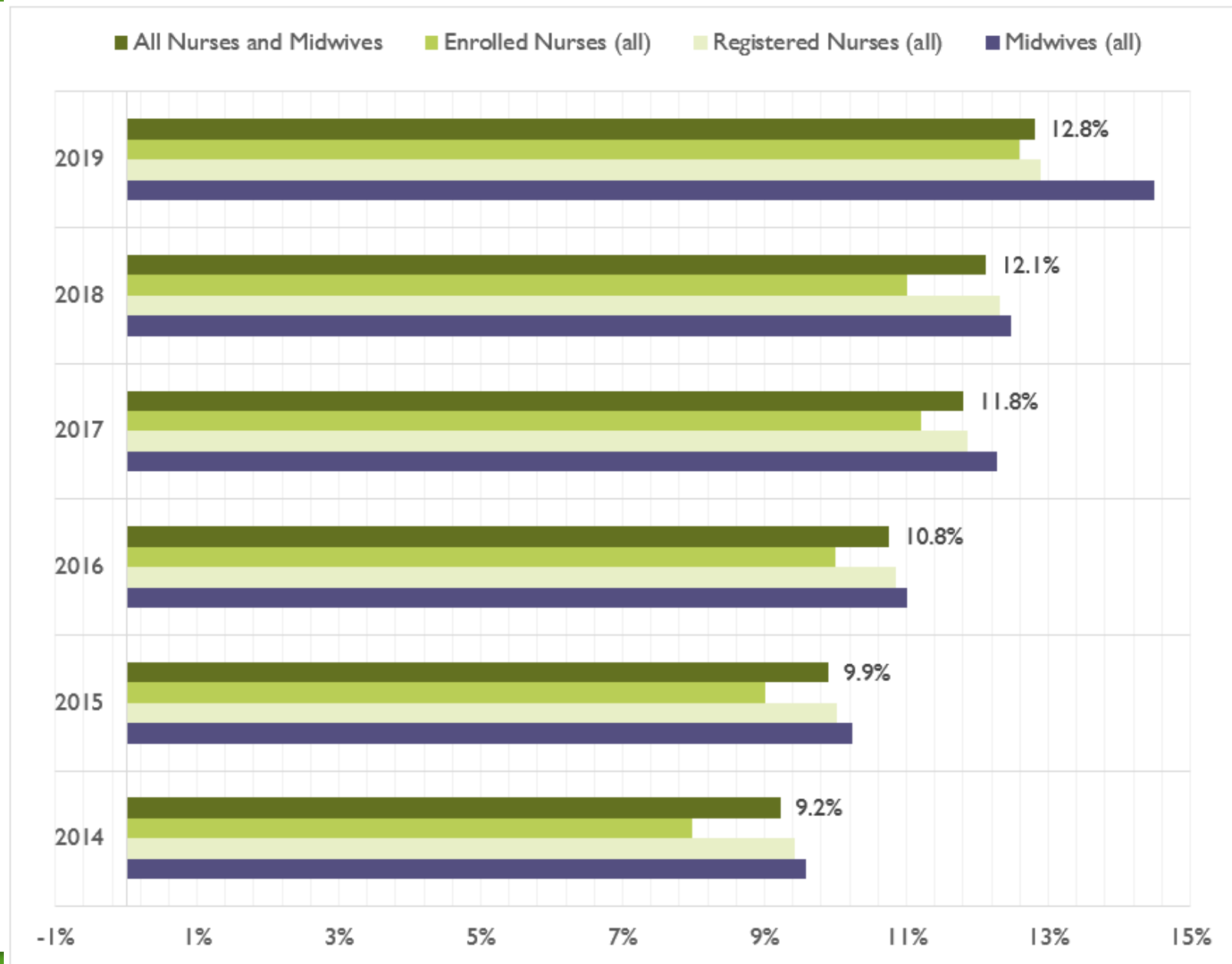
Source: National Health Workforce Data Set including Tasmanian Unit Record Data (2019), ABS population data (2019)

**Figure 20 Average age of nurses and midwives, Tas 2014 and 2019**



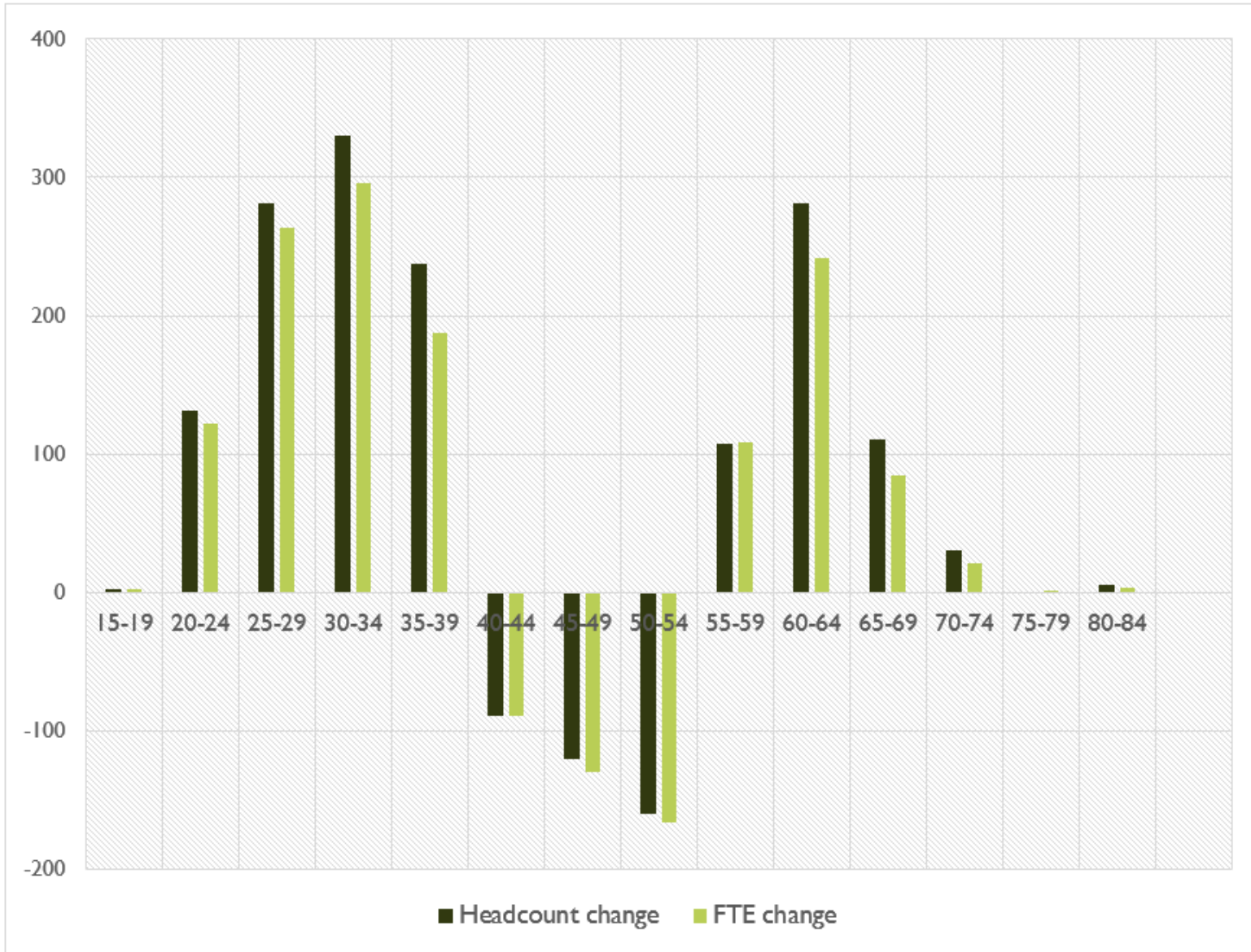
Source: National Health Workforce Data Set including Tasmanian Unit Record Data (2019)

Figure 21 Proportion of workforce over 60 years, Tas 2019



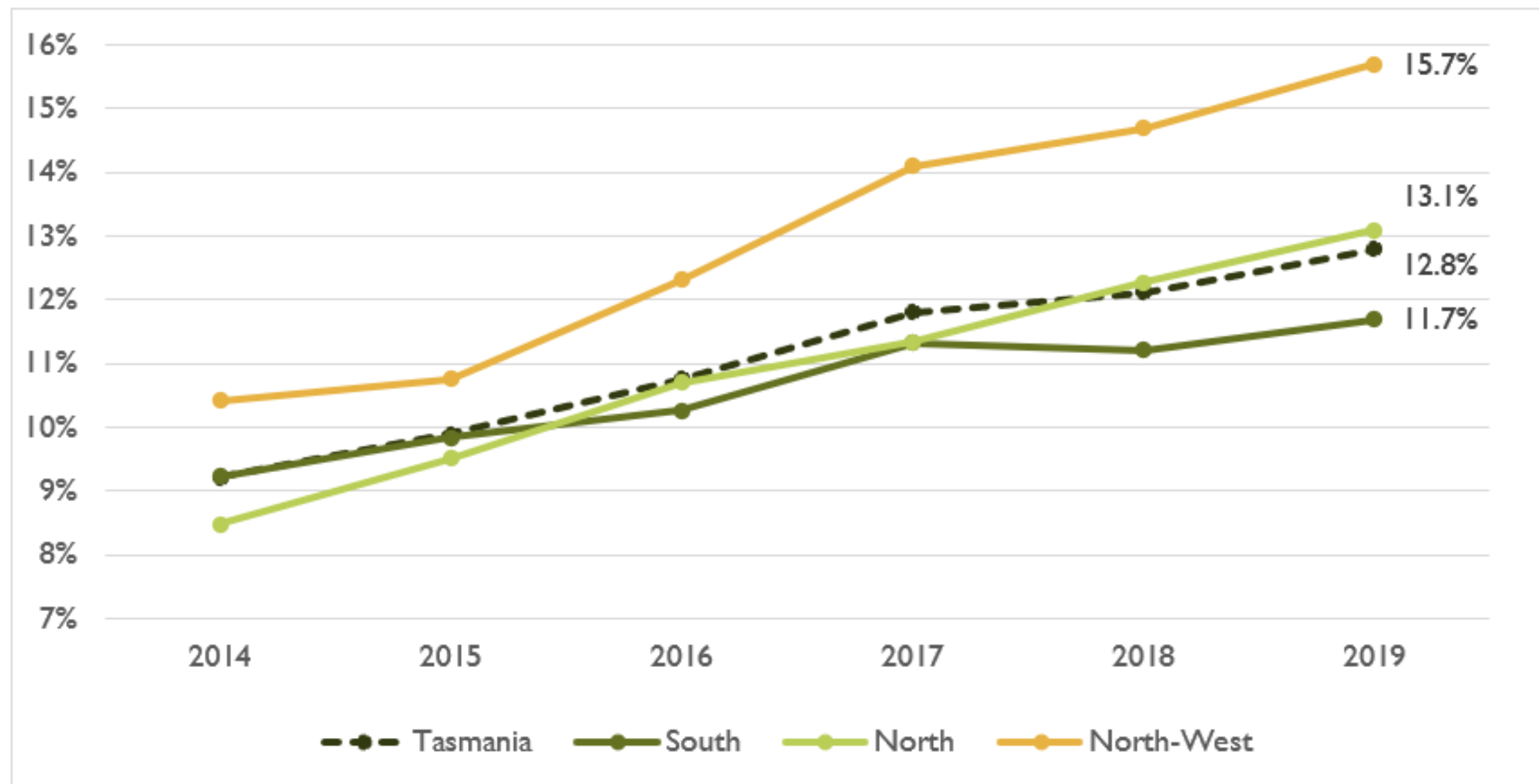
Source: National Health Workforce Data Set including Tasmanian Unit Record Data (2019)

**Figure 22 Nursing and midwifery headcount and FTE change 2014-19 by age range, Tas**



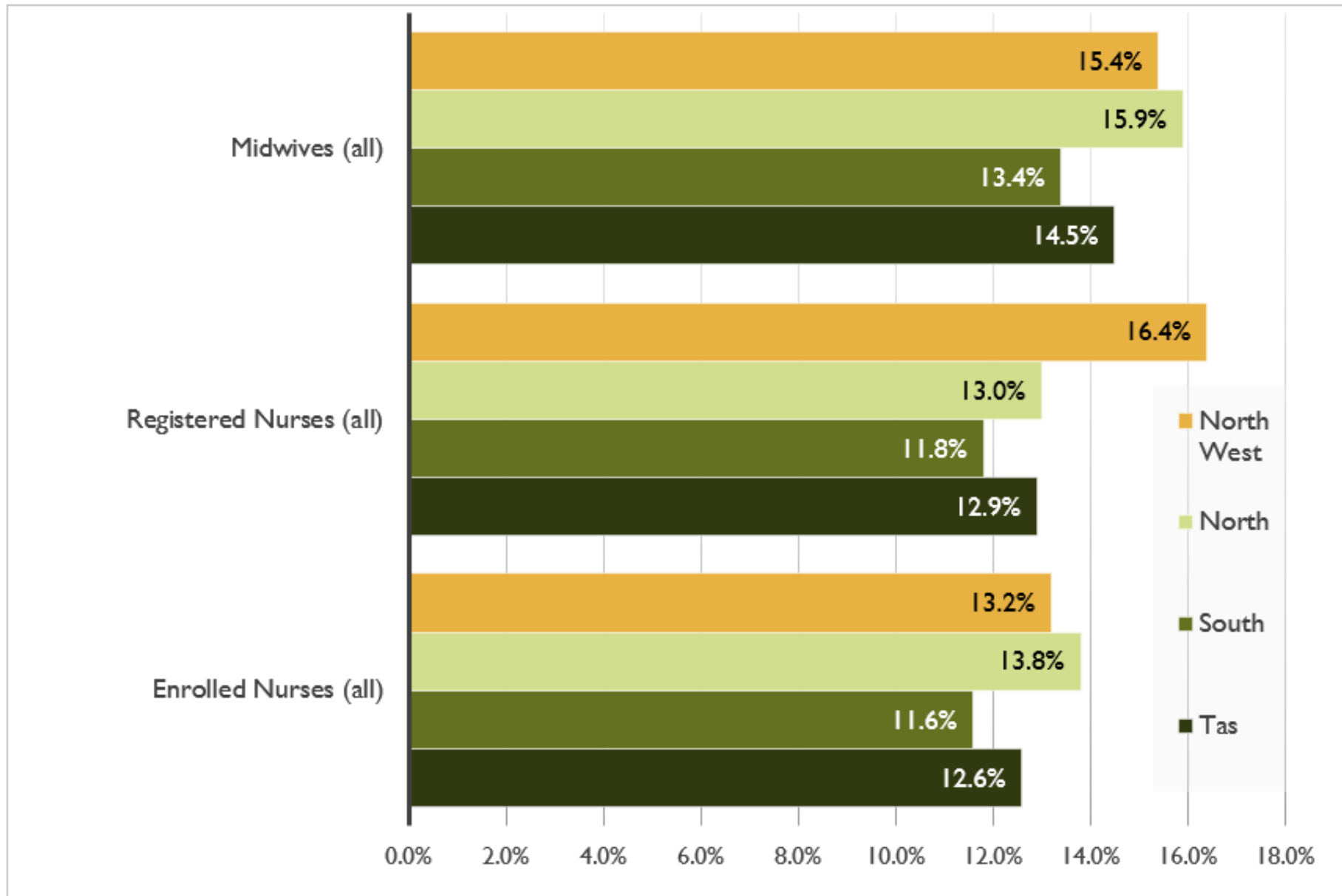
Source: National Health Workforce Data Set including Tasmanian Unit Record Data (2019)

**Figure 23 Proportion of nursing and midwifery workforce over 60, by region, Tas 2014-2019**



Source: National Health Workforce Data Set including Tasmanian Unit Record Data (2019)

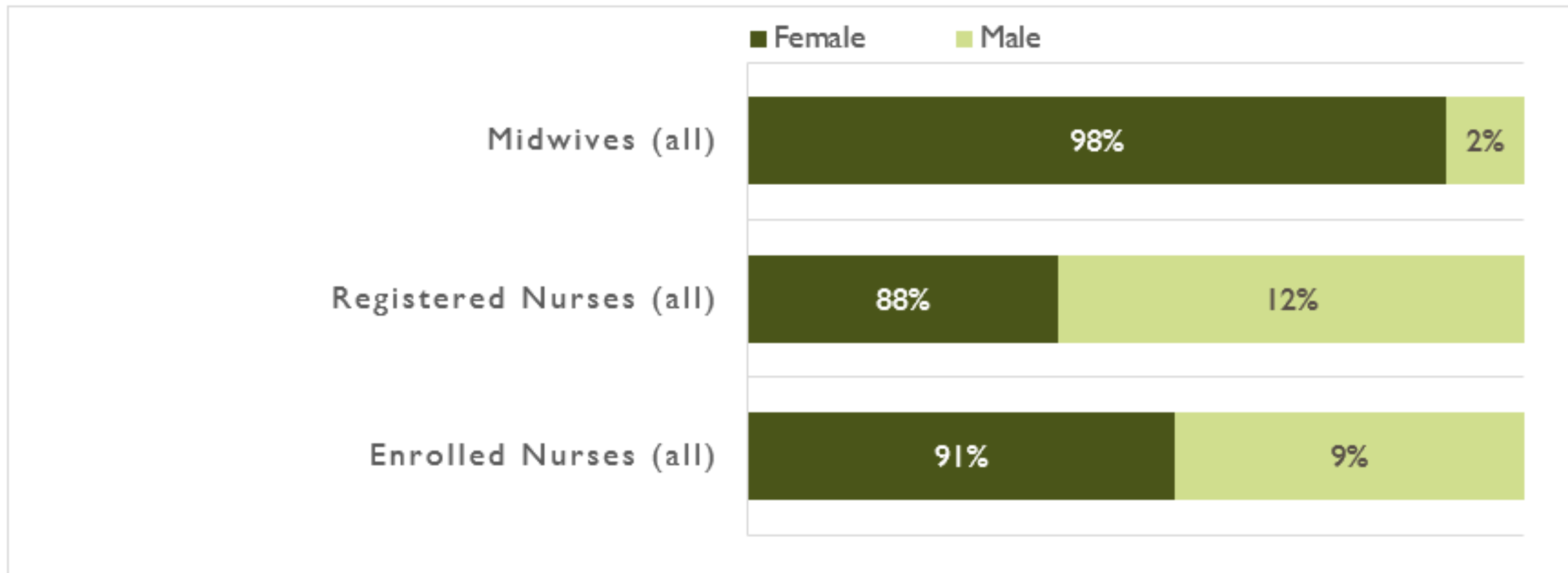
**Figure 24 Proportion of workforce over 60, by region and registration division, Tas 2019**



Source: National Health Workforce Data Set including Tasmanian Unit Record Data (2019)



**Figure 25 Reported gender in nursing and midwifery, Tas 2019**



Source: National Health Workforce Data Set including Tasmanian Unit Record Data (2019)

# Profiles



2019

## REGISTERED NURSES

A SNAPSHOT OF THE WORKFORCE IN TASMANIA

## NUMBERS

EMPLOYED HEADCOUNT	7124
EMPLOYED FTE	6174.7
FTE CHANGE 2014-19	15%
AVG. WEEKLY HOURS	32.9
OVER 60 YEARS OLD	13%
AVERAGE AGE	45.1 years

GENDER	88% F	12% M
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## CLINICAL HOURS WORKED IN SECTOR

Public	Private
68%	32%

## EMPLOYMENT PER 100,000 POPULATION

	HEAD COUNT	FTE
Aus	1131.3	1007.5
Tas	1332.9	1155.3
South	1406.3	1193.9
North	1424.2	1264.8
North West	1033.1	917.8

## DESCRIPTION

Registered Nurses assess, plan, and implement nursing care for patients in accordance with accepted nursing practice and standards in hospitals, aged care, and other health care facilities, and in the community. They administer medications, monitor responses to treatments and care plans, and promote good health through health education programs.

This profile includes Registered Nurses and dual registered Enrolled Nurse/Registered Nurses and Registered Nurse/Midwives.

## TRAINING

## PROGRAM SUMMARY

To be a Registered Nurse, you must complete a Bachelor of Nursing or Graduate Entry Masters in Nursing (where another degree is already held), as approved by the Nursing and Midwifery Board of Australia (NMBA).

## IN TASMANIA

The University of Tasmania offers a Bachelor of Nursing approved by the NMBA.

## REGISTRATION

In Australia, nurses must be registered with the NMBA.

Sources: National Health Workforce Data Set including Tasmanian Unit Record Data (2019), and ABS population data (2019).

2019

## ENROLLED NURSES

A SNAPSHOT OF THE WORKFORCE IN TASMANIA

## NUMBERS

EMPLOYED HEADCOUNT	1461
EMPLOYED FTE	1221.7
FTE CHANGE 2014-19	17%
AVG. WEEKLY HOURS	31.8
OVER 60 YEARS OLD	13%
AVERAGE AGE	47.5 years

GENDER	91% F	9% M
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## CLINICAL HOURS WORKED IN SECTOR

Public	Private
44%	56%

## EMPLOYMENT PER 100,000 POPULATION

	HEAD COUNT	FTE
Aus	235.1	197.9
Tas	273.4	228.6
South	256.0	211.9
North	308.9	257.7
North West	268.7	230.7

## DESCRIPTION

Enrolled Nurses provide nursing care under the supervision, directly or indirectly, of a Registered Nurse. Enrolled Nurses assess, plan, and implement care for patients in accordance with accepted practice and standards. They administer medications, monitor responses to treatments and care plans, and assist with promotional activities for good health.

This profile includes Enrolled Nurses and dual registered Enrolled Nurses/Registered Nurses.

## TRAINING

## PROGRAM SUMMARY

The minimum requirement is a Diploma of Enrolled Nursing as approved by the Nursing and Midwifery Board of Australia (NMBA).

## IN TASMANIA

There are training courses in Tasmania for Enrolled Nurses approved by the NMBA.

## REGISTRATION

In Australia, Enrolled Nurses must be registered with the NMBA.

Sources: National Health Workforce Data Set including Tasmanian Unit Record Data (2019), and ABS population data (2019).

# 2019

## MIDWIVES

A SNAPSHOT OF THE WORKFORCE IN TASMANIA

### NUMBERS

EMPLOYED HEADCOUNT	552
EMPLOYED FTE	483.3
FTE CHANGE 2014-19	-9%
AVG. WEEKLY HOURS	33.3
OVER 60 YEARS OLD	14%
AVERAGE AGE	49.0 years
GENDER	98% F 2% M

### CLINICAL HOURS WORKED IN SECTOR

Public	Private
71%	29%

### EMPLOYMENT PER 100,000 POPULATION

	HEAD COUNT	FTE
Aus	104.0	92.3
Tas	103.3	90.4
South	106.4	90.8
North	114.6	103.0
North West	80.7	73.1

Sources: National Health Workforce Data Set including Tasmanian Unit Record Data (2019), and ABS population data (2019).

### DESCRIPTION

Midwives provide advice and support during pre-conception, pregnancy, labour and childbirth, as well as postnatal care for women and babies in the home, community, hospitals, and other health care locations. They conduct health promotion education classes and seminars for mothers on topics such as preparation for parenthood and breastfeeding. Midwives also provide advice on nutrition, childcare and family planning.

This profile includes registered Midwives and dual registered nurse/midwives (therefore some of the hours worked by dual registrants will be nursing hours rather than midwifery hours).

### TRAINING

#### PROGRAM SUMMARY

Midwives must complete either a three-year Bachelor of Nursing and Graduate Diploma of Midwifery or Masters of Midwifery or a three-year Bachelor of Midwifery, approved by the Nursing and Midwifery Board of Australia (NMBA).

#### IN TASMANIA

The University of Tasmania offers a Bachelor of Nursing. Registered Nurses with a bachelor's degree in nursing or equivalent may be eligible for the two-year Tasmanian based Bachelor of Midwifery (Graduate Entry) course offered by the University of Southern Queensland (USQ). The Tasmanian based USQ program supports study which can be undertaken and completed in Tasmania as an external student. This partnership with USQ commenced in 2017 with a cohort of student midwives commencing annually. The first cohort of Midwife students completed in 2018 and commenced in graduate practice in 2019.

### REGISTRATION

In Australia, midwives are required to be registered through the NMBA.

### NOTES

The decrease in the number of Midwives is similar to the pattern across Australia. For dual or multiple registrants, meeting the annual registration requirements for multiple registrations can be onerous and this may influence their desire to stay in both nursing and midwifery professions. As the number of registrants holding both nursing and midwifery registration has dropped (by 16 per cent nationally and 10 percent in Tasmania from 2014 to 2019), the average midwifery hours worked by midwifery registrants has continued to decline, although the proportion that midwifery hours make of all hours worked by dual registrants has remained steady.

# 2019

## NURSE PRACTITIONERS

A SNAPSHOT OF THE WORKFORCE IN TASMANIA

### NUMBERS

EMPLOYED HEADCOUNT	41
EMPLOYED FTE	44.5
FTE CHANGE 2014-19	79%
AVG. WEEKLY HOURS	41.2
OVER 60 YEARS OLD	7%
AVERAGE AGE	50.4 years
GENDER	85% F 15% M

### CLINICAL HOURS WORKED IN SECTOR

Public	Private
72%	28%

### EMPLOYMENT PER 100,000 POPULATION

	HEAD COUNT	FTE
Aus	7.0	7.2
Tas	7.7	8.3
South	0.0	8.8
North	0.0	8.8
North West	0.0	6.5

Sources: National Health Workforce Data Set including Tasmanian Unit Record Data (2019), and ABS population data (2019).

### DESCRIPTION

Nurse Practitioners provide advanced and extended nursing care. Their role includes assessing and managing patients, prescribing medications, and treatments as authorised in relevant legislation and referring patients to other health care professionals. Nurse Practitioners must be educated to a master's degree level.

'Nurse Practitioner' is a registration endorsement, not a division of practice.

### TRAINING

#### PROGRAM SUMMARY

To be endorsed as a Nurse Practitioner, you must have a master's degree or equivalent, as approved by the Nursing and Midwifery Board of Australia (NMBA) along with other NMBA requirements including 5,000 hours of experience at the clinical advanced nursing practice level within the past six years from the date when the application for Nurse Practitioner endorsement is received by the NMBA.

#### IN TASMANIA

Nurse Practitioners cannot complete their training entirely in Tasmania. Theoretical study takes place externally; the supervised clinical practice can occur in Tasmania.

### REGISTRATION

In Australia, Nurse Practitioners must be registered with the NMBA. Nurse Practitioners are also required to apply for authorisation to prescribe substances.

### NOTES

The Nurse Practitioner endorsement is a relatively new one and is expected to continue to grow.

# 2019

## AREA OF PRACTICE: AGED CARE NURSING

A SNAPSHOT OF THE WORKFORCE IN TASMANIA

### NUMBERS

EMPLOYED HEADCOUNT	1348
EMPLOYED FTE	1159.5
FTE CHANGE 2014-19	10%
AVG. WEEKLY HOURS	32.7
OVER 60 YEARS OLD	18%
AVERAGE AGE	48.0 years
GENDER	89% F 11% M

### CLINICAL HOURS WORKED IN SECTOR

Public	Private
13%	87%

### EMPLOYMENT PER 100,000 POPULATION

	HEAD COUNT	FTE
Aus	193.0	168.8
Tas	252.2	216.9
South	236.3	201.2
North	274.5	241.2
North West	261.6	223.0

### DESCRIPTION

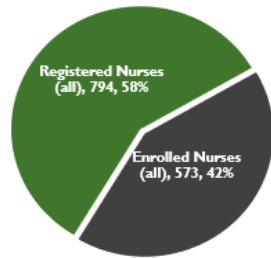
Aged care nurses provide care to the elderly in community settings, residential aged care facilities, retirement villages and health care facilities. In addition to nursing duties, the aged care nurse may need to provide support to the patient's family or liaise with the patient's doctor.

This profile represents all nurses who report working in aged care.

### NOTES

Figure 1 shows the composition of registration divisions in the aged care nursing workforce (note that dual registrants are included in both categories).

**Figure 1 Employed nurse headcount by registration division – Aged care Tas, 2019**



Source: National Health Workforce Data Set - Tasmanian Unit Record Data (2019)

Sources: National Health Workforce Data Set including Tasmanian Unit Record Data (2019), and ABS population data (2019).

# 2019

## AREA OF PRACTICE: CRITICAL CARE NURSING

A SNAPSHOT OF THE WORKFORCE IN TASMANIA

### NUMBERS

EMPLOYED HEADCOUNT	404
EMPLOYED FTE	363.2
FTE CHANGE 2014-19	7%
AVG. WEEKLY HOURS	34.2
OVER 60 YEARS OLD	9%
AVERAGE AGE	42.1 years
GENDER	83% F 17% M

### CLINICAL HOURS WORKED IN SECTOR

Public	Private
80%	20%

### EMPLOYMENT PER 100,000 POPULATION

	HEAD COUNT	FTE
Aus	76.6	70.3
Tas	75.6	68.0
South	87.1	78.9
North	78.9	70.5
North West	43.5	38.1

### DESCRIPTION

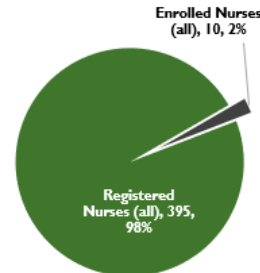
Critical care nurses provide nursing care to critically ill patients and patients with unstable health following injury, surgery or during the acute phase of diseases, integrating new technological equipment into care in settings such as high dependency units, intensive care units, emergency departments or retrieval services. Critical care nurses may also work in a range of specialised areas including surgical, trauma, coronary, paediatric, burns and cardiothoracic.

This profile represents all nurses who report working in critical care nursing.

### NOTES

Figure 1 shows the composition of registration divisions in the critical care nursing workforce (note that dual registrants are included in both categories).

**Figure 1 Employed nurse and midwife headcount by registration division - Critical care Tas, 2019**



Source: National Health Workforce Data Set - Tasmanian Unit Record Data (2019)

Sources: National Health Workforce Data Set including Tasmanian Unit Record Data (2019), and ABS population data (2019).

# 2019

## AREA OF PRACTICE: EMERGENCY NURSING

A SNAPSHOT OF THE WORKFORCE IN TASMANIA

### NUMBERS

EMPLOYED HEADCOUNT	538
EMPLOYED FTE	467.3
FTE CHANGE 2014-19	35%
AVG. WEEKLY HOURS	33.0
OVER 60 YEARS OLD	6%
AVERAGE AGE	39.3 years
GENDER	80% F 20% M

### CLINICAL HOURS WORKED IN SECTOR

Public	Private
93%	7%

### EMPLOYMENT PER 100,000 POPULATION

	HEAD COUNT	FTE
Aus	83.1	75.4
Tas	100.7	87.4
South	91.1	73.8
North	103.2	96.2
North West	120.6	108.9

### DESCRIPTION

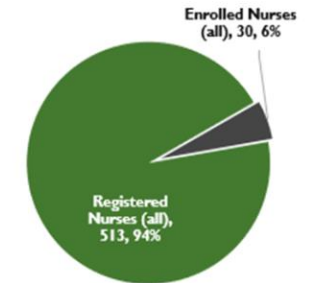
Emergency nurses provide rapid assessment and treatment to patients who are suffering from trauma, injury, severe medical or life-threatening conditions and require urgent treatment.

This profile represents all nurses who report working in the emergency area.

### NOTES

Figure 1 shows the composition of registration divisions in emergency nursing (note that dual registrants are included in both categories).

**Figure 1 Employed nurse and midwife headcount by registration division – Emergency care Tas, 2019**



Source: National Health Workforce Data Set - Tasmanian Unit Record Data (2019)

Sources: National Health Workforce Data Set including Tasmanian Unit Record Data (2019), and ABS population data (2019).



# 2019

## AREA OF PRACTICE: MENTAL HEALTH NURSING

A SNAPSHOT OF THE WORKFORCE IN TASMANIA

### NUMBERS

EMPLOYED HEADCOUNT	532
EMPLOYED FTE	481.2
FTE CHANGE 2014-19	13%
AVG. WEEKLY HOURS	34.4
OVER 60 YEARS OLD	23%
AVERAGE AGE	50.4 years
GENDER	71% F 29% M

### CLINICAL HOURS WORKED IN SECTOR

Public	Private
84%	16%

### EMPLOYMENT PER 100,000 POPULATION

	HEAD COUNT	FTE
Aus	94.9	90.0
Tas	99.5	90.0
South	126.6	114.3
North	69.5	62.4
North West	73.6	67.5

Sources: National Health Workforce Data Set including Tasmanian Unit Record Data (2019), and ABS population data (2019).

### DESCRIPTION

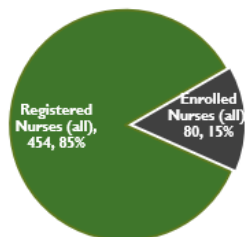
Mental health nurses care for patients with mental illness, disorder, and dysfunction. They offer a range of clinical interventions to promote patient wellbeing, assist in recovery from illness and to enhance capacity for participating in community life. Mental health nurses work in hospitals, mental health care services, welfare and aged care facilities, correctional services, and the community.

This profile represents all nurses who report working in the mental health nursing area.

### NOTES

Figure 1 shows the composition of registration divisions in the mental health nursing workforce (note that dual registrants are included in both categories).

**Figure 1 Employed nurse and midwife headcount by registration division – Mental health nursing Tas, 2019**



Source: National Health Workforce Data Set - Tasmanian Unit Record Data (2019)

# 2019

## AREA OF PRACTICE: PERIOPERATIVE NURSING

A SNAPSHOT OF THE WORKFORCE IN TASMANIA

### NUMBERS

EMPLOYED HEADCOUNT	729
EMPLOYED FTE	605.7
FTE CHANGE 2014-19	19%
AVG. WEEKLY HOURS	31.6
OVER 60 YEARS OLD	12%
AVERAGE AGE	44.2 years
GENDER	88% F 12% M

### CLINICAL HOURS WORKED IN SECTOR

Public	Private
56%	44%

### EMPLOYMENT PER 100,000 POPULATION

	HEAD COUNT	FTE
Aus	116.0	101.5
Tas	136.4	113.3
South	164.2	132.8
North	119.4	104.9
North West	91.3	77.1

Sources: National Health Workforce Data Set including Tasmanian Unit Record Data (2019), and ABS population data (2019).

### DESCRIPTION

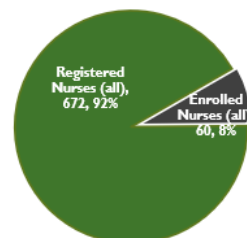
Perioperative nurses provide nursing care to patients before, during and immediately after surgery. They assess the patient's condition, plan nursing care for surgical intervention, maintain a safe and comfortable environment, assist surgeons and anaesthetists during surgery, and monitor the patient's recovery, before being returned to or discharged from the ward.

This profile represents all nurses who report working in the perioperative nursing area.

### NOTES

Figure 1 shows the composition of registration divisions in the perioperative health nursing workforce (note that dual registrants are included in both categories).

**Figure 1 Employed nurse and midwife headcount by registration division – Perioperative nursing Tas, 2019**



Source: National Health Workforce Data Set - Tasmanian Unit Record Data (2019)

# 2019

## AREA OF PRACTICE: PRACTICE NURSING

A SNAPSHOT OF THE WORKFORCE IN TASMANIA

### NUMBERS

EMPLOYED HEADCOUNT	406
EMPLOYED FTE	301.3
FTE CHANGE 2014-19	18%
AVG. WEEKLY HOURS	28.2
OVER 60 YEARS OLD	16%
AVERAGE AGE	48.5 years
GENDER	97% F 3% M

### CLINICAL HOURS WORKED IN SECTOR

Public	Private
11%	89%

### EMPLOYMENT PER 100,000 POPULATION

	HEAD COUNT	FTE
Aus	58.3	45.2
Tas	76.0	56.4
South	76.1	54.0
North	73.5	59.1
North West	78.9	58.5

Sources: National Health Workforce Data Set including Tasmanian Unit Record Data (2019), and ABS population data (2019).

### DESCRIPTION

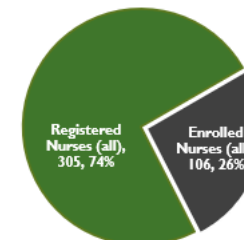
Practice nurses work within a general practice environment to provide clinical care to patients. They undertake clinical organisation, practice administration, and facilitate communication between the practice and outside organisations and individuals.

This profile represents all nurses who report working in the practice nursing area.

### NOTES

Figure 1 shows the composition of registration divisions in the practice health nursing workforce (note that dual registrants are included in both categories).

**Figure 1 Employed nurse and midwife headcount by registration division – Practice health Tas, 2019**

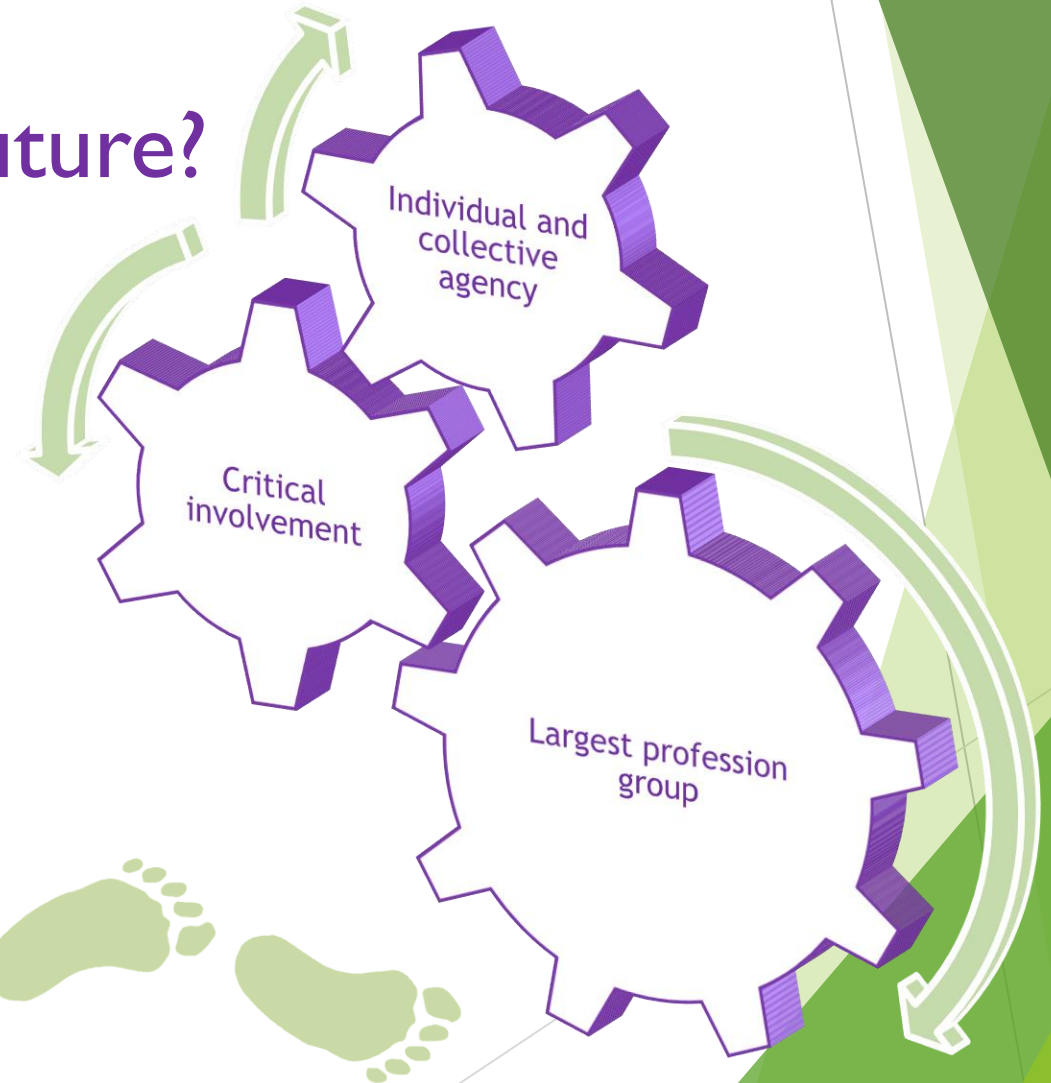


Source: National Health Workforce Data Set - Tasmanian Unit Record Data (2019)

How will we influence the future?

If the workforce is the way,

We are the power within.



## DATA SOURCES

The data used to inform this report includes:

1. Australian Government – Australian Bureau of Statistics 2020, *3235.0 Regional Population by Age and Sex, Australia, 2019*, Austats Statistics by Catalogue Number
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15. Education provider student numbers University of Tasmania, TasTAFE and the Health and Education Research Centre.
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18. Tasmanian unit record data – Re-registration survey responses (2014-2019) subset of the NHWDS.

# Thank you

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## Health Workforce 2040:

[https://www.health.tas.gov.au/ourhealthcarefuture/health\\_workforce\\_2040](https://www.health.tas.gov.au/ourhealthcarefuture/health_workforce_2040)