



March to July 1989

# CAREER PATHS OF QUALIFIED NURSES AUSTRALIA



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**CAREER PATHS OF QUALIFIED NURSES, AUSTRALIA  
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**ADDITIONAL DATA ON REQUEST**

The ABS offers a range of unpublished data from this survey upon request.

Appendix D (page 21) specifies the variables, categories and populations which relate to the survey and includes an order form for special tables.

The population(s) for a particular variable refers to the persons in the survey to whom the variable relates.

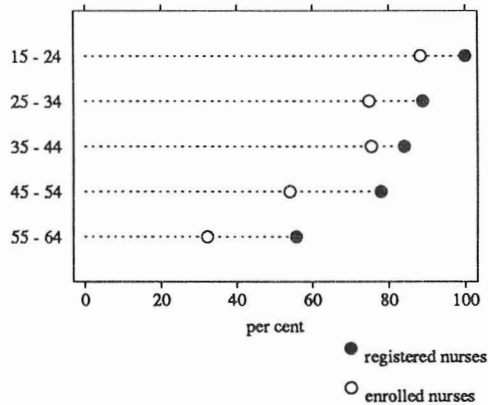
**NOTE:** The survey of Career Paths of Qualified Nurses obtained information about persons aged 15 to 64 who have ever qualified as either registered or enrolled nurses. In this publication, the terms **registered nurse** and **enrolled nurse** refer to the type of registration a nurse may have obtained rather than to the occupation held (unless specifically identified as such). Further, the terms are not an indication of whether the registration obtained is currently held.

**SUMMARY OF FINDINGS**

**Persons ever qualified as nurses**

- There were an estimated 332,900 persons qualified as nurses at March to July 1989, most of whom were female (93 per cent).
- Of the 332,900 qualified nurses, 230,600 had registered with at least one Australian nursing board as a registered nurse, 102,100 had registered as an enrolled nurse, and 25,600 had never registered. Some 25,400 nurses had held registration as both a registered and an enrolled nurse since qualifying.
- About 32 per cent of qualified nurses were aged 25 to 34 years, and a further 28 per cent were aged 35 to 44 years. As shown in Diagram 1, most qualified nurses in those age groups were currently registered at the time of the survey.

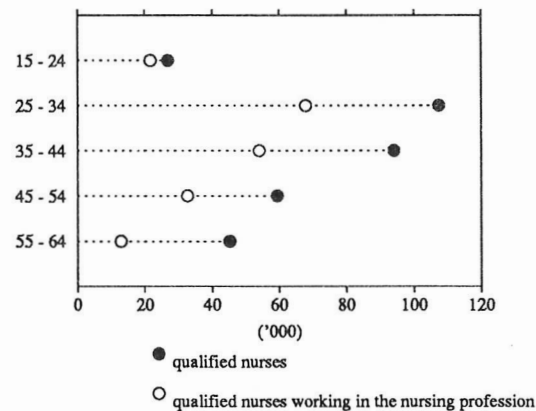
**DIAGRAM 1. PROPORTION OF EVER REGISTERED AND ENROLLED NURSES WHO ARE CURRENTLY REGISTERED BY AGE, MARCH TO JULY 1989**



Source: Table 1

- An estimated 57 per cent of the 332,900 qualified nurses in Australia were working in the nursing profession, with the percentage working in the nursing profession falling as age increases.

**DIAGRAM 2. QUALIFIED NURSES BY AGE, MARCH TO JULY 1989**



Source: Table 3

- About three-quarters of qualified nurses were born in Australia. Of those who were born overseas, 68 per cent came from the main English speaking countries.

### State comparisons

- When comparing the numbers of qualified nurses (not necessarily working in nursing) South Australia had the highest ratio (1:43) of qualified nurses per head of population whilst Tasmania's ratio was 1:65.
- In comparing both current practising certificate holders and qualified nurses currently working in nursing to State estimated populations, Victoria had the ratios 1:60 and 1:77 respectively. This contrasts with Queensland and Tasmania, each with a ratio of 1:82 for current practising certificate holders and Queensland with a ratio of 1:110 for qualified nurses currently working in nursing.

POPULATION RATIOS, STATE OF USUAL RESIDENCE, MARCH TO JULY 1989

	<i>'000 Estimated population(a)</i>	<i>Ratio of all qualified nurses to population</i>	<i>Ratio of current practising certificate holders to population</i>	<i>Ratio of qualified nurses currently working in nursing to population</i>
New South Wales	5,761.9	1:55	1:75	1:94
Victoria	4,315.2	1:46	1:60	1:77
Queensland	2,830.2	1:58	1:82	1:110
South Australia	1,423.3	1:43	1:63	1:78
Western Australia	1,591.1	1:44	1:67	1:86
Tasmania	451.0	1:65	1:82	1:96
Australia	16,806.7	1:50	1:69	1:89

(a) Preliminary June 1989 population estimates based on 'Estimated Resident Population by Sex and Age: States and Territories of Australia, June 1988 and preliminary June 1989' (Cat. No. 3201.0).

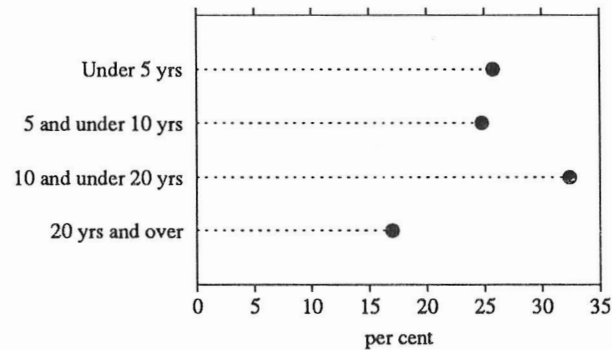
### Qualified nurses who have a job

- An estimated 266,900 qualified nurses had a job at the time of the survey. Of these, 67 per cent were working as nurses in their main job.
- Qualified nurses who had a job worked predominantly within the Community Services industry (79 per cent), with nurses working in Hospitals and nursing homes (a subdivision of Community Services) estimated at 154,000. Of qualified nurses who had a job, 42 per cent were working at establishments other than hospitals and nursing homes.
- Some 58 per cent of qualified nurses working in the nursing profession were working in the public sector. Of qualified nurses working outside the nursing profession, 20 per cent were working (in their main job) in the public sector.

### Qualified nurses working in nursing

- Some 71 per cent of qualified nurses who had a job stated they were working in the nursing profession.
- An estimated 34 per cent (64,500) of qualified nurses working in nursing usually work between 1 to 29 hours in nursing, while 10 per cent usually work 41 hours and over in nursing.
- Over 60 per cent of qualified nurses working in nursing stated they were located solely at a hospital.
- Approximately 32 per cent of qualified nurses had spent between 10 and 20 years in nursing.

DIAGRAM 3. QUALIFIED NURSES WORKING IN NURSING : TIME IN NURSING, MARCH TO JULY 1989



Source: Table 7

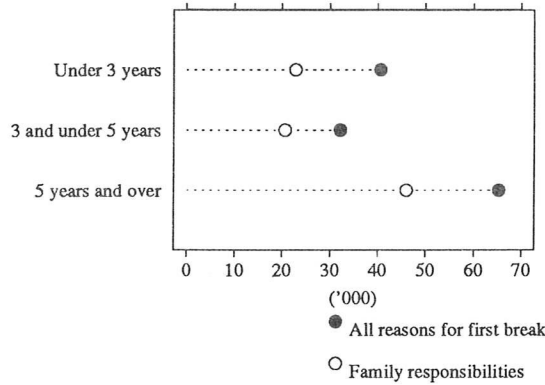
- Qualified nurses who had registered as registered nurses and were working in nursing were estimated at 145,800, of whom 48 per cent were working in the general clinical field, 32 per cent were working in the specialist clinical field, and 10 per cent in administrative/supervisory positions.
- Over 90 per cent of qualified nurses working in nursing were working with their main period employer at the time of the survey. Those working in nursing earned, on average, almost \$100 more per week than their counterparts working outside the nursing profession.



### Qualified nurses who have had a break from nursing

- Almost 140,000 qualified nurses have had a break of 12 months or more from nursing since registering with an Australian nursing board, with a subsequent return to nursing. The main reason given by about two-thirds of these nurses for their first break was family responsibilities.
- Some 47 per cent of nurses who have had a break from nursing spent 5 or more years in nursing before their first break.

DIAGRAM 4. QUALIFIED NURSES WHO HAVE HAD A BREAK FROM NURSING : TIME IN NURSING BEFORE FIRST BREAK AND MAIN REASON FOR FIRST BREAK FROM NURSING, MARCH TO JULY 1989



Source: Table 14

- Of those nurses who have had a break from nursing, for 70 per cent the break was less than 5 years in duration.
- "Financial needs arose" was the main reason 44 per cent of nurses who have had a break returned to nursing, with about 40 per cent of those returning for this reason having a break of only 1 and under 2 years.

### Qualified nurses who have left nursing

- Some 35 per cent of qualified nurses had worked in nursing after registering with an Australian nursing board and were not working in nursing at the time of the survey (115,300).
- An estimated 50,800 (44 per cent) had left nursing mainly because of family responsibilities.
- More than half (55 per cent) of those who had left would consider returning given a change in their circumstances.

## SECTION 1. PERSONS EVER QUALIFIED AS REGISTERED OR ENROLLED NURSES, 1989

TABLE 1. QUALIFIED NURSES : SUMMARY OF CHARACTERISTICS, TYPE OF NURSE REGISTRATION AND REGISTRATION STATUS  
(\*000)

	Registered nurses			Enrolled nurses			Never registered	Total(a)
	Currently registered as a registered nurse	Not currently registered as a registered nurse	Total	Currently registered as an enrolled nurse	Not currently registered as an enrolled nurse	Total		
<b>Marital status -</b>								
Married	126.4	34.5	160.9	54.3	22.5	76.7	17.2	234.2
Not married	60.9	8.8	69.7	17.0	8.4	25.3	8.5	98.8
<b>Family status -</b>								
Member of a family	150.0	36.8	186.8	60.2	28.6	88.8	19.5	271.5
Husband or wife	120.3	33.4	153.7	51.7	21.7	73.4	16.3	223.1
With dependents present	77.3	16.3	93.6	34.0	11.7	45.7	9.0	137.7
Without dependents present	42.9	17.1	60.1	17.7	10.0	27.7	* 7.3	85.5
Other family head	18.7	* 2.8	21.5	* 5.3	* 4.7	9.9	* 2.4	31.8
Other family member	11.0	* 0.6	11.6	* 3.2	* 2.2	* 5.4	* 0.8	16.6
Not a member of a family	28.0	* 4.5	32.5	* 7.6	* 1.2	8.7	* 3.2	42.9
Family status not determined	9.4	* 2.0	11.4	* 3.5	* 1.1	* 4.5	* 3.0	18.5
<b>Birthplace and period of arrival -</b>								
Born in Australia	145.7	35.6	181.3	54.0	24.9	78.9	12.6	254.2
Born outside Australia	41.7	* 7.7	49.4	17.2	* 5.9	23.2	13.1	78.7
Main English speaking countries	31.3	* 5.3	36.6	11.1	* 5.1	16.2	* 5.4	53.9
Other countries	10.4	* 2.4	12.8	* 6.1	* 0.8	* 6.9	* 7.6	24.8
Arrived before 1980	30.8	* 6.1	36.9	11.7	* 5.4	17.0	* 5.0	53.7
Arrived 1980 - 1989	10.8	* 1.6	12.5	* 5.6	* 0.6	* 6.1	8.1	25.0
<b>Age (years) -</b>								
15 - 24	13.6	* 0.0	13.6	9.9	* 1.3	11.2	* 2.6	26.9
25 - 34	66.8	8.3	75.1	27.7	9.3	37.0	* 5.8	107.4
35 - 44	52.9	10.1	63.0	23.3	* 7.6	30.9	* 6.0	94.1
45 - 54	35.3	10.0	45.3	* 7.4	* 6.4	13.7	* 3.7	59.4
55 - 64	18.7	14.9	33.6	* 3.0	* 6.2	9.3	* 7.4	45.2
<b>Educational attainment -</b>								
Post-graduate degree or graduate diploma	14.7	* 0.3	15.0	* 1.2	* 0.9	* 2.1	* 0.9	17.5
Bachelor degree or diploma	25.6	* 5.3	30.9	* 4.6	* 1.1	* 5.7	* 0.5	33.8
Certificate	146.1	37.8	183.9	64.7	28.4	93.1	23.4	278.8
Other(b)	* 0.9	* 0.0	* 0.9	* 0.7	* 0.5	* 1.1	* 0.8	* 2.8
<b>States and Territories of usual residence -</b>								
N.S.W.	64.5	13.1	77.7	16.0	* 9.9	25.9	* 8.9	105.4
Vic.	49.0	* 8.4	57.4	29.6	* 7.2	36.8	* 7.8	93.5
Qld	27.6	7.0	34.7	9.1	* 4.7	13.8	* 3.7	48.5
S.A.	18.1	4.5	22.6	6.0	4.2	10.2	* 2.1	33.0
W.A.	18.4	6.7	25.1	6.5	* 3.3	9.8	* 2.5	36.1
Tas.	4.6	* 1.1	5.7	* 1.9	* 0.2	* 2.1	* 0.1	6.9
N.T.	* 1.7	* 1.5	* 3.3	* 0.8	* 0.8	* 1.6	* 0.3	4.4
A.C.T.	3.2	* 0.9	4.2	* 1.3	* 0.5	* 1.8	* 0.3	5.2
<b>Total</b>	<b>187.3</b>	<b>43.3</b>	<b>230.6</b>	<b>71.3</b>	<b>30.8</b>	<b>102.1</b>	<b>25.6</b>	<b>332.9</b>
<i>Males</i>	<i>16.0</i>	<i>* 1.0</i>	<i>17.1</i>	<i>8.1</i>	<i>* 0.2</i>	<i>8.3</i>	<i>* 1.3</i>	<i>23.6</i>
<i>Females</i>	<i>171.3</i>	<i>42.3</i>	<i>213.6</i>	<i>63.2</i>	<i>30.6</i>	<i>93.8</i>	<i>24.3</i>	<i>309.3</i>

(a) The sum of registered and enrolled nurses does not equal the number of qualified nurses as some nurses are included in both categories.

(b) Includes trade qualification or apprenticeship.

TABLE 2. QUALIFIED NURSES : TYPE OF NURSE REGISTRATION AND EMPLOYMENT STATUS, STATES AND TERRITORIES OF USUAL RESIDENCE ('000)

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(a)
Registered nurses -							
Working in nursing	49.8	38.7	20.7	14.6	14.5	3.7	145.8
Full-time	30.7	18.8	15.6	6.8	9.9	* 1.7	85.5
Part-time	19.1	19.8	* 5.1	7.7	4.6	* 2.0	60.3
Not working in nursing	27.9	18.7	13.9	8.1	10.7	* 2.0	84.8
<i>Total</i>	<i>77.7</i>	<i>57.4</i>	<i>34.7</i>	<i>22.6</i>	<i>25.1</i>	<i>5.7</i>	<i>230.6</i>
Enrolled nurses -							
Working in nursing	12.6	23.9	6.7	5.0	5.2	* 1.7	56.0
Full-time	* 8.6	11.4	* 3.4	* 2.6	* 3.3	* 0.9	30.1
Part-time	* 4.0	12.5	* 3.3	* 2.4	* 1.9	* 0.8	25.9
Not working in nursing	13.3	12.9	7.2	5.2	4.6	* 0.4	46.1
<i>Total</i>	<i>25.9</i>	<i>36.8</i>	<i>13.8</i>	<i>10.2</i>	<i>9.8</i>	<i>* 2.1</i>	<i>102.1</i>
Total(b) -							
Working in nursing	61.3	56.2	25.8	18.3	18.6	4.7	189.4
Full-time	38.3	25.8	17.7	9.1	12.5	* 2.2	107.6
Part-time	23.1	30.4	8.1	9.3	6.0	2.5	81.7
Not working in nursing	44.0	37.3	22.7	14.7	17.5	* 2.1	143.6
Working, not in nursing	25.4	21.1	9.6	7.3	9.1	* 1.2	77.6
Not working	18.7	16.3	13.1	7.4	8.4	* 1.0	66.0
<b>Total</b>	<b>105.4</b>	<b>93.5</b>	<b>48.5</b>	<b>33.0</b>	<b>36.1</b>	<b>6.9</b>	<b>332.9</b>

(a) Includes N.T. and A.C.T. (b) The sum of registered and enrolled nurses does not equal the number of qualified nurses as some nurses are included in both categories; includes nurses who have never registered.

TABLE 3. QUALIFIED NURSES : TYPE OF NURSE REGISTRATION, EMPLOYMENT STATUS AND AGE ('000)

	Age (years)					Total
	15 - 24	25 - 34	35 - 44	45 - 54	55 - 64	
Registered nurses -						
Working in nursing	13.0	54.1	38.8	28.2	11.8	145.8
Full-time	10.6	30.2	20.4	18.3	* 6.0	85.5
Part-time	* 2.4	23.9	18.4	9.9	* 5.7	60.3
Not working in nursing	* 0.6	21.0	24.3	17.1	21.9	84.8
<i>Total</i>	<i>13.6</i>	<i>75.1</i>	<i>63.0</i>	<i>45.3</i>	<i>33.6</i>	<i>230.6</i>
Enrolled nurses -						
Working in nursing	9.2	21.9	18.1	* 5.3	* 1.5	56.0
Full-time	* 6.9	11.1	* 7.2	* 4.2	* 0.7	30.1
Part-time	* 2.3	10.8	10.9	* 1.2	* 0.8	25.9
Not working in nursing	* 2.0	15.1	12.9	8.4	* 7.8	46.1
<i>Total</i>	<i>11.2</i>	<i>37.0</i>	<i>30.9</i>	<i>13.7</i>	<i>9.3</i>	<i>102.1</i>
Total(a) -						
Working in nursing	21.7	67.9	54.1	32.7	13.0	189.4
Full-time	17.0	34.9	27.0	22.2	* 6.7	107.6
Part-time	* 4.7	33.0	27.1	10.5	* 6.3	81.7
Not working in nursing	* 5.2	39.5	40.0	26.7	32.2	143.6
Working, not in nursing	* 3.2	19.0	26.0	16.3	13.1	77.6
Not working	* 2.0	20.5	14.0	10.4	19.0	66.0
<b>Total</b>	<b>26.9</b>	<b>107.4</b>	<b>94.1</b>	<b>59.4</b>	<b>45.2</b>	<b>332.9</b>

(a) The sum of registered and enrolled nurses does not equal the number of qualified nurses as some nurses are included in both categories; includes nurses who have never registered.

TABLE 4. QUALIFIED NURSES WHO HAVE A JOB : INDUSTRY, OCCUPATION, SECTOR, TYPE OF NURSE REGISTRATION AND EMPLOYMENT STATUS ('000)

	Registered nurses	Enrolled nurses	Total(a)		Total
			Working in nursing	Working, not in nursing	
<b>Industry -</b>					
Wholesale and retail trade	10.0	* 4.2	* 1.1	14.5	15.6
Community services	159.0	62.6	181.0	29.0	210.0
Hospitals and nursing homes	113.9	49.0	149.7	* 4.3	154.0
Other health	27.4	* 5.4	22.5	9.2	31.7
Other	23.2	12.3	* 7.2	34.1	41.3
<b>Occupation -</b>					
Managers and administrators	8.1	* 4.3	* 2.5	10.4	12.8
Professionals	13.0	* 4.9	* 3.2	12.2	15.4
Para-professionals	136.3	19.5	142.4	* 2.4	144.8
Registered nurses	134.4	18.4	141.8	..	141.8
Clerks	17.1	* 6.0	* 1.9	23.5	25.4
Salespersons and personal service workers	11.8	41.0	38.2	16.2	54.4
Enrolled nurses	* 2.9	35.2	37.2	..	37.2
Other	* 5.9	* 3.3	* 1.2	12.9	14.1
<b>Sector -</b>					
Public	100.9	33.1	110.4	15.9	126.4
Private/ don't know	91.4	45.9	78.9	61.6	140.6
<b>Total</b>	<b>192.2</b>	<b>79.0</b>	<b>189.4</b>	<b>77.6</b>	<b>266.9</b>

(a) The sum of registered and enrolled nurses does not equal the number of qualified nurses as some nurses are included in both categories; includes nurses who have never registered.

TABLE 5. QUALIFIED NURSES WORKING IN NURSING : SUMMARY OF CHARACTERISTICS, TYPE OF NURSE REGISTRATION AND WHERE BASIC NURSING QUALIFICATION OBTAINED ('000)

	<i>Registered nurses</i>		<i>Enrolled nurses</i>		<i>Total(a)</i>		
	<i>Qualified in Australia</i>	<i>Total</i>	<i>Qualified in Australia</i>	<i>Total</i>	<i>Qualified in Australia</i>	<i>Qualified overseas</i>	<i>Total</i>
<b>Marital status -</b>							
Married	80.6	96.9	35.0	41.5	107.3	21.0	128.2
Not married	44.1	48.9	13.5	14.4	55.4	* 5.8	61.1
<b>Family status -</b>							
Member of a family	96.0	112.9	39.9	46.9	126.8	22.0	148.9
Husband or wife	75.7	91.2	33.2	39.7	101.0	20.1	121.1
With dependents present	47.8	55.4	21.0	24.8	64.5	10.1	74.6
Without dependents present	28.0	35.8	12.2	15.0	36.5	10.0	46.6
Other family head	11.1	12.5	* 2.5	* 3.0	13.3	* 1.9	15.2
Other family member	9.2	9.2	* 4.1	* 4.1	12.6	* 0.0	12.6
Not a member of a family	21.1	24.0	* 6.4	* 6.4	26.4	* 2.9	29.2
Family status not determined	* 7.5	8.9	* 2.3	* 2.7	9.4	* 1.8	11.3
<b>Birthplace and period of arrival -</b>							
Born in Australia	112.7	113.0	41.3	41.3	146.6	* 0.3	146.9
Born outside Australia	12.0	32.8	* 7.2	14.6	16.0	26.5	42.5
Main English speaking countries	* 7.6	24.9	* 4.4	8.5	10.3	20.7	31.0
Other countries	* 4.3	* 7.9	* 2.8	* 6.1	* 5.7	* 5.8	11.5
Arrived before 1980	11.7	23.9	* 7.2	10.3	15.7	15.1	30.8
Arrived 1980 - 1989	* 0.3	9.0	* 0.0	* 4.4	* 0.3	11.4	11.7
<b>Age (years) -</b>							
15 - 24	12.3	13.0	8.7	9.2	20.6	* 1.1	21.7
25 - 34	48.4	54.1	18.5	21.9	60.4	* 7.5	67.9
35 - 44	31.2	38.8	15.1	18.1	43.8	10.3	54.1
45 - 54	23.7	28.2	* 4.7	* 5.3	27.6	* 5.1	32.7
55 - 64	9.0	11.8	* 1.5	* 1.5	10.3	* 2.8	13.0
<b>Educational attainment -</b>							
Post-graduate degree or graduate diploma	8.1	9.9	* 0.3	* 0.3	8.1	* 1.9	9.9
Bachelor degree or diploma	15.8	18.7	* 2.2	* 2.8	17.1	* 2.9	20.0
Certificate	100.0	116.3	46.0	52.9	136.6	21.9	158.6
Other(b)	* 0.9	* 0.9	* 0.0	* 0.0	* 0.9	* 0.0	* 0.9
<b>States and Territories of usual residence -</b>							
N.S.W.	43.3	49.8	10.4	12.6	52.6	* 8.7	61.3
Vic.	32.5	38.7	20.7	23.9	48.5	* 7.7	56.2
Qld	19.6	20.7	* 5.7	6.7	23.7	* 2.1	25.8
S.A.	13.6	14.6	4.7	5.0	17.4	* 0.9	18.3
W.A.	9.5	14.5	4.6	5.2	13.1	5.5	18.6
Tas.	3.3	3.7	* 1.7	* 1.7	4.3	* 0.5	4.7
N.T.	* 1.0	* 1.4	* 0.0	* 0.3	* 1.0	* 0.7	* 1.7
A.C.T.	* 1.8	* 2.4	* 0.7	* 0.7	* 2.1	* 0.6	* 2.7
<b>Total</b>	<b>124.7</b>	<b>145.8</b>	<b>48.5</b>	<b>56.0</b>	<b>162.6</b>	<b>26.7</b>	<b>189.4</b>
<i>Males</i>	<i>10.2</i>	<i>12.2</i>	<i>* 4.8</i>	<i>* 5.3</i>	<i>13.1</i>	<i>* 2.5</i>	<i>15.6</i>
<i>Females</i>	<i>114.5</i>	<i>133.6</i>	<i>43.7</i>	<i>50.6</i>	<i>149.5</i>	<i>24.2</i>	<i>173.7</i>

(a) The sum of registered and enrolled nurses does not equal the number of qualified nurses as some nurses are included in both categories.

(b) Includes trade qualification or apprenticeship.

TABLE 6. QUALIFIED NURSES WORKING IN NURSING : TYPE OF NURSE REGISTRATION, HOURS USUALLY WORKED IN NURSING AND LOCATION OF NURSING JOB(S)  
( '000)

	Location of nursing job(s)			Total
	Hospital only	Nursing home only	Other/more than one location	
Registered nurses -				
1 - 29 hours	24.0	11.0	13.2	48.3
30 - 39 hours	26.3	* 2.6	10.0	38.9
40 hours	32.5	* 3.0	* 6.7	42.3
41 hours and over	10.5	* 1.1	* 4.8	16.3
<i>Total</i>	<i>93.4</i>	<i>17.8</i>	<i>34.7</i>	<i>145.8</i>
Enrolled nurses -				
1 - 29 hours	* 6.1	9.1	* 3.7	18.9
30 - 39 hours	13.0	* 4.5	* 3.7	21.2
40 hours	10.7	* 1.4	* 0.7	12.8
41 hours and over	* 1.9	* 1.0	* 0.3	* 3.1
<i>Total</i>	<i>31.6</i>	<i>16.0</i>	<i>8.4</i>	<i>56.0</i>
Total(a) -				
1 - 29 hours	29.3	18.8	16.4	64.5
30 - 39 hours	35.1	* 6.8	12.1	54.0
40 hours	40.4	* 4.2	* 7.4	52.0
41 hours and over	12.0	* 2.1	* 4.8	18.9
<b>Total</b>	<b>116.8</b>	<b>31.8</b>	<b>40.7</b>	<b>189.4</b>

(a) The sum of registered and enrolled nurses does not equal the number of qualified nurses as some nurses are included in both categories.

TABLE 7. QUALIFIED NURSES WORKING IN NURSING : TIME IN NURSING, TYPE OF NURSE REGISTRATION AND WHETHER INTEND TO LEAVE OR HAVE A BREAK FROM NURSING IN THE NEXT SIX MONTHS  
( '000)

Time in nursing (years)	Registered nurses			Enrolled nurses			Total(a)		
	Intend to leave or have a break	Don't intend to leave or have a break	Total(b)	Intend to leave or have a break	Don't intend to leave or have a break	Total(b)	Intend to leave or have a break	Don't intend to leave or have a break	Total(b)
Under 5	* 5.7	29.8	35.5	* 2.8	15.1	19.3	8.5	38.9	48.9
5 and under 10	* 3.9	28.1	33.3	* 2.3	13.9	17.0	* 5.1	39.7	46.9
10 and under 20	* 3.9	43.3	47.2	* 1.7	13.2	15.9	* 5.6	54.7	61.4
20 and over	* 1.2	27.9	29.7	* 0.0	* 3.8	* 3.8	* 1.2	30.4	32.2
<b>Total</b>	<b>14.8</b>	<b>129.2</b>	<b>145.8</b>	<b>* 6.8</b>	<b>45.9</b>	<b>56.0</b>	<b>20.4</b>	<b>163.7</b>	<b>189.4</b>

(a) The sum of registered and enrolled nurses does not equal the number of qualified nurses as some nurses are included in both categories.

(b) Includes nurses who were undecided whether they would leave or have a break in the next six months.



TABLE 11. PRACTISING CERTIFICATE HOLDERS : TYPE OF NURSE REGISTRATION, EMPLOYMENT STATUS AND AGE ('000)

	Age (years)				Total
	15 - 24	25 - 34	35 - 44	45 - 64	
Registered nurses -					
Working in nursing	13.0	52.4	38.3	39.5	143.2
Not working in nursing	* 0.3	13.9	12.7	14.6	41.5
<i>Total</i>	<i>13.3</i>	<i>66.4</i>	<i>51.0</i>	<i>54.1</i>	<i>184.6</i>
Enrolled nurses -					
Working in nursing	8.5	21.9	17.6	* 6.8	54.8
Not working in nursing	* 1.3	* 7.9	* 5.5	* 4.1	18.8
<i>Total</i>	<i>9.9</i>	<i>29.9</i>	<i>23.0</i>	<i>10.9</i>	<i>73.6</i>
Total(a) -					
Working in nursing	21.0	66.2	53.6	45.2	186.0
Not working in nursing	* 1.6	20.7	17.0	16.5	55.9
Working, not in nursing	* 0.3	8.8	11.4	8.1	28.7
Not working	* 1.3	11.9	* 5.6	8.4	27.2
<i>Total</i>	<i>22.7</i>	<i>86.9</i>	<i>70.6</i>	<i>61.7</i>	<i>241.9</i>

(a) The sum of registered and enrolled nurses does not equal the number of practising certificate holders as some nurses are included in both categories.

TABLE 12. PRACTISING CERTIFICATE HOLDERS : TYPE OF NURSE REGISTRATION AND EMPLOYMENT STATUS, STATES AND TERRITORIES OF USUAL RESIDENCE ('000)

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(a)
Registered nurses -							
Working in nursing	48.7	37.6	20.7	14.6	14.2	3.7	143.2
Not working in nursing	14.8	11.0	6.6	* 3.3	* 3.9	* 0.7	41.5
<i>Total</i>	<i>63.5</i>	<i>48.6</i>	<i>27.4</i>	<i>17.9</i>	<i>18.1</i>	<i>4.5</i>	<i>184.6</i>
Enrolled nurses -							
Working in nursing	11.9	23.4	6.7	5.0	5.2	* 1.7	54.8
Not working in nursing	* 5.1	* 6.8	* 2.8	* 1.0	* 1.9	* 0.2	18.8
<i>Total</i>	<i>17.0</i>	<i>30.2</i>	<i>9.4</i>	<i>6.0</i>	<i>7.0</i>	<i>* 1.9</i>	<i>73.6</i>
Total(b) -							
Working in nursing	59.6	55.2	25.8	18.3	18.3	4.7	186.0
Not working in nursing	17.7	16.7	8.7	4.3	5.5	* 0.7	55.9
Working, not in nursing	11.0	* 7.5	* 4.1	* 2.0	* 2.1	* 0.2	28.7
Not working	* 6.7	* 9.1	* 4.6	* 2.3	* 3.4	* 0.6	27.2
<i>Total</i>	<i>77.3</i>	<i>71.8</i>	<i>34.5</i>	<i>22.7</i>	<i>23.8</i>	<i>5.5</i>	<i>241.9</i>

(a) Includes N.T. and A.C.T. (b) The sum of registered and enrolled nurses does not equal the number of practising certificate holders as some nurses are included in both categories.



## SECTION 2. CAREER PATHS OF QUALIFIED (REGISTERED AND ENROLLED) NURSES

TABLE 13. QUALIFIED NURSES WHO HAVE WORKED IN NURSING : EMPLOYMENT STATUS, TIME IN NURSING AND YEAR FIRST REGISTERED ('000)

Time in nursing (years)	Year first registered			Total
	Before 1970	1970 - 1979	1980 - 1989	
WORKING IN NURSING				
Under 5	* 0.5	* 2.3	46.0	48.9
5 and under 10	* 4.2	15.7	27.1	46.9
10 and under 20	16.9	44.5	..	61.4
20 and over	32.2	..	..	32.2
<b>Total</b>	<b>53.8</b>	<b>62.5</b>	<b>73.1</b>	<b>189.4</b>
NOT WORKING IN NURSING				
Under 5	15.4	13.8	13.1	42.3
5 and under 10	13.2	14.4	* 6.8	34.4
10 and under 20	15.2	15.3	..	30.6
20 and over	8.1	..	..	8.1
<b>Total</b>	<b>51.9</b>	<b>43.5</b>	<b>19.9</b>	<b>115.3</b>
TOTAL				
Under 5	15.9	16.1	59.1	91.1
5 and under 10	17.3	30.1	33.9	81.4
10 and under 20	32.1	59.8	..	91.9
20 and over	40.3	..	..	40.3
<b>Total</b>	<b>105.6</b>	<b>106.0</b>	<b>93.0</b>	<b>304.7</b>

TABLE 14. QUALIFIED NURSES WHO HAVE HAD A BREAK FROM NURSING : MAIN REASON FOR FIRST BREAK FROM NURSING AND TIME IN NURSING BEFORE FIRST BREAK ('000)

Main reason for first break from nursing	Time in nursing before first break (years)			Total
	Under 3	3 and under 5	5 and over	
Work related reasons	* 5.5	* 3.5	* 7.8	16.8
Other reasons	35.1	28.7	57.6	121.4
Family responsibilities	22.9	20.6	46.0	89.4
Other	12.3	8.1	11.6	32.0
<b>Total</b>	<b>40.6</b>	<b>32.2</b>	<b>65.4</b>	<b>138.1</b>

TABLE 15. QUALIFIED NURSES WHO HAVE HAD A BREAK FROM NURSING : MAIN REASON FOR FIRST BREAK FROM NURSING, MAIN REASON RETURNED TO NURSING AND LENGTH OF FIRST BREAK FROM NURSING ('000)

Main reason for first break from nursing -	Length of first break from nursing (years)			Total
	1 and under 2	2 and under 5	5 and over	
Work related reasons	* 6.5	* 7.2	* 3.0	16.8
Other reasons	50.2	33.4	37.8	121.4
Family responsibilities	29.5	25.6	34.3	89.4
Other	20.7	* 7.7	* 3.5	32.0
<b>Main reason returned to nursing -</b>				
Work related reasons	22.3	14.1	9.9	46.3
Other reasons	34.4	26.5	31.0	91.8
Diminished family responsibilities occurred	* 1.3	* 2.6	9.1	13.1
Financial needs arose	25.3	18.0	17.4	60.7
Other	* 7.8	* 5.9	* 4.4	18.1
<b>Total</b>	<b>56.7</b>	<b>40.6</b>	<b>40.9</b>	<b>138.1</b>

TABLE 16. QUALIFIED NURSES WHO HAVE HAD A BREAK FROM NURSING : MAIN REASON RETURNED TO NURSING AND AGE ('000)

Main reason returned to nursing	Age (years)			Total(a)
	25 - 34	35 - 44	45 - 64	
Work related reasons	12.8	17.8	14.0	46.3
Other reasons	24.8	28.9	36.2	91.8
Diminished family responsibilities occurred	* 1.8	* 3.8	* 7.5	13.1
Financial needs arose	17.1	19.4	23.3	60.7
Other	* 5.9	* 5.7	* 5.5	18.1
<b>Total</b>	<b>37.6</b>	<b>46.7</b>	<b>50.3</b>	<b>138.1</b>

(a) Includes persons aged 15 - 24.

TABLE 17. QUALIFIED NURSES WHO HAVE LEFT NURSING : MAIN REASON LAST LEFT NURSING, MAIN FACTOR THAT WOULD ENABLE A RETURN TO NURSING AND YEAR LAST LEFT NURSING ('000)

Main reason last left nursing	Year last left nursing			Total
	Before 1970	1970 - 1979	1980 - 1989	
Work related reasons	* 1.6	* 2.5	13.8	18.0
Other reasons	14.9	24.6	57.8	97.4
Family responsibilities	12.1	15.3	23.3	50.8
Other	* 2.8	9.3	34.5	46.6
<b>Main factor that would enable a return to nursing</b>				
Consider returning to nursing(a)	* 1.9	12.4	49.2	63.6
Work related reasons	* 0.8	* 4.5	19.0	24.4
Other reasons	* 1.1	* 7.9	30.2	39.2
Would not consider returning to nursing	14.6	14.8	22.4	51.8
<b>Total</b>	<b>16.5</b>	<b>27.2</b>	<b>71.7</b>	<b>115.3</b>

(a) Includes those who are unsure whether they would consider returning.

TABLE 18. REGISTERED NURSES WORKING IN NURSING : TIME IN NURSING AND MAIN FIELD OF NURSING POSITION ('000)

Time in nursing (years)	Main field of nursing position			Total(a)
	Administrative/ supervisory	Clinical, general	Clinical, specialist	
Under 5	* 0.0	21.3	10.6	35.5
5 and under 10	* 2.6	15.0	13.7	33.3
10 and under 20	* 6.9	19.7	17.0	47.2
20 and over	* 5.3	14.1	* 5.1	29.7
<b>Total</b>	<b>14.9</b>	<b>70.2</b>	<b>46.3</b>	<b>145.8</b>

(a) Includes other nursing positions.

## SECTION 3. POPULATION SUMMARY

TABLE 19. ALL POPULATIONS BY STATES AND TERRITORIES OF USUAL RESIDENCE ('000)

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<i>Population 1:</i> Qualified nurses	105.4	93.5	48.5	33.0	36.1	6.9	4.4	5.2	332.9
<i>Population 2:</i> Qualified nurses who have a job	86.7	77.3	35.4	25.6	27.6	5.9	* 3.1	5.2	266.9
<i>Population 3:</i> Qualified nurses working in nursing	61.3	56.2	25.8	18.3	18.6	4.7	* 1.7	* 2.7	189.4
<i>Population 4:</i> Qualified nurses working in nursing who intend to leave or have a break from nursing in the next six months	* 5.8	* 6.3	* 2.4	* 1.8	* 2.5	* 0.2	* 0.6	* 0.8	20.4
<i>Population 5:</i> Qualified nurses who have worked in nursing	95.9	84.6	44.5	30.9	33.0	6.7	4.1	4.9	304.7
<i>Population 6:</i> Qualified nurses who have had a break from nursing	41.0	41.2	22.2	14.3	11.1	3.8	* 2.1	* 2.5	138.1
<i>Population 7:</i> Qualified nurses who have left nursing	34.6	28.4	18.7	12.6	14.5	* 2.0	* 2.4	* 2.3	115.3
<i>Population 8:</i> Qualified nurses who have never worked in nursing in Australia	* 9.5	* 8.9	* 4.0	* 2.1	* 3.0	* 0.1	* 0.3	* 0.3	28.2
<i>Population 9:</i> Qualified nurses who have never registered	* 8.9	* 7.8	* 3.7	* 2.1	* 2.5	* 0.1	* 0.3	* 0.3	25.6
<i>Population 10:</i> Registered nurses	77.7	57.4	34.7	22.6	25.1	5.7	* 3.3	4.2	230.6
<i>Population 11:</i> Registered nurses working in nursing	49.8	38.7	20.7	14.6	14.5	3.7	* 1.4	* 2.4	145.8
<i>Population 12:</i> Registered nurses who have worked in nursing	77.1	57.4	34.7	22.6	24.6	5.7	* 3.3	4.2	229.5
<i>Population 13:</i> Registered nurses who have had a break from nursing	34.5	27.4	19.5	11.8	7.2	2.9	* 1.5	* 1.7	106.5
<i>Population 14:</i> Registered nurses who have left nursing	27.3	18.7	13.9	8.1	10.1	* 2.0	* 1.9	* 1.7	83.7
<i>Population 15:</i> Enrolled nurses	25.9	36.8	13.8	10.2	9.8	* 2.1	* 1.6	* 1.8	102.1
<i>Population 16:</i> Enrolled nurses working in nursing	12.6	23.9	6.7	5.0	5.2	* 1.7	* 0.3	* 0.7	56.0
<i>Population 17:</i> Enrolled nurses who have worked in nursing	25.9	35.8	13.4	10.2	9.8	* 2.1	* 1.6	* 1.8	100.6
<i>Population 18:</i> Enrolled nurses who have had a break from nursing	* 8.7	15.4	* 3.3	* 3.4	4.5	* 1.6	* 1.0	* 1.5	39.3
<i>Population 19:</i> Enrolled nurses who have left nursing	13.3	11.9	6.8	5.2	4.6	* 0.4	* 1.4	* 1.1	44.7
<i>Population 20:</i> Practising certificate holders	77.3	71.8	34.5	22.7	23.8	5.5	* 2.6	3.7	241.9
<i>Population 21:</i> Qualified nurses currently working with their main period employer	74.9	66.3	28.0	20.8	21.8	5.8	* 2.9	4.1	224.6

## APPENDIX A

## GLOSSARY

*Administrative/supervisory position:* a position where more time was spent planning and/or overseeing work done by other nurses (including general administrative work) than in other activities.

*Bachelor degree or diploma:* completion of an undergraduate diploma, associate diploma or degree.

*Basic nursing qualification:* the nursing qualification which led to initial registration.

*Break from nursing:* a period of twelve months or more away from nursing after registering with an Australian nursing board, with a subsequent return to nursing.

*Casual employees:* employees who were not entitled to annual leave nor sick leave.

*Certificate:* completion of an approved certificate in nursing, secretarial or business studies, administration, etc. See also definition for *practising certificate holder*.

*Clinical position, general:* a position where nurses were mainly employed in a general patient care area providing skilled and generalised nursing care, e.g. includes general medical nurse, ward nurse, registered nurse, etc.

*Clinical position, specialist:* nurses who are paid as specialist nurses or had done post-graduate study in a specialist nursing area. Nurses who work in specialist areas as general nurses are excluded.

*Currently registered:* currently registered with an Australian nursing board as a registered or enrolled nurse. Nurses who have registered as both a registered and enrolled nurse are included in the tables in both categories. Nurses who have registered as either a registered or enrolled nurse, but with more than one Australian nursing board are included in the tables only once.

*Educational attainment:* measures the highest qualification obtained by the respondent. Qualifications may include those obtained at other than educational institutions (e.g. nursing qualifications obtained at a hospital).

*Employment status:* the terms *working* and *not working* are used in this survey rather than the more rigidly defined terms *employed* and *not employed* used in the monthly labour force survey. Data from this survey is therefore not strictly comparable to that in the monthly labour force survey.

*Enrolled nurses:* nurses who have generally completed 12-18 months on-the-job training and a 1-2 year post-secondary course (usually at a TAFE) and have gained a certificate of enrolment from an Australian nursing board. They need not be currently registered as an en-

rolled nurse. Details of persons actually working as enrolled nurses can be found in Table 5 of this publication.

*Hours usually worked in nursing:* the total hours usually worked each week in all nursing jobs. Includes overtime where this is regularly worked.

*Industry:* relates to main job and is classified according to the *Australian Standard Industrial Classification (ASIC) 1983*.

*Left nursing:* qualified nurses who had worked in the nursing profession after registering with an Australian nursing board and were no longer working in nursing.

*Length of first break from nursing:* the length (in completed years) of the first break of 12 months or more taken from nursing after registering with an Australian nursing board.

*Looking for work:* persons who were out of work and looking for a job.

*Main English speaking countries:* comprised of the United Kingdom, Ireland, Canada, South Africa, U.S.A. and New Zealand.

*Main job:* the job in which most hours were worked.

*Main period employer:* the employer for whom the respondent worked the most weeks for wages or salary during the last twelve months.

*Mean weekly earnings:* the amount obtained by dividing the total earnings of a group by the number of persons in that group who had stated their earnings.

*Median weekly earnings:* the amount which divides the distribution of persons into two equal groups, one having earnings above and the other below that amount. Medians were calculated from grouped data, the class intervals in some cases being finer than those published in the tables. Linear interpolation was used within the class interval in which the median fell. Persons whose earnings were not stated or not known were excluded from the calculation.

*Never registered:* qualified nurses who had never registered as an enrolled or registered nurse with an Australian nursing board.

*Nurse:* see qualified nurse.

*Occupation:* relates to main job and is classified according to the *Australian Standard Classification of Occupations (ASCO) 1986*.

*Other post-school qualification:* completion of an approved trade/technical apprenticeship in fitting and turning, hairdressing, plumbing, carpentry, etc. and other types of education, e.g. adult education, preparatory/bridging course or hobby course.

*Permanent employee:* employees entitled to paid holiday or sick leave.

*Post-graduate degree or graduate diploma:* completion of a graduate diploma (including those titled simply diploma but which require a prior degree or diploma), masters degree, doctorate, or higher doctorate.

*Practising certificate holders:* nurses who were currently registered and held one or more practising certificates at the time of the survey. State and Territory Nursing Boards vary in their procedures for issuing practising certificates. To practise as a nurse in a State or Territory, it is a legal requirement that a practising certificate be held.

*Qualified nurses:* persons who have ever qualified as registered or enrolled nurses where qualified is interpreted to mean successfully passed final exams and practical experience as required to apply for registration.

*Registered nurses:* nurses who have generally completed a 3-4 year hospital based certificate or a 3 year diploma (usually at a College of Advanced Education) and have gained a certificate of registration from an Australian nursing board. They need not be currently registered as a registered nurse. Details of persons actually working as registered nurses can be found in Table 5 of this publication.

*Time in nursing:* the length of time (in completed years) the respondent had worked in nursing after registering with an Australian nursing board. Time spent nursing as an enrolled or registered nurse has

been aggregated to reflect the total time in nursing. The period prior to qualifying (e.g. time completing training) and breaks of 12 months or more are excluded.

*Time in nursing before first break:* the length of time (in completed years) the respondent had worked in nursing after registering with an Australian nursing board until the first break of twelve months or more was taken. The period prior to qualifying (e.g. time completing training) is excluded.

*Type of nurse registration:* qualified nurses provided details on whether they have gained a certificate of enrolment or a certificate of registration from an Australian nursing board. Registration need not be current. See *Enrolled nurses* and *Registered nurses* for further details.

*Usual weekly earnings:* the current amount of usual weekly pay from the respondent's job with their main period employer before taxation and other deductions had been made.

*Work in nursing:* qualified nurses working in the nursing profession after registering with an Australian nursing board. Includes nursing supervisors and administrators, clinical nurses, enrolled nurses and nurses employed primarily in education. See also *employment status*.

*Year first registered:* the year the respondent first registered as either an enrolled or registered nurse with an Australian nursing board.

*Year last left nursing:* qualified nurses who had worked in nursing after registering with an Australian nursing board and were no longer working in nursing were asked to specify the year they had last worked in nursing.

## APPENDIX B

### EXPLANATORY NOTES

#### Introduction

1. This publication presents results from the survey of Career Paths of Qualified Nurses conducted throughout Australia during the months March, April, June and July 1989 to obtain information about persons who have ever qualified as either registered or enrolled nurses. Information collected includes nursing qualification and registration details, and occupational mobility (i.e. time in nursing, reason left nursing, breaks from nursing, nursing position held, etc.). A data items list is included at Appendix D.

#### Scope

##### *Geographical Areas*

2. The survey covered both rural and urban areas in all States and Territories.

##### *Dwellings*

3. The survey covered both private and special dwellings. Private dwellings are houses, flats, home units, and any other structures used as private places of residence at the time of the survey. Special dwellings are hotels, motels, hostels, hospitals, caravan parks, nursing residences attached to hospitals, etc.

##### *Persons*

4. The survey included all persons aged 15 to 64 years except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia;
- (d) members of non-Australian defence forces (and their dependents) stationed in Australia;
- (e) persons who were permanently unable to work;
- (f) boarding school pupils not resident in households, some patients in hospitals and sanatoriums and inmates of gaols, reformatories, etc.; and
- (g) persons aged 15 to 20 years still at school.

#### Coverage

5. In the survey, coverage rules were applied which aimed to ensure that each person was associated with only one dwelling and hence has only one chance of selection.

The coverage rules are, necessarily, a balance between theoretical and operational considerations. Nevertheless, the chance of a person being enumerated at two separate dwellings in the survey is considered to be negligible.

#### Data collection methodology

6. The survey was conducted on a sub-sample of the monthly population survey. The monthly population survey (which is described in *The Labour Force, Australia* (6203.0)) comprises the monthly labour force and supplementary topics and is based on a multi-stage area sample of private dwellings (about 31,000 houses, flats, etc.) and a list sample of non-private dwellings, and covers about three-fifths of one per cent of the population of Australia.

7. In each of the months March, April, June and July 1989, one-eighth of the respondents to the labour force survey were asked some additional questions by trained interviewers. These questions were asked on an 'any responsible adult' basis to identify the target population for the survey of Career Paths of Qualified Nurses. This effectively resulted in a sample equal in size to half a normal monthly population survey sample (about 15,500 houses, flats, etc. and non-private dwellings). Information was then collected from the target population through personal interviews.

#### Definitions

8. Definitions of labour force and demographic classifications appearing in this publication are given in *The Labour Force, Australia* (6203.0). Unless otherwise stated, all characteristics referenced in this publication relate to the week before the interview and, if job related, refer to main job.

#### Results of the survey

9. The estimates in this publication refer to information collected over four months and, due to seasonal factors, may not be representative of other periods throughout the year.

10. This was the first time a survey on this topic has been conducted.

#### Estimation procedure

11. The estimates are derived from the population survey by use of a ratio estimation procedure which ensures that the estimates conform to an independently estimated distribution (based on the average of the months of March, April, June and July) of the population for each capital city and remainder of State by age and gender, rather than to the corresponding distribution within the sample itself.

### Reliability of the estimates

12. Estimates in this publication are subject to sampling and non-sampling errors. For further information refer to the Technical Note, Appendix C.

### Related publications

13. Other ABS publications which may be of interest include:

*The Labour Force, Australia* (6203.0)—issued monthly

*Labour Force Status and Educational Attainment, Australia* (6235.0)—issued annually

*Labour Mobility, Australia* (6209.0)—issued annually

*Multiple Jobholding, Australia, August 1987* (6216.0)—issued irregularly

14. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The *Catalogue and Publications Advice* are available from any ABS office.

### Symbols and other usages

\*subject to sampling variability too high for most practical uses. See the Technical Note, Appendix C.

. .not applicable

15. Because estimates have been rounded, discrepancies may occur between sums of the component items and totals.

### Electronic services

VIATEL. Key \*656# for selected current economic, social and demographic statistics.

AUSSTATS. Thousands of up-to-date time series are available on this ABS on-line service through PAXUS COMNET.

For further information phone the AUSSTATS Help Desk on (06) 252 6017.

TELESTATS. This service provides:

- foreign trade statistics tailored to users' requirements. Further information is available on (06) 252 5404.
- text and tables for selected Main Economic Indicator publications. Further information is available on (06) 252 5405.

### Floppy disk service.

Selected ABS statistics are available on floppy disk. Further information is available on (06) 252 6684.

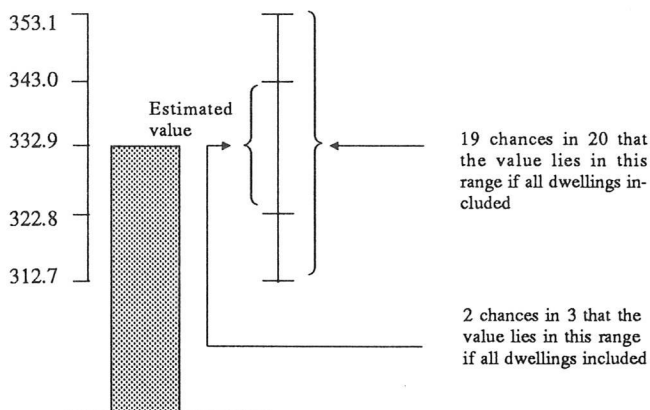
## APPENDIX C

## TECHNICAL NOTE

Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability, that is, they may differ from those that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the number that would have been obtained if all dwellings had been included, and about nineteen chances in twenty that the difference will be less than two standard errors. Another measure of the likely difference is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate.

2. Space does not allow for the separate indication of the standard errors of all estimates in this publication. A table of standard errors for general application is given on the following page. These numbers will not give a precise measure of the standard error of a particular estimate but they will provide an indication of its magnitude.

3. An example of the calculation and the use of standard errors in relation to estimates of persons is as follows. Table 1 shows the estimated number of qualified nurses to be 332,900. Since this estimate is between 300,000 and 400,000, the standard error for Australia will be between 9,700 and 10,900 in the standard error table and can be approximated as 10,100 (rounded to the nearest 100). Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 322,800 to 343,000 and about nineteen chances in twenty that the value will fall within the range 312,700 to 353,100. This example is illustrated in the following diagram.



4. As can be seen from the standard error table, *the smaller the estimate the higher is the relative standard error*. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the tables in this publication, only estimates with relative standard errors of 25 per cent or less are considered sufficiently reliable for most purposes. However, estimates with larger relative standard errors have been included and are preceded by an asterisk (e.g. \*3.4) to indicate they are subject to high standard errors and should be used with caution.

5. Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the relative standard error (RSE) of a proportion is given below:

$$RSE (x/y) = \sqrt{[RSE (x)]^2 - [RSE (y)]^2}$$

6. Considering the example from paragraph 3 above, of the 332,900 qualified nurses, 254,200 or 76.4 per cent were born in Australia. The standard error of 254,200 is approximately 9,013 so the relative standard error is 3.5 per cent. The relative standard error for 332,900 is 3.0 per cent. Applying the above formula, the relative standard error of the proportion is  $\sqrt{(3.5)^2 - (3.0)^2}$  or 1.8 per cent, giving a standard error for the proportion (76.4 per cent) of 1.4 percentage points. Therefore, there are about two chances in three that the proportion of qualified nurses who were born in Australia was between 75.0 per cent and 77.8 per cent and nineteen chances in twenty that the proportion was within the range 73.6 per cent to 79.2 per cent.

7. Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their standard errors and the relationship (correlation) between them. An approximate standard error (SE) of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE (x-y) = \sqrt{[SE (x)]^2 + [SE (y)]^2}$$

While this formula will only be exact for differences between separate and uncorrelated characteristics or subpopulations it is expected to provide a good approximation for all differences likely to be of interest in this publication.



8. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents, and errors made in coding and processing data. Inaccuracies of this kind are referred to as the *non-sampling error*, and they

may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

## STANDARD ERRORS OF ESTIMATES

Size of estimate (Persons)	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia	Relative standard error (per cent)
	—number—									
200						180				
300				280		220	290	250		
400			390	330	350	250	340	280	380	94.2
500			440	370	400	280	370	310	430	85.5
600	590	580	480	400	430	310	400	340	470	79.0
700	640	630	520	430	470	330	430	360	520	73.8
800	680	670	550	460	500	360	460	390	560	69.6
900	720	710	590	490	520	380	480	410	590	66.0
1,000	760	750	620	520	550	400	510	430	630	63.0
1,100	800	790	650	540	580	410	530	450	660	60.3
1,200	840	820	680	560	600	430	550	460	700	58.0
1,300	870	860	700	590	620	450	570	480	730	55.9
1,400	900	890	730	610	650	460	590	490	760	54.1
1,500	930	920	750	630	670	480	610	510	790	52.4
1,600	960	950	780	650	690	490	630	520	810	50.9
1,700	990	980	800	660	710	500	640	540	840	49.4
1,800	1,000	1,000	820	680	730	520	660	550	870	48.2
1,900	1,050	1,050	850	700	740	530	680	560	890	47.0
2,000	1,100	1,050	870	720	760	540	690	580	920	45.8
2,100	1,100	1,100	890	730	780	550	710	590	940	44.8
2,200	1,150	1,100	910	750	800	560	720	600	960	43.8
2,300	1,150	1,150	930	760	810	570	740	610	990	42.9
2,400	1,150	1,150	950	780	830	580	750	620	1,000	42.1
2,500	1,200	1,200	960	790	840	600	770	640	1,050	41.3
3,000	1,300	1,300	1,050	860	920	640	830	690	1,150	37.9
3,500	1,400	1,400	1,150	930	980	680	900	730	1,250	35.2
4,000	1,500	1,500	1,200	980	1,050	720	950	770	1,300	33.0
4,500	1,600	1,550	1,250	1,050	1,100	760	1,000	810	1,400	31.1
5,000	1,650	1,650	1,350	1,100	1,150	790	1,050	850	1,500	29.6
6,000	1,800	1,800	1,450	1,200	1,250	850	1,150	920	1,600	27.0
8,000	2,050	2,050	1,650	1,350	1,400	950	1,300	1,050	1,850	23.4
10,000	2,300	2,250	1,800	1,450	1,550	1,050	1,450	1,150	2,100	20.9
20,000	3,100	3,100	2,450	2,000	2,100	1,300	2,000	1,500	2,950	14.7
30,000	3,700	3,700	2,950	2,350	2,500	1,500	2,400	1,750	3,550	11.8
40,000	4,200	4,150	3,300	2,600	2,800	1,600	2,750	1,950	4,050	10.1
50,000	4,600	4,600	3,650	2,850	3,050	1,750	3,050	2,100	4,500	9.0
100,000	6,100	6,100	4,850	3,750	4,000	2,100	4,250	2,700	6,100	6.1
200,000	8,000	8,000	6,300	4,850	5,200	2,450	5,900	3,450	8,200	4.1
300,000	9,400	9,300	7,400	5,600	6,100	2,700	7,200	3,950	9,700	3.2
400,000	10,400	10,300	8,200	6,200	6,800	2,850	8,200	4,350	10,900	2.7
500,000	11,300	11,200	8,900	6,700	7,300	3,000	9,200	4,650	11,900	2.4
1,000,000	14,500	14,300	11,400	8,500	9,300	3,350	12,800	5,800	15,600	1.6

## APPENDIX D

### HOW TO ORDER SPECIAL TABLES FROM THIS SURVEY

The ABS offers a range of unpublished data from this survey upon request. When ordering special tables from this survey, please ensure you identify the **population(s)** and the **variable(s)** which you require.

This appendix specifies the variables, categories and populations which relate to the survey and includes an order form for special tables.

The population(s) for a particular variable refers to the persons in the survey to whom the variable relates.

### POPULATIONS

Population 1: Qualified nurses

Population 2: Qualified nurses who have a job

Population 3: Qualified nurses working in nursing

Population 4: Qualified nurses working in nursing who intend to leave or have a break from nursing in the next six months

Population 5: Qualified nurses who have worked in nursing

Population 6: Qualified nurses who have had a break from nursing

Population 7: Qualified nurses who have left nursing

Population 8: Qualified nurses who have never worked in nursing in Australia

Population 9: Qualified nurses who have never registered

Population 10: Registered nurses

Population 11: Registered nurses working in nursing

Population 12: Registered nurses who have worked in nursing

Population 13: Registered nurses who have had a break from nursing

Population 14: Registered nurses who have left nursing

Population 15: Enrolled nurses

Population 16: Enrolled nurses working in nursing

Population 17: Enrolled nurses who have worked in nursing

Population 18: Enrolled nurses who have had a break from nursing

Population 19: Enrolled nurses who have left nursing

Population 20: Practising certificate holders

Population 21: Qualified nurses currently working with their main period employer

VARIABLE	POPULATIONS	VARIABLE	POPULATIONS
<b>DEM1</b>	<b>STATES AND TERRITORIES OF USUAL RESIDENCE</b> New South Wales Victoria Queensland South Australia Western Australia Tasmania Northern Territory Australian Capital Territory Australia	<b>DEM6C</b>	<b>FAMILY STATUS (3)</b> Member of a family Husband or wife With dependents present Without dependents present Other family head Full-time student aged 15–24(a) Other child of married couple or family head Other relative of married couple or family head Not a member of a family Family status not determined
<b>DEM2</b>	<b>AREA</b> Metropolitan Non-metropolitan		<b>ALL</b>
<b>DEM3</b>	<b>DISSEMINATION REGION</b> Standard labour force dissemination regions		<b>ALL</b>
<b>DEM4</b>	<b>GENDER</b> Males Females		<b>ALL</b>
<b>DEM5</b>	<b>MARITAL STATUS</b> Married Not married		<b>ALL</b>
<b>DEM6A</b>	<b>FAMILY STATUS (1)</b> Member of a family Husband or wife With dependents present Without dependents present Other family head With dependents present Without dependents present Full-time student aged 15–24(a) Other child of married couple or family head Other relative of married couple or family head Not a member of a family Living alone Not living alone Family status not determined  (a) Excludes persons attending school.	<b>DEM7A</b>	<b>BIRTHPLACE (1)</b> <b>(individual countries collected)</b> Born in Australia Born outside Australia Main English speaking countries Other countries
		<b>DEM7B</b>	<b>BIRTHPLACE AND PERIOD OF ARRIVAL</b> <b>(single years collected)</b> Born in Australia Born outside Australia Arrived before 1960 Arrived 1960 – 1969 Arrived 1970 – 1979 Arrived 1980 – 1989
<b>DEM6B</b>	<b>FAMILY STATUS (2)</b> Member of a family Husband or wife With children aged 0–14 present Without children aged 0–14 present Other family head With children aged 0–14 present Without children aged 0–14 present Full-time student aged 15–24(a) Other child of married couple or family head Other relative of married couple or family head Not a member of a family Living alone Not living alone Family status not determined  (a) Excludes persons attending school.	<b>DEM8</b>	<b>AGE</b> <b>(single years collected)</b> 15 – 24 25 – 34 35 – 44 45 – 54 55 – 64
		<b>DEM9</b>	<b>AGE OF YOUNGEST CHILD</b> <b>(single years collected)</b> Family with children aged 0 – 14 present 0 – 2 years 3 – 4 years 5 – 9 years 10 – 14 years Family without children aged 0 – 14 present/ family status not determined
		<b>EDC1A</b>	<b>EDUCATIONAL ATTAINMENT (1)</b> Post-graduate degree or graduate diploma Bachelor degree or diploma Trade qualification or apprenticeship Certificate Other

VARIABLE	POPULATIONS	VARIABLE	POPULATIONS
<b>EDC2</b>	<b>MAIN FIELD OF STUDY</b>	<b>CLF2A</b>	<b>EMPLOYMENT STATUS (1)</b>
	Bachelor degree or higher <b>ALL</b>	Working <b>1,5-6,10,12-13,15,17-18,20</b>	
	Administration, business studies, commerce	In nursing	
	Law	Not in nursing	
	Education	Not working	
	Medicine		
	Science, mathematics	<b>CLF2B</b>	<b>EMPLOYMENT STATUS (2)</b>
	Computing and information sciences	Working in nursing <b>1,5-6,10,12-13,15,17-18,20</b>	
	Veterinary science, agriculture, forestry	Full-time	
	Engineering	Part-time	
	Architecture	Not working in nursing	
	Social sciences, arts, humanities	Working, not in nursing	
	Other	Looking for work	
	Trade qualification or apprenticeship	Not in the labour force	
	Metal fitting and machining		
	Other metal	<b>CLF2C</b>	<b>EMPLOYMENT STATUS (3)</b>
	Electrical and electronics	Working in nursing <b>2,21</b>	
	Building	Full-time	
	Printing	Part-time	
	Vehicle	Working, not in nursing	
	Food		
	Hairdressing	<b>CLF3</b>	<b>INDUSTRY</b>
	Other	(3 digit ASIC collected) <b>2-4,11,16,21</b>	
	Certificate	Agriculture, forestry, fishing and hunting	
	Business, administration, commerce	Manufacturing	
	Secretarial, typing, data processing	Electricity, gas and water	
	Education, teacher training	Construction	
	Nursing	Wholesale and retail trade	
	Other health, para-medical	Transport and storage	
	Science, computing, agriculture	Finance, property and business services	
	Engineering, architecture	Community services	
	Transport, communication	Hospitals and nursing homes	
	Arts, social studies, crafts	Other health	
	Other	Recreation, personal and other services	
	Other	Other	
<b>EDC3</b>	<b>YEAR COMPLETED</b>	<b>CLF4</b>	<b>OCCUPATION</b>
	(single years collected) <b>ALL</b>	(4 digit ASCO collected) <b>2-4,11,16,21</b>	
	Before 1950	Managers and administrators	
	1950 – 1959	Professionals	
	1960 – 1969	Para-professionals	
	1970 – 1979	Registered nurses	
	1980 – 1989	Tradespersons	
<b>EDC4</b>	<b>WHERE QUALIFICATION OBTAINED</b>	Clerks	
	Australia <b>ALL</b>	Salespersons and personal service workers	
	Overseas	Enrolled nurses	
<b>CLF1A</b>	<b>LABOUR FORCE STATUS AND FULL-TIME OR PART-TIME WORKERS (1)</b>	Plant and machine operators, and drivers	
	Labour force <b>1,5-10,12-15,17-20</b>	Labourers and related workers	
	Working		
	Full-time	<b>CLF5</b>	<b>HOURS USUALLY WORKED IN NURSING</b>
	Part-time	(single hours collected) <b>3-4,11,16</b>	
	Not determined	1 – 15	
	Looking for work	16 – 29	
	Looking for full-time work	30 – 34	
	Looking for part-time work	35 – 39	
	Not in the labour force	40	
<b>CLF1B</b>	<b>LABOUR FORCE STATUS (2)</b>	41 – 44	
	Labour force <b>1,5-10,12-15,17-20</b>	45 – 48	
	Working	49 and over	
	Looking for work		
	Not in the labour force	<b>CLF6</b>	<b>HOURS WORKED LAST WEEK</b>
		(single hours collected) <b>2-4,11,16,21</b>	
		0	
		1 – 15	
		16 – 29	
		30 – 34	
		35 – 39	
		40	
		41 – 44	
		45 – 48	
		49 and over	

VARIABLE		POPULATIONS	VARIABLE		POPULATIONS
CLF7	<b>SECTOR</b> Public Private Don't know	2-4,11,16,21	QLFN3A	<b>REGISTERED NURSE SUMMARY (1)</b> Currently registered as a registered nurse With one board Has a current practising certificate Does not have a current practising certificate With more than one board Has a current practising certificate Does not have a current practising certificate Not currently registered as a registered nurse	10-14
CLF8	<b>STATUS OF WORKER</b> Wage and salary earners (a) Employers Self-employed Unpaid family helpers  (a) Includes payment in kind	2-4,11,16,21	QLFN3B	<b>REGISTERED NURSE SUMMARY (2)</b> Currently registered as a registered nurse Not currently registered as a registered nurse	10-14
CLF9	<b>FULL-TIME OR PART-TIME WORKERS</b> Full-time workers Part-time workers Not determined	2-4,11,16,21	QLFN4	<b>YEAR FIRST REGISTERED AS A REGISTERED NURSE (single years collected)</b> Before 1950 1950 - 1959 1960 - 1969 1970 - 1979 1980 - 1989	10-14
CLF10	<b>LOCATION OF NURSING JOB(S)</b> Hospital only Nursing home only Other location only More than one location Hospital and nursing home Hospital and other location Nursing home and other location Hospital, nursing home and other location	3-4,11,16	QLFN5	<b>FIELD OF BASIC NURSING QUALIFICATION</b> General Mothercraft Psychiatric Mental retardation Other	10-14
WH11	<b>WHETHER PERMANENT OR CASUAL EMPLOYEE WITH MAIN PERIOD EMPLOYER</b> Permanent Casual	21	QLFN6	<b>WHETHER EVER REGISTERED AS AN ENROLLED NURSE</b> Registered Never registered	1-8,21
WH12	<b>USUAL WEEKLY EARNINGS (\$)</b> Under 40 40 and under 80 80 and under 120 120 and under 160 160 and under 200 200 and under 240 240 and under 280 280 and under 320 320 and under 360 360 and under 400 400 and under 440 440 and under 480 480 and under 520 520 and under 560 560 and under 600 600 and under 640 640 and under 680 680 and under 720 720 and under 760 760 and under 800 800 and over Not stated/don't know	21	QLFN7A	<b>ENROLLED NURSE SUMMARY (1)</b> Currently registered as an enrolled nurse With one board Has a current practising certificate Does not have a current practising certificate With more than one board Has a current practising certificate Does not have a current practising certificate Not currently registered as an enrolled nurse	15-19
QLFN1	<b>WHERE BASIC NURSING QUALIFICATION OBTAINED</b> Australia Overseas	ALL	QLFN7B	<b>ENROLLED NURSE SUMMARY (2)</b> Currently registered as an enrolled nurse Not currently registered as an enrolled nurse	15-19
QLFN2	<b>WHETHER EVER REGISTERED AS A REGISTERED NURSE</b> Registered Never registered	1-8,21	QLFN8	<b>YEAR FIRST REGISTERED AS AN ENROLLED NURSE (single years collected)</b> Before 1950 1950 - 1959 1960 - 1969 1970 - 1979 1980 - 1989	15-19
			QLFN9A	<b>TYPE OF NURSE REGISTRATION (1)</b> Registered nurses Enrolled nurses Never registered	1-2,8,21

VARIABLE	POPULATIONS	VARIABLE	POPULATIONS
QLFN9B	<b>TYPE OF NURSE REGISTRATION (2)</b> Registered nurses 3-7,20 Enrolled nurses	MOBN10	<b>MAIN REASON FOR FIRST BREAK FROM NURSING</b> Work related reasons 6,13,18 Dissatisfied with working conditions Dislike nursing Got a job with better pay Other reasons Family responsibilities Moved Illness Study Other
MOBN1	<b>WHETHER WORKED IN NURSING</b> Never worked in nursing 1-2,10,15,20-21 Worked in nursing	MOBN11	<b>MAIN REASON RETURNED TO NURSING</b> Work related reasons 6,13,18 More suitable hours available Higher salary available Interest in nursing No other job available Other reasons Diminished family responsibilities occurred Financial needs arose Moved to area where job available Health recovered Position available Returned from studying Other
MOBN2	<b>YEAR LAST LEFT NURSING (single years collected)</b> Before 1960 7,14,19 1960 - 1969 1970 - 1979 1980 - 1989	MOBN12	<b>TIME IN NURSING BEFORE FIRST BREAK</b> Under 1 year 6,13,18 1 year and under 2 years 2 years and under 3 years 3 years and under 5 years 5 years and under 10 years 10 years and under 20 years 20 years and over
MOBN3	<b>MAIN REASON LAST LEFT NURSING</b> Work related reasons 7,14,19 Dissatisfied with working conditions Dislike nursing Got a job with better pay Other reasons Family responsibilities Moved Illness Study Other	MOBN13	<b>MAIN FACTOR THAT WOULD ENABLE A RETURN TO NURSING</b> Consider returning to nursing(a) 7-9,14,19 Work related reasons More suitable hours available Higher salary available Interest in nursing No other job available Other reasons Diminished family responsibilities occur Financial needs arise Moved to area where job available Health recovered Position available(b) Returned from studying Other Would not consider returning to nursing
MOBN4	<b>WHETHER CONSIDER RETURNING TO NURSING</b> Consider returning 4,7-9,14,19 Might consider returning/don't know Would not consider returning		(a) Includes those who are unsure whether they would consider returning. (b) Includes those who are currently looking for work in nursing.
MOBN5	<b>WHETHER HAD ANY BREAK FROM NURSING</b> Had a break 3-5,7,11-12,14,16-17,19 One break Two or more breaks Did not have a break		
MOBN6	<b>TIME IN NURSING</b> Under 1 year 3-7,11-14,16-19 1 year and under 2 years 2 years and under 3 years 3 years and under 5 years 5 years and under 10 years 10 years and under 20 years 20 years and over		
MOBN7	<b>WHETHER INTEND TO LEAVE OR HAVE A BREAK FROM NURSING IN THE NEXT SIX MONTHS</b> Intend to leave or have a break 3,11,16 Don't intend to leave or have a break Undecided		
MOBN8	<b>LENGTH OF FIRST BREAK FROM NURSING</b> 1 year and under 2 years 6,13,18 2 years and under 3 years 3 years and under 5 years 5 years and under 10 years 10 years and under 20 years 20 years and over		
MOBN9	<b>NUMBER OF BREAKS FROM NURSING</b> One break 6,13,18 Two or more breaks		

VARIABLE	POPULATIONS	VARIABLE	POPULATIONS
<b>MOBN14A MAIN REASON NEVER WORKED IN NURSING IN AUSTRALIA</b>		<b>MOBN15 WHETHER LOOKING FOR WORK IN NURSING</b>	
Work related reasons	8	Looking for work in nursing	7-9,14,19
Dissatisfied with working conditions		Not looking for work in nursing	
Dislike nursing			
Got a job with better pay		<b>MOBN16 MAIN FIELD OF MOST RECENT NURSING POSITION HELD</b>	
Other reasons		Administrative/supervisory	11-14
Family responsibilities		Clinical, general	
Moved		Clinical, specialist	
Illness		Education	
Study		Other	
Language difficulties			
Qualification not recognised			
Other			
<b>MOBN14B MAIN REASON NEVER REGISTERED</b>			
Work related reasons	9		
Dissatisfied with working conditions			
Dislike nursing			
Got a job with better pay			
Other reasons			
Family responsibilities			
Moved			
Illness			
Study			
Language difficulties			
Qualification not recognised			
Other			

## SPECIAL DATA REQUEST ORDER FORM

### CAREER PATHS OF QUALIFIED NURSES, MARCH TO JULY 1989

Please specify your special data request(s) on the order form provided on the following page.

The following points should be noted when requesting special tables:

1. Table requests will be available on computer printout, floppy disk or microfiche.
2. The current cost of special tables is as follows—

No. of variables (excluding populations)	Cost per table (\$)
2	60
3	75
4	105
5	150
6 or more	negotiable

- NOTE**
- (i) For tables provided on floppy disk, an additional cost of \$15 per disk will be charged;
  - (ii) For tables provided on microfiche, an additional cost of \$30 per microfiche will be charged;
  - (iii) Prices quoted are subject to revision.

3. Return the completed order form together with the **address advice** to—

Assistant Director  
Labour Force Supplementary Surveys  
Australian Bureau of Statistics  
PO Box 10  
Belconnen ACT 2616

4. The invoiced cost is payable in full within 14 days of supply.
5. Any inquiries about this order should be directed to Mr Michael de Mamiel on (06) 252 6504.



**ADDRESS ADVICE — DETACH AND FORWARD TOGETHER WITH YOUR COMPLETED ORDER FORM.**

Please send my order and invoice to —

NAME \_\_\_\_\_

ORGANISATION \_\_\_\_\_

ADDRESS \_\_\_\_\_

POSTCODE \_\_\_\_\_

TELEPHONE \_\_\_\_\_

Signature \_\_\_\_\_

Date / /







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