



Te Kaunihera Tapuhi o Aotearoa  
Nursing Council of New Zealand

# The New Zealand Nursing Workforce

A profile of Nurse Practitioners,  
Registered Nurses, Nurse Assistants  
and Enrolled Nurses 2010



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All care has been taken in the preparation of this report. The data presented in the report was deemed to be accurate at the time of publication.

# Foreword

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The Nursing Council of New Zealand is pleased to present this Workforce Statistics publication.

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Previous publications in 2000 and 2002 were well received and the Council recognises that workforce data is used to inform policy development, planning and research. With this in mind the Council intends to publish reports 2 yearly from this point on.

The Council appreciates that nurses take the time to complete the data questionnaire each year when they apply for their Annual Practising Certificate.

This publication provides the opportunity to reflect on the data as a whole and in the future the Council will undertake work to ensure the data collected keeps abreast of the needs of the Council and other stakeholders.



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CHIEF EXECUTIVE/REGISTRAR

## Acknowledgments

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The statistics utilised for the basis of analysis of this publication were released with the approval of the Ministry of Health.

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# Executive Summary

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The Nursing Council of New Zealand (the Council) is publishing this nursing workforce report (the Report) in recognition of the need for current and consistent workforce data to inform policy development, planning and research. The Council published Reports in 2000 and 2002, and will now publish a Report at two-yearly intervals. For this Report the Council is using the data for nurses renewing their Annual Practising Certificates (APCs) in the period 1 April 2009 – 31 March 2010; this is consistent with the Council's financial year.

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Until the implementation of the Health Practitioners Competence Assurance Act 2003 (the Act) the Council regulated nurses under the Nurses Act 1977, admitting nurses to seven registers and one roll: General and Obstetric Nurse, Comprehensive Nurse, General Nurse, Obstetric Nurse, Psychiatric Nurse, Psychopaedic Nurse, Midwife and Enrolled Nurse.<sup>1</sup>

Under the new Act, midwives became self-regulating and in 2004 a separate and independent Midwifery Council was established to regulate their practice. In addition, the Council amalgamated the six relevant registers and roll into four defined scopes: Nurse Practitioner, Registered Nurse (which subsumed all previous forms of registration), Enrolled Nurse and Nurse Assistant.<sup>2</sup> Restrictions on areas of practice were managed via the 'conditions in practice' components of the Act (section 22). The data reported in this document relates to these four scopes of practice: Nurse Practitioner, Registered Nurse, Nurse Assistant and Enrolled Nurse.

Section 138 of the Act lists the mandatory information that each registering authority must keep in respect of each nurse. This includes name, qualification(s), scope(s) of practice and any change to the conditions in their scope of practice, whether the nurse holds an APC and if this is an interim APC, and if the nurse is subject to any investigation. This section also allows the authority to collect any other information it requires, for example postal and email addresses, telephone details and the workforce data which is collected under contract for the Ministry of Health and is the basis of this Report. Demographic, current and past employment data is collected via a 13-item questionnaire; this questionnaire is distributed along with a nurse's APC renewal form at one of four different points each year. Response rates to each questionnaire vary between 95 – 100%.

<sup>1</sup> Nurses Act 1977 <http://legislation.knowledge-basket.co.nz/gpacts/public/text/1977/se/053se16.html> Retrieved 5 August 2010.

<sup>2</sup> The New Zealand Gazette Wednesday 15 December 2004, Issue No 120. [http://www.gazette.govt.nz/diawebsite.nsf/wpg\\_URL/Services-New-Zealand-Gazette-2004-Gazettes?OpenDocument#September](http://www.gazette.govt.nz/diawebsite.nsf/wpg_URL/Services-New-Zealand-Gazette-2004-Gazettes?OpenDocument#September) Retrieved 5 August 2010.

### **Total nursing workforce**

As of 31 March 2010 there were a total of 51,762 nurses with APCs. Of these, 47,129 met the criteria to practise as a nurse; 46,324 in New Zealand and 805 based overseas. This results in a nurse: population ratio of 1199:100,000. Of the total workforce, 7.2% are male and – as is already widely recognised – the workforce is also ageing, with 40% aged 50 years or over (this profile is slightly younger for male nurses). The ethnicity with which the largest number of nurses identified was NZ European/Pakeha; 6.3% identified as Māori and 3.2% with Pasifika ethnicities.

### **Nurse Practitioners**

There were 69 active Nurse Practitioners registered at March 2010. This group is predominantly female, and almost 50% are aged over 50 years. Five NPs identified as Māori and two with Pasifika ethnicities. Seventy-two per cent gained their first qualification in New Zealand and 40 practitioners possess Masters of Nursing qualifications. While 30 NPs work in District Health Boards, 21 work in PHO/Community Services settings.

### **Registered Nurses**

The majority of the Registered Nurse (RN) workforce is female, and 6% of the total identify as Māori and 3% as Pasifika. Of this group 37% are aged 50 years or over. Although 45% of the NZ European/Pakeha group are aged over 50 years most other ethnic groups have a younger profile with South-East Asian being the youngest (72% aged under 40). The largest groups of RNs work in District Health Board employment settings, and in surgical areas of practice. The employment setting with the highest proportion of Registered Nurses who identify as Māori was Māori Health Service providers (75%). Thirty-seven per cent of the Registered Nurse workforce now identify a New Zealand Bachelor of Nursing as the qualification that gained them entry to the Nursing Register.

### **Enrolled Nurses and Nurse Assistants**

The Enrolled Nurse (EN) and Nurse Assistant (NA) workforce has the highest proportion of women of any individual scope, with only 3.2% of nurses in this scope being male. These nurses are also significantly older, with 72% aged 50 years or over. Nine per cent of the EN and NA workforce identify as Māori, compared with 6% of Registered Nurses. Of these, over 50% work in Māori Service Providers. The most common workplace setting for ENs and NAs is Rest Home/ Residential Care, with 31% of the workforce employed in this setting.

## Introduction

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The Council is publishing this nursing workforce report in recognition of the need for current and consistent data for workforce policy development, planning and research. The Council published Reports in 2000 and 2002<sup>3</sup> and now plans to publish a Report every two years.

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The specific objectives of these publications are to provide:

- + current workforce data on the total population of practising nurses and for each scope of practice: Nurse Practitioner, Registered Nurse Enrolled Nurse and, for the current Report, the Nurse Assistant;
- + a data source for strategic development related to the nursing workforce, particularly in the areas of policy, planning for service delivery, and research; and
- + a longitudinal profile of the nursing workforce to determine trends and patterns related to the specific areas of data collection: demographics, current employment and employment history.

### Health Practitioners Competence Assurance Act 2003

Since 2002, when the previous workforce report was released, the regulatory environment has gone through significant change with the introduction of the Act.<sup>4</sup> This omnibus legislation provides the framework for 16 regulatory authorities (following the inclusion of the Psychotherapists Board in 2007)<sup>5</sup>, to regulate all health practitioners within defined and gazetted scopes of practice. The Act was passed in 2003 and, apart from the sections related to transition arrangements, came into force from 1 September 2004.

The establishment of the new Act resulted in changes to many aspects of the Council's work and a number of specific changes related to the workforce are relevant to this publication.

### Scopes of nursing practice

Until the implementation of the Act the Council regulated nurses under the Nurses Act 1977, admitting nurses to seven registers and one roll: General and Obstetric Nurse, Comprehensive Nurse, General Nurse, Obstetric Nurse, Psychiatric Nurse, Psychopaedic Nurse, Midwife and Enrolled Nurse.<sup>6</sup>

Under the new Act, midwives became self-regulating and in 2004 a separate and independent Midwifery Council was established to regulate their practice. In addition, the Council amalgamated the six relevant registers and roll into four defined scopes: Nurse Practitioner, Registered Nurse (which subsumed all previous forms of registration), Enrolled Nurse and Nurse Assistant.<sup>7</sup> Restrictions on areas of practice were managed via the 'conditions in practice' components of the Act (section.22).

<sup>3</sup> Nursing Council of New Zealand 2000 & 2002. <http://www.nursingcouncil.org.nz/index.cfm/1,144,0,0,html/Workforce-Statistics>. Retrieved 5 August 2010.

<sup>4</sup> Health Practitioners Competence Assurance Act 2003 <http://www.legislation.govt.nz/act/public/2003/0048/latest/DLM203312.html> Retrieved 5 August 2010.

<sup>5</sup> <http://www.pbanz.org.nz/index.php?AbouttheBoard> Retrieved 23 August 2010.

<sup>6</sup> Nurses Act 1977 <http://legislation.knowledge-basket.co.nz/gpacts/public/text/1977/se/053se16.html> Retrieved 5 August 2010.

The data reported in this document relates to the four scopes of practice detailed as follows:<sup>7</sup>

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<b>Nurse Practitioner</b>	Nurse Practitioners are expert nurses who work within a specific area of practice incorporating advanced knowledge and skills. They practise both independently and in collaboration with other health care professionals to promote health, prevent disease and to diagnose, assess and manage people's health needs. They provide a wide range of assessment and treatment interventions, including differential diagnoses, ordering, conducting and interpreting diagnostic and laboratory tests, and administering therapies for the management of potential or actual health needs. They work in partnership with individuals, families, whanau and communities across a range of settings. Nurse Practitioners may choose to prescribe medicines within their specific area of practice. Nurse Practitioners also demonstrate leadership as consultants, educators, managers and researchers, and actively participate in professional activities, and in local and national policy development.
<b>Registered Nurse</b>	Registered Nurses utilise nursing knowledge and complex nursing judgement to assess health needs and provide care, and to advise and support people to manage their health. They practise independently and in collaboration with other health professionals, perform general nursing functions and delegate to and direct Enrolled Nurses and Nurse Assistants. They provide comprehensive nursing assessments to develop, implement and evaluate an integrated plan of health care, and provide nursing interventions that require substantial scientific and professional knowledge and skills. This occurs in a range of settings in partnership with individuals, families, whanau and communities. Registered Nurses may practise in a variety of clinical contexts depending on their educational preparation and practice experience. Registered Nurses may also use this expertise to manage, teach, evaluate and research nursing practice. There will be conditions placed on the scope of practice of some Registered Nurses according to their qualifications or experience limiting them to a specific area of practice.
<b>Enrolled Nurse</b>	Enrolled Nurses practise under the direction of a Registered Nurse or Midwife to implement nursing care for people who have stable and predictable health outcomes in situations that do not call for complex nursing judgement. The responsibilities of Enrolled Nurses include assisting clients with the activities of daily living, recognising the changing needs of clients and performing delegated interventions from the nursing or midwifery care plan.
<b>Nurse Assistant</b>	Nurse Assistants assist registered nurses to deliver nursing care to individuals in community, residential and hospital settings. They perform delegated interventions from the nursing care plan to provide care and comfort for individuals and groups, assist and support clients with activities of daily living, observe and report changes in individual/group conditions and behaviours, safe guard dignity and promote independence and health and safety. The Nurse Assistant does not undertake independent nursing assessments or plan and evaluate nursing interventions. Nurse Assistants may be required to practise in a specific area based on the area of focus in their education programme and designated on their practising certificate.

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The 'second level' nursing workforce – Enrolled Nurses and Nurse Assistants – has been subject to a number of changes recently which are important to document. At the time the Act was being developed, the number of second level nurses (consisting only of Enrolled Nurses at the time) had been declining as tertiary institutions chose not to be involved in the training of this group of nurses. However, following its election in 1999, the incoming Labour Government moved to rebuild the second level workforce. Consequently, in consultation with the sector, the Council established the new scope of 'Nurse Assistant', requiring completion of a one-year specialty-focused programme from an approved School of Nursing. Since its establishment, however, this scope has been consistently challenged by second level nurses and their representatives. This led the current National Government to support the reinstatement of the 'Enrolled Nurse' scope of practice as the sole form of second-level nurse registration. Consequently, as of 1 June 2010 there are only three nursing scopes of practice. See Appendix 5 for the new Enrolled Nurse scope statement.

<sup>7</sup> The New Zealand Gazette Wednesday 15 December 2004, Issue No 120. [http://www.gazette.govt.nz/diawebsite.nsf/wpg\\_URL/Services-New-Zealand-Gazette-2004-Gazettes?OpenDocument#September](http://www.gazette.govt.nz/diawebsite.nsf/wpg_URL/Services-New-Zealand-Gazette-2004-Gazettes?OpenDocument#September) Retrieved 5 August 2010.

## ‘Active’ and ‘Practising’ nurses

The Act requires the Council to establish processes to ensure competency and safety to practise. To achieve this, nurses are required to sign a statutory declaration at the time of annual renewal of their practising certificates confirming:

- a. that they are fit to practise,
- b. that they are in practice (450 hours over three years),
- c. that they are undertaking appropriate professional development (60 hours over three years), and
- d. that they are not under disciplinary or criminal investigation.

As a result, it is now possible to clearly separate practising nurses from non-practising nurses. Previously, under the Nurses Act 1977, nurses could continue to renew their APCs even though they may not have been in practice for many years. Under the current Act nurses may hold an APC when not practising, but after a period of five years of not being in practice the APC lapses and must be renewed through a process of competency review.

This report refers to nurses who meet the Council’s statutory declaration requirements to practise as ‘active’ nurses (i.e. they are capable of legally practising as a nurse). There is, however, a small group of active nurses who meet this criteria, but at the time of the Council’s renewal survey they were not actually working as nurses. These can be identified through the ‘Practice Area’ question in the Council’s workforce survey.

Nurses who meet the legal requirements to practise and are actually working in a nursing practice area are referred to in this report as ‘practising’ nurses. Most data in the report refers to this ‘practising’ part of the workforce, and where it refers to ‘active’ nurses, this is noted.

## Methodology and data collection

This report draws on information collected during the renewal of APCs in the 2009/2010 financial year.

Section 136 of the Act requires the Nursing Council of New Zealand to keep a register of nurses, and the Council gives each practitioner on the register a unique registration number and records their Health Practitioner Index (HPI) number.

Section 138 of the Act lists the mandatory information that each registering authority must keep in respect of each nurse. This includes name, qualification(s), scope(s) of practice and any change to the scope, whether the nurse holds an APC and if this is an interim APC. If a practitioner is suspended the fact that they are suspended and any current conditions relating to its suspension must be entered on the register. This information must be made publicly available through the online register. This section also allows for the authority to collect any other information it requires, such as postal and email addresses, telephone details and the workforce data which is the basis of this Report.

Nurse Practitioners Registered Nurses, and Enrolled Nurses are required to renew their APCs annually at four specific times throughout the financial year. The date will depend on their date of birth.

Birthday	Annual Renewal Date
1 April – 30 June	1 July
1 July – 30 September	1 October
1 October – 31 December	1 January
1 January – 31 March	1 April

Each graduating nurse from a Council-approved Nursing School and programme can, on passing the State Examination for Nurses, apply for entry to the register. At this stage the nurse provides the details required by the Council which are entered on the register. These details are confirmed as accurate at the annual renewal of a nurse’s APC.

Nurses from other countries wanting to register in New Zealand provide legally required personal details through the application process. Depending on the country of origin, educational preparation and experience, the Council determines the scope of practice within which overseas nurses register and whether or not the applicant is required to undertake a Competency Assessment Programme.

Along with the data which is collected to fulfil legal requirements the Council under the 'any other data' component of the Act, collects data under contract from the Ministry of Health. This contract has existed since December 1998 and the data collected has changed little over the years.

### **Data collection instrument**

The Council uses a hardcopy A4 thirteen-item questionnaire to collect data on the demographic, current employment and employment history details of each nurse. The specific questions relate to:

- + gender
- + ethnicity (three ethnicities may be identified)
- + current employment setting (two settings may be included)
- + nursing practice (two areas may be included)
- + job title (two titles can be included)
- + hours of work in each employment setting, and total per week
- + identification of whether hours worked per week exceeds 35 hours
- + reason for practising less than 35 hours
- + length of time worked as a nurse
- + returned to practice in the last year and reason for return
- + geographic location
- + completed post-registration qualifications.

### **Response rate**

While it is not mandatory that nurses complete the survey section of the renewal form the Council frequently receives a 100% response rate. Recently, however, a very small number of nurses have chosen not to provide this data; consequently the response rate is between 95-100%.

## CHAPTER 02

# The New Zealand Nursing Workforce

At 31 March 2010 there were a total of 51,762 Registered Nurses, Nurse Practitioners, Enrolled Nurses and Nurse Assistants with an APC. However, not all these nurses were 'Active' (i.e. met the criteria to practise as described in Chapter 1), and some were not based in New Zealand.

As shown in Table 1 below, 91% of nurses with an APC met the criteria to practise in New Zealand. Two per cent of nurses with an APC stated they were resident overseas at the time they answered the questionnaire, of which 87% met the criteria to practise.

**Table 1 Activity status of New Zealand nurses by residence**

Residence	Activity Status	Number	% of residence	% of all with APCs
In New Zealand	Met criteria to practise	46,324	91.3	89.5
	Did not meet criteria to practise	4,417	8.7	8.5
	<b>Total</b>	<b>50,741</b>	<b>100</b>	<b>98</b>
Overseas	Met criteria to practise	805	87	1.7
	Did not meet criteria to practise	216	13	0.3
	<b>Total</b>	<b>1,021</b>	<b>100</b>	<b>2</b>
NZ or Overseas	Met criteria to practise	47,129	-	91.2
	Did not meet criteria to practise	4,633	-	8.8
	<b>Total</b>	<b>51,762</b>	<b>-</b>	<b>100</b>

At 30 June 2009, the estimated resident population of New Zealand was 4,346,700.<sup>8</sup> This leads to the Nurse: Population ratios shown in Table 2 below.

**Table 2 Nurse: population ratios in New Zealand**

Ratio Type	Ratio per 100,000 population
All nurses in New Zealand with APCs	1,167
All nurses in New Zealand who met criteria to practise	1,066

<sup>8</sup> [http://www.stats.govt.nz/browse\\_for\\_stats/population/estimates\\_and\\_projections/NationalPopulationEstimates\\_HOTPDdec09qtr.aspx](http://www.stats.govt.nz/browse_for_stats/population/estimates_and_projections/NationalPopulationEstimates_HOTPDdec09qtr.aspx)

Respondents who stated they were inactive (i.e. did not meet the criteria to practise) or working on only a casual or part-time basis,<sup>9</sup> were asked to state the main reason they were not working full time. As shown in Table 3 below, the most common reason given was parental responsibilities, although it should be noted that only half of 'inactive' nurses responded to this question.

**Table 3 Reasons for casual, part-time or inactive nurses (excluding those residing overseas)**

Reason	Part-time		Inactive		Total	
	Number	%	Number	%	Number	%
Parental responsibilities (including access to childcare)	7,969	34.5	549	12.4	8,518	31
Personal Choice	3,482	15.1	224	5.1	3,706	13.5
Work on a casual basis	2,396	10.4	359	8.1	2,755	10
Have reduced hours due to high workload	2,147	9.3	177	4	2,324	8.4
Student	499	2.2	83	1.9	582	2.1
Not enough nursing work available	479	2.1	52	1.2	531	1.9
Seeking nursing work	406	1.8	148	3.4	554	2
Unhappy with shift work	403	1.7	51	1.2	454	1.6
Parental leave	397	1.7	74	1.7	471	1.7
Retired	134	0.6	76	1.7	210	0.8
No access to flexible working hours	132	0.6	11	0.2	143	0.5
Inadequate remuneration	132	0.6	11	0.2	143	0.5
Limited career structure	88	0.4	9	0.2	97	0.4
Working in a non-health occupation	9	0	3	0.1	12	0
Working in another health profession	6	0	0	-	6	0
Other	1,834	7.9	478	10.8	2,312	8.4
Not stated	2,593	11.2	2,112	47.8	4,705	17.1
<b>Total</b>	<b>23,106</b>	<b>100</b>	<b>4,417</b>	<b>100</b>	<b>27,523</b>	<b>100</b>

In addition to this, a notable number of nurses with APCs met the criteria to be considered active, but were not actually practising as nurses – i.e. they listed a non-nursing area as their area of 'nursing' practice. Of the 47,129 nurses who met the criteria to be considered active, 1,603 (3%) were not actually working in nursing (including those who were unemployed at the time of the survey). When the term 'practising nurses' or equivalent is used in this chapter, this refers only to those nurses actually working as nurses. The term 'active nurses' or equivalent includes both practising nurses and those not currently working in a nursing practice area.

### Multiple variables and non-responses

Several items in the questionnaire allowed for multiple responses. The reported data in this chapter has allowed for multiple ethnicities (up to three), multiple employment settings (up to two) and multiple practice areas (up to two). As a result, 'Total' columns and rows do not always equal the sum of all cells in a row or column. For example, a nurse practising in Tairāwhiti who identifies as both Māori and NZ European/Pakeha will have been counted in two 'ethnicity' cells, but will only have been counted once when the workforce for that region was calculated.

Of the 'active' nurse population, 8,351 had multiple practice areas. Of those active Registered Nurses who were practising nurses (i.e. they did not list a 'non-nursing' practice area), 5,071 reported multiple employment settings and 4,963 reported multiple ethnicities (4,455 reporting two ethnicities and 508 three ethnicities).

In addition, where a variable included fewer than five non-responses (e.g. two nurses not reporting a gender), a separate 'Not Stated' row or column for that variable has not been created. In some cases this has led to small variations between sums of cell counts and 'Total' columns and rows.

<sup>9</sup> The Nursing Council defines 'part-time' as working for less than 35 hours in the course of an average week across all nursing-related employment.

## 2.1 Age and gender of the nursing workforce

The nursing workforce is overwhelmingly female, with only 7.2% of nurses being male. The workforce is also an ageing one, with 40% aged 50 or older. As shown in Table 4 and Figure 1, however, the male workforce does have a slightly younger age profile than the female workforce, with 36% aged under 40 compared with 31% of female nurses.

**Table 4 All active nurses by gender and age**

	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total
Female	1,638	3,204	3,449	5,085	5,579	7,196	7,347	5,188	3,476	1,577	43,740
% of total	3.7	7.3	7.9	11.6	12.8	16.5	16.8	11.9	7.9	3.6	-
Male	102	303	294	512	505	551	545	361	160	54	3,387
% of total	3	8.9	8.7	15.1	14.9	16.3	16.1	10.7	4.7	1.6	-
Total	1,740	3,507	3,743	5,597	6,084	7,747	7,892	5,549	3,636	1,631	47,129
%	3.7	7.4	7.9	11.9	12.9	16.4	16.7	11.8	7.7	3.5	-
Practising Nursing	1,623	3,304	3,565	5,380	5,882	7,536	7,680	5,411	3,542	1,596	45,526
% of total	3.7	7.3	7.8	11.8	12.9	16.6	16.9	11.9	7.9	3.5	-
Not Practising Nursing	117	203	178	217	202	211	212	138	94	35	1,601
% of total	7.3	12.7	11.1	12.9	12.6	13.2	13.2	8.6	5.9	2.9	-

**Figure 1 Age distribution of active female and male nurses**

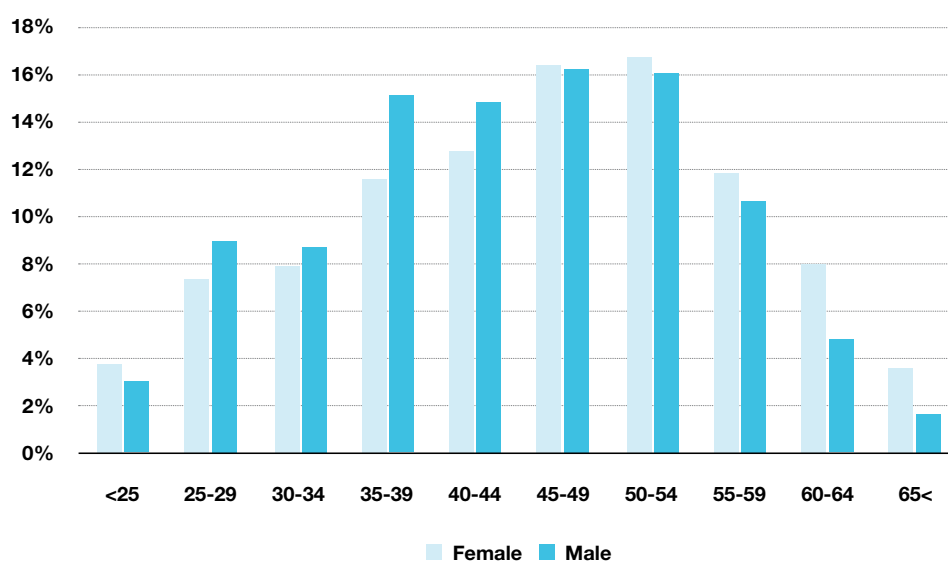


Table 5 (right) shows the age and gender distribution of the nursing workforce by practice area. The largest single practice area is Surgical, with 12.4% of the nursing workforce practising here, followed by Continuing Care (10.9%) and Medical (10.6%). The smallest distinct practice area was Youth Health, with only 102 practising nurses. The area with the smallest proportion of male nurses was Obstetrics/Maternity, with only 2 men (0.2%) practising in this area, while the areas with the largest male presence were the three mental health options. There were six practice areas where more than 50% of the workforce were aged 50 or above: District Nursing (50.3%), Nursing Administration and Management (50.9%), Obstetrics/Maternity (53.9%), Palliative Care (55.2%), Occupational Health (57.0%) and Continuing Care (59%).

**Table 5 Gender and age distribution of active nurses by practice area**

Practice Area	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total	F	M
Addiction Services	0	5	9	17	26	33	28	17	5	3	143	112	31
Assessment and Rehabilitation	37	74	98	159	231	330	371	282	173	77	1,832	1,740	92
Child Health	135	298	312	367	382	408	353	237	131	62	2,685	2,622	63
Continuing Care	74	225	265	390	425	666	948	860	671	426	4,950	4,716	233
District Nursing	4	48	75	134	193	280	323	227	144	49	1,477	1,444	33
Emergency and Trauma	62	272	303	430	399	413	323	158	96	40	2,496	2,233	263
Family Planning/Sexual Health	2	12	22	28	30	43	44	27	19	10	237	231	6
Intellectually Disabled	2	11	15	15	46	67	66	49	35	4	310	255	55
Intensive Care/Cardiac Care	65	259	310	393	332	340	236	134	59	12	2,140	1,911	229
Medical	246	478	439	685	666	769	709	438	289	98	4,817	4,545	272
Mental Health (inpatients)	21	120	118	169	174	250	273	172	118	34	1,449	1,029	420
Mental Health (community)	8	44	78	167	194	299	287	186	94	41	1,398	1,038	360
Mental Health (not further defined)	18	62	99	187	237	294	255	194	94	40	1,480	1,029	451
Nursing Administration & Management	0	15	61	125	211	373	356	245	157	56	1,599	1,465	134
Nursing Education	0	26	66	189	255	269	302	182	126	55	1,470	1,352	118
Nursing Professional Advice/ Policy Development	0	3	23	32	60	97	78	43	32	8	376	341	35
Nursing Research	1	6	21	37	58	78	71	48	24	10	354	333	21
Obstetrics/Maternity	8	23	43	70	110	146	173	138	108	49	868	866	2
Occupational Health	3	7	13	38	48	97	112	72	59	30	479	456	23
Palliative Care	19	57	71	121	193	323	357	311	215	82	1,749	1,656	93
Perioperative Care	90	270	276	450	483	506	515	337	203	68	3,198	3,000	198
Practice Nursing	30	109	141	286	320	474	441	333	248	129	2,511	2,480	31
Primary Health Care	31	100	160	325	388	613	615	445	291	121	3,089	3,014	75
Public Health	9	34	52	88	91	157	167	86	68	37	789	763	26
School Health	1	5	8	12	34	37	27	21	9	7	161	158	3
Surgical	324	650	558	757	739	837	810	521	316	129	5,641	5,362	280
Youth Health	0	4	12	17	10	30	13	11	4	1	102	96	6
Other	31	172	261	480	500	677	785	536	333	137	3,912	3,720	192
Non-nursing health-related management or administration	0	1	6	10	21	33	31	21	8	4	135	126	9
Other non-nursing paid employment	12	15	12	22	22	34	42	15	11	2	187	171	16
Not in paid employment	99	184	155	183	152	138	129	99	71	27	1,231	1,187	50
Working in another health profession	6	3	5	2	7	6	10	3	4	2	48	46	2
Not Stated	524	333	222	196	217	205	168	119	60	32	2,076	1,909	166
All Active Nurses	1,740	3,507	3,743	5,597	6,084	7,747	7,892	5,549	3,636	1,631	47,129	43,740	3,387
All Practising Nurses	1,623	3,304	3,565	5,380	5,882	7,536	7,680	5,411	3,542	1,596	45,526	42,216	3,310

Table 6 below shows the age and gender distribution of active nurses by the setting in which they reported working. The largest reported employment setting was the Acute DHB setting (44.5% of the nursing workforce reported working in this area), while the smallest was Pacific Health Service Providers. A total of four settings (plus other) had more than 50% of their workforce aged over 50 – the largest of these was Rest Home/ Residential Care, where 58% of the workforce was in this group, followed closely by Self-Employed (57%).

**Table 6 Gender and age distribution of practising nurses by employment setting**

Employment Setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total	F	M
DHB (acute)	828	2,031	2,103	2,929	2,924	3,215	2,982	1,861	1,070	334	20,277	18,487	1,790
DHB (community)	32	134	242	485	610	903	912	587	405	138	4,448	3,933	515
DHB (other)	32	138	145	271	290	427	498	357	219	100	2,477	2,276	201
Educational Institution	0	13	28	88	159	210	231	150	106	49	1,034	966	68
Government Agency	4	26	34	73	95	118	88	88	44	15	585	504	81
Māori Health Service Provider	2	18	33	48	66	91	97	70	48	30	503	469	34
Nursing Agency	13	78	70	108	122	138	156	126	74	42	927	857	70
Pacific Health Service Provider	0	1	8	9	12	14	11	18	9	2	84	78	6
PHO/Community Service	63	214	315	628	808	1,194	1,202	815	563	275	6,077	5,964	113
Private Hospital	79	236	296	473	503	668	698	497	325	210	3,985	3,801	184
Rest Home/Residential Care	77	215	257	344	399	621	859	772	593	378	4,515	4,266	248
Self-Employed	2	4	14	45	78	136	148	115	65	38	645	597	48
Rural	2	8	8	23	15	38	41	22	24	7	188	177	11
Other	16	104	146	286	353	524	583	486	306	120	2,924	2,803	121
Not Stated	520	334	236	271	259	240	202	122	65	29	2,278	2,094	184
All Practising Nurses	1,623	3,304	3,565	5,380	5,882	7,536	7,680	5,411	3,542	1,596	45,526	42,216	3,310

Table 7 below shows the age and gender distribution of active nurses by the region in which they work. The largest of these was clearly Auckland, with 27% of all nurses working in that region. Only two regions had workforces where more than 50% were aged over 50 – Nelson-Marlborough (50.2%) and the West Coast (56.9%). In contrast, the regions with the lowest proportion aged over 50 were Auckland (36.1%) and Wellington (39.6%), along with those nurses reporting their region as being overseas (26.9%).

**Table 7 Gender and age distribution of practising nurses by geographic region**

Region	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total	F	M
Northland	33	88	108	168	222	297	323	215	153	59	1,666	1,545	121
Auckland	441	1,140	1,136	1,675	1,667	1,893	1,807	1,296	927	454	12,438	11,528	910
Waikato	99	226	322	443	529	607	661	485	330	157	3,859	3,600	258
Bay of Plenty	44	138	196	346	373	483	503	392	242	107	2,824	2,642	182
Tairāwhiti	3	22	25	60	68	88	76	75	40	16	473	442	31
Hawkes Bay	33	90	117	190	228	298	285	228	139	64	1,672	1,586	86
Taranaki	28	60	78	160	150	218	214	144	80	29	1,161	1,092	68
Manawatu-Whanganui	57	162	175	275	369	469	472	289	186	87	2,541	2,344	197
Wellington	134	384	428	627	598	787	829	546	380	181	4,894	4,528	366
Nelson-Marlborough	15	41	69	138	180	266	287	226	151	52	1,425	1,327	98
West Coast	6	11	11	30	41	82	86	79	43	31	420	378	42
Canterbury	153	342	393	674	829	1,223	1,288	854	548	228	6,532	6,046	486
Otago	49	129	144	227	260	396	461	310	203	81	2,260	2,061	199
Southland	16	65	84	129	127	183	173	135	69	40	1,021	970	51
Overseas	51	177	136	127	130	149	154	91	34	5	1,054	942	112
NS	461	229	143	111	111	97	61	46	17	5	1,286	1,183	103
All Practising Nurses	1,623	3,304	3,565	5,380	5,882	7,536	7,680	5,411	3,542	1,596	45,526	42,216	3,310

## 2.2 Ethnicity of the nursing workforce

The largest single ethnic group in the New Zealand workforce is New Zealand European/Pakeha, with 62.0% of practising nurses identifying with this ethnic group. However, 4,324 active nurses identified with two ethnic groups, and 489 with three. Overall, 6.3% of active nurses in nursing practice identified as NZ Māori, and 3.2% with Pasifika ethnic groups.

Table 8 below shows the number of nurses in each practice setting who identified with a particular ethnicity. The practice areas with the largest proportion of nurses identifying as NZ Māori were Mental Health (community) and (inpatients), with 15.9% and 12.9% respectively, Addiction Services (14.7%) and Youth Health (13.7%). In all practice areas other than Mental Health (inpatients), 5% or less of the workforce identified as Pasifika – in Mental Health inpatients this was 6%.

**Table 8 Ethnic identification of active nurses by practice setting**

Practice Area	NZ										Total						
	European /Pakeha	Other European	NZ Māori	Samoaan	Cook Island Māori	Tongan	Niuean	Tokelauan	Fijian	Pasifika Other		SE Asian	Chinese	Indian	Other Asian	Other	Not Stated
Addiction Services	94	43	21	1	0	0	0	0	2	0	0	0	4	1	8	1	143
Assessment and Rehabilitation	1,127	255	114	27	5	9	6	2	19	11	59	32	81	20	94	201	1,832
Child Health	1,686	435	136	21	6	17	4	3	18	8	69	40	98	14	109	320	2,685
Continuing Care	2,977	543	316	56	14	44	4	7	63	21	358	75	147	62	284	556	4,950
District Nursing	1,080	233	73	9	4	1	3	1	4	3	2	9	8	1	46	163	1,477
Emergency and Trauma	1,591	435	156	16	2	5	0	3	21	9	69	20	63	14	126	264	2,496
Family Planning/Sexual Health	170	32	17	2	0	0	0	0	2	0	2	2	1	0	5	24	237
Intellectually Disabled	191	63	20	4	0	0	1	0	1	1	2	1	4	0	10	49	310
Intensive Care/Cardiac Care	1,160	460	78	14	4	4	2	1	19	8	98	57	160	38	119	177	2,140
Medical	2,694	614	284	51	11	29	11	8	64	21	278	125	330	83	227	520	4,817
Mental Health (community)	896	354	231	24	4	7	5	5	5	4	3	11	15	4	76	10	1,449
Mental Health (inpatients)	910	293	181	37	5	8	5	2	16	4	32	32	56	11	88	17	1,398
Mental Health (not further defined)	633	226	132	12	4	8	3	1	6	5	25	30	23	7	48	494	1,480
Nursing Administration & Management	1,103	267	112	8	1	5	0	2	9	3	7	8	16	5	64	196	1,599
Nursing Education	967	255	89	8	2	4	1	0	5	2	13	11	25	6	73	173	1,470
Nursing Professional Advice/Policy Development	277	69	37	3	1	0	0	0	0	1	1	3	2	1	15	25	376
Nursing Research	239	57	17	3	0	0	0	0	0	1	5	5	3	4	19	44	354
Obstetrics/Maternity	540	133	41	10	0	1	0	0	8	4	21	17	29	8	47	106	868
Occupational Health	343	72	25	3	0	1	0	1	2	1	0	2	5	1	20	55	479
Palliative Care	1,208	291	95	18	5	9	2	1	14	7	45	17	30	9	85	147	1,749
Perioperative Care	1,949	478	116	25	4	9	3	2	23	13	196	99	100	58	170	316	3,198
Practice Nursing	2,008	338	146	19	9	7	5	7	14	13	16	32	36	16	84	34	2,511
Primary Health Care	1,847	360	309	41	12	28	8	5	22	12	27	31	39	14	93	591	3,089
Public Health	514	138	76	18	3	9	1	0	3	2	6	8	17	4	39	69	789
School Health	127	18	15	1	0	0	0	0	0	2	0	1	2	1	6	4	161
Surgical	3,377	765	252	42	17	22	5	8	87	28	204	162	330	86	265	590	5,642
Youth Health	83	18	14	1	0	0	0	0	0	0	0	0	0	0	4	1	102
Other	2,580	591	207	25	6	11	4	7	23	15	73	54	98	31	188	464	3,912

Table continued on next page >

Practice Area	NZ European/Pakeha		Other European		NZ Māori		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian Pasifika		SE Asian		Indian		Other Asian		Not Stated		Total
	European/Pakeha	Other European	Māori	Samoa	Māori	Samoa	Māori	Samoa	Tongan	Niuean Tokelauan	Fijian Pasifika	SE Asian	Chinese	Indian	Other Asian	Other Asian	Other	Not Stated	Total				
Non-nursing health-related management or administration	91	21	4	1	0	0	0	0	0	0	0	0	0	0	0	1	1	2	0	5	22	135	
Other non-nursing paid employment	119	33	9	1	1	0	0	0	0	0	0	1	2	1	8	1	1	8	3	10	16	187	
Not in paid employment	745	185	72	10	2	3	2	2	9	2	9	2	50	20	66	16	16	66	16	36	147	1,231	
Working in another health profession	35	9	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	0	3	7	48	
Not Stated	1,169	227	170	27	10	21	5	6	32	9	149	72	186	33	103	108	2,076	486	2,140	5,053	47,129		
All Active Nurses	29,216	7,015	2,942	445	111	210	66	57	415	170	1,634	870	1,771	486	2,140	5,053	47,129	1,693	467	2,126	4,861	45,526	
All Practising Nurses	28,226	4,681	2,856	433	108	207	63	55	406	167	1,615	848	1,693	467	2,126	4,861	45,526	1,693	467	2,126	4,861	45,526	

Table 9 below describes the ethnic identification of the nursing workforce by their employer. Unsurprisingly, the employment setting with the largest proportion of nurses who identified as NZ Māori was Māori Health Service Providers (50.7%) – following this, the settings with greatest Māori representation were Self-Employed (19.7%), Pacific Health Service Provider (10.7%) and DHB (community) (9.4%). Nurses who identified with at least one Pasifika ethnicity were most prominent within the Pacific Health Service Provider workforce (59.5%) and also had a larger presence within the Nursing Agency workforce (9.2%).

**Table 9 Ethnic identification of practising nurses by employment setting**

Employment Setting	NZ European/Pakeha		Other European		NZ Māori		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian Pasifika		SE Asian		Indian		Other Asian		Not Stated		Total
	European/Pakeha	Other European	Māori	Samoa	Māori	Samoa	Māori	Samoa	Tongan	Niuean Tokelauan	Fijian Pasifika	SE Asian	Chinese	Indian	Other Asian	Other Asian	Other	Not Stated	Total				
DHB (acute)	11,701	4,149	1,054	164	43	76	29	23	217	73	838	516	1,019	275	941	2,495	20,278	275	941	2,495	20,278		
DHB (community)	2,925	1,245	417	64	11	21	9	8	23	8	43	39	62	14	201	408	4,448	14	201	408	4,448		
DHB (other)	1,670	591	175	28	8	11	6	5	30	11	81	34	136	33	143	42	2,477	33	143	42	2,477		
Educational Institution	698	237	67	9	1	3	1	0	6	1	6	8	11	4	36	133	1,034	4	36	133	1,034		
Government Agency	354	147	48	3	4	1	0	1	4	4	11	7	13	6	30	77	585	6	30	77	585		
Māori Health Service Provider	208	298	255	9	6	0	4	1	1	5	0	3	3	2	14	71	503	2	14	71	503		
Nursing Agency	476	211	69	25	3	19	2	3	25	8	38	18	52	10	87	100	927	10	87	100	927		
Pacific Health Service Provider	15	15	9	24	1	16	2	3	1	3	2	1	1	1	3	17	84	1	3	17	84		
PHO/Community Service	4,360	1,118	350	44	14	22	6	8	25	14	37	75	73	23	189	654	6,077	23	189	654	6,077		
Private Hospital	2,533	733	136	32	4	28	3	3	37	29	135	64	115	32	193	469	3,985	32	193	469	3,985		
Rest Home/Residential Care	2,707	822	296	47	10	29	3	5	55	18	331	63	129	57	255	509	4,515	57	255	509	4,515		
Rural	150	54	26	1	1	0	0	0	0	1	0	0	2	0	18	2	645	0	18	2	645		
Self-Employed	491	146	37	3	1	2	0	0	0	1	1	2	2	1	28	52	188	1	28	52	188		
Other	2,032	645	149	16	3	8	2	2	9	8	36	21	39	17	132	287	2,924	17	132	287	2,924		
Not Stated	1,085	365	154	27	9	19	6	7	33	9	141	72	182	34	108	83	2,278	34	108	83	2,278		
All Practising Nurses	28,226	4,681	2,856	433	108	207	63	55	406	167	1,615	848	1,693	467	2,126	4,861	45,526	1,693	467	2,126	4,861	45,526	

Table 10 below describes the ethnic identification of the nursing workforce by the region in which they primarily work. The two regions with the greatest proportion of nurses identifying as NZ Māori were Tairāwhiti (23.0%) and Northland (16.4%) – the lowest was Otago with 3.3%. Nurses of Pasifika ethnicity were most prominent in the Auckland (6.4%) and Wellington (4.7%) workforces, and least in the West Coast (0.2%), Taranaki (0.3%) and Southland (0.4%) regions.

**Table 10 Ethnic identification of practising nurses by geographic region**

Region	NZ		Cook Island		Tongan	Niuean	Tokelauan	Fijian	Other		SE Asian		Indian	Other Asian	Other	Not Stated	Total
	European/Pakeha	Other Māori	Māori	Samoa					Māori	Pasifika	Asian	Asian					
Northland	1,036	527	274	9	2	0	1	0	7	31	6	56	191	1,666			
Auckland	6,257	2,475	545	213	41	146	42	16	261	1,009	236	706	1,347	12,438			
Waikato	2,453	820	291	15	5	5	0	0	39	173	33	176	392	3,859			
Bay of Plenty	1,822	719	275	9	10	4	4	2	8	50	20	113	293	2,824			
Tairāwhiti	300	184	109	3	2	1	1	0	2	4	0	11	44	473			
Hawkes Bay	1,140	383	145	10	5	0	0	1	1	22	4	44	212	1,672			
Taranaki	843	224	96	0	2	0	0	0	0	6	4	37	133	1,161			
Manawatu-Whanganui	1,725	555	222	10	8	5	0	2	12	64	7	108	272	2,541			
Wellington	2,942	1,009	261	99	16	20	7	26	37	96	68	219	600	4,894			
Nelson-Marlborough	1,055	293	68	3	1	0	0	0	4	5	0	47	177	1,425			
West Coast	324	83	25	0	0	0	0	0	0	1	0	10	40	420			
Canterbury	4,726	1,162	232	26	4	8	5	1	10	38	27	254	670	6,532			
Otago	1,624	396	74	7	1	2	0	1	3	32	13	101	249	2,260			
Southland	805	157	65	1	1	0	0	0	2	3	4	26	112	1,021			
Overseas	439	398	58	8	3	1	1	1	3	40	17	101	92	1,054			
Not Stated	741	238	116	20	7	15	2	5	17	119	28	77	38	1,286			
All Practising Nurses	28,226	4,681	2,856	433	108	207	63	55	406	1,693	467	2,126	4,861	45,526			

## The Nurse Practitioner Workforce

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Nurse Practitioners (NPs) also hold a Registered Nurse registration and are considered the most advanced clinical practitioners of nursing. They work in a wide range of specialist areas which are named on their Nurse Practitioner registration.

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This chapter includes data on active NPs only. There were 71 NPs with an APC, of whom two were inactive at the time of the Council's survey, leaving an active Nurse Practitioner population of 69.

As the NP workforce is a particularly small and distinctive group, the data and analysis presented in this chapter differs from that provided for Registered Nurses, Enrolled Nurses and Nurse Assistants.

### **Multiple variables and non-responses**

Several items in the questionnaire allowed for multiple responses. The reported data in this chapter has allowed for multiple ethnicities (up to three), multiple employment settings (up to two) and multiple practice areas (up to two). As a result, 'Total' columns and rows do not always equal the sum of all cells in a row or column. For example, a nurse practising in Tairāwhiti who identifies as both Māori and NZ European/Pakeha will have been counted in two 'ethnicity' cells, but will only have been counted once when the workforce for that region was calculated.

Of the active NP population, 25 had multiple practice areas. Twenty-three reported multiple employment settings and six reported multiple ethnicities.

In addition, where a variable included fewer than five non-responses (e.g. two nurses not reporting a gender), a separate 'Not Stated' row or column for that variable has not been created. In some cases this has led to small variations between sums of cell counts and 'Total' columns and rows.

### 3.1 Gender, age and ethnicity

As with the rest of the overall nursing workforce, Nurse Practitioners are predominantly female, with only five being men. As shown in Table 11 below, close to half of all NPs are aged 50 or older, reflecting the point that the Nurse Practitioner Scope is intended for highly experienced nurses.

**Table 11 Gender and age distribution of active Nurse Practitioners**

	<35	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total
Female	0	3	8	21	20	5	6	1	64
Male	0	0	0	3	2	0	0	0	5
<b>Total</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>24</b>	<b>22</b>	<b>5</b>	<b>6</b>	<b>1</b>	<b>69</b>

Table 12 below shows the number of Nurse Practitioners in each practice setting who identified with a particular ethnic group. The distinct practice area with the largest NP workforce was Primary Health Care, in which 28% of NPs reported practising – although a large number simply entered their practice area as ‘Nurse Practitioner’. Six Nurse Practitioners reported multiple ethnicities, five identified as NZ Māori and two identified as Pasifika.

**Table 12 Ethnic identification of Nurse Practitioners in distinct practice settings**

Practice Area	NZ European/ Pakeha	Other European	NZ Māori	Pasifika	Asian	Other	Not Stated	Total
Assessment and Rehabilitation	0	1	0	0	0	0	1	2
Child Health	2	0	0	0	0	0	1	3
District Nursing	1	0	0	0	0	0	0	1
Emergency and Trauma	2	0	0	0	0	0	3	5
Family Planning	2	0	0	1	0	0	0	2
Intensive Care	2	0	0	0	0	0	0	2
Medical	2	1	0	0	0	0	1	4
Mental Health (community)	1	0	0	0	0	1	0	2
Mental Health (inpatients)	1	0	0	0	0	0	0	1
Mental Health (not further defined)	1	2	1	0	0	0	0	3
Nursing Education	2	1	0	0	0	0	3	6
Nursing Research	0	2	0	0	0	0	0	2
Palliative Care	1	0	0	0	0	0	1	2
Perioperative Care	1	0	0	0	0	0	0	1
Primary Health Care	12	2	3	0	0	1	3	19
Public Health	1	0	0	0	0	0	1	2
School Health	1	0	0	0	0	0	0	1
Surgical	1	0	0	0	0	0	0	1
Youth Health	2	0	0	0	0	0	0	2
Other	8	2	1	1	1	0	2	12
NS/‘Nurse Practitioner’	15	4	1	1	0	2	0	21
<b>All Active NPs</b>	<b>42</b>	<b>11</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>11</b>	<b>69</b>

### 3.2 Qualifications of Nurse Practitioners

Table 13 below describes the qualifications that first entitled NPs to gain entry to the New Zealand Register of Nurses, broken down by the year in which they gained that qualification. Forty-five per cent (or 62% of New Zealand-trained NPs) obtained a Hospital Certificate as their registration qualification. Sixty-five per cent obtained their qualification before 1985 and 26% before 1980, reflecting the age distribution shown in Table 11.

**Table 13 Registration qualification of active Nurse Practitioners by year of graduation**

	Before 1975	1975-1979	1980-1984	1985-1989	1990 or later	Total
Bachelor of Nursing	0	0	0	0	1	1
Diploma of Nursing	0	1	6	6	4	17
Hospital Certificate	4	7	16	4	0	31
Overseas qualification	3	3	5	7	1	19
Other	0	0	0	0	1	1
All Active NPs	7	11	27	17	7	69

Table 14 below shows the country in which Nurse Practitioners obtained the first qualification that gained them entry to the New Zealand Register of Nurses, broken down by the ethnicity of the Practitioner. Seventy-two per cent of NPs gained their first qualification in New Zealand.

**Table 14 Ethnicity of active Nurse Practitioners by country of registration qualification**

Country of registration qualification	NZ European /Pakeha	Other European	NZ Māori	Pasifika	Asian	Other	Not Stated	Total
New Zealand	39	1	5	2	1	0	8	50
Australia	0	1	0	0	0	0	0	1
United Kingdom	3	5	0	0	0	0	1	9
United States	0	4	0	0	0	3	1	8
Other	0	0	0	0	0	0	1	1
All Active NPs	42	11	5	2	1	3	11	69

All Nurse Practitioners had at least one qualification in addition to their registration qualification. As Table 15 shows, by far the most common of these was a Master of Nursing, with 58% having this qualification. Also common was some form of Postgraduate Diploma, which 36% held.

**Table 15 Post-Registration qualifications of active Nurse Practitioners**

Qualification	Number	Qualification	Number
Advanced Diploma of Nursing	4	Graduate Diploma	3
Associate Degree	1	Master of Arts/MA (applied)	6
Bachelor of Arts (including Honours)	5	Master of Health Science	6
Bachelor of Health Science	5	Master of Nursing	40
Bachelor of Nursing	13	Master of Science	9
Bachelor of Science (including Honours)	2	Postgraduate Certificate	12
Diploma of Advanced Nursing Studies	1	Postgraduate Diploma	25
Diploma of Health	1	PhD/Doctorate	2
Diploma of Nursing	5	Other	8

### 3.3 Employment settings and FTE loads of Nurse Practitioners

Table 16 below describes the FTE loads that NPs reported working in an average week in their employment setting. The majority (59%) reported working between 0.9 and less than 1.1 FTE, with an average of 38.79 hours (0.97 FTE) and a median of 40 hours (1 FTE).

**Table 16 Total FTEs of active Nurse Practitioners**

Qualification	<0.6	0.6-	0.7-	0.8-	0.9-	1.0-	1.1-	1.2-	1.3-	1.4-	1.5<
Number of Practitioners	3	0	2	4	6	35	8	2	4	1	2

Table 17 below shows the ethnic identification of NPs practising in different employment settings. The employment setting with the largest NP workforce was the acute DHB area, with 43% of NPs reporting that they worked in this setting, followed by the PHO/Community Service setting (30%). As noted earlier, six NPs reported multiple ethnicities.

**Table 17 Ethnicity of active Nurse Practitioners in particular employment settings**

Employment Setting	NZ European /Pakeha	Other European	NZ Māori	Pasifika	Asian	Other	Not Stated	Total
DHB (acute)	18	3	0	0	0	0	9	30
DHB (community)	8	2	1	0	1	1	1	12
DHB (other)	3	2	0	0	0	0	1	5
Educational Institution	2	4	0	0	0	0	2	8
Government Agency	1	0	0	0	0	0	0	1
Māori Health Service Provider	3	1	2	0	0	0	0	5
PHO/Community Service	12	3	2	1	0	2	2	21
Private Hospital	1	0	0	0	0	0	0	1
Rural	1	0	0	0	0	0	0	1
Self-Employed	3	1	0	0	0	0	0	4
Other	2	0	0	0	0	1	0	3
Not Stated	1	0	0	1	0	0	0	1
All Active NPs	42	11	5	2	1	3	11	69

### 3.4 Geographic distribution of Nurse Practitioners

Table 18 below describes the geographic region in which Nurse Practitioners reported working, broken down by the reported employment setting(s) of the Practitioners in the region. The largest group of NPs (35% of all Nurse Practitioners) were based in Auckland, with the next largest being based in Manawatu-Whanganui (13%).

**Table 18 Geographic distribution of active Nurse Practitioners by employment setting**

Region	DHB (acute)	DHB (community)	DHB (other)	Private Hospital	PHO/Community Service	Self-Employed	Māori Health Service Provider	Educational Institution	Government Agency	Rural	Other	Not Stated	Total
Northland	0	0	0	0	1	0	1	0	0	0	0	0	2
Auckland	14	3	2	0	4	2	1	4	0	0	0	0	24
Waikato	5	1	0	0	2	0	0	0	1	0	0	0	6
Tairāngā	0	1	0	1	1	1	2	0	0	0	0	0	4
Tairāwhiti	0	0	0	0	1	0	0	0	0	0	0	0	1
Hawkes Bay	4	1	1	0	1	0	0	1	0	0	0	0	5
Taranaki	0	0	1	0	1	0	0	0	0	0	0	0	2
Manawatu-Whanganui	4	2	1	0	2	0	0	1	0	0	1	1	9
Wellington	1	1	0	0	3	0	1	0	0	0	1	0	5
West Coast	0	0	0	0	1	0	0	0	0	1	0	0	1
Canterbury	2	1	0	0	4	1	0	2	0	0	0	0	7
Otago	0	2	0	0	0	0	0	0	0	0	1	0	3
All Active NPs	30	12	5	1	21	4	5	8	1	1	3	1	69

Table 19 below describes the practice areas of NPs broken down by the region in which they reported working.

**Table 19 Practice area of active Nurse Practitioners by geographic region**

Practice Area	Northland		Auckland		Waikato		Taranga		Tairāwhiti		Hawkes Bay		Manawatu-Whanganui		Wellington		West Coast		Canterbury		Otago		Total
Assessment & Rehabilitation	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	2
Child Health	0	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
District Nursing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Emergency and Trauma	0	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	1	0	0	0	0	0	5
Family Planning	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Intensive Care	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Medical	0	0	2	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	4
Mental Health (community)	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2
Mental Health (inpatients)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
Mental Health (not further defined)	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3
Nursing Education	0	0	2	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	2	0	0	6
Nursing Research	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Palliative Care	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	2
Perioperative Care	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Primary Health Care	1	1	4	2	2	3	1	0	0	0	0	0	2	1	1	1	1	0	0	3	1	0	19
Public Health	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	2
School Health	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Surgical	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Youth Health	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	2
Other	0	0	4	1	1	1	0	0	0	0	2	0	3	1	1	0	0	0	0	0	0	0	12
Not Stated/'Nurse Practitioner'	1	1	9	1	1	1	0	0	0	0	1	0	3	4	0	0	0	0	1	0	0	0	21
All Active NPs	2	24	6	4	1	5	2	9	5	2	7	1	3	5	1	7	3	1	5	3	3	69	

## The Registered Nurse Workforce

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The Registered Nurse (RN) scope of practice has subsumed all previous variants of registered nurse. The RN workforce is the largest group of registrants and who are prepared to work in an extensive range of clinical and allied areas. Nurses with APCs working in areas such as education, research, government and management are usually RNs.

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This chapter includes data on 'active' RNs only. There are 48,052 RNs with APCs, of whom 4,226 (9%) were inactive at the time of the Council's survey, leaving an active RN population of 43,826. This includes RNs who also have registration as an Enrolled Nurse (EN) or Nurse Assistant (NA), (38 having dual registration as an RN and EN, and three as an RN and NA), but does not include those with Nurse Practitioner registration, who are discussed in Chapter 3 of this report.

Not all 'active' RNs are actually working as nurses. When those who defined their practice area as 'Non-nursing health-related management or administration', 'Other non-nursing paid employment', 'Not in paid employment', or 'Working in another health profession' have been included in statistics, they have been identified separately – either individually under those practice areas, or collectively as 'not in nursing practice'. When the term 'Practising Nurses' or equivalent is used, this refers only to those nurses working as nurses. The term 'active Nurses' or equivalent encompasses both practising nurses and those not currently working in a nursing practice area.

### Multiple variables and non-responses

Several items in the questionnaire allowed for multiple responses. The reported data in this chapter has allowed for multiple ethnicities (up to three), multiple employment settings (up to two) and multiple practice areas (up to two). As a result, 'Total' columns and rows do not always equal the sum of all cells in a row or column. For example, a nurse practising in Tairāwhiti who identifies as both Māori and NZ European/Pakeha will have been counted in two 'ethnicity' cells, but will only have been counted once when the workforce for that region was calculated.

Of the active RN population, 7,838 had multiple practice areas. Of those active RNs who were practising nurses (i.e. they did not list a 'non-nursing' practice area), 4,741 reported multiple employment settings and 4,635 reported multiple ethnicities (4,172 reporting two ethnicities and 463 three ethnicities).

In addition, where a variable included fewer than five non-responses (e.g. two nurses not reporting a gender), a separate 'Not Stated' row or column for that variable has not been created. In some cases this has led to small variations between sums of cell counts and 'Total' columns and rows.

## 4.1 Age, gender and ethnicity

Registered Nurses in New Zealand are predominantly female, with only 7.5% of active nurses being male. The workforce is also an ageing one, with 37% of active RNs aged 50 or older. As shown in Table 20 and Figure 2, however, the male workforce does have a slightly younger age profile than the female workforce, with 37% of active male nurses aged fewer than 40 compared with 33% of female nurses.

**Table 20 Gender and age distribution of active Registered Nurses**

	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total
Female	1,614	3,183	3,416	5,032	5,398	6,602	6,425	4,352	3,064	1,455	40,542
% of Total	4.0	7.9	8.4	12.4	13.3	16.3	15.9	10.7	7.6	3.6	-
Male	100	302	292	511	495	524	522	337	150	50	3,284
% of Total	3.1	9.2	8.9	15.6	15.1	16.0	15.9	10.3	4.6	1.5	-
All Registered Nurses	1,714	3,485	3,709	5,543	5,893	7,126	6,947	4,689	3,214	1,505	43,826
% of Total	3.9	7.9	8.5	12.7	13.5	16.3	15.9	10.7	7.3	3.4	-
Practising Nursing	1,601	3,282	3,533	5,330	5,701	6,944	6,770	4,571	3,130	1,471	42,334
% of Total	3.8	7.8	8.3	12.6	13.7	16.4	16.0	10.8	7.4	3.8	-
Not Practising Nursing	113	203	176	213	192	182	177	118	84	34	1,492
% of Total	7.6	13.6	11.8	14.8	12.9	12.2	11.9	7.9	5.6	2.3	-

**Figure 2 Age distribution of active male and female Registered Nurses**

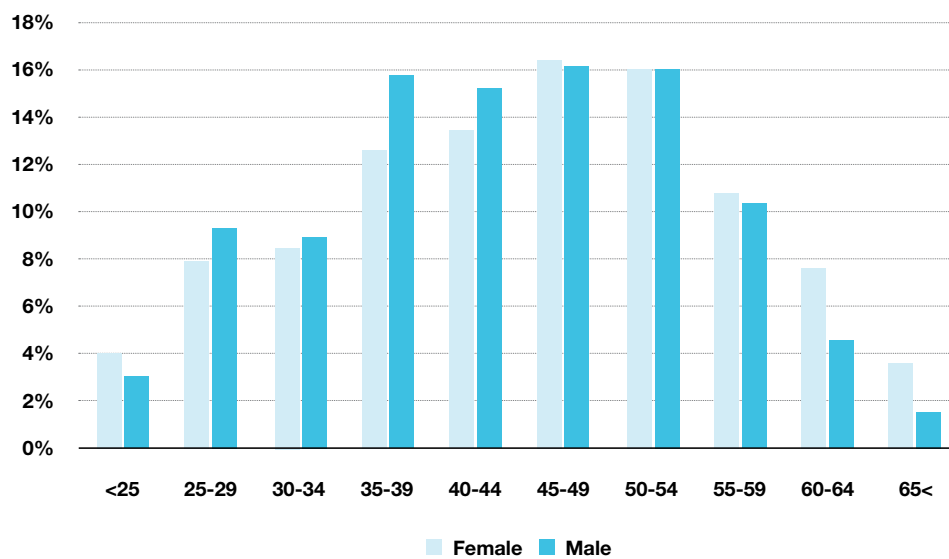


Table 21 below shows the ethnic identification of practising RNs in New Zealand, along with the age profile of each ethnic group. Six per cent of practising RNs identify as Māori and 3% identify with at least one Pasifika ethnicity. New Zealand European/Pakeha nurses have the oldest age profile of any ethnic group, with 45% being aged 50 or older, and 28% aged 40 or younger. In contrast, most other ethnic groups have significantly younger age profiles. Nurses who identify with South-East Asian ethnicities have the youngest profile, with 72% being aged under 40 and 14% aged over 50, followed by Indian nurses (67% under 40 and 15% over 50).

**Table 21 Ethnicity of practising Registered Nurses by age**

Ethnicity	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total
NZ European/Pakeha	1,041	1,620	1,837	2,845	3,232	4,507	4,741	3,354	2,431	1,155	25,852
Other European	132	364	508	916	1,186	1,291	1,098	635	426	164	6,480
NZ Māori	82	152	219	359	397	460	452	259	171	83	2,559
Samoan	13	20	38	61	61	74	50	56	30	3	396
Cook Island Māori	9	8	10	15	17	19	13	6	3	0	98
Tongan	12	14	20	29	29	35	29	12	16	4	197
Niuean	3	8	6	5	10	12	9	5	2	0	57
Tokelauan	1	3	5	19	12	9	3	2	0	1	53
Fijian	17	60	69	68	63	55	31	24	13	3	395
Other Pasifika	6	12	15	20	24	25	26	14	11	6	158
SE Asian	172	334	213	409	192	77	130	71	17	8	1,571
Chinese	60	236	92	101	98	85	78	64	36	10	839
Indian	109	402	327	276	217	157	127	77	29	9	1,655
Other Asian	26	77	56	97	81	52	52	18	14	2	457
Other	50	158	243	333	294	346	319	179	99	34	2,003
Not Stated	168	342	435	653	660	784	679	472	318	158	4,493
All Practising RNs	1,714	3,485	3,709	5,543	5,893	7,126	6,947	4,689	3,214	1,505	42,334

## 4.2 Employment settings and FTE loads of Registered Nurses

Table 22 below shows the gender and age profile of RNs practising in different employment settings. The largest single group was those working in acute District Health Board areas, with 43% of the workforce reporting that they worked in this setting. In contrast, less than 1% reported working in Pacific Health Provider, Rural or Self-Employed settings. Four settings had more than half of their RN workforce aged 50 or older: Self-Employed (59%), Rest Home/ Residential Care (55%), Educational Institutions (53%) and Pacific Health Providers (51%). In contrast, the setting with the highest percentage of Registered Nurses aged under 40 was District Health Board (acute), at 41% – no other setting had more than 30% of its workforce in this age group.

**Table 22 Age and gender of practising Registered Nurses by employment setting**

Employment Setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total	F	M
DHB (acute)	814	1,951	2,014	2,749	2,700	2,889	2,590	1,544	887	277	18,415	16,750	1,664
DHB (community)	28	118	210	439	549	783	757	484	358	124	3,850	3,384	466
DHB (other)	24	124	125	240	249	321	357	251	158	76	1,925	1,767	158
Educational Institution	0	11	17	62	120	157	175	116	87	45	790	734	56
Government Agency	4	23	29	62	81	96	73	73	40	11	492	425	67
Māori Health Service Provider	2	17	32	43	58	73	74	49	36	21	405	375	30
Nursing Agency	5	47	27	62	54	63	78	63	42	32	473	432	41
Pacific Health Service Provider	0	1	4	4	6	9	6	12	7	0	49	48	1
PHO/Community Service	57	188	282	560	677	1,008	1,001	667	487	245	5,172	5,085	87
Private Hospital	77	213	253	391	406	516	526	364	267	181	3,194	3,042	152
Rest Home/ Residential Care	65	175	196	277	288	388	514	449	428	307	3,087	2,897	190
Rural	1	2	6	14	11	22	24	12	11	5	108	102	6
Self-Employed	1	2	10	26	42	78	82	76	43	30	390	363	27
Other	14	87	119	228	278	371	394	330	231	92	2,144	2,041	103
Not Stated	509	323	210	173	182	170	119	81	48	25	1,840	1,680	160
All Practising RNs	1,601	3,282	3,533	5,330	5,701	6,944	6,770	4,571	3,130	1,471	42,334	39,125	3,209

Table 23 below shows the ethnic identification of RNs practising in different employment settings. The setting with the largest proportion of Māori RNs was Māori Health Service Providers (57%), followed by Rural (20%). All RNs who worked for Pacific Health Service Providers reported identifying with at least one Pasifika ethnicity, as did 18% of those working for a Nursing Agency.

**Table 23 Employment setting of practising Registered Nurses by ethnicity**

Employment Setting	NZ European		Other European	NZ Māori	Cook Island				Niuean	Tokelauan	Fijian	Other Pasifika	SE Asian	Chinese	Indian	Other Asian	Other	Not Stated	Total
	Pakeha	European			Māori	Māori	Māori	Tongan											
DHB (acute)	11,078	3,018	993	152	38	72	26	22	216	71	836	515	1,010	273	919	2,360	18,415		
DHB (community)	2,748	811	395	60	11	19	9	8	23	8	43	39	60	13	198	388	3,850		
DHB (other)	1,408	388	157	21	8	11	5	5	30	10	80	32	133	33	137	35	1,925		
Educational Institution	678	164	66	8	1	3	1	0	6	1	6	7	11	4	35	127	790		
Government Agency	344	97	47	3	4	1	0	1	4	4	11	7	13	6	30	75	492		
Māori Health Service Provider	184	40	230	9	6	0	4	1	1	5	0	3	3	2	14	66	405		
Nursing Agency	406	131	61	24	3	19	2	3	25	8	38	18	51	10	85	88	473		
Pacific Health Service Provider	13	5	7	24	1	15	2	3	1	3	2	1	1	1	3	17	49		
PHO/Community Service	4,191	747	326	42	14	22	6	8	25	14	37	75	71	23	186	638	5,172		
Private Hospital	2,273	562	107	29	3	26	3	3	36	27	135	63	108	30	174	412	3,194		
Rest Home/ Residential Care	2,011	436	184	37	5	26	2	4	49	15	325	58	121	52	225	394	3,087		
Rural	136	28	22	1	1	0	0	0	0	1	0	0	1	0	18	1	108		
Self-Employed	477	105	35	3	1	1	0	0	0	1	1	2	1	1	28	51	390		
Other	1,825	473	132	15	3	8	2	2	8	8	36	21	38	17	126	268	2,144		
Not Stated	1,021	206	143	25	9	18	5	7	30	7	140	72	171	33	105	76	1,840		
All Practising RNs	25,852	6,480	2,559	396	98	197	57	53	395	158	1,571	839	1,655	457	2,003	4,493	42,334		

Table 24 below describes the FTE load that practising RNs reported working in an average week in their employment setting. Due to problems with allocating time to multiple employment settings, these values are only for nurses who reported working in a single employment setting – the exception being the ‘All Registered Nurses’, which is based on the total working time reported by practising nurses across all employment settings and includes both RNs reporting two settings and those not stating a setting. As part of data cleaning, those reporting more than 2.5 FTE equivalents were also removed (N=8), as were those with ‘Not Stated’ area values (other than for ‘All Practising RNs’ values as noted).

Across all settings, RNs reported working an average of 33.25 hours (or 0.83 FTEs), but a median of 36 hours (0.9 FTE).

**Table 24 FTEs worked in an average week by practising Registered Nurses, by employment setting**

Employment Setting	<0.1	0.1-	0.2-	0.3-	0.4-	0.5-	0.6-	0.7-	0.8-	0.9-	1 FTE	1.01-	1.1-	1.2-	1.3-	1.4-	1.5<	Total	Mean FTE
DHB (acute)	180	60	307	213	925	566	1,777	656	3,459	2,455	7,116	73	173	263	23	41	126	18,415	0.84
DHB (community)	29	12	44	39	130	158	346	151	568	260	1,971	17	37	47	5	9	27	3,850	0.84
DHB (other)	12	2	26	13	99	83	204	67	353	156	831	5	19	31	2	4	18	1,925	0.84
Educational Institution	7	6	26	19	29	42	44	60	64	98	268	11	36	56	7	4	13	790	0.87
Government Agency	4	2	7	2	15	8	19	19	52	37	254	9	31	19	4	4	6	492	0.93
Māori Health Service Provider	3	2	4	3	4	15	21	8	46	23	244	6	8	12	1	1	4	405	0.92
Nursing Agency	10	2	24	5	34	15	50	19	67	28	185	2	10	10	0	5	7	473	0.81
Pacific Health Service Provider	1	0	1	0	0	0	0	1	3	2	27	1	1	5	1	3	3	49	1.03
PHO/Community Service	42	75	158	208	357	514	682	513	787	529	1,077	61	65	61	11	9	20	5,172	0.74
Private Hospital	25	20	103	63	273	128	417	150	529	241	1,026	34	63	70	14	9	28	3,194	0.79
Rest Home/ Residential Care	35	18	70	46	190	114	285	145	421	152	1,325	31	73	126	10	15	30	3,087	0.85
Rural	1	2	1	3	10	7	13	6	19	6	31	1	2	4	0	0	2	108	0.79
Self-Employed	11	13	19	15	22	35	24	36	23	18	102	1	21	23	5	2	20	390	0.8
Other	62	23	61	63	111	128	216	147	301	194	615	36	82	65	11	8	20	2,144	0.79
All Practising RNs	2,121	238	854	695	2,204	1,818	4,107	1,987	6,711	4,216	15,132	289	623	796	94	114	327	42,326	0.83

Table 25 below describes the FTE load that practising Registered Nurses reported working in an average week in their practice area. Due to problems with allocating time to multiple practice areas, this data is only for nurses who reported working in a single practice area – the exception being ‘All Practising RNs’ values, which are based on the total working time reported by practising nurses across all practice areas and include both RNs reporting two areas and those not stating an area. As part of data cleaning, those reporting more than a 2.5 FTE load were also removed (N=8), as were those with ‘Not Stated’ area values (other than for ‘All Practising RNs’ values as noted).

**Table 25 FTEs worked in an average week by practising Registered Nurses by practice area**

Practice Area	<0.1	0.1-	0.2-	0.3-	0.4-	0.5-	0.6-	0.7-	0.8-	0.9-	1 FTE	1.01-	1.1-	1.2-	1.3-	1.4-	1.5<	Total	Mean FTE
Addiction Services	0	1	1	1	5	3	5	1	7	4	64	0	0	0	0	0	1	138	0.89
Assessment and Rehabilitation	5	4	10	7	51	36	108	41	223	97	436	1	5	7	0	0	7	1,450	0.83
Child Health	25	6	63	49	150	128	234	114	342	409	520	4	8	8	1	3	6	2,621	0.76
Continuing Care	27	10	75	42	198	103	288	136	394	137	1,019	29	28	48	5	8	9	3,838	0.80
District Nursing	15	9	25	25	64	60	142	51	181	67	312	2	2	3	0	0	5	1,336	0.75
Emergency and Trauma	16	10	44	31	92	56	171	87	302	242	464	5	9	19	0	2	8	2,473	0.79
Family Planning/Sexual Health	0	2	2	9	9	10	10	12	10	16	27	0	0	0	0	0	0	232	0.71
Intellectually Disabled	0	1	2	3	3	4	8	9	13	6	104	0	3	3	0	0	1	242	0.90
Intensive Care/Cardiac Care	26	8	20	32	61	33	167	64	202	363	584	7	10	18	0	1	4	2,135	0.83
Medical	32	5	52	22	152	95	289	87	668	385	1,150	6	17	8	1	0	12	4,528	0.82
Mental Health (inpatients)	6	1	12	2	36	32	60	38	95	80	695	7	16	11	0	0	8	1,393	0.90
Mental Health (community)	7	1	3	4	11	25	34	18	95	41	742	2	8	11	1	1	4	1,350	0.93
Mental Health (not further defined)	10	1	7	6	21	28	44	31	87	56	767	7	12	20	1	1	8	1,419	0.92
Nursing Administration & Management	6	1	2	1	7	16	32	16	60	40	520	3	33	57	5	1	11	1,559	0.96
Nursing Education	5	5	9	5	24	33	33	29	62	73	299	3	22	25	0	3	6	1,450	0.87
Nursing Professional Advice/Policy Development	3	0	3	0	2	5	12	4	12	8	112	2	7	6	1	0	4	376	0.92
Nursing Research	1	3	1	4	11	9	7	6	10	18	53	0	1	1	1	0	1	344	0.80
Obstetrics/Maternity	7	5	9	12	31	25	83	16	98	42	110	2	4	7	0	0	3	768	0.74
Occupational Health	2	7	13	4	7	28	26	15	27	16	117	3	9	12	0	0	3	457	0.80
Palliative Care	4	2	10	10	58	31	120	30	190	48	262	2	16	22	3	1	2	1,550	0.80
Perioperative Care	17	15	64	41	134	64	223	97	388	166	1,136	14	32	14	1	1	11	3,002	0.83
Practice Nursing	22	33	69	73	144	173	249	169	276	171	285	17	8	4	1	0	4	2,473	0.68
Primary Health Care	17	26	61	79	141	177	261	174	299	179	529	16	13	18	0	2	4	3,010	0.73
Public Health	3	1	4	4	16	30	60	33	77	40	260	0	2	1	1	0	3	764	0.84
School Health	1	0	5	8	5	7	7	7	14	1	15	0	0	0	0	0	0	154	0.64
Surgical	38	19	101	46	278	116	443	115	922	554	1,197	7	14	15	1	1	17	5,363	0.79
Youth Health	3	0	2	0	6	4	1	5	5	3	11	0	1	0	0	0	0	99	0.68
Other	41	20	73	59	131	145	264	121	412	197	785	9	31	33	2	6	11	3,594	0.77
All Practising RNs	2,121	238	854	695	2,204	1,818	4,107	1,987	6,711	4,216	15,132	289	623	796	94	114	327	42,334	0.83

### 4.3 Geographic distribution of Registered Nurses

Table 26 below describes the age and gender distribution of practising RNs by the region in which they reported working. The largest of these was clearly Auckland, with 28% of all nurses working in that region. The only region with a workforce where more than 50% were aged 50 or older was the West Coast (53%), although Nelson-Marlborough came close at 48%. Other than those practising overseas, Auckland RNs had the youngest profile, with 37% aged under 40 and 34% aged 50 or older.

**Table 26 Gender and age of practising Registered Nurses by main region of employment**

Region	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total	F	M
Northland	31	87	107	166	215	266	285	175	132	55	1,519	1,404	115
Auckland	441	1,136	1,125	1,664	1,632	1,794	1,644	1,155	827	418	11,837	10,948	889
Waikato	99	225	322	441	520	558	574	409	301	148	3,597	3,344	253
Bay of Plenty	44	137	194	344	368	467	439	336	212	95	2,636	2,460	176
Tairāwhiti	3	22	25	60	68	81	64	62	36	16	437	406	31
Hawkes Bay	33	90	116	188	225	278	245	193	116	61	1,545	1,461	84
Taranaki	28	60	78	159	145	192	180	123	69	23	1,057	990	67
Manawatu-Wanganui	57	162	175	273	352	416	405	241	157	82	2,320	2,134	186
Wellington	134	383	427	626	583	748	769	478	352	170	4,670	4,313	357
Nelson-Marlborough	14	41	69	137	177	252	254	190	135	49	1,318	1,223	95
West Coast	6	11	11	29	34	66	66	51	33	27	334	298	36
Canterbury	149	335	384	658	784	1,092	1,100	702	493	211	5,908	5,437	471
Otago	49	128	143	223	237	344	402	242	160	70	1,998	1,810	188
Southland	13	63	81	129	123	154	141	90	59	36	889	839	50
Not Stated	450	227	141	106	109	92	55	36	16	5	1,237	1,137	100
Overseas	50	175	135	127	129	144	147	88	32	5	1,032	921	111
All Practising RNs	1,601	3,282	3,533	5,330	5,701	6,944	6,770	4,571	3,130	1,471	42,334	39,125	3,209

### 4.4 Practice areas of Registered Nurses

Table 27 on the following page shows the gender and age distribution of active RNs in distinct practice areas.<sup>10</sup> The largest single practice area was Surgical, with 13% of practising Registered Nurses reporting they practised here, followed by Medical (11%) and Continuing Care (9%). The smallest distinct practice area was Youth Health with only 99 practising nurses. The area with the smallest proportion of male nurses was Obstetrics/Maternity, with only two men practising in this area, while the areas with the largest male presence were the three mental health practice areas. There were five practice areas where more than 50% of the workforce were aged 50 or above: Nursing Administration & Management and Obstetrics/Maternity (both 51%), Palliative Care (54%), Continuing Care (55%) and Occupational Health (56%)

<sup>10</sup> Nurses who reported a non-nursing practice area are included in this table, but are listed separately. If a respondent listed a nursing and non-nursing area, they are not included in data for the nursing area they listed.

**Table 27 Gender and age of active Registered Nurses by practice area**

Practice Area	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total	F	M
Addiction Services	0	5	9	17	26	33	26	14	5	3	138	109	29
Assessment and Rehabilitation	36	72	97	153	204	253	264	189	125	57	1,450	1,372	78
Child Health	135	297	312	367	380	391	335	225	121	58	2,621	2,559	62
Continuing Care	65	214	252	375	359	481	619	557	527	389	3,838	3,630	208
District Nursing	4	48	73	132	181	253	278	189	132	46	1,336	1,304	32
Emergency and Trauma	62	272	303	430	399	399	321	153	95	39	2,473	2,213	260
Family Planning/Sexual Health	2	12	22	27	29	42	43	26	19	10	232	226	6
Intellectually Disabled	2	11	13	15	43	53	50	28	24	3	242	193	49
Intensive Care/Cardiac Care	65	259	310	393	331	339	235	133	58	12	2,135	1,906	229
Medical	245	478	436	681	652	718	637	368	233	80	4,528	4,262	266
Mental Health (community)	8	44	76	166	189	296	273	171	88	39	1,350	997	354
Mental Health (inpatients)	21	120	119	168	175	237	258	156	109	30	1,393	985	407
Mental Health (not further defined)	18	61	99	187	231	277	242	180	92	36	1,419	983	440
Nursing Administration & Management	0	15	61	124	207	363	347	234	153	55	1,559	1,425	134
Nursing Education	0	26	66	189	255	266	295	177	121	55	1,450	1,332	118
Nursing Professional Advice/ Policy Development	0	3	23	32	60	97	78	43	32	8	376	341	35
Nursing Research	1	6	21	37	58	74	66	47	24	10	344	323	21
Obstetrics/Maternity	8	23	43	70	105	129	144	110	91	45	768	766	2
Occupational Health	3	7	13	38	47	92	107	65	56	29	457	434	23
Palliative Care	19	54	70	118	181	278	305	256	192	77	1,550	1,462	88
Perioperative Care	90	269	274	446	472	462	456	288	180	65	3,002	2,809	193
Practice Nursing	30	109	141	284	316	467	429	326	242	129	2,473	2,442	31
Primary Health Care	31	100	160	323	384	600	590	424	280	118	3,010	2,935	75
Public Health	9	34	52	87	88	155	159	77	66	37	764	739	25
School Health	1	5	8	12	32	37	24	21	7	7	154	151	3
Surgical	322	648	554	755	726	789	739	444	276	110	5,363	5,089	274
Youth Health	0	4	12	17	10	29	11	11	4	1	99	93	6
Other	30	170	257	474	484	611	691	453	300	134	3,596	3,417	187
Non-nursing health-related management or administration	0	1	5	9	21	29	23	19	7	4	118	109	9
Other non-nursing paid employment	11	15	11	22	20	28	34	12	9	1	163	148	15
Not in paid employment	96	184	155	180	145	121	112	84	64	27	1,168	1,119	49
Working in another health profession	6	3	5	2	7	4	8	3	4	2	44	42	2
Not Stated	514	328	217	189	202	182	136	93	54	31	1,946	1,782	163
All Active RNs	1,714	3,485	3,709	5,543	5,893	7,126	6,947	4,689	3,214	1,505	43,826	40,542	3,284
All Practising RNs	1,601	3,282	3,533	5,330	5,701	6,944	6,770	4,571	3,130	1,471	42,334	39,125	3,209

Table 28 below shows the number of active RNs in each practice setting who identified with a particular ethnicity.<sup>11</sup> The practice areas with the largest proportion of nurses identifying as NZ Māori were Mental Health (community) and (inpatients), with 16% and 13% respectively, Addiction Services (15%) and Youth Health (14%). In all practice areas other than Mental Health (inpatients), less than 5% of the workforce identified as Pasifika – in Mental Health (inpatients) this was just over 5%.

**Table 28 Ethnicity of active Registered Nurses by practice area**

Practice Area	NZ		Cook Island										Not Stated	Total					
	European Pakeha	Other Māori	NZ Māori	Samoa	Māori	Tongan	Niuean	Tokelauan	Fijian	Pasifika	SE Asian	Chinese			Indian	Other Asian	Other		
Addiction Services	89	43	20	1	0	0	0	0	0	2	0	0	0	0	3	1	8	1	138
Assessment and Rehabilitation	834	221	82	23	4	8	4	2	19	10	59	30	79	20	85	154	85	154	1,450
Child Health	1,638	427	133	21	6	17	4	3	18	8	69	40	97	14	108	311	108	311	2,621
Continuing Care	2,162	442	191	44	8	42	2	6	57	17	354	70	138	57	253	424	253	424	3,838
District Nursing	963	225	65	8	4	1	3	1	4	3	2	9	7	1	46	148	46	148	1,336
Emergency and Trauma	1,573	433	154	16	2	5	0	3	21	9	69	20	63	14	126	260	126	260	2,473
Family Planning/ Sexual Health	166	31	17	1	0	0	0	0	2	0	2	2	1	0	5	24	5	24	232
Intellectually Disabled	142	59	9	3	0	0	1	0	1	0	2	2	4	0	10	38	10	38	242
Intensive Care/ Cardiac Care	1,157	459	78	14	4	4	2	1	19	8	98	57	160	38	119	176	119	176	2,135
Medical	2,477	589	260	45	11	25	11	8	62	21	278	125	327	83	216	496	216	496	4,528
Mental Health (inpatients)	863	287	174	36	5	7	5	2	16	4	30	32	54	11	84	17	84	17	1,393
Mental Health (community)	866	350	219	24	4	6	5	5	5	4	3	11	14	4	74	10	74	10	1,350
Mental Health (not further defined)	606	220	125	12	4	8	3	1	6	5	25	30	23	7	47	471	47	471	1,419
Nursing Administration & Management	1,067	266	111	8	1	5	0	2	9	3	7	8	16	5	64	192	64	192	1,559
Nursing Education	953	253	88	8	2	4	1	1	5	2	13	11	25	6	73	168	73	168	1,450
Nursing Professional Advice/Policy Development	277	69	37	3	1	0	0	0	0	1	1	3	2	1	15	25	15	25	376
Nursing Research	233	55	17	3	0	0	0	0	0	1	5	5	3	4	19	42	19	42	344
Obstetrics/Maternity	467	126	33	6	0	1	0	0	8	3	21	17	29	8	45	92	45	92	768
Occupational Health	325	70	21	3	0	1	0	1	2	1	0	2	5	1	20	53	20	53	457
Palliative Care	1,049	275	76	15	4	7	2	1	13	5	45	17	27	9	78	129	78	129	1,550
Perioperative Care	1,796	451	106	24	4	9	2	2	22	13	196	99	97	58	164	297	164	297	3,002

Practice Nursing	1,980	333	142	19	9	7	5	7	14	13	16	32	35	16	83	32	2,473
Primary Health Care	1,794	352	293	41	12	27	8	5	22	12	27	31	39	14	91	584	3,010
Public Health	498	136	69	17	3	8	1	0	3	2	6	8	17	4	38	64	764
School Health	121	18	14	0	0	0	0	0	0	2	0	0	2	1	6	4	154
Surgical	3,172	747	224	39	14	22	4	7	87	28	203	162	323	85	257	561	5,363
Youth Health	81	18	14	1	0	0	0	0	0	0	0	0	0	0	3	1	99
Other	2,348	557	187	21	6	11	4	7	23	15	71	53	96	28	180	426	3,596
Non-nursing health-related management or administration	77	21	4	1	0	0	1	0	0	0	1	1	2	0	4	20	118
Other non-nursing paid employment	100	30	8	1	0	0	0	0	0	0	2	1	8	3	10	15	163
Not in paid employment	704	180	62	8	2	3	2	2	8	1	49	19	63	15	35	135	1,168
Working in another health profession	32	9	1	0	0	0	0	0	0	0	0	0	2	0	3	6	44
Not Stated	1,089	218	156	26	10	21	5	6	29	7	148	73	174	32	100	99	1,946
All Active RNs	26,765	6,720	2,634	406	100	200	60	55	403	159	1,623	860	1,730	475	2,055	4,669	43,826
All Practising RNs	25,852	6,480	2,559	396	98	197	57	53	395	158	1,571	839	1,655	457	2,003	4,493	42,334

<sup>11</sup> Nurses who reported a non-nursing practice area are included in this table, but are listed separately. If a respondent listed a nursing and non-nursing area, they are not included in data for the nursing area they listed.

## 4.5 Qualifications of Registered Nurses

Table 29 below describes the qualifications that first entitled practising RNs to gain entry to the New Zealand Register of Nurses, broken down by the year in which they obtained that qualification. Overall, 24% of practising RNs gained their first qualification overseas – the majority of these (4,303) gained their registration qualification in the United Kingdom. Thirty-seven per cent of New Zealand-trained practising RNs (27% of all practising RNs) had received a bachelor's degree of some form as their registration qualification, and 24% had received their registration qualification before 1980.

**Table 29 Registration qualification and year of graduation for practising Registered Nurses**

Qualification	Pre-1965	65-69	70-74	75-79	80-84	85-89	90-94	95-99	00-04	05-09	Not Stated	Total
Bachelor of Nursing	0	0	3	12	23	33	184	1,870	2,883	4,601	-	9,609
Bachelor of Nursing (Pacific)	0	0	0	0	0	0	0	0	0	28	-	28
Other Bachelors <sup>12</sup>	0	0	1	1	2	6	41	522	911	418	-	1,902
Diploma of Nursing	3	6	18	228	855	2,187	3,196	1,088	75	5	-	7,661
Other Diploma	0	0	0	1	4	9	6	3	0	0	-	23
Hospital Certificate	796	1,842	2,358	3,229	2,809	1,065	87	20	24	3	-	12,233
Other Certificate	0	3	12	15	12	17	2	0	5	9	-	75
Other	0	0	0	0	0	0	1	2	0	3	-	6
<b>Total with New Zealand registration qualification</b>	<b>799</b>	<b>1,851</b>	<b>2,392</b>	<b>3,486</b>	<b>3,705</b>	<b>3,317</b>	<b>3,517</b>	<b>3,505</b>	<b>3,898</b>	<b>5,067</b>	<b>-</b>	<b>31,537</b>
Overseas (Australia)	21	34	71	59	77	77	96	93	70	59	-	657
Overseas (Other Pacific)	1	6	33	54	97	114	95	128	65	6	-	599
Overseas (China) <sup>13</sup>	0	2	11	16	21	21	18	14	14	1	-	118
Overseas (India)	0	1	11	39	52	83	119	186	162	229	-	882
Overseas (SE Asia)	0	12	24	87	84	75	412	258	188	361	-	1,501
Overseas (Other Asia)	1	0	4	13	13	14	25	23	10	0	-	103
Overseas (Middle East)	0	2	2	4	2	7	4	3	8	1	-	33
Overseas (South Africa)	12	19	51	85	134	110	103	111	60	10	-	695
Overseas (Other Africa)	0	2	10	22	54	33	51	55	121	17	-	365
Overseas (United Kingdom)	73	175	221	316	511	609	789	657	607	345	-	4,303
Overseas (Other Europe)	8	14	43	67	81	92	71	82	44	29	-	531
Overseas (United States)	1	12	6	21	23	16	18	26	27	12	-	162
Overseas (Other North America)	1	8	16	17	11	22	15	12	17	38	-	157
Overseas (South America)	1	0	0	0	1	1	3	1	2	0	-	9
<b>Total with non-New Zealand registration qualification</b>	<b>119</b>	<b>287</b>	<b>503</b>	<b>800</b>	<b>1,161</b>	<b>1,274</b>	<b>1,818</b>	<b>1,649</b>	<b>1,395</b>	<b>1,108</b>	<b>-</b>	<b>10,115</b>
Not Stated	0	1	0	0	1	1	2	0	1	0	678	682
<b>All Practising RNs</b>	<b>918</b>	<b>2,139</b>	<b>2,895</b>	<b>4,286</b>	<b>4,867</b>	<b>4,592</b>	<b>5,337</b>	<b>5,154</b>	<b>5,294</b>	<b>6,175</b>	<b>678</b>	<b>42,334</b>

Table 30 opposite shows the country in which RNs practising in distinct areas gained the first qualification that gained them entry to the New Zealand Register of Nurses. It also shows the number of nurses in each practice area who possess at least one post-registration qualification. The practice areas with the highest presence of internationally-trained RNs were Intensive Care/Cardiac Care (36%), working with people with intellectual disabilities (31%) and Continuing Care (30%). The lowest were Practice Nursing (14%), Family Planning/Sexual Health (15%) and Primary Health Care (16%). Fifty-eight per cent of practising RNs had at least one qualification gained after their initial registration qualification – the areas where the highest proportions of the workforce had such qualifications were Nursing Education and Nursing Professional Advice/Policy Development (both 79%).

<sup>12</sup> Including Bachelor of Health Sciences.

<sup>13</sup> China includes both the People's Republic of China and Taiwan.

**Table 30 Country of registration qualification and possession of post-registration qualifications by practising Registered Nurses by practice area**

Practice Area	NZ	Australia	Other Pacific	SE Asia	China <sup>14</sup>	India	Other Asia	Middle East	United Kingdom	Other European	South Africa	Other Africa	United States	Other North America	South America	Not Stated	Total	Post-Registration Qualifications
Addiction Services	94	3	0	0	0	0	1	0	29	1	1	0	2	2	0	5	138	90
Assessment and Rehabilitation	1,066	19	31	61	4	43	7	2	116	26	17	20	4	4	0	30	1,450	655
Child Health	1,965	35	28	61	9	57	3	3	293	21	54	9	8	17	1	57	2,621	1,470
Continuing Care	2,614	60	113	377	12	56	11	7	242	39	83	134	10	8	2	70	3,838	1,529
District Nursing	1,093	24	3	2	1	1	0	0	163	15	14	2	0	3	0	15	1,336	667
Emergency and Trauma	1,874	54	38	63	2	20	3	1	276	33	38	12	8	17	0	34	2,473	1,125
Family Planning/ Sexual Health	196	3	0	1	1	0	0	0	24	0	2	0	4	0	0	1	232	141
Intellectually Disabled	165	2	1	2	0	2	0	0	56	7	2	2	2	1	0	2	242	115
Intensive Care/Cardiac Care	1,326	41	36	98	10	113	7	2	298	55	57	16	17	15	0	44	2,135	1,075
Medical	3,195	70	112	275	19	205	21	6	340	67	53	71	15	10	1	68	4,528	1,864
Mental Health (inpatients)	1,080	14	2	10	5	15	0	0	195	14	9	10	6	1	0	28	1,393	801
Mental Health (community)	995	8	1	0	2	0	0	0	298	8	11	1	7	5	0	18	1,350	915
Mental Health (not further defined)	1,083	14	2	11	4	6	1	0	256	9	14	5	4	1	0	13	1,419	904
Nursing Administration & Management	1,235	38	15	5	0	1	2	2	152	17	45	7	9	7	0	24	1,559	1,019
Nursing Education	1,105	33	6	9	1	10	5	3	184	11	27	2	15	16	0	23	1,450	1,149
Nursing Professional Advice/Policy Development	288	10	2	2	2	0	0	0	59	2	3	0	2	0	0	6	376	295
Nursing Research	249	8	1	4	1	2	2	1	40	8	9	0	6	7	0	6	344	233
Obstetrics/Maternity	541	19	16	21	1	8	0	0	81	14	23	10	5	2	1	26	768	518
Occupational Health	366	8	3	1	1	1	0	0	46	3	10	2	2	5	0	9	457	310
Palliative Care	1,135	28	22	50	4	7	3	2	185	27	35	14	9	7	1	20	1,550	905
Perioperative Care	2,168	54	26	188	16	51	12	2	258	55	68	26	19	8	0	51	3,002	1,204
Practice Nursing	2,085	33	31	12	4	4	5	1	198	18	22	6	10	6	0	38	2,473	995
Primary Health Care	2,498	55	56	33	11	3	2	3	244	17	31	9	7	4	0	37	3,010	1,559
Public Health	590	9	7	3	3	4	1	1	95	7	20	2	6	7	0	9	764	481
School Health	126	2	1	0	0	0	0	1	14	0	4	0	2	1	0	3	154	82
Surgical	3,957	74	107	205	9	190	21	4	439	93	96	67	14	9	1	79	5,363	1,970
Youth Health	80	1	0	0	0	0	0	0	9	0	3	0	0	2	0	4	99	64
Other	2,755	71	40	77	10	29	6	1	370	55	77	21	14	17	1	60	3,596	1,917
Not Stated	1,473	18	21	109	5	117	3	2	106	13	11	9	12	8	1	45	1,946	333
<b>All Practising RNs</b>	<b>31,537</b>	<b>657</b>	<b>599</b>	<b>1,501</b>	<b>118</b>	<b>882</b>	<b>103</b>	<b>33</b>	<b>4,303</b>	<b>531</b>	<b>695</b>	<b>365</b>	<b>162</b>	<b>157</b>	<b>9</b>	<b>678</b>	<b>42,334</b>	<b>24,385</b>

<sup>14</sup> China includes both the People's Republic of China and Taiwan.

## CHAPTER

# 05

## The Enrolled Nurse and Nurse Assistant Workforce

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Enrolled Nurses (ENs) and Nurse Assistants (NAs) work with people who have stable health needs. They work under the direction and supervision of a Registered Nurse. Enrolled Nurses are able to work in a range of practice settings whereas Nurse Assistants are educationally prepared for a specific area of practice, for example aged care.

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This chapter includes data on active ENs and NAs only. There are 3,644 ENs and NAs, of whom 405 were inactive (374 Enrolled Nurses and 31 Nurse Assistants), leaving an active population of 3,239 ENs and NAs, composed of 3,008 ENs, 223 NAs and eight nurses who held registration as both an NA and EN. In addition, 41 Registered Nurses also currently held registration as an EN or NA. These RNs are not included in this chapter, but are instead treated as part of the 'Registered Nurse' population.

Not all 'actively practising' ENs and NAs are located in the nursing workforce. When those who defined their practice area as 'Non-nursing health-related management or administration', 'Other non-nursing paid employment', 'Not in paid employment', or 'Working in another health profession' have been included they have been identified separately – either individually under those areas or collectively as 'not in nursing practice'. When the term 'Practising Nurses' or equivalent is used, this refers only to those working as nurses. The term 'active nurses' or equivalent includes both practising nurses and those not currently working in a nursing practice area.

### Multiple variables and non-responses

Several items in the questionnaire allowed for multiple responses. The reported data in this chapter has allowed for multiple ethnicities (up to three), multiple employment settings (up to two) and multiple practice areas (up to two). As a result, 'Total' columns and rows do not always equal the sum of all cells in a row or column. For example, a nurse practising in Tairāwhiti who identifies as both Māori and NZ European/Pakeha will have been counted in two 'ethnicity' cells, but will only have been counted once when the workforce for that region was calculated.

Of the active EN and NA population, 488 had multiple practice areas. Of those active ENs and NAs who were practising nurses (i.e. they did not list a 'non-nursing' practice area), 307 reported multiple employment settings and 322 reported multiple ethnicities (277 reporting two ethnicities and 45 three ethnicities).

In addition, where a variable included fewer than five non-responses (e.g. two nurses not reporting a gender), a separate 'Not Stated' row or column for that variable has not been created. In some cases this has led to small variations between sums of cell counts and 'Total' columns and rows.

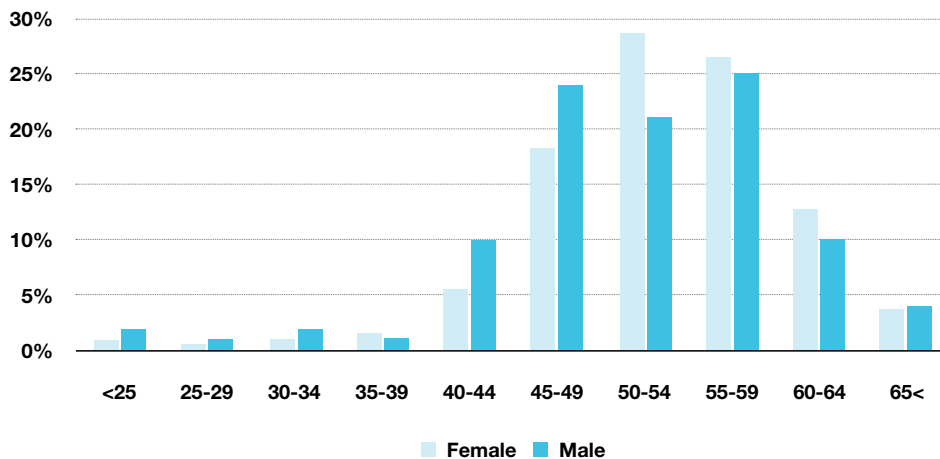
## 5.1 Age, gender and ethnicity

Enrolled Nurses and Nurse Assistants in New Zealand have an even higher proportion of women in the workforce than those in other scopes of practice, with only 3.2% of active ENs and NAs being male. As shown in Table 31 and Figure 4 below, the workforce is also significantly older than others in the workforce, with 72% of active ENs and NAs being aged 50 or older compared with 37% of active registered nurses. As shown in Figure 3, the male EN and NA workforce does have a slightly younger age profile than the female workforce.

**Table 31 Gender and age distribution of active Enrolled Nurses and Nurse Assistants**

	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total
Female	24	21	33	50	175	575	902	831	406	121	3,138
% of Total	0.8	0.7	1.1	1.6	5.6	18.3	28.7	26.5	12.9	3.9	-
Male	2	1	2	1	10	24	21	25	10	4	100
% of Total	2.0	1.0	2.0	1.0	10.0	24.0	21.0	25.0	10.0	4.0	-
All ENs and NAs	26	22	35	51	185	599	923	856	416	125	3,238
% of Total	0.8	0.7	1.1	1.6	5.7	19.0	29.0	26.4	12.8	3.9	-
Practising Nursing	22	22	33	47	181	571	888	836	406	124	3,130
% of Total	0.7	0.7	1.1	1.5	5.8	18.2	28.4	26.7	13.0	4.0	-
Not Practising Nursing	4	0	2	4	4	29	35	20	10	1	109
% of Total	3.7	0	1.8	3.7	3.7	27.7	32.1	18.3	9.2	0.9	-

**Figure 3 Age distribution of male and female active Enrolled Nurses and Nurse Assistants**



**Figure 4 Comparative age distribution of active Enrolled Nurses and Nurse Assistants, and active Registered Nurses**

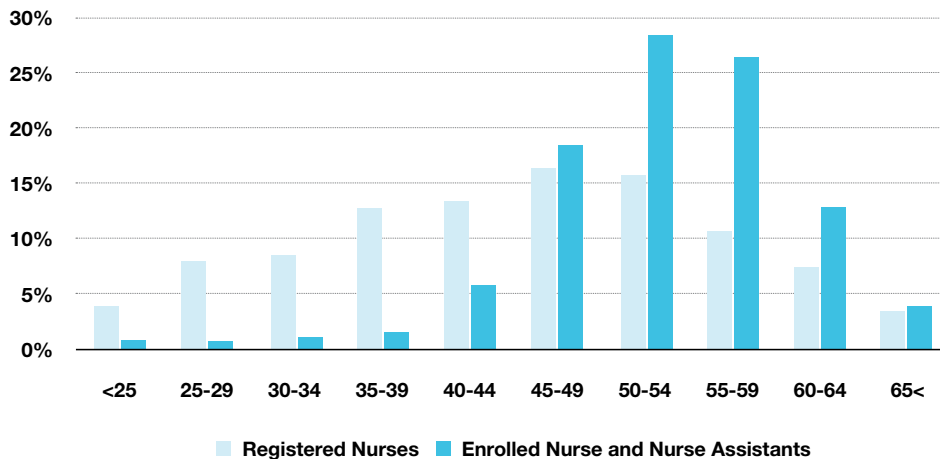


Table 32 below shows the ethnic identification of practising ENs and NAs in New Zealand, along with the age profile of each ethnic group. Nine per cent of practising ENs and NAs identified as Māori and 3% identified with at least one Pasifika ethnicity, compared with 6% and 3% respectively of practising Registered Nurses. Most specific Pasifika ethnic groups had older age profiles (more than 80% aged 50+), although the profile of Pasifika considered collectively was slightly younger than this due to the comparatively much younger profile of Fijian ENs and NAs. ENs and NAs who identified with the Indian ethnic group had the youngest profile, with 50% being aged under 40, followed by the Fijian ethnic group where 46% of ENs and NAs were in this range.

**Table 32 Ethnicity of practising Enrolled Nurses and Nurse Assistants by age**

Ethnicity	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total
NZ European/Pakeha	14	8	12	19	108	436	700	648	308	86	2,339
Other European	2	3	7	8	18	62	62	65	36	13	276
NZ Māori	2	0	3	4	14	39	82	84	45	20	293
Samoan	1	0	0	1	2	3	5	11	8	5	36
Cook Island Māori	0	0	0	0	0	2	0	3	2	3	10
Tongan	0	0	0	0	1	0	1	4	2	2	10
Niuean	0	1	0	0	0	0	0	3	2	0	6
Tokelauan	0	0	0	0	0	0	0	1	1	0	2
Fijian	1	0	2	2	1	2	2	0	0	1	11
Other Pasifika	0	0	0	1	0	0	4	2	0	1	8
SE Asian	1	0	1	0	2	1	1	2	1	1	10
Chinese	0	1	0	0	0	1	5	1	1	0	9
Indian	5	5	3	6	4	5	2	7	1	0	38
Other Asian	0	0	2	1	2	1	1	2	0	0	9
Other	0	6	5	7	13	14	18	9	7	2	81
NS	0	1	3	3	34	69	105	92	40	12	359
All Practising ENs and NAs	22	22	33	47	181	571	888	836	406	124	3,130

## 5.2 Employment settings and FTE loads of Enrolled Nurses and Nurse Assistants

Table 33 below shows the gender and age profile of ENs and NAs practising in different employment settings. The largest single group reported working in Rest Home/Residential Care settings, 31%. In contrast, less than 1% reported working in Pacific Health Provider, Rural or Self-Employed settings. All settings had more than 60% of their EN and NA workforce aged 50 or older, with the lowest percentage being 64% in Educational Institutions. Aside from Government Agency and Rural settings (which both have very small EN and NA workforces), the only setting with more than 5% of its EN and NA workforce aged under 40 was Rest Home/Residential Care (6%).

**Table 33 Age and gender of practising Enrolled Nurses and Nurse Assistants by employment setting**

Employment Setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total	F	M
DHB (acute)	1	4	4	6	42	160	228	224	132	42	843	813	30
DHB (community)	1	0	3	2	12	40	63	58	24	5	208	203	5
DHB (other)	0	0	0	5	10	59	91	76	40	19	300	281	19
Educational Institution	0	0	1	0	2	6	6	5	5	0	25	24	1
Government Agency	0	0	0	1	0	3	2	5	1	0	12	11	1
Māori Health Service Provider	0	0	0	0	0	9	12	13	5	2	41	40	1
Nursing Agency	0	0	1	0	10	16	32	23	8	0	90	87	3
Pacific Health Service Provider	0	0	0	0	0	0	1	0	1	1	3	3	0
PHO/Community Service	0	0	2	6	15	42	59	49	25	1	199	195	4
Private Hospital	1	5	3	9	26	77	110	90	41	13	375	361	14
Rest Home/Residential Care	10	12	20	16	57	164	266	269	123	35	972	950	21
Rural	0	0	0	1	0	2	5	1	5	1	15	14	1
Self-Employed	0	0	0	0	1	3	6	3	1	0	14	13	1
Other	1	1	3	0	11	51	69	79	25	7	247	243	4
Not Stated	10	4	3	8	11	9	23	19	6	0	93	90	3
All Practising ENs & NAs	22	22	33	47	181	571	888	836	406	124	3,129	3,031	98

Table 34 below shows the ethnic identification of ENs and NAs practising in different employment settings. Excluding the very small number working in Pacific Health Service Providers, the setting with the largest proportion of Māori ENs and NAs was Māori Health Service Providers (56%), followed by Rural (27%). The only employment settings where more than 10 ENs and NAs identified with at least one Pasifika ethnicity were DHB (acute) – 28 nurses or 3.3% of that workforce – and Rest Home/Residential Care (29 nurses or 3% of that workforce).

**Table 34 Ethnicity of practising Enrolled Nurses and Nurse Assistants by employment setting**

Employment Setting	NZ		Cook Island		Tongan	Niuean Tokelauan	Fijian	Other Pasifika	SE Asian	Chinese	Indian	Other Asian	Other Not Stated	Total
	European Pakeha	Other European	NZ Māori	Samoa										
DHB (acute)	611	74	61	12	5	4	3	1	2	1	9	2	22	843
DHB (community)	169	15	21	4	0	2	0	0	0	0	2	0	2	208
DHB (other)	260	26	18	6	0	0	1	0	1	2	3	0	6	300
Educational Institution	18	2	1	1	0	0	0	0	0	1	0	0	1	25
Government Agency	10	1	1	0	0	0	0	0	0	0	0	0	0	12
Māori Health Service Provider	20	2	23	0	0	0	0	0	0	0	0	0	0	41
Nursing Agency	70	11	8	1	0	0	0	0	0	0	1	0	2	90
Pacific Health Service Provider	2	1	2	0	0	1	0	0	0	0	0	0	0	3
PHO/Community Service	157	18	22	1	0	0	0	0	0	0	2	0	1	199
Private Hospital	259	35	29	3	1	2	0	1	0	1	7	2	19	375
Rest Home/Residential Care	697	90	113	10	5	3	1	6	3	5	8	5	31	972
Rural	13	0	4	0	0	0	0	0	0	0	1	0	0	15
Self-Employed	11	3	1	0	0	1	0	0	0	0	1	0	0	14
Other	205	23	17	1	0	0	0	1	0	0	1	0	5	247
Not Stated	56	5	11	2	0	1	1	0	1	0	11	1	3	93
All Practising ENs and NAs	2,339	276	293	36	10	10	6	2	11	9	38	9	81	3,130

Table 35 below describes the FTE load that practising ENs and NAs reported working in an average week in their employment setting. Due to problems with allocating time to multiple employment settings, these values are only for nurses who reported working in a single employment setting – the exception being those for ‘All Practising ENs and NAs’, which are based on the total working time reported by practising nurses across all employment settings and include both ENs and NAs reporting two settings and those not stating a setting. ‘Not Stated’ area values have otherwise been removed.

Across all settings, ENs and NAs reported working an average of 31.79 hours (or 0.79 FTEs), and a median of 32 hours (0.8 FTE).

**Table 35 FTEs worked in an average week by practising Enrolled Nurses and Nurse Assistants by employment setting**

Employment Setting	<0.1	0.1-	0.2-	0.3-	0.4-	0.5-	0.6-	0.7-	0.8-	0.9-	1 FTE	1.01-	1.1-	1.2-	1.3-	1.4-	1.5<	Not Stated	Total	Mean FTE
DHB (acute)	1	0	7	7	36	17	100	34	213	55	258	9	3	6	1	1	1	2	843	0.82
DHB (community)	2	0	4	2	12	9	26	16	27	9	56	0	1	0	0	1	2	0	208	0.81
DHB (other)	3	1	3	2	11	9	54	7	60	27	83	1	1	0	0	0	1	0	300	0.79
Educational Institution	0	1	0	0	1	0	2	3	0	2	3	1	0	0	0	0	0	1	25	0.70
Government Agency	0	0	0	0	1	0	2	0	1	0	3	0	0	0	0	0	0	0	12	0.77
Māori Health Service Provider	0	0	0	0	2	1	2	0	3	2	19	2	0	0	0	0	0	0	41	0.90
Nursing Agency	0	2	1	1	4	5	7	6	5	1	17	0	1	2	1	1	2	2	90	0.79
Pacific Health Service Provider	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	3	1.00
PHO/Community Service	0	0	2	1	5	5	18	14	23	11	61	0	1	2	0	1	3	0	199	0.87
Private Hospital	6	1	1	3	21	9	50	18	51	22	84	1	0	1	2	2	2	0	375	0.87
Rest Home/ Residential Care	4	0	4	13	30	31	85	79	173	93	284	5	17	5	3	4	7	3	972	0.84
Rural	0	0	0	0	3	0	2	0	2	0	1	0	0	0	0	0	0	0	15	0.63
Self-Employed	0	0	0	0	0	1	0	0	0	1	2	0	0	0	0	0	0	1	14	0.68
Other	2	0	2	0	9	12	27	11	31	14	46	1	3	2	1	0	2	1	247	0.79
All Practising ENs and NAs	95	9	37	40	155	134	417	221	642	255	970	24	37	38	10	10	23	13	3,130	0.79

Table 36 below describes the FTE load that practising ENs and NAs reported working in an average week in their practice area. Due to problems with allocating time to multiple practice areas, these values are only for nurses who reported working in a single area – the exception being those for ‘All Practising ENs and NAs’, which are based on the total working time reported by practising nurses across all areas and include both ENs and NAs reporting two areas and those not stating a setting. ‘Not Stated’ FTE values have otherwise been removed.

Across all settings, ENs and NAs reported working an average of 31.79 hours (or 0.79 FTEs), and a median of 32 hours (0.8 FTE).

**Table 36 FTEs worked in an average week by practising Enrolled Nurses and Nurse Assistants, by practice area**

Practice Area	<0.1	0.1-	0.2-	0.3-	0.4-	0.5-	0.6-	0.7-	0.8-	0.9-	1 FTE	1.01-	1.1-	1.2-	1.3-	1.4-	1.5<	Not Stated	Total	Mean FTE
Addiction Services	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	5	0.94
Assessment and Rehabilitation	3	0	3	2	13	6	52	10	72	22	92	1	0	1	1	0	2	0	380	0.81
Child Health	0	0	0	0	3	3	10	3	13	6	11	0	0	0	0	0	0	0	61	0.77
Continuing Care	4	0	7	12	37	39	102	88	197	93	273	5	15	5	4	4	8	3	1,115	0.83
District Nursing	1	0	2	1	7	7	18	8	17	7	43	0	1	1	0	0	1	0	140	0.80
Emergency and Trauma	0	0	0	0	1	0	1	0	1	1	2	0	0	0	0	0	0	0	18	0.78
Family Planning/Sexual Health	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	3	1.00
Intellectually Disabled	0	0	0	1	2	2	1	3	8	1	27	0	3	1	0	1	0	0	68	0.91
Intensive Care/Cardiac Care	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	3	1.00
Medical	1	0	1	0	5	3	26	7	52	12	50	1	1	1	0	0	0	1	285	0.81
Mental Health (inpatients)	0	0	0	0	1	0	4	0	4	2	30	2	0	0	0	0	0	0	42	0.93
Mental Health (community)	0	1	1	0	0	1	2	2	0	2	14	1	0	0	0	1	2	0	59	0.94
Mental Health (not further defined)	0	0	0	0	0	2	2	1	3	5	30	0	0	0	0	0	0	0	54	0.93
Nursing Administration & Management	0	1	0	0	1	1	2	0	3	1	6	0	1	1	0	0	1	0	40	0.88
Nursing Education	0	0	0	0	0	0	0	1	0	2	4	0	0	0	0	0	0	0	14	0.95
Nursing Research	0	0	0	0	1	0	3	1	0	0	1	0	0	0	0	0	0	0	8	0.66
Obstetrics/Maternity	0	0	0	1	7	1	19	2	17	10	14	0	0	0	0	0	0	1	100	0.74
Occupational Health	0	0	0	0	0	1	3	0	0	0	5	0	1	2	0	0	2	1	22	0.93
Palliative Care	3	0	0	1	6	6	20	2	24	5	13	0	2	1	0	0	1	0	198	0.74
Perioperative Care	1	2	0	1	4	5	18	9	28	12	61	4	2	0	1	1	0	0	195	0.85
Practice Nursing	0	0	2	0	0	1	3	2	3	2	11	0	0	1	0	0	0	0	38	0.83
Primary Health Care	0	0	0	0	2	1	9	5	5	2	16	1	0	0	0	1	0	0	60	0.83
Public Health	0	0	0	0	2	0	2	0	4	0	6	0	0	0	0	0	0	0	23	0.82
School Health	0	0	0	0	0	0	0	2	0	0	0	1	0	0	0	0	0	0	6	0.83
Surgical	0	0	2	0	15	4	34	8	64	13	65	2	0	0	0	0	1	1	276	0.80
Other	3	0	3	8	10	11	25	13	39	22	72	1	1	3	2	0	3	3	296	0.80
All Practising ENs and NAs	95	9	37	40	155	134	417	221	642	255	970	24	37	38	10	10	23	13	3,130	0.79

### 5.3 Geographic distribution of Enrolled Nurses and Nurse Assistants

Table 37 below describes the age and gender distribution of practising ENs and NAs by the region in which they reported working. The largest of these was Canterbury, with 20% of all nurses working in that region, followed closely by Auckland (18%). Three regions had a workforce where more than 80% of nurses were aged 50 or older: Bay of Plenty (87%), Tairāwhiti (83%) and Nelson-Marlborough (82%).

**Table 37 Age and gender of practising Enrolled Nurses and Nurse Assistants by main region of employment**

Region	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total	F	M
Northland	2	1	1	2	6	32	38	41	21	4	148	141	7
Auckland	1	4	11	10	34	89	155	140	97	36	577	558	19
Waikato	0	1	0	2	8	45	87	75	29	9	256	251	5
Bay of Plenty	0	1	2	2	4	15	63	55	30	12	184	179	5
Tairāwhiti	0	0	0	0	0	6	12	13	4	0	35	35	0
Hawkes Bay	0	0	1	2	3	18	38	35	22	3	122	120	2
Taranaki	0	0	0	1	4	26	33	21	11	6	102	100	1
Manawatu-Whanganui	0	0	0	1	15	50	65	48	28	5	212	201	11
Wellington	0	1	1	1	15	38	58	67	28	11	220	211	9
Nelson-Marlborough	1	0	0	1	3	14	33	36	16	3	107	104	3
West Coast	0	0	0	1	7	16	20	27	10	4	85	79	6
Canterbury	4	7	9	15	45	131	182	152	55	17	617	603	14
Otago	0	1	1	4	24	51	59	68	42	10	260	249	11
Southland	3	2	3	0	4	29	32	45	10	4	132	131	1
Not Stated	10	2	3	5	8	6	6	10	1	0	51	48	3
Overseas	1	2	1	0	1	5	7	3	2	0	22	21	1
All Practising ENs and NAs	22	22	33	47	181	571	888	836	406	124	3,129	3,031	98

### 5.4 Practice areas of Enrolled Nurses and Nurse Assistants

Table 38 on following page shows the age and gender distribution of active ENs and NAs with distinct practice areas. The largest single practice area was Continuing Care (36% of ENs and NAs reported working in this area), followed by Assessment and Rehabilitation (12%). Six areas had EN and NA workforces with fewer than 10 nurses: Addiction Services, Family Planning/Sexual Health, Intensive Care/Cardiac Care, Nursing Research, School Health and Youth Health. The area with the largest number of male nurses was Continuing Care (N=26), but the area with the largest percentage of men – discounting the very small Addiction Services workforce – was inpatient Mental Health (22%). Excluding the very small workforce areas, there was only one practice area where more than 80% of the workforce was aged 50 or over: community Mental Health (81%).

**Table 38 Age and gender of active Enrolled Nurses and Nurse Assistants by practice area**

Employment Setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-<	Total	F	M
Addiction Services	0	0	0	0	0	0	2	3	0	0	5	3	2
Assessment and Rehabilitation	1	2	1	6	27	75	107	93	48	20	380	366	14
Child Health	0	1	0	0	2	14	18	12	10	4	61	60	1
Continuing Care	9	11	13	15	67	186	329	304	144	37	1,115	1,089	26
District Nursing	0	0	2	2	12	27	44	38	12	3	140	139	1
Emergency and Trauma	0	0	0	0	0	10	2	4	1	1	18	16	2
Family Planning/Sexual Health	0	0	0	0	1	1	0	1	0	0	3	3	0
Intellectually Disabled	0	0	2	0	3	14	16	21	11	1	68	62	6
Intensive Care/Cardiac Care	0	0	0	0	0	1	0	1	1	0	3	3	0
Medical	1	0	3	4	12	50	72	70	55	18	285	280	5
Mental Health (community)	0	0	1	1	3	3	12	15	5	2	42	37	5
Mental Health (inpatients)	0	0	0	1	1	13	15	16	9	4	59	46	13
Mental Health (not further defined)	0	1	0	0	6	14	13	14	2	4	54	45	9
Nursing Administration & Management	0	0	0	1	4	10	9	11	4	1	40	40	0
Nursing Education	0	0	0	0	0	2	3	5	4	0	14	14	0
Nursing Research	0	0	0	0	0	3	4	1	0	0	8	8	0
Obstetrics/Maternity	0	0	0	0	5	17	29	28	17	4	100	100	0
Occupational Health	0	0	0	0	1	5	5	7	3	1	22	22	0
Palliative Care	1	3	1	3	12	44	51	55	23	5	198	194	4
Perioperative Care	0	1	2	4	10	44	59	49	23	3	195	190	5
Practice Nursing	0	0	0	2	4	7	12	7	6	0	38	38	0
Primary Health Care	0	0	0	2	1	10	19	18	8	2	60	60	0
Public Health	0	0	0	0	3	2	8	8	2	0	23	22	1
School Health	0	0	0	0	2	0	2	0	2	0	6	6	0
Surgical	1	2	4	2	12	48	71	77	40	19	276	270	6
Youth Health	0	0	0	0	0	1	0	0	0	0	1	1	0
Other	1	2	4	4	15	62	92	81	32	3	296	291	5
Non-nursing health-related management or administration	0	0	1	1	0	4	8	2	1	0	17	17	0
Other non-nursing paid employment	1	0	1	0	2	6	8	3	2	1	24	23	1
Not in paid employment	3	0	0	3	2	17	17	15	7	0	64	63	1
Working in another health profession	0	0	0	0	0	2	2	0	0	0	4	4	0
Not Stated	10	5	5	7	11	16	25	23	4	1	107	104	3
All Active ENs and NAs	26	22	35	51	185	600	923	856	416	125	3,239	3,138	100
All Practising ENs and NAs	22	22	33	47	181	571	888	836	406	124	3,130	3,031	98

Table 39 below shows the number of active ENs and NAs in distinct practice settings who identified with a particular ethnicity.<sup>16</sup> Setting aside practice areas with very small workforce numbers, the areas with the largest proportion of nurses identifying as NZ Māori were Public Health (30%), community Mental Health (29%) and Primary Health Care (22%). In all reasonably-sized practice areas other than Public Health, 5% or fewer of the workforce identified with at least one Pasifika ethnicity – in Public Health 9% did so.

**Table 39 Ethnicity of active Enrolled Nurses and Nurse Assistants by practice area**

Practice Area	NZ European Pakeha		NZ Māori		Cook Island Māori		Niuean Tokelauan		Fijian Pasifika		SE Asian		Chinese		Indian		Other Asian		Other		Not Stated		Total
Addiction Services	5	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	5
Assessment and Rehabilitation	293	33	32	4	1	1	2	0	0	1	0	2	2	0	0	0	0	0	9	46	0	0	380
Child Health	47	8	3	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	8	0	0	61
Continuing Care	818	101	127	12	6	2	2	1	6	4	4	5	9	5	32	1,115	0	0	0	0	0	0	1,140
District Nursing	116	8	8	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	140
Emergency and Trauma	16	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18
Family Planning/ Sexual Health	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Intellectually Disabled	49	4	11	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	11	68
Intensive Care/ Cardiac Care	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3
Medical	215	24	24	6	0	4	0	0	2	0	0	0	3	0	0	0	0	0	11	23	0	0	285
Mental Health (inpatients)	46	6	7	1	0	1	0	0	0	0	2	0	2	0	0	0	0	0	4	0	0	0	59
Mental Health (community)	29	4	12	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	1	0	0	42	
Mental Health (not further defined)	26	4	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	23	0	54	
Nursing Administration & Management	36	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	40
Nursing Education	12	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	14
Nursing Research	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8
Obstetrics/Maternity	73	7	8	4	0	0	0	0	0	1	0	0	0	0	0	0	0	0	2	14	0	0	100
Occupational Health	18	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	22
Palliative Care	158	16	19	3	1	2	0	0	1	2	0	0	3	0	0	0	0	0	7	17	0	0	198

Table continued on next page >

<sup>16</sup> Nurses who reported a non-nursing practice area are included in this table, but are listed separately. If a respondent listed a nursing and non-nursing area, they are not included in data for the nursing area they listed.



**Table 40 Country of registration qualification and possession of post-registration qualifications by practising Enrolled Nurses and Nurse Assistants by practice area**

Practice Area	NZ	Australia	Other Pacific	SE Asia	India	Other Asia	South Africa	Other Africa	United Kingdom	Other European	United States	Other North America	Not Stated	Total	No. with Post-Reg Qualifications
Addiction Services	5	0	0	0	0	0	0	0	0	0	0	0	0	5	2
Assessment and Rehabilitation	361	6	2	1	1	0	3	2	3	0	0	1	0	380	42
Child Health	57	3	0	0	0	0	0	0	1	0	0	0	0	61	4
Continuing Care	1,022	28	2	0	0	1	17	3	17	6	3	2	15	1,116	120
District Nursing	136	0	0	0	0	0	0	1	2	0	0	0	1	140	12
Emergency and Trauma	18	0	0	0	0	0	0	0	0	0	0	0	0	18	2
Family Planning/Sexual Health	2	0	0	0	0	0	0	0	0	0	0	1	0	3	1
Intellectually Disabled	65	2	0	0	0	0	0	0	0	0	0	0	1	68	11
Intensive Care/Cardiac Care	3	0	0	0	0	0	0	0	0	0	0	0	0	3	0
Medical	263	8	5	0	0	0	5	1	2	1	0	0	0	285	26
Mental Health (community)	38	1	0	0	0	0	1	0	1	0	0	0	1	42	13
Mental Health (inpatients)	55	1	0	1	0	0	1	0	1	0	0	0	0	59	16
Mental Health (not otherwise defined)	48	2	0	0	0	0	0	0	2	0	1	0	1	54	13
Nursing Administration & Management	39	0	0	0	0	0	0	0	1	0	0	0	0	40	7
Nursing Education	14	0	0	0	0	0	0	0	0	0	0	0	0	14	4
Nursing Research	7	0	0	0	0	0	0	0	1	0	0	0	0	8	1
Obstetrics/Maternity	96	0	0	0	0	0	0	1	1	1	0	0	1	100	5
Occupational Health	22	0	0	0	0	0	0	0	0	0	0	0	0	22	3
Palliative Care	181	6	3	0	0	0	5	1	1	0	0	0	1	198	18
Perioperative Care	167	3	1	0	0	0	6	0	13	1	0	1	3	195	22
Practice Nursing	32	0	0	0	0	0	3	0	1	0	0	0	2	38	5
Primary Health Care	57	0	0	0	0	0	1	0	1	0	0	0	1	60	10
Public Health	19	1	0	0	0	0	1	0	1	0	0	0	1	23	4
School Health	5	0	0	0	0	0	0	0	0	0	0	0	1	6	0
Surgical	260	6	1	0	0	0	3	0	3	1	0	0	2	276	17
Youth Health	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0
Other	276	7	0	0	0	0	7	0	5	1	0	0	0	296	33
Not Stated	101	2	0	0	0	0	1	0	0	1	1	0	1	107	7
All Practising ENs and NAs	2,902	60	12	2	1	1	44	7	55	11	4	4	32	3,130	398

# Appendix 1

## Geographic Codes

Region	Code	Description	Region	Code	Description	
Northland	01	Far North	Wellington	43	Kapiti Coast	
	02	Whangarei		44	Porirua	
	03	Kaipara		45	Upper Hutt	
Auckland	04	Rodney		46	Lower Hutt	
	05	North Shore		47	Wellington	
	06	Waitakere		48	Masterton	
	07	Auckland		49	Carterton	
	08	Manukau		50	South Wairarapa	
	09	Papakura		Nelson-Marlborough	51	Tasman
	10	Franklin			52	Nelson
		53	Marlborough			
Waikato	11	Thames-Coromandel	West Coast	55	Buller	
	12	Hauraki		56	Grey	
	13	Waikato		57	Westland	
	15	Matamata-Piako	Canterbury	54	Kaikoura	
	16	Hamilton		58	Hurunui	
	17	Waipa		59	Waimakariri	
	18	Otorohanga		60	Christchurch	
	19	South Waikato		61	Banks Peninsula	
	20	Waitomo		62	Selwyn	
	21	Taupo		63	Ashburton	
Bay of Plenty	22	Western Bay of Plenty		64	Timaru	
	23	Tauranga		65	Mackenzie	
	24	Rotorua		66	Waimate	
	25	Whakatane	Otago	68	Waitaki	
	26	Kawerau		69	Central Otago	
27	Opotiki	70		Queenstown-Lakes		
Tairāwhiti	28	Gisborne		71	Dunedin	
				72	Clutha	
Hawkes Bay	29	Wairoa	Southland	73	Southland	
	30	Hastings		74	Gore	
	31	Napier		75	Invercargill	
	32	Central Hawkes Bay	Overseas	91	Africa & Middle East	
	67	Chatham Islands		92	Asia	
Taranaki	33	New Plymouth		93	Australia	
	34	Stratford		94	Central & South America	
	35	South Taranaki		95	Europe (other than UK)	
Manawatu-Whanganui	36	Ruapehu		96	Pacific	
	37	Whanganui		97	United Kingdom	
	38	Rangitikei		98	United States of America	
	39	Manawatu		99	Overseas – other areas	
	40	Palmerston North				
	41	Tararua				
	42	Horowhenua				

## Appendix 2

# Employment Codes

Code	Description
07	DHB (acute)
08	DHB (community)
09	DHB (other)
13	Private Hospital
14	Primary Health Care (PHO)/ Community Service (non DHB)
23	PHO ( <i>Combined with Code 14 in this analysis</i> )
15	Rest Home/Residential Care
16	Nursing Agency
17	Self-Employed
18	Māori Health Service Provider
19	Educational Institution
20	Government Agency (MOH, ACC, prisons, defence force, etc.)
21	Pacific Health Service Provider
22	Other (please specify)
24	Rural

# Appendix 3

## Nursing Practice Codes

### Practice codes

Code	Description
41	Emergency and Trauma
42	Assessment and Rehabilitation
43	Child Health, including neonatology
44	Continuing Care (elderly)
45	District Nursing
46	Family Planning/Sexual Health
47	Intellectually Disabled
48	Intensive Care/Cardiac Care
49	Mental Health (not further defined)
50	Medical (including educating patients)
51	Nursing Administration and Management
52	Nursing Education
53	Nursing Professional Advice/Policy Development
54	Nursing Research
55	Obstetrics/Maternity
56	Occupational Health
57	Palliative Care
58	Perioperative Care (Theatre)
59	Primary Health Care
60	Public Health
61	Surgical
62	Other (please specify)
64	School Health
65	Youth Health
66	Practice Nursing
67	Mental Health (inpatients)
68	Mental Health (community)
69	Addiction Services
99	Nurse Practitioner (Treated as 'not stated' in this analysis)

### Non-practice codes

Code	Non-practice Codes Description
71	Non-nursing health-related management or administration
72	Other non-nursing paid employment
73	Not in paid employment
74	Working in another health profession

# Appendix 4

## Ethnicity Codes

Ethnic Group	Code	Description
NZ European/Pakeha	111	NZ European
Other European	121	Other European – British and Irish
	122	Other European – Dutch
	127	Other European – German
	128	Other European – Australian
	129	Other European
NZ Māori	211	NZ Māori
Samoan	311	Samoan
Cook Island Māori	321	Cook Island Māori
Tongan	331	Tongan
Niuean	341	Niuean
Tokelauan	351	Tokelauan
Fijian	361	Fijian
Other Pasifika	371	Other Pacific Peoples
South-East Asian	410	South-East Asian
	411	Filipino
Chinese	421	Chinese
Indian	431	Indian
Other Asian	444	Other Asian
Other (please specify)	531	Africa
	611	Other (please specify)

# Appendix 5

## Enrolled Nurse (EN) scope as at 1 June 2010

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The new EN scope requires completion of an 18-month Diploma programme and prepares enrolled nurses for a broader scope of practice. The Council's expectation is that all existing enrolled nurses and nurse assistants will transition into this new scope of practice.

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### **Enrolled Nurse (as at 1 June 2010)**

Enrolled nurses practise under the direction and delegation of a registered nurse or nurse practitioner to deliver nursing care and health education across the lifespan to health consumers in community, residential or hospital settings. Enrolled nurses contribute to nursing assessments, care planning, implementation and evaluation of care for health consumers and/or families/whanau. The registered nurse maintains overall responsibility for the plan of care. Enrolled nurses assist health consumers with the activities of daily living, observe changes in health consumers' conditions and report these to the registered nurse, administer medicines and undertake other nursing care responsibilities appropriate to their assessed competence.

In acute settings, enrolled nurses must work in a team with a registered nurse who is responsible for directing and delegating nursing interventions. In some settings, enrolled nurses may coordinate a team of health care assistants under the direction and delegation of a registered nurse. In some settings, enrolled nurses may work under the direction and delegation of a registered health practitioner\*. In these situations, the enrolled nurse must have registered nurse supervision and must not assume overall responsibility for nursing assessment or care planning. Enrolled nurses are accountable for their nursing actions and practise competently in accordance with legislation, to their level of knowledge and experience. They work in partnership with health consumers, families/whanau and multidisciplinary teams.<sup>17</sup>

\*A person who is registered under the Act e.g. midwife, medical practitioner, occupational therapist.

<sup>17</sup> <http://www.nursingcouncil.org.nz/index.cfm/1,43,html/Enrolled-Nurse> Retrieved 1 June 2010.





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