



Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand

The New Zealand Nursing Workforce

A profile of Nurse Practitioners,
Registered Nurses and Enrolled Nurses 2011



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Foreword

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

Previous publications in 2000, 2002 and 2010 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 two yearly from 2011 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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The statistics utilised as the basis of analysis in this publication were released with the approval of the Ministry of Health.

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Executive Summary

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 previously published workforce reports in 2000, 2002 and 2010. Following this year's document, the Council will publish a report at two-yearly intervals. This Report is based on data for nurses renewing their Annual Practising Certificates (APCs) in the period 1 April 2010 – 31 March 2011.

Until the implementation of the Health Practitioners Competence Assurance Act (the HPCA Act) the Nursing Council of New Zealand 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.¹ In 2004 the Council amalgamated the six existing registers and the roll into four defined scopes: Nurse Practitioner, Registered Nurse (which subsumed all previous forms of registration), Enrolled Nurse and Nurse Assistant.² These were further refined as of 1 July 2010 when Nurse Assistant was integrated into the Enrolled Nurse scope with an expanded scope of practice. Restrictions on areas of practice are managed via the 'conditions in practice' components of the HPCA Act (s.22). This document reports data for all three current scopes of nursing practice: Nurse Practitioner, Registered Nurse and Enrolled Nurse.

Section 138 of the Act lists the mandatory information that each registering authority – in this case the Nursing Council of New Zealand – must keep in respect of each practitioner. This includes name, qualification(s), scope(s) of practice and any change to the scope, whether the practitioner holds an APC and if this is an interim APC, and if they are subject to any investigation. This section also allows the authority to collect other information, such as, which is currently collected under contract to 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%.

Total nursing workforce

At 31 March 2011 there were 48,563 practising nurses on the New Zealand Nursing Register, compared with 45,526 practising at 31 March 2010. This equals 1103 practising nurses per 100,000 New Zealanders. The workforce is overwhelmingly female, with 7% of nurses being male, and the workforce is ageing, with 41% aged 50 years or over. The ethnic group with which the largest number of nurses identify is NZ European/Pakeha (68%). Seven per cent identify as Māori and 4% with Pacific ethnicities.

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

² *New Zealand Gazette* Wednesday 15 December 2004, Issue No 120. http://www.gazette.govt.nz/diaweb site.nsf/wpg_URL/Services-New-Zealand-Gazette-2004-Gazettes?OpenDocument#September Retrieved 5 August 2010.

The largest single practice area in which nurses reported working was Surgical (12% of the practising workforce), followed by Continuing Care (11%) and Medical (10%); Mental Health (not further defined)³ and Youth Health are the smallest distinct areas of practice. There are eight areas where over half the workforce is aged 50 years or above: Palliative Care, Continuing Care, Occupational Health, Obstetrics/Maternity, nursing for people with intellectual disabilities, Nursing Administration & Management, district nursing, and assessment & Rehabilitation. The majority of nurses work in a District Health Board setting (acute, community or other).

Nurse Practitioners

There were 89 practising Nurse Practitioners (NPs) on the Register at 31 March 2011, compared with 69 practising at 31 March 2010. This group consists of 83 women and six men, and 57% are aged over 50 years. Seven NPs identify as Māori and two with Pacific ethnicities, and 71% gained their first qualification in New Zealand.

Sixty Nurse Practitioners work in District Health Board settings and 26 work in PHO/Community Services settings, but over a third reported working in more than one employment setting. The most frequently reported practice area was Primary Health Care (18%), but more than half of respondents either did not report a practice area or simply stated 'Nurse Practitioner'.

Registered Nurses

There were 45,318 practising Registered Nurses (RNs) on the Register at 31 March 2011, compared with 42,334 practising at 31 March 2010. Ninety-two per cent of this workforce is female, 7% identify as Māori and 4% identify as of one or more Pacific ethnic groups. Thirty-nine per cent of RNs are aged 50 years or over, although NZ European/Pakeha RNs have a noticeably older age profile than most other ethnic groups.

The largest concentration of RNs is 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 is Māori Health Service providers, and the practice area with the highest percentage of Māori RNs is Primary Health Care. Forty per cent of New Zealand-trained Registered Nurses now identify a Bachelor of Nursing as the qualification that gained them entry to the Nursing Register, while 25% received their initial training overseas. Forty-six per cent of all practising Registered Nurses now possess an additional qualification beyond their registration qualification.

Enrolled Nurses

In the previous workforce report there were Enrolled Nurses and Nurse Assistants. The Nurse Assistant scope of practice has now been incorporated into the Enrolled Nurse scope of practice. There were 3,156 practising Enrolled Nurses on the Register at 31 March 2011, compared with 3,130 ENs and Nurse Assistants practising at 31 March 2010. This workforce has the highest proportion of women of any individual scope, with only 3% of ENs being male. These nurses are also significantly older than those in other scopes, with 75% aged 50 years or over. Eleven per cent of the EN workforce identify as Māori, and 4% with at least one Pacific ethnicity.

Although DHB settings collectively account for 43% of Enrolled Nurses, the setting with the single largest concentration of ENs is Rest Home/Residential Care (31% of all ENs work in this setting). In line with this, the most commonly reported practice area for ENs is Continuing Care (33%). Ninety-three per cent of ENs received their registration qualification in New Zealand, and 10% have some other qualification in addition to this.

³ Note that the mental health (not further defined) category has shrunk dramatically compared with previous years, with more respondents choosing to identify with either inpatient or community-based mental health.

Introduction

The Nursing Council of New Zealand (the Council) is publishing this nursing workforce report (the Report) to provide current and consistent data for workforce policy development, planning and research. The Council published reports in 2000, 2002 and 2010⁴, and following this document plans to publish a report every two years.

The specific objectives of these publications are to provide:

- + current workforce data on the total population of practising nurses and for current scopes of practice: Registered Nurse, Nurse Practitioner, Enrolled Nurse
- + 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 demographics, current employment and employment history.

This report largely follows the same format and presents the same analysis as that published in the 2010 Workforce Report, but has been revised following feedback from users of that document. The biggest change made is the exclusion of those nurses who are 'Active' but not actually 'Practising' as nurses (see 'Active' and 'Practising' Nurses below).

Health Practitioners Competence Assurance Act 2003

Since 2003, the regulatory environment has gone through significant change with the introduction of the Health Practitioners Competence Assurance Act 2003 (the HPCA Act).⁵ This omnibus legislation provides the framework for 16 regulatory authorities (following the inclusion of the Psychotherapists Board in 2007)⁶ 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.

Scopes of Nursing Practice

Until the implementation of the HPCA Act the Nursing Council of New Zealand 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.⁷ In 2004 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.⁸

⁴ 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.

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

⁶ <http://www.pbanz.org.nz/index.php?AbouttheBoard> Retrieved 23 August 2010.

⁷ Nurses Act 1977 <http://legislation.knowledge-basket.co.nz/gpacts/public/text/1977/se/053se16.html> Retrieved 5 August 2010.

⁸ *New Zealand Gazette*, Wednesday 15 December 2004, Issue No 120. http://www.gazette.govt.nz/diaweb site.nsf/wpg_URL/Services-New-Zealand-Gazette-2004-Gazettes?OpenDocument#September Retrieved 5 August 2010.

The scopes were further altered as of 1 July 2010, when the Nurse Assistant scope was disestablished and all second-level nurses became Enrolled Nurses with an expanded scope of practice.⁹ The new EN scope requires completion of an 18-month Diploma programme and a pass in the Council's EN State Examination. The Council's expectation is that all Enrolled Nurses and Nurse Assistants will transition into this new scope of practice. See Appendix 6 for previous Enrolled Nurse and Nurse Assistant scope statements. The Registered Nurse and Nurse Practitioner scopes remained unchanged.

Restrictions on areas of practice are managed via the 'conditions in practice' components of the HPCA Act (s.22). The data reported in this document relates to the three scopes of practice:

Registered Nurse	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, whānau and communities. Registered Nurses may practise in a variety of clinical contexts depending on their educational preparation and practice experience. They may also use this expertise to manage, teach, evaluate and research nursing practice. There will be conditions placed in the scope of practice of some Registered Nurses according to their qualifications or experience limiting them to a specific area of practice.
Nurse Practitioner	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, whānau 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.
Enrolled Nurse (as of 1 July 2010)	<p>Enrolled nurses practise under the direction and delegation of a registered nurse or nurse practitioner to deliver nursing care and health education across the life span 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/whānau. 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.</p> <p>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/whānau and multidisciplinary teams.¹⁰</p>

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

⁹ <http://www.nursingcouncil.org.nz/index.cfm/1,43,html/Enrolled-Nurse>

¹⁰ <http://www.nursingcouncil.org.nz/index.cfm/1,43,html/Enrolled-Nurse> Retrieved 23 July 2010.

‘Active’ and ‘Practising’ nurses

The HPCA 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.

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.

The 2010 Workforce Report included data on both ‘Active’ and ‘Practising’ Nurses. These consisted of:

- + **Active Nurses:** Those nurses who met the Council’s statutory declaration requirements to practise (i.e. are capable of legally practising as a nurse).
- + **Practising Nurses:** Those nurses who met the Council’s statutory declaration requirements to practise, and who were actually working as nurses at the time of completing their APC.

Following feedback on the previous report, this document only describes the data for Practising Nurses. The majority of data in the 2010 Workforce Report also relates to Practising Nurses, and most tables are therefore comparable between the two publications. Where the previous report included data for Active Nurses this was clearly indicated in that document. The most significant difference in the new approach is that data for ‘non-nursing’ practice areas has not been included in this report.

Methodology and data collection

This report draws on information collected during the renewal of Annual Practising Certificates in the 2010-11 financial year.

Section 136 of the Act requires the Council 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 this must also be entered on the register along with any conditions in practice related to the suspension. 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.

Registered Nurses, Enrolled Nurses and Nurse Practitioners 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 the 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 decides whether or not applicants will be required to undertake a Competency Assessment Programme at a Council-approved education provider.

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

Unless otherwise indicated, in this report percentages have been rounded to the nearest whole number in text and to one decimal place in tables.

Data collection instrument

The Council uses a hardcopy A4 13-item, self-completed questionnaire to collect data on the demographic, current employment and employment history details of each nurse. The questions covered in this report relate to:

- + gender
- + date of birth
- + ethnicity (up to three ethnicities may be identified)
- + current employment setting (up to two settings may be identified)
- + current area of nursing practice (up to two areas may be identified)
- + hours of work in an average week (up to two sets of hours may be identified)
- + reason for practising fewer than 35 hours
- + geographic location of main practice; and
- + completed qualifications, including country, institution, and year of completion (up to five may be included).

The questionnaire is accompanied by the Guide to completing the application for practising certificate, which provides explanatory notes related to the questions, and the codes for completing the ethnicity, employment, practice and geographic location questions. These codes – and where relevant their correspondence to the reporting groups used in this report – are included in Appendices 2-5.

Response rate

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

Response rates for individual items within the questionnaire vary. Non-responses have been included in tables as 'unstated' responses.

Note on geographic data

During the period covered by this report, a printing error in the guide to completing the APC led to the miscoding of some individual locations between and within the Taranaki and Manawatu-Whanganui regions for one quarter. As a result, in this report the data for these two regions has been combined into a single 'Taranaki-Manawatu-Whanganui' region.

It should also be noted that the period covered by this report includes the September 2010 and February 2011 Canterbury earthquakes. At the time of writing, it is unclear to what extent these events have affected the New Zealand nursing workforce (such as by causing an outflow of nurses from or an inflow of nurses to the Canterbury region). Any effects of the September earthquake will be partially reflected in the data used in this report, as most collection took place after this event. However, few changes resulting from the February earthquake will be reflected in this data.

Interpreting Multiple Responses

Several of the variables in the questionnaire allow for multiple responses, specifically: practice area, employment setting and ethnicity. Nurses are allowed to nominate up to two practice areas and employment settings, and up to three ethnic groups. In this report we do not prioritise this data – for example, if a nurse identifies as Pakeha, Māori and Chinese, their responses will be included as part of the data for all three of these ethnic groups. This means that, in some cases, the numbers in a table row or a column add up to more than the ‘total’ number given at the end of that line.

For example, a hypothetical community health organisation might have a total of eight nurses on staff as follows:

- + five staff who work only in the Primary Health Care practice area
- + two staff who work only in the Youth Health practice area; and
- + one staff member who works in both areas.

Two of the staff working in Primary Health Care identify as Māori, and one of the Youth Health nurses identifies as both Māori and Pakeha. The other five staff identify only as Pakeha. A table describing this situation would look as follows:

Table 1 Example of multiple response data

	NZ European/Pakeha	NZ Māori	Total Employees
Primary Health Care	4	2	6
Youth Health	3	1	4
Total Employees	7	3	10

This table shows us that:

- + six of the eight nurses work in Primary Health Care (the five who only work in primary health care, and the one nurse who works in practice areas), and three of the eight work in Youth Health (the two who only work in Youth Health, and the one nurse who works in practice areas)
- + three of the eight nurses identify as Māori (the two who identify only as Māori and the one nurse who identifies as both Māori and Pakeha), and six of the eight identify as Pakeha (the five who only identify as Pakeha, and the one nurse who identifies as both Māori and Pakeha)
- + the three nurses who work in Youth Health identify as Pakeha (the two who work in that practice area who only identify as Pakeha, and the one nurse who identifies as both Māori and Pakeha), and one of them also identifies as Māori (the one nurse who identifies as both Māori and Pakeha).

Reporting multiple practice areas, employment settings and ethnicities allows us to provide a more accurate picture of New Zealand’s nursing workforce. To avoid confusion, remember that the final column and row in a table will always give the total number of individual nurses who work in that setting or area, or who identify as being part of that ethnic group.

CHAPTER 02

The New Zealand Nursing Workforce

At 31 March 2011 there were a total of 48,563 practising nurses on the New Zealand Nursing Register. This workforce comprised of 89 Nurse Practitioners, 45,318 Registered Nurses and 3,156 Enrolled Nurses. This represents an increase of 3,037 on the 45,526 practising nurses at 31 March 2010.

In March 2011, the estimated resident population of New Zealand was 4,403,000.¹¹ This leads to the nurse: population ratios described in Table 2 below.

Table 2 New Zealand nurse: population ratios

	Number of Nurses	Nurses per 100,000 population	Nurses per 10,000 population
Registered Nurses	45,318	1,029.3	102.9
Enrolled Nurses	3,156	71.7	7.2
Nurse Practitioners	89	2.0	0.2
Total Nursing Workforce	48,563	1,103.0	110.3

There are a total of 110.3 nurses per 10,000 people in New Zealand. In comparison, the most recent figures from the World Health Organization show nursing ratios per 10,000 population of 95.9 for Australia, 98.2 for the United States of America, and 103.0 for the United Kingdom – although these ratios include midwives as well as nurses.¹²

2.1 Part-Time Status

Those respondents who worked fewer than 35 hours in an average week are defined by the Nursing Council as part-time, and are asked to provide the main reason for working part-time. A total of 22,067 nurses gave responses to this question: 19 Nurse Practitioners, 20,392 Registered Nurses and 1,656 Enrolled Nurses.¹³ In response to feedback on the 2010 workforce publication, additional analysis was undertaken of the most common 'Other' responses. As shown in Table 3 on the following page, the most common reason for part-time status was 'Parental Responsibilities'. Amongst Enrolled Nurses, however, the most common reason was that the respondent was employed on a casual basis, followed by personal choice and then parental responsibilities.

¹¹ http://www.stats.govt.nz/browse_for_stats/population/estimates_and_projections/NationalPopulationEstimates_MRMAR11qtr.aspx

¹² World Health Organization (2011). *World Health Statistics 2011*. Geneva: Author, pp116-123.

¹³ Respondents who simply repeated the hours they worked (n = 526) are not included in these totals.

Table 3 Reasons for casual or part-time work status

Reason	Registered Nurses		Enrolled Nurses		Nurse Practitioners		All Nurses	
	Number	%	Number	%	Number	%	Number	%
Parental Responsibilities	8,126	39.8%	303	18.3%	9	47.4%	8,438	38.2%
Personal Choice	3,677	18.0%	317	19.1%	2	10.5%	3,996	18.1%
Work on a casual basis	2,463	12.1%	396	23.9%	1	5.3%	2,860	13.0%
Have reduced hours due to high workload	2,080	10.2%	231	13.9%	2	10.5%	2,313	10.5%
Not enough nursing work available	636	3.1%	150	9.1%	1	5.3%	787	3.6%
Seeking nursing work	548	2.7%	45	2.7%	-	-	593	2.7%
Student	509	2.5%	39	2.4%	1	5.3%	549	2.5%
Parental leave	491	2.4%	2	0.1%	-	-	493	2.2%
Unhappy with shift work	463	2.3%	29	1.8%	-	-	492	2.2%
Retired/Semi-retired	189	0.9%	7	0.4%	1	5.3%	197	0.9%
No access to flexible working hours	155	0.8%	10	0.6%	-	-	165	0.7%
Inadequate remuneration	128	0.6%	15	0.9%	-	-	143	0.6%
Limited career structure	68	0.3%	32	1.9%	-	-	100	0.5%
Working in a non-health occupation	72	0.4%	5	0.3%	1	5.3%	78	0.4%
Working in another health profession	23	0.1%	2	0.1%	-	-	25	0.1%
Other Responses								
Family Responsibilities (not including parental responsibilities)	122	0.6%	19	1.1%	-	-	141	0.6%
Health-related reasons	91	0.4%	14	0.8%	-	-	105	0.5%
Also working in a non-health occupation ¹⁴	89	0.4%	7	0.4%	-	-	96	0.4%
Age-related reasons	55	0.3%	5	0.3%	-	-	60	0.3%
Travel requirements	33	0.2%	6	0.4%	-	-	39	0.2%
Also working in another health profession ¹⁴	11	0.1%	1	0.1%	-	-	12	0.1%
Other	363	1.8%	21	1.3%	1	5.3%	385	1.7%
Total Other Responses	764	3.7%	73	4.4%	1	5.3%	838	3.8%
All Casual or Part-time Nurses	20,392	100%	1,656	100%	19	100%	22,067	100%

¹⁴ In addition to working as a nurse.

2.2 Age and Gender of the Nursing Workforce

The nursing workforce is overwhelmingly female, with only 7.4% of nurses being male (essentially unchanged from 2010 report figures of 7.2%). The workforce is also an ageing one, with 41% aged 50 or older. As shown in Figure 1 below, the male workforce is younger than the female workforce, with 38% aged under 40 compared with 31% of female nurses. The average age of the nursing workforce is 45.6, with the average age of male nurses being 43.4 and the average age of female nurses being 45.7.

Table 4 Gender and age distribution of the nursing workforce

	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	All Nurses
Female	1,744	3,561	3,468	4,966	5,638	6,887	7,573	5,586	3,752	1,775	44,950
% of all female nurses	3.9	7.9	7.7	11.0	12.5	15.3	16.8	12.4	8.3	3.9	-
Male	114	430	310	505	505	552	559	406	167	65	3,613
% of all male nurses	3.2	11.9	8.6	14.0	14.0	15.3	15.5	11.2	4.6	1.8	-
Total	1,858	3,991	3,778	5,471	6,143	7,439	8,132	5,992	3,919	1,840	48,563
% of all nurses	3.8	8.2	7.8	11.3	12.6	15.3	16.7	12.3	8.1	3.8	-

Figure 1 Age distribution of male and female nurses

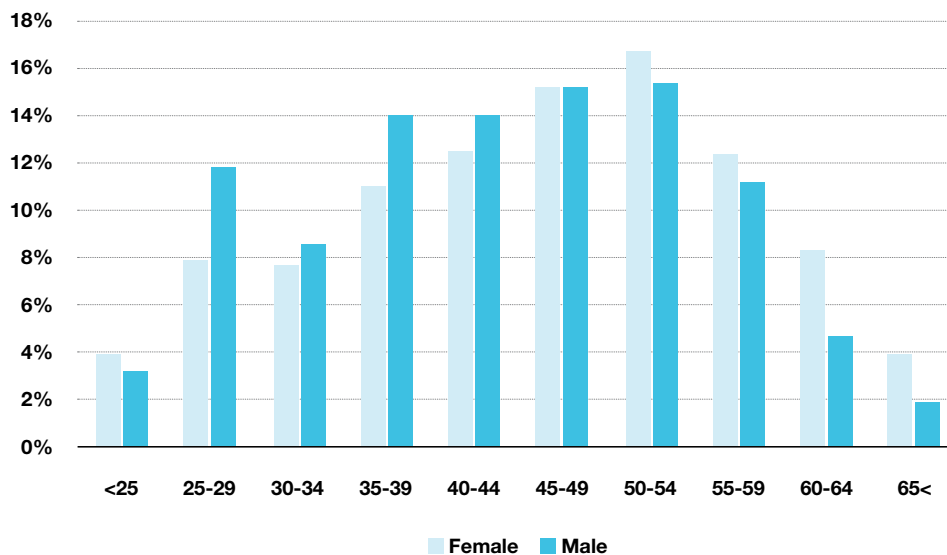


Table 5, on the following page, indicates the gender and age distribution of the nursing workforce across different areas of practice.¹⁵ The single largest practice area by number of nurses was Surgical nursing (N = 5592), followed by Continuing Care (N = 5130) and Medical nursing (N = 4843). The numerically largest group of male nurses were in the two core Mental Health practice areas (N = 602 in inpatients and N = 537 in community), and the specialities with the highest percentage of male nurses were also in Mental Health (31% in not further defined, 29% in inpatients and 26% in community). The lowest percentage of male nurses was in Obstetrics/Maternity, where less than half of 1% of the workforce (only 4 nurses) were male.

The areas with the largest proportion of nurses aged under 30 were Surgical (19%), Child Health (17%) and Intensive Care/Cardiac Care and Medical (both 16%) – although 19% of nurses aged under 30 did not declare a practice area, including 32% of those aged under 25. This may be due to new graduate nurses in Nursing Entry To Practice (NETP) programmes having not yet chosen a practice speciality. Conversely, the highest concentrations of nurses aged 50 and over were found in a cluster of specialty areas covering a four-percentage-point range: Palliative Care (58%), Occupational Health (57%), Obstetrics/Maternity and Continuing Care (both 56%), Intellectually Disabled (55%), and District Nursing and Nursing Administration & Management (both 54%).

¹⁵ Respondents were able to report 'Nurse Practitioner' as a practice area. As this is now recorded under the 'Scope of Practice' variable, this response has been treated as 'unstated' in this report.

Table 5 Gender and age distribution of nurses by practice area¹⁶

Practice Area	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	All Nurses	Female	Male
Addiction Services	-	7	10	27	39	40	36	24	16	10	209	163	46
Assessment and Rehabilitation	39	89	98	148	192	277	367	286	162	76	1,734	1,640	94
Child Health	150	291	309	343	340	416	353	254	135	66	2,657	2,603	54
Continuing Care	109	444	274	393	432	583	886	902	669	438	5,130	4,830	300
District Nursing	4	35	70	129	179	230	329	229	148	48	1,401	1,377	24
Emergency and Trauma	84	279	286	388	404	425	330	182	115	38	2,531	2,280	251
Family Planning/Sexual Health	2	6	23	29	25	36	28	35	22	7	213	208	5
Intellectually Disabled	1	9	12	15	35	55	69	49	27	8	280	228	52
Intensive Care/Cardiac Care	68	283	299	374	326	330	243	138	64	20	2,145	1,913	232
Medical	197	557	469	655	637	702	707	481	327	111	4,843	4,537	306
Mental Health (community)	20	64	98	232	281	411	414	293	162	56	2,031	1,494	537
Mental Health (inpatients)	53	148	156	237	253	351	397	298	152	63	2,108	1,506	602
Mental Health (not further defined)	1	3	11	12	19	17	14	13	6	4	100	69	31
Nursing Administration & Management	2	15	75	150	279	402	480	349	196	80	2,028	1,856	172
Nursing Education	1	26	61	167	233	265	271	174	128	63	1,389	1,269	120
Nursing Professional Advice/Policy Development	-	-	15	29	55	71	72	48	24	10	324	296	28
Nursing Research	-	8	21	35	41	79	64	36	24	11	319	296	23
Obstetrics/Maternity	7	25	40	59	95	131	168	131	111	52	819	815	4
Occupational Health	1	11	10	37	48	85	95	80	52	30	449	423	26
Palliative Care	21	75	63	107	129	206	287	254	187	94	1,423	1,353	70
Perioperative Care	96	303	287	444	495	475	550	366	220	75	3,311	3,097	214
Practice Nursing	58	145	216	354	474	678	716	538	394	178	3,751	3,708	43
Primary Health Care	35	76	133	225	323	406	422	325	169	105	2,219	2,143	76
Public Health	4	19	43	75	96	123	148	69	63	33	673	660	13
School Health	-	6	9	23	34	44	38	24	15	10	203	201	2
Surgical	351	696	558	678	732	793	782	522	347	133	5,592	5,294	298
Youth Health	6	12	15	23	29	39	41	12	8	1	186	171	15
Other	42	157	206	384	474	571	720	514	329	143	3,540	3,370	170
Unstated	634	596	436	494	465	526	566	377	250	149	4,493	4,124	369
All Practice Areas	1,858	3,991	3,778	5,471	6,143	7,439	8,132	5,992	3,919	1,840	48,563	44,950	3,613

¹⁶ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Table 6 below shows the age and gender distribution of active nurses within different employment settings. The largest reported setting was the Acute DHB setting (40% of the nursing workforce reported working in this area), while the smallest setting was Pacific Health Service Provider. A total of six settings (as well as 'Other') had more than 50% of their workforce aged over 50 – the largest of these was 'Self-Employed', where 59% of the workforce was in this age group, followed by 'Rural' (57%). The settings with the largest percentages of male nurses were Government Agency (14% of the workforce being male), community DHB (12%) and Pacific Health Service Provider (10%).

Table 6 Gender and age distribution of nurses by employment setting¹⁷

Employment Setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All Nurses	Female	Male
DHB (acute)	869	2,162	2,002	2,681	2,736	2,982	2,779	1,837	986	353	19,387	17,662	1,725
DHB (community)	35	154	242	502	648	868	972	670	425	168	4,684	4,138	546
DHB (other)	55	138	188	283	394	492	655	465	332	118	3,120	2,854	266
Educational Institution	2	19	39	91	156	208	231	166	118	58	1,088	1,020	68
Government Agency	3	30	30	54	93	91	104	75	41	19	540	464	76
Māori Health Service Provider	6	18	41	47	70	86	93	71	47	29	508	471	37
Nursing Agency	18	85	61	84	100	121	139	107	76	41	832	765	67
Pacific Health Service Provider	2	-	2	5	10	14	10	14	6	6	69	62	7
Primary Health Care (PHO)/Community service	84	216	359	626	809	1153	1254	871	599	288	6,259	6,139	120
Private Hospital	78	244	269	446	471	566	666	504	357	187	3,788	3,609	179
Rest Home/Residential Care	118	457	276	382	421	591	857	840	627	401	4,970	4,636	334
Rural	7	15	14	21	40	42	74	40	49	19	321	307	14
Self-Employed	-	7	17	52	77	127	156	126	76	45	683	632	51
Other	31	103	158	283	387	499	613	523	352	145	3,094	2,968	126
Unstated	617	556	391	444	425	450	468	315	211	134	4,011	3,674	337
All Employment Settings	1,858	3,991	3,778	5,471	6,143	7,439	8,132	5,992	3,919	1,840	48,563	44,950	3,613

¹⁷ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Table 7 below shows the age and gender distribution of the nursing workforce in different working regions. The largest of these was clearly Auckland, with 27% of the New Zealand nursing workforce working in that region. Only two regions had workforces where more than 50% of nurses were aged over 50 – the West Coast (56%) and Nelson-Marlborough (52%). In contrast, the regions with the lowest proportion of nurses aged over 50 were Auckland (36%) and Wellington (40%), along with those nurses reporting their region as ‘Overseas’ (28%).

Table 7 Gender and age distribution of nurses by geographic region

Region	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All Nurses	Female	Male
Auckland	500	1,415	1,188	1,697	1,730	1,906	1,901	1,414	966	538	13,255	12,256	999
Bay of Plenty	60	160	189	352	423	478	555	426	276	121	3,040	2,849	191
Canterbury	179	408	408	666	825	1,197	1,343	949	592	270	6,837	6,328	509
Hawkes Bay	42	82	123	178	247	291	300	232	175	72	1,742	1,652	90
Nelson-Marlborough	20	58	72	127	188	260	316	241	164	51	1,497	1,397	100
Northland	41	120	107	182	219	273	317	237	185	70	1,751	1,616	135
Otago	51	162	167	221	266	405	464	367	227	89	2,419	2,218	201
Southland	25	66	83	132	126	164	199	152	78	39	1,064	1,010	54
Tairāwhiti	6	24	33	62	74	87	84	78	48	16	512	480	32
Taranaki/Manawatu/Whanganui ¹⁸	83	276	273	420	514	667	707	508	295	120	3,863	3,584	279
Waikato	124	283	346	459	555	592	713	539	365	189	4,165	3,860	305
Wellington	161	455	459	625	667	757	883	600	416	210	5,233	4,834	399
West Coast	9	19	15	33	43	76	91	83	45	31	445	401	44
Overseas	58	219	129	129	125	136	143	103	59	7	1,108	980	128
Unstated	499	244	186	188	141	150	116	63	28	17	1,632	1,485	147
All Regions	1,858	3,991	3,778	5,471	6,143	7,439	8,132	5,992	3,919	1,840	48,563	44,950	3,613

2.3 Ethnicity of the Nursing Workforce

The largest single ethnic group in the New Zealand nursing workforce is New Zealand European/Pakeha, with 68% of nurses identifying with this ethnic group (either solely or in conjunction with one or two other ethnic groups). Overall, 7% of nurses identified as NZ Māori, and 4% with Pacific ethnic groups.

Table 8, on the following page, shows the number of nurses in each practice area who identified with a particular ethnicity. The practice areas with the largest proportion of nurses identifying as NZ Māori were Primary Health Care (16%), Mental Health (community) (16%), Youth Health (13%), and Mental Health (inpatients) and Mental Health (not further defined) (both 12%). While nurses identifying with Pacific ethnicities made up less than 5% of the workforce in most practice areas, there were four areas where more than 5% identified with at least one Pacific ethnicity: Primary Health Care, Public Health, and Mental Health (inpatients) (all 6%), and Continuing Care (5%).

¹⁸ See the note on geographic data in the Methodology and Data Collection section on p9 of this report.

Table 8 Ethnicity of nurses by practice area¹⁹

Practice Area	NZ European/Pakeha		Other Māori		NZ Māori		Cook Island Māori		Tongan		Niuean		Tokelauan		Fijian		Other Pacific Peoples		SE Asian		Chinese		Indian		Other Asian		African		Other		Not Stated		All Ethnicities	
	European/Pakeha	Other	Māori	Other Māori	Māori	Other Māori	Māori	Other Māori	Tongan	Niuean	Tokelauan	Fijian	Other Pacific Peoples	SE Asian	Chinese	Indian	Other Asian	African	Other	Not Stated	All Ethnicities													
Addiction Services	136	63	23	1	-	2	-	2	1	-	-	-	-	-	3	2	2	2	11	1	1	2	2	3	2	11	2	11	1	209				
Assessment & Rehabilitation	1,179	282	132	8	8	27	8	8	7	3	3	8	89	30	108	11	30	58	1	1	1,734													
Child Health	1,906	506	143	9	15	18	14	5	4	4	18	14	79	36	113	15	14	94	3	3	2,657													
Continuing Care	3,268	625	368	15	57	77	31	4	10	10	77	31	566	100	286	63	178	171	8	8	5,130													
District Nursing	1,163	257	86	4	1	4	2	4	1	4	4	2	2	9	11	2	2	31	-	-	1,401													
Emergency & Trauma	1,773	534	181	2	7	25	9	1	1	2	25	9	85	27	81	20	24	113	4	4	2,531													
Family Planning/Sexual Health	161	39	20	-	2	3	-	-	-	-	3	-	2	3	2	-	1	4	-	-	213													
Intellectually Disabled	192	83	19	4	1	1	1	1	1	1	1	1	2	1	7	-	4	6	1	1	280													
Intensive Care/Cardiac Care	1,234	547	78	14	6	26	7	2	2	2	26	7	119	67	187	29	20	112	-	-	2,145													
Medical	2,926	709	327	56	38	78	19	9	6	6	78	19	388	139	437	92	94	209	5	5	4,843													
Mental Health (community)	1,311	532	316	40	8	17	7	8	7	8	7	3	13	17	22	6	22	78	3	3	2,031													
Mental Health (inpatients)	1,327	459	254	44	17	7	5	27	7	5	27	6	59	50	77	14	43	108	2	2	2,108													
Mental Health (not further defined)	70	20	12	1	-	1	-	-	-	-	1	-	5	3	2	2	-	6	-	-	100													
Nursing Administration & Management	1,571	411	172	12	3	8	3	1	1	1	8	6	18	10	21	8	20	81	2	2	2,028													
Nursing Education	1,015	312	104	13	2	4	2	1	2	2	6	2	9	11	25	6	9	73	2	2	1,389													
Nursing Professional Advice/Policy Development	247	71	36	2	1	1	1	-	-	-	1	-	1	-	3	1	2	8	1	1	324													
Nursing Research	235	60	16	7	-	2	-	-	1	1	-	-	5	7	3	2	4	16	1	1	319													
Obstetrics/Maternity	588	173	49	8	1	2	1	2	-	-	15	8	25	15	29	4	13	43	-	-	819													
Occupational Health	368	80	32	4	1	-	1	-	-	-	2	2	3	1	3	1	2	18	-	-	449													
Palliative Care	1,013	271	85	13	7	16	7	2	2	2	16	7	87	20	39	12	30	70	2	2	1,423													
Perioperative Care	2,218	570	145	28	6	10	3	3	2	2	27	15	266	121	109	61	54	165	1	1	3,311													
Practice Nursing	3,004	577	237	28	13	17	7	6	6	6	32	15	30	59	69	12	17	91	4	4	3,751													
Primary Health Care	1,543	343	348	53	17	24	4	7	4	7	18	7	34	34	36	17	16	78	3	3	2,219													
Public Health	491	115	78	19	5	8	1	1	1	1	3	3	6	7	12	2	6	34	1	1	673													
School Health	155	46	18	1	-	1	-	-	-	-	2	-	1	-	2	1	2	11	-	-	203													
Surgical	3,699	871	288	44	15	26	6	6	8	8	104	33	285	181	398	94	111	239	8	8	5,592													
Youth Health	149	39	24	5	-	1	-	-	-	-	-	2	-	-	-	-	2	7	-	-	186													
Other	2,667	669	253	16	11	7	4	6	6	6	22	12	93	39	94	27	28	157	6	6	3,540													
Unstated	2,771	683	328	49	16	18	10	9	9	9	49	15	326	105	338	56	63	185	100	100	4,493													
All Practice Areas	33,084	8,435	3,487	521	149	246	73	67	515	181	2,353	992	2,299	496	682	1,913	145	48,563																

¹⁹ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Table 9 below describes the ethnic identification of the nursing workforce by their employment setting. Unsurprisingly, the employment setting with the largest proportion of nurses who identified as NZ Māori was Māori Health Service Provider (59%) – following this, the settings with the greatest proportion of nurses identifying as NZ Māori were Rural (12%) and community DHB settings (10%). Nurses from Pacific ethnic groups made up less than 5% of the workforce in almost all employment settings; the exceptions were Pacific Health Service Provider, where they made up 80% of the workforce, and agency nursing, where they made up 10%. Just over a third of Māori nurses (34%) reported working in acute DHB settings, as did 41% of Pacific nurses, compared with 40% of all nurses.

Table 9 Ethnicity of nurses by employment setting²⁰

Employment Setting	NZ		Cook Island		Tongan	Niuean Tokelauan	Fijian	Other Pacific Peoples			SE Asian	Chinese	Indian	Other Asian	African	Other	Not Stated	All Ethnicities
	European/Pakeha	Other European	Māori	NZ Māori				Samoan	Māori	Māori								
DHB (acute)	12,499	3,515	1,187	182	50	90	24	21	274	78	1,083	576	1,224	276	267	861	14	19,387
DHB (community)	3,383	1,001	471	79	20	26	12	9	25	12	49	42	77	22	36	163	4	4,684
DHB (other)	2,151	524	222	36	11	18	10	3	31	12	131	48	167	34	59	138	-	3,120
Educational Institution	828	224	91	11	-	3	-	1	6	3	11	7	14	3	6	47	-	1,088
Government Agency	391	113	51	4	4	2	1	-	6	2	16	9	14	2	5	27	-	540
Māori Health Service Provider	240	57	301	10	6	-	-	4	2	-	1	4	4	3	2	10	-	508
Nursing Agency	485	177	74	21	4	19	1	3	30	14	48	22	38	9	48	51	2	832
Pacific Health Service Provider	17	2	4	28	-	16	2	4	1	4	-	1	1	-	-	-	1	69
Primary Health Care (PHO)/Community service	4,947	1,012	451	66	26	33	14	7	38	16	52	83	96	20	28	169	8	6,259
Private Hospital	2,672	723	131	36	8	32	4	4	37	24	180	77	140	34	70	160	3	3,788
Rest Home/ Residential Care	3,129	644	362	53	17	43	3	9	76	23	579	84	296	58	162	164	10	4,970
Rural	250	54	40	1	-	-	-	-	1	-	2	2	4	1	3	20	-	321
Self-employed	560	137	45	5	3	1	2	0	0	2	4	3	3	3	5	20	1	683
Other	2,382	620	182	17	6	8	3	1	9	5	55	18	47	22	27	145	6	3,094
Unstated	2,433	572	298	43	14	16	8	11	45	14	311	94	327	52	65	167	99	4,011
All Employment Settings	33,084	8,435	3,487	521	149	246	73	67	515	181	2,353	992	2,299	496	682	1,913	145	48,563

²⁰ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Table 10 below describes the ethnic identification of the nursing workforce by the region in which they primarily work. The two regional workforces with the largest percentages of nurses who identified as Māori were Tairāwhiti (28%) and Northland (17%) – the lowest were Canterbury and Otago (both 4%). The two regional workforces with the largest percentages of Pacific nurses were Auckland (7%) and Wellington (6%), while nurses of Pacific ethnicity were least represented in the West Coast, Canterbury, Otago, and Southland (all 1%).

Table 10 Ethnicity of nurses by geographic region²¹

Region	NZ European/ Pakeha		NZ Māori		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian		Other Pacific Peoples		SE Asian		Chinese		Indian		Other Asian		African		Other		Not Stated		All Ethnicities	
	7,312	2,398	666	253	64	172	50	12	322	95	1,014	600	1,278	258	282	686	11	13,255												
Auckland	2,132	582	362	10	11	6	4	3	11	4	145	10	68	20	29	90	7	3,040												
Bay of Plenty	5,453	1,173	266	27	5	7	3	-	12	7	189	56	50	40	69	211	9	6,837												
Canterbury	1,352	299	176	11	7	-	1	1	2	2	20	13	35	4	10	42	1	1,742												
Hawkes Bay	1,236	287	72	3	1	-	-	-	3	3	13	6	11	2	5	47	3	1,497												
Nelson-Marlborough	1,213	316	302	11	4	-	1	-	8	3	61	10	66	8	17	46	1	1,751												
Northland	1,907	427	100	11	2	5	-	2	2	5	39	18	61	13	19	89	4	2,419												
Otago	932	118	79	3	6	1	-	-	2	-	9	1	4	4	4	22	1	1,064												
Southland	350	87	141	5	2	2	1	-	1	3	2	2	4	1	2	16	-	512												
Tairāwhiti	2,991	557	381	12	11	9	-	2	19	7	86	24	128	13	31	120	2	3,863												
Taranaki/Manawatu/Whanganui ²²	2,873	652	373	18	7	4	1	2	45	17	170	82	248	38	70	154	6	4,165												
Waikato	3,522	958	319	131	15	26	7	38	51	22	357	95	141	55	61	227	4	5,233												
Wellington	369	65	35	1	-	-	-	-	1	2	5	-	9	-	10	13	-	445												
West Coast	519	333	67	1	5	3	3	-	9	5	118	21	72	10	29	74	18	1,108												
Overseas	923	183	148	24	9	11	2	7	27	6	125	54	124	30	44	76	78	1,632												
Unstated																														
All Regions	33,084	8,435	3,487	521	149	246	73	67	515	181	2,353	992	2,299	496	682	1,913	145	48,563												

²¹ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

²² See the note on geographic data in the Methodology and Data Collection section on p9 of this report.

The New Zealand Nurse Practitioner Workforce

Nurse Practitioners (NPs) also hold a Registered Nurse registration and are considered the most advanced clinical practitioners in nursing. Each Nurse Practitioner has an individually defined area of clinical practice, which is named on their Nurse Practitioner registration.

At 31 March 2011 there were 89 Nurse Practitioners currently practising in New Zealand, representing an increase of 20 Nurse Practitioners on the 69 practising at 31 March 2010. This equals two Nurse Practitioners per 100,000 New Zealanders, or one Nurse Practitioner for every 49,472 New Zealanders.

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

3.1 Age, Gender and Ethnicity of Nurse Practitioners

The Nursing Practitioner workforce is almost entirely female, with only six Nurse Practitioners (7%) being male. As would be expected, given that the Nurse Practitioner scope is intended for highly experienced nurses, the age profile is also older than the workforce as a whole. Fifty-seven per cent are aged 50 or over, and the average age is 50.4 compared with 45.6 for all nurses.

Table 11 Age and gender of the Nurse Practitioner workforce

	<35	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total NPs
Female	1	3	10	22	27	11	7	2	83
Male	-	-	-	2	4	-	0	0	6
Total	1	3	10	24	31	11	7	2	89

Table 12 below shows the number of Nurse Practitioners in each practice area who identified with a particular ethnic group. The distinct practice area with the largest NP workforce was Primary Health Care, but a majority of Nurse Practitioners (53%) either did not state a practice area or simply listed 'Nurse Practitioner'. Fifteen Nurse Practitioners identified with two ethnicities, seven NPs identified as NZ Māori, and two identified as being of a Pacific ethnic group.

Table 12 Nurse Practitioners' ethnicity by practice area²³

Practice Area	NZ European/Pakeha	Other European	NZ Māori	Cook Island Māori	Other Pacific ethnicity	Asian ethnicity	Other	Total NPs
Assessment & Rehabilitation	2	-	-	-	-	-	-	2
Child Health	3	-	-	-	-	-	-	3
Continuing Care	-	1	-	-	-	-	-	1
Emergency & Trauma	2	1	-	-	-	-	-	3
Family Planning/Sexual Health	2	-	-	1	-	-	-	2
Intensive Care/Cardiac Care	1	1	-	-	-	-	-	2
Medical	5	-	-	-	-	-	-	5
Mental Health (community)	3	-	1	-	-	-	-	3
Mental Health (inpatients)	2	-	-	-	-	-	-	2
Mental Health (not further defined)	-	1	-	-	-	-	-	1
Nursing Administration & Management	1	-	-	-	-	-	-	1
Nursing Education	2	2	-	-	-	-	1	5
Nursing Research	1	3	-	-	-	-	1	3
Palliative Care	2	2	-	-	-	-	1	3
Perioperative Care	1	-	-	-	-	-	-	1
Practice Nursing	3	-	2	-	-	-	-	4
Primary Health Care	11	2	4	-	1	-	2	16
Public Health	1	-	-	-	-	-	-	1
School Health	1	-	-	-	-	-	-	1
Surgical	1	-	-	-	-	-	-	1
Youth Health	4	-	-	-	-	-	-	4
Other	1	3	-	-	-	-	-	4
Not Stated/'Nurse Practitioner'	37	11	3	-	1	1	4	47
All Practice Areas	66	21	7	1	1	1	7	89

3.2 Qualifications of Nurse Practitioners

Table 13 below describes the qualification that first entitled Nurse Practitioners to gain entry to the New Zealand Register of Nurses, broken down by the year in which they gained that qualification. Thirty-eight per cent of Nurse Practitioners (or 53% of those who trained in New Zealand) obtained a Hospital Certificate as their registration qualification. Fifty-seven per cent obtained their registration qualification before 1985 and 26% before 1980, reflecting the age distribution shown in Table 11. In addition to their registration qualification, Nurse Practitioners are required to have a clinical Master's degree or the equivalent.

Table 13 Nurse Practitioners' initial registration qualification by year of graduation

Registration Qualification	Before 1975	1975-1979	1980-1984	1985-1989	1990 or later	Not Stated	Total NPs
Bachelor of Nursing	-	-	-	-	1	-	1
Diploma of Nursing	-	1	6	7	7	-	21
Hospital Certificate	5	10	15	3	-	1	34
Overseas Qual	2	5	7	6	5	-	25
Other	-	-	-	-	8	-	8
All Qualifications	7	16	28	16	21	1	89

²³ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

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

Table 14 Nurse Practitioners' ethnicity by country of registration qualification²⁴

Country of Qualification	NZ European/Pakeha	Other European	NZ Māori	Cook Island Māori	Other Pacific ethnicity	Asian ethnicity	Other	Total NPs
New Zealand	59	4	6	1	1	1	-	63
Australia	1	2	1	-	-	-	-	3
United Kingdom	4	8	-	-	-	-	1	10
United States	-	5	-	-	-	-	5	9
Other	2	1	-	-	-	-	1	3
Unstated	-	1	-	-	-	-	-	1
All Countries	66	21	7	1	1	1	7	89

3.3 Employment Settings and FTE Loads of Nurse Practitioners

Table 15 below shows the ethnic identification of NPs practising in different employment settings. The employment setting with the largest NP workforce was the acute DHB setting, with 36% of NPs reporting that they worked in this setting, followed by the PHO/Community Service setting (29%), although over a third of NPs (34%) reported working in multiple employment settings.

Table 15 Nurse Practitioners' ethnicity by employment setting²⁵

Employment Setting	NZ European/Pakeha	Other European	NZ Māori	Cook Island Māori	Other Pacific ethnicity	Asian ethnicity	Other	Total NPs
DHB (acute)	27	8	-	-	1	1	1	32
DHB (community)	17	2	1	-	1	1	1	20
DHB (other)	6	3	-	1	-	-	-	8
Educational Institution	3	6	-	-	-	-	3	10
Māori Health Service Provider	2	-	3	-	-	-	-	4
Primary Health Care (PHO)/Community service	20	5	2	1	-	-	3	26
Private Hospital	1	-	-	-	-	-	-	1
Rest Home/Residential Care	-	1	-	-	-	-	-	1
Rural	4	-	1	-	-	-	-	5
Self-Employed	3	3	1	-	-	-	1	8
Other	1	1	-	-	-	-	1	3
Unstated	3	1	-	-	-	-	-	4
All Employment Settings	87	30	8	2	2	2	10	122

Table 16 (below) describes the FTE loads that NPs reported working in an average week across all their employment settings. Of those who reported their average workload, 66% reported working between 0.9 and 1.1 FTE, with 18% reporting that they worked less than 0.9 FTE in an average week and 16% reporting that their average workload was 1.1 FTE or more. The mean reported hours worked was 39.1, and the median was 40 hours (0.98 and 1 FTE respectively).

Table 16 Nurse Practitioners' FTEs worked in an 'average' week

	<0.6	0.6-	0.7-	0.8-	0.9- 1 FTE	1.01-	1.1-	1.2-	1.3-	1.4-	1.5<	Not Stated	
Number of Practitioners	4	3	2	7	8	49	-	5	5	1	-	3	2

²⁴ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

²⁵ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

3.4 Geographic Distribution of Nurse Practitioners

Table 17 below describes the 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 (30% of all Nurse Practitioners) were based in Auckland, with the next largest being based in the Taranaki-Manawatu-Whanganui region.

Table 17 Nurse Practitioners' geographic distribution by employment setting²⁶

Region	DHB			Māori Health Service Provider		Primary Health Care (PHO)/Community service			Rest Home/Residential Care			Self-Employed	Not Stated	Total NPs
	(acute)	(community)	(other)	Educational Institution	Other	Private Hospital	Other	Community service	Private Hospital	Rest Home/Residential Care	Rural			
Auckland	12	4	6	5	-	-	6	-	-	-	-	2	1	27
Bay of Plenty	3	2	-	-	-	-	1	1	1	-	-	2	-	6
Canterbury	2	2	-	2	-	-	4	-	-	-	1	-	-	8
Hawkes Bay	4	3	-	1	-	-	2	-	-	-	1	-	-	7
Northland	-	-	-	-	3	-	1	-	-	-	1	-	-	4
Otago	-	2	-	-	-	-	-	-	-	-	1	-	-	3
Southland	-	-	-	1	-	-	1	-	-	1	-	-	-	2
Tairāwhiti	-	-	-	-	-	-	1	-	-	-	-	-	-	1
Taranaki/Manawatu/Whanganui ²⁷	6	4	2	1	1	1	5	-	-	-	-	-	-	14
Waikato	5	-	-	-	-	-	1	1	-	-	1	1	3	10
Wellington	-	1	-	-	-	-	4	1	-	-	-	-	-	5
West Coast	-	1	-	-	-	-	-	-	-	-	-	-	-	1
All Regions	32	20	8	10	4	3	26	1	1	1	5	5	4	89

²⁶ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

²⁷ See the note on geographic data in the Methodology and Data Collection section on p9 of this report.

Table 18 below describes the practice areas of Nurse Practitioners broken down by the region in which they reported working. The most commonly reported practice area was Primary Health Care (18%), although more than half did not report a specific area (either not responding or simply stating 'Nurse Practitioner').

Table 18 Nurse Practitioners' practice area by region²⁸

Practice Area	Auckland	Bay of Plenty	Canterbury	Hawkes Bay	Northland	Otago	Southland	Tairāwhiti	Taranaki/Manawatu/Whanganui ²⁹	Not Stated	Waikato	Wellington	West Coast	Total NPs
Assessment & Rehabilitation	1	1	-	-	-	-	-	-	-	-	-	-	-	2
Child Health	1	-	-	-	-	-	-	-	-	-	2	-	-	3
Continuing Care	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Emergency & Trauma	2	-	-	1	-	-	-	-	-	-	-	-	-	3
Family Planning/Sexual Health	1	-	-	-	-	-	-	-	1	-	-	-	-	2
Intensive Care/Cardiac Care	1	-	-	1	-	-	-	-	-	-	-	-	-	2
Medical	-	2	-	-	-	-	-	-	1	1	-	-	-	5
Mental Health (community)	-	1	1	-	-	1	-	-	-	-	-	-	-	3
Mental Health (inpatients)	-	1	1	-	-	-	-	-	-	-	-	-	-	2
Mental Health (not further defined)	-	-	-	-	-	-	-	-	-	-	1	-	-	1
Nursing Administration & Management	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Nursing Education	1	1	1	1	-	1	-	-	-	-	-	-	-	5
Nursing Research	3	-	-	-	-	-	-	-	-	-	-	-	-	3
Palliative Care	1	-	1	-	-	-	-	-	-	-	1	-	-	3
Perioperative Care	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Practice Nursing	-	-	-	1	2	-	-	-	-	-	1	-	-	4
Primary Health Care	3	1	1	2	2	1	1	1	4	-	-	-	1	16
Public Health	-	-	1	-	-	-	-	-	-	-	-	-	-	1
School Health	1	-	-	-	-	-	-	-	-	-	-	-	-	1
Surgical	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Youth Health	-	-	-	-	-	-	-	-	2	-	-	2	-	4
Other	-	-	1	-	-	-	-	-	1	-	2	-	-	4
Unstated	18	2	4	3	1	3	-	-	9	-	3	4	-	47
All Practice Areas	27	6	8	7	4	3	2	1	14	1	10	5	1	89

²⁸ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

²⁹ See the note on geographic data in the Methodology and Data Collection section on p9 of this report.

The New Zealand Registered Nurse Workforce

The Registered Nurse (RN) workforce is the largest group of practitioners, and nurses in this scope work in an extensive range of clinical and allied health areas. Nurses who work in areas such as education, research, government and management are usually RNs.

At 31 March 2011 there were 45,318 Registered Nurses in the New Zealand nursing workforce, representing an increase of 2,984 Registered Nurses on the 42,334 practising at 31 March 2010. This equals 1,029 Registered Nurses per 100,000 New Zealanders, or one Registered Nurse for every 97 New Zealanders.

4.1 Age, Gender and Ethnicity of Registered Nurses

As Registered Nurses make up the largest group within the nursing workforce, the age and gender makeup of Registered Nurses are similar to those of the nursing workforce as a whole. Only 8% of Registered Nurses are male (N = 3509), and 39% of the workforce is aged 50 or older. As shown in Figure 2 on the following page, male Registered Nurses have a younger age profile than female RNs. The average age of Registered Nurses is 45.0, with the average age of female RNs being 45.2 and the average age of male RNs being 43.2.

Table 19 Age and gender of the Registered Nurse workforce

	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	All RNs
Female	1,713	3,542	3,427	4,916	5,484	6,387	6,699	4,740	3,270	1,631	41,809
% of all female RNs	4.1	8.5	8.2	11.8	13.1	15.3	16.0	11.3	7.8	3.9	-
Male	112	429	308	504	495	529	531	386	155	60	3,509
% of all male RNs	3.2	12.2	8.8	14.4	14.1	15.1	15.1	11.0	4.4	1.7	-
Total	1,825	3,971	3,735	5,420	5,979	6,916	7,230	5,126	3,425	1,691	45,318
% of all RNs	4.0	8.8	8.2	12.0	13.2	15.3	16.0	11.3	7.6	3.7	-

Figure 2 Age distribution of male and female Registered Nurses

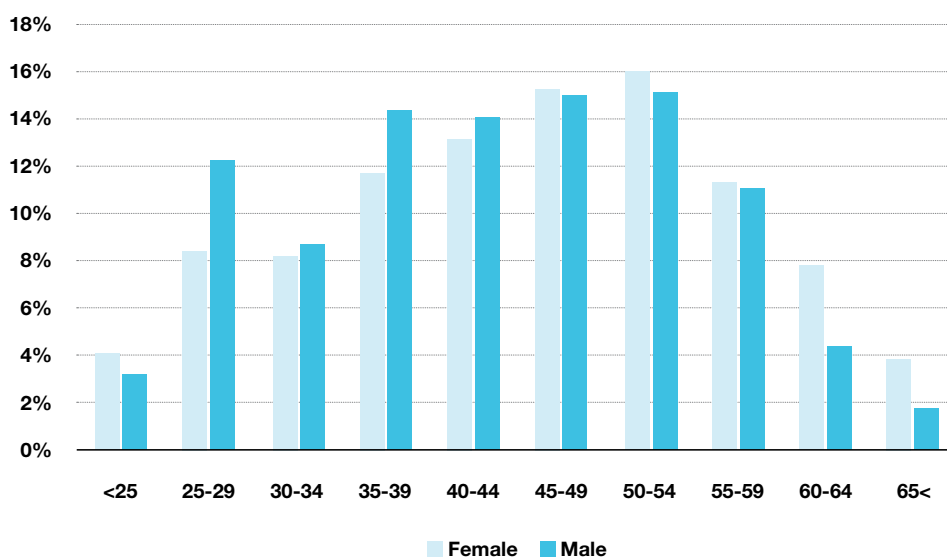


Table 20 below shows the ethnic identification of Registered Nurses in New Zealand, along with the age profile of each ethnic group. Seven per cent of Registered Nurses identify as Māori and 4% identify with at least one Pacific ethnicity. New Zealand European/Pakeha RNs have the oldest age profile of any ethnic group, with 45% aged 50 or over, and 27% aged under 40. Most other age groups have significantly younger age profiles. Registered Nurses who identify with South-East Asian ethnicities have the youngest age profile, with 70% aged under 40, followed by Indian RNs (68% aged under 40 and only 13% aged 50 or older).

Table 20 Registered Nurses' age by ethnicity³⁰

Ethnic Group	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total
NZ European/Pakeha	1,252	1,794	2,034	3,062	3,672	4,764	5,459	4,027	2,846	1,437	30,347
Other European	155	426	578	1,022	1,264	1,571	1,359	842	539	247	8,103
NZ Māori	95	176	246	425	466	534	536	318	229	108	3,133
Samoan	23	23	40	66	68	76	68	62	37	8	471
Cook Island Māori	7	12	12	17	24	28	13	11	7	1	132
Tongan	10	15	26	29	38	47	32	16	14	6	233
Niuean	3	8	10	7	8	15	5	9	1	1	67
Tokelauan	2	5	5	17	16	9	6	2	-	1	63
Fijian	31	75	86	78	71	64	42	29	17	7	500
Other Pacific Peoples	6	12	14	30	31	22	26	14	10	6	171
SE Asian	178	657	281	532	308	102	144	102	29	8	2,341
Chinese	75	267	131	106	115	96	69	68	42	13	982
Indian	116	651	408	363	242	182	139	105	32	13	2,251
Other Asian	43	80	53	77	92	51	43	27	15	5	486
African	13	51	137	143	89	87	85	30	15	4	654
Other	57	145	164	254	275	300	298	171	128	41	1,833
Unstated	14	37	21	20	13	10	10	5	2	1	133
All Ethnicities	1,825	3,971	3,735	5,420	5,979	6,916	7,230	5,126	3,425	1,691	45,318

³⁰ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

4.2 Employment Settings and FTE Loads of Registered Nurses

Table 21 below shows the gender and age profile of Registered Nurses practising in different employment settings. The largest single group of RNs was those working in acute DHB settings, 41% of all RNs reported working in that setting. In contrast, less than 1% of RNs reported working in Pacific Health Service Provider and specifically Rural settings. Five settings (as well as 'Other') had more than half their workforce aged 50 or older: Self-Employed (59%), Rural (54%), Educational Institution (52%), Pacific Health Service Provider (51%) and Rest Home/Residential Care (50%). In contrast, the setting with the highest percentage of Registered Nurses aged under 40 was the acute DHB setting (41%). The only other setting with more than 30% of its RN workforce aged under 40 was Nursing Agency (32%).

Table 21 Registered Nurses' age and gender by employment setting³¹

Employment Setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total RNs	Female	Male
DHB (acute)	867	2,159	1,994	2,674	2,705	2,869	2,590	1,665	879	312	18,714	17,017	1,697
DHB (community)	35	154	239	500	635	828	893	605	390	157	4,436	3,896	540
DHB (other)	54	137	188	280	376	430	539	371	273	95	2,743	2,503	240
Educational Institution	2	19	39	91	155	200	222	155	112	58	1,053	986	67
Government Agency	3	30	30	54	92	87	100	75	38	19	528	454	74
Māori Health Service Provider	6	18	41	46	68	78	83	62	37	26	465	429	36
Nursing Agency	18	85	59	83	94	106	118	89	71	40	763	701	62
Pacific Health Service Provider	2	-	2	5	9	14	10	14	5	4	65	58	7
Primary Health Care (PHO)/Community service	84	216	357	618	790	1116	1182	817	572	283	6,035	5,917	118
Private Hospital	76	243	265	439	455	514	576	400	309	172	3,449	3,278	171
Rest Home/Residential Care	105	446	257	363	370	444	602	579	471	362	3,999	3,688	311
Rural	7	15	14	21	39	41	67	33	43	17	297	283	14
Self-Employed	-	7	16	52	77	121	148	117	75	45	658	608	50
Other	29	103	158	282	378	454	540	446	308	133	2,831	2,709	122
Unstated	603	550	381	433	409	410	411	259	185	127	3,768	3,441	327
All Employment Settings	1,825	3,971	3,735	5,420	5,979	6,916	7,230	5,126	3,425	1,691	45,318	41,809	3,509

³¹ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Table 22 below shows the ethnic identification of Registered Nurses practising in different employment settings. The setting with the largest proportion of Māori RNs was Māori Health Service Provider (59%), followed by Rural (12%) and community DHB (10%). The setting with the largest percentage of RNs of Pacific ethnicity was Pacific Health Service Provider (80%), followed by Nursing Agency employment (12%).

Table 22 Registered Nurses' ethnicity by employment setting³²

Employment Setting	NZ European/Pakeha		Other European		NZ Māori		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian		Other Pacific Peoples		Chinese		Indian		Other Asian		African		Other		Not Stated		Total RNs	
DHB (acute)	11,931	3,437	1,125	170	45	86	24	19	19	271	76	1,081	575	1,210	274	264	843	14	18,714											
DHB (community)	3,162	977	442	75	19	25	12	9	25	11	49	42	76	21	35	159	4	4,436												
DHB (other)	1,824	478	191	29	10	18	7	3	31	11	130	46	166	34	57	134	-	2,743												
Educational Institution	802	217	87	11	-	3	-	1	6	2	11	7	14	3	5	43	-	1,053												
Government Agency	379	113	49	4	4	2	1	-	6	2	16	9	14	2	5	26	-	528												
Māori Health Service Provider	223	55	273	10	6	-	-	2	2	-	1	4	3	3	2	10	-	465												
Nursing Agency	424	166	65	20	3	19	1	3	29	14	48	22	34	9	46	48	2	763												
Pacific Health Service Provider	16	1	3	27	-	15	2	3	1	4	-	1	1	-	-	-	-	65												
Primary Health Care (PHO)/Community service	4,759	989	425	63	24	32	13	7	37	15	52	83	95	20	27	164	8	6,035												
Private Hospital	2,388	692	96	30	6	29	3	4	36	22	179	76	132	33	62	143	2	3,449												
Rest Home/Residential Care	2,327	540	252	41	12	39	1	9	68	19	572	79	282	51	149	141	7	3,999												
Rural	228	53	35	1	-	-	-	-	1	-	2	2	4	1	3	20	-	297												
Self-Employed	541	133	43	5	3	1	2	-	-	2	4	3	3	3	5	17	1	658												
Other	2,141	588	162	13	6	5	3	1	9	5	55	18	44	22	25	139	5	2,831												
Unstated	2,259	550	267	38	12	16	8	11	41	14	308	92	317	51	61	159	92	3,768												
All Employment Settings	30,347	8,103	3,133	471	132	233	67	63	500	171	2,341	982	2,251	486	654	1,833	133	45,318												

³² This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Table 23 below describes the FTE load that practising Registered Nurses reported working in an average week in their employment setting. Due to issues with allocating time to multiple employment settings, these values are only for nurses who reported working in a single setting. The exception to this is the 'All Employment Settings' row, which is based on the total working time reported by practising nurses across all employment settings, and includes those who reported multiple work settings and those who did not state a setting. As part of data cleaning, one nurse was removed for reporting an unfeasibly high workload. Registered Nurses who did not report a setting (N = 2,984) are only included in the 'All Employment Settings' row as noted.

Across all settings, Registered Nurses reported working an average of 32 hours (or 0.8 FTE), but a median of 36 hours (0.9 FTE).

Table 23 Registered Nurses' FTE hours worked in an 'average' week 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 RNs	Mean FTE
DHB (acute)	169	42	296	198	887	571	1,651	548	3,194	2,370	6,109	24	80	69	6	3	31	16,248	0.82
DHB (community)	56	14	44	27	136	137	338	123	534	214	1,930	4	17	19	1	-	5	3,599	0.85
DHB (other)	18	2	29	23	136	86	301	98	447	219	1,072	5	10	11	2	-	2	2,461	0.83
Educational Institution	6	7	18	21	26	44	39	36	63	90	233	2	7	22	3	-	5	622	0.83
Government Agency	6	2	3	3	8	11	17	14	42	38	221	9	22	11	1	-	-	408	0.91
Māori Health Service Provider	-	1	2	3	12	16	25	14	38	17	193	-	-	2	1	-	1	325	0.88
Nursing Agency	15	9	17	12	32	13	38	18	47	18	115	1	1	1	-	-	2	339	0.71
Pacific Health Service Provider	-	-	-	-	-	-	2	-	2	2	22	-	-	1	-	-	-	29	0.97
Primary Health Care (PHO)	50	53	167	199	361	478	610	465	710	423	990	24	33	20	3	-	4	4,590	0.72
Community service	35	16	102	52	226	133	379	141	480	199	886	18	31	29	2	1	6	2,736	0.76
Private Hospital	65	17	75	50	197	110	277	137	467	178	1,534	29	34	65	8	1	14	3,258	0.83
Rest Home/Residential Care	3	1	5	8	10	13	21	11	19	13	20	-	2	2	-	1	-	129	0.69
Rural	21	13	24	15	12	33	14	25	17	10	58	1	6	11	1	-	3	264	0.64
Self-Employed	77	15	50	41	117	141	225	133	269	169	590	21	53	43	1	2	11	1,958	0.77
Other	1,209	210	874	711	2,248	1,902	4,332	2,096	7,025	4,501	15,441	277	543	632	88	70	174	42,333	0.80

Table 24 below describes the FTE load that practising RNs reported working in an average week in their practice area. Due to issues with allocating time to multiple employment settings, these values are only for nurses who reported working in a single setting. The exception to this is the 'All Practice Areas' row, which is based on the total working time reported by practising nurses across all areas, and includes those who reported multiple areas and those who did not state an area. As part of data cleaning, one nurse was removed for reporting an unfeasibly high workload. Registered Nurses who did not report a setting (N = 2,984) are only included in the 'All Practice Areas' row as noted.

Table 24 Registered Nurses' FTE hours worked in an average week 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 RNs	Mean FTE
Addiction Services	-	3	3	1	4	7	6	3	14	4	97	1	-	-	-	-	-	141	0.90
Assessment & Rehabilitation	9	3	17	4	42	28	126	39	209	100	434	-	-	1	-	-	4	1,016	0.83
Child Health	31	15	49	49	150	148	249	134	339	408	487	3	11	2	-	-	2	2,077	0.75
Continuing Care	52	17	79	46	220	104	305	124	439	166	1,221	31	19	33	4	2	9	2,871	0.80
District Nursing	13	12	33	15	70	58	152	53	199	60	276	2	-	1	-	-	1	945	0.74
Emergency & Trauma	21	7	43	33	95	56	164	95	364	263	468	7	2	10	2	-	-	1,630	0.78
Family Planning/Sexual Health	-	-	2	11	7	14	11	12	15	21	23	-	-	-	-	-	-	116	0.73
Intellectually Disabled	3	1	-	2	7	4	9	9	10	9	101	-	-	2	-	-	-	157	0.88
Intensive Care/Cardiac Care	28	4	22	31	66	45	179	70	205	414	558	12	12	13	1	-	2	1,662	0.82
Medical	29	4	62	25	162	93	300	93	739	445	1,184	3	10	13	-	2	8	3,172	0.82
Mental Health (community)	13	2	6	6	17	34	62	30	145	50	1,167	1	12	10	-	-	7	1,562	0.93
Mental Health (inpatients)	10	-	11	4	56	54	100	46	162	113	1,032	2	22	13	1	-	4	1,630	0.90
Mental Health (not further defined)	-	-	1	-	-	5	2	-	6	2	26	-	1	2	-	-	-	45	0.89
Nursing Administration & Management	6	2	3	2	12	31	51	30	73	44	699	2	48	63	8	-	12	1,086	0.96
Nursing Education	7	5	13	8	23	44	41	34	77	79	313	1	7	15	3	-	4	674	0.85
Nursing Professional Advice/Policy Development	1	-	1	2	2	7	12	7	6	10	82	-	7	4	1	-	2	144	0.91
Nursing Research	4	1	4	5	6	11	18	5	13	10	44	-	-	1	-	-	-	122	0.74
Obstetrics/Maternity	6	2	8	13	48	23	83	13	87	49	98	1	4	5	-	-	3	443	0.73
Occupational Health	4	8	16	12	6	28	27	17	37	22	103	3	6	11	1	-	3	304	0.78
Palliative Care	6	-	11	9	72	24	118	32	175	45	178	2	5	3	-	1	1	682	0.76
Perioperative Care	19	14	64	44	117	102	234	111	422	194	1,183	16	26	11	1	-	3	2,561	0.83
Practice Nursing	32	38	108	139	271	288	384	268	460	213	436	23	15	7	1	-	1	2,684	0.68
Primary Health Care	6	10	36	45	71	106	156	115	187	128	487	4	15	8	2	-	1	1,377	0.79
Public Health	11	1	1	2	21	17	60	29	72	38	220	-	-	3	1	-	1	477	0.83
School Health	-	3	6	9	7	12	11	10	23	6	22	-	-	1	-	-	-	110	0.70
Surgical	40	11	100	46	282	111	468	115	988	614	1,203	5	20	8	-	-	4	4,015	0.79
Youth Health	1	2	2	1	6	9	9	4	8	7	22	-	-	-	-	-	-	71	0.73
Other	73	16	60	51	131	135	290	119	374	189	772	8	24	15	1	-	7	2,265	0.76
All Practice Areas	1,209	210	874	711	2,248	1,902	4,332	2,096	7,025	4,501	15,441	277	543	632	88	70	174	42,333	0.80

4.3 Geographic Distribution of Registered Nurses

Table 25 below shows the gender and age distribution of Registered Nurses by the region in which they reported working. The largest of these areas was Auckland, with 28% of all RNs working in that region. It should be noted that while the Canterbury region had the second largest nursing workforce (14%), only a small proportion of the data collection occurred after the Christchurch earthquake of February 2011. The only region where more than 50% of the workforce was aged 50 or older was the West Coast (52%), although Nelson-Marlborough came close at 49%. Other than those practising overseas, the Auckland region had the youngest age profile, with 38% aged under 40 and 35% aged 50 or older.

Table 25 Registered Nurses' gender and age 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 RNs	Female	Male
Auckland	495	1,411	1,176	1,685	1,702	1,812	1,743	1,266	863	497	12,650	11,678	972
Bay of Plenty	59	159	186	350	418	462	495	359	245	103	2,836	2,650	186
Canterbury	172	403	400	653	792	1,082	1,158	795	511	253	6,219	5,725	494
Hawkes Bay	42	82	122	177	243	274	265	198	147	66	1,616	1,528	88
Nelson-Marlborough	19	58	72	127	184	248	283	209	145	47	1,392	1,296	96
Northland	38	120	106	175	211	243	287	204	155	62	1,601	1,469	132
Otago	51	162	165	219	246	365	396	300	181	77	2,162	1,972	190
Southland	21	63	80	132	120	139	163	105	63	34	920	866	54
Tairāwhiti	6	24	33	62	73	80	71	64	44	16	473	441	32
Taranaki/Manawatu/ Whanganui ³³	83	276	273	419	494	599	613	422	249	109	3,537	3,270	267
Waikato	124	282	346	457	548	560	625	465	322	178	3,907	3,607	300
Wellington	161	454	457	622	657	723	819	536	382	199	5,010	4,621	389
West Coast	9	19	15	32	38	63	73	54	36	26	365	327	38
Overseas	58	219	128	129	123	131	137	98	57	7	1,087	960	127
Unstated	487	239	176	181	130	135	102	51	25	17	1,543	1,399	144
Overseas	50	175	135	127	129	144	147	88	32	5	1,032	921	111
All Regions	1,825	3,971	3,735	5,420	5,979	6,916	7,230	5,126	3,425	1,691	45,318	41,809	3,509

4.4 Practice Areas of Registered Nurses

Table 26, on the following page, shows the gender and age distribution of Registered Nurses in distinct practice areas. The largest single practice area was Surgical, with 12% of all Registered Nurses working in this area, followed by Medical (10%) and Continuing Care (9%). The smallest distinct practice area was Mental Health (not further defined), with 94 nurses, followed by Youth Health with 178. The area with the smallest proportion of male nurses was School Health, with only two men practising in this area, while the areas with the largest male presence were the three Mental Health areas. There were six practice areas where more than 50% of the workforce was aged 50 or older: Occupational Health and Palliative Care (both 56%), Nursing Administration & Management (54%), Obstetrics/Maternity (53%), Continuing Care (52%) and District Nursing (51%).

³³ See the note on geographic data in the Methodology and Data Collection section on p9 of this report.

Table 26 Registered Nurses' gender and age by practice area³⁴

Practice Area	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total RNs	Female	Male
Addiction Services	-	7	10	26	38	40	34	22	14	10	201	155	46
Assessment & Rehabilitation	37	88	96	144	165	215	258	201	115	60	1,379	1,300	79
Child Health	150	291	309	343	339	402	335	242	128	63	2,602	2,549	53
Continuing Care	98	434	258	377	379	422	601	614	500	394	4,077	3,803	274
District Nursing	4	35	69	127	174	209	280	194	135	46	1,273	1,250	23
Emergency & Trauma	84	279	286	388	404	412	324	175	110	37	2,499	2,251	248
Family Planning/Sexual Health	2	6	23	28	25	35	27	32	22	7	207	202	5
Intellectually Disabled	1	9	11	15	33	46	50	32	20	6	223	177	46
Intensive Care/Cardiac Care	68	283	299	374	325	329	241	137	64	20	2,140	1,908	232
Medical	195	557	464	649	624	676	633	415	270	94	4,577	4,278	299
Mental Health (community)	20	64	97	232	279	406	403	274	153	54	1,982	1,450	532
Mental Health (inpatients)	53	148	156	237	248	336	371	269	145	53	2,016	1,434	582
Mental Health (not further defined)	1	3	11	12	19	16	12	11	6	3	94	64	30
Nursing Administration & Management	2	15	75	148	276	392	463	335	192	79	1,977	1,806	171
Nursing Education	1	26	60	167	232	263	270	169	125	62	1,375	1,255	120
Nursing Professional Advice/Policy Development	-	-	15	29	55	71	72	48	24	10	324	296	28
Nursing Research	-	8	21	35	41	76	60	33	24	11	309	286	23
Obstetrics/Maternity	7	25	40	60	90	118	141	103	89	49	722	718	4
Occupational Health	-	11	10	36	47	84	88	76	50	30	432	406	26
Palliative Care	21	73	60	104	122	168	244	197	157	88	1,234	1,167	67
Perioperative Care	94	302	286	440	487	447	490	312	191	69	3,118	2,909	209
Practice Nursing	58	145	216	354	469	665	702	519	382	176	3,686	3,643	43
Primary Health Care	35	76	132	223	320	392	396	302	159	101	2,136	2,060	76
Public Health	4	19	43	75	94	120	145	64	61	32	657	644	13
School Health	-	6	9	22	34	40	34	22	14	10	191	189	2
Surgical	350	695	555	676	718	758	711	451	305	115	5,334	5,042	292
Youth Health	6	12	15	23	28	38	38	11	7	-	178	163	15
Other	41	155	201	382	458	520	642	446	290	138	3,273	3,110	163
Unstated	620	590	425	481	446	464	483	306	213	135	4,163	3,806	357
All Practice Areas	1,825	3,971	3,735	5,420	5,979	6,916	7,230	5,126	3,425	1,691	45,318	41,809	3,509

³⁴ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Table 27 below shows the number of Registered Nurses in each practice setting who identified with a particular ethnicity. The practice areas with the highest proportion of nurses identifying as NZ Māori were Primary Health Care and community Mental Health (both 15%), and Youth Health and Mental Health (both inpatients and not further defined) (12%). In only four areas did more than 5% of Registered Nurses identify with one or more Pacific ethnicities: Primary Health Care, Public Health, Mental Health (inpatients), and Assessment & Rehabilitation. In all four of these cases the percentage of nurses identifying with Pacific ethnicities was between 5% and 6%.

Table 27 Registered Nurses' ethnicity by practice area³⁶

Practice Area	NZ European/ Pakeha		NZ Māori		Cook Island Māori	Tongan	Niuean Tokelauan	Fijian	Other Pacific Peoples				Other Asian	African	Other	Not Stated	Total
	European/ Pakeha	Other	Māori	Other					SE Asian	Chinese	Indian	Other Asian					
Addiction Services	130	62	22	1	-	-	-	2	-	-	3	2	2	2	11	1	201
Assessment & Rehabilitation	875	247	103	19	7	6	5	26	8	89	102	11	27	50	50	1	1,379
Child Health	1,858	499	137	35	9	15	5	18	14	79	112	15	14	94	94	3	2,602
Continuing Care	2,384	521	242	51	10	54	1	70	25	560	273	57	164	148	148	6	4,077
District Nursing	1,044	246	73	6	4	1	4	4	2	2	9	2	2	2	31	-	1,273
Emergency & Trauma	1,743	532	177	15	2	7	1	25	9	85	27	81	24	112	112	4	2,499
Family Planning/ Sexual Health	155	39	20	-	1	-	-	3	-	2	3	-	1	4	-	-	207
Intellectually Disabled	143	77	12	3	-	1	1	1	-	2	6	-	4	6	1	1	223
Intensive Care/ Cardiac Care	1,231	546	78	14	6	6	2	26	7	119	187	29	19	111	-	-	2,140
Medical	2,701	689	301	52	14	33	9	76	19	387	431	92	93	199	5	5	4,577
Mental Health (community)	1,272	529	303	39	7	17	6	7	3	13	17	21	22	77	3	1,982	
Mental Health (inpatients)	1,249	447	244	42	9	17	7	26	6	58	75	14	43	103	2	2	2,016
Mental Health (not further defined)	67	19	11	1	-	-	-	1	-	5	2	2	-	6	-	-	94
Nursing Administration & Management	1,526	407	166	12	3	8	1	8	6	18	20	8	20	81	2	1,977	
Nursing Education	1,004	311	103	13	2	4	1	6	2	9	11	24	8	71	2	1,375	
Nursing Professional Advice/Policy Development	247	71	36	2	1	1	-	1	-	1	3	1	2	8	1	1	324
Nursing Research	228	56	16	7	-	2	-	-	-	5	7	3	4	15	1	1	309

Table continued on next page >

³⁶ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Practice Area	NZ European/ Pakeha		NZ Māori		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian		Other Pacific Peoples				Other Asian		Other		Not Stated	Total
	European	Other	Māori	Other	Māori	Other	Māori	Other	Māori	Other	Māori	Other	SE Asian	Chinese	Indian	African	Other	African	Other			
Obstetrics/Maternity	499	162	38	4	1	2	2	-	-	14	7	24	14	29	4	12	42	-	-	722		
Occupational Health	356	79	28	4	1	-	-	-	-	2	1	3	1	3	1	2	18	-	-	432		
Palliative Care	848	248	66	12	1	5	2	2	2	14	5	87	20	34	11	24	63	2	2	1,234		
Perioperative Care	2,052	537	130	25	5	10	2	2	2	27	15	266	121	108	61	51	160	1	1	3,118		
Practice Nursing	2,948	569	227	27	13	17	7	6	32	32	15	30	59	69	12	17	90	3	3	3,686		
Primary Health Care	1,480	339	329	51	17	23	4	7	18	3	6	33	34	36	17	16	75	3	3	2,136		
Public Health	476	114	72	19	5	8	1	-	-	3	3	6	7	12	2	5	34	1	1	657		
School Health	145	46	17	1	-	1	1	-	2	2	-	1	-	2	1	1	10	-	-	191		
Surgical	3,480	854	257	38	12	25	6	7	103	33	285	181	392	93	108	231	7	7	5,334			
Youth Health	143	38	22	5	-	1	-	-	-	-	1	-	-	-	-	2	7	-	-	178		
Other	2,432	641	227	12	10	7	4	4	22	12	92	39	90	27	27	149	4	4	3,273			
Unstated	2,526	641	290	44	13	18	10	9	45	14	323	103	327	54	59	171	93	93	4,163			
All Practice Areas	30,347	8,103	3,133	471	132	233	67	63	500	171	2,341	982	2,251	486	654	1,833	133	45,318				

4.5 Qualifications of Registered Nurses

Table 28 below describes the qualifications that first entitled RNs to gain entry to the New Zealand Register of Nurses, broken down by the year in which they obtained their qualification. Overall, 25% of Registered Nurses gained their first qualification overseas – 40% of these gained their qualification in the United Kingdom. Forty per cent of New Zealand-trained Registered Nurses had a Bachelor degree of some kind as their registration qualification (30% of all RNs). Twenty-one per cent of all Registered Nurses received their qualification before 1980, rising to 24% amongst solely New Zealand-trained RNs.

Table 28 Registered Nurses' year of graduation by registration qualification

Registration Qualification	Pre-1965	65-69	70-74	75-79	80-84	85-89	90-94	95-99	00-04	05-09	10<	Not Stated	Total RNs
Bachelor of Nursing	-	-	4	12	25	32	196	1,993	3,033	4,872	1,108	27	11,302
Bachelor of Nursing (Pacific)	-	-	-	-	-	-	-	-	-	32	13	-	45
Other Bachelors	-	-	1	1	1	6	48	549	910	422	128	6	2,072
Diploma of Nursing	3	9	16	235	879	2,283	3,241	1,088	88	9	-	16	7,867
Other Diploma	-	-	-	-	1	7	6	3	-	-	-	-	17
Hospital Certificate	665	1,679	2,269	3,193	2,756	1,073	88	21	33	4	-	11	11,792
Other Certificate	-	-	5	9	9	11	2	2	16	51	-	10	115
Other	-	-	-	-	-	-	-	2	-	2	-	-	4
Total with NZ Registration Qualification	668	1,688	2,295	3,450	3,671	3,412	3,581	3,658	4,080	5,392	1,249	70	33,214
Overseas (Australia)	19	27	69	62	81	81	106	122	90	77	5	18	757
Overseas (Other Pacific)	1	6	25	50	91	108	96	129	78	15	-	17	616
Overseas (China)	-	2	9	15	19	22	20	14	19	7	-	3	130
Overseas (India)	-	1	11	44	55	88	121	230	235	476	-	3	1,264
Overseas (SE Asia)	-	9	23	77	75	71	434	282	227	675	-	4	1,877
Overseas (Other Asia)	1	-	5	13	15	18	26	28	14	2	-	-	122
Overseas (Middle East)	-	2	2	2	2	6	3	3	8	1	-	-	29
Overseas (South Africa)	12	21	54	85	136	116	110	105	63	16	-	9	727
Overseas (Other Africa)	-	2	10	21	52	35	52	49	120	23	-	1	365
Overseas (United Kingdom)	58	150	203	320	497	597	828	682	641	424	2	66	4,468
Overseas (Other Europe)	6	13	39	63	80	92	72	92	49	39	-	8	553
Overseas (United States)	1	11	6	20	25	20	18	27	26	28	2	2	186
Overseas (Other North America)	1	8	16	14	11	22	15	11	15	42	1	2	158
Overseas (South America)	1	-	-	-	1	1	2	1	3	-	-	-	9
Total with non-NZ Registration Qualification	100	252	472	786	1,140	1,277	1,903	1,775	1,588	1,825	10	133	11,261
Not Stated	-	1	2	1	3	1	1	-	-	-	-	834	843
All Qualifications	768	1,941	2,769	4,237	4,814	4,690	5,485	5,433	5,668	7,217	1,259	1,037	45,318

Table 29 below shows the country in which RNs practising in distinct areas gained the qualification that first entitled them to gain 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. Overall, 25% of the New Zealand RN workforce received their registration qualification outside New Zealand, most commonly in the UK (40% of internationally-registered RNs), South East Asia (17%) or India (11%). The practice areas with the highest proportion of internationally-registered RNs were Intensive Care/Cardiac Care (38%), Continuing Care (36%), Addiction Services (33%), Palliative Care, working with people with intellectual disabilities and Medical (all 31%), and Obstetrics/Maternity (30%). The lowest were Practice Nursing (16%), District Nursing (18%), and Primary Health Care, Youth Health and Public Health (all 19%). Overall, 46% of Registered Nurses had a post-registration qualification – the areas where this was most common were Nursing Professional Advice/Policy Development (83%) and Nursing Education (81%).

Table 29 Registered Nurses' country or region of registration qualification and possession of post-registration qualifications by practice area³⁶

Practice Area	NZ	Australia	Other Pacific	China	India	SE Asia	Other Asia	Middle East	South Africa	Other Africa	United Kingdom	Other Europe	United States	Other North America	South America	Total RNs	Post-Registration Qualifications
Addiction Services	135	5	-	-	-	-	1	-	2	1	51	1	1	2	-	201	135
Assessment & Rehabilitation	1,023	11	35	2	49	73	5	1	13	18	103	21	2	3	-	1,379	603
Child Health	1,939	40	31	6	60	57	3	1	54	9	300	25	10	17	1	2,602	1,434
Continuing Care	2,614	67	117	17	181	500	13	4	80	125	222	35	5	9	2	4,077	1,470
District Nursing	1,043	28	2	1	-	2	1	-	13	2	148	11	3	2	-	1,273	632
Emergency & Trauma	1,870	56	33	3	31	68	7	-	48	13	271	34	16	15	-	2,499	1,136
Family Planning/Sexual Health	165	2	1	1	-	2	-	-	2	-	27	2	2	-	-	207	126
Intellectually Disabled	154	1	2	-	1	1	-	-	2	1	54	5	-	-	-	223	97
Intensive Care/Cardiac Care	1,327	40	35	10	119	94	5	2	55	13	313	53	18	16	1	2,140	1,066
Medical	3,156	68	114	23	264	309	25	3	49	64	337	61	19	9	2	4,577	1,807
Mental Health (community)	1,468	19	2	2	1	2	-	-	20	3	412	12	9	4	-	1,982	1,314
Mental Health (inpatients)	1,568	25	2	8	23	20	1	1	13	14	290	20	4	4	-	2,016	1,126
Mental Health (not further defined)	74	-	-	-	-	2	-	-	1	-	14	1	-	-	-	94	54
Nursing Administration & Management	1,556	42	13	1	3	15	2	1	47	8	209	21	10	7	-	1,977	1,332
Nursing Education	1,027	37	6	2	9	4	5	2	25	2	193	12	15	13	-	1,375	1,109
Nursing Professional Advice/Policy Development	251	5	2	-	1	2	-	-	2	1	53	3	2	-	-	324	269
Nursing Research	224	2	4	2	-	4	-	1	3	3	40	6	2	6	-	309	200
Obstetrics/Maternity	504	14	23	1	9	23	-	1	17	13	81	13	1	1	1	722	489
Occupational Health	342	11	2	-	1	4	-	-	9	1	42	2	-	6	-	432	289
Palliative Care	847	23	15	5	17	79	3	3	27	15	139	20	14	4	-	1,234	659

Table continued on next page >

Perioperative Care	2,233	61	29	17	62	215	19	4	70	29	261	52	13	8	-	3,118	1,241
Practice Nursing	3,088	51	51	8	10	20	5	2	34	9	307	25	14	6	-	3,686	1,512
Primary Health Care	1,798	51	36	4	7	25	4	2	31	6	163	15	7	6	-	2,136	1,232
Public Health	530	9	9	1	2	2	1	2	14	2	64	5	5	4	-	657	413
School Health	144	4	2	-	-	-	-	-	2	-	26	1	1	3	-	191	94
Surgical	3,931	72	108	14	220	213	21	1	94	64	396	92	15	11	1	5,334	1,899
Youth Health	145	3	-	-	-	-	-	-	3	-	22	-	2	-	-	178	107
Other	2,488	62	25	4	44	77	6	2	73	7	363	39	19	11	-	3,273	1,771
Unstated	2,908	94	27	13	226	246	9	2	55	16	298	54	24	20	1	4,163	1,221
All Practice Areas	33,214	757	616	130	1,264	1,877	122	29	727	365	4,468	553	186	158	9	45,318	20,926

³⁶ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

CHAPTER

05

The New Zealand Enrolled Nurse Workforce

Enrolled Nurses (ENs) work with people in a range of healthcare settings under the direction and supervision of a Registered Nurse.

At 31 March 2011 there were 3,156 Enrolled Nurses currently practising in New Zealand, representing an increase of 26 Enrolled Nurses on the 3,130 Enrolled Nurses and Nurse Assistants practising at 31 March 2010. This equals 72 Enrolled Nurses per 100,000 New Zealanders, or one Enrolled Nurse for every 1,395 New Zealanders.

5.1 Age, Gender and Ethnicity of Enrolled Nurses

The Enrolled Nurse workforce has an even higher proportion of women than other scopes, with only 3% (N = 98) being male. The workforce is also considerably older, with 75% being aged 50 or older (compared with 41% of the workforce as a whole) and only 5% aged under 40. As shown in Figures 3 and 4 on the following page, Enrolled Nurses are generally older than Registered Nurses, but male ENs continue the pattern present in other scopes of having a younger age profile than their female counterparts. The average age of Enrolled Nurses is 53.4 compared with 45.6 for all nurses, while the average age of female ENs is 53.4 and the average age of male ENs is 51.6.

Table 30 Age and gender of the Enrolled Nurse workforce

	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total ENs
Female	31	19	40	47	144	478	847	835	475	142	3,058
% of all female ENs	1.0	0.6	1.3	1.5	4.7	15.6	27.7	27.3	15.5	4.6	-
Male	2	1	2	1	10	21	24	20	12	5	98
% of all male ENs	2.0	1.0	2.0	1.0	10.2	21.4	24.5	20.4	12.2	5.1	-
Total	33	20	42	48	154	499	871	855	487	147	3,156
% of all ENs	1.0	0.6	1.3	1.5	4.9	15.8	27.6	27.1	15.4	4.7	-

Figure 3 Age distribution of male and female Enrolled Nurses

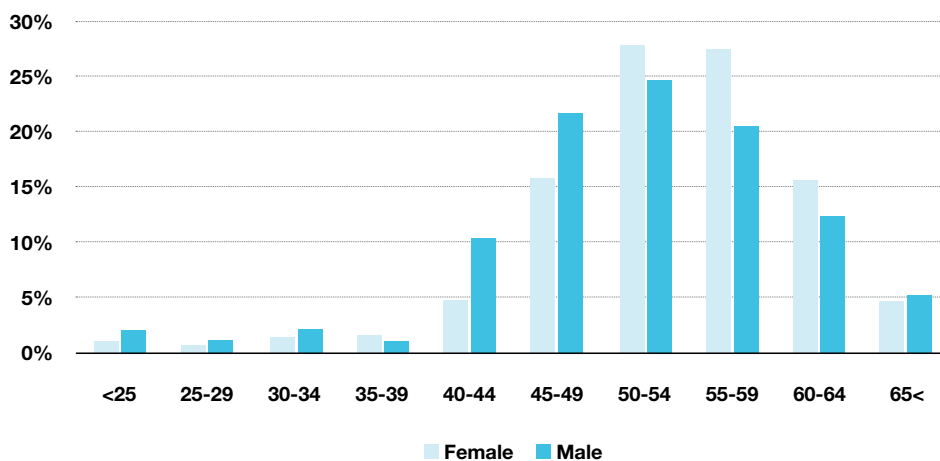


Figure 4 Comparative age distribution of Enrolled Nurses and Registered Nurses

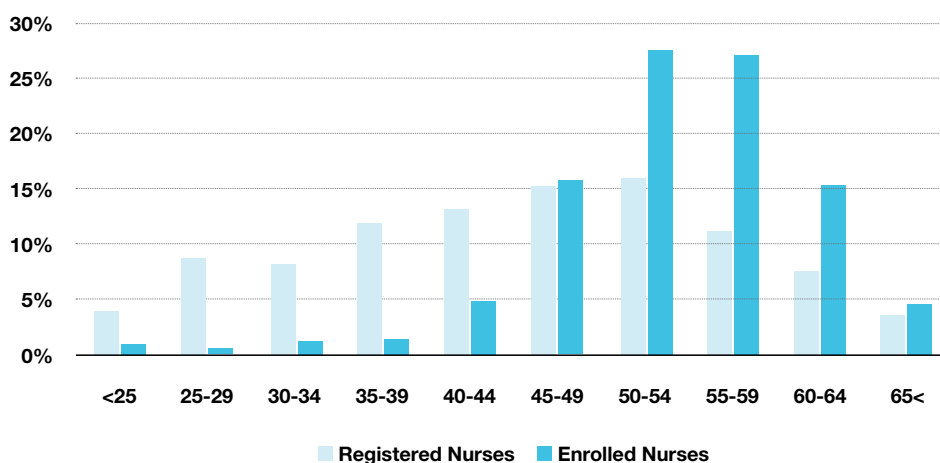


Table 31 below shows the ethnic identification of Enrolled Nurses in New Zealand, along with the age profile of each ethnic group. Eleven per cent of Enrolled Nurses identified as Māori, and 4% identified with at least one Pacific ethnicity, compared with 7% and 4% respectively of Registered Nurses. Most specific Pacific ethnic groups have an older age profile than the Enrolled Nurse workforce as a whole, with the significant exception of Fijian ENs, who have the youngest age profile of any ethnic group (only 13% aged 50 or older, and 53% aged under 40). Other than Fijian nurses, the ethnic groups with the youngest age profiles are African (14% aged 50 or older, and 36% aged under 40) and Indian (29% aged 50 or older, and 48% aged under 40).

Table 31 Enrolled Nurses' age by ethnicity³⁷

Ethnicity	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total ENs
NZ European/Pakeha	23	6	17	13	121	419	774	744	416	106	2,639
Other European	2	3	6	4	14	63	89	88	45	19	333
NZ Māori	3	-	6	6	16	47	83	98	64	24	347
Samoan	1	-	2	1	1	4	6	16	11	8	50
Cook Island Māori	-	-	-	1	-	2	-	11	-	2	16
Tongan	-	-	-	-	-	-	1	8	2	2	13
Niuean	-	1	-	-	-	1	-	2	1	1	6
Tokelauan	-	-	-	-	1	-	-	2	-	1	4
Fijian	1	2	3	2	3	2	-	2	-	-	15
Other Pacific Peoples	-	-	1	2	-	-	-	3	1	2	9
Chinese	-	-	1	2	-	1	2	2	2	-	10
Indian	4	7	6	6	3	8	5	8	-	1	48
SE Asian	-	-	1	2	-	2	3	3	1	-	12
Other Asian	-	-	2	-	-	3	1	2	-	1	9
African	2	1	3	4	8	6	3	1	-	-	28
Other	-	2	6	8	7	18	12	10	7	3	73
Unstated	1	1	-	2	-	4	2	1	1	-	12
All Ethnicities	33	20	42	48	154	499	871	855	487	147	3,156

5.2 Employment Settings and FTE Loads of Enrolled Nurses

Table 32 right shows the gender and age profile of Enrolled Nurses in different employment settings. The largest single group reported working in Rest Home/Residential Care (31%), followed by acute DHB (20%), other DHB (12%) and Private Hospital (11%) settings. The smallest employment settings for ENs were Pacific Health Service Provider, Government Agency, Educational Institution, Rural and Self-Employed – each of these settings accounted for less than 1% of Enrolled Nurses. The only setting where less than 60% of the EN workforce were aged 50 or older was Government Agency (58%). There were four settings where no ENs were aged under 40 (although they all had very small EN workforces): Educational Institution, Government Agency, Pacific Health Service Provider and Rural. The only setting where more than 5% of the workforce was aged under 40 was Rest Home/Residential Care (6%).

³⁷ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Table 32 Enrolled Nurses' age and gender by employment setting³⁸

Employment Setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total ENs	Female	Male
DHB (acute)	2	3	8	7	28	101	176	170	105	41	641	617	24
DHB (community)	-	-	2	1	11	35	71	64	34	10	228	224	4
DHB (other)	1	1	-	2	18	58	115	93	58	23	369	344	25
Educational Institution	-	-	-	-	-	7	7	8	3	-	25	24	1
Government Agency	-	-	-	-	1	4	4	-	3	-	12	10	2
Māori Health Service Provider	-	-	-	1	1	6	10	8	10	3	39	38	1
Nursing Agency	-	-	2	1	6	15	21	18	5	1	69	64	5
Pacific Health Service Provider	-	-	-	-	1	-	-	-	1	2	4	4	-
Primary Health Care (PHO)/Community service	-	-	2	5	14	33	62	51	26	5	198	196	2
Private Hospital	2	1	4	7	15	52	90	104	48	15	338	330	8
Rest Home/Residential Care	13	11	19	19	50	147	255	261	156	39	970	947	23
Rural	-	-	-	-	-	1	6	6	5	1	19	19	-
Self-Employed	-	-	1	-	-	4	7	7	1	-	20	20	-
Other	2	-	-	1	9	45	72	76	43	12	260	257	3
Unstated	14	6	10	11	16	40	53	56	26	7	239	229	10
All Employment Settings	33	20	42	48	154	499	871	855	487	147	3,156	3,058	98

³⁸ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Table 33 below shows the ethnic identification of Enrolled Nurses practising in different employment settings. The setting with the largest proportion of ENs who identified as Māori was Māori Health Service Provider (64%), followed by Pacific Health Service Provider (25%, though of a workforce that comprised only 4 ENs) and Rural (21%). Other than Pacific Health Service Provider, where 75% of the EN workforce identified with Pacific ethnicities, the only setting where more than 5% of the workforce identified as Pacific was Māori Health Service Provider, and three settings had no Pacific ENs: Government Agency, Rural and Self-Employed.

Table 33 Enrolled Nurses' ethnicity by employment setting³⁹

Employment Setting	NZ European/Pakeha		NZ Māori		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian		Other Pacific Peoples		Indian		SE Asian		Other Asian		African		Other		Not Stated		Total ENs		
DHB (acute)	536	76	62	12	5	4	4	2	3	1	1	14	2	1	3	17	-	-	-	-	-	-	-	-	-	-	-	641	
DHB (community)	204	22	28	4	1	1	-	-	-	-	-	1	-	-	1	3	-	-	-	-	-	-	-	-	-	-	-	228	
DHB (other)	320	44	31	7	-	-	3	-	-	1	2	1	1	-	2	4	-	-	-	-	-	-	-	-	-	-	-	369	
Educational Institution	22	2	4	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	1	1	-	-	-	-	25	
Government Agency	11	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	12	
Māori Health Service Provider	15	2	25	-	-	-	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	39	
Nursing Agency	60	12	9	1	1	-	-	-	1	-	-	4	-	-	-	3	-	-	-	-	-	2	3	-	-	-	-	69	
Pacific Health Service Provider	1	1	1	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	
Primary Health Care (PHO)/Community service	167	18	24	3	1	1	1	1	1	1	-	1	-	1	-	2	-	-	-	-	-	1	2	-	-	-	-	198	
Private Hospital	283	31	35	6	2	3	1	-	1	-	1	8	1	2	1	8	17	1	1	1	1	8	17	1	1	1	1	338	
Rest Home/ Residential Care	801	104	110	12	5	4	2	-	8	4	5	14	7	4	13	23	3	7	7	7	13	23	3	3	3	3	3	970	
Rural	18	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19
Self-Employed	16	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	20	
Other	238	33	20	4	-	3	-	-	-	-	-	3	-	-	-	5	-	-	-	-	-	2	5	-	-	1	-	260	
Unstated	170	22	31	5	2	-	-	-	4	-	2	10	3	-	4	8	-	3	1	1	4	4	8	-	7	-	-	239	
All Employment Settings	2,639	333	347	50	16	13	6	4	15	9	10	48	12	9	28	73	12	9	9	28	73	12	73	12	12	3,156			

³⁹ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Table 34 below describes the FTE load that Enrolled Nurses reported working in an average week in their employment setting. Due to issues with allocating time to multiple employment settings, these values are only for nurses who reported working in a single setting. The exception to this is the 'All Employment Settings' row, which is based on the total working time reported by ENs across all employment settings, and includes those who reported multiple work settings and those who did not state a setting. Those ENs who did not report a setting (N = 239) are only included in the 'All Employment Settings' row as noted.

Across all settings, Enrolled Nurses reported working an average of 30.8 hours (or 0.77 FTE), and a median of 32 hours (0.8 FTE).

Table 34 Enrolled Nurses' FTE hours worked in an 'average' week by employment setting⁴⁰

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 ENs	Mean FTE
DHB (acute)	1	-	4	3	33	16	102	25	151	40	173	-	1	1	-	1	-	1	552	0.79
DHB (community)	2	-	3	4	19	11	26	11	38	10	66	-	-	-	-	-	-	-	190	0.76
DHB (other)	3	-	6	2	16	13	62	22	88	25	105	-	-	1	-	-	-	-	343	0.78
Educational Institution	1	-	-	1	-	-	2	3	2	2	2	-	-	-	-	-	-	-	13	0.73
Government Agency	-	-	-	-	-	1	1	-	1	-	4	-	-	1	-	-	-	-	8	0.90
Māori Health Service Provider	-	-	-	-	1	-	2	-	5	1	18	-	-	1	-	-	-	-	28	0.92
Nursing Agency	1	-	2	1	6	4	3	4	4	3	13	-	-	1	-	-	1	-	43	0.74
Pacific Health Service Provider	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	- ⁴¹	-
Primary Health Care (PHO)/Community service	-	1	2	2	6	7	23	18	25	12	55	3	1	-	-	-	-	-	155	0.81
Private Hospital	1	1	5	1	19	13	49	17	49	16	75	2	2	1	-	-	-	-	251	0.77
Rest Home/Residential Care	8	2	20	13	30	59	66	92	193	103	248	6	7	5	-	4	2	858	0.80	
Rural	-	-	-	-	1	2	1	2	5	-	1	-	-	-	-	-	-	-	12	0.70
Self-Employed	3	-	-	-	-	1	-	-	-	-	1	-	-	1	-	-	1	1	8	0.57
Other	10	1	1	4	4	12	29	14	31	20	51	2	1	1	-	-	-	181	0.75	
All Employment Settings	75	6	49	34	141	139	397	222	655	263	889	21	27	29	7	6	10	186	3,156	0.77

⁴⁰ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

⁴¹ The four Enrolled Nurses working in a Pacific Health Service Provider reported working across two employment settings, and therefore have only been included in the entries for 'all ENs'. Three of these nurses did not state their workload, and one reported working 0.8 FTE.

Table 35 below describes the FTE load that Enrolled Nurses reported working in an average week in their practice area. Due to issues with allocating time to multiple practice areas, these values are only for nurses who reported working in a single area. The exception to this is the 'All Practice Areas' row, which is based on the total working time reported by ENs across all areas, and includes those who reported multiple practice areas and those who did not state an area. Those nurses who did not report an area (N = 283) are only included in the 'All Practice Areas' row as noted.

Table 35 Enrolled Nurses' FTE hours worked in an average week 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 ENs	Mean FTE
Addiction Services	-	-	-	-	1	-	-	-	-	2	2	-	-	-	-	-	-	-	5	0.87
Assessment & Rehabilitation	1	-	6	2	12	46	12	70	28	80	1	-	-	-	-	-	-	-	268	0.79
Child Health	-	-	-	-	3	3	5	2	15	7	11	-	-	-	-	-	-	-	46	0.79
Continuing Care	8	2	24	11	39	63	75	96	182	232	5	7	3	-	4	1	-	847	0.79	
District Nursing	1	-	-	4	8	8	21	9	15	1	34	-	-	-	-	-	-	-	101	0.75
Emergency & Trauma	1	-	-	-	1	-	-	1	3	2	3	-	-	-	-	-	-	-	12	0.74
Family Planning/Sexual Health	-	-	-	-	-	-	-	-	-	-	2	-	-	1	-	-	-	-	3	1.08
Intellectually Disabled	-	-	-	1	2	3	3	1	5	3	22	1	-	-	-	-	-	-	41	0.86
Intensive Care/Cardiac Care	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	2	0.80
Medical	2	-	1	-	6	4	31	2	55	7	47	-	-	-	-	-	-	1	156	0.78
Mental Health (community)	-	-	1	-	1	1	1	2	3	1	21	1	1	-	-	-	-	-	33	0.90
Mental Health (inpatients)	-	-	1	-	2	-	8	3	5	4	46	-	-	-	-	-	-	-	69	0.90
Mental Health (not further defined)	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	2	0.81
Nursing Administration & Management	-	-	-	-	-	1	2	-	5	1	13	-	-	2	-	-	-	-	24	0.93
Nursing Education	-	-	-	-	-	-	-	1	2	1	2	-	-	-	-	-	-	-	6	0.89
Nursing Research	-	-	-	-	-	-	3	1	-	-	1	-	-	-	-	-	-	-	5	0.73
Obstetrics/Maternity	-	-	-	1	10	5	11	1	22	7	10	-	-	-	-	-	-	-	67	0.72
Occupational Health	-	-	-	-	-	-	2	-	2	1	4	-	1	1	-	-	-	-	11	0.92
Palliative Care	-	-	3	2	6	4	25	4	20	4	7	-	-	1	-	-	-	-	76	0.68
Perioperative Care	-	1	2	-	9	9	20	12	29	9	60	-	-	-	-	-	-	-	151	0.80
Practice Nursing	-	-	1	1	1	1	5	6	8	5	15	-	-	-	-	-	-	-	43	0.82
Primary Health Care	-	-	-	2	1	1	7	4	9	2	15	1	-	-	-	-	-	-	42	0.81
Public Health	1	-	-	-	1	-	2	-	4	-	3	-	-	-	-	-	-	1	12	0.66
School Health	-	-	-	1	-	1	-	2	1	1	1	-	-	-	-	-	-	-	7	0.72
Surgical	-	-	3	-	15	2	48	9	51	11	57	-	1	-	-	-	-	-	197	0.77
Youth Health	-	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-	-	-	3	0.78
Other	6	1	3	6	7	8	18	19	43	14	61	1	-	3	-	1	2	-	193	0.79
All Practice Areas	75	6	49	34	141	139	397	222	655	263	889	21	27	29	7	6	10	186	3,156	0.77

5.3 Geographic Distribution of Enrolled Nurses

Table 36 below describes the age and gender distribution of Enrolled Nurses by the region in which they reported working. The largest of these was Canterbury, with 19% of all ENs working in that region, followed closely by Auckland (18%), although it should be noted that only a small proportion of the data collection occurred after the Christchurch earthquake of February 2011. Five regions had an Enrolled Nurse workforce where more than 80% of nurses were aged 50 or older: Bay of Plenty (87%), Waikato (85%), Nelson-Marlborough (84%), and Tairāwhiti and Hawkes Bay (both 82%).

Table 36 Enrolled Nurses' gender and age 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 ENs	Female	Male
Auckland	5	4	12	11	27	84	150	144	100	41	578	553	25
Bay of Plenty	1	1	3	2	4	15	57	66	31	18	198	195	3
Canterbury	7	5	8	12	33	115	180	153	80	17	610	596	14
Hawkes Bay	-	-	1	-	4	16	33	33	26	6	119	117	2
Nelson-Marlborough	1	-	-	-	4	12	33	32	19	4	105	101	4
Northland	3	-	1	7	7	27	30	33	30	8	146	143	3
Otago	-	-	2	2	20	39	68	67	46	10	254	243	11
Southland	4	3	3	-	4	25	36	47	15	5	142	142	-
Tairāwhiti	-	-	-	-	1	6	13	14	4	-	38	38	-
Taranaki/Manawatu/Whanganui	-	-	-	1	17	65	88	85	45	11	312	300	12
Waikato	-	1	-	2	6	29	83	73	43	11	248	244	4
Wellington	-	1	2	3	9	33	62	63	34	11	218	208	10
West Coast	-	-	-	1	5	13	18	28	9	5	79	73	6
Overseas	-	-	1	-	2	5	6	5	2	-	21	20	1
Unstated	12	5	9	7	11	15	14	12	3	-	88	85	3
All Regions	33	20	42	48	154	499	871	855	487	147	3,156	3,058	98

5.4 Practice Areas of Enrolled Nurses

Table 37, on the following page, shows the age and gender distribution of Enrolled Nurses in distinct practice areas. The largest single practice area was Continuing Care, with exactly one-third of ENs reporting that they worked in this area, followed by Assessment & Rehabilitation (11%). Seven practice areas had fewer than 10 enrolled nurses: Addiction Services, Family Planning/Sexual Health, Intensive Care/Cardiac Care, Mental Health (not further defined), Nursing Education, Nursing Research, and Youth Health. No Enrolled Nurses reported working in the Nursing Professional Advice/Policy Development area. Not including these very small practice areas, there were only three practice areas where less than 70% of the EN workforce was aged 50 or older: School Health (60%), Emergency and Trauma (62%) and Public Health (69%). The area with the largest number of male nurses was Continuing Care (N = 26), but the area with the largest percentage of men was inpatients Mental Health (21%).

Table 37 Enrolled Nurses' gender and age by practice area⁴³

Employment Setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-<	Total ENS	Female	Male
Addiction Services	-	-	-	1	1	-	2	2	2	-	8	8	-
Assessment & Rehabilitation	2	1	2	4	27	61	108	85	47	16	353	339	14
Child Health	-	-	-	-	1	11	18	12	7	3	52	51	1
Continuing Care	11	10	16	16	52	161	285	288	169	44	1,052	1,026	26
District Nursing	-	-	1	2	5	21	49	35	13	2	128	127	1
Emergency & Trauma	-	-	-	-	-	11	5	7	5	1	29	27	2
Family Planning/Sexual Health	-	-	-	-	-	1	-	3	-	-	4	4	-
Intellectually Disabled	-	-	1	-	2	9	19	17	7	2	57	51	6
Intensive Care/Cardiac Care	-	-	-	-	1	-	1	1	-	-	3	3	-
Medical	2	-	4	6	12	25	72	66	57	17	261	255	6
Mental Health (community)	-	-	1	-	2	4	9	19	9	2	46	42	4
Mental Health (inpatients)	-	-	-	-	5	15	24	29	7	10	90	71	19
Mental Health (not further defined)	-	-	-	-	-	1	1	2	-	1	5	5	-
Nursing Administration & Management	-	-	-	2	3	10	17	14	3	1	50	49	1
Nursing Education	-	-	1	-	-	1	1	3	2	1	9	9	-
Nursing Research	-	-	-	-	-	2	3	2	-	-	7	7	-
Obstetrics/Maternity	-	-	-	-	5	13	29	28	22	3	100	100	-
Occupational Health	1	-	-	-	1	1	5	4	2	-	14	14	-
Palliative Care	-	2	3	3	7	36	42	57	30	6	186	184	2
Peroperative Care	2	1	1	4	7	28	60	54	29	6	192	187	5
Practice Nursing	-	-	-	-	5	11	12	19	12	2	61	61	-
Primary Health Care	-	-	1	1	-	12	21	20	8	4	67	67	-
Public Health	-	-	-	-	2	3	3	5	2	1	16	16	-
School Health	-	-	-	-	-	4	4	1	1	-	10	10	-
Surgical	1	1	3	2	13	35	71	71	42	18	257	251	6
Youth Health	-	-	-	-	-	1	1	-	1	1	4	4	-
Other	1	2	5	2	16	50	76	67	39	5	263	257	6
Unstated	14	6	11	12	16	50	67	64	31	12	283	272	11
All Practice Areas	33	20	42	48	154	499	871	855	487	147	3,156	3,058	98

⁴³ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Table 38, below, shows the number of Enrolled Nurses in distinct practice settings who identified with particular ethnic groups. Setting aside practice areas with 10 or fewer ENs, the areas with the largest percentage of Enrolled Nurses who identified as Māori were Public Health (38%), Occupational Health (29%), and community Mental Health (26%). Of those areas which had 100 or more Enrolled Nurses, this percentage was highest in the Continuing Care and Surgical areas (both 12%). Excluding very small practice areas, the areas with the largest percentage of ENs who identified as being of Pacific ethnicity were Occupational Health and community Mental Health (both 7%) and Obstetrics/Maternity (6%). Three practice areas had no ENs who identified as Māori (Family Planning/Sexual Health, Intensive Care/Cardiac Care and Nursing Research), and seven practice areas had no ENs of Pacific ethnicity (the previous three plus Emergency & Trauma, Nursing Administration & Management, Public Health and School Health).

Table 38 Enrolled Nurses' ethnicity by practice area⁴⁴

Practice Area	NZ European/ Pakeha		Other		NZ Māori		NZ Samoan		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian		Other Pacific Peoples		Indian SE Asian		Other Asian		African		Other		Not Stated		Total ENs	
	6	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Addiction Services	6	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	8
Assessment & Rehabilitation	300	37	29	6	1	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	353
Child Health	43	9	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	52
Continuing Care	878	109	126	13	5	3	3	3	7	6	5	13	6	14	23	2	1,052	2	128	29	4	1	1	1	1	1	1	1	29	
District Nursing	119	11	13	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	128
Emergency & Trauma	27	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29
Family Planning/ Sexual Health	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
Intellectually Disabled	49	6	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	57
Intensive Care/ Cardiac Care	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Medical	217	23	26	4	2	5	-	-	2	-	-	6	1	10	1	261	-	-	-	-	-	-	-	-	-	-	-	-	-	261
Mental Health (community)	34	5	12	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	46
Mental Health (inpatients)	75	13	10	2	-	-	-	-	1	-	-	2	1	5	1	90	-	-	-	-	-	-	-	-	-	-	-	-	-	90
Mental Health (not further defined)	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5
Nursing Administration & Management	42	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	50
Nursing Education	6	2	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9
Nursing Research	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7
Obstetrics/Maternity	89	11	11	4	-	-	-	-	1	-	-	1	1	1	1	100	-	-	-	-	-	-	-	-	-	-	-	-	-	100
Occupational Health	12	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14
Palliative Care	162	22	19	3	1	2	-	-	2	-	-	5	1	6	6	186	-	-	-	-	-	-	-	-	-	-	-	-	-	186
Perioperative Care	163	35	15	3	1	-	1	-	-	-	-	1	3	5	192	-	-	-	-	-	-	-	-	-	-	-	-	-	-	192
Practice Nursing	52	9	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	61
Primary Health Care	49	5	15	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	67
Public Health	14	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16
School Health	8	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10
Surgical	215	20	31	6	3	1	-	1	1	-	-	6	1	3	8	257	-	-	-	-	-	-	-	-	-	-	-	-	-	257
Youth Health	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
Other	229	30	26	4	1	-	-	2	-	-	-	4	1	8	2	263	-	-	-	-	-	-	-	-	-	-	-	-	-	263
Unstated	204	35	35	5	3	-	-	4	-	-	-	11	3	4	10	283	-	-	-	-	-	-	-	-	-	-	-	-	-	283
All Practice Areas	2,639	333	347	50	16	13	6	4	15	9	10	48	12	28	73	3,156	12	73	12	9	12	9	28	9	28	73	12	12	3,156	

⁴⁴ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Table 39 Enrolled Nurses' country or region of registration qualification and possession of post-registration qualifications by practice area⁴⁵

Practice Area	NZ		Other Pacific		SE Asia		India		Other Asia		South Africa		Other Africa		United Kingdom		Other European		United States		Other North America		South America		Not Stated		Total ENs		Post-Reg Qualifications	
Addiction Services	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	4	4	
Assessment & Rehabilitation	332	6	2	-	1	-	3	-	-	-	5	-	-	-	-	-	-	-	-	-	-	1	1	-	-	353	31	31		
Child Health	48	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	52	3	3		
Continuing Care	963	28	4	-	-	-	19	-	-	-	19	6	-	-	-	-	-	-	3	-	-	1	-	4	-	1,052	117	117		
District Nursing	125	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	1	-	-	-	128	8	8		
Emergency & Trauma	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29	2	2			
Family Planning/Sexual Health	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	2			
Intellectually Disabled	54	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	57	10	10		
Intensive Care/Cardiac Care	2	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	-		
Medical	240	6	4	-	-	-	4	-	-	-	2	1	-	-	-	-	-	-	-	-	-	2	1	1	-	261	17	17		
Mental Health (community)	44	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	46	13	13		
Mental Health (inpatients)	83	2	-	-	-	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	90	14	14		
Mental Health (not further defined)	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	1	1			
Nursing Administration & Management	49	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	50	8	8		
Nursing Education	7	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	4	4		
Nursing Research	6	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	1	1		
Obstetrics/Maternity	97	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	100	7	7		
Occupational Health	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	3	3		
Palliative Care	164	7	2	-	-	-	8	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	1	-	186	16	16		
Perioperative Care	169	3	1	-	-	-	5	-	-	-	12	1	-	-	-	-	-	-	-	-	-	1	-	-	-	192	18	18		
Practice Nursing	57	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	61	8	8		
Primary Health Care	66	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	67	8	8		
Public Health	15	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	3	3		
School Health	8	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	1	1		
Surgical	240	4	1	-	-	-	5	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	4	-	257	19	19		
Youth Health	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	1		
Other	240	7	-	-	-	-	7	-	-	-	5	1	-	-	-	-	-	-	-	-	-	-	-	3	-	263	35	35		
Unstated	261	7	-	-	-	-	5	-	-	-	4	-	-	-	-	-	-	-	1	-	-	-	-	5	-	283	32	32		
All Practice Areas	2,929	66	12	1	1	1	48	6	10	57	10	5	5	1	14	3,156	326	326												

⁴⁵ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

5.5 Qualifications of Enrolled Nurses

Table 39, on the preceding page, shows the country in which Enrolled Nurses obtained the first qualification that gained them entry to the New Zealand Register of Nurses, divided up according to practice areas. It also shows the number of ENs in each practice area who possessed at least one post-registration qualification. Overall, 7% of the Enrolled Nurse workforce received their registration qualification from somewhere other than New Zealand, with most of these being trained in Australia (29%), the United Kingdom (25%) or South Africa (21%). Aside from practice areas with 10 or fewer ENs, the practice areas with the highest presence of internationally-registered Enrolled Nurses were Perioperative Care (12%) and Palliative Care (11%), and those with the lowest were Occupational Health (no internationally-registered ENs), Primary Health Care (1%), and Nursing Administration & Management and District Nursing (both 2%). Overall, 10% of the Enrolled Nurse workforce reported having post-registration qualifications, with – excluding very small areas – the percentage being greatest in community Mental Health (21%), Occupational Health (28%), Public Health (19%) and nursing for people with intellectual disabilities (18%).

Appendix 1

Internationally-Registered Nurses

This appendix contains some basic demographic data regarding ‘internationally-registered’ nurses – those who received their initial registration qualification somewhere other than New Zealand. Additional information on internationally-registered nurses can be found in individual chapters within this report.

There were 11,490 internationally-registered nurses at 31 March 2011: 16 Nurse Practitioners, 11,261 Registered Nurses and 213 Enrolled Nurses. This represents 24% of the overall nursing workforce, 18% of Nurse Practitioners, 25% of Registered Nurses and 7% of Enrolled Nurses.

The internationally-registered nursing workforce is noticeably younger than the workforce as a whole, with 29% being aged 50 or older, and 41% being aged under 40. For the workforce as a whole, these percentages are 41% and 31% respectively. There is also a greater proportion of male nurses amongst the internationally-registered workforce: 14% compared with 7% in the workforce as a whole.

The three largest ethnic groups with which internationally-registered nurses identified were ‘Other European’ (47%), SE Asian (17%), and Indian (15%). Interestingly, 15% of internationally-registered nurses identified with the New Zealand European/Pakeha ethnic group. Fourteen per cent (N = 1,619) of internationally-registered nurses identified with two ethnic groups, and 2% (N = 244) identified with three ethnic groups.

Table 40 Age and gender of internationally-registered nurses

Gender	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	All Ages
Female	160	1,191	1,018	1,529	1,544	1,501	1,322	842	470	273	9,850
Male	54	323	170	268	231	226	179	113	55	21	1,640
All Nurses	214	1,514	1,188	1,797	1,775	1,727	1,501	955	525	294	11,490

Figure 5 Comparative age distribution of internationally-registered and New Zealand-trained nurses

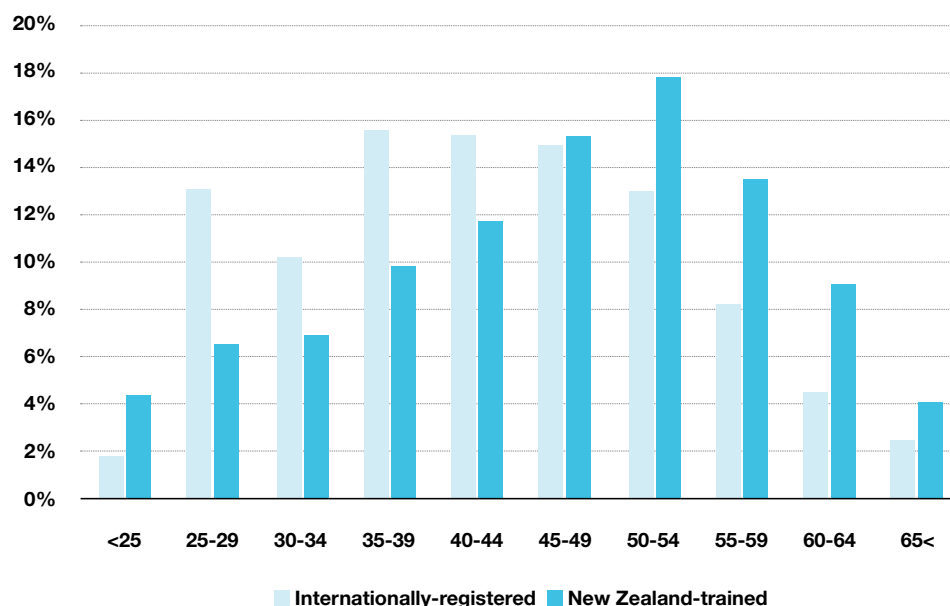


Table 41 Ethnicity of internationally-registered nurses by country of registration qualification⁴⁶

Country of Qualification	NZ		Cook Island		NiueanTokelauan		Tongan		Other Pacific Peoples		Indian	Other Asian	African	Other	Not Stated	All Ethnicities
	European/Pakeha	Other	Māori	NZ Māori	Samoa	Māori	Fijian	SE Asian	Chinese							
Australia	338	482	44	8	3	2	2	12	5	13	16	7	2	34	28	825
China	1	-	1	-	-	-	-	-	-	2	127	3	-	3	-	130
India	3	10	-	-	-	-	2	1,229	1	7	8	6	4	7	15	1,265
Middle East	3	5	-	-	-	-	-	-	-	-	-	3	1	19	-	29
Other Africa	10	32	2	-	-	1	-	6	-	-	2	2	306	68	-	371
Other Asia	-	-	-	-	-	-	-	3	-	12	1	3	-	56	-	122
Other Europe	112	514	2	-	-	-	-	1	-	-	-	3	-	60	2	563
Other North America	37	79	1	-	-	-	1	2	-	-	2	-	-	97	-	163
Other Pacific	8	12	3	68	4	92	6	350	60	-	4	1	-	24	2	628
SE Asia	4	5	-	1	1	-	-	10	1	1,875	62	118	-	33	22	1,879
South Africa	175	426	8	1	-	-	1	83	-	1	1	3	140	278	6	775
South America	2	2	-	-	-	-	-	-	-	-	-	-	-	9	-	10
United Kingdom	1,002	3,783	10	3	1	1	-	35	3	31	52	20	42	208	14	4,529
United States	33	101	1	-	-	-	-	4	1	6	-	1	1	90	3	201
All Countries	1,728	5,451	72	81	9	96	10	6	280	1,947	275	262	496	986	92	11,490

⁴⁶ This table includes items where respondents were allowed to give more than one answer. Please see 'Interpreting Multiple Responses' on p10 of this report.

Appendix 2

Geographic Codes

Region	Code	Description
Northland	01	Far North
	02	Whangarei
	03	Kaipara
Auckland	04	Rodney
	05	North Shore
	06	Waitakere
	07	Auckland
	08	Manukau
	09	Papakura
	10	Franklin
	Waikato	11
12		Hauraki
13		Waikato
15		Matamata/Piako
16		Hamilton
17		Waipa
18		Otorohanga
19		South Waikato
20		Waitomo
21		Taupo
Bay of Plenty	22	Western Bay of Plenty
	23	Tauranga
	24	Rotorua
	25	Whakatane
	26	Kawerau
	27	Opotiki
Tairāwhiti	28	Gisborne
Hawkes Bay	29	Wairoa
	30	Hastings
	31	Napier
	32	Central Hawkes Bay
	67	Chatham Islands
Taranaki/Manawatu/ Whanganui	33	New Plymouth
	34	Stratford
	35	South Taranaki
	36	Ruapehu
	37	Whanganui
	38	Rangitikei
	39	Manawatu
	40	Palmerston North
	41	Tararua
	42	Horowhenua

Region	Code	Description	
Wellington	43	Kapiti Coast	
	44	Porirua	
	45	Upper Hutt	
	46	Lower Hutt	
	47	Wellington	
	48	Masterton	
	49	Carterton	
	50	South Wairarapa	
	Nelson/ Marlborough	51	Tasman
		52	Nelson
53		Marlborough	
West Coast	55	Buller	
	56	Grey	
	57	Westland	
Canterbury	54	Kaikoura	
	58	Hurunui	
	59	Waimakariri	
	60	Christchurch	
	62	Selwyn	
	63	Ashburton	
	64	Timaru	
	65	Mackenzie	
66	Waimate		
Otago	68	Waitaki	
	69	Central Otago	
	70	Queenstown/Lakes	
	71	Dunedin	
	72	Clutha	
Southland	73	Southland	
	74	Gore	
	75	Invercargill	
Overseas	91	Africa & Middle East	
	92	Asia	
	93	Australia	
	94	Central & South America	
	95	Europe (other than UK)	
	96	Pacific	
	97	United Kingdom	
	98	United States of America	
	99	Overseas – other areas	

Appendix 3

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 4

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 (not included in this analysis)

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 5

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 Pacific	371	Other Pacific Peoples
South-East Asian	410	South-East Asian
	411	Filipino
Chinese	421	Chinese
Indian	431	Indian
Other Asian	444	Other Asian
African	531	African
Other (please specify)	611	Other (please specify)

Appendix 6

Enrolled Nurse/Nurse Assistant scope of practice (2003 – 1 July 2010)

Enrolled Nurse

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.

Nurse Assistant

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, safeguard dignity and promote independence and health and safety. Nurse Assistants do 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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