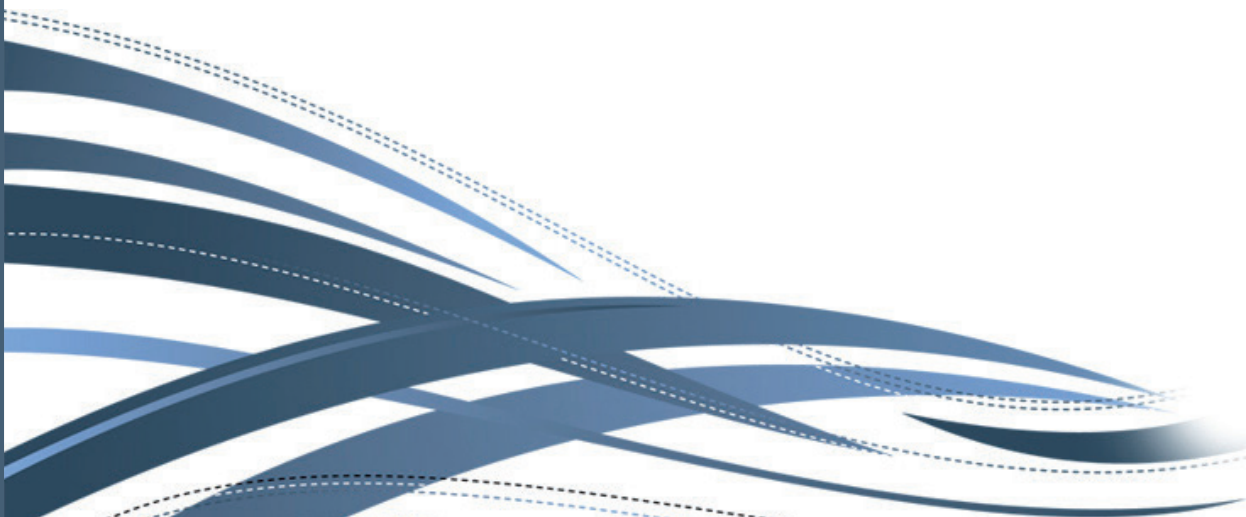




Te Kaunihera Tapuhi o Aotearoa  
Nursing Council of New Zealand

# The New Zealand Nursing Workforce

A profile of Nurse Practitioners,  
Registered Nurses and Enrolled Nurses  
2012 – 2013



## **COPYRIGHT**

The Nursing Council of New Zealand permits the reproduction of material from this publication without prior notification, providing all the following conditions are met: the information may not be used for commercial gain, must not be distorted or changed, and the Council must be acknowledged as the source. Requests for copies of this report and enquiries concerning reproduction should be directed to:

**The Nursing Council of New Zealand**  
**PO Box 9644**  
**Marion Square**  
**Wellington 6141**

Published 2014  
ISBN: 978-0-908662-48-7

## **DISCLAIMER**

The purpose of this publication is to facilitate informed discussion and assist in future policy development. The opinions expressed in the publication do not necessarily reflect the official view of the Nursing Council of New Zealand. The Council gives no indemnity as to the correctness of the information or data supplied. The Council shall not be liable for any loss or damage arising directly or indirectly from the supply of this publication. All care has been taken in the preparation of this report. The data presented in the report was deemed to be accurate at the time of publication.

# Foreword

The Nursing Council of New Zealand is pleased to present this latest report profiling New Zealand's nursing workforce.

High quality decision-making relies on access to high quality information, and the Council is committed to ensuring that policymakers, planners, researchers, and the public have access to robust data about nurses in New Zealand. This is the Council's fifth profile of the nursing workforce, following on from those published in 2000, 2002, 2010, and 2012, and we intend to continue publishing these reports every two years. We have also begun using the workforce data to explore particular issues such as in the *"The 2005/2006 Nursing Cohort Report : A longitudinal study of New Zealand and internationally qualified registered nurses"* published in 2013 which traces postregistration experiences of nurses who joined the Register in 2005/2006, and the recently completed *"The Future Nursing Workforce: Supply projections 2010-2035"*.

The Council's profiles are intended to be of practical use, and we regularly seek feedback on specific areas of interest to explore in these reports. This year we have included appendices that focus on three groups within the workforce: Māori nurses, Pasifika nurses, and Internationally Qualified Nurses.

This year we have also addressed consistency of definitions. In New Zealand the nursing profession encompasses many roles; as well as those working on wards, in clinics, and within communities, those who work in areas such as nursing education, research, policy, and management. This underpins how the Council reports on the workforce statistics,

including in future Annual Reports. Other jurisdictions, however, define 'practising' in a more specific way to mean those who work directly to deliver care to the public. This report clarifies what practising means in a New Zealand context, and how it relates to OECD definitions of practising and professionally active nurses. This should help readers to more easily make international comparisons and place the profession in a global context.

These profiles are based on the information that nurses provide each year when they apply for their Annual Practising Certificate. On behalf of the Council, I would like to thank our nurses for taking the time to complete the data questionnaire that makes these reports possible.



**Carolyn Reed**  
CHIEF EXECUTIVE/REGISTRAR

## Acknowledgments

The Nursing Council of New Zealand would like to thank Professor Annette Huntington for the preparation of this Report.

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



4,95

14%

15%

450

400

350

300

250

420

340

# Contents

<b>Foreword</b>		
<b>Table of Contents</b>		
<b>List of Tables and Figures</b>		
<b>Executive Summary</b>		
<b>1. Introduction</b>		
Scopes of Nursing Practice		
Registered Nurse		
Nurse Practitioner		
Enrolled Nurse		
Defining the Population		
Methodology and Data Collection		
Data collection instrument		
Response rate		
Interpreting Multiple Responses		
<b>2. The New Zealand Nursing Workforce</b>	<b>13</b>	
2.1 Part-Time Status	14	
2.2 Age and Gender of the Nursing Workforce	16	
2.3 Ethnicity of the Nursing Workforce	20	
<b>3. The New Zealand Nurse Practitioner Workforce</b>	<b>24</b>	
3.1 Age, Gender, and Ethnicity of Nurse Practitioners	24	
3.2 Qualifications of Nurse Practitioners	25	
3.3 Employment Settings and FTE Loads of Nurse Practitioners	26	
3.4 Geographic Distribution of Nurse Practitioners	27	
<b>4. The New Zealand Registered Nurse Workforce</b>	<b>29</b>	
4.1 Age, Gender, Ethnicity, and Geographic Distribution of Registered Nurses	29	
4.2 Employment Settings and FTE Loads of Registered Nurses	32	
4.3 Practice Areas of Registered Nurses	36	
4.4 Qualifications of Registered Nurses	39	
<b>5. The New Zealand Enrolled Nurse Workforce</b>	<b>42</b>	
5.1 Age, Gender, Ethnicity and Geographic Distribution of Enrolled Nurses	42	
5.2 Employment Settings and FTE Loads of Enrolled Nurses	46	
5.3 Practice Areas of Enrolled Nurses	50	
5.4 Qualifications of Enrolled Nurses	53	
<b>Appendix 1: The Māori Nursing Workforce</b>	<b>55</b>	
<b>Appendix 2: The Pacific Nursing Workforce</b>	<b>60</b>	
<b>Appendix 3: Internationally Qualified Nurses</b>	<b>65</b>	
<b>Appendix 4: Geographic Codes</b>	<b>67</b>	
<b>Appendix 5: Employment Codes</b>	<b>68</b>	
<b>Appendix 6: Nursing Practice Codes</b>	<b>69</b>	
<b>Appendix 7: Grouped Ethnicities and Ethnicity Codes</b>	<b>70</b>	
<b>Appendix 8: Allocation of IQN Qualification Countries to Qualification Regions</b>	<b>71</b>	

# List of Tables and Figures

## List of Tables

<b>TABLE 1</b>	Example of multiple response data	<b>12</b>
<b>TABLE 2</b>	Direct Care nurse to population ratios	<b>13</b>
<b>TABLE 3</b>	Reasons for part-time work status	<b>15</b>
<b>TABLE 4</b>	Gender and age distribution of the total nursing workforce	<b>16</b>
<b>TABLE 5</b>	Gender and age distribution of the total nursing workforce by practice area	<b>17</b>
<b>TABLE 6</b>	Gender and age distribution of the total nursing workforce by employment setting	<b>18</b>
<b>TABLE 7</b>	Age and gender distribution of the total nursing workforce by geographic region	<b>19</b>
<b>TABLE 8</b>	Practice area of the total nursing workforce by ethnicity	<b>20</b>
<b>TABLE 9</b>	Employment settings of the total nursing workforce by ethnicity	<b>22</b>
<b>TABLE 10</b>	Geographic distribution of the total nursing workforce by ethnicity	<b>23</b>
<b>TABLE 11</b>	Age and gender distribution of the Nurse Practitioner workforce	<b>24</b>
<b>TABLE 12</b>	Practice areas of the Nurse Practitioner workforce by ethnicity	<b>25</b>
<b>TABLE 13</b>	Registration qualification types of the Nurse Practitioner workforce by year gained	<b>25</b>
<b>TABLE 14</b>	Countries of registration qualification of the Nurse Practitioner workforce by ethnicity	<b>26</b>
<b>TABLE 15</b>	Employment settings of the Nurse Practitioner workforce by ethnicity	<b>26</b>
<b>TABLE 16</b>	Nurse Practitioners' FTE worked in an 'average' week	<b>26</b>
<b>TABLE 17</b>	Geographic distribution of the Nurse Practitioner workforce by employment settings	<b>27</b>
<b>TABLE 18</b>	Practice areas of the Nurse Practitioner workforce by region of employment	<b>28</b>
<b>TABLE 19</b>	Age and gender distribution of the Registered Nurse workforce	<b>29</b>
<b>TABLE 20</b>	Ethnicity of the Registered Nurse workforce by age	<b>30</b>
<b>TABLE 21</b>	Geographic distribution of the Registered Nurse workforce by age and gender	<b>31</b>
<b>TABLE 22</b>	Employment settings of the Registered Nurse workforce by age and gender	<b>32</b>
<b>TABLE 23</b>	Employment settings of the Registered Nurse workforce by ethnicity	<b>33</b>
<b>TABLE 24</b>	Registered Nurses' FTE-equivalent worked in an 'average' week by employment setting	<b>34</b>
<b>TABLE 25</b>	Registered Nurses' FTE-equivalent worked in an 'average' week by practice area	<b>35</b>
<b>TABLE 26</b>	Practice areas of the Registered Nurse workforce by age and gender	<b>36</b>
<b>TABLE 27</b>	Practice areas of the Registered Nurse workforce by ethnicity	<b>38</b>
<b>TABLE 28</b>	Registration qualification types and countries of the Registered Nurse workforce by year gained	<b>39</b>
<b>TABLE 29</b>	Practice areas of the Registered Nurse workforce by country or region of qualification and possession of post-registration qualifications	<b>40</b>

<b>TABLE 30</b>	Age and gender distribution of the Enrolled Nurse workforce	<b>42</b>
<b>TABLE 31</b>	Ethnicity of the Enrolled Nurse workforce by age	<b>44</b>
<b>TABLE 32</b>	Geographic distribution of the Enrolled Nurse workforce by age and gender	<b>45</b>
<b>TABLE 33</b>	Employment settings of the Enrolled Nurse workforce by age and gender	<b>46</b>
<b>TABLE 34</b>	Employment settings of the Enrolled Nurse workforce by ethnicity	<b>47</b>
<b>TABLE 35</b>	Enrolled Nurses' FTE-equivalent worked in an 'average' week by employment setting	<b>48</b>
<b>TABLE 36</b>	Enrolled Nurses' FTE hours worked in an 'average' week by practice area	<b>49</b>
<b>TABLE 37</b>	Practice areas of the Enrolled Nurse workforce by age and gender	<b>50</b>
<b>TABLE 38</b>	Practice areas of the Enrolled Nurse workforce by ethnicity	<b>52</b>
<b>TABLE 39</b>	Practice areas of the Enrolled Nurse workforce by country or region of qualification and possession of post-registration qualifications	<b>54</b>
<b>TABLE 40</b>	Multiple ethnic identities of Māori nurses	<b>55</b>
<b>TABLE 41</b>	Geographic distribution of the Māori nursing workforce	<b>56</b>
<b>TABLE 42</b>	Practice areas of the Māori nursing workforce	<b>57</b>
<b>TABLE 43</b>	Practice areas of the Māori nursing workforce by region	<b>58</b>
<b>TABLE 44</b>	Employment settings of the Māori nursing workforce	<b>59</b>
<b>TABLE 45</b>	Multiple ethnic identities of Pacific nurses	<b>60</b>
<b>TABLE 46</b>	Geographic distribution of the Pacific nursing workforce	<b>61</b>
<b>TABLE 47</b>	Practice areas of the Pacific nursing workforce	<b>62</b>
<b>TABLE 48</b>	Practice areas of the Pacific nursing workforce by region	<b>63</b>
<b>TABLE 49</b>	Employment settings of the Pacific nursing workforce	<b>64</b>
<b>TABLE 50</b>	Age and gender of Internationally Qualified Nurses	<b>65</b>
<b>TABLE 51</b>	Country of qualification of Internationally-Qualified Nurses by ethnicity	<b>66</b>

## List of Figures

<b>FIGURE 1</b>	Age distribution of male and female nurses	<b>16</b>
<b>FIGURE 2</b>	Age distribution of male and female Registered Nurses	<b>30</b>
<b>FIGURE 3</b>	Age distribution of male and female Enrolled Nurses	<b>43</b>
<b>FIGURE 4</b>	Age distribution of Enrolled and Registered Nurses	<b>43</b>
<b>FIGURE 5</b>	Comparative age distribution of Internationally-Qualified Nurses and New Zealand-Qualified Nurses	<b>65</b>

# 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, 2010 and 2011, and is now publishing a workforce report every two years.

This Report is based on data for nurses renewing their Annual Practising Certificates (APCs) in the period 1 April 2012 – 31 March 2013. It reports data for all three current scopes of nursing practice: Nurse Practitioner, Registered Nurse and Enrolled Nurse. Also included in this Report are three appendices profiling specific groups: Māori nurses, Pacific nurses, and Internationally-Qualified Nurses.

---

## **Total nursing workforce**

At 31 March 2013 there were 47,751 practising nurses in New Zealand, or 1015 practising nurses per 100,000 New Zealanders, compared with 47,455 at 31 March 2011. Of these, 45,313 were directly involved in providing service to the public. The vast majority of the workforce was female, with only 8% of nurses being male, and the workforce was ageing, with 46% aged 50 years or older. The ethnic group with which the largest number of nurses identified was *New Zealand European/Pakeha* (67%); 7% identified as *New Zealand Māori* and 3% with Pacific ethnicities.

The largest single practice area in which nurses reported working was *Surgical*, at 12% of the practising workforce, followed by *Continuing Care* (11%) and *Medical* (10%); *School Health* and *Youth Health* were the smallest distinct areas of practice. The majority of nurses reported worked in a *District*

*Health Board* setting (including *Acute*, *Community* and *Other DHB* settings). The largest geographic concentration of nurses was in *Auckland* (28% of the workforce), while the smallest was in the *West Coast* (just under 1%).

## **Nurse Practitioners**

There were 107 practising Nurse Practitioners (NPs) on the register at 31 March 2013. This group consisted of 100 women and seven men, and 70% were aged 50 years or older. Eleven NPs identified as Māori and two with Pacific ethnicities, and 73% gained their first qualification in New Zealand.

Most Nurse Practitioners worked in District Health Board-based settings (36% in *Acute*, 27% in *Community* and 10% in *Other*), and 35% worked in *Primary Health Care/Community Service* settings, but over a third reported working in more than one employment setting. The most frequently reported

practice area was *Primary Health Care*, but 34% either did not report a practice area or simply stated 'Nurse Practitioner'.

### **Registered Nurses**

There were 44,782 practising Registered Nurses (RNs) on the register at 31 March 2013. Ninety-four per cent of this workforce was female, and 44% were aged 50 years or older. Seven per cent identified as Māori and 3% with Pacific ethnicities, while 16% identified as *Other European* and 6% each as *Indian* and *Filipino*.

The largest concentration of RNs was in District Health Board-based employment settings and in *Surgical* areas of practice. The employment setting with the highest proportion of Registered Nurses who identified as Māori was *Māori Health Service Provider*, followed by *DHB (Community)* and *Rural*. The practice area with the highest percentage of Māori RNs was *Mental Health (Community)*. Forty-four per cent of New Zealand-qualified Registered Nurses identified a Bachelor of Nursing as the qualification that gained them entry to the Nursing Register, while 25% had received their initial training overseas. Forty-four per cent of all practising Registered Nurses possessed an additional qualification beyond their registration qualification.

### **Enrolled Nurses**

There were 2862 practising Enrolled Nurses (ENs) on the register at 31 March 2013. This workforce had the highest proportion of women of any individual scope, with only 3% of ENs being male. These nurses were also significantly older than those in other scopes, with 82% aged 50 years or older.

Ten per cent of the EN workforce identified as Māori, and 3% with at least one Pacific ethnicity. Ten per cent identified themselves as being of an *Other European* ethnicity.

Although DHB settings taken collectively accounted for the largest group of Enrolled Nurses, the single setting with the largest concentration of ENs was *Rest Home/Residential Care* (30% of all ENs worked in this setting). In line with this, the most commonly reported practice area for ENs was *Continuing Care*. The employment setting with the highest proportion of Enrolled Nurses who identified as Māori was *Health Service Provider*, followed by *Educational Institution* and *Self Employed* – although these were numerically quite small workforces. The practice areas with the highest percentage of Māori ENs in their workforce were *Public Health* and *Emergency & Trauma* – although again these had small overall EN workforces. Ninety-three per cent of ENs had gained their registration qualification in New Zealand, and 12% had some form of post-registration qualification.

# 01

## 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, 2010 and 2011,<sup>1</sup> and is now publishing 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 the specific areas of data collection: demographics, current employment and employment history.

This Report largely follows the same format and presents the same analysis as the 2011 workforce report, but has undergone some minor revisions following feedback from users of that document. The most notable of these is excluding nurses who meet the criteria to practise in New Zealand but who work primarily overseas (see *Defining the Population* later in this chapter). The Council has also slightly changed its practice area codes since the 2011 Report, removing code 49: *Mental Health (not further defined)* and adding code 70: *Oncology*.

In addition, two new appendices have been added to complement the appendix on Internationally-Qualified Nurses introduced in the 2011 Report. The first of these brings together data relating to those members of the nursing workforce who identify as Māori, while the second collectively analyses data on nurses who identify as belonging to one or more Pacific ethnic groups.

### Scopes of Nursing Practice

The *Health Practitioners Competence Assurance Act 2003* (the HPCA Act; the Act)<sup>2</sup> provides the framework for 16 regulatory authorities 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.

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.<sup>3</sup> In 2004 the Council amalgamated the six relevant registers and roll into four defined

<sup>1</sup> These are available at <http://nursingcouncil.org.nz/Publications/Reports>

<sup>2</sup> Health Practitioners Competence Assurance Act 2003 <http://www.legislation.govt.nz/act/public/2003/0048/latest/DLM203312.html>

<sup>3</sup> Nurses Act 1977 <http://legislation.knowledge-basket.co.nz/gpacts/public/text/1977/se/053se16.html>

scopes: Nurse Practitioner, Registered Nurse (which subsumed all previous forms of registration), Enrolled Nurse and Nurse Assistant.<sup>4</sup> 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.<sup>5</sup>

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

### **Registered Nurse**

Registered nurses use nursing knowledge and judgement to:

- + assess health needs
- + provide care
- + 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, healthcare assistants and others. They provide comprehensive assessments to develop, implement and evaluate an integrated plan of health care, and provide interventions that require substantial scientific and professional knowledge, skills and clinical decision making. They do this 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.

Registered Nurses are accountable for ensuring all the health services they provide are consistent with their education and assessed competence, meet legislative requirements and are supported by appropriate standards.

### **Nurse Practitioner**

Nurse Practitioners are expert nurses who work within a specific area of practice that requires 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. Nurse Practitioners provide a wide range of assessment and treatment interventions, including:

- + differential diagnoses
- + ordering, conducting and interpreting diagnostic and laboratory tests
- + 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. They can be authorised to prescribe under the Medicines (Designated Prescriber: Nurse Practitioners) Regulations 2005 and the Misuse of Drugs Amendment Regulations 2005.

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**

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. They 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.

Enrolled Nurses contribute to nursing assessments, care planning, and implementation and evaluation of care for health consumers and/or families/whānau. The Registered Nurse maintains overall responsibility for the plan of care.

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, or work under the direction

<sup>4</sup> *The New Zealand Gazette* Wednesday 15 December 2004, Issue No 120. [http://www.gazette.govt.nz/diawebsite.nsf/wpg\\_URL/Services-New-Zealand-Gazette-2004-Gazettes?OpenDocument#September](http://www.gazette.govt.nz/diawebsite.nsf/wpg_URL/Services-New-Zealand-Gazette-2004-Gazettes?OpenDocument#September)

<sup>5</sup> <http://www.nursingcouncil.org.nz/index.cfm/1,43,html/Enrolled-Nurse>

and delegation of a registered health practitioner.\* In these situations, the Enrolled Nurse must be supervised by a Registered Nurse 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.

\*A health practitioner is a person who is registered under the Health Practitioners Competence Assurance Act 2003 – for example, a midwife, medical practitioner, or occupational therapist.

## Defining the Population

This report provides data on the New Zealand nursing workforce. The HPCA Act requires the Nursing Council to establish processes to ensure competency and safety to practise as a nurse. To achieve this nurses are required to sign a statutory declaration at the time of annual renewal of their Annual Practising Certificate (APC) confirming that they are:

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

Under the Act nurses may hold an APC when not practising, but after a period of five years of not being in practice the APC lapses and must be renewed through a process of competency review.

This Report includes data only on 'Practising' nurses. These are nurses who met the Council's statutory declaration requirements to practise, and who were actually working as nurses in New Zealand at the time of completing their APC. The process for establishing this population was as follows:

1. An initial dataset was compiled, consisting of all nurses who were listed as 'Practising' under the above definition at 31 March 2013.
2. Nurses who gave an overseas nursing code for the region in which they mainly practise were removed from the dataset.<sup>6</sup> Nurses who chose not to state a region were retained in the dataset.
3. Nurses who gave only a non-nursing area of practice were then removed from the dataset. As the data collection instrument allows nurses to list multiple practice areas, those who listed both a nursing and non-nursing practice area remained in the dataset, but their non-nursing area was removed. Nurses who chose not to state a practice area were retained in the dataset.<sup>7</sup>

Following steps two and three, 2,323 records were removed from the initial dataset of 50,074. From this, the definition of the nursing workforce used in this Report can be described as:

*Members of the New Zealand Register of Nurses who were able to practise and were working as nurses in New Zealand when they renewed their Annual Practising Certificate between 1 April 2012 and 31 March 2013, or who first entered the register between 1 April 2012 and 31 March 2013.*

Note that this definition may exclude a very small number of nurses who could be considered part of the New Zealand nursing workforce. For example, nurses working for the New Zealand Defence Force who are on active service outside New Zealand may have been removed during step two.

Note also that the definition of Practising nurses in New Zealand differs slightly from that used by some international agencies. This is discussed further in Chapter 2: *The New Zealand Nursing Workforce*.

## Methodology and Data Collection

This report draws on information collected during the renewal of Annual Practising Certificates in the 2012-13 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

<sup>6</sup> 1,568 nurses gave one of these codes for their main area of practice. Of these, 34% listed *Australia*, 25% *Asia*, 17% *United Kingdom*, 10% *Africa & Middle East*, 3% *United States of America*, 3% *Europe (other than UK)*, 1% *Pacific*, and 8% *Other areas*.

<sup>7</sup> The one exception to this related to the *Not in Paid Employment* code. Respondents who gave this answer were excluded even if they also listed a nursing code (the authors assumed their nursing code and any other responses related to the last time they were employed as nurses).

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 on 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, depending 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 apply for entry to the register on passing the State Examination for Nurses. The examinations are held in March, July and November. At this stage the nurse provides the personal details required by the Act, 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 mandatory 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 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 data collected has changed little over the years.

Unless otherwise indicated, percentages have been rounded to the nearest whole number in text and to one decimal point in tables. The dataset has been cleaned to remove obvious incorrect data (e.g. clearly incorrect average workloads) and recode 'Other' responses that can clearly be included under existing codes (e.g. the 'GP Practice' setting has been recoded as *Primary Health Care/Community Service*).

### Data collection instrument

The Council uses a 13-item, self-completed questionnaire to collect data on the demographic, current employment and employment history details of each nurse. This can be completed in either online or hard-copy formats. Specific items 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 worked in an average week in their practice area(s) (up to two sets of hours may be identified)
- + reason for practising fewer than 35 hours
- + geographic location of main practice
- + completed qualifications, including country, institution, and year of completion (up to five may be included)

The questionnaire is accompanied by the *Guide to completing your application for practising certificate*, which provides explanatory notes and codes for completing relevant questions. These codes – and where relevant their correspondence to the reporting groups used in this Report – are included in Appendices 4 to 7.

### 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 overall response rate is approximately 95%.

Response rates for individual items within the questionnaire vary. Non-responses have been included in tables as 'unstated' responses (these values include both item and survey non-response).

## 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 practising in Primary Health Care;
- + two staff working in Youth Health; 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	<b>6</b>
Youth Health	3	1	<b>3</b>
<b>Total Employees</b>	<b>6</b>	<b>3</b>	<b>8</b>

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 both scopes), and three of the eight work in Youth Health (the two who only work in Youth Health, and the one nurse who works in both scopes).
- + 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, and will not count respondents more than once.

# 02

## The New Zealand Nursing Workforce

At 31 March 2013 there were a total of 47,751 practising nurses on the New Zealand Nursing Register. This workforce consisted of 107 Nurse Practitioners, 44,782 Registered Nurses, and 2862 Enrolled Nurses. This represents an increase of 296 on the 47,455 New Zealand-based practising nurses at 31 March 2011.<sup>8</sup>

In March 2013, the estimated resident population of New Zealand was 4,463,900. In terms of 'Direct Care' nurses – those working in some form of clinical, care or public education role – this leads to the nurse to population ratios described in Table 2 below.

Table 2: Direct Care nurse to population ratios<sup>9</sup>

	Direct Care nurses	Nurses per 100,000 population	Nurses per 10,000 population
Registered Nurses and Nurse Practitioners	42,485	951.7	95.2
Enrolled Nurses	2,828	63.4	6.3
<b>Total Nursing Workforce</b>	<b>45,313</b>	<b>1,015.1</b>	<b>101.5</b>

There were a total of 10.2 nurses in these Direct Care roles per 1,000 people in New Zealand, or one nurse for every 99 people. In comparison, according to the OECD (see boxed text on the next page) there are 8.6 nurses in these roles per 1000 people in the United Kingdom, 9.3 in Canada, and 10.1 in Australia.<sup>10</sup> The United States does not provide information for these roles, but in terms of the total practising workforce has 11.1 nurses per 1000 population, compared with 10.7 in New Zealand.<sup>10</sup>

<sup>8</sup> The 2011 workforce report included 1108 nurses who practised overseas within its population, raising the total number of practising nurses in that population to 48,563. Including overseas-based nurses, there were 49,319 practising nurses in 2013, an increase of 756.

<sup>9</sup> The figures in Table XX correspond to the OECD definition of 'practising nurses', as discussed in the boxed text. Using the wider definition of practising used in New Zealand, for every 10,000 New Zealanders there were 107.0 practising nurses, consisting of 100.6 Registered Nurses and Nurse Practitioners, and 6.4 Enrolled Nurses.

<sup>10</sup> OECD Health Data 2013 – Frequently Requested Data, <http://www.oecd.org/els/health-systems/oecdhealthdata2013-frequentlyrequesteddata.htm>. Relevant category definitions are available at OECD Health Data 2013 Definitions, Sources and Methods, <http://www.oecd.org/els/health-systems/Table-of-Content-Metadata-OECD-Health-Data-2013.pdf>

## OECD Nursing Definitions

When compiling nursing data, the Organisation for Economic Cooperation and Development (OECD) defines 'practising' as only including nursing roles that involve directly providing service to the public. Consequently, it excludes several roles that the Nursing Council of New Zealand considers to be nursing practice, specifically the following practice areas:

- + Nursing administration and management
- + Nursing education
- + Nursing professional advice/policy development
- + Nursing research

Nurses who work only in these areas are excluded from the OECD's figures for 'practising' nurses, but are included in their figures for the larger group of 'professionally active' nurses.

This report follows standard New Zealand usage, in which the above codes **are** included within the definition of nursing practice. In this report:

- + The term *practising* nurse corresponds to the OECD's *professionally active* category.
- + The term *Direct Care* nurse corresponds to the OECD's *practising* category, and excludes those nurses who work only in the above

## 2.1 Part-Time Status

Those respondents who worked fewer than 35 hours in an average week are defined by the Nursing Council as practising part-time, and are asked by the Council to indicate the main reason for working on this basis. A total of 23,021 nurses gave responses to this question: 25 Nurse Practitioners, 21,496 Registered Nurses, and 1500 Enrolled Nurses. As shown in Table 3, the most common reason given for part-time status was *Parental Responsibilities*. Enrolled Nurses were an exception to this, with their most common response being that they worked in a casual position with variable hours. *Personal Choice* and the strain created by heavy workloads were also common reasons for working on a part-time basis.

Table 3: Reasons for part-time work status<sup>11</sup>

Reason	Registered Nurses		Enrolled Nurses		Nurse Practitioners		All Nurses	
	Number	%	Number	%	Number	%	Number	%
Parental responsibilities	7,938	36.9%	218	14.5%	7	28.0%	8,163	35.5%
Personal Choice	3,033	14.1%	229	15.3%	4	16.0%	3,266	14.2%
Reduced hours due to high workload	2,621	12.2%	207	13.8%	5	20.0%	2,833	12.3%
Casual position	1,915	8.9%	261	17.4%	2	8.0%	2,178	9.5%
Not enough nursing work available	803	3.7%	181	12.1%	2	8.0%	986	4.3%
Part-time position	715	3.3%	99	6.6%	0	-	814	3.5%
Seeking nursing work	615	2.9%	60	4.0%	0	-	675	2.9%
Preparing for or returning from overseas	579	2.7%	14	0.9%	1	4.0%	594	2.6%
Study requirements	489	2.3%	34	2.3%	0	-	523	2.3%
Parental leave	446	2.1%	1	0.1%	1	4.0%	448	1.9%
Unhappy with shift work	440	2.0%	19	1.3%	0	-	459	2.0%
Retired/semi-retired	289	1.3%	17	1.1%	0	-	306	1.3%
Family responsibilities (non-parental)	248	1.2%	23	1.5%	0	-	271	1.2%
Working in a non-health occupation <sup>12</sup>	251	1.2%	16	1.1%	1	4.0%	268	1.2%
New Graduate in an NETP Programme	236	1.1%	7	0.5%	0	-	243	1.1%
No access to flexible working hours	159	0.7%	12	0.8%	0	-	171	0.7%
Inadequate remuneration	135	0.6%	13	0.9%	0	-	148	0.6%
Health-related reasons	126	0.6%	13	0.9%	0	-	139	0.6%
Limited career structure	83	0.4%	34	2.3%	1	4.0%	118	0.5%
Working in another health profession <sup>13</sup>	55	0.3%	4	0.3%	0	-	59	0.3%
Age-related reasons	49	0.2%	7	0.5%	0	-	56	0.2%
Community Service/voluntary work	42	0.2%	1	0.1%	0	-	43	0.2%
Travel requirements	38	0.2%	5	0.3%	0	-	43	0.2%
Christchurch earthquake	12	0.1%	3	0.2%	0	-	15	0.1%
Other	179	0.8%	23	1.5%	1	4.0%	203	0.9%
<b>All Responses</b>	<b>21,496</b>		<b>1,500</b>		<b>25</b>		<b>23,021</b>	

<sup>11</sup> The 'reasons' in this table include a combination of formal codes used by the Council and notable responses given under the 'Other' code. The most significant of these 'Other' responses was *Personal Choice*.

<sup>12</sup> In addition to nursing. This includes ownership or part-ownership of a business.

<sup>13</sup> In addition to nursing.

## 2.2 Age and Gender of the Nursing Workforce

As in previous years, the vast majority of the 2012-13 nursing workforce was female, with only 8% of nurses being male (although this has increased slightly, from 7% in 2010 and 2011). The workforce was also ageing, with 46% aged 50 or older. As shown in Figure 1 below, the male workforce was younger than the female workforce, with 36% aged under 40 compared with 28% of female nurses. The mean age of the nursing workforce was 46.8 and the median 48, with the mean age of male nurses being 44.3 (median of 45) and the mean age of female nurses being 47.0 (median of 48).

Of those who indicated how long they had been working as a nurse (N = 39,785), 17% had been working for fewer than six years, 13% had been working for six to ten, 12% had been working for 11 to 15, and 58% had been working for more than 15 years.

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+	Total
Female	1,422	3,528	3,493	3,823	5,402	5,762	7,140	6,444	4,252	2,799	<b>44,065</b>
% of all Female	3.2%	8.0%	7.9%	8.7%	12.3%	13.1%	16.2%	14.6%	9.6%	6.4%	
Male	67	532	368	350	488	480	531	504	252	114	<b>3,686</b>
% of all Male	1.8%	14.4%	10.0%	9.5%	13.2%	13.0%	14.4%	13.7%	6.8%	3.1%	
<b>Total</b>	<b>1,489</b>	<b>4,060</b>	<b>3,861</b>	<b>4,173</b>	<b>5,890</b>	<b>6,242</b>	<b>7,671</b>	<b>6,948</b>	<b>4,504</b>	<b>2,913</b>	<b>47,751</b>
<b>% of all nurses</b>	<b>3.1%</b>	<b>8.5%</b>	<b>8.1%</b>	<b>8.7%</b>	<b>12.3%</b>	<b>13.1%</b>	<b>16.1%</b>	<b>14.6%</b>	<b>9.4%</b>	<b>6.1%</b>	

Figure 1: Age distribution of male and female nurses

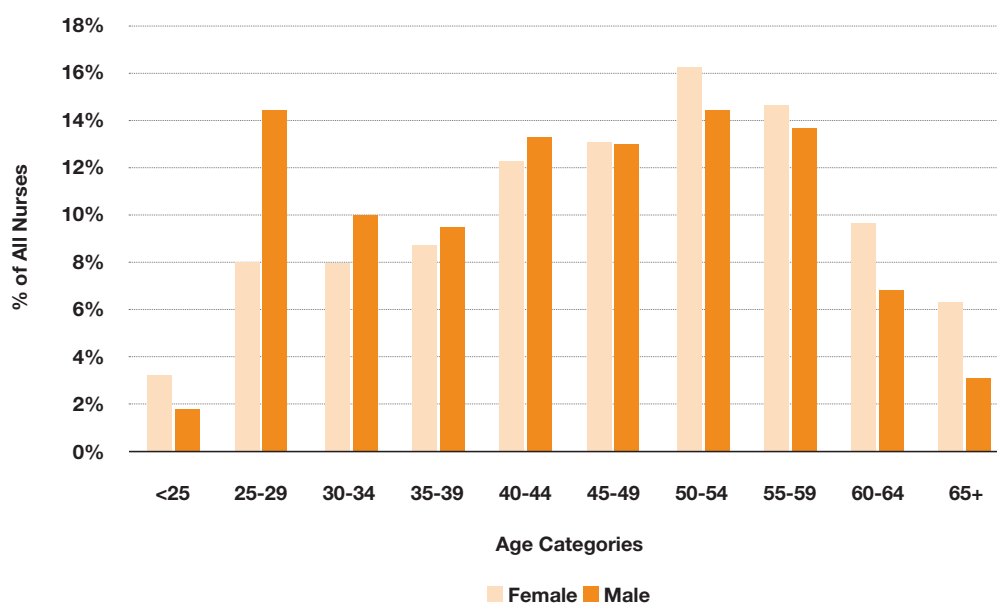


Table 5 below shows the gender and age distribution of the nursing workforce across different areas of practice. The single largest practice area by number of nurses was *Surgical* nursing (12% of the total workforce) followed by *Continuing Care* (11%), and *Medical* nursing (10%), while the single smallest area was *Youth Health* (N = 200, less than 1% of the workforce). 409 nurses used the specific *Oncology* code introduced in 2012. The largest groups of male nurses were in the two core *Mental Health* practice areas (17% of male nurses practised in *Inpatients* and 16% in *Community*). The practice areas that had the largest presence of men within their workforce were also *Inpatients* and *Community Mental Health* (28% of the *Inpatients* workforce was male while 26% of the *Community* workforce was male). The area with the lowest male presence was *Obstetrics/Maternity*, where only two nurses were male, followed by *Practice Nursing*, where 1% of the workforce was male.

The area with the largest percentage of nurses aged under 40 was *Intensive Care/Cardiac Care* (40%), followed by *Child Health* (38%), and *Emergency & Trauma* (37%). It should be noted, however, that 25% of nurses aged under 30 did not declare a practice area – this included 52% of those aged under 25.<sup>14</sup>

<sup>14</sup> Nurses aged under 30 made up 12% of the nursing workforce.

This is probably due to newly graduated nurses in Nursing Entry to Practice (NETP) programmes having not yet chosen a specialty area, and nurses who have just passed their examinations joining the register for the first time. Conversely, the highest concentration of nurses aged 50 and over was in *Occupational Health*, where 71% of the workforce was in this age group. This was followed by a cluster of areas where the percentage of the workforce aged 50 and over ranged from 60% to 65%: *Nursing Administration & Management*, *Palliative Care*, *Obstetrics/Maternity*, *Nursing Professional Advice/Policy*, nursing for people with intellectual disabilities, and *District Nursing*.

**Table 5: Gender and age distribution of the total nursing workforce by practice area<sup>15</sup>**

Practice area	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total Nurses	% of Workforce	Female	Male
Addiction Services	-	7	7	11	34	49	44	36	22	13	223	0.5%	176	47
Assessment & Rehabilitation	37	112	116	135	172	212	355	342	237	119	1,837	3.8%	1,727	110
Child Health, incl. neonatology	87	325	322	321	402	371	376	311	190	105	2,810	5.9%	2,762	48
Continuing Care (elderly)	45	595	406	338	441	468	723	881	729	584	5,210	10.9%	4,846	364
District Nursing	11	28	59	98	154	223	282	312	171	106	1,444	3.0%	1,416	28
Emergency & Trauma	46	280	316	342	405	376	407	256	125	72	2,625	5.5%	2,349	276
Family Planning/Sexual Health	1	5	19	18	30	39	29	44	19	19	223	0.5%	217	6
Intellectually Disabled	1	8	9	19	17	55	62	53	37	15	276	0.6%	221	55
Intensive Care/Cardiac Care	40	263	294	287	376	318	310	189	101	45	2,223	4.7%	1,978	245
Medical	121	513	527	489	633	646	713	613	388	198	4,841	10.1%	4,518	323
Mental Health (community)	20	51	92	167	294	354	467	401	222	109	2,177	4.6%	1,608	569
Mental Health (Inpatients)	39	141	168	191	250	289	370	364	224	129	2,165	4.5%	1,555	610
Nursing Administration & Management	-	12	55	122	249	351	549	487	259	167	2,251	4.7%	2,045	206
Nursing Education	1	15	71	114	209	258	309	264	159	124	1,524	3.2%	1,406	118
Nursing Professional Advice/Policy	-	2	8	23	48	65	98	64	54	17	379	0.8%	350	29
Nursing Research	1	6	17	32	51	52	78	62	35	27	361	0.8%	344	17
Obstetrics/Maternity	1	30	39	43	65	123	143	161	121	78	804	1.7%	802	2
Occupational Health	1	5	9	20	37	61	102	99	67	53	454	1.0%	434	20
Oncology	14	35	34	36	58	58	66	54	37	17	409	0.9%	389	20
Palliative Care	5	80	76	73	135	158	263	291	226	146	1,453	3.0%	1,378	75
Perioperative Care (Theatre)	61	290	330	339	496	478	484	469	276	153	3,376	7.1%	3,124	252
Practice Nursing	27	142	197	259	425	514	739	608	428	310	3,649	7.6%	3,602	47
Primary Health Care	29	118	157	189	362	402	507	422	251	172	2,609	5.5%	2,514	95
Public Health	8	25	34	56	95	97	116	117	73	45	666	1.4%	648	18
School Health	-	1	6	23	30	45	56	29	15	9	214	0.4%	211	3
Surgical	195	652	580	574	747	699	802	654	428	255	5,586	11.7%	5,307	279
Youth Health	2	11	11	28	29	35	43	22	9	10	200	0.4%	190	10
Other	23	131	128	192	348	345	435	448	267	174	2,491	5.2%	2,327	164
Unstated	768	611	294	263	289	202	223	180	96	83	3,009	6.3%	2,768	241
<b>All practice areas</b>	<b>1,489</b>	<b>4,060</b>	<b>3,861</b>	<b>4,173</b>	<b>5,890</b>	<b>6,242</b>	<b>7,671</b>	<b>6,948</b>	<b>4,504</b>	<b>2,913</b>	<b>47,751</b>		<b>44,065</b>	<b>3,686</b>

<sup>15</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this report for further information.

Table 6 below shows the age and gender distribution of the nursing workforce within different employment settings. The largest of these was the Acute DHB setting (40% of the nursing workforce reported working in this area), followed by Primary Health Care/Community (14%) and Rest Home/Residential Care (11%), while the smallest setting was Pacific Health Service Provider (N = 65, less than 1%). The largest groups of male nurses were employed in the Acute DHB (49% of male nurses) and Community DHB (15%) settings. The settings with the largest percentages of male nurses in their workforce were Government Agency (14% of this workforce was male) and Community DHB (12%), while the setting with the smallest male presence was Primary Health Care/Community (2%).

The setting with the largest percentage of nurses aged under 40 was Acute DHB (36%), followed by Rest Home/Residential Care (28%) and Nursing Agency (27%). As with practice areas, however, 23% of nurses aged under 30 did not declare a practice area, including 49% of those aged under 25. The only setting in which more than half of the workforce was aged under 50 was the Acute DHB setting; 63% of nurses in this workforce were aged 49 or younger. The setting where the greatest percentage of the workforce was aged 50 or older was Self-Employed (73%), followed by Educational Institution and Pacific Health Service Provider (both 62%).

Table 6: Gender and age distribution of the total nursing workforce by employment setting<sup>16</sup>

Employment setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total Nurses	% of Workforce	Female	Male
DHB (acute)	530	2,115	2,124	2,112	2,702	2,646	2,800	2,258	1,312	653	19,252	40.2%	17,454	1,798
DHB (community)	42	108	206	344	586	775	990	901	508	308	4,768	9.9%	4,204	564
DHB (other)	50	199	231	280	477	529	710	711	452	275	3,914	8.2%	3,575	339
Educational Institution	0	10	30	80	137	185	257	201	141	101	1,142	2.4%	1,072	70
Government Agency	2	19	36	34	75	72	105	68	53	20	484	1.0%	416	68
Māori Health Service Provider	2	13	36	52	63	88	89	80	60	43	526	1.1%	490	36
Nursing Agency	9	58	67	67	82	76	123	125	75	64	746	1.6%	689	57
Pacific Health Service Provider	1	5	2	2	5	10	10	16	8	6	65	0.1%	60	5
Primary Health Care/Community	46	237	353	487	805	980	1,308	1,113	709	528	6,566	13.7%	6,432	134
Private Hospital	37	211	252	332	468	480	605	596	419	286	3,686	7.7%	3,517	169
Rest Home/ Residential Care	44	637	400	340	450	449	705	876	683	545	5,129	10.7%	4,726	403
Rural	4	15	26	29	48	51	91	69	44	41	418	0.9%	400	18
Self Employed	0	5	8	17	71	96	156	159	106	89	707	1.5%	656	51
Other	12	67	122	163	300	376	518	485	361	221	2,625	5.5%	2,514	111
Unstated	753	581	268	223	241	164	152	118	59	52	2,611	5.5%	2,387	224
<b>All settings</b>	<b>1,489</b>	<b>4,060</b>	<b>3,861</b>	<b>4,173</b>	<b>5,890</b>	<b>6,242</b>	<b>7,671</b>	<b>6,948</b>	<b>4,504</b>	<b>2,913</b>	<b>47,751</b>		<b>44,065</b>	<b>3,686</b>

<sup>16</sup> This table includes items where nurses could give more than one answer. Please see 'interpreting multiple responses' in Chapter 1 of this report for further information.

Table 7 below shows the age and gender distribution of the nursing workforce in different regions of New Zealand. The region with the largest percentage of the nursing workforce was *Auckland*, where 28% of all New Zealand nurses worked, followed by *Canterbury* (14%) and *Wellington* (11%). The smallest regional workforce was in the *West Coast* (N = 434, just under 1%). *Auckland's* workforce included the largest percentage of nurses aged under 40 (32%), followed by *Wellington* (29%) and *Waikato* (27%), and only four regions had workforces where more than half of nurses were aged under 50: *Auckland* (59%), *Wellington* (54%), and *Manawatu-Whanganui* and *Waikato* (both 52%). In contrast, the region with the highest percentage of nurses aged 50 or over was the *West Coast* (64%). As with practice areas and employment settings, a high percentage of those under 30 did not state a geographic region (23%; 52% of those under 25).

**Table 7: Age and gender distribution of the total nursing workforce by geographic region**

Region												% of		
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All Nurses	Workforce	Female	Male
Auckland	290	1,378	1,377	1,303	1,802	1,739	1,902	1,697	1,089	823	<b>13,400</b>	<b>28.1%</b>	12,312	1,088
Bay of Plenty	29	180	170	267	411	446	530	482	318	231	<b>3,064</b>	<b>6.4%</b>	2,856	208
Canterbury	113	434	434	446	768	929	1,247	1,156	724	419	<b>6670</b>	<b>14.0%</b>	6,180	490
Hawkes Bay	23	85	110	138	208	249	300	248	174	122	<b>1657</b>	<b>3.5%</b>	1,571	86
Manawatu-Whanganui	34	172	206	211	324	357	449	368	241	136	<b>2498</b>	<b>5.2%</b>	2,297	201
Nelson-Marlborough	12	67	70	96	175	223	323	300	212	106	<b>1,584</b>	<b>3.3%</b>	1,479	105
Northland	14	103	136	146	192	256	294	307	184	114	<b>1,746</b>	<b>3.7%</b>	1,600	146
Otago	27	161	173	174	243	288	401	405	256	138	<b>2,266</b>	<b>4.7%</b>	2,057	209
Southland	12	63	72	111	144	145	227	187	138	74	<b>1,173</b>	<b>2.5%</b>	1,104	69
Tairāwhiti	7	26	32	42	72	78	108	88	95	45	<b>593</b>	<b>1.2%</b>	565	28
Taranaki	16	82	74	123	159	161	230	205	117	62	<b>1,229</b>	<b>2.6%</b>	1,158	71
Waikato	67	348	336	379	507	548	663	605	431	282	<b>4166</b>	<b>8.7%</b>	3,843	323
Wellington	66	443	441	542	657	646	807	770	453	315	<b>5140</b>	<b>10.8%</b>	4,714	426
West Coast	6	27	17	15	35	55	94	83	62	40	<b>434</b>	<b>0.9%</b>	390	44
Unstated	773	491	213	180	193	122	96	47	10	6	<b>2,131</b>	<b>4.5%</b>	1,939	192
<b>All regions</b>	<b>1,489</b>	<b>4,060</b>	<b>3,861</b>	<b>4,173</b>	<b>5,890</b>	<b>6,242</b>	<b>7,671</b>	<b>6,948</b>	<b>4,504</b>	<b>2,913</b>	<b>47,751</b>		<b>44,065</b>	<b>3,686</b>

### 2.3 Ethnicity of the Nursing Workforce

The largest single ethnic group in the New Zealand nursing workforce was *New Zealand European/Pakeha*; 67% of nurses identified with this ethnic group (either solely or in conjunction with one or two other ethnic groups). The next most common ethnic identification was *Other European* (16%), followed by *New Zealand Māori*, (7%), and then *Indian* and *Filipino* (both 5%). Three per cent of the workforce identified with at least one Pacific ethnic group. Twelve per cent of nurses stated multiple ethnic identifications: 5164 provided two ethnicities and 520 provided three. Appendices 1 and 2 provide additional data on those nurses who identified as *New Zealand Māori* or with a Pacific ethnic group.

Table 8 below shows the ethnic identification of nurses in different practice areas. The areas with the greatest percentage of Māori nurses in their workforce were *Community Mental Health* (15%), *Youth Health* (14%), and *Primary Health Care and Inpatient Mental Health* (both 13%). The areas with the greatest presence of nurses identifying with at least one Pacific ethnicity (all 5%) were *Inpatient Mental Health*, *Primary Health Care*, *Public Health and Youth Health*. Conversely, the practice areas with the lowest percentage of nurses who identified as *New Zealand European/Pakeha* were *Continuing Care* (58%), *Intensive Care/Cardiac Care* (59%) and *Medical* (60%), while the area with the highest was *Occupational Health* (83%).

Those nurses who identified as *Other European* were most commonly working in *Surgical nursing* (11%) followed by *Medical* (9%). *Indian*-identifying nurses were most commonly working in *Continuing Care* and *Medical nursing* (both 18%), followed by *Surgical nursing* (15%). Nurses who identified as *Filipino* most commonly worked in *Continuing Care* (28%), with significant concentrations also working in *Medical nursing* (16%), and *Perioperative Care* and *Surgical* (both 11%).

Table 8: Practice area of the total nursing workforce by ethnicity<sup>17</sup>

Practice Area	NZ European/Pakeha		NZ Māori		Cook Island Māori	Tongan		Niuean	Tokelauan	Other Pacific Peoples		Filipino	Other SE Asian		Indian	Other Asian	African	Other Unstated	Nurses	All Nurses
	European	Other	Māori	Other		Fijian	Other Pacific Peoples			Asian	Chinese									
Addiction Services	155	61	26	3	1	-	-	-	-	2	-	3	1	-	2	2	3	8	-	223
Assessment & Rehabilitation	1,199	242	127	27	8	9	5	5	5	27	5	126	19	32	141	16	29	64	1	1,837
Child Health, incl. neonatology	2,014	473	142	29	5	16	5	3	3	22	12	92	17	43	127	9	18	103	-	2,810
Continuing Care (elderly)	3,012	553	330	58	8	45	6	8	8	73	33	713	76	101	484	55	147	187	3	5,210
District Nursing	1,168	253	86	7	3	2	3	1	3	8	3	6	-	12	11	3	4	35	-	1,444
Emergency & Trauma	1,812	494	199	21	3	10	-	5	5	25	6	102	24	43	104	25	20	123	1	2,625
Family Planning/ Sexual Health	171	45	18	1	1	-	-	-	-	1	0	2	-	5	1	1	-	8	-	223
Intellectually Disabled	178	85	16	3	2	1	1	1	1	0	2	4	-	1	5	-	3	7	-	276
Intensive Care/Cardiac Care	1,307	478	87	14	5	4	1	2	2	25	7	122	28	59	215	27	18	109	-	2,223
Medical	2,903	635	317	52	15	38	7	10	8	82	13	404	54	143	466	78	76	192	-	4,841
Mental Health (community)	1,396	540	328	37	9	16	8	8	8	8	6	11	7	19	29	7	20	86	1	2,177
Mental Health (inpatients)	1,340	427	271	48	15	19	10	3	3	29	3	54	18	60	96	11	42	104	1	2,165
Nursing Administration & Management	1,719	434	183	18	5	10	-	2	2	6	10	30	7	16	27	7	21	85	-	2,251
Nursing Education	1,133	320	117	13	3	6	2	-	6	6	4	7	3	15	29	7	13	67	-	1,524

Table continued on next page >

Nursing Professional Advice/ Policy	302	80	45	1	2	1	-	-	1	-	1	-	-	1	1	10	-	379	
Nursing Research	265	58	17	5	1	1	-	-	1	1	8	4	9	4	4	18	-	361	
Obstetrics/Maternity	577	142	41	7	1	1	-	-	15	5	26	8	12	37	38	-	804		
Occupational Health	376	87	31	1	-	1	-	-	2	1	1	-	2	2	15	-	454		
Oncology	317	75	15	2	1	-	-	-	1	2	14	1	8	9	13	-	409		
Palliative Care	1,021	244	71	9	2	8	2	1	14	7	88	13	26	47	57	-	1,453		
Perioperative Care (Theatre)	2,225	539	121	24	8	10	3	2	27	10	291	38	123	136	138	-	3,376		
Practice Nursing	2,922	531	232	28	16	19	7	5	34	9	29	13	59	68	94	1	3,649		
Primary Health Care	1,829	347	338	57	20	30	10	6	27	10	42	11	49	58	83	-	2,609		
Public Health	473	106	78	16	6	4	1	-	6	2	3	5	10	22	30	1	666		
School Health	170	38	24	4	3	1	-	-	2	1	1	-	1	2	7	-	214		
Surgical	3,714	791	271	45	13	24	5	7	91	27	281	50	162	398	228	2	5,586		
Youth Health	151	29	28	7	1	1	-	-	-	1	-	-	1	3	6	-	200		
Other	1,773	451	154	15	8	6	2	2	19	8	131	23	35	99	123	-	2,491		
Unstated	1,830	226	236	38	16	25	7	9	49	6	212	11	75	261	132	49	3,009		
<b>All practice areas</b>	<b>32,007</b>	<b>7,437</b>	<b>3,279</b>	<b>499</b>	<b>153</b>	<b>259</b>	<b>71</b>	<b>65</b>	<b>529</b>	<b>154</b>	<b>2,534</b>	<b>369</b>	<b>988</b>	<b>2,626</b>	<b>448</b>	<b>624</b>	<b>1,852</b>	<b>60</b>	<b>47,751</b>

<sup>17</sup> This table includes items where nurses could give more than one answer. Please see 'interpreting multiple responses' in Chapter 1 of this report for further information.

Table 9 below describes the ethnic identification of nurses in different employment settings. As in previous years, the setting with the largest proportion of nurses who identified as Māori was *Māori Health Service Provider* (56%); following this the settings with the greatest presence of Māori nurses were *Community DHB* and *Rural* settings (both 10%). Similarly, the setting with the largest presence of nurses identifying with at least one Pacific ethnicity was *Pacific Health Service Provider*, where these nurses made up 75% of the workforce; the next highest percentages were in *Nursing Agency* (8%) and *Māori Health Service Provider* (5%) settings. Conversely, the settings with the lowest percentage of nurses who identified as *New Zealand European/Pakeha* were *Pacific Health Service Providers* (19%), *Māori Health Service Providers* (47%), and *Nursing Agency* and *Rest Home/Residential Care* (both 57%), and the setting with the highest was *Self-Employed* (80%).

Those nurses who identified as *Other European* were most commonly working in *Acute DHB* settings (42%) followed by *Community DHB* (9%) and *Primary Health Care* settings (both 13%). *Indian*-identifying nurses were most commonly working in *Acute DHB* settings (52%), followed by *Rest Home/Residential Care* (19%) and *Other DHB* settings (9%). Nurses who identified as *Filipino* most commonly worked in *Acute DHB* settings (47%), followed by *Rest Home/Residential Care* (30%) and *Other DHB* settings (7%).

Table 9: Employment settings of the total nursing workforce by ethnicity<sup>18</sup>

Employment Setting	NZ European/Pakeha		NZ Māori		Cook Island Māori		Niuean Tokelauan		Fijian		Other Pacific Peoples		Other SE Asian		Indian		Other Asian		African		Other Unstated		All Nurses	
	European/Pakeha	Other	Māori	Samoan	Māori	Island	Tongan	Niuean Tokelauan	Fijian	Pacific Peoples	Filipino	Other SE Asian	Chinese	Indian	Other Asian	African	Other Unstated	Nurses						
DHB (acute)	12,281	3,087	1,127	180	51	91	25	21	263	63	1,181	199	551	1,347	239	258	813	5	19,252					
DHB (community)	3,384	1,001	496	70	22	26	13	7	32	10	38	19	52	81	17	39	161	2	4,768					
DHB (other)	2,620	652	285	48	16	20	8	8	36	12	166	36	64	244	48	64	182	-	3,914					
Educational Institution	871	240	101	15	2	4	1	2	5	6	5	2	6	14	3	8	42	-	1,142					
Government Agency	365	86	43	3	1	1	-	-	5	2	11	-	6	20	4	5	23	-	484					
Māori Health Service Provider	246	56	295	8	9	-	2	3	3	4	1	-	4	5	2	1	17	-	526					
Nursing Agency	423	109	59	21	4	15	1	5	15	11	43	12	22	52	11	47	49	1	746					
Pacific Health Service Provider	12	2	4	21	2	22	3	3	1	2	-	-	-	-	-	-	2	-	65					
Primary Health Care/Community	5,164	976	437	69	25	32	12	7	52	15	51	25	96	114	21	44	197	1	6,566					
Private Hospital	2,579	655	116	26	5	27	3	2	46	17	191	23	82	150	31	59	159	-	3,686					
Rest Home/Residential Care	2,938	543	328	50	11	40	4	7	74	27	749	69	97	486	56	137	175	3	5,129					
Rural	319	75	42	1	-	1	-	-	-	2	3	1	2	6	1	3	23	-	418					
Self Employed	565	137	49	5	2	1	1	-	-	-	2	3	5	3	3	4	26	-	707					
Other	2,002	493	145	14	5	7	1	-	13	2	45	9	27	52	15	27	114	-	2,625					
Unstated	1,560	188	216	38	13	23	8	8	43	5	197	10	68	236	52	40	114	49	2,611					
<b>All settings</b>	<b>32,007</b>	<b>7,437</b>	<b>3,279</b>	<b>499</b>	<b>153</b>	<b>259</b>	<b>71</b>	<b>65</b>	<b>529</b>	<b>154</b>	<b>2,534</b>	<b>369</b>	<b>988</b>	<b>2,626</b>	<b>448</b>	<b>624</b>	<b>1,852</b>	<b>60</b>	<b>47,751</b>					

<sup>18</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

Table 10 below describes the ethnic identification of nurses across the main region in which they practice. The regional workforce with the largest percentage of nurses who identified as Māori was *Tairāwhiti* (23%), followed by *Northland* (16%) and *Bay of Plenty* (11%). The region with the greatest presence of nurses identifying with at least one Pacific ethnicity was *Auckland* (7%), followed by *Wellington* (5%) – in other regions, less than 2% of the workforce identified with Pacific ethnicities. Conversely, the regional workforces with the lowest percentage of nurses who identified as *New Zealand European/Pakeha* were *Auckland* (53%), *Tairāwhiti* (57%) and *Wellington* (65%), and the region with the highest was *Southland* (87%).

Those nurses who identified as *Other European* were most commonly working in *Auckland* (31%), followed by *Canterbury* (14%) and *Wellington* (12%). More than half of *Indian*-identifying nurses were working in *Auckland* (51%), with the next most common regions being *Waikato* (12%) and *Wellington* (7%). Nurses who identified as *Filipino* most commonly worked in *Auckland* (43%), followed by *Wellington* (14%) and *Canterbury* (10%).

**Table 10: Geographic distribution of the total nursing workforce by ethnicity<sup>19</sup>**

Region	NZ European/Pakeha		NZ Māori		Cook Island Māori		NZ Samoan		Tongan		Niuean Tokelauan		Fijian		Other Pacific Peoples		Filipino SE Asian		Other Asian		African		Other Unstated		All Nurses	
	European/Pakeha	Other	Māori	Māori	Māori	Samoaan	Māori	Samoaan	Tongan	Niuean	Tokelauan	Fijian	Other Pacific Peoples	Filipino	SE Asian	Other Asian	Indian	Chinese	Other	Asian	African	Other Unstated	Nurses	Nurses	All	Nurses
Auckland	7,142	2,275	622	253	66	173	50	10	340	77	1,101	190	604	1,336	231	285	692	4	13,400							
Bay of Plenty	2,107	545	349	9	12	6	2	3	13	5	144	15	14	106	19	20	93	2	3,064							
Canterbury	5,264	1,029	240	23	5	7	2	-	9	6	254	25	62	61	32	61	215	1	6,670							
Hawkes Bay	1,329	277	162	7	7	-	-	-	2	2	30	4	12	46	5	9	49	1	1,725							
Manawatu – Whanganui	1,920	340	253	13	7	6	-	1	15	9	70	10	19	126	16	21	76	1	2,573							
Nelson – Marlborough	1,202	276	67	5	1	-	-	1	4	3	29	3	6	22	1	5	36	-	1,494							
Northland	1,193	314	286	9	5	-	1	-	7	3	55	8	12	100	8	17	58	-	1,785							
Otago	1,865	379	87	8	2	4	1	3	2	5	58	10	11	74	11	19	79	-	2,375							
Southland	919	102	77	4	4	1	-	-	2	-	16	3	4	11	2	4	22	-	1,062							
Tairāwhiti	339	76	136	5	2	3	-	-	1	1	6	1	2	8	1	2	12	-	593							
Taranaki	982	156	98	1	2	-	-	-	-	1	36	6	7	38	3	6	27	-	1,229							
Waikato	2,752	594	355	13	8	5	2	2	47	18	221	26	77	309	36	69	158	1	4,166							
Wellington	3,360	894	319	116	19	31	8	37	42	18	365	59	94	184	40	60	226	1	5,140							
West Coast	350	61	29	-	-	-	-	-	3	1	6	2	-	15	-	6	14	-	434							
Unstated	1,283	119	199	33	13	23	5	8	42	5	143	7	64	190	43	40	95	49	21,31							
<b>All regions</b>	<b>32,007</b>	<b>7,437</b>	<b>3,279</b>	<b>499</b>	<b>153</b>	<b>259</b>	<b>71</b>	<b>65</b>	<b>529</b>	<b>154</b>	<b>2,534</b>	<b>369</b>	<b>988</b>	<b>2,626</b>	<b>448</b>	<b>624</b>	<b>1,852</b>	<b>60</b>	<b>47,751</b>							

<sup>19</sup> This table includes items where nurses could give more than one answer. Please see 'interpreting multiple responses' in Chapter 1 of this report for further information.

# 03

## The New Zealand Nurse Practitioner Workforce

Nurse Practitioners 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 2013 there were 107 Nurse Practitioners currently practising in New Zealand, representing an increase of 18 on the 89 practising in New Zealand at 31 March 2011. This equals two Nurse Practitioners per 100,000 New Zealanders, or one Nurse Practitioner for every 41,719 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 Nurse Practitioner workforce was largely female, with only seven Nurse Practitioners (7%) being male. As would be expected, given that the Nurse Practitioner scope is intended for highly experienced nurses, the profile was also older than the workforce as a whole. Seventy per cent were aged 50 or older, and the mean age was 52.0 compared with 46.8 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
Female	1	3	8	19	35	23	6	5	100
Male	-	-	1	-	5	1	-	-	7
<b>Total</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>19</b>	<b>40</b>	<b>24</b>	<b>6</b>	<b>5</b>	<b>107</b>

Table 12 below shows the number of Nurse Practitioners in each practice area who identified with a particular ethnic group. The practice area with the largest Nurse Practitioner workforce was *Primary Health Care* (N = 16), but many (34%) either did not state a practice area or simply listed *Nurse Practitioner*. Twenty Nurse Practitioners identified with multiple ethnicities: 19 with two ethnic groups and one with three. Eleven identified as New Zealand Māori, and two as being from a Pacific ethnic group.

Table 12: **Practice areas of the Nurse Practitioner workforce by ethnicity<sup>20</sup>**

Practice area	NZ European/Pakeha	Other European	NZ Māori	Cook Island Māori	Other Pacific Peoples	Asian ethnicity	Other	All NPs
Addiction Services	1	-	1	-	-	-	-	1
Assessment & Rehabilitation	2	-	-	-	-	-	-	2
Child Health, incl. neonatology	8	1	-	-	-	-	2	9
Continuing Care (elderly)	2	1	-	-	-	-	-	3
Emergency & Trauma	4	1	-	-	-	-	-	5
Family Planning/Sexual Health	2	-	-	-	-	-	-	2
Intensive Care/Cardiac Care	2	-	-	-	-	-	-	2
Medical	4	-	-	-	1	-	-	4
Mental Health (community)	2	3	1	-	-	-	-	5
Mental Health (inpatients)	1	-	-	-	-	-	-	1
Nursing Administration & Management	1	1	-	-	-	-	-	2
Nursing Education	1	1	-	-	-	-	-	2
Nursing Research	1	3	-	-	-	-	-	3
Palliative Care	3	3	-	-	-	-	1	5
Perioperative Care (Theatre)	1	-	-	-	-	-	-	1
Practice Nursing	4	-	1	-	-	-	-	5
Primary Health Care	16	5	7	-	-	-	-	22
School Health	1	-	-	-	-	-	-	1
Surgical	2	-	-	-	-	-	-	2
Youth Health	4	1	-	-	-	-	-	4
Other	-	1	1	-	-	1	-	2
Unstated	30	6	1	1	-	1	2	36
<b>All practice areas</b>	<b>82</b>	<b>26</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>107</b>

### 3.2 Qualifications of Nurse Practitioners

Table 13 below presents the qualification that first entitled Nurse Practitioners to gain entry to the New Zealand Register of Nurses,<sup>21</sup> broken down by the time period in which they gained that qualification. Thirty-six per cent of Nurse Practitioners obtained a Hospital Certificate as their registration qualification, and 52% gained their qualification before 1985 (21% before 1980). This reflects the age distribution shown earlier in Table 11.

Table 13: **Registration qualification types of the Nurse Practitioner workforce by year gained**

Qualification	Before 1975	1975-1979	1980-1984	1985-1989	1990 or later	All NPs
Bachelor of Nursing	-	-	-	-	8	8
Diploma of Nursing	-	1	6	12	8	27
Hospital Certificate	5	11	18	4	-	38
Overseas Qualification	2	3	10	8	6	29
Other	-	-	-	-	5	5
<b>All Qualifications</b>	<b>7</b>	<b>15</b>	<b>34</b>	<b>24</b>	<b>27</b>	<b>107</b>

<sup>20</sup> This table includes items where nurses could give more than one answer. Please see 'interpreting multiple responses' in Chapter 1 of this report for further information.

<sup>21</sup> In addition to their Registration qualification, all Nurse Practitioners are required to have a clinical masters degree or the equivalent.

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

Table 14: **Countries of registration qualification of the Nurse Practitioner workforce by ethnicity**<sup>22</sup>

Country of Qualification	NZ European/Pakeha	Other European	NZ Māori	Cook Island Māori	Other Pacific ethnicity	Asian ethnicity	Other	All NPs
New Zealand	71	4	9	1	1	2	1	<b>78</b>
Australia	1	3	1	-	-	-	-	<b>4</b>
United Kingdom	6	11	-	-	-	-	1	<b>15</b>
United States	1	5	1	-	-	-	2	<b>6</b>
Other	3	3	-	-	-	-	1	<b>4</b>
<b>All Countries</b>	<b>82</b>	<b>26</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>107</b>

### 3.3 Employment Settings and FTE Loads of Nurse Practitioners

Table 15 below shows the ethnic identification of Nurse Practitioners practising in different employment settings. The two employment settings with the largest Nurse Practitioner workforces were the *Acute DHB* setting, where 36% of all Nurse Practitioners worked, and *Primary Health Care/Community* (35% of Nurse Practitioners) – although 39% of Nurse Practitioners reported working in multiple settings.

Table 15: **Employment settings of the Nurse Practitioner workforce by ethnicity**<sup>23</sup>

Employment Setting	NZ European/Pakeha	Other European	NZ Māori	Cook Island Māori	Other Pacific ethnicity	Asian ethnicity	Other	Total NPs
DHB (acute)	31	8	-	-	1	-	1	<b>38</b>
DHB (community)	22	6	3	-	1	1	2	<b>29</b>
DHB (other)	10	3	-	1	-	-	-	<b>11</b>
Educational Institution	6	5	1	-	-	-	1	<b>10</b>
Māori Health Service Provider	2	-	2	-	-	-	1	<b>5</b>
Primary Health Care/Community	31	9	6	-	-	1	1	<b>37</b>
Private Hospital	1	-	-	-	-	-	-	<b>1</b>
Rest Home/Residential Care	-	2	-	-	-	-	-	<b>2</b>
Rural	3	1	1	-	-	-	1	<b>6</b>
Self Employed	3	4	1	-	-	-	-	<b>6</b>
Other	2	1	-	-	-	-	-	<b>3</b>
Unstated	1	-	-	-	-	-	-	<b>1</b>
<b>All settings</b>	<b>82</b>	<b>26</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>107</b>

Table 16 below describes the total FTE-equivalent workloads that Nurse Practitioners reported working in an average week.<sup>24</sup> Of those who provided a response, 62% reported working between 0.9 and 1.1 FTE, with 25% reporting they worked less than a 0.9 FTE load in an average week, and 13% that they worked 1.1 FTE or more. The mean reported FTE was 0.9.

Table 16: **Nurse Practitioners' FTE 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+	Unstated
Number of Nurse Practitioners	9	2	5	10	8	55	3	5	6	-	-	3	1

<sup>22</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting multiple Responses' in Chapter 1 of this report for further information.

<sup>23</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

<sup>24</sup> This is based on total hours, so for example a Nurse Practitioner who worked 20 hours in one setting and 15 in another would be considered to have worked 35 hours.

### 3.4 Geographic Distribution of Nurse Practitioners

Table 17 below describes the region in which Nurse Practitioners reported primarily working, broken down by the reported employment setting(s) of the Nurse Practitioners in the region, and Table 18 describes the practice areas of Nurse Practitioners broken down by the region in which they reported primarily working. The largest group (28% of the Nurse Practitioner workforce) was based in *Auckland*, followed by *Waikato* (13%) and *Manawatu-Whanganui* (11%).

Table 17: Nurse Practitioners' geographic distribution by employment setting<sup>25</sup>

Region	Māori Health Service Provider											All NPs	
	DHB (acute)	DHB (community)	DHB (other)	Educational Institution	Primary Health Care/Community	Private Hospital	Rest Home/Residential Care	Rural	Employed	Self Employed	Other		Unstated
Auckland	14	6	5	7	-	7	-	-	-	2	-	-	30
Bay of Plenty	6	2	-	-	-	2	-	-	-	1	-	-	9
Canterbury	2	3	1	1	-	3	-	1	-	-	-	1	8
Hawkes Bay	4	2	2	-	-	4	-	-	-	-	1	-	9
Manawatu-Whanganui	5	3	1	1	-	6	-	-	-	1	1	-	12
Nelson-Marlborough	-	1	-	-	-	-	-	1	-	-	-	-	1
Northland	-	-	-	-	3	3	-	2	-	-	-	-	5
Otago	-	3	-	-	-	1	-	1	-	1	-	-	5
Southland	1	-	-	-	-	1	-	-	-	-	-	-	2
Taranaki	-	-	1	-	1	2	-	-	-	-	-	-	4
Waikato	6	4	-	1	1	5	-	-	-	1	1	-	14
Wellington	-	4	1	-	-	3	-	-	-	-	-	-	7
West Coast	-	1	-	-	-	-	-	1	-	-	-	-	1
<b>All regions</b>	<b>38</b>	<b>29</b>	<b>11</b>	<b>10</b>	<b>5</b>	<b>37</b>	<b>1</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>107</b>

<sup>25</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

Table 18: Practice areas of the Nurse Practitioner workforce by region of employment<sup>26</sup>

Practice area	Auckland		Bay of Plenty		Canterbury		Hawkes Bay		Manawatu-Whanganui		Nelson-Marlborough		Northland		Otago		Southland		Taranaki		Waikato		Wellington		West Coast		All NPs		
Addiction Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Assessment & Rehabilitation	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	2
Child Health, incl. neonatology	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9
Continuing Care (elderly)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Emergency & Trauma	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	5
Family Planning/Sexual Health	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Intensive Care/Cardiac Care	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Medical	-	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	4
Mental Health (community)	-	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	5
Mental Health (inpatients)	-	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
Mental Health (outpatients)	-	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
Nursing Administration & Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Nursing Education	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Nursing Research	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Palliative Care	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5
Perioperative Care (Theatre)	-	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
Practice Nursing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5
Primary Health Care	3	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	22
School Health	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Surgical	-	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	2
Youth Health	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
Other	-	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	2
Unstated	12	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	36
<b>All practice areas</b>	<b>30</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>12</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>14</b>	<b>7</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>107</b>		

<sup>26</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this report for further information.

# 04

## The New Zealand Registered Nurse Workforce

The Registered Nurse (RN) workforce is the largest group of practitioners in New Zealand nursing, 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, policy development, and management are usually RNs.

At 31 March 2013 there were 44,782 Registered Nurses in the New Zealand nursing workforce, an increase of 496 on the 44,286 Registered Nurses practising in New Zealand at 31 March 2011. This equals 100 Registered Nurses per 10,000 New Zealanders, or one Registered Nurse for every 100 New Zealanders. Of these RNs, 95% (N = 42,383) worked in Direct Care roles.

### 4.1 Age, Gender, Ethnicity and Geographic Distribution of Registered Nurses

As Registered Nurse makes up the largest group within the nursing workforce (94% of all practising nurses were RNs), the age and gender of these nurses was very similar to that of the nursing workforce as a whole. Only 8% of Registered Nurses were male, and 44% were aged 50 or older. As illustrated in figure 2, male RNs had a younger age profile than female RNs. The mean age of all Registered Nurses was 46.3 (median of 47), with the mean age of female RNs being 46.5 (median of 47) and the mean age of male RNs being 44.1 (median of 45).

Of the 43,034 (96%) who stated how long they had been practising as a nurse, 18% had been practising for fewer than six years, 13% had been practising for six to ten, 12% for 11 to 15, and 57% had been practising for more than 15 years.<sup>27</sup>

Table 19: Age and gender distribution of the Registered Nurse workforce

	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Female	1,379	3,490	3,455	3,782	5,304	5,491	6,491	5,645	3,593	2,561	<b>41,191</b>
% of all Female RNs	3.3%	8.5%	8.4%	9.2%	12.9%	13.3%	15.8%	13.7%	8.7%	6.2%	
Male	66	528	365	347	484	470	507	483	234	107	<b>3591</b>
% of all Male RNs	1.8%	14.7%	10.2%	9.7%	13.5%	13.1%	14.1%	13.5%	6.5%	3.0%	
<b>Total</b>	<b>1,445</b>	<b>4,018</b>	<b>3,820</b>	<b>4,129</b>	<b>5,788</b>	<b>5,961</b>	<b>6,998</b>	<b>6,128</b>	<b>3,827</b>	<b>2,668</b>	<b>44,782</b>
<b>% of all RNs</b>	<b>3.2%</b>	<b>9.0%</b>	<b>8.5%</b>	<b>9.2%</b>	<b>12.9%</b>	<b>13.3%</b>	<b>15.6%</b>	<b>13.7%</b>	<b>8.5%</b>	<b>6.0%</b>	

<sup>27</sup> In keeping with their younger age profile, 26% of male Registered Nurses had been practising for fewer than six years compared with 17% of female RNs, and 70% of female RNs had been practising for more than 10 years compared with 59% of males.

Figure 2: Age distribution of male and female Registered Nurses

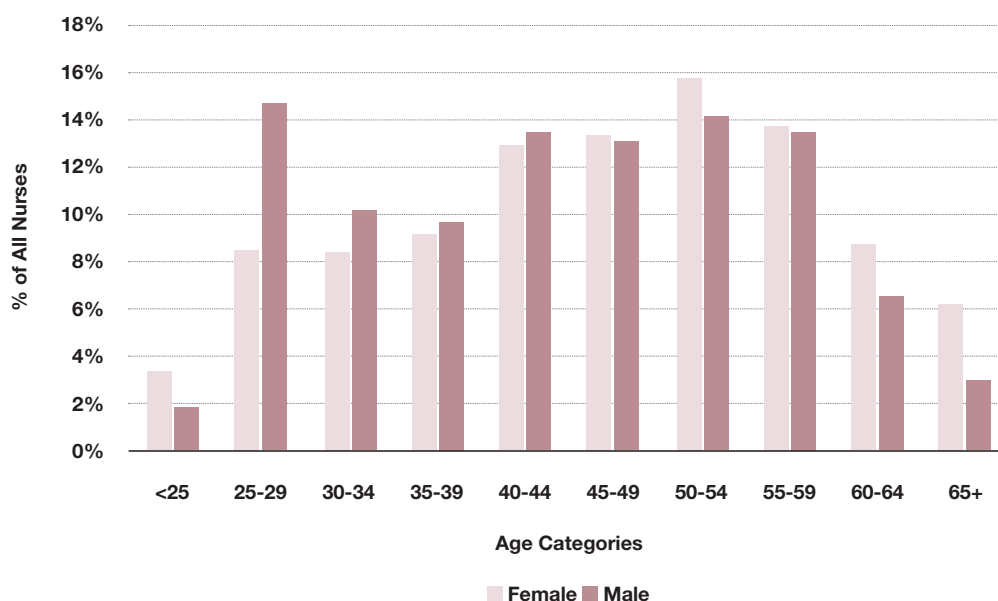


Table 20 below shows the ethnic identification of Registered Nurses in New Zealand, along with the age profile of each ethnic group. The most common ethnicity in the RN workforce was *New Zealand European/Pakeha*; 67% of nurses identified with this ethnic group (either solely or in conjunction with one or two other ethnic groups). The next most common ethnic identification was *Other European* (16%), followed by *New Zealand Māori* (7%), and then *Indian* and *Filipino* (both 6%). Three per cent of the workforce identified with at least one Pacific ethnic group. Twelve per cent of Registered Nurses stated multiple ethnic identifications: 4957 provided two ethnicities, and 491 provided three.

Registered Nurses from European backgrounds (whether Pakeha or non-Pakeha) have the oldest age profiles, with 65% of RNs in both of these ethnic groups being 50 or older, and these two groups have the smallest percentage of RNs under 40 (19% of *Other European* and 24% of *New Zealand European/Pakeha*). The ethnic group with the youngest age profile was *Filipino*, of whom only 15% were 50 or older, and 68% were under 40.

Table 20: Ethnicity of the Registered Nurse workforce by age<sup>28</sup>

Ethnicity	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total RNs	% of all RNs
NZ European/ Pakeha	1,076	1,758	1,889	2,318	3,422	3,900	5,122	4,673	3,124	2,257	<b>29,539</b>	<b>66.0%</b>
Other European	70	270	407	630	1,108	1,299	1,375	1,067	540	376	<b>7,142</b>	<b>15.9%</b>
NZ Māori	99	180	188	314	442	450	507	436	219	149	<b>2,984</b>	<b>6.7%</b>
Samoan	19	33	36	54	64	68	67	63	41	16	<b>461</b>	<b>1.0%</b>
Cook Island Māori	5	16	7	15	20	26	19	19	6	4	<b>137</b>	<b>0.3%</b>
Tongan	10	21	24	30	35	37	41	29	12	8	<b>247</b>	<b>0.6%</b>
Niuean	4	7	7	4	8	15	9	6	5	-	<b>65</b>	<b>0.1%</b>
Tokelauan	4	2	6	9	17	9	10	2	2	1	<b>62</b>	<b>0.1%</b>
Fijian	23	68	86	79	71	56	57	37	19	11	<b>507</b>	<b>1.1%</b>
Other Pacific Peoples	1	12	13	14	33	24	19	18	5	4	<b>143</b>	<b>0.3%</b>
Filipino	74	872	415	344	445	160	75	106	26	6	<b>2,523</b>	<b>5.6%</b>
Other SE Asian	11	72	47	44	62	34	22	41	22	12	<b>367</b>	<b>0.8%</b>
Chinese	47	161	246	99	113	83	80	76	41	29	<b>975</b>	<b>2.2%</b>
Indian	73	751	541	370	284	207	152	117	55	24	<b>2,574</b>	<b>5.7%</b>
Other Asian	28	78	63	52	62	61	36	39	14	6	<b>439</b>	<b>1.0%</b>
African	12	20	92	111	117	86	84	49	17	5	<b>593</b>	<b>1.3%</b>
Other	49	140	161	169	257	272	294	238	132	72	<b>1,784</b>	<b>4.0%</b>
Unstated	14	15	8	2	7	5	3	2	1	-	<b>57</b>	<b>0.1%</b>
<b>All ethnicities</b>	<b>1,445</b>	<b>4,018</b>	<b>3,820</b>	<b>4,129</b>	<b>5,788</b>	<b>5,961</b>	<b>6,998</b>	<b>6,128</b>	<b>3,827</b>	<b>2,668</b>	<b>44,782</b>	

<sup>28</sup> This table includes items where nurses could give more than one answer. Please see 'interpreting Multiple Responses' in Chapter 1 of this Report for further information.

Table 21 below shows the age and gender distribution of the Registered Nurse workforce in different regions of New Zealand. The region with the largest percentage of the RN workforce was *Auckland*, where 29% of all New Zealand nurses worked, followed by *Canterbury* (14%) and *Wellington* (11%). The smallest regional workforce was in the *West Coast* (N = 355, under 1% of all RNs).

Five regions had RN workforces where more than 50% of nurses were aged 50 or over: *West Coast* (60%), *Nelson-Marlborough* (56%), *Otago* and *Canterbury* (both 51%), and *Hawkes Bay* (5%). The regions with the highest percentage of RNs aged under 40 were *Auckland* (34%), *Wellington* (30%) and *Waikato* (29%). As noted in Chapter 2, these values will have been affected by high levels of non-response from those under 30, likely due to a high presence of newly registered nurses and those in NETP programmes. Just under a quarter (22%) of those under 30 did not state a geographic region, compared with 2% of those aged 30 or older.

Table 21: **Geographic distribution of the Registered Nurse workforce by age and gender**

Region	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total RNs	% of RNs	Female	Male
Auckland	284	1,367	1,364	1,294	1,778	1,697	1,779	1,559	968	762	<b>12,852</b>	<b>28.7%</b>	11,785	1,067
Bay of Plenty	28	180	169	264	407	432	503	417	268	212	<b>2,880</b>	<b>6.4%</b>	2,680	200
Canterbury	107	423	424	436	746	865	1,113	983	599	393	<b>6,089</b>	<b>13.6%</b>	5,618	471
Hawkes Bay	23	85	109	136	207	245	293	237	159	120	<b>1,614</b>	<b>3.6%</b>	1,528	86
Manawatu-Whanganui	34	172	206	211	322	350	419	335	212	123	<b>2,384</b>	<b>5.3%</b>	2,185	199
Nelson-Marlborough	11	67	70	96	171	202	269	252	175	93	<b>1,406</b>	<b>3.1%</b>	1,308	98
Northland	14	103	136	146	191	248	269	278	166	103	<b>1,654</b>	<b>3.7%</b>	1,511	143
Otago	27	160	171	172	234	274	376	378	224	119	<b>2,135</b>	<b>4.8%</b>	1,928	207
Southland	10	63	71	110	137	123	171	130	74	47	<b>936</b>	<b>2.1%</b>	875	61
Tairāwhiti	5	23	30	39	72	66	78	56	63	37	<b>469</b>	<b>1.0%</b>	441	28
Taranaki	16	82	74	123	156	152	204	174	98	55	<b>1,134</b>	<b>2.5%</b>	1,064	70
Waikato	66	348	335	378	502	534	609	523	370	266	<b>3,931</b>	<b>8.8%</b>	3,612	319
Wellington	66	443	441	540	653	626	759	713	402	298	<b>4,941</b>	<b>11.0%</b>	4,523	418
West Coast	6	27	17	14	33	46	80	57	40	35	<b>355</b>	<b>0.8%</b>	317	38
Unstated	748	475	203	170	179	101	76	36	9	5	<b>2,002</b>	<b>4.5%</b>	1,816	186
<b>All regions</b>	<b>1,445</b>	<b>4,018</b>	<b>3,820</b>	<b>4,129</b>	<b>5,788</b>	<b>5,961</b>	<b>6,998</b>	<b>6,128</b>	<b>3,827</b>	<b>2,668</b>	<b>44,782</b>		<b>41,191</b>	<b>3,591</b>

## 4.2 Employment Settings and FTE Loads of Registered Nurses

Table 22 below shows the gender and age profile of Registered Nurses practising in different employment settings. The largest group of RNs worked in Acute DHB setting: 42% of Registered Nurses reported working in this setting. In contrast, only 1% of the total workforce reported working in each of the Māori Health Service Provider and Government Agency settings, and less than 1% in the Rural and Pacific Health Service Provider settings. The Pacific Health Service Provider setting had the smallest workforce with only 63 RNs. Almost half (49%) of male RNs work in the Acute DHB setting, with 16% in Community DHB and 11% in Aged Care/Residential Settings. Ten per cent of RNs reported working in multiple employment settings.

The setting with the largest percentage of nurses under 40 was the Acute DHB setting (35%), followed by Rest Home/Residential Care (32%) and Nursing Agency (28%). As with geographic distribution, however, just under a quarter (24%) of those under 30 did not state an employment setting, compared with 3% of those aged 30 or older. There were only four settings in which more than half of the Registered Nurse workforce was aged under 50: Acute DHB (65%), Private Hospital and Māori Health Service Provider (both 51%), and Rest Home/Residential Care (just over 50%). The settings with the highest percentages of nurses aged 50 or older were Self Employed (72%), Pacific Health Service Provider (62%) and Educational Institution (61%).

Table 22: Employment settings of the Registered Nurse workforce by age and gender<sup>29</sup>

Employment setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total	% of RNs	Female	Male
DHB (acute)	528	2,110	2,120	2,107	2,692	2,601	2,636	2,084	1,165	587	18,630	41.6%	16,865	1,765
DHB (community)	41	107	204	342	578	756	926	824	442	296	4,516	10.1%	3,957	559
DHB (other)	50	199	231	278	465	494	601	601	349	232	3,500	7.8%	3,184	316
Educational Institution	-	10	30	80	137	183	246	191	140	99	1,116	2.5%	1,047	69
Government Agency	2	19	36	34	74	69	103	66	52	20	475	1.1%	408	67
Māori Health Service Provider	2	13	36	51	62	85	79	74	50	38	490	1.1%	454	36
Nursing Agency	8	57	66	64	79	65	108	106	73	59	685	1.5%	630	55
Pacific Health Service Provider	1	5	2	2	4	10	10	16	8	5	63	0.1%	58	5
Primary Health Care/Community	46	237	351	482	799	944	1,250	1,035	662	517	6,323	14.1%	6,193	130
Private Hospital	36	205	250	330	457	453	545	496	349	262	3,383	7.6%	3,223	160
Rest Home/Residential Care	33	628	382	325	412	370	535	624	470	480	4,259	9.5%	3,873	386
Rural	4	15	26	29	47	47	79	60	36	38	381	0.9%	363	18
Self Employed	-	5	8	17	71	93	153	153	100	88	688	1.5%	638	50
Other	11	64	122	161	294	355	474	442	311	203	2,437	5.4%	2,330	107
Unstated	726	563	256	211	223	139	122	95	52	47	2,434	5.4%	2,219	215
<b>All settings</b>	<b>1,445</b>	<b>4,018</b>	<b>3,820</b>	<b>4,129</b>	<b>5,788</b>	<b>5,961</b>	<b>6,998</b>	<b>6,128</b>	<b>3,827</b>	<b>2,668</b>	<b>44,782</b>		<b>41,191</b>	<b>3,591</b>

<sup>29</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

Table 23 below shows the ethnic identification of Registered Nurses across different employment settings. The setting with the largest percentage of Registered Nurses who identified as Māori was *Māori Health Service Provider* (44%); following this the settings with the greatest presence of Māori RNs were *Community DHB* and *Rural* (both 9%). Similarly, the setting with the largest presence of Registered Nurses who identified with at least one Pacific ethnicity was *Pacific Health Service Provider*, where these nurses made up 65% of the RN workforce; the next highest percentages were in *Nursing Agency* (7%), and *Māori Health Service Provider* and *Rest Home/Residential Care* (both 4%). Conversely, the settings with the lowest percentage of Registered Nurses who identified as *New Zealand European/Pakeha* were *Pacific Health Service Provider* (17%), *Māori Health Service Provider* (38%), and *Nursing Agency* and *Rest Home/Residential Care* (both 46%). The settings with the highest were *Self-Employed* and *Primary Health Care/Community* (both 70%).

Those Registered Nurses who identified as *Other European* were most commonly working in the *Acute DHB* setting (42%) followed by *Community DHB* (14%) and *Primary Health Care* settings (13%). *Indian-identifying* RNs were most commonly working in the *Acute DHB* settings (52%), followed by *Rest Home/Residential Care* (18%) and *Other DHB* settings (9%). Registered Nurses who identified as *Filipino* most commonly worked in the *Acute DHB* settings (47%), followed by *Rest Home/Residential Care* (29%) and *Other DHB* settings (7%).

Table 23: **Employment settings of the Registered Nurse workforce by ethnicity**<sup>30</sup>

Practice Area	NZ European/ Pakeha		Other European		NZ Māori		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian Peoples		Other Pacific Peoples		Other SE Asian		Chinese		Indian		Other Asian		African		Other Unstated		Total RNs
DHB (acute)	11,752	3,024	1,083	167	47	88	23	19	258	60	1,181	199	549	1,337	255	802	5	18,630											
DHB (community)	3,168	973	463	67	22	25	13	7	32	8	38	19	51	79	37	156	2	4,516											
DHB (other)	2,259	600	252	42	13	20	6	8	36	11	164	35	64	241	62	177	-	3,500											
Educational Institution	853	233	97	15	2	4	1	2	5	5	2	2	6	14	3	40	-	1,116											
Government Agency	356	85	43	3	1	1	-	-	5	2	11	-	6	20	4	23	-	475											
Māori Health Service Provider	230	53	272	8	9	-	2	2	3	4	1	-	4	5	2	16	-	490											
Nursing Agency	378	101	52	19	2	15	1	5	15	11	42	12	22	49	45	44	1	685											
Pacific Health Service Provider	12	2	4	21	2	21	3	2	1	2	-	-	-	-	-	2	-	63											
Primary Health Care/Community	4,949	954	415	66	24	32	12	7	52	14	51	25	96	114	42	193	1	6,323											
Private Hospital	2,324	626	91	23	4	25	2	2	41	15	190	23	82	142	56	149	-	3,383											
Rest Home/ Residential Care	2,224	458	228	44	6	35	2	7	66	24	742	69	90	473	125	155	3	4,259											
Rural	285	72	38	1	-	1	-	-	-	1	3	1	2	6	1	22	-	381											
Self Employed	551	132	46	5	2	1	1	-	-	-	2	3	5	3	4	26	-	688											
Other	1,837	468	129	11	5	7	1	-	13	2	44	9	26	52	26	111	-	2,437											
Unstated	1,448	174	196	37	11	22	8	8	36	4	196	9	66	220	30	103	46	2,433											
<b>All settings</b>	<b>29,539</b>	<b>7,142</b>	<b>2,984</b>	<b>461</b>	<b>137</b>	<b>247</b>	<b>65</b>	<b>62</b>	<b>507</b>	<b>143</b>	<b>2,523</b>	<b>367</b>	<b>975</b>	<b>2,574</b>	<b>593</b>	<b>1,784</b>	<b>57</b>	<b>44,782</b>											

<sup>30</sup> This table includes items where nurses could give more than one answer. Please see 'interpreting multiple responses' in Chapter 1 of this report for further information.

Table 24 describes the FTE-equivalent workload that practising Registered Nurses reported working in an average week in their employment setting, and Table 25 describes the same workload by practice area. Due to issues with allocating hours to multiple employment settings and practice areas, these values are only for RNs who reported working in a single setting or area. The exception to this is the *All settings* and *All practice areas* rows, which are based on the total working time reported by practising RNs, and include those who gave multiple responses and those who did not state a setting or area. Both tables exclude 'unstated' responses for the number of hours worked (N = 2908).

Registered Nurses reported working an average of 0.8 FTE (median of 0.9 FTE), with 49% of RNs working between 0.9 and 1.1 FTE in an average week and 3% working 1.1 FTE or more.

Table 24: Registered Nurses' FTE-equivalent worked in an 'average' week by employment setting<sup>31,32</sup>

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)	8	42	258	179	852	467	1,681	605	3,315	2,428	6,307	27	84	94	8	9	67	16,431	0.83
DHB (community)	4	7	26	17	116	128	349	128	598	227	1,942	5	28	19	1	-	7	3,602	0.87
DHB (other)	2	3	33	15	119	97	293	99	554	251	1,142	6	15	9	1	-	14	2,653	0.84
Educational Institution	1	4	21	24	19	63	34	44	60	85	254	-	11	18	3	-	5	646	0.83
Government Agency	1	4	2	3	4	10	14	6	33	20	227	2	6	6	3	-	2	343	0.93
Māori Health Service Provider	-	-	2	2	5	14	15	19	54	14	203	-	2	1	-	-	1	332	0.90
Nursing Agency	-	2	12	2	29	15	38	16	52	9	67	2	6	3	-	1	-	254	0.74
Pacific Health Service Provider	-	1	-	-	-	-	1	1	4	-	27	-	-	1	-	-	-	35	0.94
Primary Health Care/Community	10	63	154	188	315	510	689	498	833	464	1,065	34	40	28	7	-	8	4,906	0.74
Private Hospital	2	15	72	50	214	112	399	141	492	201	846	12	27	31	1	-	6	2,621	0.78
Rest Home/Residential Care	2	11	64	47	179	101	285	135	550	203	1,797	32	54	72	7	6	13	3,558	0.87
Rural	-	2	9	3	14	8	27	12	21	9	28	-	1	2	-	-	-	136	0.70
Self Employed	1	10	19	8	7	26	15	21	20	9	62	1	8	5	2	-	4	218	0.74
Other	2	13	47	42	78	112	207	99	285	96	463	15	25	20	5	-	5	1,514	0.78
<b>All settings</b>	<b>38</b>	<b>202</b>	<b>810</b>	<b>649</b>	<b>2,167</b>	<b>1,912</b>	<b>4,506</b>	<b>2,114</b>	<b>7,609</b>	<b>4,427</b>	<b>15,827</b>	<b>245</b>	<b>487</b>	<b>523</b>	<b>68</b>	<b>63</b>	<b>227</b>	<b>41,874</b>	<b>0.83</b>

<sup>31</sup> The 2,908 Registered Nurses who did not state hours worked have been excluded from this table.

<sup>32</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

Table 25: Registered Nurses' FTE-equivalent worked in an 'average' week by practice area<sup>33,34</sup>

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	-	-	1	-	4	4	5	-	15	5	89	1	1	3	-	-	1	130	0.93
Assessment & Rehabilitation	-	1	11	2	42	28	121	38	241	93	454	3	6	2	-	1	5	1,053	0.85
Child Health, incl. neonatology	3	15	50	37	170	132	287	160	369	398	514	4	8	4	-	1	6	2,199	0.77
Continuing Care (elderly)	3	12	71	41	189	97	314	139	498	194	1,428	32	34	41	3	6	16	3,158	0.84
District Nursing	2	3	20	13	79	63	164	39	214	70	296	1	1	9	1	3	5	981	0.77
Emergency & Trauma	2	6	49	34	95	57	184	87	375	289	490	6	5	9	1	3	3	1,718	0.80
Family Planning/ Sexual Health	-	-	5	5	9	12	12	13	19	15	29	-	-	-	-	-	-	121	0.74
Intellectually Disabled	-	-	3	1	1	3	11	8	12	9	82	-	3	2	-	-	-	136	0.90
Intensive Care/ Cardiac Care	-	5	17	38	69	46	200	63	224	420	585	9	3	14	4	1	10	1,735	0.84
Medical	1	8	45	24	139	91	258	99	729	399	1,150	3	8	10	3	3	8	3,013	0.83
Mental Health (community)	1	4	2	4	17	40	66	50	167	61	1,181	5	23	12	1	1	8	1,657	0.94
Mental Health (inpatients)	2	-	11	4	45	49	93	48	171	110	1,062	6	25	13	2	-	5	1,661	0.91
Nursing Administration & Management	1	3	4	1	12	25	47	30	88	43	769	2	54	59	6	-	8	1,161	0.96
Nursing Education	2	4	14	13	23	50	43	39	76	75	323	-	9	12	3	-	2	700	0.85
Nursing Professional Advice/ Policy	-	-	5	1	2	8	11	4	14	10	99	-	2	3	2	-	3	164	0.91
Nursing Research	-	2	2	3	5	16	13	13	24	6	52	1	1	1	-	-	-	144	0.79
Obstetrics/ Maternity	-	-	14	13	35	21	73	22	94	51	111	1	2	3	1	-	2	451	0.76
Occupational Health	-	5	13	10	13	26	31	16	44	14	106	5	12	9	3	-	1	317	0.80
Oncology	-	2	6	2	7	12	34	16	71	35	82	-	1	2	-	-	1	278	0.81
Palliative Care	-	2	10	7	53	21	144	27	207	48	139	-	3	1	-	-	1	675	0.75
Perioperative Care (Theatre)	1	15	58	49	140	86	271	141	469	230	1,224	17	12	11	-	2	11	2,772	0.83
Practice Nursing	4	45	95	130	222	300	406	291	491	235	400	25	15	9	3	-	3	2,724	0.70
Primary Health Care	6	11	41	38	61	124	193	120	262	130	547	9	13	10	5	1	6	1,600	0.80
Public Health	-	2	2	2	16	20	61	24	82	43	209	-	1	1	-	-	1	469	0.84
School Health	-	2	7	12	3	12	18	14	20	7	21	-	-	1	-	-	-	120	0.69
Surgical	3	9	81	35	296	127	472	118	1027	570	1,177	4	9	15	1	1	14	4,012	0.80
Youth Health	-	2	6	3	4	6	8	9	14	5	24	-	-	-	-	-	1	83	0.74
Other	2	8	36	29	72	92	179	73	251	138	529	2	12	13	1	1	5	1,471	0.80
<b>All practice areas</b>	<b>38</b>	<b>202</b>	<b>810</b>	<b>649</b>	<b>2,167</b>	<b>1,912</b>	<b>4,506</b>	<b>2,114</b>	<b>7,609</b>	<b>4,427</b>	<b>15,827</b>	<b>245</b>	<b>487</b>	<b>523</b>	<b>68</b>	<b>63</b>	<b>227</b>	<b>41,874</b>	<b>0.83</b>

<sup>33</sup> The 2,908 Registered Nurses who did not state hours worked have been excluded from this table.

<sup>34</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

### 4.3 Practice Areas of Registered Nurses

Table 26 below shows the gender and age distribution of the Registered Nurse workforce across different areas of practice. The single largest practice area by number of RNs was *Surgical* nursing (12% of all RNs), followed by *Medical* nursing (10%) and *Continuing Care* (9%), while the smallest area was *Youth Health* (N = 192, less than 1% of the workforce). The specific *Oncology* code introduced in 2012 was used by 385 RNs. The largest groups of male Registered Nurses were in the two core *Mental Health* practice areas (16% of male RNs worked in each of *Inpatients* and *Community*), and these were also the areas where male RNs made up the greatest percentage of the workforce (29% of the *Inpatients* RN workforce and 26% of the *Community* workforce was male). The area with the lowest male presence was *Obstetrics/Maternity*, where only two RNs were male. Sixteen per cent of RNs reported working in multiple practice areas.

The areas with the largest proportion of Registered Nurses aged under 40 were *Intensive Care/Cardiac Care* (40%), *Child Health* and *Emergency & Trauma* (both 38%), and *Surgical* nursing (37%). As with geographic distribution and employment setting, however, just under a quarter (24%) of those under 30 did not state a practice area. Conversely, the highest concentration of Registered Nurses aged 50 and over was in *Occupational Health*, where 70% of the workforce was in this age group. This was followed by *Nursing Administration & Management* (65%), and *Palliative Care* and *Nursing Professional Advice/Policy* (both 61%).

Table 26: Practice areas of the Registered Nurse workforce by age and gender<sup>35</sup>

Employment setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total	% of RNs	Female	Male
Addiction Services	-	7	7	11	33	47	43	34	19	13	214	0.5%	167	47
Assessment & Rehabilitation	35	108	112	131	164	182	263	239	160	92	1,486	3.3%	1,389	97
Child Health, incl. neonatology	87	325	322	321	402	365	358	297	177	102	2,756	6.2%	2,708	48
Continuing Care (elderly)	35	585	390	323	400	381	533	593	494	512	4,246	9.5%	3,902	344
District Nursing	10	27	59	95	151	206	247	265	139	102	1,301	2.9%	1,276	25
Emergency & Trauma	46	279	316	342	404	375	392	255	117	71	2,597	5.8%	2,324	273
Family Planning/ Sexual Health	1	5	19	18	30	38	28	42	18	19	218	0.5%	212	6
Intellectually Disabled	-	8	9	17	17	46	48	44	25	10	224	0.5%	175	49
Intensive Care/ Cardiac Care	40	263	294	287	376	317	310	185	100	45	2,217	5.0%	1,972	245
Medical	121	510	524	488	626	630	653	546	324	167	4,589	10.2%	4,271	318
Mental Health (community)	20	51	92	167	291	350	460	385	205	107	2,128	4.8%	1,566	562
Mental Health (inpatients)	39	140	168	190	247	278	345	335	201	118	2,061	4.6%	1,470	591
Nursing Administration & Management	-	12	54	122	247	345	537	471	251	166	2,205	4.9%	1,999	206
Nursing Education	1	15	71	114	208	258	307	258	156	124	1,512	3.4%	1,394	118
Nursing Professional Advice/ Policy	-	2	8	23	48	65	98	64	54	17	379	0.8%	350	29
Nursing Research	1	6	17	32	51	50	73	61	35	27	353	0.8%	336	17
Obstetrics/ Maternity	1	30	39	43	64	118	124	130	94	69	712	1.6%	710	2
Occupational Health	1	5	9	19	35	61	99	95	61	53	438	1.0%	418	20
Oncology	14	35	34	36	58	58	66	53	35	16	405	0.9%	385	20
Palliative Care	5	76	74	72	127	138	219	245	180	133	1,269	2.8%	1,198	71
Perioperative Care (Theatre)	60	289	329	338	492	466	447	410	238	137	3,206	7.2%	2,959	247
Practice Nursing	27	142	197	257	422	507	719	593	414	300	3,578	8.0%	3,531	47

Table continued on next page >

Primary Health Care	29	117	156	188	356	395	475	396	236	163	<b>2,511</b>	<b>5.6%</b>	2,416	95
Public Health	8	24	34	56	95	96	112	109	71	43	<b>648</b>	<b>1.4%</b>	630	18
School Health	-	1	6	23	29	44	53	24	15	7	<b>202</b>	<b>0.5%</b>	199	3
Surgical	193	652	580	572	744	678	748	588	359	230	<b>5,344</b>	<b>11.9%</b>	5,070	274
Youth Health	2	11	11	28	29	34	41	20	8	8	<b>192</b>	<b>0.4%</b>	182	10
Other	21	130	125	189	345	326	403	410	235	164	<b>2,348</b>	<b>5.2%</b>	2,189	159
Unstated	741	593	281	249	269	170	170	138	73	69	<b>2,754</b>	<b>6.1%</b>	2,523	231
All practice areas	1,445	4,018	3,820	4,129	5,788	5,961	6,998	6,128	3,827	2,668	<b>44,782</b>	<b>41,191</b>	3,591	
Unstated	726	563	256	211	223	139	122	95	52	47	<b>2,427</b>	<b>5.4%</b>	2,219	215
<b>All settings</b>	<b>1,445</b>	<b>4,018</b>	<b>3,820</b>	<b>4,129</b>	<b>5,788</b>	<b>5,961</b>	<b>6,998</b>	<b>6,128</b>	<b>3,827</b>	<b>2,668</b>	<b>44,782</b>	<b>41,191</b>	<b>41,191</b>	<b>3,591</b>

Table 27, on the following page, shows the ethnic identification of Registered Nurses across different practice areas. The practice areas with the largest percentage of Māori RNs in their workforce were *Community Mental Health* (13%), *Youth Health*, *Primary Health Care* and *Inpatient Mental Health* (all 11%), and *Nursing Professional Advice/Policy and Public Health* (both 10%). The areas with the largest presence of Registered Nurses who identified with at least one Pacific ethnicity (all 5%) were *Primary Health Care*, *Inpatient Mental Health*, *Assessment & Rehabilitation*, *Public Health* and *Youth Health*. Conversely, the practice area with the lowest percentage of Registered Nurses who identified as *New Zealand European/Pakeha* was *Continuing Care* (46%) – this was the only area in which less than half of RNs identified with this ethnic group. The practice areas with the highest were *District Nursing* and *Occupational Health* (both 72%) and *Practice Nursing* (71%).

Those Registered Nurses who identified as *Other European* were most commonly working in *Surgical* nursing (11%) followed by *Medical* (9%). *Indian*-identifying RNs were most commonly working in *Continuing Care* and *Medical* nursing (both 18%), followed by *Surgical* nursing (15%). Registered Nurses who identified as *Filipino* most commonly worked in *Continuing Care* (28%), with significant groups also working in *Medical* nursing (16%), *Perioperative Care* (12%), and *Surgical* nursing (11%).

<sup>36</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

Table 27: Practice areas of the Registered Nurse workforce by ethnicity<sup>36</sup>

Practice Area	NZ European/Pakeha		Other European		NZ Māori		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian Peoples		Other Pacific Peoples		Filipino		Other SE Asian		Chinese		Indian		Other Asian		African		Other Unstated		Total RNs	
Addiction Services	147	61	23	3	1	-	-	2	2	3	1	-	-	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	214	
Assessment & Rehabilitation	896	215	99	23	6	8	4	27	5	125	19	32	134	16	25	55	1	1,486	1	1,486	1	1,486	1	1,486	1	1,486	1	1,486	1	1,486	1,486	
Child Health, incl. neonatology	1,964	470	142	27	5	16	3	22	12	92	17	43	127	9	18	101	-	2,756	-	2,756	-	2,756	-	2,756	-	2,756	-	2,756	-	2,756	2,756	
Continuing Care (elderly)	2,212	461	220	48	6	41	3	64	29	706	76	96	471	50	134	165	3	4,246	3	4,246	3	4,246	3	4,246	3	4,246	3	4,246	3	4,246	4,246	
District Nursing	1,039	238	75	6	3	2	3	8	2	6	-	12	10	3	4	33	-	1,301	-	1,301	-	1,301	-	1,301	-	1,301	-	1,301	-	1,301	1,301	
Emergency & Trauma	1,789	490	193	21	2	10	-	25	6	102	24	43	104	25	20	123	1	2,597	1	2,597	1	2,597	1	2,597	1	2,597	1	2,597	1	2,597	2,597	
Family Planning/Sexual Health	166	45	18	1	1	-	-	1	-	2	-	5	1	1	-	8	-	218	-	218	-	218	-	218	-	218	-	218	-	218	218	
Intellectually Disabled	134	80	13	2	1	1	1	1	-	4	-	-	5	-	2	7	-	224	-	224	-	224	-	224	-	224	-	224	-	224	224	
Intensive Care/Cardiac Care	1,301	477	87	14	5	4	1	25	7	122	28	59	215	27	18	109	-	2,217	-	2,217	-	2,217	-	2,217	-	2,217	-	2,217	-	2,217	2,217	
Medical	2,691	608	297	48	14	34	7	78	11	404	54	143	460	78	76	189	-	4,589	-	4,589	-	4,589	-	4,589	-	4,589	-	4,589	-	4,589	4,589	
Mental Health (community)	1,359	532	318	37	9	16	8	8	6	11	7	19	28	7	20	85	1	2,128	1	2,128	1	2,128	1	2,128	1	2,128	1	2,128	1	2,128	2,128	
Mental Health (inpatients)	1,250	414	255	46	15	19	10	29	3	53	17	60	96	11	42	101	1	2,061	1	2,061	1	2,061	1	2,061	1	2,061	1	2,061	1	2,061	2,061	
Nursing Administration & Management	1681	425	182	18	5	10	-	6	10	29	7	16	26	7	21	84	-	2,205	-	2,205	-	2,205	-	2,205	-	2,205	-	2,205	-	2,205	2,205	
Nursing Education	1,123	318	117	13	3	6	2	6	4	7	3	15	29	7	13	67	-	1,512	-	1,512	-	1,512	-	1,512	-	1,512	-	1,512	-	1,512	1,512	
Nursing Professional Advice/Policy	301	77	45	1	2	1	-	1	-	1	-	-	5	-	1	10	-	379	-	379	-	379	-	379	-	379	-	379	-	379	379	
Nursing Research	261	57	17	5	1	1	-	1	1	8	4	9	4	3	4	18	-	353	-	353	-	353	-	353	-	353	-	353	-	353	353	
Obstetrics/ Maternity	495	133	33	3	1	1	-	15	5	26	8	11	37	6	14	38	-	712	-	712	-	712	-	712	-	712	-	712	-	712	712	
Occupational Health	363	86	28	1	1	1	-	2	1	-	-	2	2	2	1	15	-	438	-	438	-	438	-	438	-	438	-	438	-	438	438	
Oncology	310	72	14	2	1	1	-	1	1	14	1	8	9	3	12	15	-	405	-	405	-	405	-	405	-	405	-	405	-	405	405	
Palliative Care	864	228	52	9	2	5	2	11	4	88	13	26	44	13	19	54	-	1,269	-	1,269	-	1,269	-	1,269	-	1,269	-	1,269	-	1,269	1,269	
Perioperative Care (Theatre)	2,079	509	110	22	7	10	2	25	10	291	38	123	133	51	52	135	-	3,206	-	3,206	-	3,206	-	3,206	-	3,206	-	3,206	-	3,206	3,206	
Practice Nursing	2,850	520	218	27	15	19	7	34	9	28	13	59	68	11	22	94	1	3,578	1	3,578	1	3,578	1	3,578	1	3,578	1	3,578	1	3,578	3,578	
Primary Health Care	1,772	344	324	54	19	29	9	27	10	42	11	49	58	15	21	83	-	2,511	-	2,511	-	2,511	-	2,511	-	2,511	-	2,511	-	2,511	2,511	
Public Health	458	105	73	16	6	4	1	6	2	3	5	8	22	4	7	30	1	648	1	648	1	648	1	648	1	648	1	648	1	648	648	
School Health	160	36	22	3	3	1	-	2	-	1	-	1	2	-	2	6	-	202	-	202	-	202	-	202	-	202	-	202	-	202	202	
Surgical	3,512	774	247	38	10	23	5	90	26	281	50	162	394	75	98	223	2	5,344	2	5,344	2	5,344	2	5,344	2	5,344	2	5,344	2	5,344	5,344	
Youth Health	149	28	25	7	1	1	-	-	-	-	-	1	3	1	-	5	-	192	-	192	-	192	-	192	-	192	-	192	-	192	192	
Other	1,621	429	137	15	6	6	2	19	8	131	23	32	97	23	28	115	-	2,348	-	2,348	-	2,348	-	2,348	-	2,348	-	2,348	-	2,348	2,348	
Unstated	1,679	209	214	37	14	24	7	42	5	211	10	73	245	52	34	121	46	2,754	46	2,754	46	2,754	46	2,754	46	2,754	46	2,754	46	2,754	2,754	
<b>All practice areas</b>	<b>29,539</b>	<b>7,142</b>	<b>2,984</b>	<b>461</b>	<b>137</b>	<b>247</b>	<b>65</b>	<b>507</b>	<b>143</b>	<b>2,523</b>	<b>367</b>	<b>975</b>	<b>2,574</b>	<b>439</b>	<b>593</b>	<b>1,784</b>	<b>57</b>	<b>44,782</b>	<b>57</b>	<b>44,782</b>	<b>57</b>	<b>44,782</b>	<b>57</b>	<b>44,782</b>	<b>57</b>	<b>44,782</b>	<b>57</b>	<b>44,782</b>	<b>57</b>	<b>44,782</b>	<b>44,782</b>	

<sup>36</sup> This table includes items where nurses could give more than one answer. Please see 'interpreting multiple responses' in Chapter 1 of this report for further information.

#### 4.4 Qualifications of Registered Nurses

Table 28 below describes the qualifications that first entitled Registered Nurses 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 registration qualification overseas; 37% of these had a qualification from the United Kingdom, 20% a qualification from the Philippines, and 14% from India & Sri Lanka (equalling 9%, 5% and 3% respectively of the entire Registered Nurse workforce). These nurses are known as Internationally Qualified Nurses (IQNs), and are discussed further in Appendix 3 of this report. Of the 75% who gained their qualification in New Zealand, 44% had a bachelor's degree. Nineteen per cent of all RNs had received their qualifications before 1980, rising to 21% of New Zealand-qualified RNs.

Table 28: Registration qualification types and countries of the Registered Nurse workforce by year gained

Qualification	Pre-1965	65-69	70-74	75-79	80-84	85-89	90-94	95-99	00-04	05-09	2010 or later	Unstated	Total RNs
Bachelor of Nursing	-	-	4	9	24	35	186	1,868	2,770	4,228	3,611	1	12,736
Bachelor of Nursing (Pacific)	-	-	-	-	-	-	-	-	-	27	50	-	77
Other Bachelors	-	-	1	1	1	6	42	515	849	360	258	1	2,034
Diploma of Nursing	5	9	17	240	893	2,302	3,210	1,100	143	8	-	-	7,927
Other Diploma	-	-	-	-	1	6	7	4	3	8	-	-	29
Hospital Certificate	391	1,316	2,089	2,996	2,678	1,014	80	21	22	2	-	6	10,615
Other Certificate	-	1	5	13	10	11	1	2	20	40	-	-	103
Other	-	-	-	-	-	-	-	1	-	6	-	-	7
<b>Total with New Zealand qualification</b>	<b>396</b>	<b>1,326</b>	<b>2,116</b>	<b>3,259</b>	<b>3,607</b>	<b>3,374</b>	<b>3,526</b>	<b>3,511</b>	<b>3,807</b>	<b>4,679</b>	<b>3,919</b>	<b>8</b>	<b>33,528</b>
<b>Non-New Zealand qualification</b>	<b>Pre-1965</b>	<b>65-69</b>	<b>70-74</b>	<b>75-79</b>	<b>80-84</b>	<b>85-89</b>	<b>90-94</b>	<b>95-99</b>	<b>00-04</b>	<b>05-09</b>	<b>2010 or later</b>	<b>Unstated</b>	<b>Total RNs</b>
Australia	13	25	62	53	76	79	92	106	59	59	20	2	646
Other Pacific	-	5	27	48	87	108	92	116	76	20	-	2	581
Philippines	-	1	6	57	61	59	395	270	253	1,130	2	-	2,234
China <sup>37</sup>	-	1	8	15	19	20	19	13	16	13	-	1	125
India & Sri Lanka	-	-	13	36	44	87	108	199	244	785	11	-	1,527
Other Asia	-	8	17	22	23	19	35	31	18	16	3	-	192
Middle East	-	1	1	3	2	4	4	4	8	2	-	-	29
South Africa	6	15	47	81	125	104	112	99	61	18	-	2	670
Zimbabwe	-	-	9	19	24	11	19	34	85	14	-	-	215
Other Africa	-	1	-	3	19	17	24	10	9	5	-	-	88
United Kingdom	38	112	179	301	491	577	786	630	575	396	24	12	4,121
Other Western Europe	3	7	33	60	72	78	49	70	34	36	6	2	450
Central/ Eastern Europe	-	1	5	4	2	8	17	15	3	-	-	-	55
North America	3	12	19	26	34	35	27	33	24	46	10	-	269
Central/ South America	-	-	-	-	1	1	3	2	3	-	-	-	10
<b>Total with non-New Zealand qualification</b>	<b>63</b>	<b>189</b>	<b>426</b>	<b>728</b>	<b>1,080</b>	<b>1,207</b>	<b>1,782</b>	<b>1,632</b>	<b>1,468</b>	<b>2,540</b>	<b>76</b>	<b>21</b>	<b>11,212</b>
Unstated	-	-	-	-	-	-	-	-	-	1	-	41	42
<b>All qualifications</b>	<b>459</b>	<b>1,515</b>	<b>2,542</b>	<b>3,987</b>	<b>4,687</b>	<b>4,581</b>	<b>5,308</b>	<b>5,143</b>	<b>5,275</b>	<b>7,220</b>	<b>3,995</b>	<b>70</b>	<b>44,782</b>

<sup>37</sup> Includes People's Republic of China, Hong Kong, and Taiwan.

Table 29 below shows the country in which Registered Nurses in different practice areas gained the qualification that first entitled them to gain entry to the New Zealand Register of Nurses. It also shows the percentage of RNs in each area who possessed at least one post-registration qualification. The practice areas with the highest percentage of IQNs were *Continuing Care* (40%), *Intensive Care/Cardiac Care* (36%), and nursing for people with intellectual disabilities (35%). The areas with the lowest IQN presence were *Youth Health* (13%), *Practice Nursing* (15%), and *District Nursing and School Health* (both 16%). Overall, 44% of Registered Nurses had a post-registration qualification; having such qualifications was most common in *Nursing Professional Advice/ Policy* and *Nursing Education* (both 58%), and *Occupational Health* (56%), and least common in *Continuing Care* (26%) and *Surgical nursing* (29%).

Table 29: Practice areas of the Registered Nurse workforce by country or region of qualification and possession of post-registration qualifications<sup>38</sup>

Practice area	NZ	Australia	Other Pacific	Philippines	China <sup>38</sup>	India & Sri Lanka	Other Asia	Middle East	South Africa	Zimbabwe	Other Africa	United Kingdom	Other Western Europe	Central/Eastern Europe	North America	Central/South America	Unstated	Total RNs	Post-Registration Qualification
Addiction Services	159	5	-	-	-	-	1	-	3	1	-	41	1	-	2	-	1	214	50.5%
Assessment & Rehabilitation	1,080	17	34	107	5	81	6	1	9	15	4	102	16	5	4	-	-	1,486	36.2%
Child Health, incl. neonatology	2,107	40	35	76	7	64	6	1	53	3	3	300	28	1	28	1	3	2,756	46.7%
Continuing Care (elderly)	2,559	71	104	677	17	368	26	7	80	66	15	203	31	4	11	3	4	4,246	26.2%
District Nursing	1,090	25	3	5	2	1	1	-	15	2	-	143	10	-	4	-	1	1,301	41.4%
Emergency & Trauma	1,986	50	33	96	5	44	9	-	44	9	2	257	29	4	27	-	2	2,597	34.5%
Family Planning/ Sexual Health	175	3	-	2	1	1	-	-	2	-	-	31	1	-	2	-	-	218	50.5%
Intellectually Disabled	145	3	2	4	-	1	-	-	2	1	-	61	4	-	-	-	1	224	34.8%
Intensive Care/ Cardiac Care	1,428	31	29	112	12	155	14	2	47	5	6	296	47	3	28	1	1	2,217	40.1%
Medical	3,217	62	102	373	23	308	31	3	49	36	15	292	43	9	22	1	3	4,589	30.4%
Mental Health (community)	1,623	24	3	3	2	2	-	1	13	2	-	422	13	1	16	-	3	2,128	55.5%
Mental Health (inpatients)	1,632	25	4	18	9	31	1	-	14	9	3	279	24	1	8	-	3	2,061	47.5%
Nursing Administration & Management	1,750	45	13	29	1	11	6	1	61	5	-	241	21	2	16	2	1	2,205	48.3%
Nursing Education	1,155	39	5	6	2	9	2	-	32	5	2	209	17	1	26	-	2	1,512	57.6%
Nursing Professional Advice/ Policy	304	7	1	1	-	2	-	-	3	1	-	54	4	-	2	-	-	379	57.8%
Nursing Research	270	5	1	7	1	-	-	1	7	2	1	42	10	-	6	-	-	353	46.2%
Obstetrics/ Maternity	498	17	22	26	1	11	5	1	19	6	9	78	13	1	2	1	2	712	52.4%
Occupational Health	350	11	2	-	1	1	1	-	11	-	-	49	4	-	7	-	1	438	55.9%
Oncology	317	7	1	12	-	5	1	-	2	2	1	48	6	-	2	1	-	405	42.0%
Palliative Care	910	17	12	86	5	27	6	-	28	5	3	134	24	2	9	-	1	1,269	45.0%
Perioperative Care (Theatre)	2,340	50	27	252	14	78	28	4	66	13	11	250	46	7	17	-	3	3,206	33.8%
Practice Nursing	3,049	56	48	19	8	15	8	2	36	4	4	278	22	1	21	-	7	3,578	32.6%

Table continued on next page >

Primary Health Care	2,095	46	45	36	7	17	7	7	1	31	7	-	186	16	-	12	-	5	2,511	41.9%
Public Health	529	7	9	2	2	6	2	1	1	13	1	-	65	4	-	7	-	-	648	46.9%
School Health	169	4	3	-	-	-	-	-	-	3	-	-	19	-	1	3	-	-	202	41.1%
Surgical	4,017	55	100	251	8	235	28	40	4	87	40	23	386	68	16	22	2	2	5,344	29.2%
Youth Health	168	2	-	-	-	-	-	-	-	2	-	-	16	2	-	2	-	-	192	41.1%
Other	1,715	40	24	125	5	45	18	9	2	50	9	2	267	25	4	12	-	5	2,348	48.9%
Unstated	2,302	24	16	154	4	129	14	2	1	9	2	2	66	16	-	7	-	8	2,754	11.4%
<b>All practice areas</b>	<b>33,528</b>	<b>646</b>	<b>581</b>	<b>2,234</b>	<b>125</b>	<b>1,527</b>	<b>192</b>	<b>215</b>	<b>29</b>	<b>670</b>	<b>215</b>	<b>88</b>	<b>4,121</b>	<b>450</b>	<b>55</b>	<b>269</b>	<b>10</b>	<b>42</b>	<b>44,782</b>	<b>43.7%</b>

<sup>36</sup> This table includes items where nurses could give more than one answer. Please see 'interpreting multiple responses' in Chapter 1 of this report for further information.

<sup>38</sup> Includes People's Republic of China, Hong Kong, and Taiwan.

# 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 1 April 2013 there were 2,862 Enrolled Nurses currently practising in New Zealand, a decrease of 273 on the 3,135 Enrolled Nurses practising in New Zealand at 31 March 2011. This equals six Enrolled Nurses per 10,000 New Zealanders, or one EN for every 1560 New Zealanders. Of these ENs, 99% (N = 2828) worked in Direct Care roles.

### 5.1 Age, Gender, Ethnicity and Geographic Distribution of Enrolled Nurses

The Enrolled Nurse workforce had an even higher proportion of women than other nursing scopes, with only 3% (N = 88) being male. The workforce was also considerably older, with 82% aged 50 or above, and only 6% under 40. As shown in Figures 3 and 4, Enrolled Nurses had a much older age profile than Registered Nurses, but male ENs continued the pattern seen in other scopes of being generally younger than their female counterparts.

The mean age of Enrolled Nurses was 55.0 (median of 56), with the mean age of female ENs being 55.0 (median of 56) and the mean age of male ENs being 52.8 (median of 55). Following this pattern, of the 2,738 (96%) who stated how long they had been practising as nurses, 81% had been working for more than 15 years, and only 8% had been working for fewer than six.

Table 30: Age and gender distribution of the Enrolled Nurse workforce

	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Female	43	38	37	38	90	252	614	776	653	233	<b>2,774</b>
% of all female ENs	1.6%	1.4%	1.3%	1.4%	3.2%	9.1%	22.1%	28.0%	23.5%	8.4%	
Male	1	4	3	3	3	10	19	20	18	7	<b>88</b>
% of all male ENs	1.1%	4.5%	3.4%	3.4%	3.4%	11.4%	21.6%	22.7%	20.5%	8.0%	
<b>Total</b>	<b>44</b>	<b>42</b>	<b>40</b>	<b>41</b>	<b>93</b>	<b>262</b>	<b>633</b>	<b>796</b>	<b>671</b>	<b>240</b>	<b>2,862</b>
<b>% of all ENs</b>	<b>1.5%</b>	<b>1.5%</b>	<b>1.4%</b>	<b>1.4%</b>	<b>3.2%</b>	<b>9.2%</b>	<b>22.1%</b>	<b>27.8%</b>	<b>23.4%</b>	<b>8.4%</b>	

Figure 3: Age distribution of male and female Enrolled Nurses

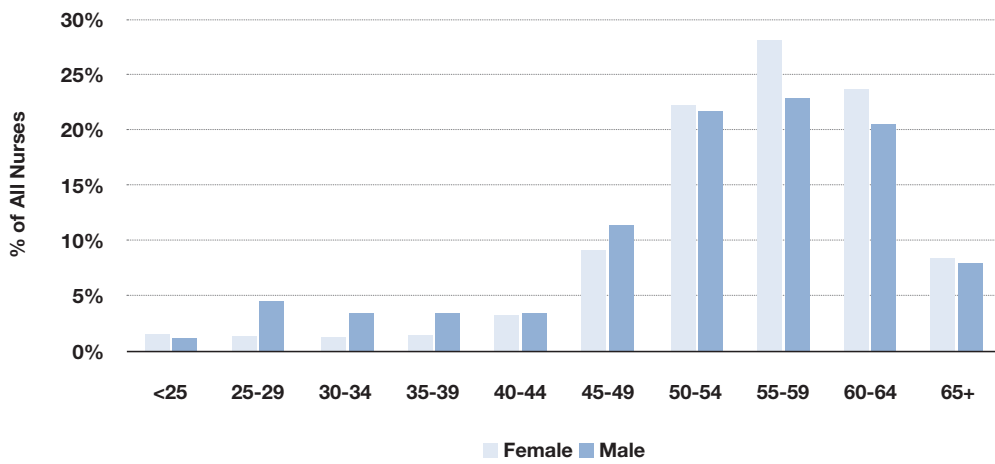


Figure 4: Age distribution of Enrolled and Registered Nurses

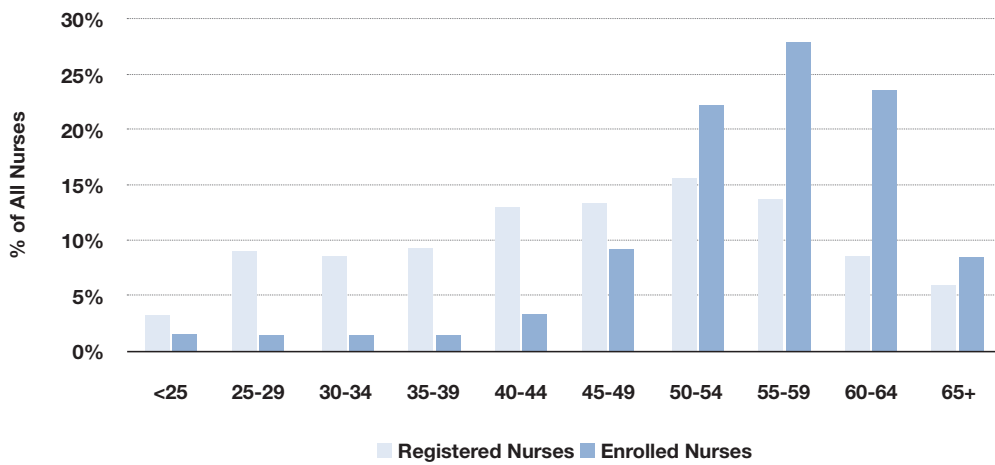


Table 31 below shows the ethnic identification of Enrolled Nurses in New Zealand, along with the age profile of each ethnic group. The EN workforce is heavily concentrated in a small number of ethnic groups, with 83% identifying as *New Zealand European/Pakeha*, 10% as *New Zealand Māori* and 10% as *Other European*. Three per cent of the workforce identified with at least one Pacific ethnic group. Eleven per cent of Enrolled Nurses stated multiple ethnic identifications: 279 provided two ethnicities and 44 provided three.

Amongst the three main ethnic groups identified above, 86% of *New Zealand European/Pakeha* ENs are aged 50 or older, as are 83% of the Enrolled Nurses who identify as *New Zealand Māori*, and 78% of those who identify as *Other European*. Enrolled Nurses who identify as *Indian* are noticeably younger than those from other ethnic groups, with only 23% being aged 50 or older and 63% being aged under 40.

Table 31: Ethnicity of the Enrolled Nurse workforce by age<sup>40</sup>

Ethnicity	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65<	Total ENs	Total ENs
NZ European/Pakeha	31	21	18	14	55	205	558	705	587	192	<b>2,386</b>	<b>83.4%</b>
Other European	2	4	-	6	15	33	69	64	55	23	<b>271</b>	<b>9.5%</b>
NZ Māori	5	2	3	3	8	26	61	71	69	36	<b>284</b>	<b>9.9%</b>
Samoan	2	1	-	1	1	1	4	8	11	9	<b>38</b>	<b>1.3%</b>
Cook Island Māori	-	1	-	-	2	1	2	1	7	1	<b>15</b>	<b>0.5%</b>
Tongan	1	-	-	-	1	1	-	3	3	3	<b>12</b>	<b>0.4%</b>
Niuean	-	-	1	-	-	-	1	-	3	1	<b>6</b>	<b>0.2%</b>
Tokelauan	-	-	-	-	1	-	-	-	2	-	<b>3</b>	<b>0.1%</b>
Fijian	4	1	5	2	2	2	1	5	-	-	<b>22</b>	<b>0.8%</b>
Other Pacific Peoples	-	-	1	-	1	1	1	3	2	1	<b>10</b>	<b>0.3%</b>
Filipino	-	1	1	2	2	1	2	1	1	-	<b>11</b>	<b>0.4%</b>
Other SE Asian	1	-	-	-	-	-	-	-	1	-	<b>2</b>	<b>0.1%</b>
Chinese	-	3	2	1	-	-	-	4	1	1	<b>12</b>	<b>0.4%</b>
Indian	8	6	11	8	4	3	3	8	1	-	<b>52</b>	<b>1.8%</b>
Other Asian	-	-	-	2	-	3	1	1	1	-	<b>8</b>	<b>0.3%</b>
African	-	4	2	4	5	9	4	2	1	-	<b>31</b>	<b>1.1%</b>
Other	4	2	4	5	9	7	13	11	5	3	<b>63</b>	<b>2.2%</b>
Unstated	-	1	-	-	1	-	1	-	-	-	<b>3</b>	<b>0.1%</b>
<b>All ethnicities</b>	<b>44</b>	<b>42</b>	<b>40</b>	<b>41</b>	<b>93</b>	<b>262</b>	<b>633</b>	<b>796</b>	<b>671</b>	<b>240</b>	<b>2,862</b>	

Table 32 shows the age and gender distribution of the Enrolled Nurse workforce in different regions of New Zealand. The region with the largest percentage of the EN workforce was *Canterbury*, where 20% of Enrolled Nurses worked, followed by *Auckland* (18%). The smallest regional workforce was in the *Hawkes Bay* region (N = 34, just over 1% of all ENs).

*Canterbury* and *Otago* were the only two regions to have EN workforces where less than 80% of nurses were aged 50 or over – in both cases this figure was 79%. The only regions where more than 5% of the EN workforce was aged under 40 were *Tairāwhiti* (8%), *Auckland* (7%) and *Canterbury* (6%).

<sup>40</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

Table 32: Geographic distribution of the Enrolled Nurse workforce by age and gender

Region	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total ENs	% of ENs	Female	Male
Auckland	6	11	13	8	22	35	111	133	119	60	518	18.1%	499	19
Bay of Plenty	1	-	1	3	3	13	23	63	49	19	175	6.1%	170	5
Canterbury	6	11	10	10	21	64	132	169	124	26	573	20.0%	555	18
Hawkes Bay	-	-	-	-	-	3	5	11	14	1	34	1.2%	34	-
Manawatu-Whanganui	-	-	-	-	2	3	28	28	29	12	102	3.6%	100	2
Nelson-Marlborough	1	-	-	-	4	21	53	48	37	13	177	6.2%	170	7
Northland	-	-	-	-	1	7	21	29	18	11	87	3.0%	84	3
Otago	-	1	2	2	7	14	24	27	32	17	126	4.4%	124	2
Southland	2	-	1	1	6	21	56	57	64	27	235	8.2%	227	8
Tairāwhiti	2	3	2	3	-	12	30	32	32	8	124	4.3%	124	-
Taranaki	-	-	-	-	3	8	25	30	18	7	91	3.2%	90	1
Waikato	1	-	1	1	4	13	45	79	61	16	221	7.7%	218	3
Wellington	-	-	-	2	4	18	47	53	51	17	192	6.7%	184	8
West Coast	-	-	-	1	2	9	13	26	22	5	78	2.7%	72	6
Unstated	25	16	10	10	14	21	20	11	1	1	129	4.5%	123	6
<b>All regions</b>	<b>44</b>	<b>42</b>	<b>40</b>	<b>41</b>	<b>93</b>	<b>262</b>	<b>633</b>	<b>796</b>	<b>671</b>	<b>240</b>	<b>2,862</b>		<b>2,774</b>	<b>88</b>

## 5.2 Employment Settings and FTE Loads of Enrolled Nurses

Table 33 below shows the gender and age profile of Enrolled Nurses practising in different employment settings. The largest group of ENs worked in *Rest Home/Residential Care*: 30% reported working in this setting. Less than 1% reported working in each of *Pacific Health Service Provider*, *Government Agency*, *Education Setting*, *Self Employed*, and *Educational Institution* settings. The *Pacific Health Service Provider* setting had the smallest workforce, with only 2 ENs. Male Enrolled Nurses diverge slightly from this pattern, with 28% working in *Acute DHB* settings, 22% in *Other DHB/Residential Care*, and 17% in *Rest Home/Residential Care*. Nine per cent of ENs reported working in multiple employment settings.

In only three settings were less than 80% of Enrolled Nurses aged under 50: *Pacific Health Service Provider* (50%), *Government Agency* (56%) and *Nursing Agency* (67%). The highest percentage of ENs aged under 40 (10%) was in the *Nursing Agency* setting, and in five settings there were no ENs aged under 40. The settings with the highest percentages of ENs aged 50 or older were *Educational Institution* (94%), and *Rural* and *Acute DHB* (both 90%).

Table 33: Employment settings of the Enrolled Nurse workforce by age and gender<sup>41</sup>

Employment setting	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total ENs	% of ENs	Female	Male
DHB (acute)	2	5	4	5	8	37	145	167	147	64	584	20.4%	556	28
DHB (community)	1	1	2	2	5	15	51	69	66	11	223	7.8%	220	3
DHB (other)	-	-	-	1	11	32	106	110	101	42	403	14.1%	381	22
Educational Institution	-	-	-	-	-	1	7	6	1	1	16	0.6%	15	1
Government Agency	-	-	-	-	1	3	2	2	1	-	9	0.3%	8	1
Māori Health Service Provider	-	-	-	1	1	2	7	6	9	5	31	1.1%	31	-
Nursing Agency	1	1	1	3	3	11	15	19	2	5	61	2.1%	59	2
Pacific Health Service Provider	-	-	-	-	1	-	-	-	-	1	2	0.1%	2	-
Primary Health Care/Community	-	-	1	3	3	29	48	67	45	10	206	7.2%	202	4
Private Hospital	1	6	2	2	11	26	60	100	70	24	302	10.6%	293	9
Rest Home/Residential Care	11	9	18	15	37	79	170	251	213	65	868	30.3%	851	17
Rural	-	-	-	-	-	3	9	8	8	3	31	1.1%	31	-
Self Employed	-	-	-	-	-	2	2	4	5	-	13	0.5%	13	-
Other	1	3	-	2	5	21	43	43	50	17	185	6.5%	182	3
Unstated	27	18	12	12	18	25	30	23	6	5	176	6.1%	167	9
<b>All settings</b>	<b>44</b>	<b>42</b>	<b>40</b>	<b>41</b>	<b>93</b>	<b>262</b>	<b>633</b>	<b>796</b>	<b>671</b>	<b>240</b>	<b>2,862</b>		<b>2,774</b>	<b>88</b>

<sup>41</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

Table 34 below shows the ethnic identification of the Enrolled Nurse workforce across different employment settings. The setting with the largest percentage of Enrolled Nurses who identified as Māori was *Māori Health Service Provider* (54%); following this the settings with the greatest presence of Māori ENs were *Educational Institution* (16%) and *Self Employed* (14%) – although in both cases these were very small workforces. Apart from the *Pacific Health Service Provider* (the two ENs in this setting both identified as Pacific), the settings with the largest presence of Enrolled Nurses identifying with at least one Pacific ethnicity were *Educational Institution* and *Nursing Agency* (both 5%). Conversely, the settings with the lowest percentage of Enrolled Nurses who identified as *New Zealand European/Pakeha* (apart from *Pacific Health Service Provider*) were *Māori Health Service Providers* (36%), *Nursing Agency* (60%) and *Educational Institution* (63%). The settings with the highest were *Government Agency* (90%) and *Rural* (84%). Those Enrolled Nurses who identified as *Other European* were most commonly working in *Rest Home/Residential Care* (31%) and *Acute DHB* settings (20%).

Table 34: **Employment settings of the Enrolled Nurse workforce by ethnicity**<sup>42</sup>

Employment Setting	NZ European/Pakeha		NZ Māori		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian		Other Pacific Peoples			Other SE Asian			Indian		Other Asian		African		Other Unstated		Total ENs
	European/Pakeha	Other	Māori	Samoan	Island Māori	Māori	Tongan	Niuean Tokelauan	Fijian	Other Pacific Peoples	Filipino	Asian	Chinese	Indian	Other Asian	African	Other Unstated	Total ENs									
DHB (acute)	498	55	44	13	4	3	2	2	5	2	-	-	2	10	1	3	10	-	-	-	-	-	-	-	-	584	
DHB (community)	194	22	30	3	-	1	-	-	-	1	-	-	1	2	-	2	3	-	-	-	-	-	-	-	-	223	
DHB (other)	351	49	33	6	2	-	2	-	-	2	2	1	-	3	-	2	5	-	-	-	-	-	-	-	-	403	
Educational Institution	12	2	3	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	16	
Government Agency	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	
Māori Health Service Provider	14	3	21	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31	
Nursing Agency	45	8	7	2	2	-	-	-	-	-	1	-	-	3	-	2	5	-	-	-	-	-	-	-	-	61	
Pacific Health Service Provider	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
Primary Health Care/ Community	184	13	16	3	1	-	-	-	-	-	1	-	-	-	-	2	3	-	-	-	-	-	-	-	-	206	
Private Hospital	254	29	25	3	1	2	1	-	5	2	1	-	-	8	-	3	10	-	-	-	-	-	-	-	-	302	
Rest Home/ Residential Care	714	83	100	6	5	5	2	-	8	3	7	-	7	13	5	12	20	-	-	-	-	-	-	-	-	868	
Rural	31	2	3	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31	
Self Employed	11	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	
Other	163	24	16	3	-	-	-	-	-	-	1	-	1	-	-	1	3	-	-	-	-	-	-	-	-	185	
Unstated	111	14	20	1	2	1	-	-	7	1	1	1	2	16	2	10	11	3	-	-	-	-	-	-	-	176	
<b>All settings</b>	<b>2,386</b>	<b>271</b>	<b>284</b>	<b>38</b>	<b>15</b>	<b>12</b>	<b>6</b>	<b>3</b>	<b>22</b>	<b>10</b>	<b>11</b>	<b>2</b>	<b>12</b>	<b>52</b>	<b>8</b>	<b>31</b>	<b>63</b>	<b>3</b>	<b>3</b>	<b>2,862</b>							

<sup>42</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

Table 35 describes the FTE-equivalent workload that practising Enrolled Nurses reported working during an average week in their employment setting, and Table 36 describes the same FTE-equivalent workload by practice area. Due to issues with allocating hours to multiple employment settings and practice areas, these values are only for ENs who reported working in a single setting or area. The exception to this is the *All settings* and *All practice areas* rows, which are based on the total working time reported by practising ENs, and includes those who gave multiple responses and those who did not state a setting or area. Both tables exclude 'unstated' responses for the number of hours worked (N = 198).

Enrolled Nurses reported working an average of 0.8 FTE (median of 0.8 FTE), with 42% of ENs working between 0.9 and 1.1 FTE in an average week and 1% working 1.1 FTE or more.

Table 35: **Enrolled Nurses' FTE-equivalent worked in an 'average' week by employment setting**<sup>43,44</sup>

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 ENs	Mean FTE
DHB (acute)	2	3	6	2	18	8	75	22	151	44	169	1	1	1	-	1	1	505	0.81
DHB (community)	-	-	2	4	15	7	36	12	32	9	64	-	-	1	-	1	-	183	0.78
DHB (other)	-	-	5	2	15	10	64	20	78	26	106	-	-	1	-	4	-	331	0.80
Educational Institution	-	-	-	1	-	-	2	4	1	1	-	1	-	-	-	-	-	10	0.75
Government Agency	-	-	1	-	-	-	3	-	2	-	1	-	-	-	-	-	-	7	0.66
Māori Health Service Provider	-	-	-	1	-	1	2	1	1	1	17	1	-	-	-	-	-	25	0.90
Nursing Agency	-	-	3	2	2	3	3	1	7	3	10	-	-	1	-	-	-	35	0.74
Pacific Health Service Provider	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	1.00
Primary Health Care/Community	-	-	2	2	7	12	16	13	29	18	56	3	-	1	-	-	-	159	0.82
Private Hospital	-	-	5	1	10	15	31	25	63	20	64	2	4	1	-	1	-	242	0.80
Rest Home/Residential Care	-	1	15	20	33	42	61	74	163	92	248	9	3	5	1	-	3	770	0.82
Rural	-	-	-	-	2	1	3	1	3	4	2	-	-	-	-	-	-	16	0.75
Self Employed	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1.25
Other	-	-	4	2	7	3	21	8	26	16	33	1	4	-	-	-	-	125	0.79
<b>All settings</b>	<b>3</b>	<b>4</b>	<b>49</b>	<b>41</b>	<b>117</b>	<b>109</b>	<b>347</b>	<b>196</b>	<b>613</b>	<b>258</b>	<b>846</b>	<b>26</b>	<b>16</b>	<b>22</b>	<b>3</b>	<b>8</b>	<b>6</b>	<b>2,862</b>	<b>0.81</b>

<sup>43</sup> The 198 Enrolled Nurses who did not state hours worked have been excluded from this table.

<sup>44</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

Table 36: Enrolled Nurses' FTE hours worked in an 'average' week by practice area<sup>45,46</sup>

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 ENs	Mean FTE
Addiction Services	-	-	-	-	-	-	-	-	-	1	2	-	-	-	-	-	-	3	0.97
Assessment & Rehabilitation	-	-	4	1	11	10	50	10	52	24	82	1	-	-	-	2	-	247	0.80
Child Health, incl. neonatology	1	1	-	-	1	1	6	-	15	6	6	-	-	-	-	-	-	37	0.76
Continuing Care (elderly)	-	-	16	20	36	46	70	78	168	86	223	8	4	5	2	-	2	764	0.81
District Nursing	-	-	3	3	10	7	21	9	14	4	47	-	-	1	-	-	-	119	0.77
Emergency & Trauma	-	-	-	-	-	-	-	1	3	1	2	-	-	-	-	-	-	7	0.86
Family Planning/ Sexual Health	-	-	-	-	-	-	1	-	1	-	1	-	-	-	-	-	-	3	0.80
Intellectually Disabled	-	-	-	2	-	2	4	4	5	2	20	-	-	1	-	-	-	40	0.86
Intensive Care/ Cardiac Care	-	-	-	-	-	-	2	-	-	-	2	-	-	-	-	-	-	4	0.80
Medical	1	1	-	1	7	2	20	6	44	10	44	-	-	-	-	-	-	136	0.80
Mental Health (community)	-	-	-	1	1	1	1	3	6	2	13	1	-	-	-	-	-	28	0.86
Mental Health (inpatients)	-	-	-	2	2	-	2	1	12	10	50	-	-	-	-	-	-	79	0.92
Nursing Administration & Management	-	-	-	-	-	-	2	-	2	2	16	-	-	1	-	-	-	23	0.96
Nursing Education	-	-	-	-	-	-	-	1	2	-	1	1	-	-	-	-	-	5	0.89
Nursing Research	-	-	-	-	-	-	1	2	1	-	1	-	-	-	-	-	-	5	0.80
Obstetrics/ Maternity	-	-	4	-	7	3	16	4	18	5	11	-	-	1	-	-	1	70	0.72
Occupational Health	-	-	1	-	-	-	1	-	2	3	5	1	1	-	-	-	-	14	0.88
Oncology	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	2	0.95
Palliative Care	-	-	2	-	6	2	17	3	27	5	8	-	-	-	-	1	-	71	0.73
Perioperative Care (Theatre)	-	1	1	-	3	8	14	14	32	10	61	2	2	1	-	1	-	150	0.85
Practice Nursing	-	-	2	1	2	2	4	5	9	7	13	-	-	1	-	-	-	46	0.81
Primary Health Care	-	-	1	1	1	8	4	7	8	5	17	2	-	-	-	-	-	54	0.79
Public Health	-	-	-	-	-	-	1	1	4	-	4	-	-	-	-	-	-	10	0.86
School Health	-	-	1	-	1	-	1	1	-	1	-	-	-	-	-	-	-	5	0.62
Surgical	-	-	2	1	10	5	33	7	54	16	50	1	-	-	1	-	1	181	0.79
Youth Health	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0 <sup>47</sup>	-
Other	1	-	1	2	3	3	11	8	22	8	34	-	1	-	-	1	-	95	0.82
<b>All practice areas</b>	<b>3</b>	<b>4</b>	<b>49</b>	<b>41</b>	<b>117</b>	<b>109</b>	<b>347</b>	<b>196</b>	<b>613</b>	<b>258</b>	<b>846</b>	<b>26</b>	<b>16</b>	<b>22</b>	<b>3</b>	<b>8</b>	<b>6</b>	<b>2,862</b>	<b>0.81</b>

<sup>45</sup> The 199 Enrolled Nurses who did not state hours worked have been excluded from this table.

<sup>46</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

<sup>47</sup> The four ENs who worked in Youth Health were removed from this table during data cleaning.

### 5.3 Practice Areas of Enrolled Nurses

Table 37 below shows the gender and age distribution of the Enrolled Nurse workforce across different areas of practice. The single largest practice area by number of ENs was *Continuing Care* (34% of the EN workforce), followed by *Assessment & Rehabilitation* (12%) and *Medical* (9%), while four areas had fewer than five ENs: *Family Planning/Sexual Health*, *Intensive Care/Cardiac Care*, *Oncology*, and *Youth Health*. No Enrolled Nurses stated they worked in the *Nursing Professional Advice/Policy* area. The largest groups of male Registered Nurses worked in *Continuing Care* (23% of male ENs) and *Inpatient Mental Health* (20%), while the areas where male ENs made up the greatest percentage of the workforce were *Inpatient Mental Health* (17%), nursing for people with intellectual disabilities (12%), and *Community Mental Health* (11%). Fifteen areas had no male Enrolled Nurses. Fifteen per cent of ENs reported working in multiple practice areas.

The areas with the largest proportion of Enrolled Nurses aged under 40 were *Occupational Health*, nursing for people with intellectual disabilities, and *Public Health* (all 6%). The only areas where less than 80% of ENs were aged 50 or above were *Addiction Services* (63%), *Family Planning/Sexual Health* (67%), nursing for people with intellectual disabilities (77%), and *Nursing Administration & Management* (just under 80%) – although the first two of these areas had very small Enrolled Nurse workforces.

Table 37: Practice areas of the Enrolled Nurse workforce by age and gender<sup>48</sup>

Practice Area	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total ENs	% of ENs	Female	Male
Addiction Services	-	-	-	-	1	2	1	1	3	-	8	0.3%	8	-
Assessment & Rehabilitation	2	4	4	4	8	30	90	103	77	27	349	12.2%	337	12
Child Health, incl. neonatology	-	-	-	-	-	2	14	13	13	3	45	1.6%	45	-
Continuing Care (elderly)	10	10	16	15	40	87	189	287	235	72	961	33.6%	941	20
District Nursing	1	1	-	3	3	17	35	47	32	4	143	5.0%	140	3
Emergency & Trauma	-	1	-	-	-	1	11	1	8	1	23	0.8%	22	1
Family Planning/ Sexual Health	-	-	-	-	-	1	-	2	-	-	3	0.1%	3	-
Intellectually Disabled	1	-	-	2	-	9	14	9	12	5	52	1.8%	46	6
Intensive Care/ Cardiac Care	-	-	-	-	-	-	-	3	1	-	4	0.1%	4	-
Medical	-	3	3	1	7	15	59	65	64	31	248	8.7%	243	5
Mental Health (community)	-	-	-	-	2	4	5	14	17	2	44	1.5%	39	5
Mental Health (inpatients)	-	1	-	1	3	11	25	28	23	11	103	3.6%	85	18
Nursing Administration & Management	-	-	1	-	2	6	12	15	7	1	44	1.5%	44	-
Nursing Education	-	-	-	-	1	-	1	5	3	-	10	0.3%	10	-
Nursing Professional Advice/ Policy	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nursing Research	-	-	-	-	-	1	4	-	-	-	5	0.2%	5	-
Obstetrics/ Maternity	-	-	-	-	1	5	19	31	27	9	92	3.2%	92	-
Occupational Health	-	-	-	1	2	-	3	4	6	-	16	0.6%	16	-
Oncology	-	-	-	-	-	-	-	1	2	1	4	0.1%	4	-
Palliative Care	-	4	2	1	7	18	42	46	46	13	179	6.3%	176	3
Perioperative Care (Theatre)	1	1	1	1	4	11	37	59	38	16	169	5.9%	164	5

Table continued on next page >

Practice Nursing	-	-	-	2	2	7	16	15	14	10	<b>66</b>	<b>2.3%</b>	66	-
Primary Health Care	-	1	1	-	5	3	24	21	12	9	<b>76</b>	<b>2.7%</b>	76	-
Public Health	-	1	-	-	-	1	4	8	2	2	<b>18</b>	<b>0.6%</b>	18	-
School Health	-	-	-	-	1	1	2	5	-	2	<b>11</b>	<b>0.4%</b>	11	-
Surgical	2	-	-	2	3	20	53	66	69	25	<b>240</b>	<b>8.4%</b>	235	5
Youth Health	-	-	-	-	-	-	1	1	-	2	<b>4</b>	<b>0.1%</b>	4	-
Other	2	1	3	3	2	19	31	38	32	10	<b>141</b>	<b>4.9%</b>	136	5
Unstated	27	18	12	12	17	27	42	34	21	9	<b>219</b>	<b>7.7%</b>	210	9
<b>All practice areas</b>	<b>44</b>	<b>42</b>	<b>40</b>	<b>41</b>	<b>93</b>	<b>262</b>	<b>633</b>	<b>796</b>	<b>671</b>	<b>240</b>	<b>2,862</b>		<b>2,774</b>	<b>88</b>

Table 38, on the following page, shows the number of Enrolled Nurses in each practice area who identified with particular ethnic groups. The practice areas with the greatest percentage of Māori ENs (setting aside *Youth Health*, which had a workforce of only four ENs) were *Public Health* (28%), and *Emergency & Trauma* (26%) – although they both had small EN workforces. The areas with the greatest presence of Enrolled Nurses identifying with at least one Pacific ethnicity (and setting aside *Oncology* and *Youth Health* for the reasons noted above) were *School Health* (18%) – although this also had a small EN workforce – *Primary Health Care* (8%) and nursing for people with intellectual disabilities (6%). Conversely, the practice areas with the lowest percentage of Enrolled Nurses who identified as *New Zealand European/Pakeha* were *School Health* (73%) and *Primary Health Care* (75%). Those ENs who identified as *Other European* were most commonly working in *Continuing Care* (34%), followed by *Palliative Care* (11%), and *Assessment & Rehabilitation* and *Medical* (both 10%).

<sup>48</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

Table 38: Practice areas of the Enrolled Nurse workforce by ethnicity<sup>49</sup>

Practice Area	NZ European/Pakeha		Other European		NZ Māori		Cook Island Māori		Tongan		Niuean Tokelauan		Fijian Peoples		Other Pacific Peoples		Other SE Asian		Chinese		Indian		Other Asian		African		Other Unstated		Total ENs	
Addiction Services	7	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	
Assessment & Rehabilitation	301	27	28	4	2	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	4	9	-	349		
Child Health, incl. neonatology	42	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	45	
Continuing Care (elderly)	798	91	110	10	2	4	3	4	9	-	-	-	-	-	-	-	-	-	-	-	5	13	5	13	22	-	-	961		
District Nursing	129	15	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	143		
Emergency & Trauma	19	3	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23		
Family Planning/Sexual Health	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3		
Intellectually Disabled	44	5	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	52		
Intensive Care/Cardiac Care	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4		
Medical	208	27	20	4	1	4	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	3	-	-	248		
Mental Health (community)	35	5	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	44		
Mental Health (inpatients)	89	13	16	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	3	-	-	103		
Nursing Administration & Management	37	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	44		
Nursing Education	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10		
Nursing Professional Advice/Policy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nursing Research	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5		
Obstetrics/ Maternity	82	9	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	92		
Occupational Health	13	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16		
Oncology	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4		
Palliative Care	156	16	19	-	-	3	-	-	-	-	-	-	-	3	3	-	-	-	-	-	-	3	-	-	3	3	-	179		
Perioperative Care (Theatre)	142	30	10	2	1	-	1	-	2	-	-	-	-	3	3	-	-	-	-	-	-	3	-	-	1	3	-	169		
Practice Nursing	56	6	7	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	66		
Primary Health Care	57	3	14	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	76		
Public Health	14	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	1	-	-	18		
School Health	8	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	11		
Surgical	198	16	24	7	3	1	-	3	1	1	-	-	1	1	1	-	-	-	-	-	-	4	1	1	2	5	-	240		
Youth Health	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4		
Other	122	16	16	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	-	-	-	6	-	141		
Unstated	151	17	22	1	2	1	-	-	7	1	-	-	7	1	1	1	1	1	1	1	2	16	2	11	11	3	3	219		
<b>All practice areas</b>	<b>2,386</b>	<b>271</b>	<b>284</b>	<b>38</b>	<b>15</b>	<b>12</b>	<b>6</b>	<b>3</b>	<b>22</b>	<b>10</b>	<b>11</b>	<b>2</b>	<b>12</b>	<b>52</b>	<b>8</b>	<b>31</b>	<b>63</b>	<b>3</b>	<b>2,862</b>											

<sup>49</sup> This table includes items where nurses could give more than one answer. Please see 'interpreting multiple responses' in Chapter 1 of this report for further information.

## 5.4 Qualifications of Enrolled Nurses

Table 39, on the following page, shows the country in which Enrolled Nurses 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 ENs in each area who possessed at least one post-registration qualification. Seven per cent of Enrolled Nurses had received their qualification outside New Zealand (i.e. are considered IQNs); of these, 31% had an Australian qualification, 27% a qualification from the United Kingdom, and 20% a South African qualification (equalling 2%, 2% and 1% respectively of the total Enrolled Nurse workforce). Setting aside those very small practice areas with 10 or fewer ENs, the areas with the highest percentage of IQNs were *School Health* (18%), *Perioperative Care* (12%), and *Nursing Administration & Management* and *Public Health* (both 11%). The areas with the lowest IQN presence were *Occupational Health* (none) and *Obstetrics/Maternity* (2%). Appendix 3 contains more information on Internationally-Qualified Nurses.

Overall, 12% of Enrolled Nurses had a post-registration qualification. Again setting aside small practice areas, having such a qualification was most common in *Primary Health Care* and *Occupational Health* (both 25%), both areas of Mental Health practice (both 23%), and *Emergency & Trauma* and *Practice Nursing* (both 17%).

Table 39: Practice areas of the Enrolled Nurse workforce by country or region of qualification and possession of post-registration qualifications<sup>50</sup>

Practice area	NZ	Australia	Other Pacific/Philippines	China <sup>51</sup>	India & Sri Lanka	Other Asia	Middle East	South Africa	Zimbabwe	Other Africa	United Kingdom	Other Western Europe	Central/Eastern Europe	North America	Central/South America	Unstated	Total ENs	Post-Registration Qualification
Addiction Services	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	38%
Assessment & Rehabilitation	330	3	2	-	1	-	-	4	-	2	4	-	-	3	-	-	349	11%
Child Health, incl. neonatology	43	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	45	4%
Continuing Care (elderly)	879	28	2	1	-	-	-	21	1	3	18	4	2	2	-	-	961	14%
District Nursing	137	1	-	-	-	-	-	-	-	-	3	1	-	1	-	-	143	8%
Emergency & Trauma	22	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	23	17%
Family Planning/Sexual Health	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	67%
Intellectually Disabled	50	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	52	15%
Intensive Care/Cardiac Care	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-
Medical	234	3	4	-	-	-	-	2	-	-	4	-	-	1	-	-	248	9%
Mental Health (community)	42	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	44	23%
Mental Health (inpatients)	98	2	-	-	-	1	-	-	-	-	2	-	-	-	-	-	103	23%
Nursing Administration & Management	39	2	-	-	-	-	-	-	-	-	3	-	-	-	-	-	44	18%
Nursing Education	9	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	10	30%
Nursing Professional Advice/ Policy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nursing Research	4	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	5	-
Obstetrics/Maternity	90	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	92	7%
Occupational Health	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	25%
Oncology	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	25%
Palliative Care	164	5	2	-	-	1	-	4	-	-	3	-	-	-	-	-	179	11%
Perioperative Care (Theatre)	148	4	1	-	-	-	-	5	-	-	10	-	1	-	-	-	169	11%
Practice Nursing	62	3	1	-	-	-	-	1	-	-	-	-	-	-	-	-	66	17%
Primary Health Care	70	3	1	-	-	-	-	1	-	-	1	-	-	-	-	-	76	25%
Public Health	16	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	18	17%
School Health	9	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	11	9%
Surgical	228	4	1	-	-	-	-	3	-	-	2	-	-	-	1	-	240	8%
Youth Health	3	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	4	25%
Other	133	3	-	-	1	-	-	2	-	-	2	-	-	-	-	-	141	15%
Unstated	210	4	-	-	1	-	-	-	-	-	2	-	-	1	-	-	219	11%
<b>Grand Total</b>	<b>2,671</b>	<b>60</b>	<b>11</b>	<b>-</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>39</b>	<b>1</b>	<b>4</b>	<b>51</b>	<b>6</b>	<b>3</b>	<b>8</b>	<b>-</b>	<b>1</b>	<b>2,862</b>	<b>12%</b>

<sup>50</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

<sup>51</sup> Includes People's Republic of China, Hong Kong, and Taiwan.

## Appendix 1: The Māori Nursing Workforce

This appendix contains data specifically regarding nurses who identify as Māori – those who stated *New Zealand Māori* as one of the ethnicities with which they identified. Additional data can be found in individual chapters, but this chapter consolidates and adds to that material.

There were 3279 practising nurses who identify as Māori on the register at 31 March 2013: 11 Nurse Practitioners, 2984 Registered Nurses and 284 Enrolled Nurses. This represents 7% of the total nursing workforce, 11% of Nurse Practitioners, 6% of Registered Nurses, and 10% of Enrolled Nurses.<sup>52</sup> The Māori nursing workforce had a higher proportion of Enrolled Nurses compared with the non-Māori workforce: 9% of Māori nurses were ENs, compared with 6% of non-Māori.

Fifty-three Māori nurses were IQNs: one Nurse Practitioner, eight Enrolled Nurses, and 44 Registered Nurses. Of these Māori IQNs, nine had received their qualification in the United Kingdom, one in another Western European country, and 43 in Australia. Excluding the 156 nurses who did not report their total working hours, 38% of Māori nurses reported working on a part-time basis (fewer than 35 hours a week). This included 45% of Enrolled Nurses, 37% of Registered Nurses, and two Nurse Practitioners.

The Māori nursing workforce had a slightly older age profile than the nursing workforce as a whole, with 47% aged 50 or older and 24% aged under 40, compared with 46% and 28% respectively amongst all practising nurses. The Māori workforce also had fewer men: 6% compared with 8% for the whole nursing workforce.

Most Māori nurses (61%) identified with another ethnic group as well as *New Zealand Māori*, with 54% (N = 1773) identifying with one additional group, and 7% (N = 213) with three ethnic groups. As Table 40 shows, the majority of these nurses (91%) included *New Zealand European/Pakeha* as at least one of their ethnic identifications.<sup>53</sup> The next most common ethnicities amongst these nurses were *Other European* (10%) and *Other* (3%). In total, 94 Māori nurses also identified with at least one Pacific ethnicity – most commonly *Cook Island Māori* or *Samoan*.

Note that due to small sizes, Nurse Practitioners are not reported as a separate population column in tables. They are included in total workforce numbers.

Table 40: **Multiple ethnic identities of Māori nurses**

Most common additional ethnicities	Number
New Zealand European/ Pakeha	1,815
Other European	203
Samoan	28
Cook Island Māori	31
Tongan	7
Niuean	8
Tokelauan	4
Fijian	5
Other Pacific Peoples	13
Chinese	19
Indian	8
Other Asian	5
Other	53
<b>All Māori nurses with multiple ethnicities</b>	<b>1,986</b>

<sup>52</sup> It is worth noting that in 2012 Māori learners made up 14% of all those enrolled in the 'narrow' field of *Nursing*, including 15% of those studying at degree level (although this level of classification does include midwifery students). See *Education Counts* [http://www.educationcounts.govt.nz/\\_data/assets/excel\\_doc/0016/41704/Provider-based-Enrolments-Field-of-Study.xls](http://www.educationcounts.govt.nz/_data/assets/excel_doc/0016/41704/Provider-based-Enrolments-Field-of-Study.xls).

<sup>53</sup> Just under 50% of all Māori nurses (N = 1627) identified as both *NZ Māori* and *NZ European/Pakeha*.

As shown in Table 41 below, the Māori nursing workforce was primarily concentrated in the upper North Island. When Unstated responses are excluded, the *Northland, Auckland, Waikato, Bay of Plenty* and *Tairāwhiti* regions accounted for 57% of Māori nurses, while only 16% worked in South Island regions (close to half of whom worked in *Canterbury*). In contrast, 50% of the total nursing workforce (excluding *Unstated* responses) was located in those Upper North Island regions, and 26% was located in the South Island.

Table 41: **Geographic distribution of the Māori nursing workforce**

Practice area	Enrolled Nurses		Registered Nurses		Total Māori Workforce		All Nurses %
	N	%	N	%	N	%	
Auckland	48	16.9%	573	19.2%	<b>622</b>	<b>19.0%</b>	28.1%
Bay of Plenty	33	11.6%	315	10.6%	<b>349</b>	<b>10.6%</b>	6.4%
Canterbury	31	10.9%	209	7.0%	<b>240</b>	<b>7.3%</b>	14.0%
Hawkes Bay	18	6.3%	143	4.8%	<b>162</b>	<b>4.9%</b>	3.6%
Manawatu-Whanganui	17	6.0%	235	7.9%	<b>253</b>	<b>7.7%</b>	5.4%
Nelson-Marlborough	5	1.8%	62	2.1%	<b>67</b>	<b>2.0%</b>	3.1%
Northland	33	11.6%	250	8.4%	<b>286</b>	<b>8.7%</b>	3.7%
Otago	11	3.9%	74	2.5%	<b>87</b>	<b>2.7%</b>	5.0%
Southland	7	2.5%	70	2.3%	<b>77</b>	<b>2.3%</b>	2.2%
Tairāwhiti	12	4.2%	124	4.2%	<b>136</b>	<b>4.1%</b>	1.1%
Taranaki	7	2.5%	91	3.0%	<b>98</b>	<b>3.0%</b>	2.6%
Waikato	28	9.9%	325	10.9%	<b>355</b>	<b>10.8%</b>	8.7%
Wellington	14	4.9%	305	10.2%	<b>319</b>	<b>9.7%</b>	10.8%
West Coast	2	0.7%	27	0.9%	<b>29</b>	<b>0.9%</b>	0.9%
Unstated	18	6.3%	181	6.1%	<b>199</b>	<b>6.1%</b>	4.5%
<b>All regions</b>	<b>284</b>		<b>2,984</b>		<b>3,279</b>		<b>47,751</b>

As shown in Table 42, the most common practice areas for Māori nurses were *Primary Health Care*, *Continuing Care*, and *Community Mental Health* – together these accounted for 31% of the workforce. Māori nurses generally had a similar distribution across practice areas as the whole nursing workforce, with five key exceptions.

A significantly higher proportion of Māori worked in *Primary Health Care* and *Mental Health* settings: 11% of Māori nurses were practising in *Primary Health Care*, 10% in *Community Mental Health*, and 8% in *Inpatient Mental Health*, while in the workforce as a whole each of these accounted for only 5% of nurses. In contrast, while 12% of the total workforce worked in *Surgical* nursing and 7% in *Perioperative Care*, only 8% and 4% respectively of Māori nurses did so. 673 Māori nurses (19%) worked in multiple practice areas. Table 43 provides an indication of the number of Māori nurses working in different practice areas in different regions.

Table 42: Practice areas of the Māori nursing workforce<sup>54</sup>

Practice area	Enrolled Nurses		Registered Nurses		Total Māori Workforce		All Nurses %
	N	%	N	%	N	%	
Addiction Services	2	0.7%	23	0.8%	<b>26</b>	<b>0.8%</b>	0.5%
Assessment & Rehabilitation	28	9.9%	99	3.3%	<b>127</b>	<b>3.9%</b>	3.8%
Child Health, incl. neonatology	-	0.0%	142	4.8%	<b>142</b>	<b>4.3%</b>	5.9%
Continuing Care (elderly)	110	38.7%	220	7.4%	<b>330</b>	<b>10.1%</b>	10.9%
District Nursing	11	3.9%	75	2.5%	<b>86</b>	<b>2.6%</b>	3.0%
Emergency & Trauma	6	2.1%	193	6.5%	<b>199</b>	<b>6.1%</b>	5.5%
Family Planning/Sexual Health	-	0.0%	18	0.6%	<b>18</b>	<b>0.5%</b>	0.5%
Intellectually Disabled	3	1.1%	13	0.4%	<b>16</b>	<b>0.5%</b>	0.6%
Intensive Care/Cardiac Care	-	0.0%	87	2.9%	<b>87</b>	<b>2.7%</b>	4.7%
Medical	20	7.0%	297	10.0%	<b>317</b>	<b>9.7%</b>	10.1%
Mental Health (community)	9	3.2%	318	10.7%	<b>328</b>	<b>10.0%</b>	4.6%
Mental Health (inpatients)	16	5.6%	255	8.5%	<b>271</b>	<b>8.3%</b>	4.5%
Nursing Administration & Management	1	0.4%	182	6.1%	<b>183</b>	<b>5.6%</b>	4.7%
Nursing Education	-	0.0%	117	3.9%	<b>117</b>	<b>3.6%</b>	3.2%
Nursing Professional Advice/Policy	-	0.0%	45	1.5%	<b>45</b>	<b>1.4%</b>	0.8%
Nursing Research	-	0.0%	17	0.6%	<b>17</b>	<b>0.5%</b>	0.8%
Obstetrics/Maternity	8	2.8%	33	1.1%	<b>41</b>	<b>1.3%</b>	1.7%
Occupational Health	3	1.1%	28	0.9%	<b>31</b>	<b>0.9%</b>	1.0%
Oncology	1	0.4%	14	0.5%	<b>15</b>	<b>0.5%</b>	0.9%
Palliative Care	19	6.7%	52	1.7%	<b>71</b>	<b>2.2%</b>	3.0%
Perioperative Care (Theatre)	10	3.5%	110	3.7%	<b>120</b>	<b>3.7%</b>	7.1%
Practice Nursing	7	2.5%	218	7.3%	<b>226</b>	<b>6.9%</b>	7.6%
Primary Health Care	14	4.9%	324	10.9%	<b>345</b>	<b>10.5%</b>	5.5%
Public Health	5	1.8%	73	2.4%	<b>78</b>	<b>2.4%</b>	1.4%
School Health	2	0.7%	22	0.7%	<b>24</b>	<b>0.7%</b>	0.4%
Surgical	24	8.5%	247	8.3%	<b>271</b>	<b>8.3%</b>	11.7%
Youth Health	2	0.7%	25	0.8%	<b>27</b>	<b>0.8%</b>	0.4%
Other	16	5.6%	137	4.6%	<b>154</b>	<b>4.7%</b>	5.2%
Unstated	22	7.7%	214	7.2%	<b>236</b>	<b>7.2%</b>	6.3%
<b>All areas</b>	<b>284</b>		<b>2,984</b>		<b>3,279</b>		<b>47,751</b>

Table 43: Practice areas of the Māori nursing workforce by region<sup>55</sup>

Practice area	Auckland	Bay of Plenty	Canterbury	Hawkes Bay	Manawatu-Whanganui	Nelson-Marlborough	Northland	Otago	Southland	Tairāwhiti	Taranaki	Waikato	Wellington	West Coast	Unstated	Total Māori workforce
Addiction Services	3	1	6	1	1	-	4	-	1	2	2	3	2	-	-	26
Assessment & Rehabilitation	28	12	20	6	11	3	14	1	2	5	3	9	11	2	-	127
Child Health, incl. neonatology	34	21	8	6	11	1	11	9	3	6	3	13	16	-	-	142
Continuing Care (elderly)	44	50	26	21	34	7	31	11	10	19	14	33	29	1	-	330
District Nursing	16	12	10	4	5	4	5	4	2	5	5	5	6	2	1	86
Emergency & Trauma	44	23	4	15	13	1	12	6	5	11	10	29	20	5	1	199
Family Planning/Sexual Health	3	-	3	2	1	-	2	-	-	1	1	2	2	1	-	18
Intellectually Disabled	2	2	5	-	-	-	-	1	-	-	-	2	4	-	-	16
Intensive Care/Cardiac Care	21	7	5	1	8	1	5	2	1	7	-	13	13	2	1	87
Medical	55	41	13	29	24	6	37	8	8	17	9	34	29	3	4	317
Mental Health (community)	59	34	19	10	34	9	42	7	9	13	16	40	35	1	-	328
Mental Health (inpatients)	66	20	29	4	23	7	16	7	2	9	12	37	33	5	1	271
Nursing Administration & Management	31	25	11	6	20	2	18	7	2	7	6	27	19	2	-	183
Nursing Education	35	15	11	6	5	1	9	2	4	3	-	11	13	2	-	117
Nursing Professional Advice/Policy	7	4	1	2	4	2	2	3	1	2	1	6	10	-	-	45
Nursing Research	8	1	1	1	1	-	-	2	-	-	-	1	2	-	-	17
Obstetrics/Maternity	11	2	2	-	2	-	8	-	3	4	3	5	1	-	-	41
Occupational Health	6	4	4	2	4	-	2	3	2	-	3	1	2	-	-	31
Oncology	1	1	2	-	1	-	-	1	-	-	-	6	3	-	-	15
Palliative Care	13	11	5	6	5	1	6	1	3	4	5	7	4	-	-	71
Perioperative Care (Theatre)	26	14	15	4	6	2	7	3	5	3	3	19	11	2	-	120
Practice Nursing	51	32	15	9	16	3	17	4	3	10	6	35	20	4	1	226
Primary Health Care	58	33	14	32	35	10	52	4	8	13	8	36	37	5	-	345
Public Health	14	9	7	8	9	1	11	2	1	3	3	5	5	-	-	78
School Health	9	1	-	5	1	-	3	-	-	1	1	1	2	-	-	24
Surgical	56	30	28	9	15	9	16	12	4	19	8	31	30	2	2	271
Youth Health	8	6	-	3	3	-	3	1	1	1	-	-	1	-	-	27
Other	34	15	11	11	8	4	15	2	9	3	3	21	17	1	-	154
Unstated	6	4	8	1	1	3	6	2	5	2	1	4	4	-	190	236
<b>All areas</b>	<b>622</b>	<b>349</b>	<b>240</b>	<b>162</b>	<b>253</b>	<b>67</b>	<b>286</b>	<b>87</b>	<b>77</b>	<b>136</b>	<b>98</b>	<b>355</b>	<b>319</b>	<b>29</b>	<b>199</b>	<b>3,279</b>

<sup>55</sup>This table includes items where nurses could give more than one answer. Please see 'interpreting multiple responses' in Chapter 1 of this report for further information.

Table 44 shows the most common employment settings for Māori nurses were *Acute DHB*, *Community DHB*, *Primary Health Care/Community* and *Rest Home/Residential Care* settings – together these accounted for 73% of the workforce. The distribution of Māori nurses across different settings was similar to that of the total nursing workforce. The key exceptions were noticeably larger percentages working in *Māori Health Service Provider* (9% versus 1%) and *Community DHB* (15% versus 10%) settings, and fewer in *Acute DHB* (34% versus 40%) and *Private Hospital* (4% versus 8%) settings. 465 Māori nurses (14%) worked in multiple employment settings.

Table 44: **Employment settings of the Māori nursing workforce**<sup>56</sup>

Practice area	Enrolled Nurses		Registered Nurses		Total Māori Workforce		All Nurses %
	N	%	N	%	N	%	
DHB (acute)	44	15.5%	1083	36.3%	<b>1,127</b>	<b>34.4%</b>	40.3%
DHB (community)	30	10.6%	463	15.5%	<b>496</b>	<b>15.1%</b>	10.0%
DHB (other)	33	11.6%	252	8.4%	<b>285</b>	<b>8.7%</b>	8.2%
Educational Institution	3	1.1%	97	3.3%	<b>101</b>	<b>3.1%</b>	2.4%
Government Agency	-	-	43	1.4%	<b>43</b>	<b>1.3%</b>	1.0%
Māori Health Service Provider	21	7.4%	272	9.1%	<b>295</b>	<b>9.0%</b>	1.1%
Nursing Agency	7	2.5%	52	1.7%	<b>59</b>	<b>1.8%</b>	1.6%
Pacific Health Service Provider	-	-	4	0.1%	<b>4</b>	<b>0.1%</b>	0.1%
Primary Health Care/ Community	16	5.6%	415	13.9%	<b>437</b>	<b>13.3%</b>	13.8%
Private Hospital	25	8.8%	91	3.0%	<b>116</b>	<b>3.5%</b>	7.7%
Rest Home/ Residential Care	100	35.2%	228	7.6%	<b>328</b>	<b>10.0%</b>	10.7%
Rural	3	1.1%	38	1.3%	<b>42</b>	<b>1.3%</b>	0.9%
Self Employed	2	0.7%	46	1.5%	<b>49</b>	<b>1.5%</b>	1.5%
Other	16	5.6%	129	4.3%	<b>145</b>	<b>4.4%</b>	5.5%
Unstated	20	7.0%	197	6.6%	<b>217</b>	<b>6.6%</b>	5.5%
<b>All settings</b>	<b>284</b>		<b>2,984</b>		<b>3,279</b>		<b>47,751</b>

<sup>56</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

## Appendix 2: The Pacific Nursing Workforce

This appendix contains data specifically regarding Pacific nurses, defined as those nurses who identified with at least one Pacific ethnic group.<sup>57</sup> Data relating to specific Pacific ethnicities can be found in individual chapters, but this chapter provides information on the Pacific nursing workforce as a whole.

There were 1606 practising nurses who identified with at least one Pacific ethnic group on the register at 31 March 2013: two Nurse Practitioners, 1504 Registered Nurses, and 100 Enrolled Nurses. This represents 3% of the total nursing workforce, 2% of Nurse Practitioners, 3% of Registered Nurses, and 4% of Enrolled Nurses.<sup>58</sup> The distribution of Pacific nurses between scopes of practice is essentially the same as that of the non-Pacific workforce – in both cases 6% are Enrolled Nurses.

Twenty-eight per cent of Pacific nurses were IQNs – 15 Enrolled Nurses and 428 Registered Nurses. Of these Pacific IQNs, 413 (93%) had received their qualifications in a Pacific country, 24 (5%) in Australia, three in the United Kingdom, and three from elsewhere. Excluding the 138 nurses who did not report their total working hours, 23% of Pacific nurses reported working on a part-time basis (fewer than 35 hours a week). This included 32% of Enrolled Nurses and 22% of Registered Nurses.

The Pacific nursing workforce had a significantly younger age profile than the nursing workforce as a whole, with 35% aged 50 or older and 37% aged under 40. This compares with 46% and 28% respectively amongst all practising nurses. The Pacific workforce had slightly fewer men than the workforce as a whole: 7% compared with 8% for all nurses.

Half (51%) of Pacific nurses identified with more than one ethnic group, with 41% (N = 658) identifying with two ethnic groups and 10% (N = 162) identifying with three. Of those who identified with multiple ethnicities, 14% (N = 111) identified with more than one Pacific ethnicity. As table 45 shows, the most common non-Pacific ethnicity that Pacific nurses identified with was *Indian* (43%), followed by *New Zealand European/Pakeha* (31%) and *New Zealand Māori* (11%).

Note that due to small sizes, Nurse Practitioners are not reported as a separate population column in tables. They are included in total workforce numbers.

Table 45: **Multiple ethnic identities of Pacific nurses**

Most common additional ethnicities	Number
Indian	351
NZ European/Pakeha	255
NZ Māori	93
Other European	69
Chinese	20
Other Asian	3
Other SE Asian	2
African	1
Filipino	1
Other	63
<b>All Pacific nurses with non-Pacific ethnicities</b>	<b>820</b>

<sup>57</sup> The Pacific ethnic groups used in the Council's data collection process are *Samoa*, *Cook Island Māori*, *Tongan*, *Niuean*, *Tokelauan*, *Fijian*, and *Other Pacific Peoples*.

<sup>58</sup> It is worth noting that in 2012 Pacific learners made up 8% of all those enrolled in the 'narrow' field of *Nursing*, including 8% of those studying at degree level (although this level of classification does include midwifery students). See *Education Counts* [http://www.educationcounts.govt.nz/\\_data/assets/excel\\_doc/0016/41704/Provider-based-Enrolments-Field-of-Study.xls](http://www.educationcounts.govt.nz/_data/assets/excel_doc/0016/41704/Provider-based-Enrolments-Field-of-Study.xls).

As shown in Table 46 below, the Pacific nursing workforce was heavily concentrated in *Auckland*. When *Unstated* responses are excluded, 60% of the Pacific nursing workforce is based in this region, with *Wellington* (16%) being the only other region with a significant Pacific presence. Only 6% of the Pacific nursing workforce (excluding *Unstated* responses) worked in the South Island. In contrast, 29% of the total nursing workforce (excluding *Unstated* responses) was located in the *Auckland* region, and 26% was located in the South Island.

Table 46: **Geographic distribution of the Pacific nursing workforce**

Region	Enrolled Nurses		Registered Nurses		Total Pacific Workforce		All Nurses %
	N	%	N	%	N	%	
Auckland	55	55.0%	839	55.8%	<b>895</b>	<b>55.7%</b>	28.1%
Bay of Plenty	4	4.0%	44	2.9%	<b>48</b>	<b>3.0%</b>	6.4%
Canterbury	4	4.0%	44	2.9%	<b>48</b>	<b>3.0%</b>	14.0%
Hawkes Bay	2	2.0%	16	1.1%	<b>18</b>	<b>1.1%</b>	3.6%
Manawatu-Whanganui	3	3.0%	44	2.9%	<b>48</b>	<b>3.0%</b>	5.4%
Nelson-Marlborough	-	-	10	0.7%	<b>10</b>	<b>0.6%</b>	3.1%
Northland	4	4.0%	21	1.4%	<b>25</b>	<b>1.6%</b>	3.7%
Otago	2	2.0%	19	1.3%	<b>21</b>	<b>1.3%</b>	5.0%
Southland	-	-	10	0.7%	<b>10</b>	<b>0.6%</b>	2.2%
Tairāwhiti	-	-	12	0.8%	<b>12</b>	<b>0.7%</b>	1.1%
Taranaki	-	-	4	0.3%	<b>4</b>	<b>0.2%</b>	2.6%
Waikato	6	6.0%	83	5.5%	<b>89</b>	<b>5.5%</b>	8.7%
Wellington	9	9.0%	240	16.0%	<b>249</b>	<b>15.5%</b>	10.8%
West Coast	-	-	4	0.3%	<b>4</b>	<b>0.2%</b>	0.9%
Unstated	11	11.0%	114	7.6%	<b>125</b>	<b>7.8%</b>	4.5%
<b>All regions</b>	<b>100</b>		<b>1,504</b>		<b>1,606</b>		<b>47,751</b>

Table 47 shows the most common practice areas for Pacific nurses were *Continuing Care*, *Medical*, and *Surgical* nursing; together these areas accounted for 41% of the workforce. Pacific nurses generally had a similar distribution across practice areas as the whole nursing workforce, with the three main exceptions being *Primary Health Care*, *Medical* and *Inpatient Mental Health*. In all three cases the percentage of Pacific nurses working in these areas was three percentage points higher than that of the total workforce. Table 48 shows the number of Pacific nurses working in different practice areas in different regions.

Table 47: Practice areas of the Pacific nursing workforce<sup>59</sup>

Practice area	Enrolled Nurses		Registered Nurses		Total Pacific Workforce		All Nurses %
	N	%	N	%	N	%	
Addiction Services	-	-	6	0.4%	<b>6</b>	<b>0.4%</b>	0.5%
Assessment & Rehabilitation	9	9.0%	73	4.9%	<b>82</b>	<b>5.1%</b>	3.8%
Child Health, incl. neonatology	2	2.0%	81	5.4%	<b>83</b>	<b>5.2%</b>	5.9%
Continuing Care (elderly)	29	29.0%	183	12.2%	<b>212</b>	<b>13.2%</b>	10.9%
District Nursing	3	3.0%	23	1.5%	<b>26</b>	<b>1.6%</b>	3.0%
Emergency & Trauma	1	1.0%	61	4.1%	<b>62</b>	<b>3.9%</b>	5.5%
Family Planning/Sexual Health	-	-	3	0.2%	<b>3</b>	<b>0.2%</b>	0.5%
Intellectually Disabled	3	3.0%	7	0.5%	<b>10</b>	<b>0.6%</b>	0.6%
Intensive Care/Cardiac Care	-	-	51	3.4%	<b>51</b>	<b>3.2%</b>	4.7%
Medical	13	13.0%	190	12.6%	<b>204</b>	<b>12.7%</b>	10.1%
Mental Health (community)	-	-	85	5.7%	<b>85</b>	<b>5.3%</b>	4.6%
Mental Health (inpatients)	2	2.0%	116	7.7%	<b>118</b>	<b>7.3%</b>	4.5%
Nursing Administration & Management	-	-	49	3.3%	<b>49</b>	<b>3.1%</b>	4.7%
Nursing Education	-	-	33	2.2%	<b>33</b>	<b>2.1%</b>	3.2%
Nursing Professional Advice/Policy	-	-	5	0.3%	<b>5</b>	<b>0.3%</b>	0.8%
Nursing Research	-	-	9	0.6%	<b>9</b>	<b>0.6%</b>	0.8%
Obstetrics/Maternity	4	4.0%	21	1.4%	<b>25</b>	<b>1.6%</b>	1.7%
Occupational Health	-	-	4	0.3%	<b>4</b>	<b>0.2%</b>	1.0%
Oncology	1	1.0%	5	0.3%	<b>6</b>	<b>0.4%</b>	0.9%
Palliative Care	7	7.0%	28	1.9%	<b>35</b>	<b>2.2%</b>	3.0%
Perioperative Care (Theatre)	6	6.0%	71	4.7%	<b>77</b>	<b>4.8%</b>	7.1%
Practice Nursing	2	2.0%	104	6.9%	<b>106</b>	<b>6.6%</b>	7.6%
Primary Health Care	6	6.0%	137	9.1%	<b>143</b>	<b>8.9%</b>	5.5%
Public Health	-	-	35	2.3%	<b>35</b>	<b>2.2%</b>	1.4%
School Health	2	2.0%	7	0.5%	<b>9</b>	<b>0.6%</b>	0.4%
Surgical	13	13.0%	177	11.8%	<b>190</b>	<b>11.8%</b>	11.7%
Youth Health	1	1.0%	9	0.6%	<b>10</b>	<b>0.6%</b>	0.4%
Other	1	1.0%	53	3.5%	<b>54</b>	<b>3.4%</b>	5.2%
Unstated	12	12.0%	134	8.9%	<b>147</b>	<b>9.2%</b>	6.3%
<b>All areas</b>	<b>100</b>		<b>1,504</b>		<b>1,606</b>		<b>47,751</b>

<sup>59</sup>This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

Table 48: Practice areas of the Pacific nursing workforce by region<sup>60</sup>

Practice area	Auckland	Bay of Plenty	Canterbury	Hawkes Bay	Manawatu-Whanganui	Nelson-Marlborough	Northland	Otago	Southland	Tairāwhiti	Taranaki	Waikato	Wellington	West Coast	Unstated	Total Pacific workforce
Addiction Services	3	-	-	-	1	-	-	-	-	-	-	-	2	-	-	6
Assessment & Rehabilitation	43	3	3	-	3	-	-	1	-	-	1	3	25	-	-	82
Child Health, incl. neonatology	59	-	2	2	1	-	1	-	-	3	-	4	9	1	1	83
Continuing Care (elderly)	112	12	5	4	12	4	3	3	-	1	2	19	34	1	1	212
District Nursing	10	2	3	-	1	-	1	4	-	-	-	2	3	-	-	26
Emergency & Trauma	44	1	2	-	2	-	-	-	-	-	-	5	8	-	-	62
Family Planning/ Sexual Health	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	3
Intellectually Disabled	4	1	2	-	-	-	-	-	-	-	-	-	3	-	-	10
Intensive Care/ Cardiac Care	32	1	-	-	1	-	1	1	-	2	-	7	6	-	-	51
Medical	123	5	13	2	6	-	6	3	-	2	-	8	34	-	2	204
Mental Health (community)	45	5	1	1	3	-	2	2	-	1	-	2	22	-	1	85
Mental Health (inpatients)	63	3	6	-	3	-	1	3	-	-	-	7	30	1	-	118
Nursing Administration & Management	28	4	4	-	2	2	-	2	-	1	-	1	5	-	-	49
Nursing Education	18	4	3	1	-	-	1	-	-	-	-	1	5	-	-	33
Nursing Professional Advice/ Policy	2	-	-	-	-	-	1	-	-	-	1	-	1	-	-	5
Nursing Research	7	-	-	-	-	-	1	-	-	-	-	-	1	-	-	9
Obstetrics/ Maternity	17	-	1	-	-	-	1	-	-	-	-	6	-	-	-	25
Occupational Health	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
Oncology	1	-	-	-	1	-	-	1	-	-	-	2	1	-	-	6
Palliative Care	23	2	1	1	1	-	1	1	-	-	-	2	3	1	-	35
Perioperative Care (Theatre)	50	3	-	1	2	1	2	4	1	1	-	4	8	-	-	77
Practice Nursing	74	1	3	-	-	-	1	-	-	1	-	8	18	1	-	106
Primary Health Care	85	4	2	1	6	3	-	-	1	1	-	11	30	-	-	143
Public Health	23	-	-	1	1	-	3	-	-	1	-	1	4	-	1	35
School Health	5	-	-	3	-	-	-	-	-	-	-	-	1	-	-	9
Surgical	127	3	7	3	5	2	-	5	2	1	-	10	24	-	1	190
Youth Health	8	-	-	1	-	-	-	-	-	-	-	1	-	-	-	10
Other	30	2	-	2	2	-	2	-	1	-	-	4	11	-	-	54
Unstated	14	2	-	1	1	-	-	-	1	-	-	2	8	-	118	147
<b>All areas</b>	<b>895</b>	<b>48</b>	<b>48</b>	<b>18</b>	<b>48</b>	<b>10</b>	<b>25</b>	<b>21</b>	<b>10</b>	<b>12</b>	<b>4</b>	<b>89</b>	<b>249</b>	<b>4</b>	<b>125</b>	<b>1,606</b>

<sup>55</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

As shown in table 49 below, the most common employment settings for Pacific nurses were Acute DHB, Community DHB, Primary Health Care/Community and Rest Home/Residential Care settings – together these accounted for 75% of the workforce. The distribution of Pacific nurses across different settings was similar to that of the total nursing workforce, with the largest differences being in the percentages working in Pacific Health Service Provider (3% of Pacific nurses versus 0.1% of the total workforce), Nursing Agency (4% versus 2%) and Primary Health Care/Community (12% versus 14%) settings. 210 Pacific nurses (13%) worked in multiple employment settings.

Table 49: **Employment settings of the Pacific nursing workforce**<sup>61</sup>

Practice area	Enrolled Nurses		Registered Nurses		Total Pacific Workforce		All Nurses %
	N	%	N	%	N	%	
DHB (acute)	29	29.0%	615	40.9%	<b>645</b>	<b>40.2%</b>	40.3%
DHB (community)	4	4.0%	160	10.6%	<b>165</b>	<b>10.3%</b>	10.0%
DHB (other)	11	11.0%	125	8.3%	<b>137</b>	<b>8.5%</b>	8.2%
Educational Institution	1	1.0%	32	2.1%	<b>33</b>	<b>2.1%</b>	2.4%
Government Agency	-	-	11	0.7%	<b>11</b>	<b>0.7%</b>	1.0%
Māori Health Service Provider	1	1.0%	23	1.5%	<b>24</b>	<b>1.5%</b>	1.1%
Nursing Agency	4	4.0%	56	3.7%	<b>60</b>	<b>3.7%</b>	1.6%
Pacific Health Service Provider	2	2.0%	47	3.1%	<b>49</b>	<b>3.1%</b>	0.1%
Primary Health Care/Community	5	5.0%	190	12.6%	<b>195</b>	<b>12.1%</b>	13.8%
Private Hospital	13	13.0%	102	6.8%	<b>115</b>	<b>7.2%</b>	7.7%
Rest Home/ Residential Care	26	26.0%	170	11.3%	<b>196</b>	<b>12.2%</b>	10.7%
Rural	1	1.0%	3	0.2%	<b>4</b>	<b>0.2%</b>	0.9%
Self Employed	-	-	8	0.5%	<b>8</b>	<b>0.5%</b>	1.5%
Other	3	3.0%	37	2.5%	<b>40</b>	<b>2.5%</b>	5.5%
Unstated	12	12.0%	122	8.1%	<b>134</b>	<b>8.3%</b>	5.5%
<b>All settings</b>	<b>100</b>		<b>1,504</b>		<b>1,606</b>		<b>47,751</b>

<sup>61</sup> This table includes items where nurses could give more than one answer. Please see 'Interpreting Multiple Responses' in Chapter 1 of this Report for further information.

## Appendix 3: Internationally Qualified Nurses

This appendix contains demographic data regarding Internationally Qualified Nurses (IQNs) – those who received their initial registration qualification somewhere other than New Zealand. Additional information on these nurses can be found in individual chapters in this Report. Appendix 8 shows how individual countries of qualification have been grouped into categories for this Report, and the number of NPs, RNs and ENs from each of these individual countries.

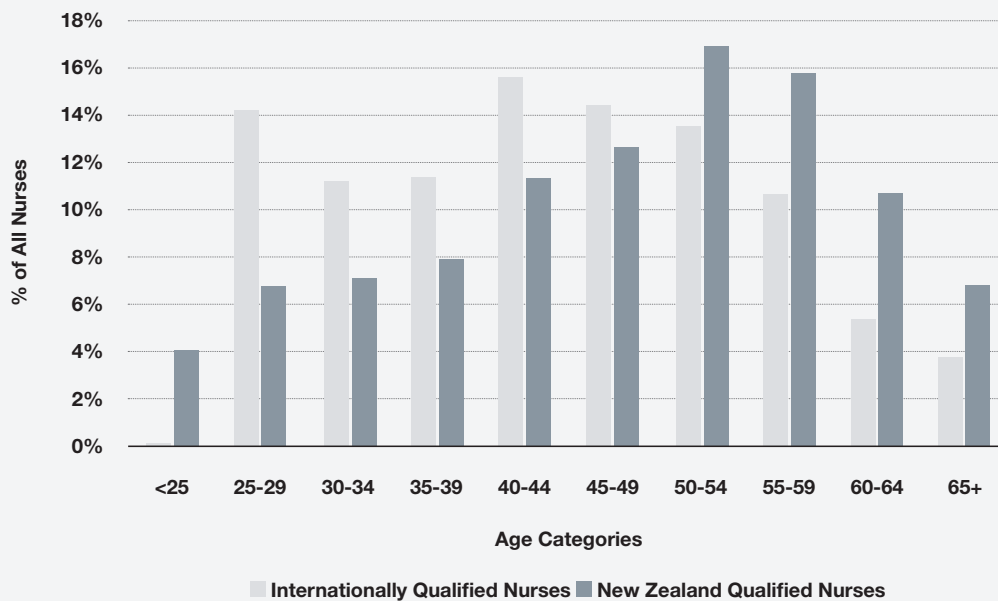
There were 11,415 practising IQNs on the register at 31 March 2013: 14 Nurse Practitioners, 11,211 Registered Nurses and 190 Enrolled Nurses. This represents 24% of the overall practising nurse workforce, 13% of Nurse Practitioners, 25% of Registered Nurses and 7% of Enrolled Nurses. In addition to these practising IQNs, 114 were able to practise but were not working in any nursing role.

The IQN nursing workforce (i.e. practising IQNs) was noticeably younger than the workforce as a whole, with 33% aged 50 or older, and 37% under 40. For the entire workforce, these percentages are 46% and 28% respectively, and Figure 5 compares the age distribution of IQNs and those trained in New Zealand. There was also a greater presence of male nurses amongst the IQN workforce – 15% compared with 8% in the workforce as a whole – and male IQNs made up 47% of all practising male nurses in New Zealand.

Table 50: **Age and gender of Internationally Qualified Nurses**

Gender	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Female	12	1,219	1,043	1,110	1,545	1,433	1,346	1,060	543	390	<b>9,701</b>
Male	5	398	232	185	232	209	193	155	66	39	<b>1,714</b>
<b>Total</b>	<b>17</b>	<b>1,617</b>	<b>1,275</b>	<b>1,295</b>	<b>1,777</b>	<b>1,642</b>	<b>1,539</b>	<b>1,215</b>	<b>609</b>	<b>429</b>	<b>11,415</b>

Figure 5: **Comparative age distribution of Internationally-Qualified Nurses and New Zealand-Qualified Nurses**



As shown in Table 51, the three largest ethnic groups with which Internationally-Qualified Nurses identified were *Other European* (42%), *Filipino* (19%), and *Indian* (17%). Twelve per cent (N = 1402) of IQNs identified with two ethnic groups, and 1% (N = 161) identified with three. In keeping with the ethnic identification of IQNs, the most common country or region of qualification was the *United Kingdom* (37%), followed by the *Philippines* (20%), and *India & Sri Lanka* (13%).

Interestingly, 13% of IQNs identified as *New Zealand European/Pakeha* and 53 as *New Zealand Māori* – for 59% of *Pakeha* and 30% of those who identified as *Māori* this was the only ethnic identity they stated. For IQNs with *Pakeha* heritage, the most common country or region of qualification was the *United Kingdom* (57%), followed by *Australia* (20%) and *South Africa* (11%). All but two *Māori* IQNs had trained in either *Australia* (81%) or the *United Kingdom* (15%).

Table 51: Country of qualification of Internationally-Qualified Nurses by ethnicity<sup>62</sup>

Country of qualification	NZ		Cook Island		Tongan	Niuean	Tokelauan	Fijian	Other Pacific Peoples		Other SE Asian		Chinese	Indian	Other Asian	African	Other Unstated	Total ENs	
	European/Pakeha	Other	NZ Māori	Māori					Samoa	Māori	Other Pacific Peoples	Filipino							Asian
Australia	305	391	43	7	2	2	1	-	9	4	5	4	16	11	8	1	30	2	709
Pacific	4	7	-	55	5	88	6	3	250	45	1	-	3	322	2	-	32	1	592
Philippines	3	2	-	-	-	-	-	-	-	1	2,167	179	19	2	50	1	6	6	2,234
China <sup>63</sup>	2	-	-	-	-	-	-	-	-	-	-	2	126	-	5	-	2	-	128
India & Sri Lanka	1	3	-	-	-	-	-	-	-	-	2	4	-	1,510	11	-	13	3	1,529
Other Asia	-	1	-	-	-	-	-	-	-	-	-	44	40	11	102	-	77	-	194
Middle East	2	9	-	-	-	-	-	-	-	-	-	-	-	-	2	-	20	-	29
South Africa	167	363	-	1	-	-	-	-	-	-	-	-	1	66	3	133	238	-	709
Zimbabwe	11	29	-	-	-	1	-	-	1	-	1	-	1	1	-	186	27	1	216
Other Africa	-	1	-	-	-	-	-	-	-	-	-	-	-	3	-	78	20	1	92
United Kingdom	884	3445	8	1	1	-	1	-	-	1	2	28	49	36	15	39	194	5	4,176
Other Western Europe	84	415	1	-	-	-	-	-	-	-	-	1	-	1	2	-	60	-	456
Central/Eastern Europe	15	42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	-	58
North America	56	128	1	-	-	-	-	-	-	-	3	1	2	2	-	2	148	2	283
Central/South America	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	-	10
<b>All countries</b>	<b>1,534</b>	<b>4,837</b>	<b>53</b>	<b>64</b>	<b>8</b>	<b>91</b>	<b>8</b>	<b>3</b>	<b>260</b>	<b>51</b>	<b>2,181</b>	<b>263</b>	<b>257</b>	<b>1,965</b>	<b>200</b>	<b>440</b>	<b>903</b>	<b>21</b>	<b>11,415</b>

<sup>62</sup> This table includes items where nurses could give more than one answer. Please see 'interpreting multiple responses' in Chapter 1 of this report for further information.

<sup>63</sup> Includes People's Republic of China, Hong Kong, and Taiwan.

## Appendix 4: 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	Thames/Coromandel
	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
Taranaki	33	New Plymouth
	34	Stratford
	35	South Taranaki
Manawatu/Whanganui	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	67	Chatham Islands	
	73	Southland	
	74	Gore	
	75	Invercargill	
Overseas <sup>64</sup>	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	

<sup>64</sup> Nurses who listed their main area of practice as one of these 'Overseas' codes were removed from analysis.

## Appendix 5: 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 6: 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
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
70	Oncology
99	Nurse Practitioner ( <i>Treated as 'unstated' in this analysis, due to this being a registration scope</i> )

Note that Code 49: *Mental Health (not further defined)* is no longer used by the Nursing Council.

### Non-practice codes<sup>65</sup>

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

<sup>65</sup> Nurses who listed *only* one of these 'non-practice' codes were removed from analysis.

## Appendix 7: Grouped Ethnicities and 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
Filipino	411	Filipino
Other South-East Asian	410	South-East Asian
Chinese	421	Chinese
Indian	431	Indian
Other Asian	444	Other Asian
African	531	African
Other (please specify)	611	Other (please specify)

## Appendix 8: Allocation of IQN Qualification Countries to Qualification Regions

Qualification Region	Qualification Country	Enrolled Nurses	Registered Nurses	Nurse Practitioners
Australia	Australia	60	646	3
Pacific	Cook Islands	-	4	-
	Fiji	-	441	-
	Kiribati	-	1	-
	Niue	2	-	-
	Papua New Guinea	-	3	-
	Samoa	4	24	-
	Solomon Islands	-	1	-
	Tonga	4	84	-
	Vanuatu	-	2	-
	Western Samoa	1	21	-
Philippines	Philippines	-	2,234	-
China	China, People's Republic of	3	72	-
	Hong Kong	-	42	-
	Taiwan	-	11	-
India & Sri Lanka	India	2	1,522	-
	Sri Lanka	-	5	-
Other Asia	Cambodia	1	-	-
	Indonesia	-	1	-
	Japan	1	27	-
	Korea, Republic of (South)	-	66	-
	Laos	-	1	-
	Malaysia	-	37	-
	Nepal	-	8	-
	Pakistan	-	6	-
	Singapore	-	34	-
	Thailand	-	12	-
Middle East	Egypt	-	3	-
	Iran	-	6	-
	Iraq	-	2	-
	Israel	-	13	-
	Jordan	-	1	-
	Lebanon	-	3	-
	Turkey	-	1	-
South Africa	South Africa	39	670	-
Zimbabwe	Zimbabwe	1	215	-
Other Africa	Botswana	-	2	-
	Ethiopia	1	-	-
	Ghana	-	4	-
	Kenya	2	7	-
	Malawi	-	1	-
	Mauritius	-	11	-
	Namibia	-	1	-
	Nigeria	-	23	-
	Zambia	1	35	-

Qualification Region	Qualification Country	Enrolled Nurses	Registered Nurses	Nurse Practitioners
United Kingdom	United Kingdom	51	4,121	5
Other Western Europe	Austria	-	12	-
	Belgium	-	6	-
	Denmark	-	15	-
	Finland	1	12	-
	France	-	10	-
	Germany	-	108	-
	Iceland	-	1	-
	Ireland	-	111	-
	Italy	-	1	-
	Malta	-	1	-
	Netherlands	4	131	-
	Norway	-	5	-
	Spain	-	3	-
	Sweden	1	8	-
Switzerland	-	26	-	
Central/Eastern Europe	Bosnia and Herzegovina	-	1	--
	Bulgaria	-	7	-
	Croatia	-	3	-
	Czech Republic	-	5	-
	Estonia	-	1	-
	Latvia	1	1	-
	Lithuania	-	1	-
	Poland	-	5	-
	Romania	-	17	-
	Russian Federation	-	3	-
	Slovakia	-	2	-
Ukraine	1	3	-	
Yugoslavia	1	5	-	
North America	Canada	5	124	-
	United States	3	145	6
Central/South America	Argentina	-	1	-
	Brazil	-	2	-
	Chile	-	3	-
	Colombia	-	1	-
	Guyana	-	1	-
	Peru	-	1	-





Te Kaunihira Tapuhi o Aotearoa  
Nursing Council of New Zealand

[www.nursingcouncil.org.nz](http://www.nursingcouncil.org.nz)